

Workforce Equality Monitoring

Annual Report

2010 - 2011



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1. Introduction

1.1 Foreword

Equality monitoring is the processes used to collect, store, and analyse data on protected characteristics.

Monitoring equality data is an integral part of the activities undertaken by a public sector employer to evidence how it is meeting the public sector duties in place under the Equality Act 2010, which are to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity; and
- foster good relations between people who share a protected characteristics and those that do not.

The general public duties under the Equality Act 2010 replace and extends the former public sector duties that were in place under the Race Relations Act (RRA) 2000; the Disability Discrimination Act 2005 and the Equalities Act 2006.

It is important to monitor equality data because the Trust has a legal duty to ensure that both employment and services are provided fairly. Without equality monitoring, the Trust will not know whether it is doing this. Equality monitoring can indicate whether we are offering equality of opportunity to all groups of people with protected characteristics and can help us to make changes based on facts rather than assumptions.

Although equality monitoring is required on access to services this report will concentrate solely on the monitoring requirements based on our employment practices.

The purpose of monitoring the equality data on our workforce and prospective workforce is to:

- Build a workforce which is representative of the community we serve
- Recruit and retain the best people from the widest pool of talent
- Maintain an inclusive culture where staff are more motivated and productive because practices are being monitored to ensure fairness
- Identify any trends of under representation and seek to remove barriers
- Deliver fair and equitable employment practices
- Set targets and objectives from what the monitoring data tells us
- Build a reputation of an organisation which values diversity by tackling the issues raised
- Improve participation and engagement with minority groups through clear and transparent approaches to employment practices.
- Ensure our inclusive equality scheme/strategy is working
- Comply with the law and minimise risks of costly and damaging court action

1.2 Legal Requirements

The Equality and Human Rights Commission have provided guidance on what a large public sector organisation will be expected to monitor and publish by 31 December 2011 in order to meet the requirement of the public sector duty:

The Commission would normally expect to see the following for bodies with 150 staff or more:

- the race, disability, gender and age distribution of your workforce
- an indication of likely representation on sexual orientation and religion and belief, provided that no-one can be identified as a result
- an indication of any issues for transsexual staff, based on your engagement with transsexual staff or voluntary groups
- gender pay gap information
- grievance and dismissal

It would also be useful if you publish disaggregated information on:

- return to work rates after maternity leave
- success rates of job applicants
- take-up of training opportunities
- applications for promotion and success rates
- applications for flexible working and success rates
- other reasons for termination like redundancy and retirement
- length of service/time on pay grade
- pay gap for other protected groups.

Whilst the Trust does not currently collect and report on all of the data indicated by the Equality and Human Rights Commission we shall be looking into how best this can be achieved for the next monitoring report.

1.3 Workforce Data

The workforce data used in this report has been extracted from the following electronic systems held and managed by the Trust:

- Electronic Staff Record (ESR) personnel and payroll system
- AT-Learning Management System (AT-LMS) Learning Management and staff self service on-line booking system
- OLM Learning Management System
- NHS Jobs on-line recruitment system
- Electronic Knowledge and Skills Framework (E-KSF) on-line appraisal system
- Staff Survey results for 2010
- CDDCHS HR Case Tracker access database

The workforce data used in this report covers all of the former County Durham and Darlington Community Health Services (which was an arms length provider of NHS Darlington) as at 28 February 2011 and County Durham and Darlington NHS Foundation Trust as at 31 March 2011. The reason the 28 February has been used for Community Health Services is that it provides a more accurate reflection of the organisation over the previous 12 months due to the ongoing changes prior to the integration with the Foundation Trust from 1 April 2011.

Where the data in this report refers to 'Undisclosed' this is where the individual has chosen not to disclose this information to the organisation. Whereas, the data that refers to 'Undefined' is where the information has not been provided or returned, rather than consciously not disclosed.

The following report has been compiled with data extracted directly from the above systems. It should be noted that data is extracted in real time and constant changes made to the system affect the results of reports. Any slight variations in the numbers from one chart to another are due to this.

1.4 Policies and Procedures

The Trust has various policies and procedures relevant to equality and diversity including:

- Equality Diversity and Human Rights Policy
- Recruitment, Selection and Appointment Policy
- Dignity at Work Policy
- Education, Learning and Development Policy
- KSF/Appraisal and Personal Development Review,
- Disability Policy,
- Religious Observance Policy
- Special Leave and Parental Leave Policy
- Maternity/Paternity/Adoptive Leave Policies
- Flexible Working etc.,

These policies support the elimination of discriminatory practice and promotion of equality of opportunity throughout the workforce related functions alongside the Single Equality Scheme/Equality Strategy. All policies and procedures are equality impact assessed prior to approval and implementation.

1.5 Summary of monitoring

The main conclusions that have been identified as a consequence of the monitoring are:

- The quality of the workforce data available for monitoring needs to be improved in order to produce the information in the Equality and Human Rights Commissions guidelines. In particular the lack of data held by the former County Durham and Darlington Foundation Trust for disability, religion and sexual orientation.
- The learning and development activity within both organisation is showing no particular issues regarding the discrimination of those requesting and receiving training or those undertaking it compared to the workforce profile.
- The staff survey results showed CDDFT has lower levels of flexible working arrangements and commitment to work-life balance than CDDCHS. In fact where CDDCHS shows results better than average CDDFT results were worse than average. This suggests through the integration of both organisations there is best practice within CDDCHS which can be implemented within CDDFT to improve performance in this area.
- CDDFT received a worse than average score for staff experiencing bullying harassment or abuse from staff. From both organisations around half of staff or their colleagues reported incidents when they occurred and around half felt

the former trusts would take effective action for incidents of bullying, harassment or abuse against them.

- **Gender** - The gender profile of the organisation is dominated by the female gender, nearly half of which work part time. However, despite this dominance a gender pay gap still exists, although it is lower when compared to the national, regional and public sector percentages it does reflect that more males proportionately are in higher paid roles. In addition the gender profile across occupational groups suggest that males and females are mostly employed in stereotypical occupational groups. This is further supported by the recruitment data which is consistent with where male applications are made.
- **Age** - The age profile shows we have an aging workforce and many older staff are concentrated in the nursing and midwifery occupational group. In contrast, the recruitment data suggests we are receiving the highest number of applications from and appointing more 21 – 30 year olds than any other age group. However leaver data suggest that we are not retaining these staff as a proportionately higher level of leavers were from this group. Workforce plans for the future need to take account of the aging workforce issue but further investigation is required about the retention of the 21-30 years age group. In CDDCHS there was an over representation of grievances for the age group 41-50 years and disciplines for age group 51-60 years. In CDDFT there was an over representation of grievances raised by age groups 51-60 and over 60 years. These trends need further analysis by HR to ensure there are no underlying age issues associated with these trends.
- **Ethnicity** - The organisation is more ethnically diverse than the local population and this continues to be reflected in the applicants and appointments made. However both former organisations are showing an over representation in the number of leavers from Asian ethnic background than is proportionate.
- **Disability** - The workforce data shows a lot lower level of staff declaring disabilities than the staff survey results. This low level of disabled respondents is also reflected in the recruitment and appointment data. In addition the survey indicates that CDDCHS received a considerably high response but CDDFT a significant decrease in the percentage of staff saying the organisation has made adequate adjustments to enable them to carry out their work from last year's survey. Survey results also indicated that of all the disabled respondent 20% of CDDCHS and 23% of CDDFT felt they had been bullied or harassed by staff in the last 12 months. Although only 1% and 0% of staff across the whole of the organisations indicated the reason for the discrimination at work was because of disability this represented 18% and 15% of all the disabled respondents.
- **Religion and Belief** – The monitoring data suggests that CDDCHS workforce is fairly representative of the local community and this trend is echoed in the recruitment and appointment data. CDDFT data shows a diverse spectrum of religions and beliefs applying for posts however the starter and workforce data is not of sufficient quality to draw any conclusions. The leaver data for CDDFT however is showing a significant over representation of leavers from Hinduism which requires further investigation possibly through exit interview questionnaires. Buddhism was slightly over represented in the disciplines at CDDCHS. This data only suggests that this constituted two members of staff however HR need to closely monitor this and take action if the trend continues.

- **Sexual Orientation** - Lesbian, gay and bisexual staff are underrepresented within the workforce profile although a significant amount of staff have not been asked for this information particularly in CDDFT. The recruitment data is also in line with this.

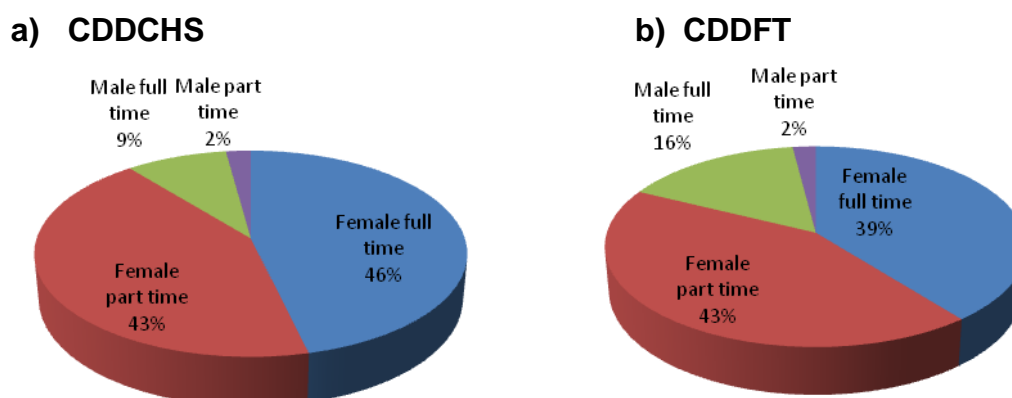
2. Workforce Profile

The staff survey results illustrate that 9% of Community Health staff and 11% of Foundation Trust staff said they had experienced discrimination in the previous 12 months. This score was below (better than) average when compared with trusts of a similar type.

At 28 February 2011 Community Health Services(CDDCHS) employed 3,043 staff and the Foundation Trust (CDDFT) employed 5,4341 staff. The following information details the equality profile of the organisations.

2.1 Gender

Chart 1 - Gender Profile for both former organisations split by full and part time



The gender distribution within the former organisations is dominated by the female gender with 89% CDDCHS and 82% CDDFT.

The full and part time split for female staff is fairly evenly split although in CDDFT more woman work part time than full time. Male staff on the other hand predominately work full time with only 2% in both organisations working part time. This consequently means that woman are more likely to receive lower hourly rates of pay as part time hourly rates are lower than full time hourly rates within both organisations as illustrated in the median information in the table below.

Table 1 – Hourly rates of Pay and Gender Pay Gap information

Average Hourly Pay rate	Median						Mean		
	CDDCHS	CDDFT	UK	North East	Public Sector	Private Sector	CDDCHS	CDDFT	UK
Male full time	£16.66	£14.13	£13.01				£17.45	£50.15	£16.25
Female full time	£14.13	£13.06	£11.68				£14.87	£17.60	£13.73
Full time Gender Pay Gap	15.19%	7.57%	10.20%	9.60%	10%	19.8%	14.79%	64.91%	15.50%
Male part time	£15.58	£7.69	£7.69				£20.81	£37.67	£12.06
Female part time	£12.56	£8.70	£8				£16.06	£11.30	£10.64

Part time Gender Pay Gap	19.38%	-	13.13%	-4%	-2.4%	20.6%	-2.0%	22.83%	70%	11.7%
All Male	£16.66	£13.33	£12.35					£18.11	£46.38	
All Female	£13.58	£11.15	£9.9					£14.31	£13.76	
Full and Part time Gender Pay Gap	18.49%	14.08%	19.80%	18.40%	19.20%	27.5%	20.98%	74.64%	19.30%	

Source: 2010 ONS Annual Survey of Hours and Earnings

The ONS headline estimates of gender pay differences are based on median hourly earnings (excluding overtime and sickness reductions) however the mean average provides a useful supplementary measure.

