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Equality & Diversity Highlight Report

December 2013

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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 October 2013.

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
19th November 2013

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	-	74.68% Female / 25.32% 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, White & Black African and White & Asian	-
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	-	1.74% or 154 on maternity leave	-	-	-

1.0 Gender

The analysis has been completed for the gender diversity strand; this reviewed 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.

1.1 Recruitment

The recruitment analysis shows the various stages through the recruitment process and identifies movements between these for the gender diversity strand.

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

The analysis shows that 62% of males that apply are shortlisted and 10% of those males shortlisted are appointed. When the female category is viewed 60% of those that apply are shortlisted and 15% of those shortlisted are appointed. The figures show little movement from the previous report.

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14			
Gender														
Male	1,252	24%	875	27%	777	24%	542	28%	71	13%	56	21%	62%	10%
Female	4,027	76%	2343	73%	2,529	76%	1409	72%	455	87%	216	79%	60%	15%
Not disclosed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Total	5,279		3218		3,306		1951		526		272			

1.2 Current Staff

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

The gender composition for Nottinghamshire Healthcare NHS Trust is 74.68% females and 25.32% males.

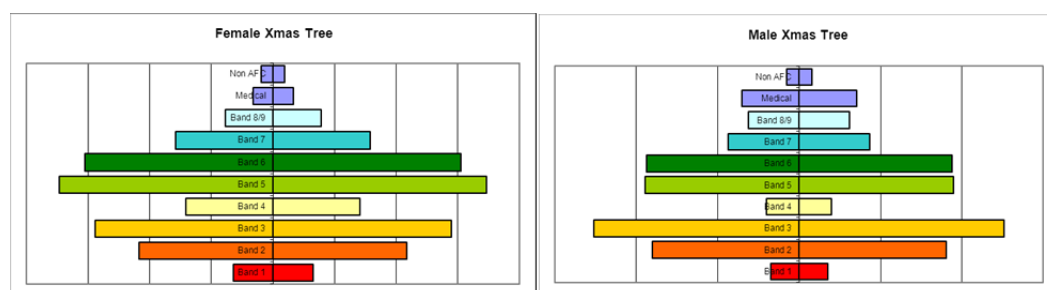
The Trusts gender composition shows slight movements from previous periods. When the Trusts level is compared against the internal position

variations are identified within the Local Services, Forensic Services and Health Partnerships.

	Female	Female	Male	Male
Nov-12	6576	73.82%	2332	26.18%
May-13	6539	74.12%	2283	25.88%
Nov-13	6607	74.68%	2240	25.32%
Variance	68	0.56%	-43	-0.56%
East Midlands NHS Trusts		76.80%		23.20%
Corporate Services	304	64.41%	168	35.59%
Forensic Services	1540	57.59%	1134	42.41%
Local Services	2284	74.54%	780	25.46%
Health Partnerships	2479	94.00%	158	5.99%

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.



1.3 Sickness

The sickness for the current year has been analysed by the gender diversity strand, the analysis shows that males (5.13%) have a slightly higher sickness level than females (4.91%).

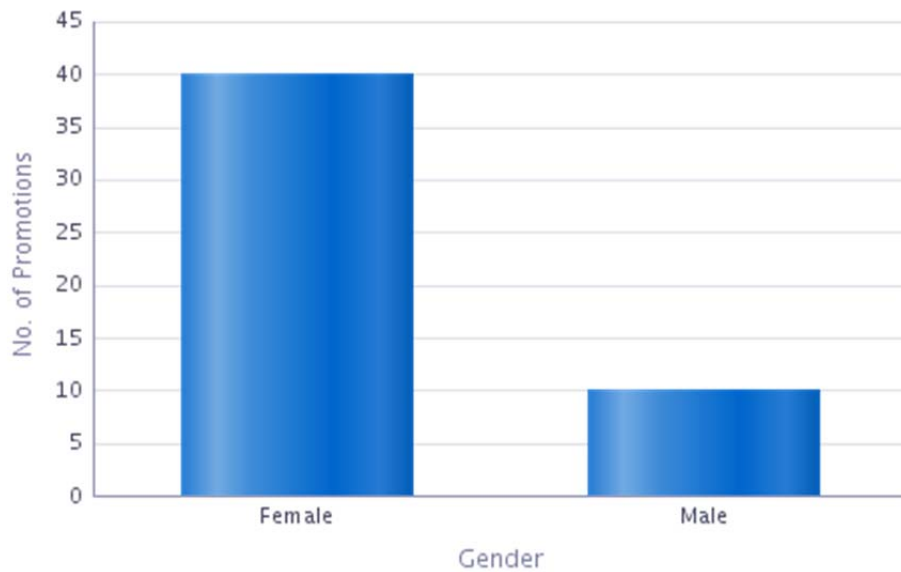
April 2012 – March 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No of Episodes	No of Calendar Days	Cumulative Salary Based Cost (£)
Trust	81,934.25	1,647,553.00	4.97%	9346	92341	5,599,873
Female	58,323.91	1,187,308.05	4.91%	6871	67705	4,093,176
Male	23,610.35	460,244.95	5.13%	2475	24636	1,506,697

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	26.84%	18231	S10 Anxiety/stress/depression/other psychiatric illnesses	26.45%	6717
S12 Other musculoskeletal problems	10.91%	7146	S12 Other musculoskeletal problems	19.64%	4714
S25 Gastrointestinal problems	8.15%	5525	S28 Injury, fracture	9.33%	2237
S11 Back Problems	7.50%	5012	S25 Gastrointestinal problems	8.59%	2145
S28 Injury, fracture	6.75%	4432	S11 Back Problems	8.21%	2016

1.4 Promotions

Internal promotions have been assessed by the gender diversity strand, the chart shows that there have been 50 promotions between April 13 – Oct 13, the majority of promotions have been from the female strand.



1.5 Employment Relation Cases

The employment relations case for the gender diversity strand has been analysed. It is shown that during April – October 2013 slightly more females than males are involved in employment relations cases; this shows a movement from the previous report.

	Emp Tribunal		Disciplinary		Harassment		Grievance		Capability		Referred to Prof Body		Appeals		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender																
Male	2	33%	27	52%	0	0%	0	0%	0	0%	1	100%	5	71%	35	49%
Female	4	67%	25	48%	0	0%	5	100%	0	0%	0	0%	2	29%	36	51%
Not disclosed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	6		52		0		5		0		1		7		71	

1.6 Leavers

The leaver's analysis shows the total number of leavers 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 within the current period 72% of females and 28% of males have left the organisation. Movements are also shown from the previous reporting period [78% Female & 22% Males]. Variations are shown in the divisional analysis.

	Corporate Services		Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%
Gender								
Male	17	40%	18	9%	71	43%	58	31%
Female	25	60%	180	91%	95	57%	131	69%
Not disclosed		0%		0%		0%		0%
Total	42	100%	198	100%	166	100%	189	100%

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%] is slightly lower than the percentage of BME staff within the organisation [10.6%].

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.

2.1 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 16% shortlisted to 6% appointed), the percentage appointed show a reduction from the previous report, however we have now separated out 'White EU' staff which accounts for some of the difference.

