Quantitative equality analysis of Leicestershire Partnership NHS Trust's workforce: year to the end of March 2017

Detailed Analyses

Contents

Background to the workforce equality analysis

- For listed public authorities with 150 or more employees the Equality Act 2010 introduced a specific requirement to publish information relating to the protected characteristics of the authority's employees.

- Technical guidance issued by the Equality and Human Rights Commission states that the types of information that could be published include:

  o the profile of staff at different grades, levels and rates of pay, including any patterns of occupational segregation and part-time work;

  o the profile of staff at different stages of the employment relationship, including recruitment, training, promotion, and leavers, and the numbers of complaints of discrimination and other prohibited conduct;

  o details of, and feedback from, any engagement exercises with staff or trade unions;

  o any records of how it has had due regard in making workforce decisions, including any assessments of impact undertaken and the evidence used.

- The present report aims to fulfil Leicestershire Partnership NHS Trust's duty to publish information relating to the protected characteristics of its employees, whilst ensuring that the Trust also has "due regard" to the aims of the Equality Act with respect to its workforce by using this equality monitoring information in decision-making and planning.

A note on the anonymisation of information about employees within this report

- This version of the report has been redacted and edited to allow publication on a publically accessible website. The report contains counts of numbers of employees, analysed in several tables, by their protected characteristics (e.g., age group, gender) and a domain of interest relating to their employment (e.g., staff group). The use of these tables to produce aggregated summaries of employee counts has the effect of anonymising much of the information and protecting the identities of individual employees. However, some analyses contain very small counts of employees in some groups, especially when broken down by certain domains of interest. Such small counts could, potentially, be used to identify individual employees, even after aggregation. Consequently, these small counts might be considered personal information that is protected by the Data Protection Act 1998 and other legislation. Where there is a risk that individuals could be identified from a small count, these counts have been redacted from the tables. Where the redacted count can be deduced from other counts in a table, these other counts have been redacted as well. If a risk that individuals could be identified remains after redaction, or the table is rendered uninformative by the redaction of the counts within it, then the entire table is redacted. In the present report, as a start point for the anonymisation process, counts below 10 have been redacted to mitigate the risk that individuals might be identifiable. The anonymisation process has followed guidance issued by the Information Commissioner's Office[1].

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[1] Information Commissioner's Office: Anonymisation: managing data protection risk code of practice (November 2012)

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Workforce context

- Leicestershire Partnership NHS Trust (LPT) provides mental health, learning disability, and community health services to the population of Leicester, Leicestershire, and Rutland (mid-year population estimate at June 2015: 1,055,982).

- At the end of March 2017, LPT had a substantive workforce of 5484 employees (headcount including non-executive directors). Of these employees, 1267 also held bank posts (23.1%). A further 1006 staff were employed solely on the bank, without substantive posts.

- LPT is organised into five directorates:

Table 1: Leicestershire Partnership NHS Trust's substantive workforce by directorate

Directorate	n (headcount)	%
Adult Mental Health and Learning Disability Services (AMH&LD)	1317	24.0%
Community Health Services (CHS)	2094	38.2%
Families, Young People and Children's Services (FYPC)	1323	24.1%
Enabling (corporate functions)	542	9.9%
Hosted services (health informatics, audit, and assurance)	208	3.8%
LPT overall	5484	

- LPT's workforce encompasses a variety of job roles:

Table 2: Leicestershire Partnership NHS Trust's substantive workforce by staff group

Substantive Staff: Staff Group	n (headcount)	%
Additional Clinical Services	1223	22.3%
Additional Professional Scientific and Technical*	206	3.8%
Administrative and Clerical**	1298	23.7%
Allied Health Professionals	621	11.3%
Medical and Dental	220	4.0%
Registered Nurses	1916	34.9%
LPT overall	5484	

* includes Healthcare Scientists
** includes Estates and Ancillary

Table 3: Leicestershire Partnership NHS Trust's bank† workforce by staff group

Bank Staff†: Staff Group	n (headcount)	%
Additional Clinical Services	496	49.3%
Additional Professional Scientific and Technical*	R	R
Administrative and Clerical**	281	27.9%
Allied Health Professionals	21	2.1%
Medical and Dental	R	R
Registered Nurses	197	19.6%
LPT overall	1006	

†those employed solely on the bank, without a substantive post at LPT
* includes Healthcare Scientists
** includes Estates and Ancillary
R - Redacted

Equality analysis of Leicestershire Partnership NHS Trust's workforce at March 2017

- A quantitative equality analysis of LPT's workforce was undertaken, based on

  o a snapshot of the workforce at the end of March 2017 (5484substantive employees, with a further 1006 staff on the bank without a substantive post),

  o recruitment, training, promotions, achievement of incremental pay awards, and workforce leavers (including reasons for leaving) for the year to the end of March 2017,

  o and employee relations cases in a two year window covering the 2015/16 and 2016/17 financial years.

Main findings

1. Equality monitoring information was incomplete on Disability, Religion or Belief, and Sexual Orientation

Disability status, Religion or Belief, and Sexual Orientation were each not known for between approximately one fifth and one quarter of the 5484 substantive staff,
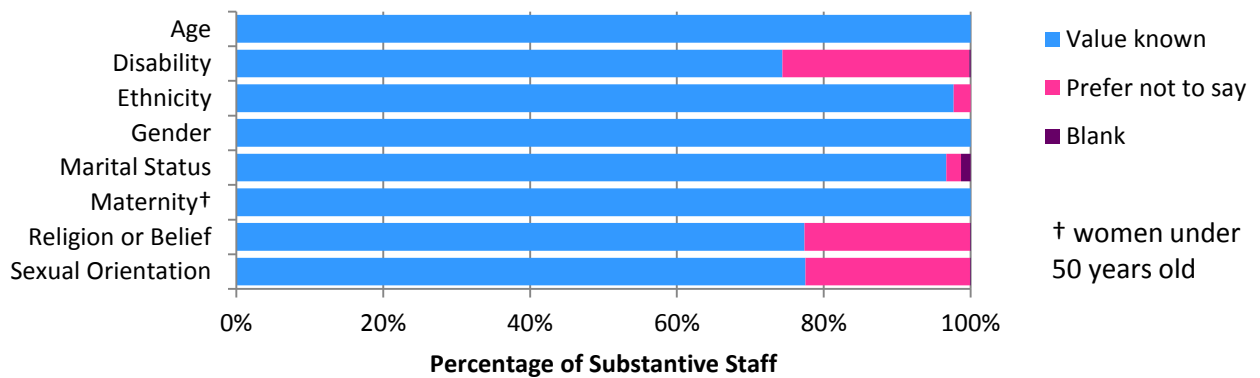
and for between approximately one quarter and one third of staff solely on bank contracts (those with no substantive post at LPT).
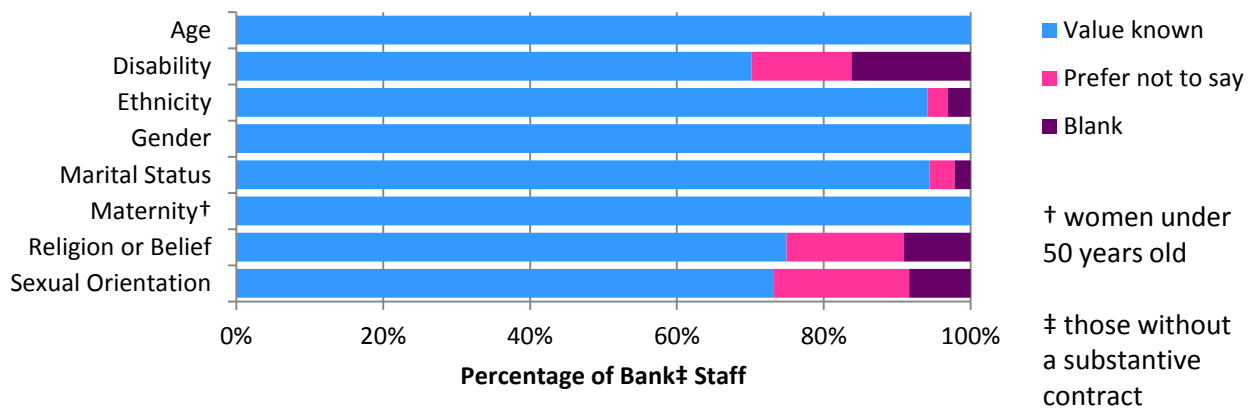
Amongst substantive staff, this reflected staff who chose "prefer not to say" against the given protected characteristic, whilst amongst bank staff many chose "prefer not to say," but there were also similar numbers of blank records (with no value selected).

Complete information on Disability will be especially important given NHS England's plans to mandate a Workforce Disability Equality Standard in the NHS Standard Contract from April 2018, with a preparatory year during 2017/18.

2. Asian British people were underrepresented in the substantive workforce, especially in nursing

Asian British people were underrepresented amongst substantive staff, whilst Black British people were overrepresented amongst substantive staff and amongst bank staff.

Local working age population†

LPT workforce substantive

bank‡

Total N = 663849   Total of known ethnicity = 5357   Total of known ethnicity = 947

† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census

‡ those without a substantive contract
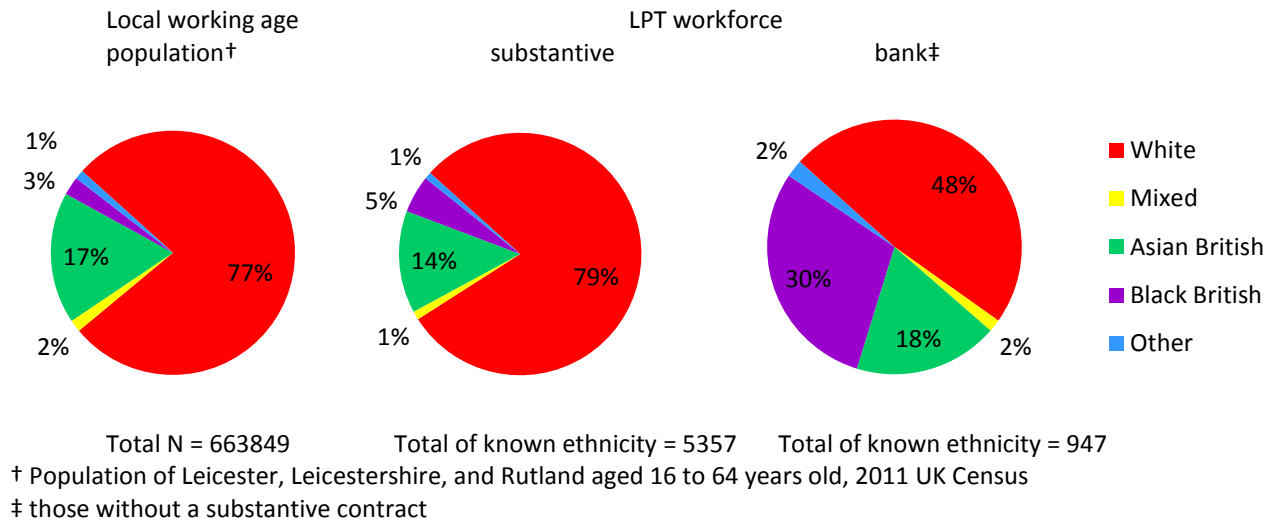
This pattern reflected occupational segregation within the workforce. Asian British people had particularly low levels of representation in the Nursing profession, both amongst substantive staff, and amongst bank staff.
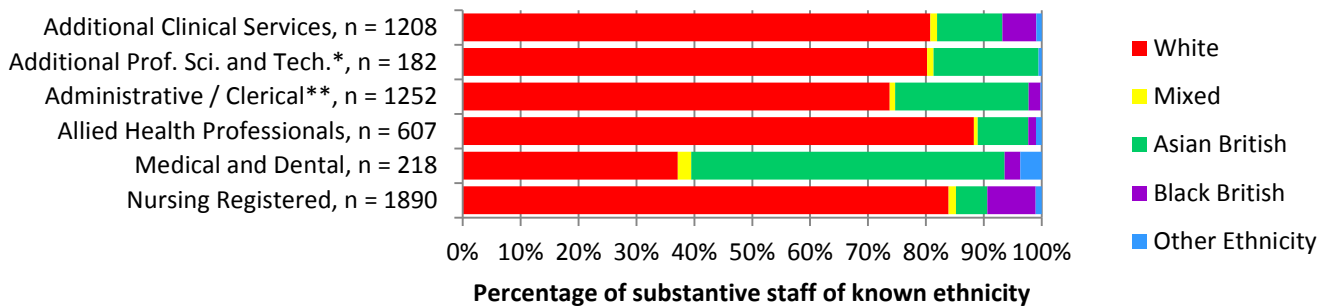
Meanwhile, Black British people were concentrated in Additional Clinical Services roles and in the Nursing profession, both amongst substantive staff and amongst bank staff.
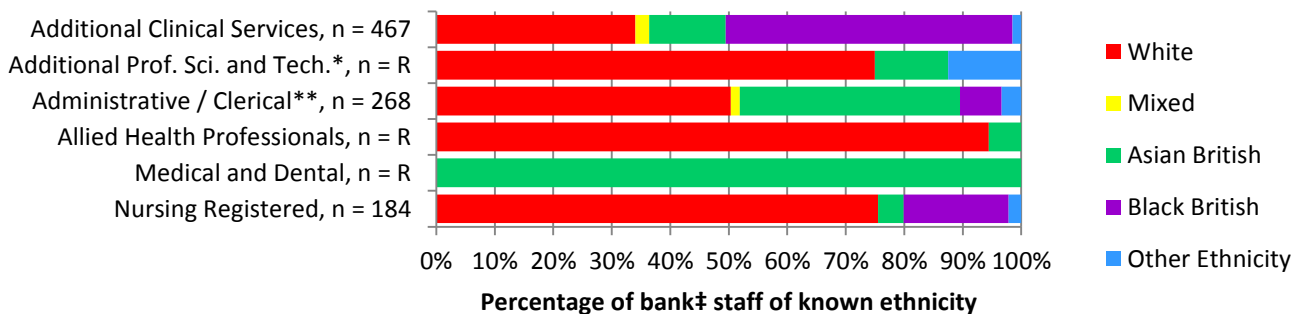
* includes Healthcare Scientists; ** includes Estates and Ancillary; ‡ those without a substantive contract; n = total of known ethnicity; R - Redacted

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3. BME job applicants were less likely to be appointed from shortlisting

BME people were overrepresented amongst job applicants (compared to the local working age population), but were less likely to be shortlisted from amongst applicants, and were less likely to be appointed from amongst those shortlisted; reflecting primarily the recruitment profile of Asian British people.
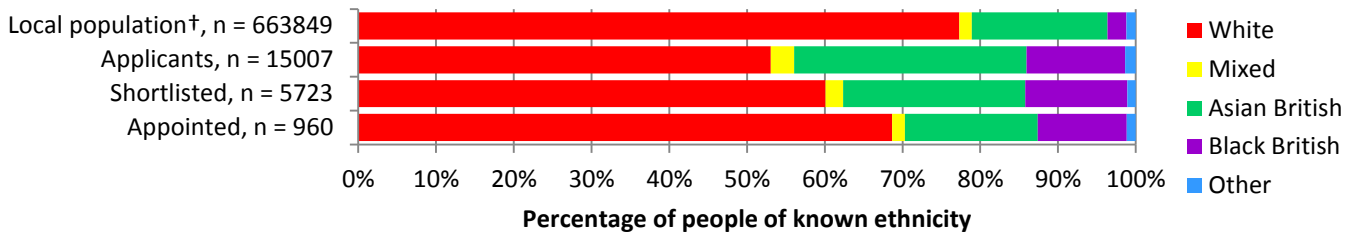
† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census

More detailed analyses indicated that, for Administrative and Clerical roles, BME people (especially Asian British people) were less likely to be appointed from amongst those shortlisted at Bands 2 and 6;
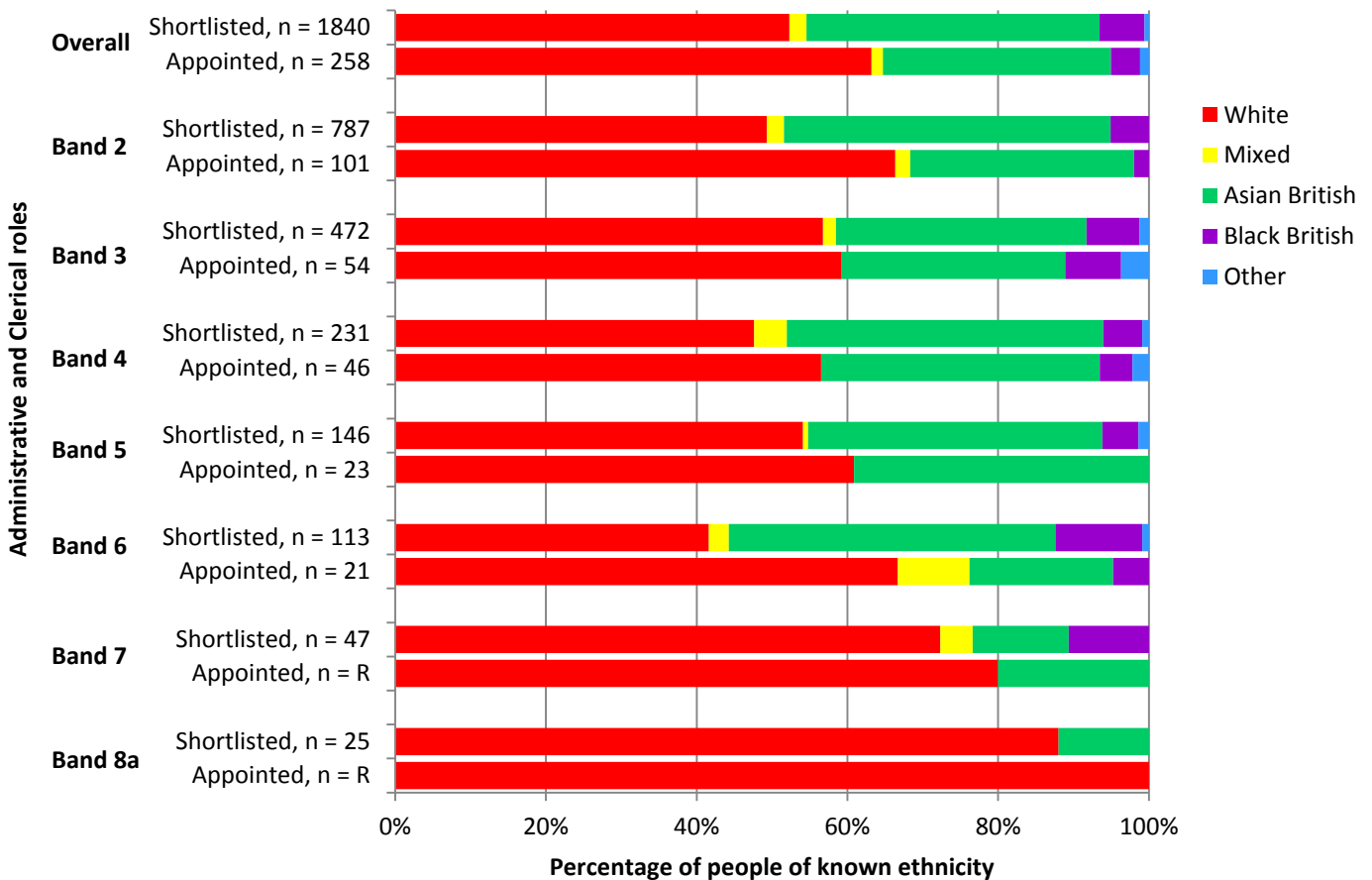
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whilst in Nursing roles, BME people were less likely to be appointed from amongst those shortlisted at Bands 5 and 6, with Black British people less likely to be appointed from amongst those shortlisted at Band 6, specifically.

R - Redacted

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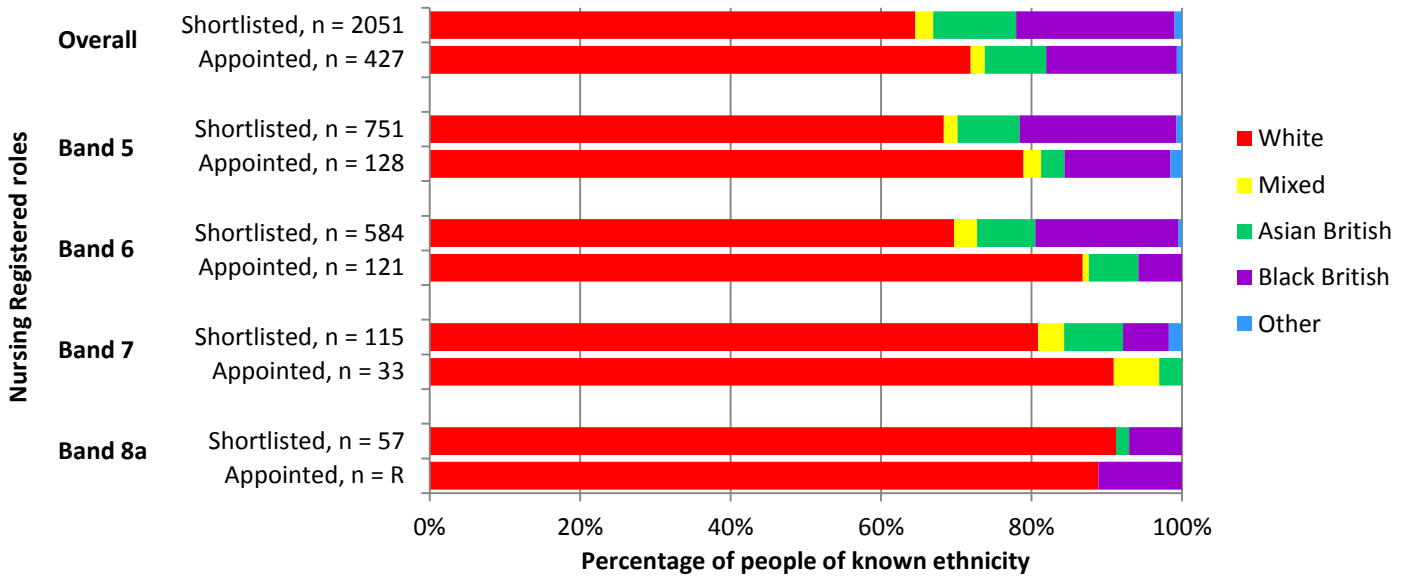
4. BME people were overrepresented in the bank workforce

BME people (especially Black British people and, to a lesser extent, Asian British people) were overrepresented in the Bank workforce (those solely on bank contracts, without a substantive post at LPT) compared to their levels of representation in the substantive workforce.

LPT substantive workforce

LPT bank workforce (no substantive posts)

White
Mixed
Asian British
Black British
Other

Total of known ethnicity = 5357

Total of known ethnicity = 947
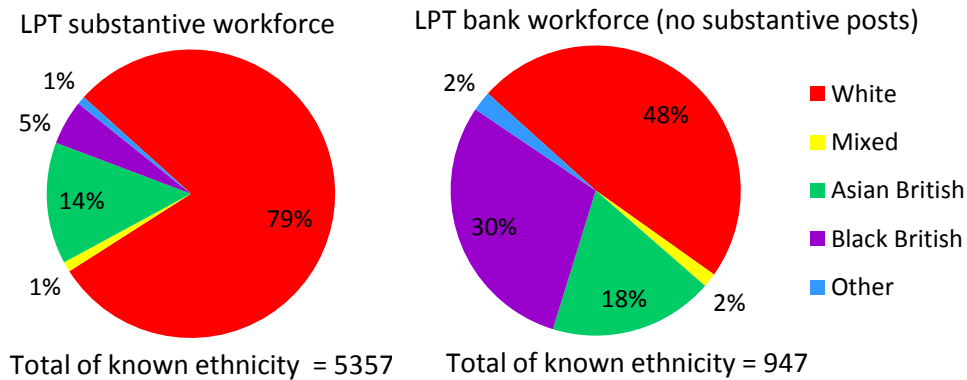
This finding was not accounted for by differences in the occupational group and pay band profiles of Substantive and Bank staff. Within Additional Clinical Services and Nursing roles, Black British staff were overrepresented on the Bank, whilst within Administrative and Clerical roles, BME staff in general were overrepresented on the Bank.
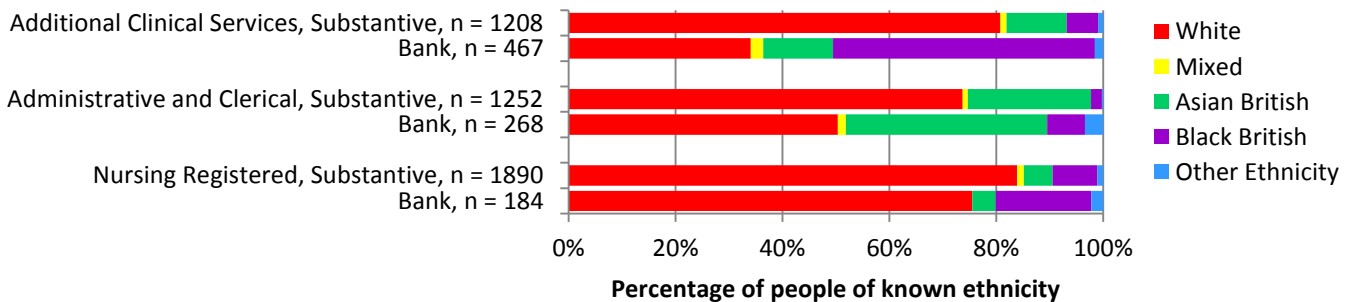
In non-clinical roles at Band 4, Asian British people were overrepresented on the Bank; whilst in clinical roles at Bands 2 and 5 (but not Band 6), Black British people were overrepresented on the Bank.

