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## **Equality & Diversity Highlight Report**

**June 2014**

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## **Equality & Diversity Report**

This report focuses on the protected characteristics of diversity (except pregnancy) and summarises how the diversity of the current staff profile for Nottinghamshire Healthcare NHS Trust reflects these strands.

The report has been developed to highlight, for the Trust's Equality and Diversity Committee, areas in which further focus and action may be required to ensure a diverse and culturally competent workforce.

The information in the report has been taken from a snap shot of the Trust during May 2014.

The analysis reviews the profile of recruitment practices, staff employed and staff who leave the organisation during selected periods, by the protected diversity characteristics [gender, ethnicity, age, sexual orientation, religion/belief, disability, marriage/civil partnership status and pregnancy/maternity].

The Trust has seen a substantial change to the services it provides and the total number of workforce, this is due to the tenders the Trust has won and mobilised through the previous year. These have been reflected in the current staffing element of this report.

Richard Cotterill  
Workforce Information Manager  
28<sup>th</sup> May 2014

## Diversity Strands Highlight Analysis

To support the Trust in understanding if its employment practices are equitable and fair an analysis has been completed on each of the diversity strands.

Supporting this analysis benchmarking information has been included; this has been sourced from the Information Centre and focuses on all East Mental NHS East Midlands Trusts.

### Key Observations

Diversity Strand	Employment Practice				
	Recruitment	Current staff	Band Analysis	Sickness	Leavers
Gender	-	73.2% Female / 26.8% Male	Differences within Band 4, 5, 6 & 7 and Medical Staff	-	-
Ethnicity	-	-	Variations identified within banding splits	High sickness levels within White Irish, white Polish	-
Age	-	Trust profile shows a negative distribution	Bands 1, 3, 7 & 8/9 show an aging profile	-	-
Sexual Orientation	Low percentage of LGB groups appointed	-	-	-	-
Religion / Belief	-	-	-	-	-
Disability	-	-	Lows levels of staff employed in Medical grades and Bands 8/9	Higher sickness levels in staff who classify themselves as 'disabled'	-
Marriage/ Civil Partnership Status	-	-	-	-	-
Pregnancy/Maternity	-	2.01% or 179 on maternity leave	-	-	-

## 1.0 Gender

The analysis has been completed for the gender diversity strand; Figure 1 reviews the gender breakdown across key employment practices.

The review identifies that the percentage split for current staff has remained at a similar level from the previous report. Slight variations within the recruitment process and percentages of leavers are identified, over time this could have an impact on the gender split for current staff.

### Recruitment

Variations are identified within and between each recruitment stage, this shows fluctuations between the Female/Male split. Movements are identified from the previous analysis. However, predominately more females, than males apply, are shortlisted and are appointed into the organisation.

The analysis shows that 57.2% of males that apply are shortlisted and 10.6% of those males shortlisted are appointed. When the female category is viewed 52.3% of those that apply are shortlisted and 16.7% of those shortlisted are appointed. The figures show slight movements from the previous report.

### Current Staff

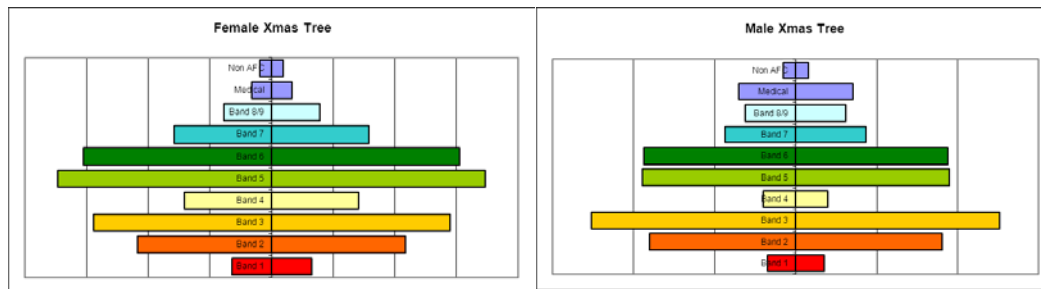
The current staffing analysis shows the gender split for the Trust and for each operational Division. The gender composition for Nottinghamshire Healthcare NHS Trust is 74.9% females and 25.1% males.

The Trusts gender composition shows little movements from previous periods. When the Trusts level is compared against the internal position variations are identified within the Local Services, Forensic Services and Health Partnerships.

When the benchmarks for all NHS Trusts in the East Midlands are reviewed the information shows that 78.6% of the workforce is female, and 21.4% male.

### Band Analysis

The following charts shows the band analysis for the gender strand, a christmas tree representation has been used to show the percentage split between each grade. It can be seen that both charts show some similar characteristics, with an exception to the Bands 4, 5, 6, 7 and Medical Staff on the Male chart where a differences are identified and against the female analysis.



## Sickness

The sickness for the current year has been analysed by the gender diversity strand, the analysis shows that both genders have the same absence level-females (5.0%) and males (5.0%). This shows a slight movement from the previous period.

The table below details the five top reasons for sickness, some variations are identified in the specific order; however the top five reasons remain similar as the previous period.

Female	%	Calendar Days lost	Male	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	26.25%	15,643	S10 Anxiety/stress/depression/other psychiatric illnesses	26.15%	5,236
S12 Other musculoskeletal problems	13.15%	7,677	S12 Other musculoskeletal problems	15.54%	3,050
S98 Other known causes - not elsewhere classified	7.52%	4,681	S28 Injury, fracture	8.27%	1,615
S25 Gastrointestinal problems	6.89%	4,343	S11 Back Problems	7.75%	1,527
S13 Cold, Cough, Flu - Influenza	6.25%	3,645	S25 Gastrointestinal problems	7.74%	1,529

## Promotion

Internal promotions have been assessed by the gender diversity strand, the chart shows that there have been 24 promotions between December 2013 and May 2014, the majority of promotions have been from the female strand (83.3%).

## Employment Relations

The employment relations case for the gender diversity strand has been analysed. It is shown that between December 2013 - May 2014 more females (n.41 or 57.7%) than males (n.31 or 42.3%) are involved in employment relations cases; this shows a movement from the previous report.

## **Leavers**

The leaver's analysis shows the total number of leavers between December 2013 - May 2014. This gives an indication of how many leavers there has been, broken down by the gender diversity strand.

The analysis shows that within the current period 77.2% of females and 22.8% of males have left the organisation. Movements are also shown from the previous reporting period [72.4% Female & 28.6% Males]. Variations are shown in the divisional analysis.

		Performance Indicator		Dec 13		Jun-14	
				No	%	No	%
Gender	Recruitment	Male	Application	875	27.2%	313	26.8%
			Shortlisted	542	27.8%	179	28.5%
			Appointed	56	20.6%	19	20.2%
			Percentage of shortlisted (from Application Stage)		61.9%		57.2%
			Percentage of appointed (from Shortlisted Stage)		10.3%		10.6%
		Female	Application	2,343	72.8%	856	73.2%
			Shortlisted	1,409	72.2%	448	71.5%
			Appointed	216	79.4%	75	79.8%
			Percentage of shortlisted (from Application Stage)		60.1%		52.3%
			Percentage of appointed (from Shortlisted Stage)		15.3%		16.7%
	Current Staff	Male	Trust	2,240	25.3%	2,238	25.1%
			Corporate Services	168	35.6%	157	34.2%
			Forensics Services	1,134	42.4%	1,119	42.2%
			Health Partnerships	158	6.0%	164	6.2%
			Local Services	780	25.5%	798	25.4%
		Female	Trust	6,607	74.7%	6,674	74.9%
			Corporate Services	304	64.4%	302	65.8%
			Forensics Services	1,540	57.6%	1,531	57.8%
			Health Partnerships	2,479	94.0%	2,496	93.8%
			Local Services	2,284	74.5%	2,345	74.6%
	Sickness	Male	Cumulative % Abs Rate		5.1%		5.0%
			No of Episodes	6,871		1,671	
			No Calendar days	24,636		16,771	
			Cumulative Salary Based Costs (£)	1,506,697		£ 1,283,998	
		Female	Cumulative % Abs Rate		4.9%		5.0%
			No of Episodes	6,871		4,981	
			No Calendar days	67,705		51,063	
			Cumulative Salary Based Costs (£)	4,093,176		£ 3,636,249	
	Promotions	Male	Promotions	5	13.9%	4	16.7%
		Female	Promotions	31	86.1%	20	83.3%
	Employment Relations	Males	Employment Tribunal	2	5.7%	5	16.7%
			Discliplinary	27	77.1%	15	50.0%
Harassment			0	0.0%	0	0.0%	
Grievance			0	0.0%	5	16.7%	
Capability			0	0.0%	1	3.3%	
Referral to Prof Body			1	2.9%	1	3.3%	
Appeals			5	14.3%	3	10.0%	
Female		Employment Tribunal	4	11.1%	7	17.1%	
		Discliplinary	25	69.4%	16	39.0%	
		Harassment	0	0.0%	1	100.0%	
		Grievance	5	13.9%	9	22.0%	
		Capability	0	0.0%	2	4.9%	
		Referral to Prof Body	0	0.0%	4	9.8%	
		Appeals	2	5.6%	2	4.9%	
Leavers	Males	Trust	164	27.6%	111	22.8%	
		Corporate Services	17	40.5%	7	35.0%	
		Forensics Services	71	42.8%	49	35.5%	
		Health Partnerships	18	9.1%	9	5.3%	
		Local Services	58	30.7%	46	28.9%	
	Females	Trust	431	72.4%	376	77.2%	
		Corporate Services	25	59.5%	13	65.0%	
		Forensics Services	95	57.2%	89	64.5%	
		Health Partnerships	180	90.9%	161	94.7%	
		Local Services	131	69.3%	113	71.1%	

