

Annual Workforce Equality & Diversity Report

Data for the period 1 January 2018 - 31 December 2018

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Introduction

As part of the Trust's *Cultural Pillars* the Trust strives to have a workforce that,

- **Value each other**
- **Are empowered**
- **Keep things simple**
- **Are connected**

These cultural pillars are at the core of the Trust's service provision, recruitment, management and training. Via the core skills training programme and leadership courses the Trust emphasises the importance of equality and diversity in the workplace in order to foster an environment of respect for staff to work and for service users to recover.

This report is part of the wider Trust Equality and Diversity agenda and supplements the Trust Annual Equality and Diversity Report which is also available on the Equality and Diversity page of the Trust website.

This report will be considered as part of Trust work programmes and the Trust will monitor the data as one way to consistency check the fair application of Trust policies and procedures. The Trust will use this report, the Annual Equality and Diversity Report and the Staff Results to help inform the development and implementation of the Workforce Strategy and Equality and Diversity Strategy.

Under the Equality Act (2010) the Trust is required to monitor information relating to Equality and Diversity. The data provided in this report has been grouped appropriately so that individuals cannot be identified in accordance with the General Data Protection Act 2018. The tables and graphs show percentages rather than numbers in order to ensure that staff are not identifiable

This report will examine data for each of the following Equality and Diversity categories:-

- Age
- Disability
- Ethnicity
- Gender
- Maternity/Adoption Leave
- Marital Status
- Religious Belief
- Sexual Orientation

Due to data quality issues for Religious Belief and Sexual Orientation, as outlined in the notes below, it is not possible to provide data for pay differentials, disciplinary and grievance.

The percentage of staff on maternity/ adoption leave and staff in post by marital status is shown on page 18. The report from NHS Jobs does not include data pertaining to marital status or pregnancy/ maternity status therefore it is not possible to analyse the recruitment process by these categories.

It is currently not possible to record information regarding gender reassignment on the Electronic Staff Record System and therefore not possible to include in this report.

Within each Equality and Diversity category this report will detail information relating to the following (where possible):-

- Staff in Post
- Recruitment Process
- Leavers
- Pay Differentials
- Disciplinary and Grievance

Notes regarding the information and data quality:

- The figures exclude Clinical Trainee Psychologists hosted by the Trust.
- The figures exclude external secondments and honorary contract holders.
- There are issues with data quality relating to the recording of disability and marital status which is captured at the recruitment stage but is subsequently not updated if there are changes to a persons disability status or marital status.
- There are gaps in the data available for Religious Belief and Sexual Orientation as this was unable to be recorded on the previous HR/ Payroll system. The gaps in the data mean that for the majority of staff Religious Belief and Sexual Orientation are 'Undefined' this can be seen in the staff in post pie charts on pages 19 and 20 respectively.

Notes regarding Disciplinary and Grievance data:

- The figures are based upon the number of cases and so if an individual has been through the disciplinary procedure more than once then they will be included in the figures more than once. This will have an impact of the proportions of staff when analysing the data in each equality and diversity category.
- The figures include all formal and informal cases that were active at any point during the period 1 January 2018 - 31 December 2018 excludes any cases that were anonymous or collective grievances as data unavailable for these cases.

Age

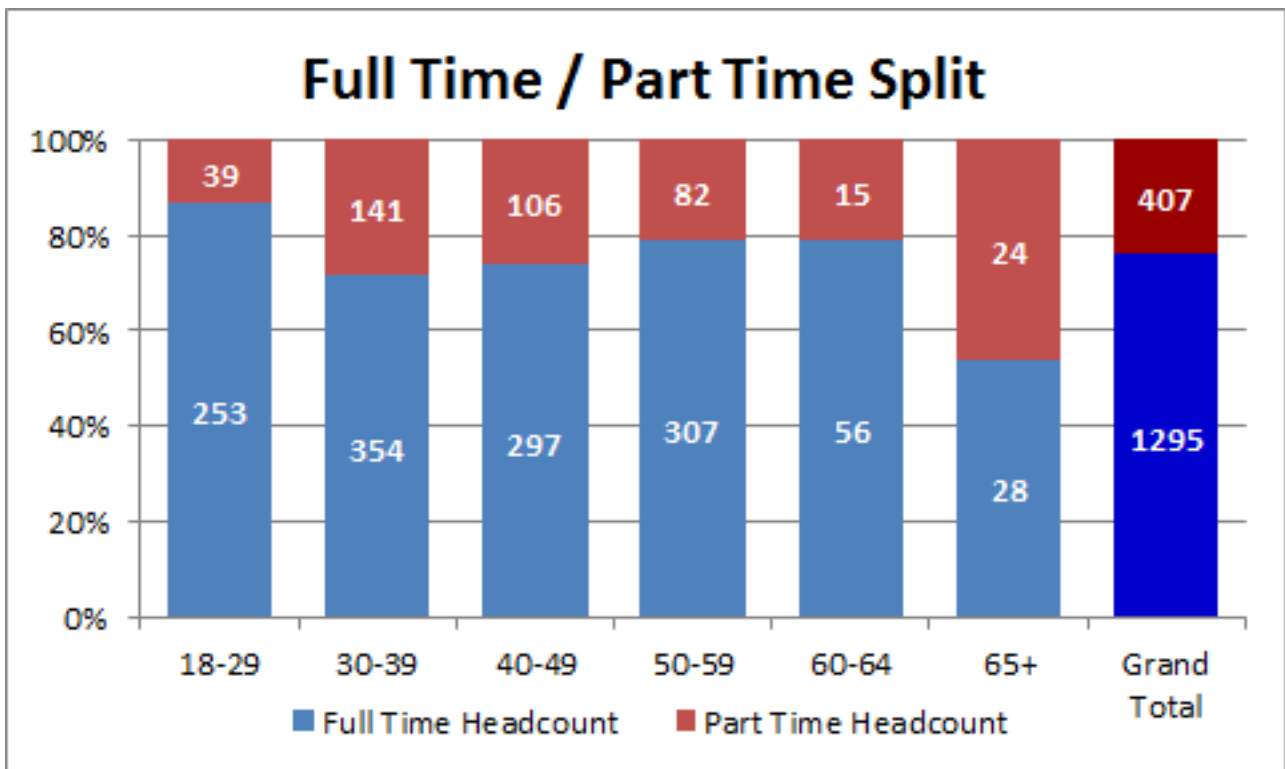
Staff in Post

The table below shows the breakdown of Trust staff in post as at 31 December 2018 by age band compared with the local populations of Camden and Islington.

Age Band	Trust staff in post 31 December 2018	Camden Local Population	Islington Local Population
18-29	17.2%	24.9%	27.0%
30-39	29.1%	19.8%	20.5%
40-49	23.7%	13.3%	13.8%
50-59	22.9%	5.0%	4.9%
60-64	4.2%	4.2%	3.5%
65+	3.1%	7.9%	6.5%

**Data Sources Local Population Data:- Office for National Statistics, England and Wales Census 2011. Note that the percentages for each age bracket have been calculated as a proportion of the total population from Age 0-85+.*

The graph below shows the ratio of full and part time staff by age group.



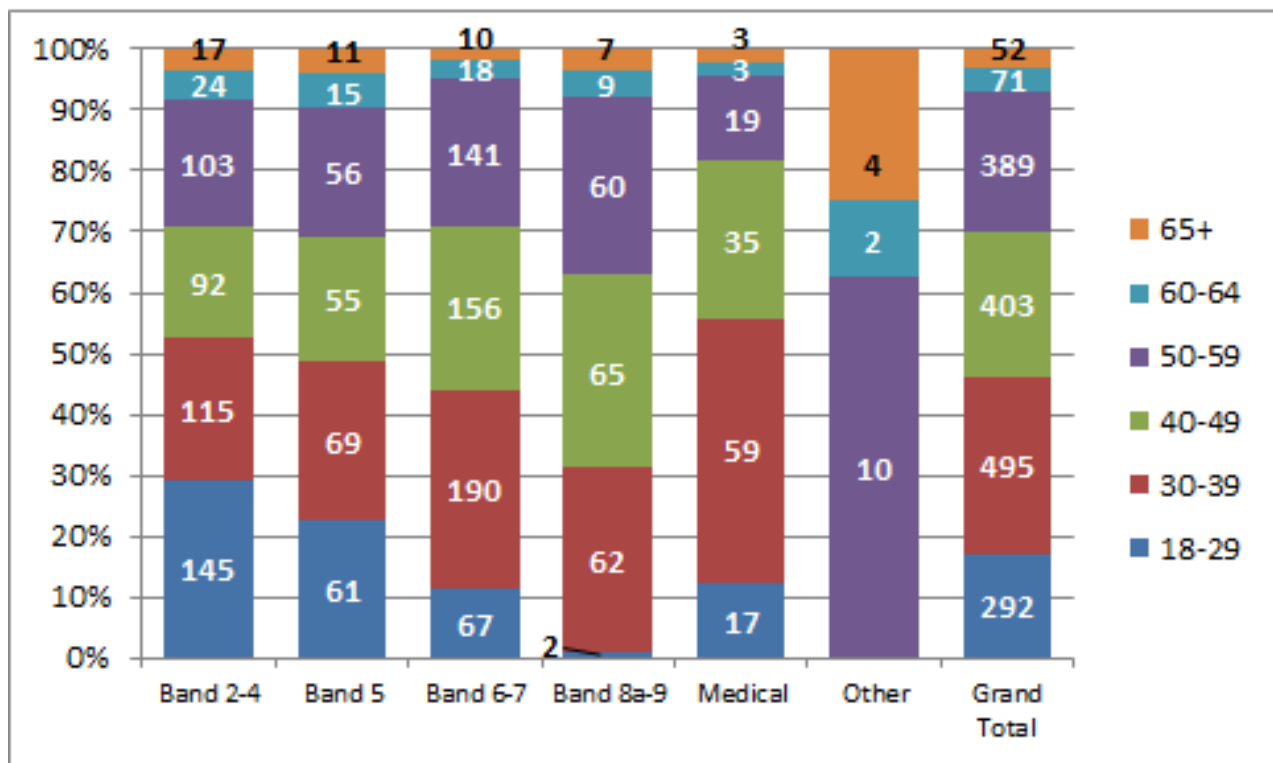
Age

Pay Differentials

The graph below shows the staff in post by age band in each pay category. For the purposes of data protection Directors have been coded in the Band 8A - Band 9 pay category. Any staff not on Agenda for Change have been coded to the equivalent Agenda for Change pay band.

Within the Medical staffing the lower proportion of staff in the age category 50 and above this age category can be explained by the fact that Junior Doctors in training account for the majority of Medical staff.

