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Nottinghamshire Healthcare 

NHS Trust

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## **Workforce, Equality & Diversity Highlight Report**

**December 2014**

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## **Workforce, Equality & Diversity Report**

This report has been developed to provide key information for the Workforce, Equality & Diversity Committee on workforce metrics and equality & diversity strands. The report reviews current performance metrics of our workforce and focuses on the protected characteristics of diversity (except pregnancy).

The report will highlight, for the Trust's Workforce, Equality & 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 October 2014.

The analysis reviews the size and movements within the workforce, profiles 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 changes in trust services through the previous year. These have been reflected in the current staffing element of this report.

Richard Cotterill  
Workforce Information Manager  
14<sup>th</sup> November 2014

## Part 1 - Workforce Scorecard

This part of the report focuses on workforce metrics across the Trust; the aim of the analysis is to give the Workforce, Equality & Diversity Committee a snapshot of key workforce information, showing trends and monthly movements. This is not intended to replace the Board performance report, but to provide the committee with a picture of what is happening within Nottinghamshire Healthcare NHS Trust.

This report focuses at a Trust level; however each clinical division receives a divisional version of the report.

## Highlights

**Staff in Post** – Since August 2014, the Trust has seen a gradual decrease in the overall staffing levels for the whole time equivalent position of 7825.3 to 7787.7, an overall reduction of 37.6 WTE's.

**Movements** – Between November 2013 and October 2014 there has been significant movements in the workforce. The Trust turnover rate has increased to 11.7%, and is above the position last year. (10.0% in October 2013)

**Vacancy** – Vacancy levels have increased since August 2014 from 7.3% to 7.9% and are at a higher level than October 2013 (7.4%). Work has been undertaken within the divisions to manage vacancies and embed a systematic approach towards embedding strategic workforce planning.

**Sickness Absence** – The current cumulative sickness level is 5.0% and sickness has ranged from 4.6% to 5.5%. Trend analysis identifies that the Trust's current level is at a lower rate than the previous two years

**Employee Relations** - The current employment relation cases currently stands at 58 cases, 67.2% of these are classified as disciplinary. This shows a slight increase from previous position (n.59 or 61%).

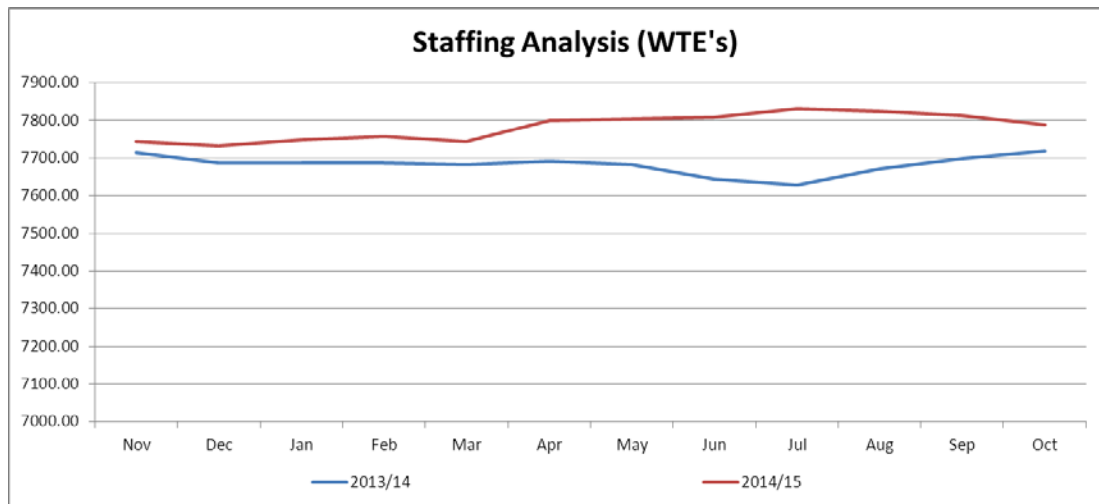
**Appraisals** – The current appraisal rate sits at 82.5 %; this has remained at a similar level of the past few months. The revised appraisal/review process and training was launched in September 2014.

## Workforce Monitoring Analysis

### Staffing Levels

Since August 2014, the Trust has seen a gradual decrease in the overall staffing levels for a whole time equivalent position of 7825.3 to 7787.7, an overall reduction of 37.6 WTE's.

This movement is due to the reduction of Substance Misuse Services (approx. 100 WTE's) and an increase in the establishment due to the mobilisation of the Lincoln and North Sea camp (approx. 80 WTE's), overall the net reduction is 37.6 WTE's. The effect of this activity can be seen in the chart below.



### Staffing Movements

The chart below show starters and leavers across the organisation from November 2013 to October 2014, over the last three months there has been an overall reduction in the WTE's numbers.



The current rolling turnover rate is 11.7%, this has shown a slight upward movement over the last three months and is above the position last year (10.0%).

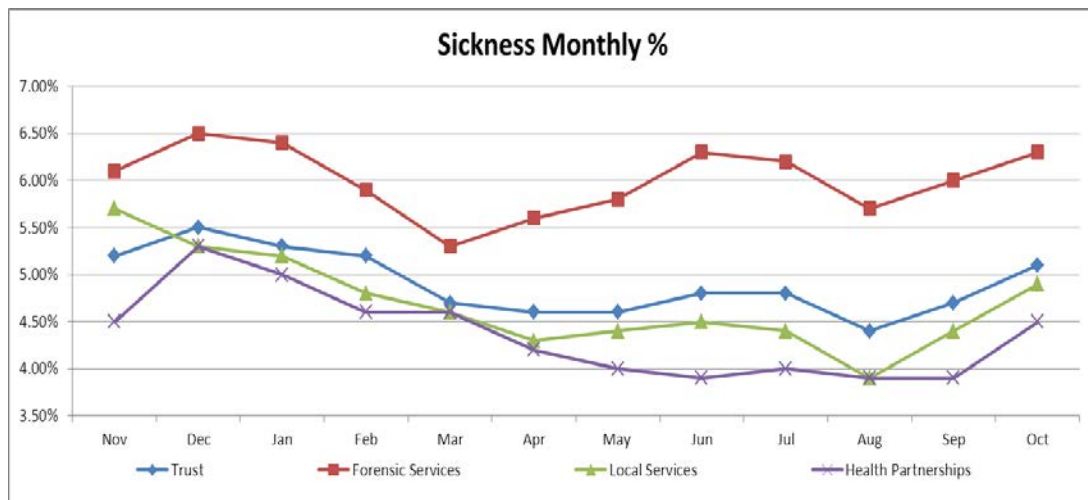
## Vacancies

Vacancy levels during the previous year have fluctuated between 6.22% and 8.31%. The current vacancy level is calculated at 7.9% and has seen an increase since August 2014. (October 2013 was recorded as 7.4%).

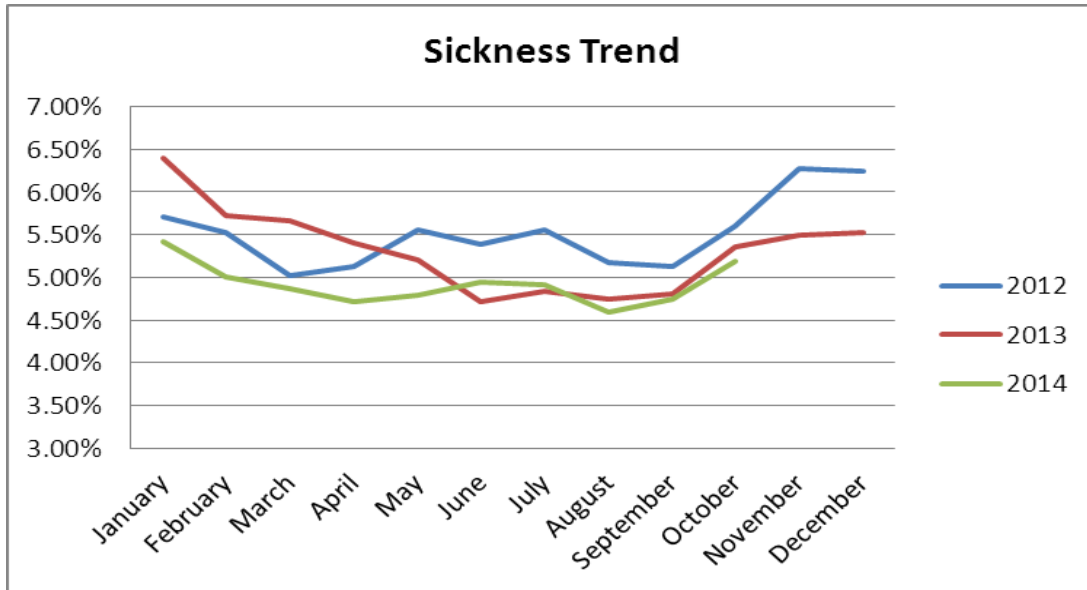
The Forensic Services Division are using a tracker to support the management of vacancies, this is being used to monitor the activity against vacancies whether these be out to advertisement, covered by secondments etc, or held for other reasons. Within Local Services and Health Partnerships a systematic approach towards embedding strategic workforce planning will take place between September and November. This will involve obtaining a detailed overview of all vacancies.

