



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

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Human Resources

Equality & Diversity Monitoring Information

April 2016 to September 2016

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1. National Population Statistics for Communities served by the Trust (Taken from Office for National Statistics)

1.1 Population by Ethnic Group (2011 National Census)					
	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
WHITE	95.3%	93.6%	96.0%	97.4%	66.6%
MIXED	0.3%	0.2%	0.1%	0.1%	1.8%
ASIAN	1.5%	2.1%	0.9%	0.4%	17.1%
BLACK	0.5%	0.4%	0.1%	0.1%	8.6%
OTHER	0.2%	0.3%	0.1%	0.1%	3.1%

1.2 Population by Age (2011 National Census)					
AGE RANGE	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
15 - 19	8.4%	8.5%	8.1%	8.7%	9.9%
20 - 24	8.6%	8.0%	7.6%	8.9%	17.2%
25 - 29	9.0%	8.1%	8.0%	8.5%	14.6%
30 - 34	7.9%	7.5%	7.3%	7.4%	11.6%
35 - 39	8.4%	8.4%	8.2%	8.3%	8.8%
40 - 44	9.6%	10.2%	10.0%	9.6%	8.4%
45 - 49	10.1%	10.2%	10.4%	10.2%	7.4%
50 - 54	9.3%	9.4%	9.3%	9.1%	6.2%
55 - 59	8.2%	8.2%	8.8%	8.1%	5.0%
60 - 64	8.4%	8.7%	9.2%	8.7%	4.7%
65 - 69	6.5%	7.2%	7.2%	6.6%	3.4%
70 - 74	5.5%	5.8%	5.8%	5.9%	3.0%

1.3 Population by Gender (2011 National Census)					
GENDER	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
MALE	49.3%	49.1%	49.3%	49.0%	50.2%
FEMALE	50.7%	50.9%	50.7%	51.0%	49.8%

1.4 Population by Disability* (2011 National Census) * classified as daily activities limited by a disability					
	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
Daily activities limited by a Disability	21.7%	22.0%	19.3%	19.5%	17.8%

1.5 Population by Religion (2011 National Census)					
Religion	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
Christian	65.9%	66.5%	66.0%	60.7%	48.7%
Buddhist	0.2%	0.2%	0.2%	0.2%	0.8%
Hindu	0.3%	0.2%	0.3%	0.2%	1.1%
Jewish	0.0%	0.0%	0.0%	0.0%	0.5%
Muslim	1.7%	3.7%	1.8%	0.8%	15.8%
Sikh	0.4%	0.1%	0.3%	0.1%	0.5%
Other	0.3%	0.2%	0.2%	0.3%	0.4%
None	24.4%	22.5%	24.0%	30.4%	25.3%
Not Stated	6.9%	6.6%	7.1%	7.2%	6.9%

2. Employees

2.1 Staff in Post by Ethnic Origin as at 30 Sep 2016

Headcount				
	Male	Female	Total	Total %
WHITE	570	2,721	3,291	91.18%
White – British	544	2,678	3,222	89.27%
White – Irish	10	6	16	0.44%
White – Any other White Background	16	37	53	1.46%
MIXED	2	23	25	0.69%
Mixed – White & Black Caribbean	1	6	7	0.19%
Mixed – White & Black African	0	5	5	0.13%
Mixed – White & Asian	0	7	7	0.19%
Mixed – Any other mixed background	1	5	6	0.16%
ASIAN	18	39	57	1.57%
Asian or Asian British – Indian	11	19	30	0.83%
Asian or Asian British – Pakistani	4	10	14	0.38%
Asian or Asian British – Bangladeshi	0	2	2	0.05%
Asian or Asian British – Any other Asian background	3	8	11	0.30%
BLACK	14	29	43	1.19%
Black or Black British – Caribbean	4	12	16	0.44%
Black or Black British – African	9	16	25	0.69%
Black or Black British – Any other Black background	1	1	2	0.05%
OTHER	2	4	6	0.16%
Chinese	0	0	0	0.00%
Any other Ethnic Group	2	4	6	0.16%
NOT KNOWN	32	155	187	5.18%
Not Stated	32	155	187	5.18%
TOTAL	638	2,971	3,609	100.00%

2.2 Staff in Post by Age as at 30 Sep 2016

Headcount		
Age Range	Total	Total %
16 – 19	4	0.11%
20 – 25	171	4.74%
26 – 30	320	8.87%
31 – 35	377	10.45%
36 – 40	353	9.78%
41 – 45	456	12.64%
46 – 50	542	15.02%
51 – 55	655	18.15%
56 – 60	477	13.22%
61 - 65	211	5.85%
66 - 70	35	0.97%
71 and above	8	0.22%
Total	3,609	100%