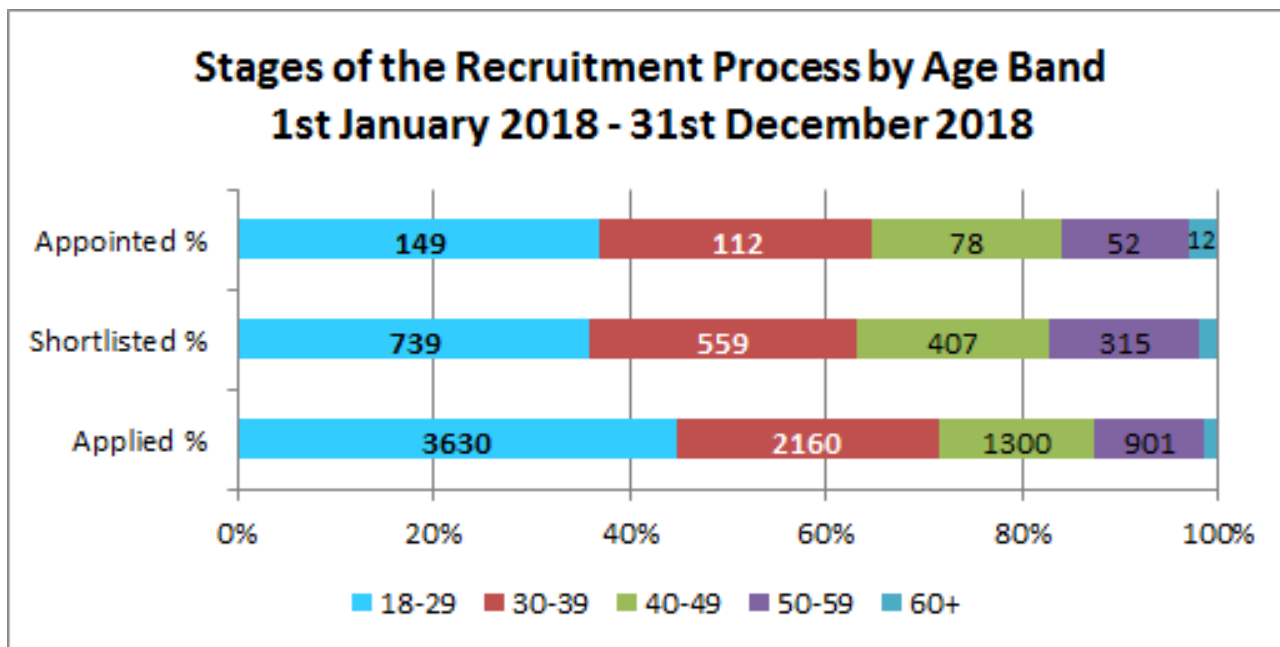
Age Band	18-29	30-39	40-49	50-59	60-64	65+	Grand Total
Band 2-4	145	115	92	103	24	17	496
Band 5	61	69	55	56	15	11	267
Band 6-7	67	190	156	141	18	10	582
Band 8a-9	2	62	65	60	9	7	205
Medical	17	59	35	19	3	3	136
Other	0	0	0	10	2	4	16
Grand Total	292	495	403	389	71	52	1702



Age

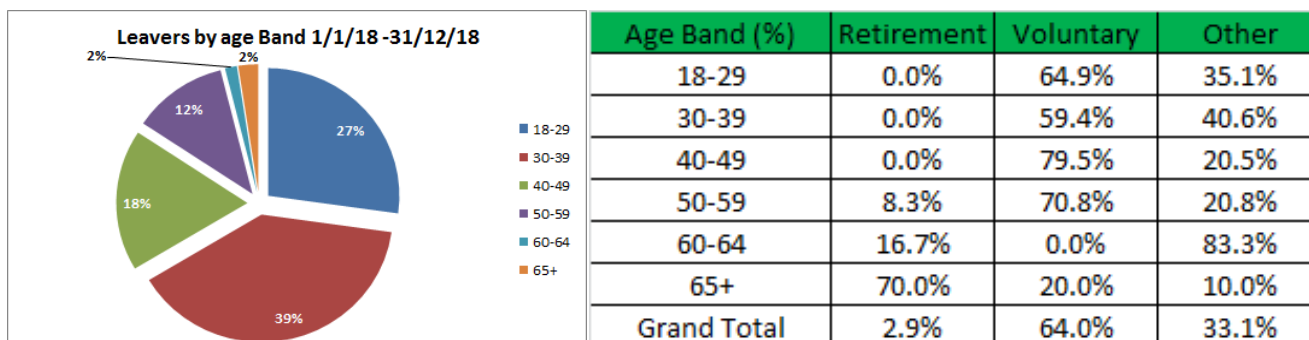
Recruitment Process

The graph below, shows the number of applications, numbers shortlisted and numbers appointed for each age band.



Leavers

The proportion of leavers within each age band is shown in the pie chart below.

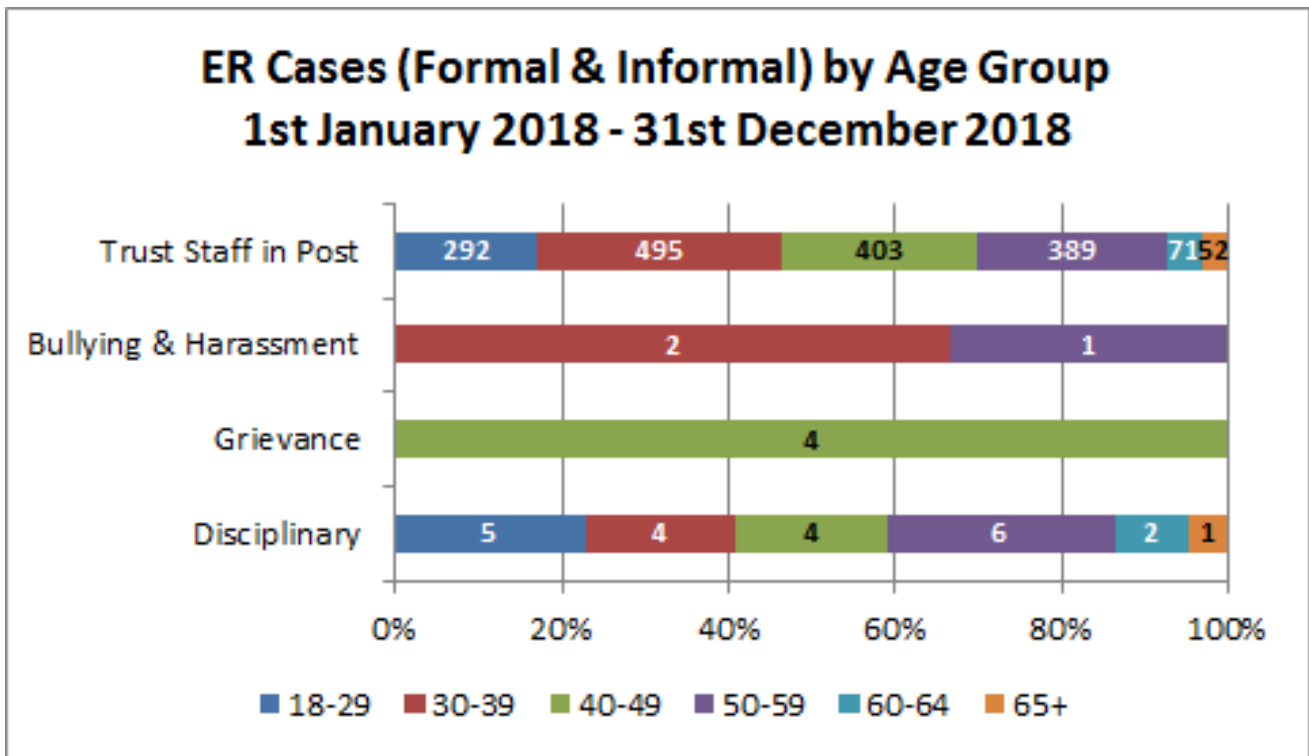


The table below shows that within each age band, the majority of staff left their employment with the Trust during the period 1 January 2018 - 31 December 2018 due to voluntary resignation for reasons including promotion, relocation and further training. The exception being within the 60-64 and 65+ age band when the majority of leavers left due to retirement.

Age

Employee Relations

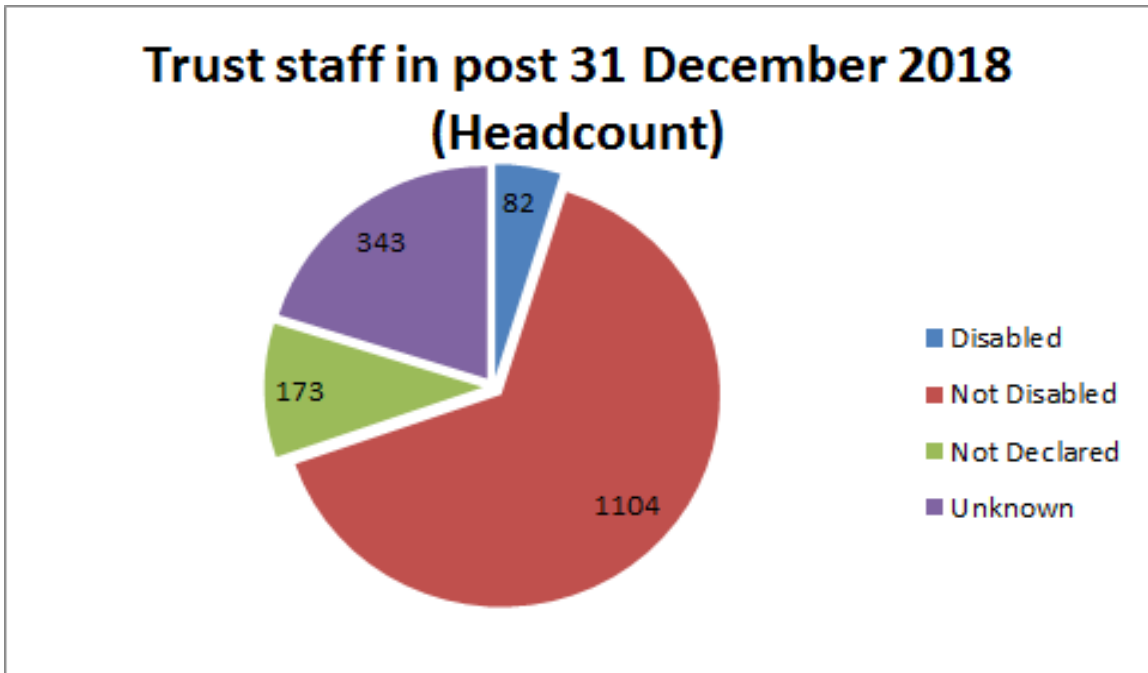
The table below shows the percentage of disciplinary and grievance cases active during the period 1 January 2017 - 31 December 2018. Please refer to the notes regarding disciplinary and grievance data on page 4.



