

COPFS Mainstreaming Report 2025

Annex B - HR Data

Introduction

The mainstreaming report is a legal requirement of all public body organisations and is used to show how they are demonstrating the public sector equality duty and its three requirements:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equal opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

As part of mainstreaming the equality duty, COPFS must collate and provide evidence. This means an annual gathering of information on the protected characteristics covered by the Equality Act 2010, analysing the data and presenting it in a clear and concise format. The organisation is then required to publish this document on the external website.

In addition to the mainstreaming report, COPFS is also required to publish data on their gender pay gap. This is the percentage difference of among employees between men's average hourly pay and women's average hourly pay.

COPFS does not report on figures of less than 5 and in cases where the number has been too small to report on, an * has been used in its place to suppress the number. Where necessary, secondary suppression has been applied to ensure numbers cannot be worked out from the totals.

Contents

Section A – COPFS Salary Scale

- Show the current salary scale for each grade within the organisation following the January 2025 pay implementation.

Section B – Staff Headcount Data

- Includes data on the current headcount of COPFS as at 31 March 2025. Information is broken down into each of the protected characteristics and separated out by full time and part time employees

Section C – Information on Leavers

- Contains information on employees who have left the organisation between 01 April 2024 and 31 March 2025. This data will also be broken down into the protected characteristics and separated by the reason for leaving

Section D – Average Salaries and Gender Pay Gap

- Details the average salaries and gender pay gap between male and female employees within COPFS. There will be two tables with one showing the percentage gap without the SCS employees and one including the SCS employees

Section E – Recruitment & Selection

- Displays information on recruitment and selection data between 01 April 2024 and 31 March 2025 categorised by the protected characteristics

Section F – Graphs

- Graphs showing the trends in data between 2024 and 2025

Section A

COPFS Salary Scale as at 01 January 2025

Pay Band	Salary Range
B	£25,235 - £28,131
B Plus	£29,013 - £31,177
C	£32,455 - £35,203
D	£36,964 - £42,244
E	£45,894 - £54,952
F	£57,701 - £71,942
G	£74,480 - £85,964
H	£86,237 - £87,404
SCS Pay Band (1 – 3)	£90,718 - £149,953
Trainee Solicitor Year 1	£32,455
Trainee Solicitor Year 2	£36,188

Section B

COPFS Staff Headcount as at 31 March 2025

PNA = Prefer Not to Answer

Gender broken down by work pattern

Work Pattern	Male	Male %	Female	Female %	Unknown/ PNA	Unknown/P NA %	Non-Binary & Other	Non-Binary & Other %	All Employees	All Employees %
Full Time	681	32.57%	1376	65.81%	*	*	*	*	2091	100%
Part Time	43	9.35%	410	89.13%	*	*	*	*	460	100%
All Employees	724	28.87%	1786	70.88%	*	*	*	*	2551	100%

Gender broken down by grade

Grade	Male	Male %	Female	Female %	PNA	PNA %	Non-Binary & Other	Non-Binary & Other %	All Employees	All Employees %
B	204	27.68%	518	70.28%	*	*	*	*	737	100%
B Plus	8	24.24%	25	75.76%	*	*	*	*	33	100%
C	89	24.32%	272	74.32%	5	1.37%	0	0.00%	366	100%
D	145	30.79%	321	68.15%	5	1.06%	0	0.00%	471	100%
E	27	31.76%	56	65.88%	*	*	*	*	85	100%
F	148	28.79%	358	69.65%	8	1.56%	0	0.00%	514	100%
G	56	25.45%	159	72.27%	5	2.27%	0	0.00%	220	100%
H	11	33.33%	22	66.67%	0	0.00%	0	0.00%	33	100%
SCS	16	53.33%	14	46.67%	0	0.00%	0	0.00%	30	100%
TS	20	32.26%	41	66.13%	*	*	*	*	62	100%
Total	724	28.38%	1786	70.01%	*	*	*	*	2551	100%

Age Group broken down by work pattern

Work Pattern	16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	All Employees	All Employees %
Full Time	512	24.49%	627	29.99%	433	20.71%	220	10.52%	192	9.18%	107	5.12%	2091	100%
Part Time	24	5.22%	81	17.61%	115	25.00%	47	10.22%	74	16.09%	119	25.87%	460	100%
All Employees	536	21.01%	708	27.75%	548	21.48%	267	10.47%	266	10.43%	226	8.86%	2551	100%

Age Group broken down by grade

Grade	16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	All Employees	All Employees %
B	251	34.06%	144	19.54%	101	13.70%	74	10.04%	87	11.80%	80	10.85%	737	100%
B Plus	12	36.36%	11	33.33%	*	*	*	*	*	*	*	*	33	100%
C	89	24.32%	112	30.60%	69	18.85%	32	8.74%	33	9.02%	31	8.47%	366	100%
D	58	12.31%	136	28.87%	122	25.90%	51	10.83%	60	12.74%	44	9.34%	471	100%
E	*	*	24	28.24%	22	25.88%	16	18.82%	15	17.65%	*	*	85	100%
F	81	15.76%	210	40.86%	111	21.60%	45	8.75%	38	7.39%	39	7.59%	514	102%
G	*	*	53	24.09%	96	43.64%	30	13.64%	*	*	22	10.00%	220	100%
H	0	0.00%	*	*	14	42.42%	10	30.30%	*	*	*	*	33	100%
SCS	0	0.00%	*	*	*	*	7	23.33%	9	30.00%	7	23.33%	30	100%
TS	41	66.13%	15	24.19%	*	*	*	*	0	0.00%	*	*	62	100%
Total	536	21.01%	708	27.75%	548	21.48%	267	10.47%	266	10.43%	226	8.86%	2551	100%

