

**Northampton General Hospital**

**Equality and Human Rights  
Monitoring Report**

**2013/2014**

**Including  
Workforce and Service Data**

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## EXECUTIVE SUMMARY

The Equality and Human Rights Monitoring Report for 2013/2014 provides analysis of the data that the Trust holds in relation to its workforce and service users.

As a public organisation, Northampton General Hospital (NGH) has a legal duty to promote equality of opportunity, foster good relations and eliminate harassment and unlawful discrimination. As part of our legal duty we must prepare and publish equality information annually comprising of an equality profile of our patients and staff to determine if there are any issues of access to services for patients as a result of their protected characteristic, or any issues for staff arising from theirs.

Under the Public Sector Duty, the Trust is required to publish information relating to people who use our services. We also use equality information to:

- Establish who is accessing our services and to identify and where possible, address under-representation from specific protected characteristic groups
- Understand the needs of our patients
- Identify any disadvantage faced by people based on protected characteristics
- Compare our performance with similar organisations and make necessary service improvements.

Our Equality Information Report considers overall patient activity for the following:

- Age
- Ethnicity
- Gender
- Religion

There are gaps in information regarding some protected characteristics. This year the Trust has explored how this can be addressed but currently the Trust's electronic data systems do not allow for additional data to be recorded. The Trust plans to address this when the current system is likely to be replaced in 2015.

Our legal duty to monitor our workforce is also addressed in this document. The report provides equal opportunities information for some of the protected characteristics in the following areas:

- Trust's Workforce Profile
- Human Resources (HR) Recruitment Activity
- HR Caseload Activity
- Learning and Development Activity

## INTRODUCTION

Northampton General Hospital believes that Equality and Diversity (E&D) is central to what we do. Equality is about creating a fairer society where everyone has the opportunity to fulfill their potential.

The Trust aims to deliver high quality services that are accessible, responsive and appropriate to meet the diverse needs of the different groups and individuals we serve and the staff we employ.

To achieve this aim, we want to ensure that service users and employees are not subject to any form of discrimination or unequal treatment. Everyone can expect to be treated with equal respect and dignity regardless of their background or circumstances.

It is important to us that we eliminate discrimination in the way we provide our services and the way we recruit, train and support our workforce. The Trust does not tolerate any forms of unlawful or unfair discrimination. In addition it recognises that all people have rights and entitlements.

## OUR POPULATION

Northamptonshire has a population of 712,200 people (ONS population projections, published 29 May 2014). More than 30% of the population are in the least deprived quintile, and around 12% are in the most deprived quintile. While the population of Northamptonshire is expected to rise by around 5% to approximately 749,000 by 2020, the increase in working age population is estimated at only 2%, whereas the total population aged 65 and over is projected to rise by 17% in this period. The 70-74 age group will rise by 40% (the post-war baby boomer generation), and the number aged 90 and over is expected to rise by 30%.

The latest Health Profile for Northamptonshire (Public Health England, 12 August 2014) describes 32 indicators, most of which are related to health and lifestyle.

Northamptonshire is worse than the England average for the following:

- Smoking status at time of delivery
- Breastfeeding initiation
- Under-18 conceptions
- Excess weight in adults
- Hospital stays for self-harm
- Life expectancy at birth (female)

## Northamptonshire Population (2011 Census)

Ethnic Group	Religion	Marital Status	Age Group	Gender
White 91.48%	Christian 59.9%	Single 29.2%	0-17 22.5%	Male 49.3%
Mixed 1.51%	Buddhist 0.3%	Married 41.4%	18-24 7.8%	Female 50.7%
Asian 4.04%	Hindu 1.2%	Civil Partnership 0.2%	25-34 12.6%	
Black 2.53%	Jewish 0.1%	Separated 5.3%	35-44 13.5%	
Other 0.43%	Muslim 1.7%	Divorced 14.3%	45-54 14.8%	
	Sikh 0.4%	Widowed 9.6%	55-64 11.7%	
	Other 0.4%		65-74 9.8%	
	No religion 29.2%		75-84 5.2%	
	Not stated 6.7%		85+ 2.2%	

## SERVICE INFORMATION – APRIL 2013 to MARCH 2014

### Gender

During this period the Trust had 97,962 inpatient admissions:

	Number of inpatient admissions
Female	57,911
Male	40,047
Not recorded	4
Total	97,962

In comparison to national and local statistics, this data shows that we have under-representation of male inpatient admissions at 40.9% compared to males constituting 49.6% of the population.

During this period 352,207 outpatient appointments were attended and an additional 26,510 appointments were not productive when patients did not attend. This is shown in the table below:

	Outpatient attendances		Did not attend appointment	
	Number	% of total	Number	% of total
Female	199,255	56.57%	13,771	51.95%
Male	152,937	43.42%	12,736	48.04%
Not recorded	15		3	
Total	352,207		26,510	

This shows that there were proportionally more males who did not attend their appointments than females.

## Age

Age in years	Inpatients		Outpatients		Did not attend appointment	
	Number	% of total	Number	% of total	Number	% of total
0-4	10,400	10.62	12,046	3.42	1589	6
5-16	4,559	4.65	21,372	6.07	2777	10.48
17-29	13,632	13.92	32,761	9.30	4731	17.85
30-44	15,889	16.22	55,301	15.70	5600	21.12
45-59	15,431	15.75	71,273	20.24	4947	18.66
60-74	21,245	21.69	96,299	27.34	3911	14.75
75-89	14,544	14.85	57,976	16.46	2576	9.72
90+	2,262	2.31	5,179	1.47	379	1.43

The above chart demonstrates that during the main 'working years' from 16 to 60, there is a disproportionate number of patients who did not attend (DNA) outpatient appointments: 57.63% of the total DNAs compared with 45.24% of all outpatient appointments.

## Ethnic Group

The table overleaf shows that DNAs are disproportionately higher in all ethnic groups other than white British and White Irish.

Ethnic Group	Inpatients		Outpatients		Did not attend appointment	
	Number	% of total	Number	% of total	Number	% of total
Not known	1199	1.22	12745	3.62	1488	5.61
White-British	78440	80.07	268531	76.24	17693	67.76
White-Irish	1296	1.32	5094	1.45	333	1.26
Any other white background	4627	4.72	10505	2.98	1129	4.26
Mixed-White & Black Caribbean	700	0.71	1666	0.47	229	0.86
Mixed-White & Black African	257	0.26	539	0.15	85	0.32
Mixed-White & Asian	202	0.21	465	0.13	58	0.22
Mixed- any other mixed background	426	0.43	908	0.26	127	0.48
Asian or Asian British-Indian	1447	1.48	5413	1.54	417	1.57
Asian or Asian	539	0.55	1456	0.41	163	0.61

British-Pakistani						
Asian or Asian British-Bangladeshi	814	0.83	2135	0.61	290	1.09
Asian or Asian British-any other Asian	595	0.61	1592	0.45	151	0.57
Black or Black British-Caribbean	995	1.02	3671	1.04	413	1.56
Black or Black British-African	1927	1.97	4389	1.25	704	2.66
Black or Black British-any other Black	396	0.40	1061	0.30	168	0.63
Other ethnic group-Chinese	374	0.38	1161	0.33	89	0.34
Other Ethnic Group	762	0.78	2060	0.58	232	0.88
Not stated	2966	3.03	28816	8.18	2741	10.34

## Religion and Belief

The chart below summarises the religions of our service users. 66 different religions were identified. The religion of over a third of patients was not known. Over 10% of patients stated that they did not have a religious belief.

Religion	Inpatients	Outpatients	Did not Attend Appointment
Armenian Catholic	1	0	0
Agnostic	91	229	11
Anglican	95	397	14
Aetherius Society	3	13	4
Atheist	408	1054	99
Bahal	7	34	1
Baptist	682	2922	140
Brethren	1	0	0
Buddhist	131	389	26
Christian	5659	14822	1246
Church of England	32609	128368	6778
Church of God	31	97	10
Chapel	6	28	3
Christadelphin	29	105	3
Church of Ireland	31	138	10
Church of Latter Day Saints	0	2	0
Congregational	35	52	2

Church of Christ	42	93	8
Christian Science	8	22	4
Church of Wales	5	20	0
Eastern Orthodox	1	5	1
Evangelist	35	110	7
Free Church	24	75	0
Greek Orthodox	44	101	13
Hindu	642	2594	150
Jainism	7	63	2
Jewish	86	306	21
Jehovah Witness	260	917	62
Latter-Day Saint	3	26	0
Lutheran	6	40	2
Methodist	994	4095	198
Mormon	41	167	12
Muslim	1691	4442	574
Moravian	6	19	1
Nazarene	3	1	0
Non-Conformist	38	216	14
Non-Denominational	1	6	2
Not Known	34383	130291	11986
None	11092	29035	2871
New Apostolic Church	0	2	0
New Testament	3	16	1
Order of the Cross	0	1	0
Other Free Church	7	19	1
Orthodox	201	577	46
Other	411	1890	185
Pantheist	1	8	0
Pagan	26	139	12
Plymouth Brethren	4	16	1
Pentecostal	41	198	20
Presbyterian	57	195	6
Protestant	89	318	18
Quaker	22	111	8
Rastafarian	7	18	8
Roman Catholic	6874	23674	1694
Reform Judaism	0	2	0
Russian Orthodox	4	6	2
Royal Zoroastrian	0	1	0
Salvation Army	99	300	12
Church of Scotland	344	1156	85
Seventh Day Adventist	22	116	9
Sikh	273	1050	84
Serbian Orthodox	4	7	2
Spiritualist	77	348	14
Taoist	0	1	2
Unitarian	1	9	1
United Reformed Church	157	703	23
Wesleyan	2	14	0
Welsh Independent	3	8	0
Wiccan	2	10	1



## PATIENT COMPLAINTS 2013 to 2014

The Complaints Department and the Patient Advisory and Liaison Service (PALS) are valuable sources of information regarding dissatisfaction with our services and evidence for when the services provided at NGH do not meet the needs of patients from protected groups.

In the reporting year 2013-2014 the Trust received 541 complaints which were investigated through the NHS Complaints Regulations. This is in comparison to the 538 complaints which were received the previous year.

252 complainants provided their ethnicity status but over a half of complainants declined to provide this information although it is handled in an anonymised basis. The ethnicity of the complainants who responded is detailed in the table below. 227 of those complainants were white British which reflects the Northamptonshire population.

### Year 2013-2014

<b>Ethnicity</b>	<b>Number</b>
White British	227
White Irish	3
White other	7
Mixed white and black Caribbean	1
Mixed white and black African	
Mixed white and black Asian	
Mixed other	
Asian or Asian British Indian	5
Asian or Asian British Pakistani	1
Asian or Asian British Bangladeshi	
Asian or Asian British other	3
Black or black British Caribbean	4
Black or black British African	1
Black or black British other	
Chinese/other Chinese	
Not stated	289
<b>Total</b>	<b>541</b>

There was an equality issue raised in four of the complaints. These were concerning delay in surgery, communication, attitude and diagnosis.

244 complainants identified their age, the data is as follows:

<b>Age</b>	<b>Number</b>
18 and under	11
19-40	44
41-60	59
61-70	57
71-80	45

81-90	17
91+	11
Not stated	297

## EQUALITY ANALYSIS

Identifying and responding to the effect of activities on the different protected groups remains of fundamental importance in the context of giving due regard to meeting the three aspects of the general duty.

Equality analysis remains a key component in delivering a quality service which meets the needs of different communities and ensures that people are not excluded. The Trust continues to utilise its systems for equality analysis on policies, functions and change programmes to assess whether they have the potential to affect people differently. The Trust recognises this process identifies and addresses real or potential inequalities resulting from policy, practice or service development.

Any negative consequences for a particular group or section of service users / staff can be eliminated, minimised or counterbalanced by other measures, wherever possible, in order to take account of and meet the needs of all our communities. The equality analysis ensures that consideration is given to;

- Effective processes and communication between staff and service users
- Physical access
- Provision of information in a format which can be understood
- Cultural norms, preferences and practices of protected groups are taken into account
- Available relevant data and service user / staff feedback.

## WORKFORCE PROFILE – APRIL 2013 to MARCH 2014

The following analysis contains quantitative information from the Electronic Staff Record (ESR) for the year ending 31 March 2014 relating to:

- Staff in Post by pay band/grade
- Sickness episodes by pay band/grade
- Leavers by pay band/grade

Information relating to Recruitment & Promotion, and Disciplinary & Grievance Procedures is provided separately within the monitoring report.

Where possible the information has been analysed against the following protected characteristics:

- Age
- Disability
- Gender

- Ethnicity
- Religious Belief
- Sexual Orientation
- Marital Status

It is important to know and understand the demographic profile of our workforce, and to be able to compare this profile with that of the local population which we serve.

## Workforce Profile by Pay Band / Grade

It is obviously important that the data we hold for employees relating to Protected Characteristics is as complete as possible in order to draw meaningful conclusions from any analysis.

In some areas the level of completeness of data is very high; more than 97% of employees have their ethnic origin recorded, and a slightly smaller percentage have a record for marital status. Gender and age are recorded for all employees. Disability information has always been poorly recorded; almost 33% have no record relating to disability status. Sexual Orientation and Religious Belief were not collected until relatively recently, and as a consequence employees who have been with the trust for many years will often have nothing recorded against these criteria. This results in 16% of employees for whom the trust has no record of Sexual Orientation, and 15% with no record of Religious Belief. Over time the levels of employees with no record in these areas should reduce and in the last few years a number of data cleansing exercises have taken place.

Appendix 1 provides the data tables for detailed information regarding the workforce profile by protected characteristics.

Protected Group	Analysis
<b>Age</b>	<p>When compared to the Northamptonshire population, the percentage of staff in the 16-20 and over 60 age groups is significantly lower. However, this would be expected given the numbers of people still in education in the first group, and the number having taken retirement in the second.</p> <p>If only those people in the 20-60 age groups of the Northamptonshire population and NGH workforce are considered, then the trust is very closely representative of the local population in most age groups. The main exception is in the 51-55 age group, where the trust has 14.3% of its 20-60 age groups workforce, compared to 12.7% of the local population in the 20-60 range.</p>
<b>Disability</b>	<p>Only 2.4% of the NGH workforce has disclosed a disability. According to PANSI (Projecting Adult Needs &amp; Service Information) the projection of Northamptonshire population aged</p>

	<p>between 18 and 64 likely to have either a moderate or serious disability is 10.27%. However just over 40% of the workforce do not have a disability status recorded; if this data was complete the rate would probably increase but still be well below the local population estimated rate. The physical nature of most work in the healthcare sector would help to explain the low representation of disabled people in the workforce.</p>
<b>Gender</b>	<p>The NHS Workforce is predominantly female, and at NGH the rate is 80%. The staff groups with the highest percentage of female employees are the registered nursing &amp; midwifery, allied health professional, and clinical support staff groups. However the percentage of male employees is higher in the Agenda for Change bands 8a – 9 group, at 29%. Within the medical &amp; dental staff group 57% are male, and 70% of consultants are male.</p>
<b>Ethnicity</b>	<p>According to the 2011 Census, the Northamptonshire population was 91.5% white, 8.5% Black &amp; Minority Ethnic (BME), whereas the trust employees (as at 31 March 2014) were 79.4% white, 20.6% BME. The overall percentage of BME employees is boosted by the high representation of this group (50.2%) in the Medical &amp; Dental staff group.</p> <p>If Medical &amp; Dental staff were removed from the analysis, then the BME percentage in the remaining staff groups falls slightly to 17.1%, but this nonetheless remains a significantly higher ratio than in the local population. Although on 6.5% of staff in Agenda for Change bands 8a – 9 are in the BME group, 22.1% of bands 5 – 7 are BME, higher than the average BME representation across all pay bands in the trust.</p>
<b>Religion</b>	<p>The 2011 Census data indicated that 59.9% of the population of Northamptonshire were Christian, 1.7% Muslim, and 1.2% Hindu. Employee data showed 47.1% Christian, rising to 50% if Medical &amp; Dental staff were excluded. The percentage of the local population professing no religion was 29.2%; 14.9% of employee records had no religion defined, and a further 14.8% did not wish to state their religion or belief, while 9% professed to be Atheist. In total, where a religious belief is recorded, 14.2% of employees are from a minority faith community.</p>
<b>Sexual Orientation</b>	<p>Sexual Orientation information is not collected as part of the National Census so a comparison cannot be made between trust employees and the Northamptonshire population. However, 69.6% of employees are recorded as heterosexual. 13% did not wish to state their sexual orientation, and a further 16% had no data recorded. Bisexual, Gay or Lesbian employees made up 1.3% of the total.</p>
<b>Marital Status</b>	<p>Of the total number of employees, 53% were married compared</p>

	with 41.4% of the local population; 33.1% of employees were single, 7.1% divorced, 0.3% in a civil partnership, 1.3% separated, and 1.1% widowed. The comparable figures in the local population were 29.2% single, 14.3% divorced, 0.2% civil partnership, 5.3% separated, and 9.6% widowed. The much higher percentage of widowed people in the population reflects the number in older age-groups no longer part of the working or economically active population.
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## Sickness Absence Analysis (number of episodes)

The number of separate episodes of sickness for the year ending 31 March 2014 was 8,594. Appendix 1 provides the data tables for detailed analysis of the information.

Employees' pay band or grade appears to have a relatively significant influence on the number of sickness episodes compared to other Equality & Diversity factors. Band 2 employees comprise just under 20% of the workforce, and are the second biggest staff group, but they were responsible for the single highest percentage of the sickness, equating to 28.54% of all episodes. The biggest staff group in pay band terms is Band 5, with just over 22% of the workforce, and they accounted for the second highest percentage of sickness episodes, at 25.9%. Staff in bands 7 and 8a-9 account for 8.2% and 3.5% of the workforce but only 5.5% and 2% of the sickness episodes.

