

Annual Equality Statistics Monitoring Report

North Bristol NHS Trust

2010

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Equality and Diversity Manager
July 2011**

Contents

Page Number

Introduction

1. Staff Head Count	4
2. Applications for Employment	9
3. Staff Training	10
4. Full/Part Time Status	11
5. Benefits	11
6. Reasons for Leaving	12
7. Leavers Length of Service	13
8. Harassment and Bullying	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. This goes some way to meet to demonstrate how we meet our responsibilities under the public sector equality duty but does not contain an analysis of the figures. These need to be compared with reports for other years to determine any movement. 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.

The collection of these statistics is important, as they demonstrate how we meet the 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 share a relevant protected characteristic who are our employees. The government has stated that it wants to see public bodies: "...delivering real progress on equality and to be transparent about that so that the public can hold them to account." Baroness Verma House of Lords 6 September 2011.

Some of the figures are still small and therefore not statistically significant for example, disabled staff and lesbian, gay and bisexual staff. New members of staff are encouraged to ensure that they have provided this information by the Equality and Diversity Manager at the induction training session when it is explained that these figures are collected anonymously, stored confidentially and requested anonymously. Further, that they will only be used for statistical purposes and not to identify individual members of staff.

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 took a different approach in 2010 and our equality monitoring statistics are one way of demonstrating how we fulfil the new standards.

Lesley Mansell
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July 2011

1 Staff Head Count

These figures are calculated over the year from 1st January 2010 – 31st December 2010 unless otherwise stated.

The total number of staff (full time equivalent FTE and part time) at the Trust at 31.12.2010 was 9012. This figure excludes bank staff.

Ethnicity

Total number of BME Staff at 31.12.2010 was 10.15% and White Staff was 76.83%.

Number of Staff - Black and Minority Ethnic 2010				
	Medical		Non Medical	
	Black	White	Black	White
Add Prof Scientific and Technical			7.61	202.32
Additional Clinical Services			98.27	965.33
Administrative and Clerical			58.21	1332.25
Allied Health Professionals			16.73	426.18
Estates and Ancillary			116.78	489.10
Healthcare Scientists			30.91	385.03
Medical and Dental	174.59	603.52		
Nursing and Midwifery Registered			398.91	1706.61
Undisclosed*	174.59		129.39	
Percentage of Workforce+	2.43%	8.43%	10.15%	76.83%

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

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

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. It is expected that we receive the census figures for 2011 in the following year 2012.

2001 Census Returns Black and Ethnic Minority

The figures we have from the census need to be treated with caution as the figures for the new census in 2011 are due to be published in 2012. Therefore the figures we have are not up-to-date.

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
Black Minority and Ethnic					
White	91.31%	97.7%	88.0%	98.61%	97.6%
Black and Minority Ethnic	00.40%	01.1%	08.20%	01.01%	03.20%
Other White		00.40%	03.80%	00.22%	03.80%

Gender

Of all staff there were 5613.59 (77.31%) females and 1647.10 (22.68%) males. The breakdown of these figures is below.

Number of Staff – Gender 2010 FTE				
	Female	Male	Total FTE	%
	FTE	FTE		
Staff Group				
Add Prof Scientific and Technic	104.44	38.32	142.77	1.97
Additional Clinical Services	907.79	161.70	1,069.48	14.73
Administrative and Clerical	1,197.36	205.09	1,402.45	19.32
Allied Health Professionals	379.02	67.93	446.95	6.16
Estates and Ancillary	288.13	352.20	640.34	8.82
Healthcare Scientists	295.04	166.55	461.59	6.36
Medical and Dental	350.76	444.87	795.63	10.96

Nursing and Midwifery Registered	2,091.05	210.44	2,301.49	31.70
NULL	NULL	NULL	0.00	0.00
Total	5,613.59	1,647.10	7,260.69	100.00
% of Trust	77.31	22.68		

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 (Trans) in 2010 on recruitment forms, however, current Trans staff say they are happy to have this information recorded.

2001 Census Returns Gender

The figures we have from the census need to be treated with caution as the figures for the new census in 2011 are due to be published in 2012. Therefore the figures we have are not up-to-date.

