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Equality & Diversity Highlight Report

June 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.

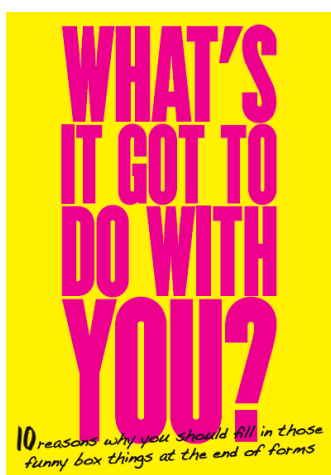
The report has been developed to highlight, for the Trust's Equality and Diversity Committee, areas in which further focus and action may be required to ensure a diverse and culturally competent workforce.

The information in the report has been taken from a snap shot of the Trust during May 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
28th May 2013



The Stonewall booklet 'What's it got to do with you?' explains why personal details such as sexual orientation, race, and disability status are requested by employers and service providers, and what the benefits are. The booklet is available online at:

www.stonewall.org.uk/documents/whats_it_got_to_do_with_you.pdf

There is also an Easy Read version available at:

www.stonewall.org.uk/documents/isl391_10_easyread_whats_it_got_to_do_with_you_leaflet_final_low_res_7jun11_1.pdf

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	-	74.1% Female / 22.9% Male	Differences within Band 4, 5, 6 & 7 and Medical Staff	-	-
Ethnicity	-	Slight decrease in BME classification [-0.12%]	Variations identified within banding splits	High sickness levels within White Irish Any other, White background, White/Black African & Black/British background	-
Age	-	Trust profile shows a negative distribution	Bands 1, 3, 7 & 8/9 show an aging profile	-	-
Sexual Orientation	Low percentage of LGB groups appointed	-	-	-	-
Religion / Belief	-	-	-	-	-
Disability	-	-	Lows levels of staff employed in Medical grades and Bands 8/9	Higher sickness levels in staff who classify themselves as 'disabled'	-
Marriage / Civil Partnership Status	-	-	-	-	-
Pregnancy / Maternity	-	2.04% or 180 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.

The analysis shows that 61% of males that apply are shortlisted and 10% of those males shortlisted are appointed. When the female category is viewed 63% of those that apply are shortlisted and 18% of those shortlisted are appointed.

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13			
Gender														
Male	7,831	29%	1574	26%	2,195	28%	966	26%	520	29%	99	17%	61%	10%
Female	18,855	71%	4389	74%	5,775	72%	2745	74%	1,278	71%	496	83%	63%	18%
Not disclosed	11	0%		0%	4	0%		0%	0	0%		0%		
Total	26,697		5963		7,974		3711		1,798		595			

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.

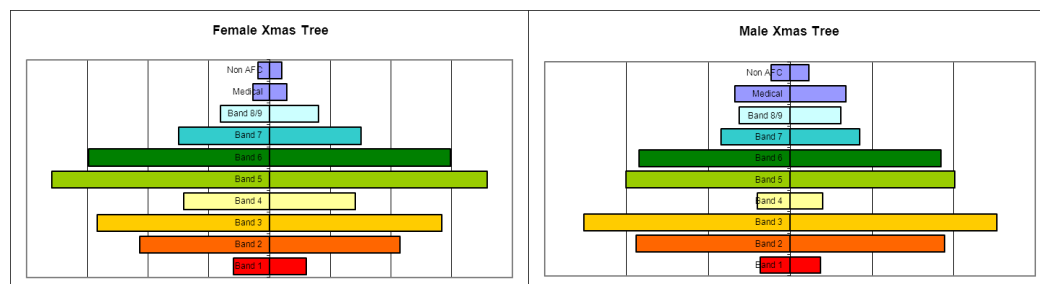
The gender composition for Nottinghamshire Healthcare NHS Trust is 74.12% females and 25.88% males.

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
May-12	6519	73.90%	2302	26.10%
Dec-12	6576	73.82%	2332	26.18%
May-13	6539	74.12%	2283	25.88%
Variance	-37	0.30%	-49	-0.30%
East Midlands NHS Trusts		76.80%		23.20%
Corporate Services	301	63.91%	170	36.09%
Forensic Services	1514	56.68%	1157	43.32%
Local Services	2273	74.09%	795	25.91%
Health P'Ships	2451	93.84%	161	6.16%

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 (5.82%) have a slightly higher sickness level than females (5.59%).

