

# **North Bristol NHS Trust**

## **Annual Equality Statistics**

### **Monitoring Report 2012**

## Table of contents

Introduction .....	3
1 Staff in Post.....	4
1.1 Ethnicity .....	4
1.2 Gender .....	5
1.3 Disability.....	6
1.4 Sexual Orientation.....	7
1.5 Religion or Belief .....	8
1.6 Age.....	9
2 Applications for Employment .....	10
2.1 Applicants and Staff Appointed by Ethnic Background.....	10
2.2 Applicants and Staff Appointed by Gender .....	10
2.4 Applicants and Staff Appointed by Sexual Orientation.....	11
2.5 Applicants and Staff Appointed by Religion or Belief .....	12
2.6 Applicants and Staff Appointed by Age.....	12
3 Staff Training.....	13
4 Full/Part-Time Status .....	13
5 Benefits 2011 .....	15
6 Reasons for Leaving.....	15
7 Harassment and Bullying.....	17
8 Trust Board Equality Profile 2011.....	18
9 Workforce Diversity Profile.....	18

## Introduction

This report contains statistics concerning the numbers of 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 methods.

This report is one part of how we meet our statutory obligations, showing how we meet the PSED but it does not contain a full analysis of the figures. 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.

It 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 – which means that 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.

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. All figures have been rounded up.

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## 1 Staff in Post

The total number of staff (headcount) at the Trust at 31.12.2012 was 9072 (7315 FTE). This figure excludes bank staff. In 2010 the overall headcount was 9011.

### 1.1 Ethnicity

The percentage of BME Staff at 31.12.2012 was 12% (9% in 2011) and the percentage for White Staff was 86% (77% in 2011). This figure was 16% in 2009, therefore this has reduced.

Table 1 below shows Ethnicity by staff group and Full Time Equivalent (FTE).

Table 1

Ethnicity by staff group and FTE					
Staff Group	Medical		Non-Medical		Grand Total
	Black	White	Black	White	
Add Prof Scientific and Technic			14	208	223
Additional Clinical Services			117	1068	1201
Administrative and Clerical			63	1396	1485
Allied Health Professionals			19	438	463
Estates and Ancillary			86	413	507
Healthcare Scientists			26	362	398
Medical and Dental	178	625			821
Nursing and Midwifery Registered			376	1795	2216
Students				3	3
<b>Grand Total</b>	<b>178</b>	<b>625</b>	<b>700</b>	<b>5683</b>	<b>7315</b>
<b>% Workforce</b>	<b>2%</b>	<b>9%</b>	<b>10%</b>	<b>78%</b>	<b>99%</b>

Table 2 below shows the BME population taken from the 2011 census figures for the South West, Bristol, North Somerset and South Gloucestershire areas.

Table 2

Key population data	England	South West England	Bristol	North Somerset	South Glos.
Source: 2011 Census					
<b>Total population</b>	53,012,456	5,288,935	428,234	202,566	262,767
<b>BME</b>	20%	9%	22%	6%	8%
<b>White</b>	80%	91%	78%	94%	91.94%

The 2011 census showed that just under 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% coming from a BME background and 6% in South Gloucestershire. NBT serves the populations of Bristol and South Gloucestershire – the BME staffing profile is more consistent with the Bristol population even though the percentage number of BME staff has fallen since 2009. There is 4% more BME NBT staff than the census figures for South Gloucestershire, 6% more than for North Somerset, but 10% less than the Bristol figure.

## 1.2 Gender

In 2012 there were 5688 full time equivalent females (representing 78% of the workforce) and 1627 full time equivalent males (representing 22% of the workforce). This has hardly changed since 2009 (77%) These figures can be seen by staff group in Table 3 below.

Table 3

<b>Full Time Equivalent staff by Gender 2012</b>				
<b>Staff Group</b>	<b>Female</b>	<b>Male</b>	<b>Total FTE</b>	<b>Total FTE</b>
Add Prof Scientific and Technic	156	67	223	3%
Additional Clinical Services	1,013	188	1,201	16%
Administrative and Clerical	1,240	245	1,485	20%
Allied Health Professionals	400	63	463	6%
Estates and Ancillary	229	278	507	7%
Healthcare Scientists	256	142	398	5%
Medical and Dental	365	456	821	11%
Nursing and Midwifery Registered	2,026	190	2,216	30%
Students	3		3	0.04%
<b>Grand Total</b>	<b>5,688</b>	<b>1,627</b>	<b>7,315</b>	<b>98%</b>

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, current Trans staff say they are happy to have this information recorded.