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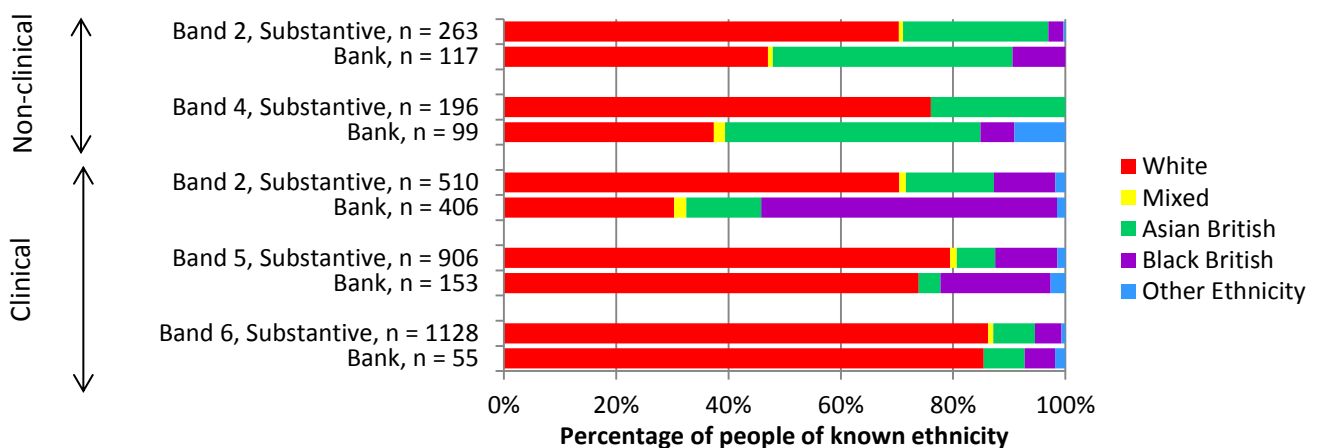
5. BME people were overrepresented at lower pay bands

In substantive posts, BME staff were overrepresented at lower pay bands in both non-clinical and clinical roles. There were different underlying trends for Asian British people and Black British people.

There was a trend for Asian British staff to be underrepresented at higher levels in non-clinical roles (Band 7 and above).

There was a trend for Black British staff to be underrepresented at higher levels in unqualified clinical roles (Bands 3 and 4) and at higher levels in qualified clinical roles (Bands 6 and above).
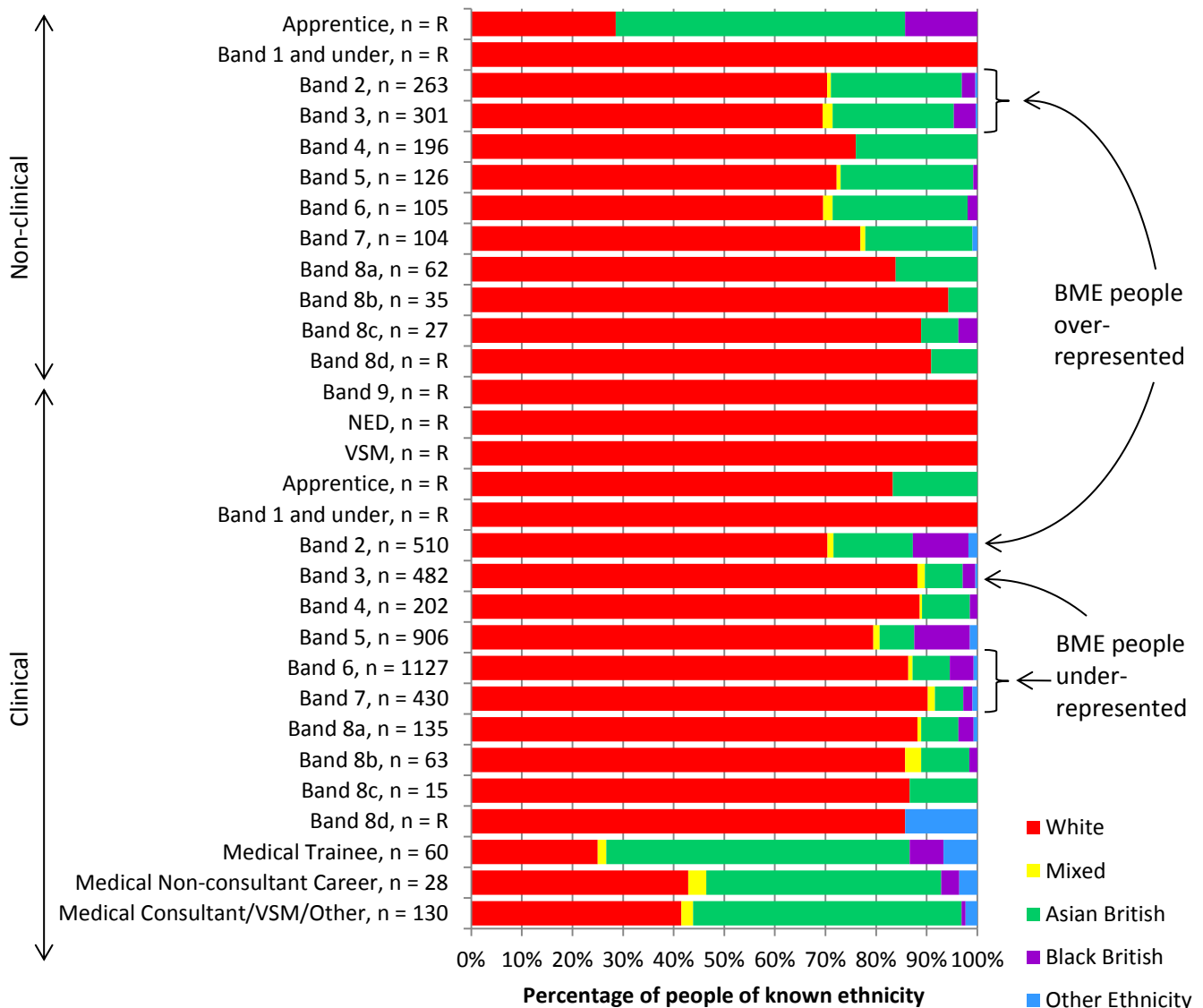
n = total of known ethnicity; R - Redacted

Further pay band analyses, compartmentalised by age band, indicated that the underrepresentation of BME staff at higher pay bands could not be explained by a younger age profile for BME staff.

In Bank posts, Black British people were overrepresented at Clinical Band 2, and were underrepresented at Clinical Band 6.
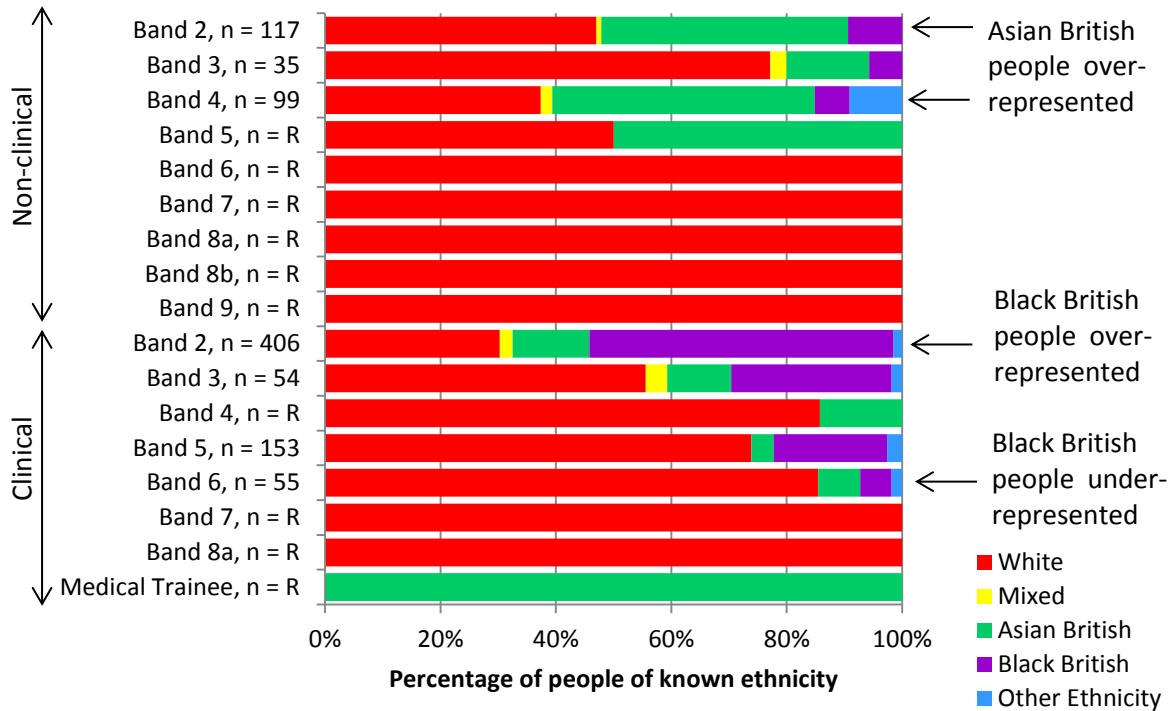
n = total of known ethnicity; R - Redacted

6. BME staff were less likely to feel that LPT acts fairly in respect of career progression

BME staff (Asian British, Black British, and Mixed Race) were less likely to feel that LPT acts fairly in respect of career progression (2016 NHS Staff Survey).

Percentage of staff who felt that the Trust acts fairly in career progression

Asian British, Black British, and Mixed Race staff were less likely to feel that LPT acts failry in career progression
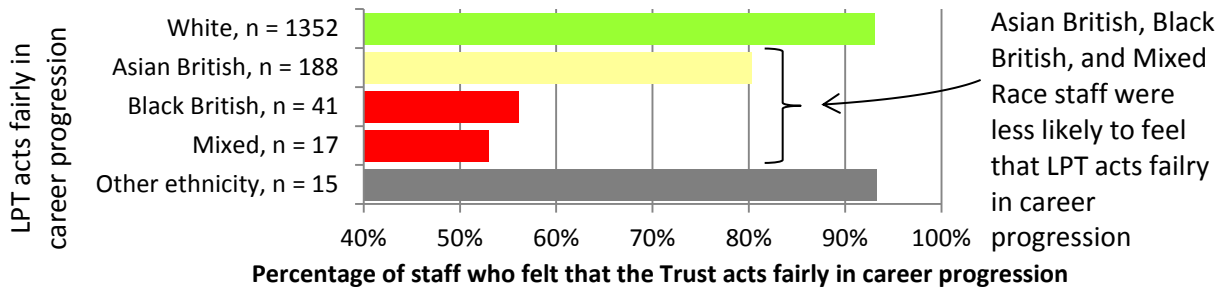
This represents a similar pattern to that observed in 2015 when Asian British and Black British staff were less likely to feel that LPT acts fairly in respect of career progression (2015 NHS Staff Survey).

Overall, the percentages of staff who felt that LPT acts fairly in respect of career progression were similar in 2016 and 2015 (89.3% vs 89.6%).

7. Black British staff were more likely to report discrimination from other staff

Black British staff were more likely to report discrimination from other staff (2016 NHS Staff Survey).

Black British staff were more likely to report discrimnation from other staff

Percentage of staff who experienced discrimination at work
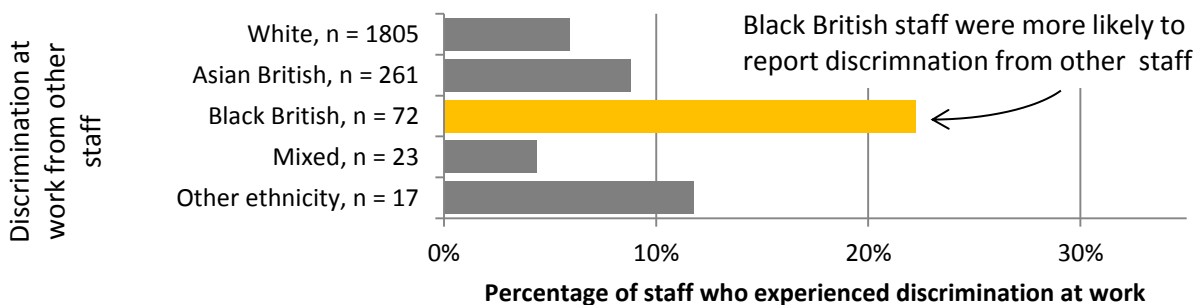
This represents a similar pattern to that observed in 2015 when BME staff (Asian British and Black British) were more likely to report discrimination from other staff (2015 NHS Staff Survey).

Overall, levels of discrimination from other staff were similar in 2016 and 2015 (7.0% vs 6.8%).

8. Black British staff were less likely to receive a pay increment

Black British staff were less likely to receive a pay increment;

White, n = 1432
Mixed, n = 22
Asian British, n = 249
Black British, n = 92
Other, n = 10

Black British staff were less likely to recieve a pay increment

Percentage of eligible staff who recieved a pay increment
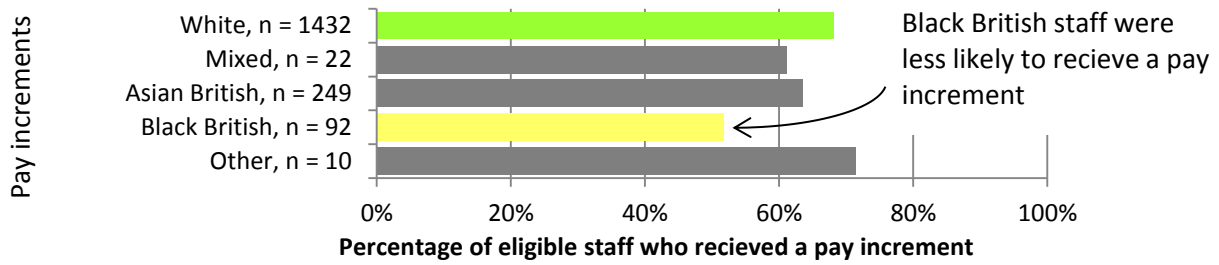
Pay increments

n = total of known ethnicity

associated with the finding that staff at Clinical Bands 2 and 5 were less likely to receive a pay increment (Black British people were overrepresented at these pay bands).

Apprentice, n = R
Band 1 and under, n = R
Band 2, n = 162
Band 3, n = 177
Band 4, n = 98
Band 5, n = 80
Band 6, n = 74
Band 7, n = 66
Band 8a, n = 41
Band 8b, n = R
Band 8c, n = R
Band 8d, n = R
Band 9, n = R
NED
VSM, n = R
Apprentice, n = R
Band 1 and under, n = R
Band 2, n = 251
Band 3, n = 242
Band 4, n = 108
Band 5, n = 457
Band 6, n = 624
Band 7, n = 224
Band 8a, n = 80
Band 8b, n = 26
Band 8c, n = R
Band 8d, n = R
Medical Trainee
Medical Non-consultant Career
Medical Consultant/VSM/Other

Non-clinical

Clinical

Staff at Clinical Bands 2 and 5 were less likely to receive a pay increment

Staff at Non-clinical Band 7 and Clinical Bands 6 and 7 were more likely to recieve a pay increment

Percentage of those eligible who received a pay increment

n = total; R - Redacted

9. Asian British staff were less likely to undertake non-mandatory training

Asian British staff were less likely to undertake non-mandatory training;
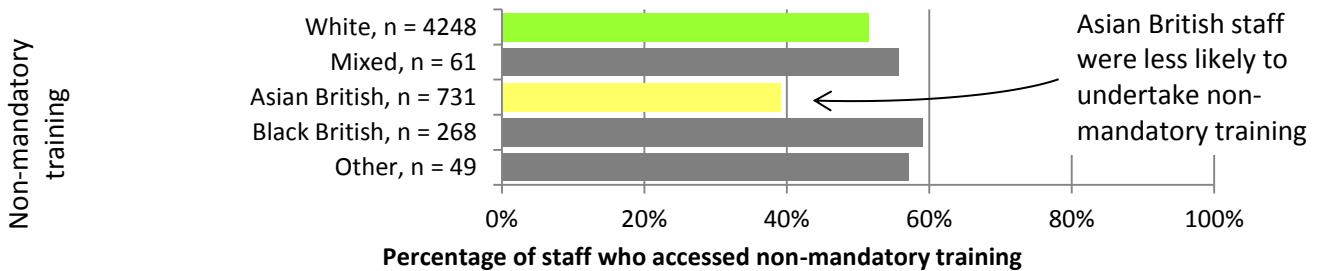
associated with the finding that staff at non-clinical Bands 2 to 4 and at clinical Band 2 were less likely to access non-mandatory training (Asian British people were overrepresented at these pay bands).
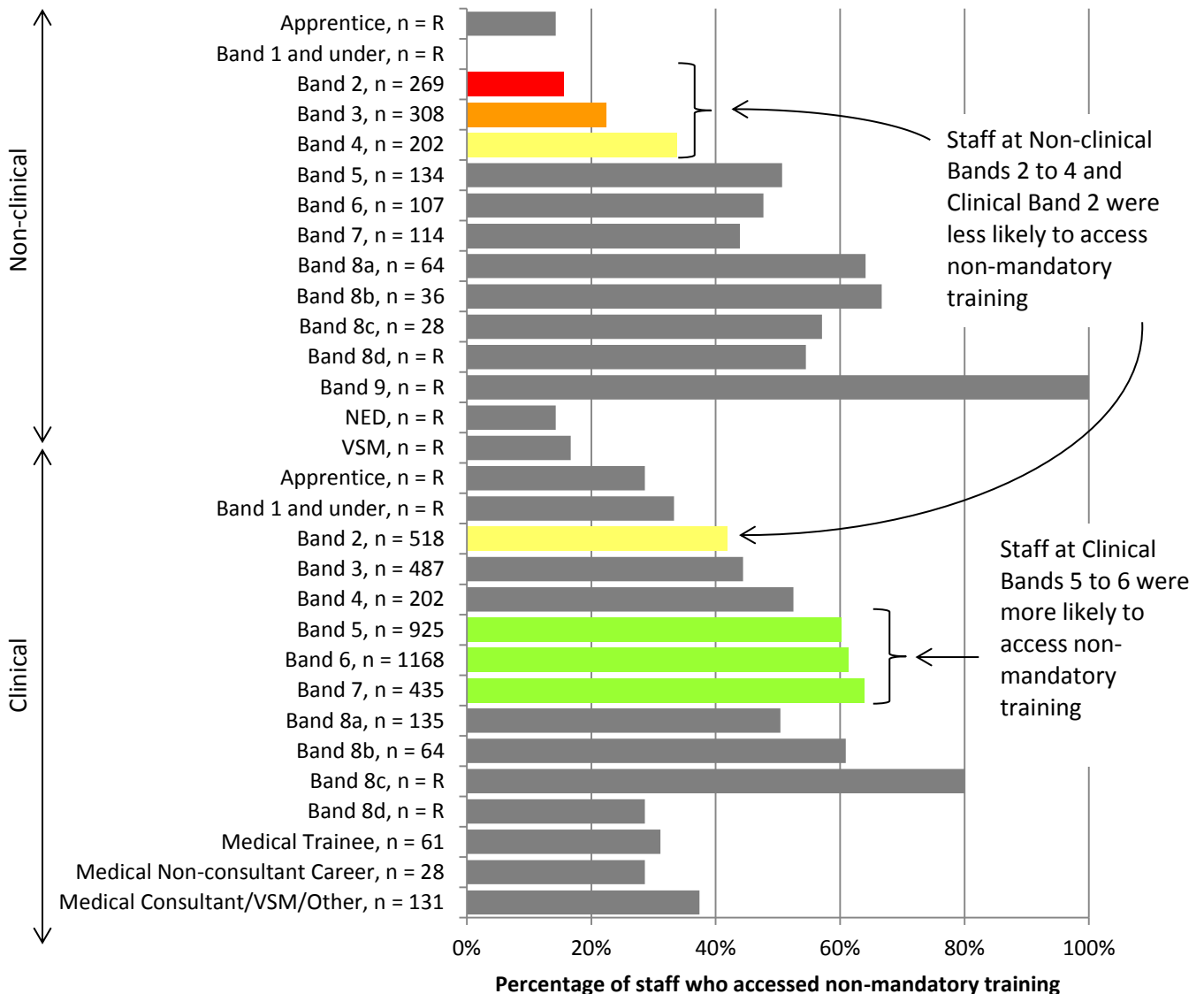
n = total; R - Redacted

10. Men were overrepresented at middle to higher levels in non-clinical roles

In substantive posts, men were overrepresented at middle to higher levels in non-clinical roles (non-clinical Bands 5 to 7), reflecting an overall trend for lower proportions of women at higher levels in non-clinical roles.

In clinical roles, men were underrepresented at Bands 5 and 6 and overrepresented in the Medical pay bands, reflecting occupational segregation (an underrepresentation of men in Nursing roles and their overrepresentation in the Medical and Dental staff group).
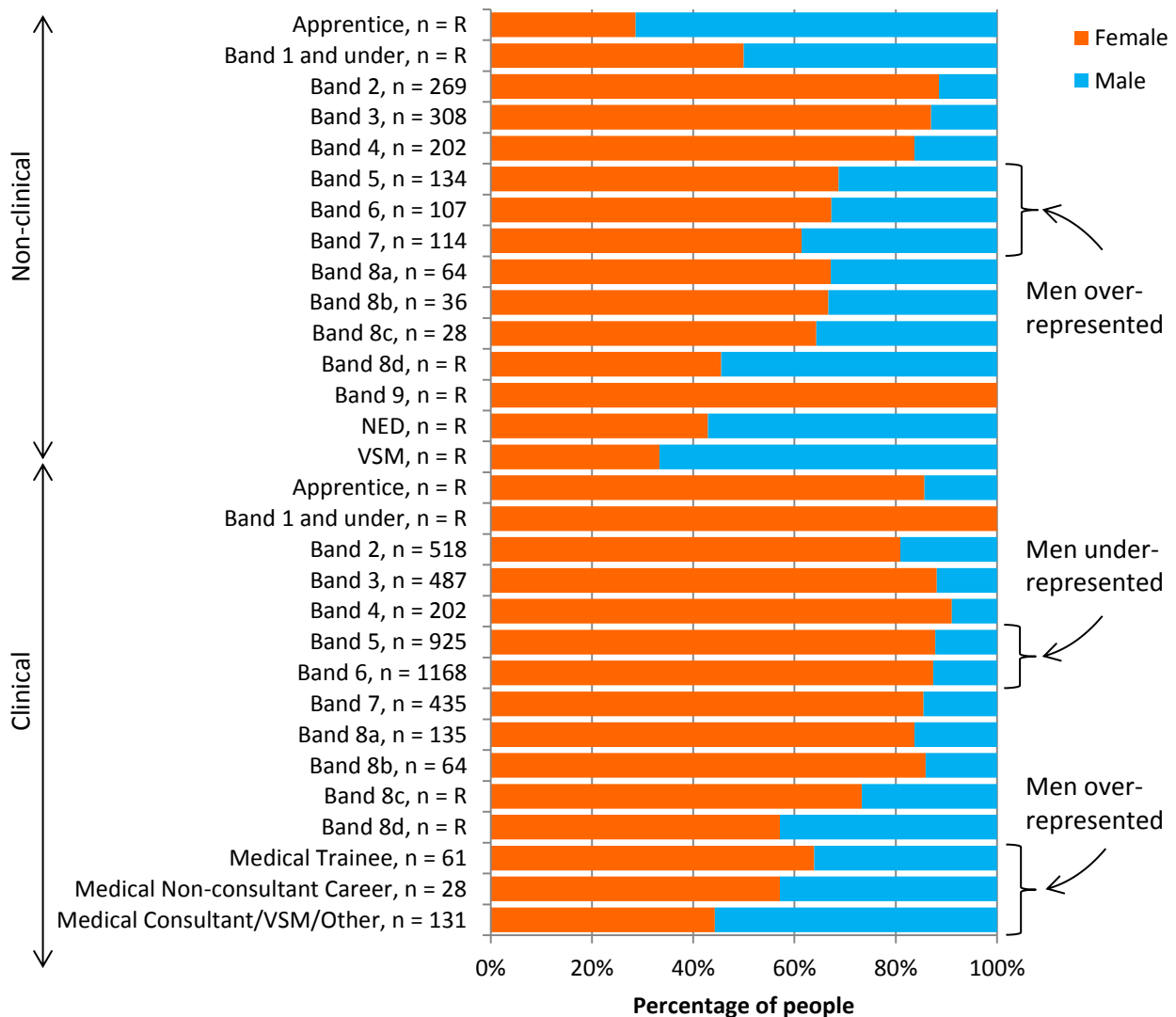
n = total; R - Redacted

The Government has introduced mandatory gender pay gap reporting for private, voluntary, and public sector organisations from the 2016/17 financial year. Leicestershire Partnership NHS Trust will be required to publish a gender pay gap analysis before the end of the 2016/17 financial year. The analyses of gender and pay band detailed above indicate that Leicestershire Partnership NHS Trust's gender pay gap analyses will reveal a pay gap in favour of men. Gender pay gap reporting will be the subject of a separate report to follow.

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11. Disabled staff were less likely to feel that LPT acts fairly in respect of career progression

Disabled staff were less likely to feel that LPT acts fairly in respect of career progression (2016 NHS Staff Survey).

Percentage of staff who felt that the Trust acts fairly in career progression

This represents a similar pattern to that observed in 2015 when Disabled staff were less likely to feel that LPT acts fairly in respect of career progression (2015 NHS Staff Survey).

Overall, the percentages of staff who felt that LPT acts fairly in respect of career progression were similar in 2016 and 2015 (89.3% vs 89.6%).

12. Disabled staff were more likely to report discrimination from other staff

Disabled staff were more likely to report discrimination from other staff (2016 NHS Staff Survey).

