

## Equalities Workforce Monitoring

April 2007 – March 2008

### Introduction

The Ashford and St Peter's Hospitals NHS Trust workforce profile is produced as a requirement of the Race Equality Scheme.

The Race Relations (Amendment ) Act 2000, places a duty on all public authorities to promote race equality. Part of this duty requires organisations to publish the results of monitoring of current employees and job applicants.

### Ethnicity

<b>Ethnic Group</b>	<b>Trust %</b>	<b>Local %</b>
Asian Bangladeshi	0.27%	0.20%
Asian Indian	7.92%	1.30%
Asian Pakistani	1.39%	0.70%
Asian Other	6.23%	0.50%
Black African	4.13%	0.60%
Black Caribbean	0.88%	0.40%
Black Other	0.88%	0.10%
Mixed White Asian	0.30%	0.60%
Mixed White African	0.46%	0.20%
Mixed White Caribbean	0.29%	0.30%
Mixed Other	0.46%	0.40%
Chinese	1.34%	0.60%
Any other Ethnic	5.01%	0.80%
White Other	7.29%	4.90%
White Irish	1.97%	1.30%
White British	61.18%	87.10%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>

The data shows that the Trust is employing people from a wide range of ethnic backgrounds.

### Age

<b>Age Group</b>	<b>Trust %</b>	<b>Local %</b>
16-20	0.81%	8.00%
21-25	5.8%	9.19%
26-30	13.3%	10.42%
31-35	14.11%	11.45%
36-40	12.56%	10.87%
41-45	13.02%	9.47%
46-50	12.87%	8.88%
51-55	11.53%	8.64%
56-60	9.05%	7.6%
61-65	4.96%	5.81%
66-70	1.52%	5.24%
71 & above	0.47%	4.43%

