

## Annual Equalities Briefing Paper

Board Report October 2011

Directorate of Organisational Development and Workforce

NHS Foundation Trusts, like other public bodies, have legal responsibilities under Equalities and Human Rights legislation both as an employer and as a provider of services to the public. There is now only one piece of legislation that covers the

areas contained in this report and that is the Equalities Act 2010 broadly seven strands to the equalities agenda and these are race, disability, gender, gender identity, religion/belief, age and sexual orientation.

The legislative framework is now mainly encapsulated in the Equality Act 2010 which is an enabling act that now includes all the previous legislation relating to equality and diversity

NHS Foundation Trusts are legally required to publish race, gender and disability schemes (or single equality schemes covering all these strands). They are also required to publish the results of a race equality impact assessment. In addition, under the race equalities legislation, Foundation Trusts must also conduct and publish annually employment monitoring by reference to ethnic group.

**Recommendations:**

The Trust Board are asked to note the content of these annual statistics that are contained within it. The report covers the period August 1<sup>st</sup> 2010 to August the 1<sup>st</sup> 2011.

Organisational & Recruitment Profile Monitoring Statistics  
August 2011

Directorate of Organisational Development and Workforce

Please note within the enclosed statistical data is based on that which is electronically recorded by the ESR team. It will also include data for bank workers which may skew some of the statistics

The data is shown in four main formats, these being , tables, line graphs, bar graphs and pie charts all used with the desire to provide clarity of the data.

Table 1.0 Ethnic Origin

		FTE	Headcount	Headcount %	Changes from 2010
Ethnic Origin	Ethnic Code				
A White - British	A	3,944.60	5,302	80.98%	Reducing
B White - Irish	B	45.97	66	1.01%	Reducing
C White - Any other White background	C	79.89	96	1.47%	Increasing
CA White English	CA	0.43	1	0.02%	New
CB White Scottish	CB	1.93	3	0.05%	New
CP White Polish	CP	0.60	1	0.02%	Reducing
CQ White ex-USSR	CQ	1.00	1	0.02%	Increasing
CY White Other European	CY	1.85	2	0.03%	Static
D Mixed - White & Black Caribbean	D	0.53	1	0.02%	Increasing
E Mixed - White & Black African	E	8.00	9	0.14%	Increasing
F Mixed - White & Asian	F	6.53	7	0.11%	Increasing
G Mixed - Any other mixed background	G	5.77	7	0.11%	Reducing
GA Mixed - Black & Asian	GA	0.00	1	0.02%	Increasing
GE Mixed - Asian & Chinese	GE	0.00	1	0.02%	Reducing
H Asian or Asian British - Indian	H	154.99	181	2.76%	Increasing
J Asian or Asian British - Pakistani	J	76.81	88	1.34%	Reducing
K Asian or Asian British - Bangladeshi	K	8.45	10	0.15%	Reducing
L Asian or Asian British - Any other Asian background	L	33.58	38	0.58%	Reducing
LH Asian British	LH	0.00	1	0.02%	Increasing
LK Asian Unspecified	LK	1.00	1	0.02%	Increasing
M Black or Black British - Caribbean	M	2.80	5	0.08%	Increasing
N Black or Black British - African	N	72.87	95	1.45%	Increasing
P Black or Black British - Any other Black background	P	2.80	4	0.06%	Static
R Chinese	R	12.90	15	0.23%	Increasing
S Any Other Ethnic Group	S	37.21	42	0.64%	Increasing
SC Filipino	SC	1.00	2	0.03%	Static
SD Malaysian	SD	1.00	1	0.02%	New
SE Other Specified	SE	1.00	1	0.02%	New
Undefined	NULL	0.00	7	0.11%	Reducing
Z Not stated	Z	348.26	558	8.52%	Increasing
		<b>4,851.77</b>	<b>6,547</b>		

Table 1 shows that there has been a slight increase in the ratio of employees of ethnic origins compared to the period 2010. The reason for this is not known but the voluntary release scheme may have seen older long term non ethnic employees decide to leave thus giving the increase in other ethnic origins as a result.

