

Quantitative equality analysis of Leicestershire Partnership NHS Trust's substantive workforce: year to the end of March 2016

Detailed Analyses

REDACTED FOR PUBLICATION

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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:
 - The profile of staff at different grades, levels and rates of pay, including any patterns of occupational segregation and part-time work.
 - 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.
 - Details of, and feedback from, any engagement exercises with staff or trade unions.
 - 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 Office¹.

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

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 2014: 1,043,580).
- At the end of March 2016 LPT had a substantive workforce of 5574 employees (headcount including non-executive directors).
- LPT is organised into five divisions:

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

Division	n (headcount)	%
Adult Mental Health and Learning Disability Services (AMH&LD)	1404	25.19%
Community Health Services (CHS)	2088	37.46%
Families, Young People and Children's Services (FYPC)	1326	23.79%
Enabling (corporate functions)	548	9.83%
Hosted services (health informatics, audit, and assurance)	208	3.73%
LPT overall	5574	

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

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

Staff Group	n (headcount)	%
Additional clinical Services	1230	22.07%
Additional Professional Scientific and Technical*	212	3.80%
Administrative and Clerical**	1297	23.27%
Allied Health Professionals	639	11.46%
Medical and Dental	216	3.88%
Registered Nurses	1980	35.52%
LPT overall	5574	

* includes Healthcare Scientists

** includes Estates and Ancillary

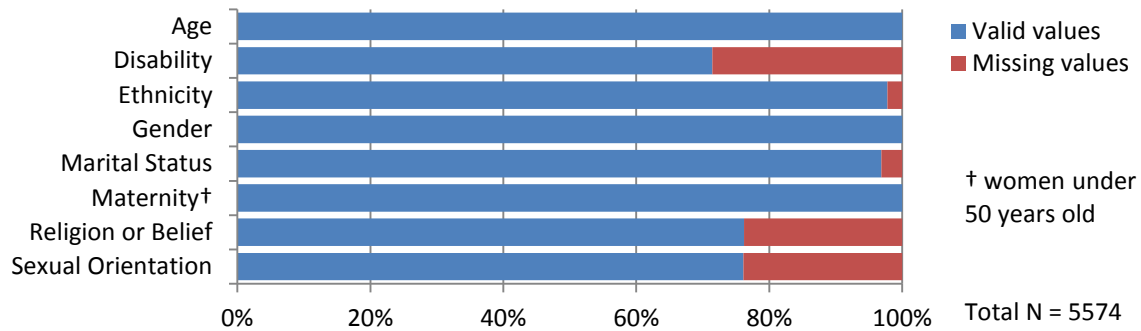
Equality analysis of Leicestershire Partnership NHS Trust's substantive workforce at March 2016

- A quantitative equality analysis of LPT's substantive workforce was undertaken, based on
 - a snapshot of the workforce at the end of March 2016 (5574 employees),
 - recruitment, training, promotions, and workforce leavers (including reasons for leaving) for the year to the end of March 2016,
 - employee relations cases in a two year window covering the 2014/15 and 2015/16 financial years,
 - and findings from the 2015 NHS Staff Survey.

Main findings

1.

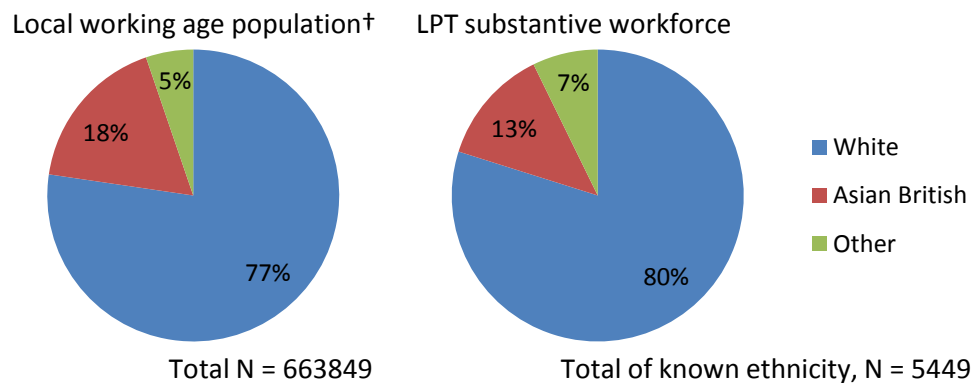
Disability status, religion or belief, and sexual orientation were each not known for approximately one quarter of staff;



complete information on disability will be important given NHS England's plans to introduce a Workforce Disability Equality Standard in April 2018, with a preparatory year in 2017/18.

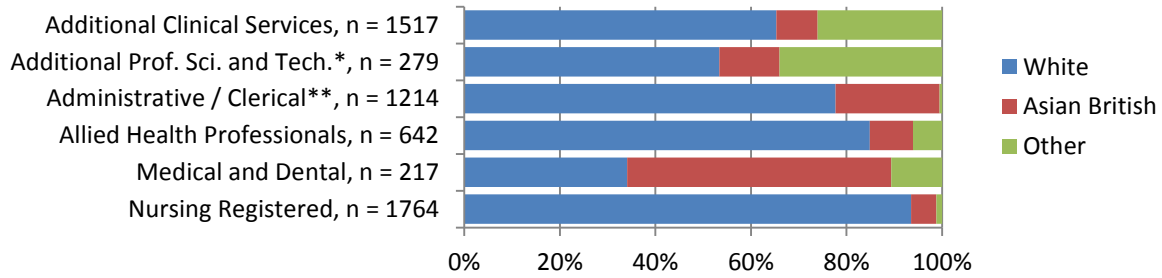
2.

Asian British people were underrepresented in the workforce,



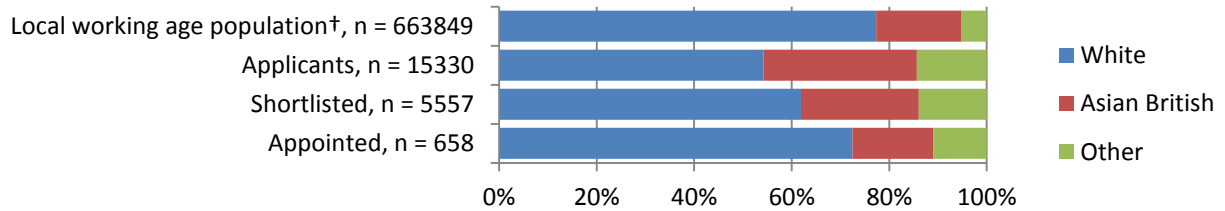
† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census

reflecting a particular lack of Asian British people in nursing;



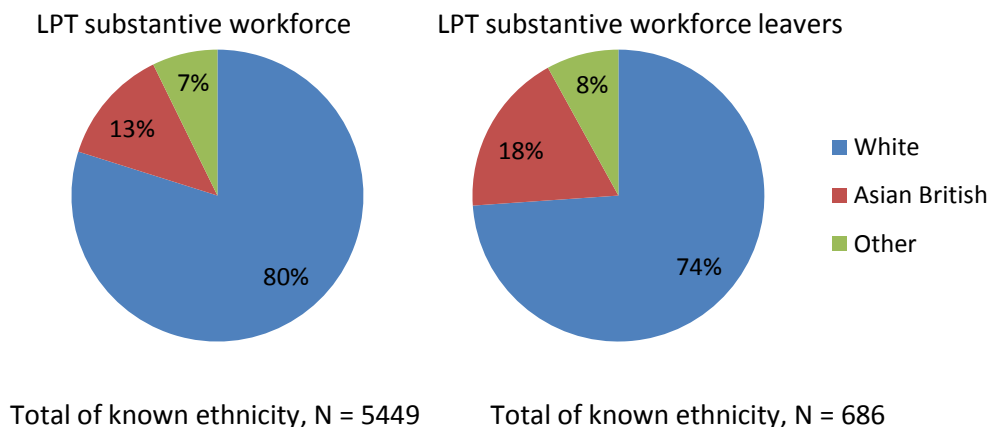
* includes Healthcare Scientists; ** includes Estates and Ancillary; n = total of known ethnicity

simultaneously, BME people were overrepresented amongst job applicants (compared to the local working age population), but were underrepresented amongst those shortlisted (compared to applicants) and appointed (compared to those shortlisted); reflecting primarily the recruitment profile of Asian British people;



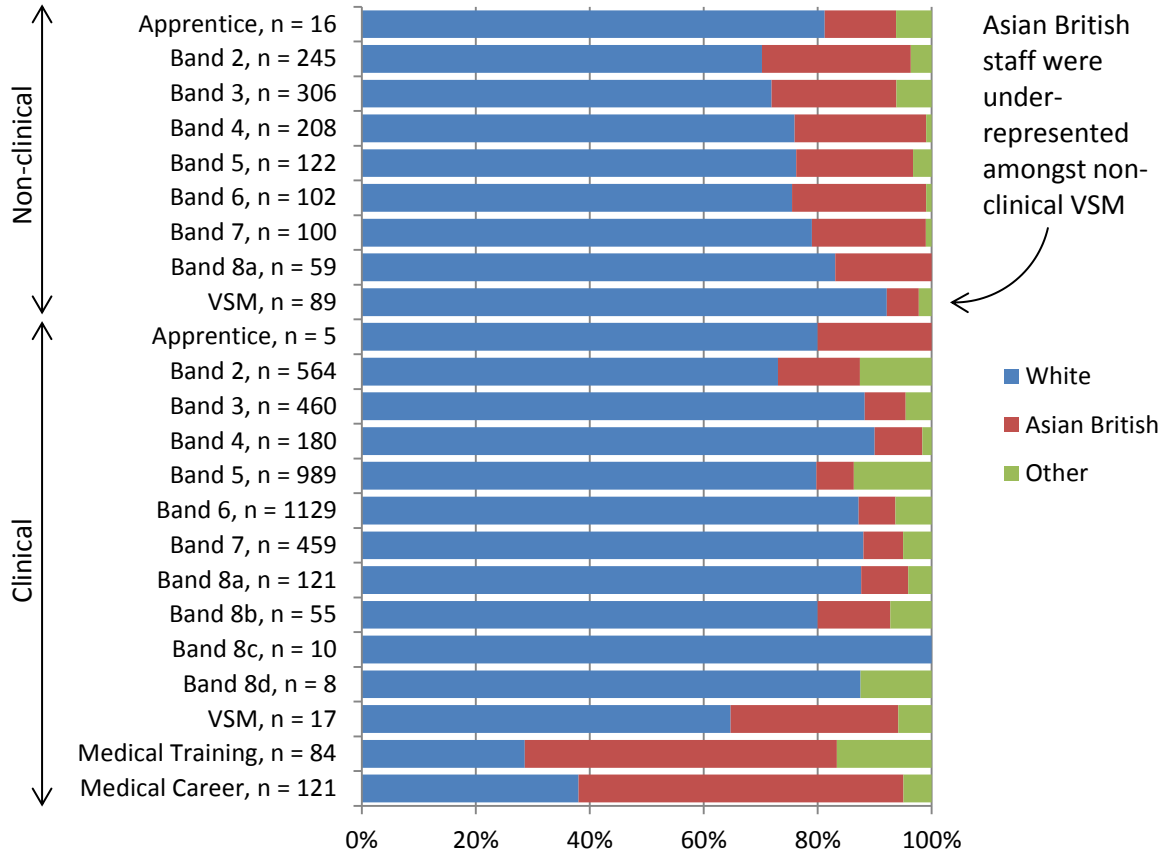
† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census

additionally Asian British staff were overrepresented amongst workforce leavers (a finding driven by Training Medics on fixed-term contracts).



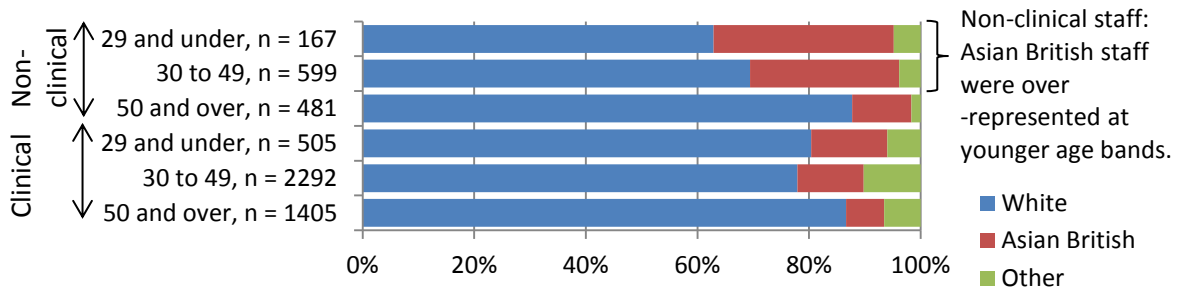
3.

BME staff (especially Asian British people) were underrepresented at Very Senior Management level in non-clinical (Administrative and Clerical) roles;



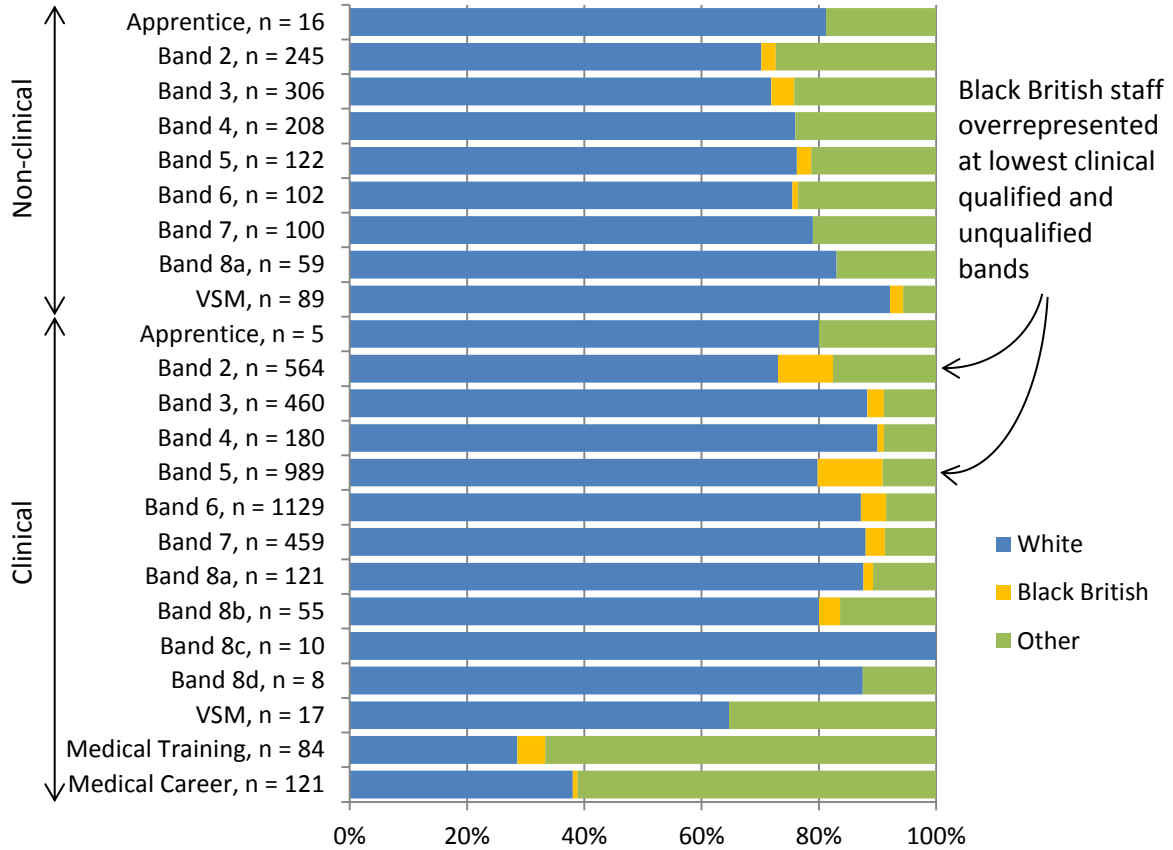
n = total of known ethnicity

reflecting primarily a younger age profile for Asian British staff in non-clinical roles.



