

positive

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

**June 2015**

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

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

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

The information in the report has been taken from a snap shot of the Trust during May 2015.

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

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

## Diversity Strands Highlight Analysis

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

### Highlights

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

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

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

**Sexual Orientation** – When the sexual orientation recruitment analysis is reviewed all grouping has seen increases on the shortlisting to appointment success rates. Staffing levels for LGB staff make up approx. 1.7% of the organisation; this has remained at a constant level.

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

**Disability** – Analysis shows that 45.9% of staff declared as 'disabled' where shortlisted, and 70.6% of those were appointed, this is at a similar level of those staff who classify them selves as 'not disabled'.

## 1.0 Gender

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

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

### Recruitment

The analysis shows that across the recruitment period (November 2014 – April 2015) 69.4% of all applicants were female, with 30.6% being male. This shows a slight decrease in the number of males applying for roles from the previous period. Additionally this period a higher number and percentage split of males were shortlisted and appointed than previous periods.

59.3% of all males that applied were shortlisted and 28.9% of those males shortlisted were appointed. When the female category is viewed 33.4% of all females that applied were shortlisted and 96.3% of those shortlisted were appointed. The figures show more staff were appointed during this reporting period than in the previous report.

### Current Staff

The current staffing analysis shows the gender split for the Trust and for each operational Division. The gender composition for Nottinghamshire Healthcare NHS Trust is 75.1% females and 24.9% males.

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

Benchmarks for all NHS Trusts in the East Midlands indicates that 78.6% of the workforce are female, and 21.4% male. This is broadly proportional of our staffing makeup.

### Sickness

The sickness for the current period has been analysed by the gender diversity strand, the analysis shows that both genders have similar absence levels - females (5.5%) and males (4.9%). This shows a decrease in male's sickness and an increase in the female sickness levels.

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

Female	%	Calendar Days lost	Male	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	24.47%	16223	S10 Anxiety/stress/depression/other psychiatric illnesses	22.56%	4626
S12 Other musculoskeletal problems	10.10%	6330	S12 Other musculoskeletal problems	13.86%	2605
S25 Gastrointestinal problems	7.99%	5231	S25 Gastrointestinal problems	10.32%	1972
S13 Cold, Cough, Flu – Influenza	7.55%	4858	S28 Injury, fracture	9.17%	1771
S98 Other known causes - not elsewhere classified	7.14%	4690	S13 Cold, Cough, Flu - Influenza	9.07%	1705

## Promotion

Internal promotions have been assessed by the gender diversity strand, the chart shows that there have been 50 promotions between November 2014 and April 2015, the majority of promotions are female staff (72.0%), and this shows a similar trend from the previous period. The figures show that males have a 1.17 times greater chance of promotion than females.

## Employment Relations

The employment relations case for the gender diversity strand has been analysed. It is shown that between November 2014 and April 2015 more females (n.58 or 65.2%) than males (n.31 or 34.8%) are involved in employment relations cases; this shows a movement from the previous report.

## Leavers

The leaver's analysis shows the total number of leavers between November 2014 and April 2015. 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 76.1% of females and 23.9% of males have left the organisation, this shows a slight increase in the number of female leavers compared to the previous period and follows the Trust staffing split [75.1% Female & 24.9% Males]. Variations are shown in the divisional analysis.

		Performance Indicator		Dec 14		Jun-15		Trend	Variance
				No	%	No	%		
Gender	Recruitment	Male	Application	153	23.0%	216	30.6%	↗	7.5%
			Shortlisted	104	24.8%	128	43.8%	↗	19.1%
			Appointed	16	15.8%	37	19.0%	↗	3.1%
			Percentage of shortlisted (from Application Stage)		68.0%		59.3%	↘	-8.7%
			Percentage of appointed (from Shortlisted Stage)		15.4%		28.9%	↗	13.5%
		Female	Application	511	77.0%	491	69.4%	↘	-7.5%
			Shortlisted	316	75.2%	164	56.2%	↘	-19.1%
			Appointed	85	84.2%	158	81.0%	↘	-3.1%
			Percentage of shortlisted (from Application Stage)		61.8%		33.4%	↘	-28.4%
			Percentage of appointed (from Shortlisted Stage)		26.9%		96.3%	↗	69.4%
	Current Staff	Male	Trust	2,212	24.8%	2,213	24.9%	↗	0.0%
			Corporate Services	173	36.2%	183	36.6%	↗	0.4%
			Forensics Services	1,114	40.9%	1,132	40.6%	↘	-0.3%
			Health Partnerships	167	6.2%	175	6.5%	↗	0.3%
			Local Services	758	25.1%	723	24.8%	↘	-0.4%
		Female	Trust	6,691	75.2%	6,680	75.1%	↘	0.0%
			Corporate Services	305	63.8%	317	63.4%	↘	-0.4%
			Forensics Services	1,613	59.1%	1,657	59.4%	↗	0.3%
			Health Partnerships	2,514	93.8%	2,509	93.5%	↘	-0.3%
			Local Services	2,259	74.9%	2,197	75.2%	↘	0.4%
	Sickness	Male	Cumulative % Abs Rate		5.4%		4.9%	↘	-0.6%
			No of Episodes	1,790		2,152			
			No Calendar days	18,337		19,484			
			Cumulative Salary Based Costs (£)	1,202,387		£ 1,319,224			
		Female	Cumulative % Abs Rate		4.7%		5.5%	↗	0.8%
			No of Episodes	4,886		6,852			
			No Calendar days	47,287		65,563			
			Cumulative Salary Based Costs (£)	2,832,201		£ 3,973,264			
	Promotions	Male	Promotions	7	28.0%	14	28.0%	↔	0.0%
		Female	Promotions	18	72.0%	36	72.0%	↔	0.0%
Employment Relations	Males	Employment Tribunal	3	11.1%	3	9.7%	↘	-1.4%	
		Disciplinary	14	51.9%	16	51.6%	↘	-0.2%	
		Harassment	1	3.7%	1	3.2%	↘	-0.5%	
		Grievance	3	11.1%	3	9.7%	↘	-1.4%	
		Capability	1	3.7%	2	6.5%	↗	2.7%	
		Referral to Prof Body	5	18.5%	6	19.4%	↗	0.8%	
		Appeals	0	0.0%	0	0.0%	↔	0.0%	
	Female	Employment Tribunal	3	5.8%	3	5.2%	↘	-0.6%	
		Disciplinary	17	32.7%	20	34.5%	↗	1.8%	
		Harassment	0	0.0%	0	0.0%	↔	0.0%	
		Grievance	18	34.6%	19	32.8%	↘	-1.9%	
		Capability	2	3.8%	2	3.4%	↘	-0.4%	
		Referral to Prof Body	5	9.6%	7	12.1%	↗	2.5%	
		Appeals	7	13.5%	7	12.1%	↘	-1.4%	
Leavers	Males	Trust	167	27.7%	143	23.9%	↘	-3.9%	
		Corporate Services	7	36.8%	15	60.0%	↗	23.2%	
		Forensics Services	73	44.2%	59	32.6%	↘	-11.6%	
		Health Partnerships	12	7.6%	15	7.8%	↗	0.2%	
		Local Services	75	28.8%	54	27.0%	↘	-1.8%	
	Females	Trust	435	72.3%	456	76.1%	↗	3.9%	
		Corporate Services	12	63.2%	10	40.0%	↘	-23.2%	
		Forensics Services	92	55.8%	122	67.4%	↗	11.6%	
		Health Partnerships	146	92.4%	178	92.2%	↘	-0.2%	
		Local Services	185	71.2%	146	73.0%	↘	1.8%	

Figure 1 – Gender Analysis

## 2.0 Ethnicity

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

The review has identified that there is a movement through the recruitment stages within the Black Minority Ethnic group; this movement is also shown through the reporting period. When this is compared against the current staffing breakdown the percentage of staff appointed [8.2%] is higher than the percentage of BME staff within the organisation [7.8%].

