Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring Report April 2017 – March 2018

Report to: CWP Peoples Organisational Development Peoples Committee

Date of submission: September 2018

Title of Report: Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring April 2017 – March 2018

Action sought: For Noting.

Author: Bob Davies: Equality & Diversity Co-ordinator

Authorised: Cathy Walsh: Associate Director of Patient & Carer Experience Nursing

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

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<th>Date Issued</th>
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Executive Summary

Introduction: This report details an analysis of the CWPs workforce for April 2017–March 2018. 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 0.31%, and an increase in White Minority Ethnic backgrounds of 0.06%. 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 Trusts 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 2018 CWP employed 3489 people of which:

- 80% are women
- 21.72% of staff are aged under 35 and 20.64% are aged over 55
- CWP’s total workforce is made up of 6.8% of staff from Black / White Minority and Ethnic staff.
- 3.98% BME and 2.82% WME, there are varying levels of BME / WME staff located across the Trust at various localities Cheshire West & Chester, Cheshire East, Wirral and Trafford and we have between 6.95% - 13.75% of our staff from Black / White Minority and Ethnic Communities depending on where staff are located across the Trust.
- 4.13% of staff have disclosed that they consider themselves to have a disability, 87.13% 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.
- 78.37% of staff have disclosed as Heterosexual and 1.54% as Lesbian, Gay or Bisexual with the remainder unknown or chose not to disclose.
- 55.75% of staff considers themselves Christian, 10.72% as Atheists and the third biggest group at 7.85% choosing to define their religion as Other
- 18.72% choose not to disclose their religion or belief.

Gender pay gap CWP’s pay gap for both basic hourly rates is as follows. On average men are paid 11.98% higher than woman. The median difference shows that men are paid 4.79% higher than woman.

Staff data below for 2017-18 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:

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Cheshire West & Cheshire Area: Source: ONS, Census 2011
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Cheshire East Area: Source: ONS, Census 2011
Wirral:

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Wirral Area: Source: ONS, Census 2011
Greater Manchester Area:

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<td><strong>Chinese or Other Ethnic Group</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chinese</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Other</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.4%</td>
</tr>
<tr>
<td><strong>Not Stated</strong></td>
<td>4.90%</td>
<td>6.45%</td>
<td>3.13%</td>
<td>3.13%</td>
<td>3.21%</td>
<td></td>
</tr>
<tr>
<td><strong>BME</strong></td>
<td>9.70%</td>
<td>9.68%</td>
<td>9.38%</td>
<td>9.38%</td>
<td>10.28%</td>
<td>15%</td>
</tr>
<tr>
<td><strong>WME</strong></td>
<td>2.40%</td>
<td>3.23%</td>
<td>3.13%</td>
<td>3.13%</td>
<td>3.47%</td>
<td>5.1%</td>
</tr>
</tbody>
</table>

Trafford Area: Source: ONS, Census 2011
### Sefton:

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Trust Staff</th>
<th>Local Population</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Jun-13</td>
<td>Mar-15</td>
</tr>
<tr>
<td><strong>White</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>British</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Irish</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other White</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Mixed</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White and Black Caribbean</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White and Black African</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White and Asian</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Mixed</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Asian or Asian British</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indian</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pakistani</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bangladeshi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Asian</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Black or Black British</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black Caribbean</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black African</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Black</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Chinese or Other Ethnic Group</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chinese</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Not Stated</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3.02%</td>
<td></td>
</tr>
<tr>
<td><strong>BME</strong></td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td><strong>WME</strong></td>
<td>0.00%</td>
<td></td>
</tr>
</tbody>
</table>

Sefton Area: Source: ONS, Census 2011
Gender:

Female: 80% - Male 20%

Gender Profile as at 31st March 2018

Gender by Pay Band

Widening Access
Personal Salary
Medical & Dental
Band 8d
Band 8c
Band 8b
Band 8a
Band 7
Band 6
Band 5
Band 4
Band 3
Gender Pay Gap:

It is important to clarify that the gender pay gap is not the same as equal pay. Equal pay is concerned with the individual earnings of a female and male doing equal work. The gender pay gap is a measure of comparisons between average hourly rates and bonuses.

