

Workforce Equality and Diversity Sub Committee
7th December 2015**Diversity Strand Highlight Analysis (April –
September 2015)**

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 information in the report has been taken from a snap shot of the Trust during October 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.

Highlights

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

Ethnicity – The recruitment analysis shows the number of applications, the application to shortlisting and shortlisting to appointment ratio are all at a similar level to the previous period. Staffing level have remained at a constant level, with staff from BME backgrounds making up 8.1% of the organisation.

Age – Age analysis shows that most applications are received from applicants aged between 26-40, and applicants between 26-40 have the highest shortlisting to appointment success rates. Current staffing levels and leavers remain at a similar level to previous periods.

Sexual Orientation – When the sexual orientation recruitment analysis is reviewed all grouping has seen decreases 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 in terms of people recruited into the Trust.

Disability – Analysis shows that 38.5% of staff declared as ‘disabled’ where shortlisted, and 3.7% of those were appointed.

1.0 Gender

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

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

Recruitment

The analysis shows that across the recruitment period (May – October 2015) 74.6% of all applicants were female, with 25.4% being male. This shows a slight decrease in the proportion of males applying for roles from the previous period. Additionally this period a lower number and percentage split of males were shortlisted and appointed than previous periods.

31.0% of all males that applied were shortlisted and 2.0% of those males shortlisted were appointed. When the female category is viewed 31.6% of all females that applied were shortlisted and 3.2% of those shortlisted were appointed. The figures show more staff overall 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 (4.9%) and males (4.5%). This shows a decrease in female's sickness and an increase in the male 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	29.22%	17150	S10 Anxiety/stress/depression/other psychiatric illnesses	24.99%	5004
S12 Other musculoskeletal problems	9.72%	5731	S12 Other musculoskeletal problems	13.98%	2697
S25 Gastrointestinal problems	7.71%	4558	S25 Gastrointestinal problems	10.74%	2083
S98 Other known causes - not elsewhere classified	7.65%	4431	S28 Injury, fracture	10.64%	2047
S28 Injury, fracture	6.37%	3865	S11 Back Problems	10.44%	1885

Promotion

Internal promotions have been assessed by the gender diversity strand, the chart shows that there have been 17 promotions between May and October 2015, the majority of promotions are female staff (82.4%), and this shows a similar trend from the previous period.

Employment Relations

The employment relations case for the gender diversity strand has been analysed. It is shown that between May & October 2015 more females (n.35 or 61.4%) than males (n.22 or 38.6%) 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 75.8% of females and 24.2% 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.

Gender	Performance Indicator	Jun-15		Dec-15		Trend	Variance	
		No	%	No	%			
		Recruitment	Male	Application	3,429			26.1%
	Male	Shortlisted	1,116	25.6%	1,081	25.1%	↘	-0.6%
	Male	Appointed	16	22.2%	22	17.7%	↘	-4.5%
	Male	Percentage of shortlisted (from Application Stage)		32.5%		31.0%	↘	-1.5%
	Male	Percentage of appointed (from Shortlisted Stage)		1.4%		2.0%	↗	0.6%
	Female	Application	9,696	73.9%	10,212	74.6%	↗	0.7%
	Female	Shortlisted	3,237	74.4%	3,229	74.9%	↗	0.6%
	Female	Appointed	56	77.8%	102	82.3%	↗	4.5%
	Female	Percentage of shortlisted (from Application Stage)		33.4%		31.6%	↘	-1.8%
	Female	Percentage of appointed (from Shortlisted Stage)		1.7%		3.2%	↗	1.4%
Current Staff	Male	Trust	2,213	24.9%	2,216	24.9%	↗	0.1%
	Male	Corporate Services	183	36.6%	188	35.3%	↘	-1.3%
	Male	Forensics Services	1,132	40.6%	1,138	40.7%	↗	0.1%
	Male	Health Partnerships	175	6.5%	176	6.6%	↗	0.1%
	Male	Local Services	723	24.8%	714	24.6%	↘	-0.1%
	Female	Trust	6,680	75.1%	6,670	75.1%	↘	-0.1%
	Female	Corporate Services	317	63.4%	344	64.7%	↗	1.3%
	Female	Forensics Services	1,657	59.4%	1,657	59.3%	↘	-0.1%
	Female	Health Partnerships	2,509	93.5%	2,486	93.4%	↘	-0.1%
	Female	Local Services	2,197	75.2%	2,183	75.4%	↗	0.1%
Sickness	Male	Cumulative % Abs Rate		4.9%		4.5%	↘	-0.3%
	Male	No of Episodes	2,152		2,209			
	Male	No Calendar days	19,484		21,900			
	Male	Cumulative Salary Based Costs (£)	£ 1,319,224		£ 1,451,782			
	Female	Cumulative % Abs Rate		5.5%		4.9%	↘	-0.6%
	Female	No of Episodes	6,852		6,607			
	Female	No Calendar days	65,563		69,167			
	Female	Cumulative Salary Based Costs (£)	£ 3,973,264		£ 4,217,551			
Promotions	Male	Promotions	14	28.0%	3	17.6%	↘	-10.4%
	Female	Promotions	36	72.0%	14	82.4%	↗	10.4%
Employment Relations	Males	Employment Tribunal	3	9.7%	3	13.6%	↗	4.0%
	Males	Disciplinary	16	51.6%	8	36.4%	↘	-15.2%
	Males	Harassment	1	3.2%	0	0.0%	↘	-3.2%
	Males	Grievance	3	9.7%	3	13.6%	↗	4.0%
	Males	Capability	2	6.5%	7	31.8%	↗	25.4%
	Males	Referral to Prof Body	6	19.4%	1	4.5%	↘	-14.8%
	Males	Appeals	0	0.0%	0	0.0%	↔	0.0%
	Female	Employment Tribunal	3	5.2%	1	2.9%	↘	-2.3%
	Female	Disciplinary	20	34.5%	18	51.4%	↗	16.9%
	Female	Harassment	0	0.0%	0	0.0%	↔	0.0%
	Female	Grievance	19	32.8%	4	11.4%	↘	-21.3%
	Female	Capability	2	3.4%	11	31.4%	↗	28.0%
	Female	Referral to Prof Body	7	12.1%	1	2.9%	↘	-9.2%
	Female	Appeals	7	12.1%	0	0.0%	↘	-12.1%
Leavers	Males	Trust	143	23.9%	161	24.2%	↗	0.3%
	Males	Corporate Services	15	60.0%	13	54.2%	↘	-5.8%
	Males	Forensics Services	59	32.6%	61	29.3%	↘	-3.3%
	Males	Health Partnerships	15	7.8%	29	12.8%	↗	5.0%
	Males	Local Services	54	27.0%	58	28.0%	↗	1.0%
	Females	Trust	456	76.1%	505	75.8%	↘	-0.3%
	Females	Corporate Services	10	40.0%	11	45.8%	↗	5.8%
	Females	Forensics Services	122	67.4%	147	70.7%	↗	3.3%
	Females	Health Partnerships	178	92.2%	198	87.2%	↘	-5.0%
	Females	Local Services	146	73.0%	149	72.0%	↘	-1.0%

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.

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 (May – October 2015) 21.7% of all applicants were from BME backgrounds, with 72.1% 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 17.5% shortlisted to 12.8% appointed), the percentage appointed shows a decrease from the previous report.

The analysis shows that 25.4% of BME candidates that apply are shortlisted and 2.1% of those applicants shortlisted are appointed. When the White British ethnic group is viewed 33.7% of those that apply are shortlisted and 3.1% of those shortlisted are appointed.

The figures show that more staff from BME backgrounds were shortlisted and 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, 87.4% of Trust staff classify themselves as coming from a White British background, where as 8.1% 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 and BME groupings around the Trust overall absence level [5.0%], whereas White EU groupings sit below the Trust absence level [4.1%].