Percentage of staff who experienced discrimination at work
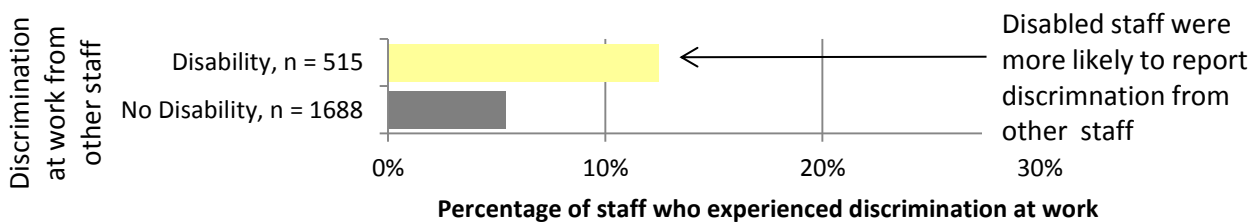
This represents a similar pattern to that observed in 2015 when Disabled staff were more likely to report discrimination from other staff (2015 NHS Staff Survey).

Overall, levels of discrimination from other staff were similar in 2016 and 2015 (7.0% vs 6.8%).

13. Disabled staff were more likely to report staff-on-staff bullying and harassment

Disabled staff were more likely to report staff-on-staff bullying and harassment, both from managers and from other colleagues (2016 NHS Staff Survey).
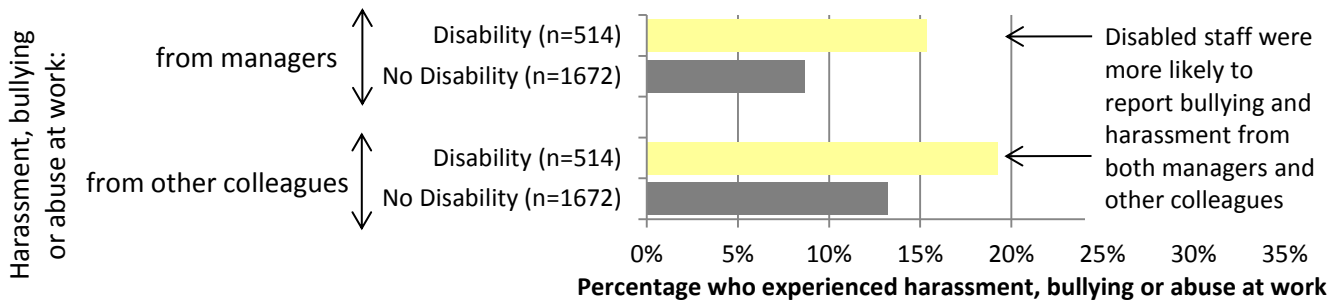
This represents a similar pattern to that observed in 2015 when Disabled staff were more likely to report staff-on-staff bullying and harassment (2015 NHS Staff Survey).

Overall, levels of harassment, bullying or abuse from other staff reported in the NHS Staff Survey were lower in 2016 than in 2015, both from managers (10.5% vs 11.4%) and from other colleagues (14.9% vs 15.4%).

Summary of equality issues, context, and actions

The main equality issues arising from the equality analysis of the workforce are outlined below, alongside their contexts, and actions undertaken, actions in progress, and actions planned. Further details on the findings of the equality analyses are given in the Appendix of equality analysis tables which starts on page 23 and the Appendix of data quality analysis tables which starts on page 86.

Finding		Equality issue	Context	Action, progress, and plans	Time-scale
Gaps in equality monitoring information	1	Equality monitoring information was incomplete on Disability, Religion or Belief, and Sexual Orientation	Equality monitoring information was incomplete for up to a third of staff – depending on protected characteristic and whether bank or substantive.	The EHR team make an annual request to staff to update and complete their demographic information held on ESR. The request is publicised through the staff newsletter, video logs, and Listening into Action events. Little progress has been made on improving the completeness of information on Disability, Religion or Belief, and Sexual Orientation. Most staff with incomplete information have chosen the "prefer not to say" option. Notably, respondents to the 2016 NHS Staff Survey gave equality information that was far more complete than that held on the Electronic Staff Record for disability, religion or belief, and sexual orientation. Consequently, the principal barrier to gaining complete equality monitoring information on the workforce might lie in the fact of declaring the information directly to an employer. There is a risk that this issue will hamper reporting against the Workforce Disability Equality Standard due to be implemented by NHS England from April 2018.	March 2018
Ethnicity in the workforce	2	Asian British people were underrepresented in the substantive workforce, especially in nursing	Asian British people comprised 17% of the local population, but made up just 14% of LPT's workforce - with especially low levels of representation in nursing (5%). Asian British communities may represent a relatively untapped source of nursing talent.	Recruitment events for nursing posts, and events to promote the nursing profession in general, should ensure promotion to Asian British communities, using culturally appropriate materials and media. This work will be pursued through Learning and Development to promote the nursing profession to schools and colleges, and through the Recruitment Team to promote the nursing profession at career fairs.	March 2018

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Finding		Equality issue	Context	Action, progress, and plans	Time-scale
Ethnicity and recruitment	3	BME job applicants were less likely to be appointed from shortlisting	For Administrative and Clerical roles, BME people (especially Asian British people) were less likely to be appointed from amongst those shortlisted at Band 2 (8.5% BME vs 17.3% White appointed) and Band 6 (10.6% BME vs 29.8% White appointed). In Nursing roles, BME people were less likely to be appointed from amongst those shortlisted at Band 5 (11.3% BME vs 19.7% White appointed) and at Band 6 (9.0% BME vs 25.8% White appointed). Black British people were markedly less likely to be appointed from amongst those shortlisted at Band 6 (6.3% Black British vs 25.8% White appointed).	Encourage and promote applications from BME people to posts at higher pay bands. A particular area to target would be the promotion of qualified nursing roles to Asian British people. Offer support in making strong applications. Ensure recruitment panels are representative. Unconscious bias training for recruitment panels and managers. Undertake an in-depth audit of recruitment – especially Band 2 and 6 Administrative and Clerical posts and Band 5 and 6 Nursing posts. This may involve looking at scoring, notes, and decision-making for appointments.	March 2018
Ethnicity and bank workers	4	BME people were overrepresented in the bank workforce	BME people comprised 21% of the substantive workforce and 52% of those on bank contracts without a substantive post. The overrepresentation of BME people on the bank was especially marked for Asian British people in Administrative and Clerical roles (37.7% bank vs 23.1% substantive) and for Black British people in Additional Clinical Services (49.0% bank vs 5.9% substantive) and Nursing roles (17.9% bank vs 8.4% substantive).The association remains apparent even when taking into account that Bank posts tend to be at lower pay bands.	Those solely employed through bank work will be relying on a "zero-hours" contract for their living. Whilst zero-hours contracts offer flexibility in employment, they offer no guarantee of work. Additionally, at LPT, unlike substantive staff, bank workers are not automatically eligible to be considered for an annual pay increment. Consideration might be given to offering substantive contracts where possible and, ultimately, to running a surplus substantive workforce rather than running a parallel bank workforce.	March 2018

| Finding		Equality issue	Context	Action, progress, and plans	Time-scale
Ethnicity and career progression	5	BME Staff were overrepresented at lower pay bands	There was a trend for Asian British staff to be underrepresented at higher levels in non-clinical roles (Band 7 and above), in substantive posts (e.g., 25.9% at Band 2 down to 16.1% at Band 8a). There was a trend for Black British staff to be underrepresented at higher levels in unqualified clinical roles (11.0% at Band 2 vs 2.5% and 1.5% at Bands 3 and 4) and at higher levels in qualified clinical roles (11.0% at band 5 vs 4.7% and 1.9% at Bands 6 and 7) in substantive posts. There was also a similar pattern amongst those in Bank posts.	The following actions may help the Trust to start addressing the underrepresentation of BME staff at the higher pay bands, in turn tackling the discrimination and unfairness in career progression reported by BME staff in the staff survey: - Positive action initiatives internally and externally that raise awareness of the recruitment and selection process; - Mentoring, coaching and development programmes (e.g., outline career progress journey) targeted at Non Clinical Bands 2 and 3, and Clinical Band 2 and Band 5, to support progression to higher pay bands, with an emphasis on promoting the participation of BME staff;	March 2018
	6	BME staff were less likely to feel that LPT acts fairly in respect of career progression	BME staff were less likely to feel that LPT acts fairly in respect of career progression (75.5% BME vs 93.1% White, 2016 NHS Staff Survey).	- BME taskforce and Staff Support Groups championed at Board level, with adequate support and resources; - Raise awareness at national level of the need to develop initiatives that encourage people into nursing roles, ensuring an approach that will engage Asian British people; - Provide support to assist unqualified clinical staff on low pay bands to gain the qualifications necessary for qualified clinical roles.	March 2018
	7	Black British staff were more likely to report discrimination from other staff	Black British staff were more likely to report discrimination from other staff (22.2% Black British vs 5.9% White, 2016 NHS Staff Survey).		
	8	Black British staff were less likely to receive a pay increment	Black British staff were less likely to receive a pay increment (51.7% Black British vs 68.2% White); associated with the finding that staff at Clinical Bands 2 and 5 were less likely to receive a pay increment (Black British people were overrepresented at these pay bands).	Audit and investigate reasons why increments have not been awarded – particularly at Clinical Bands 2 and 5. Routinely record on U-Learn the reason that an increment has not been awarded.	March 2018
	9	Asian British staff were less likely to undertake non-mandatory training	Asian British staff were less likely to undertake non-mandatory training (39.1% Asian British vs 51.5% White); associated with the finding that staff at non-clinical Bands 2 to 4 and at clinical Band 2 were less likely to access non-mandatory training (Asian British people were overrepresented at these pay bands).	Review the provision of non-mandatory training to those in Administrative and Clerical roles and assess its efficacy in supporting career development. The non-mandatory training included in this indicator covers only that	March 2018

Finding		Equality issue	Context	Action, progress, and plans	Time-scale
				logged on U-learn (the central electronic training record). Unfortunately, some training delivered locally or sourced externally is not recorded centrally and will not be reflected in this indicator; this issue will have affected Medical staff more than other groups. BME people are overrepresented amongst Medical staff; consequently the present figure may underestimate the likelihood of BME staff accessing non-mandatory training. Work is planned to log all training on U-learn.	
Gender and pay	10	Men were overrepresented at middle to higher levels in non-clinical roles	In substantive posts, men were overrepresented at middle to higher levels in non-clinical roles (non-clinical Bands 5 to 7), reflecting an overall trend for lower proportions of women at higher levels in non-clinical roles (over 80% women at Bands 2 to 4, down to below 70% women at bands 5 to 8d and 33% at VSM).	The Government has introduced mandatory gender pay gap reporting for private, voluntary and public sector organisations from the 2016/17 financial year. Leicestershire Partnership NHS Trust will be required to publish a gender pay gap analysis before the end of the 2016/17 financial year. These analyses indicate that Leicestershire Partnership NHS Trust will exhibit a pay gap in favour of men. Gender pay gap reporting will be the subject of a separate report to follow. The following actions may help the Trust to start addressing the underrepresentation of women at higher, non-clinical pay bands: - Staff Support Group for Women. - Positive action initiatives internally and externally that raise awareness of the recruitment and selection process. - Mentoring, coaching and development programmes (e.g., outline career progress journey) targeted at Non Clinical Bands 2 and 3, and Clinical Band 2 and Band 5, to support progression to higher pay bands, with an emphasis on promoting the participation of women.	March 2018

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Finding		Equality issue	Context	Action, progress, and plans	Time-scale
Disabled staff	11	Disabled staff were less likely to feel that LPT acts fairly in respect of career progression	Disabled staff were less likely to feel that LPT acts fairly in respect of career progression (84.4% Disabled vs 91.6% Not disabled, 2016 NHS Staff Survey).	Disabled Staff Support Group championed at Board level, with adequate support and resources.

Disabled Staff Support Group to lead on supporting LPT to address issues that affect disabled staff.

The Trust continues to raise awareness of its anti-bullying and harassment policies and processes to ensure that staff are aware of how to deal with inappropriate behaviour and how to report incidents. The Trust operates an Ant-Bullying and Harassment Advice Service for staff. This work needs to be focussed on the needs of Disabled staff. | March 2018 |
| | 12 | Disabled staff were more likely to report discrimination from other staff | Disabled staff were more likely to report discrimination from other staff (12.4% Disabled vs 5.4% Not disabled, 2016 NHS Staff Survey). | | |
| | 13 | Disabled staff were more likely to report staff-on-staff bullying and harassment | Disabled staff were more likely to report staff-on-staff bullying and harassment, both from managers (15.4% Disabled vs 8.7% Not disabled, 2016 NHS Staff Survey) and from other colleagues (19.2% Disabled vs 13.2% Not Disabled, 2016 NHS Staff Survey). | | |

Appendix of equality analysis tables

Key to interpreting the tables of analysis based on counts of people in different areas and groups within the workforce

Reference benchmark against which overrepresentation or underrepresentation is evaluated

Overrepresented to a large degree compared to the benchmark(statistically significant*)

Overrepresented to a medium degree compared to the benchmark(statistically significant*)

Overrepresented to a small degree compared to the benchmark(statistically significant*)

Proportionately represented compared to the benchmark(no statistically significant difference*)

Underrepresented to a small degree compared to the benchmark(statistically significant*)

Underrepresented to a medium degree compared to the benchmark(statistically significant*)

Underrepresented to a large degree compared to the benchmark(statistically significant*)

* based on a Chi-Squared or Fisher's Exact Test followed by *post-hoc* analysis of standardised residuals (α = .05, Bonferroni correction applied); the degrees of underrepresentation or overrepresentation (small, medium, large) follow the standards for effect sizes applied in the social sciences

Key to interpreting the tables of analysis based the 2016 NHS Staff Survey

Benchmark

Better than benchmark to a large degree (statistically significant*)

Better than benchmark to a medium degree (statistically significant*)

Better than benchmark to a small degree (statistically significant*)

Equivalent to benchmark (no statistically significant difference*)

Worse than benchmark to a small degree (statistically significant*)

Worse than benchmark to a medium degree (statistically significant*)

Worse than benchmark to a large degree (statistically significant*)

Statistical test not possible

* based on odds ratios (Bonferroni correction applied); the degrees of underrepresentation or overrepresentation (small, medium, large) follow the standards for effect sizes applied in the social sciences

Please note: for some questions (e.g., the percentage agreeing that LPT acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age) "better than the benchmark" was indicated by a higher score and "worse than the benchmark" was indicated by a lower score; whilst for other questions (e.g., the percentage experiencing one or more incident of bullying and harassment from other colleagues in the past 12 months) "better than the benchmark" was indicated by a lower score and "worse than the benchmark" was indicated by a higher score.

The degree to which the workforce of Leicestershire Partnership NHS Trust reflects the population that it serves

- Compared to the equality profile of the local working age population (Table 4):

    o Age:

    - Amongst both substantive and bank staff:
        - younger people (aged 29 years and under) were underrepresented.

    o Ethnicity:

    - Amongst substantive staff:
        - overall, BME people were underrepresented (particularly "other" White, Mixed race, and Asian British people – with the greatest degree of underrepresentation amongst Asian British people);
        - whilst Black British people were overrepresented.

    - Amongst bank staff:
        - BME people were overrepresented (particularly Black British people and people from "other" ethnic groups – other than "other" White, Mixed, and Asian British).

    o Gender:

    - Amongst both substantive and bank staff:
        - men were underrepresented.

    o Marital status:

    - Amongst substantive staff:
        - people who were Married or in a Civil Partnership were overrepresented, whilst single people and people who were Divorced, Legally Separated or Widowed were underrepresented.

    - Amongst bank staff:
        - people who were Married or in a Civil Partnership were overrepresented.

    o Religion or belief:

    - Amongst substantive staff:
        - Atheists and Muslims were underrepresented.

    - Amongst bank staff:
        - Atheists were underrepresented.

- The underrepresentation of younger people at LPT might reflect that many posts in the Trust required a clinical qualification. For example, 34.9% of the substantive workforce (Table 2) and 19.6% of those employed solely on the bank (Table 3) were registered nurses; the nursing staff group had relatively low proportions of people aged 29 years old and under, both in terms of the substantive workforce (Table 20) and amongst bank staff (Table 21).

- The underrepresentation of Asian British people amongst staff at LPT was most marked in the qualified Nursing profession (Table 20, Table 21). Registered nurses represented the largest staff group at Leicestershire Partnership NHS Trust. This suggests a specific need to promote the Nursing profession to Asian British people in order to develop a workforce with an ethnic profile that is more representative of the local population.

- Similarly, the underrepresentation of men amongst staff at LPT was especially marked amongst qualified Nursing staff (Table 20, Table 21). This suggests a need to promote the Nursing profession to men in order to develop a workforce with a gender profile that is more representative of the local population.

- The underrepresentation of Atheists amongst staff at LPT might reflect that religion or belief was not known for 22.6% of substantive staff and 25.0% of bank staff (Table 48) and that Atheists could have formed a disproportionately large percentage of those who did not declare their religion or belief. This inference is made on the basis of comparisons between the religion or belief profile of staff on the Electronic Staff Record and that of LPT's respondents to the 2016 NHS Staff Survey. Of the Substantive Staff who gave their religion or belief on the Electronic Staff Record, 13.7% identified as Atheist, but religion or belief was not known for 22.6% of staff. Meanwhile, in Leicestershire Partnership NHS Trust's 2016 NHS Staff Survey, 32.8% of staff who gave their religion or belief identified as Atheist, with just 9.5% of staff withholding their religion or belief. Thus, data held in the Electronic Staff Record may underestimate the percentage of Atheist staff.

- The ethnicity profiles of the substantive workforce and bank workforce differed relative to the local population, with BME staff underrepresented amongst substantive staff, but overrepresented amongst bank staff. This finding is examined in more detail in the section which analyses Leicestershire Partnership NHS Trust's workforce equality profile by directorate.

Table 4: Representation in Leicestershire Partnership NHS Trust's workforce at March 2017 compared to the local working age population, by protected characteristic

Protected Characteristic		Leicester, Leicestershire and Rutland Overall*		All (Substantive and Bank**)		LPT Workforce Substantive		Bank**	
		n	%	n	%	n	%	n	%
Age Group (years)	29 and under	208563	31.0%	866	13.3%	694	12.7%	172	17.1%
	30 to 49	271354	40.3%	3319	51.1%	2860	52.2%	459	45.6%
	50 and over	193638	28.7%	2305	35.5%	1930	35.2%	375	37.3%
Disability	Disabled	31616	4.8%	247	5.2%	217	5.3%	30	4.2%
	Not Disabled	632233	95.2%	4539	94.8%	3863	94.7%	676	95.8%
Ethnicity (WRES)	White	513259	77.3%	4704	74.6%	4248	79.3%	456	48.2%
	BME	150590	22.7%	1600	25.4%	1109	20.7%	491	51.8%
Ethnicity (detailed)	White British	487426	73.4%	4508	71.5%	4090	76.3%	418	44.1%
	Other White	25833	3.9%	196	3.1%	158	2.9%	38	4.0%
	Mixed	10592	1.6%	76	1.2%	61	1.1%	15	1.6%
	Asian British	115756	17.4%	905	14.4%	731	13.6%	174	18.4%
	Black British	16182	2.4%	549	8.7%	268	5.0%	281	29.7%
	Other Ethnicity	8060	1.2%	70	1.1%	49	0.9%	21	2.2%
Gender	Female	335199	49.8%	5319	82.0%	4551	83.0%	768	76.3%
	Male	338356	50.2%	1171	18.0%	933	17.0%	238	23.7%
Marital Status	Single	269488	40.6%	1969	31.5%	1627	30.7%	342	36.0%
	Married†	310784	46.8%	3600	57.6%	3097	58.4%	503	52.9%
	Divorced‡	83577	12.6%	684	10.9%	579	10.9%	105	11.1%
Religion or Belief	Atheism	186299	29.8%	642	12.8%	580	13.7%	62	8.2%
	Christianity	321500	51.4%	3070	61.4%	2576	60.7%	494	65.5%
	Hinduism	49841	8.0%	379	7.6%	320	7.5%	59	7.8%
	Islam	45040	7.2%	244	4.9%	173	4.1%	71	9.4%
	Sikhism	16066	2.6%	118	2.4%	99	2.3%	19	2.5%
	Other Religion	6599	1.1%	546	10.9%	497	11.7%	49	6.5%
Sexual Orientation	Heterosexual	3513	98.0%	4872	97.7%	4145	97.5%	727	98.6%
	LGB	73	2.0%	116	2.3%	106	2.5%	10	1.4%

Data quality notes:
- Disability status was not known for 25.6% of the substantive workforce and 29.8% of bank** staff
- Ethnicity was not known for 2.3% of the substantive workforce and 5.9% of bank** staff
- Marital Status was not known for 3.3% of the substantive workforce and 5.6% of bank** staff
- Religion or Belief was not known for 5.8% of the local population, 22.6% of the substantive workforce and 25.0% of bank** staff
- Sexual Orientation was not known for 4.5% of those involved in the local population estimate, 22.5% of the substantive workforce and 26.7% of bank** staff

* Leicester, Leicestershire, and Rutland working age population (16 to 64 years old); estimates are based on the UK Census 2011, except for age and gender which are based on ONS mid-year population estimates to June 2015 and sexual orientation which is based on an estimate for the East Midlands from the 2015 ONS Annual Population Survey
** those employed solely on the bank, without a substantive post at LPT
WRES: Workforce Race Equality Standard
† includes Civil Partnership
‡ includes Legally Separated and Widowed

Leicestershire Partnership NHS Trust's workforce equality profile, by directorate

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2017 (Table 5):

  - In Adult Mental Health and Learning Disabilities there were overrepresentations of Black British employees, men, single people, Atheists, and those of "other" religions (other than Christianity, Hinduism, Islam, and Sikhism); whilst Asian British employees, women, and married people were underrepresented.

  - In Community Health Services there was overrepresentation of White employees, women, and Christians; whilst there was underrepresentation of BME employees (particularly Asian British employees), men, and Hindus.

  - In Enabling there were overrepresentations of younger employees (29 years and under), BME employees (particularly Asian British employees), men, Hindus, Muslims, and Sikhs; whilst there were underrepresentation of White employees, Black British employees, women, and Christians.

  - In Families, Young People, and Children's services there was an overrepresentation of women and an underrepresentation of men.

  - In Hosted services there were overrepresentations of BME employees (particularly Asian British employees), men, Muslims, and Sikhs; whilst there was an underrepresentation of women.

  - Amongst Bank staff there were overrepresentations of younger employees (29 years and under), BME employees (particularly Asian British, Black British, and employees of "other" ethnicities – other than Mixed race), men, single people, and Muslims; whilst there were underrepresentation of employees aged 30 to 49 years old, White employees, women, married people, Atheists and those of "other" religions (other than Christianity, Hinduism, Islam, and Sikhism).

- These patterns primarily reflect the distribution of different staff groups across directorates (Table 6) and occupational segregation by protected characteristic within the workforce (Table 20, Table 21). Occupational segregation is analysed in more detail, in the section that analyses Leicestershire Partnership NHS Trust's workforce equality profile by staff group.

- However, the differing ethnicity profiles of bank and substantive staff could not be explained entirely by occupational segregation. Further compartmentalised analyses compared the ethnicity profile of the bank workforce to that of the substantive workforce within certain pay bands and staff groups:

  o At clinical bands 2 and 5, Black British employees were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).

  o Amongst Additional Clinical Services staff and qualified Nurses, Black British employees were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 8).

  o Amongst Administrative and Clerical staff, Asian British and Black British employees were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 8).

