

Compliance Team – Health Records

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FOI REQUEST NUMBER 197 2015

Request:

We are writing to ask the following

A) what diversity questions you ask your workforce and service users to identify protected characteristics under the Equality Act 2010? - Attached

B) what questions you ask about religion within this? - Attached

B)what proportion of your workforce and service users respectively identify as Christian based on what sample ? – See Below

Count of Employee Number		
Religious Belief	Total	% of workforce
Atheism	460	11.96%
Buddhism	20	0.52%
Christianity	1209	31.44%
Hinduism	35	0.91%
I do not wish to disclose my religion/belief	1672	43.47%
Islam	31	0.81%
Judaism	4	0.10%
Other	365	9.49%
Sikhism	1	0.03%
Undefined	49	1.27%
(blank)		
Grand Total	3846	

Service Users with an open referral 13/05/15

Religions	Count
Agnostic	30

Anglican	17
Atheist	98
Baha'i	1
Baptist	59
Buddhist	37
Catholic: Not Roman Catholic	20
Christadelphian	1
Christian	423
Christian Scientists	8
Christian Spiritualist	1
Church of Christ	1
Church of England	3983
Church of Latter Day Saints	1
Church of Scotland	18
Evangelical Christian	2
Free Church	15
Greek Orthodox	3
Hindu	6
Jehovah's Witness	76
Jewish	12
Lutheran	1
Methodist	94
Mormon	14
Muslim	65
Nonconformist	20
Non-Denominational	22
Not Migrated	1
Not Religious	2570
Not Specified	2485
NULL	1785
Occultist	1
Orthodox Christian	4
Other Free Church	19
Pagan	19
Pantheist	3
Patient Religion Unknown	12573
Pentecostalist	19
Plymouth Brethren	2
Presbyterian	7
Protestant	23
Quaker	6
Rastafari	4
Religion (Other Not Listed)	206

Religion not given - PATIENT refused	44
Roman Catholic	542
Salvation Army Member	19
Seventh Day Adventist	2
Sikh	2
Spiritualist	31
Sunni Muslim	1
Unitarian	2
United Reform	2
Wiccan	3
Grand Total	25403

If this request can be covered by the annual diversity breakdown you publish on your workforce and service users by protected characteristic then a copy of, or a link to this, would be welcomed.

Response:

Thank you for your recent request under the Freedom of Information Act. Please find detailed below and attached the information you have requested.





The Trust provides a complaints procedure to deal with complaints about the Trust's handling of requests for information. If you feel you need to make a complaint, in the first instance, you should contact a Non-Executive Director via the Chair of the Trust. If you feel you have exhausted our internal complaints procedure, you also have the right and may feel you wish to write to the Information Commissioner who can be contacted on telephone number 01625 545740 or at www.ico.gov.uk.

Norfolk & Suffolk Foundation Trust
Workforce Composition
at
31st March 2015



Workforce Composition

Section 1

-  Workforce by Pay Band and Ethnicity
-  Workforce by Pay Band and Age Group
-  Workforce by Pay Band and Gender
-  Workforce by Pay Band and Disability
-  Workforce by Pay Band and Religion or Belief
-  Workforce by Pay Band and Sexual Orientation
-  Workforce by Age Group and Gender Chart




Workforce Composition

Section 2

-  Workforce by Staff Group and Ethnicity
-  Workforce by Staff Group and Age Group
-  Workforce by Staff Group and Gender
-  Workforce by Staff Group and Disability
-  Workforce by Staff Group and Religion or Belief
-  Workforce by Staff Group and Sexual Orientation

Workforce Composition

Section 3

-  Workforce by Ethnicity
-  Workforce by Age Group
-  Workforce by Gender
-  Workforce by Disability
-  Workforce by Religion or Belief
-  Workforce by Sexual Orientation

Workforce Composition

Section 4

-  New Appointments by Staff Group and Ethnicity
-  New Appointments by Staff Group and Age Group
-  New Appointments by Staff Group and Gender
-  New Appointments by Staff Group and Disability
-  New Appointments by Staff Group and Religion or Belief
-  New Appointments by Staff Group and Sexual Orientation

Workforce Composition

Section 5

-  Leavers by Staff Group and Ethnicity
-  Leavers by Staff Group and Age Group
-  Leavers by Staff Group and Gender
-  Leavers by Staff Group and Disability
-  Leavers by Staff Group and Religion or Belief
-  Leavers by Staff Group and Sexual Orientation
-  Leavers by Staff Group and Leaving Reason
-  Leavers by Staff Group and Leaving Destination

Workforce Composition

Section 6

-  Promotions by Staff Group and Ethnicity
-  Promotions by Staff Group and Age Group
-  Promotions by Staff Group and Gender
-  Promotions by Staff Group and Disability
-  Promotions by Staff Group and Religion or Belief
-  Promotions by Staff Group and Sexual Orientation

Workforce Composition

Section 7

-  Recruitment by Applications and Ethnicity
-  Recruitment by Applications and Age Group
-  Recruitment by Applications and Gender
-  Recruitment by Applications and Disability
-  Recruitment by Applications and Religion or Belief
-  Recruitment by Applications and Sexual Orientation

Section 1

Workforce by Pay Banding

Workforce by Pay Band & Ethnicity

Ethnic Origin	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
White – British	39	165	685	524	506	658	329	128	65	51	98	3248	83.82%
White – Irish	0	3	5	3	8	11	7	4	2	1	1	45	1.16%
White - Any other White background	3	8	37	7	13	14	13	3	5	2	20	125	3.23%
White Unspecified	0	0	0	0	0	0	1	0	0	0	0	1	0.03%
White English	0	0	6	3	5	3	4	1	0	0	2	24	0.62%
White Scottish	0	0	1	1	1	0	0	0	0	0	1	4	0.10%
White Italian	0	0	0	0	0	1	0	0	0	0	1	2	0.05%
White Polish	2	0	4	0	1	0	0	0	0	0	0	7	0.18%