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
Gender					
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 31.12.2010 was 1.15% and not disabled was 18.59%. A total of 80.45% did not declare a disability. The Staff Satisfaction Survey for 2010 showed a total of 12% of staff who declared they are disabled. A total of 850 staff who were asked to complete the survey, 52% responded. It is recognised that there is under-reporting of disability and new staff are encouraged to provide this information when they attend the induction training. More work was carried out during 2010 on disability issues in line with the actions in the equality scheme to try and increase reporting.

Number of Staff – Disability 2010 FTE						
Disability	Yes	No	Not declared	Undefined	Percentage	Total
	104	1614	43	7251	1.15%	9012
Total						9012
Percentage of Workforce						1.15%

The question asked by the census in relation to long-term illness, rather than whether people defined as being disabled or not.

The 2001 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

The figures we have from the census need to be treated with caution as the figures for the new census in 2011 are due to be published in 2012. Therefore the figures we have are not up-to-date.

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
Disabled					
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 .91% (1.19% 2009) of staff state they are LGB. 40.08% of staff declare they are heterosexual. 14.09% (17.68% 2009) did not disclose and 44.11% (34.37%) were undefined. The number for undefined has risen by 9.74% since last year, yet the figure for not disclosing has fallen by 3.5%. This information has recently been collected and staff are not as confident about giving this. 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.

Numbers of Staff – Sexual Orientation 2010 FTE			
Sexual Orientation	FTE	Headcount	Headcount%
Lesbian	20.81	23	0.26%
Gay	28.33	29	0.32%
Bisexual	25.67	30	0.33%
Heterosexual	3024.96	3,612	40.08%
I do not wish to disclose my sexual orientation	1092.61	1343	14.90%
Undefined	3091.14	3,975	44.11%
Trust Total	7283.52	9012	

North Bristol Trust Staff Headcount by Sexual Orientation 2010

Figures are not collected on sexual orientation in the census. The estimate is that approximately 10% of the population is lesbian, gay or bisexual. However, Bristol Pride webpage estimates that around 60,000 LGB' people live and work in the city.

This question is asked on NHS recruitment forms and figures we have for the Trust so far are very low. This question was not asked in the staff survey in 2010. NBT has agreed that this question should be asked on the survey in future.

Religion or Belief

The largest group declaring a religion at 31.12.2010 was Christians 29.27% (34.33% 2009) Atheists 4.86% (5.99% 2009) and all other categories was 5.36% (4.34% 2009). The largest number within this was "Other" 3.71% (4.34% 2009). Undefined was 44.06% (34.34% 2009) and 16.44% preferred not to say (19.12% 2009). There was an increase in "undefined" of 9.72% and a decrease of 2.68% in those not wishing to disclose.

Numbers of Staff – Religion or Belief 2010 FTE			
Religious Belief	FTE	Headcount	Headcount%
Atheism	385.60	438	4.86%
Buddhism	15.83	20	0.22%
Christianity	2184.96	2638	29.27%
Hinduism	35.75	39	0.43%
Islam	54.06	69	0.77%
Jainism	1.00	1	0.01%
Judaism	7.39	9	0.10%
Sikhism	10.37	11	0.12%
Other	287.73	334	3.71%
Undefined	3090.36	3971	44.06%
I do not wish to disclose my religion/belief	1210.47	1482	16.44%
Trust Total	7283.52	9012	

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. 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 46 – 50 13.60% and the smallest group was those over 71 .15%. 39.79% of staff are over 40 and 9.66% are under 25.