The analysis shows that 50% of BME candidates that apply are shortlisted and 5% of those applicants shortlisted are appointed. When the white ethnic group is viewed 64% of those that apply are shortlisted and 15% of those shortlisted are appointed.

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14			
Ethnic Origin														
White British	3,911	74%	2433	76%	2,590	78%	1549	79%	453	86%	238	88%	64%	15%
White EU	0	0%	125	4%	0	0%	38	2%	0	0%	12	4%	30%	32%
Black and Minority Ethnic	1,315	25%	634	20%	682	21%	338	17%	65	12%	17	6%	53%	5%
Not stated	53	1%	26	1%	34	1%	26	1%	8	2%	5	2%	100%	19%
Total	5,279		3218		3,306		1951		526		272			

2.2 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.

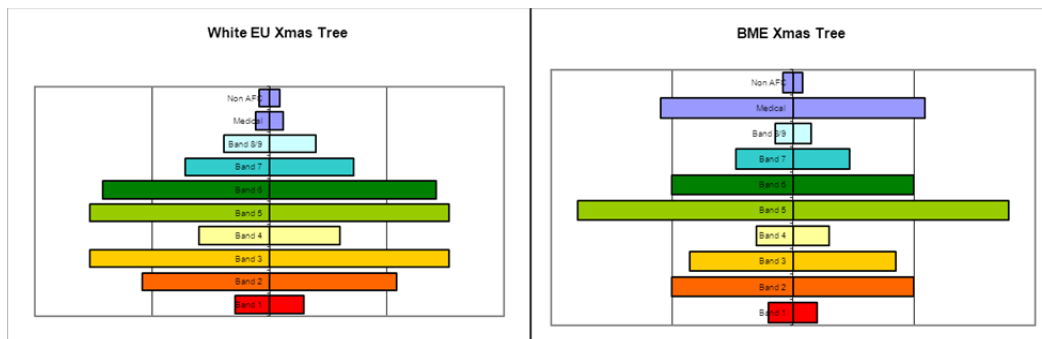
The Trust ethnicity levels have been analysed, 87.92% of Trust staff classify themselves as coming from a White British background, where as 7.82% classify themselves as from a Black Minority Ethnicity background and 2.78% from White EU backgrounds.

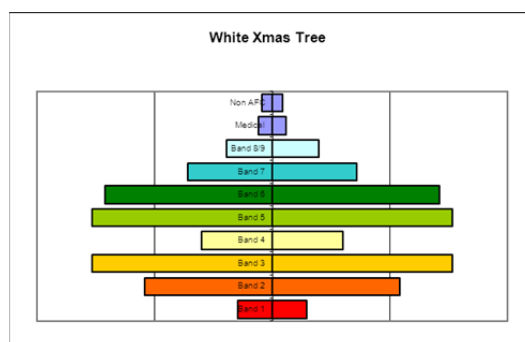
Additionally when the Trust totals are analysed against all NHS Trust in the East Midlands variations are shown in the totals of White British and BME Staff.

	White		White EU		BME		Not Stated	
Nov-12	7805	87.62%			960	10.78%	143	1.61%
May-13	7743	87.77%			940	10.66%	139	1.58%
Nov-13	7778	87.92%	246	2.78%	692	7.82%	131	1.48%
Variance	35	0.15%	246	2.78%	-248	-2.83%	-8	-0.09%
NHS East Midlands Trusts		81.05%		12.85%		12.85%		6.10%
Corporate Services	400	84.75%	14	2.97%	38	8.05%	20	4.24%
Forensic Services	2360	88.26%	62	2.32%	213	7.97%	39	1.46%
Local Services	2546	83.09%	130	4.24%	330	10.77%	58	1.89%
Health P'Ships	2472	93.74%	40	1.52%	111	4.21%	14	0.53%

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.





	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8/9	Medical	Non AFC
A White - British	3.77%	13.94%	19.66%	7.73%	19.68%	18.31%	9.24%	5.04%	1.47%	1.17%
B White - Irish	3.49%	8.14%	8.14%	1.16%	13.95%	30.23%	19.77%	9.30%	4.65%	1.16%
C White - Any other White	4.55%	17.53%	12.34%	3.90%	14.29%	16.88%	7.79%	7.14%	14.29%	1.30%
CP White Polish	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CY White Other European	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	0.00%	50.00%	0.00%
D Mixed - White & Black	9.30%	30.23%	18.60%	9.30%	18.60%	6.98%	4.65%	0.00%	0.00%	2.33%
E Mixed - White & Black	10.00%	20.00%	0.00%	0.00%	20.00%	30.00%	20.00%	0.00%	0.00%	0.00%
F Mixed - White & Asian	0.00%	4.55%	4.55%	13.64%	36.36%	13.64%	13.64%	13.64%	0.00%	0.00%
G Mixed - Any other mixed	0.00%	19.23%	7.69%	7.69%	19.23%	26.92%	11.54%	0.00%	7.69%	0.00%
H Asian or Asian British -	1.26%	11.32%	10.06%	1.89%	14.47%	13.84%	5.03%	1.89%	38.99%	1.26%
J Asian or Asian British -	0.00%	13.16%	7.89%	7.89%	15.79%	13.16%	2.63%	5.26%	31.58%	2.63%
K Asian or Asian British -	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
L Asian or Asian British -	3.85%	7.69%	15.38%	11.54%	15.38%	3.85%	7.69%	3.85%	30.77%	0.00%
LE Asian Sri Lankan	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
LH Asian British	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LK Asian Unspecified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
M Black or Black British -	4.76%	23.02%	17.46%	5.56%	19.84%	12.70%	10.32%	3.17%	0.79%	2.38%
N Black or Black British -	2.48%	11.18%	9.94%	1.24%	47.83%	16.77%	5.59%	0.62%	4.35%	0.00%
P Black or Black British -	12.50%	12.50%	25.00%	12.50%	25.00%	6.25%	0.00%	0.00%	6.25%	0.00%
PC Black Nigerian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
PD Black British	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
R Chinese	0.00%	7.69%	23.08%	7.69%	23.08%	7.69%	7.69%	0.00%	23.08%	0.00%
S Any Other Ethnic Group	0.00%	7.14%	11.90%	0.00%	28.57%	26.19%	4.76%	2.38%	19.05%	0.00%
SE Other Specified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Z Not Stated	3.82%	8.40%	16.03%	5.34%	16.79%	15.27%	8.40%	6.87%	16.03%	3.05%

2.3 Sickness

The sickness for the previous year has been analysed by the ethnicity diversity strand, the analysis shows some variations between the ethnic groupings. Sickness absence is high within 'White Irish', White Polish, White and Black African, White & Asian and Black British – Caribbean backgrounds.