Protected Group	Analysis
<b>Age</b>	The percentage of the total number of sickness episodes relating to each age group equates quite closely to the proportionate size of each age group in terms of staff in post, indicating a fairly even spread of sickness across all age groups. The 21-25 age group is the eighth biggest numerically but accounted for the sixth highest percentage of the sickness episodes (9.2% and 11.4% respectively).
<b>Disability</b>	Employees who declare a disability comprise 2.44% of the workforce, although this figure would probably increase if the status of the 33% where no record is held was known. However, those employees who do declare a disability accounted for 3.96% of the sickness episodes. It is perhaps to be expected that this would be the case.
<b>Gender</b>	Whilst 80% of employees are female, they accounted for 86.36% of the sickness episodes, indicating that gender does have an influence on the likelihood of sickness absence.
<b>Ethnicity</b>	In terms of ethnic groups as a percentage of the total number of employees, the percentage of sickness episodes in each group relates relatively closely. However, Asian staff comprise 9.5% of

	the number of employees but account for only 7.8% of sickness episodes, whereas Black employees are 5.9% of the workforce and account for 6.4% of sickness episodes.
<b>Religion</b>	Religious belief does not seem to play a significant part in an employee's likelihood of having episodes of sickness absence. The spread of sickness episodes across religious belief groupings is fairly consistent with the ratio of employees in each group, for example 48.74% of sickness episodes are within the Christianity group, which accounts for 47.1% of the workforce. However Islam is stated as the religion for 2.4% of the workforce but accounts for only 1.18% of sickness episodes, and similarly Hinduism applies to 2.6% of the workforce and only 1.56% of sickness episodes.
<b>Sexual Orientation</b>	As with religious belief, the percentage of staff within each category of sexual orientation as compared with the percentage of the total sickness episodes recorded does not show any significant difference. For example, 71% of sickness episodes occur in the heterosexual group, which in turn make up 70% of the workforce. The Gay, Lesbian & Bisexual groups total 1.3% of the workforce and account for 1.8% of the sickness episodes.
<b>Marital Status</b>	There is little difference across the marital status groups between the percentage of employees in each one and the percentage of sickness episodes in each one. However, married or civil partnership employees are slightly less likely to have sickness, with 53.3% of the workforce being in these groups but only taking 50.0% of the sickness episodes. By contrast divorced or legally separated employees make up 8.42% of the workforce and accounted for 10.19% of sickness episodes. Single employees are 33.1% of the workforce and they accumulated 36.56% of sickness episodes.

## Leaving Employment

In total, 544 employees with permanent contracts left the trust in the year ending 31 March 2014.

Protected Group	Analysis
<b>Age</b>	<p>A higher proportion of employees in the age groups from 16 to 25 in the year than would be indicated by comparison with the percentage of the workforce that they represent. Almost 14% of leavers came from this age group, which represents just under 12% of the workforce in post.</p> <p>By contrast, the staff groups aged between 26 and 55 make up 74% of the workforce, but only 63% of the leavers. People in</p>

	<p>these groups seem to become a stable part of the workforce, compared to those younger and probably earlier in their careers who are more inclined to change their employer.</p> <p>Employees aged over 55 made up 23% of the leavers and 14.4% of the workforce, basically in line with what might be expected given the numbers who would be retiring from this range.</p>
<b>Disability</b>	<p>Although the number of leavers in the group declaring a disability was small, they represented 2.39% of leavers, roughly in line with their representation rate among all employees, which was 2.44%. Employees positively declaring no disability (57.07% of the workforce) made up 50.7% of leavers.</p>
<b>Gender</b>	<p>The split of leavers between genders was almost exactly the same as in the workforce, approximately 80% female and 20% male.</p>
<b>Ethnicity</b>	<p>White employees made up 82.54% of leavers, compared to 79.4% of the workforce, so slightly higher than might be expected. However, a large proportion of Junior Doctors (who are on fixed term rotational contracts and excluded from leaver figures) belong to BME groups. Excluding them from the comparison of workforce with leavers then produces a White employee percentage of 82.9% which compares more closely with the rate of White employees among leavers (82.54% as stated above). Using the same criteria in other ethnic groups also produces leavers per ethnic group in percentages very closely aligned to the workforce percentage.</p>
<b>Religion</b>	<p>Around 43.6% of leavers were recorded as Christian, a lower rate than the overall rate in the workforce, which varies between 47% and 50% depending on whether Medical staff are included or not (for reasons explained in the initial protected characteristic analysis for employees in post). By contrast, 26% of leavers fall into the category of those that do not want to disclose their religion or belief, compared with the percentage in this group in the workforce as a whole, which is around 15%. Whilst numbers are small, 2.21% of leavers are Muslim, compared with only 1.35% of the workforce when Junior Doctors (Fixed Term) are excluded.</p>
<b>Sexual Orientation</b>	<p>A lower percentage of Heterosexual permanent employees were leavers (63.8%) compared with the workforce (69.6%). Those people not wishing to state their sexual orientation made up 23% of leavers compared with 13% of the workforce. Gay or Lesbian employees are 0.68% of the workforce but 1.47% of the leavers.</p>
<b>Marital Status</b>	<p>Married employees were slightly less likely to leave than their proportion of the workforce would suggest; 51% of leavers were married, compared to 53% in the workforce. By contrast, divorced and separated employees made up 8.4% of the workforce but</p>

	11.3% of leavers.
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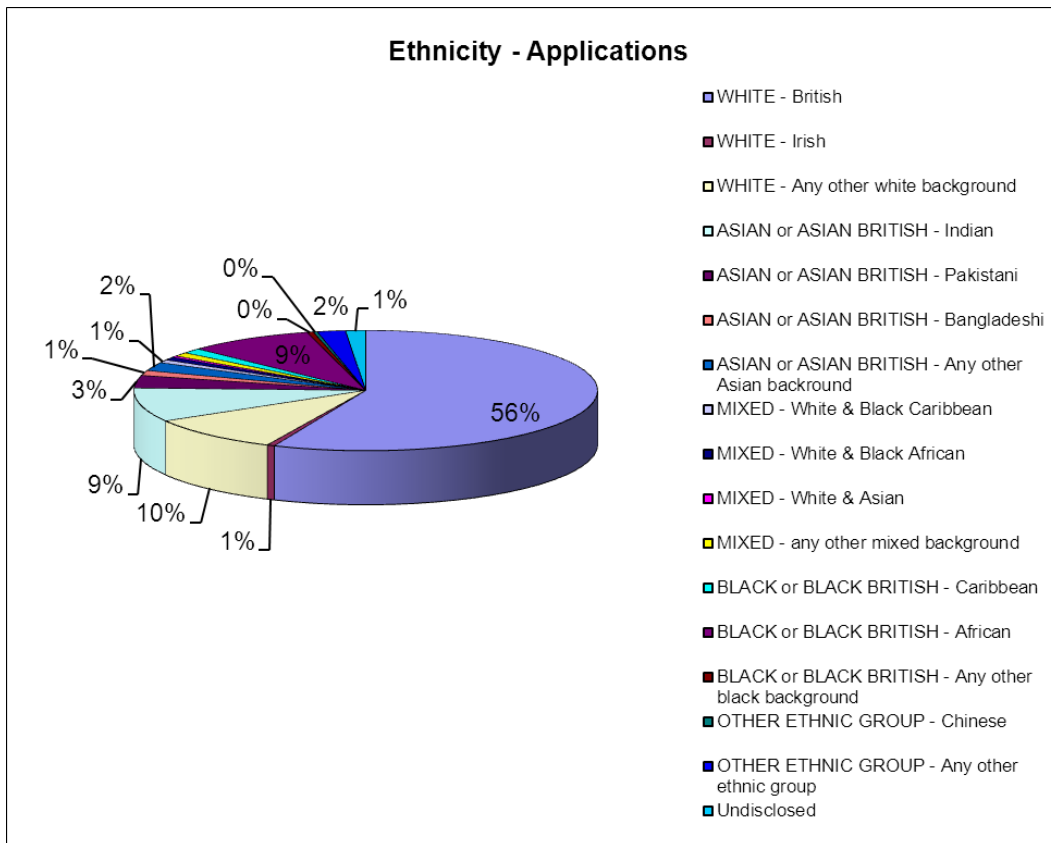
## RECRUITMENT ACTIVITY – APRIL 2013 TO MARCH 2014

This section of the report is based on the information collected by the HR Service Centre between April 2013 and March 2014 and consists of the number of applicants, those shortlisted and staff appointed from the protected characteristics for which information is collected.

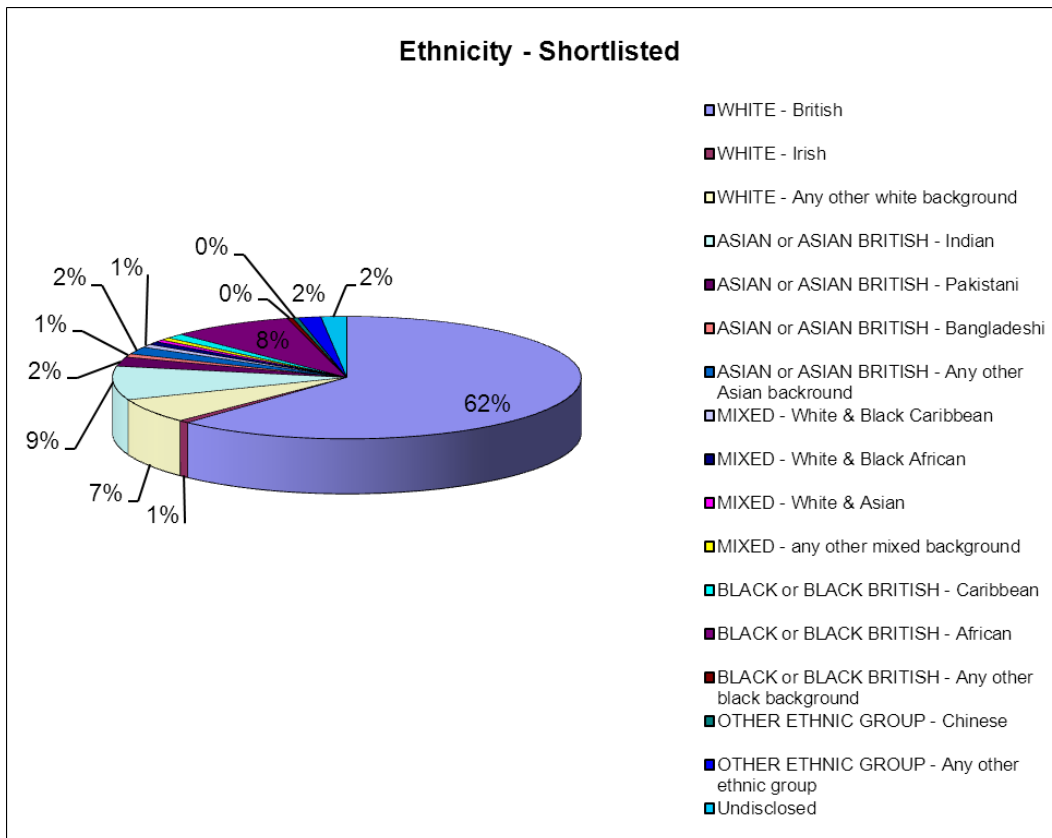
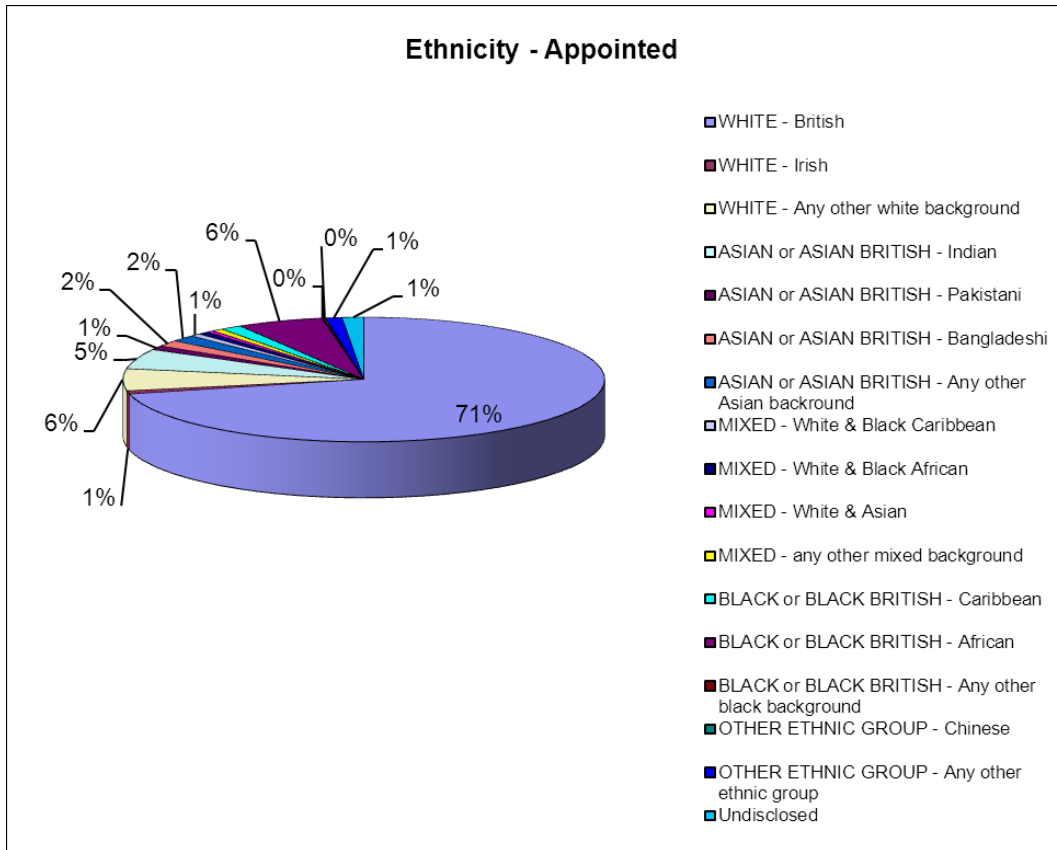
Equality and Diversity is addressed throughout the recruitment process, from advertisement of the job, all the way to the appointment of the successful candidate, such as following the Trusts advertisement process, targeting a wide range of audiences.

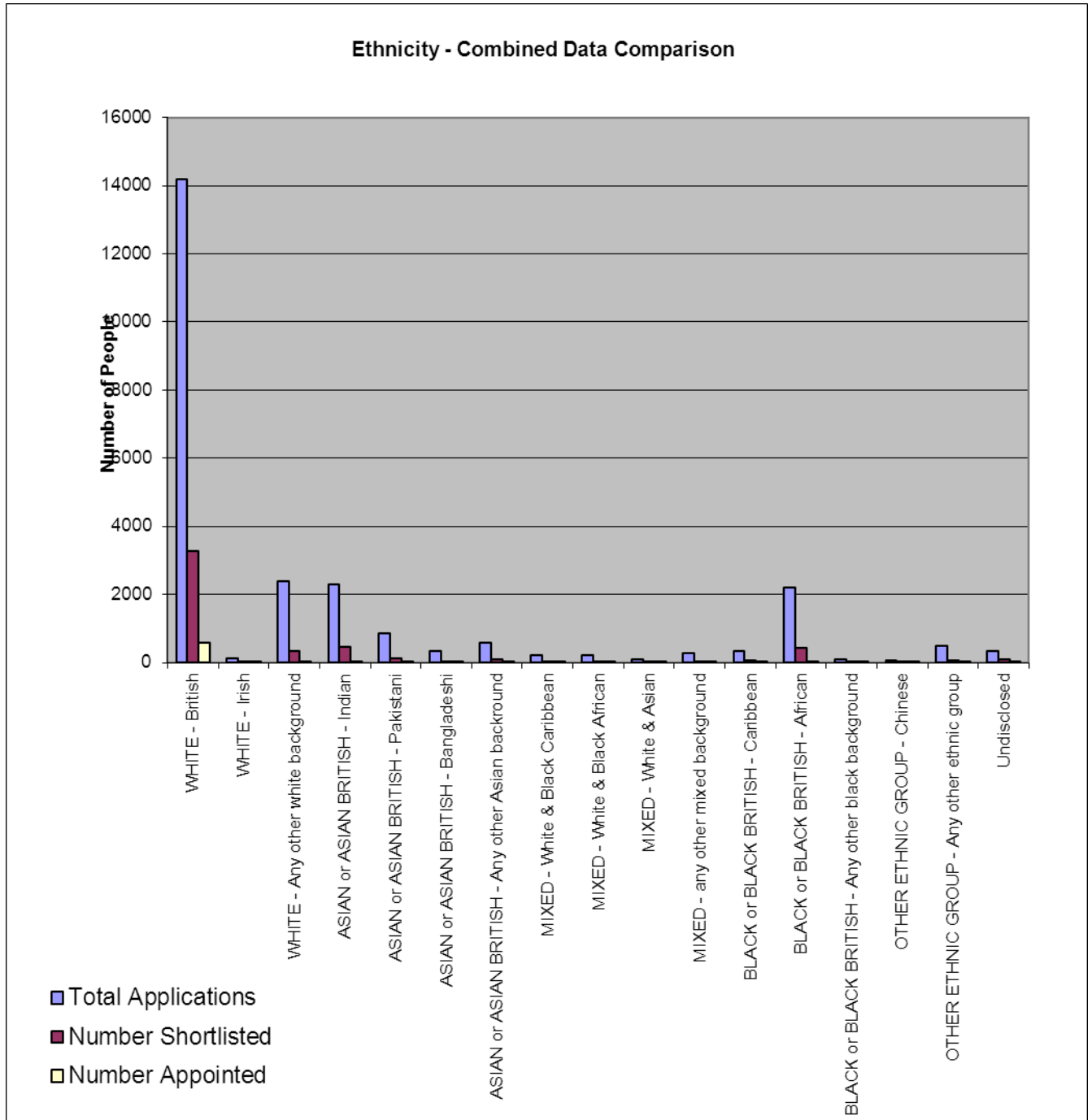
Managers receive anonymous applications to ensure the selection process is equal and fair. Candidates shortlisted for interviews are based on their education, qualifications, experience and their personal specification.

### Recruitment – Ethnicity









Category	Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Ethnicity	WHITE - British	14,181	56.4%	3271	61.8%	588	71.2%
	WHITE - Irish	132	0.5%	38	0.7%	7	0.8%
	WHITE - Any other white background	2,401	9.6%	344	6.5%	47	5.7%
	ASIAN or ASIAN BRITISH - Indian	2,284	9.1%	470	8.9%	43	5.2%
	ASIAN or ASIAN BRITISH - Pakistani	854	3.4%	131	2.5%	9	1.1%
	ASIAN or ASIAN BRITISH - Bangladeshi	335	1.3%	46	0.9%	13	1.6%
	ASIAN or ASIAN BRITISH - Any other Asian background	578	2.3%	104	2.0%	14	1.7%
	MIXED - White & Black Caribbean	206	0.8%	44	0.8%	6	0.7%
	MIXED - White & Black African	212	0.8%	44	0.8%	6	0.7%
	MIXED - White & Asian	102	0.4%	31	0.6%	4	0.5%
	MIXED - any other mixed background	267	1.1%	38	0.7%	6	0.7%
	BLACK or BLACK BRITISH - Caribbean	336	1.3%	65	1.2%	12	1.5%
	BLACK or BLACK BRITISH - African	2,216	8.8%	448	8.5%	48	5.8%
	BLACK or BLACK BRITISH - Any other black background	108	0.4%	19	0.4%	1	0.1%
	OTHER ETHNIC GROUP - Chinese	70	0.3%	20	0.4%	1	0.1%
	OTHER ETHNIC GROUP - Any other ethnic group	492	2.0%	83	1.6%	9	1.1%
	Undisclosed	354	1.4%	94	1.8%	12	1.5%



The charts above show the number of applications that have been received, shortlisted and appointed between April 2013 and March 2014 by ethnicity.

