

# 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, gender reassignment, marital or civil partnership status or being pregnant.

## What have we published?

- Staff employed by us as at 31 March 2016.
- People who have applied for jobs with us, identifying how many were successful and how many were not
- 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 (32%) followed by additional clinical services staff (20%) and administrative and clerical staff (17%).

## 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 51 to 55 age group being the largest (17%) followed closely by the 46 to 50 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 55 years.

## Disability

- There is an incomplete data set for our staff identifying themselves as disabled or non-disabled with 57% 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 41% 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 29% and 55% respectively of our workforce.
- The number of registered same-sex civil partnerships accounts for 0.6% of all marital / civil partnerships statuses across our workforce.

## Religion

- Information about religion is not recorded consistently. This data is not recorded for 50% of staff on the electronic staff record system.

## Sexual Orientation

- Information about sexual orientation is not recorded consistently. This data is not recorded for 50% of staff on the electronic staff record system.

## Pregnancy and Maternity

- There were 261 members of staff (1.7%) on maternity or adoption leave as at 31 March 2016.
- There were 41 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 are considering, undergoing or have undergone gender reassignment so there is no estimate of this staff group.

## Working Pattern

- A higher proportion of our male staff work full-time (87%) compared to our female staff (54%).
- Estates and Ancillary workers have the highest proportion of female staff working part-time (82%). Other staff groups with a high proportion of female staff working part-time are Additional Clinical Services (51%), Administrative and Clerical (46%), Allied Health Professionals (44%) and Nursing and Midwifery Registered (39%).
- A higher percentage of female medical and dental staff are working part-time (22%) compared to male medical and dental staff (9%).

- A higher proportion of permanent staff are in full-time employment with us (60%) than part-time work. This is the similar for staff on fixed term temporary contracts with 72% working full time hours.

## Recruitment

- The monitoring information was provided by applicants for jobs from 1 April 2015 to 31 March 2016. Data was captured on-line through NHS Jobs and was not used as part of the selection process.
- 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, Pakistani, Bangladeshi or any other Asian background; 1% Mixed – White and Black Caribbean, White and Black African, White and Asian or any other mixed background; 1% Black or British Black – Caribbean, African or any other black background; 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, 4% aged 55 – 59 and 1% aged over 60.
- Higher proportions of appointed candidates either identify themselves as Christian (54%) or state they have no religion (16%).
- 92% of appointed candidates identify themselves as heterosexual and 3% identify themselves as lesbian, gay or bisexual.
- 47% of appointed candidates are single, 40% are married and 2% have a civil partnership. 8% of people appointed are legally separated, divorced or widowed.

## 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 the majority of staff groups. The exceptions are Additional Clinical Services, Administrative and Clerical and 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 31% of all leavers.
- Male staff have a higher turnover rate compared to female staff as they account for 22% of the workforce but 31% of leavers.
- It is not possible to draw any conclusions about ethnicity, disability or sexual orientation 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 41% of the staff involved with grievances and 40% of staff subject to disciplinary procedures.

**Table 1: Total Staff in Post by Staff Group (31.03.2016)**

<b>Staff Group</b>	<b>Headcount</b>	<b>%</b>
Add Prof Scientific and Technic	530	3.4
Additional Clinical Services	3,091	19.6
Administrative and Clerical	2,705	17.2
Allied Health Professionals	999	6.3
Estates and Ancillary	1,733	11.0
Healthcare Scientists	342	2.2
Medical and Dental	1,314	8.3
Nursing and Midwifery Registered	5,038	31.9
Students	19	0.1
<b>Total</b>	<b>15,771</b>	<b>100.0</b>

**Table 2: Staff by Gender (31.03.2016)**

<b>Staff Group</b>	<b>Total Headcount</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>
Add Prof Scientific and Technic	530	388	73.2	142	26.8
Additional Clinical Services	3,091	2,490	80.6	601	19.4
Administrative and Clerical	2,705	2,303	85.1	402	14.9
Allied Health Professionals	999	837	83.8	162	16.2
Estates and Ancillary	1,733	994	57.4	739	42.6
Healthcare Scientists	342	193	56.4	149	43.6
Medical and Dental	1,314	514	39.1	800	60.9
Nursing and Midwifery Registered	5,038	4,595	91.2	443	8.8
Students	19	16	84.2	3	15.8
<b>Total</b>	<b>15,771</b>	<b>12,330</b>	<b>78.2</b>	<b>3,441</b>	<b>21.8</b>

