Annual Workforce Equality Report Leicestershire Partnership NHS Trust Year to the End of March 2019

Detailed Analyses

Contents

Background to the workforce equality analysis

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

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

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

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

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

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

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

- Throughout this report, headcounts of staff members in different protected characteristic and workforce subgroups are given, with the aim of anonymising information about individuals by aggregating counts into large groups. Where this has not been possible, and the headcount within a particular group is small enough to pose a risk of re-identification for individual staff members, the figure has been redacted (alongside any other figures that would allow the initially redacted figure to be deduced). Redacted numbers are denoted by an "R". The anonymisation process follows guidance issued by the Information Commissioner's Office.

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 40 and the Appendix of data quality analysis tables which starts on page 124.

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 **(Page 17)**	At March 2019, equality monitoring information was incomplete for about a fifth of staff **Equality monitoring data: % incomplete** *see table below*	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. 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. We will continue to work with Staff Support Groups and celebrate positive stories to build confidence in the workforce to declare their details. This is particularly important for disability with the launch of the Workforce Disability Equality Standard by NHS England, to be reported on for the first time in August 2019, based on the 2018/19 financial year.	Apr 2020

Equality monitoring data: % incomplete

	Substantive Workforce			Bank Workforce		
	March 2019	March 2018	March 2017	**March 2019**	March 2018	March 2017
Disability	**21.7%**	24.1%	25.6%	**18.4%**	23.2%	30.6%
Religion or belief	**20.8%**	21.8%	22.6%	**18.9%**	23.8%	25.7%
Sexual orientation	**19.9%**	21.1%	22.5%	**20.1%**	24.0%	27.3%

Finding		Equality issue	Context	Action, progress, and plans	Review
Ethnicity in the workforce	**2**	There was occupational segregation within the workforce by ethnic group, and an underrepresentation of Asian British people **(Page 19)**	Asian British people comprised 17.4% of the local working age population, but made up just 14.7% of LPT's substantive workforce at March 2019 - with especially low levels of representation in nursing roles (5.8%) The percentage of Asian British people in the local working age population is based on the 2011 Census (the latest available estimate). As such this figure is likely to underestimate the current percentage of Asian British people in the local working age population. **Local working age population and LPT substantive workforce:** **% Asian British**	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. Items linked to the Trust's June 2019 WRES Action Plan: • Consideration to be given to specific actions that can be taken to target underrepresented groups either within or outside planned recruitment events (September 2019)	Sep 2019

	March 2019	March 2018	March 2017
Local working age population (2011 Census)	**17.4%**		
Overall substantive workforce	**14.7%**	**14.1%**	13.6%
Nursing substantive workforce	**5.8%**	**5.5%**	5.4%

Finding		Equality issue	Context	Action, progress, and plans	Review
Ethnicity and recruitment	3	BME job applicants were less likely to be appointed from shortlisting **(Page 21)**	In 2018/19, White people were 2.0 times more likely than BME people to be appointed from amongst those shortlisted; and were 1.9 times more likely than Black British people in particular to be appointed from amongst those shortlisted. **Relative likelihood of White people being appointed from shortlisting compared to BME people overall, and compared to Black British people in particular** <table><thead><tr><th></th><th>2018/19</th><th>2017/18</th><th>2016/17</th></tr></thead><tbody><tr><td>White vs BME</td><td>2.0</td><td>1.3</td><td>1.5</td></tr><tr><td>White vs Black British</td><td>1.9</td><td>1.7</td><td>1.3</td></tr></tbody></table> In Non-clinical (essentially Administrative and Clerical) roles, BME people were less likely to be shortlisted from amongst applicants for roles at Band 5 and above. In Clinical roles outside of Medicine, BME people were less likely to be shortlisted from amongst applicants at Bands 2 to 4 (primarily Additional Clinical Services roles) and at Band 6 and above (primarily higher level registered nurses).	Over the past three years, BME people have remained less likely than white people to be appointed from shortlisting, to varying degrees. Items linked to the Trust's June 2019 WRES Action Plan: • To achieve ethnically diverse interview panels (August 2019) • Review the Recruitment and Selection Policy and supporting resources to ensure they are free from bias and integrate EDI practice throughout (September 2019) • Provide interview Skills training for BME colleagues (June 2019) • Offering targeted support in making strong applications (June 2019) • Deliver LPT Unconscious Bias Training to staff prioritising recruiting managers (June 2019) • To review and strengthen the EDI criteria within person specifications and assessment of this criteria through the recruitment process (at shortlisting and interview stages) (September 2019) • Consideration to be given to specific actions that can be taken to target underrepresented groups either within or outside planned recruitment events (September 2019)	Jun to Dec 2019

Finding		Equality issue	Context	Action, progress, and plans	Review
Ethnicity and bank workers	4	BME people were overrepresented in the bank workforce **(Page 23)**	At March 2019, BME people comprised 23% of the substantive workforce and 46% of those on bank contracts without a substantive post. BME staff were 2.4 times more likely than White staff to be employed solely on a bank contract, whilst Black British staff were 4.0 times more likely than White staff to be employed solely on a bank contract. **Relative likelihood of BME staff overall, and Black British staff in particular, being employed solely on a bank contract compared to White staff** |	March 2019	March 2018	March 2017
---	---	---	---
BME vs White	**2.4**	2.6	3.2
Black British vs White	**4.0**	4.3	5.3 | The overrepresentation of BME people on the bank was apparent for Administrative and Clerical roles, Additional Clinical Services roles, and Nursing roles.	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). The first Big Bank Survey was undertaken in 2017 and was repeated in 2018. The Big Bank Survey has highlighted issues affecting bank workers, which included problems around discrimination. The Centralised Staffing Solutions team and senior managers within the Trust are working to improve the experiences of bank staff when working for the Trust. Ensure recruitment to substantive posts is equitable; see above regarding main finding 3 on ethnicity and recruitment.	Jun to Dec 2019 as main finding 3

