

**EQUALITY AND DIVERSITY  
ANNUAL REPORT**

**1 January 2014 to 31 December 2014**

# EQUALITY AND DIVERSITY REPORT

Data provided for 1 January 2014 – 31 December 2014

## DEFINITION OF TERMS

### EQUALITY

- Equal chance (i.e. everyone having the same chance to gain from any opportunities that arise in the workforce [e.g. promotion])
- Equal access (i.e. everyone having the same opportunity to enter the organisation) and
- Equal share (i.e. there being a representation of all groups at each level within the organisation) (Straw, 1989)<sup>1</sup>

### DIVERSITY

“Diversity within organisations is about recognising [the] range of differences in people and valuing people as individuals, respecting their differences and their differing needs. It is also about accommodating differences wherever possible so that an individual can play a full part in the working environment” (Daniels and Macdonald, 2005)<sup>2</sup>

### DISCRIMINATION

“The holding of derogatory social attitudes or cognitive beliefs, the expression of negative affect, or the display of hostile or discriminatory behaviours towards members of a group on account of their membership of that group” (Brown, 1995)<sup>3</sup>

**The following data was taken from the records contained on the Electronic Staff Record and the NHS Jobs database**

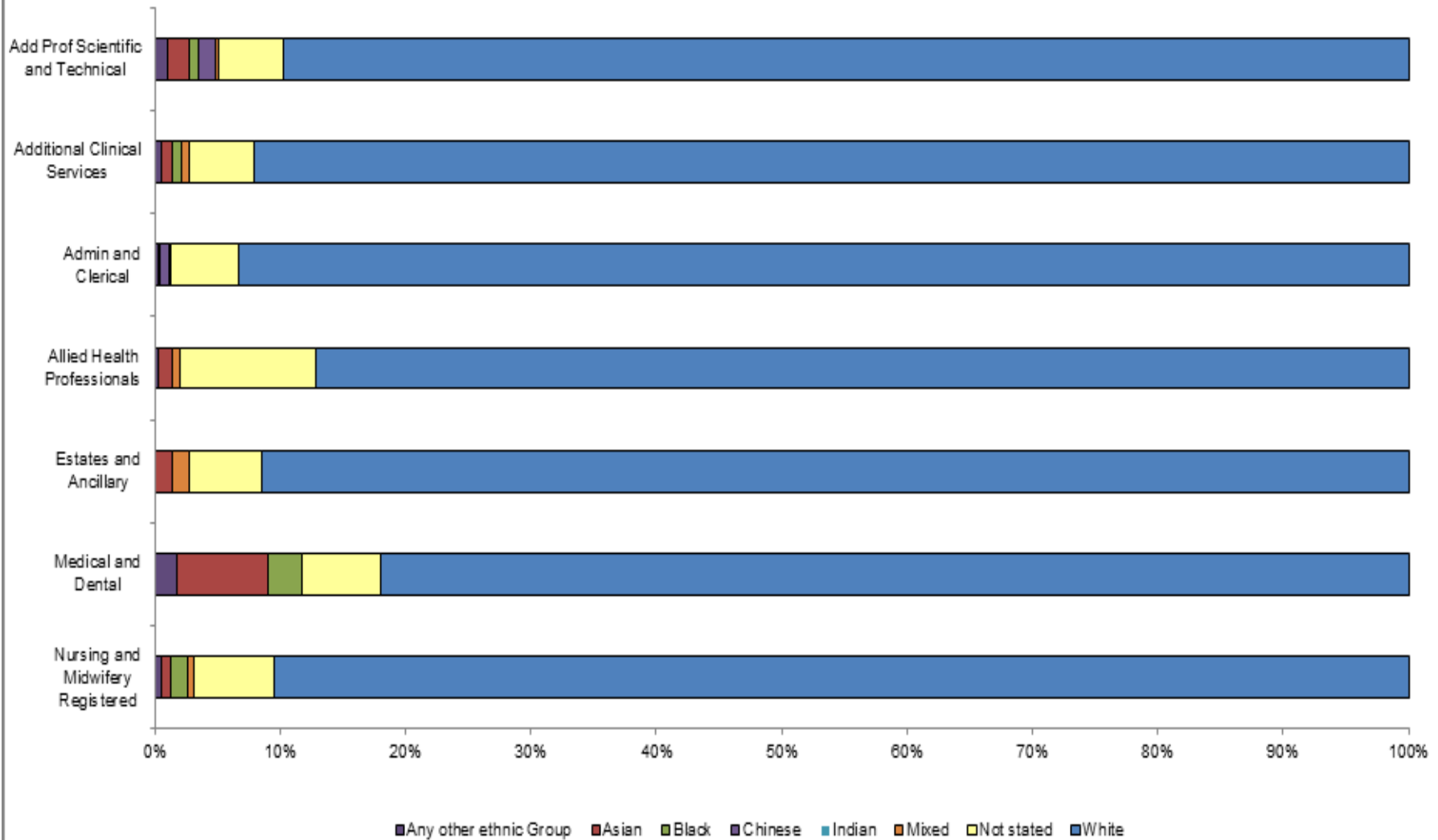
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<sup>1</sup> Daniels, K and Macdonald, L., (2005) 'Equality, Diversity and Discrimination', p.3