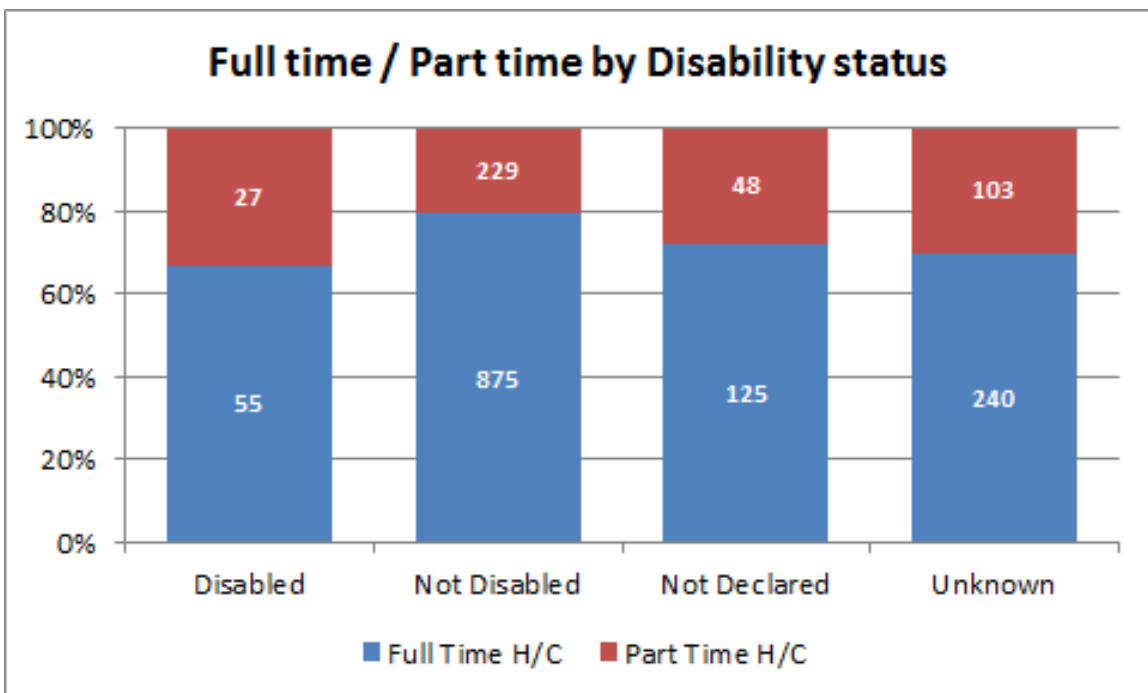
Disability

Staff in Post

The pie chart below shows the breakdown of Trust staff in post as at 31 December 2018 by disability status. As illustrated in the chart the disability status of 20% of staff is 'Unknown' as it was not recorded on previous HR/ Payroll systems. There is a total of 5% of staff that have declared themselves Disabled. For information regarding the data quality please refer to the Introduction on page 3.



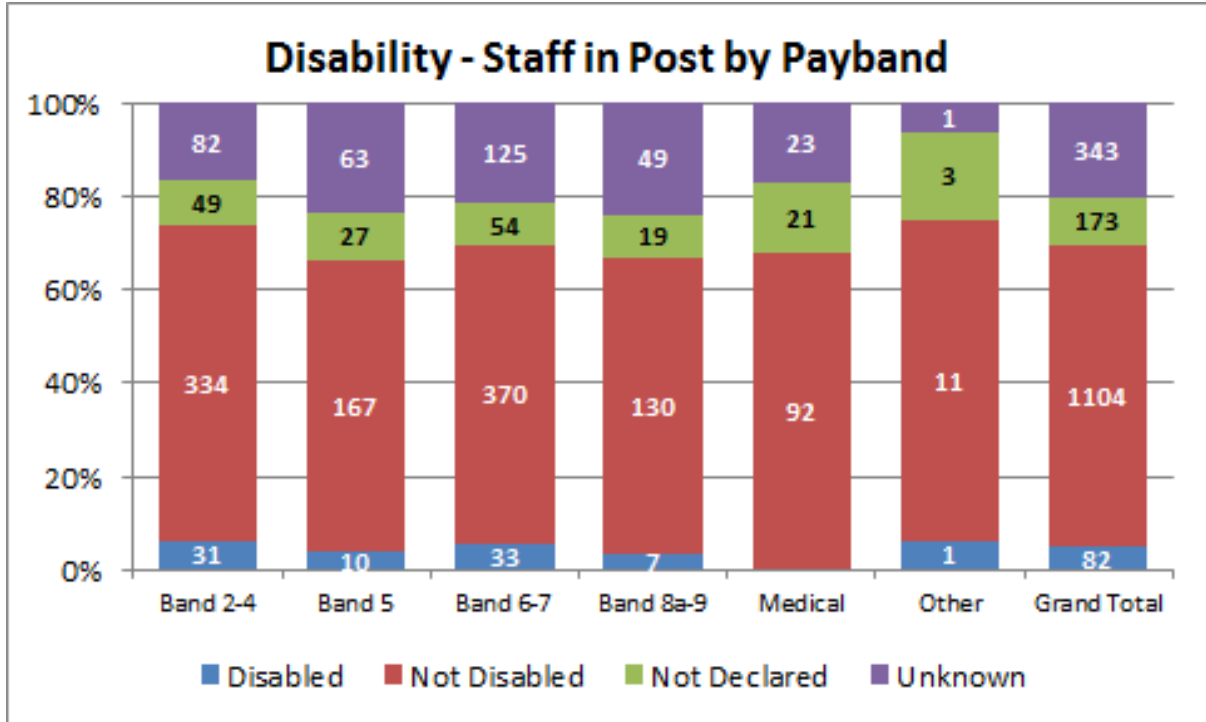
The chart below shows the proportion of staff by full time and part time in each category.



Disability

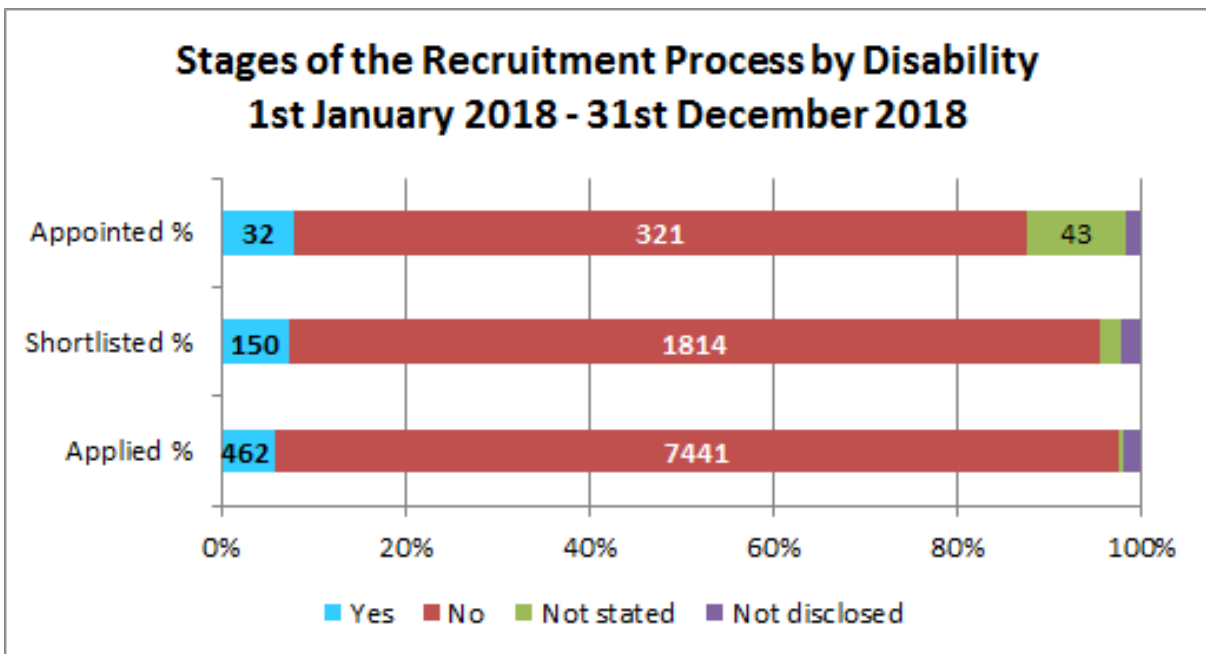
Pay Differentials

The chart below shows that percentage of staff in post (as at 31 December 2018) by staff group that had declared that they were disabled.



Recruitment Process

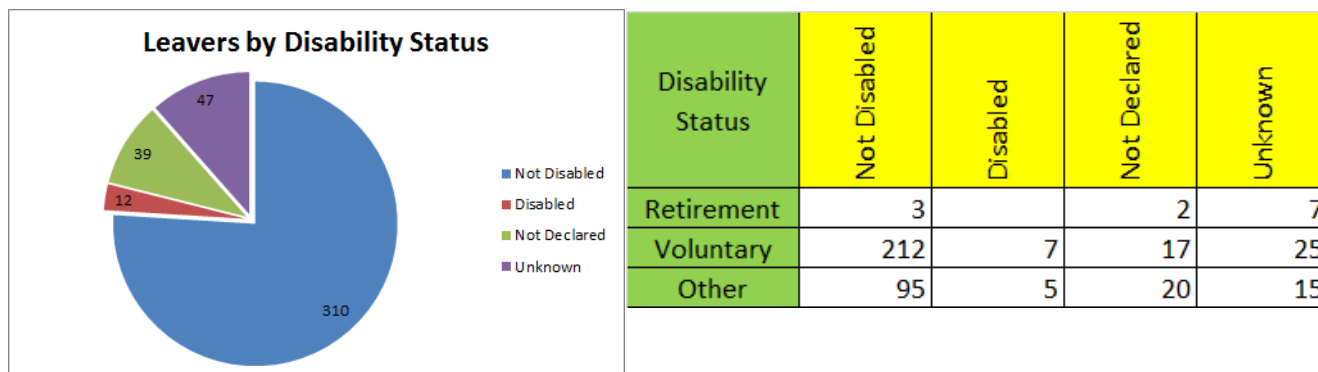
The chart below shows the proportion of candidates at each stage of the recruitment process by disability status.



