



Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring Report April 2015 – March 2016

Report to:	CWP Peoples Organisational Development Peoples Committee
Date of submission:	September 2016
Title of Report:	Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring April 2015 – March 2016
Action sought:	FOR NOTING
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Strategic Objective(s) that this report covers (*delete as appropriate*):
 SO1 - Deliver improved and innovative services that achieve excellence
 SO2 - Ensure meaningful involvement of service users, carers, staff and the wider public
 SO4 - Maintain and develop robust Partnerships with existing and potential new stakeholders
 SO5 - Performance Manage all services using an evidence based approach within a Risk Management Framework
 SO6 - Improve quality of information to improve service delivery and longer term planning

Distribution

Version	Name(s)/Group(s)	Date Issued
1	CWP Trustwide Equality & Diversity Group	August: 2016
	CWP Peoples Organisational Development Committee	September:2016
	Senior Governance Manager (Equality & Diversity) Cheshire & Merseyside Commissioning Support Unit	TBC



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Executive Summary

Introduction

This report details an analysis of the CWPs workforce for April 2015–March 2016. CWP are pleased to say that the CWP workforce reasonably reflects the characteristics of local populations across the areas that CWP serves; there has been a slight increase over the last twelve months in the number of staff from Black and Minority ethnic backgrounds 0.5% and the Trust overall is still reasonably reflective of communities services are delivered from. The challenges for the Trust in improving representation is understanding the distinct differences in community make up across the large geographical area we serve and working with the number of small and locality based services that are spread out across the Trust.

CWP aim to provide a personal, fair and diverse working environment for all of our staff and the majority of the Trusts evidence from Staff survey results to demographic information suggest this is felt by the majority of our staff too.

Staff Profile Highlights

Headlines: As of March 2016 CWP employed 3543 people of which:

- 79.25% are women
- 22.24% are aged under 35 and 18.22% are aged over 55
- Across Cheshire West & Chester, Cheshire East, Wirral and Trafford we have between 3.59% - 12.49% of our staff from Black Minority and Ethnic Communities depending on where staff are located across the Trust.
- 4.06% of staff have disclosed that they consider themselves to have a disability, 85.10% of staff have told us they don't consider themselves to have a disability with the remainder either unknown or have chosen not to disclose.
- 77.39% of staff have disclosed as Heterosexual and 1.44% as Lesbian, Gay or Bisexual with the remainder unknown or chose not to disclose.
- 56.68% of staff consider themselves Christian, 9.62% as Atheists and the third biggest group at 7.62% choosing to define their religion as Other
- 17.92% choose not to disclose their religion or belief.

Staff data below provides a general overview of staff ethnicity, gender, religion and belief, sexual orientation, disability and as well as highlighting the ethnicity of staff by Afc pay bands

A comprehensive breakdown of the data is set out in Appendices A-F, the following pages set out the analysis that has been undertaken.



Ethnicity

TRUST Ethnicity	Trust Staff				Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	
White					
British	91.18%	90.98%	91.21%	91.22%	89.40%
Irish	1.30%	1.30%	1.00%	1.02%	1.07%
Other White	1.00%	1.00%	1.24%	1.61%	2.20%
Mixed					
White and Black Caribbean	0.10%	0.10%	0.15%	0.11%	2.20%
White and Black African	0.10%	0.10%	0.12%	0.14%	0.17%
White and Asian	0.20%	0.20%	0.27%	0.28%	0.40%
Other Mixed	0.20%	0.30%	0.30%	0.23%	0.30%
Asian or Asian British					
Indian	0.90%	1.00%	0.97%	1.07%	1.05%
Pakistani	0.20%	0.20%	0.24%	0.25%	0.85%
Bangladeshi	0.10%	0.10%	0.03%	0.03%	0.02%
Other Asian	0.30%	0.30%	0.33%	0.31%	0.42%
Black or Black British					
Black Caribbean	0.10%	0.10%	0.15%	0.14%	0.30%
Black African	0.40%	0.40%	0.47%	0.56%	0.52%
Other Black	0.00%	0.00%	0.06%	0.03%	0.01%
Chinese or Other Ethnic Group					
Chinese	0.10%	0.10%	0.15%	0.17%	0.57%
Other	0.20%	0.20%	0.24%	0.25%	0.25%
Not Stated	3.61%	3.61%	3.07%	2.57%	
BME	2.91%	3.11%	3.48%	3.58%	7.08
WME	2.30%	2.30%	2.24%	2.62%	3.27



Chester West & Chester Area Ethnicity	Trust Staff				Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	
White					
British	92.10%	91.60%	92.18%	92.17%	94.70
Irish	1.30%	1.30%	0.76%	0.71%	0.7%
Other White	1.20%	1.40%	1.53%	2.01%	2.1%
Mixed					
White and Black Caribbean	0.20%	0.20%	0.18%	0.16%	0.3%
White and Black African	0.10%	0.20%	0.06%	0.11%	0.1%
White and Asian	0.20%	0.20%	0.35%	0.22%	0.3%
Other Mixed	0.20%	0.30%	0.35%	0.27%	0.2%
Asian or Asian British					
Indian	0.60%	0.70%	0.59%	0.87%	0.4%
Pakistani	0.00%	0.10%	0.06%	0.05%	0.1%
Bangladeshi	0.10%	0.00%	0.00%	0.00%	0.2%
Other Asian	0.40%	0.40%	0.35%	0.33%	0.3%
Black or Black British					
Black Caribbean	0.10%	0.10%	0.12%	0.11%	0.1%
Black African	0.30%	0.40%	0.24%	0.33%	0.2%
Other Black	0.00%	0.00%	0.00%	0.00%	0.1%
Chinese or Other Ethnic Group					
Chinese	0.10%	0.20%	0.24%	0.27%	0.3%
Other	0.20%	0.30%	0.24%	0.16%	0.2%
Not Stated	2.80%	2.80%	2.76%	2.23%	0.0%
BME	2.50%	2.90%	2.76%	2.88%	2.7%
WME	2.50%	2.70%	2.29%	2.72%	2.8%

Cheshire West and Chester 2011. Source: ONS, Census 2011



Cheshire East Area Ethnicity	Trust Staff				Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	
White					
British	89.20%	89.90%	89.50%	89.37%	93.6%
Irish	1.10%	1.20%	1.30%	1.33%	0.6%
Other White	1.20%	0.70%	0.87%	1.44%	2.6%
Mixed					
White and Black Caribbean	0.10%	0.10%	0.11%	0.00%	0.4%
White and Black African	0.00%	0.00%	0.22%	0.22%	0.1%
White and Asian	0.10%	0.20%	0.22%	0.44%	0.3%
Other Mixed	0.00%	0.00%	0.11%	0.00%	0.2%
Asian or Asian British					
Indian	1.40%	1.60%	1.30%	1.11%	0.6%
Pakistani	0.80%	0.60%	0.65%	0.78%	0.2%
Bangladeshi	0.00%	0.00%	0.00%	0.00%	0.1%
Other Asian	0.00%	0.10%	0.32%	0.33%	0.4%
Black or Black British					
Black Caribbean	0.30%	0.20%	0.22%	0.22%	0.2%
Black African	0.90%	0.60%	0.87%	0.89%	0.1%
Other Black	0.10%	0.10%	0.22%	0.11%	0.1%
Chinese or Other Ethnic Group					
Chinese	0.00%	0.00%	0.11%	0.11%	0.3%
Other	0.40%	0.20%	0.43%	0.66%	0.2%
Not Stated	4.30%	4.30%	3.57%	2.99%	0.0%
BME	4.20%	3.90%	4.76%	4.87%	3.2%
WME	2.20%	2.00%	2.17%	2.77%	4.2%

