

# **Annual Equality Statistics Monitoring Report**

## **North Bristol NHS Trust**

### **2009**

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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. This goes some way to meet our statutory obligation to monitor but this does not contain a full analysis of the figures at this stage.

Monitoring health services is an important part of understanding the access needs and experiences of our staff and also assessing whether we are responding to their needs in an appropriate and effective manner.

Monitoring is also required by statutory duties outlined in our Race (Black and Ethnic Minority), Disability and Gender equality schemes. Although, each scheme focuses on different equality strands, the monitoring requirements are essentially the same.

Monitoring enables us to see whether we are offering equality of opportunity in the services we commission to all regardless of Race, Disability, Gender, Gender Identity, Sexual Orientation, Religion or Belief or Age.

The Quality Care Commission is taking a different approach in 2010 and our equality monitoring statistics are one way of demonstrating how we fulfil the C7e Standard.

## 1 Staff Head Count

These figures are calculated over the year from 1<sup>st</sup> January 2009 – 31<sup>st</sup> December 2009 unless otherwise stated.

The total number of staff (full time equivalent FTE) at the Trust at 31.12.09 was 7,282.45, excluding Bank staff.

### Ethnicity

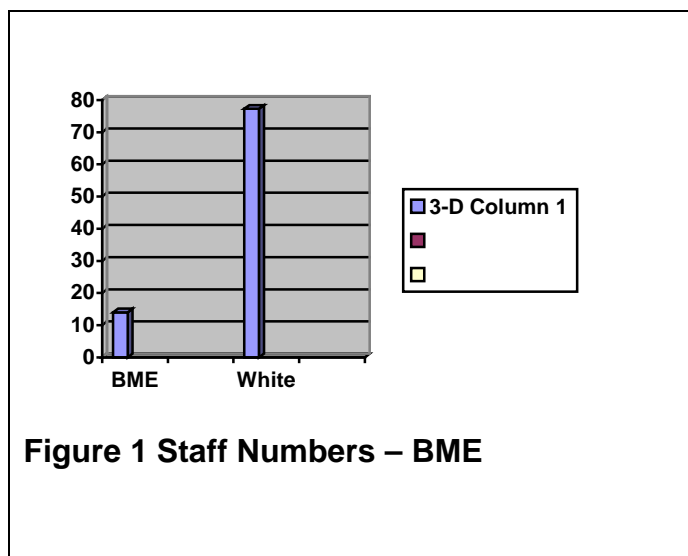
Total number of BME Staff at 31.12.2009 was 14.04% and White Staff was 77.27%.

<b>Number of Staff - Black and Minority Ethnic 2009</b>				
<b>Ethnicity Percentage</b>	<b>Medical</b>		<b>Non Medical</b>	
	<b>Black</b>	<b>White</b>	<b>Black</b>	<b>White</b>
<b>Add Prof Scientific and Technical</b>			7.53	132.77
<b>Additional Clinical Services</b>			88.28	967.73
<b>Administrative and Clerical</b>			47.39	1353.31
<b>Allied Health Professionals</b>			14.74	430.70
<b>Estates and Ancillary</b>			119.67	510.04
<b>Healthcare Scientists</b>			28.01	419.60
<b>Medical and Dental</b>	148.15	623.18		
<b>Nursing and Midwifery Registered</b>			403.67	1831.35
<b>Undisclosed*</b>	26.87		147.12	
<b>Percentage of Workforce+</b>	(2.034%	8.56%	14.04%	77.27%)

\* These figures are not included in the workforce % figures below.