## Sickness Absence

Sickness levels have followed a cyclical pattern over the previous year, the current cumulative sickness level is 5.0% and sickness has ranged from 4.6% to 5.5%. The chart below plots the Trust and Divisional monthly sickness absence rates for the previous period.



When the trend analysis is reviewed the Trusts current level is at a lower rate than the previous two years and is following the trend of the previous year (2012/13).



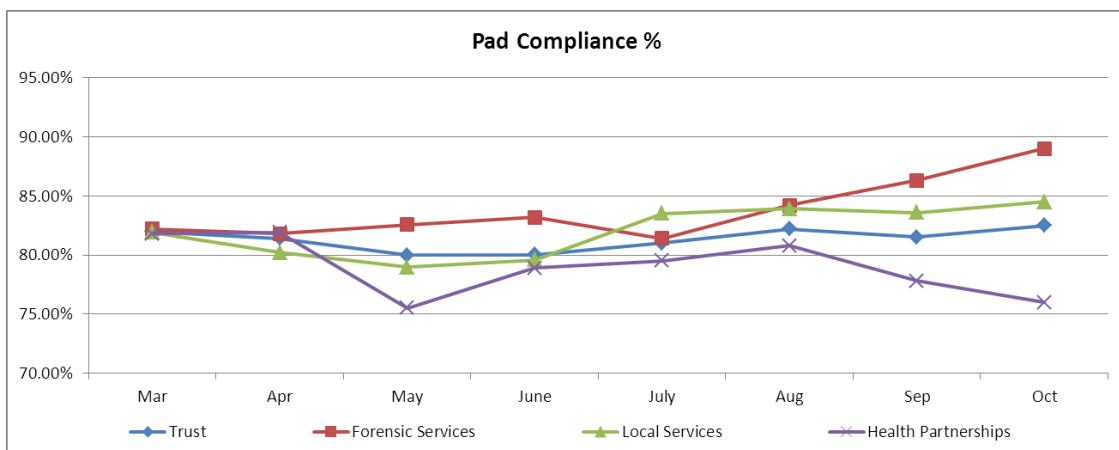
All Divisions continue to address sickness absence robustly and within the scope of the Trust's Policy and Procedure. A group has been recently established to draw together activity in relation to health at work to ensure consistency of provision of health initiatives e.g. physiotherapy services; but also to ensure that managers and staff have quick and easy access to information relating to health.

### Employee Relations

The current employment relation cases currently stands as 58 cases, 67.2% of these are classified as disciplinary. This shows a slight increase from previous position (n.59 or 61%).

### Appraisals

The current appraisal rate sits at 82.5 %; this has remained at a similar level of the past few months. Divisions continue to take action to ensure that the level of appraisals undertaken are increased. The revised appraisal/review process and training was launched in September 2014.



## Part 2 - 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.

### Highlights

**Gender** – The Recruitment analysis shows that males have a higher application to shortlisting rate; however females have a higher shortlisting to appointment rate. The gender staff in post split has remained at a constant level and sickness is higher with the male category.

**Ethnicity** – The recruitment analysis shows an increase in the % of staff categories from BME backgrounds, both in the application to shortlisting and shortlisting to appointment rates. These are comparable to other groupings. Staffing level have remained at a constant level, with staff from BME backgrounds making up 7.7% of the organisation.

**Age** – Age analysis shows that most applications are received from applicants aged between 26-40, and that applicants under 25 have the highest shortlisting to appointment success rates.

**Sexual Orientation** – When the sexual orientation recruitment analysis is reviewed those staff from Lesbian and Bisexual backgrounds have similar shortlisting to appointment success levels to heterosexual groupings, with an exception to candidates classified as gay where no appointments were made. Staffing levels for LGB staff make up approx. 1.6% of the organisation; this has remained at a constant level.

**Religion / Belief** – Recruitment levels across all groups have showed some fluctuations, those staff form other religions backgrounds showing an increase in appointment success rates.

**Disability** – Analysis shows that 65.9% of staff declared as 'disabled' where shortlisted, whereas only 3.4% of those were appointed, this shows a variance against 'not disabled' staff where 25.3% were appointed.

## 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 68.0% of males that apply are shortlisted and 15.4% of those males shortlisted are appointed. When the female category is viewed 61.8% of those that apply are shortlisted and 26.9% of those shortlisted are appointed. The figures show 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 75.2% females and 24.8% 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 are female, and 21.4% male.

### **Sickness**

The sickness for the current year has been analysed by the gender diversity strand, the analysis shows that both genders have similar absence levels - females (4.7%) and males (5.4%). This shows a slight increase in males sickness and a reduction in the female sickness levels.

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	22.53%	10,645	S10 Anxiety/stress/depression/other psychiatric illnesses	25.42%	4,661
S12 Other musculoskeletal problems	12.59%	5,948	S12 Other musculoskeletal problems	19.06%	3,495
S25 Gastrointestinal problems	8.96%	4,232	S28 Injury, fracture	10.08%	1,849
S98 Other known causes - not elsewhere classified	8.55%	4,041	S25 Gastrointestinal problems	7.95%	1,458
S11 Back Problems	6.76%	3,192	S11 Back Problems	7.47%	1,370

## Promotion

Internal promotions have been assessed by the gender diversity strand, the chart shows that there have been 25 promotions between June and November 2014, the majority of promotions have been from the female strand (72.0%), and this shows a similar trend from the previous period.

## Employment Relations

The employment relations case for the gender diversity strand has been analysed. It is shown that between June and November 2014 more females (n.52 or 65.8%) than males (n.27 or 34.2%) 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 June and November 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 72.3% of females and 27.7% of males have left the organisation, this shows a similar trend to previous periods and follows the Trust staffing split [77.2% Female & 22.8% Males]. Variations are shown in the divisional analysis.

		Performance Indicator		Jun 14		Dec-14		Variance
				No	%	No	%	
Gender	Recruitment	Male	Application	313	26.8%	153	23.0%	-3.7%
			Shortlisted	179	28.5%	104	24.8%	-3.8%
			Appointed	19	20.2%	16	15.8%	-4.4%
			Percentage of shortlisted (from Application Stage)		57.2%		68.0%	10.8%
			Percentage of appointed (from Shortlisted Stage)		10.6%		15.4%	4.8%
		Female	Application	856	73.2%	511	77.0%	3.7%
			Shortlisted	448	71.5%	316	75.2%	3.8%
			Appointed	75	79.8%	85	84.2%	4.4%
			Percentage of shortlisted (from Application Stage)		52.3%		61.8%	9.5%
			Percentage of appointed (from Shortlisted Stage)		16.7%		26.9%	10.2%
	Current Staff	Male	Trust	2,238	25.1%	2,212	24.8%	-0.3%
			Corporate Services	157	34.2%	173	36.2%	2.0%
			Forensics Services	1,119	42.2%	1,114	40.9%	-1.4%
			Health Partnerships	164	6.2%	167	6.2%	0.1%
			Local Services	798	25.4%	758	25.1%	-0.3%
		Female	Trust	6,674	74.9%	6,691	75.2%	0.3%
			Corporate Services	302	65.8%	305	63.8%	-2.0%
			Forensics Services	1,531	57.8%	1,613	59.1%	1.4%
			Health Partnerships	2,496	93.8%	2,514	93.8%	-0.1%
			Local Services	2,345	74.6%	2,259	74.9%	0.3%
	Sickness	Male	Cumulative % Abs Rate		5.0%		5.4%	0.5%
			No of Episodes	1,671		1,790		
			No Calendar days	16,771		18,337		
			Cumulative Salary Based Costs (£)	1,283,998		£ 1,202,387		
		Female	Cumulative % Abs Rate		5.0%		4.7%	-0.3%
			No of Episodes	4,981		4,886		
			No Calendar days	51,063		47,287		
			Cumulative Salary Based Costs (£)	3,636,249		£ 2,832,201		
	Promotions	Male	Promotions	4	16.7%	7	28.0%	11.3%
		Female	Promotions	20	83.3%	18	72.0%	-11.3%
	Employment Relations	Males	Employment Tribunal	5	16.7%	3	11.1%	-5.6%
			Discliplinary	15	50.0%	14	51.9%	1.9%
			Harassment	0	0.0%	1	3.7%	3.7%
			Grievance	5	16.7%	3	11.1%	-5.6%
			Capability	1	3.3%	1	3.7%	0.4%
			Referral to Prof Body	1	3.3%	5	18.5%	15.2%
			Appeals	3	10.0%	0	0.0%	-10.0%
		Female	Employment Tribunal	7	17.1%	3	5.8%	-11.3%
			Discliplinary	16	39.0%	17	32.7%	-6.3%
			Harassment	1	100.0%	0	0.0%	-100.0%
			Grievance	9	22.0%	18	34.6%	12.7%
			Capability	2	4.9%	2	3.8%	-1.0%
			Referral to Prof Body	4	9.8%	5	9.6%	-0.1%
			Appeals	2	4.9%	7	13.5%	8.6%
	Leavers	Males	Trust	111	22.8%	167	27.7%	4.9%
			Corporate Services	7	35.0%	7	36.8%	1.8%
			Forensics Services	49	35.5%	73	44.2%	8.7%
Health Partnerships			9	5.3%	12	7.6%	2.3%	
Local Services			46	28.9%	75	28.8%	-0.1%	
Females		Trust	376	77.2%	435	72.3%	-4.9%	
		Corporate Services	13	65.0%	12	63.2%	-1.8%	
		Forensics Services	89	64.5%	92	55.8%	-8.7%	
		Health Partnerships	161	94.7%	146	92.4%	-2.3%	
		Local Services	113	71.1%	185	71.2%	0.1%	

