

Annual Equality Statistics Monitoring Report 2014



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Introduction

This report contains statistics concerning the staff employed by North Bristol Trust by Race, Gender, Disability, Sexual Orientation, Religion or Belief and Age. The collection of these statistics demonstrates how we meet our legal requirements under the statutory duties, as set out in the Equality Act 2010 and in the Public Sector Equality Duty (PSED) 2011. The latter obliges us to provide information relating to employees who have a relevant protected characteristic. We also need to demonstrate compliance with the NHS Constitution and Equality Delivery System which are measured externally by the Quality Care Commission and Equality and Human Rights Commission respectively, and by other monitoring bodies.

This report is one part of how we meet our statutory obligations under the PSED but does not contain a full analysis of the figures. It needs to be read in conjunction with the 2014 Annual Equality report. Monitoring is an important part of understanding the access needs and experiences of our staff and also assessing whether we are responding to them in an appropriate and effective manner. Both the Monitoring and Equality reports were first compiled in 2009 and these give evidence the Trust has made considerable progress in promoting equality and taking steps to ensure that it does not discriminate.

The report also meets the Governments' requirement for public bodies, which was set out by Baroness Verma in the House of Lords 6 September 2011 who said that NHS Trusts must be:

: "...delivering real progress on equality and to be transparent about that so that the public can hold them to account."

The staffing information in this report is taken from the Electronic Staff Record (ESR) unless otherwise stated. ESR is the main workforce/payroll system used by the Trust. It can be seen from the report that there are gaps in some of the data, particularly in relation to disability, sexual orientation and religion or belief; in some cases the figures are too small to be statistically significant. The Trust's Equality Objectives were agreed in 2012 and include actions to further improve staff monitoring data. These were reviewed in 2014.

The figures only became available in 2009 so this year is used as a comparator.

This report should be read in conjunction with the Annual Equality Report 2014.

There are some inconsistencies in numbers of staff (headcount and FTE) in the report and this is due to the data being drawn at different times and over different periods, while some figures have been rounded up. These figures are mainly calculated on full time equivalent staff and do not include bank and agency, unless otherwise stated.

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March 2015

1 Staff in post

The total number of staff Full time Equivalent (FTE) at the Trust on 31.12.2014 was 7206 (57 less than in 2013) and the overall headcount is 8549. This figure excludes bank staff. In 2009 the overall FTE was 7283.

1.1 Ethnicity

The percentage of BME Staff at 31.12.2014 was 14% (12.5% in 2013) and the percentage for White Staff was 84% (86% in 2013). This figure was 14% in 2009 and it fell until 2011 when it began to rise again. A mere 2% did not provide this information in 2014 compared with 27% in 2009.

Table 1 below shows Ethnicity by staff group and Full Time Equivalent (FTE) figures have been rounded up.

Table 1

Full Time Equivalent staff by staff group and Ethnicity FTE 2014							
Staff Group	Medical			Non-Medical			Grand Total
	Black	White	Un-disclosed	Black	White	Un-disclosed	
Add Prof Scientific and Technic				18.95	222.25	1.00	242.20
Additional Clinical Services				146.19	1016.53	15.48	1178.21
Administrative and Clerical				77.70	1363.72	20.29	1461.71
Allied Health Professionals				20.90	384.27	3.48	408.65
Estates and Ancillary				144.00	429.37	6.12	579.49
Healthcare Scientists				25.49	296.83	9.97	332.29
Medical and Dental	174.90	678.20	18.10				871.20
Nursing and Midwifery Registered				391.37	1686.37	37.73	2115.47
Students				2.00	15.00		17.00
Grand Total	174.90	678.20	18.10	826.60	5414.35	94.07	7206.21
Workforce %	2.43%	9.41%	0.25%	11.47%	75.13%	1.31%	100.00%

Table 2 shows the ethnicity of staff by pay band. In 2012 these figures were very similar and consequently a project to promote career development for Black and Minority Ethnic Staff was set up in 2013. One of the actions agreed was that members of the Trust Board would mentor staff from a BME background. This has been carried out and 8 staff have been mentored with 2 of them securing posts.

Table 2

Ethnicity of staff by pay band (showing FTE) 2014				
Band	Black	White	Undisclosed	Grand Total
1	0.38%	0.52%	0.00%	0.90%
2	3.08%	14.69%	0.24%	18.01%
3	0.80%	9.69%	0.10%	10.59%
4	0.54%	7.86%	0.17%	8.57%
5	4.83%	15.40%	0.15%	20.38%
6	1.26%	13.30%	0.37%	14.93%
7	0.35%	8.79%	0.16%	9.30%
8a	0.10%	2.71%	0.01%	2.82%
8b	0.03%	1.12%	0.01%	1.16%
8c	0.01%	0.46%	0.00%	0.48%
8d	0.00%	0.29%	0.01%	0.30%
9	0.00%	0.12%	0.00%	0.12%
Medical	2.43%	9.40%	0.25%	12.08%
Non AFC	0.10%	0.19%	0.08%	0.36%
Grand Total	13.91%	84.54%	1.55%	100.00%

Table 3 shows the BME population taken from the 2011 census figures for the South West, Bristol, North Somerset and South Gloucestershire areas.