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

### Recruitment

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

The analysis shows that across the recruitment period (November 2014 – April 2015) 15.1% of all applicants were from BME backgrounds, with 78.8% being from White British backgrounds. This shows a slight increase in the number of BME candidates applying for roles from the previous period.

From the data analysed it is identified that there is a movement in the percentage of BME staff through all the recruitment stages, this shows a reduction in every stage (from 15.5% shortlisted to 12.9% appointed), the percentage appointed show a slight increase from the previous report.

The analysis shows that 58.9% of BME candidates that apply are shortlisted and 25.4% of those applicants shortlisted are appointed. When the White British ethnic group is viewed 37.7% of those that apply are shortlisted and 81.0% of those shortlisted are appointed.

The figures show that more staff from BME backgrounds were appointed during this reporting period than in the previous report

### 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, 87.6% of Trust staff classify themselves as coming from a White British background, where as 7.8% classify themselves as from a Black Minority Ethnicity background and 2.7%

from White EU backgrounds. The figures show little movements from the previous period.

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

## Sickness

The sickness has been analysed by the ethnicity diversity strand, the analysis shows some variations between the ethnic groupings. The sickness levels for White British, White EU sit around the Trust overall absence level [5.0%], whereas BME groupings sit below the Trust absence level [4.3%].

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

White	%	Calendar Days lost	White EU	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	24.10%	21523	S15 Chest & respiratory problems	17.83%	257
S12 Other musculoskeletal problems	11.20%	9380	S10 Anxiety/stress/depression/other psychiatric illnesses	15.31%	238
S25 Gastrointestinal problems	8.88%	7652	S28 Injury, fracture	12.96%	181
S13 Cold, Cough, Flu - Influenza	7.22%	6170	S11 Back Problems	11.78%	181
S98 Other known causes - not elsewhere classified	6.74%	5955	S13 Cold, Cough, Flu – Influenza	8.40%	128

BME	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	21.17%	1426
S12 Other musculoskeletal problems	11.41%	769
S11 Back Problems	9.86%	664
S13 Cold, Cough, Flu - Influenza	9.43%	635
S98 Other known causes - not elsewhere classified	6.71%	452

## Promotions

Internal promotions have been assessed by diversity strand, the chart shows that there has been 50 promotions between November 2014 and April 2015,



the majority of promotions have been from the staff who classify themselves as from a White background (n.43 or 86.0%). Whereas 2 promotions (4.0%) were from BME backgrounds. The figures show that White British staff have a 1.92 times greater chance of promotion than staff from BME backgrounds.

### **Employment Relation Cases**

The employment relations cases for the ethnicity diversity strand have been analysed. It is shown that between November 2014 and April 2015 more individuals who have classified themselves as 'White British' are involved in employment relations cases (n.73 or 82.0%) Whereas only 16 or 18.0% of staff who classify themselves as BME are involved in employment relations cases. This shows a similar level than the previous periods figures (n.16 or 20.2%).

### **Leavers**

The analysis shows the total number of leavers for the between November 2014 – April 2015. This gives an indication of how many leavers there has been, broken down by the gender diversity strand.

The analysis shows that 84.5% of staff classified as White British and 10.4% of staff classified as from Black Minority Ethnic groups have left the organisation. This shows little movements form the previous period.

Ethnicity		Performance Indicator		Dec 14		Jun 15		Trend	Variance
				No	%	No	%		
Ethnicity	Recruitment	White British	Application	528	79.5%	557	78.8%	↘	-0.7%
			Shortlisted	333	79.3%	210	71.9%	↘	-7.4%
			Appointed	84	83.2%	170	87.2%	↗	4.0%
			Percentage of shortlisted (from Application Stage)		63.1%		37.7%	↘	-25.4%
			Percentage of appointed (from Shortlisted Stage)		25.2%		81.0%	↗	55.7%
		White EU	Application	25	3.8%	31	4.4%	↗	0.6%
			Shortlisted	14	3.3%	11	3.8%	↗	0.4%
			Appointed	4	4.0%	8	4.1%	↗	0.1%
			Percentage of shortlisted (from Application Stage)		56.0%		35.5%	↘	-20.5%
			Percentage of appointed (from Shortlisted Stage)		28.6%		72.7%	↗	44.2%
		BME	Application	93	14.0%	107	15.1%	↗	1.1%
			Shortlisted	65	15.5%	63	21.6%	↗	6.1%
			Appointed	13	12.9%	16	8.2%	↘	-4.7%
			Percentage of shortlisted (from Application Stage)		69.9%		58.9%	↘	-11.0%
			Percentage of appointed (from Shortlisted Stage)		20.0%		25.4%	↗	5.4%
		Not Stated	Application	18	2.7%	12	1.7%	↘	-1.0%
			Shortlisted	8	1.9%	8	2.7%	↗	0.8%
			Appointed	0	0.0%	1	0.5%	↗	0.5%
			Percentage of shortlisted (from Application Stage)		44.4%		66.7%	↗	22.2%
			Percentage of appointed (from Shortlisted Stage)		0.0%		12.5%	↗	12.5%
	Current Staff	White British	Trust	7,806	87.7%	7,788	87.6%	↘	-0.1%
			Corporate Services	410	85.8%	426	85.2%	↘	-0.6%
			Forensics Services	2,416	88.6%	2,466	88.4%	↘	-0.2%
			Health Partnerships	2,516	93.8%	2,510	93.5%	↘	-0.3%
			Local Services	2,464	81.7%	2,386	81.7%	↗	0.0%
		White EU	Trust	237	2.7%	241	2.7%	↗	0.0%
			Corporate Services	16	3.3%	17	3.4%	↗	0.1%
			Forensics Services	62	2.3%	65	2.3%	↗	0.1%
			Health Partnerships	40	1.5%	42	1.6%	↗	0.1%
			Local Services	119	3.9%	117	4.0%	↗	0.1%
		BME	Trust	687	7.7%	695	7.8%	↗	0.1%
			Corporate Services	38	7.9%	44	8.8%	↗	0.9%
			Forensics Services	212	7.8%	219	7.9%	↗	0.1%
			Health Partnerships	111	4.1%	112	4.2%	↗	0.0%
			Local Services	326	10.8%	320	11.0%	↗	0.2%
Not Stated		Trust	173	1.9%	169	1.9%	↘	0.0%	
		Corporate Services	14	2.9%	13	2.6%	↘	-0.3%	
		Forensics Services	37	1.4%	39	1.4%	↗	0.0%	
		Health Partnerships	14	0.5%	20	0.7%	↗	0.2%	
		Local Services	108	3.6%	97	3.3%	↘	-0.3%	
Sickness		White British	Cumulative % Abs Rate		4.9%		5.5%	↗	0.5%
			No of Episodes	5,895		8,018			
			No Calendar days	58,079		76,338			
			Cumulative Salary Based Costs (£)	£3,513,749		£4,647,181			
		White EU	Cumulative % Abs Rate		4.6%		4.5%	↘	0.0%
	No of Episodes		154		210				
	No Calendar days		1,624		1,875				
	Cumulative Salary Based Costs (£)		£ 112,665		£ 142,317				
	BME	Cumulative % Abs Rate		4.1%		4.3%	↗	0.2%	
		No of Episodes	475		620				
		No Calendar days	4,222		5,360				
		Cumulative Salary Based Costs (£)	£ 262,779		£ 360,611				
	Not Stated	Cumulative % Abs Rate		6.0%		4.9%	↘	-1.2%	
		No of Episodes	152		157				
		No Calendar days	1,699		1,474				
Cumulative Salary Based Costs (£)		£ 145,393		£ 142,378					

