

Equality in our Workforce Annual Workforce Report 2013

The Annual Workforce Report includes the following:

1. Introduction
2. Equality Information
3. The Trusts Equality Objectives
4. Our Approach to EDS 2.
5. Staff profile
6. Recruitment
7. Equality Training

1. Introduction

Avon and Wiltshire Mental Health Partnership NHS Trust aims to treat people as individuals in accordance with their personal health needs. We always make every effort to make services sensitive and appropriate to the diverse cultures, languages and individual needs of patients and work in partnership within the local health and social care economy to reduce inequalities in health.

We take every opportunity to advance equality of opportunity between people who share a protected characteristic and those who do not and to foster good relations between people who share a protected characteristic and those who do not.

As a provider of healthcare services, we work with our commissioners and contractors to ensure that valuing diversity and promoting fair access are core elements of care.

We are committed to becoming a model employer, welcoming, valuing and learning from the diversity of our staff. We work with our Trust and local Consultative groups and our General Negotiating Group to support this.

2. Equality information

The Equality Act 2010 Public Sector Equality Duty (PSED) requires the Trust to annually publish our equality information. This report includes all available information on the protected characteristics of our workforce from 1 January 2013 to 31 December 2013. The report also details the protected characteristics of job applicants who have applied for vacancies with Avon and Wiltshire Mental Health Partnership NHS Trust during this period.

3. The Trust's Equality Objectives

The Public Sector Equality Duty requires the trust to publish equality objectives at least every four years. The trust's corporate equality objectives which were agreed in July 2012 to cover the period 2012/2013 are:

To strengthen data collection of the protected characteristics of our service users

- Improve diversity data completeness on service users, staff and Volunteers
- Increase the positive experiences of those who use AWP services and those who work for the Trust.
- Improve communication with all service users and their carers so that, where appropriate, they are informed about their diagnosis, their choices and places of treatment and care.
- To undertake equality impact assessments on our policies and business development plans to ensure they meet the needs of, and do not disadvantage, service users of any protected characteristics.

During the early part of 2014 we will be reviewing and revising our Equality And Diversity Objectives. We will publish these when we have completed the assessment against EDS 2 standards. See below.

4. Equality Delivery System 2 (EDS2) and Equality Engagement

EDS2 was launched in November 2013 as a refreshed equality delivery system for the NHS. A central theme of EDS2 is the importance of genuine local engagement with patients, the public and other local stakeholders in the development and review of equality objectives and performance. We are scheduling local engagement events to take place in Avon and Wiltshire during the early part of 2014 to enable all concerned to provide feedback on our corporate and local equality objectives and on our self-assessment of our grading against the four goals and eighteen outcomes of EDS2.

5. Staff profile

The staff profile shown in the graphs below are based on a ‘snapshot’ of all the staff working for the Trust as at 31 December 2013 against the previous calendar year 2012.

To follow good practice in data protection and ensure personal privacy, we have combined some categories. This helps to protect the anonymity of staff.

We have carried out statistical analysis to check whether there are any statistically significant differences in gender, age, disability, sexual orientation, religion and belief and ethnicity within the Trust’s workforce now compared with the workforce in the last year.

5.1 Staff Profile - Age

Our employee data base (ESR) holds very comprehensive information relating to the age profile of our workforce.

The age profile of the workforce has remained relatively static over the two year period. The most significant change has been the growth in the workforce aged between 21- 30, rising by almost 2% over the reporting period. The numbers of young people aged below 20 remains very low and surprisingly given the relaxation around compulsory retirement ages the percentage of the workforce aged over 61 remains fairly static. This may be a result of the final salary pension scheme provided by the NHS and the Trust recognises that changes to the scheme are likely to affect the workforce profile in future.

	Headcount	%	Headcount	%
Age Band	Dec-12	Dec-12	Dec-13	Dec-13
16-20	18	0.42%	14	0.31%
21-30	671	15.54%	786	17.51%
31-40	990	22.93%	1009	22.23
41-50	1301	30.14%	1308	29.13%
51-55	620	14.36%	644	14.34%
56 - 60	431	9.98%	433	9.64%
61 - 65	206	4.77%	209	4.65%
66 - 70	67	1.55%	69	1.54%
71 & above	13	0.30%	18	0.40%
Total	4317		4490	

Staff in post by Age Range %

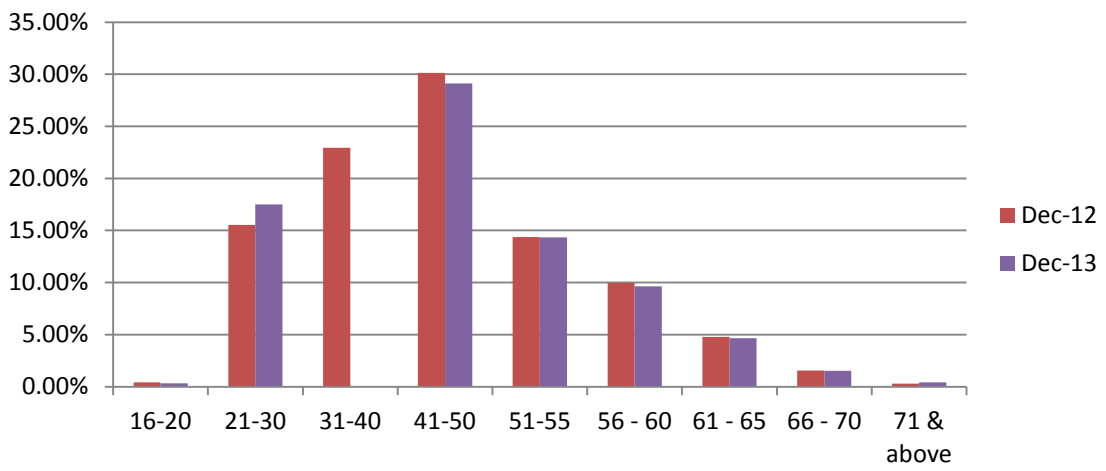
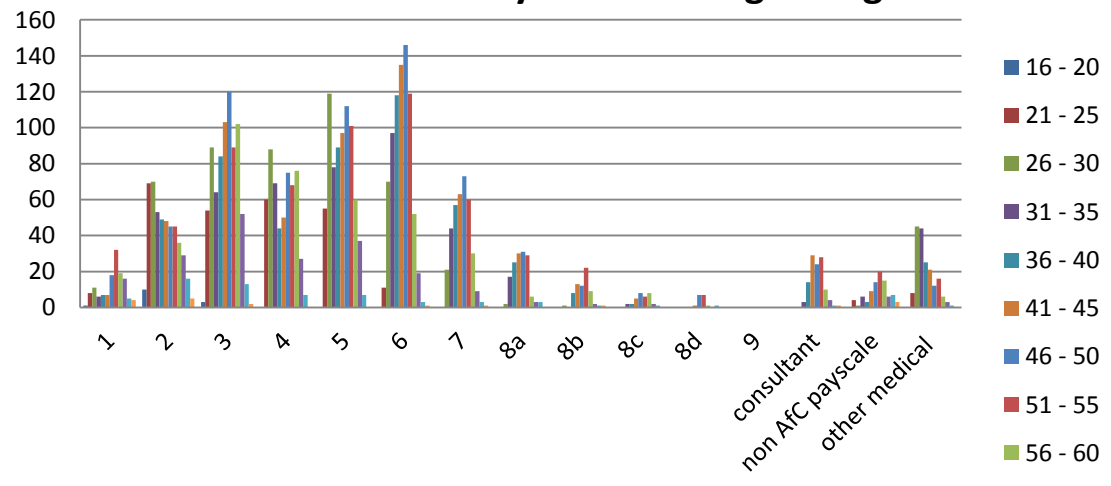


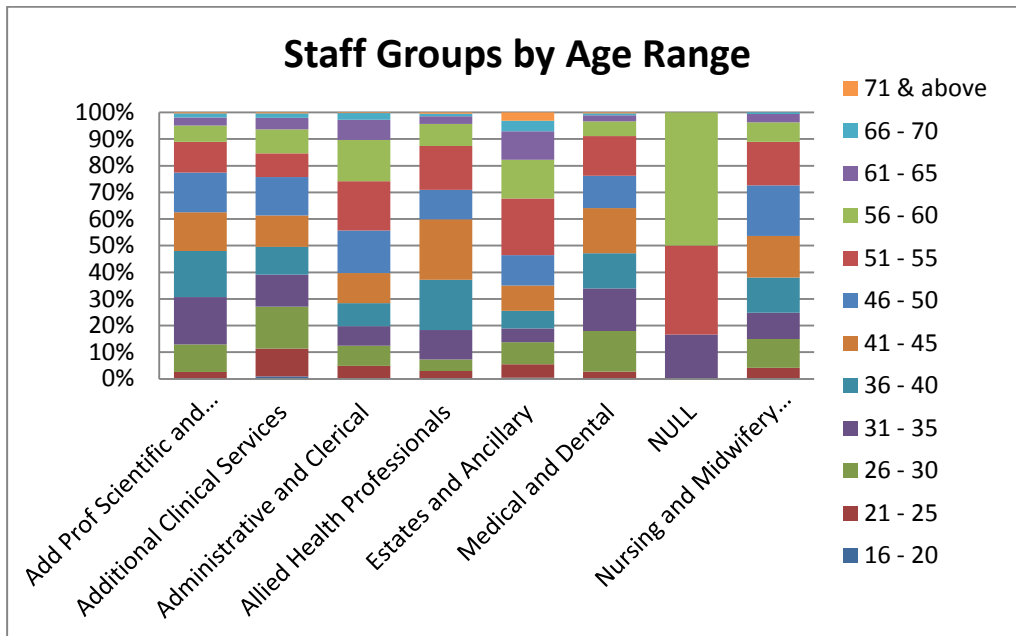
Chart - Age and Pay scale Analysis

Age Band	1	2	3	4	5	6	7	8a	8b	8c	8d	Consultant	Non AfC payscale	Other medical
16 - 20	1	10	3											
21 - 25	8	69	54	60	55	11							4	8
26 - 30	11	70	89	88	119	70	21	2	1				1	45
31 - 35	6	53	64	69	78	97	44	17		2		3	6	44
36 - 40	7	49	84	44	89	118	57	25	8	2		14	3	25
41 - 45	7	48	103	50	97	135	63	30	13	5	1	29	9	21
46 - 50	18	45	120	75	112	146	73	31	12	8	7	24	14	12
51 - 55	32	45	89	68	101	119	60	29	22	6	7	28	20	16
56 - 60	19	36	102	76	60	52	30	6	9	8	1	10	15	6
61 - 65	16	29	52	27	37	19	9	3	2	2		4	6	3
66 - 70	5	16	13	7	7	3	3	3	1	1	1	1	7	1
71 & above	4	5	2			1	1		1			1	3	
Grand Total	134	475	775	564	755	771	361	146	69	34	17	114	88	181