<sup>2</sup> Ibid., p.1

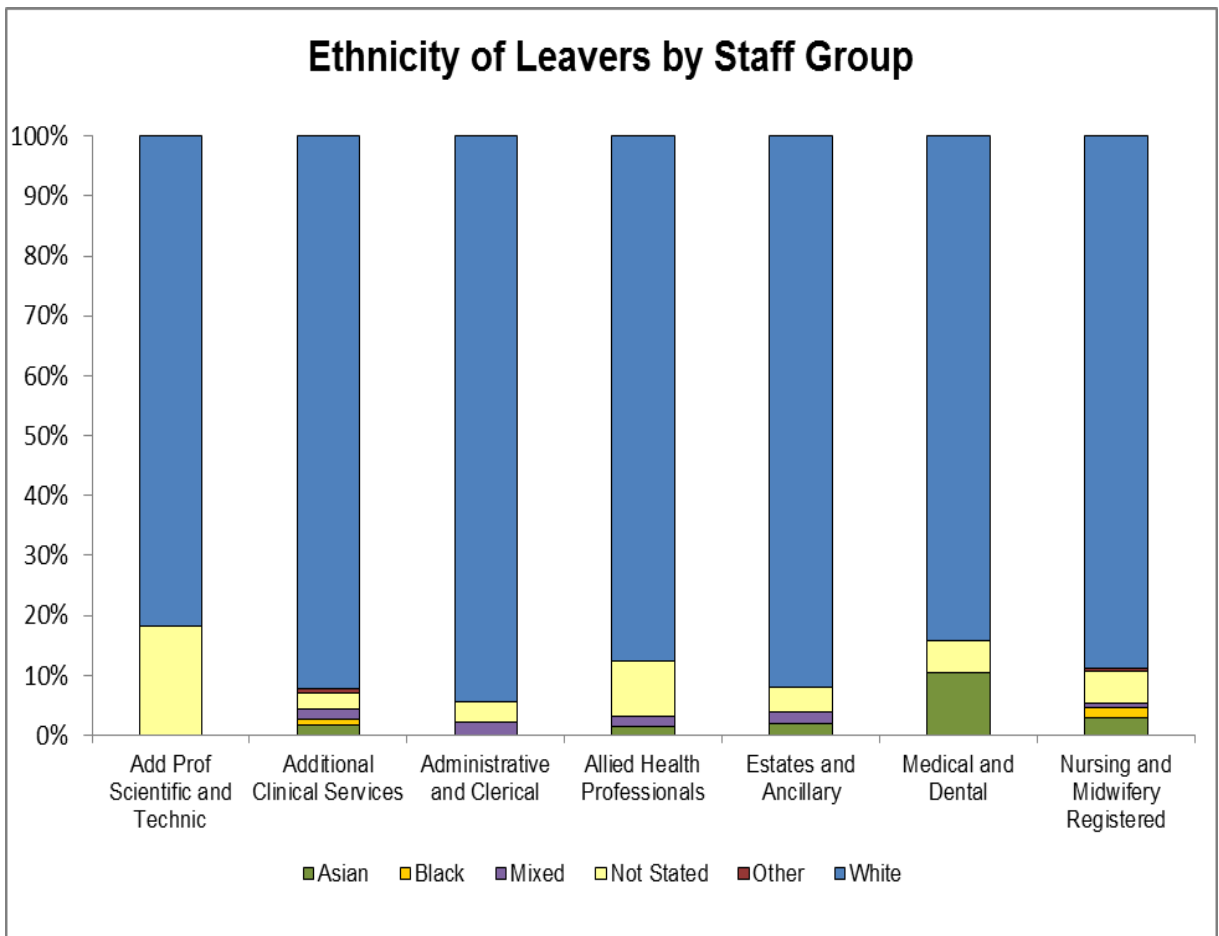