+ These are %'s of the total NBT workforce FTE figure only

## North Bristol Trust Staff Headcount by Black Minority Ethnic 2009



The 2001 census showed less than 2% of the population in the South West are Black or Minority Ethnic (BME) while 8% of the population in Bristol are BME. The figures for NBT are much higher at 14% and are considered to be favourable across the Trust. The chart below shows the 2001 census figures for the South West, Bristol, North Somerset and South Gloucestershire

### 2001 Census Returns Black and Ethnic Minority

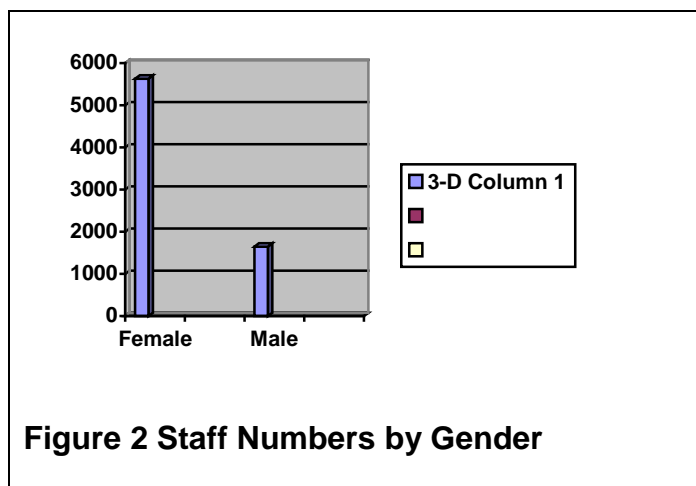
Key population data		Source: 2001 Census			
	England and Wales	South West England	Bristol	North Somerset	South Gloucestershire
<b>Total population</b>	52,041,916	4,928,434	380,616	188,564	245,641
<b>Black Minority and Ethnic</b>					
<b>White</b>	91.31%	97.7%	88.0%	98.61%	97.6%
<b>Black and Minority Ethnic</b>	00.40%	01.1%	08.20%	01.01%	03.20%
<b>Other White</b>		00.40%	03.80%	00.22%	03.80%

### Gender

Of all staff there were 5,633.88 (77.36%) females and 1,648.57 (22.64%) males. The breakdown of these figures is below.

<b>Number of Staff – Gender 2009 FTE</b>				
<b>Gender</b>	<b>Male</b>	<b>Female</b>	<b>Percentage</b>	<b>Total FTE</b>
<b>Staff Group</b>				
<b>Add Prof Scientific and Technical</b>	38.33	103.79	1.95%	142.12
<b>Additional Clinical Services</b>	162.08	912.78	17.33%	1074.86
<b>Administrative and Clerical</b>	205.59	1212.12	19.46%	1417.71
<b>Allied Health Professionals</b>	66.97	381.38	6.16%	448.35
<b>Estates and Ancillary</b>	351.71	288.85	7.42%	540.56
<b>Healthcare Scientists</b>	165.97	293.32	6.30%	459.29
<b>Medical and Dental</b>	445.97	252.23	9.59%	698.20
<b>Nursing and Midwifery Registered</b>	211.94	2089.42	31.60%	2301.36
<b>Total</b>	1648.57	5633.88		
<b>Percentage of Workforce</b>	22.64%	77.36%		

### North Bristol Trust Staff Headcount by Gender 2009



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. The Trust did not ask a question regarding Gender Identity (transsexual) in 2009 on recruitment forms, however staff say they are happy to record this information.

### 2001 Census Returns Gender

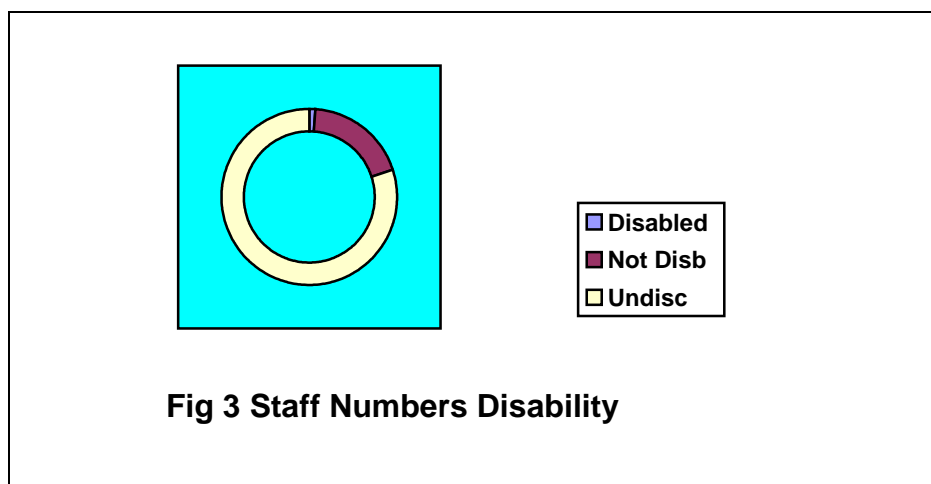
Key population data		Source: 2001 Census			
	England and Wales	South West England *	Bristol **	North Somerset	South Gloucestershire***
Total population	52,041,916	4,928,434	380,616	188,564	245,641
<b>Gender</b>					
Female	51.33%	51.6%	51.2%	51.40%	50.6%
Male	48.66%	48.4%	48.8%	48.50%	49.4%