Disability Status broken down by work pattern

Work Pattern	Disabled	Disabled %	Not Disabled	Not Disabled %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Full Time	184	8.80%	1798	85.99%	56	2.68%	53	2.53%	2091	100%
Part Time	39	8.48%	398	86.52%	14	3.04%	9	1.96%	460	100%
All Employees	223	8.74%	2196	86.08%	70	2.74%	62	2.43%	2551	100%

Disability Status broken down by grade

Grade	Disabled	Disabled %	Not Disabled	Not Disabled %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
B	83	11.26%	625	84.80%	18	2.44%	11	1.49%	737	100%
B Plus	*	*	31	93.94%	0	0.00%	*	*	33	100%
C	27	7.38%	322	87.98%	7	1.91%	10	2.73%	366	100%
D	39	8.28%	418	88.75%	*	*	*	*	471	100%
E	*	*	74	87.06%	6	7.06%	*	*	85	100%
F	42	8.17%	428	83.27%	19	3.70%	25	4.86%	514	100%
G	16	7.27%	189	85.91%	9	4.09%	6	2.73%	220	100%
H	0	0.00%	31	93.94%	*	*	*	*	33	100%
SCS	*	*	23	76.67%	0	0.00%	*	*	30	100%
TS	*	*	55	88.71%	0	0.00%	*	*	62	100%
Total	223	8.74%	2196	86.08%	69	2.70%	62	2.43%	2551	100%

Ethnic Origin broken down by work pattern

Work Pattern	White	White %	Ethnic Minority	Ethnic Minority %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
Full Time	1895	90.63%	97	4.64%	42	2.01%	33	1.58%	24	1.15%	2091	100%
Part Time	416	90.43%	15	3.26%	15	3.26%	6	1.30%	8	1.74%	460	100%
All Employees	2311	90.59%	112	4.39%	57	2.23%	39	1.53%	32	1.25%	2551	100%

Ethnic Origin broken down by grade

Grade	White	White %	Ethnic Minority	Ethnic Minority %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
B	668	90.64%	43	5.83%	13	1.76%	8	1.09%	5	0.68%	737	100%
B Plus	31	93.94%	*	*	0	0.00%	*	*	0	0.00%	33	100%
C	341	93.17%	9	2.46%	7	1.91%	*	*	*	*	366	100%
D	435	92.36%	14	2.97%	7	1.49%	9	1.91%	6	1.27%	471	100%
E	76	89.41%	*	*	*	*	0	0.00%	*	*	85	100%
F	452	87.94%	28	5.45%	14	2.72%	12	2.33%	8	1.56%	514	100%
G	198	90.00%	*	*	8	3.64%	*	*	8	3.64%	220	100%
H	29	87.88%	*	*	*	*	*	*	0	0.00%	33	100%
SCS	24	80.00%	*	*	*	*	8	3.33%	*	*	30	100%
TS	57	91.94%	*	*	*	*	0	0.00%	0	0.00%	62	100%
Total	2311	90.59%	112	4.39%	57	2.23%	55	2.16%	32	1.25%	2551	100%

Belief or Religion broken down by work pattern

Work Pattern	Agnostic	Agnostic %	Atheist	Atheist %	Christian - Protestant	Christian - Protestant %	Christian – Roman Catholic	Christian – Roman Catholic %	Christian - Other	Christian - Other %	Humanist	Humanist %
Full Time	61	2.92%	111	5.31%	317	15.16%	333	15.93%	*	*	*	*
Part Time	12	2.61%	18	3.91%	118	25.65%	79	17.17%	*	*	*	*
All Employees	73	2.86%	129	5.06%	435	17.05%	412	16.15%	14	0.55%	9	0.35%

Work Pattern	Muslim	Muslim %	None	None %	No Response	No Response %	PNA	PNA %	Other	Other %	All Employees	All Employees %
Full Time	36	1.72%	911	43.57%	84	4.02%	145	6.93%	71	3.40%	2091	100%
Part Time	8	1.74%	129	28.04%	35	7.61%	49	10.65%	11	2.39%	460	100%
All Employees	44	1.72%	1040	40.77%	119	4.66%	194	7.60%	82	3.21%	2551	100%

Belief or Religion broken down by grade

Grade	Agnostic	Agnostic %	Atheist	Atheist %	Christian - Protestant	Christian - Protestant %	Christian – Roman Catholic	Christian – Roman Catholic %	Christian - Other	Christian - Other %	Humanist	Humanist %
B	18	2.44%	28	3.80%	123	16.69%	87	11.80%	*	*	*	*
B Plus	*	*	*	*	*	*	*	*	*	*	0	0.00%
C	11	3.01%	18	4.92%	52	14.21%	76	20.77%	*	*	*	*
D	11	2.34%	28	5.94%	94	19.96%	79	16.77%	*	*	*	*
E	*	*	5	5.88%	19	22.35%	11	12.94%	*	*	0	0.00%
F	18	3.50%	26	5.06%	75	14.59%	97	18.87%	*	*	*	*
G	8	3.64%	19	8.64%	50	22.73%	33	15.00%	*	*	*	*
H	*	*	*	*	9	27.27%	8	24.24%	0	0.00%	0	0.00%
SCS	*	*	*	*	7	23.33%	*	*	0	0.00%	*	*
TS	0	0.00%	*	*	*	*	13	20.97%	0	0.00%	0	0.00%
Total	73	2.86%	129	5.06%	435	17.05%	412	16.15%	14	0.55%	9	0.35%