Finding		Equality issue	Context	Action, progress, and plans	Review
Ethnicity and career progression	5	BME Staff were overrepresented at lower pay bands **(Page 24)**	At March 2019: - BME staff were 0.9 times as likely as White staff to be at Band 5 or above in non-clinical posts (essentially equally likely). - BME staff were 0.1 times as likely as White staff to be at Band 8b or above in non-clinical posts. - BME staff were 0.6 times as likely as White staff to be at a higher level in unqualified clinical posts (0.4 times as likely for Black British staff). (Mainly Additional Clinical Services.) - BME staff were 0.8 times as likely as White staff to be at a higher level in qualified clinical posts outside of medicine (0.6 times as likely for Black British staff). (Mainly Registered Nursing.) - These patterns have changed little over time. **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)** (table below)	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. Items linked to the Trust's June 2019 WRES Action Plan: • Provide interview Skills training for BME colleagues (June 2019) • Offering targeted support in making strong applications (June 2019) • Establish matching relationships within the current LLR wide Reverse mentoring programme (June 2019) • Maximise opportunities for BAME staff to access any career development opportunities such as the Stepping Up Programme, Mentoring, coaching, specific BAME leadership Programmes and organise specific sessions as requested by BAME employees (September 2019) • Celebrating the success and role modelling of BME staff in senior roles (December 2019) • 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) (September 2019) • Development and articulation of career pathways for admin and clerical staff (September 2019) • Introduce system of routinely recording on U-Learn the reason that an increment has not been awarded. To be picked up through the review of the appraisal process necessitated by the 2018 Contract Refresh, with increments being replaced by 'pay steps'. (April 2019) • Identify staff to be put forward for Midlands and East Talent Pool (December 2019)	Apr to Dec 2019

		March 2019	March 2018	March 2017
Non-clinical all bands: Relative likelihood of being at Band 5 or above	BME vs White	**0.9**	0.8	0.8
Non-clinical all bands: Relative likelihood of being at Band 8b or above	BME vs White	**0.1**	0.2	0.2
Clinical Bands 2-4: Relative likelihood of being at Band 3 or 4	BME vs White	**0.6**	0.6	0.6
	Black British vs White	**0.4**	0.3	0.3
Clinical Bands 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

<table>
<tr><td rowspan="2">Ethnicity and career progression continued ...</td><td>6</td><td>BME staff were less likely to feel that LPT acts fairly in respect of career progression

(Page 27)</td><td>According to the 2018 NHS Staff Survey, 76% of BME staff felt that LPT acts fairly in respect of career progression (56% for Black British staff), compared to 90% of White staff. Similar trends were present in 2017 and 2016.

% who felt that LPT acts fairly in career progression

| | **Staff Survey Year** | | |
	2018	2017	2016
White	**90.4%**	90.6%	93.0%
BME	**76.1%**	71.8%	75.5%
Black British	**55.8%**	57.7%	56.1%
</td><td></td><td></td></tr>
<tr><td>7</td><td>Black British staff were less likely to receive a pay increment

(Page 28)</td><td>In 2018/19, from amongst those eligible, overall, BME and White staff were equally likely to receive a pay increment (83% vs 85%), but Black British staff in particular were less likely to receive a pay increment (76%); associated with the finding that staff at Clinical Band 2 were less likely to receive a pay increment (Black British staff were overrepresented at Clinical Band 2).

% of those eligible who received a pay increment

	2018/19	2017/18	2016/17
White	**84.9%**	76.2%	68.2%
BME	**83.2%**	68.5%	60.2%
Black British	**76.4%**	67.4%	51.7%
</td><td>Overall, the percentage of eligible staff who were awarded an increment increased from 2017/18 to 2018/19. The position for BME staff, overall, has improved since 2016/17; however, for Black British staff in particular, the position remains lower than for White staff.

Directorates receive monthly reports specifically for staff at Pay Bands 2 and 5 who have not received increments due to non-completion of appraisals. The number of staff who have their increment withheld due to performance management is low. Of all those staff who did not receive a pay increment in 2018/19, 96.5% (328/340) had either not completed their appraisal in the specified timeframe or had not completed their appraisal at all.

Items linked to the Trust's June 2019 WRES Action Plan:
- Introduce system of routinely recording on U-Learn the reason that an increment has not been awarded. To be picked up through the review of the appraisal process necessitated by the 2018 Contract Refresh, with increments being replaced by 'pay steps'. (April 2019)</td><td>April 2019</td></tr>
</table>

Finding		Equality issue	Context	Action, progress, and plans	Review
Ethnicity and training	8	Asian British staff were less likely to undertake non-mandatory training **(Page 29)**	In 2018/19, 51.7% of Asian British staff undertook non-mandatory training, compared to 61.7% 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 Registered Nursing staff). **% of those who accessed non-mandatory training** |	**2018/19**	2017/18	2016/17
---	---	---	---
White	**61.7%**	62.3%	51.5%
BME	**56.8%**	59.1%	45.6%
Asian British	**51.7%**	54.3%	39.1%		The percentage of staff who accessed non-mandatory training remains lower for Asian British staff in 2018/19. Items linked to the Trust's June 2019 WRES Action Plan: • Development and articulation of career pathways for administrative and clerical staff (September 2019) • All staff to be encouraged to complete study leave forms for all non-mandatory training to ensure it is recorded on uLearn (December 2019)	Sep to Dec 2019

Finding		Equality issue	Context	Action, progress, and plans	Review
Ethnicity and employee relations	9	Black British staff were more likely to have experienced discrimination and bullying and harassment from other staff **(Page 30)**	According to the 2018 Staff Survey, 4.5% of White staff at LPT experienced discrimination from other staff, compared to 10.5% of BME staff and 16.9% of Black British staff. Similar trends were present in 2017 and 2016.	Items linked to the Trust's June 2019 WRES Action Plan: • Deliver LPT Unconscious Bias Training to staff prioritising recruiting managers (June 2019) • Organise LLR wide Unconscious Bias Training (June 2019) • Develop cultural competency training for managers and staff (August 2019) • To review and strengthen the EDI criteria within person specifications and assessment of this criteria through the recruitment process (at shortlisting and interview stages) (September 2019) • Launch a zero tolerance campaign in relation to less favourable and discriminatory behaviour towards staff (August 2019) • To build race equality objectives into the appraisal of managers (December 2019) • More effective use of Cultural Ambassadors across LPT (December 2019) • Review anti-bullying and harassment resources to ensure that the service is accessible to all (September 2019)	Jun to Dec 2019

% who experienced discrimination from other colleagues

	Staff Survey Year		
	2018	2017	2016
White	**4.5%**	5.5%	5.9%
BME	**10.5%**	10.6%	11.3%
Black British	**16.9%**	16.7%	22.2%

According to the 2018 Staff Survey, 13.6% of White staff experienced bullying and harassment from colleagues other than managers, compared to 16.3% of BME staff and 32.9% of Black British staff. The trend for higher levels of bullying and harassment against Black British staff has varied over the past three years, being present in 2017, but not in 2016. It was also present in 2015.