Figure 1 – Gender Analysis

## 2.0 Ethnicity

The Trusts ethnicity levels have been analysed across key employment strands.

The review has identified that there is a movement through the recruitment stages within the Black Minority Ethnic group; this movement is also shown through the reporting period. When this is compared against the current staffing breakdown the percentage of staff appointed [10.6%] is higher than the percentage of BME staff within the organisation [7.6%].

Additionally the percentage of staff leaving the organisation has seen movements. This would indicate, over a long term period, a movement in the number of staff from BME groups employed.

### Recruitment

The ethnicity diversity strand has been analysed across all the recruitment stages, this shows the variations in the ethnicity of all staff who applied, were shortlisted and who were appointed.

From the data analysed it is identified that there is a movement in the percentage of BME staff through all the recruitment stages, this shows a reduction in every stage (from 17.1% shortlisted to 10.6% appointed), the percentage appointed show a slight increase from the previous report.

The analysis shows that 45.5% of BME candidates that apply are shortlisted and 9.3% of those applicants shortlisted are appointed. When the white ethnic group is viewed 56.7% of those that apply are shortlisted and 15.6% of those shortlisted are appointed.

### Current Staff

The current staffing analysis shows the ethnicity split for the Trust and for each operational Division. This is benchmarked against all Trusts in the East Midlands.

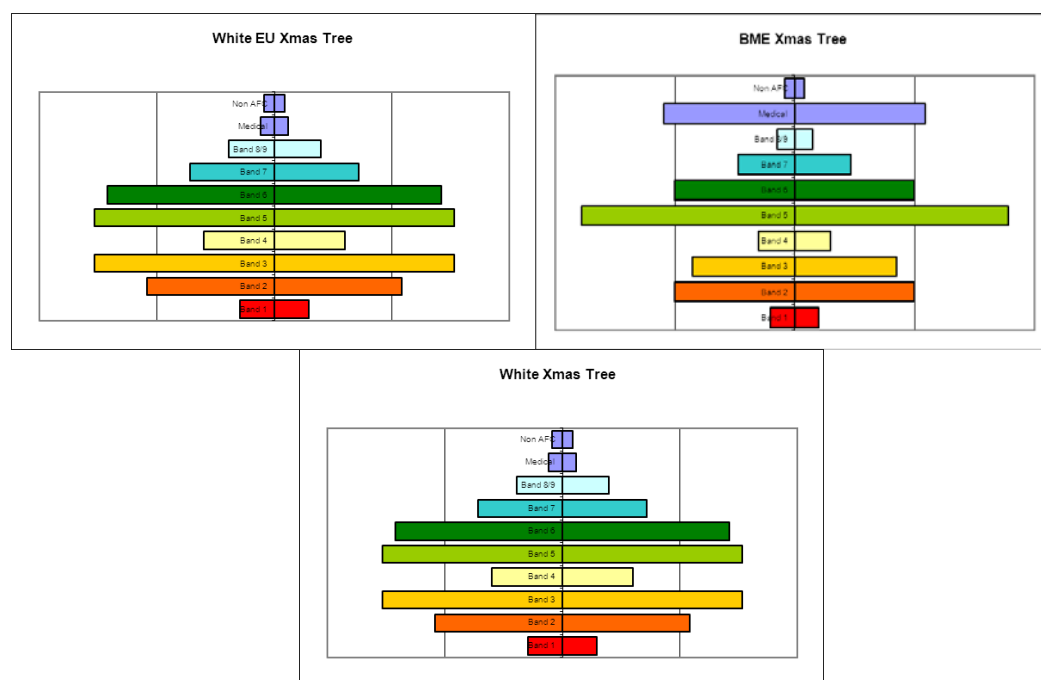
The Trust ethnicity levels have been analysed, 87.5% of Trust staff classify themselves as coming from a White British background, where as 7.6% classify themselves as from a Black Minority Ethnicity background and 2.7% from White EU backgrounds. The figures show little movements from the previous period.

Additionally when the Trust totals are analysed against all NHS Trusts in the East Midlands variations are shown in the totals of White British and BME Staff. 79.7% of the East Midlands NHS workforce classify themselves as White British, 12.9% classify themselves as BME and 3.68% from White EU backgrounds.



## Band Analysis

The following charts show the band analysis for the ethnicity strand, a Christmas tree representation has been used to show the percentage split between each grade. It can be seen that a large proportion of the BME ethnic group is made up of Medical staff and Band 5 staff and a lower proportion within bands 1, 3 & 4. Whereas the White ethnic groups shows a higher proportion within Bands 2, 3, 4 & 6. This follows the position from the previous report.



## Sickness

The sickness has been analysed by the ethnicity diversity strand, the analysis shows some variations between the ethnic groupings. Sickness absence is high within 'White EU groups – 7.4% (Irish & White Polish).

The table below details the five top reasons for sickness, some variations are identified in the specific reasons; however the top reasons remain the same as the previous period.

Female	%	Calendar Days lost	Male	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	25.63%	17,844	S10 Anxiety/stress/depression/other psychiatric illnesses	34.01%	1933
S12 Other musculoskeletal problems	13.97%	9,496	S12 Other musculoskeletal problems	14.06%	802
S25 Gastrointestinal problems	7.55%	5,424	S98 Other known causes - not elsewhere classified	7.64%	417
S98 Other known causes - not elsewhere classified	7.16%	5,194	S11 Back Problems	6.76%	394
S11 Back Problems	6.44%	4,513	S13 Cold, Cough, Flu - Influenza	6.72%	367

Female	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	27.31%	904
S12 Other musculoskeletal problems	11.43%	348
S15 Chest & resp problems	8.95%	265
S98 Other known causes - not elsewhere classified	8.16%	302
S99 Unknown causes / Not specified	7.13%	210

## Promotions

Internal promotions have been assessed by diversity strand, the chart shows that there has been 24 promotions between December 2013 to May 2014, the majority of promotions have been from the staff who classify themselves as from a White background (n.22 or 91.7%). Whereas 2 promotions (8.3%) were from BME backgrounds.

## Employment Relation Cases

The employment relations cases for the ethnicity diversity strand have been analysed. It is shown that between December 2013 to May 2014 more individuals who have classified themselves as 'White British' are involved in employment relations cases (n.44 or 62.0%) Whereas only 11 or 15.5% of staff who classify themselves as BME are involved in employment relations cases. This shows a slight increase in the previous periods figures (n.9 or 12.7%).

## Leavers

The analysis shows the total number of leavers for the between April 2013 and October 2013. This gives an indication of how many leavers there has been, broken down by the gender diversity strand.

The analysis shows that 81.3% of staff classified as White British and 12.1% of staff classified as from Black Minority Ethnic groups have left the organisation. This shows little movements from the previous period.

