

Mid Yorkshire Hospitals NHS Trust

**Workforce Equality & Diversity Report
2014/15**

Version 0.1

Workforce Equality & Diversity Report 2014/15

1. Introduction

1. The following provides an analysis of the Trust workforce in 2014/15 in terms of the protected characteristics set out in the Equality Act 2010, i.e.:
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion and Belief
 - Sex
 - Sexual Orientation

2. This is an initial analysis of the data, providing commentary on the key facets. A more detailed analysis of the data is currently being undertaken and comparisons made with the data for 2012. Once this is complete a report will be produced identifying key issues and setting out any actions that may need to be taken, as appropriate.

3. This initial report provides information in the following areas:-
 - Staff In Post
 - Leavers
 - Employee Relations
 - Training Data
 - Recruitment Activity

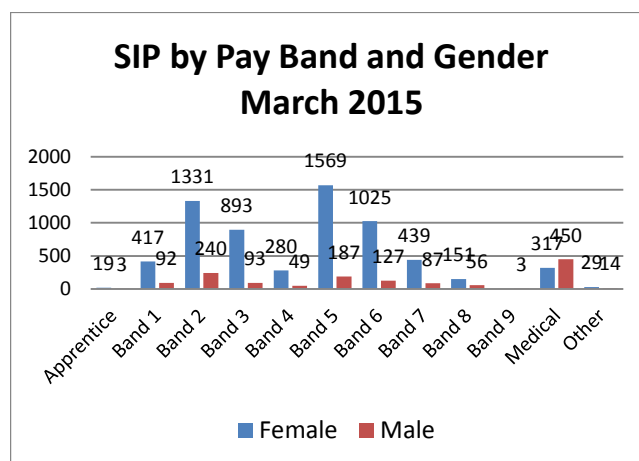
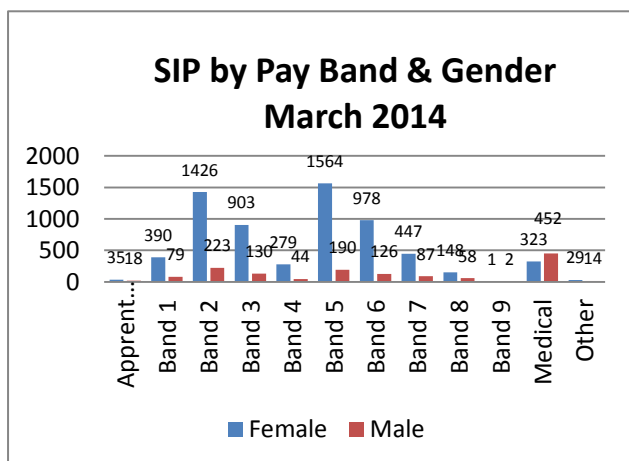
4. Various different data sources have been used in order to produce the information. Which covers the twelve month period April 2014 to March 2015. These include:-
 - The Electronic Staff Records System (ESR)
 - NHS Jobs 2
 - 2011 Census

2. Staff in Post

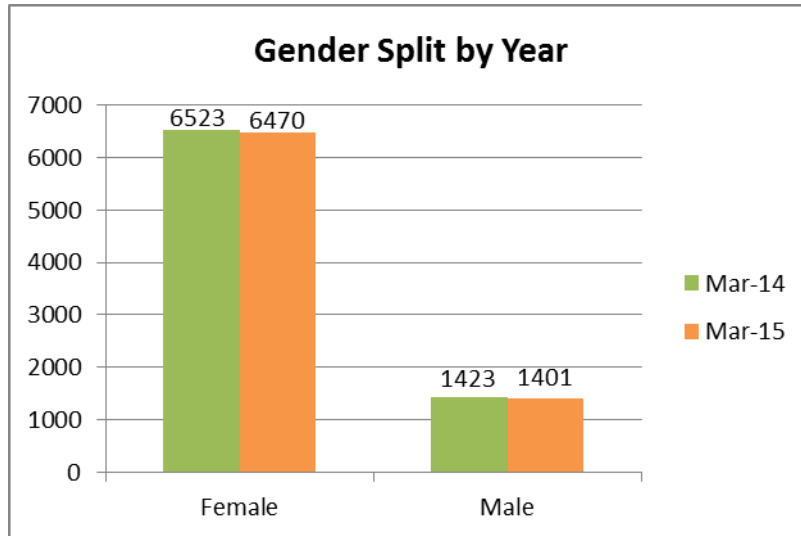
- Staff in post has decreased over the last 12 months with a headcount figure of 7946 in March 2014 to 7871 in March 2015. There has been a reduction in WTE within the Additional, Professional, Scientific and Technical staff group, however, the skill mix has remained the same.