Staff in Post by Band and Age Range



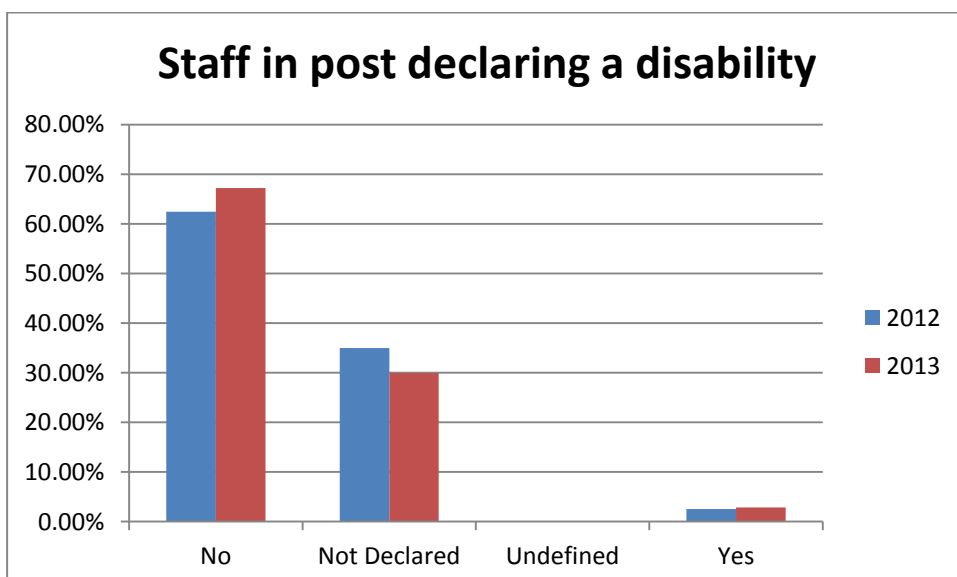
Age Band	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Medical and Dental	NULL	Nursing and Midwifery Registered
16 - 20		12	1		1			
21 - 25	8	144	39	6	13	8		51
26 - 30	32	215	62	9	21	45		133
31 - 35	55	163	61	23	13	47	1	121
36 - 40	54	143	71	39	17	39		162
41 - 45	45	161	92	47	24	50		192
46 - 50	46	198	132	23	29	36		233
51 - 55	36	121	152	34	54	44	2	201
56 - 60	19	124	127	17	37	16	3	90
61 - 65	9	58	63	6	27	7		39
66 - 70	5	23	20	2	10	2		7
71 & above	1	5	2	1	8	1		



5.2. Staff Profile Disability

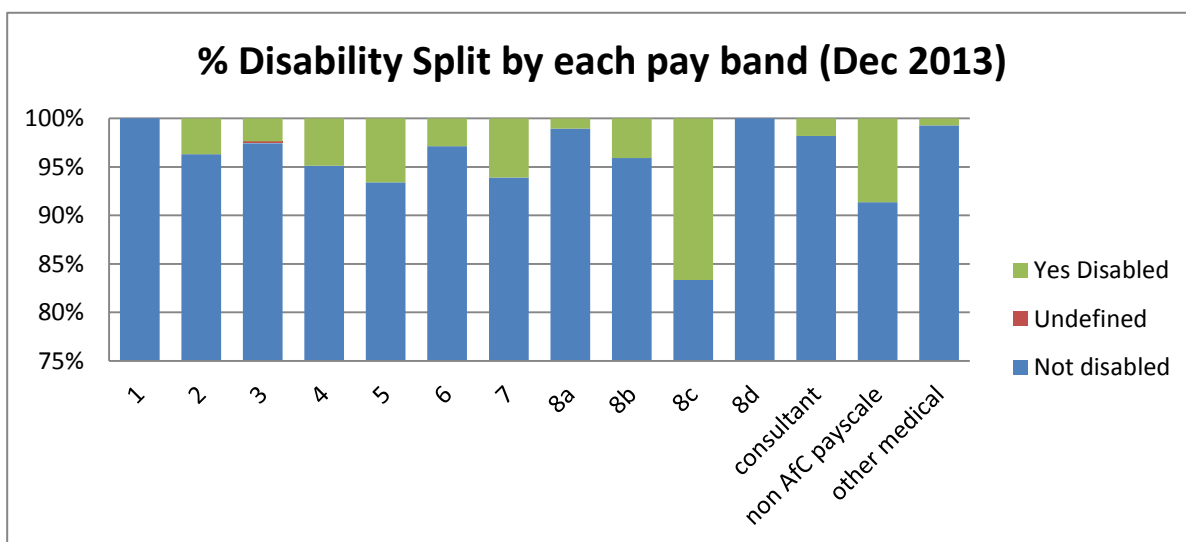
Information on the profile of the Trust’s workforce in terms of disability has improved over the last 2 years. However, there is still 30% of the workforce where information around disability is unknown. The percentage of staff declaring a disability (2.83%) is likely to be significantly below the true figure. The trust continues to promote employment opportunities for disabled job applicants and continues to subscribe to the Disability Two Ticks standards.

	No	Not Declared	Undefined	Yes
	Headcount %	Headcount %	Headcount %	Headcount %
2012	62.42%	34.98%	0.07%	2.52%
2013	67.21%	29.94%	0.02%	2.83%



Disability By Pay Band 2013 Only

Pay band	Not disabled	Undefined	Yes Disabled
1	63	0	0
2	339	0	13
3	492	1	12
4	409	0	21
5	511	0	36
6	541	0	16
7	247	0	16
8a	96	0	1
8b	47	0	2
8c	20	0	4
8d	10	0	0
9	0	0	0
consultant	54	0	1
non AfC payscale	53	0	5
other medical	141	0	1
Grand Total	3023	1	128



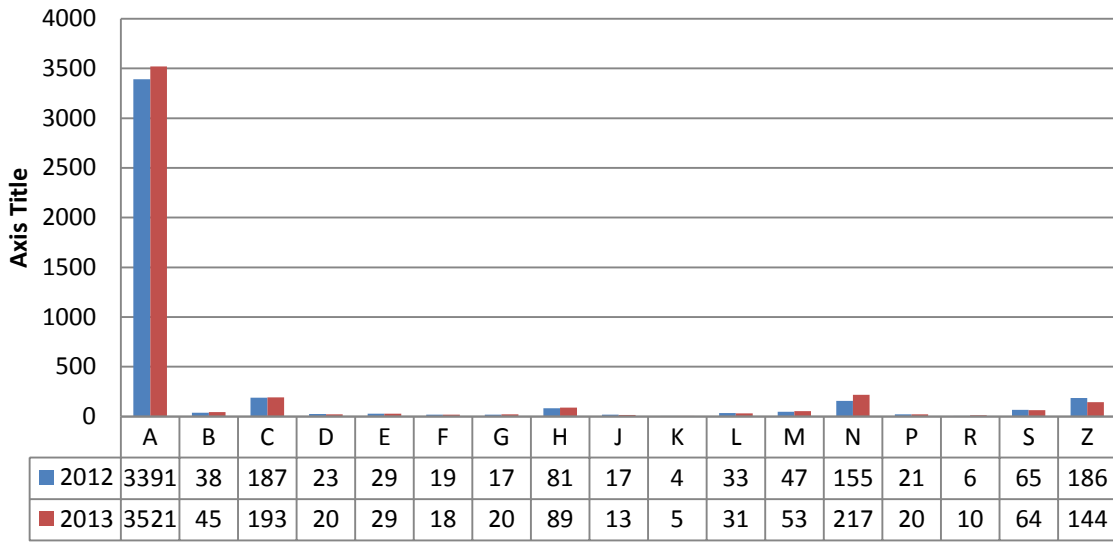
5.3 Staff Profile Ethnicity

The Trust has a very diverse workforce with colleagues employed from many different ethnic backgrounds. There will be very significant variances amongst different staff groups and across different locations. The make-up of our workforce in Bristol for example is very different to our workforce in Devizes. Many of the Ethnic Groups in our workforce have very low numbers of staff but this is reflected in the make-up of our local population. We have collected information on the ethnic background for many years and unlike some other “protected” characteristic groups we have information for the vast majority of our staff (over 96%).