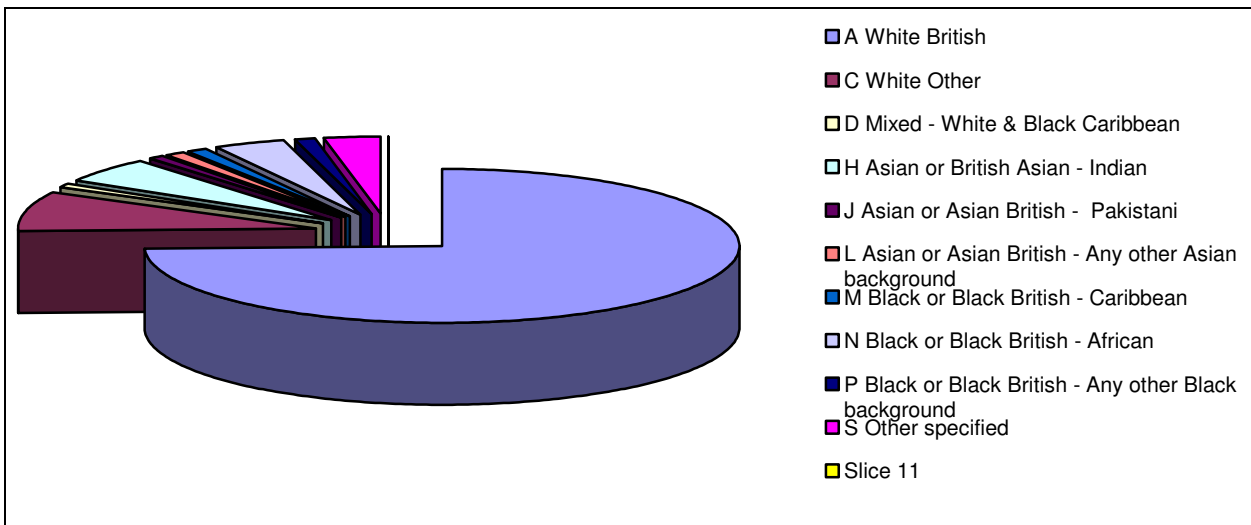
### Gender

Gender	Trust %	Local%
Male	23.90%	49.98%
Female	67.10%	50.02%

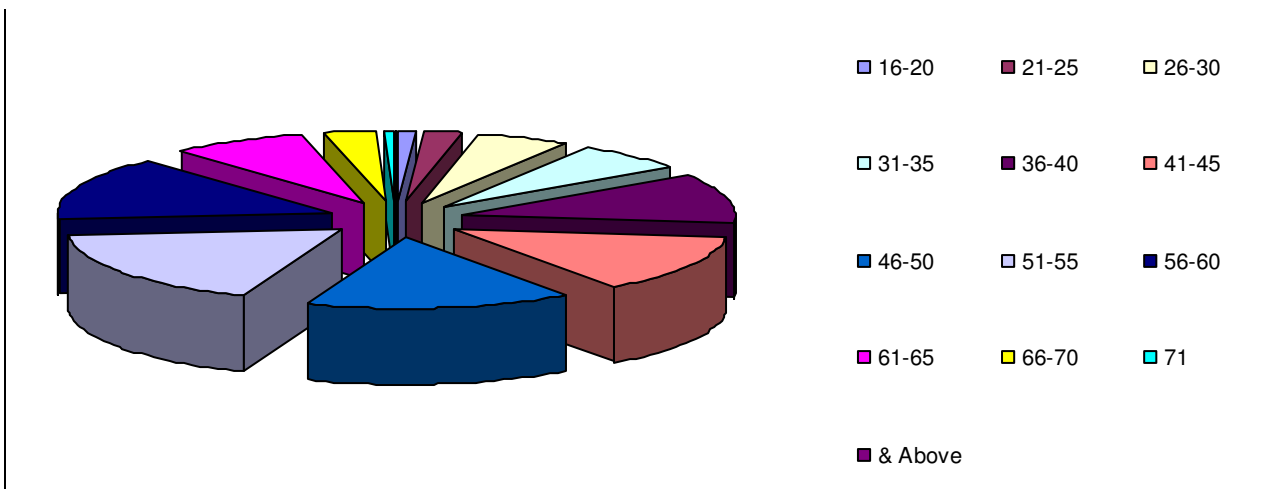
**Departments**

**Professional Groups**

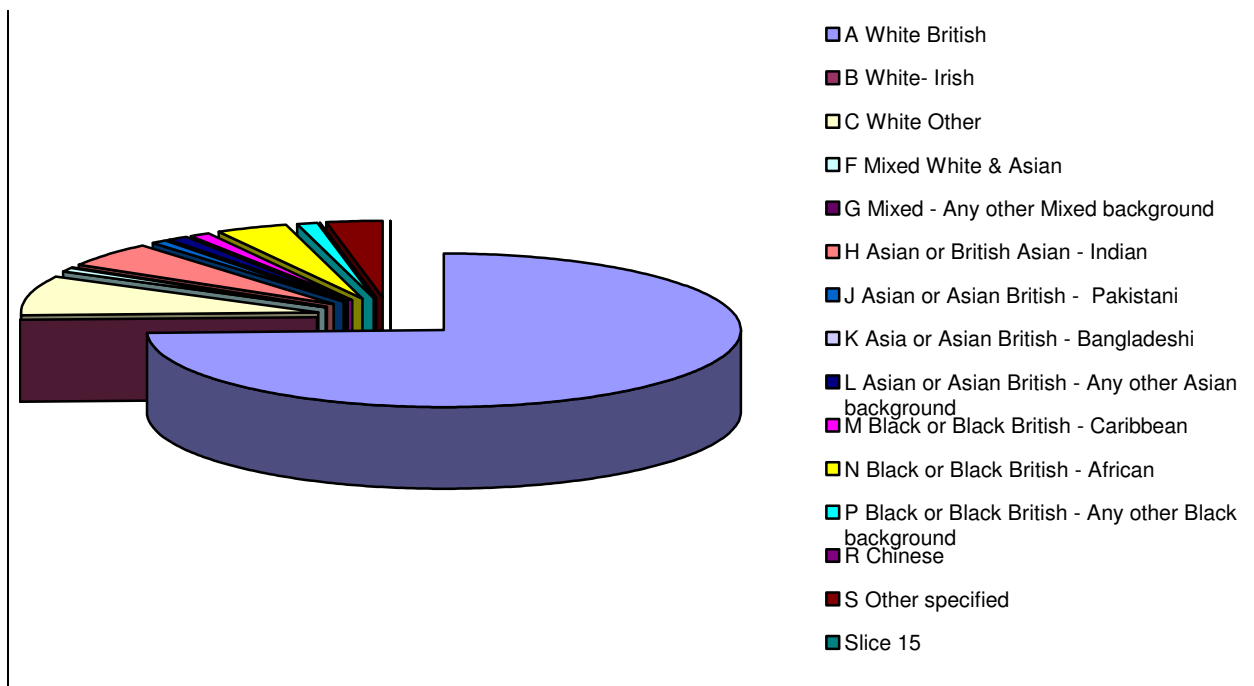
**Scientific and Technical**



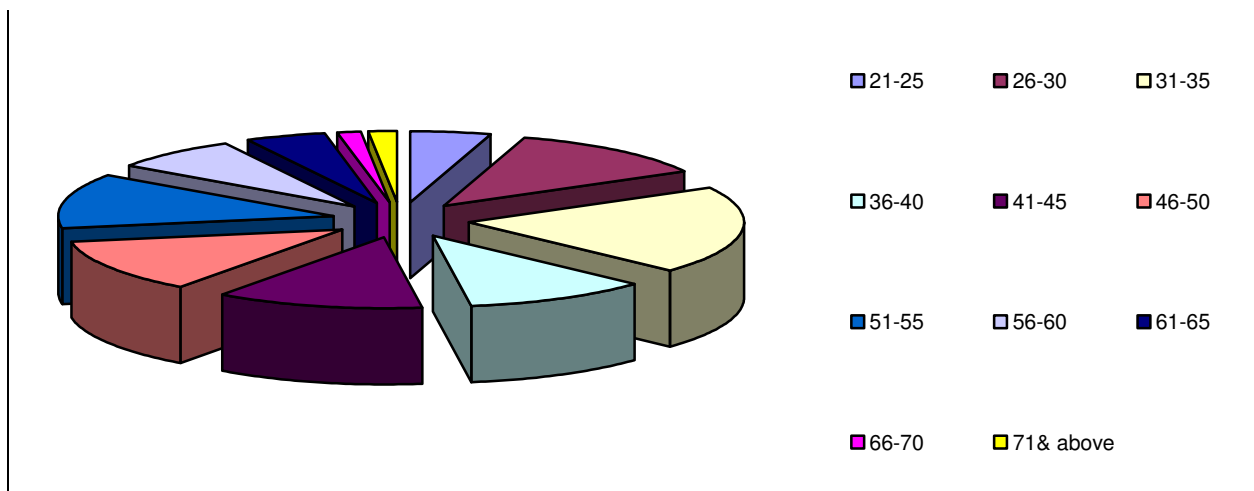
There are 19 male staff and 79 female staff in this group from a total of 98, the age profile for this staff group is below.