Table 1 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Ethnicity

Ethnic Origin	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
White Mixed	0	0	0	0	1	0	0	0	0	0	0	1	0.03%
White Other European	1	1	3	0	1	2	1	0	0	0	0	9	0.23%
Mixed - White & Black Caribbean	0	0	3	3	3	2	1	0	0	0	0	12	0.31%
Mixed - White & Black African	2	0	2	1	1	1	1	0	0	0	1	9	0.23%
Mixed - White & Asian	0	0	0	0	1	2	0	1	0	0	3	7	0.18%
Mixed - Any other mixed background	2	1	8	6	2	5	2	2	1	0	3	32	0.83%
Asian or Asian British – Indian	0	0	2	0	3	3	0	0	0	1	43	52	1.34%
Asian or Asian British – Pakistani	0	0	0	0	1	1	0	0	0	0	8	10	0.26%

Table 2 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Ethnicity

Ethnic Origin	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
Asian or Asian British – Bangladeshi	0	0	1	0	0	0	0	0	0	0	3	4	0.10%
Asian or Asian British - Any other Asian background	0	2	7	5	7	3	1	1	1	0	8	35	0.90%
Asian Mixed	0	0	0	0	1	0	0	0	0	0	0	1	0.03%
Black or Black British – Caribbean	2	1	16	0	5	1	1	1	0	0	0	27	0.70%
Black or Black British – African	1	0	27	4	28	13	4	0	0	0	10	87	2.25%
Black or Black British - Any other Black background	0	0	2	0	3	2	0	0	0	0	1	8	0.21%
Chinese	0	0	1	0	5	1	0	2	0	0	1	10	0.26%

Table 3 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Ethnicity

Ethnic Origin	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
Any Other Ethnic Group	0	1	9	2	4	2	1	0	0	0	3	22	0.57%
Filipino	0	0	2	0	1	0	0	0	0	0	0	3	0.08%
Malaysian	0	0	0	0	1	0	0	0	0	0	0	1	0.03%
Other Specified	0	0	0	0	0	1	0	0	0	0	2	3	0.08%
Undefined	0	1	0	0	0	0	0	0	0	0	0	1	0.03%
Not Stated	1	5	24	11	13	11	4	0	5	0	11	85	2.19%
Grand Total	53	188	845	570	615	737	370	143	79	55	220	3875	100.00%

Table 4 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Age Group

Pay Band	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Head Count	Percentage
1	0	2	4	5	6	6	8	6	9	7	0	53	1.37%
2	3	17	14	14	9	19	20	43	26	18	5	188	4.85%
3	14	49	82	78	81	119	133	136	95	49	9	845	21.81%
4	1	38	71	51	53	83	79	86	70	36	2	570	14.71%
5	0	58	84	70	69	87	79	82	57	22	7	615	15.87%
6	0	8	63	92	111	126	128	128	61	15	5	737	19.02%
7	0	0	13	48	51	57	95	58	34	11	3	370	9.55%
8A	0	0	6	29	32	22	25	19	9	1	0	143	3.69%
8B	0	0	1	8	14	19	18	12	6	1	0	79	2.04%
8C, 8D and 9	0	0	0	1	4	6	18	18	7	1	0	55	1.42%
Non A for C	7	0	8	16	43	33	35	36	29	10	3	220	5.68%
Grand Total	25	172	346	412	473	577	638	624	403	171	34	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Gender

Pay Band	Female	Male	Head Count	Percentage Female	Percentage Male
1	42	11	53	79.25%	20.75%
2	153	35	188	81.38%	18.62%
3	616	229	845	72.90%	27.10%
4	406	164	570	71.23%	28.77%
5	436	179	615	70.89%	29.11%
6	526	211	737	71.37%	28.63%
7	276	94	370	74.59%	25.41%
8A	83	60	143	58.04%	41.96%
8B	51	28	79	64.56%	35.44%
8C, 8D and 9	38	17	55	69.09%	30.91%
Non A for C	97	123	220	44.09%	55.91%
Grand Total	2724	1151	3875	70.30%	29.70%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Disability Status

Disability	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
No	27	151	557	345	403	476	235	102	57	32	128	2513	64.85%
Not Declared	23	28	234	177	138	200	114	33	17	21	65	1050	27.10%
Undefined	1	2	25	21	32	22	10	4	3	1	24	145	3.74%
Yes	2	7	29	27	42	39	11	4	2	1	3	167	4.31%
Grand Total	53	188	845	570	615	737	370	143	79	55	220	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Religion or Belief

Religion or Belief	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
Atheism	1	17	82	74	76	79	50	15	15	5	24	438	11.30%
Buddhism	0	0	1	2	4	5	4	0	2	0	3	21	0.54%
Christianity	17	69	290	179	194	224	114	46	18	16	47	1214	31.33%
Hinduism	0	0	2	1	5	2	1	0	0	1	19	31	0.80%
I do not wish to disclose my religion/belief	30	76	390	256	255	355	174	62	34	28	94	1754	45.26%
Islam	1	1	6	1	3	0	1	0	0	0	13	26	0.67%

Table 1 of 2

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Religion or Belief

Religion or Belief	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
Judaism	0	0	0	0	0	0	0	1	0	1	1	3	0.08%
Other	4	25	73	54	72	69	25	16	9	2	15	364	9.39%
Sikhism	0	0	0	0	1	0	0	0	0	0	0	1	0.03%
Undefined	0	0	1	3	5	3	1	3	1	2	4	23	0.59%
Grand Total	53	188	845	570	615	737	370	143	79	55	220	3875	100.00%