Disability

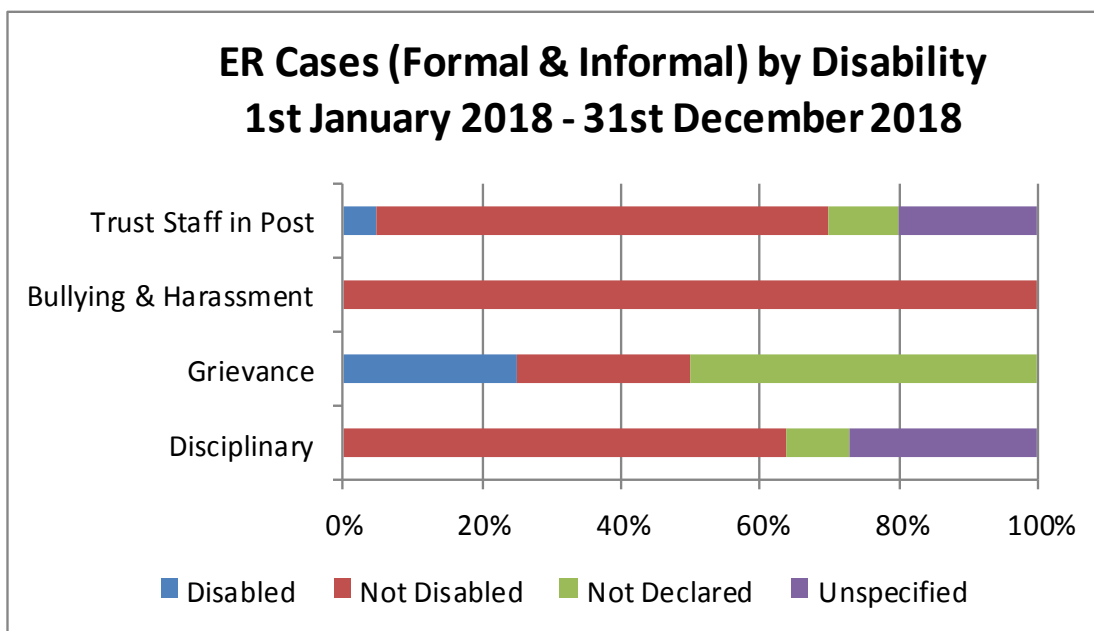
Leavers

The chart below shows the proportion of leavers by disability status, with the reasons for leaving for each disability status category shown in the table, during the period 1 January 2018 - 31 December 2018.



Employee Relations

The table below shows the percentage of disciplinary and grievance during the period 1 January 2018 - 31 December 2018. Please refer to the notes regarding disciplinary and grievance data on page 4.



Ethnicity

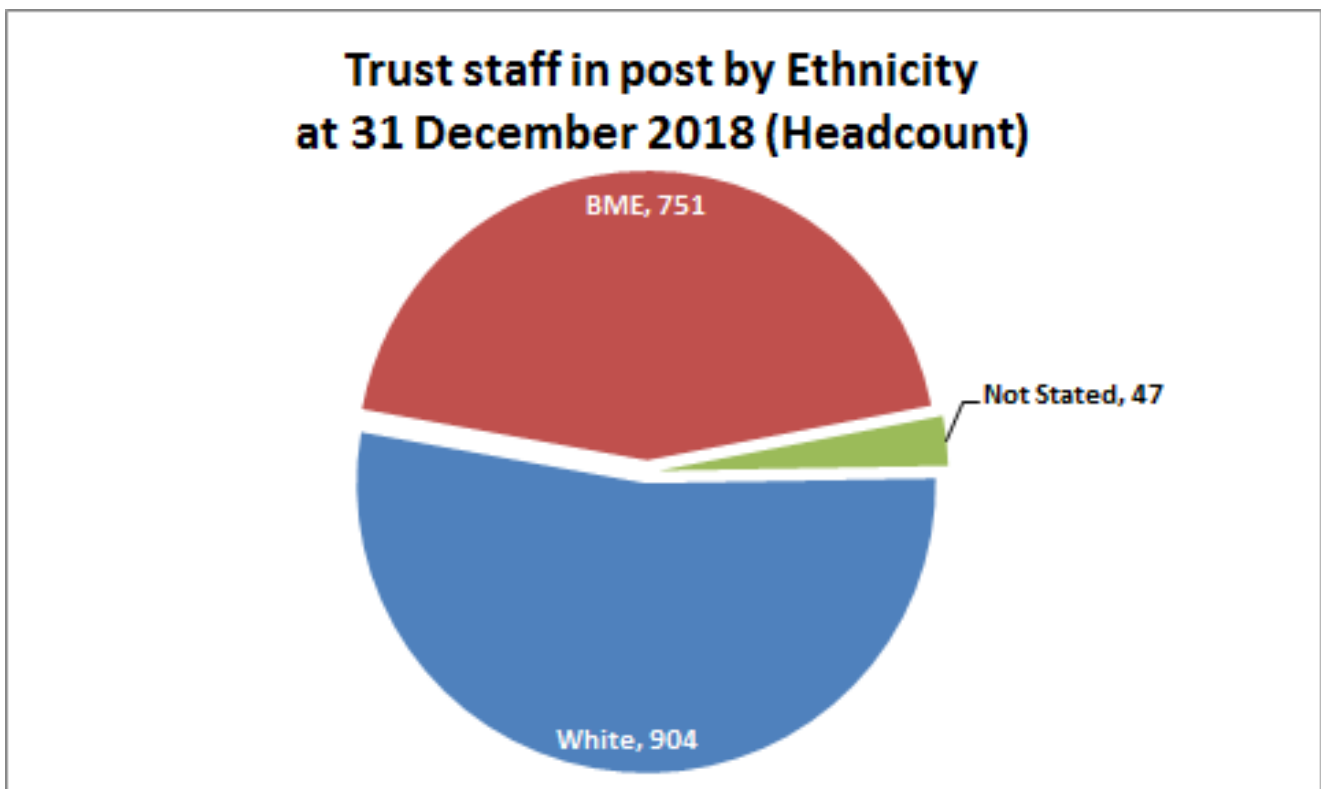
Staff in Post

The table below shows the breakdown of Trust staff in post as at 31 December 2018 by Ethnicity compared with the local populations of Camden and Islington.

Of the total staff in post 45% of staff are from a BME background, this compares to 27% of the local population of Camden and 32% of the local population of Islington.

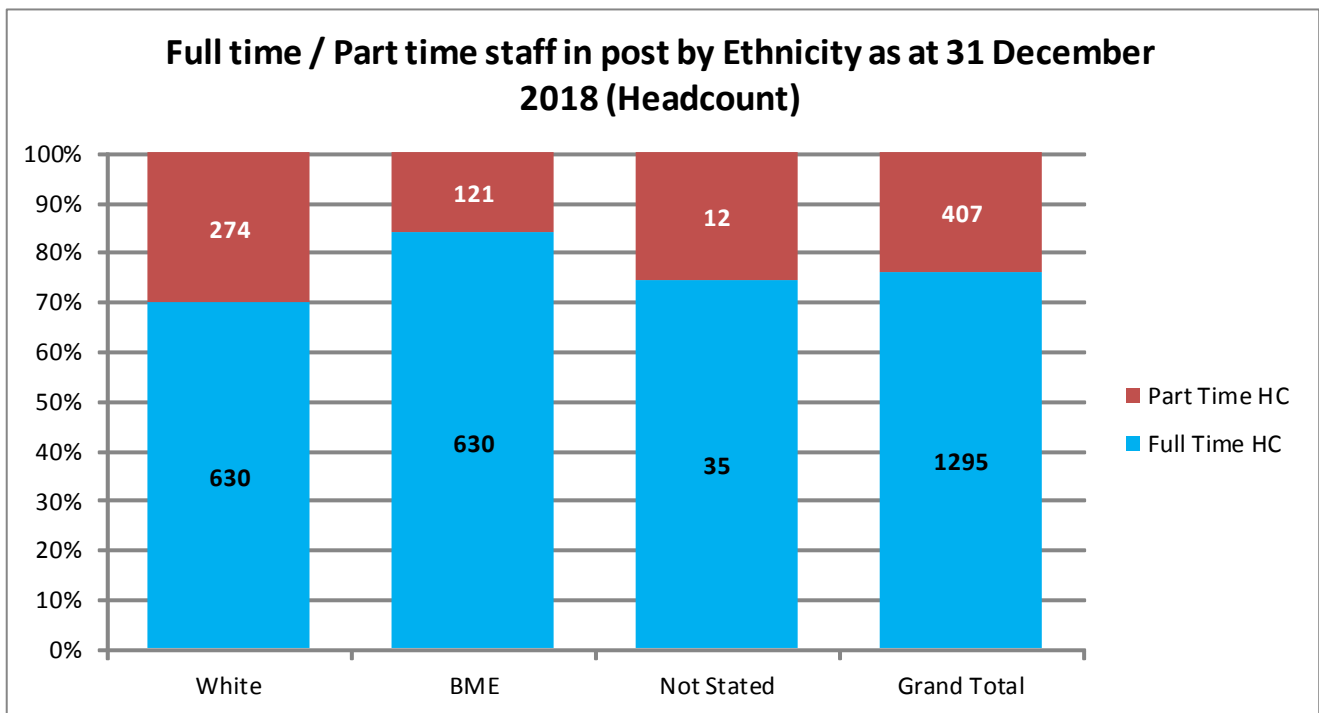
Ethnicity	Trust staff in post 31 December 2018	Camden Local Population	Islington Local Population
White	53.1%	73.1%	68.3%
Mixed	4.1%	3.7%	6.4%
Asian	8.9%	10.4%	9.2%
Black	27.7%	8.3%	12.7%
Other	3.5%	4.5%	3.4%
Not Stated	2.8%		

