

Workforce Equalities Monitoring Report 2011

Based on the reporting period 1/10/2010 to 30/09/2011



Putting patients first

1 Executive Summary

This report has been produced to provide monitoring information for the 12 months following the Equality Act coming into force in October 2010. As a result some of the data contained has already been reported as part of the Workforce Data report on Equality Issues produced for 2010 and received by the Board in June 2011.

The report outlines the new requirements of the legislation; the requirements of the Equality Delivery System in relation to workforce; and provides an overview of the data sources used to inform the analysis contained in the report. Workforce data on protected characteristics is used to identify whether there is any evidence of potential bias, discrimination or barriers in the employment practices of the Trust and then to provide evidence against the outcomes identified in the Equality Delivery System for workforce (Goal 3).

Recommendations for areas of further analysis and action by the Equality, Diversity & Human Rights Steering Group are provided to allow development to equalities objectives for the Trust. Priorities for action include:-

- Move to record all protected characteristics for local information systems and seek to influence their implementation in national systems (in Datix, ATS, ESR, appraisal for medical and dental staff, OLM and Staff Survey forms). Undertake further refresh of employment data to ensure all protected characteristics are held and to encourage staff to feel safe to declare this information.
- Undertake review of recruitment behaviour in relation to applicants who declare a disability and the impact of the “two ticks” system.
- Investigate whether there are underlying reasons for increased levels of absence amongst staff declaring a disability.

2. Background information on the Equality Act 2010

In October 2010 approximately 90% of the Equality Act provisions came into force, with other parts due to be phased in up until 2013. It replaces the existing anti-discrimination laws with a single Act. The Act is now a key part of the legal framework that underpins the way the NHS provides its services and supports its staff. The Equality Act ¹outlaws discrimination against the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

From 5 April 2011, the Act included a new public sector equality duty, bringing the three separate duties on public authorities relating to race, disability and gender equality together into a single duty, and extending it to cover age, sexual orientation, marital status, religion or belief, pregnancy and maternity, and gender reassignment (in full).

¹ Further explanation of the new statutory provisions of the Equality Act are available in the Equality and Human Rights Commission’s (EHRC) Codes of Practice on employment; services, public functions and associations; and equal pay.

3 Introduction to the workforce equalities monitoring report

As well as providing information on the composition of the current workforce this report has been compiled to reflect the outcomes described in Goal 3 of the Equality Delivery System² – ***Empowered, engaged and well-supported staff***. Where information is not currently collected to enable reporting this is made clear and actions to address this will form part of the plan arising from the completion and agreement of the Equality Delivery System format.

Data sources for this analysis include the Electronic Staff Record system (ESR), the Trust's Recruitment system (ATS) and Staff Survey 2010 data (this data was also used for the compilation of the Board workforce data report on Equality in 2010). Information from the 2011 Staff Survey will be analysed for the report produced for the period 1st October 2011 to 30th September 2012.

Data on gender reassignment is not currently collected in any of the national systems, either through NHS Jobs, ESR or the NHS Staff Survey and therefore is not reported within the body of this report. The Trust is also awaiting clarification of how we should approach the monitoring and reporting of the pregnancy and maternity group of staff and this is not therefore included in the monitoring provided within this report.

A brief description of the information available from each of the Trust's data sources is given below:-

3.1 ESR

The workforce analysis data produced from ESR in this report is based on the headcount of staff at the Trust, which was **7694** on September 30th 2011. Headcount figures include permanent and fixed term contract staff, including staff working elsewhere on secondment. The figures exclude staff working at the Trust on secondment from another organisation, contractors and temporary staff provided by agencies and NHS Professionals. The detailed workforce analysis data is shown in Appendix One. In addition to this workforce analysis, information on formal employee relations cases has also been analysed for the monitoring period. This information, for reasons of confidentiality, is not shown in the appendices (it is the current view of the HR department that, even without personal information such as name and job title being provided, detailing formal management action taken by up to 9 protected characteristics could lead to individuals being identified).

3.2 Applicant Tracking System (ATS)

The recruitment analysis data produced from ATS relates to **1,028** Trust recruitment exercises and **36956** candidates who applied for jobs in the reporting period. The figure excludes recruitment exercises undertaken to select deanery appointed doctors /agency / bank or other freelance workers not directly employed by the Trust. Information on marital status is not collected at application stage, as it is not required in the standard NHS Jobs application form, and therefore cannot be reported on. The detailed information related to the 6 remaining protected characteristics is shown in Appendix Two.

3.3 Staff Survey 2010

The Staff Survey in 2010 collected data from respondents on disability, age, sex and ethnic origin and so can only be used to provide monitoring information on these 4 protected characteristics. **377** people responded to the Trust's staff survey in 2010, from a randomly selected core sample of 850 staff who were sent a survey. The information

² For details of the Equality Delivery System (EDS) for the NHS please refer to January 2012 Trust Board report on Equality Monitoring of Workforce and Service Provision

from the Staff Survey 2010 runs into several hundred pages and is therefore not included in the appendices of this report. It is available to the Board and Governors on request from the Head of Human Resources.

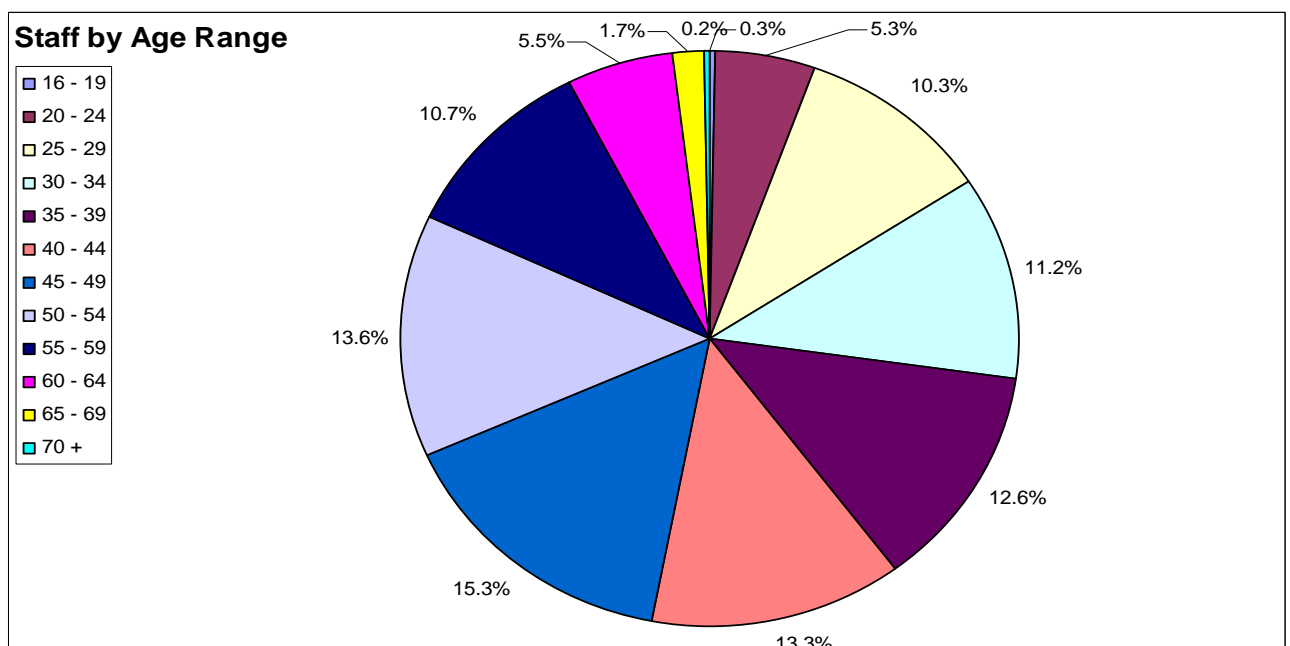
4 Workforce analysis

The Trust has undertaken an annual analysis of the composition of its workforce by sex, race, disability, age range and sexual orientation for many years. This report for the first time also undertakes the analysis by religious belief and marital status (gender reassignment and pregnancy / maternity are not included in the reporting for this year). The data is shown in Appendix One. Where the information analysis has been required for completion of the Equality Delivery System it has been included in section five to avoid repetition. Comparison with the local population will be undertaken following publication of the 2011 census data.

4.1 Workforce composition

The data analysed, detailed in Appendix One (Tables 1, Six and Seven) shows that the workforce continues to be predominantly female. As at 30th September 2011 the Trust employed 6034 women equating to 78.4% of the workforce and there has been very little change to this percentage in the last 3 years. Women continue to be over-represented in the Agenda for Change grades Band 7 and below and under-represented at Band 8, senior manager and consultant medical and dental levels.

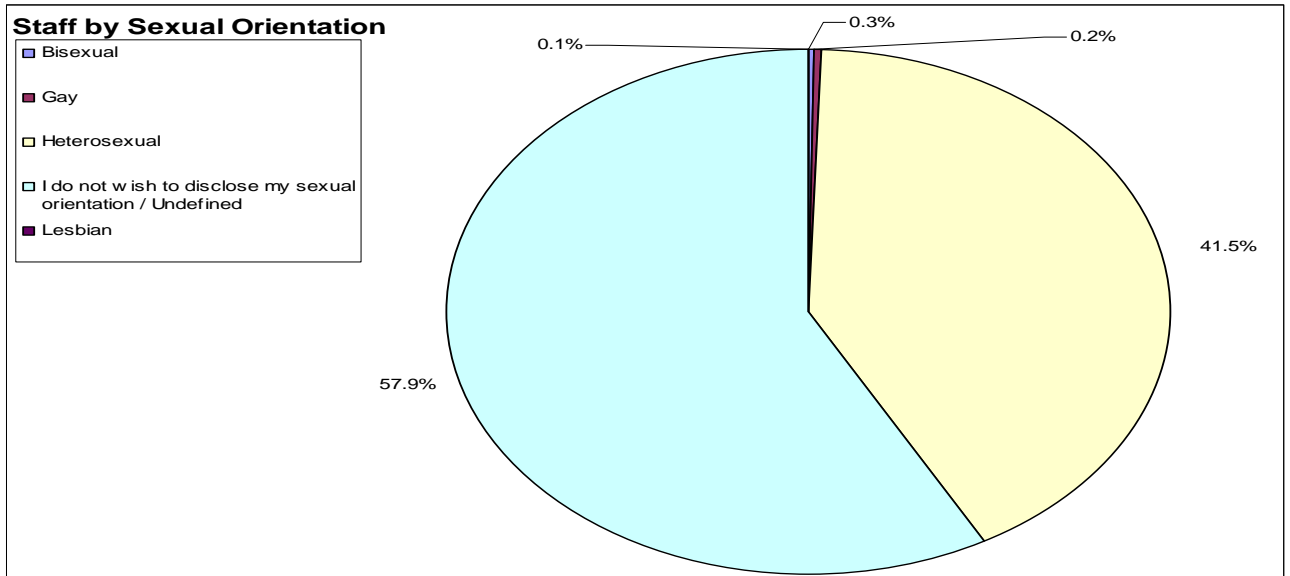
Disappointingly the percentage of staff declaring a disability has shown a slight decrease from the previous report of 0.5%, 5.3% of the workforce are recorded on the ESR system as having a disability. This is an area for further work as this figure compares unfavourably with the Staff Survey 2010 information which suggested that 16% of respondents felt that they had a disability or long term illness / condition. Reviewing the breakdown of pay grades there does not appear to be any particular issues that warrant further investigation. More detailed analysis of the breakdown of the workforce, by protected characteristic is shown below but reveals that for a number of the protected characteristics there is a high proportion of employees who have not disclosed this data.



