

TRUST BOARD30th July 2015

TITLE	Equality and Diversity Annual Report 2014 – 2015
EXECUTIVE SUMMARY	The purpose of this report is to provide an annual report on the Trust's progress on equality and diversity matters and to provide workforce data in line with the legislative framework.
BOARD ASSURANCE (RISK)/ IMPLICATIONS	The on-going work provides assurance that there is a framework for Ashford and St Peter's Hospitals NHS Foundation Trust to work within.
STAKEHOLDER/ PATIENT IMPACT AND VIEWS	The Equality and Diversity Steering group (EDSG) provides a forum for the diversity champions and patient representatives to be involved in the development of action plans and policies.
EQUALITY AND DIVERSITY ISSUES	The Equality Scheme is central to the Trust meeting its requirements under legislation.
LEGAL ISSUES	To meet the legal requirements of the Equality Act (2010) and Public Sector Equality duty.
ACTION	The Trust Board are asked to approved the report
PRESENTED BY	Louise McKenzie, Director of Workforce Transformation
DATE	23 rd July 2015

EQUALITY AND DIVERSITY ANNUAL REPORT 2014 - 2015

INTRODUCTION

1. The purpose of this report is to provide a report on the workforce elements of the equality and diversity work carried out within the Trust in the last year and to give an update on the equality and diversity workforce data.
2. The Trust's equality agenda is driven through the Equality & Diversity Steering Group. The group, chaired by the Chief Executive, is well established and has the proactive and robust support of staff champions across the various strands of diversity. Equality and Diversity Steering Group meetings are generally well attended with submission of either a written report or attendance of a deputy for any champion unable to attend in person.

ANNUAL WORKFORCE DATA REPORT

3. The Trust's annual workforce data for equality and diversity is attached at Appendix One. In line with statutory requirements this has been published on the Trust's website.
4. The report gives an overall breakdown of the staffing profile and gives specific information relating to a number of areas:
 - Ethnicity
 - Sexual orientation
 - Disability
 - Religious belief
 - Gender
 - Age
5. There is a general under-reporting of equality data where the data is provided by staff. As well as the issues identified in sexual orientation there are a high number of undefined or not disclosed staff in both the disability and religious belief categories. This will form part of the equality objectives for the coming year. The key points to note are as follows:

Ethnicity:

6. The data shows that the proportion of BME staff employed in each band reduces with seniority and this profile is the same for both qualified staff (bands 5 to 8) and unqualified staff (band 1 to 4). A further piece of work has been undertaken to analyse the recruitment data which is held within NHS Jobs.
7. The data suggests that there are a higher proportion of white candidates being appointed to posts than being shortlisted, which suggests that there may be an issue in relation to interview capability / credibility of BME applicants, access to career development and skills training, and/ or some form of bias within the recruitment process.
8. The summary for the last year is detailed as follows:

	Shortlisted	% of shortlisted candidates	Appointed	% of appointed candidates
Asian	1188	28.5	107	18.2

Black	556	13.3	37	6.3
Other	42	1	28	4.8
White	2378	57.2	417	70.7
Total	4164		589	

Sexual orientation

9. 0.5% of the workforce report as being gay with 0.9% as bisexual, whilst 26.5% of the workforce is in the undefined category. The data is subject to the individual's wish to provide the information which suggests that there might be an underlying concern of staff about the reporting.
10. In its 'Integrated Household Survey' 2013, the Office for National Statistics asked 178,197 people about their sexual identity - and the vast majority of them choose to answer. 93.5% of people said they were heterosexual, just 1.1% said they were gay or lesbian' and 0.4% said they were bisexual. The small fraction that was left either refused to answer or said they didn't know. Altogether, amounts to about 545,000 homosexual and 220,000 bisexual adults in the UK. When they were analysing the financial implications of the Civil Partnerships Act, the Treasury estimated it was 6%. Stonewall, a gay rights charity suggest that 5-7% "is a reasonable estimate".

Disability

11. 1.9% of the workforce is reported as having a disability, the vast majority of whom are in Bands 6 and below. There is a high level of underreporting with 13% of the workforce not declaring whether they have a disability, this suggests that some may feel there is a bias against disabled staff.

EQUALITY TRAINING

12. The Trust has refreshed induction training in relation to equality and diversity. The training encourages staff to embrace and value diversity in teams and amongst our patients and demonstrates through an example the way in which we have to think about others and their experiences to ensure we treat them inclusively.
13. It also guides staff about the standard expected in dealing with discriminatory patients and empowers staff to deal with any unsatisfactory behaviours that might be encountered in a busy and pressured environment.

EMPLOYEE RELATIONS CASES SUMMARY

14. The table below outlines the summary of employee relations undertaken throughout the year by ethnicity.
15. The data shows that there is no evidence of a disproportionate level of employee relations action taken against BME staff. This is surprising as there is a perception that managers are sometimes reluctant to tackle the performance or conduct of BME staff at an informal level, often resulting in action only being taken when it gets to a critical point; thereby disproportionately activating a formal process with BME staff.
16. This data compares favourably to research published from other NHS Trusts, where this bias appears to exist.