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	159870	2828757	5.65%	19,467	179,859	10,889,338
Female	113034	2023324	5.59%	14,301	130,709	7,793,020
Male	46837	805405	5.82%	5,167	49,150	3,096,318

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	24.31%	31,860	S10 Anxiety/stress/depression/other psychiatric illnesses	24.96%	12,365
S12 Other musculoskeletal problems	13.00%	16,305	S12 Other musculoskeletal problems	19.13%	9,333
S25 Gastrointestinal problems	8.23%	10,807	S11 Back Problems	9.21%	4,368
S98 Other known causes - not elsewhere classified	6.77%	9,146	S25 Gastrointestinal problems	8.58%	4,161
S13 Cold, Cough, Flu - Influenza	6.58%	8,617	S13 Cold, Cough, Flu - Influenza	6.95%	3,335

1.4 Employment Relation Cases

The employment relations case for the gender diversity strand has been analysed. It is shown that during April – March 2013 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 – March 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 78% of females and 22% of males have left the organisation, this shows a variance from the pattern identified in the 2009/12 period, where 31% of males left the organisation. Movements are also shown from the previous reporting period [79% Female & 22% Males]. Variations are shown in the divisional analysis.

	Period 2009 – 2012		Corporate Services		Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%	No	%
Gender										
Male	771	31%	21	35%	37	10%	79	35%	70	25%
Female	1688	69%	39	65%	351	90%	149	65%	206	75%
Not disclosed	0	0%		0%		0%		0%		0%
Total	2459	100%	60	100%	388	100%	228	100%	276	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 [13%] is higher than the percentage of BME staff within the organisation [10.66%].

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 21% shortlisted to 13% appointed), this is also shown through the previous year's positions.

The analysis shows that 52% of BME candidates that apply are shortlisted and 10% of those applicants shortlisted are appointed. When the white ethnic group is viewed 66% of those that apply are shortlisted and 18% of those shortlisted are appointed.

Ethnic Origin	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13			
White British	18,931	71%	4355	73%	6,399	80%	2874	77%	1,537	85%	510	86%	66%	18%
Black and Minority Ethnic	7,478	28%	1544	26%	1,476	19%	797	21%	238	13%	76	13%	52%	10%
Not stated	288	1%	64	1%	99	1%	40	1%	23	1%	9	2%	63%	23%
Total	26,697		5963		7,974		3711		1,798		595			

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, 87.77% of Trust staff classify themselves as coming from a White British background, where as 10.66% classify themselves as from a Black Minority Ethnicity background. When compared to the previous position a slight decrease [-0.12%] in the number of staff from BME backgrounds is identified.

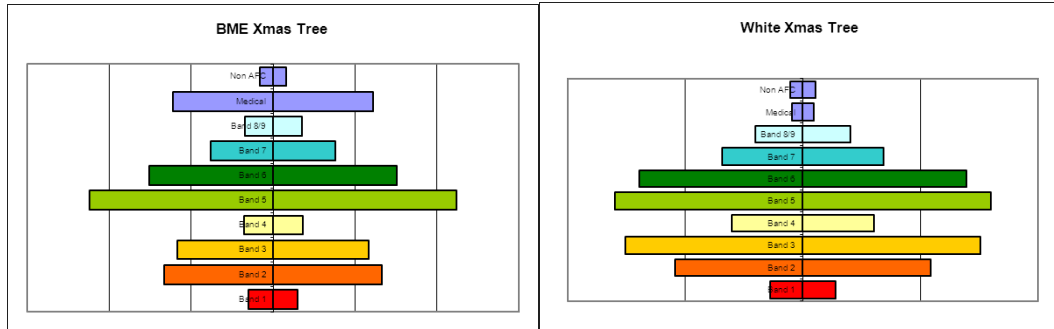
The Divisional ethnicity totals shows minor variations across all divisions from the previous report – Local Services [+0.15%], Health Partnerships [-0.09%], Forensics [-0.07%].

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		BME		Not Stated	
May-12	7730	87.63%	930	10.54%	161	1.83%
Dec-12	7805	87.62%	960	10.78%	143	1.61%
May-13	7743	87.77%	940	10.66%	139	1.58%
Variance	-62	0.15%	-20	-0.12%	-4	-0.03%
NHS East Midlands Trusts		81.05%		12.85%		6.10%
Corporate Services	404	85.77%	46	9.77%	21	4.46%
Forensic Services	2355	88.17%	278	10.41%	38	1.42%
Local Services	2538	82.72%	466	15.19%	64	2.09%
Health P'Ships	2446	93.64%	150	5.74%	16	0.61%