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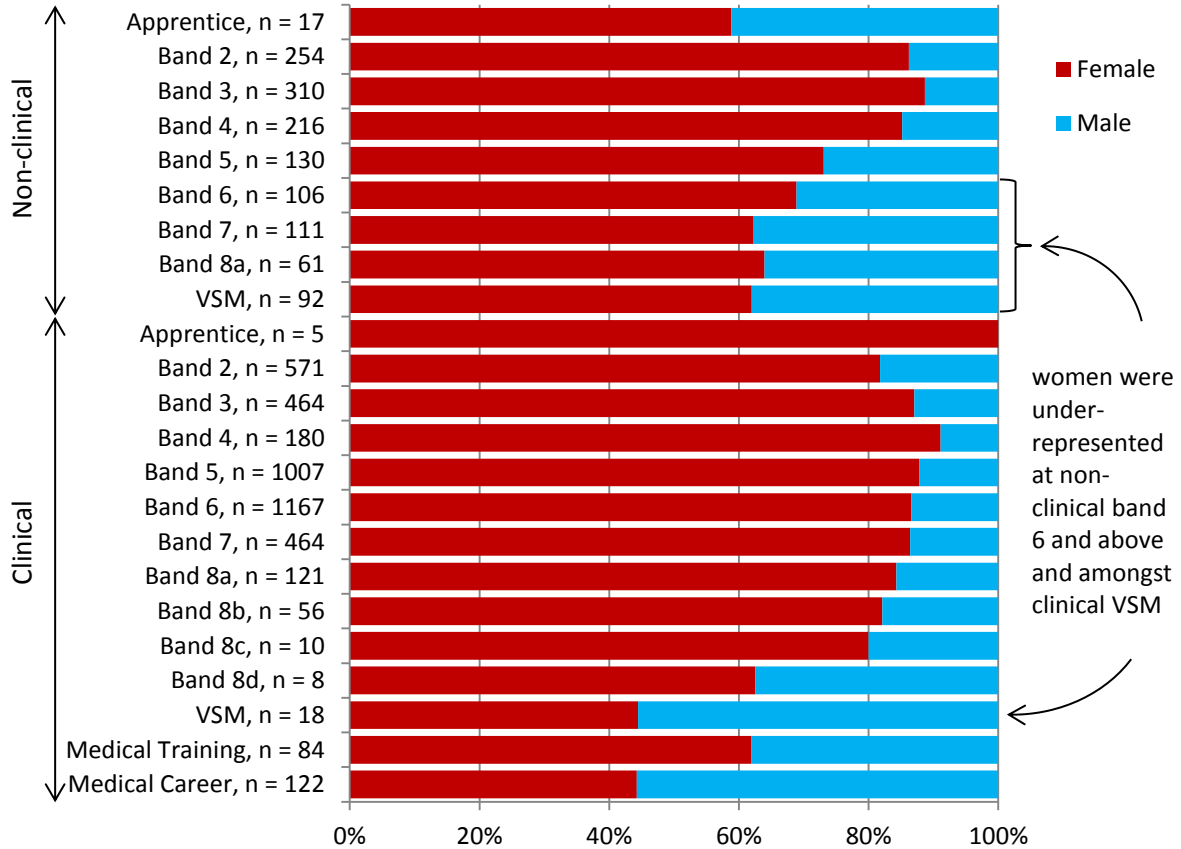
Black British staff were concentrated at the lowest pay bands in Additional Clinical Services (Band 2) and Nursing (Band 5).



n = total of known ethnicity

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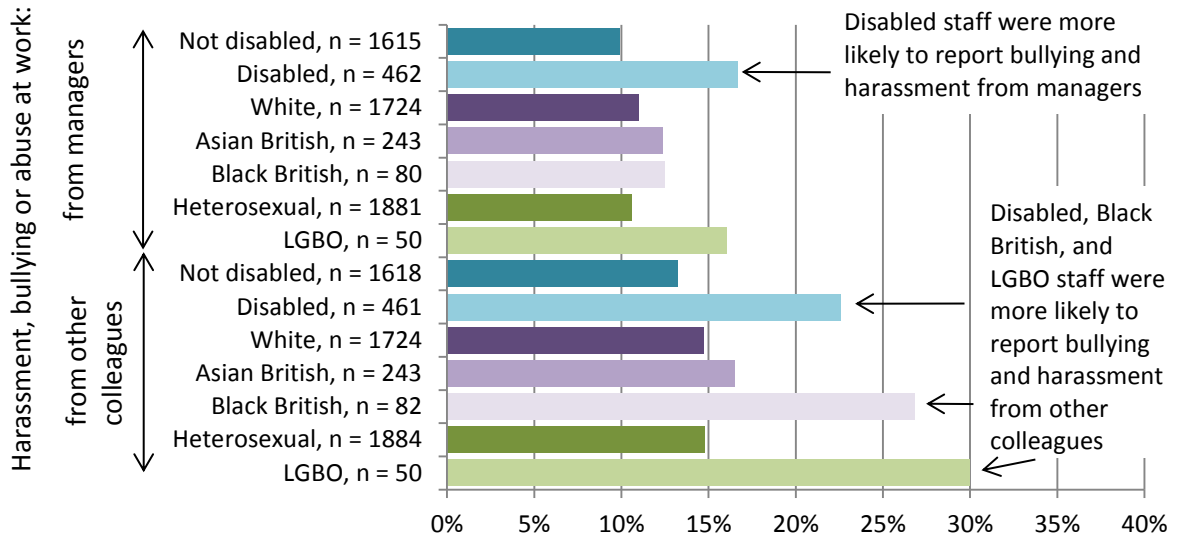
Women were underrepresented at middle to higher levels in Administrative and Clerical roles (non-clinical, Band 6 and above) and at Very Senior Management level in clinical roles.



n = total

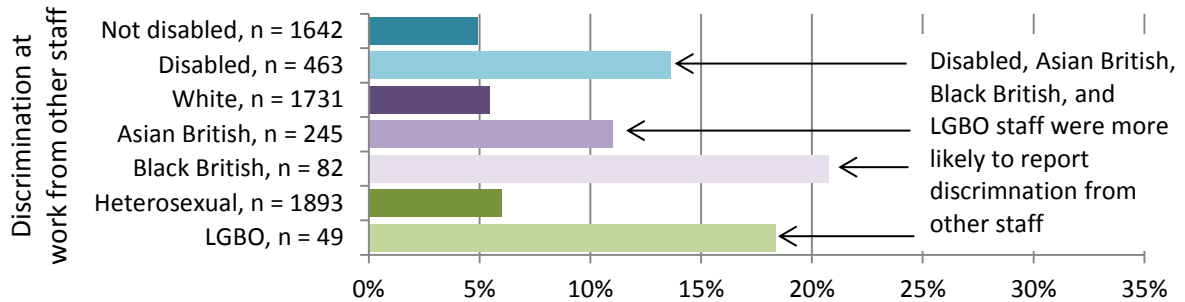
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Disabled staff, BME staff, and staff who were not heterosexual were more likely to report staff-on-staff bullying and harassment (2015 NHS Staff Survey).

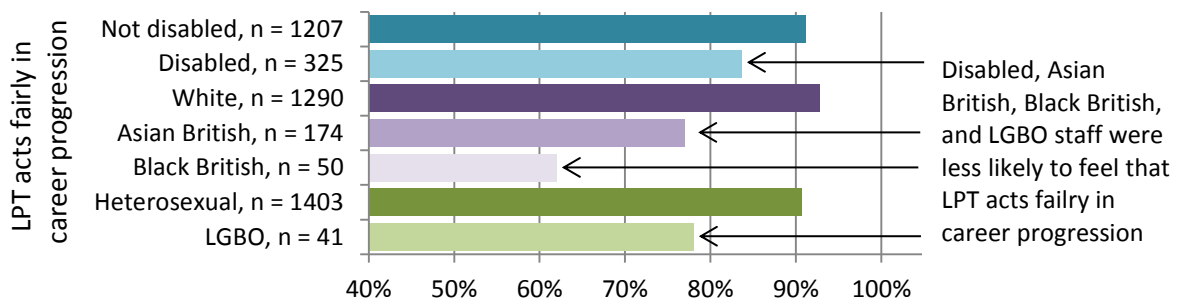


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Disabled staff, BME staff, and staff who were not heterosexual were more likely to report discrimination from other staff (2015 NHS Staff Survey);

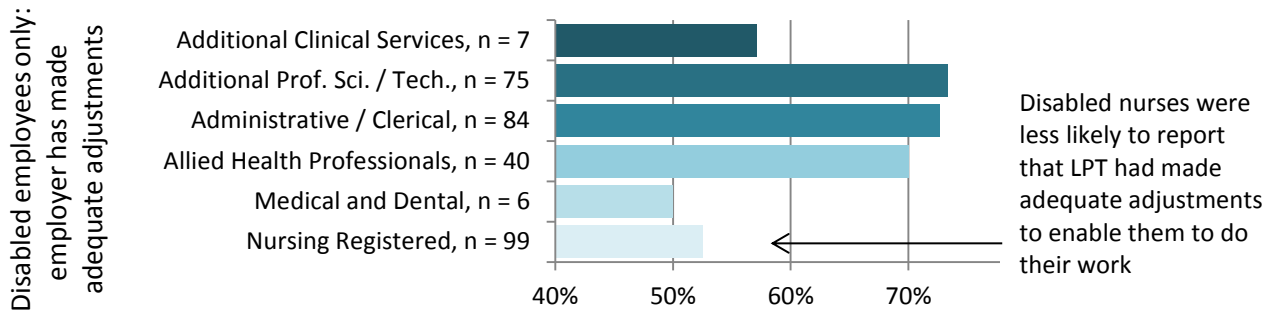


associated with a lesser likelihood of feeling that LPT acts fairly in respect of career progression (2015 NHS Staff Survey).

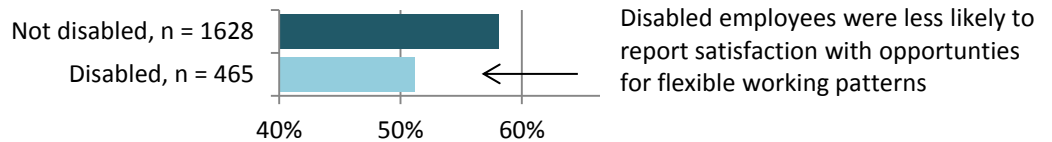


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Disabled Nurses were less likely to report that adequate adjustments had been made for them (2015 NHS Staff Survey),

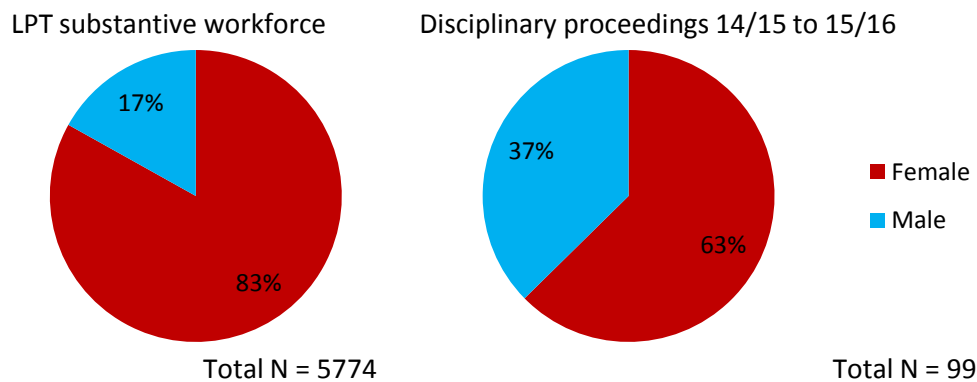


whilst Disabled employees in general expressed a lower likelihood of satisfaction with opportunities for flexible working (2015 NHS Staff Survey).



9

Men were overrepresented amongst those who were subject to disciplinary proceedings in 2014/15 to 2015/16.



Summary of equality issues, context, and actions

The main equality issues arising from the 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 20 and the Appendix of data quality analysis tables which starts on page 60.