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

Table 4 below shows the 2011 Census figures broken down by gender for the South West, Bristol, North Somerset and South Gloucestershire areas.

Table 4

Key population data Source: 2011 Census	England and Wales	South West England	Bristol	North Somerset	South Glos.
<b>Total population</b>	53,012,456	5,288,935	428,234	202,566	262,767
<b>Female</b>	51%	51%	50%	51%	50%
<b>Male</b>	49%	49%	50%	48.%	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 31.12.2012 was 1.2% (1.3% in 2011). A total of 62% did not declare a disability or have non-disabled status compared with 58% in 2011. This figure has risen very slightly since 2009 when it was 1.1%.

Table 5 below shows the number of staff who declared their disability status as at 31.12.2012.

Table 5

Full Time Equivalent staff by Disability 2012						
Number of Staff and Disability Status 2012	Yes	No	Not Declared	Undefined	Yes Head count %	Total Head count
Total	114	4409	1458	3090	1.3%	9071
Percentage of Workforce	1.2%	49%	16%	34%		

The National Staff Attitude Survey (SAS) results for NBT in 2012 reported a total of 14% of staff who declared they were disabled. A total of 850 staff were asked to complete the survey and there was a 54% response rate. It is recognised that there is under-reporting of disability. Actions were undertaken during 2012 on disability issues in line with the Equality Delivery System to improve this recording. These actions included the Employment Services department sending out the equality monitoring form to new staff when they are appointed and encouraging all new staff to provide this information at the Induction training.

Table 6 below shows the 2011 Census information relating to long term illness.

Table 6

Key population data Source: 2001 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
<b>% people with limiting long term illness</b>	<b>17</b>	<b>17</b>	<b>16</b>	<b>17</b>	<b>14</b>

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 staff survey figure of 14% is closer to the figure in the 2011 census.

#### 1.4 Sexual Orientation

Sexual orientation covers lesbian, gay and bisexual (LGB) staff. A total of 1% (0.9% in 2011) staff stated they are LGB. 51% (47% in 2011) staff declared they were heterosexual. In 2012, 31% (30% in 2010) did not disclose their sexual orientation and 17% (22% in 2011) were undefined. This information has only been collected in recent years and it appears that staff are more reluctant to share this information although the figures increase each year. However, the numbers are still too small to be statistically significant.

Table 7 shows sexual orientation by headcount and Full Time Equivalent.

Table 7

Sexual Orientation by FTE and headcount			
Sexual Orientation	Sum of FTE	Head count	Head count %
Lesbian	26.47	30	0.3%
Gay	28.09	31	0.3%
Bisexual	29.72	34	0.4%
Heterosexual	3,803.30	4583	51%
I do not wish to disclose my sexual orientation	2,246.25	2834	31%
Undefined	1,181.51	1559	17%
<b>Grand Total</b>	<b>7,315</b>	<b>9071</b>	<b>100.00%</b>

Figures are not collected on sexual orientation in the census. However the table below shows the number of civil partnerships and marriages. The number of civil partnerships for the population is higher compared to the figures for number of staff who state that they are lesbian, gay and bisexual at NBT.

Table 8

<b>Civil Partnerships data</b>	<b>England</b>	<b>South West England</b>	<b>Bristol</b>	<b>North Somerset</b>	<b>South Glos.</b>
<b>Source: 2011 Census</b>					
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
<b>Percentage</b>	<b>47</b>	<b>50</b>	<b>36</b>	<b>52</b>	<b>52</b>

The table above shows the percentage of civil partnerships in relation to marriages. 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. The census does not collect figures for sexual orientation.

It is estimated that approximately 10% of the population is 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 groups declaring a religion at 31.12.2012 were Christians representing 34% of staff (34% in 2011) and Atheists representing 6% of staff (6% in 2011). 36% (32% in 2011) of staff preferred not to say. There was a decrease in the percentage of “undefined” at 17% (22% in 2011).

Table 9 below shows staff declaring their religion or belief by headcount and Full Time Equivalent.