		Performance Indicator		Dec-13		Jun-14	
				No	%	No	%
Ethnicity	Recruitment	White British	Application	2,433	75.6%	871	74.5%
			Shortlisted	1,549	79.4%	494	78.8%
			Appointed	238	87.5%	77	81.9%
			Percentage of shortlisted (from Application Stage)		63.7%		56.7%
			Percentage of appointed (from Shortlisted Stage)		15.4%		15.6%
		White EU	Application	125	3.9%	43	3.7%
			Shortlisted	38	1.9%	18	2.9%
			Appointed	12	4.4%	4	4.3%
			Percentage of shortlisted (from Application Stage)		30.4%		41.9%
			Percentage of appointed (from Shortlisted Stage)		31.6%		22.2%
		BME	Application	634	19.7%	235	20.1%
			Shortlisted	338	17.3%	107	17.1%
			Appointed	17	6.3%	10	10.6%
			Percentage of shortlisted (from Application Stage)		53.3%		45.5%
			Percentage of appointed (from Shortlisted Stage)		5.0%		9.3%
		Not Stated	Application	26	0.8%	20	1.7%
			Shortlisted	26	1.3%	8	1.3%
			Appointed	5	1.8%	3	3.2%
			Percentage of shortlisted (from Application Stage)		100.0%		40.0%
			Percentage of appointed (from Shortlisted Stage)		19.2%		37.5%
	Current Staff	White British	Trust	7,778	87.9%	7,797	87.5%
			Corporate Services	400	84.7%	393	85.6%
			Forensics Services	2,360	88.3%	2,348	88.6%
			Health Partnerships	2,472	93.7%	2,500	94.0%
			Local Services	2,546	83.1%	2,556	81.3%
		White EU	Trust	246	2.8%	243	2.7%
			Corporate Services	14	3.0%	15	3.3%
			Forensics Services	62	2.3%	59	2.2%
			Health Partnerships	40	1.5%	43	1.6%
			Local Services	130	4.2%	126	4.0%
		BME	Trust	692	7.8%	673	7.6%
			Corporate Services	38	8.1%	37	8.1%
			Forensics Services	213	8.0%	209	7.9%
			Health Partnerships	111	4.2%	104	3.9%
			Local Services	330	10.8%	323	10.3%
		Not Stated	Trust	131	1.5%	199	2.2%
			Corporate Services	20	4.2%	14	3.1%
			Forensics Services	39	1.5%	34	1.3%
			Health Partnerships	14	0.5%	13	0.5%
			Local Services	58	1.9%	138	4.4%
Sickness	White British	Cumulative % Abs Rate		4.9%		5.0%	
		No of Episodes	8,155		7,047		
		No Calendar days	79,587		69,597		
		Cumulative Salary Based Costs (£)	£4,795,957		£ 4,213,816		
	White EU	Cumulative % Abs Rate		6.5%		7.4%	
		No of Episodes	299		254		
		No Calendar days	3,408		3,305		
		Cumulative Salary Based Costs (£)	£ 225,465		£ 232,705		
	BME	Cumulative % Abs Rate		5.1%		4.7%	
		No of Episodes	736		578		
		No Calendar days	7,575		5,833		
		Cumulative Salary Based Costs (£)	£ 468,697		£ 381,673		
	Not Stated	Cumulative % Abs Rate		6.0%		4.0%	
		No of Episodes	156		119		
		No Calendar days	1,771		1,117		
		Cumulative Salary Based Costs (£)	£ 109,755		£ 81,782		

Figure 2 – Ethnicity Analysis

		Performance Indicator		Dec-13		Jun-14			
				No	%	No	%		
Ethnicity	Promotions	White British	Promotions	46	92.0%	22	91.7%		
		White EU	Promotions	1	2.0%	0	0.0%		
		BME	Promotions	2	4.0%	2	8.3%		
		Not Stated	Promotions	1	2.0%	0	0.0%		
	Employment Relations	White British	Employment Tribunal		4	7.1%	7	15.9%	
			Discliplinary		45	80.4%	24	54.5%	
			Harassment		0	0.0%	0	0.0%	
			Grievance		1	1.8%	6	13.6%	
			Capability		0	0.0%	1	2.3%	
			Referral to Prof Body		0	0.0%	3	6.8%	
			Appeals		6	10.7%	3	6.8%	
		White EU	Employment Tribunal		0	0.0%	0	0.0%	
			Discliplinary		0	0.0%	0	0.0%	
			Harassment		0	0.0%	0	0.0%	
			Grievance		0	0.0%	0	0.0%	
			Capability		0	0.0%	0	0.0%	
			Referral to Prof Body		0	0.0%	0	0.0%	
			Appeals		0	0.0%	0	0.0%	
		BME	Employment Tribunal		1	11.1%	3	27.3%	
			Discliplinary		5	55.6%	5	45.5%	
			Harassment		0	0.0%	0	0.0%	
			Grievance		1	11.1%	1	9.1%	
			Capability		0	0.0%	0	0.0%	
			Referral to Prof Body		1	11.1%	1	9.1%	
			Appeals		1	11.1%	1	9.1%	
		Not Stated	Employment Tribunal		1	16.7%	2	12.5%	
			Discliplinary		2	33.3%	2	12.5%	
			Harassment		0	0.0%	1	6.3%	
			Grievance		3	50.0%	7	43.8%	
			Capability		0	0.0%	2	12.5%	
			Referral to Prof Body		0	0.0%	1	6.3%	
			Appeals		0	0.0%	1	6.3%	
		Leavers	White British	Trust		488	82.0%	396	81.3%
				Corporate Services		36	85.7%	15	75.0%
				Forensics Services		138	83.1%	117	84.8%
				Health Partnerships		170	85.9%	152	89.4%
				Local Services		144	76.2%	112	70.4%
			White EU	Trust		24	4.0%	20	4.1%
				Corporate Services		2	4.8%	0	0.0%
				Forensics Services		7	4.2%	4	2.9%
Health Partnerships				5	2.5%	5	2.9%		
Local Services				10	5.3%	11	6.9%		
BME	Trust			68	11.4%	59	12.1%		
	Corporate Services			3	7.1%	2	10.0%		
	Forensics Services			17	10.2%	14	10.1%		
	Health Partnerships			20	10.1%	13	7.6%		
	Local Services			28	14.8%	30	18.9%		
Not Stated	Trust			15	2.5%	12	2.5%		
	Corporate Services			1	2.4%	3	15.0%		
	Forensics Services			4	2.4%	3	2.2%		
	Health Partnerships			3	1.5%	0	0.0%		
	Local Services			7	3.7%	6	3.8%		

Figure 2 – Ethnicity Analysis

## 3.0 Age

The age profile has been assessed for the Trust, this focuses on the age diversity strand across recruitment, current staff and leaver processes. The review shows that the organisation is employing a younger workforce than is being lost through staff leaving the organisation and this is and will continue to impact of the age distribution of the current workforce.

### Recruitment

The age diversity strand has been analysed across all the recruitment stages and shows the movements by age categories.

Movements across the recruitment stages are identified in the table, fluctuations are seen from the application stage to the shortlisted and appointed stage. Additionally movements within the age bands are identified from the previous month's data.

The analysis shows that the majority of applications are received from the 26-40 age groups, of these 57.2% of these are shortlisted and only 13.2% appointed. Overall the data shows that the older the applicant the more success in shortlisting. Whereas the percentages from shortlisted to appointed shows that <25 year olds have the highest success rates. This shows a similar position to the previous report.

### Current Staff

The age profile for current staff shows the Trust split by age group for the current period; this shows the percentage and totals of staff in each age group.

The overall Trust staffing analysis shows little variation from the previous period and shows the Trust has a slight aging workforce.

When the information is viewed against national benchmarking statistics for All NHS Trusts in the East Midlands variations are identified in all age categories. 33.3% of the East Midlands NHS staff are aged 26-40, and 44.4% are aged 41-55.

### Band Analysis

The following table shows the band analysis for the age diversity strand, a data table has been used to show the percentage split between each grade. Variations within each age band can be identified; the majority of the bands follow the Trusts negative age distribution; however some variances such as Band 1, 3, 7 and 8/9 where aging distributions are identified. This follows the previous report.