% who experienced bullying and harassment from colleagues other than managers

	Staff Survey Year		
	2018	2017	2016
White	**13.6%**	13.6%	14.0%
BME	**16.3%**	15.5%	16.1%
Black British	**32.9%**	32.8%	16.9%

<table>
<tr><td rowspan="2" style="writing-mode:vertical-rl">Ethnicity and employee relations continued ...</td><td rowspan="2">10</td><td>BME and White staff were equally likely to be subject to disciplinary proceedings

(Page 32)</td><td>In the two-year window to March 2019:

- BME staff were 1.4 times as likely as white staff to enter the disciplinary process (2.0 times for Black British staff) - essentially equally likely given the small numbers involved.

Relative likelihood of BME staff entering the formal disciplinary process compared to White staff</td><td>Looking at rolling two-year windows to March 2017, to March 2018 and to March 2019, BME staff (and Black British staff in particular) have been more likely than White staff to be subject to formal disciplinary proceedings in the two-year window to March 2018, but not in the two-year windows to March 2017 and to March 2019.

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 numerically greater likelihood of involving BME staff).

Items linked to the Trust's June 2019 WRES Action Plan:
- Organise LLR wide Unconscious Bias Training (June 2019)
- To build race equality objectives into the appraisals of managers (December 2019)
- More effective use of Cultural Ambassadors across LPT (December 2019)</td><td rowspan="2">Jun to Dec 2019</td></tr>
</table>

Relative likelihood table:

		Two-year window		
		2017/18 - 2018/19	2016/17 - 2017/18	2015/16 - 2016/17
Disci-plinary	BME vs White	**1.4**	1.9	1.2
	Black British vs White	**2.0**	3.5	2.2

Finding		Equality issue	Context	Action, progress, and plans	Review
Gender and pay	**11**	Men were overrepresented at middle and upper-middle levels in non-clinical roles **(Page 33)**	At March 2019, 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); but were more similarly likely (0.6 times) to be at Band 8b or above (an ongoing upwards trend). **Relative likelihood of women staff being at higher levels in non-clinical posts compared to men** <table><tr><td></td><td></td><td>**March 2019**</td><td>March 2018</td><td>March 2017</td></tr><tr><td>Non-clinical all bands: Relative likelihood of being at Band 5 or above</td><td>women vs men</td><td>**0.5**</td><td>0.5</td><td>0.5</td></tr><tr><td>Non-clinical all bands: Relative likelihood of being at Band 8b or above</td><td>women vs men</td><td>**0.6**</td><td>0.5</td><td>0.4</td></tr></table> The overrepresentation of women below non-clinical Band 5 reflects that a higher proportion of women than men worked part time (40% vs 12%), with the majority of non-clinical part time roles being at Band 4 and below. Gender and pay is looked at in more detail in the Gender Pay Gap report for 2018/19.	The overrepresentation of women in lower level, often part-time administrative and clerical roles has been apparent since at least 2012. The following actions may help the Trust to start addressing the underrepresentation of women at higher, non-clinical pay bands: 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 https://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/) 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: https://www.workingfamilies.org.uk/campaigns/happy-to-talk-flexible-working/ 3. Schedule meetings and training at "family friendly" times. 4. Review government guidance on actions to take to address a gender pay gap: https://gender-pay-gap.service.gov.uk/public/assets/pdf/Evidence-based_actions_for_employers.pdf	Dec 2019

Finding		Equality issue	Context	Action, progress, and plans	Review
Disability and discrimination	12	Disabled staff were less likely to feel that LPT acts fairly in respect of career progression (Page 36)	According to the 2018 Staff Survey, 82% of Disabled staff felt that LPT acts fairly in respect of career progression, compared to 89% of staff who were Not Disabled. **% who felt that LPT acts fairly in career progression** <table><tr><td></td><td colspan="3">**Staff Survey Year**</td></tr><tr><td></td><td>**2018**</td><td>2017</td><td>2016</td></tr><tr><td>Disabled</td><td>**81.8%**</td><td>76.6%</td><td>84.4%</td></tr><tr><td>Not disabled</td><td>**89.3%**</td><td>89.3%</td><td>91.6%</td></tr></table>	In 2018, and over the past three years, disabled staff were less likely to feel that the Trust acts fairly in career progression. Additionally, 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. 1. Celebrate success stories of disabled staff as role models. 2. MAPLE (Disabled Staff Support Group) championed at Board level. 3. MAPLE (Disabled Staff Support Group) to lead on supporting LPT to address issues that affect disabled staff and identifying barriers. 4. Review of Reasonable Adjustments Policy with consideration given to disability leave. Actions taken in relation to tackling bullying and harassment are noted in the response to finding 9. The Trust has also analysed its workforce data using the WDES scheme of metrics. A WDES action plan has been produced, in line with statutory requirements. This action plan also addresses the points required for the Trust's renewal of its Disability Confident standard later in 2019.	Dec 2019
	13	Disabled staff were more likely to report discrimination from other staff Disabled staff were more likely to report staff-on-staff bullying and harassment (Page 37)	According to the 2018 Staff Survey, 12% of Disabled staff experienced discrimination from other staff, compared to 4% of staff who were not Disabled. Similar trends were present in 2017 and 2016. **% who experienced discrimination from other colleagues** <table><tr><td></td><td colspan="3">**Staff Survey Year**</td></tr><tr><td></td><td>**2018**</td><td>2017</td><td>2016</td></tr><tr><td>Disabled</td><td>**11.6%**</td><td>11.9%</td><td>12.4%</td></tr><tr><td>Not disabled</td><td>**4.0%**</td><td>5.7%</td><td>5.4%</td></tr></table>		

According to the 2018 Staff Survey, 16% of Disabled staff experienced bullying and harassment from managers, compared to 8% of staff who were not Disabled. Similar trends were present in 2017 and 2016.

% who experienced bullying and harassment from managers

	Staff Survey Year		
	2018	2017	2016
Disabled	**15.9%**	16.2%	15.4%
Not disabled	**7.6%**	9.6%	8.7%

According to the 2018 Staff Survey, 21% of Disabled staff experienced bullying and harassment from colleagues other than managers, compared to 13% of staff who were not Disabled. Similar trends were present in 2017 and 2016.

% who experienced bullying and harassment from colleagues other than managers

	Staff Survey Year		
	2018	2017	2016
Disabled	**21.0%**	19.2%	19.2%
Not disabled	**12.5%**	12.5%	13.2%

Finding		Equality issue	Context	Action, progress, and plans	Review
Sexual orientation and discrimination	14	LGBO staff were more likely to report discrimination at work from other staff (Page 39)	According to the 2018 Staff Survey, 17% of LGBO staff experienced discrimination from other staff, compared to 5% of Heterosexual staff. Similar trends were present in 2017 and 2016. **% who experienced discrimination from other colleagues** Table below It is also noted that LGBO staff were 3.3 times more likely than heterosexual staff to enter formal disciplinary proceedings in the two-year window to March 2019.	In the Staff Survey over the past three years, LGBO staff have been more likely to report discrimination from other staff. Actions taken in relation to tackling bullying and harassment are noted in the response to main finding 9. LGBO staff are supported by Spectrum, the LGBTQ Staff Support Group, which is championed at Board level. The Trust will continue to support the Rainbow Badge initiative, worn by staff to promote inclusion, and as a visible reminder that intolerance and discrimination are not acceptable.	Dec 2019

	Staff Survey Year		
	2018	2017	2016
LGBO	**16.9%**	15.6%	14.0%
Heterosexual	**4.8%**	5.9%	6.2%

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 2018: 1,093,183).