Table 3

Key population data	England	South West England	Bristol	North Somerset	South Glos.
Source: 2011 Census					
Total population	53,012,456	5,288,935	428,234	202,566	262,767
BME	20%	9%	22%	6%	8%
White	80%	91%	78%	94%	92%

The 2011 census showed that just fewer than 9% of the population in the South West are from a Black or Minority Ethnic (BME) background. Bristol has a more diverse population with 22% BME while there is 8% in South Gloucestershire and 6% in North Somerset. The average of 14% BME people in the three BNSSG areas matches the figure for BME staff in the Trust. The BME staffing profile is 8% less than the Bristol population, 6% more than the census figures for South Gloucestershire and 8% more than for North Somerset.

1.2 Gender

In 2014 there were 5483 full time equivalent females (representing 76% of the workforce) 2% lower than 2014 and 1723 full time equivalent males (representing 24% of the workforce) 2% higher than 2014. This has hardly changed since 2009 when there were 77% female staff, 22% male of a total of 7283 FTE. The total FTE is 7205 (7263 FTE 2013) 57 fewer than 2014. In 2009 the FTE was 7283.

The figures for 2014 by staff group in Table 4 below are rounded up.

Table 4

Full Time Equivalent staff by Gender 2014			
Staff Group	Female	Male	Grand Total
Add Prof Scientific and Technic	178	64	242
Additional Clinical Services	975	203	1178
Administrative and Clerical	1189	273	1463
Allied Health Professionals	345	63	409
Estates and Ancillary	261	318	579
Healthcare Scientists	204	128	332
Medical and Dental	389	483	871
Nursing and Midwifery Registered	1926	190	2115
Students	17		17
Grand Total	5484	1722	7206

* These figures are rounded up.

The Trust does not ask questions regarding Gender Identity (Trans) and it may be illegal to do so under the 2004 Gender Recognition Act. However, Trans staff have said they are happy to have this information recorded.

The last census return shows that there are slightly more than 50% of females in the population, this is the case nationally, regionally and locally.

Table 5

Full Time Equivalent staff by Gender 2014*			
Staff Group	Female	Male	Grand Total
Add Prof Scientific and Technic	46	20	66
Administrative and Clerical	90	56	146
Allied Health Professionals	30	8	38
Healthcare Scientists	22	22	44
Medical and Dental		1	1
Nursing and Midwifery Registered	61	6	67
Grand Total	249	113	362

* These figures are rounded up.

Table 5 shows the number of FTE staff in bands 8 and above by gender. Female staff comprise 68% of this group (9% below the workforce figure) whereas the percentage for males is 31% (9% higher than that in the workforce).

The 1 medic shown is on a Trust pay scale rather than a medical pay scale.

Table 6 below shows the 2011 Census figures broken down by gender for the South West, Bristol, North Somerset and South Gloucestershire areas.

Table 6

Key population data Source: 2011 Census	England and Wales	South West England	Bristol	North Somerset	South Glos.
Total population	53,012,456	5,288,935	428,234	202,566	262,767
Female	51%	51%	50%	51%	50%
Male	49%	49%	50%	49%	50%

There are considerably more females represented in the Trust's workforce compared to the general population. There is a predominance of females in the nursing and administrative areas.

1.3 Disability

The total number of staff who declared a disability as at 31.12.2014 was 1.17% (1.2% in 2013). A total of 39% did not declare a disability or have non-disabled status compared with 46% in 2013, this percentage continues to fall. The figure for disabled staff has risen very slightly since 2009 when it was 1.1% which is too small to be statistically significant. This is slightly lower than that in the Office for National Statistics (ONS) data which is 1.5% for the population.

Table 8 below shows the number of staff who declared their disability status as at 31.12.2014.