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	3.60%	14.03%	19.45%	7.77%	20.59%	17.94%	8.82%	5.20%	1.23%	1.36%
B White - Irish	3.03%	8.08%	11.11%	2.02%	16.16%	28.28%	17.17%	10.10%	3.03%	1.01%
C White - Any other White background	3.75%	15.63%	13.75%	3.75%	15.00%	16.88%	8.75%	6.88%	13.75%	1.88%
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%	33.33%	33.33%	0.00%	33.33%	0.00%
D Mixed - White & Black Caribbean	7.89%	26.32%	21.05%	10.53%	18.42%	7.89%	5.26%	0.00%	0.00%	2.63%
E Mixed - White & Black African	11.11%	22.22%	0.00%	11.11%	11.11%	22.22%	22.22%	0.00%	0.00%	0.00%
F Mixed - White & Asian	4.55%	4.55%	13.64%	9.09%	27.27%	13.64%	18.18%	4.55%	4.55%	0.00%
G Mixed - Any other mixed background	0.00%	17.86%	7.14%	7.14%	25.00%	25.00%	7.14%	3.57%	7.14%	0.00%
H Asian or Asian British - Indian	1.24%	12.42%	9.94%	3.11%	14.29%	14.91%	4.97%	1.86%	33.54%	3.73%
J Asian or Asian British - Pakistani	0.00%	11.76%	5.88%	5.88%	20.59%	11.76%	2.94%	5.88%	32.35%	2.94%
K Asian or Asian British - Bangladeshi	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
L Asian or Asian British - Any other Asian background	4.17%	4.17%	16.67%	4.17%	25.00%	4.17%	8.33%	4.17%	25.00%	4.17%
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 - Caribbean	5.60%	22.40%	16.80%	4.80%	22.40%	11.20%	9.60%	3.20%	1.60%	2.40%
N Black or Black British - African	1.97%	12.50%	9.21%	1.97%	50.00%	15.79%	4.61%	0.66%	3.29%	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	8.33%	8.33%	25.00%	0.00%	25.00%	8.33%	8.33%	0.00%	16.67%	0.00%
S Any Other Ethnic Group	0.00%	10.26%	10.26%	0.00%	30.77%	25.64%	5.13%	2.56%	15.38%	0.00%
SD Malaysian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
SE Other Specified	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	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	3.60%	10.79%	12.95%	4.32%	13.67%	15.11%	7.91%	6.47%	22.30%	2.88%
Grand Total	3.56%	13.99%	18.60%	7.30%	20.82%	17.69%	8.73%	5.07%	2.81%	1.42%

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', 'Any other White background', 'Mixed – Any other mixed background', 'Asian British' and 'Black British African'.

April 12 – March 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No of Episodes	No of Calendar Days	Cumulative Salary Based Cost (£)
Trust	159,870.49	2,828,729.44	5.65%	19,468	179,859	10,889,337.87
A White - British	140,427.36	2,464,799.81	5.70%	17,190	158,434	9,462,754.96
B White - Irish	2,259.87	34,011.62	6.64%	230	2,376	206,120.22
C White - Any other White background	3,262.16	53,002.40	6.15%	404	3,761	234,177.27
CP White Polish	7.60	665.90	1.14%	4	9	309.50
CY White Other European	8.00	1,095.00	0.73%	2	8	755.14
D Mixed - White & Black Caribbean	566.01	11,496.18	4.92%	96	740	29,388.83
E Mixed - White & Black African	142.28	2,383.33	5.97%	18	171	14,971.92
F Mixed - White & Asian	357.80	7,109.60	5.03%	45	372	26,003.73
G Mixed - Any other mixed background	977.13	9,592.39	10.19%	83	1,005	76,904.33
H Asian or Asian British - Indian	1,326.36	51,220.60	2.59%	227	1,460	127,953.22
J Asian or Asian British - Pakistani	578.70	11,050.54	5.24%	89	712	51,169.50
K Asian or Asian British - Bangladeshi	15.00	1,425.40	1.05%	5	15	624.50
L Asian or Asian British - Any other Asian background	344.68	9,057.49	3.81%	44	348	20,590.98
LE Asian Sri Lankan	1.00	368.00	0.27%	1	1	107.67
LH Asian British	67.00	566.50	11.83%	4	67	5,070.89
LK Asian Unspecified	0.00	365.00	0.00%	0	0	
M Black or Black British - Caribbean	2,421.98	42,968.48	5.64%	269	2,673	143,781.42
N Black or Black British - African	3,231.30	53,073.27	6.09%	317	3,324	216,470.64
P Black or Black British - Any other Black background	222.47	6,738.71	3.30%	29	230	14,244.13
PC Black Nigerian	17.00	839.00	2.03%	5	17	1,696.89
R Chinese	82.50	4,288.10	1.92%	12	88	4,663.76
S Any Other Ethnic Group	578.47	12,641.89	4.58%	64	596	54,500.57
SE Other Specified	4.00	566.50	0.71%	1	4	279.76
Undefined	18.00	445.00	4.04%	2	18	954.62
Z Not Stated	2,953.83	48,958.72	6.03%	327	3,430	195,843.41