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 [12.9%] is higher than the percentage of BME staff within the organisation [7.7%].

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 15.5% shortlisted to 12.9% appointed), the percentage appointed show a slight increase from the previous report.

The analysis shows that 69.9% of BME candidates that apply are shortlisted and 20.0% of those applicants shortlisted are appointed. When the White ethnic group is viewed 63.1% of those that apply are shortlisted and 25.2% of those shortlisted are appointed. This shows an increase for the previous period.

### 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, 87.7% of Trust staff classify themselves as coming from a White British background, where as 7.7% 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.

## Sickness

The sickness has been analysed by the ethnicity diversity strand, the analysis shows some variations between the ethnic groupings. The sickness levels for White British, White EU sit around the Trust overall absence level [5.0%], whereas BME groupings sit below the trust absence level [4.1%].

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.

White	%	Calendar Days lost	White EU	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	23.21%	13426	S10 Anxiety/stress/depression/other psychiatric illnesses	22.99%	382
S12 Other musculoskeletal problems	15.53%	8576	S99 Unknown causes / Not specified	12.13%	192
S25 Gastrointestinal problems	8.87%	5203	S15 Chest & respiratory problems	11.30%	172
S98 Other known causes - not elsewhere classified	7.58%	4394	S28 Injury, fracture	11.02%	174
S11 Back Problems	7.27%	4080	S12 Other musculoskeletal problems	8.15%	129

BME	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	27.40%	1142
S12 Other musculoskeletal problems	13.89%	567
S98 Other known causes - not elsewhere classified	8.43%	344
S25 Gastrointestinal problems	6.56%	289
S16 Headache / migraine	6.55%	259

## Promotions

Internal promotions have been assessed by diversity strand, the chart shows that there has been 25 promotions between June and November 2014, the majority of promotions have been from the staff who classify themselves as from a White background (n.21 or 84.0%). Whereas 3 promotions (12.0%) were from BME backgrounds.

## Employment Relation Cases

The employment relations cases for the ethnicity diversity strand have been analysed. It is shown that between June and November 2014 more individuals who have classified themselves as 'White British' are involved in employment relations cases (n.63 or 79.7%) Whereas only 16 or 20.2% of staff who classify themselves as BME are involved in employment relations cases. This shows a slight increase in the previous periods figures (n.11 or 15.5%).

## **Leavers**

The analysis shows the total number of leavers for the between June and November 2014. This gives an indication of how many leavers there has been, broken down by the gender diversity strand.

The analysis shows that 82.6% of staff classified as White British and 9.6% of staff classified as from Black Minority Ethnic groups have left the organisation. This shows little movements form the previous period.

		Performance Indicator		Jun 14		Dec 14		Variance
				No	%	No	%	
Ethnicity	Recruitment	White British	Application	871	74.5%	528	79.5%	5.0%
			Shortlisted	494	78.8%	333	79.3%	0.5%
			Appointed	77	81.9%	84	83.2%	1.3%
			Percentage of shortlisted (from Application Stage)		56.7%		63.1%	6.4%
			Percentage of appointed (from Shortlisted Stage)		15.6%		25.2%	9.6%
		White EU	Application	43	3.7%	25	3.8%	0.1%
			Shortlisted	18	2.9%	14	3.3%	0.5%
			Appointed	4	4.3%	4	4.0%	-0.3%
			Percentage of shortlisted (from Application Stage)		41.9%		56.0%	14.1%
		BME	Application	235	20.1%	93	14.0%	-6.1%
			Shortlisted	107	17.1%	65	15.5%	-1.6%
			Appointed	10	10.6%	13	12.9%	2.2%
			Percentage of shortlisted (from Application Stage)		45.5%		69.9%	24.4%
			Percentage of appointed (from Shortlisted Stage)		9.3%		20.0%	10.7%
		Not Stated	Application	20	1.7%	18	2.7%	1.0%
			Shortlisted	8	1.3%	8	1.9%	0.6%
	Appointed		3	3.2%	0	0.0%	-3.2%	
	Percentage of shortlisted (from Application Stage)			40.0%		44.4%	4.4%	
	Percentage of appointed (from Shortlisted Stage)			37.5%		0.0%	-37.5%	
	Current Staff	White British	Trust	7,797	87.5%	7,806	87.7%	0.2%
			Corporate Services	393	85.6%	410	85.8%	0.2%
			Forensics Services	2,348	88.6%	2,416	88.6%	0.0%
			Health Partnerships	2,500	94.0%	2,516	93.8%	-0.1%
			Local Services	2,556	81.3%	2,464	81.7%	0.3%
		White EU	Trust	243	2.7%	237	2.7%	-0.1%
			Corporate Services	15	3.3%	16	3.3%	0.1%
			Forensics Services	59	2.2%	62	2.3%	0.0%
			Health Partnerships	43	1.6%	40	1.5%	-0.1%
			Local Services	126	4.0%	119	3.9%	-0.1%
		BME	Trust	673	7.6%	687	7.7%	0.2%
			Corporate Services	37	8.1%	38	7.9%	-0.1%
			Forensics Services	209	7.9%	212	7.8%	-0.1%
			Health Partnerships	104	3.9%	111	4.1%	0.2%
			Local Services	323	10.3%	326	10.8%	0.5%
		Not Stated	Trust	199	2.2%	173	1.9%	-0.3%
			Corporate Services	14	3.1%	14	2.9%	-0.1%
Forensics Services			34	1.3%	37	1.4%	0.1%	
Health Partnerships			13	0.5%	14	0.5%	0.0%	
Local Services			138	4.4%	108	3.6%	-0.8%	
Sickness	White British	Cumulative % Abs Rate		5.0%		4.9%	0.0%	
		No of Episodes	7,047		5,895			
		No Calendar days	69,597		58,079			
		Cumulative Salary Based Costs (£)	£4,213,816		£3,513,749			
	White EU	Cumulative % Abs Rate		7.4%		4.6%	-2.8%	
		No of Episodes	254		154			
		No Calendar days	3,305		1,624			
		Cumulative Salary Based Costs (£)	£ 232,705		£ 112,665			
	BME	Cumulative % Abs Rate		4.7%		4.1%	-0.6%	
		No of Episodes	578		475			
		No Calendar days	5,833		4,222			
		Cumulative Salary Based Costs (£)	£ 381,673		£ 262,779			
	Not Stated	Cumulative % Abs Rate		4.0%		6.0%	2.0%	
		No of Episodes	119		152			
		No Calendar days	1,117		1,699			
Cumulative Salary Based Costs (£)		£ 81,782		£ 145,393				