Table 9

<b>Religion or Belief 2012 - Headcount and FTE</b>			
	<b>Sum of FTE</b>	<b>Head count</b>	<b>Head count %</b>
Religious Belief			
Atheism	466	540	6%
Buddhism	24	30	0.3%
Christianity	2530	3092	34%
Hinduism	44	47	0.5%
Islam	69	85	1%
Judaism	6	7	0.08%
Sikhism	10	12	0.1%
Other	339	396	4.4%
I do not wish to disclose my religion/belief	2652	3303	36%
Undefined	1191	1572	17%
<b>Grand Total</b>	<b>7331</b>	<b>9084</b>	



These figures are improving but are still relatively small. There are 54% of staff who do not wish to disclose or do not complete this particular part of the equality monitoring form. Those not wishing to disclose increased by 4% from 2011, although the undefined category reduced by 4%.

Table 10 below shows the 2011 census data by religion and belief.

Table 10

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 biggest proportion of staff declaring their religion/belief as Christianity.

## 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 (15%) and the smallest group was those aged over 71. 55% (56% in 2011) of staff were over 40 and 21% (8% in 2011) were under 25 this is an increase of 12% from 2011. 28% of staff are over 50 (28% in 2011).

Table 12

<b>FTE and Headcount by Age 2012</b>			
<b>Age band</b>	<b>FTE</b>	<b>FTE %</b>	<b>Headcount</b>
16-20	64	0.9%	70
21-25	566	8%	602
26-30	878	12%	1022
31-35	873	12%	1116
36-40	894	12%	1151
41-45	933	13%	1192
46-50	1067	15%	1354
51-55	1001	14%	1225
56-60	747	10%	932
61-65	271	4%	374
66-70	20	0.3%	32
71 & Over	0.7	0.01%	1
<b>Grand Total</b>	<b>7315</b>	<b>101.03%</b>	<b>9071</b>

## 2 Applications for Employment

These figures were collected between January 2012 and December 2012.

### 2.1 Applicants and Staff Appointed by Ethnic Background

In 2012, 15% of staff appointed were from a BME background compared with 12% in 2011 this is an increase of 4%. 1000 fewer BME people applied however, more were appointed.

Table 13

<b>Applicants and Appointed by Race 2012</b>			
<b>Ethnicity</b>	<b>Number Applied in 2012</b>	<b>Total Applied %</b>	<b>Total Appointed %</b>
BME	3550	29	15
White	10631	70	84
Undisclosed	190	1	1
<b>Total</b>	<b>14171</b>		

### 2.2 Applicants and Staff Appointed by Gender

In 2011, 72% of staff appointed were female compared with 82% in 2011. Slightly fewer females applied in 2012 compared with 72% in 2011. In 2009, of all those appointed 81% were female, this figure has remained high over the last 4 years.

Table 14 Gender - Applicants and Appointed

<b>Applicants and Appointed by Gender 2012</b>			
<b>Gender</b>	<b>Number Applied in 2012</b>	<b>Total Applied %</b>	<b>Total Appointed %</b>
Female	10176	72	81
Male	3934	28	19
Undisclosed	61	0.4	0.1
<b>Total</b>	<b>14171</b>		

### 2.3 Applicants and Staff Appointed by Disability

In 2011, 1.6% of staff appointed declared themselves Disabled compared with 1.2% in 2010. There were slightly fewer disabled applicants in 2011, 3.3% compared with 3.4% in 2010. However in 2009, 0.2% were appointed who declared a disability.

There was an increase in appointments of disabled people – 4.4% in 2012 compared with 1.6% in 2011. This shows an increase of 4.1% since 2009. There was also a slight increase in the number of disabled people who applied for posts in 2012 (number 56) however, the figures are too small to be statistically significant.

Table 15

<b>Disability</b>	<b>Number Applied in 2012</b>	<b>Total Applied %</b>	<b>Total Appointed %</b>
Yes	575	4	4
No	13459	95	95
Undisclosed	137	1	0.3
<b>Total</b>	<b>14171</b>		

### 2.4 Applicants and Staff Appointed by Sexual Orientation

In 2012 2.2% of staff appointed were Lesbian, Gay or Bisexual compared with 1.6% in 2011

Table 16

<b>Sexual Orientation</b>	<b>Number Applied in 2012</b>	<b>Total Applied %</b>	<b>Total Appointed %</b>
Lesbian	84	0.6	0.5
Gay	126	0.9	1.1
Bisexual	148	1	0.7
Heterosexual	12952	91	92
Undisclosed	861	6	6
<b>Total</b>	<b>14171</b>		

