

2013

Monitoring Report Annual Equality Statistics



Exceptional healthcare, personally delivered

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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. Some figures have been rounded up.

1 Staff in Post

The total number of staff (headcount) at the Trust on 31.12.2013 was 8975 (97 less than in 2012) and 7263 FTE (full time equivalent). This figure excludes bank staff. In 2010 the overall headcount was 9011.

1.1 Ethnicity

The percentage of BME Staff at 31.12.2013 was 12.5% (12% in 2012) 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).

Full Time Equivalent staff by staff group and Ethnicity FTE 2013							
Staff Group	Medical			Non-Medical			Grand Total
	Black	White	Un disclosed	Black	Un disclosed	White	
Add Prof Scientific and Technic				15	1	207	223
Additional Clinical Services				126	15	1024	1165
Administrative and Clerical				63	22	1411	1496
Allied Health Professionals				22	6	439	467
Estates and Ancillary				76	9	397	483
Healthcare Scientists				24	10	339	373
Medical and Dental	181	631	26				838
Nursing and Midwifery Registered				377	43	1797	2217
Students				1			1
Grand Total	181	631	26	705	105	5615	7263
% Workforce	2.50%	9.00%	0.50%	10%	1.00%	77.00%	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 has been set up led by the Director of Organisation, People & Performance. One of the actions agreed that members of the Trust Board will mentor staff from a BME background.

Ethnicity of staff by pay band (showing FTE) 2013

Band	Black	White	Undisclosed	Grand Total
1	0.15%	0.49%	0.01%	0.66%
2	2.17%	13.99%	0.26%	16.42%
3	0.71%	10.25%	0.08%	11.05%
4	0.31%	7.82%	0.21%	8.33%
5	4.66%	16.80%	0.17%	21.63%
6	1.15%	13.45%	0.43%	15.03%
7	0.31%	9.46%	0.19%	9.96%
8a	0.08%	2.81%	0.00%	2.90%
8b	0.03%	1.16%	0.01%	1.20%
8c	0.01%	0.47%	0.00%	0.48%
8d	0.00%	0.37%	0.01%	0.39%
Grand Total	12.20%	86.00%	1.80%	100.00%

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

Key population data Source: 2011 Census	England	South West England	Bristol	North Somerset	South Glos.
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% 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. There is an average of 14% BME people in the three BNSSG areas.

1.2 Gender

In 2013 there were 5642 full time equivalent females (representing 78% of the workforce) and 1621 full time equivalent males (representing 22% of the workforce). This has hardly changed since 2009 (77% female 22% male). The figures for 2013 can be seen by staff group in **Table 4** below.

Full Time Equivalent staff by Gender 2013

Staff Group	Female	Male	Grand Total
Add Prof Scientific and Technic	159	64	223
Additional Clinical Services	972	194	1165
Administrative and Clerical	1237	259	1496
Allied Health Professionals	396	71	467
Estates and Ancillary	224	259	483
Healthcare Scientists	239	134	373
Medical and Dental	383	455	838
Nursing and Midwifery Registered	2032	185	2217
Students	1		1
Grand Total	5643	1621	

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

Key population data Source: 2011 Census	England	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%	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 31.12.2013 was 1.2% (1.3% in 2012). A total of 46% did not declare a disability or have non-disabled status compared with 62% in 2012. The figure for disabled staff has risen very slightly since 2009 when it was 1.1% which is too small to be statistically significant.

Table 6 below shows the number of staff who declared their disability status as at 31.12.2013.

Full Time Equivalent staff by Disability 2013

Number of Disabled Staff 2013	Yes	No	Not Declared	Undefined	Grand Total
Headcount	108	4745	1338	2787	8978
Headcount %	1.20%	54%	15%	31%	

The National Staff Attitude Survey (SAS) results for NBT in 2013 reported a total of 17% (70) of staff who declared they were disabled. A total of 850 staff were asked to complete the survey and there was a 52% response rate. It is recognised that there is under-reporting of disability. Actions were taken during 2013 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.