Figure 2 – Ethnicity Analysis

		Performance Indicator		Jun 14		Dec 14		Variance		
				No	%	No	%			
Ethnicity	Promotions	White British	Promotions	22	91.7%	21	84.0%	-7.7%		
		White EU	Promotions	0	0.0%	0	0.0%	0.0%		
		BME	Promotions	2	8.3%	3	12.0%	3.7%		
		Not Stated	Promotions	0	0.0%	1	4.0%	4.0%		
	Employment Relations	White British	Employment Tribunal		7	15.9%	5	7.9%	-8.0%	
			Discliplinary		24	54.5%	26	41.3%	-13.3%	
			Harassment		0	0.0%	1	1.6%	1.6%	
			Grievance		6	13.6%	17	27.0%	13.3%	
			Capability		1	2.3%	1	1.6%	-0.7%	
			Referral to Prof Body		3	6.8%	10	15.9%	9.1%	
			Appeals		3	6.8%	3	4.8%	-2.1%	
		White EU	Employment Tribunal		0	0.0%	0	0.0%	0.0%	
			Discliplinary		0	0.0%	0	0.0%	0.0%	
			Harassment		0	0.0%	0	0.0%	0.0%	
			Grievance		0	0.0%	0	0.0%	0.0%	
			Capability		0	0.0%	0	0.0%	0.0%	
			Referral to Prof Body		0	0.0%	0	0.0%	0.0%	
			Appeals		0	0.0%	0	0.0%	0.0%	
		BME	Employment Tribunal		3	27.3%	1	6.3%	-21.0%	
			Discliplinary		5	45.5%	5	31.3%	-14.2%	
			Harassment		0	0.0%	0	0.0%	0.0%	
			Grievance		1	9.1%	4	25.0%	15.9%	
			Capability		0	0.0%	2	12.5%	12.5%	
			Referral to Prof Body		1	9.1%	0	0.0%	-9.1%	
			Appeals		1	9.1%	4	25.0%	15.9%	
		Not Stated	Employment Tribunal		2	12.5%	0	0.0%	-12.5%	
			Discliplinary		2	12.5%	0	0.0%	-12.5%	
			Harassment		1	6.3%	0	0.0%	-6.3%	
			Grievance		7	43.8%	0	0.0%	-43.8%	
			Capability		2	12.5%	0	0.0%	-12.5%	
			Referral to Prof Body		1	6.3%	0	0.0%	-6.3%	
			Appeals		1	6.3%	0	0.0%	-6.3%	
		Leavers	White British	Trust		396	81.3%	497	82.6%	1.2%
				Corporate Services		15	75.0%	12	63.2%	-11.8%
				Forensics Services		117	84.8%	134	81.2%	-3.6%
				Health Partnerships		152	89.4%	142	89.9%	0.5%
	Local Services				112	70.4%	209	80.4%	9.9%	
	White EU		Trust		20	4.1%	24	4.0%	-0.1%	
			Corporate Services		0	0.0%	0	0.0%	0.0%	
			Forensics Services		4	2.9%	6	3.6%	0.7%	
Health Partnerships				5	2.9%	5	3.2%	0.2%		
Local Services				11	6.9%	13	5.0%	-1.9%		
BME	Trust			59	12.1%	58	9.6%	-2.5%		
	Corporate Services			2	10.0%	5	26.3%	16.3%		
	Forensics Services			14	10.1%	23	13.9%	3.8%		
	Health Partnerships			13	7.6%	9	5.7%	-2.0%		
	Local Services			30	18.9%	21	8.1%	-10.8%		
Not Stated	Trust			12	2.5%	23	3.8%	1.4%		
	Corporate Services			3	15.0%	2	10.5%	-4.5%		
	Forensics Services			3	2.2%	2	1.2%	-1.0%		
	Health Partnerships			0	0.0%	2	1.3%	1.3%		
	Local Services			6	3.8%	17	6.5%	2.8%		

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 66.9% of these are shortlisted and only 22.0% 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.

### **Promotions**

Internal promotions have been assessed by diversity strand, the chart shows that there has been 25 promotions between June and November 2014, the majority of promotions have are seen within the 26-40 age groups (n.13 or 52.0%).



## **Employment Relation Cases**

The employment relations cases for the age diversity strand have been analysed. It is shown that between June and November 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 (June - November 2014)

The analysis shows that within the current period 19.1% of Trust leavers were aged 56+ and 36.7% were from the 41 - 55 age brackets.

The analysis shows some variations within the divisional breakdown, within Local Services 15.8% of leavers were age 56+, 17.0% in Forensic Services and 25.3% in Health Partnerships.

Age	Performance Indicator	Jun 14		Dec 14		Variances	
		No	%	No	%		
Recruitment	<25	Application	288	24.6%	121	18.2%	-6.4%
		Shortlisted	104	16.6%	70	16.7%	0.1%
		Appointed	18	19.1%	21	20.8%	1.6%
		Percentage of shortlisted (from Application Stage)		36.1%		57.9%	21.7%
		Percentage of appointed (from Shortlisted Stage)		17.3%		30.0%	12.7%
	26 - 40	Application	465	39.8%	278	41.9%	2.1%
		Shortlisted	266	42.4%	186	44.3%	1.9%
		Appointed	35	37.2%	41	40.6%	3.4%
		Percentage of shortlisted (from Application Stage)		57.2%		66.9%	9.7%
		Percentage of appointed (from Shortlisted Stage)		13.2%		22.0%	8.9%
	41 - 55	Application	361	30.9%	230	34.6%	3.8%
		Shortlisted	218	34.8%	138	32.9%	-1.9%
		Appointed	37	39.4%	34	33.7%	-5.7%
		Percentage of shortlisted (from Application Stage)		60.4%		60.0%	-0.4%
		Percentage of appointed (from Shortlisted Stage)		17.0%		24.6%	7.7%
	>56	Application	55	4.7%	35	5.3%	0.6%
		Shortlisted	39	6.2%	26	6.2%	0.0%
		Appointed	4	4.3%	5	5.0%	0.7%
		Percentage of shortlisted (from Application Stage)		70.9%		74.3%	3.4%
		Percentage of appointed (from Shortlisted Stage)		10.3%		19.2%	9.0%
Current Staff	<25	Trust	405	4.5%	312	3.5%	-1.0%
		Corporate Services	19	4.1%	17	3.6%	-0.6%
		Forensics Services	139	5.2%	112	4.1%	-1.1%
		Health Partnerships	109	4.1%	90	3.4%	-0.7%
		Local Services	138	4.4%	93	3.1%	-1.3%
	26 - 40	Trust	2,987	33.5%	3,067	34.4%	0.9%
		Corporate Services	160	34.9%	173	36.2%	1.3%
		Forensics Services	855	32.3%	907	33.3%	1.0%
		Health Partnerships	933	35.1%	974	36.3%	1.3%
		Local Services	1,039	33.1%	1,013	33.6%	0.5%
	41 - 55	Trust	4,282	48.0%	4,271	48.0%	-0.1%
		Corporate Services	217	47.3%	220	46.0%	-1.3%
		Forensics Services	1,336	50.4%	1,373	50.3%	-0.1%
		Health Partnerships	1,237	46.5%	1,240	46.3%	-0.3%
		Local Services	1,492	47.5%	1,438	47.7%	0.2%
	>56	Trust	1,238	13.9%	1,253	14.1%	0.2%
		Corporate Services	63	13.7%	68	14.2%	0.5%
		Forensics Services	320	12.1%	335	12.3%	0.2%
		Health Partnerships	381	14.3%	377	14.1%	-0.3%
		Local Services	474	15.1%	473	15.7%	0.6%

Figure 3 – Age Analysis

		Performance Indicator		Jun 14		Dec 14		Variances	
				No	%	No	%		
Age	Promotions	<25	Promotions	0	0.0%	0	0.0%	0.0%	
		26 - 40	Promotions	13	54.2%	13	52.0%	-2.2%	
		41 - 55	Promotions	8	33.3%	12	48.0%	14.7%	
		>56	Promotions	3	12.5%	0	0.0%	-12.5%	
	Employment Relations	<25	Employment Tribunal		0	0.0%	0	0.0%	0.0%
			Disciplinary		4	66.7%	3	60.0%	-6.7%
			Harassment		0	0.0%	0	0.0%	0.0%
			Grievance		2	33.3%	1	20.0%	-13.3%
			Capability		0	0.0%	1	20.0%	20.0%
			Referral to Prof Body		0	0.0%	0	0.0%	0.0%
			Appeals		0	0.0%	0	0.0%	0.0%
		26 - 40	Employment Tribunal		6	24.0%	1	5.0%	-19.0%
			Disciplinary		7	28.0%	8	40.0%	12.0%
			Harassment		1	4.0%	0	0.0%	-4.0%
			Grievance		6	24.0%	7	35.0%	11.0%
			Capability		2	8.0%	1	5.0%	-3.0%
			Referral to Prof Body		1	4.0%	2	10.0%	6.0%
			Appeals		2	8.0%	1	5.0%	-3.0%
		41 - 55	Employment Tribunal		5	15.6%	5	9.3%	-6.4%
			Disciplinary		15	46.9%	20	37.0%	-9.8%
			Harassment		0	0.0%	1	1.9%	1.9%
			Grievance		4	12.5%	13	24.1%	11.6%
			Capability		1	3.1%	1	1.9%	-1.3%
			Referral to Prof Body		4	12.5%	8	14.8%	2.3%
			Appeals		3	9.4%	6	11.1%	1.7%
		>56	Employment Tribunal		1	12.5%	0	0.0%	-12.5%
			Disciplinary		5	62.5%	0	0.0%	-62.5%
			Harassment		0	0.0%	0	0.0%	0.0%
			Grievance		2	25.0%	0	0.0%	-25.0%
			Capability		0	0.0%	0	0.0%	0.0%
			Referral to Prof Body		0	0.0%	0	0.0%	0.0%
			Appeals		0	0.0%	0	0.0%	0.0%
	Leavers	<25	Trust		46	9.4%	50	8.3%	-1.1%
			Corporate Services		1	5.0%	2	10.5%	5.5%
			Forensics Services		15	10.9%	13	7.9%	-3.0%
			Health Partnerships		18	10.6%	15	9.5%	-1.1%
			Local Services		12	7.5%	20	7.7%	0.1%
		26 - 40	Trust		152	31.2%	216	35.9%	4.7%
			Corporate Services		10	50.0%	5	26.3%	-23.7%
			Forensics Services		46	33.3%	62	37.6%	4.2%
			Health Partnerships		51	30.0%	47	29.7%	-0.3%
			Local Services		45	28.3%	102	39.2%	10.9%
		41 - 55	Trust		183	37.6%	221	36.7%	-0.9%
			Corporate Services		5	25.0%	6	31.6%	6.6%
Forensics Services				46	33.3%	62	37.6%	4.2%	
Health Partnerships				73	42.9%	56	35.4%	-7.5%	
Local Services				59	37.1%	97	37.3%	0.2%	
>56		Trust		106	21.8%	115	19.1%	-2.7%	
		Corporate Services		4	20.0%	6	31.6%	11.6%	
		Forensics Services		31	22.5%	28	17.0%	-5.5%	
		Health Partnerships		28	16.5%	40	25.3%	8.8%	
		Local Services		43	27.0%	41	15.8%	-11.3%	