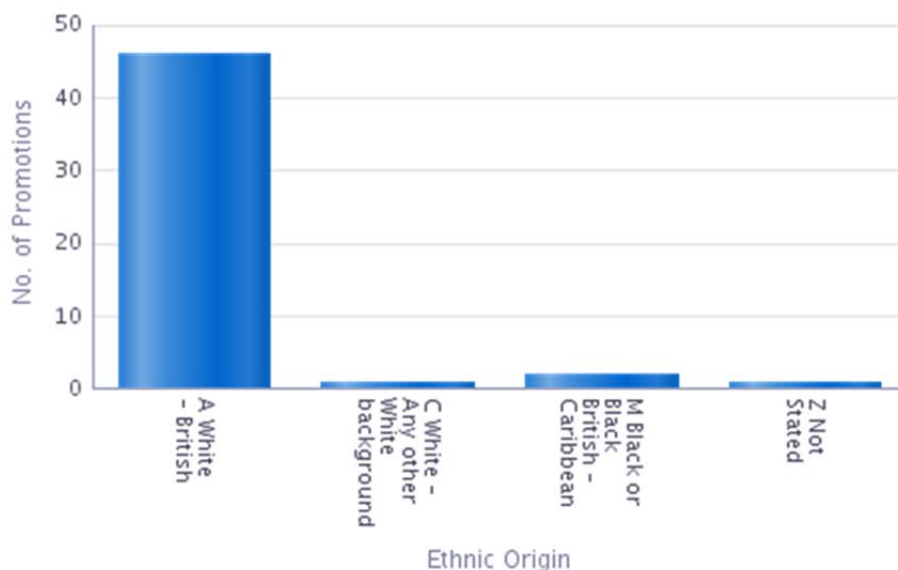
April 13 - Oct 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No Of Episodes	Calendar Days Absent	Cumulative Salary Based Cost (£)
Trust	81,934.25	1,647,553.00	4.97%	9346	92341	5,599,873
A White - British	70,299.91	1,437,884.37	4.89%	8155	79587	4,795,957
White EU	3,084.78	47,796.01	6.45%	299	3,408	225,465
B White - Irish	1,319.78	17,338.01	7.61%	102	1340	111,903
C White - Any other White background	1,735.00	29,299.06	5.92%	195	2038	112,259
CP White Polish	30.00	428.00	7.01%	2	30	1,303
CY White Other European	0.00	730.93	0.00%	0	0	
BME	6,949.90	135,207.56	5.14%	736	7,575	468,697
D Mixed - White & Black Caribbean	550.99	7,650.12	7.20%	64	641	30,886
E Mixed - White & Black African	162.20	1,502.83	10.79%	10	204	17,817
F Mixed - White & Asian	435.27	3,921.47	11.10%	26	439	33,899
G Mixed - Any other mixed background	354.79	5,133.74	6.91%	27	365	23,474
H Asian or Asian British - Indian	1,175.80	32,164.02	3.66%	144	1302	87,690
J Asian or Asian British - Pakistani	364.24	7,194.72	5.06%	62	488	26,823
K Asian or Asian British - Bangladeshi	3.00	682.60	0.44%	2	3	134
L Asian or Asian British - Any other Asian background	213.60	4,940.33	4.32%	20	215	13,503
LE Asian Sri Lankan	0.00	214.00	0.00%	0	0	
LH Asian British	92.00	214.00	42.99%	4	92	7,033
LK Asian Unspecified	0.00	214.00	0.00%	0	0	
M Black or Black British - Caribbean	1,787.75	24,986.04	7.16%	161	1944	108,819
N Black or Black British - African	1,360.83	32,558.54	4.18%	152	1415	87,116
P Black or Black British - Any other Black background	72.84	2,907.75	2.51%	21	75	4,338
PC Black Nigerian	1.00	92.00	1.09%	1	1	103
PD Black British	4.00	123.00	3.25%	2	4	198
R Chinese	164.00	2,521.80	6.50%	10	164	9,524
S Any Other Ethnic Group	207.60	7,886.61	2.63%	30	223	17,340
SD Malaysian	0.00	126.00	0.00%	0	0	
SE Other Specified	0.00	174.00	0.00%	0	0	
Z Not Stated	1,599.66	26,665.06	6.00%	156	1771	109,755

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	BME	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	26.39%	21232	S10 Anxiety/stress/depression/other psychiatric illnesses	33.09%	118
S12 Other musculoskeletal problems	14.46%	10948	S99 Unknown causes / Not specified	9.36%	41
S25 Gastrointestinal problems	8.75%	6956	S11 Back Problems	7.50%	52
S11 Back Problems	7.56%	6010	S28 Injury, fracture	7.26%	36
S28 Injury, fracture	7.24%	5605	S12 Other musculoskeletal problems	6.50%	55
White EU	%	Calendar Days lost			
S17 Benign and malignant tumours, cancers	18.84%	214			
S10 Anxiety/stress/depression/other psychiatric illnesses	18.49%	210			
S99 Unknown causes / Not specified	17.87%	203			
S12 Other musculoskeletal problems	12.94%	147			
S28 Injury, fracture	12.88%	160			

2.4 Promotions

Internal promotions have been assessed by diversity strand, the chart shows that there has been 50 promotions between April 13 – Oct 13, the majority of promotions have been from the staff who classify themselves as from a White background. Whereas 1 promotion was from a White EU background and 2 from BME backgrounds



2.5 Employment Relation Cases

The employment relations cases for the ethnicity diversity strand have been analysed. It is shown that during April – October 13 more individuals who have classified themselves as ‘White British’ are involved in employment relations cases. This follows the Trust ethnicity split.

	Emp Tribunal		Disciplinary		Harassment		Grievance		Capability		Referred to Prof Body		Appeals		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<u>Ethnic Origin</u>																
White British	4	67%	45	87%	0	0%	1	20%	0	0%	0	0%	6	86%	56	79%
Black and Minority Ethnic	1	17%	5	10%	0	0%	1	20%	0	0%	1	100%	1	14%	9	13%
Not stated	1	17%	2	4%	0	0%	3	60%	0	0%	0	0%	0	0%	6	8%
Total	6		52		0		5		0		1		7		71	

2.6 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 82% of staff classified as White British and 11% of staff classified as from Black Minority Ethnic groups have left the organisation.

	Corporate Services		Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%
Ethnic Origin								
White British	36	86%	170	86%	138	83%	144	76%
White EU	2	5%	5	3%	7	4%	10	5%
Black and Minority Ethni	3	7%	20	10%	17	10%	28	15%
Not stated	1	2%	3	2%	4	2%	7	4%
Total	42	100%	198	100%	166	100%	189	100%

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.

3.1 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 21-30 age group, however only 52% of these are shortlisted and only 15% appointed. Overall the data shows that the older the applicant the more success in shortlisting. Whereas the percentages from shortlisted to appointed (with exception to 61-70 age group where we have a low number of applicants) shows that 16-20 year olds have the highest success rates. This shows a similar position to the previous report.

Age	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14			
16 - 20	142	3%	108	3%	71	2%	45	2%	16	3%	8	3%	42%	18%
21 - 30	2,077	39%	1293	40%	1,123	34%	667	34%	197	37%	98	36%	52%	15%
31 - 40	1,259	24%	771	24%	846	26%	501	26%	149	28%	69	25%	65%	14%
41 - 50	1,192	23%	727	23%	843	25%	505	26%	105	20%	68	25%	69%	13%
51 - 60	570	11%	299	9%	398	12%	218	11%	55	10%	26	10%	73%	12%
61 - 70	39	1%	20	1%	25	1%	15	1%	4	1%	3	1%	75%	20%
Not stated	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
							0%							
Total	5,279		3218		3,306		1951		526		272			

3.2 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 [May 13] 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.