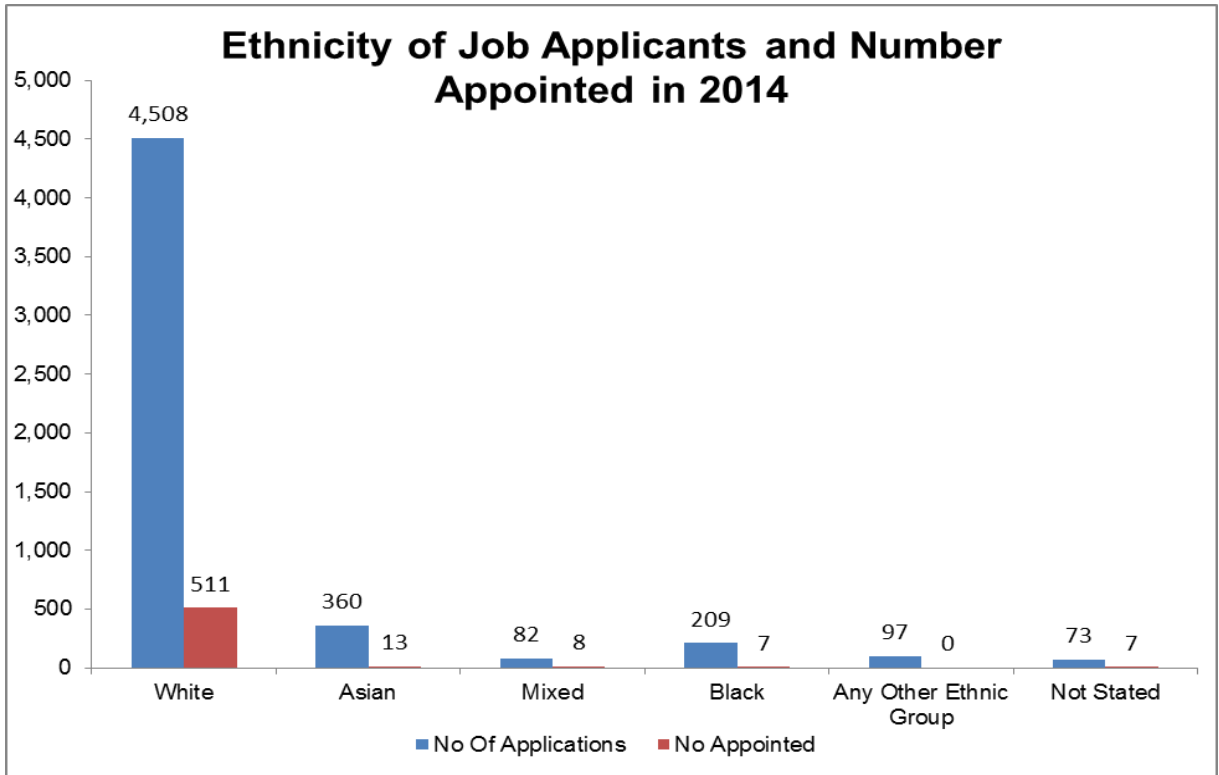
<sup>3</sup> Ibid., p.2