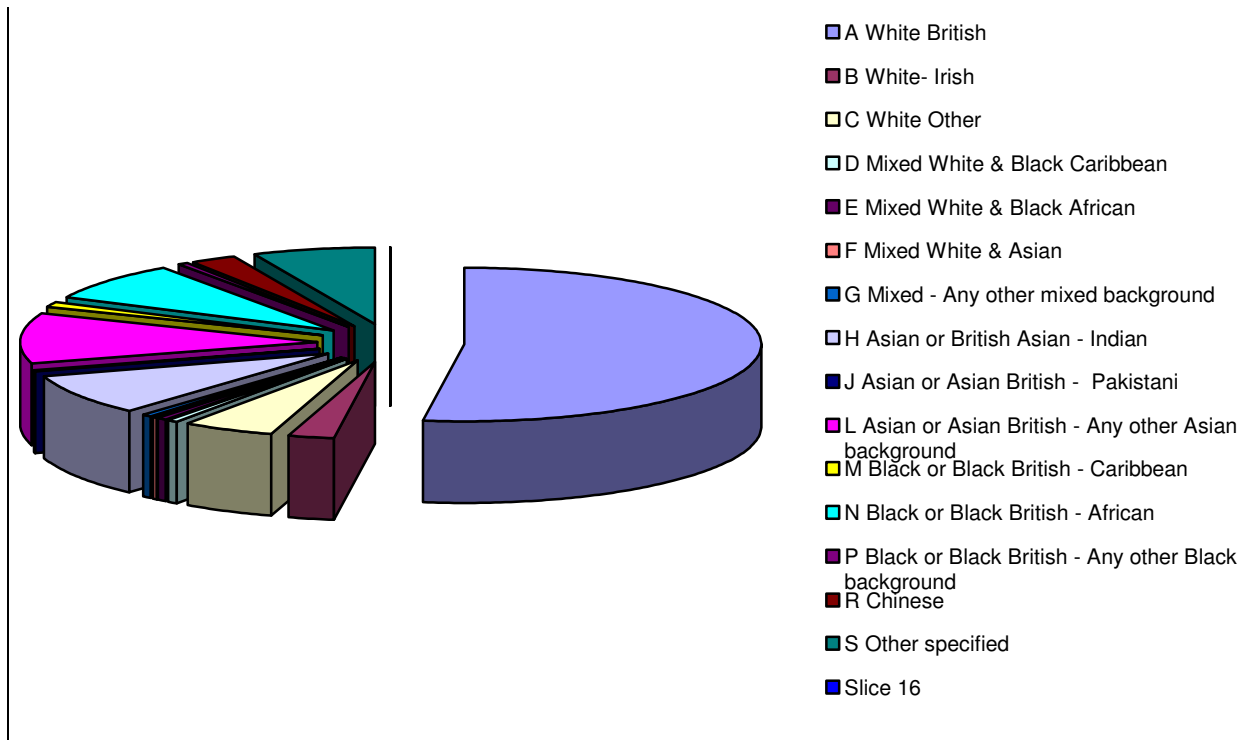
**Administrative & Clerical**



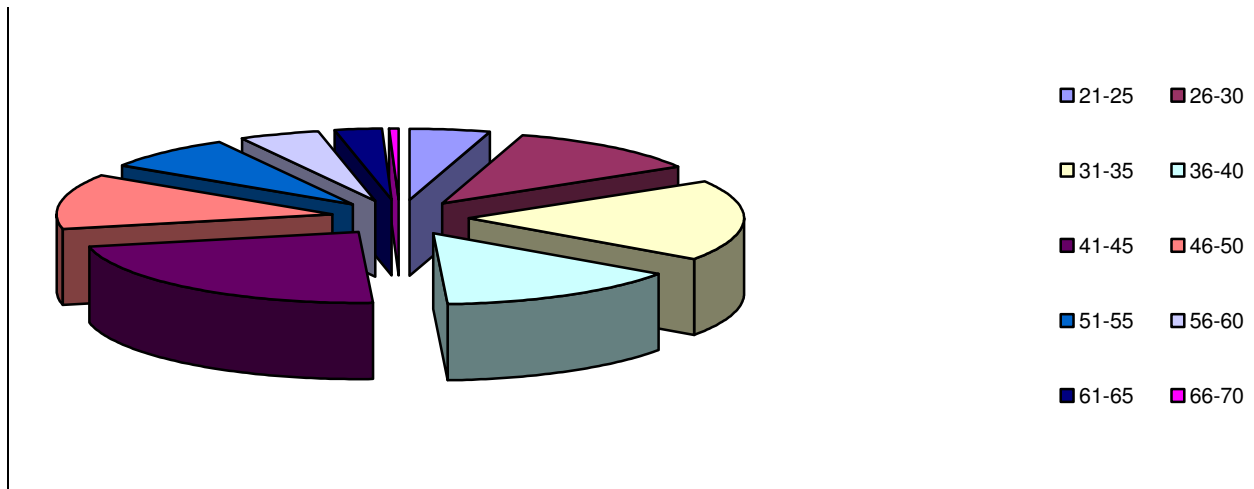
There are 101 male staff and 649 female staff in this group from a total of 750, the age profile for this staff group is below



