



Gloucestershire Hospitals
NHS Foundation Trust

Equality Report

2017/18

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1. Introduction

The principles of equality, diversity and inclusion are fundamental to the successful delivery of patient care and underpin our vision of “best care for everyone”. Of course, along with patients and families ‘everyone’ includes the staff and volunteers who deliver a wide range of services – equality, diversity and inclusion are key enablers for an engaged, productive and safe workforce.

In 2017/18 the Equality, Diversity and Inclusion (EDI) Steering Group has continued to promote and embed these principles into all policy decisions and service delivery within our Trust. Details of some of our achievements and progress can be found in section 4.

We are committed to demonstrating compliance with, and ultimately becoming an exemplar regarding, the Public Sector Equality Duty (PSED) and the Equality Delivery System (EDS2). As our work continues to evolve and the profile of EDI activity increases, we look ahead to 2018/19 when new 4-year Equality Objectives will be formulated.

2. Public Sector Equality Duty: overview

Section 149 (1) of the Equality Act 2010 stipulates various requirements on NHS organisations when exercising their functions. The **general equality duty** requires NHS organisations to have due regard to:

1. **Eliminate discrimination, harassment and victimisation** and other conduct prohibited under the Act
2. **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
3. **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Public bodies must consider how different people will be affected by their activities, thereby helping them to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs.

The **Public Sector Equality Duty (PSED)** requires public bodies to:

- publish information annually to show their compliance with the Equality Duty
- set and publish equality objectives, at least every four years

Public bodies must also publish information to show that they have consciously thought about the three aims of the Equality Duty as part of the process of decision-making.

All information must be published in a way which makes it easy for people to access it.

3. Equality Delivery System (EDS2): overview

The Equality Delivery System (EDS2) is a toolkit designed to help the NHS improve the services they provide for their local communities, consider health inequalities in their locality and provide better working environments for those who work in the NHS. This system has been adopted by our Trust and has helped us to:

- meet the public sector Equality Duty of the Equality Act 2010
- deliver on the NHS Outcomes Framework and the NHS Constitution
- and, as a provider, meet the Care Quality Commission’s “Essential Standards of Quality and Safety”

Within EDS2 are four overarching goals:

- Goal 1 – Better health outcomes
- Goal 2 – Improved patient access and experience
- Goal 3 – A representative and supported workforce
- Goal 4 – Inclusive leadership

In 2015/16 our Trust identified two objectives we will focus on. These are detailed in section 4.

The Trust is scheduled to identify a new set of 4-year Equality Objectives towards the end of 2018/19 with a view that these will launch at the beginning of 2019/20.

4. Our Equality Objectives: progress to date, and future plans

In 2015/16 our Trust identified two equality objectives:

Equality Objective 1 – BAME Staff

Engaging with this group of staff will support further development that is being built upon through the Workforce Race Equality Standard. We will look to set up a BAME network within the Trust to provide a voice for this group of staff

Equality Objective 2 – Working with staff who have a disability

We will support staff into employment who have learning disabilities, where we have committed to support this through the national campaign

We acknowledge that our current equality objectives maintain a strong focus on the experience of staff as this has been identified as a priority area for our Trust. We will ensure that the needs of patients and their families from protected groups are also sufficiently considered by the EDI Steering Group on an on-going basis. We will seek to achieve a balance of staff/patient-related objectives as we engage with stakeholders to identify a new set of priorities towards the end of 2018/19 (launching these at the beginning of 2019/20).

Progress made in 2017/18

- We analysed the 2016 annual staff survey results against the **protected characteristics of race and disability** (as these are our priority areas of focus). We identified trends, formulated recommendations and devised an action plan.
- In May 2017 we ran a “listening campaign” with staff which coincided with the NHS Diversity, Inclusion and Human Rights Week. We invited all staff to participate, and had a particular focus on better understanding the experiences of staff with BAME and/or disability protected characteristics.
- Following feedback from the listening campaign, in November 2017 we launched a new staff **Diversity Network**. The aims of this are to work alongside our Trust to: eliminate discrimination experienced by staff with protected characteristics; provide a support and signposting function for staff where issues can be discussed in a safe environment; advise on training materials for managers and staff; celebrate the diversity of our Trust by promoting and participating in relevant local and national events. The Diversity Network is open to all staff and aspires to be truly inclusive.
- We have embedded equality, diversity and inclusion considerations into all leadership development learning opportunities offered by the Trust.
- We published the Workforce Race Equality Standard (WRES) in August 2017.
- We piloted a number of Unconscious Bias workshops with managers, with a view that these will launch formally in 2018/19.