Equality issue	Context	Action undertaken, in progress or planned
<p>1. Disability status, religion or belief, and sexual orientation were each not known for approximately one quarter of staff</p>	<p>Equality monitoring information on disability, religion or belief, and sexual orientation was not present for 28.58%, 23.77%, and 23.90% of staff respectively; reflecting almost exclusively that staff had chosen to withhold the information by selecting a “prefer not to say” option (Table 30).</p>	<p>Action taken:</p> <p>The Equality and Human Rights Team and Listening into Action undertook a roadshow across various Trust sites in November and December 2015 to ascertain reasons why equality monitoring information might be withheld. Principal issues identified: confidentiality, mistrust or fear of misuse, a lack of appreciation of the value and purpose of the information, and capacity.</p> <p>A request in March 2016 for staff to update and complete their equality monitoring information attempted to address these issues by giving assurances about confidentiality, the purpose of the information, and an example of how the information had been used, alongside step-by-step instructions on updating the information. This exercise had little effect on the overall completeness of equality monitoring information.</p> <p>Action planned:</p> <p>The Equality and Human Rights Team will continue to investigate means of improving the completeness of equality monitoring information; especially given NHS England’s proposal to implement a Workforce Disability Equality Standard in 2016/17 (akin to the Workforce Race Equality Standard that was first implemented in 2014/15). Notably, respondents to the 2015 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 might lie in the fact of declaring the information directly to an employer.</p>

Equality issue	Context	Action undertaken, in progress or planned
<p>2. Asian British people were underrepresented in the workforce; simultaneously BME people were overrepresented amongst job applicants, but were underrepresented amongst those shortlisted and appointed; additionally Asian British people were overrepresented amongst workforce leavers</p>	<p>Asian British people were underrepresented amongst staff at Leicestershire Partnership NHS Trust (12.88% of the workforce vs 17.44% of the local working age population; Table 3), especially amongst Qualified Nursing staff (4.76% of Qualified Nurses; Table 9) who constitute the largest staff group at LPT (35.86% of all substantive staff at March 2016; Table 2).</p> <p>Simultaneously, BME people were overrepresented amongst job applicants, but were underrepresented amongst those shortlisted and appointed (22.68% of the local working age population, 45.78% of applicants, 38.08% of those shortlisted, 27.51% of those appointed; Table 14); reflecting primarily the recruitment profile of Asian British people.</p> <p>Within LPT's workforce, BME people (principally Asian British people) were overrepresented at lower pay bands (Table 6) and Asian British employees had a younger age profile than the overall workforce (Table 7). It is inferred that BME people (primarily Asian British people) tended to apply for lower level, Administrative and Clerical roles for which there were higher levels of competition per post; the bulk of higher level roles advertised were in Nursing which is an area where competition was lower and in which Asian British people were underrepresented.</p> <p>Asian British people were overrepresented amongst workforce leavers (Table 19); reflecting an overrepresentation of Asian British people on Medical Training grades (Table 3) and the use of fixed-term contracts for this group (Table 22, Table 24).</p>	<p>Potential actions:</p> <p>Encourage Asian British into qualified Nursing roles:</p> <ul style="list-style-type: none"> - through recruitment (which would address that BME people were underrepresented amongst those shortlisted and appointed); - through staff development. <p>Nursing roles are less likely to involve the use of fixed-term contracts. If more Asian British people were encouraged into qualified Nursing roles, this would also address the high proportion of Asian British people leaving because of the use of fixed term contracts on Medical Training grades.</p>

Equality issue	Context	Action undertaken, in progress or planned
<p>3. BME people were underrepresented at Very Senior Management level in Administrative and Clerical roles</p>	<p>BME people were underrepresented amongst Very Senior Managers in Administrative and Clerical roles (20.13% of the workforce overall versus 7.87% of non-clinical Very Senior Managers; Table 6); reflecting primarily the distribution of Asian British people within the workforce.</p> <p>Asian British employees in non-clinical posts had a younger age profile than their White British counterparts and may therefore have been at an earlier stage in their careers (Table 7).</p>	<p>Potential actions:</p> <p>Support BME staff in lower level Administrative and Clerical roles to develop to Very Senior Management roles as their career progresses.</p> <p>Recruit experienced, qualified BME people to Administrative and Clerical Very Senior Management roles.</p>
<p>4. Black British people were concentrated at the lowest pay bands in Additional Clinical Services and Nursing</p>	<p>Black British people were concentrated at the lowest pay band in Additional Clinical Services roles (9.40% of Band 2, 2.83% of Band 3, 1.11% of Band 4) and at the lowest band in qualified clinical roles (principally Nursing, 11.12% of Band 5, 4.34% of Band 6, 3.27% of Band 7); the inverse pattern was observed for White British people (Table 6).</p>	<p>Action taken:</p> <p>An in-depth survey of bullying and harassment, discrimination, and career progression in AMH&LD has been undertaken in conjunction with AMH&LD's senior leadership team (November / December 2015). This survey identified particular issues for Black British staff in terms of career progression. A working group has been set up to deal with the issues arising.</p> <p>Action planned:</p> <p>AMH&LD staff will be surveyed again (in November / December 2016, depending upon the progress of the working group) to determine if the identified issues have been addressed.</p> <p>Potential actions:</p> <p>Support Black British staff to progress within Additional clinical Services and Qualified Nursing roles.</p>

Equality issue	Context	Action undertaken, in progress or planned
<p>5. Women were underrepresented at middle to higher levels in Administrative and Clerical roles and at Very Senior Management level in clinical roles</p>	<p>LPT's workforce comprised 83.10% women overall (Table 6), whilst amongst non-clinical posts 61.96% of Very Senior Managers were women and amongst clinical posts 44.44% of Very Senior Managers were women. In non-clinical posts, men start to become overrepresented at Band 6 and above.</p> <p>The Government is in consultation regarding proposals to introduce mandatory gender pay gap reporting for private, voluntary, and public sector organisations; potentially from 2017/18.</p>	<p>Potential actions:</p> <p>Support women to progress to Pay Band 6 and above in non-clinical roles and to Very Senior Management level in clinical roles.</p>









Equality issue	Context	Action undertaken, in progress or planned
<p>6. Disabled staff, Black British staff, and staff who were not heterosexual were more likely to report staff-on-staff bullying and harassment (2015 Staff Survey)</p>	<p>2015 NHS Staff Survey: in the last 12 months, overall 11.36% of LPT's respondents had experienced bullying and harassment from a manager, whilst 15.40% had experienced bullying and harassment from other colleagues. In comparison:</p> <ul style="list-style-type: none"> - Disabled staff were more likely to have reported bullying and harassment from a manager (16.67%); - and Disabled staff (22.56%), Black British staff (26.83%), and staff who were not heterosexual (30.00%) were more likely to have reported bullying and harassment from other colleagues (Table 28). <p>The 2015 NHS Staff Survey (Table 29) also indicated higher rates of bullying and harassment from a manager in AMH&LD (15.38%) and in the Administrative and Clerical group (15.11%). A similar pattern of bullying and harassment by workforce area was observed in internal records (Table 26).</p> <p>2015 NHS Staff Survey: in the last 12 months, overall 0.66% of LPT's respondents had experienced physical violence from a manager, and 2.02% had experienced physical violence from other colleagues. In comparison:</p> <ul style="list-style-type: none"> - Disabled staff (1.51%) and male staff (1.70%) were more likely to report having experienced physical violence from a manager (Table 28). <p>The 2015 NHS Staff Survey (Table 29) also indicated higher rates of physical violence from colleagues (as opposed to from managers) in AMH&LD (4.16%) and amongst the Additional clinical Services staff group (4.88%).</p>	<p>Action taken:</p> <p>An in-depth survey of bullying and harassment, discrimination, and career progression in AMH&LD has been undertaken in conjunction with AMH&LD's senior leadership team (November / December 2015). This survey identified particular issues around staff-on-staff bullying and harassment for Black British staff, and particular issues around staff-on-staff physical violence for bank staff (who were disproportionately more likely to be from a BME background, especially Black British). A working group has been set up to deal with the issues arising.</p> <p>Action planned:</p> <p>AMH&LD staff will be surveyed again (in November / December 2016, depending upon the progress of the working group) to determine if the identified issues have been addressed.</p>

Equality issue	Context	Action undertaken, in progress or planned
<p>7. Disabled staff, BME staff, and staff who were not heterosexual were more likely to report discrimination from other staff – associated with a lesser likelihood of feeling that LPT acts fairly in respect of career progression (2015 NHS Staff Survey)</p>	<p>2015 NHS Staff Survey: overall 6.76% of LPT’s respondents had experienced discrimination. In comparison: Disabled staff (13.61%), Asian British staff (11.02%), Black British staff (20.73%), and staff who were not heterosexual (18.37%) were more likely to have reported discrimination (Table 28). The 2015 NHS Staff Survey also indicated that there were higher rates of discrimination in AMH&LD (10.07%; Table 29).</p> <p>Additionally, in the 2015 NHS Staff Survey, overall 89.64% of respondents felt that LPT acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age. In comparison: Disabled staff (83.96%), Asian British staff (77.01%), Black British staff (62.00%), and staff who were not heterosexual (78.05%) were less likely to feel that LPT acts fairly with regard to career progression / promotion (Table 17). The 2015 NHS Staff Survey also indicated that in AMH&LD (84.92%), Enabling (78.64%), and amongst the Administrative and Clerical group (85.44%), staff were less likely to feel that LPT acts fairly with regard to career progression / promotion (Table 18).</p>	<p>Action taken:</p> <p>A specific, in-depth survey of discrimination and issues regarding career progression in AMH&LD has been undertaken in conjunction with AMH&LD’s senior leadership team (November / December 2015). A working group has been set up to deal with the issues arising.</p> <p>AMH&LD staff will be surveyed again (in November / December 2016, depending upon the progress of the working group) to determine if the identified issues have been addressed.</p>

Equality issue	Context	Action undertaken, in progress or planned
<p>8. Disabled Nurses were less likely to report that adequate adjustments had been made for them</p>	<p>2015 NHS Staff Survey: Disabled Nurses were less likely to report that adequate adjustments had been made for them (52.53% of Disabled Nurses versus 65.18% of Disabled staff overall; Table 13).</p> <p>Similarly, in the 2015 NHS Staff Survey, disabled staff were less likely to be satisfied with opportunities for flexible working (51.18% of disabled staff versus 56.30% of staff overall, Table 12). There was an association between Nursing, clinical areas (AMH&LD, CHS), a lower likelihood of satisfaction with the opportunities for flexible working, and lower levels of adequate adjustment for disabled staff (Table 13).</p>	<p>Potential actions:</p> <p>Review adjustments made for Disabled staff (especially amongst nurses), including opportunities for flexible working.</p>
<p>9. Men were overrepresented amongst those who were subject to disciplinary proceedings in 2014/15 to 2015/16</p>	<p>In 2014/15 to 2015/16, 99 employees were subjected to new disciplinary proceedings.</p> <p>Men were more likely to be subjected to disciplinary proceedings (16.90% of the workforce overall versus 37.37% of disciplinary cases, Table 25).</p> <p>There was also a trend for a disproportionately high level of disciplinary proceedings in AMH&LD (25.19% of the workforce overall versus 32.32% of disciplinary cases), CHS (37.46% of the workforce overall versus 46.46% of disciplinary cases), amongst Additional Clinical Services staff (22.07% of the workforce overall versus 32.32% of disciplinary cases) and amongst Nurses (35.52% of the workforce overall versus 41.41% of disciplinary cases, Table 26); reflecting a higher rate of disciplinary proceedings amongst front-line clinical roles.</p>	<p>Potential actions:</p> <p>Review whether progression to formal disciplinary proceedings occurs in a fashion that is fair by gender.</p> <p>Review the relatively high proportion of disciplinary cases in front-line clinical roles and determine if mitigating steps can be taken; noting the relatively high risk for men.</p>










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 ($\alpha = .05$, 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 2015 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

- In Leicestershire Partnership NHS Trust's workforce at March 2016, compared to the local working age population (aged 16 to 64 years old):
 - younger people (aged 29 years and under) were underrepresented;
 - BME people were underrepresented (particularly "other" White, Mixed race, and Asian British people – with the greatest degree of underrepresentation amongst Asian British people);
 - men were underrepresented;
 - single people and people who were Divorced, Legally Separated or Widowed were underrepresented;
 - Atheists and Muslims were underrepresented.

Please refer to Table 3.

- The underrepresentation of younger people at LPT might reflect that the majority of posts at the Trust (54.61%) required a clinical qualification; this underrepresentation was most marked in the Nursing profession (Table 9).
- The underrepresentation of Asian British people amongst staff at LPT was most marked amongst qualified Nursing staff (Table 9). Qualified Nurses were the largest staff group at Leicestershire Partnership NHS Trust (35.86% of all substantive staff at March 2016; Table 2). Meanwhile, Asian British people were overrepresented in non-clinical and Medical roles (Table 9). 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 most marked amongst qualified Nursing staff (Table 9). 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 23.77% of staff (Table 30) 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 2015 NHS Staff Survey: 13.37% of staff who declared their religion or belief on the Electronic Staff Record identified as Atheist, but 23.77% of staff did not declare their religion or belief; whilst 31.88% of those who declared their religion or belief in the 2015 NHS Staff Survey identified as Atheist with only 6.69% of respondents not declaring their religion or belief.

Table 3: Representation in Leicestershire Partnership NHS Trust's workforce at March 2016 compared to the local working age population by protected characteristic

Protected Characteristic		Leicester, Leicestershire and Rutland Overall*		LPT Overall		Data quality notes
		n	%	n	%	
Age Band (years)	29 and under	205340	30.77%	700	12.56%	
	30 to 49	271546	40.69%	2958	53.07%	
	50 and over	190487	28.54%	1916	34.37%	
Disability	Disabled	31616	4.76%	214	5.38%	Disability status was not known for 28.58% of the workforce
	Not Disabled	632233	95.24%	3767	94.62%	
Ethnicity (WRES)	White	513259	77.32%	4352	79.87%	Ethnicity was not known for 2.24% of the workforce
	BME	150590	22.68%	1097	20.13%	
Ethnicity (detailed)	White British	487426	73.42%	4198	77.04%	
	Other White	25833	3.89%	154	2.83%	
	Mixed	10592	1.60%	58	1.06%	
	Asian British	115756	17.44%	702	12.88%	
	Black British	16182	2.44%	275	5.05%	
	Other Ethnicity	8060	1.21%	62	1.14%	
Gender	Female	332509	49.82%	4632	83.10%	
	Male	334864	50.18%	942	16.90%	
Marital Status	Single	269488	40.59%	1650	30.57%	Marital Status was not known for 3.16% of the workforce
	Married†	310784	46.82%	3158	58.50%	
	Divorced‡	83577	12.59%	590	10.93%	
Religion or Belief	Atheism	186299	29.79%	568	13.37%	Religion or Belief was not known for 23.77% of the workforce and 5.80% of the local population
	Christianity	321500	51.41%	2626	61.80%	
	Hinduism	49841	7.97%	308	7.25%	
	Islam	45040	7.20%	176	4.14%	
	Sikhism	16066	2.57%	93	2.19%	
	Other Religion	6599	1.06%	478	11.25%	
Sexual Orientation	Heterosexual	22489	97.80%	4143	97.67%	Sexual Orientation was not known for 23.90% of the workforce
	LGB	506	2.20%	99	2.33%	

* 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 2014 and sexual orientation which is based on the national British Crime Survey 2009/10

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 workforce at March 2016:
 - In Adult Mental Health and Learning Disabilities there were overrepresentations of disabled employees, BME employees (particularly Black British employees), and men; whilst women were underrepresented.
 - In Community Health Services there were overrepresentations of White employees (particularly White British employees), women, and Christians; whilst there were underrepresentations of BME employees (particularly Asian British employees), men, Hindus, and Muslims.
 - 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 underrepresentations of older employees (50 years and over), White employees (particularly White British 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, Hindus, Muslims, and Sikhs; whilst there was an underrepresentation of women.
 - These patterns reflect the distribution of different staff groups across directorates (Table 5) and occupational segregation by protected characteristic within the workforce (Table 9). Please note that employees on Medical Training grades were listed under the Enabling directorate; younger employees (29 years and under), BME employees (particularly Asian British employees), men, and people of minority religions or beliefs were overrepresented amongst employees on Medical Training grades (Table 6), contributing to (but only partially accounting for) the overrepresentation of these groups in Enabling. In the Administrative and Clerical group, which makes up the bulk of staff in Enabling (Table 5) there were overrepresentations of BME employees (particularly Asian British employees), men, Hindus, Muslims, and Sikhs (Table 9).

Please refer to Table 4.