The charts demonstrate that White – British has the highest amount of applications with 14,181 which equates to 56.4% of all applications, out of the 14,181 White – British applicants, 3,271 were shortlisted and out of the 3,271 shortlisted, 588 of them were appointed to a position at Northampton General Hospital.

Asian or Asian British has the second highest amount of applications made with 4,051 which resulted in 751 Asian or Asian British candidates being shortlisted. Out of the 751 shortlisted, 79 were successful in gaining a position with the hospital.

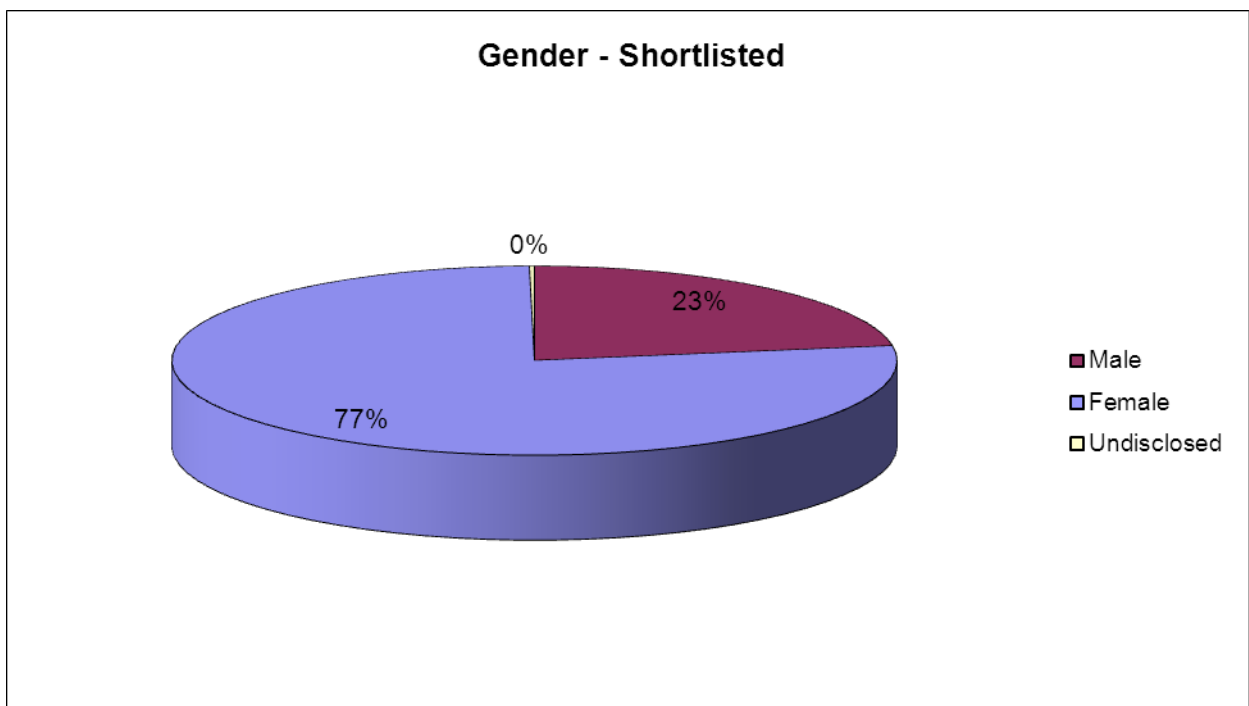
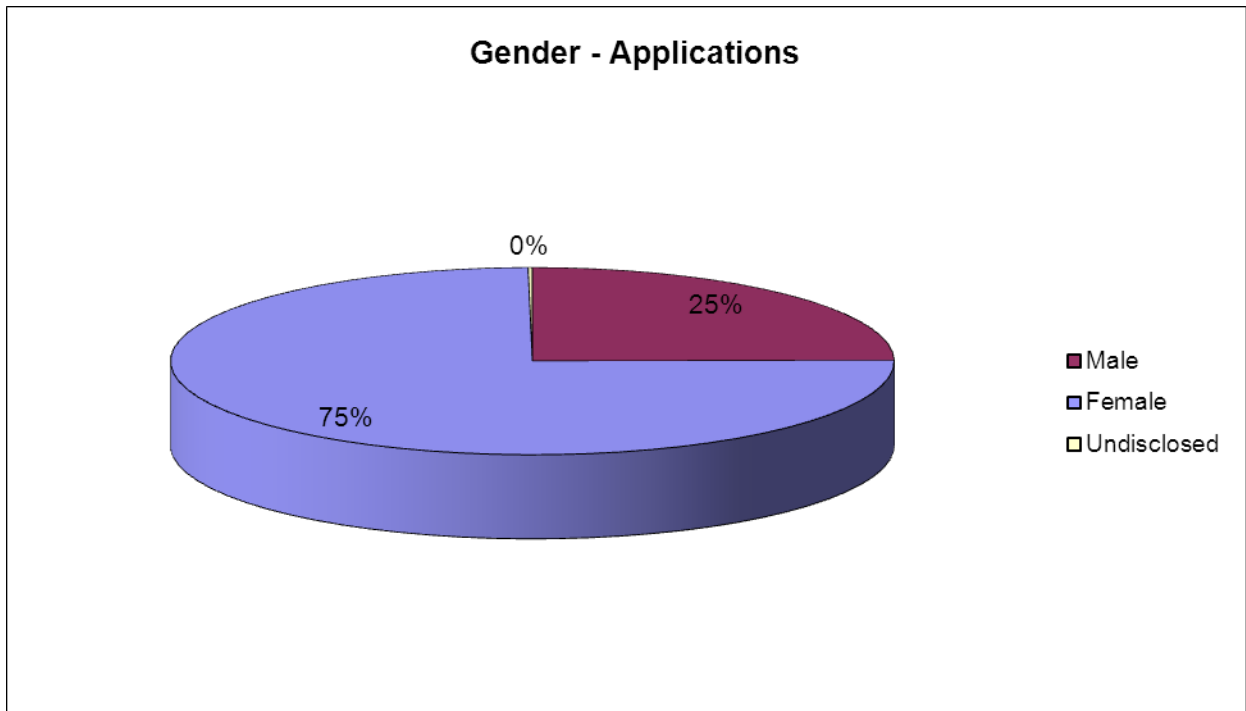
Black or Black British has the third highest amount of applications made with 2,660 and out of the 2,660 Black or Black British applicants, 532 were shortlisted and 61 were successful with gaining employment with the trust.

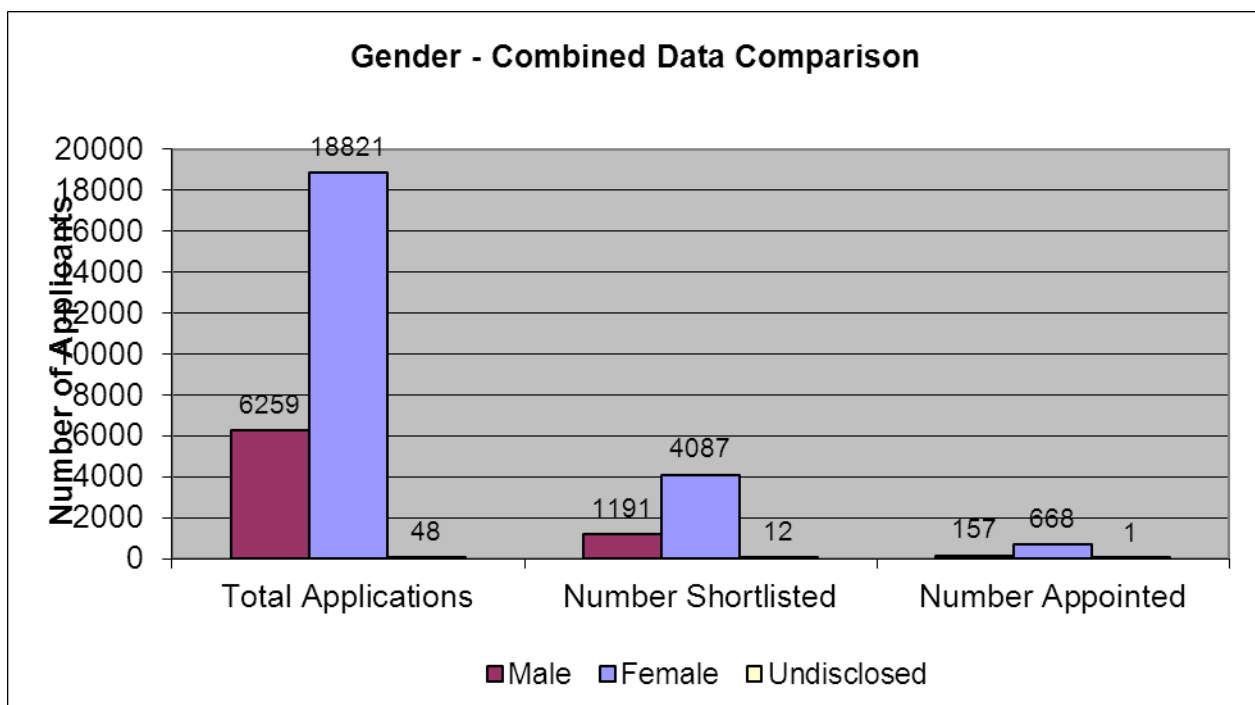
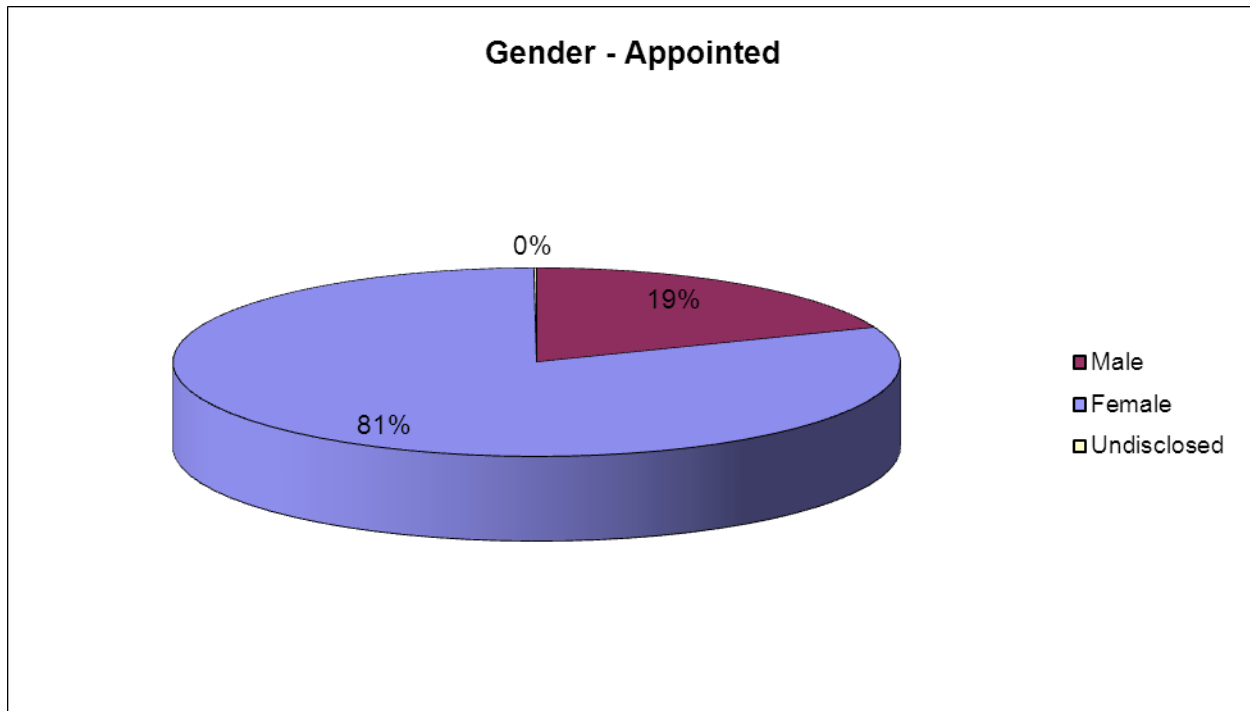
The White – British categories continue to shortlist and appoint the highest number of applicants with 56.4% being shortlisted and 71.2% being appointed but this has had a slight fall in comparison with 2012/2013 as in 2012/2013 64% White – British were shortlisted and 73% were appointed.

There has been a 7% increase of applications received from Asian or Asian British candidates (25% in 2012/2013) and also a 5% increase of Asian or Asian British being appointed. It is positive that more Asian or Asian British candidates are applying for jobs at Northampton General Hospital, this reflects higher number of Asians within the local population. It is encouraging to see that there is a 5% increase in Asian or Asian British applicants being appointed at Northampton General Hospital.

There has also been a slight increase in Black or Black British candidates being shortlisted and appointed in comparison to 2012/2013. There was a 1% increase in Black or Black British candidates being shortlisted and appointed which resulted in a total of 11% Black or Black British candidates being shortlisted and 7% Black or Black British candidates being appointed.

**Recruitment - Gender**





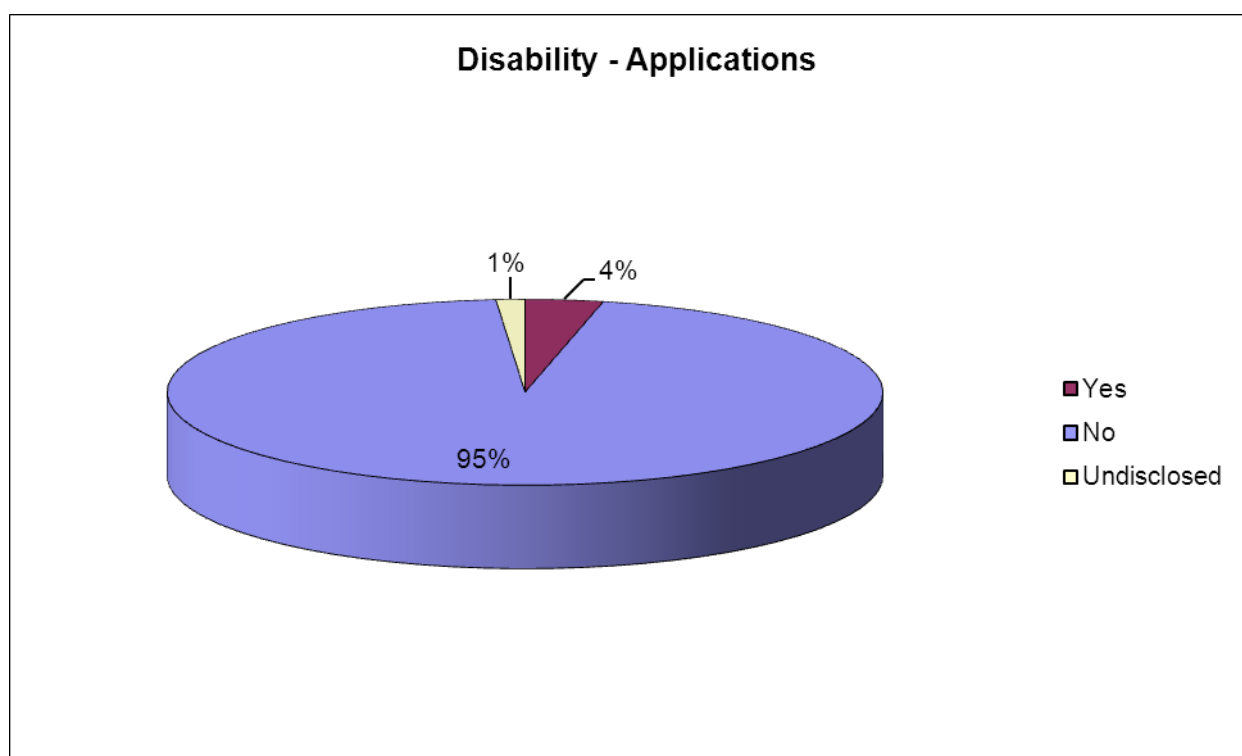
Category	Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Gender	Male	6,259	24.9%	1191	22.5%	157	19.0%
	Female	18,821	74.9%	4087	77.3%	668	80.9%
	Undisclosed	48	0.2%	12	0.2%	1	0.1%

As in previous years there is a significant correlation between the gender population of the Trust and the recruitment to posts by gender and this year is no different with the trust appointing a higher proportion of females with 74.9% applying for positions, 77.3% being shortlisted and 80.9% being appointed. There has been a slight increase with applications made from males, 24.9% applied for positions at Northampton General Hospital, out of the 24.9% which applied, 22.5% were shortlisted and 19% were appointed.

The trust undertook overseas recruitment campaigns to recruit from Spain. A total of 42 nurses were appointed, the majority of those appointed were female. However, these figures are not reflected in the figures as they did not apply via NHS Jobs but through an accredited agency.

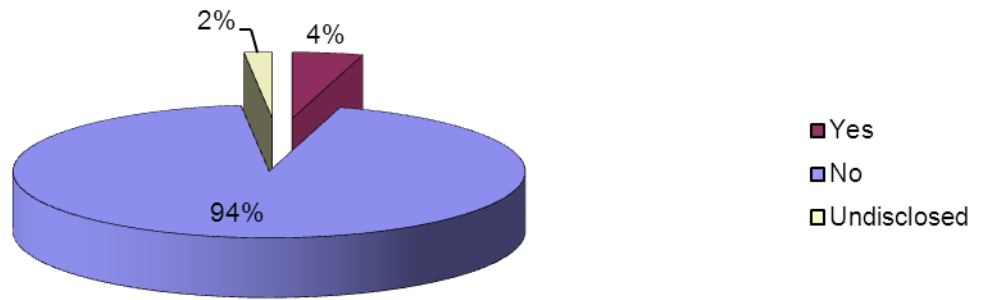
Applications are anonymous so that hiring managers are unable to identify the protected characteristics of individuals as both the application and shortlisting stages. This provides reassurance that this significant difference is not discriminatory at any stage.