Figure 2 – Ethnicity Analysis

		Performance Indicator		Dec 14		Jun 15		Trend	Variance		
				No	%	No	%				
Ethnicity	Promotions	White British	Promotions	21	84.0%	43	86.0%	↗	2.0%		
		White EU	Promotions	0	0.0%	2	4.0%	↗	4.0%		
		BME	Promotions	3	12.0%	2	4.0%	↘	-8.0%		
		Not Stated	Promotions	1	4.0%	3	6.0%	↗	2.0%		
	Employment Relations	White British	Employment Tribunal		5	7.9%	5	6.8%	↘	-1.1%	
			Disclipinary		26	41.3%	31	42.5%	↗	1.2%	
			Harassment		1	1.6%	1	1.4%	↘	-0.2%	
			Grievance		17	27.0%	18	24.7%	↘	-2.3%	
			Capability		1	1.6%	2	2.7%	↗	1.2%	
			Referral to Prof Body		10	15.9%	13	17.8%	↗	1.9%	
			Appeals		3	4.8%	3	4.1%	↘	-0.7%	
		White EU	Employment Tribunal		0	0.0%	0	0.0%	↔	0.0%	
			Disclipinary		0	0.0%	0	0.0%	↔	0.0%	
			Harassment		0	0.0%	0	0.0%	↔	0.0%	
			Grievance		0	0.0%	0	0.0%	↔	0.0%	
			Capability		0	0.0%	0	0.0%	↔	0.0%	
			Referral to Prof Body		0	0.0%	0	0.0%	↔	0.0%	
			Appeals		0	0.0%	0	0.0%	↔	0.0%	
		BME	Employment Tribunal		1	6.3%	1	6.3%	↔	0.0%	
			Disclipinary		5	31.3%	5	31.3%	↔	0.0%	
			Harassment		0	0.0%	0	0.0%	↔	0.0%	
			Grievance		4	25.0%	4	25.0%	↔	0.0%	
			Capability		2	12.5%	2	12.5%	↔	0.0%	
			Referral to Prof Body		0	0.0%	0	0.0%	↔	0.0%	
			Appeals		4	25.0%	4	25.0%	↔	0.0%	
		Not Stated	Employment Tribunal		0	0.0%	0	0.0%	↔	0.0%	
			Disclipinary		0	0.0%	0	0.0%	↔	0.0%	
			Harassment		0	0.0%	0	0.0%	↔	0.0%	
			Grievance		0	0.0%	0	0.0%	↔	0.0%	
			Capability		0	0.0%	0	0.0%	↔	0.0%	
			Referral to Prof Body		0	0.0%	0	0.0%	↔	0.0%	
			Appeals		0	0.0%	0	0.0%	↔	0.0%	
		Leavers	White British	Trust		497	82.6%	506	84.5%	↗	1.9%
				Corporate Services		12	63.2%	18	72.0%	↗	8.8%
				Forensics Services		134	81.2%	153	84.5%	↗	3.3%
				Health Partnerships		142	89.9%	174	90.2%	↗	0.3%
				Local Services		209	80.4%	161	80.5%	↗	0.1%
			White EU	Trust		24	4.0%	17	2.8%	↘	-1.1%
				Corporate Services		0	0.0%	0	0.0%	↔	0.0%
				Forensics Services		6	3.6%	4	2.2%	↘	-1.4%
	Health Partnerships				5	3.2%	6	3.1%	↘	-0.1%	
	Local Services				13	5.0%	7	3.5%	↘	-1.5%	
	BME		Trust		58	9.6%	62	10.4%	↗	0.7%	
			Corporate Services		5	26.3%	7	28.0%	↗	1.7%	
			Forensics Services		23	13.9%	21	11.6%	↘	-2.3%	
			Health Partnerships		9	5.7%	12	6.2%	↗	0.5%	
			Local Services		21	8.1%	22	11.0%	↗	2.9%	
Not Stated	Trust			23	3.8%	14	2.3%	↘	-1.5%		
	Corporate Services			2	10.5%	0	0.0%	↘	-10.5%		
	Forensics Services			2	1.2%	3	1.7%	↗	0.4%		
	Health Partnerships			2	1.3%	1	0.5%	↘	-0.7%		
	Local Services			17	6.5%	10	5.0%	↘	-1.5%		

Figure 2 – Ethnicity Analysis

### 3.0 Age

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

#### Recruitment

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

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

The analysis shows that the majority of applications are received from the 26-40 age groups, of these 43.6% of these are shortlisted and only 59.9% appointed. Percentages from shortlisted to appointed shows that <25 year olds have the highest success rates. This shows a similar position to the previous report.

#### Current Staff

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

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

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

#### Promotions

Internal promotions have been assessed by diversity strand, the chart shows that there has been 50 promotions between November 2014 and April 2015, the majority of promotions have are seen within the 26-40 age groups (n.26 or 52.0%).

## **Employment Relation Cases**

The employment relations cases for the age diversity strand have been analysed. It is shown that between November 2014 and April 2015 more individuals who are aged between 41 - 55 are involved in employment relations cases. This follows the Trust age profile and follows the trends over the previous few reports.

## **Leavers**

An age profile has been completed for the leavers in the current period (November 2014 – April 2015)

The analysis shows that within the current period 21.9% of Trust leavers were aged 56+ and 35.7% were from the 41 - 55 age brackets.

The analysis shows some variations within the divisional breakdown, within Local Services 23.0% of leavers were age 56+, 18.8% in Forensic Services and 25.9% in Health Partnerships.