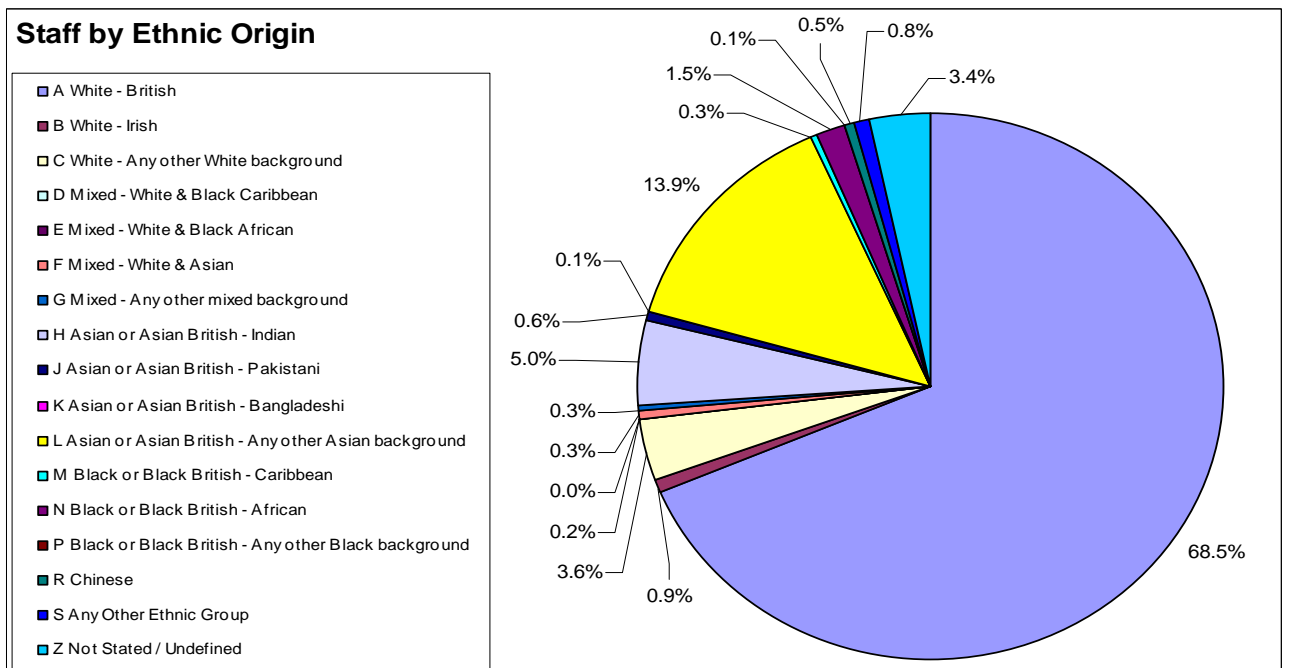
The table above shows that the majority of the workforce is in the age range 25 to 59, this perhaps is unsurprising given the nature of the training requirements for the healthcare

professional workforce. An area of further work could be undertaken to review employment opportunities within the Trust for the 16 to 24 year olds (16-19 year olds represent 0.3% of those employed and 20 – 24 year olds represent 5.3% of those employed) and determine whether there is more that could be done to support the young into employment.

The table below provides information on the breakdown of the workforce by sexual orientation. Given the Trust’s partnership with Stonewall it is recommended that further work be undertaken to encourage employees to declare their sexual orientation and to reduce the high percentage, 57.9%, who have chosen not to disclose.

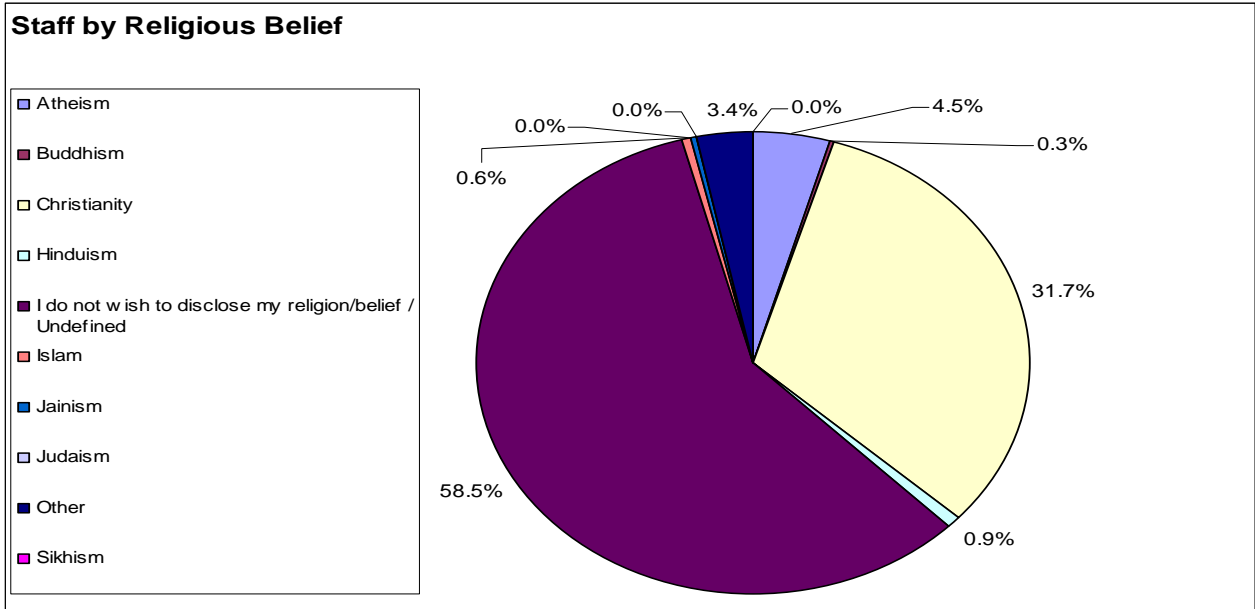


The total number of BME staff in post sits at 13.8% which is a small improvement on 2010 data, the percentage has shown very small variations in annual reporting in the last 3 years.

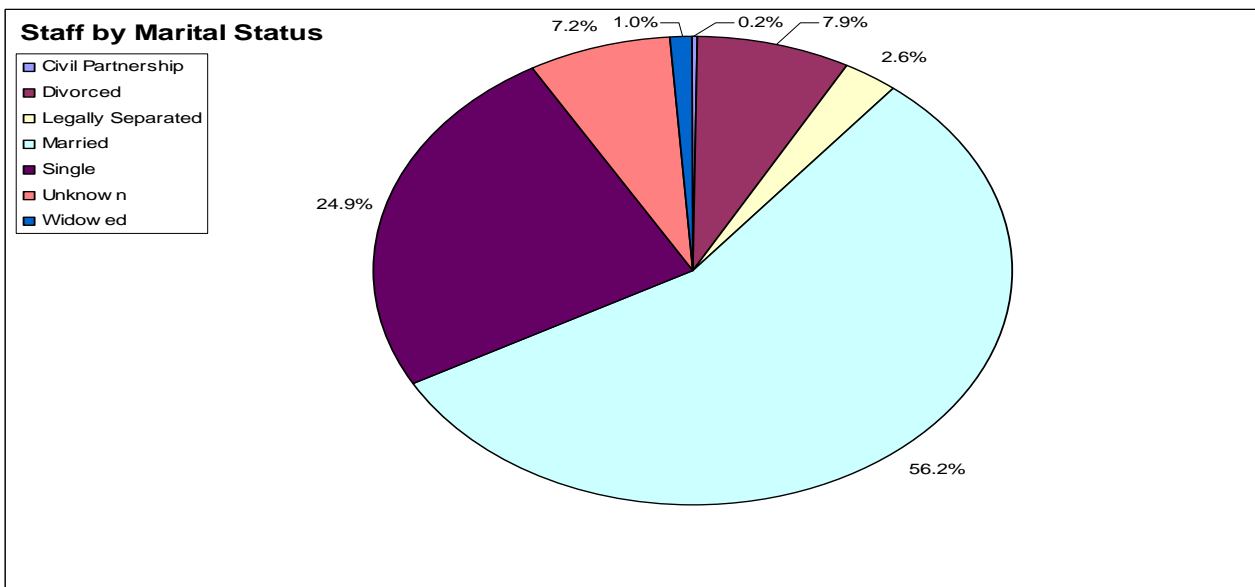


The BME workforce is predominantly medical and dental and during the reporting period there has been an increase in consultants from BME backgrounds from 35.7% to 36.8% and an increase in doctors in training numbers from 56.7% to 59.1%.

A similar chart is shown below on religious belief. This information has not been reported previously but in common with a number of the newly monitored protected characteristics there appears to be some work to do to reduce the high percentage of staff who chose not to disclose their religion or belief.



The information on marriage / civil partnership has not been reported previously but it is more likely to be provided by our employees as it is relevant for pension and related life assurance benefits. As this is the first year of reporting this data there is no annual comparison to be made.



4.2 Fostering good relations

Equality and Diversity Training is provided via an e-learning module that is mandatory for all staff to complete every 5 years. As at 30th September 2011 75.2% of the workforce had completed the mandatory training programme. The 2010 Staff Survey rate of 60% of staff declaring that they have undertaken equality and diversity training in the last 12 months compares favourably with the national self declared average across all Acute Trusts of 41% staff declaring such training. There are no significant differences in uptake of the mandatory training programme across the protected characteristics.

When numbers of cases are low it is difficult to make any conclusion that there is evidence of potential discrimination, particularly for protected characteristics where there are a large number of categories. An overview of the findings following review of formal flexible working and harassment cases are covered in the relevant sections below. More generally the application of capability, grievance and disciplinary procedures show no evidence of discriminatory practices associated with the 8 protected characteristics being monitored. An analysis of the formal employee relations cases, during the reporting period, shows very little evidence of conflict in the workplace associated with protected characteristics of the individual or those involved in the case.

During the reporting period three unfair dismissal / discrimination cases were successfully defended by the Trust at Employment Tribunal.

It is not possible to determine centrally the number of staff who have personal objectives that include a commitment to reducing prejudice and promoting understanding.

4.3 Equality Impact Assessments of Employment policies

During the reporting period equality impact assessments were undertaken in regard to the following new or revised employment policies:-

Delivering Performance Policy
Capability Policy
Sickness Absence Policy
Managing Change Policy
Recruitment and Selection Policy and Procedure for Non-Medical Staff

5 Equality Delivery System – Goal 3

As well as the workforce analysis shown in section 4 further detailed analysis has been undertaken to reflect the outcomes described as Goal 3 in the Equality Delivery System. The six outcomes are shown below and where possible information is provided by protected characteristic.

5.1 Recruitment and selection processes are fair, inclusive and transparent so that the workforce becomes as diverse as it can be within all occupations and grades.