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

White	%	Calendar Days lost	White EU	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	28.67%	19557	S10 Anxiety/stress/depression/other psychiatric illnesses	11.4%	187
S12 Other musculoskeletal problems	11.14%	7529	S15 Chest & respiratory problems	10.9%	180
S25 Gastrointestinal problems	8.26%	5650	S24 Endocrine / glandular problems	10.6%	174
S28 Injury, fracture	7.53%	5165	S27 Infectious diseases	9.9%	163
S98 Other known causes - not elsewhere classified	7.34%	4881	S25 Gastrointestinal problems	9.9%	163

BME	%	Calendar Days lost
S10 Anxiety/stress/depression/other psychiatric illnesses	26.86%	1809
S12 Other musculoskeletal problems	11.09%	765
S25 Gastrointestinal problems	10.00%	669
S11 Back Problems	8.68%	650
S28 Injury, fracture	7.39%	551

Promotions

Internal promotions have been assessed by diversity strand, the chart shows that there has been 18 promotions between May & October 2015, the majority of promotions have been from the staff who classify themselves as from a White background (n.13 or 72.2%). Whereas 3 promotions (16.7%) were from BME backgrounds.

Employment Relation Cases

The employment relations cases for the ethnicity diversity strand have been analysed. It is shown that between May & October 2015 more individuals who have classified themselves as 'White British' are involved in employment relations cases (n.24 or 42.1%) Whereas only 3 or 5.3% of staff who classify themselves as BME are involved in employment relations cases. 52.6% or 30 have not stated their ethnicity.

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 83.5% of staff classified as White British and 11.1% of staff classified as from Black Minority Ethnic groups have left the organisation. This shows little movements form the previous period.

		Performance Indicator		Jun 15		Dec-15		Trend	Variance	
		No	%	No	%					
Ethnicity	Recruitment	White British	Application	9,695	73.7%	9,908	72.1%	↘	-1.5%	
			Shortlisted	3,467	79.4%	3,338	77.0%	↘	-2.3%	
			Appointed	55	75.3%	102	81.6%	↗	6.3%	
			Percentage of shortlisted (from Application Stage)		35.8%		33.7%	↘	-2.1%	
			Percentage of appointed (from Shortlisted Stage)		1.6%		3.1%	↗	1.5%	
		White EU	Application	593	4.5%	672	4.9%	↗	0.4%	
			Shortlisted	146	3.3%	165	3.8%	↗	0.5%	
			Appointed	3	4.1%	4	3.2%	↘	-0.9%	
			Percentage of shortlisted (from Application Stage)		24.6%		24.6%	↔	-0.1%	
			Percentage of appointed (from Shortlisted Stage)		2.1%		2.4%	↗	0.4%	
		BME	Application	2,645	20.1%	2,977	21.7%	↗	1.6%	
			Shortlisted	677	15.5%	757	17.5%	↗	2.0%	
			Appointed	15	20.5%	16	12.8%	↘	-7.7%	
			Percentage of shortlisted (from Application Stage)		25.6%		25.4%	↘	-0.2%	
			Percentage of appointed (from Shortlisted Stage)		2.2%		2.1%	↘	-0.1%	
		Not Stated	Application	230	1.7%	180	1.3%	↘	-0.4%	
	Shortlisted		78	1.8%	73	1.7%	↘	-0.1%		
	Appointed		0	0.0%	3	2.4%	↗	2.4%		
	Percentage of shortlisted (from Application Stage)			33.9%		40.6%	↗	6.6%		
	Current Staff	White British	Trust	7,788	87.6%	7,765	87.4%	↘	-0.2%	
			Corporate Services	426	85.2%	449	84.4%	↘	-0.8%	
			Forensics Services	2,466	88.4%	2,475	88.6%	↗	0.1%	
			Health Partnerships	2,510	93.5%	2,474	92.9%	↘	-0.6%	
			Local Services	2,386	81.7%	2,367	81.7%	↔	0.0%	
		White EU	Trust	241	2.7%	238	2.7%	↘	0.0%	
			Corporate Services	17	3.4%	18	3.4%	↘	0.0%	
			Forensics Services	65	2.3%	59	2.1%	↘	-0.2%	
			Health Partnerships	42	1.6%	43	1.6%	↗	0.1%	
			Local Services	117	4.0%	118	4.1%	↗	0.1%	
		BME	Trust	695	7.8%	724	8.1%	↗	0.3%	
			Corporate Services	44	8.8%	50	9.4%	↗	0.6%	
			Forensics Services	219	7.9%	228	8.2%	↗	0.3%	
			Health Partnerships	112	4.2%	124	4.7%	↗	0.5%	
			Local Services	320	11.0%	322	11.1%	↗	0.2%	
Not Stated		Trust	169	1.9%	159	1.8%	↘	-0.1%		
		Corporate Services	13	2.6%	15	2.8%	↗	0.2%		
		Forensics Services	39	1.4%	33	1.2%	↘	-0.2%		
		Health Partnerships	20	0.7%	21	0.8%	↗	0.0%		
Sickness	White British	Cumulative % Abs Rate		5.5%		4.8%	↘	-0.7%		
		No of Episodes	8,018		7,711		↔			
		No Calendar days	76,338		79,215		↔			
		Cumulative Salary Based Costs (£)	£ 4,647,181		£ 4,843,049		↔			
	White EU	Cumulative % Abs Rate		4.5%		4.1%	↘	-0.5%		
		No of Episodes	210		204		↔			
		No Calendar days	1,875		2,111		↔			
		Cumulative Salary Based Costs (£)	£ 142,317		£ 141,921		↔			
	BME	Cumulative % Abs Rate		4.3%		5.1%	↗	0.9%		
		No of Episodes	620		715		↔			
		No Calendar days	5,360		7,780		↔			
		Cumulative Salary Based Costs (£)	£ 360,611		£ 521,779		↔			
	Not Stated	Cumulative % Abs Rate		4.9%		5.2%	↗	0.3%		
		No of Episodes	157		186		↔			
No Calendar days		1,474		1,922		↔				
Cumulative Salary Based Costs (£)		£ 142,378		£ 159,148		↔				