		Performance Indicator		Dec 14		Jun 15		Trend	Variances
				No	%	No	%		
Age	Recruitment	<25	Application	121	18.2%	114	16.1%	↘	-2.1%
			Shortlisted	70	16.7%	38	13.0%	↘	-3.7%
			Appointed	21	20.8%	37	19.0%	↘	-1.8%
			Percentage of shortlisted (from Application Stage)		57.9%		33.3%	↘	-24.5%
			Percentage of appointed (from Shortlisted Stage)		30.0%		97.4%	↗	67.4%
		26 - 40	Application	278	41.9%	326	46.1%	↗	4.2%
			Shortlisted	186	44.3%	142	48.6%	↗	4.3%
			Appointed	41	40.6%	85	43.6%	↗	3.0%
			Percentage of shortlisted (from Application Stage)		66.9%		43.6%	↘	-23.3%
			Percentage of appointed (from Shortlisted Stage)		22.0%		59.9%	↗	37.8%
		41 - 55	Application	230	34.6%	236	33.4%	↘	-1.3%
			Shortlisted	138	32.9%	100	34.2%	↗	1.4%
			Appointed	34	33.7%	68	34.9%	↗	1.2%
			Percentage of shortlisted (from Application Stage)		60.0%		42.4%	↘	-17.6%
			Percentage of appointed (from Shortlisted Stage)		24.6%		68.0%	↗	43.4%
		>56	Application	35	5.3%	31	4.4%	↘	-0.9%
			Shortlisted	26	6.2%	12	4.1%	↘	-2.1%
			Appointed	5	5.0%	5	2.6%	↘	-2.4%
			Percentage of shortlisted (from Application Stage)		74.3%		38.7%	↘	-35.6%
			Percentage of appointed (from Shortlisted Stage)		19.2%		41.7%	↗	22.4%
	Current Staff	<25	Trust	312	3.5%	447	5.0%	↗	1.5%
			Corporate Services	17	3.6%	28	5.6%	↗	2.0%
			Forensics Services	112	4.1%	176	6.3%	↗	2.2%
			Health Partnerships	90	3.4%	126	4.7%	↗	1.3%
			Local Services	93	3.1%	117	4.0%	↗	0.9%
		26 - 40	Trust	3,067	34.4%	2,928	32.9%	↘	-1.5%
			Corporate Services	173	36.2%	169	33.8%	↘	-2.4%
			Forensics Services	907	33.3%	885	31.7%	↘	-1.5%
			Health Partnerships	974	36.3%	947	35.3%	↘	-1.0%
			Local Services	1,013	33.6%	927	31.7%	↘	-1.8%
		41 - 55	Trust	4,271	48.0%	4,243	47.7%	↘	-0.3%
			Corporate Services	220	46.0%	227	45.4%	↘	-0.6%
			Forensics Services	1,373	50.3%	1,382	49.6%	↘	-0.8%
			Health Partnerships	1,240	46.3%	1,237	46.1%	↘	-0.2%
			Local Services	1,438	47.7%	1,397	47.8%	↗	0.2%
		>56	Trust	1,253	14.1%	1,275	14.3%	↗	0.3%
			Corporate Services	68	14.2%	76	15.2%	↗	1.0%
			Forensics Services	335	12.3%	346	12.4%	↗	0.1%
Health Partnerships			377	14.1%	374	13.9%	↘	-0.1%	
Local Services			473	15.7%	479	16.4%	↗	0.7%	

Figure 3 – Age Analysis

		Performance Indicator		Dec 14		Jun 15		Trend	Variances	
				No	%	No	%			
Age	Promotions	<25	Promotions	0	0.0%	4	8.0%		8.0%	
		26 - 40	Promotions	13	52.0%	26	52.0%		0.0%	
		41 - 55	Promotions	12	48.0%	15	30.0%		-18.0%	
	Employment Relations	<25	Employment Tribunal		0	0.0%	0	0.0%		0.0%
			Disciplinary		3	60.0%	3	60.0%		0.0%
			Harassment		0	0.0%	0	0.0%		0.0%
			Grievance		1	20.0%	1	20.0%		0.0%
			Capability		1	20.0%	1	20.0%		0.0%
			Referral to Prof Body		0	0.0%	0	0.0%		0.0%
			Appeals		0	0.0%	0	0.0%		0.0%
		26 - 40	Employment Tribunal		1	5.0%	1	3.7%		-1.3%
			Disciplinary		8	40.0%	9	33.3%		-6.7%
			Harassment		0	0.0%	0	0.0%		0.0%
			Grievance		7	35.0%	13	48.1%		13.1%
			Capability		1	5.0%	1	3.7%		-1.3%
			Referral to Prof Body		2	10.0%	2	7.4%		-2.6%
			Appeals		1	5.0%	1	3.7%		-1.3%
		41 - 55	Employment Tribunal		5	9.3%	3	5.7%		-3.6%
			Disciplinary		20	37.0%	24	45.3%		8.2%
			Harassment		1	1.9%	1	1.9%		0.0%
			Grievance		13	24.1%	7	13.2%		-10.9%
			Capability		1	1.9%	1	1.9%		0.0%
			Referral to Prof Body		8	14.8%	11	20.8%		5.9%
			Appeals		6	11.1%	6	11.3%		0.2%
		>56	Employment Tribunal		0	0.0%	2	50.0%		50.0%
			Disciplinary		0	0.0%	0	0.0%		0.0%
			Harassment		0	0.0%	0	0.0%		0.0%
			Grievance		0	0.0%	1	25.0%		25.0%
			Capability		0	0.0%	0	0.0%		0.0%
			Referral to Prof Body		0	0.0%	0	0.0%		0.0%
			Appeals		0	0.0%	1	25.0%		25.0%
	Leavers	<25	Trust		50	8.3%	51	8.5%		0.2%
			Corporate Services		2	10.5%	3	12.0%		1.5%
			Forensics Services		13	7.9%	17	9.4%		1.5%
			Health Partnerships		15	9.5%	16	8.3%		-1.2%
			Local Services		20	7.7%	15	7.5%		-0.2%
		26 - 40	Trust		216	35.9%	203	33.9%		-2.0%
			Corporate Services		5	26.3%	13	52.0%		25.7%
			Forensics Services		62	37.6%	65	35.9%		-1.7%
			Health Partnerships		47	29.7%	58	30.1%		0.3%
			Local Services		102	39.2%	67	33.5%		-5.7%
		41 - 55	Trust		221	36.7%	214	35.7%		-1.0%
			Corporate Services		6	31.6%	8	32.0%		0.4%
			Forensics Services		62	37.6%	65	35.9%		-1.7%
			Health Partnerships		56	35.4%	69	35.8%		0.3%
			Local Services		97	37.3%	72	36.0%		-1.3%
		>56	Trust		115	19.1%	131	21.9%		2.8%
Corporate Services				6	31.6%	1	4.0%		-27.6%	
Forensics Services				28	17.0%	34	18.8%		1.8%	
Health Partnerships				40	25.3%	50	25.9%		0.6%	
Local Services				41	15.8%	46	23.0%		7.2%	

Figure 3 – Age Analysis

## **4.0 Sexual Orientation**

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

### **Recruitment**

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

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

The analysis shows that 60.0 % of bisexual candidates, 25.0% of gay candidates and 30% of lesbian candidates that apply are shortlisted of those 33.3% of Bi Sexual, 100% of Gay candidates and 100% of Lesbian candidates were appointed..