The reporting requires the pay gap to be presented as both a median and a mean. Median is the average of all the numbers in the dataset., that is, you add up all the numbers and divide the result by how many numbers you are dealing with. The median is the numerical value which splits the top 50% of the figures from the bottom 50%

CWP’s pay gap for both basic hourly rates is as follows. On average men are paid 11.98% higher than woman. The median difference shows that men are paid 4.79% higher than woman. The chart below shows how this compares to the national average gender pay gap in the Public sector (figures from the Office of National Statistics 2017, published October 2017)

<table>
<thead>
<tr>
<th></th>
<th>Average Hourly Rate</th>
<th>Median Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CWP Pay Gap %</td>
<td>11.98%</td>
<td>4.79%</td>
</tr>
<tr>
<td>National Public Sector Pay Gap %</td>
<td>17.70%</td>
<td>19.40%</td>
</tr>
</tbody>
</table>

Gender Pay Gap – Bonus Pay

Bonus includes Clinical Excellence Awards, Recognition of Service Awards, Retirement Awards and discretionary points paid between 1 April 2016 and 31 March 2017 for all staff including medical staff.

A total of 205 staff were paid a bonus between 1 April and 31 March 2017. The following chart details the split by gender.

<table>
<thead>
<tr>
<th>Gender</th>
<th>No. of Employees Paid Bonus</th>
<th>Total No of Relevant Employees</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>154</td>
<td>3070</td>
<td>5.02%</td>
</tr>
<tr>
<td>Male</td>
<td>51</td>
<td>617</td>
<td>6.24%</td>
</tr>
</tbody>
</table>

Next Steps:

Although CWP’s hourly gender pay gap is less than the national pay gap in the public sector there is still work to be done is still work to be done to reduce the gap further wherever this exists for each band and staff group and we also need to address the high gap in bonus payments.
Religious Belief

<table>
<thead>
<tr>
<th>Religious Belief</th>
<th>Trust Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Jun-13</td>
</tr>
<tr>
<td>Atheism</td>
<td>8.60%</td>
</tr>
<tr>
<td>Buddhism</td>
<td>0.60%</td>
</tr>
<tr>
<td>Christianity</td>
<td>56.40%</td>
</tr>
<tr>
<td>Hinduism</td>
<td>0.50%</td>
</tr>
<tr>
<td>I do not wish to disclose</td>
<td>16.10%</td>
</tr>
<tr>
<td>Islam</td>
<td>0.40%</td>
</tr>
<tr>
<td>Jainism</td>
<td>0.00%</td>
</tr>
<tr>
<td>Judaism</td>
<td>0.10%</td>
</tr>
<tr>
<td>Other</td>
<td>6.70%</td>
</tr>
<tr>
<td>Sikhism</td>
<td>0.10%</td>
</tr>
<tr>
<td>Undefined</td>
<td>10.50%</td>
</tr>
</tbody>
</table>

Religious Belief Profile as at 31st March 2018

- Christianity: 55.75%
- Atheism: 10.72%
- Other: 18.72%
- I do not wish to disclose: 18.72%
Sexual Orientation:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bisexual</td>
<td>0.10%</td>
<td>0.18%</td>
<td>0.20%</td>
<td>0.29%</td>
<td>0.37%</td>
</tr>
<tr>
<td>Gay</td>
<td>0.80%</td>
<td>0.71%</td>
<td>0.76%</td>
<td>0.70%</td>
<td>0.63%</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>74.50%</td>
<td>76.68%</td>
<td>77.39%</td>
<td>78.37%</td>
<td>78.79%</td>
</tr>
<tr>
<td>I do not wish to</td>
<td>12.90%</td>
<td>13.52%</td>
<td>14.31%</td>
<td>13.73%</td>
<td>14.22%</td>
</tr>
<tr>
<td>disclose</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lesbian</td>
<td>0.50%</td>
<td>0.53%</td>
<td>0.48%</td>
<td>0.55%</td>
<td>0.63%</td>
</tr>
<tr>
<td>Undefined</td>
<td>11.10%</td>
<td>8.39%</td>
<td>6.86%</td>
<td>6.35%</td>
<td>5.36%</td>
</tr>
</tbody>
</table>

Sexual Orientation as at 31st March 2018

- Heterosexual: 78.79%
- I do not wish to disclose: 14.22%
- Undefined: 5.36%
- Bisexual: 0.37%
- Gay: 0.63%
- Lesbian: 0.63%
## Disability

<table>
<thead>
<tr>
<th>Disability</th>
<th>Trust Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Jun-13</td>
</tr>
<tr>
<td>No</td>
<td>79.90%</td>
</tr>
<tr>
<td>Not Declared</td>
<td>3.60%</td>
</tr>
<tr>
<td>Undefined</td>
<td>11.60%</td>
</tr>
<tr>
<td>Yes</td>
<td>4.90%</td>
</tr>
</tbody>
</table>