Table 2 of 2

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Pay Band & Sexual Orientation

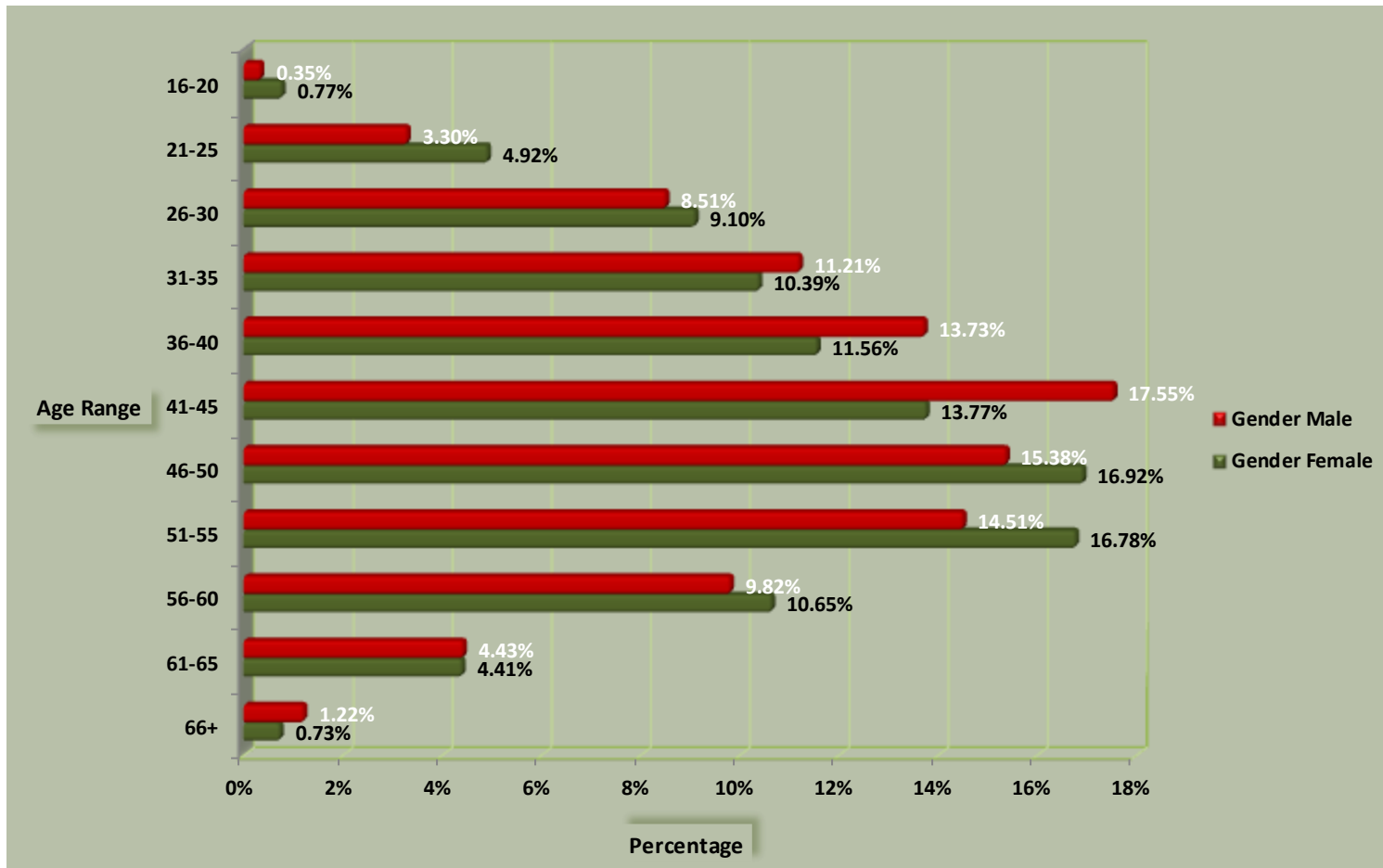
Sexual Orientation	Pay Band											Head Count	Percentage
	1	2	3	4	5	6	7	8A	8B	8C, 8D and 9	Non A for C		
Bisexual	0	0	2	1	1	3	3	0	0	0	1	11	0.28%
Gay	0	1	6	3	4	8	1	0	0	1	1	25	0.65%
Heterosexual	24	106	427	300	344	392	185	73	44	25	105	2025	52.26%
I do not wish to disclose my sexual orientation	29	73	385	247	237	319	169	62	32	26	97	1676	43.25%
Lesbian	0	2	3	2	4	5	4	0	0	0	1	21	0.54%
Undefined	0	6	22	17	25	10	8	8	3	3	15	117	3.02%
Grand Total	53	188	845	570	615	737	370	143	79	55	220	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce Composition by Age & Gender



Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Section 2

Workforce by Staff Grouping

Workforce by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
White - British	881	138	67	1078	337	747	3248	83.82%
White - Irish	7	4	1	21	7	5	45	1.16%
White - Any other White background	26	1	20	24	22	32	125	3.23%
White Unspecified	0	0	0	1	0	0	1	0.03%
White English	5	0	2	8	4	5	24	0.62%
White Scottish	0	1	0	1	0	2	4	0.10%
White Italian	0	0	1	1	0	0	2	0.05%