## **Promotions**

Internal promotions have been assessed by diversity strand, the chart shows that there has been 24 promotions between December 2013 to May 2014, the majority of promotions have are seen within the 26-40 age groups (n.13 or 54.2%).

## **Employment Relation Cases**

The employment relations cases for the age diversity strand have been analysed. It is shown that between December 2013 to May 2014 more individuals who are aged between 41-55 are involved in employment relations cases. This follows the Trust age profile.

## **Leavers**

An age profile has been completed for the leavers in the current period (December 2013 – May 2014)

The analysis shows that within the current period 21.8% of Trust leavers were aged 55+ and 37.6% were from the 41 - 55 age brackets.

The analysis shows some variations within the divisional breakdown, within Local Services 27.0% of leavers were age 55+, 22.5% in Forensic Services and 16.5% in Health Partnerships.

		Performance Indicator		Dec-13		Jun-14	
				No	%	No	%
Age	Recruitment	<25	Application	819	25.5%	288	24.6%
			Shortlisted	380	19.5%	104	16.6%
			Appointed	60	22.1%	18	19.1%
			Percentage of shortlisted (from Application Stage)		46.4%		36.1%
			Percentage of appointed (from Shortlisted Stage)		15.8%		17.3%
		26 - 40	Application	1,352	42.0%	465	39.8%
			Shortlisted	833	42.7%	266	42.4%
			Appointed	115	42.3%	35	37.2%
			Percentage of shortlisted (from Application Stage)		61.6%		57.2%
			Percentage of appointed (from Shortlisted Stage)		13.8%		13.2%
		41 - 55	Application	942	29.3%	361	30.9%
			Shortlisted	663	34.0%	218	34.8%
			Appointed	86	31.6%	37	39.4%
			Percentage of shortlisted (from Application Stage)		70.4%		60.4%
			Percentage of appointed (from Shortlisted Stage)		13.0%		17.0%
		>56	Application	105	3.3%	55	4.7%
	Shortlisted		75	3.8%	39	6.2%	
	Appointed		11	4.0%	4	4.3%	
	Percentage of shortlisted (from Application Stage)			71.4%		70.9%	
	Percentage of appointed (from Shortlisted Stage)			14.7%		10.3%	
	Current Staff	<25	Trust	293	3.3%	405	4.5%
			Corporate Services	13	2.8%	19	4.1%
			Forensics Services	91	3.4%	139	5.2%
			Health Partnerships	95	3.6%	109	4.1%
			Local Services	94	3.1%	138	4.4%
		26 - 40	Trust	2,863	32.4%	2,987	33.5%
			Corporate Services	152	32.3%	160	34.9%
			Forensics Services	854	32.0%	855	32.3%
Health Partnerships			862	32.7%	933	35.1%	
Local Services			995	32.4%	1,039	33.1%	
41 - 55		Trust	4,271	48.3%	4,282	48.0%	
		Corporate Services	224	47.6%	217	47.3%	
		Forensics Services	1,366	51.1%	1,336	50.4%	
		Health Partnerships	1,254	47.6%	1,237	46.5%	
		Local Services	1,427	46.5%	1,492	47.5%	
>56		Trust	1,420	16.1%	1,238	13.9%	
		Corporate Services	82	17.4%	63	13.7%	
		Forensics Services	360	13.5%	320	12.1%	
		Health Partnerships	426	16.2%	381	14.3%	
		Local Services	552	18.0%	474	15.1%	

Figure 3 – Age Analysis

		Performance Indicator		Dec-13		Jun-14		
				No	%	No	%	
Age	Promotions	<25	Promotions	5	10.0%	0	0.0%	
		26 - 40	Promotions	28	56.0%	13	54.2%	
		41 - 55	Promotions	16	32.0%	8	33.3%	
		>56	Promotions	1	2.0%	3	12.5%	
	Employment Relations	<25	Employment Tribunal		0	0.0%	0	0.0%
			Discliplinary		9	100.0%	4	66.7%
			Harassment		0	0.0%	0	0.0%
			Grievance		0	0.0%	2	33.3%
			Capability		0	0.0%	0	0.0%
			Referral to Prof Body		0	0.0%	0	0.0%
			Appeals		0	0.0%	0	0.0%
		26 - 40	Employment Tribunal		3	15.8%	6	24.0%
			Discliplinary		12	63.2%	7	28.0%
			Harassment		0	0.0%	1	4.0%
			Grievance		2	10.5%	6	24.0%
			Capability		0	0.0%	2	8.0%
			Referral to Prof Body		0	0.0%	1	4.0%
			Appeals		2	10.5%	2	8.0%
		41 - 55	Employment Tribunal		2	7.4%	5	15.6%
			Discliplinary		20	74.1%	15	46.9%
			Harassment		0	0.0%	0	0.0%
			Grievance		1	3.7%	4	12.5%
			Capability		0	0.0%	1	3.1%
			Referral to Prof Body		1	3.7%	4	12.5%
			Appeals		3	11.1%	3	9.4%
		>56	Employment Tribunal		1	6.3%	1	12.5%
			Discliplinary		11	68.8%	5	62.5%
			Harassment		0	0.0%	0	0.0%
			Grievance		2	12.5%	2	25.0%
			Capability		0	0.0%	0	0.0%
			Referral to Prof Body		0	0.0%	0	0.0%
			Appeals		2	12.5%	0	0.0%
	Leavers	<25	Trust		75	12.6%	46	9.4%
			Corporate Services		3	7.1%	1	5.0%
			Forensics Services		16	9.6%	15	10.9%
			Health Partnerships		35	17.7%	18	10.6%
			Local Services		21	11.1%	12	7.5%
		26 - 40	Trust		197	33.1%	152	31.2%
			Corporate Services		12	28.6%	10	50.0%
			Forensics Services		58	34.9%	46	33.3%
			Health Partnerships		63	31.8%	51	30.0%
			Local Services		64	33.9%	45	28.3%
		41 - 55	Trust		195	32.8%	183	37.6%
			Corporate Services		19	45.2%	5	25.0%
Forensics Services				63	38.0%	46	33.3%	
Health Partnerships				57	28.8%	73	42.9%	
Local Services				56	29.6%	59	37.1%	
>56		Trust		128	21.5%	106	21.8%	
		Corporate Services		8	19.0%	4	20.0%	
		Forensics Services		29	17.5%	31	22.5%	
		Health Partnerships		43	21.7%	28	16.5%	
		Local Services		48	25.4%	43	27.0%	

Figure 3 – Age Analysis



## 4.0 Sexual Orientation

The sexual orientation for the Trust has been broken down by key employment practices. The analysis identifies the percentage of staff by sexual orientation category.

### Recruitment

An analysis was undertaken on the various stages of recruitment, this focused on the sexual orientation categories.

From the analysis on sexual orientation slight variations between the current and previous periods are identified within and between each recruitment stage.

The analysis shows that 36.4% of bisexual candidates, 61.5% of gay candidates and 50.0% of lesbian candidates that apply are shortlisted. It is noted that from the 30 applications received from LGB backgrounds and no individuals were appointed during this period.

When the heterosexual group is viewed 53.6% of those that apply are shortlisted and 15.9% of those shortlisted are appointed.

### Current Staff

An analysis has been completed on the sexual orientation of current staff; this has been shown against previous periods.

The sexual orientation profile shows that 1.7% of the Trust is defined as being Bisexual, Gay or Lesbian/Gay Woman. Staffs that are classed as Heterosexual make up 75.1% of the Trust.

The overall Trust staffing analysis shows little variation from the previous period.

### Band Analysis

The band analysis for the sexual orientation strand has been reviewed; no defined trend can be seen in the information.

### Sickness

The sickness for the current period has been analysed by the sexual orientation diversity strand, the analysis shows a variance of percentages around the Trust level. Sickness is higher than the Trust average (5.0%) within Bi sexual (6.7%), Gay (5.7%) and Lesbian (6.1%) groupings.

The table below details the five top reasons for sickness, some variations are identified in the specific reasons.