### Disability Profile as at 31st March 2018

- **No**: 87%
- **Yes**: 4%
- **Not Declared**: 3%
- **Undefined**: 6%
Age Profile as at 31st March 2018

Headcount of Leavers by Reason:

Headcount of Leavers by Reason 2017/2018
Conclusion:
The Cheshire and Wirral Partnership NHS Foundation Trust Staff Equality and Diversity Monitoring Report April 2017 – March 2018 highlights the Trusts commitment to providing information on the make-up of its workforce, this year has seen another increase Black / White Minority Ethnic staff in the Trust and in each of the localities the Trust recognises the differences between the various 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 2017-18 are referenced within the relevant sections of the evidence being provided for NHS Equality Delivery System 2 grading by stakeholders.


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

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Jun-13</th>
<th>Mar-15</th>
<th>Mar-16</th>
<th>Mar-17</th>
<th>Mar-18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>H/C</td>
<td>%</td>
<td>H/C</td>
<td>%</td>
<td>H/C</td>
</tr>
<tr>
<td><strong>White</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White - British</td>
<td>2862</td>
<td>85.70%</td>
<td>2931</td>
<td>86.54%</td>
<td>3065</td>
</tr>
<tr>
<td>White - Irish</td>
<td>43</td>
<td>1.30%</td>
<td>34</td>
<td>1.00%</td>
<td>36</td>
</tr>
<tr>
<td>White - Any other White background</td>
<td>13</td>
<td>0.40%</td>
<td>15</td>
<td>0.44%</td>
<td>22</td>
</tr>
<tr>
<td>White Unspecified</td>
<td>4</td>
<td>0.10%</td>
<td>4</td>
<td>0.12%</td>
<td>4</td>
</tr>
<tr>
<td>White English</td>
<td>103</td>
<td>3.10%</td>
<td>94</td>
<td>2.78%</td>
<td>95</td>
</tr>
<tr>
<td>White Scottish</td>
<td>26</td>
<td>0.80%</td>
<td>19</td>
<td>0.56%</td>
<td>21</td>
</tr>
<tr>
<td>White Welsh</td>
<td>40</td>
<td>1.20%</td>
<td>45</td>
<td>1.33%</td>
<td>51</td>
</tr>
<tr>
<td>White Greek</td>
<td>1</td>
<td>0.00%</td>
<td>1</td>
<td>0.03%</td>
<td>2</td>
</tr>
<tr>
<td>White Italian</td>
<td>2</td>
<td>0.10%</td>
<td>3</td>
<td>0.09%</td>
<td>3</td>
</tr>
<tr>
<td>White Gypsy/Romany</td>
<td>1</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>White Polish</td>
<td>5</td>
<td>0.10%</td>
<td>6</td>
<td>0.18%</td>
<td>7</td>
</tr>
<tr>
<td>White ex-USSR</td>
<td>1</td>
<td>0.00%</td>
<td>1</td>
<td>0.03%</td>
<td>1</td>
</tr>
<tr>
<td>White Albanian</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>White Mixed</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>White Croatian</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>White Other European</td>
<td>9</td>
<td>0.30%</td>
<td>12</td>
<td>0.35%</td>
<td>18</td>
</tr>
<tr>
<td><strong>Mixed</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mixed - White &amp; Black Caribbean</td>
<td>4</td>
<td>0.10%</td>
<td>5</td>
<td>0.15%</td>
<td>4</td>
</tr>
<tr>
<td>Mixed - White &amp; Black African</td>
<td>4</td>
<td>0.10%</td>
<td>4</td>
<td>0.12%</td>
<td>5</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>------------</td>
<td>----------</td>
<td>------------</td>
<td>----------</td>
<td>------------</td>
</tr>
<tr>
<td>Mixed - White &amp; Asian</td>
<td>8</td>
<td>0.20%</td>
<td>9</td>
<td>0.27%</td>
<td>10</td>
</tr>
<tr>
<td>Mixed - Any other mixed background</td>
<td>8</td>
<td>0.20%</td>
<td>6</td>
<td>0.18%</td>
<td>5</td>
</tr>
<tr>
<td>Mixed - Other/Unspecified</td>
<td>2</td>
<td>0.10%</td>
<td>4</td>
<td>0.12%</td>
<td>3</td>
</tr>
<tr>
<td>Mixed - Black &amp; Asian</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Mixed - Asian &amp; Chinese</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
</tbody>
</table>

