

QUARTERLY EQUALITY AND DIVERSITY
WORKFORCE INFORMATION REPORT

QUARTER ONE: APRIL TO JUNE 2011

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1) STAFF IN POST

Total Headcount: 364

Age Profile

Age Range	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 & Over
% of Workforce	0.55%	2.75%	7.69%	10.71%	13.74%	10.99%	15.11%	16.48%	16.76%	3.57%	1.65%

Ethnicity Profile

Ethnicity Classification		Headcount	% of Workforce	Distribution of Working Age Population (Cams & P'Boro)
A	White British	282	77.47%	89.05%
B	Irish	6	1.65%	1.05%
C	Other White	31	8.52%	4.41%
D	White & Black Caribbean	3	0.82%	0.20%
E	White & Black African	0	0.00%	0.09%
F	White & Asian	0	0.00%	0.27%
G	Other Mixed	1	0.27%	0.26%
H	Indian	4	1.10%	1.04%
J	Pakistani	2	0.55%	1.04%
K	Bangladeshi	0	0.00%	0.18%
L	Other Asian	1	0.27%	0.32%
M	Caribbean	2	0.55%	0.40%
N	African	4	1.10%	0.31%
P	Other Black	0	0.00%	0.12%
R	Chinese	4	1.10%	0.72%
S	Any Other Ethnic Group	3	0.82%	0.54%

N.B. 21 Z Codes have been excluded to make the data comparable with the Working Age Population Data

Gender Profile

Gender	Headcount	% of Workforce
Male	87	23.90%
Female	277	76.10%
Totals	364	100.00%

1) STAFF IN POST continued

Please note the Trust is currently in the process of collecting the following data

Disability Profile

Disability Status	Total	% of Workforce
No	89	24.45%
Not Declared	1	0.27%
Undefined	272	74.73%
Yes	2	0.55%

Religious Belief

Religious Belief	Headcount	% of Workforce
Atheism	3	0.82%
Buddhism	0	0.00%
Christianity	38	10.44%
Hinduism	1	0.27%
I do not wish to disclose my religion/belief	42	11.54%
Islam	0	0.00%
Judaism	0	0.00%
Other	5	1.37%
Sikhism	1	0.27%
Undefined	274	75.27%

Sexual Orientation Profile

Sexual Orientation	Headcount	% of Workforce
Bisexual	1	0.27%
Gay	0	0.00%
Heterosexual	46	12.64%
I do not wish to disclose my sexual orientation	42	11.54%
Lesbian	1	0.27%
Undefined	274	75.27%

2) LEAVERS PROFILE

Total Leavers: 11

Age Profile

Age Range	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 & Over
	0	0	1	0	0	1	0	1	0	1	0
% of Leavers	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%	25.0%	0.0%	25.0%	0.0%

Ethnicity Profile

Ethnicity Classification		Headcount	% of Leavers	Distribution of Working Age Population (Cambs & P'Boro)
A	White British	4	100.00%	89.05%
B	Irish	0	0.00%	1.05%
C	Other White	0	0.00%	4.41%
D	White & Black Caribbean	0	0.00%	0.20%
E	White & Black African	0	0.00%	0.09%
F	White & Asian	0	0.00%	0.27%
G	Other Mixed	0	0.00%	0.26%
H	Indian	0	0.00%	1.04%
J	Pakistani	0	0.00%	1.04%
K	Bangladeshi	0	0.00%	0.18%
L	Other Asian	0	0.00%	0.32%
M	Caribbean	0	0.00%	0.40%
N	African	0	0.00%	0.31%
P	Other Black	0	0.00%	0.12%
R	Chinese	0	0.00%	0.72%
S	Any Other Ethnic Group	0	0.00%	0.54%

N.B. 0 Z Codes have been excluded to make the data comparable with the Working Age Population Data

Gender Profile

Gender	Headcount	% of Leavers
Male	0	0.00%
Female	4	100.00%
Total	4	100.00%

2) LEAVERS PROFILE continued

Please note the Trust is currently in the process of collecting the following data

Disability Profile

Disabled	Headcount	% of Leavers
No	0	0.00%
Not Declared	0	0.00%
Undefined	4	100.00%
Yes	0	0.00%

Religious Belief

Religious Status	Headcount	% of Leavers
Atheism	0	0.00%
Buddhism	0	0.00%
Christianity	0	0.00%
Hinduism	0	0.00%
I do not wish to disclose my religion/belief	0	0.00%
Islam	0	0.00%
Judaism	0	0.00%
Other	0	0.00%
Sikhism	0	0.00%
Undefined	4	100.00%

Sexual Orientation Profile

Sexual Orientation Status	Headcount	% of Leavers
Bisexual	0	0.00%
Gay	0	0.00%
Heterosexual	0	0.00%
I do not wish to disclose my sexual orientation	0	0.00%
Lesbian	0	0.00%
Undefined	4	100.00%