Table 8

Full Time Equivalent staff by Disability 2014					
Number of Disabled Staff 2013	Yes	No	Not Declared	Undefined	Grand Total
Headcount	100	5091	928	2430	8549
Headcount %	1.17%	59.55%	10.86%	28.42%	100.00%

The National Staff Attitude Survey (SAS) results for NBT in 2014 reported a total of 22% (17% in 2013) of staff who stated they have a long term illness/health problem or disability. This is an increase of 5% from the previous year and this has risen each year since 2009. A total of 850 staff were asked to complete the survey and there was a 25% response rate. It is recognised that there is under-reporting of disability. Actions were taken during 2014 on disability issues in line with the Equality Delivery System to improve this recording. These actions include Employment Services sending out equality monitoring forms to new staff when they are appointed and encouraging all new staff to provide this information as part of Induction training.

A new Total Reward self-service system was begun in 2014 which enabled staff to directly alter some of their personal data it was hoped this would increase the numbers of disabled staff recording their status. Currently disability status is not included on the self-service system; this is being looked into with the provider.

Table 7 below shows the 2011 Census information relating to long term illness.

Table 7

Key population data Source: 2011 Census	England and Wales	South West England	Bristol	North Somerset	South Glos.
Total population	53,012,456	5,288,935	428,234	202,566	262,767
People with limiting long term illness	8,809,194	892,034	67,739	34,915	35,696
% people with limiting long term illness	17	17	16	17	14

The census in 2011 asked a question in relation to limiting long-term illness, which covered any long term illness, health problem or disability which limits daily activities at work. The census statistics therefore showed a much higher rate of those with long term illnesses nationally, regionally and locally compared to those who declared a disability in our 2012 workforce. The average for the BNSSG area is 16% and the staff survey figure of 22% is closer to these figures than those in the Electronic Staff Survey.

1.4 Sexual Orientation

Sexual orientation covers Lesbian, Gay and Bisexual (LGB) and a total of 1.49% (1% in 2013) of staff stated they are LGB. This is a slight underrepresentation against the national data collected by ONS (1.5%).

55% (52% in 2013) of staff declared they were heterosexual. In 2014, 43% (46% 2013) did not disclose their sexual orientation or were undefined 3% fewer than the previous year. This information has only been collected in recent years and it appears that staff are more reluctant to share this information although the figures were increasing every year until 2014. While more staff declare their sexual orientation (mainly heterosexual) the numbers of LGB staff are still too small to be statistically significant.

Table 8 shows sexual orientation by headcount and Full Time Equivalent.

Table 8

Full Time Equivalent and headcount staff by Sexual Orientation 2014			
Sexual Orientation	Sum of FTE	Headcount	Headcount %
Lesbian	30.72	33	0.39%
Gay	41.86	45	0.53%
Bisexual	44.29	49	0.57%
Heterosexual	4003.12	4742	55.47%
I do not wish to disclose my sexual orientation	2086.94	2431	28.44%
Undefined	999.28	1249	14.6%
Grand Total	7206.21	8549	100.00%

The table below shows the percentage of civil partnerships in relation to marriages in the 2011 census. As Civil Partnerships are only open to same sex couples, it gives some indication of the number of lesbian/gay people in the population, but these figures should be treated with caution as many same sex people do not have a Civil Partnership.

There were 86 Same Sex Marriage ceremonies in the BNSSG area in 2014. The census does not collect figures for sexual orientation.

Table 9

Civil Partnerships data	England	South West England	Bristol	North Somerset	South Glos.
Source: 2011 Census					
Civil Partnerships	100,288	9,768	1,126	314	297
Percentage	0.2%	0.2%	0.3%	0.2%	0.1%
Marriages	20,029,369	2,134,822	126,910	86,784	110,532
Percentage	47	50	36	52	52

It is estimated that approximately 10% of the population are Lesbian, Gay or Bisexual. The Bristol Pride webpage estimates around 60,000 (about 7%) LGB people live and work in the city.

1.5 Religion or Belief

The largest group declaring a religion at 31.12.2014 were Christians representing 35% of staff (34% in 2013) followed by Atheists representing 7.5% of staff (6% in 2013) then "Other" at almost 5% (the same as for 2013) and Muslims at 2%. When all religions, excluding Christians, are added together this represents 7% of staff (7% in 2013). There was a decrease of almost 2% of staff who preferred not to say. There was a slight increase of almost 1% in the percentage of "undefined" at 15% (14% in 2013). Staff belonging to religions "Other" than Christian account for 7.5% of all staff which is an over-representation against the 2011 ONS data (0.5%).

Table 10 below shows the range of staff declaring the religion or belief they hold by headcount and Full Time Equivalent.