Grade	Muslim	Muslim %	None	None %	No Response	No Response %	PNA	PNA %	Other	Other %	All Employees	All Employees %
B	18	2.44%	357	48.44%	22	2.99%	57	7.73%	23	3.12%	737	100%
B Plus	0	0.00%	19	57.58%	0	0.00%	*	*	*	*	33	100%
C	*	*	155	42.35%	12	3.28%	30	8.20%	6	1.64%	366	100%
D	5	1.06%	194	41.19%	13	2.76%	25	5.31%	16	3.40%	471	100%
E	0	0.00%	33	38.82%	*	*	7	8.24%	*	*	85	100%
F	15	2.92%	182	35.41%	36	7.00%	38	7.39%	25	4.86%	514	100%
G	*	*	57	25.91%	24	10.91%	22	10.00%	*	*	220	100%
H	*	*	5	15.15%	*	3.03%	6	18.18%	*	*	33	100%
SCS	0	0.00%	6	20.00%	*	*	*	*	0	0.00%	30	100%
TS	*	*	32	51.61%	5	8.06%	*	*	*	*	62	100%
Total	44	1.72%	1040	40.77%	119	4.66%	194	7.60%	82	3.21%	2551	100%

Marital Status broken down by work pattern

Work Pattern	Single	Single %	Married	Married %	Separated	Separated %	Divorced	Divorced %	Partnered	Partnered %
Full Time	870	41.61%	751	35.92%	36	1.72%	68	3.25%	267	12.77%
Part Time	68	14.78%	301	65.43%	8	1.74%	25	5.43%	28	6.09%
All Employees	938	36.77%	1052	41.24%	44	1.72%	93	3.65%	295	11.56%

Work Pattern	Widowed	Widowed %	In a Civil Partnership	In a Civil Partnership %	Not Known	Not Known %	PNA	PNA %	All Employees	All Employees %
Full Time	*	*	*	*	26	1.24%	60	2.87%	2091	100%
Part Time	*	*	*	*	11	2.39%	13	2.83%	460	100%
All Employees	12	0.47%	7	0.27%	37	1.45%	73	2.86%	2551	100%

Marital Status broken down by grade

Grade	Single	Single %	Married	Married %	Separated	Separated %	Divorced	Divorced %	Partnered	Partnered %
B	322	43.69%	269	36.50%	12	1.63%	21	2.85%	77	10.45%
B Plus	18	54.55%	6	18.18%	*	*	*	*	5	15.15%
C	133	36.34%	134	36.61%	10	2.73%	14	3.83%	59	16.12%
D	134	28.45%	227	48.20%	12	2.55%	21	4.46%	62	13.16%
E	19	22.35%	45	52.94%	0	0.00%	9	10.59%	6	7.06%
F	209	40.66%	195	37.94%	7	1.36%	10	1.95%	57	11.09%
G	49	22.27%	125	56.82%	*	*	10	4.55%	21	9.55%
H	*	*	24	72.73%	0	0.00%	*	*	*	*
SCS	*	*	20	66.67%	*	*	*	*	*	*
TS	49	79.03%	7	11.29%	0	0.00%	*	*	*	*
Total	938	36.77%	1052	41.24%	44	1.72%	93	3.65%	295	11.56%

Grade	Widowed	Widowed %	In a Civil Partnership	In a Civil Partnership %	Not Known	Not Known %	PNA	PNA	All Employees	All Employees %
B	*	*	*	*	8	1.09%	21	2.85%	737	100%
B Plus	*	*	0	0.00%	0	0.00%	0	0.00%	33	100%
C	*	*	*	*	5	1.37%	9	2.46%	366	100%
D	*	*	*	*	5	1.06%	7	1.49%	471	100%
E	0	0.00%	0	0.00%	*	*	5	5.88%	85	100%
F	*	*	*	*	12	2.33%	20	3.89%	514	100%
G	*	*	0	0.00%	5	2.27%	7	3.18%	220	100%
H	0	0.00%	0	0.00%	0	0.00%	*	*	33	100%
SCS	0	0.00%	*	*	0	0.00%	*	*	30	100%
TS	0	0.00%	0	0.00%	*	*	0	0.00%	62	100%
Total	12	0.47%	7	0.27%	37	1.45%	73	2.86%	2551	100%

Sexual Orientation broken down by work pattern

Work Pattern	Gay & Lesbian	Gay & Lesbian %	Bisexual	Bisexual %	Heterosexual /Straight	Heterosexual /Straight %	Other	Other %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Full Time	88	4.21%	54	2.58%	1764	84.36%	6	0.29%	113	5.40%	66	3.16%	2091	100%
Part Time	5	1.09%	6	1.30%	386	83.91%	0	0.00%	28	6.09%	35	7.61%	460	100%
All Employees	93	3.65%	60	2.35%	2150	84.28%	6	0.24%	141	5.53%	101	3.96%	2551	100%

Sexual Orientation broken down by grade

Grade	Gay & Lesbian	Gay & Lesbian %	Bisexual	Bisexual %	Heterosexual /Straight	Heterosexual /Straight %	Other	Other %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
B	27	3.66%	31	4.21%	612	83.04%	*	*	43	5.83%	*	*	737	100%
B Plus	0	0.00%	*	*	32	96.97%	0	0.00%	0	0.00%	*	*	33	100%
C	12	3.28%	8	2.19%	318	86.89%	*	*	19	5.19%	*	*	366	100%
D	15	3.18%	*	*	414	87.90%	*	*	21	4.46%	13	2.76%	471	100%
E	0	0.00%	0	0.00%	78	91.76%	0	0.00%	*	*	*	*	85	100%
F	22	4.28%	*	*	422	82.10%	*	*	32	6.23%	29	5.64%	514	100%
G	*	*	*	*	173	78.64%	0	0.00%	16	7.27%	21	9.55%	220	100%
H	*	*	0	0.00%	29	87.88%	0	0.00%	*	*	*	*	33	100%
SCS	*	*	0	0.00%	22	73.33%	0	0.00%	*	*	*	*	30	100%
TS	5	8.06%	*	*	50	80.65%	0	0.00%	*	*	*	*	62	100%
Total	93	3.65%	60	2.35%	2150	84.28%	6	0.24%	141	5.53%	101	3.96%	2551	100%