- At the end of March 2019, LPT had a substantive workforce of 5307 employees (headcount). Of these employees, 1527 also held bank posts (28.8%). A further 1061 staff were employed solely on the bank, without substantive posts.

- LPT is organised into five directorates:

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

Directorate	n (headcount)	%
Adult Mental Health and Learning Disability Services (AMH&LD)	1255	23.6%
Community Health Services (CHS)	2010	37.9%
Families, Young People and Children's Services (FYPC)	1298	24.5%
Enabling (corporate functions)	511	9.6%
Hosted services (health informatics, 360 Assurance)	233	4.4%
LPT overall	5307	

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

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

Substantive Staff: Staff Group	n (headcount)	%
Administrative and Clerical*	1298	24.5%
Additional Clinical Services	1233	23.2%
Additional Professional Scientific and Technical**	213	4.0%
Allied Health Professionals	612	11.5%
Registered Nurses	1757	33.1%
Medical	194	3.7%
LPT overall	5307	

* includes Estates and Ancillary
** includes Healthcare Scientists

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

Bank Staff†: Staff Group	n (headcount)	%
Administrative and Clerical*	251	23.7%
Additional Clinical Services	548	51.6%
Additional Professional Scientific and Technical**	R	R%
Allied Health Professionals	27	2.5%
Registered Nurses	218	20.5%
Medical	R	R%
LPT overall	1061	

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

Equality analysis of Leicestershire Partnership NHS Trust's workforce at March 2019

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

  o a snapshot of the workforce at the end of March 2019 (5307 substantive employees, with a further 1061 staff on the bank without a substantive post),

  o recruitment, training, promotions, achievement of incremental pay awards, and workforce leavers (including reasons for leaving) for the year to the end of March 2019,

  o employee relations cases in a two year window covering the 2017/18 and 2018/19 financial years,

  o and relevant findings from the 2018 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 approximately one fifth of the substantive workforce,
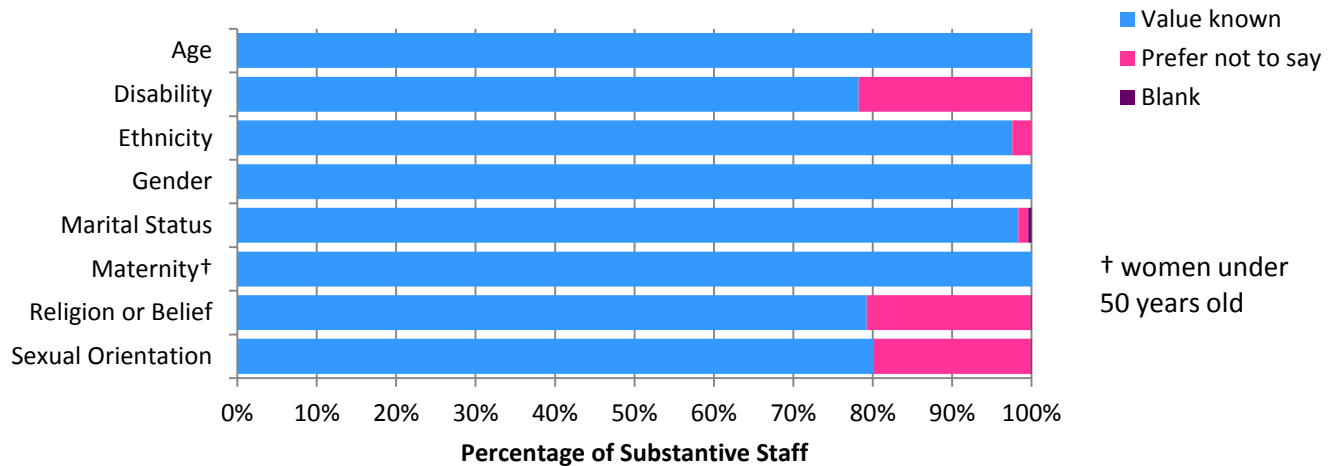
and for approximately one fifth of the staff solely on bank contracts (those with no substantive post at LPT).
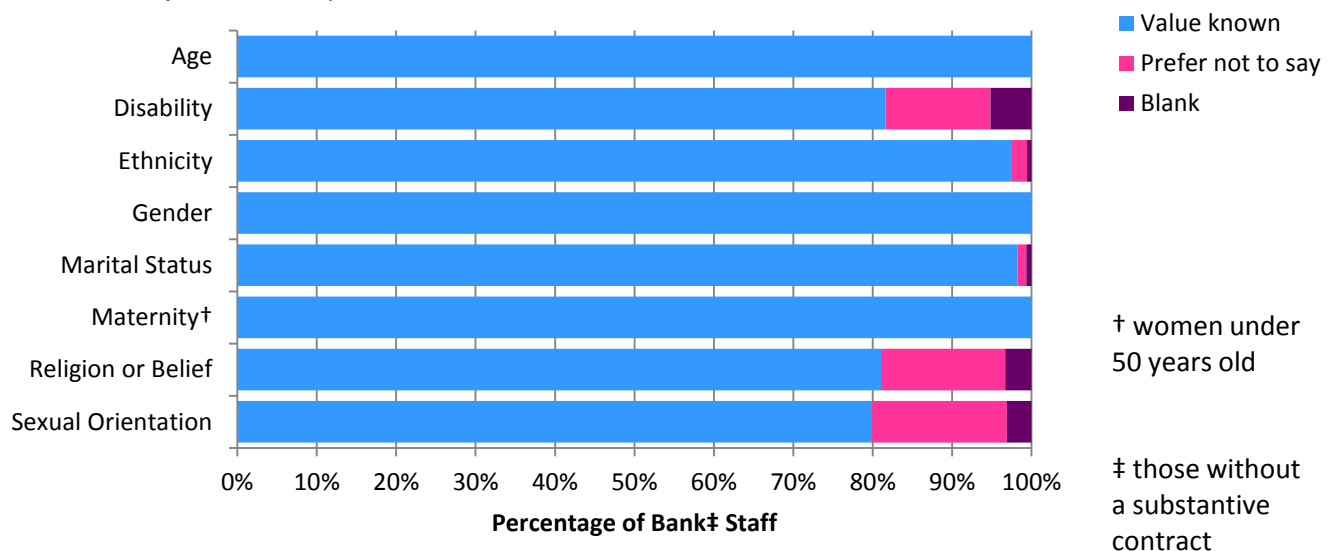
Amongst the substantive staff for whom Disability status, Religion or Belief, or Sexual Orientation were not known, over 99.5% had chosen "prefer not to say" against the given protected characteristic. There were very few blank records. Meanwhile, amongst the bank staff for whom Disability status, Religion or Belief, or Sexual Orientation were not known, between 71.8% and 84.5% had chosen "prefer not to say" against the given protected characteristic; but between 15.5% and 28.2% had blank records, depending on the protected characteristic. Nonetheless, the percentages of records that were blank were nearly half that observed last year.

