

# Annual Workforce Equality Report Leicestershire Partnership NHS Trust Year to the End of March 2018

## Detailed Analyses

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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.

## Summary of equality issues, context, and actions

The main equality issues arising from the equality analysis of the workforce are outlined below, alongside context and actions that have been or will be taken to address them. An expanded summary of the main findings is featured from page 17. Further details on the findings of the equality analyses are given in the Appendix of equality analysis tables which starts on page 38 and the Appendix of data quality analysis tables which starts on page 129.

| Finding                                 |              | Equality issue   | Context  |                |            |                   |            |            | Action, progress, and plans  | Review     |
|---|--------------|--|--|----------------|------------|-------------------|------------|------------|--|------------|
| Gaps in equality monitoring information | 1            | Equality monitoring information was incomplete for Disability, Religion or Belief, and Sexual Orientation<br><br>(Page 17) | Equality monitoring information was incomplete for up to a quarter of staff<br><br><b>Equality monitoring data: % incomplete</b> |                |            |                   |            |            | <p>Since 2014, staff have been requested annually to update and complete their demographic information held on ESR. The request has been publicised through a variety of sources including the staff newsletter and Team Brief.</p> <p>The percentage of records which include details of the protected characteristics of disability, religion or belief and sexual orientation have increased year-on-year from 2012 for both substantive and bank staff.</p> <p>We will continue to work with Staff Support Groups and celebrate positive stories to build confidence in the workforce to declare their details.</p> <p>This is particularly important for disability with the Workforce Disability Equality Standard due to be launched by NHS England in Autumn 2018.</p> | April 2019 |
|   |              | Substantive Workforce  |  | Bank Workforce |            |                   |            |            |  |            |
|   |              |  | <b>March 2018</b>  | March 2017     | March 2016 | <b>March 2018</b> | March 2017 | March 2016 |  |            |
|   |              | Disability   | <b>24.1%</b>   | 25.6%          | 28.6%      | <b>23.2%</b>      | 30.6%      | 40.0%      |  |            |
| Religion or belief                      | <b>21.8%</b> | 22.6%  | 23.8%  | <b>23.8%</b>   | 25.7%      | 30.1%             |            |            |  |            |
| Sexual orientation                      | <b>21.1%</b> | 22.5%  | 23.9%  | <b>24.0%</b>   | 27.3%      | 31.4%             |            |            |  |            |

| Finding                                    |              | Equality issue  | Context  | Action, progress, and plans | Review     |            |            |  |              |  |  |                               |              |       |       |                   |             |      |      |   |          |
|--|--------------|---|--|-----------------------------|------------|------------|------------|--|--------------|--|--|-------------------------------|--------------|-------|-------|-------------------|-------------|------|------|---|----------|
| Ethnicity in the workforce                 | 2            | Asian British people were underrepresented in the substantive workforce, especially in nursing<br><br>(Page 19) | <p>Asian British people comprised 17.4% of the local working age population, but made up just 14.1% of LPT's substantive workforce - with especially low levels of representation in nursing roles (5.5%)</p> <p><b>Local working age population and LPT workforce:<br/>% Asian British</b></p> <table border="1"> <thead> <tr> <th></th> <th>March 2018</th> <th>March 2017</th> <th>March 2016</th> </tr> </thead> <tbody> <tr> <td>Local working age population (2011 Census)</td> <td colspan="3" style="text-align: center;"><b>17.4%</b></td> </tr> <tr> <td>Overall substantive workforce</td> <td><b>14.1%</b></td> <td>13.6%</td> <td>12.9%</td> </tr> <tr> <td>Nursing workforce</td> <td><b>5.5%</b></td> <td>5.4%</td> <td>5.3%</td> </tr> </tbody> </table> |                             | March 2018 | March 2017 | March 2016 | Local working age population (2011 Census) | <b>17.4%</b> |  |  | Overall substantive workforce | <b>14.1%</b> | 13.6% | 12.9% | Nursing workforce | <b>5.5%</b> | 5.4% | 5.3% | <p>The percentage of Asian British people in the workforce has increased over the past three years but remains low with little change in the percentage of Asian British people in nursing.</p> <p>Recruitment events have not had a specific focus on targeting under-represented groups and further consideration should be given to specific actions that can be taken in this regard.</p> | Dec 2018 |
|  |              |   | March 2018   | March 2017                  | March 2016 |            |            |  |              |  |  |                               |              |       |       |                   |             |      |      |   |          |
| Local working age population (2011 Census) | <b>17.4%</b> |   |  |                             |            |            |            |  |              |  |  |                               |              |       |       |                   |             |      |      |   |          |
| Overall substantive workforce              | <b>14.1%</b> | 13.6%   | 12.9%  |                             |            |            |            |  |              |  |  |                               |              |       |       |                   |             |      |      |   |          |
| Nursing workforce                          | <b>5.5%</b>  | 5.4%  | 5.3%   |                             |            |            |            |  |              |  |  |                               |              |       |       |                   |             |      |      |   |          |

| Finding                   |     | Equality issue   | Context   | Action, progress, and plans | Review  |         |         |              |     |     |     |                        |     |     |     |   |          |
|---------------------------|-----|--|---|-----------------------------|---------|---------|---------|--------------|-----|-----|-----|------------------------|-----|-----|-----|---|----------|
| Ethnicity and recruitment | 3   | BME job applicants were less likely to be appointed from shortlisting<br><br>(Page 20) | <p>White people were 1.3 times more likely than BME people to be appointed from amongst those shortlisted; and were 1.7 times more likely than Black British people in particular to be appointed from amongst those shortlisted.</p> <p><b>Relative likelihood of White people being appointed from shortlisting compared to BME people overall, and compared to Black British people in particular</b></p> <table border="1"> <thead> <tr> <th></th> <th>2017/18</th> <th>2016/17</th> <th>2015/16</th> </tr> </thead> <tbody> <tr> <td>White vs BME</td> <td>1.3</td> <td>1.5</td> <td>1.6</td> </tr> <tr> <td>White vs Black British</td> <td>1.7</td> <td>1.3</td> <td>1.6</td> </tr> </tbody> </table> <p>In Non-clinical (essentially Administrative and Clerical) roles, BME people were less likely to be shortlisted from amongst applicants for roles above Band 2.</p> <p>In Clinical roles outside of Medicine (primarily Additional Clinical Services at Bands 2 to 4 and Nursing at Band 5 and above), BME people were less likely to be shortlisted from amongst applicants at all levels and, overall, Black British people were less likely to be appointed from amongst those shortlisted.</p> |                             | 2017/18 | 2016/17 | 2015/16 | White vs BME | 1.3 | 1.5 | 1.6 | White vs Black British | 1.7 | 1.3 | 1.6 | <p>Over the past three years, BME people have remained less likely than white people to be appointed from shortlisting, to varying degrees.</p> <p>A range of actions have been identified through the BME Focus Group including:</p> <ol style="list-style-type: none"> <li>1. Celebrating role models</li> <li>2. Offering targeted support in making strong applications</li> <li>3. Ensuring recruitment panels are representative</li> <li>4. Progressing unconscious bias training for all staff</li> </ol> <p>Specific actions are being focused around the Bradgate Mental Health Unit.</p> | Dec 2018 |
|                           |     |  | 2017/18   | 2016/17                     | 2015/16 |         |         |              |     |     |     |                        |     |     |     |   |          |
| White vs BME              | 1.3 | 1.5  | 1.6   |                             |         |         |         |              |     |     |     |                        |     |     |     |   |          |
| White vs Black British    | 1.7 | 1.3  | 1.6   |                             |         |         |         |              |     |     |     |                        |     |     |     |   |          |

| Finding                    |            | Equality issue  | Context   | Action, progress, and plans   | Review     |            |            |            |              |     |     |     |                        |     |
|----------------------------|------------|---|---|---|------------|------------|------------|------------|--------------|-----|-----|-----|------------------------|-----|
| Ethnicity and bank workers | 4          | BME people were overrepresented in the bank workforce | BME people comprised 22% of the substantive workforce and 48% of those on bank contracts without a substantive post.  | There is a long-term trend, dating back to at least 2012, for BME people to be at least twice as likely as white staff to be employed solely on a Bank contract (and at least three times as likely for Black British Staff). | April 2019 |            |            |            |              |     |     |     |                        |     |
|                            |            | (Page 22)   | <p>BME staff were 2.6 times more likely than White staff to be employed solely on a bank contract, whilst Black British staff were 4.3 times more likely than White staff to be employed solely on a bank contract.</p> <p><b>Relative likelihood of BME staff overall, and Black British staff in particular, being employed solely on a bank contract compared to White staff</b></p> <table border="1"> <thead> <tr> <th></th> <th>March 2018</th> <th>March 2017</th> <th>March 2016</th> </tr> </thead> <tbody> <tr> <td>BME vs White</td> <td>2.6</td> <td>3.2</td> <td>3.2</td> </tr> <tr> <td>Black British vs White</td> <td>4.3</td> <td>5.3</td> <td>5.0</td> </tr> </tbody> </table> <p>The overrepresentation of BME people on the bank was apparent for Administrative and Clerical roles, Additional Clinical Services roles, and, to a lesser extent, in Nursing roles.</p> |   |            | March 2018 | March 2017 | March 2016 | BME vs White | 2.6 | 3.2 | 3.2 | Black British vs White | 4.3 |
|                            | March 2018 | March 2017  | March 2016  |   |            |            |            |            |              |     |     |     |                        |     |
| BME vs White               | 2.6        | 3.2   | 3.2   |   |            |            |            |            |              |     |     |     |                        |     |
| Black British vs White     | 4.3        | 5.3   | 5.0   |   |            |            |            |            |              |     |     |     |                        |     |



| Finding   |                        | Equality issue   | Context   | Action, progress, and plans | Review     |            |            |            |   |              |     |     |     |  |              |     |     |     |                        |     |     |     |   |              |     |     |     |                        |     |     |     |   |            |
|---|------------------------|--|---|-----------------------------|------------|------------|------------|------------|---|--------------|-----|-----|-----|--|--------------|-----|-----|-----|------------------------|-----|-----|-----|---|--------------|-----|-----|-----|------------------------|-----|-----|-----|---|------------|
| Ethnicity and career progression  | 5                      | BME Staff were overrepresented at lower pay bands<br><br>(Page 23) | <p>At March 2018:</p> <ul style="list-style-type: none"> <li>- BME staff were 0.8 times as likely as White staff to be at Band 5 or above in non-clinical posts.</li> <li>- BME staff were 0.6 times as likely as White staff to be above the base grade in unqualified clinical posts (0.3 times as likely for Black British staff). (Mainly Additional Clinical Services.)</li> <li>- BME staff were 0.8 times as likely as White staff to be above the base grade in qualified clinical post outside of medicine (0.6 times as likely for Black British staff). (Mainly Nursing.)</li> <li>- These patterns have changed little over time.</li> </ul> <p><b>Relative likelihood of BME staff being at higher pay bands compared to White staff, in non-clinical posts, unqualified clinical posts (bands 2 to 4) and qualified clinical posts outside of medicine (bands 5 and above)</b></p> <table border="1"> <thead> <tr> <th colspan="2"></th> <th>March 2018</th> <th>March 2017</th> <th>March 2016</th> </tr> </thead> <tbody> <tr> <td>Non-clinical all bands: Relative likelihood of being at Band 5 or above</td> <td>BME vs White</td> <td>0.8</td> <td>0.8</td> <td>0.8</td> </tr> <tr> <td rowspan="2">Clinical Band 2-4: Relative likelihood of being at Band 3 or 4</td> <td>BME vs White</td> <td>0.6</td> <td>0.6</td> <td>0.6</td> </tr> <tr> <td>Black British vs White</td> <td>0.3</td> <td>0.3</td> <td>0.4</td> </tr> <tr> <td rowspan="2">Clinical Band 5+: Relative likelihood of being at Band 6 or above</td> <td>BME vs White</td> <td>0.8</td> <td>0.8</td> <td>0.8</td> </tr> <tr> <td>Black British vs White</td> <td>0.6</td> <td>0.6</td> <td>0.6</td> </tr> </tbody> </table> |                             |            | March 2018 | March 2017 | March 2016 | Non-clinical all bands: Relative likelihood of being at Band 5 or above | BME vs White | 0.8 | 0.8 | 0.8 | Clinical Band 2-4: Relative likelihood of being at Band 3 or 4 | BME vs White | 0.6 | 0.6 | 0.6 | Black British vs White | 0.3 | 0.3 | 0.4 | Clinical Band 5+: Relative likelihood of being at Band 6 or above | BME vs White | 0.8 | 0.8 | 0.8 | Black British vs White | 0.6 | 0.6 | 0.6 | <p>The pattern for BME people to be underrepresented at higher pay bands has changed little over time and is most marked for Black British staff in clinical roles outside of medicine.</p> <p>The following actions are being taken to address the issue of underrepresentation of BME staff at higher pay bands:</p> <ol style="list-style-type: none"> <li>1. Celebrating the success and role modelling of BME staff in senior roles.</li> <li>2. Positive action initiatives as appropriate.</li> <li>3. Promotion of mentoring, coaching and development programmes targeted at underrepresented groups and specific pay bands (Non-clinical Bands 2 to 4, and Clinical Bands 2 and 5)</li> <li>4. Development and articulation of career pathways for Administrative and Clerical staff</li> <li>5. Sharing the work of the BME Focus Group and promoting Staff Support Groups with Board level support.</li> <li>6. Ensure regular analysis of protected characteristics on Leading Together and WeNurture programmes.</li> <li>7. National WRES team to work with the Trust to identify additional actions.</li> </ol> | April 2019 |
|   |                        |  |   | March 2018                  | March 2017 | March 2016 |            |            |   |              |     |     |     |  |              |     |     |     |                        |     |     |     |   |              |     |     |     |                        |     |     |     |   |            |
| Non-clinical all bands: Relative likelihood of being at Band 5 or above | BME vs White           | 0.8  | 0.8   | 0.8                         |            |            |            |            |   |              |     |     |     |  |              |     |     |     |                        |     |     |     |   |              |     |     |     |                        |     |     |     |   |            |
| Clinical Band 2-4: Relative likelihood of being at Band 3 or 4          | BME vs White           | 0.6  | 0.6   | 0.6                         |            |            |            |            |   |              |     |     |     |  |              |     |     |     |                        |     |     |     |   |              |     |     |     |                        |     |     |     |   |            |
|   | Black British vs White | 0.3  | 0.3   | 0.4                         |            |            |            |            |   |              |     |     |     |  |              |     |     |     |                        |     |     |     |   |              |     |     |     |                        |     |     |     |   |            |
| Clinical Band 5+: Relative likelihood of being at Band 6 or above       | BME vs White           | 0.8  | 0.8   | 0.8                         |            |            |            |            |   |              |     |     |     |  |              |     |     |     |                        |     |     |     |   |              |     |     |     |                        |     |     |     |   |            |
|   | Black British vs White | 0.6  | 0.6   | 0.6                         |            |            |            |            |   |              |     |     |     |  |              |     |     |     |                        |     |     |     |   |              |     |     |     |                        |     |     |     |   |            |

| Ethnicity and career progression continued ... | 6   | <p>BME staff were less likely to feel that LPT acts fairly in respect of career progression</p> <p>(Page 26)</p>  | <p>In the 2017 NHS Staff Survey, 72% of BME staff felt that LPT acts fairly in respect of career progression (58% for Black British staff), compared to 91% of White staff. Similar trends were present in 2016 and 2015.</p> <p style="text-align: center;"><b>% who felt that LPT acts fairly in career progression</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th rowspan="2"></th> <th colspan="3" style="text-align: center;">Staff Survey Year</th> </tr> <tr> <th style="text-align: center;">2017</th> <th style="text-align: center;">2016</th> <th style="text-align: center;">2015</th> </tr> </thead> <tbody> <tr> <td>White</td> <td style="text-align: center;"><b>90.6%</b></td> <td style="text-align: center;">93.0%</td> <td style="text-align: center;">92.8%</td> </tr> <tr> <td>BME</td> <td style="text-align: center;"><b>71.8%</b></td> <td style="text-align: center;">75.5%</td> <td style="text-align: center;">74.6%</td> </tr> <tr> <td>Black British</td> <td style="text-align: center;"><b>57.7%</b></td> <td style="text-align: center;">56.1%</td> <td style="text-align: center;">62.0%</td> </tr> </tbody> </table> |         | Staff Survey Year |       |       | 2017  | 2016 | 2015  | White | <b>90.6%</b>  | 93.0% | 92.8% | BME  | <b>71.8%</b> | 75.5% | 74.6% | Black British | <b>57.7%</b> | 56.1% | 62.0% |  |  |
|--|---|---|---|---------|-------------------|-------|-------|-------|------|-------|-------|---------------|-------|-------|--|--------------|-------|-------|---------------|--------------|-------|-------|--|--|
|  |   | Staff Survey Year   |   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| 2017   |   | 2016  | 2015  |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| White  | <b>90.6%</b>  | 93.0%   | 92.8%   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| BME  | <b>71.8%</b>  | 75.5%   | 74.6%   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| Black British                                  | <b>57.7%</b>  | 56.1%   | 62.0%   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| 7  | <p>BME staff were less likely to receive a pay increment</p> <p>(Page 27)</p> | <p>In 2017/18, from amongst those eligible, BME staff were less likely to receive a pay increment than white staff; associated with the finding that staff at Clinical Bands 2 and 5 were less likely to receive a pay increment (BME people were overrepresented at Clinical Band 2 whilst Black British people were overrepresented at Clinical Band 5).</p> <p style="text-align: center;"><b>% of those eligible who received a pay increment</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">2017/18</th> <th style="text-align: center;">2016/17</th> </tr> </thead> <tbody> <tr> <td>White</td> <td style="text-align: center;">76.2%</td> <td style="text-align: center;">68.2%</td> </tr> <tr> <td>BME</td> <td style="text-align: center;">68.5%</td> <td style="text-align: center;">60.2%</td> </tr> <tr> <td>Black British</td> <td style="text-align: center;">67.4%</td> <td style="text-align: center;">51.7%</td> </tr> </tbody> </table> |   | 2017/18 | 2016/17           | White | 76.2% | 68.2% | BME  | 68.5% | 60.2% | Black British | 67.4% | 51.7% | <p>Overall, the percentage of eligible staff who were awarded an increment increased from 2016/17 to 2017/18. The position for BME staff, and especially for Black British staff, has improved since 2016/17, but remains lower than for white staff.</p> <p>Directorates receive monthly reports specifically for staff at Pay Bands 2 and 5 who have not received increments due to non-completion of appraisals.</p> <p>Whilst the number of staff who have their increment withheld due to performance management is low, there would be benefit in routinely recording on U-Learn the reason that an increment has not been awarded. This will be picked up through the review of the appraisal process necessitated by the 2018 Contract Refresh, with increments being replaced by 'pay steps'.</p> | April 2019   |       |       |               |              |       |       |  |  |
|  | 2017/18   | 2016/17   |   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| White  | 76.2%   | 68.2%   |   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| BME  | 68.5%   | 60.2%   |   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |
| Black British                                  | 67.4%   | 51.7%   |   |         |                   |       |       |       |      |       |       |               |       |       |  |              |       |       |               |              |       |       |  |  |

| Finding                |              | Equality issue  | Context  | Action, progress, and plans | Review  |         |         |       |              |       |       |     |              |       |       |               |              |       |       |   |          |
|------------------------|--------------|---|--|-----------------------------|---------|---------|---------|-------|--------------|-------|-------|-----|--------------|-------|-------|---------------|--------------|-------|-------|---|----------|
| Ethnicity and training | 8            | Asian British staff were less likely to undertake non-mandatory training<br><br>(Page 28) | <p>54.3% of Asian British staff undertook non-mandatory training, compared to 62.3% of White staff; associated with the finding that Administrative and Clerical staff were less likely to access non-mandatory training, whilst Registered Nursing staff were more likely to access non-mandatory training (Asian British people were overrepresented amongst Administrative and Clerical staff and underrepresented amongst Nursing staff).</p> <p><b>% of those who accessed non-mandatory training</b></p> <table border="1"> <thead> <tr> <th></th> <th>2017/18</th> <th>2016/17</th> <th>2015/16</th> </tr> </thead> <tbody> <tr> <td>White</td> <td><b>62.3%</b></td> <td>51.5%</td> <td>55.1%</td> </tr> <tr> <td>BME</td> <td><b>59.1%</b></td> <td>45.6%</td> <td>47.2%</td> </tr> <tr> <td>Asian British</td> <td><b>54.3%</b></td> <td>39.1%</td> <td>42.0%</td> </tr> </tbody> </table> |                             | 2017/18 | 2016/17 | 2015/16 | White | <b>62.3%</b> | 51.5% | 55.1% | BME | <b>59.1%</b> | 45.6% | 47.2% | Asian British | <b>54.3%</b> | 39.1% | 42.0% | <p>The percentage of staff who accessed non-mandatory training increased for all staff in 2017/18 compared to previous years, but remains lower for BME staff, especially Asian British staff.</p> <ol style="list-style-type: none"> <li>Career pathway for Administrative and Clerical staff is being developed.</li> <li>All staff to be encouraged to complete study leave forms for all non-mandatory training to ensure it is recorded on U-Learn.</li> </ol> | Dec 2018 |
|                        |              |   | 2017/18  | 2016/17                     | 2015/16 |         |         |       |              |       |       |     |              |       |       |               |              |       |       |   |          |
| White                  | <b>62.3%</b> | 51.5%   | 55.1%  |                             |         |         |         |       |              |       |       |     |              |       |       |               |              |       |       |   |          |
| BME                    | <b>59.1%</b> | 45.6%   | 47.2%  |                             |         |         |         |       |              |       |       |     |              |       |       |               |              |       |       |   |          |
| Asian British          | <b>54.3%</b> | 39.1%   | 42.0%  |                             |         |         |         |       |              |       |       |     |              |       |       |               |              |       |       |   |          |

| Finding   | Equality issue                       | Context   | Action, progress, and plans | Review            |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
|---|--------------------------------------|---|-----------------------------|-------------------|--|--|------|------|------|-------|------|------|------|-----|-------|-------|-------|---------------|-------|-------|-------|--|-------------------|--|--|------|------|------|-------|-------|-------|-------|-----|-------|-------|-------|---------------|-------|-------|-------|---|---|
| <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Ethnicity and employee relations</p> | <p style="text-align: center;">9</p> | <p>BME staff were more likely to report discrimination from other staff, whilst Black British staff were more likely to report bullying and harassment from other staff</p> <p>(Page 29)</p> <p>2017 Staff Survey: 5.5% of White staff at LPT experienced discrimination from other staff, compared to 10.6% of BME staff and 16.7% of Black British staff. Similar trends were present in 2016 and 2015.</p> <p style="text-align: center;"><b>% who experienced discrimination from other colleagues</b></p> <table border="1" data-bbox="633 459 1167 679"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Staff Survey Year</th> </tr> <tr> <th>2017</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>5.5%</td> <td>5.9%</td> <td>5.4%</td> </tr> <tr> <td>BME</td> <td>10.6%</td> <td>11.3%</td> <td>12.8%</td> </tr> <tr> <td>Black British</td> <td>16.7%</td> <td>22.2%</td> <td>20.7%</td> </tr> </tbody> </table> <p>2017 Staff Survey: 13.6% of White staff experienced bullying and harassment from colleagues other than managers, compared to 15.6% of BME staff and 32.8% of Black British staff. This trend has varied over the past three years, being present in 2015, but not in 2016.</p> <p style="text-align: center;"><b>% who experienced bullying and harassment from colleagues other than managers</b></p> <table border="1" data-bbox="633 1042 1167 1262"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Staff Survey Year</th> </tr> <tr> <th>2017</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>13.6%</td> <td>14.0%</td> <td>14.7%</td> </tr> <tr> <td>BME</td> <td>15.5%</td> <td>16.1%</td> <td>18.4%</td> </tr> <tr> <td>Black British</td> <td>32.8%</td> <td>16.9%</td> <td>26.8%</td> </tr> </tbody> </table> |                             | Staff Survey Year |  |  | 2017 | 2016 | 2015 | White | 5.5% | 5.9% | 5.4% | BME | 10.6% | 11.3% | 12.8% | Black British | 16.7% | 22.2% | 20.7% |  | Staff Survey Year |  |  | 2017 | 2016 | 2015 | White | 13.6% | 14.0% | 14.7% | BME | 15.5% | 16.1% | 18.4% | Black British | 32.8% | 16.9% | 26.8% | <p>The Trust has an anti-bullying and harassment policy and procedure in place to ensure that staff are aware of the sources of support available to them and the process to follow if they believe they are being bullied or harassed.</p> <p>The Trust also operates an Anti-Bullying and Harassment Advice Service for staff.</p> <p>A group meets on a bi-monthly basis to consider ways to further encourage reporting of incidents and more effectively manage them. The group has membership from HR, staff side, equalities, and 'freedom to speak up'.</p> <p>BME staff have access to support from the BME Staff Support Group.</p> | <p style="text-align: center;">April<br/>2019</p> |
|   |                                      |   |                             | Staff Survey Year |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
| 2017  | 2016                                 |   | 2015                        |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
| White   | 5.5%                                 | 5.9%  | 5.4%                        |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
| BME   | 10.6%                                | 11.3%   | 12.8%                       |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
| Black British   | 16.7%                                | 22.2%   | 20.7%                       |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
|   | Staff Survey Year                    |   |                             |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
|   | 2017                                 | 2016  | 2015                        |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
| White   | 13.6%                                | 14.0%   | 14.7%                       |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
| BME   | 15.5%                                | 16.1%   | 18.4%                       |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |
| Black British   | 32.8%                                | 16.9%   | 26.8%                       |                   |  |  |      |      |      |       |      |      |      |     |       |       |       |               |       |       |       |  |                   |  |  |      |      |      |       |       |       |       |     |       |       |       |               |       |       |       |   |   |

| Ethnicity and employee relations continued ... | 10                     | <p>BME staff were more likely to be subject to disciplinary proceedings, performance management, and dismissal on the grounds of conduct or another substantial reason</p> <p><b>(Page 31)</b></p> | <p>In the two-year window 2016/17-2017/18:</p> <ul style="list-style-type: none"> <li>- BME staff were 1.9 times as likely as white staff to enter the disciplinary process (3.5 times for Black British staff), primarily amongst Band 2 Additional Clinical Services Staff; this represents a worsening of the position seen the 2015/16 -2016/17 and the 2014/15-2015/16 two-year windows.</li> <li>- BME staff were 2.0 times as likely as white staff to be subject to performance management (5.0 times for Black British staff), primarily amongst Band 5 Nursing staff; the position has remained worse for BME, and especially Black British staff over the past three, rolling two-year windows.</li> <li>- BME staff were 3.2 times as likely as White staff to be dismissed on the grounds of conduct / another substantial reason (6.1 times for Black British staff); this represents a worsening of the position seen the 2015/16 -2016/17 and the 2014/15-2015/16 two-year windows.</li> </ul> <p style="text-align: center;"><b>Relative likelihood of BME staff entering the formal disciplinary process / being subject to performance management / being dismissed on the grounds of conduct or another substantial reason compared to White staff</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" rowspan="2"></th> <th colspan="3" style="text-align: center;">Two-year window</th> </tr> <tr> <th style="text-align: center;">2016/17 - 2017/18</th> <th style="text-align: center;">2015/16 - 2016/17</th> <th style="text-align: center;">2014/15 - 2015/16</th> </tr> </thead> <tbody> <tr> <td rowspan="2" style="text-align: center;">Disciplinary</td> <td style="text-align: center;">BME vs White</td> <td style="text-align: center;"><b>1.9</b></td> <td style="text-align: center;">1.2</td> <td style="text-align: center;">1.2</td> </tr> <tr> <td style="text-align: center;">Black British vs White</td> <td style="text-align: center;"><b>3.5</b></td> <td style="text-align: center;">2.2</td> <td style="text-align: center;">1.7</td> </tr> <tr> <td rowspan="2" style="text-align: center;">Performance management</td> <td style="text-align: center;">BME vs White</td> <td style="text-align: center;"><b>2.0</b></td> <td style="text-align: center;">3.4</td> <td style="text-align: center;">4.0</td> </tr> <tr> <td style="text-align: center;">Black British vs White</td> <td style="text-align: center;"><b>5.0</b></td> <td style="text-align: center;">8.8</td> <td style="text-align: center;">5.7</td> </tr> <tr> <td rowspan="2" style="text-align: center;">Dismissal (conduct)</td> <td style="text-align: center;">BME vs White</td> <td style="text-align: center;"><b>3.2</b></td> <td style="text-align: center;">1.8</td> <td style="text-align: center;">1.4</td> </tr> <tr> <td style="text-align: center;">Black British vs White</td> <td style="text-align: center;"><b>6.1</b></td> <td style="text-align: center;">3.8</td> <td style="text-align: center;">2.7</td> </tr> </tbody> </table> |     |  | Two-year window |  |  | 2016/17 - 2017/18 | 2015/16 - 2016/17 | 2014/15 - 2015/16 | Disciplinary | BME vs White | <b>1.9</b> | 1.2 | 1.2 | Black British vs White | <b>3.5</b> | 2.2 | 1.7 | Performance management | BME vs White | <b>2.0</b> | 3.4 | 4.0 | Black British vs White | <b>5.0</b> | 8.8 | 5.7 | Dismissal (conduct) | BME vs White | <b>3.2</b> | 1.8 | 1.4 | Black British vs White | <b>6.1</b> | 3.8 | 2.7 | <p>Looking at a rolling two-year window from 2014/15-2015/16 to 2016/17-2017/18, BME staff (and Black British staff in particular) have been more likely than white staff to be subject to formal disciplinary proceedings, performance management, and dismissal on the grounds of conduct or another substantial reason. The relative likelihoods have varied year-on-year due to the small numbers of staff involved, but are always above 1 (i.e., always indicate a greater likelihood of involving BME staff).</p> <p>Actions to be taken include</p> <ol style="list-style-type: none"> <li>1. Unconscious bias training</li> <li>2. Ensuring representative panels</li> <li>3. Use of Cultural Ambassadors (two were trained in June 2018)</li> </ol> | Dec 2018 |
|--|------------------------|--|--|-----|--|-----------------|--|--|-------------------|-------------------|-------------------|--------------|--------------|------------|-----|-----|------------------------|------------|-----|-----|------------------------|--------------|------------|-----|-----|------------------------|------------|-----|-----|---------------------|--------------|------------|-----|-----|------------------------|------------|-----|-----|---|----------|
|  |                        |  |  |     |  | Two-year window |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |
| 2016/17 - 2017/18                              | 2015/16 - 2016/17      | 2014/15 - 2015/16  |  |     |  |                 |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |
| Disciplinary                                   | BME vs White           | <b>1.9</b>   | 1.2  | 1.2 |  |                 |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |
|  | Black British vs White | <b>3.5</b>   | 2.2  | 1.7 |  |                 |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |
| Performance management                         | BME vs White           | <b>2.0</b>   | 3.4  | 4.0 |  |                 |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |
|  | Black British vs White | <b>5.0</b>   | 8.8  | 5.7 |  |                 |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |
| Dismissal (conduct)                            | BME vs White           | <b>3.2</b>   | 1.8  | 1.4 |  |                 |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |
|  | Black British vs White | <b>6.1</b>   | 3.8  | 2.7 |  |                 |  |  |                   |                   |                   |              |              |            |     |     |                        |            |     |     |                        |              |            |     |     |                        |            |     |     |                     |              |            |     |     |                        |            |     |     |   |          |

| Finding   |     | Equality issue   | Context   | Action, progress, and plans | Review     |            |            |   |     |     |     |  |          |
|---|-----|--|---|-----------------------------|------------|------------|------------|---|-----|-----|-----|--|----------|
| Gender and pay  | 11  | Men were overrepresented at middle to higher levels in non-clinical roles<br><br>(Page 32) | <p>At March 2018, in substantive Non-clinical roles, women were 0.5 times as likely as men to be at Band 5 or above (a similar trend has been present in the workforce since at least 2012).</p> <p><b>Relative likelihood of women staff being at band 5 or above in non-clinical posts compared to men</b></p> <table border="1"> <thead> <tr> <th></th> <th>March 2018</th> <th>March 2017</th> <th>March 2016</th> </tr> </thead> <tbody> <tr> <td>Non-clinical all bands: Likelihood of being at Band 5 or above women vs men</td> <td>0.5</td> <td>0.5</td> <td>0.5</td> </tr> </tbody> </table> <p>This reflected that a higher proportion of women than men worked part time (47.3% vs 13.5%), with the majority of non-clinical part time roles being at Band 4 and below.</p> <p>Gender and pay is looked at in more detail in the Gender Pay Gap report for 2017/18.</p> |                             | March 2018 | March 2017 | March 2016 | Non-clinical all bands: Likelihood of being at Band 5 or above women vs men | 0.5 | 0.5 | 0.5 | <p>The underrepresentation of women in higher level administrative and clerical roles has been apparent since at least 2012, with little change in the degree of underrepresentation.</p> <p>The following actions may help the Trust to start addressing the underrepresentation of women at higher, non-clinical pay bands:</p> <ol style="list-style-type: none"> <li>1. Research and identify best practice within and outside of the NHS in respect of initiatives to promote gender equality in career progression (e.g., the Athena SWAN charter - advancing the careers of women in science, technology, engineering, maths and medicine<br/><a href="https://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/">https://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/</a> )</li> <li>2. Promote the Trust’s flexible working policy to ensure that flexible working can be supported in senior administrative roles. Consider signing up to the “happy to talk flexible working” initiative; the tag line and logo can then be used in job adverts to encourage applications from a wider pool of candidates:<br/><a href="https://www.workingfamilies.org.uk/campaigns/happy-to-talk-flexible-working/">https://www.workingfamilies.org.uk/campaigns/happy-to-talk-flexible-working/</a></li> <li>3. Schedule meetings and training at “family friendly” times.</li> </ol> | Dec 2019 |
|   |     |  | March 2018  | March 2017                  | March 2016 |            |            |   |     |     |     |  |          |
| Non-clinical all bands: Likelihood of being at Band 5 or above women vs men | 0.5 | 0.5  | 0.5   |                             |            |            |            |   |     |     |     |  |          |

| Finding        |   | Equality issue   | Context  | Action, progress, and plans | Review            |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
|----------------|---|--|--|-----------------------------|-------------------|--|------|------|------|----------|----------|-------|-------|--------------|--------------|-------|-------|--|--|----------|
| Disabled staff | 12  | <p>Disabled staff were less likely to feel that LPT acts fairly in respect of career progression</p> <p>(Page 34)</p>  | <p>2017 Staff Survey: 76.6% of Disabled staff felt that LPT acts fairly in respect of career progression, compared to 89.3% of staff who were Not Disabled. This trend was not significant in 2016 or 2015.</p> <p><b>% who felt that LPT acts fairly in career progression</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Staff Survey Year</th> </tr> <tr> <th>2017</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>76.6%</td> <td>84.4%</td> <td>83.7%</td> </tr> <tr> <td>Not disabled</td> <td>89.3%</td> <td>91.6%</td> <td>91.1%</td> </tr> </tbody> </table> |                             | Staff Survey Year |  |      | 2017 | 2016 | 2015     | Disabled | 76.6% | 84.4% | 83.7%        | Not disabled | 89.3% | 91.6% | 91.1%  | <p>In 2017, disabled staff were less likely to feel that the Trust acts fairly in career progression. In the Staff Survey over the past three years, disabled staff have been more likely to report discrimination from other staff and more likely to report bullying and harassment from colleagues and managers.</p> <ol style="list-style-type: none"> <li>1. Celebrate success stories of disabled staff as role models.</li> <li>2. MAPLE (Disabled Staff Support Group) championed at Board level.</li> <li>3. MAPLE (Disabled Staff Support Group) to lead on supporting LPT to address issues that affect disabled staff and identifying barriers.</li> <li>4. Review of Reasonable Adjustments Policy with consideration given to disability leave.</li> </ol> | Dec 2018 |
|                |   | Staff Survey Year  |  |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
| 2017           |   | 2016   | 2015   |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
| Disabled       | 76.6%   | 84.4%  | 83.7%  |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
| Not disabled   | 89.3%   | 91.6%  | 91.1%  |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
| 13             | <p>Disabled staff were more likely to report discrimination from other staff</p> <p>Disabled staff were more likely to report staff-on-staff bullying and harassment</p> <p>(Page 35)</p> | <p>2017 Staff Survey: 11.9% of Disabled staff experienced discrimination from other staff, compared to 5.7% of staff who were not Disabled. Similar trends were present in 2016 and 2015.</p> <p><b>% who experienced discrimination from other colleagues</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Staff Survey Year</th> </tr> <tr> <th>2017</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>11.9%</td> <td>12.4%</td> <td>13.6%</td> </tr> <tr> <td>Not disabled</td> <td>5.7%</td> <td>5.4%</td> <td>4.9%</td> </tr> </tbody> </table> |  | Staff Survey Year           |                   |  | 2017 | 2016 | 2015 | Disabled | 11.9%    | 12.4% | 13.6% | Not disabled | 5.7%         | 5.4%  | 4.9%  | <p>Actions taken in relation to tackling bullying and harassment are noted in response to finding 9.</p> |  |          |
|                | Staff Survey Year   |  |  |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
|                | 2017  | 2016   | 2015   |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
| Disabled       | 11.9%   | 12.4%  | 13.6%  |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |
| Not disabled   | 5.7%  | 5.4%   | 4.9%   |                             |                   |  |      |      |      |          |          |       |       |              |              |       |       |  |  |          |

2017 Staff Survey: 16.2% of Disabled staff experienced bullying and harassment from managers, compared to 9.6% of staff who were not Disabled. Similar trends were present in 2016 and 2015.

**% who experienced bullying and harassment from managers**

|              | Staff Survey Year |       |       |
|--------------|-------------------|-------|-------|
|              | 2017              | 2016  | 2015  |
| Disabled     | 16.2%             | 15.4% | 16.7% |
| Not disabled | 9.6%              | 8.7%  | 9.9%  |

2017 Staff Survey: 19.2% of Disabled staff experienced bullying and harassment from colleagues other than managers, compared to 12.6% of staff who were not Disabled (the difference did not attain statistical significance in the 2017 Staff Survey due to smaller numbers of staff declaring as Disabled, but this finding was significantly higher in 2016 and 2015).

**% who experienced bullying and harassment from colleagues other than managers**

|              | Staff Survey Year |       |       |
|--------------|-------------------|-------|-------|
|              | 2017              | 2016  | 2015  |
| Disabled     | 19.2%             | 19.2% | 22.6% |
| Not disabled | 12.5%             | 13.2% | 13.2% |



| Finding      |                   | Equality issue  | Context  | Action, progress, and plans  | Review   |                   |  |  |      |      |      |      |       |       |       |              |      |
|--------------|-------------------|---|--|--|----------|-------------------|--|--|------|------|------|------|-------|-------|-------|--------------|------|
| LGBO staff   | 14                | LGBO staff were more likely to report discrimination at work from other staff | 2017 Staff Survey: 15.6% of LGBO staff experienced discrimination from other staff, compared to 5.9% of Heterosexual staff. Similar trends were present in 2016 and 2015.  | In the Staff Survey over the past three years, LGBO staff have been more likely to report discrimination from other staff. | Dec 2018 |                   |  |  |      |      |      |      |       |       |       |              |      |
|              |                   | (Page 37)   | <p><b>% who experienced discrimination from other colleagues</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Staff Survey Year</th> </tr> <tr> <th>2017</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>LGBO</td> <td>15.6%</td> <td>14.0%</td> <td>18.4%</td> </tr> <tr> <td>Heterosexual</td> <td>5.9%</td> <td>6.2%</td> <td>6.0%</td> </tr> </tbody> </table> |  |          | Staff Survey Year |  |  | 2017 | 2016 | 2015 | LGBO | 15.6% | 14.0% | 18.4% | Heterosexual | 5.9% |
|              | Staff Survey Year |   |  |  |          |                   |  |  |      |      |      |      |       |       |       |              |      |
|              | 2017              | 2016  | 2015   |  |          |                   |  |  |      |      |      |      |       |       |       |              |      |
| LGBO         | 15.6%             | 14.0%   | 18.4%  |  |          |                   |  |  |      |      |      |      |       |       |       |              |      |
| Heterosexual | 5.9%              | 6.2%  | 6.0%   |  |          |                   |  |  |      |      |      |      |       |       |       |              |      |

## 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 2017: 1,083,226).
- At the end of March 2018, LPT had a substantive workforce of 5259 employees (headcount). Of these employees, 1448 also held bank posts (27.5%). A further 1067 staff were employed solely on the bank, without substantive posts.
- LPT is organised into five directorates:

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

| Directorate   | n<br>(headcount) | %     |
|---|------------------|-------|
| Adult Mental Health and Learning Disability Services (AMH&LD) | 1255             | 23.9% |
| Community Health Services (CHS)                               | 1988             | 37.8% |
| Families, Young People and Children's Services (FYPC)         | 1314             | 25.0% |
| Enabling (corporate functions)                                | 495              | 9.4%  |
| Hosted services (health informatics, 360 Assurance)           | 207              | 3.9%  |
| <b>LPT overall</b>  | <b>5259</b>      |       |

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

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

| Substantive Staff: Staff Group                    | n<br>(headcount) | %     |
|---|------------------|-------|
| Additional Clinical Services                      | 1198             | 22.8% |
| Additional Professional Scientific and Technical* | 212              | 4.0%  |
| Administrative and Clerical**                     | 1244             | 23.7% |
| Allied Health Professionals                       | 607              | 11.5% |
| Medical   | 202              | 3.8%  |
| Registered Nurses                                 | 1796             | 34.2% |
| <b>LPT overall</b>                                | <b>5259</b>      |       |

\* includes Healthcare Scientists

\*\* includes Estates and Ancillary

Table 3: Leicestershire Partnership NHS Trust's bank<sup>†</sup> workforce by staff group

| <b>Bank Staff<sup>†</sup>: Staff Group</b>        | <b>n<br/>(headcount)</b> | <b>%</b> |
|---|--------------------------|----------|
| Additional Clinical Services                      | 511                      | 47.9%    |
| Additional Professional Scientific and Technical* | R                        | R%       |
| Administrative and Clerical**                     | 277                      | 26.0%    |
| Allied Health Professionals                       | 33                       | 3.1%     |
| Medical   | R                        | R%       |
| Registered Nurses                                 | 235                      | 22.0%    |
| <b>LPT overall</b>                                | <b>1067</b>              |          |

<sup>†</sup>those employed solely on the bank, without a substantive post at LPT

\* includes Healthcare Scientists

\*\* includes Estates and Ancillary

R - REDACTED

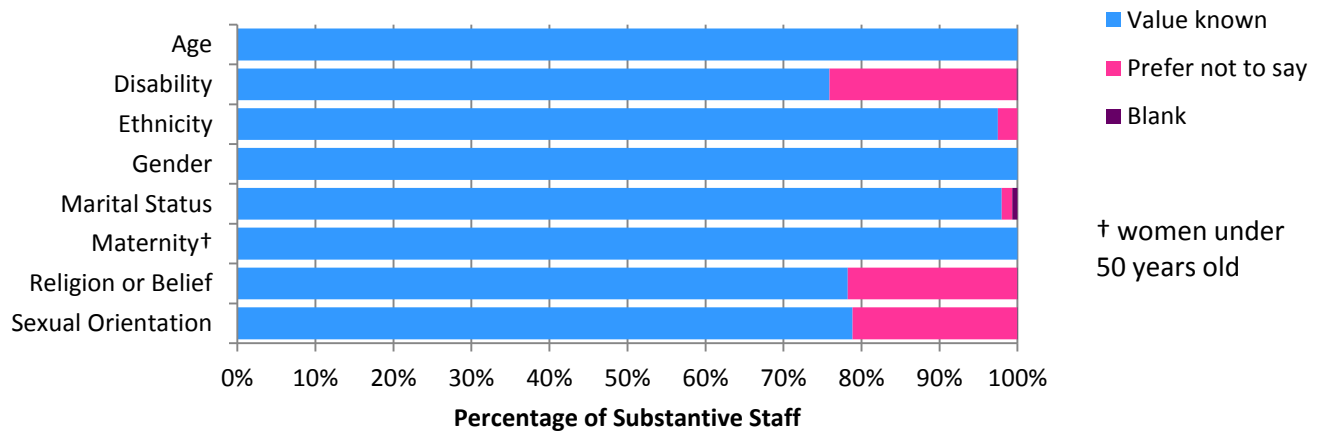
## Equality analysis of Leicestershire Partnership NHS Trust's workforce at March 2018

- A quantitative equality analysis of LPT's workforce was undertaken, based on
  - a snapshot of the workforce at the end of March 2018 (5259 substantive employees, with a further 1067 staff on the bank without a substantive post),
  - recruitment, training, promotions, achievement of incremental pay awards, and workforce leavers (including reasons for leaving) for the year to the end of March 2018,
  - employee relations cases in a two year window covering the 2016/17 and 2017/18 financial years,
  - and relevant findings from the 2017 NHS Staff Survey.

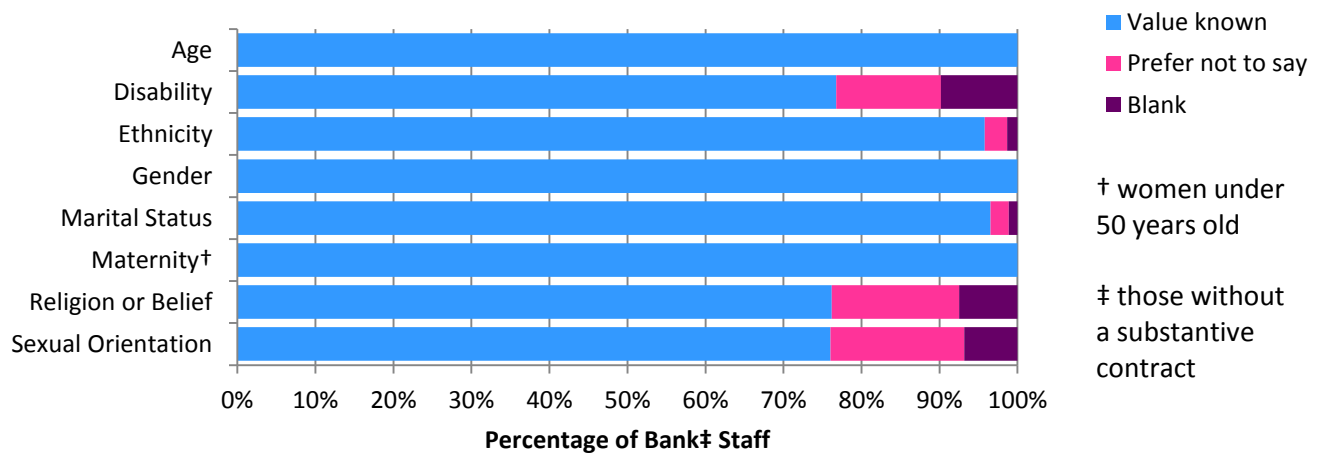
## Main findings

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

Disability status, Religion or Belief, and Sexual Orientation were each not known for between approximately one fifth and one quarter of the substantive workforce,

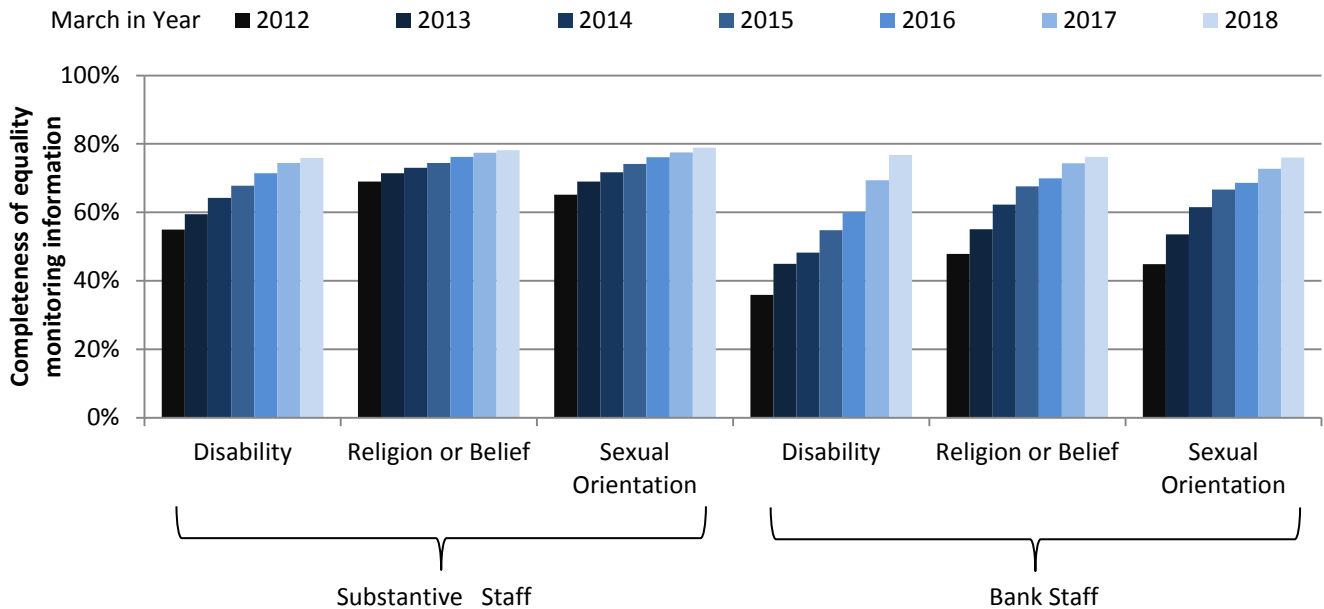


and for approximately one quarter of the staff solely on bank contracts (those with no substantive post at LPT).