Our plans for 2018/19

- We will publish our first Gender Pay Gap report.
- We will develop and publish an Equality of Opportunity Action Plan for the Trust, which incorporates recommendations from the WRES and Gender Pay Gap Report.
- We will analyse the 2017 annual staff survey results against all protected characteristic data, where available. We formulate recommendations and incorporate these into our EDI action plan where applicable.
- We will launch Unconscious Bias training and target this at all managers who lead the recruitment process.
- We will deliver Unconscious Bias training to our Trust Board, and ask Board members to be champions for each of the protected characteristics.
- We will review and strengthen our approach to responding to requests for reasonable

adjustments in the workplace.

- We will grow the membership, visibility and influence of the Diversity Network.
- We will increase our focus on mental health through a range of campaigns and events to raise awareness and support for staff.
- In line with EDS2, we will formally engage with staff, patients and families to discuss, identify and agree new equality objectives to launch in 2019/20 through to 2022/23.

5. Annual NHS Staff Survey 2017: Results, and 2018/19 priorities

The national NHS staff survey was open for staff to complete between October and December 2017. All staff members were invited to participate and we achieved a response rate of 47%.

The experiences of staff and the results of the survey are set in the context of ongoing challenges – both local and national.

Results were published nationally in March 2018. We engaged with a range of staff stakeholders via existing staff networks, forums and local team meetings to share the survey results and identify the priority areas we can focus on.

For 2018/19 we have produced a Staff Survey Action Plan, which lists actions to address key findings where there has been a statistically significant drop. The Action Plan is monitored through a newly-formed “Staff Experience Improvement Group” which meets regularly to identify and deliver activities that help improve the experience of colleagues working in our Trust. The actions focus on three staff survey themes and many of them directly or indirectly support the work we are doing around Equality, Diversity and Inclusion. These are in addition to the Trust’s EDI Action Plan (see section 4):

Themes: My Job and My Manager

- Launch and embed talent development and a new approach to appraisals
- Launch a range of “Journey to Outstanding” initiatives for staff and patients
- Improve targeting of recruitment for Health Care Assistants and Nurses
- Develop and publish career pathways for a range of different staff groups
- Implement the Chief Nurse Fellowship programme
- Launch a range of new leadership development opportunities

Theme: My Health and Wellbeing

- Undertake a review of all staff health-wellbeing services, leading to the creation of a ‘one-stop shop’ service for staff and managers to access
- Work alongside partners in the One Gloucestershire Integrated Care System (ICS) education/ awareness campaigns aimed at staff on health-wellbeing priorities
- Following a review of HCA turnover, implement a range of recommendations to improve the experience and retention of this staff group
- Establish a Violence & Aggression Steering Group to review and implement recommendations from an investigation into V&A in our Trust (which used staff survey as a data source)

6. Conclusion

In this report we have given an update on our progress to deliver against the Public Sector Equality Duty and some of the activities that are contributing towards reducing or minimising disadvantages suffered by people due to their protected characteristics.

We have continued to make progress with our equality objectives and have a number of actions planned in 2018/19 to progress these for the benefits of staff and patients. Furthermore, we will expand and deepen our approach to equality, diversity and inclusion as we formulate a new set of equality objectives to launch in 2019/20.

Appendix A – Data on the population of Gloucestershire against protected characteristics

Reviewing protected characteristic data about the Gloucestershire population helps us to make informed decisions based on the needs of our communities and patients/service users. This will ensure that we deliver a local Health Service that meets these requirements and ensures we adapt to any changes.