Type	White	Mixed - White & Black African	Asian	Black	Any Other Ethnic Group	Grand Total
Capability	4	1	1	1	0	7
Dignity at Work	7	0	2	4	0	13
Disciplinary	29	0	6	4	2	41
Dismissed	3	0	1	0	0	4
Final Written Warning	2	0	1	1	0	4
Final Written Warning and demotion	1	0	0	0	0	1
First Written Warning	7	0	2	1	0	10
No Formal Action	14	0	2	2	2	20
Written Warning	1	0	0	0	0	1
Grievance	1	0	0	0	0	1
Grand Total	41	1	9	9	1	61
Percentage	67.21	1.64	14.75	14.75	1.64	

STAFF SURVEY RESULTS 2014

17. There were specific questions within the 2014 national staff survey relating to discrimination.
- Staff were asked whether they have been discriminated against by patients/service users and their relatives or other members of the public and/or managers/team leaders or other colleagues.
 - Of the 1466 respondents, 14% (or 204 members of staff) said they had been discriminated against. This is one of ASPH's bottom five ranking scores and compares less favourably than the national average which is 11%. It is the same score as the 2013 survey and 2% better than 2012.
 - There was almost an equal balance between those who had experienced external discrimination (patients/relatives/members of the public) and internal discrimination (managers/team leaders/colleagues).
 - There is nothing to distinguish a stronger element of discrimination in a particular staff category or Division/Directorate than others.
18. If staff reported discrimination, they were then asked on what grounds have they had experienced it. According to the Capita report (our commissioned provider), the factors are ordered here in order of highest to lowest:
- Ethnic Origin: 48% (98 people)
 - Other: 29% (59 people)
 - Age 18% (37 people)
 - Gender: 16% (33 people)
 - Disability 5% (10 people)
 - Religion 3% (6 people)
 - Sexual Orientation 3% (6 people)
19. The Trust's Employee Partnership Forum has discussed the results and agreed to refer the matter to the Equality and Diversity Steering Group to monitor. The Steering Group will need to consider how to explore this issue further with staff outside of the formal survey process.

KEY PATIENT EXPERIENCE ACTIVITY IN 2014/15

20. As a response to a complaint regarding the care of a patient with visual impairment, the Trust has set up an 'Effective Communication' study day. Advocates for a diverse range of patient groups (Sight for Surrey, Stroke Association, Parkinson's UK, Dementia Awareness, Alzheimer's Society etc) are able to raise awareness of the difficulties patients can have in communicating effectively. *Mind the Gap*, a group of performers with learning difficulties, presented and acted out a series of poems to express their understanding of how they believe people perceive them. The study day was very successful and will be repeated on a 6 monthly basis.
21. There is relatively little previous research exploring the impact of cultural and racial background of nurses on compassionate care. In particular, there is little known about any differences in the delivery of such care between those nurses who self-identify as members of black and minority ethnic and those who self-identify as non-BME. The Trust has a diverse range of nursing staff from BME and non-BME backgrounds, and has a growing number of nurses recruited from overseas. During 2014/15, the E&D Steering Group has commissioned a research project in collaboration with Royal Holloway University and University of Surrey. This project is being led by Heather Caudle, Chief Nurse. The research aim is to identify how the cultural diversity of nurses impacts on the delivery of compassionate care.

ISSUES TO ADDRESS AND THE NEXT STEPS

22. There are a number of employment issues which are highlighted within the report which will be used to form the focus for the workforce equality objectives for 2015/16:
- a. The lack of BME staff in senior posts should be investigated to identify whether there are barriers to BME staff progressing to more senior bands (lack of career development, lack of skills investment, poorer skills in relation to interviewing and networking) and whether there is any bias in the Trust's recruitment process.
 - b. Equality data collection should be improved, particularly in relation to sexual orientation, disability and religious beliefs, with the Steering Groups considering what would encourage a more open reporting culture.
 - c. A new "unconscious bias" training module has been procured and will be implemented from September 2015. This is on-line training about unconscious bias to explain to all staff the existence of unconscious bias in everyone's mind set and what we can do to overcome bias. ASPH is the first NHS Trust to use this particular online tool and we are excited as to how this will be able to influence the dialogue and discussions around equality and diversity issues.
23. In addition to this the Steering Group is reviewing its priorities to ensure that there is also adequate focus on equality objectives in relation to health outcomes and patient experience as described in the Equality Delivery System (EDS2). The Steering Group will be considering the priorities in relation to this. These issues will be reviewed in line with the overarching strategic objectives.