Cheshire East 2011. Source: ONS, Census 2011



Wirral Ethnicity	Trust Staff				Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	
White					
British	90.20%	90.50%	91.53%	91.43%	95.0%
Irish	1.60%	1.40%	1.09%	1.30%	0.8%
Other White	0.80%	0.80%	1.09%	0.91%	1.2%
Mixed					
White and Black Caribbean	0.00%	0.00%	0.14%	0.13%	0.3%
White and Black African	0.10%	0.10%	0.14%	0.13%	0.2%
White and Asian	0.30%	0.30%	0.14%	0.26%	0.3%
Other Mixed	0.50%	0.60%	0.41%	0.39%	0.3%
Asian or Asian British					
Indian	0.80%	0.90%	1.37%	1.43%	0.4%
Pakistani	0.10%	0.10%	0.00%	0.00%	0.1%
Bangladeshi	0.20%	0.20%	0.14%	0.13%	0.3%
Other Asian	0.60%	0.20%	0.27%	0.26%	0.3%
Black or Black British					
Black Caribbean	0.00%	0.00%	0.00%	0.00%	0.1%
Black African	0.20%	0.20%	0.55%	0.78%	0.1%
Other Black	0.00%	0.00%	0.00%	0.00%	0.0%
Chinese or Other Ethnic Group					
Chinese	0.00%	0.00%	0.00%	0.00%	0.5%
Other	0.10%	0.10%	0.00%	0.00%	0.2%
Not Stated	4.40%	4.40%	3.14%	2.86%	0.0%
BME	3.00%	2.90%	3.14%	3.51%	3.1%
WME	2.40%	2.20%	2.19%	2.21%	2.0%

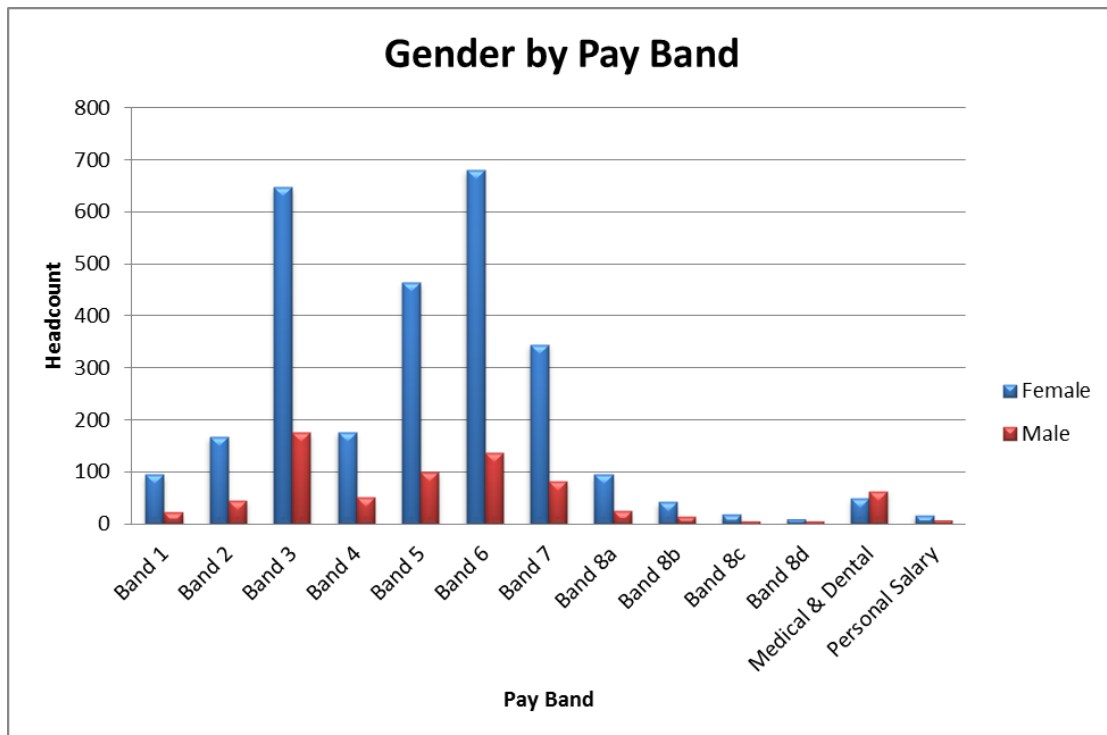
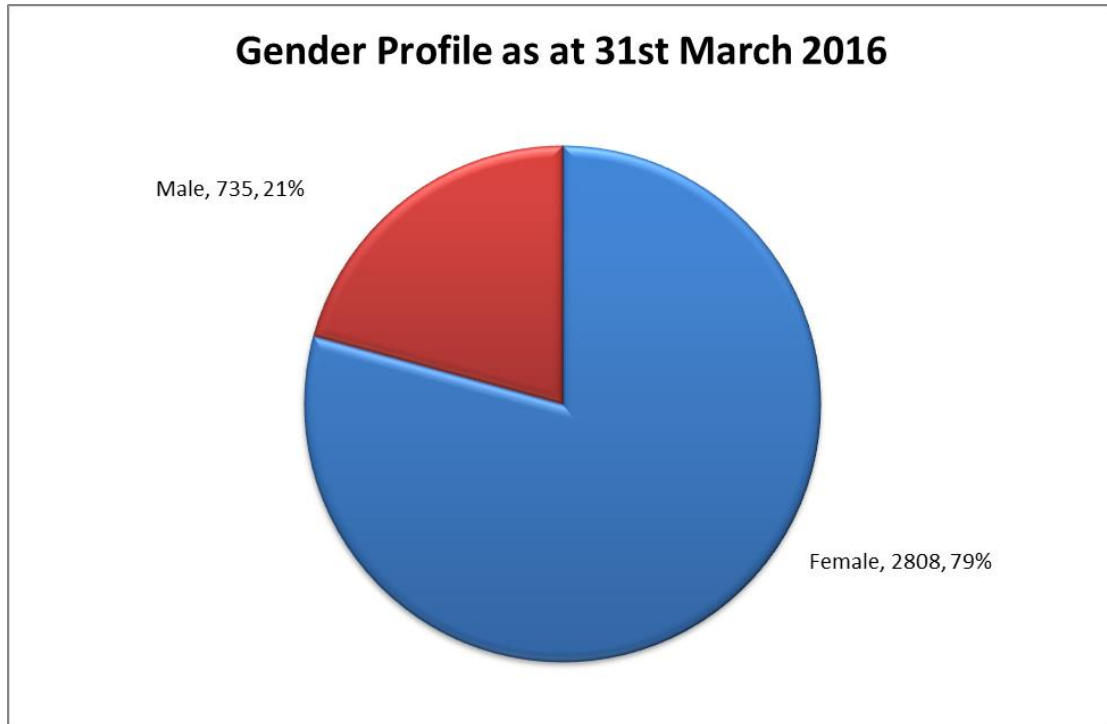
Wirral 2011. Source: ONS, Census 2011



Greater Manchester Area Ethnicity	Trust Staff				Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	
White					
British	87.80%	82.90%	80.65%	84.38%	80.4%
Irish	2.40%	2.40%	3.23%	3.13%	2.2%
Other White	0.00%	0.00%	0.00%	0.00%	2.9%
Mixed					
White and Black Caribbean	0.00%	0.00%	0.00%	0.00%	1.2%
White and Black African	0.00%	0.00%	0.00%	0.00%	0.3%
White and Asian	0.00%	0.00%	0.00%	0.00%	0.7%
Other Mixed	0.00%	0.00%	0.00%	0.00%	0.5%
Asian or Asian British					
Indian	2.40%	2.40%	3.23%	3.13%	2.8%
Pakistani	0.00%	2.40%	3.23%	3.13%	3.1%
Bangladeshi	0.00%	0.00%	0.00%	0.00%	0.2%
Other Asian	0.00%	0.00%	0.00%	0.00%	0.9%
Black or Black British					
Black Caribbean	2.40%	4.90%	3.23%	3.13%	0.8%
Black African	0.00%	0.00%	0.00%	0.00%	1.7%
Other Black	0.00%	0.00%	0.00%	0.00%	0.4%
Chinese or Other Ethnic Group					
Chinese	0.00%	0.00%	0.00%	0.00%	1.0%
Other	0.00%	0.00%	0.00%	0.00%	0.4%
Not Stated	4.90%	4.90%	6.45%	3.13%	0.0%
BME	4.80%	9.70%	9.68%	9.38%	15%
WME	2.40%	2.40%	3.23%	3.13%	5.1%