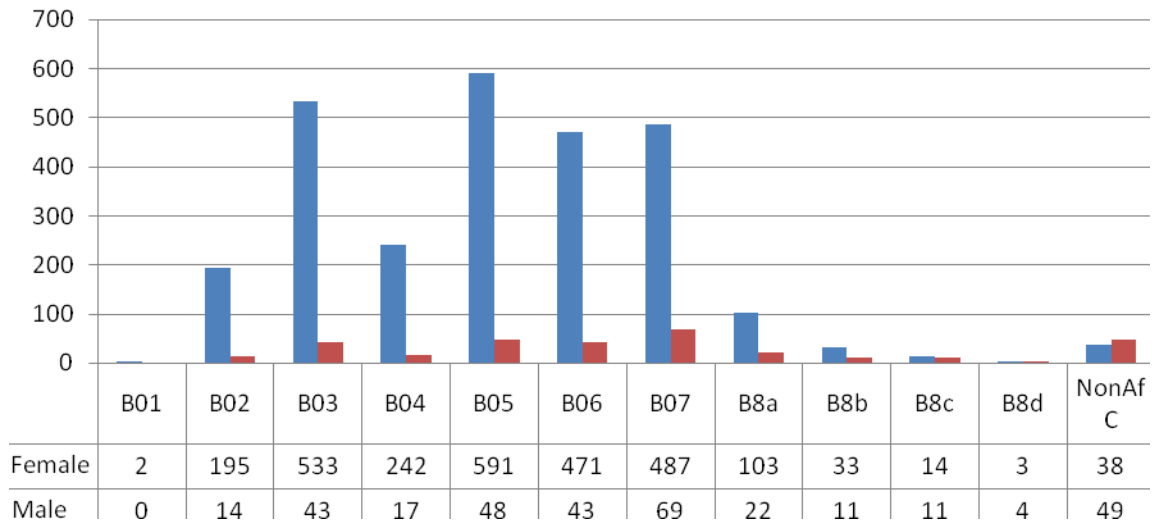
The former CHS full time median gender pay gap is higher than the national, local and public sector average at 15.19% however the part time median pay gap although worse than the local and national percentage is in line with that of the public sector. The overall gender pay gap at 18.49% is in line with the North East region but better than the national and public sector percentage. The mean gender pay gap information for CHS shows a significant difference between that of part time staff at 22.83% and the UK at 11.7%.

The Foundation Trust prior to the integration with CHS shows the median gender pay gap for full, part time and overall is smaller compared with the local, national and public sector average. However the mean is considerably higher. This is explained by the higher number of males in medical and dental professions which are traditionally highly paid compared with other roles within the organisation – see chart 2 and 3.

The presence of a gender pay gap within the organisations does not necessarily mean there are issues of equal pay within the workforce, but it does support the fact that more woman are in lower paid positions and proportionately less are holding senior/higher paid positions when compared to the overall workforce profile. This is supported by the information in chart 2 below. Therefore more work needs to be done to support woman’s career development and progression into these more senior/higher paid roles in the future or focus recruitment activities on creating more balance within the workforce profile by attracting more men into lower banded jobs.

Chart 2 – Gender distribution across the Pay Bands

a) CDDCHS



b) CDDFT

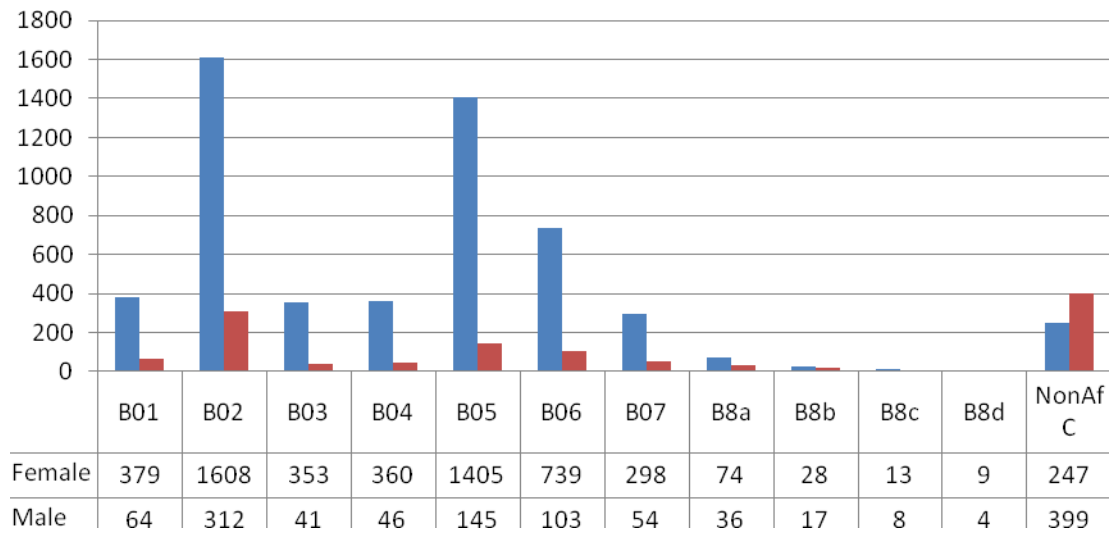
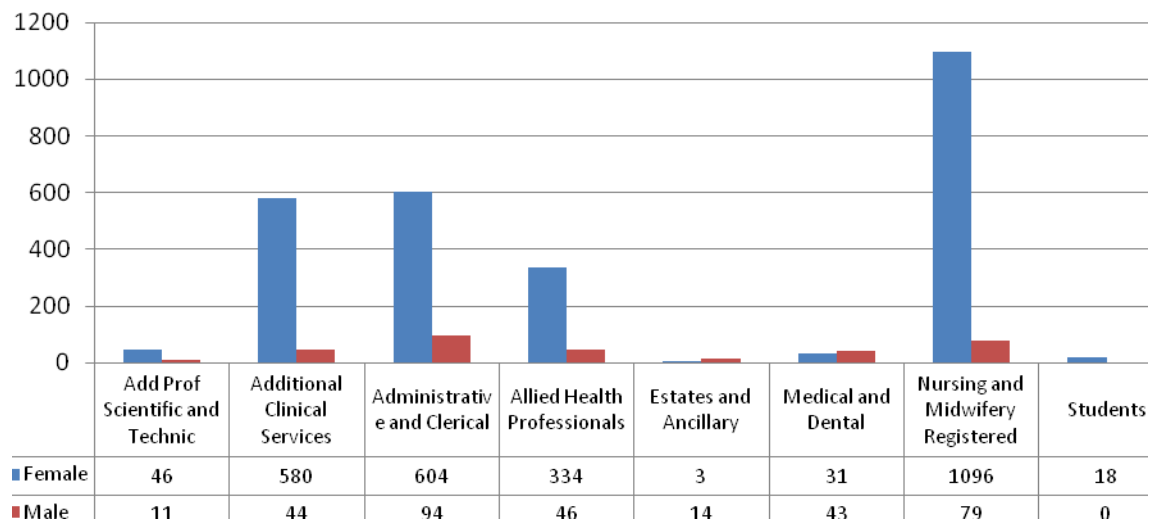


Chart 3 – Gender distribution across the Occupational Groups

a) CDDCHS



b) CDDFT

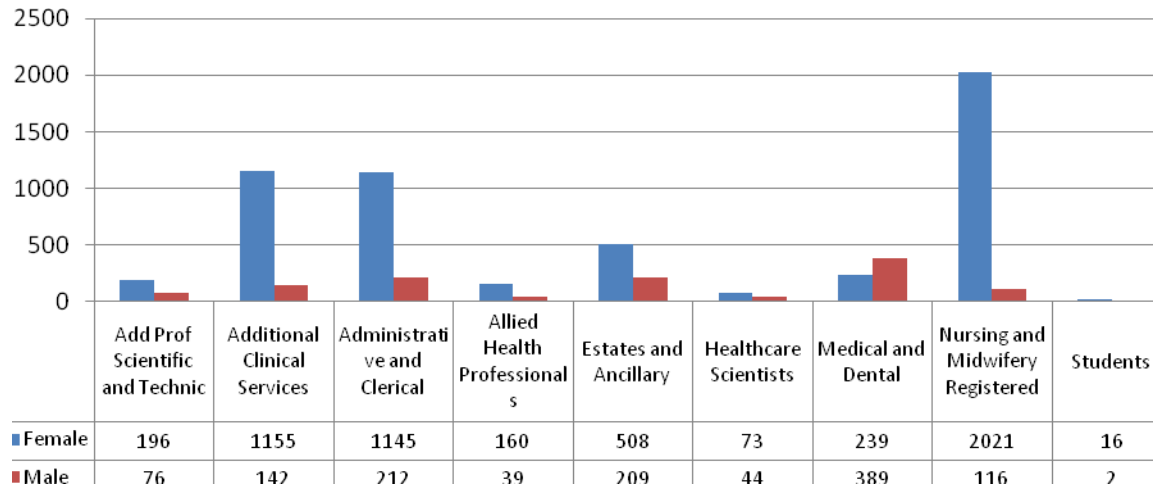


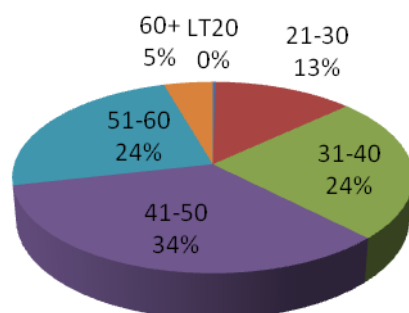
Chart 3 indicates the gender split between the various occupational groups within CDDCHS and CDDFT. In CDDCHS and CDDFT the majority of staff are employed within the Nursing occupation which is mostly female dominated.

There are proportionately more males than the organisational profile within the allied health professionals and additional professional scientific and technical occupations and in CDDFT within the estates and ancillary and healthcare scientists. In both former organisations more men than woman are employed in medical and dental occupations.

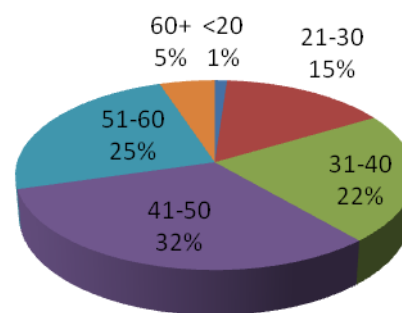
2.2 Age

Chart 4 – Age profile

a) CDDCHS



b) CDDFT



The chart shows the majority of CDDCHS and CDDFT staff are aged between 31 and 60 years old with the largest proportion aged between the ages of 41-50 years old.

According to the National Statistics Population Estimates information from mid-2008 the average age of the population then was 39 years, up from 37 years in 1998. This is reflected in the organisations workforce age distribution, as is the baby boom

of the 1960's showing a larger percentage of the workforce would have been born during that period (Age group 41 to 50 years).

The National Statistics Population Estimates indicate low fertility rates during late 80's to early 2000's providing lower population figures for that particular period and therefore this is also reflected within the workforce profile with low levels of staff under 20 years old.

The workforce data shows a much smaller percentage of the workforce comes from the group 60+ years old. This would be expected due to the number of staff retiring from 55 years + within the workforce.

The Office for National Statistics (Autumn 2009) state:

“The drivers of employment at older ages are complex and people’s decisions to extend their working lives are affected by factors such as health, pension and accumulated wealth and, although less often investigated, by earlier life events such as age of entry into the labour market, working-life history and family formation.”

This suggests that there are less economically active people in the population between 50 years old to the state pensionable age of 65 and therefore this is reflected in the organisations workforce.