Figure 2 – Ethnicity Analysis

		Performance Indicator		Jun 15		Dec-15		Trend	Variance	
				No	%	No	%			
Ethnicity	Promotions	White British	Promotions	43	86.0%	13	72.2%	↘	-13.8%	
		White EU	Promotions	2	4.0%	2	11.1%	↗	7.1%	
		BME	Promotions	2	4.0%	3	16.7%	↗	12.7%	
		Not Stated	Promotions	3	6.0%	0	0.0%	↘	-6.0%	
	Employment Relations	White British	Employment Tribunal		5	6.8%	1	4.2%	↘	-2.7%
			Disclipinary		31	42.5%	12	50.0%	↗	7.5%
			Harassment		1	1.4%	0	0.0%	↘	-1.4%
			Grievance		18	24.7%	4	16.7%	↘	-8.0%
			Capability		2	2.7%	6	25.0%	↗	22.3%
			Referral to Prof Body		13	17.8%	1	4.2%	↘	-13.6%
			Appeals		3	4.1%	0	0.0%	↘	-4.1%
		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%	0	0.0%	↘	-6.3%
			Disclipinary		5	31.3%	1	33.3%	↗	2.1%
			Harassment		0	0.0%	0	0.0%	↔	0.0%
			Grievance		4	25.0%	0	0.0%	↘	-25.0%
			Capability		2	12.5%	1	33.3%	↗	20.8%
			Referral to Prof Body		0	0.0%	1	33.3%	↗	33.3%
			Appeals		4	25.0%	0	0.0%	↘	-25.0%
		Not Stated	Employment Tribunal		0	0.0%	3	10.0%	↗	10.0%
			Disclipinary		0	0.0%	13	43.3%	↗	43.3%
			Harassment		0	0.0%	0	0.0%	↔	0.0%
			Grievance		0	0.0%	3	10.0%	↗	10.0%
			Capability		0	0.0%	11	36.7%	↗	36.7%
			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		506	84.5%	556	83.5%	↘	-1.0%
			Corporate Services		18	72.0%	19	79.2%	↗	7.2%
			Forensics Services		153	84.5%	171	82.2%	↘	-2.3%
			Health Partnerships		174	90.2%	205	90.3%	↗	0.2%
			Local Services		161	80.5%	161	77.8%	↘	-2.7%
		White EU	Trust		17	2.8%	20	3.0%	↗	0.2%
			Corporate Services		0	0.0%	1	4.2%	↗	4.2%
			Forensics Services		4	2.2%	8	3.8%	↗	1.6%
			Health Partnerships		6	3.1%	4	1.8%	↘	-1.3%
			Local Services		7	3.5%	7	3.4%	↘	-0.1%
		BME	Trust		62	10.4%	74	11.1%	↗	0.8%
			Corporate Services		7	28.0%	4	16.7%	↘	-11.3%
Forensics Services				21	11.6%	23	11.1%	↘	-0.5%	
Health Partnerships				12	6.2%	15	6.6%	↗	0.4%	
Local Services				22	11.0%	32	15.5%	↗	4.5%	
Not Stated		Trust		14	2.3%	16	2.4%	↗	0.1%	
		Corporate Services		0	0.0%	0	0.0%	↔	0.0%	
		Forensics Services		3	1.7%	6	2.9%	↗	1.2%	
		Health Partnerships		1	0.5%	3	1.3%	↗	0.8%	
		Local Services		10	5.0%	7	3.4%	↘	-1.6%	

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 44.3% of these are shortlisted and only 3.4% appointed. Percentages from shortlisted to appointed shows that 26-40 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 18 promotions between May – October 2015, the majority of promotions have are seen within the 41-55 age groups (n.10 or 55.6.0%).

Employment Relation Cases

The employment relations cases for the age diversity strand have been analysed. It is shown that between May – October 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 (May – October 2015)

The analysis shows that within the current period 22.2% of Trust leavers were aged 56+ and 29.7% were from the 41 - 55 age brackets.

The analysis shows some variations within the divisional breakdown, within Local Services 25.6% of leavers were age 56+, 18.3% in Forensic Services and 23.3% in Health Partnerships.

Age	Performance Indicator	Jun 15		Dec-15		Trend	Variances	
		No	%	No	%			
		Recruitment						
	<25	Application	2,748	20.9%	3,370	24.5%	↘	3.6%
		Shortlisted	524	12.0%	666	15.4%	↘	3.4%
		Appointed	8	11.0%	17	13.6%	↘	2.6%
		Percentage of shortlisted (from Application Stage)		19.1%		19.8%	↘	0.7%
		Percentage of appointed (from Shortlisted Stage)		1.5%		2.6%	↘	1.0%
	26 - 40	Application	5,841	44.5%	6,035	43.9%	↘	-0.6%
		Shortlisted	1,919	44.0%	1,919	44.3%	↘	0.3%
		Appointed	27	37.0%	65	52.0%	↘	15.0%
		Percentage of shortlisted (from Application Stage)		32.9%		31.8%	↘	-1.1%
		Percentage of appointed (from Shortlisted Stage)		1.4%		3.4%	↘	2.0%
	41 - 55	Application	3,790	28.9%	3,549	25.8%	↘	-3.0%
		Shortlisted	1,578	36.2%	1,438	33.2%	↘	-3.0%
		Appointed	32	43.8%	40	32.0%	↘	-11.8%
		Percentage of shortlisted (from Application Stage)		41.6%		40.5%	↘	-1.1%
		Percentage of appointed (from Shortlisted Stage)		2.0%		2.8%	↘	0.8%
	>56	Application	749	5.7%	783	5.7%	↘	0.0%
		Shortlisted	340	7.8%	310	7.2%	↘	-0.6%
		Appointed	6	8.2%	3	2.4%	↘	-5.8%
		Percentage of shortlisted (from Application Stage)		45.4%		39.6%	↘	-5.8%
		Percentage of appointed (from Shortlisted Stage)		1.8%		1.0%	↘	-0.8%
Current Staff	<25	Trust	447	5.0%	364	4.1%	↘	-0.9%
		Corporate Services	28	5.6%	29	5.5%	↘	-0.1%
		Forensics Services	176	6.3%	147	5.3%	↘	-1.1%
		Health Partnerships	126	4.7%	90	3.4%	↘	-1.3%
		Local Services	117	4.0%	98	3.4%	↘	-0.6%
	26 - 40	Trust	2,928	32.9%	3,002	33.8%	↘	0.9%
		Corporate Services	169	33.8%	180	33.8%	↘	0.0%
		Forensics Services	885	31.7%	909	32.5%	↘	0.8%
		Health Partnerships	947	35.3%	966	36.3%	↘	1.0%
		Local Services	927	31.7%	947	32.7%	↘	0.9%
	41 - 55	Trust	4,243	47.7%	4,239	47.7%	↘	0.0%
		Corporate Services	227	45.4%	245	46.1%	↘	0.7%
		Forensics Services	1,382	49.6%	1,388	49.7%	↘	0.1%
		Health Partnerships	1,237	46.1%	1,231	46.2%	↘	0.2%
		Local Services	1,397	47.8%	1,375	47.5%	↘	-0.4%
	>56	Trust	1,275	14.3%	1,281	14.4%	↘	0.1%
		Corporate Services	76	15.2%	78	14.7%	↘	-0.5%
		Forensics Services	346	12.4%	351	12.6%	↘	0.2%
		Health Partnerships	374	13.9%	375	14.1%	↘	0.2%
		Local Services	479	16.4%	477	16.5%	↘	0.1%