### *Recruitment - Disability*

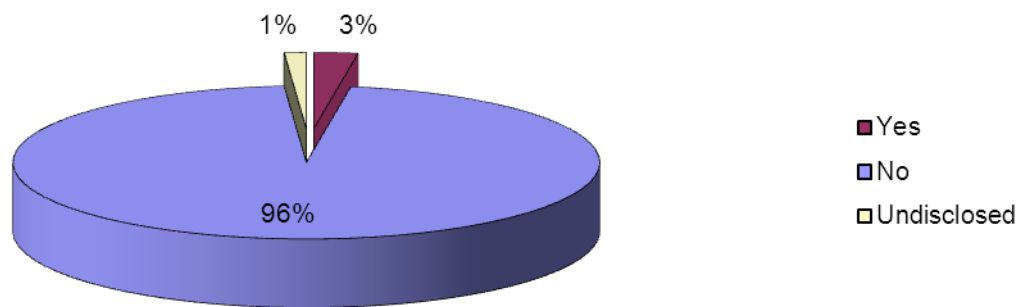


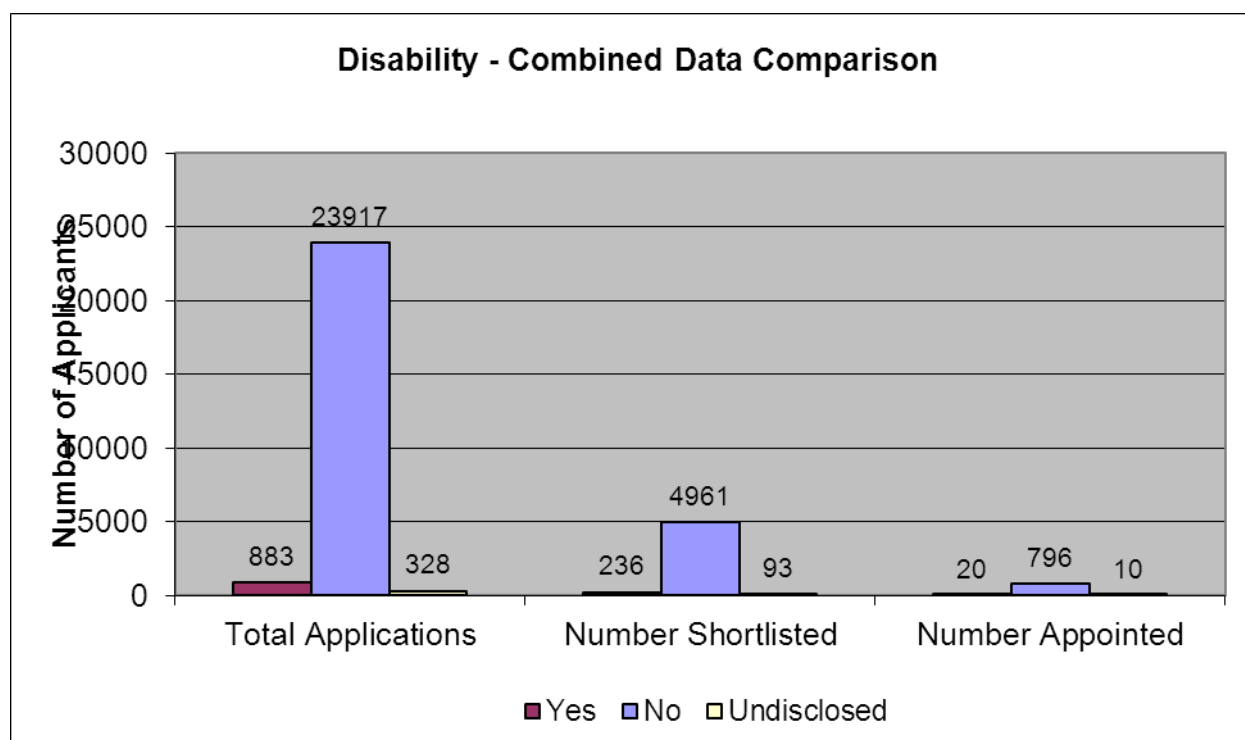


### Disability - Shortlisted



### Disability - Appointed

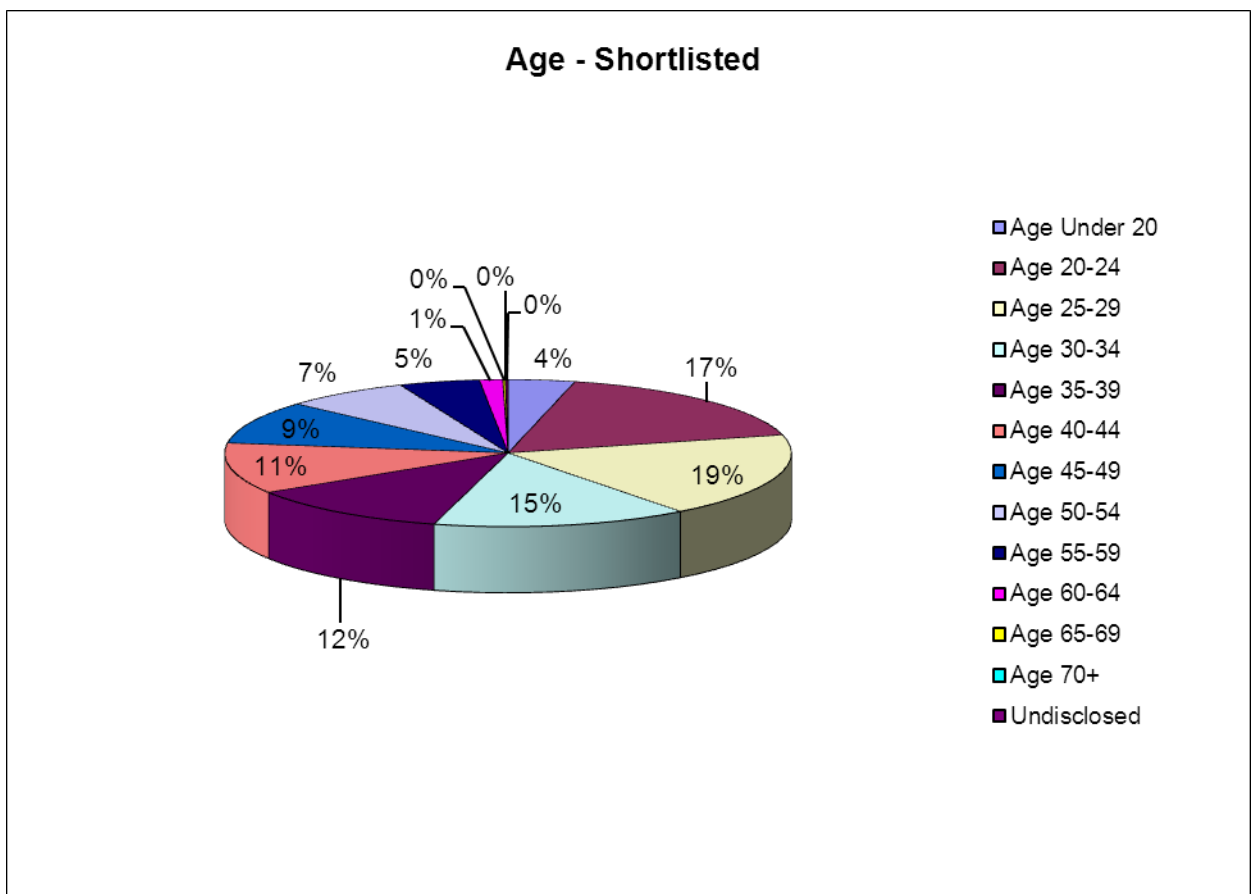
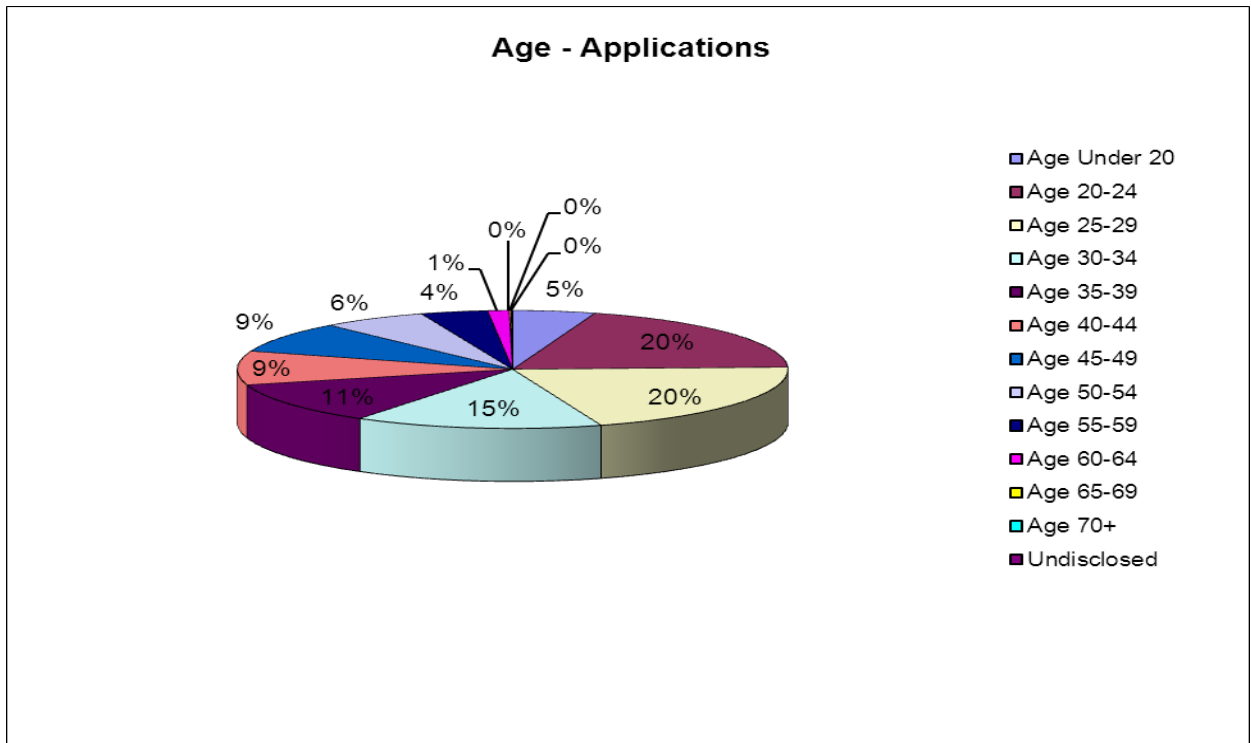


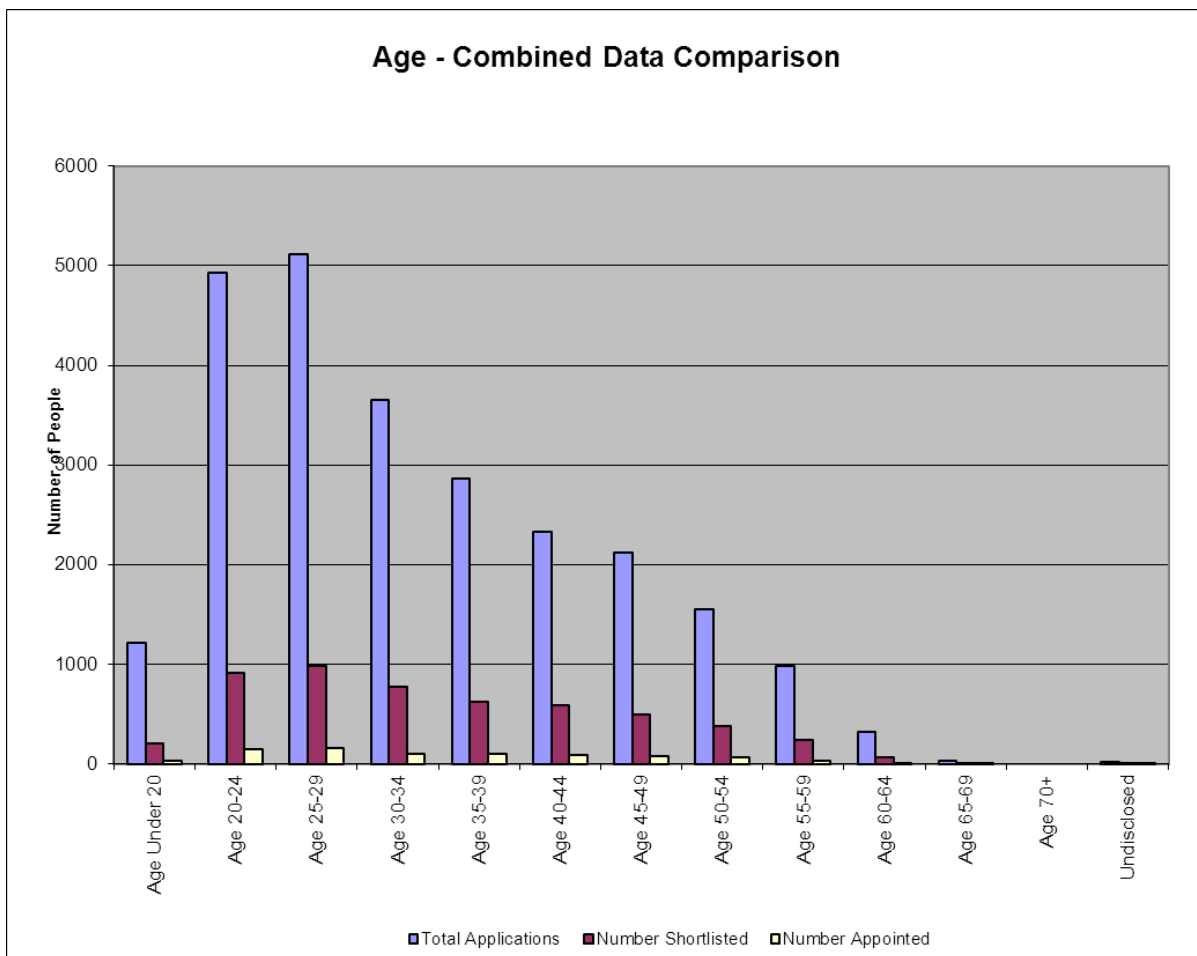
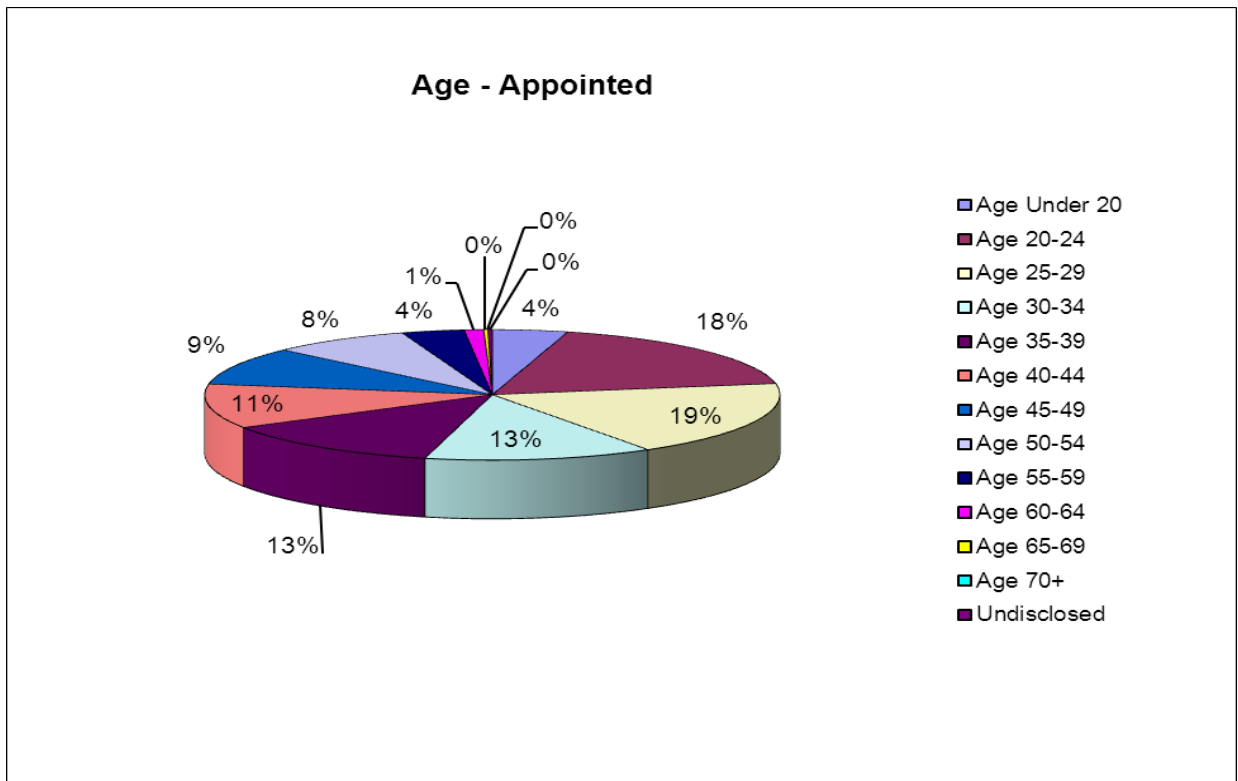


Category	Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Disability	Yes	883	3.5%	236	4.5%	20	2.4%
	No	23,917	95.2%	4961	93.8%	796	96.4%
	Undisclosed	328	1.3%	93	1.8%	10	1.2%

Northampton General Hospital is committed to supporting people with disabilities as they have retained the “Two Ticks” symbol which provides recognition by Job Centre Plus that employers have made certain commitments regarding employment, retention training and carer development of disabled people. The Trust believes that its continued commitment will encourage disabled people to apply for the jobs within the hospital and the evidence in the table suggests that the Trusts Guaranteed Interview Scheme is being applied as 4.5% of disabled people were shortlisted and 2.4% were appointed.

**Recruitment - Age**





Category	Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Age Band	Under 18	221	0.9%	39	0.7%	4	0.5%
	18 to 19	995	4.0%	162	3.1%	31	3.8%
	20 to 24	4,927	19.6%	913	17.3%	149	18.0%
	25 to 29	5,117	20.4%	982	18.6%	154	18.6%
	30 to 34	3,651	14.5%	771	14.6%	106	12.8%
	35 to 39	2,861	11.4%	623	11.8%	106	12.8%
	40 to 44	2,325	9.3%	591	11.2%	91	11.0%
	45 to 49	2,121	8.4%	501	9.5%	78	9.4%
	50 to 54	1,554	6.2%	379	7.2%	65	7.9%
	55 to 59	988	3.9%	243	4.6%	29	3.5%
	60 to 64	319	1.3%	70	1.3%	9	1.1%
	65 to 69	27	0.1%	8	0.2%	2	0.2%
	70 and over	0	0.0%	0	0.0%	0	0.0%
	Undisclosed	22	0.1%	8	0.2%	2	0.2%

The charts show the number of applications that have been received and those shortlisted and appointed between April 2013 and March 2014 by age group.