Amongst substantive staff, this reflected staff who chose “prefer not to say” against the given protected characteristic. Amongst bank staff this reflected primarily staff who chose “prefer not to say” against the given protected characteristic, but also reflected, to a lesser degree, the presence of blank records (where no selection had been made).

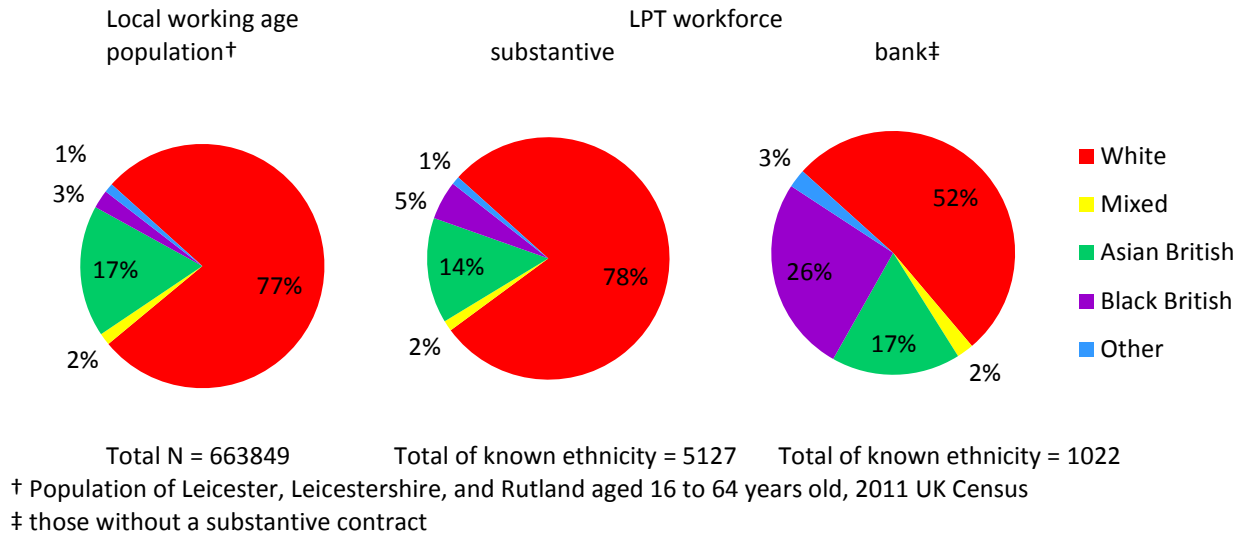
Work is ongoing to improve the completeness of equality monitoring information held about staff on the Electronic Staff Record. Improvements in the completeness of equality monitoring information on Disability status, Religion or Belief, and Sexual Orientation have been seen year-on-year, but more improvement is required.



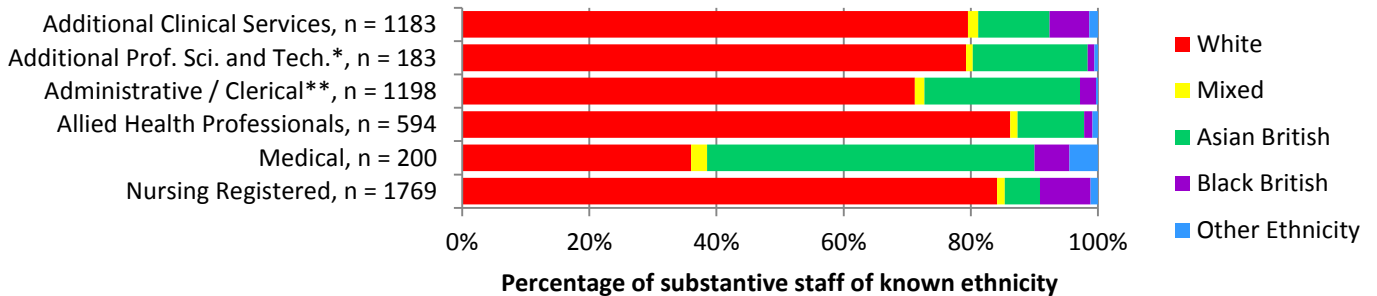
Complete information on Disability will be especially important given NHS England’s plans to launch the Workforce Disability Equality Standard in Autumn 2018, with the first reports on the standard expected by August 2019.

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

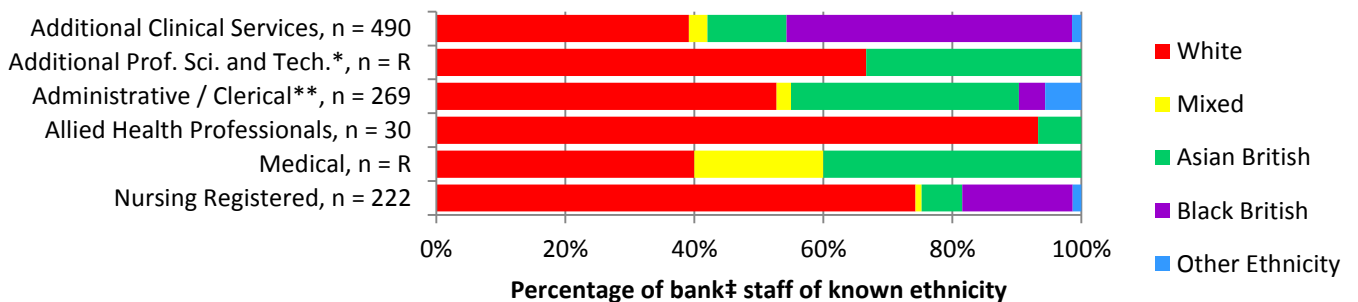
Asian British people were underrepresented amongst substantive staff, whilst Black British people were overrepresented amongst substantive staff and amongst bank staff.



This pattern reflected occupational segregation within the workforce. Asian British people had particularly low levels of representation in the Nursing profession, both amongst substantive staff, and amongst bank staff.



Meanwhile, Black British people were concentrated in Additional Clinical Services roles and in the Nursing profession, both amongst substantive staff and amongst bank staff.

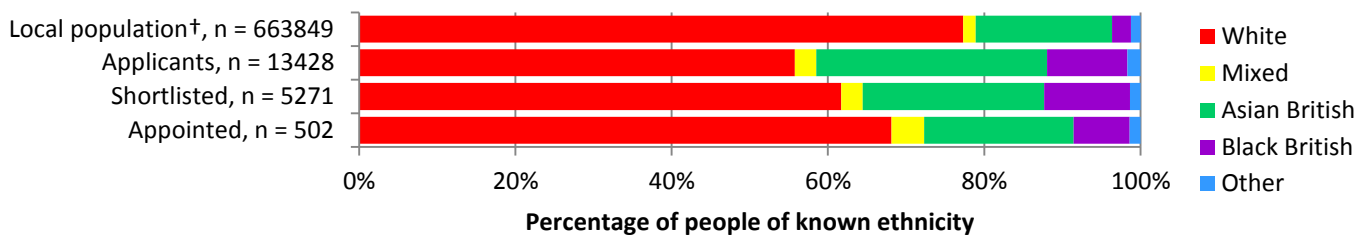


\* includes Healthcare Scientists; \*\* includes Estates and Ancillary; ‡ those without a substantive contract; n = total of known ethnicity; R – REDACTED

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

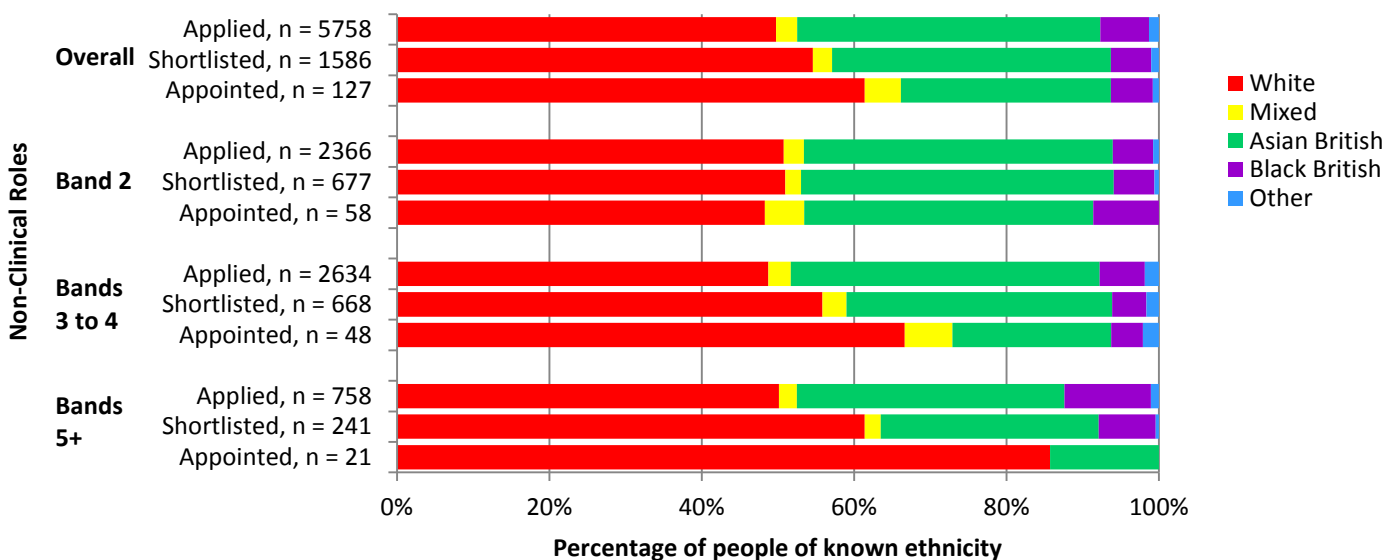
BME people were overrepresented amongst job applicants (compared to the local working age population), but were less likely to be shortlisted from amongst applicants, and were less likely to be appointed from amongst those shortlisted. In particular, Asian British people were less likely to shortlisted from amongst applicants, whilst Black British people were less likely to be appointed from amongst those shortlisted.

Overall, White people were 1.3 times as likely as BME people to be appointed from amongst those shortlisted – this metric forms part of the Workforce Race Equality Standard. White people were 1.7 times as likely as Black British people to be appointed from amongst those shortlisted.

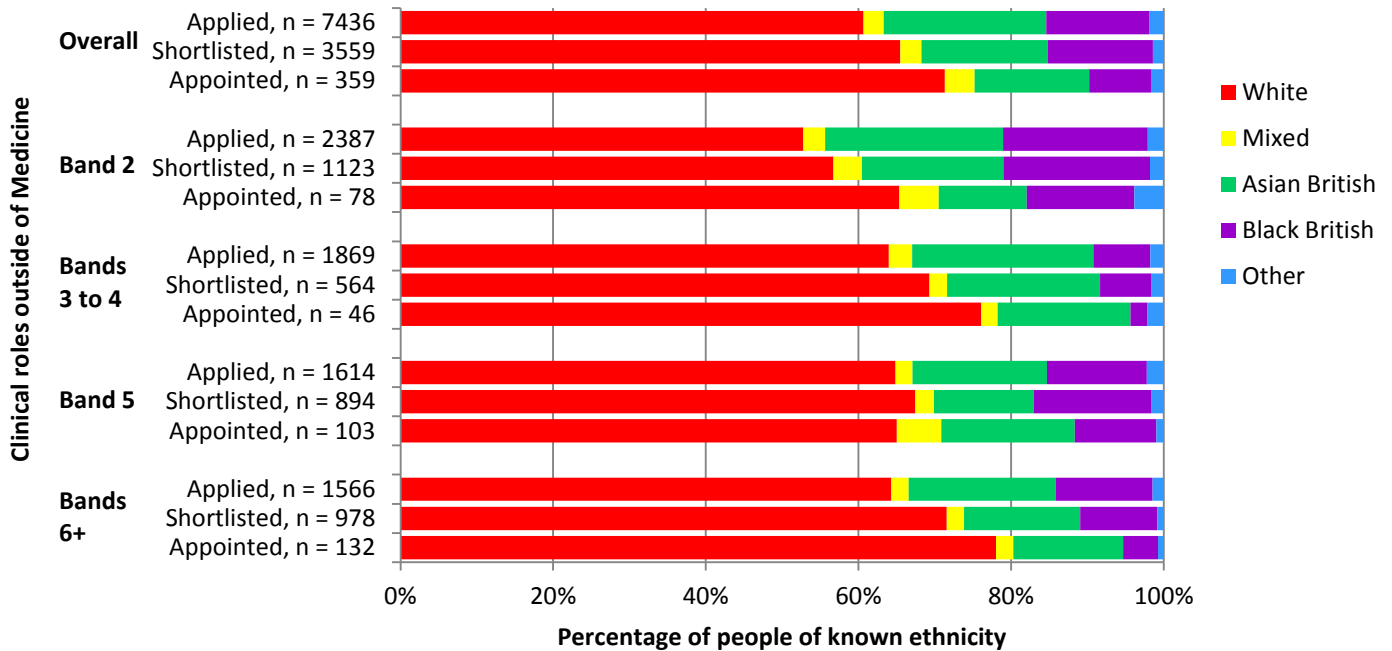


† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census

More detailed analyses indicated that, in Non-clinical (essentially Administrative and Clerical) roles, BME people (mainly Asian British people) and White people were similarly likely to be shortlisted from amongst applicants at Band 2, but that BME people were less likely to be shortlisted from amongst applicants at Bands 3 to 4, and at Bands 5 and above. There was a trend for BME people to be less likely to be appointed from amongst those shortlisted at these bands too.



In Clinical roles outside of Medicine (primarily Additional Clinical Services at Bands 2 to 4 and Nursing at Band 5 and above), BME people were less likely to be shortlisted from amongst applicants at all levels. Additionally, Black British people in particular were less likely to be appointed from amongst those shortlisted.



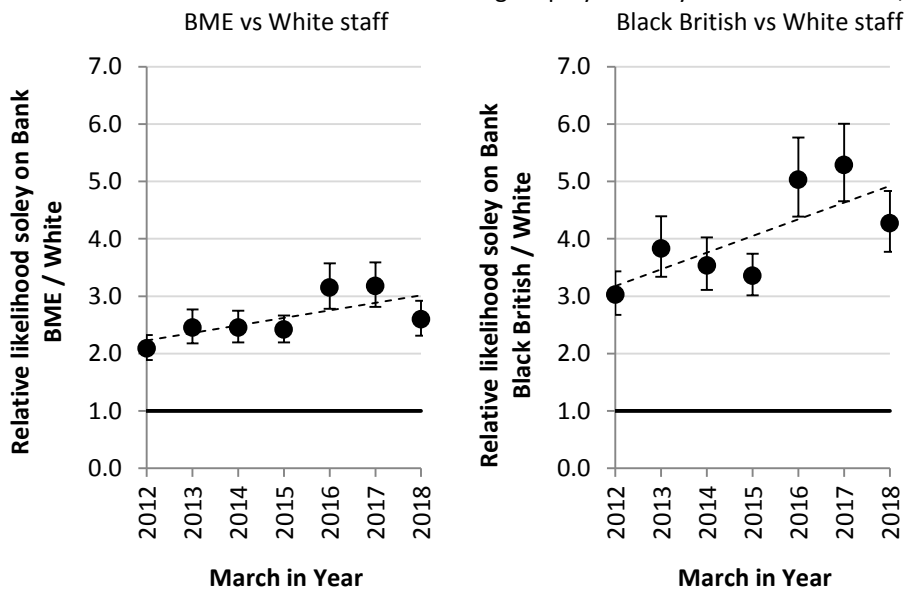


**4. BME staff, and especially Black British staff, were more likely than White staff to be employed solely on a Bank contract**

At March 2018, 11.7% of the Trust's 4544 White staff were employed solely on a Bank contract, compared to 30.5% of the 1605 BME staff overall, and 50.1% of the 531 Black British staff in particular.

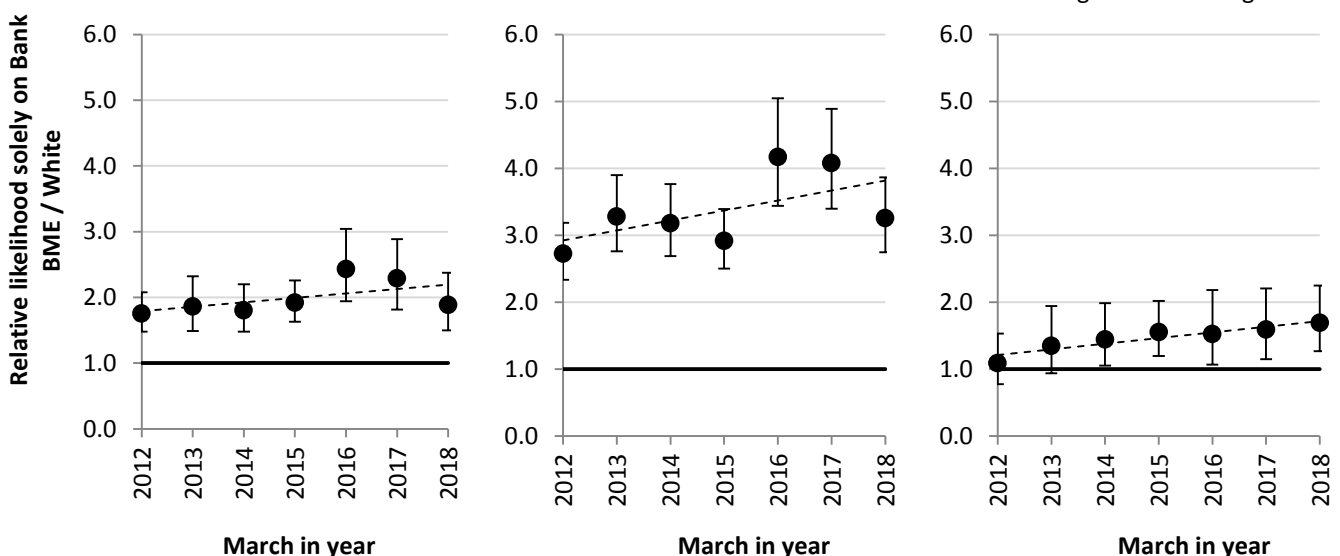
Thus, BME staff were 2.6 times more likely than White staff to be employed solely on a Bank contract; 4.3 times more likely for Black British staff. BME staff have been more likely than White staff to be employed solely on a Bank contract since at least March 2012.

Relative likelihood of BME and White staff being employed solely on a Bank contract, by year



Similar patterns were present for Administrative and Clerical staff, Additional Clinical Services staff, and, to a lesser extent, Registered Nursing staff.

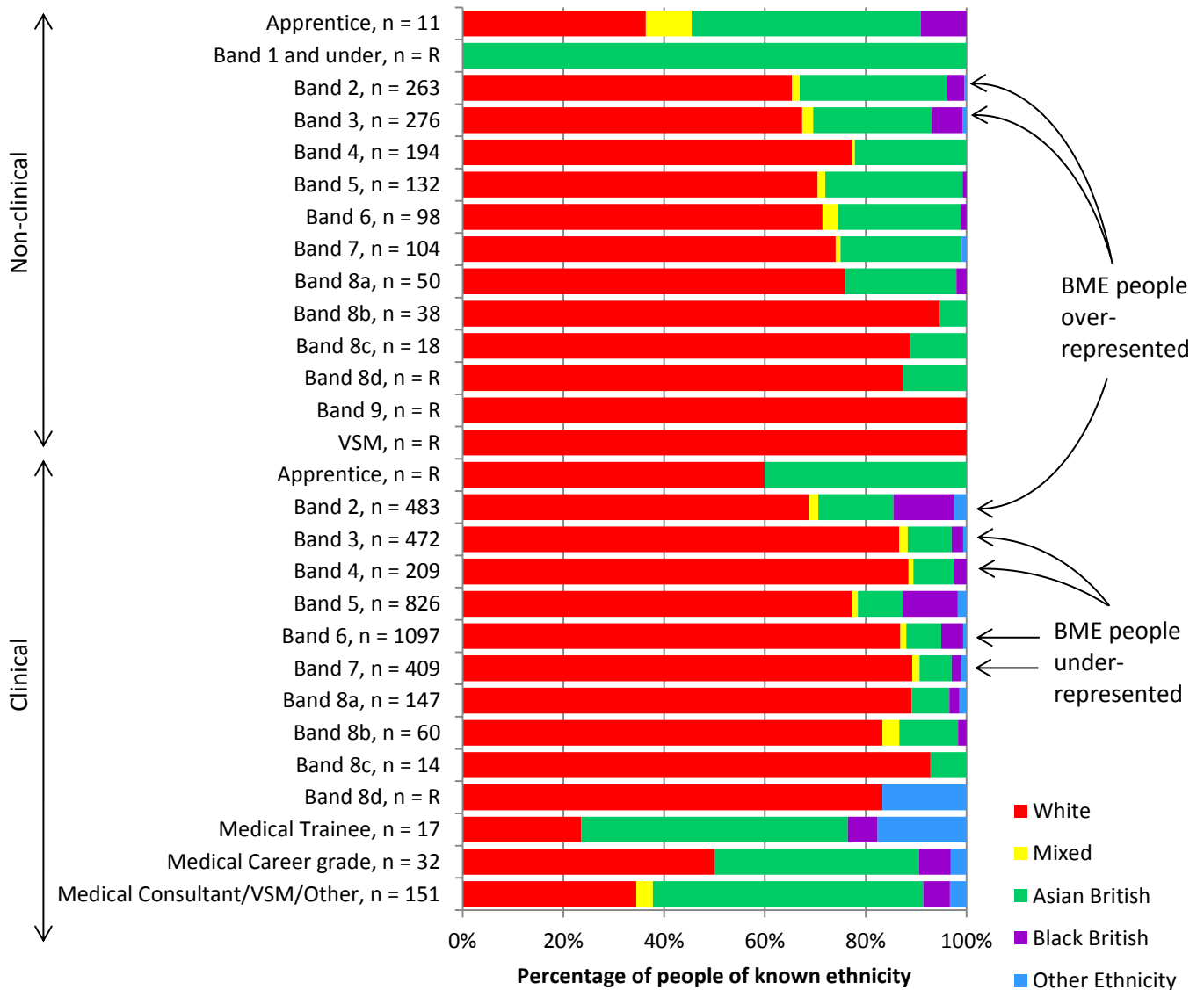
Relative likelihood of BME and White staff being employed solely on a Bank contract, by year and staff group



### 5. BME staff were overrepresented at lower pay bands

In substantive posts, BME staff were overrepresented at lower pay bands in both Non-clinical and Clinical roles (outside of Medicine). There were different underlying trends for Asian British people and Black British people.

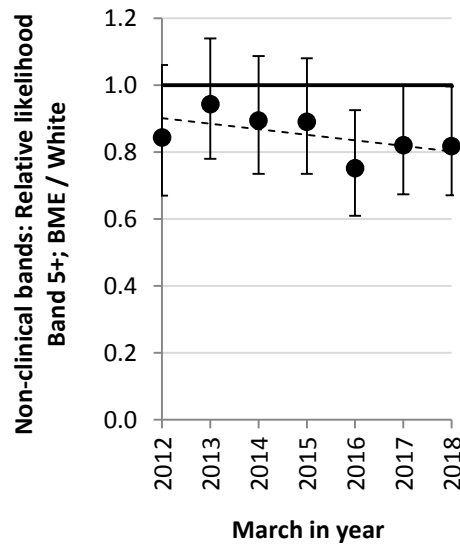
Asian British staff were overrepresented at Bands 2, 3, and 5 in Non-clinical roles, whilst Black British staff were overrepresented at Bands 2 and 5 in Clinical roles (the lowest bands for unqualified and qualified Clinical roles, respectively).



n = total of known ethnicity; R – REDACTED

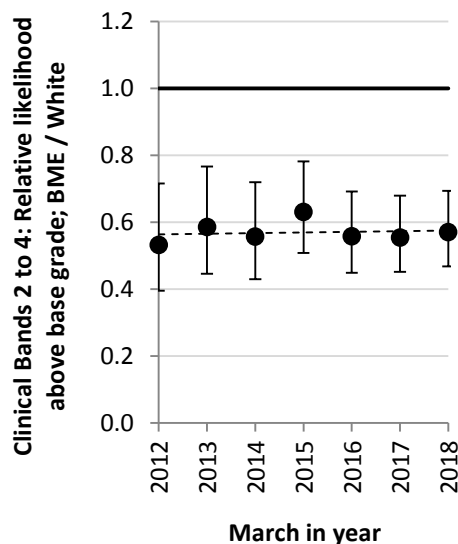
At March 2018, in Non-clinical roles BME staff were 0.8 times as likely as White staff to be at Band 5 or above. A similar pattern has been evident since March 2016.

Relative likelihood of BME and White staff in Non-clinical roles being at Band 5 and above, by year  
BME vs White staff

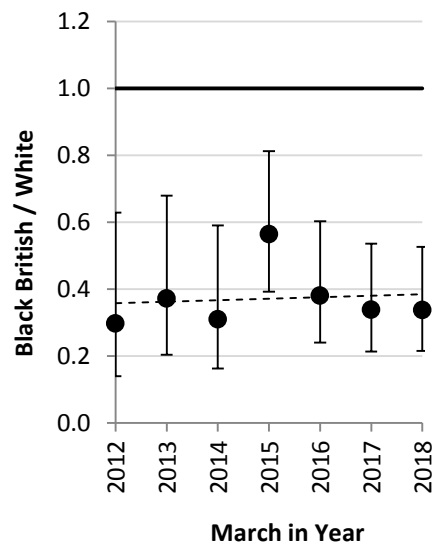


Amongst those in Clinical roles at Band 4 and below (primarily Additional Clinical Services), BME staff were 0.6 times as likely as White staff to be above the base grade (i.e. at Band 3 or 4 rather than at Band 2); with Black British staff 0.3 times as likely as White staff to be above the base grade. Similar patterns have been evident since at least March 2012.

Relative likelihood of BME and White staff in Clinical roles at Bands 2 to 4 being above the base grade, by year  
BME vs White staff

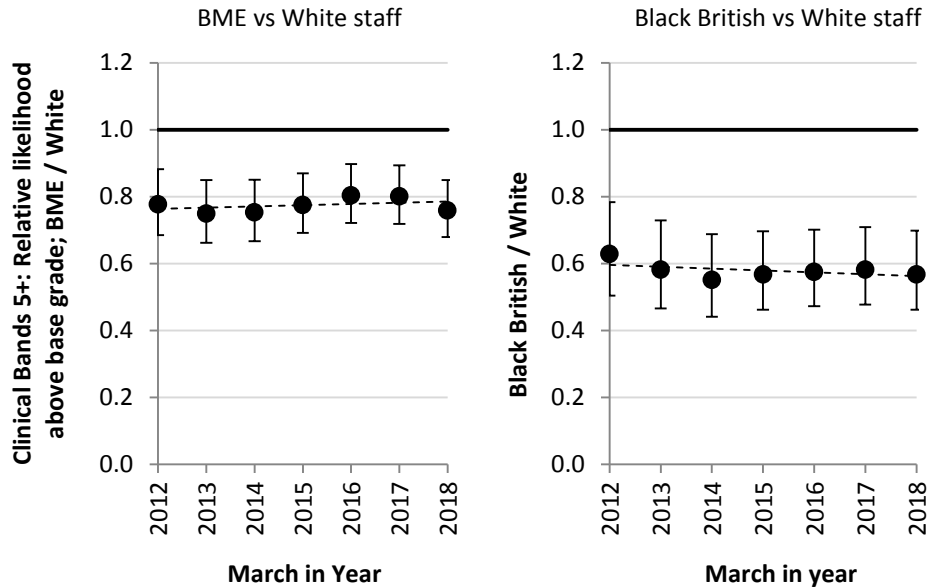


Black British vs White staff



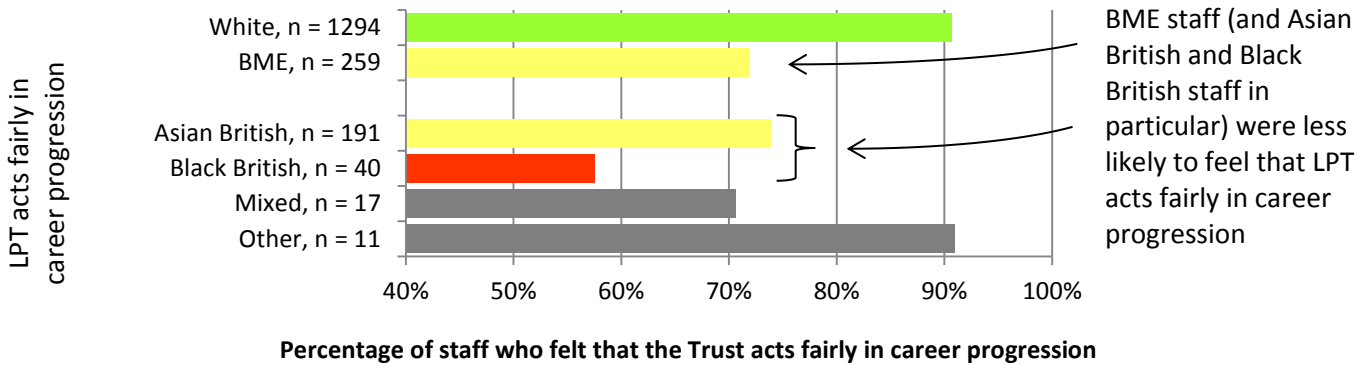
Amongst those in Clinical roles at Band 5 and above (primarily Registered Nursing), BME staff were 0.8 times as likely as White staff to be above the base grade (i.e. at Band 6 or above rather than at Band 5); with Black British staff 0.6 times as likely as White staff to be above the base grade. Similar patterns have been evident since at least March 2012.

Relative likelihood of BME and White staff in Clinical roles at Bands 5 and above being above the base grade, by year



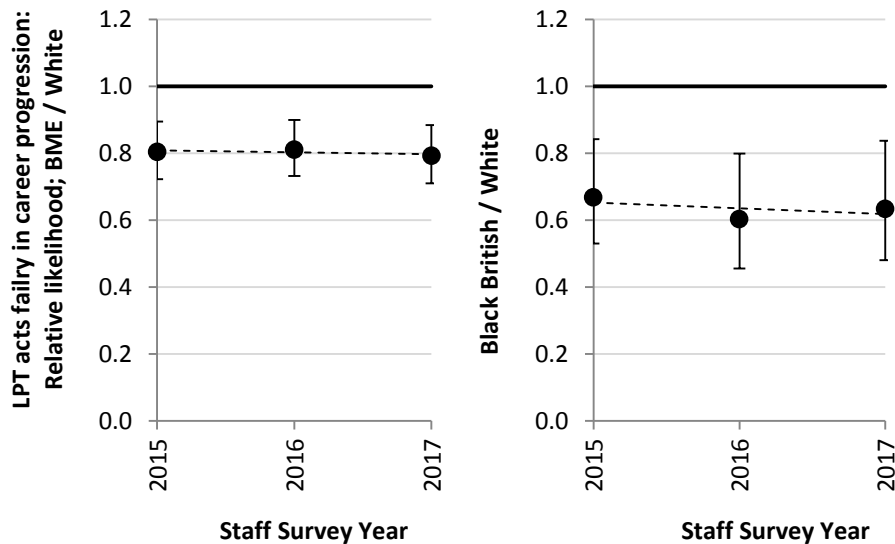
## 6. BME staff were less likely to feel that LPT acts fairly in respect of career progression

The 2017 Staff Survey indicated that 72% of BME staff felt that LPT acts fairly in career progression and promotion, compared to 91% of White staff – this metric forms part of the Workforce Race Equality Standard.



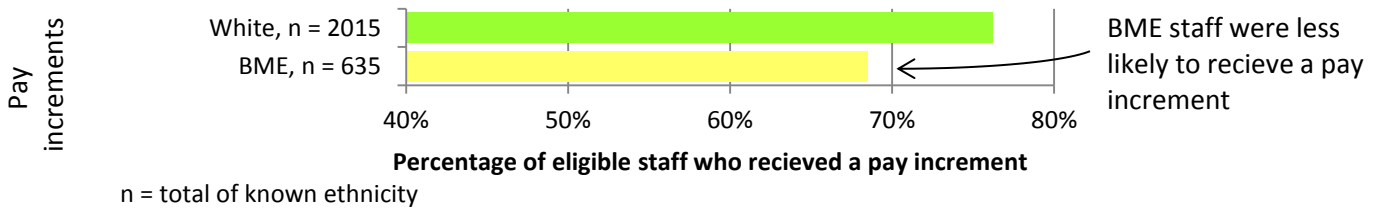
Thus, in 2017, BME staff were 0.8 times as likely as White staff to feel that LPT acts fairly in career progression and promotion; 0.6 times as likely for Black British staff. Similar patterns were also evident in 2016 and 2015.

Relative likelihood of BME and White staff feeling that LPT acts fairly in career progression, by year

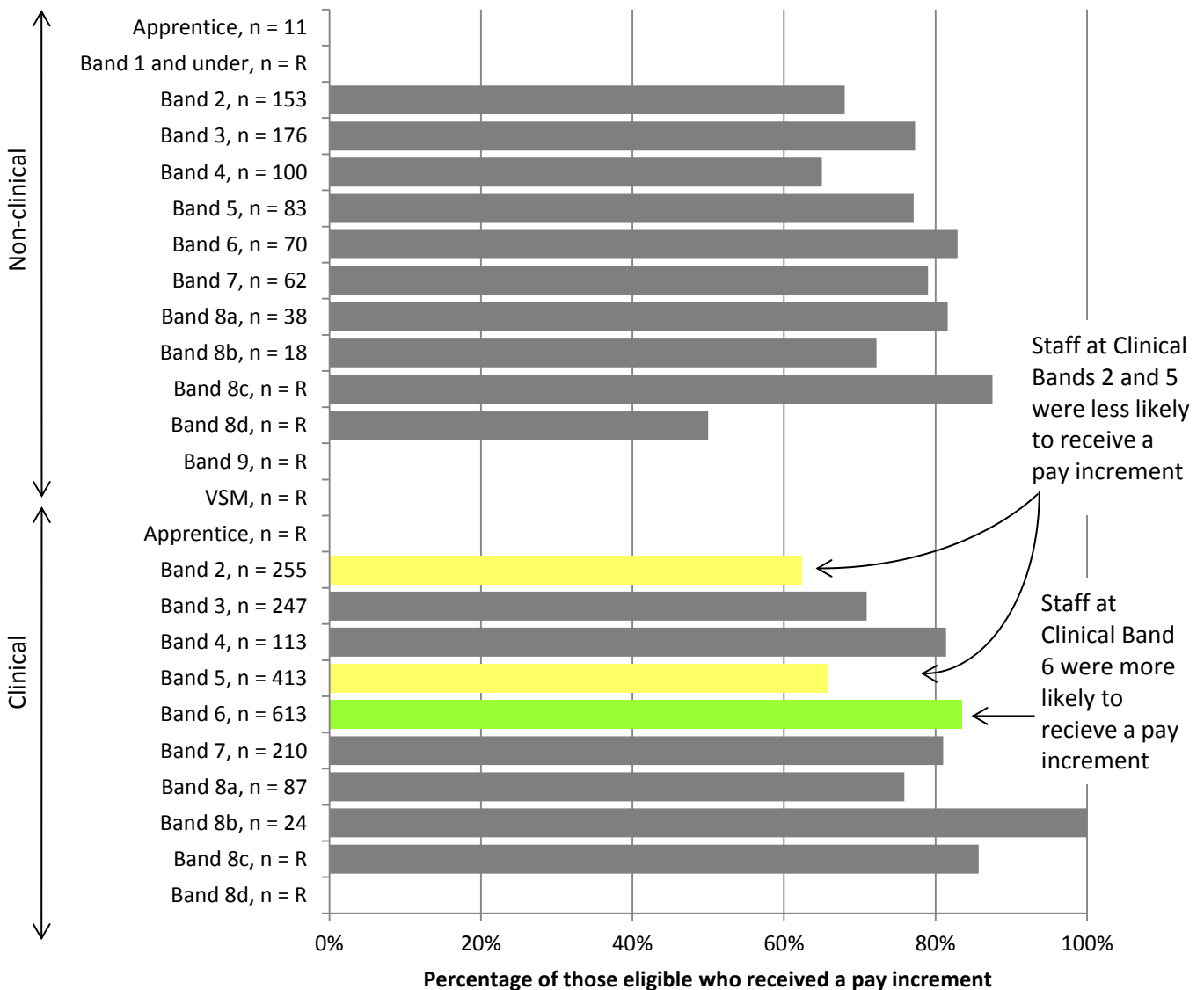


### 7. BME staff were less likely to receive a pay increment

In 2017/18, from amongst those eligible, 69% of BME staff received a pay increment, compared to 76% of White staff;



associated with the finding that staff at Clinical Bands 2 and 5 were less likely to receive a pay increment (BME staff were overrepresented at Clinical Band 2, whilst Black British staff in particular were overrepresented Clinical Band 5).

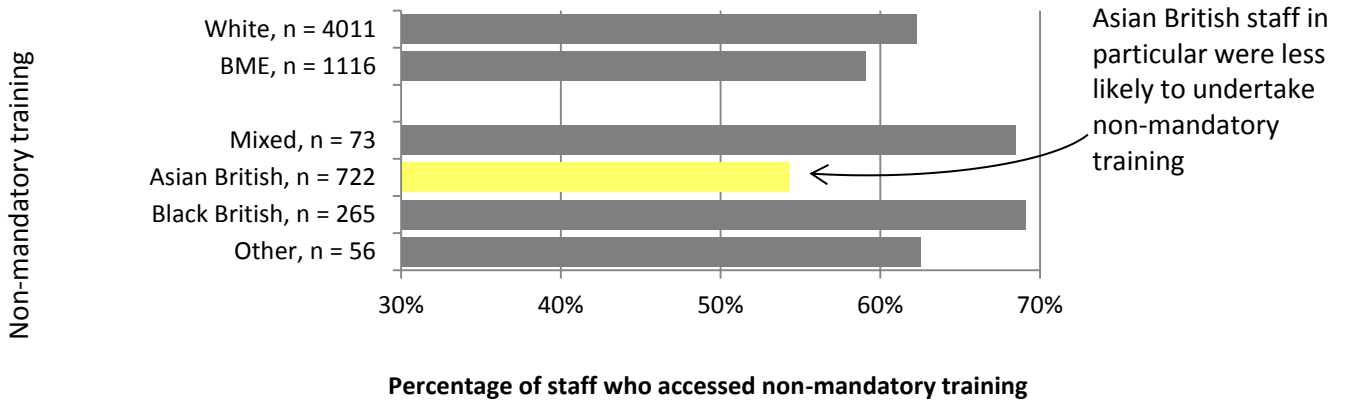


n = total; R – REDACTED

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

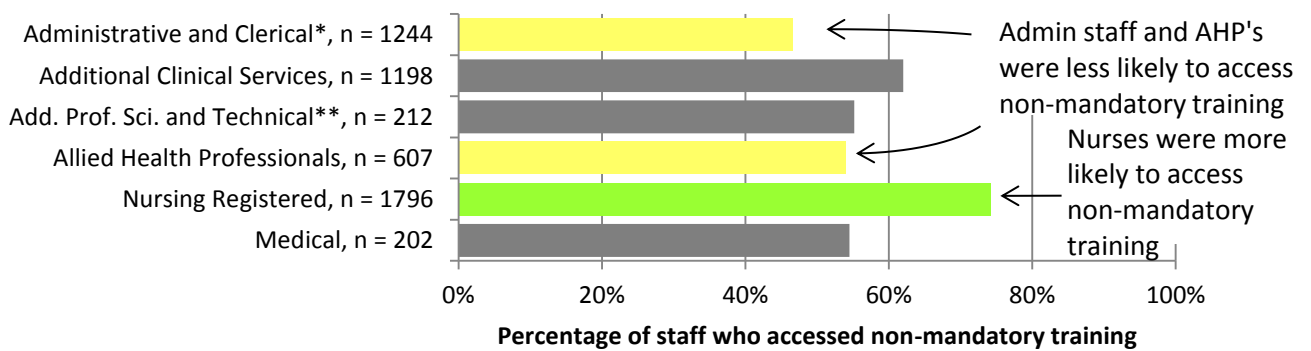
White staff and BME staff were similarly likely to undertake non-mandatory training: 59% and 62% respectively. Thus, White staff were 1.05 times as likely as BME staff to undertake non-mandatory training – this metric forms part of the Workforce Race Equality Standard.

However, Asian British staff in particular were less likely than White staff to undertake non-mandatory training: 54% and 62% respectively;



n = total

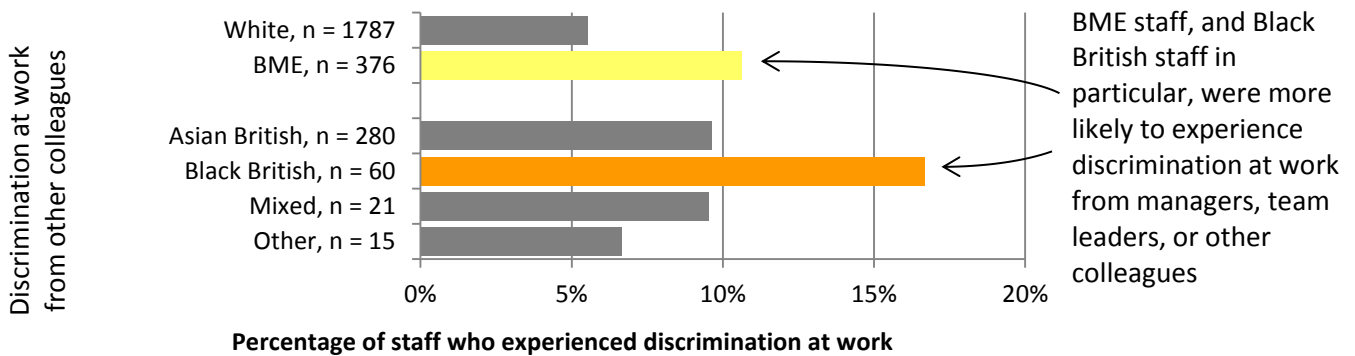
associated with the finding that Administrative and Clerical staff were less likely to access non-mandatory training, whilst Registered Nursing staff were more likely to access non-mandatory training (Asian British staff were overrepresented amongst Administrative and Clerical staff and underrepresented amongst Nursing staff).



n = total

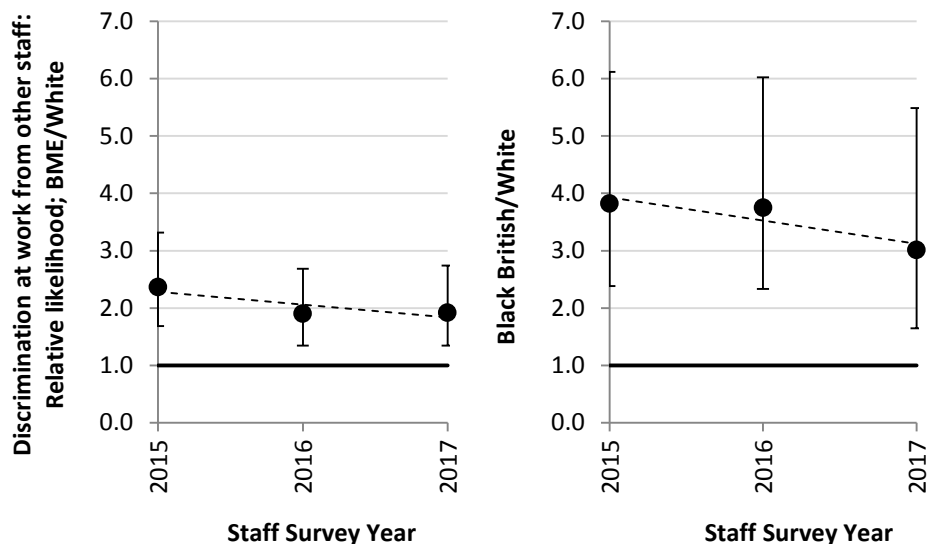
### 9. BME staff were more likely to report discrimination from other staff, whilst Black British staff were more likely to report bullying and harassment from other staff

The 2017 Staff Survey indicated that 10.6% of BME staff experienced discrimination at work from a manager / team leader or other colleagues, compared to 5.5% of White staff – this metric forms part of the Workforce Race Equality Standard; with 16.7% of Black British staff in particular having experienced discrimination at work from a manager / team leader or other colleagues.



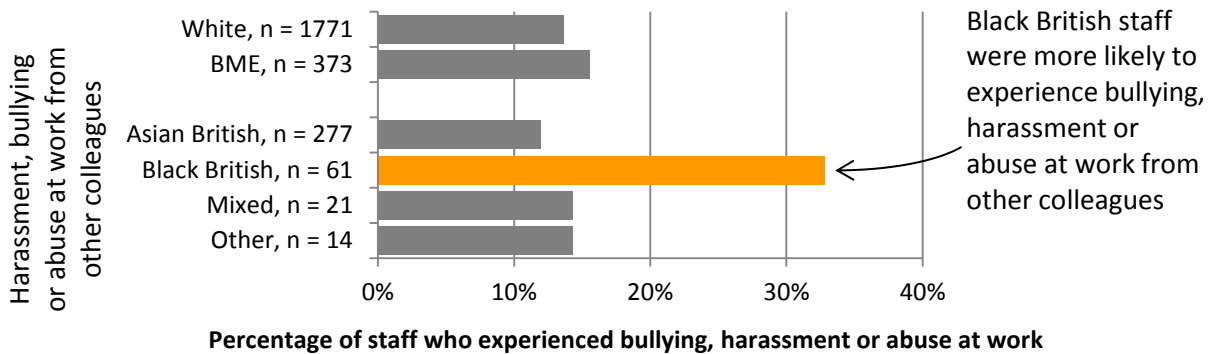
Thus, in 2017, BME staff were 1.9 times as likely as White staff to have experienced discrimination at work from a manager / team leader or other colleagues; 3.0 times as likely for Black British staff. Similar patterns were also evident in 2016 and 2015.

Relative likelihood of BME and White staff experiencing discrimination at work from other colleagues, by year



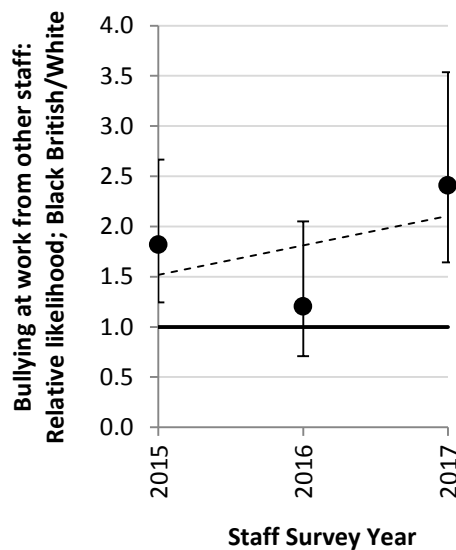


The 2017 Staff Survey also indicated that 32.8% of Black British staff experienced harassment, bullying or abuse at work from other colleagues (other than managers), compared to 13.6% of White staff.



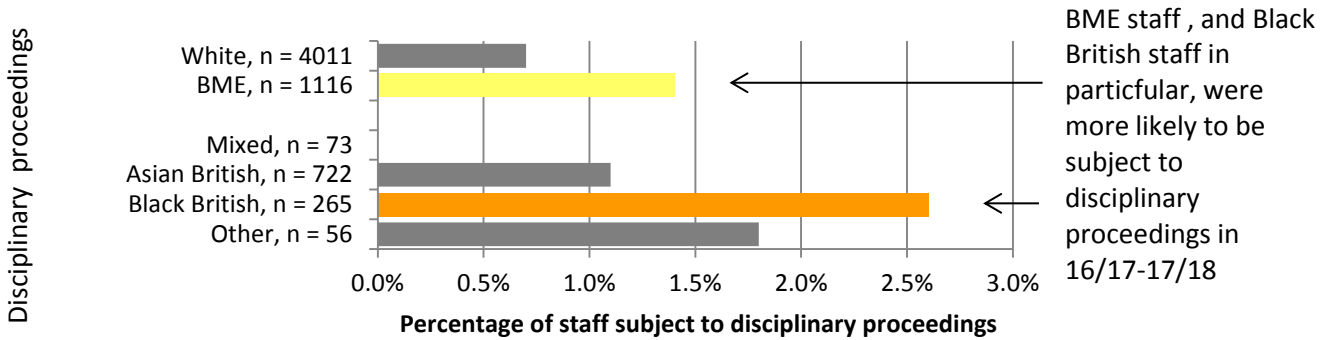
Thus, in 2017, Black British staff were 2.4 times as likely as White staff to have experienced harassment, bullying or abuse at work from other colleagues. A similar pattern was evident in 2015, but not in 2016.