This report compares our workforce against the 2011 national census information.

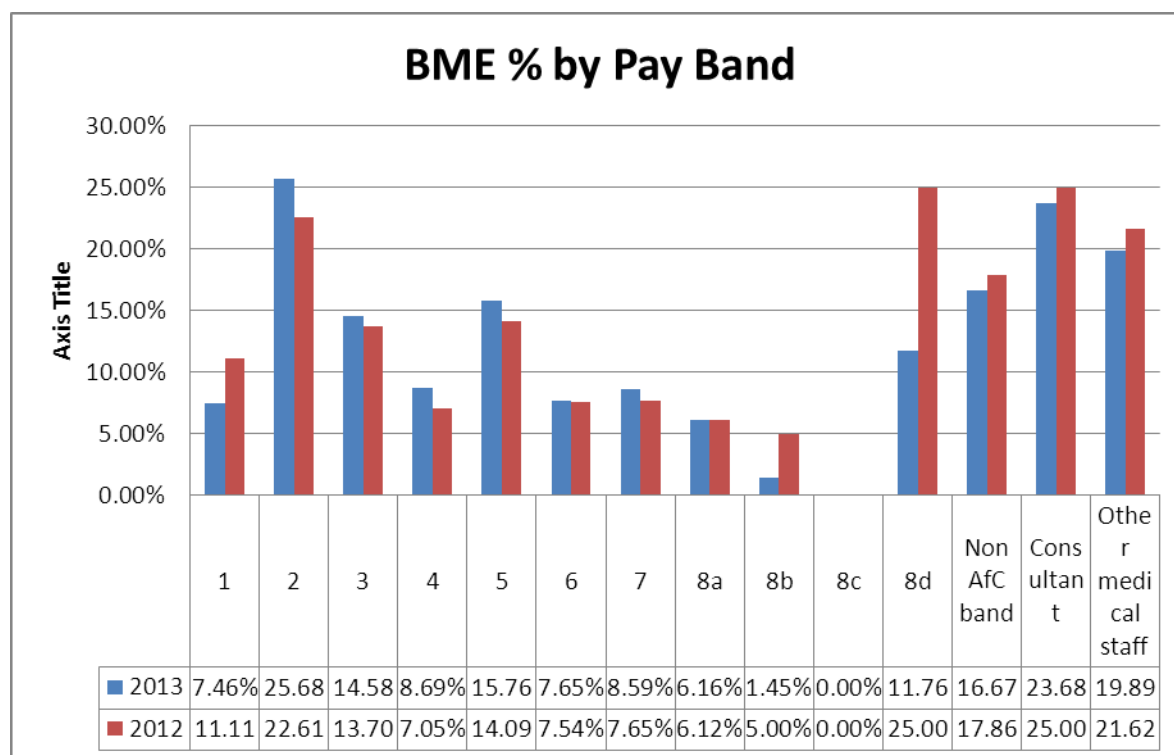
Staff in Post by Ethnic group (31st December 2013)	Headcount Dec 2013	Headcount % Dec 2013	% 2011 Census
A White - British	3521	78.38%	86.10%
B White - Irish	45	1.00%	0.84%
C White - Any other White background	193	4.30%	3.98%
D Mixed - White & Black Caribbean	20	0.45%	0.47%
E Mixed - White & Black African	29	0.65%	0.23%
F Mixed - White & Asian	18	0.40%	0.71%
G Mixed - Any other mixed background	20	0.45%	0.41%
H Asian or Asian British - Indian	89	1.98%	1.35%
J Asian or Asian British - Pakistani	13	0.29%	0.45%
K Asian or Asian British - Bangladeshi	5	0.11%	0.19%
L Asian or Asian British - Any other Asian background	31	0.69%	2.73%
M Black or Black British - Caribbean	53	1.18%	0.31%
N Black or Black British - African	217	4.83%	0.80%
P Black or Black British - Any other Black background	20	0.45%	0.13%
R Chinese	10	0.22%	0.53%
S Any Other Ethnic Group	64	1.42%	0.33%
Z Not Stated	144	3.21%	-
Total	4492		

Trust Ethnic Split December 2012 and December 2013

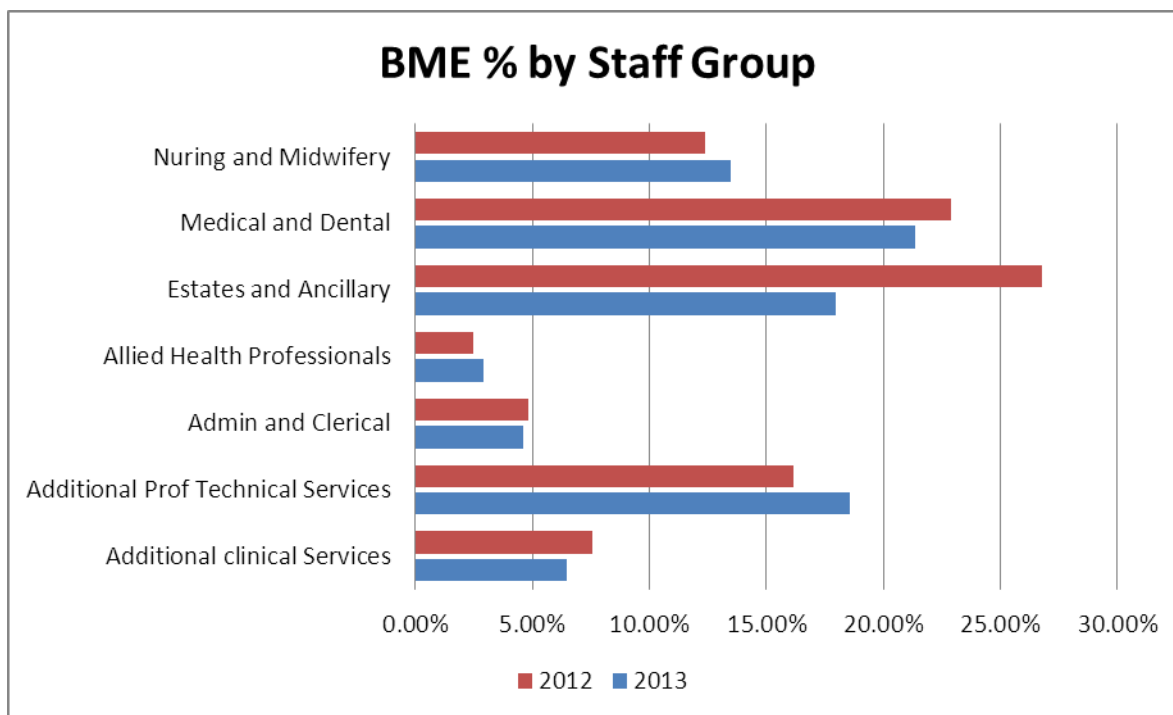


5.4 Staff Profile BME % By Pay Band

The staff profile of staff from BME backgrounds remains mainly static over the two year period the most significant changes have been at Band 8 level with reductions of the percentage of staff employed in these senior posts. The numbers of staff employed in these grades is low hence low turnover can have a significant impact upon percentages. We will continue to monitor this in future reports. There are relatively low numbers of BME staff in the Trust's middle management grades (Bands, 6, 7 and 8) and this will also need monitoring as we go forward. There has been a large reduction employed in Estates and Ancillary grades over the 12 month reporting period.



Band as at 31 December 2013	2013	2013	2013	2012	2012	2012
	Total Headcount in band	BME total for band	BME %	Total Headcount in band	BME total for band	BME %
1	134	10	7.46%	18	2	11.11%
2	475	122	25.68%	398	90	22.61%
3	775	113	14.58%	737	101	13.70%
4	564	49	8.69%	525	37	7.05%
5	755	119	15.76%	745	105	14.09%
6	771	59	7.65%	703	53	7.54%
7	361	31	8.59%	353	27	7.65%
8a	146	9	6.16%	147	9	6.12%
8b	69	1	1.45%	80	4	5.00%
8c	34	0	0.00%	23	0	0.00%
8d	17	2	11.76%	12	3	25.00%
Non AfC band	90	15	16.67%	84	15	17.86%
Consultant	114	27	23.68%	112	28	25.00%
Other medical staff	181	36	19.89%	185	40	21.62%



Roles	2013	2013	2013	2012	2012	2012
	Total Headcount in band	BME total for band	BME %	Total Headcount in band	BME total for band	BME %
Additional clinical Services	310	20	6.45%	265	20	7.55%
Additional Prof Technical Services	1367	254	18.58%	1244	201	16.16%
Admin and Clerical	822	38	4.62%	789	38	4.82%
Allied Health Professionals	207	6	2.90%	202	5	2.48%
Estates and Ancillary	256	46	17.97%	138	37	26.81%
Medical and Dental	295	63	21.36%	297	68	22.90%
Nursing and Midwifery	1229	166	13.51%	1187	147	12.38%

Additional clinical services e.g. therapy assistants, pharmacy assistants, etc.
 Additional professional and technical services e.g. pharmacists, pharmacy techs
 Admin and Clerical includes managers.

