

Workforce Diversity Annual Report
1st January 2012 – 31st December 2012

Alternative Formats

*This information can be made available in other formats.
Please contact the Equality and Diversity Officer on **01803
656680***

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1. Introduction

South Devon Healthcare NHS Foundation Trust is committed to eliminating discrimination, ensuring equality and promoting diversity and inclusion in respect to all members of staff and the workforce in general.

1.1 Equality Act

The Equality Act 2010 unifies and extends previous equality legislation. Nine 'protected characteristics' have legal protection under the Act:

- Age

Referring to a person belonging to a particular age, or range of ages / age groups

- Disability

Meaning physical or mental impairment where the impairment has a substantial and long-term adverse effect on the ability to carry out day-to-day activities (including HIV and cancer)

- Gender Reassignment

Meaning a person proposing to undergo, are undergoing or have undergone a process (or part of a process) for the purpose of permanently reassigning the person's sex. This includes changing physiological and physical attributes or other attributes associated with gender identity

- Marriage and Civil Partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'

- Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding

- Race

Including colour, nationality (including citizenship) and ethnic or national origins

- Religion and Belief

Including a lack of religion or belief, and where belief includes any religious or philosophical belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition

- Sex

A man or a woman

- Sexual Orientation

Meaning a person's sexual orientation towards persons of the same sex, persons of the opposite sex or persons of both sexes

1.2 Public Sector Equality Duty (PSED)

Section 149 of the Equality Act outlines the Public Sector Equality Duty (PSED). This applies to most public authorities and requires South Devon Healthcare NHS Foundation Trust, in the exercise of our functions, to have due regard to:

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

The Trust recognises that in order to promote equal opportunities and ensure compliance with the PSED it must take 'positive action' where appropriate.

An employer can use positive action where they reasonably believe (i.e. there is evidence to suggest) that:

- People who share a protected characteristic suffer a disadvantage connected to that characteristic

- People who share a protected characteristic have needs that are different from the needs of people who do not share it, or;
- Participation in an activity by people who share a protected characteristic is disproportionately low.

The Trust has produced this annual report which details the breakdown of the equality and diversity profile of the Trust's workforce. This report contributes to demonstrating the Trust's compliance with the PSED (specific duties).

1.3 Data Protection

The Data Protection Act 1998 defines many of the protected characteristics such as sexual orientation as 'sensitive personal data'. This requires us to take greater precautions compared with other personal data. The Trust adheres to the good practice guidance issued for equality monitoring by the Equality and Human Rights Commission (EHRC) in respect to omitting data items of 10 units or less. This is to ensure individuals cannot be identified. Data that represents small numbers of staff are indicated in the report by an asterisk (*).

2. Summary

The data shows the total number of employees employed by the Trust on the 31st December 2012 was 4,020. Below is a summary description and analysis of the workforce data during the period 1st January 2012 – 31st December 2012 in the context of many of the protected characteristics.

The workforce data is benchmarked in relation to national and regional statistics and information. This summary identifies inequality trends and highlights work in progress or appropriate steps required to advance equality or improve levels of declaration.

The improvement of the quantity and quality of workforce information in regards to the nine protected characteristics forms part of the Trust's Equality Objectives (Objective 1 – Data Collection). The Trust will endeavour to collect as much relevant and meaningful data from across many aspects of workforce. This will be proportionate and relevant in relation to the number of employees and the equality aims of the Trust. Therefore, not all employment data will be collected broken down by all nine protected characteristics.

2.1 Sex

Across the Trust the total number of female employees account for approximately three quarters (76%) of all staff compared to approximately one quarter (24%) of males. This is in line with national gender demographics in the NHS.

A greater number of males are members of the Trust Board or hold Senior Medical Staff positions (approximately two-thirds). In comparison, one-third of women are employed at a similar level.

The Board has participated in the 'Connect Board' programme which aims to engage board members in matters of equality, diversity and inclusion. The Board recruitment guide highlighted as best practice by the NHS Leadership Academy and NHS Institute for

Innovation and Improvement has been adopted by the Trust Board. This will inform future appointments at Board level.