Section C

Leavers in COPFS between 01 April 2024 to 31 March 2025

Gender

Reason Left	Male	Male %	Female	Female %	Unknown	Unknown %	All Employees	All Employees %
Resignation	26	38.81%	35	52.24%	6	8.96%	67	100%
Retirement	13	31.71%	28	68.29%	0	0.00%	41	100%
End of Fixed Term Appointment	*	100.00%	0	0.00%	0	0.00%	*	100%
Transfer to OGD	5	41.67%	7	58.33%	0	0.00%	12	100%
Other	*	33.33%	*	66.67%	0	0.00%	6	100%
All Leavers	47	37.01%	74	58.27%	6	4.72%	127	100%

Age Group

Reason Left	16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	All Employees	All Employees %
Resignation	23	34.33%	19	28.36%	12	17.91%	*	5.97%	7	10.45%	*	2.99%	67	100%
Retirement	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	12.20%	36	87.80%	41	100%
End of Fixed Term Appointment	0	0.00%	*	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	*	100%
Transfer to OGD	5	41.67%	*	25.00%	*	8.33%	0	0.00%	*	25.00%	0	0.00%	12	100%
Other	*	16.67%	*	33.33%	0	0.00%	*	33.33%	*	16.67%	0	0.00%	6	100%
All Leavers	29	22.83%	25	19.69%	13	10.24%	6	4.72%	16	12.60%	38	29.92%	127	100%

Disability Status

Reason Left	Disabled	Disabled %	Not Disabled	Not Disabled %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Resignation	7	10.45%	57	85.07%	*	2.99%	*	1.49%	67	100%
Retirement	*	4.88%	35	85.37%	*	9.76%	0	0.00%	41	100%
End of Fixed Term Appointment	0	0.00%	*	100.00%	0	0.00%	0	0.00%	*	100%
Transfer to OGD	0	0.00%	12	100.00%	0	0.00%	0	0.00%	12	100%
Other	*	16.67%	5	83.33%	0	0.00%	0	0.00%	6	100%
All Leavers	10	7.87%	110	86.61%	6	4.72%	*	0.79%	127	100%

Ethnic Origin

Reason Left	White	White %	Ethnic Minority	Ethnic Minority %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
Resignation	61	91.04%	*	5.97%	0	0.00%	*	1.49%	*	1.49%	67	100%
Retirement	38	92.68%	*	2.44%	*	4.88%	0	0.00%	0	0.00%	41	100%
End of Fixed Term Appointment	*	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	*	100%
Transfer to OGD	10	83.33%	0	0.00%	0	0.00%	*	16.67%	0	0.00%	12	100%
Other	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100%
All Leavers	116	91.34%	5	3.94%	*	1.57%	*	2.36%	*	0.79%	127	100%

Belief or Religion

Reason Left	Agnostic	Agnostic %	Atheist	Atheist %	Christian - Protestant	Christian - Protestant %	Christian - Roman Catholic	Christian - Roman Catholic %	Christian Other	Christian Other %	Humanist	Humanist %
Resignation	*	2.99%	*	5.97%	5	7.46%	10	14.93%	0	0.00%	0	0.00%
Retirement	*	7.32%	*	9.76%	14	34.15%	*	7.32%	0	0.00%	0	0.00%
End of Fixed Term Appointment	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Transfer to OGD	0	0.00%	*	8.33%	*	16.67%	*	16.67%	0	0.00%	0	0.00%
Other	0	0.00%	*	16.67%	*	16.67%	*	16.67%	0	0.00%	0	0.00%
All Leavers	5	3.94%	10	7.87%	22	17.32%	16	12.60%	0	0.00%	0	0.00%

Reason Left	Muslim	Muslim %	None	None %	No Response	No Response %	PNA	PNA %	Other	Other %	All Employees	All Employees %
Resignation	*	1.49%	35	52.24%	*	2.99%	*	5.97%	*	5.97%	67	100%
Retirement	0	0.00%	10	24.39%	*	4.88%	5	12.20%	0	0.00%	41	100%
End of Fixed Term Appointment	0	0.00%	0	0.00%	0	0.00%	0	0.00%	*	100.00%	*	100%
Transfer to OGD	0	0.00%	*	33.33%	*	8.33%	*	16.67%	0	0.00%	12	100%
Other	0	0.00%	*	50.00%	0	0.00%	0	0.00%	0	0.00%	6	100%
All Leavers	*	0.79%	52	40.94%	5	3.94%	11	8.66%	5	3.94%	127	100%

Marital Status

Reason Left	Single	Single %	Married	Married %	Separated	Separated %	Divorced	Divorced %	Partnered	Partnered %
Resignation	34	50.75%	25	37.31%	0	0.00%	0	0.00%	*	5.97%
Retirement	*	9.76%	24	58.54%	0	0.00%	7	17.07%	*	4.88%
End of Fixed Term Appointment	*	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Transfer to OGD	6	50.00%	*	16.67%	0	0.00%	*	16.67%	*	8.33%
Other	5	83.33%	*	16.67%	0	0.00%	0	0.00%	0	0.00%
All Leavers	50	39.37%	52	40.94%	0	0.00%	9	7.09%	7	5.51%

Reason Left	Widowed	Widowed %	Not Known	Not Known %	PNA	PNA %	All Employees	All Employees %
Resignation	0	0.00%	*	5.97%	0	0.00%	67	100%
Retirement	*	4.88%	*	2.44%	*	2.44%	41	100%
End of Fixed Term Appointment	0	0.00%	0	0.00%	0	0.00%	*	100%
Transfer to OGD	0	0.00%	0	0.00%	*	8.33%	12	100%
Other	0	0.00%	0	0.00%	0	0.00%	6	100%
All Leavers	*	1.57%	5	3.94%	*	1.57%	127	100%