## Disability

Total number of Staff who declared a disability at 31.12.2009 was 1.19%, not disabled was 18.59%. A total of 79.72% did not declare a disability. The Staff Satisfaction Survey for 2009 showed a total of 14% of staff who declared a disability. A total of 800 staff who were asked to complete the survey, 60% responded. It is recognised that there is under-reporting in this area with almost 80% of staff failing to declare a disability. There are actions in the equality scheme to try and improve this data collection.

Number of Staff – Disability 2009 FTE						
Disability	Yes	No	Not declared	Undefined	Percentage	Total
<b>Staff Group</b>						
Add Prof Scientific and Technical	2.30	36.90	0	102.92	1.95%	142.12
Additional Clinical Services	13.70	229.10	4.71	827.34	14.76%	1074.85
Administrative and Clerical	34.74	303.54	6.02	1073.41	19.47%	1417.44
Allied Health Professionals	2.54	93.42	0.50	351.88	6.16%	448.34
Estates and Ancillary	14.65	45.17	0.87	579.87	8.79%	640.56
Healthcare Scientists	3.00	101.02	2.88	352.39	6.31%	459.29
Medical and Dental	0.70	35.00	3.00	759.49	10.96%	798.19
Nursing and Midwifery Registered	15.17	510.20	18.64	1757.03	31.59%	2301.04
<b>Total</b>	86.81	1354.36	36.62	5804.34		7282.13
<b>Percentage of Workforce</b>	1.19%	18.59%	0.002%	79.70%		

## North Bristol Trust Staff Headcount by Disability 2009



The question asked by the census in relation to long-term illness, rather than whether people defined as being disabled or not. The census statistics we have show a much higher rate of disabled people nationally, regionally and locally than those who declare a disability in our current workforce

### 2001 Census Returns Disability

Key population data	Source: 2001 Census				
	England and Wales	South West England	Bristol	North Somerset	South Gloucestershire
Total population	52,041,916	4,928,434	380,616	188,564	245,641
<b>Disabled</b>					
Disability (long term illness)	18.22%	18.22%	17.80%	18.50 %	14.50%

### Sexual Orientation

This covers lesbian, gay and bisexual staff and a total of 1.19% of staff state they are LGB. 46.75% of staff declare they are heterosexual. 17.68% did not disclose and 34.37% were undefined. This information has been collected fairly recently and staff are not as confident about completing the form. The Equality and Diversity manager raises the issue of equality monitoring in the induction session for new staff, she explains that this information is collected using three principles:

- 1 that it is confidential
- 2 that it is collected anonymously
- 3 that it is voluntarily to provide the information.

Over time it is expected, that these figures will be raised.



<b>Numbers of Staff – Sexual Orientation 2009 FTE</b>		
<b>Sexual Orientation</b>	<b>Yes</b>	<b>Percentage</b>
Lesbian	23.81	0.33%
Gay	32.29	0.44%
Bisexual	30.89	0.42%
Heterosexual	3404.65	46.75%
I do not wish to disclose	1287.48	17.68%
Undefined	2503.00	34.37%
<b>Total</b>	7282.13	

### **North Bristol Trust Staff Headcount by Sexual Orientation 2009**

Figures are not collected on sexual orientation in the census. The estimate is that approximately 10% of the population is lesbian, gay or bisexual.