Table 1 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
White Polish	3	0	0	1	0	3	7	0.18%
White Mixed	0	0	0	0	0	1	1	0.03%
White Other European	3	0	0	3	1	2	9	0.23%
Mixed - White & Black Caribbean	1	0	0	4	2	5	12	0.31%
Mixed - White & Black African	2	0	1	3	0	3	9	0.23%
Mixed - White & Asian	1	0	3	2	1	0	7	0.18%
Mixed - Any other mixed background	6	2	3	8	1	12	32	0.83%
Asian or Asian British - Indian	3	1	43	0	3	2	52	1.34%

Table 2 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Asian or Asian British – Pakistani	0	0	8	2	0	0	10	0.26%
Asian or Asian British – Bangladeshi	0	0	3	0	0	1	4	0.10%
Asian or Asian British - Any other Asian background	3	1	8	11	1	11	35	0.90%
Asian Mixed	0	0	0	1	0	0	1	0.03%
Black or Black British – Caribbean	6	1	0	6	1	13	27	0.70%
Black or Black British – African	5	0	10	41	3	28	87	2.25%
Black or Black British - Any other Black background	1	0	1	5	0	1	8	0.21%

Table 3 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Chinese	2	0	1	4	2	1	10	0.26%
Any Other Ethnic Group	4	0	3	6	0	9	22	0.57%
Filipino	0	0	0	0	1	2	3	0.08%
Malaysian	0	0	0	1	0	0	1	0.03%
Other Specified	0	0	2	1	0	0	3	0.08%
Undefined	1	0	0	0	0	0	1	0.03%
Not Stated	18	4	8	21	3	31	85	2.19%
Grand Total	978	153	185	1254	389	916	3875	100.00%

Table 4 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Age Group

Age Group	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
16-20	14	0	0	0	0	11	25	0.65%
21-25	42	0	0	48	12	70	172	4.44%
26-30	83	2	8	108	34	111	346	8.93%
31-35	90	13	13	143	66	87	412	10.63%
36-40	81	11	42	174	73	92	473	12.21%
41-45	130	24	31	191	59	142	577	14.89%
46-50	130	45	28	234	60	141	638	16.46%
51-55	181	37	31	199	48	128	624	16.10%
56-60	144	14	24	112	24	85	403	10.40%
61-65	69	6	6	35	10	45	171	4.41%
66+	14	1	2	10	3	4	34	0.88%
Grand Total	978	153	185	1254	389	916	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Gender

Gender	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Female	738	75	81	909	303	618	2724	70.30%
Male	240	78	104	345	86	298	1151	29.70%
Grand Total	978	153	185	1254	389	916	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Disability Status

Disability Status	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
No	663	94	107	808	277	564	2513	64.85%
Not Declared	251	49	58	328	87	277	1050	27.10%
Undefined	26	8	18	50	8	35	145	3.74%
Yes	38	2	2	68	17	40	167	4.31%
Grand Total	978	153	185	1254	389	916	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Religion or Belief

Religious Belief	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Atheism	104	18	18	142	54	102	438	11.30%
Buddhism	2	0	3	8	6	2	21	0.54%
Christianity	356	43	42	384	122	267	1214	31.33%
Hinduism	2	1	19	6	0	3	31	0.80%
I do not wish to disclose my religion/belief	421	76	81	582	153	441	1754	45.26%
Islam	2	0	13	3	1	7	26	0.67%
Judaism	0	1	1	0	1	0	3	0.08%
Other	89	13	6	123	44	89	364	9.39%
Sikhism	1	0	0	0	0	0	1	0.03%
Undefined	1	1	2	6	8	5	23	0.59%
Grand Total	978	153	185	1254	389	916	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Sexual Orientation

Sexual Orientation	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Bisexual	0	0	1	6	1	3	11	0.28%
Gay	4	2	0	11	1	7	25	0.65%
Heterosexual	572	62	92	640	232	427	2025	52.26%
I do not wish to disclose my sexual orientation	379	80	85	556	133	443	1676	43.25%
Lesbian	5	0	1	10	2	3	21	0.54%
Undefined	18	9	6	31	20	33	117	3.02%
Grand Total	978	153	185	1254	389	916	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Section 3

Workforce by Equality Indicators

Workforce by Ethnicity

Ethnic Origin	Head Count	Percentage
White - British	3248	83.82%
White – Irish	45	1.16%
White - Any other White background	125	3.23%
White Unspecified	1	0.03%
White English	24	0.62%
White Scottish	4	0.10%
White Italian	2	0.05%
White Polish	7	0.18%

Table 1 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Ethnicity

Ethnic Origin	Head Count	Percentage
White Mixed	1	0.03%
White Other European	9	0.23%
Mixed - White & Black Caribbean	12	0.31%
Mixed - White & Black African	9	0.23%
Mixed - White & Asian	7	0.18%
Mixed - Any other mixed background	32	0.83%
Asian or Asian British - Indian	52	1.34%
Asian or Asian British - Pakistani	10	0.26%

Table 2 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Ethnicity

Ethnic Origin	Head Count	Percentage
Asian or Asian British - Bangladeshi	4	0.10%
Asian or Asian British - Any other Asian background	35	0.90%
Asian Mixed	1	0.03%
Black or Black British - Caribbean	27	0.70%
Black or Black British - African	87	2.25%
Black or Black British - Any other Black background	8	0.21%
Chinese	10	0.26%

Table 3 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Ethnicity

Ethnic Origin	Head Count	Percentage
Any Other Ethnic Group	22	0.57%
Filipino	3	0.08%
Malaysian	1	0.03%
Other Specified	3	0.08%
Undefined	1	0.03%
Not Stated	85	2.19%
Grand Total	3875	100.00%