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	23.51%	37,592	S10 Anxiety/stress/depression/other psychiatric illnesses	29.31%	5114
S12 Other musculoskeletal problems	15.99%	24,300	S11 Back Problems	6.97%	1184
S25 Gastrointestinal problems	8.33%	13,199	S12 Other musculoskeletal problems	7.02%	1288
S11 Back Problems	7.16%	11,228	S13 Cold, Cough, Flu - Influenza	6.65%	1219
S13 Cold, Cough, Flu - Influenza	6.72%	10,548	S14 Asthma	0.10%	19

2.4 Employment Relation Cases

The employment relations cases for the ethnicity diversity strand have been analysed. It is shown that during April – March 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.	%
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 – March 2013]. This gives an indication of how many leavers there has been, broken down by the gender diversity strand.

The analysis shows that 87% 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 [-1%].

	Period 2009 – 2012		Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No.	%	No.	%	No.	%	No.	%	No.	%
Ethnic Origin										
White British	1977	80%	47	78%	357	92%	200	88%	225	82%
Black and Minority Ethnic	407	17%	11	18%	29	7%	24	11%	44	16%
Not stated	75	3%	2	3%	2	1%	4	2%	7	3%
Total	2459	100%	60	100%	388	100%	228	100%	276	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 70% of candidates aged between 41 - 50 that apply are shortlisted and 13% of those applicants shortlisted are appointed. The data shows that the percentages from application to shortlisted rise through the age groupings up to 41-50, then decrease. Whereas the percentages from shortlisted to appointed shows that 16-20 year olds have the highest success rates.

Age	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13			
16 - 20	996	4%	155	3%	171	2%	77	2%	43	2%	19	3%	50%	25%
21 - 30	12,436	47%	2,294	39%	2,922	37%	1,235	33%	674	37%	223	37%	54%	18%
31 - 40	6,035	23%	1,443	24%	2,117	27%	964	26%	471	26%	161	27%	67%	17%
41 - 50	5,179	19%	1,351	23%	1,974	25%	949	26%	434	24%	119	20%	70%	13%
51 - 60	1,955	7%	665	11%	757	9%	458	12%	166	9%	69	12%	69%	15%
61 - 70	96	0%	45	1%	33	0%	28	1%	10	1%	4	1%	62%	14%
Not stated	0	0%	0%	0%	0	0%	0%	0%	0	0%	0%	0%		
Total	26,697		5,953		7,974		3,711		1,798		595			

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 [December 12] 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.

	May-12		Dec-12		May-13		Variance [%]		All NHS Trust [East Midlands]
<25	336	3.81%	338	3.79%	293	3.32%	-0.47%		5.63%
25 -29	758	8.59%	753	8.45%	719	8.15%	-0.30%		10.33%
30 – 34	1046	11.86%	1067	11.98%	1038	11.77%	-0.21%		11.27%
35 – 39	1089	12.35%	1080	12.12%	1106	12.54%	0.41%		12.03%
40 – 44	1320	14.96%	1315	14.76%	1287	14.59%	-0.17%		13.89%
45 – 49	1552	17.59%	1569	17.61%	1557	17.65%	0.04%		16.31%
50 – 54	1390	15.76%	1416	15.90%	1432	16.23%	0.34%		15.21%
55 – 59	845	9.58%	865	9.71%	900	10.20%	0.49%		10.19%
60 – 64	409	4.64%	417	4.68%	400	4.53%	-0.15%		4.26%
> 65	76	0.86%	88	0.99%	90	1.02%	0.03%		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	5.41%	7.78%	2.62%	1.55%	5.06%	0.45%	0.13%	0.00%	0.00%	20.80%
25 - 29	3.18%	10.13%	8.84%	8.70%	12.03%	7.50%	2.73%	0.22%	7.26%	4.00%
30 - 34	5.41%	10.29%	8.53%	13.35%	16.28%	14.61%	10.13%	6.04%	11.69%	5.60%
35 - 39	5.41%	9.32%	10.97%	11.96%	12.85%	16.34%	14.29%	11.19%	23.39%	6.40%
40 - 44	12.74%	11.67%	12.98%	18.17%	14.64%	15.89%	17.01%	16.78%	14.52%	11.20%
45 - 49	15.29%	14.99%	18.28%	14.44%	15.79%	16.78%	23.90%	28.64%	17.34%	19.20%
50 - 54	17.20%	15.48%	18.53%	15.68%	12.14%	15.50%	20.78%	23.94%	10.89%	18.40%
55 - 59	19.75%	11.02%	11.94%	11.49%	7.51%	9.10%	8.05%	11.63%	8.87%	12.00%
60 - 64	11.15%	7.37%	5.67%	4.50%	3.32%	3.27%	2.60%	1.34%	4.84%	1.60%
65 +	4.46%	1.94%	1.65%	0.16%	0.38%	0.58%	0.39%	0.22%	1.21%	0.80%

3.4 Employment Relation Cases

The employment relations cases for the age diversity strand have been analysed. It is shown that during April – March 2013 more individuals who are between 31–40 & 41–50 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%	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 – March 2013) and for the previous period [2009-2012].