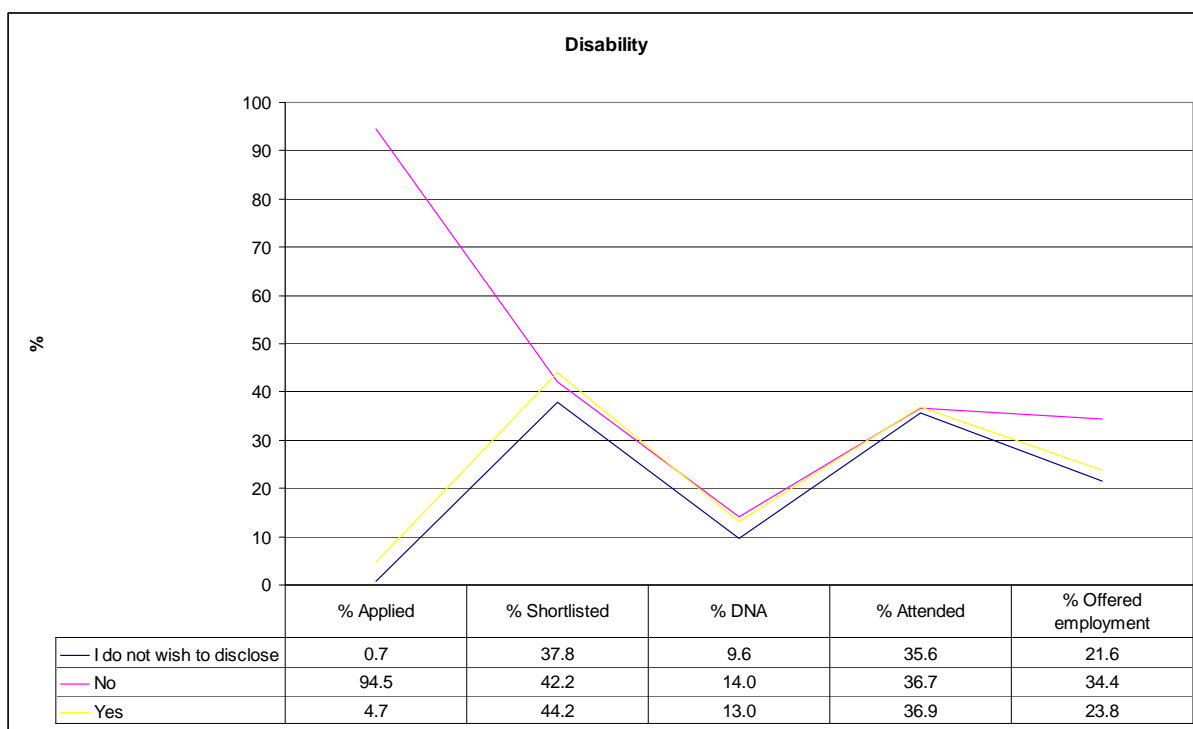
Detailed information relating to recruitment and selection is shown in Appendix Two of this report.

5.1.1 Age

It is not currently possible for the Trust to report data on age in a meaningful way from the Trust's recruitment system (this is a technical reporting issue which it is hoped will be resolved in the next two months).

5.1.2 Disability

The data on recruitment and selection for disability does reveal an area for further investigation. This is shown in the graph overpage:-



There appear to be lower levels of applicants declaring a disability compared to the census figures for the area along with a lower possibility of success, following interview, in being offered a job with the Trust. This lower possibility of success may result from the “Two ticks” recruitment approach the Trust uses which assures all candidates, who declare a disability and meet the minimum shortlisting criteria, an interview. It is recommended that further work is undertaken in regard to recruitment of individuals with disabilities to ensure there are no barriers to recruitment or discrimination taking place.

5.1.3 Race

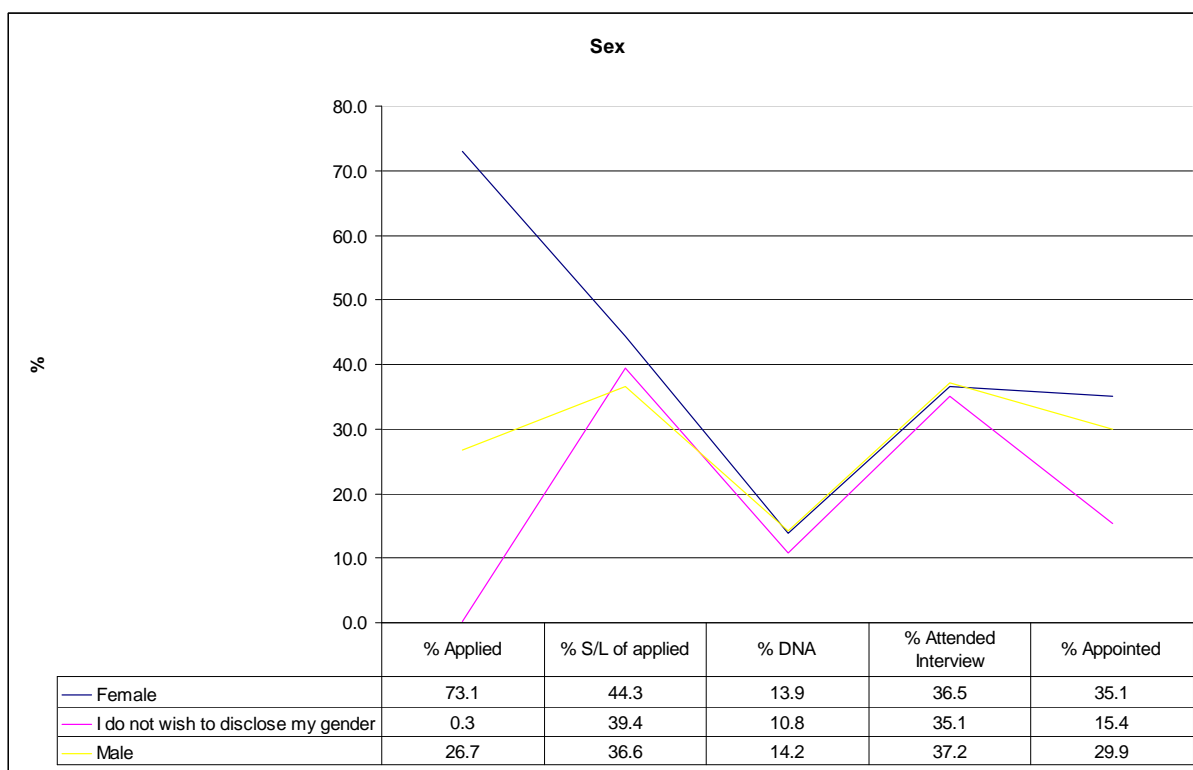
This data set is the most difficult to interpret as some ethnic groups apply in very low numbers to the Trust. It is proposed that further work is undertaken on this analysis when the new 2011 census information is available. Currently there is no evidence of discrimination occurring in the recruitment and selection process.

5.1.4 Religion or belief

Over 62% of applicants to the Trust declare Christianity as their religion. The data does not suggest any discrimination is occurring on grounds of religion or belief through the recruitment and selection process.

5.1.5 Sex

Women continue to be over represented as applicants to the organisation (73%) and this is thought to reflect all the way through the recruitment process as can be shown on the graph overpage. An area for further investigation could be potential for bias at appointment following interview stage.



5.1.6 Sexual orientation

Data from the recruitment and selection process shows that a significant percentage (8%) of applicants chose not to disclose and very low numbers of applicants declare being gay, lesbian or bisexual (2.8%). For those that do declare there appears to be no evidence of discrimination, however more action may be required to determine whether applicants feel confident to declare sexual orientation at application stage and if this is not the case whether more could be done to improve this.

5.2 Levels of pay and related terms and conditions are fairly determined for all posts with staff doing equal work and work rated as of equal value being entitled to equal pay.

The Trust pays staff in accordance with nationally agreed terms and conditions. Roles are evaluated, for those staff covered by Agenda for Change terms, under the national agreed Job evaluation system. This provides an effective methodology for ensuring that staff doing work of equal value are provided with equal pay. Job matching and evaluation is undertaken in partnership with staff side colleagues.

Staff engaged under medical & dental terms and conditions are paid in accordance with the national agreements in place and job descriptions are subject to the scrutiny and approval of the Royal Colleges and relevant Faculties.

During the reporting period a new pay system was adopted for very senior managers and along with the Executive Directors pay is monitored via the Remuneration Committee. The number of staff represented in this group is small and there is no evidence of discrimination in regards to pay.

The Trust has an area of discretion in the annual allocation of Clinical Excellence Awards for medical and dental staff. For the period 1st April 2010 until the 31st March 2011 there were 88 consultant applicants, 16% of whom were female and 47% Asian, Black or Other backgrounds (compared to 40% BME applicants in 2009). Information on other protected characteristics was not collected at the time and will be in future. The Medical Director's

report, on the allocation of CEAs, to the Board showed no evidence of discrimination or bias based on the protected characteristics monitored.

The Trust has one longstanding Equal Pay case, with employment tribunal, relating to the old Whitley national terms and conditions. There have been no new claims in the reporting period.

5.3 Through support, training, personal development and performance appraisal, staff are confident and competent to do their work, so that services are commissioned or provided appropriately.

Detailed information relating to performance appraisal is shown in Appendix One, table three. This information is analysed, by protected characteristic, below. Detailed information on training undertaken during the reporting period is available for mandatory training only (and is not included) as not all learning and development is currently recorded in the Trust's learning system (OLM). Appraisal information is not recorded for doctors and as these represent a significant percentage of the BME workforce it will be important to address this as part of the implementation of the new appraisal process for revalidation.

Staff Survey data is used to determine differences in access to training and personal development; whether staff feel confident and competent; whether managers are supportive in relation to personal development; and whether the training offered is seen to be helpful in regards to future career opportunities. Significant differences in responses to the survey across the protected characteristics recorded are detailed in the sections below.

5.3.1 Age

There is no statistical difference in performance appraisal levels in regard to this protected characteristic. Higher levels of staff aged below 30 report in the Staff Survey that they have experienced on-the-job training, have a mentor or have shadowed someone in the last 12 months. This is consistent with individuals new to their career. Reported levels of access to mentoring and shadowing fall drastically to below 10% in the over 50s in the Staff Survey data.

5.3.2 Disability

There is no statistical difference in appraisal levels in regard to this protected characteristic. However staff who declare a disability in the Staff Survey are more likely to report that they have received the training identified in their personal development plan and that their manager has been supportive in them accessing this training.

5.3.3 Marriage and civil partnership

There is no statistical difference in appraisal levels or evidence of difference in the Staff Survey in regard to this protected characteristic.

5.3.4 Race

There is no statistical difference in appraisal levels or evidence of difference in the Staff Survey in regard to this protected characteristic.

5.3.5 Religion or belief

There is no statistical difference in appraisal levels or evidence of difference in the Staff Survey in regard to this protected characteristic.

5.3.6 Sex

There is no statistical difference in appraisal levels or evidence of difference in the Staff Survey in regard to this protected characteristic.

5.3.7 Sexual orientation

There is no statistical difference in appraisal levels or evidence of difference in the Staff Survey in regard to this protected characteristic.

5.4 Staff are free from abuse, harassment, bullying, violence from both patients and their relatives and colleagues, with redress being open and fair to all.

The Staff Survey data for 2010 indicated that 7% of staff reported having experienced discrimination in the last 12 months; down from 8% who claimed experience of discrimination in 2009. Of the 7% in 2010: 2% stated it was on grounds of age; 3% on gender; 0% on disability; 5% on ethnicity and 0% on grounds of religion, or sexual orientation.

Incidences of abuse, harassment, bullying and violence from the public and patients are reported via the Datix information system. This system does not reliably collect protected characteristic data for the employees involved (some protected characteristic data is requested but it is not mandatory). Information is not therefore provided from Datix in this report.

In the reporting period there were nine formal investigations into complaints of bullying and harassment from staff members. It would appear that the majority of staff who state in the Staff Survey that they have experienced harassment have either dealt with it informally or not reported at all. None of these investigations resulted in an outcome of harassment being evidenced. There appears to be no evidence of complaints from employees being disproportionate to the population of the workforce in regards to protected characteristics although the numbers are low and therefore its difficult to come to a conclusion that there is or is not evidence of potential discrimination.