Sexual Orientation

Reason Left	Gay, Lesbian, Bisexual & Other Sexual Orientations	Gay, Lesbian, Bisexual & Other Sexual Orientations %	Heterosexual/ Straight	Heterosexual/ Straight %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Resignation	7	10.45%	56	83.58%	*	1.49%	*	4.48%	67	100%
Retirement	*	2.44%	36	87.80%	*	2.44%	*	7.32%	41	100%
End of Fixed Term Appointment	0	0.00%	*	100.00%	0	0.00%	0	0.00%	*	100%
Transfer to OGD	0	0.00%	11	91.67%	*	8.33%	0	0.00%	12	100%
Other	*	16.67%	5	83.33%	0	0.00%	0	0.00%	6	100%
All Leavers	9	7.09%	109	85.83%	*	2.36%	6	4.72%	127	100%

Section D

Average Salaries

Pay Band H – (£86,237 to £87,404)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	33	11	22	0.28%
Average Pay	£87,215	£87,051	£87,298	£247

Pay Band G – (£74,480 to £85,964)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	212	56	159	1.41%
Average Pay	£81,966	£81,136	£82,299	£1,162

Pay Band F – (£57,701 to £71,942)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	506	148	358	-0.21%
Average Pay	£66,440	£66,527	£66,386	-£141

Pay Band E – (£45,894 to £54,952)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	83	27	56	2.11%
Average Pay	£51,373	£50,552	£51,641	£1,090

Pay Band D – (£36,964 to £42,244)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	466	145	321	0.12%
Average Pay	£40,771	£40,761	£40,812	£51

Pay Band C – (£32,455 to £35,203)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	361	89	272	0.61%
Average Pay	£33,921	£33,782	£33,989	£207

Pay Band B – (£25,235 to £28,131)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	722	204	518	0.91%
Average Pay	£27,444	£27,277	£27,528	£251

Trainee Solicitors - Year 1 £32,455				
Salary Range	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	32	16	16	0.00%
Average Pay	£32,455	£32,455	£32,455	£0

Trainee Solicitors - Year 2 £36,188				
Salary Range	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	29	4	25	0.00%
Average Pay	£36,188	£36,188	£36,188	£0

Pay Band B Plus – (£29,013 to £31,177)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	33	8	25	0.86%
Average Pay	£29,442	£29,249	£29,504	£255

Gender Pay Gap

The tables below show the gender pay gap when all grades within the service are included.

The first table is concerned with the gender pay gap based on a basic salary:

Pay Bands TS & Band B – SCS (£25,235 - £149,953)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Salary
Total	2510	724	1786	1.53%
Average Pay	£45,982	£46,487	£45,778	£709

The second table is concerned with the gender pay gap based on a basic salary shown by an hourly rate:

Pay Bands TS & Band B – SCS (£25,235 - £149,953)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Hourly Rate
Total	2510	724	1786	1.53%
Average Pay	£25.26	£25.54	£25.16	£0.39

The tables below show the gender pay gap when only grades Band B to Band H are included.

The first table is concerned with the gender pay gap based on a basic salary:

Pay Bands TS & Band B – H (£25,235 to £87,404)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Salary
Total	2480	708	1772	-0.20%
Average Pay	£45,343	£45,276	£45,369	-£93

The second table is concerned with the gender pay gap based on a basic salary shown by an hourly rate:

Pay Bands TS & Band B – H (£25,235 to £87,404)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Hourly Rate
Total	2480	708	1772	-0.20
Average Pay	£24.91	£24.87	£24.92	-£0.05

Section E

Recruitment and Selection statistics between 01 April 2024 – to 31 March 2025

Gender

Female	Female %	Male	Male %	Unknown/PNA	Unknown/PNA %	Non-Binary & Other	Non-Binary & Other %	Total	Total %
2490	59.38%	1613	38.47%	74	1.76%	16	0.38%	4193	100%

Age

16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	No Response	No Response %	PNA	PNA %	Total	Total %
1937	46.19%	1115	26.59%	643	15.33%	241	5.75%	174	4.15%	72	1.72%	11	0.26%	0	0%	4193	100%

Sexual Orientation

Gay, Lesbian, Bisexual & Other Sexual Orientations	Gay, Lesbian, Bisexual & Other Sexual Orientations %	Heterosexual /Straight	Heterosexual /Straight %	No Response	No Response %	PNA	PNA %	Total	Total %
494	11.78%	3398	81.04%	47	1.12%	254	6.06%	4193	100%

Ethnic Origin

White	White %	Ethnic Minority	Ethnic Minority %	PNA	PNA %	Other	Other %	Not Known	Not Known %	Total	Total %
3415	81.45%	650	15.50%	84	2.00%	22	0.52%	22	0.52%	4193	100.00%