At Band 8a level and above the number of females is almost double the number of males. This trend starts to rapidly reverse across the lower bands with four-fifths (81%) of females working at Band 7 and under compared to 19% of males.

- Equality and Diversity Mandatory Training completions: 76% were by women
- Recruitment: 72% of new employees were female
- Appraisals: 54% of staff had an appraisal, 78% of those were female
- Internal promotions: In total, 168 internal promotions were offered, 86% of which were to female employees
- Employment termination: In total, 455 employees terminated their employment with the Trust. Over 70% of those who left the Trust were female.

Although the number of internal promotions offered to women seems high in comparison to male staff, this is expected in the context of the high female to male ratio of employees and the higher proportion of men employed in higher bands.

2.2 Age

The majority of staff are between 42 and 61 years of age (over 50%). 21 – 41 year olds constitute the second largest staff age group. Whereas staff aged under 21 and above 61 represent 6% of the workforce.

A significant proportion of senior staff (Bands 8a and above, Senior Medical staff, Trust Board), 82%, are between 42 and 61 years of age

The Trust is actively supporting the recruitment of, and engagement with, young people. The Trust is involved with the Junior League of Friends to encourage more young people to sign up as Foundation Trust members. Of the ten Apprentices appointed in October 2012, only one had considered the NHS as an employer when at school. The Trust is working closely with South Devon College to promote Apprenticeships within the organisation to young people.

- Recruitment: 813 new employees joined the Trust, of which 52% aged between 21 and 35 were appointed
- Appraisals: 54% of staff had an appraisal in 2012. Of this 54%, 61% were aged between 42 and 60.
- Internal promotions: 168 were offered with 59% of employees aged between 17 and 41 with only 1% aged over 61.
- Employment termination: 455 employees terminated their employment with the Trust. Of this figure, over 50% were aged 17-41.

It is positive that over half of new employees were under 35. The slightly lower percentage of younger staff having an appraisal should be addressed so all members of staff regardless of age have the opportunity for feedback and professional development.

2.3 Ethnicity

The majority of staff identify themselves as White British and constitute 94% of the total workforce. Medical staff constitutes the highest proportion of Black Minority Ethnic (BME) people. The number of staff that have not disclosed their ethnicity is 63 (2% of the total workforce).

The number of BME staff is broadly representative of the local population for Bands 5-7. However, Bands 1-4 is unrepresentative of the local BME population.

- Equality and Diversity Mandatory Training Completions: 93% were White-British
- Recruitment: Over 70% of new employees were White-British
- Appraisals: Approximately 54% of staff had an appraisal, 95% of which were White-British
- Internal Promotions: In total, 168 internal promotions were offered, 96% of which were White-British
- Employee termination: In total, 455 employees terminated their employment with the Trust, 12% of those were BME staff.

The percentage of BME staff that left the Trust is over double the total percentage of BME employees (which is disproportionate to the total percentage of employees that left the Trust). This is a concern which should be addressed.

An International Network / forum is being created for the Trust to represent BME and international staff as well as work to promote the Trust as a diverse employer. It will offer help and support on a personal and social basis to individuals and their families, and improve communication between staff members and the organisation.

2.4 Disability

2% (89 staff) declared themselves as having a disability. 22% either did not declare or did not define themselves as having a disability. This reflects a high level of non-disclosure which should be addressed. However, this has been reduced from 27% since the 2011 Workforce Diversity Report.

Of those who declared a disability, (5%) are currently working with roles Band 1 -7 (48 staff in band 1-4 and 32 staff in band 5-7). A further 7 staff (3%) are working in senior roles (band 8 or above).

- Recruitment: 74% of new recruits did not declare a disability
- Appraisals: Approximately 54% of staff had an appraisal in 2012. 74% declared no disability.
- Internal promotions: 168 were offered and 81% declared no disability.
- Employment terminations: 455 employees terminated their employment with the Trust. 1% of disabled employees left the Trust

The Trust participates in a number of initiatives to drive positive action in the recruitment of more staff with disabilities. The Trust is supporting young people with learning disabilities into employment through an innovative work programme called Project SEARCH. The Trust

also operates the disability 'two-ticks' scheme which guarantees an interview to those with a disability if they meet minimum shortlisting requirements.

