

Workforce Diversity Annual Report

1 January 2013 – 31 December 2013

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1. Introduction

South Devon Healthcare NHS Foundation Trust (“the 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. No person will receive less favourable treatment on the grounds of the nine protected characteristics as governed by the Equality Act 2010 (“the Act”).

1.1 Equality Act

The Equality Act (2010) unifies and extends previous equality legislation. Nine ‘protected characteristics’ have legal protection from discrimination 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, 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 'legal relationship between two people'. Same sex weddings were legalised from March 2014 following the Marriage (Same Sex Couples) Act 2013. Civil partners must be treated the same as married couples on a wide range of legal matters.
- **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 the 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).

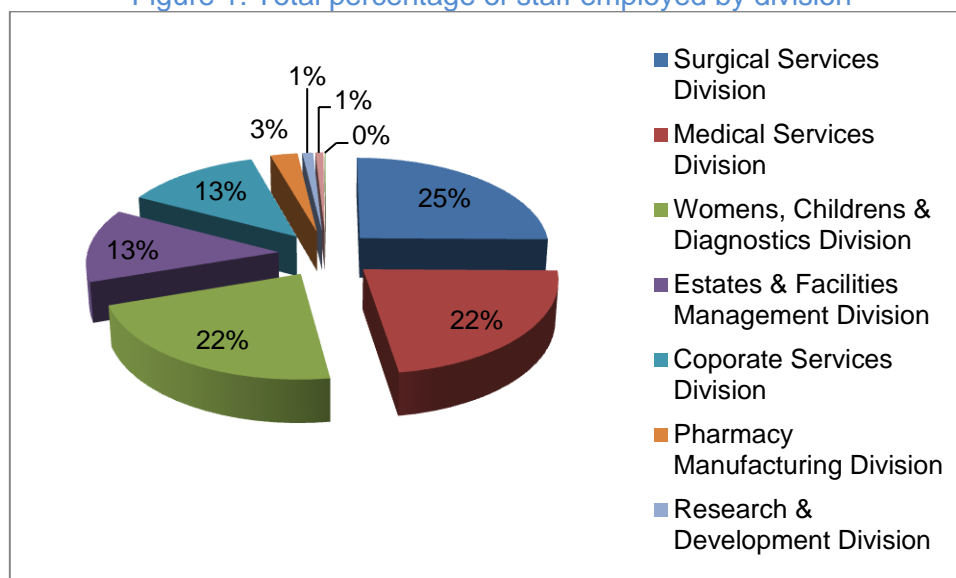
1.3 Data Protection

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. Workforce Profile

On the 31st December 2013 the Trust employed 4,164 members of staff. Figure 1 shows the proportion of employees by division. The workforce data is benchmarked in relation to national and regional statistics and information. This Workforce Diversity report identifies inequality trends and highlights work in progress or appropriate steps required to advance equality.

Figure 1: Total percentage of staff employed by division



One of the Trust's Equality Objectives is to improve the quantity and quality of workforce information regarding protected characteristics. We are currently able to collect data for six of the nine protected characteristics at each stage of employment. The Trust's position is that it is either unnecessary or inappropriate to collect data for all nine protected characteristics. For example, with regard to gender reassignment, Section 22 of the Gender Recognition Act 2004 prohibits employers from making a transgender individual identifiable. The Trust does not collect data on the gender identity of staff due to the extremely low proportion of staff that are transgender.

However, it remains a priority of the Trust to ensure that data that is collected is relevant and meaningful. To achieve this, over the next year the Trust will engage further with the Workforce Planning and Information team to identify necessary changes to the national Electronic Staff Records (ESR) system to allow for more comprehensive information to be collected. For instance, more detailed information could be obtained in relation to disability to ensure information is meaningful. Furthermore, more comprehensive reporting of flexible working arrangements will be a priority. Data will be proportionate and relevant in relation to the number of employees and the equality aims of the Trust.