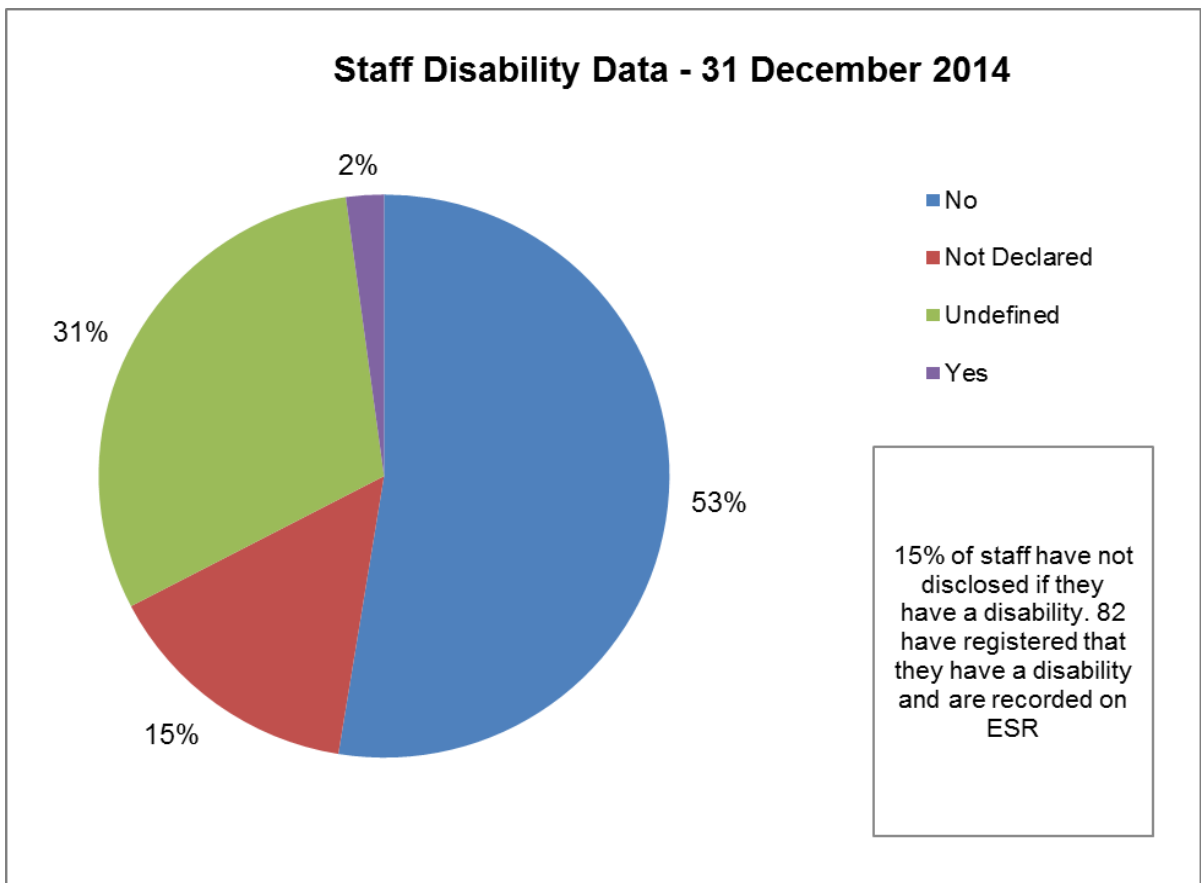
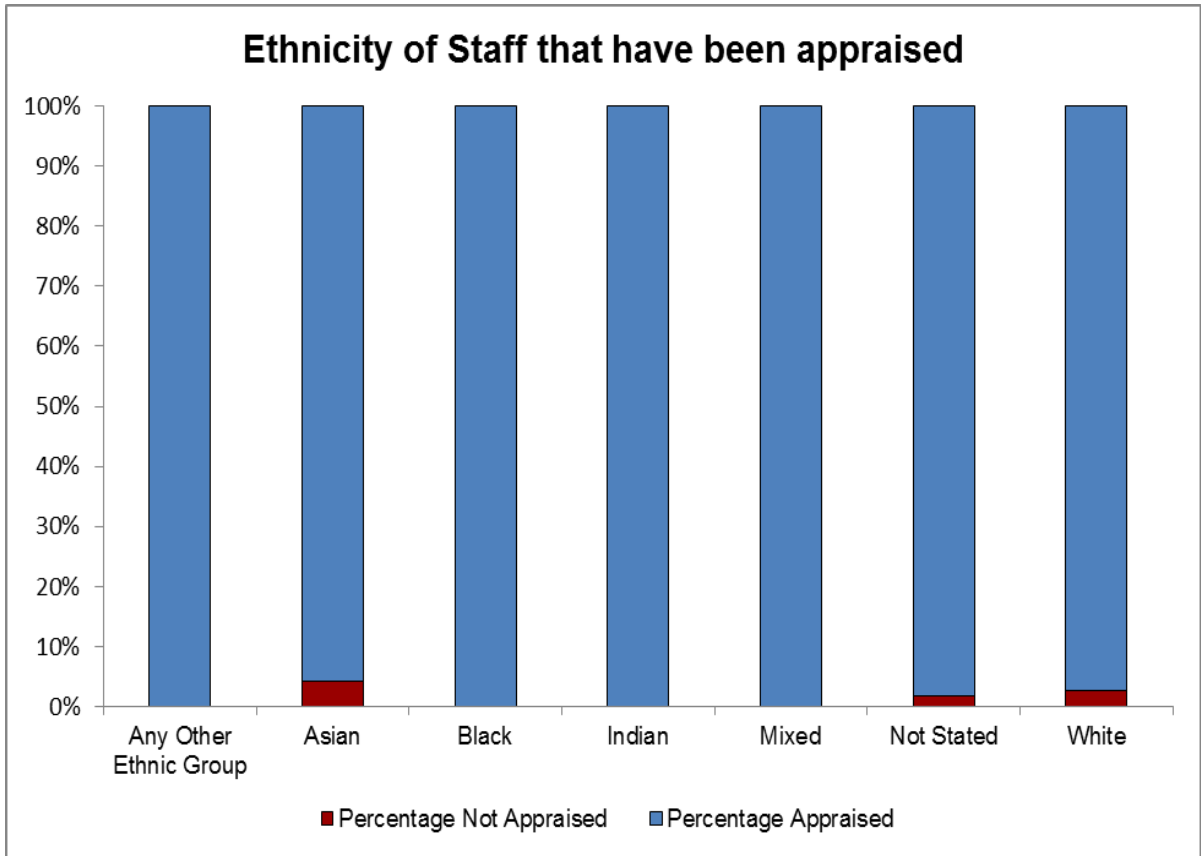
### Staff Ethnicity 2014 (based on average headcount)