GRAPH 1.0 ETHNIC ORIGINS TRUST EMPLOYEES

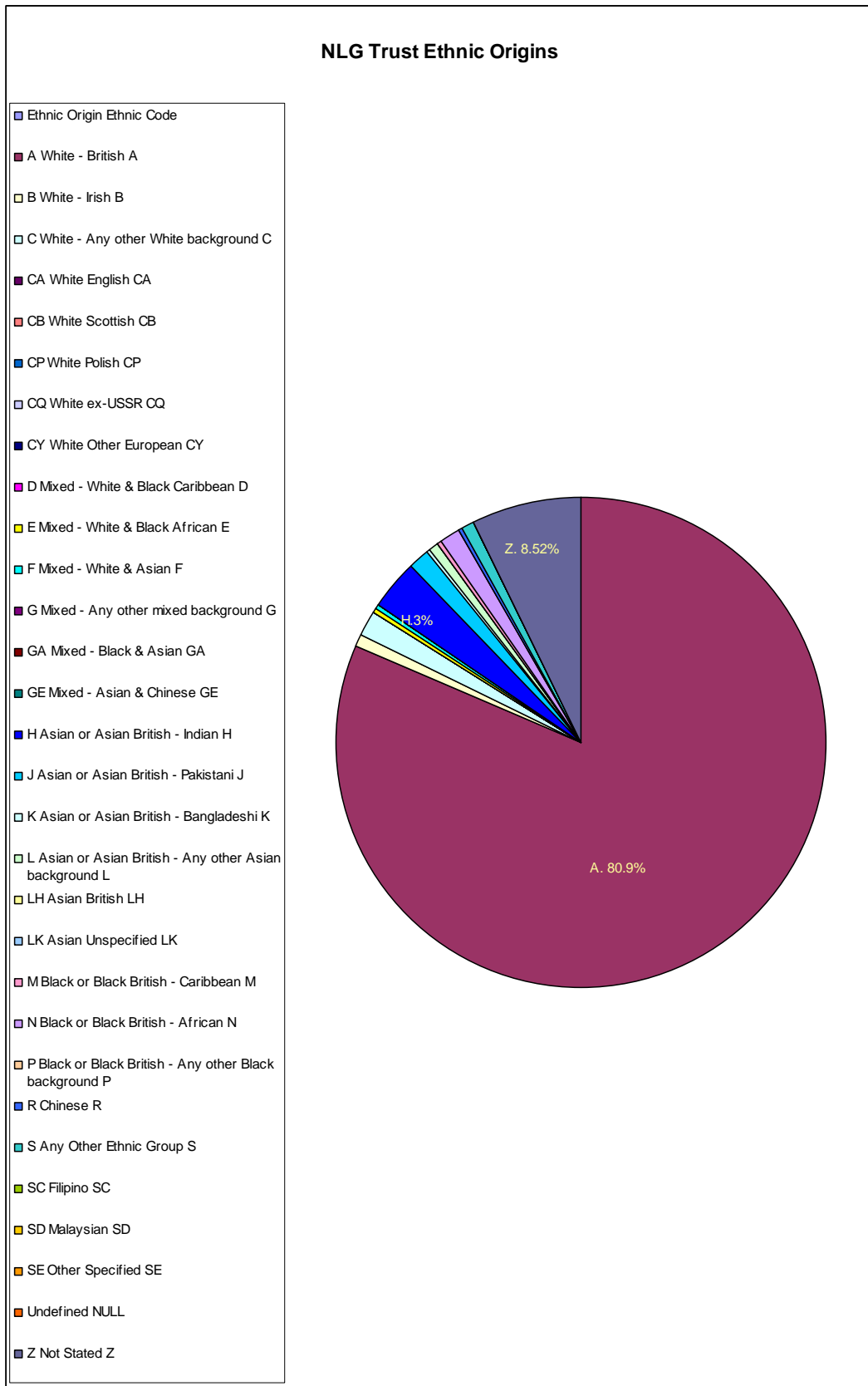
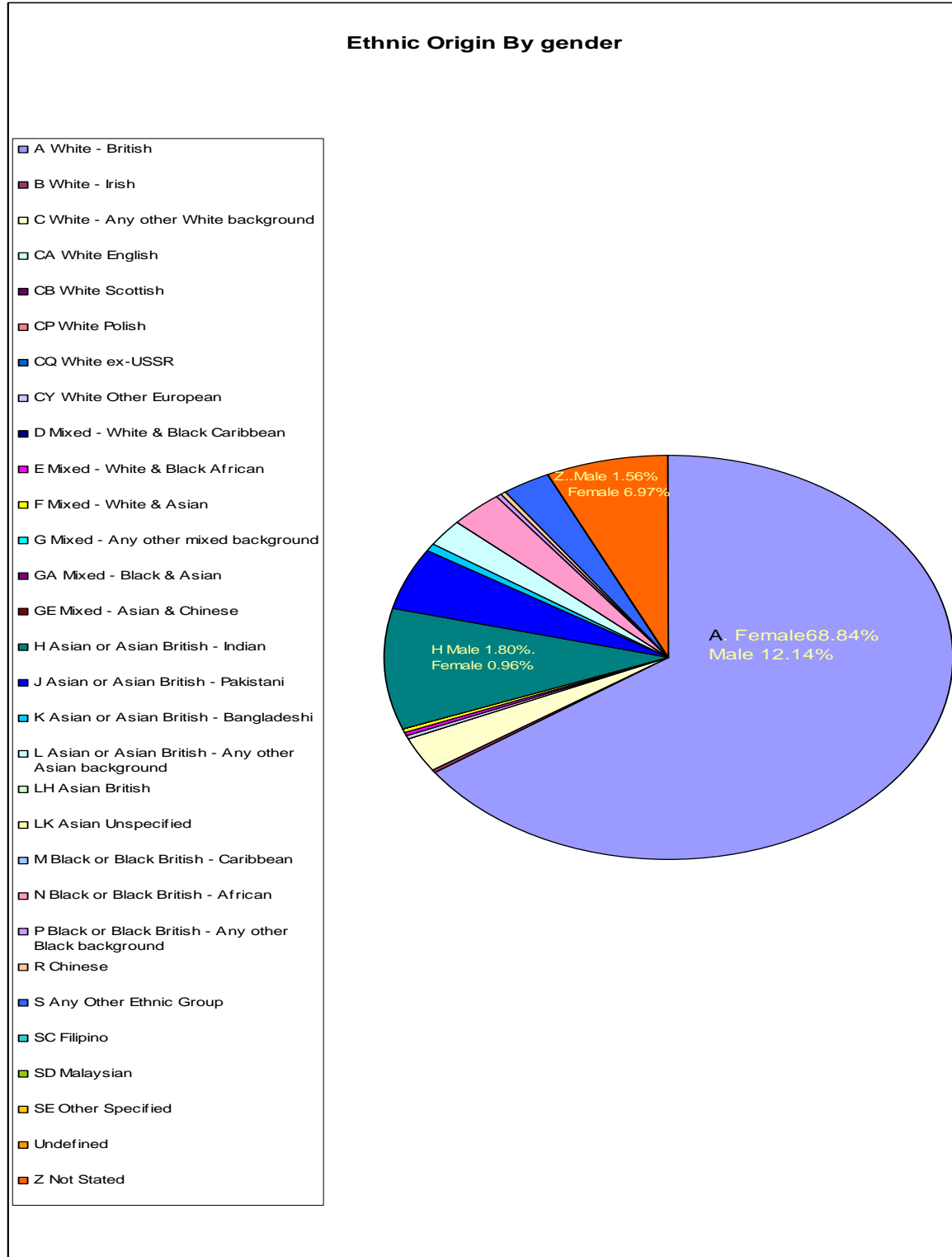


TABLE 2.0 ETHNIC ORIGIN BY GENDER

Ethnic Origin	Gender	Male			Female		
		FTE	Headcount	Headcount%	FTE	Headcount	Headcount%
A White - British		686.28	795	12.14%	3,258.32	4,507	68.84%
B White - Irish		2.12	6	0.09%	43.85	60	0.92%
C White - Any other White background		31.40	38	0.58%	48.49	58	0.89%
CA White English		NULL	NULL	NULL	0.43	1	0.02%
CB White Scottish		NULL	NULL	NULL	1.93	3	0.05%
CP White Polish		NULL	NULL	NULL	0.60	1	0.02%
CQ White ex-USSR		NULL	NULL	NULL	1.00	1	0.02%
CY White Other European		1.00	1	0.02%	0.85	1	0.02%
D Mixed - White & Black Caribbean		0.53	1	0.02%	NULL	NULL	NULL
E Mixed - White & Black African		4.00	5	0.08%	4.00	4	0.06%
F Mixed - White & Asian		1.00	1	0.02%	5.53	6	0.09%
G Mixed - Any other mixed background		2.00	2	0.03%	3.77	5	0.08%
GA Mixed - Black & Asian		NULL	NULL	NULL	0.00	1	0.02%
GE Mixed - Asian & Chinese		0.00	1	0.02%	NULL	NULL	NULL
H Asian or Asian British - Indian		101.99	118	1.80%	53.01	63	0.96%
J Asian or Asian British - Pakistani		50.65	57	0.87%	26.16	31	0.47%
K Asian or Asian British - Bangladeshi		5.83	7	0.11%	2.62	3	0.05%
L Asian or Asian British - Any other Asian background		23.43	25	0.38%	10.15	13	0.20%
LH Asian British		NULL	NULL	NULL	0.00	1	0.02%
LK Asian Unspecified		1.00	1	0.02%	NULL	NULL	NULL
M Black or Black British - Caribbean		1.00	1	0.02%	1.80	4	0.06%
N Black or Black British - African		31.43	41	0.63%	41.44	54	0.82%
P Black or Black British - Any other Black background		2.00	2	0.03%	0.80	2	0.03%
R Chinese		4.00	4	0.06%	8.90	11	0.17%
S Any Other Ethnic Group		28.00	32	0.49%	9.21	10	0.15%
SC Filipino		NULL	NULL	NULL	1.00	2	0.03%
SD Malaysian		NULL	NULL	NULL	1.00	1	0.02%
SE Other Specified		1.00	1	0.02%	NULL	NULL	NULL
Undefined		NULL	NULL	NULL	0.00	7	0.11%
Z Not Stated		73.18	102	1.56%	275.08	456	6.97%
		<b>1,051.84</b>	<b>1,241</b>		<b>3,799.93</b>	<b>5,306</b>	