| | Mar-14 | | | | Mar-15 | | | |
|------------------------------|-------------|-------|---------------|-------|-------------|-------|---------------|-------|
| | Total | % | FTE | % | Total | % | FTE | % |
| Prof Scientific and Technic | 223 | 2.81 | 191.9 | 2.82 | 191 | 2.43 | 163.6 | 2.42 |
| Additional Clinical Services | 1471 | 18.51 | 1215.7 | 17.87 | 1494 | 18.98 | 1231.1 | 18.24 |
| Administrative and Clerical | 1472 | 18.53 | 1245.5 | 18.31 | 1451 | 18.43 | 1233.8 | 18.28 |
| Allied Health Professionals | 580 | 7.30 | 508.5 | 7.48 | 567 | 7.20 | 498.3 | 7.38 |
| Estates and Ancillary | 906 | 11.40 | 677.7 | 9.96 | 856 | 10.88 | 647.1 | 9.59 |
| Healthcare Scientists | 171 | 2.15 | 161.8 | 2.38 | 162 | 2.06 | 154.6 | 2.29 |
| Medical and Dental | 775 | 9.75 | 744.3 | 10.94 | 767 | 9.74 | 734.7 | 10.89 |
| Nursing and Midwifery | 2318 | 29.17 | 2030.3 | 29.84 | 2368 | 30.09 | 2072.3 | 30.70 |
| Students | 30 | 0.38 | 27.5 | 0.40 | 15 | 0.19 | 13.8 | 0.20 |
| Grand Total | 7946 | | 6803.1 | | 7871 | | 6749.1 | |

2.1 Staff in Post by Gender



- The above charts show staff by gender & pay band. In line with the national NHS gender profile, the majority of pay bands have a greater proportion of females than males with the exception of Medical. However, the higher up the pay bands, the greater the proportion of males to females (excluding Band 4's). The proportion of males to females has remained fairly static over the last 12 months at 82%. This compares with the latest population figures which show that there are 53% Males and 47% Females within Yorkshire & Humber who are economically active (Source: Census 2011). The proportion of females in Pay Bands 2, 8 & Medical have increased slightly in the period.



2.2 Staff in Post by Religion & Belief and Sexual Orientation

7. There has been a slight increase in the number of staff declaring their Religion & Belief and Sexual Orientation in March 2015.

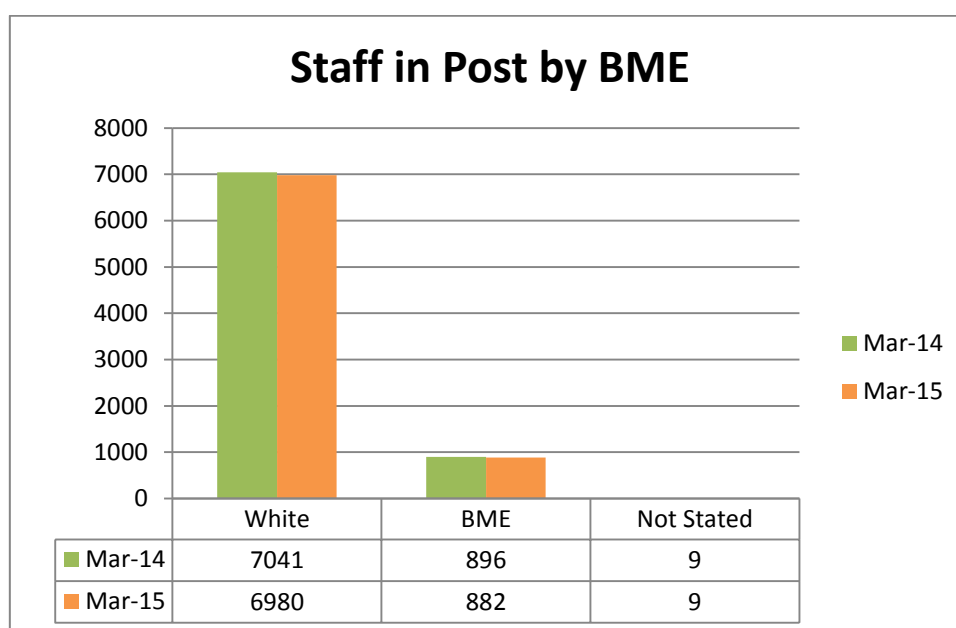
| | Mar-14 | Mar-15 |
|---|--------------|--------------|
| Religion & Belief | % | % |
| Atheism | 6.6 | 6.8 |
| Buddhism | 0.3 | 0.4 |
| Christianity | 50.6 | 51.9 |
| Hinduism | 1.1 | 1.4 |
| Islam | 3.2 | 3.3 |
| Sikhism | 0.2 | 0.2 |
| Undefined | 14.7 | 11.2 |
| Other | 5.4 | 5.2 |
| I do not wish to disclose my Religion or Belief | 17.9 | 19.6 |
| Total | 100.0 | 100.0 |

| | Mar-14 | Mar-15 |
|---|--------------|--------------|
| Sexual Orientation | % | % |
| Heterosexual | 65.4 | 67.0 |
| Gay | 0.4 | 0.5 |
| Lesbian | 0.3 | 0.4 |
| Bisexual | 0.1 | 0.2 |
| Undefined | 14.8 | 11.2 |
| I do not wish to disclose my Sexual Orientation | 18.9 | 20.7 |
| Total | 100.0 | 100.0 |

8. Whilst this improvement is welcomed, it is recognised that we still do not have an indication from just over 30% of staff, for both of these characteristics. This means that this data needs to be treated with caution. For example, only 1.1% of staff have indicated that they are lesbian, gay or bisexual (LGB) yet according to Stonewall it is likely that some 6% of staff will be LGB.

2.3 Staff in Post by Ethnicity

9. The proportion of BME staff in 2014/15 is 11.2% compared to 11.3% in 2013/14. This compares with the 2011 Census for the Yorkshire & Humber Region which also showed a population of 11.2% for the BME group.



