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Equality & Diversity Highlight Report

December 2012

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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 maybe 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 2012.

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, marital status and 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
21st December 2012

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 Mental Health & Learning Disability Trusts in the East Midlands.

Key Observations

Diversity Strand	Employment Practice				
	Recruitment	Current staff	Band Analysis	Sickness	Leavers
Gender	Movements in appointed candidates (+/- 21%)	73.8% Female / 26.2% Male	Differences within Band 3, 5, 6 & 7 and Medical Staff	-	Movements from previous report [+/- 7%]
Ethnic Origin		Slight decrease in BME classification [+0.23%]	Variations identified within banding splits	High sickness levels within Any other white background, White/Black African & Black/British background	-
Age	-	Trust profile shows a negative distribution	Bands 1, 3, 7 & 8/9 show a 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'	-
Marital Status	-	-	-	-	-
Maternity	-	2.21% or 195 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 quarter's figures. However, predominately more females, than males apply, are shortlisted and are appointed into the organisation.

Within the shortlisted stage movements of +/- 5% is noted from the previous report. In the appointed stage a variance against the 2009 - 2012 period of +/- 21% is identified.

	Applications				Shortlisted				Appointed			
	Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gender												
Male	18,855	71%	728	27%	5,775	72%	420	25%	1,278	71%	43	17%
Female	7,831	29%	1998	73%	2,195	28%	1268	75%	520	29%	203	83%
Not disclosed	11	0%		0%	4	0%		0%	0	0%		0%
Total	26,697		2726		7,974		1688		1,798		246	

1.2 Current Staff

The current staffing analysis shows the gender split for the Trust and for each operational Division. This is benchmarked against Mental Health & Learning Disability Trusts in the East Midlands.

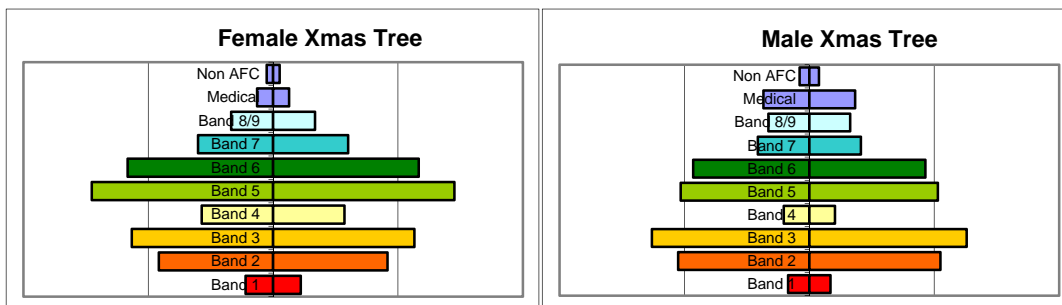
The gender composition for Nottinghamshire Healthcare NHS Trust is 73.82% females and 26.18% males.

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
Dec-11	6160	73.26%	2248	26.74%
May-12	6519	73.90%	2302	26.10%
Dec-12	6576	73.82%	2332	26.18%
Variance	57	-0.08%	30	0.08%
NHS MH & LD Trusts [East Midlands]		75.30%		24.70%
Corporate Services	336	63.64%	192	36.36%
Health P'Ships	2510	93.87%	164	6.13%
Forensic Services	1521	55.92%	1199	44.08%
Local Services	2209	73.98%	777	26.02%

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.



Staff Group	Grade	Female		Male		Staff Group	Grade	Female		Male		
Add Prof Scientific and Technic	Band 4	14	100.00%	0	0.00%	Allied Health Professionals Total	Band 5	114	81.89%	21	18.11%	
	Band 5	65	81.94%	14	18.06%		Band 6	275	89.53%	34	10.47%	
	Band 6	77	69.17%	36	30.83%		Band 7	142	90.18%	15	9.82%	
	Band 7	92	80.17%	26	19.83%		Band 8/9	69	92.41%	6	7.59%	
	Band 8/9	89	72.27%	34	27.73%		Non AFC		100.00%		0.00%	
	Non AFC	14	50.00%	9	50.00%		Total		600	88.64%	76	11.36%
Total		351	75.49%	119	24.51%	Estates and Ancillary	Band 1	209	77.82%	62	22.18%	
Additional Clinical Services	Band 1	7	100.00%		0.00%		Band 2	97	53.72%	85	46.28%	
	Band 2	474	62.77%	279	37.23%		Band 3	31	55.77%	25	44.23%	
	Band 3	683	60.72%	428	39.28%		Band 4	4	26.67%	10	73.33%	
	Band 4	242	85.82%	42	14.18%		Band 5	1	16.67%	5	83.33%	
	Band 5	47	59.52%	33	40.48%		Band 6		0.00%	6	100.00%	
	Band 6	32	68.89%	13	31.11%		Band 7		0.00%	4	100.00%	
	Band 7	6	60.00%	2	40.00%		Band 8/9		0.00%	1	100.00%	
	Band 8/9						Non AFC		0.00%	2	100.00%	
	Non AFC	9	80.00%	2	20.00%		Total		342	63.57%	200	36.43%
	Total		1500	64.79%	799	35.21%	Medical and Dental	Medical	128	48.28%	147	51.72%
Administrative and Clerical	Band 1	5	45.45%	6	54.55%	Nursing and Midwifery Registered	Non AFC		0.00%	1	100.00%	
	Band 2	342	85.75%	54	14.25%		Total		128	48.09%	148	51.91%
	Band 3	418	90.15%	49	9.85%		Band 3		100.00%	1	0.00%	
	Band 4	312	91.64%	30	8.36%		Band 5	1083	99.91%	312	0.09%	
	Band 5	121	84.03%	27	15.97%		Band 6	686	68.09%	223	31.91%	
	Band 6	95	62.50%	60	37.50%		Band 7	307	57.90%	83	42.10%	
	Band 7	54	62.22%	35	37.78%		Band 8/9	83	50.31%	38	49.69%	
	Band 8/9	95	63.45%	52	36.55%		Non AFC	1	2.44%	1	97.56%	
	Non AFC	28	61.11%	16	38.89%		Total		2162	76.58%	658	23.42%
	Total		1470	82.16%	329		17.84%	Grand Total		6576	73.88%	2332

The gender split by bands show that in the majority of areas, with an exception to Medical & Dental Staff, the Trust employs more females than males. Variances can be identified within the split by staff group.