This question is asked on NHS recruitment forms and figures we have for the Trust so far are very low. This question is not asked in the staff survey. (The Equality and Diversity Committee are writing to the company that carries out the survey to encourage them to include this in the next edition of this in the autumn 2010.)

### **Religion or Belief**

The largest group declaring a religion at 31.12.2009 was Christians (34.33%) all other categories was 6.2%. The largest number within this was "Other" (4.34%). Undisclosed was 34.34% and 19.12% did not wish to say (53.46%).

<b>Numbers of Staff – Religion or Belief 2009 FTE</b>			
<b>Religion or Belief</b>	<b>Yes</b>	<b>Percentage</b>	<b>Total</b>
Atheism	436.19	5.99%	
Buddhism	17.83	0.24%	
Christianity	2499.72	34.33%	
Hinduism	37.67	0.52%	
Islam	60.61	0.83%	
Jainism	1.00	0.01%	
Judaism	8.39	0.11%	
Sikhism	11.17	0.15%	
Other	316.18	4.34%	
I do not wish to disclose	1392.67	19.12%	
Undisclosed	2500.69	34.34%	
<b>Total</b>	7282.13		

### **North Bristol Trust Staff Headcount by Religion or Belief 2009**

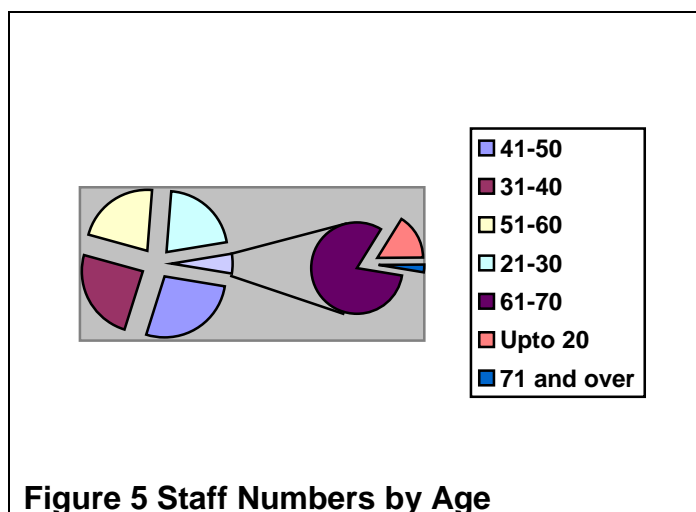
There is concern about the high number of people who do not wish to disclose or do not complete this particular part or the equality monitoring form. As with Sexual Orientation this information has been requested only recently and staff are not as familiar with this request as they are for race, disability and gender. It is hoped that over time these numbers will increase, providing the Trust takes positive steps, which it plans to do, within our equality action plan.

## Age

The groupings for age are shown below. The largest group was from age 41 – 50 and the smallest was those over 71 (00.15%).

<b>Numbers of Staff – Age 2009 FTE</b>		
<b>Age Group</b>	<b>62.57</b>	<b>Percentage</b>
Age 41 - 50	1540.84	26.89%
Age 31 - 40	1785.83	24.52%
Age 51 - 60	1958.37	22.07%
Age 21 - 30	1606.96	21.16%
Age 61 - 70	316.70	04.35%
Upto 20	10.86	00.86%
71 and Over	7282.13	00.15%
<b>Total</b>	<b>7282.13</b>	

## North Bristol Trust Staff Headcount by Age 2009



## 2 Applications for Employment

These figures were collected between July and December 2009 therefore they do not represent the total for the whole year.