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

The analysis shows some variations within the divisional breakdown, within Local Services 42% of leavers were age 50+, 39% in Forensic Services and 34% 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%	1	2%	11	3%	3	1%	1	0%
21 - 30	591	24%	11	18%	75	19%	59	26%	62	22%
31 - 40	441	18%	10	17%	57	15%	41	18%	47	17%
41 - 50	461	19%	10	17%	112	29%	37	16%	51	18%
51 - 60	552	22%	16	27%	92	24%	60	26%	62	22%
61 - 70	339	14%	12	20%	41	11%	28	12%	53	19%
Not stated		0%		0%		0%		0%		0%
Total	2459	100%	60	100%	388	100%	228	100%	276	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 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13			
Sexual Orientation														
Bisexual	266	1%	51	1%	67	1%	30	1%	13	1%	2	0%	59%	7%
Gay	356	1%	80	1%	135	2%	44	1%	26	1%	7	1%	55%	16%
Heterosexual	24,049	90%	5419	91%	7,130	89%	3369	91%	1,583	88%	547	92%	62%	16%
Lesbian	195	1%	53	1%	70	1%	33	1%	18	1%	3	1%	62%	9%
Not stated	1,831	7%	360	6%	572	7%	235	6%	158	9%	36	6%	65%	15%
				0%				0%						
Total	26,697		5963		7,974		3711		1,798		595			

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 184 applications received from LGB backgrounds and 12 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.

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 70.9% of the Trust.

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

	May-12		Dec-12		May-13		Variance [%]
Bisexual	34	0.4%	37	0.4%	38	0.4%	0.0%
Gay	47	0.5%	52	0.6%	52	0.6%	0.0%
Heterosexual	6082	68.9%	6198	69.6%	6255	70.9%	1.3%
I do not wish to disclose my sexual orientation	2281	25.9%	2270	25.5%	2155	24.4%	-1.1%
Lesbian	60	0.7%	61	0.7%	60	0.7%	0.0%
Undefined	317	3.6%	290	3.3%	262	3.0%	-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%	0.3%	0.4%	0.3%	0.5%	0.6%	0.4%	0.4%	0.4%	0.0%
Gay	0.0%	0.2%	0.7%	0.5%	0.5%	0.7%	1.4%	0.4%	0.8%	0.8%
Heterosexual	67.2%	72.0%	68.3%	74.2%	74.4%	71.0%	71.4%	71.1%	62.9%	47.2%
I do not wish to disclose my sexual orientation	31.8%	23.1%	27.2%	20.2%	20.8%	23.4%	23.6%	25.5%	33.9%	51.2%
Lesbian	0.6%	0.2%	0.7%	0.2%	0.5%	1.3%	0.9%	1.1%	0.8%	0.8%
Undefined	0.0%	4.3%	2.7%	4.7%	3.4%	2.9%	2.2%	1.3%	1.2%	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 – March 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No of Episodes	No of Calendar Day Lost	Cumulative Salary Based Cost (£)
Trust	159,880.18	2,828,209.75	5.65%	19,454	179,871	10,889,697.51
Bisexual	579	11,551	5.02%	84	629	37,426
Gay	442	17,213	2.57%	91	459	29,520
Heterosexual	107,111	2,010,237	5.33%	13,382	119,614	7,157,269
I do not wish to disclose my sexual orientation	45,260	689,115	6.57%	5,114	51,648	3,165,724
Lesbian/Gay Woman	1,924	20,807	9.25%	197	2,041	145,961
Undefined	4,565	79,286	5.76%	586	5,480	353,797

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	51.93%	301	Gay	S10 Anxiety/stress/depression/other psychiatric illnesses	28.80%	134
	S26 Genitourinary & gynaecological disorders	9.83%	70		S25 Gastrointestinal problems	24.41%	115
	S15 Chest & respiratory problems	7.75%	38		S21 Ear, nose, throat (ENT)	13.54%	62
	S13 Cold, Cough, Flu - Influenza	6.96%	47		S13 Cold, Cough, Flu - Influenza	12.00%	53
	S25 Gastrointestinal problems	6.49%	40		S12 Other musculoskeletal problems	7.70%	34
Heterosexual	S10 Anxiety/stress/depression/other psychiatric illnesses	23.84%	28,647	Lesbian / Gay Woman	S10 Anxiety/stress/depression/other psychiatric illnesses	21.42%	2,041
	S12 Other musculoskeletal problems	13.88%	16,129		S12 Other musculoskeletal problems	18.50%	437
	S25 Gastrointestinal problems	8.14%	9,827		S25 Gastrointestinal problems	13.67%	395
	S11 Back Problems	7.69%	9,036		S98 Other known causes - not elsewhere classified	12.81%	295
	S98 Other known causes - not elsewhere classified	7.03%	8,542		S26 Genitourinary & gynaecological disorders	11.23%	248