GRAPH 2.0 ETHNIC ORIGIN BY GENDER

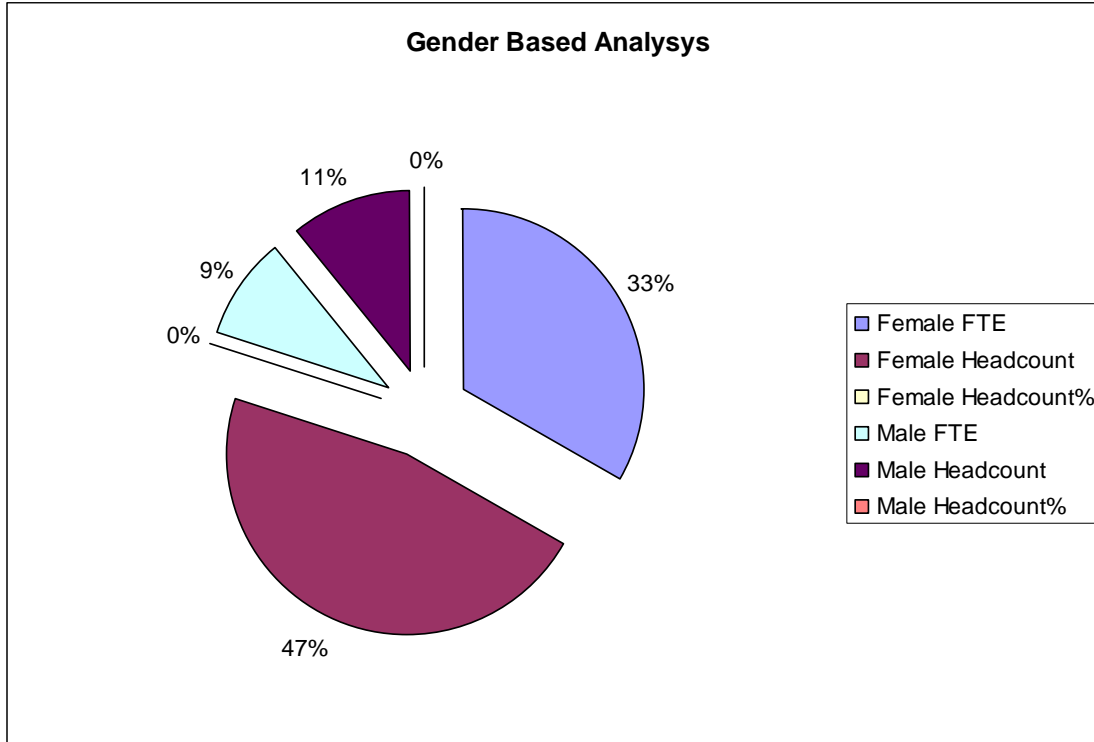


In line with the other data in table 1.0 and Graph 1.0 there is a general trend for a reduction across gender based ethnic origins.

**TABLE 3.0 GENDER ANALYSIS**

Female			Male		
FTE	Headcount	Headcount%	FTE	Headcount	Headcount%
3799.93	5306	81.04	1051.84	1241	18.96

**GRAPH 3.0 GENDER BASE**

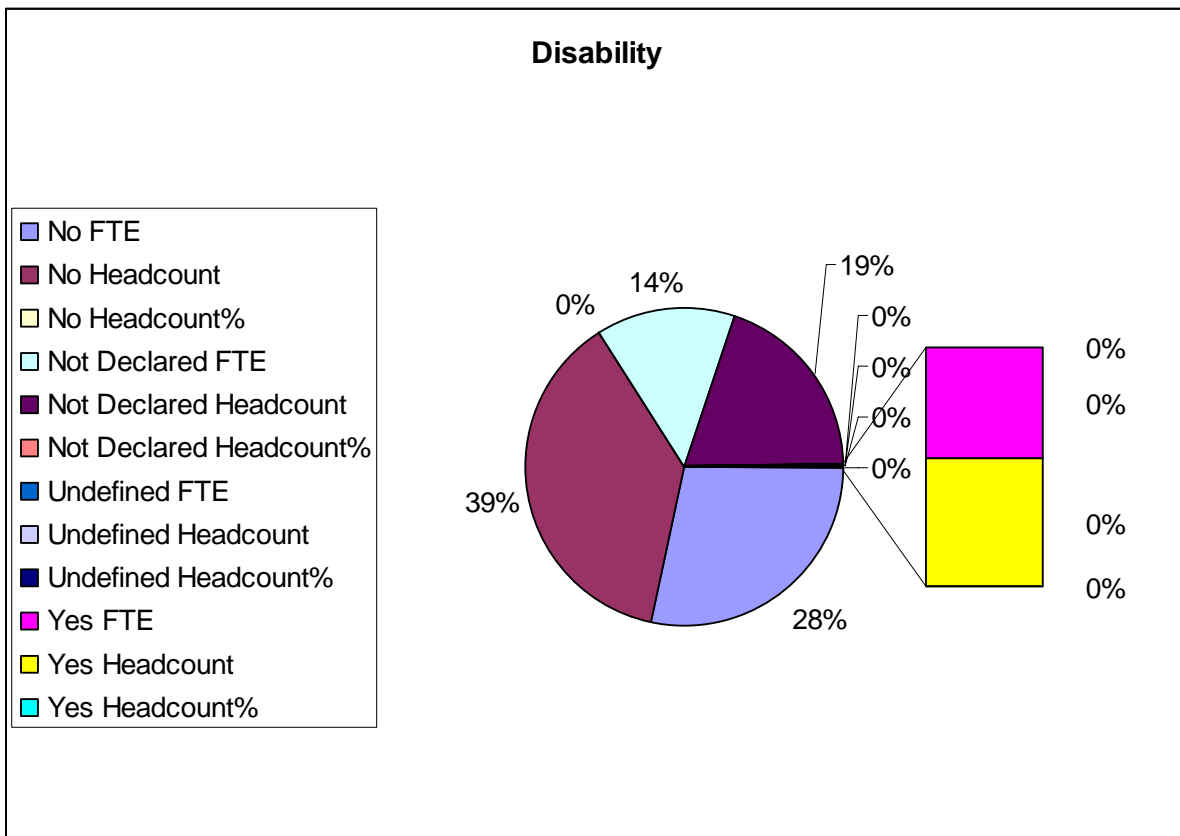


Compared to the data outlined in the 2010 report both gender bases have seen a reduction of :  
 Females - reduction of 203 headcount and Males – reduction of 64 headcount this imbalance may be a result of recent re-organisation of the both the management and administration and clerical posts.