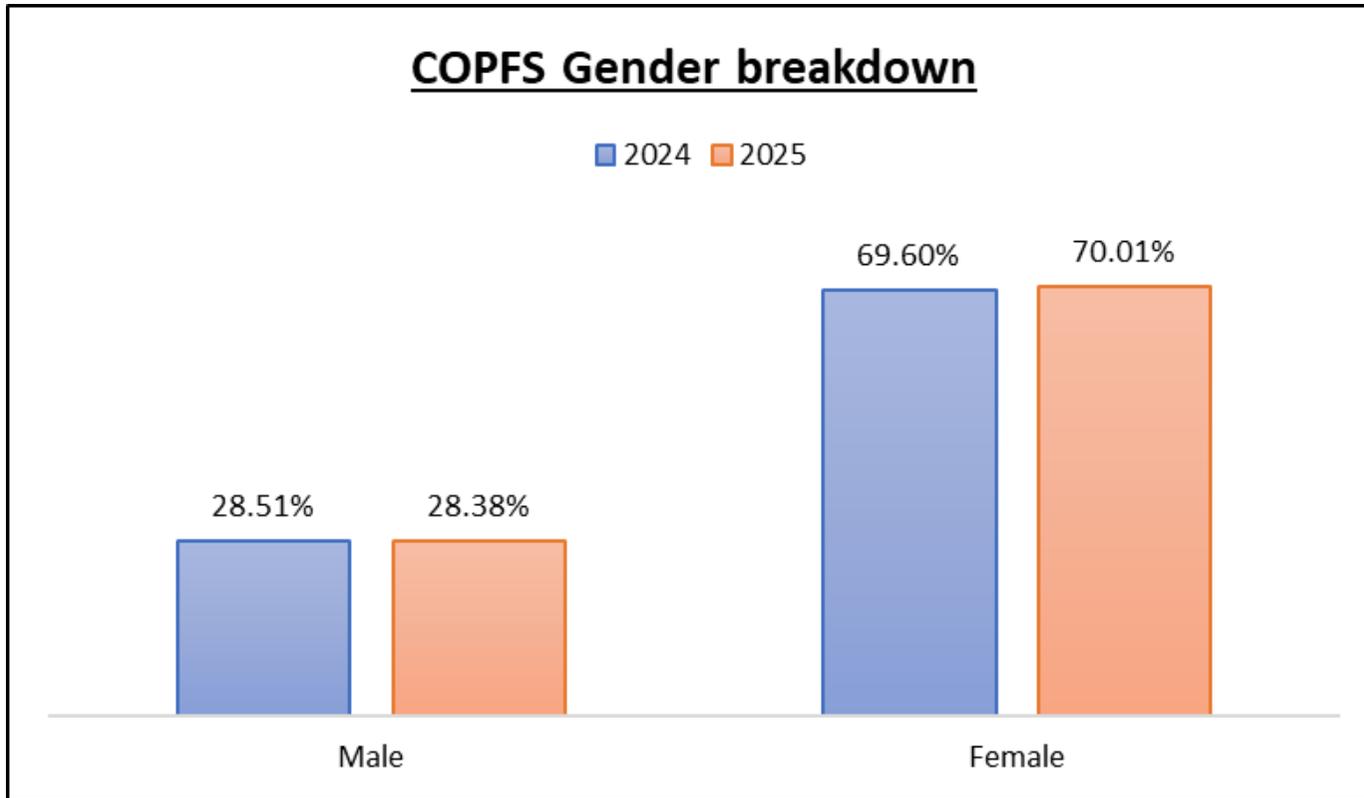
Belief or Religion

Agnostic	Agnostic %	Atheist	Atheist %	Christian Protestant	Christian Protestant %	Other Christian	Other Christian %	Humanist	Humanist %	Muslim	Muslim %
236	5.63%	350	8.35%	472	11.26%	93	2.22%	6	0.14%	104	2.48%
None	None %	Christian - Roman Catholic	Christian - Roman Catholic %	No Response	No Response %	PNA	PNA %	Other	Other %	Total	Total %
1714	40.88%	566	13.50%	129	3.08%	278	6.63%	245	5.84%	4193	100%

Disability

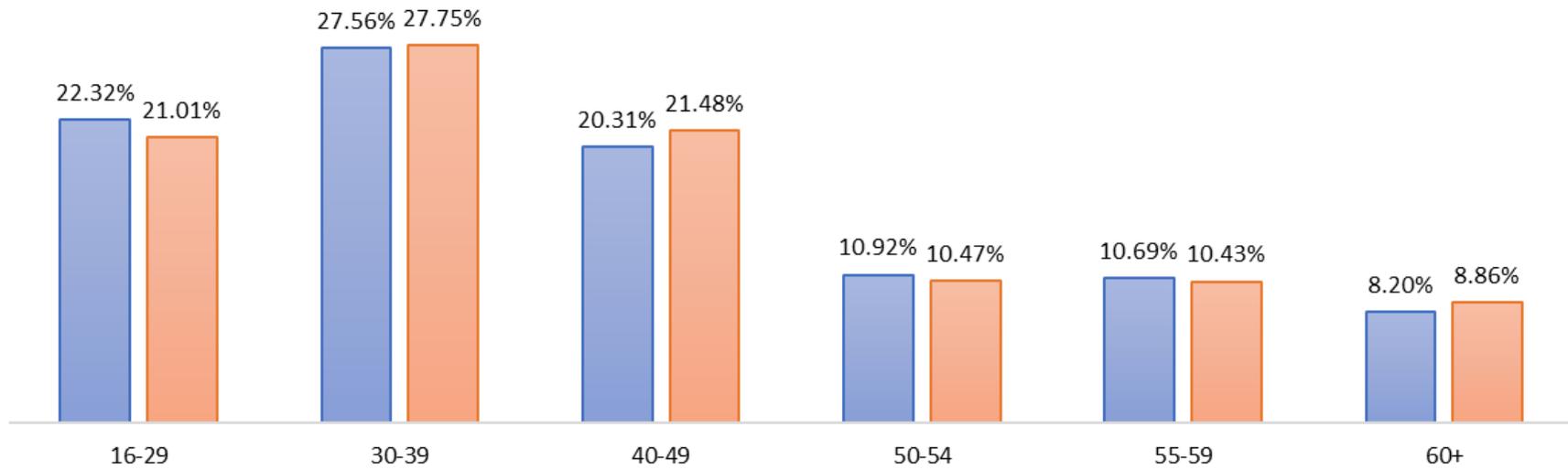
Disabled	Disabled %	Non-Disabled	Non-Disabled %	PNA	PNA %	Unknown	Unknown %	Total	Total %
488	11.64%	3396	80.97%	206	4.91%	103	2.48%	4193	100%

