



Workforce Profile Data

April 2018

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Introduction

Alder Hey Children's NHS Foundation Trust is committed to creating an environment which is inclusive, supportive and friendly to everyone within our communities, whether patients, parents, carers and staff. A key priority to Alder Hey is providing the best possible experience to our children, young people and families.

The purpose of this report is for the Trust to evidence its commitment to the principles of the NHS Constitution and compliance with the general equality duty across our service functions.

The NHS is founded on a common set of principles and values that bind together the communities and people it serves – patients and public – and the staff who work for it. Seven key principles guide the NHS in all it does. They are underpinned by core NHS values which have been derived from extensive discussions with staff, patients and public. The NHS Constitution establishes the principles and values of the NHS in England (NHS Constitution 2012).

The first of these principles states “The NHS provides a comprehensive service available to all irrespective of gender, race, disability, age, sexual orientation, religion and belief. It has a duty to each and every individual that it serves and must respect their human rights. At the same time, it has a wider social duty to promote equality through the services it provides and to pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population”.

In addition, the Equality Act 2010 public sector equality duty (s149) states that in the exercise of their functions, public authorities must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

This report has produced data based on the content of the Electronic Staff Record to include **age, gender, ethnicity, disability, sexual orientation and religion and belief.**

Employee relations data relating to the last 2 years **January 2016 to January 2018** is included in this report in addition to data for flexible working, training and recruitment data. The Trust system that holds staff information was updated to 'Electronic Staff Record (ESR) Enhanced' with effect from 1st April 2017. This enables staff to personally update their equality demographic data; this should result in improved quality of data for future reporting. We are working on how best to report data relating to our BME network to the workforce committee to enable the Trust to monitor profile, recruitment, career progression and promotion and staff experience in relation to this group of staff to progress the workforce race equality standard (WRES) action plan.

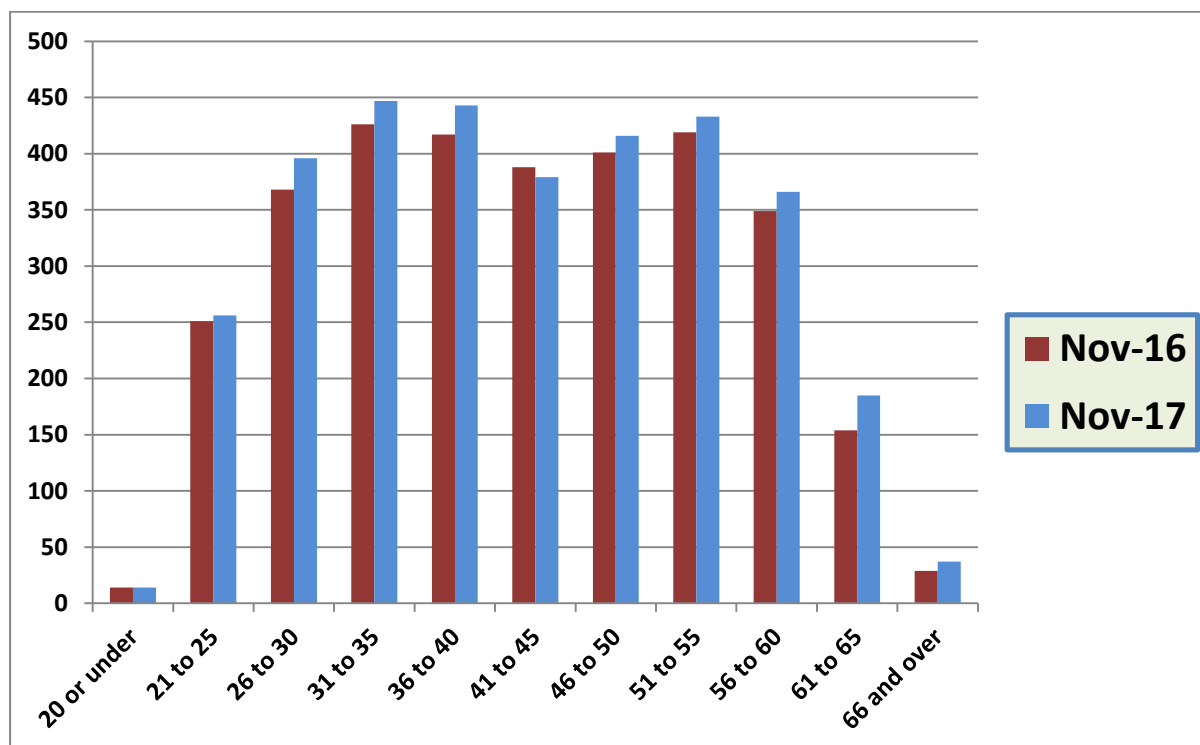
The data is from 1st December 2016 to 30 November 2017.

Priorities for 2018/19

- Improve the quality of staff equality demographic data by reducing the number of non-disclosures across the protected characteristics
- To consider how we monitor non-mandatory training opportunities by protected characteristic
- To review and broaden the content of this report to reflect workforce initiatives taken in response to data/information, stakeholder engagement and mandatory reporting requirements.

1. Trust Age Profile

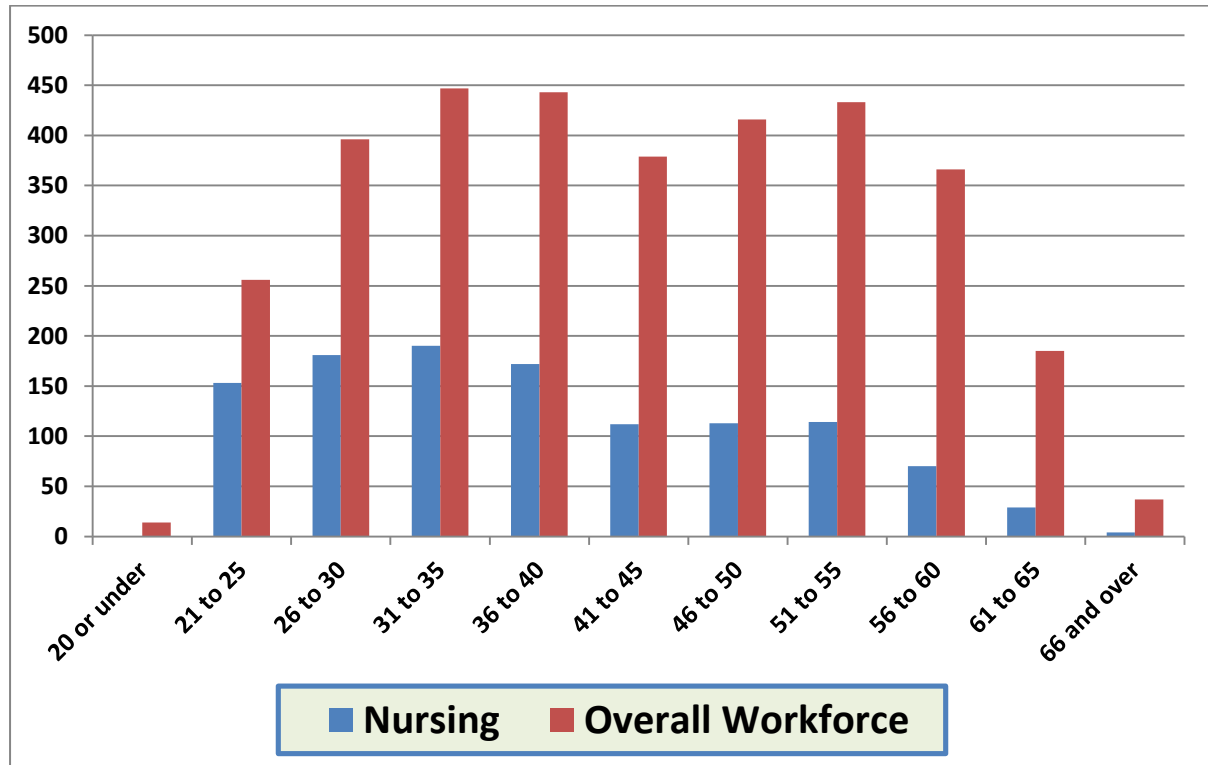
The total number of staff employed by the Trust in November 2017 is 3372 which is an increase from 2016 at 3216. The highest percentage of working age group is **31-35** years at 13.26% followed by 36-40 years at 13.14%. The most significant changes from the previous report are an **increase in staff in age band 61 to 65** years which has increased from 0.86% to 1.10%. There is a slight decrease in staff from last year in 41-45 age category (please see the graph and table below).



Overall	Nov-17		Nov-16	
	Total	% of Staff	Total	% of Staff
20 or under	14	0.42%	14	0.42%
21 to 25	256	7.59%	251	7.44%
26 to 30	396	11.74%	368	10.91%
31 to 35	447	13.26%	426	12.63%
36 to 40	443	13.14%	417	12.37%
41 to 45	379	11.24%	388	11.51%
46 to 50	416	12.34%	401	11.89%
51 to 55	433	12.84%	419	12.43%
56 to 60	366	10.85%	349	10.35%
61 to 65	185	5.49%	154	4.57%
66 and over	37	1.10%	29	0.86%
Grand Total	3372	100.00%	3216	100.00%

2. Trust Age Profile – Nursing compared to Overall Workforce

The largest age group in the nursing workforce continues to be age band **31-35 years** at 16.70%. The next highest group is age group **26-30 years** (15.91%). The number significantly drops at 56-60 years (6.15%) compared to those working in this age band across the Trust overall (10.85%). There are 1,138 (compared to 1,122 last year) nurses in total working across the Trust.