	Absence reason	%	Calendar Days Lost		Absence reason	%	Calendar Days Lost
Bi Sexual	S29 Nervous system disorders	31.31%	182	Gay	S99 Unknown causes / Not specified	27.20%	146
	S10 Anxiety/stress/depression/other psychiatric illnesses	25.55%	101		S10 Anxiety/stress/depression/other psychiatric illnesses	19.56%	105
	S28 Injury, fracture	15.74%	63		S16 Headache / migraine	13.23%	71
	S12 Other musculoskeletal problems	6.88%	29		S12 Other musculoskeletal problems	10.99%	59
	S13 Cold, Cough, Flu - Influenza	6.00%	28		S25 Gastrointestinal problems	7.30%	40
Heterosexual	S10 Anxiety/stress/depression/other psychiatric illnesses	24.48%	13,592	Lesbian / Gay Woman	S10 Anxiety/stress/depression/other psychiatric illnesses	46.98%	314
	S12 Other musculoskeletal problems	13.81%	7,503		S12 Other musculoskeletal problems	34.22%	210
	S25 Gastrointestinal problems	7.24%	4,020		S13 Cold, Cough, Flu - Influenza	8.94%	59
	S98 Other known causes - not elsewhere classified	7.06%	3,846		S25 Gastrointestinal problems	4.99%	36
	S11 Back Problems	6.75%	3,734		S28 Injury, fracture	2.45%	15

## Promotion

Internal promotions have been assessed by diversity strand; the figures show that there were 21 (87.5%) promotions from staff defined as heterosexual, 1 (4.2%) from staff defined as Gay and 2 (8.3%) from staff defined as Lesbian.

## Employment Relation Cases

The employment relations cases for the sexual orientation diversity strand have been analysed. It is shown that during December 2013 - May 2014 more individuals who have classified themselves as 'Heterosexual' are involved in employment relations cases. This follows the Trust profile.

## Leavers

An analysis has been undertaken on the leavers within the organisation. This has been focused on the sexual orientation categories within the Trust.

The leaver's analysis shows movements between the 'heterosexual' and 'not stated' categories. 1.6% of the leavers are from LGB backgrounds.

		Performance Indicator		Dec-13		Jun-14		
				No	%	No	%	
		Sexual Orientation	Recruitment	Bi Sexual	Application	25	0.8%	11
Shortlisted	13				0.7%	4	0.6%	
Appointed	1				0.4%	0	0.0%	
Percentage of shortlisted (from Application Stage)					52.0%		36.4%	
Percentage of appointed (from Shortlisted Stage)					7.7%		0.0%	
Gay	Application			46	1.4%	13	1.1%	
	Shortlisted			32	1.6%	8	1.3%	
	Appointed			4	1.5%	0	0.0%	
	Percentage of shortlisted (from Application Stage)				69.6%		61.5%	
	Percentage of appointed (from Shortlisted Stage)				12.5%		0.0%	
Hetrosexual	Application			2,931	91.1%	1,065	91.1%	
	Shortlisted			1,780	91.2%	571	91.1%	
	Appointed			253	93.0%	91	96.8%	
	Percentage of shortlisted (from Application Stage)				60.7%		53.6%	
	Percentage of appointed (from Shortlisted Stage)				14.2%		15.9%	
Lesbian	Application			22	0.7%	6	0.5%	
	Shortlisted			14	0.7%	3	0.5%	
	Appointed			2	0.7%	0	0.0%	
	Percentage of shortlisted (from Application Stage)				63.6%		50.0%	
	Percentage of appointed (from Shortlisted Stage)				14.3%		0.0%	
Current Staff	Bi Sexual		Trust	38	0.4%	37	0.4%	
			Corporate Services	3	0.6%	1	0.2%	
			Forensics Services	15	0.6%	15	0.6%	
			Health Partnerships	6	0.2%	7	0.3%	
			Local Services	14	0.5%	14	0.4%	
	Gay		Trust	52	0.6%	51	0.6%	
			Corporate Services	5	1.1%	4	0.9%	
			Forensics Services	17	0.6%	17	0.6%	
			Health Partnerships	7	0.3%	9	0.3%	
			Local Services	23	0.7%	21	0.7%	
	Hetrosexual		Trust	6,280	71.0%	6,699	75.1%	
			Corporate Services	366	77.7%	403	87.8%	
			Forensics Services	1,844	69.0%	1,943	73.1%	
			Health Partnerships	1,821	69.1%	1,927	72.4%	
			Local Services	2,249	73.3%	2,426	77.2%	
	Lesbian		Trust	60	0.7%	61	0.7%	
			Corporate Services	5	1.1%	4	0.9%	
			Forensics Services	21	0.8%	24	0.9%	
			Health Partnerships	6	0.2%	5	0.2%	
			Local Services	28	0.9%	28	0.9%	
	Sickness		Bi Sexual	Cumulative % Abs Rate		7.1%		6.7%
				No of Episodes	63		45	
				No Calendar days	520		462	
				Cumulative Salary Based Costs (£)	£ 34,637		£ 31,792	
			Gay	Cumulative % Abs Rate		2.9%		5.7%
No of Episodes		49			50			
No Calendar days		308			462			
Cumulative Salary Based Costs (£)		£ 20,979			£ 32,201			
Hetrosexual		Cumulative % Abs Rate		4.7%		4.5%		
		No of Episodes	6,724		5,761			
		No Calendar days	64,766		54,952			
		Cumulative Salary Based Costs (£)	£3,892,487		£ 3,326,928			
Lesbian		Cumulative % Abs Rate		6.0%		6.1%		
		No of Episodes	2,197		69			
		No Calendar days	23,497		651			
	Cumulative Salary Based Costs (£)	£1,463,617		£ 51,734				
Promotions	Bi Sexual	Promotions	0	0.0%	0	0.0%		
	Gay	Promotions	1	2.0%	1	4.2%		
	Hetrosexual	Promotions	43	86.0%	21	87.5%		
	Lesbian	Promotions	2	4.0%	2	8.3%		

Figure 4 – Sexual Orientation Analysis

		Performance Indicator		Dec-13		Jun-14	
				No	%	No	%
		Sexual Orientation	Employment Relations	Bi Sexual	Employment Tribunal	0	0.0%
Disclipinary	0				0.0%	0	0.0%
Harassment	0				0.0%	0	0.0%
Grievance	0				0.0%	0	0.0%
Capability	0				0.0%	0	0.0%
Referral to Prof Body	0				0.0%	0	0.0%
Appeals	0				0.0%	0	0.0%
Gay	Employment Tribunal			0	0.0%	0	0.0%
	Disclipinary			0	0.0%	0	0.0%
	Harassment			0	0.0%	0	0.0%
	Grievance			0	0.0%	0	0.0%
	Capability			0	0.0%	0	0.0%
	Referral to Prof Body			0	0.0%	0	0.0%
	Appeals			0	0.0%	0	0.0%
Hetrosexual	Employment Tribunal			2	4.5%	8	17.8%
	Disclipinary			36	81.8%	20	44.4%
	Harassment			0	0.0%	1	2.2%
	Grievance			2	4.5%	7	15.6%
	Capability			0	0.0%	3	6.7%
	Referral to Prof Body			1	2.3%	3	6.7%
	Appeals			3	6.8%	3	6.7%
Lesbian	Employment Tribunal		1	33.3%	1	33.3%	
	Disclipinary		1	33.3%	1	33.3%	
	Harassment		0	0.0%	0	0.0%	
	Grievance		1	33.3%	1	33.3%	
	Capability		0	0.0%	0	0.0%	
	Referral to Prof Body		0	0.0%	0	0.0%	
	Appeals		0	0.0%	0	0.0%	
Leavers	Bi Sexual	Trust	1	0.2%	0	0.0%	
		Corporate Services	0	0.0%	0	0.0%	
		Forensics Services	1	0.6%	0	0.0%	
		Health Partnerships	0	0.0%	0	0.0%	
		Local Services	0	0.0%	0	0.0%	
	Gay	Trust	2	0.3%	4	0.8%	
		Corporate Services	0	0.0%	0	0.0%	
		Forensics Services	1	0.6%	1	0.7%	
		Health Partnerships	0	0.0%	2	1.2%	
		Local Services	1	0.5%	1	0.6%	
	Hetrosexual	Trust	450	75.6%	357	73.3%	
		Corporate Services	34	81.0%	11	55.0%	
		Forensics Services	124	74.7%	97	70.3%	
		Health Partnerships	143	72.2%	128	75.3%	
		Local Services	149	78.8%	121	76.1%	
	Lesbian	Trust	17	2.9%	4	0.8%	
		Corporate Services	3	7.1%	1	5.0%	
		Forensics Services	1	0.6%	0	0.0%	
		Health Partnerships	11	5.6%	2	1.2%	
		Local Services	2	1.1%	1	0.6%	

Figure 4 – Sexual Orientation Analysis

## 5.0 Religion / Belief

An analysis has been completed for the religion & belief diversity strand; this focuses across key employment practices.