### Black and Ethnic Minority - Applicants and Appointed

Ethnicity	Number Applied in 2009	Total Applied %	Total Appointed %
BME	5563	39.16	19.40
White	8508	59.90	67.60
Undisclosed	132	0.92	12.98
<b>Grand Total</b>	14203		

### Gender - Applicants and Appointed

Gender	Number Applied in 2009	Total Applied %	Total Appointed %
Female	8964	63.02	81.12
Male	5237	36.82	18.59
Undisclosed	22	0.15	0.28
<b>Grand Total</b>	14223		

### Disability - Applicants and Appointed

Disability	Number Applied in 2009	Total Applied %	Total Appointed %
Yes	325	2.67	0.27
No	11727	96.66	52.08
Undisclosed	79	0.65	47.63
<b>Grand Total</b>	12131		

### Sexual Orientation – Applicants and Appointed

Sexual Orientation	Number Applied in 2009	Total Applied %	Total Appointed %
Lesbian	82	0.62	1.53
Gay	77	0.58	1.53
Bisexual	205	1.56	3.07
Heterosexual	12697	97.21	93.84
<b>Grand Total</b>	13061		

## Religion or Belief – Applicants and Appointed

Religion or Belief	Number Applied in 2009	Total Applied %	Total Appointed %
Atheism	1965	13.93	8.61
Buddhism	167	1.18	0
Christianity	6872	48.74	37.23
Hinduism	875	6.20	1.23
Islam	1172	8.31	1.84
Jainism	17	0.12	0
Judaism	21	0.14	0.30
Sikhism	109	0.77	0.30
Other	1412	10.01	7.07
Undisclosed	1488	10.55	43.38
<b>TOTAL</b>	<b>14098</b>		

## Age – Applicants and Appointed

Age	Number Applied in 2009	Total Applied %	Total Appointed %
Age upto 20	693	4.88	2.64
Age 20 - 29	6873	48.49	34.70
Age 30 – 39	3529	24.89	35.88
Age 40 – 49	2023	14.27	16.47
Age 50 – 59	954	6.73	7.64
Age 60 - 69	102	0.71	2.64
<b>Total</b>	<b>14174</b>		

### 3 Staff Training

There were 1061 new staff in 2009 who attended the Corporate Induction or undertook the E learning.

The induction training includes a section on equality and diversity. This is mandatory for all staff. It covers the equality duties, all the protected characteristics under the law, the responsibility for equality, monitoring, Two Ticks Disability scheme and harassment bullying. Information is given out about the staff equality group and 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 2009 show that just over 35% of FTE (Full Time Equivalent) staff are female and almost 16% are male. 43.91% of part time staff are female and 5.08% are male. There are more part-time women (43.91%) than FTE women (35.09%).

For males there is a mere 5.08% who work part- time and 15.92% of male staff are FTE.

<b>Full/Part-time Status 2009 – Gender</b>						
<b>31st Dec 2009</b>						
	<b>Female</b>			<b>Male</b>		
	<b>FTE</b>	<b>Headcount</b>	<b>Headcount%</b>	<b>FTE</b>	<b>Headcount</b>	<b>Headcount%</b>
<b>Full Time</b>	3,233.93	3,231	35.09%	1,467.00	1,466	15.92%
<b>Part Time</b>	2,397.61	4,044	43.91%	182.53	468	5.08%
<b>Total</b>	<b>5,631.54</b>	<b>7,275</b>		<b>1,649.53</b>	<b>1,934</b>	

There was little difference in the percentage for White staff FTE staff at 42.8% and 42.49% part time. Of BME staff 7.14% were FTE and part time was 5.4% which is proportionally much higher than it is for White staff.

<b>Full/Part-time Status 2009 Black and Minority Ethnic</b>						
<b>31st Dec 2009 Black and Minority Ethnic</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>Ethnic Origin</b>						
<b>White</b>	3954.93	3951	42.8%	2294.65	3909	42.49%
<b>Black Minority Ethic</b>	4,700.93	658	7.14%	2,580.14	695	5.4%

While 0.61% of staff who declare a disability are FTE and 0.59% are part time these figures are very low, therefore it is not possible to show trends at present. Due to the low recording level it is very hard to draw any conclusions from these figures.

Actions have been included in the equality scheme to encourage more recording of a disability for existing and new staff and these initiatives are taking place to try and improve the current data that we hold.