**TABLE 4.0 DISABILITY**

No			Not Declared			Undefined			Yes		
FTE	Head count	Head count%	FTE	Head count	Head count%	FTE	Head count	Head count%	FTE	Head count	Head count%
3,205.45	4,296	65.62%	1,622.20	2,220	33.91%	6.44	11	0.17%	17.67	20	0.31%

**GRAPH 4.0 DISABILITY**

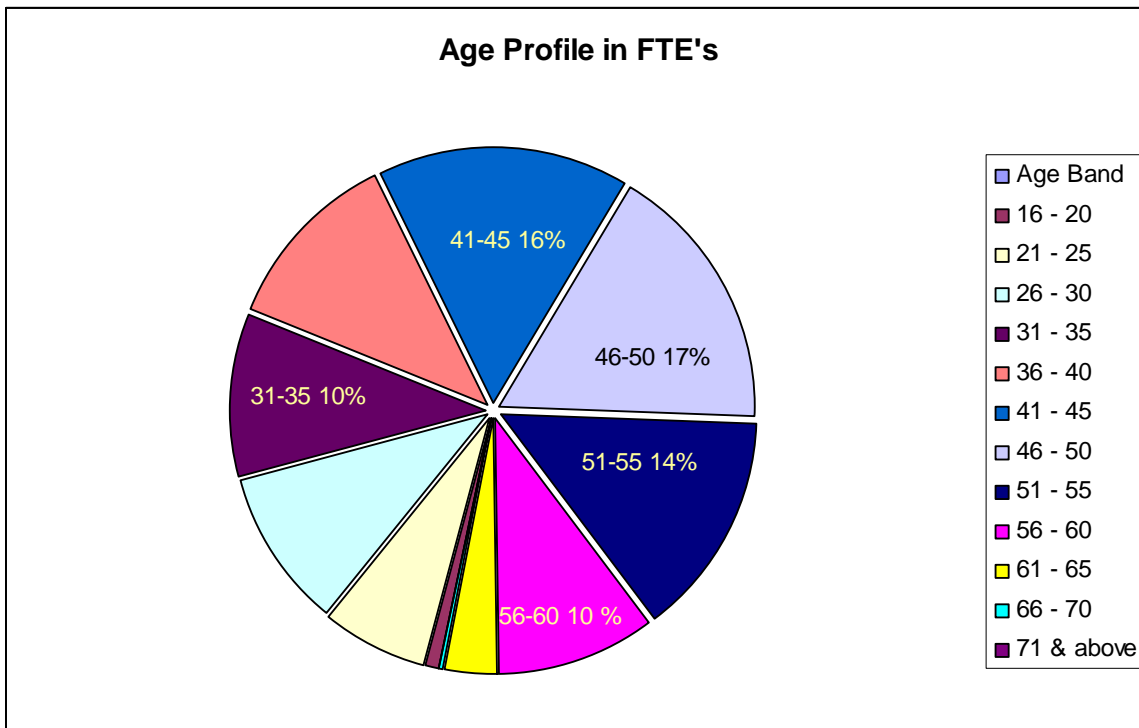


It is recognised that there are still issues in terms of those declaring a disability.

**TABLE 5.0 AGE PROFILE**

Age Band	FTE	FTE%	Headcount
16 - 20	33.92	0.70%	80
21 - 25	330.78	6.82%	472
26 - 30	477.83	9.85%	623
31 - 35	508.58	10.48%	667
36 - 40	562.78	11.60%	774
41 - 45	764.23	15.75%	995
46 - 50	825.20	17.01%	1,050
51 - 55	689.63	14.22%	886
56 - 60	479.69	9.89%	645
61 - 65	163.45	3.37%	285
66 - 70	13.46	0.28%	50
71 & above	1.22	0.03%	7
<b>Total</b>	<b>4,850.77</b>		<b>6,534</b>

**GRAPH 5.0 AGE ANALYSIS**

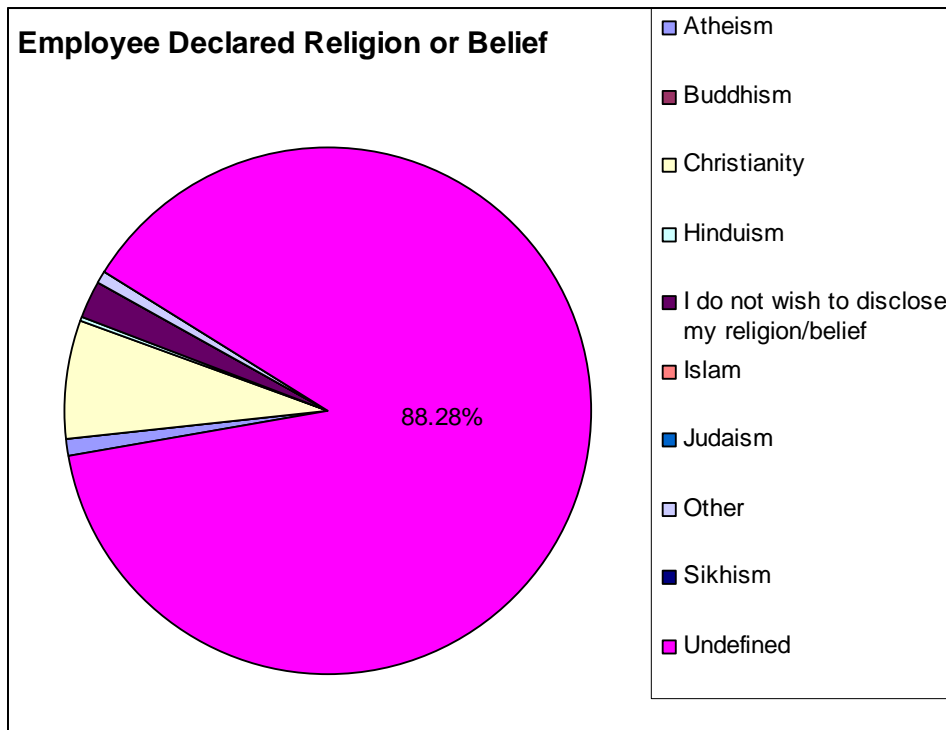


The age profiling shows that in the first 3 age bands the numbers have decreased. However, we have seen an increase in age bands from 41 years upwards with a number of employees exceeding 71 years of age (0.03%). This may have been as a result of changes to the retirement age due to the change in retirement legislation.

**TABLE 6.0 RELIGION/BELIEF**

	FTE	Headcount	Headcount%
<b>Atheism</b>	55.82	77	1.18%
<b>Buddhism</b>	1.43	2	0.03%
<b>Christianity</b>	350.30	469	7.16%
<b>Hinduism</b>	7.29	9	0.14%
<b>I do not wish to disclose my religion/belief</b>	105.04	146	2.23%
<b>Islam</b>	6.79	9	0.14%
<b>Judaism</b>	0.00	1	0.02%
<b>Other</b>	45.07	53	0.81%
<b>Sikhism</b>	0.00	1	0.02%
<b>Undefined</b>	4,280.05	5,780	88.28%
	<b>4,851.77</b>	<b>6,547</b>	<b>100.00%</b>

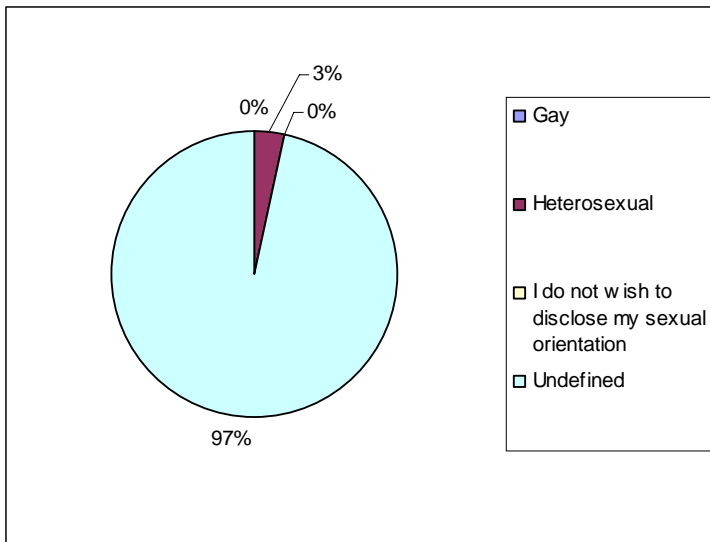
**GRAPH 6.0 RELIGION/BELIEF**



These percentage figure for undefined has reduced since the 2010 report by 10% other religion information has remained static over the last year, but given that the undefined % remains the highest further monitoring of information is required.