Table 5: Representation in Leicestershire Partnership NHS Trust's workforce at March 2017, by directorate and protected characteristic

Protected Characteristic (excludes "not known" categories)		LPT Substantive Workforce Overall		Substantive Workforce										Bank**	
				Adult Mental Health & Learning Disabilities Services		Community Health Services		Enabling		Family Young People & Children		Hosted Services			
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	694	12.7%	151	11.5%	275	13.1%	99	18.3%	143	10.8%	26	12.5%	172	17.1%
	30 to 49	2860	52.2%	688	52.2%	1050	50.1%	288	53.1%	708	53.5%	126	60.6%	459	45.6%
	50 and over	1930	35.2%	478	36.3%	769	36.7%	155	28.6%	472	35.7%	56	26.9%	375	37.3%
Disability	Disabled	217	5.3%	50	7.6%	71	4.0%	24	5.9%	60	5.5%	12	7.1%	30	4.2%
	Not Disabled	3863	94.7%	607	92.4%	1683	96.0%	380	94.1%	1037	94.5%	156	92.9%	676	95.8%
Ethnicity (WRES)	White	4248	79.3%	993	77.0%	1746	84.6%	332	64.8%	1053	80.9%	124	65.6%	456	48.2%
	BME	1109	20.7%	296	23.0%	319	15.4%	180	35.2%	249	19.1%	65	34.4%	491	51.8%
Ethnicity (detailed)	White	4248	79.3%	993	77.0%	1746	84.6%	332	64.8%	1053	80.9%	124	65.6%	456	48.2%
	Mixed	61	1.1%	21	1.6%	17	0.8%	R		R		R		15	1.6%
	Asian British	731	13.6%	135	10.5%	204	9.9%	156	30.5%	177	13.6%	59	31.2%	174	18.4%
	Black British	268	5.0%	122	9.5%	79	3.8%	11	2.1%	R		R		281	29.7%
	Other Ethnicity	49	0.9%	18	1.4%	19	0.9%	R		R		R		21	2.2%
Gender	Female	4551	83.0%	991	75.2%	1872	89.4%	384	70.8%	1210	91.5%	94	45.2%	768	76.3%
	Male	933	17.0%	326	24.8%	222	10.6%	158	29.2%	113	8.5%	114	54.8%	238	23.7%
Marital Status	Single	1627	30.7%	456	35.8%	580	28.6%	184	35.5%	343	26.9%	64	31.7%	342	36.0%
	Married†	3097	58.4%	666	52.3%	1199	59.0%	291	56.1%	818	64.1%	123	60.9%	503	52.9%
	Divorced‡	579	10.9%	152	11.9%	252	12.4%	44	8.5%	116	9.1%	15	7.4%	105	11.1%
Maternity*	Maternity	146	5.0%	40	6.3%	51	4.4%	R		33	4.2%	R		-	-
	Not maternity	2769	95.0%	597	93.7%	1110	95.6%	R		748	95.8%	R		-	-
Religion or Belief	Atheism	580	13.7%	161	17.3%	194	11.7%	70	16.7%	125	11.6%	30	18.9%	62	8.2%
	Christianity	2576	60.7%	531	57.2%	1119	67.3%	171	40.9%	686	63.7%	69	43.4%	494	65.5%
	Hinduism	320	7.5%	51	5.5%	92	5.5%	66	15.8%	89	8.3%	22	13.8%	59	7.8%
	Islam	173	4.1%	31	3.3%	44	2.6%	42	10.0%	38	3.5%	18	11.3%	71	9.4%
	Sikhism	99	2.3%	15	1.6%	27	1.6%	R		25	2.3%	R		19	2.5%
	Other Religion	497	11.7%	140	15.1%	186	11.2%	R		114	10.6%	R		49	6.5%
Sexual Orientation	Heterosexual	4145	97.5%	888	96.5%	1644	97.4%	R		R		R		727	98.6%
	LGB	106	2.5%	32	3.5%	44	2.6%	R		R		R		10	1.4%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / * Maternity or adoption leave for women aged under 50 years old / ** those employed solely on the bank, without a substantive post at LPT; R - Redacted

Table 6: Representation in Leicestershire Partnership NHS Trust's workforce at March 2017, by directorate and staff group

Staff Group	LPT Substantive Workforce Overall		Substantive Workforce												Bank**	
			Adult Mental Health & Learning Disabilities Services		Community Health Services		Enabling		Family Young People & Children		Hosted Services					
	n	%	n	%	n	%	n	%	n	%	n	%			n	%
Additional clinical Services	1223	22.3%	355	27.0%	629	30.0%	15	2.8%	224	16.9%	0	0.0%			496	49.3%
Additional Prof. Scientific Tech†	206	3.8%	70	5.3%	R		R		R		0	0.0%			R	
Administrative and Clerical‡	1298	23.7%	202	15.3%	R		332	61.3%	262	19.8%	R				281	27.9%
Allied Health Professionals	621	11.3%	86	6.5%	335	16.0%	0	0.0%	200	15.1%	0	0.0%			21	2.1%
Medical and Dental	220	4.0%	64	4.9%	25	1.2%	87	16.1%	44	3.3%	0	0.0%			R	
Nursing and Midwifery Registered	1916	34.9%	540	41.0%	805	38.4%	R		545	41.2%	R				197	19.6%

† includes Healthcare Scientists / ‡ includes Estates and Ancillary / ** those employed solely on the bank, without a substantive post at LPT; R - Redacted

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Table 7: Representation in Leicestershire Partnership NHS Trust's overall workforce (bank and substantive) at March 2017, by employment type (bank or substantive) and ethnicity, overall and within key pay bands

Pay Band		Ethnicity		LPT Workforce Overall (Bank* and Substantive)		Employment Type			
						Bank*		Substantive	
				n	%	n	%	n	%
All Pay Bands		**Ethnicity (WRES)**	White	4704	74.6%	456	48.2%	4248	79.3%
			BME	1600	25.4%	491	51.8%	1109	20.7%
		Ethnicity (detailed)	White	4704	74.6%	456	48.2%	4248	79.3%
			Mixed	76	1.2%	15	1.6%	61	1.1%
			Asian British	905	14.4%	174	18.4%	731	13.6%
			Black British	549	8.7%	281	29.7%	268	5.0%
			Other Ethnicity	70	1.1%	21	2.2%	49	0.9%
Non-clinical	Band 2	**Ethnicity (WRES)**	White	240	63.2%	55	47.0%	185	70.3%
			BME	140	36.8%	62	53.0%	78	29.7%
		Ethnicity (detailed)	White	240	63.2%	55	47.0%	185	70.3%
			Mixed	R		R		R	
			Asian British	118	31.1%	50	42.7%	68	25.9%
			Black British	R		R		R	
			Other Ethnicity	R		R		R	
	Band 4	**Ethnicity (WRES)**	White	186	63.1%	37	37.4%	149	76.0%
			BME	109	36.9%	62	62.6%	47	24.0%
		Ethnicity (detailed)	White	186	63.1%	37	37.4%	149	76.0%
			Mixed	R		R		R	
			Asian British	92	31.2%	45	45.5%	47	24.0%
			Black British	R		R		R	
			Other Ethnicity	R		R		R	
Clinical	Band 2	**Ethnicity (WRES)**	White	482	52.6%	123	30.3%	359	70.4%
			BME	434	47.4%	283	69.7%	151	29.6%
		Ethnicity (detailed)	White	482	52.6%	123	30.3%	359	70.4%
			Mixed	15	1.6%	R		R	
			Asian British	134	14.6%	54	13.3%	80	15.7%
			Black British	270	29.5%	214	52.7%	56	11.0%
			Other Ethnicity	15	1.6%	R		R	
	Band 5	**Ethnicity (WRES)**	White	833	78.7%	113	73.9%	720	79.5%
			BME	226	21.3%	40	26.1%	186	20.5%
		Ethnicity (detailed)	White	833	78.7%	113	73.9%	720	79.5%
			Mixed	11	1.0%	R		R	
			Asian British	68	6.4%	R		R	
			Black British	130	12.3%	30	19.6%	100	11.0%
			Other Ethnicity	17	1.6%	R		R	
	Band 6	**Ethnicity (WRES)**	White	1020	86.2%	R		R	
			BME	163	13.8%	R		R	
		Ethnicity (detailed)	White	1020	86.2%	R		R	
			Mixed	R		R		R	
			Asian British	88	7.4%	R		R	
			Black British	56	4.7%	R		R	
			Other Ethnicity	R		R		R	

*those employed solely on the bank, without a substantive post at LPT; R - Redacted

Table 8: Representation in Leicestershire Partnership NHS Trust's overall workforce (bank and substantive) at March 2017, by employment type (bank or substantive) and ethnicity, overall and within key staff groups

Staff Group	Ethnicity		LPT Workforce Overall (Bank* and Substantive)		Employment Type			
					Bank*		Substantive	
			n	%	n	%	n	%
All Staff Groups	Ethnicity (WRES)	White	4704	74.6%	456	48.2%	4248	79.3%
		BME	1600	25.4%	491	51.8%	1109	20.7%
	Ethnicity (detailed)	White	4704	74.6%	456	48.2%	4248	79.3%
		Mixed	76	1.2%	15	1.6%	61	1.1%
		Asian British	905	14.4%	174	18.4%	731	13.6%
		Black British	549	8.7%	281	29.7%	268	5.0%
		Other Ethnicity	70	1.1%	21	2.2%	49	0.9%
Additional Clinical Services	Ethnicity (WRES)	White	1135	67.8%	159	34.0%	976	80.8%
		BME	540	32.2%	308	66.0%	232	19.2%
	Ethnicity (detailed)	White	1135	67.8%	159	34.0%	976	80.8%
		Mixed	25	1.5%	R		R	
		Asian British	197	11.8%	61	13.1%	136	11.3%
		Black British	300	17.9%	229	49.0%	71	5.9%
		Other Ethnicity	18	1.1%	R		R	
Administrative and Clerical	Ethnicity (WRES)	White	1058	69.6%	135	50.4%	923	73.7%
		BME	462	30.4%	133	49.6%	329	26.3%
	Ethnicity (detailed)	White	1058	69.6%	135	50.4%	923	73.7%
		Mixed	16	1.1%	R		R	
		Asian British	390	25.7%	101	37.7%	289	23.1%
		Black British	44	2.9%	19	7.1%	25	2.0%
		Other Ethnicity	12	0.8%	R		R	
Nursing and Midwifery Registered	Ethnicity (WRES)	White	1725	83.2%	139	75.5%	1586	83.9%
		BME	349	16.8%	45	24.5%	304	16.1%
	Ethnicity (detailed)	White	1725	83.2%	139	75.5%	1586	83.9%
		Mixed	24	1.2%	R		R	
		Asian British	110	5.3%	R		R	
		Black British	191	9.2%	33	17.9%	158	8.4%
		Other Ethnicity	24	1.2%	R		R	

*those employed solely on the bank, without a substantive post at LPT; R - Redacted

Leicestershire Partnership NHS Trust's workforce equality profile, by pay band

The equality profiles of employees across pay bands have been analysed using the methodology described in the latest release of the technical guidance for the Workforce Race Equality Standard (NHS England, 22nd March 2017). The analysis looked at individual pay bands and divided the workforce in to non-clinical and clinical staff, in order to identify patterns in progression across different groups of staff. The analysis looked at the percentage contribution of people from a given equality breakdown group to a given pay band and compared it with the contribution of people from that equality breakdown group to the overall workforce. This was done separately for substantive staff and for those staff employed solely on the bank.

Substantive staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2017 (Table 9):

  o Age:

    - In non-clinical posts, younger employees (29 years old and under) were overrepresented amongst Apprentices and at Band 1 and under, and, in general, were concentrated at Band 4 and under; this probably reflected the career stage of these younger employees.

    - In clinical posts, younger people (29 years old and under) were overrepresented amongst Apprentices, at Band 5 (the lowest pay band for a qualified nurse), and on Medical Training Grades; again, this probably reflected the career stage of these younger employees.

  o Ethnicity:

    - In non-clinical posts, BME employees (especially Asian British employees) were overrepresented at Bands 2 and 3. Although BME employees (especially Asian British employees) had a younger age profile than White employees (Table 10), this pattern was still evident to varying degrees when the analyses were compartmentalised by age band (29 years old and under, Table 12; 30 to 49 years old, Table 13; 50 years old and over, Table 14) – especially amongst staff aged 30 to 49 years old (Table 13).

    - In clinical posts, BME employees were overrepresented at Band 2 and in Medical posts, and were underrepresented at Band 3 and at Bands 6 to 7. However, the equality profile of BME staff across pay bands in clinical posts had two principal components, one related to the distribution of Asian British employees and the other related to the distribution of Black British employees:

      - Asian British employees were overrepresented in Medical roles, with an overall underrepresentation in clinical roles outside of Medicine – especially in qualified Nursing roles (Table 20).

- Black British employees in clinical posts were concentrated at Band 2 (the lowest pay band for unqualified clinical roles in the Additional Clinical Services staff group) and Band 5 (the lowest pay band for qualified Nurses),with much lower levels of representation at higher unqualified (Bands 3 and 4) and qualified (Bands 6 and over) pay bands. In analyses compartmentalised by age band (29 years old and under, Table 12; 30 to 49 years old, Table 13; 50 years old and over, Table 14), this pattern was most evident amongst those aged 30 to 49 years old (Table 13). Black British employees were also overrepresented at Clinical Band 2 amongst staff aged 50 years old and over (Table 14).

- The findings related to the overrepresentation of BME employees at lower non-clinical pay bands and the concentration of Black British employees at lower unqualified and qualified clinical pay bands can be cross referenced with findings from the 2016 NHS Staff Survey. Leicestershire Partnership NHS Trust's 2016 Staff Survey indicated that BME employees in general, and Asian British, Black British and Mixed race employees in particular, were less likely than other employees to feel that the Trust acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Table 36); BME employees, and Black British employees in particular, were also more likely to report discrimination from managers or other colleagues (Table 46).

o Gender:

- In non-clinical posts, men were overrepresented amongst Apprentices (although the overall number of Apprentices was low) and at Bands5to 7, with an overall trend for higher percentages of men at higher pay bands (especially at Band 5 and above)—potentially reflecting an equality issue in terms of the progression of female employees to higher pay bands in non-clinical posts.

- In clinical posts men were overrepresented in Medical roles (especially at consultant level) and underrepresented at Bands 5 to 6.

- Although, the age profiles of female and male employees were similar (Table 11), analyses compartmentalised by age band were undertaken to control for potential effects of age and career stage on the findings of the pay band analyses (29 years old and under, Table 12; 30 to 49 years old, Table 13; 50 years old and over, Table 14):

  - When the pay band analyses were compartmentalised by age group, the pattern for greater percentages of men at higher non-clinical pay bands, and for greater percentages of men amongst consultants, was evident amongst 30 to 49 year olds (Table 13) and amongst those aged 50 years old and over (Table 14).

- The Government has introduced mandatory gender pay gap reporting for private, voluntary and public sector organisations from the 2016/17 financial year. Leicestershire Partnership NHS Trust will be required to publish a gender pay gap analysis before the end of the 2016/17 financial year. The analyses of gender and pay band detailed above indicate that Leicestershire Partnership NHS Trust's gender pay gap analyses will reveal a pay gap in favour of men. Gender pay gap reporting will be the subject of a separate report to follow.

Table 9: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by pay band and protected characteristic

Pay Band		Age band (years)				Disability*			Ethnicity (WRES)*			Ethnicity (detail)*					
		29 and under	30 to 49	50 and over	Total n	Dis-abled	Not Dis-abled	Total n	White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n
Non-clinical	Apprentice	R	R	R	R	-	-	0	R	R	R	R	R	R	R	R	R
	Band 1 and under	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	19.3%	39.8%	40.9%	269	7.0%	93.0%	230	70.3%	29.7%	263	70.3%	R	25.9%	R	R	263
	Band 3	18.5%	42.2%	39.3%	308	6.9%	93.1%	248	69.4%	30.6%	301	69.4%	R	23.9%	R	R	301
	Band 4	15.3%	44.1%	40.6%	202	7.8%	92.2%	129	76.0%	24.0%	196	76.0%	0.0%	24.0%	0.0%	0.0%	196
	Band 5	9.0%	62.7%	28.4%	134	R	R	97	72.2%	27.8%	126	72.2%	R	R	R	R	126
	Band 6	R	61.7%	R	107	R	R	86	69.5%	30.5%	105	69.5%	R	R	R	R	105
	Band 7	R	64.9%	R	114	R	R	82	76.9%	23.1%	104	76.9%	R	R	R	R	104
	Band 8a	0.0%	60.9%	39.1%	64	R	R	43	83.9%	16.1%	62	83.9%	0.0%	16.1%	0.0%	0.0%	62
	Band 8b	0.0%	58.3%	41.7%	36	0.0%	100.0%	20	R	R	35	R	R	R	R	R	35
	Band 8c	0.0%	42.9%	57.1%	28	R	R	20	R	R	27	R	R	R	R	R	27
	Band 8d	R	R	R	11	R	R	R	R	R	11	R	R	R	R	R	11
	Band 9	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	NED	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	VSM	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
Clinical	Apprentice	R	R	0.0%	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 1 and under	R	R	0.0%	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	15.3%	51.7%	33.0%	518	2.9%	97.1%	378	70.4%	29.6%	510	70.4%	R	15.7%	11.0%	R	510
	Band 3	14.4%	43.9%	41.7%	487	4.6%	95.4%	345	88.2%	11.8%	482	88.2%	R	7.5%	R	R	482
	Band 4	12.4%	54.0%	33.7%	202	R	R	174	88.6%	11.4%	202	88.6%	R	R	R	R	202
	Band 5	19.2%	50.2%	30.6%	925	5.1%	94.9%	738	79.5%	20.5%	906	79.5%	1.2%	6.8%	11.0%	1.4%	906
	Band 6	11.2%	55.5%	33.3%	1168	5.8%	94.2%	891	86.3%	13.7%	1128	86.3%	R	7.4%	4.7%	R	1128
	Band 7	R	59.8%	R	435	4.5%	95.5%	291	90.2%	9.8%	430	90.2%	R	5.6%	R	R	430
	Band 8a	R	58.5%	R	135	R	R	90	88.1%	11.9%	135	88.1%	R	R	R	R	135
	Band 8b	0.0%	56.3%	43.8%	64	R	R	34	R	R	63	R	R	R	R	R	63
	Band 8c	R	R	R	15	R	R	R	R	R	15	R	R	R	R	R	15
	Band 8d	R	R	R	R	R	R	59	R	R	R	R	R	R	R	R	R
Medical and Dental	Trainee	R	70.5%	R	61	R	R	20	25.0%	75.0%	60	25.0%	R	R	R	R	60
	Non-consultant Career	R	57.1%	R	28	R	R	50	R	R	28	R	R	R	R	R	28
	Consultants	R	62.6%	R	115	R	R	R	43.0%	57.0%	114	43.0%	R	R	R	R	114
	Other	R	R	R	13	R	R	R	R	R	R	R	R	R	R	R	13
	VSM	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
LPT Substantive Workforce Overall		12.7%	52.2%	35.2%	5484	5.3%	94.7%	4080	79.3%	20.7%	5357	79.3%	1.1%	13.6%	5.0%	0.9%	5357

* excludes "not known" categories; R - Redacted

Table 9 is continued overleaf …

Table 9 continued: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by pay band and protected characteristic

Pay Band		Gender			Marital Status*				Maternity**			Religion or Belief (simplistic)*				Sexual Orientation*		
		Female	Male	Total n	Single	Married†	Divorced‡	Total n	Maternity	Not Maternity	Total n	Atheism	Christianity	Other	Total n	Heterosexual	LGB	Total n
Non-clinical	Apprentice	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
	Band 1 and under	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	88.5%	11.5%	269	35.1%	55.8%	9.2%	251	R	R	137	12.2%	51.6%	36.2%	221	R	R	213
	Band 3	87.0%	13.0%	308	35.7%	50.8%	13.5%	297	R	R	153	8.9%	56.6%	34.5%	258	R	R	248
	Band 4	83.7%	16.3%	202	30.2%	51.3%	18.6%	199	R	R	93	8.6%	50.3%	41.1%	163	R	R	162
	Band 5	68.7%	31.3%	134	28.9%	60.9%	10.2%	128	R	R	63	18.3%	46.8%	34.9%	109	R	R	117
	Band 6	67.3%	32.7%	107	27.6%	62.9%	9.5%	105	R	R	47	14.8%	52.3%	33.0%	88	R	R	88
	Band 7	61.4%	38.6%	114	26.3%	64.0%	9.6%	114	R	R	41	R	R	31.8%	88	R	R	89
	Band 8a	67.2%	32.8%	64	R	70.5%	R	61	R	R	25	R	R	23.1%	39	R	R	46
	Band 8b	66.7%	33.3%	36	R	R	R	35	R	R	16	36.7%	53.3%	10.0%	30	R	R	29
	Band 8c	64.3%	35.7%	28	R	R	R	27	R	R	R	R	R	24.0%	25	R	R	23
	Band 8d	R	R	11	R	R	R	11	R	R	R	R	R	R	10	R	R	R
	Band 9	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
	NED	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
	VSM	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
Clinical	Apprentice	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 1 and under	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	80.9%	19.1%	518	31.6%	53.7%	14.7%	497	3.6%	96.4%	278	14.2%	57.5%	28.3%	367	3.3%	96.7%	364
	Band 3	88.1%	11.9%	487	33.6%	52.4%	14.0%	473	R	R	255	12.3%	64.5%	23.2%	358	3.9%	96.1%	361
	Band 4	91.1%	8.9%	202	25.8%	64.1%	10.1%	198	R	R	124	11.8%	69.3%	19.0%	153	R	R	161
	Band 5	87.8%	12.2%	925	37.2%	52.3%	10.5%	893	7.1%	92.9%	560	13.6%	66.0%	20.4%	720	2.6%	97.4%	724
	Band 6	87.4%	12.6%	1168	28.4%	62.3%	9.3%	1130	5.4%	94.6%	681	12.9%	67.5%	19.6%	914	2.1%	97.9%	925
	Band 7	85.5%	14.5%	435	25.1%	64.5%	10.4%	423	R	R	228	17.4%	67.0%	15.6%	333	3.0%	97.0%	338
	Band 8a	83.7%	16.3%	135	25.0%	64.4%	10.6%	132	R	R	65	18.1%	68.6%	13.3%	105	R	R	103
	Band 8b	R	R	64	R	77.4%	R	62	R	R	31	32.0%	36.0%	32.0%	50	R	R	50
	Band 8c	R	R	15	R	R	R	15	R	R	R	R	R	R	R	R	R	R
	Band 8d	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
Medical and Dental	Trainee	63.9%	36.1%	61	R	55.2%	R	58	R	R	39	R	R	69.6%	56	R	R	56
	Non-consultant Career	57.1%	42.9%	28	R	R	R	28	R	R	R	R	R	47.8%	23	R	R	19
	Consultants	46.1%	53.9%	115	R	73.2%	R	112	0.0%	100.0%	35	R	R	54.8%	84	R	R	74
	Other	R	R	13	R	R	R	12	R	R	R	R	R	R	13	R	R	10
	VSM	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
LPT Substantive Workforce Overall		83.0%	17.0%	5484	30.7%	58.4%	10.9%	5303	5.0%	95.0%	2915	13.7%	60.7%	25.7%	4245	97.5%	2.5%	4251

* excludes "not known" categories / † includes Civil Partnership / ‡ includes Legally Separated and Widowed / ** Maternity or adoption leave for women aged under 50 years old: R - Redacted

Table 10: Age profile of Leicestershire Partnership NHS Trust's overall substantive workforce at March 2017 by ethnicity

Age band (years)	LPT Substantive Workforce Overall		Ethnicity (WRES) White		BME		Ethnicity (detail) White		Mixed		Asian British		Black British		Other Ethnicity	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
29 years old and under	665	12.4%	511	12.0%	154	13.9%	511	12.0%	R		119	16.3%	R		R	
30 to 49 years old	2795	52.2%	2107	49.6%	688	62.0%	2107	49.6%	38	62.3%	445	60.9%	173	64.6%	32	65.3%
50 years old and over	1897	35.4%	1630	38.4%	267	24.1%	1630	38.4%	R		167	22.8%	R		R	
Total	5357	100.0%	4248	100.0%	1109	100.0%	4248	100.0%	61	100.0%	731	100.0%	268	100.0%	49	100.0%

R - Redacted

Table 11: Age profile of Leicestershire Partnership NHS Trust's overall substantive workforce at March 2017 by gender

Age band (years)	LPT Substantive Workforce Overall		Gender Female		Male	
	n	%	n	%	n	%
29 years old and under	694	12.7%	560	12.3%	134	14.4%
30 to 49 years old	2860	52.2%	2355	51.7%	505	54.1%
50 years old and over	1930	35.2%	1636	35.9%	294	31.5%
Total	5484	100.0%	4551	100.0%	933	100.0%

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Table 12: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by pay band, ethnicity and gender; employees aged 29 years old and under

| | | Ethnicity (WRES)* | | | Ethnicity (detail)* | | | | | | Gender | | |
		White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n	Female	Male	Total n
Non-clinical	Apprentice	R	R	R	R	R	R	R	R	R	R	R	R
	Band 1 and under	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	74.5%	25.5%	51	74.5%	R	R	R	R	51	75.0%	25.0%	52
	Band 3	56.6%	43.4%	53	56.6%	R	R	R	R	53	61.4%	38.6%	57
	Band 4	56.7%	43.3%	30	56.7%	R	R	R	R	30	45.2%	54.8%	31
	Band 5	R	R	11	R	R	R	R	R	11	R	R	12
	Band 6	R	R	R	R	R	R	R	R	R	R	R	R
	Band 7	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8b	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8c	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8d	-	-	0	-	-	-	-	-	0	-	-	0
	Band 9	-	-	0	-	-	-	-	-	0	-	-	0
	NED	-	-	0	-	-	-	-	-	0	-	-	0
	VSM	-	-	0	-	-	-	-	-	0	-	-	0
Clinical	Apprentice	R	R	R	R	R	R	R	R	R	R	R	R
	Band 1 and under	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	79.7%	20.3%	79	79.7%	R	R	R	R	79	78.5%	21.5%	79
	Band 3	85.5%	14.5%	69	85.5%	R	R	R	R	69	85.7%	14.3%	70
	Band 4	R	R	25	R	R	R	R	R	25	R	R	25
	Band 5	81.3%	18.8%	176	81.3%	R	11.4%	R	R	176	R	R	178
	Band 6	87.8%	12.2%	115	87.8%	R	R	R	R	115	91.6%	8.4%	131
	Band 7	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8b	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8c	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8d	-	-	0	-	-	-	-	-	0	-	-	0
Medical and Dental	Trainee	R	R	16	R	R	R	R	R	16	R	R	17
	Non-consultant Career	R	R	R	R	R	R	R	R	R	R	R	R
	Consultants	R	R	R	R	R	R	R	R	R	R	R	R
	Other	R	R	R	R	R	R	R	R	R	R	R	R
	VSM	-	-	0	-	-	-	-	-	0	-	-	0
LPT Substantive Workforce Overall		76.8%	23.2%	665	76.8%	1.7%	17.9%	3.2%	0.5%	665	80.7%	19.3%	694

* excludes "not known" categories; R - Redacted

Table 13: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by pay band, ethnicity and gender; employees aged 30 to 49 years old and under