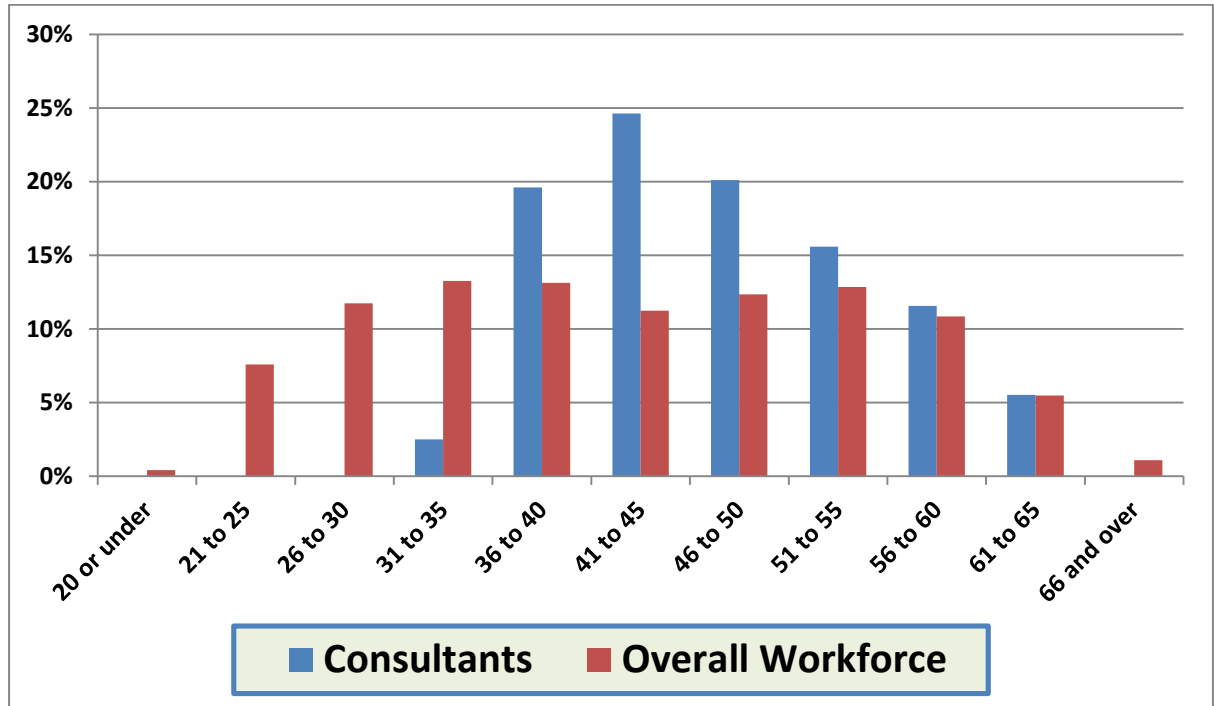
Age Band	No of Staff	% Nursing
20 or under	*	*
21 to 25	153	13.44%
26 to 30	181	15.91%
31 to 35	190	16.70%
36 to 40	172	15.11%
41 to 45	112	9.84%
46 to 50	113	9.93%
51 to 55	114	10.02%
56 to 60	70	6.15%
61 to 65	29	2.55%
66 and over	*	*
Total	1138	

* indicates n= less than 10.

% values for those less than 10 have also been removed.

3. Trust Age Profile – Consultant compared to Overall Workforce

Nearly half of the consultant workforce (45%) is aged **41-50 years**. By comparison, this age band makes up only a quarter of the overall workforce (23.58%). There continues to be only marginally higher levels from age 51+ compared to the overall workforce. The youngest age consultants are represented is 31 to 35 years with less than 10 in number with a similar low representation from 61+ years.



Age Band	No of Staff	% Consultants
20 or under	0	0.00%
21 to 25	0	0.00%
26 to 30	0	0.00%
31 to 35	*	*
36 to 40	39	19.60%
41 to 45	49	24.62%
46 to 50	40	20.10%
51 to 55	31	15.58%
56 to 60	23	11.56%
61 to 65	11	5.53%
66 and over	*	*
Total	199	

* indicates n= less than 10.

% values for those less than 10 have also been removed.

4. Trust Profile by Disability

The total number of staff who has disclosed that they have a disability is **88 staff** making up **2.61%** of the workforce. The **number disclosing has improved** from 69 staff (2.15%) last year.

	Headcount		%	
	Nov-17	Nov-16	Nov-17	Nov-16
Disabled				
No	3284	3147	97.39%	97.85%
Yes	88	69	2.61%	2.15%
Grand Total	3372	3216		

5. Trust Profile by Gender

The Trust profile by gender indicates that the workforce total is comprised predominantly, as expected, of female employees at **84.05 %**.

	Headcount		%	
	Nov-17	Nov-16	Nov-17	Nov-16
Gender				
Female	2834	2659	84.05%	84.05%
Male	538	557	15.95%	15.95%
Grand Total	3372			

5a. Staff Group Analysis by Gender

The majority of the **male workforce has changed from** medical and dental professions to **administrative and clerical**. The majority of **female staff is in nursing and midwifery** followed by administrative and clerical staff groups.

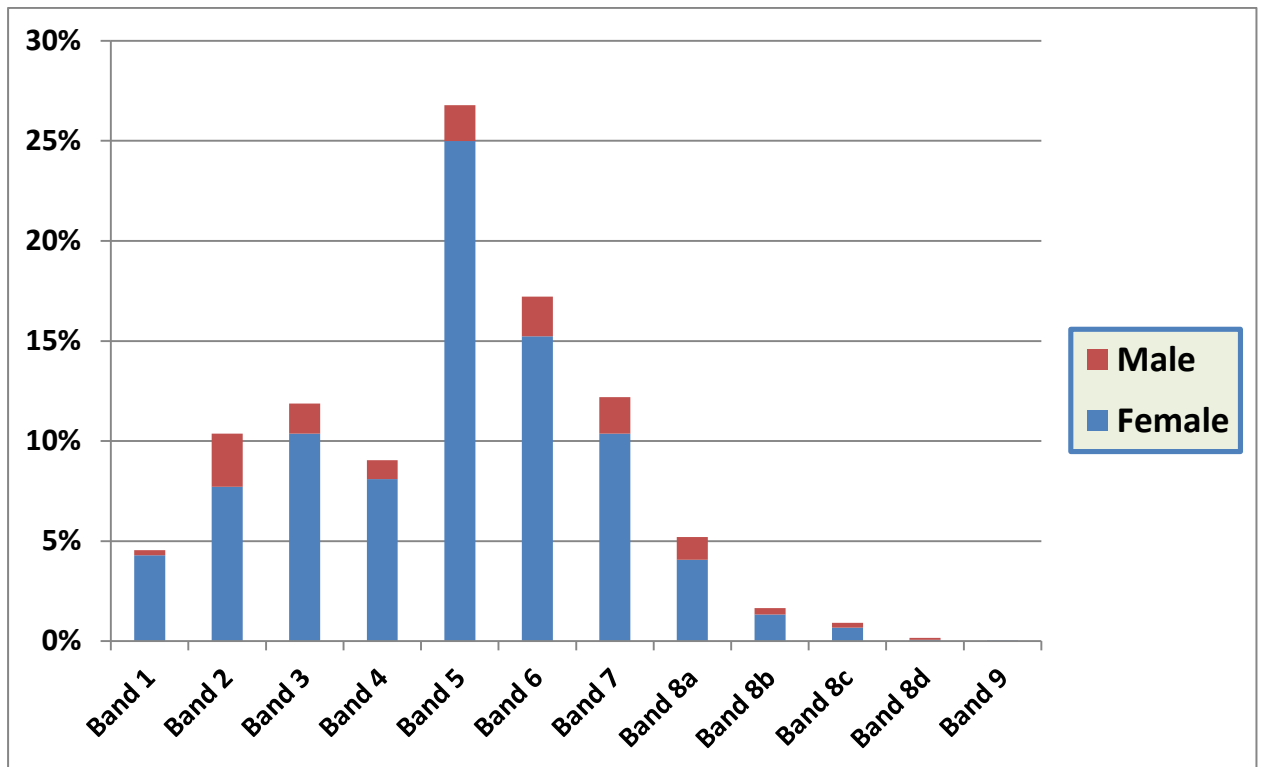
Staff Group	Female	Male	Grand Total
Add Prof Scientific and Technic	177	36	213
Additional Clinical Services	394	67	461
Administrative and Clerical	564	133	697
Allied Health Professionals	247	23	270
Estates and Ancillary	170	54	224
Healthcare Scientists	79	36	115
Medical and Dental	126	128	254
Nursing and Midwifery Registered	1077	61	1138
Grand Total	2834	538	3372

5b. Trust Profile - Gender by AFC Band

Approximately 24.98% of the **female** workforce on agenda for change pay banding is paid at **band 5** and 15.22% at a band 6.

The **male** workforce on agenda for change pay banding is mainly paid on **band 2** (2.67%) followed by band 6 (1.98%).