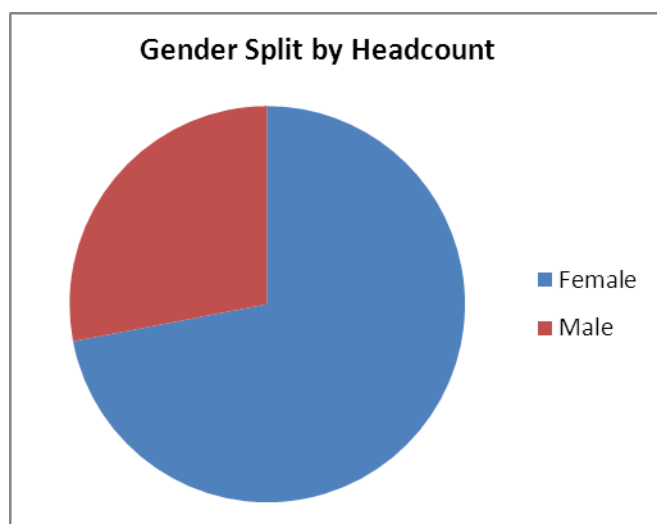
The following is the range of BME categories that we use for monitoring purposes:

BME Ethnic Origins

A White - British
B White - Irish
C White - Any other White background
D Mixed - White & Black Caribbean
E Mixed - White & Black African
F Mixed - White & Asian
G Mixed - Any other mixed background
H Asian or Asian British - Indian
J Asian or Asian British - Pakistani
K Asian or Asian British - Bangladeshi
L Asian or Asian British - Any other Asian background
M Black or Black British - Caribbean
N Black or Black British - African
P Black or Black British - Any other Black background
R Chinese
S Any Other Ethnic Group
Z Not Stated

5.5 Staff Profile Gender

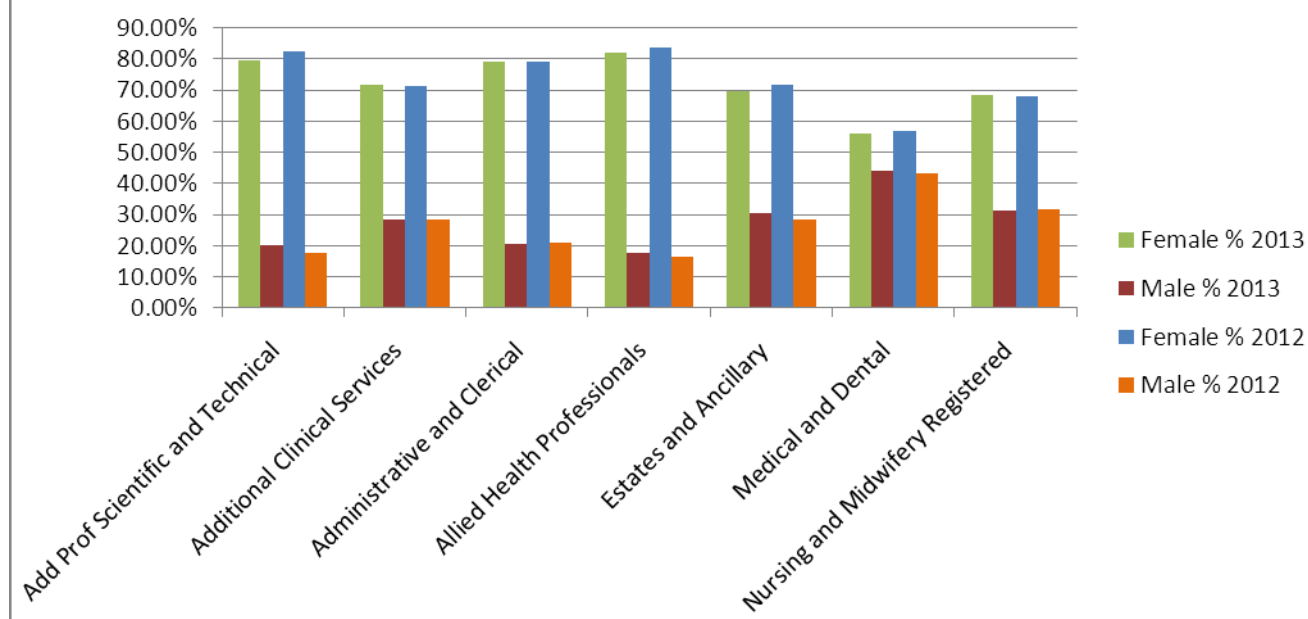
The majority of the Trust's workforce is female and this is consistent with the wider NHS. Traditionally caring professions have attracted significantly more female than male staff. Within the staff groups the gender split remains relatively static over the two year reporting period. The group with the highest percentage of male staff is Medical staff. There are a higher percentage of men in senior management posts than in other areas of our workforce however the number of staff in these groups is relatively small, therefore small changes can make a big difference to the percentage figures.



Gender split by staff group 2012 and 2013

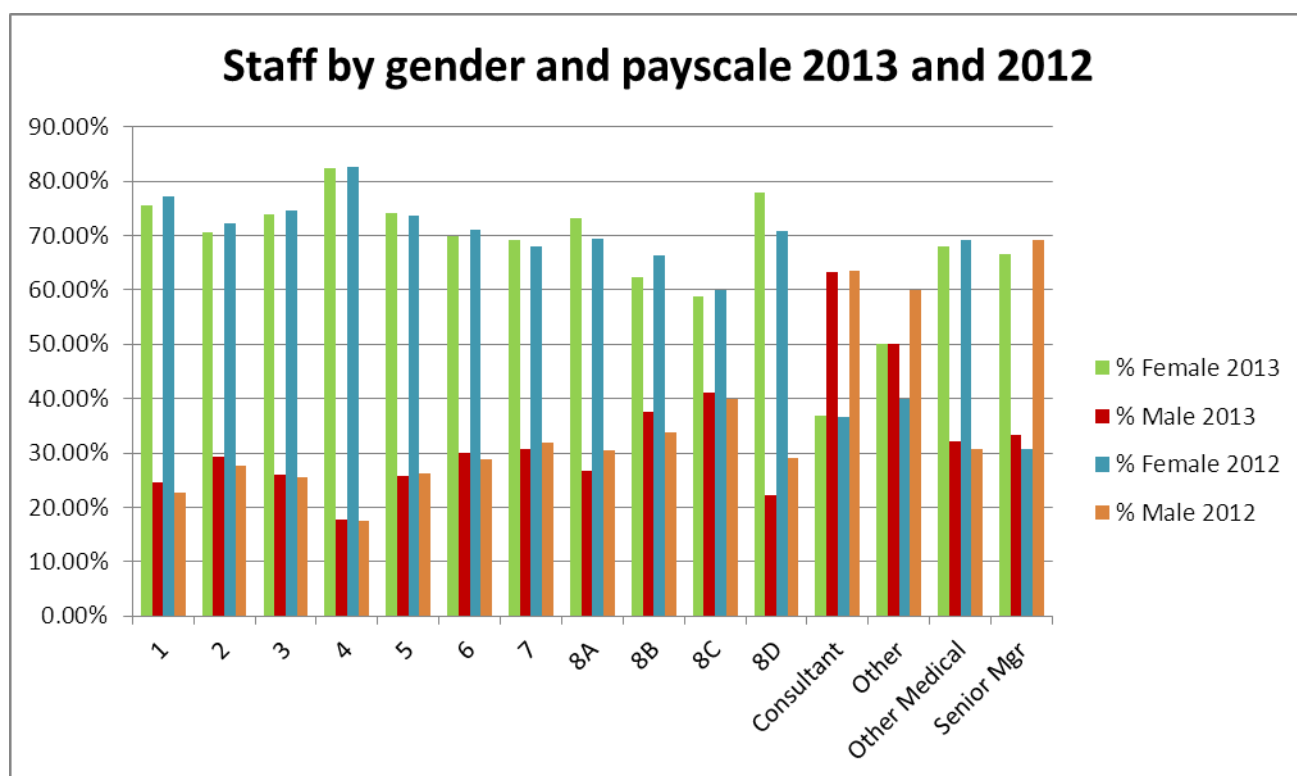
	Total Staff	Female % 2013	Male % 2013	Total Staff	Female % 2012	Male % 2012
Add Prof Scientific and Technical	310	79.68%	20.32%	277	82.31%	17.69%
Additional Clinical Services	1367	71.54%	28.46%	1268	71.37%	28.63%
Administrative and Clerical	822	79.20%	20.80%	813	79.09%	20.91%
Allied Health Professionals	207	82.13%	17.87%	202	83.66%	16.34%
Estates and Ancillary	256	69.53%	30.47%	258	71.71%	28.29%
Medical and Dental	295	55.93%	44.07%	297	56.90%	43.10%
Nursing and Midwifery Registered	1229	68.51%	31.49%	1187	68.16%	31.84%