1.3 Sickness

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

April 12 – October 12	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Episodes	Days Lost	Cumulative % Abs Rate (FTE)
Trust	88,923.33	1,659,556.94	9,101	86,220	5.36%
Female	62,291.38	1,185,002.59	6,655	62,262	5.26%
Male	26,631.95	474,554.35	2,446	23,958	5.61%

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

Female	Calendar Days lost	Male	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	17,171	S10 Anxiety/stress/depression/other psychiatric illnesses	7,317
S12 Other musculoskeletal problems	9,788	S12 Other musculoskeletal problems	5,119
S25 Gastrointestinal problems	5,825	S11 Back Problems	2,929
S11 Back Problems	5,825	S25 Gastrointestinal problems	1,979
S98 Other known causes - not elsewhere classified	4,616	S98 Other known causes - not elsewhere classified	1,868

1.4 Employment Relation Cases

The employment relations case for the gender diversity strand has been analysed. It is shown that during April – October 2012 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	3	21%	44	52%	4	36%	8	28%	4	57%	2	29%	5	45%	70	43%
Female	11	79%	41	48%	7	64%	21	72%	3	43%	5	71%	6	55%	94	57%
Not disclosed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	14		85		11		29		7		7		11		164	

1.5 Leavers

The leaver's analysis shows the total number of leavers between April 2009 & March 2012 and for the year to date [April 2012 – Oct 2012]. 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 79% of females and 21% of males have left the organisation, this shows a variance from the pattern identified in the 2009/12 period. Movements are also shown from the previous reporting period [72% Female & 28% Males]. Variations are shown in the divisional analysis.

	Period 2009 – 2012		Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%	No	%
Gender										
Male	771	31%	12	30%	17	9%	33	32%	37	25%
Female	1688	69%	28	70%	163	91%	71	68%	113	75%
Not disclosed	0	0%		0%		0%		0%		0%
Total	2459	100%	40	100%	180	100%	104	100%	150	100%

2.0 Ethnic Origin

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 [15 %] is higher than the percentage of BME staff within the organisation [10.78%].

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 23% shortlisted to 15% appointed), this is also shown through the previous years positions.

Movements from the previous report show that similar levels of candidates from BME backgrounds were shortlisted [May 12 – Shortlisted 23% and more candidates were appointed [May 12 – Appointed 15% during the period.

	Applications				Shortlisted				Appointed			
	Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Ethnic Origin												
White British	18,931	71%	1952	72%	6,399	80%	1281	76%	1,537	85%	207	84%
Black and Minority Ethnic	7,478	28%	741	27%	1,476	19%	387	23%	238	13%	36	15%
Not stated	288	1%	33	1%	99	1%	20	1%	23	1%	3	1%
Total	26,697		2726		7,974		1688		1,798		246	

2.2 Current Staff

The current staffing analysis shows the ethnicity split for the Trust and for each operational Division. This is benchmarked against Mental Health & Learning Disability Trusts in the East Midlands.

The Trust ethnicity levels have been analysed, 87.62% of Trust staff classify themselves as coming from a White British background, where as 10.78% classify themselves as from a Black Minority Ethnicity background. When compared to the previous position a slight increase [+0.23%] in the number of staff from BME backgrounds is identified.

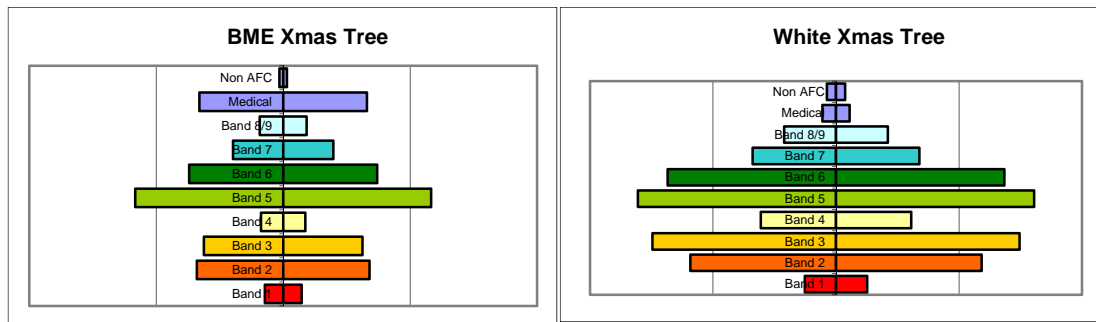
The Divisional ethnicity totals shows minor variations across all divisions from the previous report - Corporate Service [-0.11%], Health Partnerships [-0.31%], Forensics [+0.18%].

Additionally when the Trust totals are analysed against national benchmarking for Mental Health & Learning Disability Trusts variations are shown in the totals of White British and BME Staff.