Relative likelihood of Black British and White staff experiencing bullying at work from other colleagues, by year  
Black British vs White staff

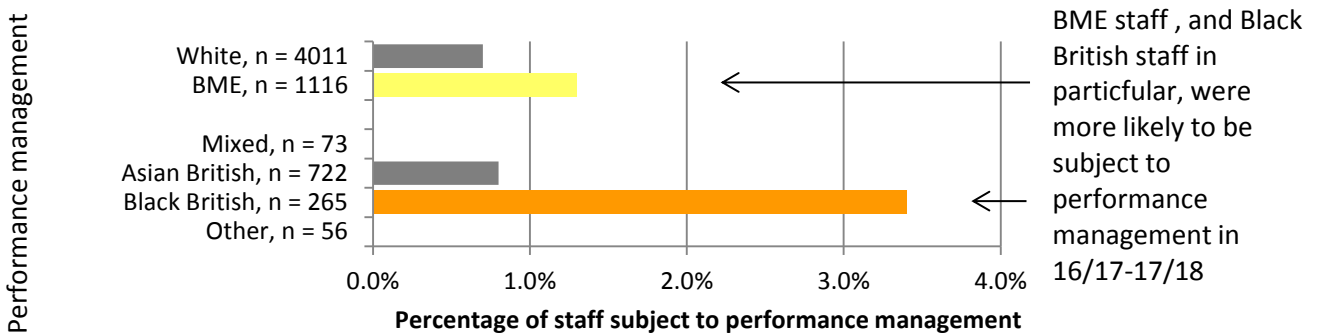


**10. BME staff were more likely to be subject to disciplinary proceedings, performance management, and dismissal on the grounds of conduct or another substantial reason**

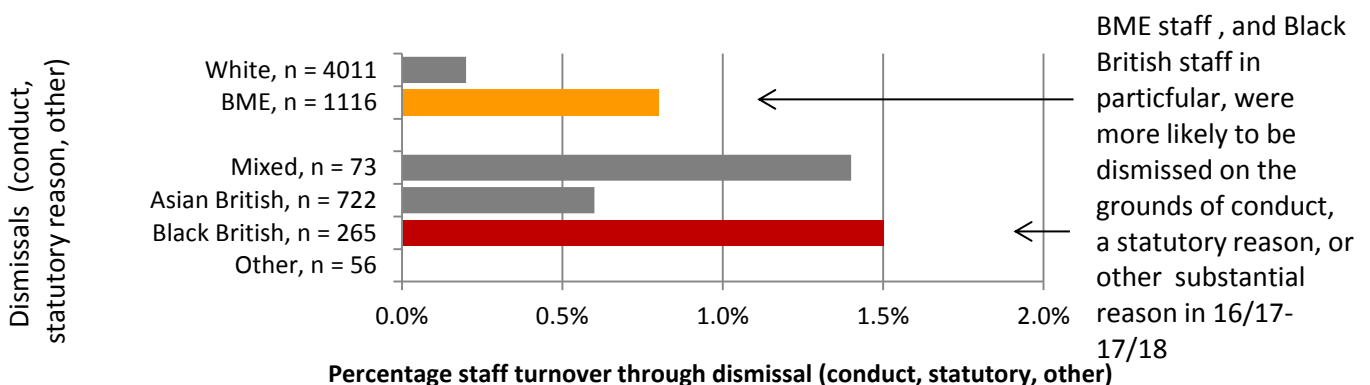
In the two-year window 2016/17 to 2017/18, amongst substantive staff, BME staff were 2.0 times as likely as White staff to be subject to disciplinary proceedings – this metric forms part of the Workforce Race Equality Standard. Black British staff were 3.7 times as likely as White staff to be subject to disciplinary proceedings. This pattern occurred primarily amongst Band 2 Additional Clinical Services Staff.



In the same timeframe, BME staff were 1.9 times as likely as White staff to be subject to performance management; 4.9 times as likely for Black British staff. This pattern occurred primarily amongst Band 5 Nursing staff.



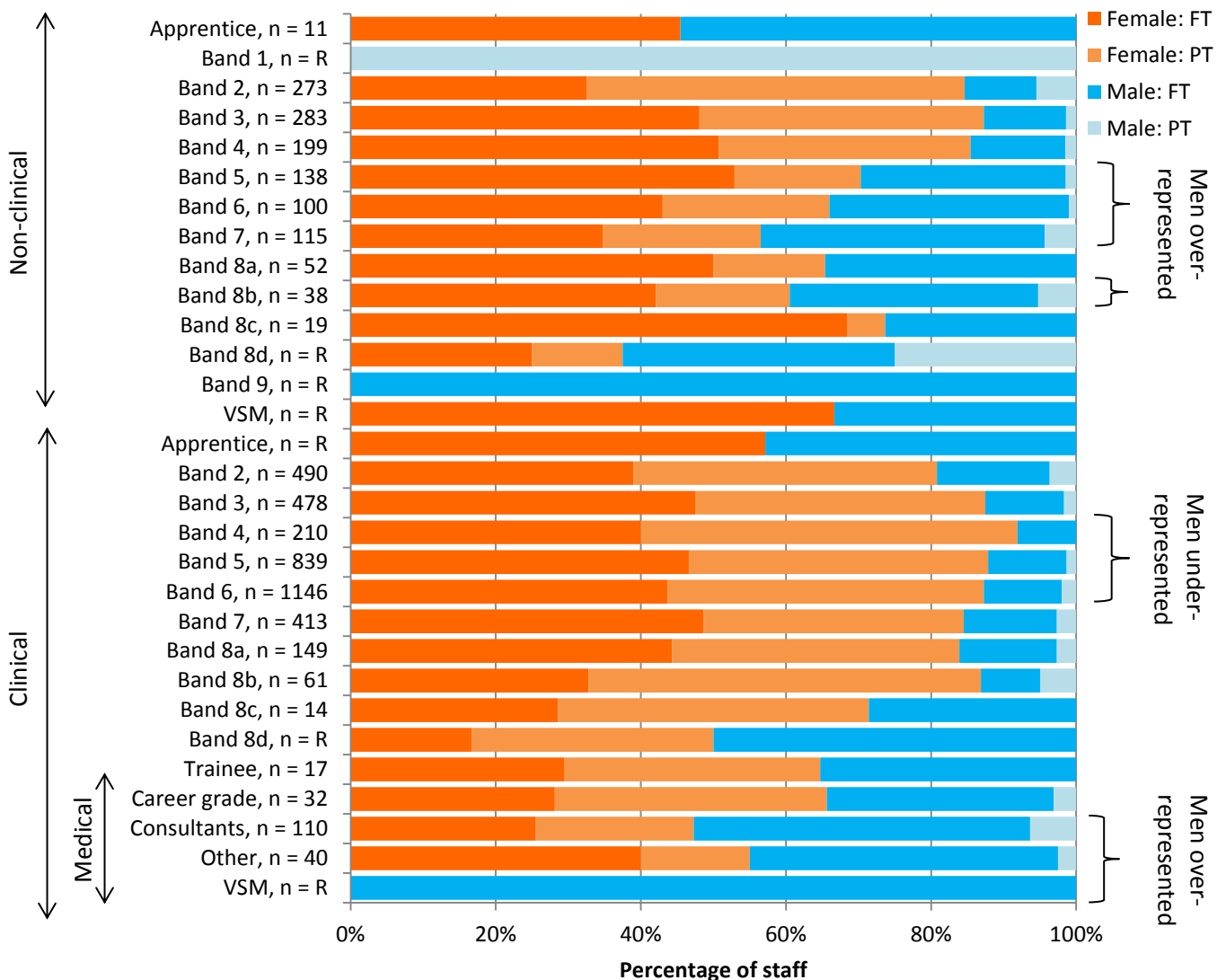
Also within this timeframe, BME staff were 4.0 times as likely as White staff to be dismissed on the grounds of conduct, a statutory reason, or other substantial reason; 7.5 times as likely for Black British staff.



### 11. Men were overrepresented at middle to higher levels in Non-clinical roles

In substantive posts, men were overrepresented at middle to higher levels in Non-clinical roles (Non-clinical Bands 5 to 7 and 8b), reflecting an overall trend for lower proportions of women at higher levels in Non-clinical roles. This pattern appears to be driven by part time working: a higher proportion of women than men worked part time (47.3% vs 13.5%), with the majority of Non-clinical part time roles being at Band 4 and below.

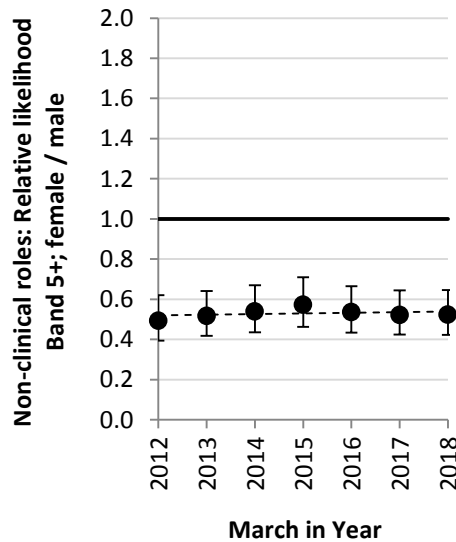
In Clinical roles, men were underrepresented at Bands 4 to 6 and overrepresented amongst Medics at consultant level, reflecting occupational segregation to some degree (an underrepresentation of men in Nursing roles and their overrepresentation in the Medical staff group).



FT: Full Time; PT: Part Time; n = total; R – REDACTED

At March 2018, in Non-clinical roles female staff were 0.5 times as likely as male staff to be at Band 5 or above. A similar pattern has been evident since at least March 2012.

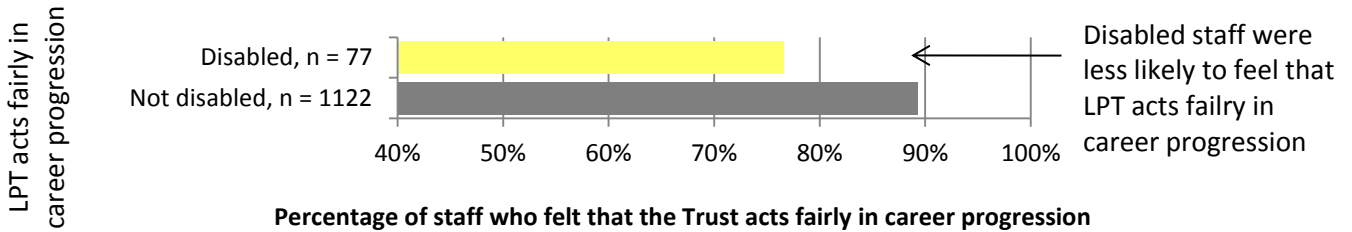
Relative likelihood of female and male staff in non-clinical roles being at Band 5 and above, by year  
female vs male staff



The Government introduced mandatory gender pay gap reporting for private, voluntary, and public sector organisations from the 2016/17 financial year. Leicestershire Partnership NHS Trust will be required to publish a gender pay gap analysis for the 2017/18 financial year by 30<sup>th</sup> March 2019. The analyses of gender and pay band detailed above indicate that Leicestershire Partnership NHS Trust's gender pay gap analyses will reveal a pay gap in favour of men, as they did in the 2016/17 financial year. Gender pay gap reporting will be the subject of a separate report to follow.

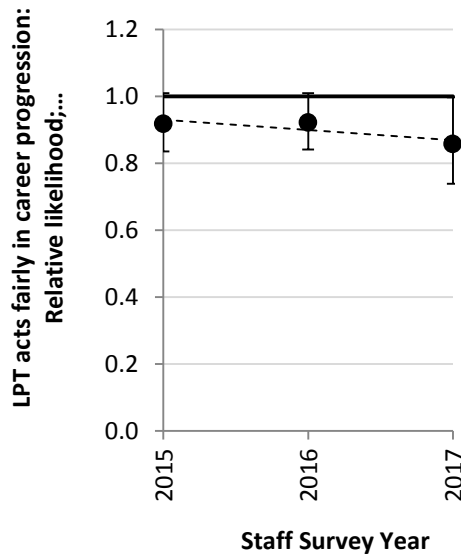
## 12. Disabled staff were less likely to feel that LPT acts fairly in respect of career progression

The 2017 Staff Survey indicated that 76% of Disabled staff felt that LPT acts fairly in career progression and promotion compared to 89% of staff who were Not disabled.



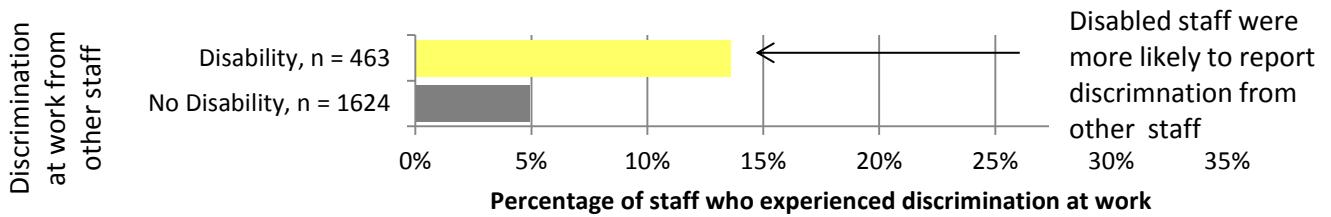
Thus, in 2017, Disabled staff were 0.86 times as likely as staff who were Not disabled to feel that LPT acts fairly in career progression and promotion – a borderline lower likelihood. This finding was not evident in 2016 or 2015, and may reflect a worsening of the position in 2017.

Relative likelihood of Disabled and Not Disabled staff feeling the LPT acts fairly in career progression, by year  
Disabled vs Not Disabled staff



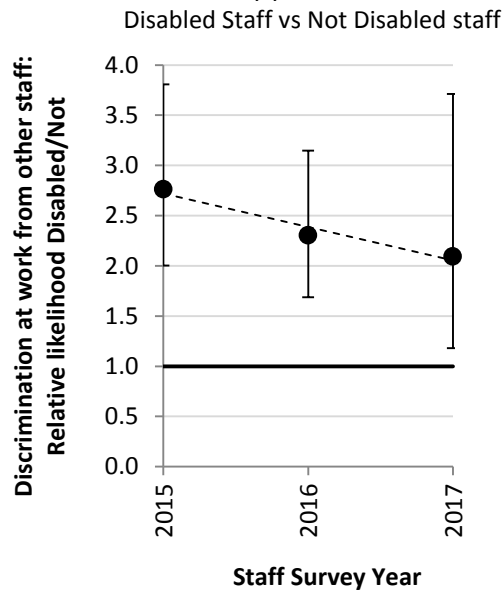
### 13. Disabled staff were more likely to report discrimination at work from other staff and bullying and harassment from managers

The 2017 Staff Survey indicated that 13.6% of Disabled staff experienced discrimination at work from a manager / team leader or other colleagues, compared to 4.9% of staff who were Not disabled.

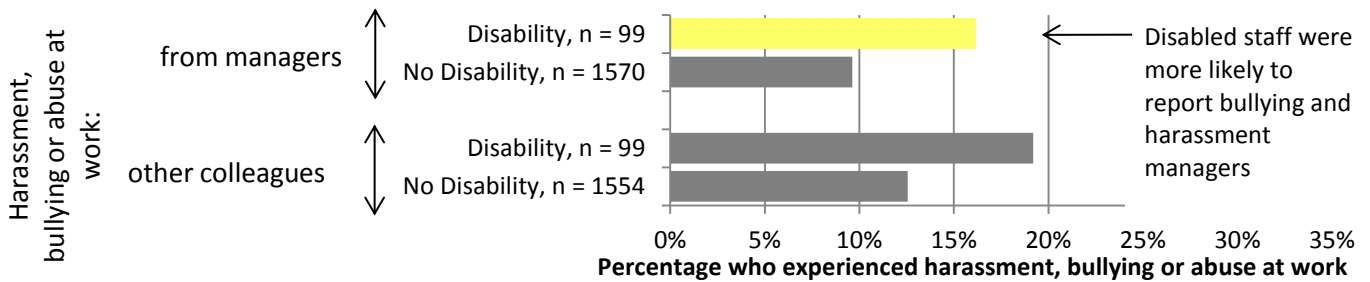


Thus, in 2017, Disabled staff were 2.1 times as likely as staff who were Not Disabled to have experienced discrimination at work from a manager / team leader or other colleagues. Similar patterns were also evident in 2016 and 2015.

Relative likelihood of Disabled staff and Not Disabled staff experiencing discrimination at work from other colleagues, by year

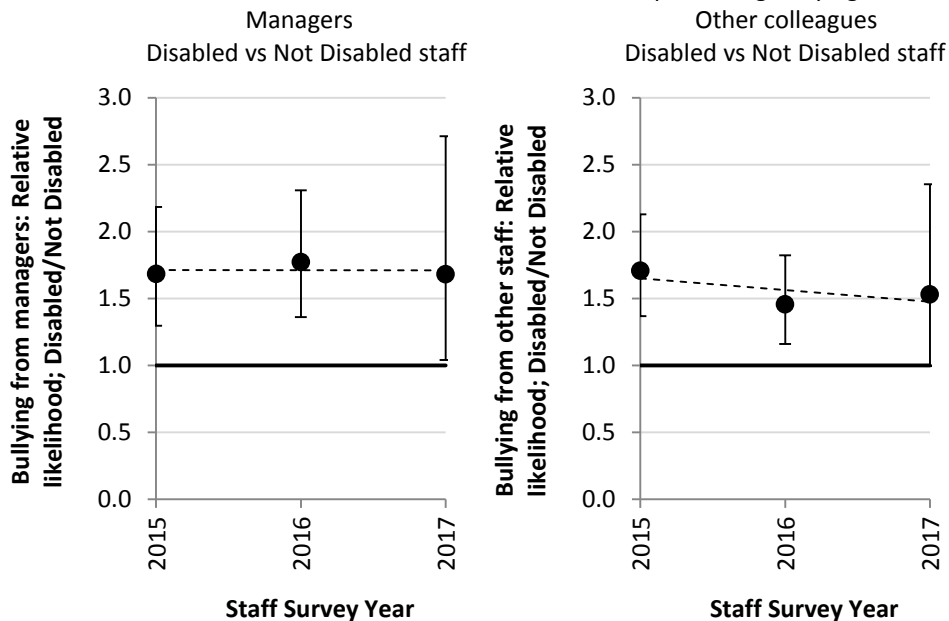


The 2017 Staff Survey also indicated that 16.2% of Disabled staff experienced harassment, bullying or abuse at work from managers, compared to 9.6% of staff who were Not disabled.



Thus, in 2017, Disabled staff were 1.7 times more likely to have experienced harassment, bullying or abuse at work from managers. A similar pattern was also evident in 2016 and 2015.

Relative likelihood of Disabled staff and Not Disabled staff experiencing bullying at work from ...

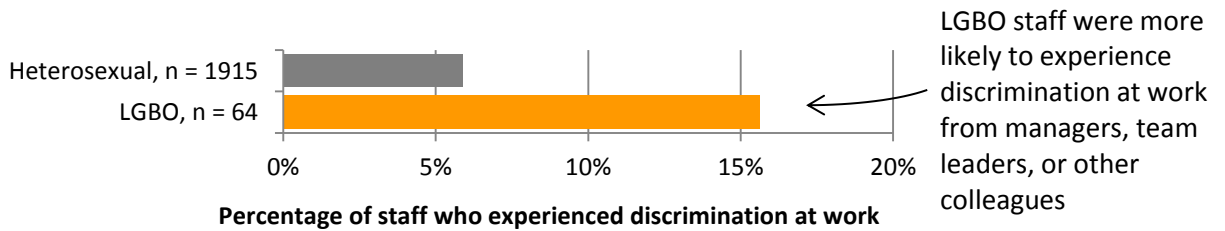


It is noted that in 2016 and 2015, Disabled staff were also more likely to report having experienced harassment, bullying or abuse at work from other colleagues, but that this trend did not reach statistical significance in 2017. This reflects smaller numbers of Disabled staff declaring their disability in the staff survey in 2017 (and associated lower statistical power), rather than a reduction in the levels of bullying and harassment experienced by Disabled staff. In 2017, the Staff Survey saw a large increase in the percentage of respondents for whom disability status was not known or not declared (24.3% in 2017, up from 1.9% in 2016 and 2.4% in 2015), with a drop in the number of respondents identifying as Disabled from 469 in 2015, and 523 in 2016, to 103 in 2017.

#### 14. LGBO staff were more likely to report discrimination at work from other staff

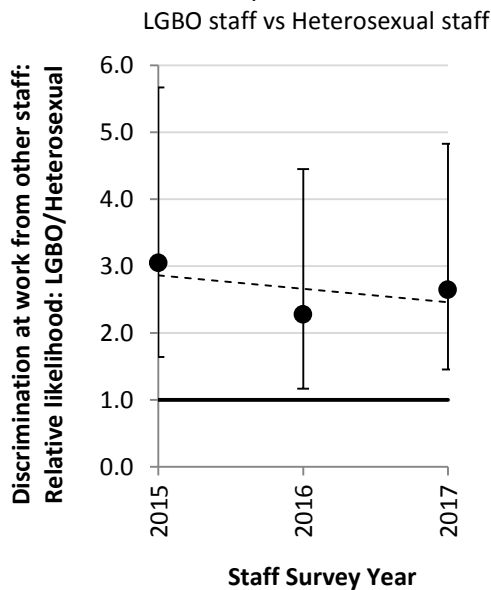
The 2017 Staff Survey indicated that 15.6% of LGBO staff experienced discrimination from a manager / team leader or other colleagues, compared to 5.9% of Heterosexual staff.

Discrimination at work from other colleagues



Thus, in 2017, LGBO staff were 2.6 times more likely than Heterosexual staff to have experienced discrimination from a manager / team leader or other colleagues. A similar pattern was also evident in 2016 and 2015.









Relative likelihood of LGBO staff and Heterosexual staff experiencing discrimination at work from other colleagues, by year














## 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 2017 NHS Staff Survey

|   |   |
|---|---|
|  | Benchmark   |
|  | Better than benchmark to a large degree (statistically significant*)  |
|  | Better than benchmark to a medium degree (statistically significant*) |
|  | Better than benchmark to a small degree (statistically significant*)  |
|  | Equivalent to benchmark (no statistically significant difference*)    |
|  | Worse than benchmark to a small degree (statistically significant*)   |
|  | Worse than benchmark to a medium degree (statistically significant*)  |
|  | Worse than benchmark to a large degree (statistically significant*)   |
|  | Statistical test not possible   |

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

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

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

- Compared to the equality profile of the local working age population (Table 4):
  - Age:
    - Amongst both substantive and bank staff:
      - younger people (aged 29 years and under) were underrepresented.
  - Disability:
    - Amongst substantive staff:
      - disabled people were overrepresented.
  - Ethnicity:
    - Amongst substantive staff:
      - overall, BME people were proportionately represented;
      - looking at ethnicity in more detail, Asian British people were underrepresented, whilst Black British people were overrepresented.
    - Amongst bank staff:
      - BME people were overrepresented (particularly Black British people and people from “other” ethnic groups – other than Mixed and Asian British).
  - Gender:
    - Amongst both substantive and bank staff:
      - men were underrepresented.
  - Marital status:
    - Amongst substantive staff:
      - people who were Married or in a Civil Partnership were overrepresented, whilst single people and people who were Divorced, Legally Separated or Widowed were underrepresented.
    - Amongst bank staff:
      - people who were Married or in a Civil Partnership were overrepresented.
  - Religion or belief:
    - Amongst substantive staff:
      - Atheists and Muslims were underrepresented.
    - Amongst bank staff:
      - Atheists were underrepresented.

- The underrepresentation of younger people at LPT might reflect that many posts in the Trust required a clinical qualification. For example, 34.2% of the substantive workforce (Table 2) and 22.0% of those employed solely on the bank (Table 3) were Registered Nurses; the Nursing staff group had relatively low proportions of people aged 29 years old and under, both in terms of the substantive workforce (Table 32) and amongst bank staff (Table 33).
- The underrepresentation of Asian British people amongst staff at LPT was most marked in the qualified Nursing profession (Table 32, Table 33). Registered nurses represented the largest staff group at Leicestershire Partnership NHS Trust. This suggests a specific need to promote the Nursing profession to Asian British people in order to develop a workforce with an ethnic profile that is more representative of the local population.
- Similarly, the underrepresentation of men amongst staff at LPT was especially marked amongst qualified Nursing staff (Table 32, Table 33). 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 21.8% of substantive staff and 23.8% of bank staff (Table 82 and Table 83 respectively) 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 2017 NHS Staff Survey. Of the Substantive Staff who gave their religion or belief on the Electronic Staff Record, 13.3% identified as Atheist, but religion or belief was not known for 21.8% of staff. Meanwhile, in Leicestershire Partnership NHS Trust's 2017 NHS Staff Survey, 33.2% of staff who gave their religion or belief identified as Atheist, with just 11.6% of staff withholding their religion or belief. Thus, data held in the Electronic Staff Record may underestimate the percentage of Atheist staff.
- The ethnicity profiles of the substantive workforce and bank workforce differed relative to the local population, with BME staff proportionately represented amongst substantive staff, but overrepresented amongst bank staff. This finding is examined in more detail in the section which analyses Leicestershire Partnership NHS Trust's workforce equality profile by directorate.

Table 4: Representation in Leicestershire Partnership NHS Trust's workforce at March 2018 compared to the local working age population, by protected characteristic

| Protected Characteristic | Leicester, Leicestershire and Rutland Overall* |        | All (Substantive and Bank**) |      | LPT Workforce Substantive |      | Bank** |     |       |
|--------------------------|--|--------|------------------------------|------|---------------------------|------|--------|-----|-------|
|                          | n  | %      | n                            | %    | n                         | %    | n      | %   |       |
| Age Group (years)        | 29 and under                                   | 215753 | 31.4%                        | 865  | 13.7%                     | 675  | 12.8%  | 190 | 17.8% |
|                          | 30 to 49                                       | 271889 | 39.6%                        | 3138 | 49.6%                     | 2661 | 50.6%  | 477 | 44.7% |
|                          | 50 and over                                    | 199807 | 29.1%                        | 2323 | 36.7%                     | 1923 | 36.6%  | 400 | 37.5% |
| Disability               | Disabled                                       | 31616  | 4.8%                         | 265  | 5.5%                      | 228  | 5.7%   | 37  | 4.5%  |
|                          | Not Disabled                                   | 632233 | 95.2%                        | 4546 | 94.5%                     | 3764 | 94.3%  | 782 | 95.5% |
| Ethnicity (WRES)         | White  | 513259 | 77.3%                        | 4544 | 73.9%                     | 4011 | 78.2%  | 533 | 52.2% |
|                          | BME  | 150590 | 22.7%                        | 1605 | 26.1%                     | 1116 | 21.8%  | 489 | 47.8% |
| Ethnicity (detailed)     | White  | 513259 | 77.3%                        | 4544 | 73.9%                     | 4011 | 78.2%  | 533 | 52.2% |
|                          | Mixed  | 10592  | 1.6%                         | 96   | 1.6%                      | 73   | 1.4%   | 23  | 2.3%  |
|                          | Asian British                                  | 115756 | 17.4%                        | 897  | 14.6%                     | 722  | 14.1%  | 175 | 17.1% |
|                          | Black British                                  | 16182  | 2.4%                         | 531  | 8.6%                      | 265  | 5.2%   | 266 | 26.0% |
|                          | Other  | 8060   | 1.2%                         | 81   | 1.3%                      | 56   | 1.1%   | 25  | 2.4%  |
| Gender                   | Female   | 341719 | 49.7%                        | 5202 | 82.2%                     | 4353 | 82.8%  | 849 | 79.6% |
|                          | Male   | 345730 | 50.3%                        | 1124 | 17.8%                     | 906  | 17.2%  | 218 | 20.4% |
| Marital Status           | Single   | 269488 | 40.6%                        | 1963 | 31.7%                     | 1596 | 31.0%  | 367 | 35.6% |
|                          | Married†                                       | 310784 | 46.8%                        | 3555 | 57.5%                     | 2995 | 58.1%  | 560 | 54.4% |
|                          | Divorced‡                                      | 83577  | 12.6%                        | 665  | 10.8%                     | 562  | 10.9%  | 103 | 10.0% |
| Religion or Belief       | Atheism  | 186299 | 29.8%                        | 656  | 13.3%                     | 578  | 14.0%  | 78  | 9.6%  |
|                          | Christianity                                   | 321500 | 51.4%                        | 2975 | 60.4%                     | 2452 | 59.6%  | 523 | 64.3% |
|                          | Hinduism                                       | 49841  | 8.0%                         | 372  | 7.5%                      | 317  | 7.7%   | 55  | 6.8%  |
|                          | Islam  | 45040  | 7.2%                         | 239  | 4.8%                      | 175  | 4.3%   | 64  | 7.9%  |
|                          | Sikhism  | 16066  | 2.6%                         | 125  | 2.5%                      | 105  | 2.6%   | 20  | 2.5%  |
| Sexual Orientation       | Heterosexual                                   | 3502   | 97.4%                        | 4832 | 97.5%                     | 4037 | 97.3%  | 795 | 98.0% |
|                          | LGBO   | 92     | 2.6%                         | 126  | 2.5%                      | 110  | 2.7%   | 16  | 2.0%  |

## Data quality notes:

- Disability status was not known for 24.1% of the substantive workforce and 23.2% of bank\*\* staff
- Ethnicity was not known for 2.5% of the substantive workforce and 4.2% of bank\*\* staff
- Marital Status was not known for 2.0% of the substantive workforce and 3.5% of bank\*\* staff
- Religion or Belief was not known for 5.8% of the local population, 21.8% of the substantive workforce and 23.8% of bank\*\* staff
- Sexual Orientation was not known for 4.9% of those involved in the local population estimate, 21.1% of the substantive workforce and 24.0% of bank\*\* staff

\* Leicester, Leicestershire, and Rutland working age population (16 to 64 years old); estimates are based on the UK Census 2011, except for age and gender which are based on ONS mid-year population estimates to June 2017 and sexual orientation which is based on an estimate for the East Midlands from the 2016 ONS Annual Population Survey

\*\* those employed solely on the bank, without a substantive post at LPT

WRES: Workforce Race Equality Standard

† includes Civil Partnership

‡ includes Legally Separated and Widowed

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

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2018 (Table 5):
  - In Adult Mental Health and Learning Disabilities there were overrepresentations of disabled employees, Black British employees, men, and single people; whilst Asian British employees and women were underrepresented.
  - In Community Health Services there were overrepresentations of women and Christians; whilst there were underrepresentations of BME employees (particularly Asian British employees) and men.
  - In Families, Young People, and Children's services there was an overrepresentation of women and underrepresentations of men and single people.
  - 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 White employees, women, and Christians.
  - In Hosted services there were overrepresentations of BME employees (particularly Asian British employees), men, Muslims, and Sikhs; whilst there was an underrepresentation of women.
  - Amongst Bank staff there were overrepresentations of younger employees (29 years and under), BME employees (particularly Black British employees and employees of "other" ethnicities – other than Mixed race or Asian British), and Muslims; whilst there were underrepresentations of White employees and Atheists.

- These patterns reflect primarily the distribution of different staff groups across directorates (Table 6) and occupational segregation by protected characteristic within the workforce (Table 32, Table 33). Occupational segregation is analysed in more detail, in the section that analyses Leicestershire Partnership NHS Trust's workforce equality profile by staff group.
- However, the differing ethnicity profiles of bank and substantive staff could not be explained entirely by occupational segregation. Further compartmentalised analyses compared the ethnicity profile of the bank workforce to that of the substantive workforce within certain staff groups:
  - Amongst Additional Clinical Services staff and Registered Nurses, Black British employees were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).
  - Amongst Administrative and Clerical staff, Asian British employees and those of "other" ethnicities (other than Black British or Mixed) were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).
- Looking at trends in the ethnicity profile of Bank Only staff relative to Substantive staff from March 2012 to March 2018:
  - Every year from March 2012 to March 2018, BME staff have been more than twice as likely as White staff to be on a Bank Only contract (Table 8); with Asian British staff at least one and a half times as likely as White staff to be on a Bank Only contract (Table 9), and with Black British staff at least three times as likely as White staff to be on a Bank Only contract – and over four times as likely in March 2018 (Table 10).
  - This pattern was present, but less pronounced, amongst Administrative and Clerical Staff considered alone, for BME staff overall (Table 11), for Asian British staff considered separately relative to White staff (Table 12), and for Black British staff considered separately relative to White staff (Table 13).
  - This pattern was also present amongst Additional Clinical Services Staff considered alone, for BME staff overall (Table 14), for Asian British staff considered separately relative to White staff (Table 15), and most markedly for Black British staff considered separately relative to White staff (Table 16).
  - Amongst Registered Nursing staff considered alone, BME staff have been more likely than White staff to be on a Bank Only contract each year since March 2014 (Table 17); whilst the pattern was not apparent for Asian British Nurses in March 2016, 2017 or 2018 (Table 18), it has become more pronounced for Black British Nurses from March 2015 (Table 19).

Table 5: Representation in Leicestershire Partnership NHS Trust's workforce at March 2018, by directorate and protected characteristic

| Protected Characteristic          | LPT Substantive Workforce Overall |      | Substantive Workforce                                |     |                           |      |                                |      |          |     |                 |     | Bank** |     |       |
|-----------------------------------|-----------------------------------|------|--|-----|---------------------------|------|--------------------------------|------|----------|-----|-----------------|-----|--------|-----|-------|
|                                   | n                                 | %    | Adult Mental Health & Learning Disabilities Services |     | Community Health Services |      | Family Young People & Children |      | Enabling |     | Hosted Services |     | n      | %   |       |
| (excludes "not known" categories) |                                   |      | n  | %   | n                         | %    | n                              | %    | n        | %   | n               | %   | n      | %   |       |
| <b>Age Group (years)</b>          | 29 and under                      | 675  | 12.8%  | 156 | 12.4%                     | 254  | 12.8%                          | 150  | 11.4%    | 93  | 18.8%           | 22  | 10.6%  | 190 | 17.8% |
|                                   | 30 to 49                          | 2661 | 50.6%  | 605 | 48.2%                     | 998  | 50.2%                          | 676  | 51.4%    | 255 | 51.5%           | 127 | 61.4%  | 477 | 44.7% |
|                                   | 50 and over                       | 1923 | 36.6%  | 494 | 39.4%                     | 736  | 37.0%                          | 488  | 37.1%    | 147 | 29.7%           | 58  | 28.0%  | 400 | 37.5% |
| <b>Disability</b>                 | Disabled                          | 228  | 5.7%   | 54  | 8.1%                      | 74   | 4.4%                           | 62   | 5.6%     | 25  | 6.8%            | 13  | 7.6%   | 37  | 4.5%  |
|                                   | Not Disabled                      | 3764 | 94.3%  | 609 | 91.9%                     | 1615 | 95.6%                          | 1040 | 94.4%    | 342 | 93.2%           | 158 | 92.4%  | 782 | 95.5% |
| <b>Ethnicity (WRES)</b>           | White                             | 4011 | 78.2%  | 939 | 76.2%                     | 1626 | 83.2%                          | 1033 | 80.0%    | 293 | 63.8%           | 120 | 63.8%  | 533 | 52.2% |
|                                   | BME                               | 1116 | 21.8%  | 294 | 23.8%                     | 329  | 16.8%                          | 259  | 20.0%    | 166 | 36.2%           | 68  | 36.2%  | 489 | 47.8% |
| <b>Ethnicity (detailed)</b>       | White                             | 4011 | 78.2%  | 939 | 76.2%                     | 1626 | 83.2%                          | 1033 | 80.0%    | 293 | 63.8%           | 120 | 63.8%  | 533 | 52.2% |
|                                   | Mixed                             | 73   | 1.4%   | 23  | 1.9%                      | 21   | 1.1%                           | R    | R        | R   | R               | 23  | 2.3%   |     |       |
|                                   | Asian British                     | 722  | 14.1%  | 135 | 10.9%                     | 207  | 10.6%                          | 183  | 14.2%    | R   | R               | 175 | 17.1%  |     |       |
|                                   | Black British                     | 265  | 5.2%   | 116 | 9.4%                      | 80   | 4.1%                           | 51   | 3.9%     | R   | R               | 266 | 26.0%  |     |       |
|                                   | Other                             | 56   | 1.1%   | 20  | 1.6%                      | 21   | 1.1%                           | R    | R        | R   | R               | 25  | 2.4%   |     |       |
| <b>Gender</b>                     | Female                            | 4353 | 82.8%  | 937 | 74.7%                     | 1767 | 88.9%                          | 1203 | 91.6%    | 355 | 71.7%           | 91  | 44.0%  | 849 | 79.6% |
|                                   | Male                              | 906  | 17.2%  | 318 | 25.3%                     | 221  | 11.1%                          | 111  | 8.4%     | 140 | 28.3%           | 116 | 56.0%  | 218 | 20.4% |
| <b>Marital Status</b>             | Single                            | 1596 | 31.0%  | 437 | 35.5%                     | 580  | 29.7%                          | 343  | 26.7%    | 172 | 35.5%           | 64  | 31.2%  | 367 | 35.6% |
|                                   | Married†                          | 2995 | 58.1%  | 649 | 52.8%                     | 1130 | 57.9%                          | 818  | 63.8%    | 274 | 56.5%           | 124 | 60.5%  | 560 | 54.4% |
|                                   | Divorced‡                         | 562  | 10.9%  | 144 | 11.7%                     | 240  | 12.3%                          | 122  | 9.5%     | 39  | 8.0%            | 17  | 8.3%   | 103 | 10.0% |
| <b>Maternity*</b>                 | Maternity                         | 120  | 4.4%   | 17  | 3.0%                      | 51   | 4.7%                           | 36   | 4.7%     | R   | R               | R   | R      | -   | -     |
|                                   | Not maternity                     | 2606 | 95.6%  | 558 | 97.0%                     | 1037 | 95.3%                          | 724  | 95.3%    | R   | R               | R   | R      | -   | -     |
| <b>Religion or Belief</b>         | Atheism                           | 578  | 14.0%  | 161 | 17.6%                     | 190  | 12.0%                          | 140  | 13.0%    | 57  | 15.1%           | 30  | 19.1%  | 78  | 9.6%  |
|                                   | Christianity                      | 2452 | 59.6%  | 520 | 56.8%                     | 1035 | 65.3%                          | 665  | 61.6%    | 166 | 43.9%           | 66  | 42.0%  | 523 | 64.3% |
|                                   | Hinduism                          | 317  | 7.7%   | 56  | 6.1%                      | 96   | 6.1%                           | 93   | 8.6%     | 50  | 13.2%           | 22  | 14.0%  | 55  | 6.8%  |
|                                   | Islam                             | 175  | 4.3%   | 33  | 3.6%                      | 45   | 2.8%                           | 40   | 3.7%     | 37  | 9.8%            | 20  | 12.7%  | 64  | 7.9%  |
|                                   | Sikhism                           | 105  | 2.6%   | 16  | 1.7%                      | 31   | 2.0%                           | 23   | 2.1%     | R   | R               | R   | R      | 20  | 2.5%  |
|                                   | Other                             | 488  | 11.9%  | 130 | 14.2%                     | 187  | 11.8%                          | 119  | 11.0%    | R   | R               | R   | R      | 73  | 9.0%  |
| <b>Sexual Orientation</b>         | Heterosexual                      | 4037 | 97.3%  | 874 | 96.0%                     | 1577 | 97.4%                          | 1052 | 98.0%    | R   | R               | R   | R      | 795 | 98.0% |
|                                   | LGBO                              | 110  | 2.7%   | 36  | 4.0%                      | 42   | 2.6%                           | 22   | 2.0%     | R   | R               | R   | R      | 16  | 2.0%  |

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

Table 6: Representation in Leicestershire Partnership NHS Trust's workforce at March 2018, by directorate and staff group

| Staff Group                       | LPT Substantive Workforce Overall |       | Substantive Workforce                                |       |                           |       |                                |       |          |       |                 |      | Bank** |       |
|-----------------------------------|-----------------------------------|-------|--|-------|---------------------------|-------|--------------------------------|-------|----------|-------|-----------------|------|--------|-------|
|                                   | n                                 | %     | Adult Mental Health & Learning Disabilities Services |       | Community Health Services |       | Family Young People & Children |       | Enabling |       | Hosted Services |      | n      | %     |
|                                   |                                   |       | n  | %     | n                         | %     | n                              | %     | n        | %     | n               | %    |        |       |
| Additional clinical Services      | 1198                              | 22.8% | 354  | 28.2% | 598                       | 30.1% | 234                            | 17.8% | 12       | 2.4%  | 0               | 0.0% | 511    | 47.9% |
| Additional Prof. Scientific Tech† | 212                               | 4.0%  | 67   | 5.3%  | 11                        | 0.6%  | 53                             | 4.0%  | 81       | 16.4% | 0               | 0.0% | R      |       |
| Administrative and Clerical‡      | 1244                              | 23.7% | R  |       | 277                       | 13.9% | 266                            | 20.2% | 308      | 62.2% | R               |      | 277    | 26.0% |
| Allied Health Professionals       | 607                               | 11.5% | R  |       | 338                       | 17.0% | 186                            | 14.2% | R        |       | 0               | 0.0% | 33     | 3.1%  |
| Medical                           | 202                               | 3.8%  | R  |       | 24                        | 1.2%  | 45                             | 3.4%  | R        |       | 0               | 0.0% | R      |       |
| Nursing and Midwifery Registered  | 1796                              | 34.2% | 500  | 39.8% | 740                       | 37.2% | 530                            | 40.3% | R        |       | R               |      | 235    | 22.0% |

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



Table 7: Representation in Leicestershire Partnership NHS Trust's overall workforce (bank and substantive) at March 2018, by employment type (bank or substantive) and ethnicity, overall and within key staff groups

| Staff Group                      | Ethnicity            |               | LPT Workforce Overall (Bank* and Substantive) |       | Employment Type |       |             |       |
|----------------------------------|----------------------|---------------|---|-------|-----------------|-------|-------------|-------|
|                                  |                      |               | n   | %     | Bank*           |       | Substantive |       |
|                                  |                      |               |   |       | n               | %     | n           | %     |
| All Staff Groups                 | Ethnicity (WRES)     | White         | 4544  | 73.9% | 533             | 52.2% | 4011        | 78.2% |
|                                  |                      | BME           | 1605  | 26.1% | 489             | 47.8% | 1116        | 21.8% |
|                                  | Ethnicity (detailed) | White         | 4544  | 73.9% | 533             | 52.2% | 4011        | 78.2% |
|                                  |                      | Mixed         | 96  | 1.6%  | 23              | 2.3%  | 73          | 1.4%  |
|                                  |                      | Asian British | 897   | 14.6% | 175             | 17.1% | 722         | 14.1% |
|                                  |                      | Black British | 531   | 8.6%  | 266             | 26.0% | 265         | 5.2%  |
|                                  |                      | Other         | 81  | 1.3%  | 25              | 2.4%  | 56          | 1.1%  |
| Additional Clinical Services     | Ethnicity (WRES)     | White         | 1133  | 67.7% | 192             | 39.2% | 941         | 79.5% |
|                                  |                      | BME           | 540   | 32.3% | 298             | 60.8% | 242         | 20.5% |
|                                  | Ethnicity (detailed) | White         | 1133  | 67.7% | 192             | 39.2% | 941         | 79.5% |
|                                  |                      | Mixed         | 33  | 2.0%  | R               |       | R           |       |
|                                  |                      | Asian British | 193   | 11.5% | 60              | 12.2% | 133         | 11.2% |
|                                  |                      | Black British | 291   | 17.4% | 217             | 44.3% | 74          | 6.3%  |
|                                  |                      | Other         | 23  | 1.4%  | R               |       | R           |       |
| Administrative and Clerical      | Ethnicity (WRES)     | White         | 995   | 67.8% | 142             | 52.8% | 853         | 71.2% |
|                                  |                      | BME           | 472   | 32.2% | 127             | 47.2% | 345         | 28.8% |
|                                  | Ethnicity (detailed) | White         | 995   | 67.8% | 142             | 52.8% | 853         | 71.2% |
|                                  |                      | Mixed         | 24  | 1.6%  | R               |       | R           |       |
|                                  |                      | Asian British | 388   | 26.4% | 95              | 35.3% | 293         | 24.5% |
|                                  |                      | Black British | 41  | 2.8%  | 11              | 4.1%  | 30          | 2.5%  |
|                                  |                      | Other         | 19  | 1.3%  | R               |       | R           |       |
| Nursing and Midwifery Registered | Ethnicity (WRES)     | White         | 1653  | 83.0% | 165             | 74.3% | 1488        | 84.1% |
|                                  |                      | BME           | 338   | 17.0% | 57              | 25.7% | 281         | 15.9% |
|                                  | Ethnicity (detailed) | White         | 1653  | 83.0% | 165             | 74.3% | 1488        | 84.1% |
|                                  |                      | Mixed         | 24  | 1.2%  | R               |       | R           |       |
|                                  |                      | Asian British | 112   | 5.6%  | R               |       | R           |       |
|                                  |                      | Black British | 178   | 8.9%  | 38              | 17.1% | 140         | 7.9%  |
|                                  |                      | Other         | 24  | 1.2%  | R               |       | R           |       |

\*those employed solely on the bank, without a substantive post at LPT / R – REDACTED

Table 8: All Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

| March in Year | Ethnicity | All Staff<br>(Substantive and Bank Combined)<br>n | Bank Only Contract |       | Likelihood ratio<br>BME / White | 95% Confidence Interval |             |
|---------------|-----------|---|--------------------|-------|---------------------------------|-------------------------|-------------|
|               |           |   | n                  | %     |                                 |                         |             |
| 2018          | White     | 4544  | 533                | 11.7% | 2.60                            | 2.918                   | upper bound |
|               | BME       | 1605  | 489                | 30.5% |                                 | 2.312                   | lower bound |
| 2017          | White     | 4692  | 451                | 9.6%  | 3.18                            | 3.590                   | upper bound |
|               | BME       | 1597  | 488                | 30.6% |                                 | 2.815                   | lower bound |
| 2016          | White     | 4781  | 435                | 9.1%  | 3.15                            | 3.574                   | upper bound |
|               | BME       | 1538  | 441                | 28.7% |                                 | 2.779                   | lower bound |
| 2015          | White     | 5162  | 801                | 15.5% | 2.42                            | 2.663                   | upper bound |
|               | BME       | 1674  | 628                | 37.5% |                                 | 2.195                   | lower bound |
| 2014          | White     | 4977  | 645                | 13.0% | 2.46                            | 2.747                   | upper bound |
|               | BME       | 1414  | 450                | 31.8% |                                 | 2.195                   | lower bound |
| 2013          | White     | 4832  | 571                | 11.8% | 2.45                            | 2.770                   | upper bound |
|               | BME       | 1317  | 382                | 29.0% |                                 | 2.175                   | lower bound |
| 2012          | White     | 5504  | 864                | 15.7% | 2.09                            | 2.322                   | upper bound |
|               | BME       | 1376  | 452                | 32.8% |                                 | 1.886                   | lower bound |

Table 9: All Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | All Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |             |
|---------------------|---------------|---|--------------------|-------|------------------|----------------------------|-------------|
|                     |               |   | n                  | %     |                  | Asian British /<br>White   |             |
| 2018                | White         | 4544  | 533                | 11.7% | 1.66             | 1.953                      | upper bound |
|                     | Asian British | 897   | 175                | 19.5% |                  | 1.417                      | lower bound |
| 2017                | White         | 4692  | 451                | 9.6%  | 2.00             | 2.359                      | upper bound |
|                     | Asian British | 905   | 174                | 19.2% |                  | 1.696                      | lower bound |
| 2016                | White         | 4781  | 435                | 9.1%  | 2.12             | 2.510                      | upper bound |
|                     | Asian British | 870   | 168                | 19.3% |                  | 1.795                      | lower bound |
| 2015                | White         | 5162  | 801                | 15.5% | 1.91             | 2.162                      | upper bound |
|                     | Asian British | 928   | 275                | 29.6% |                  | 1.687                      | lower bound |
| 2014                | White         | 4977  | 645                | 13.0% | 1.86             | 2.153                      | upper bound |
|                     | Asian British | 802   | 193                | 24.1% |                  | 1.602                      | lower bound |
| 2013                | White         | 4832  | 571                | 11.8% | 1.71             | 2.014                      | upper bound |
|                     | Asian British | 759   | 153                | 20.2% |                  | 1.445                      | lower bound |
| 2012                | White         | 5504  | 864                | 15.7% | 1.69             | 1.938                      | upper bound |
|                     | Asian British | 827   | 220                | 26.6% |                  | 1.482                      | lower bound |