Improvements in the completeness of equality monitoring information on Disability status, Religion or Belief, and Sexual Orientation have been seen year-on-year since 2012, but more improvement is required. This work is included in the Equality and Diversity Strategic Action Plan, and will feature in the WDES Action Plan.
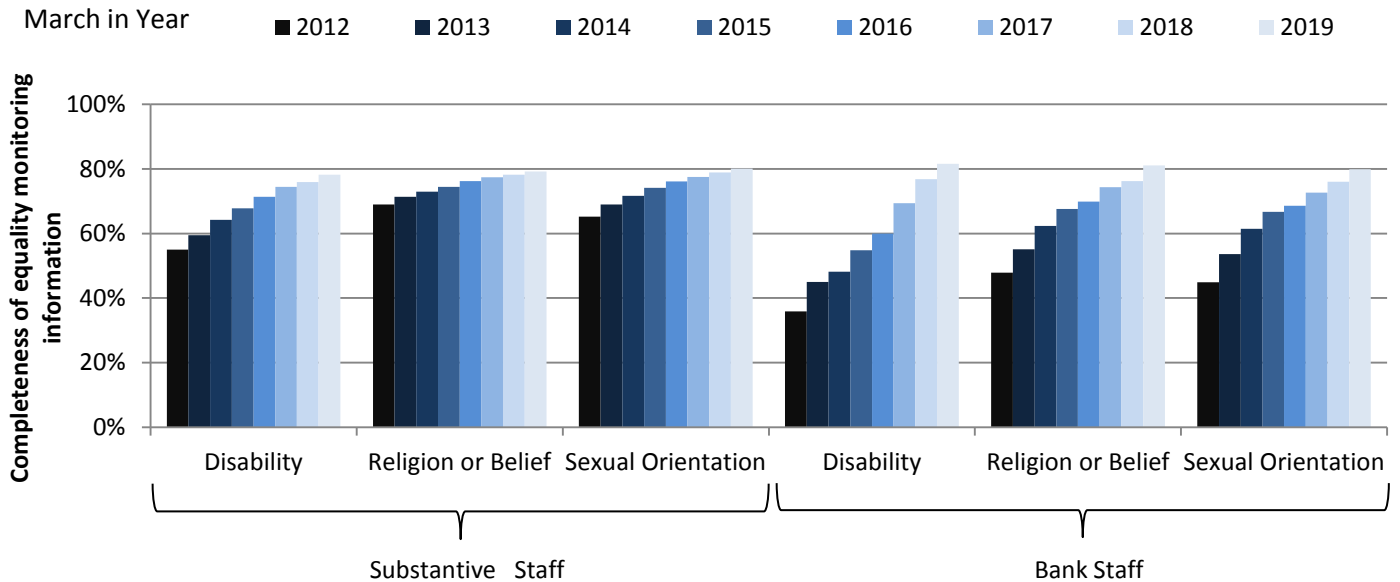
Complete information on Disability is especially important given the launch of NHS England's Workforce Disability Equality Standard. The first round of reporting for the Workforce Disability Equality Standard begins in August 2019, based on the 2018/19 financial year. It is noted that, due to being incomplete, information held on the Electronic Staff Record about disability status might underestimate the percentage of disabled staff in the workforce. For instance, at March 2019, of the substantive staff who gave their disability status, 5.4% identified as disabled, but disability status was not known for 21.8% of staff. Meanwhile, in LPT's 2018 NHS Staff Survey, 22.1% of staff who gave their disability status identified as disabled, with just 2.4% of respondents withholding the information.

2. There was occupational segregation within the workforce by ethnic group, and an underrepresentation of Asian British people

The latest available estimate for the ethnicity profile of the working age population of Leicester, Leicestershire and Rutland (663,849 people aged 16 to 64 years old) comes from the 2011 Census. BME people made up 22.7% of this section of the population. Specifically, the working age population of Leicester, Leicestershire and Rutland was 17.4% Asian British and 2.4% Black British. Compared to their levels of representation in the local working age population, Asian British people were underrepresented amongst the Trust's substantive staff of known ethnicity (14.7%, 760/5178), whilst Black British people were overrepresented amongst substantive staff (5.4%, 278/5178) and especially amongst bank staff (25.1%, 260/1035).

Local working age
population†

LPT workforce
substantive

bank‡

■	White
■	Mixed
■	Asian British
■	Black British
■	Other

Total N = 663849   Total of known ethnicity = 5178   Total of known ethnicity = 1035

† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census
‡ those without a substantive contract
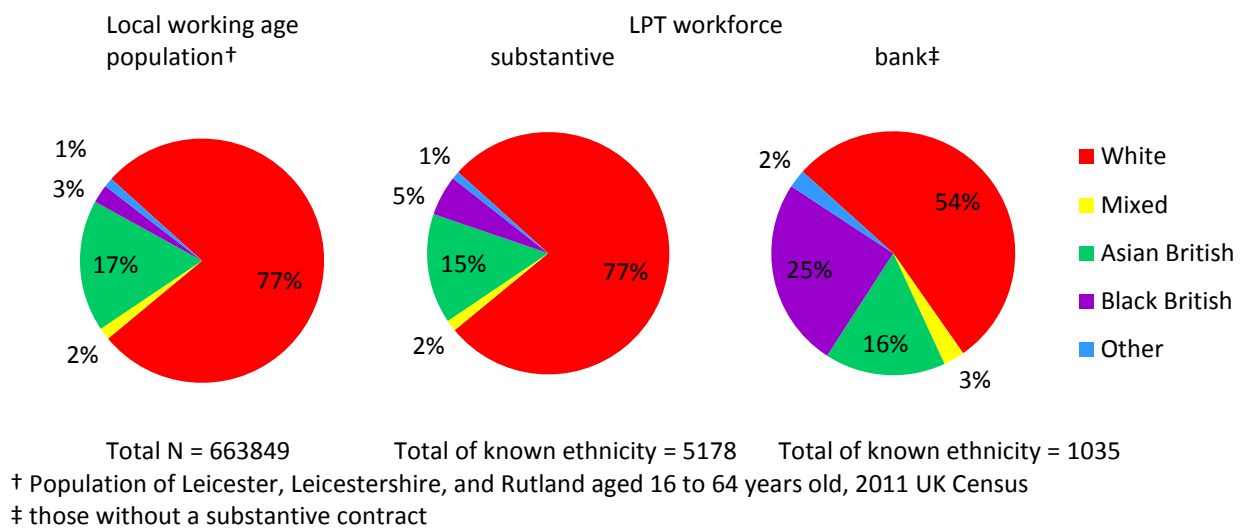
The underrepresentation of Asian British people reflected occupational segregation within the workforce. Asian British people had particularly low levels of representation in the Nursing profession, both amongst substantive staff (5.8%, 101/1734), and amongst bank staff (6.1%, 13/212).

