



ROTHAM DONCASTER SOUTH HUMBER CHALLENGE

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

Paper E

# Human Resources

## Equality & Diversity Monitoring Information



October 2009 to March 2010

## Summary of Tables

<b>1. National Population Statistics for Communities served by the Trust (<i>Taken from Office for National Statistics</i>)</b> .....	3
<b>1.1 Population by Ethnic Group (Estimated Figures for Mid 2007)</b> .....	3
<b>1.2 Population by Age (2001 National Census)</b> .....	3
<b>1.3 Population by Gender (2001 National Census)</b> .....	3
<b>2. Employees</b> .....	4
<b>2.1 Staff in Post by Ethnic Origin as at March 2010</b> .....	4
<b>2.2 Staff in post by age as at March 2010</b> .....	4
<b>2.3 Staff in Post by Gender as at March 2010</b> .....	4
<b>3. New Starters</b> .....	5
<b>3.1 New Starters by Ethnic Group – Oct 2009 to March 2010</b> .....	5
<b>3.2 New Starters by Age – October 2009 – March 2010</b> .....	5
<b>3.3 New Starters by Gender – Oct 2009 - March 2010</b> .....	5
<b>4. Leavers</b> .....	6
<b>4.1 Leavers by Ethnic Group – Oct 2009 - March 2010</b> .....	6
<b>4.2 Leavers by Age – October 2009 - March 2010</b> .....	6
<b>4.3 Leavers by Gender – October 2009 - March 2010</b> .....	6
<b>5. Applicants</b> .....	7
<b>5.1 Applications and Shortlisted Candidates by Ethnic Origin (October 2009 – March 2010)</b> .....	7
<b>5.2 Applications and Shortlisted Candidates by Age (October 2009 - March 2010)</b> .....	7
<b>5.3 Applications and Shortlisted Candidates by Gender (October 2009 – March 2010)</b> .....	7
<b>6. Training</b> .....	8
<b>6.1 Staff Accessing Training by Ethnic Origin (October 2009 - March 2010)</b> .....	8
<b>6.2 Staff Accessing Training by Age (October 2009 - March 2010)</b> .....	8
<b>6.3 Staff Accessing Training by Gender (October 2009 - March 2010)</b> .....	8
<b>7. Pay (Agenda for Change)</b> .....	9
<b>7.1 Agenda for Change Pay Bands by Ethnic Origin (March 2010)</b> .....	9
<b>7.2 Agenda for Change Pay Bands by Age (March 2010)</b> .....	9
<b>7.3 Agenda for Change Pay Bands by Gender (March 2010)</b> .....	10
<b>8. Promotion</b> .....	11
<b>8.1 Promotion by Ethnicity (October 2009 – March 2010)</b> .....	11
<b>8.2 Promotion by Age (October 2009 – March 2010)</b> .....	11
<b>9. Employment Relations</b> .....	12
<b>9.1 Disciplinary Cases (October 2009 – March 2010)</b> .....	12
<b>9.2 Grievances (October 2009 – March 2010)</b> .....	13
<b>9.3 Formal Harassment (October 2009 – March 2010)</b> .....	13

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

**1.1 Population by Ethnic Group (Estimated Figures for Mid 2007)**

	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
WHITE	95.6%	94.8%	96.0%	96.8%	75.8%
MIXED	0.9%	0.9%	0.7%	0.8%	3.3%
ASIAN	1.9%	3.1%	2.3%	1.4%	11.1%
BLACK	0.9%	0.7%	0.5%	0.6%	5.5%
OTHER	0.6%	0.6%	0.5%	0.4%	4.3%

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

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

**1.3 Population by Gender (2001 National Census)**

GENDER	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
MALE	48.84%	48.63%	48.92%	48.55%	48.77%
FEMALE	51.16%	51.37%	51.08%	51.45%	51.23%