In 2013 (together with Torbay and Southern Devon Health and Care Trust) the Trust launched an 'Employability Hub'. The vision is to have a more employable, highly skilled and competitive local workforce. We also aim to have a diverse workforce that is representative of the community we serve. The Trust will provide a programme of meaningful work placements, apprenticeships and traineeships. Underrepresented and disadvantaged groups, for example, people that are homeless, people that face social exclusion, people that misuse substances, will be prioritised. The Employability programme provides an inclusive framework, based on the principle of 'positive action' allowed under the Equality Act 2010, to promote equal opportunities and will assist the recruitment, retention and development of a local labour force. The Employability Hub is aligned to a number of national strategic priorities such as NHS England's Equality and Reducing Health Inequalities strategy and the Government's agenda around improving the skills of people in the workplace (UK Employment Commission's Employer Skills Survey 2013)

3. Protected Characteristics

3.1 Gender

The Trust employs 3,174 females which equates to 76% of the workforce. Males are therefore under represented at 24%. However, these figures are representative of the national NHS gender demographics whereby approximately one quarter of all employees are male.

Conversely, 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.

Figure 2: Number of Employees by sex (categorised according to staff group)

Agenda for Change Band	Male		Female		Total HC	Total %
	Headcount (HC)	%	Headcount (HC)	%		
Trust Board	*	*	*	*	15	0.4%
Senior Medical Staff	150	65%	89	35%	239	5.7%
Junior Doctors	82	39%	135	61%	217	5.2%
Band 8a plus	60	37%	118	63%	178	4.3%
Band 5-7	274	19%	1,366	81%	1,640	39.4%
Band 1-4	415	25%	1,460	75%	1,875	45.0%
Grand Total	990	26%	3,174	74%	4,164	100%

*Denotes numbers are too small to be displayed in case individuals are identified.

At Band 8a and above the number of females is 25% greater than the number of males. This trend increased throughout the lower bands with 81% of females working at Bands 5 - 7 compared to 19% of males.

- Equality and Diversity Mandatory Training completions: 76% were by women
- Recruitment: 72% of new employees were female
- Appraisals: 55% of staff had an appraisal, 79% of those were female
- Internal promotions: In total, 159 internal promotions were offered, 79% of which were to female employees
- Employment termination: In total, 421 employees (330 FTE) terminated their employment with the Trust. Over 75% of those who left the Trust were female

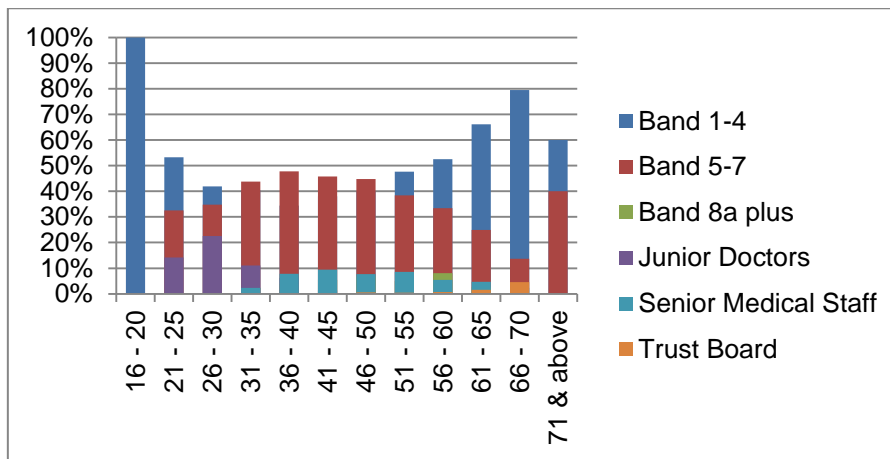
The statistics noted above give context from the data available in Appendix A. Although the above figures are high in terms of female representation, this is not only reflective of the high female to male ratio of employees, but also of the national NHS gender demographics. Nationally, 77% of the NHS workforce are females.

3.2 Age

Over 55% of the workforce are aged between 41 and 60 years of age. Staff aged under 25 or over 65 represent less than 10% of the workforce.

The Trust is actively supporting the recruitment of young people. The Trust's Employability Hub engages the local community and supports disadvantaged groups to gain employment. The Trust is working closely with South Devon College to promote apprenticeships and two types of traineeships within the organisation to young people.

Figure 3: Staff employed by age (categorised by staff group/ Agenda for Change band)



- Recruitment: 583 new employees joined the Trust, of which nearly 70% were aged between 16 and 40 were appointed
- Appraisals: 55% of staff had an appraisal in 2013. Of this 55%, 33% were aged between 16 and 40.
- Internal promotions: 159 were offered with 57% of employees aged between 16 and 40. No employees aged over 60 were offered an internal promotion.
- Employment termination: 421 employees (330 FTE) terminated their employment with the Trust. Of this figure, over 40% were aged 16-40.