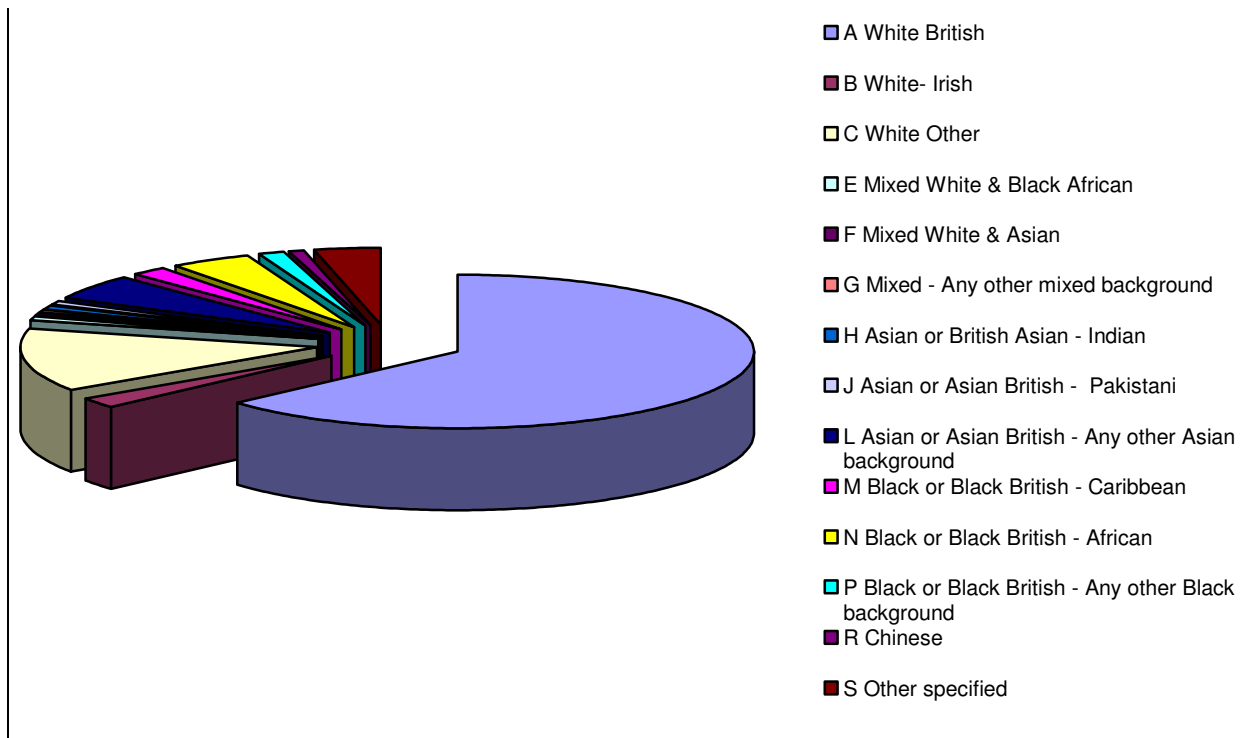
**Nursing & Midwifery**



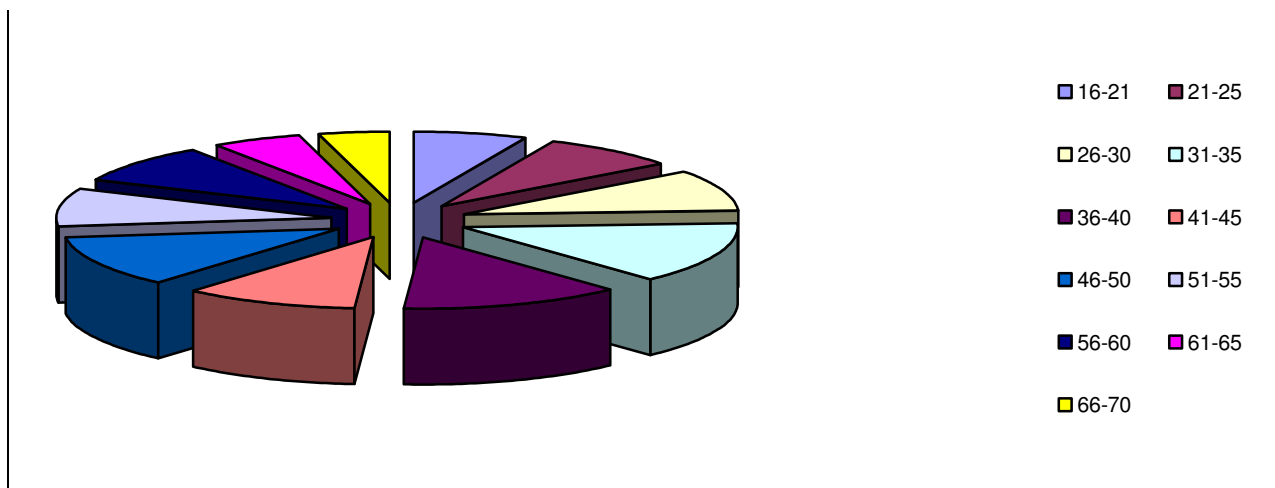
There are 71 male staff and 948 female staff in the nursing and midwifery group from a total of 1019, the age profile for this staff group is below.



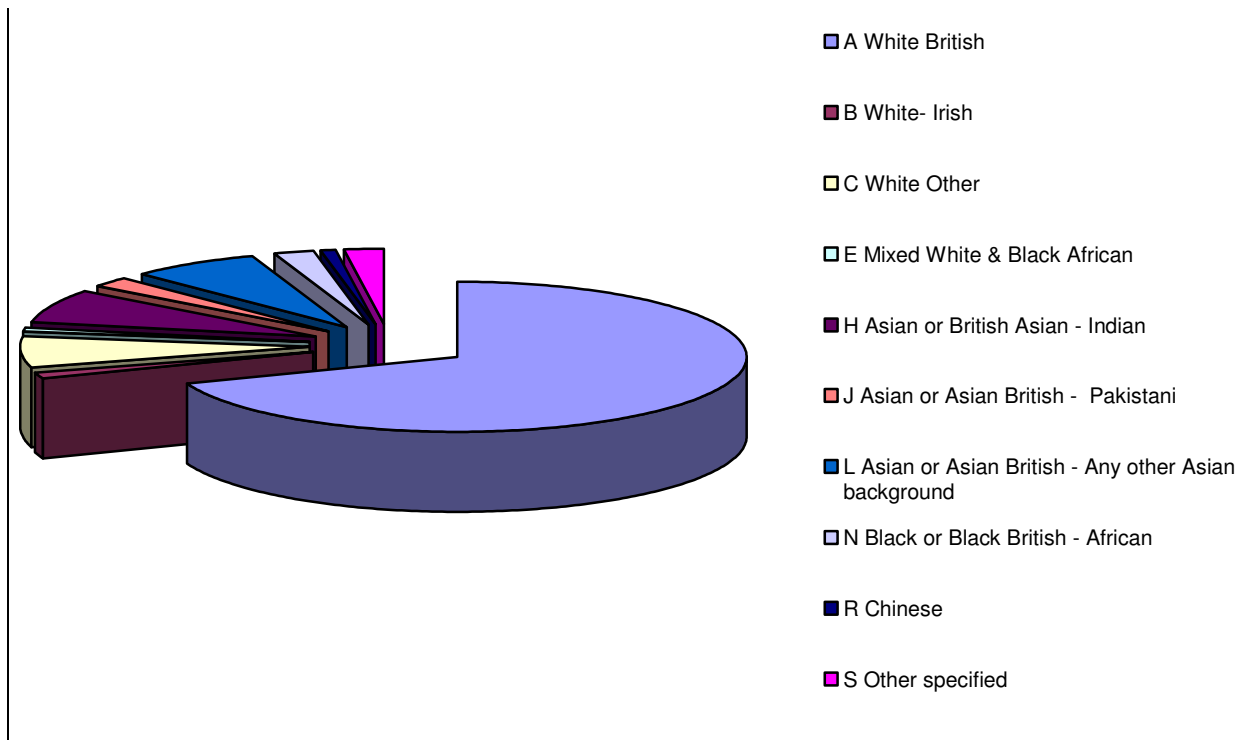
## Healthcare Assistants



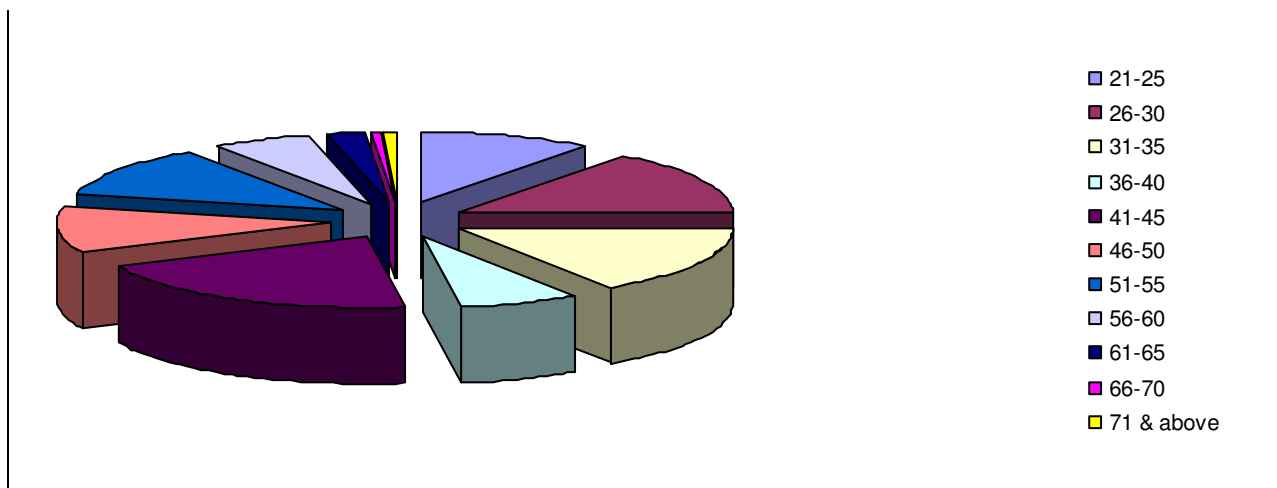
There are 34 male staff and 187 female staff in the Healthcare assistant group from a total of 223, the age profile for this staff group is below.