Table 4: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation by directorate and protected characteristic

Protected Characteristic (excludes "not known" categories)	LPT overall		AMH&LD		CHS		Enabling		FYPC		Hosted		
	n	%	n	%	n	%	n	%	n	%	n	%	
Age Band (years)	29 and under	700	12.56%	155	11.04%	266	12.74%	111	20.26%	144	10.86%	24	11.54%
	30 to 49	2958	53.07%	765	54.49%	1060	50.77%	289	52.74%	722	54.45%	122	58.65%
	50 and over	1916	34.37%	484	34.47%	762	36.49%	148	27.01%	460	34.69%	62	29.81%
Disability	Disabled	214	5.38%	51	7.97%	70	4.08%	27	6.82%	56	5.24%	10	6.13%
	Not disabled	3767	94.62%	589	92.03%	1644	95.92%	369	93.18%	1012	94.76%	153	93.87%
Ethnicity (WRES)	White	4352	79.87%	1052	76.40%	1762	85.62%	332	64.09%	1085	82.70%	121	65.76%
	BME	1097	20.13%	325	23.60%	296	14.38%	186	35.91%	227	17.30%	63	34.24%
Ethnicity (detailed)	White British	4198	77.04%	1014	73.64%	1707	82.94%	313	60.42%	1046	79.73%	118	64.13%
	White Other	154	2.83%	38	2.76%	55	2.67%	R	R	39	2.97%	R	R
	Mixed	58	1.06%	19	1.38%	15	0.73%	R	R	R	R	R	R
	Asian British	702	12.88%	149	10.82%	176	8.55%	162	31.27%	159	12.12%	56	30.43%
	Black British	275	5.05%	138	10.02%	78	3.79%	R	R	46	3.51%	R	R
	Other	62	1.14%	19	1.38%	27	1.31%	R	R	R	R	R	R
Gender	Female	4632	83.10%	1054	75.07%	1874	89.75%	396	72.26%	1210	91.25%	98	47.12%
	Male	942	16.90%	350	24.93%	214	10.25%	152	27.74%	116	8.75%	110	52.88%
Marital Status	Single	1650	30.57%	490	36.00%	569	28.08%	188	35.61%	347	27.09%	56	27.72%
	Married†	3158	58.50%	712	52.31%	1203	59.38%	296	56.06%	817	63.78%	130	64.36%
	Divorced‡	590	10.93%	159	11.68%	254	12.54%	44	8.33%	117	9.13%	16	7.92%
Maternity*	Maternity	145	4.82%	27	3.89%	61	5.22%	R	R	41	5.18%	R	R
	Not maternity	2862	95.18%	667	96.11%	1108	94.78%	R	R	751	94.82%	R	R
Religion or Belief	Atheism	568	13.37%	160	16.61%	182	11.13%	68	15.93%	127	11.90%	31	19.75%
	Christianity	2626	61.80%	564	58.57%	1128	68.99%	172	40.28%	692	64.85%	70	44.59%
	Hinduism	308	7.25%	55	5.71%	85	5.20%	66	15.46%	80	7.50%	22	14.01%
	Islam	176	4.14%	34	3.53%	42	2.57%	52	12.18%	33	3.09%	15	9.55%
	Sikhism	93	2.19%	16	1.66%	22	1.35%	R	R	23	2.16%	R	R
	Other	478	11.25%	134	13.91%	176	10.76%	R	R	112	10.50%	R	R
Sexual Orientation	Heterosexual	4143	97.67%	929	97.07%	1610	97.58%	R	R	1036	98.01%	R	R
	LGB	99	2.33%	28	2.93%	40	2.42%	R	R	21	1.99%	R	R

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / * Maternity or adoption leave for women aged under 50 years old

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 5: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation by directorate and staff group

Staff group	LPT overall		AMH&LD		CHS		Enabling		FYPC		Hosted Services	
	n	%	n	%	n	%	n	%	n	%	n	%
Additional clinical Services	1230	22.07%	366	26.07%	617	29.55%	16	2.92%	231	17.42%	0	0.00%
Additional Prof. Scientific and Technical*	212	3.80%	75	5.34%	R	R	84	15.33%	46	3.47%	R	R
Administrative and Clerical**	1297	23.27%	R	R	277	13.27%	338	61.68%	249	18.78%	R	R
Allied Health Professionals	639	11.46%	98	6.98%	330	15.80%	0	0.00%	211	15.91%	0	0.00%
Medical and Dental	216	3.88%	64	4.56%	R	R	88	16.06%	41	3.09%	R	R
Nursing and Midwifery Registered	1980	35.52%	575	40.95%	834	39.94%	R	R	548	41.33%	R	R

** includes Healthcare Scientists / *** includes Estates and Ancillary

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

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 (released by NHS England on 12th April 2016). 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 for 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. Please refer to Table 6.

- Age:
 - In non-clinical posts, younger employees (29 years old and under) were concentrated amongst Apprentices and at Band 2, but were underrepresented at Bands 7 and above; probably reflecting that greater experience and qualifications are required for posts at higher pay bands.
 - In clinical posts, younger people (29 years old and under) were concentrated amongst Apprentices, at Band 5 (the lowest pay band for a qualified nurse), and on Medical Training Grades; again, this probably reflects the career stage of these younger employees.
- Ethnicity:
 - In non-clinical posts, BME employees were concentrated at Bands 2 and 3. Particularly, Asian British employees were concentrated at Bands 2, 3, and 4 and also at Band 6, with lower levels of representation amongst Very Senior Managers. It is noted that Asian British employees in non-clinical posts were also overrepresented amongst employees in younger age bands (Table 7). Consequently, the overrepresentation of Asian British employees at lower non-clinical pay bands may reflect that Asian British employees were, on average, at an earlier stage in their careers when compared to the overall workforce. Nonetheless, the lack of BME staff amongst non-clinical Very Senior Managers is marked.
 - In clinical posts, BME employees were concentrated at Band 2 and in Medical posts, and were underrepresented at Band 2 and at Bands 5 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 another related to the distribution of Black British employees:
 - Asian British employees in clinical posts were underrepresented at Band 3 and Bands 5 to 7, reflecting that Asian British employees were concentrated in Medical roles, with an overall underrepresentation in clinical roles outside of Medicine and with a marked underrepresentation in qualified Nursing roles (Table 9).
 - 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 and qualified pay bands. This may represent a particular equality issue in terms of the progression of Black British employees in clinical posts, both from the lowest Additional clinical Services pay band and from the lowest pay band for qualified Nurses. Notably, there was no evidence that Black British employees in clinical posts were on average younger than their counterparts in the workforce overall (Table 7); thus age and career stage cannot explain this finding.

- The findings related to the overrepresentation of Asian British employees at lower non-clinical pay bands and the overrepresentation of Black British employees at lower unqualified and qualified clinical pay bands can be cross referenced with findings from the 2015 NHS Staff Survey. Leicestershire Partnership NHS Trust's 2015 Staff Survey indicated that BME employees in general, and Asian British and Black British 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 17); these employees were also more likely to report discrimination (Table 28) which may be associated with unfairness in career progression.
- Gender:
 - In non-clinical posts, men were overrepresented at higher pay bands (Band 6 and above). Whilst in clinical posts men were overrepresented in Medical roles and amongst Very Senior Managers. This may represent a particular equality issue in terms of the progression of female employees to higher pay bands, especially in non-clinical posts. Notably, there was no evidence that female employees in either non-clinical or clinical posts were on average younger than their male counterparts (Table 8); thus age and career stage cannot explain this finding. The Government is in consultation regarding proposals to introduce mandatory gender pay gap reporting for private, voluntary and public sector organisations – potentially from October 2016.

Table 6: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation by pay band and protected characteristic

	Age band (years)				Disability			Ethnicity (WRES)*			Ethnicity (detail)*						Total n	
	29 and under	30 to 49	50 and over	Total n	Disabled	Not disabled	Total n	White	BME	Total n	White British	White Other	Mixed	Asian British	Black British	Other		
Non-clinical	Apprentice	100.00%	0.00%	0.00%	17	R	R	16	R	R	16	R	R	R	R	R	R	16
	Band 2	25.98%	35.04%	38.98%	254	5.80%	94.20%	207	70.20%	29.80%	245	66.94%	R	R	26.12%	R	R	245
	Band 3	16.13%	45.81%	38.06%	310	7.29%	92.71%	247	71.90%	28.10%	306	70.92%	R	R	21.90%	3.92%	R	306
	Band 4	10.65%	47.69%	41.67%	216	7.63%	92.37%	131	75.96%	24.04%	208	73.08%	R	R	R	0.00%	0.00%	208
	Band 5	10.77%	58.46%	30.77%	130	R	R	90	76.23%	23.77%	122	75.41%	R	R	R	R	0.00%	122
	Band 6	R	61.32%	R	106	R	R	80	75.49%	24.51%	102	72.55%	R	0.00%	R	R	0.00%	102
	Band 7	R	65.77%	R	111	R	R	75	79.00%	21.00%	100	74.00%	R	0.00%	R	0.00%	R	100
	Band 8a	0.00%	57.38%	42.62%	61	R	R	38	83.05%	16.95%	59	83.05%	0.00%	0.00%	16.95%	0.00%	0.00%	59
	VSM	0.00%	42.39%	57.61%	92	R	R	61	R	R	89	R	R	0.00%	R	R	0.00%	89
Clinical	Apprentice	R	R	R	5	R	R	5	R	R	5	R	R	R	R	R	R	5
	Band 2	16.81%	50.96%	32.22%	571	R	R	409	73.05%	26.95%	564	70.57%	2.48%	R	14.36%	9.40%	R	564
	Band 3	14.66%	46.34%	39.01%	464	4.78%	95.22%	314	88.26%	11.74%	460	86.74%	R	R	7.17%	2.83%	R	460
	Band 4	12.22%	54.44%	33.33%	180	R	R	154	90.00%	10.00%	180	86.67%	R	R	8.33%	R	0.00%	180
	Band 5	18.87%	52.33%	28.80%	1007	4.66%	95.34%	773	79.78%	20.22%	989	77.35%	2.43%	R	6.57%	11.12%	R	989
	Band 6	9.25%	58.95%	31.79%	1167	7.03%	92.97%	839	87.16%	12.84%	1129	84.77%	2.39%	1.15%	6.47%	4.34%	0.89%	1129
	Band 7	R	56.47%	R	464	4.38%	95.62%	297	88.02%	11.98%	459	82.79%	5.23%	R	6.97%	R	R	459
	Band 8a	0.00%	62.81%	37.19%	121	R	R	76	87.60%	12.40%	121	82.64%	R	R	8.26%	R	R	121
	Band 8b	0.00%	55.36%	44.64%	56	R	R	26	80.00%	20.00%	55	78.18%	R	R	R	R	0.00%	55
	Band 8c	0.00%	R	R	10	R	R	4	100.00%	0.00%	10	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10
	Band 8d	0.00%	R	R	8	-	-	0	R	R	8	R	R	0.00%	0.00%	0.00%	R	8
	VSM	0.00%	R	R	18	R	R	6	R	R	17	R	R	0.00%	R	0.00%	R	17
	Medical Training	R	65.48%	R	84	R	R	80	28.57%	71.43%	84	23.81%	R	R	54.76%	R	R	84
	Medical Career	0.00%	64.75%	35.25%	122	R	R	54	38.02%	61.98%	121	29.75%	R	R	57.02%	R	R	121
LPT overall	12.56%	53.07%	34.37%	5574	5.38%	94.62%	3981	79.87%	20.13%	5449	77.04%	2.83%	1.06%	12.88%	5.05%	1.14%	5449	

* excludes "not known" categories / R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 6 is continued overleaf ...

Table 6 continued: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation by pay band and protected characteristic

	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	Christ-ianity	Other	Total n	Hetero-sexual	LGB	Total n	
Non-clinical	Apprentice	R	R	17	100.00%	0.00%	0.00%	15	0.00%	100.00%	10	R	R	R	12	R	R	15
	Band 2	86.22%	13.78%	254	37.82%	52.52%	9.66%	238	R	R	129	10.50%	52.50%	37.00%	200	100.00%	0.00%	188
	Band 3	88.71%	11.29%	310	33.33%	53.67%	13.00%	300	6.13%	93.87%	163	10.23%	56.44%	33.33%	264	R	R	256
	Band 4	85.19%	14.81%	216	25.94%	55.66%	18.40%	212	R	R	103	8.33%	52.38%	39.29%	168	R	R	171
	Band 5	73.08%	26.92%	130	33.60%	52.80%	13.60%	125	R	R	62	18.10%	51.43%	30.48%	105	R	R	110
	Band 6	68.87%	31.13%	106	22.86%	67.62%	9.52%	105	R	R	48	16.47%	57.65%	25.88%	85	100.00%	0.00%	87
	Band 7	62.16%	37.84%	111	25.23%	65.77%	9.01%	111	R	R	43	R	60.00%	R	85	R	R	84
	Band 8a	63.93%	36.07%	61	R	68.97%	R	58	0.00%	100.00%	21	R	57.50%	R	40	R	R	41
	VSM	61.96%	38.04%	92	19.32%	72.73%	7.95%	88	0.00%	100.00%	29	30.26%	55.26%	14.47%	76	R	R	76
Clinical	Apprentice	R	R	5	R	R	R	5	R	R	5	R	R	R	5	R	R	5
	Band 2	81.79%	18.21%	571	32.97%	53.37%	13.66%	549	3.87%	96.13%	310	12.56%	61.56%	25.88%	398	96.99%	3.01%	399
	Band 3	87.07%	12.93%	464	35.63%	50.56%	13.81%	449	R	R	250	14.41%	61.26%	24.32%	333	96.41%	3.59%	334
	Band 4	91.11%	8.89%	180	25.00%	66.11%	8.89%	180	R	R	110	10.61%	71.21%	18.18%	132	R	R	140
	Band 5	87.79%	12.21%	1007	36.43%	52.84%	10.73%	969	6.06%	93.94%	627	12.89%	69.07%	18.04%	776	97.94%	2.06%	778
	Band 6	86.63%	13.37%	1167	28.09%	62.46%	9.45%	1132	5.80%	94.20%	690	12.68%	68.80%	18.52%	891	97.66%	2.34%	899
	Band 7	86.42%	13.58%	464	24.17%	64.52%	11.31%	451	4.76%	95.24%	231	14.41%	68.30%	17.29%	347	R	R	352
	Band 8a	84.30%	15.70%	121	22.50%	68.33%	9.17%	120	R	R	61	18.95%	65.26%	15.79%	95	R	R	91
	Band 8b	82.14%	17.86%	56	R	72.22%	R	54	R	R	23	30.95%	30.95%	38.10%	42	R	R	42
	Band 8c	R	R	10	R	R	R	10	R	R	4	R	R	R	7	R	R	6
	Band 8d	R	R	8	R	R	R	7	R	R	2	R	R	R	5	R	R	5
	VSM	R	R	18	R	R	R	17	R	R	3	R	R	R	13	100.00%	0.00%	14
	Medical Training	61.90%	38.10%	84	R	56.10%	R	82	R	R	51	R	R	66.67%	81	R	R	73
	Medical Career	44.26%	55.74%	122	R	78.51%	R	121	R	R	32	R	R	59.55%	89	R	R	76
LPT overall	83.10%	16.90%	5574	30.57%	58.50%	10.93%	5398	4.82%	95.18%	3007	13.37%	61.80%	24.83%	4249	97.67%	2.33%	4242	