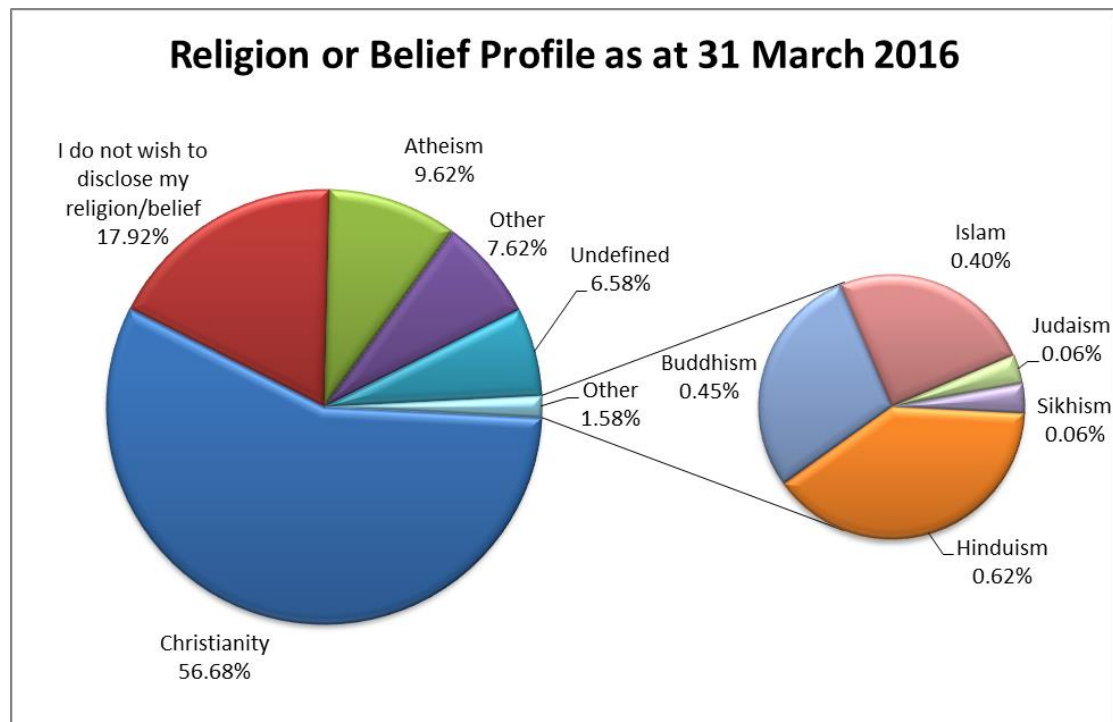
Trafford 2011. Source: ONS, Census 2011

Gender

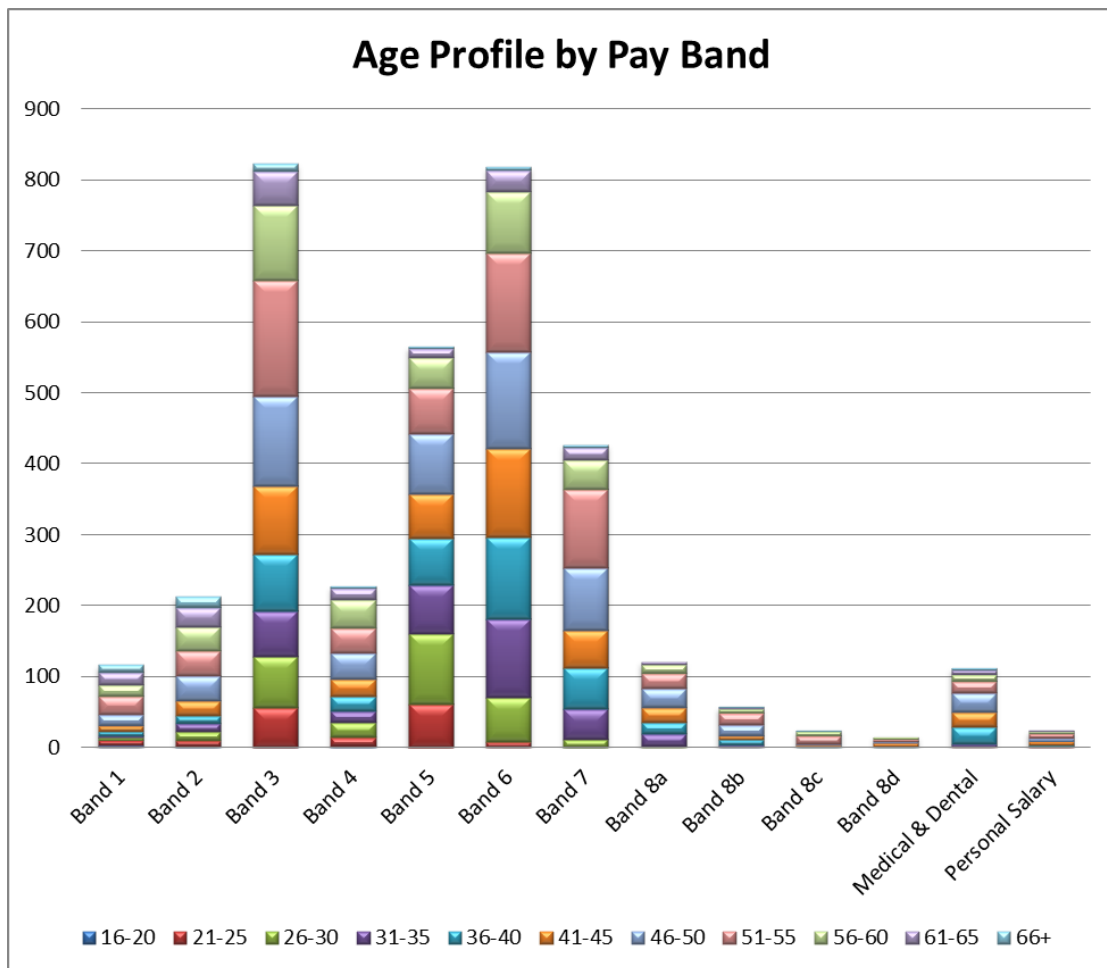
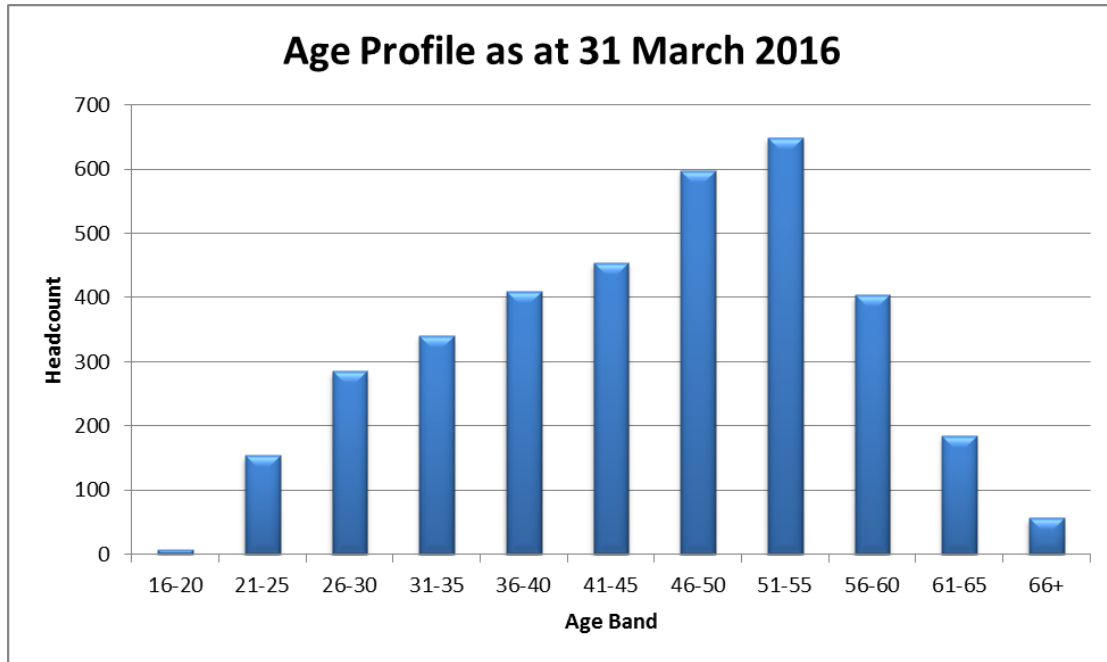