Table 10: All Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | All Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |             |
|---------------------|---------------|---|--------------------|-------|------------------|----------------------------|-------------|
|                     |               |   | n                  | %     |                  | Black British /<br>White   |             |
| 2018                | White         | 4544  | 533                | 11.7% | 4.27             | 4.832                      | upper bound |
|                     | Black British | 531   | 266                | 50.1% |                  | 3.774                      | lower bound |
| 2017                | White         | 4692  | 451                | 9.6%  | 5.29             | 6.004                      | upper bound |
|                     | Black British | 545   | 277                | 50.8% |                  | 4.657                      | lower bound |
| 2016                | White         | 4781  | 435                | 9.1%  | 5.03             | 5.765                      | upper bound |
|                     | Black British | 507   | 232                | 45.8% |                  | 4.388                      | lower bound |
| 2015                | White         | 5162  | 801                | 15.5% | 3.36             | 3.740                      | upper bound |
|                     | Black British | 574   | 299                | 52.1% |                  | 3.013                      | lower bound |
| 2014                | White         | 4977  | 645                | 13.0% | 3.54             | 4.023                      | upper bound |
|                     | Black British | 454   | 208                | 45.8% |                  | 3.106                      | lower bound |
| 2013                | White         | 4832  | 571                | 11.8% | 3.83             | 4.393                      | upper bound |
|                     | Black British | 411   | 186                | 45.3% |                  | 3.339                      | lower bound |
| 2012                | White         | 5504  | 864                | 15.7% | 3.03             | 3.431                      | upper bound |
|                     | Black British | 404   | 192                | 47.5% |                  | 2.672                      | lower bound |

Table 11: Administrative and Clerical Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

| March<br>in Year | Ethnicity | Administrative<br>and Clerical Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio<br><br>BME / White | 95% Confidence<br>Interval |             |
|------------------|-----------|--|--------------------|-------|-------------------------------------|----------------------------|-------------|
|                  |           |  | n                  | %     |                                     |                            |             |
| 2018             | White     | 995  | 142                | 14.3% | 1.89                                | 2.374                      | upper bound |
|                  | BME       | 472  | 127                | 26.9% |                                     | 1.498                      | lower bound |
| 2017             | White     | 1047   | 131                | 12.5% | 2.29                                | 2.886                      | upper bound |
|                  | BME       | 461  | 132                | 28.6% |                                     | 1.815                      | lower bound |
| 2016             | White     | 1079   | 139                | 12.9% | 2.43                                | 3.040                      | upper bound |
|                  | BME       | 444  | 139                | 31.3% |                                     | 1.942                      | lower bound |
| 2015             | White     | 1218   | 280                | 23.0% | 1.92                                | 2.257                      | upper bound |
|                  | BME       | 519  | 229                | 44.1% |                                     | 1.632                      | lower bound |
| 2014             | White     | 1121   | 214                | 19.1% | 1.81                                | 2.199                      | upper bound |
|                  | BME       | 415  | 143                | 34.5% |                                     | 1.482                      | lower bound |
| 2013             | White     | 1088   | 174                | 16.0% | 1.86                                | 2.323                      | upper bound |
|                  | BME       | 380  | 113                | 29.7% |                                     | 1.489                      | lower bound |
| 2012             | White     | 1571   | 322                | 20.5% | 1.75                                | 2.078                      | upper bound |
|                  | BME       | 465  | 167                | 35.9% |                                     | 1.477                      | lower bound |

Table 12: Administrative and Clerical Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | Administrative<br>and Clerical Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |             |
|---------------------|---------------|--|--------------------|-------|------------------|----------------------------|-------------|
|                     |               |  | n                  | %     |                  | Asian British /<br>White   |             |
| 2018                | White         | 995  | 142                | 14.3% | 1.72             | 2.198                      | upper bound |
|                     | Asian British | 388  | 95                 | 24.5% |                  | 1.339                      | lower bound |
| 2017                | White         | 1047   | 131                | 12.5% | 2.05             | 2.633                      | upper bound |
|                     | Asian British | 389  | 100                | 25.7% |                  | 1.603                      | lower bound |
| 2016                | White         | 1079   | 139                | 12.9% | 2.18             | 2.775                      | upper bound |
|                     | Asian British | 370  | 104                | 28.1% |                  | 1.716                      | lower bound |
| 2015                | White         | 1218   | 280                | 23.0% | 1.80             | 2.135                      | upper bound |
|                     | Asian British | 426  | 176                | 41.3% |                  | 1.513                      | lower bound |
| 2014                | White         | 1121   | 214                | 19.1% | 1.63             | 2.025                      | upper bound |
|                     | Asian British | 334  | 104                | 31.1% |                  | 1.314                      | lower bound |
| 2013                | White         | 1088   | 174                | 16.0% | 1.67             | 2.127                      | upper bound |
|                     | Asian British | 315  | 84                 | 26.7% |                  | 1.307                      | lower bound |
| 2012                | White         | 1571   | 322                | 20.5% | 1.73             | 2.072                      | upper bound |
|                     | Asian British | 381  | 135                | 35.4% |                  | 1.443                      | lower bound |

Table 13: Administrative and Clerical Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | Administrative<br>and Clerical Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |                          |
|---------------------|---------------|--|--------------------|-------|------------------|----------------------------|--------------------------|
|                     |               |  | n                  | n     |                  | %                          | Black British /<br>White |
| 2018                | White         | 995  | 142                | 14.3% | 1.88             | 3.211                      | upper bound              |
|                     | Black British | 41   | 11                 | 26.8% |                  | 1.101                      | lower bound              |
| 2017                | White         | 1047   | 131                | 12.5% | 3.45             | 5.070                      | upper bound              |
|                     | Black British | 44   | 19                 | 43.2% |                  | 2.349                      | lower bound              |
| 2016                | White         | 1079   | 139                | 12.9% | 3.11             | 4.719                      | upper bound              |
|                     | Black British | 40   | 16                 | 40.0% |                  | 2.043                      | lower bound              |
| 2015                | White         | 1218   | 280                | 23.0% | 2.34             | 3.109                      | upper bound              |
|                     | Black British | 52   | 28                 | 53.8% |                  | 1.765                      | lower bound              |
| 2014                | White         | 1121   | 214                | 19.1% | 2.12             | 3.147                      | upper bound              |
|                     | Black British | 42   | 17                 | 40.5% |                  | 1.429                      | lower bound              |
| 2013                | White         | 1088   | 174                | 16.0% | 1.89             | 3.257                      | upper bound              |
|                     | Black British | 33   | 10                 | 30.3% |                  | 1.102                      | lower bound              |
| 2012                | White         | 1571   | 322                | 20.5% | 1.80             | 2.679                      | upper bound              |
|                     | Black British | 46   | 17                 | 37.0% |                  | 1.213                      | lower bound              |

Table 14: Additional Clinical Services Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

| March in Year | Ethnicity | Additional Clinical Services Staff<br>(Substantive and Bank Combined) | Bank Only Contract |       | Likelihood ratio<br><br>BME / White | 95% Confidence Interval |             |
|---------------|-----------|---|--------------------|-------|-------------------------------------|-------------------------|-------------|
|               |           |   | n                  | %     |                                     |                         |             |
| 2018          | White     | 1133  | 192                | 16.9% | 3.26                                | 3.863                   | upper bound |
|               | BME       | 540   | 298                | 55.2% |                                     | 2.745                   | lower bound |
| 2017          | White     | 1134  | 158                | 13.9% | 4.08                                | 4.890                   | upper bound |
|               | BME       | 537   | 305                | 56.8% |                                     | 3.398                   | lower bound |
| 2016          | White     | 1133  | 145                | 12.8% | 4.17                                | 5.048                   | upper bound |
|               | BME       | 482   | 257                | 53.3% |                                     | 3.438                   | lower bound |
| 2015          | White     | 1254  | 255                | 20.3% | 2.91                                | 3.392                   | upper bound |
|               | BME       | 530   | 314                | 59.2% |                                     | 2.503                   | lower bound |
| 2014          | White     | 1185  | 213                | 18.0% | 3.18                                | 3.762                   | upper bound |
|               | BME       | 418   | 239                | 57.2% |                                     | 2.690                   | lower bound |
| 2013          | White     | 1181  | 203                | 17.2% | 3.28                                | 3.897                   | upper bound |
|               | BME       | 392   | 221                | 56.4% |                                     | 2.760                   | lower bound |
| 2012          | White     | 1274  | 274                | 21.5% | 2.73                                | 3.185                   | upper bound |
|               | BME       | 382   | 224                | 58.6% |                                     | 2.334                   | lower bound |



Table 15: Additional Clinical Services Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | Additional Clinical<br>Services Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |             |
|---------------------|---------------|---|--------------------|-------|------------------|----------------------------|-------------|
|                     |               |   | n                  | %     |                  | Asian British /<br>White   |             |
| 2018                | White         | 1133  | 192                | 16.9% | 1.83             | 2.379                      | upper bound |
|                     | Asian British | 193   | 60                 | 31.1% |                  | 1.415                      | lower bound |
| 2017                | White         | 1134  | 158                | 13.9% | 2.22             | 2.902                      | upper bound |
|                     | Asian British | 197   | 61                 | 31.0% |                  | 1.702                      | lower bound |
| 2016                | White         | 1133  | 145                | 12.8% | 2.11             | 2.836                      | upper bound |
|                     | Asian British | 178   | 48                 | 27.0% |                  | 1.565                      | lower bound |
| 2015                | White         | 1254  | 255                | 20.3% | 1.67             | 2.132                      | upper bound |
|                     | Asian British | 177   | 60                 | 33.9% |                  | 1.304                      | lower bound |
| 2014                | White         | 1185  | 213                | 18.0% | 1.85             | 2.419                      | upper bound |
|                     | Asian British | 156   | 52                 | 33.3% |                  | 1.422                      | lower bound |
| 2013                | White         | 1181  | 203                | 17.2% | 1.84             | 2.448                      | upper bound |
|                     | Asian British | 142   | 45                 | 31.7% |                  | 1.388                      | lower bound |
| 2012                | White         | 1274  | 274                | 21.5% | 1.67             | 2.143                      | upper bound |
|                     | Asian British | 148   | 53                 | 35.8% |                  | 1.294                      | lower bound |

Table 16: Additional Clinical Services Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | Additional Clinical<br>Services Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |             |
|---------------------|---------------|---|--------------------|-------|------------------|----------------------------|-------------|
|                     |               |   | n                  | %     |                  | Black British /<br>White   |             |
| 2018                | White         | 1133  | 192                | 16.9% | 4.40             | 5.200                      | upper bound |
|                     | Black British | 291   | 217                | 74.6% |                  | 3.724                      | lower bound |
| 2017                | White         | 1134  | 158                | 13.9% | 5.46             | 6.527                      | upper bound |
|                     | Black British | 297   | 226                | 76.1% |                  | 4.570                      | lower bound |
| 2016                | White         | 1133  | 145                | 12.8% | 5.79             | 6.977                      | upper bound |
|                     | Black British | 262   | 194                | 74.0% |                  | 4.798                      | lower bound |
| 2015                | White         | 1254  | 255                | 20.3% | 3.74             | 4.340                      | upper bound |
|                     | Black British | 305   | 232                | 76.1% |                  | 3.224                      | lower bound |
| 2014                | White         | 1185  | 213                | 18.0% | 4.27             | 5.024                      | upper bound |
|                     | Black British | 219   | 168                | 76.7% |                  | 3.626                      | lower bound |
| 2013                | White         | 1181  | 203                | 17.2% | 4.40             | 5.201                      | upper bound |
|                     | Black British | 209   | 158                | 75.6% |                  | 3.719                      | lower bound |
| 2012                | White         | 1274  | 274                | 21.5% | 3.57             | 4.153                      | upper bound |
|                     | Black British | 198   | 152                | 76.8% |                  | 3.068                      | lower bound |

Table 17: Nursing (Registered) Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

| March in Year | Ethnicity | Nursing Staff<br>(Substantive and<br>Bank Combined)<br>n | Bank Only Contract |       | Likelihood ratio<br><br>BME / White | 95% Confidence Interval |             |
|---------------|-----------|--|--------------------|-------|-------------------------------------|-------------------------|-------------|
|               |           |  | n                  | %     |                                     |                         |             |
| 2018          | White     | 1653   | 165                | 10.0% | 1.69                                | 2.248                   | upper bound |
|               | BME       | 338  | 57                 | 16.9% |                                     | 1.270                   | lower bound |
| 2017          | White     | 1723   | 137                | 8.0%  | 1.59                                | 2.204                   | upper bound |
|               | BME       | 348  | 44                 | 12.6% |                                     | 1.147                   | lower bound |
| 2016          | White     | 1772   | 123                | 6.9%  | 1.53                                | 2.184                   | upper bound |
|               | BME       | 340  | 36                 | 10.6% |                                     | 1.065                   | lower bound |
| 2015          | White     | 1902   | 217                | 11.4% | 1.55                                | 2.021                   | upper bound |
|               | BME       | 361  | 64                 | 17.7% |                                     | 1.195                   | lower bound |
| 2014          | White     | 1870   | 170                | 9.1%  | 1.44                                | 1.984                   | upper bound |
|               | BME       | 335  | 44                 | 13.1% |                                     | 1.052                   | lower bound |
| 2013          | White     | 1785   | 146                | 8.2%  | 1.35                                | 1.941                   | upper bound |
|               | BME       | 299  | 33                 | 11.0% |                                     | 0.938                   | lower bound |
| 2012          | White     | 1864   | 208                | 11.2% | 1.09                                | 1.533                   | upper bound |
|               | BME       | 288  | 35                 | 12.2% |                                     | 0.774                   | lower bound |

Table 18: Nursing (Registered) Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | Nursing Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |             |
|---------------------|---------------|---|--------------------|-------|------------------|----------------------------|-------------|
|                     |               |   | n                  | %     |                  | Asian British /<br>White   |             |
| 2018                | White         | 1653  | 165                | 10.0% | 1.25             | 2.097                      | upper bound |
|                     | Asian British | 112   | 14                 | 12.5% |                  | 0.748                      | lower bound |
| 2017                | White         | 1723  | R                  |       | 0.91             | 1.823                      | upper bound |
|                     | Asian British | 110   | R                  |       |                  | 0.459                      | lower bound |
| 2016                | White         | 1772  | R                  |       | 1.27             | 2.435                      | upper bound |
|                     | Asian British | 102   | R                  |       |                  | 0.664                      | lower bound |
| 2015                | White         | 1902  | 217                | 11.4% | 1.74             | 2.591                      | upper bound |
|                     | Asian British | 111   | 22                 | 19.8% |                  | 1.165                      | lower bound |
| 2014                | White         | 1870  | 170                | 9.1%  | 1.78             | 2.801                      | upper bound |
|                     | Asian British | 111   | 18                 | 16.2% |                  | 1.136                      | lower bound |
| 2013                | White         | 1785  | 146                | 8.2%  | 1.57             | 2.686                      | upper bound |
|                     | Asian British | 101   | 13                 | 12.9% |                  | 0.922                      | lower bound |
| 2012                | White         | 1864  | 208                | 11.2% | 1.12             | 1.938                      | upper bound |
|                     | Asian British | 96  | 12                 | 12.5% |                  | 0.647                      | lower bound |

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Table 19: Nursing (Registered) Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

| March<br>in<br>Year | Ethnicity     | Nursing Staff<br>(Substantive and<br>Bank Combined) | Bank Only Contract |       | Likelihood ratio | 95% Confidence<br>Interval |             |
|---------------------|---------------|---|--------------------|-------|------------------|----------------------------|-------------|
|                     |               |   | n                  | %     |                  | Black British /<br>White   |             |
| 2018                | White         | 1653  | 165                | 10.0% | 2.14             | 2.958                      | upper bound |
|                     | Black British | 178   | 38                 | 21.3% |                  | 1.546                      | lower bound |
| 2017                | White         | 1723  | 137                | 8.0%  | 2.12             | 3.038                      | upper bound |
|                     | Black British | 190   | 32                 | 16.8% |                  | 1.477                      | lower bound |
| 2016                | White         | 1772  | 123                | 6.9%  | 1.67             | 2.573                      | upper bound |
|                     | Black British | 190   | 22                 | 11.6% |                  | 1.081                      | lower bound |
| 2015                | White         | 1902  | 217                | 11.4% | 1.67             | 2.302                      | upper bound |
|                     | Black British | 199   | 38                 | 19.1% |                  | 1.217                      | lower bound |
| 2014                | White         | 1870  | 170                | 9.1%  | 1.38             | 2.107                      | upper bound |
|                     | Black British | 175   | 22                 | 12.6% |                  | 0.908                      | lower bound |
| 2013                | White         | 1785  | 146                | 8.2%  | 1.39             | 2.250                      | upper bound |
|                     | Black British | 149   | 17                 | 11.4% |                  | 0.865                      | lower bound |
| 2012                | White         | 1864  | 208                | 11.2% | 1.24             | 1.916                      | upper bound |
|                     | Black British | 144   | 20                 | 13.9% |                  | 0.809                      | lower bound |

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

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

### Substantive staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2018 (Table 20):
  - Age:
    - In Non-clinical posts, younger employees (29 years old and under) were overrepresented amongst Apprentices and, in general, were concentrated at Band 4 and under; reflecting the career stage of these younger employees.
    - In Clinical posts, younger people (29 years old and under) were overrepresented amongst Apprentices and at Band 5 (the lowest pay band for a qualified nurse); again, reflecting the career stage of these younger employees.
  - Ethnicity:
    - In Non-clinical posts, BME employees (especially Asian British employees) were overrepresented at Bands 2 and 3, with Asian British employees also overrepresented at Band 5. This may reflect that in Non-clinical posts, BME employees (including Asian British employees) had a younger age profile than White employees (Table 22). Amongst those in Non-clinical posts, BME staff were 0.82 times as likely as White staff to be at Band 5 or above, and have been significantly less likely than White staff to be at Band 5 or above since 2016 (Table 25).
    - In Clinical posts, BME employees were overrepresented at Band 2 and in Medical posts, and were underrepresented at Bands 3 to 4 and at Bands 6 to 7 in Clinical posts outside of medicine. However, the equality profile of BME staff across pay bands in Clinical posts had two principal components, one related to the distribution of Asian British employees and the other related to the distribution of Black British employees:
      - Asian British employees were overrepresented in Medical roles, with an overall underrepresentation in Clinical roles outside of Medicine – especially in qualified Nursing roles (Table 32).

- Black British employees in Clinical posts were concentrated at Band 2 (the lowest pay band for unqualified Clinical roles in the Additional Clinical Services staff group) and Band 5 (the lowest pay band for qualified Nurses), with much lower levels of representation at higher unqualified (Bands 3 and 4) and higher qualified (Bands 6 and over) pay bands. Black British employees had a similar age profile to White employees amongst those in Clinical posts at Band 4 and under (Table 23) and amongst those in Clinical posts at Band 5 and over (Table 24). Amongst those in Clinical posts at Bands 2 to 4, Black British staff were 0.34 times as likely as White staff to be at Band 3 or 4, and have been significantly less likely to be at Band 3 or 4 since at least 2012 (Table 26). Similarly, amongst those in clinical posts at Bands 5 and above, Black British staff were 0.57 times as likely as White staff to be at Band 6 or above, and again have been significantly less likely to be at Band 6 or above since at least 2012 (Table 27).
  - The findings related to the overrepresentation of BME employees at lower Non-clinical pay bands and the concentration of Black British employees at lower unqualified and qualified Clinical pay bands can be cross referenced with findings from the 2017 NHS Staff Survey. Leicestershire Partnership NHS Trust's 2017 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 49). Looking at the past three years of the Staff Survey (2015 to 2017), the likelihood of staff believing that the organisation acts fairly in career progression and promotion has been consistently lower for BME staff (Table 52), including Asian British staff (Table 53), but especially for Black British staff (Table 54).
  - BME employees, and Black British employees in particular, were also more likely to report discrimination from managers or other colleagues (Table 69), a pattern that was also apparent in 2016 and 2015 (Table 77) for BME staff and most markedly for Black British staff in particular (Table 79).
- Gender:
  - In Non-clinical posts, men were overrepresented at Bands 5 to 7 and at Band 8b, with an overall trend for higher percentages of men at higher pay bands (especially at Band 5 and above)—potentially reflecting an equality issue in terms of the progression of female employees to higher pay bands in Non-clinical posts. There was an interaction between the distribution of men and women across pay bands and part time working. In Non-clinical posts, a far higher proportion of women than men worked part time (42.8% versus 12.3%), and part time working was less common at Bands 5 and above than at Bands 4 and below (24.0% versus 59.1%, see also Table 36). Accordingly, there were overrepresentations of male full time employees at higher pay bands (Bands 5 to 8a); whilst there was an overrepresentation female part time employees at Band 2 and an underrepresentation of female part time employees at Band 5 (Table 21).
  - Amongst those in Non-clinical posts, Female staff were 0.52 times as likely as Male staff to be at Band 5 or above, and have been significantly less likely to be at Band 5 or above since at least 2012 (Table 28). As noted earlier, this pattern reflects that women were more likely to work part time (Table 34); indeed in Non-clinical roles, part time staff were significantly less likely than full time staff to be at Band 5

or above, irrespective of whether they were female (Table 29) or male (Table 30), with part time women and part time men affected to a similar degree.

- In Clinical posts men were overrepresented in Medical roles at consultant level and were underrepresented at Bands 4 to 6; whilst women were proportionately represented at all levels outside of medicine (Table 20). Compared to Non-clinical roles, part time working was generally more common in Clinical roles, especially at higher levels (Table 36); there were high proportions of female part time workers at higher pay bands in Clinical roles, whilst in Non-clinical roles female part time workers were concentrated at Band 2 (Table 21).
- Leicestershire Partnership NHS Trust published a gender pay gap analysis for the 2016/17 financial year, in accordance with its statutory obligation under a 2017 update to the Equality Act 2010. The statutory metrics indicated a pay gap in favour men; whilst further analysis found that this pay gap was driven primarily by women in lower paid, part time, Non-clinical roles (as also indicated here). A reduction in the gender pay gap in favour of men (and greater gender equality across pay bands) might be achieved, in part, by considering how flexible working could be accommodated in higher level Non-clinical roles. This would allow those who require flexible working (primarily women) to contribute at all levels in the organisation. The analyses of gender and pay band detailed above indicate that Leicestershire Partnership NHS Trust's gender pay gap analyses will again reveal a pay gap in favour of men. Gender pay gap reporting for the 2017/18 financial year will be the subject of a separate report to follow.



Table 20: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by pay band and protected characteristic

| Pay Band                         | Age band (years) |              |              |             | Disability* |               |             | Ethnicity (WRES)* |              | Ethnicity (BME group in detail)* |               |               |             | Gender      |              |              |             |      |   |
|----------------------------------|------------------|--------------|--------------|-------------|-------------|---------------|-------------|-------------------|--------------|----------------------------------|---------------|---------------|-------------|-------------|--------------|--------------|-------------|------|---|
|                                  | 29 and under     | 30 to 49     | 50 and over  | Total n     | Dis-abled   | Not Dis-abled | Total n     | White             | BME          | Mixed                            | Asian British | Black British | Other       | Total n     | Female       | Male         | Total n     |      |   |
| Non-clinical                     | Apprentice       | 100.0%       | 0.0%         | 0.0%        | 11          | R             | R           | 11                | R            | R                                | R             | R             | R           | R           | 11           | R            | R           | 11   |   |
|                                  | Band 1 and under | R            | 0.0%         | 0.0%        | R           | R             | R           | R                 | R            | R                                | R             | R             | R           | R           | R            | R            | R           | R    |   |
|                                  | Band 2           | 19.4%        | 36.3%        | 44.3%       | 273         | 8.9%          | 91.1%       | 237               | 65.4%        | 34.6%                            | R             | R             | R           | R           | 263          | 84.6%        | 15.4%       | 273  |   |
|                                  | Band 3           | 17.3%        | 41.3%        | 41.3%       | 283         | 5.1%          | 94.9%       | 235               | 67.4%        | 32.6%                            | R             | R             | R           | R           | 276          | 87.3%        | 12.7%       | 283  |   |
|                                  | Band 4           | 13.1%        | 44.2%        | 42.7%       | 199         | R             | R           | 134               | 77.3%        | 22.7%                            | R             | R             | R           | R           | 194          | 85.4%        | 14.6%       | 199  |   |
|                                  | Band 5           | 10.1%        | 59.4%        | 30.4%       | 138         | R             | R           | 100               | 70.5%        | 29.5%                            | R             | R             | R           | R           | 132          | 70.3%        | 29.7%       | 138  |   |
|                                  | Band 6           | R            | 66.0%        | R           | 100         | R             | R           | 83                | 71.4%        | 28.6%                            | R             | R             | R           | R           | 98           | 66.0%        | 34.0%       | 100  |   |
|                                  | Band 7           | R            | 62.6%        | R           | 115         | R             | R           | 82                | 74.0%        | 26.0%                            | R             | R             | R           | R           | 104          | 56.5%        | 43.5%       | 115  |   |
|                                  | Band 8a          | 0.0%         | 67.3%        | 32.7%       | 52          | R             | R           | 39                | 76.0%        | 24.0%                            | R             | R             | R           | R           | 50           | 65.4%        | 34.6%       | 52   |   |
|                                  | Band 8b          | 0.0%         | 52.6%        | 47.4%       | 38          | R             | R           | 24                | R            | R                                | R             | R             | R           | R           | 38           | 60.5%        | 39.5%       | 38   |   |
|                                  | Band 8c          | 0.0%         | R            | R           | 19          | R             | R           | 15                | R            | R                                | R             | R             | R           | R           | 18           | R            | R           | 19   |   |
|                                  | Band 8d          | 0.0%         | R            | R           | R           | R             | R           | R                 | R            | R                                | R             | R             | R           | R           | R            | R            | R           | R    | R |
|                                  | Band 9           | 0.0%         | 0.0%         | R           | R           | R             | R           | R                 | R            | R                                | R             | R             | R           | R           | R            | R            | R           | R    | R |
|                                  | VSM              | 0.0%         | R            | R           | R           | R             | R           | R                 | R            | R                                | R             | R             | R           | R           | R            | R            | R           | R    | R |
| Clinical                         | Apprentice       | R            | 0.0%         | 0.0%        | R           | R             | R           | R                 | R            | R                                | R             | R             | R           | R           | R            | R            | R           | R    |   |
|                                  | Band 2           | 15.3%        | 50.0%        | 34.7%       | 490         | R             | R           | 367               | 68.7%        | 31.3%                            | R             | 14.9%         | 12.0%       | R           | 483          | 80.8%        | 19.2%       | 490  |   |
|                                  | Band 3           | 14.9%        | 42.9%        | 42.3%       | 478         | 5.5%          | 94.5%       | 347               | 86.7%        | 13.3%                            | R             | 8.7%          | 2.3%        | R           | 472          | 87.4%        | 12.6%       | 478  |   |
|                                  | Band 4           | 9.5%         | 54.8%        | 35.7%       | 210         | 6.0%          | 94.0%       | 183               | 88.5%        | 11.5%                            | R             | 8.1%          | R           | R           | 209          | 91.9%        | 8.1%        | 210  |   |
|                                  | Band 5           | 20.9%        | 49.0%        | 30.2%       | 839         | 6.3%          | 93.7%       | 684               | 77.2%        | 22.8%                            | 1.2%          | 9.0%          | 10.9%       | 1.7%        | 826          | 87.8%        | 12.2%       | 839  |   |
|                                  | Band 6           | 11.7%        | 53.6%        | 34.7%       | 1146        | 6.0%          | 94.0%       | 890               | 86.9%        | 13.1%                            | R             | 6.9%          | 4.4%        | R           | 1097         | 87.3%        | 12.7%       | 1146 |   |
|                                  | Band 7           | 3.1%         | 55.0%        | 41.9%       | 413         | 4.6%          | 95.4%       | 282               | 89.2%        | 10.8%                            | R             | 6.4%          | R           | R           | 409          | 84.5%        | 15.5%       | 413  |   |
|                                  | Band 8a          | 0.0%         | 60.4%        | 39.6%       | 149         | R             | R           | 95                | 89.1%        | 10.9%                            | R             | R             | R           | R           | 147          | 83.9%        | 16.1%       | 149  |   |
|                                  | Band 8b          | 0.0%         | 57.4%        | 42.6%       | 61          | R             | R           | 34                | 83.3%        | 16.7%                            | R             | R             | R           | R           | 60           | 86.9%        | 13.1%       | 61   |   |
|                                  | Band 8c          | 0.0%         | R            | R           | 14          | R             | R           | R                 | R            | R                                | R             | R             | R           | R           | 14           | R            | R           | 14   |   |
| Band 8d                          | 0.0%             | 0.0%         | R            | R           | -           | -             | 0           | R                 | R            | R                                | R             | R             | R           | R           | R            | R            | R           | R    |   |
| Medical                          | Trainee          | R            | R            | 0.0%        | 17          | R             | R           | 16                | R            | R                                | R             | R             | R           | R           | 17           | R            | R           | 17   |   |
|                                  | Career grade     | R            | R            | 43.8%       | 32          | R             | R           | 26                | 50.0%        | 50.0%                            | R             | R             | R           | R           | 32           | 65.6%        | 34.4%       | 32   |   |
|                                  | Consultants      | 0.0%         | 59.1%        | 40.9%       | 110         | R             | R           | 47                | 34.9%        | 65.1%                            | R             | R             | R           | R           | 109          | 47.3%        | 52.7%       | 110  |   |
|                                  | Other            | R            | 70.0%        | R           | R           | R             | R           | 38                | 35.9%        | 64.1%                            | R             | 38.5%         | R           | R           | 39           | 55.0%        | 45.0%       | 40   |   |
|                                  | VSM              | 0.0%         | R            | R           | R           | R             | R           | R                 | R            | R                                | R             | R             | R           | R           | R            | R            | R           | R    |   |
| <b>LPT Substantive Workforce</b> | <b>12.8%</b>     | <b>50.6%</b> | <b>36.6%</b> | <b>5259</b> | <b>5.7%</b> | <b>94.3%</b>  | <b>3992</b> | <b>78.2%</b>      | <b>21.8%</b> | <b>1.4%</b>                      | <b>14.1%</b>  | <b>5.2%</b>   | <b>1.1%</b> | <b>5127</b> | <b>82.8%</b> | <b>17.2%</b> | <b>5259</b> |      |   |

\* excludes "not known" categories / R – REDACTED

Table 20 is continued overleaf ...

Table 20 continued: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by pay band and protected characteristic

| Pay Band                         | Marital Status*  |              |              |             | Maternity** |                |             | Religion or Belief* |               |             |             |             |              | Sexual Orientation* |               |             |             |     |    |
|----------------------------------|------------------|--------------|--------------|-------------|-------------|----------------|-------------|---------------------|---------------|-------------|-------------|-------------|--------------|---------------------|---------------|-------------|-------------|-----|----|
|                                  | Single           | Married†     | Divorced‡    | Total n     | Mat-ernity  | Not Mat-ernity | Total n     | Atheism             | Christ-ianity | Hindu-ism   | Islam       | Sikh-ism    | Other        | Total n             | Hetero-sexual | LGBO        | Total n     |     |    |
| Non-clinical                     | Apprentice       | R            | R            | R           | 11          | R              | R           | R                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | 11  |    |
|                                  | Band 1 and under | R            | R            | R           | R           | -              | -           | 0                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   |    |
|                                  | Band 2           | 35.4%        | 54.4%        | 10.3%       | 263         | R              | R           | 120                 | 9.5%          | 50.2%       | 16.3%       | 9.0%        | 5.4%         | 9.5%                | 221           | R           | R           | 214 |    |
|                                  | Band 3           | 34.7%        | 52.9%        | 12.4%       | 274         | R              | R           | 137                 | 9.7%          | 54.3%       | 14.6%       | 6.1%        | 4.0%         | 11.3%               | 247           | R           | R           | 238 |    |
|                                  | Band 4           | 28.6%        | 52.6%        | 18.9%       | 196         | R              | R           | 89                  | 10.8%         | 52.4%       | 13.9%       | R           | R            | 13.9%               | 166           | R           | R           | 167 |    |
|                                  | Band 5           | 28.1%        | 59.3%        | 12.6%       | 135         | R              | R           | 63                  | 16.4%         | 50.0%       | 11.2%       | 8.6%        | R            | R                   | 116           | R           | R           | 118 |    |
|                                  | Band 6           | 27.3%        | 65.7%        | 7.1%        | 99          | R              | R           | 45                  | 13.0%         | 53.2%       | 13.0%       | R           | R            | R                   | 77            | R           | R           | 84  |    |
|                                  | Band 7           | 31.3%        | 59.1%        | 9.6%        | 115         | R              | R           | 36                  | 12.5%         | 54.5%       | R           | R           | R            | R                   | 88            | R           | R           | 91  |    |
|                                  | Band 8a          | R            | 74.0%        | R           | 50          | R              | R           | 20                  | R             | 57.1%       | R           | R           | R            | R                   | 35            | R           | R           | 40  |    |
|                                  | Band 8b          | R            | 73.7%        | R           | 38          | R              | R           | 12                  | R             | 60.6%       | R           | R           | R            | R                   | 33            | R           | R           | 33  |    |
|                                  | Band 8c          | R            | R            | R           | 19          | R              | R           | R                   | R             | R           | R           | R           | R            | R                   | 15            | R           | R           | 13  |    |
|                                  | Band 8d          | R            | R            | R           | R           | -              | -           | 0                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   | R  |
|                                  | Band 9           | R            | R            | R           | R           | -              | -           | 0                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   | R  |
|                                  | VSM              | R            | R            | R           | R           | R              | R           | R                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   | R  |
| Clinical                         | Apprentice       | R            | R            | R           | R           | R              | R           | R                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   |    |
|                                  | Band 2           | 32.0%        | 53.8%        | 14.2%       | 478         | 4.2%           | 95.8%       | 259                 | 14.1%         | 57.7%       | 7.6%        | 4.5%        | 3.1%         | 13.0%               | 355           | 97.1%       | 2.9%        | 348 |    |
|                                  | Band 3           | 35.2%        | 49.8%        | 15.0%       | 472         | 4.1%           | 95.9%       | 245                 | 14.7%         | 60.1%       | 5.5%        | R           | R            | 15.5%               | 348           | 95.8%       | 4.2%        | 360 |    |
|                                  | Band 4           | 26.9%        | 63.0%        | 10.1%       | 208         | R              | R           | 126                 | 11.4%         | 70.9%       | R           | R           | R            | 9.5%                | 158           | R           | R           | 170 |    |
|                                  | Band 5           | 39.1%        | 51.3%        | 9.6%        | 822         | 6.1%           | 93.9%       | 512                 | 14.4%         | 63.9%       | 4.9%        | R           | R            | 12.4%               | 667           | 97.8%       | 2.2%        | 675 |    |
|                                  | Band 6           | 29.2%        | 61.4%        | 9.5%        | 1121        | 4.3%           | 95.7%       | 658                 | 14.0%         | 65.8%       | 4.8%        | 2.2%        | 1.2%         | 12.0%               | 901           | 97.6%       | 2.4%        | 917 |    |
|                                  | Band 7           | 23.2%        | 65.8%        | 11.1%       | 406         | R              | R           | 203                 | 17.4%         | 66.8%       | R           | R           | R            | 9.1%                | 328           | 96.7%       | 3.3%        | 332 |    |
|                                  | Band 8a          | 23.1%        | 68.0%        | 8.8%        | 147         | R              | R           | 75                  | 17.7%         | 66.4%       | R           | R           | R            | R                   | 113           | R           | R           | 112 |    |
|                                  | Band 8b          | R            | 72.9%        | R           | 59          | R              | R           | 30                  | 31.1%         | 40.0%       | R           | R           | R            | R                   | 45            | R           | R           | 47  |    |
|                                  | Band 8c          | R            | R            | R           | 14          | R              | R           | R                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   | R  |
|                                  | Band 8d          | R            | R            | R           | R           | -              | -           | 0                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   | R  |
|                                  | Medical          | Trainee      | R            | R           | R           | 16             | R           | R                   | 11            | R           | R           | R           | R            | R                   | R             | R           | R           | R   | 15 |
|                                  |                  | Career grade | R            | R           | R           | 32             | R           | R                   | 10            | R           | R           | R           | R            | R                   | R             | 25          | R           | R   | 24 |
| Consultants                      |                  | R            | 78.0%        | R           | 109         | R              | R           | 31                  | R             | 28.9%       | 36.1%       | R           | R            | 14.5%               | 83            | R           | R           | 73  |    |
| Other                            |                  | 52.6%        | R            | R           | 38          | R              | R           | 22                  | R             | 29.4%       | R           | R           | R            | R                   | 34            | R           | R           | 32  |    |
| VSM                              |                  | R            | R            | R           | R           | -              | -           | 0                   | R             | R           | R           | R           | R            | R                   | R             | R           | R           | R   |    |
| <b>LPT Substantive Workforce</b> | <b>31.0%</b>     | <b>58.1%</b> | <b>10.9%</b> | <b>5153</b> | <b>4.4%</b> | <b>95.6%</b>   | <b>2726</b> | <b>14.0%</b>        | <b>59.6%</b>  | <b>7.7%</b> | <b>4.3%</b> | <b>2.6%</b> | <b>11.9%</b> | <b>4115</b>         | <b>97.3%</b>  | <b>2.7%</b> | <b>4147</b> |     |    |

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

Table 21: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by pay band, working pattern (full time or part time) and gender

| Pay Band                         | Working Pattern  |              |              | Working Pattern by Gender |              |              |              | Total n     |             |
|----------------------------------|------------------|--------------|--------------|---------------------------|--------------|--------------|--------------|-------------|-------------|
|                                  | Full Time        | Part Time    | Total n      | Female                    |              | Male         |              |             |             |
|                                  |                  |              |              | Full Time                 | Part Time    | Full Time    | Part Time    |             |             |
| Non-clinical                     | Apprentice       | R            | R            | 11                        | R            | R            | R            | R           | 11          |
|                                  | Band 1 and under | R            | R            | R                         | R            | R            | R            | R           | R           |
|                                  | Band 2           | 42.5%        | 57.5%        | 273                       | 32.6%        | 52.0%        | 9.9%         | 5.5%        | 273         |
|                                  | Band 3           | 59.4%        | 40.6%        | 283                       | 48.1%        | R            | 11.3%        | R           | 283         |
|                                  | Band 4           | 63.8%        | 36.2%        | 199                       | 50.8%        | R            | 13.1%        | R           | 199         |
|                                  | Band 5           | 81.2%        | 18.8%        | 138                       | 52.9%        | R            | 28.3%        | R           | 138         |
|                                  | Band 6           | 76.0%        | 24.0%        | 100                       | 43.0%        | R            | 33.0%        | R           | 100         |
|                                  | Band 7           | 73.9%        | 26.1%        | 115                       | 34.8%        | R            | 39.1%        | R           | 115         |
|                                  | Band 8a          | R            | R            | R                         | R            | R            | R            | R           | 52          |
|                                  | Band 8b          | R            | R            | R                         | R            | R            | R            | R           | 38          |
|                                  | Band 8c          | R            | R            | R                         | R            | R            | R            | R           | 19          |
|                                  | Band 8d          | R            | R            | R                         | R            | R            | R            | R           | R           |
|                                  | Band 9           | R            | R            | R                         | R            | R            | R            | R           | R           |
|                                  | VSM              | R            | R            | R                         | R            | R            | R            | R           | R           |
| Clinical                         | Apprentice       | R            | R            | R                         | R            | R            | R            | R           | R           |
|                                  | Band 2           | 54.5%        | 45.5%        | 490                       | 39.0%        | 41.8%        | 15.5%        | 3.7%        | 490         |
|                                  | Band 3           | 58.4%        | 41.6%        | 478                       | 47.5%        | R            | 10.9%        | R           | 478         |
|                                  | Band 4           | 48.1%        | 51.9%        | 210                       | R            | R            | R            | R           | 210         |
|                                  | Band 5           | 57.4%        | 42.6%        | 839                       | 46.6%        | 41.2%        | 10.8%        | 1.3%        | 839         |
|                                  | Band 6           | 54.4%        | 45.6%        | 1146                      | 43.6%        | 43.6%        | 10.7%        | 2.0%        | 1146        |
|                                  | Band 7           | 61.5%        | 38.5%        | 413                       | 48.7%        | 35.8%        | 12.8%        | 2.7%        | 413         |
|                                  | Band 8a          | 57.7%        | 42.3%        | 149                       | 44.3%        | R            | 13.4%        | R           | 149         |
|                                  | Band 8b          | 41.0%        | 59.0%        | 61                        | R            | R            | R            | R           | 61          |
|                                  | Band 8c          | R            | R            | 14                        | R            | R            | R            | R           | 14          |
| Band 8d                          | R                | R            | R            | R                         | R            | R            | R            | R           |             |
| Medical                          | Trainee          | R            | R            | 17                        | R            | R            | R            | R           | 17          |
|                                  | Career grade     | 59.4%        | 40.6%        | 32                        | R            | R            | R            | R           | 32          |
|                                  | Consultants      | 71.8%        | 28.2%        | 110                       | 25.5%        | R            | 46.4%        | R           | 110         |
|                                  | Other            | R            | R            | 40                        | R            | R            | R            | R           | 40          |
| VSM                              | R                | R            | R            | R                         | R            | R            | R            | R           |             |
| <b>LPT Substantive Workforce</b> |                  | <b>58.5%</b> | <b>41.5%</b> | <b>5259</b>               | <b>43.6%</b> | <b>39.1%</b> | <b>14.9%</b> | <b>2.3%</b> | <b>5259</b> |

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Table 22: Age profile of Leicestershire Partnership NHS Trust's substantive workforce in Non-clinical posts at March 2018 by ethnicity

|                                      |                 | Ethnicity (WRES)* |             | Ethnicity (BME group in detail)* |                  |                  |             |
|--------------------------------------|-----------------|-------------------|-------------|----------------------------------|------------------|------------------|-------------|
|                                      |                 | White             | BME         | Mixed                            | Asian<br>British | Black<br>British | Other       |
| Number of employees                  |                 | 851               | 337         | R                                | 287              | 29               | R           |
| Maximum                              |                 | 73                | 65          | 51                               | 65               | 55               | 59          |
| 95th percentile                      |                 | 63                | 59          | 51                               | 60               | 54               | 59          |
| 75th percentile                      |                 | 55                | 49          | 43                               | 49               | 43               | 51          |
| <b>Median</b>                        |                 | <b>49</b>         | <b>40</b>   | <b>38</b>                        | <b>40</b>        | <b>36</b>        | <b>47</b>   |
| Age<br>(years)                       | 25th percentile | 39                | 32          | 32                               | 32               | 27               | 34          |
|                                      | 5th percentile  | 25                | 24          | 21                               | 24               | 24               | 34          |
| Minimum                              |                 | 21                | 19          | 21                               | 19               | 21               | 34          |
| 95% Confidence Interval: Upper Bound |                 | 47.8              | 41.5        | 41.6                             | 42.0             | 41.4             | 64.4        |
| <b>Mean</b>                          |                 | <b>47.0</b>       | <b>40.4</b> | <b>37.1</b>                      | <b>40.8</b>      | <b>37.3</b>      | <b>47.8</b> |
| 95% Confidence Interval: Lower Bound |                 | 46.3              | 39.2        | 32.6                             | 39.5             | 33.2             | 31.1        |

\* excludes "not known" categories / R – REDACTED

Table 23: Age profile of Leicestershire Partnership NHS Trust's substantive workforce in Clinical posts at Band 4 and under, at March 2018 by ethnicity

|                                      |                 | Ethnicity (WRES)* |             | Ethnicity (BME group in detail)* |                  |                  |             |
|--------------------------------------|-----------------|-------------------|-------------|----------------------------------|------------------|------------------|-------------|
|                                      |                 | White             | BME         | Mixed                            | Asian<br>British | Black<br>British | Other       |
| Number of employees                  |                 | 926               | 238         | 19                               | 130              | 74               | 15          |
| Maximum                              |                 | 71                | 74          | 60                               | 69               | 74               | 60          |
| 95th percentile                      |                 | 62                | 61          | 60                               | 62               | 61               | 60          |
| 75th percentile                      |                 | 54                | 51          | 50                               | 51               | 50               | 51          |
| <b>Median</b>                        |                 | <b>46</b>         | <b>42</b>   | <b>42</b>                        | <b>40</b>        | <b>44</b>        | <b>46</b>   |
| Age<br>(years)                       | 25th percentile | 35                | 34          | 30                               | 32               | 37               | 39          |
|                                      | 5th percentile  | 24                | 26          | 24                               | 25               | 30               | 25          |
| Minimum                              |                 | 20                | 19          | 24                               | 19               | 26               | 25          |
| 95% Confidence Interval: Upper Bound |                 | 45.5              | 44.0        | 46.1                             | 43.8             | 46.4             | 49.0        |
| <b>Mean</b>                          |                 | <b>44.7</b>       | <b>42.6</b> | <b>40.4</b>                      | <b>41.9</b>      | <b>44.3</b>      | <b>43.3</b> |
| 95% Confidence Interval: Lower Bound |                 | 44.0              | 41.2        | 34.7                             | 39.9             | 42.1             | 37.6        |

\* excludes "not known" categories

Table 24: Age profile of Leicestershire Partnership NHS Trust's substantive workforce in Clinical posts at Band 5 and over (excluding Medics), at March 2018 by ethnicity

|                                      |                 | Ethnicity (WRES)* |             | Ethnicity (BME group in detail)* |                  |                  |             |
|--------------------------------------|-----------------|-------------------|-------------|----------------------------------|------------------|------------------|-------------|
|                                      |                 | White             | BME         | Mixed                            | Asian<br>British | Black<br>British | Other       |
| Number of employees                  |                 | 2155              | 404         | 31                               | 195              | 150              | 28          |
| Maximum                              |                 | 68                | 67          | 66                               | 65               | 67               | 63          |
| 95th percentile                      |                 | 59                | 59          | 62                               | 57               | 58               | 63          |
| 75th percentile                      |                 | 52                | 50          | 50                               | 48               | 51               | 50          |
| <b>Median</b>                        |                 | <b>45</b>         | <b>41</b>   | <b>40</b>                        | <b>39</b>        | <b>44</b>        | <b>42</b>   |
| Age<br>(years)                       | 25th percentile | 36                | 34          | 34                               | 31               | 38               | 39          |
|                                      | 5th percentile  | 26                | 25          | 24                               | 24               | 28               | 27          |
|                                      | Minimum         | 21                | 21          | 24                               | 21               | 23               | 24          |
| 95% Confidence Interval: Upper Bound |                 | 44.6              | 43.0        | 46.6                             | 41.2             | 45.9             | 48.7        |
| <b>Mean</b>                          |                 | <b>44.2</b>       | <b>42.0</b> | <b>42.4</b>                      | <b>39.8</b>      | <b>44.4</b>      | <b>44.7</b> |
| 95% Confidence Interval: Lower Bound |                 | 43.8              | 41.0        | 38.3                             | 38.3             | 43.0             | 40.6        |

\* excludes "not known" categories

Table 25: Substantive Non-clinical posts: relative likelihood of BME staff and White staff being at Band 5 or above, by year

| March<br>in year | Ethnicity<br>(WRES) | All Non-<br>clinical<br>n | Non Clinical Band<br>5 and over |       | Likelihood ratio<br><br>BME / White | 95% Confidence Interval |             |
|------------------|---------------------|---------------------------|---------------------------------|-------|-------------------------------------|-------------------------|-------------|
|                  |                     |                           | n                               | %     |                                     |                         |             |
| 2018             | White               | 851                       | 343                             | 40.3% | <b>0.82</b>                         | 0.995                   | upper bound |
|                  | BME                 | 337                       | 111                             | 32.9% |                                     | 0.671                   | lower bound |
| 2017             | White               | 914                       | 368                             | 40.3% | <b>0.82</b>                         | 0.999                   | upper bound |
|                  | BME                 | 324                       | 107                             | 33.0% |                                     | 0.674                   | lower bound |
| 2016             | White               | 927                       | 376                             | 40.6% | <b>0.75</b>                         | 0.925                   | upper bound |
|                  | BME                 | 302                       | 92                              | 30.5% |                                     | 0.610                   | lower bound |
| 2015             | White               | 912                       | 384                             | 42.1% | <b>0.89</b>                         | 1.080                   | upper bound |
|                  | BME                 | 280                       | 105                             | 37.5% |                                     | 0.735                   | lower bound |
| 2014             | White               | 876                       | 375                             | 42.8% | <b>0.89</b>                         | 1.086                   | upper bound |
|                  | BME                 | 264                       | 101                             | 38.3% |                                     | 0.735                   | lower bound |
| 2013             | White               | 883                       | 382                             | 43.3% | <b>0.94</b>                         | 1.139                   | upper bound |
|                  | BME                 | 260                       | 106                             | 40.8% |                                     | 0.780                   | lower bound |
| 2012             | White               | 1249                      | 368                             | 29.5% | <b>0.84</b>                         | 1.060                   | upper bound |
|                  | BME                 | 298                       | 74                              | 24.8% |                                     | 0.670                   | lower bound |

