

# **Annual Equality Statistics Monitoring Report**

**North Bristol NHS Trust**

**2011**

## **Contents**

### **Page Number**

#### **Introduction**

<b>1. Staff in Post</b>	<b>4</b>
<b>2. Applications for Employment</b>	<b>9</b>
<b>3. Staff Training</b>	<b>12</b>
<b>4. Full/Part Time Status</b>	<b>12</b>
<b>5. Benefits</b>	<b>14</b>
<b>6. Reasons for Leaving</b>	<b>14</b>
<b>7. Harassment and Bullying</b>	<b>16</b>
<b>8. Trust Board Equality Profile 2011</b>	<b>17</b>

## 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 Specific Duties Regulations 2011. The latter obliges us to provide information relating to persons who have a relevant protected characteristic who are our employees. 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 obligation, showing how we meet the Public Sector Equality Duty (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:

: "...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 have recently been agreed 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.

**Lesley Mansell**  
**Equality and Diversity Manager**  
**April 2012**

## 1 Staff in Post

The total number of staff (headcount) at the Trust at 31.12.2011 was 9147 (7346.39 FTE). This figure excludes bank staff.

### 1.1 Ethnicity

The percentage of BME Staff at 31.12.2011 was 8.28% (10.15% in 2010) and the percentage for White Staff was 77.29% (76.83% in 2010).

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

**Table 1**

Ethnicity by staff group and FTE						2011
Staff Group	Medical		Non Medical		Undisclosed	Grand Total
	Black	White	Black	White		
Add Prof Scientific and Technical			8.67	206.75	1.60	217.03
Additional Clinical Services			107.22	1029.76	18.63	1155.61
Administrative and Clerical			60.4	1391.69	28.07	1480.15
Allied Health Professionals			18.73	475.84	5.62	500.19
Estates and Ancillary			98.58	444.19	9.35	552.12
Healthcare Scientists			27.76	365.55	10.68	403.98
Medical and Dental	174.66	608.63			20.90	804.19
Nursing and Midwifery Registered			381.15	1800.97	50.99	2233.12
<b>Grand Total</b>	<b>174.66</b>	<b>608.63</b>	<b>702.51</b>	<b>5714.75</b>	<b>145.84</b>	<b>7346.39</b>

  

<b>% Workforce</b>	<b>2.38</b>	<b>8.28</b>	<b>9.56</b>	<b>77.79</b>	<b>1.99</b>	<b>100</b>
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Table 2 below shows the BME population taken from the 2001 census figures for the South West, Bristol, North Somerset and South Gloucestershire areas. It is anticipated that the 2011 Census figures will be available for the 2012 report.

**Table 2**

Key population data	England	South West England	Bristol	North Somerset	South Glos.
Source: 2001 Census					
Total population	49,138,831	4,928,434	380,615	188,556	245,644
BME	9.07%	2.29%	8.17%	1.38%	2.36%
White	90.93%	97.71%	91.84%	98.62%	97.64%

The 2001 census showed that less than 3% of the population in the South West are from a Black or Minority Ethnic (BME) background.

Bristol has a more diverse population with 8% coming from a BME background.

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 2010.

## 1.2 Gender

In 2011 there were 5696.02 full time equivalent females (representing 77.53% of the workforce) and 1650.37 full time equivalent males (representing 22.47% of the workforce). These figures can be seen by staff group in Table 3 below.