**Data Sources Local Population Data:- Office for National Statistics, England and Wales Census 2011.*



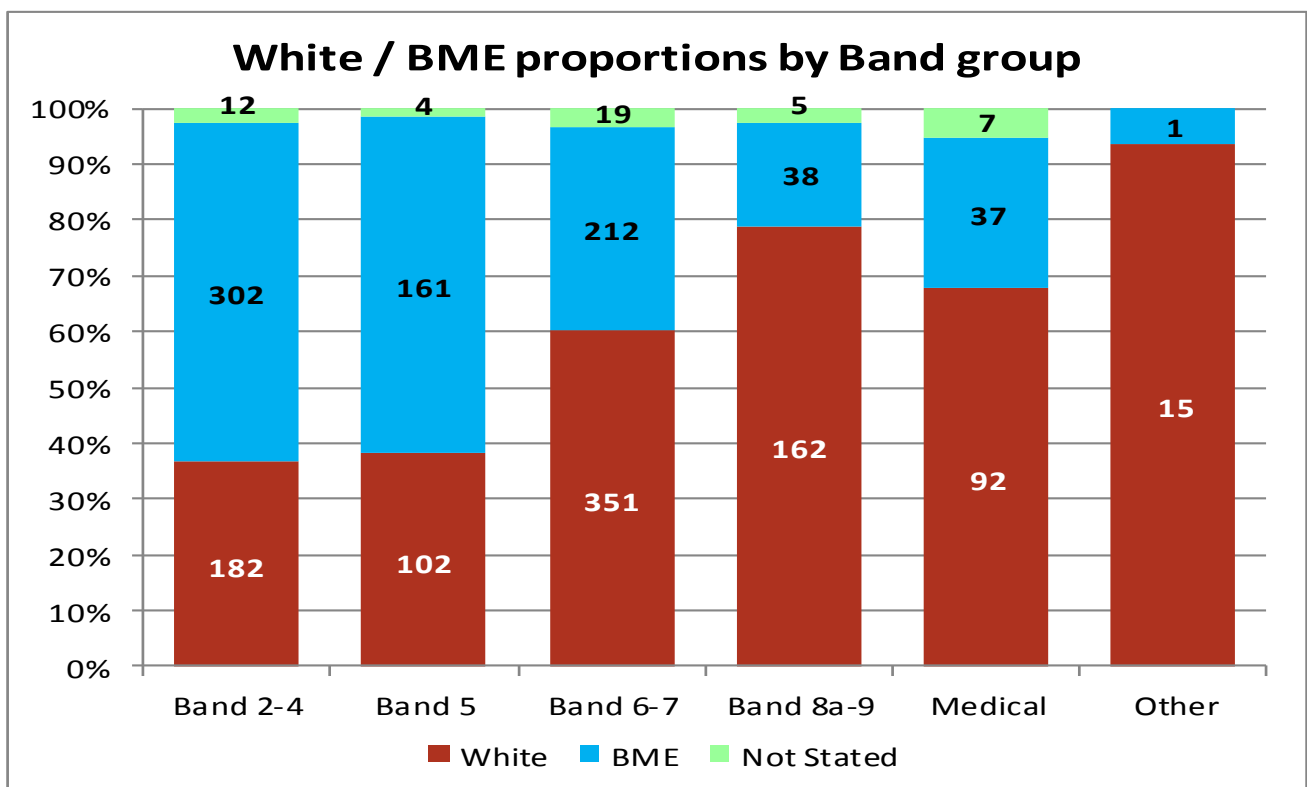
Ethnicity

The chart below illustrates the ratio of full to part time staff within each of the ethnicity categories.



Pay Differentials

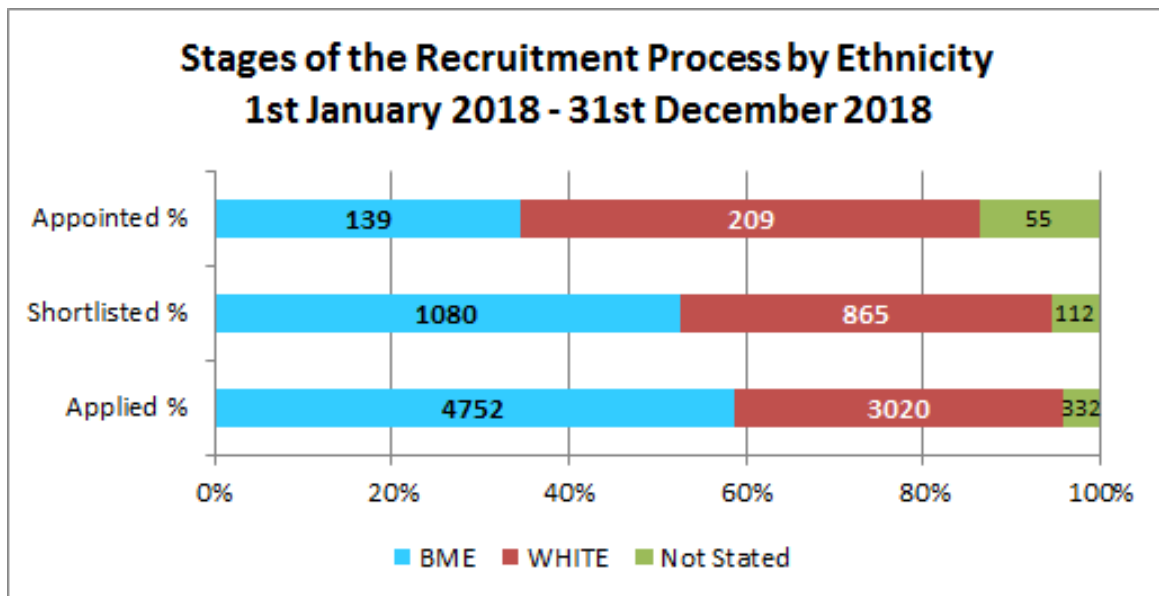
The chart below shows the ratio of ethnicity category within each of the pay bands.



Ethnicity

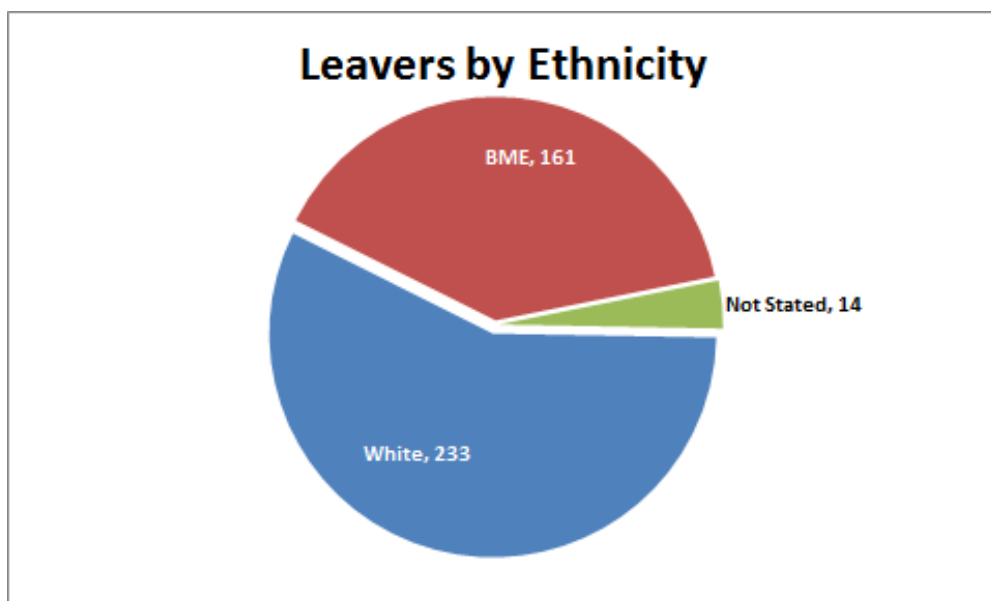
Recruitment Process

The chart below shows the percentage of applications, shortlisted and appointed by ethnicity.



Leavers

The most common reason for leaving given during the period 1 January 2018 - 31 December 2018 was 'Voluntary Resignation' within BME and White Background ethnicity categories.

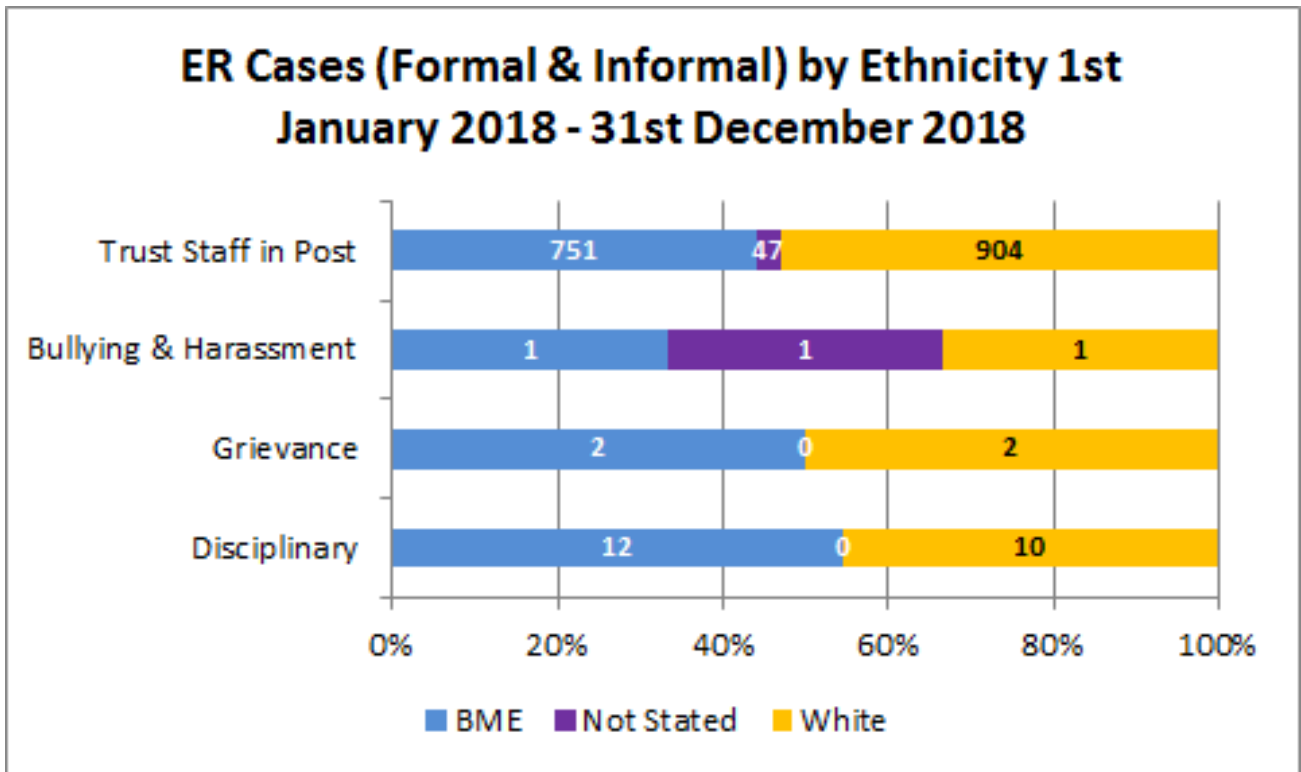


Ethnicity	White	BME	Not Stated
Retirement	7	5	
Voluntary	130	123	8
Other	96	33	6
Total	233	161	14