<b>Full/Part-time Status 2009 - Disability</b>						
	<b>Full Time</b>			<b>Part Time</b>		
	<b>FTE</b>	<b>Headcount</b>	<b>Headcount%</b>	<b>FTE</b>	<b>Headcount</b>	<b>Headcount%</b>
<b>Disabled</b>						
<b>No</b>	1,381.00	1,380	14.99%	684.55	1,112	12.08%
<b>Not Declared</b>	40.00	40	0.43%	27.78	45	0.49%
<b>Undefined</b>	3,223.93	3,221	34.98%	1,833.98	3,301	35.85%
<b>Yes</b>	56.00	56	0.61%	33.82	54	0.59%
<b>Total</b>	<b>4,700.93</b>	<b>4,697</b>		<b>2,580.14</b>	<b>4,512</b>	

## **5 Benefits**

The NHS has very few benefits for staff in the way of enhanced payments, however, the following are awarded to doctors only.

### **Clinical Excellence Awards**

Clinical Excellence Awards for 2009 show that 44 people were awarded points. Of these 14 were female and 30 were male.

The Ethnic Origin breakdown is as follows:

British	32
Welsh	2
White / Black African	2
Other Mixed Background	2
Other White Background	2
Indian	2
not stated	2

## **6 Reasons for Leaving**

In 2009 there were 1038 non-medical leavers and 500 med leavers. Reasons for FTE staff leaving NBT by ethnicity for the period between 01.01.098 and 31.12.09 are set out in the chart below. No reason is given for 69.75% of the leavers. The highest number after this is 115.19% for retirement, followed by 109.79% who came to the end of a fixed term contract. 17.49 left due to a promotion, 17.06% were transferred and 20.04% were dismissed.

Of those who left 75% are white and 13% are BME, 69% are female, 0.84% are Disabled, 1.6% are Lesbian, Gay or Bisexual.

The figures are too small to be statistically significant. The Equality Scheme contains actions to improve the collection of this data over the next year.

<b>Leaving Reason 2009 All Staff</b>			
<b>Bank Staff not fulfilled minimum work requirement</b>	0.00	1	0.06%
<b>Death in Service</b>	7.00	8	0.49%
<b>Dismissal - Capability</b>	4.55	6	0.37%
<b>Dismissal - Conduct</b>	3.40	4	0.25%
<b>Dismissal - Some Other Substantial Reason</b>	12.09	19	1.17%
<b>Employee Transfer</b>	17.06	55	3.39%
<b>End of Fixed Term Contract</b>	109.79	142	8.75%
<b>End of Fixed Term Contract - Completion of Training Scheme</b>	2.60	3	0.18%
<b>End of Fixed Term Contract - Other</b>	5.00	5	0.31%
<b>Flexi Retirement</b>	1.00	1	0.06%
<b>Initial Pension Ended</b>	0.00	3	0.18%
<b>Not Set in Legacy at Migration</b>	0.00	3	0.18%
<b>Redundancy - Compulsory</b>	1.38	3	0.18%
<b>Redundancy - Voluntary</b>	0.40	1	0.06%
<b>Retirement - Ill Health</b>	5.79	8	0.49%
<b>Retirement Age</b>	115.19	162	9.98%
<b>Undefined</b>	4.54	5	0.31%
<b>Voluntary Early Retirement - no Actuarial Reduction</b>	1.00	1	0.06%
<b>Voluntary Early Retirement - with Actuarial Reduction</b>	2.00	2	0.12%
<b>Voluntary Resignation - Better Reward Package</b>	7.05	8	0.49%
<b>Voluntary Resignation - Child Dependants</b>	1.67	2	0.12%
<b>Voluntary Resignation - Health</b>	2.37	4	0.25%
<b>Voluntary Resignation - Other/Not Known</b>	874.80	1132	69.75%
<b>Voluntary Resignation - Promotion</b>	17.49	23	1.42%
<b>Voluntary Resignation - Relocation</b>	8.36	13	0.80%
<b>Voluntary Resignation - To undertake further education or training</b>	4.44	.6	0.37%
<b>Voluntary Resignation - Work Life Balance</b>	1.80	3	0.18%
<b>Total</b>	<b>1,210.77</b>	<b>1623</b>	