**SEXUAL ORIENTATION**

		FTE	Headcount	Headcount%
<b>Staff Group Summary</b>	<b>Sexual Orientation</b>			
All	Gay	1.67	2.00	0.00
	Heterosexual	164.45	202.00	0.03
	I do not wish to disclose my sexual orientation	8.93	12.00	0.00
	Undefined	4932.14	6648.00	0.97
		5107.19	6864.00	



Undefined details of employees sexual orientation has continued to at the level similar to 2010. This may be a reluctance in offering the information for continual monitoring of trends. For example 97% of the data responses show undefined.

# Recruitment Statistics

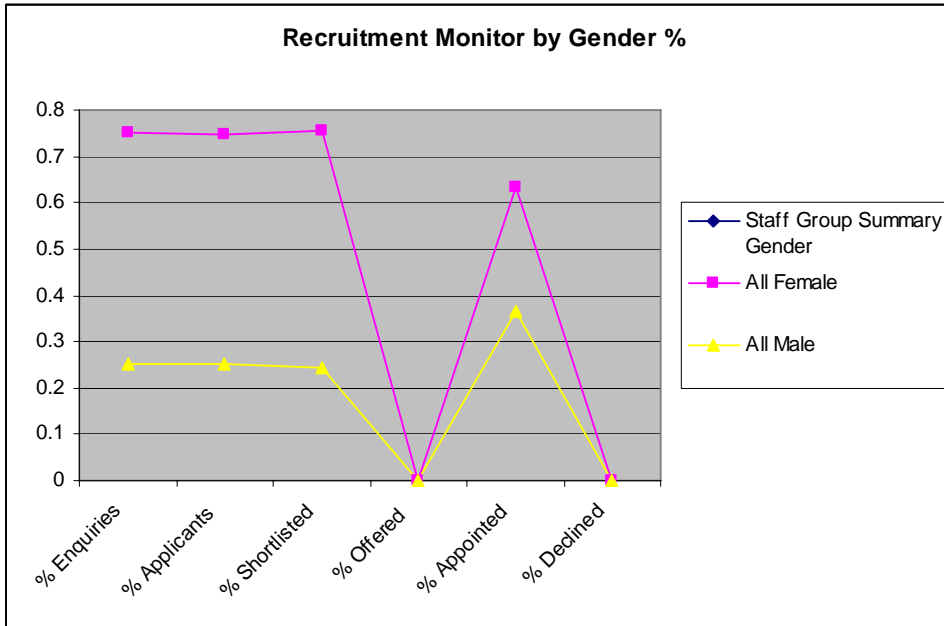
Recruitment statistics have been taken that show information from 1<sup>st</sup> August 2010 to 1<sup>st</sup> August 2011. The statistics indicate that the trend of applicants has shown little change since 2010 report. There has been a decrease in the number of applicants, this is attributed to a reduction in staffing and therefore a reduction in vacancies.

## Ethnicity

	% Applicants	% Shortlisted	% Appointed
<b>Ethnic Origin</b>			
A White - British	0.81	0.80	0.90
B White - Irish	0.02	0.02	0.04
C White - Any other White background	0.03	0.03	0.00
D Mixed - White & Black Caribbean	0.00	0.00	0.00
E Mixed - White & Black African	0.00	0.00	0.00
G Mixed - Any other mixed background	0.00	0.00	0.00
H Asian or Asian British - Indian	0.03	0.03	0.02
J Asian or Asian British - Pakistani	0.01	0.01	0.00
K Asian or Asian British - Bangladeshi	0.01	0.01	0.00
L Asian or Asian British - Any other Asian background	0.01	0.01	0.00
M Black or Black British - Caribbean	0.00	0.00	0.00
N Black or Black British - African	0.02	0.03	0.00
P Black or Black British - Any other Black background	0.00	0.00	0.00
R Chinese	0.01	0.01	0.00
S Any Other Ethnic Group	0.00	0.01	0.00
Undefined	0.01	0.01	0.04
Z Not Stated	0.03	0.03	0.00

## GENDER –RECRUITMENT MONITORING BY GENDER (%)

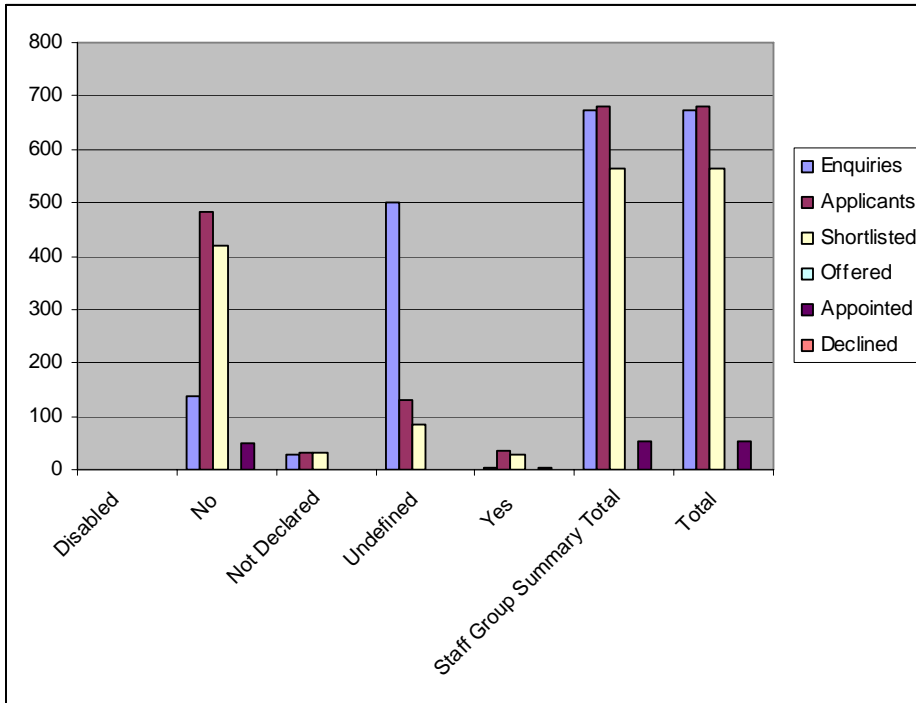
		% Enquiries	% Applicants	% Shortlisted	% Offered	% Appointed	% Declined
<b>Staff Group Summary</b>	<b>Gender</b>						
<b>All</b>	<b>Female</b>	75%	75%	76%	No data	63%	No data
	<b>Male</b>	25%	25%	24%	No data	37%	No data



The data for this period shows a drop overall in recruitment of either gender this is clearly as a result of the restructure within the Trust and the need to reduce the overall workforce.