Gender split by Staff Group 2013 and 2012



Gender split by payscale 2013 and 2012

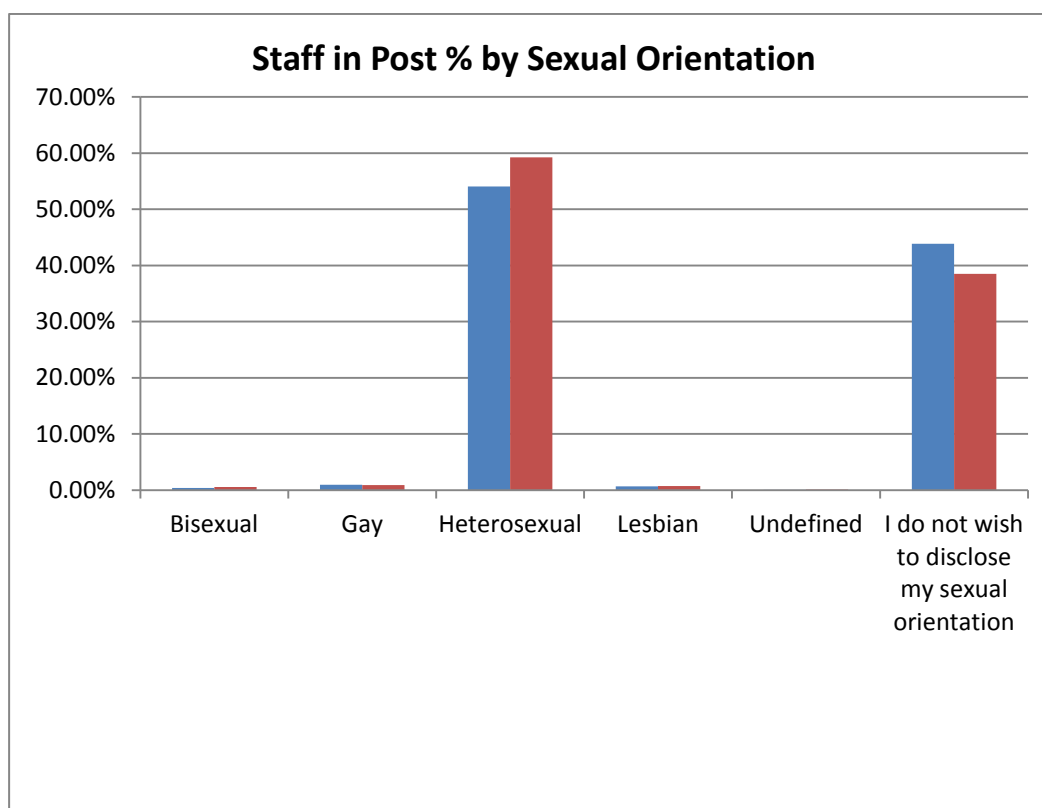
Payscale	Headcount	% Female 2013	% Male 2013	Headcount	% Female 2012	% Male 2012
1	155	75.48%	24.52%	154	77.27%	22.73%
2	488	70.70%	29.30%	412	72.33%	27.67%
3	777	73.87%	26.13%	739	74.56%	25.44%
4	566	82.33%	17.67%	551	82.58%	17.42%
5	756	74.21%	25.79%	746	73.73%	26.27%
6	771	69.91%	30.09%	715	71.05%	28.95%
7	361	69.25%	30.75%	353	67.99%	32.01%
8A	146	73.29%	26.71%	147	69.39%	30.61%
8B	69	62.32%	37.68%	80	66.25%	33.75%
8C	34	58.82%	41.18%	35	60.00%	40.00%
8D	9	77.78%	22.22%	24	70.83%	29.17%
Consultant	114	36.84%	63.16%	112	36.61%	63.39%
Other	14	50.00%	50.00%	5	40.00%	60.00%
Other Medical	181	67.96%	32.04%	185	69.19%	30.81%
Senior Mgr	21	66.67%	33.33%	13	30.77%	69.23%



5.6 Staff Profile Sexual Orientation

Historically we have struggled to gather accurate intelligence about the sexual orientation of our staff. This is because of the sensitivity of the data and reluctance on the part of some staff to declare their sexuality to their employer. In addition, historically we have not always asked staff for this information when they have joined us; we now routinely ask for this information for all new starters. The data on staff sexuality is therefore growing and as a result more meaningful data is available. The percentage of our staff declaring that they are gay, lesbian or bisexual is significantly below what we would expect in terms of the make-up of our local population; however 38% of staff did not declare their sexual orientation so the actual percentage of staff in these groups is likely to be higher than those reported.

Sexual Orientation	Headcount 2012	Headcount % 2012	Headcount 2013	Headcount % 2013
Bisexual	18	0.42%	25	0.56%
Gay	41	0.95%	40	0.89%
Heterosexual	2,334	54.04%	2,661	59.24%
Lesbian	30	0.69%	33	0.73%
Undefined	1	0.02%	4	0.09%
I do not wish to disclose my sexual orientation	1,895	43.88%	1,729	38.49%
	4,319		4,492	

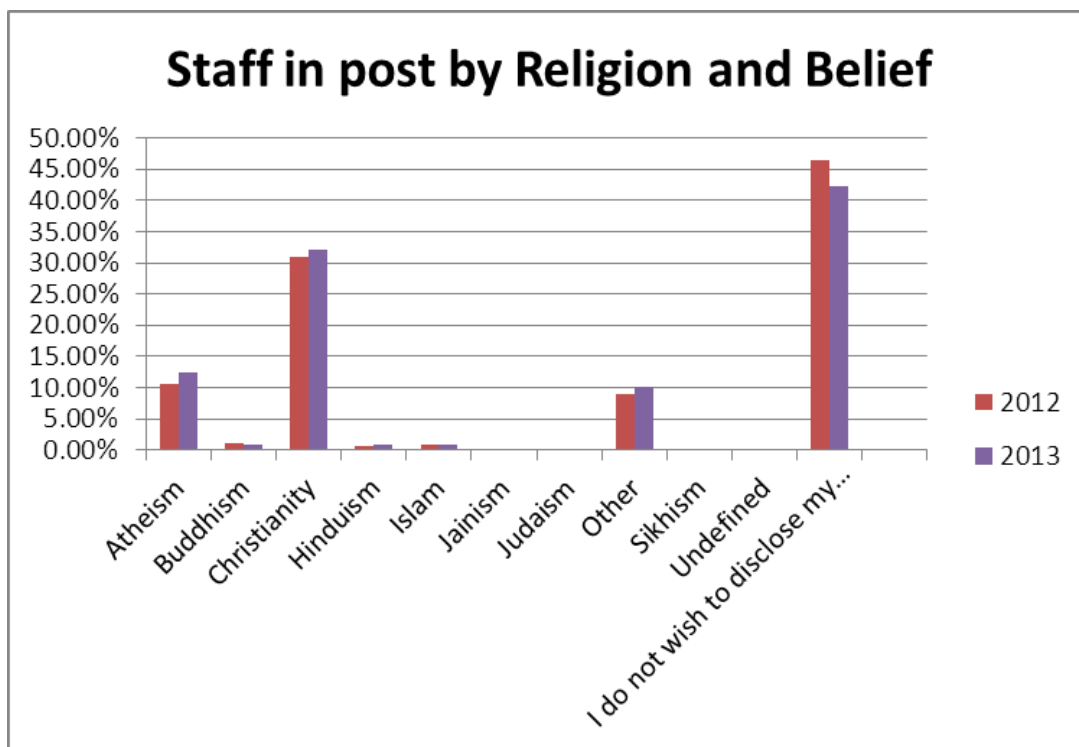


5.7 Staff Profile Religion and Belief

The information held in respect of staff religion and beliefs is not comprehensive with only 58% of staff declaring their religion or belief. This however has grown over the reporting period from 53.5% in 2012.

Not surprisingly the highest group declaring their religion or belief are those who are Christians with 32%. The next highest group is Atheism with 12.50%.

Religion and Belief	Headcount	Headcount %	Headcount	Headcount %
	2012	2012	2013	2013
Atheism	462	10.70%	561	12.49%
Buddhism	44	1.02%	42	0.93%
Christianity	1,338	30.98%	1,437	31.99%
Hinduism	30	0.69%	38	0.85%
Islam	36	0.83%	42	0.93%
Jainism	1	0.02%	1	0.02%
Judaism	7	0.16%	6	0.13%
Other	390	9.03%	460	10.24%
Sikhism	5	0.12%	6	0.13%
Undefined	1	0.02%	4	0.09%
I do not wish to disclose my religion/ belief	2,005	46.42%	1,895	42.19%
	4,319		4,492	



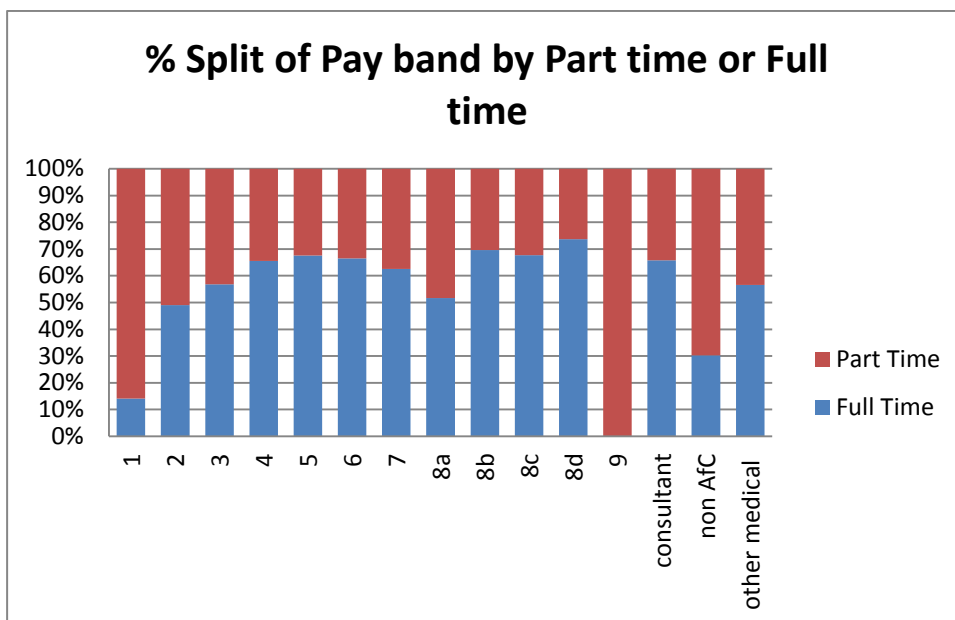
5.8 Staff Profile -Flexible Working Hours 2013 Data Only

A significant number of our staff work part time. With the exception of Band 9 staff, part time staff are employed at every level of our organisation. Not surprisingly the lower banded jobs have the highest proportion of part time staff. The majority of Band 1 staff will be employed in housekeeping roles that lend themselves to part time work.