When the heterosexual group is viewed 40.5% of those that apply are shortlisted and 69.8% of those shortlisted are appointed.

### **Current Staff**

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

The sexual orientation profile shows that 1.7% of the Trust is defined as being Bisexual, Gay or Lesbian/Gay Woman. Staffs that are classed as Heterosexual make up 76.6% of the Trust. The overall Trust staffing analysis shows little variation from the previous period and has followed a similar trend over the last financial year.

### **Sickness**

The sickness for the current period has been analysed by the sexual orientation diversity strand, the analysis shows a variance of percentages around the Trust level. Sickness is higher than the Trust average (5.0%) within Lesbian/Gay Woman grouping (5.8%).



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

	Absence reason	%	Calendar Days Lost		Absence reason	%	Calendar Days Lost
Bi Sexual	S26 Genitourinary & gynaecological disorders	38.41%	119	Gay	S10 Anxiety/stress/depression/other psychiatric illnesses	40.50%	98
	S10 Anxiety/stress/depression/other psychiatric illnesses	34.22%	85		S25 Gastrointestinal problems	19.42%	47
	S25 Gastrointestinal problems	9.26%	24		S13 Cold, Cough, Flu - Influenza	16.12%	39
	S21 Ear, nose, throat (ENT)	6.44%	16		S11 Back Problems	7.44%	18
	S13 Cold, Cough, Flu - Influenza	6.04%	15		S98 Other known causes - not elsewhere classified	5.79%	14
Heterosexual	S10 Anxiety/stress/depression/other psychiatric illnesses	24.23%	15157	Lesbian / Gay Woman	S10 Anxiety/stress/depression/other psychiatric illnesses	26.83%	227
	S12 Other musculoskeletal problems	10.40%	6089		S11 Back Problems	20.15%	138
	S25 Gastrointestinal problems	8.89%	5415		S12 Other musculoskeletal problems	13.01%	74
	S13 Cold, Cough, Flu - Influenza	7.94%	4761		S13 Cold, Cough, Flu - Influenza	11.99%	70
	S98 Other known causes - not elsewhere classified	7.05%	4336		S21 Ear, nose, throat (ENT)	8.18%	45

## Promotion

Internal promotions have been assessed by diversity strand; the figures show that there were 42 (84.0%) promotions from staff defined as heterosexual, No promotions were recorded from staff defined as Bi Sexual, Gay or Lesbian.

## Employment Relation Cases

The employment relations cases for the sexual orientation diversity strand have been analysed. It is shown that during November 2014 to April 2015 more individuals who have classified themselves as 'Heterosexual' are involved in employment relations cases. This follows the Trust profile and the trends over the past financial year.

## Leavers

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

The leaver's analysis shows that with the current period (November 2014 – April 2015) 2.0% of the leavers were from LGB backgrounds, where as 80.0% came from Heterosexual backgrounds.

Sexual Orientation		Performance Indicator		Dec 14		Jun 15		Trend	Variances
				No	%	No	%		
Sexual Orientation	Recruitment	Bi Sexual	Application	5	0.8%	5	0.7%	↘	0.0%
			Shortlisted	4	1.0%	3	1.0%	↗	0.1%
			Appointed	1	1.0%	1	0.5%	↘	-0.5%
			Percentage of shortlisted (from Application Stage)		80.0%		60.0%	↘	-20.0%
			Percentage of appointed (from Shortlisted Stage)		25.0%		33.3%	↗	8.3%
		Gay	Application	8	1.2%	4	0.6%	↘	-0.6%
			Shortlisted	4	1.0%	1	0.3%	↘	-0.6%
			Appointed	0	0.0%	1	0.5%	↗	0.5%
			Percentage of shortlisted (from Application Stage)		50.0%		25.0%	↘	-25.0%
			Percentage of appointed (from Shortlisted Stage)		0.0%		100.0%	↗	100.0%
		Hetrosexual	Application	606	91.3%	662	93.6%	↗	2.4%
			Shortlisted	388	92.4%	268	91.8%	↘	-0.6%
			Appointed	94	93.1%	187	95.9%	↗	2.8%
			Percentage of shortlisted (from Application Stage)		64.0%		40.5%	↘	-23.5%
			Percentage of appointed (from Shortlisted Stage)		24.2%		69.8%	↗	45.5%
		Lesbian	Application	44	6.6%	10	1.4%	↘	-5.2%
			Shortlisted	23	5.5%	3	1.0%	↘	-4.4%
			Appointed	6	5.9%	3	1.5%	↘	-4.4%
			Percentage of shortlisted (from Application Stage)		52.3%		30.0%	↘	-22.3%
			Percentage of appointed (from Shortlisted Stage)		26.1%		100.0%	↗	73.9%
	Current Staff	Bi Sexual	Trust	36	0.4%	35	0.4%	↘	0.0%
			Corporate Services	1	0.2%	1	0.2%	↘	0.0%
			Forensics Services	16	0.6%	16	0.6%	↔	0.0%
			Health Partnerships	6	0.2%	7	0.3%	↗	0.0%
			Local Services	13	0.4%	11	0.4%	↘	-0.1%
		Gay	Trust	51	0.6%	53	0.6%	↗	0.0%
			Corporate Services	4	0.8%	4	0.8%	↘	0.0%
			Forensics Services	16	0.6%	19	0.7%	↗	0.1%
			Health Partnerships	9	0.3%	11	0.4%	↗	0.1%
			Local Services	22	0.7%	19	0.7%	↘	-0.1%
		Hetrosexual	Trust	6,702	75.3%	6,814	76.6%	↗	1.3%
			Corporate Services	424	88.7%	445	89.0%	↗	0.3%
			Forensics Services	1,956	71.7%	2,056	73.7%	↗	2.0%
			Health Partnerships	1,966	73.3%	2,007	74.8%	↗	1.4%
			Local Services	2,356	78.1%	2,306	79.0%	↗	0.9%
		Lesbian	Trust	58	0.7%	59	0.7%	↗	0.0%
			Corporate Services	3	0.6%	3	0.6%	↘	0.0%
			Forensics Services	22	0.8%	24	0.9%	↗	0.1%
			Health Partnerships	5	0.2%	8	0.3%	↗	0.1%
			Local Services	28	0.9%	24	0.8%	↘	-0.1%
Sickness	Bi Sexual	Cumulative % Abs Rate		4.6%		4.1%	↘	-0.5%	
		No of Episodes	25		35		↔		
		No Calendar days	254		273		↔		
	Gay	Cumulative % Abs Rate		7.8%		2.7%	↘	-5.2%	
		No of Episodes	62		39		↔		
		No Calendar days	618		242		↔		
	Hetrosexual	Cumulative % Abs Rate		4.7%		5.1%	↗	0.4%	
		No of Episodes	4,920		6,610		↔		
		No Calendar days	47,223		61,348		↔		
	Lesbian	Cumulative % Abs Rate		3.8%		5.8%	↗	1.9%	
		No of Episodes	43		73		↔		
		No Calendar days	377		671		↔		
	Promotions	Bi Sexual	Promotions	0	0.0%	0	0.0%	↔	0.0%
			Promotions	0	0.0%	0	0.0%	↔	0.0%
			Promotions	22	88.0%	42	84.0%	↘	-4.0%
			Promotions	0	0.0%	0	0.0%	↔	0.0%