**Table 3**

<b>Full Time Equivalent staff by Gender</b>				
<b>Staff Group</b>	<b>Female FTE</b>	<b>Male FTE</b>	<b>Total FTE</b>	<b>Total FTE %</b>
<b>Add Prof Scientific and Technic</b>	154.58	62.44	217.03	2.95%
<b>Additional Clinical Services</b>	969.51	186.1	1155.61	15.73%
<b>Administrative and Clerical</b>	1246.86	233.29	1480.15	20.15%
<b>Allied Health Professionals</b>	430.63	69.56	500.19	6.81%
<b>Estates and Ancillary</b>	247.14	304.98	552.12	7.52%
<b>Healthcare Scientists</b>	258.24	145.75	403.98	5.50%
<b>Medical and Dental</b>	353.8	450.39	804.19	10.95%
<b>Nursing and Midwifery Registered</b>	2035.26	197.86	2233.12	30.40%
<b>Grand Total</b>	<b>5696.02</b>	<b>1650.37</b>	<b>7346.39</b>	<b>100.00%</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 2001 Census figures broken down by gender for the South West, Bristol, North Somerset and South Gloucestershire areas.

**Table 4**

<b>Key population data</b>	<b>England and Wales</b>	<b>South West England</b>	<b>Bristol</b>	<b>North Somerset</b>	<b>South Glos.</b>
<b>Source: 2001 Census</b>					
<b>Total population</b>	<b>52,041,916</b>	<b>4,928,434</b>	<b>380,615</b>	<b>188,556</b>	<b>245,644</b>
<b>Female</b>	51.33%	51.38%	51.22%	51.41%	50.56%
<b>Male</b>	48.67%	48.62%	48.78%	48.59%	49.44%

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

## 1.3 Disability

The total number of staff who declared a disability as at 31.12.2011 was 1.32% (up from 1.15% in 2010). A total of 58% did not declare a disabled or non disabled status compared with 80% in 2010.

Table 5 below shows the number of staff who declared their disability status as at 31.12.2011.

**Table 5**

Number of Staff and Disability Status 2011	Disability				Total Headcount
	Yes	No	Not Declared	Undefined	
	<b>Total</b>	120	3680	1127	

<b>Percentage of Workforce</b>	1.32	40.58	12.42	45.66	
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The National Staff Attitude Survey (SAS) results for NBT in 2011 reported a total of 14% of staff who declared they were disabled. A total of 850 staff were asked to complete the survey, with a 56% response rate. It is recognised that there is under-reporting of disability. Actions were undertaken during 2011 on disability issues in line with the Equality Scheme which may have contributed to an improvement in recording.

The census in 2001 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 than those who declared a disability in our 2011 workforce. The SAS figure is closer to that from the census.

Table 6 below shows the 2001 Census information relating to long term illness.

**Table 6**

Key population data Source: 2001 Census	England and Wales	South West England	Bristol	North Somers et	South Glos.
<b>Total population</b>	<b>52,041,916</b>	<b>4,928,434</b>	<b>380,615</b>	<b>188,556</b>	<b>245,644</b>

<b>% people with limiting long term illness</b>	<b>18.23%</b>	<b>18.10%</b>	<b>17.80%</b>	<b>18.52%</b>	<b>14.53%</b>
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#### 1.4 Sexual Orientation

Sexual orientation covers lesbian, gay and bisexual (LGB) staff. A total of 0.99% (0.91% in 2010) staff stated they are LGB. 47.31% (40.08% in 2010) staff declared they were heterosexual. In 2011, 30.05% (14.09% in 2010) did not disclose their sexual orientation and 21.65% records were undefined.

This information has only recently been collected and it appears that staff are more reluctant to share this information.

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

**Table 7**

<b>Sexual Orientation by FTE and headcount</b>			
<b>Sexual Orientation</b>	<b>FTE</b>	<b>Headcount</b>	<b>Headcount %</b>
<b>Lesbian</b>	24.58	27	0.30%
<b>Gay</b>	28.43	30	0.33%
<b>Bisexual</b>	28.92	33	0.36%
<b>Heterosexual</b>	3566.75	4290	47.31%
<b>I do not wish to disclose my sexual orientation</b>	2242.27	2725	30.05%
<b>Undefined</b>	1455.44	1963	21.65%
<b>Grand Total</b>	<b>7346.39</b>	<b>9068</b>	<b>100.00%</b>

Figures are not collected on sexual orientation in the census. 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 31.12.2011 were Christians representing 34.29% of staff (29.27% in 2010) and Atheists representing 5.96% of staff (4.86% in 2010). 31.89% (16.44% in 2010) of staff preferred not to say. There was a decrease in the percentage of “undefined” records (22%).