Figure 3 – Age Analysis

		Performance Indicator		Jun 15		Dec-15		Trend	Variances
				No	%	No	%		
Age	Promotions	<25	Promotions	4	8.0%	0	0.0%	↘	-8.0%
		26 - 40	Promotions	26	52.0%	7	38.9%	↘	-13.1%
		41 - 55	Promotions	15	30.0%	10	55.6%	↗	25.6%
		>56	Promotions	5	10.0%	1	5.6%	↘	-4.4%
	Employment Relations	<25	Employment Tribunal	0	0.0%	0	0.0%	↔	0.0%
			Discliplinary	3	60.0%	1	20.0%	↘	-40.0%
			Harassment	0	0.0%	0	0.0%	↔	0.0%
			Grievance	1	20.0%	0	0.0%	↘	-20.0%
			Capability	1	20.0%	4	80.0%	↗	60.0%
			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	3.7%	0	0.0%	↘
		Discliplinary		9	33.3%	5	45.5%	↗	12.1%
		Harassment		0	0.0%	0	0.0%	↔	0.0%
		Grievance		13	48.1%	1	9.1%	↘	-39.1%
		Capability		1	3.7%	5	45.5%	↗	41.8%
		Referral to Prof Body		2	7.4%	0	0.0%	↘	-7.4%
		Appeals		1	3.7%	0	0.0%	↘	-3.7%
		41 - 55	Employment Tribunal	3	5.7%	3	12.5%	↗	6.8%
			Discliplinary	24	45.3%	10	41.7%	↘	-3.6%
			Harassment	1	1.9%	0	0.0%	↘	-1.9%
			Grievance	7	13.2%	4	16.7%	↗	3.5%
			Capability	1	1.9%	5	20.8%	↗	18.9%
			Referral to Prof Body	11	20.8%	1	4.2%	↘	-16.6%
			Appeals	6	11.3%	1	4.2%	↘	-7.2%
		>56	Employment Tribunal	2	50.0%	1	5.9%	↘	-44.1%
			Discliplinary	0	0.0%	10	58.8%	↗	58.8%
			Harassment	0	0.0%	0	0.0%	↔	0.0%
			Grievance	1	25.0%	2	11.8%	↘	-13.2%
			Capability	0	0.0%	4	23.5%	↗	23.5%
			Referral to Prof Body	0	0.0%	0	0.0%	↔	0.0%
			Appeals	1	25.0%	0	0.0%	↘	-25.0%
	Leavers	<25	Trust	51	8.5%	80	12.0%	↗	3.5%
			Corporate Services	3	12.0%	1	4.2%	↘	-7.8%
			Forensics Services	17	9.4%	25	12.0%	↗	2.6%
			Health Partnerships	16	8.3%	21	9.3%	↗	1.0%
			Local Services	15	7.5%	33	15.9%	↗	8.4%
		26 - 40	Trust	203	33.9%	240	36.0%	↗	2.1%
			Corporate Services	13	52.0%	7	29.2%	↘	-22.8%
			Forensics Services	65	35.9%	80	38.5%	↗	2.5%
			Health Partnerships	58	30.1%	82	36.1%	↗	6.1%
			Local Services	67	33.5%	71	34.3%	↗	0.8%
		41 - 55	Trust	214	35.7%	198	29.7%	↘	-6.0%
			Corporate Services	8	32.0%	12	50.0%	↗	18.0%
Forensics Services			65	35.9%	65	31.3%	↘	-4.7%	
Health Partnerships			69	35.8%	71	31.3%	↘	-4.5%	
Local Services			72	36.0%	50	24.2%	↘	-11.8%	
>56		Trust	131	21.9%	148	22.2%	↗	0.4%	
		Corporate Services	1	4.0%	4	16.7%	↗	12.7%	
		Forensics Services	34	18.8%	38	18.3%	↘	-0.5%	
		Health Partnerships	50	25.9%	53	23.3%	↘	-2.6%	
		Local Services	46	23.0%	53	25.6%	↗	2.6%	

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 26.2 % of bisexual candidates, 32.8% of gay candidates and 25.8% of lesbian candidates that apply are shortlisted of those 1.7% of Gay candidates were appointed. Only 1 candidate from LGB backgrounds were appointed during the period.

When the heterosexual group is viewed 31.5% of those that apply are shortlisted and 2.9% 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 78.2% 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 (7.5%).

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	45.78%	8	Gay	S25 Gastrointestinal problems	28.64%	16
	S98 Other known causes - not elsewhere classified	34.12%	6		S98 Other known causes - not elsewhere classified	17.22%	4
	S28 Injury, fracture	4.66%	1		S28 Injury, fracture	15.07%	3
	S13 Cold, Cough, Flu - Influenza	3.58%	4		S31 Skin disorders	8.07%	2
	S15 Chest & respiratory problems	3.01%	2		S11 Back Problems	6.46%	4
					29.79%		
Heterosexual	S10 Anxiety/stress/depression/other psychiatric illnesses	27.77%	874	Lesbian / Gay Woman	S10 Anxiety/stress/depression/other psychiatric illnesses	22.46%	15
	S12 Other musculoskeletal problems	9.94%	447		S25 Gastrointestinal problems	18.21%	22
	S25 Gastrointestinal problems	8.95%	1101		S12 Other musculoskeletal problems	11.70%	5
	S98 Other known causes - not elsewhere classified	7.44%	330		S26 Genitourinary & gynaecological disorders	4.52%	7
	S11 Back Problems	6.74%	318		S28 Injury, fracture	29.79%	4

Promotion

Internal promotions have been assessed by diversity strand; the figures show that there were 18 (100%) 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 May – October 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 (May – October 2015) 1.9% of the leavers were from LGB backgrounds, where as 79.5% came from Heterosexual backgrounds.

		Performance Indicator		Jun 15		Dec-15		Trend	Variances	
				No	%	No	%			
Sexual Orientation	Recruitment	Bi Sexual	Application	165	1.3%	145	1.1%	↘	-0.2%	
			Shortlisted	59	1.4%	38	0.9%	↘	-0.5%	
			Appointed	2	2.8%	0	0.0%	↘	-2.8%	
			Percentage of shortlisted (from Application Stage)		35.8%		26.2%	↘	-9.6%	
			Percentage of appointed (from Shortlisted Stage)		3.4%		0.0%	↘	-3.4%	
		Gay	Application	183	1.4%	183	1.3%	↘	-0.1%	
			Shortlisted	60	1.4%	60	1.4%	↗	0.0%	
			Appointed	1	1.4%	1	0.8%	↘	-0.6%	
			Percentage of shortlisted (from Application Stage)		32.8%		32.8%	↔	0.0%	
			Percentage of appointed (from Shortlisted Stage)		1.7%		1.7%	↔	0.0%	
		Hetrosexual	Application	11,946	91.5%	12,470	90.8%	↘	-0.7%	
			Shortlisted	3,994	91.7%	3,929	90.7%	↘	-1.0%	
			Appointed	67	94.4%	115	92.0%	↘	-2.4%	
			Percentage of shortlisted (from Application Stage)		33.4%		31.5%	↘	-1.9%	
			Percentage of appointed (from Shortlisted Stage)		1.7%		2.9%	↗	1.2%	
		Lesbian	Application	0	0.0%	155	1.1%	↗	1.1%	
			Shortlisted	0	0.0%	40	0.9%	↗	0.9%	
			Appointed	0	0.0%	0	0.0%	↔	0.0%	
			Percentage of shortlisted (from Application Stage)		0.0%		25.8%	↗	25.8%	
			Percentage of appointed (from Shortlisted Stage)		0.0%		0.0%	↔	0.0%	
	Current Staff	Bi Sexual	Trust	35	0.4%	33	0.4%	↘	0.0%	
			Corporate Services	1	0.2%	0	0.0%	↘	-0.2%	
			Forensics Services	16	0.6%	15	0.5%	↘	0.0%	
			Health Partnerships	7	0.3%	5	0.2%	↘	-0.1%	
			Local Services	11	0.4%	13	0.4%	↗	0.1%	
		Gay	Trust	53	0.6%	56	0.6%	↗	0.0%	
			Corporate Services	4	0.8%	5	0.9%	↗	0.1%	
			Forensics Services	19	0.7%	18	0.6%	↘	0.0%	
			Health Partnerships	11	0.4%	13	0.5%	↗	0.1%	
			Local Services	19	0.7%	20	0.7%	↗	0.0%	
		Hetrosexual	Trust	6,814	76.6%	6,946	78.2%	↗	1.5%	
			Corporate Services	445	89.0%	473	88.9%	↘	-0.1%	
			Forensics Services	2,056	73.7%	2,127	76.1%	↗	2.4%	
			Health Partnerships	2,007	74.8%	2,034	76.4%	↗	1.6%	
			Local Services	2,306	79.0%	2,312	79.8%	↗	0.8%	
		Lesbian	Trust	59	0.7%	60	0.7%	↗	0.0%	
			Corporate Services	3	0.6%	5	0.9%	↗	0.3%	
			Forensics Services	24	0.9%	25	0.9%	↗	0.0%	
			Health Partnerships	8	0.3%	7	0.3%	↘	0.0%	
			Local Services	24	0.8%	23	0.8%	↘	0.0%	
		Sickness	Bi Sexual	Cumulative % Abs Rate		4.1%		4.3%	↗	0.2%
				No of Episodes	35		36		↔	
				No Calendar days	273		303		↔	
				Cumulative Salary Based Costs (£)	£ 17,502		£ 19,352		↔	
			Gay	Cumulative % Abs Rate		2.7%		1.8%	↘	-0.9%
				No of Episodes	39		50		↔	
				No Calendar days	242		204		↔	
Cumulative Salary Based Costs (£)	£ 18,297				£ 15,129		↔			
Hetrosexual	Cumulative % Abs Rate			5.1%		4.7%	↘	-0.4%		
	No of Episodes		6,610		6,643		↔			
	No Calendar days		61,348		67,979		↔			
	Cumulative Salary Based Costs (£)		£ 3,817,114		£ 4,173,659		↔			
Lesbian	Cumulative % Abs Rate			5.8%		7.5%	↗	1.7%		
	No of Episodes		73		91		↔			
	No Calendar days		671		990		↔			
	Cumulative Salary Based Costs (£)		£ 36,412		£ 64,626		↔			
Promotions	Bi Sexual		Promotions	0	0.0%	0	0.0%	↔	0.0%	
		Promotions	0	0.0%	0	0.0%	↔	0.0%		
	Hetrosexual	Promotions	42	84.0%	18	100.0%	↗	16.0%		
		Promotions	0	0.0%	0	0.0%	↔	0.0%		