The average population age in the UK is 39, compared to 44 in South Devon (Devon Census 2011). This is reflective within the Trust with 56% of staff aged between 41 and 60. The lower percentage of younger staff having an appraisal is thus reflective of the workforce demographic - all members of staff regardless of age have the opportunity for feedback and professional development.

3.3 Ethnicity

The majority of staff identify themselves as White British and constitute over 90% of the total workforce. Medical staff constitute the highest proportion of Black Minority Ethnic (BME) people. The number of staff that have not disclosed their ethnicity is 79 (2% of the total workforce).

Figure 3: Number and % of staff employed by ethnicity

Ethnicity	HC	%
BME	197	5%
White British Isles	3848	92%
White not British Isles	40	1%
Not Stated	79	2%
Grand Total	4164	100%

According to the Office for National Statistics (ONS) Census 2011 for Devon, Devon has a resident ethnic minority population of circa 5%. The number of BME staff is therefore representative of the local population. However, in senior (non-medical) positions, the level of BME representation is considerably lower at less than 1%.

- Equality and Diversity Mandatory Training Completions: 92% were White-British
- Recruitment: Nearly 85% of new employees were White-British
- Appraisals: Approximately 55% of staff had an appraisal, 94% of which were White-British
- Internal Promotions: In total, 159 internal promotions were offered, 96% of which were White-British
- Employee termination: In total, 421 employees (330 FTE) terminated their employment with the Trust, 6% of those were BME staff.

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.

3.4 Disability

2% (101 staff) declared themselves as having a disability. 20% 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.

Figure 4: Number and % of staff employed by disability

Disabled	HC	%
No	3231	78%
Not Declared	159	4%
Undefined^	673	16%
Yes	101	2%
Grand Total	4164	100%

[^]Undefined – relates to data that has not been appropriately captured by any means recorded.

Of those who declared a disability, 39% are currently working with roles Band 1-7 (54 staff in band 1-4 and 39 staff in band 5-7). The remaining 7% are working in senior roles (band 8 or above).

- Recruitment: nearly 95% of new recruits did not declare a disability
- Appraisals: Approximately 55% of staff had an appraisal in 2013. 75% declared no disability.
- Internal promotions: 159 were offered and 80% declared no disability.
- Employment terminations: 421 employees (330 FTE) terminated their employment with the Trust. 2% 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 operates the disability ‘two-ticks’ scheme which guarantees an interview to those with a disability if they meet minimum shortlisting requirements. The Trust also hosts Project SEARCH Torbay which gives young people with a Learning Disability (or Autistic Spectrum Condition) an opportunity to gain sustainable employment.

3.5 Religion and Belief

Almost half of the workforce identifies themselves as being Christian. 37% of staff did not disclose or were undefined. Over 6% of the workforce declared other religions or beliefs, whilst the remaining 8% of the workforce declared no belief.

Figure 4a: Number and % of staff employed by Religious Belief

Religious Belief	HC	%
Christianity	2009	48.2%
I do not wish to disclose	996	23.9%
Undefined	541	13.0%
Atheism	350	8.4%
Other	225	5.4%
Islam	19	0.5%
Hinduism	12	0.3%
Buddhism	*	*
Judaism	*	*
Sikhism	*	*
Grand Total	4164	100%

- Approximately 55% of staff had an appraisal in 2013, 52% were Christian

- In total, 159 internal promotions were offered in 2013, 58% were Christian

This shows that a significant proportion of staff who declared themselves as holding Christian beliefs had an appraisal with (75% of Christian employees had an appraisal). This is amplified across minority groups with approximately 93% of religious minorities having an appraisal. In general, the workforce is representative of the regional population in regards to religion and belief demographics with the exception of Islam which is underrepresented (see below).

Figure 4b: % of Devon population by Religious Belief (Devon Census 2011)

Religious Belief	%
Christianity	61.5%
I do not wish to disclose	8.4%
Other	0.6%
Atheism	29.3%
Buddhism	0.4%
Judaism	0.1%
Islam	1.0%
Hinduism	0.3%
Grand Total	100%

3.6 Sexual Orientation

The number of staff who declared themselves as being Lesbian, Gay or Bisexual (LGB) is over 1%. Almost 70% declared themselves as heterosexual / straight. The number of staff who categorised themselves as undefined*/ undisclosed is almost 30%.