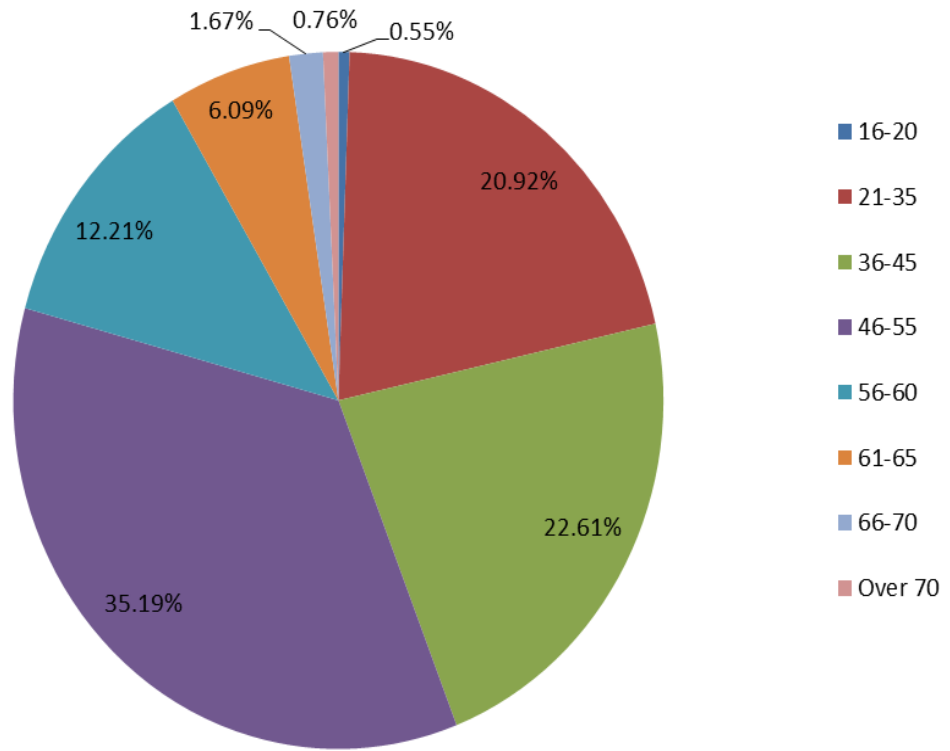
| Current Staff Ethnicity data 1 January 2014 – 31 December 2014 |                        | Average Headcount | Headcount % of Group | Headcount % of Total |
|--|------------------------|-------------------|----------------------|----------------------|
| Staff Group  | Ethnic Origin          |                   |                      |                      |
| Add Prof Scientific and Technical                              | Any other ethnic Group | 2                 | 1.08%                | 0.05%                |
|  | Asian                  | 3                 | 1.62%                | 0.08%                |
|  | Black                  | 1.5               | 0.81%                | 0.04%                |
|  | Mixed                  | 0.5               | 0.27%                | 0.01%                |
|  | Chinese                | 2.5               | 1.35%                | 0.07%                |
|  | Not stated             | 9.5               | 5.14%                | 0.25%                |
|  | White                  | 166               | 89.73%               | 4.37%                |
|  | <b>Total</b>           | <b>185</b>        | <b>100.00%</b>       | <b>4.87%</b>         |
| Additional Clinical Services                                   | Any other              | 4.5               | 0.53%                | 0.12%                |
|  | Asian                  | 7.5               | 0.88%                | 0.20%                |
|  | Black                  | 6.5               | 0.76%                | 0.17%                |
|  | Mixed                  | 4.5               | 0.53%                | 0.12%                |
|  | Not stated             | 45                | 5.25%                | 1.18%                |
|  | White                  | 788.5             | 92.06%               | 20.76%               |
|  | <b>Total</b>           | <b>856.5</b>      | <b>100.00%</b>       | <b>22.55%</b>        |
| Admin and Clerical   | Any other              | 2                 | 0.27%                | 0.05%                |
|  | Black                  | 1                 | 0.13%                | 0.03%                |
|  | Mixed                  | 0.5               | 0.07%                | 0.01%                |
|  | Chinese                | 5.5               | 0.74%                | 0.14%                |
|  | Not stated             | 40.5              | 5.45%                | 1.07%                |
|  | White                  | 694               | 93.34%               | 18.28%               |
|  | <b>Total</b>           | <b>743.5</b>      | <b>100.00%</b>       | <b>19.58%</b>        |
| Allied Health Professionals                                    | Any other              | 1                 | 0.26%                | 0.03%                |
|  | Asian                  | 4.5               | 1.18%                | 0.12%                |
|  | Mixed                  | 2                 | 0.52%                | 0.05%                |
|  | Not stated             | 41.5              | 10.86%               | 1.09%                |
|  | White                  | 334               | 87.43%               | 8.80%                |
|  | <b>Total</b>           | <b>383</b>        | <b>100.00%</b>       | <b>10.06%</b>        |
| Estates and Ancillary  | Asian                  | 4.5               | 1.44%                | 0.12%                |
|  | Mixed                  | 4                 | 1.28%                | 0.11%                |