* excludes "not known" categories

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / ** Maternity or adoption leave for women aged under 50 years old

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 7: The age by ethnicity profile of non-clinical and clinical posts in Leicestershire Partnership NHS Trust's overall workforce at March 2016

Ethnicity (detail) (excludes "not known" categories)	Age Band (years)								
	LPT overall		29 and under		30 to 49		50 and over		
	n	%	n	%	n	%	n	%	
Non-clinical	White British	915	73.38%	104	62.28%	401	66.94%	410	85.24%
	White Other	28	2.25%	R	R	15	2.50%	R	R
	Mixed	R	R	R	R	R	R	0	0.00%
	Asian or Asian British	265	21.25%	54	32.34%	160	26.71%	51	10.60%
	Black or Black British	24	1.92%	R	R	13	2.17%	R	R
	Other	R	R	0	0.00%	R	R	R	R
Clinical	White British	3283	78.13%	398	78.81%	1710	74.61%	1175	83.63%
	White Other	126	3.00%	R	R	76	3.32%	R	R
	Mixed	47	1.12%	R	R	30	1.31%	R	R
	Asian or Asian British	437	10.40%	69	13.66%	272	11.87%	96	6.83%
	Black or Black British	251	5.97%	17	3.37%	167	7.29%	67	4.77%
	Other	58	1.38%	R	R	37	1.61%	R	R

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 8: The age by gender profile of non-clinical and clinical posts in Leicestershire Partnership NHS Trust's overall workforce at March 2016

Gender	Age Band (years)								
	LPT overall		29 and under		30 to 49		50 and over		
	n	%	n	%	n	%	n	%	
Non-clinical	Female	1021	78.72%	109	60.89%	499	80.23%	413	83.27%
	Male	276	21.28%	70	39.11%	123	19.77%	83	16.73%
Clinical	Female	3611	84.43%	455	87.33%	1944	83.22%	1212	85.35%
	Male	666	15.57%	66	12.67%	392	16.78%	208	14.65%

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

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's workforce at March 2016:
 - In the Additional clinical Services group there was an overrepresentation of younger employees (29 years and under).
 - In the Additional, Professional, Scientific, and Technical group there was an overrepresentation of Atheists and an underrepresentation of Christians.
 - In the Administrative and Clerical group there were overrepresentations of BME employees (particularly Asian British employees), men, Hindus, Muslims, and Sikhs; whilst there were underrepresentations of Black British employees and Christians.
 - In the Allied Health Professionals group there was an overrepresentation of younger employees (29 years and under) and underrepresentations of older employees (50 years old and over), BME employees (particularly Black British employees), men, and employees who were divorced, legally separated or widowed.
 - In the Medical and Dental group there overrepresentations of BME employees (particularly Asian British employees and "other" ethnic groups, as well as "other" White employees from the White super category), men, Hindus, and Muslims; whilst there were underrepresentations of older employees (50 years and over), White employees (particularly White British employees), women, Christians, and employees who were divorced, legally separated or widowed.
 - In the Nursing and Midwifery group there were overrepresentations of Black British employees and Christians; whilst there were underrepresentations of younger employees (29 years and under), BME employees (particularly Asian British employees), men, Hindus, Muslims, and Sikhs.

Please refer to Table 9.

- 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 7) 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 into types of posts for which there are recruitment shortages. For instance, there are national shortages in qualified nurses; nursing careers could be promoted to Asian British people and men in order to take advantage of an untapped source of potential nursing talent.

Table 9: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation by staff group and protected characteristic

Protected Characteristic (excludes "not known" categories)	LPT overall		Additional clinical Services		Additional Professional Scientific and Technical**		Administrative and Clerical***		Allied Health Professionals		Medical and Dental		Nursing and Midwifery Registered		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Age Band (years)	29 and under	700	12.56%	193	15.69%	27	12.74%	179	13.80%	108	16.90%	27	12.50%	166	8.38%
	30 to 49	2958	53.07%	611	49.67%	133	62.74%	622	47.96%	373	58.37%	140	64.81%	1079	54.49%
	50 and over	1916	34.37%	426	34.63%	52	24.53%	496	38.24%	158	24.73%	49	22.69%	735	37.12%
Disability	Disabled	214	5.38%	32	3.60%	R	R	63	6.67%	40	7.95%	R	R	62	4.51%
	Not disabled	3767	94.62%	857	96.40%	R	R	882	93.33%	463	92.05%	R	R	1313	95.49%
Ethnicity (WRES)	White	4352	79.87%	991	81.43%	149	78.42%	943	75.62%	545	87.06%	74	34.42%	1650	84.44%
	BME	1097	20.13%	226	18.57%	41	21.58%	304	24.38%	81	12.94%	141	65.58%	304	15.56%
Ethnicity (detailed)	White British	4198	77.04%	964	79.21%	140	73.68%	915	73.38%	519	82.91%	58	26.98%	1602	81.99%
	White Other	154	2.83%	27	2.22%	R	R	28	2.25%	26	4.15%	16	7.44%	48	2.46%
	Mixed	58	1.06%	13	1.07%	R	R	R	R	R	R	R	R	20	1.02%
	Asian British	702	12.88%	131	10.76%	35	18.42%	265	21.25%	58	9.27%	120	55.81%	93	4.76%
	Black British	275	5.05%	68	5.59%	R	R	24	1.92%	R	R	R	R	168	8.60%
	Other	62	1.14%	14	1.15%	R	R	R	R	R	R	11	5.12%	23	1.18%
Gender	Female	4632	83.10%	1049	85.28%	171	80.66%	1021	78.72%	563	88.11%	108	50.00%	1720	86.87%
	Male	942	16.90%	181	14.72%	41	19.34%	276	21.28%	76	11.89%	108	50.00%	260	13.13%
Marital Status	Single	1650	30.57%	396	33.25%	R	R	383	30.59%	220	35.14%	R	R	526	27.44%
	Married†	3158	58.50%	640	53.74%	117	58.50%	718	57.35%	373	59.58%	150	70.75%	1160	60.51%
	Divorced‡	590	10.93%	155	13.01%	R	R	151	12.06%	33	5.27%	R	R	231	12.05%
Maternity*	Maternity	145	4.82%	23	3.36%	R	R	24	3.95%	25	5.91%	R	R	56	5.21%
	Not maternity	2862	95.18%	661	96.64%	R	R	584	96.05%	398	94.09%	R	R	1018	94.79%
Religion or Belief	Atheism	568	13.37%	115	13.14%	40	32.00%	137	13.24%	81	16.14%	19	10.67%	176	11.47%
	Christianity	2626	61.80%	549	62.74%	39	31.20%	563	54.40%	322	64.14%	48	26.97%	1105	72.03%
	Hinduism	308	7.25%	55	6.29%	11	8.80%	122	11.79%	25	4.98%	46	25.84%	49	3.19%
	Islam	176	4.14%	25	2.86%	R	R	64	6.18%	R	R	36	20.22%	27	1.76%
	Sikhism	93	2.19%	21	2.40%	R	R	42	4.06%	R	R	R	R	13	0.85%
	Other	478	11.25%	110	12.57%	R	R	107	10.34%	52	10.36%	R	R	164	10.69%
Sexual Orientation	Heterosexual	4143	97.67%	859	96.95%	R	R	1012	98.44%	R	R	R	R	1499	97.46%
	LGB	99	2.33%	27	3.05%	R	R	16	1.56%	R	R	R	R	39	2.54%

† 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 – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

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 workforce at March 2016:
 - Amongst those in part-time posts there were underrepresentations of younger employees (29 years and under), BME employees (particularly Asian British and Black British employees), men, single people, Atheists, Muslims, and LGB employees.

Please refer to Table 10.

- The findings around age, gender, and marital status might reflect the career stage and caring responsibilities of different groups of employees; whilst the findings around ethnicity might reflect occupational segregation in the workforce - occupational groups with overrepresentations of BME employees (Administrative and Clerical and Medical and Dental, Table 9) were also less likely to have part-time posts (Table 11).
- Cross referencing with the 2015 NHS Staff Survey, LPT's disabled employees were less likely to be satisfied with the opportunities for flexible working (Table 12). Additionally, there was an association between Nursing, some clinical areas (AMH&LD, CHS), a lower likelihood of satisfaction with the opportunities for flexible working, and lower levels of adequate adjustment for disabled employees (Table 13).

Table 10: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation by working pattern and protected characteristic

Protected Characteristic (excludes "not known" categories)		Overall		Full-time		Part-time	
		n	%	n	%	n	%
Age Band (years)	29 and under	700	12.56%	605	17.94%	95	4.32%
	30 to 49	2958	53.07%	1694	50.22%	1264	57.43%
	50 and over	1916	34.37%	1074	31.84%	842	38.26%
Disability	Disabled	214	5.38%	135	5.61%	79	5.01%
	Not disabled	3767	94.62%	2270	94.39%	1497	94.99%
Ethnicity (WRES)	White	4352	79.87%	2481	75.55%	1871	86.42%
	BME	1097	20.13%	803	24.45%	294	13.58%
Ethnicity (detailed)	White British	4198	77.04%	2387	72.69%	1811	83.65%
	White Other	154	2.83%	94	2.86%	60	2.77%
	Mixed	58	1.06%	42	1.28%	16	0.74%
	Asian British	702	12.88%	511	15.56%	191	8.82%
	Black British	275	5.05%	202	6.15%	73	3.37%
	Other	62	1.14%	48	1.46%	14	0.65%
Gender	Female	4632	83.10%	2539	75.27%	2093	95.09%
	Male	942	16.90%	834	24.73%	108	4.91%
Marital Status	Single	1650	30.57%	1205	36.99%	445	20.79%
	Married†	3158	58.50%	1686	51.75%	1472	68.79%
	Divorced‡	590	10.93%	367	11.26%	223	10.42%
Maternity*	Maternity	145	4.82%	79	4.66%	66	5.03%
	Not maternity	2862	95.18%	1616	95.34%	1246	94.97%
Religion or Belief	Atheism	568	13.37%	407	15.57%	161	9.85%
	Christianity	2626	61.80%	1501	57.42%	1125	68.81%
	Hinduism	308	7.25%	218	8.34%	90	5.50%
	Islam	176	4.14%	138	5.28%	38	2.32%
	Sikhism	93	2.19%	70	2.68%	23	1.41%
	Other	478	11.25%	280	10.71%	198	12.11%
Sexual Orientation	Heterosexual	4143	97.67%	2545	97.14%	1598	98.52%
	LGB	99	2.33%	75	2.86%	24	1.48%

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

Table 11: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation by working pattern and protected characteristic

	LPT overall		Full-time		Part-time	
	n	%	n	%	n	%
Additional clinical Services	1230	22.07%	692	20.52%	538	24.44%
Additional Professional Scientific and Technical*	212	3.80%	117	3.47%	95	4.32%
Staff group Administrative and Clerical**	1297	23.27%	873	25.88%	424	19.26%
Allied Health Professionals	639	11.46%	307	9.10%	332	15.08%
Medical and Dental	216	3.88%	172	5.10%	44	2.00%
Nursing and Midwifery Registered	1980	35.52%	1212	35.93%	768	34.89%

* includes Healthcare Scientists / ** includes Estates and Ancillary

Table 12: NHS Staff Survey 2015: satisfaction with opportunities for flexible working and adequate adjustments for disabled employees by protected characteristic

Protected Characteristic (excludes "not known" categories)	5h. How satisfied are you with the opportunities for flexible working patterns? % Satisfied or Very satisfied (n / total n)	
Age Band (years)	21-30	51.45% (124/241)
	31-40	63.20% (249/394)
	41-50	58.11% (351/604)
	51-65	54.19% (427/788)
	66+	40.38% (21/52)
Disability	Disability	51.18% (238/465)
	No Disability	58.11% (946/1628)
Ethnicity (WRES)	White	55.59% (970/1745)
	BME	59.18% (216/365)
Ethnicity (detail)	White	55.59% (970/1745)
	Asian	61.54% (152/247)
	Black	53.75% (43/80)
	Mixed	47.62% (10/21)
	Other	64.71% (11/17)
Gender	Female	57.36% (1025/1787)
	Male	50.98% (182/357)
Religion or Belief	No Religion	55.31% (344/622)
	Christian	57.85% (634/1096)
	Hindu	61.98% (75/121)
	Muslim	71.11% (32/45)
	Sikh	68.97% (20/29)
	Other	66.67% (12/18)
	Prefer not to say	43.57% (61/140)
Sexual Orientation	Heterosexual	57.53% (1092/1898)
	LGBO	47.06% (24/51)
LPT overall		56.30% (1207/2144)

Table 13: NHS Staff Survey 2015: satisfaction with opportunities for flexible working and adequate adjustments for disabled employees by workforce area

Workforce Area		5h. How satisfied are you with the opportunities for flexible working patterns?	27b. Has your employer made adequate adjustment(s) to enable you to carry out your work? Disabled employees only
		% Satisfied or Very satisfied (n / total n)	% Yes (n / total n)
Service	AMH&LD	49.24% (227/461)	54.84% (51/93)
	CHS	48.55% (369/760)	64.81% (70/108)
	Enabling	65.28% (173/265)	84.62% (22/26)
	FYPC	65.92% (385/584)	70.37% (57/81)
	Hosted	71.62% (53/74)	R
Staff Group	Add. Prof. Scientific and Technical	72.37% (55/76)	R
	Additional clinical Services	43.43% (162/373)	73.33% (55/75)
	Administrative and Clerical	64.92% (409/630)	72.62% (61/84)
	Allied Health Professionals	65.44% (214/327)	70.00% (28/40)
	Medical and Dental	47.06% (32/68)	R
	Nursing and Midwifery Registered	49.62% (326/657)	52.53% (52/99)
LPT overall		56.30% (1207/2144)	65.18% (204/313)

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

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

- Younger people, BME people (especially Asian British), single people, and people of minority faiths (Hindus, Muslims, Sikhs, and “other” religious groups) were overrepresented amongst applicants to posts at Leicestershire Partnership NHS Trust compared to expectations based on the profile of the local working age population; but these same groups were underrepresented amongst those shortlisted compared to those not shortlisted, whilst BME people were also underrepresented amongst those appointed compared to those shortlisted but not appointed (Table 14).
- It is noted that within LPT's workforce, younger people and BME people were overrepresented at lower pay bands (Table 6) and that Asian British employees (who make up the bulk of BME employees at LPT, Table 3) have a younger profile than the workforce overall (Table 7). It can 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; Asian British people were underrepresented in these roles (Table 9). 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. 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 14); this may reflect a female gender bias in the Nursing profession, although men were underrepresented in all 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.