Religion or Belief

Religious Belief	Trust Staff			
	Jun-12	Jun-13	Mar-15	Mar-16
Atheism	8.40%	8.60%	9.24%	9.62%
Buddhism	0.60%	0.60%	0.44%	0.45%
Christianity	55.50%	56.40%	56.89%	56.68%
Hinduism	0.50%	0.50%	0.59%	0.62%
I do not wish to disclose	15.60%	16.10%	16.95%	17.92%
Islam	0.50%	0.40%	0.47%	0.40%
Jainism	0.00%	0.00%	0.03%	0.00%
Judaism	0.10%	0.10%	0.06%	0.06%
Other	6.20%	6.70%	7.20%	7.62%
Sikhism	0.10%	0.10%	0.06%	0.06%
Undefined	12.50%	10.50%	8.06%	6.58%

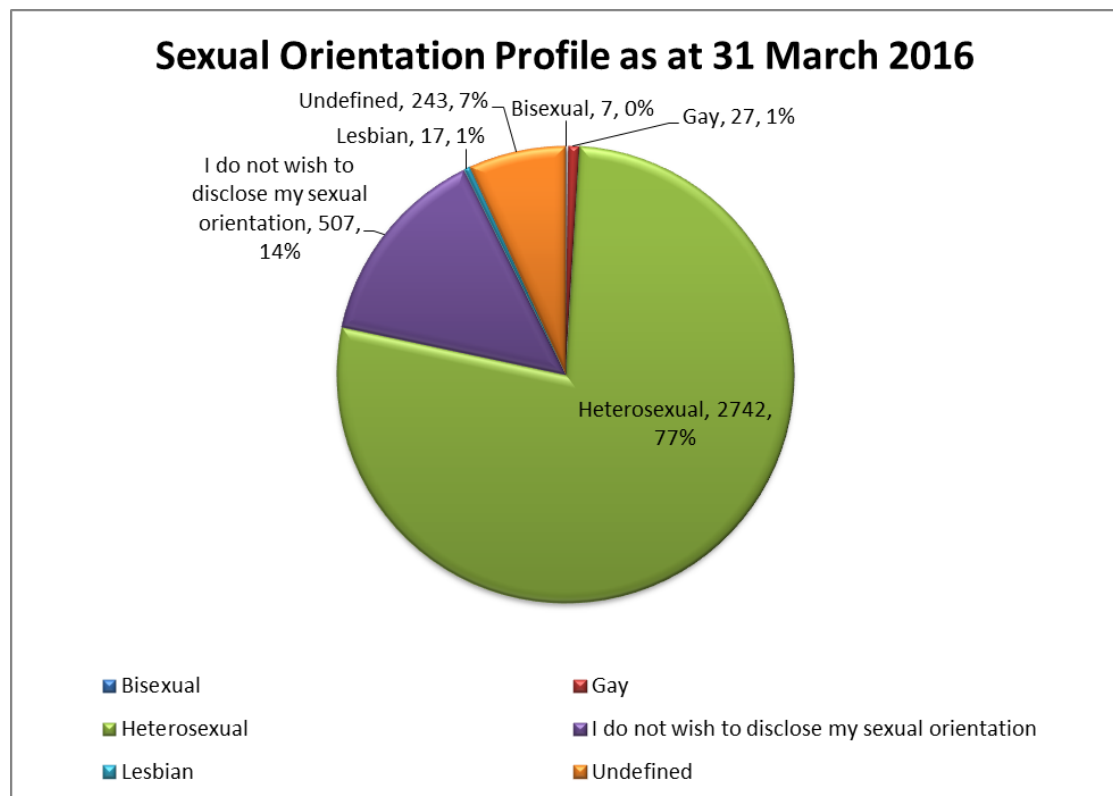


Age

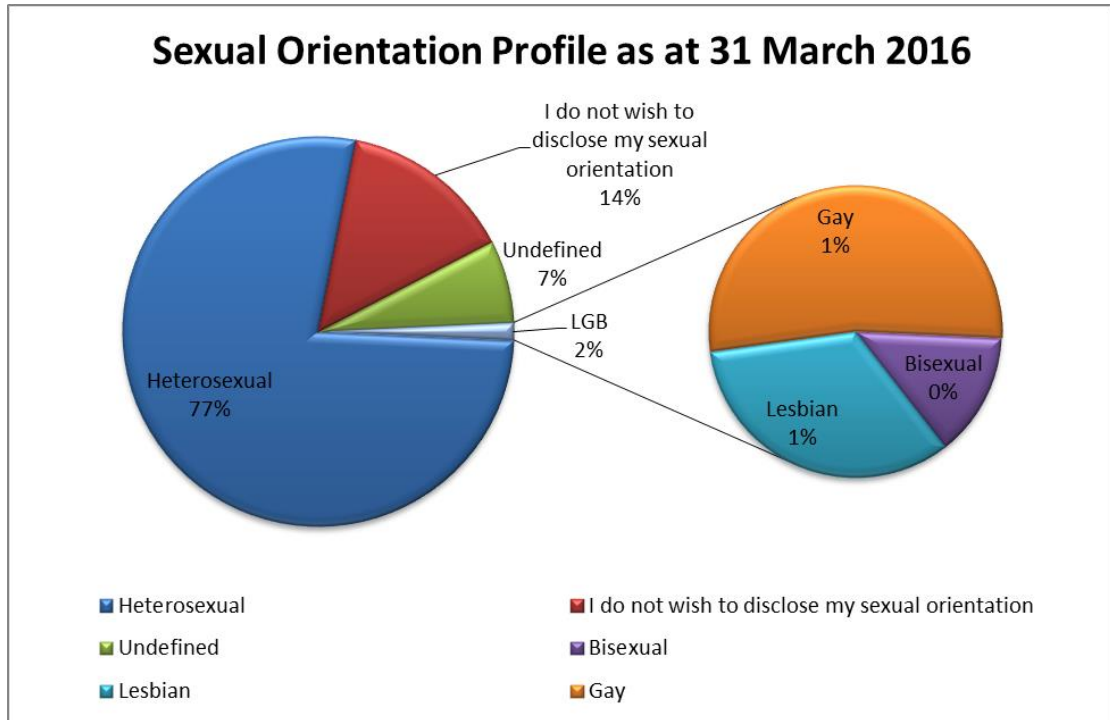


Sexual Orientation

Sexual Orientation	Trust Staff			
	Jun-12	Jun-13	Mar-15	Mar-16
Bisexual	0.10%	0.10%	0.18%	0.20%
Gay	0.60%	0.80%	0.71%	0.76%
Heterosexual	72.40%	74.50%	76.68%	77.39%
I do not wish to disclose	13.40%	12.90%	13.52%	14.31%
Lesbian	0.60%	0.50%	0.53%	0.48%
Undefined	12.90%	11.10%	8.39%	6.86%