**Table 3: Staff by Age (31.03.2016)**

<b>Age Band</b>	<b>Headcount</b>	<b>%</b>
16 - 25	812	5.1
26 - 30	1,435	9.1
31 - 35	1,626	10.3
36 - 40	1,765	11.2
41 - 45	2,225	14.1
46 - 50	2,482	15.7
51 - 55	2,639	16.7
56 - 60	1,799	11.4
61 - 65	765	4.9
66 & above	223	1.4
<b>Total</b>	<b>15,771</b>	<b>100.0</b>

**Table 4: Staff by Disability (31.03.2016)**

<b>Disabled</b>	<b>Headcount</b>	<b>%</b>
No	6,551	41.5
Yes	196	1.2
Not Declared	9,024	57.2
<b>Total</b>	<b>15,771</b>	<b>100.0</b>



**Table 5: Staff by Ethnicity (31.03.2016)**

<b>Ethnic Origin</b>	<b>Headcount</b>	<b>%</b>
White	8,685	55.1
Black and Ethnic Minority	559	3.5
Not Stated/No data	6,527	41.4
<b>Total</b>	<b>15,771</b>	<b>100.0</b>

**Table 6: Staff by Marital and Civil Partnership Status (31.03.2016)**

<b>Marital Status</b>	<b>Female</b>	<b>Male</b>	<b>Headcount</b>	<b>%</b>
Civil Partnership	67	30	97	0.6
Divorced	896	94	990	6.3
Legally Separated	52	7	59	0.4
Married	7,360	1,236	8,596	54.5
Single	3,606	1,008	4,614	29.3
Widowed	97	8	105	0.7
Not Stated	182	88	270	1.7
Unknown	70	970	1,040	6.6
<b>Total</b>	<b>12,330</b>	<b>3,441</b>	<b>15,771</b>	<b>100.0</b>

**Table 7: Staff by Religion and Belief (31.03.2016)**

Religious Belief	Headcount	%
Atheism	1,006	6.4
Buddhism	16	0.1
Christianity	4,761	30.2
Hinduism	58	0.4
Islam	65	0.4
Jainism	3	0.0
Judaism	1	0.0
Other	1,006	6.4
Sikhism	12	0.1
I do not wish to disclose my religion/belief	929	5.9
Undefined	7,914	50.2
<b>Total</b>	<b>15,771</b>	<b>100.0</b>

**Table 8: Staff by Sexual Orientation (31.03.2016)**

Sexual Orientation	Headcount	%
Bisexual	37	0.2
Gay	51	0.3
Heterosexual	7,297	46.3
Lesbian	49	0.3
I do not wish to disclose my sexual orientation	411	2.6
Undefined	7,926	50.3
<b>Total</b>	<b>15,771</b>	<b>100.0</b>

**Table 9: Gender by Staff Group and Working Pattern (31.03.2016)**

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	256	66	132	34	120	85	22	15
Additional Clinical Services	1,232	49	1,258	51	527	88	74	12
Administrative and Clerical	1,234	54	1,069	46	364	90	38	10
Allied Health Professionals	473	56	364	44	145	90	17	10
Estates and Ancillary	181	18	813	82	567	77	172	23
Healthcare Scientists	108	56	85	44	137	92	12	8
Medical and Dental	399	78	115	22	725	91	75	9
Nursing and Midwifery Registered	2,783	61	1,812	39	392	89	51	11
Students	16	100	0	0	3	100	0	0
<b>Total</b>	<b>6,682</b>	<b>54</b>	<b>5,648</b>	<b>46</b>	<b>2,980</b>	<b>87</b>	<b>461</b>	<b>13</b>

**Table 10: Gender by Grade Type and Working Pattern (31.03.2016)**

Grade Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head Count	%
A4C	6,250	53	5,530	47	2,233	85	386	15
Medical & Dental	396	78	111	22	718	92	58	8
Non A4C	36	84	7	16	29	63	17	37
<b>Total</b>	<b>6,682</b>	<b>54</b>	<b>5,648</b>	<b>46</b>	<b>2,980</b>	<b>87</b>	<b>461</b>	<b>13</b>

**Table 11: Gender by Contract Type and Working Pattern (31.03.2016)**

Contract Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head count	%
Fixed Term Temp	732	65	400	35	466	89	60	11
Non Officer Members/Chair	0	0	3	100	0	0	7	100
Permanent	5,947	53	5,248	47	2,509	86	401	14
<b>Total</b>	<b>6,682</b>	<b>54</b>	<b>5,648</b>	<b>46</b>	<b>2,980</b>	<b>87</b>	<b>461</b>	<b>13</b>