Percentage of substantive staff of known ethnicity
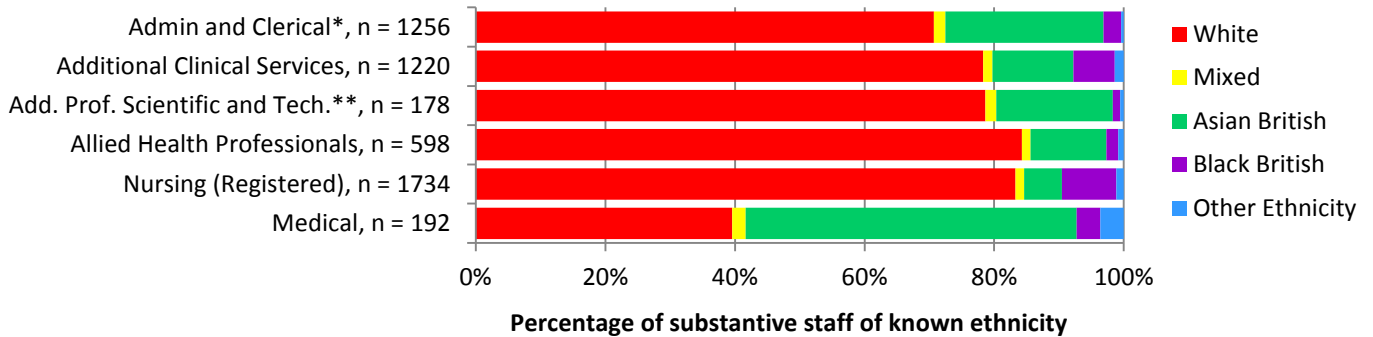
Meanwhile, Black British people were concentrated in Additional Clinical Services roles and in the Nursing profession, both amongst substantive staff and amongst bank staff (8.4%, 146/1734, of substantive nurses; 17.0%, 36/212, of bank nurses; 6.4%, 78/1220, of substantive Additional Clinical Services staff; 40.0%, 214/535, of bank Additional Clinical Services staff).

Percentage of bank‡ staff of known ethnicity
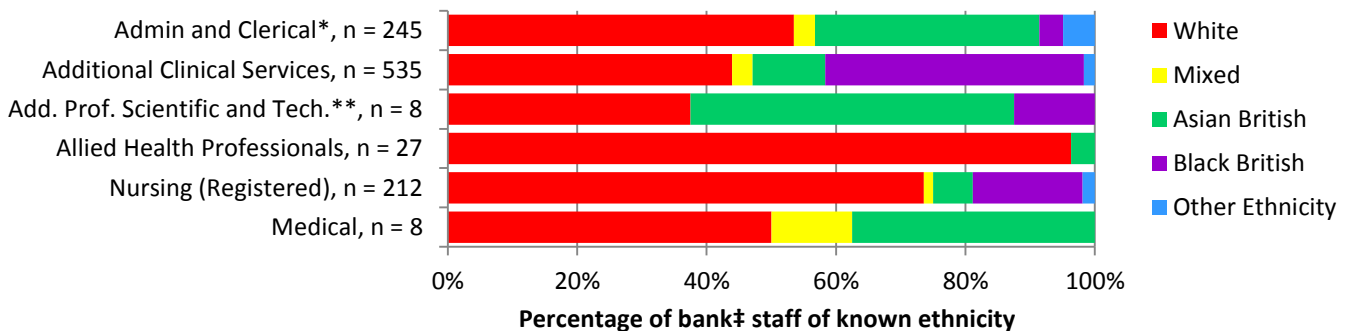
* includes Estates and Ancillary; ‡ those without a substantive contract; ** includes Healthcare Scientists; n = total of known ethnicity

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

White people were 2.0 times more likely than BME people to be appointed from amongst those shortlisted (9.7% of White people appointed, 371/3844; 4.9% of BME people appointed, 124/2525) – this metric forms part of the Workforce Race Equality Standard.
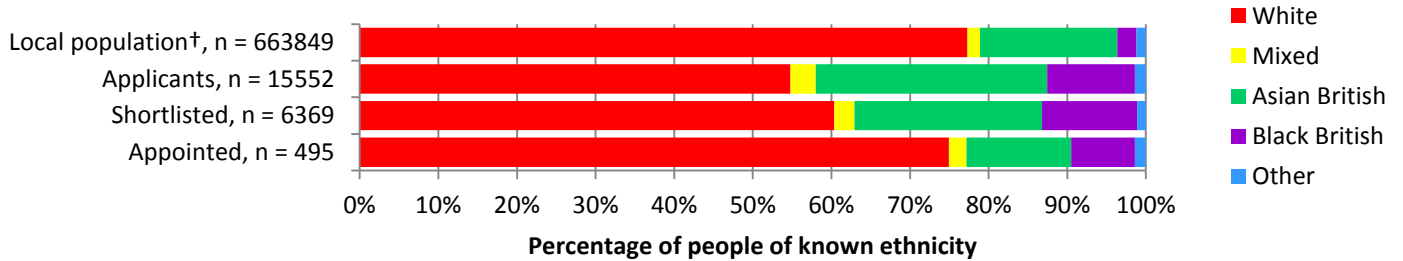
† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census