Table 4 of 4

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Staff Group & Age Group

Age Group	Head Count	Percentage
16-20	25	0.65%
21-25	172	4.44%
26-30	346	8.93%
31-35	412	10.63%
36-40	473	12.21%
41-45	577	14.89%
46-50	638	16.46%
51-55	624	16.10%
56-60	403	10.40%
61-65	171	4.41%
66+	34	0.88%
Grand Total	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Gender

Gender	Head Count	Percentage
Female	2724	70.30
Male	1151	29.70
Grand Total	3875	100.00

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Disability Status

Disability Status	Head Count	Percentage
No	2513	64.85%
Not Declared	1050	27.10%
Undefined	145	3.74%
Yes	167	4.31%
Total	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Religion or Belief

Religious Belief	Head Count	Percentage
Atheism	438	11.30%
Buddhism	21	0.54%
Christianity	1214	31.33%
Hinduism	31	0.80%
I do not wish to disclose my religion/belief	1754	45.26%
Islam	26	0.67%
Judaism	3	0.08%
Other	364	9.39%
Sikhism	1	0.03%
Undefined	23	0.59%
Total	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Workforce by Sexual Orientation

Sexual Orientation	Head Count	Percentage
Bisexual	11	0.28%
Gay	25	0.65%
Heterosexual	2025	52.26%
I do not wish to disclose mysexual orientation	1676	43.25%
Lesbian	21	0.54%
Undefined	117	3.02%
Total	3875	100.00%

Data Source ESR as at 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Section 4

Workforce New Appointments

New Appointments by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
White - British	142	7	13	127	35	141	465	78.95%
White - Irish	2	1	0	1	2	0	6	1.02%
White - Any other White background	6	0	5	4	3	6	24	4.07%
White Unspecified	0	0	1	0	0	0	1	0.17%
White English	0	0	1	1	0	0	2	0.34%
White Scottish	0	1	0	1	0	0	2	0.34%
White Polish	0	0	0	0	0	1	1	0.17%
White Other European	0	0	0	1	0	0	1	0.17%
Mixed - White & Black Caribbean	1	0	0	1	0	2	4	0.68%

Table 1 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



New Appointments by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Mixed - White & Black African	0	0	0	0	0	2	2	0.34%
Mixed - Any other mixed background	2	0	1	1	0	4	8	1.36%
Asian or Asian British - Indian	2	0	5	1	0	1	9	1.53%
Asian or Asian British - Pakistani	0	0	3	1	0	0	4	0.68%
Asian or Asian British - Bangladeshi	0	0	1	0	0	1	2	0.34%
Asian or Asian British - Any other Asian background	0	0	1	1	1	3	6	1.02%
Asian Mixed	0	0	0	1	0	0	1	0.17%
Black or Black British - Caribbean	2	0	0	0	1	2	5	0.85%
Black or Black British - African	3	0	1	10	0	10	24	4.07%

Table 2 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



New Appointments by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Chinese	0	0	0	1	1	0	2	0.34%
Any Other Ethnic Group	0	0	0	1	0	3	4	0.68%
Other Specified	0	0	1	0	0	0	1	0.17%
Undefined	3	1	1	0	0	0	5	0.85%
Not Stated	0	1	0	4	1	4	10	1.70%
Grand Total	163	11	34	157	44	180	589	100.00%

Table 3 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



New Appointments by Staff Group & Age Group

Age Group	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
16 - 20	12	0	0	0	0	10	22	3.74%
21 - 25	29	0	0	25	6	50	110	18.68%
26 - 30	23	0	8	23	10	28	92	15.62%
31 - 35	13	1	5	20	11	21	71	12.05%
36 - 40	8	0	12	16	8	16	60	10.19%
41 - 45	18	4	1	21	1	16	61	10.36%
46 - 50	21	2	5	14	1	22	65	11.04%
51 - 55	21	2	3	21	3	15	65	11.04%
56 - 60	15	1	0	12	3	1	32	5.43%
61 - 65	3	1	0	3	1	1	9	1.53%
66 - 70	0	0	0	2	0	0	2	0.34%
Grand Total	163	11	34	157	44	180	589	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



New Appointments by Staff Group & Gender

Gender	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Female	124	6	15	111	31	125	412	69.95%
Male	39	5	19	46	13	55	177	30.05%
Grand Total	163	11	34	157	44	180	589	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



New Appointments by Staff Group & Disability

Disability	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
No	127	5	25	110	40	137	444	75.38%
Not Declared	12	3	1	11	1	12	40	6.79%
Undefined	12	3	8	21	3	9	56	9.51%
Yes	12	0	0	15	0	22	49	8.32%
Grand Total	163	11	34	157	44	180	589	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



New Appointments by Staff Group & Religion or Belief

Religion or Belief	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Atheism	24	0	2	21	6	42	95	16.13%
Buddhism	1	0	0	2	1	2	6	1.02%
Christianity	63	4	9	44	17	50	187	31.75%
Hinduism	0	0	3	1	0	2	6	1.02%
I do not wish to disclose my religion/belief	45	3	11	55	6	41	161	27.33%
Islam	0	0	3	2	0	2	7	1.19%
Judaism	0	1	0	0	0	0	1	0.17%
Other	28	2	6	32	11	41	120	20.37%
Sikhism	1	0	0	0	0	0	1	0.17%
Undefined	1	1	0	0	3	0	5	0.85%
Grand Total	163	11	34	157	44	180	589	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



New Appointments by Staff Group & Sexual Orientation

Sexual Orientation	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Bisexual	0	0	1	0	0	2	3	0.51%
Gay	1	0	0	1	0	1	3	0.51%
Heterosexual	121	6	17	96	34	133	407	69.10%
I do not wish to disclose my sexual orientation	31	2	10	44	2	34	123	20.88%
Lesbian	2	0	0	2	0	1	5	0.85%
Undefined	8	3	6	14	8	9	48	8.15%
Grand Total	163	11	34	157	44	180	589	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Section 5