Figure 4 – Sexual Orientation Analysis

		Performance Indicator		Jun 15		Dec-15		Trend	Variances	
				No	%	No	%			
Sexual Orientation	Employment Relations	Bi Sexual	Employment Tribunal	0	0.0%	0	0.0%	—	0.0%	
			Discliplinary	1	100.0%	0	0.0%	↘	-100.0%	
			Harassment	0	0.0%	0	0.0%	—	0.0%	
			Grievance	0	0.0%	0	0.0%	—	0.0%	
			Capability	0	0.0%	0	0.0%	—	0.0%	
			Referral to Prof Body	0	0.0%	0	0.0%	—	0.0%	
		Appeals	0	0.0%	0	0.0%	—	0.0%		
		Gay	Employment Tribunal	0	0.0%	0	0.0%	—	0.0%	
			Discliplinary	2	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%	
		Hetrosexual	Employment Tribunal	3	5.7%	2	6.9%	↗	1.2%	
			Discliplinary	21	39.6%	12	41.4%	↗	1.8%	
			Harassment	1	1.9%	0	0.0%	↘	-1.9%	
			Grievance	13	24.5%	3	10.3%	↘	-14.2%	
			Capability	4	7.5%	12	41.4%	↗	33.8%	
			Referral to Prof Body	5	9.4%	0	0.0%	↘	-9.4%	
		Appeals	Appeals	6	11.3%	0	0.0%	↘	-11.3%	
			Lesbian	Employment Tribunal	0		0	0.0%	—	0.0%
				Discliplinary	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%		
	Leavers	Bi Sexual	Trust	4	0.7%	5	0.7%	↗	0.1%	
			Corporate Services	0	0.0%	0	0.0%	—	0.0%	
			Forensics Services	2	1.1%	3	1.4%	↗	0.3%	
			Health Partnerships	0	0.0%	1	0.4%	↗	0.4%	
			Local Services	2	1.0%	1	0.5%	↘	-0.5%	
		Gay	Trust	5	0.8%	2	0.3%	↘	-0.5%	
Corporate Services			0	0.0%	0	0.0%	—	0.0%		
Forensics Services			0	0.0%	1	0.5%	↗	0.5%		
Health Partnerships			2	1.0%	0	0.0%	↘	-1.0%		
Local Services			3	1.5%	1	0.5%	↘	-1.0%		
Hetrosexual		Trust	479	80.0%	531	79.5%	↘	-0.5%		
		Corporate Services	23	92.0%	23	88.5%	↘	-3.5%		
		Forensics Services	138	76.2%	161	77.4%	↗	1.2%		
		Health Partnerships	158	81.9%	180	79.3%	↘	-2.6%		
		Local Services	160	80.0%	167	80.7%	↗	0.7%		
Lesbian		Trust	3	0.5%	6	0.9%	↗	0.4%		
		Corporate Services	0	0.0%	0	0.0%	—	0.0%		
		Forensics Services	0	0.0%	2	1.0%	↗	1.0%		
		Health Partnerships	0	0.0%	1	0.4%	↗	0.4%		
		Local Services	3	1.5%	3	1.4%	↘	-0.1%		

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 33.0% of staff from Christian backgrounds that apply is shortlisted and 2.8% of those are appointed. When the Other Religion category is viewed 26.1% of those that apply are shortlisted and 2.0% 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 50.7% of staff have stated that they are Christian, 11.6% Atheist and 10.6% 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	27.66%	97	Other Religions & Beliefs	S10 Anxiety/stress/depression/other psychiatric illnesses	27.63%	160
	S25 Gastrointestinal problems	9.73%	164		S11 Back Problems	9.76%	67
	S12 Other musculoskeletal problems	9.29%	40		S98 Other known causes - not elsewhere classified	9.71%	58
	S11 Back Problems	8.50%	40		S12 Other musculoskeletal problems	7.81%	64
	S30 Pregnancy related disorders	8.29%	50		S28 Injury, fracture	7.70%	46
Christian	S10 Anxiety/stress/depression/other psychiatric illnesses	28.76%	597	Not Stated	S10 Anxiety/stress/depression/other psychiatric illnesses	27.51%	343
	S12 Other musculoskeletal problems	11.00%	320		S12 Other musculoskeletal problems	12.21%	195
	S25 Gastrointestinal problems	8.63%	690		S25 Gastrointestinal problems	8.92%	400
	S28 Injury, fracture	7.49%	209		S28 Injury, fracture	7.85%	137
	S98 Other known causes - not elsewhere classified	6.64%	217		S98 Other known causes - not elsewhere classified	7.17%	128

Promotion

Internal promotions have been assessed by diversity strand, there has been 18 promotions between May – October 2015, the majority of promotions have are seen within the Christianity groups (n.12 or 66.7%).

Employment Relation Cases

The employment relations cases for the religion & belief diversity strand have been analysed. It is shown that between May – October 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 May – October 2015. This gives an indication of how many leavers there has been broken down by the religion & belief diversity strand.

