Employment Information

What do we have to do?

The Equality Act 2010 is about treating everyone in a fair way. We have to tell you how we collect and use information to ensure that we are treating people fairly at work.

We have to publish employment information every year for the groups of staff who are protected under the Equality Act from being treated less favourably than other people due to their age, disability, gender, race, religion or belief, sexual orientation, martial or civil partnership status, being pregnant or being transgender.

What have we published?

- Staff employed by us as at 31 March 2014.

- People who have applied for jobs with us, identifying how many were successful and how many were not

- Staff who have applied for training

- Staff involved in grievance procedures and staff subject to disciplinary procedures

- Staff who have left our employment.

- Male and female staffing breakdown by job, grade, pay, contract type and working pattern.

What are the key messages?

Staff Profile

- Our largest staff group is registered nurses and midwives (33%) followed by additional clinical services staff (20%) and administrative and clerical staff (16%).

Gender

- Our high proportion of female workers (78%) is typical of NHS organisations reflecting the makeup of people entering healthcare professions.

Age

- Our healthcare workforce is getting older with the 46 to 50 age group being the largest (17%) followed closely by the 51 to 55 age group (16%) and the 41 to 45 age group (14%).

- In terms of the overall staff profile, 47% of the workforce is aged between 41 and 54 years.

Disability

- There is an incomplete data set for our staff identifying themselves as disabled or non-disabled with 70% of data not available. This means that it is not possible to draw any conclusions about the profile of staff who have a disability.

Ethnicity

- Information about the ethnicity of staff is not recorded consistently. The ethnicity of 50% of staff is not recorded on the electronic staff record system so it is not possible to comment about the ethnic profile of staff.

Marriage and Civil Partnership

- 'Single' and 'Married' make up the bulk of all marital / civil partnership statuses, accounting for 28% and 55% respectively of our workforce.

- The number of registered same-sex civil partnerships accounts for only 0.4% of all marital / civil partnerships statuses across our workforce.

Religion

- Information about religion is not recorded consistently. This data is not recorded for 63% of staff on the electronic staff record system.

Sexual Orientation

- Information about sexual orientation is not recorded consistently. This data is not recorded for 63% of staff on the electronic staff record system.

Pregnancy and Maternity

- There were 271 members of staff (1.7%) on maternity or adoption leave as at 31 March 2014.

- There were 40 members of staff on a career break (0.3%) at this time.

Gender Reassignment

- We do not ask staff or applicants for jobs whether they identify as transgender so there is no estimate of this staff group.

Working Pattern

- A higher proportion of our male staff work full-time (82%) compared to our female staff (50%).

- Estates and Ancillary workers have the highest proportion of female staff working part-time (84%). Other staff groups with a high proportion of female staff working part-time are Additional Clinical Services (58%), Administrative and Clerical (49%), Allied Health Professionals (48%), Healthcare Scientists (44%) and Nursing and Midwifery Registered (43%).

- An increasing number of female medical and dental staff are working part-time (28%) compared to male medical and dental staff (18%).

- All bank staff and honorary staff have part-time working hours. A high proportion of locum staff are working part-time (92%).

- A higher proportion of permanent staff are in full-time employment with us (58%) than part-time work. This is the similar for staff on fixed term temporary contracts with 74% working full time hours.

Recruitment

- Our monitoring information is a snapshot from 1 June 2013 to 31 March 2014. Data is captured on-line through NHS Jobs.

- 83% of appointed candidates were women and 17% men.

- 2% of appointed candidates declared that they have a disability.

- The ethnicity of appointed candidates were 92% White British, Irish or any other white background; 5% Asian or Asian British – Indian; 1% Black or British Black – African; and 1% any other ethnic group.

- 65% of appointed candidates were younger than 40 years old. Older candidates were less successful with only 8% of appointed candidates aged 50 - 54, 2% aged 55 – 59 and 0% aged over 60.

- Higher proportions of appointed candidates either identify themselves as Christian (59%) or state they have no religion (14%).

- 95% of appointed candidates identify themselves as heterosexual and 2% identify themselves as lesbian, gay or bisexual.

Access to Training

- The overall uptake of training is higher for female staff (81%) compared to male staff (19%). The gender split of the workforce is 78% female and 22% male.

- It is not possible to draw conclusions about the uptake of training by different ethnic groups of staff due to the data gaps.

Pay

- The average full time basic pay is higher for male than female staff across all staff groups with the exception of Allied Health Professionals.

- Administrative and Clerical, Healthcare Scientists and Medical and Dental are the staff groups where there are the highest pay differences between male and female staff working full-time.