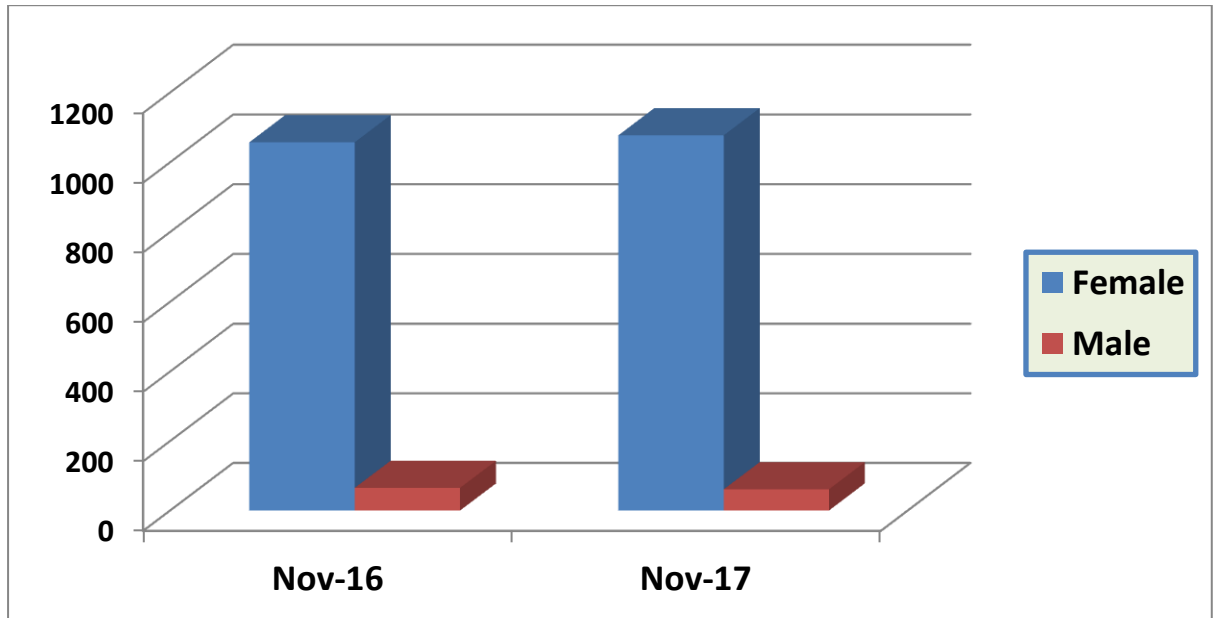
For more detailed information please refer to the Trust Gender Pay Gap Report published on the Trust website.



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6. Trust Gender Profile – Nursing

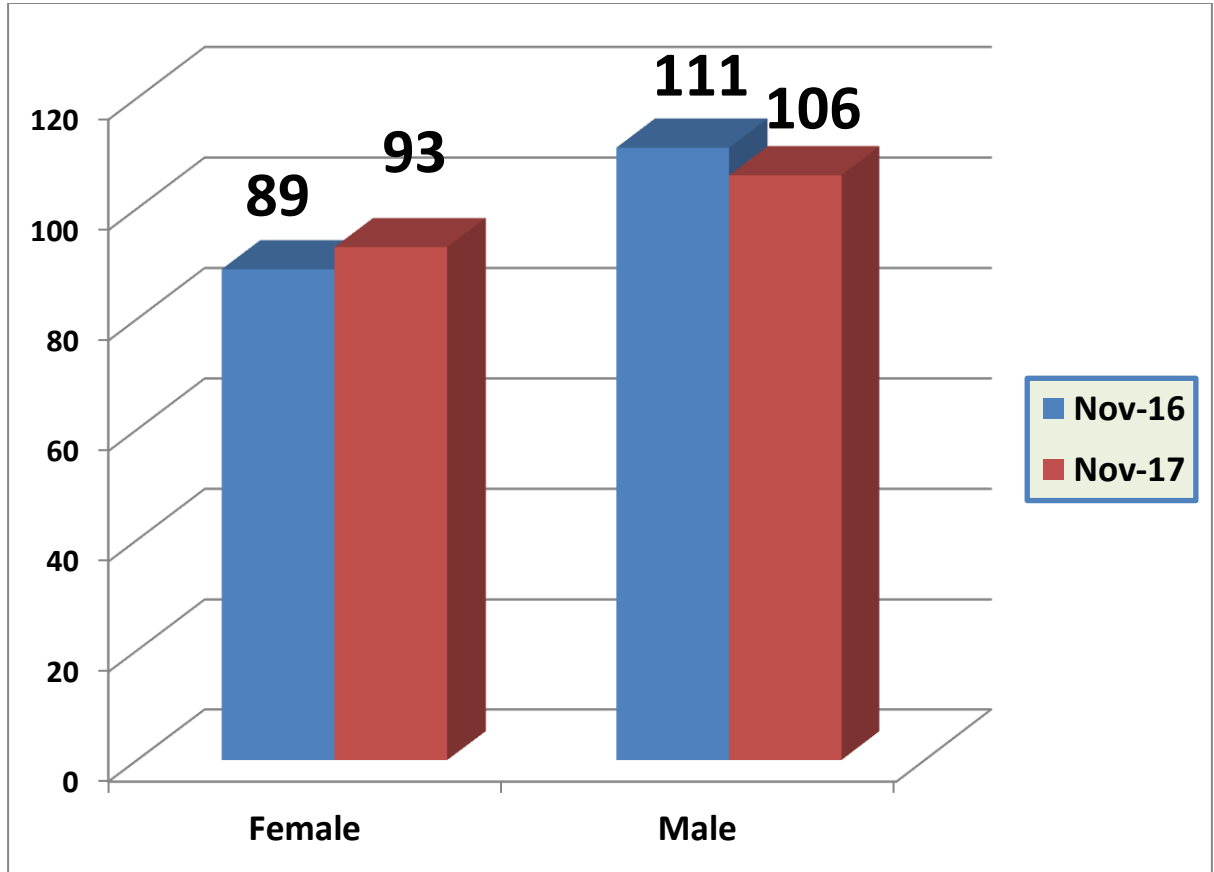
The profile by gender in the nursing workforce shows predominantly a female workforce at 94.64% as expected with **5.36% being males**. This shows that nationally and locally there is a lot of work to do in promoting the profession to the male gender as it appears that nursing is still regarded stereotypically as a female profession.



Gender	Headcount		%	
	Nov-16	Nov-17	Nov-16	Nov-17
Female	1057	1077	94.21%	94.64%
Male	65	61	5.79%	5.36%
Total	1122	1138		

7. Trust Gender Profile – Consultant

The profile by gender in the workforce at consultant level continues to reflect a **higher male representation** at 53.27% males compared to 46.73% females. This is similar to last year’s report with a slight increase in female staff and decrease in male staff.



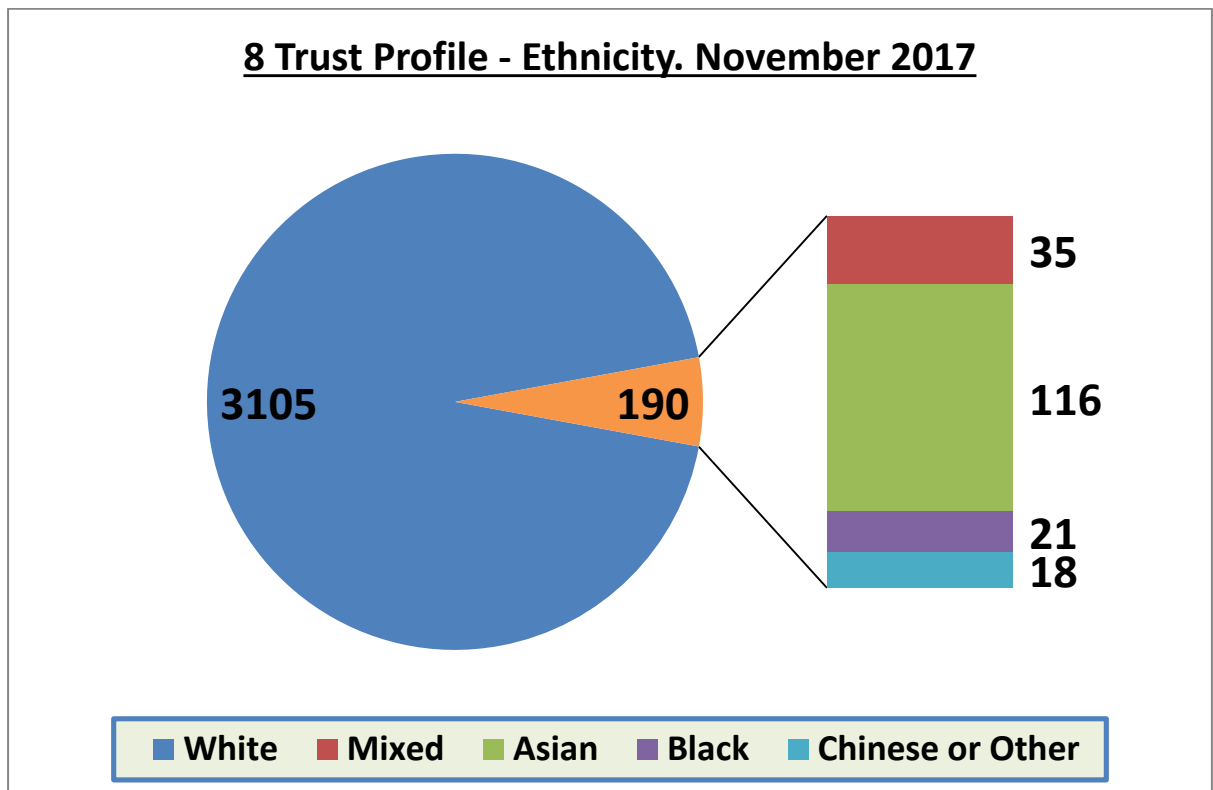
Gender	Headcount		%	
	Nov-16	Nov-17	Nov-16	Nov-17
Female	89	93	44.50%	46.73%
Male	111	106	55.50%	53.27%
Total	200	199		

8. Trust Profile – Ethnicity Overall

The Trust profile by ethnicity indicates the largest representation is White at 94% and 6% being from a black and minority ethnic group.

