



Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring Report April 2016 – March 2017

Report to: CWP Peoples Organisational Development Peoples Committee

Date of submission: July 2017

Title of Report: Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring April 2016 – March 2017

Action sought: FOR NOTING Author: Bob Davies: Equality & Diversity Co-ordinator

Authorised: Andrea Hughes: Associate Director of Nursing Therapies & Physical Services

Strategic Objective(s) that this report covers (delete as appropriate):
SO1 - Deliver improved and innovative services that achieve excellence
SO2 - Ensure meaningful involvement of service users, carers, staff and the wider public
SO4 - Maintain and develop robust Partnerships with existing and potential new stakeholders
SO5 - Performance Manage all services using an evidence based approach within a Risk Management Framework
SO6 - Improve quality of information to improve service delivery and longer term planning

Version	Name(s)/Group(s)	Date Issued
1.	CWP Trustwide Equality & Diversity Group	May: 2017
	CWP Peoples Organisational Development Committee	July :2017



Executive Summary

Introduction: This report details an analysis of the CWP's workforce for April 2016–March 2017. CWP are pleased to say that the CWP workforce reasonably reflects the characteristics of local populations across the areas that CWP serves; there has been a slight increase over the last twelve months in the number of staff from Black and Minority ethnic backgrounds **0.09%**. The challenges for the Trust in improving representation is understanding the distinct differences in community make up across the large geographical area we serve and working with the number of small and locality based services that are spread out across the Trust.

CWP aim to provide a personal, fair and diverse working environment for all of our staff and the majority of the Trust's evidence from the NHS Staff Survey results to demographic information suggest this is felt by our staff too.

Staff Profile Highlights Headlines: As of March 2017 CWP employed 3431 people of which:

- **80%** are women
- **25.67%** are aged under 35 and **26.95%** are aged over 55
- Across Cheshire West & Chester, Cheshire East, Wirral and Trafford we have between **3% - 9.38%** of our staff from Black Minority and Ethnic Communities depending on where staff are located across the Trust.
- **3.53%** of staff have disclosed that they consider themselves to have a disability, **90.43%** of staff have told us they don't consider themselves to have a disability with the remainder either unknown or have chosen not to disclose.
- **80.10%** of staff have disclosed as Heterosexual and **1.54%** as Lesbian, Gay or Bisexual with the remainder unknown or chose not to disclose.
- **50.88%** of staff considers themselves Christian, **14.61%** as Atheists and the third biggest group at **8.56%** choosing to define their religion as Other
- **20.15%** choose not to disclose their religion or belief.

Staff data below for 2016-17 provides a general overview of staff ethnicity, gender, religion and belief, sexual orientation, disability and as well as highlighting the ethnicity of staff by Afc pay bands

A comprehensive breakdown of the data is set out in Appendices A-F, the following pages set out the analysis that has been undertaken.



Ethnicity

TRUST Ethnicity	Trust Staff					Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17	
White						
British	91.18%	90.98%	91.21%	91.22%	91.23%	89.40%
Irish	1.30%	1.30%	1.00%	1.02%	1.08%	1.07%
Other White	1.00%	1.00%	1.24%	1.61%	1.66%	2.20%
Mixed						
White and Black Caribbean	0.10%	0.10%	0.15%	0.11%	0.17%	2.20%
White and Black African	0.10%	0.10%	0.12%	0.14%	0.09%	0.17%
White and Asian	0.20%	0.20%	0.27%	0.28%	0.29%	0.40%
Other Mixed	0.20%	0.30%	0.30%	0.23%	0.17%	0.30%
Asian or Asian British						
Indian	0.90%	1.00%	0.97%	1.07%	1.17%	1.05%
Pakistani	0.20%	0.20%	0.24%	0.25%	0.26%	0.85%
Bangladeshi	0.10%	0.10%	0.03%	0.03%	0.09%	0.02%
Other Asian	0.30%	0.30%	0.33%	0.31%	0.35%	0.42%
Black or Black British						
Black Caribbean	0.10%	0.10%	0.15%	0.14%	0.12%	0.30%
Black African	0.40%	0.40%	0.47%	0.56%	0.35%	0.52%
Other Black	0.00%	0.00%	0.06%	0.03%	0.15%	0.01%
Chinese or Other Ethnic Group						
Chinese	0.10%	0.10%	0.15%	0.17%	0.23%	0.57%
Other	0.20%	0.20%	0.24%	0.25%	0.23%	0.25%
Not Stated	3.61%	3.61%	3.07%	2.57%	2.36%	
BME	2.91%	3.11%	3.48%	3.58%	3.67%	7.08%
WME	2.30%	2.30%	2.24%	2.62%	2.74%	3.27%



Chester West & Chester Area Ethnicity	Trust Staff					Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17	
White						
British	92.10%	91.60%	92.18%	92.17%	92.03%	94.70%
Irish	1.30%	1.30%	0.76%	0.71%	0.71%	0.7%
Other White	1.20%	1.40%	1.53%	2.01%	2.07%	2.1%
Mixed						
White and Black Caribbean	0.20%	0.20%	0.18%	0.16%	0.16%	0.3%
White and Black African	0.10%	0.20%	0.06%	0.11%	0.05%	0.1%
White and Asian	0.20%	0.20%	0.35%	0.22%	0.33%	0.3%
Other Mixed	0.20%	0.30%	0.35%	0.27%	0.16%	0.2%
Asian or Asian British						
Indian	0.60%	0.70%	0.59%	0.87%	0.98%	0.4%
Pakistani	0.00%	0.10%	0.06%	0.05%	0.00%	0.1%
Bangladeshi	0.10%	0.00%	0.00%	0.00%	0.11%	0.2%
Other Asian	0.40%	0.40%	0.35%	0.33%	0.27%	0.3%
Black or Black British						
Black Caribbean	0.10%	0.10%	0.12%	0.11%	0.11%	0.1%
Black African	0.30%	0.40%	0.24%	0.33%	0.16%	0.2%
Other Black	0.00%	0.00%	0.00%	0.00%	0.11%	0.1%
Chinese or Other Ethnic Group						
Chinese	0.10%	0.20%	0.24%	0.27%	0.38%	0.3%
Other	0.20%	0.30%	0.24%	0.16%	0.16%	0.2%
Not Stated	2.80%	2.80%	2.76%	2.23%	2.18%	0.0%
BME	2.50%	2.90%	2.76%	2.88%	3.00%	2.7%
WME	2.50%	2.70%	2.29%	2.72%	2.78%	2.8%

Cheshire West and Chester 2011. Source: ONS, Census 2011



Cheshire Central and East Area Ethnicity	Trust Staff					Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17	
White						
British	89.20%	89.90%	89.50%	89.37%	89.15%	93.6%
Irish	1.10%	1.20%	1.30%	1.33%	1.36%	0.6%
Other White	1.20%	0.70%	0.87%	1.44%	1.73%	2.6%
Mixed						
White and Black Caribbean	0.10%	0.10%	0.11%	0.00%	0.12%	0.4%
White and Black African	0.00%	0.00%	0.22%	0.22%	0.12%	0.1%
White and Asian	0.10%	0.20%	0.22%	0.44%	0.49%	0.3%
Other Mixed	0.00%	0.00%	0.11%	0.00%	0.00%	0.2%
Asian or Asian British						
Indian	1.40%	1.60%	1.30%	1.11%	1.23%	0.6%
Pakistani	0.80%	0.60%	0.65%	0.78%	0.86%	0.2%
Bangladeshi	0.00%	0.00%	0.00%	0.00%	0.00%	0.1%
Other Asian	0.00%	0.10%	0.32%	0.33%	0.49%	0.4%
Black or Black British						
Black Caribbean	0.30%	0.20%	0.22%	0.22%	0.12%	0.2%
Black African	0.90%	0.60%	0.87%	0.89%	0.62%	0.1%
Other Black	0.10%	0.10%	0.22%	0.11%	0.25%	0.1%
Chinese or Other Ethnic Group						
Chinese	0.00%	0.00%	0.11%	0.11%	0.12%	0.3%
Other	0.40%	0.20%	0.43%	0.66%	0.62%	0.2%
Not Stated	4.30%	4.30%	3.57%	2.99%	2.71%	0.0%
BME	4.20%	3.90%	4.76%	4.87%	5.06%	3.2%
WME	2.20%	2.00%	2.17%	2.77%	3.08%	4.2%

