

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 2015.
- 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 (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 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 65% 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 47% 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 0.5% of all marital / civil partnerships statuses across our workforce.

Religion

- Information about religion is not recorded consistently. This data is not recorded for 55% of staff on the electronic staff record system.

Sexual Orientation

- Information about sexual orientation is not recorded consistently. This data is not recorded for 55% of staff on the electronic staff record system.

Pregnancy and Maternity

- There were 267 members of staff (1.7%) on maternity or adoption leave as at 31 March 2015.
- There were 36 members of staff on a career break (0.2%) 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 (53%).
- 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 (52%), Administrative and Clerical (48%), Allied Health Professionals (46%) and Nursing and Midwifery Registered (40%).
- 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 (59%) than part-time work. This is the similar for staff on fixed term temporary contracts with 74% working full time hours.

Recruitment

- The monitoring information was provided by applicants for jobs from 1 April 2014 to 31 March 2015. Data is captured on-line through NHS Jobs and is not used as part of the selection process.
- 81% of appointed candidates were women and 19% 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; 0.5% Black or British Black – Caribbean, African or any other black background; and 1% any other ethnic group.
- 64% of appointed candidates were younger than 40 years old. Older candidates were less successful with only 8% of appointed candidates aged 50 - 54, 3% aged 55 – 59 and 1% aged over 60.
- Higher proportions of appointed candidates either identify themselves as Christian (52%) or state they have no religion (19%).
- 92% of appointed candidates identify themselves as heterosexual and 3% identify themselves as lesbian, gay or bisexual.
- 46% of appointed candidates are single, 43% are married and 3% have a civil partnership. 6% 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.

- 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 30% 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 44% of the staff involved with grievances and 31% of staff subject to disciplinary procedures.

Table 1: Total Staff in Post by Staff Group (31.03.2015)

Staff Group	Headcount	%
Add Prof Scientific and Technic	466	3.0
Additional Clinical Services	2,996	19.5
Administrative and Clerical	2,542	16.5
Allied Health Professionals	970	6.3
Estates and Ancillary	1,692	11.0
Healthcare Scientists	340	2.2
Medical and Dental	1,361	8.8
Nursing and Midwifery Registered	5,015	32.6
Students	14	0.1
Total	15,396	100.0

Table 2: Staff by Gender (31.03.2015)

Staff Group	Total Headcount	Female	%	Male	%
Add Prof Scientific and Technic	466	341	73.2	125	26.8
Additional Clinical Services	2,996	2,415	80.6	581	19.4
Administrative and Clerical	2,542	2,163	85.1	379	14.9
Allied Health Professionals	970	817	84.2	153	15.8
Estates and Ancillary	1,692	968	57.2	724	42.8
Healthcare Scientists	340	191	56.2	149	43.8
Medical and Dental	1,361	520	38.2	841	61.8
Nursing and Midwifery Registered	5,015	4,571	91.1	444	8.9
Students	14	14	100.0		0.0
Total	15,396	12,000	77.9	3,396	22.1

Table 3: Staff by Age (31.03.2015)

Age Band	Headcount	%
16 - 25	601	3.9
26 - 30	1,371	8.9
31 - 35	1,575	10.2
36 - 40	1,726	11.2
41 - 45	2,180	14.2
46 - 50	2,507	16.3
51 - 55	2,596	16.9
56 - 60	1,765	11.5
61 - 65	824	5.4
66 & above	251	1.6
Total	15,396	100.0

Table 4: Staff by Disability (31.03.2015)

Disabled	Headcount	%
No	5,267	34.2
Yes	173	1.1
Not Declared	9,956	64.7
Total	15,396	100.0

Table 5: Staff by Ethnicity (31.03.2015)

Ethnic Origin	Headcount	%
White	7,746	50.3
Black and Ethnic Minority	484	3.1
Not Stated	7,166	46.5
Total	15,396	100.0

Table 6: Staff by Marital and Civil Partnership Status (31.03.2015)

Marital Status	Female	Male	Headcount	%
Civil Partnership	52	21	73	0.5
Divorced	873	83	956	6.2
Legally Separated	42	6	48	0.3
Married	7,301	1,134	8,435	54.8
Single	3,379	977	4,356	28.3
Widowed	87	6	93	0.6
Not Stated	223	100	323	2.1
Unknown	43	1,069	1,112	7.2
Grand Total	12,000	3,396	15,396	100.0

Table 7: Staff by Religion and Belief (31.03.2015)

Religious Belief	Headcount	%
Atheism	813	5.3
Buddhism	15	0.1
Christianity	4,281	27.9
Hinduism	56	0.4
Islam	57	0.4
Jainism	1	0.0
Judaism	1	0.0
Other	898	5.8
Sikhism	13	0.1
I do not wish to disclose my religion/belief	780	5.1
Undefined	8,447	55.0
Total	15,362	100.0