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

Report Category	Applications		Shortlisted		Appointed	
	Totals	%	Totals	%	Totals	%
<b>Total applications reported on</b>	<b>45,147</b>	<b>100</b>	<b>13,304</b>	<b>100</b>	<b>3,154</b>	<b>100</b>
Male	10,306	22.8	2,653	19.9	528	16.7
Female	34,716	76.9	10,630	79.9	2,623	83.2
Undisclosed	125	0.3	21	0.2	3	0.1
Yes	1,476	3.3	415	3.1	65	2.1
No	43,196	95.7	12,762	95.9	3,066	97.2
Undisclosed	475	1.1	127	1.0	23	0.7
WHITE - British	38,615	85.5	11,408	85.7	2,786	88.3
WHITE - Irish	197	0.4	68	0.5	16	0.5
WHITE - Any other white background	1,521	3.4	381	2.9	89	2.8
ASIAN or ASIAN BRITISH - Indian	1,408	3.1	460	3.5	83	2.6
ASIAN or ASIAN BRITISH - Pakistani	404	0.9	106	0.8	8	0.3
ASIAN or ASIAN BRITISH - Bangladeshi	270	0.6	58	0.4	11	0.3
ASIAN or ASIAN BRITISH - Any other Asian background	756	1.7	259	1.9	64	2
MIXED - White & Black Caribbean	74	0.2	27	0.2	2	0.1
MIXED - White & Black African	46	0.1	12	0.1	4	0.1
MIXED - White & Asian	113	0.3	31	0.2	8	0.3
MIXED - any other mixed background	86	0.2	20	0.2	3	0.1
BLACK or BLACK BRITISH -	135	0.3	28	0.2	4	0.1

	Caribbean						
	BLACK or BLACK BRITISH - African	608	1.3	159	1.2	27	0.9
	BLACK or BLACK BRITISH - Any other black background	23	0.1	6	0	0	0
	OTHER ETHNIC GROUP - Chinese	70	0.2	22	0.2	2	0.1
	OTHER ETHNIC GROUP - Any other ethnic group	459	1.0	143	1.1	29	0.9
	Undisclosed	362	0.8	116	0.9	18	0.6
<b>Age Band</b>	<b>Under 18</b>	41	0.1	6	0	2	0.1
	18-19	813	1.8	148	1.1	51	1.6
	20-24	8,622	19.1	1,909	14.3	535	17.0
	25-29	8,937	19.8	2,393	18.0	591	18.7
	30-34	5,921	13.1	1,847	13.9	460	14.6
	35-39	4,518	10.0	1,605	12.1	396	12.6
	40-44	4,872	10.8	1,725	13.0	382	12.1
	45-49	4,314	9.6	1,453	10.9	322	10.2
	50-54	3,956	8.8	1,311	9.9	246	7.8
	55-59	2,365	5.2	711	5.3	136	4.3
	60-64	743	1.6	177	1.3	29	0.9
	65-69	21	0	9	0.1	2	0.1
	70 and over	1	0	0	0	0	0
	Undisclosed	23	0.1	10	0.1	2	0.1
	Atheism	7,304	16.2	2,000	15.0	503	15.9
	Buddhism	171	0.4	44	0.3	10	0.3
	Christianity	22,621	50.1	7,103	53.4	1,707	54.1
	Hinduism	494	1.1	172	1.3	25	0.8
	Islam	1,192	2.6	302	2.3	48	1.5
	Jainism	3	0	1	0	1	0
	Judaism	14	0	5	0	0	0
	Sikhism	51	0.1	18	0.1	3	0.1
	Other	7,830	17.3	2,085	15.7	447	14.2
	Undisclosed	5,467	12.1	1,574	11.8	410	13.0
	Lesbian	392	0.9	88	0.7	26	0.8

<b>Orientalion</b>	Gay	556	1.2	151	1.1	36	1.1
	Bisexual	471	1.0	112	0.8	29	0.9
	Heterosexual	41,344	91.6	12,289	92.4	2,918	92.5
	Undisclosed	2,384	5.3	664	5.0	145	4.6
	Married	15,091	33.4	5,267	39.6	1,267	40.2
	Single	23,777	52.7	6,151	46.2	1,496	47.4
	Civil partnership	1,267	2.8	343	2.6	77	2.4
	Legally separated	458	1.0	160	1.2	30	1.0
	Divorced	3,250	7.2	984	7.4	188	6.0
	Widowed	454	1.0	123	0.9	25	0.8
	Undisclosed	850	1.9	276	2.1	71	2.3