Figure 4: Number and % of staff employed by sexual orientation

Sexual Orientation	HC	%
Heterosexual	2909	69.9%
I do not wish to disclose	662	15.9%
Undefined	541	12.9%
Gay	19	0.5%
Lesbian	17	0.4%
Bisexual	16	0.4%
Grand Total	4164	100

Stonewall, the organisation working for equality for lesbian, gay and bisexual people, 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 rates of “I do not wish to disclose” or “undefined” should be investigated to establish if there are barriers to providing this information.

- Recruitment: 85% of new recruits were heterosexual/ straight
- Internal promotions: 159 were offered, 81% of those were heterosexual / straight

4. Conclusions and Recommendations

a) Development of a diverse workforce that is highly-skilled and flexible

The average age of the local population in Torbay and South Devon is considerably higher than other parts of the UK; the mean age of Devon is 44 years compared to 39 nationally. Furthermore, in Devon, 11% of the population is aged 75 and over compared to 8% nationally (Devon Census 2011). It is thus important to ensure that the Trust works closely with the younger generation to ensure our future workforce is equipped with the relevant skills to match the future labour market demands. The Trust will develop the Employability Hub over the next 12 months to ensure our future workforce has access to a range of support to help them secure and sustain employment.

The Trust should continue to develop the Employability Hub to ensure its workforce develops to become representative of the local population.

b) Increase the representation of particular protected characteristic groups at senior level

It is clear that there are areas of our organisation (senior positions) where some staff are under-represented. One example is BME staff. The Trust will engage with existing BME staff to identify the most effective ways of advertising, recruiting and retaining people from BME backgrounds. The Trust should aim to develop a BME network group/ international forum to advance race equality for staff and patients. The Trust also aims to improve relationships with community organisations and start an online discussion forum for staff to develop real conversation about any potential barriers to career development.

c) Reduce the high levels of non-disclosure

There is a high proportion of non-disclosure for a number of questions. For example, 20% did not disclose whether they had a disability and 24% did not disclose their religious belief (if any) (not including undefined). This high level of non-disclosure is reflective across many protected characteristics and needs to be addressed. For example, the LGB&T network group should aim to reduce the level of non-disclosure for sexual orientation by 15% by the publication of the next annual workforce diversity report.

d) Promote the importance of data and equality monitoring

In order to improve our workplace for staff, it is important to be able to understand staff experience according to people's protected characteristics. We strive to ensure that we provide a work environment that reflects the spirit of the NHS Constitution. Staff diversity data needs to be comprehensive and provide an appropriate level of detail to be analysed in a meaningful way. For example, in regard to disability, the Trust should increase the level of detail of disability data we have by better defining the question, i.e. determining the particular disability (learning disability, sensory/communication impairment or long-term illness etc).

The organisation needs to take steps to foster an open culture in which staff feel empowered and confident to share their personal information. Staff also need to be assured that their information is secure and will be used in accordance with data protection law. The Trust has a responsibility to ensure staff understand the governance and security arrangements in place to protect personal data. The Trust has begun to promote the importance of equality monitoring in staff training and is currently piloting a tool to measure the culture of the organisation. Over the next 12 months, communication and engagement activities will be conducted to identify and address concerns in relation to monitoring. The Trust will utilise the results of the NHS national staff survey and develop bespoke local surveys which will aim to identify if staff feel safe to disclose equality information.

5. Appendix 1: Full Workforce Diversity Data

1. Workforce Diversity Data

1.1 Total Number of Staff Employed by Each Division

Division	HC	%
Surgical Services Division	1049	25%
Medical Services Division	934	22%
Women's, Children's & Diagnostics Division	924	22%
Estates & Facilities Management Division	538	13%
Corporate Services Division	533	13%
Pharmacy Manufacturing Division	107	3%
Research & Development Division	42	1%
Charitable Funds Division	31	1%
Pharmacy (Sdh Dev)	*	*
Grand Total	4164	100%