Table 14: Leicestershire Partnership NHS Trust's recruitment process: representation amongst applicants compared to the local population, amongst those shortlisted compared to those not shortlisted, and amongst those appointed compared to those shortlisted but not appointed, by protected characteristic

Protected Characteristic (excludes "not known" categories)	Application Stage				Shortlisting Stage				Appointment Stage				
	Leicester, Leicestershire and Rutland Overall*		Applicants		Not Shortlisted		Shortlisted		Not Appointed		Appointed		
	n	%	n	%	n	%	n	%	n	%	n	%	
Age Band (years)	29 and under	205340	30.77%	6259	39.93%	4464	45.00%	1795	31.21%	1556	30.84%	239	33.80%
	30 to 49	271546	40.69%	7373	47.04%	4395	44.30%	2978	51.77%	2619	51.91%	359	50.78%
	50 and over	190487	28.54%	2041	13.02%	1062	10.70%	979	17.02%	870	17.24%	109	15.42%
Disability	Disabled	31616	4.76%	790	5.14%	445	4.57%	345	6.14%	306	6.21%	39	5.64%
	Not Disabled	632233	95.24%	14571	94.86%	9293	95.43%	5278	93.86%	4625	93.79%	653	94.36%
Ethnicity (WRES)	White	513259	77.32%	8312	54.22%	4871	49.84%	3441	61.92%	2964	60.50%	477	72.49%
	BME	150590	22.68%	7018	45.78%	4902	50.16%	2116	38.08%	1935	39.50%	181	27.51%
Ethnicity (detailed)	White British	487426	73.42%	7626	49.75%	4360	44.61%	3266	58.77%	2806	57.28%	460	69.91%
	Other White	25833	3.89%	686	4.47%	511	5.23%	175	3.15%	158	3.23%	17	2.58%
	Mixed	10592	1.60%	370	2.41%	268	2.74%	102	1.84%	R	R	R	R
	Asian British	115756	17.44%	4823	31.46%	3483	35.64%	1340	24.11%	1231	25.13%	109	16.57%
	Black British	16182	2.44%	1674	10.92%	1048	10.72%	626	11.27%	571	11.66%	55	8.36%
	Other	8060	1.21%	151	0.98%	103	1.05%	48	0.86%	R	R	R	R
Gender	Female	332509	49.82%	11761	75.33%	7284	73.55%	4477	78.42%	3914	78.12%	563	80.54%
	Male	334864	50.18%	3852	24.67%	2620	26.45%	1232	21.58%	1096	21.88%	136	19.46%
Marital Status	Single	269488	40.59%	7585	50.58%	5195	53.78%	2390	44.80%	2130	44.99%	260	43.26%
	Married†	310784	46.82%	6370	42.48%	3856	39.92%	2514	47.12%	2221	46.92%	293	48.75%
	Divorced‡	83577	12.59%	1040	6.94%	609	6.30%	431	8.08%	383	8.09%	48	7.99%
Religion or Belief	Atheism	186299	29.79%	1839	12.89%	1154	12.65%	685	13.33%	589	12.97%	96	16.08%
	Christianity	321500	51.41%	6501	45.57%	3789	41.52%	2712	52.76%	2384	52.48%	328	54.94%
	Hinduism	49841	7.97%	1955	13.70%	1414	15.49%	541	10.53%	489	10.76%	52	8.71%
	Islam	45040	7.20%	1733	12.15%	1289	14.12%	444	8.64%	410	9.02%	34	5.70%
	Sikhism	16066	2.57%	708	4.96%	507	5.56%	201	3.91%	187	4.12%	14	2.35%
	Other	6599	1.06%	1530	10.72%	973	10.66%	557	10.84%	484	10.65%	73	12.23%
Sexual Orientation	Heterosexual	22489	97.80%	13881	97.38%	8798	97.23%	5083	97.66%	4481	97.75%	602	96.94%
	LGB	506	2.20%	373	2.62%	251	2.77%	122	2.34%	103	2.25%	19	3.06%

* 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 2014 and sexual orientation which is based on the national British Crime Survey 2009/10

† includes Civil Partnership / ‡ includes Legally Separated and Widowed

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

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's workforce at March 2016:
 - Younger people (29 year old and under, and 30 to 49 years old) were overrepresented amongst those promoted; this probably reflected differences in career stage by age (Table 15) – older people tended to be at higher pay bands already (Table 6).
 - BME employees (particularly Asian British employees) were underrepresented amongst those accessing non-mandatory training (Table 15); this probably reflected occupational segregation within the workforce, please see below for further explanation.
- 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 16); whilst Asian British people were underrepresented in this occupational group (Table 9). 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 16); Asian British people were concentrated in these occupational groups (Table 9).
- Cross referencing with the 2015 NHS Staff Survey (question 18a), the patterns observed above involving the uptake of non-mandatory training and ethnicity are not apparent (Table 17). However, according to the 2015 NHS Staff Survey, those in the Administrative and Clerical group are less likely to have undertaken non-mandatory training in the past 12 months and are less likely to agree that their training, learning and development has helped them to do their job more effectively (Table 18). Investigating and addressing the lower uptake of non-mandatory in the Administrative and Clerical group, which may be related to a perceived or actual lower efficacy for training for this group, could help to address the observed inequality in the uptake of non-mandatory training across ethnic groups. This may in turn help to address the underrepresentation of BME employees at higher pay bands (Table 6); notably, employees who had accessed non-mandatory training were overrepresented amongst those who had been promoted in the past year (Table 16, which might also reflect that those promoted were disproportionately more likely to belong to the Nursing staff group).
- The 2015 NHS Staff Survey also indicated that Disabled employees were less likely to have undertaken non-mandatory training in the last 12 months (Table 17). Although this pattern is not apparent in Leicestershire Partnership NHS Trust's own records on the uptake of non-mandatory training (Table 15), the Disability status of 28.58% of staff is not known the Electronic Staff Record. Consequently, the Staff Survey may be the better indicator. A lower uptake of non-mandatory training amongst Disabled employees might be linked to the 2015 Staff Survey finding that LPT's Disabled employees were also less likely to believe that the Trust acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Table 17).

Table 15: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation amongst those promoted and those who accessed non-mandatory training, by protected characteristic

Protected Characteristic (excludes "not known" categories)	LPT overall		Promotions		Accessed Non-mandatory Training		
	n	%	n	%	n	%	
Age Band (years)	29 and under	700	12.56%	52	17.87%	374	12.61%
	30 to 49	2958	53.07%	188	64.60%	1577	53.17%
	50 and over	1916	34.37%	51	17.53%	1015	34.22%
Disability	Disabled	214	5.38%	20	8.40%	110	5.18%
	Not disabled	3767	94.62%	218	91.60%	2014	94.82%
Ethnicity (WRES)	White	4352	79.87%	226	78.20%	2399	82.24%
	BME	1097	20.13%	63	21.80%	518	17.76%
Ethnicity (detailed)	White British	4198	77.04%	220	76.12%	2333	79.98%
	White Other	154	2.83%	R	R	66	2.26%
	Mixed	58	1.06%	R	R	32	1.10%
	Asian British	702	12.88%	38	13.15%	295	10.11%
	Black British	275	5.05%	19	6.57%	157	5.38%
	Other	62	1.14%	R	R	34	1.17%
Gender	Female	4632	83.10%	240	82.47%	2556	86.18%
	Male	942	16.90%	51	17.53%	410	13.82%
Marital Status	Single	1650	30.57%	115	40.78%	880	30.58%
	Married / Civil Partnership	3158	58.50%	152	53.90%	1675	58.20%
	Divorced / Legally Separated / Widowed	590	10.93%	15	5.32%	323	11.22%
Maternity	Maternity	145	4.82%	R	R	45	2.69%
	Not maternity	2862	95.18%	R	R	1626	97.31%
Religion or Belief	Atheism	568	13.37%	40	16.33%	293	12.62%
	Christianity	2626	61.80%	135	55.10%	1508	64.94%
	Hinduism	308	7.25%	R	R	141	6.07%
	Islam	176	4.14%	18	7.35%	74	3.19%
	Sikhism	93	2.19%	R	R	43	1.85%
	Other	478	11.25%	35	14.29%	263	11.33%
Sexual Orientation	Heterosexual	4143	97.67%	R	R	2266	97.71%
	LGB	99	2.33%	R	R	53	2.29%

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 16: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2015 compared to representation amongst those promoted and those who accessed non-mandatory training, by workforce area

		LPT overall		Promotions		Accessed Non-mandatory Training	
		n	%	n	%	n	%
Working Pattern	Full-time	3373	60.51%	203	69.76%	1880	63.39%
	Part-time	2201	39.49%	88	30.24%	1086	36.61%
Staff Group	Additional clinical Services	1230	22.07%	61	20.96%	608	20.50%
	Add. Prof. Scientific and Tech.*	212	3.80%	R	R	45	1.52%
	Administrative and Clerical**	1297	23.27%	73	25.09%	479	16.15%
	Allied Health Professionals	639	11.46%	15	5.15%	313	10.55%
	Medical and Dental	216	3.88%	R	R	50	1.69%
	Nursing and Midwifery Registered	1980	35.52%	124	42.61%	1471	49.60%
Non-mandatory training	Accessed	2966	53.21%	191	65.64%		
	Not Accessed	2608	46.79%	100	34.36%		

* includes Healthcare Scientists / ** includes Estates and Ancillary

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 17: NHS Staff Survey 2015: fairness in career progression and access to non-mandatory training, by protected characteristics

Protected Characteristic (excludes "not known" categories)	Q16. 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)	Q18a. Have you had any training, learning or development in the last 12 months? (not including mandatory training) % Yes (n / total n)	Q18b. My training, learning and development has helped me to do my job more effectively. % Agree / Strongly agree (n / total n)	
Age Group	21-30	90.91% (170/187)	85.36% (204/239)	85.71% (174/203)
	31-40	88.97% (250/281)	82.43% (319/387)	84.54% (268/317)
	41-50	88.34% (394/446)	84.37% (502/595)	83.60% (418/500)
	51-65	90.21% (516/572)	82.05% (640/780)	77.34% (488/631)
	66+	91.43% (32/35)	68.52% (37/54)	80.56% (29/36)
Disability	Disability	83.69% (272/325)	77.29% (354/458)	77.36% (270/349)
	No Disability	91.14% (1100/1207)	84.62% (1365/1613)	82.80% (1122/1355)
Ethnicity (WRES)	White	92.79% (1197/1290)	83.18% (1429/1718)	81.00% (1147/1416)
	BME	74.60% (185/248)	80.77% (294/364)	86.30% (252/292)
Ethnicity (detail)	White	92.79% (1197/1290)	83.18% (1429/1718)	81.00% (1147/1416)
	Asian or Asian British	77.01% (134/174)	78.10% (189/242)	84.49% (158/187)
	Black or Black British	62.00% (31/50)	86.59% (71/82)	95.77% (68/71)
	Mixed	75.00% (9/12)	76.19% (16/21)	68.75% (11/16)
	Other ethnic groups	91.67% (11/12)	94.74% (18/19)	83.33% (15/18)
Gender	Female	90.73% (1184/1305)	82.66% (1459/1765)	81.66% (1180/1445)
	Male	84.17% (218/259)	83.19% (292/351)	81.44% (237/291)
Religion or Belief	No Religion	87.94% (401/456)	82.98% (507/611)	78.97% (398/504)
	Christian	93.05% (763/820)	84.83% (923/1088)	83.59% (764/914)
	Hindu	77.78% (70/90)	75.41% (92/122)	81.32% (74/91)
	Muslim	81.25% (26/32)	73.33% (33/45)	90.91% (30/33)
	Sikh	86.36% (19/22)	82.14% (23/28)	81.82% (18/22)
	Any Other Religion	92.86% (13/14)	73.68% (14/19)	92.31% (12/13)
	Prefer not to say	79.01% (64/81)	80.74% (109/135)	74.31% (81/109)
Sexual Orientation	Heterosexual	90.66% (1272/1403)	82.91% (1557/1878)	82.44% (1272/1543)
	LGBO	78.05% (32/41)	90.20% (46/51)	80.00% (36/45)
LPT overall	89.64% (1402/1564)	82.75% (1751/2116)	81.62% (1417/1736)	

Table 18: NHS Staff Survey 2015: fairness in career progression and access to non-mandatory training, by workforce area

Workforce Area		Q16. 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)	Q18a. Have you had any training, learning or development in the last 12 months? (not including mandatory training) % Yes (n / total n)	Q18b. My training, learning and development has helped me to do my job more effectively. % Agree / Strongly agree (n / total n)
Service	AMH&LD	84.92% (276/325)	82.57% (379/459)	77.98% (294/377)
	CHS	94.59% (525/555)	83.16% (622/748)	81.46% (501/615)
	Enabling	78.64% (162/206)	78.46% (204/260)	82.27% (167/203)
	FYPC	92.67% (392/423)	85.99% (497/578)	84.62% (418/494)
	Hosted	85.45% (47/55)	69.01% (49/71)	78.72% (37/47)
Staff Group	Add. Prof. Scientific and Tech.	86.67% (39/45)	80.26% (61/76)	75.41% (46/61)
	Additional clinical Services	89.22% (240/269)	81.74% (300/367)	81.42% (241/296)
	Administrative and Clerical	85.44% (405/474)	71.87% (442/615)	76.38% (333/436)
	Allied Health Professionals	95.28% (222/233)	88.31% (287/325)	83.97% (241/287)
	Medical and Dental	86.96% (40/46)	96.97% (64/66)	82.81% (53/64)
	Nursing and Midwifery Reg.	91.62% (448/489)	89.91% (588/654)	84.91% (495/583)
LPT overall		89.64% (1402/1564)	82.75% (1751/2116)	81.62% (1417/1736)

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

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's workforce at March 2016:
 - BME people (particularly Asian British people), younger people, single people, Muslims, and men were overrepresented amongst those leaving the workforce in 2015/16 (Table 19). This reflected an overrepresentation of Medical Trainees amongst leavers (Table 20) amongst whom there were overrepresentations of the aforementioned demographic groups (Table 6); Medical Trainees were more likely leave due to the end of a fixed term contract (Table 24). Indeed, the underrepresentation of Asian British people in the workforce (Table 3) could potentially be addressed by attracting Asian British people into posts that do not involve such a high level of use of fixed term contracts (for instance, qualified Nursing posts which exhibited a marked underrepresentation of Asian British people, Table 9).
 - Older people (50 years old and over) were also overrepresented amongst leavers in 2015/16 (Table 19), primarily due to retirement (Table 22). In particular, Nurses were overrepresented amongst those leaving due to retirement (Table 23), although as an occupational group, nurses were not disproportionately more likely to leave to the workforce (Table 21).