The Trust is looking to increase the ethnic diversity of its workforce by 1% (equivalent to 60 staff) over the next 5 years 2016-2021.

For more detailed information please refer to the Workforce Race Equality Standard (WRES) published on the website.



8b Trust Profile - Ethnicity

The second largest representation in the Trust workforce by ethnicity is Asian or Asian British – Indian employees with numbers low in other ethnic groups. The **number not stated has decreased slightly** from 90 to 78 compared to the previous year.

Ethnic Origin	Total
A White - British	2948
B White - Irish	47
C White - Any other White background	102
C2 White Northern Irish	*
CA White English	*
CC White Welsh	*
CK White Italian	*
CY White Other European	*
D Mixed - White & Black Caribbean	13
E Mixed - White & Black African	*
F Mixed - White & Asian	9
G Mixed - Any other mixed background	10
GD Mixed - Chinese & White	*
H Asian or Asian British - Indian	91
J Asian or Asian British - Pakistani	8
K Asian or Asian British - Bangladeshi	*
L Asian or Asian British - Any other Asian background	11
LB Asian Punjabi	*
LE Asian Sri Lankan	*
LH Asian British	*
LK Asian Unspecified	*
M Black or Black British - Caribbean	8
N Black or Black British - African	11
P Black or Black British - Any other Black background	*
PE Black Unspecified	*
R Chinese	3
S Any Other Ethnic Group	11
SD Malaysian	3
SE Other Specified	*
Unspecified	*
Z Not Stated	76
Grand Total	3372

* indicates n= less than 5.

8c. Trust Ethnicity Profile – Comparing by Trust, Local, Regional and National.

This chart shows that Liverpool has a higher than national and regional average of mixed ethnic groups yet we employ a low percentage of staff from this group. Even though our highest ethnic group is Asian we continue to employ fewer than the number expected when comparing local, regional and national figures by comparison. Liverpool also has a higher than regional average of black population and the number we employ continues to be low. The Trust has put a number of initiatives in place to address this as detailed in the Workforce Race Equality Standard (WRES) Action Plan published on the Trust website.

Source: Census 2011

Ethnicity	Trust 2017	Trust 2016	Liverpool	North West	England
White	92.08%	92.04%	88.91%	90.21%	85.42%
Mixed	1.04%	0.75%	2.52%	1.57%	2.25%
Asian	3.44%	3.33%	4.16%	6.20%	7.82%
Black	0.62%	0.56%	2.64%	1.39%	3.48%
Chinese or Other	0.53%	0.53%	1.77%	0.63%	1.03%
Not Stated / Undefined	2.28%	2.80%			

9. Trust Ethnicity Profile by Staff Group

The majority of white staff is in the nursing staff group (1053) with a high number of staff from black and minority ethnic origin (Asian/Indian) belonging to the medical and dental staff group (68) and a smaller number (Asian/Indian) in the nursing staff group (25). We have few staff in other ethnicity categories across staff groups.

Ethnic Origin	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Grand Total
WHITE	205	449	661	261	216	103	157	1053	3105
MIXED	3	5	5	*	0	*	5	11	35
ASIAN	*	*	9	*	*	6	68	25	116
BLACK	*	*	6	0	*	*	*	7	21
CHINESE OR OTHER	*	0	3	*	0	*	11	*	18
TOTAL	211	456	684	268	221	114	244	1097	3295

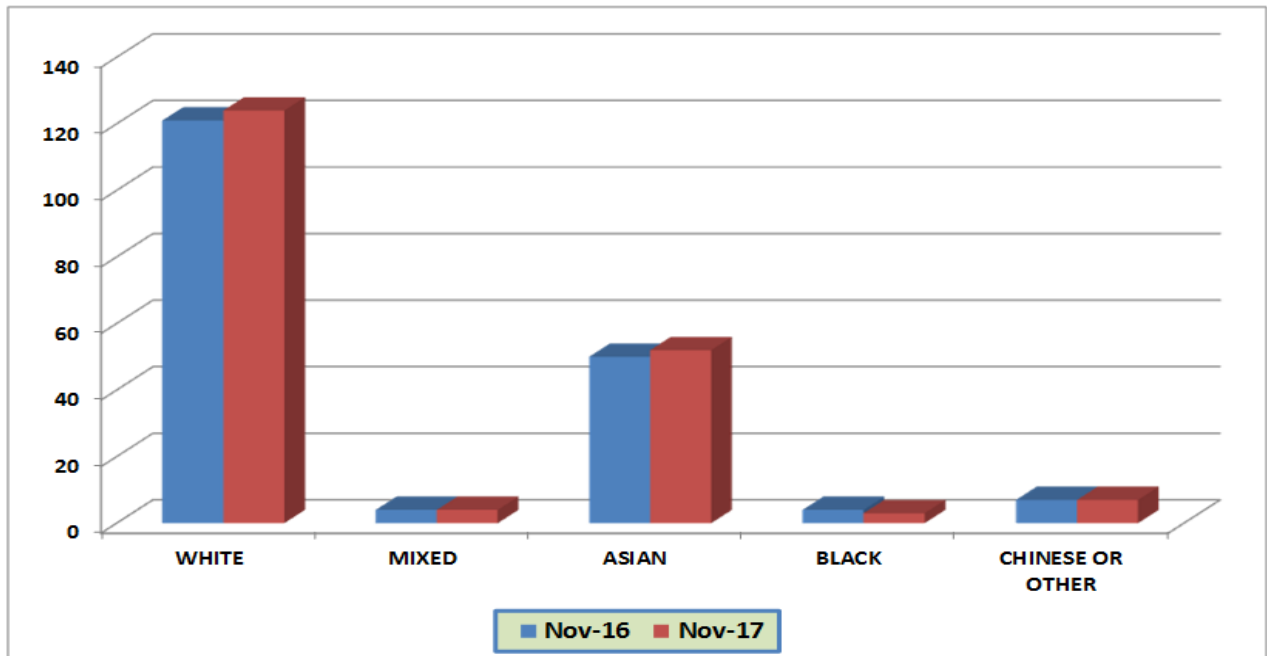
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10. Trust Ethnicity Profile – Consultants

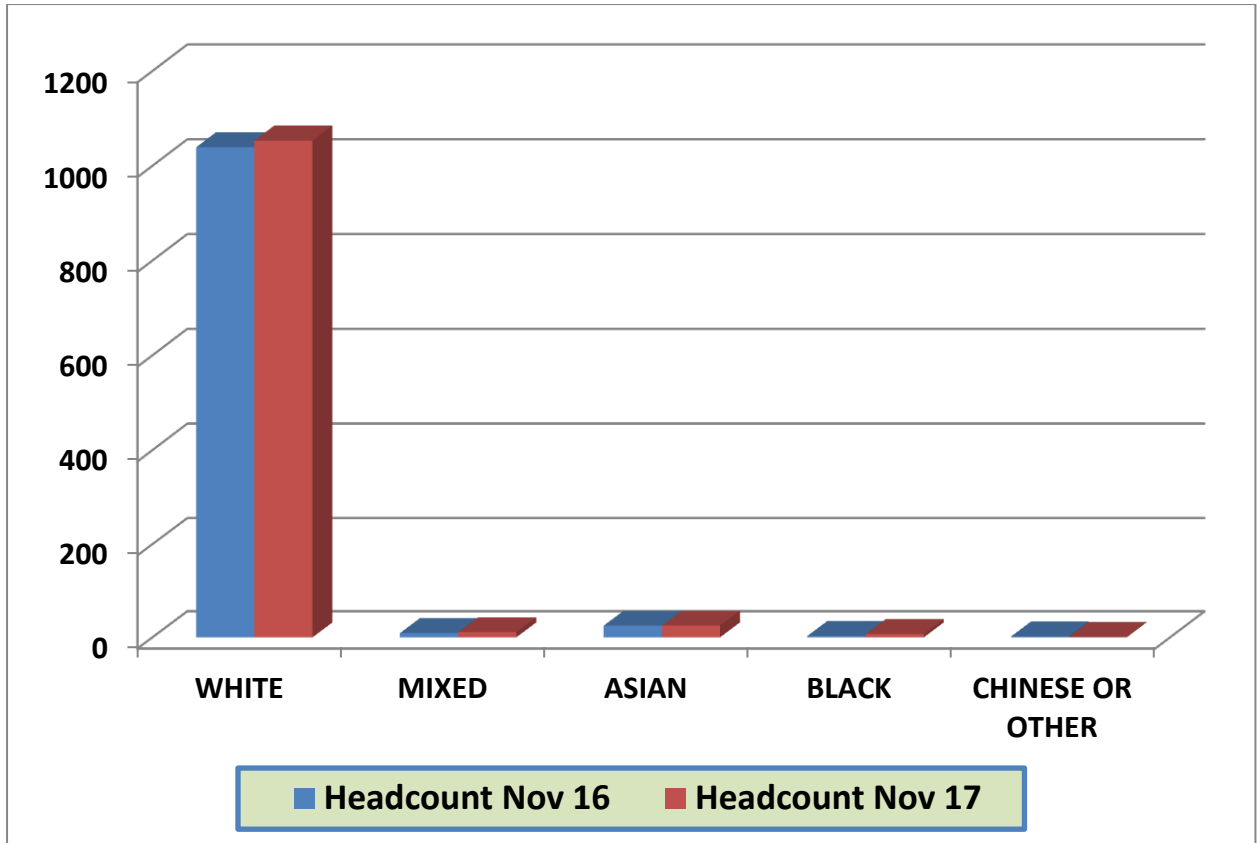
This chart indicates that the consultant workforce is predominantly of white ethnicity with consultants of Asian ethnicity making up the majority of black and minority ethnic staff.