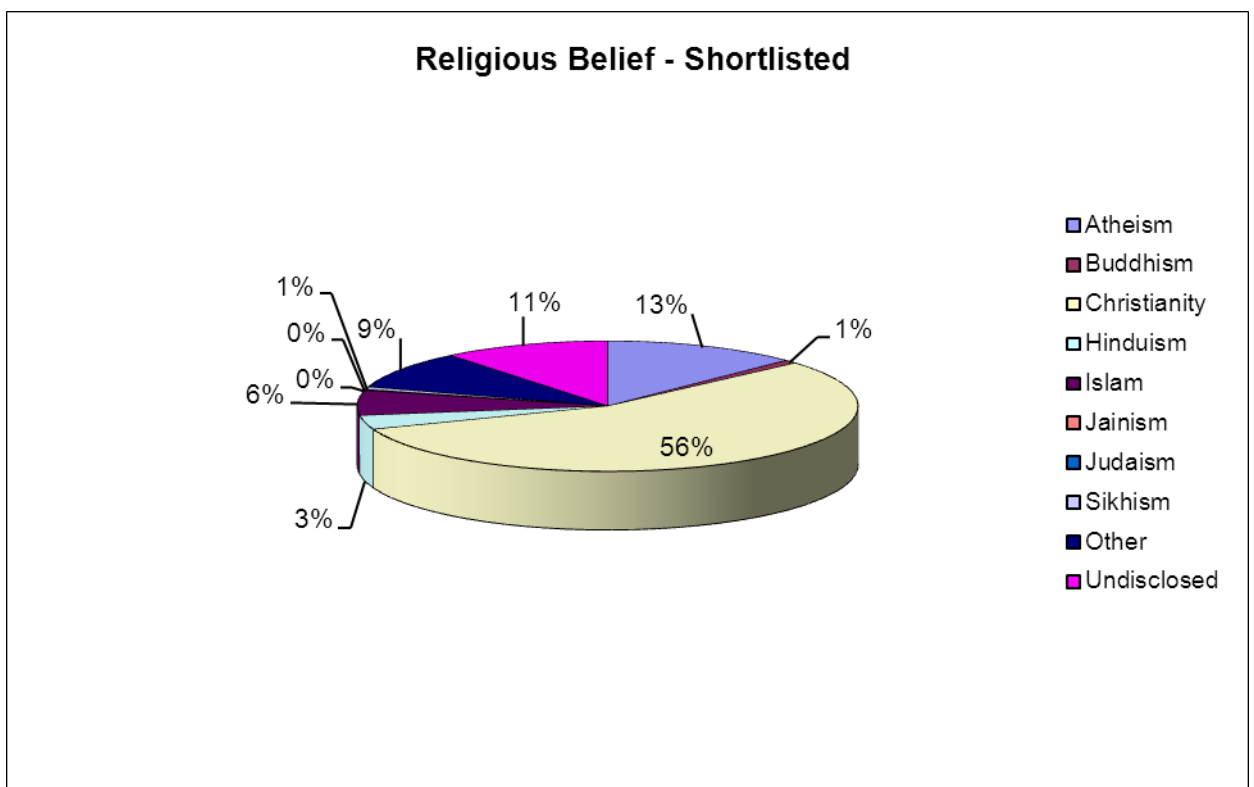
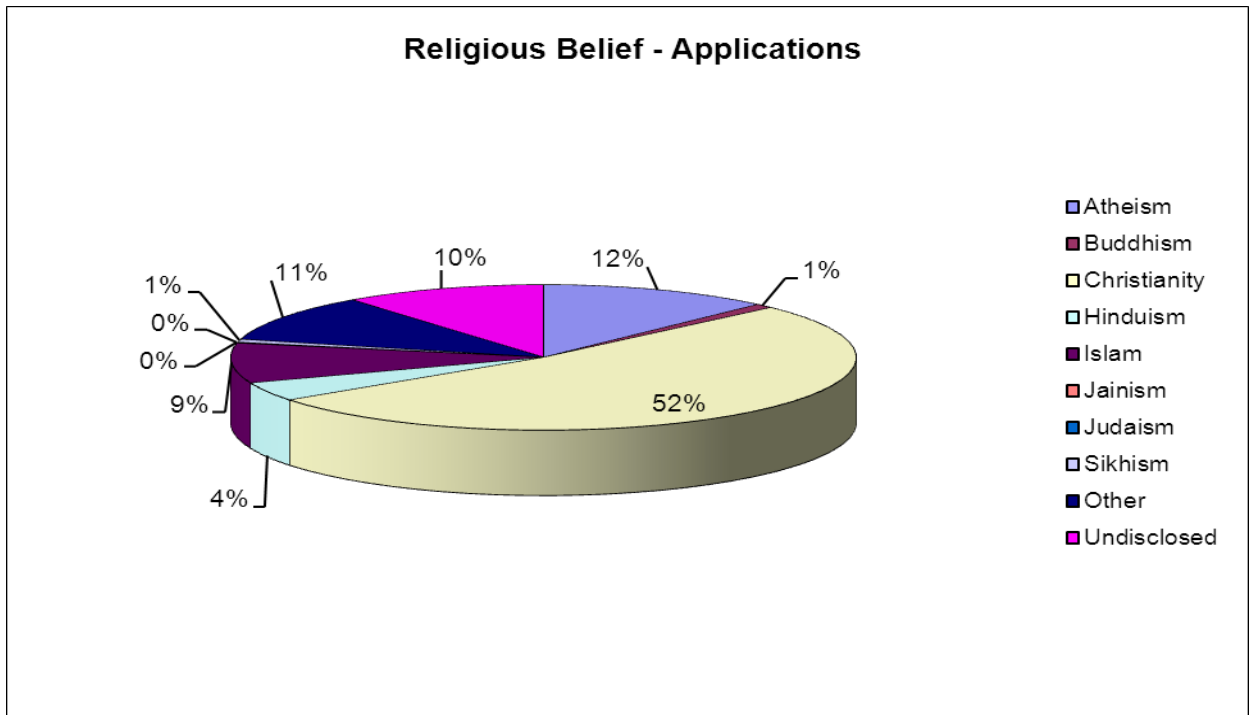
In 2013/2014 the highest number of applications were received from the 25 to 29 age group with 5,117 applications (20.4%) out of these 18.6% were shortlisted and 18.6% were appointed. In comparison to 2012/2013, the 35 to 39 age group had the highest amount of applications from that year (50%).

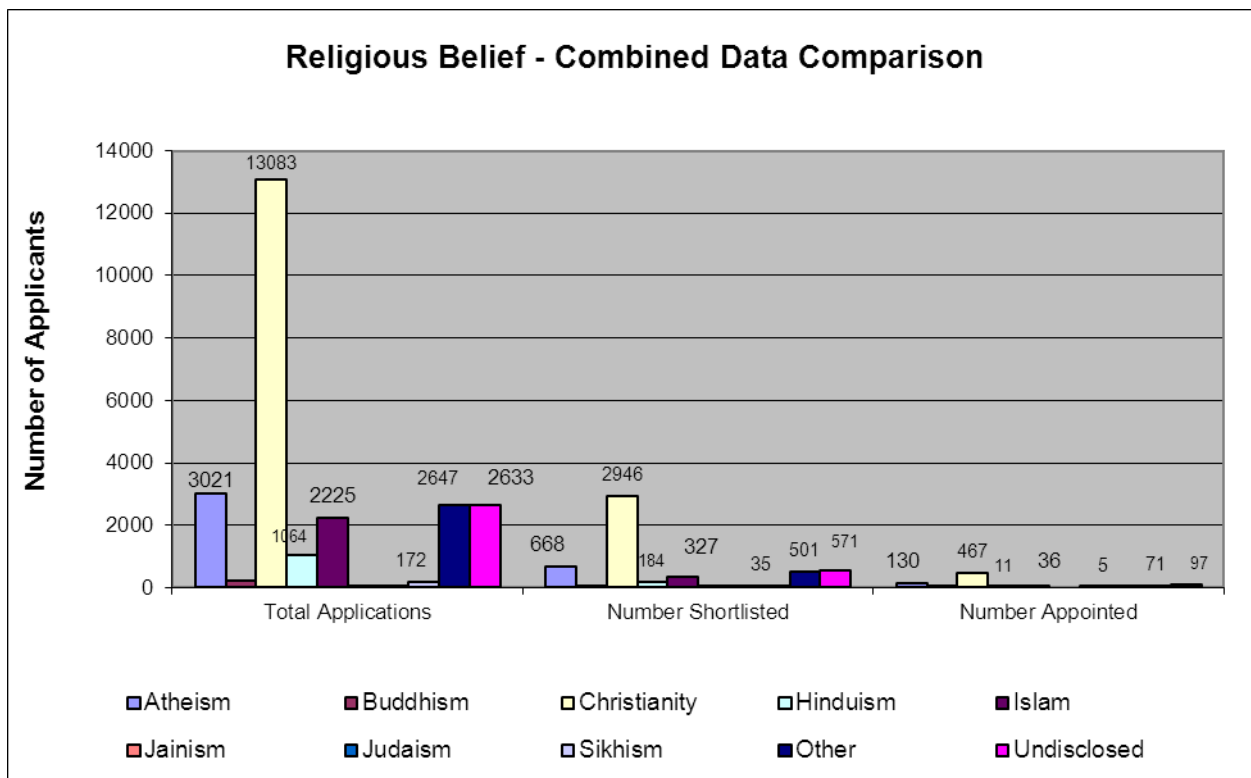
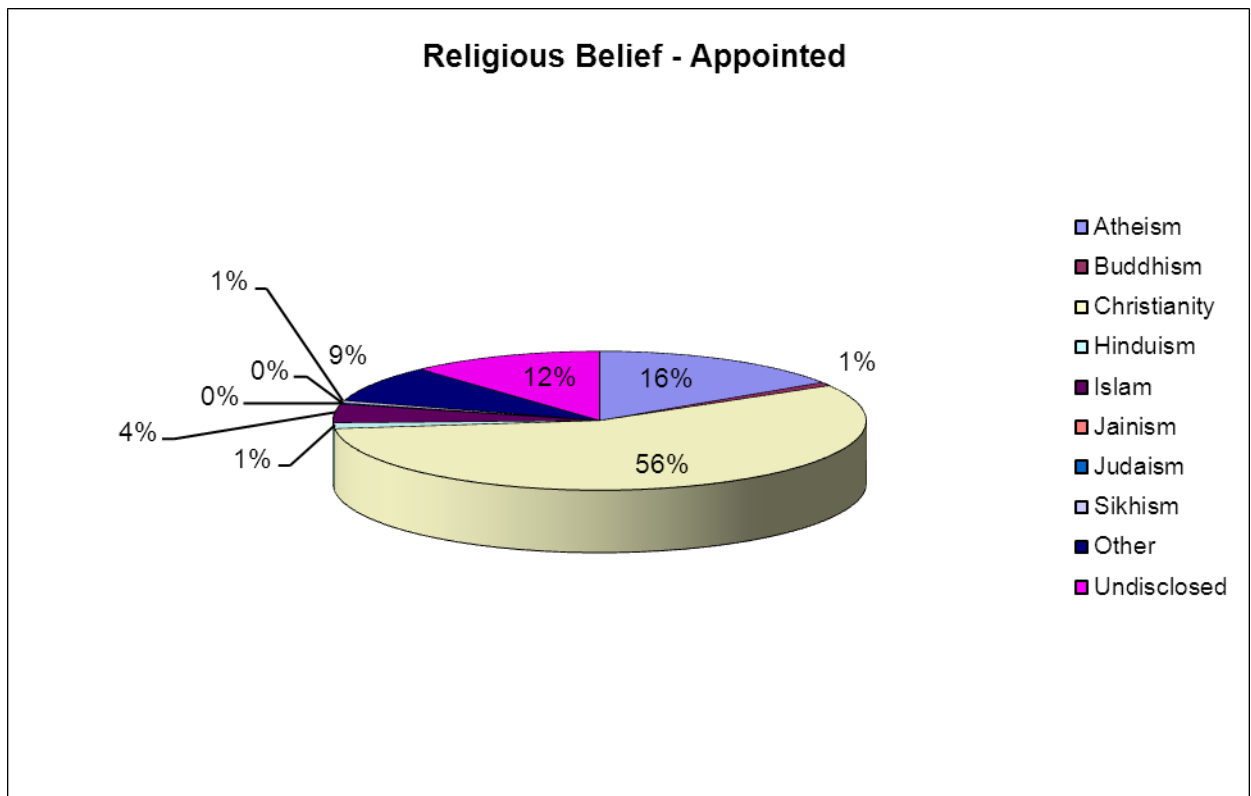
The second highest number of applicants was from the age group of 20 to 24 year olds with 4,927 applications, out of the 4,927 applicants, 17.3% were shortlisted and 18% were appointed. The Trust has recently attended job shows around Milton Keynes and London where a lot of people at the show were either student fresh out of university or experienced graduates, this had had a surge on applications made for the age groups of 20 to 24 year olds and 25 to 29 year olds.

The Trust is leading the initiative to introduce apprentices to the workplace and we have been successful in appointing further apprentices across the trust. The Trust has developed its Work Experience Programme to attract

younger people to the Trust in order to address the shortfall of numbers of younger people working in the Trust against the local population figures.

**Recruitment – Religious Belief**





Category	Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Religion	Atheism	3,021	12.0%	668	12.6%	130	15.7%
	Buddhism	236	0.9%	46	0.9%	7	0.8%
	Christianity	13,083	52.1%	2946	55.7%	467	56.5%
	Hinduism	1,064	4.2%	184	3.5%	11	1.3%
	Islam	2,225	8.9%	327	6.2%	36	4.4%
	Jainism	21	0.1%	7	0.1%	0	0.0%
	Judaism	26	0.1%	5	0.1%	2	0.2%
	Sikhism	172	0.7%	35	0.7%	5	0.6%
	Other	2,647	10.5%	501	9.5%	71	8.6%
	Undisclosed	2,633	10.5%	571	10.8%	97	11.7%

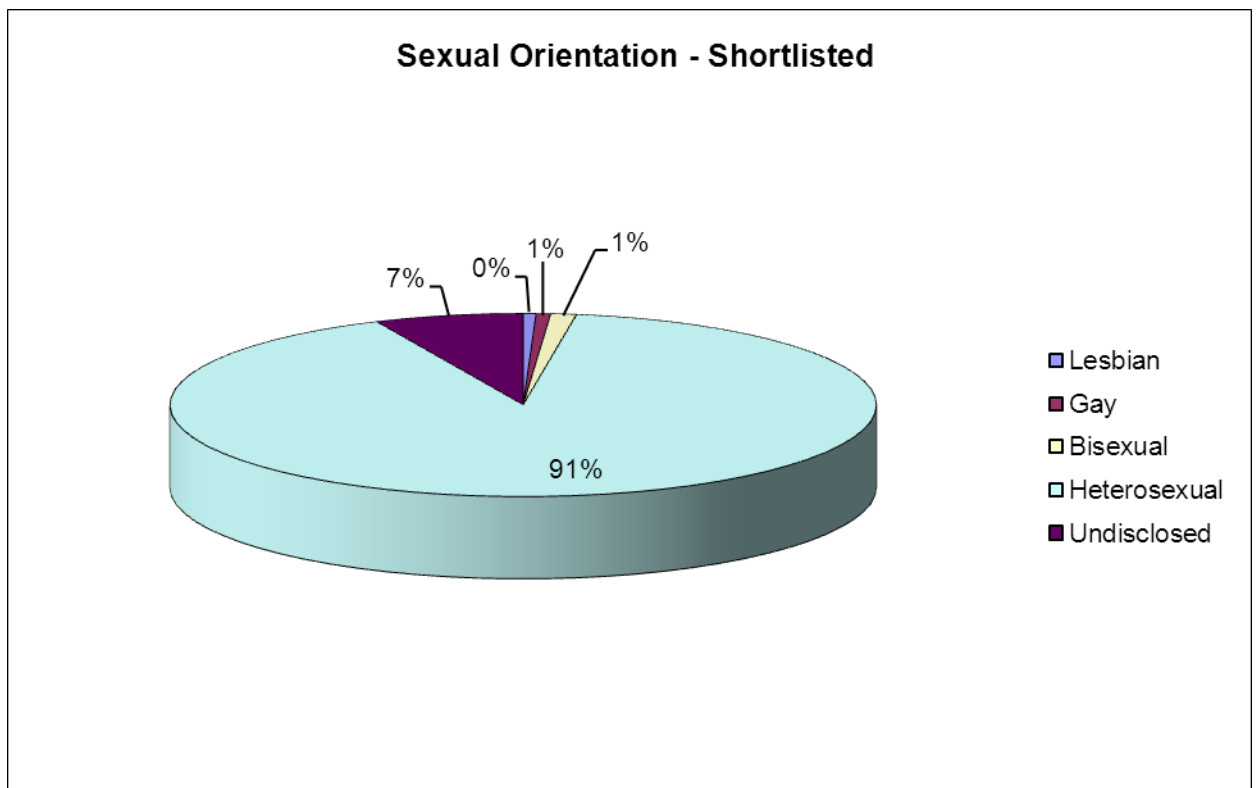
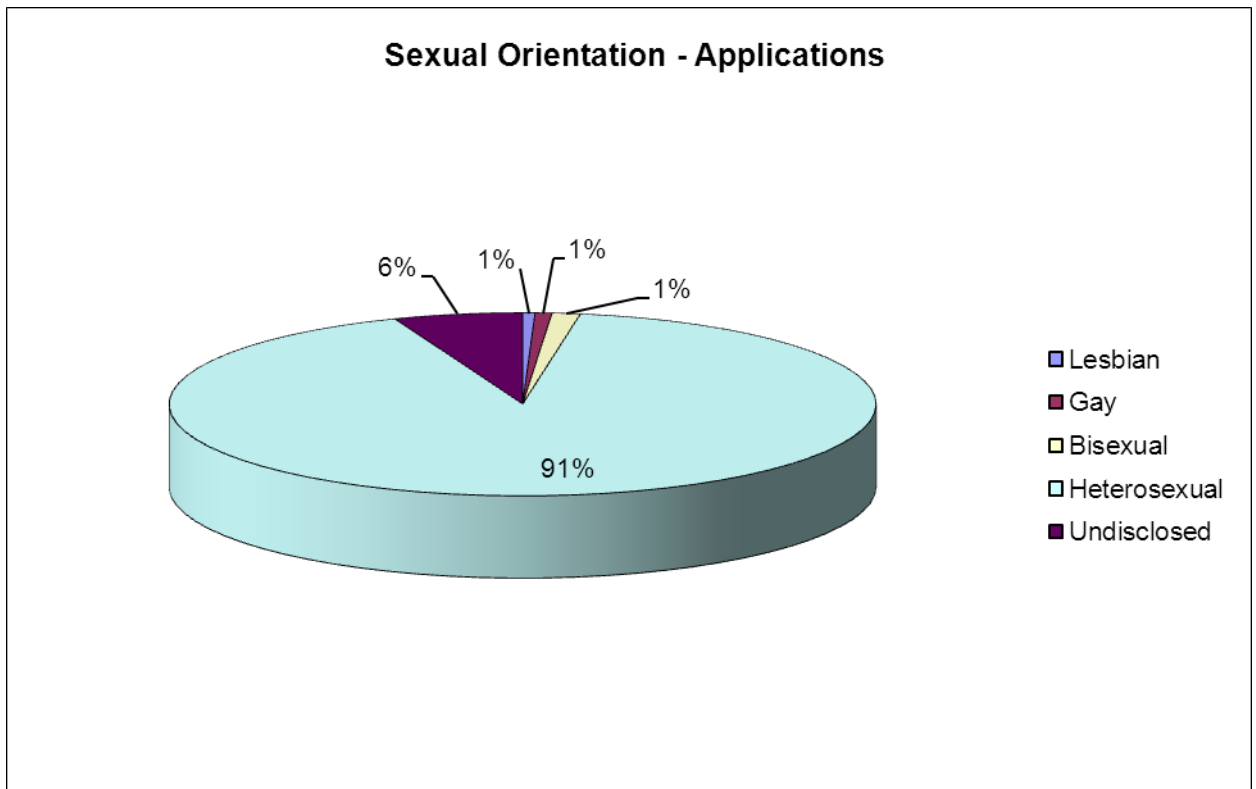
The charts identify the number of applications that have been received, shortlisted and appointed between April 2013 to March 2014. Christianity had the most number of applicants with 13,083 (52.1%) 2946 of which were shortlisted (55.7%) and 467 were appointed (56.5%). This has decreased in comparison to 2012/2013 as 60% of all applicants registered themselves as Christians.