Table 19: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2015/16 (excluding dismissals), by protected characteristic

Protected Characteristic (excludes "not known" categories)	LPT overall		LPT Leavers overall		
	n	%	n	%	
Age Band (years)	29 and under	700	12.56%	162	23.21%
	30 to 49	2958	53.07%	257	36.82%
	50 and over	1916	34.37%	279	39.97%
Disability	Disabled	214	5.38%	44	8.27%
	Not disabled	3767	94.62%	488	91.73%
Ethnicity (WRES)	White	4352	79.87%	507	73.91%
	BME	1097	20.13%	179	26.09%
Ethnicity (detailed)	White British	4198	77.04%	484	70.55%
	White Other	154	2.83%	23	3.35%
	Mixed	58	1.06%	10	1.46%
	Asian British	702	12.88%	124	18.08%
	Black British	275	5.05%	35	5.10%
	Other	62	1.14%	10	1.46%
Gender	Female	4632	83.10%	540	77.36%
	Male	942	16.90%	158	22.64%
Marital Status	Single	1650	30.57%	258	37.83%
	Married / Civil Partnership	3158	58.50%	345	50.59%
	Divorced / Legally Separated / Widowed	590	10.93%	79	11.58%
Maternity	Maternity	145	4.82%	R	R
	Not maternity	2862	95.18%	R	R
Religion or Belief	Atheism	568	13.37%	78	14.34%
	Christianity	2626	61.80%	306	56.25%
	Hinduism	308	7.25%	46	8.46%
	Islam	176	4.14%	47	8.64%
	Sikhism	93	2.19%	10	1.84%
	Other	478	11.25%	57	10.48%
Sexual Orientation	Heterosexual	4143	97.67%	545	97.67%
	LGB	99	2.33%	13	2.33%

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 20: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2015/16 (excluding dismissals), by pay band

	LPT Overall		LPT Leavers overall		
	n	%	n	%	
Non-clinical	Apprentice	17	0.30%	R	R
	Band 2	254	4.56%	27	3.87%
	Band 3	310	5.56%	35	5.01%
	Band 4	216	3.88%	23	3.30%
	Band 5	130	2.33%	21	3.01%
	Band 6	106	1.90%	13	1.86%
	Band 7	111	1.99%	R	R
	Band 8a	61	1.09%	R	R
	Very Senior Manager	92	1.65%	R	R
Clinical	Apprentice	R	R	R	R
	Band 2	571	10.24%	47	6.73%
	Band 3	464	8.32%	39	5.59%
	Band 4	180	3.23%	20	2.87%
	Band 5	1007	18.07%	125	17.91%
	Band 6	1167	20.94%	126	18.05%
	Band 7	464	8.32%	69	9.89%
	Band 8a	121	2.17%	16	2.29%
	Band 8b	56	1.00%	R	R
	Band 8c	10	0.18%	R	R
	Band 8d	R	R	R	R
	Very Senior Manager	18	0.32%	R	R
	Medical Training	84	1.51%	95	13.61%
	Medical Career	122	2.19%	R	R

Table 21: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2015/16 (excluding dismissals), by occupational group

	LPT Overall		LPT Leavers overall	
	n	%	n	%
Additional clinical Services	1230	22.07%	128	18.34%
Additional Professional Scientific and Technical*	212	3.80%	24	3.44%
Administrative and Clerical**	1297	23.27%	138	19.77%
Allied Health Professionals	639	11.46%	77	11.03%
Medical and Dental	216	3.88%	99	14.18%
Nursing and Midwifery Registered	1980	35.52%	232	33.24%

* includes Healthcare Scientists / ** includes Estates and Ancillary

Table 22: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2015/16 (excluding dismissals), by reason for leaving and protected characteristic

Protected Characteristic (excludes "not known" categories)	Leavers Overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Age Band (years)	29 and under	161	23.64%	R	R	R	R	58	58.59%	0	0.00%	0	0.00%	98	25.86%
	30 to 49	250	36.71%	R	R	18	45.00%	R	R	R	R	R	R	191	50.40%
	50 and over	270	39.65%	R	R	R	R	R	R	R	R	R	R	90	23.75%
Disability	Disabled	42	8.05%	R	R	R	R	R	R	R	R	R	R	24	7.36%
	Not disabled	480	91.95%	R	R	R	R	R	R	R	R	R	R	302	92.64%
Ethnicity (WRES)	White	496	74.14%	R	R	25	62.50%	43	43.88%	R	R	125	87.41%	290	77.96%
	BME	173	25.86%	R	R	15	37.50%	55	56.12%	R	R	18	12.59%	82	22.04%
Ethnicity (detailed)	White British	473	70.70%	R	R	25	62.50%	38	38.78%	R	R	118	82.52%	279	75.00%
	White Other	23	3.44%	R	R	0	0.00%	R	R	R	R	R	R	R	R
	Mixed	10	1.49%	R	R	0	0.00%	R	R	R	R	R	R	R	R
	Asian British	119	17.79%	R	R	R	R	42	42.86%	R	R	R	R	56	15.05%
	Black British	34	5.08%	R	R	R	R	R	R	R	R	R	R	18	4.84%
	Other	10	1.49%	R	R	0	0.00%	R	R	R	R	R	R	R	R
Gender	Female	527	77.39%	R	R	27	67.50%	58	58.59%	13	100.00%	123	84.25%	302	79.68%
	Male	154	22.61%	R	R	13	32.50%	41	41.41%	0	0.00%	23	15.75%	77	20.32%
Marital Status	Single	251	37.74%	R	R	16	40.00%	59	62.77%	R	R	21	14.58%	151	40.81%
	Married	336	50.53%	R	R	R	R	R	R	R	R	101	70.14%	178	48.11%
	Divorced	78	11.73%	R	R	R	R	R	R	R	R	22	15.28%	41	11.08%
Maternity	Maternity	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	Not maternity	R	R	R	R	R	R	R	R	R	R	R	R	R	R
Religion or Belief	Atheism	77	14.47%	R	R	R	R	19	21.59%	R	R	10	10.20%	40	12.99%
	Christianity	298	56.02%	R	R	10	35.71%	21	23.86%	R	R	76	77.55%	183	59.42%
	Hinduism	44	8.27%	R	R	R	R	R	R	R	R	R	R	21	6.82%
	Islam	46	8.65%	R	R	R	R	23	26.14%	R	R	R	R	R	R
	Sikhism	10	1.88%	R	R	0	0.00%	R	R	R	R	R	R	R	R
	Other	57	10.71%	R	R	R	R	R	R	R	R	R	R	39	12.66%
Sexual Orientation	Heterosexual	534	97.62%	R	R	R	R	R	R	R	R	R	R	R	R
	LGB	13	2.38%	R	R	R	R	R	R	R	R	R	R	4	R

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 23: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2015/16 (excluding dismissals), by reason for leaving and occupational group

	Leavers Overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Additional clinical Services	120	17.62%	R	R	R	R	11	11.11%	R	R	31	21.23%	70	18.47%
Add. Prof. Sci. and Tech. *	24	3.52%	R	R	R	R	R	R	0	0.00%	R	R	14	3.69%
Staff Group Administrative and Clerical **	135	19.82%	R	R	R	R	R	R	R	R	18	12.33%	99	26.12%
Allied Health Professionals	76	11.16%	R	R	19	47.50%	0	0.00%	0	0.00%	R	R	47	12.40%
Medical and Dental	99	14.54%	R	R	0	0.00%	75	75.76%	0	0.00%	R	R	23	6.07%
Nursing and Midwifery Registered	227	33.33%	R	R	R	R	R	R	R	R	83	56.85%	126	33.25%

* includes Healthcare Scientists / ** includes Estates and Ancillary

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 24: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2015/16 (excluding dismissals), by reason for leaving and pay band

	Overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Non-clinical	Apprentice	R	R	R	R	R	R	R	R	R	R	R	R	R	
	Band 2	26	3.82%	R	R	R	R	R	R	R	R	R	20	5.28%	
	Band 3	35	5.14%	R	R	R	R	R	R	R	R	R	31	8.18%	
	Band 4	21	3.08%	R	R	R	R	R	R	R	R	R	15	3.96%	
	Band 5	21	3.08%	R	R	R	R	R	R	R	R	R	15	3.96%	
	Band 6	13	1.91%	R	R	R	R	R	R	R	R	R	10	2.64%	
	Band 7	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	
	VSM	R	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	R	
	Band 2	41	6.02%	R	R	R	R	R	R	R	16	10.96%	24	6.33%	
	Band 3	37	5.43%	R	R	R	R	R	R	R	12	8.22%	24	6.33%	
	Band 4	20	2.94%	R	R	R	R	R	R	R	R	R	12	3.17%	
	Band 5	124	18.21%	R	R	R	R	R	R	R	30	20.55%	85	22.43%	
	Band 6	124	18.21%	R	R	10	25.00%	11	11.11%	R	R	37	25.34%	65	17.15%
	Band 7	67	9.84%	R	R	18	45.00%	R	R	R	21	14.38%	26	6.86%	
	Band 8a	15	2.20%	R	R	R	R	R	R	R	R	R	10	2.64%	
	Band 8b	R	R	R	R	R	R	R	R	R	R	R	R	R	
	Band 8c	R	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	R	
	VSM	R	R	R	R	R	R	R	R	R	R	R	R	R	
	Medical Training	95	13.95%	R	R	R	R	75	75.76%	R	R	R	R	19	5.01%
	Medical Career	R	R	R	R	R	R	R	R	R	R	R	R	R	

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

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 2014/15 and 2015/16 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:
 - Employees aged 60 years and over and employees in the “other” White ethnic group were overrepresented amongst bullying and harassment complainants, although numbers were small (Table 25); it is noted that employees aged 60 years and over were also overrepresented amongst those dismissed on the grounds of capability.
 - However, cross referencing with the 2015 NHS Staff Survey indicates a different pattern of bullying and harassment amongst LPT’s employees. In the 2015 NHS Staff Survey, employees aged 41 to 50 years and also Disabled employees more likely to report bullying and harassment from a manager, whilst Disabled employees, Black British employees, and employees who were not heterosexual more likely to report bullying and harassment from other colleagues (Table 28).
 - Thus, there is a difference between the pattern of bullying and harassment recorded within Leicestershire Partnership NHS Trust and that reported in the 2015 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 2015 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.
 - Disabled employees and men were more likely to report having experienced physical violence from a manager in the 2015 NHS Staff Survey (Table 28).
 - In terms of the workforce areas most affected by these issues, official records indicate that those in Administrative and Clerical roles were overrepresented amongst bullying and harassment complainants, but also that there was a trend for an overrepresentation of bullying and harassment complainants in AMH&LD (Table 26). The 2015 NHS Staff Survey indicated a similar pattern for bullying and harassment by workforce area, in relation to that perpetrated by managers (Table 29). The 2015 NHS Staff Survey also indicated higher rates of physical violence from colleagues (as opposed to from managers) in AMH&LD and amongst the Additional clinical Services staff group.

- Disciplinary proceedings:
 - Men were more likely to be subjected to disciplinary proceedings (Table 25), with a trend for disproportionately high levels of disciplinary proceedings in AMH&LD, CHS, amongst Additional clinical Services staff and amongst Nurses (Table 26); reflecting a higher rate of disciplinary proceedings amongst front-line clinical roles.

- Capability proceedings:
 - BME employees (particularly Black British employees, but there was also a trend involving Asian British), Muslims, and men were more likely to be subjected to capability proceedings (Table 25), with an overrepresentation of capability proceedings in the Medical profession (Table 26, particularly career grade, Table 27) and a trend for an overrepresentation in the Nursing profession (Table 26). Thus, this finding would appear to reflect occupational segregation.

- Grievances:
 - “Other” White employees were overrepresented amongst those raising a grievance (Table 25), although the actual number involved was small and the equality profile of nearly a third of complainants raising a grievance was not known (due to the recording of grievances at case level rather than at complainant level and the existence of joint grievances).
 - There were disproportionately high numbers of people raising grievances in FYPC, including a collective grievance involving eight complainants (Table 26).

- Dismissals – capability:
 - Older employees (aged 60 years and over) were overrepresented amongst those dismissed on the grounds of capability (Table 25); this finding might be linked to the finding that employees aged 60 years and over were overrepresented amongst bullying and harassment complainants in official records.

- Dismissals – conduct or some other substantial reason:
 - Although no specific equality group was overrepresented amongst those dismissed for reasons of conduct or some other substantial reason (Table 25), there was an overrepresentation of dismissals on these grounds amongst Additional clinical Services staff, particularly at Band 2 and Band 4 (Table 27), and a trend for an overrepresentation of such dismissals in AMH&LD (Table 26).

- Discrimination at work from a manager / team leader or other colleagues:
 - 2015 NHS Staff Survey: Disabled employees, BME employees (particularly Black British and Asian British), and employees who were not heterosexual were more likely to report discrimination at work from a manager / team leader or other colleagues (Table 28); with a higher rate of discrimination reported in AMH&LD and a trend for Additional clinical Services staff to be affected at a higher rate (Table 29). There were also trends for higher rates of discrimination at work from a manager / team leader or other colleagues in Enabling and amongst Administrative and Clerical staff (Table 29).
 - 2015 NHS Staff Survey: The pattern of reported discrimination at work from a manager / team leader or other colleagues follows a similar trend to that observed amongst those groups who were 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 17, Table 18); thus, potentially the discrimination could be associated with equality issues around career progression.