Table 26: Substantive Clinical posts at Bands 2 to 4: relative likelihood of Black British staff and White staff being at Band 3 or 4, by year

| March in year | Ethnicity (WRES) | All Clinical Band 2 to 4<br>n | Clinical Bands 3 to 4 |       | Likelihood ratio<br>Black British / White | 95% Confidence Interval |             |
|---------------|------------------|-------------------------------|-----------------------|-------|---|-------------------------|-------------|
|               |                  |                               | n                     | %     |   |                         |             |
| 2018          | White            | 926                           | 594                   | 64.1% | <b>0.34</b>                               | 0.526                   | upper bound |
|               | Black British    | 74                            | 16                    | 21.6% |   | 0.216                   | lower bound |
| 2017          | White            | 966                           | 604                   | 62.5% | <b>0.34</b>                               | 0.536                   | upper bound |
|               | Black British    | 71                            | 15                    | 21.1% |   | 0.213                   | lower bound |
| 2016          | White            | 977                           | 566                   | 57.9% | <b>0.38</b>                               | 0.602                   | upper bound |
|               | Black British    | 68                            | 15                    | 22.1% |   | 0.241                   | lower bound |
| 2015          | White            | 990                           | 536                   | 54.1% | <b>0.56</b>                               | 0.812                   | upper bound |
|               | Black British    | 72                            | 22                    | 30.6% |   | 0.392                   | lower bound |
| 2014          | White            | 968                           | R                     |       | <b>0.31</b>                               | 0.590                   | upper bound |
|               | Black British    | 50                            | R                     |       |   | 0.163                   | lower bound |
| 2013          | White            | 971                           | R                     |       | <b>0.37</b>                               | 0.679                   | upper bound |
|               | Black British    | 50                            | R                     |       |   | 0.204                   | lower bound |
| 2012          | White            | 983                           | R                     |       | <b>0.30</b>                               | 0.629                   | upper bound |
|               | Black British    | 43                            | R                     |       |   | 0.140                   | lower bound |

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Table 27: Substantive Clinical posts at Band 5 and above: relative likelihood of Black British staff and White staff being at Band 6 or above, by year

| March in year | Ethnicity (WRES) | Clinical Band 5 and over<br>n | Clinical Band 6 and over |       | Likelihood ratio<br>Black British / White | 95% Confidence Interval |
|---------------|------------------|-------------------------------|--------------------------|-------|---|-------------------------|
|               |                  |                               | n                        | %     |   |                         |
| 2018          | White            | 2155                          | 1517                     | 70.4% | <b>0.57</b>                               | 0.699 upper bound       |
|               | Black British    | 150                           | 60                       | 40.0% |   | 0.462 lower bound       |
| 2017          | White            | 2273                          | 1553                     | 68.3% | <b>0.58</b>                               | 0.709 upper bound       |
|               | Black British    | 166                           | 66                       | 39.8% |   | 0.477 lower bound       |
| 2016          | White            | 2351                          | 1561                     | 66.4% | <b>0.58</b>                               | 0.701 upper bound       |
|               | Black British    | 178                           | 68                       | 38.2% |   | 0.472 lower bound       |
| 2015          | White            | 2349                          | 1540                     | 65.6% | <b>0.57</b>                               | 0.696 upper bound       |
|               | Black British    | 172                           | 64                       | 37.2% |   | 0.463 lower bound       |
| 2014          | White            | 2371                          | 1478                     | 62.3% | <b>0.55</b>                               | 0.688 upper bound       |
|               | Black British    | 163                           | 56                       | 34.4% |   | 0.441 lower bound       |
| 2013          | White            | 2289                          | 1446                     | 63.2% | <b>0.58</b>                               | 0.729 upper bound       |
|               | Black British    | 144                           | 53                       | 36.8% |   | 0.466 lower bound       |
| 2012          | White            | 2307                          | 1430                     | 62.0% | <b>0.63</b>                               | 0.784 upper bound       |
|               | Black British    | 136                           | 53                       | 39.0% |   | 0.504 lower bound       |



Table 28: Substantive Non-clinical posts: relative likelihood of Female staff and Male staff being at Band 5 or above, by year

| March in year | Gender | All Non-clinical | Non Clinical Band 5 and over |       | Likelihood ratio | 95% Confidence Interval |
|---------------|--------|------------------|------------------------------|-------|------------------|-------------------------|
|               |        | n                | n                            | %     | Female / Male    |                         |
| 2018          | Female | 954              | 306                          | 32.1% | <b>0.52</b>      | 0.647 upper bound       |
|               | Male   | 279              | 171                          | 61.3% |                  | 0.424 lower bound       |
| 2017          | Female | 1004             | 326                          | 32.5% | <b>0.52</b>      | 0.644 upper bound       |
|               | Male   | 280              | 174                          | 62.1% |                  | 0.424 lower bound       |
| 2016          | Female | 1012             | 333                          | 32.9% | <b>0.54</b>      | 0.665 upper bound       |
|               | Male   | 266              | 163                          | 61.3% |                  | 0.434 lower bound       |
| 2015          | Female | 983              | 355                          | 36.1% | <b>0.57</b>      | 0.709 upper bound       |
|               | Male   | 257              | 162                          | 63.0% |                  | 0.463 lower bound       |
| 2014          | Female | 941              | 340                          | 36.1% | <b>0.54</b>      | 0.669 upper bound       |
|               | Male   | 245              | 164                          | 66.9% |                  | 0.435 lower bound       |
| 2013          | Female | 940              | 344                          | 36.6% | <b>0.52</b>      | 0.641 upper bound       |
|               | Male   | 242              | 171                          | 70.7% |                  | 0.418 lower bound       |
| 2012          | Female | 1300             | 314                          | 24.2% | <b>0.49</b>      | 0.620 upper bound       |
|               | Male   | 276              | 135                          | 48.9% |                  | 0.393 lower bound       |

Table 29: Substantive, Non-clinical posts: relative likelihood of Female Part Time staff and Female Full Time staff being at Band 5 or above, by year

| March<br>in<br>year | Gender:<br>Working<br>Pattern | All Non-<br>clinical<br>n | Non Clinical Band 5<br>and over |       | Likelihood ratio<br>Part Time / Full Time | 95% Confidence Interval |
|---------------------|-------------------------------|---------------------------|---------------------------------|-------|---|-------------------------|
|                     |                               |                           | n                               | %     |   |                         |
| 2018                | Female: Full Time             | 543                       | 217                             | 40.0% | 0.54                                      | 0.690 upper bound       |
|                     | Female: Part Time             | 411                       | 89                              | 21.7% |   | 0.425 lower bound       |
| 2017                | Female: Full Time             | 586                       | 231                             | 39.4% | 0.58                                      | 0.728 upper bound       |
|                     | Female: Part Time             | 418                       | 95                              | 22.7% |   | 0.457 lower bound       |
| 2016                | Female: Full Time             | 615                       | 246                             | 40.0% | 0.55                                      | 0.695 upper bound       |
|                     | Female: Part Time             | 397                       | 87                              | 21.9% |   | 0.432 lower bound       |
| 2015                | Female: Full Time             | 602                       | 256                             | 42.5% | 0.61                                      | 0.764 upper bound       |
|                     | Female: Part Time             | 381                       | 99                              | 26.0% |   | 0.488 lower bound       |
| 2014                | Female: Full Time             | 557                       | 245                             | 44.0% | 0.56                                      | 0.708 upper bound       |
|                     | Female: Part Time             | 384                       | 95                              | 24.7% |   | 0.447 lower bound       |
| 2013                | Female: Full Time             | 541                       | 251                             | 46.4% | 0.50                                      | 0.634 upper bound       |
|                     | Female: Part Time             | 399                       | 93                              | 23.3% |   | 0.398 lower bound       |
| 2012                | Female: Full Time             | 593                       | 221                             | 37.3% | 0.35                                      | 0.451 upper bound       |
|                     | Female: Part Time             | 707                       | 93                              | 13.2% |   | 0.276 lower bound       |

Table 30: Substantive Non-clinical posts: relative likelihood of Male Part Time staff and Male Full Time staff being at Band 5 or above, by year

| March<br>in year | Gender:<br>Working<br>Pattern | All Non-<br>clinical<br>n | Non Clinical Band 5<br>and over |       | Likelihood ratio<br>Part Time / Full Time | 95% Confidence Interval |
|------------------|-------------------------------|---------------------------|---------------------------------|-------|---|-------------------------|
|                  |                               |                           | n                               | %     |   |                         |
| 2018             | Male: Full Time               | 244                       | 159                             | 65.2% | 0.53                                      | 0.868 upper bound       |
|                  | Male: Part Time               | 35                        | 12                              | 34.3% |   | 0.319 lower bound       |
| 2017             | Male: Full Time               | 247                       | 164                             | 66.4% | 0.46                                      | 0.794 upper bound       |
|                  | Male: Part Time               | 33                        | 10                              | 30.3% |   | 0.262 lower bound       |
| 2016             | Male: Full Time               | 235                       | R                               |       | 0.44                                      | 0.797 upper bound       |
|                  | Male: Part Time               | 31                        | R                               |       |   | 0.246 lower bound       |
| 2015             | Male: Full Time               | 230                       | R                               |       | 0.50                                      | 0.887 upper bound       |
|                  | Male: Part Time               | 27                        | R                               |       |   | 0.283 lower bound       |
| 2014             | Male: Full Time               | 218                       | R                               |       | 0.36                                      | 0.703 upper bound       |
|                  | Male: Part Time               | 27                        | R                               |       |   | 0.184 lower bound       |
| 2013             | Male: Full Time               | 215                       | R                               |       | 0.39                                      | 0.724 upper bound       |
|                  | Male: Part Time               | 27                        | R                               |       |   | 0.211 lower bound       |
| 2012             | Male: Full Time               | 232                       | R                               |       | 0.33                                      | 0.645 upper bound       |
|                  | Male: Part Time               | 44                        | R                               |       |   | 0.171 lower bound       |

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## Bank staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2018 (Table 31):
  - Age:
    - In Non-clinical posts, younger employees (29 years old and under) were overrepresented at Band 2.
    - In Clinical posts, older employees (50 years old and over) were underrepresented at Band 2, and were overrepresented at Bands 3 and 6.
  - Ethnicity:
    - Broadly, White employees and BME employees were proportionately represented across pay bands within the bank workforce. However, the vast majority of posts on the Bank were at lower pay bands, limiting the potential for differences in representation to occur by pay band.
    - BME employees were overrepresented amongst Bank workers compared to their level of representation in the Substantive workforce (Table 5), even when considering differences in the proportions of different staff groups on the Bank and in the Substantive workforce (Table 7).
  - Gender:
    - Men were underrepresented at Clinical Band 5.

Table 31: Representation in Leicestershire Partnership NHS Trust's bank\* workforce at March 2018, by pay band and protected characteristic

| Pay Band                  | Age band (years) |              |              |              | Disability** |               |              | Ethnicity (WRES)** |              | Ethnicity (BME group in detail)** |               |               |              |             | Gender      |              |              |             |
|---------------------------|------------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------------|--------------|-----------------------------------|---------------|---------------|--------------|-------------|-------------|--------------|--------------|-------------|
|                           | 29 and under     | 30 to 49     | 50 and over  | Total n      | Dis-abled    | Not Dis-abled | Total n      | White              | BME          | Mixed                             | Asian British | Black British | Other        | Total n     | Female      | Male         | Total n      |             |
| Non-clinical              | Band 1 and under | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
|                           | Band 2           | 38.5%        | 27.5%        | 33.9%        | 109          | 10.0%         | 90.0%        | 100                | 47.6%        | 52.4%                             | R             | R             | R            | R           | 105         | 69.7%        | 30.3%        | 109         |
|                           | Band 3           | R            | R            | 57.5%        | 40           | R             | R            | 32                 | R            | R                                 | R             | R             | R            | R           | 40          | R            | R            | 40          |
|                           | Band 4           | R            | 46.8%        | R            | 111          | R             | R            | 66                 | 40.9%        | 59.1%                             | R             | 41.8%         | R            | R           | 110         | 82.9%        | 17.1%        | 111         |
|                           | Band 5           | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            | R           |
|                           | Band 6           | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            | R           |
|                           | Band 7           | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            | R           |
|                           | Band 8a          | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            | R           |
|                           | Band 8b          | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            | R           |
|                           | Band 8c          | R            | R            | R            | R            | -             | -            | 0                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            | R           |
| Clinical                  | Band 1 and under | R            | R            | R            | R            | -             | -            | 0                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
|                           | Band 2           | 23.0%        | 54.6%        | 22.4%        | 447          | 2.8%          | 97.2%        | 359                | 35.0%        | 65.0%                             | R             | 11.9%         | 48.8%        | R           | 428         | 76.1%        | 23.9%        | 447         |
|                           | Band 3           | R            | R            | 64.9%        | 57           | R             | R            | 31                 | 70.9%        | 29.1%                             | R             | R             | R            | R           | 55          | 80.7%        | 19.3%        | 57          |
|                           | Band 4           | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
|                           | Band 5           | 8.6%         | 48.5%        | 42.9%        | 198          | R             | R            | 159                | 72.6%        | 27.4%                             | R             | R             | 18.8%        | R           | 186         | 89.4%        | 10.6%        | 198         |
|                           | Band 6           | R            | R            | 69.0%        | 71           | R             | R            | 50                 | R            | R                                 | R             | R             | R            | R           | 68          | 84.5%        | 15.5%        | 71          |
|                           | Band 7           | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
|                           | Band 8a          | -            | -            | -            | 0            | -             | -            | 0                  | -            | -                                 | -             | -             | -            | -           | 0           | -            | -            | 0           |
|                           | Band 8b          | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
| Medical                   | Career grade     | R            | R            | R            | R            | -             | -            | 0                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
|                           | Consultants      | R            | R            | R            | R            | R             | R            | R                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
|                           | Other            | R            | R            | R            | R            | -             | -            | 0                  | R            | R                                 | R             | R             | R            | R           | R           | R            | R            |             |
| <b>LPT Bank Workforce</b> |                  | <b>17.8%</b> | <b>44.7%</b> | <b>37.5%</b> | <b>1067</b>  | <b>4.5%</b>   | <b>95.5%</b> | <b>819</b>         | <b>52.2%</b> | <b>47.8%</b>                      | <b>2.3%</b>   | <b>17.1%</b>  | <b>26.0%</b> | <b>2.4%</b> | <b>1022</b> | <b>79.6%</b> | <b>20.4%</b> | <b>1067</b> |

\* those employed solely on the bank, without a substantive post at LPT/ \*\* excludes "not known" categories / R – REDACTED

Table 31 continued: Representation in Leicestershire Partnership NHS Trust's bank\* workforce at March 2018, by pay band and protected characteristic

| Pay Band                  | Marital Status** |              |              |              | Religion or Belief** |               |              |             |             |             |             | Sexual Orientation** |              |             |            |
|---------------------------|------------------|--------------|--------------|--------------|----------------------|---------------|--------------|-------------|-------------|-------------|-------------|----------------------|--------------|-------------|------------|
|                           | Single           | Marr-ied†    | Divor-ced‡   | Total n      | Athe-ism             | Christ-ianity | Hindu-ism    | Islam       | Sikh-ism    | Other       | Total n     | Hetero-sexual        | LGBO         | Total n     |            |
| Non-clinical              | Band 1 and under | R            | R            | R            | R                    | R             | R            | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Band 2           | R            | R            | R            | 107                  | R             | 38.9%        | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Band 3           | R            | 41.0%        | R            | 39                   | R             | 53.1%        | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Band 4           | 21.2%        | 69.2%        | 9.6%         | 104                  | R             | 48.4%        | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Band 5           | R            | R            | R            | R                    | R             | R            | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Band 6           | R            | R            | R            | R                    | R             | R            | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | 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           |            |
|                           | Band 8b          | R            | R            | R            | R                    | -             | -            | -           | -           | -           | -           | 0                    | R            | R           | R          |
|                           | Band 8c          | R            | R            | R            | R                    | R             | R            | R           | R           | R           | R           | R                    | R            | R           | R          |
| Clinical                  | Band 1 and under | -            | -            | -            | 0                    | -             | -            | -           | -           | -           | 0           | -                    | -            | 0           |            |
|                           | Band 2           | 43.0%        | 48.7%        | 8.3%         | 435                  | 9.1%          | 69.2%        | R           | 6.2%        | R           | 8.6%        | 97.2%                | 2.8%         | 359         |            |
|                           | Band 3           | 21.4%        | 53.6%        | 25.0%        | 56                   | R             | R            | R           | R           | R           | R           | R                    | R            | 33          |            |
|                           | Band 4           | R            | R            | R            | R                    | R             | R            | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Band 5           | 27.0%        | 61.9%        | 11.1%        | 189                  | 12.7%         | 72.8%        | R           | R           | R           | R           | 97.5%                | 2.5%         | 161         |            |
|                           | Band 6           | R            | 78.3%        | R            | 69                   | R             | 67.4%        | R           | R           | R           | R           | 100.0%               | 0.0%         | 51          |            |
|                           | Band 7           | R            | R            | R            | R                    | R             | R            | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Band 8a          | -            | -            | -            | 0                    | -             | -            | -           | -           | -           | -           | 0                    | -            | -           | 0          |
|                           | Band 8b          | R            | R            | R            | R                    | R             | R            | R           | R           | R           | R           | R                    | R            | R           |            |
|                           | Medical          | Career grade | R            | R            | R                    | R             | -            | -           | -           | -           | -           | 0                    | -            | -           | 0          |
| Consultants               |                  | R            | R            | R            | R                    | -             | -            | -           | -           | -           | 0           | R                    | R            | R           |            |
| Other                     |                  | R            | R            | R            | R                    | -             | -            | -           | -           | -           | 0           | -                    | -            | 0           |            |
| <b>LPT Bank Workforce</b> |                  | <b>35.6%</b> | <b>54.4%</b> | <b>10.0%</b> | <b>1030</b>          | <b>9.6%</b>   | <b>64.3%</b> | <b>6.8%</b> | <b>7.9%</b> | <b>2.5%</b> | <b>9.0%</b> | <b>813</b>           | <b>98.0%</b> | <b>2.0%</b> | <b>811</b> |

\* those employed solely on the bank, without a substantive post at LPT/ \*\* excludes "not known" categories / † includes Civil Partnership / ‡ includes Legally Separated and Widowed  
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## Leicestershire Partnership NHS Trust's workforce equality profile, by staff group

### Substantive staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2018 (Table 32):
  - 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 Additional Clinical Services group there was an overrepresentation of employees who were divorced, legally separated or widowed.
  - In the Additional, Professional, Scientific, and Technical group there was an overrepresentation of Atheists and there were underrepresentations of older employees (50 years old and over) and Christians.
  - In the Allied Health Professionals group there was an overrepresentation of younger employees (29 years old and under) and there were 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 staff group there were overrepresentations of BME employees (particularly Asian British employees and those of "other" ethnicities – other than Black British or Mixed race), men, Hindus, and Muslims; whilst there were underrepresentations of White employees, women, employees who were divorced, legally separated or widowed, and Christians.
  - In the Nursing staff group there were overrepresentations of older employees (50 years old and over), White employees, Black British employees, and Christians; whilst there were underrepresentations of younger employees (29 years old and under), Asian British employees, men, Hindus, Muslims, and Sikhs.
- Thus, the equality profile of Leicestershire Partnership NHS Trust's workforce across staff groups suggests the presence of occupational segregation. This may in turn reflect traditional cultural and gender-based career preferences, historical economic migration, as well as the differing age profiles of different ethnic groups, and the requirement for certain levels of experience or qualification for some of roles.
- Noting the equality profile of Leicestershire Partnership NHS Trust's workforce across staff groups might help with designing long-term strategies to recruit to, or develop staff for, types of posts for which there are recruitment shortages. For instance, there are national shortages of qualified nurses; nursing careers could be promoted to those from Asian British backgrounds, and to men, in order to take advantage of an untapped source of potential nursing talent.

Table 32: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2018 compared to representation by staff group and protected characteristic

| Protected Characteristic          | LPT Substantive Workforce Overall |       | Staff Group (substantive)     |       |                              |       |   |       |                             |       |         |       |                    |       |
|-----------------------------------|-----------------------------------|-------|-------------------------------|-------|------------------------------|-------|---|-------|-----------------------------|-------|---------|-------|--------------------|-------|
|                                   | n                                 | %     | Administrative and Clerical** |       | Additional Clinical Services |       | Additional Professional Scientific and Technical*** |       | Allied Health Professionals |       | Medical |       | Nursing Registered |       |
| (excludes "not known" categories) | n                                 | %     | n                             | %     | n                            | %     | n   | %     | n                           | %     | n       | %     | n                  | %     |
| <b>Age Group (years)</b>          |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| 29 and under                      | 675                               | 12.8% | 165                           | 13.3% | 178                          | 14.9% | 29  | 13.7% | 119                         | 19.6% | 17      | 8.4%  | 167                | 9.3%  |
| 30 to 49                          | 2661                              | 50.6% | 588                           | 47.3% | 571                          | 47.7% | 131   | 61.8% | 347                         | 57.2% | 123     | 60.9% | 901                | 50.2% |
| 50 and over                       | 1923                              | 36.6% | 491                           | 39.5% | 449                          | 37.5% | 52  | 24.5% | 141                         | 23.2% | 62      | 30.7% | 728                | 40.5% |
| <b>Disability</b>                 |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| Disabled                          | 228                               | 5.7%  | 66                            | 6.8%  | 43                           | 4.7%  | 10  | 6.6%  | 36                          | 7.1%  | 12      | 9.4%  | 61                 | 4.6%  |
| Not Disabled                      | 3764                              | 94.3% | 906                           | 93.2% | 870                          | 95.3% | 141   | 93.4% | 474                         | 92.9% | 116     | 90.6% | 1257               | 95.4% |
| <b>Ethnicity (WRES)</b>           |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| White                             | 4011                              | 78.2% | 853                           | 71.2% | 941                          | 79.5% | 145   | 79.2% | 512                         | 86.2% | 72      | 36.0% | 1488               | 84.1% |
| BME                               | 1116                              | 21.8% | 345                           | 28.8% | 242                          | 20.5% | 38  | 20.8% | 82                          | 13.8% | 128     | 64.0% | 281                | 15.9% |
| <b>Ethnicity (detailed)</b>       |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| White                             | 4011                              | 78.2% | 853                           | 71.2% | 941                          | 79.5% | 145   | 79.2% | 512                         | 86.2% | 72      | 36.0% | 1488               | 84.1% |
| Mixed                             | 73                                | 1.4%  | R                             |       | 19                           | 1.6%  | R   |       | R                           |       | R       |       | 22                 | 1.2%  |
| Asian British                     | 722                               | 14.1% | 293                           | 24.5% | 133                          | 11.2% | R   |       | R                           |       | 103     | 51.5% | 98                 | 5.5%  |
| Black British                     | 265                               | 5.2%  | 30                            | 2.5%  | 74                           | 6.3%  | R   |       | R                           |       | R       |       | 140                | 7.9%  |
| Other                             | 56                                | 1.1%  | R                             |       | 16                           | 1.4%  | R   |       | R                           |       | R       |       | 21                 | 1.2%  |
| <b>Gender</b>                     |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| Female                            | 4353                              | 82.8% | 959                           | 77.1% | 1023                         | 85.4% | 178   | 84.0% | 531                         | 87.5% | 106     | 52.5% | 1556               | 86.6% |
| Male                              | 906                               | 17.2% | 285                           | 22.9% | 175                          | 14.6% | 34  | 16.0% | 76                          | 12.5% | 96      | 47.5% | 240                | 13.4% |
| <b>Marital Status</b>             |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| Single                            | 1596                              | 31.0% | 379                           | 31.2% | 389                          | 33.1% | R   |       | 211                         | 35.3% | R       |       | 495                | 28.1% |
| Married†                          | 2995                              | 58.1% | 691                           | 56.9% | 627                          | 53.3% | 119   | 58.0% | 354                         | 59.3% | 143     | 72.2% | 1061               | 60.2% |
| Divorced‡                         | 562                               | 10.9% | 145                           | 11.9% | 161                          | 13.7% | R   |       | 32                          | 5.4%  | R       |       | 205                | 11.6% |
| <b>Maternity*</b>                 |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| Maternity                         | 120                               | 4.4%  | 17                            | 3.2%  | 26                           | 4.0%  | R   |       | 22                          | 5.4%  | R       |       | 41                 | 4.4%  |
| Not maternity                     | 2606                              | 95.6% | 519                           | 96.8% | 618                          | 96.0% | R   |       | 386                         | 94.6% | R       |       | 884                | 95.6% |
| <b>Religion or Belief</b>         |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| Atheism                           | 578                               | 14.0% | 129                           | 12.6% | 123                          | 14.0% | 41  | 30.4% | 93                          | 18.9% | 14      | 8.8%  | 178                | 12.4% |
| Christianity                      | 2452                              | 59.6% | 531                           | 52.1% | 531                          | 60.5% | 50  | 37.0% | 292                         | 59.5% | 53      | 33.1% | 995                | 69.5% |
| Hinduism                          | 317                               | 7.7%  | 129                           | 12.6% | 53                           | 6.0%  | 13  | 9.6%  | 31                          | 6.3%  | 39      | 24.4% | 52                 | 3.6%  |
| Islam                             | 175                               | 4.3%  | 72                            | 7.1%  | 30                           | 3.4%  | R   |       | R                           |       | R       |       | 28                 | 2.0%  |
| Sikhism                           | 105                               | 2.6%  | 53                            | 5.2%  | 21                           | 2.4%  | R   |       | R                           |       | R       |       | 13                 | 0.9%  |
| Other                             | 488                               | 11.9% | 106                           | 10.4% | 119                          | 13.6% | 21  | 15.6% | 54                          | 11.0% | 22      | 13.8% | 166                | 11.6% |
| <b>Sexual Orientation</b>         |                                   |       |                               |       |                              |       |   |       |                             |       |         |       |                    |       |
| Heterosexual                      | 4037                              | 97.3% | 1001                          | 98.0% | 865                          | 96.5% | R   |       | R                           |       | R       |       | 1395               | 97.0% |
| LGBO                              | 110                               | 2.7%  | 20                            | 2.0%  | 31                           | 3.5%  | R   |       | R                           |       | R       |       | 43                 | 3.0%  |

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

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

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## Bank staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2018 (Table 33):
  - In the Additional Clinical Services group there was an underrepresentation of older employees (50 years old and over).
  - In the Nursing staff group there were underrepresentations of younger (29 year old and under) and single employees, and an overrepresentation of older employees (50 years old and over).

Table 33: Representation in Leicestershire Partnership NHS Trust's bank\* workforce at March 2018, by staff group and protected characteristic

| Protected Characteristic<br><br>(excludes "not known" categories) | LPT Bank Workforce Overall* |       | Administrative and Clerical*** |       | Additional Clinical Services |       | Staff Group (substantive)<br>Additional Professional Scientific and Technical**** |   | Allied Health Professionals |   | Medical |   | Nursing Registered |       |
|---|-----------------------------|-------|--------------------------------|-------|------------------------------|-------|---|---|-----------------------------|---|---------|---|--------------------|-------|
|   | n                           | %     | n                              | %     | n                            | %     | n   | % | n                           | % | n       | % | n                  | %     |
| <b>Age Group (years)</b>  |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| 29 and under  | 190                         | 17.8% | R                              |       | 109                          | 21.3% | R   |   | R                           |   | R       |   | 11                 | 4.7%  |
| 30 to 49  | 477                         | 44.7% | R                              |       | 263                          | 51.5% | R   |   | R                           |   | R       |   | 101                | 43.0% |
| 50 and over   | 400                         | 37.5% | 123                            | 44.4% | 139                          | 27.2% | R   |   | R                           |   | R       |   | 123                | 52.3% |
| <b>Disability</b>   |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| Disabled  | 37                          | 4.5%  | 17                             | 8.2%  | R                            |       | R   |   | R                           |   | R       |   | R                  |       |
| Not Disabled  | 782                         | 95.5% | 191                            | 91.8% | R                            |       | R   |   | R                           |   | R       |   | R                  |       |
| <b>Ethnicity (WRES)</b>   |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| White   | 533                         | 52.2% | 142                            | 52.8% | 192                          | 39.2% | R   |   | R                           |   | R       |   | R                  |       |
| BME   | 489                         | 47.8% | 127                            | 47.2% | 298                          | 60.8% | R   |   | R                           |   | R       |   | R                  |       |
| <b>Ethnicity (detailed)</b>                                       |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| White   | 533                         | 52.2% | 142                            | 52.8% | 192                          | 39.2% | R   |   | R                           |   | R       |   | R                  |       |
| Mixed   | 23                          | 2.3%  | R                              |       | R                            |       | R   |   | R                           |   | R       |   | R                  |       |
| Asian British   | 175                         | 17.1% | 95                             | 35.3% | 60                           | 12.2% | R   |   | R                           |   | R       |   | R                  |       |
| Black British   | 266                         | 26.0% | R                              |       | 217                          | 44.3% | R   |   | R                           |   | R       |   | R                  |       |
| Other   | 25                          | 2.4%  | 15                             | 5.6%  | R                            |       | R   |   | R                           |   | R       |   | R                  |       |
| <b>Gender</b>   |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| Female  | 849                         | 79.6% | 212                            | 76.5% | 393                          | 76.9% | R   |   | R                           |   | R       |   | R                  |       |
| Male  | 218                         | 20.4% | 65                             | 23.5% | 118                          | 23.1% | R   |   | R                           |   | R       |   | R                  |       |
| <b>Marital Status</b>   |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| Single  | 367                         | 35.6% | 102                            | 38.5% | 201                          | 40.4% | R   |   | R                           |   | R       |   | R                  |       |
| Married†  | 560                         | 54.4% | 139                            | 52.5% | 244                          | 49.0% | R   |   | R                           |   | R       |   | R                  |       |
| Divorced‡   | 103                         | 10.0% | 24                             | 9.1%  | 53                           | 10.6% | R   |   | R                           |   | R       |   | R                  |       |
| <b>Maternity**</b>  |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| Maternity   | R                           |       | R                              |       | R                            |       | R   |   | R                           |   | -       | - | R                  |       |
| Not maternity   | R                           |       | R                              |       | R                            |       | R   |   | R                           |   | -       | - | R                  |       |
| <b>Religion or Belief</b>   |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| Atheism   | 78                          | 9.6%  | 16                             | 8.2%  | 35                           | 8.5%  | R   |   | R                           |   | -       | - | 23                 | 12.9% |
| Christianity  | 523                         | 64.3% | 92                             | 47.4% | 285                          | 69.0% | R   |   | R                           |   | -       | - | 128                | 71.9% |
| Hinduism  | 55                          | 6.8%  | 31                             | 16.0% | R                            |       | R   |   | R                           |   | -       | - | R                  |       |
| Islam   | 64                          | 7.9%  | 36                             | 18.6% | R                            |       | R   |   | R                           |   | -       | - | R                  |       |
| Sikhism   | 20                          | 2.5%  | R                              |       | R                            |       | R   |   | R                           |   | -       | - | R                  |       |
| Other   | 73                          | 9.0%  | R                              |       | 38                           | 9.2%  | R   |   | R                           |   | -       | - | 17                 | 9.6%  |
| <b>Sexual Orientation</b>   |                             |       |                                |       |                              |       |   |   |                             |   |         |   |                    |       |
| Heterosexual  | 795                         | 98.0% | R                              |       | R                            |       | R   |   | R                           |   | R       |   | R                  |       |
| LGBO  | 16                          | 2.0%  | R                              |       | R                            |       | R   |   | R                           |   | R       |   | R                  |       |

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

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

Of the flexible working requests of known outcome (n=165), 97.0% were granted in some form.

- In terms of requests for flexible working, compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2018:
  - Women were more likely than men to put in a request for flexible working, and were more likely to have that request granted (Table 34). In terms of service areas, those who worked in Community Health Services were more likely to put in a request for flexible working, whilst those in the Adult Mental Health and Learning Disability service were less likely to put in a request for flexible working, but success rates were similar across services (Table 35). In terms of staff groups, rates of application for flexible working and success rates were similar across staff groups (Table 35). In terms of pay bands, those at Non-clinical Band 3 were more likely to put in a request for flexible working, whilst those at Clinical Band 3 were less likely to have a request approved (Table 36).
  - The 2017 NHS Staff Survey indicated that employees aged 41 to 50 years old were more likely to be satisfied with opportunities for flexible working; whilst employees aged 51 to 65 years old were less likely to be satisfied with opportunities for flexible working, as were employees of "other" religions or beliefs (other than No religion, Christian, Hindu, Muslim or Sikh) and LGBO employees (Table 37). Satisfaction with opportunities for flexible working varied by service, staff group and pay band: employees in Enabling and FYPC, Allied Health Professionals, and those at Bands 7 to 8b were more likely to be satisfied with opportunities for flexible working; whilst employees in AMH&LD, Registered Nurses, and those at Bands 2 and 5 were less likely to be satisfied with opportunities for flexible working (Table 38).
- Compared to the overall percentage of part-time workers in Leicestershire Partnership NHS Trust's substantive workforce at March 2018:
  - Younger employees (29 years and under), BME employees (particularly Asian British and Black British employees), men, single people, Atheists, Hindus, Muslims, and LGBO people were less likely to work part-time (Table 34).
  - Those in AMH&LD, Enabling, and Hosted Services were less likely to work part-time, whilst those in FYPC and CHS were more likely to work part-time (Table 35).
  - Administrative and Clerical staff and Registered Nurses were less likely to work part-time, whilst Allied Health Professionals were more likely to work part-time (Table 35).

- Those at Non-clinical Bands 5 and 8a were less likely to work part-time, whilst those at Non-clinical Band 2 and Clinical Band 6 were more likely to work part-time (Table 36).
- Variations in part-time working by age, gender, and marital status might reflect the career stage and caring responsibilities of different groups of employees. Variations in part-time working by ethnicity might reflect occupational segregation in the workforce – occupational groups with higher representations of BME employees (the Administrative and Clerical staff group and the Medical staff group, Table 32) were also less likely to have part-time workers (Table 35).

Table 34: Flexible working requests and the degree of part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, analysed by protected characteristic

| Protected Characteristic<br>(excludes "not known" categories) | Rate of Flexible Working Requests |                           |            | Success Rate for Flexible Working Requests of Known Outcome |                           |            | Rate of Part Time Working |             |             |              |
|---|-----------------------------------|---------------------------|------------|---|---------------------------|------------|---------------------------|-------------|-------------|--------------|
|   | Base                              | Flexible Working Requests |            | Base  | Flexible Working Requests |            | Base                      | Part Time   |             |              |
|   | n                                 | n                         | %          | n   | n                         | %          | n                         | n           | %           |              |
| <b>Age Band (years)</b>                                       | 29 and under                      | 675                       | 17         | 2.5%  | 15                        | 15         | 100.0%                    | 675         | 129         | 19.1%        |
|   | 30 to 49                          | 2661                      | 110        | 4.1%  | 97                        | 93         | 95.9%                     | 2661        | 1171        | 44.0%        |
|   | 50 and over                       | 1923                      | 61         | 3.2%  | 53                        | 52         | 98.1%                     | 1923        | 880         | 45.8%        |
| <b>Disability</b>   | Disabled                          | 228                       | 14         | 6.1%  | 12                        | 11         | 91.7%                     | 228         | 83          | 36.4%        |
|   | Not Disabled                      | 3764                      | 143        | 3.8%  | 124                       | 122        | 98.4%                     | 3764        | 1576        | 41.9%        |
| <b>Ethnicity (WRES)</b>                                       | White                             | 4011                      | 150        | 3.7%  | 130                       | 127        | 97.7%                     | 4011        | 1775        | 44.3%        |
|   | BME                               | 1116                      | 38         | 3.4%  | 35                        | 33         | 94.3%                     | 1116        | 363         | 32.5%        |
| <b>Ethnicity (detailed)</b>                                   | White                             | 4011                      | 150        | 3.7%  | 130                       | 127        | 97.7%                     | 4011        | 1775        | 44.3%        |
|   | Mixed                             | 73                        | R          |   | R                         | R          |                           | 73          | 28          | 38.4%        |
|   | Asian British                     | 722                       | 22         | 3.0%  | 20                        | 19         | 95.0%                     | 722         | 234         | 32.4%        |
|   | Black British                     | 265                       | R          |   | R                         | R          |                           | 265         | 87          | 32.8%        |
|   | Other                             | 56                        | R          |   | R                         | R          |                           | 56          | 14          | 25.0%        |
| <b>Gender</b>   | Female                            | 4353                      | 174        | 4.0%  | 152                       | 149        | 98.0%                     | 4353        | 2058        | 47.3%        |
|   | Male                              | 906                       | 14         | 1.5%  | 13                        | 11         | 84.6%                     | 906         | 122         | 13.5%        |
| <b>Marital Status</b>   | Single                            | 1596                      | 48         | 3.0%  | 43                        | 43         | 100.0%                    | 1596        | 463         | 29.0%        |
|   | Married†                          | 2995                      | 116        | 3.9%  | 103                       | 98         | 95.1%                     | 2995        | 1454        | 48.5%        |
|   | Divorced‡                         | 562                       | 20         | 3.6%  | 16                        | 16         | 100.0%                    | 562         | 223         | 39.7%        |
| <b>Maternity*</b>   | Maternity                         | -                         | -          |   | -                         | -          |                           | 120         | 60          | 50.0%        |
|   | Not Maternity                     | -                         | -          |   | -                         | -          |                           | 2606        | 1178        | 45.2%        |
| <b>Religion or Belief</b>                                     | Atheism                           | 578                       | R          |   | R                         | R          |                           | 578         | 190         | 32.9%        |
|   | Christianity                      | 2452                      | 107        | 4.4%  | 94                        | 92         | 97.9%                     | 2452        | 1109        | 45.2%        |
|   | Hinduism                          | 317                       | 14         | 4.4%  | 12                        | 12         | 100.0%                    | 317         | 105         | 33.1%        |
|   | Islam                             | 175                       | R          |   | R                         | R          |                           | 175         | 54          | 30.9%        |
|   | Sikhism                           | 105                       | R          |   | R                         | R          |                           | 105         | 34          | 32.4%        |
|   | Other                             | 488                       | 23         | 4.7%  | 20                        | 20         | 100.0%                    | 488         | 192         | 39.3%        |
| <b>Sexual Orientation</b>                                     | Heterosexual                      | 4037                      | R          |   | R                         | R          |                           | 4037        | 1664        | 41.2%        |
|   | LGBO                              | 110                       | R          |   | R                         | R          |                           | 110         | 22          | 20.0%        |
| <b>LPT Substantive Workforce Overall</b>                      |                                   | <b>5259</b>               | <b>188</b> | <b>3.6%</b>   | <b>165</b>                | <b>160</b> | <b>97.0%</b>              | <b>5259</b> | <b>2180</b> | <b>41.5%</b> |

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

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Table 35: Flexible working requests and the degree of part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by Service and Staff Group

| Workforce Area                           | Rate of Flexible Working Requests                    |                           |            | Success Rate for Flexible Working Requests of Known Outcome |                           |            | Rate of Part Time Working |             |             |              |
|--|--|---------------------------|------------|---|---------------------------|------------|---------------------------|-------------|-------------|--------------|
|  | Base   | Flexible Working Requests |            | Base  | Flexible Working Requests |            | Base                      | Part Time   |             |              |
|  | n  | n                         | %          | n   | n                         | %          | n                         | n           | %           |              |
| <b>Service</b>                           | Adult Mental Health & Learning Disabilities Services | 1255                      | 22         | 1.8%  | 20                        | 19         | 95.0%                     | 1255        | 403         | 32.1%        |
|  | Community Health Services                            | 1988                      | 100        | 5.0%  | 86                        | 82         | 95.3%                     | 1988        | 894         | 45.0%        |
|  | Family Young People & Children                       | 1314                      | 51         | 3.9%  | 45                        | 45         | 100.0%                    | 1314        | 708         | 53.9%        |
|  | Enabling   | 495                       | R          |   | R                         | R          |                           | 495         | 138         | 27.9%        |
|  | Hosted Services                                      | 207                       | R          |   | R                         | R          |                           | 207         | 37          | 17.9%        |
| <b>Staff Group</b>                       | Administrative and Clerical*                         | 1244                      | 59         | 4.7%  | 57                        | 56         | 98.2%                     | 1244        | 445         | 35.8%        |
|  | Additional Clinical Services                         | 1198                      | 36         | 3.0%  | 30                        | 27         | 90.0%                     | 1198        | 533         | 44.5%        |
|  | Additional Professional Scientific and Technical**   | 212                       | R          |   | R                         | R          |                           | 212         | 98          | 46.2%        |
|  | Allied Health Professionals                          | 607                       | R          |   | R                         | R          |                           | 607         | 321         | 52.9%        |
|  | Medical and Dental                                   | 1796                      | 72         | 4.0%  | 60                        | 59         | 98.3%                     | 1796        | 726         | 40.4%        |
|  | Nursing and Midwifery Registered                     | 202                       | R          |   | R                         | R          |                           | 202         | 57          | 28.2%        |
| <b>LPT Substantive Workforce Overall</b> |  | <b>5259</b>               | <b>188</b> | <b>3.6%</b>   | <b>165</b>                | <b>160</b> | <b>97.0%</b>              | <b>5259</b> | <b>2180</b> | <b>41.5%</b> |

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

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Table 36: Flexible working requests and the degree of part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by pay band

| Pay Band                                 | Rate of Flexible Working Requests |                |            | Success Rate for Flexible Working Requests* |                     |            | Rate of Part Time Working |             |             |              |       |
|--|-----------------------------------|----------------|------------|---|---------------------|------------|---------------------------|-------------|-------------|--------------|-------|
|  | Base                              | Requests       |            | Base  | Successful Requests |            | Base                      | Part Time   |             |              |       |
|  | n                                 | n              | %          | n   | n                   | %          | n                         | n           | %           |              |       |
| Non-clinical                             | Apprentice                        | 11             | R          | -   | -                   | -          | 11                        | R           |             |              |       |
|  | Band 1 and under                  | R              | R          | -   | -                   | -          | R                         | R           |             |              |       |
|  | Band 2                            | 273            | 10         | 3.7%  | R                   | R          | 273                       | 157         | 57.5%       |              |       |
|  | Band 3                            | 283            | 28         | 9.9%  | 28                  | 28         | 100.0%                    | 283         | 115         | 40.6%        |       |
|  | Band 4                            | 199            | 10         | 5.0%  | 10                  | 10         | 100.0%                    | 199         | 72          | 36.2%        |       |
|  | Band 5                            | 138            | R          |   | R                   | R          |                           | 138         | 26          | 18.8%        |       |
|  | Band 6                            | 100            | R          |   | R                   | R          |                           | 100         | 24          | 24.0%        |       |
|  | Band 7                            | 115            | R          |   | R                   | R          |                           | 115         | 30          | 26.1%        |       |
|  | Band 8a                           | 52             | R          |   | R                   | R          |                           | 52          | R           |              |       |
|  | Band 8b                           | 38             | R          |   | -                   | -          |                           | 38          | R           |              |       |
|  | Band 8c                           | 19             | R          |   | -                   | -          |                           | 19          | R           |              |       |
|  | Band 8d                           | R              | R          |   | -                   | -          |                           | R           | R           |              |       |
|  | Band 9                            | R              | R          |   | -                   | -          |                           | R           | R           |              |       |
|  | VSM                               | R              | R          |   | -                   | -          |                           | R           | R           |              |       |
| Clinical                                 | Apprentice                        | R              | R          | R   | R                   |            | R                         | R           |             |              |       |
|  | Band 2                            | 490            | R          | R   | R                   |            | 490                       | 223         | 45.5%       |              |       |
|  | Band 3                            | 478            | 15         | 3.1%  | 12                  |            | 478                       | 199         | 41.6%       |              |       |
|  | Band 4                            | 210            | 12         | 5.7%  | 11                  | 11         | 100.0%                    | 210         | 109         | 51.9%        |       |
|  | Band 5                            | 839            | 33         | 3.9%  | 27                  | 26         | 96.3%                     | 839         | 357         | 42.6%        |       |
|  | Band 6                            | 1146           | 40         | 3.5%  | 34                  | 34         | 100.0%                    | 1146        | 523         | 45.6%        |       |
|  | Band 7                            | 413            | 15         | 3.6%  | 13                  | 13         | 100.0%                    | 413         | 159         | 38.5%        |       |
|  | Band 8a                           | 149            | R          |   | R                   | R          |                           | 149         | 63          | 42.3%        |       |
|  | Band 8b                           | 61             | R          |   | R                   | R          |                           | 61          | 36          | 59.0%        |       |
|  | Band 8c                           | 14             | R          |   | -                   | -          |                           | 14          | R           |              |       |
|  | Band 8d                           | R              | R          |   | -                   | -          |                           | R           | R           |              |       |
|  | Medical                           | Trainee grades | 17         | R   |                     | -          | -                         |             | 17          | R            |       |
|  |                                   | Career grade   | 32         | R   |                     | -          | -                         |             | 32          | 13           | 40.6% |
| Consultants                              |                                   | 110            | R          |   | -                   | -          |                           | 110         | 31          | 28.2%        |       |
| Other                                    |                                   | 40             | R          |   | R                   | R          |                           | 40          | R           |              |       |
| Senior Medical Manager                   |                                   | R              | R          |   | -                   | -          |                           | R           | R           |              |       |
| <b>LPT Substantive Workforce Overall</b> |                                   | <b>5259</b>    | <b>188</b> | <b>3.6%</b>                                 | <b>165</b>          | <b>160</b> | <b>97.0%</b>              | <b>5259</b> | <b>2180</b> | <b>41.5%</b> |       |

\*Flexible working requests of known outcome

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Table 37: NHS Staff Survey 2017: satisfaction with opportunities for flexible working by protected characteristic, 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? | 27b. Has your employer made adequate adjustment(s) to enable you to carry out your work? |
|--|---------------|---|--|
|  |               | % Satisfied / Very satisfied<br>(n / total n)                                   | % Yes<br>(n / total n)   |
| Age Band (years)   | 21-30         | 59.45% (151/254)  | 71.43% (15/21)   |
|  | 31-40         | 68.23% (305/447)  | 88.89% (32/36)   |
|  | 41-50         | 68.92% (459/666)  | 77.42% (72/93)   |
|  | 51-65         | 56.39% (437/775)  | 79.25% (84/106)  |
|  | 66+           | 56.00% (14/25)  | 33.33% (1/3)   |
| Disability   | Disabled      | 61.17% (63/103)   | 71.70% (38/53)   |
|  | Not disabled  | 62.84% (1001/1593)  | 79.39% (104/131)   |
| Ethnicity (WRES)   | White         | 63.04% (1141/1810)  | 79.20% (179/226)   |
|  | BME           | 61.24% (237/387)  | 76.32% (29/38)   |
| Ethnicity (detail)   | White         | 63.04% (1141/1810)  | 79.20% (179/226)   |
|  | Asian British | 63.16% (180/285)  | 74.07% (20/27)   |
|  | Black British | 52.31% (34/65)  | 71.43% (5/7)   |
|  | Mixed         | 57.14% (12/21)  | 100.00% (2/2)  |
|  | Other         | 68.75% (11/16)  | 100.00% (2/2)  |
| Gender   | Female        | 62.77% (1165/1856)  | 77.57% (166/214)   |
|  | Male          | 61.82% (238/385)  | 83.33% (45/54)   |
| Religion or Belief   | No religion   | 60.49% (398/658)  | 81.43% (57/70)   |
|  | Christian     | 66.67% (712/1068)   | 78.63% (103/131)   |
|  | Hindu         | 66.67% (84/126)   | 85.71% (12/14)   |
|  | Muslim        | 73.53% (50/68)  | 75.00% (3/4)   |
|  | Sikh          | 73.53% (25/34)  | 75.00% (3/4)   |
|  | Other         | 21.05% (4/19)   | 40.00% (2/5)   |
| Sexual Orientation   | Heterosexual  | 64.85% (1251/1929)  | 78.92% (176/223)   |
|  | LGBO          | 40.62% (26/64)  | 92.31% (12/13)   |
| LPT Overall  |               | 62.61% (1403/2241)  | 78.73% (211/268)   |



Table 38: NHS Staff Survey 2017: satisfaction with opportunities for flexible working by workforce area, and adequate adjustments for disabled employees by workforce area

| Protected Characteristic (excludes “not known” categories) |                                  | 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? |
|--|----------------------------------|---|--|
|  |                                  | % Satisfied / Very satisfied<br>(n / total n)                                   | % Yes<br>(n / total n)   |
| Service  | AMH&LD                           | 54.00% (236/437)  | 73.61% (53/72)   |
|  | CHS                              | 55.98% (426/761)  | 83.56% (61/73)   |
|  | Enabling                         | 72.54% (206/284)  | 86.67% (26/30)   |
|  | FYPC                             | 70.51% (471/668)  | 75.58% (65/86)   |
|  | Hosted Services                  | 70.33% (64/91)  | 85.71% (6/7)   |
| Staff Group  | Administrative and Clerical      | 67.77% (490/723)  | 78.82% (67/85)   |
|  | Additional Clinical Services     | 57.87% (217/375)  | 82.26% (51/62)   |
|  | Add. Prof. Scientific and Tech.  | 66.67% (44/66)  | 66.67% (2/3)   |
|  | Allied Health Professionals      | 70.29% (246/350)  | 84.38% (27/32)   |
|  | Medical and Dental               | 54.32% (44/81)  | 60.00% (3/5)   |
|  | Nursing and Midwifery Registered | 56.09% (359/640)  | 76.25% (61/80)   |
| Pay Band   | Band 2                           | 51.49% (121/235)  | 73.33% (22/30)   |
|  | Band 3                           | 59.27% (195/329)  | 82.46% (47/57)   |
|  | Band 4                           | 63.13% (125/198)  | 73.08% (19/26)   |
|  | Band 5                           | 51.89% (165/318)  | 69.57% (32/46)   |
|  | Band 6                           | 61.34% (330/538)  | 88.89% (48/54)   |
|  | Band 7                           | 74.34% (226/304)  | 75.00% (24/32)   |
|  | Band 8a                          | 79.53% (101/127)  | 90.91% (10/11)   |
|  | Band 8b                          | 87.72% (50/57)  | 80.00% (4/5)   |
|  | Band 8c                          | 88.89% (24/27)  | 0.00% (0/0)  |
|  | Band 8d                          | 83.33% (10/12)  | 100.00% (1/1)  |
|  | Non AFC                          | 56.82% (50/88)  | 60.00% (3/5)   |
| LPT Overall  |                                  | 62.61% (1403/2241)  | 78.73% (211/268)   |

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

- The overall equality profile of Leicestershire Partnership NHS Trust's recruitment process (Table 39):
  - Applicants:
    - Younger people (29 years old and under and 30 to 49 years old), Disabled people, BME people (especially Mixed Race, Asian British, Black British, and Other), women, single people, people of minority faiths (Hindus, Muslims, Sikhs, and "other" religious groups), and LGBO people were overrepresented amongst applicants to posts at Leicestershire Partnership NHS Trust compared to expectations based on the profile of the local working age population.
  - Short listing:
    - Younger people (29 years old and under), BME people (particularly Asian British people), men, single people, and people of minority faiths (Hindus, Muslims, and Sikhs) were less likely to be shortlisted.
  - Appointment:
    - BME people (particularly Black British people) were less likely to be appointed.
- An in depth analysis of recruitment was undertaken by staff group, pay band, and protected characteristic. Those findings that further inform regarding the lower likelihood of shortlisting and appointment for BME people are reviewed here:
  - In Non-clinical roles, overall rates of shortlisting and appointment were lower for BME people than for White people, but this pattern varied by pay band. Rates of shortlisting and appointment were similar for BME people and White people at Band 2; however, at Bands 3 to 4, and at Bands 5 and above, BME people were less likely to be shortlisted from amongst applicants, and there was a trend for BME people to be less likely to be appointed from amongst those shortlisted at these bands too – although the smaller numbers appointed to these bands meant it was not possible to determine if this trend in appointments was statistically reliable (Table 40).
  - In Clinical roles, overall rates of shortlisting from amongst applicants were lower for BME people (particularly Asian British people) than for White people, and rates of appointment from amongst those shortlisted were lower for BME people (particularly Black British people) than for White people. The lower rate of shortlisting for BME people was apparent at all pay bands (Band 2, Bands 3 to 4, Band 5, and Bands 6 and above). There were no clear, statistically reliable trends in appointment from shortlisting when analysing within pay bands, although rates of appointment for BME people were lower at all pay bands except Band 5 (Table 41).
  - In Medical roles, overall rates of shortlisting from amongst applicants were similar for BME people and White people; whilst the numbers appointed were too small to establish a reliable trend (Table 42).