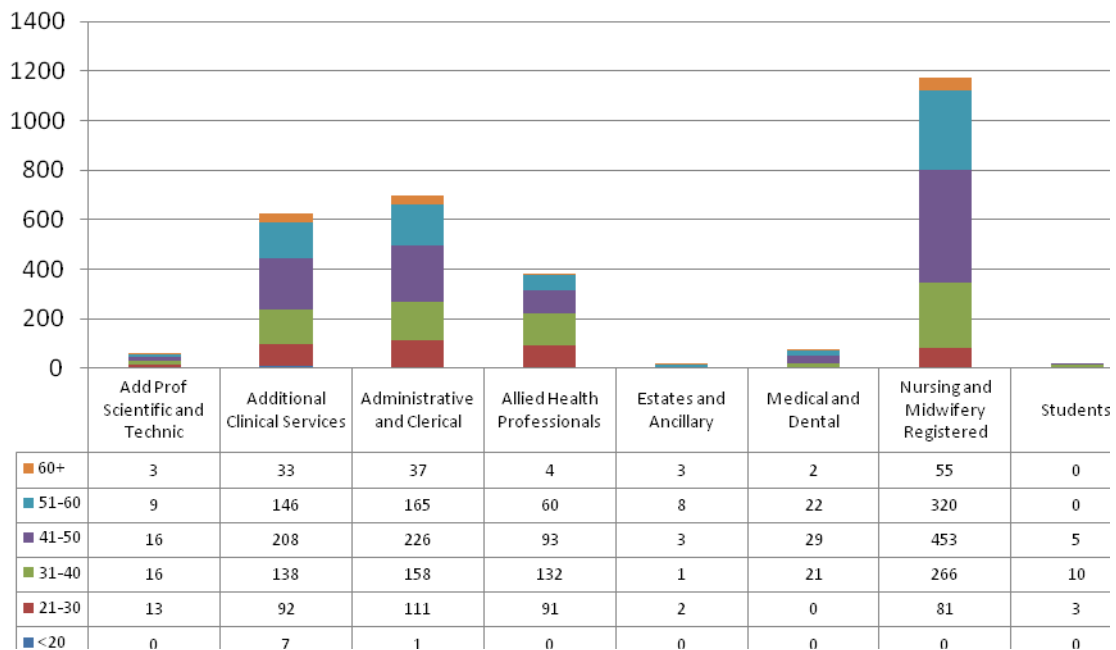
However the report also identifies:

“The most significant demographic trend affecting the size and composition of the labour force over the next 25 years will be the decrease in the number of people in the age group 16 to 49 and an increase in the number of people aged between 50 and 64”.

As an organisation we have recognised that we have an ageing workforce and it is essential that we have robust workforce plans in place to ensure future service delivery via the development of existing staff and the recruitment of new staff to the organisation. The Trust must also ensure that policies and practices are regularly reviewed to ensure they are fit for purpose and attract and support this group of the population in future years.

Chart 5 – Age distribution across the occupational groups

a) CDDCHS:



b) CDDFT

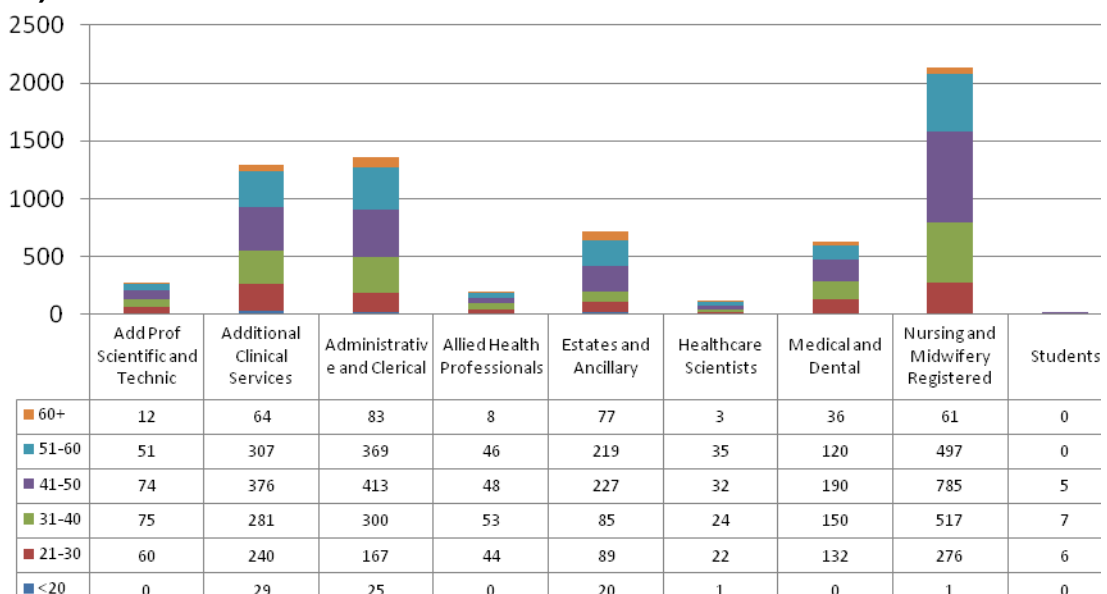


Chart 5 indicates that most of the <20 years old staff within the organisation are employed within the additional clinical services group. In addition there is a large concentration of staff in the age group 41-50 for the registered nursing occupation group (midwives were not employed by CDDCHS). Therefore we need to ensure the organisations workforce plans account for this as many of these staff may have preserved rights to retired at 55 years old, and others are likely to be retiring over the next 14 years.

2.3 Ethnic Origin

Table 2 – Ethnic Origin Profile

Ethnic Origin	CDDCHS Workforce %	CDDFT Workforce %	Darlington Population % (2001 Census)	County Durham Population % (2001 Census)
White - British	93	87.52	96.63	98.04
White - Irish	0.58	0.44	0.42	0.25
White - Any other White background	0.95	0.99	0.75	0.67
White English	0.03	0	Not available	Not available
White Polish	0	0.06	Not available	Not available
White Mixed	0.03	0	Not available	Not available
White Other European	0.03	0.8	Not available	Not available
TOTAL WHITE	94.64	89.09	97.86	98.97
Mixed - White & Black	0.03	0.08	0.26	0.08
Mixed - White & Asian	0.16	0.06	0.18	0.13
Mixed - Any other mixed background	0.16	0.15	0.13	0.08
Mixed - Other/Unspecified	0.03	0	Not available	Not available
TOTAL MIXED	0.39	0.29	0.61	0.31
Asian or Asian British - Indian	0.56	2.58	0.44	0.19
Asian or Asian British - Pakistani	0.07	0.44	0.09	0.05
Asian or Asian British - Bangladeshi	0	0.11	0.29	0.03
Asian or Asian British - Any other Asian background	0.13	0.79	0.11	0.08
Asian Sri Lankan	0.03	0	Not available	Not available
Asian Unspecified	0	0	Not available	Not available
TOTAL ASIAN OR ASIAN BRITISH	0.79	3.92	0.93	0.34
Black or Black British - Caribbean	0.07	0.02	0.15	0.03
Black or Black British - African	0.30	0.40	0.07	0.04
Black Nigerian	0.03	0.02	Not available	Not available
Black British	0.07	0.07	0.02	0.01
Black Unspecified/Other	0	0.02	0.02	0.01
TOTAL BLACK OR BLACK BRITISH	0.39	0.53	0.23	0.08
Chinese	0.13	0.28	0.25	0.17
Any Other Ethnic Group	0.10	0.50	0.14	0.13
TOTAL CHINESE OR OTHER	0.23	0.78	0.38	0.29
Not Stated	3.48	5.41	Not available	Not available

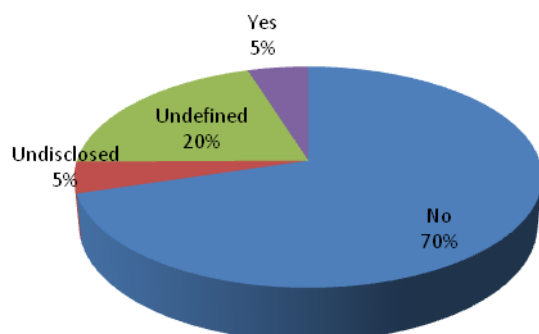
Table 1 illustrates that CDDCHS and CDDFT workforce in the main compares favourably against the Census 2001 data for ethnic origin and is therefore broadly representative of the community that it serves. The organisation is more diverse than the local community with 7% in CDDCHS and 12% in CDDFT of staff being from a BME (black or minority ethnic) background compared to the 3% and 2% for Darlington and County Durham respectively. There is an over representation of Asian ethnic origin in particular Indian staff within CDDFT.

Recent estimates consider the BME population has increased significantly over the last 10 years since the 2001 census particularly with an increase in the number of migrant workers from eastern European countries. The results of the 2011 population census should provide a more realistic comparison.

2.4 Disability

Chart 6 – Disability Status Profile

a) CDDCHS



b) CDDFT

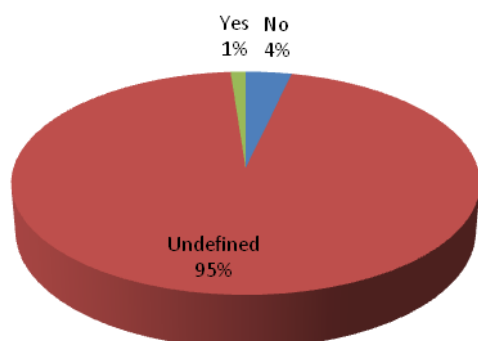


Chart 6 shows that in CDDCHS 5% of the workforce has a disability and 70% have not. 5% have chosen not to disclose if they have a disability and for 20% the information has not been collected. In CDDFT the information is less reliable with 95% of the information being undefined and 1% showing as having a disability.

Although not particularly high at 5% it would be useful to understand why those 5% have chosen not to disclose if they have a disability. The organisation provides a clear commitment to disability equality and when seeking information assurances are given that this is used on a confidential basis. However, it is recognised that a fear of disclosure may lead staff with disabilities, especially those with 'invisible impairments', not to respond.

Part of the reason for the none disclosure could be due to the lack of understanding of what constitutes a disability for the purpose of monitoring. The staff survey questions extends this to include long standing illness or health problem which will most likely meet the legal definition of a disability although many people may not realise that this is the case. The survey results for 2010 indicated that 13% of staff surveyed in CDDCHS and 15% in CDDFT have a longstanding illness, health problem or disability, therefore this indicates there could be a much higher representation than indicated in the data drawn from ESR and that there could possibly be an issue about staff disclosing if they have a disability or not.

Both former organisations were a 'positive about disabilities' employer and have continued to be awarded the two tick symbol in recognition of this. In addition

the organisation has a clear process of supporting staff experiencing difficulties from disabilities using reasonable adjustments where appropriate and working internally with our Human Resources/Personnel, Health and Safety and Occupational Health teams and externally with other agencies such as Access to Work to identify and put in place measures to keep staff with disabilities in employment.

Of the 13% in CDDCHS and 15% in CDDFT mentioned above in the staff survey it is encouraging that 92% and 68% respectively said that the organisation made adequate adjustment(s) to enable them to carry out their work indicating that our policies and procedures are effective in this area. The CDDCHS figure is up from 68% and the FT figure is down from 80% compared to the 2009 survey.

2.5 Religion or Belief

Chart 7 – Religion and Belief Profile

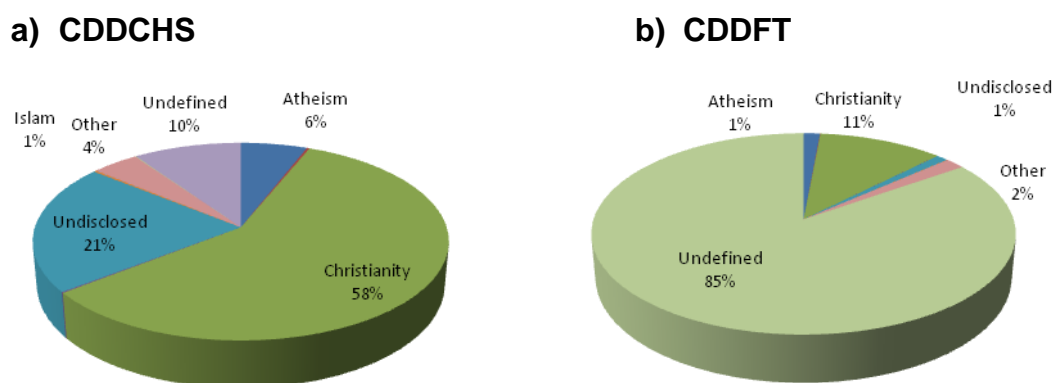


Chart 7 shows the largest density of religion in CDDCHS at 58% and 11% in CDDFT is Christianity. However as 85% of the information for CDDFT is undefined this figure is unreliable.