**Asian or Asian British**

| Asian or Asian British - Indian           | 33         | 1.00%    | 33         | 0.97%    | 38         | 1.07%    | 40         | 1.17%    | 43         | 1.23%    |
| Asian or Asian British - Pakistani       | 8          | 0.20%    | 8          | 0.24%    | 9          | 0.25%    | 9          | 0.26%    | 11         | 0.32%    |
| Asian or Asian British - Bangladeshi      | 2          | 0.10%    | 1          | 0.03%    | 1          | 0.03%    | 3          | 0.09%    | 3          | 0.09%    |
| Asian or Asian British - Any other Asian background | 3 | 0.10% | 6 | 0.18% | 6 | 0.17% | 6 | 0.17% | 6 | 0.17% |
| Asian Mixed                              | 0          | 0.00%    | 0          | 0.00%    | 0          | 0.00%    | 1          | 0.03%    | 1          | 0.03%    |
| Asian Punjabi                            | 1          | 0.00%    | 1          | 0.03%    | 1          | 0.03%    | 1          | 0.03%    | 1          | 0.03%    |
| Asian Tamil                              | 0          | 0.00%    | 0          | 0.00%    | 0          | 0.03%    | 1          | 0.03%    | 0          | 0.00%    |
| Asian British                            | 2          | 0.10%    | 2          | 0.06%    | 2          | 0.06%    | 1          | 0.03%    | 1          | 0.03%    |
| Asian Unspecified                        | 3          | 0.10%    | 2          | 0.06%    | 2          | 0.06%    | 2          | 0.06%    | 4          | 0.11%    |

**Black or Black British**

<p>| Black or Black British - Caribbean       | 5          | 0.10%    | 5          | 0.15%    | 5          | 0.14%    | 4          | 0.12%    | 6          | 0.17%    |
| Black or Black British - African         | 13         | 0.40%    | 16         | 0.47%    | 20         | 0.56%    | 12         | 0.35%    | 14         | 0.40%    |</p>
<table>
<thead>
<tr>
<th></th>
<th>Jun-13</th>
<th>Mar-15</th>
<th>Mar-16</th>
<th>Mar-17</th>
<th>Mar-18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>H/C</td>
<td>%</td>
<td>H/C</td>
<td>%</td>
<td>H/C</td>
</tr>
<tr>
<td>Black or Black British - Any other Black background</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Black Nigerian</td>
<td>1</td>
<td>0.00%</td>
<td>2</td>
<td>0.06%</td>
<td>1</td>
</tr>
<tr>
<td>Black British</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Black Unspecified</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Chinese or Other Ethnic Group</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chinese</td>
<td>3</td>
<td>0.10%</td>
<td>5</td>
<td>0.15%</td>
<td>6</td>
</tr>
<tr>
<td>Any Other Ethnic Group</td>
<td>2</td>
<td>0.10%</td>
<td>3</td>
<td>0.09%</td>
<td>3</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>1</td>
<td>0.00%</td>
<td>1</td>
<td>0.03%</td>
<td>1</td>
</tr>
<tr>
<td>Japanese</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Other Specified</td>
<td>5</td>
<td>0.10%</td>
<td>4</td>
<td>0.12%</td>
<td>5</td>
</tr>
<tr>
<td>Not Stated</td>
<td>121</td>
<td>3.60%</td>
<td>105</td>
<td>3.07%</td>
<td>91</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>2640</td>
<td>79.10%</td>
<td>2691</td>
<td>79.45%</td>
<td>2808</td>
</tr>
<tr>
<td>Male</td>
<td>699</td>
<td>20.90%</td>
<td>696</td>
<td>20.55%</td>
<td>735</td>
</tr>
<tr>
<td>Religious Belief</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Atheism</td>
<td>287</td>
<td>8.60%</td>
<td>313</td>
<td>9.24%</td>
<td>341</td>
</tr>
<tr>
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## Appendix B – Workforce Profile by AfC Banding

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Cheshire and Wirral Partnership NHS Foundation Trust
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## Appendix D – Recruitment & Selection

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<td>14.30%</td>
<td>11.80%</td>
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<td>0.30%</td>
<td>0.00%</td>
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<td>1.00%</td>
<td>1.10%</td>
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<td>Lesbian</td>
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<td>1.30%</td>
<td>2.20%</td>
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<td>0.30%</td>
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## Appendix E – Appraisals *