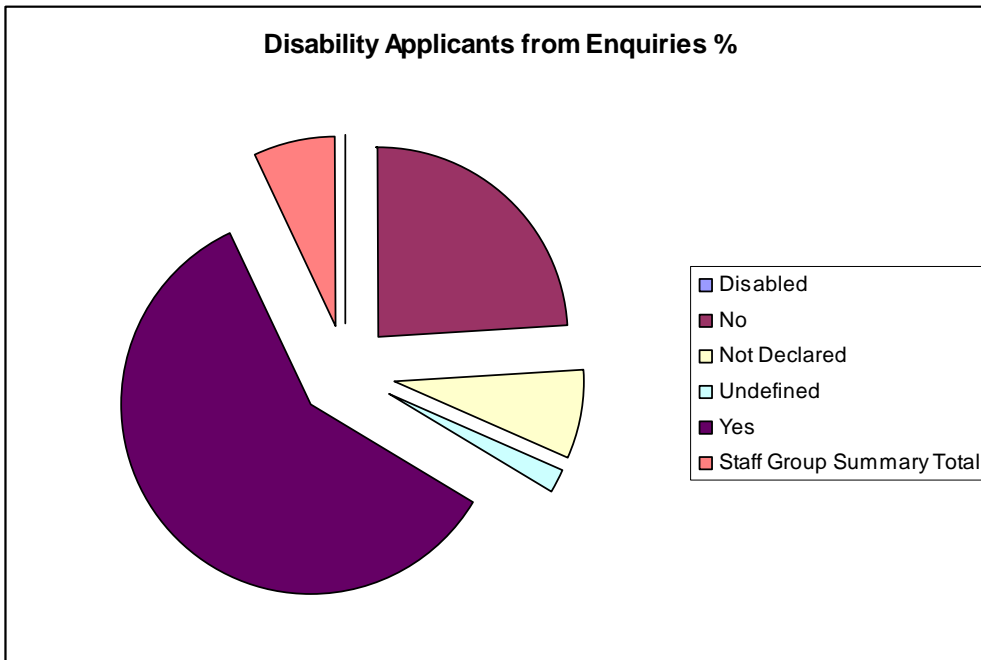
## DISABILITY- RECRUITMENT MONITORING

	Enquiries	Applicants	Shortlisted	Offered	Appointed	Declined
<b>Disabled</b>						
<b>No</b>	139	482	421	0	49	0
<b>Not Declared</b>	29	31	31	0	0	0
<b>Undefined</b>	502	132	86	0	1	0
<b>Yes</b>	4	34	27	0	2	0
<b>Staff Group Summary Total</b>	<b>674</b>	<b>679</b>	<b>565</b>	<b>0</b>	<b>52</b>	<b>0</b>



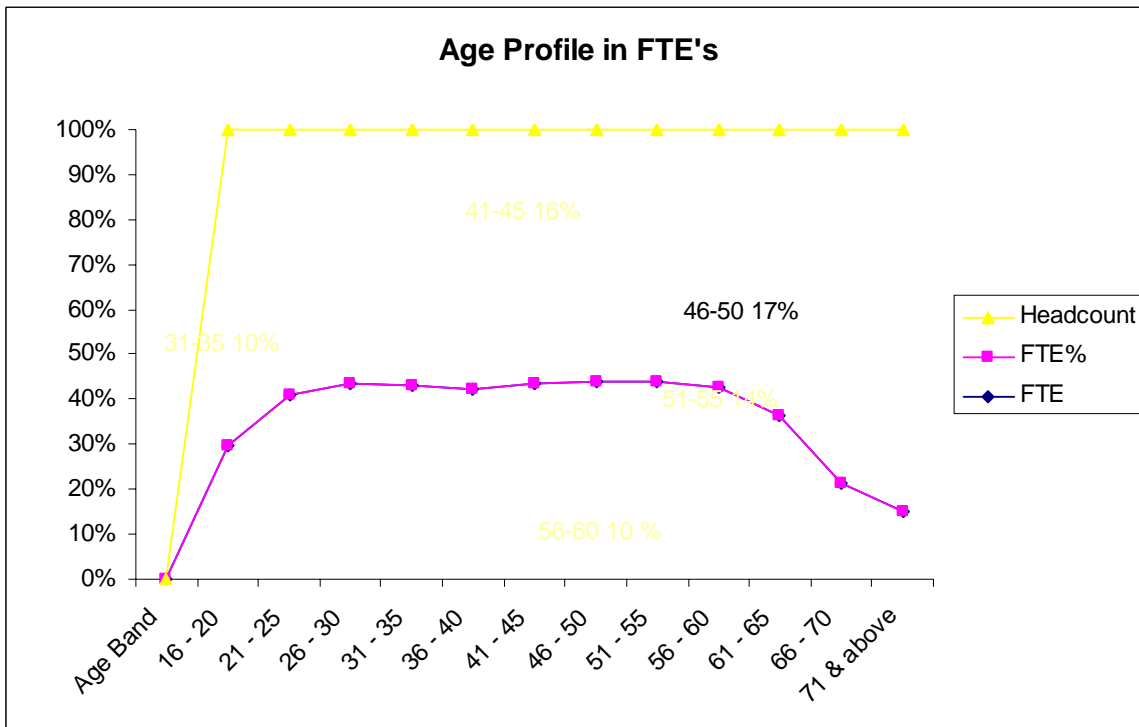
**DISABILITY - RECRUITMENT MONITORING (%)**

	<b>%Applicants from Enquiries</b>	<b>%Shortlisted from Applicants</b>	<b>%Offered from Shortlisted</b>	<b>%Appointed from Offered</b>	<b>%Declined from Offered</b>
<b>Disabled</b>					
<b>No</b>	346.76%	87.34%	0.00%	0.00%	0.00%
<b>Not Declared</b>	106.90%	100.00%	0.00%	0.00%	0.00%
<b>Undefined</b>	26.29%	65.15%	0.00%	0.00%	0.00%
<b>Yes</b>	850.00%	79.41%	0.00%	0.00%	0.00%
<b>Staff Group Summary Total</b>	<b>100.74%</b>	<b>83.21%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>



# AGE PROFILE MEASURED BY F.T.E.

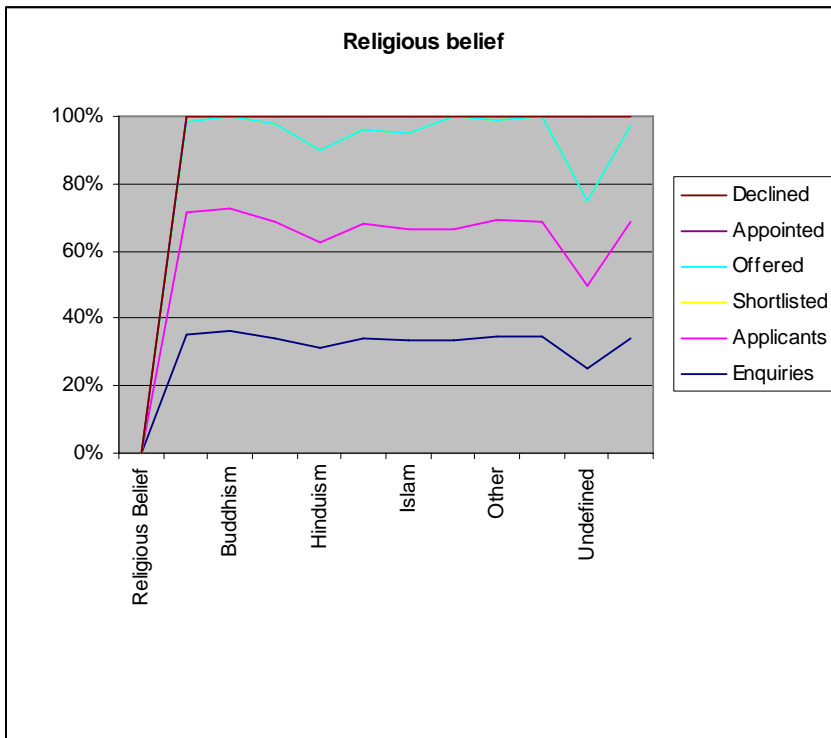
Age Band	FTE	FTE%	Headcount
16 - 20	33.92	0.70%	80
21 - 25	330.78	6.82%	472
26 - 30	477.83	9.85%	623
31 - 35	508.58	10.48%	667
36 - 40	562.78	11.60%	774
41 - 45	764.23	15.75%	995
46 - 50	825.20	17.01%	1,050
51 - 55	689.63	14.22%	886
56 - 60	479.69	9.89%	645
61 - 65	163.45	3.37%	285
66 - 70	13.46	0.28%	50
71 & above	1.22	0.03%	7
<b>Total</b>	<b>4,850.77</b>		<b>6,534</b>