Cheshire East 2011. Source: ONS, Census 2011



Wirral Ethnicity	Trust Staff					Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17	
White						
British	90.20%	90.50%	91.53%	91.43%	91.80%	95.0%
Irish	1.60%	1.40%	1.09%	1.30%	1.59%	0.8%
Other White	0.80%	0.80%	1.09%	0.91%	0.66%	1.2%
Mixed						
White and Black Caribbean	0.00%	0.00%	0.14%	0.13%	0.26%	0.3%
White and Black African	0.10%	0.10%	0.14%	0.13%	0.13%	0.2%
White and Asian	0.30%	0.30%	0.14%	0.26%	0.00%	0.3%
Other Mixed	0.50%	0.60%	0.41%	0.39%	0.40%	0.3%
Asian or Asian British						
Indian	0.80%	0.90%	1.37%	1.43%	1.46%	0.4%
Pakistani	0.10%	0.10%	0.00%	0.00%	0.13%	0.1%
Bangladeshi	0.20%	0.20%	0.14%	0.13%	0.13%	0.3%
Other Asian	0.60%	0.20%	0.27%	0.26%	0.40%	0.3%
Black or Black British						
Black Caribbean	0.00%	0.00%	0.00%	0.00%	0.00%	0.1%
Black African	0.20%	0.20%	0.55%	0.78%	0.53%	0.1%
Other Black	0.00%	0.00%	0.00%	0.00%	0.13%	0.1%
Chinese or Other Ethnic Group						
Chinese	0.00%	0.00%	0.00%	0.00%	0.00%	0.5%
Other	0.10%	0.10%	0.00%	0.00%	0.00%	0.2%
Not Stated	4.40%	4.40%	3.14%	2.86%	2.38%	0.0%
BME	3.00%	2.90%	3.14%	3.51%	3.57%	3.1%
WME	2.40%	2.20%	2.19%	2.21%	2.25%	2.0%

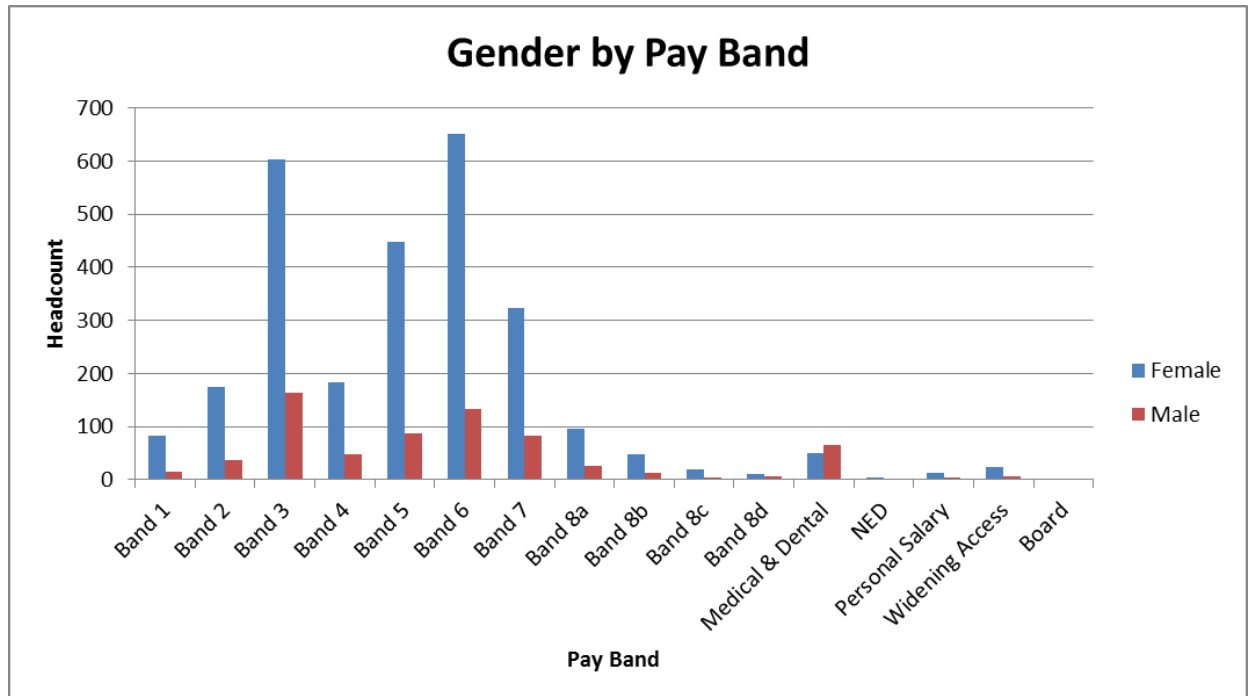
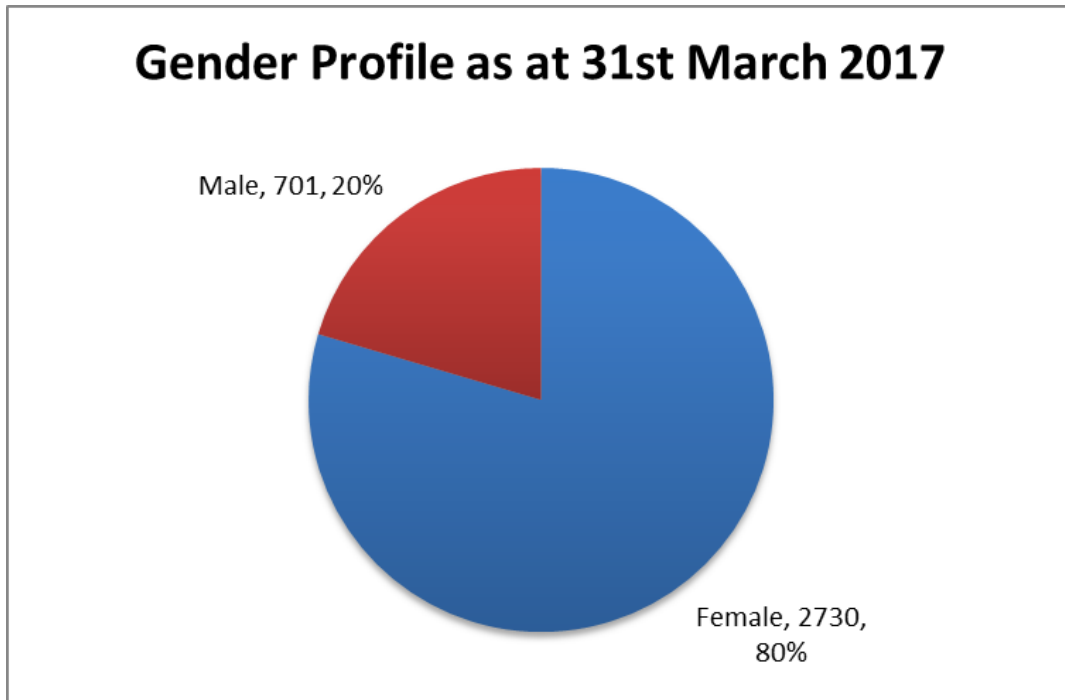
Wirral 2011. Source: ONS, Census 2011



