Northampton General Hospital NHS
NHS Trust

Northampton General Hospital

Equality and Human Rights Workforce Monitoring Report 2015/2016

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EXECUTIVE SUMMARY

The Equality and Human Rights Workforce Monitoring Report for 2015/2016 provides analysis of the data that the Trust holds in relation to its workforce.

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 staff to determine if there are any issues.

Our legal duty to monitor our workforce is addressed in this document. The report provides 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 an estimated population of 725,000 people in mid-2016 (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, 2 June 2015) describes 32 indicators, most of which are related to health and lifestyle.

Northamptonshire is significantly worse than the England average for the following:

- Smoking status at time of delivery
- Excess weight in adults
- Hospital stays for self-harm
- Life expectancy at birth (female)
- Under 75 mortality rate: Cancer

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%	

EQUALITY ANALYSIS

Identifying and responding to the effect of the activities of the Trust on the different protected groups of staff remains of fundamental importance in the context of giving due regard in line with our Public Sector Equality Duties.

Equality Analysis remains a key component in delivering a quality services and support to staff which meets the needs of all and ensures that employees are not excluded. The Trust continues to utilise its systems for Equality Analysis on policies, procedures, services, plans and programmes of change to assess whether they have the potential to affect staff differently. The Trust recognises this process identifies and addresses real or potential inequalities resulting from policy, practice or service development.

Where it is identified that a particular group or section of staff will be, or could be disadvantaged the Equality Analysis processes ensures that the Trust is able to:

Remove or minimise disadvantage experienced by staff connected to 'protected characteristics'
Take steps to meet the needs of staff who share a protected characteristic where these are different from staff who do not share it
Encourage staff who share a protected characteristic to participate in public life or any other activity where participation is disproportionately low.

During the period April 2015 – March 2016 the Trust completed 162 Equality Analyses.

WORKFORCE PROFILE – APRIL 2015 to MARCH 2016

The following analysis contains quantitative information from the Electronic Staff Record (ESR) for the year ending 31 March 2016 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.

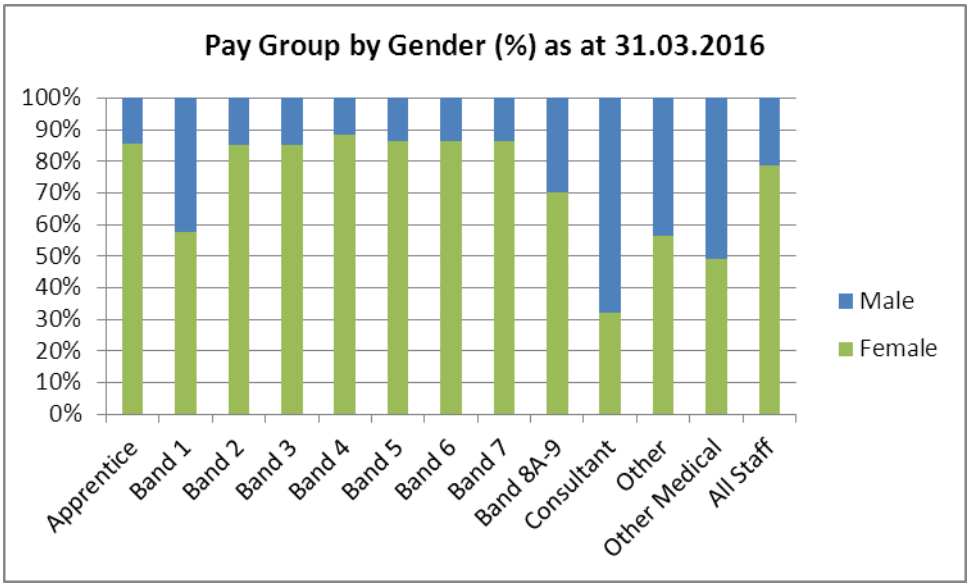
In some areas the level of completeness of data is very high; just over 96% of employees have their ethnic origin recorded, and a slightly smaller percentage (94.7%) have a record for marital status. Gender and age are recorded for all employees. Disability information has always been poorly recorded; just over 22.5% have no record relating to disability status, although this is an improvement on the reported figure in 2015 of 27%. 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 just under 11.4% of employees for whom the trust has no record of Sexual Orientation, and just under 10.5% with no record of Religious Belief. Over time the levels of employees with no record in these areas should reduce and these figures are down from just over 13% and 12% respectively in 2015.

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

Protected Group	Analysis
Age	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 in the wider population still in education in the first group, and the number

	having taken retirement in the second. If only those people in the 20-60 age groups of the Northamptonshire population and NGH workforce are considered, then the trust is fairly representative of the local population in most age groups. However, the local population has 19.7% of the working age group in the 55 – 64 range, whereas at NGH this falls to 13.8% which may relate to the lower pension age of 60 for many current and former NHS employees.
Disability	Only 2.54% of the NGH workforce has disclosed a disability. According to PANSI (Projecting Adult Needs & Service Information) the projection of Northamptonshire population aged between 18 and 64 likely to have either a moderate or serious disability is 7.9 and 2.4% respectively. However just under 27% 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 could help to explain the low representation of disabled people in the NGH workforce.
Gender	The NHS workforce is predominantly female, and at NGH the percentage is 78.8%. The staff groups with the highest percentage of female employees are the registered nursing & midwifery (92.5%), admin & clerical (82.6%), and clinical support staff (88%) groups. However the percentage of male employees is higher than the total for all staff, in the Agenda for Change band 8a – 9 group, at 29.8%. Within the medical & dental staff group 58% are male, and 68% of consultants are male. The percentage of male consultants has fallen since 2014, when the figure was 70%.
Ethnicity	According to the 2011 Census, the Northamptonshire population was 91.5% white, 8.5% Black & Minority Ethnic (BME), whereas the trust employees (as at 31 March 2016) were 76.8% white (of which 69.8% were British or Irish), 19.4% BME. The overall percentage of BME employees is boosted by the high representation of this group (49.1%) in the Medical & Dental staff group. If Medical & Dental staff were removed from the analysis, then the BME percentage in the remaining staff groups falls to 15.9%, but this nonetheless remains a significantly higher ratio than in the local population. Although only 7.6% of staff in Agenda for Change bands 8a – 9 are in the BME group, 19.4% of bands 5 – 7 are BME, higher than the average BME representation across all pay bands in the trust.
Religion	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 48.9% Christian, rising to 51.4% if Medical & Dental staff were excluded. The percentage of the local population professing no religion was 29.2%; 10.2% of employee records had no religion defined, and a further 15.8% did not wish to state their religion

	or belief, while 11% professed to be Atheist. In total, 14.1% of employees are from a minority faith community.
Sexual Orientation	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, 73.1% of employees are recorded as heterosexual. 13.9% did not wish to state their sexual orientation, and a further 11.4% had no data recorded. Bisexual, Gay or Lesbian employees made up 1.64% of the total.
Marital Status	Of the total number of employees, 51.4% were married compared with 41.4% of the local population; 33.9% of employees were single, 6.7% divorced, 0.6% in a civil partnership, 1.2% separated, and 0.9% 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.



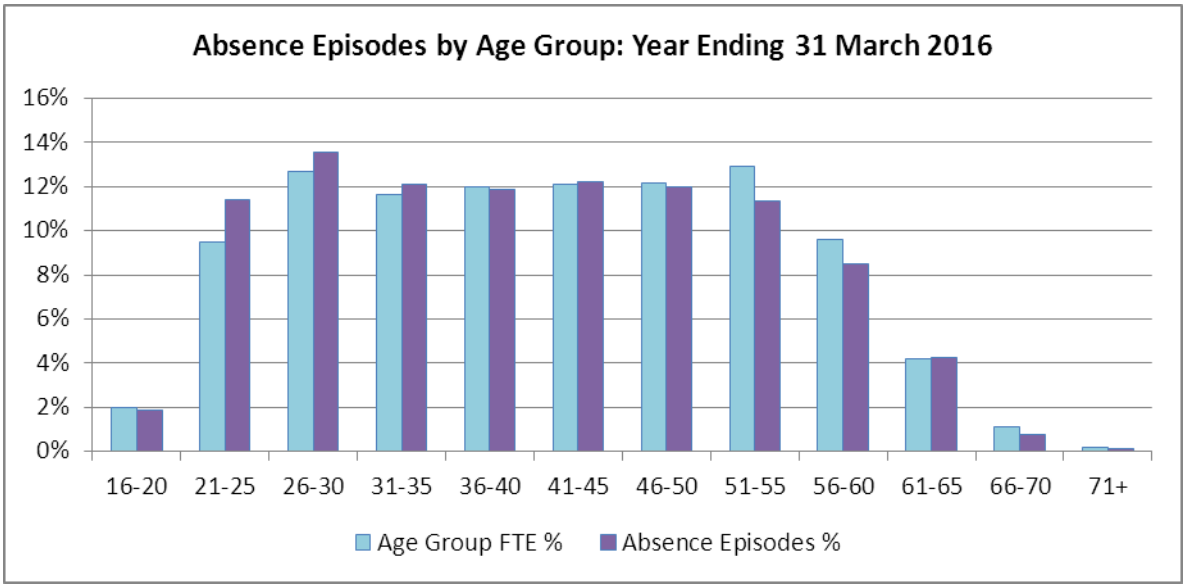
Sickness Absence Analysis (number of episodes)

The number of separate episodes of sickness for the year ending 31 March 2016 was 7,923. 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 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 27.01% of all episodes. The biggest staff group in pay band terms is Band 5, with just under 21% of the workforce, and they accounted for the second highest percentage of sickness episodes, at 25.89%. Staff in bands 7 and 8a-9 account for 8.5% and 3.5% of the workforce but only 6.5% and 2.3% of the sickness episodes.

Protected Group	Analysis
Age	The percentage of the total number of sickness episodes relating to each age group equates relatively 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. However, all the age groups from 16-20 to 31-35 had a higher proportion of the sickness than would be indicated by their proportion of the workforce, while those groups from 46-50 to 71+ all had a lower proportion of the sickness episodes. The second biggest age group numerically, 26-30 (12.69% of the workforce) had the highest group percentage of the total number of sickness episodes at 13.56%.
Disability	Employees who declare a disability comprise 2.54% of the workforce, although this figure would probably increase if the status of the 22.5% where no record is held was known. However, those employees who do declare a disability accounted for 4.1% of the sickness episodes. It is perhaps to be expected that this would be the case.
Gender	Whilst 78.8% of employees are female, they accounted for 84.8% of the sickness episodes, indicating that gender does have an influence on the likelihood of sickness absence.
Ethnicity	In terms of ethnic groups as a percentage of the total number of employees, the percentage of sickness episodes in each group shows some variation. Asian staff comprise 10.2% of the number of employees but account for only 7.9% of sickness episodes. White employees comprise 76.8% of the workforce and account for 79.6% of sickness episodes.
Religion	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 49.6% of sickness episodes are within the Christianity group, which accounts for 48.9% of the workforce. However Islam is stated as the religion for 2.6% of the workforce but accounts for only 1.5% of sickness episodes, and similarly Hinduism applies to 2.9% of the workforce and only 1.4% of sickness episodes.
Sexual Orientation	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 a significant variation, although those with no sexual orientation recorded or those not wishing to state their sexual orientation amount to 25.2% of the workforce and have 23.1% of sickness attributed to them. This represents a relatively large percentage of the workforce in total and may make meaningful analysis less likely. Nonetheless, 74.5% of sickness episodes occur in the heterosexual group, which in turn

	makes up 73.1% of the workforce. The Gay, Lesbian & Bisexual groups total 1.6% of the workforce and account for 2.4% of the sickness episodes.
Marital Status	There is some variation across the marital status groups between the percentage of employees in each one and the percentage of sickness episodes in each one. For example, married or civil partnership employees are slightly less likely to have sickness, with 52.% of the workforce being in these groups but only taking 48% of the sickness episodes. By contrast divorced or legally separated employees make up 7.9% of the workforce and accounted for 9.5% of sickness episodes. Single employees are 33.9% of the workforce and they accumulated 37.8% of sickness episodes.



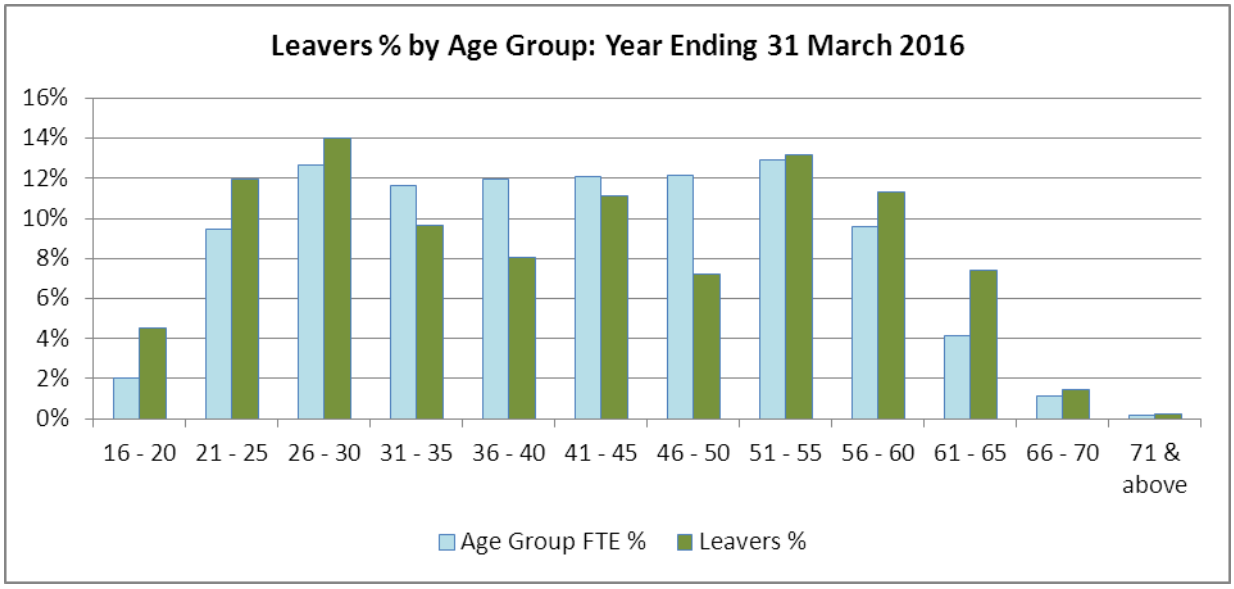
Leaving Employment

In total, 486 employees with permanent contracts left the trust in the year ending 31 March 2016. The biggest pay band groups numerically had contrasting leaver records. Band 2 employees form 21.5% of the permanent workforce but 20.2% of leavers were from this group; band 5 employees (22% of the permanent workforce) made up 27.4% of leavers. Band 5 registered nurses were 17.3% of the workforce but 21.4% of leavers.