| Current Staff Ethnicity data 1 January 2014 – 31 December 2014 |               | Average Headcount | Headcount % of Group | Headcount % of Total |
|--|---------------|-------------------|----------------------|----------------------|
| Staff Group  | Ethnic Origin |                   |                      |                      |
|  | Not stated    | 18                | 5.77%                | 0.47%                |
|  | White         | 285.5             | 91.51%               | 7.52%                |
|  | <b>Total</b>  | <b>312</b>        | <b>100.00%</b>       | <b>8.24%</b>         |
| Medical and Dental   | Any other     | 2                 | 1.80%                | 0.05%                |
|  | Asian         | 8                 | 7.21%                | 0.21%                |
|  | Black         | 3                 | 2.70%                | 0.08%                |
|  | Not stated    | 7                 | 6.31%                | 0.18%                |
|  | White         | 91                | 81.98%               | 2.40%                |
|  | <b>Total</b>  | <b>111</b>        | <b>100.00%</b>       | <b>2.92%</b>         |
| Nursing and Midwifery Registered                               | Any other     | 7                 | 0.58%                | 0.18%                |
|  | Asian         | 9                 | 0.75%                | 0.24%                |
|  | Black         | 15                | 1.24%                | 0.39%                |
|  | Indian        | 1                 | 0.08%                | 0.03%                |
|  | Mixed         | 5                 | 0.41%                | 0.13%                |
|  | Not stated    | 77.5              | 6.42%                | 2.04%                |
|  | White         | 1092              | 90.51%               | 28.76%               |
|  | <b>Total</b>  | <b>1206.5</b>     | <b>100.00%</b>       | <b>31.77%</b>        |