Greater Manchester Area Ethnicity	Trust Staff					Local Population
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17	
White						
British	87.80%	82.90%	80.65%	84.38%	84.38%	80.4%
Irish	2.40%	2.40%	3.23%	3.13%	3.13%	2.2%
Other White	0.00%	0.00%	0.00%	0.00%	0.00%	2.9%
Mixed						
White and Black Caribbean	0.00%	0.00%	0.00%	0.00%	0.00%	1.2%
White and Black African	0.00%	0.00%	0.00%	0.00%	0.00%	0.3%
White and Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.7%
Other Mixed	0.00%	0.00%	0.00%	0.00%	0.00%	0.5%
Asian or Asian British						
Indian	2.40%	2.40%	3.23%	3.13%	3.13%	2.8%
Pakistani	0.00%	2.40%	3.23%	3.13%	3.13%	3.1%
Bangladeshi	0.00%	0.00%	0.00%	0.00%	0.00%	0.2%
Other Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.9%
Black or Black British						
Black Caribbean	2.40%	4.90%	3.23%	3.13%	3.13%	0.8%
Black African	0.00%	0.00%	0.00%	0.00%	0.00%	1.7%
Other Black	0.00%	0.00%	0.00%	0.00%	0.00%	0.4%
Chinese or Other Ethnic Group						
Chinese	0.00%	0.00%	0.00%	0.00%	0.00%	1.0%
Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.4%
Not Stated	4.90%	4.90%	6.45%	3.13%	3.13%	0.0%
BME	4.80%	9.70%	9.68%	9.38%	9.38%	15%
WME	2.40%	2.40%	3.23%	3.13%	3.13%	5.1%

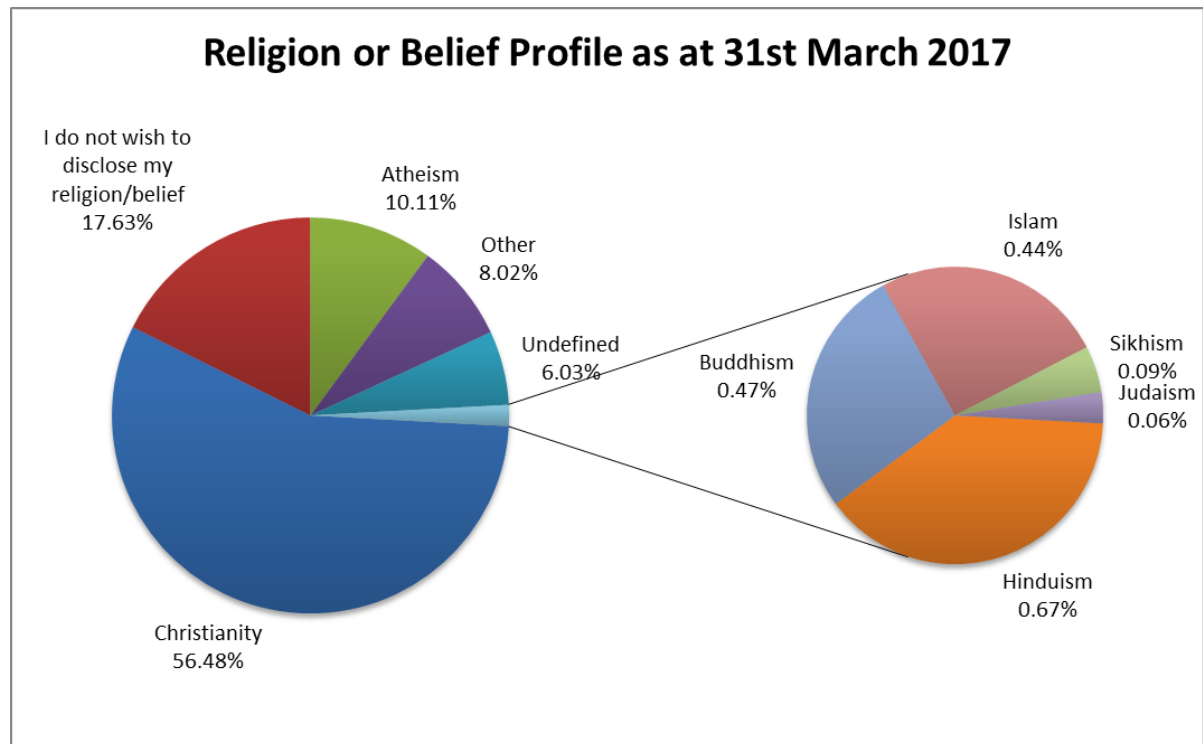
Trafford 2011. Source: ONS, Census 2011

Gender



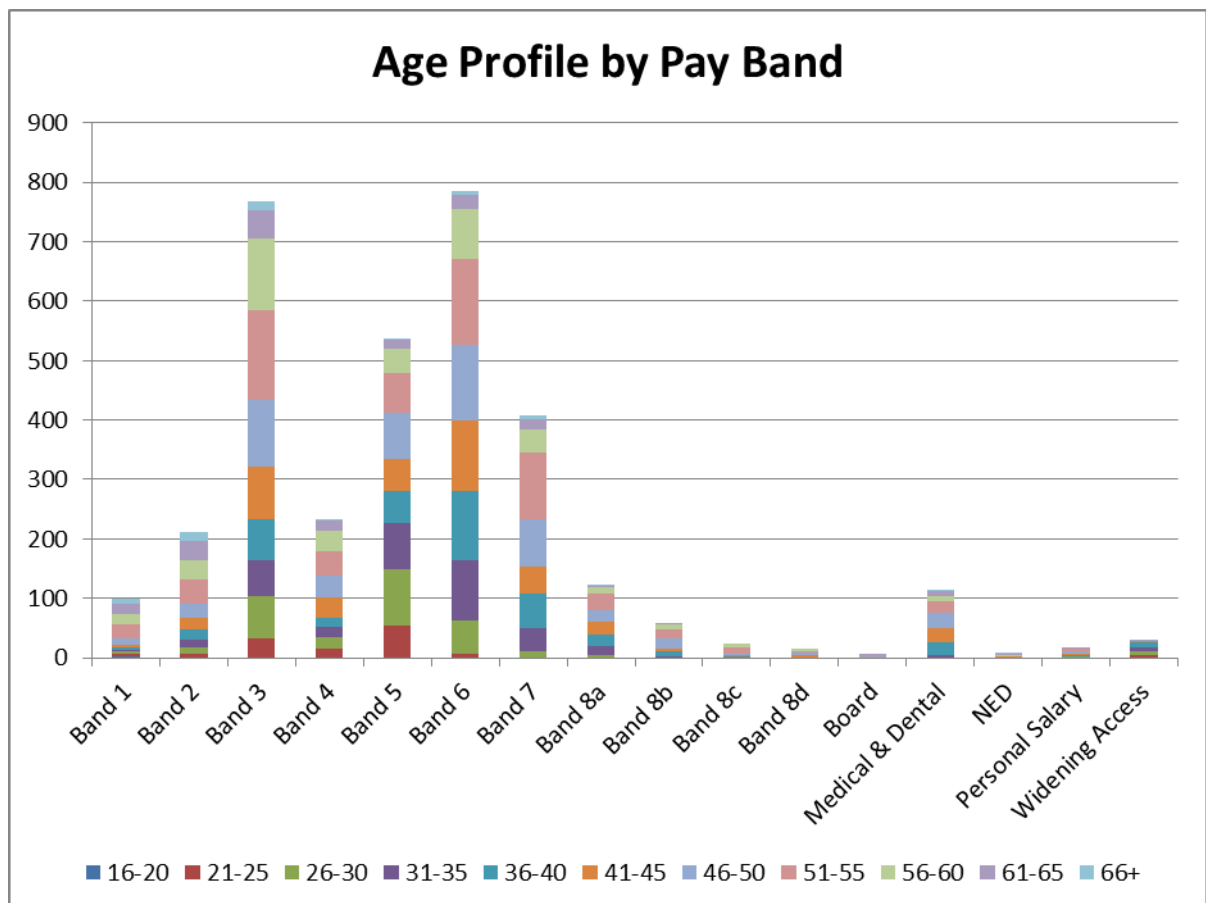
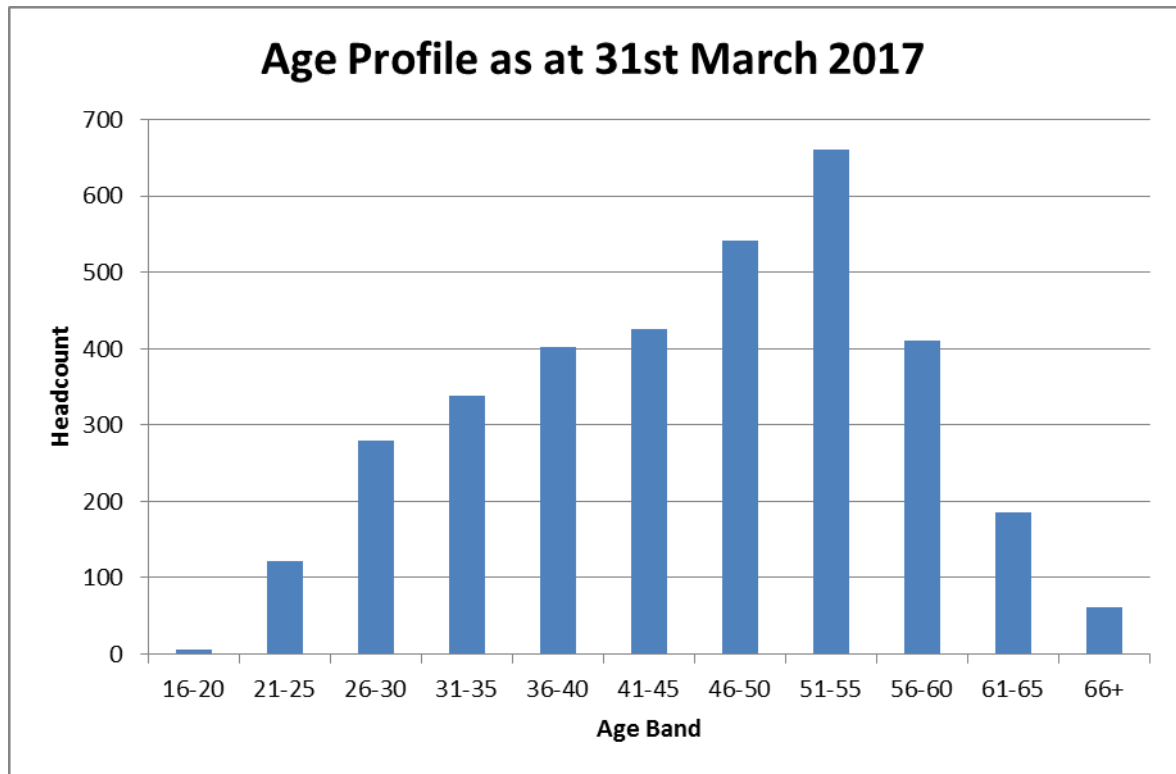
Religion or Belief