Data downloaded from Gloucestershire County Council Population Profile 2018

Source: <https://www.gloucestershire.gov.uk/media/1521014/equality-profile-2018.pdf>

Age

Table 1: Gloucestershire population by broad age group, 2016²

	Number of people	% of population		
		0-19	20-64	65+
Cheltenham	117,530	22.6	58.9	18.5
Cotswold	85,756	20.6	54.4	25.1
Forest of Dean	85,385	21.5	54.8	23.7
Gloucester	128,488	25.0	58.8	16.2
Stroud	117,381	22.4	55.7	22.0
Tewkesbury	88,589	22.3	55.7	22.0
Gloucestershire	623,129	22.6	56.6	20.8
England	55,268,067	23.7	58.4	17.9

Disability

Table 5: Percentage of people with a long-term limiting health problem or disability, by broad age group, Gloucestershire, 2011⁸

	% of age group				
	All ages	0-15	16-49	50-64	65+
Cheltenham	15.1	2.7	7.0	18.1	48.8
Cotswold	16.1	2.7	6.7	14.8	43.9
Forest of Dean	19.6	3.6	9.2	20.3	52.2
Gloucester	16.8	3.5	8.5	22.6	54.4
Stroud	16.7	3.3	7.9	16.8	47.6
Tewkesbury	16.5	2.9	7.1	16.9	47.6
Gloucestershire	16.7	3.1	7.8	18.3	49.0
England	17.6	3.7	8.7	23.8	53.6

Gender

Table 10: Population by gender, Gloucestershire 2016²⁴

	% of population	
	male	female
Cheltenham	48.8	51.2
Cotswold	48.4	51.6
Forest of Dean	49.2	50.8
Gloucester	49.3	50.7
Stroud	49.1	50.9
Tewkesbury	48.9	51.1
Gloucestershire	49.0	51.0
England	49.4	50.6

Gender reassignment

Table 13: Estimates of gender reassignment, 2016³⁸

	Lower Estimate		Upper Estimate	
	Number of people	% of 16+ population	Number of people	% of 16+ population
Cheltenham	580	0.6	970	1.0
Cotswold	430	0.6	720	1.0
Forest of Dean	430	0.6	710	1.0
Gloucester	620	0.6	1,030	1.0
Stroud	580	0.6	960	1.0
Tewkesbury	440	0.6	730	1.0
Gloucestershire	3,070	0.6	5,120	1.0
England	268,430	0.6	447,390	1.0

Note: Figures may not sum due to rounding

Marriage and Civil Partnership

Table 14: Marital status of Gloucestershire residents, 2011⁴³

	% of population					
	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Cheltenham	38.8	42.6	0.2	2.4	9.2	6.7
Cotswold	25.7	54.9	0.3	2.2	9.0	8.0
Forest of Dean	27.4	53.2	0.2	2.1	9.2	7.9
Gloucester	34.1	46.6	0.3	2.7	10.0	6.4
Stroud	27.5	53.0	0.3	2.3	9.6	7.3
Tewkesbury	26.1	54.3	0.3	2.3	9.7	7.4
Gloucestershire	30.5	50.2	0.3	2.3	9.5	7.2
England	34.6	46.6	0.2	2.7	9.0	6.9

Pregnancy and Maternity

Table 16: Live births by age of mother, Gloucestershire, 2016⁴⁵

	Total number of live births	% of total births by age of mother						
		under 20	20-24	25-29	30-34	35-39	40-44	45+
Cheltenham	1,328	2.0	10.6	24.4	36.3	21.5	5.1	0.2
Cotswold	730	1.5	10.5	25.2	34.2	22.6	5.3	0.5
Forest of Dean	844	3.6	15.8	32.5	29.5	15.2	3.3	0.2
Gloucester	1,768	4.0	16.2	31.6	31.6	13.7	2.7	0.3
Stroud	1,094	1.9	10.3	28.6	34.3	19.7	4.8	0.3
Tewkesbury	975	1.9	11.7	31.4	33.8	17.5	3.5	0.1
Gloucestershire	6,739	2.6	12.8	29.1	33.3	17.9	4.0	0.3
England	663,157	3.2	14.6	28.0	31.8	18.1	4.0	0.3

