



EQUALITY & DIVERSITY WORKFORCE ANALYSIS

January 2017

Contents

<i>Contents</i>	1
<i>1. Introduction</i>	2
<i>1.1. The Trust</i>	2
<i>1.2. This Report</i>	3
<i>2. Workforce Composition</i>	3
<i>1.1. Age</i>	4
<i>1.2. Sex</i>	6
<i>1.3. Ethnicity</i>	7
<i>1.4. Disability</i>	9
<i>1.5. Religion or Belief</i>	10
<i>1.6. Sexual Orientation</i>	11
<i>1.7. Gender Reassignment</i>	12
<i>1.8. Marital Status</i>	12
<i>1.9. Pregnancy and Maternity</i>	12
<i>3. Recruitment</i>	13
<i>4. Promotions</i>	14
<i>5. Training and Development</i>	15
<i>6. Pay</i>	16
<i>7. Flexible Working</i>	17
<i>8. Employee Relations</i>	17
<i>9. Progress & Achievements</i>	18
<i>10. Next Steps</i>	18
<i>Appendices</i>	0
<i>Workforce Demographics</i>	0
<i>Promotions</i>	3
<i>Recruitment</i>	5
<i>Part Time Demographics</i>	8
<i>Employee Relations</i>	9

1. Introduction

1.1. The Trust

The Walton Centre NHS Foundation Trust is unique - we are the only specialist hospital trust in the UK dedicated to providing comprehensive neurology, neurosurgery, spinal and pain management services.

Our specialist staff offer a world-class service in diagnosing and treating injuries and illnesses affecting the brain, spine and peripheral nerves and muscles, and in supporting patients suffering from a wide range of long-term neurological conditions.

Our Neurosurgery Department is one of the biggest and busiest in the UK, performing around 3,000 elective surgical cases, 2,000 emergency surgical cases and 400 day case procedures each year. Our Neurology Department operates network of almost 50 satellite clinics at hospital and GP practice sites around the region, bringing our services closer to the homes of the 3.5 million people in our catchment area. We are the region's specialist centre for spinal services, and also one of the largest in the country. In September 2015, we were announced as a NHS Vanguard which gives us national support to develop our neurology and spinal services further. Our neuroradiology service is the most comprehensive in the UK, with four MRI scanners, including an open scanner for claustrophobic patients; two biplane intervention rooms and the most advanced CT scanner available. Our Pain Management Programme is regarded as a model of best practice for helping patients with severe and chronic pain. We host the Cheshire and Merseyside Rehabilitation Network, ensuring that patients receive rehabilitation services at the location and level of care most appropriate to their need; and we are one of only four hospitals in the country to provide hyper acute rehabilitation care. We also have a dedicated Neuroscience Research Centre which runs a range of research studies, linking with partners in industry, academia and the NHS.

Today over 1,400 staff work for The Walton Centre, and we treat more than 100,000 patients each year with conditions including:

- ◆ Head and spinal trauma injuries
- ◆ Tumours of the central nervous system, both cranial and spinal
- ◆ Neurovascular diseases
- ◆ Epilepsy (including a full surgical programme)
- ◆ Movement disorders (including the provision of a deep brain stimulation service)
- ◆ Pain, with a particular focus on trigeminal neuralgia
- ◆ Multiple sclerosis and motor neurone disease
- ◆ Chronic neuropathic pain, facial pain, headache and migraine

This year the Trust was rated as 'Outstanding' following an inspection by the Care Quality Commission earlier in the year, making us only the second specialist NHS trust nationally to be given this rating. We are also the first specialist NHS trust in the country to be rated as outstanding without any areas deemed as needing improvement.

The result follows on from a number of other significant achievements, including being in the Nursing Times' top 10 for nursing care and one of the top 10 places to work in the NHS by the Health Service Journal. The Trust was also named as an exemplar in Health and Wellbeing for the rest of the NHS, became an NHS Vanguard and also has Investors in People Gold status – a quality kite mark which reflects the Trust's commitment to its workforce and their development.

As well as taking every step to ensure the best possible patient care the Trust is committed to creating an environment where all employees are equally valued and respected, with equal access to all employment opportunities.

1.2. This Report

This report collates and analyses the equality profile of all staff employed by the Walton Centre between 1 January 2016 and 31 December 2016. The majority of the data has been drawn from the Electronic Staff Records (ESR) system with some data also being taken from NHS Jobs and internal databases used for recording training and HR processes. Comparisons have been drawn to the previous years' reports to illustrate any changes and where progress has been made, or not should this be the case.

In previous years analysis has been done of average salary by protected characteristic. This has not been included this year as it has been shown that average is not a particularly meaningful way of looking at pay differences due to the ability of one figure to significantly skew all results. Gender Pay Gap reporting is due to be introduced from April 2017 and it is therefore hoped that this will enable greater, more meaningful and thorough analysis to take place so that if there are any difference these can be identified and addressed as appropriate.

The Trust uses this data, alongside internal assessments, to ensure that policies, procedures, practices and organisational culture does not unfairly discriminate against staff based on their protected characteristics. This information is also used to shape the Trust's equality and diversity action plan to improve future outcomes for both staff and patients moving forward.

The report is approved by Trust Executives before publication and is also taken to Trust Board, Patient Experience Group (which includes Healthwatch colleagues) and internal staff committees.

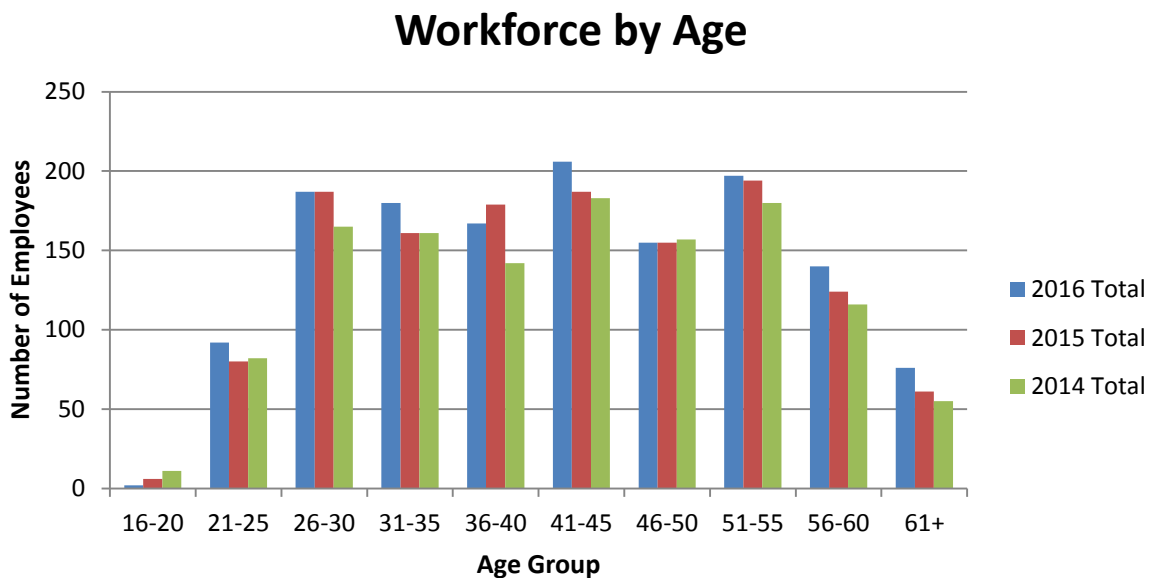
2. Workforce Composition

As of the 31 December 2016 the Walton Centre employed 1402 staff members. This is an increase of 68 employees since 2015 and a total increase of 150 employees since 2014.

The following subsections break down the workforce by each of the protected characteristics recorded in ESR. A copy of the full data is provided in the Appendix. Where possible, comparisons have been drawn to the local Liverpool population as reported in the 2011 Census to consider alignment to local demographics.

1.1. Age

Analysis of Overall Workforce



Numbers remain fairly evenly spread between all age groups from 26 through to 55 with a peak between 41 and 45. Whilst the number of employees between 56 and 60 is less than each group between 26 and 55 the number within this age bracket has continued to increase year on year. The number of employees over 61 has also continued to increase in the same manner. These changes are in line with expectation given the aging population and national economic changes. Supporting this, the Trust has experienced a significant increase in the number of retirements this year, in particular the number of retire and returns.