- The overall lower likelihood of shortlisting BME people, and particularly Asian British people, might be explained in part by the distribution of these groups within the workforce. It is noted that within LPT's workforce, younger people and BME people were overrepresented at lower pay bands (Table 20) and that Asian British employees (who make up the bulk of BME employees at LPT, Table 4) have a younger profile than the workforce overall (Table 22). It could be inferred that the cohort of BME people applying for posts with the Trust might be younger and might tend to apply for lower level, unqualified posts. Meanwhile, the majority of higher level, qualified posts are in Nursing; BME people (especially Asian British people) were underrepresented in these roles (Table 32). 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.
- Accordingly, when the recruitment analyses were compartmentalised by job role and pay band, it was found that in Non-clinical roles, BME people and White people were similarly likely to be shortlisted for Band 2 posts, but BME people were less likely to be shortlisted for higher level posts (Bands 3 to 4, and Bands 5 and above) (Table 40). To address this issue, it may be necessary to encourage more applications from qualified and experienced BME people to higher level posts.
- In Clinical roles, Black British people in particular were less likely to be appointed from shortlisting, with a trend in this direction apparent at all levels except Band 5 (Table 41).
- 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 39); this may reflect a female gender bias in the Nursing profession, although men were underrepresented in most roles across the Trust when compared to the local working age population (except at the highest pay bands and in Medical posts). Men were also underrepresented amongst those shortlisted compared to those not shortlisted.

Table 39: Leicestershire Partnership NHS Trust's recruitment process by protected characteristic: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

| Protected Characteristic<br>(excludes "not known" categories) | Applicants compared to the local population<br>Leicester, Leicestershire<br>and Rutland Overall* |                |              |                | Shortlisted<br>(% of applicants) |                | Appointed<br>(% of shortlisted) |                |       |
|---|--|----------------|--------------|----------------|----------------------------------|----------------|---------------------------------|----------------|-------|
|   | n  | % <sup>1</sup> | n            | % <sup>1</sup> | n                                | % <sup>2</sup> | n                               | % <sup>3</sup> |       |
| Age Band (years)  | 29 and under   | 212051         | 31.2%        | 5484           | 39.8%                            | 1831           | 33.4%                           | 186            | 10.2% |
|   | 30 to 49   | 271727         | 39.9%        | 6436           | 46.7%                            | 2727           | 42.4%                           | 278            | 10.2% |
|   | 50 and over  | 196815         | 28.9%        | 1875           | 13.6%                            | 863            | 46.0%                           | 79             | 9.2%  |
| Disability  | Disabled   | 31616          | 4.8%         | 709            | 5.2%                             | 303            | 42.7%                           | 30             | 9.9%  |
|   | Not Disabled   | 632233         | 95.2%        | 12799          | 94.8%                            | 5002           | 39.1%                           | 497            | 9.9%  |
| Ethnicity (WRES)  | White  | 513259         | 77.3%        | 7490           | 55.8%                            | 3253           | 43.4%                           | 342            | 10.5% |
|   | BME  | 150590         | 22.7%        | 5938           | 44.2%                            | 2018           | 34.0%                           | 160            | 7.9%  |
| Ethnicity (detailed)  | White  | 513259         | 77.3%        | 7490           | 55.8%                            | 3253           | 43.4%                           | 342            | 10.5% |
|   | Mixed  | 10592          | 1.6%         | 366            | 2.7%                             | 143            | 39.1%                           | R              |       |
|   | Asian British  | 115756         | 17.4%        | 3966           | 29.5%                            | 1225           | 30.9%                           | 96             | 7.8%  |
|   | Black British  | 16182          | 2.4%         | 1382           | 10.3%                            | 579            | 41.9%                           | 36             | 6.2%  |
|   | Other  | 8060           | 1.2%         | 224            | 1.7%                             | 71             | 31.7%                           | R              |       |
| Gender  | Female   | 337917         | 49.7%        | 10806          | 79.2%                            | 4347           | 40.2%                           | 423            | 9.7%  |
|   | Male   | 342676         | 50.3%        | 2844           | 20.8%                            | 1031           | 36.3%                           | 103            | 10.0% |
| Marital Status  | Single   | 269488         | 40.6%        | 6849           | 51.7%                            | 2406           | 35.1%                           | 216            | 9.0%  |
|   | Married†   | 310784         | 46.8%        | 5438           | 41.0%                            | 2342           | 43.1%                           | 231            | 9.9%  |
|   | Divorced‡  | 83577          | 12.6%        | 969            | 7.3%                             | 415            | 42.8%                           | 41             | 9.9%  |
| Religion or Belief  | Atheism  | 186299         | 29.8%        | 1826           | 14.8%                            | 795            | 43.5%                           | 81             | 10.2% |
|   | Christianity   | 321500         | 51.4%        | 5396           | 43.6%                            | 2283           | 42.3%                           | 225            | 9.9%  |
|   | Hinduism   | 49841          | 8.0%         | 1560           | 12.6%                            | 509            | 32.6%                           | 41             | 8.1%  |
|   | Islam  | 45040          | 7.2%         | 1516           | 12.3%                            | 461            | 30.4%                           | 30             | 6.5%  |
|   | Sikhism  | 16066          | 2.6%         | 580            | 4.7%                             | 187            | 32.2%                           | 15             | 8.0%  |
| Other   | 6599   | 1.1%           | 1492         | 12.1%          | 616                              | 41.3%          | 52                              | 8.4%           |       |
| Sexual Orientation  | Heterosexual   | 3502           | 97.4%        | 12194          | 96.8%                            | 4848           | 39.8%                           | 470            | 9.7%  |
|   | LGBO   | 92             | 2.6%         | 402            | 3.2%                             | 139            | 34.6%                           | 13             | 9.4%  |
| <b>Overall</b>  |  |                | <b>13795</b> |                | <b>5424</b>                      | <b>39.3%</b>   | <b>543</b>                      | <b>10.0%</b>   |       |

<sup>1</sup> Percentage reflects degree of representation and is calculated out of the total number of people for whom protected characteristic subgroup was known for the given protected characteristic

<sup>2</sup> Percentage shortlisted out of the total number of applicants in the given protected characteristic subgroup

<sup>3</sup> Percentage appointed out of the total number shortlisted in the given protected characteristic subgroup

\* Leicester, Leicestershire and Rutland working age population (16 to 64 years old); estimates are based on the UK Census 2011, except for age and gender which are based on ONS mid-year population estimates to June 2016 and sexual orientation which is based on the 2016 ONS Annual Population Survey regional estimate for the East Midlands

† includes Civil Partnership / ‡ includes Legally Separated and Widowed

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Table 40: Leicestershire Partnership NHS Trust’s recruitment process for Non-clinical roles, by pay band and ethnicity: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

| Pay Band          | Protected Characteristic<br>(excludes “not known” categories) |                      | Applicants compared to the local population<br>Leicester, Leicestershire and Rutland Overall* |                |       |                | Shortlisted<br>(% of applicants) |                | Appointed<br>(% of shortlisted) |                |      |
|-------------------|---|----------------------|---|----------------|-------|----------------|----------------------------------|----------------|---------------------------------|----------------|------|
|                   |   |                      | n   | % <sup>1</sup> | n     | % <sup>1</sup> | n                                | % <sup>2</sup> | n                               | % <sup>3</sup> |      |
| Non-clinical      | All Bands   | Ethnicity (WRES)     | White   | 513259         | 77.3% | 2865           | 49.8%                            | 866            | 30.2%                           | 78             | 9.0% |
|                   |   | BME                  | 150590  | 22.7%          | 2893  | 50.2%          | 720                              | 24.9%          | 49                              | 6.8%           |      |
|                   |   | Ethnicity (detailed) | White   | 513259         | 77.3% | 2865           | 49.8%                            | 866            | 30.2%                           | 78             | 9.0% |
|                   |   |                      | Mixed   | 10592          | 1.6%  | 159            | 2.8%                             | 40             | 25.2%                           | R              |      |
|                   |   |                      | Asian British   | 115756         | 17.4% | 2292           | 39.8%                            | 580            | 25.3%                           | 35             | 6.0% |
|                   |   |                      | Black British   | 16182          | 2.4%  | 367            | 6.4%                             | 84             | 22.9%                           | R              |      |
|                   | Other   |                      | 8060  | 1.2%           | 75    | 1.3%           | 16                               | 21.3%          | R                               |                |      |
|                   | Band 2  | Ethnicity (WRES)     | White   | 513259         | 77.3% | 1201           | 50.8%                            | 345            | 28.7%                           | 28             | 8.1% |
|                   |   | BME                  | 150590  | 22.7%          | 1165  | 49.2%          | 332                              | 28.5%          | 30                              | 9.0%           |      |
|                   |   | Ethnicity (detailed) | White   | 513259         | 77.3% | 1201           | 50.8%                            | 345            | 28.7%                           | 28             | 8.1% |
|                   |   |                      | Mixed   | 10592          | 1.6%  | 63             | 2.7%                             | R              |                                 | R              |      |
|                   |   |                      | Asian British   | 115756         | 17.4% | 959            | 40.5%                            | 278            | 29.0%                           | R              |      |
|                   |   |                      | Black British   | 16182          | 2.4%  | 125            | 5.3%                             | 36             | 28.8%                           | R              |      |
|                   | Other   |                      | 8060  | 1.2%           | 18    | 0.8%           | R                                |                | R                               |                |      |
|                   | Bands 3 to 4  | Ethnicity (WRES)     | White   | 513259         | 77.3% | 1284           | 48.7%                            | 373            | 29.0%                           | 32             | 8.6% |
|                   |   | BME                  | 150590  | 22.7%          | 1350  | 51.3%          | 295                              | 21.9%          | 16                              | 5.4%           |      |
|                   |   | Ethnicity (detailed) | White   | 513259         | 77.3% | 1284           | 48.7%                            | 373            | 29.0%                           | 32             | 8.6% |
|                   |   |                      | Mixed   | 10592          | 1.6%  | 78             | 3.0%                             | 21             | 26.9%                           | R              |      |
|                   |   |                      | Asian British   | 115756         | 17.4% | 1067           | 40.5%                            | 233            | 21.8%                           | R              |      |
|                   |   |                      | Black British   | 16182          | 2.4%  | 156            | 5.9%                             | 30             | 19.2%                           | R              |      |
| Other             | 8060  |                      | 1.2%  | 49             | 1.9%  | 11             | 22.4%                            | R              |                                 |                |      |
| Bands 5 and above | Ethnicity (WRES)  | White                | 513259  | 77.3%          | 380   | 50.1%          | 148                              | 38.9%          | R                               |                |      |
|                   | BME   | 150590               | 22.7%   | 378            | 49.9% | 93             | 24.6%                            | R              |                                 |                |      |
|                   | Ethnicity (detailed)  | White                | 513259  | 77.3%          | 380   | 50.1%          | 148                              | 38.9%          | R                               |                |      |
|                   |   | Mixed                | 10592   | 1.6%           | R     |                | R                                |                | R                               |                |      |
|                   |   | Asian British        | 115756  | 17.4%          | 266   | 35.1%          | 69                               | 25.9%          | R                               |                |      |
|                   |   | Black British        | 16182   | 2.4%           | 86    | 11.3%          | R                                |                | R                               |                |      |
| Other             |   | 8060                 | 1.2%  | R              |       | R              |                                  | R              |                                 |                |      |

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Table 41: Leicestershire Partnership NHS Trust's recruitment process for Clinical roles, by pay band and ethnicity: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

| Pay Band      | Protected Characteristic<br>(excludes "not known" categories) |                         | Applicants compared to the local population<br>Leicester, Leicestershire<br>and Rutland Overall* |                |       |                | Shortlisted<br>(% of applicants) |                | Appointed<br>(% of shortlisted) |                |      |
|---------------|---|-------------------------|--|----------------|-------|----------------|----------------------------------|----------------|---------------------------------|----------------|------|
|               |   |                         | n  | % <sup>1</sup> | n     | % <sup>1</sup> | n                                | % <sup>2</sup> | n                               | % <sup>3</sup> |      |
| All Bands     | Ethnicity<br>(WRES)   | White                   | 513259   | 77.3%          | 4510  | 60.7%          | 2331                             | 51.7%          | 256                             | 11.0%          |      |
|               |   | BME                     | 150590   | 22.7%          | 2926  | 39.3%          | 1228                             | 42.0%          | 103                             | 8.4%           |      |
|               | Ethnicity<br>(detailed)                                       | White                   | 513259   | 77.3%          | 4510  | 60.7%          | 2331                             | 51.7%          | 256                             | 11.0%          |      |
|               |   | Mixed                   | 10592  | 1.6%           | 197   | 2.6%           | 99                               | 50.3%          | R                               |                |      |
|               |   | Asian British           | 115756   | 17.4%          | 1586  | 21.3%          | 587                              | 37.0%          | 54                              | 9.2%           |      |
|               |   | Black British           | 16182  | 2.4%           | 1001  | 13.5%          | 491                              | 49.1%          | 29                              | 5.9%           |      |
|               |   | Other                   | 8060   | 1.2%           | 142   | 1.9%           | 51                               | 35.9%          | R                               |                |      |
|               | Clinical  | Ethnicity<br>(WRES)     | White  | 513259         | 77.3% | 1260           | 52.8%                            | 637            | 50.6%                           | 51             | 8.0% |
|               |   |                         | BME  | 150590         | 22.7% | 1127           | 47.2%                            | 486            | 43.1%                           | 27             | 5.6% |
|               |   | Ethnicity<br>(detailed) | White  | 513259         | 77.3% | 1260           | 52.8%                            | 637            | 50.6%                           | 51             | 8.0% |
| Mixed         |   |                         | 10592  | 1.6%           | 68    | 2.8%           | 42                               | 61.8%          | R                               |                |      |
| Asian British |   |                         | 115756   | 17.4%          | 557   | 23.3%          | 208                              | 37.3%          | R                               |                |      |
| Black British |   |                         | 16182  | 2.4%           | 452   | 18.9%          | 216                              | 47.8%          | 11                              | 5.1%           |      |
| Other         |   |                         | 8060   | 1.2%           | 50    | 2.1%           | 20                               | 40.0%          | R                               |                |      |
| Bands 3 to 4  |   | Ethnicity<br>(WRES)     | White  | 513259         | 77.3% | 1196           | 64.0%                            | 391            | 32.7%                           | 35             | 9.0% |
|               |   |                         | BME  | 150590         | 22.7% | 673            | 36.0%                            | 173            | 25.7%                           | 11             | 6.4% |
|               |   | Ethnicity<br>(detailed) | White  | 513259         | 77.3% | 1196           | 64.0%                            | 391            | 32.7%                           | 35             | 9.0% |
|               | Mixed   |                         | 10592  | 1.6%           | 57    | 3.0%           | R                                |                | R                               |                |      |
|               | Asian British   |                         | 115756   | 17.4%          | 444   | 23.8%          | 113                              | 25.5%          | R                               |                |      |
|               | Black British   |                         | 16182  | 2.4%           | 139   | 7.4%           | 38                               | 27.3%          | R                               |                |      |
|               | Other   |                         | 8060   | 1.2%           | 33    | 1.8%           | R                                |                | R                               |                |      |

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Table 41 continued: Leicestershire Partnership NHS Trust's recruitment process for Clinical roles, by pay band and ethnicity: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

|               | Protected Characteristic<br>(excludes "not known" categories) |                  | Applicants compared to the local population<br>Leicester, Leicestershire<br>and Rutland Overall* |                |       |                | Shortlisted<br>(% of applicants) |                | Appointed<br>(% of shortlisted) |                |       |
|---------------|---|------------------|--|----------------|-------|----------------|----------------------------------|----------------|---------------------------------|----------------|-------|
|               |   |                  | n  |                | %     |                | n                                |                | %                               |                |       |
|               |   |                  | n  | % <sup>1</sup> | n     | % <sup>1</sup> | n                                | % <sup>2</sup> | n                               | % <sup>3</sup> |       |
| Clinical      | Band 5  | Ethnicity (WRES) | White  | 513259         | 77.3% | 1047           | 64.9%                            | 603            | 57.6%                           | 67             | 11.1% |
|               |   | BME              | 150590   | 22.7%          | 567   | 35.1%          | 291                              | 51.3%          | 36                              | 12.4%          |       |
|               | Ethnicity (detailed)  | White            | 513259   | 77.3%          | 1047  | 64.9%          | 603                              | 57.6%          | 67                              | 11.1%          |       |
|               |   | Mixed            | 10592  | 1.6%           | 36    | 2.2%           | 22                               | 61.1%          | R                               |                |       |
|               |   | Asian British    | 115756   | 17.4%          | 284   | 17.6%          | 117                              | 41.2%          | 18                              | 15.4%          |       |
|               |   | Black British    | 16182  | 2.4%           | 211   | 13.1%          | 138                              | 65.4%          | R                               |                |       |
|               |   | Other            | 8060   | 1.2%           | 36    | 2.2%           | 14                               | 38.9%          | R                               |                |       |
|               | Bands 6 and above   | Ethnicity (WRES) | White  | 513259         | 77.3% | 1007           | 64.3%                            | 700            | 69.5%                           | 103            | 14.7% |
|               |   | BME              | 150590   | 22.7%          | 559   | 35.7%          | 278                              | 49.7%          | 29                              | 10.4%          |       |
|               |   | White            | 513259   | 77.3%          | 1007  | 64.3%          | 700                              | 69.5%          | 103                             | 14.7%          |       |
| Mixed         |   | 10592            | 1.6%   | 36             | 2.3%  | R              |                                  | R              |                                 |                |       |
| Asian British |   | 115756           | 17.4%  | 301            | 19.2% | 149            | 49.5%                            | 19             | 12.8%                           |                |       |
| Black British |   | 16182            | 2.4%   | 199            | 12.7% | 99             | 49.7%                            | R              |                                 |                |       |
|               | Other   | 8060             | 1.2%   | 23             | 1.5%  | R              |                                  | R              |                                 |                |       |

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Table 42: Leicestershire Partnership NHS Trust's recruitment process for Medical roles, by pay band and ethnicity: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

|         | Protected Characteristic<br>(excludes "not known" categories) |               | Applicants compared to the local population<br>Leicester,<br>Leicestershire and<br>Rutland Overall* |                |    |                | Shortlisted<br>(% of applicants) |                | Appointed<br>(% of shortlisted) |                |
|---------|---|---------------|---|----------------|----|----------------|----------------------------------|----------------|---------------------------------|----------------|
|         |   |               | n   |                | %  |                | n                                |                | %                               |                |
|         |   |               | n   | % <sup>1</sup> | n  | % <sup>1</sup> | n                                | % <sup>2</sup> | n                               | % <sup>3</sup> |
| Medical | Ethnicity (WRES)  | White         | 513259  | 77.3%          | 10 | 23.8%          | R                                |                | R                               |                |
|         |   | BME           | 150590  | 22.7%          | 32 | 76.2%          | R                                |                | R                               |                |
|         | Ethnicity (detailed)  | White         | 513259  | 77.3%          | 10 | 23.8%          | R                                |                | R                               |                |
|         |   | Mixed         | 10592   | 1.6%           | R  |                | R                                |                | R                               |                |
|         |   | Asian British | 115756  | 17.4%          | R  |                | R                                |                | R                               |                |
|         |   | Black British | 16182   | 2.4%           | R  |                | R                                |                | R                               |                |
|         |   | Other         | 8060  | 1.2%           | R  |                | R                                |                | R                               |                |

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

- Promotions (defined as an increase in pay band compared to March 2017):
  - Older employees (50 years old and over), women, and (amongst women aged under 50 years old) those on maternity leave were less likely to be promoted (Table 43), as were part time staff and those in the Additional Clinical Services staff group (Table 45). The finding that promotion was less likely for older people might reflect differences in career stage by age – older people tended to be at higher pay bands already (Table 20). Meanwhile, the finding that women were less likely to be promoted might reflect the effect of part time working on career progression; when the pattern of promotions was analysed by gender and working pattern (part time or full time), both full time men and full time women were more likely to be promoted, whilst part time men and part time women were less likely to be promoted (Table 46).
- Award of the annual pay increment:
  - Younger employees (29 years old and under), BME employees, men, single people, and (amongst women under 50 years old) those not on maternity leave were less likely to be awarded an annual pay increment (Table 43). These ethnicity, age, and gender profiles tally with the portions of the workforce least likely to be awarded an increment: Clinical staff at Bands 2 and 5 (Table 44), and those working in Additional Clinical Services (Table 45). It is noted that compartmentalised analyses within Clinical pay bands (Table 47) indicate that BME staff are not less likely to receive a pay increment; however within Non-clinical bands 2 to 4 (Table 48), BME staff were less likely than White staff to receive a pay increment.
  - A corollary finding from the 2017 Staff Survey was that BME staff were less likely than White staff 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 49); this particular indicator is part of the Workforce Race Equality Standard and as such it receives direct scrutiny from NHS England. Looking at the past three years of the Staff Survey (2015 to 2017), the likelihood of staff believing that the organisation acts fairly in career progression and promotion has been consistently lower for BME staff (Table 52), including Asian British staff (Table 53), but especially for Black British staff (Table 54). Additionally, in 2017, Disabled staff were less likely believe that the organisation acts fairly in career progression and promotion (Table 49), a finding that was not apparent in 2015 or 2016 (Table 51).



- Non-mandatory training:
  - Asian British staff, (amongst women under 50 years old) those on maternity leave, and Hindus were less likely to access non-mandatory training (Table 43), as were staff at Non-clinical pay bands 2, 3, and 6 (Table 44), and staff in CHS, Enabling services, Hosted Services, part-time staff, and staff in the Additional Clinical Services, Additional Professional Scientific and Technical, and Administrative and Clerical staff groups (Table 45).
  - A lower uptake of non-mandatory training amongst BME employees might reflect occupational segregation within the workforce. Those in the Nursing staff group were overrepresented amongst those undertaking non-mandatory training (Table 45); whilst BME people (especially Asian British people) were underrepresented in this occupational group (Table 32). Simultaneously, those in the Administrative and Clerical occupational group were underrepresented amongst those undertaking non-mandatory training (Table 44), with Asian British people overrepresented in this occupational group (Table 32). Accordingly, compartmentalised analyses within Clinical (Table 47) and Non-clinical pay bands (Table 48) indicated that BME staff are not less likely than White staff to access non-mandatory training (rather, BME staff were more likely than White staff to access non-mandatory training at Clinical band 2).
  - Thus, the overall lower likelihood of Asian British staff accessing non-mandatory training appears to reflect occupational segregation within the workforce. Nonetheless, this issue affects Asian British staff to a greater degree than other ethnic groups and may contribute to the 2017 Staff Survey finding that Asian British staff (and BME staff in general) are less likely to feel that the organisation acts fairly with regard to career progression and promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Table 49).

Table 43: Rates of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by protected characteristic

| Protected Characteristic<br>(excludes "not known" categories) | Base <sup>1</sup><br>n | Promotions<br>Promoted |             | Base <sup>2</sup><br>n | Annual Pay Awards<br>Increment awarded |              | Uptake of Non-mandatory Training |   |              |
|---|------------------------|------------------------|-------------|------------------------|--|--------------|----------------------------------|---|--------------|
|   |                        | n                      | %           |                        | n                                      | %            | Base<br>n                        | Non-mandatory training<br>accessed<br>n % |              |
| <b>Age Band (years)</b>                                       |                        |                        |             |                        |  |              |                                  |   |              |
| 29 and under  | 467                    | 64                     | 13.7%       | 603                    | 377                                    | 62.5%        | 675                              | 407                                       | 60.3%        |
| 30 to 49  | 2403                   | 179                    | 7.4%        | 1520                   | 1190                                   | 78.3%        | 2661                             | 1631                                      | 61.3%        |
| 50 and over   | 1835                   | 72                     | 3.9%        | 583                    | 438                                    | 75.1%        | 1923                             | 1174                                      | 61.1%        |
| <b>Disability</b>   |                        |                        |             |                        |  |              |                                  |   |              |
| Disabled  | 192                    | 16                     | 8.3%        | 136                    | 101                                    | 74.3%        | 228                              | 128                                       | 56.1%        |
| Not disabled  | 3266                   | 248                    | 7.6%        | 2247                   | 1647                                   | 73.3%        | 3764                             | 2263                                      | 60.1%        |
| <b>Ethnicity (WRES)</b>                                       |                        |                        |             |                        |  |              |                                  |   |              |
| White   | 3660                   | 252                    | 6.9%        | 2015                   | 1535                                   | 76.2%        | 4011                             | 2497                                      | 62.3%        |
| BME   | 941                    | 58                     | 6.2%        | 635                    | 435                                    | 68.5%        | 1116                             | 660                                       | 59.1%        |
| <b>Ethnicity (detailed)</b>                                   |                        |                        |             |                        |  |              |                                  |   |              |
| White   | 3660                   | 252                    | 6.9%        | 2015                   | 1535                                   | 76.2%        | 4011                             | 2497                                      | 62.3%        |
| Mixed   | 54                     | R                      |             | 48                     | 31                                     | 64.6%        | 73                               | 50  | 68.5%        |
| Asian British   | 622                    | 44                     | 7.1%        | 392                    | 274                                    | 69.9%        | 722                              | 392                                       | 54.3%        |
| Black British   | 220                    | R                      |             | 175                    | 118                                    | 67.4%        | 265                              | 183                                       | 69.1%        |
| Other   | 45                     | R                      |             | 20                     | 12                                     | 60.0%        | 56                               | 35  | 62.5%        |
| <b>Gender</b>   |                        |                        |             |                        |  |              |                                  |   |              |
| Female  | 3920                   | 248                    | 6.3%        | 2238                   | 1681                                   | 75.1%        | 4353                             | 2687                                      | 61.7%        |
| Male  | 785                    | 67                     | 8.5%        | 468                    | 324                                    | 69.2%        | 906                              | 525                                       | 57.9%        |
| <b>Marital Status</b>   |                        |                        |             |                        |  |              |                                  |   |              |
| Single  | 1336                   | 114                    | 8.5%        | 1050                   | 727                                    | 69.2%        | 1596                             | 980                                       | 61.4%        |
| Married†  | 2752                   | 170                    | 6.2%        | 1360                   | 1055                                   | 77.6%        | 2995                             | 1817                                      | 60.7%        |
| Divorced‡   | 518                    | 23                     | 4.4%        | 238                    | 179                                    | 75.2%        | 562                              | 354                                       | 63.0%        |
| <b>Maternity*</b>   |                        |                        |             |                        |  |              |                                  |   |              |
| Maternity   | 115                    | R                      |             | 90                     | 85                                     | 94.4%        | 120                              | 42  | 35.0%        |
| Not maternity   | 2250                   | R                      |             | 1643                   | 1207                                   | 73.5%        | 2606                             | 1645                                      | 63.1%        |
| <b>Religion or Belief</b>                                     |                        |                        |             |                        |  |              |                                  |   |              |
| Atheism   | 492                    | 48                     | 9.8%        | 364                    | 259                                    | 71.2%        | 578                              | 362                                       | 62.6%        |
| Christianity  | 2227                   | 147                    | 6.6%        | 1288                   | 990                                    | 76.9%        | 2452                             | 1547                                      | 63.1%        |
| Hinduism  | 279                    | 20                     | 7.2%        | 172                    | 127                                    | 73.8%        | 317                              | 167                                       | 52.7%        |
| Islam   | 146                    | R                      |             | 113                    | 78                                     | 69.0%        | 175                              | 100                                       | 57.1%        |
| Sikhism   | 84                     | R                      |             | 59                     | 39                                     | 66.1%        | 105                              | 55  | 52.4%        |
| Other   | 425                    | 33                     | 7.8%        | 281                    | 201                                    | 71.5%        | 488                              | 308                                       | 63.1%        |
| <b>Sexual Orientation</b>                                     |                        |                        |             |                        |  |              |                                  |   |              |
| Heterosexual  | 3559                   | 274                    | 7.7%        | 2329                   | 1722                                   | 73.9%        | 4037                             | 2492                                      | 61.7%        |
| LGBO  | 89                     | 11                     | 12.4%       | 53                     | 35                                     | 66.0%        | 110                              | 69  | 62.7%        |
| <b>LPT Substantive Workforce Overall</b>                      | <b>4705</b>            | <b>315</b>             | <b>6.7%</b> | <b>2706</b>            | <b>2005</b>                            | <b>74.1%</b> | <b>5259</b>                      | <b>3212</b>                               | <b>61.1%</b> |

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

<sup>1</sup> based on those in post at March 2017

<sup>2</sup> based on those eligible for an increment (i.e., not at the top of a payband)

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Table 44: Rates of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by pay band

| Pay Band                                 | Promotions        |            |             | Annual Pay Awards |                   |              | Uptake of Non-mandatory Training |                                 |              |       |
|--|-------------------|------------|-------------|-------------------|-------------------|--------------|----------------------------------|---------------------------------|--------------|-------|
|  | Base <sup>1</sup> | Promoted   |             | Base <sup>2</sup> | Increment awarded |              | Base                             | Non-mandatory training accessed |              |       |
|  | n                 | n          | %           | n                 | n                 | %            | n                                | n                               | %            |       |
| Non-clinical                             | Apprentice        | R          | R           | 11                | R                 |              | 11                               | R                               |              |       |
|  | Band 1 and under  | -          | -           | R                 | R                 |              | R                                | R                               |              |       |
|  | Band 2            | 216        | R           | 153               | 104               | 68.0%        | 273                              | 103                             | 37.7%        |       |
|  | Band 3            | 264        | 26          | 9.8%              | 176               | 136          | 77.3%                            | 283                             | 128          | 45.2% |
|  | Band 4            | 179        | 16          | 8.9%              | 100               | 65           | 65.0%                            | 199                             | 101          | 50.8% |
|  | Band 5            | 130        | 14          | 10.8%             | 83                | 64           | 77.1%                            | 138                             | 71           | 51.4% |
|  | Band 6            | 94         | 11          | 11.7%             | 70                | 58           | 82.9%                            | 100                             | 44           | 44.0% |
|  | Band 7            | 107        | R           | 62                | 49                | 79.0%        | 115                              | 58                              | 50.4%        |       |
|  | Band 8a           | 47         | R           | 38                | 31                | 81.6%        | 52                               | 35                              | 67.3%        |       |
|  | Band 8b           | 36         | R           | 18                | 13                | 72.2%        | 38                               | 17                              | 44.7%        |       |
|  | Band 8c           | 19         | R           | R                 | R                 |              | 19                               | 10                              | 52.6%        |       |
|  | Band 8d           | R          | R           | R                 | R                 |              | R                                | R                               |              |       |
|  | Band 9            | R          | R           | R                 | R                 |              | R                                | R                               |              |       |
|  | VSM               | R          | R           | R                 | R                 |              | R                                | R                               |              |       |
| Clinical                                 | Apprentice        | R          | R           | R                 | R                 |              | R                                | R                               |              |       |
|  | Band 1 and under  | -          | -           | -                 | -                 |              | -                                | -                               |              |       |
|  | Band 2            | 436        | R           | 255               | 159               | 62.4%        | 490                              | 279                             | 56.9%        |       |
|  | Band 3            | 439        | 28          | 6.4%              | 247               | 175          | 70.9%                            | 478                             | 290          | 60.7% |
|  | Band 4            | 192        | 13          | 6.8%              | 113               | 92           | 81.4%                            | 210                             | 158          | 75.2% |
|  | Band 5            | 689        | 20          | 2.9%              | 413               | 272          | 65.9%                            | 839                             | 529          | 63.1% |
|  | Band 6            | 1062       | 68          | 6.4%              | 613               | 512          | 83.5%                            | 1146                            | 790          | 68.9% |
|  | Band 7            | 391        | 38          | 9.7%              | 210               | 170          | 81.0%                            | 413                             | 318          | 77.0% |
|  | Band 8a           | 138        | 28          | 20.3%             | 87                | 66           | 75.9%                            | 149                             | 98           | 65.8% |
|  | Band 8b           | 59         | R           | 24                | 24                | 100.0%       | 61                               | 40                              | 65.6%        |       |
|  | Band 8c           | 14         | R           | R                 | R                 |              | 14                               | 12                              | 85.7%        |       |
|  | Band 8d           | R          | R           | -                 | -                 |              | R                                | R                               |              |       |
|  | Medical           | Trainee    | 17          | R                 | -                 | -            |                                  | 17                              | R            |       |
| Career Grade                             |                   | 23         | R           | -                 | -                 |              | 32                               | 19                              | 59.4%        |       |
| Consultants                              |                   | 105        | R           | -                 | -                 |              | 110                              | 60                              | 54.5%        |       |
| Other                                    |                   | 18         | R           | -                 | -                 |              | 40                               | 21                              | 52.5%        |       |
| Senior Medical Manager                   |                   | R          | R           | -                 | -                 |              | R                                | R                               |              |       |
| <b>LPT Substantive Workforce Overall</b> | <b>4705</b>       | <b>315</b> | <b>6.7%</b> | <b>2706</b>       | <b>2005</b>       | <b>74.1%</b> | <b>5259</b>                      | <b>3212</b>                     | <b>61.1%</b> |       |

<sup>1</sup> based on those in post at March 2017 / <sup>2</sup> based on those eligible for an increment (i.e., not at the top of a payband)

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Table 45: Rates of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by service area, working pattern, and staff group

| Workforce Area                           | Promotions        |            |             | Annual Pay Awards |                   |              | Uptake of Non-mandatory Training |                                 |              |
|--|-------------------|------------|-------------|-------------------|-------------------|--------------|----------------------------------|---------------------------------|--------------|
|  | Base <sup>1</sup> | Promoted   |             | Base <sup>2</sup> | Increment awarded |              | Base                             | Non-mandatory training accessed |              |
|  | n                 | n          | %           | n                 | n                 | %            | n                                | n                               | %            |
| AMH&LD Services                          | 1122              | 62         | 5.5%        | 613               | 436               | 71.1%        | 1255                             | 911                             | 72.6%        |
| Community Health Services                | 1786              | 116        | 6.5%        | 1092              | 809               | 74.1%        | 1988                             | 1139                            | 57.3%        |
| Family Young People & Children           | 1189              | 70         | 5.9%        | 643               | 499               | 77.6%        | 1314                             | 864                             | 65.8%        |
| Enabling                                 | 422               | 41         | 9.7%        | 231               | 174               | 75.3%        | 495                              | 245                             | 49.5%        |
| Hosted Services                          | 186               | 26         | 14.0%       | 127               | 87                | 68.5%        | 207                              | 53                              | 25.6%        |
| <b>Working Pattern</b>                   |                   |            |             |                   |                   |              |                                  |                                 |              |
| Full Time                                | 2685              | 237        | 8.8%        | 1808              | 1291              | 71.4%        | 3079                             | 2014                            | 65.4%        |
| Part Time                                | 2020              | 78         | 3.9%        | 898               | 714               | 79.5%        | 2180                             | 1198                            | 55.0%        |
| <b>Staff Group</b>                       |                   |            |             |                   |                   |              |                                  |                                 |              |
| Administrative and Clerical*             | 1109              | 97         | 8.7%        | 732               | 528               | 72.1%        | 1244                             | 580                             | 46.6%        |
| Additional Clinical Services             | 1075              | 42         | 3.9%        | 632               | 429               | 67.9%        | 1198                             | 743                             | 62.0%        |
| Add. Prof. Sci. and Technical**          | 171               | 16         | 9.4%        | 88                | 70                | 79.5%        | 212                              | 117                             | 55.2%        |
| Allied Health Professionals              | 556               | 37         | 6.7%        | 354               | 293               | 82.8%        | 607                              | 328                             | 54.0%        |
| Nursing Registered                       | 1628              | 104        | 6.4%        | 900               | 685               | 76.1%        | 1796                             | 1334                            | 74.3%        |
| Medical                                  | 166               | 19         | 11.4%       | -                 | -                 |              | 202                              | 110                             | 54.5%        |
| <b>LPT Substantive Workforce Overall</b> | <b>4705</b>       | <b>315</b> | <b>6.7%</b> | <b>2706</b>       | <b>2005</b>       | <b>74.1%</b> | <b>5259</b>                      | <b>3212</b>                     | <b>61.1%</b> |

<sup>1</sup> based on those in post at March 2017

<sup>2</sup> based on those eligible for an increment (i.e., not at the top of a pay band)

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

Table 46: Rates of promotion in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by gender and working pattern

| Working Pattern                          | Gender | Base <sup>1</sup> | Promotions |             |
|--|--------|-------------------|------------|-------------|
|  |        | n                 | n          | %           |
| Full time                                | Female | 2006              | 174        | 8.7%        |
|  | Male   | 679               | 63         | 9.3%        |
| Part time                                | Female | 1914              | R          |             |
|  | Male   | 106               | R          |             |
| <b>LPT Substantive Workforce Overall</b> |        | <b>4705</b>       | <b>315</b> | <b>6.7%</b> |

<sup>1</sup> based on those in post at March 2017

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Table 47: Rates of receiving an annual pay increment and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by ethnicity at Clinical pay bands 2, 3 to 4, 5, and 6 and above

| Pay Band          | Ethnicity        |                      | Annual Pay Awards    |                   |       | Uptake of Non-mandatory Training |                                 |       |       |       |
|-------------------|------------------|----------------------|----------------------|-------------------|-------|----------------------------------|---------------------------------|-------|-------|-------|
|                   |                  |                      | Base <sup>1</sup>    | Increment awarded |       | Base                             | Non-mandatory training accessed |       |       |       |
|                   |                  |                      | n                    | n                 | %     | n                                | n                               | %     |       |       |
| Clinical          | Band 2           | Ethnicity (WRES)     | White                | 148               | 93    | 62.8%                            | 332                             | 175   | 52.7% |       |
|                   |                  | BME                  | 103                  | 64                | 62.1% | 151                              | 98                              | 64.9% |       |       |
|                   | Band 2           | Ethnicity (detailed) | White                | 148               | 93    | 62.8%                            | 332                             | 175   | 52.7% |       |
|                   |                  |                      | Mixed                | R                 | R     |                                  | R                               | R     |       |       |
|                   |                  |                      | Asian British        | 41                | 30    | 73.2%                            | 72                              | 40    | 55.6% |       |
|                   |                  |                      | Black British        | 46                | 26    | 56.5%                            | 58                              | 44    | 75.9% |       |
|                   |                  |                      | Other                | R                 | R     |                                  | R                               | R     |       |       |
|                   | Bands 3 to 4     | Ethnicity (WRES)     | White                | 308               | 234   | 76.0%                            | 594                             | 386   | 65.0% |       |
|                   |                  |                      | BME                  | 48                | 31    | 64.6%                            | 87                              | 59    | 67.8% |       |
|                   |                  | Band 3 to 4          | Ethnicity (detailed) | White             | 308   | 234                              | 76.0%                           | 594   | 386   | 65.0% |
|                   |                  |                      |                      | Mixed             | R     | R                                |                                 | R     | R     |       |
|                   |                  |                      |                      | Asian British     | 32    | 23                               | 71.9%                           | 58    | 40    | 69.0% |
|                   |                  |                      |                      | Black British     | R     | R                                |                                 | 16    | 12    | 75.0% |
|                   | Other            | R                    | R                    |                   | R     | R                                |                                 |       |       |       |
|                   | Band 5           | Ethnicity (WRES)     | White                | 298               | 199   | 66.8%                            | 638                             | 398   | 62.4% |       |
|                   |                  |                      | BME                  | 111               | 70    | 63.1%                            | 188                             | 125   | 66.5% |       |
|                   |                  | Band 5               | Ethnicity (detailed) | White             | 298   | 199                              | 66.8%                           | 638   | 398   | 62.4% |
|                   |                  |                      |                      | Mixed             | R     | R                                |                                 | 10    | R     |       |
|                   |                  |                      |                      | Asian British     | R     | R                                |                                 | 74    | 42    | 56.8% |
|                   |                  |                      |                      | Black British     | 61    | 43                               | 70.5%                           | 90    | 64    | 71.1% |
| Other             | R                | R                    |                      | 14                | 11    | 78.6%                            |                                 |       |       |       |
| Bands 6 and above | Ethnicity (WRES) | White                | 788                  | 652               | 82.7% | 1517                             | 1080                            | 71.2% |       |       |
|                   |                  | BME                  | 133                  | 110               | 82.7% | 216                              | 157                             | 72.7% |       |       |
|                   | Band 6 and above | Ethnicity (detailed) | White                | 788               | 652   | 82.7%                            | 1517                            | 1080  | 71.2% |       |
|                   |                  |                      | Mixed                | R                 | R     |                                  | 21                              | 18    | 85.7% |       |
|                   |                  |                      | Asian British        | 77                | 60    | 77.9%                            | 121                             | 87    | 71.9% |       |
|                   |                  |                      | Black British        | 33                | 29    | 87.9%                            | 60                              | 43    | 71.7% |       |
| Other             | R                | R                    |                      | 14                | R     |                                  |                                 |       |       |       |

<sup>1</sup> based on those eligible for an increment (i.e., not at the top of a payband)

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Table 48: Rates of receiving an annual pay increment and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2018, by ethnicity at Non-clinical pay bands 2 to 4, and 5 and above

| Pay Band      | Ethnicity            | Annual Pay Awards |                   |     | Uptake of Non-mandatory Training |                                 |     |       |
|---------------|----------------------|-------------------|-------------------|-----|----------------------------------|---------------------------------|-----|-------|
|               |                      | Base <sup>1</sup> | Increment awarded |     | Base                             | Non-mandatory training accessed |     |       |
|               |                      | n                 | n                 | %   | n                                | n                               | %   |       |
| Non-clinical  | Ethnicity (WRES)     | White             | 262               | 199 | 76.0%                            | 508                             | 229 | 45.1% |
|               |                      | BME               | 154               | 99  | 64.3%                            | 226                             | 95  | 42.0% |
|               | Ethnicity (detailed) | White             | 262               | 199 | 76.0%                            | 508                             | 229 | 45.1% |
|               |                      | Mixed             | R                 | R   |                                  | R                               | R   |       |
|               |                      | Asian British     | 122               | 81  | 66.4%                            | 186                             | 77  | 41.4% |
|               |                      | Black British     | 21                | 12  | 57.1%                            | 26                              | 12  | 46.2% |
|               |                      | Other             | R                 | R   |                                  | R                               | R   |       |
|               | Ethnicity (WRES)     | White             | 205               | 158 | 77.1%                            | 343                             | 186 | 54.2% |
|               |                      | BME               | 77                | 61  | 79.2%                            | 111                             | 54  | 48.6% |
|               |                      | White             | 205               | 158 | 77.1%                            | 343                             | 186 | 54.2% |
|               |                      | Mixed             | R                 | R   |                                  | R                               | R   |       |
|               |                      | Asian British     | 68                | 54  | 79.4%                            | 101                             | 49  | 48.5% |
| Black British |                      | R                 | R                 |     | R                                | R                               |     |       |
|               | Other                | -                 | -                 |     | R                                | R                               |     |       |

<sup>1</sup> based on those eligible for an increment (i.e., not at the top of a payband)

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Table 49: NHS Staff Survey 2017: fairness in career progression and access to non-mandatory training, by protected characteristics

| Protected Characteristic (excludes “not known” categories) |               | 16. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?<br>% Yes<br>(n / total n) | 18a. Have you had any training, learning or development in the last 12 months? (not including mandatory training)<br>% Yes<br>(n / total n) | 18b. My training, learning and development has helped me to do my job more effectively.<br>% Agree / Strongly agree<br>(n / total n) |
|--|---------------|--|---|--|
| Age Band (years)   | 21-30         | 87.94% (175/199)   | 80.99% (196/242)  | 85.42% (164/192)   |
|  | 31-40         | 88.29% (294/333)   | 81.28% (356/438)  | 81.64% (289/354)   |
|  | 41-50         | 86.16% (411/477)   | 81.01% (529/653)  | 85.01% (448/527)   |
|  | 51-65         | 88.87% (463/521)   | 74.93% (562/750)  | 79.07% (442/559)   |
|  | 66+           | 77.78% (14/18)   | 41.67% (10/24)  | 90.00% (9/10)  |
| Disability   | Disabled      | 76.62% (59/77)   | 67.01% (65/97)  | 81.54% (53/65)   |
|  | Not disabled  | 89.30% (1002/1122)   | 80.30% (1231/1533)  | 82.87% (1011/1220)   |
| Ethnicity (WRES)   | White         | 90.65% (1173/1294)   | 78.60% (1381/1757)  | 82.07% (1126/1372)   |
|  | BME           | 71.81% (186/259)   | 77.50% (279/360)  | 82.18% (226/275)   |
| Ethnicity (detail)   | White         | 90.65% (1173/1294)   | 78.60% (1381/1757)  | 82.07% (1126/1372)   |
|  | Asian British | 73.82% (141/191)   | 76.23% (202/265)  | 79.90% (159/199)   |
|  | Black British | 57.50% (23/40)   | 77.97% (46/59)  | 91.11% (41/45)   |
|  | Mixed         | 70.59% (12/17)   | 80.95% (17/21)  | 76.47% (13/17)   |
|  | Other         | 90.91% (10/11)   | 93.33% (14/15)  | 92.86% (13/14)   |
| Gender   | Female        | 88.62% (1152/1300)   | 78.35% (1397/1783)  | 82.05% (1138/1387)   |
|  | Male          | 80.85% (228/282)   | 78.82% (294/373)  | 81.44% (237/291)   |
| Religion or Belief   | No religion   | 89.81% (423/471)   | 78.77% (512/650)  | 83.17% (425/511)   |
|  | Christian     | 89.99% (710/789)   | 80.12% (834/1041)   | 83.94% (695/828)   |
|  | Hindu         | 77.00% (77/100)  | 72.27% (86/119)   | 82.56% (71/86)   |
|  | Muslim        | 78.05% (32/41)   | 76.19% (48/63)  | 76.60% (36/47)   |
|  | Sikh          | 84.00% (21/25)   | 90.62% (29/32)  | 82.76% (24/29)   |
|  | Other         | 66.67% (8/12)  | 66.67% (12/18)  | 70.00% (7/10)  |
| Sexual Orientation   | Heterosexual  | 88.60% (1236/1395)   | 78.36% (1474/1881)  | 82.90% (1212/1462)   |
|  | LGBO          | 82.22% (37/45)   | 81.97% (50/61)  | 86.00% (43/50)   |
| LPT Overall  |               | 87.23% (1380/1582)   | 78.43% (1691/2156)  | 81.94% (1375/1678)   |

