



ROTHAM MENTAL HEALTH

Rotherham Doncaster and  
South Humber Mental Health **NHS**  
NHS Foundation Trust

# Human Resources

## Equality & Diversity Monitoring Information



September 2009

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### 1.1 Population by Ethnic Group (Estimated Figures for Mid 2006)

	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
<b>WHITE</b>	95.9%	95.1%	96.3%	97.1%	76.7%
<b>MIXED</b>	0.8%	0.8%	0.6%	0.8%	3.3%
<b>ASIAN</b>	1.8%	2.9%	2.1%	1.2%	10.6%
<b>BLACK</b>	0.8%	0.6%	0.5%	0.6%	5.3%
<b>OTHER</b>	0.6%	0.5%	0.5%	0.4%	4.1%

### 1.2 Population by Age (2001 National Census)

AGE RANGE	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
<b>16 - 19</b>	4.9%	4.8%	4.7%	5.1%	6.2%
<b>20 - 24</b>	5.2%	5.1%	4.7%	4.9%	11.4%
<b>25 - 29</b>	5.8%	5.9%	5.4%	5.8%	8.5%
<b>30 - 44</b>	22.4%	22.6%	22.1%	21.7%	21.2%
<b>45 - 59</b>	19.3%	19.6%	20.6%	18.7%	14.3%
<b>60 - 64</b>	5.1%	5.2%	5.4%	5.1%	3.9%
<b>65 - 74</b>	9.1%	8.5%	9.1%	8.8%	6.9%

## 2.1 Staff in Post by Ethnic Origin as at September 2009

Headcount				
Ethnicity	Male	Female	Total	Total %
<b>WHITE</b>	<b>590</b>	<b>1,814</b>	<b>2,404</b>	<b>86.5%</b>
White – British	570	1,765	2,335	84.0%
White – Irish	4	5	9	0.3%
White – Any other White Background	16	44	60	2.2%
<b>MIXED</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>0.4%</b>
Mixed – White & Black Caribbean		2	2	0.1%
Mixed – White & Black African	1	1	2	0.1%
Mixed – White & Asian	1	1	2	0.1%
Mixed – Any other mixed background	2	2	4	0.1%
<b>ASIAN</b>	<b>24</b>	<b>21</b>	<b>45</b>	<b>1.6%</b>
Asian or Asian British – Indian	12	13	25	0.9%
Asian or Asian British – Pakistani	2	5	7	0.2%
Asian or Asian British – Bangladeshi	1		1	0.0%
Asian or Asian British – Any other Asian background	9	3	12	0.4%
<b>BLACK</b>	<b>15</b>	<b>24</b>	<b>39</b>	<b>1.4%</b>
Black or Black British – Caribbean	4	9	13	0.5%
Black or Black British – African	8	13	21	0.7%
Black or Black British – Any other Black background	3	2	5	0.2%
<b>OTHER</b>	<b>8</b>	<b>7</b>	<b>15</b>	<b>0.6%</b>
Chinese	2		2	0.1%
Any other Ethnic Group	6	7	13	0.5%
<b>NOT KNOWN</b>	<b>63</b>	<b>208</b>	<b>271</b>	<b>9.7%</b>
Not Stated	63	208	271	9.7%
<b>%BME</b>	<b>9.52%</b>	<b>4.90%</b>	<b>6.07%</b>	
<b>Total</b>	<b>704</b>	<b>2080</b>	<b>2,784</b>	<b>100%</b>

## 2.2 Staff in Post by Age as at Sept 2009

Headcount		
Age Range	Total	Total %
16 – 20	33	1.0%
21 – 25	172	6.5%
26 – 30	233	8.6%
31 – 35	253	9.2%
36 – 40	319	11.3%
41 – 45	459	16.8%
46 – 50	497	18.7%
51 – 55	392	14.3%
56 – 60	286	9.6%
61 – 65	125	3.9%
65+	15	0.3%
<b>Total</b>	<b>2,784</b>	<b>100%</b>

## 2.3 Staff in Post by Gender as at Sept 2009

Headcount		
Gender	Total	Total %
Female	2080	74.7%
Male	704	25.3%
<b>Total</b>	<b>2,784</b>	<b>100%</b>