Table 8 below shows staff declaring their religion or belief by headcount and Full Time Equivalent.

**Table 8**

<b>Religion or Belief 2011 Headcount and FTE</b>	<b>FTE</b>	<b>Headcount</b>	<b>Total Headcount %</b>
<b>Religious Belief</b>			
<b>Atheism</b>	468.81	540	5.96
<b>Buddhism</b>	26.95	32	0.35
<b>Christianity</b>	2569.19	3121	34.42
<b>Hinduism</b>	37.15	40	0.44
<b>Islam</b>	59.73	75	0.83
<b>Judaism</b>	7.81	9	0.1
<b>Sikhism</b>	9.63	11	0.12
<b>Other</b>	334.78	385	4.25
<b>I do not wish to disclose my religion/belief</b>	2376.9	2892	31.89
<b>Undefined</b>	1455.44	1963	21.65
<b>Grand Total</b>	<b>7346.39</b>	<b>9068</b>	<b>100</b>

These figures are improving but there is still a high proportion of staff who do not wish to disclose or do not complete this particular part of the equality monitoring form.

Table 9 below shows the 2001 census data by religion and belief

**Table 9**

Key population data Source: 2001 Census	England and Wales	South West England	Bristol	North Somerset	South Glos.
Total population	52,041,916	4,928,434	380,615	188,556	245,644

Atheism					
Buddhism	0.28%	0.23%	0.42%	0.17%	0.14%
Christianity	71.75%	73.99%	62.07%	74.98%	73.92%
Hinduism	1.06%	0.17%	0.56%	0.10%	0.28%
Islam	2.97%	0.48%	2.01%	0.24%	0.36%
Judaism	0.50%	0.14%	0.22%	0.09%	0.06%
Sikhism	0.63%	0.09%	0.47%	0.03%	0.14%
Other	0.29%	0.37%	0.46%	0.35%	0.23%
No religion	14.81%	16.75%	24.52%	16.58%	17.46%
Religion not stated	7.71%	7.79%	9.28%	7.45%	7.42%

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 (14.57%) and the smallest group was those aged over 71 or 55.74% (39.79% in 2010) of staff were over 40 and 8.12% (9.66% in 2010) were under 25. 28% of staff are over 50. (26.58% in 2010).

**Table 10**

FTE and Headcount by Age			
Age Band	FTE	FTE %	Headcount
16 - 20	52.43	0.71	55
21 - 25	544.67	7.41	575
26 - 30	874.14	11.9	989
31 - 35	881.17	11.99	1,110
36 - 40	898.67	12.23	1,179
41 - 45	967.72	13.17	1,230
46 - 50	1,070.63	14.57	1,351
51 - 55	1,025.87	13.96	1,253
56 - 60	741.85	10.1	924
61 - 65	273.16	3.72	376
66 - 70	13.6	0.19	22
71 & above	2.48	0.03	4
<b>Total</b>	<b>7346.39</b>	<b>100</b>	<b>9,068</b>



## 2 Applications for Employment

These figures were collected between January 2011 and December 2011.

### 2.1 Applicants and Staff Appointed by Ethnic Background

In 2011, 11.60% of staff appointed were from a BME background compared with 11.46% in 2010. Fewer BME people applied however - 28.98% compared to 30.32% in 2010.

**Table 11**

<b>Ethnicity</b>	<b>Number Applied in 2011</b>	<b>Total Applied %</b>	<b>Total Appointed %</b>
BME	4550	28.98	11.6
White	11001	70.07	88.4
Undisclosed	150	0.95	0
<b>Grand Total</b>	<b>15701</b>		

### 2.2 Applicants and Staff Appointed by Gender

In 2011, 82.40% of staff appointed were female compared with 72.04% in 2010. Slightly more females applied in 2011 - 72.04% compared to 71.23% in 2010.