	White		BME		Not Stated	
Dec-11	7316	87.01%	914	10.87%	178	2.12%
May-12	7730	87.63%	930	10.54%	161	1.83%
Dec-12	7805	87.62%	960	10.78%	143	1.61%
Variance	75	-0.01%	30	0.23%	-18	-0.22%
NHS MH & LD Trusts [East Midlands]		78.75%		16.37%		4.73%
Corporate Services	431	81.63%	70	13.26%	27	5.11%
Health P'Ships	2502	93.57%	156	5.83%	16	0.60%
Forensic Services	2395	88.05%	285	10.48%	40	1.47%
Local Services	2477	82.95%	449	15.04%	60	2.01%

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.



Ethnic Origin	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8/9	M&D	Non AFC
A White - British	3.25%	15.17%	19.12%	7.84%	20.63%	17.53%	8.69%	5.41%	1.42%	0.95%
B White - Irish	1.94%	8.74%	12.62%	2.91%	19.42%	24.27%	16.50%	9.71%	3.88%	0.00%
C White - Any other White background	4.32%	14.20%	15.43%	3.70%	14.81%	17.28%	9.26%	6.79%	13.58%	0.62%
CP White Polish	50.00%	50.00%	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%	33.33%	33.33%	0.00%	33.33%	0.00%
D Mixed - White & Black Caribbean	7.89%	28.95%	18.42%	10.53%	15.79%	7.89%	5.26%	2.63%	0.00%	2.63%
E Mixed - White & Black African	11.11%	22.22%	11.11%	0.00%	11.11%	22.22%	22.22%	0.00%	0.00%	0.00%
F Mixed - White & Asian	4.55%	9.09%	13.64%	9.09%	22.73%	13.64%	18.18%	4.55%	4.55%	0.00%
G Mixed - Any other mixed background	3.03%	12.12%	9.09%	6.06%	24.24%	21.21%	9.09%	3.03%	9.09%	3.03%
H Asian or Asian British - Indian	1.26%	13.21%	10.69%	3.14%	15.09%	15.72%	4.40%	1.26%	35.22%	0.00%
J Asian or Asian British - Pakistani	0.00%	13.51%	5.41%	5.41%	21.62%	10.81%	8.11%	8.11%	27.03%	0.00%
K Asian or Asian British - Bangladeshi	0.00%	20.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	40.00%	0.00%
L Asian or Asian British - Any other Asian background	0.00%	7.41%	14.81%	3.70%	25.93%	3.70%	7.41%	3.70%	33.33%	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%	50.00%	0.00%	0.00%	0.00%	50.00%	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 - Caribbean	4.72%	22.05%	18.11%	4.72%	21.26%	12.60%	8.66%	3.94%	1.57%	2.36%
N Black or Black British - African	1.94%	12.90%	9.03%	1.29%	52.26%	12.90%	5.16%	0.65%	3.87%	0.00%
P Black or Black British - Any other Black background	9.52%	9.52%	28.57%	9.52%	33.33%	4.76%	0.00%	0.00%	4.76%	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%
R Chinese	0.00%	9.09%	27.27%	0.00%	27.27%	9.09%	9.09%	0.00%	18.18%	0.00%
S Any Other Ethnic Group	0.00%	10.81%	8.11%	0.00%	24.32%	29.73%	5.41%	2.70%	18.92%	0.00%
SE Other Specified	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Undefined	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Z Not Stated	4.20%	11.19%	13.29%	4.90%	14.69%	15.38%	6.29%	5.59%	22.38%	2.10%
Grand Total	3.24%	15.00%	18.37%	7.34%	20.93%	17.27%	8.60%	5.24%	3.09%	0.93%

2.3 Sickness

The sickness for the current year has been analysed by the ethnicity diversity strand, the analysis shows some variations between the ethnic groupings. Sickness absence is high within 'Any other White background', 'Black British African' and 'Any other mixed background'.

April 12 – October 12	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Episodes	Days Lost	Cumulative % Abs Rate (FTE)
Trust	88,923.33	1,659,556.94	9,102.00	86,220.00	5.36%
A White - British	77,774.15	1,445,784.88	8,036.00	75,739.00	5.38%
B White - Irish	1,098.19	19,936.75	99.00	1,052.00	5.51%
C White - Any other White background	2,003.57	31,666.52	192.00	1,913.00	6.33%
CP White Polish	0.80	391.30	0.00	0.00	0.20%
CY White Other European	0.00	642.00	0.00	0.00	0.00%
D Mixed - White & Black Caribbean	326.58	6,708.16	48.00	400.00	4.87%
E Mixed - White & Black African	22.84	1,259.83	6.00	19.00	1.81%
F Mixed - White & Asian	204.87	4,081.80	19.00	188.00	5.02%
G Mixed - Any other mixed background	482.00	5,619.31	32.00	369.00	8.58%
H Asian or Asian British - Indian	756.71	28,935.04	104.00	765.00	2.62%
J Asian or Asian British - Pakistani	308.68	6,911.93	38.00	278.00	4.47%
K Asian or Asian British - Bangladeshi	0.00	769.40	0.00	0.00	0.00%
L Asian or Asian British - Any other Asian background	217.08	5,251.76	24.00	218.00	4.13%
LE Asian Sri Lankan	1.00	217.00	1.00	1.00	0.46%
LH Asian British	0.00	367.00	0.00	0.00	0.00%
LK Asian Unspecified	0.00	214.00	0.00	0.00	0.00%
M Black or Black British - Caribbean	1,238.96	25,033.20	123.00	1,110.00	4.95%
N Black or Black British - African	2,313.60	31,427.50	174.00	2,039.00	7.36%
P Black or Black British - Any other Black background	120.43	3,932.12	11.00	88.00	3.06%
PC Black Nigerian	4.00	303.00	1.00	4.00	1.32%
R Chinese	24.50	2,612.00	7.00	24.00	0.94%
S Any Other Ethnic Group	292.20	7,339.21	31.00	248.00	3.98%
SE Other Specified	0.00	324.90	0.00	0.00	0.00%
Undefined	3.00	313.00	1.00	3.00	0.96%
Z Not Stated	1,730.17	29,515.33	155.00	1,762.00	5.86%