1.2 Number of Employees by Sex Categorised According to Staff Group

Staff Group	Male		Female		Total HC	Total %
	HC	%	HC	%		
Trust Board	*	*	*	*	15	100%
Senior Medical Staff	150	65%	89	35%	239	100%
Junior Doctors	82	39%	135	61%	217	100%
Band 8a plus	60	37%	118	63%	178	100%
Band 5-7	274	19%	1366	81%	1640	100%
Band 1-4	415	25%	1460	75%	1875	100%
Grand Total	990	26%	3174	74%	4164	100%

1.3 Total Number of Employees by Sex

Gender	HC	%
Female	3174	76%
Male	990	24%
Grand Total	4164	100%

1.4 Staff Employed by Age categorised by Staff Group / Agenda for Change Band

Age	Band 1-4	%	Band 5-7	%	Band 8a +	%	Junior Doctors	%	Senior Medical Staff	%	Trust Board	%	TOTAL
16 - 20	41	100%	0	0%	0	0%	0	0%	0	0%	0	0%	42
21 - 25	154	53%	94	33%	0	0%	41	14%	0	0%	0	0%	290
26 - 30	178	42%	148	35%	*	*	96	23%	*	*	0	0%	423
31 - 35	157	40%	170	44%	*	*	43	11%	*	*	0	0%	371
36 - 40	154	34%	214	48%	17	4%	28	6%	35	8%	0	0%	449
41 - 45	218	38%	263	46%	31	5%	*	*	54	9%	0	0%	567
46 - 50	269	40%	301	45%	46	7%	*	*	52	8%	*	*	669
51 - 55	296	48%	239	38%	31	5%	0	0%	53	9%	*	*	620
56 - 60	242	52%	154	33%	37	8%	0	0%	25	5%	*	*	459
61 - 65	125	66%	47	25%	*	*	0	0%	*	*	*	*	173
66 - 70	35	80%	*	*	0	0%	0	0%	*	*	*	*	36
71+	*	*	*	*	0	0%	0	0%	0	0%	0	0%	10
Grand Total	1875	45%	1640	39%	178	4%	217	5%	239	6%	15	0%	4165

1.5 Number of Staff Employed by Ethnicity

Ethnicity	HC	%
BME	197	5%
White British Isles	3848	92%
White not British Isles	40	1%
Not Stated	79	2%
Grand Total	4164	100%

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

Staff Group	BME		White British		White not British		Not Stated		Total HC	Total %
	HC	%	HC	%	HC	%	HC	%		
Trust Board	*	*	14	93%	*	*	*	*	15	100%
Senior Medical Staff	42	18%	185	77%	*	*	*	*	239	100%
Junior Doctors	37	17%	146	67%	*	*	27	12%	217	100%
Band 8a plus	*	*	172	97%	*	*	*	*	178	100%
Band 5-7	94	6%	1510	92%	17	1%	19	1%	1640	100%
Band 1-4	21	1%	1821	97%	12	1%	21	1%	1875	100%
Grand Total	197	5%	3848	92%	40	1%	79	2%	4164	100%

1.7 (a) Total Number of Employees Categorised by Disability

Disabled	HC	%
No	3231	78%
Not Declared	159	4%
Undefined*	673	16%
Yes	101	2%
Grand Total	4164	100%

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

Staff Group	No		Not Declared		Undefined*		Yes		Total HC	Total %
	HC	%	HC	%	HC	%	HC	%		
Trust Board	*	*	*	*	*	*	*	*	15	100%
Senior Medical Staff	152	64%	25	10%	58	24%	*	*	239	100%
Junior Doctors	189	87%	21	10%	*	*	*	*	217	100%
Band 8a plus	153	86%	*	*	19	11%	*	*	178	100%
Band 5-7	1241	76%	43	3%	317	19%	39	2%	1640	100%
Band 1-4	1487	79%	62	3%	272	15%	54	3%	1875	100%
Grand Total	3231	78%	159	4%	673	16%	101	2%	4164	100%

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

Religious Belief	HC	%
Christianity	2009	48.2%
I do not wish to disclose	996	23.9%
Undefined*	541	13.0%
Atheism	350	8.4%
Other	225	5.4%
Islam	19	0.5%
Hinduism	12	0.3%
Buddhism	*	*
Judaism	*	*
Sikhism	*	*
Grand Total	4164	100.0%