Section F



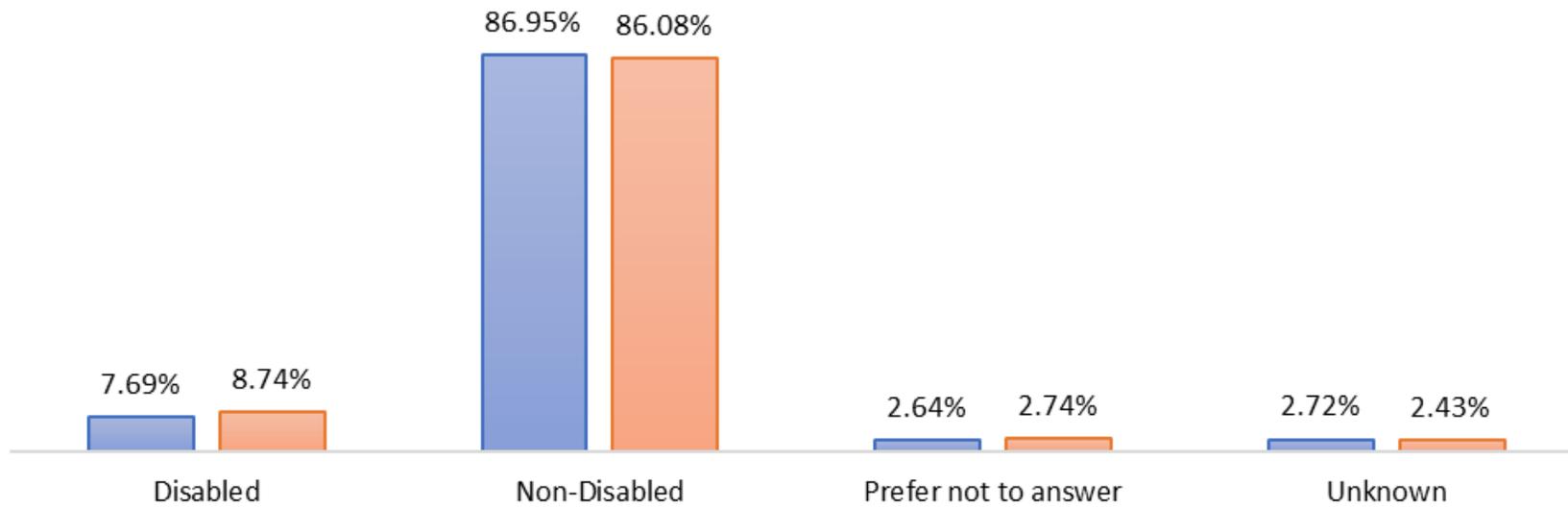
COPFS Age Breakdown

■ 2024 ■ 2025

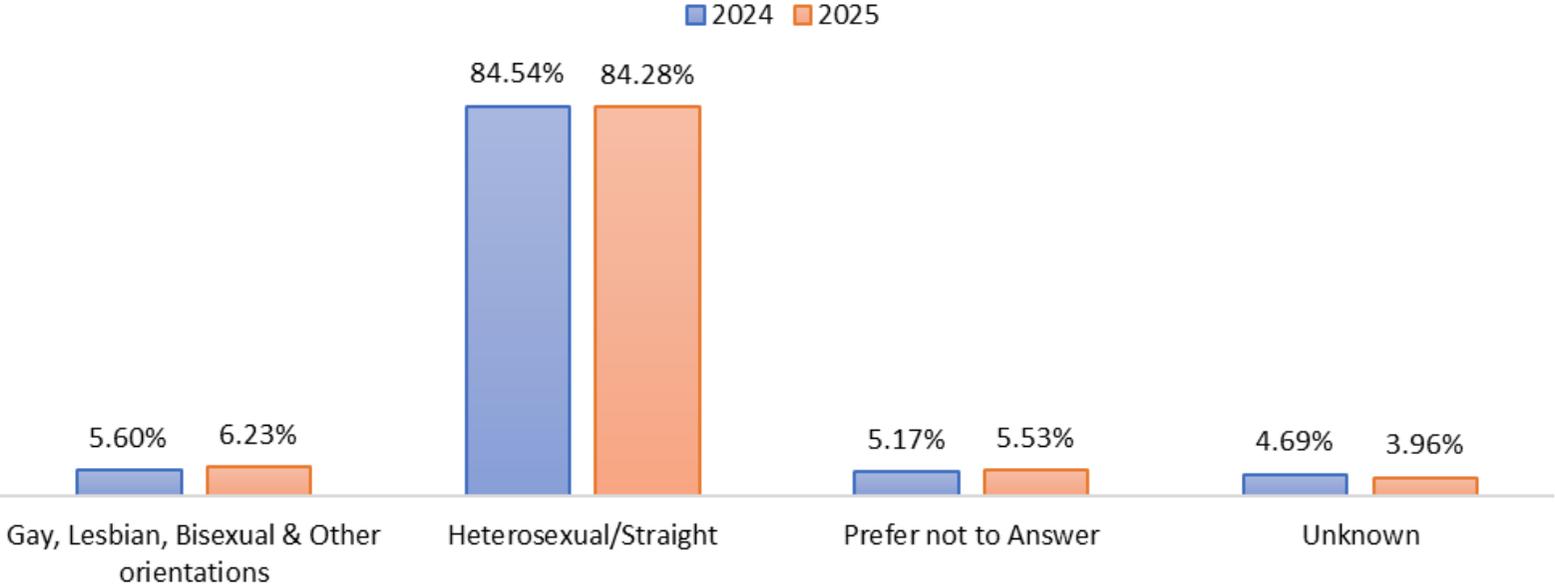


COPFS Disability Breakdown

■ 2024 ■ 2025

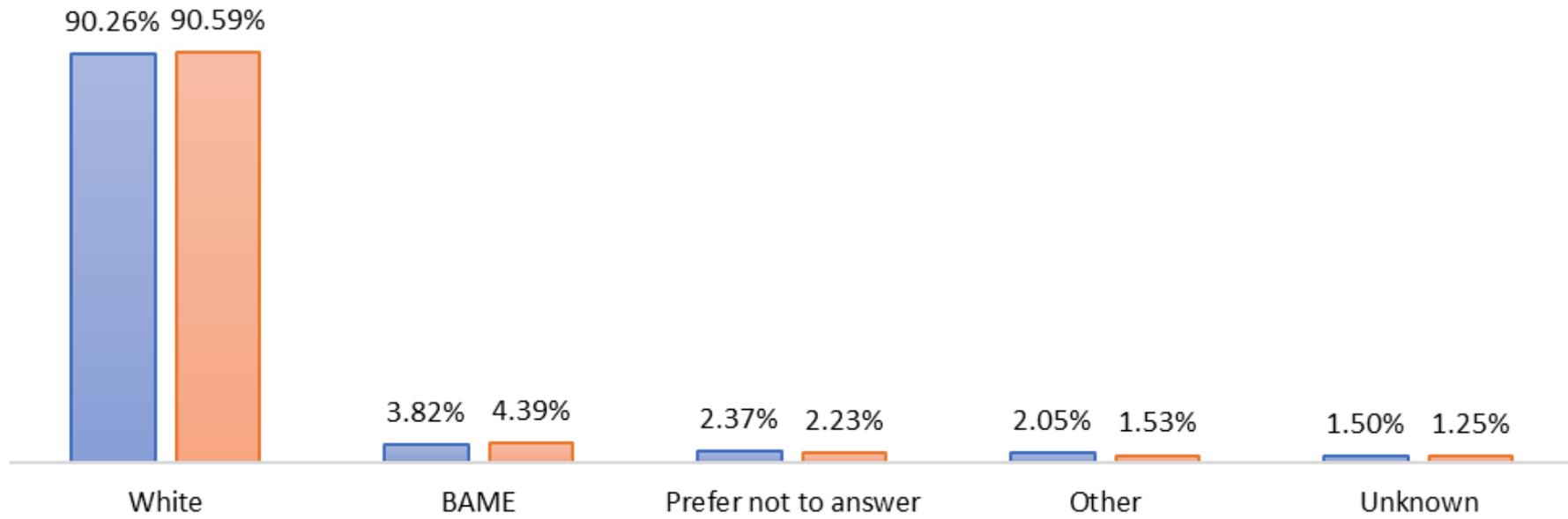