3) RECRUITMENT PROFILE

Total Applicants: 83

Age Profile

Age Range	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Totals
Unsuccessful applicants	3	14	17	10	8	8	3	1	1	1
Shortlisted	2	0	2	1	3	5	0	0	1	0
Offered Post	0	0	0	0	1	1	0	1	0	0
Total Applicants	5	14	19	11	12	14	3	2	2	1
% of Successful Applicants	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%

Ethnicity Profile

Ethnicity Code	A	B	C	E	F	H	J	K	N	R	S	Z	Totals
Unsuccessful applicants	21	2	11	1	1	8	7	1	8	1	1	3	66
Shortlisted	9	1	0	0	0	3	0	0	0	0	0	1	14
Offered Post	3	0	0	0	0	0	0	0	0	0	0	0	3
Total Applicants	33	3	11	1	1	11	7	1	8	1	1	5	83
% of Successful Applicants	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

KEY TO ETHNIC CLASSIFICATION

White British = A	Pakistani = J	Not Stated = Z
Irish = B	Bangladeshi = K	
Other White = C	Other Asian = L	
White & Black Caribbean = D	Caribbean = M	
White & Black African = E	African = N	
White & Asian = F	Other Black = P	
Other Mixed = G	Chinese = R	
Indian = H	Other Ethnic = S	

3) RECRUITMENT PROFILE cont.

Gender Profile

Gender	F	M	Totals
Unsuccessful applicants	39	27	66
Shortlisted	8	6	14
Offered Post	2	1	3
Total Applicants	49	34	83
% of Successful Applicants	66.67%	33.33%	100.00%

Disability Profile

Disabled	N	Y	N/A	Totals
Unsuccessful applicants	60	5	1	66
Shortlisted	14	0	0	14
Offered Post	3	0	0	3
Total Applicants	77	5	1	83
% of Successful Applicants	100.00%	0.00%	0.00%	100.00%

4) CASE PROFILE

Total Cases: 2

Age Profile

Age Range	Under 21	21-30	31-40	41-50	51-60	61+	Not Known	Total
Capability-Performance	0	0	1	0	0	0	0	1
Capability – Sickness	0	0	0	0	0	0	0	0
Disciplinary	0	0	0	0	0	0	0	0
Grievance	0	0	0	0	0	0	0	0
Dignity at Work	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Redundancy	0	0	0	0	1	0	0	1
Total	0	0	1	0	1	0	0	2
% of cases			50		50			

Ethnicity Profile

Ethnicity Code	A	B	C	E	M	N	P	R	S	N/K	TOTAL
Capability-Performance	0	0	0	0	0	0	1	0	0	0	1
Capability – Sickness	0	0	0	0	0	0	0	0	0	0	0
Disciplinary	0	0	0	0	0	0	0	0	0	0	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Dignity at Work	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Redundancy	1	0	0	0	0	0	0	0	0	0	1
Total	1	0	0	0	0	0	1	0	0	0	2
% of cases	50						50				

KEY TO ETHNIC CLASSIFICATION

White British = A	Pakistani = J
Irish = B	Bangladeshi = K
Other White = C	Other Asian = L
White & Black Caribbean = D	Caribbean = M
White & Black African = E	African = N
White & Asian = F	Other Black = P
Other Mixed = G	Chinese = R
Indian = H	Other Ethnic = S

4) CASE PROFILE cont.

Gender Profile

Gender	F	M	TOTAL
Capability-Performance	1	0	1
Capability – Sickness	0	0	0
Disciplinary	0	0	0
Grievance	0	0	0
Dignity at Work	0	0	0
Other	0	0	0
Redundancy	1	0	1
Total	2	0	2
% of cases	100		

Disability Profile

Disability	N	Y	Poss	NK	TOTAL
Capability-Performance	0	0	0	1	1
Capability – Sickness	0	0	0	0	0
Disciplinary	0	0	0	0	0
Grievance	0	0	0	0	0
Dignity at Work	0	0	0	0	0
Other	0	0	0	0	0
Redundancy	1	0	0	0	1
Total	1	0	0	1	2
% of cases	50			50	

4) CASE PROFILE cont.