**Table 13: Gender by Average Basic Pay and Working Pattern (31.03.2016)**

<b>Staff Group</b>	<b>Average Full Time Basic Salary</b>		<b>Average Part Time Basic Salary</b>	
	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>
Add Prof Scientific and Technic	32,949	38,464	22,614	15,359
Additional Clinical Services	18,167	18,187	12,242	12,826
Administrative and Clerical	25,703	34,148	13,310	14,130
Allied Health Professionals	33,401	33,036	23,491	21,779
Estates and Ancillary	17,839	19,096	10,816	11,587
Healthcare Scientists	33,575	39,467	24,920	21,503
Medical and Dental	53,914	68,214	46,817	41,038
Nursing and Midwifery Registered	31,272	31,474	20,820	18,908
Students	10,286	5,117	0	0

**Table 14: Gender by Pay Grade (31.03.2016)**

<b>Pay Grade</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>	<b>Total</b>
Band 1	564	78.3	156	21.7	720
Band 2	2,499	76.1	784	23.9	3,283
Band 3	1,288	80.4	313	19.6	1,601
Band 4	1,004	82.8	209	17.2	1,213
Band 5	2,972	88.7	379	11.3	3,351
Band 6	1,817	83.8	351	16.2	2,168
Band 7	1,154	83.4	229	16.6	1,383
Band 8a	310	76.0	98	24.0	408
Band 8b	86	66.7	43	33.3	129
Band 8c	56	60.9	36	39.1	92
Band 8d	24	63.2	14	36.8	38
Band 9	6	46.2	7	53.8	13
Associate Specialist	29	38.7	46	61.3	75
Clinical Assistant	1	33.3	2	66.7	3
Consultant	166	29.0	407	71.0	573
Dentist	13	81.3	3	18.8	16
Foundation Year 1& 2	82	59.4	56	40.6	138
Hospital Practitioner	0	0	2	100.0	2
Senior House Officer	2	28.6	5	71.4	7
Specialist Registrar	3	42.9	4	57.1	7
Specialty Doctor	36	44.4	45	55.6	81
Specialty Registrar	169	46.0	198	54.0	367
Staff Grade Practitioner	0	0	4	100.0	4
Vocational Dental Practitioner	6	60.0	4	40.0	10
Non A4C	43	48.3	46	51.7	89
<b>Grand Total</b>	<b>12,330</b>	<b>78.2</b>	<b>3,441</b>	<b>21.8</b>	<b>15,771</b>



**Table 15: Leavers by Age, Gender, Ethnicity and Disability**

<b>Age Band</b>	<b>Leavers 2015-16</b>	<b>%</b>
16 – 25	170	10.0
26 – 30	306	18.0
31 – 35	223	13.1
36 – 40	171	10.1
41 – 45	146	8.6
46 – 50	91	5.4
51 – 55	152	8.9
56 – 60	220	12.9
61 & above	220	12.9
<b>Total</b>	<b>1,699</b>	<b>100.0</b>
<b>Gender</b>	<b>Leavers 2015-16</b>	<b>%</b>
Male	526	31.0
Female	1173	69.0
<b>Total</b>	<b>1,699</b>	<b>100.0</b>
<b>Ethnic Origin</b>	<b>Leavers 2015/16</b>	<b>%</b>
Black & Ethnic Minority Groups	52	3.1
White	711	41.8
Undefined/Not Declared	936	55.1
<b>Total</b>	<b>1,699</b>	<b>100.0</b>
<b>Disabled</b>	<b>Leavers 2015-16</b>	<b>%</b>
Yes	21	1.2
No	568	33.4
Undefined/Not Declared	1,110	65.4
<b>Total</b>	<b>1,699</b>	<b>100.0</b>

<b>Sexual Orientation</b>	<b>Leavers 2015-16</b>	<b>%</b>
Bisexual	3	0.2
Gay	9	0.5
Heterosexual	585	34.4
Lesbian	6	0.4
I do not wish to disclose my sexual orientation	41	2.4
Undefined	1,055	62.1
<b>Total</b>	<b>1,699</b>	<b>100.0</b>

**Table 16: Employee Relations Cases by Gender (1.04.2015 - 31.03.2016)**

<b>Gender</b>	<b>Grievances</b>	<b>%</b>	<b>Disciplinaries</b>	<b>%</b>
Male	24	41	36	40
Female	35	59	55	60
<b>Total</b>	<b>59</b>	<b>100</b>	<b>91</b>	<b>100</b>