### **Recruitment**

The analysis on recruitment shows the movements between the stages within the recruitment process.

Variations are identified within and between each recruitment stage; this shows slight fluctuations between the patterns from the previous period.

The analysis shows that 55.4% of staff from Christian backgrounds that apply is shortlisted and 16.4% of those are appointed. When the Other Religion category is viewed 49.1% of those that apply are shortlisted and 7.1% of those shortlisted are appointed.

### **Current Staff**

The current staffing analysis shows the religion & belief breakdown for the Trust. This is shown against previous periods to help show any movements.

Slight movements are seen in the staffing profile, it is noted that 50.4% of staff have stated that they are Christian, 10.2% Atheist and 9.9% from Other Religions and Beliefs.

### **Band Analysis**

The band analysis for the sexual orientation strand has been reviewed; no defined trend can be seen in the information.

### **Sickness**

The sickness for the current year has been analysed by the Religion & Belief diversity strand, the analysis shows high sickness percentages within the other Religion and Belief category.

The table below details the top reasons for sickness, some variations are identified in the specific reasons.

	Absence reason	%	Calendar Days Lost		Absence reason	%	Calendar Days Lost
Atheism	S10 Anxiety/stress/depression/other psychiatric illnesses	32.09%	1,863	Other Religions & Beliefs	S10 Anxiety/stress/depression/other psychiatric illnesses	26.07%	2455
	S12 Other musculoskeletal problems	11.66%	646		S12 Other musculoskeletal problems	14.28%	1168
	S25 Gastrointestinal problems	10.69%	589		S28 Injury, fracture	7.42%	654
	S13 Cold, Cough, Flu - Influenza	7.60%	428		S98 Other known causes - not elsewhere classified	6.64%	579
	S28 Injury, fracture	7.23%	387		S11 Back Problems	6.32%	601
Christian	S10 Anxiety/stress/depression/other psychiatric illnesses	25.10%	9,500	Not Stated	S10 Anxiety/stress/depression/other psychiatric illnesses	17.99%	403
	S12 Other musculoskeletal problems	15.62%	5,869		S12 Other musculoskeletal problems	15.55%	269
	S25 Gastrointestinal problems	7.20%	2,804		S21 Ear, nose, throat (ENT)	11.37%	185
	S98 Other known causes - not elsewhere classified	7.14%	2,785		S25 Gastrointestinal problems	8.71%	223
	S11 Back Problems	6.86%	2,615		S99 Unknown causes / Not specified	6.37%	99

## Promotion

Internal promotions have been assessed by diversity strand, t there has been 24 promotions between December 2013 and May 2014, the majority of promotions have are seen within the Christianity groups (n.16 or 66.7%).

## Employment Relation Cases

The employment relations cases for the religion & belief diversity strand have been analysed. It is shown that between December 2013 to May 2014 more individuals who have classified themselves as 'are involved in employment relations cases.

## Leavers

The leaver's analysis shows the total number of leavers for December 2013 – May 2014. This gives an indication of how many leavers there has been broken down by the religion & belief diversity strand.

		Performance Indicator		Dec-13		Jun-14	
				No	%	No	%
Religion & Belief	Recruitment	Atheism	Application	537	16.7%	206	17.6%
			Shortlisted	341	17.5%	105	16.7%
			Appointed	47	17.3%	22	23.4%
			Percentage of shortlisted (from Application Stage)		63.5%		51.0%
			Percentage of appointed (from Shortlisted Stage)		13.8%		21.0%
		Christian	Application	1,745	54.2%	594	50.8%
			Shortlisted	1,093	56.0%	329	52.5%
			Appointed	151	55.5%	54	57.4%
			Percentage of shortlisted (from Application Stage)		62.6%		55.4%
			Percentage of appointed (from Shortlisted Stage)		13.8%		16.4%
		Other Religions & Beliefs	Application	613	19.0%	230	19.7%
			Shortlisted	333	17.1%	113	18.0%
			Appointed	43	15.8%	8	8.5%
			Percentage of shortlisted (from Application Stage)		54.3%		49.1%
			Percentage of appointed (from Shortlisted Stage)		12.9%		7.1%
		Not Stated	Application	323	10.0%	139	11.9%
			Shortlisted	184	9.4%	80	12.8%
			Appointed	31	11.4%	10	10.6%
			Percentage of shortlisted (from Application Stage)		57.0%		57.6%
			Percentage of appointed (from Shortlisted Stage)		16.8%		12.5%
	Current Staff	Atheism	Trust	878	9.9%	911	10.2%
			Corporate Services	70	14.9%	70	15.3%
			Forensics Services	252	9.4%	259	9.8%
			Health Partnerships	187	7.1%	194	7.3%
			Local Services	369	12.0%	388	12.3%
		Christian	Trust	4,471	50.5%	4,495	50.4%
			Corporate Services	250	53.1%	257	56.0%
			Forensics Services	1,271	47.6%	1,280	48.3%
			Health Partnerships	1,445	54.8%	1,481	55.7%
			Local Services	1,505	49.1%	1,477	47.0%
		Other Religions & Beliefs	Trust	886	10.0%	879	9.9%
			Corporate Services	41	8.7%	36	7.8%
			Forensics Services	251	9.4%	249	9.4%
			Health Partnerships	194	7.4%	203	7.6%
			Local Services	400	13.0%	391	12.4%
		Not Stated	Trust	2,612	29.5%	2,627	29.5%
			Corporate Services	110	23.4%	96	20.9%
			Forensics Services	897	33.6%	862	32.5%
			Health Partnerships	811	30.8%	782	29.4%
			Local Services	794	25.9%	887	28.2%
Sickness	Atheism	Cumulative % Abs Rate		3.7%		3.52%	
		No of Episodes	838		722		
		No Calendar days	7,087		5,746		
		Cumulative Salary Based Costs (£)	£ 440,940		£ 366,283		
	Christian	Cumulative % Abs Rate		4.7%		4.71%	
		No of Episodes	4,427		3,830		
		No Calendar days	43,408		38,186		
		Cumulative Salary Based Costs (£)	£2,632,579		£ 2,341,280		
	Other Religions & Beliefs	Cumulative % Abs Rate		5.1%		5.49%	
		No of Episodes	989		869		
		No Calendar days	9,452		8,930		
		Cumulative Salary Based Costs (£)	£ 556,886		£ 492,361		
	Not Stated	Cumulative % Abs Rate		5.0%		5.04%	
		No of Episodes	246		180		
		No Calendar days	2,501		1,933		
		Cumulative Salary Based Costs (£)	£ 130,444		£ 108,677		