A seminar held during Disability History Month in December 2013 noted that some disabled staff had concerns about recruitment and promotion. These will be looked at in 2014 and an action plan drawn up.

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

Key population data Source: 2011 Census	England	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 staff survey figure of 14% is closer to the figures in the 2011 census.

1.4 Sexual Orientation

Sexual orientation covers lesbian, gay and bisexual (LGB) staff. A total of 1% (1% in 2012) staff stated they are LGB. 52% (51% in 2012) of staff declared they were heterosexual. In 2013, 31% (31% in 2012) did not disclose their sexual orientation and 16% (15% in 2012) 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 8 shows sexual orientation by headcount and Full Time Equivalent.

Full Time Equivalent and headcount staff by Sexual Orientation 2013			
Sexual Orientation	Sum of FTE	Headcount	Headcount %
Lesbian	30	33	0.37%
Gay	33	35	0.39%
Bisexual	34	38	0.42%
Heterosexual	3898	4677	52%
I do not wish to disclose my sexual orientation	2167	2796	31%
Undefined	1100	1399	16%
Grand Total	7262	8978	

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. The census does not collect figures for sexual orientation.

Civil Partnerships data Source: 2011 Census	England	South West England	Bristol	North Somerset	South Glos.
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 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 31.12.2013 were Christians representing 34% of staff (34% in 2012) and Atheists representing 6% of staff (6% in 2012).

The next largest group is "Other" at 5% an increase from 4% in 2012. When all religions, excluding the "Other" category, are added together this represents 3% of staff (2% in 2012). There was a slight increase 37% (36% in 2012) of staff who preferred not to say. There was a slight decrease in the percentage of "undefined" at 16% (17% in 2012).

Table 10 below shows staff declaring their religion or belief by headcount and Full Time Equivalent.

Full Time Equivalent and headcount staff by Religion or Belief 2013

Religious Belief	Sum of FTE	Headcount	Headcount %
Atheism	495	578	6%
Buddhism	24	30	0.3%
Christianity	2552	3092	34%
Hinduism	35	38	0.4%
Islam	51	64	0.7%
Jainism	0.85	1	0.01%
Judaism	6	7	0.08%
Sikhism	10	12	0.1%
Other	364	423	5%
I do not wish to disclose my religion/ belief	2624	3334	37%
Undefined	1100	1399	16%
Grand Total	7262	8978	

1.5 Religion or Belief (continued)

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

Key population data Source: 2011 Census percentage	England	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 for those aged over 71. 56% (55% in 2013) of staff were over 40 and 7% (9% in 2012) were under 25 this is a decrease of 15% from 2009. 28% of staff are over 50 (28% in 2012).

Full Time Equivalent and headcount staff by Age 2013

Age Band	Sum of FTE	Headcount	Headcount %
16-20	56	62	7%
21-25	524	558	6%
26-30	893	1036	12%
31-35	872	1131	13%
36-40	900	1150	13%
41-45	902	1143	13%
46-50	1065	1336	15%
51-55	989	1212	13%
56-60	762	940	10%
61-65	258	345	4%
66-70	39	63	0.7%
71 & Over	1.6	2	0.2%
Grand Total	7261	8978	

2 Applications for Employment

These figures were collected between 1st January 2013 and 31st December 2013.

2.1 Applicants and Staff Appointed by Ethnic Background

In 2013, 14% of staff appointed were from a BME background compared with 15% in 2012 a decrease of 1%. 758 fewer BME people applied than in the previous year. In 2013, 10% more White people were appointed than in 2012. Also further 14% more White people were appointed than BME.

Applicants and Staff Appointed by Ethnicity 2013

Ethnicity	Number Applied in 2013	Total Applied %	Total Appointed %
BME	2792	22	14
White	10061	78	88
Undisclosed	126	0.97	0.54
Grand Total	12979		

2.2 Applicants and Staff Appointed by Gender

In 2013, 82% of staff appointed were female compared with 81% in 2011. Slightly fewer females applied (470) in 2013 compared to 2012. In 2009, of all those appointed 81% were female, this figure has remained stable over the last 5 years.