Figure 4 – Sexual Orientation Analysis

		Performance Indicator		Dec 14		Jun 15		Trend	Variances
				No	%	No	%		
Sexual Orientation	Employment Relations	Bi Sexual	Employment Tribunal	0	0.0%	0	0.0%	—	0.0%
			Disclipinary	1	100.0%	1	100.0%	—	0.0%
			Harassment	0	0.0%	0	0.0%	—	0.0%
			Grievance	0	0.0%	0	0.0%	—	0.0%
			Capability	0	0.0%	0	0.0%	—	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%	—	0.0%
			Appeals	0	0.0%	0	0.0%	—	0.0%
		Gay	Employment Tribunal	0	0.0%	0	0.0%	—	0.0%
			Disclipinary	2	100.0%	2	100.0%	—	0.0%
			Harassment	0	0.0%	0	0.0%	—	0.0%
			Grievance	0	0.0%	0	0.0%	—	0.0%
			Capability	0	0.0%	0	0.0%	—	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%	—	0.0%
			Appeals	0	0.0%	0	0.0%	—	0.0%
		Hetrosexual	Employment Tribunal	3	6.1%	3	5.7%	↘	-0.5%
			Disclipinary	19	38.8%	21	39.6%	↗	0.8%
			Harassment	1	2.0%	1	1.9%	↘	-0.2%
			Grievance	12	24.5%	13	24.5%	↗	0.0%
			Capability	3	6.1%	4	7.5%	↗	1.4%
			Referral to Prof Body	5	10.2%	5	9.4%	↘	-0.8%
			Appeals	6	12.2%	6	11.3%	↘	-0.9%
	Lesbian	Employment Tribunal	0	0.0%	0		—	0.0%	
		Disclipinary	0	0.0%	0		—	0.0%	
		Harassment	0	0.0%	0		—	0.0%	
		Grievance	0	0.0%	0		—	0.0%	
		Capability	0	0.0%	0		—	0.0%	
		Referral to Prof Body	0	0.0%	0		—	0.0%	
		Appeals	0	0.0%	0		—	0.0%	
	Leavers	Bi Sexual	Trust	6	1.0%	4	0.7%	↘	-0.3%
			Corporate Services	1	5.3%	0	0.0%	↘	-5.3%
			Forensics Services	2	1.2%	2	1.1%	↘	-0.1%
			Health Partnerships	1	0.6%	0	0.0%	↘	-0.6%
			Local Services	2	0.8%	2	1.0%	↗	0.2%
		Gay	Trust	4	0.7%	5	0.8%	↗	0.2%
			Corporate Services	0	0.0%	0	0.0%	—	0.0%
			Forensics Services	2	1.2%	0	0.0%	↘	-1.2%
			Health Partnerships	0	0.0%	2	1.0%	↗	1.0%
			Local Services	2	0.8%	3	1.5%	↗	0.7%
		Hetrosexual	Trust	468	77.7%	479	80.0%	↗	2.2%
			Corporate Services	13	68.4%	23	92.0%	↗	23.6%
			Forensics Services	131	79.4%	138	76.2%	↘	-3.2%
			Health Partnerships	131	82.9%	158	81.9%	↘	-1.0%
Local Services			193	74.2%	160	80.0%	↗	5.8%	
Lesbian		Trust	10	1.7%	3	0.5%	↘	-1.2%	
		Corporate Services	1	5.3%	0	0.0%	↘	-5.3%	
		Forensics Services	3	1.8%	0	0.0%	↘	-1.8%	
		Health Partnerships	0	0.0%	0	0.0%	—	0.0%	
		Local Services	6	2.3%	3	1.5%	↘	-0.8%	

Figure 4 – Sexual Orientation Analysis

## **5.0 Religion / Belief**

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

### **Recruitment**

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

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

The analysis shows that 40.3% of staff from Christian backgrounds that apply is shortlisted and 71.5% of those are appointed. When the Other Religion category is viewed 37.1% of those that apply are shortlisted and 54.3% of those shortlisted are appointed.

### **Current Staff**

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

Slight movements are seen in the staffing profile, it is noted that 50.5% of staff have stated that they are Christian, 11.1% Atheist and 10.3% from Other Religions and Beliefs. The proportion of staff has remained static over the financial period.

### **Sickness**

The sickness for the current year has been analysed by the Religion & Belief diversity strand, the analysis shows high sickness percentages in within the Not Stated category.

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

	Absence reason	%	Calendar Days Lost		Absence reason	%	Calendar Days Lost
Atheism	S10 Anxiety/stress/depression/other psychiatric illnesses	22.72%	1383	Other Religions & Beliefs	S10 Anxiety/stress/depression/other psychiatric illnesses	27.39%	2248
	S25 Gastrointestinal problems	11.60%	676		S12 Other musculoskeletal problems	11.80%	968
	S28 Injury, fracture	10.63%	639		S13 Cold, Cough, Flu – Influenza	10.05%	825
	S13 Cold, Cough, Flu - Influenza	9.79%	567		S11 Back Problems	8.41%	690
	S12 Other musculoskeletal problems	7.80%	438		S25 Gastrointestinal problems	7.69%	631
Christian	S10 Anxiety/stress/depression/other psychiatric illnesses	23.43%	10309	Not Stated	S10 Anxiety/stress/depression/other psychiatric illnesses	25.01%	6512
	S12 Other musculoskeletal problems	11.32%	4613		S12 Other musculoskeletal problems	11.06%	2720
	S25 Gastrointestinal problems	8.49%	3647		S25 Gastrointestinal problems	7.89%	2019
	S13 Cold, Cough, Flu - Influenza	7.23%	3075		S13 Cold, Cough, Flu - Influenza	7.85%	1928
	S98 Other known causes - not elsewhere classified	6.67%	2913		S98 Other known causes - not elsewhere classified	7.06%	1831

## Promotion

Internal promotions have been assessed by diversity strand, there has been 50 promotions between November 2014 and April 2015, the majority of promotions have are seen within the Christianity groups (n.26 or 52.0%).

## Employment Relation Cases

The employment relations cases for the religion & belief diversity strand have been analysed. It is shown that between November 2014 – April 2015 more individuals who have classified themselves as ‘Christian’ are involved in employment relations cases.