Louise McKenzie
 Director of Workforce Transformation
 July 2015

Appendix 1

Workforce Equality and Diversity Data Annual Report 2015

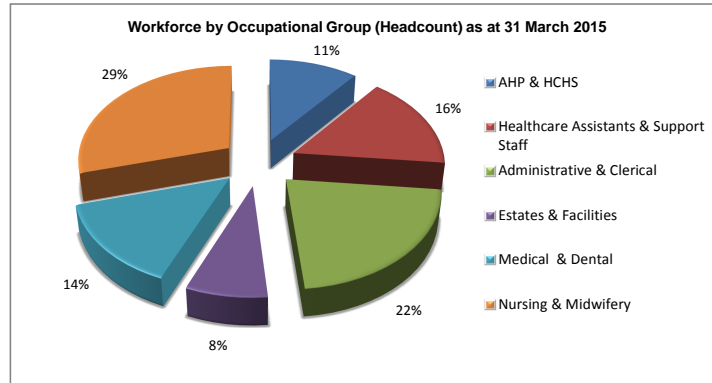
Introduction

This report provides equality and diversity information about the workforce and all numbers are represented as headcount i.e. numbers of staff and not Whole Time Equivalent.

Section 1: Profile of Workforce

The Headcount of the workforce was 3702 employees at year end 2014-15.

Table 1 - Profile of staff by Occupational Group as 31 March 2015.



The key features of the workforce in regard to diversity are summarised in table 2. The last three measures on the table show the proportion of the workforce for whom the data is available, which has improved significantly in recent years, enabling a clear understanding of the workforce.

Table 2 – Headlines

Staff in Post	2011		2012		2013		2014		Latest Data - Mar 15	
	Number	%	Number	%	Number	%	Number	%	Number	%
Female	2608	77.0%	2552	76.5%	2643	76.2%	2695	73.2%	2801	75.6%
Black & Ethnic minority	1047	30.9%	1087	32.5%	1153	33.2%	1178	32.0%	1199	32.3%
Part time	1167	34.4%	1106	33.1%	1056	30.4%	1107	30.0%	1159	31.3%
Staff over 66 years	20	0.6%	11	0.3%	9	0.3%	42	1.1%	48	1.3%
Disabled – Recorded	2998	88.5%	3294	98.7%	3466	99.9%	3534	96.0%	3701	99.9%
Religion - Recorded	3031	88.9%	3335	99.8%	3467	99.9%	3534	96.0%	3702	100.0%
Sexual Orientation – Recorded	3009	88.8%	3332	99.8%	3467	99.9%	3534	96.0%	3699	99.9%

A. Ethnicity

Table 3 shows the workforce by ethnicity. The percentage of ASPH employees within the BME category is 32.4%. The average for local Acute Foundation Trusts is 23.3%. (Source: Information Centre iView – latest data available February 2015)

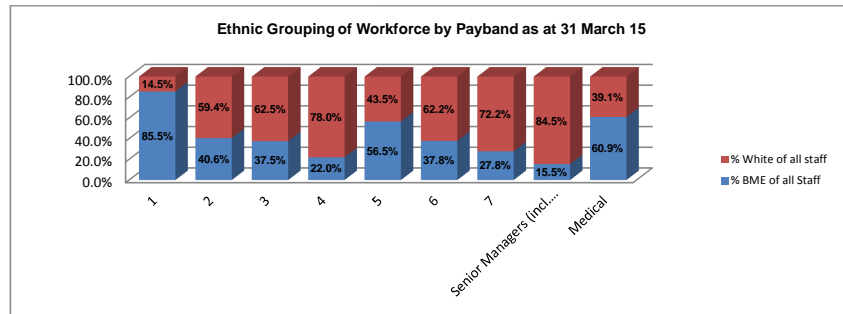
Ethnic Grouping of Workforce as at 31 March 2015

Ethnic Grouping	Headcount Numbers			Ethnic Group as % of Workforce
	Total	Full Time	Part Time	
Asian Bangladeshi	15	15	0	0.4%
Asian Indian	384	309	75	10.4%
Asian Pakistani	46	32	14	1.2%
Asian Other	318	274	44	8.6%
Black African	113	85	28	3.1%
Black Caribbean	28	23	5	0.8%
Black Other	15	11	4	0.4%
Mixed White Asian	16	10	6	0.4%
Mixed White African	13	11	2	0.4%
Mixed White Caribbean	12	7	5	0.3%
Mixed Other	22	16	6	0.6%
Chinese	29	23	6	0.8%
Any other ethnic group	190	151	39	5.1%
Not Declared	0	0	0	0.0%
White Other	400	305	95	10.8%
White Irish	47	30	17	1.3%
White British	2054	1241	813	55.5%
Total	3702	2543	1159	100.0%

% BME	32.6%	38.0%	20.2%	All white categories
% White	67.4%	62.0%	78.8%	

Ethnic Group of Workforce by Pay Band as at 31 March 2015

Table 4 compares the BME and White groupings of staff by pay band shown as percentages, with the BME percentage ranging from 85% of staff at band 1 and 15.5% of staff at bands 8 and 9.