2.3 Staff in Post by Gender as at 30 Sep 2016

Headcount		
Gender	Total	Total %
Female	2,971	82.3%
Male	638	17.7%
Total	3,609	100%

2.4 Staff in Post by Disability as at 30 Sep 2016

Headcount		
Disability	Total	Total %
Yes	127	3.5%
No	2,090	57.9%
Not Declared	1,392	38.6%
Total	3,609	100%

2.5 Staff in Post Sexual Orientation as at 30 Sep 2016

Headcount		
Sexual Orientation	Total	Total %
Lesbian	20	0.55%
Gay	19	0.53%
Heterosexual	2,152	59.63%
Bi-Sexual	14	0.39%
Undisclosed	1,404	38.90%
Total	3,609	100%

2.6 Staff in Post by Religious Belief as at 30 Sep 2016

Headcount		
Religious Belief	Total	Total %
Atheism	324	8.98%
Buddhism	8	0.22%
Christianity	1,506	41.73%
Hinduism	11	0.30%
Islam	14	0.39%
Jainism	1	0.03%
Judaism	1	0.03%
Sikhism	7	0.19%
Other	276	7.65%
Undisclosed	1,461	40.45%
Total	3,609	100%

3. New Starters

3.1 New Starters by Ethnic Group – 1 Apr 2016 - 30 Sep 2016		
Headcount		
Ethnicity	Total	Total %
WHITE	169	91.84%
White – British	160	86.95%
White – Irish	1	0.54%
White – Any other White Background	8	4.34%
MIXED	3	1.63%
Mixed – White & Black Caribbean	0	0.00%
Mixed – White and Black African	0	0.00%
Mixed – White & Asian	2	1.08%
Mixed – Any other mixed background	1	0.54%
ASIAN	3	1.63%
Asian or Asian British – Indian	1	0.54%
Asian or Asian British – Pakistani	2	1.08%
Asian or Asian British – Bangladeshi	0	0.00%
Asian or Asian British – Any other Asian background	0	0.00%
BLACK	1	0.54%
Black or Black British – Caribbean	1	0.54%
Black or Black British – African	0	0.00%
Black or Black British – Any other Black background	0	0.00%
OTHER	1	0.54%
Chinese	0	0.00%
Any other Ethnic Group	1	0.54%
NOT KNOWN	7	3.80%
Not Stated	7	3.80%
TOTAL	184	100%

3.2 New Starters by Age – 1 Apr 2016 - 30 Sep 2016		
Headcount		
Age Range	Total	Total %
16 – 20	3	1.6%
21 – 25	28	15.2%
26 – 30	38	20.6%
31 – 35	20	10.8%
36 – 40	20	10.8%
41 – 45	22	11.9%
46 – 50	18	9.8%
51 – 55	23	7.0%
56 – 60	10	5.4%
61 – 65	2	1.1%
66+	0	0.0%
Total	184	100%

3.3 New Starters by Gender – 1 Apr 2016 - 30 Sep 2016

Headcount		
Gender	Total	Total %
Female	148	80.5%
Male	36	19.5%
Total	184	100%

3.4 New Starters by Disability – 1 Apr 2016 - 30 Sep 2016

Headcount		
Disability	Total	Total %
Yes	11	6.0%
<i>Learning Disability</i>	8	
<i>Sensory Impairment</i>	1	
<i>Mental Health Condition</i>	1	
<i>Physical Impairment</i>	1	
No	153	83.1%
Not Declared	20	10.8%
Total	184	100%

3.5 New Starters by Sexual Orientation 1 Apr 2016 - 30 Sep 2016

Headcount		
Sexual Orientation	Total	Total %
Lesbian	2	1.0%
Gay	5	2.7%
Heterosexual	157	85.3%
Bi-Sexual	1	0.5%
Undisclosed	19	10.3%
Total	184	100%

3.6 New Starters by Religious Belief 1 Apr 2016 - 30 Sep 2016

Headcount		
Religious Belief	Total	Total %
Atheism	38	20.6%
Buddhism	2	1.01%
Christianity	81	44.0%
Hinduism	0	0.0%
Islam	4	2.2%
Judaism	0	0.0%
Sikhism	1	0.5%
Other	25	13.6%
Undisclosed	33	17.9%
Total	184	100%