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

Staff Group	Atheism	Buddhism	Christianity	Hinduism	Islam	Judaism	Sikhism
Trust Board	0.0%	0.0%	26.7%	0.0%	0.0%	0.0%	0.0%
Senior Medical Staff	9.2%	0.0%	25.5%	2.9%	3.3%	0.8%	0.4%
Junior Doctors	2.3%	0.0%	1.8%	0.5%	0.9%	0.0%	0.0%
Band 8a plus	12.9%	1.1%	46.6%	0.0%	0.0%	0.6%	0.0%
Band 5-7	9.6%	0.2%	51.6%	0.2%	0.4%	0.0%	0.0%
Band 1-4	7.6%	0.2%	53.9%	0.1%	0.1%	0.0%	0.0%
Grand Total	8.4%	0.2%	48.2%	0.3%	0.5%	0.1%	0.0%

Cont.

Staff Group	Other	Undefined*	I do not wish to disclose
Trust Board	0.0%	6.7%	66.7%
Senior Medical Staff	0.8%	26.4%	30.5%
Junior Doctors	0.5%	2.8%	91.2%
Band 8a plus	6.7%	8.4%	23.6%
Band 5-7	5.0%	14.7%	18.4%
Band 1-4	6.8%	11.5%	19.8%
Grand Total	5.4%	13.0%	23.9%

1.9 (a) Number of Staff employed by Sexual Orientation

Sexual Orientation	HC	%
Heterosexual	2909	69.9%
I do not wish to disclose	662	15.9%
Undefined*	541	13.0%
Gay	19	0.5%
Lesbian	17	0.4%
Bisexual	16	0.4%
Grand Total	4164	100.0%

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

Staff Group	Bisexual	Gay	Heterosexual	Lesbian	Undefined*	I do not wish to disclose	Grand Total
Trust Board	0.0%	0.0%	73.3%	0.0%	6.7%	20.0%	100.0%
Senior Medical Staff	0.0%	0.0%	58.6%	0.0%	26.4%	15.1%	100.0%
Junior Doctors	0.0%	0.0%	25.3%	0.0%	2.8%	71.9%	100.0%
Band 8a plus	0.0%	0.6%	71.3%	0.6%	8.4%	19.1%	100.0%
Band 5-7	0.4%	0.2%	72.5%	0.4%	14.8%	11.8%	100.0%
Band 1-4	0.5%	0.8%	74.0%	0.5%	11.4%	12.8%	100.0%
Grand Total	0.4%	0.5%	69.9%	0.4%	13.0%	15.9%	100.0%

2. Employees Leaving the Trust

Employees Leaving the Trust during the period 1st January 2013 to 31st December 2013 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

2.1 Age

Age Band	HC	%
16 - 20	12	2.9%
21 - 25	56	13.3%
26 - 30	52	12.4%
31 - 35	37	8.8%
36 - 40	37	8.8%
41 - 45	32	7.6%
46 - 50	40	9.5%
51 - 55	46	10.9%
56 - 60	49	11.6%
61 - 65	48	11.4%
66 - 70	*	*
71 & above	*	*
Grand Total	421	100.0%

2.2 Sex

Gender	HC	%
Female	319	75.8%
Male	102	24.2%
Grand Total	421	100.0%

2.3 Ethnicity

Ethnicity	HC	%
BME	26	6.2%
White British Isles	386	91.7%
White not British Isles	*	*
Not Stated	*	*
Grand Total	421	100.0%

2.4 Disability

Disabled	HC	%
No	345	81.9%
Yes	*	*
Undefined*/Not Declared	67	15.9%
Grand Total	421	100.0%

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

Leaving Reason	HC	%
Resignation	268	63.7%
Retirement	89	21.1%
End of Fixed Term Contract	35	8.3%
Dismissal	16	3.8%
Employee Transfer	*	*
MARS	*	*
Death in Service	*	*
Pregnancy	*	*
Grand Total	421	100.0%

3. 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 2013 to 31st December 2013 by the following protected characteristics:

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

3.1 Age

Age	HC	%
21 - 25	25	16%
26 - 30	21	13%
31 - 35	21	13%
36 - 40	21	13%
41 - 45	22	14%
46 - 50	24	15%
51 - 55	16	10%
56 - 60	*	*
Grand Total	159	100%