Protected Group	Analysis
Age	A higher proportion of employees in the age groups from 16 to 25 left in the year than would be indicated by comparison with the percentage of the workforce that they represent. Almost 16.5% of leavers came from this age group, which represents only 11.5% of the workforce in post. However this is an improvement from the previous year when they formed 19.5% of leavers and 11.4% of the workforce.

	By contrast, the staff groups aged between 26 and 55 make up 73.5% of the workforce, but only 63.2% of the leavers. People in 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. Employees aged over 55 made up 20.4% of the leavers but 15.1% of the workforce, basically in line with what might be expected given the numbers who would be retiring from this range.
Disability	Although the number of leavers in the group declaring a disability was small, they represented 3.1% of leavers, slightly higher than their representation rate among all employees, which was 2.54%. Employees positively declaring no disability (66.9% of the workforce) made up 65% of leavers, again in line with what might be expected.
Gender	Whilst 78.8% of the workforce is female, they made up 80.7% of the leavers. The male workforce (21.2%) provided 19.3% of leavers, so was slightly under-represented.
Ethnicity	White employees made up only 76.5% of leavers, compared to 79.1% of the permanent workforce, so this group is under-represented. Black employees are 6.1% of the workforce but 7.4% of leavers, so this group is slightly over-represented. Asian employees (10.2% of all employees, but 8.4% when employees on fixed term contracts are excluded as they do not form part of the leaver statistics) were only 6.79% of leavers, so therefore appear to be less likely to leave the trust.
Religion	Around 46.9% of leavers were recorded as Christian, a slightly lower rate than the overall rate in the workforce, which varies between 48.9% and 50.3% depending on whether employees on fixed term contracts are excluded. Among the minority religions, the percentage of leavers is slightly higher than might be expected when compared to the ratio of permanent trust employees in each religious group.
Sexual Orientation	A reasonably comparable percentage of Heterosexual permanent employees were leavers (71%) compared with the permanent workforce (72.3%). Those people not wishing to state their sexual orientation made up 18.3% of leavers compared with only 13.9% of the workforce. Gay, Lesbian or Bisexual employees are 1.6% of the workforce and 1.6% of the leavers.
Marital Status	Married employees were less likely to leave than their proportion of the workforce would suggest; 48% of leavers were married or in a civil partnership, compared to 52% in the workforce or 52.8% when those on fixed term contracts are excluded (as they are not included in the leaver figures). Similarly, divorced and separated

	employees made up 7.9% of the workforce (8.36% excluding fixed term contracts) and 6.8% of leavers. Single employees by contrast comprise around 33% of the workforce (using both measures above) but 36.8% of leavers. This is likely to be linked to the age range of single employees, as they tend to fall into the younger age groups and are probably more likely to change employment before settling into a longer term career choice.



RECRUITMENT ACTIVITY – APRIL 2015 TO MARCH 2016

This section of the report is based on the recruitment activity information collected by the HR Service Centre between April 2015 and March 2016 and in relation to the protected characteristics of:

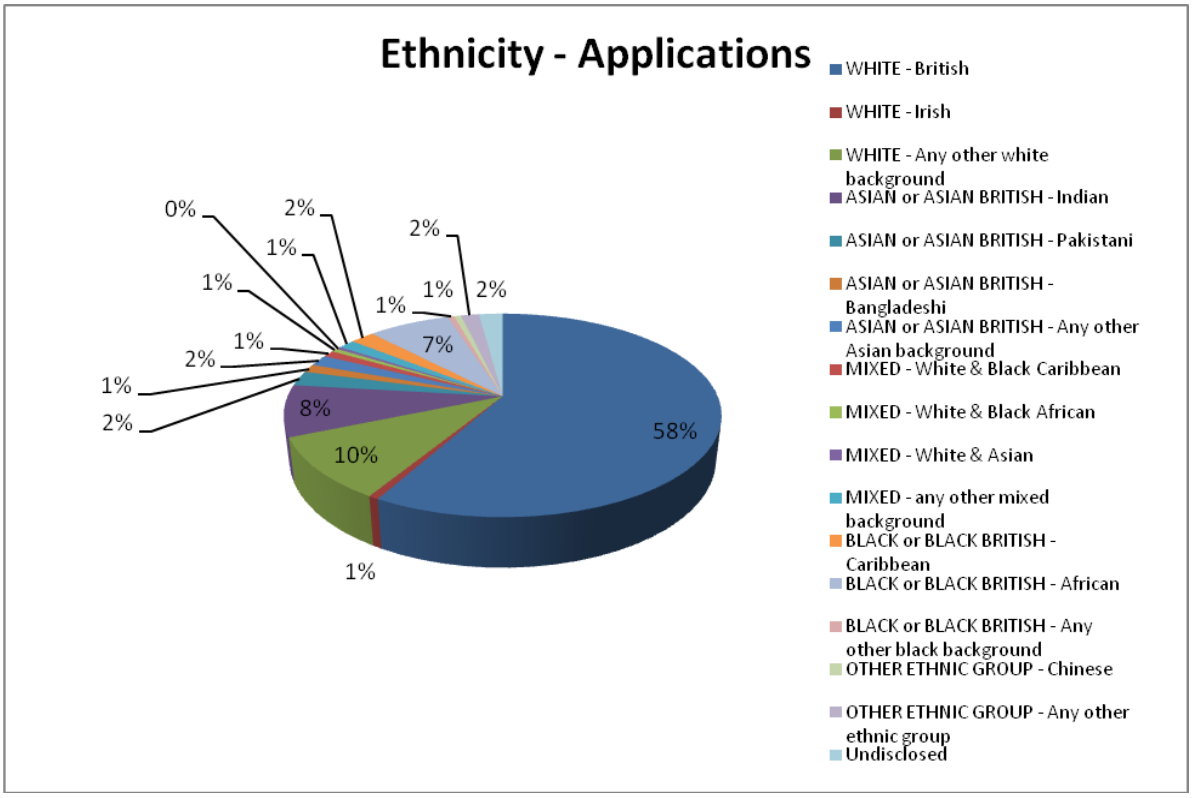
- The number of applicants
- Those shortlisted
- Staff appointed.

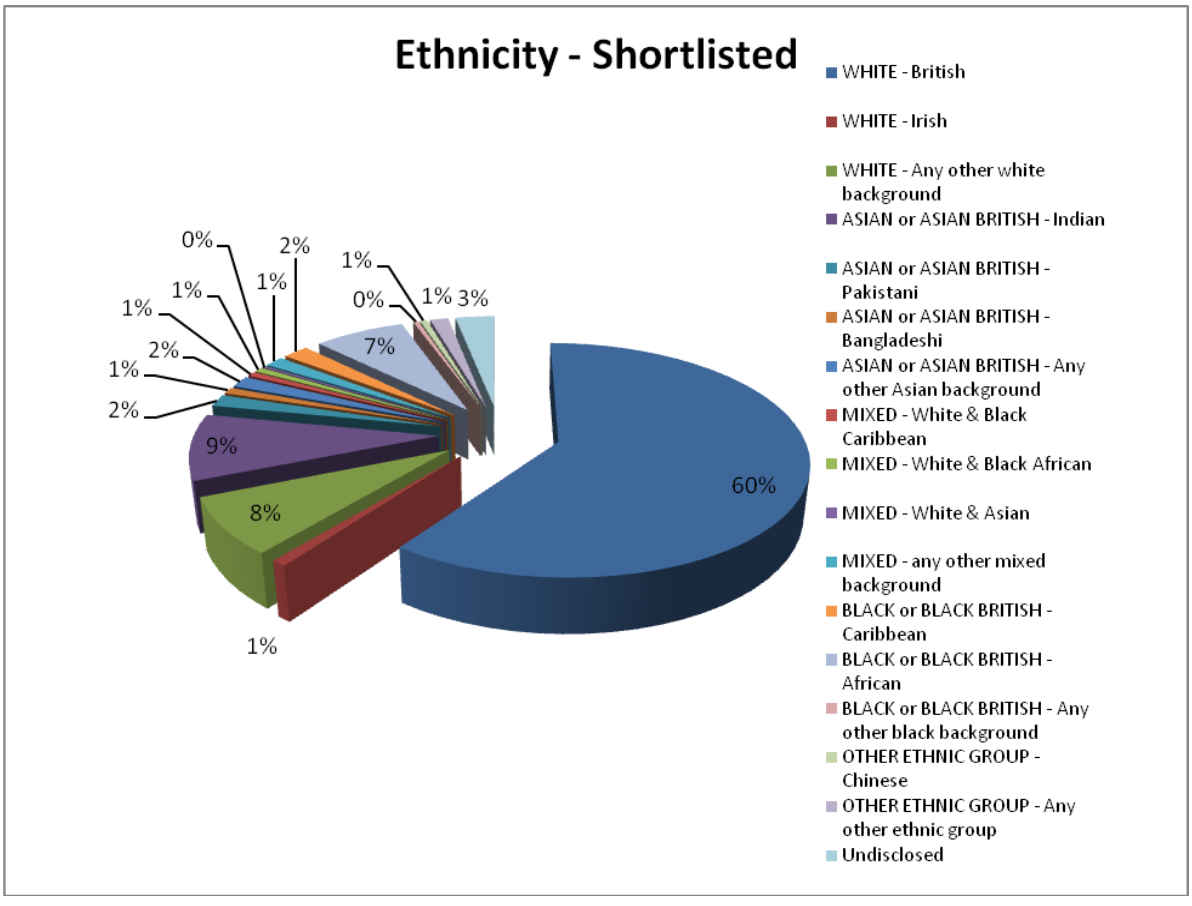
Equality and Diversity is addressed throughout the recruitment process, from advertisement of the job, to the appointment of the successful candidate, such as following the Trusts advertisement process, targeting a wide range of audiences.

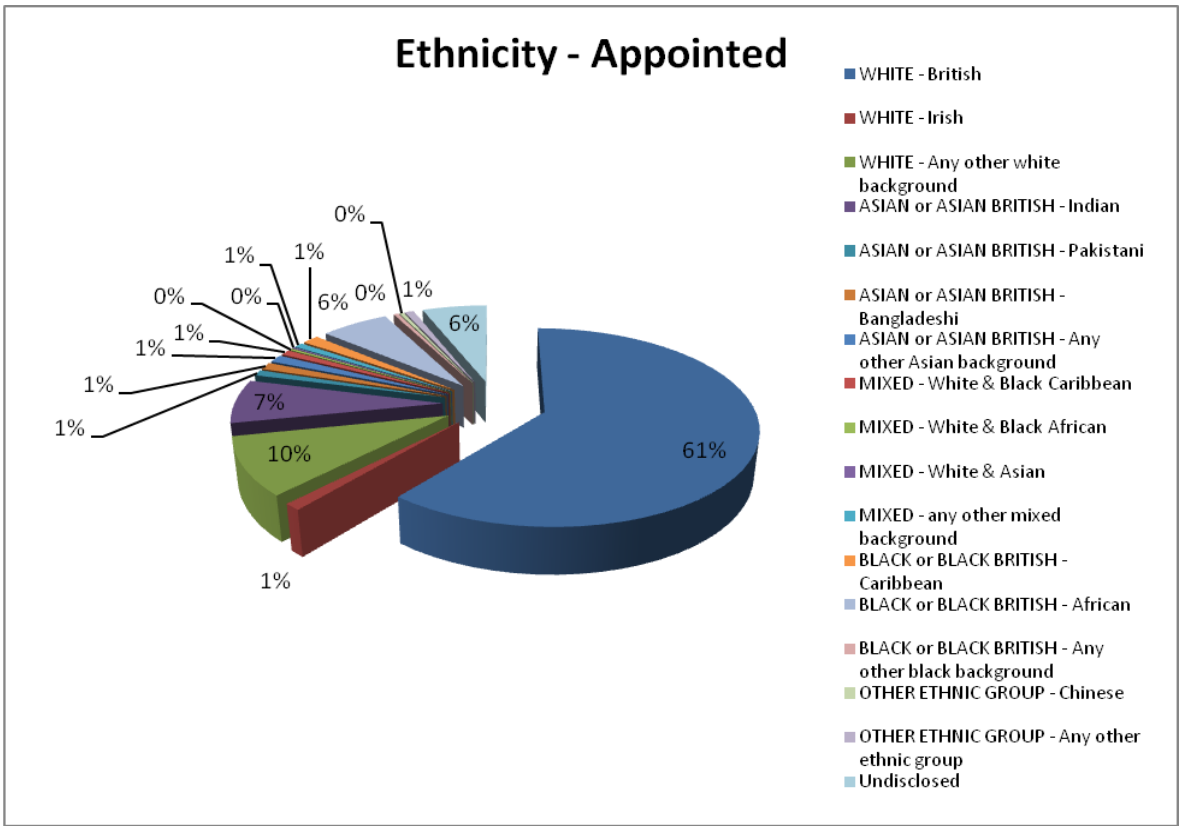
Managers receive anonymous applications to ensure the selection process is equal and fair. Candidates shortlisted for interviews are based on their education, qualifications, experience and their personal specification.