		Ethnicity (WRES)*			Ethnicity (detail)*						Gender		
		White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n	Female	Male	Total n
Non-clinical	Apprentice	-	-	0	-	-	-	-	-	0	-	-	0
	Band 1 and under	-	-	0	-	-	-	-	-	0	-	-	0
	Band 2	57.7%	42.3%	104	57.7%	R	R	R	R	104	R	R	107
	Band 3	61.4%	38.6%	127	61.4%	R	R	R	R	127	90.8%	9.2%	130
	Band 4	68.2%	31.8%	88	68.2%	0.0%	31.8%	0.0%	0.0%	88	88.8%	11.2%	89
	Band 5	67.9%	32.1%	78	67.9%	R	R	R	R	78	66.7%	33.3%	84
	Band 6	64.6%	35.4%	65	64.6%	R	R	R	R	65	66.7%	33.3%	66
	Band 7	73.5%	26.5%	68	73.5%	R	R	R	R	68	54.1%	45.9%	74
	Band 8a	R	R	38	76.3%	R	R	R	R	38	64.1%	35.9%	39
	Band 8b	R	R	21	95.2%	R	R	R	R	21	R	R	21
	Band 8c	R	R	11	90.9%	R	R	R	R	11	R	R	R
	Band 8d	R	R	R	R	R	R	R	R	R	R	R	R
	Band 9	R	R	R	R	R	R	R	R	R	R	R	R
	NED	-	-	0	-	-	-	-	-	0	-	-	0
	VSM	R	R	R	R	R	R	R	R	R	R	R	R
Clinical	Apprentice	R	R	R	R	R	R	R	R	R	R	R	R
	Band 1 and under	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	64.4%	35.6%	261	64.4%	R	18.4%	13.4%	R	261	80.6%	19.4%	268
	Band 3	85.4%	14.6%	212	85.4%	R	8.0%	R	R	212	91.1%	8.9%	214
	Band 4	89.9%	10.1%	109	89.9%	R	R	R	R	109	R	R	109
	Band 5	74.9%	25.1%	454	74.9%	R	6.6%	15.4%	R	454	84.1%	15.9%	464
	Band 6	83.8%	16.2%	631	83.8%	R	8.7%	5.9%	R	631	86.6%	13.4%	648
	Band 7	91.0%	9.0%	255	91.0%	R	5.5%	R	R	255	85.8%	14.2%	260
	Band 8a	86.1%	13.9%	79	86.1%	R	R	R	R	79	81.0%	19.0%	79
	Band 8b	R	R	35	R	R	R	R	R	35	R	R	36
	Band 8c	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8d	R	R	R	R	R	R	R	R	R	R	R	R
Medical and Dental	Trainee	23.3%	76.7%	43	23.3%	R	R	R	R	43	69.8%	30.2%	43
	Non-consultant Career	R	R	16	R	R	R	R	R	16	R	R	16
	Consultants	38.0%	62.0%	71	38.0%	R	R	R	R	71	45.8%	54.2%	72
	Other	R	R	11	R	R	R	R	R	11	R	R	11
	VSM	R	R	R	R	R	R	R	R	R	R	R	R
LPT Substantive Workforce Overall		75.4%	24.6%	2795	75.4%	1.4%	15.9%	6.2%	1.1%	2795	82.3%	17.7%	2860

* excludes "not known" categories; R - Redacted

Table 14: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by pay band, ethnicity and gender; employees aged 50 years old and over

		Ethnicity (WRES)*			Ethnicity (detail)*						Gender		
		White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n	Female	Male	Total n
Non-clinical	Apprentice	-	-	0	-	-	-	-	-	0	-	-	0
	Band 1 and under	-	-	0	-	-	-	-	-	0	R	R	R
	Band 2	80.6%	19.4%	108	80.6%	R	R	R	R	108	R	R	110
	Band 3	83.5%	16.5%	121	83.5%	R	R	R	R	121	R	R	121
	Band 4	R	R	78	R	R	R	R	R	78	R	R	82
	Band 5	R	R	37	R	R	R	R	R	37	R	R	38
	Band 6	R	R	32	R	R	R	R	R	32	R	R	33
	Band 7	R	R	34	R	R	R	R	R	34	R	R	38
	Band 8a	R	R	24	R	R	R	R	R	24	R	R	25
	Band 8b	R	R	14	R	R	R	R	R	14	R	R	15
	Band 8c	R	R	16	R	R	R	R	R	16	R	R	16
	Band 8d	R	R	10	R	R	R	R	R	10	R	R	10
	Band 9	-	-	0	-	-	-	-	-	0	-	-	0
	NED	R	R	R	R	R	R	R	R	R	R	R	R
	VSM	R	R	R	R	R	R	R	R	R	R	R	R
Clinical	Apprentice	-	-	0	-	-	-	-	-	0	-	-	0
	Band 1 and under	-	-	0	-	-	-	-	-	0	-	-	0
	Band 2	75.3%	24.7%	170	75.3%	R	11.8%	R	R	170	82.5%	17.5%	171
	Band 3	92.0%	8.0%	201	92.0%	R	R	R	R	201	85.7%	14.3%	203
	Band 4	R	R	68	R	R	R	R	R	68	R	R	68
	Band 5	85.9%	14.1%	276	85.9%	R	R	7.6%	R	276	89.0%	11.0%	283
	Band 6	89.8%	10.2%	382	89.8%	R	5.0%	R	R	382	87.4%	12.6%	389
	Band 7	89.3%	10.7%	168	89.3%	R	R	R	R	168	85.7%	14.3%	168
	Band 8a	R	R	55	R	R	R	R	R	55	R	R	55
	Band 8b	R	R	28	R	R	R	R	R	28	R	R	28
	Band 8c	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8d	R	R	R	R	R	R	R	R	R	R	R	R
Medical and Dental	Trainee	R	R	R	R	R	R	R	R	R	R	R	R
	Non-consultant Career	R	R	11	R	R	R	R	R	11	R	R	11
	Consultants	47.5%	52.5%	40	47.5%	R	R	R	R	40	45.0%	55.0%	40
	Other	-	-	0	-	-	-	-	-	0	-	-	0
	VSM	R	R	R	R	R	R	R	R	R	R	R	R
LPT Substantive Workforce Overall		85.9%	14.1%	1897	85.9%	0.6%	8.8%	3.9%	0.7%	1897	84.8%	15.2%	1930

* excludes "not known" categories; R - Redacted

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Bank staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2017 (Table 15):

  o Age:

    ▪ In non-clinical posts, younger employees (29 years old and under) were overrepresented at Band 2.

    ▪ In clinical posts, younger employees (29 years old and under) were underrepresented at Band 5, people aged 30 to 49 years old were overrepresented at Band 2, and older people (50 years old and over) were underrepresented at Band 2 and overrepresented at Band 6.

  o Ethnicity:

    ▪ In non-clinical posts, Asian British employees were overrepresented at Bands 2 and 4, whilst Black British employees were underrepresented at Bands 2 and 4, and those from "other" ethnic groups (other than Mixed) were overrepresented at Band 4.

    ▪ In clinical posts, White Employees were overrepresented at Bands 5 and 6, and underrepresented at Band 2. Asian British employees were underrepresented at Band 5. Black British employees were overrepresented at Band 2 and underrepresented at Band 6.

    ▪ BME employees on the bank, particularly Asian British employees, had a younger age profile than White employees on the bank (Table 16). Analyses compartmentalised by age band were undertaken to control for potential effects of age and career stage on the findings of the pay band analyses (29 years old and under, Table 17; 30 to 49 years old, Table 18; 50 years old and over, Table 19):

      - In non-clinical posts, Asian British employees were overrepresented at Non-clinical Band 2 amongst bank employees aged 29 years old and under (Table 17), but were overrepresented at Band 4 amongst those aged 30 to 49 years old (Table 18) and 50 years old and over (Table 19).

      - In clinical posts Black British employees were overrepresented at Band 2 amongst those aged 30 to 49 years old (Table 18) and 50 years old and over (Table 18); whilst White employees were overrepresented at Bands 5 and 6 amongst those aged 30 to 49 years old (Table 18).

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Table 15: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2017, by pay band and protected characteristic

Pay Band		Age band (years)				Disability**			Ethnicity (WRES)**			Ethnicity (detail)**					
		29 and under	30 to 49	50 and over	Total n	Disabled	Not Disabled	Total n	White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n
Non-clinical	Band 2	44.4%	27.4%	28.2%	124	10.5%	89.5%	105	47.0%	53.0%	117	47.0%	R	42.7%	R	R	117
	Band 3	R	R	51.3%	39	R	R	31	R	R	R	R	R	R	R	R	35
	Band 4	R	R	46.5%	99	R	R	60	37.4%	62.6%	99	37.4%	R	45.5%	R	R	99
	Band 5	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 6	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 7	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8b	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 9	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
Clinical	Band 2	20.1%	57.0%	22.9%	433	R	R	304	30.3%	69.7%	406	30.3%	R	13.3%	52.7%	R	406
	Band 3	R	R	58.9%	56	R	R	R	55.6%	44.4%	54	55.6%	R	R	R	R	54
	Band 4	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 5	R	R	49.7%	165	R	R	118	73.9%	26.1%	153	73.9%	R	R	19.6%	R	153
	Band 6	R	R	69.0%	58	R	R	39	R	R	R	R	R	R	R	R	55
	Band 7	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Medical & Dental: Trainee	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
LPT Bank Workforce *		17.1%	45.6%	37.3%	1006	4.2%	95.8%	706	48.2%	51.8%	947	48.2%	1.6%	18.4%	29.7%	2.2%	947

* those employed solely on the bank, without a substantive post at LPT/ ** excludes "not known" categories; R - Redacted

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Table 15 continued: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2017, by pay band and protected characteristic

Pay Band		Gender			Marital Status**				Maternity***			Religion or Belief (simplistic)**				Sexual Orientation**		
		Female	Male	Total n	Single	Married†	Divorced‡	Total n	Maternity	Not Maternity	Total n	Atheism	Christianity	Other	Total n	Heterosexual	LGB	Total n
Non-clinical	Band 2	66.9%	33.1%	124	61.0%	28.8%	10.2%	118	R	R	56	13.5%	31.7%	54.8%	104	R	R	108
	Band 3	R	R	39	R	41.7%	R	36	R	R	R	R	R	R	31	R	R	32
	Band 4	78.8%	21.2%	99	R	70.5%	R	95	R	R	41	R	R	48.2%	56	R	R	55
	Band 5	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 6	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
	Band 7	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
	Band 8a	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8b	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
	Band 9	R	R	R	R	R	R	R	-	-	0	R	R	R	R	R	R	R
Clinical	Band 2	73.9%	26.1%	433	40.9%	50.6%	8.5%	411	R	R	242	6.8%	72.6%	20.5%	351	R	R	328
	Band 3	82.1%	17.9%	56	30.2%	47.2%	22.6%	53	R	R	17	R	R	R	31	R	R	28
	Band 4	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Band 5	86.1%	13.9%	165	23.4%	63.6%	13.0%	154	R	R	70	8.7%	79.5%	11.8%	127	R	R	128
	Band 6	81.0%	19.0%	58	R	69.8%	R	53	R	R	17	R	R	R	32	R	R	37
	Band 7	R	R	R	R	R	R	R	R	R	R	-	-	-	0	-	-	0
	Band 8a	R	R	R	R	R	R	R	-	-	0	-	-	-	0	-	-	0
	Medical & Dental: Trainee	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
LPT Bank Workforce*		**76.3%**	**23.7%**	**1006**	**36.0%**	**52.9%**	**11.1%**	**950**	**R**	**R**	**464**	**8.2%**	**65.5%**	**26.3%**	**754**	**98.6%**	**1.4%**	**737**

* those employed solely on the bank, without a substantive post at LPT/ ** excludes "not known" categories / † includes Civil Partnership / ‡ includes Legally Separated and Widowed /
*** Maternity or adoption leave for women aged under 50 years old; R - Redacted

Table 16: Age profile of Leicestershire Partnership NHS Trust's bank* workforce at March 2017 by ethnicity

Age band (years)	LPT Bank Workforce		Ethnicity (WRES)**				Ethnicity (detail)**									
			White		BME		White		Mixed		Asian British		Black British		Other Ethnicity	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
29 years old and under	166	17.5%	80	17.5%	86	17.5%	80	17.5%	R		51	29.3%	R		R	
30 to 49 years old	432	45.6%	155	34.0%	277	56.4%	155	34.0%	R		58	33.3%	200	71.2%	R	
50 years old and over	349	36.9%	221	48.5%	128	26.1%	221	48.5%	R		65	37.4%	R		R	
Total	947	100.0%	456	100.0%	491	100.0%	456	100.0%	15	100.0%	174	100.0%	281	100.0%	21	100.0%

* those employed solely on the bank, without a substantive post at LPT/ ** excludes "not known" categories; R - Redacted

Table 17: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2017, by pay band, ethnicity and gender; employees aged 29 years old and under

		Ethnicity (WRES)**			Ethnicity (detail)**						Gender		
		White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n	Female	Male	Total n
Non-clinical	Band 2	35.8%	64.2%	53	35.8%	R	R	R	R	53	52.7%	47.3%	55
	Band 3	R	R	R	R	R	R	R	R	R	R	R	R
	Band 4	R	R	R	R	R	R	R	R	R	R	R	R
	Band 5	-	-	0	-	-	-	-	-	0	-	-	0
	Band 6	-	-	0	-	-	-	-	-	0	-	-	0
	Band 7	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8a	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8b	-	-	0	-	-	-	-	-	0	-	-	0
	Band 9	-	-	0	-	-	-	-	-	0	-	-	0
Clinical	Band 2	51.2%	48.8%	86	51.2%	R	R	29.1%	R	86	81.6%	18.4%	87
	Band 3	R	R	R	R	R	R	R	R	R	R	R	R
	Band 4	-	-	0	-	-	-	-	-	0	-	-	0
	Band 5	R	R	R	R	R	R	R	R	R	R	R	R
	Band 6	R	R	R	R	R	R	R	R	R	R	R	R
	Band 7	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8a	-	-	0	-	-	-	-	-	0	-	-	0
	Medical & Dental: Trainee	-	-	0	-	-	-	-	-	0	R	R	R
LPT Bank Workforce*		**48.2%**	**51.8%**	**166**	**48.2%**	**R**	**30.7%**	**R**	**R**	**166**	**70.9%**	**29.1%**	**172**

* those employed solely on the bank, without a substantive post at LPT/ ** excludes "not known" categories; R - Redacted

Table 18: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2017, by pay band, ethnicity and gender; employees aged 30 to 49 years old

		Ethnicity (WRES)**			Ethnicity (detail)**						Gender		
		White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n	Female	Male	Total n
Non-clinical	Band 2	54.8%	45.2%	31	54.8%	R	R	R	R	31	R	R	34
	Band 3	R	R	R	R	R	R	R	R	R	R	R	11
	Band 4	48.9%	51.1%	45	48.9%	R	R	R	R	45	75.6%	24.4%	45
	Band 5	R	R	R	R	R	R	R	R	R	R	R	R
	Band 6	-	-	0	-	-	-	-	-	0	-	-	0
	Band 7	-	-	0	-	-	-	-	-	0	-	-	0
	Band 8a	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8b	R	R	R	R	R	R	R	R	R	R	R	R
	Band 9	-	-	0	-	-	-	-	-	0	-	-	0
Clinical	Band 2	19.0%	81.0%	231	19.0%	R	8.2%	68.4%	R	231	69.2%	30.8%	247
	Band 3	R	R	19	R	R	R	R	R	19	R	R	19
	Band 4	R	R	R	R	R	R	R	R	R	R	R	R
	Band 5	59.2%	40.8%	71	59.2%	R	R	R	R	71	84.2%	15.8%	76
	Band 6	R	R	16	R	R	R	R	R	16	R	R	16
	Band 7	-	-	0	-	-	-	-	-	0	R	R	R
	Band 8a	-	-	0	-	-	-	-	-	0	-	-	0
	Medical & Dental: Trainee	R	R	R	R	R	R	R	R	R	R	R	R
LPT Bank Workforce *		35.9%	64.1%	432	35.9%	R	13.4%	46.3%	R	432	74.5%	25.5%	459

* those employed solely on the bank, without a substantive post at LPT/ ** excludes "not known" categories; R - Redacted

Table 19: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2017, by pay band, ethnicity and gender; employees aged 50 years old and over

		Ethnicity (WRES)**			Ethnicity (detail)**						Gender		
		White	BME	Total n	White	Mixed	Asian British	Black British	Other Ethnicity	Total n	Female	Male	Total n
Non-clinical	Band 2	57.6%	42.4%	33	57.6%	R	R	R	R	33	R	R	35
	Band 3	100.0%	0.0%	19	100.0%	0.0%	0.0%	0.0%	0.0%	19	R	R	20
	Band 4	28.3%	71.7%	46	28.3%	R	R	R	R	46	R	R	46
	Band 5	R	R	R	R	R	R	R	R	R	R	R	R
	Band 6	R	R	R	R	R	R	R	R	R	R	R	R
	Band 7	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8b	R	R	R	R	R	R	R	R	R	R	R	R
	Band 9	R	R	R	R	R	R	R	R	R	R	R	R
Clinical	Band 2	39.3%	60.7%	89	39.3%	R	R	34.8%	R	89	78.8%	21.2%	99
	Band 3	R	R	31	R	R	R	R	R	31	R	R	33
	Band 4	R	R	R	R	R	R	R	R	R	R	R	R
	Band 5	85.3%	14.7%	75	85.3%	R	R	R	R	75	87.8%	12.2%	82
	Band 6	R	R	37	R	R	R	R	R	R	75.0%	25.0%	40
	Band 7	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	R	R	R	R	R	R	R	R	R	R	R	R
	Medical & Dental: Trainee	-	-	0	-	-	-	-	-	0	-	-	0
LPT Bank Workforce *		**63.3%**	**36.7%**	**349**	**63.3%**	**R**	**18.6%**	**14.0%**	**R**	**349**	**81.1%**	**18.9%**	**375**

* those employed solely on the bank, without a substantive post at LPT/ ** excludes "not known" categories; R - Redacted

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Leicestershire Partnership NHS Trust's workforce equality profile, by staff group

Substantive staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2017 (Table 20):

    o In the Additional Clinical Services group there was an overrepresentation of employees who were divorced, legally separated or widowed.

    o In the Additional, Professional, Scientific, and Technical group there was an overrepresentation of Atheists and an underrepresentation of Christians.

    o In the Administrative and Clerical group there were overrepresentations of BME employees, men, Hindus, Muslims, and Sikhs; whilst there was an underrepresentation of Christians.

    o In the Allied Health Professionals group there was an overrepresentation of Atheists and underrepresentation of BME employees, men, and employees who were divorced, legally separated or widowed.

    o In the Medical and Dental group there overrepresentations of BME employees, men, Hindus, and Muslims (related to a low level of representation for Asian British people); whilst there were underrepresentation of White employees, women, employees who were divorced, legally separated or widowed, and Christians.

    o In the Nursing and Midwifery group there was an overrepresentation of Christians; whilst there were underrepresentation of BME employees, men, Hindus, Muslims, and Sikhs.

- Thus, the equality profile of Leicestershire Partnership NHS Trust's workforce across staff groups suggests the presence of occupational segregation. This may in turn reflect traditional cultural and gender-based career preferences, historical economic migration, as well as the differing age profiles of different ethnic groups (Table 10) and the requirement for certain levels of experience or qualification for some types of role.

- Noting the equality profile of Leicestershire Partnership NHS Trust's workforce across staff groups might help with designing long-term strategies to recruit to, or develop staff for, types of posts for which there are recruitment shortages. For instance, there are national shortages of qualified nurses; nursing careers could be promoted to those from Hindu, Muslim, and Sikh backgrounds, and to men, in order to take advantage of an untapped source of potential nursing talent.

Table 20: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2017compared to representation by staff group and protected characteristic

Protected Characteristic (excludes "not known" categories)		LPT Substantive Workforce Overall		Additional Clinical Services		Additional Professional Scientific and Technical**		Staff Group (substantive) Administrative and Clerical***		Allied Health Professionals		Medical and Dental		Nursing and Midwifery Registered	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	694	12.7%	183	15.0%	25	12.1%	172	13.3%	117	18.8%	23	10.5%	174	9.1%
	30 to 49	2860	52.2%	597	48.8%	132	64.1%	625	48.2%	365	58.8%	144	65.5%	997	52.0%
	50 and over	1930	35.2%	443	36.2%	49	23.8%	501	38.6%	139	22.4%	53	24.1%	745	38.9%
Disability	Disabled	217	5.3%	38	4.2%	R		67	6.8%	40	7.8%	R		57	4.1%
	Not Disabled	3863	94.7%	873	95.8%	R		917	93.2%	471	92.2%	R		1335	95.9%
Ethnicity (WRES)	White	4248	79.3%	976	80.8%	146	80.2%	923	73.7%	536	88.3%	81	37.2%	1586	83.9%
	BME	1109	20.7%	232	19.2%	36	19.8%	329	26.3%	71	11.7%	137	62.8%	304	16.1%
Ethnicity (detailed)	White	4248	79.3%	976	80.8%	146	80.2%	923	73.7%	536	88.3%	81	37.2%	1586	83.9%
	Mixed	61	1.1%	14	1.2%	R		R		R		R		24	1.3%
	Asian British	731	13.6%	136	11.3%	R		289	23.1%	R		118	54.1%	102	5.4%
	Black British	268	5.0%	71	5.9%	R		25	2.0%	R		R		158	8.4%
	Other Ethnicity	49	0.9%	11	0.9%	R		R		R		R		20	1.1%
Gender	Female	4551	83.0%	1047	85.6%	171	83.0%	1009	77.7%	546	87.9%	113	51.4%	1665	86.9%
	Male	933	17.0%	176	14.4%	35	17.0%	289	22.3%	75	12.1%	107	48.6%	251	13.1%
Marital Status	Single	1627	30.7%	380	32.1%	R		388	31.0%	223	36.7%	R		510	27.5%
	Married†	3097	58.4%	642	54.3%	111	57.5%	714	57.1%	354	58.2%	148	69.5%	1128	60.8%
	Divorced‡	579	10.9%	161	13.6%	R		149	11.9%	31	5.1%	R		217	11.7%
Maternity*	Maternity	146	5.0%	22	3.3%	R		30	5.1%	27	6.4%	R		50	5.0%
	Not maternity	2769	95.0%	649	96.7%	R		558	94.9%	398	93.6%	R		960	95.0%
Religion or Belief	Atheism	580	13.7%	115	12.9%	39	31.5%	136	13.0%	94	18.9%	18	10.1%	178	11.8%
	Christianity	2576	60.7%	556	62.5%	40	32.3%	556	53.2%	307	61.6%	54	30.3%	1063	70.4%
	Hinduism	320	7.5%	56	6.3%	10	8.1%	132	12.6%	25	5.0%	46	25.8%	51	3.4%
	Islam	173	4.1%	25	2.8%	R		69	6.6%	R		R		29	1.9%
	Sikhism	99	2.3%	21	2.4%	R		50	4.8%	R		R		12	0.8%
	Other Religion	497	11.7%	116	13.0%	23	18.5%	103	9.8%	54	10.8%	24	13.5%	177	11.7%
Sexual Orientation	Heterosexual	4145	97.5%	870	96.7%	R		1024	98.4%	R		R		1471	97.3%
	LGB	106	2.5%	30	3.3%	R		17	1.6%	R		R		41	2.7%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / * Maternity or adoption leave for women aged under 50 years old
** includes Healthcare Scientists / *** includes Estates and Ancillary; R - Redacted

Bank staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2017 (Table 21):

    o   In the Additional clinical Services group there was an overrepresentation of Black British employees and an underrepresentation of White employees.

    o   In the Administrative and Clerical group there was an overrepresentation of Asian British employees, Hindus, and Muslims; whilst there were underrepresentation of Black British employees and Christians.

    o   In the Allied Health Professionals group there was an overrepresentation of Atheists and underrepresentation of BME employees, men, and employees who were divorced, legally separated or widowed.

    o   In the Medical and Dental group there was an overrepresentation of Muslims.

    o   In the Nursing and Midwifery group there was an overrepresentation of White employees; whilst there were underrepresentation of Asian British and single employees.

Table 21: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2017, by staff group and protected characteristic

Protected Characteristic		LPT Bank Workforce*		Staff Group (bank)										
				Additional Clinical Services		Additional Professional Scientific and Technical***		Administrative and Clerical****		Allied Health Professionals		Medical and Dental		Nursing and Midwifery Registered	
(excludes "not known" categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	172	17.1%	91	18.3%	R		71	25.3%	R		R		R	
	30 to 49	459	45.6%	270	54.4%	R		94	33.5%	R		R		R	
	50 and over	375	37.3%	135	27.2%	R		116	41.3%	R		R		113	57.4%
Disability	Disabled	30	4.2%	R		R		15	7.1%	0	0.0%	R		R	
	Not Disabled	676	95.8%	R		R		196	92.9%	18	100.0%	R		R	
Ethnicity (WRES)	White	456	48.2%	159	34.0%	R		135	50.4%	R		R		R	
	BME	491	51.8%	308	66.0%	R		133	49.6%	R		R		WRES	
Ethnicity (detailed)	White	456	48.2%	159	34.0%	R		135	50.4%	R		R		R	
	Mixed	15	1.6%	R		R		R		R		R		R	
	Asian British	174	18.4%	61	13.1%	R		101	37.7%	R		R		R	
	Black British	281	29.7%	229	49.0%	R		19	7.1%	R		R		R	
	Other Ethnicity	21	2.2%	R		R		R		R		R		R	
Gender	Female	768	76.3%	372	75.0%	R		204	72.6%	R		R		R	
	Male	238	23.7%	124	25.0%	R		77	27.4%	R		R		R	
Marital Status	Single	342	36.0%	187	39.7%	R		108	40.6%	R		R		R	
	Married†	503	52.9%	237	50.3%	R		127	47.7%	R		R		R	
	Divorced‡	105	11.1%	47	10.0%	R		31	11.7%	R		R		R	
Maternity**	Maternity	R		R		R		R		R		R		R	
	Not maternity	R		R		R		R		R		R		R	
Religion or Belief	Atheism	62	8.2%	27	7.0%	R		21	10.2%	R		R		R	
	Christianity	494	65.5%	281	72.4%	R		92	44.9%	R		R		111	77.6%
	Hinduism	59	7.8%	17	4.4%	R		39	19.0%	R		R		R	
	Islam	71	9.4%	29	7.5%	R		35	17.1%	R		R		R	
	Sikhism	19	2.5%	11	2.8%	R		R		R		R		R	
	Other Religion	49	6.5%	23	5.9%	R		R		R		R		R	
Sexual Orientation	Heterosexual	727	98.6%	R		R		R		R		R		R	
	LGB	10	1.4%	R		R		R		R		R		R	

* those employed solely on the bank, without a substantive post at LPT / ** Maternity or adoption leave for women aged under 50 years old / *** includes Healthcare Scientists / **** includes Estates and Ancillary / † includes Civil Partnership / ‡ includes Legally Separated and Widowed; R - Redacted

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Leicestershire Partnership NHS Trust's workforce equality profile, by working pattern and opportunities for flexible working

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2017:

  - There were no significant variations in the profile of those requesting flexible working by protected characteristic (Table 22), service area (Table 23), staff group (Table 23), or pay band (Table 24). All but one request for flexible working was granted in some form.