## 2. Employees

### 2.1 Staff in Post by Ethnic Origin as at 31 March 2010

Headcount				
	Male	Female	Total	Total %
<b>WHITE</b>	<b>577</b>	<b>1,834</b>	<b>2,411</b>	<b>86.6%</b>
White – British	557	1,782	2,339	84.0%
White – Irish	4	5	9	0.3%
White – Any other White Background	16	47	63	2.3%
<b>MIXED</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>0.4%</b>
Mixed – White & Black Caribbean	0	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>25</b>	<b>22</b>	<b>47</b>	<b>1.7%</b>
Asian or Asian British – Indian	12	15	27	0.9%
Asian or Asian British – Pakistani	5	4	9	0.3%
Asian or Asian British – Bangladeshi	1	0	1	0.0%
Asian or Asian British – Any other Asian background	7	3	10	0.4%
<b>BLACK</b>	<b>15</b>	<b>25</b>	<b>40</b>	<b>1.4%</b>
Black or Black British – Caribbean	4	10	14	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>5</b>	<b>13</b>	<b>0.5%</b>
Chinese	2	0	2	0.1%
Any other Ethnic Group	6	5	11	0.4%
<b>NOT KNOWN</b>	<b>58</b>	<b>199</b>	<b>257</b>	<b>9.2%</b>
Not Stated	58	199	257	9.2%
<b>Total</b>	<b>687</b>	<b>2,097</b>	<b>2,784</b>	<b>100%</b>

### 2.2 Staff in post by age as at 31 March 2010

Headcount		
Age Range	Total	Total %
16 – 20	30	1.1%
21 – 25	166	6.0%
26 – 30	221	7.9%
31 – 35	235	8.4%
36 – 40	315	11.3%
41 – 45	421	15.1%
46 – 50	520	18.7%
51 – 55	430	15.4%
56 – 60	289	10.4%
61 - 65	138	4.9%
65+	19	0.7%
<b>Total</b>	<b>2,784</b>	<b>100.0%</b>

### 2.3 Staff in Post by Gender as at 31 March 2010

Headcount		
Gender	Total	Total %
Female	2,097	75.3%
Male	687	24.7%
<b>Total</b>	<b>2,784</b>	<b>100%</b>

### 3. New Starters

#### 3.1 New Starters by Ethnic Group – 1 Oct 2009 to 31 March 2010

Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>62</b>	<b>88.6%</b>
White – British	59	84.3%
White – Irish	1	1.4%
White – Any other White Background	2	2.9%
<b>MIXED</b>	<b>0</b>	<b>0.0%</b>
Mixed – White & Black Caribbean	0	0.0%
Mixed – White & Asian	0	0.0%
Mixed – Any other mixed background	0	0.0%
<b>ASIAN</b>	<b>3</b>	<b>4.3%</b>
Asian or Asian British – Indian	1	1.4%
Asian or Asian British - Pakistani	2	2.9%
Asian or Asian British – Bangladeshi	0	0.0%
Asian or Asian British – Any other Asian background	0	0.0%
<b>BLACK</b>	<b>0</b>	<b>0.0%</b>
Black or Black British – Caribbean	0	0.0%
Black or Black British – African	0	0.6%
Black or Black British – Any other Black background	0	0.0%
<b>OTHER</b>	<b>0</b>	<b>0.0%</b>
Any other Ethnic Group	0	0.0%
<b>NOT KNOWN</b>	<b>4</b>	<b>5.7%</b>
Not Stated	4	5.7%
<b>Total</b>	<b>70</b>	<b>100%</b>

#### 3.2 New Starters by Age – 1 October 2009 – 31 March 2010

Headcount		
Age Range	Total	Total %
16 – 20	6	8.6%
21 – 25	13	18.6%
26 – 30	12	17.1%
31 – 35	6	8.6%
36 – 40	8	11.4%
41 – 45	8	11.4%
46 – 50	9	12.9%
51 – 55	5	7.1%
56 – 60	2	2.9%
61 - 65	1	1.4%
<b>Total</b>	<b>70</b>	<b>100%</b>