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

White	Calendar Days lost	BME	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	15851	S10 Anxiety/stress/depression/other psychiatric illnesses	3254
S12 Other musculoskeletal problems	11254	S98 Other known causes - not elsewhere classified	1932
S25 Gastrointestinal problems	6985	S12 Other musculoskeletal problems	1126
S98 Other known causes - not elsewhere classified	5412	S28 Injury, fracture	1125
S11 Back Problems	4596	S13 Cold, Cough, Flu - Influenza	468

2.4 Employment Relation Cases

The employment relations cases for the ethnicity diversity strand have been analysed. It is shown that during April – October 2012 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.	%
Ethnic Origin																
White British	12	86%	68	80%	8	73%	22	76%	5	63%	6	86%	10	91%	131	79%
Black and Minority Ethnic	2	14%	11	13%	3	27%	4	14%	1	13%	1	14%	1	9%	23	14%
Not stated	0	0%	6	7%	0	0%	3	10%	2	25%	0	0%	0	0%	11	7%
Total	14		85		11		29		8		7		11		165	

2.5 Leavers

The analysis shows the total number of leavers for the between April 2009 & March 2012 and for the year to day [April – October 2012]. This gives an indication of how many leavers there has been, broken down by the gender diversity strand.

The analysis shows that 86% of staff classified as White British and 11% of staff classified as from Black Minority Ethnic groups have left the organisation. This shows variations from the pattern identified in the 2009 - 2012 period. Movements from the previous report show that the percentage of BME staff who have left the organisation has decreased [-5%].

	Period 2009 – 2012		Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ethnic Origin										
White British	1977	80%	34	85%	164	91%	91	88%	121	81%
Black and Minority Ethnic	407	17%	6	15%	14	8%	8	8%	23	15%
Not stated	75	3%	0	0%	2	1%	5	5%	6	4%
Total	2459	100%	40	100%	180	100%	104	100%	150	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.

	Applications				Shortlisted				Appointed			
	Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date	
Age	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
16 - 20	996	4%	60	2%	171	2%	27	2%	43	2%	8	3%
21 - 30	12,436	47%	970	36%	2,922	37%	559	33%	674	37%	101	41%
31 - 40	6,035	23%	671	25%	2,117	27%	430	25%	471	26%	54	22%
41 - 50	5,179	19%	637	23%	1,974	25%	428	25%	434	24%	50	20%
51 - 60	1,955	7%	356	13%	757	9%	223	13%	166	9%	33	13%
61 - 70	96	0%	32	1%	33	0%	21	1%	10	1%	0	0%
Not stated	0	0%	0	0%	0	0%	0	0%	0	0%		0%
Total	26,697		2726		7,974		1688		1,798		246	

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 12] and shows the Trust has a slight aging workforce

When the information is viewed against national benchmarking statistics for Mental Health & Learning Disability Trust in the East Midlands variations are identified in all age categories.

	Dec-11		May-12		Dec-12		Variance [%]		NHS MH & LD Trusts [East Midlands]
<25	337	4.01%	336	3.81%	338	3.79%	-0.01%		5.68%
25 -29	718	8.54%	758	8.59%	753	8.45%	-0.14%		11.04%
30 – 34	989	11.76%	1046	11.86%	1067	11.98%	0.12%		12.20%
35 – 39	1106	13.15%	1089	12.35%	1080	12.12%	-0.22%		13.01%
40 – 44	1272	15.13%	1320	14.96%	1315	14.76%	-0.20%		14.12%
45 – 49	1469	17.47%	1552	17.59%	1569	17.61%	0.02%		15.46%
50 – 54	1292	15.37%	1390	15.76%	1416	15.90%	0.14%		13.46%
55 – 59	793	9.43%	845	9.58%	865	9.71%	0.13%		9.48%
60 – 64	375	4.46%	409	4.64%	417	4.68%	0.04%		4.59%
> 65	57	0.68%	76	0.86%	88	0.99%	0.13%		0.97%

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	6.92%	9.81%	2.57%	1.99%	5.15%	0.65%	0.00%	0.00%	0.00%	31.33%
25 - 29	3.46%	11.08%	8.99%	9.17%	12.45%	7.48%	2.48%	0.64%	6.18%	2.41%
30 - 34	6.23%	9.96%	8.62%	13.91%	15.83%	15.47%	10.70%	5.78%	13.82%	4.82%
35 - 39	5.19%	8.76%	10.51%	11.47%	12.29%	15.93%	14.10%	10.92%	23.64%	3.61%
40 - 44	12.11%	12.28%	13.14%	16.97%	15.02%	15.93%	17.75%	17.34%	14.18%	10.84%
45 - 49	14.19%	14.52%	19.13%	15.90%	15.45%	16.91%	22.85%	28.48%	17.82%	14.46%
50 - 54	18.34%	15.12%	17.67%	14.53%	12.50%	14.76%	21.28%	24.41%	9.09%	18.07%
55 - 59	16.61%	9.36%	12.29%	10.70%	7.73%	9.30%	7.31%	9.21%	9.45%	10.84%
60 - 64	13.49%	7.34%	5.44%	4.89%	3.33%	2.86%	3.13%	3.00%	4.36%	3.61%
65 +	3.46%	1.80%	1.65%	0.46%	0.27%	0.72%	0.39%	0.21%	1.45%	0.00%

3.4 Employment Relation Cases

The employment relations cases for the age diversity strand have been analysed. It is shown that during April – March 2012 more individuals who are between 31–40 & 41–50 are involved in employment relations cases. This follows the Trust age profile.