Ethnicity

Table 17: Population by ethnic group, Gloucestershire 2011 (number of people)⁴⁷

	Total Black and Ethnic Minority	Mixed/Multiple Ethnic Group	Asian/Asian British	Black/African/Caribbean / Black British	Other Ethnic Group	Total White	English/Welsh/Scottish/Northern Irish/British	Irish	Gypsy or Irish Traveller	Other White
Cheltenham	6,648	1,878	3,675	721	374	109,084	102,140	1,058	68	5,818
Cotswold	1,806	698	794	229	85	81,075	78,284	503	87	2,201
Forest of Dean	1,262	528	473	199	62	80,699	79,227	277	78	1,117
Gloucester	13,226	3,565	5,839	3,486	336	108,462	102,912	850	136	4,564
Stroud	2,353	1,216	751	260	126	110,426	107,026	591	57	2,752
Tewkesbury	2,042	776	901	255	110	79,901	77,010	480	305	2,106
Gloucestershire	27,337	8,661	12,433	5,150	1,093	569,647	546,599	3,759	731	18,558

Table 18: Population by ethnic group, Gloucestershire 2011 (% of population)

	Total Black and Ethnic Minority	Mixed/Multiple Ethnic Group	Asian/Asian British	Black/African/Caribbean / Black British	Other Ethnic Group	Total White	English/Welsh/Scottish/Northern Irish/British	Irish	Gypsy or Irish Traveller	Other White
Cheltenham	5.7	1.6	3.2	0.6	0.3	94.3	88.3	0.9	0.1	5.0
Cotswold	2.2	0.8	1.0	0.3	0.1	97.8	94.5	0.6	0.1	2.7
Forest of Dean	1.5	0.6	0.6	0.2	0.1	98.5	96.7	0.3	0.1	1.4
Gloucester	10.9	2.9	4.8	2.9	0.3	89.1	84.6	0.7	0.1	3.8
Stroud	2.1	1.1	0.7	0.2	0.1	97.9	94.9	0.5	0.1	2.4
Tewkesbury	2.5	0.9	1.1	0.3	0.1	97.5	94.0	0.6	0.4	2.6
Gloucestershire	4.6	1.5	2.1	0.9	0.2	95.4	91.6	0.6	0.1	3.1
England	14.6	2.3	7.8	3.5	1.0	85.4	79.8	1.0	0.1	4.6

Religion/belief/no belief

Table 23: Religion in Gloucestershire 2011⁵⁴

	% of population								
	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Religion not stated
Cheltenham	58.7	0.4	0.8	0.1	0.9	0.1	0.4	30.8	7.6
Cotswold	68.7	0.3	0.1	0.1	0.2	0.0	0.4	22.9	7.3
Forest of Dean	65.8	0.2	0.1	0.1	0.1	0.1	0.5	25.2	7.9
Gloucester	62.4	0.3	0.6	0.0	3.2	0.1	0.4	26.2	6.9
Stroud	62.0	0.3	0.1	0.1	0.2	0.0	0.8	28.3	8.1
Tewkesbury	66.6	0.2	0.3	0.1	0.3	0.1	0.3	25.0	7.1
Gloucestershire	63.5	0.3	0.4	0.1	1.0	0.1	0.5	26.7	7.5
England	59.4	0.5	1.5	0.5	5.0	0.8	0.4	24.7	7.2

Sexual Orientation

Table 26: Stonewall estimates of the number of Lesbian, Gay and Bisexual people living in Gloucestershire⁶⁶

	Lower Estimate		Upper Estimate	
	Number	%	Number	%
Cheltenham	4,800	5	6,800	7
Cotswold	3,600	5	5,000	7
Forest of Dean	3,600	5	5,000	7
Gloucester	5,100	5	7,200	7
Stroud	4,800	5	6,700	7
Tewkesbury	3,600	5	5,100	7
Gloucestershire	25,600	5	35,800	7
England	2,236,900	5	3,131,700	7

Table 27: Annual Population Survey Estimates of Sexual Identity.⁶⁷

	Number of people aged 16 or over	Gay, lesbian, or bisexual
Cheltenham	1,800	1.9
Cotswold	1,400	1.9
Forest of Dean	1,400	1.9
Gloucester	1,900	1.9
Stroud	1,800	1.9
Tewkesbury	1,400	1.9
Gloucestershire	9,700	1.9
England	864,000	1.9

Appendix B - Our patients/service users

Allowing us to view and compare our inpatient and outpatient data of that of the Gloucestershire population allows a more meaningful and tangible way of looking at our services to ensure development and redesign is focussed in the correct areas due to the ongoing change of the local residents. It is noted that users can be from outside of the county; however the main users will be those that reside within it.