### 3.1 New Starters by Ethnic Group – April 2009 to Sept 2009

Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>145</b>	<b>92.4%</b>
White – British	145	92.4%
White – Irish	-	-
White – Any other White Background	-	-
<b>MIXED</b>	<b>-</b>	<b>-</b>
Mixed – White & Black Caribbean	-	-
Mixed – White & Black African	-	-
Mixed – White & Asian	-	-
Mixed – Any other mixed background	-	-
<b>ASIAN</b>	<b>4</b>	<b>2.5%</b>
Asian or Asian British – Indian	1	0.6%
Asian or Asian British - Pakistani	2	1.3%
Asian or Asian British – Bangladeshi	-	-
Asian or Asian British – Any other Asian background	1	0.6%
<b>BLACK</b>	<b>4</b>	<b>2.5%</b>
Black or Black British – African	4	2.5%
Black or Black British – Any other Black background	-	-
<b>OTHER</b>	<b>1</b>	<b>0.6%</b>
Any other Ethnic Group	1	0.6%
<b>NOT KNOWN</b>	<b>3</b>	<b>1.9%</b>
Not Stated	3	1.9%
<b>Total</b>	<b>157</b>	<b>100%</b>

### 3.2 New Starters by Age – April 2009 to Sept 2009

Headcount		
Age Range	Total	Total %
16 – 20	11	7.0%
21 – 25	30	19.1%
26 – 30	16	10.2%
31 – 35	17	10.8%
36 – 40	17	10.8%
41 – 45	27	17.2%
46 – 50	16	10.2%
51 – 55	13	8.3%
56 – 60	8	5.1%
61 - 65	2	1.3%
<b>Total</b>	<b>157</b>	<b>100%</b>

### 3.3 New Starters by Gender – April 2009 to Sept 2009

Headcount		
Gender	Total	Total %
Female	103	65.5%
Male	54	34.5%
<b>Total</b>	<b>157</b>	<b>100%</b>

#### 4.1 Leavers by Ethnic Group – April 09 to September 09

Headcount		
Ethnicity	Total Leavers	% of leavers
<b>WHITE</b>	<b>99</b>	<b>88.4%</b>
White – British	98	87.5%
White – Irish	-	-
White – Any other White Background	1	0.9%
<b>MIXED</b>	<b>-</b>	<b>-</b>
Mixed – White & Black Caribbean	-	-
Mixed – White & Black African	-	-
Mixed – White & Asian	-	-
Mixed – Any other mixed background	-	-
<b>ASIAN</b>	<b>2</b>	<b>1.8%</b>
Asian or Asian British – Indian	-	-
Asian or Asian British – Pakistani	2	1.8%
Asian or Asian British – Bangladeshi	-	-
Asian or Asian British – Other	-	-
<b>BLACK</b>	<b>2</b>	<b>1.8%</b>
Black or Black British – Caribbean	-	-
Black or Black British – African	2	1.8%
Black or Black British – Any other Black background	-	-
<b>OTHER</b>	<b>1</b>	<b>0.9%</b>
Chinese	-	-
Any other Ethnic Group	1	0.9%
<b>NOT KNOWN</b>	<b>8</b>	<b>7.1%</b>
Not Stated	8	7.1%
<b>Total</b>	<b>112</b>	<b>100%</b>

#### 4.2 Leavers by Age – April 09 to September 09

Headcount				
Age Range	Total Leavers	% of leavers	Total Workforce	Leavers as % of total workforce
16 – 20	5	4.5%	33	15.2%
21 – 25	7	6.3%	172	4.0%
26 – 30	16	14.3%	233	6.9%
31 – 35	12	10.7%	253	4.7%
36 – 40	12	10.7%	319	3.7%
41 – 45	11	9.8%	459	2.4%
46 – 50	12	10.7%	497	2.4%
51 – 55	15	13.4%	392	3.8%
56 – 60	11	9.8%	286	3.8%
61 – 65	10	8.9%	125	8.0%
65+	1	0.9%	15	6.6%
<b>Total</b>	<b>112</b>	<b>100%</b>	<b>2,784</b>	<b>4.0%</b>