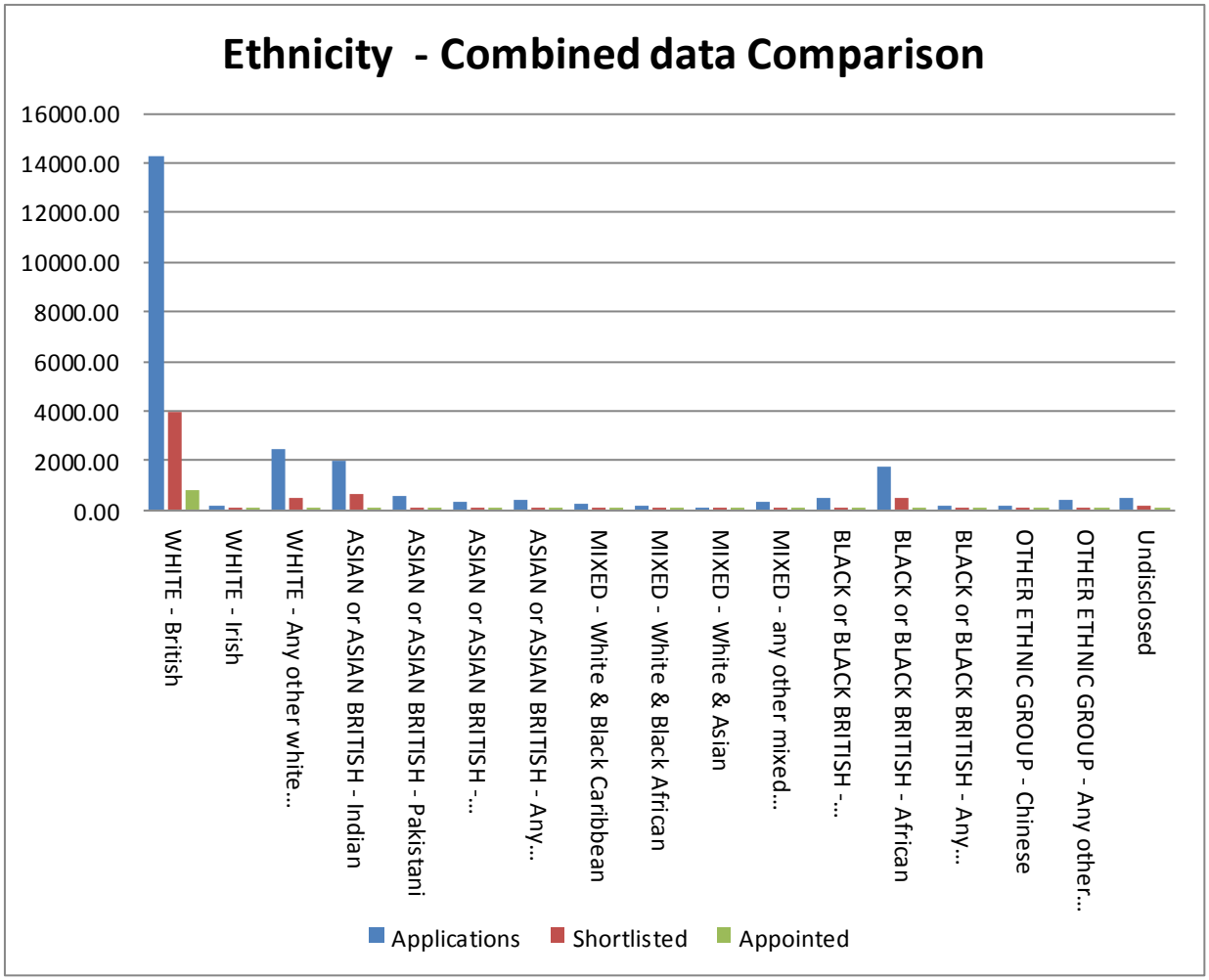
During the period that the report covers the Trust received 24,575 applications for vacancies, 6,565 people were shortlisted for interview and 1,334 people were appointed. This is an increase from the previous year whereby 22,867 were received, 5,784 people were shortlisted and 1,048 people were appointed.

Recruitment - Ethnicity






Ethnicity - Appointed
61%
10%
7%
6%
6%
1%
1%
1%
1%
1%
1%
1%
0%
0%
0%
0%
WHITE - British
WHITE - Irish
WHITE - Any other white background
ASIAN or ASIAN BRITISH - Indian
ASIAN or ASIAN BRITISH - Pakistani
ASIAN or ASIAN BRITISH - Bangladeshi
ASIAN or ASIAN BRITISH - Any other Asian background
MIXED - White & Black Caribbean
MIXED - White & Black African
MIXED - White & Asian
MIXED - any other mixed background
BLACK or BLACK BRITISH - Caribbean
BLACK or BLACK BRITISH - African
BLACK or BLACK BRITISH - Any other black background
OTHER ETHNIC GROUP - Chinese
OTHER ETHNIC GROUP - Any other ethnic group
Undisclosed


Ethnicity - Combined data Comparison
16000.00
14000.00
12000.00
10000.00
8000.00
6000.00
4000.00
2000.00
0.00
WHITE - British
WHITE - Irish
WHITE - Any other white...
ASIAN or ASIAN BRITISH - Indian
ASIAN or ASIAN BRITISH - Pakistani
ASIAN or ASIAN BRITISH -...
ASIAN or ASIAN BRITISH - Any...
MIXED - White & Black Caribbean
MIXED - White & Black African
MIXED - White & Asian
MIXED - any other mixed...
BLACK or BLACK BRITISH -...
BLACK or BLACK BRITISH - African
BLACK or BLACK BRITISH - Any...
OTHER ETHNIC GROUP - Chinese
OTHER ETHNIC GROUP - Any other...
Undisclosed
Applications
Shortlisted
Appointed

Category	Description	Applications	% Application	Shortlisted	% Shortlisted	Appointed	% Appointed
Ethnic Origins	WHITE - British	14269.00	58.06	3944.00	60.08	814.00	61.02
	WHITE - Irish	159.00	0.65	57.00	0.87	15.00	1.12
	WHITE - Any other white background	2442.00	9.94	517.00	7.88	128.00	9.60
	ASIAN or ASIAN BRITISH - Indian	2014.00	8.20	609.00	9.28	97.00	7.27
	ASIAN or ASIAN BRITISH - Pakistani	583.00	2.37	112.00	1.71	13.00	0.97
	ASIAN or ASIAN BRITISH - Bangladeshi	324.00	1.32	59.00	0.90	16.00	1.20
	ASIAN or ASIAN BRITISH - Any other Asian background	434.00	1.77	106.00	1.61	17.00	1.27
	MIXED - White & Black Caribbean	255.00	1.04	44.00	0.67	12.00	0.90
	MIXED - White & Black African	140.00	0.57	44.00	0.67	4.00	0.30
	MIXED - White & Asian	101.00	0.41	17.00	0.26	3.00	0.22
	MIXED - any other mixed background	354.00	1.44	97.00	1.48	11.00	0.82
	BLACK or BLACK BRITISH - Caribbean	525.00	2.14	133.00	2.03	20.00	1.50
	BLACK or BLACK BRITISH - African	1781.00	7.25	466.00	7.10	83.00	6.22
	BLACK or BLACK BRITISH - Any other black background	136.00	0.55	28.00	0.43	6.00	0.45
	OTHER ETHNIC GROUP - Chinese	152.00	0.62	37.00	0.56	5.00	0.37
	OTHER ETHNIC GROUP - Any other ethnic group	391.00	1.59	93.00	1.42	11.00	0.82
	Undisclosed	515.00	2.10	202.00	3.08	79.00	5.92
Total		24575.00	100.00	6565.00	100.00	1334.00	100.00

The charts above show the number of applications that have been received, shortlisted and appointed between April 2015 and March 2016 by ethnicity.

The charts demonstrate that White – British has the highest amount of applications with 14,269 which equates to 58.06% of all applications. 3,944 were shortlisted and 814 of them were appointed to a position at the Trust.

WHITE - Any other white background has the second highest amount of applications made with 2,442 which resulted in 517 candidates being shortlisted of which 128 were successful in gaining a position with the hospital.

ASIAN or ASIAN BRITISH - Indian has the third highest amount of applications with 2,014 of which 609 were shortlisted and 97 were successful in gaining employment.

The White – British categories continue to shortlist and appoint the highest number of applicants with 60.08% being shortlisted and 61.02% being appointed but this has had a slight decrease in comparison with 2014/2015 as in 2014/2015 62.1% White – British were shortlisted and 69.72% were appointed.

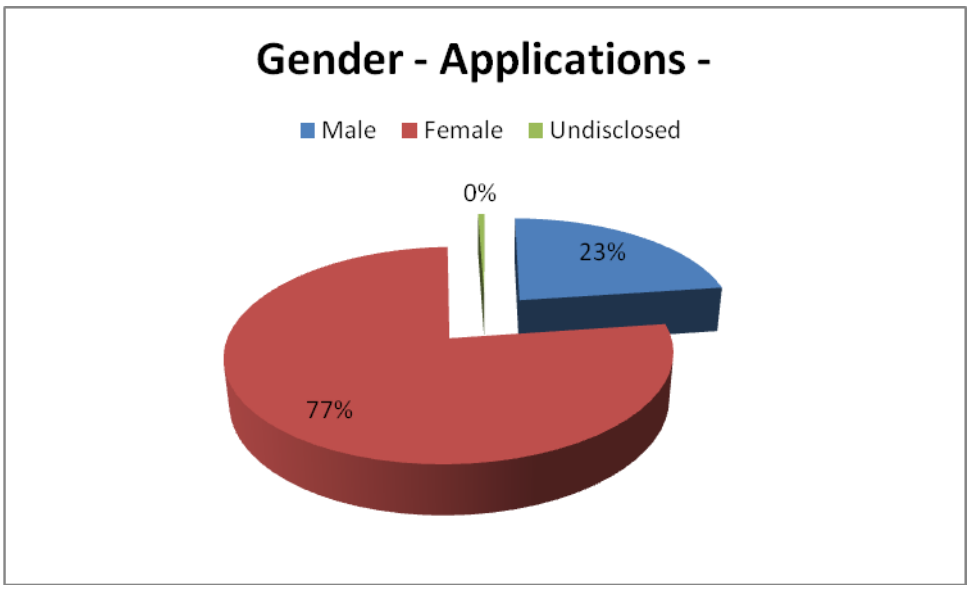
There has been a 2% increase of applications received from WHITE – any other background candidates compared to 2014/2015 and a slight increase in ASIAN OR ASIAN BRITISH - INDIA. This can be attributed to the specific recruitment drives targeting European and Indian nurses.

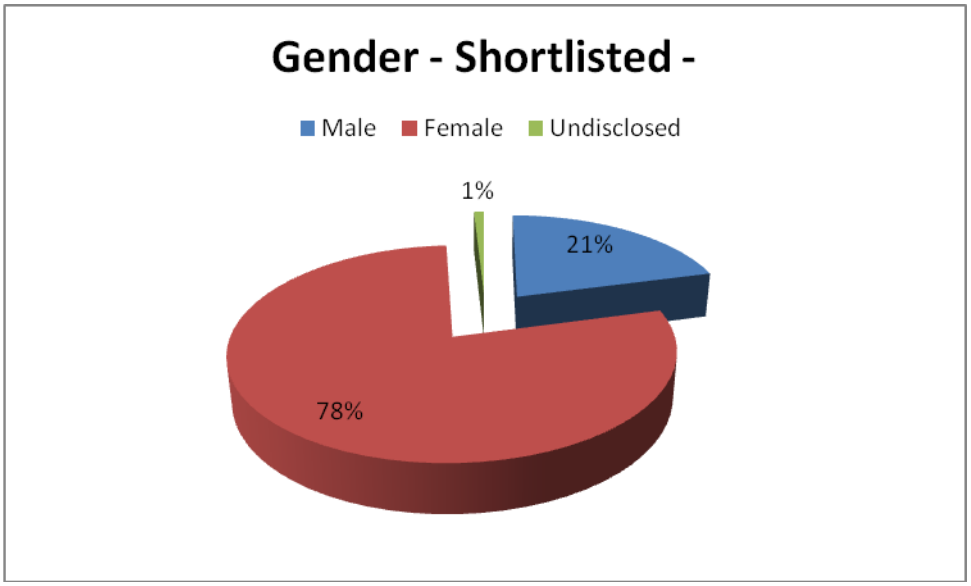
Slight increases have also been noted in the ASIAN OR ASIAN BRITISH - Bangladeshi, MIXED - White & Black Caribbean appointments.

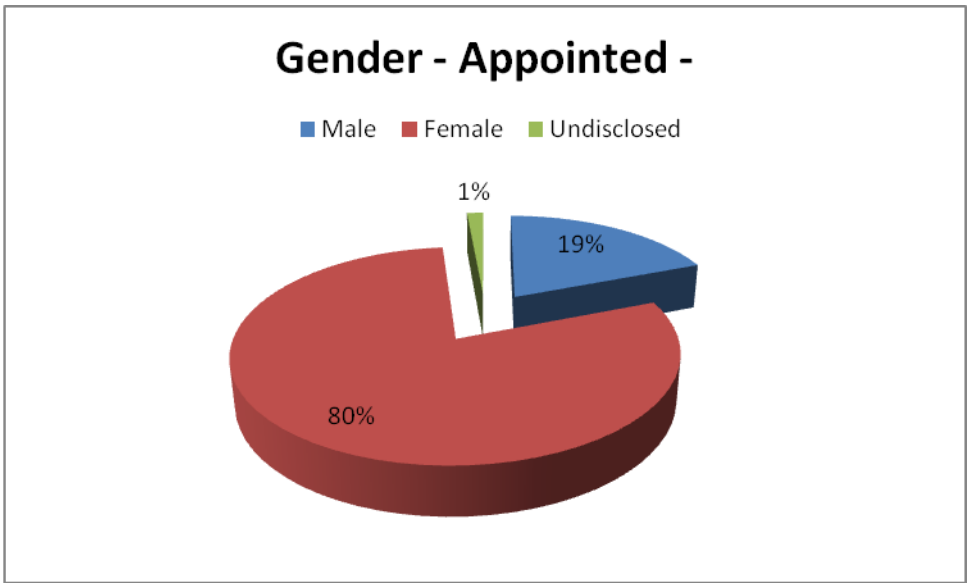
There has been a significant increase in the Undisclosed category of 4.42%.

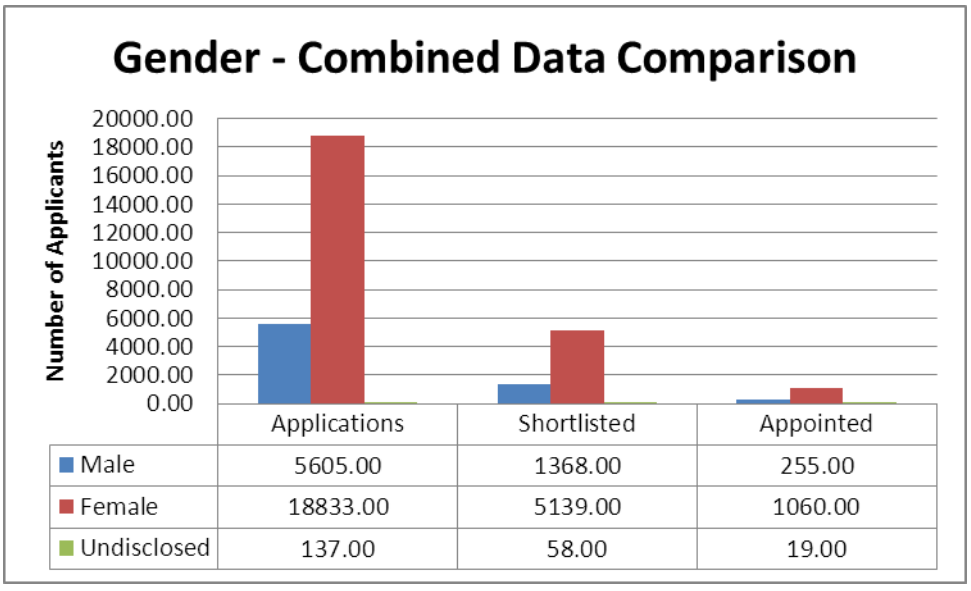
There has been a slight decrease in percentage for some of the Asian and Mixed categories appointed in comparison to 2014/2015.

Recruitment - Gender









	Applications	Shortlisted	Appointed
Male	5605.00	1368.00	255.00
Female	18833.00	5139.00	1060.00
Undisclosed	137.00	58.00	19.00

Category	Description	Applications	% Application	Shortlisted	% Shortlisted	Appointed	% Appointed
Gender	Male	5605.00	22.81	1368.00	20.84	255.00	19.12
	Female	18833.00	76.63	5139.00	78.28	1060.00	79.46
	Undisclosed	137.00	0.56	58.00	0.88	19.00	1.42
Total		24575.00	100.0	6565.00	100.00	1334.00	100.00

The charts above show the number of applications that have been received, shortlisted and appointed between April 2015 and March 2016 by gender.