Applicants and Staff Appointed by Gender 2013

Gender	Number Applied in 2013	Total Applied %	Total Appointed %
Female	9706	75	82
Male	3236	25	18
Undisclosed	37	0.29	0.00
Grand Total	12979		

2.3 Applicants and Staff Appointed by Disability

In 2013, 3% of staff appointed declared themselves Disabled compared with 1.6% in 2012. There was the same percentage of disabled applicants in 2013 as the previous year. In 2013 1% fewer disabled people were appointed. However in 2009, only 0.2% of staff who were appointed declared a disability.

There was also a decrease in the number of disabled people who applied for posts in 2013 (number 109). The figures are too small to be statistically significant.

Applicants and Staff Appointed by Disability 2013

Disability	Number Applied in 2013	Total Applied %	Total Appointed %
Yes	466	4	3
No	12407	96	97
Undisclosed	106	0.82	0.63
Grand Total	12979		

2.4 Applicants and Staff Appointed by Sexual Orientation

In 2013, 2.5% of staff appointed were Lesbian, Gay or Bisexual compared with 2.3% in 2012. In 2009, 0.91% of those appointed were LGB. 395 LGB people applied in 2013 compared with 358 in 2012. These figures are too small to be statistically significant.

Applicants and Staff Appointed by Sexual Orientation 2013

Sexual Orientation	Number Applied in 2013	Total Applied %	Total Appointed %
Lesbian	94	0.72	0.81
Gay	127	0.98	0.72
Bisexual	174	1.34	0.99
Heterosexual	11887	91.59	91.88
Undisclosed	697	5.37	5.59
Grand Total	12979		

2.5 Applicants and Staff Appointed by Religion or Belief

Christians represent the largest number of people appointed in 2013, 54% which is the same as for 2012, followed by Atheists 18% (19% in 2012). Slightly more people chose not to disclose this information 12% in 2013 compared with 11% in 2011. The 2009 report shows that 37% of those appointed were Christian an increase of 17% since then. There was 1% more in the "Other" category while all others i.e. Muslims, Hindus, Sikhs, Jains and Jewish staff have decreased from just under 4% in 2009 to almost 2.5% in 2013.

These figures have changed significantly since 2009 with 17% more people recording a Christian faith and 11% more saying they are Atheist. 6% more staff record a faith than in 2009. 31% more applicants record a religion or belief than in 2009.

Applicants and Appointed by Religion or Belief 2013

Religion or Belief	Number Applied in 2013	Total Applied %	Total Appointed %
Atheism	2376	18	20
Buddhism	108	0.83	0.6
Christianity	6450	50	54
Hinduism	264	2	0.9
Islam	628	5	0.8
Jainism	6	0.05	0.09
Judaism	13	0.10	0.00
Sikhism	65	0.50	0.09
Other	1690	13	12
Undisclosed	1379	11	12
Grand Total	12979		

2.6 Applicants and Staff Appointed by Age

35% (38% 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 appointed were in the group aged 30 – 39 at 36%.

Applicants and Staff Appointed by Age 2013

Age	Number Applied in 2013	Total Applied %	Total Appointed %
Age up to 20	369	3	3
Age 20 - 29	5352	41	35
Age 30 – 39	3349	26	31
Age 40 – 49	2269	17	21
Age 50 – 59	1449	11	10
Age 60 - 69	177	1.36	0.99
Age 70 +	14	0.11	0.18
Grand Total	12979		

3 Staff Training

There were 1195 staff 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 almost 14% were BME, this has not changed since 2012. 68% were female (72% 2012). There is a slight drop of 189 staff undertaking equality training since 2012.

Equality Training for 2013	Gender		Grand Total
Ethnic Category	Female	Male	
BME	99	68	167
Ethnicity not recorded	110	40	150
White	710	168	878
Grand Total	919	276	1195

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, 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 31st December 2013 show that 52% of staff worked full time (53% in 2013). These figures show little change since 2009.