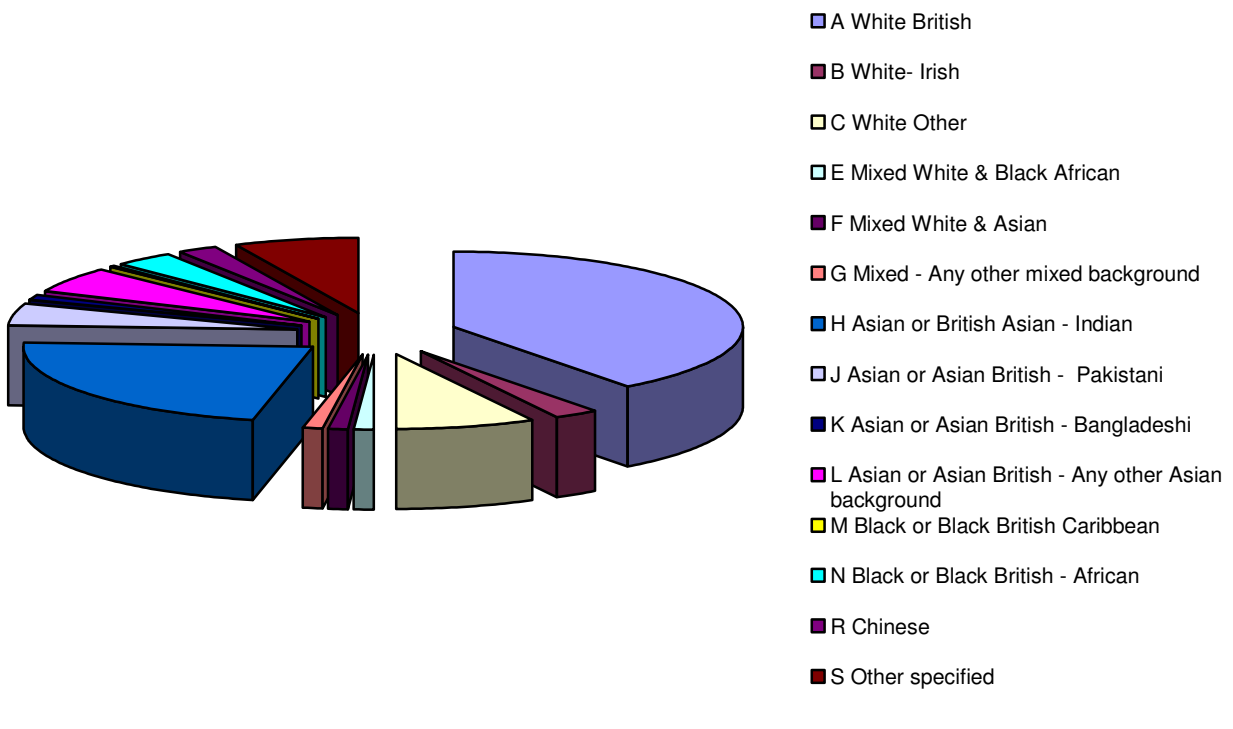
**Allied Health Professionals**



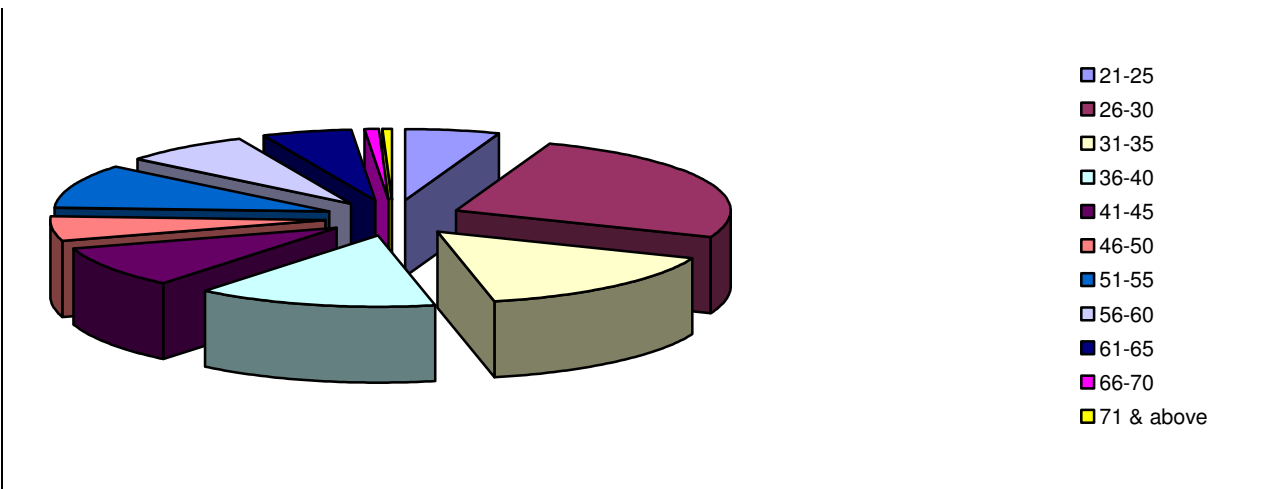
There are 28 male staff and 108 female staff in the Allied Health Professional group from a total of 136, the age profile for this staff group is below.