For leavers by age the highest number was for those between the ages of 26 – 30 (18.85%) followed by 31 – 35 years olds (16.51%), 21 – 25 year olds 14.17% then 36 – 40 year olds (11.52%). After age 40 these figures reduce for age bands 41 – 45 (8.01%) to 1.48% at 66 – 70. The exception being at age bands 56 – 60 (7.70%) and 61 – 65 (7.21%) 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

<b>Leaving Reason 2009 All Staff</b>		
	<b>Headcount</b>	<b>Headcount%</b>
<b>Age Band</b>		
-	1	0.06%
<b>16 - 20</b>	32	1.97%
<b>21 - 25</b>	230	14.17%
<b>26 - 30</b>	306	18.85%
<b>31 - 35</b>	268	16.51%
<b>36 - 40</b>	187	11.52%
<b>41 - 45</b>	130	8.01%
<b>46 - 50</b>	108	6.65%
<b>51 - 55</b>	86	5.30%
<b>56 - 60</b>	125	7.70%
<b>61 - 65</b>	117	7.21%
<b>66 - 70</b>	24	1.48%
<b>71 &amp; above</b>	9	0.55%

## **7 Leavers Length of Service**

### **Black and Minority Ethnic**

<b>Leavers Length of Service – Black and Minority Ethnic 2009</b>		
<b>Service Band</b>	<b>Ethnic Origin</b>	<b>FTE</b>
<b>0 - 1 yrs</b>	<b>White - British</b>	424
	<b>BME</b>	111
<b>01 - 05</b>	<b>White - British</b>	684
	<b>BME</b>	64
<b>06 - 10</b>	<b>White - British</b>	103
	<b>BME</b>	14
<b>11 - 15</b>	<b>White - British</b>	36
	<b>BME</b>	1
<b>16 - 20</b>	<b>White - British</b>	61
	<b>BME</b>	1
<b>21 - 25</b>	<b>White - British</b>	24
	<b>BME</b>	1
<b>26 - 30</b>	<b>White - British</b>	23
	<b>BME</b>	2
<b>31 - 35</b>	<b>White - British</b>	16



	<b>BME</b>	<b>1</b>
<b>36 - 40</b>	<b>White - British</b>	<b>4</b>
<b>Total</b>		<b>1570</b>

#### Leavers Length of Service – Gender

<b>Leavers Length of Service – Gender</b>		
<b>Gender</b>	<b>Female</b>	<b>Male</b>
	<b>Headcount</b>	<b>Headcount</b>
<b>0 - 1 yrs</b>	423	253
<b>01 - 05</b>	398	122
<b>06 - 10</b>	128	33
<b>11 - 15</b>	39	10
<b>16 - 20</b>	48	11
<b>21 - 25</b>	16	7
<b>26 - 30</b>	21	5
<b>31 - 35</b>	16	4
<b>36 - 40</b>	1	3
<b>Total</b>	<b>1075</b>	<b>448</b>

#### Leavers Length of Service – Disability

<b>Leavers Length of Service – Disability 2009</b>				
<b>Disabled</b>	<b>No</b>	<b>Not Declared</b>	<b>Undefined</b>	<b>Yes</b>
	<b>Headcount</b>	<b>Headcount</b>	<b>Headcount</b>	<b>Headcount</b>
<b>0 - 1 yrs</b>	67	2	604	3
<b>01 - 05</b>	109	0	405	6
<b>06 - 10</b>	10	0	147	4
<b>11 - 15</b>	3	0	46	0
<b>16 - 20</b>	3	0	64	0
<b>21 - 25</b>	1	0	22	0
<b>26 - 30</b>	0	0	26	0
<b>31 - 35</b>	1	0	21	0
<b>36 - 40</b>	0	0	4	0
<b>Total</b>	<b>194</b>	<b>2</b>	<b>1523</b>	<b>13</b>