	Nov-12		May-13		Nov-13		Variance [%]		All NHS Trust [East Midlands]
<25	338	3.79%	293	3.32%	418	4.72%	1.40%		5.63%
25 -29	753	8.45%	719	8.15%	597	6.75%	-1.40%		10.33%
30 – 34	1067	11.98%	1038	11.77%	1028	11.62%	-0.15%		11.27%
35 – 39	1080	12.12%	1106	12.54%	1101	12.44%	-0.09%		12.03%
40 – 44	1315	14.76%	1287	14.59%	1292	14.60%	0.02%		13.89%
45 – 49	1569	17.61%	1557	17.65%	1535	17.35%	-0.30%		16.31%
50 – 54	1416	15.90%	1432	16.23%	1458	16.48%	0.25%		15.21%
55 – 59	865	9.71%	900	10.20%	903	10.21%	0.01%		10.19%
60 – 64	417	4.68%	400	4.53%	413	4.67%	0.13%		4.26%
> 65	88	0.99%	90	1.02%	102	1.15%	0.13%		0.90%

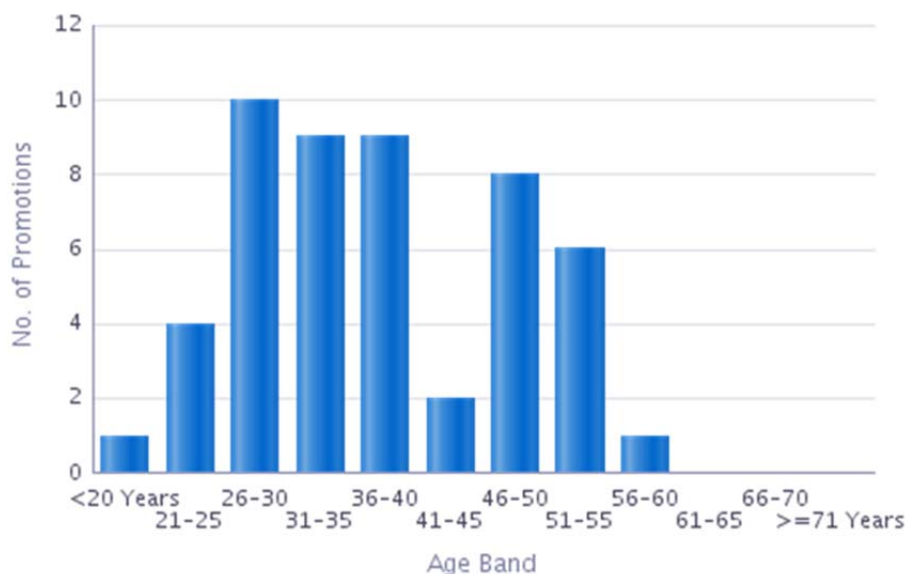
Band Analysis

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.

Age Band	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8/9	Medical	Non AFC
<25	7.93%	9.91%	4.52%	2.17%	7.25%	1.57%	0.25%	0.00%	0.00%	24.53%
25 - 29	2.13%	8.20%	7.10%	7.29%	9.52%	7.20%	2.48%	0.23%	4.41%	7.55%
30 - 34	4.88%	9.83%	8.67%	13.95%	15.92%	14.28%	9.54%	6.44%	13.24%	6.60%
35 - 39	7.01%	8.77%	10.72%	11.63%	13.03%	15.78%	14.25%	11.49%	23.90%	4.72%
40 - 44	10.67%	12.27%	13.43%	17.36%	14.79%	15.72%	17.22%	16.78%	13.97%	8.49%
45 - 49	14.94%	14.95%	17.70%	14.88%	16.03%	16.03%	23.54%	27.13%	18.38%	14.15%
50 - 54	16.16%	14.95%	18.96%	16.59%	12.12%	16.09%	21.19%	24.60%	10.29%	20.75%
55 - 59	21.04%	11.54%	11.80%	10.70%	7.03%	9.08%	8.80%	11.72%	9.19%	10.38%
60 - 64	10.06%	7.39%	5.48%	5.27%	3.80%	3.51%	2.35%	1.38%	5.15%	1.89%
65 +	5.18%	2.19%	1.63%	0.16%	0.51%	0.75%	0.37%	0.23%	1.47%	0.94%

3.3 Promotions

Internal promotions have been assessed by diversity strand, the chart shows that there has been 50 promotions between April 13 – Oct 13, the majority of promotions have are seen within the 26-40 age groups.



3.4 Employment Relation Cases

The employment relations cases for the age diversity strand have been analysed. It is shown that during April – October 2013 more individuals who are between 41–50 & 51-60 are involved in employment relations cases. This follows the Trust age profile.

	Emp Tribunal		Disciplinary		Harassment		Grievance		Capability		Refereed to Prof Body		Appeals		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Age																
16 - 20	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
21 - 30	0	0%	9	17%	0	0%	0	0%	0	0%	0	0%	0	0%	9	13%
31 - 40	3	50%	12	23%	0	0%	2	40%	0	0%	0	0%	2	29%	19	27%
41 - 50	2	33%	20	38%	0	0%	1	20%	0	0%	1	100%	3	43%	27	38%
51 - 60	0	0%	10	19%	0	0%	2	40%	0	0%	0	0%	2	29%	14	20%
61 - 70	1	17%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%
Not stated	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	6		52		0		5		0		1		7		71	

3.5 Leavers

An age profile has been completed for the leavers in the current period (April 2013 – October 2013).

The analysis shows that within the current quarter 34% of Trust leavers were aged 50+ and 42% were from the 21 – 40 age brackets.

The analysis shows some variations within the divisional breakdown, within Local Services 38% of leavers were age 50+, 33% in Forensic Services and 32% in Health Partnerships.

	Corporate Services		Health Partnership		Forensic Services		Local Services	
	No.	%	No.	%	No.	%	No.	%
Age								
16 - 20	2	5%	10	5%	1	1%	6	3%
21 - 30	8	19%	43	22%	39	23%	36	19%
31 - 40	5	12%	45	23%	34	20%	43	23%
41 - 50	10	24%	37	19%	37	22%	32	17%
51 - 60	14	33%	36	18%	42	25%	52	28%
61 - 70	3	7%	27	14%	13	8%	20	11%
Not stated		0%		0%		0%		0%
Total	42	100%	198	100%	166	100%	189	100%

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.

4.1 Recruitment

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

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14			
Sexual Orientation														
Bisexual	37	1%	25	1%	23	1%	13	1%	1	0%	1	0%	52%	8%
Gay	70	1%	46	1%	40	1%	32	2%	6	1%	4	1%	70%	13%
Heterosexual	4,822	91%	2931	91%	3,014	91%	1780	91%	487	93%	253	93%	61%	14%
Lesbian	302	6%	22	1%	199	6%	14	1%	29	6%	2	1%	64%	14%
Not stated	48	1%	194	6%	30	1%	112	6%	3	1%	12	4%	58%	11%
				0%				0%						
Total	5,279		3218		3,306		1951		526		272			

From the analysis on sexual orientation slight variations between the current and previous periods are identified within and between each recruitment stage. It is noted that from the 93 applications received from LGB backgrounds and 7 individuals were appointed during this period.

