



Position as at March 2021:

	ETHNIC MINORITY		MALE		FEMALE		DISABILITY	
	2020	2021	2020	2021	2020	2021	2020	2021
The Board	0	0	7 (63.6%)	5 (45.5%)	4 (36.4%)	6 (54.5%)	0	0
Directors	0	0	3 (60%)	3 (60%)	2 (40%)	2 (40%)	0	0
Leadership Team	0	0	4 (50%)	4 (50%)	4 (50%)	4 (50%)	0	0
Managers	0	1 (2%)	23 (47%)	26 (52%)	26 (53%)	24 (48%)	3 (6.1%)	3 (7.69%)
Colleagues*	3 (1%)	3 (0.91%)	147 (49.4%)	166 (50.45%)	152 (50.6%)	164 (49.55%)	8 (2.7%)	10 (3.02%)
Overall	0.8%	0.99%	49.7%	50.5%	50.3%	49.5%	2.9%	3.22%
Target	3%		50%		50%		3%	

Note: 1 staff member defines as non-binary and therefore does not disclose their gender. They are based in the colleague group but have not been taken into account in the figures.

***figures include bank/casual workers**