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 80.0 % of bisexual candidates, 50.0% of gay candidates and 52.3% of lesbian candidates that apply are shortlisted of those 25.0% of Bi Sexual and 26.1% of Lesbian candidates were appointed. It is noted that no candidate's from Gay groupings were appointed during the period.

When the heterosexual group is viewed 64.0% of those that apply are shortlisted and 24.2% 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 1.6% of the Trust is defined as being Bisexual, Gay or Lesbian/Gay Woman. Staffs that are classed as Heterosexual make up 75.3% of the Trust. The overall Trust staffing analysis shows little variation from the previous period.

### **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 Gay grouping (7.8%).

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	S10 Anxiety/stress/depression/other psychiatric illnesses	40.66%	99	Gay	S10 Anxiety/stress/depression/other psychiatric illnesses	23.24%	140
	S98 Other known causes - not elsewhere classified	21.56%	63		S16 Headache / migraine	18.60%	112
	S26 Genitourinary & gynaecological disorders	18.17%	43		S99 Unknown causes / Not specified	13.78%	83
	S15 Chest & respiratory problems	5.49%	13		S25 Gastrointestinal problems	7.55%	47
	S25 Gastrointestinal problems	3.97%	10		S28 Injury, fracture	7.47%	45
Heterosexual	S10 Anxiety/stress/depression/other psychiatric illnesses	21.55%	10182	Lesbian / Gay Woman	S10 Anxiety/stress/depression/other psychiatric illnesses	29.23%	102
	S12 Other musculoskeletal problems	15.72%	7115		S98 Other known causes - not elsewhere classified	20.06%	70
	S25 Gastrointestinal problems	9.47%	4565		S11 Back Problems	14.60%	58
	S98 Other known causes - not elsewhere classified	7.80%	3680		S12 Other musculoskeletal problems	12.32%	42
	S11 Back Problems	7.64%	3456		S25 Gastrointestinal problems	11.61%	42

## Promotion

Internal promotions have been assessed by diversity strand; the figures show that there were 22 (88.0%) promotions from staff defined as heterosexual, No promotions were recorded from staff defined as Bi Sexual, Gay or Lesbian.

## Employment Relation Cases

The employment relations cases for the sexual orientation diversity strand have been analysed. It is shown that during June to November 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 that with the current period (June - November 2014) 3.4% of the leavers were from LGB backgrounds, where as 77.7% came from Heterosexual backgrounds.

		Performance Indicator		Jun 14		Dec 14		Variances	
				No	%	No	%		
Sexual Orientation	Recruitment	Bi Sexual	Application	11	0.9%	5	0.8%	-0.2%	
			Shortlisted	4	0.6%	4	1.0%	0.3%	
			Appointed	0	0.0%	1	1.0%	1.0%	
			Percentage of shortlisted (from Application Stage)		36.4%		80.0%	43.6%	
			Percentage of appointed (from Shortlisted Stage)		0.0%		25.0%	25.0%	
		Gay	Application	13	1.1%	8	1.2%	0.1%	
			Shortlisted	8	1.3%	4	1.0%	-0.3%	
			Appointed	0	0.0%	0	0.0%	0.0%	
			Percentage of shortlisted (from Application Stage)		61.5%		50.0%	-11.5%	
			Percentage of appointed (from Shortlisted Stage)		0.0%		0.0%	0.0%	
		Hetrosexual	Application	1,065	91.1%	606	91.3%	0.2%	
			Shortlisted	571	91.1%	388	92.4%	1.3%	
			Appointed	91	96.8%	94	93.1%	-3.7%	
			Percentage of shortlisted (from Application Stage)		53.6%		64.0%	10.4%	
			Percentage of appointed (from Shortlisted Stage)		15.9%		24.2%	8.3%	
		Lesbian	Application	6	0.5%	44	6.6%	6.1%	
			Shortlisted	3	0.5%	23	5.5%	5.0%	
			Appointed	0	0.0%	6	5.9%	5.9%	
			Percentage of shortlisted (from Application Stage)		50.0%		52.3%	2.3%	
			Percentage of appointed (from Shortlisted Stage)		0.0%		26.1%	26.1%	
	Current Staff	Bi Sexual	Trust	37	0.4%	36	0.4%	0.0%	
			Corporate Services	1	0.2%	1	0.2%	0.0%	
			Forensics Services	15	0.6%	16	0.6%	0.0%	
			Health Partnerships	7	0.3%	6	0.2%	0.0%	
			Local Services	14	0.4%	13	0.4%	0.0%	
		Gay	Trust	51	0.6%	51	0.6%	0.0%	
			Corporate Services	4	0.9%	4	0.8%	0.0%	
			Forensics Services	17	0.6%	16	0.6%	-0.1%	
			Health Partnerships	9	0.3%	9	0.3%	0.0%	
			Local Services	21	0.7%	22	0.7%	0.1%	
		Hetrosexual	Trust	6,699	75.1%	6,702	75.3%	0.2%	
			Corporate Services	403	87.8%	424	88.7%	0.9%	
			Forensics Services	1,943	73.1%	1,956	71.7%	-1.3%	
			Health Partnerships	1,927	72.4%	1,966	73.3%	0.9%	
			Local Services	2,426	77.2%	2,356	78.1%	0.9%	
		Lesbian	Trust	61	0.7%	58	0.7%	0.0%	
			Corporate Services	4	0.9%	3	0.6%	-0.2%	
			Forensics Services	24	0.9%	22	0.8%	-0.1%	
			Health Partnerships	5	0.2%	5	0.2%	0.0%	
			Local Services	28	0.9%	28	0.9%	0.0%	
		Sickness	Bi Sexual	Cumulative % Abs Rate		6.7%		4.6%	-2.1%
				No of Episodes	45		25		
				No Calendar days	462		254		
				Cumulative Salary Based Costs (£)	£ 31,792		£ 16,223		
			Gay	Cumulative % Abs Rate		5.7%		7.8%	2.1%
				No of Episodes	50		62		
				No Calendar days	462		618		
Cumulative Salary Based Costs (£)				£ 32,201		£ 42,456			
Hetrosexual	Cumulative % Abs Rate			4.5%		4.7%	0.1%		
	No of Episodes		5,761		4,920				
	No Calendar days		54,952		47,223				
	Cumulative Salary Based Costs (£)		£3,326,928		£2,888,306				
Lesbian	Cumulative % Abs Rate			6.1%		3.8%	-2.2%		
	No of Episodes		69		43				
	No Calendar days		651		377				
	Cumulative Salary Based Costs (£)		£ 51,734		£ 27,198				
Promotions	Bi Sexual	Promotions	0	0.0%	0	0.0%	0.0%		
	Gay	Promotions	1	4.2%	0	0.0%	-4.2%		
	Hetrosexual	Promotions	21	87.5%	22	88.0%	0.5%		
	Lesbian	Promotions	2	8.3%	0	0.0%	-8.3%		