Table 3 – Religion or Belief comparison with local population

Religion or Belief	CDDCHS Workforce %	CDDFT Workforce %	Population County Durham %	Population Darlington %
Atheism	5.95%	1.44%	9.32%	11.4%
Buddhism	0.23%	0.04%	0.12%	0.14%
Christianity	58.23%	10.97%	83.52%	79.77%
Hinduism	0.13%	0.02%	0.08%	0.12%
Undisclosed	21.25%	1.03%	6.44%	7.51%
Islam	0.26%	0.04%	0.22%	0.57%
Judaism	0.03%	0.02%	0.03%	0.04%
Other	4.17%	1.71%	0.17%	0.15%
Sikhism	0.07%	0	0.09%	0.29%
Undefined	9.66%	84.74%	Not Known	Not Known

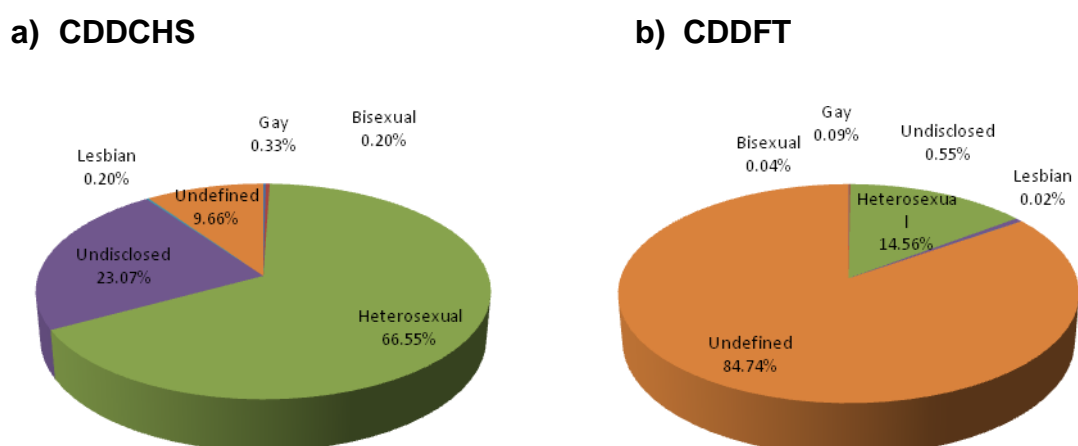
Table 3 shows an analysis of the religion or belief workforce data against that of the local community which illustrates that the former CDDCHS was in the main, fairly representative of the religions and beliefs of County Durham and Darlington. Unfortunately, due to 85% of CDDFT information being undefined no accurate comparison can be made against the local population.

Proportionately Christianity appears to be least representative of the local community with only 58% and 11% of the workforce compared to 84% for County Durham’s population and 80% for Darlington’s population. This is followed by Atheism which is also showing a small under representation compared to the population information for County Durham and Darlington. The under and over representations illustrated here may be attributed to the undisclosed and undefined information available.

Further work is needed to promote the reasons for monitoring this information on religion or belief so that people feel safe to do so and do not fear discrimination.

2.6 Sexual Orientation

Chart 8 – Sexual Orientation Workforce Profile across both former organisations



There is a quite a high proportion of the workforce (CDDCHS: 23%, CDDFT: 0.5%) that have chosen not to disclose their sexual orientation. However according to Stonewall’s research as identified in their workplace guide on ‘How to Monitor Sexual Orientation in The Workplace’ it is normal to expect a low response rate when first introducing a question on sexual orientation into the equality monitoring.

Stonewall also report in their guide that the government estimate that 6% of the UK population is lesbian or gay. Our workforce figures show this is not reflected in our workforce statistics but this may be due to the amount of staff where it is either ‘undefined or undisclosed’.

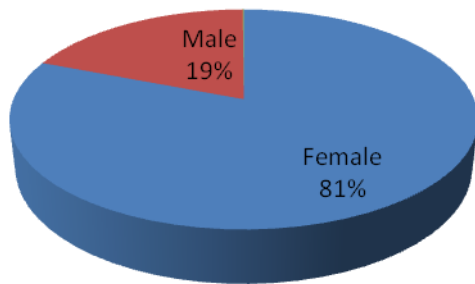
3. Recruitment

The 2010 staff survey results indicate that staff in both former organisations said the trusts act fairly with regard to career progression or promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age. The scores of 95% for CDDCHS and 92% CDDFT were better than average when compared to trusts of a similar type. CDDCHS was in the best 20%.

3.1 Gender

Chart 9 – Applicants by Gender Profile

a) CDDCHS



b) CDDFT

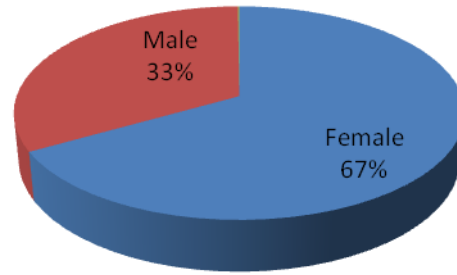
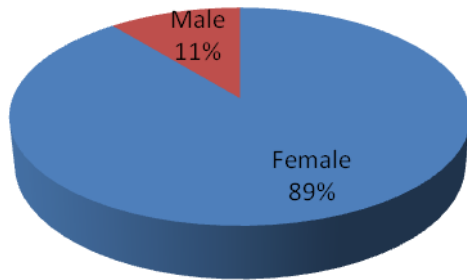


Chart 10 – Starters by Gender Profile

a) CDDCHS



b) CDDFT

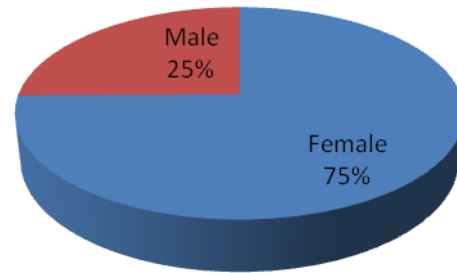


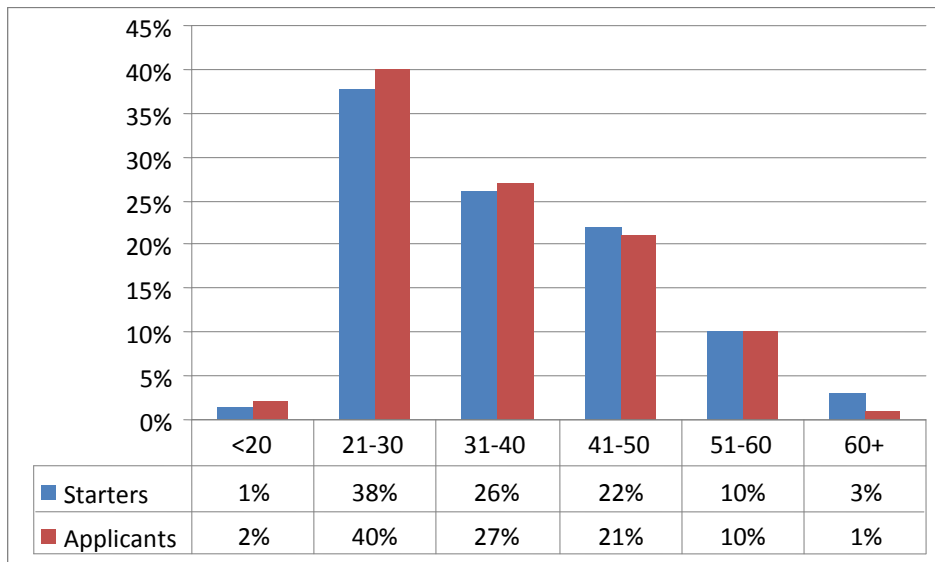
Chart 9 shows that more males 19% and 33% applied for posts with the organisation during the period than were appointed at 11% and 25%. This slight (8%) variation is accountable to many males all applying for similar positions but only one being appointed for each post. Further work challenging stereotypical roles may go some way in addressing this by encouraging more males to apply for posts which are traditionally seen as female jobs and vice versa.

C

3.2 Age

Chart 11 – Applicants and Starters by Age Profile

a) CDDCHS



b) CDDFT

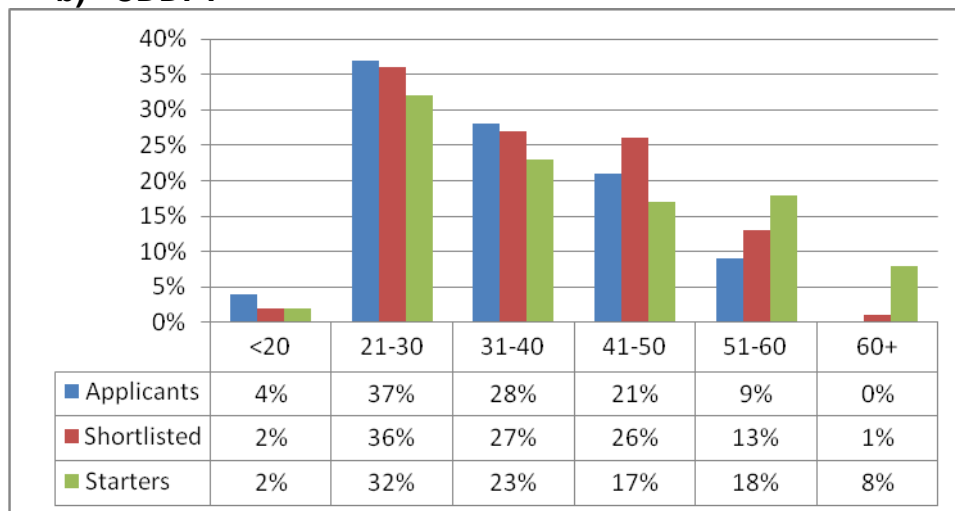


Chart 11 indicates that in both former organisations the starters ages were generally representative of those that applied for posts. However CDDFT shows that in the 41 to 50 age group proportionately more candidates were shortlisted but less were appointed than applied. This would normally alert to a possible problem requiring further analysis in the recruitment process due to age however when this is considered against the data for 51 to 60 and 60 plus where there is proportionately more people in the older age groups being appointed this indicates that this is not in fact the case.

3.3 Ethnic Origin

Table 4 – Applicants and Starters by Ethnic Origin

Ethnic Origin	CDDCHS		CDDFT	
	Starters	Applicants	Starters	Applicants
WHITE – British	92.24%	83.21%	73.74%	88.77%
WHITE – Irish	2.59%	1.15%	1.57%	0.40%
WHITE - Any other white background	1.44%	2.64%	1.89%	1.89%
ASIAN or ASIAN BRITISH - Indian	1.15%	5.56%	7.08%	1.83%
ASIAN or ASIAN BRITISH - Pakistani	0	0.92%	2.67%	1.20%

ASIAN or ASIAN BRITISH - Bangladeshi	0	0.35%	0.63%	0.52%
ASIAN or ASIAN BRITISH - Any other Asian background	0	1.02%	2.36%	0.86%
MIXED - White & Black Caribbean	0	0.00%	0	0.11%
MIXED - White & Black African	0	0.09%	0.16%	0.11%
MIXED - White & Asian	0.29%	0.20%	0.16%	0.06%
MIXED - any other mixed background	0.57%	0.14%	0.79%	0.11%
BLACK or BLACK BRITISH - Caribbean	0	0.13%	0	0.06%
BLACK or BLACK BRITISH - African	0.29%	2.95%	1.73%	2.18%
BLACK or BLACK BRITISH - Any other black background	0.29%	0.06%	0	0.11%
OTHER ETHNIC GROUP - Chinese		0.28%	0.79%	0.17%
OTHER ETHNIC GROUP - Any other ethnic group	0.29%	0.57%	1.89%	0.69%
Undisclosed	0.29%	0.74%	3.30%	0.92%
Undefined	0.57%	0	1.26%	0

Table 4 indicates that in CDDCHS there was a disproportionately higher number of appointments being made from a White British background when compared to the applicants over the same period – a 9% difference. Asian or Asian British – Indian and Black or Black British – African were both under represented compared to those that applied for posts. Further investigation is needed to be undertaken as to why this has been the case over this period.