2.5 Religion and Belief

Almost half of the workforce identifies themselves as being Christian with a further 38% undisclosed. 6% of the workforce declared other religions or beliefs, whilst the remaining 8% of the workforce declared no belief.

Over 90% of Junior Doctors did not wish to disclose their Religion or belief. However, the highest proportion of staff who did not declare Christianity as their religion or belief are senior medical staff.

- Approximately 54% of staff had an appraisal in 2012, 52% were Christian
- In total, 168 internal promotions were offered in 2012, 57% were Christian

This shows that slightly more staff who declared themselves as holding Christian beliefs had an appraisal and were offered a promotion. The workforce is representative of the local population in regards to religion and belief demographics.

The Quiet Room was refurbished in July 2013. The Room is a place to reflect and / or pray and is open to all staff. Practical work was carried out to ensure the Room is more inclusive and available to a broad range of staff.

2.6 Sexual Orientation

The number of staff who declared themselves as being Lesbian, Gay or Bisexual (LGB) is 1.2 %. Almost 68% declared themselves as heterosexual / straight. The number of staff who categorised themselves as undefined/ undisclosed is over 30%. Particularly, almost three-quarters of Junior Doctors did not wish to disclose their sexual orientation.

Stonewall estimates that the percentage of LGB people in the UK is 5-7 %. Therefore LGB employees are either underrepresented at the Trust or they are hidden in the undefined / undisclosed category. The high percentage of undefined/ undisclosed means staff do not feel comfortable disclosing this information and should be investigated to understand why.

- Recruitment: 73% of new recruits were heterosexual/ straight
- Internal promotions: 68 were offered, 85% of those were heterosexual / straight

The Trust has recently become a member of Stonewall's high profile Diversity Champions programme which supports organisations to develop a work environment which is fully LGB inclusive. Involvement in the programme will help to address the aforementioned issues. As part of this work the Trust established a Lesbian, Gay, Bisexual and Trans (LGBT) Employee Network Group (ENG) to advance LGBT equality for staff, patients, carers and service users.

3. Workforce Diversity Profile

3.1 Total Number of Staff Employed by Each Division

<i>Division</i>	<i>Headcount</i>	<i>Percentage (%)</i>
Surgical Services	1,023	25
Women's Children's Diagnostics and Therapies	906	23
Medical Services	661	16
Corporate Services	523	13
Estates and Facilities Management	451	11
Emergency Services	213	5
Pharmacy Division	175	4
Research and Development	36	1
Charitable Funds Division	32	1
Total	4,020	100

3.2 Number of Employees by Sex Categorised According to Staff Group

<i>Staff Group / Agenda for Change Band</i>	<i>Male Headcount</i>	<i>Percentage (%)</i>	<i>Female Headcount</i>	<i>Percentage (%)</i>	<i>Total Head count</i>
Trust Board	8	69	4	31	12
Senior Medical Staff	153	67	84	33	237
Junior Doctors	85	44	115	56	200
Band 8a and above	59	36	119	64	178
Bands 5-7	267	19	1,317	81	1,584
Bands 1-4	391	24	1,423	76	1,814
Total	963	27	3,062	73	4,025

3.3 Total Number of Employees by Sex

<i>Sex</i>	<i>Headcount</i>	<i>Percentage (%)</i>
Female	3,062	76
Male	963	24
Grand Total	4,025	100

3.4 (a) Staff Employed by Age categorised by Staff Group / Agenda for Change Band

Staff Group / Agenda for Change Band	16-24	Percentage (%)	25-29	Percentage (%)	30-34	Percentage (%)
Trust Board	0	0	0	0	0	0
Senior Medical Staff	0	0	*	*	*	*
Junior Doctors	27	14	88	44	51	26
Band 8a plus	0	0	*	*	*	*
Band 5-7	66	4	142	9	173	11
Band 1-4	155	9	164	9	144	8
Total	248	6	399	10	379	9