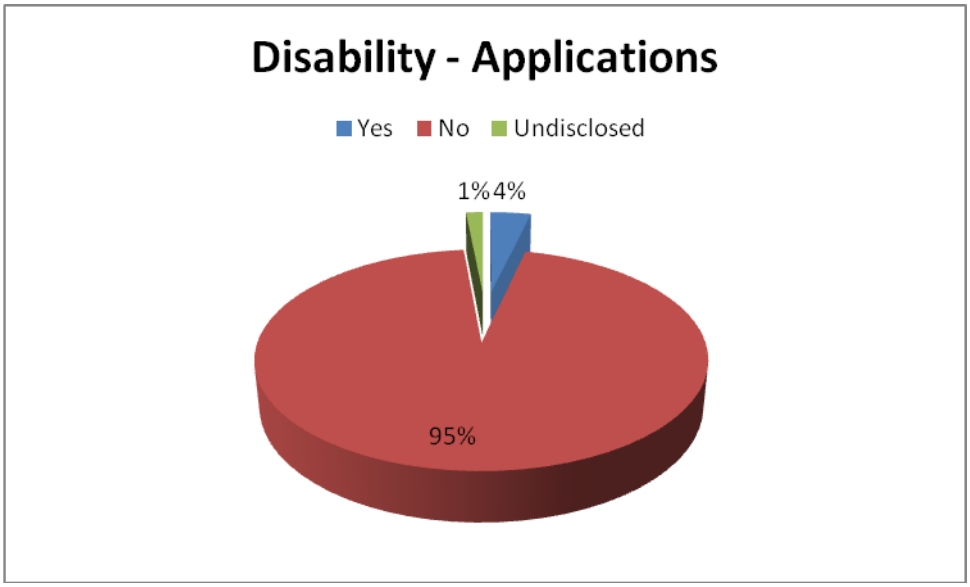
There is a significant correlation between the gender demographic of the Trust and the recruitment to posts by gender. The Trust in line with previous year's data appointed a slightly lower proportion of females with 76.63% applying for positions, 78.28% being shortlisted and 79.46% being appointed, which is 2.14% lower than the previous year.

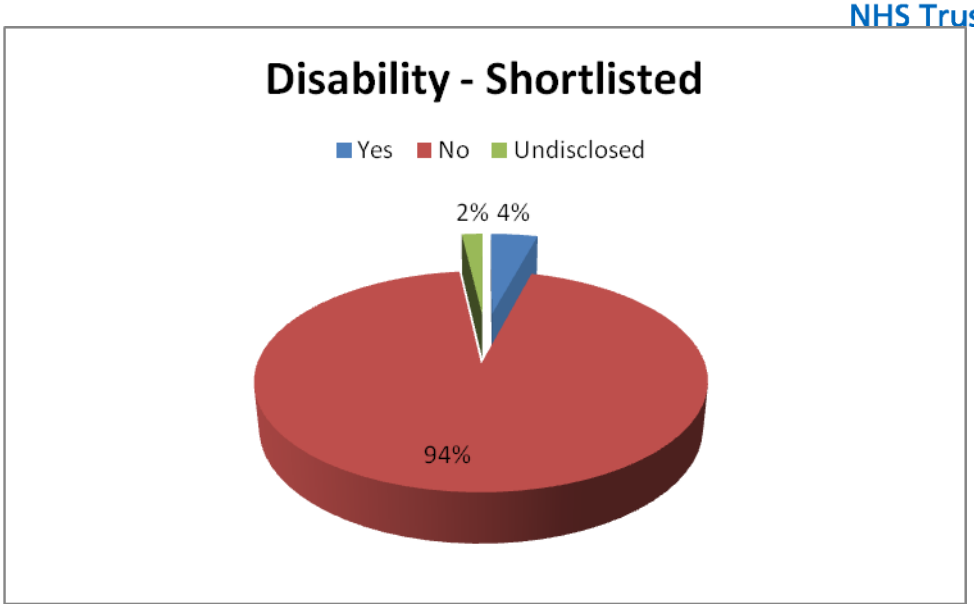
The Trust has appointed 0.9% more of males than in 2014/2015, however there were fewer applications received (22.81%) when compared to 23.3% the previous year. Of those who applied, 20.84% were shortlisted and 19.12% were appointed. This could be attributed to the number of male nurses appointed through international recruitment campaigns during 2015/2016.

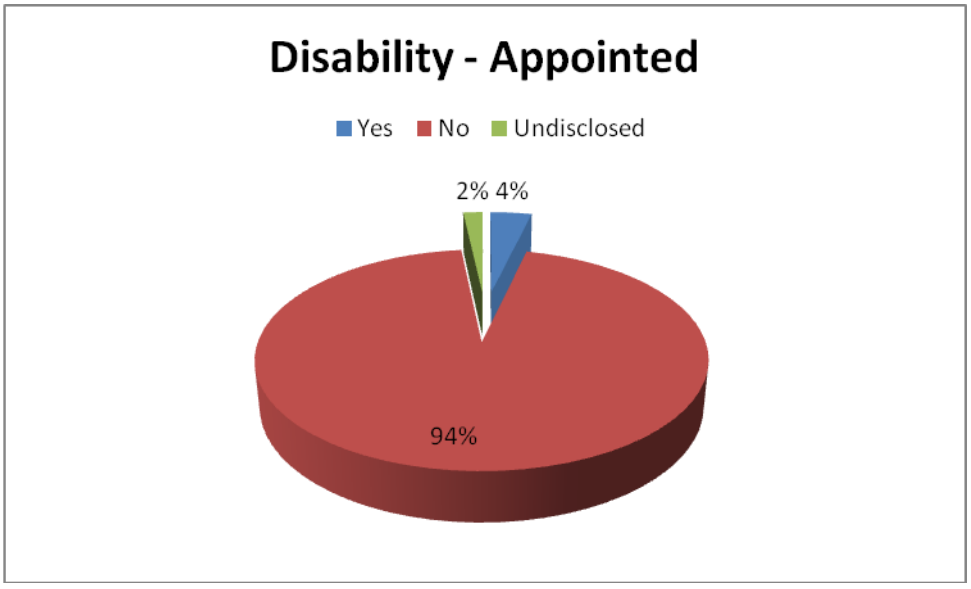
The undisclosed category for gender applications has remained the same. Applications are anonymous so that hiring managers are unable to identify the protected characteristics of individuals as both the application and shortlisting stages. This provides reassurance that this significant difference is not discriminatory at any stage.

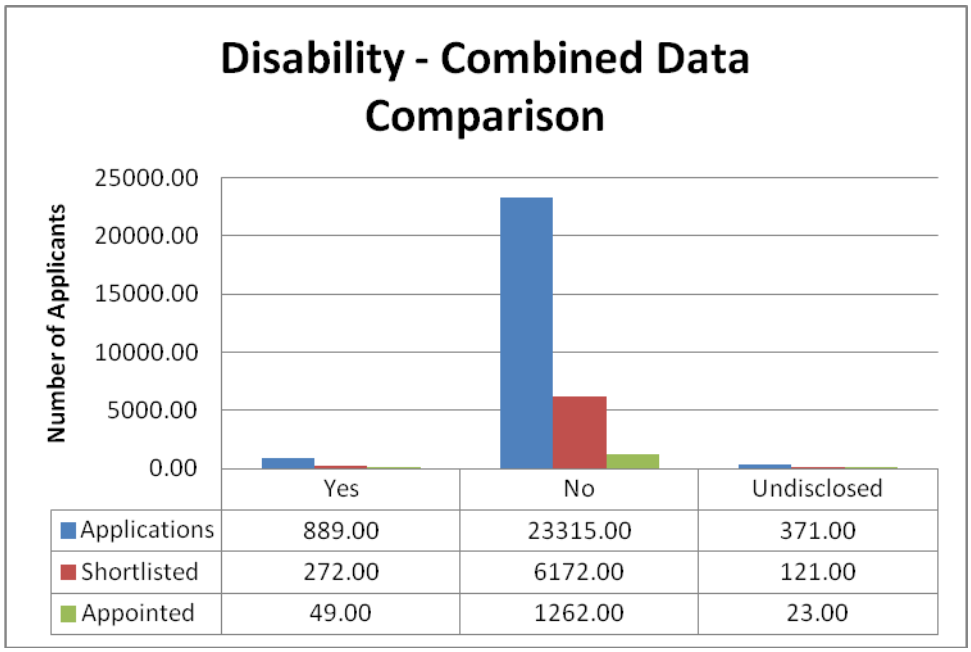
The high number of female gender applications may be the outcome of the nursing recruitment activity nationally and internationally. All data indicators show that this particular staff group attracts a high proportion of female gender.

Recruitment – Disability









	Yes	No	Undisclosed
Applications	889.00	23315.00	371.00
Shortlisted	272.00	6172.00	121.00
Appointed	49.00	1262.00	23.00

Category	Description	Applications	% Application	Shortlisted	% Shortlisted	Appointed	% Appointed
Disability	Yes	889.00	3.62	272.00	4.14	49.00	3.67
	No	23315.00	94.87	6172.00	94.01	1262.00	94.60
	Undisclosed	371.00	1.51	121.00	1.84	23.00	1.72
Total		24575.00	100.00	6565.00	100.00	1334.00	100.00

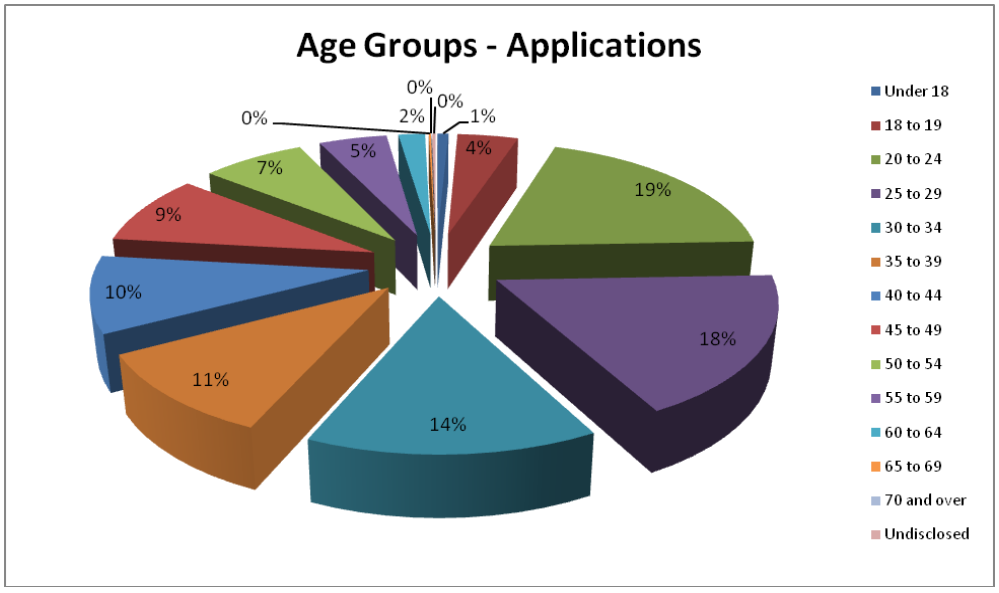
The charts above show the number of applications that have been received, shortlisted and appointed between April 2015 and March 2016 by disability.

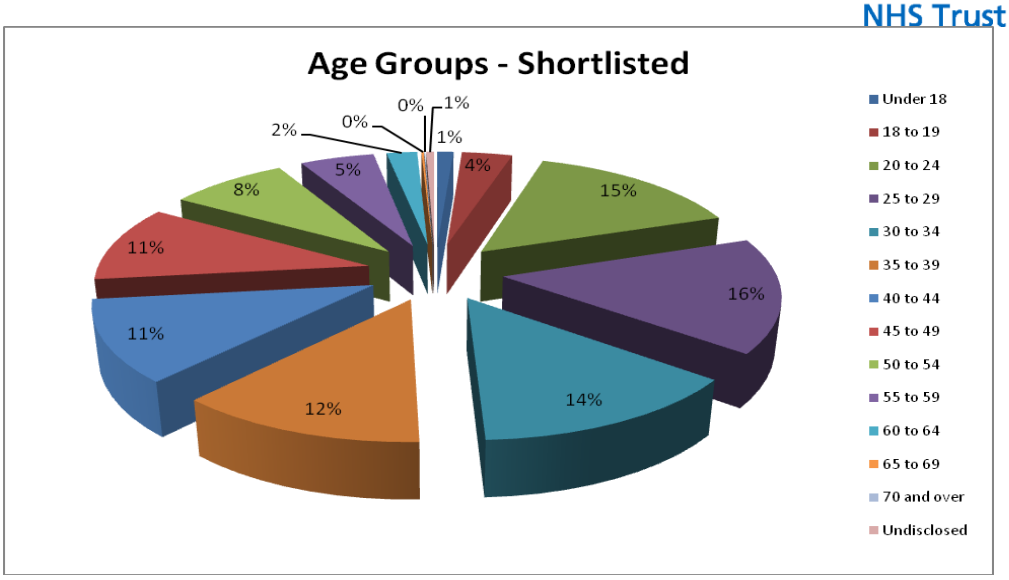
Northampton General Hospital is committed to supporting people with disabilities. The Trust has retained the “Two Ticks” symbol which provides recognition by Jobcentre Plus that employers have made certain commitments regarding employment, retention, training, support and carer development of disabled people.

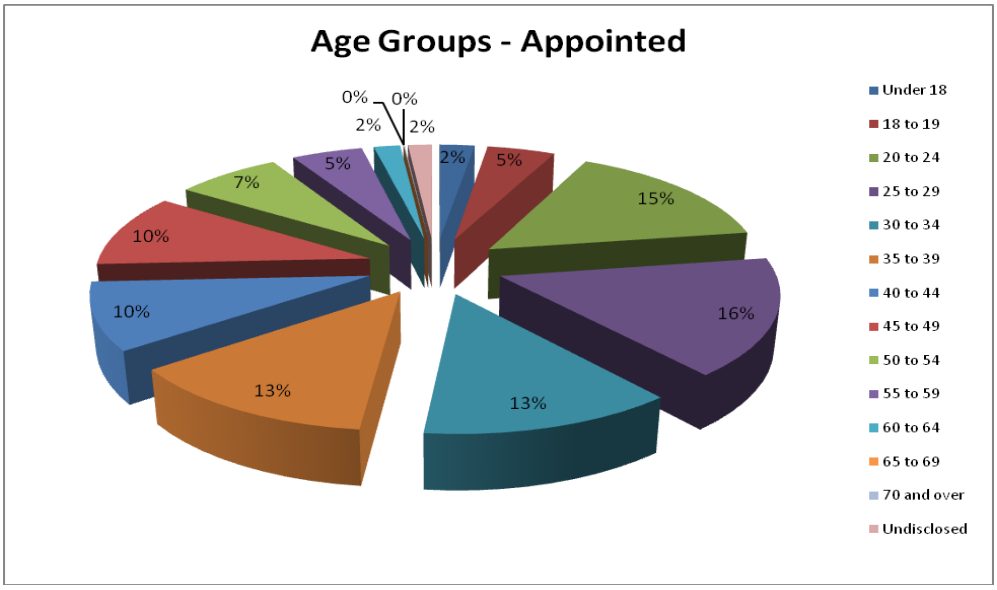
The Trust believes that its continued commitment encourages disabled people to apply for the jobs within the hospital and this is evidenced in the tables above which demonstrate the Trust's Guaranteed Interview Scheme is being applied as 3.62% of disabled people applied for a position at the Trust and of those 4.14% were shortlisted and 3.67 were appointed.