4. Leavers

4.1 Leavers by Ethnic Group – (1 Apr 2016 to 30 Sep 2016)		
Headcount		
Ethnicity	Total	Total %
WHITE	174	84.5%
White – British	170	82.5%
White – Irish	0	0.0%
White – Any other White Background	4	1.9%
MIXED	4	1.9%
Mixed – White & Black Caribbean	1	0.5%
Mixed – White & Black African	1	0.5%
Mixed – White & Asian	1	0.5%
Mixed – Any other mixed background	1	0.5%
ASIAN	3	1.5%
Asian or Asian British – Indian	0	0.0%
Asian or Asian British - Pakistani	3	1.5%
Asian or Asian British – Bangladeshi	0	0.0%
Asian or Asian British – Any other Asian background	0	0.0%
BLACK	4	1.9%
Black or Black British – Caribbean	0	0.0%
Black or Black British – African	4	1.9%
Black or Black British – Any other Black background	0	0.0%
OTHER	3	1.5%
Chinese	2	1.0%
Any other Ethnic Group	1	0.5%
NOT KNOWN	18	8.7%
Not Stated	18	8.7%
TOTAL	206	100%

4.2 Leavers by Age – (1 Apr 2016 to 30 Sep 2016)		
Headcount		
Age Range	Total	Total %
16 – 20	1	0.5%
21 – 25	21	10.2%
26 – 30	28	13.6%
31 – 35	24	11.7%
36 – 40	21	10.2%
41 – 45	12	5.8%
46 – 50	14	6.8%
51 – 55	31	15.0%
56 – 60	33	16.0%
61 - 65	16	7.8%
65+	5	2.4%
Total	206	100%

4.3 Leavers by Gender – (1 Apr 2016 to 30 Sep 2016)

Headcount		
Gender	Total	Total %
Female	149	72.3%
Male	57	27.7%
Total	206	100%

4.4 Leavers by Disability – (1 Apr 2016 to 30 Sep 2016)

Headcount		
Disability	Total	Total %
Yes	10	4.8%
No	114	55.3%
Not Declared	82	39.8%
Total	206	100%

4.5 Leavers by Sexual Orientation (1 Apr 2016 - 30 Sep 2016)

Headcount		
Sexual Orientation	Total	Total %
Lesbian	0	0.0%
Gay	3	1.4%
Heterosexual	117	56.8%
Bi Sexual	3	1.4%
Undisclosed	83	40.3%
Total	206	100%

4.6 Leavers by Religious Belief (1 Apr 2016 - 30 Sep 2016)

Headcount		
Religious Belief	Total	Total %
Atheism	23	11.1%
Buddhism	2	1.0%
Christianity	77	37.4%
Hinduism	0	0.0%
Islam	3	1.4%
Judaism	0	0.0%
Sikhism	1	0.5%
Other	14	6.8%
Undisclosed	86	41.7%
Total	206	100%

5. Applicants

5.1 Applications and Shortlisted Candidates by Ethnic Origin (1 Apr 2016 – 30 Sep 2016)

Headcount				
Ethnicity	Apps	%	Shortlisted	%
WHITE	4,942	85.7%	1,530	89.2%
White – British	4,738	82.2%	1,489	86.8%
White – Irish	18	0.3%	4	0.2%
White – Any other White Background	186	3.2%	37	2.2%
MIXED	91	1.5%	20	1.2%
Mixed – White & Black Caribbean	27	0.5%	6	0.3%
Mixed – White & Black African	28	0.5%	6	0.3%
Mixed – White & Asian	21	0.4%	4	0.2%
Mixed – Any other mixed background	15	0.3%	4	0.2%
ASIAN	354	6.1%	64	3.7%
Asian or Asian British – Indian	157	2.7%	21	1.2%
Asian or Asian British – Pakistani	123	2.1%	27	1.6%
Asian or Asian British – Bangladeshi	34	0.6%	6	0.3%
Asian or Asian British – Other Asian background	40	0.7%	10	0.6%
BLACK	258	4.5%	65	3.8%
Black or Black British – Caribbean	34	0.6%	5	0.3%
Black or Black British – African	210	3.6%	55	3.2%
Black or Black British – Other Black background	14	0.2%	5	0.3%
OTHER	55	0.9%	14	0.8%
Chinese	18	0.3%	7	0.4%
Any other Ethnic Group	37	0.6%	7	0.4%
NOT KNOWN	66	1.1%	22	1.3%
Undisclosed	66	1.1%	22	1.3%
TOTAL	5,766	100%	1,715	100%