Trust Ethnicity Profile - Consultants. November 2017



11. Trust Ethnicity Profile – Nursing

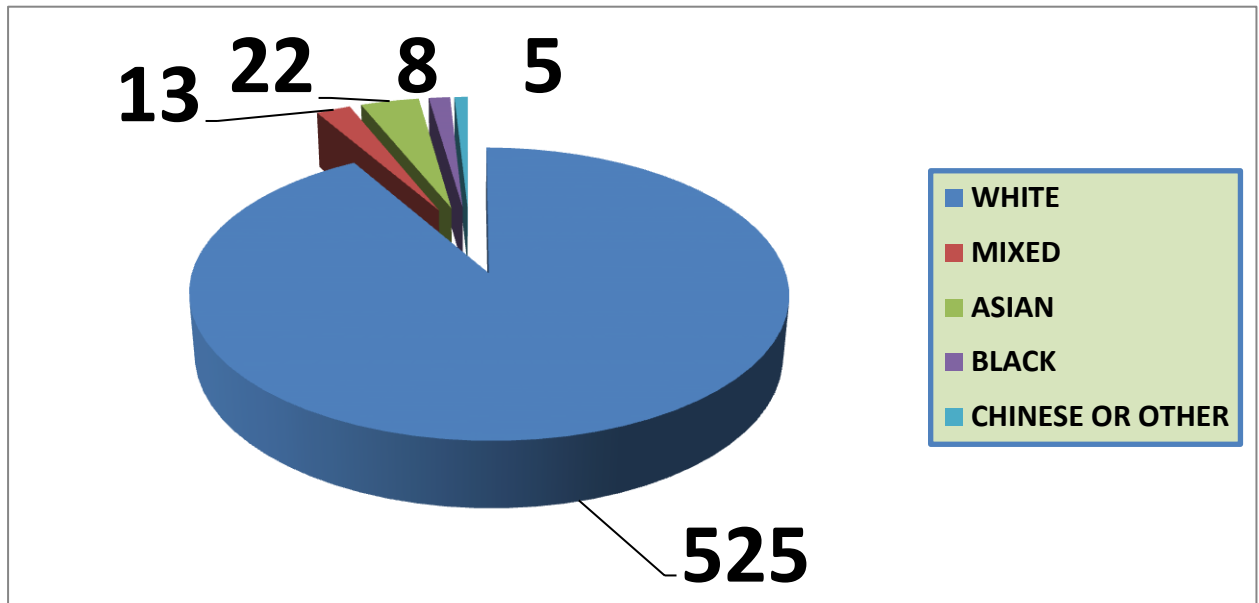
The Trust profile for ethnicity in the nursing workforce is 96.34% white ethnicity with 4.02% from black and minority ethnic (BME) ethnicity. This is an increase in the number of BME nurses compared to last year.



Ethnic Origin	Nov-17	Nov-16	% Nov 17	% Nov 16
WHITE	1053	1039	96.34%	96.38%
BME	44	39	4.02%	3.61%
Grand Total	1093	1078		

12. Trust Profile - New Starter Ethnicity

The Trust profile for ethnicity by new starters shows that the largest group represented by ethnicity is white at 92% (compared to 78% last year). Figures for new starters of BME ethnicity make up 8% compared to 21% last year when there was a 14% starter's from 'Chinese or other' ethnicity. Further analysis shows that from this 21%, there were two Chinese, two other ethnic and the remainder not declared included in this figure. The data for this year is more accurately recorded with undisclosed ethnicity being separated from the 'Chinese and Other' figure.



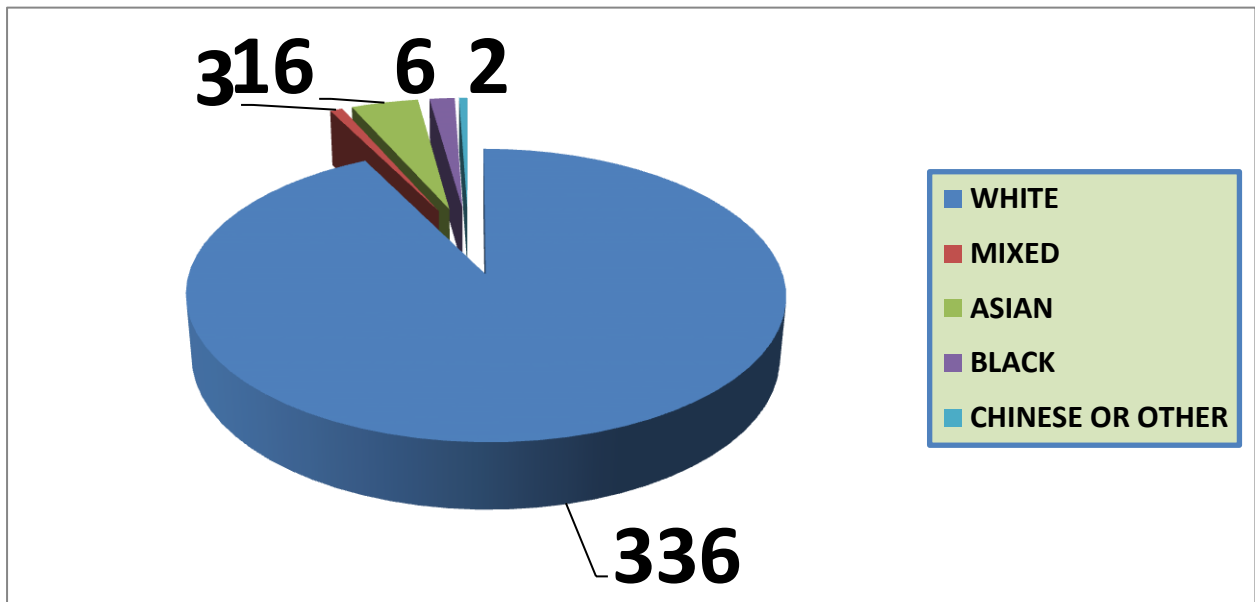
Ethnic Origin	Nov-16		Nov-17	
	% of Starters	Headcount	% of Starters	Headcount
WHITE	78.11%	371	91.62%	525
MIXED	0.63%	*	*	13
ASIAN	4.63%	22	3.84%	22
BLACK	1.89%	9	1.40%	8
CHINESE OR OTHER	14.74%	70	0.87%	5
TOTAL		475		573

* indicates n= less than 5

% values for those less than 5 have also been removed to prevent identification.

13. Trust Profile - Leavers Ethnicity

The data suggests that there a high number of leavers in 2016 from the Chinese or other ethnic category. When we further analysed this data we found that there is only one that identified as Chinese, four from 'other' and thirteen from not specified. Numbers for ethnic groups are similar comparing 2016 to 2017.



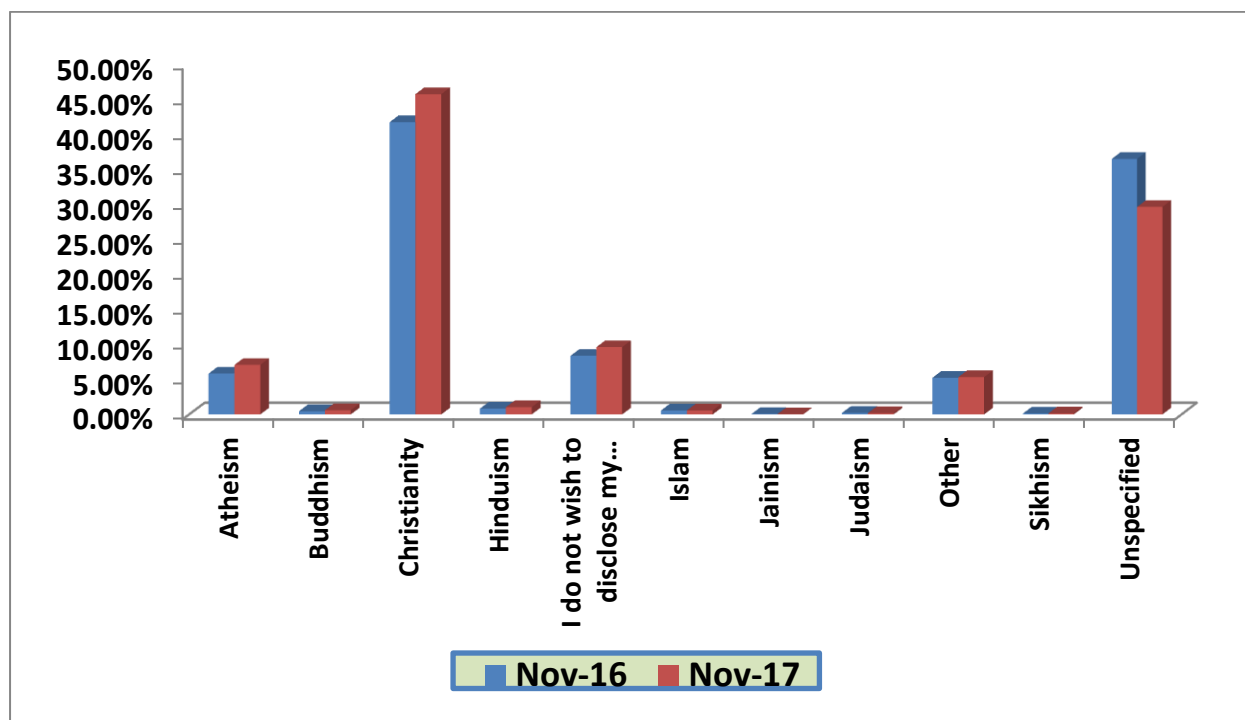
Ethnic Origin	Nov-16		Nov-17	
	% of Leavers	Headcount	% of Leavers	Headcount
WHITE	87.32%	303	86.15%	336
MIXED	*	*	*	*
ASIAN	5.19%	18	4.10%	16
BLACK	*	*	1.54%	6
CHINESE OR OTHER	5.19%	18	*	*
TOTAL		347		363

* indicates n= less than 5

% values for those less than 5 have also been removed to prevent identification.