#### 4.3 Leavers by Gender – April 09 to September 09

Headcount		
Gender	Total	Total %
Female	74	66%
Male	38	34%
<b>Total</b>	<b>112</b>	<b>100%</b>

### 5.1 Applications and Shortlisted Candidates by Ethnic Origin (Apr 09 – Sep 09)

Headcount				
Ethnicity	Applications	%	Shortlisted	%
<b>WHITE</b>	<b>3084</b>	<b>82.73%</b>	<b>800</b>	<b>81.55%</b>
White – British	2920	78.33%	769	78.39%
White – Irish	37	0.99%	11	1.12%
White – Any other White Background	127	3.41%	20	2.04%
<b>MIXED</b>	<b>34</b>	<b>0.91%</b>	<b>6</b>	<b>0.61%</b>
Mixed – White & Black Caribbean	11	0.30%	0	0.00%
Mixed – White & Black African	3	0.08%	1	0.10%
Mixed – White & Asian	4	0.11%	3	0.31%
Mixed – Any other mixed background	16	0.43%	2	0.20%
<b>ASIAN</b>	<b>289</b>	<b>7.75%</b>	<b>83</b>	<b>8.46%</b>
Asian or Asian British – Indian	162	4.3%	48	4.89%
Asian or Asian British – Pakistani	75	2.01%	17	1.7%
Asian or Asian British – Bangladeshi	15	0.40%	4	0.41%
Asian or Asian British – Any other Asian background	37	0.99%	14	1.43%
<b>BLACK</b>	<b>262</b>	<b>7.03%</b>	<b>72</b>	<b>7.34%</b>
Black or Black British – Caribbean	22	0.59%	8	0.82%
Black or Black British – African	229	6.14%	61	6.22%
Black or Black British – Any other Black background	11	0.30%	3	0.31%
<b>OTHER</b>	<b>34</b>	<b>0.91%</b>	<b>14</b>	<b>1.43%</b>
Any other Ethnic Group	34	0.91%	14	1.43%
<b>NOT KNOWN</b>	<b>25</b>	<b>0.67%</b>	<b>6</b>	<b>0.61%</b>
Not Stated	25	0.67%	6	0.61%
<b>TOTAL</b>	<b>3728</b>	<b>100%</b>	<b>981</b>	<b>100%</b>
% BME	746	20.01%	195	19.88%

### 5.2 Applications and Shortlisted Candidates by Age (Apr 09 – Sep 09)

Headcount				
Age Range	Applications	%	Shortlisted	%
16 – 19	179	4.80%	22	2.24%
20 - 24	854	22.91%	141	14.37%
25 – 29	680	18.24%	173	17.64%
30 – 34	439	11.78%	123	12.54%
35 – 39	419	11.24%	139	14.17%
40 – 44	435	11.67%	149	15.19%
45 – 49	375	10.06%	134	13.66%
50 – 54	212	5.69%	63	6.42%
55 – 59	114	3.06%	34	3.47%
60 - 64	18	0.48%	3	0.31%
65+	3	0.08%	0	0.0%
<b>Total</b>	<b>3728</b>	<b>100%</b>	<b>981</b>	<b>100%</b>

### 5.3 Applications and Shortlisted Candidates by Gender (Apr 09 – Sep 09)

Headcount				
Gender	Applications	%	Shortlisted	%
Female	2544	68.24%	670	68.30%
Male	1183	31.73%	311	31.70%
Undisclosed	1	0.03%	0	0%
<b>Total</b>	<b>3728</b>	<b>100%</b>	<b>981</b>	<b>100%</b>