#### 3.3 New Starters by Gender – 1 Oct 2009 - 31 March 2010

Headcount		
Gender	Total	Total %
Female	51	72.9%
Male	19	27.1%
<b>Total</b>	<b>70</b>	<b>100%</b>

## 4. Leavers

### 4.1 Leavers by Ethnic Group – 1 Oct 2009 – 31 March 2010

Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>93</b>	<b>84.5%</b>
White – British	90	81.8%
White – Irish	2	1.8%
White – Any other White Background	1	0.9%
<b>MIXED</b>	<b>0</b>	<b>0.0%</b>
Mixed – White & Black Caribbean	0	0.0%
Mixed – White & Asian	0	0.0%
Mixed – Any other mixed background	0	0.0%
<b>ASIAN</b>	<b>4</b>	<b>3.6%</b>
Asian or Asian British – Indian	2	1.8%
Asian or Asian British - Pakistani	0	0.0%
Asian or Asian British – Bangladeshi	1	0.9%
Asian or Asian British – Any other Asian background	1	0.9%
<b>BLACK</b>	<b>1</b>	<b>0.9%</b>
Black or Black British – Caribbean	0	0.0%
Black or Black British – African	1	0.9%
Black or Black British – Any other Black background	0	0.0%
<b>OTHER</b>	<b>2</b>	<b>1.8%</b>
Any other Ethnic Group	2	1.8%
<b>NOT KNOWN</b>	<b>10</b>	<b>9.1%</b>
Not Stated	10	9.1%
<b>Total</b>	<b>110</b>	<b>100%</b>

### 4.2 Leavers by Age – 1 October 2009 – 31 March 2010

Headcount		
Age Range	Total	Total %
16 – 20	2	1.8%
21 – 25	10	9.1%
26 – 30	18	16.4%
31 – 35	8	7.3%
36 – 40	13	11.8%
41 – 45	13	11.8%
46 – 50	8	7.3%
51 – 55	9	8.2%
56 – 60	16	14.5%
61 - 65	11	10.0%
65+	2	1.8%
<b>Total</b>	<b>110</b>	<b>100%</b>

### 4.3 Leavers by Gender – 1 October 2009 – 31 March 2010

Headcount		
Gender	Total	Total %
Female	81	73.6%
Male	29	26.4%
<b>Total</b>	<b>110</b>	<b>100%</b>

## 5. Applicants

### 5.1 Applications and Shortlisted Candidates by Ethnic Origin (1 Oct 2009 – 31 March 2010)

Headcount				
Ethnicity	Apps	%	Shortlisted	%
<b>WHITE</b>	<b>2,329</b>	<b>81.3%</b>	<b>646</b>	<b>81.6%</b>
White – British	2,219	77.5%	623	78.7%
White – Irish	21	0.7%	8	1.0%
White – Any other White Background	89	3.1%	15	1.9%
<b>MIXED</b>	<b>32</b>	<b>1.1%</b>	<b>8</b>	<b>1.0%</b>
Mixed – White & Black Caribbean	11	0.4%	4	0.5%
Mixed – White & Black African	5	0.2%	0	0.0%
Mixed – White & Asian	7	0.2%	0	0.0%
Mixed – Any other mixed background	9	0.3%	4	0.5%
<b>ASIAN</b>	<b>208</b>	<b>7.3%</b>	<b>62</b>	<b>7.8%</b>
Asian or Asian British – Indian	103	3.6%	40	5.1%
Asian or Asian British – Pakistani	74	2.6%	13	1.6%
Asian or Asian British – Bangladeshi	10	0.3%	5	0.6%
Asian or Asian British – Other Asian background	21	0.7%	4	0.5%
<b>BLACK</b>	<b>243</b>	<b>8.5%</b>	<b>59</b>	<b>7.4%</b>
Black or Black British – Caribbean	17	0.6%	3	0.4%
Black or Black British – African	216	7.6%	53	6.7%
Black or Black British – Other Black background	10	0.3%	3	0.4%
<b>OTHER</b>	<b>29</b>	<b>1.0%</b>	<b>12</b>	<b>1.5%</b>
Chinese	15	0.5%	9	1.1%
Any other Ethnic Group	14	0.5%	3	0.4%
<b>NOT KNOWN</b>	<b>23</b>	<b>0.8%</b>	<b>5</b>	<b>0.6%</b>
Not Stated	23	0.8%	5	0.6%
<b>TOTAL</b>	<b>2,864</b>	<b>100%</b>	<b>792</b>	<b>100%</b>