Workforce Leavers

Leavers by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
White – British	140	32	18	119	56	89	454	82.10%
White – Irish	0	0	0	3	2	1	6	1.08%
White - Any other White background	6	2	2	4	3	2	19	3.44%
White Unspecified	0	0	1	0	0	0	1	0.18%
White English	2	0	0	1	0	0	3	0.54%
White Scottish	0	0	0	1	0	0	1	0.18%
White Cypriot (non specific)	1	0	0	0	0	0	1	0.18%
White Kosovan	1	0	0	0	0	0	1	0.18%
White Other European	0	0	0	0	0	1	1	0.18%

Table 1 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Mixed - White & Black Caribbean	1	0	0	0	0	0	1	0.18%
Mixed - White & Asian	0	0	0	1	0	1	2	0.36%
Mixed - Any other mixed background	0	0	0	0	0	1	1	0.18%
Asian or Asian British - Indian	2	0	2	2	0	0	6	1.08%
Asian or Asian British - Pakistani	0	0	3	0	1	0	4	0.72%
Asian or Asian British - Any other Asian background	0	0	0	2	2	0	4	0.72%
Asian Sri Lankan	0	0	1	0	0	0	1	0.18%
Black or Black British - Caribbean	1	0	0	1	0	0	2	0.36%
Black or Black British - African	4	0	3	13	2	3	25	4.52%

Table 2 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Black or Black British - Any other Black background	0	0	1	1	0	0	2	0.36%
Black Nigerian	0	0	0	1	0	0	1	0.18%
Chinese	1	0	0	2	1	0	4	0.72%
Any Other Ethnic Group	0	0	0	0	0	1	1	0.18%
Undefined	0	0	1	0	0	1	2	0.36%
Not Stated	3	0	0	3	2	2	10	1.81%
Grand Total	162	34	32	154	69	102	553	100.00%

Table 3 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Age Group

Age Group	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
16 – 20	2	0	0	1	0	1	4	0.72%
21 – 25	15	0	0	4	3	17	39	7.05%
26 – 30	20	1	7	16	7	14	65	11.75%
31 – 35	15	1	2	21	8	9	56	10.13%
36 – 40	12	3	6	14	13	2	50	9.04%
41 – 45	13	5	5	14	5	4	46	8.32%
46 – 50	18	7	2	13	10	13	63	11.39%
51 – 55	16	5	7	34	10	14	86	15.55%
56 – 60	21	7	2	23	9	11	73	13.20%
61 – 65	26	2	1	10	4	13	56	10.13%
66 – 70	4	2	0	4	0	3	13	2.35%
71 & above	0	1	0	0	0	1	2	0.36%
Grand Total	162	34	32	154	69	102	553	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Gender

Gender	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Female	131	18	19	100	47	81	396	71.61%
Male	31	16	13	54	22	21	157	28.39%
Grand Total	162	34	32	154	69	102	553	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Disability

Disability	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
No	112	65	18	23	109	28	355	64.20%
Not Declared	38	31	10	9	33	29	150	27.12%
Undefined	1	3	5	0	6	11	26	4.70%
Yes	11	3	1	0	6	1	22	3.98%
Grand Total	162	102	34	32	154	69	553	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Religion or Belief

Religion or Belief	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Atheism	19	3	1	15	8	13	59	10.67%
Buddhism	0	0	1	6	1	2	10	1.81%
Christianity	71	13	6	44	12	27	173	31.28%
I do not wish to disclose my religion/belief	55	15	9	66	36	42	223	40.33%
Islam	1	0	0	2	1	1	5	0.90%
Judaism	0	0	0	0	0	1	1	0.18%
Other	13	1	6	17	6	14	57	10.31%
Sikhism	1	0	0	0	0	0	1	0.18%
Undefined	2	2	9	4	5	2	24	4.34%
Grand Total	162	34	32	154	69	102	553	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Sexual Orientation

Sexual Orientation	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Bisexual	2	0	0	0	0	2	4	0.72%
Gay	2	0	0	1	1	1	5	0.90%
Heterosexual	106	18	8	71	23	51	277	50.09%
I do not wish to disclose my sexual orientation	47	14	10	70	37	40	218	39.42%
Lesbian	0	0	0	1	0	1	2	0.36%
Undefined	5	2	14	11	8	7	47	8.50%
Grand Total	162	34	32	154	69	102	553	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Leaving Reason

Leaving Reason	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Death in Service	1	0	0	0	0	1	2	0.36%
Dismissal - Capability	1	0	0	1	0	1	3	0.54%
Dismissal - Conduct	2	0	0	4	0	4	10	1.81%
Dismissal - Some Other Substantial Reason	2	1	1	7	0	5	16	2.89%
Employee Transfer	1	0	0	0	0	1	2	0.36%
End of Fixed Term Contract	15	4	13	4	2	4	42	7.59%
End of Fixed Term Contract - Completion of Training Scheme	0	0	0	0	0	1	1	0.18%
End of Fixed Term Contract - End of Work Requirement	19	4	3	22	28	2	78	14.10%
Has Not Worked	0	0	1	0	0	0	1	0.18%