3.4 (b) Staff Employed by Age Categorised According to Staff Group / Agenda for Change Band

Staff Group / Agenda for Change Band	35-39	Percentage (%)	40-44	Percentage (%)	45-49	Percentage (%)
Trust Board	0	0	0	0	3	25
Senior Medical Staff	28	12	54	23	50	21
Junior Doctors	24	12	*	*	*	*
Band 8a plus	14	8	32	18	43	24
Band 5-7	201	13	253	16	286	18
Band 1-4	160	9	202	11	259	14
Total	427	11	548	14	644	16

3.4 (c) Staff Employed by Age Categorised According to Staff Group / Agenda for Change Band

Staff Group / Agenda for Change Band	50-54	Percentage (%)	55-59	Percentage (%)	60-64	Percentage (%)	65 +	Percentage (%)
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Trust Board	2	17	2	17	3	25	2	17
Senior Medical Staff	54	23	28	12	14	6	3	1
Junior Doctors	0	0	0	0	0	0	0	0
Band 8a plus	30	17	41	23	*	*	*	*
Band 5-7	243	15	154	10	52	3	14	1
Band 1-4	294	16	248	14	142	8	46	3
Total	623	15	473	12	217	5	67	2

3.5 Number of Staff Employed by Ethnicity

Ethnicity	Headcount	Percentage (%)
BME	198	5
White (British Isles)	3,727	93
White (Non-British Isles)	37	1
Not Stated	63	2
Total	4,025	100

3.6 Staff Employed by Ethnicity Categorised According to Staff Group / Agenda for Change Band

Staff Group / AfC Band	BME	Percentage (%)	White British Isles	Percentage (%)	White Non-British Isles	Percentage (%)	Not Stated	Percentage (%)
Trust Board	1	8	11	92	0	0	0	0
Senior Medical Staff	41	17	186	78	4	2	6	3
Junior Doctors	35	18	150	75	6	3	9	5
Band 8a Plus	*	*	170	96	0	0	*	*
Band 5-7	93	6	1,455	92	15	1	21	1
Band 1-4	25	1	1,755	97	12	1	22	1
Total	198	5	3,727	93	37	1	63	2

3.7 (a) Total Number of Employees Categorised by Disability

Disabled	Headcount	Percentage (%)
No	3,027	75
Undefined	727	18
Not declared	182	5
Yes	89	2
Total	4,025	100

3.7 (b) Staff Employed by Disability Categorised According to Staff Group / Agenda for Change Band

Staff Group / Agenda for Change	No	Percentage (%)	Not declared	Percentage (%)	Undefined	Percentage (%)	Yes	Percentage (%)
Trust Board	7	58	3	25	2	17	0	0
Senior Medical Staff	142	68	28	12	62	26	*	*
Junior Doctors	153	77	37	19	*	*	*	*
Band 8a plus	151	85	*	*	20	11	*	*
Band 5-7	1,170	74	44	3	338	21	32	2
Band 1-4	1,404	77	65	4	297	16	48	3
Total	3,027	75	182	5	727	18	89	2

3.8 (a) Number of Staff Employed by Religion or Belief

Religion or Belief	Headcount	Percentage (%)
Christianity	1,925	47.8
I do not wish to disclose	924	23
Undefined	602	15
Atheism	330	8.2
Other	204	5.1
Islam	19	0.5
Hinduism	*	*
Buddhism	*	*
Judaism	*	*
Sikhism	*	*
Total	4,025	100

3.8 (b) Staff employed by Religion and Belief Categorised According to Staff Group / Agenda for Change Band

Staff Group / Agenda for Change Band	Atheism (%)	Buddhism (%)	Christianity (%)	Hinduism (%)	I do not wish to disclose my religion/ belief (%)
Trust Board	0	0	33.3	0	50
Senior Medical Staff	8.9	0	25.7	2.1	29.5
Junior doctors	1.5	0	1	0	90.5
Band 8a plus	11.2	1.1	48.9	0	23
Band 5-7	9.7	*	50.6	*	17.6