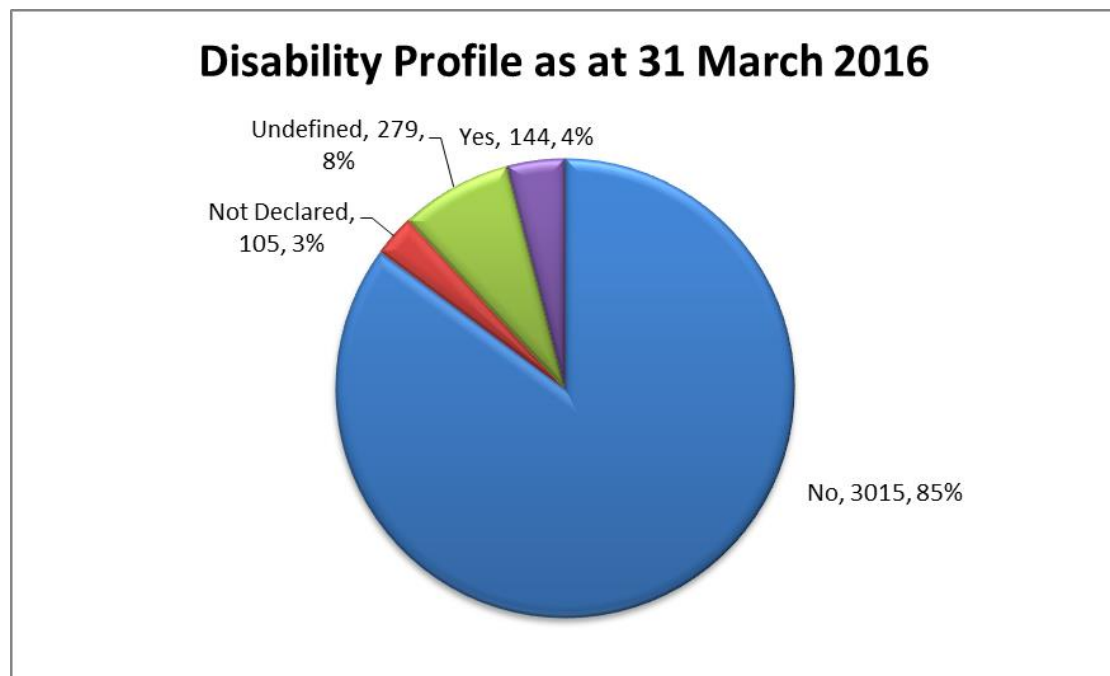
Sexual Orientation: Cont



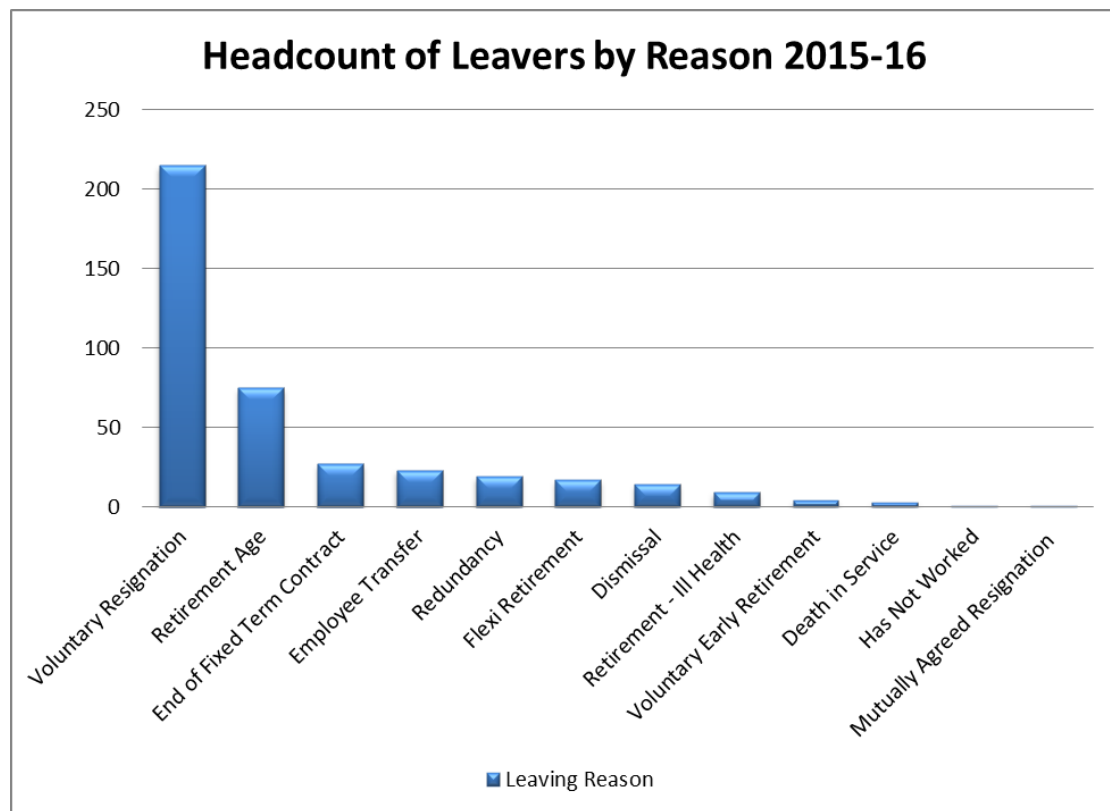


Disability

Disability	Trust Staff			
	Jun-12	Jun-13	Mar-15	Mar-15
No	78.70%	79.90%	83.02%	85.10%
Not Declared	3.90%	3.60%	3.19%	2.96%
Undefined	12.50%	11.60%	9.57%	7.87%
Yes	4.90%	4.90%	4.22%	4.06%



Headcount of Leavers by Reasons 2015-16



Conclusion

The Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring Report April 2015 – March 2016 update that has been completed by the Trust highlights the Trusts commitment to providing information on the make-up of its workforce, the Trust recognises the differences between localities and people, and aims by working in partnership with our staff and partners from the diverse communities to make sure that any gaps and inequalities are identified and addressed.

Recommended Actions

Ensure key findings of the Workforce Equality Analysis Report 2015-16 are referenced within the relevant sections of the evidence being provided for NHS Equality Delivery System 2 grading by stakeholders

Monitor progress on the Trust action plan for the NHS England Workforce Race Equality Standard (WRES), introduced on 5th April 2015 and submit a WRES report to CWP POD, NHS England and the Cheshire & Merseyside Equality and Diversity lead.

Deliver on our Workforce Race Equality Standard (WRES) Action Plan; review the patterns around recruitment, grievances, disciplinaries, and promotions in relation to BME staff and those staff with disabilities.

Engage with staff to explain the importance of equality monitoring and further improve data.