Table 1 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Leaving Reason

Leaving Reason	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Redundancy - Compulsory	4	2	0	1	0	0	7	1.27%
Redundancy - Voluntary	2	4	0	0	1	1	8	1.45%
Retirement - Ill Health	1	0	1	4	1	5	12	2.17%
Retirement Age	14	5	4	30	8	16	77	13.92%
Voluntary Early Retirement - no Actuarial Reduction	1	3	1	4	4	5	18	3.25%
Voluntary Early Retirement - with Actuarial Reduction	1	0	0	0	0	1	2	0.36%
Voluntary Resignation - Adult Dependants	2	0	0	2	0	0	4	0.72%
Voluntary Resignation - Better Reward Package	16	1	0	7	4	2	30	5.42%
Voluntary Resignation - Child Dependants	3	1	0	4	1	1	10	1.81%

Table 2 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Leaving Reason

Leaving Reason	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Voluntary Resignation – Health	8	1	0	2	0	4	15	2.71%
Voluntary Resignation - Incompatible Working Relationships	3	0	1	2	0	2	8	1.45%
Voluntary Resignation - Lack of Opportunities	10	1	0	3	1	2	17	3.07%
Voluntary Resignation - Other/Not Known	2	1	0	0	1	2	6	1.08%
Voluntary Resignation - Promotion	15	3	3	4	2	10	37	6.69%
Voluntary Resignation - Relocation	17	2	4	27	12	21	83	15.01%
Voluntary Resignation - Work Life Balance	22	1	0	26	4	11	64	11.57%
Grand Total	162	34	32	154	69	102	553	100.00%

Table 3 of 3

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Leaving Destination

Leaving Destination	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Abroad - EU Country	0	0	1	1	1	0	3	0.54%
Abroad - Non EU Country	0	0	0	2	1	0	3	0.54%
Death in Service	1	0	0	0	0	0	1	0.18%
Education /Training	2	0	0	2	0	6	10	1.81%
Education Sector	2	0	0	2	2	2	8	1.45%
NHS Organisation	32	4	11	19	6	19	91	16.46%
No Employment	37	6	3	30	10	25	111	20.07%
Other Private Sector	18	2	0	6	0	5	31	5.61%

Table 1 of 2

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Leavers by Staff Group & Leaving Destination

Leaving Destination	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Other Public Sector	18	1	5	2	2	1	29	5.24%
Prison Service	1	0	0	3	0	0	4	0.72%
Private Health/Social Care	1	0	2	8	1	3	15	2.71%
Self Employed	0	0	0	1	1	0	2	0.36%
Social Services	3	4	1	24	30	2	64	11.57%
Undefined	6	2	2	6	1	5	22	3.98%
Unknown	41	15	7	48	14	34	159	28.75%
Grand Total	162	34	32	154	69	102	553	100.00%

Table 2 of 2

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.



Section 6

Workforce Promotions

Promotions by Staff Group & Ethnicity

Ethnic Origin	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
White – British	34	7	N/A	37	27	26	131	88.51%
White – Irish	0	0	N/A	2	0	0	2	1.35%
White - Any other White background	0	0	N/A	3	1	1	5	3.38%
Mixed - White & Asian	0	0	N/A	0	1	0	1	0.68%
Mixed - Any other mixed background	1	0	N/A	2	0	1	4	2.70%
Black or Black British – Caribbean	1	0	N/A	0	0	0	1	0.68%
Black or Black British – African	0	0	N/A	2	0	0	2	1.35%
Not Stated	1	0	N/A	1	0	0	2	1.35%
Grand Total	37	7	N/A	47	29	28	148	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.
There is no data currently available for non AfC Employee's.



Promotions by Staff Group & Age Group

Age Group	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
20-24	5	0	N/A	1	1	5	12	8.11%
25-29	4	1	N/A	8	5	6	24	16.22%
30-34	5	0	N/A	13	7	2	27	18.24%
35-39	5	3	N/A	5	5	2	20	13.51%
40-44	8	0	N/A	8	4	7	27	18.24%
45-49	5	3	N/A	7	4	4	23	15.54%
50-54	3	0	N/A	3	3	1	10	6.76%
55-59	2	0	N/A	1	0	1	4	2.70%
60-65	0	0	N/A	1	0	0	1	0.68%
Grand Total	37	7	N/A	47	29	28	148	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.
There is no data currently available for non AfC Employee's.



Promotions by Staff Group & Gender

Gender	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Female	33	3	N/A	35	27	23	121	81.76%
Male	4	4	N/A	12	2	5	27	18.24%
Grand Total	37	7	N/A	47	29	28	148	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.
 There is no data currently available for non AfC Employee's.



Promotions by Staff Group & Disability

Disability	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
No	23	5	N/A	33	23	18	102	68.92%
Not Declared	11	2	N/A	12	4	8	37	25.00%
Undefined	1	0	N/A	0	2	1	4	2.70%
Yes	2	0	N/A	2	0	1	5	3.38%
Grand Total	37	7	N/A	47	29	28	148	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.
There is no data currently available for non AfC Employee's.



Promotions by Staff Group & Religion or Belief

Religion or Belief	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Atheism	5	1	N/A	8	4	5	23	15.54%
Christianity	12	1	N/A	12	10	10	45	30.41%
I do not wish to disclose my religion/belief	15	3	N/A	17	9	13	57	38.51%
Other	5	2	N/A	10	6	0	23	15.54%
Grand Total	37	7	N/A	47	29	28	148	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.
There is no data currently available for non AfC Employee's.



Promotions by Staff Group & Sexual Orientation

Sexual Orientation	Admin & Estates	Managers Band 8a+	Medical & Dental	Nursing Registered	STT Qualified	Clinical Staff Support	Head Count	Percentage
Bisexual	0	0	N/A	1	0	0	1	0.68%
Gay	0	0	N/A	1	0	0	1	0.68%
Heterosexual	20	4	N/A	31	16	15	86	58.11%
I do not wish to disclose my sexual orientation	14	3	N/A	11	10	13	51	34.46%
Lesbian	0	0	N/A	0	1	0	1	0.68%
Undefined	3	0	N/A	3	2	0	8	5.41%
Grand Total	37	7	N/A	47	29	28	148	100.00%

Data Source ESR for the Period 01/04/2014 to 31/03/2015.