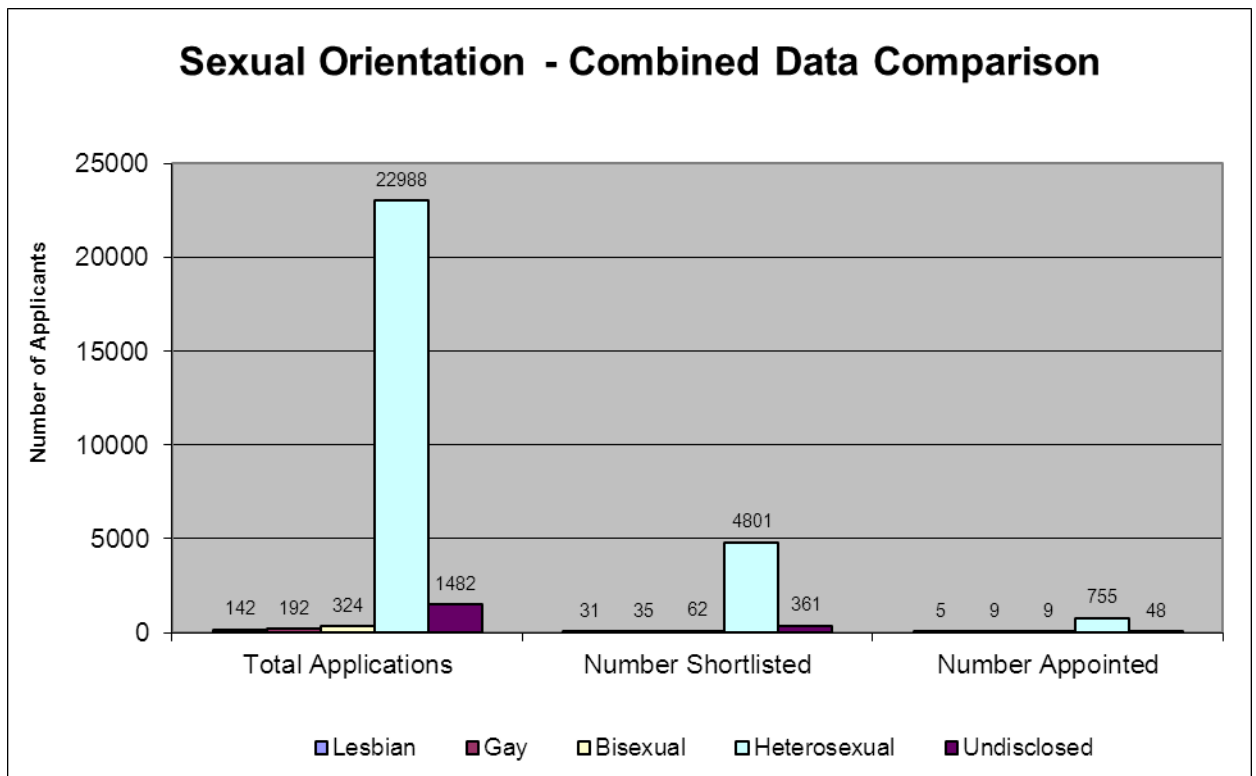
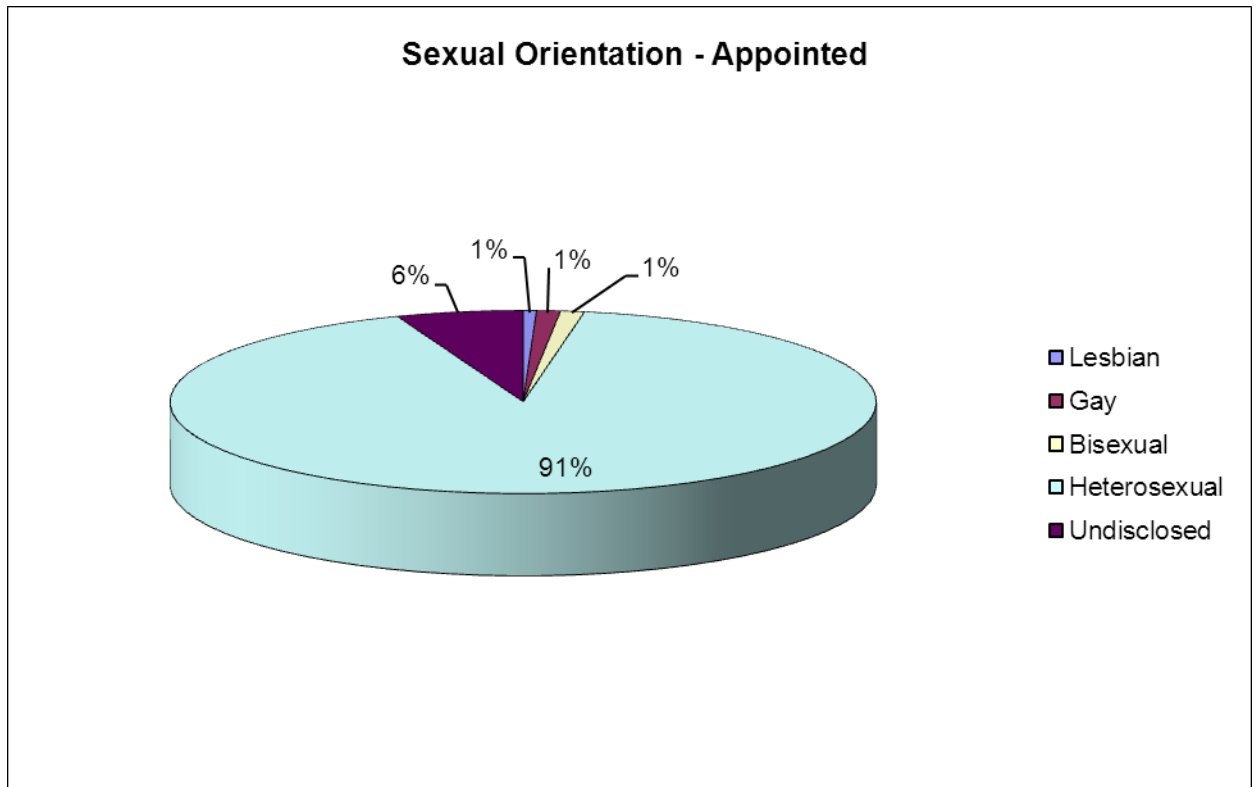
Atheism had the second highest amount of applications with 3,021 (12%) out of the 3,021, 668 (12.6%) were shortlisted and 130 (15.7%) were appointed. In comparison to 2012/2013, the Atheism category has decreased as in 2012/2013, 25% of all applicants declared themselves as Atheists.

There has been a 2% increase in the number of appointed candidates who did not disclose their religious belief. This does raise some concern that in the future it may be difficult to understand trends within the religious belief protected characteristics as it is not possible to know the religion of those recording the “other” or “undisclosed” categories.



**Recruitment – Sexual Orientation**





Category	Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Sexual Orientation	Lesbian	142	0.6%	31	0.6%	5	0.6%
	Gay	192	0.8%	35	0.7%	9	1.1%
	Bisexual	324	1.3%	62	1.2%	9	1.1%
	Heterosexual	22,988	91.5%	4801	90.8%	755	91.4%
	Undisclosed	1,482	5.9%	361	6.8%	48	5.8%

The highest number of individuals applying for posts at Northampton General Hospital and being appointed still remains within the heterosexual group, with 90.8% being shortlisted and 91.4% being appointed.

There has been a change in trend in disclosure of sexual orientation with more or less 100% of applicants who are willing to disclose their sexual orientation.

Although the number of applicants who did not disclose their sexual orientation remains the same, there was a 1.8% increase of in the number being appointed. This is also reflected in the Lesbian, Gay and Bisexual Groups with a slight increase in the number of applications received with 2.8% being appointed.

## HUMAN RESOURCES (HR) CASELOAD ACTIVITY – APRIL 2012 TO MARCH 2013

### *Background*

This section of the report provides the equal opportunities breakdown for the formal Human Resources (HR) caseload activity across the Trust between the period of April 2013 and March 2014 for both open and closed formal cases.

The HR activity has been broken down into the following categories:

- Harassment and Bullying
- Grievances
- Conduct – Disciplinary

In the year ending March 2014 there were 4 Harassment and Bullying cases, 9 Grievances, and 10 Disciplinary cases recorded in ESR.

## Harassment and Bullying Cases

Age Group	No.	Comment
31 - 35	1	The 46-50 age group is the largest at NGH, followed by those aged 51-55. There are no records to demonstrate that individuals in the younger age range have been harassed or bullied.
46 – 50	2	
51 - 55	1	

Disability	No.	Comment
Yes	1	When declared Disability is so low in the Trust, a 25% representation of disabled employees may be considered significant.
No	3	

Gender	No.	Comment
Female	4	Given the small number of cases, this split is reasonably representative of the 80% female 20% male split in the trust as a whole.
Male	0	

Ethnicity	No.	Comment
White	4	Given the small number of cases, this split is reasonably representative of the 79.4% White, 20.6% BME split in the trust as a whole.
BME	0	

Marital Status	No.	Comment
Married	3	Just over half of NGH employees are married, with about one third single. The cases are not significantly different.
Single	1	

Sexual Orientation	No.	Comment
Heterosexual	4	It appears that sexual orientation was not a factor in any harassment or bullying cases.
Other	0	

Religion	No.	Comment
Christianity	3	It appears that religious belief was not a factor in any Harassment or bullying cases.
Other	1	

## Grievance Cases

Age Group	No.	Comment
21 – 25	1	The 46-50 age-group is the largest at NGH, followed by those aged 51-55. The spread of grievance cases across age-groups is reasonably reflective of the NGH workforce as a whole.
41 – 45	2	
46 – 50	3	
51 – 55	2	

56 – 60	1	
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Disability	No.	Comment
No	7	Disability did not appear to play a role in any grievance case recorded.
Undefined	2	

Gender	No.	Comment
Female	7	Given the small number of cases, this split is reasonably representative of the 80% female 20% male split in the trust as a whole.
Male	2	

Ethnicity	No.	Comment
White	7	Given the small number of cases, this split is reasonably representative of the 79.4% White, 20.6% BME split in the trust as a whole.
BME	2	

Marital Status	No.	Comment
Married	5	Just over half of NGH employees are married, which is reflected in the marital status of those employees involved in a grievance procedure in the year ending 31 March 2014.
Single	1	
Separated	1	
Divorced	1	
Unknown	1	

Sexual Orientation	No.	Comment
Heterosexual	8	Around 70% of employees have their Sexual Orientation recorded as Heterosexual, compared to only just over 1% as Lesbian, but it is hard to say whether the single grievance case involving someone recorded as Lesbian is significant.
Lesbian	1	

Religion	No.	Comment
Christianity	5	It appears that religious belief was not a factor in any grievance cases. About 50% of NGH employees profess to be Christian.
Other	3	
Did not wish to disclose	1	

### Disciplinary Cases

Age Group	No.	Comment
21 – 25	1	The 46-50 age-group is the largest at NGH, followed by those aged 51-55 and those aged 41-45. The spread of disciplinary cases across age-groups is therefore reasonably reflective of the NGH workforce
26 – 30	1	
31 – 35	1	
36 – 40	1	

41 – 45	2	as a whole.
46 – 50	1	
51 – 55	2	
56 – 60	1	

Disability	No.	Comment
No	4	None of the disciplinary cases recorded seemed to involve an employee with a declared disability, although four of them did not have a disability status defined.
Not Declared	2	
Undefined	4	

Gender	No.	Comment
Female	7	The gender split of disciplinary cases gives a slightly higher number of male employees (30%) than the 20% male split in the trust as a whole.
Male	3	

Ethnicity	No.	Comment
White	6	40% of disciplinary cases involved BME employees, as opposed to the 20% representation of BME in the trust, so this may be significant.
BME	4	

Marital Status	No.	Comment
Single	7	Only 30% of NGH employees are single, so a 70% representation of single people in disciplinary cases may be considered significant.
Married	2	
Divorced	1	

Sexual Orientation	No.	Comment
Heterosexual	5	Given that half of the cases involved employees who either did not wish to state their sexual orientation or had nothing recorded at all, it is hard to draw any conclusion.
Did not wish to disclose	4	
Undefined	1	

Religion	No.	Comment
Christianity	4	It appears that religious belief was not a factor in any grievance cases, but with 4 out of 10 cases either not disclosed or undefined it is difficult to draw firm conclusions. About 50% of all NGH employees profess to be Christian.
Did not wish to disclose	3	
Other	2	
Undefined	1	

## LEARNING AND DEVELOPMENT – APRIL 2013 TO MARCH 2014

### Background

The Trust uses the Oracle Learning Management System (OLM) to record all training information. This is a centralised system and the focus since its implementation in 2009 has been used to record Mandatory Training and Role Specific Essential Training attendance which is then reported from the Electronic Staff Record system.

The Trust also provides and maintains records on clinical training such as venepuncture and dementia training which are included in this section of the report. We have continued to offer courses in Interview skills, Assertiveness, Communication skills, Appraisal Training for Managers, Appraisal Training for Staff and this year offered Team Building.

During the year the number of Mandatory Training subjects was reduced from 23 to 9, with the remaining becoming Role Specific Essential Training (RSET). Mandatory means all staff need to attend, whilst RSET has been set against roles. The Learning and Development department have worked with the Mandatory Training Leads to offer training through 'review of knowledge' (RoK) sessions. This enables staff to attend a series of 10 minute sessions where they are asked various questions based on scenarios to check that they have the required level of knowledge. This meant that staff could achieve their mandatory training within a 1½ hour session. Sessions have been adapted to support staff within different roles.

Throughout the year, work has progressed on producing workbooks and e-learning, with the intention that all the mandatory training will have four methods of delivery: face to face, RoK, e-learning and workbook/Assessment.

Staff are encouraged to access on-going development across all levels; this includes Apprenticeship Frameworks, NVQ's & Foundation Degrees. Registered staff are also able to access modules at Degree & Masters level via the Learning Beyond Registration contract held with Health Education East Midlands and 12 Higher Education Providers across the region.

NGH is also an employer of Apprentices across Directorates and roles, many of whom have been offered full time employment by the Trust on completing their apprenticeship.

The table below shows the analysis of the Trustwide workforce using the Trust headcount by protected characteristics and the number of training courses attended. We currently collect data on 6 of the 9 protected characteristics, those not included are; Gender Reassignment, Marriage and Civil Partnership and Pregnancy and Maternity.

It is important to note that the reports used for the analysis include the Trust's bank staff.

Training – Trust Headcount of 5,982	
Protected Group	Analysis
Disability	The number of 'not stated' has

	<p>reduced from last year and shows a decrease on the number of staff disclosing a disability.</p> <p>Training is accessible to disabled staff with all training rooms providing good access. There is an increase in the opportunity to access training by e-learning and workbooks so staff can complete their training at their usual workplace</p>
<p>Ethnic Origin</p>	<p>The report details that training is provided to all staff and the Trust headcount and numbers of training courses attended by all staff reflects the Trust's ethnic population. For example the highest number of staff in the Trust is of white ethnicity with the second group being Asian and the third category from Black / Black British, which was the same last year.</p> <p>The highest variance in attendance is within the Black or Black British - African group. Whilst the greatest variance in non-attendance is in the White – British group.</p> <p>There has been a decrease in the number of staff who had 'not stated' but there has been an increase in 'Undefined'.</p>
<p>Sexual Orientation</p>	<p>The number of 'not stated' has decreased from last year, but the number of staff who do not wish to disclose their sexual orientation has increased. There has however also been an increase in the number of staff disclosing that they are Bi-sexual, Gay and Lesbian compared to last year.</p> <p>The report shows that all categories of sexual orientation are attending training and this correlates with the numbers of staff in post.</p>
<p>Religious Belief</p>	<p>The highest proportion of training was completed by the Christian religious group which correlates with the workforce profile. There has been an increase in all religious groups, which</p>



	<p>may result in the fact that there was a decrease in the number of staff not stating their religion/belief.</p> <p>The training in these other categories is being completed proportionately.</p>
Age Band	<p>Training is offered to all age groups and there has been an increase in the number of staff within 26-30 and although a slight decrease in 46-50 all age bands has seen the number increase. The biggest variance is within the age range 21-25 where more staff have attended training and the greater variance of non-attendance is within the 56-60 and 61-65 which may be attributable to this age group working more part-time and evenings or weekends.</p>
Gender	<p>There are more females attending training than males which correlate to the workforce profile. However, the report also identified that less males are completing training by proportion.</p> <p>The recruitment data shows that we have recruited more females which again demonstrate this higher number through the number trained.</p>

The variance indicates whether the protected characteristics are accessing the training by proportion of headcount.