10. The above chart shows Staff in Post by White & BME groups. The charts below show a breakdown of BME categories. The greatest proportion of BME staff are from an Asian background representing 65% of BME staff which is in line with the 2011 census.

| | Mar-14 | Mar-15 |
|-------------------------------|--------------|--------------|
| Breakdown of BME Staff | % | % |
| Asian | 65 | 66 |
| Black | 15 | 14 |
| Chinese & Other | 12 | 12 |
| Mixed | 8 | 8 |
| Total | 100.0 | 100.0 |

2.4 Staff in Post by Age

11. The table below gives a breakdown of staff by age band and year. The highest proportion of staff are in the 41-50 age range, representing 28.2% of the workforce in

2014/15. There has been an increase in the number of employees over 50 with them representing over 31% of the workforce in 2015, an increase from 28.4% in 2014.

| Age Band | Mar-14 | | Mar-15 | |
|-----------------|---------------|--------------|---------------|--------------|
| | No. | % | No. | % |
| Under 21 | 83 | 1.1 | 49 | 0.6 |
| 21-30 | 1404 | 18.7 | 1379 | 17.4 |
| 31-40 | 1806 | 22.4 | 1777 | 22.6 |
| 41-50 | 2315 | 29.4 | 2199 | 28.2 |
| 51-60 | 2002 | 24.9 | 2061 | 26.2 |
| 61-65 | 264 | 2.9 | 317 | 3.9 |
| Over 65 | 72 | 0.6 | 89 | 1.1 |
| Total | 7946 | 100.0 | 7871 | 100.0 |

2.4 Staff in Post by Disability

| Age Band | Mar-14 | | Mar-15 | |
|-----------------|---------------|--------------|---------------|--------------|
| | No. | % | No. | % |
| Yes | 315 | 4.0 | 298 | 3.8 |
| No | 4632 | 58.3 | 5055 | 64.2 |
| Undefined | 2298 | 28.9 | 1841 | 23.4 |
| Not Declared | 701 | 8.8 | 677 | 8.6 |
| Total | 7946 | 100.0 | 7871 | 100.0 |

12. As before (in Section 2.2) these data need to be treated with caution as we do not have an indication on our payroll and HR records of disability for over 30% of staff. It is interesting to note that in the national Staff Survey for 2014 some 18% of staff surveyed declared a disability. This provides an indication that staff are reluctant to declare disability directly to the Trust and hence identifies the need for work to be done to increase trust and understanding so that we have a better understanding of disability in the workforce.

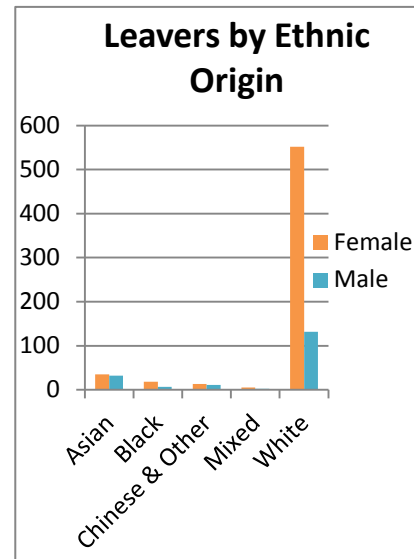
3. Leavers

13. There were 807 leavers during the period April 2014 to March 2015 which gives a turnover rate of 10.2%, a marginal decrease on last year's turnover rate of 10.3%.

3.1 Leavers by Ethnicity

14. The turnover rate for BME staff was 14.7% which is slightly higher than the proportion of BME staff in post which stands at 11.2% in March 2015.

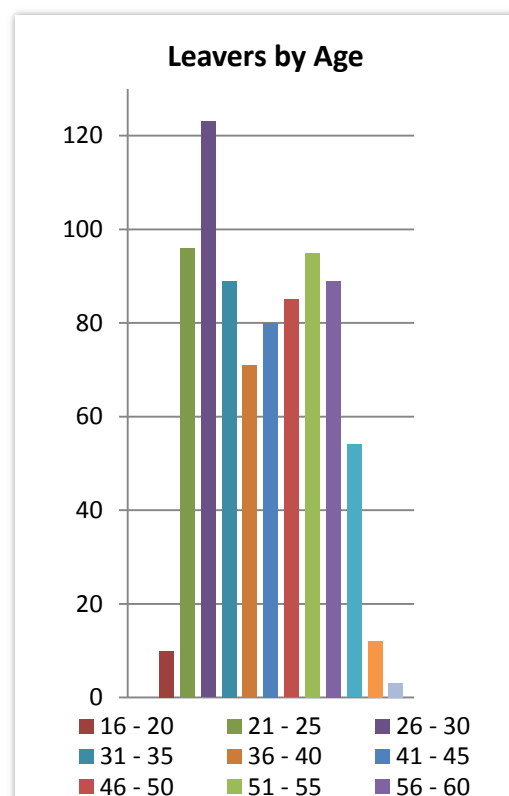
| Ethnic Group | Gender | | No. | % |
|-----------------|--------------|--------------|------------|--------------|
| | Female | Male | | |
| Asian | 35 | 32 | 67 | 8.3 |
| Black | 18 | 7 | 25 | 3.1 |
| Chinese & Other | 13 | 11 | 24 | 3 |
| Mixed | 5 | 2 | 7 | 0.9 |
| White | 552 | 132 | 684 | 84.7 |
| Total | 623 | 184 | 807 | 100.0 |
| Gender | 77.2% | 22.8% | | |