Religious Belief	Trust Staff				
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17
Atheism	8.40%	8.60%	9.24%	9.62%	10.11%
Buddhism	0.60%	0.60%	0.44%	0.45%	0.47%
Christianity	55.50%	56.40%	56.89%	56.68%	56.48%
Hinduism	0.50%	0.50%	0.59%	0.62%	0.67%
I do not wish to disclose	15.60%	16.10%	16.95%	17.92%	17.63%
Islam	0.50%	0.40%	0.47%	0.40%	0.44%
Jainism	0.00%	0.00%	0.03%	0.00%	0.00%
Judaism	0.10%	0.10%	0.06%	0.06%	0.06%
Other	6.20%	6.70%	7.20%	7.62%	8.02%
Sikhism	0.10%	0.10%	0.06%	0.06%	0.09%
Undefined	12.50%	10.50%	8.06%	6.58%	6.03%





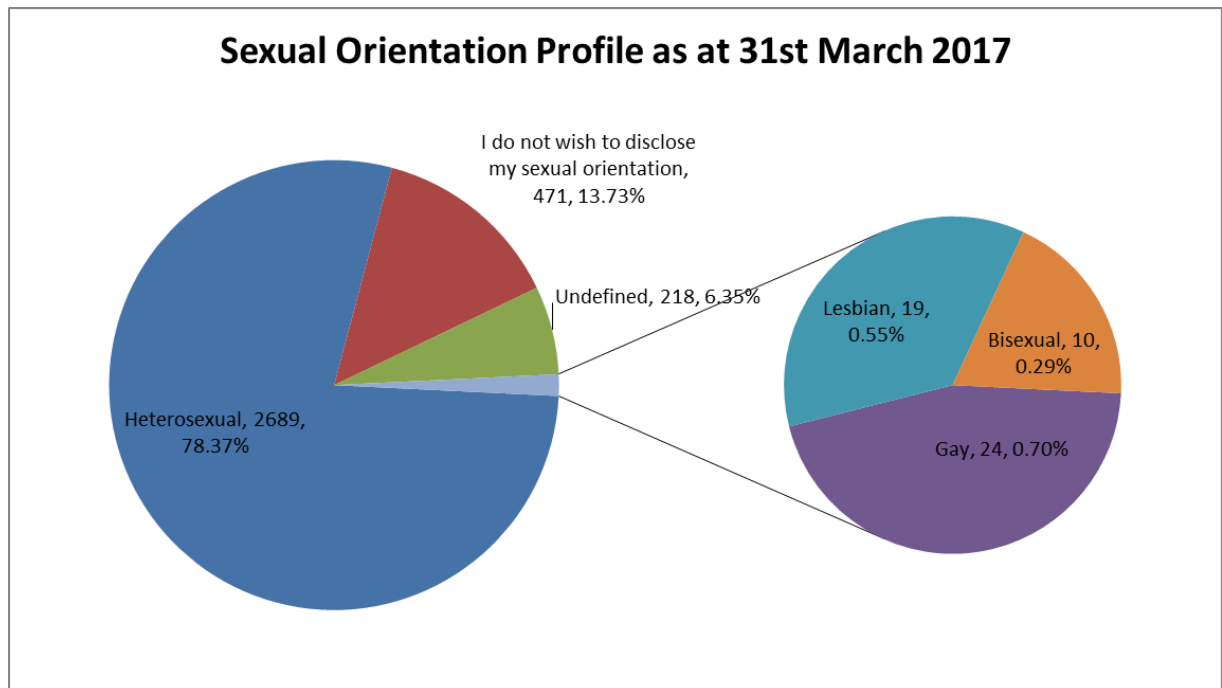
Age





Sexual Orientation

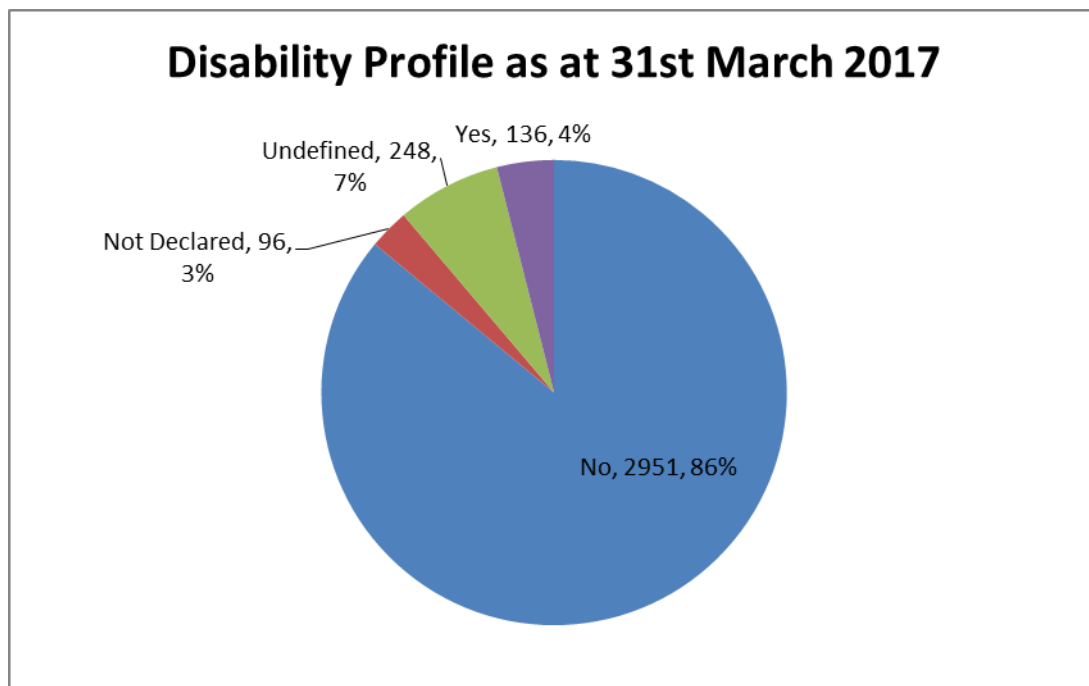
Sexual Orientation	Trust Staff				
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17
Bisexual	0.10%	0.10%	0.18%	0.20%	0.29%
Gay	0.60%	0.80%	0.71%	0.76%	0.70%
Heterosexual	72.40%	74.50%	76.68%	77.39%	78.37%
I do not wish to disclose	13.40%	12.90%	13.52%	14.31%	13.73%
Lesbian	0.60%	0.50%	0.53%	0.48%	0.55%
Undefined	12.90%	11.10%	8.39%	6.86%	6.35%



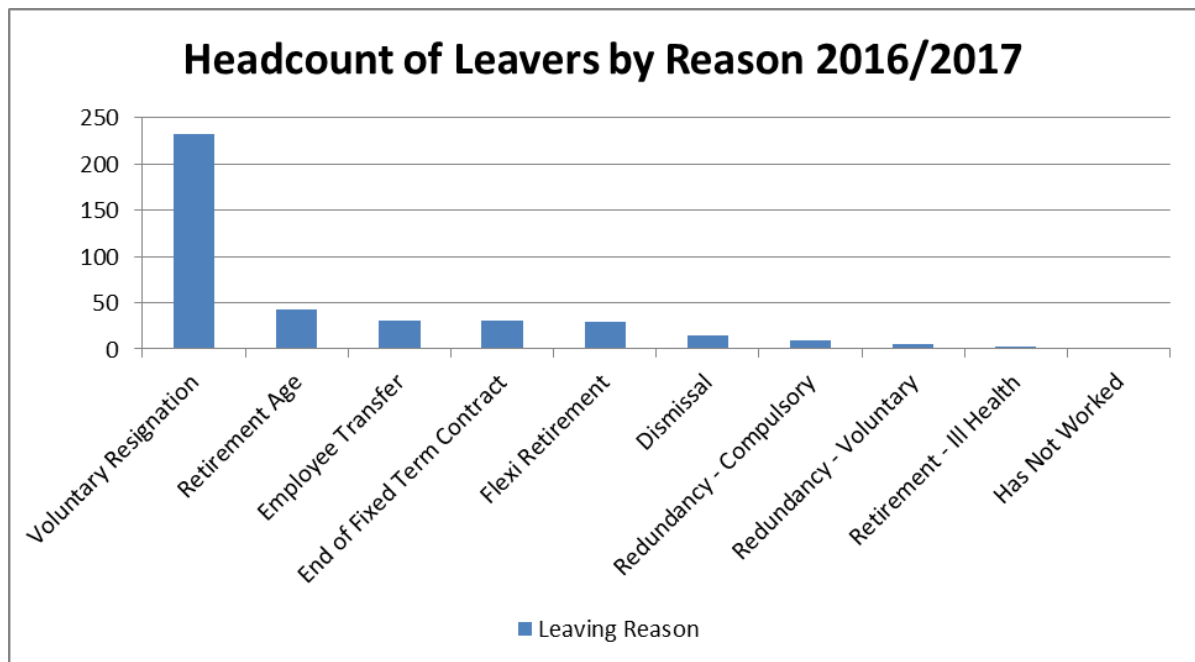


Disability

Disability	Trust Staff				
	Jun-12	Jun-13	Mar-15	Mar-16	Mar-17
No	78.70%	79.90%	83.02%	85.10%	86.01%
Not Declared	3.90%	3.60%	3.19%	2.96%	2.80%
Undefined	12.50%	11.60%	9.57%	7.87%	7.23%
Yes	4.90%	4.90%	4.22%	4.06%	3.96%



Headcount of leavers by reasons 2016-2017



Conclusion: The Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring Report April 2016 – March 2017 update that has been completed by the Trust highlights the Trusts commitment to providing information on the make-up of its workforce, the Trust recognises the differences between localities and people, and aims by working in partnership with our staff and partners from the diverse communities to make sure that any gaps and inequalities are identified and addressed.

Recommended Actions: Ensure key findings of the Workforce Equality Analysis Report 2016-17 are referenced within the relevant sections of the evidence being provided for NHS Equality Delivery System 2 grading by stakeholders

Monitor progress on the Trust action plan for the NHS England Workforce Race Equality Standard (WRES), introduced on 5th April 2015 and submit a WRES report to CWP POD, NHS England and the Cheshire & Merseyside Equality and Diversity lead.

Deliver on our Workforce Race Equality Standard (WRES) Action Plan; review the patterns around recruitment, grievances, disciplinaries, and promotions in relation to BME staff and those staff with disabilities.