- The average part-time basic salary is higher for female than male staff across all staff groups with the exception of Estates and Ancillary.

- The gender breakdown of the workforce by pay band shows that the proportion of male employees increases in more senior roles.

Leavers

- The 26 – 30 and 31 – 35 age bands account for 32% of all leavers.

- Male staff have a higher turnover rate compared to female staff as they account for 22% of the workforce but 33% of leavers.

- It is not possible to draw any conclusions about ethnicity or disability due to the incomplete data set.

Application of Grievance and Disciplinary Procedures

- Data is only available on the gender of the staff. This shows that a higher proportion of male staff are involved with grievances or subject to disciplinaries. They account for 22% of the workforce but 52% of the staff involved with grievances and 29% of staff subject to disciplinary procedures.

Table 1: Total Staff in Post by Staff Group (31.03.2014)

Staff Group	Headcount	%
Add Prof Scientific and Technic	628	3.9
Additional Clinical Services	3,209	20.2
Administrative and Clerical	2,540	16.0
Allied Health Professionals	921	5.8
Estates and Ancillary	1,617	10.2
Healthcare Scientists	242	1.5
Medical and Dental	1,528	9.6
Nursing and Midwifery Registered	5,193	32.7
Students	10	0.1
Total	**15,888**	**100.00**

Table 2: Staff by Gender (31.03.2014)

Staff Group	Total Headcount	Female	%	Male	%
Add Prof Scientific and Technic	628	409	2.6	219	1.4
Additional Clinical Services	3,209	2,596	16.3	613	3.9
Administrative and Clerical	2,540	2,157	13.6	383	2.4
Allied Health Professionals	921	781	4.9	140	0.9
Estates and Ancillary	1,617	897	5.6	720	4.5
Healthcare Scientists	242	158	1.0	84	0.5
Medical and Dental	1,528	598	3.8	930	5.8
Nursing and Midwifery Registered	5,193	4,739	29.8	454	2.8
Students	10	9	0.1	1	0.1
Total	**15,888**	**12,344**	**77.7**	**3,544**	**22.3**

Table 3: Staff by Age (31.03.2014)

Age Band	Headcount	%
16 - 25	761	4.8
26 - 30	1,453	9.1
31 - 35	1,651	10.4
36 - 40	1,885	11.9
41 - 45	2,282	14.4
46 - 50	2,671	16.8
51 - 55	2,520	15.9
56 - 60	1,690	10.6
61 - 65	728	4.6
66 & above	247	1.5
Total	**15,888**	**100.0**

Table 4: Staff by Disability (31.03.2014)

Disabled	Headcount	%
No	4,679	29.5
Yes	144	0.9
Not Declared	11,065	69.6
Total	15,888	100.0

Table 5: Staff by Ethnicity (31.03.2014)

Ethnic Origin	Headcount	%
White	7,594	47.8
BME	461	2.9
Not Stated	7,833	49.3
Total	**15,888**	**100.00**

Table 6: Staff by Marital and Civil Partnership Status (31.03.2014)

Marital Status	Female	Male	Headcount	%
Civil Partnership	39	16	55	0.4
Divorced	926	84	1,010	6.4
Legally Separated	42	5	47	0.3
Married	7,579	1,152	8,731	54.9
Single	3,383	1,000	4,383	27.6
Widowed	93	6	99	0.6
Not Stated	256	107	363	2.3
Unknown	26	1,174	1,200	7.5
Grand Total	**12,344**	**3,544**	**15,888**	**100.0**

Table 7: Staff by Religion and Belief (31.03.2014)

Religious Belief	Headcount	%
Atheism	631	4.0
Buddhism	13	0.1
Christianity	3,791	23.8
Hinduism	44	0.3
Islam	47	0.3
Judaism	2	0.1
Other	766	4.8
Sikhism	10	0.1
I do not wish to disclose my religion/belief	657	4.1
Undefined	9,927	62.4
Total	**15,888**	**100.0**

Table 8: Staff by Sexual Orientation (31.03.2014)

Sexual Orientation	Headcount	%
Bisexual	20	0.1
Gay	35	0.2
Heterosexual	5,553	35.0
Lesbian	327	2.1
I do not wish to disclose my sexual orientation	23	0.1
Undefined	9,930	62.5
Total	**15,888**	**100.00**

Table 9: Gender by Staff Group and Working Pattern (31.03.2014)