Figure 4 – Sexual Orientation Analysis

		Performance Indicator		Jun 14		Dec 14		Variances
				No	%	No	%	
Sexual Orientation	Employment Relations	Bi Sexual	Employment Tribunal	0	0.0%	0	0.0%	0.0%
			Disciplinary	0	0.0%	1	100.0%	100.0%
			Harassment	0	0.0%	0	0.0%	0.0%
			Grievance	0	0.0%	0	0.0%	0.0%
			Capability	0	0.0%	0	0.0%	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%	0.0%
			Appeals	0	0.0%	0	0.0%	0.0%
		Gay	Employment Tribunal	0	0.0%	0	0.0%	0.0%
			Disciplinary	0	0.0%	2	100.0%	100.0%
			Harassment	0	0.0%	0	0.0%	0.0%
			Grievance	0	0.0%	0	0.0%	0.0%
			Capability	0	0.0%	0	0.0%	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%	0.0%
			Appeals	0	0.0%	0	0.0%	0.0%
		Hetrosexual	Employment Tribunal	8	17.8%	3	6.1%	-11.7%
			Disciplinary	20	44.4%	19	38.8%	-5.7%
			Harassment	1	2.2%	1	2.0%	-0.2%
			Grievance	7	15.6%	12	24.5%	8.9%
			Capability	3	6.7%	3	6.1%	-0.5%
			Referral to Prof Body	3	6.7%	5	10.2%	3.5%
			Appeals	3	6.7%	6	12.2%	5.6%
		Lesbian	Employment Tribunal	1	33.3%	0	0.0%	-33.3%
			Disciplinary	1	33.3%	0	0.0%	-33.3%
			Harassment	0	0.0%	0	0.0%	0.0%
			Grievance	1	33.3%	0	0.0%	-33.3%
			Capability	0	0.0%	0	0.0%	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%	0.0%
			Appeals	0	0.0%	0	0.0%	0.0%
	Leavers	Bi Sexual	Trust	0	0.0%	6	1.0%	1.0%
			Corporate Services	0	0.0%	1	5.3%	5.3%
			Forensics Services	0	0.0%	2	1.2%	1.2%
			Health Partnerships	0	0.0%	1	0.6%	0.6%
			Local Services	0	0.0%	2	0.8%	0.8%
		Gay	Trust	4	0.8%	4	0.7%	-0.2%
			Corporate Services	0	0.0%	0	0.0%	0.0%
			Forensics Services	1	0.7%	2	1.2%	0.5%
			Health Partnerships	2	1.2%	0	0.0%	-1.2%
			Local Services	1	0.6%	2	0.8%	0.1%
		Hetrosexual	Trust	357	73.3%	468	77.7%	4.4%
			Corporate Services	11	55.0%	13	68.4%	13.4%
Forensics Services			97	70.3%	131	79.4%	9.1%	
Health Partnerships			128	75.3%	131	82.9%	7.6%	
Local Services			121	76.1%	193	74.2%	-1.9%	
Lesbian		Trust	4	0.8%	10	1.7%	0.8%	
		Corporate Services	1	5.0%	1	5.3%	0.3%	
		Forensics Services	0	0.0%	3	1.8%	1.8%	
		Health Partnerships	2	1.2%	0	0.0%	-1.2%	
		Local Services	1	0.6%	6	2.3%	1.7%	

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 60.9% of staff from Christian backgrounds that apply is shortlisted and 26.4% of those are appointed. When the Other Religion category is viewed 73.6% of those that apply are shortlisted and 19.8% 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 50.2% of staff have stated that they are Christian, 10.4% Atheist and 10.0% from Other Religions and Beliefs.

### **Sickness**

The sickness for the current year has been analysed by the Religion & Belief diversity strand, the analysis shows high sickness percentages in within the Not Stated 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	22.89%	1322	Other Religions & Beliefs	S10 Anxiety/stress/depression/other psychiatric illnesses	22.25%	1587
	S12 Other musculoskeletal problems	10.86%	584		S12 Other musculoskeletal problems	16.56%	1117
	S25 Gastrointestinal problems	9.52%	522		S25 Gastrointestinal problems	9.44%	763
	S28 Injury, fracture	9.21%	498		S11 Back Problems	7.43%	536
	S98 Other known causes - not elsewhere classified	7.94%	449		S21 Ear, nose, throat (ENT)	6.26%	431
Christian	S10 Anxiety/stress/depression/other psychiatric illnesses	20.13%	6504	Not Stated	S10 Anxiety/stress/depression/other psychiatric illnesses	29.64%	5893
	S12 Other musculoskeletal problems	16.75%	5297		S12 Other musculoskeletal problems	13.02%	2445
	S25 Gastrointestinal problems	8.70%	2901		S25 Gastrointestinal problems	7.56%	1497
	S98 Other known causes - not elsewhere classified	8.62%	2863		S98 Other known causes - not elsewhere classified	7.13%	1371
	S11 Back Problems	8.55%	2724		S28 Injury, fracture	6.47%	1209

## Promotion

Internal promotions have been assessed by diversity strand, there has been 25 promotions between June and November 2014, the majority of promotions have are seen within the Christianity groups (n.17 or 68.0%).

## Employment Relation Cases

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

## Leavers

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

		Performance Indicator		Jun 14		Dec 14		Variance
				No	%	No	%	
Religion & Belief	Recruitment	Atheism	Application	206	17.6%	100	15.1%	-2.6%
			Shortlisted	105	16.7%	59	14.0%	-2.7%
			Appointed	22	23.4%	16	15.8%	-7.6%
			Percentage of shortlisted (from Application Stage)		51.0%		59.0%	8.0%
			Percentage of appointed (from Shortlisted Stage)		21.0%		27.1%	6.2%
		Christian	Application	594	50.8%	361	54.4%	3.6%
			Shortlisted	329	52.5%	220	52.4%	-0.1%
			Appointed	54	57.4%	58	57.4%	0.0%
			Percentage of shortlisted (from Application Stage)		55.4%		60.9%	5.6%
			Percentage of appointed (from Shortlisted Stage)		16.4%		26.4%	10.0%
		Other Religions & Beliefs	Application	230	19.7%	110	16.6%	-3.1%
			Shortlisted	113	18.0%	81	19.3%	1.3%
			Appointed	8	8.5%	16	15.8%	7.3%
			Percentage of shortlisted (from Application Stage)		49.1%		73.6%	24.5%
			Percentage of appointed (from Shortlisted Stage)		7.1%		19.8%	12.7%
		Not Stated	Application	139	11.9%	93	14.0%	2.1%
			Shortlisted	80	12.8%	60	14.3%	1.5%
			Appointed	10	10.6%	11	10.9%	0.3%
			Percentage of shortlisted (from Application Stage)		57.6%		64.5%	7.0%
			Percentage of appointed (from Shortlisted Stage)		12.5%		18.3%	5.8%
	Current Staff	Atheism	Trust	911	10.2%	928	10.4%	0.2%
			Corporate Services	70	15.3%	73	15.3%	0.0%
			Forensics Services	259	9.8%	274	10.0%	0.3%
			Health Partnerships	194	7.3%	210	7.8%	0.5%
			Local Services	388	12.3%	371	12.3%	0.0%
		Christian	Trust	4,495	50.4%	4,466	50.2%	-0.3%
			Corporate Services	257	56.0%	274	57.3%	1.3%
			Forensics Services	1,280	48.3%	1,275	46.8%	-1.5%
			Health Partnerships	1,481	55.7%	1,486	55.4%	-0.2%
			Local Services	1,477	47.0%	1,431	47.4%	0.4%
		Other Religions & Beliefs	Trust	879	9.9%	891	10.0%	0.1%
			Corporate Services	36	7.8%	35	7.3%	-0.5%
			Forensics Services	249	9.4%	260	9.5%	0.1%
			Health Partnerships	203	7.6%	212	7.9%	0.3%
			Local Services	391	12.4%	384	12.7%	0.3%
		Not Stated	Trust	2,627	29.5%	2,618	29.4%	-0.1%
			Corporate Services	96	20.9%	96	20.1%	-0.8%
			Forensics Services	862	32.5%	918	33.7%	1.1%
			Health Partnerships	782	29.4%	773	28.8%	-0.6%
			Local Services	887	28.2%	831	27.5%	-0.7%
Sickness	Atheism	Cumulative % Abs Rate		3.5%		4.1%	0.6%	
		No of Episodes	722		661			
		No Calendar days	5,746		5,651			
		Cumulative Salary Based Costs (£)	£ 366,283		£ 396,410			
	Christian	Cumulative % Abs Rate		4.7%		4.9%	0.2%	
		No of Episodes	3,830		3,229			
		No Calendar days	38,186		32,948			
		Cumulative Salary Based Costs (£)	£2,341,280		£1,995,866			
	Other Religions & Beliefs	Cumulative % Abs Rate		5.5%		4.3%	-1.2%	
		No of Episodes	869		829			
		No Calendar days	8,930		7,293			
		Cumulative Salary Based Costs (£)	£ 492,361		£ 418,611			
	Not Stated	Cumulative % Abs Rate		5.0%		5.4%	0.4%	
		No of Episodes	180		1,957			
		No Calendar days	1,933		19,732			
		Cumulative Salary Based Costs (£)	£ 108,677		£ 1,223,701			