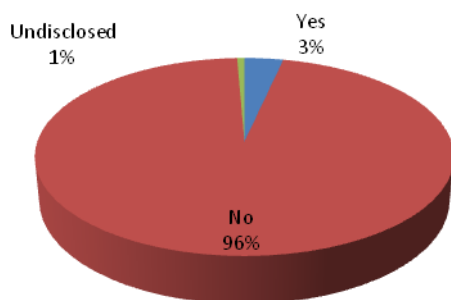
CDDFT on the other hand shows a much higher proportion of starters from BME backgrounds compared to those that have applied for posts.

3.4 Disability

Chart 12 – Applications by Disability Profile

Applicants

a) CDDCHS



b) CDDFT

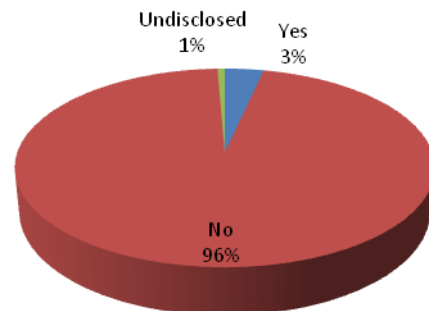


Chart 13 – Starters by Disability Profile

Starters

a) CDDCHS

b) CDDFT

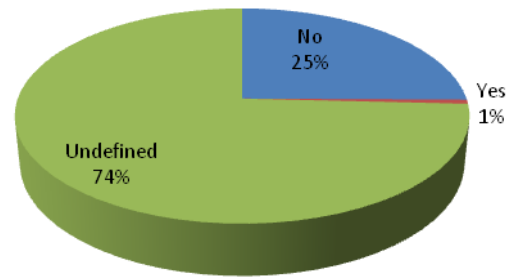
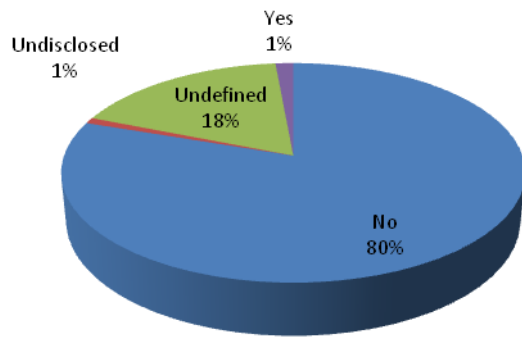


Chart 12 a) and 13 a) shows that of the 3% CDDCHS applicants with disabilities 1% were appointed into posts. This is not a significant difference but we need to ensure this does not worsen in the future. Unfortunately the CDDFT data is not of sufficient detail to show a comparison of applicants and appointments.

Chart 12 a) and b) show that only 1% of applicants in both former organisations chose not to disclose their disability status. This indicates that the promotion of the two tick positive about disability symbol has been successful.

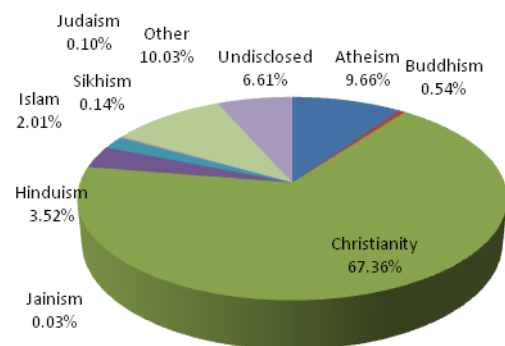
According to the Office of National Statistics data from January to March 2009, one in five (18.6%) people of working age have a disability in Great Britain. Approximately half of those people with disabilities are economically inactive giving approximately 9.3% which are able to work. Therefore the applications received and appointments during this period show disabled people are under represented only accounting for 3% of all applicants and 1% of appointments during this period.

3.5 Religion and Belief

Chart 14 – Applications by Religion and Belief

Applicants

a) CDDCHS



b) CDDFT

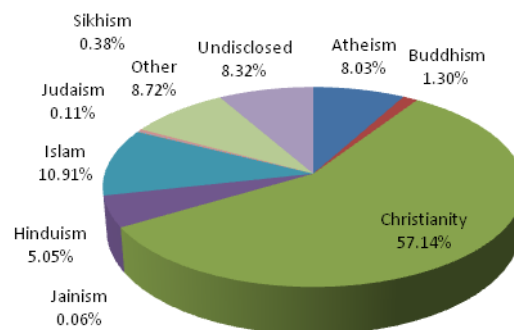
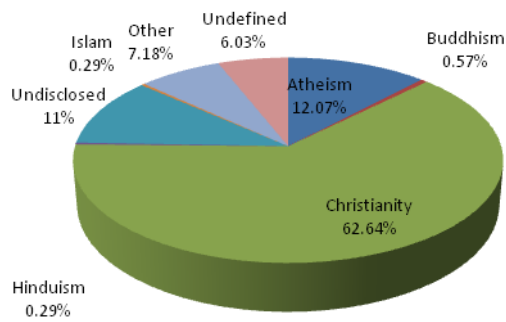


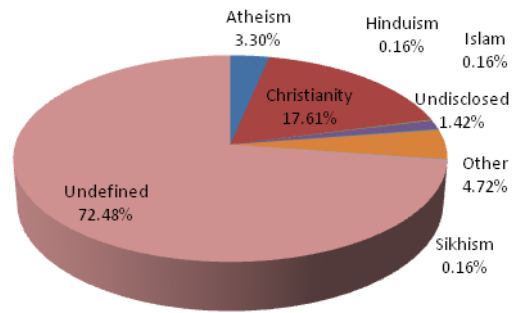
Chart 15 – Starters by Religion and Belief

Starters

a) CDDCHS
CDDFT



b)



Cha

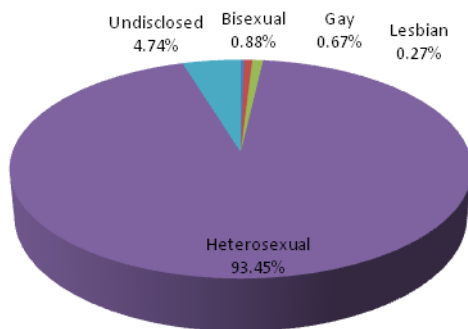
rt 14 a) and 15 a) show a fairly proportionate representation of religions and beliefs from application to appointment stages in CDDCHS. Hinduism is slightly underrepresented although there are 6% undefined religion or beliefs for where information is not available to report on. CDDFT shows a very diverse spectrum of religions and beliefs applying for posts with the organisation however the starter data is not of sufficient quality to draw any comparisons on how many of those were successful in securing an appointment.

3.6 Sexual Orientation

Chart 16 - Applicants by Sexual Orientation Profile

Applicants

a) CDDCHS



b) CDDFT

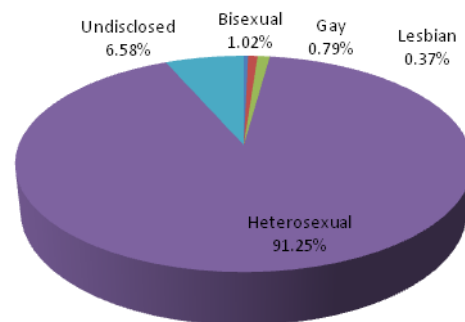


Chart 17 - Starters Sexual Orientation Profile

Starters

a) CDDCHS

b) CDDFT

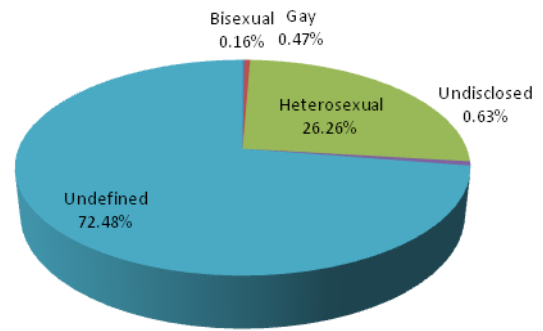
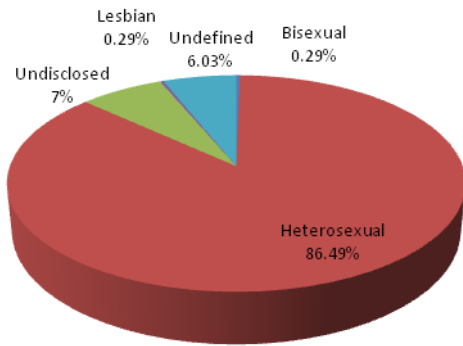


Chart 16 a) and 17 a) shows that overall the starters were representative of the applicants in CDDCHS. 5% of applicants and 7% of appointments have chosen not to disclose their sexual orientation. This is similar to last years monitoring results which showed 5% and 6% respectively and indicates that people do not feel uncomfortable about disclosing their sexual orientation when applying for posts with CDDCHS.

However, the percentage of applications in both CDDCHS and CDDFT is not representative of the governments estimates of 6% of the population being gay, lesbian or bisexual.

CDDCHS participated in the Stonewall Workplace Equality Index in 2010 and joined the Stonewall Diversity Champions programme this year which will hopefully send a positive message to the public that the organisation is committed to equality of opportunity with regard to sexual orientation and seeks to take proactive steps to eliminate any discriminatory practice against people because of their sexual orientation.

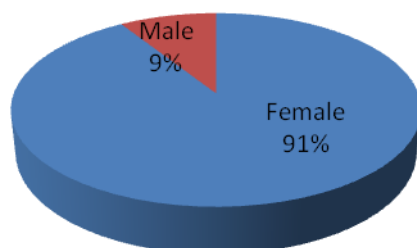
4 Leavers

In the last 12 months CDDCHS had 466 and CDDFT had 711 members of staff that left the organisation.

4.1 Gender

Chart 18 – Leavers by Gender

a) CDDCHS



b) CDDFT

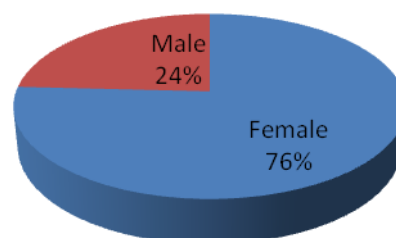
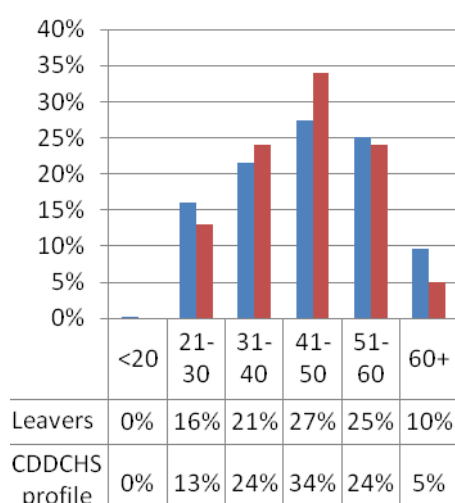


Chart 18 a) shows proportionately more females at 91% left CDDCHS. When compared to the workforce profile of 89% less males left proportionately. In b) CDDFT proportionately less females left employment at 76% compared with the organisational profile of 82% and therefore proportionately more males left during this period. These trends are not at this stage disproportionately significant however the Trust needs to continue to closely monitor this in the new integrated organisation to ensure this does not become a more concerning issue.