Slightly more LGB people applied in 2011, 2.5% compared with 2.8%. While figures are small this is less than those who were appointed in 2009 which was 6.1%

## 2.5 Applicants and Staff Appointed by Religion or Belief

Christians represent the largest number of people appointed 54% (52% in 2011), followed by Atheists 19.1% (15% in 2011). Fewer staff chose not to disclose this information 11% compared with 12% in 2011. These figures have changed significantly since 2009 with 17% more people recording a Christian faith, 10% more saying they are Atheist and 33% more staff recording a faith. The 2009 report shows that 37% of those appointed were Christian an increase of around 17%, there are 4% more in the “Other” category while figures for Muslims, Hindu’s, Sikhs, and Jewish staff have barely altered.

Over 30% more staff have declared a religion or belief since 2009.

Table 17

Religion or Belief 2012	Number Applied in 2012	Total Applied %	Total Appointed %
Atheism	2428	17	19
Buddhism	132	1	1.3
Christianity	7088	50	54
Hinduism	408	3	1
Islam	926	7	2
Jainism	7	0.05	0
Judaism	23	0.1	0.2
Sikhism	85	1	1
Other	1652	12	11
Undisclosed	1425	1	11
<b>TOTAL</b>	<b>14171</b>		

## 2.6 Applicants and Staff Appointed by Age

38% (37% in 2012) of staff appointed were aged between 20 and 29 – this represented the largest group of those appointed. This is a change from 2009 when the highest number were in the group aged 30 – 39 at 36%.

Table 18

Age 2012	Number Applied in 2012	Total Applied %	Total Appointed %
Age up to 20	499	4	3
Age 20 - 29	6152	43	38
Age 30 - 39	3538	25	28
Age 40 - 49	2425	17	20
Age 50 - 59	1416	10	11
Age 60 - 69	130	1	0
Age 70 +	14	0.1	0
<b>Total</b>	<b>14171</b>		

### 3 Staff Training

There were 1384 staff in 2012 who either undertook some form of equality and diversity training, attended corporate induction or undertook the E learning equality and diversity course. Of these almost 14% were BME (17% in 2010) and 72% were female (66% 2010). There is an increase of 323 staff undertaking equality training since 2009. At that time these figures were not broken down by gender or race.

Table 19

<b>Equality Training for 2012</b>			
<b>Ethnic Category</b>	<b>Gender</b>		<b>Grand Total</b>
	<b>Female</b>	<b>Male</b>	
White	895	213	1108
BME	155	121	276
<b>Grand Total</b>	<b>1050</b>	<b>334</b>	<b>1384</b>

Induction training is mandatory for all new starters and includes a section on equality and diversity. The session covers the equality duties, the protected characteristics, the responsibility for equality, monitoring, the Two Ticks Disability scheme and 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.

Information is given out about the staff equality group. It is emphasised that equality monitoring is confidential, anonymous and voluntary for both patients and staff.

### 4 Full/Part-Time Status

Figures for the year to the 31<sup>st</sup> December 2012 show that 53% of staff worked full time (52% in 2011). These figures show little change since 2009.

#### **Full/Part-time Status by Gender 2012**

48% of staff worked part time in 2012, of which 44% (44% in 2011) were female and 3% (4% in 2011) were male. In 2009, 49% of staff worked part time, of which 44% were female and 5% were male.

Table 20

<b>Full/Part-time Status by Gender 2012</b>						
	<b>Female</b>			<b>Male</b>		
<b>Employee Category</b>	<b>Sum of FTE</b>	<b>Head count</b>	<b>Head count %</b>	<b>Sum of FTE</b>	<b>Head count</b>	<b>Head count %</b>
<b>Full Time</b>	3,290	3301	36%	1,476	1479	16%
<b>Part Time</b>	2,398	3934	43%	151	356	4%
<b>Undefined</b>			0.00%		1	0.01%
<b>Total</b>	<b>5,688</b>	<b>7235</b>	<b>79%</b>	<b>1,627</b>	<b>1836</b>	<b>20%</b>

### Full/Part Time Status by Ethnicity 2012

There was little difference in the proportion of white staff working full time - 44% (43% in 2011). 42% (43% in 2011) of part time staff are white.

Of the BME staff 8% (7.5% in 2011) were full time and 4% were part time (3.7% in 2010). There are 0.5% more BME full time staff than in 2009 and 2% fewer BME staff working part-time than in 2009.