Table 10

Full Time Equivalent and headcount staff by Religion or Belief 2014			
Religious Belief	Sum of FTE	Headcount	Headcount %
Atheism	557.37	641	7.50%
Buddhism	29.91	39	0.46%
Christianity	2531.05	3016	35.28%
Hinduism	36.35	40	0.47%
Islam	77.33	98	1.15%
Jainism	1.38	2	0.02%
Sikhism	10.20	12	0.14%
Judaism	6.53	8	0.09%
Other	366.55	427	4.99%
I do not wish to disclose my religion/belief	2590.25	3017	35.29%
Undefined	999.28	1249	14.61%
Grand Total	7206.21	8549	100.00%

Table 11 below shows the 2011 census data by religion and belief.

Table 11

Key population data Source: 2011 Census percentage	England and Wales	South West England	Bristol	North Somerset	South Glos.
Total population	53,012,456	5,288,935	428,234	202,566	262,767
Buddhism	0.5	0.4	0.6	0.3	0.1%
Christianity	59	60	47	61	74%
Hinduism	1.5	0.3	0.6	0.2	0.3%
Islam	5.0	1.0	5.1	0.4	0.4%
Judaism	0.5	0.1	0.2	0.1	0.06%
Sikhism	0.8	0.1	0.5	0	0.1%
Other	0.4	0.6	0.7	0.5	0.2%
No religion	25	30	37	30	17%
Religion not stated	7.2	7.9	8.1	7.5	7%

Of those who declared their religion/belief the workforce data mirrors the population data with the largest proportion of staff stating they are Christian.

1.6 Age

The table below shows the age bandings of staff by FTE and headcount. The biggest age group comprised staff aged from 46–50 (14%) and the smallest group was for those aged over 76. Almost 65% (56% in 2013) of staff were over 40 and almost 10% (7% in 2012) were under 25, this is a decrease of 12% from 2009. 33% of staff are over 50 (28% in 2013).

Table 12

Full Time Equivalent and headcount staff by Age 2014			
Age Band	Sum of FTE	Headcount	Headcount %
16-20	65.05	73	0.85%
21-25	591.84	621	7.26%
26-30	948.57	1033	12.08%
31-35	862.57	1044	12.21%
36-40	899.85	1100	12.87%
41-45	877.72	1058	12.38%
46-50	981.45	1203	14.07%
51-55	952.56	1139	13.32%
56-60	729.46	882	10.32%
61-65	246.88	318	3.72%
66-70	45.52	70	0.82%
71-75	2.61	5	0.06%
76-80	2.12	3	0.04%
Grand Total	7206.21	8549	100.00%

2 Applications for Employment

These figures were collected between 1st January 2014 and 31st December 2014.

2.1 Applicants and Staff Appointed by Ethnic Background

In 2014 almost 23% of staff appointed were from a BME background compared with 14% in 2013 an increase of 9% which is a great improvement. 2691 more BME people applied than in the previous year. In 2014, 12% fewer White people were appointed than in 2013.

Table 13

Applicants and Staff Appointed by Ethnicity 2014*			
Ethnicity	Number Applied in 2014	Total Applied %	Total Appointed %
BME	5491	28	23
White	13457	70	76
Undisclosed	374	2	1
Grand Total	19322	100%	100%

*These figures are rounded up

2.2 Applicants and Staff Appointed by Gender

In 2014 69% of staff appointed were female compared with 82% in 2013. More females applied (8350) in 2014 compared to 2013 (470). In 2009, of all those appointed 81% were female, this figure has fallen by around 10% in 2014.

Table 14

Applicants and Staff Appointed by Gender 2014*			
Gender	Number Applied in 2014	Total Applied %	Total Appointed %
Female	13356	69	70.30
Male	5919	31	29.50
Undisclosed	47	00	0.20
Grand Total	19322	100%	100%

*These figures are rounded up where possible

2.3 Applicants and Staff Appointed by Disability

In 2014, almost 3% of staff appointed declared themselves Disabled similar to 2013. This is almost double the figure for 2012. 256 more disabled people applied for posts in 2014 than in 2013. However, in 2009, only 0.2% of staff who were appointed declared a disability therefore this shows a marked improvement over the last 6 years. There was an increase of 89 in the number of applicants who did not disclose this status.

The figures are too small to be statistically significant.

Table 15

Applicants and Staff Appointed by Disability 2014			
Disability	Number Applied in 2014	Total Applied %	Total Appointed %
Yes	722	3.70	2.6
No	18405	95.30	96.50
Undisclosed	195	1.00	0.90
Grand Total	19322	100%	100%

2.4 Applicants and Staff Appointed by Sexual Orientation

In 2014, 3.5% of staff appointed were Lesbian, Gay or Bisexual compared with 2.5% in 2013 1% more. In 2009, 0.91% of those appointed were LGB. 676 LGB people applied in 2014 compared with 395 in 2012 an increase of 57%. These figures are too small to be statistically significant however this shows a huge rise since 2009. 7.5% of applicants did not state their sexual orientation in 2014 compared with 5% in 2013, 2.12% more.