Table 8: Staff by Sexual Orientation (31.03.2015)

Sexual Orientation	Headcount	%
Bisexual	21	0.1
Gay	41	0.3
Heterosexual	6,437	41.8
Lesbian	39	0.3
I do not wish to disclose my sexual orientation	370	2.4
Undefined	8,488	55.1
Total	15,396	100.0

Table 9: Gender by Staff Group and Working Pattern (31.03.2015)

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	216	63	125	37	105	84	20	16
Additional Clinical Services	1,168	48	1,247	52	506	87	75	13
Administrative and Clerical	1,131	52	1,032	48	340	90	39	10
Allied Health Professionals	440	54	377	46	137	90	16	10
Estates and Ancillary	173	18	795	82	560	77	164	23
Healthcare Scientists	117	61	74	39	140	94	9	6
Medical and Dental	403	78	117	22	766	91	75	9
Nursing and Midwifery Registered	2,725	60	1,846	40	392	88	52	12
Students	14	100	0	0	0	0	0	0
Total	6,387	53	5,613	47	2,946	87	450	13

Table 10: Gender by Grade Type and Working Pattern (31.03.2015)

Grade Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head Count	%
A4C	5,962	52	5,494	48	2,155	85	375	15
Medical & Dental	403	78	116	22	766	91	72	9
Non A4C	22	88	3	12	25	89	3	11
Total	6,387	53	5,613	47	2,946	87	450	13

Table 11: Gender by Contract Type and Working Pattern (31.03.2015)

Contract Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head count	%
Fixed Term Temp	750	67	377	33	505	90	56	10
Honorary	0	0	0	0	0	0	1	100
Locum	2	67	1	33	13	87	2	13
Non Officer Members/Chair	0	0	3	100	0	0	8	100
Permanent	5,633	52	5,235	48	2,424	86	391	14
Total	6,385	53	5,616	47	2,942	87	458	13

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	%
	Total applications reported on	39,760	100	11,034	100	1,174	100
Gender	Male	9,591	24.1	2,250	20.4	223	19.0
	Female	30,106	75.7	8,770	79.5	948	80.7
	Undisclosed	63	0.2	14	0.1	3	0.3
Disability	Yes	1,374	3.5	366	3.3	28	2.4
	No	38,018	95.6	10,583	95.9	1,139	97.0
	Undisclosed	368	0.9	85	0.8	7	0.6
Ethnicity	WHITE - British	33,209	83.5	9,465	85.8	1,048	89.3
	WHITE - Irish	168	0.4	59	0.5	5	0.4
	WHITE - Any other white background	1,716	4.3	363	3.3	33	2.8
	ASIAN or ASIAN BRITISH - Indian	1,406	3.5	351	3.2	26	2.2
	ASIAN or ASIAN BRITISH - Pakistani	383	1.0	94	0.9	5	0.4
	ASIAN or ASIAN BRITISH - Bangladeshi	220	0.6	36	0.3	5	0.4
	ASIAN or ASIAN BRITISH - Any other Asian background	874	2.2	221	2.0	20	1.7
	MIXED - White & Black Caribbean	49	0.1	17	0.2	3	0.3
	MIXED - White & Black African	96	0.2	22	0.2	1	0.1
	MIXED - White & Asian	104	0.3	22	0.2	2	0.2
	MIXED - any other mixed background	117	0.3	28	0.3	2	0.2

	BLACK or BLACK BRITISH - Caribbean	71	0.2	20	0.2	1	0.1
	BLACK or BLACK BRITISH - African	542	1.4	120	1.1	6	0.5
	BLACK or BLACK BRITISH - Any other black background	29	0.1	3	0.0	0	0.0
	OTHER ETHNIC GROUP - Chinese	110	0.3	31	0.3	2	0.2
	OTHER ETHNIC GROUP - Any other ethnic group	372	0.9	95	0.9	9	0.8
	Undisclosed	294	0.7	87	0.8	6	0.5
Age Band	Under 18	42	0.1	5	0.0	0	0.0
	18-19	755	1.9	91	0.8	10	0.9
	20-24	7,519	18.9	1,535	13.9	189	16.1
	25-29	7,926	19.9	1,997	18.1	264	22.5
	30-34	5,302	13.3	1,607	14.6	169	14.4
	35-39	4,151	10.4	1,327	12.0	120	10.2
	40-44	4,614	11.6	1,532	13.9	160	13.6
	45-49	3,856	9.7	1,258	11.4	120	10.2
	50-54	3,164	8.0	1,045	9.5	93	7.9
	55-59	1,837	4.6	500	4.5	39	3.3
	60-64	522	1.3	117	1.1	7	0.6
	65-69	44	0.1	11	0.1	1	0.1
	70 and over	1	0.0	1	0.0	0	0.0
	Undisclosed	27	0.1	8	0.1	2	0.2
Religion or Belief	Atheism	6,103	15.3	1,613	14.6	221	18.8
	Buddhism	184	0.5	46	0.4	6	0.5
	Christianity	20,393	51.3	5,932	53.8	610	52.0
	Hinduism	477	1.2	151	1.4	17	1.4
	Islam	1,175	3.0	256	2.3	18	1.5
	Jainism	7	0.0	3	0.0	1	0.1
	Judaism	15	0.0	2	0.0	0	0.0
	Sikhism	60	0.2	16	0.1	3	0.3
	Other	6,652	16.7	1,711	15.5	161	13.7
	Undisclosed	4,694	11.8	1,304	11.8	137	11.7