4.4 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%	1	1%	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%
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%	1	0%	2	1%	1	0%
Gay	20	1%		0%		0%	1	0%	2	1%
Heterosexual	1862	76%	45	75%	264	68%	158	69%	204	74%
Lesbian	15	1%		0%		0%	2	1%	1	0%
Not stated	552	22%	15	25%	123	32%	65	29%	68	25%
Total	2459	100%	60	100%	388	100%	228	100%	276	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, Judaism or Sikhism 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 17% of those are appointed. When the Hinduism category is viewed 49% of those that apply are shortlisted and 10% of those shortlisted are appointed.

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13			
Religion & Belief														
Atheism	3,526	13%	883	15%	1,065	13%	561	15%	286	16%	98	16%	64%	17%
Buddhism	192	1%	42	1%	54	1%	17	0%	12	1%	1	0%	40%	6%
Christian	14,650	55%	3274	55%	4,595	58%	2063	56%	941	52%	342	57%	63%	17%
Hinduism	1,041	4%	147	2%	148	2%	72	2%	27	2%	7	1%	49%	10%
Islam	1,026	4%	200	3%	139	2%	91	2%	18	1%	8	1%	46%	9%
Jainism	14	0%	3	0%	0	0%	1	0%	0	0%	0	0%	33%	0%
Judaism	30	0%	3	0%	6	0%	3	0%	2	0%	0	0%	100%	0%
Sikhism	444	2%	81	1%	89	1%	41	1%	16	1%	2	0%	51%	5%
Other	2,971	11%	677	11%	869	11%	428	12%	193	11%	68	11%	63%	16%
Not stated	2,803	10%	653	11%	1,009	13%	434	12%	303	17%	69	12%	66%	16%
Total	26,697		5963		7,974		3711		1,798		595			

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 30.22% of staff have stated that they do not wish to disclose their religion or belief.

	May-12		Dec-12		May-13		Variance [%]
Atheism	792	8.98%	814	9.14%	824	9.34%	0.20%
Buddhism	33	0.37%	34	0.38%	37	0.42%	0.04%
Christianity	4120	46.71%	4187	47.00%	4223	47.87%	0.87%
Hinduism	76	0.86%	89	1.00%	88	1.00%	0.00%
I do not wish to disclose my religion/belief	2771	31.41%	2761	30.99%	2666	30.22%	-0.77%
Islam	77	0.87%	77	0.86%	69	0.78%	-0.08%
Jainism	1	0.01%	1	0.01%	1	0.01%	0.00%
Judaism	16	0.18%	16	0.18%	17	0.19%	0.01%
Other	595	6.75%	614	6.89%	609	6.90%	0.01%
Sikhism	24	0.27%	26	0.29%	27	0.31%	0.01%
Undefined	316	3.58%	289	3.24%	261	2.96%	-0.29%

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	4.14%	8.67%	8.04%	7.76%	9.58%	11.47%	9.87%	12.98%	7.26%	12.00%
Buddhism	0.00%	0.32%	0.18%	0.31%	0.38%	0.90%	0.52%	0.22%	0.40%	0.80%
Christianity	50.00%	48.22%	47.47%	55.43%	49.92%	46.70%	51.56%	45.86%	22.18%	25.60%
Hinduism	0.00%	0.49%	0.67%	0.62%	0.76%	0.83%	0.52%	0.45%	13.31%	0.80%
I do not wish to disclose my religion/belief	39.49%	29.01%	32.91%	24.84%	26.46%	29.28%	29.87%	30.43%	41.94%	56.00%
Islam	1.27%	0.89%	0.30%	0.47%	0.87%	0.51%	0.13%	0.45%	7.26%	0.80%
Jainism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.40%	0.00%
Judaism	0.00%	0.00%	0.00%	0.00%	0.05%	0.32%	0.00%	0.89%	2.42%	0.80%
Other	5.10%	7.54%	7.56%	5.59%	8.33%	6.92%	5.19%	6.94%	1.61%	3.20%
Sikhism	0.00%	0.57%	0.12%	0.16%	0.27%	0.26%	0.13%	0.45%	2.02%	0.00%
Undefined	0.00%	4.29%	2.74%	4.81%	3.38%	2.82%	2.21%	1.34%	1.21%	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 – March 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No of Episodes	No of Calendar Days Lost	Cumulative Salary Based Cost (£)
Trust	159,880.18	2,828,192.75	5.65%	19,454	179,871	10,889,697.51
Atheism	11,878.29	267,864.35	4.43%	1,697	13,076	823,684.23
Buddhism	717.66	11,790.74	6.09%	95	890	52,416.87
Christianity	73,267.13	1,345,830.87	5.44%	8,853	82,906	4,944,729.25
Hinduism	1,016.05	28,051.53	3.62%	129	1,035	79,340.41
I do not wish to disclose my religion/belief	55,728.75	858,282.43	6.49%	6,384	62,473	3,815,437.77
Islam	976.76	24,353.38	4.01%	142	1,135	82,199.28
Jainism	0.00	365.00	0.00%	0	0	
Judaism	120.70	4,935.78	2.45%	23	158	11,375.00
Other	11,589.00	198,670.88	5.83%	1,512	12,697	727,884.84
Sikhism	239.39	9,086.72	2.63%	43	245	15,458.78
Undefined	4,346.46	78,961.06	5.50%	576	5,256	337,171.09