Staff Group	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head Count	%	Head count	%	Head count	%	Head Count	%
Add Prof Scientific and Technical	239	58	170	42	182	83	37	17
Additional Clinical Services	1,079	42	1,517	58	488	80	125	20
Administrative and Clerical	1,109	51	1,048	49	331	86	52	14
Allied Health Professionals	404	52	377	48	121	86	19	14
Estates and Ancillary	141	16	756	84	540	75	180	25
Healthcare Scientists	89	56	69	44	81	96	3	4
Medical and Dental	429	72	169	28	761	82	169	18
Nursing and Midwifery Registered	2,706	57	2,033	43	392	86	62	14
Students	9	100	0	0	0	0	1	100
Total	**6,205**	**50**	**6,139**	**50**	**2,896**	**82**	**648**	**18**

Table 10: Gender by Grade Type and Working Pattern (31.03.2014)

Grade Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head Count	%
A4C	5,762	49	5,953	51	2,107	82	475	18
Medical & Dental	428	72	169	28	758	82	168	18
Non A4C	15	47	17	53	31	86	5	14
Total	**6,205**	**50**	**6,139**	**50**	**2,896**	**82**	**648**	**18**

Table 11: Gender by Contract Type and Working Pattern (31.03.2014)

Contract Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head count	%
Bank	0	0	476	100	0	0	110	100
Fixed Term Temp	744	67	363	33	466	89	59	11
Honorary	0	0	2	100	0	0	6	100
Locum	4	7	53	93	7	9	69	91
Non Officer Members/Chair	0	0	3	100	0	0	8	100
Permanent	5,455	51	5,245	49	2,419	86	404	14
Total	**6,203**	**50**	**6,142**	**50**	**2,892**	**82**	**656**	**18**

Table 12: Applications, Shortlists and Appointments by Gender, Disability, Ethnicity, Age, Religion or Belief and Sexual Orientation

	Report Category	Applications Totals	%	Shortlisted Totals	%	Appointed Totals	%
	Total applications reported on	**32,420**		**2,553**	**7.9**	**1,405**	**4.0**
Gender	Male	8,127	24.6	530	20.7	237	17.0
	Female	24,273	74.8	2,022	79.3	1,167	83.0
	Undisclosed	20	0.1	1	0.0	1	
Disability	Yes	862	2.7	70	2.7	30	2.1
	No	31,249	96.3	2,457	96.2	1,368	97.0
	Undisclosed	309	1.0	26	1.0	7	0.5
Ethnicity	WHITE - British	25,363	78.2	2,053	80.4	1,258	89.5
	WHITE - Irish	149	0.5	23	0.9	6	0.4
	WHITE - Any other white background	1,461	4.5	116	4.5	32	2.2
	ASIAN or ASIAN BRITISH - Indian	1,673	5.1	112	4.3	38	2.7
	ASIAN or ASIAN BRITISH - Pakistani	734	2.2	44	1.7	8	0.6
	ASIAN or ASIAN BRITISH - Bangladeshi	181	0.6	8	0.3	2	0.0
	ASIAN or ASIAN BRITISH - Any other Asian background	861	2.7	57	2.2	17	1.2
	MIXED - White & Black Caribbean	42	0.1	5	0.1	2	0.0
	MIXED - White & Black African	149	0.5	7	0.2	2	0.0
	MIXED - White & Asian	68	0.2	3	0.1	2	0.0
	MIXED - any other mixed background	123	0.4	14	0.5	3	0.0

	BLACK or BLACK BRITISH - Caribbean	41	0.1	5	0.1	1	0.0
	BLACK or BLACK BRITISH - African	800	2.5	37	1.4	16	1.2
	BLACK or BLACK BRITISH - Any other black background	26	0.1	2	0.1	1	0.0
	OTHER ETHNIC GROUP - Chinese	136	0.4	7	0.2	3	0.0
	OTHER ETHNIC GROUP - Any other ethnic group	424	1.3	42	1.6	12	0.8
	Undisclosed	189	0.6	18	0.7	2	0.0
Age Band	Age Under 20	530	1.6	266	10.4	9	0.6
	Age 20-24	6,464	19.9	445	17.4	240	17.0
	Age 25-29	7,174	22.1	534	20.9	298	21.2
	Age 30-34	4,302	13.2	353	13.8	199	14.1
	Age 35-39	3,654	11.2	330	12.9	169	12.0
	Age 40-44	3,824	11.7	353	13.8	217	15.4
	Age 45-49	3,052	9.4	246	9.6	132	9.3
	Age 50-54	2,181	6.7	175	5.6	106	7.5
	Age 55-59	941	2.9	75	2.9	30	2.
	Age 60-64	269	0.8	20	0.8	5	0.0
	Age 65-69	23	0.1	1	0.0	0	0.0
	Age 70+	1	0.0	0	0.0	0	0.0
	Undisclosed	5	0.0	0	0.0	0	0.0
Religion or Belief	Atheism	4,243	13.0	318	12.4	192	13.6
	Buddhism	183	0.6	15	0.6	4	0.0
	Christianity	17,307	53.3	1,412	55.3	828	58.3
	Hinduism	602	1.9	54	2.1	20	1.4
	Islam	1,819	5.6	110	4.3	28	2.0
	Jainism	9	0.0	0	0.0	0	0.0
	Judaism	12	0.0	0	0.0	0	0.0
	Sikhism	53	0.1	6	0.2	0	0.0
	Other	4,819	14.8	372	14.5	193	13.7
	Undisclosed	3,373	10.4	266	10.4	140	7.8
Sexual Orienta-	Lesbian	176	0.5	16	0.6	14	0.9
	Gay	251	0.8	25	1.0	10	0.7