14. Trust Profile - Religious Belief

The largest religious group is categorised as Christianity at 46% of the workforce. There has been an **improvement in disclosure** with 30% (last year 37%) showing as “Unspecified”. There is less than 1% of staff declaring Buddhism, Islam, Judaism, Sikhism, Jainism and Hinduism. There has been a slight increase in staff stating that they do not wish to disclose their religion.



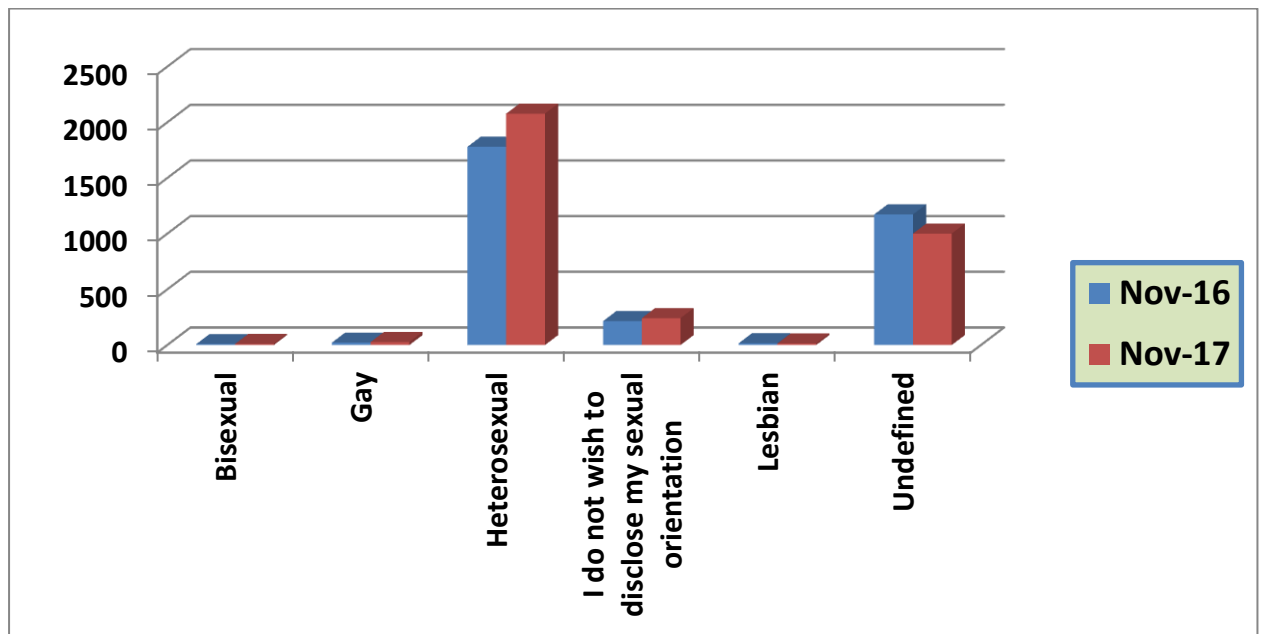
Religious Belief	Nov-17		% of Workforce	
	Headcount	% of Workforce	Nov-16	Nov-17
Atheism	239	7.09%	5.85%	7.09%
Buddhism	20	0.59%	0.47%	0.59%
Christianity	1542	45.73%	41.73%	45.73%
Hinduism	35	1.04%	0.84%	1.04%
I do not wish to disclose my religion/belief	325	9.64%	8.40%	9.64%
Islam	19	0.56%	0.56%	0.56%
Jainism	*	*	0.06%	0.03%
Judaism	6	0.18%	0.22%	0.18%
Other	180	5.34%	5.25%	5.34%
Sikhism	5	0.15%	0.12%	0.15%
Unspecified	1000	29.66%	36.50%	29.66%
Grand Total	3372			

* indicates n= less than 5

% values for those less than 5 have also been removed to prevent identification.

15. Trust Profile - Sexual Orientation

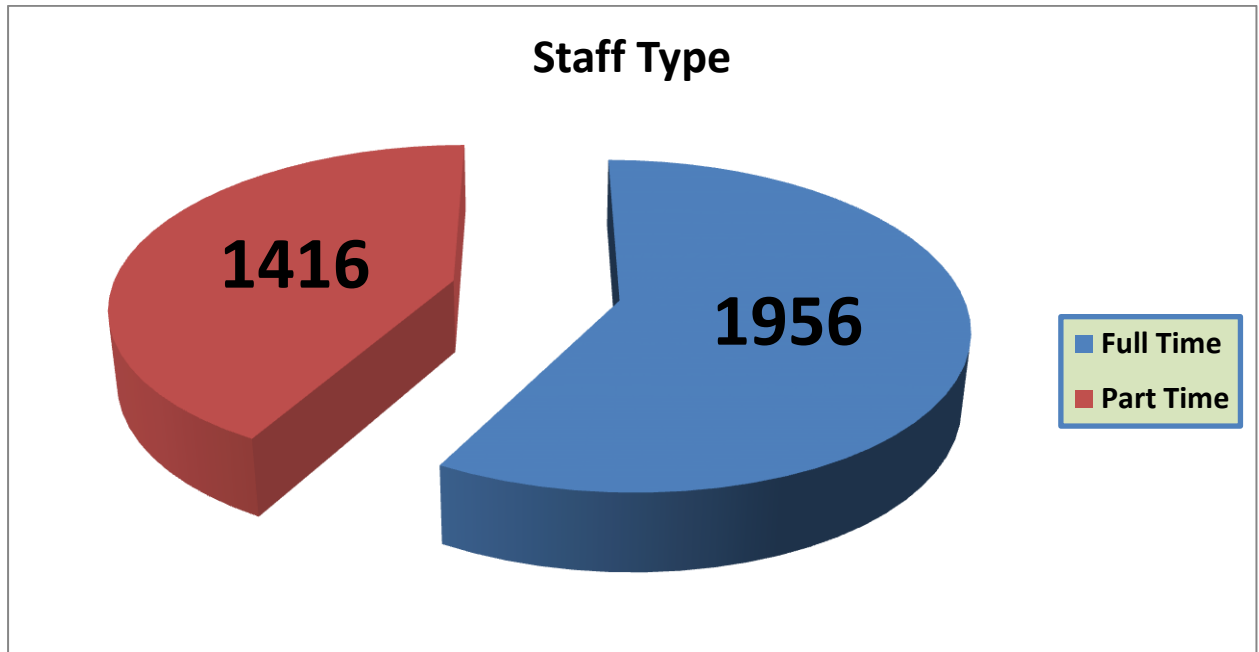
The majority of staff who have disclosed has stated that they are ‘heterosexual’ with a large number stating ‘undefined’ the same as religion and belief. **There has been an improvement in numbers of staff disclosing their sexual orientation compared to last year.** We need to try and encourage staff to complete this data with the provision of ‘enhanced ESR’ this year and reduce the number ‘undefined’.



Sexual Orientation	Nov-16	Nov-17
Bisexual	9	10
Gay	22	27
Heterosexual	1781	2078
I do not wish to disclose my sexual orientation	215	242
Lesbian	16	14
Undefined	1173	1001
Grand Total	3216	3372

16. Trust Profile - Flexible Working

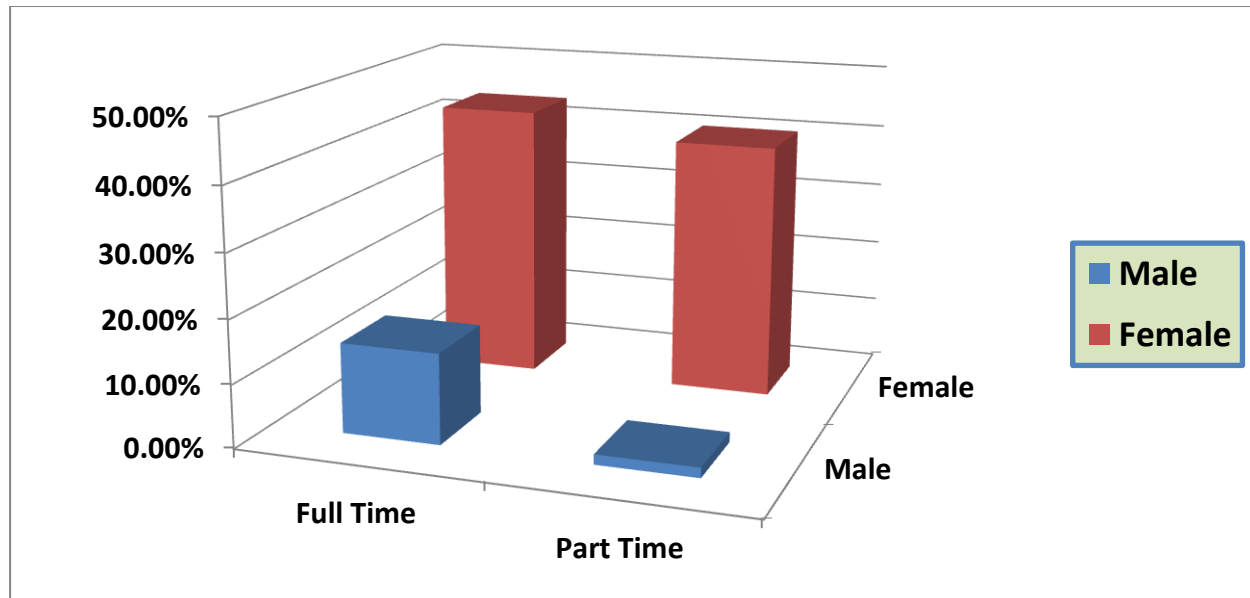
The profile for flexible working shows that 58% of staff works full time with 42% of staff working part time with similar figures to the previous report. This split is likely to be proportionate with the percentage of the workforce (85%) being female with a higher proportion of females having primary care responsibilities for childcare.