Numbers of Staff – By Age band 2010 FTE			
	FTE	FTE%	Headcount
Age Band			
46 – 50	987.45	13.60%	1247
51 – 55	939.50	12.94%	1162
41 – 45	961.88	13.25%	1260
26 – 30	899.06	12.38%	1036
31 – 35	895.51	12.33%	1130
36 – 40	885.37	12.19%	1173
56 – 60	667.23	9.19%	849
21 – 25	639.02	8.80%	698
61 – 65	275.82	3.80%	406
16 – 20	62.68	0.86%	90
66 – 70	36.30	0.50%	75
71 & above	10.86	0.15%	21
Total	7260.69		9147

2 Applications for Employment January 2010 - December 2010

Black and Ethnic Minority - Applicants and Appointed

Ethnicity	Number Applied in 2010	Total Applied %	Total Appointed %
BME	3819	30.32	11.54
White	8659	68.75	88.46
Undisclosed	117	0.93	0
Grand Total	12595		

Gender - Applicants and Appointed

Gender	Number Applied in 2010	Total Applied %	Total Appointed %
Female	8971	71.23	82.69
Male	3608	28.65	17.31
Undisclosed	16	0.13	0
Grand Total	12595		

Disability - Applicants and Appointed

Disability	Number Applied in 2010	Total Applied %	Total Appointed %
Yes	428	3.40	1.28
No	12083	95.93	98.72
Undisclosed	84	0.67	0
Grand Total	12595		

Sexual Orientation – Applicants and Appointed

Sexual Orientation	Number Applied in 2010	Total Applied %	Total Appointed %
Lesbian	51	0.40	0.64
Gay	147	1.17	1.28
Bisexual	185	1.47	0.64
Heterosexual	11299	89.71	91.03
Undisclosed	913	7.25	6.41
Grand Total	12595		

Religion or Belief – Applicants and Appointed

Religion or Belief	Number Applied in 2010	Total Applied %	Total Appointed %
Atheism	1714	13.61	19.23
Buddhism	133	1.06	0.64
Christianity	6584	52.27	53.21
Hinduism	601	4.77	0.64
Islam	839	6.66	3.21
Jainism	36	0.29	0
Judaism	9	0.07	0
Sikhism	114	0.91	0
Other	1210	9.61	8.33
Undisclosed	1355	10.76	14.74
TOTAL	12595		

Age – Applicants and Appointed

Age	Number Applied in 2010	Total Applied %	Total Appointed %
Age up to 20	590	4.69	3.21
Age 20 - 29	6061	48.12	48.08
Age 30 – 39	2719	21.59	18.59
Age 40 – 49	2259	17.94	21.15
Age 50 – 59	914	7.26	8.33
Age 60 - 69	51	0.40	0.64
Age 70 +	1	0.007	0
Total	14174		

3 Staff Training

There were 2341 staff in 2010 who undertook some form of equality and diversity training, 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 and bullying. Information is given out about the staff equality group and it is emphasised that equality monitoring is confidential, anonymous and voluntary.

Training			
Staff by race and gender - equality training from 1.4.2010 – 31.3.2011			
	Gender		
Broad Ethnic Category	Female	Male	Grand Total
White	1411	524	1935
BME	145	261	406
Total	1556	785	2341

4 Full/Part-time Status

Figures for the year to the 31st December 2010 show that just under 35% of FTE (Full Time Equivalent) staff are female and just over 16% are male. 44.37% of part time staff are female and 416% are male. There are more part-time women than FTE women (35.09%). (Appendix A). For males there is a mere 4.16% who work part-time and 16.92% of male staff are FTE.

There was little difference in the percentage for White staff FTE staff at 43.5% and 42.62% part time. Of BME staff 7.78% were FTE and part time was 3.76% which is proportionally much higher than it is for White staff. (Appendix B).

While 0.77% of staff who declare a disability are FTE and 0.68% 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. (Appendix C).

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

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 2010 show that 58 people were awarded points. Of these 15 were female and 43 were male.

The Ethnic Origin breakdown is as follows:

British	42
Black or Black British	2
Other Mixed Background	1
Other White Background	4
Asian / Asian British	7
not stated	2

6 Reasons for Leaving

In 2010 there were 1489 leavers. Reasons for FTE staff leaving NBT by ethnicity for the period between 01.01.10 and 31.12.10 are set out in the chart below. No reason is given for 29.15% of the leavers. The highest number is for end of fixed term contracts, many of whom will be doctors, after this 11.08% of staff retire.