		Performance Indicator		Jun 15		Dec-15		Trend	Variance
				No	%	No	%		
Religion & Belief	Recruitment	Atheism	Application	2,016	15.3%	2,392	17.3%	↗	2.0%
			Shortlisted	688	15.8%	757	17.5%	↗	1.7%
			Appointed	11	15.3%	28	22.4%	↗	7.1%
			Percentage of shortlisted (from Application Stage)		34.1%		31.6%	↘	-2.5%
			Percentage of appointed (from Shortlisted Stage)		1.6%		3.7%	↗	2.1%
		Christian	Application	6,748	51.3%	6,818	49.4%	↘	-1.9%
			Shortlisted	2,290	52.4%	2,248	51.9%	↘	-0.5%
			Appointed	37	51.4%	64	51.2%	↘	-0.2%
			Percentage of shortlisted (from Application Stage)		33.9%		33.0%	↘	-1.0%
			Percentage of appointed (from Shortlisted Stage)		1.6%		2.8%	↗	1.2%
		Other Religions & Beliefs	Application	2,887	21.9%	3,076	22.3%	↗	0.4%
			Shortlisted	818	18.7%	802	18.5%	↘	-0.2%
			Appointed	16	22.2%	16	12.8%	↘	-9.4%
			Percentage of shortlisted (from Application Stage)		28.3%		26.1%	↘	-2.3%
			Percentage of appointed (from Shortlisted Stage)		2.0%		2.0%	↔	0.0%
		Not Stated	Application	1,512	11.5%	1,514	11.0%	↘	-0.5%
			Shortlisted	572	13.1%	526	12.1%	↘	-1.0%
			Appointed	8	11.1%	17	13.6%	↗	2.5%
			Percentage of shortlisted (from Application Stage)		37.8%		34.7%	↘	-3.1%
			Percentage of appointed (from Shortlisted Stage)		1.4%		3.2%	↗	1.8%
	Current Staff	Atheism	Trust	984	11.1%	1,031	11.6%	↗	0.5%
			Corporate Services	80	16.0%	91	17.1%	↗	1.1%
			Forensics Services	309	11.1%	328	11.7%	↗	0.7%
			Health Partnerships	229	8.5%	236	8.9%	↗	0.3%
			Local Services	366	12.5%	376	13.0%	↗	0.4%
		Christian	Trust	4,487	50.5%	4,508	50.7%	↗	0.3%
			Corporate Services	279	55.8%	291	54.7%	↘	-1.1%
			Forensics Services	1,330	47.7%	1,353	48.4%	↗	0.7%
			Health Partnerships	1,496	55.7%	1,488	55.9%	↗	0.2%
			Local Services	1,382	47.3%	1,376	47.5%	↗	0.2%
		Other Religions & Beliefs	Trust	916	10.3%	943	10.6%	↗	0.3%
			Corporate Services	38	7.6%	41	7.7%	↗	0.1%
			Forensics Services	269	9.6%	287	10.3%	↗	0.6%
Health Partnerships			222	8.3%	234	8.8%	↗	0.5%	
Local Services			387	13.3%	381	13.2%	↘	-0.1%	
Not Stated		Trust	2,506	28.2%	2,404	27.1%	↘	-1.1%	
		Corporate Services	103	20.6%	109	20.5%	↘	-0.1%	
		Forensics Services	881	31.6%	827	29.6%	↘	-2.0%	
		Health Partnerships	737	27.5%	704	26.4%	↘	-1.0%	
		Local Services	785	26.9%	764	26.4%	↘	-0.5%	
Sickness	Atheism	Cumulative % Abs Rate		3.4%		3.3%	↘	-0.1%	
		No of Episodes	826		876		↔		
		No Calendar days	5,850		7,137		↔		
		Cumulative Salary Based Costs (£)	£ 377,988		£ 432,044		↔		
	Christian	Cumulative % Abs Rate		5.4%		4.8%	↘	-0.6%	
		No of Episodes	4,383		4,290		↔		
		No Calendar days	43,176		45,578		↔		
		Cumulative Salary Based Costs (£)	£ 2,719,190		£ 2,842,608		↔		
	Other Religions & Beliefs	Cumulative % Abs Rate		5.1%		4.6%	↘	-0.5%	
		No of Episodes	853		963		↔		
		No Calendar days	8,088		9,025		↔		
		Cumulative Salary Based Costs (£)	£ 492,748		£ 541,824		↔		
	Not Stated	Cumulative % Abs Rate		6.0%		5.6%	↘	-0.4%	
		No of Episodes	2,842		2,687		↔		
		No Calendar days	27,933		29,280		↔		
		Cumulative Salary Based Costs (£)	£ 1,702,561		£ 1,848,802		↔		

Figure 5 – Religion & Belief Backgrounds

		Performance Indicator		Jun 15		Dec-15		Trend	Variance		
		No	%	No	%						
Religion & Belief	Promotions	Atheism	Promotions	10	20.0%	2	11.1%	↘	-8.9%		
		Christian	Promotions	26	52.0%	12	66.7%	↗	14.7%		
		Other Religions & Beliefs	Promotions	4	8.0%	4	22.2%	↗	14.2%		
		Not Stated	Promotions	10	20.0%	0	0.0%	↘	-20.0%		
	Employment Relations	Atheism	Employment Tribunal		0	0.0%	0	0.0%	↔	0.0%	
			Disciplinary		1	20.0%	1	100.0%	↗	80.0%	
			Harassment		0	0.0%	0	0.0%	↔	0.0%	
			Grievance		2	40.0%	0	0.0%	↘	-40.0%	
			Capability		0	0.0%	0	0.0%	↔	0.0%	
			Referral to Prof Body		2	40.0%	0	0.0%	↘	-40.0%	
			Appeals		0	0.0%	0	0.0%	↔	0.0%	
		Christian	Employment Tribunal		2	4.7%	0	0.0%	↘	-4.7%	
			Disciplinary		18	41.9%	11	61.1%	↗	19.3%	
			Harassment		1	2.3%	0	0.0%	↘	-2.3%	
			Grievance		8	18.6%	2	11.1%	↘	-7.5%	
			Capability		3	7.0%	5	27.8%	↗	20.8%	
			Referral to Prof Body		7	16.3%	0	0.0%	↘	-16.3%	
			Appeals		4	9.3%	0	0.0%	↘	-9.3%	
		Other Religions & Beliefs	Employment Tribunal		1	11.1%	1	50.0%	↗	38.9%	
			Disciplinary		1	11.1%	0	0.0%	↘	-11.1%	
			Harassment		0	0.0%	0	0.0%	↔	0.0%	
			Grievance		4	44.4%	1	50.0%	↗	5.6%	
			Capability		0	0.0%	0	0.0%	↔	0.0%	
			Referral to Prof Body		1	11.1%	0	0.0%	↘	-11.1%	
			Appeals		2	22.2%	0	0.0%	↘	-22.2%	
		Not Stated	Employment Tribunal		3	9.4%	3	8.3%	↗	-1.0%	
			Disciplinary		16	50.0%	14	38.9%	↘	-11.1%	
			Harassment		0	0.0%	0	0.0%	↔	0.0%	
			Grievance		8	25.0%	3	8.3%	↘	-16.7%	
			Capability		1	3.1%	14	38.9%	↗	35.8%	
			Referral to Prof Body		3	9.4%	2	5.6%	↘	-3.8%	
			Appeals		1	3.1%	0	0.0%	↘	-3.1%	
		Leavers	Atheism	Trust		71	11.9%	90	13.5%	↗	1.7%
				Corporate Services		6	24.0%	6	25.0%	↗	1.0%
				Forensics Services		21	11.6%	23	11.1%	↘	-0.5%
				Health Partnerships		18	9.3%	30	13.2%	↗	3.9%
	Local Services				26	13.0%	31	15.0%	↗	2.0%	
	Christian		Trust		313	52.3%	333	50.0%	↗	-2.3%	
			Corporate Services		12	48.0%	10	41.7%	↘	-6.3%	
			Forensics Services		87	48.1%	103	49.5%	↗	1.5%	
			Health Partnerships		116	60.1%	124	54.6%	↘	-5.5%	
			Local Services		98	49.0%	96	46.4%	↘	-2.6%	
	Other Religions & Beliefs		Trust		79	13.2%	90	13.5%	↗	0.3%	
			Corporate Services		6	24.0%	6	25.0%	↗	1.0%	
Forensics Services				24	13.3%	29	13.9%	↗	0.7%		
Health Partnerships				20	10.4%	20	8.8%	↘	-1.6%		
Local Services				29	14.5%	35	16.9%	↗	2.4%		
Not Stated	Trust			136	22.7%	153	23.0%	↗	0.3%		
	Corporate Services			1	4.0%	2	8.3%	↗	4.3%		
	Forensics Services			49	27.1%	53	25.5%	↘	-1.6%		
	Health Partnerships			39	20.2%	53	23.3%	↗	3.1%		
	Local Services			47	23.5%	45	21.7%	↘	-1.8%		

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 38.5% of staff who declare a disability are shortlisted and 3.7% of those are appointed. Whereas from those staff with no disability 31.1% of those that apply are shortlisted and 2.8% 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 (9.1%).