A comparison of part time and full time workers (excluding bank and honorary doctors) 31st December 2013.

Full time vs Part Time Headcount

Sum of headcount	
Employee Category	Total
Full Time	2444
Part Time	1605
Undefined	6
Grand Total	4055



5.9. Employee Relations Data 2013 Data Only

Staff Profile Dismissals - Capability

The information below describes the make-up of the workforce dismissed during the calendar year 2013. Although the numbers are low they do highlight a higher percentage of men being dismissed than we would expect (compared with the number of males in our workforce). We will need to continue this trend going forward. Any person dismissed does have the right of appeal.

By age band –

Leaving Reason	Age Band							Grand Total
	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	61 - 65	
Dismissal - Capability	3	3	1	5	6	3	1	22

By Gender -

Leaving Reason	Gender		Grand Total
	Female	Male	
Dismissal - Capability	9	13	22

By Ethnic Origin –

Leaving Reason	Ethnic Origin				Grand Total
	A White - British	H Asian or Asian British - Indian	N Black or Black British - African	S Any Other Ethnic Group	
Dismissal - Capability	19	1	1	1	22

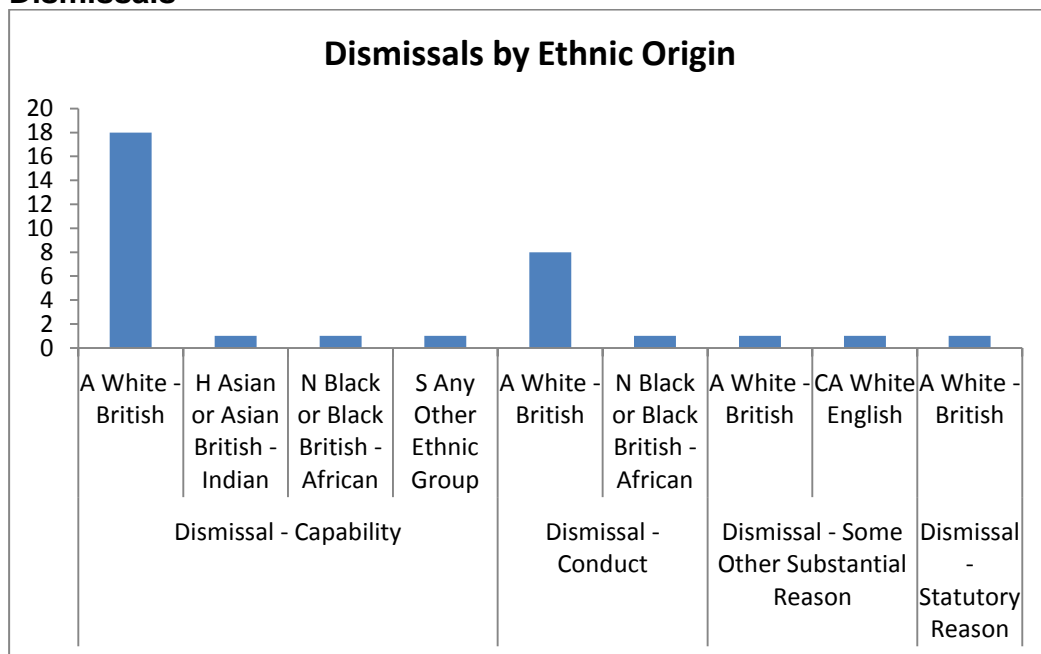
By Disability –

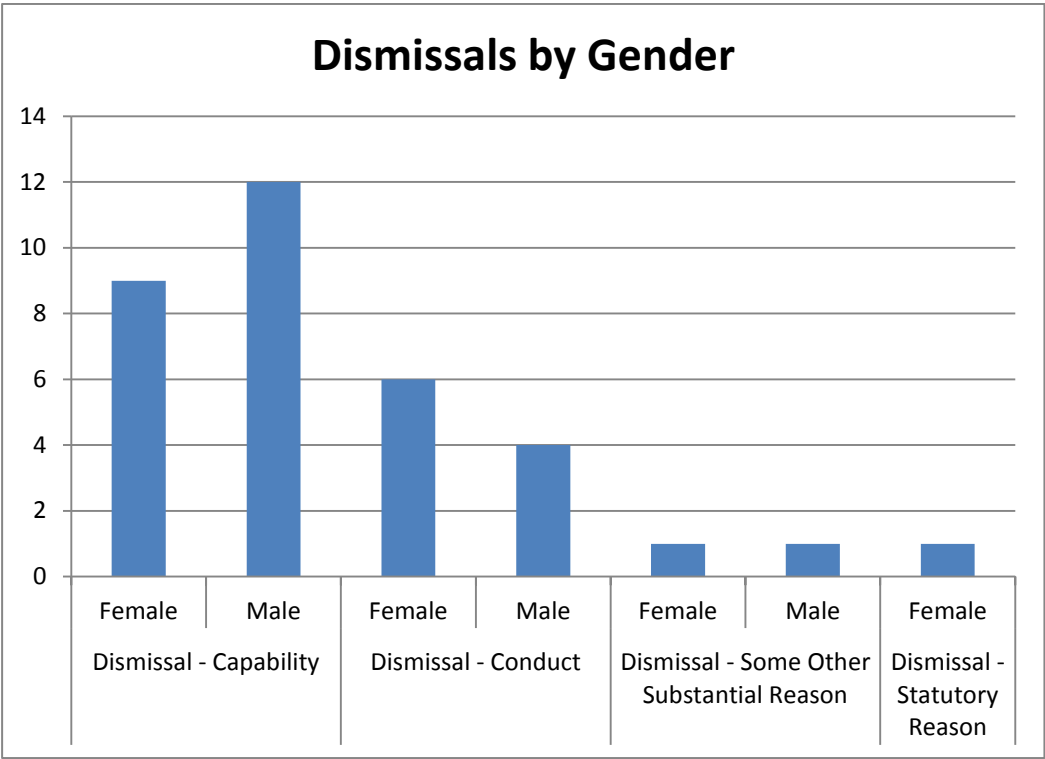
Leaving Reason	Disabled			Grand Total
	No	Not Declared	Yes	
Dismissal - Capability	13	6	3	22

By Sexual Orientation –

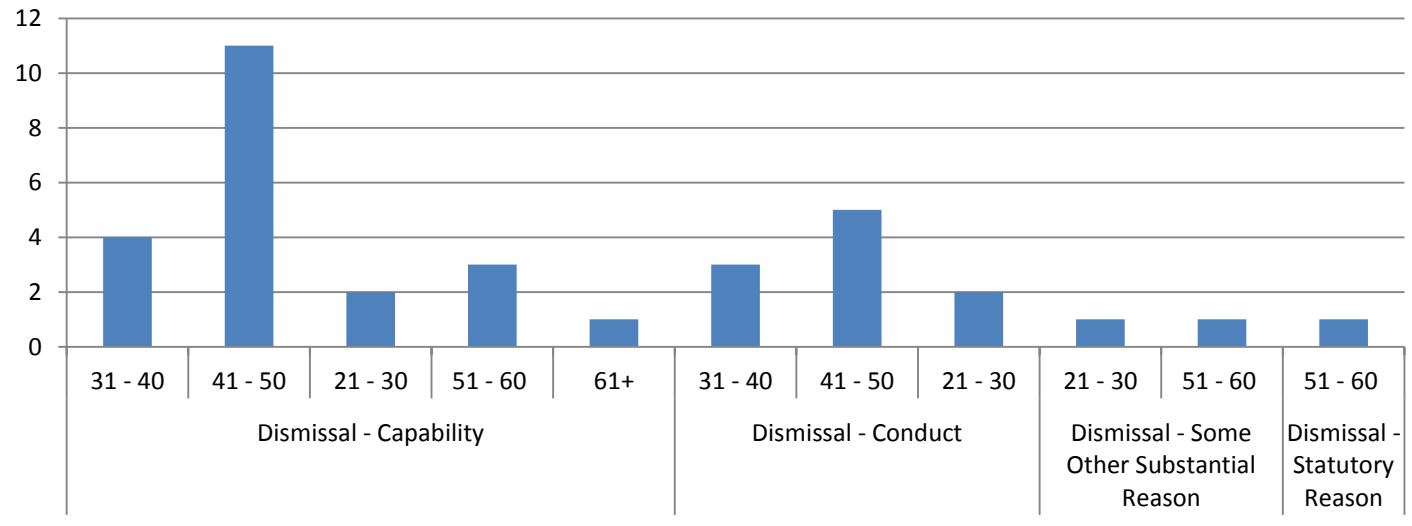
Leaving Reason	Sexual Orientation			Grand Total
	Gay	Heterosexual	I do not wish to disclose my sexual orientation	
Dismissal – Capability	1	14	7	22