Table 21

<b>Full/Part Time Status by Ethnicity 2012</b>						
	<b>Full Time</b>			<b>Part Time</b>		
<b>Ethnicity</b>	<b>Sum of FTE</b>	<b>Head count</b>	<b>Head count %</b>	<b>Sum of FTE</b>	<b>Head count</b>	<b>Head count %</b>
Black	693	695	8%	186	332	4%
White	4,000	4012	44%	2,307	3853	42%
Undisclosed	73	73	0.8%	6	105	1.1%
<b>Total</b>	<b>4,766</b>	<b>4780</b>	<b>53%</b>	<b>2,499</b>	<b>4290</b>	<b>47%</b>

### Full/Part Time Status by Disability

In 2012, 1% (0.6% in 2011) of staff who declared a disability were full time and 1% worked part time. These figures are too small to be of any statistical significance.

Table 22

<b>Full/Part Time Status by Disability 2012</b>						
	<b>Full Time</b>			<b>Part Time</b>		
<b>Disabled</b>	<b>Sum of FTE</b>	<b>Head count</b>	<b>Head count %</b>	<b>Sum of FTE</b>	<b>Head count</b>	<b>Head count %</b>
Yes	58	58	1%	35	56	1%
No	2,505	2514	28%	1,175	1895	21%
Not Declared	788	788	8.69%	359	669	7%
Undefined	1,415	1420	15.65%	981	1670	18%
<b>Total</b>	<b>4,766</b>	<b>4780</b>	<b>52.70%</b>	<b>2,550</b>	<b>4290</b>	<b>47%</b>

## 5 Benefits 2011

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.

Clinical Excellence Awards for 2012 show that 41 people were given awards. Of these 15 were female and 26 were male.

**The Ethnic Origin breakdown was as follows:**

British	27
Other White background	5
Other Black background	1
Indian	6
Any other mixed	1
Asian	1

## 6 Reasons for Leaving

In 2012, there were 1544 leavers. Information is collected on reasons for leaving by way of a termination form. The highest number was due to voluntary resignations 46%, followed by the expiry of fixed term contracts 33%. Many of these were doctors. The next highest number was for staff who retired - 11%.

The figures are too small to be statistically significant across the protected characteristics.

Table 23

Reasons for Leaving 2012	FTE	Head count	Head Count %
Bank Staff not fulfilled minimum work requirement	0	25	2%
Death in Service	6	7	0.4%
Dismissal – Capability	15	23	1%
Dismissal – Conduct	6	7	1%
Dismissal - Some Other Substantial Reason	4	6	0.4%
Dismissal - Statutory Reason	0.1	1	0.06%
Employee Transfer	7	9	0.6%
End of Fixed Term Contract	295	318	21%
End of Fixed Term Contract - Completion of Training Scheme	10	10	1%
End of Fixed Term Contract - End of Work Requirement	2	3	0.1%
End of Fixed Term Contract - External Rotation	152	162	10%

End of Fixed Term Contract – Other	13	14	1%
Flexi Retirement	3	3	0.1%
Has Not Worked	3	5	0.3%
Mutually Agreed Resignation - Local Scheme with Repayment	24	28	2%
Mutually Agreed Resignation - National Scheme with Repayment	1	1	0.06%
Not Set in Legacy at Migration	2	2	0.1%
Redundancy – Compulsory	20	26	2%
Redundancy – Voluntary	3	5	0.3%
Retirement - Ill Health	4	7	0.5%
Retirement Age	101	140	9%
Voluntary Early Retirement - no Actuarial Reduction	13	15	1%
Voluntary Early Retirement - with Actuarial Reduction	8	10	1%
Voluntary Resignation - Adult Dependants	6	7	0.4%
Voluntary Resignation - Better Reward Package	26	31	2%
Voluntary Resignation - Child Dependants	12	19	1%
Voluntary Resignation – Health	17	20	1%
Voluntary Resignation - Incompatible Working Relationships	3	4	0.3%
Voluntary Resignation - Lack of Opportunities	14	20	1%
Voluntary Resignation - Other/Not Known	214	381	25%
Voluntary Resignation – Promotion	30	38	3%
Voluntary Resignation – Relocation	84	93	6%
Voluntary Resignation - To undertake further education or training	40	44	3%
Voluntary Resignation - Work Life Balance	45	60	4%
<b>Total</b>	<b>1183</b>	<b>1544</b>	

For leavers by age the highest number was for those between the ages of 26 – 30 22% (19% in 2011) followed by 31 – 35 years olds 16% (17% in 2011), 21 – 25 year olds 11% (14% in 2011) and 36 – 40 year olds 14% (12% in 2011). After age 40 these figures reduce for age bands 41 – 45 at 8% (8% in 2011) to 0.3% (1.4% in 2011) at 66 – 70. The exception being at age bands 56 – 60 9% (8% in 2011) and 61 – 65 9% (7% in 2011) which may be due to retirements. 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.