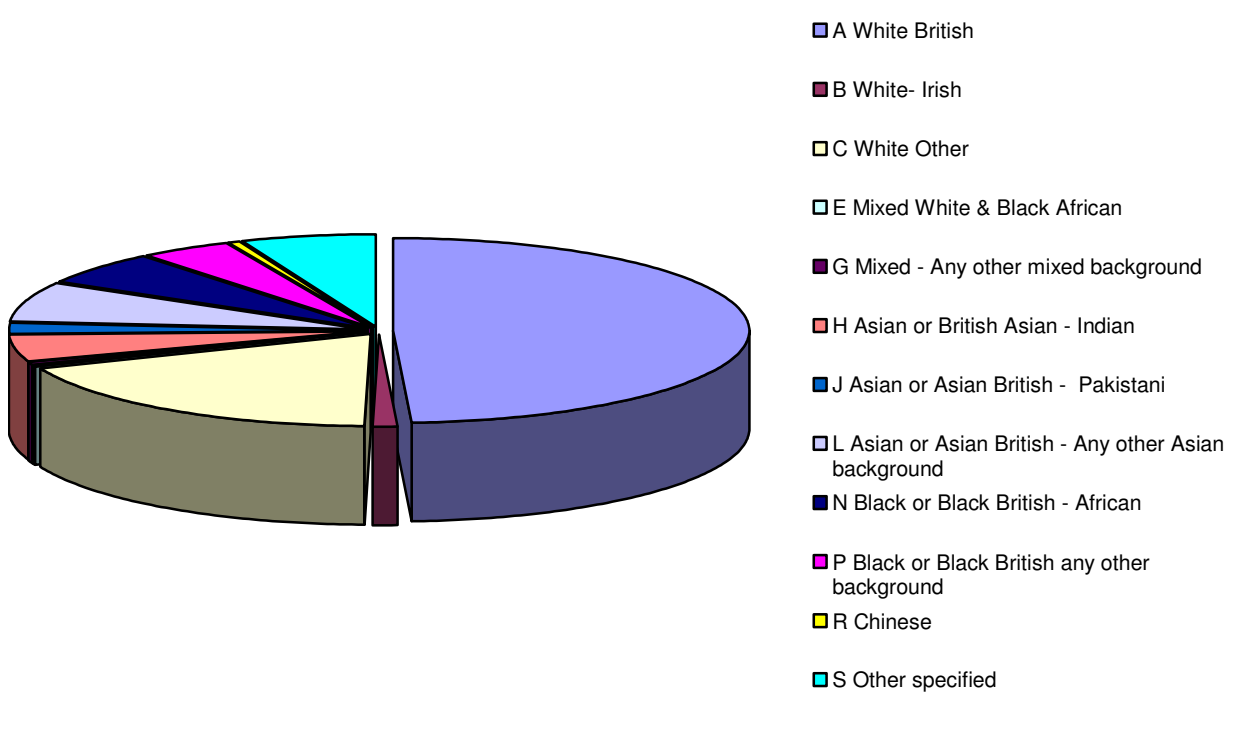
**Medical & Dental**



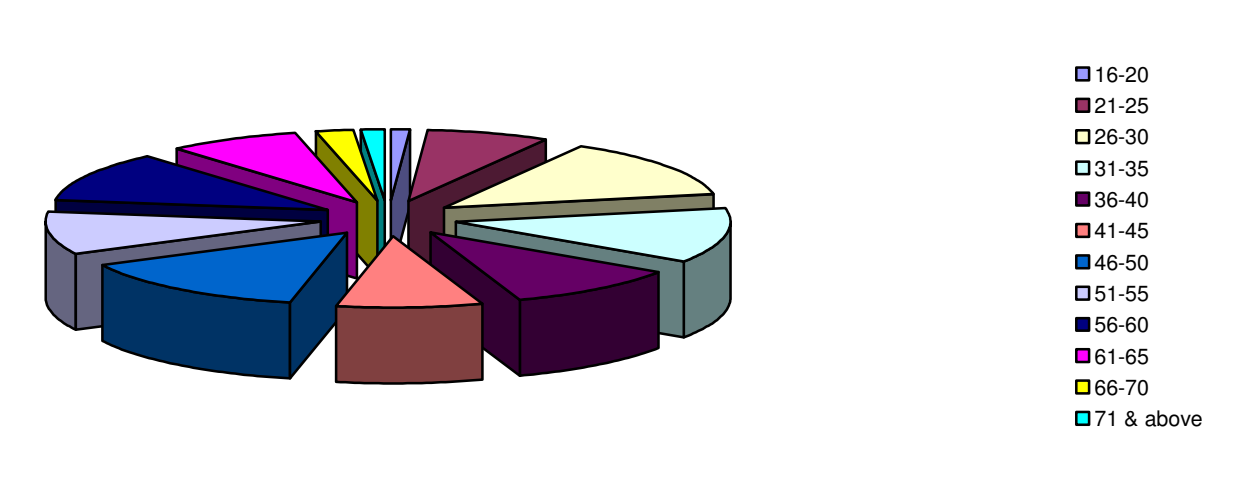
There are 281 male staff and 180 female staff in the Medical and Dental group from a total of 461, the age profile for this staff group is below.



**Support Staff**



There are 162 male staff and 212 female staff in the Support group from a total of 374, the age profile for this staff group is below.

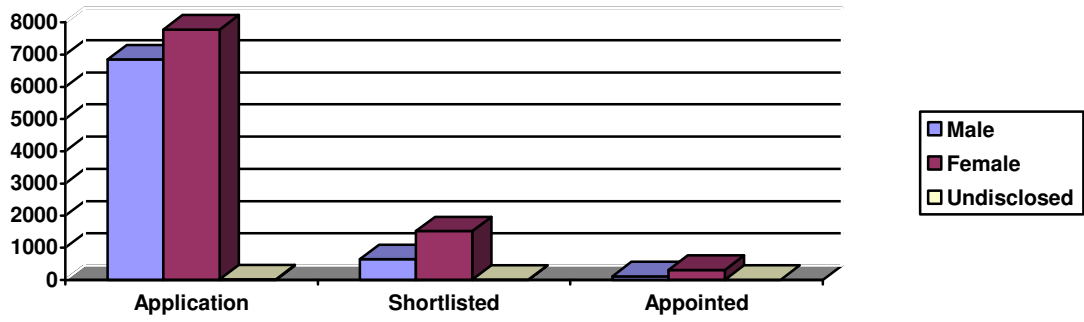


**Recruitment Data**

Information derived from NHS Jobs the total number of applications was 14648.