3.2 Leavers by Age Band

15. The highest proportion of leavers were from the 26-30 age band at 15.2%, followed by the 21-25 and 51-55 age bands both at 11.9%.

| Age Band | Gender | | | % Age |
|---------------|--------------|--------------|------------|--------------|
| | Female | Male | Total | |
| 16 - 20 | 5 | 5 | 10 | 1.2 |
| 21 - 25 | 75 | 21 | 96 | 11.9 |
| 26 - 30 | 88 | 35 | 123 | 15.2 |
| 31 - 35 | 67 | 22 | 89 | 11 |
| 36 - 40 | 50 | 21 | 71 | 8.8 |
| 41 - 45 | 61 | 19 | 80 | 9.9 |
| 46 - 50 | 68 | 17 | 85 | 10.5 |
| 51 - 55 | 81 | 14 | 95 | 11.9 |
| 56 - 60 | 74 | 15 | 89 | 11 |
| 61 - 65 | 40 | 14 | 54 | 6.7 |
| 66 - 70 | 11 | 1 | 12 | 1.5 |
| 71+ | 3 | 0 | 3 | 0.4 |
| Total | 623 | 184 | 807 | 100.0 |
| Gender | 77.2% | 22.8% | | |



3.3 Leavers by Disability

16. Only 63% of leavers have declared their disability status with 3.6% stating they have a disability.

| Disabled | Gender | | Total | % |
|--------------|------------|------------|------------|--------------|
| | Female | Male | | |
| Yes | 23 | 6 | 29 | 3.6 |
| No | 367 | 116 | 483 | 59.8 |
| Not Declared | 33 | 16 | 49 | 6.1 |
| Undefined | 200 | 46 | 246 | 30.5 |
| Total | 623 | 184 | 807 | 100.0 |

3.4 Leavers by Sexual Orientation

17. Only 69.4% of leavers declared their sexual orientation with only 0.9% stating they were LGB

| Sexual Orientation | Gender | | Total | % |
|---|------------|------------|------------|--------------|
| | Female | Male | | |
| Heterosexual | 435 | 118 | 553 | 68.5 |
| Gay | 0 | 5 | 5 | 0.7 |
| Lesbian | 1 | 0 | 1 | 0.1 |
| Bisexual | 1 | 0 | 1 | 0.1 |
| Undefined | 62 | 10 | 72 | 8.9 |
| I do not wish to disclose my sexual orientation | 124 | 51 | 175 | 21.7 |
| Total | 623 | 184 | 807 | 100.0 |

3.5 Religion & Belief

18. Over 23% of leavers have a religious belief other than 'Christianity'. 9.2% of these have declared themselves as 'Atheist' which compares with 6.8% in the total workforce.

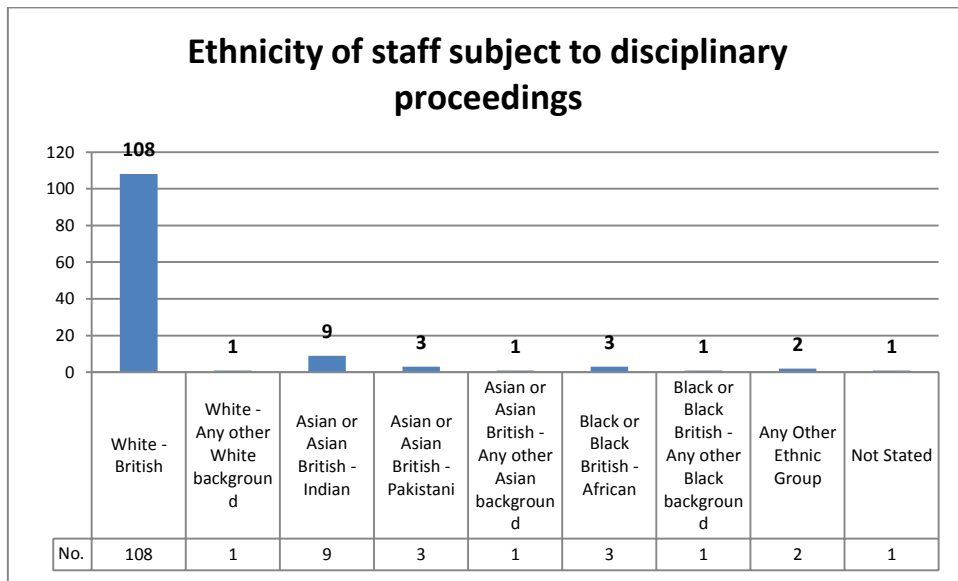
| Religion & Belief | Gender | | Total | % |
|---|------------|------------|------------|--------------|
| | Female | Male | | |
| Atheism | 50 | 24 | 74 | 9.2 |
| Buddhism | 2 | 1 | 3 | 0.4 |
| Christianity | 327 | 67 | 394 | 48.8 |
| Hinduism | 2 | 7 | 9 | 1.1 |
| Islam | 25 | 20 | 45 | 5.6 |
| Other | 40 | 13 | 53 | 6.6 |
| Sikhism | 1 | 2 | 3 | 0.4 |
| Undefined | 63 | 10 | 73 | 9.0 |
| I do not wish to disclose my religion/ belief | 113 | 40 | 153 | 18.9 |
| Total | 623 | 184 | 807 | 100.0 |

4. Employee Relations

19. The Employee relations data covers new cases that commenced during the period April 2014 – March 2015 regardless of stage.