Inpatient Data

The data provided below spans April 2017 to March 2018 for our Trust:

Notes:

- *Due to the implementation of a new EPR System our data is subject to validation. Whilst we have data quality checks in place we are aware of ongoing issues being addressed through the Trak Recovery Group. Solutions both to the system and new operational plans to deliver are underway.*
- *Data excludes well babies.*

Inpatients by Gender

Inpatients by Gender	Discharges	Percentage
Female	88,576	56.8%
Male	67,309	43.2%
Not specified	1	0.0%
Total	155,886	

Inpatients by Age

Inpatients by Age Band	Discharges	Percentage
0 Years	3,219	2.1%
01 to 05 Years	4,102	2.6%
06 to 15 Years	4,069	2.6%
16 to 40 Years	34,192	21.9%
41 to 65 Years	45,538	29.2%
66 to 80 Years	43,824	28.1%
80+ Years	20,942	13.4%
Total	155,886	

Inpatients by Ethnicity

Inpatients by Ethnicity	Discharges	Percentage
African	304	0.2%
Any other Asian background	547	0.4%
Any other black background	246	0.2%
Any other ethnic group	1,157	0.7%
Any other mixed background	501	0.3%
Any other white background	4,131	2.7%
Bangladeshi	261	0.2%
Caribbean	501	0.3%
Chinese	157	0.1%
Indian	937	0.6%

Pakistani	212	0.1%
White and Asian	248	0.2%
White and black African	141	0.1%
White and black Caribbean	566	0.4%
White British	132,290	84.9%
White Irish	650	0.4%
Not known	4,313	2.8%
Not stated	8,724	5.6%
Total	155,886	

Outpatient Data

Again the data provided span April 2017 to March 2018 for our Trust:

Notes:

- Due to the implementation of a new EPR System our data is subject to validation. Whilst we have data quality checks in place we are aware of ongoing issues being addressed through the Trak Recovery Group. Solutions both to the system and new operational plans to deliver are underway.
- Includes face-to-face and telephone attendances.
- Excludes patients who did not attend and cancelled appointment.

Outpatients by Gender

Outpatients by Gender	Attendances	Percentage
Female	417,126	57.2%
Male	312,576	42.8%
Not specified	5	0.0%
Total	729,707	

Outpatients by Age

Outpatients by Age Band	Attendances	Percentage
0 Years	5,363	0.7%
01 to 05 Years	21,165	2.9%
06 to 15 Years	34,912	4.8%
16 to 40 Years	141,651	19.4%
41 to 65 Years	236,068	32.4%
66 to 80 Years	208,801	28.6%
80+ Years	81,747	11.2%
Total	729,707	

Outpatients by Ethnicity

Outpatients by Ethnicity	Attendances	Percentage
African	1,572	0.2%
Any other Asian background	2,500	0.3%
Any other black background	969	0.1%
Any other ethnic group	4,517	0.6%
Any other mixed background	1,892	0.3%
Any other white background	17,826	2.4%

Bangladeshi	1,181	0.2%
Caribbean	2,990	0.4%
Chinese	1,199	0.2%
Indian	5,393	0.7%
Pakistani	914	0.1%
White and Asian	1,317	0.2%
White and black African	758	0.1%
White and black Caribbean	2,508	0.3%
White British	613,716	84.1%
White Irish	3,086	0.4%
Not known	28,740	3.9%
Not stated	38,629	5.3%
Total	729,707	

The patient data which we have at our disposal do not compare with what we know of the Gloucestershire community demographics; due to quantifying the number of individual patients that have used our services and who may have had repeat visits, which skews the results.

As our implementation of the new TrakCare becomes embedded and fully functional we expect to be able to provide more robust and detailed information against other protected characteristics in next year's Equality Report, such as: sexual orientation, religion/belief/no belief, gender reassignment, marital status and pregnancy/maternity.