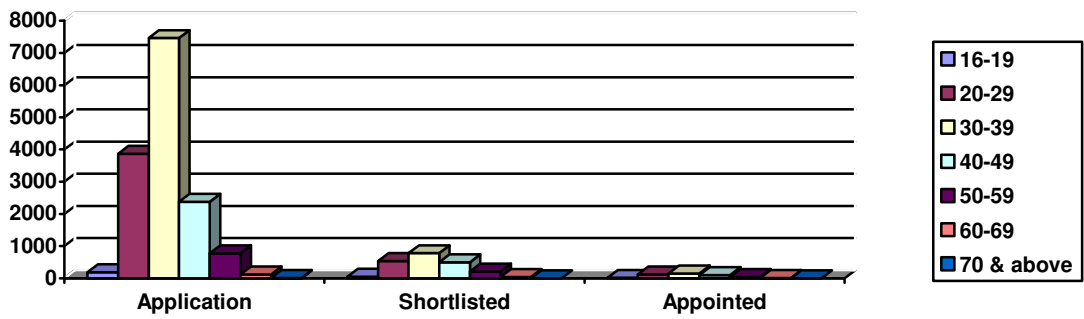
**Gender**

The gender breakdown of these applications is 6854 male and 7778 female with 79 undisclosed.

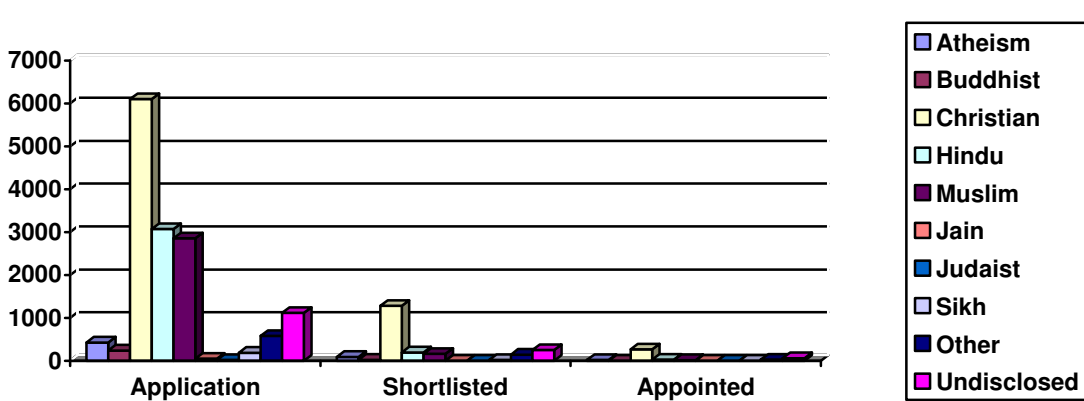


## Age

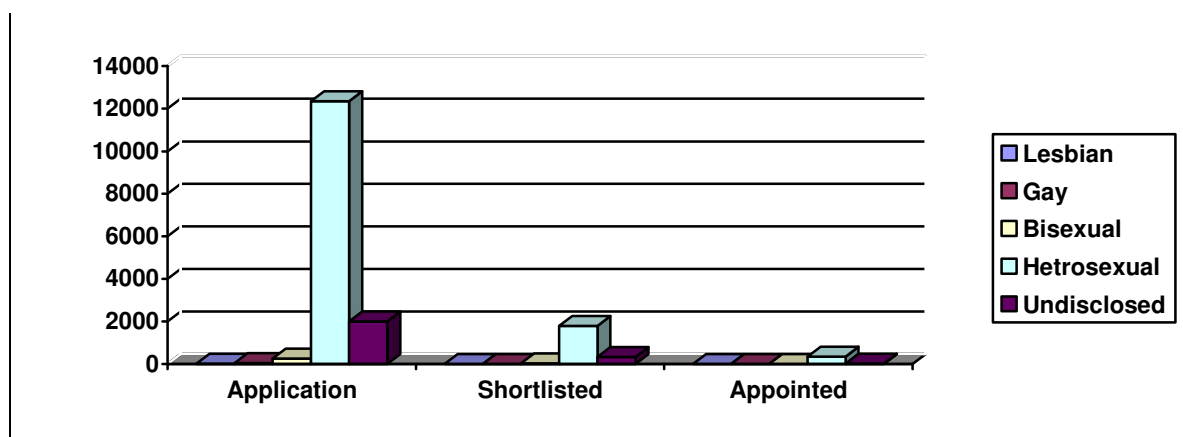
The age of applicants through to appointment is shown below



## Religion



## Sexual Orientation



## Disability

186 applicants stated that they had a disability, of these, 10 (2.4%) were appointed. 188 were undisclosed with 14274 applicants stating No disability.

## Ethnic Origin

Ethnic Origin	Applicants	Shortlisted	Appointed
White - British	2732	937	245
White - Irish	54	19	9
White - Any other White background	1330	221	36
Mixed - White & Black Caribbean	21	5	1
Mixed - White & Black African	103	15	2
Mixed - White & Asian	75	7	1
Mixed - Any other mixed background	90	15	1
Asian or Asian British - Indian	4569	287	37
Asian or Asian British - Pakistani	1570	83	7
Asian or Asian British - Bangladeshi	136	13	0
Asian or Asian British - Any other Asian background	940	129	23
Black or Black British - Caribbean	80	21	6
Black or Black British - African	1743	272	29
Black or Black British - Any other Black background	54	8	0
Chinese	124	9	3
Any Other Ethnic Group	864	95	18
Undisclosed	163	27	5
<b>Total</b>	<b>14648</b>	<b>2163</b>	<b>423</b>

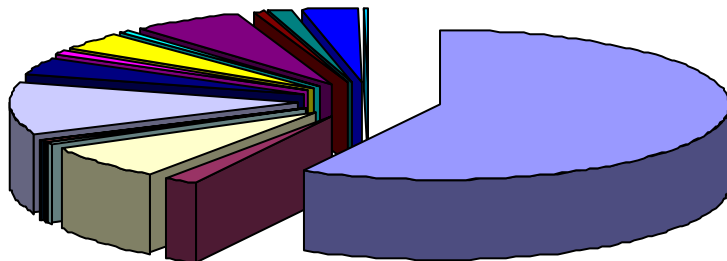
## Leavers Data

Of the 696 Trust leavers 502 were female and 194 male, 2 were disabled.