  - The 2016 NHS Staff Survey indicates that employees of "other" religions or beliefs (not Atheism, Buddhism, Christianity, Hinduism, Islam or Sikhism) where less likely to be satisfied with the opportunities for flexible working (Table 25), but overall numbers were small. With respect to work areas, employees in CHS and those in Additional Clinical Services roles were less likely to be satisfied with the opportunities for flexible working.

- Compared to the overall percentage of part-time workers in Leicestershire Partnership NHS Trust's substantive workforce at March 2017:

  - Younger employees (29 years and under), BME employees (particularly Asian British employees), men, single people, divorced, legally separated or widowed people, and LGB people were less likely to work part-time (Table 22).

  - Those in AMH&LD, Enabling, and Hosted Services were less likely to work part-time, whilst those in FYPC were more likely to work part-time (Table 23).

  - Administrative and Clerical staff were less likely to work part-time, whilst Allied Health Professionals were more likely to work part-time (Table 23).

  - Those at Non Clinical Bands 5 and 7 were less likely to work part-time, whilst those at Non Clinical Band 2 and Clinical Band 6 were more likely to work part-time (Table 24).

  - Variations in part-time working by age, gender, and marital status might reflect the career stage and caring responsibilities of different groups of employees. Variations in part-time working by ethnicity might reflect occupational segregation in the workforce – occupational groups with higher representations of BME employees (especially Asian British employees, i.e., in the Administrative and Clerical and Medical and Dental staff groups, Table 20) were also less likely to have part-time workers (Table 23).

- The 2016 NHS Staff Survey indicates that Disabled employees in Administrative and Clerical roles were more likely than other staff groups to report having had reasonable adjustments made to enable them to do their work (Table 26).

Table 22: Flexible working requests and the degree of part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, analysed by protected characteristic

Protected Characteristic (excludes "not known" categories)		LPT Substantive Workforce Overall		Flexible Working Request		Rate of Part Time Working		
						Base	Part Time	
		n	%	n	%	n	n	%
Age Band (years)	29 and under	694	12.7%	R		694	66	9.5%
	30 to 49	2860	52.2%	22	53.7%	2860	691	24.2%
	50 and over	1930	35.2%	R		1930	519	26.9%
Disability	Disabled	217	5.3%	R		217	52	24.0%
	Not Disabled	3863	94.7%	R		3863	892	23.1%
Ethnicity (WRES)	White	4248	79.3%	R		4248	1054	24.8%
	BME	1109	20.7%	R		1109	194	17.5%
Ethnicity (detailed)	White	4248	79.3%	R		4248	1054	24.8%
	Mixed	61	1.1%	R		61	R	
	Asian British	731	13.6%	R		731	125	17.1%
	Black British	268	5.0%	R		268	48	17.9%
	Other Ethnicity	49	0.9%	R		49	R	
Gender	Female	4551	83.0%	R		4551	1198	26.3%
	Male	933	17.0%	R		933	78	8.4%
Marital Status	Single	1627	30.7%	R		1627	256	15.7%
	Married†	3097	58.4%	25	61.0%	3097	877	28.3%
	Divorced‡	579	10.9%	R		579	106	18.3%
Maternity*	Maternity	146	5.0%	R		146	34	23.3%
	Not Maternity	2769	95.0%	R		2769	694	25.1%
Religion or Belief	Atheism	580	13.7%	R		580	110	19.0%
	Christianity	2576	60.7%	22	68.8%	2576	641	24.9%
	Hinduism	320	7.5%	R		320	54	16.9%
	Islam	173	4.1%	R		173	29	16.8%
	Sikhism	99	2.3%	R		99	16	16.2%
	Other	497	11.7%	R		497	107	21.5%
Sexual Orientation	Heterosexual	4145	97.5%	R		4145	933	22.5%
	LGB	106	2.5%	R		106	10	9.4%
LPT Substantive Workforce Overall						5484	1276	23.3%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / * Maternity or adoption leave for women aged under 50 years old
WRES: Workforce Race Equality Standard; R - Redacted

Table 23: Flexible working requests and the degree of part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by Service and Staff Group

Workforce Area		LPT Substantive Workforce Overall		Flexible Working Request		Rate of Part Time Working		
						Base	Part Time	
		n	%	n	%	n	n	%
Service	Adult Mental Health & Learning Disabilities Services	1317	24.0%	12	29.3%	1317	225	17.1%
	Community Health Services	2094	38.2%	13	31.7%	2094	514	24.5%
	Enabling	542	9.9%	R		542	92	17.0%
	Family Young People & Children	1323	24.1%	R		1323	430	32.5%
	Hosted Services	208	3.8%	R		208	15	7.2%
Staff Group	Additional Clinical Services	1223	22.3%	R		1223	293	24.0%
	Additional Professional Scientific and Technical*	206	3.8%	R		206	58	28.2%
	Administrative and Clerical**	1298	23.7%	16	39.0%	1298	262	20.2%
	Allied Health Professionals	621	11.3%	R		621	211	34.0%
	Medical and Dental	220	4.0%	R		220	38	17.3%
	Nursing and Midwifery Registered	1916	34.9%	16	39.0%	1916	414	21.6%
LPT Substantive Workforce Overall						**5484**	**1276**	**23.3%**

* includes Healthcare Scientists / ** includes Estates and Ancillary; R - Redacted

Table 24: Flexible working requests and the degree of part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by pay band

Pay Band		LPT Substantive Workforce Overall		Flexible Working Request		Rate of Part Time Working Base	Part Time	
		n	%	n	%	n	n	%
Non-clinical	Apprentice	R		R		R	R	
	Band 1 and under	R		R		R	R	
	Band 2	269	4.9%	R		269	107	39.8%
	Band 3	308	5.6%	R		308	79	25.6%
	Band 4	202	3.7%	R		202	29	14.4%
	Band 5	134	2.4%	R		134	10	7.5%
	Band 6	107	2.0%	R		107	11	10.3%
	Band 7	114	2.1%	R		114	11	9.6%
	Band 8a	64	1.2%	R		64	R	
	Band 8b	36	0.7%	R		36	R	
	Band 8c	28	0.5%	R		28	R	
	Band 8d	11	0.2%	R		11	R	
	Band 9	R		R		R	R	
	NED	R		R		R	R	
	VSM	R		R		R	R	
Clinical	Apprentice	R		R		R	R	
	Band 1 and under	R		R		R	R	
	Band 2	518	9.4%	R		518	129	24.9%
	Band 3	487	8.9%	R		487	114	23.4%
	Band 4	202	3.7%	R		202	48	23.8%
	Band 5	925	16.9%	10	24.4%	925	227	24.5%
	Band 6	1168	21.3%	R		1168	324	27.7%
	Band 7	435	7.9%	R		435	89	20.5%
	Band 8a	135	2.5%	R		135	21	15.6%
	Band 8b	64	1.2%	R		64	19	29.7%
	Band 8c	15	0.3%	R		15	R	
	Band 8d	R		R		R	R	
Medical and Dental	Trainee grades	61	1.1%	R		61	R	
	Non-consultant career grade	28	0.5%	R		28	R	
	Consultants	115	2.1%	R		115	25	21.7%
	Other	13	0.2%	R		13	R	
	Senior Medical Manager	R		R		R	R	
LPT Substantive Workforce Overall						5484	1276	23.3%

R - Redacted

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Table 25: NHS Staff Survey 2016: satisfaction with opportunities for flexible working by protected characteristic, and adequate adjustments for disabled employees by protected characteristic

Protected Characteristic (excludes "not known" categories)		05h. How satisfied are you with the opportunities for flexible working patterns? % Satisfied / Very satisfied (n / total n)	27b. Has your employer made adequate adjustment(s) to enable you to carry out your work? (Disabled employees only) % Yes (n / total n)
Age Band (years)	21-30	59.27% (147/248)	61.90% (13/21)
	31-40	63.31% (264/417)	58.14% (25/43)
	41-50	64.90% (416/641)	67.33% (68/101)
	51-65	58.90% (483/820)	62.13% (105/169)
	66+	50.79% (32/63)	66.67% (8/12)
Disability	Disability	56.32% (294/522)	62.86% (220/350)
	No disability	62.80% (1062/1691)	0.00% (0/0)
Ethnicity (WRES)	White	61.68% (1117/1811)	64.86% (192/296)
	BME	60.90% (229/376)	52.08% (25/48)
Ethnicity (detail)	White	61.68% (1117/1811)	64.86% (192/296)
	Asian British	62.45% (163/261)	57.69% (15/26)
	Black British	54.05% (40/74)	50.00% (7/14)
	Mixed	52.17% (12/23)	50.00% (R)
	Other	77.78% (14/18)	25.00% (R)
Gender	Female	61.87% (1113/1799)	62.50% (185/296)
	Male	59.50% (216/363)	71.11% (32/45)
Religion or Belief	No religion	59.14% (398/673)	59.79% (58/97)
	Buddhist	72.73% (8/11)	100.00% (R)
	Christian	64.39% (718/1115)	65.67% (132/201)
	Hindu	64.12% (84/131)	64.29% (9/14)
	Muslim	60.00% (33/55)	42.86% (R)
	Sikh	64.10% (25/39)	66.67% (R)
	Other	20.00% (3/15)	66.67% (R)
	Prefer not to say	52.67% (79/150)	57.89% (11/19)
Sexual Orientation	Heterosexual	62.40% (1230/1971)	63.67% (198/311)
	LGBO	51.72% (30/58)	88.89% (R)
	LPT Overall	61.24% (1381/2255)	62.86% (220/350)

R - Redacted

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Table 26: NHS Staff Survey 2016: satisfaction with opportunities for flexible working by workforce area, and adequate adjustments for disabled employees by workforce area

Workforce Area		05h. How satisfied are you with the opportunities for flexible working patterns? % Satisfied / Very satisfied (n / total n)	27b. Has your employer made adequate adjustment(s) to enable you to carry out your work? (Disabled employees only) % Yes (n / total n)
Service	AMH&LD	55.28% (241/436)	58.62% (51/87)
	CHS	55.09% (422/766)	57.03% (73/128)
	Enabling	71.56% (229/320)	84.38% (27/32)
	FYPC	66.56% (426/640)	64.21% (61/95)
	Hosted Services	67.74% (63/93)	100.00% (R)
Staff Group	Add. Prof. Scientific and Tech.	67.11% (51/76)	60.00% (R)
	Additional Clinical Services	53.46% (201/376)	64.38% (47/73)
	Administrative and Clerical	68.95% (484/702)	79.38% (77/97)
	Allied Health Professionals	66.37% (223/336)	64.10% (25/39)
	Medical and Dental	53.01% (44/83)	37.50% (R)
	Nursing and Midwifery Registered	55.72% (375/673)	50.78% (65/128)
	LPT Overall	**61.24% (1381/2255)**	**62.86% (220/350)**

R - Redacted

The equality profile of Leicestershire Partnership NHS Trust's recruitment process

- The overall equality profile of Leicestershire Partnership NHS Trust's recruitment process (Table 27):

  o Applicants:
    - Younger people (29 years old and under and 30 to 49 years old), Disabled people, BME people (especially Mixed Race, Asian British, and Black British), women, single people, people of minority faiths (Hindus, Muslims, Sikhs, and "other" religious groups), and LGB people were overrepresented amongst applicants to posts at Leicestershire Partnership NHS Trust compared to expectations based on the profile of the local working age population.

  o Short listing:
    - Younger people (29 years old and under), BME people (particularly Mixed Race and Asian British), men, single people, and people of minority faiths (Hindus, Muslims, and Sikhs) were less likely to be shortlisted.

  o Appointment:
    - BME people (particularly Asian British) were less likely to be appointed.

- An in depth analysis of recruitment was undertaken by staff group, pay band, and protected characteristic. Those findings that further inform regarding the lower likelihood of appointment for BME people are reviewed here:

  o BME people were less likely to be appointed from amongst those shortlisted in Administrative and Clerical roles, especially at Band 2 and Band 6; Asian British people appeared to be at a particular disadvantage, overall and at Band 2 (Table 28).

  o BME people were less likely to be appointed from amongst those shortlisted in Nursing roles, especially at Band 5 and Band 6; Black British people appeared to be at a particular disadvantage at Band 6 (Table 29).

- Further analysis by service area indicated that BME people were less likely to be appointed from amongst those shortlisted in AMH, CHS, Enabling, and FYPC; when looking at ethnicity in further detail, Black British people appeared to be at a particular disadvantage in AMH, whilst Asian British people appeared to be at a particular disadvantage in CHS and in Bank roles (Table 30).

- The overall lower likelihood of appointing BME people, and particularly Asian British people, might be explained in part by the distribution of these groups within the workforce. It is noted that within LPT's workforce, younger people and BME people were overrepresented at lower pay bands (Table 9) and that Asian British employees (who make up the bulk of BME employees at LPT, Table 4) have a younger profile than the workforce overall(Table 10). It could be inferred that the cohort of BME people applying for posts with the Trust might be younger and might tend to apply for lower level, unqualified posts. Meanwhile, the majority of higher level, qualified posts are in Nursing; BME people (especially Asian British people) were underrepresented in these roles (Table 20). As the lower level, unqualified posts attract greater numbers of applicants with higher levels of competition per post, this will necessarily result in lower proportions of applicants for these posts making it to the shortlisting and appointment stages– with a disproportionately large effect on BME people.

- However, when the recruitment analyses were compartmentalised by job role and pay band, it was found that BME people (especially Asian British people) were less likely to be appointed in Band 2 Administrative and Clerical post (Table 28). Similarly, in Nursing, although overall Black British people were nearly as likely as other ethnic groups to be appointed, the likelihood of a Black British person being appointed to a higher level nursing post (Band 6) was markedly lower (Table 29); the likelihood of a Black British person being appointed was also low in Adult Mental Health services (Table 30).

- To address this issue, it may be necessary to encourage more applications from qualified and experienced BME people to higher level, qualified posts (for instance, by encouraging Asian British people into Nursing).

- Men were underrepresented amongst applicants to posts at Leicestershire Partnership NHS Trust compared to expectations based on the profile of the local working age population (Table 27); this may reflect a female gender bias in the Nursing profession, although men were underrepresented in most roles across the Trust when compared to the local working age population (except at the highest pay bands and in medical posts). Men were also underrepresented amongst those shortlisted compared to those not shortlisted.

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Table 27: Leicestershire Partnership NHS Trust's recruitment process: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Protected Characteristic		Applicants compared to the local population				Shortlisted (% of applicants)		Appointed (% of shortlisted)	
		Leicester, Leicestershire and Rutland Overall*		Applicants (count)					
(excludes "not known" categories)		n	%[1]	n	%[1]	n	%[2]	n	%[3]
Age Band (years)	29 and under	208563	31.0%	5879	38.4%	1826	31.1%	319	17.5%
	30 to 49	271354	40.3%	7230	47.2%	3040	42.0%	519	17.1%
	50 and over	193638	28.7%	2206	14.4%	993	45.0%	165	16.6%
Disability	Disabled	31616	4.8%	783	5.2%	306	39.1%	40	13.1%
	Not Disabled	632233	95.2%	14280	94.8%	5439	38.1%	946	17.4%
Ethnicity (WRES)	White	513259	77.3%	7960	53.0%	3440	43.2%	659	19.2%
	BME	150590	22.7%	7047	47.0%	2283	32.4%	301	13.2%
Ethnicity (detailed)	White	513259	77.3%	7960	53.0%	3440	43.2%	659	19.2%
	Mixed	10592	1.6%	451	3.0%	129	28.6%	16	12.4%
	Asian British	115756	17.4%	4489	29.9%	1340	29.9%	164	12.2%
	Black British	16182	2.4%	1904	12.7%	751	39.4%	110	14.6%
	Other	8060	1.2%	203	1.4%	63	31.0%	11	17.5%
Gender	Female	335199	49.8%	11594	76.0%	4596	39.6%	789	17.2%
	Male	338356	50.2%	3663	24.0%	1223	33.4%	196	16.0%
Marital Status	Single	269488	40.6%	7433	50.3%	2529	34.0%	420	16.6%
	Married†	310784	46.8%	6263	42.4%	2601	41.5%	426	16.4%
	Divorced‡	83577	12.6%	1084	7.3%	477	44.0%	71	14.9%
Religion or Belief	Atheism	186299	29.8%	1837	13.2%	763	41.5%	149	19.5%
	Christianity	321500	51.4%	6340	45.6%	2684	42.3%	453	16.9%
	Hinduism	49841	8.0%	1891	13.6%	575	30.4%	53	9.2%
	Islam	45040	7.2%	1509	10.9%	423	28.0%	65	15.4%
	Sikhism	16066	2.6%	640	4.6%	171	26.7%	32	18.7%
	Other	6599	1.1%	1687	12.1%	670	39.7%	117	17.5%
Sexual Orientation	Heterosexual	3513	98.0%	13688	96.9%	5234	38.2%	884	16.9%
	LGB	73	2.0%	439	3.1%	179	40.8%	25	14.0%
Overall				15340		5866	38.2%	1004	17.1%

[1] Percentage reflects degree of representation and is calculated out of the total number of people for whom protected characteristic subgroup was known for the given protected characteristic
[2] Percentage shortlisted out of the total number of applicants in the given protected characteristic subgroup
[3] Percentage appointed out of the total number shortlisted in the given protected characteristic subgroup
* Leicester, Leicestershire and Rutland working age population (16 to 64 years old); estimates are based on the UK Census 2011, except for age and gender which are based on ONS mid-year population estimates to June 2015 and sexual orientation which is based on the 2015 ONS Annual Population Survey regional estimate for the East Midlands
† includes Civil Partnership / ‡ includes Legally Separated and Widowed

Table 28: Leicestershire Partnership NHS Trust's recruitment process for Administrative and Clerical roles, overall and by pay band: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Staff Group	Pay Band	Ethnicity		Application Stage Leicester, Leicestershire and Rutland Overall*		Applicants (count)		Shortlisted (% of applicants)		Appointed (% of shortlisted)	
				n	%^{1}	n	%^{1}	n	%^{2}	n	%^{3}
Administrative and Clerical	Overall	Ethnicity (WRES)	White	513259	77.3%	3084	46.3%	962	31.2%	163	16.9%
			BME	150590	22.7%	3570	53.7%	878	24.6%	95	10.8%
		Ethnicity (detailed)	White	513259	77.3%	3084	46.3%	962	31.2%	163	16.9%
			Mixed	10592	1.6%	201	3.0%	42	20.9%	R	
			Asian British	115756	17.4%	2786	41.9%	715	25.7%	78	10.9%
			Black British	16182	2.4%	518	7.8%	110	21.2%	R	
			Other	8060	1.2%	65	1.0%	11	16.9%	R	
	Band 2	Ethnicity (WRES)	White	513259	77.3%	1310	48.0%	388	29.6%	67	17.3%
			BME	150590	22.7%	1420	52.0%	399	28.1%	34	8.5%
		Ethnicity (detailed)	White	513259	77.3%	1310	48.0%	388	29.6%	67	17.3%
			Mixed	10592	1.6%	95	3.5%	18	18.9%	R	
			Asian British	115756	17.4%	1133	41.5%	341	30.1%	R	
			Black British	16182	2.4%	178	6.5%	40	22.5%	R	
			Other	8060	1.2%	14	0.5%	0	0.0%	0	0.0%
	Band 3	Ethnicity (WRES)	White	513259	77.3%	838	48.3%	268	32.0%	32	11.9%
			BME	150590	22.7%	896	51.7%	204	22.8%	22	10.8%
		Ethnicity (detailed)	White	513259	77.3%	838	48.3%	268	32.0%	32	11.9%
			Mixed	10592	1.6%	43	2.5%	R		0	0.0%
			Asian British	115756	17.4%	709	40.9%	157	22.1%	R	
			Black British	16182	2.4%	126	7.3%	33	26.2%	R	
			Other	8060	1.2%	18	1.0%	R		R	
	Band 4	Ethnicity (WRES)	White	513259	77.3%	428	40.4%	110	25.7%	26	23.6%
			BME	150590	22.7%	632	59.6%	121	19.1%	20	16.5%
		Ethnicity (detailed)	White	513259	77.3%	428	40.4%	110	25.7%	26	23.6%
			Mixed	10592	1.6%	39	3.7%	R		R	
			Asian British	115756	17.4%	469	44.2%	97	20.7%	R	
			Black British	16182	2.4%	105	9.9%	12	11.4%	R	
			Other	8060	1.2%	19	1.8%	R		R	

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Table 28 is continued overleaf …

Table 28 continued: Leicestershire Partnership NHS Trust's recruitment process for Administrative and Clerical roles, overall and by pay band: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Staff Group	Pay Band	Ethnicity		Application Stage Leicester, Leicestershire and Rutland Overall*		Applicants (count)		Shortlisted (% of applicants)		Appointed (% of shortlisted)	
				n	%[1]	n	%[1]	n	%[2]	n	%[3]
Administrative and Clerical	Band 5	Ethnicity (WRES)	White	513259	77.3%	211	41.2%	79	37.4%	R	
			BME	150590	22.7%	301	58.8%	67	22.3%	R	
		Ethnicity (detailed)	White	513259	77.3%	211	41.2%	79	37.4%	R	
			Mixed	10592	1.6%	R		R		R	
			Asian British	115756	17.4%	235	45.9%	57	24.3%	R	
			Black British	16182	2.4%	46	9.0%	R		R	
			Other	8060	1.2%	R		R		R	
	Band 6	Ethnicity (WRES)	White	513259	77.3%	112	40.3%	47	42.0%	R	
			BME	150590	22.7%	166	59.7%	66	39.8%	R	
		Ethnicity (detailed)	White	513259	77.3%	112	40.3%	47	42.0%	R	
			Mixed	10592	1.6%	R		R		R	
			Asian British	115756	17.4%	124	44.6%	49	39.5%	R	
			Black British	16182	2.4%	R		R		R	
			Other	8060	1.2%	R		R		R	
	Band 7	Ethnicity (WRES)	White	513259	77.3%	87	45.1%	34	39.1%	R	
			BME	150590	22.7%	106	54.9%	13	12.3%	R	
		Ethnicity (detailed)	White	513259	77.3%	87	45.1%	34	39.1%	R	
			Mixed	10592	1.6%	R		R		R	
			Asian British	115756	17.4%	79	40.9%	R		R	
			Black British	16182	2.4%	R		R		R	
			Other	8060	1.2%	R		R		R	
	Band 8a	Ethnicity (WRES)	White	513259	77.3%	54	79.4%	R		R	
			BME	150590	22.7%	14	20.6%	R		R	
		Ethnicity (detailed)	White	513259	77.3%	54	79.4%	R		R	
			Mixed	10592	1.6%	R		R		R	
			Asian British	115756	17.4%	R		R		R	
			Black British	16182	2.4%	R		R		R	
			Other	8060	1.2%	R		R		R	

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Table 29: Leicestershire Partnership NHS Trust's recruitment process for Nursing roles, overall and by pay band: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Staff Group	Pay Band	Ethnicity		Application Stage — Leicester, Leicestershire and Rutland Overall*		Applicants (count)		Shortlisted (% of applicants)		Appointed (% of shortlisted)	
				n	%¹	n	%¹	n	%²	n	%³
Nursing	Overall	Ethnicity (WRES)	White	513259	77.3%	2080	59.3%	1324	63.7%	307	23.2%
			BME	150590	22.7%	1426	40.7%	727	51.0%	120	16.5%
		Ethnicity (detailed)	White	513259	77.3%	2080	59.3%	1324	63.7%	307	23.2%
			Mixed	10592	1.6%	86	2.5%	49	57.0%	R	
			Asian British	115756	17.4%	536	15.3%	226	42.2%	35	15.5%
			Black British	16182	2.4%	758	21.6%	432	57.0%	74	17.1%
			Other	8060	1.2%	46	1.3%	20	43.5%	R	
	Band 5	Ethnicity (WRES)	White	513259	77.3%	738	64.3%	513	69.5%	101	19.7%
			BME	150590	22.7%	409	35.7%	238	58.2%	27	11.3%
		Ethnicity (detailed)	White	513259	77.3%	738	64.3%	513	69.5%	101	19.7%
			Mixed	10592	1.6%	20	1.7%	R		R	
			Asian British	115756	17.4%	146	12.7%	62	42.5%	R	
			Black British	16182	2.4%	228	19.9%	156	68.4%	R	
			Other	8060	1.2%	15	1.3%	R		R	
	Band 6	Ethnicity (WRES)	White	513259	77.3%	566	65.5%	407	71.9%	105	25.8%
			BME	150590	22.7%	298	34.5%	177	59.4%	16	9.0%
		Ethnicity (detailed)	White	513259	77.3%	566	65.5%	407	71.9%	105	25.8%
			Mixed	10592	1.6%	27	3.1%	R		R	
			Asian British	115756	17.4%	90	10.4%	45	50.0%	R	
			Black British	16182	2.4%	175	20.3%	111	63.4%	R	
			Other	8060	1.2%	6	0.7%	R		R	
	Band 7	Ethnicity (WRES)	White	513259	77.3%	132	71.4%	93	70.5%	R	
			BME	150590	22.7%	53	28.6%	22	41.5%	R	
		Ethnicity (detailed)	White	513259	77.3%	132	71.4%	93	70.5%	R	
			Mixed	10592	1.6%	R		R		R	
			Asian British	115756	17.4%	19	10.3%	R		R	
			Black British	16182	2.4%	24	13.0%	R		R	
			Other	8060	1.2%	R		R		R	
	Band 8a	Ethnicity (WRES)	White	513259	77.3%	72	83.7%	R		R	
			BME	150590	22.7%	14	16.3%	R		R	
		Ethnicity (detailed)	White	513259	77.3%	72	83.7%	R		R	
			Mixed	10592	1.6%	R		R		R	
			Asian British	115756	17.4%	R		R		R	
			Black British	16182	2.4%	R		R		R	
			Other	8060	1.2%	R		R		R	