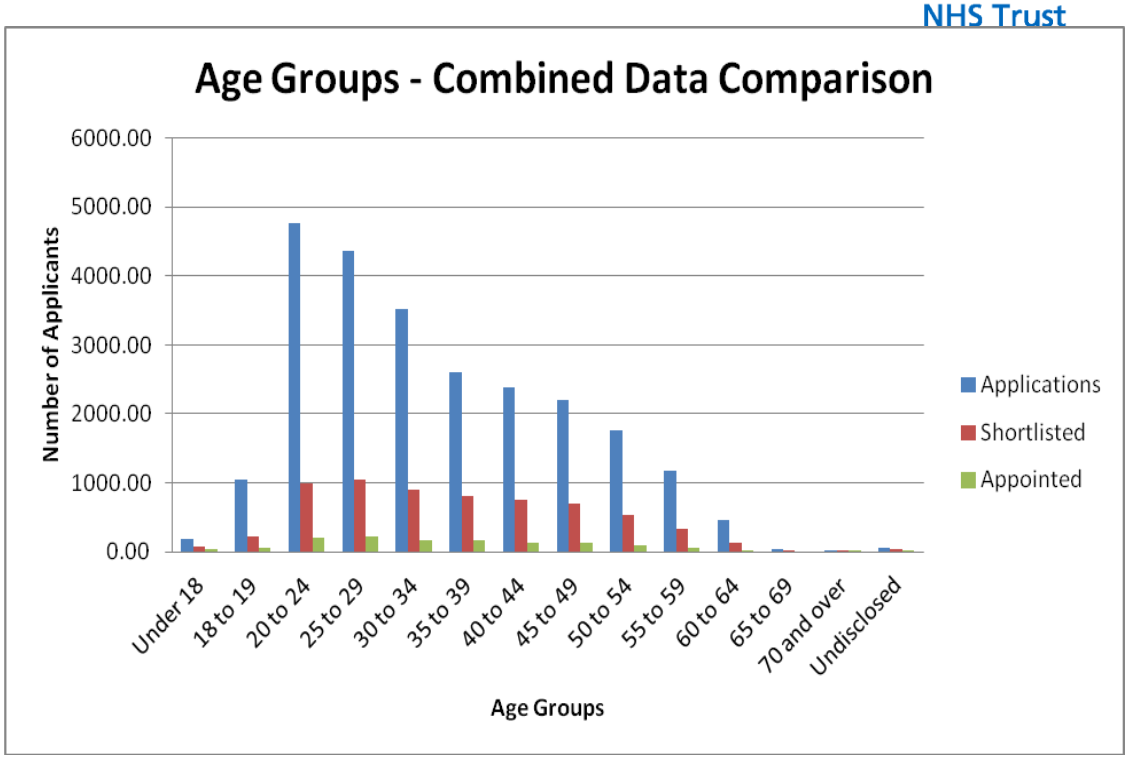
There has been a 1.37% increase in the number of disabled people appointed to the Trust and the likely reason for this is due to the revised Appointing Officer Training that has been delivered to staff which includes greater emphasis on equality and diversity within the recruitment setting.

Recruitment – Age




Age Groups - Shortlisted
0%
1%
2%
0%
1%
5%
4%
8%
15%
11%
16%
11%
14%
12%
Under 18
18 to 19
20 to 24
25 to 29
30 to 34
35 to 39
40 to 44
45 to 49
50 to 54
55 to 59
60 to 64
65 to 69
70 and over
Undisclosed


Age Groups - Appointed
0%
0%
2%
2%
5%
2%
7%
5%
15%
10%
16%
10%
13%
13%
Under 18
18 to 19
20 to 24
25 to 29
30 to 34
35 to 39
40 to 44
45 to 49
50 to 54
55 to 59
60 to 64
65 to 69
70 and over
Undisclosed



Category	Description	Applications	% Application	Shortlisted	% Shortlisted	Appointed	% Appointed
Age Band	Under 18	187.00	0.76	74.00	1.13	32.00	2.40
	18 to 19	1045.00	4.25	230.00	3.50	62.00	4.65
	20 to 24	4766.00	19.39	985.00	15.00	206.00	15.44
	25 to 29	4371.00	17.79	1046.00	15.93	219.00	16.42
	30 to 34	3524.00	14.34	907.00	13.82	171.00	12.82
	35 to 39	2603.00	10.59	814.00	12.40	174.00	13.04
	40 to 44	2382.00	9.69	745.00	11.35	126.00	9.45
	45 to 49	2197.00	8.94	695.00	10.59	136.00	10.19
	50 to 54	1770.00	7.20	541.00	8.24	96.00	7.20
	55 to 59	1167.00	4.75	338.00	5.15	65.00	4.87
	60 to 64	458.00	1.86	139.00	2.12	24.00	1.80
	65 to 69	39.00	0.16	11.00	0.17	0.00	0.00
	70 and over	7.00	0.03	4.00	0.06	1.00	0.07
	Undisclosed	59.00	0.24	36.00	0.55	22.00	1.65
Total		24575.00	100.00	6565.00	100.00	1334.00	100.00

The charts above show the number of applications that have been received, shortlisted and appointed between April 2015 and March 2016 by age.

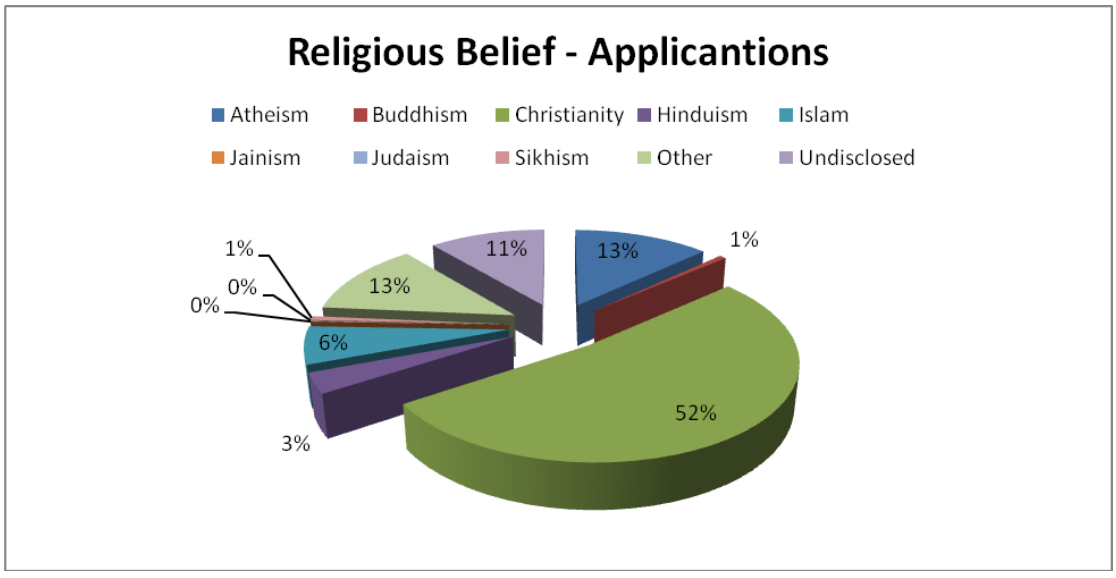
In 2014/2015 the highest number of applications were received from the 20 to 24 age group with 4,766 applications (19.39%) out of these 15% were shortlisted and 15.44% were appointed.

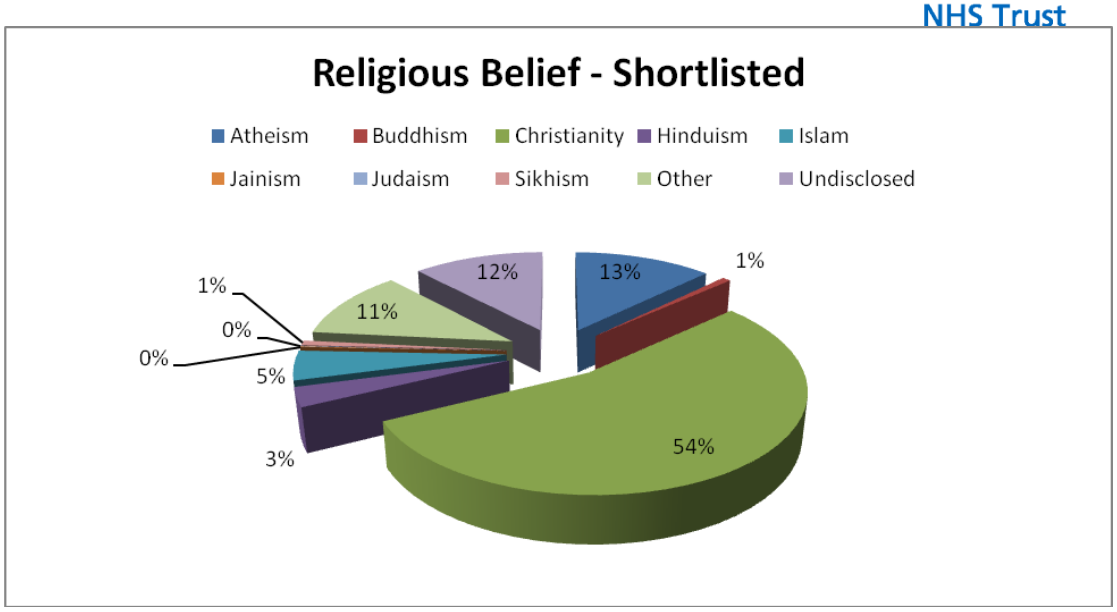
The second highest number of applicants came from the age group of 25 to 29 year olds with 4,371 applications (17.79). 15.93% were shortlisted and 16.42% were appointed.

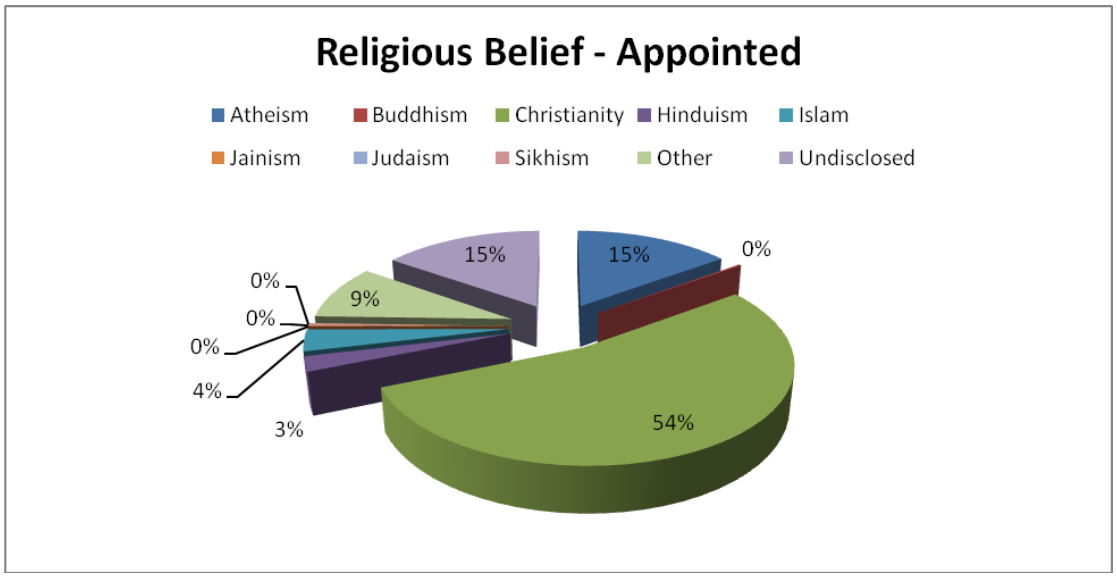
There has been an increase in the percentage appointed in the 45-49 age group of 1.39%. The age groups for under 18's and 18 to 19 have also increased and this is due to the Trust's ongoing work with apprentices. In addition appointees who have not disclosed their age has increased by 1.45% to 1.65% in total.

There was a slight decrease in the 20-24 and 25-29 age groups in 2014/2015. Recruitment had been targeted at student nurses and existing non-registered staff to undertake nurse training which would result in the higher age groups being appointed.

Recruitment – Religious Belief







Category	Description	Applications	% Application	Shortlisted	% Shortlisted	Appointed	% Appointed
Religion	Atheism	3187	12.97	829	12.63	198.00	14.84
	Buddhism	166	0.68	51	0.78	3.00	0.22
	Christianity	12819	52.16	3567	54.33	717.00	53.75
	Hinduism	842	3.43	205	3.12	33.00	2.47
	Islam	1559	6.34	315	4.80	49.00	3.67
	Jainism	21	0.09	6	0.09	2.00	0.15
	Judaism	18	0.07	5	0.08	0.00	0.00
	Sikhism	169	0.69	52	0.79	5.00	0.37
	Other	3072	12.50	750	11.42	124.00	9.30
	Undisclosed	2722	11.08	785	11.96	203.00	15.22
Total		24575	100.00	6565	100.00	1334.00	100.00

The charts above show the number of applications that have been received, shortlisted and appointed between April 2015 and March 2016 by religious belief.