4.1 Disciplinary

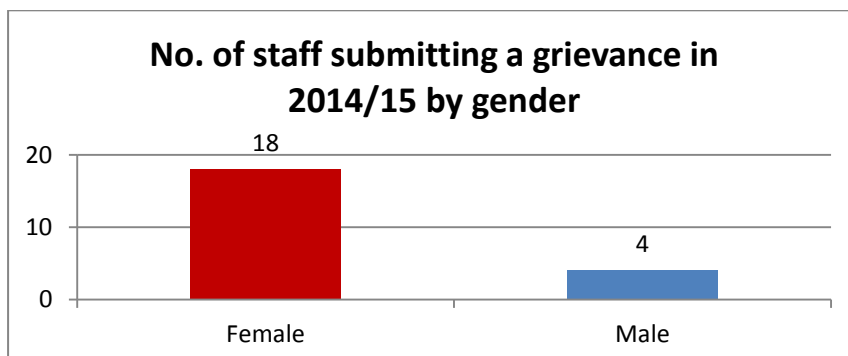
20. Over the year there were 129 new disciplinary cases. Of these 26 (20.2%) were for males and 103 females. There were 19 cases (14.3%) involving BME Staff, an increase from 9.3% in 2013/14.



21. This slight increase in the proportion of BME staff is picked up by the new NHS Workforce Race Equality Standard (WRES). The matter has been brought to attention of the Trust’s Clinical Executive Group which has charged Division Management Teams with considering the results, undertaking further research and analysis and developing ideas for how we might respond. This work is underway and will inform the development of an action plan that we will be working on over the coming months.

4.2 Grievances

22. Grievance proceedings were brought by 22 staff in the period specified, 4 of these were males and 18 females. All grievances submitted were from staff with a White-British ethnic background.



4.3 Staff on Long Term Sickness (6 months and over)

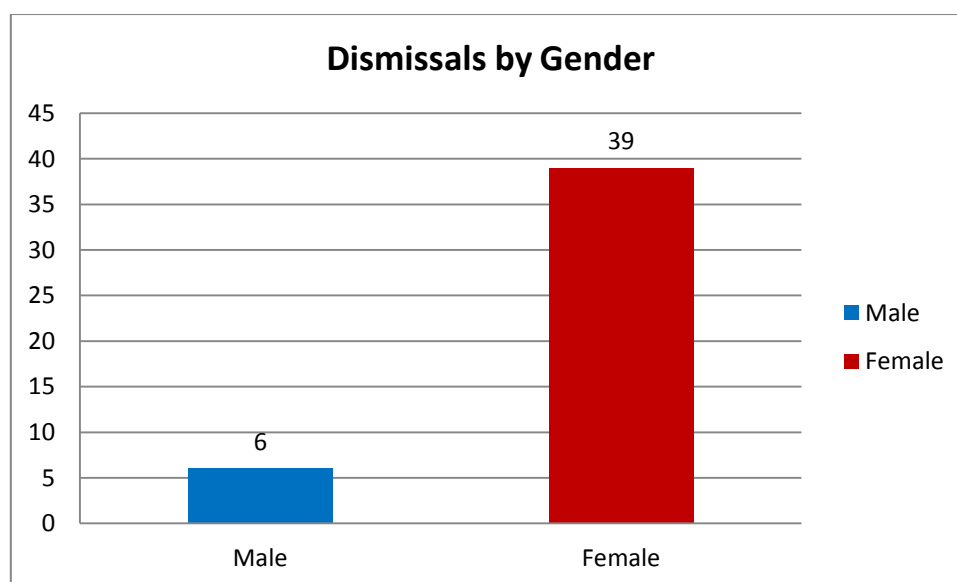
23. At the end of March 2015 there were 30 people who had been off for over 6 months. All of these were female. Information on religious belief, sexual orientation and disability is limited therefore a detailed analysis is not provided.

| Ethnicity | Gender | | Total |
|-----------------|-----------|----------|-----------|
| | Female | Male | |
| White - British | 28 | 0 | 28 |
| BME | 2 | 0 | 2 |
| Total | 30 | 0 | 30 |

4.4 Dismissals

24. There were 45 dismissals in the period specified; 32 of these were on the grounds of capability. There were 6 male (13.3%) and 39 female. Just one (2.2%) was from a BME background.

25. In terms of religious belief 26 employees have declared this information.. There are 18 Christians, 8 other faith and 8 not wishing to disclose this information. 24 employees have declared themselves as heterosexual with 10 stating they do not wish to disclose this information. In terms of disability, only 13 employees have responded to this question with 5 (11.1%) saying they have a disability



5. Recruitment Activity

26. On 1 June 2015 the new NHS Jobs system was introduced. As such we are only able to provide recruitment data from this date. There were 753 posts advertised in the period with 15,439 applications received and 720 new starters. Information on applications for promotion is unavailable at this time.