Table 30: Leicestershire Partnership NHS Trust's recruitment process by Service Area: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Service	Ethnicity		Application Stage Leicester, Leicestershire and Rutland Overall*		Applicants (count)		Shortlisted (% of applicants)		Appointed (% of shortlisted)	
			n	%^{1}	n	%^{1}	n	%^{2}	n	%^{3}
AMH	**Ethnicity (WRES)**	White	513259	77.3%	1163	59.3%	516	44.4%	96	18.6%
		BME	150590	22.7%	797	40.7%	296	37.1%	26	8.8%
	Ethnicity (detailed)	White	513259	77.3%	1163	59.3%	516	44.4%	96	18.6%
		Mixed	10592	1.6%	53	2.7%	R		R	
		Asian British	115756	17.4%	405	20.7%	103	25.4%	13	12.6%
		Black British	16182	2.4%	317	16.2%	163	51.4%	R	
		Other	8060	1.2%	22	1.1%	R		R	
LD	**Ethnicity (WRES)**	White	513259	77.3%	801	55.1%	350	43.7%	45	12.9%
		BME	150590	22.7%	652	44.9%	217	33.3%	19	8.8%
	Ethnicity (detailed)	White	513259	77.3%	801	55.1%	350	43.7%	45	12.9%
		Mixed	10592	1.6%	57	3.9%	R		R	
		Asian British	115756	17.4%	298	20.5%	97	32.6%	R	
		Black British	16182	2.4%	276	19.0%	96	34.8%	R	
		Other	8060	1.2%	21	1.4%	R		R	
CHS	**Ethnicity (WRES)**	White	513259	77.3%	2661	57.5%	1256	47.2%	216	17.2%
		BME	150590	22.7%	1965	42.5%	578	29.4%	58	10.0%
	Ethnicity (detailed)	White	513259	77.3%	2661	57.5%	1256	47.2%	216	17.2%
		Mixed	10592	1.6%	119	2.6%	31	26.1%	R	
		Asian British	115756	17.4%	1314	28.4%	341	26.0%	33	9.7%
		Black British	16182	2.4%	474	10.2%	186	39.2%	R	
		Other	8060	1.2%	58	1.3%	20	34.5%	R	

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Table 30 is continued overleaf …

Table 30 continued: Leicestershire Partnership NHS Trust's recruitment process by Service Area: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Service	Ethnicity		Application Stage				Shortlisted (% of applicants)		Appointed (% of shortlisted)	
			Leicester, Leicestershire and Rutland Overall*		Applicants (count)					
			n	%[1]	n	%[1]	n	%[2]	n	%[3]
Enabling	Ethnicity (WRES)	White	513259	77.3%	906	41.0%	242	26.7%	61	25.2%
		BME	150590	22.7%	1306	59.0%	283	21.7%	44	15.5%
	Ethnicity (detailed)	White	513259	77.3%	906	41.0%	242	26.7%	61	25.2%
		Mixed	10592	1.6%	73	3.3%	R		R	
		Asian British	115756	17.4%	974	44.0%	217	22.3%	33	15.2%
		Black British	16182	2.4%	225	10.2%	38	16.9%	R	
		Other	8060	1.2%	34	1.5%	R		R	
FYPC	Ethnicity (WRES)	White	513259	77.3%	1751	56.6%	676	38.6%	130	19.2%
		BME	150590	22.7%	1341	43.4%	387	28.9%	44	11.4%
	Ethnicity (detailed)	White	513259	77.3%	1751	56.6%	676	38.6%	130	19.2%
		Mixed	10592	1.6%	98	3.2%	R		R	
		Asian British	115756	17.4%	963	31.1%	288	29.9%	34	11.8%
		Black British	16182	2.4%	244	7.9%	71	29.1%	R	
		Other	8060	1.2%	36	1.2%	R		R	
Bank	Ethnicity (WRES)	White	513259	77.3%	673	41.8%	397	59.0%	109	27.5%
		BME	150590	22.7%	936	58.2%	499	53.3%	106	21.2%
	Ethnicity (detailed)	White	513259	77.3%	673	41.8%	397	59.0%	109	27.5%
		Mixed	10592	1.6%	51	3.2%	R		R	
		Asian British	115756	17.4%	501	31.1%	274	54.7%	R	
		Black British	16182	2.4%	360	22.4%	196	54.4%	60	30.6%
		Other	8060	1.2%	24	1.5%	R		R	

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Leicestershire Partnership NHS Trust's substantive workforce equality profile, by promotions, the award of annual pay increments, and the uptake of non-mandatory training

- Promotions (defined as an increase in pay band compared to March 2016):

    o Older employees (50 years old and over) and married employees were less likely to be promoted (Table 31); reflecting differences in career stage by age – older people tended to be at higher pay bands already (Table 9). Promotions to Band 4 and Band 7 were most common (Table 32), and full-time staff were more likely than part-time staff to be promoted (Table 33); perhaps reflecting that part-time staff tended to be older than full-time staff (Table 22).

- Award of the annual pay increment:

    o Younger employees (29 years old and under), BME employees (especially Black British staff), men, single people, and (amongst women under 50 years old) those not on maternity leave were less likely to be awarded their annual pay increment (Table 31). These ethnicity, age, and gender profiles tally with the portions of the workforce least likely to be awarded an increment: Clinical staff at Bands 2 and 5 (Table 32), those working in AMH&LD, and Additional Clinical Services staff (Table 33). It is noted that compartmentalised analyses within Clinical Bands 2 and 5 (Table 34) indicate that BME staff (overall or when considered in more detailed ethnic groups) are not less likely to receive an increment (to a statistically significant degree). Thus, the overall lower likelihood of Black British staff receiving an increment appears to reflect the overrepresentation of Black British staff at Clinical Bands 2 and 5. Nonetheless, this issue affects Black British staff to a greater degree than other ethnic groups and may contribute to the 2016 Staff Survey finding that Black British staff (and BME staff in general) are less likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Table 36); this particular indicator is part of the Workforce Race Equality Standard and as such it receives direct scrutiny from NHS England.

- Non-mandatory training:

  o Older employees (50 years old and over), BME employees (especially Asian British), men, (amongst women under 50 years old) those on maternity leave, Hindus and Muslims were less likely to access non-mandatory training (Table 31). Those at Non-Clinical Pay Bands 2, 3, and 4, and at Clinical Pay Band 2 were less likely to access non-mandatory training (Table 32), as were those in Enabling services, Hosted Services, part-time staff, and in the Additional Clinical Services, Additional Professional Scientific and Technical, Administrative and Clerical, and Medical and Dental staff groups (Table 33).

  o A lower uptake of non-mandatory training amongst BME employees might reflect occupational segregation within the workforce. Those in the Nursing and Midwifery group were overrepresented amongst those undertaking non-mandatory training (Table 33); whilst BME people (especially Asian British people) were underrepresented in this occupational group (Table 20). Simultaneously, those in the Additional Professional Scientific and Technical, Administrative and Clerical, and Medical and Dental occupational groups were underrepresented amongst those undertaking non-mandatory training (Table 32); Asian British people were overrepresented in these occupational groups (Table 20).

  o It is noted that compartmentalised analyses within Non Clinical Pay Bands Apprentice to Band 4 (pooled) and at Clinical Band 2(Table 35) indicate that BME staff (overall or when considered in more detailed ethnic groups) are not less likely to access non-mandatory training (to a statistically significant degree). Thus, the overall lower likelihood of Asian British staff accessing non-mandatory training appears to reflect the overrepresentation of Asian British staff at these pay bands. Nonetheless, this issue affects Asian British staff to a greater degree than other ethnic groups and may contribute to the 2016 Staff Survey finding that Asian British staff (and BME staff in general) are less likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Table 36); this particular indicator is part of the Workforce Race Equality Standard and as such it receives direct scrutiny from NHS England.

Table 31: The likelihood of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by protected characteristic

Protected Characteristic		Base[1]	Promotions Promoted		Base[2]	Annual Pay Awards Increment awarded		Base	Uptake of Non-mandatory Training Non-mandatory training accessed	
(excludes "not known" categories)		n	n	%	n	n	%	n	n	%
Age Band (years)	29 and under	465	84	18.1%	605	350	57.9%	694	337	48.6%
	30 to 49	2525	229	9.1%	1597	1088	68.1%	2860	1475	51.6%
	50 and over	1792	73	4.1%	579	398	68.7%	1930	917	47.5%
Disability	Disabled	187	13	7.0%	131	88	67.2%	217	99	45.6%
	Not disabled	3225	299	9.3%	2276	1491	65.5%	3863	1929	49.9%
Ethnicity (WRES)	White	3764	312	8.3%	2101	1432	68.2%	4248	2189	51.5%
	BME	917	70	7.6%	620	373	60.2%	1109	506	45.6%
Ethnicity (detailed)	White	3764	312	8.3%	2101	1432	68.2%	4248	2189	51.5%
	Mixed	50	R		36	22	61.1%	61	34	55.7%
	Asian British	605	48	7.9%	392	249	63.5%	731	286	39.1%
	Black British	218	11	5.0%	178	92	51.7%	268	158	59.0%
	Other	44	R		14	10	71.4%	49	28	57.1%
Gender	Female	3992	309	7.7%	2298	1546	67.3%	4551	2327	51.1%
	Male	790	77	9.7%	483	290	60.0%	933	402	43.1%
Marital Status	Single	1303	152	11.7%	1056	641	60.7%	1627	823	50.6%
	Married†	2797	190	6.8%	1372	957	69.8%	3097	1547	50.0%
	Divorced‡	520	32	6.2%	242	166	68.6%	579	280	48.4%
Maternity*	Maternity	139	R		112	97	86.6%	146	44	30.1%
	Not maternity	2335	R		1684	1095	65.0%	2769	1479	53.4%
Religion or Belief	Atheism	477	61	12.8%	359	224	62.4%	580	294	50.7%
	Christianity	2266	179	7.9%	1348	927	68.8%	2576	1355	52.6%
	Hinduism	275	18	6.5%	175	123	70.3%	320	133	41.6%
	Islam	129	R		107	60	56.1%	173	68	39.3%
	Sikhism	84	R		58	36	62.1%	99	41	41.4%
	Other	423	40	9.5%	284	189	66.5%	497	276	55.5%
Sexual Orientation	Heterosexual	3547	R		2360	1572	66.6%	4145	2110	50.9%
	LGB	87	R		54	36	66.7%	106	64	60.4%
LPT Substantive Workforce Overall		4782	386	8.1%	2781	1836	66.0%	5484	2729	49.8%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / * Maternity or adoption leave for women aged under 50 years old
[1] based on those in post at March 2016
[2] based on those eligible for an increment (i.e., not at the top of a payband)
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Table 32: The likelihood of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by pay band

Pay Band			Promotions			Annual Pay Awards			Uptake of Non-mandatory Training		
			Base[1]	Promoted		Base[2]	Increment awarded		Base	Non-mandatory training accessed	
			n	n	%	n	n	%	n	n	%
Non-clinical	Apprentice		R	R		R	R		R	R	
	Band 1 and under		-	-	-	R	R		R	R	
	Band 2		203	R		162	93	57.4%	269	42	15.6%
	Band 3		262	18	6.9%	177	115	65.0%	308	69	22.4%
	Band 4		189	24	12.7%	98	61	62.2%	202	68	33.7%
	Band 5		116	15	12.9%	80	58	72.5%	134	68	50.7%
	Band 6		95	12	12.6%	74	58	78.4%	107	51	47.7%
	Band 7		107	11	10.3%	66	56	84.8%	114	50	43.9%
	Band 8a		61	R		41	33	80.5%	64	41	64.1%
	Band 8b		36	R		15	13	86.7%	36	24	66.7%
	Band 8c		28	R		17	17	100.0%	28	16	57.1%
	Band 8d		11	R		R	R		11	R	
	Band 9		-	-	-	R	R		R	R	
	NED		R	R		-	-	-	R	R	
	VSM		R	R		R	R		R	R	
Clinical	Apprentice		R	R		R	R		R	R	
	Band 1 and under		R	R		R	R		R	R	
	Band 2		430	R		251	111	44.2%	518	217	41.9%
	Band 3		439	52	11.8%	242	152	62.8%	487	216	44.4%
	Band 4		187	27	14.4%	108	78	72.2%	202	106	52.5%
	Band 5		768	R		457	266	58.2%	925	557	60.2%
	Band 6		1042	98	9.4%	624	463	74.2%	1168	716	61.3%
	Band 7		413	61	14.8%	224	172	76.8%	435	278	63.9%
	Band 8a		123	14	11.4%	80	60	75.0%	135	68	50.4%
	Band 8b		58	R		26	21	80.8%	64	39	60.9%
	Band 8c		15	R		R	R		15	12	80.0%
	Band 8d		R	R		-	-	-	R	R	
	Medical and Dental	Trainee	37	R		-	-	-	61	19	31.1%
		Non-consultant Career	25	R		-	-	-	28	R	
		Consultants	101	R		-	-	-	115	42	36.5%
		Other	R	R		-	-	-	13	R	
		VSM	R	R		-	-	-	R	R	
LPT Substantive Workforce Overall			4782	386	8.1%	2781	1836	66.0%	5484	2729	49.8%

[1] based on those in post at March 2016
[2] based on those eligible for an increment (i.e., not at the top of a payband)

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Table 33: The likelihood of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by service area, working pattern, and staff group

Workforce Area		Promotions Base[1]	Promoted n	%	Annual Pay Awards Base[2]	Increment awarded n	%	Uptake of Non-mandatory Training Base n	Non-mandatory training accessed n	%
Service Area	Adult Mental Health & Learning Disabilities Services	1179	87	7.4%	634	363	57.3%	1317	735	55.8%
	Community Health Services	1809	155	8.6%	1114	722	64.8%	2094	1008	48.1%
	Enabling	452	43	9.5%	258	194	75.2%	542	239	44.1%
	Family Young People & Children	1166	85	7.3%	649	469	72.3%	1323	719	54.3%
	Hosted Services	176	16	9.1%	126	88	69.8%	208	28	13.5%
Working Pattern	Full Time	3658	349	9.5%	2328	1519	65.2%	4208	2210	52.5%
	Part Time	1124	37	3.3%	453	317	70.0%	1276	519	40.7%
Staff Group	Additional Clinical Services	1069	83	7.8%	614	346	56.4%	1223	543	44.4%
	Additional Professional Scientific and Technical**	176	12	6.8%	94	72	76.6%	206	60	29.1%
	Administrative and Clerical***	1120	96	8.6%	753	508	67.5%	1298	439	33.8%
	Allied Health Professionals	542	41	7.6%	359	272	75.8%	621	291	46.9%
	Medical and Dental	173	16	9.2%	-	-	-	220	76	34.5%
	Nursing and Midwifery Registered	1702	138	8.1%	961	638	66.4%	1916	1320	68.9%
	LPT Substantive Workforce Overall	**4782**	**386**	**8.1%**	**2781**	**1836**	**66.0%**	**5484**	**2729**	**49.8%**

[1] based on those in post at March 2016
[2] based on those eligible for an increment (i.e., not at the top of a payband)
** includes Healthcare Scientists / *** includes Estates and Ancillary

Table 34: The likelihood of receiving an annual pay increment in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by ethnicity at Non Clinical Pay Bands Apprentice to Band 4, and at Clinical Pay Bands 2 and 5

		Non Clinical: Apprentice to Band 4			Annual Pay Awards Clinical: Band 2			Clinical: Band 5		
		Base	Increment awarded		Base	Increment awarded		Base	Increment awarded	
		n	n	%	n	n	%	n	n	%
Ethnicity (WRES)	White	285	182	63.9%	149	67	45.0%	336	198	58.9%
	BME	148	81	54.7%	97	42	43.3%	113	66	58.4%
Ethnicity (detailed)	White	285	182	63.9%	149	67	45.0%	336	198	58.9%
	Mixed	R	R		R	R		R	R	
	Asian British	126	67	53.2%	45	23	51.1%	R	R	
	Black British	R	R		42	14	33.3%	69	34	49.3%
	Other	R	R		R	R		R	R	
LPT Substantive Workforce within Pay Band(s)		**448**	**269**	**60.0%**	**251**	**111**	**44.2%**	**457**	**266**	**58.2%**

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Table 35: The likelihood of accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2017, by ethnicity at Non Clinical Pay Bands Apprentice to Band 4, and at Clinical Pay Bands 2 and 5

		Non Clinical: Apprentice to Band 4			Uptake of Non-mandatory Training Clinical: Band 2			Clinical: Band 5		
		Base	Non-mandatory training accessed		Base	Non-mandatory training accessed		Base	Non-mandatory training accessed	
		n	n	%	n	n	%	n	n	%
Ethnicity (WRES)	White	547	129	23.6%	359	151	42.1%	720	437	60.7%
	BME	222	50	22.5%	151	66	43.7%	186	112	60.2%
Ethnicity (detailed)	White	547	129	23.6%	359	151	42.1%	720	437	60.7%
	Mixed	R	R		R	R		11	R	
	Asian British	191	41	21.5%	80	33	41.3%	62	34	54.8%
	Black British	21	R		56	22	39.3%	100	65	65.0%
	Other	R	R		R	R		13	R	
LPT Substantive Workforce within Pay Band(s)		**790**	**180**	**22.8%**	**518**	**217**	**41.9%**	**925**	**557**	**60.2%**

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Table 36: NHS Staff Survey 2016: fairness in career progression and access to non-mandatory training, by protected characteristics

Protected Characteristic (excludes "not known" categories)		16. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? % Yes (n / total n)	18a. Have you had any training, learning or development in the last 12 months? (not including mandatory training) % Yes (n / total n)	18b. My training, learning and development has helped me to do my job more effectively. % Agree / Strongly agree (n / total n)
Age Band (years)	21-30	91.89% (170/185)	86.19% (206/239)	83.50% (172/206)
	31-40	85.58% (273/319)	82.04% (338/412)	84.82% (285/336)
	41-50	90.97% (423/465)	83.57% (534/639)	82.52% (439/532)
	51-65	90.57% (538/594)	80.76% (659/816)	79.69% (518/650)
	66+	93.75% (45/48)	80.65% (50/62)	83.33% (40/48)
Disability	Disability	84.42% (325/385)	80.54% (418/519)	78.26% (324/414)
	No disability	91.63% (1138/1242)	83.01% (1388/1672)	83.22% (1146/1377)
Ethnicity (WRES)	White	93.05% (1258/1352)	83.77% (1507/1799)	82.14% (1228/1495)
	BME	75.48% (197/261)	76.99% (281/365)	83.15% (232/279)
Ethnicity (detail)	White	93.05% (1258/1352)	83.77% (1507/1799)	82.14% (1228/1495)
	Asian British	80.32% (151/188)	74.31% (188/253)	80.11% (149/186)
	Black British	56.10% (23/41)	86.11% (62/72)	88.71% (55/62)
	Mixed	52.94% (9/17)	77.27% (17/22)	88.24% (15/17)
	Other	93.33% (14/15)	77.78% (14/18)	92.86% (13/14)
Gender	Female	91.73% (1220/1330)	82.46% (1472/1785)	83.29% (1216/1460)
	Male	82.51% (217/263)	82.07% (293/357)	78.01% (227/291)
Religion or Belief	No religion	90.66% (437/482)	83.13% (552/664)	81.72% (447/547)
	Buddhist	100.00% (R)	72.73% (8/11)	87.50% (R)
	Christian	93.23% (799/857)	84.71% (942/1112)	83.73% (782/934)
	Hindu	78.95% (75/95)	70.63% (89/126)	79.55% (70/88)
	Muslim	83.33% (35/42)	78.18% (43/55)	83.33% (35/42)
	Sikh	85.19% (23/27)	80.00% (28/35)	85.71% (24/28)
	Other	85.71% (R)	73.33% (11/15)	81.82% (9/11)
	Prefer not to say	74.23% (72/97)	77.18% (115/149)	74.78% (86/115)
Sexual Orientation	Heterosexual	91.01% (1336/1468)	82.45% (1611/1954)	82.42% (1317/1598)
	LGBO	90.91% (40/44)	94.64% (53/56)	80.77% (42/52)
	LPT Overall	**89.83% (1475/1642)**	**82.38% (1833/2225)**	**81.95% (1489/1817)**

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Table 37: NHS Staff Survey 2016: fairness in career progression and access to non-mandatory training, by workforce area

Workforce Area		16. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? % Yes (n / total n)	18a. Have you had any training, learning or development in the last 12 months? (not including mandatory training) % Yes (n / total n)	18b. My training, learning and development has helped me to do my job more effectively. % Agree / Strongly agree (n / total n)
Service	AMH&LD	87.75% (265/302)	81.97% (350/427)	80.29% (277/345)
	CHS	91.92% (523/569)	86.26% (653/757)	83.00% (537/647)
	Enabling	83.05% (196/236)	75.82% (232/306)	79.65% (184/231)
	FYPC	92.98% (437/470)	83.93% (538/641)	83.33% (445/534)
	Hosted Services	83.08% (54/65)	63.83% (60/94)	76.67% (46/60)
Staff Group	Add. Prof. Scientific and Tech.	80.39% (41/51)	77.03% (57/74)	84.21% (48/57)
	Additional clinical Services	89.02% (235/264)	80.80% (303/375)	82.83% (246/297)
	Administrative and Clerical	87.07% (451/518)	69.46% (473/681)	74.89% (352/470)
	Allied Health Professionals	95.65% (242/253)	90.06% (299/332)	86.15% (255/296)
	Medical and Dental	80.36% (45/56)	95.29% (81/85)	78.48% (62/79)
	Nursing and Midwifery Registered	92.11% (455/494)	91.78% (614/669)	85.29% (522/612)
	LPT Overall	**89.83% (1475/1642)**	**82.38% (1833/2225)**	**81.95% (1489/1817)**

The equality profile of workforce leavers and their reasons for leaving (excluding dismissals)

- The equality profile of turnover in Leicestershire Partnership NHS Trust's substantive workforce during 2016/17 was calculated relative to the substantive workforce at March 2017:

  - Turnover was higher amongst younger people (29 years old and under), older people (50 years old and over), people from "other" ethnic groups (other than White, Mixed, Asian British, and Black British), single people, and Muslims (Table 38).

  - Turnover was higher amongst Non-Clinical Apprentices and amongst Medical and Dental Trainees (Table 39).

  - Turnover was higher in Enabling and in the Medical and Dental staff group (Table 40).

  - Those aged 29 years old and under, BME people (especially Asian British), men, single people, Hindus and Muslims were overrepresented amongst those leaving due to the end of a fixed term contract (Table 41).

  - Non-clinical Apprentices and Medical Trainees were overrepresented amongst those leaving due to the end of a fixed term contract (Table 42).

  - Medical Trainees (Enabling division) were overrepresented amongst those leaving due to the end of a fixed term contract (Table 43).

  - Older people (50 years old and over), White people, Married people, Divorced people, and Christians overrepresented amongst those who retired (Table 41).

  - Nursing was overrepresented amongst those who retired (Table 43).

  - Those aged 30 to 49 years old (Table 41) and staff in CHS were overrepresented amongst voluntary resignations (Table 43).