5.4.1 Age

There is no evidence of potential discrimination in relation to the formal complaints received by the Trust in the reporting period. The breakdown of formal complaints by age group is shown below:-

16 - 20	21 - 30	31 - 40	41 - 50	51-65	Over 66
0	1	3	2	3	0

5.4.2 Disability

Staff, who declare a disability in the Staff Survey, are also more likely to report that they have personally experienced bullying, harassment or abuse at work from patients / service users, their relatives or members of their public.

5.4.3 Marriage and civil partnership

There is no evidence of potential discrimination in relation to the formal complaints received by the Trust in the reporting period.

5.4.4 Race

There are no significant differences in the reported experience of bullying, harassment and abuse from patients / relatives or colleagues in the Staff Survey, this may be due to the low numbers when spread across the 13 ethnic origin categories that were available.

5.4.5 Religion or belief

There is no evidence of potential discrimination in relation to the formal complaints received by the Trust in the reporting period.

5.4.6 Sex

The Staff Survey data suggests that men are statistically less likely to report harassment and bullying when they experience it.

5.4.7 Sexual orientation

There is no evidence of potential discrimination in relation to the formal complaints received by the Trust in the reporting period.

5.5 Flexible working options are made available to all staff, consistent with the needs of the service, and the way that people lead their lives (flexible working may be a reasonable adjustment for disabled members of staff or carers).

During the reporting period only two formal appeals were recorded against decisions to refuse flexible working. Of these one was withdrawn prior to it being heard and the other resulted in flexible working being offered as a result of the appeal. Due to the low numbers it is not possible to come to any conclusion in relation to this information. Detailed analysis of employee's formally recorded flexible working arrangements are shown in Appendix One, table 5.

5.5.1 Age

There are age differences in access to flexible working, with lower levels of flexible working in staff under the age of 30 and higher levels in age range from 30 to 50. At age 50 levels appear to be consistent with the proportion of the employee population. At 55 and over levels of flexible working increase again; the pattern appears to reflect the lifestyle requirements of employees within these groups and therefore is not deemed to warrant any further review at this stage.

5.5.2 Disability

Staff who report a disability in the Staff Survey are also more likely to say that they work flexi-time or reduced hours.

5.5.3 Marriage and civil partnership

Staff who are married are more likely to have a formally recorded flexible working pattern in particular in comparison to employees who are single.

5.5.4 Race

There appears to be a bias towards white british in access to flexible working with 86.9% of flexible working being taken by this group who represent 77.4% of the workforce. This requires further investigation.

5.5.5 Religion or belief

There is no evidence of different uptakes of flexible working within this protected characteristic.

5.5.6 Sex

Over a quarter of the women (26%) who responded to the Staff Survey said they worked less than 30 hours per week, this compares with only 6% of men who reported a similar working pattern. This is further reflected in the data in Appendix One which shows only 6.4% of those with a formally recorded flexible working arrangement on ESR being male, men represent 21.6% of the workforce. This has been a continuing theme in the monitoring over a number of years, work has been done in previous years to ensure promotion of flexible working to the male workforce and this may require further work to understand barriers to accessing flexible working opportunities.

5.5.7 Sexual orientation

There is no evidence of different uptakes of flexible working within this protected characteristic.

5.6 The workforce is supported to remain healthy, with a focus on addressing major health and lifestyle issues that affect individual staff and the wider population.

Information on sickness absence levels are detailed in Appendix One, table 2. The Trust's Occupational Health Service uses a recently implemented system called OPAS for recording patient appointments, referrals and outcomes. This does not hold protected characteristic data for activity for the reporting period covered. Staff have access to confidential counseling services and the Trust has recently piloted early access to physiotherapy support and opportunities for early referral to a consultant psychiatrist for mental health issues. The Trust's Health and Well Being group is undertaking a number of proactive measures to generally support and improve the health of the workforce.

5.6.1 Age

Sickness absence rates increase for age ranges over 45 and continue to be higher in all age groups until retirement. Interestingly the national trends, that would suggest sickness absences would be higher in the young, are not borne out by the data.

Staff under 30 years of age were more likely to report in the Staff Survey that they work more than their contracted hours with the Trust because it is necessary to get ahead in their career (see table below)

16 - 20	21 - 30	31 - 40	41 - 50	51-65	Over 66
Less than 10 people responded data unavailable	43%	22%	14%	10%	Less than 10 people responded data unavailable

Information from the Staff Survey also suggests that staff in the age range 51-65 are more likely to report that personal and emotional problems did not keep them from their usual work or other daily activities and are less likely to report that they would come to work despite not feeling well enough.

5.6.2 Disability

Sickness absence levels are significantly higher amongst staff who report being disabled, absence of staff who declare a disability accounts for 12.6% of all absence. This suggests a need for more focused work on supporting disabled staff in attending work through increased use of reasonable adjustments.

Work related stress is reported to have been caused by problems at work in a higher proportion of staff reporting a disability in the Staff Survey. This group also report more difficulty in doing daily work, both at home and away from home, because of their physical health. This may not be surprising as of those who report disability in the survey 47% state this is due to a long-standing illness and a further 21% because of a physical impairment. In total 25% of the workforce disagree that their job is good for their health however this is higher for the workforce that reports having a disability at 36%.

5.6.3 Marriage and civil partnership

In the reporting period staff who are divorced or legally separated were more likely to be absent from work due to ill health, those who reported being single were less likely to take sickness absence.

5.6.4 Race

Employees from white British backgrounds take significantly more time off work through sickness absence (81.2% of the workforce accounts for 88.2% of the sickness absence taken in the reporting period).

5.6.5 Religion or belief

There is no statistical difference in sickness absence levels in regard to this protected characteristic.

5.6.6 Sex

Women are more likely to be absent due to sickness with 76.4% of the workforce accounting for 84.1% of the sickness absence. Information from the staff survey suggests that women are more likely to attend work despite not feeling well enough to perform their duties.

5.6.7 Sexual orientation

There is no statistical difference in sickness absence levels in regard to this protected characteristic.

6 Recommendations

Outline recommendations are included in this report based on the analysis undertaken. It is suggested that these be used to form the basis for discussions with representatives of the workforce and other stakeholder groups to develop equality objectives for the organisation.

Action	Priority level
Move to record all protected characteristics for local information systems and seek to influence their implementation in national systems (in Datix, ATS, ESR, appraisal for medical and dental staff, OLM and Staff Survey forms). Undertake further refresh of employment data to ensure all protected characteristics are held and to encourage staff to feel safe to declare this information.	High
Undertake review of recruitment behaviour in relation to applicants who declare a disability and the impact of the "two ticks" system.	High
Investigate whether there are underlying reasons for increased levels of absence amongst staff declaring a disability.	High
Consider undertaking a review of bias towards females at interview stage.	Medium
Consider reviewing barriers to making formal complaints of harassment and determining why very few complaints of harassment result in harassment being found.	Medium
Access to flexible working amongst ethnic minority groups and men should be further investigated	Medium

Appendices

Appendix One – ESR data

Table One – Workforce Headcount

Table Two – Sickness Absence

Table Three - Performance Appraisal

Table Four - Equality and Diversity Training

Table Five - Flexible working

Table Six - Pay Grade headcount

Table Seven Pay Grade percentage

Appendix Two – ATS data

Table One - Workforce headcount by protected characteristic

DISABILITY	Total	%
No	4288	55.7%
Not Declared	200	2.6%
Undefined	2718	35.3%
Yes	488	6.3%
Grand Total	7694	100.0%

SEXUAL ORIENTATION	Total	%
Bisexual	20	0.3%
Gay	16	0.2%
Heterosexual	3190	41.5%
I do not wish to disclose my sexual orientation	1054	13.7%
Lesbian	10	0.1%
Undefined	3404	44.2%
Grand Total	7694	100.0%

RELIGIOUS BELIEF	Total	%
Atheism	345	4.5%
Buddhism	24	0.3%
Christianity	2442	31.7%
Hinduism	71	0.9%
I do not wish to disclose my religion/belief	1090	14.2%
Islam	46	0.6%
Jainism	3	0.0%
Judaism	3	0.0%
Other	259	3.4%
Sikhism	3	0.0%
Undefined	3408	44.3%
Grand Total	7694	100.0%

ETHNIC ORIGIN	Total	%
A White - British	5953	77.4%
B White - Irish	79	1.0%
C White - Any other White background	308	4.0%
CP White Polish	2	0.0%
D Mixed - White & Black Caribbean	16	0.2%
E Mixed - White & Black African	3	0.0%
F Mixed - White & Asian	28	0.4%
G Mixed - Any other mixed background	24	0.3%
GF Mixed - Other/Unspecified	2	0.0%
H Asian or Asian British - Indian	434	5.6%
J Asian or Asian British - Pakistani	49	0.6%
K Asian or Asian British - Bangladeshi	13	0.2%
L Asian or Asian British - Any other Asian background	210	2.7%
LA Asian Mixed	1	0.0%
M Black or Black British - Caribbean	22	0.3%
N Black or Black British - African	128	1.7%
P Black or Black British - Any other Black background	11	0.1%
R Chinese	44	0.6%
S Any Other Ethnic Group	71	0.9%
SC Filipino	1	0.0%
SE Other Specified	1	0.0%
Undefined	67	0.9%
Z Not Stated	227	3.0%
Grand Total	7694	100.0%

SEX	Total	%
Female	6034	78.4%
Male	1660	21.6%
Grand Total	7694	100.0%

AGE RANGE	Total	%
16 - 19	24	0.3%
20 - 24	407	5.3%
25 - 29	792	10.3%
30 - 34	865	11.2%
35 - 39	967	12.6%
40 - 44	1020	13.3%
45 - 49	1175	15.3%
50 - 54	1050	13.6%
55 - 59	822	10.7%
60 - 64	424	5.5%
65 - 69	132	1.7%
70 +	16	0.2%
Grand Total	7694	100.0%

MARITAL STATUS	Total	%
Civil Partnership	16	0.2%
Divorced	611	7.9%
Legally Separated	198	2.6%
Married	4321	56.2%
Single	1913	24.9%
Unknown	557	7.2%
Widowed	78	1.0%
Grand Total	7694	100.0%

ETHNIC GROUP	Total	%
Black or Minority Ethnic	1058	13.8%
Not Stated	294	3.8%
White	6342	82.4%
Grand Total	7694	100.0%

Table Two - Sickness absence in FTE by protected characteristic

NB The % Total is based on FTE not headcount, this is because the sickness absence is based on hours lost
In addition data lines are changed in this report to merge the not declared and undefined groups

DISABILITY	FTE Days lost	%	%
		Absence	Total
No	42665.17	49.0%	55.6%
Not Declared	3344.70	38.4%	38.1%
Yes	10978.32	12.6%	6.2%
Grand Total	87088.19	100.0%	100.0%

SEXUAL ORIENTATION	FTE Days lost	%	%
		Absence	Total
Bisexual	200.80	0.2%	0.3%
Gay	282.12	0.3%	0.2%
Heterosexual	34247.55	39.3%	41.4%
I do not wish to disclose my sexual orientation	51980.05	59.7%	57.9%
Lesbian	377.67	0.4%	0.1%
Grand Total	87088.19	100.0%	100.0%

RELIGIOUS BELIEF	FTE Days lost	%	%
		Absence	Total
Atheism	4072.61	4.7%	4.6%
Buddhism	223.53	0.3%	0.3%
Christianity	26475.90	30.4%	31.5%
Hinduism	318.22	0.4%	1.0%
I do not wish to disclose my religion/belief	52810.60	60.6%	58.4%
Islam	286.69	0.3%	0.6%
Jainism	23.00	0.0%	0.0%
Judaism	40.00	0.0%	0.0%
Other	2825.65	3.2%	3.4%
Sikhism	12.00	0.0%	0.0%
Grand Total	87088.19	100.0%	100.0%