5.1 Gender

27. The table below shows that 74% of applications were from females. Of those appointed, 83.6% were females.

| Gender | Applied | Shortlisted | Appointed | % Applied | % Shortlisted | % Appointed |
|--------------|---------------|--------------|------------|-------------|---------------|-------------|
| Male | 3,970 | 860 | 118 | 25.71% | 20.42% | 16.4% |
| Female | 11,432 | 3,342 | 602 | 74.05% | 79.34% | 83.6% |
| Undisclosed | 37 | 10 | 0 | 0.24% | 0.24% | 0% |
| Total | 15,439 | 4,212 | 720 | 100% | 100% | 100% |

5.2 Ethnicity

28. It has been noted that whilst 24.82% of applications were from BME candidates and 17.06% were shortlisted, only 10.90% were appointed. This means that white candidates were 1.52 times more likely to be appointed than BME candidates. This matter has been picked by the NHS WRES and is being actioned within the Trust in the way described in paragraph 21 above.

| Ethnicity | Applied | Shortlisted | Appointed | % Applied | % Shortlisted | % Appointed |
|--------------|---------------|--------------|------------|----------------|----------------|-------------|
| White | 11,174 | 3378 | 641 | 72.38% | 80.20% | 89.0% |
| Asian | 2,681 | 502 | 39 | 17.37% | 11.92% | 5.4% |
| Mixed | 244 | 32 | 9 | 1.58% | 0.76% | 1.3% |
| Black | 906 | 216 | 21 | 5.87% | 5.13% | 2.9% |
| Other | 226 | 38 | 9 | 1.46% | 0.90% | 1.3% |
| Undisclosed | 208 | 46 | 1 | 1.35% | 1.09% | 0.1% |
| Total | 15,439 | 4,212 | 720 | 100.00% | 100.00% | 100% |

5.3 Sexual Orientation

| Sexual Orientation | Applied | Shortlisted | Appointed | % Applied | % Shortlisted | % Appointed |
|--------------------|---------------|--------------|------------|-------------|---------------|-------------|
| Lesbian | 73 | 17 | 3 | 0.47% | 0.40% | 0.4% |
| Gay | 199 | 60 | 8 | 1.29% | 1.42% | 1.1% |
| Bisexual | 157 | 35 | 3 | 1.02% | 0.83% | 0.4% |
| Heterosexual | 14,143 | 3904 | 482 | 92.69% | 92.53% | 67.0% |
| Undisclosed | 867 | 196 | 224 | 5.61% | 5.09% | 31.1% |
| Total | 15,439 | 4,212 | 720 | 100% | 100% | 100% |

5.4 Religion & Belief

| Religious Belief | Applied | Shortlisted | Appointed | % Applied | % Shortlisted | % Appointed |
|------------------|---------------|--------------|------------|----------------|----------------|-------------|
| Atheism | 2,188 | 616 | 71 | 14.60% | 14.17% | 9.9% |
| Buddhism | 84 | 17 | 3 | 0.40% | 0.50% | 0.4% |
| Christianity | 7,771 | 2,440 | 345 | 57.90% | 50.30% | 47.9% |
| Hinduism | 368 | 63 | 3 | 1.50% | 2.40% | 0.4% |
| Islam | 2,140 | 369 | 32 | 8.80% | 13.90% | 4.4% |
| Jainism | 3 | 0 | 0 | 0.00% | 0.00% | 0% |
| Judaism | 29 | 7 | 0 | 0.20% | 0.20% | 0% |
| Sikhism | 73 | 17 | 2 | 0.40% | 0.50% | 0.3% |
| Other | 1,413 | 324 | 52 | 7.70% | 9.20% | 7.2% |
| Undisclosed | 1,370 | 359 | 212 | 8.50% | 8.90% | 29.5% |
| Total | 15,439 | 4,212 | 720 | 100.00% | 100.00% | 100% |

5.5 Age Profile

| Age Band | Applied | Shortlisted | Appointed | % Applied | % Shortlisted | % Appointed |
|----------------|---------------|--------------|------------|----------------|----------------|-------------|
| Age 19 & Under | 463 | 80 | 8 | 3.00% | 1.90% | 1.1% |
| Age 20-24 | 3,275 | 668 | 132 | 21.21% | 15.86% | 18.3% |
| Age 25-29 | 3,105 | 806 | 147 | 20.11% | 19.13% | 20.4% |
| Age 30-34 | 2,056 | 582 | 82 | 13.32% | 13.82% | 11.4% |
| Age 35-39 | 1,892 | 499 | 65 | 12.25% | 11.85% | 9.0% |
| Age 40-44 | 1,540 | 499 | 59 | 9.97% | 11.85% | 8.2% |
| Age 45-49 | 1,330 | 436 | 68 | 8.61% | 10.35% | 9.4% |
| Age 50-54 | 1,100 | 407 | 63 | 7.12% | 9.66% | 8.8% |
| Age 55-59 | 544 | 187 | 54 | 3.52% | 4.44% | 7.5% |
| Age 60-64 | 106 | 43 | 38 | 0.69% | 1.02% | 5.3% |
| Age 65-69 | 15 | 3 | 4 | 0.10% | 0.07% | 0.6% |
| Age 70+ | 2 | 0 | 0 | 0.01% | 0.00% | 0% |
| Undisclosed | 11 | 2 | 0 | 0.07% | 0.05% | 0% |
| Total | 15,439 | 4,212 | 720 | 100.00% | 100.00% | 100% |

5.6 Disability

| Registered Disabled | Applied | Shortlisted | Appointed | % Applied | % Shortlisted | % Appointed |
|---------------------|---------------|--------------|------------|----------------|----------------|-------------|
| Yes | 577 | 222 | 8 | 3.74% | 5.27% | 1.1% |
| No | 14,652 | 3918 | 682 | 94.9% | 93.02% | 94.7% |
| Undisclosed | 210 | 72 | 30 | 1.36% | 1.71% | 4.2% |
| Total | 15,439 | 4,212 | 720 | 100.00% | 100.00% | 100% |