B. Disability

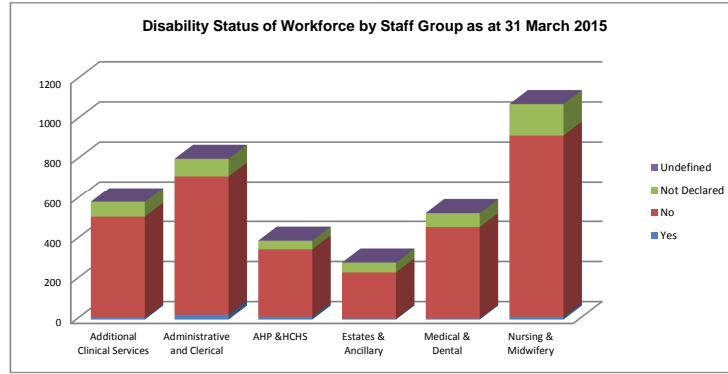
Data collected from the workforce indicates that 1.9% of the workforce (70 individuals) consider themselves to have a disability. Continuing work on data completion has reduced the number of 'undefined' i.e. unknown records from 11.5% at December 2011 to 0.1% at March 2015.

Disability of Workforce as at 31 March 2015

Disabled	Headcount Numbers			Disabled as % of Workforce
	Total	Full Time	Part Time	
Yes	70	48	22	1.9%
No	3149	2207	942	85.1%
Not declared	482	287	195	13.0%
Undefined	1	1	0	0.0%
Total	3702	2543	1159	100%

Disability Profile of Workforce by Pay Band and Staff Group as at 31 March 2015

Disability by Pay Band	Yes	No	Not Declared	Undefined	Total
Band 1	2	140	21		163
Band 2	17	505	74		596
Band 3	10	305	48		363
Band 4	2	225	38		265
Band 5	17	686	92		795
Band 6	10	384	72		466
Band 7	4	277	54		335
Senior Manages (incl. Board)	3	171	13		187
Medical	5	456	70	1	532
Total	70	3149	482	1	3702



C. Gender

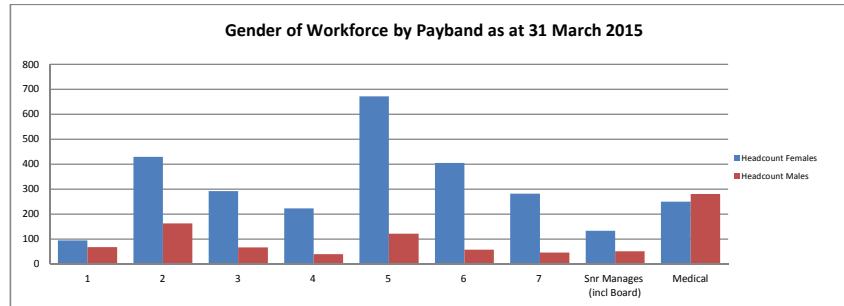
The workforce has 901 (24.3%) male employees and 2801 (75.7%) female employees, compared with a benchmark average for local Acute Foundation Trusts, the trust male proportion is higher than the benchmark of 21.2% and the female proportion is lower than the benchmark of 78.8%. (Source: Information Centre view – latest data available February 2015)

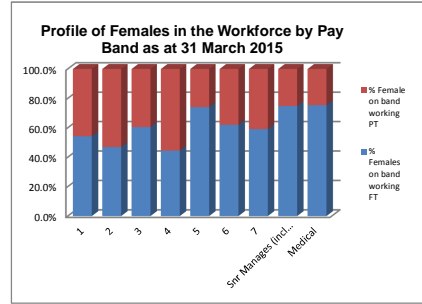
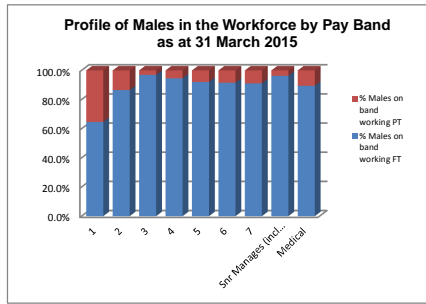
Workforce by Gender as at 31 March 2015

Gender	Headcount Numbers			Gender as % of Workforce
	Total	Full Time	Part Time	
Female	2801	1746	1055	75.7%
Male	901	797	104	24.3%
Total	3702	2543	1159	100%

Gender % working Full Time	Gender % working Part Time
62.3%	37.7%
88.5%	11.5%

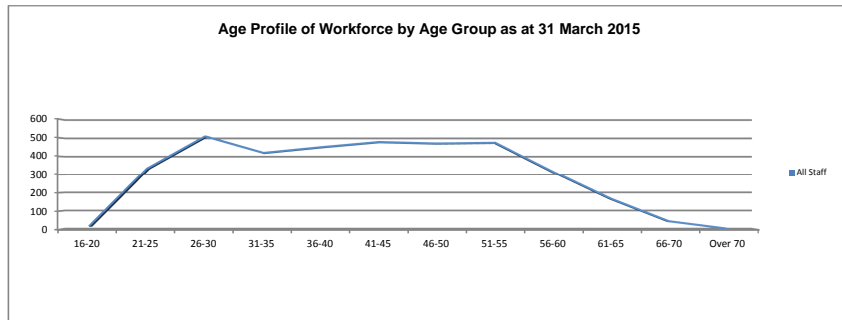
Gender grouping of Workforce by Pay Band and Full Time/Part Time profile as at 31 March 2015