Age	Emp Tribunal		Disciplinary		Harassment		Grievance		Capability		Refereed to Prof Body		Appeals		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
16 - 20	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
21 - 30	0	0%	15	18%	0	0%	2	7%	1	13%	1	14%	1	9%	20	12%
31 - 40	1	7%	17	20%	2	18%	6	21%	4	50%	2	29%	0	0%	32	19%
41 - 50	6	43%	33	39%	4	36%	7	24%	2	25%	3	43%	4	36%	59	36%
51 - 60	4	29%	16	19%	4	36%	12	41%	1	13%	1	14%	5	45%	43	26%
61 - 70	3	21%	3	4%	1	9%	2	7%	0	0%	0	0%	1	9%	10	6%
Not stated	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
Total	14		85		11		29		8		7		11		165	

3.5 Leavers

An age profile has been completed for the leavers in the current period (April 2012 – October 2012) and for the previous period [2009-2012].

The analysis shows that within the current quarter 38% of Trust leavers were aged 50+ and 38% were from the 21 – 40 age brackets.

The analysis shows some variations within the divisional breakdown, within Local Services 39% of leavers were age 50+, 36% in Forensic Services and 37% in Health Partnerships.

	Period 2009 – 2012		Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%	No	%
Age										
16 - 20	75	3%	0	0%	5	3%		0%		0%
21 - 30	591	24%	8	20%	32	18%	25	24%	34	23%
31 - 40	441	18%	7	18%	23	13%	18	17%	34	23%
41 - 50	461	19%	5	13%	54	30%	24	23%	24	16%
51 - 60	552	22%	13	33%	48	27%	37	36%	34	23%
61 - 70	339	14%	7	18%	18	10%		0%	24	16%
Not stated		0%		0%		0%		0%		0%
Total	2459	100%	40	100%	180	100%	104	100%	150	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.

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 84 applications received from LGB backgrounds and 9 individuals were appointed during this period.

4.2 Current Staff

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

	Applications				Shortlisted				Appointed			
	Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Sexual Orientation												
Bisexual	266	1%	24	1%	67	1%	15	1%	13	1%	2	1%
Gay	356	1%	37	1%	135	2%	20	1%	26	1%	4	2%
Heterosexual	24,049	90%	2454	90%	7,130	89%	1515	90%	1,583	88%	223	91%
Lesbian/Gay Woman	195	1%	23	1%	70	1%	16	1%	18	1%	3	1%
Not stated	1,831	7%	188	7%	572	7%	122	7%	158	9%	14	6%
Total	26,697		2726		7,974		1688		1,798		246	

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 69.6% of the Trust.

The overall Trust staffing analysis shows little variation from the previous period [May 12].

	Dec-11		May-12		Dec-12		Variance [%]
Bisexual	34	0.4%	34	0.4%	37	0.4%	0.0%
Gay	46	0.5%	47	0.5%	52	0.6%	0.1%
Heterosexual	5689	67.7%	6082	68.9%	6198	69.6%	0.6%
I do not wish to disclose my sexual orientation	2249	26.7%	2281	25.9%	2270	25.5%	-0.4%
Lesbian/Gay Woman	56	0.7%	60	0.7%	61	0.7%	0.0%
Undefined	334	4.0%	317	3.6%	290	3.3%	-0.3%

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%	0.4%	0.4%	0.3%	0.4%	0.6%	0.5%	0.0%	0.0%	1.2%
Gay	0.0%	0.2%	0.7%	0.3%	0.5%	0.7%	1.4%	0.4%	0.4%	1.2%
Heterosexual	67.8%	71.5%	65.4%	72.9%	72.2%	70.2%	69.2%	70.2%	59.6%	65.1%
I do not wish to disclose my sexual orientation	30.8%	23.3%	29.8%	21.4%	22.6%	24.4%	25.3%	26.6%	37.5%	31.3%
Lesbian/Gay Woman	0.7%	0.3%	0.7%	0.2%	0.6%	1.2%	0.8%	1.1%	0.7%	1.2%
Undefined	0.3%	4.3%	3.1%	4.9%	3.7%	3.1%	2.7%	1.7%	1.8%	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 12 – October 12	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Episodes	Days Lost	Cumulative % Abs Rate (FTE)
Trust	88,923.33	1,659,556.94	10,517.00	99,706.00	5.36%
Bisexual	288.72	6,509.51	40.00	309.00	4.44%
Gay	244.60	10,085.40	46.00	251.00	2.43%
Heterosexual	57,807.38	1,157,048.88	7,030.00	64,417.00	5.00%
I do not wish to disclose my sexual orientation	26,492.03	423,698.32	2,926.00	29,993.00	6.25%
Lesbian/Gay Woman	1,093.52	12,049.76	120.00	1,169.00	9.08%
Undefined	2,997.08	50,165.07	355.00	3,567.00	5.97%

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	159	Gay	S12 Other musculoskeletal problems	28
	S12 Other musculoskeletal problems	39		S13 Cold, Cough, Flu - Influenza	28
	S25 Gastrointestinal problems	31		S11 Back Problems	22
	S21 Ear, nose, throat (ENT)	7			
	S26 Genitourinary & gynaecological disorders	3			
Heterosexual	S10 Anxiety/stress/depression/other	15192	Lesbian / Gay	S12 Other musculoskeletal problems	287

	psychiatric illnesses		Woman		
	S12 Other musculoskeletal problems	9232		S26 Genitourinary & gynaecological disorders	173
	S25 Gastrointestinal problems	5037		S10 Anxiety/stress/depression/other psychiatric illnesses	108
	S98 Other known causes - not elsewhere classified	4239		S99 Unknown causes / Not specified	101
	S13 Cold, Cough, Flu - Influenza	3454		S28 Injury, Fracture	85