Dismissals

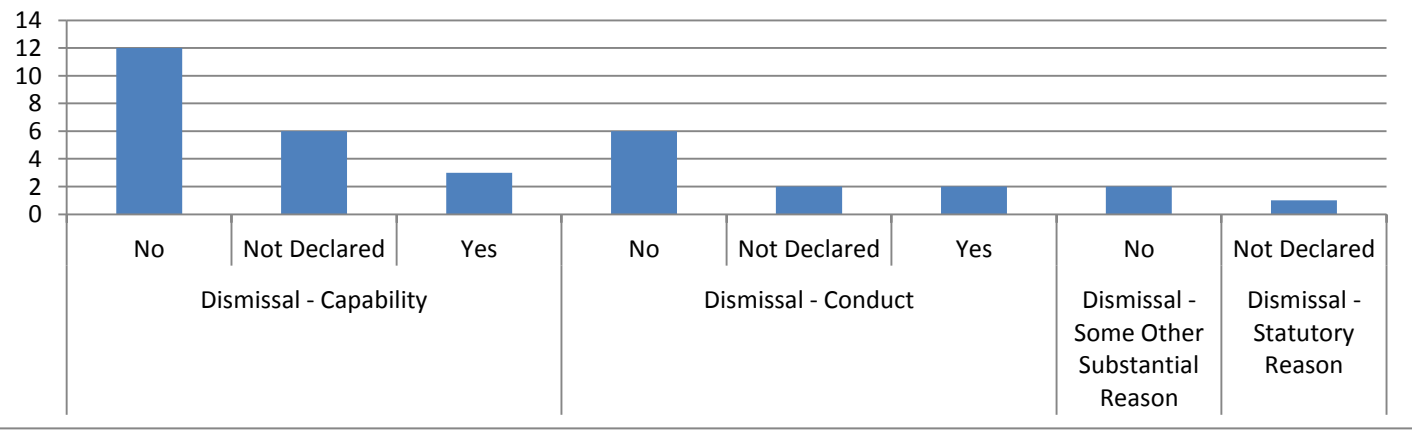




Dismissal by Age Band



Dismissal by Disability status



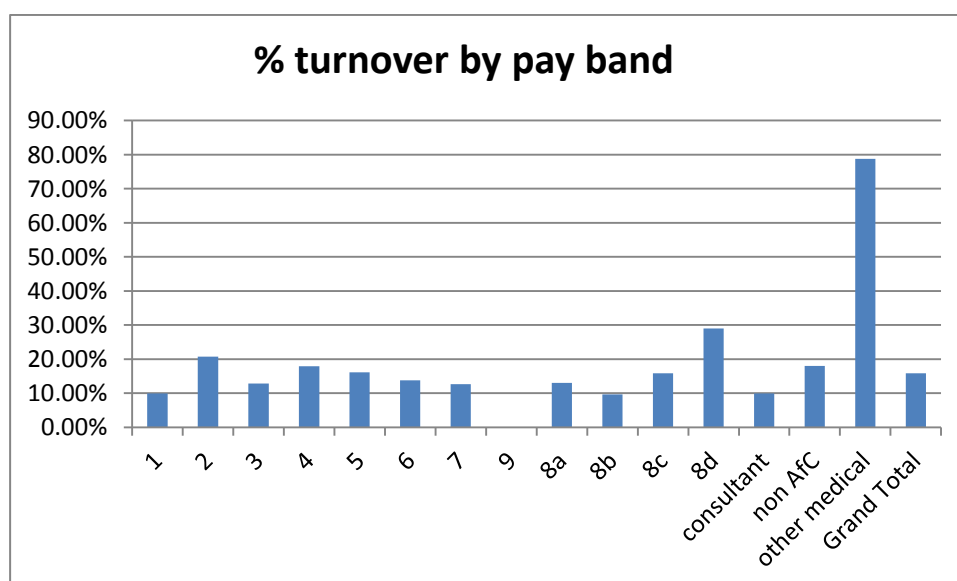
5.10 Staff Profile –Turnover

The Trust turnover was 15.85% for Jan 13 – Dec 13 based on FTE. This excludes junior doctors but does include medical other than consultants for example associate specialist, specialty doctor, staff grades etc. The Medical staff figure is high because of the number of locums that the Trust employs.

Turnover in other pay bands is reasonably healthy. The high turnover at Band 8D reflects the number of managers who have left as a result of re-structuring. Turnover at Band 2 is slightly higher than the norm but this is to be expected given that this is the entry level for Health Care Support Worker roles in our Inpatient Service where we would expect these staff to move on to other roles and also includes housekeeping staff who are less restricted by a desire to work within a mental health setting.

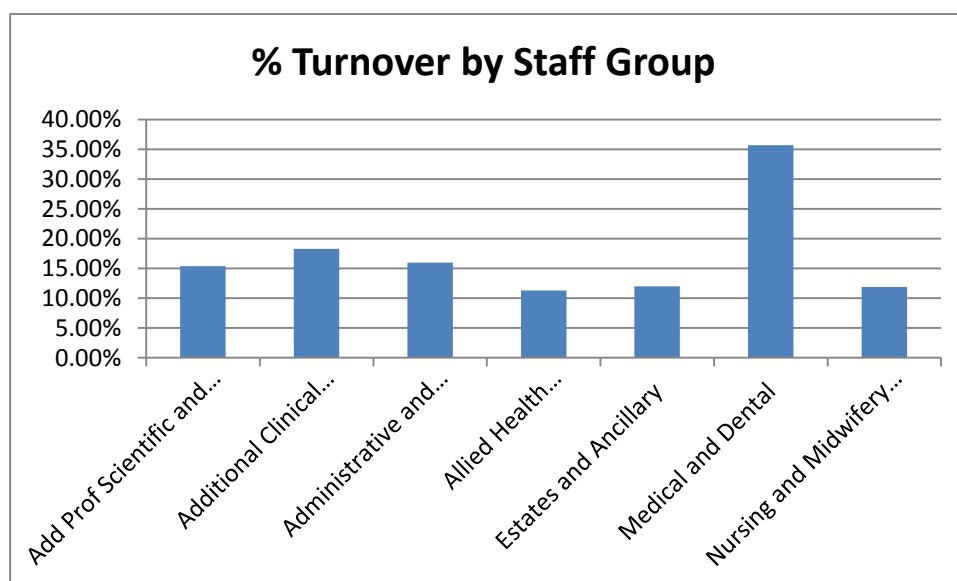
Turnover by Pay Band (Jan 13 – Dec 13)

pay band	% turnover
1	9.91%
2	20.73%
3	12.84%
4	17.85%
5	16.15%
6	13.73%
7	12.62%
9	0.00%
8a	13.04%
8b	9.63%
8c	15.80%
8d	28.93%
consultant	9.88%
non AfC	18.00%
other medical	78.78%
Grand Total	15.85%



Turnover by Staff Group (Jan 13 – Dec 13)

Staff Group	LTR FTE %
Add Prof Scientific and Technic	15.39%
Additional Clinical Services	18.29%
Administrative and Clerical	15.97%
Allied Health Professionals	11.30%
Estates and Ancillary	12.02%
Medical and Dental	35.71%
Nursing and Midwifery Registered	11.88%



6.0 Recruitment Activity Profile

The Trust manages all of its recruitment through NHS jobs. One of the benefits of using NHS Jobs is that it is able to capture data in respect of the protected characteristics of our applicants. As a consequence we are able to monitor the characteristics of those who apply for vacancies with us and track particular groups through the recruitment cycle, thus identifying areas that require interventions or positive action.

Table 1 – Recruitment by Ethnicity (NHS Jobs reports)

Recruitment by Ethnicity						
1st January - 31 December 2013	Totals	White British	White British %	BME	BME %	Undisclosed
Number of applicants	21969	13343	60.74%	6173	28.10%	252
Number shortlisted	5245	3679	70.14%	1146	21.85%	60
Number appointed	1209	928	76.76%	199	16.46%	15

Table 1 demonstrates that the Trust attracts large numbers of BME applicants compared with the population that we serve. Over 28% of applicants are from candidates with a BME background. Following this group through the recruitment process the percentage of applicants from a BME background who are appointed drops from 28% at applicant stage, to 21% at shortlist stage to 16.5% at appointment stage

Some of the drop off in the applicant to shortlisting stage may be explained by the fact we do get a number of BME applicants who are not eligible to work in the UK. This however does not explain the drop from shortlisted stage to appointed stage; consequently some further investigatory work is required.

Appointing managers do not receive information in respect of the Ethnic Background of staff when they are shortlisting.

Table 2 below shows that there is variance in relation to how well specific ethnic groups do within our recruitment processes. White British applicants fair better than other groups at all stages of the recruitment process. The proportion of White Irish, Mixed – White and Asian, Mixed –any other mixed background and Black or Black British Caribbean remains consistent from applied, shortlisted and appointed.

Table 2 – Recruitment by Ethnic Group

Recruitment by Ethnicity

1st January - 31 December 2013	Applied	%	Shortlisted	%	Appointed	%
White - British	13343	60.74%	3679	70.14%	928	76.76%
White - Irish	229	1.04%	65	1.24%	15	1.24%
White - any other background	1970	8.97%	294	5.61%	51	4.22%
Asian or Asian British - Indian	1521	6.92%	230	4.39%	22	1.82%
Asian or Asian British - Pakistani	439	2.00%	33	0.63%	4	0.33%
Asian or Asian British - Bangladeshi	84	0.38%	15	0.29%	2	0.17%
Asian or Asian British - Any other Asian background	314	1.43%	36	0.69%	6	0.50%
Mixed - White and black Caribbean	148	0.67%	23	0.44%	5	0.41%
Mixed - White and Black African	102	0.46%	18	0.34%	8	0.66%
Mixed - White and Asian	106	0.48%	27	0.51%	6	0.50%
Mixed - any other Mixed background	188	0.86%	40	0.76%	11	0.91%
Black or Black British Caribbean	379	1.73%	85	1.62%	21	1.74%
Black or Black British - African	2360	10.74%	553	10.54%	97	8.02%
Black or Black British - Any other Black background	185	0.84%	23	0.44%	5	0.41%
Other Ethnic Group - Chinese	80	0.36%	11	0.21%	2	0.17%
Other Ethnic Group - Any other Ethnic background	267	1.22%	52	0.99%	10	0.83%
Undisclosed	252	1.15%	60	1.14%	15	1.24%

Table 3- Recruitment By Gender

The number of female applicants for employment is much greater than the make-up of our local population. This is to be expected because females traditionally have been attracted to caring professions more than men.