Sexual Orientation	Lesbian	328	0.8	94	0.9	11	0.9
	Gay	436	1.1	105	1.0	16	1.4
	Bisexual	377	0.9	91	0.8	6	0.5
	Heterosexual	36,203	91.1	10,119	91.7	1,076	91.7
	Undisclosed	2,416	6.1	625	5.7	65	5.5
Marital Status	Married	14,213	35.7	4,569	41.4	501	42.7
	Single	20,086	50.5	4,914	44.5	537	45.7
	Civil partnership	1,076	2.7	300	2.7	36	3.1
	Legally separated	433	1.1	114	1.0	13	1.1
	Divorced	2,733	6.9	811	7.4	54	4.6
	Widowed	322	0.8	55	0.5	6	0.5
	Undisclosed	897	2.3	271	2.5	27	2.3

Table 13: Gender by Average Basic Pay and Working Pattern (31.03.2015)

Staff Group	Average Full Time Basic Salary		Average Part Time Basic Salary	
	Female	Male	Female	Male
Add Prof Scientific and Technic	32,706	38,671	22,159	15,356
Additional Clinical Services	18,057	18,317	12,034	11,986
Administrative and Clerical	25,663	35,419	13,231	12,939
Allied Health Professionals	33,105	33,119	23,390	21,475
Estates and Ancillary	17,483	18,998	10,506	11,259
Healthcare Scientists	33,692	38,812	24,044	20,135
Medical and Dental	52,467	66,155	43,572	38,077
Nursing and Midwifery Registered	31,131	31,266	20,530	19,349
Students	10,542	0	0	0

Table 14: Gender by Pay Grade (31.03.2015)

Pay Grade	Female	%	Male	%	Total
Band 1	558	78.3	155	21.7	713
Band 2	2,328	75.7	749	24.3	3,077
Band 3	1,262	80.7	301	19.3	1,563
Band 4	978	83.3	196	16.7	1,174
Band 5	2,992	88.6	386	11.4	3,378
Band 6	1,735	84.1	329	15.9	2,064
Band 7	1,160	83.8	224	16.2	1,384
Band 8a	278	74.3	96	25.7	374
Band 8b	86	68.3	40	31.7	126
Band 8c	48	59.3	33	40.7	81
Band 8d	26	66.7	13	33.3	39
Band 9	5	38.5	8	61.5	13
Associate Specialist	29	35.8	52	64.2	81
Clinical Assistant	1	33.3	2	66.7	3
Consultant	155	28.1	396	71.9	551
Dentist	10	66.7	5	33.3	15
Foundation Year 1& 2	80	53.7	69	46.3	149
Hospital Practitioner		0.0	4	100.0	4
Senior House Officer	4	44.4	5	55.6	9
Specialist Registrar	6	54.5	5	45.5	11
Specialty Doctor	38	42.7	51	57.3	89
Specialty Registrar	179	44.3	225	55.7	404
Staff Grade Practitioner		0.0	4	100.0	4
Vocational Dental Practitioner	6	60.0	4	40.0	10
Non A4C	36	45.0	44	55.0	80
Grand Total	12,000	77.9	3,396	22.1	15,396

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

Age Band	Leavers 2014-15	%
16 – 25	190	11.4
26 – 30	314	18.9
31 – 35	219	13.2
36 – 40	141	8.5
41 – 45	108	6.5
46 – 50	82	4.9
51 – 55	161	9.7
56 – 60	214	12.9
61 & above	232	14.0
Total	1,661	100.0
Gender	Leavers 2014-15	%
Male	493	29.7
Female	1,168	70.3
Total	1,661	100.0
Ethnic Origin	Leavers 2014/15	%
Black & Ethnic Minority Groups	50	3.0
White	678	40.8
Undefined/Not Declared	933	56.2
Total	1,661	100.0
Disabled	Leavers 2014-15	%
Yes	15	0.9
No	519	31.2
Undefined/Not Declared	1,127	67.9
Total	1,661	100.0

Table 16: Employee Relations Cases by Gender (1.04.2014 - 31.03.2015)

Gender	Grievances	%	Disciplinaries	%
Male	15	44	34	31
Female	19	56	74	69
Total	34	100	108	100