The analysis shows that 52% of bisexual candidates that apply are shortlisted and 8% of those applicants shortlisted are appointed. When the heterosexual group is viewed 61% of those that apply are shortlisted and 14% of those shortlisted are appointed.

4.2 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 74.7% of the Trust.

The overall Trust staffing analysis shows little variation from the previous period [May 13].

	Nov-12		May-13		Nov-13		Variance [%]
Bisexual	37	0.4%	38	0.4%	34	0.4%	0.0%
Gay	52	0.6%	52	0.6%	51	0.6%	0.0%
Heterosexual	6198	69.6%	6255	70.9%	6605	74.7%	3.8%
I do not wish to disclose my sexual orientation	2270	25.5%	2155	24.4%	1867	21.1%	-3.3%
Lesbian	61	0.7%	60	0.7%	61	0.7%	0.0%
Undefined	290	3.3%	262	3.0%	229	2.6%	-0.4%

Band Analysis

The following table shows the band analysis for the sexual orientation strand, a data table representation has been used to show the percentage split between each grade. No defined trend can be seen in the information presented.

Sexual Orientation	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8/9	Medical	Non AFC
Bisexual	0.3%	0.3%	0.4%	0.2%	0.4%	0.5%	0.4%	0.5%	0.4%	0.0%
Gay	0.0%	0.1%	0.7%	0.3%	0.8%	0.4%	1.7%	0.5%	0.4%	0.0%
Heterosexual	76.2%	75.8%	71.7%	78.1%	77.1%	75.8%	74.1%	74.7%	68.4%	44.3%
I do not wish to disclose my sexual orientation	23.2%	19.7%	23.8%	17.5%	18.1%	19.7%	20.8%	22.1%	30.1%	55.7%
Lesbian	0.3%	0.4%	0.7%	0.2%	0.5%	1.2%	1.1%	0.9%	0.7%	0.0%
Undefined	0.0%	3.7%	2.7%	3.7%	3.1%	2.4%	1.9%	1.4%	0.0%	0.0%

4.3 Sickness

The sickness for the current year has been analysed by the sexual orientation diversity strand, the analysis shows a variance of percentages around the Trust level.

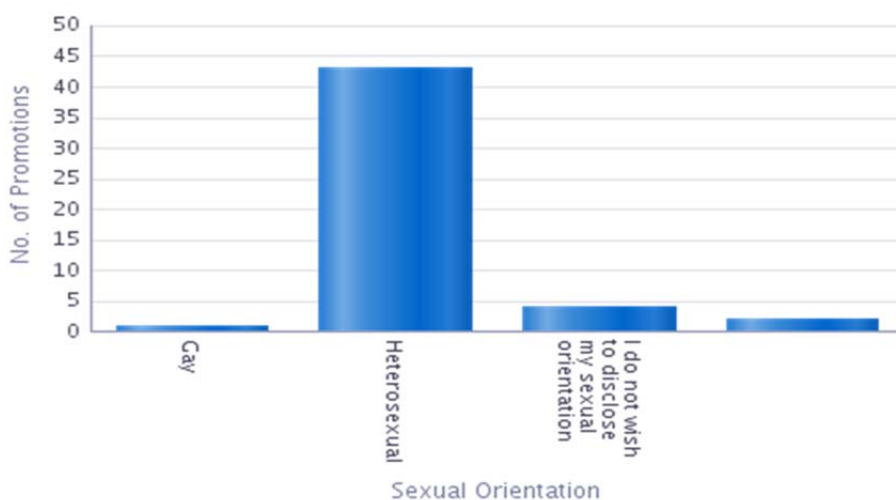
April 13 - Oct 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No Of Episodes	Calendar Days Absent	Cumulative Salary Based Cost (£)
Trust	81,908.25	1,647,553.00	4.97%	9346	92315	5,598,829.22
Bisexual	458.19	6,447.81	7.11%	63	520	34,636.56
Gay	301.46	10,478.00	2.88%	49	308	20,979.21
Heterosexual	57,457.66	1,227,297.48	4.68%	6724	64766	3,892,486.57
I do not wish to disclose my sexual orientation	21,035.11	351,869.39	5.98%	2197	23497	1,463,616.78
Lesbian	692.15	12,342.86	5.61%	65	719	56,313.08
Undefined	1,963.68	39,117.46	5.02%	248	2505	130,797.01

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	S98 Other known causes - not elsewhere classified	39.98%	236	Gay	S10 Anxiety/stress/depression/other psychiatric illnesses	28.86%	87
	S10 Anxiety/stress/depression/other psychiatric illnesses	21.39%	98		S98 Other known causes - not elsewhere classified	17.58%	53
	S28 Injury, fracture	9.38%	43		S25 Gastrointestinal problems	13.29%	41
	S13 Cold, Cough, Flu - Influenza	6.98%	34		S13 Cold, Cough, Flu - Influenza	9.29%	28
	S25 Gastrointestinal problems	6.35%	32		S12 Other musculoskeletal problems	7.56%	24
Heterosexual	S10 Anxiety/stress/depression/other psychiatric illnesses	28.07%	18475	Lesbian / Gay Woman	S10 Anxiety/stress/depression/other psychiatric illnesses	53.32%	387
	S12 Other musculoskeletal problems	12.62%	7848		S12 Other musculoskeletal problems	16.47%	114
	S25 Gastrointestinal problems	8.79%	5671		S98 Other known causes - not elsewhere classified	7.22%	51
	S11 Back Problems	7.81%	5056		S26 Genitourinary & gynaecological disorders	6.50%	45
	S28 Injury, fracture	7.15%	4542		S21 Ear, nose, throat (ENT)	3.90%	27

4.4 Promotion

Internal promotions have been assessed by diversity strand; the figures show that there were 45 promotions from staff defined as heterosexual and 4 from staff who have not disclosed their sexual orientation.



4.5 Employment Relation Cases

The employment relations cases for the sexual orientation diversity strand have been analysed. It is shown that during April – March 13 more individuals who have classified themselves as ‘Heterosexual ‘ or do not wish to disclose their sexual orientation are involved in employment relations cases. This follows the Trust profile.

	Emp Tribunal		Disciplinary		Harassment		Grievance		Capability		Referred to Prof Body		Appeals		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Sexual Orientation																		
Bisexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Gay	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Heterosexual	2	33%	36	69%	0	0%	2	40%	0	0%	1	100%	3	43%	44	62%		
Lesbian/Gay Woman	1	17%	1	2%	0	0%	1	20%	0	0%	0	0%	0	0%	3	4%		
Not stated	3	50%	15	29%	0	0%	2	40%	0	0%	0	0%	4	57%	24	34%		
Total	6		52		0		5		0		1		7		71			

4.6 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.