### 5.2 Applications and Shortlisted Candidates by Age (1 Oct 2009 - 31 March 2010)

Headcount				
Age Range	Applications	%	Shortlisted	%
16 – 19	154	5.4%	15	1.9%
20 - 24	632	22.1%	162	25.6%
25 – 29	504	17.6%	146	18.4%
30 – 34	341	11.9%	97	12.2%
35 – 39	327	11.4%	93	11.7%
40 – 44	314	10.9%	96	12.1%
45 – 49	280	9.8%	98	12.4%
50 – 54	194	6.7%	59	7.4%
55 – 59	87	3.0%	22	2.8%
60 - 64	31	1.1%	4	0.5%
65+	0	0.0%	0	0.0%
<b>Total</b>	<b>2864</b>	<b>100%</b>	<b>792</b>	<b>100%</b>

### 5.3 Applications and Shortlisted Candidates by Gender (1 Oct 2009 – 31 March 2010)

Headcount				
Gender	Applications	%	Shortlisted	%
Female	1,853	64.7%	566	71.5%
Male	1,004	35.1%	226	28.5%
Undisclosed	7	0.2%	0	0.0%
<b>Total</b>	<b>2,864</b>	<b>100%</b>	<b>792</b>	<b>100%</b>

## 6. Training

### 6.1 Staff Accessing Training by Ethnic Origin (1 October 2009 – 31 March 2010)

Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>3656</b>	<b>87.0%</b>
White – British	3554	84.5%
White – Irish	9	0.2%
White – Any other White Background	93	2.2%
<b>MIXED</b>	<b>10</b>	<b>0.2%</b>
Mixed – White & Black Caribbean	2	0.0%
Mixed – White & Black African	2	0.0%
Mixed – White & Asian	2	0.0%
Mixed – Any other mixed background	4	0.1%
<b>ASIAN</b>	<b>75</b>	<b>1.8%</b>
Asian or Asian British – Indian	41	1.0%
Asian or Asian British - Pakistani	21	0.5%
Asian or Asian British – Bangladeshi	4	0.1%
Asian or Asian British – Any other Asian background	9	0.2%
<b>BLACK</b>	<b>75</b>	<b>1.8%</b>
Black or Black British – Caribbean	20	0.5%
Black or Black British – African	53	1.3%
Black or Black British – Any other Black background	2	0.0%
<b>OTHER</b>	<b>15</b>	<b>0.4%</b>
Any other Ethnic Group	15	0.4%
<b>NOT KNOWN</b>	<b>373</b>	<b>8.9%</b>
Not Stated	373	8.9%
<b>Total</b>	<b>4,204</b>	<b>100%</b>

### 6.2 Staff Accessing Training by Age (1 October 2009 – 31 March 2010)

Headcount		
Age Range	Total	Total %
16 - 20	70	1.7%
21 - 25	291	6.9%
26 - 30	356	8.5%
31 - 35	428	10.2%
36 - 40	487	11.6%
41 - 45	699	16.6%
46 - 50	807	19.2%
51 - 55	538	12.8%
56 - 60	384	9.1%
61 - 65	133	3.2%
66+	11	0.3%
<b>Total</b>	<b>4,204</b>	<b>100%</b>