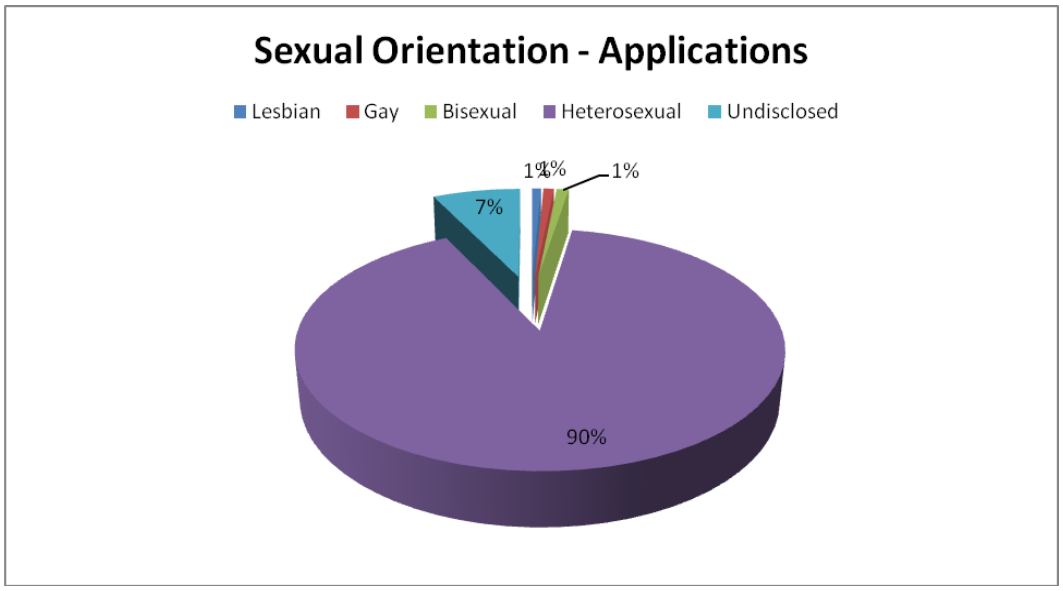
Christianity had the most number of applicants with 12,819 (52.16%), 3,567 of which were shortlisted (54.33%) and 717 were appointed (53.75%). This showed there has been a decreased in the number of Christians appointed when compared to 2014/2015.

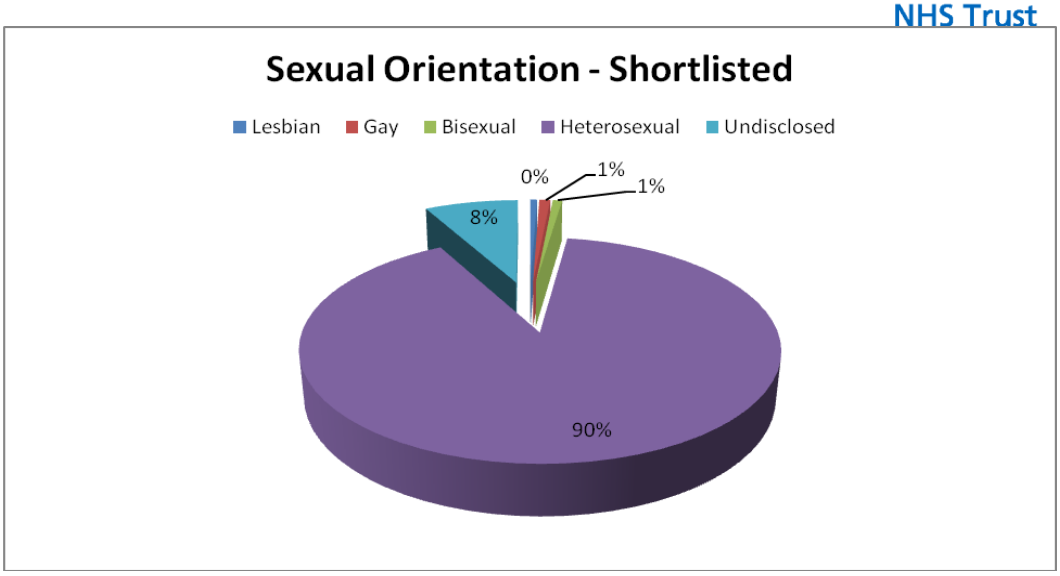
Atheism had the second highest amount of applications with 3,187 (12.97) and 829 (12.63%) were shortlisted. 198 (14.84%) were appointed. In comparison to 2014/2015, the number of staff appointed in the Atheism category has decreased.

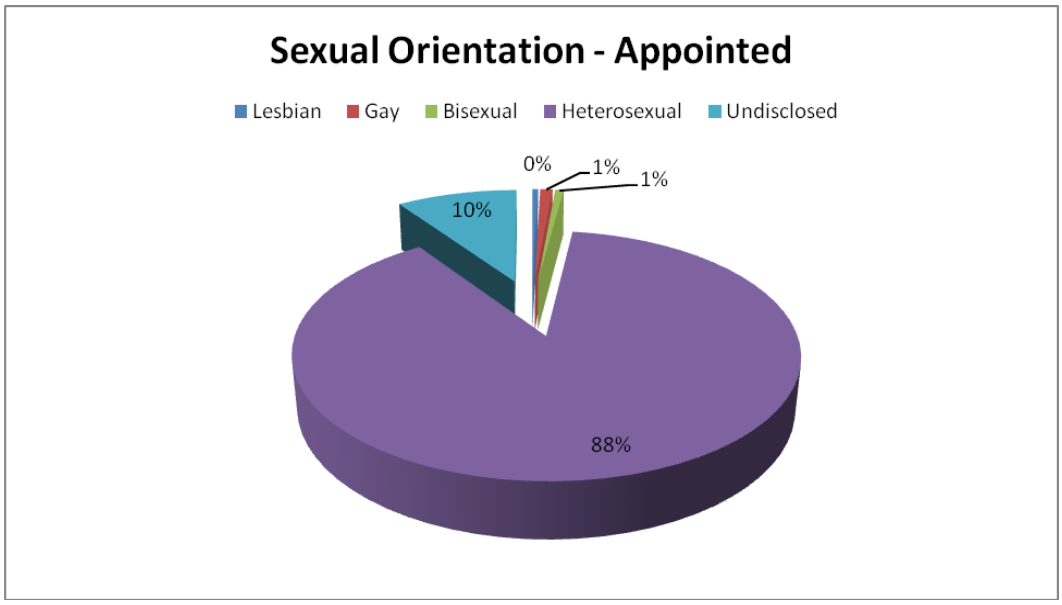
Islam has increased by 1.07% in the number of appointed candidates compared to 2014/2015. There has also been a slight increase Hinduism, Jainism and other category for appointed candidates.

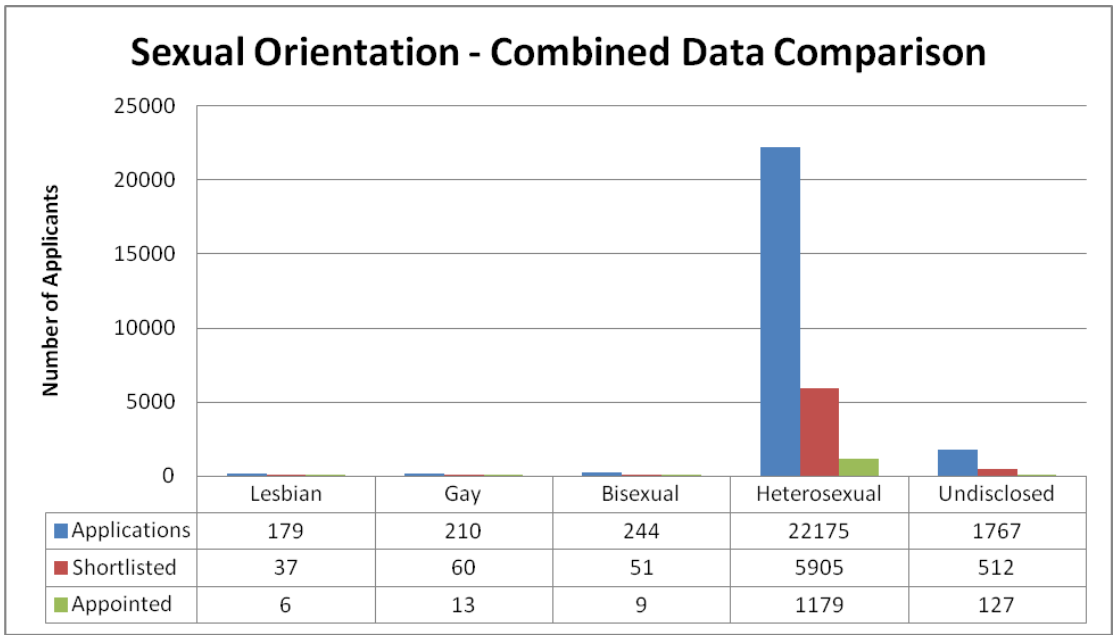
However, there has been a significant increase of 4.12% in the number of appointed candidates who did not disclose their religious belief.

Recruitment – Sexual Orientation









	Lesbian	Gay	Bisexual	Heterosexual	Undisclosed
Applications	179	210	244	22175	1767
Shortlisted	37	60	51	5905	512
Appointed	6	13	9	1179	127

Category	Description	Applications	% Application	Shortlisted	% Shortlisted	Appointed	% Appointed
Sexual Orientation	Lesbian	179	0.73	37	0.56	6	0.45
	Gay	210	0.85	60	0.91	13	0.97
	Bisexual	244	0.99	51	0.78	9	0.67
	Heterosexual	22175	90.23	5905	89.95	1179	88.38
	Undisclosed	1767	7.19	512	7.80	127	9.52
Total		24575	100.0	6565	100.00	1334	100.00

The charts above show the number of applications that have been received, shortlisted and appointed between April 2015 and March 2016 by sexual orientation.

The highest number of individuals applying for posts at Northampton General Hospital and being appointed still remains within the heterosexual group, with 89.95% being shortlisted and 88.38% being appointed, which is a decrease from the previous year.

The undisclosed category being used has increased for 2014/2015 significantly by 4.22%. The reasons for this are unknown.

There has been a minor decrease in the Lesbian, Gay and Bisexual Categories for staff that have been appointed.

HUMAN RESOURCES (HR) CASELOAD ACTIVITY – APRIL 2015 TO MARCH 2016

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 2015 and March 2016 for both open and closed formal cases.

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

- Harassment and Bullying
- Grievances
- Conduct – Disciplinary
- Performance Management

In the year ending March 2016 there were 99 formal cases; 10 Harassment and Bullying cases, 10 Grievances, 73 Disciplinary cases and 6 Performance cases recorded on the HR database.

Harassment and Bullying Cases

Age Group	No.	Comment
16 - 20		There appears to be a trend towards the 51-55 age group for harassment and bullying complaints. However, this is also the age group with the highest proportion of staff in the Trust (12.90%)
21 - 25	1	
26 - 30		
31 - 35	1	
36 - 40	1	
41 - 45	1	
46 - 50	2	
51 - 55	4	
56 - 60		
61 – 65		
66 - 70		

Disability	No.	Comment
Yes	1	The numbers do not suggest any trend towards disabled or non-disabled members of staff.
No	8	
Not Declared	1	
Undefined		

Gender	No.	Comment
Female	6	Given the small number of cases, this split appears high for men against the 78.79% female and 21.21% male split in the trust as a whole. Further analysis may be required.
Male	4	

Ethnicity	No.	Comment
White	9	Given the small number of cases, this split appears slightly higher than expected for those with a White ethnicity based on the 75% White and 25% BME split across the Trust.
BME	1	

Marital Status	No.	Comment
Civil Partnership		There have been no allegations of marital status being a factor within the small number of cases reported.
Divorced		
Legally separated		
Married	5	
Single	5	
Unknown		
Widowed		

Sexual Orientation	No.	Comment
Bisexual		It appears that sexual orientation was not a factor in any harassment or bullying cases.
Gay	1	
Heterosexual	4	
Does not wish to disclose	1	
Lesbian		
Undefined	4	

Religion	No.	Comment
Atheism	1	The split of religious beliefs is not sufficiently disclosed to allow any meaningful analysis
Buddhism		
Christianity	1	
Hinduism		
Does not wish to disclose	1	
Other	1	
Undefined	6	

Grievance Cases

Age Group	No.	Comment
16 - 20	1	There does not appear to be a trend in relation to age group.
21 – 25		
26 - 30	1	
31 - 35	1	
36 - 40	1	
41 – 45		
46 – 50	2	
51 – 55	2	
56 – 60	2	
61 – 65		
66 - 70		

Disability	No.	Comment
Yes		Disability did not factor in any grievance cases recorded.
No	5	
Not Declared		
Undefined	5	

Gender	No.	Comment
Female	8	Given the small number of cases, this split is reasonably representative of the 78.79% female and 21.21% male split in the Trust as a whole.
Male	2	

Ethnicity	No.	Comment
White	9	Given the small number of cases, this split appears slightly higher than expected for those with a White ethnicity based on the 75% White and 25% BME split across the Trust.
BME	1	

Marital Status	No.	Comment
Civil Partnership		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 2016.
Divorced	1	
Legally separated		
Married	5	
Single	4	
Unknown		
Widowed		

Sexual Orientation	No.	Comment
Bisexual		The split of sexual orientation is not sufficiently disclosed to allow any meaningful analysis.
Gay		
Heterosexual	5	
Does not wish to disclose		
Lesbian		
Undefined	5	

Religion	No.	Comment
Atheism		The split of religious beliefs is not sufficiently disclosed to allow any meaningful analysis.
Buddhism		
Christianity	4	
Hinduism		
Does not wish to disclose	6	
Other		
Undefined		

Disciplinary Cases

Age Group	No.	Comment
16 – 20	6	The spread of disciplinary cases is high between the ages of 41and 50, however is representative of the age ratio of staff across the Trust.
21 – 25	4	
26 – 30	10	
31 – 35	5	
36 – 40	9	
41 – 45	12	
46 – 50	13	
51 – 55	7	
56 – 60	5	
61 - 65	2	
66 - 70	0	

Disability	No.	Comment
Yes	12	12 of the disciplinary cases recorded involve employees with a declared disability which is significantly higher than expected, when compared with the Trusts profile on disability at 2.54%. As part of the disciplinary process it is extremely rare that an individual's disability is apparent or known.
No	43	
Not Declared	4	
Undefined	14	

Gender	No.	Comment
Female	36	The gender split of disciplinary cases is not representative of the split in the organisation as a whole.
Male	37	

Ethnicity	No.	Comment
White	59	The ethnicity split of disciplinary cases does not represent the split in the organisation as a whole, of 75% White and 25% BME.
BME	11	
Not stated	3	

Marital Status	No.	Comment
Civil Partnership	1	The split of cases is higher than expected for singles based on the workforce profile for the Trust of 34% single.
Divorced	4	
Legally separated		
Married	23	
Single	41	
Unknown	4	
Widowed		

Sexual Orientation	No.	Comment
Bisexual	1	The split of cases is indicative of the sexual orientation of NGH employees.
Gay	1	
Heterosexual	39	
Does not wish to disclose	6	
Lesbian		
Undefined	26	

Religion	No.	Comment
Atheism	6	The split of religious beliefs is not sufficiently disclosed to allow any meaningful analysis
Buddhism		
Christianity	22	
Hinduism		
Islam	1	
Does not wish to disclose	9	
Other	3	
Undefined	32	

Performance Management Cases

Age Group	No.	Comment
16 – 20		The low numbers is not sufficient to allow any meaningful analysis.
21 – 25		
26 - 30	1	
31 - 35		
41 - 45	1	
46 - 50		
51 - 55	4	
56 - 60		
61 – 65		
66 - 70		

Disability	No.	Comment
Yes	1	The low numbers is not sufficient to allow any meaningful analysis.
No	4	
Not Declared		
Undefined	1	

Gender	No.	Comment
Female	5	Given the small number of cases, this split is reasonable.
Male	1	

Ethnicity	No.	Comment
White	6	Given the small number of cases, this split is reasonably representative.
BME		

Marital Status	No.	Comment
Civil Partnership		There have been no concerns raised regarding marital status being a factor within the small number of cases.
Divorced		
Legally separated	1	
Married	2	
Single	2	
Unknown	1	
Widowed		

Sexual Orientation	No.	Comment
Bisexual		It appears that sexual orientation was not a factor in any performance cases.
Gay		
Heterosexual	3	
Does not wish to disclose		
Lesbian		
Undefined	3	

Religion	No.	Comment
Atheism		It appears that religious belief was not a factor in any performance cases.
Buddhism		
Christianity	1	
Hinduism		
Does not wish to disclose	1	
Other	1	
Undefined	3	

LEARNING AND DEVELOPMENT – APRIL 2015 TO MARCH 2016

Background

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

The Trust also provides and maintains records on clinical training such as Cannulation, Glucometer, Catheterisation and Drug Calculation which are included in this section of the report. We have continued to offer courses on Interview skills, Assertiveness, Communication skills, Appraisal Training for Managers, Appraisal Training for Staff and this year ran a pilot VRQ Team Leading course. This proved successful, so is now available for all staff who are aspiring to become team leaders.