More detailed analyses indicated that, in Non-clinical (essentially Administrative and Clerical) roles, White people were 1.4 times as likely as BME people to be appointed from amongst those shortlisted at Band 2 and Bands 3 to 4 (5.4% of White people appointed, 51/936; 3.9% of BME people appointed, 32/829). However, at Bands 5 and above, White people were 2.6 times more likely than BME people to be appointed from amongst those shortlisted (17.8% of White people appointed, 38/214; 6.8% of BME people appointed, 9/133).
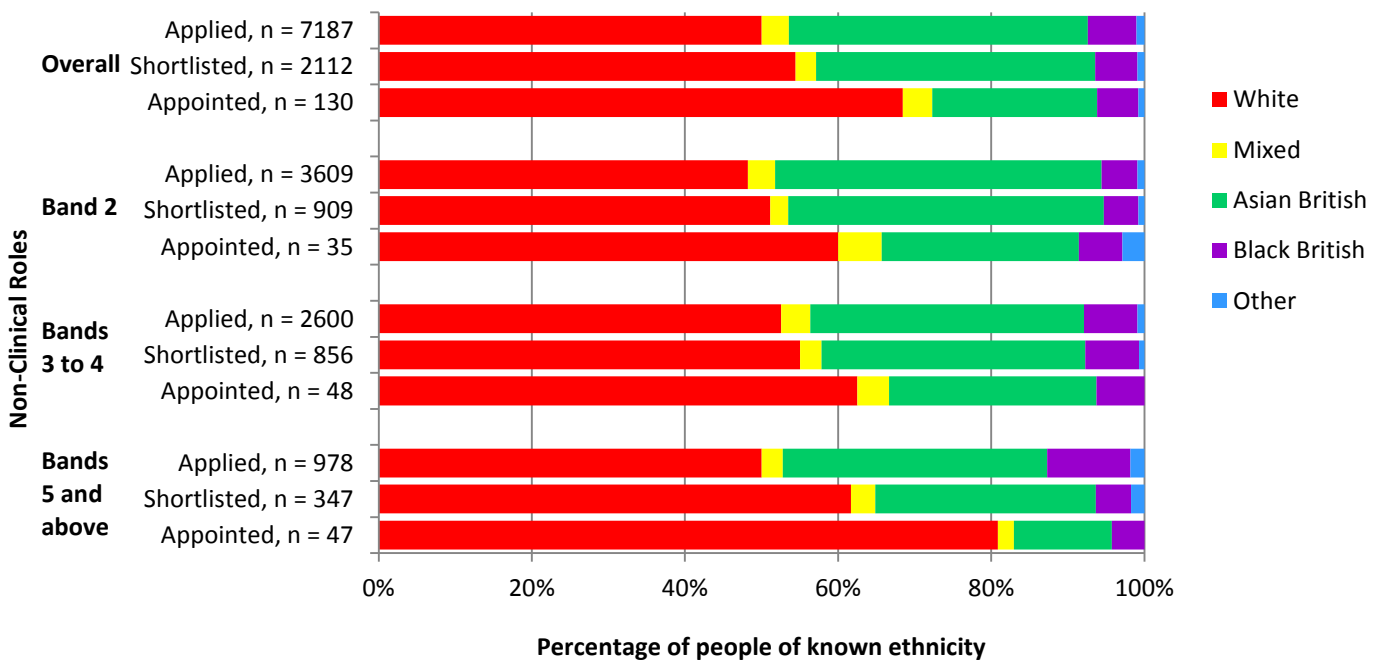
In Clinical roles outside of Medicine, White people were 2.1 times more likely than BME people to be appointed from amongst those shortlisted at Bands 2 to 4 (primarily Additional Clinical Services, 6.0% of White people appointed, 74/1225; 2.9% of BME people appointed, 25/864). Meanwhile, in Clinical roles at Band 5 and above (primarily nursing), White people were 1.6 times as likely as BME people to be appointed from amongst those shortlisted at Band 5 (10.9% of White people appointed, 61/559; 7.0% of BME people appointed, 19/270), but White people were 2.0 times more likely than BME people to be appointed at Band 6 and above (16.2% of White people appointed, 132/815; 8.3% of BME people appointed, 27/326). This pattern of recruitment ties in with variations in the representation of BME staff at different pay bands within the organisation, with BME staff proportionately represented (and Black British staff overrepresented) at Clinical Band 5, but with much lower levels of representation at Clinical Bands 6 and above (please see main finding 5, below, for more details).
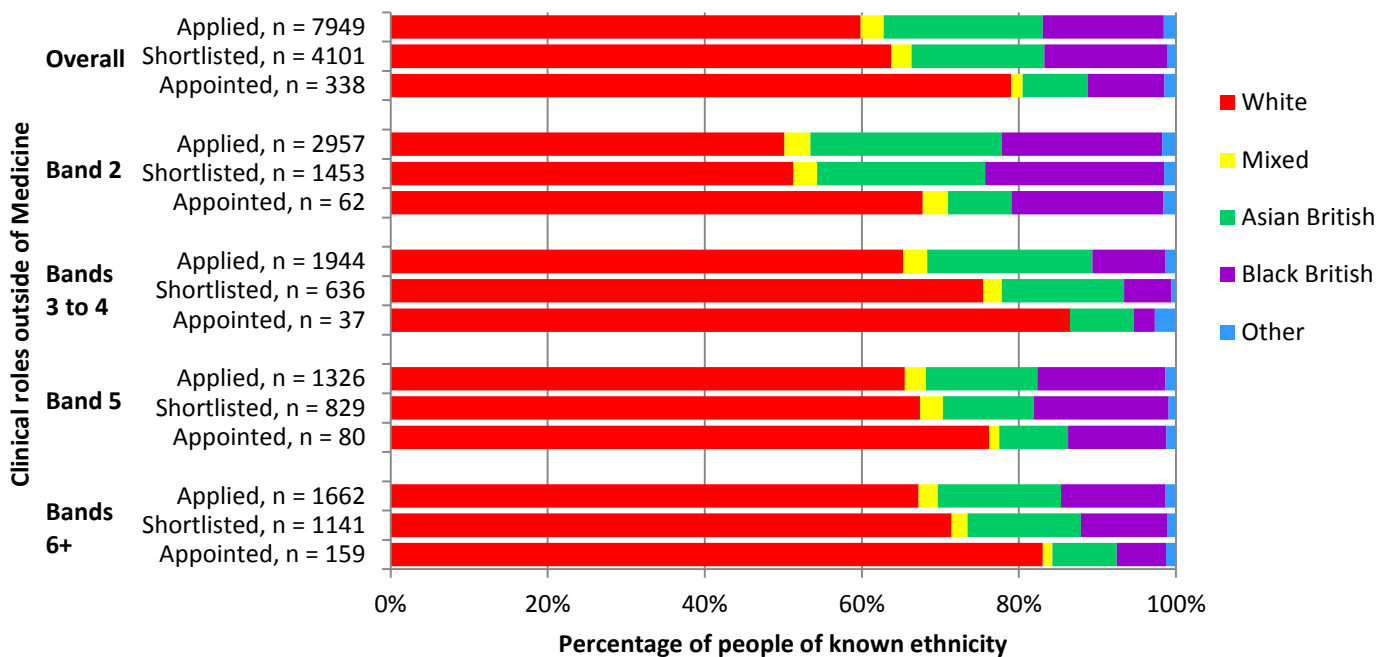
4. BME staff, and especially Black British staff, were more likely than White staff to be employed solely on a Bank contract