Engage with staff to explain the importance of equality monitoring and further improve data.



Workforce Profile

Appendix A

Workforce Profile by AfC Banding

Appendix B

Employee Relations – Disciplinary, Grievances & Promotions

Appendix C

Recruitment & Selection

Appendix D

Appraisals

Note: The data does not include Bank Staff; Honorary

Appendix E

Leaver Profile

Appendix F



Appendices



Appendix A – Workforce Profile

	Jun-12		Jun-13		Mar-15		Mar-16		Mar-17	
	H/C	%	H/C	%	H/C	%	H/C	%	H/C	%
ETHNICITY										
White - British	2882	85.40%	2862	85.70%	2931	86.54%	3065	86.51%	2981	86.88%
White - Irish	45	1.30%	43	1.30%	34	1.00%	36	1.02%	37	1.08%
White - Any other White background	14	0.40%	13	0.40%	15	0.44%	22	0.62%	25	0.73%
White Unspecified	4	0.10%	4	0.10%	4	0.12%	4	0.11%	3	0.09%
White English	117	3.50%	103	3.10%	94	2.78%	95	2.68%	89	2.59%
White Scottish	27	0.80%	26	0.80%	19	0.56%	21	0.59%	17	0.50%
White Welsh	43	1.30%	40	1.20%	45	1.33%	51	1.44%	43	1.25%
White Greek	1	0.00%	1	0.00%	1	0.03%	2	0.06%	1	0.03%
White Italian	2	0.10%	2	0.10%	3	0.09%	3	0.08%	3	0.09%
White Gypsy/Romany	1	0.00%	1	0.00%	0	0.00%	0	0.00%	0	0.00%
White Polish	5	0.10%	5	0.10%	6	0.18%	7	0.20%	5	0.15%
White ex-USSR	1	0.00%	1	0.00%	1	0.03%	1	0.03%	1	0.03%
White Albanian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
White Mixed	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
White Croatian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White Other European	9	0.30%	9	0.30%	12	0.35%	18	0.51%	17	0.50%
Mixed - White & Black Caribbean	5	0.10%	4	0.10%	5	0.15%	4	0.11%	6	0.17%
Mixed - White & Black African	2	0.10%	4	0.10%	4	0.12%	5	0.14%	3	0.09%
Mixed - White & Asian	8	0.20%	8	0.20%	9	0.27%	10	0.28%	10	0.29%
Mixed - Any other mixed background	6	0.20%	8	0.20%	6	0.18%	5	0.14%	3	0.09%
Mixed - Other/Unspecified	1	0.00%	2	0.10%	4	0.12%	3	0.08%	3	0.09%
Mixed - Black & Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mixed - Asian & Chinese	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian or Asian British - Indian	30	0.90%	33	1.00%	33	0.97%	38	1.07%	40	1.17%
Asian or Asian British - Pakistani	7	0.20%	8	0.20%	8	0.24%	9	0.25%	9	0.26%
Asian or Asian British - Bangladeshi	3	0.10%	2	0.10%	1	0.03%	1	0.03%	3	0.09%
Asian or Asian British - Any other Asian background	5	0.10%	3	0.10%	6	0.18%	6	0.17%	6	0.17%
Asian Mixed	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
Asian Punjabi	1	0.00%	1	0.00%	1	0.03%	1	0.03%	1	0.03%
Asian Tamil	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%