**Table 12**

<b>Gender</b>	<b>Number Applied in 2011</b>	<b>Total Applied %</b>	<b>Total Appointed %</b>
Female	11311	72.04	82.4
Male	4367	27.81	17.6
Undisclosed	23	0.15	0
<b>Grand Total</b>	<b>15701</b>		

### 2.3 Applicants and Staff Appointed by Disability

In 2011, 1.60% of staff appointed declared themselves Disabled compared with 1.28% in 2010. There were slightly fewer disabled applicants in 2011, 3.36% compared with 3.40% in 2010.

**Table 13**

<b>Disability</b>	<b>Number Applied in 2011</b>	<b>Total Applied %</b>	<b>Total Appointed %</b>
<b>Yes</b>	528	3.36	1.6
<b>No</b>	15068	95.97	98.4
<b>Undisclosed</b>	105	0.67	0
<b>Grand Total</b>	<b>15701</b>		

## 2.4 Applicants and Staff Appointed by Sexual Orientation

In 2011, 1.6% of staff appointed were Lesbian, Gay or Bisexual compared with 2.46% in 2010. Fewer LGB people applied in 2011, 2.85% compared with 3.04% in 2010.

**Table 14**

Sexual Orientation	Number Applied in 2011	Total Applied %	Total Appointed %
Lesbian	71	0.45	0.4
Gay	163	1.04	0.8
Bisexual	213	1.36	0.4
Heterosexual	14148	90.11	92.4
Undisclosed	1106	7.04	6
<b>Grand Total</b>	<b>15701</b>		

## 2.5 Applicants and Staff Appointed by Religion or Belief

Christians represent the largest number of people appointed (51.99%), followed by Atheists (14.52). 12.40% chose not to disclose this information. These figures have not changed significantly since 2010.

**Table 15**

Religion or Belief	Number Applied in 2011	Total Applied %	Total Appointed %
Atheism	2280	14.52	19.2
Buddhism	159	1.01	0.4
Christianity	8163	51.99	55.6
Hinduism	694	4.42	1.6
Islam	1013	6.45	2
Jainism	39	0.25	0
Judaism	15	0.1	0.4
Sikhism	140	0.89	0
Other	1580	10.06	8.4
Undisclosed	1618	10.31	12.4
<b>TOTAL</b>	<b>15701</b>		

## 2.6 Applicants and Staff Appointed by Age

36.63% of staff appointed were aged between 20 and 29 – this represented the largest group of those appointed. These figures are similar to those for 2010.

**Table 16**

Age Range	Number Applied in 2011	Total Applied %	Total Appointed %
Age up to 20	634	4.48	1.16
Age 20 - 29	6721	47.47	36.63
Age 30 – 39	3155	22.28	32.56
Age 40 – 49	2524	17.83	18.6
Age 50 – 59	1049	7.41	11.05

Age 60 - 69	72	0.51	0
Age 70 +	3	0.02	0
<b>Total</b>	<b>14158</b>		

### 3 Staff Training

There were 1626 staff in 2011 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).

**Table 17**

<b>Equality Training from 1.4.2011 – 31.3.2012 by ethnicity and gender</b>			
<b>Ethnic Category</b>	<b>Gender</b>		<b>Grand Total</b>
	<b>Female</b>	<b>Male</b>	
White	1055	347	1402
BME	121	103	224
<b>Grand Total</b>	<b>1112</b>	<b>425</b>	<b>1626</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.

Information is also given out to staff about the staff equality group. It is emphasised that equality monitoring is confidential, anonymous and voluntary.