Ethnicity

Employee Relations

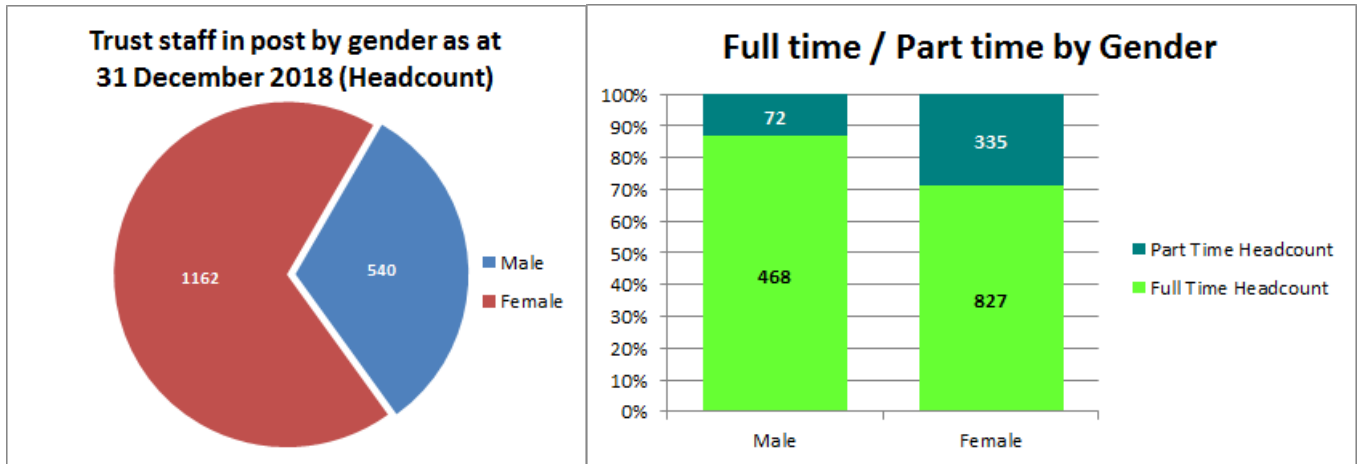
The figure below show the proportion of staff that have been subject to formal and informal HR processes by ethnicity during the period 1 January 2018 - 31 December 2018. Please refer to the notes regarding disciplinary and grievance data on page 4.



Gender

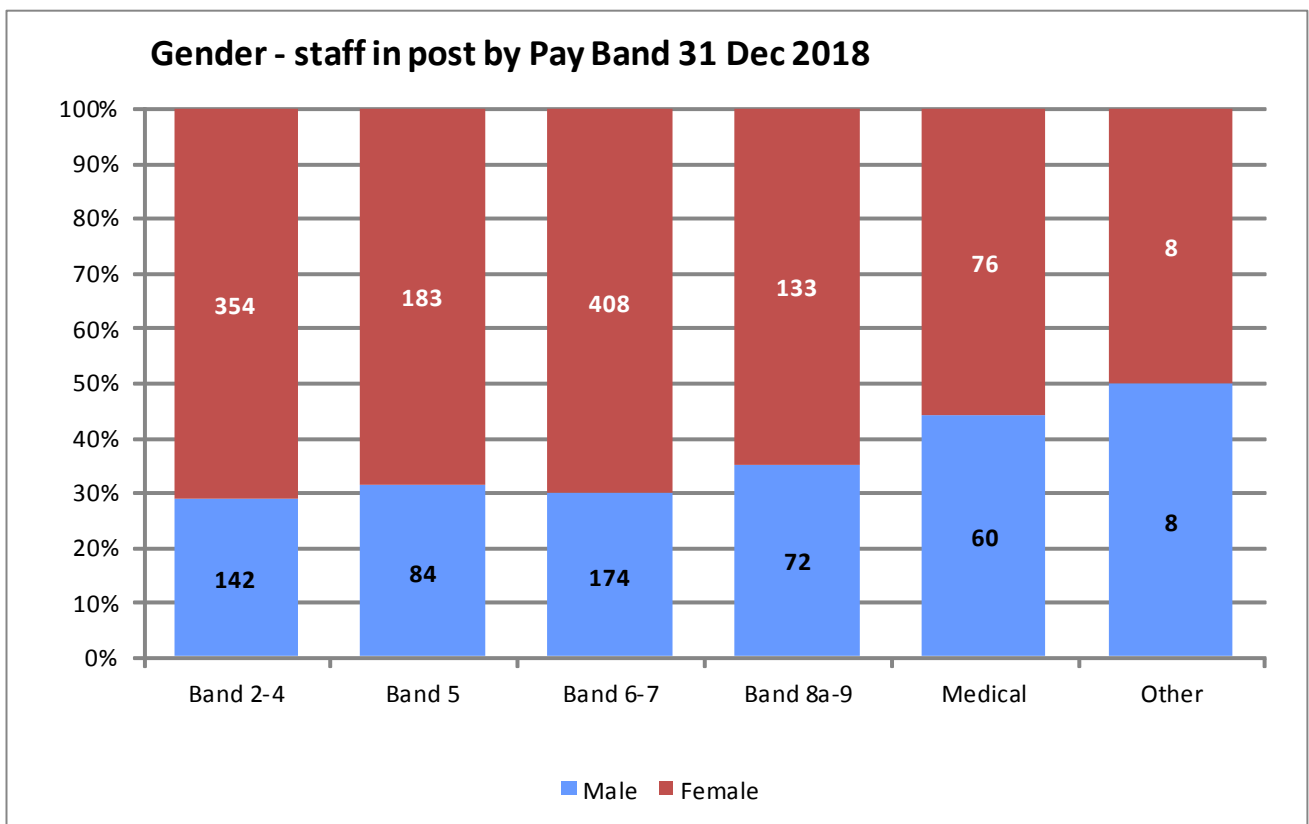
Staff in Post

The pie chart below shows the breakdown of Trust staff in post as at 31 December 2018 by gender. The majority of staff in post are female, of which more work part time compared to the male staff in post as illustrated in the charts below.



Pay Differentials

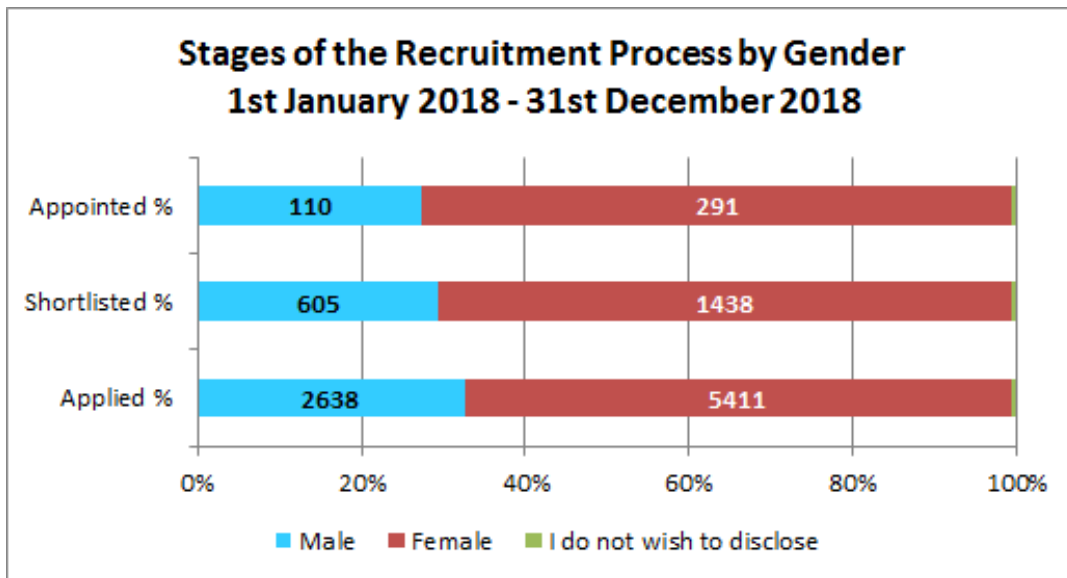
The ratio of females to males in post by pay band can be seen in the chart below.



Gender

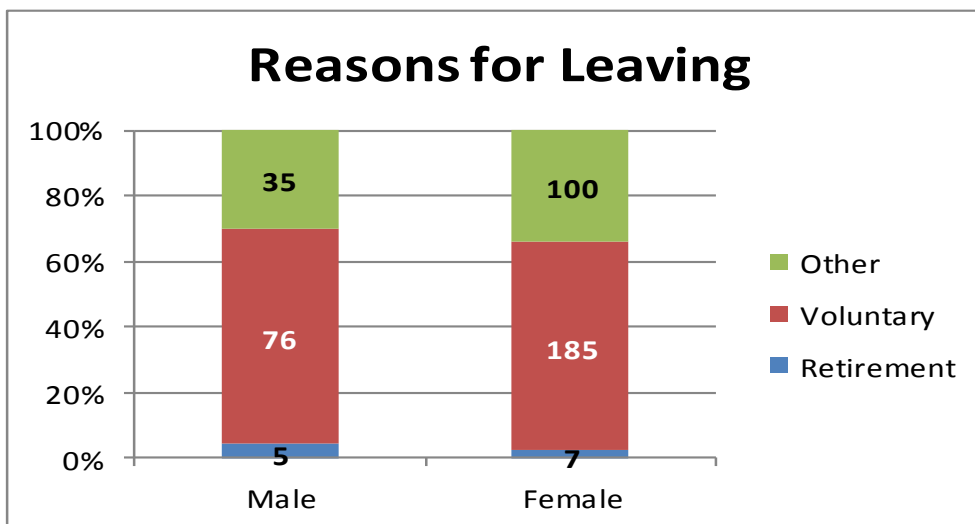
Recruitment Process

The proportion of females to males is consistent through the recruitment process as demonstrated in the chart below.



Leavers

The most common reason for leaving during the period 1 January 2018 - 31 December 2018 was voluntary resignation for both female and male leavers as shown in the chart below.