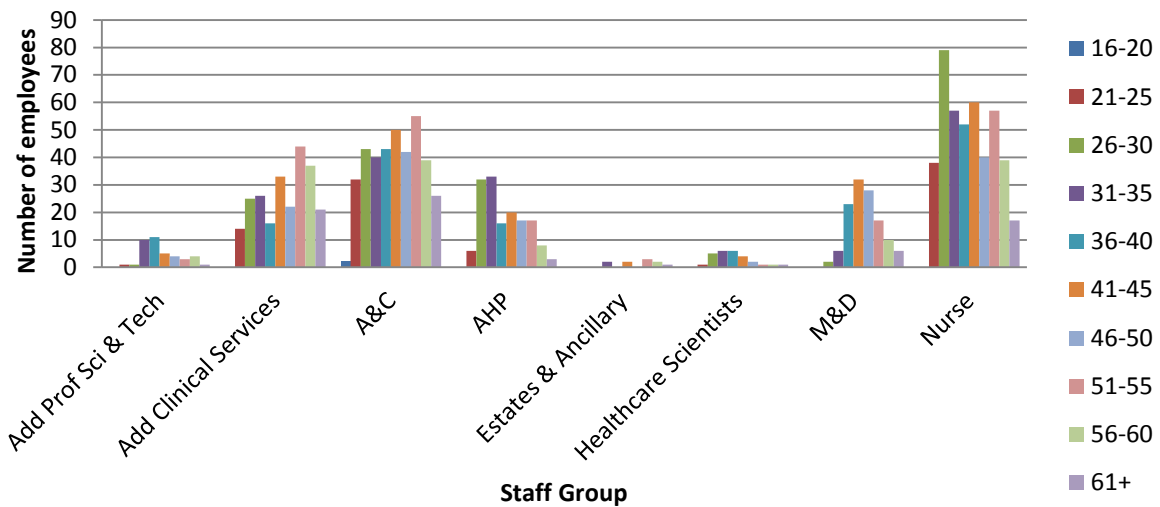
The numbers of employees within age groups 21-25, 31-35, and 41-45 have all noticeably increased this year. There has been a change in the most common age group this year from 51-55 to 41-45.

The number of employees aged 30 or under remains constant (20.5% in 2015 and 20.0% in 2016); this remains below the 26.8% reported as between 15 and 29 within the local population (Census, 2011). This lower percentage will be in part due to the level of qualifications required for most posts within the Trust. There has however been a further decrease in the number of employees under 20. Changes from 2014 which require all under-18s to remain in education or training may have contributed towards these changes despite the Trust is continuing to promote several programmes to encourage employment of younger age groups, including apprenticeships, collaboration and mentorship programme with a local school.

The number of employees aged 46 and above also remains consistent from last year (40.08% in 2015 and 40.5% in 2016). This remains well above the 23.8% reported as between 45 and 64 years in the local population (Census, 2011).

Analysis by Staff Group

Staff Group by Age



Analysis by staff group shows that the highest proportion of Registered Nurses are between 26 and 30, this remains unchanged from previous years. Also consistent with last year, 26% of Nurses are aged 51 or above and 27% are aged 30 or under. Similar to Registered Nurses, 26.6% of Medical staff are aged 51 or above and this also is consistent with last year. Further consistencies with previous years are the age group 51-55 representing the highest proportion of staff for Additional Clinical Services, Admin & Clerical and Estates & Ancillary. However, for Allied Health Professionals (AHP's) 31-35 has become the highest proportion, although 26-30 is a close second.

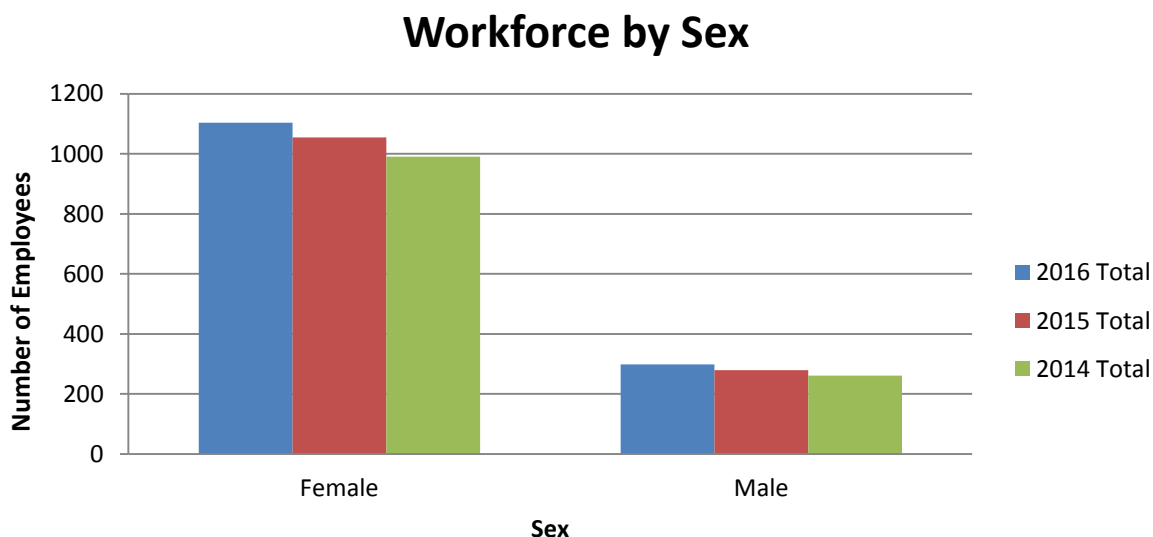
No analysis has been done between age senior managers/directors since these relationships will always be highly skewed due to the nature of career pathways.

Staff Survey

We are currently waiting for the full 2016 Staff Survey results to be published however the 2015 results show that 3% of respondents felt they had been discriminated against because of their age; this is an increase from 1% in the previous year and is 1% higher than the average for acute specialist Trusts. It is unknown whether this discrimination is from patients, visitors or colleagues.

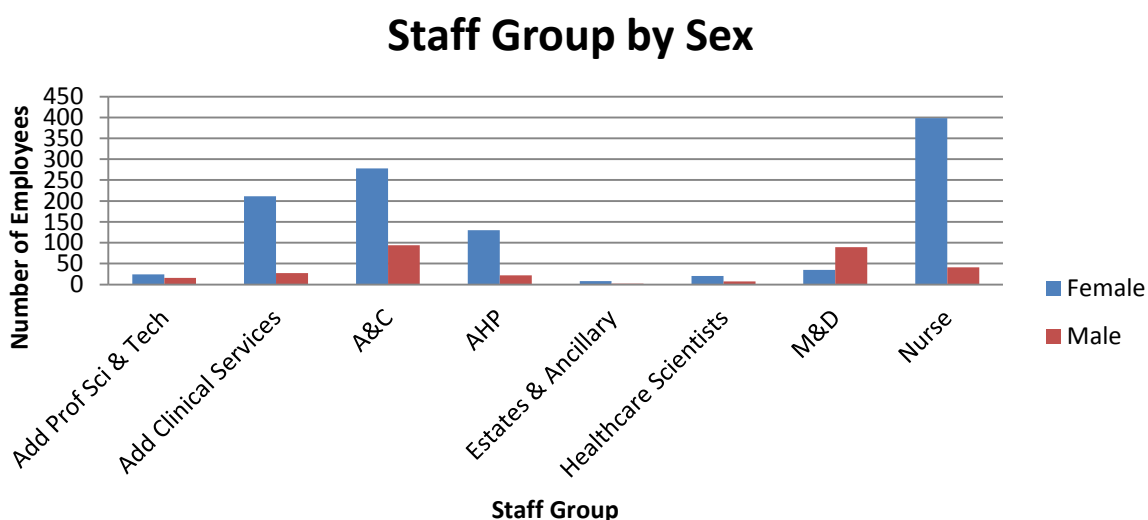
1.2. Sex

Analysis of Overall Workforce



Females continue to make up the majority of the workforce at 78.7%. This is a slight reduction from last year (79.9%) and the previous year (79.2%) however, the gender split shows a consistent pattern as highlighted in the graph above. Whilst this is not consistent with the local population where approximately 50.6% are female (Census, 2011) it is similar to the national NHS demographics off 77% reported by NHS Employers (General and Personal Medical Services in England 2005–2015).

Analysis by Staff Group



Females represent the majority of each staff group with the exception of Medical staff. Females only account for 28.2% of the Medical workforce. This is a slight decrease from 29.4% last year but remains a notable increase from 17.6% in 2012. This figure is still below the 45% reported by NHS Employers (although it should be considered that this figure also includes Dental staff and GP's).

The most significant split between males and females remains within Registered Nurses where 90.6% are female, albeit this is a very slight decrease from 92% last year. This is followed by Additional Clinical Services where 88.6% are female, an increase from 86% in 2015.

The breakdown of senior managers (Bands 8a and above) remains broadly consistent and mirrors that of the workforce as a whole with 78.1% being female (79.4% in 2014). However, this representation changes at Director level (including non-executive Directors) where only 25% are female (3 individuals). This is a decrease from 35.7% in 2015 however, will increase back to 33.3% in April 2017.

Staff Survey

As explained above whilst we do not yet have the 2016 results the 2015 Staff Survey results show that 2% of respondents reported feeling they had been discriminated against because of their sex; this is a 1% increase from 1% the previous year but is in line with the average for acute specialist Trusts. It is unknown whether this is from patients, visitors or colleagues.