4.2 Age

Chart 19 – Leavers Age Profile

a) CDDCHS



b) CDDFT

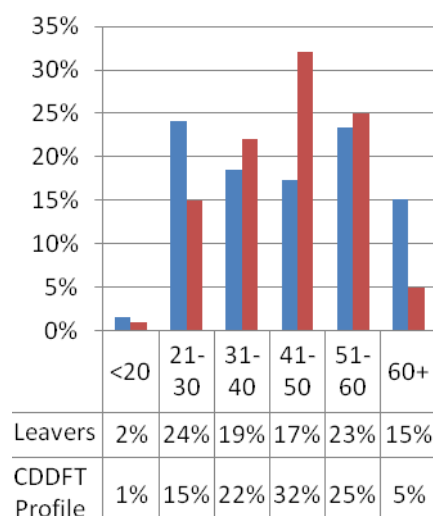


Chart 19 a) and b) shows more leavers at 60+ than is proportionate to the organisational profile however this is expected due to staff reaching retirement age. CDDFT is showing a disproportionately higher number of leavers in the age range 21 – 30 years. Further investigation into this can be explored through the exit questionnaire process by HR and personnel to ascertain if there are any issues or further explanation for this trend.

4.3 Ethnic Origin

Table 5 – Leavers by Ethnic Origin

Ethnic Origin	CDDCHS Workforce %	CDDCHS Leavers %	CDDFT Workforce %	CDDFT Leavers %
White - British	93%	91.85%	87.52%	77.5%
White - Irish	0.58%	0.64%	0.44%	0.7%
White - Any other White background	0.95%	0.43%	0.99%	1.69%
White English	0.03%	0.21%	0%	0%
White Polish	0%	0.21%	0.06%	0%
White Mixed	0.03%	0%	0%	0%
White Other European	0.03%	0%	0.8%	0%
TOTAL WHITE	94.64%	93.34%	89.09%	79.89%
Mixed - White & Black	0.03%	0%	0.08%	0.28%

Mixed - White & Asian	0.16%	0%	0.06%	0.14%
Mixed - Any other mixed background	0.16%	0%	0.13%	0.42%
GF Mixed - Other/Unspecified	0.03%	0.21%	0%	0%
TOTAL MIXED	0.39%	0.21%	0.29%	0.84%
Asian or Asian British - Indian	0.56%	1.07%	2.58%	5.20%
Asian or Asian British - Pakistani	0.07%	0.64%	0.44%	2.39%
Asian or Asian British - Bangladeshi	0%	0.21%	0.11%	0%
Asian or Asian British - Any other Asian background	0.13%	0.43%	0.79%	1.41%
Asian Sri Lankan	0.03%	0%	0%	0.14%
Asian Unspecified		0.21%	0%	0.14%
TOTAL ASIAN OR ASIAN BRITISH	0.79%	2.56%	3.29%	9.28%
Black or Black British - Caribbean	0.07%	0%	0.02%	0.28%
Black or Black British - African	0.30%	0%	0.40%	0.56%
Black Nigerian	0.03%	0%	0.02%	0.28%
Black British	0.07%	0%	0.07%	0%
Black Unspecified/Other	0%	0.21%	0.02%	0.14%
TOTAL BLACK OR BLACK BRITISH	0.39%	0.21%	0.53%	1.26%
Chinese	0.13%	0.43%	0.28%	0%
Any Other Ethnic Group	0.10%	0.21%	0.50%	0%
TOTAL CHINESE OR OTHER	0.23%	0.64%	0.78%	0%
Undefined	0.03%	0.21%	0	0
Not Stated	3.48%	2.79%	5.41%	7.17

Table 5 shows in the main the leavers from CDDCHS during the period were representative of the workforce profile with the exception of the Asian ethnic origin which was slightly over representative. CDDFT however is showing a significant over representation of Asian staff leaving the organisation compared to the workforce profile. Further investigation into why this is the case needs to be undertaken by Personnel/HR.

4.4 Disability

Chart 20 – Leavers by Disability Profile

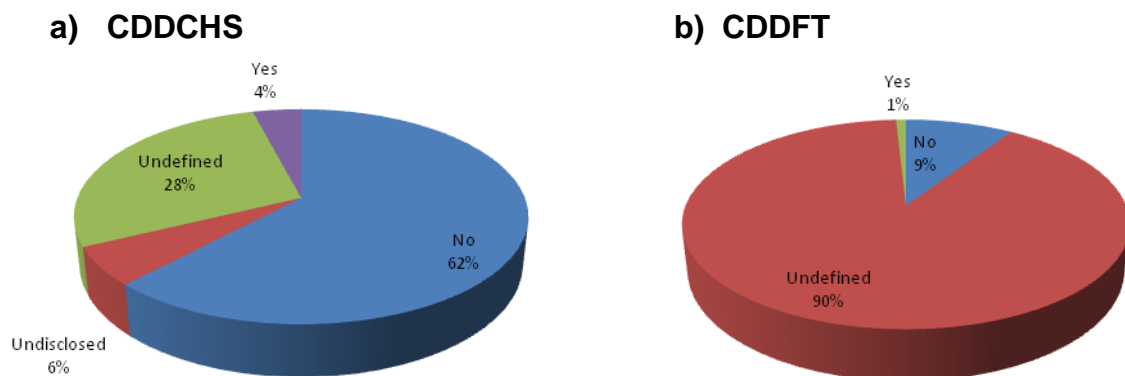
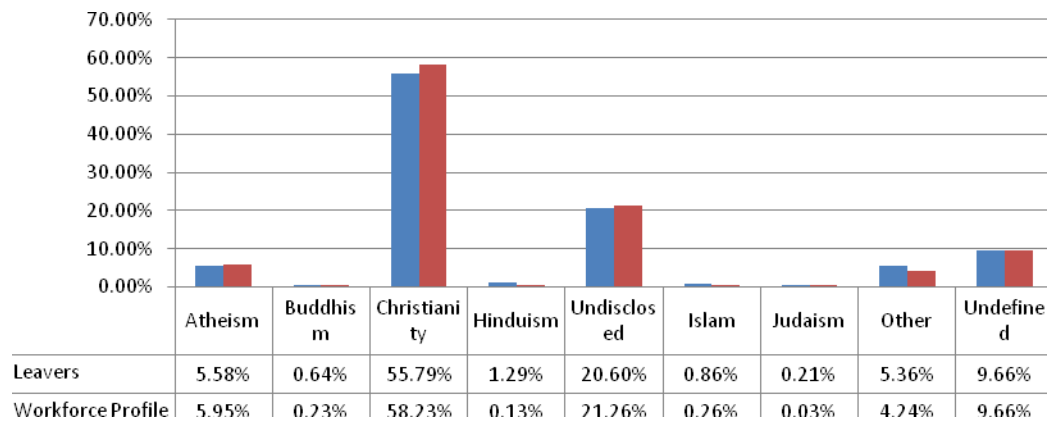


Chart 20 shows the disability status of the leavers for CDDCHS over the period is fairly representative of the workforce.

4.5 Religion or Belief

Chart 21 – Leavers by Religion or Belief Profile

a) CDDCHS



b) CDDFT

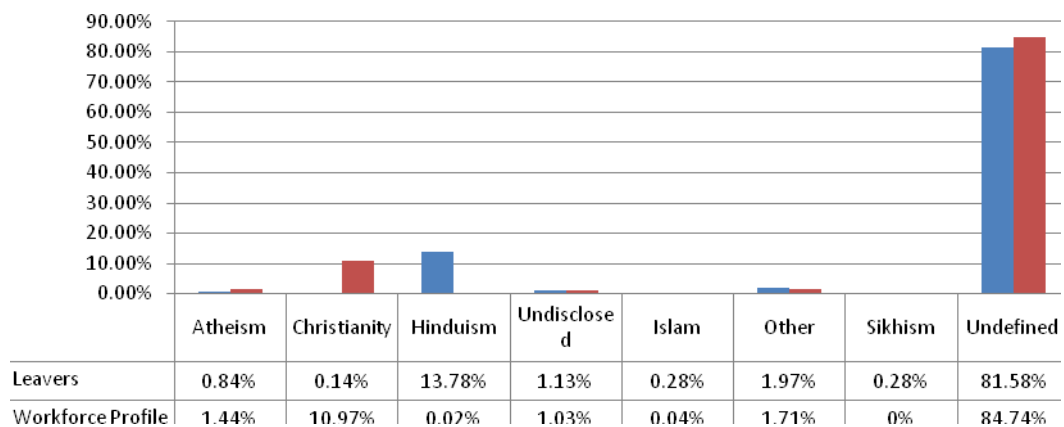


Chart 21 shows the religion or belief of the leavers over the period were fairly representative of the overall workforce profile in both organisations with the exception of Hinduism in CDDFT where 13.78% of leavers compares to only 0.02% of the workforce profile and is therefore significantly over represented. Further investigation is needed into if there is any particular reason for this.

4.6 Sexual Orientation

Chart 22 – Leavers by Sexual Orientation Profile

a) CDDCHS

b) CDDFT

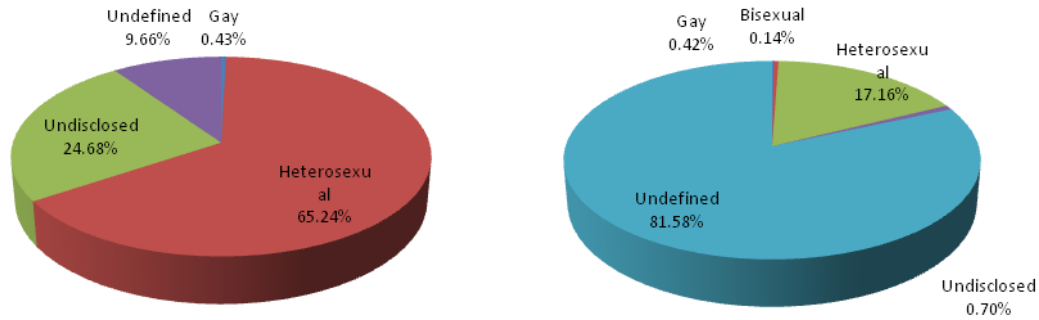


Chart 22 shows the sexual orientation of the leavers during the period is representative of the overall workforce profile for both organisations.

5 Learning and Development

The essential equality and diversity training requirement in both organisations for all staff is every three years.

The 2010 CDDCHS staff survey showed that 49% up from 28% in 2009 of staff had received equality and diversity training within the last 12 months. For CDDFT it was up to 39% up from 21% in 2009. In CDDCHS a smaller percentage of the male respondents and respondents in hosted services received equality and diversity training in the last 12 months. In CDDCHS a smaller percentage of the disabled respondents, BME respondents, aged over 51 years, part time, based at Bishop Auckland Hospital, employed in maintenance/ancillary, all nurses and admin and clerical respondents in CDDFT received equality and diversity training in the last 12 months.

In contrast our records show a total of 43% of staff in CDDFT and 45% of staff in CDDCHS have been trained in Equality and diversity over the last 3 years.

Over the last 12 months both former trust staff receive general equality and diversity awareness training as part of their induction into the Trust.

In CDDFT non-patient handlers received their equality and diversity training as part of the Essential Training for Non-patient Handlers programme. All other staff across the CDDFT are required to undertake equality and diversity training by completing the e-learning programme.

Community Health staff have had access to a half day training programme and a full day programme for managers. In addition, staff within the community have also had the opportunity to gain recognised formal qualifications in equality and diversity and managing equality and diversity through distance learning (NCFE level 2 and 3). NCFE level 2 qualifications will be extended to all staff within the new integrated organisation.

In addition, a number of specialist training opportunities around specific equality issues have been introduced to the Trust to further support lifelong learning in this area, including:

- Mental Health training for managers
- Learning Disabilities two hour awareness and a more in depth full day programme
- Equality Impact Assessment Training
- Bullying and Harassment Staff Support Officer Training (Community only)

In the last year there were 12,153 episodes of training requested and 10,825 received in CDDCHS and in CDDFT there were 28,366 requested and 22,919 received.