	Corporate Services		Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%
Sexual Orientation								
Bisexual		0%		0%	1	1%		0%
Gay		0%		0%	1	1%	1	1%
Heterosexual	34	81%	143	72%	124	75%	149	79%
Lesbian	3	7%	11	6%	1	1%	2	1%
Not stated	5	12%	44	22%	39	23%	37	20%
Total	42	100%	198	100%	166	100%	189	100%

5.0 Religion / Belief

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

5.1 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 2012/13 period. It is noted that no candidates who classified themselves following Jainism or Judaism were appointed during the reporting period. This follows a similar profile as the previous period.

The analysis shows that 63% of staff from Christian backgrounds that apply are shortlisted and 14% of those are appointed. When the Hinduism category is viewed 57% of those that apply are shortlisted and 6% of those shortlisted are appointed.

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14			
Religion & Belief														
Atheism	780	15%	537	17%	500	15%	341	17%	86	16%	47	17%	64%	14%
Buddhism	37	1%	18	1%	15	0%	12	1%	1	0%	1	0%	67%	8%
Christian	2,936	56%	1745	54%	1,860	56%	1093	56%	304	58%	151	56%	63%	14%
Hinduism	122	2%	56	2%	58	2%	32	2%	6	1%	2	1%	57%	6%
Islam	154	3%	107	3%	66	2%	45	2%	6	1%	5	2%	42%	11%
Jainism	3	0%	1	0%	1	0%	0	0%	0	0%	0	0%	0%	0%
Judaism	3	0%	2	0%	3	0%	2	0%	0	0%	0	0%	100%	0%
Sikhism	63	1%	48	1%	33	1%	33	2%	2	0%	3	1%	69%	9%
Other	608	12%	381	12%	392	12%	209	11%	63	12%	32	12%	55%	15%
Not stated	573	11%	323	10%	378	11%	184	9%	58	11%	31	11%	57%	17%
Total	5,279		3218		3,306		1951		526		272			

5.2 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 27.15% of staff have stated that they do not wish to disclose their religion or belief.

	Nov-12		May-13		Nov-13		Variance [%]
Atheism	814	9.14%	824	9.34%	878	9.92%	0.58%
Buddhism	34	0.38%	37	0.42%	35	0.40%	-0.02%
Christianity	4187	47.00%	4223	47.87%	4461	50.42%	2.55%
Hinduism	89	1.00%	88	1.00%	89	1.01%	0.01%
I do not wish to disclose my religion/belief	2761	30.99%	2666	30.22%	2402	27.15%	-3.07%
Islam	77	0.86%	69	0.78%	74	0.84%	0.05%
Jainism	1	0.01%	1	0.01%	1	0.01%	0.00%
Judaism	16	0.18%	17	0.19%	16	0.18%	-0.01%
Other	614	6.89%	609	6.90%	638	7.21%	0.31%
Sikhism	26	0.29%	27	0.31%	25	0.28%	-0.02%
Undefined	289	3.24%	261	2.96%	228	2.58%	-0.38%

Band Analysis

The following table shows the band analysis for the Religion & Belief strand, a data table representation has been used to show the percentage split between each grade.

Religious Belief	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8/9	Medical	Non AFC
Atheism	3.35%	8.53%	8.55%	7.75%	9.86%	13.21%	10.41%	14.25%	8.82%	14.15%
Buddhism	0.00%	0.41%	0.12%	0.31%	0.34%	0.81%	0.50%	0.23%	0.74%	0.00%
Christianity	58.54%	52.07%	49.79%	57.67%	52.01%	49.22%	53.41%	48.05%	25.74%	14.15%
Hinduism	0.00%	0.32%	0.66%	0.31%	0.85%	0.75%	0.50%	0.46%	14.34%	0.00%
I do not wish to disclose my religion/belief	31.40%	25.51%	30.04%	22.79%	24.31%	25.36%	26.89%	27.59%	37.13%	63.21%
Islam	1.22%	0.89%	0.36%	0.93%	0.79%	0.63%	0.12%	0.46%	6.99%	0.94%
Jainism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%
Judaism	0.00%	0.00%	0.00%	0.00%	0.06%	0.25%	0.00%	0.92%	2.21%	0.94%
Other	5.49%	8.04%	7.65%	6.20%	8.39%	7.33%	6.20%	6.21%	2.21%	5.66%
Sikhism	0.00%	0.49%	0.12%	0.16%	0.34%	0.13%	0.12%	0.46%	1.47%	0.94%
Undefined	0.00%	3.74%	2.71%	3.88%	3.06%	2.32%	1.86%	1.38%	0.00%	0.00%

5.3 Sickness

The sickness for the current year has been analysed by the Religion & Belief diversity strand, the analysis shows high sickness percentages in 'Not Disclosed' and 'Islamic' staff categories.

April 13 - Oct 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No Of Episodes	Calendar Days Absent	Cumulative Salary Based Cost (£)
Trust	81,908.25	1,647,553.00	4.97%	9346	92315	5,598,829.22
Atheism	6,109.58	166,202.39	3.68%	838	7087	440,940.10
Buddhism	506.05	6,684.09	7.57%	51	603	35,360.19
Christianity	38,546.51	821,945.16	4.69%	4427	43408	2,632,579.04
Hinduism	529.45	17,520.58	3.02%	64	539	41,438.00
I do not wish to disclose my religion/belief	26,829.36	454,907.37	5.90%	2846	29867	1,837,980.01
Islam	791.76	14,089.20	5.62%	95	909	60,950.13
Jainism	0.00	214.00	0.00%	0	0	
Judaism	64.71	2,736.93	2.36%	13	78	7,798.28
Other	6,445.18	119,025.54	5.41%	746	7179	403,159.94
Sikhism	126.83	5,289.16	2.40%	20	144	8,179.12
Undefined	1,958.82	38,938.58	5.03%	246	2501	130,444.41

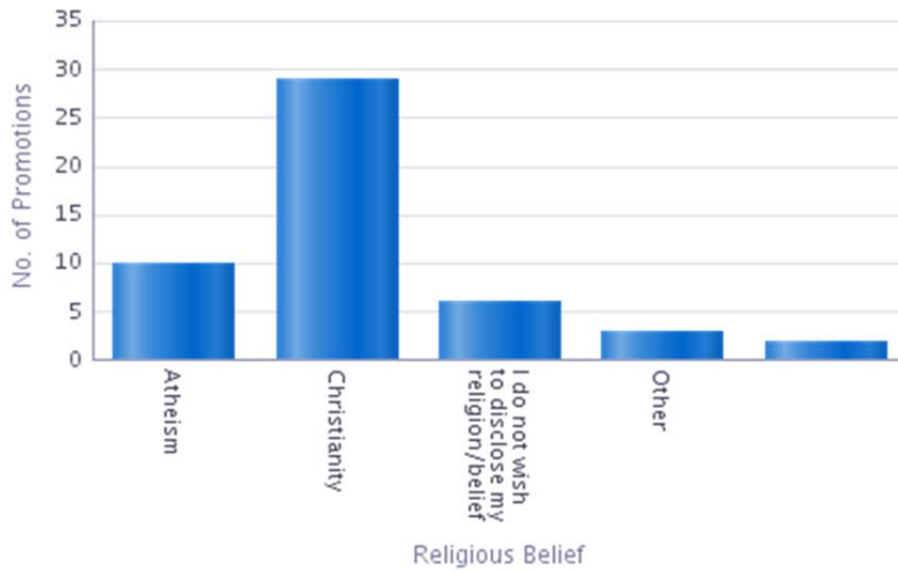
The table below details the top reasons for sickness, some variations are identified in the specific reasons.