Table 50: NHS Staff Survey 2017: fairness in career progression and access to non-mandatory training, by workforce area

| Protected Characteristic (excludes “not known” categories) |                                  | 16. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?<br>% Yes<br>(n / total n) | 18a. Have you had any training, learning or development in the last 12 months? (not including mandatory training)<br>% Yes<br>(n / total n) | 18b. My training, learning and development has helped me to do my job more effectively.<br>% Agree / Strongly agree<br>(n / total n) |
|--|----------------------------------|--|---|--|
| Service  | AMH&LD                           | 81.05% (248/306)   | 77.38% (325/420)  | 79.19% (255/322)   |
|  | CHS                              | 93.21% (522/560)   | 81.93% (594/725)  | 83.84% (493/588)   |
|  | Enabling                         | 79.02% (162/205)   | 75.82% (207/273)  | 79.02% (162/205)   |
|  | FYPC                             | 88.79% (396/446)   | 78.83% (514/652)  | 83.40% (427/512)   |
|  | Hosted Services                  | 80.00% (52/65)   | 59.30% (51/86)  | 74.51% (38/51)   |
| Staff Group  | Add. Prof. Scientific and Tech.  | 85.37% (35/41)   | 75.00% (48/64)  | 75.00% (36/48)   |
|  | Additional Clinical Services     | 89.23% (232/260)   | 77.56% (280/361)  | 83.45% (232/278)   |
|  | Administrative and Clerical      | 81.85% (415/507)   | 67.34% (464/689)  | 73.46% (335/456)   |
|  | Allied Health Professionals      | 94.40% (253/268)   | 84.02% (284/338)  | 89.40% (253/283)   |
|  | Medical and Dental               | 85.45% (47/55)   | 91.03% (71/78)  | 87.32% (62/71)   |
|  | Nursing and Midwifery Registered | 88.12% (393/446)   | 86.96% (540/621)  | 84.20% (453/538)   |
| Pay Band   | Band 2                           | 80.00% (124/155)   | 67.42% (149/221)  | 76.71% (112/146)   |
|  | Band 3                           | 85.71% (192/224)   | 68.93% (213/309)  | 79.33% (165/208)   |
|  | Band 4                           | 83.94% (115/137)   | 68.23% (131/192)  | 70.00% (91/130)  |
|  | Band 5                           | 83.04% (186/224)   | 83.61% (255/305)  | 82.61% (209/253)   |
|  | Band 6                           | 90.14% (329/365)   | 82.12% (427/520)  | 84.71% (360/425)   |
|  | Band 7                           | 92.77% (218/235)   | 84.23% (251/298)  | 84.06% (211/251)   |
|  | Band 8a                          | 92.31% (96/104)  | 86.40% (108/125)  | 85.19% (92/108)  |
|  | Band 8b                          | 81.08% (30/37)   | 80.00% (44/55)  | 86.36% (38/44)   |
|  | Band 8c                          | 100.00% (26/26)  | 81.48% (22/27)  | 81.82% (18/22)   |
|  | Band 8d                          | 71.43% (5/7)   | 72.73% (8/11)   | 75.00% (6/8)   |
|  | Non AFC                          | 86.89% (53/61)   | 90.59% (77/85)  | 88.31% (68/77)   |
| LPT Overall  |                                  | 87.23% (1380/1582)   | 78.43% (1691/2156)  | 81.94% (1375/1678)   |



Table 51: Staff Survey 2015 to 2017: relative likelihood of Disabled staff and Not Disabled staff believing that the organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age, by year

| Staff Survey Year | Ethnicity    | All Respondents<br>n | Believes organisation acts fairly with regard to career progression / promotion |       | Likelihood ratio<br>Disabled / Not Disabled | 95% Confidence Interval |             |
|-------------------|--------------|----------------------|---|-------|---|-------------------------|-------------|
|                   |              |                      | n   | %     |   |                         |             |
| 2017              | Not disabled | 1122                 | 1002  | 89.3% | 0.86  | 0.997                   | upper bound |
|                   | Disabled     | 77                   | 59  | 76.6% |   | 0.739                   | lower bound |
| 2016              | Not disabled | 1242                 | 1138  | 91.6% | 0.92  | 1.009                   | upper bound |
|                   | Disabled     | 385                  | 325   | 84.4% |   | 0.841                   | lower bound |
| 2015              | Not disabled | 1207                 | 1100  | 91.1% | 0.92  | 1.010                   | upper bound |
|                   | Disabled     | 325                  | 272   | 83.7% |   | 0.835                   | lower bound |

Table 52: Staff Survey 2015 to 2017: relative likelihood of BME staff and White staff believing that the organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age, by year

| Staff Survey Year | Ethnicity | All Respondents<br>n | Believes organisation acts fairly with regard to career progression / promotion |       | Likelihood ratio<br>BME / White | 95% Confidence Interval |             |
|-------------------|-----------|----------------------|---|-------|---------------------------------|-------------------------|-------------|
|                   |           |                      | n   | %     |                                 |                         |             |
| 2017              | White     | 1294                 | 1173  | 90.6% | 0.79                            | 0.884                   | upper bound |
|                   | BME       | 259                  | 186   | 71.8% |                                 | 0.710                   | lower bound |
| 2016              | White     | 1352                 | 1258  | 93.0% | 0.81                            | 0.899                   | upper bound |
|                   | BME       | 261                  | 197   | 75.5% |                                 | 0.732                   | lower bound |
| 2015              | White     | 1290                 | 1197  | 92.8% | 0.80                            | 0.895                   | upper bound |
|                   | BME       | 248                  | 185   | 74.6% |                                 | 0.722                   | lower bound |

Table 53: Staff Survey 2015 to 2017: relative likelihood of Asian British staff and White staff believing that the organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age, by year

| Staff Survey Year | Ethnicity     | All Respondents<br>n | Believes organisation acts fairly with regard to career progression / promotion |       | Likelihood ratio<br>Asian British / White | 95% Confidence Interval |             |
|-------------------|---------------|----------------------|---|-------|---|-------------------------|-------------|
|                   |               |                      | n   | %     |   |                         |             |
| 2017              | White         | 1294                 | 1173  | 90.6% | 0.81                                      | 0.914                   | upper bound |
|                   | Asian British | 191                  | 141   | 73.8% |   | 0.725                   | lower bound |
| 2016              | White         | 1352                 | 1258  | 93.0% | 0.86                                      | 0.958                   | upper bound |
|                   | Asian British | 188                  | 151   | 80.3% |   | 0.778                   | lower bound |
| 2015              | White         | 1290                 | 1197  | 92.8% | 0.83                                      | 0.929                   | upper bound |
|                   | Asian British | 174                  | 134   | 77.0% |   | 0.741                   | lower bound |

Table 54: Staff Survey 2015 to 2017: relative likelihood of Black British staff and White staff believing that the organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age, by year

| Staff Survey Year | Ethnicity     | All Respondents<br>n | Believes organisation acts fairly with regard to career progression / promotion |       | Likelihood ratio<br>Black British / White | 95% Confidence Interval |             |
|-------------------|---------------|----------------------|---|-------|---|-------------------------|-------------|
|                   |               |                      | n   | %     |   |                         |             |
| 2017              | White         | 1294                 | 1173  | 90.6% | 0.63                                      | 0.838                   | upper bound |
|                   | Black British | 40                   | 23  | 57.5% |   | 0.480                   | lower bound |
| 2016              | White         | 1352                 | 1258  | 93.0% | 0.60                                      | 0.799                   | upper bound |
|                   | Black British | 41                   | 23  | 56.1% |   | 0.455                   | lower bound |
| 2015              | White         | 1290                 | 1197  | 92.8% | 0.67                                      | 0.842                   | upper bound |
|                   | Black British | 50                   | 31  | 62.0% |   | 0.530                   | lower bound |

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

- The equality profile of turnover in Leicestershire Partnership NHS Trust's substantive workforce during 2017/18 was calculated relative to the substantive workforce at March 2018:
  - Turnover was higher amongst younger people (29 years old and under) and (amongst women under 50 years old) those not on maternity leave (Table 55).
  - Turnover was lower at Clinical band 2, and was higher amongst Medical Trainees and amongst Medical career grade staff (Table 56).

Turnover was higher in Enabling services (as Medical Trainees are situated within this this service) and in the Medical staff group; whereas turnover was lower in AMH&LD and FYPC, and in the Additional Clinical Services and Nursing staff groups (R - REDACTED

- Table 57).
- Those aged 29 years old and under, BME people (especially Asian British), men, single people, and Muslims were overrepresented amongst those leaving due to the end of a fixed term contract (Table 58); reflecting that Medical Trainees were overrepresented amongst those leaving due to the end of a fixed term contract (Table 59).
- Older people (50 years old and over), Married people (Table 58) and those at Clinical Band 7 (Table 59) were overrepresented amongst those who retired, as were those in FYPC (Table 60).
- Disabled people were overrepresented amongst those made redundant, although the overall number of redundancies was small (Table 58).

Table 55: Turnover in Leicestershire Partnership NHS Trust's workforce during 2017/18 (excluding dismissals) relative to the profile of the workforce at March 2018, by protected characteristic

| Protected Characteristic          | LPT<br>Substantive<br>Workforce<br>March 2018<br>base n | Leavers    |              |
|-----------------------------------|---|------------|--------------|
|                                   |   | n          | % turnover   |
| (excludes "not known" categories) |   |            |              |
| Age Band (years)                  | 29 and under  | 675        | 122 18.1%    |
|                                   | 30 to 49  | 2661       | 264 9.9%     |
|                                   | 50 and over   | 1923       | 244 12.7%    |
| Disability                        | Disabled  | 228        | 31 13.6%     |
|                                   | Not disabled  | 3764       | 498 13.2%    |
| Ethnicity (WRES)                  | White   | 4011       | 464 11.6%    |
|                                   | BME   | 1116       | 144 12.9%    |
| Ethnicity (detailed)              | White   | 4011       | 464 11.6%    |
|                                   | Mixed   | 73         | R            |
|                                   | Asian British   | 722        | 101 14.0%    |
|                                   | Black British   | 265        | 27 10.2%     |
|                                   | Other   | 56         | R            |
| Gender                            | Female  | 4353       | 500 11.5%    |
|                                   | Male  | 906        | 130 14.3%    |
| Marital Status                    | Single  | 1596       | 212 13.3%    |
|                                   | Married†  | 2995       | 328 11.0%    |
|                                   | Divorced‡   | 562        | 64 11.4%     |
| Maternity*                        | Maternity   | 120        | R            |
|                                   | Not maternity   | 2606       | R            |
| Religion or Belief                | Atheism   | 578        | 72 12.5%     |
|                                   | Christianity  | 2452       | 282 11.5%    |
|                                   | Hinduism  | 317        | 42 13.2%     |
|                                   | Islam   | 175        | 32 18.3%     |
|                                   | Sikhism   | 105        | 11 10.5%     |
|                                   | Other   | 488        | 51 10.5%     |
| Sexual Orientation                | Heterosexual  | 4037       | 485 12.0%    |
|                                   | LGBO  | 110        | 16 14.5%     |
| <b>Overall</b>                    | <b>5259</b>   | <b>630</b> | <b>12.0%</b> |

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old  
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Table 56: Turnover in Leicestershire Partnership NHS Trust's workforce during 2017/18 (excluding dismissals) relative to the profile of the workforce at March 2018, by pay band

| Pay Band               | LPT Substantive<br>Workforce<br>March 2018<br>base n | Leavers    |              |        |
|------------------------|--|------------|--------------|--------|
|                        |  | n          | % turnover   |        |
| Non-clinical           | Apprentice   | 11         | R            |        |
|                        | Band 1 and under                                     | R          | R            |        |
|                        | Band 2   | 273        | 30           | 11.0%  |
|                        | Band 3   | 283        | 36           | 12.7%  |
|                        | Band 4   | 199        | 18           | 9.0%   |
|                        | Band 5   | 138        | R            |        |
|                        | Band 6   | 100        | R            |        |
|                        | Band 7   | 115        | 11           | 9.6%   |
|                        | Band 8a  | 52         | R            |        |
|                        | Band 8b  | 38         | R            |        |
|                        | Band 8c  | 19         | R            |        |
|                        | Band 8d  | R          | R            |        |
|                        | Band 9   | R          | R            |        |
|                        | VSM  | R          | R            |        |
|                        | Clinical   | Apprentice | R            | R      |
| Band 1 and under       |  | -          | -            |        |
| Band 2                 |  | 490        | 27           | 5.5%   |
| Band 3                 |  | 478        | 50           | 10.5%  |
| Band 4                 |  | 210        | 20           | 9.5%   |
| Band 5                 |  | 839        | 124          | 14.8%  |
| Band 6                 |  | 1146       | 116          | 10.1%  |
| Band 7                 |  | 413        | 40           | 9.7%   |
| Band 8a                |  | 149        | 23           | 15.4%  |
| Band 8b                |  | 61         | R            |        |
| Band 8c                |  | 14         | R            |        |
| Medical and<br>Dental  | Band 8d  | R          | R            |        |
|                        | Trainee  | 17         | 71           | 417.6% |
|                        | Career grade   | 32         | 12           | 37.5%  |
|                        | Consultants  | 110        | 4            | 3.6%   |
|                        | Other  | 40         | R            |        |
| Senior Medical Manager | R  | R          |              |        |
| <b>Overall</b>         | <b>5259</b>  | <b>630</b> | <b>12.0%</b> |        |

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Table 57: Turnover in Leicestershire Partnership NHS Trust's workforce during 2017/18 (excluding dismissals) relative to the profile of the workforce at March 2018, by work area

| Workforce Area     |  | LPT<br>Substantive<br>Workforce<br>March<br>2018<br>base n | Leavers    |              |
|--------------------|--|--|------------|--------------|
|                    |  |  | n          | % turnover   |
| Service Area       | AMH&LD   | 1255   | 107        | 8.5%         |
|                    | Community Health Services                          | 1988   | 243        | 12.2%        |
|                    | Family Young People & Children                     | 1314   | 126        | 9.6%         |
|                    | Enabling   | 495  | 124        | 25.1%        |
|                    | Hosted Services                                    | 207  | 30         | 14.5%        |
| Working<br>Pattern | Full Time  | 3079   | 360        | 11.7%        |
|                    | Part Time  | 2180   | 270        | 12.4%        |
| Staff Group        | Administrative and Clerical*                       | 1244   | 129        | 10.4%        |
|                    | Additional Clinical Services                       | 1198   | 101        | 8.4%         |
|                    | Additional Professional Scientific and Technical** | 212  | 32         | 15.1%        |
|                    | Allied Health Professionals                        | 607  | 67         | 11.0%        |
|                    | Nursing and Midwifery Registered                   | 1796   | 87         | 4.8%         |
|                    | Medical and Dental                                 | 202  | 214        | 105.9%       |
| <b>Overall</b>     |  | <b>5259</b>  | <b>630</b> | <b>12.0%</b> |

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

Table 58: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2017/18 (excluding dismissals), by reason for leaving and protected characteristic

| Protected Characteristic<br><br>(excludes "not known" categories) | LPT Substantive Workforce Leavers Overall |     | Death in Service |   | Employee Transfer |       | Leaving reason             |            | Retirement |       | Voluntary Resignation |       |       |
|---|---|-----|------------------|---|-------------------|-------|----------------------------|------------|------------|-------|-----------------------|-------|-------|
|   | n   | %   | n                | % | n                 | %     | End of Fixed Term Contract | Redundancy | n          | %     | n                     | %     |       |
| <b>Age Band (years)</b>   | 29 and under                              | 122 | 19.4%            | R | R                 | R     | R                          | R          | R          | 77    | 22.8%                 |       |       |
|   | 30 to 49                                  | 264 | 41.9%            | R | 41                | 56.9% | 40                         | 50.0%      | R          | 173   | 51.2%                 |       |       |
|   | 50 and over                               | 244 | 38.7%            | R | R                 | R     | R                          | R          | 88         | 26.0% |                       |       |       |
| <b>Disability</b>   | Disabled                                  | 31  | 5.9%             | R | R                 | R     | R                          | R          | 15         | 5.0%  |                       |       |       |
|   | Not disabled                              | 498 | 94.1%            | R | R                 | R     | R                          | R          | 288        | 95.0% |                       |       |       |
| <b>Ethnicity (WRES)</b>   | White                                     | 464 | 76.3%            | R | 53                | 75.7% | 29                         | 42.6%      | R          | 258   | 77.5%                 |       |       |
|   | BME                                       | 144 | 23.7%            | R | 17                | 24.3% | 39                         | 57.4%      | R          | 75    | 22.5%                 |       |       |
| <b>Ethnicity (detailed)</b>                                       | White                                     | 464 | 76.3%            | R | 53                | 75.7% | 29                         | 42.6%      | R          | 258   | 77.5%                 |       |       |
|   | Mixed                                     | R   |                  | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |
|   | Asian British                             | 101 | 16.6%            | R | R                 | R     | R                          | R          | 48         | 14.4% |                       |       |       |
|   | Black British                             | 27  | 4.4%             | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |
|   | Other                                     | R   |                  | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |
| <b>Gender</b>   | Female                                    | 500 | 79.4%            | R | R                 | 48    | 60.0%                      | R          | 108        | 85.7% | 278                   | 82.2% |       |
|   | Male                                      | 130 | 20.6%            | R | R                 | 32    | 40.0%                      | R          | 18         | 14.3% | 60                    | 17.8% |       |
| <b>Marital Status</b>   | Single                                    | 212 | 35.1%            | R | 27                | 40.3% | 44                         | 57.1%      | R          | 12    | 9.9%                  | 126   | 38.8% |
|   | Married†                                  | 328 | 54.3%            | R | R                 | R     | R                          | R          | 89         | 73.6% | 167                   | 51.4% |       |
|   | Divorced‡                                 | 64  | 10.6%            | R | R                 | R     | R                          | R          | 20         | 16.5% | 32                    | 9.8%  |       |
| <b>Maternity*</b>   | Maternity                                 | R   |                  | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |
|   | Not maternity                             | R   |                  | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |
| <b>Religion or Belief</b>   | Atheism                                   | 72  | 14.7%            | R | R                 | 10    | 17.2%                      | R          | R          | 50    | 18.4%                 |       |       |
|   | Christianity                              | 282 | 57.6%            | R | 36                | 63.2% | R                          | R          | 75         | 78.9% | 152                   | 55.9% |       |
|   | Hinduism                                  | 42  | 8.6%             | R | R                 | 10    | 17.2%                      | R          | R          | 20    | 7.4%                  |       |       |
|   | Islam                                     | 32  | 6.5%             | R | R                 | 17    | 29.3%                      | R          | R          | R     |                       |       |       |
|   | Sikhism                                   | 11  | 2.2%             | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |
|   | Other                                     | 51  | 10.4%            | R | R                 | R     | R                          | R          | R          | 33    | 12.1%                 |       |       |
| <b>Sexual Orientation</b>   | Heterosexual                              | 485 | 96.8%            | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |
|   | LGBO                                      | 16  | 3.2%             | R | R                 | R     | R                          | R          | R          | R     |                       |       |       |

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

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Table 59: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2017/18 (excluding dismissals), by reason for leaving and pay band

| Pay Band               | LPT Substantive Workforce Leavers Overall |         | Leaving reason   |       |                   |       |                            |    |            |    |            |    |                       |      |
|------------------------|---|---------|------------------|-------|-------------------|-------|----------------------------|----|------------|----|------------|----|-----------------------|------|
|                        | n   | %       | Death in Service |       | Employee Transfer |       | End of Fixed Term Contract |    | Redundancy |    | Retirement |    | Voluntary Resignation |      |
|                        |   |         | n                | %     | n                 | %     | n                          | %  | n          | %  | n          | %  | n                     | %    |
| Non-clinical           | Apprentice                                | R       | R                | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     | R    |
|                        | Band 1 and under                          | -       | -                | -     | -                 | -     | -                          | -  | -          | -  | -          | -  | -                     | -    |
|                        | Band 2                                    | 30      | 4.8%             | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | 18                    | 5.3% |
|                        | Band 3                                    | 36      | 5.7%             | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | 26                    | 7.7% |
|                        | Band 4                                    | 18      | 2.9%             | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     | R    |
|                        | Band 5                                    | R       | R                | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     | R    |
|                        | Band 6                                    | R       | R                | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     | R    |
|                        | Band 7                                    | 11      | 1.7%             | 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    |
|                        | 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                                   | -       | -                | -     | -                 | -     | -                          | -  | -          | -  | -          | -  | -                     | -    |
|                        | Band 9                                    | 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 1 and under                          | -       | -                | -     | -                 | -     | -                          | -  | -          | -  | -          | -  | -                     | -    |
|                        | Band 2                                    | 27      | 4.3%             | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     | R    |
|                        | Band 3                                    | 50      | 7.9%             | R     | 18                | 25.0% | R                          | R  | R          | R  | R          | R  | 21                    | 6.2% |
|                        | Band 4                                    | 20      | 3.2%             | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     | R    |
|                        | Band 5                                    | 124     | 19.7%            | R     | R                 | R     | R                          | R  | R          | 16 | 12.7%      | 90 | 26.6%                 |      |
|                        | Band 6                                    | 116     | 18.4%            | R     | R                 | R     | R                          | R  | R          | 31 | 24.6%      | 63 | 18.6%                 |      |
|                        | Band 7                                    | 40      | 6.3%             | R     | R                 | R     | R                          | R  | R          | 21 | 16.7%      | R  | R                     |      |
|                        | Band 8a                                   | 23      | 3.7%             | R     | R                 | R     | R                          | R  | R          | R  | R          | 13 | 3.8%                  |      |
|                        | Band 8b                                   | 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                     |      |
|                        | Band 8d                                   | R       | R                | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     |      |
|                        | Medical                                   | Trainee | 71               | 11.3% | R                 | 19    | 26.4%                      | 47 | 58.8%      | R  | R          | R  | R                     | R    |
| Career grade           |   | 12      | 1.9%             | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     |      |
| Consultants            |   | R       | R                | R     | R                 | R     | R                          | R  | R          | R  | R          | R  | R                     |      |
| Other                  |   | -       | -                | -     | -                 | -     | -                          | -  | -          | -  | -          | -  | -                     |      |
| Senior Medical Manager |   | -       | -                | -     | -                 | -     | -                          | -  | -          | -  | -          | -  | -                     |      |

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Table 60: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2017/18 (excluding dismissals), by reason for leaving and occupational group

| Workforce Area         |                                | LPT Substantive Workforce Leavers Overall |       | Leaving reason   |   |                   |       |                            |       |            |       |            |       |                       |   |
|------------------------|--------------------------------|---|-------|------------------|---|-------------------|-------|----------------------------|-------|------------|-------|------------|-------|-----------------------|---|
|                        |                                |   |       | Death in Service |   | Employee Transfer |       | End of Fixed Term Contract |       | Redundancy |       | Retirement |       | Voluntary Resignation |   |
|                        |                                |   |       | n                | % | n                 | %     | n                          | %     | n          | %     | n          | %     | n                     | % |
| <b>Service Area</b>    | AMH&LD                         | 107                                       | 17.0% | R                |   | R                 |       | R                          |       | R          |       | 58         | 17.2% |                       |   |
|                        | Community Health Services      | 243                                       | 38.6% | R                |   | R                 |       | R                          |       | 51         | 40.5% | 163        | 48.2% |                       |   |
|                        | Family Young People & Children | 124                                       | 19.7% | R                |   | R                 |       | R                          |       | 41         | 32.5% | 69         | 20.4% |                       |   |
|                        | Enabling                       | 126                                       | 20.0% | R                |   | 22                | 30.6% | 62                         | 77.5% | R          |       | 28         | 8.3%  |                       |   |
|                        | Hosted Services                | 30  | 4.8%  | R                |   | R                 |       | R                          |       | R          |       | 20         | 5.9%  |                       |   |
| <b>Working Pattern</b> | Full Time                      | 360                                       | 57.1% | R                |   | 39                | 54.2% | R                          |       | R          |       | 58         | 46.0% |                       |   |
|                        | Part Time                      | 270                                       | 42.9% | R                |   | 33                | 45.8% | R                          |       | R          |       | 68         | 54.0% |                       |   |
| <b>Staff Group</b>     | Administrative and Clerical*   | 129                                       | 20.5% | R                |   | R                 |       | R                          |       | R          |       | 21         | 16.7% |                       |   |
|                        | Additional Clinical Services   | 101                                       | 16.0% | R                |   | R                 |       | R                          |       | R          |       | 21         | 16.7% |                       |   |
|                        | Add. Prof. Sci. and Tech.**    | 32  | 5.1%  | R                |   | R                 |       | 11                         | 13.8% | R          |       | 10         | 3.0%  |                       |   |
|                        | Allied Health Professionals    | 67  | 10.6% | R                |   | R                 |       | R                          |       | R          |       | 48         | 14.2% |                       |   |
|                        | Medical                        | 87  | 13.8% | R                |   | R                 |       | 53                         | 66.3% | R          |       | 11         | 3.3%  |                       |   |
|                        | Nursing Registered             | 214                                       | 34.0% | R                |   | R                 |       | R                          |       | R          |       | 57         | 45.2% |                       |   |
|                        |                                |   |       | R                |   | R                 |       | R                          |       | R          |       | 124        | 36.7% |                       |   |

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

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## 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 2016/17 and 2017/18 financial years. This method increases the number of cases available for analysis and follows the methodology applied to the disciplinary indicator of the Workforce Race Equality Standard.

- Bullying and harassment:
  - LGBO people were overrepresented amongst those who raised a formal complaint of bullying and harassment, although the number who raised a complaint within this group, and indeed overall, was very small (Table 61).
  - The 2017 NHS Staff Survey indicates a different pattern of bullying and harassment amongst LPT's employees:
    - Contradicting the findings drawn from LPT's in-house records, LGBO people were not more likely to report harassment, bullying or abuse at work from other colleagues in the 2017 Staff Survey (Table 69); LGBO people had not been more likely to report harassment, bullying or abuse at work from other colleagues since 2015, with a downward trend in the relative likelihood of LGBO staff reporting harassment, bullying or abuse at work from other colleagues following in 2016 and 2017, compared to Heterosexual staff (Table 75).
    - Black British staff were more likely to report physical violence at work from other colleagues (Table 69), a finding that had not been apparent in 2016 or 2015 (Table 71).
    - Similarly, Black British staff were more likely to report harassment, bullying or abuse at work from other colleagues (Table 71), this finding has varied year-on-year, having also been apparent in 2015, but not in 2016 (Table 74).
    - The 2017 Staff Survey also indicated that Disabled people were more likely to report harassment, bullying or abuse at work from managers (Table 69), a finding that had also been apparent in 2015 and 2016 (Table 72). Notably, the 2017 Staff Survey saw a large increase in the percentage of respondents for whom disability status was not known or not declared (24.3% in 2017, up from 1.9% in 2016 and 2.4% in 2015).
    - A further finding was that those of "other" religions (other than Christianity, Islam, Hinduism, Sikhism, and those of No Religion) were more likely to report physical violence at work from managers (although the number was very small) and harassment, bullying or abuse at work from managers and other colleagues (Table 69).

- Thus, there is a difference between the pattern of bullying and harassment recorded within Leicestershire Partnership NHS Trust's record of employee relations cases and that reported in the 2017 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 2017 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.
- Disciplinary proceedings:
  - BME people, and particularly Black British people, were overrepresented amongst those subject to disciplinary proceedings in the two-year window (Table 61). This may reflect occupational segregation to some degree, with those at Clinical Pay Band 2 overrepresented in disciplinary proceedings (Table 62) and a higher percentage of disciplinary proceedings amongst those in Additional Clinical Services roles (Table 63). However, when looking at disciplinary proceedings in the Additional Clinical Services staff group alone, Black British staff remained overrepresented amongst those subject to disciplinary proceedings (Table 64). Amongst substantive staff, BME staff were 2.0 times as likely as White staff to be subjected to disciplinary proceedings – this metric forms part of the Workforce Race Equality Standard.
  - LGBO people were overrepresented amongst those subject to disciplinary proceedings in the two-year window (Table 61), although the absolute number of LGBO people subjected to disciplinary proceedings was very small.
- Grievances:
  - No particular protected characteristic subgroup was overrepresented amongst those who raised a grievance in the two-year window (Table 61). Medical Consultants were overrepresented amongst those who raised a grievance (Table 63), although the absolute number of Medical Consultants who raised a grievance was very small.
- Performance Management:
  - BME people, and particularly Black British people, were overrepresented amongst those subject to performance management in the two-year window, as were men (Table 61). This may reflect occupational segregation to some degree, with those at Clinical Pay Band 5 (Table 62) and Registered Nurses (Table 63) overrepresented amongst those subject to performance management. However, when looking at disciplinary proceedings in the Registered Nursing staff group alone, Black British staff remained overrepresented amongst those subject to performance management (Table 65).

- Dismissals on the grounds of capability:
  - Older staff (50 years old and over) were overrepresented amongst those dismissed on the grounds of capability in the two-year window, particularly amongst substantive staff (Table 66); with part-time staff and those in AMH&LD services also overrepresented amongst substantive staff dismissed on the grounds of capability (Table 68).
  - Within the Bank workforce, Disabled people were overrepresented amongst those dismissed on the grounds of capability in the two-year window (Table 66), although the absolute number of Disabled bank employees dismissed on the grounds of capability was very small.
  
- Dismissals on the grounds of conduct, a statutory reason, or some other substantial reason:
  - BME people, and particularly Black British people, were overrepresented amongst those dismissed on the grounds of conduct, a statutory reason, or some other substantial reason in the two-year window, as were men (Table 66), mirroring to some degree the patterns observed for disciplinary cases and performance management (Table 61). This was true amongst bank staff as well as amongst substantive staff (Table 66).
  - In terms of workforce context, those at Clinical Pay Band 2 (Table 67), Additional Clinical Services staff, Bank staff, and those in AMH&LD services (Table 68) were overrepresented amongst those dismissed on the grounds of conduct, a statutory reason, or some other substantial reason in the two-year window.
  
- Discrimination at work from a manager / team leader or other colleagues, 2017 Staff Survey:
  - Disabled staff were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 69); this finding was also observed in the 2015 and 2016 Staff Surveys, with Disabled staff consistently more than twice as likely as staff who were Not Disabled to report discrimination from other staff (Table 76).
  - BME staff, and especially Black British staff, were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 69). BME staff have been around twice as likely as White staff to report having experienced discrimination at work from a manager / team leader or other colleagues across the 2015, 2016, and 2017 Staff Surveys (Table 77), with the pattern being less pronounced and less consistent for Asian British staff (1.5 to 2 times as likely, Table 78), and more pronounced and more consistent for Black British staff (over 3 times as likely, Table 79). Overall in 2017, BME staff were 1.9 times as likely as White staff to report having experienced discrimination at work from a manager / team leader or other colleagues – this metric forms part of the Workforce Race Equality Standard.

- LGBO staff were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 69); this finding was also observed in the 2015 and 2016 Staff Surveys, with LGBO staff consistently two to three times as likely as Heterosexual staff to report discrimination from other staff (Table 80).
- In terms of workforce context, those who worked in AMH&LD were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 70). There were also high levels of discrimination at work from a manager / team leader or other colleagues reported in Hosted Services (Table 70).

Table 61: Rates of employee relations case types during 2016/17 and 2017/18 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2018, by protected characteristic

| Protected Characteristic<br><br>(excludes "not known" categories) |               | LPT<br>Substantive<br>Workforce<br>Overall<br><br>n | Bullying and<br>Harassment |   | Employee Relations Case Type<br>Disciplinary |             | Grievance |             | Performance<br>Management |             |
|---|---------------|---|----------------------------|---|--|-------------|-----------|-------------|---------------------------|-------------|
|   |               |   | n                          | % | n  | %           | n         | %           | n                         | %           |
| <b>Age Band<br/>(years)</b>                                       | 29 and under  | 675   | R                          |   | R  |             | R         |             | R                         |             |
|   | 30 to 49      | 2661  | R                          |   | 24   | 0.9%        | R         |             | R                         |             |
|   | 50 and over   | 1923  | R                          |   | R  |             | R         |             | 21                        | 1.1%        |
| <b>Disability</b>   | Disabled      | 228   | R                          |   | R  |             | R         |             | R                         |             |
|   | Not disabled  | 3764  | R                          |   | R  |             | R         |             | R                         |             |
| <b>Ethnicity<br/>(WRES)</b>                                       | White         | 4011  | R                          |   | 30   | 0.7%        | R         |             | 27                        | 0.7%        |
|   | BME           | 1116  | R                          |   | 16   | 1.4%        | R         |             | 15                        | 1.3%        |
| <b>Ethnicity<br/>(detailed)</b>                                   | White         | 4011  | R                          |   | 30   | 0.7%        | R         |             | 27                        | 0.7%        |
|   | Mixed         | 73  | R                          |   | R  |             | R         |             | R                         |             |
|   | Asian British | 722   | R                          |   | R  |             | R         |             | R                         |             |
|   | Black British | 265   | R                          |   | R  |             | R         |             | R                         |             |
|   | Other         | 56  | R                          |   | R  |             | R         |             | R                         |             |
| <b>Gender</b>   | Female        | 4353  | R                          |   | 37   | 0.8%        | R         |             | 23                        | 0.5%        |
|   | Male          | 906   | R                          |   | 11   | 1.2%        | R         |             | 20                        | 2.2%        |
| <b>Marital Status</b>   | Single        | 1596  | R                          |   | R  |             | R         |             | R                         |             |
|   | Married†      | 2995  | R                          |   | 27   | 0.9%        | R         |             | 21                        | 0.7%        |
|   | Divorced‡     | 562   | R                          |   | R  |             | R         |             | R                         |             |
| <b>Religion or<br/>Belief</b>                                     | Atheism       | 578   | R                          |   | R  |             | R         |             | R                         |             |
|   | Christianity  | 2452  | R                          |   | 20   | 0.8%        | R         |             | 24                        | 1.0%        |
|   | Hinduism      | 317   | R                          |   | R  |             | R         |             | R                         |             |
|   | Islam         | 175   | R                          |   | R  |             | R         |             | R                         |             |
|   | Sikhism       | 105   | R                          |   | R  |             | R         |             | R                         |             |
|   | Other         | 488   | R                          |   | R  |             | R         |             | R                         |             |
| <b>Sexual<br/>Orientation</b>                                     | Heterosexual  | 4037  | R                          |   | R  |             | R         |             | R                         |             |
|   | LGBO          | 110   | R                          |   | R  |             | R         |             | R                         |             |
| <b>LPT Substantive Workforce Overall</b>                          |               | <b>5259</b>   | <b>R</b>                   |   | <b>51</b>                                    | <b>1.0%</b> | <b>18</b> | <b>0.3%</b> | <b>43</b>                 | <b>0.8%</b> |

† includes Civil Partnership / ‡ includes Legally Separated and Widowed  
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Table 62: Rates of employee relations case types during 2016/17 and 2017/18 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2018, by pay band

| Pay Band<br><br>(excludes "not known" categories) | LPT<br>Substantive<br>Workforce<br>Overall<br><br>n | Bullying and<br>Harassment |           | Employee Relations Case Type<br>Disciplinary |           | Grievance   |           | Performance<br>Management |      |
|---|---|----------------------------|-----------|--|-----------|-------------|-----------|---------------------------|------|
|   |   | n                          | %         | n  | %         | n           | %         | n                         | %    |
| Non-clinical                                      | Apprentice  | 11                         | R         | R  |           | R           |           | R                         |      |
|   | Band 1 and under                                    | R                          | R         | R  |           | R           |           | R                         |      |
|   | Band 2  | 273                        | R         | R  |           | R           |           | R                         |      |
|   | Band 3  | 283                        | R         | R  |           | R           |           | R                         |      |
|   | Band 4  | 199                        | R         | R  |           | R           |           | R                         |      |
|   | Band 5  | 138                        | R         | R  |           | R           |           | R                         |      |
|   | Band 6  | 100                        | R         | R  |           | R           |           | R                         |      |
|   | Band 7  | 115                        | R         | R  |           | R           |           | R                         |      |
|   | Band 8a   | 52                         | R         | R  |           | R           |           | R                         |      |
|   | Band 8b   | 38                         | R         | R  |           | R           |           | R                         |      |
|   | Band 8c   | 19                         | R         | R  |           | R           |           | R                         |      |
|   | Band 8d   | R                          | R         | R  |           | R           |           | R                         |      |
|   | Band 9  | R                          | R         | R  |           | R           |           | R                         |      |
|   | VSM   | R                          | R         | R  |           | R           |           | R                         |      |
| Clinical  | Apprentice  | R                          | R         | R  |           | R           |           | R                         |      |
|   | Band 2  | 490                        | R         | 15   | 3.1%      | R           |           | R                         |      |
|   | Band 3  | 478                        | R         | R  |           | R           |           | R                         |      |
|   | Band 4  | 210                        | R         | R  |           | R           |           | R                         |      |
|   | Band 5  | 839                        | R         | 11   | 1.3%      | R           |           | 16                        | 1.9% |
|   | Band 6  | 1146                       | R         | R  |           | R           |           | 15                        | 1.3% |
|   | Band 7  | 413                        | R         | R  |           | R           |           | R                         |      |
|   | Band 8a   | 149                        | R         | R  |           | R           |           | R                         |      |
|   | Band 8b   | 61                         | R         | R  |           | R           |           | R                         |      |
|   | Band 8c   | 14                         | R         | R  |           | R           |           | R                         |      |
| Band 8d   | R   | R                          | R         |  | R         |             | R         |                           |      |
| Medical   | Trainee   | 17                         | R         | R  |           | R           |           | R                         |      |
|   | Career grade  | 32                         | R         | R  |           | R           |           | R                         |      |
|   | Consultants   | 110                        | R         | R  |           | R           |           | R                         |      |
|   | Other   | 40                         | R         | R  |           | R           |           | R                         |      |
| Senior Medical Manager                            | R   | R                          | R         |  | R         |             | R         |                           |      |
| <b>LPT Substantive Workforce Overall</b>          | <b>5259</b>   | <b>R</b>                   | <b>51</b> | <b>1.0%</b>                                  | <b>18</b> | <b>0.3%</b> | <b>43</b> | <b>0.8%</b>               |      |

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Table 63: Rates of employee relations case types during 2016/17 and 2017/18 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2018, by workforce area

| Workforce Area                           | LPT<br>Substantive<br>Workforce<br>Overall | Employee Relations Case Type |   |              |             |           |             |                           |             |
|--|--|------------------------------|---|--------------|-------------|-----------|-------------|---------------------------|-------------|
|  |  | Bullying and<br>Harassment   |   | Disciplinary |             | Grievance |             | Performance<br>Management |             |
| (excludes "not known" categories)        | n  | n                            | % | n            | %           | n         | %           | n                         | %           |
| <b>Service Area</b>                      |  |                              |   |              |             |           |             |                           |             |
| AMH&LD                                   | 1255                                       | R                            |   | 19           | 1.5%        | R         |             | R                         |             |
| CHS                                      | 1988                                       | R                            |   | 23           | 1.2%        | R         |             | 21                        | 1.1%        |
| FYPC                                     | 1314                                       | R                            |   | R            |             | R         |             | R                         |             |
| Enabling                                 | 495  | R                            |   | R            |             | R         |             | R                         |             |
| Hosted Services                          | 207  | R                            |   | R            |             | R         |             | R                         |             |
| <b>Working Pattern</b>                   |  |                              |   |              |             |           |             |                           |             |
| Full Time                                | 3079                                       | R                            |   | 31           | 1.0%        | R         |             | 30                        | 1.0%        |
| Part Time                                | 2180                                       | R                            |   | 17           | 0.8%        | R         |             | 13                        | 0.6%        |
| <b>Staff Group</b>                       |  |                              |   |              |             |           |             |                           |             |
| Admin. and Clerical*                     | 1244                                       | R                            |   | R            |             | R         |             | R                         |             |
| Add. Clinical Services                   | 1198                                       | R                            |   | 18           | 1.5%        | R         |             | R                         |             |
| Add. Prof. Sci. Tech.**                  | 212  | R                            |   | R            |             | R         |             | R                         |             |
| Allied Health Prof.                      | 607  | R                            |   | R            |             | R         |             | R                         |             |
| Nursing Registered                       | 1796                                       | R                            |   | 15           | 0.8%        | R         |             | 30                        | 1.7%        |
| Medical                                  | 202  | R                            |   | R            |             | R         |             | R                         |             |
| <b>LPT Substantive Workforce Overall</b> | <b>5259</b>                                | <b>R</b>                     |   | <b>51</b>    | <b>1.0%</b> | <b>18</b> | <b>0.3%</b> | <b>43</b>                 | <b>0.8%</b> |

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Table 64: Rates of disciplinary cases during 2016/17 and 2017/18 relative to Leicestershire Partnership NHS Trust's substantive Additional Clinical Services workforce at March 2018, by ethnicity

| Protected Characteristic<br>(excludes "not known" categories) |                  | LPT<br>Substantive<br>Additional<br>Clinical<br>Services | Employee<br>Relations Case<br>Type:<br>Disciplinary |             |
|---|------------------|--|---|-------------|
|   |                  | n  | n   | %           |
| Additional Clinical<br>Services (substantive)                 | Ethnicity (WRES) | 941  | R   |             |
|   |                  | 242  | R   |             |
| Additional Clinical<br>Services (detailed)                    | White            | 941  | R   |             |
|   | Mixed            | 19   | R   |             |
|   | Asian British    | 133  | R   |             |
|   | Black British    | 74   | R   |             |
|   | Other            | 16   | R   |             |
| <b>LPT Substantive Additional Clinical Services Overall</b>   |                  | <b>1198</b>  | <b>18</b>   | <b>1.5%</b> |

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Table 65: Rates of performance management cases during 2016/17 and 2017/18 relative to Leicestershire Partnership NHS Trust's substantive Nursing workforce at March 2018, by ethnicity

| Protected Characteristic<br>(excludes "not known" categories) |                  | LPT<br>Substantive<br>Nursing | Employee<br>Relations Case<br>Type:<br>Performance<br>Management |             |
|---|------------------|-------------------------------|--|-------------|
|   |                  | n                             | n  | %           |
| Nursing (substantive)   | Ethnicity (WRES) | 1488                          | 18   | 1.2%        |
|   |                  | 281                           | 12   | 4.3%        |
| Nursing (detailed)  | White            | 1488                          | 18   | 1.2%        |
|   | Mixed            | 22                            | R  |             |
|   | Asian British    | 98                            | R  |             |
|   | Black British    | 140                           | R  |             |
|   | Other            | 21                            | R  |             |
| <b>LPT Substantive Nursing Overall</b>                        |                  | <b>1796</b>                   | <b>30</b>  | <b>1.7%</b> |

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Table 66: Rates of turnover due to dismissal during 2016/17 and 2017/18, relative to Leicestershire Partnership NHS Trust's workforce (combined substantive and bank, as well as substantive and bank separately) at March 2018, by protected characteristic

| Protected Characteristic                           | LPT Substantive and Bank Combined |            |             |                                 | LPT Substantive Workforce |            |             |                                 | LPT Bank Workforce |            |          |                                 |
|--|-----------------------------------|------------|-------------|---------------------------------|---------------------------|------------|-------------|---------------------------------|--------------------|------------|----------|---------------------------------|
|  | Overall                           | Dismissals |             | Conduct,<br>Statutory,<br>Other | Overall                   | Dismissals |             | Conduct,<br>Statutory,<br>Other | Overall            | Dismissals |          | Conduct,<br>Statutory,<br>Other |
| (excludes "not known" categories)                  | n                                 | n          | %           |                                 | n                         | n          | %           |                                 | n                  | n          | %        |                                 |
| <b>Age Band (years)</b>                            |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| 29 and under                                       | 865                               | 0          | 0.0%        | R                               | 675                       | 0          | 0.0%        | R                               | 190                | R          | R        |                                 |
| 30 to 49   | 3138                              | 14         | 0.4%        | 22 0.7%                         | 2661                      | 13         | 0.5%        | R                               | 477                | R          | R        |                                 |
| 50 and over  | 2323                              | 30         | 1.3%        | R                               | 1923                      | 29         | 1.5%        | R                               | 400                | R          | R        |                                 |
| <b>Disability</b>                                  |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| Disabled   | 265                               | R          |             | R                               | 228                       | R          |             | R                               | 37                 | R          | R        |                                 |
| Not disabled                                       | 4546                              | R          |             | R                               | 3764                      | R          |             | R                               | 782                | R          | R        |                                 |
| <b>Ethnicity (WRES)</b>                            |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| White  | 4544                              | R          |             | 13 0.3%                         | 4011                      | R          |             | R                               | 533                | R          | R        |                                 |
| BME  | 1605                              | R          |             | 23 1.4%                         | 1116                      | R          |             | R                               | 489                | R          | R        |                                 |
| <b>Ethnicity (detailed)</b>                        |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| White  | 4544                              | R          |             | R                               | 4011                      | R          |             | R                               | 533                | R          | R        |                                 |
| Mixed  | 96                                | R          |             | R                               | 73                        | R          |             | R                               | 23                 | R          | R        |                                 |
| Asian British                                      | 897                               | R          |             | R                               | 722                       | R          |             | R                               | 175                | R          | R        |                                 |
| Black British                                      | 531                               | R          |             | 14 2.6%                         | 265                       | R          |             | R                               | 266                | R          | R        |                                 |
| Other  | 81                                | R          |             | R                               | 56                        | R          |             | R                               | 25                 | R          | R        |                                 |
| <b>Gender</b>                                      |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| Female   | 5202                              | 32         | 0.6%        | 23 0.4%                         | 4353                      | 31         | 0.7%        | R                               | 849                | R          | R        |                                 |
| Male   | 1124                              | 12         | 1.1%        | 15 1.3%                         | 906                       | 11         | 1.2%        | R                               | 218                | R          | R        |                                 |
| <b>Marital Status</b>                              |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| Single   | 1963                              | R          |             | R                               | 1596                      | R          |             | R                               | 367                | R          | R        |                                 |
| Married†   | 3555                              | 27         | 0.8%        | 21 0.6%                         | 2995                      | 26         | 0.9%        | R                               | 560                | R          | R        |                                 |
| Divorced‡  | 665                               | R          |             | R                               | 562                       | R          |             | R                               | 103                | R          | R        |                                 |
| <b>Religion or Belief</b>                          |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| Atheism  | 656                               | R          |             | R                               | 578                       | R          |             | R                               | 78                 | R          | R        |                                 |
| Christianity                                       | 2975                              | R          |             | R                               | 2452                      | R          |             | R                               | 523                | R          | R        |                                 |
| Hinduism   | 372                               | R          |             | R                               | 317                       | R          |             | R                               | 55                 | R          | R        |                                 |
| Islam  | 239                               | R          |             | R                               | 175                       | R          |             | R                               | 64                 | R          | R        |                                 |
| Sikhism  | 125                               | R          |             | R                               | 105                       | R          |             | R                               | 20                 | R          | R        |                                 |
| Other  | 561                               | R          |             | R                               | 488                       | R          |             | R                               | 73                 | R          | R        |                                 |
| <b>Sexual Orientation</b>                          |                                   |            |             |                                 |                           |            |             |                                 |                    |            |          |                                 |
| Heterosexual                                       | 4832                              | R          |             | R                               | 4037                      | R          |             | R                               | 795                | R          | R        |                                 |
| LGBO   | 126                               | R          |             | R                               | 110                       | R          |             | R                               | 16                 | R          | R        |                                 |
| <b>LPT Substantive and Bank Workforce Combined</b> | <b>6326</b>                       | <b>44</b>  | <b>0.7%</b> | <b>38 0.6%</b>                  | <b>5259</b>               | <b>42</b>  | <b>0.8%</b> | <b>19 0.4%</b>                  | <b>1067</b>        | <b>R</b>   | <b>R</b> | <b>19 1.8%</b>                  |