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

Leaving Reason 2010	FTE	Headcount	Headcount%
End of Fixed Term Contract	361.20	401	26.93%
Voluntary Resignation - Other/Not Known	307.49	434	29.15%
Retirement Age	119.77	165	11.08%
Voluntary Resignation - Relocation	73.13	86	5.78%
Voluntary Resignation - To undertake further education or training	36.51	42	2.82%
Voluntary Resignation - Promotion	35.39	40	2.69%
Voluntary Resignation - Work Life Balance	24.76	33	2.22%
End of Fixed Term Contract - Other	27.23	29	1.95%
Voluntary Resignation - Health	17.93	28	1.88%
End of Fixed Term Contract – End of Work Requirement	9.40	26	1.75%
Voluntary Resignation - Child Dependants	14.41	23	1.54%
Dismissal - Capability	16.87	22	1.48%
Voluntary Resignation - Better Reward Package	15.56	16	1.07%
Voluntary Early Retirement - with Actuarial Reduction	12.96	16	1.07%
Employee Transfer	10.00	15	1.01%
Dismissal - Some Other Substantial Reason	9.82	15	1.01%
End of Fixed Term Contract - External Rotation	13.00	13	0.87%
Retirement - Ill Health	10.27	12	0.81%

Voluntary Resignation - Lack of Opportunities	9.40	11	0.74%
End of Fixed Term Contract - Completion of Training Scheme	10.00	10	0.67%
Voluntary Early Retirement - no Actuarial Reduction	7.45	10	0.67%
Death in Service	7.25	9	0.60%
Flexi Retirement	6.55	8	0.54%
Initial Pension Ended	0.00	5	0.34%
Dismissal - Statutory Reason	3.43	4	0.27%
Pregnancy	2.08	4	0.27%
Dismissal - Conduct	2.07	3	0.20%
Voluntary Resignation - Adult Dependants	3.00	3	0.20%
Merged Organisation - Duplicate Record	2.00	2	0.13%
Redundancy - Compulsory	1.20	2	0.13%
Redundancy - Voluntary	1.62	2	0.13%
Total	1171.73	1489	

For leavers by age the highest number was for those between the ages of 26 – 30 (20.42%) followed by 31 – 35 years olds (16.72%), 21 – 25 year olds 12.36% then 36 – 40 year olds (11.08%). After age 40 these figures reduce for age bands 41 – 45 (7.79%) to 1.61% at 66 – 70. The exception being at age bands 56 – 60 (9.81%) and 61 – 65 (7.66%) 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 2010 All Staff			
Age Band	FTE	Headcount	Headcount%
16 - 20	17.17	26	1.75%
21 - 25	170.06	184	12.36%
26 - 30	262.19	304	20.42%
31 - 35	192.48	249	16.72%
36 - 40	130.60	165	11.08%
41 - 45	82.12	116	7.79%
46 - 50	58.58	80	5.37%
51 - 55	51.92	70	4.70%
56 - 60	113.16	146	9.81%
61 - 65	75.59	114	7.66%
66 - 70	12.71	24	1.61%
71 & above	5.14	11	0.74%
Total	1,171.73	1489	

7 Leavers Length of Service

Black and Minority Ethnic

Leavers Length of Services - BME 2010		
LOS	Ethnic Origin	FTE
0 - 1 yrs	White - British	377.30
	BME	98.72
01 - 05	White - British	351.46
	BME	59.21
06 - 10	White - British	87.65
	BME	10.02
11 - 15	White - British	45.90
	BME	3.39
16 - 20	White - British	34.84
	BME	
21 - 25	White - British	32.20
	BME	0.64
26 - 30	White - British	18.75
	BME	1.00
31 - 35	White - British	16.28
	BME	0.80
36 - 40	White - British	5.82
	BME	1.00
40+ yrs	White - British	
	BME	1.00
Total		1,171.73

Leavers Length of Service – Gender

Leavers Length of Services - Gender		
Gender	Female	Male
	Headcount	Headcount
0 - 1 yrs	367	235
01 - 05	420	131
06 - 10	109	23
11 - 15	56	12
16 - 20	38	5
21 - 25	30	10
26 - 30	16	8
31 - 35	13	8
36 - 40	4	3
40+ yrs	1	NULL
Total	1054	435