ETHNIC ORIGIN	FTE Days lost	%	%
		Absence	Total
A White - British	73652.48	84.6%	76.0%
B White - Irish	815.89	0.9%	1.0%
C White - Any other White background	2384.84	2.7%	4.2%
D Mixed - White & Black Caribbean	110.80	0.1%	0.2%
E Mixed - White & Black African	2.28	0.0%	0.0%
F Mixed - White & Asian	147.18	0.2%	0.4%
G Mixed - Any other mixed background	441.24	0.5%	0.3%
GF Mixed - Other/Unspecified	1.00	0.0%	0.0%
H Asian or Asian British - Indian	2801.79	3.2%	6.3%
J Asian or Asian British - Pakistani	145.57	0.2%	0.7%
K Asian or Asian British - Bangladeshi	29.00	0.0%	0.2%
L Asian or Asian British - Any other Asian background	1365.73	1.6%	3.0%
M Black or Black British - Caribbean	235.26	0.3%	0.3%
N Black or Black British - African	1088.24	1.2%	1.8%
P Black or Black British - Any other Black background	239.73	0.3%	0.2%
R Chinese	193.34	0.2%	0.6%
S Any Other Ethnic Group	489.67	0.6%	1.0%
Z Not Stated	2944.16	3.4%	3.8%
Grand Total	87088.19	100.0%	100.0%

SEX	FTE Days lost	%	%
		Absence	Total
Female	73199.70	84.1%	76.4%
Male	13888.49	15.9%	23.6%
Grand Total	87088.19	100.0%	100.0%

AGE RANGE	FTE Days lost	%	%
		Absence	Total
16 - 19	286.43	0.3%	0.3%
20 - 24	2778.94	3.2%	5.6%
25 - 29	6625.25	7.6%	11.0%
30 -34	8374.03	9.6%	11.2%
35 - 39	9608.53	11.0%	12.3%
40 - 44	10571.57	12.1%	13.2%
45 - 49	14442.29	16.6%	15.4%
50 - 54	14500.59	16.7%	14.0%
55 - 59	10611.07	12.2%	10.7%
60 - 64	7148.91	8.2%	5.0%
65 - 69	1811.92	2.1%	1.3%
70 +	328.66	0.4%	0.1%
Grand Total	87088.19	100.0%	100.0%

MARITAL STATUS	FTE Days lost	%	%
		Absence	Total
Civil Partnership	229.40	0.3%	0.2%
Divorced	9726.05	11.2%	8.0%
Legally Separated	2743.33	3.2%	2.6%
Married	46354.87	53.2%	54.7%
Single	19868.09	22.8%	26.3%
Unknown	7327.22	8.4%	7.2%
Widowed	839.23	1.0%	1.0%
Grand Total	87088.19	100.0%	100.0%

ETHNIC GROUP	FTE Days lost	%	%
		Absence	Total
Black or Minority Ethnic	7290.84	8.4%	15.0%
Not Stated	2944.15	3.4%	3.8%
White	76853.20	88.2%	81.2%
Grand Total	87088.19	100.0%	100.0%

Table Three - Performance appraisal in previous 12 months

Overall Appraisal Rate for the reporting period

59.9%

NB Appraisal rates exclude Doctors

DISABILITY	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
No	2337	1552	3889	59.0%	58.8%
Not Declared	113	75	188	2.9%	2.8%
Undefined	1227	851	2078	31.0%	31.4%
Yes	283	174	457	7.1%	6.9%
Grand Total	3960	2652	6612	100.0%	100.0%

SEXUAL ORIENTATION	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
Bisexual	8	8	16	0.2%	0.2%
Gay	8	8	16	0.2%	0.2%
Heterosexual	1756	1188	2944	44.3%	44.5%
I do not wish to disclose my sexual orientation	559	381	940	14.1%	14.2%
Lesbian	7	3	10	0.2%	0.2%
Undefined	1622	1064	2686	41.0%	40.6%
Grand Total	3960	2652	6612	100.0%	100.0%

RELIGIOUS BELIEF	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
Atheism	204	122	326	5.2%	4.9%
Buddhism	8	9	17	0.2%	0.3%
Christianity	1383	902	2285	34.9%	34.6%
Hinduism	18	22	40	0.5%	0.6%
I do not wish to disclose my religion/belief	584	397	981	14.7%	14.8%
Islam	11	11	22	0.3%	0.3%
Jainism	1		1	0.0%	0.0%
Judaism	2	1	3	0.1%	0.0%
Other	123	123	246	3.1%	3.7%
Sikhism	1		1	0.0%	0.0%
Undefined	1625	1065	2690	41.0%	40.7%
Grand Total	3960	2652	6612	100.0%	100.0%

ETHNIC ORIGIN	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
A White - British	3339	2185	5524	84.3%	83.5%
B White - Irish	35	31	66	0.9%	1.0%
C White - Any other White background	115	72	187	2.9%	2.8%
CP White Polish		2	2	0.0%	0.0%
D Mixed - White & Black Caribbean	6	8	14	0.2%	0.2%
E Mixed - White & Black African		1	1	0.0%	0.0%
F Mixed - White & Asian	10	8	18	0.3%	0.3%
G Mixed - Any other mixed background	10	8	18	0.3%	0.3%
GF Mixed - Other/Unspecified	1	1	2	0.0%	0.0%
H Asian or Asian British - Indian	144	86	230	3.6%	3.5%
J Asian or Asian British - Pakistani	4	3	7	0.1%	0.1%
K Asian or Asian British - Bangladeshi		1	1	0.0%	0.0%
L Asian or Asian British - Any other Asian background	68	64	132	1.7%	2.0%
M Black or Black British - Caribbean	12	6	18	0.3%	0.3%
N Black or Black British - African	48	26	74	1.2%	1.1%
P Black or Black British - Any other Black background	4	2	6	0.1%	0.1%
R Chinese	13	12	25	0.3%	0.4%
S Any Other Ethnic Group	27	16	43	0.7%	0.7%
SC Filipino	1		1	0.0%	0.0%
Undefined	15	47	62	0.4%	0.9%
Z Not Stated	108	73	181	2.7%	2.7%
Grand Total	3960	2652	6612	100.0%	100.0%

SEX	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
Female	3346	2185	5531	84.5%	83.7%
Male	614	467	1081	15.5%	16.3%
Grand Total	3960	2652	6612	100.0%	100.0%

AGE RANGE	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
16 - 19	9	15	24	0.2%	0.4%
20 - 24	202	158	360	5.1%	5.4%
25 - 29	380	211	591	9.6%	8.9%
30 - 34	384	292	676	9.7%	10.2%
35 - 39	482	302	784	12.2%	11.9%
40 - 44	542	359	901	13.7%	13.6%
45 - 49	628	417	1045	15.9%	15.8%
50 - 54	601	361	962	15.2%	14.5%
55 - 59	453	292	745	11.4%	11.3%
60 - 64	210	177	387	5.3%	5.9%
65 - 69	60	62	122	1.5%	1.8%
70 +	9	6	15	0.2%	0.2%
Grand Total	3960	2652	6612	100.0%	100.0%

MARITAL STATUS	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
Civil Partnership	10	5	15	0.3%	0.2%
Divorced	353	226	579	8.9%	8.8%
Legally Separated	112	83	195	2.8%	2.9%
Married	2196	1474	3670	55.5%	55.5%
Single	950	619	1569	24.0%	23.7%
Unknown	297	210	507	7.5%	7.7%
Widowed	42	35	77	1.1%	1.2%
Grand Total	3960	2652	6612	100.0%	100.0%

ETHNIC GROUP	Appraised in period?			%	%
	Yes	No	Grand Total	Appraised	of Total
Black or Minority Ethnic	348	242	590	8.8%	8.9%
Not Stated	123	120	243	3.1%	3.7%
White	3489	2290	5779	88.1%	87.4%
Grand Total	3960	2652	6612	100.0%	100.0%

Table Four - Headcount and % of staff completed Equality and Diversity training

Overall Compliance Rate for workforce

75.2%

DISABILITY	E&D training complete			%	%
	Yes	No	Grand Total	Compliant	of Total
No	3392	896	4288	58.6%	55.7%
Not Declared	163	37	200	2.8%	2.6%
Undefined	1816	902	2718	31.4%	35.3%
Yes	413	75	488	7.1%	6.3%
Grand Total	5784	1910	7694	100.0%	100.0%

SEXUAL ORIENTATION	E&D training complete			%	%
	Yes	No	Grand Total	Compliant	of Total
Bisexual	14	6	20	0.2%	0.3%
Gay	8	8	16	0.1%	0.2%
Heterosexual	2488	702	3190	43.0%	41.5%
I do not wish to disclose my sexual orientation	882	172	1054	15.2%	13.7%
Lesbian	7	3	10	0.1%	0.1%
Undefined	2385	1019	3404	41.2%	44.2%
Grand Total	5784	1910	7694	100.0%	100.0%

RELIGIOUS BELIEF	E&D training complete			%	%
	Yes	No	Grand Total	Compliant	of Total
Atheism	272	73	345	4.7%	4.5%
Buddhism	21	3	24	0.4%	0.3%
Christianity	1912	530	2442	33.1%	31.7%
Hinduism	51	20	71	0.9%	0.9%
I do not wish to disclose my religion/belief	895	195	1090	15.5%	14.2%
Islam	36	10	46	0.6%	0.6%
Jainism	2	1	3	0.0%	0.0%
Judaism	3		3	0.1%	0.0%
Other	204	55	259	3.5%	3.4%
Sikhism	1	2	3	0.0%	0.0%
Undefined	2387	1021	3408	41.3%	44.3%
Grand Total	5784	1910	7694	100.0%	100.0%

ETHNIC ORIGIN	E&D training complete			%	%
	Yes	No	Grand Total	Compliant	of Total
A White - British	4600	1353	5953	79.5%	77.4%
B White - Irish	58	21	79	1.0%	1.0%
C White - Any other White background	222	86	308	3.8%	4.0%
CP White Polish		2	2	0.0%	0.0%
D Mixed - White & Black Caribbean	13	3	16	0.2%	0.2%
E Mixed - White & Black African	2	1	3	0.0%	0.0%
F Mixed - White & Asian	17	11	28	0.3%	0.4%
G Mixed - Any other mixed background	15	9	24	0.3%	0.3%
GF Mixed - Other/Unspecified	1	1	2	0.0%	0.0%
H Asian or Asian British - Indian	303	131	434	5.2%	5.6%
J Asian or Asian British - Pakistani	30	19	49	0.5%	0.6%
K Asian or Asian British - Bangladeshi	6	7	13	0.1%	0.2%
L Asian or Asian British - Any other Asian background	142	68	210	2.5%	2.7%
LA Asian Mixed		1	1	0.0%	0.0%
M Black or Black British - Caribbean	18	4	22	0.3%	0.3%
N Black or Black British - African	88	40	128	1.5%	1.7%
P Black or Black British - Any other Black background	8	3	11	0.1%	0.1%
R Chinese	34	10	44	0.6%	0.6%
S Any Other Ethnic Group	57	14	71	1.0%	0.9%
SC Filipino		1	1	0.0%	0.0%
SE Other Specified		1	1	0.0%	0.0%
Undefined	15	52	67	0.3%	0.9%
Z Not Stated	155	72	227	2.7%	3.0%
Grand Total	5784	1910	7694	100.0%	100.0%

SEX	E&D training complete			%	%
	Yes	No	Grand Total	Compliant	of Total
Female	4591	1443	6034	79.4%	78.4%
Male	1193	467	1660	20.6%	21.6%
Grand Total	5784	1910	7694	100.0%	100.0%