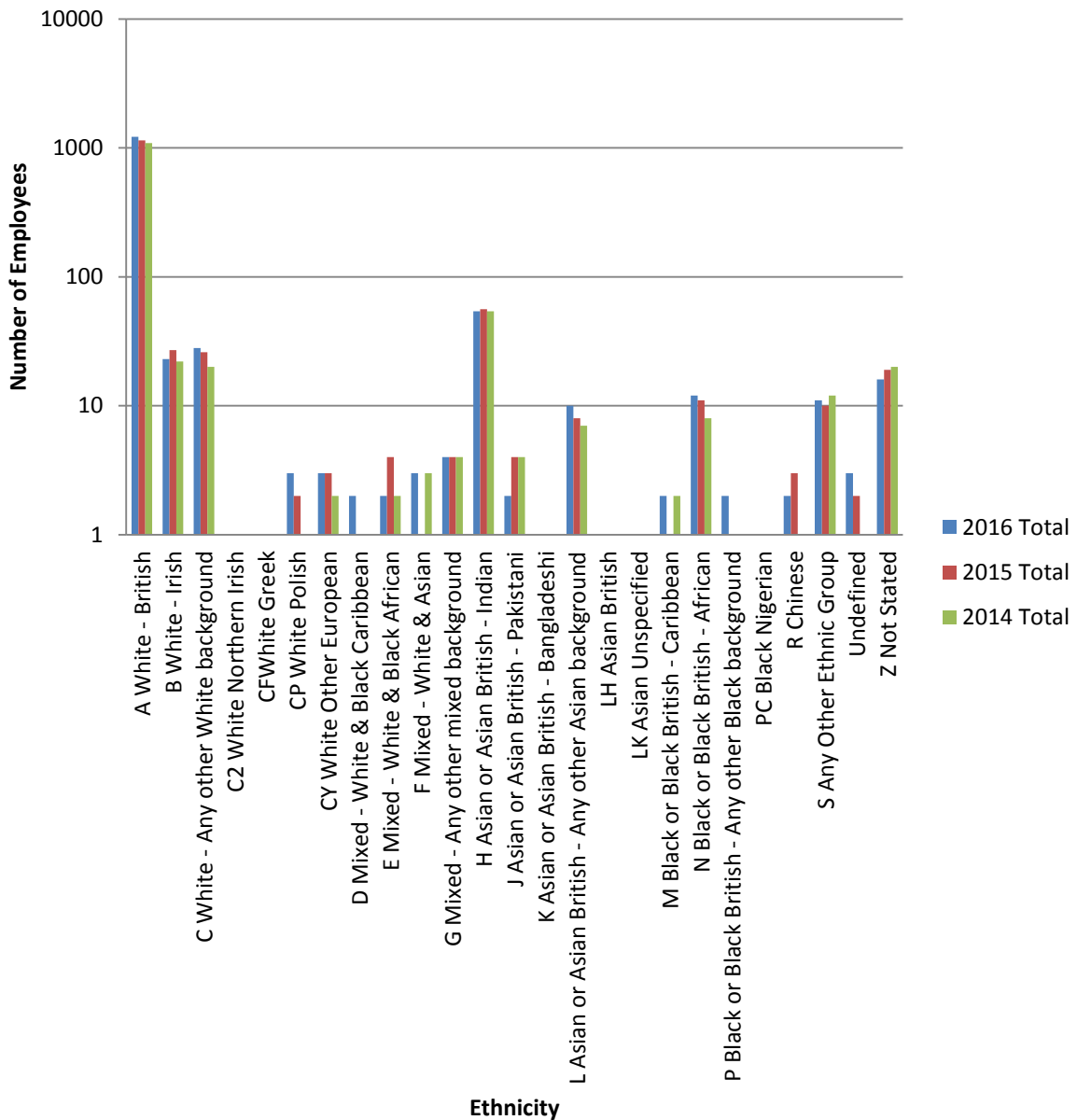
1.3. Ethnicity

Analysis of Overall Workforce

As at 31 December 2016, 90.9% of the workforce identified themselves as White (including all White ESR Categories); this remains consistent with 90.3% in 2015. Although this figure is higher than the national NHS statistics it is broadly in line with the Liverpool population where 88.9% are estimated to be White British, Irish or Other (Census, 2011).

By comparison, 7.8% of the workforce identify themselves as Black and Minority Ethnic (BME). This has decreased slightly from 8.1% last year and falls below that of the Liverpool population where 11.1% are reported to be BME (Census, 2011). 'Asian or Asian British – Indian' remains the highest within the BME groups, although this has reduced for second year to 3.85% (from 4.31% in 2014). There has been a further reduction in the percentage not declaring their ethnicity from 1.57% to 1.36%. This is positive in terms of improving the quality of our workforce data monitoring.

Workforce by Ethnicity



Analysis by Staff Group

The highest proportion of BME staff remains within the medical workforce. However, this has reduced to 33.9% from 41.2% last year. This is the first decrease since we began reporting. Similarly, Registered Nurses remain the second most diverse staff group with BME staff accounting for 10.5%; consistent with 10.4% last year. The percentage of BME staff within Senior Managers (Bands 8a and above) has increased this year but remains significantly below the overall representation in the workforce. There remains no BME representation within the Directors. This remains an area highlighted on the WRES analysis and associated action plan.

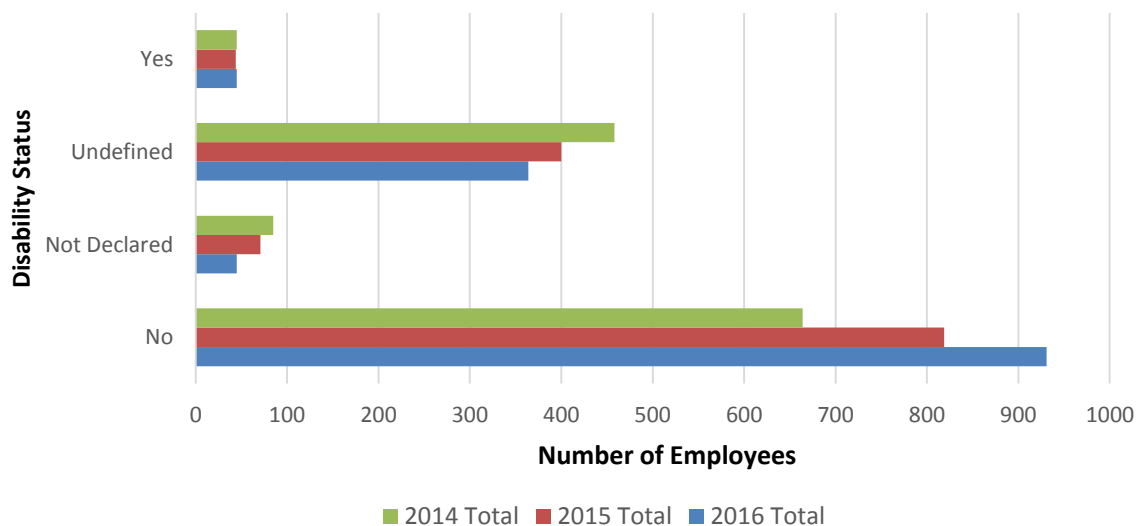
Staff Survey

According to the most recent Staff Survey results available 2% of staff reported that they had been discriminated against based on their ethnicity. This has decreased by 1% from 3% which is the average for acute specialist Trusts. The most recent report, for which we currently only have summary data, shows that 88% of respondents felt the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age. This remains consistent with the previous two years results.

1.4. Disability

Analysis of Overall Workforce

Workforce by Disability



The number of staff whose disability status is unknown has decreased again for a fourth year running, reducing from 30.0% to 26.0%. Whilst this still needs further work, and it is hoped this will be picked up through the upcoming disability awareness planned, this has decreased significantly from 73.4% in 2012. The number of employees choosing not to declare has also decreased again this year from 5.3% to 4.42%. The number of staff declaring a disability has remained consistent at 3.2% (3.3% in 2015). However, this remains below the estimates given for the local working age population (16-64 years) where 17.9% identify themselves as having a limiting long-term illness or disability (Census, 2011).

Analysis by Staff Group

The areas with highest undisclosed rates are within Healthcare Scientists and Nursing. Analysis by staff group shows that there are no employees who have declared a disability in Healthcare Scientists or Medical Staff and the highest numbers are within Admin & Clerical and Nursing. As the numbers are small no further details can be shared.

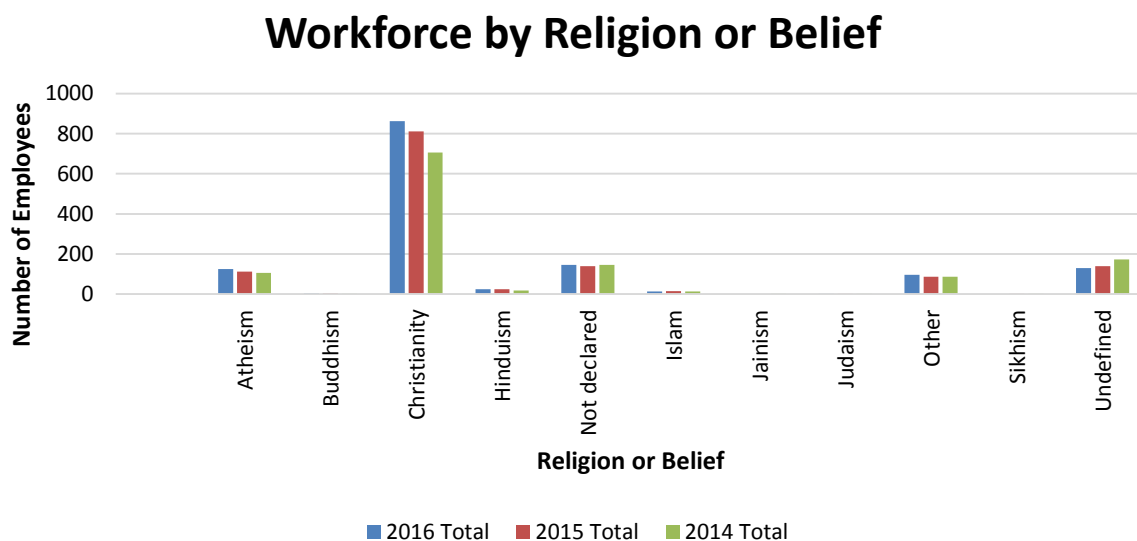
Staff Survey

The summary data from the most recent Staff Survey (2016) reports that 19% of the respondents classed themselves as having a long-standing illness, health problem or disability this is a further increase from 17% in this last report and suggests continued under-reporting at Trust level.