6. Training Data

6.1 Access to Training

Breakdown of Employees by Working Pattern

| | No of Training Episodes Completed | % Split | Number of Did Not Attend on the Day | Number of Withdrawals |
|------------------|-----------------------------------|-------------|-------------------------------------|-----------------------|
| Full Time | 23357 | 52.6% | 1908 | 1788 |
| Part Time | 20926 | 47.2% | 1255 | 1489 |
| Undefined | 73 | 0.2% | 3 | 3 |
| Total | 44356 | 100% | 3166 | 3280 |

Breakdown of Employees by Gender

| | Number of Training Episodes Completed | % Split | Number of Did Not Attend on the Day | Number of Withdrawals |
|---------------|---------------------------------------|-------------|-------------------------------------|-----------------------|
| Female | 37760 | 85.1% | 2829 | 2927 |
| Male | 6596 | 14.9% | 337 | 353 |
| Total | 44356 | 100% | 3166 | 3280 |

Breakdown of Employees by Sexual Orientation

| | No of Training Episodes Completed | % Split | Number of Did Not Attend on the Day | Number of Withdrawals |
|---------------------------------------|-----------------------------------|-------------|-------------------------------------|-----------------------|
| Bisexual | 89 | 0.2% | 6 | 4 |
| Gay | 240 | 0.5% | 36 | 29 |
| Heterosexual | 30183 | 68% | 2163 | 2297 |
| Sexual Orientation Undisclosed | 8698 | 19.7% | 638 | 603 |
| Lesbian | 187 | 0.4% | 16 | 11 |
| Undefined | 4959 | 11.2% | 307 | 336 |
| Total | 44356 | 100% | 3166 | 3280 |

Breakdown of Employees with Disability

| | No of Training Episodes Completed | % Split | Number of Did Not Attend on the Day | Number of Withdrawals |
|---------------------|-----------------------------------|-------------|-------------------------------------|-----------------------|
| No | 28154 | 63.4% | 1926 | 2062 |
| Not Declared | 3796 | 8.6% | 194 | 248 |
| Undefined | 10777 | 24.3% | 955 | 830 |
| Yes | 1629 | 3.7% | 91 | 140 |
| Total | 44356 | 100% | 3166 | 3280 |

Breakdown of Employees who have declared a Religion & Belief

| | No of Training Episodes Completed | % Split | Number of Did Not Attend on the Day | Number of Withdrawals |
|------------------------------------|-----------------------------------|-------------|-------------------------------------|-----------------------|
| Atheism | 3056 | 6.9% | 207 | 208 |
| Buddhism | 123 | 0.3% | 11 | 11 |
| Christianity | 23840 | 53.7% | 1779 | 1821 |
| Hinduism | 467 | 1.1% | 17 | 33 |
| Religion/Belief Undisclosed | 8298 | 18.7% | 554 | 611 |
| Islam | 1125 | 2.6% | 78 | 80 |
| Jainism | 3 | 0% | 0 | 0 |
| Judaism | 13 | 0% | 1 | 1 |
| Other | 2443 | 5.5% | 209 | 177 |
| Sikhism | 63 | 0.1% | 9 | 8 |
| Undefined | 4925 | 11.1% | 301 | 330 |
| Total | 44356 | 100% | 3166 | 3280 |

Breakdown by Ethnic Origin

| | Number of Training Episodes Completed | % Split | Number of Did Not Attend on the Day | Number of Withdrawals |
|---|---------------------------------------|-------------|-------------------------------------|-----------------------|
| A White – British | 38384 | 86.4% | 2643 | 2919 |
| B White – Irish | 274 | 0.6% | 16 | 14 |
| C White - Any other White background | 1142 | 2.6% | 141 | 42 |
| D Mixed - White & Black Caribbean | 114 | 0.3% | 16 | 3 |
| E Mixed - White & Black African | 49 | 0.1% | 8 | 4 |
| F Mixed - White & Asian | 119 | 0.3% | 4 | 5 |
| G Mixed - Any other mixed Background | 104 | 0.2% | 5 | 5 |
| H Asian/Asian British – Indian | 1390 | 3.1% | 112 | 116 |
| J Asian/Asian British – Pakistani | 833 | 1.9% | 72 | 59 |
| K Asian/Asian British – Bangladeshi | 33 | 0.1% | 3 | 1 |
| L Asian/Asian British - Any other Asian | 531 | 1.2% | 27 | 25 |
| M Black/Black British – Caribbean | 157 | 0.4% | 14 | 15 |
| N Black/Black British – African | 572 | 1.3% | 60 | 31 |
| P Black/Black British – Any other Black Background | 31 | 0.1% | 0 | 0 |
| R Chinese | 108 | 0.2% | 14 | 10 |
| S Any Other Ethnic Group | 476 | 1.1% | 25 | 30 |
| Undefined | 8 | 0% | 1 | 0 |
| Not Stated | 31 | 0.1% | 5 | 1 |
| Total | 44356 | 100% | 3166 | 3280 |