Band 1-4	7.3	*	53.5	*	19.1
Total	8.2	*	47.8	*	23

3.8 (c) Staff Employed by Religion and Belief Categorised According to Staff Group / Agenda for Change Band

Staff Group / Agenda for Change Band	Islam (%)	Judaism (%)	Other (%)	Sikhism (%)	Undefined (%)
Trust Board	0	0	0	0	16.7
Senior Medical Staff	3.4	*	1.3	0	28.3
Junior Doctors	1	0	1.5	*	4
Band 8a plus	0	*	5.6	0	9.6
Band 5-7	0.4	0	4.6	0	16.7
Band 1-4	0.1	0	6.3	0	13.4
Total	0.5	*	5.1	0	15

3.9 (a) Number of Staff employed by Sexual Orientation

Sexual Orientation	Headcount	Percentage (%)
Heterosexual	2,727	67.8
I do not wish to disclose my sexual orientation	649	16.1
Unknown	603	15
Gay	19	0.5
Lesbian	15	0.4
Bisexual	12	0.3
Total	4,025	100

3.9 (b) Staff Employed by Sexual Orientation Categorised According to Staff Group

Staff Group	Bisexual	Gay	Heterosexual/ Straight	I do not wish to disclose	Lesbian	Unknown	Total
Trust Board	0	0	8	2	0	2	12
Senior Medical Staff	0	0	128	42	0	67	237
Junior Doctors	0	0	45	147	0	*	200
Band 8a Plus	0	0	126	33	*	17	178
Band 5-7	*	*	1,120	185	*	266	1,584
Band 1-	*	16	1,300	240	*	243	1,814

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Total	12	19	2,727	649	15	603	4,025
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3.9 (c) Staff Employed by Sexual Orientation According to Staff Group

Staff Group	Bisexual (%)	Gay (%)	Heterosexual/ Straight (%)	I do not wish to disclose (%)	Lesbian (%)	Unknown (%)	Total (%)
Trust Board	0	0	66.7	16.7	0	16.7	100
Senior Medical Staff	0	0	54	17.7	0	28.3	100
Junior Doctors	0	0	22.5	73.5	0	*	100
Band 8a plus	0	0	70.8	18.5	*	9.6	100
Band 5-7	*	*	70.7	11.7	*	16.8	100
Band 1-4	*	0.9	71.7	13.2	*	13.4	100
Total	0	0.5	67.8	16.1	0.4	15	100

4. Employees Leaving the Trust

Employees Leaving the Trust during the period 1st January 2012 to 31st December 2012 by the following protected characteristics (any protected characteristic not shown was not available for those staff who received an internal promotion).

- Age
- Sex
- Ethnicity
- Disability

4.1 (a)

Age	Headcount	%
Age 17-41	255	56
Age 42-60	141	31
Age 61+	59	13.0
Grand Total	455	100

4.1 (b)

Sex	Headcount	%
Female	322	70.8
Male	133	29.2
Total	455	100

4.2 (c)

Ethnicity	Headcount	%
BME	57	12.5
White British Isles	389	85.5
White not British Isles	2	0.4
Not Stated	*	*
Total	455	100

4.1 (d)

Disability	Headcount	%
No	309	67.9
Unknown/Not declared	141	31
Yes	*	*
Total	455	100

4.2 Reasons for Leaving (Excluding all Bank staff and Junior Doctors)

Leaving Reason	Headcount	%
Resignation	205	45.1
End of Fixed Term Contract	149	32.7
Retirement	64	14.1
Dismissal	16	3.5
MARS (Mutually Agreed Redundancy Service)	12	2.6
Death in Service	*	*
Redundancy	*	*
Employee Transfer	*	*
Total	455	100

5. Internal Promotions

Inclusive of any member of staff upgraded to a higher grade, excluding all medical and dental staff.