D. Age

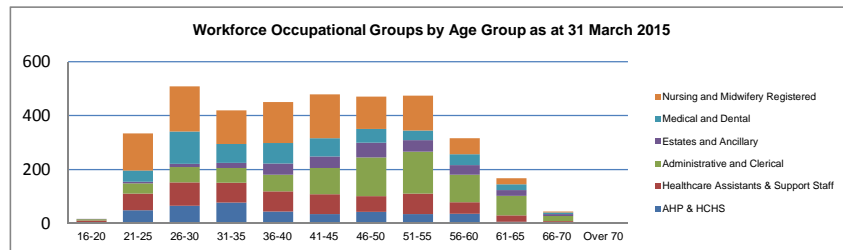
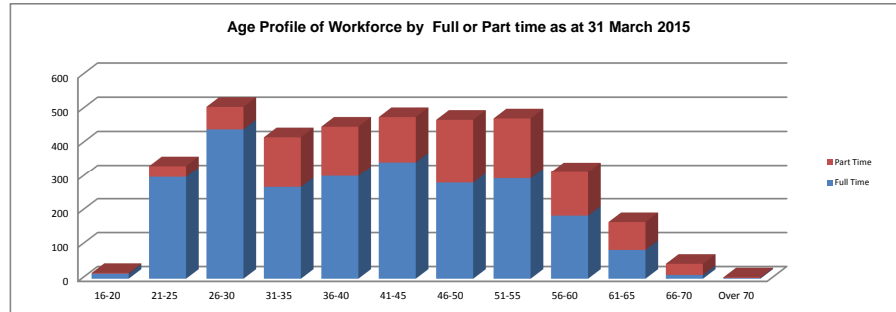
Age Distribution of Workforce as at 31 March 2015



Age Grouping of Workforce by Age Group and Full Time/Part Time profile as at 31 March 2015.

Age Group	Full Time	Part Time	Total
16-20	15	2	17
21-25	301	34	335
26-30	442	68	510
31-35	271	151	422
36-40	304	147	451
41-45	345	134	479
46-50	284	189	473
51-55	297	183	480

56-60	186	133	319
61-65	85	83	168
66-70	11	33	44
Over 70	2	2	4
Total	2543	1159	3702



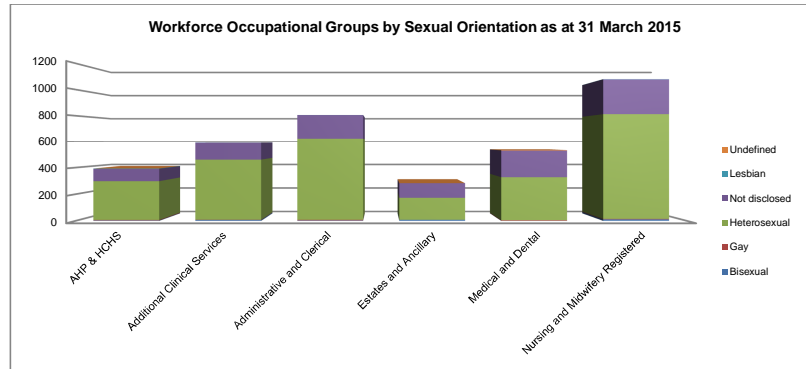
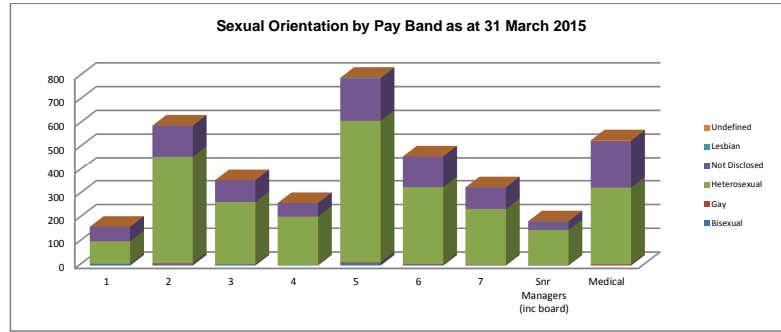
E. Sexual Orientation

The Trust collects data on the sexual orientation of the workforce, subject to an individual's wish to provide the information. The categories for reporting reflect the current national collection criteria. Recent data validation has reduced the 'undefined' category from 11.2% by December 2011 to 0.1% by March 2015.