Staff Type	Headcount		% of Workforce	
	Nov-16	Nov-17	Nov-16	Nov-17
Full Time	1857	1956	57.74%	58.01%
Part Time	1359	1416	42.26%	41.99%
Grand Total	2995	3372		

17. Trust Profile - Flexible Working by Gender

These figures show that there is almost a relatively similar split of female staff working part time 40% compared to full time 42%. In comparison there is only a **minority of male staff working part time 4%** compared to full time 15%. These figures are similar to last year's reported data.



Employee Category	Headcount				% Within Gender			
	Nov-16		Nov-17		Nov-16		Nov-17	
	Female	Male	Female	Male	Female	Male	Female	Male
Full Time	1376	481	1472	484	42.79%	14.96%	43.65%	14.35%
Part Time	1283	76	1362	54	39.89%	4.13%	40.39%	1.60%
Grand Total	2659	557	2834	538				

18. Profile of Applicants

The table below indicates very similar trends in the percentages of female to male ratios for applications; shortlisted candidates and appointed figures when compared to last year's report. Therefore, there is little or no significant differences observed.

Gender	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Male	2,289	24.40%	555	22.80%	61	23.90%
Female	7,055	75.10%	1850	76.10%	192	75.30%
Undisclosed	52	0.60%	27	1.10%	2	0.80%

Analysis of Applicants by Disability

The figures indicate that compared to the previous year's report, the Trust has had a decrease of 0.6% number of applicants with a disability (404 compared to 431 in the previous year's report) and seen an increase in the number of staff appointed at 5.5% compared to 4.2%. There has been an increase in the number of 'not disclosed' at 1.70% (158) compared to 1.3% (111) in the previous year.

Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Yes	404	4.30%	114	4.70%	14	5.50%
No	8,834	94.00%	2280	93.80%	237	92.90%
Undisclosed	158	1.70%	38	1.60%	4	1.60%

Analysis of Applicants by Impairment

The figures regarding types of disability are fairly comparable and reflective of the Trusts data in last year's report. The figures show similar trends with learning disability and long-standing illnesses having the highest figures and likelihood of being appointed.

Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Physical Impairment	85	18.00%	16	11.90%	2	13.30%
Sensory Impairment	59	12.50%	15	11.20%	1	6.70%
Mental Health Condition	50	10.60%	15	11.20%	3	20.00%
Learning Disability/ Difficulty	94	20.00%	36	26.90%	5	33.30%
Long-Standing Illness	124	26.30%	36	26.90%	3	20.00%
Other	59	12.50%	16	11.90%	1	6.70%

Analysis of Applicants by Ethnicity

There were 9,252 applicants who disclosed their ethnicity. Of that number, the recruitment data suggests there are 8,050 (87%) white ethnicity applicants of whom 2,103 (26%) were shortlisted and 218 (10%) appointed. Also, there were 1,202 (13%) BME applicants of whom 280 (23%) were shortlisted and 37 (13%) appointed. **The figures shows an increase in applications from BME applicants (13% compared to 10%), however a reduction in shortlisted (23% compared to 26%) and appointed (13% compared to 17%);** the majority of BME applications continue to be from Asian or Asian British ethnicity. The number of Black or Black British African applicants has remained the same as the previous year making up 2.6% of the applications.

Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
WHITE - British	7,602	80.90%	1976	81.30%	198	77.60%
WHITE - Irish	91	1.00%	33	1.40%	4	1.60%
WHITE - Any other white background	357	3.80%	94	3.90%	16	6.30%
ASIAN or ASIAN BRITISH - Indian	335	3.60%	81	3.30%	13	5.10%
ASIAN or ASIAN BRITISH - Pakistani	111	1.20%	22	0.90%	2	0.80%
ASIAN or ASIAN BRITISH - Bangladeshi	29	0.30%	5	0.20%	1	0.40%
ASIAN or ASIAN BRITISH - Any other Asian background	86	0.90%	23	0.90%	2	0.80%
MIXED - White & Black Caribbean	63	0.70%	16	0.70%	3	1.20%
MIXED - White & Black African	32	0.30%	6	0.20%	1	0.40%
MIXED - White & Asian	22	0.20%	5	0.20%	1	0.40%
MIXED - any other mixed background	62	0.70%	14	0.60%	1	0.40%
BLACK or	35	0.40%	10	0.40%	1	0.40%

BLACK BRITISH - Caribbean						
BLACK or BLACK BRITISH - African	242	2.60%	50	2.10%	2	0.80%
BLACK or BLACK BRITISH - Any other black background	32	0.30%	9	0.40%	0	0.00%
OTHER ETHNIC GROUP - Chinese	41	0.40%	11	0.50%	0	0.00%
OTHER ETHNIC GROUP - Any other ethnic group	112	1.20%	28	1.20%	4	1.60%
Undisclosed	144	1.50%	49	2.00%	6	2.40%

Analysis of Applicants by Age Band

The majority of applications continue to be from the 25-29 age groups with the highest appointments in this age group compared to the 20-24 age groups last year.

Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Under 18	4	0.00%	1	0.00%	0	0.00%
18 to 19	107	1.10%	18	0.70%	2	0.80%
20 to 24	1,530	16.30%	277	11.40%	30	11.80%
25 to 29	2,165	23.00%	489	20.10%	49	19.20%
30 to 34	1,610	17.10%	443	18.20%	48	18.80%
35 to 39	1,084	11.50%	313	12.90%	33	12.90%
40 to 44	795	8.50%	263	10.80%	32	12.50%
45 to 49	777	8.30%	240	9.90%	22	8.60%
50 to 54	716	7.60%	207	8.50%	24	9.40%
55 to 59	423	4.50%	127	5.20%	10	3.90%
60 to 64	155	1.60%	47	1.90%	5	2.00%
65 to 69	19	0.20%	4	0.20%	0	0.00%
70 and over	4	0.00%	2	0.10%	0	0.00%
Undisclosed	7	0.10%	1	0.00%	0	0.00%

Analysis of Applicants by Religious Belief

Figures are similar to the previous year with a higher number of non-disclosure (862) compared to last year (774). There does not appear to be anything significant when comparing figures.

Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Atheism	1,135	12.10%	312	12.80%	35	13.70%
Buddhism	56	0.60%	15	0.60%	2	0.80%
Christianity	5,754	61.20%	1499	61.60%	152	59.60%
Hinduism	176	1.90%	50	2.10%	10	3.90%
Islam	313	3.30%	80	3.30%	7	2.70%
Jainism	4	0.00%	0	0.00%	0	0.00%
Judaism	15	0.20%	6	0.20%	3	1.20%
Sikhism	10	0.10%	2	0.10%	0	0.00%
Other	1,071	11.40%	239	9.80%	17	6.70%
Undisclosed	862	9.20%	229	9.40%	29	11.40%

Analysis of Applicants by Sexual Orientation

There is nothing significant to report when comparing these figures.

Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Lesbian	69	0.70%	21	0.90%	2	0.80%
Gay	136	1.40%	29	1.20%	0	0.00%
Bisexual	93	1.00%	35	1.40%	2	0.80%
Heterosexual	8,650	92.10%	2232	91.80%	238	93.30%
Undisclosed	448	4.80%	115	4.70%	13	5.10%

Analysis of Applicants by Marital Status

The majority of applications are age 20-29 and are therefore more likely to be single.