COPFS Sexual Orientation Breakdown



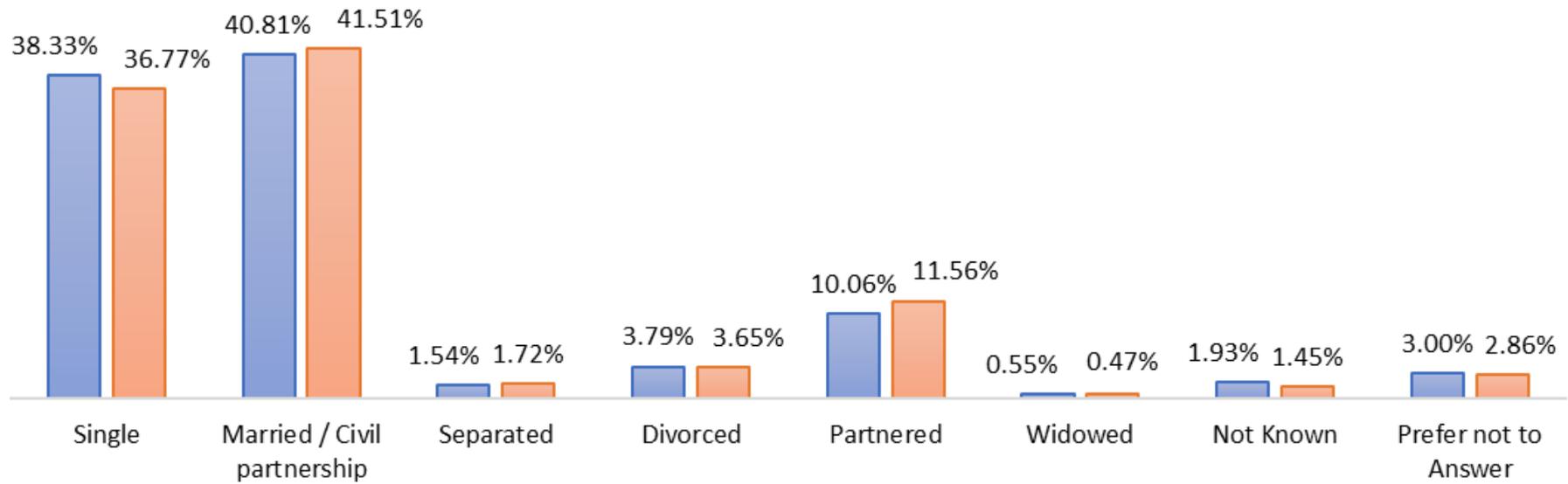
COPFS Ethnicity Breakdown

■ 2024 ■ 2025



COPFS Marital Status Breakdown

■ 2024 ■ 2025



COPFS Belief or Religion Breakdown