Sexual Orientation Profile of Workforce as at 31 March 2015

Sexual Orientation	Headcount	% of Workforce
Bisexual	33	0.9%
Gay	20	0.5%
Heterosexual	2658	71.8%
Lesbian	7	0.2%
Not Disclosed	981	26.5%

Undefined	3	0.1%
Total	3702	100%

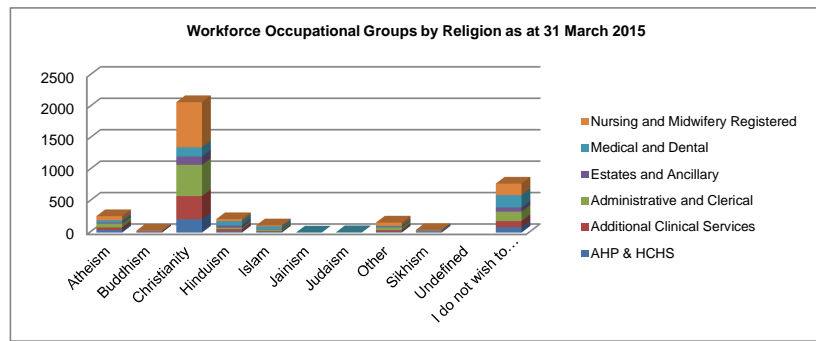
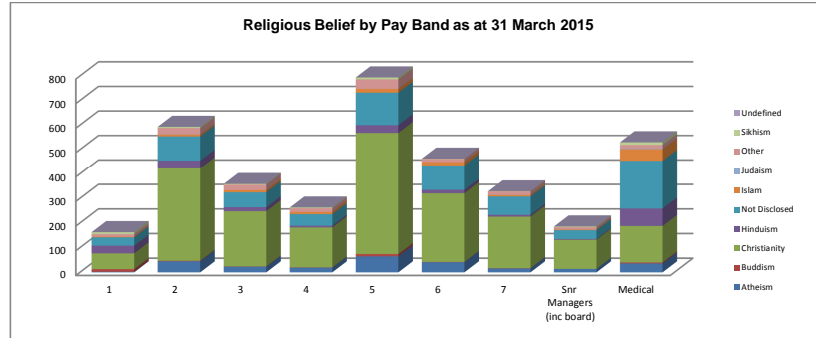


F. Religious Belief

The Trust collects data on the religious belief of the workforce, subject to an individual providing the information. The categories for reporting reflect national collection criteria. Data collection has improved with a reduction in the 'undefined' category from 11.1% at the end of December 2011 to 0.0% by March 2015.

Religion	Headcount	% of Workforce
Atheism	262	7.1%
Buddhism	30	0.8%
Christianity	2089	56.4%
Hinduism	213	5.8%
Not Disclosed	781	21.1%
Islam	116	3.1%
Jainism	1	0.0%
Judaism	6	0.2%
Other	161	4.3%
Sikhism	43	1.2%

Undefined	0	0.0%
Total	3702	100%



Section 2: Leavers Profile for the year April 2014 – March 2015

A Ethnicity

Ethnic Group	% of total workforce by ethnic group	Number of leavers	% of leavers by ethnic origin	Variance from Workforce Mean
Asian - Bangladeshi	0.4%	0	0.0%	0.5%
Asian - Indian	10.4%	39	7.5%	-2.9%
Asian - Pakistani	1.2%	10	1.9%	0.7%
Asian - Other	8.6%	39	7.5%	-1.0%
Black African	3.1%	30	5.8%	2.7%
Black Caribbean	0.8%	4	0.8%	0.0%

Black Other	0.4%	2	0.4%	0.0%
Mixed White/Black African	0.4%	2	0.4%	0.0%
Mixed White/Asian	0.4%	3	0.6%	0.2%
Mixed White/Caribbean	0.3%	3	0.6%	0.3%
Mixed Other	0.6%	1	0.2%	-0.4%
Chinese	0.8%	2	0.4%	-0.4%
Any other ethnic group	5.2%	17	3.3%	-1.9%
Not Declared	0.0%	2	0.4%	0.4%
White Other	10.8%	64	12.4%	1.6%
White Irish	1.3%	12	2.3%	1.0%
White British	55.3%	287	55.5%	0.2%
Total	100.0%	517	100.0%	0.0%

White	32.6%	363	70.2%	37.6%
BME	67.4%	154	29.8%	-37.6%

B Disability

Disabled	% of total workforce by Disability	Number of leavers	% of Leavers	Variance from Workforce Mean
No	1.9%	449	86.8%	84.9%
Not declared	85.0%	56	10.8%	-74.2%
Undefined	13.1%	1	0.2%	-12.9%
Yes	0.0%	11	2.1%	2.1%
Total	100%	517	100%	

C Gender

	Leavers	Leavers
Male Staff	97	18.8%
Female Staff	420	81.2%
	517	100.0%

D Age Band (five year age bands)

Age Band	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71 +
No. of Employees	0	22	27	16	20	13	4	3	12	6	2	0