4.4 Employment Relation Cases

The employment relations cases for the sexual orientation diversity strand have been analysed. It is shown that during April – October 12 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%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
Gay	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Heterosexual	6	43%	56	66%	10	91%	21	72%	4	50%	6	86%	9	82%	112	68%		
Lesbian/Gay Woman	0	0%	6	7%	0	0%	0	0%	0	0%	0	0%	0	0%	6	4%		
Not stated	8	57%	22	26%	1	9%	8	28%	4	50%	1	14%	2	18%	46	28%		
Total	14		85		11		29		8		7		11		165			

4.5 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.

	Period 2009 – 2012		Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No.	%	No.	%	No.	%	No.	%	No.	%
Bisexual	10	0%		0%		0%	1	1%	1	1%
Gay	20	1%		0%		0%		0%	2	1%
Heterosexual	1862	76%	30	75%	118	66%	70	67%	103	69%
Lesbian	15	1%		0%		0%	1	1%	2	1%
Not stated	552	22%	10	25%	62	34%	32	31%	42	28%
Total	2459	100%	40	100%	180	100%	104	100%	150	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 2009 - 2012 period. It is noted that no candidates who classified themselves following Buddhism, Jainism or Judaism were appointed during the reporting period. This follows a similar profile as the previous period.

	Applications				Shortlisted				Appointed			
	Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Religion & Belief												
Atheism	3,526	13%	380	14%	1,065	13%	253	15%	286	16%	53	22%
Buddhism	192	1%	19	1%	54	1%	7	0%	12	1%	0	0%
Christian	14,650	55%	1522	56%	4,595	58%	935	55%	941	52%	127	52%
Hinduism	1,041	4%	62	2%	148	2%	31	2%	27	2%	5	2%
Islam	1,026	4%	90	3%	139	2%	42	2%	18	1%	4	2%
Jainism	14	0%	1	0%	0	0%	0	0%	0	0%	0	0%
Judaism	30	0%	3	0%	6	0%	3	0%	2	0%	0	0%
Sikhism	444	2%	36	1%	89	1%	15	1%	16	1%	2	1%
Other	2,971	11%	310	11%	869	11%	196	12%	193	11%	27	11%
Not stated	2,803	10%	303	11%	1,009	13%	206	12%	303	17%	28	11%
Total	26,697		2726		7,974		1688		1,798		246	

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 30.99% of staff have stated that they do not wish to disclose their religion or belief.

	Dec-11		May-12		Dec-12		Variance [%]
Atheism	737	8.77%	792	8.98%	814	9.14%	0.16%
Buddhism	29	0.34%	33	0.37%	34	0.38%	0.01%
Christianity	3805	45.25%	4120	46.71%	4187	47.00%	0.30%
Hinduism	81	0.96%	76	0.86%	89	1.00%	0.14%
I do not wish to disclose my religion/belief	2745	32.65%	2771	31.41%	2761	30.99%	-0.42%
Islam	70	0.83%	77	0.87%	77	0.86%	-0.01%

Jainism	1	0.01%	1	0.01%	1	0.01%		0.00%
Judaism	18	0.21%	16	0.18%	16	0.18%		0.00%
Other	568	6.76%	595	6.75%	614	6.89%		0.15%
Sikhism	21	0.25%	24	0.27%	26	0.29%		0.02%
Undefined	333	3.96%	316	3.58%	289	3.24%		-0.34%

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	3.81%	8.91%	6.85%	8.41%	9.39%	11.38%	10.05%	12.42%	5.82%	19.28%
Buddhism	0.00%	0.22%	0.24%	0.15%	0.38%	0.72%	0.39%	0.64%	0.73%	0.00%
Christianity	51.90%	48.28%	46.03%	53.98%	48.66%	45.19%	50.26%	43.68%	23.27%	37.35%
Hinduism	0.00%	0.52%	0.67%	0.76%	0.75%	0.85%	0.65%	0.43%	11.64%	0.00%
I do not wish to disclose my religion/belief	38.41%	28.37%	35.39%	25.84%	28.11%	30.49%	30.55%	31.91%	43.64%	32.53%
Islam	1.38%	1.05%	0.31%	0.31%	0.97%	0.59%	0.39%	0.64%	6.91%	0.00%
Jainism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%
Judaism	0.00%	0.00%	0.00%	0.00%	0.05%	0.33%	0.00%	0.64%	2.18%	1.20%
Other	4.15%	7.86%	7.33%	5.35%	7.73%	7.35%	4.83%	7.49%	1.82%	9.64%
Sikhism	0.00%	0.52%	0.12%	0.15%	0.27%	0.20%	0.13%	0.43%	1.82%	0.00%
Undefined	0.35%	4.27%	3.06%	5.05%	3.70%	2.93%	2.74%	1.71%	1.82%	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 'Other' staff categories.