5.2 Applications and Shortlisted Candidates by Age (1 Apr 2016 – 30 Sep 2016)

Headcount				
Age Range	Applications	%	Shortlisted	%
16 – 19	144	2.5%	49	2.8%
20 - 24	1269	22.0%	242	14.1%
25 – 29	1137	19.7%	304	17.7%
30 – 34	836	14.5%	254	14.8%
35 – 39	545	9.5%	173	10.1%
40 – 44	473	8.2%	169	9.9%
45 – 49	510	8.8%	184	10.7%
50 – 54	469	8.1%	191	11.1%
55 – 59	302	5.2%	119	6.9%
60 - 64	66	1.1%	26	1.5%
65 +	6	0.1%	2	0.1%
Undisclosed	9	0.2%	2	0.1%
Total	5,766	100%	1,715	100%

5.3 Applications and Shortlisted Candidates by Gender (1 Apr 2016 – 30 Sep 2016)

Headcount				
Gender	Applications	%	Shortlisted	%
Female	4,708	81.7%	1,414	82.4%
Male	1,043	18.1%	295	17.2%
Undisclosed	15	0.3%	6	0.3%
Total	5,766	100%	1,715	100%

5.4 Applications and Shortlisted Candidates by Disability (1 Apr 2016 – 30 Sep 2016)

Headcount				
Disability	Applications	%	Shortlisted	%
Yes	337	5.8%	122	7.1%
<i>Physical Impairment</i>	46		17	
<i>Sensory Impairment</i>	20		9	
<i>Mental Health Condition</i>	66		15	
<i>Learning Disability</i>	117		45	
<i>Long Standing Illness</i>	68		21	
<i>Other</i>	65		22	
No	5,352	92.8%	1,564	91.2%
Undisclosed	77	1.3%	29	1.7%
Total	5,766	100%	1,715	100%

5.5 Applications and Shortlisted Candidates by Sexual Orientation (1 Apr 2016 - 30 Sep 2016)

Headcount				
Sexual Orientation	Applications	%	Shortlisted	%
Lesbian	96	1.7%	21	1.2%
Gay	75	1.3%	28	1.6%
Bisexual	81	1.4%	15	0.9%
Heterosexual	5,195	90.1%	1,560	91.0%
Undisclosed	319	5.5%	91	5.3%
Total	5,766	100%	1,715	100%

5.6 Applications and Shortlisted Candidates by Religious Belief (1 Apr 2016 - 30 Sep 2016)

Headcount				
Religious Belief	Applications	%	Shortlisted	%
Atheism	989	17.2%	327	19.1%
Buddhism	21	0.4%	10	0.6%
Christianity	2,841	49.3%	864	50.4%
Hinduism	60	1.0%	12	0.7%
Islam	212	3.7%	38	2.2%
Jainism	6	0.1%	0	0.0%
Judaism	11	0.2%	4	0.2%
Sikhism	27	0.5%	6	0.3%
Other	912	15.8%	235	13.7%
Undisclosed	686	11.9%	219	12.8%
Total	5,766	100%	1,715	100%

6. Training

6.1 Staff Accessing Training by Ethnic Origin 1 Apr 2016 – 30 Sep 2016		
Headcount		
Ethnicity	Total	Total %
WHITE	14,027	91.4%
White – British	13,733	89.5%
White – Irish	49	0.3%
White – Any other White Background	245	1.6%
MIXED	125	0.8%
Mixed – White & Black Caribbean	41	0.3%
Mixed – White & Black African	22	0.1%
Mixed – White & Asian	33	0.2%
Mixed – Any other mixed background	29	0.2%
ASIAN	185	1.2%
Asian or Asian British – Indian	78	0.5%
Asian or Asian British - Pakistani	62	0.4%
Asian or Asian British – Bangladeshi	6	0.0%
Asian or Asian British – Any other Asian background	39	0.3%
BLACK	216	1.4%
Black or Black British – Caribbean	61	0.4%
Black or Black British – African	152	1.0%
Black or Black British – Any other Black background	3	0.0%
OTHER	36	0.2%
Chinese	3	0.0%
Any other Ethnic Group	33	0.2%
NOT KNOWN	760	4.9%
Not Stated	760	4.9%
TOTAL	15,342	100%

6.2 Staff Accessing Training by Age 1 Apr 2016 – 30 Sep 2016		
Headcount		
Age Range	Total	Total %
16 - 20	108	0.7%
21 - 25	1090	7.1%
26 - 30	1628	10.6%
31 - 35	1497	9.8%
36 - 40	1607	10.5%
41 - 45	2014	13.1%
46 - 50	2247	14.6%
51 - 55	2696	17.6%
56 - 60	1662	10.8%
61 - 65	660	4.3%
66+	132	0.9%
TOTAL	15,342	100%