The age profile shows a general reduction of recruitment in all age profiles, again this could be attributed to the general reduction in recruitment within the Trust.

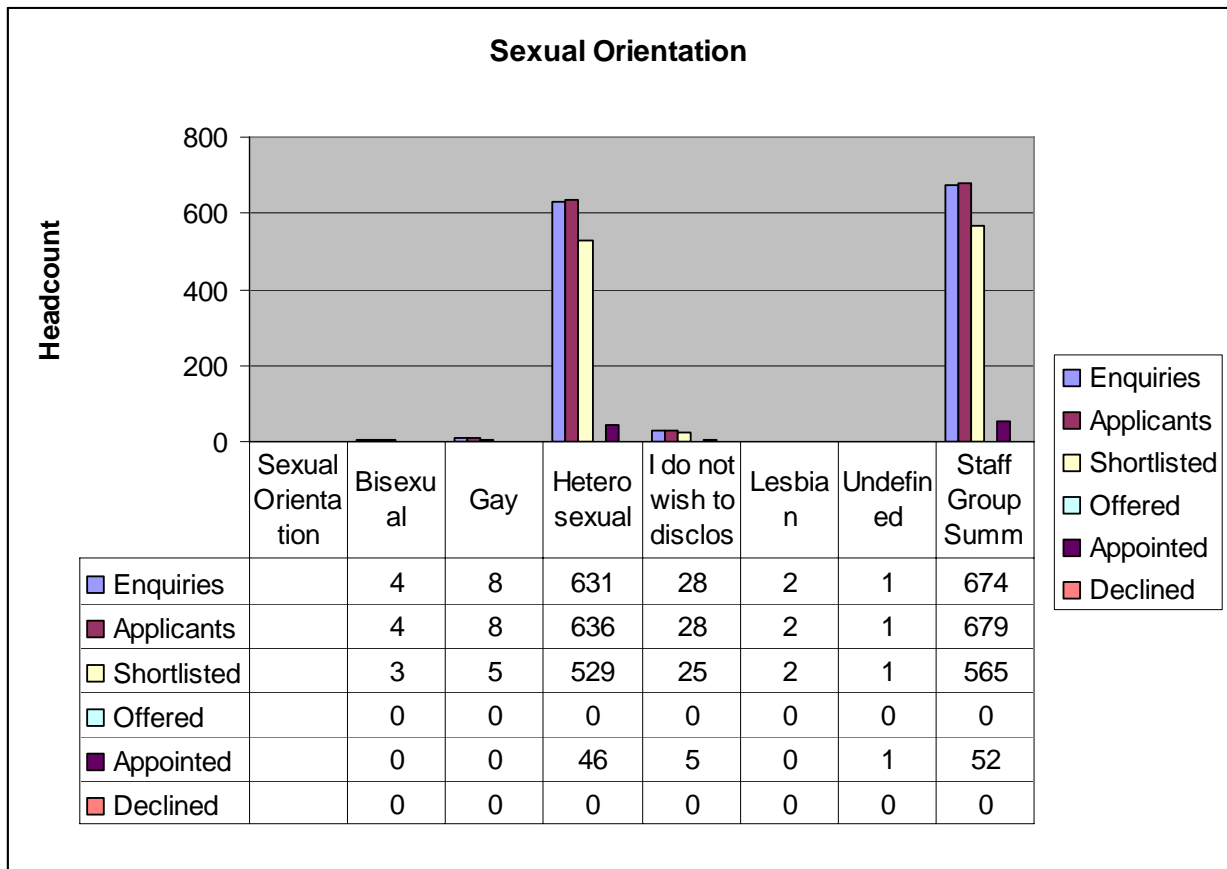
# RELIGION/BELIEF

	Enquiries	Applicants	Shortlisted	Offered	Appointed	Declined
<b>Religious Belief</b>						
<b>Atheism</b>	101	103	76	0	5	0
<b>Buddhism</b>	4	4	3	0	0	0
<b>Christianity</b>	393	396	336	0	26	0
<b>Hinduism</b>	19	19	17	0	6	0
<b>I do not wish to disclose my religion/belief</b>	50	50	41	0	6	0
<b>Islam</b>	42	42	36	0	6	0
<b>Jainism</b>	1	1	1	0	0	0
<b>Other</b>	53	53	45	0	2	0
<b>Sikhism</b>	10	10	9	0	0	0
<b>Undefined</b>	1	1	1	0	1	0
<b>Staff Group Summary Total</b>	<b>674</b>	<b>679</b>	<b>565</b>	<b>0</b>	<b>52</b>	<b>0</b>



## SEXUAL ORIENTATION

	Enquiries	Applicants	Shortlisted	Offered	Appointed	Declined
<b>Sexual Orientation</b>						
Bisexual	4	4	3	0	0	0
Gay	8	8	5	0	0	0
Heterosexual	631	636	529	0	46	0
I do not wish to disclose my sexual orientation	28	28	25	0	5	0
Lesbian	2	2	2	0	0	0
Undefined	1	1	1	0	1	0
<b>Staff Group Summary Total</b>	<b>674</b>	<b>679</b>	<b>565</b>	<b>0</b>	<b>52</b>	<b>0</b>



There has been a slight increase in applicants willing to identify their sexual orientation

# TERMINATIONS OF EMPLOYMENT

## DISMISSAL CONDUCT/OTHER/STATUARY

Type	Age	Gender	Ethnic Origin	Disability
Dismissal - Conduct	41 - 45	Female	A White - British	No
Dismissal - Conduct	16 - 20	Male	A White - British	Undefined
Dismissal - Conduct	51 - 55	Male	A White - British	Undefined
Dismissal - Conduct	51 - 55	Female	A White - British	Undefined
Dismissal - Conduct	46 - 50	Female	A White - British	Undefined
Dismissal - Conduct	31 - 35	Female	A White - British	Not Declared
Dismissal - Some Other Substantial Reason	61 - 65	Male	B White - Irish	Undefined
Dismissal - Some Other Substantial Reason	66 - 70	Female	A White - British	Undefined
Dismissal - Some Other Substantial Reason	36 - 40	Female	A White - British	Undefined
Dismissal - Some Other Substantial Reason	26 - 30	Female	A White - British	Undefined
Dismissal - Some Other Substantial Reason	36 - 40	Female	A White - British	Undefined
Dismissal - Some Other Substantial Reason	31 - 35	Female	Undefined	Undefined
Dismissal - Some Other Substantial Reason	31 - 35	Male	A White - British	Undefined
Dismissal - Some Other Substantial Reason	41 - 45	Female	CX White Mixed	Undefined
Dismissal - Some Other Substantial Reason	21 - 25	Female	A White - British	No
Dismissal - Some Other Substantial Reason	16 - 20	Male	A White - British	Undefined
Dismissal - Some Other Substantial Reason	41 - 45	Male	A White - British	Undefined
Dismissal - Some Other Substantial Reason	41 - 45	Male	A White - British	No
Dismissal - Some Other Substantial Reason	36 - 40	Male	A White - British	Undefined
Dismissal - Statutory Reason	21 - 25	Female	A White - British	No