### 4 Full/Part-time Status

Figures for the year to the 31<sup>st</sup> December 2011 show that 51.8% of staff worked full time. These figures show little change since 2009 although there has been a slight increase (1.1%) of males working full time.

**Table 18**

<b>Full/Part-time Status by Gender 2011</b>						
<b>Employee Category</b>	<b>Female</b>			<b>Male</b>		
	<b>FTE</b>	<b>Head count</b>	<b>Head count %</b>	<b>FTE</b>	<b>Head count</b>	<b>Head count %</b>
<b>Full Time</b>	3,211.00	3211	35.41%	1,486.00	1486	16.39%
<b>Part Time</b>	2,414.36	3991	44.01%	154.17	380	4.19%
<b>Grand Total</b>	<b>5,625.36</b>	<b>7202</b>	<b>79.42%</b>	<b>1,640.17</b>	<b>1866</b>	<b>20.58%</b>

48.2% of staff worked part time in 2011, of which 44.01% (35.09% in 2010) were female and 4.19% (4.16% in 2010) were male. In 2009, 48.27% of staff worked part time, of which 43.91% were female and 5.08% were male.

**Table 19**

<b>Full/Part Time Status by Ethnicity 2011</b>						
<b>Ethnicity</b>	<b>Full Time</b>			<b>Part Time</b>		
	<b>FTE</b>	<b>Head count</b>	<b>Head count %</b>	<b>FTE</b>	<b>Head count</b>	<b>Head count %</b>
<b>Black</b>	685	686	7.57%	187.98	337	3.72%
<b>White</b>	3,925.00	3935	43.39%	2,322.64	3904	43.05%
<b>Undisclosed</b>	87	87	0.96%	57.9	119	1.31%
<b>Grand Total</b>	<b>4,697.00</b>	<b>4708</b>	<b>51.92%</b>	<b>2,568.53</b>	<b>4360</b>	<b>48.08%</b>

There was little difference in the proportion of white staff working full time - 43.39%, compared to 43.5% in 2010. 43.05% (42.62% in 2010) of part time staff are white.

Of the BME staff 7.57% (7.78% in 2010) were full time and 3.72% were part time (3.76% in 2010). There are 0.43% more BME full time staff than in 2009 and 1.68% fewer BME staff working part-time than in 2009.

**Table 20**

<b>Full/Part Time Status by Disability 2011</b>						
<b>Employee Category</b>	<b>Full Time</b>			<b>Part Time</b>		
	<b>FTE</b>	<b>Head count</b>	<b>Head count %</b>	<b>FTE</b>	<b>Head count</b>	<b>Head count %</b>
<b>Disabled</b>						
Yes	60.00	60	0.66%	37.62	60	0.66%
No	1936.00	1940	21.39%	1,082.19	1740	19.19%
Not Declared	674.00	675	7.44%	268.17	452	4.98%
Undefined	2027.00	2033	22.42%	1,180.55	2108	23.25%
<b>Grand Total</b>	<b>4,697.00</b>	<b>4708</b>	<b>51.92%</b>	<b>2,568.53</b>	<b>4360</b>	<b>48.08%</b>

In 2011, 0.66% (1.11% in 2010) of staff who declared a disability were full time and the same proportion of staff worked part time. 0.66% (1.14% 2010) of part time staff are disabled. These figures are very low, therefore it is not possible to show trends at present.

## **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 2010 show that 58 people were given awards. Of these 15 were female and 43 were male.

The Ethnic Origin breakdown was as follows:

British	29
Other White background	4
Welsh	1
Indian	3
White / Black African	2

## 6 Reasons for Leaving

In 2011 there were 1446 leavers. Information is collected on reasons for leaving by way of a termination form. Of the reasons for leaving, the highest number was due to the expiry of fixed term contracts. Many of these were doctors. The second highest number was for staff who retired.