6.3 Staff Accessing Training by Gender 1 Apr 2016 – 30 Sep 2016

Headcount		
Gender	Total	Total %
Female	12,867	83.9%
Male	2,475	16.1%
TOTAL	15,342	100.00%

6.4 Staff Accessing Training by Disability 1 Apr 2016 - 30 Sep 2016

Headcount		
Disability	Total	Total %
Yes	551	3.6%
No	8,453	55.1%
Not Declared	6,338	41.3%
Total	15,342	100%

6.5 Staff Accessing Training by Sexual Orientation 1 Apr 2016 - 30 Sep 2016

Headcount		
Sexual Orientation	Total	Total %
Lesbian	114	0.7%
Gay	102	0.7%
Heterosexual	9,682	63.1%
Bi-Sexual	59	0.4%
Undisclosed	5,384	35.1%
Total	15,342	100%

6.6 Staff Accessing Training by Religious Belief 1 Apr 2016 - 30 Sep 2016

Headcount		
Religious Belief	Total	Total %
Atheism	1,436	9.3%
Buddhism	29	0.2%
Christianity	6,685	43.6%
Hinduism	34	0.2%
Islam	52	0.3%
Jainism	4	0.0%
Judaism	6	0.0%
Sikhism	26	0.2%
Other	1,414	9.2%
Undisclosed	5,656	36.9%
Total	15,342	100%

7. Pay (Agenda for Change)

7.1 Pay Bands by Ethnic Origin as at 30 September 2016

Ethnicity	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
WHITE	169	748	490	181	585	660	265	84	40	17	3	0	52
White – British	169	740	484	178	577	644	257	78	37	16	2	0	43
White – Irish	0	3	0	0	2	2	2	1	0	1	0	0	5
White – Other	0	5	6	3	6	14	6	5	3	0	1	0	4
MIXED	0	2	2	1	8	7	1	1	1	0	0	0	2
Mixed – White/Caribbean	0	1	2	0	2	2	0	0	0	0	0	0	0
Mixed – White/African	0	1	0	0	2	2	0	0	0	0	0	0	0
Mixed – White & Asian	0	0	0	1	1	2	1	1	0	0	0	0	1
Mixed – Any other mixed background	0	0	0	0	3	1	0	0	1	0	0	0	1
ASIAN	2	3	11	3	7	2	3	2	1	0	0	0	23
Asian Indian	1	1	6	1	1	2	1	1	1	0	0	0	15
Asian Pakistani	0	1	1	2	4	0	1	1	0	0	0	0	4
Asian Bangladeshi	0	0	2	0	0	0	0	0	0	0	0	0	0
Asian or Asian British – other Asian background	1	1	2	0	2	0	1	0	0	0	0	0	4
BLACK	0	6	5	2	15	11	3	1	0	0	0	0	1
Black Caribbean	0	3	5	1	4	1	2	0	0	0	0	0	0
Black African	0	3	0	0	11	9	1	0	0	0	0	0	1
Black or Black British – other Black background	0	0	0	1	0	1	0	0	0	0	0	0	0
OTHER	0	0	0	1	1	2	1	0	0	0	0	0	1
Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other Ethnic Group	0	0	0	1	1	2	1	0	0	0	0	0	1
NOT KNOWN	10	54	23	14	27	29	11	1	0	0	0	0	19
Not Stated	10	54	23	14	27	29	11	1	0	0	0	0	19
TOTAL	181	813	531	202	643	711	284	88	42	17	3	0	98
% BME	1.1%	1.4%	3.4%	3.5%	4.8%	3.1%	2.8%	4.5%	4.8%	0.0%	0.0%	0.0%	27.6%

7.2 Agenda for Change Pay Bands by Age 30 September 2016

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	Bd 9	Other (Non AFC)
16 – 20	1	8	0	0	0	0	0	0	0	0	0	0	0
21 - 25	4	65	30	4	40	8	0	0	0	0	0	0	3
26 - 30	15	65	38	18	88	64	11	4	1	0	0	0	4
31 – 35	7	74	55	23	93	88	26	9	1	1	0	0	7
36 – 40	9	62	50	21	80	79	23	14	4	1	0	0	12
41 – 45	11	83	52	25	70	121	47	13	10	3	0	0	13
46 – 50	25	120	85	32	75	105	48	22	10	1	1	0	22
51 – 55	30	127	87	38	102	138	79	17	8	7	2	0	16
56 – 60	45	127	83	28	65	79	38	7	5	4	0	0	14
61 - 65	29	62	44	13	26	23	12	1	2	0	0	0	4
66+	5	20	7	0	4	6	0	1	1	0	0	0	3
TOTAL	181	813	531	202	643	711	284	88	42	17	3	0	98