## Leavers

The leaver’s analysis shows the total number of leavers for November 2014 to April 2015. This gives an indication of how many leavers there has been broken down by the religion & belief diversity strand.

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

Figure 5 – Religion & Belief Backgrounds

		Performance Indicator		Dec 14		Jun 15		Trend	Variance		
				No	%	No	%				
Religion & Belief	Promotions	Atheism	Promotions	1	4.0%	10	20.0%		16.0%		
		Christian	Promotions	17	68.0%	26	52.0%		-16.0%		
		Other Religions & Beliefs	Promotions	2	8.0%	4	8.0%		0.0%		
		Not Stated	Promotions	5	20.0%	10	20.0%		0.0%		
	Employment Relations	Atheism	Employment Tribunal		0	0.0%	0	0.0%		0.0%	
			Disciplinary		1	20.0%	1	20.0%		0.0%	
			Harassment		0	0.0%	0	0.0%		0.0%	
			Grievance		2	40.0%	2	40.0%		0.0%	
			Capability		0	0.0%	0	0.0%		0.0%	
			Referral to Prof Body		2	40.0%	2	40.0%		0.0%	
		Appeals		0	0.0%	0	0.0%		0.0%		
		Christian	Employment Tribunal		2	5.7%	2	4.7%		-1.1%	
			Disciplinary		14	40.0%	18	41.9%		1.9%	
			Harassment		1	2.9%	1	2.3%		-0.5%	
			Grievance		7	20.0%	8	18.6%		-1.4%	
			Capability		2	5.7%	3	7.0%		1.3%	
			Referral to Prof Body		5	14.3%	7	16.3%		2.0%	
		Appeals		4	11.4%	4	9.3%		-2.1%		
		Other Religions & Beliefs	Employment Tribunal		1	11.1%	1	11.1%		0.0%	
			Disciplinary		1	11.1%	1	11.1%		0.0%	
			Harassment		0	0.0%	0	0.0%		0.0%	
			Grievance		4	44.4%	4	44.4%		0.0%	
			Capability		0	0.0%	0	0.0%		0.0%	
			Referral to Prof Body		1	11.1%	1	11.1%		0.0%	
		Appeals		2	22.2%	2	22.2%		0.0%		
		Not Stated	Employment Tribunal		3	10.0%	3	9.4%		-0.6%	
			Disciplinary		15	50.0%	16	50.0%		0.0%	
			Harassment		0	0.0%	0	0.0%		0.0%	
			Grievance		8	26.7%	8	25.0%		-1.7%	
			Capability		1	3.3%	1	3.1%		-0.2%	
			Referral to Prof Body		2	6.7%	3	9.4%		2.7%	
		Appeals		1	3.3%	1	3.1%		-0.2%		
		Leavers	Atheism	Trust		89	14.8%	71	11.9%		-2.9%
				Corporate Services		5	26.3%	6	24.0%		-2.3%
				Forensics Services		26	15.8%	21	11.6%		-4.2%
				Health Partnerships		12	7.6%	18	9.3%		1.7%
				Local Services		46	17.7%	26	13.0%		-4.7%
			Christian	Trust		283	47.0%	313	52.3%		5.2%
				Corporate Services		5	26.3%	12	48.0%		21.7%
				Forensics Services		76	46.1%	87	48.1%		2.0%
Health Partnerships				96	60.8%	116	60.1%		-0.7%		
Local Services				106	40.8%	98	49.0%		8.2%		
Other Religions & Beliefs	Trust			88	14.6%	79	13.2%		-1.4%		
	Corporate Services			5	26.3%	6	24.0%		-2.3%		
	Forensics Services			26	15.8%	24	13.3%		-2.5%		
	Health Partnerships			26	16.5%	20	10.4%		-6.1%		
	Local Services			31	11.9%	29	14.5%		2.6%		
Not Stated	Trust			142	23.6%	136	22.7%		-0.9%		
	Corporate Services			4	21.1%	1	4.0%		-17.1%		
	Forensics Services			37	22.4%	49	27.1%		4.6%		
	Health Partnerships			24	15.2%	39	20.2%		5.0%		
	Local Services			77	29.6%	47	23.5%		-6.1%		

Figure 5 – Religion & Belief Backgrounds

## **6.0 Disability**

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

### **Recruitment**

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

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

The analysis shows that 45.9% of staff who declare a disability are shortlisted and 70.6% of those are appointed. Whereas from those staff with no disability 40.8% of those that apply are shortlisted and 67.7% of those shortlisted are appointed.

### **Current Staff**

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

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

### **Sickness**

The sickness for the current year has been analysed by the disability diversity strand, the analysis shows that those staff who have classified themselves as disabled have a higher sickness level (8.9%).

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	25.46%	15100	Not Declared	S10 Anxiety/stress/depression/other psychiatric illnesses	25.31%	3089
	S25 Gastrointestinal problems	9.43%	5484		S12 Other musculoskeletal problems	16.54%	1921
	S12 Other musculoskeletal problems	9.29%	5235		S11 Back Problems	9.76%	1169
	S13 Cold, Cough, Flu - Influenza	8.76%	5015		S28 Injury, fracture	7.30%	885
	S28 Injury, fracture	6.36%	3585		S98 Other known causes - not elsewhere classified	6.22%	797
Yes	S10 Anxiety/stress/depression/other psychiatric illnesses	15.23%	1526				
	S98 Other known causes - not elsewhere classified	11.12%	852				
	S12 Other musculoskeletal problems	9.17%	697				
	S19 Heart, cardiac & circulatory problems	7.15%	498				
	S28 Injury, fracture	6.75%	598				

## Promotion

Internal promotions have been assessed by the disability diversity strand, there have been 50 promotions between November 2014 to April 2015; the majority of promotions have been from the not disabled strand (n.44 or 88.0%).

## Employment Relation Cases

The employment relations cases for the disability diversity strand have been analysed. It is shown that during November 2014 – April 2015 more individuals who have classified themselves as not disabled or do not wish to disclose are involved in employment relations cases. This follows the Trust profile.

## Leavers

The leaver's analysis shows the total number of leavers for November 2014 – June 2015. This gives an indication of how many leavers there has been broken down by the disability diversity strand.