Leaving Reason	Total
Death in Service	3
Dismissal - Capability	1
Dismissal - Conduct	8
Dismissal - Some Other Substantial Reason	4
Dismissal - Statutory Reason	1
Employee Transfer	72
End of Fixed Term Contract	192

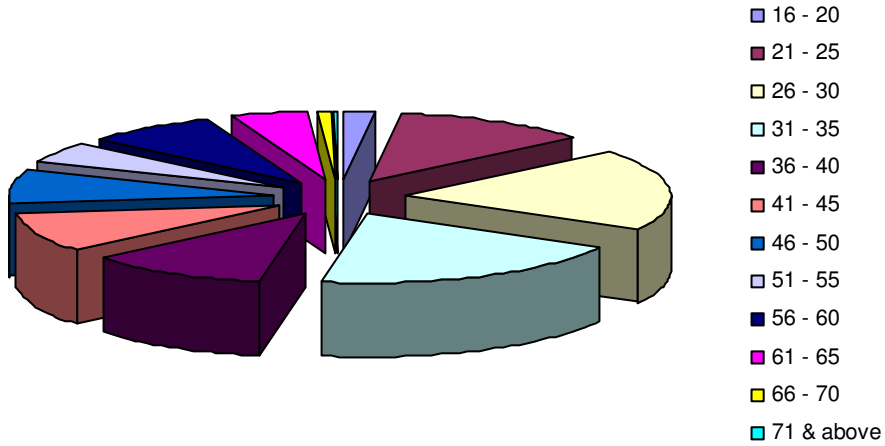
End of Fixed Term Contract - Completion of Training Scheme	2
End of Fixed Term Contract - End of Work Requirement	3
End of Fixed Term Contract - External Rotation	6
End of Fixed Term Contract - Other	1
Redundancy - Compulsory	2
Redundancy - Voluntary	11
Retirement - Ill Health	6
Retirement Age	58
Voluntary Early Retirement - no Actuarial Reduction	2
Voluntary Resignation - Better Reward Package	6
Voluntary Resignation - Child Dependants	8
Voluntary Resignation - Health	4
Voluntary Resignation - Incompatible Working Relationships	10
Voluntary Resignation - Lack of Opportunities	2
Voluntary Resignation - Other/Not Known	171
Voluntary Resignation - Promotion	37
Voluntary Resignation - Relocation	68
Voluntary Resignation - Work Life Balance	18
<b>Grand Total</b>	<b>696</b>

### Leavers Ethnic Origin

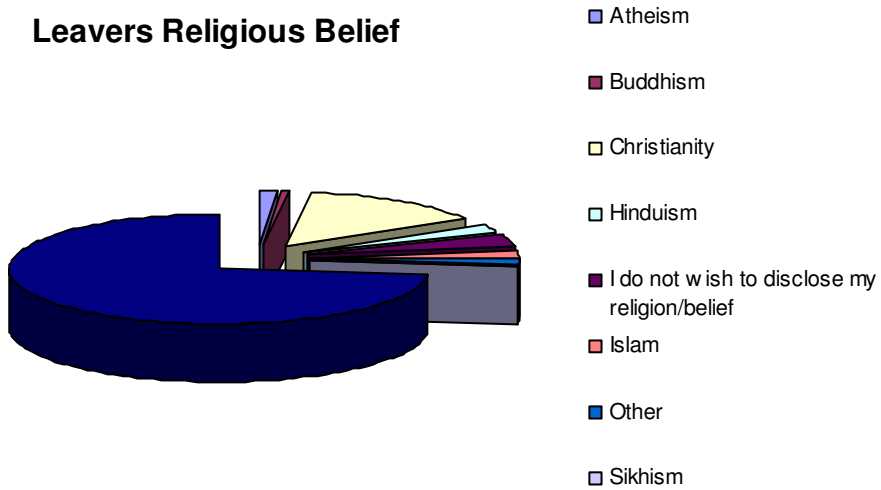


- A White - British
- B White - Irish
- C White - Any other White background
- D Mixed - White & Black Caribbean
- E Mixed - White & Black African
- F Mixed - White & Asian
- G Mixed - Any other mixed background
- H Asian or Asian British - Indian
- J Asian or Asian British - Pakistani
- K Asian or Asian British - Bangladeshi
- L Asian or Asian British - Any other Asian background
- M Black or Black British - Caribbean
- N Black or Black British - African
- P Black or Black British - Any other Black background
- R Chinese
- S Any Other Ethnic Group

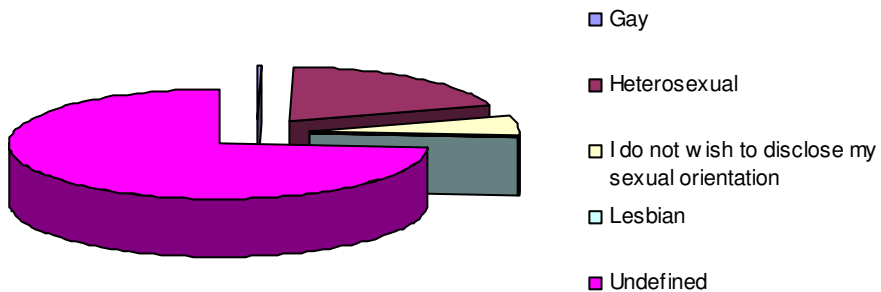
### Leavers Age Bands



### Leavers Religious Belief



### Leavers Sexual Orientation



## **Employee Relations Cases**

<b>Ethnic Origin</b>	<b>Disciplinary</b>	<b>Capability, No Health</b>	<b>Capability Health</b>	<b>Grievance</b>	<b>Bullying &amp; Harassment</b>
White - British	17	3	3	4	5
White - Any other White background	8				2
Mixed – White & Black African			1		
Asian or Asian British - Indian					1
Asian or Asian British - Pakistani	1		1		1
Asian or Asian British - Any other Asian background	2				
Black or Black British - Caribbean					1
Black or Black British - African	2	1			1
Chinese	1				
Any Other Ethnic Group	3				1
<b>Total</b>	<b>34</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>12</b>

## **Age Breakdown**

<b>Age Group</b>	<b><u>ER Cases</u></b>
16-20	4
21-25	7
26-30	8
31-35	10
36-40	9
41-45	7
46-50	4
51-55	3
56-60	3
61-65	4
<b>Total</b>	<b>59</b>

## **Gender Breakdown**

Of those staff members who were involved in employee relations cases 24 were male with 35 female.

## **Staff Group**

<b>Staff Group</b>	<b>ER Cases</b>
Medical & Dental	1
Admin & Clerical	8
Nursing & Midwifery	14
St & T	17
Others	19
<b>Total</b>	<b>59</b>