April 12 – October 12	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Episodes	Days Lost	Cumulative % Abs Rate (FTE)
Trust	88,923.33	1,659,525.94	10,517.00	99,706.00	5.36%
Atheism	5,716.50	152,926.49	884.00	6,298.00	3.74%
Buddhism	301.52	6,439.74	36.00	401.00	4.68%
Christianity	39,970.51	773,630.41	4,682.00	45,046.00	5.17%
Hinduism	562.97	15,879.84	62.00	574.00	3.55%
I do not wish to disclose my religion/belief	32,336.81	521,929.75	3,610.00	36,042.00	6.20%
Islam	489.29	14,943.57	66.00	525.00	3.27%
Jainism	0.00	214.00	0.00	0.00	0.00%
Judaism	43.70	2,659.97	9.00	76.00	1.64%
Other	6,560.58	115,677.56	796.00	7,237.00	5.67%
Sikhism	126.00	5,250.27	25.00	127.00	2.40%

Undefined	2,815.45	49,974.35	347.00	3,380.00	5.63%
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The table below details the three 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	1496	Buddhism	S10 Anxiety/stress/depression/other psychiatric illnesses	69
	S25 Gastrointestinal problems	813		S25 Gastrointestinal problems	33
	S12 Other musculoskeletal problems	621		S13 Cold, Cough, Flu - Influenza	29
	S11 Back Problems	523		S21 ENT	29
	S13 Cold, Cough, Flu - Influenza	475		S11 Back Problems	8
Christian	S10 Anxiety/stress/depression/other psychiatric illnesses	10191	Hinduism	S28 Injury, fracture	141
	S12 Other musculoskeletal problems	6822		S15 Chest & respiratory problems	90
	S25 Gastrointestinal problems	3524		S10 Anxiety/stress/depression/other psychiatric illnesses	46
	S98 Other known causes - not elsewhere classified	3495		S12 Other musculoskeletal problems	32
	S11 Back Problems	3361		S25 Gastrointestinal problems	12
Islam	S10 Anxiety/stress/depression/other psychiatric illnesses	178	Judaism	S12 Other musculoskeletal problems	42
	S30 Pregnancy related disorders	25		S13 Cold, Cough, Flu - Influenza	41
	S13 Cold, Cough, Flu - Influenza	25		S98 Other known causes - not elsewhere classified	32
	S11 Back Problems	24			
	S12 Other musculoskeletal problems	12			
Sikhism	S98 Other known causes - not elsewhere classified	50	Not Disclosed	S10 Anxiety/stress/depression/other psychiatric illnesses	879
	S15 Chest & Respiratory	24		S12 Other musculoskeletal problems	407
	S13 Cold, Cough, Flu - Influenza	9		S98 Other known causes - not elsewhere classified	288
	S25 Gastrointestinal problems	5		S13 Cold, Cough, Flu - Influenza	173
	S23 Eye problems	4		S11 Back Problems	162

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 12 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	6%	1	9%	5	17%	0	0%	0	0%	0	0%	11	7%
Buddhism	0	0%	0	0%	0	0%	0	0%	0	0%	1	14%	0	0%	1	1%
Christian	5	36%	39	46%	6	55%	10	34%	4	50%	3	43%	3	27%	70	42%
Hinduism	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
Islam	0	0%	1	1%	0	0%	2	7%	0	0%	0	0%	0	0%	3	2%
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	7%	0	0%	0	0%	0	0%	0	0%	1	14%	0	0%	2	1%
Other	0	0%	2	2%	3	27%	0	0%	0	0%	1	14%	1	9%	7	4%
Not stated	8	57%	37	44%	1	9%	12	41%	4	50%	1	14%	7	64%	70	42%
Total	14		85		11		29		8		7		11		165	

5.5 Leavers

The leaver's analysis shows the total number of leavers for April 2009 – March 2012 and for the current period [April – October 2012]. This gives an indication of how many leavers there has been broken down by the religion & belief diversity strand.

	Period 2009 – 2012		Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No.	%	No.	%	No.	%	No.	%	No.	%
Religion & Belief										
Atheism	216	9%	8	20%	22	12%	10	10%	23	15%
Buddhism	11	0%		0%		0%		0%		0%
Christian	1282	52%	20	50%	95	53%	52	50%	52	35%
Hinduism	26	1%	1	3%	1	1%		0%		0%
Islam	30	1%	1	3%		0%	1	1%	3	2%
Jainism	0	0%		0%		0%		0%		0%
Judaism	5	0%		0%		0%		0%		0%
Sikhism	16	1%		0%		0%	1	1%	1	1%
Other	180	7%		0%	10	6%	11	11%	19	13%
Not stated	693	28%	10	25%	52	29%	29	28%	52	35%
Total	2459	100%	40	100%	180	100%	104	100%	150	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.

	Applications				Shortlisted				Appointed			
	Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date		Period 2009 - 2012		Year to Date	
			No.	%			No.	%			No.	%
Disabled												
Yes	2,069	8%	185	7%	966	12%	123	7%	255	14%	10	4%
No	22,675	85%	2364	87%	5,838	73%	1431	85%	1,228	68%	222	90%
Not stated	1,953	7%	177	6%	1,170	15%	134	8%	315	18%	14	6%
Total	26,697		2726		7,974		1688		1,798		246	

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 2012].