	Absence reason	%	Calendar Days Lost		Absence reason	%	Calendar Days Lost
Atheism	S10 Anxiety/stress/depression/other psychiatric illnesses	30.24%	2176	Buddhism	S10 Anxiety/stress/depression/other psychiatric illnesses	38.25%	205
	S25 Gastrointestinal problems	10.15%	680		S29 Nervous system disorders	28.19%	214
	S11 Back Problems	9.39%	647		S98 Other known causes - not elsewhere classified	10.43%	59
	S28 Injury, fracture	9.28%	664		S19 Heart, cardiac & circulatory problems	6.13%	31
	S12 Other musculoskeletal problems	7.15%	477		S12 Other musculoskeletal problems	4.27%	22
Christian	S10 Anxiety/stress/depression/other psychiatric illnesses	27.64%	12231	Hinduism	S99 Unknown causes / Not specified	41.17%	218
	S12 Other musculoskeletal problems	13.23%	5496		S10 Anxiety/stress/depression/other psychiatric illnesses	26.25%	143
	S25 Gastrointestinal problems	8.92%	3892		S12 Other musculoskeletal problems	9.48%	52
	S11 Back Problems	8.37%	3653		S13 Cold, Cough, Flu - Influenza	8.41%	46
	S28 Injury, fracture	7.51%	3199		S11 Back Problems	8.31%	44
Islam	S10 Anxiety/stress/depression/other psychiatric illnesses	30.85%	296	Judaism	S12 Other musculoskeletal problems	51.00%	33
	S30 Pregnancy related disorders	15.69%	118		S10 Anxiety/stress/depression/other psychiatric illnesses	33.38%	27
	S99 Unknown causes / Not specified	9.09%	72		S13 Cold, Cough, Flu - Influenza	6.06%	6
	S17 Benign and malignant tumours, cancers	8.02%	127		S26 Genitourinary & gynaecological disorders	5.56%	8
	S12 Other musculoskeletal problems	7.45%	59		S25 Gastrointestinal problems	2.49%	2

Sikhism	S11 Back Problems	29.17%	37	Not Disclosed	S10 Anxiety/stress/depression/other psychiatric illnesses	24.12%	7218
	S21 Ear, nose, throat (ENT)	27.38%	49		S12 Other musculoskeletal problems	15.46%	4433
	S98 Other known causes - not elsewhere classified	19.71%	25		S28 Injury, fracture	7.81%	2200
	S13 Cold, Cough, Flu - Influenza	11.91%	18		S98 Other known causes - not elsewhere classified	7.10%	2112
	S25 Gastrointestinal problems	7.88%	10		S25 Gastrointestinal problems	7.07%	2167

5.4 Promotion

Internal promotions have been assessed by diversity strand, the chart shows that there has been 50 promotions between April 13 – Oct 13, the majority of promotions have are seen within the Christianity groups.



5.4 Employment Relation Cases

The employment relations cases for the religion & belief diversity strand have been analysed. It is shown that during April – October 13 more individuals who have classified themselves as ‘Christians’ or do not wish to disclose their religion & belief are involved in employment relations cases.

	Emp Tribunal		Disciplinary		Harassment		Grievance		Capability		Referred to Prof Body		Appeals		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Religion & Belief																		
Atheism	0	0%	5	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	7%
Buddhism	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
Christian	1	17%	25	48%	0	0%	2	40%	0	0%	1	100%	3	43%	32	45%		
Hinduism	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%		
Islam	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%		
Jainism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Judaism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Sikhism	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%		
Other	0	0%	4	8%	0	0%	0	0%	0	0%	0	0%	1	14%	5	7%		
Not stated	3	50%	16	31%	0	0%	3	60%	0	0%	0	0%	3	43%	25	35%		
Total	6		52		0		5		0		1		7		71			

5.5 Leavers

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

	Corporate Services		Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%
Religion & Belief								
Atheism	6	14%	23	12%	14	8%	28	15%
Buddhism	1	2%		0%	1	1%		0%
Christianity	21	50%	97	49%	78	47%	87	46%
Hinduism	1	2%	3	2%	7	4%	1	1%
I do not wish to disclose	11	26%	59	30%	53	32%	48	25%
Islam	1	2%	1	1%	1	1%	4	2%
Judaism		0%		0%		0%	1	1%
Other	1	2%	13	7%	12	7%	19	10%
Sikhism		0%	2	1%		0%	1	1%
Total	42	100%	198	100%	166	100%	189	100%

6.0 Disability

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

6.1 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 the table, fluctuations are seen from the application stage to the shortlisted and appointed stage.

The analysis shows that 68% of staff who declare a disability are shortlisted and 8% of those are appointed. Whereas from those staff with no disability 60% of those that apply are shortlisted and 15% of those shortlisted are appointed.

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14		Period 2012/13		Period 2013/14			
Disabled														
Yes	350	7%	229	7%	254	8%	156	8%	17	3%	12	4%	68%	8%
No	4,629	88%	2899	90%	2,827	86%	1727	89%	485	92%	253	93%	60%	15%
Not stated	300	6%	90	3%	225	7%	68	3%	24	5%	7	3%	76%	10%
Total	5,279		3218		3,306		1951		526		272			

6.2 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 [May 2013].

	No		Undefined		Yes		I don't wish to declare	
Dec-12	5638	67.06%	2437	28.98%	333	3.96%		
May-13	5984	67.84%	1057	11.98%	375	4.25%	1405	15.93%
Dec-13	6692	75.64%	746	8.43%	449	5.08%	960	10.85%
Variance	708	7.80%	-311	-3.55%	74	0.82%	-445	-5.08%

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.

Band	No	Undefined	Yes
Band 1	77.74%	17.68%	4.57%
Band 2	74.65%	18.85%	6.50%
Band 3	74.23%	20.05%	5.72%
Band 4	76.90%	19.84%	3.26%
Band 5	75.07%	19.15%	5.78%
Band 6	77.83%	17.91%	4.26%
Band 7	76.58%	18.96%	4.46%
Band 8/9	82.30%	14.48%	3.22%
Medical	58.46%	38.60%	2.94%
Non AFC	81.13%	9.43%	9.43%
Grand Total	75.64%	19.28%	5.08%

6.3 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.