Appendices:

Appendix A

Workforce Profile by Ethnicity, Gender, Religion & Belief, Age, Sexual Orientation, Disability

Appendix B

Workforce Profile by AfC Banding

Appendix C

Employee Relations – Disciplinary, Grievances & Promotions

Appendix D

Recruitment & Selection

Appendix E

Appraisals

Is produced by Education CWP, Note: The data does not include Bank Staff; Honorary

Appendix F

Leaver Profile



Appendices



	Jun-12		Jun-13		Mar-15		Mar-16	
	H/C	%	H/C	%	H/C	%	H/C	%
ETHNICITY								
White - British	2882	85.40%	2862	85.70%	2931	86.54%	3065	86.51%
White - Irish	45	1.30%	43	1.30%	34	1.00%	36	1.02%
White - Any other White background	14	0.40%	13	0.40%	15	0.44%	22	0.62%
White Unspecified	4	0.10%	4	0.10%	4	0.12%	4	0.11%
White English	117	3.50%	103	3.10%	94	2.78%	95	2.68%
White Scottish	27	0.80%	26	0.80%	19	0.56%	21	0.59%
White Welsh	43	1.30%	40	1.20%	45	1.33%	51	1.44%
White Greek	1	0.00%	1	0.00%	1	0.03%	2	0.06%
White Italian	2	0.10%	2	0.10%	3	0.09%	3	0.08%
White Gypsy/Romany	1	0.00%	1	0.00%	0	0.00%	0	0.00%
White Polish	5	0.10%	5	0.10%	6	0.18%	7	0.20%
White ex-USSR	1	0.00%	1	0.00%	1	0.03%	1	0.03%
White Croatian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White Other European	9	0.30%	9	0.30%	12	0.35%	18	0.51%
Mixed - White & Black Caribbean	5	0.10%	4	0.10%	5	0.15%	4	0.11%
Mixed - White & Black African	2	0.10%	4	0.10%	4	0.12%	5	0.14%
Mixed - White & Asian	8	0.20%	8	0.20%	9	0.27%	10	0.28%
Mixed - Any other mixed background	6	0.20%	8	0.20%	6	0.18%	5	0.14%
Mixed - Other/Unspecified	1	0.00%	2	0.10%	4	0.12%	3	0.08%
Mixed - Black & Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mixed - Asian & Chinese	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian or Asian British - Indian	30	0.90%	33	1.00%	33	0.97%	38	1.07%
Asian or Asian British - Pakistani	7	0.20%	8	0.20%	8	0.24%	9	0.25%
Asian or Asian British - Bangladeshi	3	0.10%	2	0.10%	1	0.03%	1	0.03%
Asian or Asian British - Any other Asian background	5	0.10%	3	0.10%	6	0.18%	6	0.17%
Asian Punjabi	1	0.00%	1	0.00%	1	0.03%	1	0.03%
Asian British	3	0.10%	2	0.10%	2	0.06%	2	0.06%
Asian Unspecified	3	0.10%	3	0.10%	2	0.06%	2	0.06%
Black or Black British - Caribbean	4	0.10%	5	0.10%	5	0.15%	5	0.14%
Black or Black British - African	14	0.40%	13	0.40%	16	0.47%	20	0.56%
Black Nigerian	1	0.00%	1	0.00%	2	0.06%	1	0.03%
Black Unspecified	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Chinese	2	0.10%	3	0.10%	5	0.15%	6	0.17%
Any Other Ethnic Group	2	0.10%	2	0.10%	3	0.09%	3	0.08%
Vietnamese	1	0.00%	1	0.00%	1	0.03%	1	0.03%
Japanese	0	0.00%	0	0.00%	0	0.00%		0.00%
Other Specified	5	0.10%	5	0.10%	4	0.12%	5	0.14%
Not Stated	122	3.60%	121	3.60%	105	3.07%	91	2.57%



GENDER								
Female	2676	79.30%	2640	79.10%	2691	79.45%	2808	79.25%
Male	700	20.70%	699	20.90%	696	20.55%	735	20.75%
RELIGION or BELIEF								
Atheism	284	8.40%	287	8.60%	313	9.24%	341	9.62%
Buddhism	21	0.60%	20	0.60%	15	0.44%	16	0.45%
Christianity	1872	55.50%	1882	56.40%	1927	56.89%	2008	56.68%
Hinduism	16	0.50%	18	0.50%	20	0.59%	22	0.62%
I do not wish to disclose	528	15.60%	536	16.10%	574	16.95%	635	17.92%
Islam	16	0.50%	14	0.40%	16	0.47%	14	0.40%
Jainism	0	0.00%	1	0.00%	1	0.03%	0	0.00%
Judaism	4	0.10%	3	0.10%	2	0.06%	2	0.06%
Other	210	6.20%	224	6.70%	244	7.20%	270	7.62%
Sikhism	3	0.10%	3	0.10%	2	0.06%	2	0.06%
Undefined	422	12.50%	351	10.50%	273	8.06%	233	6.58%
AGE								
16-20	5	0.10%	8	0.20%	8	0.24%	8	0.23%
21-25	125	3.70%	105	3.10%	135	3.99%	154	4.35%
26-30	252	7.50%	251	7.50%	262	7.74%	285	8.04%
31-35	331	9.80%	329	9.90%	329	9.71%	341	9.62%
36-40	373	11.00%	381	11.40%	365	10.78%	409	11.54%
41-45	527	15.60%	493	14.80%	457	13.49%	454	12.81%
46-50	701	20.80%	679	20.30%	631	18.63%	598	16.88%
51-55	548	16.20%	550	16.50%	604	17.83%	649	18.32%
56-60	345	10.20%	375	11.20%	385	11.37%	404	11.40%
61-65	152	4.50%	138	4.10%	155	4.58%	184	5.19%
66-70	15	0.40%	25	0.70%	46	1.36%	43	1.21%
70+	2	0.10%	5	0.10%	10	0.30%	14	0.40%
SEXUAL ORIENTAION								
Bisexual	5	0.10%	5	0.10%	6	0.18%	7	0.20%
Gay	21	0.60%	26	0.80%	24	0.71%	27	0.76%
Heterosexual	2443	72.40%	2489	74.50%	2597	76.68%	2742	77.39%
I do not wish to disclose	451	13.40%	432	12.90%	458	13.52%	507	14.31%
Lesbian	20	0.60%	17	0.50%	18	0.53%	17	0.48%
Undefined	436	12.90%	370	11.10%	284	8.39%	243	6.86%
DISABILITY								
No	2658	78.70%	2669	79.90%	2812	83.02%	3015	85.10%
Not Declared	130	3.90%	120	3.60%	108	3.19%	105	2.96%
Undefined	423	12.50%	387	11.60%	324	9.57%	279	7.87%
Yes	165	4.90%	163	4.90%	143	4.22%	144	4.06%
	3376		3339		3387		3543	



Appendix B – Workforce Profile by AfC Banding

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Medical & Dental	Personal Salary
Ethnic Origin													
White - British	99	189	744	193	511	726	359	98	47	20	14	46	19
White - Irish	2	1	5	1	6	7	5	2	1	2		4	
White - Any other White background	1	3	3	3	1	3	2	1				4	1
White Unspecified			2		1		1						
White English	5	2	21	13	9	22	13	4	2	1		1	2
White Scottish			5	2	3	2	2	2	1		1	3	
White Welsh	1	5	3	3	11	14	7	4	2				1
White Greek							1					1	
White Italian		1				1						1	
White Polish		1	1	2	1	1						1	
White ex-USSR		1											
White Other European		1	7	2		2	3	1	1			1	
Mixed - White & Black Caribbean			2			1	1						
Mixed - White & Black African	2		1		2								



Mixed - White & Asian			1		2	2	3	1				1	
Mixed - Any other mixed background			1			1	2	1					
Mixed - Other/Unspecified		1				2							
Asian or Asian British - Indian	1		1		1	1	3	1	1			29	
Asian or Asian British - Pakistani			2			2	1					4	
Asian or Asian British - Bangladeshi												1	
Asian or Asian British - Any other Asian background		2			1							3	
Asian Punjabi												1	
Asian British						1		1					
Asian Unspecified			1									1	
Black or Black British - Caribbean		1	2	1		1							
Black or Black British - African	1	1	4	3	9		2						
Black Nigerian					1								
Chinese	1			1			2	1				1	
Any Other Ethnic Group	1											2	
Vietnamese												1	
Other Specified			3					1				1	
Not Stated	3	4	14	3	6	29	20	3	2	1		5	1
Gender													
Female	95	168	648	176	465	681	345	95	42	18	9	49	17
Male	22	45	175	51	100	137	82	26	15	6	6	63	7