Religious Belief Profile

Religious Belief	Atheism	Christianity	I do not wish to disclose	Islam	Judaism	Not Known	Other	TOTAL
Capability-Performance	0	0	0	0	0	1	0	1
Capability – Sickness	0	0	0	0	0	0	0	0
Disciplinary	0	0	0	0	0	0	0	0
Grievance	0	0	0	0	0	0	0	0
Dignity at Work	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Redundancy	0	0	0	0	0	1	0	1
Total	0	0	0	0	0	2	0	2
% of cases						100		

Sexual Orientation Profile

Sexual Orientation	Heterosexual	I do not wish to disclose	Lesbian	NK	TOTAL
Capability-Performance	0	0	0	1	1
Capability – Sickness	0	0	0	0	0
Disciplinary	0	0	0	0	0
Grievance	0	0	0	0	0
Dignity at Work	0	0	0	0	0
Other	0	0	0	0	0
Redundancy	0	0	0	1	1
Total	0	0	0	2	2
% of cases				100	

5) PROMOTION PROFILE

Total Promotions: 4

Age Profile

Age Range	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 & Over
Age Profile	0	1	0	1	2	0	0	0	0	0	0
% of Promotions	0.0%	25.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Ethnicity Profile

Ethnicity Classification	Headcount	% of Promotions
White British	2	50.00%
Irish	0	0.00%
Other White	1	25.00%
White & Black Caribbean	0	0.00%
White & Black African	0	0.00%
White & Asian	0	0.00%
Other Mixed	0	0.00%
Indian	0	0.00%
Pakistani	0	0.00%
Bangladeshi	0	0.00%
Other Asian	0	0.00%
Caribbean	0	0.00%
African	0	0.00%
Other Black	0	0.00%
Chinese	1	25.00%
Any Other Ethnic Group	0	0.00%
Not Stated	0	0.00%
Totals	4	100.00%

Gender Profile

Gender	Headcount	% of Promotions
Male	1	25.00%
Female	3	75.00%

5) PROMOTION PROFILE cont

Please note the Trust is currently in the process of collecting the following data

Disability Profile

Disability Status	Headcount	% of Promotions
No	0	0.00%
Not Declared	0	0.00%
Undefined	4	100.00%
Yes	0	0.00%

Religious Belief

Religious Belief	Headcount	% of Promotions
Atheism	0	0.00%
Buddhism	0	0.00%
Christianity	0	0.00%
Hinduism	0	0.00%
I do not wish to disclose my religion/belief	0	0.00%
Islam	0	0.00%
Judaism	0	0.00%
Other	0	0.00%
Sikhism	0	0.00%
Undefined	4	100.00%

Sexual Orientation Profile

Sexual Orientation	Headcount	% of Promotions
Bisexual	0	0.00%
Gay	0	0.00%
Heterosexual	0	0.00%
I do not wish to disclose my sexual orientation	0	0.00%
Lesbian	0	0.00%
Undefined	4	100.00%

6) LEARNING AND DEVELOPMENT PROFILE

Total Trainees*: 39

* Members of staff who have been booked on at least one course in the reporting period

Age Profile

Age Group	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 & Over
% of Trainees	0.0%	7.7%	12.8%	20.5%	12.8%	5.1%	10.3%	20.5%	7.7%	0.0%	2.6%
% of Staff	0.00%	0.85%	1.42%	2.28%	1.42%	0.57%	1.14%	2.28%	0.85%	0.00%	0.28%

Ethnicity Profile

Classification	Ethnicity Code	Staff	%	% of Staff
White British	A	30	76.92%	8.24%
Irish	B	3	7.69%	0.82%
Other White	C	4	10.26%	1.10%
White & Black Caribbean	D	0	0.00%	0.00%
White & Black African	E	0	0.00%	0.00%
White & Asian	F	0	0.00%	0.00%
Other Mixed	G	0	0.00%	0.00%
Indian	H	0	0.00%	0.00%
Pakistani	J	1	2.56%	0.27%
Bangladeshi	K	0	0.00%	0.00%
Other Asian	L	0	0.00%	0.00%
Caribbean	M	0	0.00%	0.00%
African	N	1	2.56%	0.27%
Other Black	P	0	0.00%	0.00%
Chinese	R	0	0.00%	0.00%
Other Ethnic	S	0	0.00%	0.00%
Not Stated	Z	0	0.00%	0.00%
Total		39	100.00%	10.71%

Gender Profile

Gender	% of Trainees	% of Workforce
Male	5	12.82%
Female	34	87.18%

5) LEARNING & DEVELOPMENT PROFILE continued

Disability Profile

Disability Status	% of Trainees	% of Workforce
No	11	28.21%
Yes	0	0.00%
Not Declared	0	0.00%
Undefined	28	71.79%

Religious Belief

Religious Belief	% of Trainees	% of Workforce
Atheism	1	2.56%
Buddhism	0	0.00%
Christianity	5	12.82%
Hinduism	0	0.00%
I do not wish to disclose my religion/belief	5	12.82%
Islam	0	0.00%
Judaism	0	0.00%
Other	0	0.00%
Sikhism	0	0.00%
Undefined	28	71.79%

Sexual Orientation Profile

Sexual Orientation	% of Trainees	% of Workforce
Bisexual	0.00%	0.00%
Gay	0.00%	0.00%
Heterosexual	17.95%	1.92%
I do not wish to disclose my sexual orientation	7.69%	0.82%
Lesbian	2.56%	0.27%
Undefined	71.79%	7.69%