7.3 Agenda for Change Pay Bands by Gender 30 September 2016

Headcount													
Gender	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
Female	169	673	434	165	545	587	232	64	37	11	1	0	55
Male	12	140	97	37	98	124	52	24	5	6	2	0	43
TOTAL	181	813	531	202	643	711	284	88	42	17	3	0	98

7.4 Agenda for Change Pay Bands by Disability 30 September 2016

Headcount													
Disability	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
Yes	0	32	24	1	33	20	10	1	2	1	0	0	3
No	127	444	270	131	426	406	160	53	24	11	3	0	42
Not Declared	54	337	237	70	184	285	114	34	16	5	0	0	53
Total	181	813	531	202	643	711	284	88	42	17	3	0	98

7.5 Agenda for Change Pay Bands by Sexual Orientation 30 September 2016

Headcount													
Sexual Orientation	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
Lesbian	0	7	4	0	1	4	2	2	0	0	0	0	0
Gay	0	4	2	1	3	6	1	1	0	0	0	0	1
Bisexual	0	1	0	1	6	4	0	0	1	0	0	0	1
Heterosexual	102	455	283	135	455	426	168	51	24	13	3	0	40
Undisclosed	79	346	242	65	178	271	113	34	17	4	0	0	56
Total	181	813	531	202	643	711	284	88	42	17	3	0	98

7.6 Agenda for Change Pay Bands by Religious Belief 30 September 2016

Headcount													
Religious Belief	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
Atheism	11	66	43	21	62	66	26	11	6	2	1	0	9
Buddhism	0	0	0	0	3	3	1	0	0	0	0	0	1
Christianity	85	315	207	99	307	295	120	35	18	8	2	0	17
Hinduism	0	0	0	0	2	0	1	1	0	0	0	0	7
Islam	0	0	6	0	4	0	2	0	0	0	0	0	2
Jainism	0	0	0	0	0	0	0	0	0	0	0	0	1
Judaism	0	0	0	0	0	1	0	0	0	0	0	0	0
Sikhism	0	1	3	1	1	0	0	0	0	0	0	0	1
Other	10	68	35	10	74	52	20	6	0	0	0	0	2
Undisclosed	75	363	237	71	190	294	114	35	18	7	0	0	58
Total	181	813	531	202	643	711	284	88	42	17	3	0	100

8. Promotion

8.1 Promotion by Ethnicity (1 April 2016 to 30 September 2016)		
Ethnicity	Total	%
WHITE	43	100%
White – British	42	95.5%
White – Irish	1	2.3%
White – Any other White Background	0	0%
MIXED	0	0%
Mixed – White & Black Caribbean	0	0%
Mixed – White & Black African	0	0%
Mixed – White & Asian	0	0%
Mixed – Any other mixed background	0	0%
ASIAN	0	0%
Asian or Asian British – Indian	0	0%
Asian or Asian British – Pakistani	0	0%
Asian or Asian British – Bangladeshi	0	0%
Asian or Asian British – Any other Asian background	0	0%
BLACK	0	0%
Black or Black British – Caribbean	0	0%
Black or Black British – African	0	0%
Black or Black British – Any other Black background	0	0%
OTHER	0	0%
Chinese	0	0%
Any other Ethnic Group	0	0%
NOT KNOWN	0	0%
Not Stated	1	2.3%
TOTAL	44	100%

8.2 Promotion by Age (1 April 2016 to 30 September 2016)		
Age Band	TOTAL	%
16 – 20	0	0%
21 – 25	3	6.8%
26 – 30	4	9.1%
31 – 35	6	13.6%
36 – 40	9	20.5%
41 – 45	9	20.5%
46 – 50	5	11.4%
51 – 55	5	11.4%
56 – 60	3	6.8%
61 - 65	0	0%
65+	0	0%
Total	44	100%

8.3 Staff Promotions by Religious Belief - 1st April 2016 - 30 September 2016

Religious Belief	Total	Total %
Atheism	9	20.5%
Buddhism	0	0%
Christianity	21	47.7%
Hinduism	0	0%
Islam	0	0%
Judaism	0	0%
Other	4	9.1%
Sikhism	0	0%
Undefined	0	0%
I do not wish to disclose my religion/belief	10	22.7%
Total	44	100%

8.4 Staff Promotions by Sexual Orientation - 1st April 2016 - 30 September 2016

Sexual Orientation	Total	Total %
Bisexual	0	0%
Gay	0	0%
Heterosexual	34	77.2%
I do not wish to disclose my sexual orientation	9	20.5%
Lesbian	1	2.3%
Total	44	100%