3.2 Sex

Gender	HC	%
Female	126	79%
Male	33	21%
Grand Total	159	100%

3.3 Ethnicity

Ethnicity	HC	%
BME	*	*
White British Isles	152	96%
Not Stated	*	*
Grand Total	159	100%

3.4 Religion or Belief

Religious Belief	HC	%
Atheism	18	11%
Christianity	93	58%
Hinduism	*	*
Other	*	*
Undefined*	*	*
I do not wish to disclose	30	19%
Grand Total	159	100%

3.5 Sexual Orientation

Sexual Orientation	HC	%
Gay	*	*
Heterosexual	129	81%
Lesbian	*	*
Undefined*	*	*
I do not wish to disclose	16	10%
Grand Total	159	100%

3.6 Disability

Disabled	HC	%
No	127	80%

Undefined*	24	15%
Not Declared	*	*
Yes	*	*
Grand Total	159	100%

4. Appraisals

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

These tables indicate the appraisals in date (2,296 staff). The total number of staff that qualified for an appraisal was 4,164.

Performance reviews and appraisals completed during the period 1st January 2013 to 31st December 2013 by the following protected characteristics:

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

4.1 Age

Age	HC	%
16 - 20	10	0%
21 - 25	105	5%
26 - 30	178	8%
31 - 35	198	9%
36 - 40	242	11%
41 - 45	340	15%
46 - 50	413	18%
51 - 55	375	16%
56 - 60	280	12%
61 - 65	121	5%
66 - 70	28	1%
71 & above	*	*
Grand Total	2296	100%

4.2 Sex

Gender	HC	%
Female	1828	79.6%
Male	468	20.4%
Grand Total	2296	100%

4.3 Ethnicity

Ethnicity	HC	%
BME	88	3.8%
White British Isles	2157	94%
White not British Isles	18	0.8%
Not Stated	33	1.4%
Grand Total	2296	100%

4.4 Religious Belief

Religious Belief	HC	%
Atheism	192	8.3%

Buddhism	*	*
Christianity	1201	52.3%
Hinduism	*	*
Islam	*	*
Judaism	*	*
Other	136	6%
Undefined*	331	14.4%
I do not wish to disclose	418	18.2%
Grand Total	2296	100%

4.5 Disability

Disabled	HC	%
No	1733	75.5%
Not Declared	74	3.2%
Undefined*	430	18.7%
Yes	59	2.6%
Grand Total	2296	100%

5. Recruitment Episodes

Applicants, shortlisted applicants and appointments during the period 1st January 2013 to 31st December 2013 by the following protected characteristics:

- Age
- Sex
- Ethnicity
- Sexual Orientation
- Disability

5.1 Age

Age	HC	%
16 - 20	25	4.3%
21 - 25	124	21.3%
26 - 30	112	19.2%
31 - 35	83	14.2%
36 - 40	62	10.6%
41 - 45	49	8.4%
46 - 50	53	9.1%
51 - 55	37	6.3%
56 - 60	25	4.3%
61 - 65	11	1.9%
66 - 70	*	*
Grand Total	583	100.0%

5.2 Sex

Gender	HC	%
Female	420	72.0%
Male	163	28.0%
Grand Total	583	100.0%

5.3 Ethnicity

Ethnicity	HC	%
BME	48	8.2%

White British Isles	493	84.6%
White not British Isles	10	1.7%
Not Stated	32	5.5%
Grand Total	583	100.0%

5.4 Sexual Orientation

Sexual Orientation	HC	%
Bisexual	*	*
Gay	*	*
Heterosexual	442	84.5%
Not Declared	72	13.8%
Lesbian	*	*
Grand Total	523	100.0%

5.5 Disability

Disabled	HC	%
No	552	94.7%
Not Declared	13	2.2%
Undefined*	*	*
Yes	16	2.7%
Grand Total	583	100.0%

6. Mandatory Training

Staff completions of equality and diversity mandatory training carried out during the period 1st January 2013 to 31st December 2013 by the following protected characteristics:

- Ethnicity
- Sex

6.1 Ethnicity

Ethnicity	Total	%
BME	125	63%
White British Isles	2455	64%
White not British Isles	26	65%
Not Stated	63	86%
Grand Total	2669	64%

6.2 Sex

Gender	Total	%
Female	2029	64%
Male	640	65%
Grand Total	2669	64%