The full findings from the 2015 Staff Survey show that 0 respondents reported feeling that they had been discriminated against because of a disability; this is an decrease from 1% last year and very positive, however it is important to ensure this is not under-reported due to fear of reprisal. In response to whether the Trust has made adequate adjustment(s) to enable them to carry out their work 73% said yes. However, this is a notable decrease from 86% the previous year. It is hoped the 2016 findings will show an increase given the launch of an individual tailored reasonable adjustment template at the end of 2015. The point of which is to ensure an accurate, confirmed record of reasonable adjustments required and agreed.

1.5. Religion or Belief

Analysis of Overall Workforce



Christianity remains the most prevalent religion/belief at 61.6%; this is a slight increase from 60.9% last year and notable increase from 49.3% in 2013. However, this remains slightly lower than the demographic figure for Liverpool of 71% (Census 2011). The percentage not wishing to disclose has remained constant at 10.3% (10.4% in 2015) but the percentage not recorded has decreased for a fourth year running to 9.3% (27.3% in 2012)

Analysis by Staff Group

There does not appear to be any particular pattern with regard to religion or belief across different staff groups, including senior managers and Directors, or across average salaries.

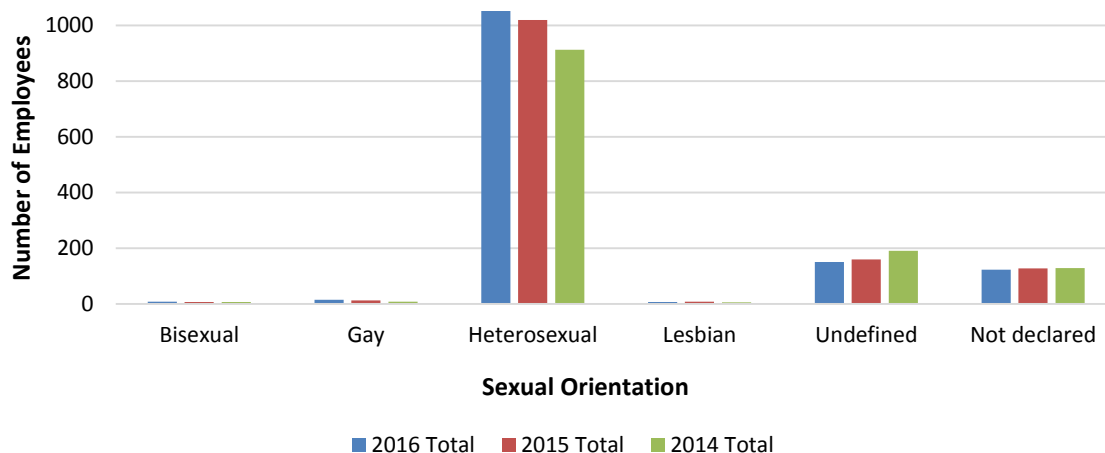
Staff Survey

The most recent Staff Survey results also show 0% of staff reporting that they had been discriminated against because their religion or belief (a decrease from 1% the previous year). This is another very positive finding.

1.6. Sexual Orientation

Analysis of Overall Workforce

Workforce by Sexual Orientation



The percentage of the workforce identifying themselves as heterosexual has increased again to 78.4% (76.5% in 2015). The number of employees identifying as gay and bisexual has also increased. The number not wishing to disclose and the number undefined have also both decreased again (8.8% from 9.5% and 10.7% from 12.0% respectively).

Although there is limited information available for the local Lesbian, Gay and Bisexual (LGB) population the Government has estimated that 5-7% of the National population identify as LGB. Based on this figure, despite the small increases described above, the Trust is underrepresented in relation to LGB. However, it is difficult to draw meaningful conclusions without accurate data for the local community.

Analysis by Staff Group

Analysis by staff group remains consistent with last year. All sexual orientations are represented within Nursing, Additional Clinical Services, Additional Prof Scientific & Technical and Admin & Clerical areas. In comparison, there is very limited variation shown within Estates, Healthcare Scientists and Medical staff. Senior Managers and Directors actually have greater variation than the overall workforce, with the exception of Bisexual.

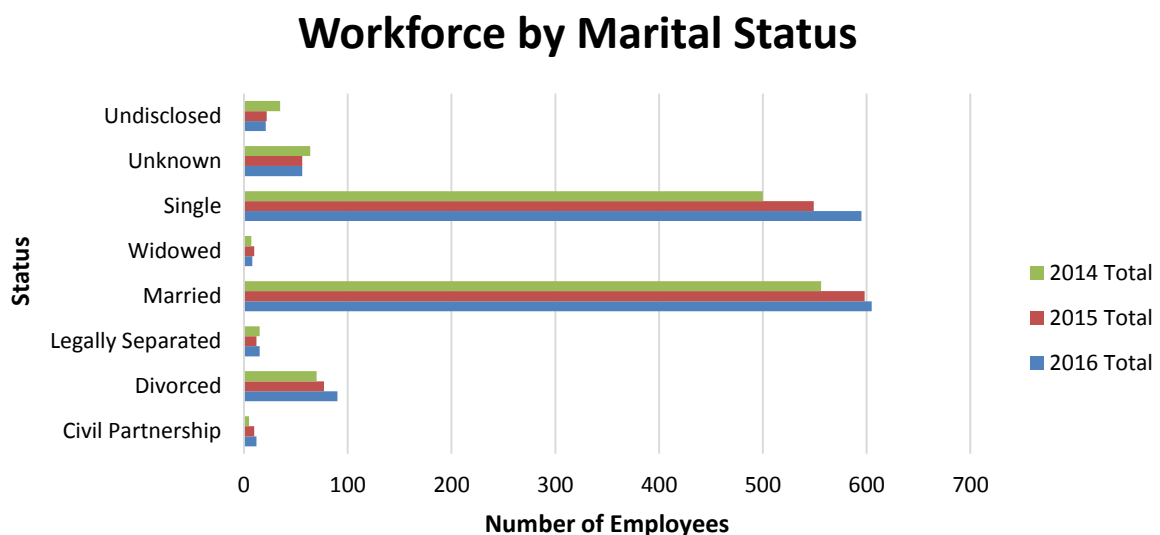
Staff Survey

The most recent Staff Survey results also show 0% of staff reporting that they had been discriminated against because their sexual orientation; another very positive finding.

1.7. Gender Reassignment

Due to the fact that data regarding gender reassignment is protected sensitive information the Trust does not currently collect this due to the limitations on the storing of such data. However, the Trust does provide support for trans staff; including information on all adverts placed on NHS jobs regarding alternative options for completion of DBS documentation, a Transgender Staff Support Policy and specific transgender awareness training sessions (upon request) to increase understanding amongst staff.

1.8. Marital Status

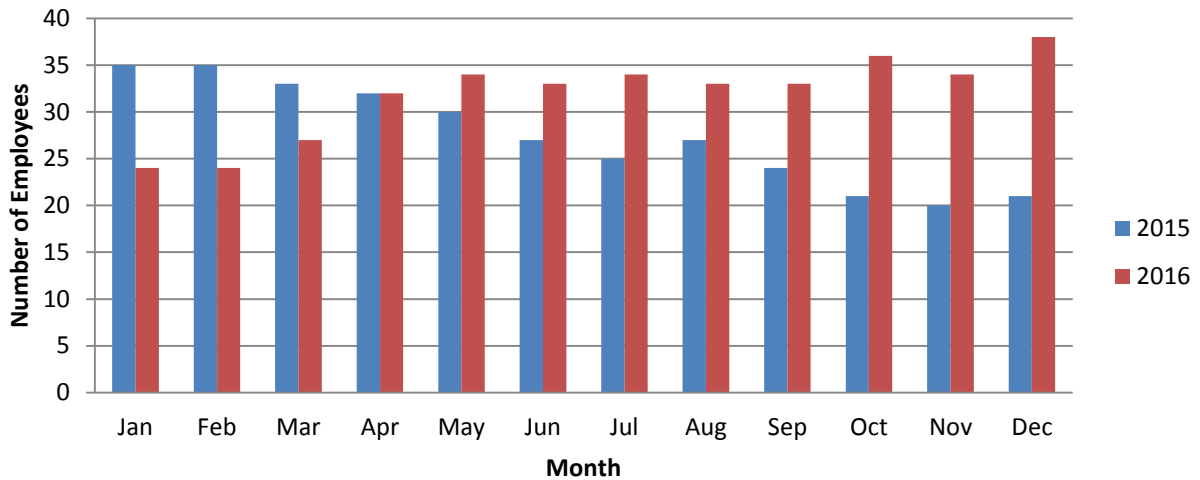


There remains a minimal difference between the number of staff recorded as single and the number recorded as married. The number of staff for whom the Trust has no marital status recorded has decreased for the fourth year running (5.85% to 4.0%).