5.1 Gender

Chart 23 – Learning and Development by Gender

a) CDDCHS

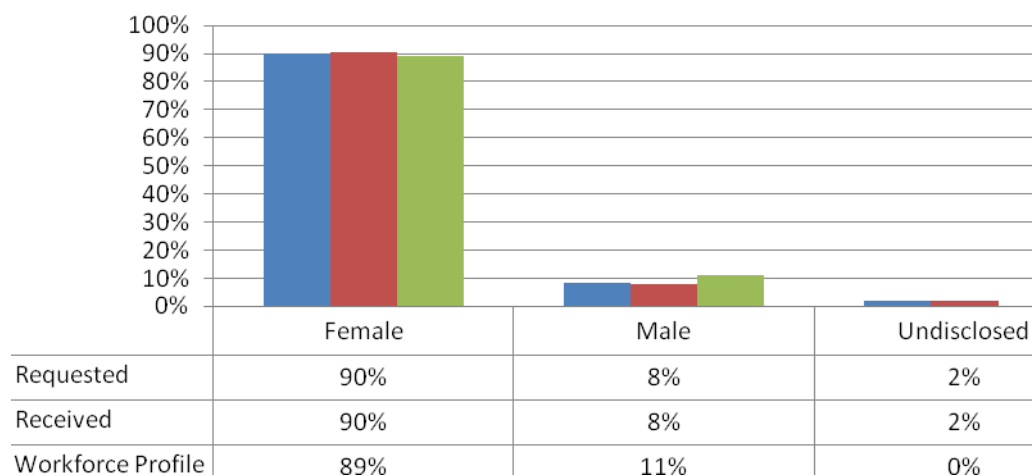


Chart 23 a) Shows that the gender of those that have requested learning and development is reflective of those that have received it during the period. Males requesting and received are showing a slight disproportion when compared to the workforce profile however this could be explained by the number of undisclosed gender figures. This information indicates there are no gender issues for learning and development

b) CDDFT

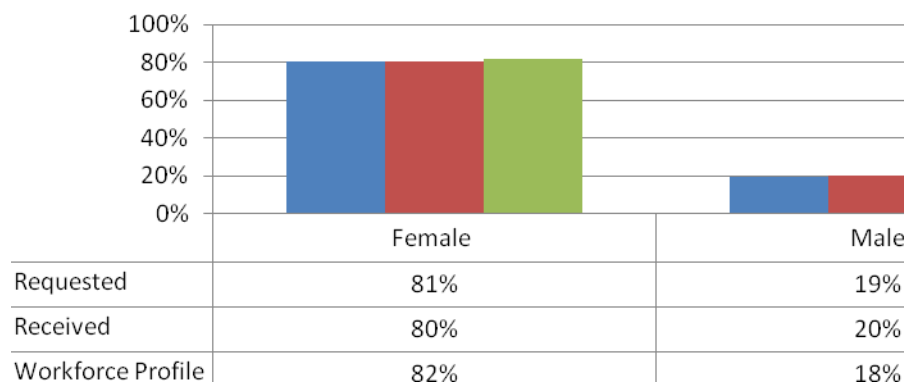
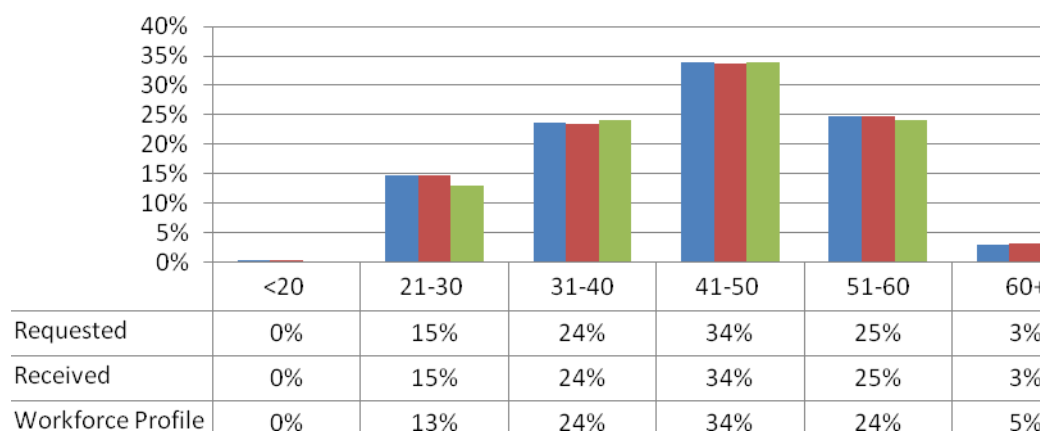


Chart 23 b) shows that the gender of those requesting learning and development is reflective of those that have received it and also proportionate to the overall workforce profile indicating there are no gender issues for learning and development.

5.2 Age

Chart 24 – Learning and Development by Age Group

a) CDDCHS



b) CDDFT

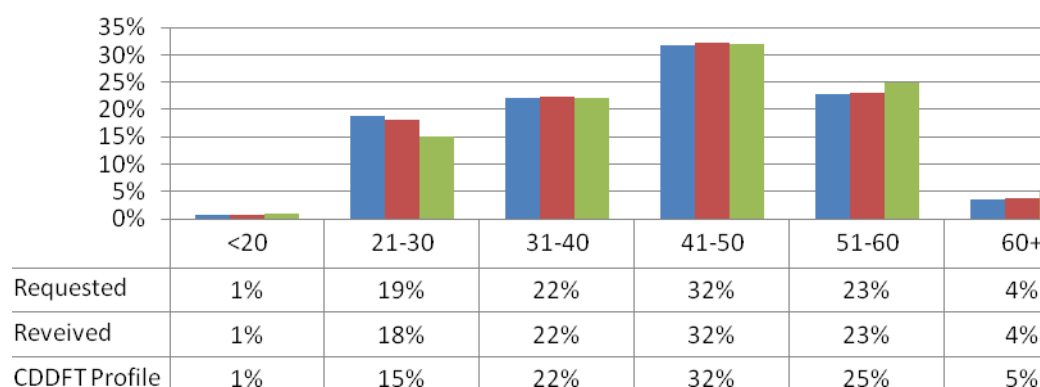


Chart 24 a) and b) illustrates that the age profile of those requesting learning and development in both former organisations is reflective of those that have received it and they are also proportionate to the overall workforce profiles indicating that age is not deemed to be a barrier to accessing learning and development.

5.3 Ethnic Origin

Table 6 - Learning and Development by Ethnic Origin Profile

Ethnic Origin	CDDCHS Requested	CDDCHS Received	CDDFT Requested	CDDFT Received
White - British	91.43%	91.46%	83.64%	83.93%
White - Irish	0.92%	0.99%	0.50%	0.53%
White - Any other White background	2.17%	2.19%	1.37%	1.30%
White Scottish	0	0	0.01%	0.01%
White Cypriot (non specific)	0	0	0.03%	0.02%
White Polish	0	0	0.04%	0.03%
White Other European	0.01%	0.01%	0.02%	0.01%
Mixed - White & Black Caribbean	0.02%	0.02%	0.00%	0.00%

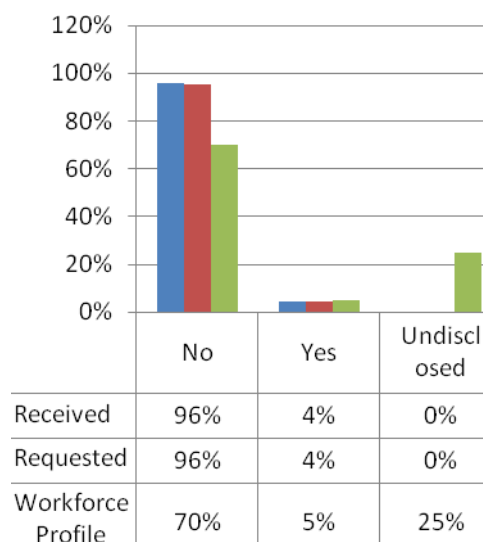
Mixed - White & Black African	0	0	0.03%	0.03%
Mixed - White & Asian	0.08%	0.08%	0.11%	0.09%
Mixed - Any other mixed background	0.08%	0.08%	0.26%	0.24%
Asian or Asian British - Indian	0.39%	0.29%	3.60%	3.29%
Asian or Asian British - Pakistani	0.01%	0.01%	0.75%	0.72%
Asian or Asian British - Bangladeshi	0	0	0.11%	0.10%
Asian or Asian British - Any other Asian background	0.15%	0.17%	1.00%	0.93%
Asian British	0	0	0.21%	0.18%
Black or Black British - Caribbean	0	0	0.02%	0.03%
Black or Black British - African	0	0.23%	0.97%	0.93%
Black or Black British - Any other Black background	0.19%	0.20%	0.11%	0.10%
Black Nigerian	0	0	0.09%	0.09%
Black Unspecified	0	0	0.01%	0.01%
Chinese	0.12%	0.14%	0.41%	0.36%
Any Other Ethnic Group	0.10%	0.12%	0.60%	0.56%
Filipino	0	0	0.04%	0.04%
Undefined	1.93%	2%	0.42%	0.84%
Z Not Stated	2.20%	2.02%	5.65%	5.62%

Table 6 shows that the percentage of those that have requested learning and development is representative of those that have received learning and development. When compared to the overall workforce profile this also indicates that there are no race or nationality issues associated with accessing learning and development.

5.4 Disability

Chart 25 – Learning and Development by Disability Profile

a) CDDCHS



b) CDDFT

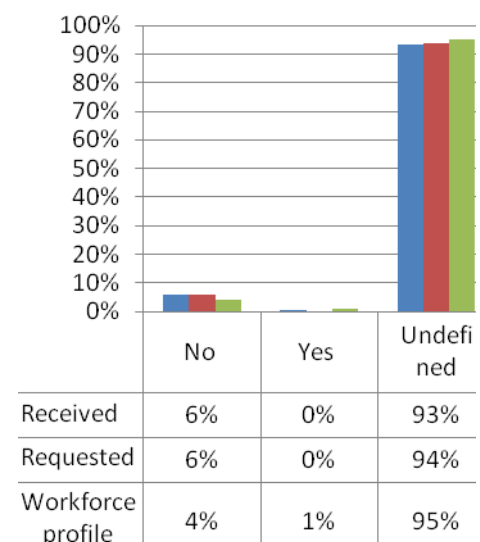


Chart 25 shows that staff who consider themselves to have a disability are not disadvantaged as those that have requested learning and development is reflected in those that have received it which is also in line with the workforce profile. CDDFT data however due to the number of status recorded as undefined does not provide a useful comparison.

6. Family Friendly and Work-Life Balance Information

The organisation has a Balancing Work and Personal Life policy which supports staff to balance their work and personal life commitments. We also operate a childcare voucher salary sacrifice scheme which 75 staff in CDDCHS and 107 in CDDFT currently takes advantage of and a childcare subsidy scheme which is used by 56 CDDCHS members of staff.

The staff survey results from 2010 shows 83% of staff in CDDCHS and 61% of staff in CDDFT said they had taken advantage of at least one of the following flexible working options in their current job: flexi-time; working reduced hours; working from home; annualised hours; working during school term-time only; making team decisions about rotas; or job sharing. CDDCHS score was in the highest (best) 20% when compared to trusts of a similar type, whereas CDDFT score was worse than average compared to Trusts of a similar type. Men in CDDCHS and CDDFT showed a lower level of use of flexible working options at 70% compared to 82% for woman and 45% compared to 64% respectively.

CDDCHS scored 3.61 (higher score better) for commitment to work-life balance which was a slight increase from the previous years results and is average when compared to trusts of a similar type. CDDFT score was 3.29 which is in the worse 20% when compared to trusts of a similar type, it is also a statistically significant decrease since 2009 when the Trust scored 3.39.