Figure 5 – Religion & Belief Backgrounds

		Performance Indicator		Dec-13		Jun-14		
				No	%	No	%	
Religion & Belief	Promotions	Atheism	Promotions	10	20.0%	2	8.33%	
		Christian	Promotions	29	58.0%	16	66.67%	
		Other Religions & Beliefs	Promotions	5	10.0%	2	8.33%	
		Not Stated	Promotions	6	12.0%	4	16.67%	
	Employment Relations	Atheism	Employment Tribunal		0	0.0%	0	0.00%
			Disciplinary		5	100.0%	5	71.43%
			Harassment		0	0.0%	1	14.29%
			Grievance		0	0.0%	1	14.29%
			Capability		0	0.0%	0	0.00%
			Referral to Prof Body		0	0.0%	0	0.00%
			Appeals		0	0.0%	0	0.00%
		Christian	Employment Tribunal		1	3.1%	6	18.18%
			Disciplinary		25	78.1%	15	45.45%
			Harassment		0	0.0%	0	0.00%
			Grievance		2	6.3%	5	15.15%
			Capability		0	0.0%	2	6.06%
			Referral to Prof Body		1	3.1%	3	9.09%
			Appeals		3	9.4%	2	6.06%
		Other Religions & Beliefs	Employment Tribunal		2	22.2%	2	22.22%
			Disciplinary		6	66.7%	6	66.67%
			Harassment		0	0.0%	0	0.00%
			Grievance		0	0.0%	0	0.00%
			Capability		0	0.0%	0	0.00%
			Referral to Prof Body		0	0.0%	0	0.00%
			Appeals		1	11.1%	1	11.11%
		Not Stated	Employment Tribunal		3	12.0%	4	18.18%
			Disciplinary		16	64.0%	5	22.73%
			Harassment		0	0.0%	0	0.00%
			Grievance		3	12.0%	8	36.36%
			Capability		0	0.0%	1	4.55%
			Referral to Prof Body		0	0.0%	2	9.09%
			Appeals		3	12.0%	2	9.09%
	Leavers	Atheism	Trust		71	11.9%	49	10.06%
			Corporate Services		6	14.3%	3	15.00%
			Forensics Services		14	8.4%	15	10.87%
			Health Partnerships		23	11.6%	17	10.00%
			Local Services		28	14.8%	14	8.81%
		Christian	Trust		283	47.5%	156	32.03%
			Corporate Services		21	50.0%	3	15.00%
			Forensics Services		78	47.0%	58	42.03%
Health Partnerships				97	48.7%	14	8.24%	
Local Services				87	46.0%	81	50.94%	
Other Religions & Beliefs		Trust		71	11.9%	78	16.02%	
		Corporate Services		4	9.5%	3	15.00%	
		Forensics Services		21	12.7%	21	15.22%	
		Health Partnerships		20	10.1%	30	17.65%	
		Local Services		26	13.8%	24	15.09%	
Not Stated		Trust		171	28.7%	204	41.89%	
		Corporate Services		11	26.2%	11	55.00%	
		Forensics Services		53	31.9%	44	31.88%	
		Health Partnerships		59	29.6%	109	64.12%	
		Local Services		48	25.4%	40	25.16%	

Figure 5 – Religion & Belief Backgrounds



## 6.0 Disability

An analysis has been completed for the disability diversity strand; this focuses across key employment practices.

### Recruitment

The disability diversity strand has been analysed across all the recruitment stages and shows the movements by disability status.

Movements across the recruitment stages are identified in figure 5, fluctuations are seen from the application stage to the shortlisted and appointed stage.

The analysis shows that 54.9% of staff who declare a disability are shortlisted and 13.3% of those are appointed. Whereas from those staff with no disability 53.1% of those that apply are shortlisted and 14.7% of those shortlisted are appointed.

### Current Staff

The current staffing analysis shows the disability split for the Trust. The position for previous periods is shown to help identify movements.

The overall Trust staffing analysis shows little variation from the previous period.

### Band Analysis

The following table shows the band analysis for the Disability strand, a data table representation has been used to show the percentage split between each grade. The table identifies there is a low level of disabled staff within the Medical Grade& Bands 8/9 and a slightly higher levels within bands 2, 3& 5.

### Sickness

The sickness for the current year has been analysed by the disability diversity strand, the analysis shows that those staff who have classified themselves as disabled have a higher sickness level (8.1%).

The table below details the five top reasons for sickness, some variations are identified in the specific reasons.

	Absence reason	%	Calendar Days Lost		Absence reason	%	Calendar Days Lost
No	S10 Anxiety/stress/depression/other psychiatric illnesses	24.67%	13070	Not Declared	S10 Anxiety/stress/depression/other psychiatric illnesses	36.30%	4949
	S12 Other musculoskeletal problems	14.63%	7505		S98 Other known causes - not elsewhere classified	8.90%	1357
	S25 Gastrointestinal problems	7.68%	4121		S12 Other musculoskeletal problems	8.25%	1063
	S98 Other known causes - not elsewhere classified	7.20%	3913		S28 Injury, fracture	8.21%	1050
	S13 Cold, Cough, Flu - Influenza	7.02%	3641		S25 Gastrointestinal problems	5.50%	775
Undefined	S10 Anxiety/stress/depression/other psychiatric illnesses	19.55%	1309	Yes	S10 Anxiety/stress/depression/other psychiatric illnesses	23.39%	1551
	S12 Other musculoskeletal problems	15.36%	871		S12 Other musculoskeletal problems	17.49%	1288
	S21 Ear, nose, throat (ENT)	8.89%	485		S29 Nervous system disorders	7.76%	522
	S26 Genitourinary & gynaecological disorders	8.61%	520		S15 Chest & respiratory problems	6.25%	370
	S25 Gastrointestinal problems	7.42%	612		S98 Other known causes - not elsewhere classified	6.04%	368

## Promotion

Internal promotions have been assessed by the disability diversity strand, there have been 24 promotions between December 2013 – May 2014; the majority of promotions have been from the not disabled strand (n.18 or 75.0%).

## Employment Relation Cases

The employment relations cases for the disability diversity strand have been analysed. It is shown that during December 2013 – May 2014 more individuals who have classified themselves as not disabled or do not wish to disclose are involved in employment relations cases.

## Leavers

The leaver's analysis shows the total number of leavers for December 2013 – May 2014. This gives an indication of how many leavers there has been broken down by the disability diversity strand.

The leaver's analysis shows movements between the disability categories.

		Performance Indicator		Dec-13		Jun-14		
				No	%	No	%	
Disability	Recruitment	Yes	Application	229	7.1%	82	7.0%	
			Shortlisted	156	8.0%	45	7.2%	
			Appointed	12	4.4%	6	6.4%	
			Percentage of shortlisted (from Application Stage)		68.1%		54.9%	
			Percentage of appointed (from Shortlisted Stage)		7.7%		13.3%	
		No	Application	2,899	90.1%	1,038	88.8%	
			Shortlisted	1,727	88.5%	551	87.9%	
			Appointed	253	93.0%	81	86.2%	
			Percentage of shortlisted (from Application Stage)		59.6%		53.1%	
			Percentage of appointed (from Shortlisted Stage)		14.6%		14.7%	
		Not Stated	Application	90	2.8%	49	4.2%	
			Shortlisted	68	3.5%	31	4.9%	
			Appointed	7	2.6%	7	7.4%	
			Percentage of shortlisted (from Application Stage)		75.6%		63.3%	
			Percentage of appointed (from Shortlisted Stage)		10.3%		22.6%	
	Current Staff	Yes	Trust	409	4.6%	456	5.1%	
			Corporate Services	21	4.5%	19	4.1%	
			Forensics Services	122	4.6%	135	5.1%	
			Health Partnerships	80	3.0%	73	2.7%	
			Local Services	186	6.1%	229	7.3%	
		No	Trust	6,285	71.0%	6,776	76.0%	
			Corporate Services	387	82.2%	416	90.6%	
			Forensics Services	1,869	70.0%	1,980	74.7%	
			Health Partnerships	1,801	68.3%	1,909	71.8%	
			Local Services	2,228	72.6%	2,471	78.6%	
		Not Stated	Trust	2,153	24.3%	1,680	18.9%	
			Corporate Services	63	13.4%	24	5.2%	
			Forensics Services	680	25.5%	535	20.2%	
			Health Partnerships	756	28.7%	678	25.5%	
			Local Services	654	21.3%	443	14.1%	
		Sickness	Yes	Cumulative % Abs Rate		10.7%		8.1%
				No of Episodes	729		579	
				No Calendar days	10,195		6,652	
Cumulative Salary Based Costs (£)	£ 607,294				£ 394,888			
No	Cumulative % Abs Rate			4.2%		4.3%		
	No of Episodes		6,463		5,722			
	No Calendar days		57,806		53,126			
	Cumulative Salary Based Costs (£)		£3,515,964		£ 3,258,526			
Not Stated	Cumulative % Abs Rate			7.5%		6.8%		
	No of Episodes		2,155		1,700			
	No Calendar days		24,314		20,029			
	Cumulative Salary Based Costs (£)		£1,475,571		£ 1,253,584			
Promotions	Yes	Promotions	0	0.0%	1	4.2%		
	No	Promotions	1	2.0%	18	75.0%		
	Not Stated	Promotions	49	98.0%	5	20.8%		