The appointment profile of men and when is more or less in line with the percentage of applications received. There is a slight drop off for men from 28.5% to 26.88 %. Statistically this isn't significant.

Recruitment by Gender						
1st January - 31st December 2013	Total	Male	Male %	Female	Female %	Undisclosed
Number of Applicants	21969	6269	28.54%	15648	71.23%	53
Number Shortlisted	5245	1457	27.78%	3777	72.01%	12
Number Appointed	1209	325	26.88%	881	72.87%	4

Table 4 Disability

The number of applicants with a disability is 5% this is higher than the percentage of our staff who have declared they have a disability.

There is no significant variance in percentages throughout the whole of the recruitment process. This suggests that candidates with a disability are being treated fairly throughout all three stages of the process.

Recruitment by Disability				
1st January - 31st December 2013	Total	People with Disabilities	%	Undisclosed
Number of Applicants	21969	1091	4.97%	218
Number Shortlisted	5245	328	6.25%	66
Number Appointed	1209	62	5.13%	19

Table 5 – Recruitment by Sexual Orientation

The numbers of applicants from the Gay, lesbian and bisexual community is small compared with the 2011 census that reports 1.5% of the population is either gay or lesbian. Almost 7% of applicants do not disclose their sexual orientation during the recruitment process so this may explain some of the low figures.

There is no statistical evidence to suggest that gay, lesbian or bisexual candidates suffer discrimination through the recruitment process.

Recruitment by Sexual Orientation						
1st January - 31st December 2013	Applied	%	Shortlisted	%	Appointed	%
Lesbian	128	0.58%	44	0.84%	13	1.08%
Gay	284	1.29%	76	1.45%	19	1.57%
Bisexual	309	1.41%	83	1.58%	19	1.57%
Heterosexual	19774	90.01%	4628	88.24%	1059	87.59%
Undisclosed	1474	6.71%	414	7.89%	99	8.19%

Table 6 Recruitment by Age

The age profile of applicants is broadly in line with our expectations. There are low numbers of very young applicants and very low numbers of applicants over the age of 55. The Trust may wish to consider recruitment campaigns focussed on these particular age groups, apprenticeships and return to practice courses may be appropriate?

The applicants who seem to do slightly better than other groups are those in the age categories 20 to 54. However broadly speaking progress through the stages of recruitment is in line with expectations.

Recruitment by Age						
1st January - 31st December 2013	Applied	%	Shortlisted	%	Appointed	%
Under 20	437	1.99%	46	0.88%	12	0.99%
20-24	4939	22.48%	867	16.53%	187	15.47%
25-29	5038	22.93%	1122	21.39%	249	20.60%
30-34	3205	14.59%	810	15.44%	185	15.30%
35-39	2231	10.16%	593	11.31%	170	14.06%
40-44	1924	8.76%	544	10.37%	122	10.09%
45-49	1912	8.70%	583	11.12%	140	11.58%
50-54	1497	6.81%	441	8.41%	86	7.11%
55-59	649	2.95%	181	3.45%	40	3.31%
60-64	115	0.52%	44	0.84%	14	1.16%
65-69	18	0.08%	12	0.23%	3	0.25%
70+	3	0.01%	1	0.02%	1	0.08%
Undisclosed	1	0.00%	1	0.02%	0	0.00%

Table 7 – Recruitment by religion and belief

Religion and Belief

The data collected on job applicants is significantly better than that held on our substantive workforce with between 11% and 15% of applicants and appointees choosing not to disclose their religion or belief.

The number of Islamic applicants progressing through the recruitment process does require further investigation the trajectory is not as you would expect.

Recruitment by Religion and Belief						
1st January - 31st December 2013	Applied	%	Shortlisted	%	Appointed	%
Atheism	4002	18.22%	1051	20.04%	269	22.25%
Buddhism	213	0.97%	45	0.86%	15	1.24%
Christianity	10967	49.92%	2450	46.71%	520	43.01%
Hinduism	646	2.94%	112	2.14%	13	1.08%
Islam	993	4.52%	109	2.08%	16	1.32%
Jainism	12	0.05%	3	0.06%	0	0.00%
Judaism	17	0.08%	8	0.15%	2	0.17%
Sikhism	96	0.44%	15	0.29%	1	0.08%
Other	2573	11.71%	712	13.57%	193	15.96%
Undisclosed	2450	11.15%	740	14.11%	180	14.89%

7.0 Trust wide Equality Training data

Diversity training

Equality and Diversity Training forms part of the Trusts Mandatory Training programme. As of the 31st December 2013 70% of staff were up to date with their training in Equality and Diversity.

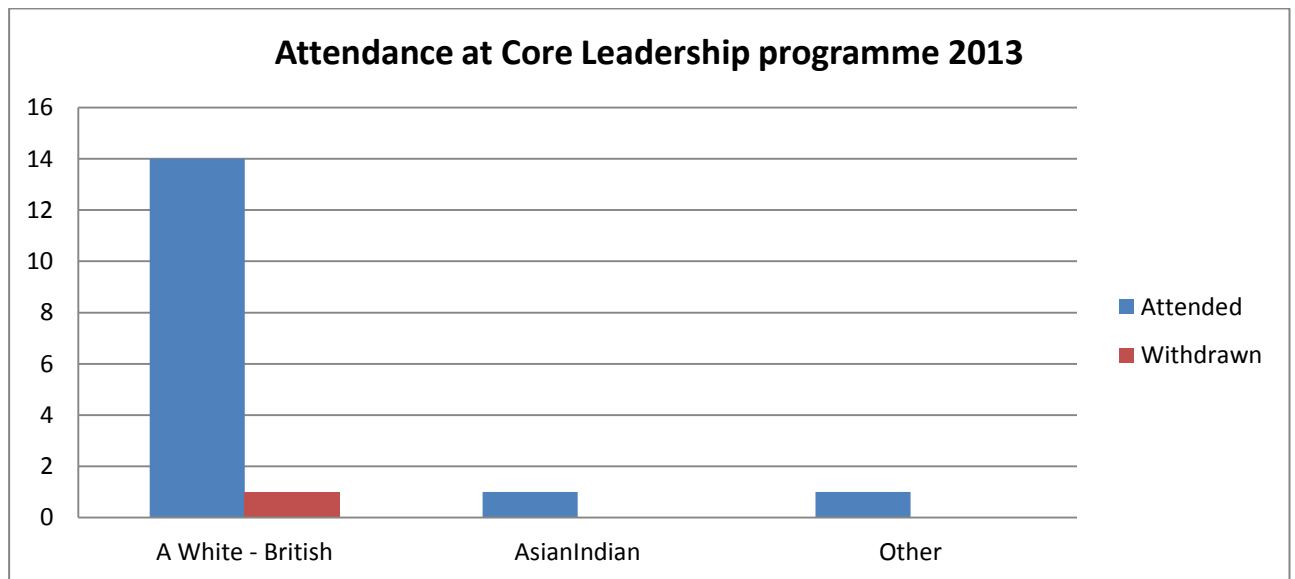
Ethnic origin	Percentage of that ethnic group in the Trust	Percentage of that ethnic group trained
A White - British	78.4%	72.5%
B White - Irish	1.0%	60.0%
C White - Any other White background	3.5%	63.1%
C2 White Northern Irish	0.0%	0.0%
C3 White Unspecified	0.0%	100.0%
CA White English	0.6%	62.5%
CB White Scottish	0.1%	66.7%
CC White Welsh	0.0%	50.0%
CH White Turkish	0.0%	0.0%
CP White Polish	0.0%	100.0%
CY White Other European	0.1%	100.0%
D Mixed - White & Black Caribbean	0.4%	57.9%
E Mixed - White & Black African	0.7%	69.0%
F Mixed - White & Asian	0.4%	61.1%
G Mixed - Any other mixed background	0.5%	75.0%
H Asian or Asian British - Indian	1.9%	64.2%
J Asian or Asian British - Pakistani	0.3%	83.3%
K Asian or Asian British - Bangladeshi	0.1%	80.0%
L Asian or Asian British - Any other Asian background	0.7%	69.0%
LD Asian East African	0.0%	100.0%
LJ Asian Caribbean	0.0%	100.0%
M Black or Black British - Caribbean	1.2%	60.8%
N Black or Black British - African	5.0%	57.0%
P Black or Black British - Any other Black background	0.4%	64.7%
PC Black Nigerian	0.0%	100.0%
R Chinese	0.2%	80.0%
S Any Other Ethnic Group	0.6%	65.4%
SC Filipino	0.1%	100.0%
SE Other Specified	0.8%	57.6%
Undefined	0.1%	66.7%
Z Not Stated	2.8%	44.3%

Equality Training By Sex

Gender	Percentage of that gender group in the Trust	Percentage of that gender group trained
Female	72%	71%
Male	28%	67%

8.0 Management Training

The Trust runs an internal 9-day Core Leadership programme on an annual basis. In 2013 attendance was predominantly White British staff, as follows:



The gender mix of attendees was not representative of Trust staffing at Bands 6 and 7 at which the course is aimed.