7. Involvement in Grievance and Discipline Procedures

Discipline and Grievance policy have both been developed based on best practice outlined in ACAS code of practices and employment law. During the period in CDDCHS there were 38 staff involved in disciplines and 199 grievances. In CDDFT there were 52 staff involved in disciplines and 36 Grievances.

The staff survey results show:

Staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months was 7% for CDDCHS which was average when compared to trusts of a similar type and 12% for CDDFT which was in the lowest (best) 20% when compared to trusts of a similar type.

Staff experiencing harassment, bullying or abuse from staff in the last 12 months was 13% for CDDCHS which was average when compared to trusts of a similar type and 17% for CDDFT which was above (worse than) average when compared to trusts of a similar type. The survey provides further findings for this question from which the following has been drawn:

- A higher (20% for CDDCHS and 23% for CDDFT) proportion of disabled respondents.
- In CDDCHS 20% of the 32 age 16-30 respondents was higher than other groups.
- In CDDFT 20% of full time staff compared to 10% of part time staff
- In CDDFT a much higher percentage of respondents were based at University Hospital North Durham and Darlington Memorial Hospital

- In CDDFT Diagnostic and Clinical Support Division had the highest percentage (23%) of respondents. In CDDCHS it was Directorate of Nursing, AHP and Clinical Quality (31%).
- In CDDFT the highest occupational group respondents in order were Scientific and Technical, All Allied Health Professionals then Admin and Clerical. In CDDCHS it was Central Functions/Corporate Services.

Both trusts received an average score when staff were asked their perceptions if effective action from employer towards violence and harassment although CDDFT's score saw a statistically significant decrease (worse score) than the previous year.

In CDDCHS 53% and in CDDFT 51% of staff thought the trust would take effective action following harassment, bullying or abuse by patients/service users, their relatives or other members of the public. By other members of staff this was 52% for CDDCHS and 48% for CDDFT.

Only 56% of staff in CDDCHS and 55% of staff in CDDFT said the last time they experienced an incident of harassment, bullying or abuse either they or a colleague had reported it.

The percentage of CDDCHS staff experiencing discrimination at work in the last 12 months was 9% (1% gender, 1% religion, 1% disability, 1% age and 4% other reasons) of which 2% was from patients/service users, their relatives or other members of the public and 7% from their manager, team leader or colleague. This score is below (better than) average when compared to trusts of a similar type.

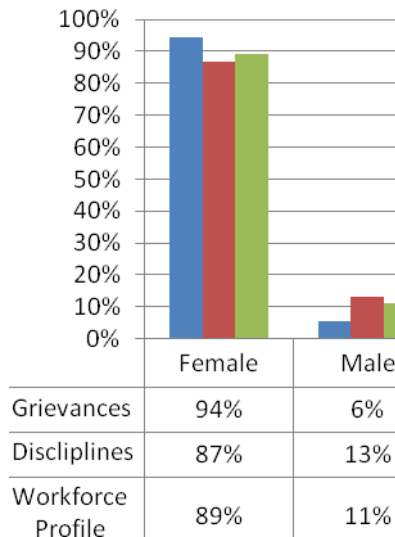
The percentage of CDDFT staff experiencing discrimination at work in the last 12 months was 11% (1% ethnic background, 2% gender, 1% sexual orientation, 2% age, 4% other reason) of which 3% was from patients/service users, their relatives or other members of the public and 9% from their manager, team leader or colleague. This score is below (better than) average when compared to trusts of a similar type.

Interestingly both trust showed quite high percentages of disabled respondents indicating discrimination at work (18% of 51 respondents in CDDCHS and 15% of 63 respondents in CDDFT). In addition men in CDDFT showed a high percentage of discrimination at 16% of 76 respondents.

7.1 Gender

Chart 26 – Gender profile of discipline and grievance cases

a) CDDCHS



b) CDDFT

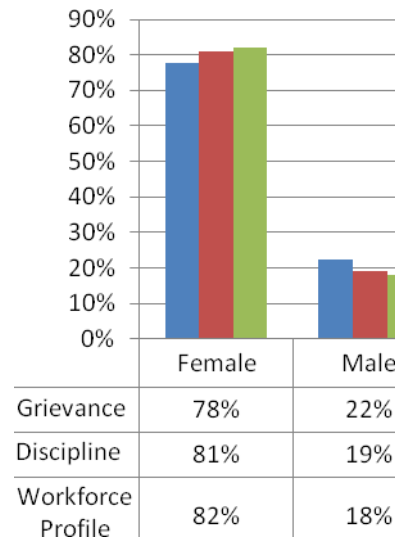
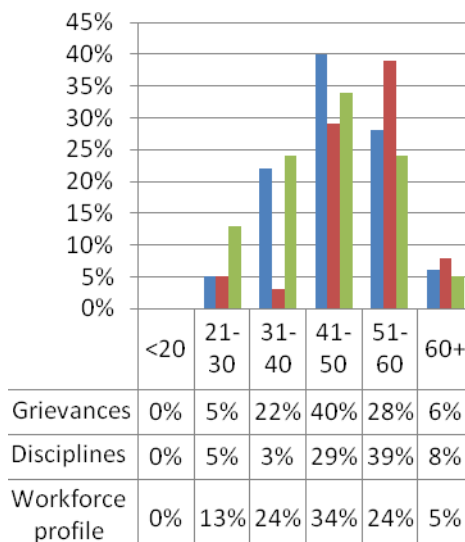


Chart 26 shows that the disciplines were fairly proportionate to the overall workforce in terms of gender for both former organisations.

7.2 Age

Chart 27 – Age group profile of discipline and grievance cases

a) CDDCHS



b) CDDFT

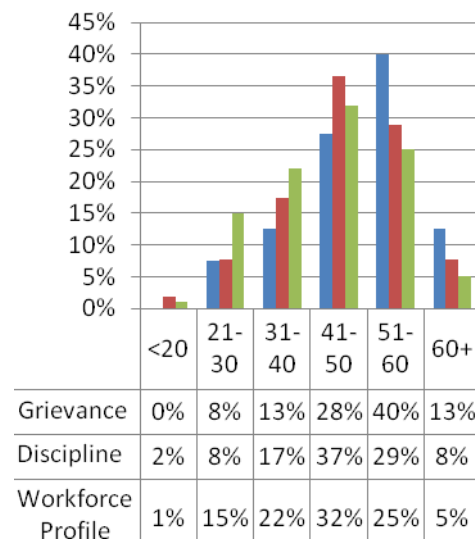


Chart 27 a) shows an over representation of grievances raised for age group 41 to 50 years and disciplines for the 51 to 60 years range. Chart b) shows an over representation in grievances raised for ages 51 to 60 and over 60 age groups but disciplines were broadly proportionate.

Further investigation is required by the personnel/HR service to determine if there are any underlying reasons for the significant differences in disciplines for age group 51 to 60 at CDDCHS and grievances at CDDFT raised by age group 51 to 60 and 60 plus.

7.3 Ethnic Origin

Table 7 - Ethnic origin profile of grievance and discipline cases

Ethnic Origin	CDDCHS Workforce %	Discipline %	Grievance %	CDDFT Workforce %	Discipline	Grievance
WHITE BRITISH	93	97.37	96.48	87.52	82.69	94.44
WHITE OTHER	1.64	0	1.01	1.57	3.85	0
MIXED	0.39	0	1.01	0.29	0	0
ASIAN OR ASIAN BRITISH	0.79	0	0	3.92	1.92	0
BLACK OR BLACK BRITISH	0.39	0	0	0.53	0	0
OTHER ETHNIC GROUP	0..23	0	0	0.78	0	2.78
NOT DISCLOSED	3.48	2.63	1.51	5.41	11.54	2.78

Table 7 shows that no BME groups were significantly over represented in discipline or grievance cases in either of the former organisations.

7.4 Disability

Chart 28 – Disability profile of grievance and discipline cases

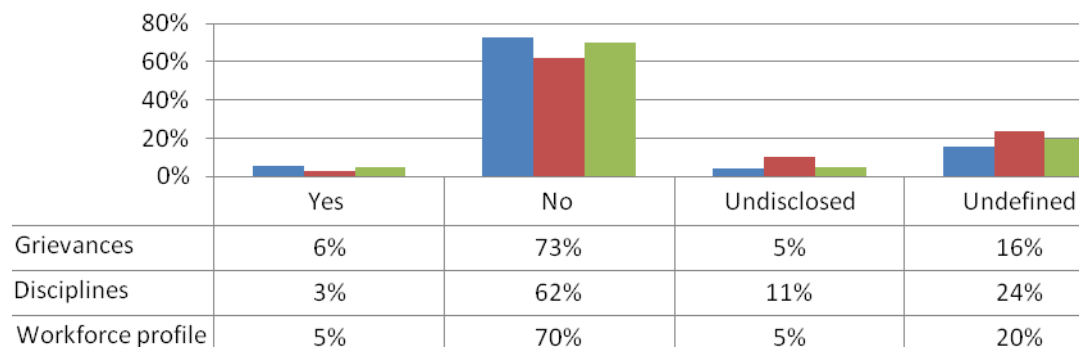


Chart 28 shows disabled people are not over represented in raising grievances raised or being subject to disciplines at CDDCHS. There is currently no available data for CDDFT.

7.5 Religion or Belief

Chart 29 – Religion or belief profile of discipline and grievances cases

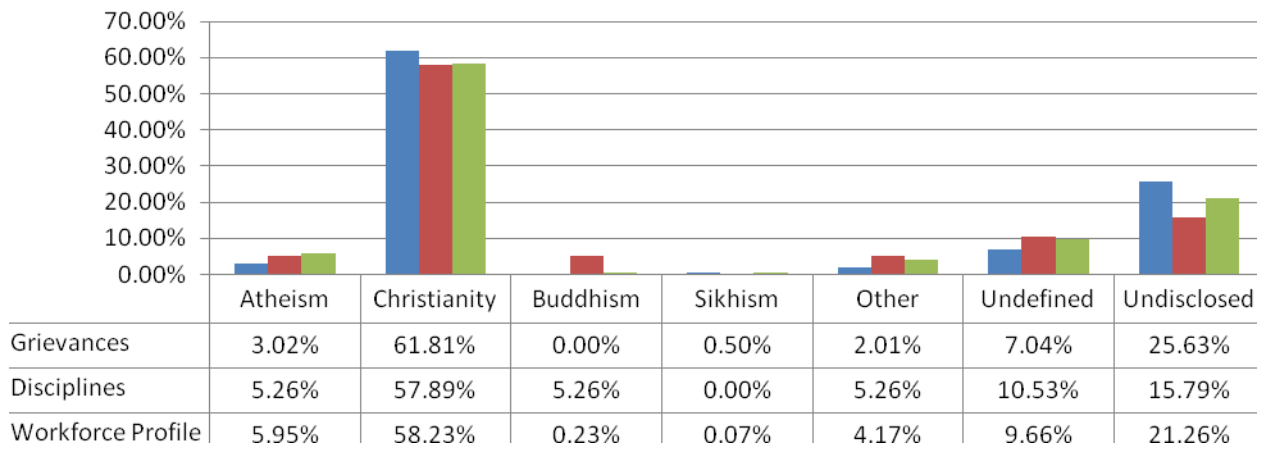


Chart 29 shows that there is a slight over representation of Buddhism in the disciplines which have taken place over the last 12 months at CDDCHS. Although this is showing a 5% increase compared to the workforce profile this only actually represents 2 members of staff. Personnel/HR need to be aware of this over representation so that it can be closely monitored to ensure this does not widen. There is currently no available data for CDDFT on the religions or beliefs of staff involved in disciplines and grievances.

7.6 Sexual Orientation

There were no gay, lesbian or bisexual staff involved in disciplines or grievances over the last 12 months at CDDCHS therefore there are no comparisons to be drawn. There is currently no available data for CDDFT on the sexual orientation of staff involved in discipline and grievances.