## Leavers Length of Service – Sexual Orientation

Leavers Length of Service – Sexual Orientation 2009		
		Headcount
	<b>Sexual Orientation</b>	
<b>0 - 1 yrs</b>	<b>Gay</b>	1
	<b>Heterosexual</b>	187
	<b>I do not wish to disclose my sexual orientation</b>	57
	<b>Undefined</b>	431
<b>01 - 05</b>	<b>Lesbian</b>	1
	<b>Bisexual</b>	2
	<b>Gay</b>	21
	<b>Heterosexual</b>	199
	<b>I do not wish to disclose my sexual orientation</b>	79
	<b>Undefined</b>	237
<b>06 - 10</b>	<b>Heterosexual</b>	41
	<b>I do not wish to disclose my sexual orientation</b>	18
	<b>Undefined</b>	102
<b>11 - 15</b>	<b>Heterosexual</b>	18
	<b>I do not wish to disclose my sexual orientation</b>	5
	<b>Undefined</b>	26
<b>16 - 20</b>	<b>Heterosexual</b>	12
	<b>I do not wish to disclose my sexual orientation</b>	8
	<b>Undefined</b>	33
<b>21 - 25</b>	<b>Heterosexual</b>	5
	<b>I do not wish to disclose my sexual orientation</b>	6
	<b>Undefined</b>	12
<b>26 - 30</b>	<b>Heterosexual</b>	3
	<b>I do not wish to disclose my sexual orientation</b>	2
	<b>Undefined</b>	21
<b>31 - 35</b>	<b>Heterosexual</b>	3
	<b>I do not wish to disclose my sexual orientation</b>	1
	<b>Undefined</b>	16
<b>36 - 40</b>	<b>Heterosexual</b>	1

	<b>Undefined</b>	<b>5</b>

### Leavers Length of Service – Religion or Belief

		<b>Headcount</b>
<b>Calculated LoS Band</b>	<b>Religious Belief</b>	
<b>0 - 1 yrs</b>	<b>Atheism</b>	27
	<b>Buddhism</b>	1
	<b>Christianity</b>	97
	<b>Hinduism</b>	1
	<b>I do not wish to disclose my religion/belief</b>	57
	<b>Islam</b>	6
	<b>Other</b>	19
	<b>Sikhism</b>	1
	<b>Undefined</b>	100
<b>01 - 05</b>	<b>Atheism</b>	32
	<b>Buddhism</b>	1
	<b>Christianity</b>	125
	<b>Hinduism</b>	5
	<b>I do not wish to disclose my religion/belief</b>	87
	<b>Islam</b>	2
	<b>Judaism</b>	1
	<b>Other</b>	12
	<b>Undefined</b>	137
<b>06 - 10</b>	<b>Atheism</b>	5
	<b>Christianity</b>	30
	<b>I do not wish to disclose my religion/belief</b>	13
	<b>Islam</b>	3
	<b>Other</b>	5
	<b>Undefined</b>	102
<b>11 - 15</b>	<b>Atheism</b>	1
	<b>Christianity</b>	13
	<b>I do not wish to disclose my religion/belief</b>	7
	<b>Other</b>	1
	<b>Undefined</b>	25
<b>16 - 20</b>	<b>Atheism</b>	1
	<b>Christianity</b>	12
	<b>I do not wish to disclose my religion/belief</b>	6
	<b>Undefined</b>	33

<b>21 - 25</b>	<b>Christianity</b>	<b>5</b>
	<b>I do not wish to disclose my religion/belief</b>	<b>3</b>
	<b>Other</b>	<b>1</b>
	<b>Undefined</b>	<b>11</b>
<b>26 - 30</b>	<b>Christianity</b>	<b>3</b>
	<b>I do not wish to disclose my religion/belief</b>	<b>2</b>
	<b>Undefined</b>	<b>21</b>
<b>31 - 35</b>	<b>Christianity</b>	<b>2</b>
	<b>I do not wish to disclose my religion/belief</b>	<b>2</b>
	<b>Undefined</b>	<b>16</b>
<b>36 - 40</b>	<b>I do not wish to disclose my religion/belief</b>	<b>1</b>
	<b>Undefined</b>	<b>3</b>
		<b>1038</b>

**Compiled by**  
**Lesley Mansell**  
**Equality and Diversity Manager**  
**July 2010**

C:\Documents and Settings\nbd3078\My Documents\LesleyMansell\Docs\Statistics\2010\Reports\NBTAnnualEqualityStatsMonitoringReport2009.doc