8.5 Staff Promotions by Disability - 1st April 2016 - 30 September 2016

Disabled	Total	Total %
No	33	75.0%
Not Declared	10	22.7%
Yes	1	2.3%
Total	44	100%

8.6 Staff Promotions by Gender - 1st April 2016 - 30 September 2016

Gender	Total	Total %
Male	9	20.5%
Female	35	79.5%
Total	44	100%

9. Employment Relations – Disciplinary Cases

9.1 Disciplinary Cases by Ethnicity (1 April 2016 to 30 Sep 2016)			
Headcount			
Ethnicity	Written	Dismissal	No Outcome
WHITE	12	4	3
White – British	12	4	3
White – Irish	0	0	0
White – Other	0	0	0
MIXED	0	0	0
Mixed – White/Caribbean	0	0	0
Mixed – White/ African	0	0	0
Mixed – White & Asian	0	0	0
Mixed – Any other mixed background	0	0	0
ASIAN	0	0	1
Asian Indian	0	0	0
Asian Pakistani	0	0	1
Asian Bangladeshi	0	0	0
Asian/Asian British – other Asian background	0	0	0
BLACK	0	0	0
Black Caribbean	0	0	0
Black African	0	0	0
Black/Black British – other Black background	0	0	0
OTHER	0	0	0
Chinese	0	0	0
Any other Ethnic Group	0	0	0
NOT KNOWN	0	0	0
Not Stated	0	0	0
TOTAL	12	4	4

9.2 Disciplinary Cases by Age Range (1 April 2016 to 30 Sep 2016)			
Headcount			
Age Range	Written	Dismissal	No Outcome
16 - 20	0	0	0
21 - 25	0	0	1
26 – 30	0	0	0
31 – 35	1	0	1
36 - 40	1	1	0
41 - 45	2	0	0
46 - 50	4	0	0
51 - 55	0	3	1
56 - 60	2	0	1
61 - 65	2	0	0
66+	0	0	0
TOTAL	12	4	4

9.3 Disciplinary Cases by Gender (1 April 2016 to 30 Sep 2016)

Headcount			
Gender	Written Warning	Dismissal	No Outcome
Female	11	3	1
Male	1	1	3
Total	12	4	4

9.4 Disciplinary Cases by Disability (1 April 2016 to 30 Sep 2016)

Headcount			
Disability	Written Warning	Dismissal	No Outcome
Yes	1	0	0
No	6	3	2
Not Declared	5	1	2
Total	12	4	4

9.5 Disciplinary Cases by Sexual Orientation (1 Apr 2016 to 30 Sep 2016)

Headcount			
Sexual Orientation	Written Warning	Dismissal	No Outcome
Lesbian	0	0	0
Gay	0	0	0
Heterosexual	5	1	1
Bi-Sexual	1	1	0
Undisclosed	6	2	3
Total	12	4	4

9.6 Disciplinary Cases by Religious Belief (1 Apr 2016 – 30 Sep 2016)

Headcount			
Religious Belief	Written Warning	Dismissal	No Outcome
Atheism	1	1	0
Buddhism	0	0	0
Christianity	4	1	1
Hinduism	0	0	0
Islam	0	0	1
Judaism	0	0	0
Sikhism	0	0	0
Other	1	0	0
Undisclosed	6	2	2
Total	12	4	4

10. Employment Relations - Grievances

10.1 Formal Grievances (1 April 2016 to 30 September 2016)		
Headcount		
Ethnicity	Total	Total %
WHITE	7	100.00%
White – British	7	100.00%
White – Irish	0	0.00%
White – Any other White Background	0	0.00%
MIXED	0	0.00%
Mixed – White & Black Caribbean	0	0.00%
Mixed – White & Black African	0	0.00%
Mixed – White & Asian	0	0.00%
Mixed – Any other mixed background	0	0.00%
ASIAN	0	0.00%
Asian or Asian British – Indian	0	0.00%
Asian or Asian British - Pakistani	0	0.00%
Asian or Asian British – Bangladeshi	0	0.00%
Asian or Asian British – Any other Asian background	0	0.00%
BLACK	0	0.00%
Black or Black British – Caribbean	0	0.00%
Black or Black British – African	0	0.00%
Black or Black British – Any other Black background	0	0.00%
OTHER	0	0.00%
Chinese	0	0.00%
Any other Ethnic Group	0	0.00%
NOT KNOWN	0	0.00%
Not Stated	0	0.00%
TOTAL	7	100%