The data compiled excludes Bank & Non Primary Assignments.
There is no data currently available for non AfC Employee's.



Section 7

Recruitment

Recruitment by Applications & Ethnicity

Ethnicity	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
WHITE – British	8,220	71.90%	2912	74.80%	672	79.70%
WHITE – Irish	143	1.30%	51	1.30%	8	0.90%
WHITE - Any other white background	1,079	9.40%	224	5.80%	37	4.40%
ASIAN or ASIAN BRITISH – Indian	359	3.10%	75	1.90%	5	0.60%
ASIAN or ASIAN BRITISH – Pakistani	85	0.70%	21	0.50%	2	0.20%
ASIAN or ASIAN BRITISH – Bangladeshi	23	0.20%	3	0.10%	0	0.00%
ASIAN or ASIAN BRITISH - Any other Asian background	142	1.20%	50	1.30%	8	0.90%
MIXED - White & Black Caribbean	54	0.50%	21	0.50%	4	0.50%
MIXED - White & Black African	32	0.30%	8	0.20%	3	0.40%

Table 1 of 2

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.



Recruitment by Applications & Ethnicity

Ethnicity	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
MIXED - White & Asian	51	0.40%	16	0.40%	0	0.00%
MIXED - any other mixed background	83	0.70%	22	0.60%	5	0.60%
BLACK or BLACK BRITISH – Caribbean	69	0.60%	23	0.60%	5	0.60%
BLACK or BLACK BRITISH – African	590	5.20%	246	6.30%	31	3.70%
BLACK or BLACK BRITISH - Any other black background	38	0.30%	11	0.30%	0	0.00%
OTHER ETHNICGROUP – Chinese	62	0.50%	9	0.20%	3	0.40%
OTHER ETHNICGROUP - Any other ethnic group	120	1.00%	44	1.10%	8	0.90%
Undisclosed	286	2.50%	155	4.00%	52	6.20%
Total	11,436	100.00%	3891	100.00%	843	100.00%

Table 2 of 2

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.



Recruitment by Applications & Age Group

Age Group	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
Under 18	35	0.30%	15	0.40%	2	0.20%
18 to 19	244	2.10%	44	1.10%	5	0.60%
20 to 24	2,641	23.10%	503	12.90%	117	13.90%
25 to 29	2,390	20.90%	676	17.40%	136	16.10%
30 to 34	1,418	12.40%	537	13.80%	108	12.80%
35 to 39	985	8.60%	417	10.70%	85	10.10%
40 to 44	1,063	9.30%	473	12.20%	118	14.00%
45 to 49	1,029	9.00%	466	12.00%	110	13.00%

Table 1 of 2

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.



Recruitment by Applications & Age Group

Age Group	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
50 to 54	898	7.90%	417	10.70%	94	11.20%
55 to 59	527	4.60%	236	6.10%	47	5.60%
60 to 64	150	1.30%	69	1.80%	13	1.50%
65 to 69	24	0.20%	15	0.40%	3	0.40%
70 and over	11	0.10%	6	0.20%	1	0.10%
Undisclosed	21	0.20%	17	0.40%	4	0.50%
Total	11,436	100.00%	3891	100.00%	843	100.00%

Table 2 of 2

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.



Recruitment by Applications & Gender

Gender	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
Male	2,994	26.20%	1044	26.80%	229	27.20%
Female	8,337	72.90%	2781	71.50%	590	70.00%
Undisclosed	105	0.90%	66	1.70%	24	2.80%
Total	11,436	100.00%	3891	100.00%	843	100.00%

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.



Recruitment by Applications & Disability

Disability	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
Yes	722	6.30%	280	7.20%	56	6.60%
No	10,511	91.90%	3553	91.30%	770	91.30%
Undisclosed	203	1.80%	58	1.50%	17	2.00%
Total	11,436	100.00%	3891	100.00%	843	100.00%

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.



Recruitment by Applications & Religion or Belief

Religion or Belief	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
Atheism	2,435	21.30%	766	19.70%	180	21.40%
Buddhism	101	0.90%	39	1.00%	8	0.90%
Christianity	4,777	41.80%	1616	41.50%	333	39.50%
Hinduism	166	1.50%	52	1.30%	8	0.90%
Islam	228	2.00%	70	1.80%	7	0.80%
Jainism	0	0.00%	0	0.00%	0	0.00%
Judaism	12	0.10%	4	0.10%	1	0.10%
Sikhism	66	0.60%	9	0.20%	0	0.00%
Other	1,794	15.70%	604	15.50%	120	14.20%
Undisclosed	1,857	16.20%	731	18.80%	186	22.10%
Total	11,436	100.00%	3891	100.00%	843	100.00%

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.



Recruitment by Applications & Sexual Orientation

Sexual Orientation	Applications Submitted	Percentage	Applications Shortlisted	Percentage	Individuals Appointed	Percentage
Lesbian	112	1.00%	38	1.00%	5	0.60%
Gay	130	1.10%	48	1.20%	11	1.30%
Bisexual	181	1.60%	38	1.00%	4	0.50%
Heterosexual	10,069	88.00%	3379	86.80%	725	86.00%
Undisclosed	944	8.30%	388	10.00%	98	11.60%
Total	11,436	100.00%	3891	100.00%	843	100.00%

Data Source NHS Jobs for the Period April 2014 to March 2015.

The data compiled looks at those individuals who submitted applications were shortlisted for interview and those appointed into post.