AGE RANGE	E&D training complete			%	%
	Yes	No	Grand Total	Compliant	of Total
16 - 19	10	14	24	0.2%	0.3%
20 - 24	254	153	407	4.4%	5.3%
25 - 29	567	225	792	9.8%	10.3%
30 - 34	608	257	865	10.5%	11.2%
35 - 39	722	245	967	12.5%	12.6%
40 - 44	815	205	1020	14.1%	13.3%
45 - 49	917	258	1175	15.9%	15.3%
50 - 54	854	196	1050	14.8%	13.6%
55 - 59	651	171	822	11.3%	10.7%
60 - 64	291	133	424	5.0%	5.5%
65 - 69	87	45	132	1.5%	1.7%
70 +	8	8	16	0.1%	0.2%
Grand Total	5784	1910	7694	100.0%	100.0%

MARITAL STATUS	E&D training complete			%	%
	Yes	No	Grand Total	Compliant	of Total
Civil Partnership	9	7	16	0.2%	0.2%
Divorced	451	160	611	7.8%	7.9%
Legally Separated	154	44	198	2.7%	2.6%
Married	3322	999	4321	57.4%	56.2%
Single	1358	555	1913	23.5%	24.9%
Unknown	435	122	557	7.5%	7.2%
Widowed	55	23	78	1.0%	1.0%
Grand Total	5784	1910	7694	100.0%	100.0%

Table Five - Flexible working information by headcount

NB % Working Pattern includes all but Full Time

DISABILITY	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
No	19	7	2745	1	1504	12	4288	57.3%	55.7%
Not Declared		1	122		77		200	2.9%	2.6%
Undefined	10	3	1840		861	4	2718	32.6%	35.3%
Yes	3		296		188	1	488	7.1%	6.3%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

SEXUAL ORIENTATION	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
Bisexual			20				20	0.0%	0.3%
Gay			15		1		16	0.0%	0.2%
Heterosexual	19	4	2039		1119	9	3190	42.8%	41.5%
I do not wish to disclose my sexual orientation	3	4	676		370	1	1054	14.0%	13.7%
Lesbian			9		1		10	0.0%	0.1%
Undefined	10	3	2244	1	1139	7	3404	43.1%	44.2%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

RELIGIOUS BELIEF	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
Atheism	2		238		105		345	4.0%	4.5%
Buddhism			19		5		24	0.2%	0.3%
Christianity	13	4	1545		873	7	2442	33.3%	31.7%
Hinduism			64		7		71	0.3%	0.9%
I do not wish to disclose my religion/belief	4	4	681		398	3	1090	15.2%	14.2%
Islam	1		36		9		46	0.4%	0.6%
Jainism			3				3	0.0%	0.0%
Judaism			3				3	0.0%	0.0%
Other	2		167		90		259	3.4%	3.4%
Sikhism			3				3	0.0%	0.0%
Undefined	10	3	2244	1	1143	7	3408	43.3%	44.3%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

ETHNIC ORIGIN	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
A White - British	25	9	3615	1	2286	17	5953	86.9%	77.4%
B White - Irish			51		28		79	1.0%	1.0%
C White - Any other White background	2	1	221		84		308	3.2%	4.0%
CP White Polish			1		1		2	0.0%	0.0%
D Mixed - White & Black Caribbean	1		11		4		16	0.2%	0.2%
E Mixed - White & Black African			1		2		3	0.1%	0.0%
F Mixed - White & Asian	1		22		5		28	0.2%	0.4%
G Mixed - Any other mixed background			17		7		24	0.3%	0.3%
GF Mixed - Other/Unspecified			2				2	0.0%	0.0%
H Asian or Asian British - Indian			399		35		434	1.3%	5.6%
J Asian or Asian British - Pakistani	1		44		4		49	0.2%	0.6%
K Asian or Asian British - Bangladeshi			12		1		13	0.0%	0.2%
L Asian or Asian British - Any other Asian background		1	178		31		210	1.2%	2.7%
LA Asian Mixed			1				1	0.0%	0.0%
M Black or Black British - Caribbean			15		7		22	0.3%	0.3%
N Black or Black British - African	1		110		17		128	0.7%	1.7%
P Black or Black British - Any other Black background			8		3		11	0.1%	0.1%
R Chinese			38		6		44	0.2%	0.6%
S Any Other Ethnic Group	1		61		9		71	0.4%	0.9%
SC Filipino			1				1	0.0%	0.0%
SE Other Specified					1		1	0.0%	0.0%
Undefined			47		20		67	0.7%	0.9%
Z Not Stated			148		79		227	2.9%	3.0%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

SEX	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
Female	28	9	3515		2465	17	6034	93.6%	78.4%
Male	4	2	1488	1	165		1660	6.4%	21.6%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

AGE RANGE	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
16 - 19			14		10		24	0.4%	0.3%
20 - 24	1	1	332		73		407	2.8%	5.3%
25 - 29	4		649		138	1	792	5.3%	10.3%
30 - 34	3	2	571		283	6	865	10.9%	11.2%
35 - 39	3	2	598		363	1	967	13.7%	12.6%
40 - 44	7	1	619		390	3	1020	14.9%	13.3%
45 - 49	8		761	1	403	2	1175	15.4%	15.3%
50 - 54	2	2	697		346	3	1050	13.1%	13.6%
55 - 59	2	3	510		306	1	822	11.6%	10.7%
60 - 64			213		211		424	7.8%	5.5%
65 - 69	2		37		93		132	3.5%	1.7%
70 +			2		14		16	0.5%	0.2%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

MARITAL STATUS	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
Civil Partnership			11		5		16	0.2%	0.2%
Divorced	2	1	395		212	1	611	8.0%	7.9%
Legally Separated			123		75		198	2.8%	2.6%
Married	24	6	2576		1705	10	4321	64.8%	56.2%
Single	4	4	1507	1	395	2	1913	15.1%	24.9%
Unknown	2		353		198	4	557	7.6%	7.2%
Widowed			38		40		78	1.5%	1.0%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

ETHNIC GROUP	Annualised Hours	Career Break	Full Time	Other	Part Time	Term Time	Grand Total	% Working Pattern	% Total
Black or Minority Ethnic	5	1	920		132		1058	5.1%	13.8%
Not Stated			195		99		294	3.7%	3.8%
White	27	10	3888	1	2399	17	6342	91.2%	82.4%
Grand Total	32	11	5003	1	2630	17	7694	100.0%	100.0%

Table Six - Pay grade headcount

SEX	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Female	47	1385	586	508	1496	937	535	121	61	24	3	1	81	196	48	5	6034
Male	23	279	110	86	207	137	139	51	29	12	4		270	207	94	12	1660
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

ETHNIC ORIGIN	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
A White - British	43	1485	623	546	1208	913	579	149	79	32	6	1	153	98	21	17	5953
B White - Irish	1	2	2	2	22	21	10	4	1		1		6	6	1		79
C White - Any other White background	2	46	18	13	58	24	22	6	2	2			52	40	23		308
CP White Polish		2															2
D Mixed - White & Black Caribbean		2	2	1	3	4			1	1				2			16
E Mixed - White & Black African		1			1									1			3
F Mixed - White & Asian		2	1	1	4	6	4						2	6	2		28
G Mixed - Any other mixed background		1		1	9	4	2		1				2	3	1		24
GF Mixed - Other/Unspecified					1		1										2
H Asian or Asian British - Indian	2	13	6	1	181	23	10	5					59	91	43		434
J Asian or Asian British - Pakistani		1	1		4	1	1						11	24	6		49
K Asian or Asian British - Bangladeshi					1								2	7	3		13
L Asian or Asian British - Any other Asian background	16	26	7	4	55	17	8		2				22	41	12		210
LA Asian Mixed															1		1
M Black or Black British - Caribbean		6	2	1	4	1	3	1						2	2		22
N Black or Black British - African		6	2	4	42	12	5	2	2				12	36	5		128
P Black or Black British - Any other Black background		1		1	3		1						4	1			11
R Chinese		2	1		14	5	4						5	11	2		44
S Any Other Ethnic Group	2	10	3		15	5	9						10	12	5		71
SC Filipino					1												1
SE Other Specified														1			1
Undefined	1	14	3	2	34	5	2	1						3	2		67
Z Not Stated	3	44	25	17	43	33	13	4	2	1			11	18	13		227
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

RELIGIOUS BELIEF	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Atheism		74	34	29	76	57	48	10	6	2			9				345
Buddhism	2		2	2	4	4	3						5		2		24
Christianity	14	485	233	204	650	409	237	68	30	14	4		65	5	14	10	2442
Hinduism	9	6	3	2	11	4	6	1					15	1	13		71
I do not wish to disclose my religion/belief	20	246	113	107	174	173	122	29	16	2	1	1	70		14	2	1090
Islam		1	1		11	4	5		1				14	3	6		46
Jainism					1									1	1		3
Judaism			1		1		1										3
Other	7	76	34	19	59	26	24	5	4	1			4				259
Sikhism					2								1				3
Undefined	18	776	275	231	714	397	228	59	33	17	2		168	393	92	5	3408
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

SEXUAL ORIENTATION	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Bisexual		4	1	1	11		1						2				20
Gay		4	1	1	4	1	2	2			1						16
Heterosexual	27	673	321	267	739	531	327	87	40	17	3	1	108	10	29	10	3190
I do not wish to disclose my sexual orientation	25	211	95	93	232	145	114	24	16	2	1		73		21	2	1054
Lesbian		1	1	1	3		3		1								10
Undefined	18	771	277	231	714	397	227	59	33	17	2		168	393	92	5	3404
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

DISABILITY	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
No	44	912	407	377	991	640	419	116	66	23	5	1	204	16	57	10	4288
Not Declared	2	43	29	21	33	26	20	10	3	3			9		1		200
Undefined	15	596	218	131	590	332	183	35	15	10	2		121	387	78	5	2718
Yes	9	113	42	65	89	76	52	11	6				17		6	2	488
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

AGE RANGE	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
16 - 19		17	3	1	3												24
20 - 24	1	148	43	25	146	14		1						29			407
25 - 29	6	160	66	37	212	114	24	4	1					167	1		792
30 - 34	9	158	65	47	242	135	64	9	5	2			5	109	15		865
35 - 39	6	157	77	51	286	140	88	17	6	1	1		48	65	24		967
40 - 44	9	188	87	82	209	169	119	32	12	4	3		63	24	17	2	1020
45 - 49	12	208	99	89	229	203	132	36	24	13			91	3	34	2	1175
50 - 54	9	208	101	102	172	169	126	41	21	8	1		59	5	22	6	1050
55 - 59	10	217	98	93	123	79	79	25	17	4	2	1	56		12	6	822
60 - 64	5	148	36	52	60	39	37	5	2	3			27	1	8	1	424
65 - 69	3	47	20	14	17	11	5	2	2	1			2		8		132
70 +		8	1	1	4	1									1		16
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

MARITAL STATUS	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Civil Partnership		7		1	4		1	2					1				16
Divorced	9	168	68	58	115	84	58	14	5	3	1		15	4	8	1	611
Legally Separated	3	53	29	19	38	30	19	2	1	1			1	1	1		198
Married	38	824	365	352	911	652	419	115	66	27	2	1	285	144	107	13	4321
Single	15	453	168	106	486	221	133	20	13	2	2		35	241	16	2	1913
Unknown	2	136	57	48	130	82	39	17	5	2	2		14	12	10	1	557
Widowed	3	23	9	10	19	5	5	2		1				1			78
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

ETHNIC GROUP	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Black or Minority Ethnic	20	71	25	14	338	78	48	8	6	1			129	238	82		1058
Not Stated	4	58	28	19	77	38	15	5	2	1			11	21	15		294
White	46	1535	643	561	1288	958	611	159	82	34	7	1	211	144	45	17	6342
Grand Total	70	1664	696	594	1703	1074	674	172	90	36	7	1	351	403	142	17	7694