Asian British	3	0.10%	2	0.10%	2	0.06%	2	0.06%	1	0.03%
Asian Unspecified	3	0.10%	3	0.10%	2	0.06%	2	0.06%	2	0.06%
Black or Black British - Caribbean	4	0.10%	5	0.10%	5	0.15%	5	0.14%	4	0.12%
Black or Black British - African	14	0.40%	13	0.40%	16	0.47%	20	0.56%	12	0.35%
Black or Black British - Any other Black background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
Black Nigerian	1	0.00%	1	0.00%	2	0.06%	1	0.03%	3	0.09%
Black British	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
Black Unspecified	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Chinese	2	0.10%	3	0.10%	5	0.15%	6	0.17%	8	0.23%
Any Other Ethnic Group	2	0.10%	2	0.10%	3	0.09%	3	0.08%	2	0.06%
Vietnamese	1	0.00%	1	0.00%	1	0.03%	1	0.03%	1	0.03%
Japanese	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	79.57%
Other Specified	5	0.10%	5	0.10%	4	0.12%	5	0.14%	5	20.43%
Not Stated	122	3.60%	121	3.60%	105	3.07%	91	2.57%	81	0.00%
GENDER										
Female	2676	79.30%	2640	79.10%	2691	79.45%	2808	79.25%	2730	0.47%
Male	700	20.70%	699	20.90%	696	20.55%	735	20.75%	701	56.48%
RELIGION or BELIEF										
Atheism	284	8.40%	287	8.60%	313	9.24%	341	9.62%	347	17.63%
Buddhism	21	0.60%	20	0.60%	15	0.44%	16	0.45%	16	0.44%
Christianity	1872	55.50%	1882	56.40%	1927	56.89%	2008	56.68%	1938	0.00%
Hinduism	16	0.50%	18	0.50%	20	0.59%	22	0.62%	23	0.06%
I do not wish to disclose	528	15.60%	536	16.10%	574	16.95%	635	17.92%	605	8.02%
Islam	16	0.50%	14	0.40%	16	0.47%	14	0.40%	15	0.09%
Jainism	0	0.00%	1	0.00%	1	0.03%	0	0.00%	0	6.03%
Judaism	4	0.10%	3	0.10%	2	0.06%	2	0.06%	2	0.00%
Other	210	6.20%	224	6.70%	244	7.20%	270	7.62%	275	0.15%
Sikhism	3	0.10%	3	0.10%	2	0.06%	2	0.06%	3	3.56%
Undefined	422	12.50%	351	10.50%	273	8.06%	233	6.58%	207	8.13%
AGE										
16-20	5	0.10%	8	0.20%	8	0.24%	8	0.23%	5	11.72%
21-25	125	3.70%	105	3.10%	135	3.99%	154	4.35%	122	12.42%
26-30	252	7.50%	251	7.50%	262	7.74%	285	8.04%	279	15.77%
31-35	331	9.80%	329	9.90%	329	9.71%	341	9.62%	338	19.27%
36-40	373	11.00%	381	11.40%	365	10.78%	409	11.54%	402	11.95%
41-45	527	15.60%	493	14.80%	457	13.49%	454	12.81%	426	5.42%
46-50	701	20.80%	679	20.30%	631	18.63%	598	16.88%	541	1.31%
51-55	548	16.20%	550	16.50%	604	17.83%	649	18.32%	661	0.47%
56-60	345	10.20%	375	11.20%	385	11.37%	404	11.40%	410	0.00%
61-65	152	4.50%	138	4.10%	155	4.58%	184	5.19%	186	0.29%
66-70	15	0.40%	25	0.70%	46	1.36%	43	1.21%	45	0.70%
70+	2	0.10%	5	0.10%	10	0.30%	14	0.40%	16	78.37%
SEXUAL ORIENTATION										
Bisexual	5	0.10%	5	0.10%	6	0.18%	7	0.20%	10	0.55%
Gay	21	0.60%	26	0.80%	24	0.71%	27	0.76%	24	6.35%



Heterosexual	2443	72.40%	2489	74.50%	2597	76.68%	2742	77.39%	2689	0.00%
I do not wish to disclose	451	13.40%	432	12.90%	458	13.52%	507	14.31%	471	86.01%
Lesbian	20	0.60%	17	0.50%	18	0.53%	17	0.48%	19	2.80%
Undefined	436	12.90%	370	11.10%	284	8.39%	243	6.86%	218	7.23%
DISABILITY										
No	2658	78.70%	2669	79.90%	2812	83.02%	3015	85.10%	2951	100.00%
Not Declared	130	3.90%	120	3.60%	108	3.19%	105	2.96%	96	2.80%
Undefined	423	12.50%	387	11.60%	324	9.57%	279	7.87%	248	7.23%
Yes	165	4.90%	163	4.90%	143	4.22%	144	4.06%	136	3.96%
	3376		3339		3387		3543		3431	



Appendix B – Workforce Profile by AfC Banding

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Medical & Dental	Personal Salary	Widening Access
ETHNIC ORIGIN														
A White - British	85	184	690	206	496	706	338	98	48	19	15	46	23	27
B White - Irish	1	1	6	2	5	5	6	4	1	2		4		
C White - Any other White background	1	4	2	3	2	2	3	1				5	2	
C3 White Unspecified			1		1		1							
CA White English	4	1	22	11	6	19	15	4	2	1		1	2	1
CB White Scottish			5	1	3	2	2	1	1			2		
CC White Welsh	0	6	3	3	5	12	6	4	1				1	2
CF White Greek												1		
CK White Italian		1					1					1		
CP White Polish		1	1		1	1						1		
CQ White ex-USSR		1												
CS White Albanian							1							
CX White Mixed							1							
CY White Other European		1	8	1	1	2	2	0	1			1		
D Mixed - White & Black Caribbean		1	2			2	1							
E Mixed - White & Black African	2				1									
F Mixed - White & Asian			2			3	2	1	1			1		
G Mixed - Any other mixed background			1				1	1						
GF Mixed - Other/Unspecified	0	1				2								
H Asian or Asian British - Indian	1	0	1		1	3	3	1	1			29		