## ETHNIC ORIGINS LEAVERS (ALL TYPES)

	FTE	Headcount	Headcount%
<b>Ethnic Origin</b>			
<b>A White - British</b>	489.50	838	65.88%
<b>B White - Irish</b>	6.09	11	0.86%
<b>C White - Any other White background</b>	18.27	32	2.52%
<b>CA White English</b>	0.43	1	0.08%
<b>CP White Polish</b>	1.00	1	0.08%
<b>CX White Mixed</b>	0.80	1	0.08%
<b>E Mixed - White &amp; Black African</b>	3.00	3	0.24%
<b>F Mixed - White &amp; Asian</b>	2.00	6	0.47%
<b>G Mixed - Any other mixed background</b>	3.00	5	0.39%
<b>GF Mixed - Other/Unspecified</b>	1.00	1	0.08%
<b>H Asian or Asian British - Indian</b>	55.43	78	6.13%
<b>J Asian or Asian British - Pakistani</b>	39.99	56	4.40%
<b>K Asian or Asian British - Bangladeshi</b>	4.00	6	0.47%
<b>L Asian or Asian British - Any other Asian background</b>	22.16	28	2.20%
<b>LE Asian Sri Lankan</b>	1.00	1	0.08%
<b>M Black or Black British - Caribbean</b>	0.00	2	0.16%
<b>N Black or Black British - African</b>	22.51	30	2.36%
<b>P Black or Black British - Any other Black background</b>	2.00	2	0.16%
<b>R Chinese</b>	4.43	6	0.47%
<b>S Any Other Ethnic Group</b>	12.40	18	1.42%
<b>SE Other Specified</b>	1.00	1	0.08%
<b>Undefined</b>	1.18	25	1.97%
<b>Z Not Stated</b>	66.08	120	9.43%
<b>Staff Group Total</b>	<b>757.27</b>	<b>1272</b>	

## GENDER LEAVERS

	FTE	Headcount	Headcount%
<b>Gender</b>			
<b>Female</b>	504.25	899	70.68%
<b>Male</b>	253.02	373	29.32%
<b>Staff Group Summary Total</b>	<b>757.27</b>	<b>1272</b>	

## RETIREMENT ILL HEALTH

Type	Age	Gender	Ethnic Origin	Disability
Retirement - Ill Health	46 - 50	Female	A White - British	No
Retirement - Ill Health	61 - 65	Female	A White - British	Undefined
Retirement - Ill Health	46 - 50	Female	A White - British	Undefined
Retirement - Ill Health	61 - 65	Female	A White - British	No
Retirement - Ill Health	51 - 55	Female	A White - British	No
Retirement - Ill Health	61 - 65	Female	A White - British	Undefined
Retirement - Ill Health	56 - 60	Female	A White - British	Undefined
Retirement - Ill Health	51 - 55	Female	J Asian or Asian British - Pakistani	No
Retirement - Ill Health	46 - 50	Female	A White - British	No
Retirement - Ill Health	56 - 60	Female	A White - British	Undefined

## CAPABILITY

Type	Age	Gender	Ethnic Origin	Disability
Dismissal - Capability	46 - 50	Female	A White - British	Undefined
Dismissal - Capability	56 - 60	Female	A White - British	No
Dismissal - Capability	61 - 65	Female	A White - British	Undefined
Dismissal - Capability	61 - 65	Male	G Mixed - Any other mixed background	Undefined
Dismissal - Capability	41 - 45	Female	A White - British	No
Dismissal - Capability	46 - 50	Male	A White - British	No
Dismissal - Capability	61 - 65	Female	A White - British	Undefined

## GRIEVANCES

Type	Ethnic Origin	Gender	Disabled	Religious Belief	Sexual Orientation
Individual	J Asian - Indian	Male	Undefined	Undefined	Undefined
Individual	J Asian British	Male	Undefined	Undefined	Undefined
Individual	A White - British	Female	Undefined	Undefined	Undefined
Individual	A White British	Female	Undefined	Undefined	Undefined
Individual	A White British	Male	Undefined	Undefined	Undefined
Individual	A White British	Male	Undefined	Undefined	Undefined
Individual	A White British	Male	Undefined	Undefined	Undefined
Individual	A-White British	Female	Undefined	Undefined	Undefined
Individual	A-White British	Female	Undefined	Undefined	Undefined
Individual	A White British	Male	Undefined	Undefined	Undefined
Individual	A White British	Male	Undefined	Undefined	Undefined
Individual	J-Asian Other	Male	Undefined	Undefined	Undefined

## DISCIPLINARIES

Type	Ethnic Origin	Gender	Disabled	Religious Belief	Sexual Orientation
Not following policies	A white	Male	Undefined	Undefined	Heterosexual
Not following policies	A White	Male	Undefined	Undefined	Heterosexual
Inappropriate Behaviour	Black – British	Male	Undefined	Undefined	Heterosexual
Not following policies	White	Female	Undefined	Undefined	Undefined
Not following policies	Black	Female	Undefined	Undefined	Undefined
Not following policies	White	Female	Undefined	Undefined	Undefined
Not following policies	White	Female	Undefined	Undefined	Undefined
Fraud	White	Female	Undefined	Undefined	Undefined
Not following policies	White	Female	Undefined	Undefined	Undefined
Not following policies	White	Female	Undefined	Undefined	Undefined
Misuse of Trust Property	White	Male	Undefined	Undefined	Undefined
Not following policies	White	Male	Undefined	Undefined	Undefined
Inappropriate behaviour	White	Male	Undefined	Undefined	Undefined
Inappropriate behaviour	White	Male	Undefined	Undefined	Undefined
Not following policies	White British	Female	Undefined	Undefined	Undefined
Not following policies	White British	Female	Undefined	Undefined	Undefined
Breach NMC Standards	White British	Male	Undefined	Undefined	Undefined
Breach NMC standards	White British	Female	Undefined	Undefined	Undefined

# HARASSMENT

	<b>Ethnic Code</b>	<b>Gender</b>	<b>Disability</b>	<b>Religious Belief</b>	<b>Sexual Orientation</b>
Verbal Abuse	Black	Female	Undefined	Undefined	Undefined
Physical	British	Male	Undefined	Undefined	Undefined
Verbal Abuse	A white –	Female	Undefined	Undefined	Undefined
Harassment	British	Male	Undefined	Undefined	Undefined
Actions of a	A White	Female	Undefined	Undefined	Undefined
demeaning nature	White	Male	Undefined	Undefined	Undefined