Our training is split between Mandatory Training and Role Specific Essential Training (RSET). Mandatory means all staff need to attend, whilst RSET has been set against roles. It is a continuous piece of work to ensure that RSET training is accurately set against each role, so that when changes are made to the design of the course, or when regulations are updated those who need to attend the courses is reviewed. This ensures that staff do not attend courses that are not relevant to them.

To ensure that all staff achieve the require outcomes of the training, sessions have been adapted to help staff within different roles understand what it means to them.

The Trust Induction is now offered twice a month which has meant that the groups are now smaller. This has meant that instead of lecture style training, it is more interactive with group work, quizzes and case studies. This meets the different learning styles across our staff groups and has helped to embed learning.

The Trust has continued to recruit International nurses, which has led to bespoke preceptorship programmes and clinical skills being run. The Trust provides the IELTS (International English Language Testing System) Level 7 and 'Speak Up' courses when required.

Throughout the year, work has continued on producing workbooks and e-learning. We now have e-learning and workbook/Assessments for all mandatory training subjects, plus face to face sessions.

Demand continues to be high for RoK and this with e-learning training seems to be the preferred option of training than attending a traditional classroom lecture.
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.

In November NGH won 'Employer of the Year' for our support of Apprentices. We continue to employ Apprentices across Directorates and roles, with 24 apprentices commencing their apprenticeship during 2015 and 2016 and 11 apprentices have been offered full time employment by the Trust on completing their apprenticeship during 2015 and 2016. This year we ran a pilot for 7 Clinical Apprentices, which resulted in another group of clinical apprentices who commenced in February 2016.

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**
Sexual Orientation	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 been an increase in the number of staff disclosing that they are Gay and Heterosexual compared to last year The report shows that all categories of sexual orientation are attending training and this correlates with the numbers of staff in post.
Religious Belief	The highest proportion of training was completed by the Christian religious group which correlates with the workforce profile. There has been an increase in the number of staff who did not wish to disclose their religion/belief and in the Atheism group, but there has been a decrease in the number of staff not stating their religion/belief. The training in these other categories is being completed proportionately.
Age Band	Training is offered to all age groups. There has been an increase in the number of staff within all groups apart from 16-20 and 21-25. However, 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 61-65 groups which may be attributable to this age group working more part-time and evenings or weekends.
Gender	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.

Disability	The number of 'not stated' has decreased from last year and the report shows an increase on the number of staff disclosing a disability. 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.
Ethnic Origin	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. The highest variance in attendance is within the 'Not Stated' and then 'White – Any other White Background' group. Whilst the greatest variance in non-attendance is in the 'White – British' group. There has been an increase in the number of staff who had 'not stated' and there has been an increase in 'Undefined'.

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

Sexual Orientation	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
Bisexual	46	0.74%	473	1.03%	0.29%
Gay	37	0.60%	288	0.63%	0.03%
Heterosexual	4409	70.63%	33694	73.48%	2.85%
I do not wish to disclose my sexual orientation	966	15.48%	7275	15.86%	0.38%
Lesbian	19	0.30%	109	0.24%	-0.06%
Not Stated	765	12.25%	4017	8.76%	-3.49%
Total:	6242		45856		

Age Band	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
16-20	183	2.93%	1563	3.41%	0.48%
21-25	676	10.83%	6051	13.20%	2.37%
26-30	851	13.63%	6837	14.91%	1.28%
31-35	736	11.79%	5488	11.97%	0.18%
36-40	724	11.60%	5617	12.25%	0.65%
41-45	708	11.34%	5350	11.67%	0.33%
46-50	699	11.20%	5050	11.01%	-0.19%
51-55	713	11.42%	4699	10.25%	-1.17%
56-60	527	8.44%	3339	7.28%	-1.16%
61-65	272	4.36%	1420	3.01%	-1.35%
66-70	116	1.86%	397	0.87%	-0.99%
71 +	37	0.59%	45	0.10%	-0.49%
Total:	6242		45856		

Religious Belief	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
Atheism	670	10.73%	5067	11.05%	0.32%
Buddhism	32	0.51%	230	0.50%	-0.01%
Christianity	2919	46.77%	22395	48.84%	2.07%
Hinduism	182	2.91%	1486	3.24%	0.33%
I do not wish to disclose my religion/belief	1095	17.54%	8268	18.03%	0.49%
Islam	152	2.44%	1297	2.83%	0.39%
Jainism	6	0.10%	31	0.07%	-0.03%
Judaism	6	0.10%	30	0.07%	-0.03%
Other	436	6.98%	3220	7.02%	0.04%
Sikhism	25	0.40%	148	0.32%	-0.08%
Not Stated	719	11.52%	3684	8.03%	-3.49%
	6242		45856		

Gender	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
Female	4788	76.71%	37225	81.18%	4.47%
Male	1454	23.29%	8631	18.82%	-4.47%
Total:	6242		45856		

Disability	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
No	3975	63.68%	32041	69.87%	6.19%
Not Stated	2111	33.82%	12734	27.77%	-6.05%
Yes	156	2.50%	1081	2.36%	-0.14%
Total:	6242		45856		

Ethnic Origin	Trust Headcount	Trust Headcount %	Trained Headcount	Trained Headcount %	Variance
A White - British	4174	66.87%	28606	62.38%	-4.49%
B White - Irish	65	1.04%	496	1.08%	0.04%
C White - Any other White background	338	5.41%	3307	7.21%	1.80%
C3 White Unspecified	1	0.02%	14	0.03%	0.01%
CA White English	5	0.09%	44	0.10%	0.01%
CC White Welsh	1	0.02%	4	0.01%	-0.01%
CFWhite Greek	3	0.05%	34	0.07%	0.02%
CH White Turkish	1	0.02%	0	0.00%	-0.02%
CK White Italian	9	0.14%	70	0.15%	0.01%
CN White Gypsy/Romany	9	0.14%	142	0.31%	0.17%
CP White Polish	9	0.14%	75	0.16%	0.02%
CS White Albanian	1	0.02%	0	0.00%	-0.02%
CX White Mixed	2	0.03%	11	0.02%	-0.01%
CY White Other European	42	0.67%	322	0.70%	0.03%
D Mixed - White & Black Caribbean	33	0.53%	272	0.59%	0.06%
E Mixed - White & Black African	14	0.22%	103	0.22%	0.00%
F Mixed - White & Asian	21	0.34%	145	0.32%	-0.02%
G Mixed - Any other mixed background	33	0.53%	248	0.54%	0.01%
GA Mixed - Black & Asian	1	0.02%	0	0.00%	-0.02%
GC Mixed - Black & White	1	0.02%	3	0.01%	-0.01%
GD Mixed - Chinese & White	1	0.02%	0	0.00%	-0.02%
GE Mixed - Asian & Chinese	1	0.02%	6	0.01%	-0.01%
GF Mixed - Other/Unspecified	1	0.02%	9	0.02%	0.00%
H Asian or Asian British - Indian	454	7.27%	3724	8.12%	0.85%
J Asian or Asian British - Pakistani	54	0.87%	467	1.02%	0.15%
K Asian or Asian British - Bangladeshi	28	0.45%	255	0.56%	0.11%
L Asian or Asian British - Any other Asian background	83	1.33%	752	1.63%	0.30%
LA Asian Mixed	1	0.02%	19	0.04%	0.02%
LE Asian Sri Lankan	9	0.14%	18	0.04%	-0.10%
LF Asian Tamil	1	0.02%	15	0.03%	0.01%
LH Asian British	3	0.05%	32	0.07%	0.02%
LK Asian Unspecified	6	0.10%	55	0.12%	0.02%
M Black or Black British - Caribbean	68	1.09%	413	0.90%	-0.19%
N Black or Black British - African	286	4.58%	2388	5.21%	0.63%
P Black or Black British - Any other Black background	25	0.40%	157	0.34%	-0.06%
PC Black Nigerian	3	0.05%	6	0.01%	-0.04%
PD Black British	7	0.11%	36	0.08%	-0.03%
PE Black Unspecified	1	0.02%	1	0.01%	-0.01%
R Chinese	24	0.38%	209	0.46%	0.08%
S Any Other Ethnic Group	50	0.80%	337	0.73%	-0.07%
SC Filipino	9	0.14%	101	0.22%	0.08%
SD Malaysian	1	0.02%	0	0.00%	-0.02%
SE Other Specified	8	0.13%	21	0.05%	-0.08%
Undefined	76	1.22%	54	0.12%	-1.10%
Z Not Stated	279	4.47%	2885	6.29%	1.82%
Total:	6242		45856		

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. We made good progress over the last period, with an increase in our percentage of people saying the organisation acts fairly with regard to the career progression/ promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age, rising to 84%. Equality and diversity training remains mandatory for all staff and is included on the Trust Induction.

All staff have to update their refresh their Equality and Diversity Training every 3 years. To ensure staff are able to access this subject, we have various delivery styles; E-learning, RoK sessions and Workbook/Assessment. 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 2015/16, 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 option of all mandatory training subjects can be completed through workbook/assessment sheets and e-learning, this has meant that training can be accessed outside of normal working hours.

Work has continued 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 we have worked 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.

Appendix 1

Equality and Diversity Workforce Data – 1st April 2015 – 31st March 2016

Staff in Post by Age and Pay Group

Age Group/ Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
16-20	14	45	31	7		1							**98**
21-25	4	32	135	43	33	151	34	1				29	**462**
26-30	2	37	121	35	45	152	93	32	2		1	100	**620**
31-35	1	23	103	40	32	135	92	51	17	5		70	**569**
36-40		23	87	39	48	140	88	59	18	30		52	**584**
41-45		25	101	42	38	138	88	63	29	46	4	16	**590**
46-50		39	107	62	44	91	83	59	36	54	8	12	**595**
51-55		49	119	58	63	104	74	74	39	36	5	9	**630**
56-60		43	105	48	46	61	47	50	27	34	1	7	**469**
61-65		24	53	28	24	31	14	18	3	5	3	1	**204**
66-70		9	15	5	5	6	2	5		6	1	1	**55**
71+		4		1	1	1		1				1	**9**
Total	**21**	**353**	**977**	**408**	**379**	**1011**	**615**	**413**	**171**	**216**	**23**	**298**	**4885**

Staff in Post by Disability and Pay Group

Disabled / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
No	19	213	732	270	238	658	409	247	115	110	9	248	**3268**
Not Declared		36	33	28	35	129	28	23	9	33	9	29	**392**
Undefined		92	185	100	96	195	158	137	45	71	5	17	**1101**
Yes	2	12	27	10	10	29	20	6	2	2		4	**124**
Total	**21**	**353**	**977**	**408**	**379**	**1011**	**615**	**413**	**171**	**216**	**23**	**298**	**4885**

Staff in Post by Sexual Orientation and Pay Group

Sexual Orientation / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Bisexual		3	8	1	1	17	4					1	**35**
Gay		3	6	3		6	4		2	1		5	**30**
Heterosexual	20	221	798	303	271	700	484	279	128	115	13	240	**3572**
I do not wish to disclose my sexual orientation	1	67	82	60	66	186	54	53	19	41	9	39	**677**
Lesbian		2	2	1		5	3	1	1				**15**
Undefined		57	81	40	41	97	66	80	21	59	1	13	**556**
Total	**21**	**353**	**977**	**408**	**379**	**1011**	**615**	**413**	**171**	**216**	**23**	**298**	**4885**

Staff in Post by Gender and Pay Group

Gender / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Female	18	204	832	348	335	875	531	357	120	69	13	147	**3849**
Male	3	149	145	60	44	136	84	56	51	147	10	151	**1036**
Total	**21**	**353**	**977**	**408**	**379**	**1011**	**615**	**413**	**171**	**216**	**23**	**298**	**4885**

Staff in Post by Religious Belief and Pay Group

Religious Belief / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Atheism	7	36	119	39	45	88	88	39	17	10	2	31	**521**
Buddhism	1	5	1	3	1	5	1	1	1	2		4	**25**
Christianity	6	154	526	218	173	534	314	205	105	53	10	89	**2387**
Hinduism	1	1	17	6	1	10	7	10	3	30		55	**141**
I do not wish to disclose my religion/belief	1	73	118	62	86	185	86	51	19	46	10	40	**777**
Islam	1	3	10	6	7	23	5	1	1	13		55	**125**
Jainism						1		1	1	1		1	**5**
Judaism						1						1	**2**
Other	4	28	108	37	27	73	52	29	5	3		4	**370**
Sikhism		1	2	1		4		4		3		5	**20**
Undefined		52	76	36	39	87	62	72	19	55	1	13	**512**
Total	**21**	**353**	**977**	**408**	**379**	**1011**	**615**	**413**	**171**	**216**	**23**	**298**	**4885**

Staff in Post by Marital Status and Pay Group

Marital Status / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Civil Partnership		2	9	1	1	6	6	4	1				**30**
Divorced		20	62	44	41	52	40	45	10	6	3	3	**326**
Legally Separated	1	7	18	5	3	8	8	4	3	2		1	**60**
Married	2	125	463	201	183	495	332	270	120	165	16	137	**2509**
NULL		6	14	8	12	54	6	7	1	3	1	14	**126**
Single	18	170	380	140	127	375	208	71	30	16	2	120	**1657**
Unknown		16	14	6	9	16	13	9	6	23	1	22	**135**
Widowed		7	17	3	3	5	2	3		1		1	**42**
Total	**21**	**353**	**977**	**408**	**379**	**1011**	**615**	**413**	**171**	**216**	**23**	**298**	**4885**