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

		Performance Indicator		Dec 14		Jun 15		Trend	Variance
				No	%	No	%		
Disability	Recruitment	Yes	Application	29	6.9%	37	5.2%	↘	-1.7%
			Shortlisted	1	1.0%	17	5.8%	↗	4.8%
			Appointed	0	65.9%	12	6.2%	↘	-59.8%
			Percentage of shortlisted (from Application Stage)		3.4%		45.9%	↗	42.5%
			Percentage of appointed (from Shortlisted Stage)	584	88.0%		70.6%	↘	-17.4%
		No	Application	372	88.6%	644	91.1%	↗	2.5%
			Shortlisted	94	93.1%	263	90.1%	↘	-3.0%
			Appointed		63.7%	178	91.3%	↗	27.6%
			Percentage of shortlisted (from Application Stage)		25.3%		40.8%	↗	15.6%
			Percentage of appointed (from Shortlisted Stage)	36	5.4%		67.7%	↗	62.3%
		Not Stated	Application	19	4.5%	26	3.7%	↘	-0.8%
			Shortlisted	6	5.9%	12	4.1%	↘	-1.8%
			Appointed	0	52.8%	5	2.6%	↘	-50.2%
			Percentage of shortlisted (from Application Stage)		31.6%		46.2%	↗	14.6%
			Percentage of appointed (from Shortlisted Stage)	470	5.3%		41.7%	↗	36.4%
	Current Staff	Yes	Trust	471	5.3%	489	5.5%	↗	0.2%
			Corporate Services	18	3.8%	18	3.6%	↘	-0.2%
			Forensics Services	156	33.1%	172	6.2%	↘	-27.0%
			Health Partnerships	85	18.0%	93	3.5%	↘	-14.6%
			Local Services	212	45.0%	206	7.1%	↘	-38.0%
		No	Trust	6,791	76.9%	6,919	77.8%	↗	0.9%
			Corporate Services	445	6.6%	458	91.6%	↗	85.0%
			Forensics Services	2,041	30.1%	2,119	76.0%	↗	45.9%
			Health Partnerships	1,953	28.8%	1,998	74.4%	↗	45.7%
			Local Services	2,352	34.6%	2,344	80.3%	↗	45.6%
		Not Stated	Trust	1,565	17.7%	1,485	16.7%	↘	-1.0%
			Corporate Services	26	1.7%	24	4.8%	↗	3.1%
			Forensics Services	515	32.9%	498	17.9%	↘	-15.1%
			Health Partnerships	632	40.4%	593	22.1%	↘	-18.3%
			Local Services	392	25.0%	370	12.7%	↘	-12.4%
	Sickness	Yes	Cumulative % Abs Rate	505			8.9%	↗	8.9%
			No of Episodes	5,751		693		↘	
			No Calendar days	328,762		8,150		↘	
			Cumulative Salary Based Costs (£)		4.4%	£ 458,942		↘	
		No	Cumulative % Abs Rate	4,788			4.8%	↗	4.8%
			No of Episodes	44,756		6,568		↘	
No Calendar days			2,808,443		58,621		↘		
Cumulative Salary Based Costs (£)				6.2%	£ 3,723,892		↘		
Not Stated		Cumulative % Abs Rate	1,383			6.8%	↗	6.8%	
		No of Episodes	15,116		1,744		↘		
		No Calendar days	897,321		18,276		↘		
		Cumulative Salary Based Costs (£)	£ 1	4.0%	£ 1,109,652		↘		
Promotions	Yes	Promotions	1	16.7%	0	0.0%	↘	-16.7%	
	No	Promotions	6	24.0%	6	12.0%	↘	-12.0%	
	Not Stated	Promotions	18	72.0%	44	88.0%	↗	16.0%	

Figure 6 – Disability Analysis

		Performance Indicator		Dec 14		Jun 15		Trend	Variance
				No	%	No	%		
Disability	Employment Relations	Yes	Employment Tribunal	1	16.7%	1	16.7%	↔	0.0%
			Discliplinary	0	0.0%	1	16.7%	↗	16.7%
			Harassment	3	50.0%	0	0.0%	↘	-50.0%
			Grievance	0	0.0%	3	50.0%	↗	50.0%
			Capability	0	0.0%	0	0.0%	↔	0.0%
			Referral to Prof Body	1	16.7%	0	0.0%	↘	-16.7%
		Appeals	2	4.1%	1	16.7%	↗	12.6%	
		No	Employment Tribunal	21	42.9%	2	3.6%	↘	-39.3%
			Discliplinary	1	2.0%	25	44.6%	↗	42.6%
			Harassment	12	24.5%	1	1.8%	↘	-22.7%
			Grievance	3	6.1%	13	23.2%	↗	17.1%
			Capability	8	16.3%	4	7.1%	↘	-9.2%
			Referral to Prof Body	2	4.1%	9	16.1%	↗	12.0%
		Not Stated	Appeals	3	12.5%	2	3.6%	↘	-8.9%
			Employment Tribunal	9	37.5%	3	11.1%	↘	-26.4%
			Discliplinary	0	0.0%	10	37.0%	↗	37.0%
			Harassment	6	25.0%	0	0.0%	↘	-25.0%
			Grievance	0	0.0%	6	22.2%	↗	22.2%
	Capability		2	8.3%	0	0.0%	↘	-8.3%	
	Leavers	Yes	Referral to Prof Body	4	16.7%	4	14.8%	↘	-1.9%
			Appeals	37	6.1%	4	14.8%	↗	8.7%
			Trust	4	21.1%	33	5.5%	↘	-15.5%
			Corporate Services	9	5.5%	0	0.0%	↘	-5.5%
			Forensics Services	6	3.8%	9	5.0%	↗	1.2%
		No	Health Partnerships	18	6.9%	6	3.1%	↘	-3.8%
			Local Services	475	78.9%	18	9.0%	↘	-69.9%
			Trust	14	73.7%	482	80.5%	↗	6.8%
			Corporate Services	132	80.0%	24	96.0%	↗	16.0%
			Forensics Services	124	78.5%	149	82.3%	↗	3.8%
		Not Stated	Health Partnerships	205	78.8%	153	79.3%	↗	0.4%
Local Services			90	15.0%	156	78.0%	↗	63.0%	
Trust	1		5.3%	84	14.0%	↗	8.8%		
Corporate Services	24		14.5%	1	4.0%	↘	-10.5%		
	Forensics Services	28	17.7%	23	12.7%	↘	-5.0%		
	Health Partnerships	37	14.2%	34	17.6%	↗	3.4%		
	Local Services	37	14.2%	26	13.0%	↘	-1.2%		

Figure 6 – Disability Analysis

## 7.0 Marriage/ Civil Partnership Status

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

### Current Staff

The current staffing analysis shows the Marriage / Civil Partnership status split for the Trust. Currently 50.9% is classed a married with 36.1% of the Trust classified as single, Civil Partnerships make up 0.6% [or n.57] of the Trust.

### Leavers

The leaver's analysis shows the total number of leavers for the current period [November 2014 – April 2015]. This gives an indication of how many leavers there has been broken down by the Marriage / Civil Partnership diversity strand.

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

Figure 7 - Marriage / Civil Partnership status Analysis

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

Figure 7 - Marriage / Civil Partnership status analysis

## 8.0 Pregnancy / Maternity

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

### 8.1 Current Staff

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

	Maternity & Adoption	%
May 14	179	2.01%
December 14	198	2.24%
May 15	195	2.19%

## 9.0 Summary

This report identifies a number of areas for further analysis and discussion.

## 10 Recommendations

The Workforce, Equality & Diversity Committee are asked to note the report and support further work to understand the analysis and to develop Divisional WRES profiles. It is recommended that this Committee is updated on progress with this work.

**Richard Cotterill**  
**June 2015**