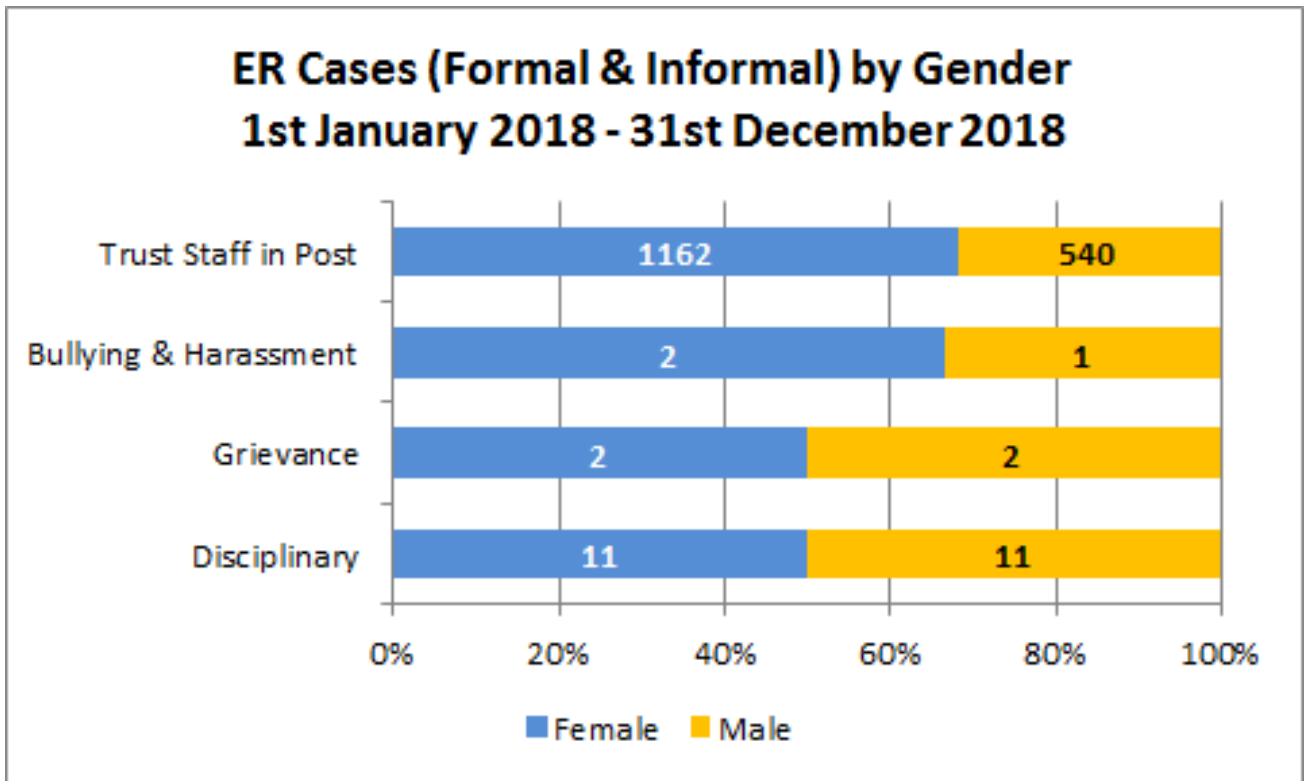


Gender	Other	Retirement	Voluntary
Female	34.2%	2.4%	63.4%
Male	30.2%	4.3%	65.5%
Grand Total	33.1%	2.9%	64.0%

Gender

Employee Relations

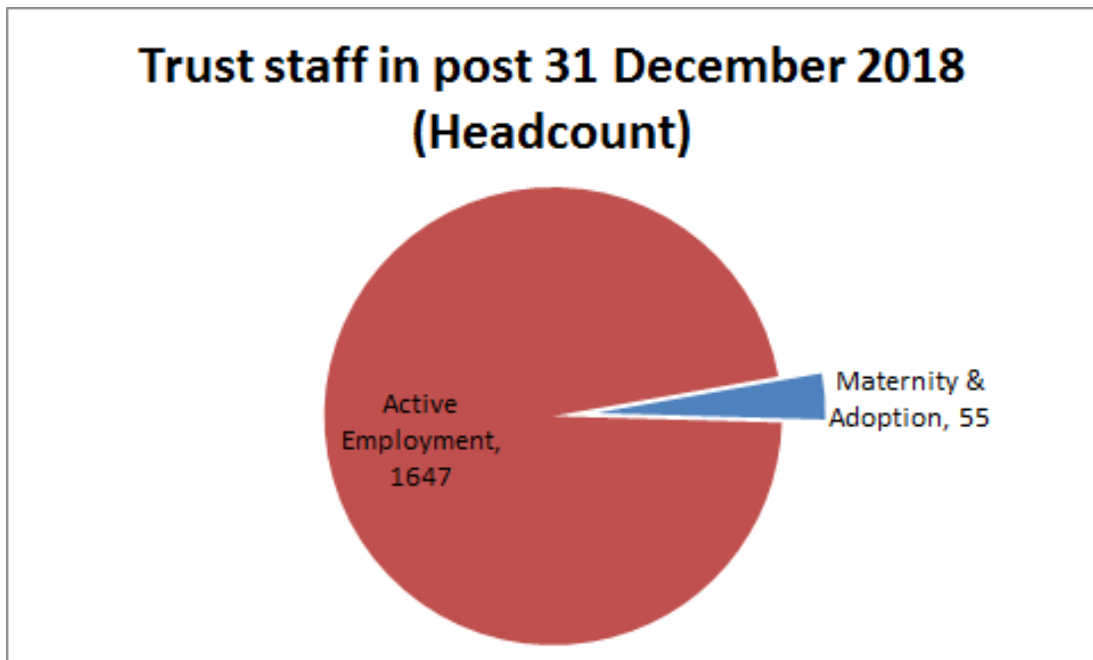
The table below shows the proportion of Employee Relations cases during the period 1 January 2018 - 31 December 2018. Please refer to the notes regarding disciplinary and grievance data on page 4.



Maternity Status

Staff in Post

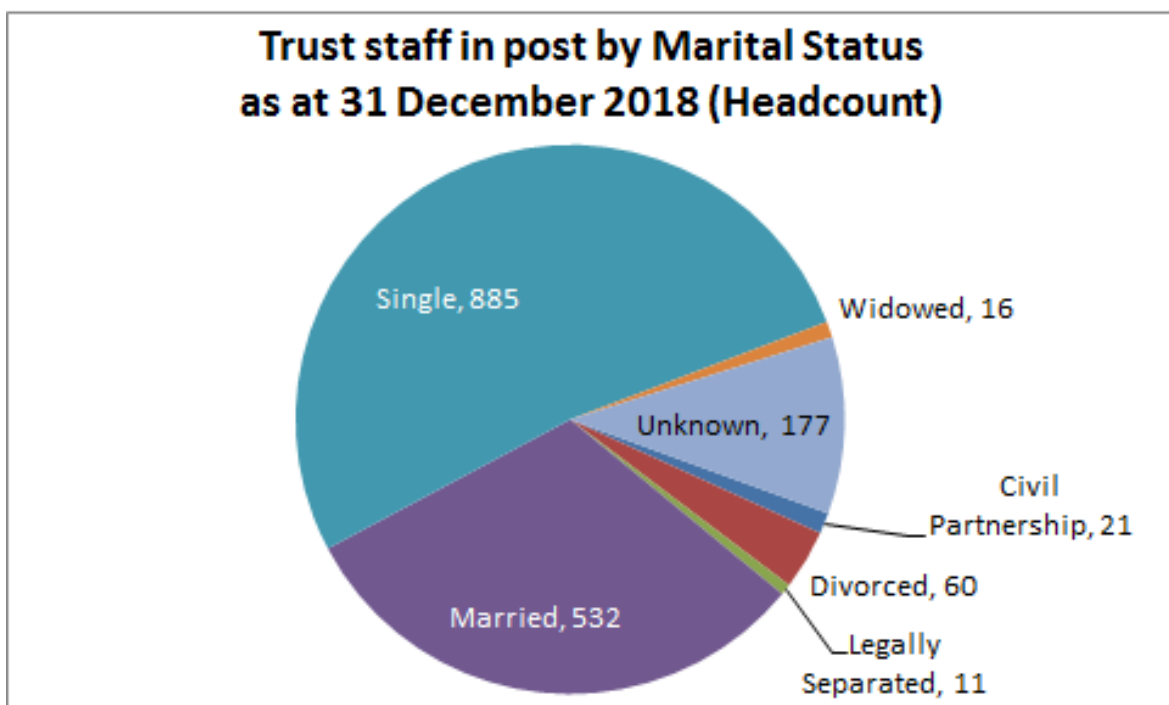
The table below shows the proportion of Trust staff in post as at 31 December 2018 on maternity/adoption leave. Please refer to the notes on page 3 regarding the data.



Marital Status

Staff in Post

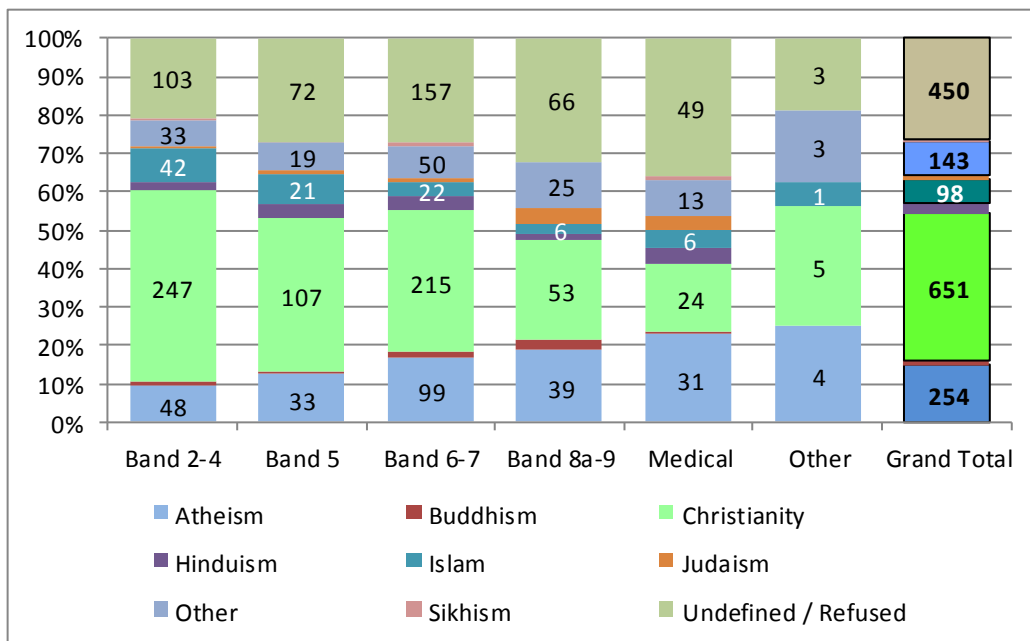
The table below shows the breakdown of Trust staff in post as at 31 December 2018 by marital status. For the purposes of data protection the some fields have been grouped together. Please refer to the notes on page 3 regarding the data.