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Table 67: Rates of turnover due to dismissal during 2016/17 and 2017/18, relative to Leicestershire Partnership NHS Trust's workforce (combined substantive and bank, as well as substantive and bank separately) at March 2018, by pay band

| Pay Band   | LPT Substantive and Bank Combined |            |             |                           |             | LPT Substantive Workforce |            |                           |           |             | LPT Bank Workforce |                           |           |             |  |
|--|-----------------------------------|------------|-------------|---------------------------|-------------|---------------------------|------------|---------------------------|-----------|-------------|--------------------|---------------------------|-----------|-------------|--|
|  | Overall                           | Dismissals |             |                           | Overall     | Dismissals                |            |                           | Overall   | Dismissals  |                    |                           |           |             |  |
|  |                                   | n          | Capability  | Conduct, Statutory, Other |             | n                         | Capability | Conduct, Statutory, Other |           | n           | Capability         | Conduct, Statutory, Other |           |             |  |
|  | n                                 | n          | %           | n                         | %           | n                         | %          | n                         | n         | %           | n                  | %                         |           |             |  |
| Non-clinical                                       | Apprentice                        | 11         | R           | R                         | 11          | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
|  | Band 1 and under                  | R          | R           | R                         | R           | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 2                            | 382        | R           | R                         | 273         | R                         | R          | 109                       | R         | R           | R                  | R                         |           |             |  |
|  | Band 3                            | 323        | R           | R                         | 283         | R                         | R          | 40                        | R         | R           | R                  | R                         |           |             |  |
|  | Band 4                            | 310        | R           | R                         | 199         | R                         | R          | 111                       | R         | R           | R                  | R                         |           |             |  |
|  | Band 5                            | 139        | R           | R                         | 138         | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 6                            | 104        | R           | R                         | 100         | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 7                            | 119        | R           | R                         | 115         | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 8a                           | 58         | R           | R                         | 52          | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 8b                           | 40         | R           | R                         | 38          | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 8c                           | 20         | R           | R                         | 19          | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 8d                           | R          | R           | R                         | R           | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
|  | Band 9                            | R          | R           | R                         | R           | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
| VSM  | R                                 | R          | R           | R                         | R           | R                         | -          | -                         | -         | -           | -                  |                           |           |             |  |
| Clinical   | Apprentice                        | R          | R           | R                         | R           | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
|  | Band 1 and under                  | R          | R           | R                         | -           | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 2                            | 937        | R           | 16                        | 1.7%        | 490                       | R          | R                         | 447       | R           | R                  | R                         |           |             |  |
|  | Band 3                            | 535        | R           | R                         | 478         | R                         | R          | 57                        | R         | R           | R                  | R                         |           |             |  |
|  | Band 4                            | 211        | R           | R                         | 210         | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 5                            | 1037       | R           | R                         | 839         | R                         | R          | 198                       | R         | R           | R                  | R                         |           |             |  |
|  | Band 6                            | 1217       | R           | R                         | 1146        | R                         | R          | 71                        | R         | R           | R                  | R                         |           |             |  |
|  | Band 7                            | 416        | R           | R                         | 413         | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 8a                           | 149        | R           | R                         | 149         | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
|  | Band 8b                           | 62         | R           | R                         | 61          | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
|  | Band 8c                           | 14         | R           | R                         | 14          | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
|  | Band 8d                           | R          | R           | R                         | R           | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
|  | Medical                           | Trainee    | 17          | R                         | R           | 17                        | R          | R                         | -         | -           | -                  | -                         | -         |             |  |
| Career grade                                       |                                   | 33         | R           | R                         | 32          | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
| Consultants  |                                   | 113        | R           | R                         | 110         | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
| Other  |                                   | 41         | R           | R                         | 40          | R                         | R          | R                         | R         | R           | R                  | R                         |           |             |  |
| Senior Medical Manager                             |                                   | R          | R           | R                         | R           | R                         | R          | -                         | -         | -           | -                  | -                         |           |             |  |
| <b>LPT Substantive and Bank Workforce Combined</b> | <b>6326</b>                       | <b>44</b>  | <b>0.7%</b> | <b>38</b>                 | <b>0.6%</b> | <b>5259</b>               | <b>42</b>  | <b>0.8%</b>               | <b>19</b> | <b>0.4%</b> | <b>1067</b>        | <b>R</b>                  | <b>19</b> | <b>1.8%</b> |  |

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Table 68: Rates of turnover due to dismissal during 2016/17 and 2017/18, relative to Leicestershire Partnership NHS Trust's workforce (combined substantive and bank, as well as substantive and bank separately) at March 2018, by workforce area

| Workforce Area                                     | LPT Substantive and Bank Combined |            |             |                           | LPT Substantive Workforce |             |            |                           | LPT Bank Workforce |             |             |                           |            |             |
|--|-----------------------------------|------------|-------------|---------------------------|---------------------------|-------------|------------|---------------------------|--------------------|-------------|-------------|---------------------------|------------|-------------|
|  | Overall                           | Dismissals |             | Conduct, Statutory, Other | Overall                   | Dismissals  |            | Conduct, Statutory, Other | Overall            | Dismissals  |             | Conduct, Statutory, Other |            |             |
|  |                                   | Capability | n           |                           |                           | %           | Capability |                           |                    | n           | %           |                           | Capability | n           |
| n  | n                                 | %          | n           | %                         | n                         | n           | %          | n                         | n                  | %           | n           | %                         |            |             |
| Bank   | 1067                              | R          | 19          | 1.8%                      | -                         | -           | -          | -                         | -                  | -           | -           | -                         |            |             |
| AMH&LD   | 1255                              | 25         | 2.0%        | R                         | 1255                      | 25          | 2.0%       | R                         | -                  | -           | -           | -                         |            |             |
| CHS  | 1988                              | R          | R           | R                         | 1988                      | R           | R          | R                         | -                  | -           | -           | -                         |            |             |
| FYPC   | 1314                              | R          | R           | R                         | 1314                      | R           | R          | R                         | -                  | -           | -           | -                         |            |             |
| Enabling   | 495                               | R          | R           | R                         | 495                       | R           | R          | R                         | -                  | -           | -           | -                         |            |             |
| Hosted Services                                    | 207                               | R          | R           | R                         | 207                       | R           | R          | R                         | -                  | -           | -           | -                         |            |             |
| <b>Working Pattern</b>                             |                                   |            |             |                           |                           |             |            |                           |                    |             |             |                           |            |             |
| Full Time  | 3079                              | 17         | 0.6%        | 11                        | 0.4%                      | 3079        | 17         | 0.6%                      | R                  | -           | -           | -                         |            |             |
| Part Time  | 3247                              | 27         | 0.8%        | 27                        | 0.8%                      | 2180        | 25         | 1.1%                      | R                  | -           | -           | -                         |            |             |
| <b>Staff Group</b>                                 |                                   |            |             |                           |                           |             |            |                           |                    |             |             |                           |            |             |
| Administrative and Clerical*                       | 1521                              | R          | R           | R                         | 1244                      | R           | R          | R                         | 277                | R           | R           | R                         |            |             |
| Additional Clinical Services                       | 1709                              | 13         | 0.8%        | 19                        | 1.1%                      | 1198        | 12         | 1.0%                      | R                  | 511         | R           | R                         |            |             |
| Add. Prof. Sci. and Tech.**                        | 218                               | R          | R           | R                         | 212                       | R           | R          | R                         | R                  | R           | R           | R                         |            |             |
| Allied Health Professionals                        | 640                               | R          | R           | R                         | 607                       | R           | R          | R                         | 33                 | R           | R           | R                         |            |             |
| Nursing Registered                                 | 2031                              | 18         | 0.9%        | R                         | 1796                      | 18          | 1.0%       | R                         | 235                | R           | R           | R                         |            |             |
| Medical  | 207                               | R          | R           | R                         | 202                       | R           | R          | R                         | R                  | R           | R           | R                         |            |             |
| <b>LPT Substantive and Bank Workforce Combined</b> | <b>6326</b>                       | <b>44</b>  | <b>0.7%</b> | <b>38</b>                 | <b>0.6%</b>               | <b>5259</b> | <b>42</b>  | <b>0.8%</b>               | <b>19</b>          | <b>0.4%</b> | <b>1067</b> | <b>R</b>                  | <b>19</b>  | <b>1.8%</b> |

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Table 69: 2017 NHS Staff Survey: findings related to staff-on-staff violence, bullying and harassment, and discrimination experienced at work, by protected characteristic

| Protected Characteristic<br>(excludes "not known"<br>categories) | 14b. In the last 12 months<br>how many times have you<br>personally experienced<br>physical violence at work<br>from managers? | 14c. In the last 12<br>months how many<br>times have you<br>personally<br>experienced physical<br>violence at work from<br>other colleagues? | 15b. In the last 12 months<br>how many times have you<br>personally experienced<br>harassment, bullying or<br>abuse at work from<br>managers? | 15c. In the last 12 months<br>how many times have you<br>personally experienced<br>harassment, bullying or<br>abuse at work from other<br>colleagues? | 17b. In the last 12<br>months have you<br>personally<br>experienced<br>discrimination at work<br>from a manager /<br>team leader or other<br>colleagues?<br>% Yes |                  |
|--|--|--|---|---|---|------------------|
|  | % 1-2 / 3-5 / 6-10 / More<br>than 10<br>(n / total n)  | % 1-2 / 3-5 / 6-10 /<br>More than 10<br>(n / total n)  | % 1-2 / 3-5 / 6-10 / More<br>than 10<br>(n / total n)   | % 1-2 / 3-5 / 6-10 / More<br>than 10<br>(n / total n)   | (n / total n)   |                  |
| <b>Age Band<br/>(years)</b>                                      | <b>21-30</b>   | 0.00% (0/252)  | 1.59% (4/252)   | 7.54% (19/252)  | 10.76% (27/251)   | 7.57% (19/251)   |
|  | <b>31-40</b>   | 0.23% (1/443)  | 1.35% (6/443)   | 8.71% (39/448)  | 15.19% (67/441)   | 6.04% (27/447)   |
|  | <b>41-50</b>   | 0.00% (0/661)  | 1.52% (10/657)  | 10.73% (71/662)   | 13.48% (88/653)   | 7.21% (48/666)   |
|  | <b>51-65</b>   | 0.39% (3/761)  | 1.86% (14/754)  | 12.99% (99/762)   | 14.70% (112/762)  | 5.87% (45/766)   |
|  | <b>66+</b>   | 0.00% (0/24)   | 4.00% (1/25)  | 8.00% (2/25)  | 8.00% (2/25)  | 12.50% (3/24)    |
| <b>Disability</b>  | <b>Disabled</b>  | 0.00% (0/100)  | 3.03% (3/99)  | 16.16% (16/99)  | 19.19% (19/99)  | 11.88% (12/101)  |
|  | <b>Not disabled</b>  | 0.06% (1/1563)   | 1.35% (21/1552)   | 9.62% (151/1570)  | 12.55% (195/1554)   | 5.67% (89/1569)  |
| <b>Ethnicity<br/>(WRES)</b>                                      | <b>White</b>   | 0.17% (3/1783)   | 1.69% (30/1772)   | 10.91% (195/1787)   | 13.61% (241/1771)   | 5.54% (99/1787)  |
|  | <b>BME</b>   | 0.27% (1/369)  | 1.36% (5/369)   | 10.99% (41/373)   | 15.55% (58/373)   | 10.64% (40/376)  |
| <b>Ethnicity<br/>(detail)</b>                                    | <b>White</b>   | 0.17% (3/1783)   | 1.69% (30/1772)   | 10.91% (195/1787)   | 13.61% (241/1771)   | 5.54% (99/1787)  |
|  | <b>Asian British</b>   | 0.00% (0/274)  | 0.37% (1/273)   | 12.95% (36/278)   | 11.91% (33/277)   | 9.64% (27/280)   |
|  | <b>Black British</b>   | 1.69% (1/59)   | 6.67% (4/60)  | 5.08% (3/59)  | 32.79% (20/61)  | 16.67% (10/60)   |
|  | <b>Mixed</b>   | 0.00% (0/21)   | 0.00% (0/21)  | 4.76% (1/21)  | 14.29% (3/21)   | 9.52% (2/21)     |
|  | <b>Other</b>   | 0.00% (0/15)   | 0.00% (0/15)  | 6.67% (1/15)  | 14.29% (2/14)   | 6.67% (1/15)     |
| <b>Gender</b>  | <b>Female</b>  | 0.06% (1/1817)   | 1.44% (26/1807)   | 10.48% (191/1823)   | 14.06% (254/1807)   | 6.30% (115/1825) |
|  | <b>Male</b>  | 0.79% (3/379)  | 2.38% (9/378)   | 13.91% (53/381)   | 13.68% (52/380)   | 8.90% (34/382)   |
| <b>Religion or<br/>Belief</b>                                    | <b>No religion</b>   | 0.30% (2/657)  | 1.22% (8/654)   | 9.12% (60/658)  | 13.61% (89/654)   | 5.34% (35/656)   |
|  | <b>Christian</b>   | 0.10% (1/1051)   | 1.91% (20/1045)   | 9.17% (97/1058)   | 12.98% (136/1048)   | 5.67% (60/1059)  |
|  | <b>Hindu</b>   | 0.00% (0/121)  | 0.83% (1/121)   | 9.68% (12/124)  | 9.52% (12/126)  | 7.14% (9/126)    |
|  | <b>Muslim</b>  | 0.00% (0/67)   | 1.47% (1/68)  | 11.94% (8/67)   | 18.46% (12/65)  | 12.31% (8/65)    |
|  | <b>Sikh</b>  | 0.00% (0/33)   | 0.00% (0/33)  | 3.03% (1/33)  | 6.06% (2/33)  | 5.88% (2/34)     |
|  | <b>Other</b>   | 5.26% (1/19)   | 10.53% (2/19)   | 38.89% (7/18)   | 42.11% (8/19)   | 21.05% (4/19)    |
| <b>Sexual<br/>Orientation</b>                                    | <b>Heterosexual</b>  | 0.21% (4/1905)   | 1.58% (30/1897)   | 9.50% (182/1915)  | 13.24% (252/1903)   | 5.90% (113/1915) |
|  | <b>LGBO</b>  | 0.00% (0/63)   | 3.17% (2/63)  | 14.29% (9/63)   | 14.29% (9/63)   | 15.62% (10/64)   |
| <b>LPT Overall</b>   | <b>0.18% (4/2196)</b>  | <b>1.60% (35/2185)</b>   | <b>11.07% (244/2204)</b>  | <b>13.99% (306/2187)</b>  | <b>6.75% (149/2207)</b>   |                  |

Table 70: 2017 NHS Staff Survey: findings related to staff-on-staff violence, bullying and harassment, and discrimination experienced at work, by work area

| Protected Characteristic (excludes “not known” categories) |                                  | 14b. In the last 12 months how many times have you personally experienced physical violence at work from managers? | 14c. In the last 12 months how many times have you personally experienced physical violence at work from other colleagues? | 15b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers? | 15c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues? | 17b. 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<br>(n / total n)   | % 1-2 / 3-5 / 6-10 / More than 10<br>(n / total n)   | % 1-2 / 3-5 / 6-10 / More than 10<br>(n / total n)   | % 1-2 / 3-5 / 6-10 / More than 10<br>(n / total n)   | % Yes<br>(n / total n)  |
| Service  | AMH&LD                           | 0.47% (2/424)  | 3.98% (17/427)   | 14.55% (62/426)  | 18.33% (79/431)  | 10.93% (47/430)   |
|  | CHS                              | 0.00% (0/747)  | 1.89% (14/740)   | 8.68% (65/749)   | 14.02% (104/742)   | 4.27% (32/750)  |
|  | Enabling                         | 0.36% (1/281)  | 0.36% (1/276)  | 13.48% (38/282)  | 12.59% (35/278)  | 5.67% (16/282)  |
|  | FYPC                             | 0.15% (1/654)  | 0.31% (2/654)  | 8.98% (59/657)   | 11.09% (72/649)  | 6.41% (42/655)  |
|  | Hosted Services                  | 0.00% (0/90)   | 1.14% (1/88)   | 22.22% (20/90)   | 18.39% (16/87)   | 13.33% (12/90)  |
| Staff Group  | Add. Prof. Scientific and Tech.  | 0.00% (0/65)   | 0.00% (0/65)   | 18.18% (12/66)   | 10.77% (7/65)  | 10.61% (7/66)   |
|  | Additional Clinical Services     | 0.27% (1/366)  | 4.34% (16/369)   | 7.34% (27/368)   | 17.44% (64/367)  | 7.86% (29/369)  |
|  | Administrative and Clerical      | 0.28% (2/705)  | 0.43% (3/694)  | 14.06% (99/704)  | 15.16% (106/699)   | 6.78% (48/708)  |
|  | Allied Health Professionals      | 0.00% (0/347)  | 0.29% (1/347)  | 5.19% (18/347)   | 5.88% (20/340)   | 4.05% (14/346)  |
|  | Medical and Dental               | 0.00% (0/78)   | 0.00% (0/77)   | 12.50% (10/80)   | 6.25% (5/80)   | 10.00% (8/80)   |
|  | Nursing and Midwifery Registered | 0.16% (1/630)  | 2.39% (15/627)   | 12.32% (78/633)  | 16.35% (103/630)   | 6.80% (43/632)  |
| Pay Band   | Band 2                           | 0.00% (0/225)  | 3.57% (8/224)  | 7.83% (18/230)   | 16.38% (38/232)  | 6.58% (15/228)  |
|  | Band 3                           | 0.31% (1/322)  | 1.88% (6/319)  | 10.69% (34/318)  | 15.19% (48/316)  | 8.10% (26/321)  |
|  | Band 4                           | 0.00% (0/194)  | 1.03% (2/195)  | 13.85% (27/195)  | 17.62% (34/193)  | 7.61% (15/197)  |
|  | Band 5                           | 0.32% (1/310)  | 3.22% (10/311)   | 11.50% (36/313)  | 17.31% (54/312)  | 9.00% (28/311)  |
|  | Band 6                           | 0.00% (0/533)  | 0.57% (3/530)  | 10.34% (55/532)  | 9.89% (52/526)   | 5.25% (28/533)  |
|  | Band 7                           | 0.33% (1/301)  | 1.34% (4/299)  | 11.22% (34/303)  | 14.58% (43/295)  | 5.28% (16/303)  |
|  | Band 8a                          | 0.00% (0/126)  | 0.81% (1/124)  | 10.40% (13/125)  | 12.00% (15/125)  | 4.80% (6/125)   |
|  | Band 8b                          | 1.82% (1/55)   | 1.82% (1/55)   | 25.00% (14/56)   | 16.07% (9/56)  | 8.93% (5/56)  |
|  | Band 8c                          | 0.00% (0/26)   | 0.00% (0/26)   | 3.85% (1/26)   | 11.54% (3/26)  | 0.00% (0/27)  |
|  | Band 8d                          | 0.00% (0/11)   | 0.00% (0/10)   | 9.09% (1/11)   | 36.36% (4/11)  | 9.09% (1/11)  |
|  | Non AFC                          | 0.00% (0/85)   | 0.00% (0/84)   | 12.64% (11/87)   | 6.90% (6/87)   | 9.20% (8/87)  |
| LPT Overall  |                                  | 0.18% (4/2196)   | 1.60% (35/2185)  | 11.07% (244/2204)  | 13.99% (306/2187)  | 6.75% (149/2207)  |

Table 71: Staff Survey 2015 to 2017: relative likelihood of Black British staff and White staff personally experiencing physical violence at work from other colleagues, by year

| Staff Survey Year | Ethnicity     | All Respondents | Personally experienced physical violence at work from other colleagues |   | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|---------------|-----------------|--|---|------------------|-------------------------|-------------|
|                   |               | n               | n  | % |                  | Black British / White   |             |
| 2017              | White         | 1772            | R  |   | 3.94             | 10.846                  | upper bound |
|                   | Black British | 60              | R  |   |                  | 1.430                   | lower bound |
| 2016              | White         | 1796            | R  |   | 1.72             | 7.081                   | upper bound |
|                   | Black British | 72              | R  |   |                  | 0.418                   | lower bound |
| 2015              | White         | 1731            | R  |   | 1.69             | 5.382                   | upper bound |
|                   | Black British | 83              | R  |   |                  | 0.531                   | lower bound |

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Table 72: Staff Survey 2015 to 2017: relative likelihood of Disabled staff and Not Disabled staff personally experiencing harassment, bullying or abuse at work from managers, by year

| Staff Survey Year | Disability   | All Respondents | Personally experienced harassment, bullying or abuse at work from managers |       | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|--------------|-----------------|--|-------|------------------|-------------------------|-------------|
|                   |              | n               | n  | %     |                  | Disabled / Not Disabled |             |
| 2017              | Not disabled | 1570            | 151  | 9.6%  | 1.68             | 2.712                   | upper bound |
|                   | Disabled     | 99              | 16   | 16.2% |                  | 1.041                   | lower bound |
| 2016              | Not disabled | 1672            | 145  | 8.7%  | 1.77             | 2.309                   | upper bound |
|                   | Disabled     | 514             | 79   | 15.4% |                  | 1.360                   | lower bound |
| 2015              | Not disabled | 1615            | 160  | 9.9%  | 1.68             | 2.183                   | upper bound |
|                   | Disabled     | 462             | 77   | 16.7% |                  | 1.296                   | lower bound |

Table 73: Staff Survey 2015 to 2017: relative likelihood of Disabled staff and Not Disabled staff personally experiencing harassment, bullying or abuse at work from other colleagues, by year

| Staff Survey Year | Disability   | All Respondents<br>n | Personally experienced harassment, bullying or abuse at work from other colleagues |       | Likelihood ratio<br>Disabled / Not Disabled | 95% Confidence Interval |             |
|-------------------|--------------|----------------------|--|-------|---|-------------------------|-------------|
|                   |              |                      | n  | %     |   | upper bound             | lower bound |
| 2017              | Not disabled | 1554                 | 195  | 12.5% | 1.53  | 2.353                   | upper bound |
|                   | Disabled     | 99                   | 19   | 19.2% |   | 0.994                   | lower bound |
| 2016              | Not disabled | 1680                 | 222  | 13.2% | 1.45  | 1.823                   | upper bound |
|                   | Disabled     | 515                  | 99   | 19.2% |   | 1.161                   | lower bound |
| 2015              | Not disabled | 1618                 | 214  | 13.2% | 1.71  | 2.128                   | upper bound |
|                   | Disabled     | 461                  | 104  | 22.6% |   | 1.367                   | lower bound |

Table 74: Staff Survey 2015 to 2017: relative likelihood of Black British staff and White staff personally experiencing harassment, bullying or abuse at work from other colleagues, by year

| Staff Survey Year | Ethnicity     | All Respondents<br>n | Personally experienced harassment, bullying or abuse at work from other colleagues |       | Likelihood ratio<br>Black British / White | 95% Confidence Interval |             |
|-------------------|---------------|----------------------|--|-------|---|-------------------------|-------------|
|                   |               |                      | n  | %     |   | upper bound             | lower bound |
| 2017              | White         | 1771                 | 241  | 13.6% | 2.41                                      | 3.536                   | upper bound |
|                   | Black British | 61                   | 20   | 32.8% |   | 1.642                   | lower bound |
| 2016              | White         | 1796                 | 252  | 14.0% | 1.20                                      | 2.051                   | upper bound |
|                   | Black British | 71                   | 12   | 16.9% |   | 0.707                   | lower bound |
| 2015              | White         | 1724                 | 254  | 14.7% | 1.82                                      | 2.665                   | upper bound |
|                   | Black British | 82                   | 22   | 26.8% |   | 1.244                   | lower bound |



Table 75: Staff Survey 2015 to 2017: relative likelihood of LGBO staff and Heterosexual staff personally experiencing harassment, bullying or abuse at work from other colleagues, by year

| Staff Survey Year | Sexual Orientation | All Respondents | Personally experienced harassment, bullying or abuse at work from other colleagues |       | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|--------------------|-----------------|--|-------|------------------|-------------------------|-------------|
|                   |                    | n               | n  | %     |                  | LGBO / Heterosexual     |             |
| 2017              | Heterosexual       | 1903            | R  |       | 1.08             | 2.003                   | upper bound |
|                   | LGBO               | 63              | R  |       |                  | 0.581                   | lower bound |
| 2016              | Heterosexual       | 1955            | 272  | 13.9% | 1.64             | 2.687                   | upper bound |
|                   | LGBO               | 57              | 13   | 22.8% |                  | 1.000                   | lower bound |
| 2015              | Heterosexual       | 1884            | 278  | 14.8% | 2.03             | 3.162                   | upper bound |
|                   | LGBO               | 50              | 15   | 30.0% |                  | 1.307                   | lower bound |

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Table 76: Staff Survey 2015 to 2017: relative likelihood of Disabled staff and Not Disabled staff personally experiencing discrimination at work from a manager / team leader or other colleagues, by year

| Staff Survey Year | Disability   | All Respondents | Personally experienced discrimination at work from a manager / team leader or other colleagues |       | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|--------------|-----------------|--|-------|------------------|-------------------------|-------------|
|                   |              | n               | n  | %     |                  | Disabled / Not Disabled |             |
| 2017              | Not disabled | 1569            | 89   | 5.7%  | 2.09             | 3.713                   | upper bound |
|                   | Disabled     | 101             | 12   | 11.9% |                  | 1.182                   | lower bound |
| 2016              | Not disabled | 1688            | 91   | 5.4%  | 2.31             | 3.148                   | upper bound |
|                   | Disabled     | 515             | 64   | 12.4% |                  | 1.688                   | lower bound |
| 2015              | Not disabled | 1624            | 80   | 4.9%  | 2.76             | 3.808                   | upper bound |
|                   | Disabled     | 463             | 63   | 13.6% |                  | 2.004                   | lower bound |

Table 77: Staff Survey 2015 to 2017: relative likelihood of BME staff and White staff personally experiencing discrimination at work from a manager / team leader or other colleagues, by year

| Staff Survey Year | Ethnicity | All Respondents | Personally experienced discrimination at work from a manager / team leader or other colleagues |       | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|-----------|-----------------|--|-------|------------------|-------------------------|-------------|
|                   |           | n               | n  | %     |                  | BME / White             |             |
| 2017              | White     | 1787            | 99   | 5.5%  | 1.92             | 2.742                   | upper bound |
|                   | BME       | 376             | 40   | 10.6% |                  | 1.345                   | lower bound |
| 2016              | White     | 1805            | 107  | 5.9%  | 1.90             | 2.683                   | upper bound |
|                   | BME       | 373             | 42   | 11.3% |                  | 1.345                   | lower bound |
| 2015              | White     | 1731            | 94   | 5.4%  | 2.36             | 3.316                   | upper bound |
|                   | BME       | 366             | 47   | 12.8% |                  | 1.686                   | lower bound |

Table 78: Staff Survey 2015 to 2017: relative likelihood of Asian British staff and White staff personally experiencing discrimination at work from a manager / team leader or other colleagues, by year

| Staff Survey Year | Ethnicity     | All Respondents | Personally experienced discrimination at work from a manager / team leader or other colleagues |       | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|---------------|-----------------|--|-------|------------------|-------------------------|-------------|
|                   |               | n               | n  | %     |                  | Asian British / White   |             |
| 2017              | White         | 1787            | 99   | 5.5%  | 1.74             | 2.627                   | upper bound |
|                   | Asian British | 280             | 27   | 9.6%  |                  | 1.153                   | lower bound |
| 2016              | White         | 1805            | 107  | 5.9%  | 1.49             | 2.300                   | upper bound |
|                   | Asian British | 261             | 23   | 8.8%  |                  | 0.961                   | lower bound |
| 2015              | White         | 1731            | 94   | 5.4%  | 2.03             | 3.064                   | upper bound |
|                   | Asian British | 245             | 27   | 11.0% |                  | 1.344                   | lower bound |

Table 79: Staff Survey 2015 to 2017: relative likelihood of Black British staff and White staff personally experiencing discrimination at work from a manager / team leader or other colleagues, by year

| Staff Survey Year | Ethnicity     | All Respondents | Personally experienced discrimination at work from a manager / team leader or other colleagues |       | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|---------------|-----------------|--|-------|------------------|-------------------------|-------------|
|                   |               | n               | n  | %     |                  | Black British / White   |             |
| 2017              | White         | 1787            | 99   | 5.5%  | 3.01             | 5.487                   | upper bound |
|                   | Black British | 60              | 10   | 16.7% |                  | 1.650                   | lower bound |
| 2016              | White         | 1805            | 107  | 5.9%  | 3.75             | 6.023                   | upper bound |
|                   | Black British | 72              | 16   | 22.2% |                  | 2.333                   | lower bound |
| 2015              | White         | 1731            | 94   | 5.4%  | 3.82             | 6.117                   | upper bound |
|                   | Black British | 82              | 17   | 20.7% |                  | 2.383                   | lower bound |

Table 80: Staff Survey 2015 to 2017: relative likelihood of LGBO staff and Heterosexual staff personally experiencing discrimination at work from a manager / team leader or other colleagues, by year

| Staff Survey Year | Sexual Orientation | All Respondents | Personally experienced discrimination at work from a manager / team leader or other colleagues |       | Likelihood ratio | 95% Confidence Interval |             |
|-------------------|--------------------|-----------------|--|-------|------------------|-------------------------|-------------|
|                   |                    | n               | n  | %     |                  | LGBO / Heterosexual     |             |
| 2017              | Heterosexual       | 1915            | 113  | 5.9%  | 2.65             | 4.825                   | upper bound |
|                   | LGBO               | 64              | 10   | 15.6% |                  | 1.453                   | lower bound |
| 2016              | Heterosexual       | 1967            | R  |       | 2.28             | 4.451                   | upper bound |
|                   | LGBO               | 57              | R  |       |                  | 1.170                   | lower bound |
| 2015              | Heterosexual       | 1893            | R  |       | 3.05             | 5.669                   | upper bound |
|                   | LGBO               | 49              | R  |       |                  | 1.641                   | lower bound |

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## Appendix of data quality analysis tables

### General notes on missing data

- There were high levels of missing data for the protected characteristics of disability, religion of belief, and sexual orientation (Table 81); this was true across the whole of the Substantive and Bank workforce of the Trust, but was less pronounced amongst substantive staff (Table 82) and was more pronounced amongst Bank staff (Table 83).
- Within the Substantive workforce, missing data reflected primarily that between a quarter and a fifth of the workforce chose not to declare information about disability, religion of belief, and sexual orientation (“prefer not to say”).
- Amongst Bank staff, information about the protected characteristics of disability, religion of belief, and sexual orientation was not held for approximately one quarter of the workforce. This reflected primarily that high proportions of staff chose not to disclose this information (“prefer not to say”), but also reflected, to a lesser degree, the presence of blank records (where no selection had been made).
- There is doubt regarding the reliability of findings derived from incomplete equality monitoring data. For each protected characteristic that had high levels of missing data, potential bias introduced by the missing data is assessed by comparing the equality profile of substantive staff on ESR with the equality profile of LPT staff who responded to the 2017 NHS Staff Survey. The 2017 NHS Staff Survey was distributed anonymously to substantive staff and typically contains equality monitoring data that is more complete than that held on ESR for substantive staff.
- The percentages of records with “valid” values for the protected characteristics of disability, religion of belief, and sexual orientation have increased year-on-year from 2012, for both Substantive staff (Table 82) and for Bank staff (Table 83). This reflects large reductions in the percentages of blank records for substantive staff between 2013 and 2014, and gradual, consistent reductions in blank records across the whole time period for Bank staff. Meanwhile, the percentage of staff choosing not to declare information about their disability, religion of belief, or sexual orientation has declined gradually since 2014; potentially associated with annual communications to staff to ask them to update and complete their equality monitoring information held on the Electronic Staff Record. These communications have attempted to convey the benefits of the organisation having complete equality monitoring records, whilst offering assurance the records are held securely and confidentially, and used anonymously in line with the aims of the Equality Act 2010 and in accordance with data protection legislation. Nonetheless, more work is required in this area as the levels of missing data remain high for the protected characteristics of disability, religion of belief, and sexual orientation.

## Missing data on disability

- At March 2018, of the Substantive Staff who gave their disability status, 5.7% identified as disabled, but disability status was not known for 22.1% of staff. Meanwhile, in LPT's 2016 NHS Staff Survey, 23.5% of staff who gave their disability status identified as disabled, with just 1.9% of respondents withholding the information. Thus, data held in the Electronic Staff Record may underestimate the percentage of disabled staff. (Unfortunately, LPT's 2017 NHS Staff Survey saw a marked increase in the percentage of respondents for whom disability was not known: 24.3%.)

## Missing data on religion or belief

- Of the Substantive Staff who gave their religion or belief on the Electronic Staff Record, 14.0% identified as Atheist, but religion or belief was not known for 21.8% of staff. Meanwhile, in Leicestershire Partnership NHS Trust's 2017 NHS Staff Survey, 33.2% of staff who gave their religion or belief identified as Atheist, with just 11.6% of staff withholding their religion or belief. Thus, data held in the Electronic Staff Record may underestimate the percentage of Atheist staff.

## Missing data on sexual orientation

- Of the Substantive Staff who gave their sexual orientation on the Electronic Staff Record, 2.7% identified as LGBO, but sexual orientation was not known for 21.2% of staff. In LPT's 2017 Staff Survey, 3.2% of staff who gave their sexual orientation identified as not heterosexual, with 11.1% of respondents withholding the information. Thus, data held in the Electronic Staff Record may give a reliable picture of sexual orientation in the workforce, despite being incomplete.

## Data quality overall and for bank and substantive staff separately

Table 81: Substantive and Bank workforce combined: Data quality by year at March for staff on Leicestershire Partnership NHS Trust's electronic staff record

Missing data in excess of 10% are highlighted in red

|                                      |                      |             | All Staff (Substantive and Bank combined) by Year at March |             |        |             |        |             |        |             |        |             |        |             |        |
|--------------------------------------|----------------------|-------------|--|-------------|--------|-------------|--------|-------------|--------|-------------|--------|-------------|--------|-------------|--------|
| Protected Characteristic             | Value Type           | 2012        |  | 2013        |        | 2014        |        | 2015        |        | 2016        |        | 2017        |        | 2018        |        |
|                                      |                      | n           | %  | n           | %      | n           | %      | n           | %      | n           | %      | n           | %      |             |        |
| Age                                  | Valid Value          | 7032        | 100.0%   | 6303        | 100.0% | 6560        | 100.0% | 7058        | 100.0% | 6513        | 100.0% | 6476        | 100.0% | 6326        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
| Disability                           | Valid Value          | 3607        | 51.3%  | 3603        | 57.2%  | 4030        | 61.4%  | 4586        | 65.0%  | 4543        | 69.8%  | 4768        | 73.6%  | 4811        | 76.1%  |
|                                      | Missing Not Declared | 1626        | 23.1%  | 1441        | 22.9%  | 2186        | 33.3%  | 2021        | 28.6%  | 1738        | 26.7%  | 1532        | 23.7%  | 1405        | 22.2%  |
|                                      | Data Not Recorded    | 1799        | 25.6%  | 1259        | 20.0%  | 344         | 5.2%   | 451         | 6.4%   | 232         | 3.6%   | 176         | 2.7%   | 110         | 1.7%   |
| Ethnicity                            | Valid Value          | 6880        | 97.8%  | 6149        | 97.6%  | 6391        | 97.4%  | 6836        | 96.9%  | 6319        | 97.0%  | 6289        | 97.1%  | 6149        | 97.2%  |
|                                      | Missing Not Declared | 132         | 1.9%   | 116         | 1.8%   | 125         | 1.9%   | 147         | 2.1%   | 148         | 2.3%   | 155         | 2.4%   | 163         | 2.6%   |
|                                      | Data Not Recorded    | 20          | 0.3%   | 38          | 0.6%   | 44          | 0.7%   | 75          | 1.1%   | 46          | 0.7%   | 32          | 0.5%   | 14          | 0.2%   |
| Gender                               | Valid Value          | 7032        | 100.0%   | 6303        | 100.0% | 6560        | 100.0% | 7058        | 100.0% | 6513        | 100.0% | 6476        | 100.0% | 6326        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
| Marital Status                       | Valid Value          | 6680        | 95.0%  | 6044        | 95.9%  | 6277        | 95.7%  | 6780        | 96.1%  | 6273        | 96.3%  | 6239        | 96.3%  | 6183        | 97.7%  |
|                                      | Missing Not Declared | 226         | 3.2%   | 168         | 2.7%   | 141         | 2.1%   | 129         | 1.8%   | 134         | 2.1%   | 144         | 2.2%   | 96          | 1.5%   |
|                                      | Data Not Recorded    | 126         | 1.8%   | 91          | 1.4%   | 142         | 2.2%   | 149         | 2.1%   | 106         | 1.6%   | 93          | 1.4%   | 47          | 0.7%   |
| Maternity (women under 50 years old) | Valid Value          | 3738        | 100.0%   | 3408        | 100.0% | 3510        | 100.0% | 3737        | 100.0% | 3429        | 100.0% | 3373        | 100.0% | 3245        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
| Religion or Belief                   | Valid Value          | 4565        | 64.9%  | 4338        | 68.8%  | 4666        | 71.1%  | 5147        | 72.9%  | 4906        | 75.3%  | 4983        | 76.9%  | 4928        | 77.9%  |
|                                      | Missing Not Declared | 1918        | 27.3%  | 1610        | 25.5%  | 1720        | 26.2%  | 1700        | 24.1%  | 1480        | 22.7%  | 1394        | 21.5%  | 1314        | 20.8%  |
|                                      | Data Not Recorded    | 549         | 7.8%   | 355         | 5.6%   | 174         | 2.7%   | 211         | 3.0%   | 127         | 1.9%   | 99          | 1.5%   | 84          | 1.3%   |
| Sexual Orientation                   | Valid Value          | 4308        | 61.3%  | 4192        | 66.5%  | 4588        | 69.9%  | 5118        | 72.5%  | 4885        | 75.0%  | 4972        | 76.8%  | 4958        | 78.4%  |
|                                      | Missing Not Declared | 2158        | 30.7%  | 1755        | 27.8%  | 1799        | 27.4%  | 1728        | 24.5%  | 1511        | 23.2%  | 1411        | 21.8%  | 1291        | 20.4%  |
|                                      | Data Not Recorded    | 566         | 8.0%   | 356         | 5.6%   | 173         | 2.6%   | 212         | 3.0%   | 117         | 1.8%   | 93          | 1.4%   | 77          | 1.2%   |
| <b>Grand Total</b>                   |                      | <b>7032</b> |  | <b>6303</b> |        | <b>6560</b> |        | <b>7058</b> |        | <b>6513</b> |        | <b>6476</b> |        | <b>6326</b> |        |

Table 82: Substantive workforce: Data quality by year at March for staff on Leicestershire Partnership NHS Trust's electronic staff record

Missing data in excess of 10% are highlighted in red

| Protected Characteristic             |                      | Value Type  |        | Substantive Staff by Year at March |        |             |        |             |        |             |        |             |        |             |        |
|--------------------------------------|----------------------|-------------|--------|------------------------------------|--------|-------------|--------|-------------|--------|-------------|--------|-------------|--------|-------------|--------|
|                                      |                      |             |        | 2012                               |        | 2013        |        | 2014        |        | 2015        |        | 2016        |        | 2017        |        |
|                                      |                      | n           | %      | n                                  | %      | n           | %      | n           | %      | n           | %      | n           | %      | n           | %      |
| Age                                  | Valid Value          | 5666        | 100.0% | 5299                               | 100.0% | 5411        | 100.0% | 5528        | 100.0% | 5568        | 100.0% | 5477        | 100.0% | 5259        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0                                  | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0                                  | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
| Disability                           | Valid Value          | 3117        | 55.0%  | 3151                               | 59.5%  | 3476        | 64.2%  | 3747        | 67.8%  | 3976        | 71.4%  | 4075        | 74.4%  | 3992        | 75.9%  |
|                                      | Missing Not Declared | 1258        | 22.2%  | 1152                               | 21.7%  | 1929        | 35.6%  | 1757        | 31.8%  | 1587        | 28.5%  | 1394        | 25.5%  | 1262        | 24.0%  |
|                                      | Data Not Recorded    | 1291        | 22.8%  | 996                                | 18.8%  | 6           | 0.1%   | 24          | 0.4%   | 5           | 0.1%   | 8           | 0.1%   | 5           | 0.1%   |
| Ethnicity                            | Valid Value          | 5564        | 98.2%  | 5196                               | 98.1%  | 5296        | 97.9%  | 5407        | 97.8%  | 5443        | 97.8%  | 5350        | 97.7%  | 5127        | 97.5%  |
|                                      | Missing Not Declared | 95          | 1.7%   | 91                                 | 1.7%   | 113         | 2.1%   | 119         | 2.2%   | 125         | 2.2%   | 127         | 2.3%   | 132         | 2.5%   |
|                                      | Data Not Recorded    | 7           | 0.1%   | 12                                 | 0.2%   | 2           | 0.0%   | 2           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
| Gender                               | Valid Value          | 5666        | 100.0% | 5299                               | 100.0% | 5411        | 100.0% | 5528        | 100.0% | 5568        | 100.0% | 5477        | 100.0% | 5259        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0                                  | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0                                  | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
| Marital Status                       | Valid Value          | 5444        | 96.1%  | 5124                               | 96.7%  | 5230        | 96.7%  | 5354        | 96.9%  | 5392        | 96.8%  | 5296        | 96.7%  | 5153        | 98.0%  |
|                                      | Missing Not Declared | 156         | 2.8%   | 119                                | 2.2%   | 104         | 1.9%   | 96          | 1.7%   | 103         | 1.8%   | 111         | 2.0%   | 71          | 1.4%   |
|                                      | Data Not Recorded    | 66          | 1.2%   | 56                                 | 1.1%   | 77          | 1.4%   | 78          | 1.4%   | 73          | 1.3%   | 70          | 1.3%   | 35          | 0.7%   |
| Maternity (women under 50 years old) | Valid Value          | 3070        | 100.0% | 2925                               | 100.0% | 2970        | 100.0% | 2989        | 100.0% | 3007        | 100.0% | 2915        | 100.0% | 2726        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0                                  | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0                                  | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   |
| Religion or Belief                   | Valid Value          | 3911        | 69.0%  | 3785                               | 71.4%  | 3950        | 73.0%  | 4112        | 74.4%  | 4245        | 76.2%  | 4241        | 77.4%  | 4115        | 78.2%  |
|                                      | Missing Not Declared | 1505        | 26.6%  | 1334                               | 25.2%  | 1459        | 27.0%  | 1410        | 25.5%  | 1319        | 23.7%  | 1232        | 22.5%  | 1140        | 21.7%  |
|                                      | Data Not Recorded    | 250         | 4.4%   | 180                                | 3.4%   | 2           | 0.0%   | 6           | 0.1%   | 4           | 0.1%   | 4           | 0.1%   | 4           | 0.1%   |
| Sexual Orientation                   | Valid Value          | 3694        | 65.2%  | 3654                               | 69.0%  | 3881        | 71.7%  | 4098        | 74.1%  | 4237        | 76.1%  | 4246        | 77.5%  | 4147        | 78.9%  |
|                                      | Missing Not Declared | 1704        | 30.1%  | 1463                               | 27.6%  | 1528        | 28.2%  | 1423        | 25.7%  | 1326        | 23.8%  | 1226        | 22.4%  | 1108        | 21.1%  |
|                                      | Data Not Recorded    | 268         | 4.7%   | 182                                | 3.4%   | 2           | 0.0%   | 7           | 0.1%   | 5           | 0.1%   | 5           | 0.1%   | 4           | 0.1%   |
| <b>Grand Total</b>                   |                      | <b>5666</b> |        | <b>5299</b>                        |        | <b>5411</b> |        | <b>5528</b> |        | <b>5568</b> |        | <b>5477</b> |        | <b>5259</b> |        |

Table 83: Bank workforce: Data quality by year at March for staff on Leicestershire Partnership NHS Trust's electronic staff record

Missing data in excess of 10% are highlighted in red

| Protected Characteristic             |                      | Value Type  |        | Bank Staff by Year at March |        |             |        |             |        |            |        |            |        |             |        |
|--------------------------------------|----------------------|-------------|--------|-----------------------------|--------|-------------|--------|-------------|--------|------------|--------|------------|--------|-------------|--------|
|                                      |                      | n           | %      | 2012                        |        | 2013        |        | 2014        |        | 2015       |        | 2016       |        | 2017        |        |
| Age                                  | Valid Value          | 1366        | 100.0% | 1004                        | 100.0% | 1149        | 100.0% | 1530        | 100.0% | 945        | 100.0% | 999        | 100.0% | 1067        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0                           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0          | 0.0%   | 0          | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0                           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0          | 0.0%   | 0          | 0.0%   | 0           | 0.0%   |
| Disability                           | Valid Value          | 490         | 35.9%  | 452                         | 45.0%  | 554         | 48.2%  | 839         | 54.8%  | 567        | 60.0%  | 693        | 69.4%  | 819         | 76.8%  |
|                                      | Missing Not Declared | 368         | 26.9%  | 289                         | 28.8%  | 257         | 22.4%  | 264         | 17.3%  | 151        | 16.0%  | 138        | 13.8%  | 143         | 13.4%  |
|                                      | Data Not Recorded    | 508         | 37.2%  | 263                         | 26.2%  | 338         | 29.4%  | 427         | 27.9%  | 227        | 24.0%  | 168        | 16.8%  | 105         | 9.8%   |
| Ethnicity                            | Valid Value          | 1316        | 96.3%  | 953                         | 94.9%  | 1095        | 95.3%  | 1429        | 93.4%  | 876        | 92.7%  | 939        | 94.0%  | 1022        | 95.8%  |
|                                      | Missing Not Declared | 37          | 2.7%   | 25                          | 2.5%   | 12          | 1.0%   | 28          | 1.8%   | 23         | 2.4%   | 28         | 2.8%   | 31          | 2.9%   |
|                                      | Data Not Recorded    | 13          | 1.0%   | 26                          | 2.6%   | 42          | 3.7%   | 73          | 4.8%   | 46         | 4.9%   | 32         | 3.2%   | 14          | 1.3%   |
| Gender                               | Valid Value          | 1366        | 100.0% | 1004                        | 100.0% | 1149        | 100.0% | 1530        | 100.0% | 945        | 100.0% | 999        | 100.0% | 1067        | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0                           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0          | 0.0%   | 0          | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0                           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0          | 0.0%   | 0          | 0.0%   | 0           | 0.0%   |
| Marital Status                       | Valid Value          | 1236        | 90.5%  | 920                         | 91.6%  | 1047        | 91.1%  | 1426        | 93.2%  | 881        | 93.2%  | 943        | 94.4%  | 1030        | 96.5%  |
|                                      | Missing Not Declared | 70          | 5.1%   | 49                          | 4.9%   | 37          | 3.2%   | 33          | 2.2%   | 31         | 3.3%   | 33         | 3.3%   | 25          | 2.3%   |
|                                      | Data Not Recorded    | 60          | 4.4%   | 35                          | 3.5%   | 65          | 5.7%   | 71          | 4.6%   | 33         | 3.5%   | 23         | 2.3%   | 12          | 1.1%   |
| Maternity (women under 50 years old) | Valid Value          | 668         | 100.0% | 483                         | 100.0% | 540         | 100.0% | 748         | 100.0% | 422        | 100.0% | 458        | 100.0% | 519         | 100.0% |
|                                      | Missing Not Declared | 0           | 0.0%   | 0                           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0          | 0.0%   | 0          | 0.0%   | 0           | 0.0%   |
|                                      | Data Not Recorded    | 0           | 0.0%   | 0                           | 0.0%   | 0           | 0.0%   | 0           | 0.0%   | 0          | 0.0%   | 0          | 0.0%   | 0           | 0.0%   |
| Religion or Belief                   | Valid Value          | 654         | 47.9%  | 553                         | 55.1%  | 716         | 62.3%  | 1035        | 67.6%  | 661        | 69.9%  | 742        | 74.3%  | 813         | 76.2%  |
|                                      | Missing Not Declared | 413         | 30.2%  | 276                         | 27.5%  | 261         | 22.7%  | 290         | 19.0%  | 161        | 17.0%  | 162        | 16.2%  | 174         | 16.3%  |
|                                      | Data Not Recorded    | 299         | 21.9%  | 175                         | 17.4%  | 172         | 15.0%  | 205         | 13.4%  | 123        | 13.0%  | 95         | 9.5%   | 80          | 7.5%   |
| Sexual Orientation                   | Valid Value          | 614         | 44.9%  | 538                         | 53.6%  | 707         | 61.5%  | 1020        | 66.7%  | 648        | 68.6%  | 726        | 72.7%  | 811         | 76.0%  |
|                                      | Missing Not Declared | 454         | 33.2%  | 292                         | 29.1%  | 271         | 23.6%  | 305         | 19.9%  | 185        | 19.6%  | 185        | 18.5%  | 183         | 17.2%  |
|                                      | Data Not Recorded    | 298         | 21.8%  | 174                         | 17.3%  | 171         | 14.9%  | 205         | 13.4%  | 112        | 11.9%  | 88         | 8.8%   | 73          | 6.8%   |
| <b>Grand Total</b>                   |                      | <b>1366</b> |        | <b>1004</b>                 |        | <b>1149</b> |        | <b>1530</b> |        | <b>945</b> |        | <b>999</b> |        | <b>1067</b> |        |