### 6.1 Staff Accessing Training by Ethnic Origin (Apr 09 – Sept 09)

Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>5346</b>	<b>89.0%</b>
White – British	5195	86.5%
White – Irish	8	0.13%
White – Any other White Background	140	2.33%
<b>MIXED</b>	<b>18</b>	<b>0.30%</b>
Mixed – White & Black Caribbean	6	0.10%
Mixed – White & Black African	5	0.08%
Mixed – White & Asian	1	0.02%
Mixed – Any other mixed background	6	0.10%
<b>ASIAN</b>	<b>46</b>	<b>0.77%</b>
Asian or Asian British – Indian	28	0.47%
Asian or Asian British – Pakistani	11	0.18%
Asian or Asian British – Bangladeshi	3	0.05%
Asian or Asian British – Any other Asian background	4	0.07%
<b>BLACK</b>	<b>102</b>	<b>1.70%</b>
Black or Black British – Caribbean	21	0.35%
Black or Black British – African	71	1.18%
Black or Black British – Any other Black background	10	0.17%
<b>OTHER</b>	<b>30</b>	<b>0.50%</b>
Chinese	5	0.08%
Any other Ethnic Group	25	0.42%
<b>NOT KNOWN</b>	<b>468</b>	<b>7.79%</b>
Not Stated	468	7.79%
<b>Total</b>	<b>6007</b>	<b>100%</b>
<b>%BME</b>	<b>336</b>	<b>5.6%</b>

### 6.2 Staff Accessing Training by Age (Apr 09 – Sept 09)

Headcount		
Age Range	Total	Total %
16 – 19	45	0.75%
20 - 24	386	6.43%
25 – 29	551	9.17%
30 – 34	559	9.31%
35 – 39	706	11.75%
40 – 44	891	14.83%
45 – 49	1158	19.28%
50 – 54	904	15.05%
55 – 59	559	9.3%
60 - 64	222	3.70%
65+	26	0.43%
<b>Total</b>	<b>6007</b>	<b>100%</b>

### 6.3 Staff Accessing Training by Gender (Apr 09 – Sept 09)

Headcount		
Gender	Total	Total %
Female	4627	77.03%
Male	1380	22.97%
<b>Total</b>	<b>6007</b>	<b>100%</b>



## 7.1

## Agenda for Change Pay Bands by Ethnic Origin (September 09)

Headcount											
Ethnicity	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d
<b>WHITE</b>											
White – British	180	718	447	113	378	367	137	65	19	12	4
White – Irish	1	3				4					
White – Other	2	16	11	1	15	11	3	1			
<b>MIXED</b>											
Mixed – White/Caribbean		1	1								
Mixed – White/ African					1			1			
Mixed – White & Asian	1										
Mixed – Any other mixed background					1	1					
<b>ASIAN</b>											
Asian Indian		2	1		3	4					
Asian Pakistani		1	1								
Asian Bangladeshi		1	1								
Asian or Asian British – other Asian background					1	1					
<b>BLACK</b>											
Black Caribbean		4	5	1	2			1			
Black African		6	3		7	3	1	1			
Black or Black British – other Black background	1	2			1	1					
<b>OTHER</b>											
Chinese		1				1					
Any other Ethnic Group	2		1								
<b>NOT KNOWN</b>											
Not Stated	45	89	27	6	32	33	16	3	2	2	2
<b>Total</b>	<b>232</b>	<b>844</b>	<b>498</b>	<b>121</b>	<b>441</b>	<b>426</b>	<b>157</b>	<b>72</b>	<b>21</b>	<b>14</b>	<b>6</b>
<b>% BME</b>	2.59	4.03	4.82	1.65	7.03	5.16	2.55	5.55	0	0	0

## 7.2

## Agenda for Change Pay Bands by Age (September 09)

Headcount											
Age Range	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d
16 – 20	25	18	5								
21 - 25	15	103	25	12	47	4					
26 - 30	11	75	59	11	56	29	5	7			
31 – 35	21	76	28	9	54	57	19	9	1		
36 – 40	35	88	49	14	63	54	21	6	4	2	1
41 – 45	32	112	72	15	66	98	38	17	6	5	2
46 – 50	34	136	95	15	70	84	38	16	5	4	
51 – 55	23	98	70	19	45	52	24	11	4	3	1
56 – 60	25	87	63	17	24	40	7	6	1		1
61 - 65	8	39	31	7	10	7	5				
65+	3	12	1	2	6	1					
<b>Total</b>	<b>232</b>	<b>844</b>	<b>498</b>	<b>121</b>	<b>441</b>	<b>426</b>	<b>157</b>	<b>72</b>	<b>21</b>	<b>14</b>	<b>5</b>