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	28.38%	843	Not Declared	S10 Anxiety/stress/depression/other psychiatric illnesses	33.51%	183
	S12 Other musculoskeletal problems	9.70%	413		S12 Other musculoskeletal problems	12.34%	91
	S25 Gastrointestinal problems	9.19%	1102		S28 Injury, fracture	7.84%	59
	S28 Injury, fracture	7.15%	300		S98 Other known causes - not elsewhere classified	7.79%	66
	S98 Other known causes - not elsewhere classified	6.69%	303		S25 Gastrointestinal problems	6.25%	156
Yes	S10 Anxiety/stress/depression/other psychiatric illnesses	18.36%	97				
	S12 Other musculoskeletal problems	11.89%	62				
	S17 Benign and malignant tumours, cancers	9.66%	37				
	S98 Other known causes - not elsewhere classified	9.09%	44				
	S28 Injury, fracture	8.64%	41				

Promotion

Internal promotions have been assessed by the disability diversity strand, there have been 18 promotions between May – October 2015; the majority of promotions have been from the not disabled strand (n.2 or 11.1%). 88.9% did not declare their disability status.

Employment Relation Cases

The employment relations cases for the disability diversity strand have been analysed. It is shown that during May – October 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 May – October 2015. This gives an indication of how many leavers there has been broken down by the disability diversity strand.

		Performance Indicator		Jun 15		Dec-15		Trend	Variance	
				No	%	No	%			
Disability	Recruitment	Yes	Application	752	5.7%	772	5.6%	↘	-0.1%	
			Shortlisted	295	6.8%	297	6.9%	↗	0.1%	
			Appointed	2	2.7%	11	8.8%	↗	6.1%	
			Percentage of shortlisted (from Application Stage)		39.2%		38.5%	↘	-0.8%	
			Percentage of appointed (from Shortlisted Stage)		0.7%		3.7%	↗	3.0%	
		No	Application	12,267	93.2%	12,791	93.1%	↘	-0.1%	
			Shortlisted	4,011	91.8%	3,975	91.7%	↘	-0.1%	
			Appointed	69	94.5%	113	90.4%	↘	-4.1%	
			Percentage of shortlisted (from Application Stage)		32.7%		31.1%	↘	-1.6%	
			Percentage of appointed (from Shortlisted Stage)		1.7%		2.8%	↗	1.1%	
		Not Stated	Application	144	1.1%	174	1.3%	↗	0.2%	
			Shortlisted	62	1.4%	61	1.4%	↘	0.0%	
	Appointed		2	2.7%	1	0.8%	↘	-1.9%		
	Percentage of shortlisted (from Application Stage)			43.1%		35.1%	↘	-8.0%		
	Percentage of appointed (from Shortlisted Stage)			3.2%		1.6%	↘	-1.6%		
	Current Staff	Yes	Trust	489	5.5%	514	5.8%	↗	0.3%	
			Corporate Services	18	3.6%	18	3.4%	↘	-0.2%	
			Forensics Services	172	6.2%	185	6.6%	↗	0.5%	
			Health Partnerships	93	3.5%	93	3.5%	↗	0.0%	
			Local Services	206	7.1%	218	7.5%	↗	0.5%	
		No	Trust	6,919	77.8%	6,992	78.7%	↗	0.9%	
			Corporate Services	458	91.6%	487	91.5%	↘	-0.1%	
			Forensics Services	2,119	76.0%	2,142	76.6%	↗	0.7%	
			Health Partnerships	1,998	74.4%	2,023	76.0%	↗	1.6%	
			Local Services	2,344	80.3%	2,340	80.8%	↗	0.5%	
		Not Stated	Trust	1,485	16.7%	1,380	15.5%	↘	-1.2%	
			Corporate Services	24	4.8%	27	5.1%	↗	0.3%	
			Forensics Services	498	17.9%	468	16.7%	↘	-1.1%	
			Health Partnerships	593	22.1%	546	20.5%	↘	-1.6%	
			Local Services	370	12.7%	339	11.7%	↘	-1.0%	
		Sickness	Yes	Cumulative % Abs Rate		8.9%		9.1%	↗	0.2%
				No of Episodes	693		743		↗	
				No Calendar days	8,150		10,281		↗	
Cumulative Salary Based Costs (£)	£ 458,942				£ 573,700		↗			
No	Cumulative % Abs Rate			4.8%		4.3%	↘	-0.5%		
	No of Episodes		6,568		6,483		↘			
	No Calendar days		58,621		62,507		↗			
	Cumulative Salary Based Costs (£)		£ 3,723,892		£ 3,961,335		↗			
Not Stated	Cumulative % Abs Rate			6.8%		6.9%	↗	0.0%		
	No of Episodes		1,744		1,590		↘			
	No Calendar days		18,276		18,232		↘			
	Cumulative Salary Based Costs (£)		£ 1,109,652		£ 1,130,245		↗			
Promotions	Yes	Promotions	0	0.0%	0	0.0%	↔	0.0%		
	No	Promotions	6	12.0%	2	11.1%	↘	-0.9%		
	Not Stated	Promotions	44	88.0%	16	88.9%	↗	0.9%		

Figure 6 – Disability Analysis

		Performance Indicator		Jun 15		Dec-15		Trend	Variance
				No	%	No	%		
Disability	Employment Relations	Yes	Employment Tribunal	1	16.7%	0	0.0%	↘	-16.7%
			Disclipinary	1	16.7%	0	0.0%	↘	-16.7%
			Harassment	0	0.0%	0	0.0%	↔	0.0%
			Grievance	3	50.0%	0	0.0%	↘	-50.0%
			Capability	0	0.0%	0	0.0%	↔	0.0%
			Referral to Prof Body	0	0.0%	0	0.0%	↔	0.0%
		Appeals	1	16.7%	0	0.0%	↘	-16.7%	
		No	Employment Tribunal	2	3.6%	1	5.6%	↗	2.0%
			Disclipinary	25	44.6%	9	50.0%	↗	5.4%
			Harassment	1	1.8%	0	0.0%	↘	-1.8%
			Grievance	13	23.2%	3	16.7%	↘	-6.5%
			Capability	4	7.1%	4	22.2%	↗	15.1%
			Referral to Prof Body	9	16.1%	1	5.6%	↘	-10.5%
		Appeals	2	3.6%	0	0.0%	↘	-3.6%	
		Not Stated	Employment Tribunal	3	11.1%	3	7.7%	↘	-3.4%
			Disclipinary	10	37.0%	17	43.6%	↗	6.6%
			Harassment	0	0.0%	0	0.0%	↔	0.0%
			Grievance	6	22.2%	4	10.3%	↘	-12.0%
	Capability		0	0.0%	14	35.9%	↗	35.9%	
	Referral to Prof Body		4	14.8%	1	2.6%	↘	-12.3%	
	Appeals	4	14.8%	0	0.0%	↘	-14.8%		
	Leavers	Yes	Trust	33	5.5%	37	5.6%	↗	0.0%
			Corporate Services	0	0.0%	1	4.2%	↗	4.2%
			Forensics Services	9	5.0%	13	6.3%	↗	1.3%
			Health Partnerships	6	3.1%	12	5.3%	↗	2.2%
			Local Services	18	9.0%	11	5.3%	↘	-3.7%
		No	Trust	482	80.5%	531	79.7%	↘	-0.7%
			Corporate Services	24	96.0%	12	50.0%	↘	-46.0%
			Forensics Services	149	82.3%	170	81.7%	↘	-0.6%
			Health Partnerships	153	79.3%	177	78.0%	↘	-1.3%
Local Services			156	78.0%	172	83.1%	↗	5.1%	
Not Stated		Trust	84	14.0%	98	14.7%	↗	0.7%	
		Corporate Services	1	4.0%	11	45.8%	↗	41.8%	
	Forensics Services	23	12.7%	25	12.0%	↘	-0.7%		
	Health Partnerships	34	17.6%	38	16.7%	↘	-0.9%		
Local Services	26	13.0%	24	11.6%	↘	-1.4%			

Figure 6 – Disability Analysis

7.0 Marriage/ Civil Partnership Status

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

Current Staff

The current staffing analysis shows the Marriage / Civil Partnership status split for the Trust. Currently 51.2% is classed a married with 35.4% of the Trust classified as single, Civil Partnerships make up 0.8% [or n.71] of the Trust.