J Asian or Asian British - Pakistani			2			1	1					5		
K Asian or Asian British - Bangladeshi		1									1	1		
L Asian or Asian British - Any other Asian background		2										4		
LA Asian Mixed						1								
LB Asian Punjabi												1		
LF Asian Tamil												1		
LH Asian British								1						
LK Asian Unspecified			1									1		
M Black or Black British - Caribbean		1	2			1								
N Black or Black British - African			3	2	6		1							
P Black or Black British - Any other Black background												1		
PC Black Nigerian		1			1							1		
PD Black British							1							
R Chinese	1	1		1			3	1				1		
S Any Other Ethnic Group	1											1		
SA Vietnamese												1		
SE Other Specified			3					1				1		
Z Not Stated	3	4	13	2	6	24	18	3	3	1		4		
GENDER														
Female	83	175	604	183	447	652	323	95	47	19	10	50	18	24
Male	16	37	164	49	88	134	84	26	12	4	6	65	10	6
RELIGIOUS BELIEF														
Atheism	4	12	63	30	72	76	35	18	9	5	2	17		4
Buddhism		1	3		2	6	1	1				2		
Christianity	55	123	433	142	306	474	234	63	32	8	11	35	5	17
Hinduism						1	3					19		
I do not wish to disclose my religion/belief	24	49	106	29	89	127	93	22	11	5	2	24	19	5
Islam		1	2		1	2	1	1			1	6		
Judaism							1						1	
Other	5	17	82	18	50	61	24	8	3	4			1	2



Sikhism						1			1			1		
Undefined	11	9	79	13	15	38	15	8	3	1		11	2	2
AGE BAND														
16-20	3		1	1										
21-25	3	6	32	14	55	7							1	4
26-30	5	11	71	19	93	56	10	4				1	1	8
31-35	3	13	59	17	79	101	40	15	2			3		6
36-40	3	18	70	17	54	116	57	21	9	3	1	23	3	7
41-45	5	20	89	34	53	119	47	21	5	1	3	22	4	3
46-50	11	22	111	36	79	127	79	18	17	3	5	26	5	2
51-55	23	41	152	41	66	144	112	28	14	10	3	20	7	
56-60	17	33	121	34	40	84	39	11	10	6	4	9	2	
61-65	17	33	46	17	15	24	17	2	2			9	4	
66-70	4	8	14	2	1	7	5	1				2	1	
70+	5	7	2			1	1							
SEXUAL ORIENTATION														
Bisexual		1	3	1	4		1							
Gay		1	7	3	5	2	3	1				1		1
Heterosexual	68	158	582	197	453	641	303	91	50	17	14	82	8	25
I do not wish to disclose my sexual orientation	19	44	88	18	56	94	80	18	6	5	2	20	18	3
Lesbian			7		3	6	1	2						
Undefined	12	8	81	13	14	43	19	9	3	1		12	2	1
DISABILITY														
No	81	188	641	201	471	675	357	104	50	15	16	101	23	28
Not Declared	5	6	21	8	4	23	16	4	3	1		4	1	
Undefined	5	6	77	11	40	58	21	9	5	4		8	2	2
Yes	8	12	29	12	20	30	13	4	1	3		2	2	
AfC Band Total	99	212	768	232	535	786	407	121	59	23	16	115	28	30



Appendix C – Employee Relations (Disciplinary, Grievances & Promotions)

	Grievance		Disciplinary		Promotions	
	H/C	%	H/C	%	H/C	%
ETHNICITY						
White - British	14	100.00%	37	77.08%	31	91.18%
White - Irish		0.00%	1	2.08%	1	2.94%
White English		0.00%	2	4.17%		0.00%
White Scottish		0.00%	2	4.17%		0.00%
Mixed - White & Asian		0.00%		0.00%	1	2.94%
Asian or Asian British - Any other Asian background		0.00%	1	2.08%		0.00%
Black or Black British - African		0.00%	3	6.25%		0.00%
Black Nigerian		0.00%	1	2.08%		0.00%
Not Stated		0.00%	1	2.08%	1	2.94%
GENDER						
Female	13	92.86%	32	66.67%	20	58.82%
Male	1	7.14%	16	33.33%	14	41.18%
RELIGION or BELIEF						
Atheism		0.00%	5	10.42%	9	27.27%
Christianity	8	57.14%	16	33.33%	17	51.52%
I do not wish to disclose	4	28.57%	14	29.17%	4	12.12%
Islam		0.00%	1	2.08%		0.00%
Judaism		0.00%		0.00%	1	3.03%
Other	1	7.14%	8	16.67%	2	6.06%
Undefined	1	7.14%	4	8.33%		0.00%
AGE BAND						



16 - 20		0.00%		0.00%		0.00%
21 - 25	1	7.14%	2	4.17%	1	2.94%
26 - 30	2	14.29%	2	4.17%	8	23.53%
31 - 35	3	21.43%	8	16.67%	4	11.76%
36 - 40	4	28.57%	6	12.50%	7	20.59%
41 - 45	1	7.14%		0.00%	6	17.65%
46 - 50	2	14.29%	7	14.58%	5	14.71%
51 - 55	1	7.14%	13	27.08%	1	2.94%
56 - 60		0.00%	7	14.58%	2	5.88%
61 - 65		0.00%	3	6.25%		0.00%
66 - 70		0.00%		0.00%		0.00%
70 +		0.00%		0.00%		0.00%
SEXUAL ORIENTATION						
Bisexual		0.00%		0.00%		0.00%
Gay		0.00%		0.00%		0.00%
Heterosexual	12	85.71%	34	70.83%	32	94.12%
I do not wish to disclose	1	7.14%	11	22.92%	1	2.94%
Lesbian		0.00%		0.00%		0.00%
Undefined	1	7.14%	3	6.25%	1	2.94%
DISABILITY						
No	12	85.71%	40	83.33%	30	88.24%
Not Declared	1	7.14%	3	6.25%	1	2.94%
Undefined	1	7.14%	2	4.17%	2	5.88%
Yes		0.00%	3	6.25%	1	2.94%
	14		48		34	



Appendix D – Recruitment & Selection

	Applicants	Shortlisted	Appointed
ETHNIC ORIGIN			
A White - British	83.80%	88.88%	91.70%
B White - Irish	0.60%	0.58%	0.80%
C White - Any other White background	3.60%	1.72%	1.60%
C2 White Northern Irish	0%	0.00%	0%
CA White English	0.40%	0.58%	1%
CB White Scottish	0%	0.07%	0%
CC White Welsh	0.20%	0.14%	0.30%
CF White Greek	0%	0.00%	0%
CK White Italian	0.10%	0.03%	0%
CL White Irish Traveller	0%	0.00%	0%
CN White Gypsy/Romany	0%	0.00%	0%
CP White Polish	0.10%	0.03%	0%
CQ White ex-USSR	0%	0.00%	0%
CS White Albanian	0%	0.03%	0.30%
CY White Other European	0.20%	0.31%	0.30%
D Mixed - White & Black Caribbean	0.50%	0.38%	0.30%
E Mixed - White & Black African	0.50%	0.31%	0%
F Mixed - White & Asian	0.40%	0.34%	0.80%
G Mixed - Any other mixed background	0.60%	0.27%	0%
H Asian or Asian British - Indian	2.30%	1.27%	0.80%
J Asian or Asian British - Pakistani	0.80%	0.27%	0%
K Asian or Asian British - Bangladeshi	0.30%	0.38%	0%
L Asian or Asian British - Any other Asian background	0.80%	0.38%	0%
LA Asian Mixed	0.10%	0.17%	0.30%
LB Asian Punjabi	0%	0.03%	0%
LH Asian British	0%	0.00%	0%
M Black or Black British - Caribbean	0.30%	0.24%	0%
N Black or Black British - African	2%	1.13%	0%
P Black or Black British - Any other Black	0.20%	0.24%	0%
PC Black Nigerian	0.10%	0.21%	0.30%
PD Black British	0%	0.03%	0.30%
R Chinese	0.30%	0.48%	0.50%
S Any Other Ethnic Group	0.50%	0.45%	0.50%
SC Filipino	0%	0.03%	0%
Z Not Stated	1%	1.00%	0.50%
GENDER			
Male	22.60%	19.87%	21%
Female	77.20%	79.92%	79%