1.9. Pregnancy and Maternity

The Trust does not collect data on members of staff who are pregnant, although data is collected on staff on maternity leave. As of 31 December 2016 a total of 38 employees were recorded as being on maternity leave. This is higher than the 21 reported on the same date last year. The Trust also offers paternity leave and shared parental leave.

Maternity Leave



3. Recruitment

The in-house recruitment team continues to use NHS jobs to advertise and recruit to vacancies. This system allows the Trust to capture monitoring information and also provides applicants with information about the Equality Act 2010, including protected characteristics and discrimination.

Although monitoring information is collected from applicants, recruiting managers are unable to see these details. Until shortlisting has taken place recruiting managers are also unable to view the individual's name and right to work status. The aim of this is to prevent managers not shortlisting an applicant because they may require a work permit, and thereby indirectly discriminate. It also prevents them being able to work out their gender from their name so they can't discriminate on that basis either.

The Trust remains a Disability Confident employer (previously referred to as Two Ticks), and therefore continues to guarantee an interview to all applicants who declare that they have a disability and would like to be considered under this scheme, providing they meet the essential criteria for the vacancy. The data shows that the percentage of staff with a disability who were shortlisted (30.3%) was equal to the percentage of those stating they do not have a disability (29.7%). Although not all applicants with a disability choose to be considered under the Disability Confident scheme, it is possible that this scheme has contributed to this level of equality. The percentage of staff with a disability going on to appointment is 15.7%; this is lower than the percentage without a disability (19.3%). Although this may look poor on initial viewing the data will be skewed because of the guaranteed interview. This is because once at interview it becomes a level playing field and some of the other candidates shortlisted are likely to also have desirable skills or experience which will benefit them in the interview, whereas individuals using the guaranteed interview scheme may not as they do not need to in order to be shortlisted.

Detailed data showing the breakdown of all applicants, shortlisted candidates and appointed applicants, between 1 January and 31 December 2016, by each of the

protected characteristics recorded on NHS jobs, can be found in the Appendices. The system does not record gender reassignment or pregnancy and maternity.

General analysis shows that the majority of applications are from females (73.1%), in line with national NHS figures. Females are also more likely to be shortlisted than men, based on percentage shortlisted compared to applied (31.3% and 24.1%). However, men appear slightly more likely to be appointed from shortlisting compared to females at 20.8% and 19.4% respectively.

In relation to ethnic origin, the percentage shortlisted to appointed is 21.4% for White applicants compared to 12.6% for BME. The percentage difference for applied to shortlisted is 29.4% vs 25.3% it is important to note that recruiting managers do not see personal details at this stage nor the individual's right to work status. One reason for this reduced percentage for BME applicants may be qualification level or registration status. The percentage applied to appointed is closer at 6.2% (White) and 3.2% (BME). Due to resident labour market test restrictions and changes to immigration rules the ability to get VISA's has become more difficult and may start to contribute to these figures.

Analysis by age is limited to applied and shortlisting as the age groups used on NHS Jobs do not match those stored in ESR (where the appointed data is drawn from to make comparisons). Based on the data available those under 18 (57.1%) and those over 70 (100%) were most likely to be shortlisted from applied; however the small numbers will likely skew this. Applicants aged 35 – 59 were most likely to be shortlisted. Again, the people shortlisting cannot see the applicant's age so reasons for this may be that they have more experience than the younger applicants.

Analysis by religion or belief shows no significant discrepancies or patterns. In terms of sexual orientation there are also no significant differences between the categories for application to shortlisting. The same appears true for appointments with the percentage from shortlisted to appointed actually being highest for gay. These figures will be affected by the small numbers and these details are unknown to the recruiting manager, unless the candidate should choose to inform them for any reason. Finally, no concerning differences were noted in terms of marriage and civil partnership.

4. Promotions

Between 1 January and 31 December 2016, 163 employees have increased by one band or more. This could be due to a promotion, acting up period or a re-banding exercise. This compares to 127 employees last year and reflects further, continued development and growth of internal talent.

Of the 163 staff promoted 85.3% were female. This is an increase from 80.3% last year and is above the overall workforce demographic. This will be monitored to ensure this does not become a pattern. Only 4.9% of promotions were from a BME background. Whilst this is below the overall workforce this is an increase from 3.9%. This is an area which the Trust continues to work on. Following implementation of the Workforce Race equality standard (WRES) the Trust set up a BME staff network and whilst the group does not regularly meet it allows communication of upcoming

training and events to be shared directly. The Trust is also in the processes of establishing a Reciprocal Mentoring Scheme in conjunction with other local Trusts a primary objective of which is to support the development of BME staff.

The percentage of promoted staff recorded as having a disability was 3.68%, this is in line with the overall workforce demographics although a decrease from 9.45% last year; this is likely due to the small numbers concerned. Promotions by age show that employees aged 26-30 are most likely to be promoted and the number gradually decreases through the subsequent age groups, whilst this doesn't mirror the Trust demographic it is perhaps typical of career pathways. The figures for LGB do not show great variation with smaller figures compared to the overall workforce. This will also continue to be monitored to ensure this does not become a pattern. The same is true for Religion or Belief, although there is some variation (see Appendix for further information).

Staff Survey

The most recent Staff Survey (2016) results show that 88% of respondents felt that the Trust provides equal opportunities for career progression or promotion. This remains consistent from 2015, which was in line with the national average acute for specialist Trusts.

Analysis of the full data from 2015 (most up to date results available) for this question by protected characteristic shows 89% of BME staff felt there were equal pay opportunities compared to 88% for White staff. The figures are relatively consistent for age with the exception of over 51 where this decreases from 90% to 76%. There is a small discrepancy between people with a disability (85%) and those without (89%), the percentage for employees with a disability has increased from 83% in the previous year; those without remains unchanged. There is also a difference between men at 93% (unchanged) and females at 86% (compared to 87% previous year). Despite this, the actual promotion data shows there was a higher percentage of females promoted compared to the overall Trust statistics.

In relation to staff group / division the lowest percentage was found in Admin and Clerical at 79%, this is a change from last year when I was Nursing and Healthcare Assistant at 70%; this has increased to 83% in the 2015 results. In terms of Divisional breakdown this is equal at 92% for Corporate and Neurology but only 80% for Surgery.

5. Training and Development

A total of 252 applications were made by non-medical staff for non-mandatory training courses between 1 January and 31 December 2016. This is quite a significant decrease from 407 last year. Of these, 246 were approved and only 6 were declined. No applications were cancelled this year. Full analysis can be found in the Appendix. There are some gaps; those recorded as 'not captured' refers to employees who have applied for training during the period 1 January 2016 and 31 December 2016 but were not employed when the workforce data was pulled.

The general findings show no concerning aspects. In comparison to last year there is no over-representation of females applying for training. There is however still an under-representation of BME staff, compared to the overall workforce demographics. This is something that is being addressed through targeted correspondence to BME staff (see Progress / Achievements). The percentages of applications by age group, sexual orientation and religion or belief are all comparable with the workforce demographics. The percentages by disability are also broadly in line with overall demographics, albeit with a slight over-representation for staff without a disability, a change from a slight under-representation last year.

For medical staff employed by the Trust a total of 482 applications were made, all of which were approved. However, 32 of these were subsequently cancelled by the employee or training provider. The total 482 includes multiple applications from employees, representing 114 individual employee's altogether. This is a slight increase on the 455 applications in 2015. Analysis of those requesting training by protected characteristics (see Appendix) seem in line with the demographics of the medical workforce. For example, the proportion of females in the medical workforce is 28.2% and 26.7% of applications were from female medical staff (it is worth noting that 9.1% cannot be analysed due to recorded errors).

In regards to appraisals a total of 387 employees (excluding medical staff) did not have an up to date PDR's as at the end of December 2016. Whilst most figures seem to be representative of the overall workforce there are a slightly higher percentage of BME staff who do not have an up to date PDR compared to the overall workforce at 10.59% compared to representing 7.8%. This is something that will require further consideration and monitoring.

6. Pay

The Trust uses the Agenda for Change job evaluation scheme to ensure that all jobs are banded fairly and equally. The HR Department checks each job description prior to advertisement to ensure that all jobs have been banded.

The Agenda for Change pay scale sets out clear amounts for basic salary for all bands, including incremental progression in line with length of service. This process helps to ensure equal pay across all employees. Medical staff also have a system which aligns different role types with defined salaries and progression scales. On appointment to any role the HR Department ensure that the appointee is placed on the appropriate point of the relevant band, based on their previous service / experience.

The Trust is aware that there are additional earnings (i.e. enhancements, overtime etc.) which although standardised could result in certain individuals earning more than others. Analysis of this is an area that has not yet been looked into in more detail however, Gender Pay Gap analysis will be introduced from April 2017 and it is hoped this will enable easier reporting on this by protected characteristics.

7. Flexible Working

The profile for flexible working shows that 75% of employees work full time (37 hours per week or more) whilst a quarter (350 staff) work part time hours. This remains consistent with previous year's figures (74.9% in 2015). Of this number 91.4% are female; this is a slight reduction from 93% last year but remains in line with national figures. This is likely to reflect the fact that females are more likely to be carers and/or have primary responsibility for childcare, therefore requiring more flexible working arrangements to support this, although flexible working is open to all employees regardless of any protected characteristic, service provision permitting.

Staff Survey

There were no real differences in response to the question regarding career progression in the 2015 Staff Survey results for part time and full time staff (87% and 88% respectively).