tion	Bisexual	281	0.8	21	0.8	10	0.7
	Heterosexual	30,158	93.0	2,377	93.1	1,334	94.9
	Undisclosed	1,554	4.8	114	4.5	37	2.6

Table 13: Mandatory and Corporate Induction Training by Gender and Ethnicity (1.04.2013 – 31.03.2014)

Protected Characteristic	Attendance	%
White	17,050	55.9
BME	838	2.7
Undefined/Not Stated	12,618	41.4
Total	**30,506**	**100**
Female	24,778	81.2
Male	5,728	18.8
Total	**30,506**	**100**

Table 14: Gender by Average Basic Pay and Working Pattern (31.03.2014)

Staff Group	Average Full Time Basic Salary		Average Part Time Basic Salary	
	Female	Male	Female	Male
Add Prof Scientific and Technic	32,131	35,380	19,585	12,735
Additional Clinical Services	17,982	18,127	10,146	7,022
Administrative and Clerical	25,820	36,147	12,719	11,065
Allied Health Professionals	33,613	33,117	22,967	17,439
Estates and Ancillary	17,025	19,121	10,154	10,719
Healthcare Scientists	32,430	42,158	23,172	17,320
Medical and Dental	50,748	65,685	26,369	15,461
Nursing and Midwifery Registered	31,199	31,575	18,628	14,649
Students	21,659	0	0	0

Table 15: Gender by Pay Grade (31.03.2014)

Pay Grade	Female	%	Male	%	Total
Band 1	563	77	170	23	733
Band 2	2,501	76	792	24	3,293
Band 3	1,265	81	296	19	1,561
Band 4	968	83	204	17	1,172
Band 5	3,134	89	394	11	3,528
Band 6	1,689	84	322	16	2,011
Band 7	1,167	84	227	16	1,394
Band 8a	261	76	82	24	343
Band 8b	91	69	41	31	132
Band 8c	49	61	31	39	80
Band 8d	23	59	16	41	39
Band 9	4	36	7	64	11
Associate Specialist	29	34	56	66	85
Clinical Assistant	2	29	5	71	7
Consultant	146	27	395	73	541
Dentist	8	57	6	43	14
Foundation Year ½	87	59	61	41	148
Hospital Practitioner			5	100	5
Senior House Officer	5	42	7	58	12
Specialist Registrar	21	60	14	40	35
Specialty Doctor	38	43	50	57	88
Specialty Registrar	203	47	231	53	434
Staff Grade Practitioner			5	100	5
Vocational Dental Practitioner	5	100			5
Non A4C	85	40	127	60	212
Grand Total	12,344	78	3,544	22	15,888

Table 16: Leavers by Age, Gender, Ethnicity and Disability

Age Band	Leavers 2013-14	%
16 – 25	149	9.6
26 – 30	281	18.1
31 – 35	209	13.5
36 – 40	196	12.6
41 – 45	110	7.1
46 – 50	94	6.1
51 – 55	134	8.6
56 – 60	159	10.2
61 & above	220	14.2
Total	**1,552**	**100**
Gender	**Leavers 2013-14**	**%**
Male	517	33.3
Female	1,035	66.7
Total	**1,552**	**100**
Ethnic Origin	**Leavers 2013/14**	**%**
Black & Minority Ethnic Groups	58	3.7
White	545	35.1
Undefined/Not Declared	949	61.2
Total	**1,552**	**100**
Disabled	**Leavers 2013-14**	**%**
Yes	19	1.2
No	376	24.0
Undefined/Not Declared	1,157	74.6
Total	**1,5552**	**100**

Table 17: Employee Relations Cases by Gender (1.04.2013 - 31.03.2014)

Protected Characteristic	Grievances	%	Disciplinaries	%
Male	15	52	40	29
Female	14	48	96	71
Total	29	100	136	100