I do not wish to disclose	0%	0.03%	0%
Not stated	0.20%	0.17%	0%
RELIGIOUS BELIEF			
Atheism	17.10%	16.09%	19.40%
Buddhism	0.60%	0.72%	0.50%
Christianity	55.10%	56.62%	52.60%
Hinduism	1%	0.48%	0%
Islam	1.90%	1.13%	0.50%
Jainism	0%	0.00%	0%
Judaism	0.20%	0.17%	0%
Sikhism	0.30%	0.27%	0%
Other	12.70%	11.60%	11.40%
I do not wish to disclose my religion/belief	11%	12.59%	14.80%
Not stated	0.10%	0.31%	0.80%
AGE BAND			
Under 20	1.40%	0.79%	0.80%
20 - 24	18.30%	11.94%	11.10%
25 - 29	19.30%	15.92%	15.80%
30 - 34	14.20%	14.52%	13%
35 - 39	10.70%	12.32%	16.80%
40 - 44	10.30%	12.42%	11.70%
45 - 49	10.90%	13.07%	12.20%
50 - 54	8.30%	10.33%	11.40%
55 - 59	4.90%	5.80%	4.40%
60 - 64	1.60%	2.57%	2.30%
65+	0.20%	0.24%	0.50%
Not stated	0%	0.07%	0%
SEXUAL ORIENTATION			
Bisexual	1.40%	1.41%	0.80%
Gay	1.30%	1.13%	0.30%
Heterosexual	90.80%	89.81%	89.60%
Lesbian	0.80%	0.82%	0.50%
I do not wish to disclose my sexual orientation	4.30%	4.26%	2.80%
Persons of the same sex (Gay or Lesbian)	0.40%	0.41%	1.60%
I do not wish to describe my sexual orientation.	1%	1.89%	3.90%
Not stated	0.10%	0.27%	0.50%
DISABILITY			
No	92.60%	91.83%	92.50%
Yes	5.80%	6.35%	4.90%
I do not wish to disclose whether or not I have a disability	0.20%	0.31%	0.80%
Not stated	1.30%	1.51%	1.80%



Appendix E – Appraisals¹

	No. Appraised	Total Headcount	%
ETHNICITY			
White - British	2393	2460	97%
White - Irish	30	31	97%
White - Any other White background	15	15	100%
White Unspecified	4	4	100%
White English	84	86	98%
White Scottish	15	15	100%
White Welsh	35	36	97%
White Italian	2	2	100%
White Polish	3	4	75%
White ex-USSR	2	2	100%
White Albanian	1	1	100%
White Mixed	1	1	100%
White Other European	13	13	100%
Mixed - White & Black Caribbean	4	4	100%
Mixed - White & Black African	2	2	100%
Mixed - White & Asian	7	7	100%
Mixed - Any other mixed background	3	3	100%
Mixed - Other/Unspecified	4	4	100%
Asian or Asian British - Indian	9	10	90%
Asian or Asian British - Pakistani	2	2	100%
Asian or Asian British - Bangladeshi	0	0	0%
Asian or Asian British - Any other Asian background	3	3	100%
Asian Mixed	1	1	100%
Asian British	1	1	100%
Asian Unspecified	1	1	100%
Black or Black British - Caribbean	3	3	100%
Black or Black British - African	11	11	100%
Black Nigerian	3	3	100%
Black British	1	1	100%
Chinese	5	5	100%
Any Other Ethnic Group	1	1	100%
Other Specified	3	5	60%
Not Stated	66	66	100%
GENDER			
Female	2176	2241	97%
Male	552	562	98%
RELIGION or BELIEF			
Atheism	243	252	96%
Buddhism	11	11	100%
Christianity	1601	1641	98%
Hinduism	3	3	100%
I do not wish to disclose my religion/belief	463	476	97%
Islam	4	4	100%
Judaism	1	1	100%
Other	215	221	97%
Sikhism	1	1	100%
Undefined	186	193	96%



AGE BAND			
16-20	2	2	100%
21-25	59	62	95%
26-30	178	186	96%
31-35	227	243	93%
36-40	289	298	97%
41-45	352	363	97%
46-50	462	468	99%
51-55	585	595	98%
56-60	357	365	98%
61-65	162	165	98%
66-70	38	39	97%
70+	17	17	100%
SEXUAL ORIENTAION			
Bisexual	6	6	100%
Gay	23	23	100%
Heterosexual	2111	2172	97%
I do not wish to disclose my sexual orientation	378	384	98%
Lesbian	16	17	94%
Undefined	194	201	97%
DISABILITY			
No	2319	2378	98%
Not Declared	75	79	95%
Undefined	215	225	96%
Yes	119	121	98%
	2728	2803	97%

Notes:

¹ For 2016-17 a new appraisal policy was adopted which allowed staff to be excluded if they met the following criteria:

- Long Term Sickness (21 days or more)
- New Starter in the last 12 months
- Maternity & Adoption leave
- Suspended
- Career Break
- Out on External Secondments

Therefore the headcount for appraisals is different due to a number of staff meeting the criteria for exclusion.



Appendix F – Leaver Profile

LEAVERS PROFILE	H/C	%
LEAVING REASON		
Dismissal - Capability	3	0.76%
Dismissal - Conduct	3	0.76%
Dismissal - Some Other Substantial Reason	8	2.02%
Employee Transfer	31	7.81%
End of Fixed Term Contract	27	6.80%
End of Fixed Term Contract - End of Work Requirement	2	0.50%
End of Fixed Term Contract - Other	1	0.25%
Flexi Retirement	29	7.30%
Has Not Worked	1	0.25%
Redundancy - Compulsory	9	2.27%
Redundancy - Voluntary	5	1.26%
Retirement - Ill Health	3	0.76%
Retirement Age	43	10.83%
Voluntary Early Retirement - no Actuarial Reduction	1	0.25%
Voluntary Resignation - Better Reward Package	2	0.50%
Voluntary Resignation - Child Dependants	1	0.25%
Voluntary Resignation - Health	9	2.27%
Voluntary Resignation - Incompatible Working Relationships	1	0.25%
Voluntary Resignation - Lack of Opportunities	2	0.50%
Voluntary Resignation - Other/Not Known	135	34.01%
Voluntary Resignation - Promotion	30	7.56%
Voluntary Resignation - Relocation	32	8.06%
Voluntary Resignation - To undertake further education or training	1	0.25%
Voluntary Resignation - Work Life Balance	18	4.53%
ETHNICITY		
White - British	343	86.40%
White - Irish	3	0.76%
White - Any other White background	4	1.01%
White English	11	2.77%
White Scottish	3	0.76%
White Welsh	8	2.02%
White Greek	1	0.25%
White Other European	1	0.25%
Mixed - White & Black African	2	0.50%
Mixed - White & Asian	1	0.25%
Asian or Asian British - Indian	4	1.01%
Asian or Asian British - Pakistani	1	0.25%



Black or Black British - Caribbean	1	0.25%
Black or Black British - African	5	1.26%
Undefined	1	0.25%
Not Stated	8	2.02%
GENDER		
Female	314	79.09%
Male	83	20.91%
RELIGION or BELIEF		
Atheism	58	14.61%
Buddhism	4	1.01%
Christianity	202	50.88%
Hinduism	2	0.50%
I do not wish to disclose my religion/belief	80	20.15%
Islam	1	0.25%
Other	34	8.56%
Undefined	16	4.03%
AGE BAND (at Leaving)		
16 - 20	2	0.50%
21 - 25	27	6.80%
26 - 30	37	9.32%
31 - 35	36	9.07%
36 - 40	42	10.58%
41 - 45	35	8.82%
46 - 50	52	13.10%
51 - 55	59	14.86%
56 - 60	55	13.85%
61 - 65	41	10.33%
66 - 70	8	2.02%
71 & above	3	0.76%
SEXUAL ORIENTATION		
Bisexual	1	0.25%
Gay	1	0.25%
Heterosexual	318	80.10%
I do not wish to disclose my sexual orientation	60	15.11%
Undefined	17	4.28%
DISABILITY		
No	359	90.43%
Not Declared	9	2.27%
Undefined	15	3.78%
Yes	14	3.53%