Table Seven - Pay grade percentage of workforce

SEX	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Female	67.1%	83.2%	84.2%	85.5%	87.8%	87.2%	79.4%	70.3%	67.8%	66.7%	42.9%	100.0%	23.1%	48.6%	33.8%	29.4%	78.4%
Male	32.9%	16.8%	15.8%	14.5%	12.2%	12.8%	20.6%	29.7%	32.2%	33.3%	57.1%	0.0%	76.9%	51.4%	66.2%	70.6%	21.6%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

ETHNIC ORIGIN	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
A White - British	61.4%	89.2%	89.5%	91.9%	70.9%	85.0%	85.9%	86.6%	87.8%	88.9%	85.7%	100.0%	43.6%	24.3%	14.8%	100.0%	77.4%
B White - Irish	1.4%	0.1%	0.3%	0.3%	1.3%	2.0%	1.5%	2.3%	1.1%	0.0%	14.3%	0.0%	1.7%	1.5%	0.7%	0.0%	1.0%
C White - Any other White background	2.9%	2.8%	2.6%	2.2%	3.4%	2.2%	3.3%	3.5%	2.2%	5.6%	0.0%	0.0%	14.8%	9.9%	16.2%	0.0%	4.0%
CP White Polish	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
D Mixed - White & Black Caribbean	0.0%	0.1%	0.3%	0.2%	0.2%	0.4%	0.0%	0.0%	1.1%	2.8%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.2%
E Mixed - White & Black African	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%
F Mixed - White & Asian	0.0%	0.1%	0.1%	0.2%	0.2%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	1.5%	1.4%	0.0%	0.4%
G Mixed - Any other mixed background	0.0%	0.1%	0.0%	0.2%	0.5%	0.4%	0.3%	0.0%	1.1%	0.0%	0.0%	0.0%	0.6%	0.7%	0.7%	0.0%	0.3%
GF Mixed - Other/Unspecified	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
H Asian or Asian British - Indian	2.9%	0.8%	0.9%	0.2%	10.6%	2.1%	1.5%	2.9%	0.0%	0.0%	0.0%	0.0%	16.8%	22.6%	30.3%	0.0%	5.6%
J Asian or Asian British - Pakistani	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	6.0%	4.2%	0.0%	0.6%
K Asian or Asian British - Bangladeshi	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	1.7%	2.1%	0.0%	0.2%
L Asian or Asian British - Any other Asian background	22.9%	1.6%	1.0%	0.7%	3.2%	1.6%	1.2%	0.0%	2.2%	0.0%	0.0%	0.0%	6.3%	10.2%	8.5%	0.0%	2.7%
LA Asian Mixed	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%
M Black or Black British - Caribbean	0.0%	0.4%	0.3%	0.2%	0.2%	0.1%	0.4%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	1.4%	0.0%	0.3%
N Black or Black British - African	0.0%	0.4%	0.3%	0.7%	2.5%	1.1%	0.7%	1.2%	2.2%	0.0%	0.0%	0.0%	3.4%	8.9%	3.5%	0.0%	1.7%
P Black or Black British - Any other Black background	0.0%	0.1%	0.0%	0.2%	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.2%	0.0%	0.0%	0.1%
R Chinese	0.0%	0.1%	0.1%	0.0%	0.8%	0.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	2.7%	1.4%	0.0%	0.6%
S Any Other Ethnic Group	2.9%	0.6%	0.4%	0.0%	0.9%	0.5%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	3.0%	3.5%	0.0%	0.9%
SC Filipino	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SE Other Specified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%
Undefined	1.4%	0.8%	0.4%	0.3%	2.0%	0.5%	0.3%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	1.4%	0.0%	0.9%
Z Not Stated	4.3%	2.6%	3.6%	2.9%	2.5%	3.1%	1.9%	2.3%	2.2%	2.8%	0.0%	0.0%	3.1%	4.5%	9.2%	0.0%	3.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

RELIGIOUS BELIEF	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Atheism	0.0%	4.4%	4.9%	4.9%	4.5%	5.3%	7.1%	5.8%	6.7%	5.6%	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	4.5%
Buddhism	2.9%	0.0%	0.3%	0.3%	0.2%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	1.4%	0.0%	0.3%
Christianity	20.0%	29.1%	33.5%	34.3%	38.2%	38.1%	35.2%	39.5%	33.3%	38.9%	57.1%	0.0%	18.5%	1.2%	9.9%	58.8%	31.7%
Hinduism	12.9%	0.4%	0.4%	0.3%	0.6%	0.4%	0.9%	0.6%	0.0%	0.0%	0.0%	0.0%	4.3%	0.2%	9.2%	0.0%	0.9%
I do not wish to disclose my religion/belief	28.6%	14.8%	16.2%	18.0%	10.2%	16.1%	18.1%	16.9%	17.8%	5.6%	14.3%	100.0%	19.9%	0.0%	9.9%	11.8%	14.2%
Islam	0.0%	0.1%	0.1%	0.0%	0.6%	0.4%	0.7%	0.0%	1.1%	0.0%	0.0%	0.0%	4.0%	0.7%	4.2%	0.0%	0.6%
Jainism	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.7%	0.0%	0.0%
Judaism	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	10.0%	4.6%	4.9%	3.2%	3.5%	2.4%	3.6%	2.9%	4.4%	2.8%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	3.4%
Sikhism	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
Undefined	25.7%	46.6%	39.5%	38.9%	41.9%	37.0%	33.8%	34.3%	36.7%	47.2%	28.6%	0.0%	47.9%	97.5%	64.8%	29.4%	44.3%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SEXUAL ORIENTATION	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Bisexual	0.0%	0.2%	0.1%	0.2%	0.6%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.3%
Gay	0.0%	0.2%	0.1%	0.2%	0.2%	0.1%	0.3%	1.2%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Heterosexual	38.6%	40.4%	46.1%	44.9%	43.4%	49.4%	48.5%	50.6%	44.4%	47.2%	42.9%	100.0%	30.8%	2.5%	20.4%	58.8%	41.5%
I do not wish to disclose my sexual orientation	35.7%	12.7%	13.6%	15.7%	13.6%	13.5%	16.9%	14.0%	17.8%	5.6%	14.3%	0.0%	20.8%	0.0%	14.8%	11.8%	13.7%
Lesbian	0.0%	0.1%	0.1%	0.2%	0.2%	0.0%	0.4%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Undefined	25.7%	46.3%	39.8%	38.9%	41.9%	37.0%	33.7%	34.3%	36.7%	47.2%	28.6%	0.0%	47.9%	97.5%	64.8%	29.4%	44.2%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

DISABILITY	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
No	62.9%	54.8%	58.5%	63.5%	58.2%	59.6%	62.2%	67.4%	73.3%	63.9%	71.4%	100.0%	58.1%	4.0%	40.1%	58.8%	55.7%
Not Declared	2.9%	2.6%	4.2%	3.5%	1.9%	2.4%	3.0%	5.8%	3.3%	8.3%	0.0%	0.0%	2.6%	0.0%	0.7%	0.0%	2.6%
Undefined	21.4%	35.8%	31.3%	22.1%	34.6%	30.9%	27.2%	20.3%	16.7%	27.8%	28.6%	0.0%	34.5%	96.0%	54.9%	29.4%	35.3%
Yes	12.9%	6.8%	6.0%	10.9%	5.2%	7.1%	7.7%	6.4%	6.7%	0.0%	0.0%	0.0%	4.8%	0.0%	4.2%	11.8%	6.3%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

AGE RANGE	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
16 - 19	0.0%	1.0%	0.4%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
20 - 24	1.4%	8.9%	6.2%	4.2%	8.6%	1.3%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	7.2%	0.0%	0.0%	5.3%
25 - 29	8.6%	9.6%	9.5%	6.2%	12.4%	10.6%	3.6%	2.3%	1.1%	0.0%	0.0%	0.0%	0.0%	41.4%	0.7%	0.0%	10.3%
30 - 34	12.9%	9.5%	9.3%	7.9%	14.2%	12.6%	9.5%	5.2%	5.6%	5.6%	0.0%	0.0%	0.0%	27.0%	10.6%	0.0%	11.2%
35 - 39	8.6%	9.4%	11.1%	8.6%	16.8%	13.0%	13.1%	9.9%	6.7%	2.8%	14.3%	0.0%	13.7%	16.1%	16.9%	0.0%	12.6%
40 - 44	12.9%	11.3%	12.5%	13.8%	12.3%	15.7%	17.7%	18.6%	13.3%	11.1%	42.9%	0.0%	17.9%	6.0%	12.0%	11.8%	13.3%
45 - 49	17.1%	12.5%	14.2%	15.0%	13.4%	18.9%	19.6%	20.9%	26.7%	36.1%	0.0%	0.0%	25.9%	0.7%	23.9%	11.8%	15.3%
50 - 54	12.9%	12.5%	14.5%	17.2%	10.1%	15.7%	18.7%	23.8%	23.3%	22.2%	14.3%	0.0%	16.8%	1.2%	15.5%	35.3%	13.6%
55 - 59	14.3%	13.0%	14.1%	15.7%	7.2%	7.4%	11.7%	14.5%	18.9%	11.1%	28.6%	100.0%	16.0%	0.0%	8.5%	35.3%	10.7%
60 - 64	7.1%	8.9%	5.2%	8.8%	3.5%	3.6%	5.5%	2.9%	2.2%	8.3%	0.0%	0.0%	7.7%	0.2%	5.6%	5.9%	5.5%
65 - 69	4.3%	2.8%	2.9%	2.4%	1.0%	1.0%	0.7%	1.2%	2.2%	2.8%	0.0%	0.0%	0.6%	0.0%	5.6%	0.0%	1.7%
70 +	0.0%	0.5%	0.1%	0.2%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.2%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

MARITAL STATUS	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Civil Partnership	0.0%	0.4%	0.0%	0.2%	0.2%	0.0%	0.1%	1.2%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.2%
Divorced	12.9%	10.1%	9.8%	9.8%	6.8%	7.8%	8.6%	8.1%	5.6%	8.3%	14.3%	0.0%	4.3%	1.0%	5.6%	5.9%	7.9%
Legally Separated	4.3%	3.2%	4.2%	3.2%	2.2%	2.8%	2.8%	1.2%	1.1%	2.8%	0.0%	0.0%	0.3%	0.2%	0.7%	0.0%	2.6%
Married	54.3%	49.5%	52.4%	59.3%	53.5%	60.7%	62.2%	66.9%	73.3%	75.0%	28.6%	100.0%	81.2%	35.7%	75.4%	76.5%	56.2%
Single	21.4%	27.2%	24.1%	17.8%	28.5%	20.6%	19.7%	11.6%	14.4%	5.6%	28.6%	0.0%	10.0%	59.8%	11.3%	11.8%	24.9%
Unknown	2.9%	8.2%	8.2%	8.1%	7.6%	7.6%	5.8%	9.9%	5.6%	5.6%	28.6%	0.0%	4.0%	3.0%	7.0%	5.9%	7.2%
Widowed	4.3%	1.4%	1.3%	1.7%	1.1%	0.5%	0.7%	1.2%	0.0%	2.8%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	1.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