<b>Sexual Orientation</b>	<b>Trust Headcount</b>	<b>Trust Headcount %</b>	<b>Trained Headcount</b>	<b>Trained Headcount %</b>	<b>Variance</b>
Bisexual	40	0.67%	388	0.81%	0.15%
Gay	25	0.42%	190	0.40%	-0.02%
Heterosexual	4,020	67.20%	34,822	73.13%	5.93%
Lesbian	15	0.25%	174	0.37%	0.11%
I do not wish to disclose my sexual orientation	894	14.94%	5,933	12.46%	-2.48%
Not Stated	988	16.52%	6,107	12.83%	-3.69%
<b>Total</b>	<b>5,982</b>		<b>47,614</b>		

Religious Belief	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
Atheism	547	9.14%	4,577	9.61%	0.47%
Buddhism	28	0.47%	255	0.54%	0.07%
Christianity	2,733	45.69%	23,693	49.76%	4.07%
Hinduism	144	2.41%	1,073	2.25%	-0.15%
Islam	125	2.09%	1,121	2.35%	0.26%
Jainism	9	0.15%	49	0.10%	-0.05%
Judaism	7	0.12%	83	0.17%	0.06%
Other	449	7.51%	3,904	8.20%	0.69%
Sikhism	24	0.40%	207	0.43%	0.03%
I do not wish to disclose my religion/belief	989	16.53%	6,978	14.66%	-1.88%
Not Stated	927	15.50%	5,674	11.92%	-3.58%
<b>Total</b>	<b>5,982</b>		<b>47,614</b>		

Age Band	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
16 - 20	243	4.06%	2,038	4.28%	0.22%
21 - 25	674	11.27%	6,318	13.27%	2.00%
26 - 30	711	11.89%	5,877	12.34%	0.46%
31 - 35	695	11.62%	5,915	12.42%	0.80%
36 - 40	681	11.38%	6,099	12.81%	1.43%
41 - 45	679	11.35%	5,677	11.92%	0.57%
46 - 50	731	12.22%	5,884	12.36%	0.14%
51 - 55	692	11.57%	5,334	11.20%	-0.37%
56 - 60	501	8.38%	2,946	6.19%	-2.19%
61 - 65	267	4.46%	1,272	2.67%	-1.79%
66 - 70	89	1.49%	227	0.48%	-1.01%
71 & above	19	0.32%	27	0.06%	-0.26%
<b>Total</b>	<b>5,982</b>		<b>47,614</b>		

Gender	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
Female	4,701	78.59%	39,199	82.33%	3.74%
Male	1,281	21.41%	8,415	17.67%	-3.74%
Not Stated	0	0.00%	0	0.00%	0.00%
<b>Total</b>	<b>5,982</b>		<b>47,614</b>		

Disability	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
Yes	136	2.27%	991	2.08%	-0.19%
No	3,230	54.00%	28,432	59.71%	5.72%
Not Stated	2,616	43.73%	18,191	38.21%	-5.53%
<b>Total</b>	<b>5,982</b>		<b>47,614</b>		

Ethnic Origin	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
A White - British	4,281	71.56%	33,221	69.77%	-1.79%
B White - Irish	81	1.35%	615	1.29%	-0.06%
C White - Any other White background	250	4.18%	2,380	5.00%	0.82%
C3 White Unspecified	1	0.02%	7	0.01%	0.00%
CA White English	4	0.07%	9	0.02%	-0.05%
CC White Welsh	1	0.02%	4	0.01%	-0.01%
CFWhite Greek	4	0.07%	20	0.04%	-0.02%
CG White Greek Cypriot	1	0.02%	13	0.03%	0.01%
CK White Italian	7	0.12%	47	0.10%	-0.02%
CP White Polish	8	0.13%	87	0.18%	0.05%
CQ White ex-USSR	1	0.02%	14	0.03%	0.01%
CX White Mixed	4	0.07%	22	0.05%	-0.02%
CY White Other European	44	0.74%	445	0.93%	0.20%
D Mixed - White & Black Caribbean	29	0.48%	207	0.43%	-0.05%
E Mixed - White & Black African	10	0.17%	104	0.22%	0.05%
F Mixed - White & Asian	15	0.25%	105	0.22%	-0.03%
G Mixed - Any other mixed background	21	0.35%	200	0.42%	0.07%
GA Mixed - Black & Asian	1	0.02%	1	0.00%	-0.01%
GC Mixed - Black & White	1	0.02%	4	0.01%	-0.01%
GF Mixed - Other/Unspecified	1	0.02%	19	0.04%	0.02%
H Asian or Asian British - Indian	399	6.67%	3,387	7.11%	0.44%
J Asian or Asian British - Pakistani	35	0.59%	226	0.47%	-0.11%
K Asian or Asian British - Bangladeshi	21	0.35%	169	0.35%	0.00%
L Asian or Asian British - Any other Asian background	71	1.19%	648	1.36%	0.17%
LE Asian Sri Lankan	12	0.20%	70	0.15%	-0.05%
LG Asian Sinhalese	1	0.02%	3	0.01%	-0.01%
LH Asian British	3	0.05%	24	0.05%	0.00%
LK Asian Unspecified	4	0.07%	11	0.02%	-0.04%
M Black or Black British - Caribbean	70	1.17%	588	1.23%	0.06%
N Black or Black British - African	277	4.63%	2,780	5.84%	1.21%
P Black or Black British - Any other Black background	21	0.35%	122	0.26%	-0.09%
PA Black Somali	1	0.02%	24	0.05%	0.03%
PC Black Nigerian	5	0.08%	20	0.04%	-0.04%
PD Black British	8	0.13%	60	0.13%	-0.01%
PE Black Unspecified	1	0.02%	10	0.02%	0.00%
R Chinese	22	0.37%	162	0.34%	-0.03%
S Any Other Ethnic Group	36	0.60%	371	0.78%	0.18%
SC Filipino	4	0.07%	58	0.12%	0.05%
SD Malaysian	2	0.03%	16	0.03%	0.00%
SE Other Specified	12	0.20%	57	0.12%	-0.08%
Undefined	58	0.97%	415	0.87%	-0.10%
Z Not Stated	154	2.57%	869	1.83%	-0.75%
<b>Total</b>	<b>5,982</b>		<b>47,614</b>		

## Equality & Diversity Training

Our commitment to ensuring all our staff have appropriate equality and diversity training is borne out in the results of the Staff Survey which demonstrates we compare most favourably with other acute Trusts in this area. In January 2014 an information leaflet was sent to all to remind staff what equality & diversity means and their responsibilities for this. Equality and diversity training remains mandatory for all staff and is included on the Trust Induction.

To ensure staff are able to access this subject, we have various delivery styles; E-learning, RoK sessions and written information. In addition, all new staff are trained in Equality and Human Rights as part of their Trust Induction.

All staff attending the Equality & Human Rights training are given an awareness of the nine protected characteristics under the Equalities Act 2010 and the adverse impact on clinical care if they are not respected.

## **Conclusion**

With an increase in attendance of training for 2013/14, we can conclude that access to training and learning and development for all staff has improved. To this end, provision has been developed to offer flexible approaches to learning that remove barriers to access for groups with protected characteristics. With the introduction of a workbook and assessment sheets, this training can be accessed outside of normal working hours. Further work has been carried out to ascertain the requirement for early morning, evening and weekend training and as a result some training is now offered during these times.

Staff are being communicated with to ensure that all proposed methods of delivery do not exclude any of the protected characteristics. Work has been carried out in certain areas to look at the way the training is delivered and the depth of knowledge required, this has led to some courses being adapted for those areas e.g Domestic Services.

We are aware that training and information accessed through attending sessions does not meet all of the different languages and culture requirements. Therefore future plans are to provide literature in different languages and to work with the relevant departments in making training easier to understand.

Learning and Development continues to communicate to staff the Trust Mandatory Training Policy. This policy ensures that all staff are aware of the mandatory and role specific training they are required to undertake and for the Trust to be compliant against its' regulatory requirements.

A prospectus is also made available to all staff detailing the clinical training that is available.

A new appraisal process commenced in January , which means that all staff are required to have a successful appraisal in order to incrementally progress. Work is now being carried out on asking managers to collate the information from the Personal Development Plans, which will identify the training requirements throughout the Trust and to ensure that all staff have equal access to training.

External training is also offered and future plans may include developing a panel approach to approve training funding, thus ensuring equity of access via a transparent process.

## Appendix 1

### Equality and Diversity Workforce Data – 1st April 2013 – 31st March 2014

#### AGE

Pay Scale													
Age Band	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consul- tants	Other	Other Medical	Grand Total
16-20	17	64	43	4	1	0	0	0	0	0	0	0	129
21-25	3	33	125	37	25	156	27	1	0	0	4	33	444
26-30	0	34	104	27	27	154	81	18	5	0	0	104	554
31-35	0	25	95	34	31	156	80	52	17	9	0	59	558
36-40	0	22	79	31	32	160	99	52	13	26	3	52	569
41-45	0	28	102	50	33	132	89	59	24	48	3	20	588
46-50	0	35	122	68	51	106	91	72	50	47	5	8	655
51-55	0	46	124	64	57	114	74	75	32	38	1	14	639
56-60	0	37	110	51	35	66	57	51	23	25	1	2	458
61-65	0	24	43	28	31	27	13	14	4	6	5	3	198
66-70	0	7	7	2	4	5	2	3	0	3	0	2	35
71+	0	2	0	0	1	0	0	0	0	0	0	1	4
<b>Grand Total</b>	<b>20</b>	<b>357</b>	<b>954</b>	<b>396</b>	<b>328</b>	<b>1076</b>	<b>613</b>	<b>397</b>	<b>168</b>	<b>202</b>	<b>22</b>	<b>298</b>	<b>4831</b>

#### DISABILITY

Pay Scale													
Disabled	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consul- tants	Other	Other Medical	Grand Total
No	12	183	626	228	182	601	327	201	97	88	9	203	2757
Not Declared	4	19	58	23	14	107	33	18	8	24	6	54	368
Undefined	4	145	244	133	122	335	238	172	61	89	6	39	1588
Yes	0	10	26	12	10	33	15	6	2	1	1	2	118
<b>Grand Total</b>	<b>20</b>	<b>357</b>	<b>954</b>	<b>396</b>	<b>328</b>	<b>1076</b>	<b>613</b>	<b>397</b>	<b>168</b>	<b>202</b>	<b>22</b>	<b>298</b>	<b>4831</b>

**GENDER**

<b>Pay Scale</b>													
<b>Gender</b>	<b>Appren- tice</b>	<b>Band 1</b>	<b>Band 2</b>	<b>Band 3</b>	<b>Band 4</b>	<b>Band 5</b>	<b>Band 6</b>	<b>Band 7</b>	<b>Band 8A-9</b>	<b>Consul- tants</b>	<b>Other</b>	<b>Other Medical</b>	<b>Grand Total</b>
<b>Female</b>	17	208	823	333	295	959	536	347	120	61	14	153	3866
<b>Male</b>	3	149	131	63	33	117	77	50	48	141	8	145	965
<b>Grand Total</b>	<b>20</b>	<b>357</b>	<b>954</b>	<b>396</b>	<b>328</b>	<b>1076</b>	<b>613</b>	<b>397</b>	<b>168</b>	<b>202</b>	<b>22</b>	<b>298</b>	<b>4831</b>

## Ethnicity

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consul- tants	Other	Other Medical	Grand Total
A White - British	14	244	758	341	287	641	497	335	147	111	19	92	3486
B White - Irish	0	6	7	3	2	36	5	6	5	3	0	2	75
C White - Any other White background	0	41	44	14	8	47	17	8	3	9	0	22	213
C3 White Unspecified	0	0	0	0	0	1	0	0	0	0	0	0	1
CA White English	0	2	0	0	1	1	0	0	0	0	0	0	4
CC White Welsh	0	0	0	1	0	0	0	0	0	0	0	0	1
CF White Greek	0	0	1	0	0	0	0	0	0	1	0	1	3
CG White Greek Cypriot	0	0	0	0	0	0	0	0	0	0	0	1	1
CK White Italian	0	0	1	0	0	0	2	1	1	0	0	0	5
CP White Polish	0	1	4	1	0	1	0	0	0	0	0	0	7
CQ White ex-USSR	0	1	0	0	0	0	0	0	0	0	0	0	1
CX White Mixed	0	0	1	0	0	0	0	1	0	0	0	1	3
CY White Other European	1	1	3	0	0	23	3	0	1	2	0	4	38
D Mixed - White & Black Caribbean	0	1	4	2	1	4	4	1	0	0	0	0	17
E Mixed - White & Black African	0	0	0	0	0	3	0	0	0	1	0	4	8
F Mixed - White & Asian	1	3	0	0	2	1	2	0	0	2	0	1	12
G Mixed - Any other mixed background	0	1	6	0	1	3	1	3	0	2	0	2	19
GC Mixed - Black & White	0	0	0	1	0	0	0	0	0	0	0	0	1
GF Mixed - Other/Unspecified	0	0	0	0	0	0	0	0	0	0	0	1	1
H Asian or Asian British - Indian	0	18	36	10	4	100	24	17	2	47	0	76	334
J Asian or Asian British - Pakistani	0	0	4	1	0	3	3	0	0	3	0	15	29
K Asian or Asian British - Bangladeshi	3	2	2	0	1	3	0	1	0	0	0	5	17
L Asian or Asian British - Any other Asian	0	3	12	2	1	13	6	2	4	7	0	14	64
LE Asian Sri Lankan	0	0	0	0	0	0	0	0	0	0	0	8	8
LG Asian Sinhalese	0	0	0	0	0	0	0	0	0	0	0	1	1
LH Asian British	0	0	1	0	0	0	0	0	0	0	0	1	2
LK Asian Unspecified	0	1	0	0	0	1	0	0	0	0	0	1	3
M Black or Black British - Caribbean	0	4	16	4	4	16	3	5	1	0	0	3	56
N Black or Black British - African	0	11	27	5	3	107	28	3	1	1	1	17	204
P Black or Black British - Any other Black	0	2	3	1	3	3	1	0	1	0	0	0	14
PA Black Somali	0	0	0	0	0	1	0	0	0	0	0	0	1
PC Black Nigerian	0	0	0	0	0	2	1	0	0	0	0	0	3
PD Black British	0	2	0	1	0	1	1	0	0	0	0	0	5
R Chinese	0	1	2	0	0	4	0	4	1	4	0	4	20
S Any Other Ethnic Group	0	1	2	0	1	8	3	2	1	5	0	10	33
SC Filipino	0	0	0	0	0	4	0	0	0	0	0	0	4
SD Malaysian	0	0	0	0	0	0	0	0	0	0	0	2	2
SE Other Specified	0	1	2	0	0	1	0	1	0	1	0	3	9
Undefined	1	2	0	0	5	8	1	1	0	0	1	1	20
Z Not Stated	0	8	18	9	4	40	11	6	0	3	1	6	106
<b>Grand Total</b>	<b>20</b>	<b>357</b>	<b>954</b>	<b>396</b>	<b>328</b>	<b>1076</b>	<b>613</b>	<b>397</b>	<b>168</b>	<b>202</b>	<b>22</b>	<b>298</b>	<b>4831</b>

## Religious Belief

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consul- tants	Other	Other Medical	Grand Total
<b>Religious Belief</b>													
Atheism	7	30	117	25	26	84	66	23	11	11	3	33	436
Buddhism	0	3	2	1	0	5	1	2	1	2	0	9	26
Christianity	5	156	485	208	143	558	307	187	105	50	10	63	2277
Hinduism	0	3	9	5	2	15	7	11	1	21	0	54	128
I do not wish to disclose my religion/belief	2	51	130	67	68	157	85	47	16	35	9	47	714
Islam	3	5	9	3	2	19	7	1	0	12	0	53	114
Jainism	0	0	0	1	0	0	0	1	1	1	0	2	6
Judaism	0	0	1	0	0	1	1	0	0	0	0	1	4
Other	1	31	106	39	23	97	43	29	7	3	0	6	385
Sikhism	0	1	2	1	0	3	2	2	1	2	0	8	22
Undefined	2	77	93	46	64	137	94	94	25	65	0	22	719
<b>Grand Total</b>	<b>20</b>	<b>357</b>	<b>954</b>	<b>396</b>	<b>328</b>	<b>1076</b>	<b>613</b>	<b>397</b>	<b>168</b>	<b>202</b>	<b>22</b>	<b>298</b>	<b>4831</b>

## Sexual Orientation

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consul- tants	Other	Other Medical	Grand Total
<b>Sexual Orientation</b>													
Bisexual	0	6	3	1	1	16	4	0	0	0	0	2	33
Gay	0	1	2	3	0	5	3	0	3	1	0	0	18
Heterosexual	17	220	743	283	209	747	436	243	113	98	14	237	3360
I do not wish to disclose my sexual orientation	2	45	103	56	53	151	67	51	23	34	8	36	629
Lesbian	0	2	3	1	1	4	1	0	1	0	0	0	13
Undefined	1	83	100	52	64	153	102	103	28	69	0	23	778
<b>Grand Total</b>	<b>20</b>	<b>357</b>	<b>954</b>	<b>396</b>	<b>328</b>	<b>1076</b>	<b>613</b>	<b>397</b>	<b>168</b>	<b>202</b>	<b>22</b>	<b>298</b>	<b>4831</b>