Full/Part-time Status by Gender 2013

47% (48% in 2012) of staff worked part time in 2013. 43% were female and 4% were male, similar to 2012. In 2009, 49% of staff worked part time, of which 44% were female and 5% were male.

Full/Part-time Status by Gender 2013

Employee Category	Female			Male		
	Sum of FTE	Headcount	Count of Employee Number	Sum of FTE	Headcount	Count of Employee Number
Full Time	3252	3254	36%	1467	1468	16%
Part Time	2389	3871	43%	153	383	4%
Undefined	1.00	1	0.01%	1	1	0.01%
Grand Total	5642	7126		1621	1852	20%

Full/Part Time Status by Ethnicity 2013

There was little difference in the proportion of white staff working full time 44% (44% in 2012). 43% (42% in 2012) of part time staff are white.

Of BME staff 8% (8% in 2012) were full time and 4% were part time (4% in 2012). There are 0.5% more BME full time staff than in 2009 and 2% fewer BME staff working part-time than in 2009.

Full/Part Time Status by Ethnicity 2013

Ethnicity	Full Time			Part Time		
	Sum of FTE	Headcount	Count of Employee Number	Sum of FTE	Headcount	Count of Employee Number
Black	687	687	8%	199	343	4%
White	3954	3957	44%	2289	3818	43%
Undisclosed	78	78	0.9%	53	93	1%
Grand Total	4719	4722	53%	2541	4254	48%

4 Full/Part-Time Status (continued)

Full/Part Time Status by Disability 2013

In 2013, 1% (1% 2012) of staff who declared a disability were full time and 0.5% worked part time (1% 2012). While these figures are too small to be of any statistical significance there has also been very little change since 2009.

Full/Part Time Status by Disability 2013

Disabled	Full Time			Part Time		
	Sum of FTE	Headcount	Count of Employee Number	Sum of FTE	Headcount	Count of Employee Number
Yes	61	61	0.68%	30	47	0.52%
No	2718	2720	30%	1266	2023	23%
Not Declared	648	648	7%	333	690	8%
Undefined	1293	1293	14%	913	1494	17%
	4719	4722	53%	2541	4254	47%
Undefined	1415	1420	16%	981	1670	18%
Grand Total	4766	4780	54%	2550	4290	47%

5 Benefits 2013

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 2013 show that 43 doctors were given awards. Of these 12 were female and 31 were male.

The Ethnic Origin breakdown was as follows:

Benefits 2013 by Ethnic Origin	
British	26
Other White background	4
Not stated	4
Indian	3
White and Asian	2
White and Black Caribbean	1
Other Asian	1
Any other	1
Irish	1
Grand Total	43

6 Reasons for Leaving

In 2013, there were 1648 leavers (1544 in 2012). For leavers by age the highest number was for those between the ages of 26-30 19% (22% in 2011) followed by 31-35 years olds 16% (16% in 2012), 21-25 year olds 11% (11% in 2012) and 36-40 year olds 12% (12% in 2012). After age 40 these figures reduce for age bands 41-45 at 8% (8% in 2012) to 1% (0.3% in 2012) at 66-70. The exception being at age bands 56-60 9% (9% in 2012) and 61-65 7% (7% in 2012) 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 especially doctors.

Leaving 2013 - All Staff by Age

Age Band	Count of FTE	Headcount	Headcount %
16 - 20	18	18	1%
21 - 25	182	182	11%
26 - 30	319	319	19%
31 - 35	267	267	16%
36 - 40	197	197	12%
41 - 45	129	130	8%
46 - 50	121	122	7%
51 - 55	124	125	8%
56 - 60	147	147	9%
61 - 65	122	123	7%
66 - 70	18	18	1%
Grand Total	1644	1648	

Information is collected on reasons for leaving by way of a termination form. The highest number was due to voluntary resignations 24% (46% in 2012) followed by the expiry of fixed term contracts 17% (33% 2012). The next highest number was for staff who retired – 10% (11% in 2012). The figures are too small to be statistically significant across the protected characteristics.