Appendix C – Data on Trust Staff against protected characteristics

With circa 8,000 employees, our Trust is the largest employer in the county. The majority of Trust staff live in the local communities so they and their families are also users of our services. The Trust has always been very clear on the link between a skilled, committed and engaged workforce and the delivery of high quality patient care and this underpins many of our plans for staff development and engagement.

As an employer we are committed to equality, inclusion, valuing the diversity of our workforce and ensuring that these commitments, reinforced by our values, are embedded in our day-to-day working practices.

Workforce Data

The following tables provide information between April 2017 and March 2018 about our staff recruitment and the makeup of our full workforce, comparing it to the nine protected characteristics if available.

Non Agenda for Change (National Terms and Conditions of Service) includes senior managers and apprentices.

Due to the permanence of many of our staff, most of the data we hold historically on them will not include all of the 9 protected characteristics. As we see the turnover of these staff, the data overtime will become more meaningful for the purposes of this report. Whilst significantly more information is now gathered at recruitment stage, much of this is voluntary and must not be considered in recruitment decisions.

Recruitment by Gender

Description	No. Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
Male	3,829	23.40%	1385	20.30%	261	18.80%
Female	12,436	76.10%	5412	79.30%	1126	80.90%
Undisclosed	79	0.50%	28	0.40%	5	0.40%

Recruitment with a Disability

Description	No. Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
Yes, disabled	800	4.90%	359	5.30%	55	4.00%
No	15,275	93.50%	6358	93.20%	1316	94.50%
Undisclosed	269	1.60%	108	1.60%	21	1.50%

Recruitment by Age

Description	No. Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
Under 18	124	0.80%	40	0.60%	8	0.60%
18 to 19	629	3.80%	270	4.00%	76	5.50%
20 to 24	2,592	15.90%	1058	15.50%	228	16.40%
25 to 29	3,123	19.10%	1186	17.40%	260	18.70%
30 to 34	2,168	13.30%	890	13.00%	174	12.50%
35 to 39	1,714	10.50%	745	10.90%	157	11.30%
40 to 44	1,322	8.10%	598	8.80%	122	8.80%
45 to 49	1,480	9.10%	678	9.90%	120	8.60%
50 to 54	1,471	9.00%	645	9.50%	118	8.50%
55 to 59	1,066	6.50%	439	6.40%	80	5.70%
60 to 64	517	3.20%	221	3.20%	37	2.70%

65 to 69	111	0.70%	44	0.60%	9	0.60%
70 and over	9	0.10%	4	0.10%	3	0.20%
Undisclosed	18	0.10%	7	0.10%	0	0.00%

Recruitment by Religion

Description	No. Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
Atheism	2,812	17.20%	1315	19.30%	327	23.50%
Buddhism	93	0.60%	39	0.60%	8	0.60%
Christianity	8,347	51.10%	3604	52.80%	710	51.00%
Hinduism	387	2.40%	120	1.80%	20	1.40%
Islam	958	5.90%	298	4.40%	31	2.20%
Jainism	9	0.10%	3	0.00%	0	0.00%
Judaism	33	0.20%	2	0.00%	1	0.10%
Sikhism	40	0.20%	16	0.20%	1	0.10%
Other	1,778	10.90%	671	9.80%	127	9.10%
Undisclosed	1,887	11.50%	757	11.10%	167	12.00%

Recruitment by Sexual Orientation

Description	No. Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
Heterosexual	14,606	89.40%	6145	90.00%	1273	91.50%
Gay/Lesbian	357	2.20%	167	2.40%	30	2.20%
Bisexual	282	1.70%	114	1.70%	18	1.30%
Other	0	0.00%	0	0.00%	0	0.00%
Undecided	0	0.00%	0	0.00%	0	0.00%
Undisclosed	1,099	6.70%	399	5.80%	71	5.10%