	No		Undefined		Yes		I don't wish to declare	
Dec-11	5638	67.06%	2437	28.98%	333	3.96%		
May-12	5984	67.84%	1057	11.98%	375	4.25%	1405	15.93%
Dec-12	6156	69.11%	951	10.68%	392	4.40%	1409	15.82%
Variance	172	1.27%	-106	-1.31%	17	0.15%	4	-0.11%

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	64.01%	31.83%	4.15%

Band 2	71.11%	23.43%	5.46%
Band 3	68.34%	26.71%	4.95%
Band 4	72.02%	24.62%	3.36%
Band 5	68.67%	26.34%	4.99%
Band 6	69.44%	26.79%	3.77%
Band 7	69.84%	26.37%	3.79%
Band 8/9	78.16%	19.70%	2.14%
Medical	44.73%	53.45%	1.82%
Non AFC	73.49%	15.66%	10.84%
Grand Total	69.11%	26.49%	4.40%

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 12 – October 12	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Episodes	Days Lost	Cumulative % Abs Rate (FTE)
Trust	88,923.33	1,659,525.94	10,517.00	99,706.00	5.36%
No	53,808.24	1,145,059.06	6,782.00	59,860.00	4.70%
Not Declared	20,188.64	275,799.26	2,000.00	21,842.00	7.32%
Undefined	8,338.37	166,994.08	1,111.00	10,506.00	4.99%
Yes	6,588.08	71,673.55	624.00	7,498.00	9.19%

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	13924	Not Declared	S10 Anxiety/stress/depression/other psychiatric illnesses	6201
	S12 Other musculoskeletal problems	9164		S12 Other musculoskeletal problems	3096
	S25 Gastrointestinal problems	5211		S25 Gastrointestinal problems	1411
	S98 Other known causes - not elsewhere classified	4736		S11 Back Problems	1401
	S11 Back Problems	3601		S98 Other known causes - not elsewhere classified	857
Undefined	S10 Anxiety/stress/depression/other psychiatric illnesses	2371	Yes	S10 Anxiety/stress/depression/other psychiatric illnesses	1991
	S12 Other musculoskeletal problems	1362		S12 Other musculoskeletal problems	1285

	S11 Back Problems	681		S25 Gastrointestinal problems	514
	S25 Gastrointestinal problems	612		S99 Unknown causes / Not specified	401
	S98 Other known causes - not elsewhere classified	610		S28 Injury, Fracture	394

6.4 Employment Relation Cases

The employment relations cases for the disability diversity strand have been analysed. It is shown that during April - October 2012 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	0	0%	3	4%	0	0%	2	7%	1	13%	0	0%	0	0%	6	4%
No	13	93%	71	84%	9	82%	24	83%	4	50%	7	100%	7	64%	135	82%
Not stated	1	7%	11	13%	2	18%	3	10%	3	38%	0	0%	4	36%	24	15%
Total	14		85		11		29		8		7		11		165	

6.5 Leavers

The leavers analysis shows the total number of leavers for the previous report [2009-2012] and for the current period [April - October 2012]. 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.

	Period 2009 - 2012		Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No.	%	No.	%	No.	%	No.	%	No.	%
Disabled										
Yes	117	5%	2	5%	3	2%	1	1%	9	6%
No	1250	51%	36	90%	148	82%	77	74%	102	68%
Undefined	720	29%	2	5%	24	13%	2	2%	16	11%
Not Disclosed	372			0%	5	3%	24	23%	23	15%

7.0 Marital Status

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

7.1 Current Staff

The current staffing analysis shows the marital split for the Trust. Currently 50.28% is classed a married with 37.20% of the Trust classified as single, Civil Partnerships make up 0.28% [or 25] of the Trust.

	Dec 12	%
Civil Partnership	25	0.28%
Divorced	509	5.71%
Legally Separated	115	1.29%
Married	4505	50.57%
Single	3290	36.93%
Unknown	43	0.48%
Widowed	52	0.58%
Not Known	369	4.14%

Band Analysis

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

	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown	Widowed	Unknown
Band 1	0.34%	1.71%	1.37%	52.90%	31.06%	0.00%	1.02%	11.60%
Band 2	0.08%	5.32%	0.99%	44.94%	42.59%	0.68%	1.29%	4.11%
Band 3	0.12%	6.74%	1.81%	46.13%	41.14%	0.44%	0.56%	3.06%
Band 4	0.31%	7.35%	2.14%	55.59%	31.70%	0.46%	0.46%	1.99%
Band 5	0.32%	5.89%	1.39%	47.24%	40.49%	0.59%	0.27%	3.80%
Band 6	0.39%	6.21%	0.85%	52.26%	36.56%	1.05%	0.52%	2.16%
Band 7	0.26%	4.92%	1.42%	62.95%	28.50%	0.52%	0.26%	1.17%
Band 8/9	0.21%	5.36%	0.86%	61.80%	29.83%	0.43%	0.21%	1.29%
Medical	0.77%	2.30%	0.38%	42.15%	21.84%	1.15%	0.00%	31.42%
Non AFC	0.00%	0.00%	0.00%	34.92%	52.38%	0.00%	0.00%	12.70%

7.3 Leavers

The leavers analysis shows the total number of leavers for the current period [April – October 2012]. This gives an indication of how many leavers there has been broken down by the disability diversity strand.

	Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%

Marital Status								
Civil Partnership	12	0%		0%		0%		0%
Divorced	239	10%	2	5%	28	16%	8	8%
Legally Separated	42	2%		0%	8	4%		0%
Married	930	38%	17	43%	79	44%	32	31%
Single	1176	48%	13	33%	59	33%	47	45%
Unknown	26	1%	8	20%		0%	15	14%
Widowed	34	1%		0%	6	3%	2	2%
Total	2459	100%	40	100%	180	100%	104	100%

8.0 Maternity

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

8.1 Current Staff

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

	Maternity & Adoption	%
May 12	195	2.21%
December 12	195	2.19%

Band Analysis

The following table shows the band analysis for the 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	2.05%	3.28%
Band 2	11.28%	15.15%
Band 3	12.82%	18.55%
Band 4	9.23%	7.41%
Band 5	27.69%	21.13%
Band 6	21.03%	17.44%
Band 7	9.23%	8.68%
Band 8/9	2.05%	5.29%
Medical	4.62%	3.12%
Non AFC	0.00%	0.94%