Internal promotions during the period 1st January 2012 to 31st December 2012 by the following protected characteristics:

- Age
- Sex
- Ethnicity
- Religion or Belief
- Sexual Orientation
- Disability

5.1 Age

Age Band	Headcount	%
17-41	99	59
42-60	67	40
61 +	*	*
Total	168	100

5.2 Sex

Sex	Headcount	%
Female	145	86
Male	23	14
Total	168	100

5.3 Ethnicity

Ethnicity	Headcount	%
BME	3	2
White British Isles	162	96
White not British Isles	*	*
Total	168	100

5.4 Religion or Belief

Religion or Belief	Headcount	%
Atheism	16	10
Christianity	95	57
I do not wish to	30	18

disclose		
Other	13	8
Unknown	14	8
Total	168	100

5.5 Sexual Orientation

Sexual Orientation	Headcount	%
Heterosexual / Straight	143	85
I do not wish to disclose	11	7
Gay	0	0
Lesbian	*	*
Unknown	13	8
Total	168	100

5.6 Disability

Disabled	Headcount	%
No	136	81
Not Declared	*	*
Unknown	27	16
Yes	*	*
Total	168	100

6. Appraisals

Excluding medical and dental staff, long term sickness, maternity breaks, career breaks, external secondments or suspensions.

These tables indicate the appraisals in date (2,149 staff). The total number of staff that qualified for an appraisal was 3,031.

Performance reviews and appraisals completed during the period 1st January 2012 to 31st December 2012 by the following protected characteristics:

- Age
- Sex
- Ethnicity
- Religion or Belief
- Disability

6.1 Age

	<u>Appraisals in Date</u>		<u>Qualifying Staff Total</u>
Age Band	Headcount	%	Total
17-41	738	34	1,031

42-60	1,310	61	1,848
61+	101	5	151
Total	2,149	100	3,031

6.2 Sex

Sex	Headcount	%	Total
Female	1,682	78	2,415
Male	467	22	616
Total	2,149	100	3,031

6.3 Ethnicity

Ethnicity	Headcount	%	Total
BME	70	3	101
White British Isles	2,038	95	2,867
White not British Isles	14	1	21
Not Stated	27	1	42
Total	2,149	100	3,031

6.4 Religious Belief

Religious Belief	Headcount	%	Total
Atheism	162	8	232
Buddhism	*	0	*
Christianity	1,111	52	1,554
Hinduism	*	0	*
I do not wish to disclose my religion/belief	393	18	561
Islam	*	0	*
Judaism	*	0	*
Other	115	5	162
Unknown	354	16	502
Total	2,149	100	3,031

6.5 Disability

Disabled	Headcount	%	Total
No	1,601	74	2,228
Not Declared	77	4	108
Unknown	423	20	629
Yes	48	2	66
Total	2,149	100	3,031

7. Recruitment Episodes

Applicants, shortlisted applicants and appointments during the period 1st January 2012 to 31st December 2012 by the following protected characteristics:

- Age
- Sex
- Ethnicity
- Sexual Orientation
- Disability

7.1 Age

Age Band	Applicants	Shortlisted	Appointed
16 - 20	245	61	41
21 - 25	767	178	154
26 - 30	661	126	146
31 - 35	455	103	127
36 - 40	361	83	94
41 - 45	325	89	78
46 - 50	258	79	69
51 - 55	197	68	51
56 - 60	104	40	36
61 - 65	28	13	*
66 - 70	16	*	*
71 & above	*	*	0
Unknown	0	0	*
Total	3,419	845	813

Age Band	Applicants (%)	Shortlisted (%)	Appointed (%)
16 - 20	7	7	5
21 - 25	22	21	19
26 - 30	19	15	18
31 - 35	13	12	15
36 - 40	11	10	12
41 - 45	10	11	10
46 - 50	8	9	8
51 - 55	6	8	6
56 - 60	3	5	4
61 - 65	1	2	*
66 - 70	0	*	*
71 & above	*	*	0
Unknown	0	0	*
Total	100	100	100