Table 16

Applicants and Staff Appointed by Sexual Orientation 2014			
Sexual Orientation	Number Applied in 2014	Total Applied %	Total Appointed %
Lesbian	129	0.67	0.30
Gay	188	0.97	1.10
Bisexual	359	1.86	1.80
Heterosexual	17196	89.00	88.80
Undisclosed	1450	7.50	8.00
Grand Total	19322	100%	100%

2.5 Applicants and Staff Appointed by Religion or Belief

Christians represent the largest number of people appointed in 2014, 46% (54% in 2013) followed by Atheists 20% (18% in 2013). Slightly fewer people chose not to disclose this information 11% than in 2013 (12%). The 2009 report shows that 37% of those appointed were Christian and there has been an increase of 9% since then. There were 9% in the "Other" category (12% in 2013) this figure has risen from 7% in 2009. Those groups for Muslims (the largest increase) Hindus, Sikhs, Jains and Jewish staff increased from just under 4% in 2009 to 12.5% in 2014. This group also rose by 10% from 2.5% in 2013.

These figures have changed significantly since 2009 with 12% more people recording a Christian faith and 6% more saying they are Atheist. 89% of applicants recorded a faith in 2014 an increase of 3% since 2009.

Table 17

Applicants and Appointed by Religion or Belief 2014			
Religion or Belief	Number Applied in 2014	Total Applied %	Total Appointed %
Atheism	3504	18.10	19.70
Buddhism	204	1.10	0.80
Christianity	8754	45.30	45.90
Hinduism	638	3.30	1.40
Islam	1660	8.60	9.80
Jainism	7	0	0
Judaism	29	0.20	0
Sikhism	119	0.60	0.50
Other	2263	11.70	9.20
Undisclosed	2144	11.10	12.70
Grand Total	19322	100%	100%

2.6 Applicants and Staff Appointed by Age

37% (35% in 2013) of staff appointed were aged between 20 and 29 in 2014; this represented the largest group of those appointed. This is a change from 2009 when the highest number appointed were in the group aged 30 – 39 at 36%.

Table 18

Applicants and Staff Appointed by Age 2014			
Age	Number Applied in 2014	Total Applied %	Total Appointed %
Age up to 20	649	3.40	2.80
Age 20 - 29	8669	44.90	36.70
Age 30 – 39	5037	26.00	31.50
Age 40 – 49	2971	15.40	18.70
Age 50 – 59	1858	9.60	8.90
Age 60 - 69	114	0.60	1.30
Age 70 +	3	0	0.20
Undisclosed	21	0.10	0.20
Grand Total	19322	100%	100%

*These figures are too small and cannot be rounded up in certain places

3 Staff Training

There were 3125 staff in 2014 (1195 in 2013) who either undertook some form of equality and diversity training, attended corporate induction or undertook the E learning equality and diversity course. Of these 18% were BME (14% in 2013) an increase of 4%. 59% were female (68% in 2012) this figure has dropped over the last 3 years. There is a huge increase in staff, almost 3 times as many who undertook equality training since 2013.

Table 19

Equality Training for 2014				
Ethnic Category	Gender		No record	Total Appointed %
	Female	Male		
BME	296	272		568
Ethnicity not recorded			331	331
White	1561	665		2226
Grand Total				3125

Induction training is mandatory for all new starters and includes a section on equality and diversity during 2014 there was an increase in new staff. This session covers the equality duties, the protected characteristics, the responsibility for equality monitoring, the Two Ticks Disability scheme, harassment and bullying and practical advice on how to make reasonable adjustments, for example, where to find out how to produce information in different formats for patients, how to support people on the autistic spectrum, recognising different diets for people from different cultures, acknowledging patients in the gender they present in and so on.

Information is given out about the staff equality group. It is emphasised that equality monitoring is confidential, anonymous and voluntary and staff are encouraged to provide their own information and gather that for patients.

iCare training was offered to staff in 2014 which looks at the Trusts' values. 39% of full time equivalent (FTE) staff underwent this training which includes information about equality. The "R" in iCare stands for respect.

4 Full/Part-Time Status

Figures for the year to the 31st December 2014 show that 79% (52% in 2013) of staff worked full time an increase of 27% from the previous year. This shows an increase since 2009 of 64%.

Full/Part-time Status by Gender 2014

43% (47% in 2013) of staff worked part time in 2014. 43% were female and 3% were male, this is an increase of 3% for females and a 1% decrease for males from 2013. In 2009, 49% of staff worked part time, of which 44% were female and 5% were male.