Figure 5 – Religion & Belief Backgrounds

		Performance Indicator		Jun 14		Dec 14		Variance		
				No	%	No	%			
Religion & Belief	Promotions	Atheism	Promotions	2	8.3%	1	4.0%	-4.3%		
		Christian	Promotions	16	66.7%	17	68.0%	1.3%		
		Other Religions & Beliefs	Promotions	2	8.3%	2	8.0%	-0.3%		
		Not Stated	Promotions	4	16.7%	5	20.0%	3.3%		
	Employment Relations	Atheism	Employment Tribunal		0	0.0%	0	0.0%	0.0%	
			Disciplinary		5	71.4%	1	20.0%	-51.4%	
			Harassment		1	14.3%	0	0.0%	-14.3%	
			Grievance		1	14.3%	2	40.0%	25.7%	
			Capability		0	0.0%	0	0.0%	0.0%	
			Referral to Prof Body		0	0.0%	2	40.0%	40.0%	
			Appeals		0	0.0%	0	0.0%	0.0%	
		Christian	Employment Tribunal		6	18.2%	2	5.7%	-12.5%	
			Disciplinary		15	45.5%	14	40.0%	-5.5%	
			Harassment		0	0.0%	1	2.9%	2.9%	
			Grievance		5	15.2%	7	20.0%	4.8%	
			Capability		2	6.1%	2	5.7%	-0.3%	
			Referral to Prof Body		3	9.1%	5	14.3%	5.2%	
			Appeals		2	6.1%	4	11.4%	5.4%	
		Other Religions & Beliefs	Employment Tribunal		2	22.2%	1	11.1%	-11.1%	
			Disciplinary		6	66.7%	1	11.1%	-55.6%	
			Harassment		0	0.0%	0	0.0%	0.0%	
			Grievance		0	0.0%	4	44.4%	44.4%	
			Capability		0	0.0%	0	0.0%	0.0%	
			Referral to Prof Body		0	0.0%	1	11.1%	11.1%	
			Appeals		1	11.1%	2	22.2%	11.1%	
		Not Stated	Employment Tribunal		4	18.2%	3	10.0%	-8.2%	
			Disciplinary		5	22.7%	15	50.0%	27.3%	
			Harassment		0	0.0%	0	0.0%	0.0%	
			Grievance		8	36.4%	8	26.7%	-9.7%	
			Capability		1	4.5%	1	3.3%	-1.2%	
			Referral to Prof Body		2	9.1%	2	6.7%	-2.4%	
			Appeals		2	9.1%	1	3.3%	-5.8%	
		Leavers	Atheism	Trust		49	10.1%	89	14.8%	4.7%
				Corporate Services		3	15.0%	5	26.3%	11.3%
				Forensics Services		15	10.9%	26	15.8%	4.9%
				Health Partnerships		17	10.0%	12	7.6%	-2.4%
				Local Services		14	8.8%	46	17.7%	8.9%
			Christian	Trust		156	32.0%	283	47.0%	15.0%
				Corporate Services		3	15.0%	5	26.3%	11.3%
				Forensics Services		58	42.0%	76	46.1%	4.0%
	Health Partnerships				14	8.2%	96	60.8%	52.5%	
	Local Services				81	50.9%	106	40.8%	-10.2%	
	Other Religions & Beliefs		Trust		78	16.0%	88	14.6%	-1.4%	
			Corporate Services		3	15.0%	5	26.3%	11.3%	
Forensics Services				21	15.2%	26	15.8%	0.5%		
Health Partnerships				30	17.6%	26	16.5%	-1.2%		
Local Services				24	15.1%	31	11.9%	-3.2%		
Not Stated	Trust			204	41.9%	142	23.6%	-18.3%		
	Corporate Services			11	55.0%	4	21.1%	-33.9%		
	Forensics Services			44	31.9%	37	22.4%	-9.5%		
	Health Partnerships			109	64.1%	24	15.2%	-48.9%		
	Local Services			40	25.2%	77	29.6%	4.5%		

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 65.9% of staff who declare a disability are shortlisted and 3.4% of those are appointed. Whereas from those staff with no disability 63.7% of those that apply are shortlisted and 25.3% 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.

### **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 (7.8%).

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	S12 Other musculoskeletal problems	53.89%	480	Not Declared	S10 Anxiety/stress/depression/other psychiatric illnesses	23.67%	15212
	S11 Back Problems	7.36%	65		S12 Other musculoskeletal problems	14.45%	8869
	S28 Injury, fracture	6.32%	51		S25 Gastrointestinal problems	8.62%	5646
	S24 Endocrine / glandular problems	5.95%	48		S98 Other known causes - not elsewhere classified	7.76%	4984
	S10 Anxiety/stress/depression/other psychiatric illnesses	5.52%	47		S11 Back Problems	7.18%	4495
Yes	S12 Other musculoskeletal problems	48.89%	94				
	S10 Anxiety/stress/depression/other psychiatric illnesses	24.76%	47				
	S29 Nervous system disorders	19.49%	37				
	S98 Other known causes - not elsewhere classified	5.80%	11				
	S11 Back Problems	1.05%	2				

## Promotion

Internal promotions have been assessed by the disability diversity strand, there have been 25 promotions between June to November 2014; the majority of promotions have been from the not disabled strand (n.18 or 72.0%).

## Employment Relation Cases

The employment relations cases for the disability diversity strand have been analysed. It is shown that during June to November 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 June to November 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		Jun 14		Dec 14		Variance	
				No	%	No	%		
Disability	Recruitment	Yes	Application	82	7.0%	44	6.6%	-0.4%	
			Shortlisted	45	7.2%	29	6.9%	-0.3%	
			Appointed	6	6.4%	1	1.0%	-5.4%	
			Percentage of shortlisted (from Application Stage)		54.9%		65.9%	11.0%	
			Percentage of appointed (from Shortlisted Stage)		13.3%		3.4%	-9.9%	
		No	Application	1,038	88.8%	584	88.0%	-0.8%	
			Shortlisted	551	87.9%	372	88.6%	0.7%	
			Appointed	81	86.2%	94	93.1%	6.9%	
			Percentage of shortlisted (from Application Stage)		53.1%		63.7%	10.6%	
			Percentage of appointed (from Shortlisted Stage)		14.7%		25.3%	10.6%	
		Not Stated	Application	49	4.2%	36	5.4%	1.2%	
			Shortlisted	31	4.9%	19	4.5%	-0.4%	
			Appointed	7	7.4%	6	5.9%	-1.5%	
			Percentage of shortlisted (from Application Stage)		63.3%		52.8%	-10.5%	
			Percentage of appointed (from Shortlisted Stage)		22.6%		31.6%	9.0%	
	Current Staff	Yes	Trust	456	5.1%	470	5.3%	0.2%	
			Corporate Services	19	4.1%	20	4.2%	0.0%	
			Forensics Services	135	5.1%	150	5.5%	0.4%	
			Health Partnerships	73	2.7%	84	3.1%	0.4%	
			Local Services	229	7.3%	216	7.2%	-0.1%	
		No	Trust	6,776	76.0%	6,839	76.8%	0.8%	
			Corporate Services	416	90.6%	433	90.6%	0.0%	
			Forensics Services	1,980	74.7%	2,057	75.4%	0.7%	
			Health Partnerships	1,909	71.8%	1,953	72.8%	1.1%	
			Local Services	2,471	78.6%	2,396	79.4%	0.8%	
		Not Stated	Trust	1,680	18.9%	1,594	17.9%	-0.9%	
			Corporate Services	24	5.2%	25	5.2%	0.0%	
			Forensics Services	535	20.2%	520	19.1%	-1.1%	
			Health Partnerships	678	25.5%	644	24.0%	-1.5%	
			Local Services	443	14.1%	405	13.4%	-0.7%	
		Sickness	Yes	Cumulative % Abs Rate		8.1%		7.8%	-0.3%
				No of Episodes	579		505		
				No Calendar days	6,652		5,751		
Cumulative Salary Based Costs (£)	£ 394,888				£ 328,762				
No	Cumulative % Abs Rate			4.3%		4.4%	0.0%		
	No of Episodes		5,722		4,788				
	No Calendar days		53,126		44,756				
	Cumulative Salary Based Costs (£)		£3,258,526		£ 2,808,443				
Not Stated	Cumulative % Abs Rate			6.8%		6.2%	-0.7%		
	No of Episodes		1,700		1,383				
	No Calendar days		20,029		15,116				
	Cumulative Salary Based Costs (£)		£1,253,584		£ 897,321				
Promotions	Yes	Promotions	1	4.2%	1	4.0%	-0.2%		
	No	Promotions	18	75.0%	18	72.0%	-3.0%		
	Not Stated	Promotions	5	20.8%	6	24.0%	3.2%		