8. Employee Relations

The Trust monitors the protected characteristics (as recorded on ESR) for all individuals involved in disciplinaries, grievances (those who raised the concerns), bullying and harassment and capability cases. Between 1 January 2016 and 31 December 2016 there were a total of 28 cases, this is an increase from 21 cases last year. However, this is similar to 27 cases in 2014 and 31 in 2013.

Due to the small number, cases have been grouped together to avoid identification of individuals, some demographics have also had to be grouped together for the same reason. There is a higher proportion of BME staff compared to the workforce demographics (14.3% compared to 7.8% in the workforce). However, it should be noted that two of these were grievances raised rather than disciplinaries. The proportion of BME employees having a disciplinary investigation is a little more in line with the Trust demographics at 9.5%. This is an area that is monitored via the Workforce Race Equality Standard (WRES) as well as through this analysis. There is also a higher proportion of males compared to the overall workforce at 25% compared to 21.3% of the workforce. Again this includes a number of grievances, and the figure for disciplinaries is actually lower than the Trust demographics at 19%. The figures for disability are in line with the overall workforce demographics which is positive as there has been a higher percentage compared to the workforce statistics for the last two year. However, there is a higher proportion of Gay employees compared to the workforce at 10.7% compared to 1%; this again reflects grievances rather than purely disciplinary investigations.

Due to the differences identified all cases has been reviewed. It has been confirmed that all disciplinary investigations were necessary and appropriate. Grievances are raised by the individual themselves. Therefore, there is no concern of detrimental treatment at this time. However, the HR Department will continue to monitor these statistics going forward to ensure that this is not a continued theme.

9. Progress & Achievements

- Trust has the Navajo Charter Mark. This is an equality mark sponsored by In-Trust Merseyside & Sefton Embrace and supported by the LGBTI Community networks across Merseyside. It is a signifier of good practice, commitment and knowledge of the specific needs, issues and barriers facing lesbian, gay, bisexual, and transgender (LGBT) people in Merseyside. Navajo looks at employment practices and how services are inclusive for LGBTI people.
- A Reciprocal Mentoring scheme has been set up in conjunction with local Trust's. The aim of which is to support employee's from minority groups to further their development. The idea is that a senior leader is paired with an employee and whilst many elements of traditional mentoring relationships are present, the role of the 'mentee' is unique as they will also be able to share their experience and insight of what it means to be an employee of the Trust from a BME background or with a disability – hence making it reciprocal mentoring.
- Whilst no further face to face meetings have taken place for the BME Network numerous updates and opportunities have been sent directly to this group of staff. This has included the Reciprocal Mentoring opportunity, Coaching Course, representative for regional BME group, Stepping Up Programme aimed at developing black, Asian and minority ethnic (BAME) colleagues in bands 5 – 7 and the Ready Now Programme for bands 8a and above.
- Equality Training has now been made mandatory on a three yearly basis. This will ensure all staff have a refresher and remain up to date with any future changes as previously this was only a one off session on induction.
- Following our CQC Inspection in April the Trust was awarded Outstanding. This makes us only the second specialist NHS trust nationally to be given this rating. We are also the first specialist NHS trust in the country to be rated as outstanding without any areas deemed as needing improvement.
- For Health and Wellbeing the Trust has also been re-accredited with the Workplace Wellbeing charter, and being named as one of only twelve exemplar Trusts across the country (the only Trust in the North West).
- Maintained Berwick Sessions and Schwartz Rounds to support staff understanding, development and engagement.
- In June 2016 the Trust hosted its fifth annual open afternoon which was another huge success with record attendance at the careers lectures and various stalls and activities.

10. Next Steps

- Develop level 2 training for managers and those responsible for recruiting

- Embed Equality Impact Assessment's in the electronic Quality Impact Assessment for CIP's to ensure these aspects are both completed together
- Publish Gender Pay Gap reporting information and analyse findings
- Promote awareness of why it is important for staff to declare / report they have a disability.
- Improve understanding for how employees with a disability should, and can be supported including the utilisation of tailored reasonable adjustment template
- Explore the possibility of having a BME member of staff on appointing panels, in particular those for senior/executive posts

Appendices

Workforce Demographics

Age

Age Band	Total	Percentage
16-20	2	0.14%
21-25	92	6.56%
26-30	187	13.34%
31-35	180	12.84%
36-40	167	11.91%
41-45	206	14.69%
46-50	155	11.06%
51-55	197	14.05%
56-60	140	9.99%
61+	76	5.42%
Grand Total	1402	100.00%

Age Band	Add Prof Sci & Tech	Add Clinical Services	A&C	AHP	Estates & Ancillary	Healthcare Scientists	M&D	Nurse	Grand Total
16-20			2						2
21-25	1	14	32	6		1		38	92
26-30	1	25	43	32		5	2	79	187
31-35	10	26	40	33	2	6	6	57	180
36-40	11	16	43	16		6	23	52	167
41-45	5	33	50	20	2	4	32	60	206
46-50	4	22	42	17		2	28	40	155
51-55	3	44	55	17	3	1	17	57	197
56-60	4	37	39	8	2	1	10	39	140
61+	1	21	26	3	1	1	6	17	76
Grand Total	40	238	372	152	10	27	124	439	1402

Sex (Gender)

Sex	Total	Percentage
Female	1104	78.74%
Male	298	21.26%
Grand Total	1402	100.00%

Sex (Senior Mgt)	Total	Percentage
Female	93	78.15%
Male	26	21.85%
Grand Total	119	100.00%

Gender	Add Prof Sci & Tech	Add Clinical Services	A&C	AHP	Estates & Ancillary	Healthcare Scientists	M&D	Nurse	Grand Total
Female	24	211	278	130	8	20	35	398	1104
Male	16	27	94	22	2	7	89	41	298
Grand Total	40	238	372	152	10	27	124	439	1402

Religion or Belief

Religion or Belief	Total	Percentage
Atheism	125	8.92%
Buddhism	5	0.36%
Christianity	863	61.55%
Hinduism	24	1.71%
Islam	13	0.93%
Judaism	1	0.07%
Other	96	6.85%
Do not wish to disclose	145	10.34%
Undefined	130	9.27%
Grand Total	1402	100.00%

Marital Status

Marital Status	Total	Percentage
Civil Partnership	12	0.86%
Divorced	90	6.42%
Legally Separated	15	1.07%
Married	605	43.15%
Single	595	42.44%
Widowed	8	0.57%
Unknown	56	3.99%
NULL	21	1.50%
Grand Total	1402	100.00%

Sexual Orientation

Sexual Orientation	Total	Percentage
Bisexual	8	0.57%
Gay	15	1.07%
Heterosexual	1099	78.39%
Lesbian	7	0.50%
Undefined	150	10.70%
Do not wish to disclose	123	8.77%
Grand Total	1402	100.00%

Disability

Disability	Total	Percentage
No	931	66.41%
Yes	45	3.21%
Not Declared	62	4.42%
Undefined	364	25.96%
Grand Total	1402	100.00%

Ethnicity

Ethnic Origin	Total	Percentage
A White - British	1216	86.73%
B White - Irish	23	1.64%
C White - Any other White background	28	2.00%
C2 White Northern Irish	1	0.07%
CP White Polish	3	0.21%
CY White Other European	3	0.21%
D Mixed - White & Black Caribbean	2	0.14%
E Mixed - White & Black African	2	0.14%
F Mixed - White & Asian	3	0.21%
G Mixed - Any other mixed background	4	0.29%
H Asian or Asian British - Indian	54	3.85%
J Asian or Asian British - Pakistani	2	0.14%
L Asian or Asian British - Any other Asian background	10	0.71%
LH Asian British	1	0.07%
LK Asian Unspecified	1	0.07%
M Black or Black British - Caribbean	2	0.14%
N Black or Black British - African	12	0.86%
P Black or Black British - Any other Black background	2	0.14%
PC Black Nigerian	1	0.07%
R Chinese	2	0.14%
S Any Other Ethnic Group	11	0.78%
Undefined	3	0.21%
Z Not Stated	16	1.14%
Grand Total	1402	100.00%

Ethnic Origin (Senior Mgt)	Total	Percentage
A White - British	115	96.64%
B White - Irish	1	0.84%
C White - Any other White background	2	1.68%
N Black or Black British - African	1	0.84%
Grand Total	119	100.00%

Number of Staff on Maternity

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	35	35	33	32	30	27	25	27	24	21	20	21
2016	24	24	27	32	34	33	34	33	33	36	34	38

Promotions

Age

Age Band	Total	Percentage
21-25	25	15.34%
26-30	36	22.09%
31-35	33	20.25%
36-40	24	14.72%
41-45	23	14.11%
46-50	13	7.98%
51-55	4	2.45%
56-60	4	2.45%
61+	1	0.61%
Grand Total	163	100.00%

Sex (Gender)

Gender	Total	Percentage
Female	139	85.28%
Male	24	14.72%
Grand Total	163	100.00%

Religion or Belief

Religion or Belief	Total	Percentage
Atheism	27	16.56%
Christianity	111	68.10%
I do not wish to disclose my religion/belief	10	6.13%
Islam	1	0.61%
Other	8	4.91%
Undefined	6	3.68%
Grand Total	163	100.00%