Leavers Length of Service – Disability

Leavers Length of Service - Disability 2010				
Disabled	No	Not Declared	Undefined	Yes
	Headcount	Headcount	Headcount	Headcount
0 - 1 yrs	94	10	494	4
01 - 05	208	8	327	8
06 - 10	27	NULL	103	2
11 - 15	21	1	45	1
16 - 20	18	NULL	25	NULL
21 - 25	16	NULL	23	1
26 - 30	9	NULL	15	NULL
31 - 35	5	NULL	16	NULL
36 - 40	2	NULL	5	NULL
40+ yrs	1	NULL	NULL	NULL
Total	401	19	1053	16

Leavers Length of Service – Sexual Orientation

Leavers Length of Service - Sexual Orientation 2010		
LoS	Sexual Orientation	Headcount
0 - 1 yrs	Bisexual	2
	Gay	1
	Heterosexual	190
	I do not wish to disclose my sexual orientation	56
	Undefined	352
01 - 05	Bisexual	5
	Gay	1
	Heterosexual	301
	I do not wish to disclose my sexual orientation	93
	Undefined	151
06 - 10	Heterosexual	44
	I do not wish to disclose my sexual orientation	19
	Undefined	69
11 - 15	Heterosexual	33
	I do not wish to disclose my sexual orientation	6
	Undefined	29
16 - 20	Heterosexual	17
	I do not wish to disclose my sexual orientation	12
	Undefined	14

21 - 25	Gay	1
	Heterosexual	18
	I do not wish to disclose my sexual orientation	7
	Undefined	14
26 - 30	Heterosexual	9
	I do not wish to disclose my sexual orientation	3
	Undefined	12
31 - 35	Heterosexual	7
	I do not wish to disclose my sexual orientation	2
	Undefined	12
36 - 40	Heterosexual	1
	I do not wish to disclose my sexual orientation	3
	Undefined	3
40+ yrs	Heterosexual	1
Total		1489

Leavers Length of Service – Religion or Belief

Leavers Length of Service - Religion or Belief 2010		
Los	Religious Belief	Headcount
0 - 1 yrs	Atheism	39
	Buddhism	1
	Christianity	90
	Hinduism	4
	I do not wish to disclose my religion/belief	79
	Islam	11
	Jainism	1
	Judaism	2
	Other	23
	Undefined	352
01 - 05	Atheism	39
	Buddhism	2
	Christianity	210
	Hinduism	7
	I do not wish to disclose my religion/belief	110
	Islam	7
	Other	25
	Undefined	151

06 - 10	Atheism	3
	Christianity	35
	I do not wish to disclose my religion/belief	19
	Islam	2
	Other	6
	Undefined	67
11 - 15	Atheism	3
	Christianity	30
	I do not wish to disclose my religion/belief	8
	Undefined	27
16 - 20	Atheism	2
	Christianity	16
	I do not wish to disclose my religion/belief	9
	Other	2
	Undefined	14
21 - 25	Atheism	2
	Christianity	18
	I do not wish to disclose my religion/belief	4
	Other	3
	Undefined	13
26 - 30	Christianity	9
	I do not wish to disclose my religion/belief	3
	Undefined	12
31 - 35	Atheism	1
	Christianity	6
	I do not wish to disclose my religion/belief	2
	Undefined	12
36 - 40	Christianity	2
	I do not wish to disclose my religion/belief	1
	Other	1
	Undefined	3
40+ yrs	Christianity	1
Total		1489

8 Harassment and Bullying

The harassment advice line service was launched in November 2009, supported by volunteer harassment advisors, recruited from a diverse staff group. A cycle of continuous review and improvements generally determine the development of the service and a number of actions are planned in the interim.

Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Age	1					1					
Race	1		1								1
Disability							1			1	
Sexual Orientation							1				
Gender							1				
Other	1	9	2	6	5	3		2	3	6	7

Lesley Mansell
Equality and Diversity Manager

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