Figure 6 – Disability Analysis

		Performance Indicator		Jun 14		Dec 14		Variance
				No	%	No	%	
Disability	Employment Relations	Yes	Employment Tribunal	2	100.0%	1	16.7%	-83.3%
			Disciplinary	0	0.0%	1	16.7%	16.7%
			Harassment	0	0.0%	0	0.0%	0.0%
			Grievance	0	0.0%	3	50.0%	50.0%
			Capability	0	0.0%	0	0.0%	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%	0.0%
			Appeals	0	0.0%	1	16.7%	16.7%
		No	Employment Tribunal	0	0.0%	2	4.1%	4.1%
			Disciplinary	13	65.0%	21	42.9%	-22.1%
			Harassment	0	0.0%	1	2.0%	2.0%
			Grievance	4	20.0%	12	24.5%	4.5%
			Capability	0	0.0%	3	6.1%	6.1%
			Referral to Prof Body	1	5.0%	8	16.3%	11.3%
			Appeals	2	10.0%	2	4.1%	-5.9%
		Not Stated	Employment Tribunal	10	20.4%	3	12.5%	-7.9%
			Disciplinary	18	36.7%	9	37.5%	0.8%
			Harassment	1	2.0%	0	0.0%	-2.0%
			Grievance	10	20.4%	6	25.0%	4.6%
	Capability		3	6.1%	0	0.0%	-6.1%	
	Referral to Prof Body		4	8.2%	2	8.3%	0.2%	
	Appeals		3	6.1%	4	16.7%	10.5%	
	Leavers	Yes	Trust	18	3.7%	37	6.1%	2.5%
			Corporate Services	2	10.0%	4	21.1%	11.1%
			Forensics Services	2	1.4%	9	5.5%	4.0%
			Health Partnerships	4	2.4%	6	3.8%	1.4%
			Local Services	10	6.3%	18	6.9%	0.6%
		No	Trust	384	78.9%	475	78.9%	0.1%
			Corporate Services	13	65.0%	14	73.7%	8.7%
			Forensics Services	102	73.9%	132	80.0%	6.1%
			Health Partnerships	136	80.0%	124	78.5%	-1.5%
Local Services			133	83.6%	205	78.8%	-4.8%	
Not Stated		Trust	85	17.5%	90	15.0%	-2.5%	
		Corporate Services	5	25.0%	1	5.3%	-19.7%	
	Forensics Services	34	24.6%	24	14.5%	-10.1%		
	Health Partnerships	30	17.6%	28	17.7%	0.1%		
		Local Services	16	10.1%	37	14.2%	4.2%	

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 51.1% is classed a married with 36.2% of the Trust classified as single, Civil Partnerships make up 0.5% [or n.48] of the Trust.

### Leavers

The leaver's analysis shows the total number of leavers for the current period [June to November 2014]. This gives an indication of how many leavers there has been broken down by the Marriage / Civil Partnership diversity strand.

		Performance Indicator		Jun 14		Dec 14		Variance
				No	%	No	%	
Marriage & Civil Partnerships	Current Staff	Civil Partnerships	Trust	36	0.4%	48.0	0.5%	0.1%
			Corporate Services	2	0.4%	2.0	0.4%	0.0%
			Forensics Services	8	0.3%	9.0	0.3%	0.0%
			Health Partnerships	3	0.1%	9.0	0.3%	0.2%
			Local Services	23	0.7%	28.0	0.9%	0.2%
		Divorced	Trust	573	6.4%	579.0	6.5%	0.1%
			Corporate Services	25	5.4%	29.0	6.1%	0.6%
			Forensics Services	143	5.4%	153.0	5.6%	0.2%
			Health Partnerships	218	8.2%	214.0	8.0%	-0.2%
			Local Services	187	5.9%	183.0	6.1%	0.1%
		Legally Separated	Trust	130	1.5%	128.0	1.4%	0.0%
			Corporate Services	2	0.4%	1.0	0.2%	-0.2%
			Forensics Services	29	1.1%	32.0	1.2%	0.1%
			Health Partnerships	56	2.1%	57.0	2.1%	0.0%
			Local Services	43	1.4%	38.0	1.3%	-0.1%
		Married	Trust	4,489	50.4%	4550.0	51.1%	0.7%
			Corporate Services	240	52.3%	256.0	53.6%	1.3%
			Forensics Services	1,133	42.8%	1172.0	43.0%	0.2%
			Health Partnerships	1,632	61.4%	1653.0	61.7%	0.3%
			Local Services	1,484	47.2%	1469.0	48.7%	1.5%
	Single	Trust	3,297	37.0%	3226.0	36.2%	-0.8%	
		Corporate Services	162	35.3%	161.0	33.7%	-1.6%	
		Forensics Services	1,243	46.9%	1259.0	46.2%	-0.7%	
		Health Partnerships	685	25.8%	688.0	25.7%	-0.1%	
		Local Services	1,207	38.4%	1118.0	37.1%	-1.3%	
	Widowed	Trust	45	0.5%	49.0	0.6%	0.0%	
		Corporate Services	4	0.9%	4.0	0.8%	0.0%	
		Forensics Services	8	0.3%	12.0	0.4%	0.1%	
		Health Partnerships	16	0.6%	16.0	0.6%	0.0%	
		Local Services	17	0.5%	17.0	0.6%	0.0%	
	Unknown	Trust	342	3.8%	323.0	3.6%	-0.2%	
		Corporate Services	24	5.2%	25.0	5.2%	0.0%	
		Forensics Services	86	3.2%	90.0	3.3%	0.1%	
		Health Partnerships	50	1.9%	44.0	1.6%	-0.2%	
		Local Services	182	5.8%	164.0	5.4%	-0.4%	

Figure 7 - Marriage / Civil Partnership status Analysis



		Performance Indicator		Jun 14		Dec 14		Variance
				No	%	No	%	
Marriage & Civil Partnerships	Leavers	Civil Partnerships	Trust	2	0.4%	7	1.2%	0.8%
			Corporate Services	0	0.0%	0	0.0%	0.0%
			Forensics Services	0	0.0%	0	0.0%	0.0%
			Health Partnerships	2	1.1%	3	1.5%	0.4%
			Local Services	0	0.0%	4	2.0%	2.0%
		Divorced	Trust	26	5.3%	67	11.1%	5.9%
			Corporate Services	1	5.0%	0	0.0%	-5.0%
			Forensics Services	3	2.2%	25	14.7%	12.5%
			Health Partnerships	16	9.0%	11	5.4%	-3.5%
			Local Services	6	3.8%	31	15.7%	12.0%
		Legally Separated	Trust	7	1.4%	34	5.6%	4.2%
			Corporate Services	0	5.0%	0	0.0%	-5.0%
			Forensics Services	2	1.4%	23	13.5%	12.1%
			Health Partnerships	3	1.7%	4	2.0%	0.3%
			Local Services	2	1.3%	7	3.6%	2.3%
		Married	Trust	215	43.4%	194	32.2%	-11.2%
			Corporate Services	5	25.0%	14	42.4%	17.4%
			Forensics Services	59	42.8%	34	20.0%	-22.8%
			Health Partnerships	84	47.2%	78	38.6%	-8.6%
			Local Services	67	42.1%	68	34.5%	-7.6%
		Single	Trust	184	37.2%	263	43.7%	6.5%
			Corporate Services	14	70.0%	19	57.6%	-12.4%
			Forensics Services	68	49.3%	62	36.5%	-12.8%
			Health Partnerships	52	29.2%	101	50.0%	20.8%
			Local Services	50	31.4%	81	41.1%	9.7%
		Widowed	Trust	3	0.6%	24	4.0%	3.4%
			Corporate Services	0	0.0%	0	0.0%	0.0%
			Forensics Services	0	0.0%	19	11.2%	11.2%
			Health Partnerships	2	1.1%	4	2.0%	0.9%
			Local Services	1	0.6%	1	0.5%	-0.1%
		Unknown	Trust	58	11.7%	13	2.2%	-9.6%
			Corporate Services	0	0.0%	0	0.0%	0.0%
			Forensics Services	6	4.3%	7	4.1%	-0.2%
			Health Partnerships	19	10.7%	1	0.5%	-10.2%
			Local Services	33	20.8%	5	2.5%	-18.2%

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	%
June 13	180	2.04%
December 13	154	1.74%
June 14	179	2.01%
December 14	198	2.24%