7.2 Sex

Sex	Applicants	Shortlisted	Appointed
Female	2,374	605	553
Male	1,041	239	237
Unknown	*	*	23
Total	3,419	845	813

Sex	Applicants (%)	Shortlisted (%)	Appointed (%)
Female	69%	72%	68%
Male	30%	28%	29%
Unknown	0%	0%	3%

7.3 Ethnicity

Ethnicity	Applicants	Shortlisted	Appointed
White	*	*	*
White – British	2,256	665	579
White - Irish	38	21	*
White - Any other White background	209	25	16
White Northern Irish	*	0	0
White English	159	52	41
White Scottish	*	0	*
White Welsh	*	*	*
White Polish	*	*	0
White Mixed	*	0	*
White Other European	*	*	*
Mixed - White & Black Caribbean	*	*	0
Mixed - White & Black African	22	0	*
Mixed - White & Asian	14	*	*
Mixed - Any other mixed background	24	*	*
Asian or Asian British - Indian	237	26	14
Asian or Asian British - Pakistani	104	*	*
Asian or Asian British - Bangladeshi	18	*	*
Asian or Asian British - Any other Asian background	78	10	*
Asian Unspecified	0	0	*

Black or Black British - Caribbean	11	*	*
Black or Black British - African	96	*	*
Black or Black British - Any other Black background	*	*	0
Chinese	14	*	*
Any Other Ethnic Group	75	10	6
Filipino	*	*	*
Unknown	*	0	102
Not Stated	24	3	13
Total	3,419	845	813

Ethnicity	Applicants (%)	Shortlisted (%)	Appointed (%)
White	0	0	0
White - British	66	79	71
White - Irish	*	*	*
White - Any other White background	*	*	*
White Northern Irish	0	0	0
White English	*	*	*
White Scottish	0	0	0
White Welsh	0	0	0
White Polish	0	0	0
White Mixed	0	0	0
White Other European	0	0	0
Mixed - White & Black Caribbean	0	0	0
Mixed - White & Black African	*	0	0
Mixed - White & Asian	0	0	0
Mixed - Any other mixed background	*	0	0
Asian or Asian British - Indian	*	*	*
Asian or Asian British - Pakistani	*	*	0
Asian or Asian British - Bangladeshi	*	0	0
Asian or Asian British - Any other Asian background	*	*	*
Asian Unspecified	0	0	0

Black or Black British - Caribbean	0	0	0
Black or Black British - African	*	*	*
Black or Black British - Any other Black background	0	0	0
Chinese	0	0	0
Any Other Ethnic Group	*	*	*
Filipino	0	0	0
Unknown	0	0	13
Not Stated	*	0	*

7.4 Sexual Orientation

Sexual Orientation	Applicants	Shortlisted	Appointed
Bisexual	25	*	*
Gay	34	15	*
Heterosexual / Straight	3,040	725	593
I do not wish to disclose my sexual orientation	290	96	195
Lesbian	30	*	*
Unknown	0	0	15
Total	3,419	845	813

Sexual Orientation	Applicants (%)	Shortlisted (%)	Appointed (%)
Bisexual	*	0	0
Gay	*	*	0
Heterosexual	89	86	73
I do not wish to disclose my sexual orientation	*	11	24
Lesbian	*	*	*
Unknown	0	0	*

7.5 Disability

Disabled	Applicants	Shortlisted	Appointed
No	3,236	781	602
Not declared	31	*	11
Unknown	81	34	188
Yes	71	26	12
Total	3,419	845	813

8. Mandatory Training

Staff completions of equality and diversity mandatory training carried out during the period 1st January 2012 to 31st December 2012 by the following protected characteristics:

- Ethnicity
- Sex

8.1 Ethnicity

Ethnicity	Headcount	%
BME	101	51
White British Isles	1,549	42
White not British Isles	24	65
Not stated	21	33
Total	1,695	42

8.2 Sex

Sex	Headcount	%
Female	1,303	43
Male	392	41
Total	1,695	42