Religious Belief

Staff in Post

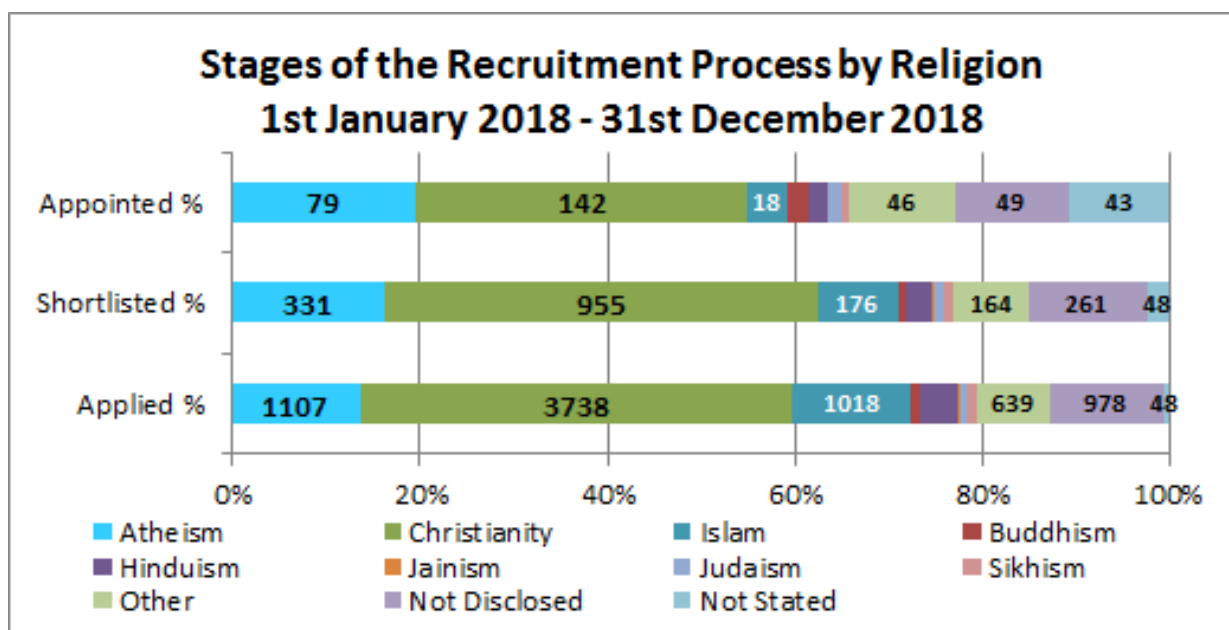
The table below shows the breakdown of Trust staff in post as at 31 December 2018 by religious belief.



*Data Sources Local Population Data:- Office for National Statistics, England and Wales Census 2011.

Recruitment Process

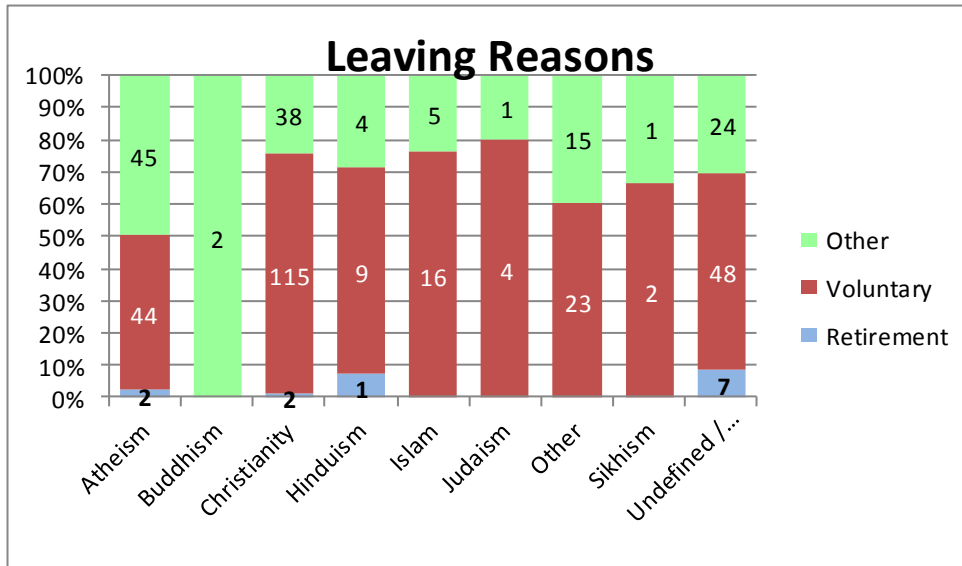
The chart below shows the proportion of applicants, those shortlisted and appointed by religious belief during the period 1 January 2018 - 31 December 2018.



Religion/ Belief

Leavers

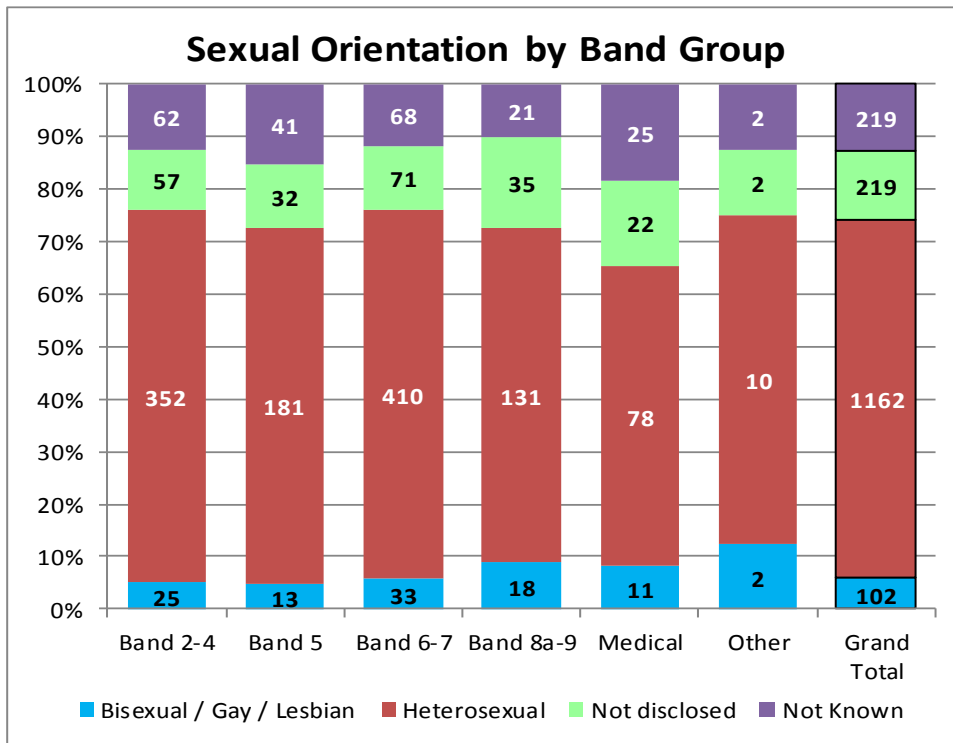
The most common reason for leaving during the period 1 January 2018 - 31 December 2018 was voluntary resignation.



Sexual Orientation

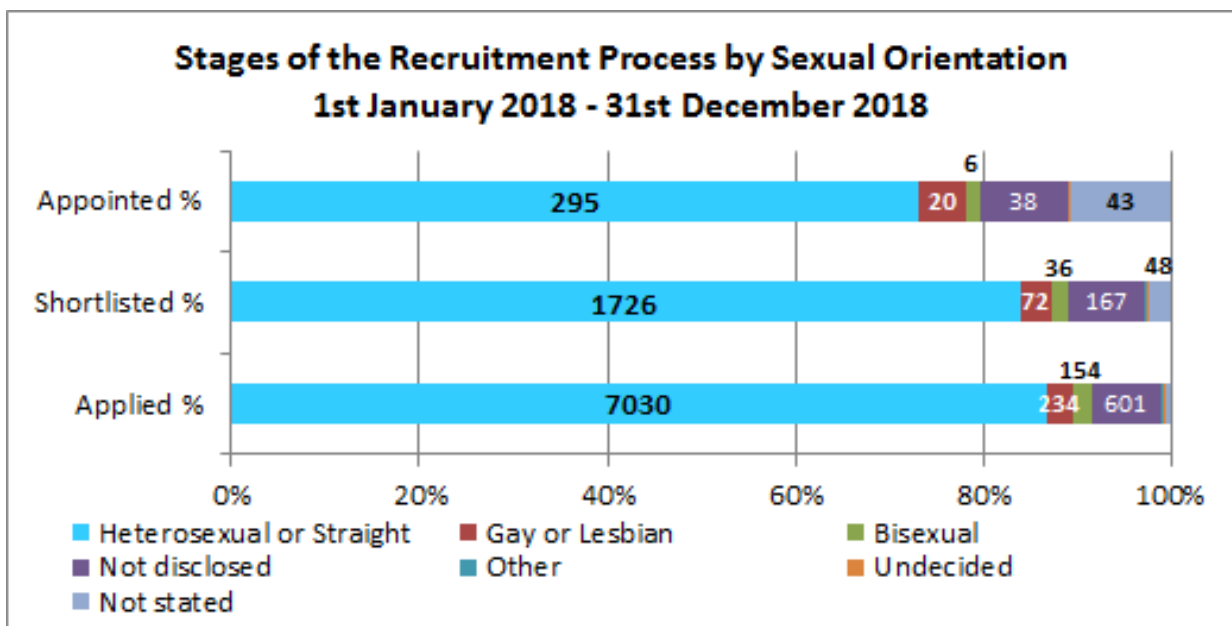
Staff in Post

The table below shows the breakdown of Trust staff in post as at 31 December 2018 by sexual orientation. For the purposes of data protection the sexual orientation categories Bisexual, Gay or Lesbian have been grouped together.



Recruitment Process

The chart below shows the proportion of applicants, those shortlisted and appointed by sexual orientation during the period 1 January 2018 - 31 December 2018



Sexual Orientation

Leavers

The most common reason for leaving during the period 1 January 2018 - 31 December 2018 was voluntary resignation.