Recruitment by Ethnicity

Description	No. Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
WHITE - British	11,156	68.30%	5013	73.50%	1115	80.10%
WHITE - Irish	142	0.90%	81	1.20%	11	0.80%
WHITE - Any other white background	1,103	6.70%	361	5.30%	61	4.40%
ASIAN or ASIAN BRITISH - Indian	1,267	7.80%	473	6.90%	56	4.00%
ASIAN or ASIAN BRITISH - Pakistani	273	1.70%	82	1.20%	7	0.50%
ASIAN or ASIAN BRITISH - Bangladeshi	106	0.60%	36	0.50%	5	0.40%
ASIAN or ASIAN BRITISH - Any other Asian background	367	2.20%	155	2.30%	29	2.10%
MIXED - White & Black Caribbean	171	1.00%	69	1.00%	10	0.70%
MIXED - White & Black African	62	0.40%	20	0.30%	1	0.10%
MIXED - White & Asian	46	0.30%	16	0.20%	5	0.40%

MIXED - any other mixed background	134	0.80%	56	0.80%	10	0.70%
BLACK or BLACK BRITISH - Caribbean	206	1.30%	69	1.00%	13	0.90%
BLACK or BLACK BRITISH - African	681	4.20%	184	2.70%	23	1.70%
BLACK or BLACK BRITISH - Any other black background	52	0.30%	11	0.20%	1	0.10%
OTHER ETHNIC GROUP - Chinese	67	0.40%	19	0.30%	6	0.40%
OTHER ETHNIC GROUP - Any other ethnic group	272	1.70%	88	1.30%	18	1.30%
Undisclosed	239	1.50%	92	1.30%	21	1.50%

Recruitment by Marital Status

Description	No. Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed
Married	5,763	35.30%	2532	37.10%	523	37.60%
Single	8,536	52.20%	3460	50.70%	706	50.70%
Civil partnership	366	2.20%	141	2.10%	32	2.30%
Legally separated	158	1.00%	77	1.10%	15	1.10%
Divorced	894	5.50%	388	5.70%	75	5.40%
Widowed	62	0.40%	26	0.40%	4	0.30%
Undisclosed	565	3.50%	201	2.90%	37	2.70%

Total of Workforce – Staff Group v Gender

	Female	Male
Add Prof Scientific and Technic	222	60
Additional Clinical Services	1242	203
Administrative and Clerical	1368	280
Allied Health Professionals	349	49
Estates and Ancillary	235	289
Healthcare Scientists	175	81
Medical and Dental	829	577
Nursing and Midwifery Registered	2190	169
	6610	1708

Total of Workforce – Gender v Full/Part Time

	Full Time	Part-Time
	5138	3181
Female	3672	2939

Male	1466	242
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Total of Workforce - Pay band v Gender v Full/Part Time

	Full Time		Part Time	
	Female	Male	Female	Male
Apprentice	60	9	7	
Band 1	24	35	185	60
Band 2	426	196	802	99
Band 3	338	97	346	12
Band 4	183	81	189	4
Band 5	818	184	709	30
Band 6	409	131	630	23
Band 7	238	85	219	10
Band 8a	73	26	32	1
Band 8b	34	20	8	1
Band 8c	9	3	6	
Band 8d	14	10	7	
Band 9	3	2	1	
Non AfC	8	10	3	2
Associate Specialist (Closed)	2	11	4	1
Clinical Assistant			4	2
Consultant	80	232	53	31
Foundation Year 1	33	19	1	
Foundation Year 2	38	15	1	
Hospital Practitioner			2	2
Senior House Officer (Closed)	4	2		
Specialist Registrar (Closed)	2		1	
Specialty Doctor	12	23	25	7
Specialty Registrar	378	193	168	11
Trust Grade Doctor - Career Grade level	1	2		
Trust Grade Doctor - Foundation Level	4	3		
Trust Grade Doctor - SHO Level (Closed)	3	1		
Trust Grade Doctor - Specialty Registrar	12	21	1	1

Total Workforce – Staff Group v Age

	16 -20	21 - 30	31 - 40	41 - 50	51 - 60	61 - 70	>=71 Years
Add Prof Scientific and Technic		61	96	57	59	9	
Additional Clinical Services	80	353	325	296	295	92	4
Administrative and Clerical	57	239	258	406	546	134	8
Allied Health Professionals		133	116	65	73	11	
Estates and Ancillary	8	45	79	118	165	96	13
Healthcare Scientists		53	50	68	67	18	
Medical and Dental		453	511	232	172	37	1
Nursing and Midwifery Registered		454	597	662	559	86	1
Students		1	0	0	0	0	
(blank)		0	0	0	0	0	
Grand Total	145	1792	2032	1904	1936	483	27