E Sexual Orientation

Sexual Orientation	% of Workforce by Sexual Orientation	Number of leavers	% of leavers by Sexual Orientation	Variance from Workforce Mean
Bisexual	0.9%	6	1.2%	0.3%
Gay	0.5%	3	0.6%	0.1%
Heterosexual	71.8%	417	80.7%	8.8%
Undisclosed	0.2%	86	16.6%	16.4%
Lesbian	26.5%	4	0.8%	-25.7%
Undefined	0.1%	1	0.2%	0.1%
Total	100%	517	100.0%	

F Religious Belief

Religion/Belief	% of workforce by religious belief	Number of leavers	% of leavers by religious belief	Variance from Workforce Mean
Atheism	7.1%	50	9.67%	2.58%
Buddhism	0.8%	7	1.35%	0.54%
Christianity	56.3%	331	64.02%	7.68%
Hinduism	5.8%	19	3.68%	-2.11%
Islam	21.2%	12	2.32%	-18.84%
Jainism	3.1%	0	0.00%	-3.12%
Judaism	0.0%	1	0.19%	0.17%
Other	0.2%	19	3.68%	3.51%
Sikhism	4.3%	3	0.58%	-3.74%
Undefined	1.2%	1	0.19%	-0.97%
Does not wish to disclose	0.0%	74	14.31%	14.31%
Total	100%	517	100%	

G Staff Turnover

Staff Turnover by Ethnic Origin	% Turnover
Asian Bangladeshi	0.0%

Asian Indian	16.3%
Asian Pakistani	10.2%
Asian Other	10.2%
Black African	27.6%
Black Caribbean	18.9%
Black Other	6.8%
Mixed White Asian	20.2%
Mixed White African	20.1%
Mixed White Caribbean	7.6%
Mixed Other	0.0%
Chinese	12.5%
Any other ethnic group	11.7%
Not Stated	16.8%
White Other	13.1%
White Irish	31.1%
White British	13.0%
Total	14.4%

Staff Turnover by Disability	% Turnover
Yes	10.5%
No	14.8%
Not declared	9.1%
Total	14.4%

Staff Turnover by Payscale	% Turnover
1	10.2%
2	14.6%
3	9.8%
4	13.6%
5	19.4%
6	17.3%
7	5.3%
Snr Manages (incl Board)	7.3%
Medical	8.6%
Total	14.4%

Staff Turnover by Gender	% Turnover
Female	13.7%
Male	14.4%
Total	14.4%

Staff Turnover by Age Group	% Turnover
16-20	49.2%
21-25	32.8%
26-30	17.7%
31-35	17.2%
36-40	17.3%
41-45	9.4%
46-50	7.2%
51-55	4.9%

56-60	10.9%
61-65	18.3%
66-70	7.7%
Over 70	30.0%
Total	14.4%

Staff Turnover by Sexual Orientation	% Turnover
Bisexual	22.3%
Gay	30.4%
Heterosexual	15.0%
Lesbian	72.3%
Not Disclosed	9.8%
Total	14.4%

Staff Turnover by Religion	% Turnover
Atheism	18.3%
Buddhism	17.5%
Christianity	14.1%
Hinduism	15.0%
Not Disclosed	10.5%
Islam	15.7%
Jainism	0.0%
Judaism	26.7%
Other	6.8%
Sikhism	37.0%
Total	14.4%

Section 3: Promotions and Maternity

Promotions and staff returning from maternity leave during the period April 2014 to March 2015

Maternity Returnees

Staff Group	No change	Decrease Hours	Increase Hours	Total
Additional Clinical Services	8	4	0	12
Administrative and Clerical	4	2	0	6
AHP & HCCHS	8	3	1	12
Estates & Ancillary	2	0	0	2
Medical & Dental	5	2	0	7
Nursing & Midwifery	17	10	2	29
Total	44	21	3	68

Promotions

Promotions by Staff Group	Headcount	Headcount %
Additional Clinical Services	9	8.7%
Administrative and Clerical	36	35.0%
AHP & HCCHS	13	12.6%
Estates & Ancillary	1	1.0%

Medical & Dental	1	1.0%
Nursing & Midwifery	43	41.8%
Total	103	100.0%

Promotions by Ethnic Origin	Headcount	Headcount %
Asian Bangladeshi	2	1.9%
Asian Indian	12	11.7%
Asian Pakistani	0	0.0%
Asian Other	8	7.8%
Black African	2	1.9%
Black Caribbean	1	1.0%
Black Other	0	0.0%
Mixed White Asian	1	1.0%
Mixed White African	0	0.0%
Mixed White Caribbean	0	0.0%
Mixed Other	1	1.0%
Chinese	0	0.0%
Any other ethnic group	5	4.9%
Not Stated	0	0.0%
White Other	14	13.6%
White Irish	0	0.0%
White British	57	55.3%
Total	103	100.0%