Table 20

Full/Part-time Status by Gender 2014*						
Employee Category	Female			Male		
	Sum of FTE	Head count	Head count %	Sum of FTE	Head count	Head count %
Full Time	3270	3271	60%	1556	1557	90%
Part Time	2213	3440	40%	166	280	10%
Undefined			0.00%	1.00	1	0.00%
Grand Total	5483	6711	100%	1723	1838	100%

*These figures have been rounded up.

Full/Part Time Status by Ethnicity 2014

There was little difference in the proportion of White staff working full time 47% (44% in 2013). 38% (43% in 2012) of part time staff are White a reduction of 5%. Of BME staff 9% (8% in 2013) were full time and 5% were part time (4% in 2013). There is almost 2% more BME full time staff than in 2009 and just under 0.5% fewer BME staff working part-time than in 2009.

Table 21

Full/Part Time Status by Ethnicity 2014*						
Ethnicity	Full Time			Part Time		
	Sum of FTE	Head count	Head count %	Sum of FTE	Head count	Head count %
Black	748	748	15%	254	391	10.5%
White	4013	4015	83%	2078	3256	87.5%
Undisclosed	65	65	2%	47	73	2%
Grand Total	4826	4828	100%	2379	3720	100%

*These figures are rounded up.

Full/Part Time Status by Disability 2014

In 2014, 1% (1% 2013) of staff who declared a disability were full time and 1% worked part time (1% 2013). While these figures are too small to be of any statistical significance there has also been very little change since 2009.

Table 22

Full/Part Time Status by Disability 2014*						
Disabled	Full Time			Part Time		
	Sum of FTE	Head count	Head count %	Sum of FTE	Head count	Head count %
Yes	52	52	1%	29	48	1%
No	3066	3068	64%	1291	2022	54%
Not Declared	536	536	11%	251	392	11%
Undefined	1172	1172	24%	809	1258	34%
Grand Total	4826	4828	100%	2380	3720	100%

*These figures are rounded up.

5 Benefits 2014

The NHS has very few benefits for staff in the way of enhanced payments; however, Clinical Excellence Awards are awarded to doctors through an application process.

The figures for the awards in 2014 show that 54 doctors received these awards of which 21 (39%) were female and 33 (61%) were male. This represents an increase of 7% for male doctors and a decrease of almost 20% for female doctors receiving awards. Almost 24% of BME doctors had an award in 2014 compared with 21% in 2014, an increase of 3%.

The Ethnic Origin breakdown was as follows:

Table 23

Benefits 2014 by Ethnic Origin	
British	36
Other White background	3
Not stated	3
Indian	4
British Indian	1
White non British	1
Asian	1
Any other Black background	1
Pakistani	1
Caucasian	3
Grand Total	54

6 Reasons for Leaving

In 2014 there were 2145 leavers (1648 in 2013 and 1544 in 2012) an increase of 23% since 2013. For leavers by age the highest number was for those between the ages of 26-30 17% (19% in 2013) followed by 31-35 years olds 16% (16% in 2013), 36-40 year olds 11% (12% in 2013) 41-45 at 10% (8% in 2013) and 21-25 year olds 9% (11% in 2013).

These figures reduce for age bands after 56-60 10% (9% in 2013) to 1% (1% in 2013) at age range 66-70. It is common for staff to leave within the first five years of employment, whether in the NHS or other organisations. There are a number of reasons as to why this is the case, for example, short-term contracts especially for doctors. Over the next year there is a drive to recruit more staff with a view to using bank and agency staff far less. A new Valued Based recruitment process was piloted which has shown that over 18 months or so retention rates have been improved.

Table 24

Leaving 2014 - All Staff by Age*		
Age Band	Count of FTE	Headcount %
16 - 20	29	32
21 - 25	185	200
26 - 30	333	361
31 - 35	278	328
36 - 40	183	229
41 - 45	168	211
46 - 50	139	183
51 - 55	164	206
56 - 60	168	223
61 - 65	99	145
66 - 70	15	24
71 & above	3	4
Grand Total	1764	2146

*These figures have been rounded up.

Information is collected on reasons for leaving by way of a termination form. The highest number was due to a transfer of staff 23% (6% in 2014) followed by voluntary resignation 14% (24% in 2013) followed by the expiry of fixed term contracts 9%, down from 17% in 2013. The next highest number was for staff who retired 8% (10% in 2013). The figures are too small to be statistically significant across the protected characteristics.