Total Workforce – Pay Band v Ethnicity

	White	Mixed	Asian	Black	Chinese	Other	Not Stated
Apprentice	68	1	2	2		0	3
Band 1	34	2	0	0		1	267
Band 2	1152	14	71	26	4	28	228
Band 3	633	7	34	7		18	94
Band 4	387	3	5	9	1	1	51
Band 5	1237	15	201	64	7	153	64
Band 6	1045	6	36	14	7	17	68
Band 7	510	4	7	6		6	19
Band 8a	119	2	3	0	1	0	7
Band 8b	55	0	2	3	1	0	2
Band 8c	17	0	0	0		0	1
Band 8d	31	0	0	0		0	0
Band 9	6	0	0	0		0	0
Non AfC	18	0	1	0		0	4
Non AfC Total	5312	54	362	131	21	224	808
Associate Specialist (Closed)	10	0	5	0	1	3	0
Clinical Assistant	5	0	1	0		0	0
Consultant	311	5	56	5	2	10	8
Foundation Year 1	39	5	1	0	3	5	3
Foundation Year 2	36	2	2	1	1	2	11
Hospital Practitioner	3	0	1	0		0	0
Medical Director	1	0	0	0		0	0
Senior House Officer (Closed)	4	0	1	0		0	1
Specialist Registrar (Closed)	2	0	1	0		0	0
Specialty Doctor	38	1	18	1		7	2
Specialty Registrar	579	16	77	21	8	17	40
Trust Grade Doctor - Career Grade level	0	0	2	0	1	1	0
Trust Grade Doctor - Foundation Level	1	2	2	2		0	0
Trust Grade Doctor - SHO Level (Closed)	3	1	0	0		0	0
Trust Grade Doctor - Specialist Registrar Level (Closed)	2	0	0	0		0	0
Trust Grade Doctor - Specialty Registrar	19	1	10	2		0	1
Medical Staff Total	1053	33	177	32	16	45	66
OVERALL TOTAL	6365	87	539	163	37	269	874
% of Workforce	76.4%	1.0%	6.5%	2.0%	0.4%	3.2%	10.5%

Total Workforce – Staff Group v Ethnicity

	White	Mixed	Asian	Black	Chinese	Other	Not Stated
Add Prof Scientific and Technic	249	2	16	6	2	2	5
Additional Clinical Services	1151	15	96	26	4	43	110
Administrative and Clerical	1451	15	30	21	5	4	122
Allied Health Professionals	367	3	6	11	1	2	8
Estates and Ancillary	55	0	1	0		1	467
Healthcare Scientists	201	1	16	3	4	2	29

Medical and Dental	1053	33	177	32	16	29	66
Nursing and Midwifery Registered	1838	18	197	64	5	170	67
Grand Total	6365	87	539	163	37	253	874
	White	Mixed	Asian	Black	Chinese	Other	Not Stated
Add Prof Scientific and Technic	88.3%	0.7%	5.7%	2.1%	0.7%	0.7%	1.8%
Additional Clinical Services	79.7%	1.0%	6.6%	1.8%	0.3%	3.0%	7.6%
Administrative and Clerical	88.0%	0.9%	1.8%	1.3%	0.3%	0.2%	7.4%
Allied Health Professionals	92.2%	0.8%	1.5%	2.8%	0.3%	0.5%	2.0%
Estates and Ancillary	10.5%	0.0%	0.2%	0.0%	0.0%	0.2%	89.1%
Healthcare Scientists	78.5%	0.4%	6.3%	1.2%	1.6%	0.8%	11.3%
Medical and Dental	74.9%	2.3%	12.6%	2.3%	1.1%	2.1%	4.7%
Nursing and Midwifery Registered	77.9%	0.8%	8.4%	2.7%	0.2%	7.2%	2.8%
Grand Total	76.5%	1.0%	6.5%	2.0%	0.4%	3.0%	10.5%