Sexual Orientation

Sexual Orientation	Total	Percentage
Gay	3	1.84%
Heterosexual	140	85.89%
I do not wish to disclose	10	6.13%
Undefined	10	6.13%
Grand Total	163	100.00%

Disability

Disability	Total	Percentage
No	123	75.46%
Not Declared	5	3.07%
Undefined	29	17.79%
Yes	6	3.68%
Grand Total	163	100.00%

Ethnicity

Ethnic Origin	Total	Percentage
A White - British	146	89.57%
B White - Irish	4	2.45%
C White - Any other White background	1	0.61%
CY White Other European	2	1.23%
D Mixed - White & Black Caribbean	1	0.61%
F Mixed - White & Asian	1	0.61%
G Mixed - Any other mixed background	1	0.61%
H Asian or Asian British - Indian	2	1.23%
N Black or Black British - African	3	1.84%
Undefined	2	1.23%
Grand Total	163	100.00%

Recruitment

Age

Age Band	Applications	% Applied	Shortlisted	% Shortlisted	% Shortlisted / % Applied
Under 18	7	0.10%	4	0.22%	57.14%
18 to 19	80	1.30%	12	0.66%	15.00%
20 to 24	1,072	17.50%	241	13.22%	22.48%
25 to 29	1,282	21.00%	334	18.32%	26.05%
30 to 34	884	14.50%	261	14.32%	29.52%
35 to 39	708	11.60%	253	13.88%	35.73%
40 to 44	523	8.60%	177	9.71%	33.84%
45 to 49	615	10.10%	203	11.14%	33.01%
50 to 54	502	8.20%	191	10.48%	38.05%
55 to 59	339	5.50%	115	6.31%	33.92%
60 to 64	85	1.40%	23	1.26%	27.06%
65 to 69	13	0.20%	6	0.33%	46.15%
70 and over	1	0.00%	1	0.05%	100.00%
Undisclosed	5	0.10%	2	0.11%	40.00%
Total	6,116	100.10%	1,823	100.00%	N/A

Sex (Gender)

Gender	Applications	% Applied	Shortlisted	% Shortlisted	% Shortlisted / % Applied	Apt	% Apt	% Apt / % Shortlisted
Male	1,592	26.03%	384	21.06%	24.12%	80	22.79%	20.83%
Female	4,472	73.12%	1398	76.69%	31.26%	271	77.21%	19.38%
Undisclosed	52	0.85%	41	2.25%	78.85%	0	0.00%	0
Total	6,116	100.00%	1,823	100.00%	N/A	351	100.00%	N/A

Disability

Disability	Applied	% Applied	Shortlisted	% Shortlisted	% Shortlisted / % Applied	Apt	% Apt	% Apt / % Shortlisted
Yes	274	4.50%	83	4.55%	30.30%	13	3.70%	15.66%
No	5,760	94.20%	1711	93.86%	29.70%	330	94.02%	19.29%
Not disclosed	82	1.30%	29	1.59%	35.40%	8	2.28%	27.59%
Total	6,116	100.00%	1823	100.00%	N/A	351	100.00%	N/A

Religion or Belief

Religion	Applied	% Applied	Shortlisted	% Shortlisted	% Shortlisted / % Applied	Apt	% Apt	% Apt / % Shortlisted
Atheism	714	11.70%	202	11.08%	28.29%	46	13.11%	22.77%
Buddhism	58	0.90%	16	0.88%	27.59%	1	0.28%	6.25%
Christianity	3,873	63.30%	1186	65.06%	30.62%	235	66.95%	19.81%
Hinduism	84	1.40%	20	1.10%	23.81%	4	1.14%	20.00%
Islam	161	2.60%	38	2.08%	23.60%	4	1.14%	10.53%
Jainism								
Judaism	10	0.20%	3	0.16%	30.00%			
Sikhism	13	0.20%	2	0.11%	15.38%	1	0.28%	50.00%
Other	612	10.00%	144	7.90%	23.53%	24	6.84%	16.67%
Not Disclosed	591	9.70%	212	11.63%	35.87%	36	10.26%	16.98%
Total	6,116	100.00%	1,823	100.00%	N/A	351	100.00%	N/A

Sexual Orientation

Sexual Orientation	Applied	% Applied	Shortlisted	% Shortlisted	% Shortlisted / % Applied	Apt	% Apt	% Apt / % Shortlisted
Lesbian	36	0.59%	10	0.55%	27.78%	1	0.28%	10.00%
Gay	105	1.72%	25	1.37%	23.81%	8	2.28%	32.00%
Bisexual	64	1.05%	15	0.82%	23.44%	2	0.57%	13.33%
Heterosexual	5,550	90.75%	1628	89.30%	29.33%	319	90.88%	19.59%
Not Disclosed	361	5.90%	145	7.95%	40.17%	21	5.98%	14.48%
Total	6,116	100.00%	1,823	100.00%	N/A	351	100.00%	N/A

Marital Status

Marital Status	Applied	% Applied	Shortlisted	% Shortlisted	% Shortlisted / % Applied	Apt	% Apt	% Apt / % Shortlisted
Married	1,806	29.50%	623	34.17%	34.50%	101	28.77%	16.21%
Single	3,645	59.60%	912	50.03%	25.02%	208	59.26%	22.81%
Civil partnership	113	1.80%	19	1.04%	16.81%	5	1.42%	26.32%
Legally separated	40	0.70%	13	0.71%	32.50%	3	0.85%	23.08%
Divorced	261	4.30%	113	6.20%	43.30%	25	7.12%	22.12%
Widowed	42	0.70%	12	0.66%	28.57%	3	0.85%	25.00%
Not Disclosed	209	3.40%	131	7.19%	62.68%	6	1.71%	4.58%
Total	6,116	100.00%	1,823	100.00%	N/A	351	100.00%	N/A

Ethnicity

Ethnicity	Applied	% Applied	Shortlisted	% Shortlisted	% Shortlisted / % Applied	Apt	% Apt	% Apt / % Shortlisted
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					% Applied			
WHITE - British	4,843	79.20%	1419	77.84%	29.30%	304	86.61%	21.42%
WHITE - Irish	60	1.00%	29	1.59%	48.33%	8	2.28%	27.59%
WHITE - Any other white background	303	5.00%	85	4.66%	28.05%	13	3.70%	15.29%
ASIAN or ASIAN BRITISH - Indian	234	3.80%	67	3.68%	28.63%	6	1.71%	8.96%
ASIAN or ASIAN BRITISH - Pakistani	74	1.20%	16	0.88%	21.62%	2	0.57%	12.50%
ASIAN or ASIAN BRITISH - Bangladeshi	19	0.30%	4	0.22%	21.05%		0.00%	0.00%
ASIAN or ASIAN BRITISH - Any other Asian background	61	1.00%	15	0.82%	24.59%	5	1.42%	33.33%
MIXED - White & Black Caribbean	24	0.40%	4	0.22%	16.67%	1	0.28%	25.00%
MIXED - White & Black African	26	0.40%	7	0.38%	26.92%		0.00%	0.00%
MIXED - White & Asian	17	0.30%	3	0.16%	17.65%	2	0.57%	66.67%
MIXED - any other mixed background	32	0.50%	10	0.55%	31.25%	1	0.28%	10.00%
BLACK or BLACK BRITISH - Caribbean	20	0.30%	5	0.27%	25.00%	1	0.28%	20.00%
BLACK or BLACK BRITISH - African	174	2.80%	42	2.30%	24.14%	4	1.14%	9.52%
BLACK or BLACK BRITISH - Any other black background	11	0.20%	1	0.05%	9.09%	1	0.28%	100.00%
OTHER ETHNIC	28	0.50%	5	0.27%	17.86%		0.00%	0.00%

GROUP - Chinese								
OTHER ETHNIC GROUP - Any other ethnic group	61	1.00%	19	1.04%	31.15%	2	0.57%	10.53%
Undisclosed	129	2.10%	92	5.05%	71.32%	1	0.28%	1.09%
Total	6,116	100.00%	1,823	100.00%	N/A	351	100.00%	N/A

Part Time Demographics

Employee Category	Total	Percentage
Full Time	1053.00	75.11%
Part Time	349.00	24.89%
Grand Total	1402.00	100.00%

Employee Category	Female	Female %	Male	Male %	Grand Total
Full Time	785.00	74.55%	268.00	25.45%	1053.00
Part Time	319.00	91.40%	30.00	8.60%	349.00
Grand Total	1104.00		298.00		1402.00

Training

Non-Medical Staff

Age

Age	Approved	% Approved	Declined	% Declined	Total	% Total
21-25	15	6.10%			15	5.95%
26-30	50	20.33%	1	16.67%	51	20.24%
31-35	54	21.95%	1	16.67%	55	21.83%
36-40	44	17.89%	1	16.67%	45	17.86%
41-45	27	10.98%	1	16.67%	28	11.11%
46-50	18	7.32%			18	7.14%
51-55	12	4.88%			12	4.76%
56-60	7	2.85%			7	2.78%
Not captured	19	7.72%	2	33.33%	21	8.33%
Grand Total	246	100.00%	6	100.00%	252	100.00%

Sex (Gender)

Sex	Approved	% Approved	Declined	% Declined	Total	% Total
Female	202	82.11%	4	66.67%	206	81.75%
Male	25	10.16%			25	9.92%
Not captured	19	7.72%	2	33.33%	21	8.33%
Grand Total	246	100.00%	6	100.00%	252	100.00%