## 7.3

## Agenda for Change Pay Bands by Gender (September 09)

Headcount											
Gender	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d
Female	196	654	408	91	315	311	107	45	15	8	2
Male	36	190	90	30	126	115	50	27	6	6	3
<b>Total</b>	<b>232</b>	<b>844</b>	<b>498</b>	<b>121</b>	<b>441</b>	<b>426</b>	<b>157</b>	<b>72</b>	<b>21</b>	<b>14</b>	<b>5</b>

## 8.1 Promotion by Ethnicity (April - September 09)

	MALE	FEMALE	TOTAL	%
<b>WHITE</b>	<b>20</b>	<b>54</b>	<b>74</b>	<b>92.5%</b>
White – British	20	53	73	91.25%
White – Irish	0	0	0	0%
White – Any other White Background	0	1	1	1.25%
<b>MIXED</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>
Mixed – White & Black Caribbean	0	0	0	0%
Mixed – White & Black African	0	0	0	0%
Mixed – White & Asian	0	0	0	0%
Mixed – Any other mixed background	0	0	0	0%
<b>ASIAN</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>
Asian or Asian British – Indian	0	0	0	0%
Asian or Asian British – Pakistani	0	0	0	0%
Asian or Asian British – Bangladeshi	0	0	0	0%
Asian or Asian British – Any other Asian background	0	0	0	0%
<b>BLACK</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1.25%</b>
Black or Black British – Caribbean	0	1	1	1.25%
Black or Black British – African	0	0	0	0%
Black or Black British – Any other Black background	0	0	0	0%
<b>OTHER</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>
Chinese	0	0	0	0%
Any other Ethnic Group	0	0	0	0%
<b>NOT KNOWN</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>6.25%</b>
Not Stated	0	5	5	6.25%
<b>TOTAL</b>	<b>20</b>	<b>60</b>	<b>80</b>	<b>100%</b>
%BME	<b>0%</b>	<b>3.33%</b>	<b>3.33%</b>	

## 8.2 Promotion by Age (April - September 09)

	MALE	FEMALE	TOTAL	%
<b>16-24</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>6.25%</b>
<b>25-34</b>	<b>7</b>	<b>11</b>	<b>18</b>	<b>22.5%</b>
<b>35-44</b>	<b>7</b>	<b>19</b>	<b>26</b>	<b>32.5%</b>
<b>45-54</b>	<b>5</b>	<b>22</b>	<b>27</b>	<b>33.75%</b>
<b>55-64</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>5%</b>
<b>65+</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>
	<b>20</b>	<b>60</b>	<b>80</b>	<b>100%</b>

<b>9.</b>	<b>Employment Relations</b>
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<b>9.1</b>	<b>Disciplinary Cases (April 2009 – Sept 2009)</b>
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<b>Ethnicity</b>	<b>Counselling</b>	<b>Oral Recorded</b>	<b>Written Warning</b>	<b>Dismissal</b>
<b>WHITE</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>3</b>
White – British	3	8	4	3
White – Irish	-	-	-	-
White – Other	-	-	1	-
<b>MIXED</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Mixed – White/Caribbean	-	-	-	-
Mixed – White/ African	-	-	-	-
Mixed – White & Asian	-	-	-	-
Mixed – Any other mixed background	-	-	-	-
<b>ASIAN</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Asian Indian	-	-	-	-
Asian Pakistani	-	-	-	-
Asian Bangladeshi	-	-	-	-
Asian or Asian British – other Asian background	-	-	-	-
<b>BLACK</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>
Black Caribbean	-	-	-	-
Black African	-	1	-	-
Black or Black British – other Black background	-	-	-	-
<b>OTHER</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Chinese	-	-	-	-
Any other Ethnic Group	-	-	-	-
<b>NOT KNOWN</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Not Stated	-	-	-	-
<b>Total</b>	<b>3</b>	<b>9</b>	<b>5</b>	<b>3</b>

<b>9.2</b>	<b>Grievances</b>
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<b>Grievances 2009</b>
No formal grievances in this 6 month period

<b>9.3</b>	<b>Formal Harassment</b>
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<b>Formal Harassment Cases April 09 – Sept 09</b>
No formal harassment cases in this 6 month period