Description	Applications	%	Shortlisted	% Short / Short	Appointed	% Apptd / Apptd
Married	2,821	30.00%	827	34.00%	102	40.00%
Single	5,726	60.90%	1325	54.50%	121	47.50%
Civil partnership	171	1.80%	41	1.70%	5	2.00%
Legally separated	55	0.60%	15	0.60%	3	1.20%
Divorced	307	3.30%	102	4.20%	14	5.50%
Widowed	39	0.40%	9	0.40%	1	0.40%
Undisclosed	277	2.90%	113	4.60%	9	3.50%

19. Trust Profile - Training Data

Training data in relation to non-mandatory courses / CPD

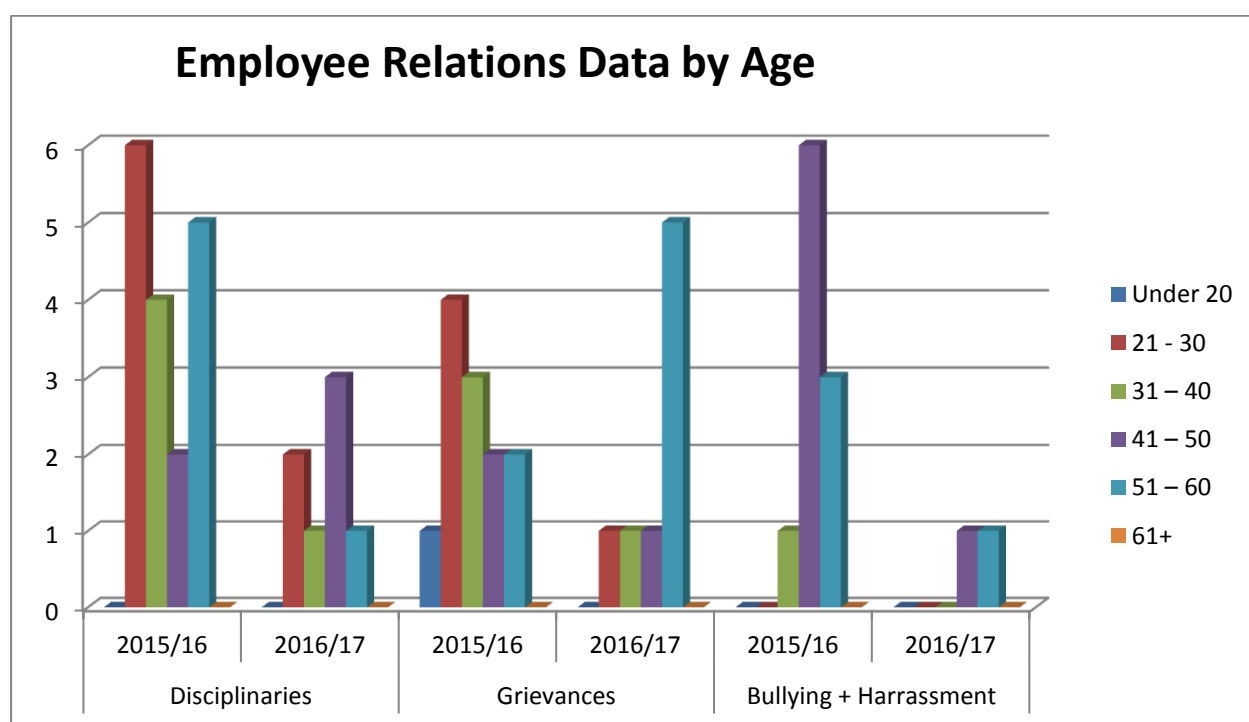
Applications for training and decisions in this regard are made locally. We will endeavour to find a solution to try and monitor this data to support the Workforce Race Equality Standard.

20. Employee Relations Data Age / Gender/ Ethnicity

Age Range:

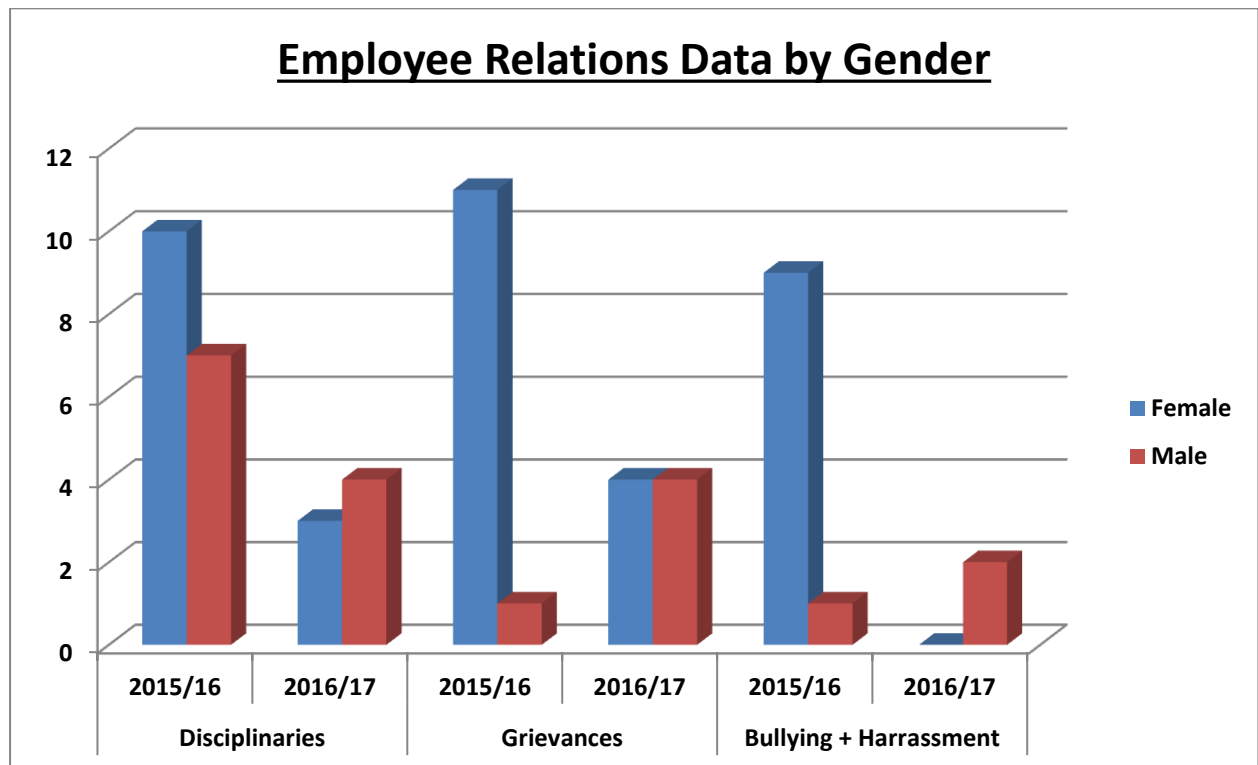
	Disciplinaries		Grievances		Bullying + Harassment	
	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17
Under 20	0	0	1	0	0	0
21 - 30	6	2	4	1	0	0
31 - 40	4	1	3	1	1	0
41 - 50	2	3	2	1	6	1
51 - 60	5	1	2	5	3	1
61+	0	0	0	0	0	0
Total	17	7	12	8	10	2

There are a higher number of 21-30 year olds subject to disciplinaries. There are a higher number of 51-60 year olds involved in grievances.



Gender:

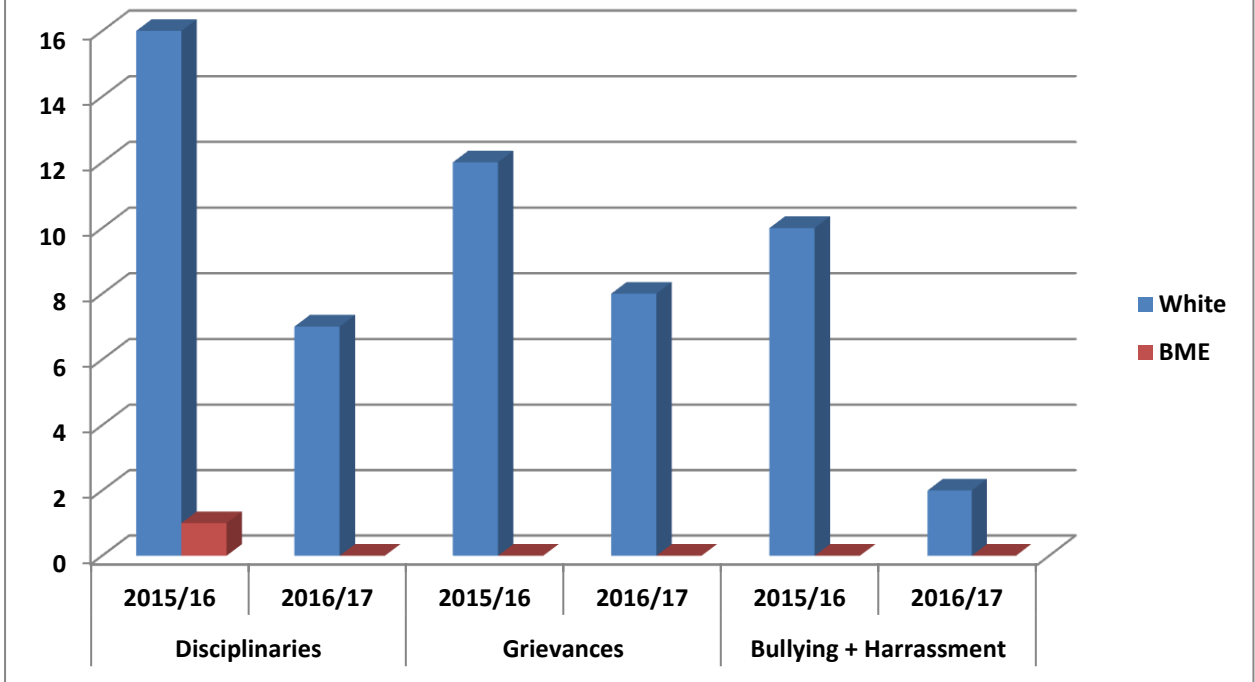
	Disciplinarys		Grievances		Bullying + Harassment	
	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17
Female	10	3	11	4	9	0
Male	7	4	1	4	1	2



Ethnicity:

	Disciplinarys		Grievances		Bullying + Harassment	
	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17
White	16	7	12	8	10	2
BME	1	0	0	0	0	0

Employee Relations Data by Ethnic Group



There are too few black and minority ethnic staff to report anything meaningful regarding employee relations data. The Trust has a BME network that will enable the Trust to better monitor the workplace experiences of staff.