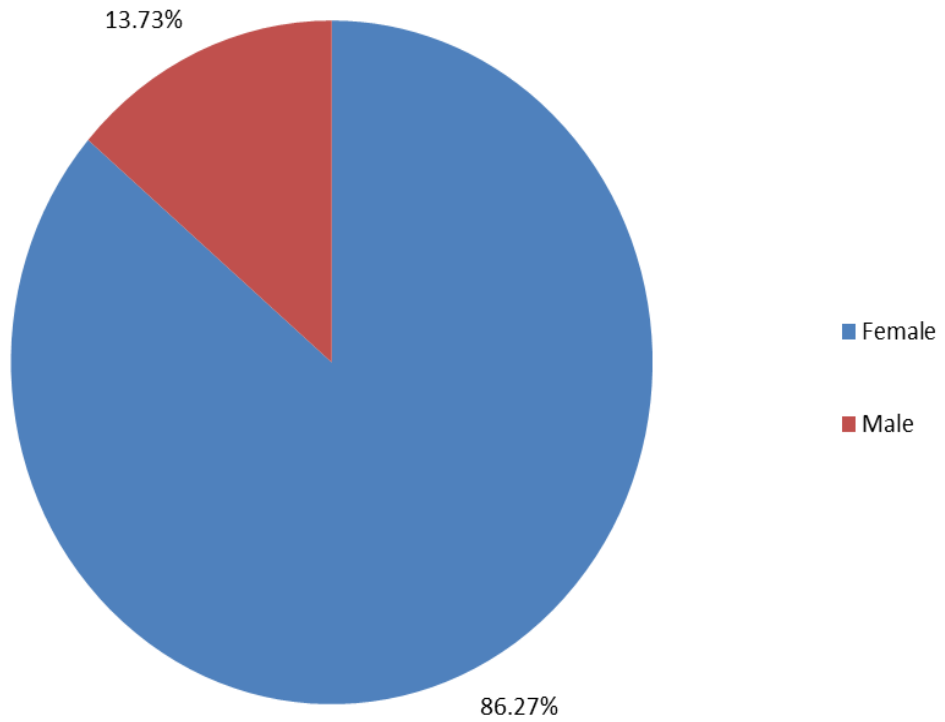




### Age Profile of Staff

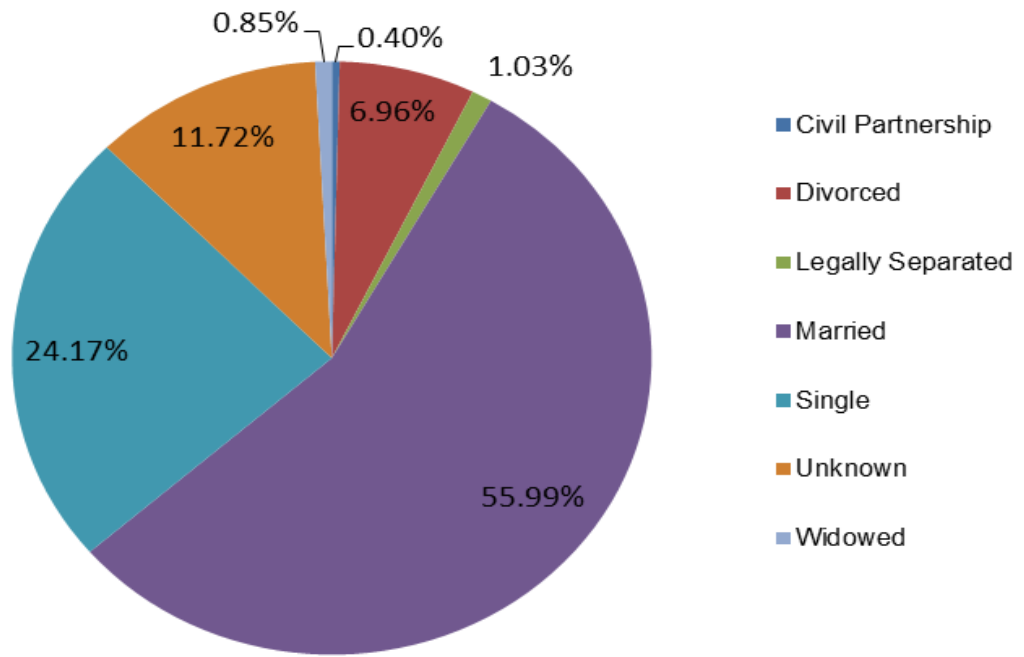


### Gender Profile of Staff

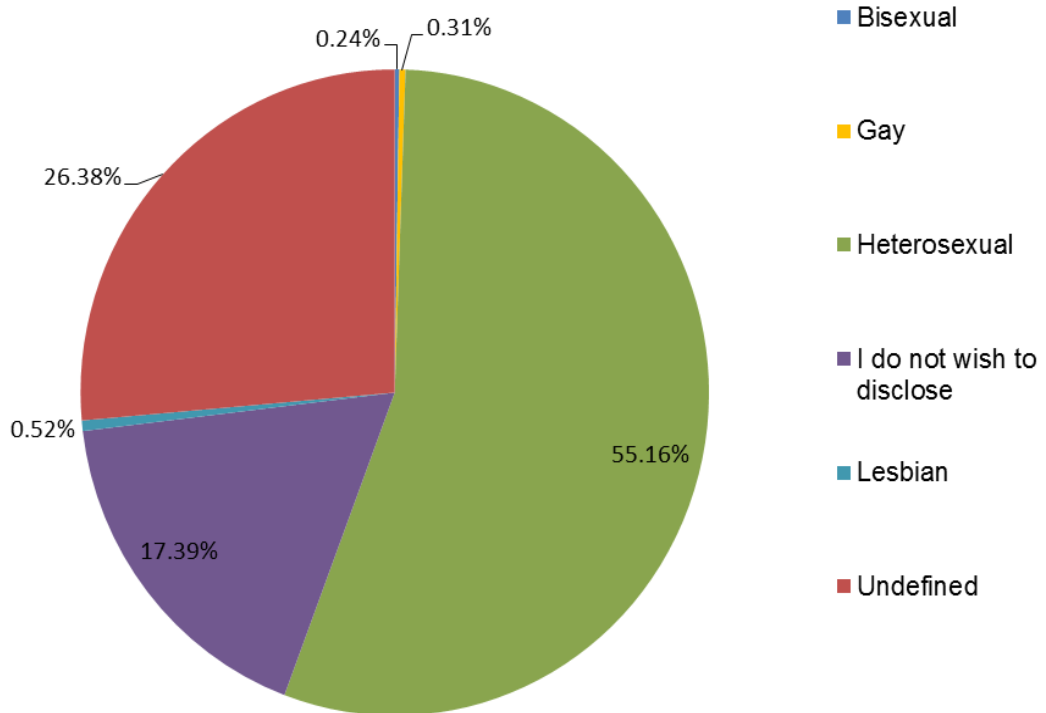




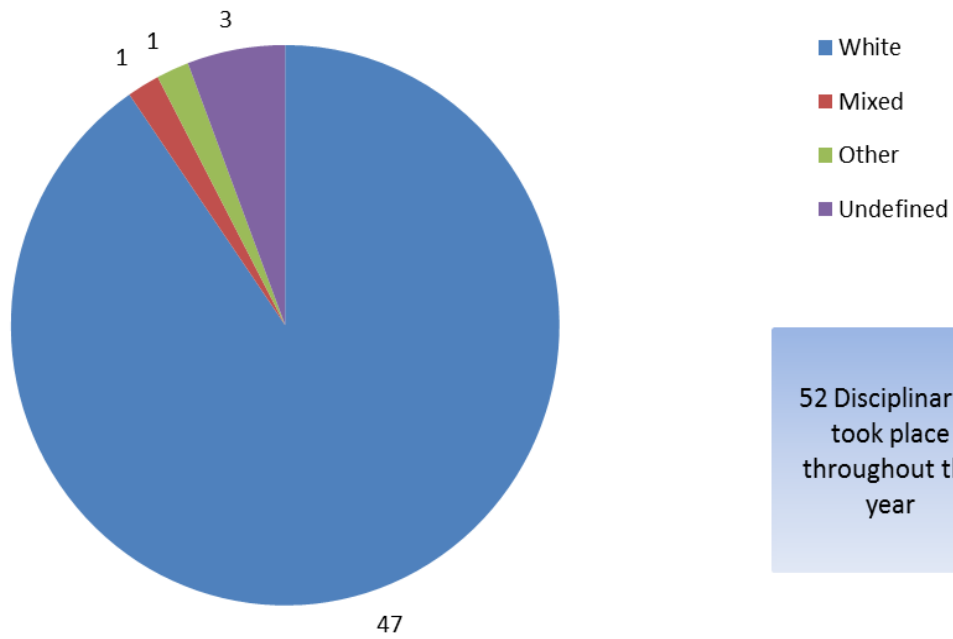
### Marital Status of Staff



### Sexuality of Staff



## Disciplinaries over the year



## Grievances

There were 3 grievances raised in the period January to December 2014 - all from the white ethnic group