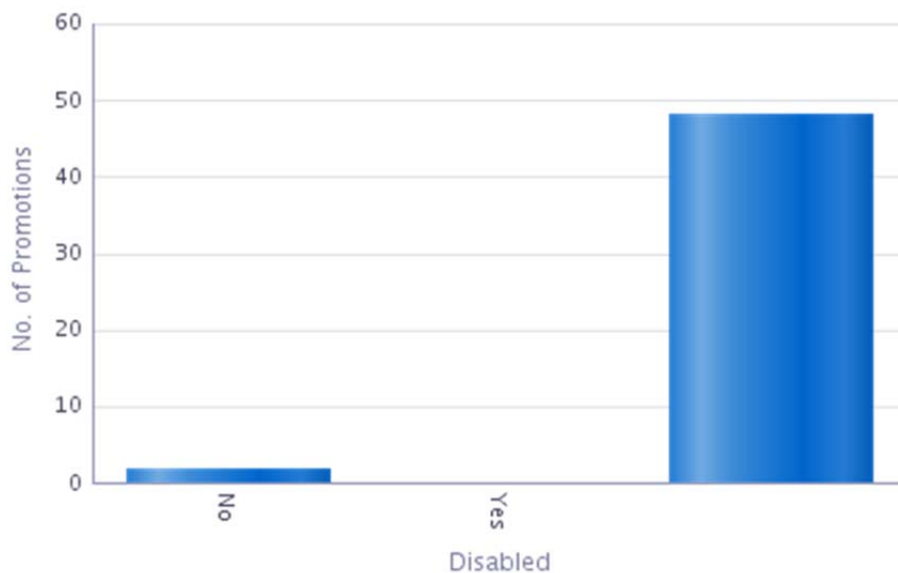
April 13 - Oct 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No Of Episodes	Calendar Days Absent	Cumulative Salary Based Cost (£)
Trust	81,908.25	1,647,553.00	4.97%	9346	92315	5,598,829.22
No	51,658.42	1,244,132.54	4.15%	6463	57806	3,515,963.67
Not Declared	14,214.65	190,317.01	7.47%	1346	15757	980,996.54
Undefined	6,865.21	127,754.46	5.37%	809	8557	494,574.75
Yes	9,169.97	85,349.00	10.74%	729	10195	607,294.26

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	27.03%	15600	Not Declared	S10 Anxiety/stress/depression/other psychiatric illnesses	27.15%	4280
	S12 Other musculoskeletal problems	14.03%	7801		S12 Other musculoskeletal problems	11.16%	1664
	S25 Gastrointestinal problems	8.73%	5084		S28 Injury, fracture	10.56%	1550
	S28 Injury, fracture	7.73%	4451		S11 Back Problems	9.64%	1464
	S11 Back Problems	6.99%	4112		S98 Other known causes - not elsewhere classified	9.30%	1450
Undefined	S10 Anxiety/stress/depression/other psychiatric illnesses	19.83%	1890	Yes	S10 Anxiety/stress/depression/other psychiatric illnesses	29.58%	3178
	S12 Other musculoskeletal problems	15.42%	1188		S12 Other musculoskeletal problems	12.07%	1207
	S17 Benign and malignant tumours, cancers	12.99%	1062		S17 Benign and malignant tumours, cancers	12.03%	1131
	S98 Other known causes - not elsewhere classified	9.79%	926		S25 Gastrointestinal problems	9.19%	895
	S11 Back Problems	9.59%	749		S11 Back Problems	7.35%	703

6.4 Promotion

Internal promotions have been assessed by the disability diversity strand, the chart shows that there have been 50 promotions between April 13 – Oct 13; the majority of promotions have been from the not disclosed strand.



6.5 Employment Relation Cases

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

	Emp Tribunal		Disciplinary		Harassment		Grievance		Capability		Referred to Prof Body		Appeals		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Disabled																
Yes	2	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%
No	0	0%	30	58%	0	0%	2	40%	0	0%	1	100%	4	57%	37	52%
Not stated	4	67%	22	42%	0	0%	3	60%	0	0%	0	0%	3	43%	32	45%
Total	6		52		0		5		0		1		7		71	

6.6 Leavers

The leaver's analysis shows the total number of leavers for April 2013 – October 2013. 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.

	Corporate Services		Health Partnership		Forensic Services		Local Services	
	No.	%	No.	%	No.	%	No.	%
Disabled								
Yes	2	5%	10	5%	6	4%	21	11%
No	36	86%	145	73%	127	77%	139	74%
Undefined	1	2%	31	16%	3	2%	7	4%
Not Disclosed	3	7%	12	6%	30	18%	22	12%
Total	42	100%	198	100%	166	100%	189	100%

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.

7.1 Current Staff

The current staffing analysis shows the Marriage / Civil Partnership status split for the Trust. Currently 50.57% is classed as married with 36.93% of the Trust classified as single, Civil Partnerships make up 0.28% [or 25] of the Trust.

	May-13	%	Dec-13	%
Civil Partnership	23	0.26%	25	0.28%
Divorced	505	5.72%	509	5.71%
Legally Separated	115	1.30%	115	1.29%
Married	4435	50.28%	4505	50.57%
Single	3281	37.20%	3290	36.93%
Unknown	55	0.62%	43	0.48%
Widowed	48	0.54%	52	0.58%
Not Known	359	4.07%	369	4.14%

Band Analysis

The following table shows the band analysis for the strand, a data table representation has been used to show the percentage split between each grade.

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8/9	Medical	Non AFC
Civil Partnership	0.32%	0.08%	0.12%	0.31%	0.33%	0.38%	0.26%	0.45%	0.81%	0.00%
Divorced	1.59%	5.43%	6.52%	6.68%	5.28%	5.51%	4.94%	5.82%	2.02%	0.00%
Legally Separated	1.27%	0.89%	1.95%	2.02%	1.69%	0.70%	1.17%	1.12%	0.40%	0.80%
Married	69.43%	51.46%	50.40%	58.85%	52.15%	55.73%	64.55%	63.09%	75.00%	60.80%
Single	26.43%	40.60%	39.85%	31.52%	39.74%	36.26%	28.44%	29.31%	20.97%	36.80%
Unknown	0.00%	0.57%	0.67%	0.16%	0.65%	0.96%	0.52%	0.00%	0.81%	0.80%
Widowed	0.96%	0.97%	0.49%	0.47%	0.16%	0.45%	0.13%	0.22%	0.00%	0.80%

7.2 Leavers

The leaver's analysis shows the total number of leavers for the current period [April – October 13]. This gives an indication of how many leavers there has been broken down by the Marriage / Civil Partnership diversity strand.

	Corporate Services		Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%
Marital Status								
Civil Partnership	2	3%	4	1%		0%	2	1%
Divorced	6	10%	13	3%	68	30%	31	11%
Legally Separated		0%	4	1%	17	7%	7	3%
Married	32	53%	163	42%	62	27%	124	45%
Single	20	33%	198	51%	58	25%	106	38%
Unknown		0%	2	1%	6	3%	5	2%
Widowed		0%	4	1%	17	7%	1	0%
								0%
Total	60	100%	388	100%	228	100%	276	100%

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	%
November 12	195	2.19%
May 13	180	2.04%
November 13	154	1.74%

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	3.56%	3.32%
Band 2	13.99%	8.15%
Band 3	18.60%	11.77%
Band 4	7.30%	12.54%
Band 5	20.82%	14.59%
Band 6	17.69%	17.65%
Band 7	8.73%	16.23%
Band 8/9	5.07%	10.20%
Medical	2.81%	4.53%
Non AFC	1.42%	1.02%