### 6.3 Staff Accessing Training by Gender (1 October 2009 – 31 March 2010)

Headcount		
Gender	Total	Total %
Female	3179	75.62%
Male	1025	24.38%
<b>Total</b>	<b>4204</b>	<b>100%</b>



## 7. Pay (Agenda for Change)

### 7.1 Agenda for Change Pay Bands by Ethnic Origin (31 March 2010)

Headcount												
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
<b>WHITE</b>	<b>162</b>	<b>610</b>	<b>443</b>	<b>104</b>	<b>383</b>	<b>376</b>	<b>143</b>	<b>58</b>	<b>22</b>	<b>14</b>	<b>4</b>	<b>1</b>
White – British	160	594	431	104	369	360	140	55	21	14	4	1
White – Irish	0	2	0	0	0	4	1	0	0	0	0	0
White – Other	2	14	12	0	14	12	2	3	1	0	0	0
<b>MIXED</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Mixed – White/Caribbean	0	1	1	0	0	0	0	0	0	0	0	0
Mixed – White/ African	0	0	0	0	1	0	0	1	0	0	0	0
Mixed – White & Asian	1	0	0	0	0	0	0	0	0	0	0	0
Mixed – Any other mixed background	0	0	0	0	1	1	0	0	0	0	0	0
<b>ASIAN</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Asian Indian	0	2	1	1	3	3	1	0	0	0	0	0
Asian Pakistani	0	1	0	1	1	0	0	0	0	0	0	0
Asian Bangladeshi	0	0	1	0	0	0	0	0	0	0	0	0
Asian or Asian British – other Asian background	0	0	0	0	1	1	0	0	0	0	0	0
<b>BLACK</b>	<b>1</b>	<b>11</b>	<b>8</b>	<b>1</b>	<b>10</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Black Caribbean	0	4	6	1	2	0	0	1	0	0	0	0
Black African	0	5	2	0	7	3	1	1	0	0	0	0
Black or Black British – other Black background	1	2	0	0	1	1	0	0	0	0	0	0
<b>OTHER</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Chinese	0	1	0	0	0	1	0	0	0	0	0	0
Any other Ethnic Group	1	1	1	0	0	1	0	0	0	0	0	0
<b>NOT KNOWN</b>	<b>32</b>	<b>72</b>	<b>24</b>	<b>6</b>	<b>27</b>	<b>31</b>	<b>13</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>
Not Stated	32	72	24	6	27	31	13	4	2	2	1	0
<b>Total</b>	<b>197</b>	<b>699</b>	<b>479</b>	<b>113</b>	<b>427</b>	<b>418</b>	<b>158</b>	<b>65</b>	<b>24</b>	<b>16</b>	<b>5</b>	<b>1</b>
<b>% BME</b>	<b>2.5%</b>	<b>4.7%</b>	<b>5.0%</b>	<b>2.6%</b>	<b>7.2%</b>	<b>6.4%</b>	<b>3.2%</b>	<b>9.2%</b>	<b>4.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>

### 7.2 Agenda for Change Pay Bands by Age (31 March 2010)

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
16 – 20	13	15	3	0	0	0	0	0	0	0	0	0
21 - 25	15	69	21	12	44	4	0	0	0	0	0	0
26 - 30	7	59	49	9	56	22	6	5	0	0	0	0
31 – 35	9	53	34	4	48	51	19	8	2	0	0	0
36 – 40	19	73	46	13	61	64	19	7	4	1	1	0
41 – 45	27	93	67	19	59	82	36	16	5	7	2	0
46 – 50	33	112	92	18	72	89	39	12	6	4	0	0
51 – 55	31	107	74	21	48	56	30	11	6	4	1	0
56 – 60	32	74	62	9	23	35	4	6	1	0	1	1
61 - 65	10	38	31	8	12	14	5	0	0	0	0	0
65+	1	6	0	0	4	1	0	0	0	0	0	0
<b>Total</b>	<b>197</b>	<b>699</b>	<b>479</b>	<b>113</b>	<b>427</b>	<b>418</b>	<b>158</b>	<b>65</b>	<b>24</b>	<b>16</b>	<b>5</b>	<b>1</b>