10.2 Formal Grievances by Age Band (1 April 2016 to 30 September 2016)		
Headcount		
Age Range	Total	Total %
16 - 20	0	0.00%
21 - 25	0	0.00%
26 - 30	1	14.28%
31 - 35	0	0.00%
36 - 40	0	0.00%
41 - 45	1	14.28%
46 - 50	2	28.57%
51 - 55	1	14.28%
56 - 60	2	28.57%
61 - 65	0	0.00%
66+	0	0.00%
Undefined	0	0.00%
TOTAL	7	100%

10.3 Formal Grievances by Gender (1 April 2016 to 30 September 2016)

Headcount		
Gender	Total	Total %
Female	5	71.42%
Male	2	28.57%
TOTAL	7	100.00%

10.4 Formal Grievances by Disability (1 April 2016 to 30 September 2016)

Headcount		
Disability	Total	Total %
Yes	0	0.00%
No	4	57.14%
Not Declared	3	42.85%
Total	7	100%

10.5 Formal Grievances by Sexual Orientation (1 April 2016 to 30 Sep 2016)

Headcount		
Sexual Orientation	Total	Total %
Lesbian	0	0.00%
Gay	0	0.00%
Heterosexual	4	57.14%
Bi-Sexual	0	0.00%
Undisclosed	3	42.85%
Total	7	100%

10.6 Formal Grievances by Religious Belief (1 April 2016 to 30 Sep 2016)

Headcount		
Religious Belief	Total	Total %
Atheism	0	0.00%
Buddhism	0	0.00%
Christianity	2	28.57%
Hinduism	0	0.00%
Islam	0	0.00%
Judaism	0	0.00%
Sikhism	0	0.00%
Other	1	14.28%
Undisclosed	4	57.14%
Undefined	0	0.00%
Total	7	100%

11. Employee Relations – Harassment

11.1 Formal Harassment by Ethnic Origin (1 April 2016 to 30 Sep 2016)		
Headcount		
Ethnicity	Total	Total %
WHITE	3	75.00%
White – British	3	75.00%
White – Irish	0	0.00%
White – Any other White Background	0	0.00%
MIXED	0	0.00%
Mixed – White & Black Caribbean	0	0.00%
Mixed – White & Black African	0	0.00%
Mixed – White & Asian	0	0.00%
Mixed – Any other mixed background	0	0.00%
ASIAN	0	0.00%
Asian or Asian British – Indian	0	0.00%
Asian or Asian British – Pakistani	0	0.00%
Asian or Asian British – Bangladeshi	0	0.00%
Asian or Asian British – Any other Asian background	0	0.00%
BLACK	1	25.00%
Black or Black British – Caribbean	0	0.00%
Black or Black British – African	1	25.00%
Black or Black British – Any other Black background	0	0.00%
OTHER	0	0.00%
Chinese	0	0.00%
Any other Ethnic Group	0	0.00%
NOT KNOWN	0	0.00%
Not Stated	0	0.00%
TOTAL	4	100%

11.2 Formal Harassment by Age Band (1 April 2016 to 30 September 2016)		
Headcount		
Age Range	Total	Total %
16 – 20	0	0.00%
21 – 25	0	0.00%
26 – 30	1	25.00%
31 – 35	0	0.00%
36 – 40	0	0.00%
41 – 45	1	25.00%
46 – 50	0	0.00%
51 – 55	0	0.00%
56 – 60	2	50.00%
61 – 65	0	0.00%
66+	0	0.00%
Undefined	0	0.00%
TOTAL	4	100%

11.3 Formal Harassment by Gender (1 April 2016 to 30 September 2016)

Headcount		
Gender	Total	Total %
Female	2	50.00%
Male	2	50.00%
TOTAL	4	100.00%

11.4 Formal Harassment by Disability (1 April 2016 to 30 September 2016)

Headcount		
Disability	Total	Total %
Yes	0	0.00%
No	3	75.00%
Not Declared	1	25.00%
Total	4	100%

11.5 Formal Harassment by Sexual Orientation (1 April 2016 to 30 Sep 2016)

Headcount		
Sexual Orientation	Total	Total %
Lesbian	0	0.00%
Gay	0	0.00%
Heterosexual	4	100.00%
Bi-Sexual	0	0.00%
Undisclosed	0	0.00%
Total	4	100%

11.6 Formal Harassment by Religious Belief (1 April 2016 to 30 Sep 2016)

Headcount		
Religious Belief	Total	Total %
Atheism	0	%
Buddhism	0	0.00%
Christianity	4	100.00%
Hinduism	0	0.00%
Islam	0	0.00%
Judaism	0	0.00%
Sikhism	0	0.00%
Other	0	0.00%
Undisclosed	0	0.00%
Total	4	100%