Leavers

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

		Performance Indicator	Jun 15		Dec 15		Trend	Variance
			No	%	No	%		
Marriage & Civil Partnerships	Civil Partnerships	Trust	57.0	0.6%	71.0	0.8%	↗	0.2%
		Corporate Services	2.0	0.4%	3.0	0.6%	↗	0.2%
		Forensics Services	15.0	0.5%	21.0	0.8%	↗	0.2%
		Health Partnerships	12.0	0.4%	12.0	0.5%	↔	0.0%
		Local Services	28.0	1.0%	35.0	1.2%	↗	0.2%
	Divorced	Trust	574.0	6.5%	606.0	6.8%	↗	0.4%
		Corporate Services	31.0	6.2%	36.0	6.8%	↗	0.6%
		Forensics Services	157.0	5.6%	169.0	6.0%	↗	0.4%
		Health Partnerships	209.0	7.8%	225.0	8.5%	↗	0.7%
		Local Services	177.0	6.1%	176.0	6.1%	↔	0.0%
	Legally Separated	Trust	126.0	1.4%	126.0	1.4%	↔	0.0%
		Corporate Services	1.0	0.2%	0.0	0.0%	↘	-0.2%
		Forensics Services	33.0	1.2%	28.0	1.0%	↘	-0.2%
		Health Partnerships	55.0	2.0%	54.0	2.0%	↘	0.0%
		Local Services	37.0	1.3%	44.0	1.5%	↗	0.3%
	Married	Trust	4529.0	50.9%	4549.0	51.2%	↗	0.3%
		Corporate Services	270.0	54.0%	285.0	53.6%	↘	-0.4%
		Forensics Services	1184.0	42.5%	1207.0	43.2%	↗	0.7%
		Health Partnerships	1639.0	61.1%	1626.0	61.1%	↔	0.0%
		Local Services	1436.0	49.2%	1431.0	49.4%	↗	0.2%
	Single	Trust	3210.0	36.1%	3149.0	35.4%	↘	-0.7%
		Corporate Services	169.0	33.8%	183.0	34.4%	↗	0.6%
		Forensics Services	1280.0	45.9%	1253.0	44.8%	↘	-1.1%
		Health Partnerships	700.0	26.1%	671.0	25.2%	↘	-0.9%
		Local Services	1061.0	36.3%	1042.0	36.0%	↘	-0.4%
	Widowed	Trust	51.0	0.6%	46.0	0.5%	↘	-0.1%
		Corporate Services	4.0	0.8%	4.0	0.8%	↔	0.0%
		Forensics Services	11.0	0.4%	10.0	0.4%	↘	0.0%
		Health Partnerships	19.0	0.7%	16.0	0.6%	↘	-0.1%
		Local Services	17.0	0.6%	16.0	0.6%	↘	0.0%
	Unknown	Trust	346.0	3.9%	339.0	3.8%	↘	-0.1%
		Corporate Services	23.0	4.6%	21.0	3.9%	↘	-0.7%
		Forensics Services	109.0	3.9%	107.0	3.8%	↘	-0.1%
		Health Partnerships	50.0	1.9%	58.0	2.2%	↗	0.3%
		Local Services	164.0	5.6%	153.0	5.3%	↘	-0.3%

Figure 7 - Marriage / Civil Partnership status Analysis

		Performance Indicator	Jun 15		Dec 15		Trend	Variance
			No	%	No	%		
Marriage & Civil Partnerships	Civil Partnerships	Trust	5	0.8%	2	0.1%	↘	-0.7%
		Corporate Services	0	0.0%	0	0.0%	↔	0.0%
		Forensics Services	0	0.0%	0	0.0%	↔	0.0%
		Health Partnerships	1	0.5%	2	0.4%	↘	-0.1%
		Local Services	4	2.0%	0	0.0%	↘	-2.0%
	Divorced	Trust	69	11.5%	81	6.0%	↘	-5.5%
		Corporate Services	0	0.0%	1	2.7%	↗	2.7%
		Forensics Services	25	13.8%	25	6.9%	↘	-6.9%
		Health Partnerships	11	5.7%	30	5.6%	↘	-0.1%
		Local Services	33	16.5%	25	6.0%	↘	-10.5%
	Legally Separated	Trust	38	6.3%	18	1.3%	↘	-5.0%
		Corporate Services	0	0.0%	0	2.7%	↗	2.7%
		Forensics Services	27	14.9%	9	2.5%	↘	-12.4%
		Health Partnerships	4	2.1%	9	1.7%	↘	-0.4%
		Local Services	7	3.5%	0	0.0%	↘	-3.5%
	Married	Trust	195	32.6%	636	47.0%	↗	14.5%
		Corporate Services	11	44.0%	24	64.9%	↗	20.9%
		Forensics Services	38	21.0%	155	42.9%	↗	21.9%
		Health Partnerships	78	40.4%	295	54.9%	↗	14.5%
		Local Services	68	34.0%	162	38.8%	↗	4.8%
	Single	Trust	257	42.9%	492	36.4%	↘	-6.5%
		Corporate Services	14	56.0%	9	24.3%	↘	-31.7%
		Forensics Services	66	36.5%	149	41.3%	↗	4.8%
		Health Partnerships	95	49.2%	172	32.0%	↘	-17.2%
		Local Services	82	41.0%	162	38.8%	↘	-2.2%
	Widowed	Trust	26	4.3%	16	1.2%	↘	-3.2%
		Corporate Services	0	0.0%	0	0.0%	↔	0.0%
		Forensics Services	20	11.0%	3	0.8%	↘	-10.2%
		Health Partnerships	4	2.1%	7	1.3%	↘	-0.8%
		Local Services	2	1.0%	6	1.4%	↗	0.4%
	Unknown	Trust	9	1.5%	107	7.9%	↗	6.4%
		Corporate Services	0	0.0%	3	8.1%	↗	8.1%
		Forensics Services	5	2.8%	20	5.5%	↗	2.8%
		Health Partnerships	0	0.0%	22	4.1%	↗	4.1%
		Local Services	4	2.0%	62	14.9%	↗	12.9%

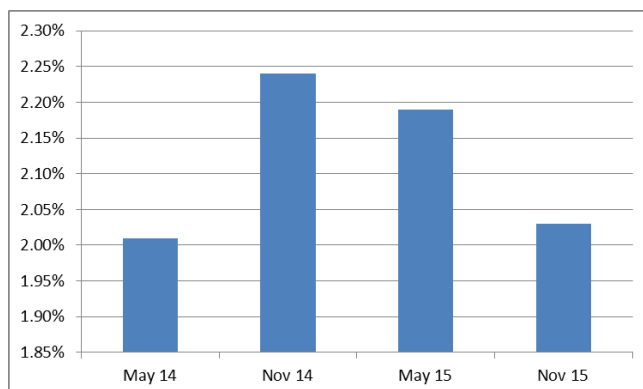
Figure 7 - Marriage / Civil Partnership status Analysis

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.



9. Summary & Recommendation's

The Workforce, Equality & Diversity Committee are asked to note the report, further work is planned to add the equality & diversity data into the workforce quarterly reports. This will give the division's detailed information on the shape and workforce metrics by diversity strand.

It is proposed that for future reports the divisions present their workforce and equality & diversity data giving updates on actions taken.

This data will also inform the development of the Trust's strategy for Equality and Diversity which is currently under review.

Richard Cotterill
December 2015