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

**Table 21**

Reasons for Leaving 2011	FTE	Headcount	Headcount %
<b>Leaving Reason</b>			
<b>Bank Staff not fulfilled minimum work requirement</b>	0.4	2	0.14%
<b>Death in Service</b>	3.78	5	0.35%
<b>Dismissal - Capability</b>	15.73	19	1.31%
<b>Dismissal - Conduct</b>	3.52	6	0.41%
<b>Dismissal - Some Other Substantial Reason</b>	4.93	7	0.48%
<b>Dismissal - Statutory Reason</b>	1.33	2	0.14%
<b>Employee Transfer</b>	1.83	3	0.21%
<b>End of Fixed Term Contract</b>	306.48	325	22.48%
<b>End of Fixed Term Contract - Completion of Training Scheme</b>	14.7	15	1.04%
<b>End of Fixed Term Contract - End of Work Requirement</b>	2.6	4	0.28%
<b>End of Fixed Term Contract - External Rotation</b>	96	100	6.92%
<b>End of Fixed Term Contract - Other</b>	23.49	27	1.87%
<b>Flexi Retirement</b>	4.2	5	0.35%
<b>Merged Organisation - Duplicate Record</b>	1	1	0.07%
<b>Mutually Agreed Resignation - Local Scheme with Repayment</b>	11.32	15	1.04%
<b>Pregnancy</b>	1.85	3	0.21%
<b>Redundancy - Compulsory</b>	2.73	4	0.28%
<b>Redundancy - Voluntary</b>	1	1	0.07%
<b>Retirement - Ill Health</b>	6.48	9	0.62%

<b>Retirement Age</b>	144.13	213	14.73%
<b>Undefined</b>	1	1	0.07%
<b>Voluntary Early Retirement - no Actuarial Reduction</b>	14.66	20	1.38%
<b>Voluntary Early Retirement - with Actuarial Reduction</b>	8.95	12	0.83%
<b>Voluntary Resignation - Adult Dependants</b>	4.65	5	0.35%
<b>Voluntary Resignation - Better Reward Package</b>	21.93	24	1.66%
<b>Voluntary Resignation - Child Dependants</b>	7.82	16	1.11%
<b>Voluntary Resignation - Health</b>	14.03	19	1.31%
<b>Voluntary Resignation - Incompatible Working Relationships</b>	2.91	4	0.28%
<b>Voluntary Resignation - Lack of Opportunities</b>	7.31	8	0.55%
<b>Voluntary Resignation - Other/Not Known</b>	242.74	352	24.34%
<b>Voluntary Resignation - Promotion</b>	40.07	46	3.18%
<b>Voluntary Resignation - Relocation</b>	81.27	91	6.29%
<b>Voluntary Resignation - To undertake further education or training</b>	23.09	28	1.94%
<b>Voluntary Resignation - Work Life Balance</b>	38.33	54	3.73%
<b>Total</b>	<b>1156.27</b>	<b>1446</b>	

For leavers by age the highest number was for those aged between 26 and 30 (19.99% which compares with 20.42% in 2010), followed by 31 – 35 year olds (16.04% in 2011 and 6.72% in 2010), 36 – 40 year olds (11.27% in 2011 and 11.08% in 2010) then 21 – 25 year olds (10.37% in 2011, 12.36% in 2010).

## **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 wanted to see more being done. 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 November 2010 and October 2011 and the reason why.

**Table 22**

Category	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Age												
Race		1										
Disability												
Sexual Orientation												
Gender	1			1								
Management Behaviour		2	1	2			2	2		1	3	
Perceived Unfair		1	1	2					1		1	
Other				2	1		1				2	1
<b>Total</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>

**8 Trust Board Equality Profile 2011**

The equality profile for the North Bristol Trust Board is set out below.

Trust Board Equality Profile 2011									
Numbers of Execs	Numbers of non-Execs	Female	Male	BME	Disabled	Lesbian	Gay	Bisexual	Trans
8	6	3	11	2	1	0	0	0	N/k