Religious Belief													
Atheism	2	11	73	24	64	83	34	16	9	6	3	15	1
Buddhism		1	3		2	5	1	3				1	
Christianity	62	121	459	142	334	503	235	64	27	7	11	36	7
Hinduism			1			1	3					17	
I do not wish to disclose my religion/belief	31	53	123	21	96	124	106	23	15	6	1	24	12
Islam			2		2	1	1	1				7	
Jainism													
Judaism							1						1
Other	5	16	77	22	49	59	28	6	2	4			2
Sikhism									1			1	
Undefined	17	11	85	18	18	42	18	8	3	1		11	1
Age Band													
16-20	3	2	1	2									
21-25	7	8	55	12	61	8						1	2
26-30	4	12	72	21	100	62	12	2					
31-35	3	12	64	16	68	111	42	18	3			4	
36-40	6	11	80	21	66	115	58	16	8	1	1	24	2
41-45	8	21	97	25	63	126	54	21	6	2	5	21	5
46-50	15	35	126	37	84	136	88	26	15	2	3	27	4
51-55	26	35	163	35	64	139	110	22	17	12	3	17	6
56-60	16	34	106	39	43	87	41	12	5	6	3	9	3



61-65	18	28	48	16	13	29	18	4	2			6	2
66-70	8	9	8	3	3	4	4			1		3	
70+	3	6	3			1			1				
Sexual Orientation													
Bisexual		2	2	1		1	1						
Gay		2	9	4	5	2	3	1				1	
Heterosexual	75	154	621	189	480	664	309	85	43	19	13	78	12
I do not wish to disclose my sexual orientation	24	45	101	15	61	98	92	22	11	4	2	21	11
Lesbian			6		2	5	2	2					
Undefined	18	10	84	18	17	48	20	11	3	1		12	1
Disability													
No	92	186	683	199	488	694	373	103	48	15	15	97	22
Not Declared	5	6	25	7	7	28	15	3	3	1		4	1
Undefined	10	7	86	12	48	62	24	11	5	4		9	1
Yes	10	14	29	9	22	34	15	4	1	4		2	
AfC Band Total	117	213	823	227	565	818	427	121	57	24	15	112	24



	Grievance		Disciplinary		Promotions	
	H/C	%	H/C	%	H/C	%
ETHNICITY						
White - British	9	75.00%	72	94.74%	30	93.75%
White - Irish		0.00%	2	2.63%		0.00%
White - Any other White background		0.00%	1	1.32%		0.00%
White Unspecified		0.00%		0.00%		0.00%
White English		0.00%		0.00%		0.00%
White Scottish		0.00%		0.00%		0.00%
White Welsh		0.00%		0.00%		0.00%
Mixed - Any other Mixed background		0.00%		0.00%		0.00%
Asian or Asian British - Indian		0.00%		0.00%	1	3.13%
Asian or Asian British - Pakistani		0.00%		0.00%		0.00%
Black or Black British - African	3	25.00%	1	1.32%		0.00%
Japanese		0.00%		0.00%		0.00%
Not Stated		0.00%		0.00%	1	3.13%
GENDER						
Female	8	66.67%	52	68.42%	23	71.88%
Male	4	33.33%	24	31.58%	9	28.13%
RELIGION or BELIEF						
Atheism		0.00%	6	7.89%	3	9.38%
Christianity	8	66.67%	38	50.00%	21	65.63%
I do not wish to disclose	3	25.00%	9	11.84%	2	6.25%
Sikhism		0.00%		0.00%	1	3.13%
Other		0.00%	9	11.84%	4	12.50%
Undefined	1	8.33%	14	18.42%	1	3.13%

AGE BAND						
16 - 20		0.00%	1	1.37%		0.00%
21 - 25		0.00%	2	2.74%		0.00%
26 - 30	1	8.33%	7	9.59%	10	31.25%
31 - 35	3	25.00%	4	5.48%	6	18.75%
36 - 40		0.00%	12	16.44%		0.00%
41 - 45	3	25.00%	13	17.81%	6	18.75%
46 - 50	2	16.67%	16	21.92%	8	25.00%
51 - 55	2	16.67%	9	12.33%	2	6.25%
56 - 60	1	8.33%	6	8.22%		0.00%
61 - 65		0.00%	1	1.37%		0.00%
66 - 70		0.00%	1	1.37%		0.00%
70 +		0.00%	1	1.37%		0.00%
SEXUAL ORIENTAION						
Bisexual		0.00%	2	2.63%		0.00%
Gay		0.00%		0.00%	1	3.13%
Heterosexual	8	66.67%	53	69.74%	27	84.38%
I do not wish to disclose	3	25.00%	8	10.53%	3	9.38%
Lesbian		0.00%		0.00%		0.00%
Undefined	1	8.33%	13	17.11%	1	3.13%
DISABILITY						
No	11	91.67%	51	67.11%	28	87.50%
Not Declared		0.00%	5	6.58%		0.00%
Undefined	1	8.33%	15	19.74%	4	12.50%
Yes		0.00%	5	6.58%		0.00%
	12		76		32	

	Applicants	Shortlisted	Appointed
ETHNICITY			
A White - British	81.05%	84.62%	80.00%
B White - Irish	1.18%	1.29%	0.98%
C White - Any other White background	3.89%	2.29%	2.60%
CA White English	0.27%	0.36%	0.65%
CB White Scottish	0.01%	0.03%	0.16%
CC White Welsh	0.05%	0.09%	0.16%
CF White Greek	0.01%	0.00%	0.00%
CK White Italian	0.02%	0.03%	0.00%
CP White Polish	0.04%	0.03%	0.00%
CX White Mixed	0.03%	0.09%	0.33%
CY White Other European	0.04%	0.06%	0.16%
D Mixed - White & Black Caribbean	0.47%	0.39%	0.16%
E Mixed - White & Black African	0.21%	0.06%	0.33%
F Mixed - White & Asian	0.26%	0.18%	0.16%
G Mixed - Any other mixed background	0.34%	0.27%	0.00%
H Asian or Asian British - Indian	2.87%	1.78%	0.81%
J Asian or Asian British - Pakistani	0.94%	0.66%	0.33%
K Asian or Asian British - Bangladeshi	0.31%	0.24%	0.00%
L Asian or Asian British - Any other Asian background	0.76%	0.33%	0.16%
LA Asian Mixed	0.02%	0.00%	0.00%
LE Asian - Sri Lankan	0.01%	0.03%	0.16%
LF Asian - Tamil	0.01%	0.00%	0.00%
M Black or Black British - Caribbean	0.31%	0.09%	0.00%
N Black or Black British - African	2.50%	1.75%	0.98%
P Black or Black British - Any other Black	0.22%	0.18%	0.00%
PB Black Mixed	0.01%	0.00%	0.00%
PC Black Nigerian	0.04%	0.00%	0.00%
R Chinese	0.33%	0.33%	0.00%
S Any Other Ethnic Group	0.77%	0.57%	0.49%
Z Not Stated	3.01%	4.24%	11.38%
GENDER			
Female	75.57%	77.87%	80.49%
Male	24.08%	21.70%	19.35%
Undefined	0.35%	0.42%	0.16%
RELIGION or BELIEF			
Atheism	14.47%	13.85%	11.87%
Buddhism	0.69%	0.78%	0.49%
Christianity	56.38%	56.29%	54.15%
Hinduism	1.20%	0.72%	0.33%
Islam	1.96%	1.17%	0.33%
Jainism	0.03%	0.00%	0.00%
Judaism	0.17%	0.12%	0.00%