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	23.25%	3,219	Buddhism	S10 Anxiety/stress/depression/other psychiatric illnesses	25.11%	185
	S25 Gastrointestinal problems	12.35%	1,580		S26 Genitourinary & gynaecological disorders	23.32%	229
	S12 Other musculoskeletal problems	9.02%	1,089		S99 Unknown causes / Not specified	17.81%	207
	S13 Cold, Cough, Flu - Influenza	8.61%	1,092		S13 Cold, Cough, Flu - Influenza	12.10%	95
	S28 Injury, fracture	8.09%	1,034		S98 Other known causes - not elsewhere classified	10.41%	86
Christian	S10 Anxiety/stress/depression/other psychiatric illnesses	21.93%	18,041	Hinduism	S99 Unknown causes / Not specified	22.05%	224
	S12 Other musculoskeletal problems	15.49%	12,518		S28 Injury, fracture	13.88%	141
	S98 Other known causes - not elsewhere classified	8.42%	7,088		S11 Back Problems	12.97%	132
	S25 Gastrointestinal problems	8.14%	6,766		S10 Anxiety/stress/depression/other psychiatric illnesses	8.96%	91
	S11 Back Problems	6.90%	5,560		S13 Cold, Cough, Flu - Influenza	7.30%	81
Islam	S10 Anxiety/stress/depression/other psychiatric illnesses	39.07%	439	Judaism	S12 Other musculoskeletal problems	19.06%	23
	S30 Pregnancy related disorders	16.01%	163		S10 Anxiety/stress/depression/other psychiatric illnesses	18.23%	22

	S13 Cold, Cough, Flu - Influenza	8.14%	87		S11 Back Problems	18.23%	22
	S25 Gastrointestinal problems	6.97%	78		S29 Nervous system disorders	12.84%	31
	S18 Blood disorders	4.93%	92		S98 Other known causes - not elsewhere classified	9.44%	19
Sikhism	S98 Other known causes - not elsewhere classified	31.33%	75	Not Disclosed	S10 Anxiety/stress/depression/other psychiatric illnesses	27.90%	17,517
	S13 Cold, Cough, Flu - Influenza	22.72%	56		S12 Other musculoskeletal problems	17.41%	10,313
	S15 Chest & respiratory problems	13.03%	33		S25 Gastrointestinal problems	7.80%	4,923
	S25 Gastrointestinal problems	11.20%	28		S11 Back Problems	6.98%	4,199
	S21 Ear, nose, throat (ENT)	8.77%	21		S13 Cold, Cough, Flu - Influenza	6.49%	3,985

5.4 Employment Relation Cases

The employment relations cases for the religion & belief diversity strand have been analysed. It is shown that during April – March 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	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 – March 13]. 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%	11	18%	40	10%	20	9%	38	14%
Buddhism	11	0%		0%		0%		0%		0%
Christian	1282	52%	27	45%	182	47%	108	47%	100	36%
Hinduism	26	1%		0%	5	1%	1	0%	4	1%
Islam	30	1%	5	8%	1	0%	3	1%	6	2%
Jainism	0	0%		0%		0%		0%		0%
Judaism	5	0%		0%		0%		0%	1	0%
Sikhism	16	1%		0%	1	0%	1	0%	2	1%
Other	180	7%		0%	27	7%	29	13%	31	11%
Not stated	693	28%	17	28%	132	34%	66	29%	94	34%
Total	2459	100%	60	100%	388	100%	228	100%	276	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 71% of staff who declare a disability are shortlisted and 7% of those are appointed. Whereas from those staff with no disability 61% of those that apply are shortlisted and 17% of those shortlisted are appointed.