Ethnicity

Ethnicity	Approved	% Approved	Declined	% Declined	Total	% Total
A White - British	200	81.30%	3	50.00%	203	80.56%
B White - Irish	9	3.66%		0.00%	9	3.57%
C White - Any other White background	2	0.81%		0.00%	2	0.79%
F Mixed - White & Asian	1	0.41%		0.00%	1	0.40%
H Asian or Asian British - Indian	10	4.07%	1	16.67%	11	4.37%
M Black or Black British - Caribbean	1	0.41%		0.00%	1	0.40%
N Black or Black British - African	1	0.41%		0.00%	1	0.40%
Undefined	1	0.41%		0.00%	1	0.40%
Z Not Stated	2	0.81%		0.00%	2	0.79%
Not captured	19	7.72%	2	33.33%	21	8.33%
Grand Total	246	100.00%	6	100.00%	252	100.00%

Disability

Disability	Approved	% Approved	Declined	% Declined	Total	% Total
No	155	63.01%	3	50.00%	158	62.70%
Not Declared	5	2.03%		0.00%	5	1.98%
Undefined	55	22.36%	1	16.67%	56	22.22%
Yes	12	4.88%		0.00%	12	4.76%
#N/A	19	7.72%	2	33.33%	21	8.33%
Grand Total	246	100.00%	6	100.00%	252	100.00%

Religion or Belief

Religion or Belief	Approved	% Approved	Declined	% Declined	Total	% Total
Atheism	22	8.94%	1	16.67%	23	9.13%
Buddhism	2	0.81%			2	0.79%
Christianity	159	64.63%	2	33.33%	161	63.89%
I do not wish to disclose	16	6.50%			16	6.35%
Islam	4	1.63%			4	1.59%
Other	10	4.07%	1	16.67%	11	4.37%
Undefined	14	5.69%			14	5.56%
Not captured	19	7.72%	2	33.33%	21	8.33%
Grand Total	246	100.00%	6	100.00%	252	100.00%

Sexual Orientation

Sexual Orientation	Approved	% Approved	Declined	% Declined	Total	% Total
Bisexual	5	2.03%			5	1.98%
Gay	2	0.81%			2	0.79%
Heterosexual	193	78.46%	4	66.67%	197	78.17%
I do not wish to disclose	10	4.07%			10	3.97%
Lesbian	1	0.41%			1	0.40%
Undefined	16	6.50%			16	6.35%
Not captured	19	7.72%	2	33.33%	21	8.33%
Grand Total	246	100.00%	6	100.00%	252	100.00%

Marital Status

Marital Status	Approved	% Approved	Declined	% Declined	Total	% Total
Civil Partnership	2	0.81%		0.00%	2	0.79%
Divorced	10	4.07%		0.00%	10	3.97%
Married	79	32.11%	3	50.00%	82	32.54%
NULL	3	1.22%		0.00%	3	1.19%
Single	129	52.44%	1	16.67%	130	51.59%
Unknown	4	1.63%		0.00%	4	1.59%
Not captured	19	7.72%	2	33.33%	21	8.33%
Grand Total	246	100.00%	6	100.00%	252	100.00%

Non-Medical Staff Outstanding Appraisals

Age

Age	Total	Percentage
21-25	19	4.91%
26-30	37	9.56%
31-35	55	14.21%
36-40	50	12.92%
41-45	57	14.73%
46-50	51	13.18%
51-55	53	13.70%
56-60	38	9.82%
61+	25	6.46%
Not Captured	2	0.52%
Grand Total	387	100.00%

Sex (Gender)

Sex	Total	Percentage
Female	295	76.23%
Male	90	23.26%
Not Captured	2	0.52%
Grand Total	387	100.00%

Ethnicity

Ethnicity	Total	Percentage
A White - British	325	83.98%
B White - Irish	5	1.29%
C White - Any other White background	4	1.03%
CY White Other European	1	0.26%
E Mixed - White & Black African	2	0.52%
G Mixed - Any other mixed background	1	0.26%
H Asian or Asian British - Indian	25	6.46%
J Asian or Asian British - Pakistani	1	0.26%
L Asian or Asian British - Any other Asian background	3	0.78%
M Black or Black British - Caribbean	1	0.26%
N Black or Black British - African	3	0.78%
P Black or Black British - Any other Black background	1	0.26%
PC Black Nigerian	1	0.26%
R Chinese	1	0.26%
S Any Other Ethnic Group	2	0.52%
Z Not Stated	9	2.33%
Not Captured	2	0.52%
Grand Total	387	100.00%

Disability

Disability	Total	Percentage
No	235	60.72%
Not Declared	28	7.24%
Undefined	110	28.42%
Yes	12	3.10%
Not Captured	2	0.52%
Grand Total	387	100.00%

Religion or Belief

Religion or Belief	Total	Percentage
Atheism	26	6.72%
Buddhism	3	0.78%
Christianity	219	56.59%
Hinduism	14	3.62%
I do not wish to disclose my religion/belief	45	11.63%
Islam	5	1.29%
Judaism	1	0.26%
Other	32	8.27%
Undefined	40	10.34%
Not Captured	2	0.52%
Grand Total	387	100.00%

Sexual Orientation

Sexual Orientation	Total	Percentage
Bisexual	4	1.03%
Gay	2	0.52%
Heterosexual	290	74.94%
I do not wish to disclose my sexual orientation	38	9.82%
Lesbian	1	0.26%
Undefined	50	12.92%
Not Captured	2	0.52%
Grand Total	387	100.00%

Marital Status

Marital Status	Total	Percentage
Civil Partnership	1	0.26%
Divorced	16	4.13%
Legally Separated	2	0.52%
Married	157	40.57%
NULL	5	1.29%
Single	112	28.94%
Unknown	12	3.10%
Not Captured	82	21.19%
Grand Total	387	100.00%

Medical Staff

Age

Age	Total	Percentage
31-35	8	1.66%
36-40	55	11.39%
41-45	128	26.50%
46-50	121	25.05%
51-55	58	12.01%
56-60	43	8.90%
61+	26	5.38%
Not captured	43	9.11%
Grand Total	482	100.00%

Sex (Gender)

Sex	Total	Percentage
Female	129	26.71%
Male	310	64.18%
Not captured	43	9.11%
Grand Total	482	100.00%

Ethnicity

Ethnicity	Total	Percentage
A White - British	197	40.79%
C White - Any other White background	52	10.77%
CY White Other European	1	0.21%
D Mixed - White & Black Caribbean	1	0.21%
E Mixed - White & Black African	6	1.24%
G Mixed - Any other mixed background	1	0.21%
H Asian or Asian British - Indian	113	23.40%
L Asian or Asian British - Any other Asian background	2	0.41%
LH Asian British	3	0.62%
N Black or Black British - African	8	1.66%
P Black or Black British - Any other Black background	1	0.21%
R Chinese	4	0.83%
S Any Other Ethnic Group	13	2.69%
Z Not Stated	37	7.66%
Not captured	43	9.11%
Grand Total	482	100.00%

Disability

Disability	Total	Percentage
No	256	53.00%
Not Declared	67	13.87%
Undefined	116	24.02%
Not captured	43	9.11%
Grand Total	482	100.00%

Religion or Belief

Religion or Belief	Total	Percentage
Atheism	27	5.59%
Christianity	95	19.67%
Hinduism	87	18.01%
I do not wish to disclose my religion/belief	127	26.29%
Islam	7	1.45%
Other	14	2.90%
Undefined	82	16.98%
Not captured	43	9.11%
Grand Total	482	100.00%

Sexual Orientation

Sexual Orientation	Total	Percentage
Heterosexual	236	48.86%
I do not wish to disclose my sexual orientation	105	21.74%
Undefined	98	20.29%
Not captured	43	9.11%
Grand Total	482	100.00%

Marital Status

Marital Status	Total	Percentage
Legally Separated	8	1.66%
Married	295	61.08%
NULL	14	2.90%
Single	68	14.08%
Unknown	54	11.18%
Not captured	43	9.11%
Grand Total	482	100.00%

Employee Relations

Age

Age Group	Total	Percentage
21-25	1	3.57%
26-30	2	7.14%
36-40	7	25.00%
41-45	4	14.29%
46-50	6	21.43%
51-55	3	10.71%
56-60	4	14.29%
61+	1	3.57%
Grand Total	28	100.00%

Sex (Gender)

Sex	Total	Percentage
Female	21	75.00%
Male	7	25.00%
Grand Total	28	100.00%

Ethnicity

Ethnic Origin	Total	Percentage
BME	4	14.29%
White British	24	85.71%
Grand Total	28	100.00%

Disability

Disability	Total	Percentage
No	17	60.71%
Yes	1	3.57%
Undefined	2	7.14%
Unknown	8	28.57%
Grand Total	28	100.00%

Religion or Belief

Religion or Belief	Total	Percentage
Christianity	21	75.00%
Hinduism	1	3.57%
Islam	1	3.57%
Not disclosed	1	3.57%
Other	2	7.14%
Unknown	2	7.14%
Grand Total	28	100.00%

Sexual Orientation

Sexual Orientation	Total	Percentage
Bisexual	1	3.57%
Gay	3	10.71%
Hetrosexual	20	71.43%
Not disclosed	2	7.14%
Unknown	2	7.14%
Grand Total	28	100.00%