Leaving Reason 2012 - All Staff by Age			
	FTE	Headcount	Headcount%
<b>Age Band</b>			
16 – 20	10	12	1%
21 – 25	155	164	11%
26 – 30	287	339	22%
31 – 35	184	243	16%
36 – 40	136	210	14%
41 – 45	77	119	8%
46 – 50	74	97	6%
51 – 55	54	79	5%
56 – 60	105	137	9%
61 – 65	96	136	9%
66 – 70	2	5	0.3%
71 & above	2	3	0.2%
<b>Total</b>	<b>1182</b>	<b>1544</b>	

## 7 Harassment and Bullying

The harassment advice line service was launched in November 2009 following responses to the Staff Attitude Survey 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 22 below shows the number of staff contacting the service between January 2012 and December 2012 and the reason why.

Table 24

Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Age								1				
Race							1					
Disability	1	1										
Sexual Orientation												
Gender			1									
Management Behaviour												
Perceived Unfair												
Other	2				7	2			2		4	5
<b>Total</b>	<b>3</b>	<b>1</b>	<b>1</b>		<b>7</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>5</b>

## 8 Trust Board Equality Profile 2011

The equality profile for the North Bristol Trust Board is set out below. This has not changed since 2011. 21% are female and 7% declare a disability. 14% are from a BME background.

Trust Board Equality Profile 2012									
Numbers of Execs	Numbers of non-Execs	Female	Male	BME	Disabled	Lesbian	Gay	Bisexual	Trans
9	5	3	11	2	1	0	0	0	N/k

## 9 Workforce Diversity Profile

Figures taken from the Electronic Staff Record show that the percentage of BME Staff was 12% (8% in 2011) and the percentage for White Staff was 86% (77% in 2011). One very positive change can be seen in staff where 4% more BME people were appointed than in 2012, the percentage of BME staff has fallen from 16 per cent in 2009 to 12 per cent in 2012.

Bristol has a BME population of 22% and there are 12% BME staff employed by the Trust. However, this is around 4% higher than the census figures for South Gloucestershire and 16% higher than North Somerset.

Full time equivalent females represent 78% of the workforce and full time equivalent males represent 22% of the workforce. This figure has hardly changed since 2009 (77%). 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 at 77%.

This report has been collated since 2009. There have been some changes in the last four years but often these movements are so small that they don't have any statistical significance. Staff seem reluctant to record their disability and/or sexual orientation and staff record while those with a religion or belief have increased during this time.

Over the last year more people recorded a disability and/or their sexual orientation.

The total number of staff who declared a disability was 1.5% on the Electronic Staff Record. This figure has risen very slowly since 2009 but is too small to be statistically significant.

However, the Staff Attitude Survey showed 14% of staff who completed the form in 2011 stated they were disabled, an increase of 2%. New staff are encouraged to provide this information during the induction process. The staff survey figure of 14% of disabled people is comparable with census figures for Bristol, which is 16%.

4.4% more disabled people were appointed than in the previous year.

Sexual orientation covers lesbian, gay and bisexual (LGB) staff. A total of 1% staff stated they are LGB, a slight increase since 2011 (0.9% in 2011). 51% (47% in 2011) staff declared they were heterosexual. In 2012, 31% (30% in 2010) did not disclose their sexual orientation and 17% (22% in 2011) were undefined. These figures are reducing slowly and more are giving this data. 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 also an increase in staff appointed who are LGB in 2012 compared with 2011, but the figure is very small.

There was an increase of 4.3% of staff recording their Religion or Belief.

The biggest age group comprised staff aged from 46 – 50 (15%) and the smallest group was those aged over 71. 55% of staff were over 40 and 21% (8% in 2011) were under 25, this is an increase of 12% from 2011. 28% of staff are over 50 (28% in 2011).

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