	Applications				Shortlisted				Appointed				Percentage of Staff Shortlisted (from Application Stage)	Percentage of Staff Appointed (from Shortlisted Stage)
	Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13		Period 2009 - 2012		Period 2012/13			
Disabled														
Yes	2,069	8%	394	7%	966	12%	281	8%	255	14%	20	3%	71%	7%
No	22,675	85%	5,227	88%	5,838	73%	3,174	86%	1,228	68%	540	91%	61%	17%
Not stated	1,953	7%	342	6%	1,170	15%	256	7%	315	18%	35	6%	75%	14%
Total	26,697		5,963		7,974		3,711		1,798		595			

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 [December 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	64.65%	30.57%	4.78%
Band 2	71.56%	22.53%	5.92%
Band 3	71.24%	23.71%	5.06%
Band 4	73.60%	23.29%	3.11%
Band 5	70.55%	24.06%	5.39%
Band 6	71.56%	24.28%	4.16%
Band 7	72.21%	24.16%	3.64%
Band 8/9	79.64%	18.34%	2.01%
Medical	47.58%	50.40%	2.02%
Non AFC	70.40%	20.00%	9.60%
Grand Total	70.96%	24.40%	4.64%

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 – March 13	Cumulative Abs (FTE)	Cumulative Avail (FTE)	Cumulative % Abs Rate (FTE)	No of Episodes	No of Calendar Day Lost	Cumulative Salary Based Cost (£)
Trust	159,880.18	2,828,209.75	5.65%	19,454	179,871	10,889,697.51
No	98,430.79	1,985,125.75	4.96%	12,749	109,947	6,627,454.55
Not Declared	33,985.09	445,117.21	7.64%	3,482	37,075	2,323,491.70
Undefined	14,453.43	270,789.47	5.34%	1,956	18,006	1,075,142.59
Yes	13,010.88	127,177.32	10.23%	1,267	14,843	863,608.67

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	23.64%	25,934	Not Declared	S10 Anxiety/stress/depression/other psychiatric illnesses	26.89%	9,691
	S12 Other musculoskeletal problems	15.11%	15,864		S12 Other musculoskeletal problems	14.01%	5,142
	S25 Gastrointestinal problems	8.78%	9,856		S25 Gastrointestinal problems	7.93%	2,870
	S13 Cold, Cough, Flu - Influenza	7.47%	8,179		S11 Back Problems	7.67%	2,692
	S98 Other known causes - not elsewhere classified	7.23%	8,154		S98 Other known causes - not elsewhere classified	5.79%	2,119
Undefined	S10 Anxiety/stress/depression/other psychiatric illnesses	22.78%	4,304	Yes	S10 Anxiety/stress/depression/other psychiatric illnesses	26.71%	4,306
	S12 Other musculoskeletal problems	13.20%	2,288		S12 Other musculoskeletal problems	16.15%	2,335
	S11 Back Problems	6.27%	1,257		S25 Gastrointestinal problems	8.34%	1,156
	S28 Injury, fracture	6.37%	1,221		S11 Back Problems	8.58%	1,153
	S98 Other known causes - not elsewhere classified	5.57%	1,100		S28 Injury, fracture	6.18%	821

6.4 Employment Relation Cases

The employment relations cases for the disability diversity strand have been analysed. It is shown that during April – March 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	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 – March 13]. 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	3%	5	1%	8	4%	19	7%
No	1250	51%	49	82%	256	66%	168	74%	188	68%
Undefined	720	29%	3	5%	114	29%	5	2%	27	10%
Not Disclosed	372		6	10%	13	3%	47	21%	42	15%
Total	2459	100%	60	100%	388	100%	228	100%	276	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 50.28% is classed as married with 37.20% of the Trust classified as single, Civil Partnerships make up 0.26% [or 23] of the Trust.

	May-13	%	Dec-12	%
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 – March 13]. This gives an indication of how many leavers there has been broken down by the Marriage / Civil Partnership diversity strand.

	Corporate Services		County Health Partnership		Forensic Services		Local Services	
	No	%	No	%	No	%	No	%
Marital / Partnership Status								
Civil Partnership	12	0%	2	3%	4	1%		0%
Divorced	239	10%	6	10%	13	3%	68	30%
Legally Separated	42	2%		0%	4	1%	17	7%
Married	930	38%	32	53%	163	42%	62	27%
Single	1176	48%	20	33%	198	51%	58	25%
Unknown	26	1%		0%	2	1%	6	3%
Widowed	34	1%		0%	4	1%	17	7%
Total	2459	100%	60	100%	388	100%	228	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	%
May 12	195	2.21%
December 12	195	2.19%
May 13	180	2.04%

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%