Breakdown of Employees by Age

| | Number of Training Episodes Completed | % Split | Number of Did Not Attend on the Day | Number of Withdrawals |
|------------------|--|----------------|--|------------------------------|
| 16 - 19 | 2961 | 6.7% | 216 | 198 |
| 20 - 29 | 16298 | 36.7% | 1364 | 1246 |
| 30 - 39 | 12312 | 27.7% | 801 | 928 |
| 40 - 49 | 8111 | 18.3% | 513 | 625 |
| 50 - 59 | 2853 | 6.5% | 123 | 159 |
| 60 - 68 | 562 | 1.3% | 20 | 24 |
| Undefined | 1259 | 2.8% | 129 | 100 |
| Total | 44356 | 100% | 3166 | 3280 |

6.2 Access to Corporate Staff Induction – 1st April 2014 to 31st March 2015

The tables below show the number of completed, did not attend and staff withdrawal training episodes for corporate staff induction by working pattern, sexual orientation, religion & belief, gender, disability, ethnicity and age for the period 1st April 2014 to 31st March 2015.

Breakdown by Working Pattern

| | No of Training Episodes Completed | % Spilt | Number of Did Not Attend on the Day |
|------------------|-----------------------------------|-------------|-------------------------------------|
| Full Time | 455 | 73.2% | 41 |
| Part Time | 166 | 26.7% | 21 |
| Undefined | 1 | 0.1% | 0 |
| Total | 622 | 100% | 62 |

Breakdown by Gender

| | Number of Training Episodes Completed | % Split | Number of Did Not Attend on the Day |
|---------------|---------------------------------------|-------------|-------------------------------------|
| Female | 505 | 81.2% | 58 |
| Male | 117 | 18.8% | 4 |
| Total | 622 | 100% | 62 |

Ethnic Origin

| | Number of Training Episodes Completed | % Split | Number of Did Not Attend on the Day |
|---|---------------------------------------|-------------|-------------------------------------|
| A White - British | 468 | 75.2% | 52 |
| B White - Irish | 7 | 1.1% | 0 |
| C White - Any other White background | 52 | 8.4% | 1 |
| D Mixed - White & Black Caribbean | 2 | 0.3% | 4 |
| E Mixed - White & Black African | 1 | 0.2% | 0 |
| F Mixed - White & Asian | 3 | 0.5% | 0 |
| G Mixed – Ant Other Mixed Background | 5 | 0.8% | 0 |
| H Asian or Asian British - Indian | 25 | 4.0% | 1 |
| J Asian or Asian British - Pakistani | 27 | 4.3% | 1 |
| K Asian or Asian British - Bangladeshi | 1 | 0.2% | 0 |
| L Asian or Asian British - Any other Asian | 4 | 0.6% | 1 |
| M Black or Black British - Caribbean | 2 | 0.3% | 0 |
| N Black or Black British - African | 18 | 2.9% | 2 |
| R Chinese | 1 | 0.2% | 0 |
| S Any Other Ethnic Group | 6 | 1.0% | 0 |
| Total | 622 | 100% | 62 |

Breakdown by Sexual Orientation

| | No of Training Episodes Completed | % Split | Number of Did Not Attend on the Day |
|---------------------------------------|-----------------------------------|-------------|-------------------------------------|
| Bisexual | 4 | 0.6% | 1 |
| Gay | 7 | 1.1% | 0 |
| Heterosexual | 438 | 70.4% | 51 |
| Sexual Orientation Undisclosed | 169 | 27.2% | 10 |
| Lesbian | 3 | 0.5% | 0 |
| Undefined | 1 | 0.1% | 0 |
| Total | 622 | 100% | 62 |

Breakdown by Disability

| | No of Training Episodes Completed | % Split | Number of Did Not Attend on the Day |
|---------------------|-----------------------------------|-------------|-------------------------------------|
| No | 553 | 88.9% | 54 |
| Not Declared | 31 | 5.0% | 4 |
| Undefined | 31 | 5.0% | 4 |
| Yes | 7 | 1.1% | 0 |
| Total | 622 | 100% | 62 |

Breakdown by Religion & Belief

| | No of Training Episodes Completed | % Split | Number of Did Not Attend on the Day |
|------------------------------------|-----------------------------------|-------------|-------------------------------------|
| Atheism | 60 | 9.6% | 6 |
| Buddhism | 1 | 0.2% | 0 |
| Christianity | 297 | 47.7% | 40 |
| Hinduism | 12 | 1.9% | 0 |
| Religion/Belief Undisclosed | 171 | 27.5% | 7 |
| Islam | 34 | 5.5% | 4 |
| Judaism | 0 | 0% | 0 |
| Other | 43 | 6.9% | 5 |
| Sikhism | 3 | 0.5% | 0 |
| Undefined | 1 | 0.2% | 0 |
| Total | 622 | 100% | 62 |

Breakdown of Employees by Age

| | Number of Training Episodes Completed | % Split | Number of Did Not Attend on the Day |
|------------------|---------------------------------------|-------------|-------------------------------------|
| 16 - 19 | 13 | 2.1% | 3 |
| 20 - 29 | 267 | 42.9% | 39 |
| 30 - 39 | 151 | 24.3% | 6 |
| 40 - 49 | 103 | 16.5% | 9 |
| 50 - 59 | 52 | 8.4% | 5 |
| 60 - 68 | 2 | 0.3% | 0 |
| Undefined | 34 | 5.5% | 0 |
| Total | 622 | 100% | 62 |