Table 25

Leaving Reason 2014	Sum of FTE	Headcount %
Bank Staff not fulfilled minimum work requirement	2.00	2
Death in Service	3.25	4
Dismissal - Capability	14.42	21
Dismissal - Conduct	4.67	5
Dismissal - Some Other Substantial Reason	4.25	5
Dismissal - Statutory Reason	1.48	2
Employee Transfer	383.96	493
End of Fixed Term Contract	157.62	177
End of Fixed Term Contract - Completion of Training Scheme	14.52	16
End of Fixed Term Contract - End of Work Requirement	7.60	8
End of Fixed Term Contract - External Rotation	193.40	203
End of Fixed Term Contract - Other	73.68	75
Flexi Retirement	3.44	4
Has Not Worked	2.53	4
Redundancy - Compulsory	11.8	14
Redundancy - Voluntary	2.92	3
Retirement - Ill Health	4.00	5
Retirement Age	133.76	182
Voluntary Early Retirement - no Actuarial Reduction	14.52	18
Voluntary Early Retirement - with Actuarial Reduction	22.52	28
Voluntary Resignation - Adult Dependants	8.99	10
Voluntary Resignation - Better Reward Package	41.06	46
Voluntary Resignation - Child Dependants	24.18	38
Voluntary Resignation - Health	24.40	34
Voluntary Resignation - Incompatible Working Relationships	3.35	5
Voluntary Resignation - Lack of Opportunities	13.31	15
Voluntary Resignation - Other/Not Known	242.71	310
Voluntary Resignation - Promotion	63.26	71
Voluntary Resignation - Relocation	112.72	130
Voluntary Resignation - To undertake further education or training	49.58	58
Voluntary Resignation - Work Life Balance	124.54	159
Grand Total	1764.43	2145

7 ASK HR Case Management

ASK HR dealt with 542 cases in 2014 and BME staff are represented in 8 of the 12 categories which is lower than those for White staff who are included in 11. BME staff represent 15% of cases overall which is similar to the figure for 2011 and 1% higher than the BME workforce statistic. For disciplinary cases 38% were BME staff (25% more than the workforce figure) and 58% White staff, Harassment and Bullying cases concerned 29% BME staff and 57% White staff, grievances were raised by 18% of BME staff (4% more than the workforce figure) and 17% of White staff. It should be noted that these figures are calculated from the small number of cases registered in all these categories.

Table 26

Policy	BME	White	Not known*	Total
Capability	1	6	1	8
Discipline	18	28	2	48
Domestic/Carer Leave	0	1	0	1
Flexible Working	0	2		2
Fraud Policy and Response Plan	2	0	0	2
Grievance	3	13	1	17
Harassment & Bullying	2	4	1	7
Recruitment & Selection Process	0	1	0	1
Redeployment	1	1	0	2
Sickness (Long Term Sick)	54	336	18	408
Sickness (Persistent/Intermittent)	3	40	1	44
Whistleblowing (Raising Concerns)	0	1	1	2
Total	84	433	25	542
Percentages	15%	80%	5%	100%

Due to underreporting of disability status on the Electronic Staff Record there was only 1 case dealt with by HR (whistleblowing) involving a disabled member of staff.

All new members of staff are encouraged to provide this information when they attend Induction sessions.

82% of cases were raised by women 4% higher than the female profile of our workforce compared with 15% from men which is 9% lower than in the workforce.

The combination of data that was missing and those who did not define their sexual orientation represents 47% of staff who were managed under HR policies. 51% of these staff categorised themselves as heterosexual and 2% stated they are Lesbian, Gay or Bisexual in 2014 thus this figure has doubled since 2011 when it was less than 1%. There was a rate of 4% of LGB staff in disciplinary cases and 6% in grievances. Overall figures are currently too small to be statistically significant.

8 Harassment and Bullying

The Harassment and Bullying advice line service was launched in November 2009 following responses to the Staff Attitude Survey (SAS) where staff said they did not think enough was being done to tackle harassment and bullying. The service is supported by volunteer harassment advisors, recruited from a diverse staff group. Table 28 below shows the number of staff (17) contacting the service between January 2014 and December 2014 and the reason why. There were 28 cases in 2013 and 27 in 2012, these low figures may be a concern. The SAS shows no change in reporting between 2013 and 2014 however it also shows that harassment and bullying by staff has increased for BME, Disabled and female staff members and fallen for other groups. New ways to promote the service are being investigated.

The service is advertised in the monthly equality newsletter and elsewhere to ensure that staff are aware of the helpline.

Table 27

Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Age												
Race					1			1			1	
Disability					1			1				1
Sexual Orientation												
Gender				1								
Management Behaviour		1		2							3	
Perceived Unfair										1		
Other						1	2					
Total	17											

9 Trust Board Equality Profile 2011

The equality profile for the North Bristol Trust Board is set out below. This has not changed since 2011. 36% are female, 7% declare a disability. 14% are from a BME background which is higher than the percentage for Trust Boards in London (9%).