Promotion by Disability	Headcount	Headcount %
Yes	1	1.0%
No	95	92.2%
Not declared	7	6.8%
Total	103	100.0%

Promotions by Payscale	Headcount	Headcount %
1	0	0.0%
2	0	0.0%
3	4	3.9%
4	17	16.5%
5	24	23.3%
6	26	25.2%
7	21	20.4%
Snr Manages (incl Board)	10	9.8%
Medical	1	1.0%
Total	103	100.0%

Promotion by Gender	Headcount	Headcount %
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Female	89	86.4%
Male	14	13.6%
Total	103	100.0%

Promotions by Age Group	Headcount	Headcount %
16-20	0	0.0%
21-25	13	12.6%
26-30	23	22.3%
31-35	16	15.5%
36-40	11	10.7%
41-45	11	10.7%
46-50	11	10.7%
51-55	11	10.7%
56-60	7	6.8%
61-65	0	0.0%
66-70	0	0.0%
Over 70	0	0.0%
Total	103	100.0%

Promotions by Sexual Orientation	Headcount	Headcount %
Bisexual	0	0.0%
Gay	0	0.0%
Heterosexual	88	85.4%
Lesbian	0	0.0%
Not Disclosed	15	14.6%
Total	103	100.0%
Promotions by Religion	Headcount	Headcount %
Atheism	9	8.7%
Buddhism	0	0.0%
Christianity	66	64.1%
Hinduism	5	4.9%
Not Disclosed	12	11.7%
Islam	3	2.9%
Jainism	0	0.0%
Judaism	0	0.0%
Other	4	3.9%
Sikhism	4	3.9%
Total	103	100.0%

Section 4 Mandatory Training as at 31 March 2015

Mandatory Training by Staff Group	Non Compliant	Compliant	Total	% Compliance
Additional Clinical Services	1053	4862	5915	82.2%

Administrative and Clerical	1663	6051	7714	78.4%
AHP & HCCHS	638	3340	3978	84.0%
Estates & Ancillary	294	2446	2740	89.3%
Medical & Dental	1220	4906	6126	80.1%
Nursing & Midwifery	2208	10129	12337	82.1%
Total	7076	31734	38810	81.8%

Mandatory Training by Ethnic Origin	Non Compliant	Compliant	Total	% Compliance
Asian Bangladeshi	25	144	169	85.2%
Asian Indian	735	3347	4082	82.0%
Asian Pakistani	76	410	486	84.4%
Asian Other	632	2737	3369	81.2%
Black African	185	977	1162	84.1%
Black Caribbean	60	253	313	80.8%
Black Other	16	145	161	90.1%
Mixed White Asian	32	122	154	79.2%
Mixed White African	31	117	148	79.1%
Mixed White Caribbean	23	112	135	83.0%
Mixed Other	33	188	221	85.1%
Chinese	54	264	318	83.0%
Any other ethnic group	365	1362	1727	78.9%
Not Stated	62	309	371	83.3%
White Other	583	3590	4173	86.0%
White Irish	108	386	494	78.1%
White British	4056	17271	21327	81.0%
Total	7076	31734	38810	81.8%

Mandatory Training by Disability	Non Compliant	Compliant	Total	% Compliance
Yes	83	862	945	91.2%
No	5864	26745	32609	82.0%
Not declared	1129	4127	5256	78.5%
Total	7076	31734	38810	81.8%

Mandatory Training by Payscale	Non Compliant	Compliant	Total	% Compliance
1	100	1447	1547	93.5%
2	1129	4800	5929	81.0%
3	664	2784	3448	80.7%
4	448	2046	2494	82.0%
5	1443	7222	8665	83.3%
6	882	4010	4892	82.0%
7	649	2864	3513	81.5%
Snr Manages (incl Board)	541	1655	2196	75.4%
Medical	1220	4906	6126	80.1%
Total	7076	31734	38810	81.8%

Mandatory Training by Gender	Non Compliant	Compliant	Total	% Compliance
Female	5229	23770	28999	82.0%
Male	1847	7964	9811	81.2%
Total	7076	31734	38810	81.8%

Mandatory Training by Sexual Orientation	Non Compliant	Compliant	Total	% Compliance
Bisexual	7	20	27	74.1%
Gay	3	15	18	83.3%
Heterosexual	597	1895	2492	76.0%
Lesbian	2	4	6	66.7%
Not Disclosed	314	648	962	67.4%
Total	923	2582	3505	73.7%

Mandatory Training by Religion	Non Compliant	Compliant	Total	% Compliance
Atheism	400	2293	2693	85.1%
Buddhism	35	279	314	88.9%
Christianity	4164	17608	21772	80.9%
Hinduism	380	1788	2168	82.5%
Not Disclosed	1518	7018	8536	82.2%
Islam	217	936	1153	81.2%
Jainism	0	15	15	100.0%
Judaism	17	53	70	75.7%
Other	266	1380	1646	83.8%
Sikhism	79	364	443	82.2%
Total	7076	31734	38810	81.8%