ETHNIC GROUP	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	AfC Band 9	Consultant	Doctor in Training	Non Consultant Career grade	Senior Manager	Grand Total
Black or Minority Ethnic	28.6%	4.3%	3.6%	2.4%	19.8%	7.3%	7.1%	4.7%	6.7%	2.8%	0.0%	0.0%	36.8%	59.1%	57.7%	0.0%	13.8%
Not Stated	5.7%	3.5%	4.0%	3.2%	4.5%	3.5%	2.2%	2.9%	2.2%	2.8%	0.0%	0.0%	3.1%	5.2%	10.6%	0.0%	3.8%
White	65.7%	92.2%	92.4%	94.4%	75.6%	89.2%	90.7%	92.4%	91.1%	94.4%	100.0%	100.0%	60.1%	35.7%	31.7%	100.0%	82.4%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix Two

Information from Trust's recruitment system ATS

DISABILITY																												
	Attended interview	Candidate did not attend	Candidate withdrawn	Compulsory checks	Compulsory checks complete	Conditional offer made	Confirmed to interview	Hired	Invited to interview	New Shortlisted Candidates	Offer accepted	Offer declined	References requested	Regret after checks	Regret after interview	Regret after shortlisting	Reject due to unsatisfactory references	Grand Total	# Applied	% Applied	# Shortlisted	% S/L of applied	# DNA Interview	% DNA	# Attended Interview	% Attended Interview	# Offered post	% Offered post of attended interview
I do not wish to disclose whether or not I have a disability	12	7	3	0	0	4	23	3	34	103	0	1	0	0	17	68	0	275	275	0.7	104	37.8	10	9.6	37	35.6	8	21.6
No	1814	1187	881	55	146	820	2814	761	4444	12455	12	53	4	5	1725	7748	2	34926	34926	94.5	14723	42.2	2068	14.0	5397	36.7	1858	34.4
Yes	106	59	42	0	7	31	156	26	232	612	1	1	1	0	112	368	1	1755	1755	4.7	775	44.2	101	13.0	286	36.9	68	23.8
Grand Total	1932	1253	926	55	153	855	2993	790	4710	13170	13	55	5	5	1854	8184	3	36956	36956		15602		2179		5720		1934	

SEX																												
	Attended interview	Candidate did not attend	Candidate withdrawn	Compulsory checks	Compulsory checks complete	Conditional offer made	Confirmed to interview	Hired	Invited to interview	New Shortlisted Candidates	Offer accepted	Offer declined	References requested	Regret after checks	Regret after interview	Regret after shortlisting	Reject due to unsatisfactory references	Grand Total	# Applied	% Applied	# Shortlisted	% S/L of applied	# DNA Interview	% DNA	# Attended Interview	% Attended Interview	# Offered post	% Offered post of attended interview
Female	1470	956	706	44	124	682	2297	621	3634	9418	7	43	5	2	1364	5622	2	26997	26997	73.1	11957	44.3	1662	13.9	4364	36.5	1530	35.1
I do not wish to disclose my gender	5	3	1	0	0	1	9	1	11	34	0	0	0	0	6	23	0	94	94	0.3	37	39.4	4	10.8	13	35.1	2	15.4
Male	457	294	219	11	29	172	687	168	1065	3718	6	12	0	3	484	2539	1	9865	9865	26.7	3608	36.6	513	14.2	1343	37.2	402	29.9
Grand Total	1932	1253	926	55	153	855	2993	790	4710	13170	13	55	5	5	1854	8184	3	36956	36956		15602	42.2	2179		5720		1934	

RELIGIOUS BELIEF

	Attended interview	Candidate did not attend	Candidate withdrawn	Compulsory checks	Compulsory checks complete	Conditional offer made	Confirmed to interview	Hired	Invited to interview	New Shortlisted Candidates	Offer accepted	Offer declined	References requested	Regret after checks	Regret after interview	Regret after shortlisting	Reject due to unsatisfactory references	Grand Total	# Applied	% Applied	# Shortlisted	% S/L of applied	# DNA Interview	% DNA	# Attended Interview	% Attended Interview	# Offered post	% Offered post of attended interview
Atheism	217	140	91	4	19	97	349	93	532	1424	4	3	0	0	213	873	0	4059	4059	11.0	1762	43.4	231	13.1	650	36.9	220	33.8
Buddhism	9	12	1	0	0	0	16	3	24	105	0	1	0	0	10	79	0	260	260	0.7	76	29.2	13	17.1	23	30.3	4	17.4
Christianity	1265	790	608	39	119	574	1932	525	3033	8020	6	39	5	5	1172	4812	2	22946	22946	62.1	10114	44.1	1398	13.8	3751	37.1	1314	35.0
Hinduism	32	33	22	0	1	18	64	16	104	639	0	3	0	0	48	515	0	1495	1495	4.0	341	22.8	55	16.1	118	34.6	38	32.2
I do not wish to disclose my religion/belief	193	119	83	7	10	82	290	76	459	1143	3	4	0	0	190	660	0	3319	3319	9.0	1516	45.7	202	13.3	565	37.3	182	32.2
Islam	27	51	33	0	1	9	55	7	107	605	0	3	0	0	38	474	0	1410	1410	3.8	331	23.5	84	25.4	85	25.7	20	23.5
Jainism	3	1	2	0	0	1	3	0	5	13	0	0	0	0	2	6	0	36	36	0.1	17	47.2	3	17.6	6	35.3	1	16.7
Judaism	2	1	1	0	0	1	6	1	6	16	0	0	0	0	3	10	0	47	47	0.1	21	44.7	2	9.5	7	33.3	2	28.6
Other	180	101	82	5	3	71	272	67	428	1163	0	2	0	0	174	727	1	3276	3276	8.9	1386	42.3	183	13.2	503	36.3	149	29.6
Sikhism	4	5	3	0	0	2	6	2	12	42	0	0	0	0	4	28	0	108	108	0.3	38	35.2	8	21.1	12	31.6	4	33.3
Grand Total	1932	1253	926	55	153	855	2993	790	4710	13170	13	55	5	5	1854	8184	3	36956	36956		15602		2179		5720		1934	

SEXUAL ORIENTATION

	Attended interview	Candidate did not attend	Candidate withdrawn	Compulsory checks	Compulsory checks complete	Conditional offer made	Confirmed to interview	Hired	Invited to interview	New Shortlisted Candidates	Offer accepted	Offer declined	References requested	Regret after checks	Regret after interview	Regret after shortlisting	Reject due to unsatisfactory references	Grand Total	# Applied	% Applied	# Shortlisted	% S/L of applied	# DNA Interview	% DNA	# Attended Interview	% Attended Interview	# Offered post	% Offered post of attended interview
Bisexual	19	25	10	0	0	3	31	2	59	253	0	0	0	1	21	193	1	618	618	1.672	172	27.8	35	20.3	47	27.3	7	14.9
Gay	10	8	11	2	1	10	19	8	38	109	1	2	0	0	8	69	0	296	296	0.801	118	39.9	19	16.1	42	35.6	24	57.1
Heterosexual	1771	1091	839	50	144	791	2727	733	4247	11616	11	51	5	4	1673	7131	2	32886	32886	88.99	14139	43.0	1930	13.7	5235	37.0	1791	34.2
I do not wish to disclose my sexual orientation	129	123	60	3	8	49	203	45	348	1148	1	2	0	0	146	767	0	3032	3032	8.204	1117	36.8	183	16.4	383	34.3	108	28.2
Lesbian	3	6	6	0	0	2	13	2	18	44	0	0	0	0	6	24	0	124	124	0.336	56	45.2	12	21.4	13	23.2	4	30.8
Grand Total	1932	1253	926	55	153	855	2993	790	4710	13170	13	55	5	5	1854	8184	3	36956	36956		15602		2179		5720		1934	

ETHNIC ORIGIN

	Attended interview	Candidate did not attend	Candidate withdrawn	Compulsory checks	Compulsory checks complete	Conditional offer made	Confirmed to interview	Hired	Invited to interview	New Shortlisted Candidates	Offer accepted	Offer declined	References requested	Regret after checks	Regret after interview	Regret after shortlisting	Reject due to unsatisfactory references	Grand Total	# Applied	% Applied	# Shortlisted	% S/L of applied	# DNA Interview	% DNA	# Attended Interview	% Attended Interview	# Offered post	% Offered post of attended interview
ASIAN or ASIAN BRITISH - Any other Asian background	74	55	24	0	3	26	107	28	170	566	0	3	0	0	73	382	0	1511	1511	4.089	563	37.3	79	14.0	207	36.8	60	29.0
ASIAN or ASIAN BRITISH - Bangladeshi	2	6	1	0	0	0	2	0	9	49	0	0	0	0	2	42	0	113	113	0.306	22	19.5	7	31.8	4	18.2	0	0.0
ASIAN or ASIAN BRITISH - Indian	103	122	56	1	8	39	166	33	311	1330	1	6	0	1	136	981	0	3294	3294	8.913	983	29.8	178	18.1	328	33.4	89	27.1
ASIAN or ASIAN BRITISH - Pakistani	11	28	19	0	0	2	19	2	51	209	0	1	0	0	13	149	0	504	504	1.364	146	29.0	47	32.2	29	19.9	5	17.2
BLACK or BLACK BRITISH - African	95	163	88	0	4	24	182	11	359	1167	0	5	0	1	113	782	1	2995	2995	8.104	1046	34.9	251	24.0	254	24.3	46	18.1
BLACK or BLACK BRITISH - Any other black background	7	8	6	0	0	0	10	0	18	91	0	0	0	0	7	69	0	216	216	0.584	56	25.9	14	25.0	14	25.0	0	0.0
BLACK or BLACK BRITISH - Caribbean	17	6	7	1	1	3	20	4	32	110	0	0	0	0	14	77	0	292	292	0.79	105	36.0	13	12.4	40	38.1	9	22.5
I do not wish to disclose my ethnic origin	11	13	13	0	0	5	23	3	46	200	0	1	0	0	17	154	1	487	487	1.318	133	27.3	26	19.5	38	28.6	10	26.3
MIXED - any other mixed background	8	7	2	1	0	4	11	2	16	35	0	0	0	0	5	16	0	107	107	0.29	56	52.3	9	16.1	20	35.7	7	35.0
MIXED - White & Asian	5	3	2	0	1	1	11	1	15	61	0	0	0	1	8	45	0	154	154	0.417	48	31.2	5	10.4	17	35.4	4	23.5
MIXED - White & Black African	6	3	6	2	1	0	9	2	11	44	0	0	0	0	4	30	0	118	118	0.319	44	37.3	9	20.5	15	34.1	5	33.3
MIXED - White & Black Caribbean	7	4	1	1	1	4	8	5	13	27	0	0	0	0	4	13	0	88	88	0.238	48	54.5	5	10.4	22	45.8	11	50.0
OTHER ETHNIC GROUP - Any other ethnic group	26	19	15	1	2	9	40	8	66	286	0	0	0	0	32	212	0	716	716	1.937	218	30.4	34	15.6	78	35.8	20	25.6
OTHER ETHNIC GROUP - Chinese	6	6	5	0	1	5	17	3	25	94	0	0	0	0	10	69	0	241	241	0.652	78	32.4	11	14.1	25	32.1	9	36.0
WHITE - Any other white background	76	55	52	3	4	32	126	31	215	770	1	3	0	0	88	533	0	1989	1989	5.382	686	34.5	107	15.6	238	34.7	74	31.1
WHITE - British	1457	742	618	41	127	687	2208	639	3296	8009	11	34	5	2	1314	4569	1	23760	23760	64.29	11182	47.1	1360	12.2	4318	38.6	1547	35.8
WHITE - Irish	21	13	11	4	0	14	34	18	57	122	0	2	0	0	14	61	0	371	371	1.004	188	50.7	24	12.8	73	38.8	38	52.1
Grand Total	1932	1253	926	55	153	855	2993	790	4710	13170	13	55	5	5	1854	8184	3	36956	36956		15602		2179		5720		1934	