Figure 6 – Disability Analysis

		Performance Indicator		Dec-13		Jun-14	
				No	%	No	%
Disability	Employment Relations	Yes	Employment Tribunal	2	100.0%	2	100.0%
			Disclipinary	0	0.0%	0	0.0%
			Harassment	0	0.0%	0	0.0%
			Grievance	0	0.0%	0	0.0%
			Capability	0	0.0%	0	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%
			Appeals	0	0.0%	0	0.0%
		No	Employment Tribunal	0	0.0%	0	0.0%
			Disclipinary	30	81.1%	13	65.0%
			Harassment	0	0.0%	0	0.0%
			Grievance	2	5.4%	4	20.0%
			Capability	0	0.0%	0	0.0%
			Referral to Prof Body	1	2.7%	1	5.0%
			Appeals	4	10.8%	2	10.0%
		Not Stated	Employment Tribunal	4	12.5%	10	20.4%
			Disclipinary	22	68.8%	18	36.7%
			Harassment	0	0.0%	1	2.0%
			Grievance	3	9.4%	10	20.4%
	Capability		0	0.0%	3	6.1%	
	Referral to Prof Body		0	0.0%	4	8.2%	
	Appeals		3	9.4%	3	6.1%	
	Leavers	Yes	Trust	39	6.6%	18	3.7%
			Corporate Services	2	4.8%	2	10.0%
			Forensics Services	6	3.6%	2	1.4%
			Health Partnerships	10	5.1%	4	2.4%
			Local Services	21	11.1%	10	6.3%
		No	Trust	447	75.1%	384	78.9%
Corporate Services			36	85.7%	13	65.0%	
Forensics Services			127	76.5%	102	73.9%	
Health Partnerships			145	73.2%	136	80.0%	
Local Services			139	73.5%	133	83.6%	
Not Stated		Trust	109	18.3%	85	17.5%	
		Corporate Services	4	9.5%	5	25.0%	
		Forensics Services	33	19.9%	34	24.6%	
		Health Partnerships	43	21.7%	30	17.6%	
		Local Services	29	15.3%	16	10.1%	

Figure 6 – Disability Analysis

## 7.0 Marriage/ Civil Partnership Status

An analysis has been completed for the Marriage/ Civil Partnership status diversity strand; this focuses across key employment practices.

### Current Staff

The current staffing analysis shows the Marriage/ Civil Partnership status split for the Trust. Currently 50.4% is classed a married with 37.0% of the Trust classified as single, Civil Partnerships make up 0.40% [or 36] of the Trust.

### Leavers

The leaver's analysis shows the total number of leavers for the current period [December 2013 – May 15]. This gives an indication of how many leavers there has been broken down by the Marriage / Civil Partnership diversity strand.

		Performance Indicator		Dec-14		Jun 14	
				No	%	No	%
Marriage & Civil Partnerships	Current Staff	Civil Partnerships	Trust	24	0.3%	36.0	0.4%
			Corporate Services	1	0.2%	2.0	0.4%
			Forensics Services	7	0.3%	8.0	0.3%
			Health Partnerships	3	0.1%	3.0	0.1%
			Local Services	13	0.4%	23.0	0.7%
		Divorced	Trust	474	5.4%	573.0	6.4%
			Corporate Services	16	3.4%	25.0	5.4%
			Forensics Services	114	4.2%	143.0	5.4%
			Health Partnerships	207	7.9%	218.0	8.2%
			Local Services	137	4.4%	187.0	5.9%
		Legally Separated	Trust	118	1.3%	130.0	1.5%
			Corporate Services	0	0.0%	2.0	0.4%
			Forensics Services	28	1.0%	29.0	1.1%
			Health Partnerships	64	2.5%	56.0	2.1%
			Local Services	26	0.8%	43.0	1.4%
		Married	Trust	4,929	55.7%	4489.0	50.4%
			Corporate Services	278	59.0%	240.0	52.3%
			Forensics Services	1,258	46.9%	1133.0	42.8%
			Health Partnerships	1,639	62.7%	1632.0	61.4%
			Local Services	1,754	57.0%	1484.0	47.2%
		Single	Trust	3,185	36.0%	3297.0	37.0%
			Corporate Services	171	36.3%	162.0	35.3%
			Forensics Services	1,248	46.5%	1243.0	46.9%
			Health Partnerships	657	25.2%	685.0	25.8%
			Local Services	1,109	36.0%	1207.0	38.4%
		Widowed	Trust	50	0.6%	45.0	0.5%
			Corporate Services	2	0.4%	4.0	0.9%
			Forensics Services	7	0.3%	8.0	0.3%
			Health Partnerships	21	0.8%	16.0	0.6%
			Local Services	20	0.6%	17.0	0.5%
		Unknown	Trust	67	0.8%	342.0	3.8%
			Corporate Services	3	0.6%	24.0	5.2%
			Forensics Services	23	0.9%	86.0	3.2%
			Health Partnerships	21	0.8%	50.0	1.9%
			Local Services	20	0.6%	182.0	5.8%

Figure 7 - Marriage / Civil Partnership status Analysis

		Performance Indicator		Dec-14		Jun 14	
				No	%	No	%
Marriage & Civil Partnerships	Leavers	Civil Partnerships	Trust	8	1.3%	2	0.4%
			Corporate Services	2	4.8%	0	0.0%
			Forensics Services	0	0.0%	0	0.0%
			Health Partnerships	4	2.0%	2	1.1%
			Local Services	2	1.1%	0	0.0%
		Divorced	Trust	78	13.1%	26	5.3%
			Corporate Services	6	14.3%	1	5.0%
			Forensics Services	28	16.9%	3	2.2%
			Health Partnerships	13	6.6%	16	9.0%
			Local Services	31	16.4%	6	3.8%
		Legally Separated	Trust	38	6.4%	7	1.4%
			Corporate Services	0	14.3%	0	5.0%
			Forensics Services	27	16.3%	2	1.4%
			Health Partnerships	4	2.0%	3	1.7%
			Local Services	7	3.7%	2	1.3%
		Married	Trust	182	30.6%	215	43.4%
			Corporate Services	16	38.1%	5	25.0%
			Forensics Services	30	18.1%	59	42.8%
			Health Partnerships	72	36.4%	84	47.2%
			Local Services	64	33.9%	67	42.1%
	Single	Trust	255	42.9%	184	37.2%	
		Corporate Services	18	42.9%	14	70.0%	
		Forensics Services	58	34.9%	68	49.3%	
		Health Partnerships	100	50.5%	52	29.2%	
		Local Services	79	41.8%	50	31.4%	
	Widowed	Trust	22	3.7%	3	0.6%	
		Corporate Services	0	0.0%	0	0.0%	
		Forensics Services	17	10.2%	0	0.0%	
		Health Partnerships	4	2.0%	2	1.1%	
		Local Services	1	0.5%	1	0.6%	
	Unknown	Trust	12	2.0%	58	11.7%	
		Corporate Services	0	0.0%	0	0.0%	
		Forensics Services	6	3.6%	6	4.3%	
		Health Partnerships	1	0.5%	19	10.7%	
		Local Services	5	2.6%	33	20.8%	

Figure 7 - Marriage / Civil Partnership status Analysis

## 8.0 Pregnancy / Maternity

An analysis has been completed for the Pregnancy / Maternity diversity strand; this focuses across key employment practices.

### 8.1 Current Staff

The current staffing analysis shows the number of staff on maternity leave in the Trust.

	Maternity & Adoption	%
May 13	180	2.04%
November 13	154	1.74%
May 14	179	2.01%

## Band Analysis

The following table shows the band analysis for the Pregnancy / Maternity strand, a data table representation has been used to show the percentage split between each grade. The table identifies the split against the current staff profile.

	Maternity & Adoption	Trust Split
Band 1	0.6%	3.5%
Band 2	10.1%	13.8%
Band 3	11.7%	18.6%
Band 4	6.1%	7.3%
Band 5	30.2%	20.1%
Band 6	26.3%	18.2%
Band 7	6.7%	9.4%
Band 8/9	3.9%	5.1%
Medical	2.8%	2.9%
Non AFC	1.7%	1.2%