Leaving Reason 2013

Leaving Reason	Sum of FTE	Headcount	Headcount %
Bank Staff not fulfilled minimum work requirement	0.00	6	0.36%
Death in Service	4	6	0.36%
Dismissal - Capability	14	21	1.27%
Dismissal - Conduct	6	7	0.42%
Dismissal - Some Other Substantial Reason	7	10	0.61%
Dismissal - Statutory Reason	2	2	0.12%
Employee Transfer	86	106	6%
End of Fixed Term Contract	155	174	11%
End of Fixed Term Contract - Completion of Training Scheme	6	7	0.42%
End of Fixed Term Contract - End of Work Requirement	6	7	0.42%
End of Fixed Term Contract - External Rotation	157	165	10%
End of Fixed Term Contract - Other	98	99	6%
Flexi Retirement	9	10	0.61%
Has Not Worked	5	7	0.42%
Mutually Agreed Resignation - Local Scheme with Repayment	14	18	1%
Mutually Agreed Resignation - Local Scheme without Repayment	3	3	0.18%
Pregnancy	1	1	0.06%
Redundancy - Compulsory	2	4	0.24%
Redundancy - Voluntary	1	1	0.06%
Retirement - Ill Health	5	8	0.49%
Retirement Age	113	153	9%
Voluntary Early Retirement - no Actuarial Reduction	12	15	0.91%
Voluntary Early Retirement - with Actuarial Reduction	7	10	0.61%
Voluntary Resignation - Adult Dependants	4	5	0.30%
Voluntary Resignation - Better Reward Package	24	29	2%
Voluntary Resignation - Child Dependants	21	34	2%
Voluntary Resignation - Health	15	21	1%
Voluntary Resignation - Incompatible Working Relationships	3	3	0.18%
Voluntary Resignation - Lack of Opportunities	13	15	0.91%
Voluntary Resignation - Other/Not Known	288	398	24%
Voluntary Resignation - Promotion	68	77	5%
Voluntary Resignation - Relocation	88	104	6%
Voluntary Resignation - To undertake further education or training	32	39	2%
Voluntary Resignation - Work Life Balance	63	83	5%
Grand Total		1648	

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 24 below shows the number of staff (28) contacting the service between January 2013 and December 2013 and the reason why. Low figures are a concern and the service has been moved into the Equality Unit to see if this will encourage more staff to use the service.

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

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 12.5% (12% in 2012) and the percentage for White Staff was 86% (86% in 2012). Only 1% more BME people were appointed than in 2013 than White staff. The percentage of BME staff has fallen from 16 per cent in 2009 to 12.5% in 2013

The BME population for Bristol, South Gloucestershire and North Somerset is 14% and the figures for BME staff in different bands show the number in Band 5 at almost 5% less than 1% in Band 8. Consequently a BME Career Development group was set up in 2013 led by Harry Hayer, Director of Organisation, People & Performance and the Trust's BME champion and he organised mentors at Board level. Other initiatives will be identified in 2014.

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% female and 22% male). 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.

The total number of staff who declared a disability was 1.2% 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 17% of staff who completed the form in 2013 stated they were disabled, an increase of 3%. New staff are encouraged to provide this information during the induction process. The survey figure is comparable with the census figure for Bristol, which is 16%.

3% more disabled people were appointed than non disabled which is a slight drop of 1.4% from 2012. A seminar held during Disability History Month in December 2013 noted that disabled staff had concerns about recruitment and promotion. These will be looked at in 2014.

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

Sexual orientation covers lesbian, gay and bisexual (LGB) staff. A total of 1% staff stated they are LGB, a slight decrease since 2009. Figures for non declaration are reducing slowly. 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 2013 compared with 2012, again the figure is very small.

There was no change in the number 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).

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.

It was found that due to a technicality the equality data for new staff was not being recorded. This has been rectified and improved figures are expected for 2014.

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