Table 38: Turnover in Leicestershire Partnership NHS Trust's workforce during 2016/17(excluding dismissals) relative to the profile of the workforce at March 2017, by protected characteristic

Protected Characteristic		LPT Substantive Workforce March 2017	Leavers	
(excludes "not known" categories)		n	base n	% Turnover
Age Band (years)	29 and under	694	139	20.0%
	30 to 49	2860	285	10.0%
	50 and over	1930	287	14.9%
Disability	Disabled	217	28	12.9%
	Not disabled	3863	527	13.6%
Ethnicity (WRES)	White	4248	533	12.5%
	BME	1109	153	13.8%
Ethnicity (detailed)	White	4248	533	12.5%
	Mixed	61	R	
	Asian British	731	100	13.7%
	Black British	268	29	10.8%
	Other	49	R	
Gender	Female	4551	572	12.6%
	Male	933	139	14.9%
Marital Status	Single	1627	252	15.5%
	Married†	3097	354	11.4%
	Divorced‡	579	85	14.7%
Religion or Belief	Atheism	580	84	14.5%
	Christianity	2576	311	12.1%
	Hinduism	320	R	
	Islam	173	47	27.2%
	Sikhism	99	R	
	Other	497	60	12.1%
Sexual Orientation	Heterosexual	4145	545	13.1%
	LGB	106	16	15.1%
	Overall	*5484*	*711*	*13.0%*

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Table 39: Turnover in Leicestershire Partnership NHS Trust's workforce during 2016/17 (excluding dismissals) relative to the profile of the workforce at March 2017, by pay band

Pay Band		LPT Substantive Workforce March 2017	Leavers	
		base n	n	% Turnover
Non-clinical	Apprentice	R	R	
	Band 1 and under	R	R	
	Band 2	269	35	13.0%
	Band 3	308	45	14.6%
	Band 4	202	27	13.4%
	Band 5	134	16	11.9%
	Band 6	107	17	15.9%
	Band 7	114	15	13.2%
	Band 8a	64	R	
	Band 8b	36	R	
	Band 8c	28	R	
	Band 8d	11	R	
	Band 9	R	R	
	NED	R	R	
	VSM	R	R	
Clinical	Apprentice	R	R	
	Band 1 and under	R	R	
	Band 2	518	46	8.9%
	Band 3	487	40	8.2%
	Band 4	202	15	7.4%
	Band 5	925	124	13.4%
	Band 6	1168	128	11.0%
	Band 7	435	57	13.1%
	Band 8a	135	15	11.1%
	Band 8b	64	R	
	Band 8c	15	R	
	Band 8d	R	R	
Medical and Dental	Trainee	61	95	155.7%
	Non-consultant Career	28	R	
	Consultants	115	R	
	Other	13	R	
	VSM	R	R	
	Overall	**5484**	**711**	**13.0%**

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Table 40: Turnover in Leicestershire Partnership NHS Trust's workforce during 2016/17 (excluding dismissals) relative to the profile of the workforce at March 2017, by work area

Work Area		LPT Substantive Workforce March 2017	Leavers	
		base n	n	% Turnover
Service	AMH&LD	1317	150	11.4%
	CHS	2094	226	10.8%
	Enabling	542	160	29.5%
	FYPC	1323	142	10.7%
	Hosted Services	208	33	15.9%
Staff Group	Additional Clinical Services	1223	105	8.6%
	Additional Professional Scientific and Technical*	206	39	18.9%
	Administrative and Clerical**	1298	171	13.2%
	Allied Health Professionals	621	77	12.4%
	Medical and Dental	220	106	48.2%
	Nursing and Midwifery Registered	1916	213	11.1%
	Overall	*5484*	*711*	*13.0%*

* includes Healthcare Scientists / ** includes Estates and Ancillary

Table 41: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2016/17 (excluding dismissals), by reason for leaving and protected characteristic

Protected Characteristic		LPT Substantive Workforce Leavers Overall		Not worked		Death in Service		Employee Transfer		Leaving Reason End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
(excludes "not known" categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Band (years)	29 and under	139	19.5%	R		R		R		R		R		R		74	20.6%
	30 to 49	285	40.1%	R		R		R		58	47.2%	R		R		195	54.3%
	50 and over	287	40.4%	R		R		R		R		R		171	99.4%	90	25.1%
Disability	Disabled	28	5.0%	R		R		R		R		R		R		11	3.5%
	Not disabled	527	95.0%	R		R		R		R		R		R		300	96.5%
Ethnicity (WRES)	White	533	77.7%	R		R		R		49	44.1%	R		R		274	78.1%
	BME	153	22.3%	R		R		R		62	55.9%	R		R		77	21.9%
Ethnicity (detailed)	White	533	77.7%	R		R		R		49	44.1%	R		R		274	78.1%
	Mixed	R		R		R		R		R		R		R		R	
	Asian British	100	14.6%	R		R		R		48	43.2%	R		R		44	12.5%
	Black British	29	4.2%	R		R		R		R		R		R		19	5.4%
	Other	R		R		R		R		R		R		R		R	
Gender	Female	572	80.5%	R		R		R		69	56.1%	R		155	90.1%	302	84.1%
	Male	139	19.5%	R		R		R		54	43.9%	R		17	9.9%	57	15.9%
Marital Status	Single	252	36.5%	R		R		R		64	58.2%	R		18	10.5%	149	42.1%
	Married†	354	51.2%	R		R		R		R		R		119	69.6%	164	46.3%
	Divorced‡	85	12.3%	R		R		R		R		R		34	19.9%	41	11.6%
Religion or Belief	Atheism	84	15.4%	R		R		R		18	18.6%	R		R		47	16.5%
	Christianity	311	56.9%	R		R		R		29	29.9%	R		100	79.4%	162	57.0%
	Hinduism	R		R		R		R		R		R		R		R	
	Islam	47	8.6%	R		R		R		27	27.8%	R		R		R	
	Sikhism	R		R		R		R		R		R		R		R	
	Other	60	11.0%	R		R		R		R		R		R		32	11.3%
Sexual Orientation	Heterosexual	545	97.1%	R		R		R		R		R		R		R	
	LGB	16	2.9%	R		R		R		R		R		R		R	

† includes Civil Partnership / ‡ includes Legally Separated and Widowed
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Table 42: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2016/17 (excluding dismissals), by reason for leaving and pay band

Pay Band			LPT Substantive Workforce Leavers Overall		Not worked		Death in Service		Employee Transfer		Leaving Reason End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
			n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Non-clinical		Apprentice	R		R		R		R		R		R		R		R	
		Band 2	35	4.9%	R		R		R		R		R		R		R	
		Band 3	45	6.3%	R		R		R		R		R		R		31	8.6%
		Band 4	27	3.8%	R		R		R		R		R		R		13	3.6%
		Band 5	16	2.3%	R		R		R		R		R		R		R	
		Band 6	17	2.4%	R		R		R		R		R		R		R	
		Band 7	15	2.1%	R		R		R		R		R		R		R	
		Band 8a	R		R		R		R		R		R		R		R	
		Band 8b	R		R		R		R		R		R		R		R	
		Band 8c	R		R		R		R		R		R		R		R	
		Band 8d	R		R		R		R		R		R		R		R	
		NED	R		R		R		R		R		R		R		R	
		VSM	R		R		R		R		R		R		R		R	
Clinical		Apprentice	R		R		R		R		R		R		R		R	
		Band 2	46	6.5%	R		R		R		R		R		R		30	8.4%
		Band 3	40	5.6%	R		R		R		R		R		R		30	8.4%
		Band 4	15	2.1%	R		R		R		R		R		R		R	
		Band 5	124	17.4%	R		R		12	26.7%	0	0.0%	R		24	14.0%	88	24.5%
		Band 6	128	18.0%	R		R		10	22.2%	14	11.4%	R		42	24.4%	62	17.3%
		Band 7	57	8.0%	R		R		R		R		R		26	15.1%	R	
		Band 8a	15	2.1%	R		R		R		R		R		R		R	
		Band 8b	R		R		R		R		R		R		R		R	
		Band 8c	R		R		R		R		R		R		R		R	
		Band 8d	R		R		R		R		R		R		R		R	
Medical and Dental		Trainee	95	13.4%	R		R		R		86	69.9%	R		R		R	
		Non-consultant Career	R		R		R		R		R		R		R		R	
		Consultants	R		R		R		R		R		R		R		R	

R - Redacted

Table 43: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2016/17 (excluding dismissals), by reason for leaving and occupational group

Workforce area		LPT Substantive Workforce Leavers Overall		Not worked		Death in Service		Employee Transfer		Leaving Reason End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Service	AMH&LD	150	21.1%	R		R		R		R		R		44	25.6%	78	21.7%
	CHS	226	31.8%	R		R		R		R		R		R		149	41.5%
	Enabling	160	22.5%	R		R		R		108	87.8%	R		R		34	9.5%
	FYPC	142	20.0%	R		R		R		R		R		44	25.6%	77	21.4%
	Hosted Services	33	4.6%	R		R		R		R		R		R		21	5.8%
Staff Group	Additional Clinical Services	105	14.8%	R		R		R		R		R		R		72	20.1%
	Add.Prof. Sci. and Tech. *	39	5.5%	R		R		11	24.4%	R		R		R		R	
	Administrative and Clerical **	171	24.1%	R		R		R		18	14.6%	R		32	18.6%	105	29.2%
	Allied Health Professionals	77	10.8%	R		R		R		R		R		17	9.9%	51	14.2%
	Medical and Dental	106	14.9%	R		R		R		89	72.4%	R		R		R	
	Nursing and Midwifery Registered	213	30.0%	R		R		R		R		R		86	50.0%	117	32.6%

* includes Healthcare Scientists / ** includes Estates and Ancillary
R - Redacted

The equality profile of employee relations cases at Leicestershire Partnership NHS Trust

The analysis of employee relations cases considered new cases opened within a two year window covering the 2015/16 and 2016/17 financial years. This method increases the numbers available for analysis and brings the methodology in line with the disciplinary indicator of the Workforce Race Equality Standard.

- Bullying and harassment:

    o Each protected characteristic subgroup was proportionately represented amongst those who raised formal complaints of bullying and harassment (Table 44).

    o However, cross referencing with the 2016 NHS Staff Survey indicates a different pattern of bullying and harassment amongst LPT's employees:

        ▪ men and LGBO employees were more likely to report physical violence at work from a manager (Table 46), although numbers were small; whilst men (Table 46), employees in AMH&LD and those in Additional Clinical Services roles were more likely to report physical violence at work from other colleagues (Table 47);

        ▪ Disabled staff were more likely to report bullying or abuse at work from a manager and from other staff (Table 46), and staff in Hosted Services were more likely to report bullying or abuse at work from a manager (Table 47);

        ▪ Disabled staff and BME staff (especially Black British staff) were more likely to report discrimination at work from a manager, team leader or other colleagues (Table 46).

    o Thus, there is a difference between the pattern of bullying and harassment recorded within Leicestershire Partnership NHS Trust's record of employee relations cases and that reported in the 2016 NHS Staff Survey; this may reflect underreporting of bullying and harassment using the official, internal route amongst some groups, or differing criteria for bullying and harassment applied in the 2016 NHS Staff Survey and in the official process. There may be a need to further promote the official route for dealing with bullying and harassment amongst employees, including further promotion of the Anti-Bullying and Harassment Advice Service helpline, whilst ensuring that official definitions of bullying and harassment are not so restrictive that they prevent staff with genuine problems from accessing help.

- Capability proceedings:

    o BME employees (particularly Black British employees) and men were more likely to be subjected to capability proceedings (Table 44).

- Disciplinary proceedings:

    o Each protected characteristic subgroup was proportionately represented amongst those subjected to disciplinary proceedings (Table 44). There were disproportionately high levels of disciplinary proceedings amongst staff at Clinical Band 2 (Table 45).

- Grievances (only grievances brought by individual employees have been considered – there were a further two "Trust-wide" grievances):

    o Asian British people were overrepresented amongst those who raised a grievance (Table 44).

- Dismissals – capability (16/17 financial year only):

    o Each protected characteristic subgroup was proportionately represented amongst those dismissed on the grounds of capability (Table 44). AMH&LD had a disproportionately high number of employees dismissed on the grounds of capability.

- Dismissals – conduct or some other substantial reason (16/17 financial year only):

    o Men were overrepresented amongst those dismissed for reasons of conduct or some other substantial or statutory reason (Table 44).

Table 44: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2017compared to representation amongst different employee relations case types during 2015/16 and 2016/17, by protected characteristic (dismissals consider only 2016/17)

Protected Characteristic		LPT Substantive Workforce Overall		Bullying and Harassment		Capability		Employee Relations Case Type Disciplinary		Grievance		Dismissal - Capability		Dismissal - Conduct / Other Substantial or Statutory Reason	
(excludes "not known" categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Band (years)	29 and under	694	12.7%	R		R		R		R		R		R	
	30 to 49	2860	52.2%	R		R		24	46.2%	R		R		R	
	50 and over	1930	35.2%	R		R		R		R		R		R	
Disability	Disabled	217	5.3%	R		R		R		R		R		R	
	Not disabled	3863	94.7%	R		R		R		R		R		R	
Ethnicity (WRES)	White	4248	79.3%	R		R		36	70.6%	R		R		R	
	BME	1109	20.7%	R		R		15	29.4%	R		R		R	
Ethnicity (detailed)	White	4248	79.3%	R		R		36	70.6%	R		R		R	
	Mixed	61	1.1%	R		R		R		R		R		R	
	Asian British	731	13.6%	R		R		R		R		R		R	
	Black British	268	5.0%	R		R		R		R		R		R	
	Other	49	0.9%	R		R		R		R		R		R	
Gender	Female	4551	83.0%	R		R		39	75.0%	R		R		R	
	Male	933	17.0%	R		R		13	25.0%	R		R		R	
Marital Status	Single	1627	30.7%	R		R		R		R		R		R	
	Married	3097	58.4%	R		R		25	51.0%	R		R		R	
	Divorced	579	10.9%	R		R		R		R		R		R	
Maternity*	Maternity	146	5.0%	R		R		R		R		R		R	
	Not maternity	2769	95.0%	R		R		R		R		R		R	
Religion or Belief	Atheism	580	13.7%	R		R		R		R		R		R	
	Christianity	2576	60.7%	R		R		17	54.8%	R		R		R	
	Other	1089	25.7%	R		R		R		R		R		R	
Sexual Orientation	Heterosexual	4145	97.5%	R		R		R		R		R		R	
	LGB	106	2.5%	R		R		R		R		R		R	

R - Redacted

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Table 45: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation amongst different employee relations case types during 2015/16 and 2016/17, by workforce area

Workforce Area		LPT Substantive Workforce Overall		Bullying and Harassment		Capability		Employee Relations Case Type Disciplinary		Grievance		Dismissal - Capability		Dismissal - Conduct / Other Substantial or Statutory Reason	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Service	AMH&LD	1317	24.0%	R		R		23	44.2%	R		R		R	
	CHS	2094	38.2%	R		R		R		R		R		R	
	Enabling	542	9.9%	R		R		R		R		R		R	
	FYPC	1323	24.1%	R		R		R		R		R		R	
	Hosted Services	208	3.8%	R		R		R		R		R		R	
Staff Group	Additional Clinical Services	1223	22.3%	R		R		14	26.9%	R		R		R	
	Additional Prof. Sci. and Tech.	206	3.8%	R		R		R		R		R		R	
	Administrative and Clerical	1298	23.7%	R		R		R		R		R		R	
	Allied Health Professionals	621	11.3%	R		R		R		R		R		R	
	Medical and Dental	220	4.0%	R		R		R		R		R		R	
	Nursing and Midwifery Registered	1916	34.9%	R		R		22	42.3%	R		10	50.0%	R	

R - Redacted

Table 46: 2016 NHS Staff Survey: findings related to staff-on-staff violence, bullying and harassment, and discrimination experienced at work, by protected characteristic

Protected Characteristic (excludes "not known" categories)		14b. In the last 12 months how many times have you personally experienced physical violence at work from managers? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	14c. In the last 12 months how many times have you personally experienced physical violence at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	15b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	15c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	17b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues % Yes (n / total n)
Age Band (years)	21-30	0.00% (0/249)	1.20% (3/249)	2.86% (7/245)	13.77% (34/247)	7.26% (18/248)
	31-40	0.96% (4/417)	1.93% (8/415)	10.77% (45/418)	14.98% (62/414)	7.93% (33/416)
	41-50	0.78% (5/637)	1.57% (10/636)	12.24% (78/637)	15.49% (99/639)	5.79% (37/639)
	51-65	0.37% (3/808)	1.60% (13/810)	11.19% (90/804)	14.34% (116/809)	7.72% (63/816)
	66+	0.00% (0/60)	1.61% (1/62)	6.67% (4/60)	11.48% (7/61)	3.28% (2/61)
Disability	Disability	1.17% (6/513)	2.15% (11/512)	15.37% (79/514)	19.22% (99/515)	12.43% (64/515)
	No disability	0.36% (6/1681)	1.49% (25/1683)	8.67% (145/1672)	13.21% (222/1680)	5.39% (91/1688)
Ethnicity (WRES)	White	0.56% (10/1794)	1.61% (29/1796)	9.73% (174/1789)	14.03% (252/1796)	5.93% (107/1805)
	BME	0.53% (2/374)	1.88% (7/373)	11.59% (43/371)	16.13% (60/372)	11.26% (42/373)
Ethnicity (detail)	White	0.56% (10/1794)	1.61% (29/1796)	9.73% (174/1789)	14.03% (252/1796)	5.93% (107/1805)
	Asian British	0.38% (1/262)	1.54% (4/260)	11.15% (29/260)	14.18% (37/261)	8.81% (23/261)
	Black British	1.41% (1/71)	2.78% (2/72)	12.86% (9/70)	16.90% (12/71)	22.22% (16/72)
	Mixed	0.00% (0/23)	4.35% (1/23)	13.04% (3/23)	30.43% (7/23)	4.35% (1/23)
	Other	0.00% (0/18)	0.00% (0/18)	11.11% (2/18)	23.53% (4/17)	11.76% (2/17)
Gender	Female	0.22% (4/1780)	1.29% (23/1781)	9.64% (171/1774)	14.48% (258/1782)	6.70% (120/1790)
	Male	2.20% (8/363)	3.58% (13/363)	12.47% (45/361)	15.79% (57/361)	8.26% (30/363)
Religion or Belief	No religion	0.45% (3/665)	1.81% (12/663)	9.35% (62/663)	14.24% (95/667)	7.61% (51/670)
	Buddhist	0.00% (0/11)	0.00% (0/11)	0.00% (0/11)	18.18% (2/11)	9.09% (1/11)
	Christian	0.63% (7/1106)	1.80% (20/1109)	8.88% (98/1104)	13.95% (154/1104)	5.12% (57/1113)
	Hindu	0.76% (1/132)	0.76% (1/132)	9.09% (12/132)	11.45% (15/131)	6.15% (8/130)
	Muslim	0.00% (0/55)	1.82% (1/55)	16.98% (9/53)	20.37% (11/54)	14.55% (8/55)
	Sikh	0.00% (0/39)	2.56% (1/39)	10.26% (4/39)	20.51% (8/39)	5.13% (2/39)
	Other	0.00% (0/14)	0.00% (0/15)	0.00% (0/14)	0.00% (0/15)	6.67% (1/15)
	Prefer not to say	0.67% (1/149)	0.00% (0/148)	23.97% (35/146)	20.13% (30/149)	15.07% (22/146)
Sexual Orientation	Heterosexual	0.41% (8/1957)	1.58% (31/1961)	9.13% (178/1950)	13.91% (272/1955)	6.15% (121/1967)
	LGBO	3.51% (2/57)	3.51% (2/57)	8.77% (5/57)	22.81% (13/57)	14.04% (8/57)
	LPT Overall	**0.54% (12/2228)**	**1.62% (36/2229)**	**10.50% (233/2220)**	**14.95% (333/2228)**	**7.02% (157/2235)**

Table 47: 2016 NHS Staff Survey: findings related to staff-on-staff violence, bullying and harassment, and discrimination experienced at work, by work area

Workforce Area		14b. In the last 12 months how many times have you personally experienced physical violence at work from managers? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	14c. In the last 12 months how many times have you personally experienced physical violence at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	15b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	15c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	17b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues % Yes (n / total n)
Service	AMH&LD	1.42% (6/424)	4.47% (19/425)	14.12% (60/425)	16.78% (72/429)	10.02% (43/429)
	CHS	0.13% (1/756)	1.72% (13/758)	8.79% (66/751)	14.04% (106/755)	6.59% (50/759)
	Enabling	0.32% (1/315)	0.00% (0/314)	11.54% (36/312)	15.87% (50/315)	7.91% (25/316)
	FYPC	0.31% (2/638)	0.31% (2/639)	7.85% (50/637)	13.97% (89/637)	5.34% (34/637)
	Hosted Services	2.11% (2/95)	2.15% (2/93)	22.11% (21/95)	17.39% (16/92)	5.32% (5/94)
Staff Group	Add. Prof. Scientific and Tech.	0.00% (0/76)	1.32% (1/76)	9.59% (7/73)	14.47% (11/76)	9.33% (7/75)
	Additional Clinical Services	1.63% (6/367)	5.69% (21/369)	7.97% (29/364)	16.89% (62/367)	6.72% (25/372)
	Administrative and Clerical	0.58% (4/695)	0.86% (6/694)	12.16% (84/691)	16.09% (111/690)	8.32% (58/697)
	Allied Health Professionals	0.00% (0/334)	0.30% (1/334)	4.23% (14/331)	9.31% (31/333)	3.03% (10/330)
	Medical and Dental	0.00% (0/85)	0.00% (0/84)	15.29% (13/85)	14.12% (12/85)	9.52% (8/84)
	Nursing and Midwifery Registered	0.30% (2/662)	1.06% (7/663)	12.74% (85/667)	15.72% (105/668)	7.34% (49/668)
	LPT Overall	**0.54% (12/2228)**	**1.62% (36/2229)**	**10.50% (233/2220)**	**14.95% (333/2228)**	**7.02% (157/2235)**

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Appendix of data quality analysis tables

General notes on missing data

- There were high levels of missing data for the protected characteristics of disability, religion of belief, and sexual orientation (Table 48); this was true across the whole of the Substantive and Bank workforce of the Trust, but levels of missing data were especially high for these three protected characteristics in the Adult Mental Health and Learning Disabilities Directorate and also amongst Bank staff. Meanwhile the Hosted Services directorate had a relatively high level of missing data for ethnicity.

- Within the Substantive workforce, missing data reflected primarily that about a quarter of the workforce chose not to declare information about disability, religion of belief, and sexual orientation ("prefer not to say").

- Amongst Bank staff, information about the protected characteristics of disability, religion of belief, and sexual orientation was not held for between a quarter and a third of the workforce, reflecting that high proportions of staff chose not to disclose this information ("prefer not to say"), but also reflecting high proportions of blank records (where no selection had been made).

- There is doubt regarding the reliability of findings derived from incomplete equality monitoring data. For each protected characteristic that had high levels of missing data, potential bias introduced by the missing data is assessed by comparing the equality profile of substantive staff on ESR with the equality profile of LPT staff who responded to the 2016 NHS Staff Survey. The 2016 NHS Staff Survey was distributed anonymously to substantive staff and typically contains equality monitoring data that is more complete than that held on ESR.

Missing data on disability

- Of the Substantive Staff who gave their disability status, 5.3% identified as disabled, but disability status was not known for 25.6% of staff. Meanwhile, in LPT's 2016 NHS Staff Survey, 23.5% of staff who gave their disability status identified as disabled, with just 1.9% of respondents withholding the information. Thus, data held in the Electronic Staff Record may underestimate the percentage of disabled staff.

Missing data on religion or belief

- Of the Substantive Staff who gave their religion or belief on the Electronic Staff Record, 13.7% identified as Atheist, but religion or belief was not known for 22.6% of staff. Meanwhile, in Leicestershire Partnership NHS Trust's 2016 NHS Staff Survey, 32.8% of staff who gave their religion or belief identified as Atheist, with just 9.5% of staff withholding their religion or belief. Thus, data held in the Electronic Staff Record may underestimate the percentage of Atheist staff.

Missing data on sexual orientation

- Of the Substantive Staff who gave their sexual orientation on the Electronic Staff Record, 2.5% identified as LGBO, but sexual orientation was not known for 22.5% of staff. In LPT's 2016 Staff Survey, 2.8% of staff who gave their sexual orientation identified as not heterosexual, with 10.1% of respondents withholding the information. Thus, data held in the Electronic Staff Record may give a reliable picture of sexual orientation in the workforce, despite being incomplete.

Data quality overall and by directorate

Table 48: Data quality overall and by service for staff on Leicestershire Partnership NHS Trust's electronic staff record at March 2017

Areas with missing data in excess of 10% are highlighted in red

Protected Characteristic	Value Type		LPT overall		All Substantive Staff		Adult Mental Health & Learning Disabilities Services		Community Health Services		Enabling		Family Young People & Children		Hosted Services		Bank	
			n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age	Valid Value		6490	100.0%	5484	100.0%	1317	100.0%	2094	100.0%	542	100.0%	1323	100.0%	208	100.0%	1006	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Disability	Valid Value		4786	73.7%	4080	74.4%	657	49.9%	1754	83.8%	404	74.5%	1097	82.9%	168	80.8%	706	70.2%
	Missing	Not Declared	1533	23.6%	1396	25.5%	659	50.0%	335	16.0%	137	25.3%	226	17.1%	39	18.8%	137	13.6%
	Data	Not Recorded	171	2.6%	8	0.1%	1	0.1%	5	0.2%	1	0.2%	0	0.0%	1	0.5%	163	16.2%
Ethnicity	Valid Value		6304	97.1%	5357	97.7%	1289	97.9%	2065	98.6%	512	94.5%	1302	98.4%	189	90.9%	947	94.1%
	Missing	Not Declared	155	2.4%	127	2.3%	28	2.1%	29	1.4%	30	5.5%	21	1.6%	19	9.1%	28	2.8%
	Data	Not Recorded	31	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	31	3.1%
Gender	Valid Value		6490	100.0%	5484	100.0%	1317	100.0%	2094	100.0%	542	100.0%	1323	100.0%	208	100.0%	1006	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Marital Status	Valid Value		6253	96.3%	5303	96.7%	1274	96.7%	2031	97.0%	519	95.8%	1277	96.5%	202	97.1%	950	94.4%
	Missing	Not Declared	145	2.2%	111	2.0%	30	2.3%	33	1.6%	15	2.8%	30	2.3%	3	1.4%	34	3.4%
	Data	Not Recorded	92	1.4%	70	1.3%	13	1.0%	30	1.4%	8	1.5%	16	1.2%	3	1.4%	22	2.2%
Maternity (women under 50 years old)	Valid Value		3379	100.0%	2915	100.0%	637	100.0%	1161	100.0%	269	100.0%	781	100.0%	67	100.0%	464	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.50%	0	0.0%
Religion or Belief	Valid Value		4999	77.0%	4245	77.4%	929	70.5%	1662	79.4%	418	77.1%	1077	81.4%	159	76.4%	754	75.0%
	Missing	Not Declared	1396	21.5%	1235	22.5%	387	29.4%	430	20.5%	124	22.9%	245	18.5%	49	23.6%	161	16.0%
	Data	Not Recorded	95	1.5%	4	0.1%	1	0.1%	2	0.1%	0	0.0%	1	0.1%	0	0.0%	91	9.0%
Sexual Orientation	Valid Value		4988	76.9%	4251	77.5%	920	69.9%	1688	80.6%	412	76.0%	1061	80.2%	170	81.7%	737	73.3%
	Missing	Not Declared	1413	21.8%	1228	22.4%	395	30.0%	404	19.3%	130	24.0%	261	19.7%	38	18.3%	185	18.4%
	Data	Not Recorded	89	1.4%	5	0.1%	2	0.2%	2	0.1%	0	0.0%	1	0.1%	0	0.0%	84	8.3%
	Grand Total		**6490**		**5484**		**1317**		**2094**		**542**		**1323**		**208**		**1006**	