Sikhism	0.26%	0.30%	0.16%
Other	12.62%	11.98%	10.73%
I do not wish to disclose my religion / belief	10.40%	11.20%	10.73%
Not stated	1.82%	3.58%	11.22%
AGE BAND			
Under 20	1.32%	0.75%	0.49%
20 - 24	18.65%	12.25%	12.03%
25 - 29	19.09%	16.13%	14.63%
30 - 34	13.37%	12.91%	11.06%
35 - 39	11.50%	12.88%	13.01%
40 - 44	9.98%	13.55%	12.36%
45 - 49	10.52%	12.10%	12.20%
50 - 54	8.85%	10.87%	13.50%
55 - 59	4.94%	6.14%	7.15%
60 - 64	1.28%	1.84%	2.76%
65+	0.46%	0.57%	0.81%
Not stated	0.03%	0.00%	0.00%
SEXUAL ORIENTAION			
Bisexual	1.13%	0.57%	0.65%
Gay	1.77%	1.69%	0.65%
Heterosexual	88.73%	87.66%	83.41%
Lesbian	0.84%	0.99%	0.16%
I do not wish to disclose my sexual orientation	4.98%	4.12%	1.79%
Persons of the same sex (Gay or Lesbian)	0.30%	0.48%	0.33%
I do not wish to describe my sexual orientation.	0.44%	0.93%	1.95%
Not stated	1.81%	3.55%	11.06%
DISABILITY			
No	91.34%	88.62%	90.73%
Yes	6.41%	7.89%	4.07%
I do not wish to disclose whether or not I have a disability	0.20%	0.42%	0.98%
Not stated	2.05%	3.07%	4.23%

	No. Appraised	Total Headcount	%
ETHNICITY			
White - British	2257	3065	74%
White - Irish	24	36	67%
White - Any other White background	12	22	55%
White Unspecified	4	4	100%
White English	77	95	81%
White Scottish	14	21	67%
White Welsh	36	51	71%
White Greek	1	2	50%
White Italian	1	3	33%
White Gypsy/Romany	5	7	71%
White Polish	1	1	100%
White ex-USSR	2	2	100%
White Other European	10	16	63%
Mixed - White & Black Caribbean	3	4	75%
Mixed - White & Black African	4	5	80%
Mixed - White & Asian	5	10	50%
Mixed - Any other mixed background	3	5	60%
Mixed - Other/Unspecified	3	3	100%
Asian or Asian British - Indian	25	38	66%
Asian or Asian British - Pakistani	3	9	33%
Asian or Asian British - Bangladeshi	1	1	100%
Asian or Asian British - Any other Asian background	6	6	100%
Asian Punjabi	0	1	0%
Asian British	1	2	50%
Asian Unspecified	2	2	100%
Black or Black British - Caribbean	4	5	80%
Black or Black British - African	18	20	90%
Black Nigerian	1	1	100%
Chinese	5	6	83%
Any Other Ethnic Group	1	3	33%
Vietnamese	0	1	0%
Other Specified	4	5	80%
Not Stated	71	91	78%
GENDER			
Female	2066	2808	74%
Male	538	735	73%
RELIGION or BELIEF			
Atheism	232	341	68%
Buddhism	10	16	63%
Christianity	1523	2008	76%
Hinduism	19	22	86%
I do not wish to disclose	438	635	69%
Islam	9	14	64%
Jainism	2	2	100%
Judaism	195	270	72%
Other	0	2	0%
Sikhism	176	233	76%
Undefined	232	341	68%



AGE BAND			
16-20	3	8	38%
21-25	103	154	67%
26-30	195	285	68%
31-35	237	341	70%
36-40	273	409	67%
41-45	325	454	72%
46-50	463	598	77%
51-55	497	649	77%
56-60	318	404	79%
61-65	145	184	79%
66-70	33	43	77%
70+	12	14	86%
SEXUAL ORIENTAION			
Bisexual	3	7	43%
Gay	22	27	81%
Heterosexual	2035	2742	74%
I do not wish to disclose	351	507	69%
Lesbian	11	17	65%
Undefined	182	243	75%
DISABILITY			
No	2214	3015	73%
Not Declared	75	105	71%
Undefined	210	279	75%
Yes	105	144	73%
	2604	3543	



LEAVERS PROFILE	H/C	%
LEAVING REASON		
Death in Service	3	0.74%
Dismissal - Capability	8	1.96%
Dismissal - Conduct	2	0.49%
Dismissal - Some Other Substantial Reason	4	0.98%
Employee Transfer	23	5.64%
End of Fixed Term Contract	25	6.13%
End of Fixed Term Contract - Completion of Training Scheme	1	0.25%
End of Fixed Term Contract - External Rotation	1	0.25%
Flexi Retirement	17	4.17%
Has Not Worked	1	0.25%
Mutually Agreed Resignation - Local Scheme with Repayment	1	0.25%
Redundancy - Compulsory	11	2.70%
Redundancy - Voluntary	8	1.96%
Retirement - Ill Health	9	2.21%
Retirement Age	75	18.38%
Voluntary Early Retirement - no Actuarial Reduction	2	0.49%
Voluntary Early Retirement - with Actuarial Reduction	2	0.49%
Voluntary Resignation - Better Reward Package	12	2.94%
Voluntary Resignation - Child Dependants	1	0.25%
Voluntary Resignation - Health	3	0.74%
Voluntary Resignation - Incompatible Working Relationships	1	0.25%
Voluntary Resignation - Lack of Opportunities	3	0.74%
Voluntary Resignation - Other/Not Known	125	30.64%
Voluntary Resignation - Promotion	31	7.60%
Voluntary Resignation - Relocation	19	4.66%
Voluntary Resignation - To undertake further education or training	4	0.98%
Voluntary Resignation - Work Life Balance	16	3.92%
ETHNICITY		
White - British	350	85.78%
White - Irish	5	1.23%
White - Any other White background	3	0.74%
White English	6	1.47%
White Scottish	4	0.98%
White Welsh	5	1.23%
White Italian	1	0.25%
White Other European	1	0.25%
Mixed - White & Black Caribbean	1	0.25%



Mixed - Any other mixed background	2	0.49%
Asian or Asian British - Indian	9	2.21%
Asian or Asian British - Pakistani	1	0.25%
Black or Black British - African	4	0.98%
Any Other Ethnic Group	1	0.25%
Other Specified	1	0.25%
Undefined	1	0.25%
Not Stated	13	3.19%
GENDER		
Female	338	82.84%
Male	70	17.16%
RELIGION or BELIEF		
Atheism	44	10.78%
Buddhism	2	0.49%
Christianity	210	51.47%
Hinduism	6	1.47%
I do not wish to disclose	82	20.10%
Islam	3	0.74%
Jainism	1	0.25%
Other	28	6.86%
Undefined	32	7.84%
AGE BAND (at Leaving)		
16 - 20	3	0.74%
21 - 25	25	6.13%
26 - 30	51	12.50%
31 - 35	36	8.82%
36 - 40	26	6.37%
41 - 45	41	10.05%
46 - 50	58	14.22%
51 - 55	58	14.22%
56 - 60	62	15.20%
61 - 65	36	8.82%
66 - 70	11	2.70%
71 & above	1	0.25%
SEXUAL ORIENTAION		
Bisexual	2	0.49%
Gay	3	0.74%
Heterosexual	294	72.06%
I do not wish to disclose	72	17.65%
Lesbian	3	0.74%



Undefined	34	8.33%
DISABILITY		
No	338	82.84%
Not Declared	8	1.96%
Undefined	30	7.35%
Yes	32	7.84%