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<td>96%</td>
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<tr>
<td>C White - Any other White background</td>
<td>17</td>
<td>18</td>
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<tr>
<td>C3 White Unspecified</td>
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<td>10</td>
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|          | 2682 | 2807 | 96% |

Notes:

For 2017-18 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
- Staff currently on the Trainee Nurse Associate Programme

Therefore the headcount for appraisals is different due to a number of staff meeting the criteria for exclusion.
### Appendix F – Leaver Profile

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<td>Dismissal – Capability</td>
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<td>Dismissal – Conduct</td>
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<td>Voluntary Resignation - Better Reward Package</td>
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<tr>
<td>Voluntary Resignation - Child Dependants</td>
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<td>Voluntary Resignation – Health</td>
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<td>Voluntary Resignation – Mutually Agreed with Local</td>
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<tr>
<td>-----------------------------------------------------</td>
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<td>White English</td>
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<td>1.40%</td>
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<td>White Scottish</td>
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<tr>
<td>Male</td>
<td>75</td>
<td>21.07%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religious Belief</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Atheism</td>
<td>47</td>
<td>13.20%</td>
</tr>
<tr>
<td>Buddhism</td>
<td>1</td>
<td>0.28%</td>
</tr>
<tr>
<td>Christianity</td>
<td>194</td>
<td>54.50%</td>
</tr>
<tr>
<td>Hinduism</td>
<td>3</td>
<td>0.84%</td>
</tr>
<tr>
<td>I do not wish to disclose my religion/belief</td>
<td>57</td>
<td>16.01%</td>
</tr>
<tr>
<td>Islam</td>
<td>2</td>
<td>0.56%</td>
</tr>
<tr>
<td>Other</td>
<td>35</td>
<td>9.83%</td>
</tr>
<tr>
<td>Unspecified</td>
<td>17</td>
<td>4.78%</td>
</tr>
</tbody>
</table>
### Age Band (at Leaving)

<table>
<thead>
<tr>
<th>Age Band (at Leaving)</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 – 20</td>
<td>1</td>
<td>0.28%</td>
</tr>
<tr>
<td>21 – 25</td>
<td>20</td>
<td>5.62%</td>
</tr>
<tr>
<td>26 – 30</td>
<td>31</td>
<td>8.71%</td>
</tr>
<tr>
<td>31 – 35</td>
<td>39</td>
<td>10.95%</td>
</tr>
<tr>
<td>36 – 40</td>
<td>32</td>
<td>8.99%</td>
</tr>
<tr>
<td>41 – 45</td>
<td>30</td>
<td>8.43%</td>
</tr>
<tr>
<td>46 – 50</td>
<td>43</td>
<td>12.08%</td>
</tr>
<tr>
<td>51 – 55</td>
<td>62</td>
<td>17.42%</td>
</tr>
<tr>
<td>56 – 60</td>
<td>47</td>
<td>13.20%</td>
</tr>
<tr>
<td>61 – 65</td>
<td>34</td>
<td>9.55%</td>
</tr>
<tr>
<td>66 – 70</td>
<td>15</td>
<td>4.21%</td>
</tr>
<tr>
<td>71 &amp; above</td>
<td>1</td>
<td>0.28%</td>
</tr>
<tr>
<td>Unspecified</td>
<td>1</td>
<td>0.28%</td>
</tr>
</tbody>
</table>

### Sexual Orientation

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bisexual</td>
<td>1</td>
<td>0.28%</td>
</tr>
<tr>
<td>Gay</td>
<td>5</td>
<td>1.40%</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>285</td>
<td>80.06%</td>
</tr>
<tr>
<td>Lesbian</td>
<td>2</td>
<td>0.56%</td>
</tr>
<tr>
<td>I do not wish to disclose my sexual orientation</td>
<td>42</td>
<td>11.80%</td>
</tr>
<tr>
<td>Unspecified</td>
<td>21</td>
<td>5.90%</td>
</tr>
</tbody>
</table>

### Disability

<table>
<thead>
<tr>
<th>Disability</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>301</td>
<td>84.55%</td>
</tr>
<tr>
<td>Not Declared</td>
<td>13</td>
<td>3.65%</td>
</tr>
<tr>
<td>Yes</td>
<td>21</td>
<td>5.90%</td>
</tr>
<tr>
<td>Unspecified</td>
<td>21</td>
<td>5.90%</td>
</tr>
</tbody>
</table>