### 7.3 Agenda for Change Pay Bands by Gender (31 March 2010)

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
Female	172	545	388	89	299	310	108	40	15	9	2	1
Male	25	154	91	24	128	108	50	25	9	7	3	0
<b>Total</b>	<b>197</b>	<b>699</b>	<b>479</b>	<b>113</b>	<b>427</b>	<b>418</b>	<b>158</b>	<b>65</b>	<b>24</b>	<b>16</b>	<b>6</b>	<b>1</b>

## 8. Promotion

### 8.1 Promotion by Ethnicity (1 October 2009 – 31 March 2010)

	MALE	FEMALE	TOTAL	%
<b>WHITE</b>	<b>15</b>	<b>34</b>	<b>49</b>	<b>84.5%</b>
White – British	15	34	49	84.5%
White – Irish	0	0	0	0%
White – Any other White Background	0	0	0	0
<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>2</b>	<b>2</b>	<b>3.4%</b>
Asian or Asian British – Indian	0	1	1	1.7%
Asian or Asian British – Pakistani	0	1	1	1.7%
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>0</b>	<b>0</b>	<b>0%</b>
Black or Black British – Caribbean	0	0	0	0%
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>2</b>	<b>5</b>	<b>7</b>	<b>12.1%</b>
Not Stated	2	5	7	12.1%
<b>TOTAL</b>	<b>17</b>	<b>41</b>	<b>58</b>	<b>100%</b>
%BME	<b>0%</b>	<b>4.9%</b>		

### 8.2 Promotion by Age (1 October 2009 – 31 March 2010)

	MALE	FEMALE	TOTAL	%
<b>16-24</b>	0	1	1	1.7%
<b>25-34</b>	2	14	16	27.6%
<b>35-44</b>	3	12	15	25.9%
<b>45-54</b>	10	13	23	39.7%
<b>55-64</b>	2	1	3	5.2%
<b>65+</b>	0	0	0	0%
	<b>17</b>	<b>41</b>	<b>58</b>	<b>100%</b>

## 9. Employment Relations

### 9.1 Disciplinary Cases (1 October 2009 – 31 March 2010)

Ethnicity	Counselling	Oral Recorded	Written Warning	Dismissal
<b>WHITE</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>2</b>
White – British	4	4	7	2
White – Irish	-	-	-	-
White – Other	-	-	-	-
<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>1</b>	<b>-</b>	<b>-</b>
Asian Indian	-	1	-	-
Asian Pakistani	-	-	-	-
Asian Bangladeshi	-	-	-	-
Asian or Asian British – other Asian background	-	-	-	-
<b>BLACK</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Black Caribbean	-	-	-	-
Black African	-	-	-	-
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>4</b>	<b>5</b>	<b>7</b>	<b>2</b>

**9.2 Formal Grievances (1 October 2009 – 31 March 2010)**

<b>Ethnicity</b>	<b>Total</b>
<b>WHITE</b>	
White – British	2
White – Irish	-
White – Other	-
<b>MIXED</b>	-
Mixed – White/Caribbean	-
Mixed – White/ African	-
Mixed – White & Asian	-
Mixed – Any other mixed background	-
<b>ASIAN</b>	-
Asian Indian	-
Asian Pakistani	-
Asian Bangladeshi	-
Asian or Asian British – other Asian background	-
<b>BLACK</b>	-
Black Caribbean	-
Black African	-
Black or Black British – other Black background	-
<b>OTHER</b>	-
Chinese	-
Any other Ethnic Group	-
<b>NOT KNOWN</b>	-
Not Stated	-
<b>Total</b>	<b>2</b>

**9.3 Formal Harassment (1 October 2009 – 31 March 2010)****Formal Harassment Cases**

No formal harassment cases in this 6 month period