## Marital Status

Count of Gender		Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consul- tants	Other	Other Medical	Grand Total
Marital Status	Gender													
Civil Partnership	Female	0	0	4	1	0	2	3	1	1	0	0	0	12
	Male	0	1	1	0	0	0	1	0	0	0	0	0	3
<b>Civil Partnership Total</b>		0	1	5	1	0	2	4	1	1	0	0	0	15
Divorced	Female	0	14	73	45	41	48	38	42	13	2	2	2	320
	Male	0	6	1	2	2	1	4	1	0	4	0	1	22
<b>Divorced Total</b>		0	20	74	47	43	49	42	43	13	6	2	3	342
Legally Separated	Female	0	5	17	6	4	11	8	4	0	2	0	0	57
	Male	0	1	3	0	0	0	1	1	0	0	0	1	7
<b>Legally Separated Total</b>		0	6	20	6	4	11	9	5	0	2	0	1	64
Married	Female	0	75	411	187	154	498	325	248	85	44	8	71	2106
	Male	0	53	50	29	11	47	30	26	29	111	7	62	455
<b>Married Total</b>		0	128	461	216	165	545	355	274	114	155	15	133	2561
NULL	Female	1	3	10	1	6	9	0	0	1	1	0	1	33
	Male	0	0	1	0	1	2	0	0	0	1	0	1	6
<b>NULL Total</b>		1	3	11	1	7	11	0	0	1	2	0	2	39
Single	Female	16	103	289	91	85	378	153	46	18	9	4	47	1239
	Male	3	77	71	26	16	64	33	16	13	5	0	38	362
<b>Single Total</b>		19	180	360	117	101	442	186	62	31	14	4	85	1601
Unknown	Female	0	3	2	0	1	4	4	2	1	2	0	32	51
	Male	0	9	3	5	3	3	8	6	6	20	1	41	105
<b>Unknown Total</b>		0	12	5	5	4	7	12	8	7	22	1	73	156
Widowed	Female	0	5	17	2	4	9	5	4	1	1	0	0	48
	Male	0	2	1	1	0	0	0	0	0	0	0	1	5
<b>Widowed Total</b>		0	7	18	3	4	9	5	4	1	1	0	1	53
<b>Grand Total</b>		20	357	954	396	328	1076	613	397	168	202	22	298	4831

## Sickness

### Age

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-9	Consul- tants	Other	Other Medical	Grand Total
Age Band													
16 - 20	35	66	104	12	4	0	0	0	0	0	0	0	221
21 - 25	0	72	437	87	37	267	46	1	0	0	0	33	980
26 - 30	0	80	304	52	49	239	129	23	1	0	0	76	953
31 - 35	0	33	254	70	68	325	140	61	19	2	0	31	1003
36 - 40	0	33	173	68	58	388	196	70	23	4	0	22	1035
41 - 45	0	50	263	113	60	313	139	58	25	15	0	12	1048
46 - 50	0	70	310	121	99	266	142	67	53	7	2	5	1142
51 - 55	0	56	277	130	123	233	96	117	26	9	0	3	1070
56 - 60	0	78	230	90	53	133	101	57	28	4	0	3	777
61 - 65	0	44	82	46	49	51	17	17	1	2	0	1	310
66 - 70	0	6	19	2	9	11	5	2	0	0	0	0	54
71 & above	0	0	0	0	1	0	0	0	0	0	0	0	1
<b>Grand Total</b>	<b>35</b>	<b>588</b>	<b>2453</b>	<b>791</b>	<b>610</b>	<b>2226</b>	<b>1011</b>	<b>473</b>	<b>176</b>	<b>43</b>	<b>2</b>	<b>186</b>	<b>8594</b>

### Disability

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-9	Consul- tants	Other	Other Medical	Grand Total
Disabled													
No	15	278	1550	452	339	1208	507	238	75	10	0	113	4785
Not Declared	12	32	184	59	30	225	45	24	24	8	0	58	701
Undefined	8	246	614	250	226	690	429	192	75	25	2	11	2768
Yes	0	32	105	30	15	103	30	19	2	0	0	4	340
<b>Grand Total</b>	<b>35</b>	<b>588</b>	<b>2453</b>	<b>791</b>	<b>610</b>	<b>2226</b>	<b>1011</b>	<b>473</b>	<b>176</b>	<b>43</b>	<b>2</b>	<b>186</b>	<b>8594</b>

### Gender

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-9	Consul- tant	Other	Other Medical	Grand Total
Gender													
Female	31	335	2165	685	557	2018	911	423	143	16	2	136	7422
Male	4	253	288	106	53	208	100	50	33	27		50	1172
<b>Grand Total</b>	<b>35</b>	<b>588</b>	<b>2453</b>	<b>791</b>	<b>610</b>	<b>2226</b>	<b>1011</b>	<b>473</b>	<b>176</b>	<b>43</b>	<b>2</b>	<b>186</b>	<b>8594</b>

## Ethnicity

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-9	Consul- tant	Other	Other Medical	Grand Total
A White - British	29	450	1935	686	550	1284	803	393	162	19	2	58	6371
B White - Irish	0	4	17	7	1	72	11	4	1	0	0	1	118
C White - Any other White background	0	51	120	27	3	71	20	17	2	1	0	16	328
C3 White Unspecified	0	0	0	0	0	2	0	0	0	0	0	0	2
CA White English	0	0	0	0	2	1	0	0	0	0	0	0	3
CC White Welsh	0	0	0	3	0	0	0	0	0	0	0	0	3
CFWhite Greek	0	0	2	0	0	0	0	0	0	1	0	0	3
CK White Italian	0	0	1	0	0	0	2	4	2	0	0	0	9
CP White Polish	0	1	3	0	0	0	0	0	0	0	0	0	4
CQ White ex-USSR	0	2	0	0	0	0	0	0	0	0	0	0	2
CX White Mixed	0	0	4	0	0	0	0	2	0	0	0	1	7
CY White Other European	3	0	3	0	0	31	7	0	2	0	0	2	48
D Mixed - White & Black Caribbean	0	0	17	7	6	11	9	0	0	0	0	0	50
E Mixed - White & Black African	0	0	0	0	0	8	0	0	0	0	0	1	9
F Mixed - White & Asian	0	2	0	0	0	3	2	0	0	0	0	0	7
G Mixed - Any other mixed background	0	0	28	0	2	11	4	6	0	0	0	0	51
GC Mixed - Black & White	0	0	0	3	0	0	0	0	0	0	0	0	3
H Asian or Asian British - Indian	0	15	87	12	5	257	45	27	2	14	0	55	519
J Asian or Asian British - Pakistani	0	0	6	1	0	2	5	0	0	1	0	10	25
K Asian or Asian British - Bangladeshi	0	8	0	0	4	4	0	1	0	0	0	1	18
L Asian or Asian British - Any other Asian background	0	2	35	5	1	26	11	1	3	1	0	11	96
LE Asian Sri Lankan	0	0	0	0	0	0	0	0	0	0	0	2	2
LG Asian Sinhalese	0	0	0	0	0	0	0	0	0	0	0	1	1
LH Asian British	0	0	2	0	0	0	0	0	0	0	0	0	2
LK Asian Unspecified	0	1	0	0	0	6	0	0	0	0	0	0	7
M Black or Black British - Caribbean	0	8	19	6	6	19	7	8	1	1	0	2	77
N Black or Black British - African	0	23	74	10	5	265	50	1	0	0	0	6	434
P Black or Black British - Any other Black background	0	3	3	5	3	10	1	0	1	0	0	0	26
PA Black Somali	0	0	0	0	0	1	0	0	0	0	0	0	1
PC Black Nigerian	0	0	0	0	0	1	1	0	0	0	0	0	2
PD Black British	0	4	0	1	0	2	2	0	0	0	0	0	9
R Chinese	0	0	9	0	0	11	0	1	0	2	0	3	26
S Any Other Ethnic Group	0	0	3	0	4	16	7	0	0	3	0	8	41
SC Filipino	0	0	0	0	0	7	0	0	0	0	0	0	7
SD Malaysian	0	0	0	0	0	0	0	0	0	0	0	3	3
SE Other Specified	0	0	5	0	0	5	0	0	0	0	0	2	12
Undefined	3	4	0	0	0	4	0	0	0	0	0	0	11
Z Not Stated	0	10	80	18	18	96	24	8	0	0	0	3	257
<b>Grand Total</b>	<b>35</b>	<b>588</b>	<b>2453</b>	<b>791</b>	<b>610</b>	<b>2226</b>	<b>1011</b>	<b>473</b>	<b>176</b>	<b>43</b>	<b>2</b>	<b>186</b>	<b>8594</b>

## Religious Belief

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-9	Consul- tant	Other	Other Medical	Grand Total
<b>Religious Belief</b>													
Atheism	16	45	311	49	49	172	128	34	7	1	2	32	846
Buddhism	0	2	3	8	0	12	3	1	0	0	0	6	35
Christianity	7	253	1199	410	278	1152	500	216	127	10	0	37	4189
Hinduism	0	3	23	2	3	23	12	20	1	5	0	42	134
I do not wish to disclose my religion/belief	6	87	323	136	138	308	124	54	10	7	0	24	1217
Islam	0	11	16	1	5	23	13	1	0	3	0	28	101
Jainism	0	0	0	0	0	0	0	3	1	0	0	1	5
Judaism	0	0	3	0	0	0	0	0	0	0	0	0	3
Other	6	56	356	99	50	257	72	35	5	0	0	6	942
Sikhism	0	0	2	1	0	5	1	1	1	0	0	5	16
Undefined	0	131	217	85	87	274	158	108	24	17	0	5	1106
<b>Grand Total</b>	<b>35</b>	<b>588</b>	<b>2453</b>	<b>791</b>	<b>610</b>	<b>2226</b>	<b>1011</b>	<b>473</b>	<b>176</b>	<b>43</b>	<b>2</b>	<b>186</b>	<b>8594</b>

## Sexual Orientation

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-9	Consul- tants	Other	Other Medical	Grand Total
<b>Sexual Orientation</b>													
Bisexual	0	7	5	0	8	51	7	0	0	0	0	2	80
Gay	0	4	3	4	0	19	3	0	2	0	0	0	35
Heterosexual	32	369	1909	583	405	1506	727	296	124	18	2	154	6125
I do not wish to disclose my	3	63	266	96	109	329	101	55	17	7	0	23	1069
Lesbian	0	11	18	0	0	6	0	0	6	0	0	0	41
Undefined	0	134	252	108	88	315	173	122	27	18	0	7	1244
<b>Grand Total</b>	<b>35</b>	<b>588</b>	<b>2453</b>	<b>791</b>	<b>610</b>	<b>2226</b>	<b>1011</b>	<b>473</b>	<b>176</b>	<b>43</b>	<b>2</b>	<b>186</b>	<b>8594</b>

## Marital Status

Pay Scale	Appren- tice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-9	Consul- tants	Other	Other Medical	Grand Total
<b>Marital Status</b>													
Civil Partnership	0	1	17	0	0	3	3	1	0	0	0	0	25
Divorced	0	43	168	112	91	122	88	65	25	1	0	0	715
Legally Separated	0	21	47	15	4	44	21	9	0	0	0	0	161
Married	0	182	1120	408	302	1161	575	305	123	31	2	62	4271
NULL	0	1	36	0	0	14	0	0	0	1	0	3	55
Single	35	301	1028	243	206	846	296	83	23	4	0	77	3142
Unknown	0	27	8	4	2	14	24	3	5	6	0	44	137
Widowed	0	12	29	9	5	22	4	7	0	0	0	0	88
<b>Grand Total</b>	<b>35</b>	<b>588</b>	<b>2453</b>	<b>791</b>	<b>610</b>	<b>2226</b>	<b>1011</b>	<b>473</b>	<b>176</b>	<b>43</b>	<b>2</b>	<b>186</b>	<b>8594</b>

## Leaving Employment

### AGE

Pay Scale	Band 1	Band 2	Band 3	Band 4	Band 5	Band 5	Band 7	Band 8A-9	Consultants	Other	Other Medical	Grand Total
Age Band												
16 - 20	13	8	0	0	0	0	0	0	0	0	0	21
21 - 25	10	20	3	3	13	5	1	0	0	0	0	55
26 - 30	2	12	0	3	18	11	5	0	0	0	1	52
31 - 35	1	14	3	2	15	7	5	3	0	0	2	52
36 - 40	1	15	2	0	21	10	2	5	3	1	1	61
41 - 45	4	15	4	1	10	3	5	4	2	0	0	48
46 - 50	2	19	5	2	15	7	5	4	3	1	0	63
51 - 55	1	14	6	5	18	7	5	9	2	0	0	67
56 - 60	0	9	6	4	14	11	13	3	1	0	1	62
61 - 65	3	16	6	10	7	2	5	3	1	0	2	55
66 - 70	2	2	0	0	2	0	1	0	0	0	0	7
71 & above	0	0	0	0	0	0	0	0	0	0	1	1
<b>Grand Total</b>	<b>39</b>	<b>144</b>	<b>35</b>	<b>30</b>	<b>133</b>	<b>63</b>	<b>47</b>	<b>31</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>544</b>

### Disability

Pay Scale	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultants	Other	Other Medical	Grand Total
Disabled												
No	23	87	12	16	60	35	14	20	7	1	1	276
Not Declared	4	38	10	2	41	7	8	2	3	1	5	121
Undefined	12	17	11	10	30	20	21	9	2	0	2	134
Yes	0	2	2	2	2	1	4	0	0	0	0	13
<b>Grand Total</b>	<b>39</b>	<b>144</b>	<b>35</b>	<b>30</b>	<b>133</b>	<b>63</b>	<b>47</b>	<b>31</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>544</b>

### Gender

Pay Scale	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultants	Other	Other Medical	Grand Total
Gender												
Female	24	122	27	25	115	57	40	19	3	2	1	435
Male	15	22	8	5	18	6	7	12	9	0	7	109
<b>Grand Total</b>	<b>39</b>	<b>144</b>	<b>35</b>	<b>30</b>	<b>133</b>	<b>63</b>	<b>47</b>	<b>31</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>544</b>

## Religious Belief

Pay Scale	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultants	Other	Other Medical	Grand Total
<b>Religious Belief</b>												
Atheism	5	12	2	0	7	8	1	4	1	0	0	40
Buddhism	1	1	0	0	0	0	1	0	1	0	1	5
Christianity	15	67	13	21	54	31	20	12	2	1	1	237
Hinduism	0	0	0	0	2	1	0	0	1	0	1	5
I do not wish to disclose my religion/belief	9	42	14	4	41	12	11	5	3	1	0	142
Islam	0	3	0	0	1	2	0	0	3	0	3	12
Judaism	0	0	0	0	0	0	0	0	0	0	1	1
Other	5	14	2	1	13	3	2	2	0	0	0	42
Sikhism	1	0	0	0	0	0	1	1	0	0	0	3
Undefined	3	5	4	4	15	6	11	7	1	0	1	57
<b>Grand Total</b>	<b>39</b>	<b>144</b>	<b>35</b>	<b>30</b>	<b>133</b>	<b>63</b>	<b>47</b>	<b>31</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>544</b>

## Ethnicity

Pay Scale	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultants	Other	Other Medical	Grand Total
<b>Ethnic Origin</b>												
A White - British	30	114	28	27	98	52	39	27	3	1	1	420
B White - Irish	0	1	0	0	3	1	0	2	0	0	0	7
C White - Any other White background	2	2	0	1	3	0	1	0	0	0	1	10
CK White Italian	0	0	0	0	1	1	1	0	0	0	0	3
CP White Polish	1	1	0	0	0	1	0	0	0	0	0	3
CY White Other European	0	0	0	0	5	1	0	0	0	0	0	6
D Mixed - White & Black Caribbean	2	1	0	0	0	1	1	0	0	0	0	5
H Asian or Asian British - Indian	2	4	0	0	6	2	1	1	2	0	3	21
J Asian or Asian British - Pakistani	0	0	0	0	0	0	0	0	3	1	1	5
K Asian or Asian British - Bangladeshi	0	1	0	0	1	0	0	0	0	0	0	2
L Asian or Asian British - Any other Asian background	0	2	0	0	2	1	2	0	1	0	0	8
LG Asian Sinhalese	0	0	0	0	0	0	0	0	0	0	1	1
LK Asian Unspecified	0	0	0	0	1	0	0	0	1	0	0	2
M Black or Black British - Caribbean	0	4	1	1	2	1	0	0	0	0	0	9
N Black or Black British - African	1	4	0	1	5	1	1	0	1	0	0	14
PC Black Nigerian	0	0	0	0	0	1	0	0	0	0	0	1
R Chinese	0	0	0	0	0	0	0	1	0	0	0	1
S Any Other Ethnic Group	0	0	1	0	0	0	0	0	1	0	0	2
SE Other Specified	1	1	0	0	1	0	0	0	0	0	1	4
Undefined	0	0	1	0	0	0	1	0	0	0	0	2
Z Not Stated	0	9	4	0	5	0	0	0	0	0	0	18
<b>Grand Total</b>	<b>39</b>	<b>144</b>	<b>35</b>	<b>30</b>	<b>133</b>	<b>63</b>	<b>47</b>	<b>31</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>544</b>

## Sexual Orientation

Pay Scale	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultants	Other	Other Medical	Grand Total
<b>Sexual Orientation</b>												
Gay	0	2	1	0	0	1	1	0	0	0	0	5
Heterosexual	31	95	17	22	80	47	24	17	7	1	6	347
I do not wish to disclose my sexual orientation	5	38	13	3	37	10	9	7	4	1	0	127
Lesbian	0	2	0	0	1	0	0	0	0	0	0	3
Undefined	3	7	4	5	15	5	13	7	1	0	2	62
<b>Grand Total</b>	<b>39</b>	<b>144</b>	<b>35</b>	<b>30</b>	<b>133</b>	<b>63</b>	<b>47</b>	<b>31</b>	<b>12</b>	<b>2</b>	<b>8</b>	<b>544</b>

## Marital Status

Pay Scale		Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultants	Other	Other Medical	Grand Total
Marital Status	Gender												
Civil Partnership	Female	0	2	0	0	2	0	0	0	0	0	0	4
	Male	0	1	0	0	0	0	0	0	0	0	0	1
<b>Civil Partnership Total</b>		0	3	0	0	2	0	0	0	0	0	0	5
Divorced	Female	0	12	2	5	8	5	3	5	1	0	0	41
	Male	1	0	0	1	0	0	1	1	0	0	0	4
<b>Divorced Total</b>		1	12	2	6	8	5	4	6	1	0	0	45
Legally Separated	Female	1	4	0	1	5	2	0	0	0	0	0	13
	Male	1	1	0	0	1	0	0	0	0	0	0	3
<b>Legally Separated Total</b>		2	5	0	1	6	2	0	0	0	0	0	16
Married	Female	3	56	18	13	66	28	31	13	0	1	1	230
	Male	2	11	3	3	8	2	3	6	8	0	2	48
<b>Married Total</b>		5	67	21	16	74	30	34	19	8	1	3	278
Single	Female	20	44	6	5	29	21	6	1	2	1	0	135
	Male	10	9	4	0	8	3	2	4	0	0	2	42
<b>Single Total</b>		30	53	10	5	37	24	8	5	2	1	2	177
Unknown	Female	0	3	1	1	3	0	0	0	0	0	0	8
	Male	1	0	1	1	1	1	1	1	1	0	3	11
<b>Unknown Total</b>		1	3	2	2	4	1	1	1	1	0	3	19
Widowed	Female	0	1	0	0	2	1	0	0	0	0	0	4
<b>Widowed Total</b>		0	1	0	0	2	1	0	0	0	0	0	4
<b>Grand Total</b>		39	144	35	30	133	63	47	31	12	2	8	544