Staff in Post by Ethnic Origin and Pay Group

Ethnic Origin / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
A White - British	20	222	732	318	316	548	496	348	148	105	19	77	**3349**
B White - Irish		7	10	2	2	12	7	4	4	2		3	**53**
C White - Any other White background		49	58	25	6	70	15	10	4	12	1	29	**279**
C3 White Unspecified						1							**1**
CA White English		2				2				1			**5**
CC White Welsh				1									**1**
CFWhite Greek			2										**2**
CK White Italian			1	2		1	2		1			1	**8**
CN White Gypsy/Romany				4	1	4							**9**
CP White Polish		1	4	1		1	1						**8**
CS White Albanian					1								**1**
CX White Mixed			1										**1**
CY White Other European		2	1	2		16	3			3		5	**32**
D Mixed - White & Black Caribbean			6	4	1	5	5					1	**22**
E Mixed - White & Black African		2	1			2				1		3	**9**
F Mixed - White & Asian		2	2	1	1	1	3			3		3	**16**
G Mixed - Any other mixed background		1	9	3	2	4		3		1		5	**28**
GC Mixed - Black & White				1									**1**
GE Mixed - Asian & Chinese						1							**1**
H Asian or Asian British - Indian		12	53	11	14	104	21	15	6	54		65	**355**
J Asian or Asian British - Pakistani			1	1	3	4	2			5		26	**42**
K Asian or Asian British - Bangladeshi	1	1	1	3		7	1	2		1		4	**21**
L Asian or Asian British - Any other Asian background		4	18	2	1	14	5	2	2	8		13	**69**
LA Asian Mixed												1	**1**
LE Asian Sri Lankan												3	**3**
LF Asian Tamil												1	**1**
LH Asian British			2									1	**3**
LK Asian Unspecified		1										4	**5**
M Black or Black British - Caribbean		5	13	3	4	15	3	5	2	1		1	**52**
N Black or Black British - African		17	33	9	6	96	30	9	1	3		16	**220**
P Black or Black British - Any other Black background		1	5	2	2	3	1						**14**
PC Black Nigerian						1							**1**
PD Black British		1		1		1	1						**4**
R Chinese		1		1		3	1	3	1	4		7	**21**
S Any Other Ethnic Group		1	6	4	1	12	2	3	1	4		11	**45**
SC Filipino					4	5							**9**
SE Other Specified			1							1		2	**4**
Undefined						1				1		2	**4**
Z Not Stated		21	17	7	14	77	16	9	1	6	3	14	**185**
Total	**21**	**353**	**977**	**408**	**379**	**1011**	**615**	**413**	**171**	**216**	**23**	**298**	**4885**

Sickness Absence Episodes

Sickness Episodes by Age and Pay Group

Age Group / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
16-20	11	82	40	16		0							**149**
21-25	0	57	379	79	59	260	51	0				18	**903**
26-30	0	39	318	66	75	318	161	41	0		0	56	**1074**
31-35	0	50	209	99	53	291	137	68	23	1		27	**958**
36-40		23	187	85	84	294	158	84	18	2		7	**942**
41-45		30	220	57	50	290	173	90	35	15	0	6	**966**
46-50		46	252	97	62	229	135	73	48	4	0	4	**950**
51-55		80	216	86	104	183	98	89	39	6	0	0	**901**
56-60		60	198	87	71	126	66	47	16	3	0	0	**674**
61-65		40	96	69	32	52	29	16	0	2	0	0	**336**
66-70		7	25	6	8	7	1	5		0	0	0	**59**
71+		5		2	3	1		0				0	**11**
Total	**11**	**519**	**2140**	**749**	**601**	**2051**	**1009**	**513**	**179**	**33**	**0**	**118**	**7923**

Sickness Episodes by Disability and Pay Group

Disabled / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
No	11	327	1543	473	382	1300	638	293	114	12	0	106	**5199**
Not Declared		50	62	57	33	219	44	28	14	10	0	11	**528**
Undefined		117	450	188	167	434	276	182	47	11	0	0	**1872**
Yes	0	25	85	31	19	98	51	10	4	0		1	**324**
Total	**11**	**519**	**2140**	**749**	**601**	**2051**	**1009**	**513**	**179**	**33**	**0**	**118**	**7923**

Sickness Episodes by Sexual Orientation and Pay Group

Sexual Orientation / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Bisexual		5	17	1	5	40	8					0	**76**
Gay		5	5	4		19	12		3	6		1	**55**
Heterosexual	11	355	1727	586	429	1412	792	348	126	13	0	103	**5902**
I do not wish to disclose my sexual orientation	0	65	153	90	92	350	96	63	24	9	0	14	**956**
Lesbian		10	14	0		23	6	2	3				**58**
Undefined		79	224	68	75	207	95	100	23	5	0	0	**876**
Total	**11**	**519**	**2140**	**749**	**601**	**2051**	**1009**	**513**	**179**	**33**	**0**	**118**	**7923**

Sickness Episodes by Gender and Pay Group

Gender / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Female	11	331	1800	669	519	1835	863	461	142	14	0	72	**6717**
Male	0	188	340	80	82	216	146	52	37	19	0	46	**1206**
Total	**11**	**519**	**2140**	**749**	**601**	**2051**	**1009**	**513**	**179**	**33**	**0**	**118**	**7923**

Sickness Episodes by Religious Belief and Pay Group

Religious Belief / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Atheism	0	63	295	59	82	175	165	56	17	1	0	10	**923**
Buddhism	0	13	1	4	1	14	2	0	0	1		0	**36**
Christianity	3	224	1062	396	260	1045	494	274	115	13	0	39	**3925**
Hinduism	0	1	28	4	0	23	11	11	6	2		26	**112**
I do not wish to disclose my religion/belief	0	92	242	111	117	363	160	48	17	9	0	11	**1170**
Islam	0	7	15	10	7	42	1	7	0	0		31	**120**
Jainism						0		1	0	0		0	**1**
Judaism						1						1	**2**
Other	8	43	279	104	59	193	91	23	1	0		0	**801**
Sikhism		4	6	1		9		4		1		0	**25**
Undefined		72	212	60	75	186	85	89	23	6	0	0	**808**
Total	**11**	**519**	**2140**	**749**	**601**	**2051**	**1009**	**513**	**179**	**33**	**0**	**118**	**7923**

Sickness Episodes by Marital Status and Pay Group

Marital Status / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Civil Partnership		3	20	0	0	14	10	7	0				**54**
Divorced		44	123	87	67	105	88	77	24	3	0	0	**618**
Legally Separated	0	13	35	9	5	32	21	12	5	0		0	**132**
Married	0	144	959	352	309	997	512	308	109	14	0	46	**3750**
NULL		9	44	6	10	92	10	9	1	3	0	4	**188**
Single	11	284	926	283	199	771	335	90	35	5	0	59	**2998**
Unknown		11	18	5	7	33	29	8	5	8	0	9	**133**
Widowed		11	15	7	4	7	4	2		0		0	**50**
Total	**11**	**519**	**2140**	**749**	**601**	**2051**	**1009**	**513**	**179**	**33**	**0**	**118**	**7923**

Sickness Episodes by Ethnic Origin and Pay Group

Ethnic Origin / Pay Group	Apprentice	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
A White - British	11	348	1644	601	521	1168	820	427	163	21	0	22	**5746**
B White - Irish		10	20	6	0	21	10	5	2	0		2	**76**
C White - Any other White background		70	104	51	7	107	24	23	7	0	0	8	**401**
C3 White Unspecified						2							**2**
CA White English		1				1				0			**2**
CC White Welsh				1									**1**
CFWhite Greek			5										**5**
CK White Italian			3	0		0	2		1			1	**7**
CN White Gypsy/Romany				0	0	8							**8**
CP White Polish		5	3	2		5	1						**16**
CS White Albanian					0								**0**
CX White Mixed			6										**6**
CY White Other European		1	2	0		23	6			1		3	**36**
D Mixed - White & Black Caribbean			8	8	4	17	14					1	**52**
E Mixed - White & Black African		1	0			1				0		1	**3**
F Mixed - White & Asian		0	0	1	0	2	1			0		1	**5**
G Mixed - Any other mixed background		4	17	11	3	9		1		0		4	**49**
GC Mixed - Black & White				1									**1**
GE Mixed - Asian & Chinese						2							**2**
H Asian or Asian British - Indian		15	115	9	3	211	40	25	6	4		33	**461**
J Asian or Asian British - Pakistani			4	2	6	6	1			0		20	**39**
K Asian or Asian British - Bangladeshi	0	3	0	2		8	1	3		0		1	**18**
L Asian or Asian British - Any other Asian background		2	44	6	0	34	7	0	0	2		6	**101**
LA Asian Mixed												1	**1**
LE Asian Sri Lankan												0	**0**
LF Asian Tamil												0	**0**
LH Asian British			6									1	**7**
LK Asian Unspecified		1										0	**1**
M Black or Black British - Caribbean		11	14	0	10	28	5	2	0	1		0	**71**
N Black or Black British - African		15	74	15	12	209	46	8	0	0		7	**386**
P Black or Black British - Any other Black background		2	16	3	0	8	1						**30**
PC Black Nigerian						4							**4**
PD Black British		0		2		3	3						**8**
R Chinese		2		0		0	3	1	0	3		1	**10**
S Any Other Ethnic Group		0	15	10	2	27	2	0	0	0		2	**58**
SC Filipino					2	12							**14**
SE Other Specified			2							0		0	**2**
Undefined						0				0		1	**1**
Z Not Stated		28	38	18	31	135	22	18	0	1	0	2	**293**
Total	**11**	**519**	**2140**	**749**	**601**	**2051**	**1009**	**513**	**179**	**33**	**0**	**118**	**7923**

Leaving Employment

Leavers by Age Band and Pay Group

Age Band / Pay Group	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
16 - 20	10	11	1									**22**
21 - 25	8	15	6	3	21	5						**58**
26 - 30	6	12	1	8	31	7	3					**68**
31 - 35	1	9	8	1	13	10	4				1	**47**
36 - 40	2	3	2	3	16	8	1	3	1			**39**
41 - 45	5	10	4	1	17	5	6	3	3			**54**
46 - 50	4	7	4	3	7	2	2	4		1	1	**35**
51 - 55	1	11	1	7	10	11	14	8	1			**64**
56 - 60	2	9	2	3	13	5	12	4	5			**55**
61 - 65	3	8	4	5	5	5	2	1	1	1	1	**36**
66 - 70	1	3	1			1			1			**7**
71 & above							1					**1**
Total	**43**	**98**	**34**	**34**	**133**	**59**	**45**	**23**	**12**	**2**	**3**	**486**

Leavers by Disability and Pay Group

Disability / Pay Group	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
No	33	78	26	23	69	35	26	14	9	1	2	**316**
Not Declared	1	6	3	5	36	4	3	2				**60**
Undefined	8	11	5	5	23	18	15	6	3		1	**95**
Yes	1	3		1	5	2	1	1		1		**15**
Total	**43**	**98**	**34**	**34**	**133**	**59**	**45**	**23**	**12**	**2**	**3**	**486**

Leavers by Sexual Orientation and Pay Group

Sexual Orientation / Pay Group	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Bisexual					1	1						**2**
Gay	2	2			1							**5**
Heterosexual	34	80	27	25	77	46	31	15	7	1	2	**345**
I do not wish to disclose my sexual orientation	5	10	4	8	40	6	7	5	3	1		**89**
Lesbian		1										**1**
Undefined	2	5	3	1	14	6	7	3	2		1	**44**
Total	**43**	**98**	**34**	**34**	**133**	**59**	**45**	**23**	**12**	**2**	**3**	**486**

Leavers by Gender and Pay Group

Gender / Pay Group	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Female	23	79	29	32	116	49	34	20	7	1	2	**392**
Male	20	19	5	2	17	10	11	3	5	1	1	**94**
Total	**43**	**98**	**34**	**34**	**133**	**59**	**45**	**23**	**12**	**2**	**3**	**486**

Leavers by Religious Belief and Pay Group

Religious Belief / Pay Group	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Atheism	6	20	5	5	3	6	2	2				**49**
Buddhism	1				1				1			**3**
Christianity	22	43	14	16	59	33	24	10	5	1	1	**228**
Hinduism	1		1		2	4	2		1			**11**
I do not wish to disclose my religion/belief	7	13	7	9	44	7	6	6	3	1		**103**
Islam	1	3	1		5	3		1			1	**15**
Judaism					1							**1**
Other	2	14	2	2	6	1	4	1				**32**
Sikhism			1									**1**
Undefined	3	5	3	2	12	5	7	3	2		1	**43**
Total	**43**	**98**	**34**	**34**	**133**	**59**	**45**	**23**	**12**	**2**	**3**	**486**

Leavers by Marital Status and Pay Group

Marital Status / Pay Group	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
Civil Partnership	1	2			2		1					**6**
Divorced	1	7	5	3	4	1	4	2	1			**28**
Legally Separated	1		1	1	2							**5**
Married	14	40	13	17	47	34	32	18	8	2	2	**227**
Single	25	41	13	10	60	22	5	1	2			**179**
Unknown		1			1	1	2	1	1		1	**8**
Widowed		3				1	1	1				**6**
(blank)	1	4	2	3	17							**27**
Total	**43**	**98**	**34**	**34**	**133**	**59**	**45**	**23**	**12**	**2**	**3**	**486**

Leavers by Ethnic Origin and Pay Group

Ethnic Origin / Pay Group	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A-9	Consultant	Other	Other Medical	Total
A White - British	34	79	26	30	57	43	36	20	7	2	2	**336**
B White - Irish					5	1	1		1			**8**
C White - Any other White background	1	2	1		12	3						**19**
CA White English			1									**1**
CN White Gypsy/Romany			1		1							**2**
CQ White ex-USSR	1											**1**
CY White Other European					4			1				**5**
D Mixed - White & Black Caribbean		3			1							**4**
G Mixed - Any other mixed background				1			2					**3**
H Asian or Asian British - Indian	3	4	2		4	5	3		1			**22**
J Asian or Asian British - Pakistani		1			1	1		1				**4**
K Asian or Asian British - Bangladeshi		1	1									**2**
L Asian or Asian British - Any other Asian background		1			1	1	1					**4**
LE Asian Sri Lankan									1			**1**
M Black or Black British - Caribbean			1		6		1					**8**
N Black or Black British - African	3	5	1		16	1						**26**
P Black or Black British - Any other Black background				1								**1**
PA Black Somali					1							**1**
R Chinese							1					**1**
S Any Other Ethnic Group	1					1		1			1	**4**
SE Other Specified									1			**1**
Z Not Stated		2		2	24	3			1			**32**
Total	**43**	**98**	**34**	**34**	**133**	**59**	**45**	**23**	**12**	**2**	**3**	**486**