Table 28

Trust Board Equality Profile 2014									
Numbers of Execs	Numbers of non-Execs	Female	Male	BME	Disabled	Lesbian	Gay	Bisexual	Trans
9	5	5	9	2	1	0	0	0	N/K

10 Workforce Diversity Profile

Figures taken from the Electronic Staff Record (ESR) show that the percentage of BME staff increased to 14% (12.5% in 2013) and the percentage for White staff decreased to 84% (86% in 2013). Almost 23% of those appointed were BME a rise of 9% from 2013.

The BME population for Bristol, South Gloucestershire and North Somerset is 14%

and the figures for BME staff equate with this. More staff members are being recruited to the BME Career Development group and 8 of these were matched with Board members and senior managers as mentors. A number have attended training on recruitment and acted as assessors at Valued Based Recruitment sessions where staff are selected.

The total number of staff who declared a disability was 1.17% on the ESR this decreased slightly from the previous year and has risen very slightly since 2009 when it was 1.1%, too small to be statistically significant.

The number (39%) who did not declare a disability or have non-disabled status has fallen by 7% since 2013 and this percentage continues to fall.

The figures for successful Disabled applicants doubled from 2013 to 2014. However, due to the lack of statistics this is too small a number to be of any significance. In comparison the National Staff Attitude Survey (SAS) results for NBT in 2014 reported a total of 22% (17% in 2013) of staff who declare their status as a long term illness/ health problem or disability an increase of 5% from the previous year. The Staff Disabled Development group now has a chair and they have identified areas that NBT need to look at. Disabled staff have been invited to be assessors at the Valued Based Recruitment sessions.

Full time equivalent females represent 76% of the workforce and full time equivalent males represent 24% of the workforce. This figure changed by 2% for both groups from 2013. The census figures show just over 50% of the population is female locally, regionally and nationally and that the Trust employs a far higher percentage.

Of those in Band 8 and above female staff comprise 68% which is 9% lower than the workforce figure and for males the figure is 9% higher than that in the workforce.

Over the last year the statistics for sexual orientation have again risen very slightly.

Sexual orientation covers Lesbian, Gay and Bisexual (LGB) and heterosexual staff. A total of 1.49% of staff stated they are LGB. Figures for non-declaration reduced by 3% from 2013. This information has only been collected in recent years and it appears that staff are more reluctant to share these

details, although the figures collected increase each year the numbers are still too small to be statistically significant.

There was a slight increase in staff appointed who are LGB in 2014 compared with 2013; again the figure is very small. 57% more applicants declared they are LGB. There was an increase of 2.5% of applicants who did not state their sexual orientation. In 2009, 0.91% of those appointed were LGB. These figures are too small to be statistically significant.

Christians represented the largest religion or belief group at 35% followed by Atheists (7.5%) and "Other" at 5%. All other religions amount to 7% excluding Christians. Fewer staff preferred not to say and there was a slight increase of almost 2% in the percentage of "undefined" at 15%. There is an increase from 2009 in staff recording a religion and a decrease in staff not disclosing this information.

The Sanctuary offers specific space to Muslims for Friday prayers, a Christian group has prayers every Wednesday and there are also smaller rooms for individual prayers or contemplation at other times. The BME Staff Development group plan to organise events to celebrate Vaisakhi and Eid in 2015.

The table below shows the age bandings of staff by FTE and headcount. The biggest age group comprised staff aged from 46–50 (14%) and the smallest group was for those aged over 76. Almost 65% (56% in 2013) of staff were over 40 and almost 10% (7% in 2012) were under 25 this is a decrease of 12% from 2009. 33% (28% in 2013) of staff are over 50 an increase of 5%.

The biggest age group comprised staff aged from 46-50 (14%) and the smallest group was those aged over 76. 65% of staff were over 40 and 10% were under 25, this is a decrease of 3% from 2013. 33% of staff are over 50.

The figures for calls to the Harassment and Bullying helpline fell by 59% in 2014.

The helpline is advertised in the monthly staff Equality Newsletter. The 2014 Staff Attitude Survey shows that harassment and bullying by staff has increased for BME, Disabled and female staff members and fallen for other groups. New ways to promote the service are being investigated.

This report has been collated since 2009. There have been some changes in the last five years in that more staff are beginning to give this information in some categories, however these movements are often too small to have any statistical significance. Staff seem reluctant to record their disability and/or sexual orientation on the Electronic Staff Record while numbers stating a religion or belief have increased during this time.

Over the next year the electronic self-service system for staff that allows them to add their personal data themselves will be looked at with a view to include disability status as currently this is missing. Other solutions will also be sought to improve the equality monitoring data overall.

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