Table 25: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation amongst different employee relations case types during 2014/15 and 2015/16, by protected characteristic

Protected Characteristic (excludes "not known" categories)	LPT Overall (March 2016)		Bullying and Harassment Complainants		Disciplinary Proceedings		Capability Proceedings		Grievances		Dismissal - Capability		Dismissal - Conduct / Other Substantial Reason		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Age Band (years)	29 and under	700	12.56%	R	R	R	R	R	R	R	R	R	R	R	
	30 to 39	1258	22.57%	R	R	18	18.18%	R	R	R	R	R	R	R	
	40 to 49	1700	30.50%	18	37.50%	27	27.27%	14	48.28%	12	48.00%	R	R	R	R
	50 to 59	1574	28.24%	12	25.00%	33	33.33%	R	R	R	R	10	35.71%	R	R
	60 and over	342	6.14%	R	R	R	R	R	R	R	R	R	R	R	R
Disability	Disabled	214	5.38%	R	R	R	R	0	0.00%	R	R	R	R	R	R
	Not disabled	3767	94.62%	R	R	R	R	12	100.00%	R	R	R	R	R	R
Ethnicity (WRES)	White	4352	79.87%	35	72.92%	73	76.84%	14	50.00%	R	R	R	R	R	R
	BME	1097	20.13%	13	27.08%	22	23.16%	14	50.00%	R	R	R	R	R	R
Ethnicity (detailed)	White British	4198	77.04%	30	62.50%	69	72.63%	14	50.00%	14	56.00%	19	67.86%	R	R
	White Other	154	2.83%	R	R	R	R	R	R	R	R	R	R	R	R
	Mixed	58	1.06%	R	R	R	R	R	R	R	R	R	R	R	R
	Asian British	702	12.88%	R	R	10	10.53%	R	R	R	R	R	R	R	R
	Black British	275	5.05%	R	R	R	R	R	R	R	R	R	R	R	R
	Other	62	1.14%	R	R	R	R	R	R	R	R	R	R	R	R
Gender	Female	4632	83.10%	R	R	62	62.63%	17	58.62%	R	R	R	R	R	R
	Male	942	16.90%	R	R	37	37.37%	12	41.38%	R	R	R	R	R	R
Marital Status	Single	1650	30.57%	R	R	34	36.96%	R	R	R	R	R	R	11	47.83%
	Married	3158	58.50%	26	56.52%	45	48.91%	17	62.96%	14	58.33%	16	61.54%	R	R
	Divorced	590	10.93%	R	R	13	14.13%	R	R	R	R	R	R	R	R
Maternity	Maternity	145	4.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Not maternity	2862	95.18%	21	100.00%	37	100.00%	10	100.00%	12	100.00%	10	100.00%	10	100.00%
Religion or Belief	Atheism	568	13.37%	R	R	10	14.49%	R	R	R	R	R	R	R	R
	Christianity	2626	61.80%	24	68.57%	45	65.22%	R	R	11	52.38%	R	R	R	R
	Hinduism	308	7.25%	R	R	R	R	R	R	R	R	R	R	R	R
	Islam	176	4.14%	R	R	R	R	R	R	R	R	R	R	R	R
	Sikhism	93	2.19%	R	R	R	R	R	R	R	R	R	R	R	R
	Other	478	11.25%	R	R	R	R	R	R	R	R	R	R	R	R
Sexual Orientation	Heterosexual	4143	97.67%	R	R	R	R	17	100.00%	21	100.00%	R	R	13	100.00%
	LGB	99	2.33%	R	R	R	R	0	0.00%	0	0.00%	R	R	0	0.00%

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 26: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation amongst different employee relations case types during 2014/15 and 2015/16, by workforce area

	LPT Overall		Bully and Harassment Complainants		Disciplinary Proceedings		Capability Proceedings		Grievances		Dismissal - Capability		Dismissal - Conduct / Some Other Substantial Reason	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Division														
AMH&LD	1404	25.19%	20	41.67%	32	32.32%	14	48.28%	R	R	R	R	10	41.67%
CHS	2088	37.46%	10	20.83%	46	46.46%	R	R	R	R	10	35.71%	R	R
Enabling	548	9.83%	R	R	R	R	R	R	R	R	R	R	R	R
FYPC	1326	23.79%	R	R	R	R	R	R	19	52.78%	R	R	R	R
Hosted	208	3.73%	R	R	R	R	R	R	R	R	R	R	R	R
Staff Group														
Additional clinical Services	1230	22.07%	R	R	32	32.32%	R	R	R	R	R	R	14	58.33%
Add. Prof. Sci. and Tech.	212	3.80%	R	R	R	R	R	R	R	R	R	R	R	R
Administrative and Clerical	1297	23.27%	20	41.67%	14	14.14%	R	R	R	R	R	R	R	R
Allied Health Professionals	639	11.46%	R	R	R	R	R	R	R	R	R	R	R	R
Medical and Dental	216	3.88%	R	R	R	R	R	R	R	R	R	R	R	R
Nursing and Midwifery	1980	35.52%	16	33.33%	41	41.41%	13	44.83%	12	48.00%	10	35.71%	R	R

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 27: Representation in Leicestershire Partnership NHS Trust's overall workforce at March 2016 compared to representation amongst different employee relations case types during 2014/15 and 2015/16, by pay band

	Pay Band	LPT overall (March 2016)		Bullying and Harassment Complainants		Disciplinary Proceedings		Capability Proceedings		Grievances		Dismissal - Capability		Dismissal - Conduct / Some Other Substantial Reason	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Non-clinical	Apprentice	17	0.30%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 2	254	4.56%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 3	310	5.56%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 4	216	3.88%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 5	130	2.33%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 6	106	1.90%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 7	111	1.99%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	61	1.09%	R	R	R	R	R	R	R	R	R	R	R	R
	VSM	92	1.65%	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	R	R
	Band 2	571	10.24%	R	R	22	22.22%	R	R	R	R	R	R	12	50.00%
	Band 3	464	8.32%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 4	180	3.23%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 5	1007	18.07%	R	R	23	23.23%	R	R	R	R	R	R	R	R
	Band 6	1167	20.94%	R	R	23	23.23%	R	R	R	R	R	R	R	R
	Band 7	464	8.32%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8a	121	2.17%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8b	56	1.00%	R	R	R	R	R	R	R	R	R	R	R	R
	Band 8c	10	0.18%	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	R	R
	VSM	18	0.32%	R	R	R	R	R	R	R	R	R	R	R	R
	Medical Training	84	1.51%	R	R	R	R	R	R	R	R	R	R	R	R
	Medical Career	122	2.19%	R	R	R	R	R	R	R	R	R	R	R	R

R – Counts below 10 and other counts that allow these counts below 10 to be deduced have been redacted, please see the notes on anonymisation

Table 28: 2015 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)	Q14b. In the last 12 months how many times have you personally experienced physical violence at work from managers?	Q14c. In the last 12 months how many times have you personally experienced physical violence at work from other colleagues?	Q15b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?	Q15c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	Q17b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues	
	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% Yes (n / total n)	
Age Group	21-30	0.41% (1/242)	0.83% (2/241)	7.05% (17/241)	13.22% (32/242)	6.67% (16/240)
	31-40	1.02% (4/394)	2.54% (10/394)	8.42% (33/392)	13.78% (54/392)	6.85% (27/394)
	41-50	0.67% (4/595)	1.51% (9/595)	14.98% (89/594)	15.63% (93/595)	7.17% (43/600)
	51-65	0.64% (5/785)	2.67% (21/787)	12.02% (94/782)	17.50% (137/783)	6.39% (50/783)
	66+	0.00% (0/54)	1.85% (1/54)	7.84% (4/51)	11.76% (6/51)	9.43% (5/53)
Disability	Disability	1.51% (7/464)	2.80% (13/464)	16.67% (77/462)	22.56% (104/461)	13.61% (63/463)
	No Disability	0.43% (7/1622)	1.85% (30/1623)	9.91% (160/1615)	13.23% (214/1618)	4.93% (80/1624)
Ethnicity (WRES)	White	0.64% (11/1730)	2.14% (37/1731)	10.96% (189/1724)	14.73% (254/1724)	5.43% (94/1731)
	BME	0.82% (3/366)	1.64% (6/366)	12.12% (44/363)	18.36% (67/365)	12.84% (47/366)
Ethnicity (detail)	White	0.64% (11/1730)	2.14% (37/1731)	10.96% (189/1724)	14.73% (254/1724)	5.43% (94/1731)
	Asian	0.41% (1/243)	1.23% (3/243)	12.35% (30/243)	16.46% (40/243)	11.02% (27/245)
	Black	2.41% (2/83)	3.61% (3/83)	12.50% (10/80)	26.83% (22/82)	20.73% (17/82)
	Mixed	0.00% (0/21)	0.00% (0/21)	14.29% (3/21)	9.52% (2/21)	9.52% (2/21)
	Other	0.00% (0/19)	0.00% (0/19)	5.26% (1/19)	15.79% (3/19)	5.56% (1/18)
Gender	Female	0.45% (8/1777)	1.91% (34/1778)	10.87% (192/1767)	15.25% (270/1770)	6.25% (111/1777)
	Male	1.70% (6/353)	2.55% (9/353)	13.84% (49/354)	16.15% (57/353)	9.32% (33/354)
Religion	No Religion	0.32% (2/618)	2.42% (15/619)	12.44% (77/619)	14.68% (91/620)	6.96% (43/618)
	Christian	0.82% (9/1093)	2.10% (23/1093)	9.69% (105/1084)	15.13% (164/1084)	5.40% (59/1093)
	Hindu	0.00% (0/121)	2.48% (3/121)	11.67% (14/120)	18.33% (22/120)	9.84% (12/122)
	Muslim	2.27% (1/44)	0.00% (0/44)	9.09% (4/44)	11.11% (5/45)	11.36% (5/44)
	Sikh	0.00% (0/29)	0.00% (0/29)	3.45% (1/29)	13.79% (4/29)	6.90% (2/29)
	Other	0.00% (0/19)	0.00% (0/19)	16.67% (3/18)	21.05% (4/19)	0.00% (0/19)
	Prefer not to say	1.43% (2/140)	1.43% (2/140)	23.74% (33/139)	19.57% (27/138)	14.49% (20/138)
Sexual Orientation	Heterosexual	0.48% (9/1892)	1.95% (37/1893)	10.58% (199/1881)	14.76% (278/1884)	6.02% (114/1893)
	LGBO	2.04% (1/49)	2.04% (1/49)	16.00% (8/50)	30.00% (15/50)	18.37% (9/49)
LPT overall	0.66% (14/2130)	2.02% (43/2131)	11.36% (241/2121)	15.40% (327/2123)	6.76% (144/2131)	

Table 29: 2015 NHS Staff Survey: findings related to staff-on-staff violence, bullying and harassment, and discrimination experienced at work, by work area

Workforce Area	Q14b. In the last 12 months how many times have you personally experienced physical violence at work from managers?	Q14c. In the last 12 months how many times have you personally experienced physical violence at work from other colleagues?	Q15b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?	Q15c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	Q17b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues
	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% 1-2 / 3-5 / 6-10 / More than 10 (n / total n)	% Yes (n / total n)
AMH&LD	1.32% (6/456)	4.16% (19/457)	15.38% (70/455)	19.34% (88/455)	10.07% (46/457)
CHS	0.80% (6/751)	2.26% (17/752)	9.57% (72/752)	14.10% (106/752)	6.11% (46/753)
Service Enabling	0.76% (2/264)	0.76% (2/264)	15.27% (40/262)	16.48% (43/261)	8.05% (21/261)
FYPC	0.00% (0/585)	0.86% (5/584)	7.76% (45/580)	13.55% (79/583)	4.61% (27/586)
Hosted Services	0.00% (0/74)	0.00% (0/74)	19.44% (14/72)	15.28% (11/72)	5.41% (4/74)
Add Prof Sci and Technic	0.00% (0/76)	1.32% (1/76)	13.16% (10/76)	6.58% (5/76)	6.58% (5/76)
Additional clinical Services	0.54% (2/368)	4.88% (18/369)	9.54% (35/367)	18.48% (68/368)	9.02% (33/366)
Staff Group Administrative and Clerical	0.80% (5/626)	0.80% (5/626)	15.11% (94/622)	17.23% (107/621)	7.36% (46/625)
Allied Health Professionals	0.00% (0/326)	0.31% (1/326)	6.13% (20/326)	10.46% (34/325)	4.28% (14/327)
Medical and Dental	0.00% (0/67)	0.00% (0/67)	10.45% (7/67)	14.93% (10/67)	10.45% (7/67)
Nursing and Midwifery	1.07% (7/654)	2.75% (18/654)	11.52% (75/651)	15.60% (102/654)	5.94% (39/657)
LPT overall	0.66% (14/2130)	2.02% (43/2131)	11.36% (241/2121)	15.40% (327/2123)	6.76% (144/2131)

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 30); this was true across the substantive 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. Meanwhile the Hosted Services directorate had relatively high levels of missing data for ethnicity. The missing data were almost exclusively of the “Not Declared” type; the staff member chose to withhold the information rather than the information not being sought or recorded. There is doubt regarding the reliability of findings derived from incomplete equality monitoring data.

Missing data on disability

Of the staff who gave their disability status, 5.38% identified as disabled, but disability status was not known for 28.58% of staff. Meanwhile, in LPT’s 2015 NHS Staff Survey, 19.72% of staff who gave their disability status identified as disabled, with just 5.51% 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 staff who gave their religion or belief on the Electronic Staff Record, 13.37% identified as Atheist, but religion or belief was not known for 23.77% of staff. Meanwhile, in Leicestershire Partnership NHS Trust’s 2015 NHS Staff Survey, 31.88% of staff who gave their religion or belief identified as Atheist, with just 6.69% 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 staff who gave their sexual orientation on the Electronic Staff Record, 2.33% identified as LGB, but sexual orientation was not known for 23.90% of staff. Nonetheless, in LPT’s 2015 Staff Survey, 2.60% of staff who gave their sexual orientation identified as not heterosexual, with just 6.58% 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 30: Data quality overall and by directorate for staff on Leicestershire Partnership NHS Trust's electronic staff record at March 2016

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

Protected Characteristic	Value Type		LPT overall		AMH&LD		CHS		Enabling		FYPC		Hosted Services	
			n	%	n	%	n	%	n	%	n	%	n	%
Age	Valid Value		5574	100.00%	1404	100.00%	2088	100.00%	548	100.00%	1326	100.00%	208	100.00%
	Missing	Not Declared	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Data	Not Recorded	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Disability	Valid Value		3981	71.42%	640	45.58%	1714	82.09%	396	72.26%	1068	80.54%	163	78.37%
	Missing	Not Declared	1588	28.49%	762	54.27%	372	17.82%	152	27.74%	257	19.38%	45	21.63%
	Data	Not Recorded	5	0.09%	2	0.14%	2	0.10%	0	0.00%	1	0.08%	0	0.00%
Ethnicity	Valid Value		5449	97.76%	1377	98.08%	2058	98.56%	518	94.53%	1312	98.94%	184	88.46%
	Missing	Not Declared	125	2.24%	27	1.92%	30	1.44%	30	5.47%	14	1.06%	24	11.54%
	Data	Not Recorded	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Gender	Valid Value		5574	100.00%	1404	100.00%	2088	100.00%	548	100.00%	1326	100.00%	208	100.00%
	Missing	Not Declared	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Data	Not Recorded	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Marital Status	Valid Value		5398	96.84%	1361	96.94%	2026	97.03%	528	96.35%	1281	96.61%	202	97.12%
	Missing	Not Declared	103	1.85%	28	1.99%	31	1.48%	13	2.37%	29	2.19%	2	0.96%
	Data	Not Recorded	73	1.31%	15	1.07%	31	1.48%	7	1.28%	16	1.21%	4	1.92%
Maternity (women under 50 years old)	Valid Value		3007	100.00%	694	100.00%	1169	100.00%	287	100.00%	792	100.00%	65	100.00%
	Missing	Not Declared	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Data	Not Recorded	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Religion or Belief	Valid Value		4249	76.23%	963	68.59%	1635	78.30%	427	77.92%	1067	80.47%	157	75.48%
	Missing	Not Declared	1321	23.70%	440	31.34%	452	21.65%	121	22.08%	257	19.38%	51	24.52%
	Data	Not Recorded	4	0.07%	1	0.07%	1	0.05%	0	0.00%	2	0.15%	0	0.00%
Sexual Orientation	Valid Value		4242	76.10%	957	68.16%	1650	79.02%	412	75.18%	1057	79.71%	166	79.81%
	Missing	Not Declared	1327	23.81%	445	31.70%	437	20.93%	136	24.82%	267	20.14%	42	20.19%
	Data	Not Recorded	5	0.09%	2	0.14%	1	0.05%	0	0.00%	2	0.15%	0	0.00%
Grand Total			5574	100.00%	1404	100.00%	2088	100.00%	548	100.00%	1326	100.00%	208	100.00%