At March 2019, 12.2% of the Trust's 4562 White staff were employed solely on a Bank contract, compared to 29.1% of the 1651 BME staff overall, and 48.3% of the 538 Black British staff in particular. Thus, BME staff were 2.4 times more likely than White staff to be employed solely on a Bank contract; 4.0 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

BME vs White staff   Black British vs White staff
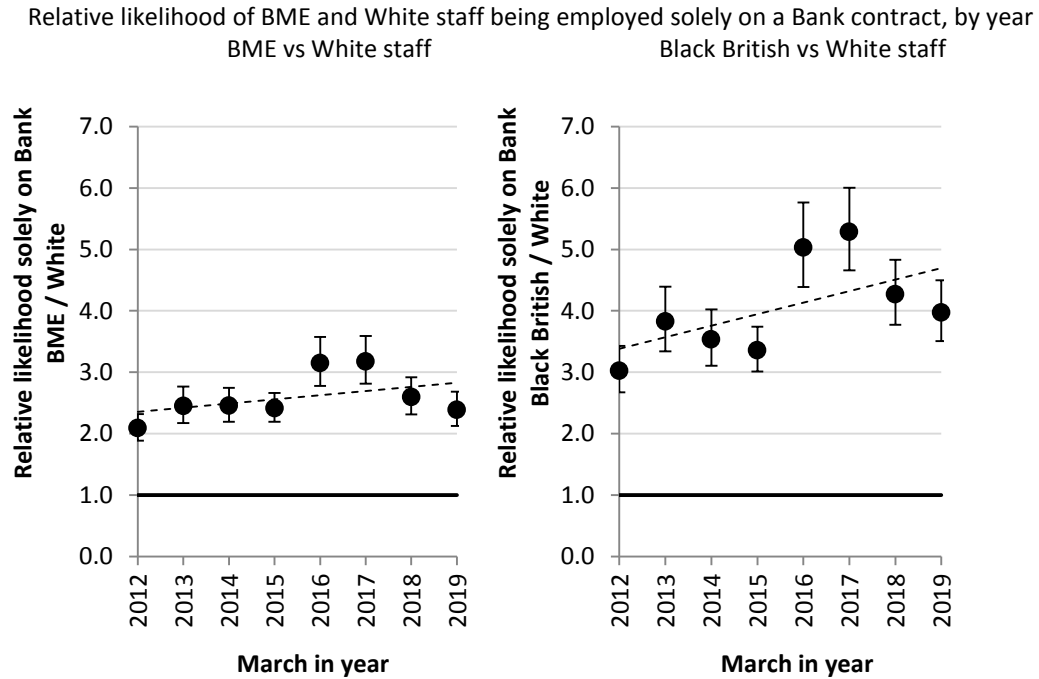
BME staff were more likely to be employed solely on a Bank contract amongst Administrative and Clerical staff (1.8 times more likely), Additional Clinical Services staff (2.7 times more likely), and amongst Registered Nursing staff (1.7 times more likely).

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

Administrative and Clerical   Additional Clinical Services   Registered Nursing

23
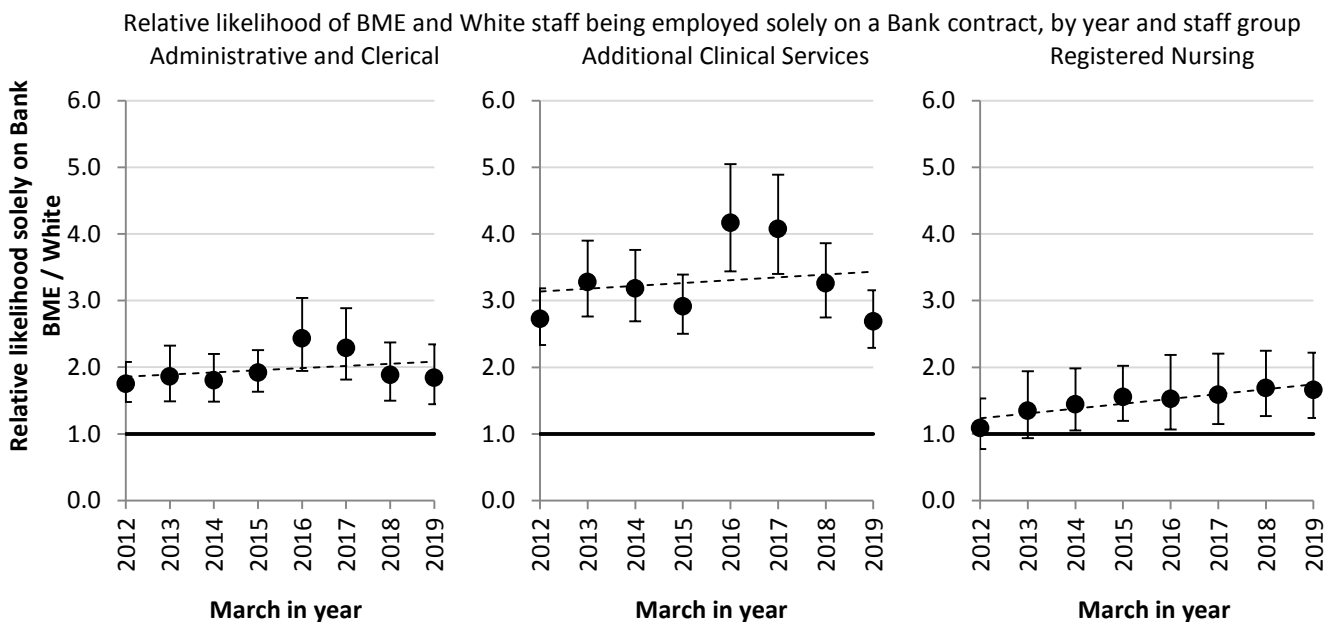
5. BME staff were overrepresented at lower pay bands

In substantive posts, BME staff made up 22.6% of the workforce (1171/5178 of known ethnicity); with 14.7% of the substantive workforce being Asian British (760/5178) and 5.4% being Black British (278/5178). Broadly, BME staff were overrepresented at lower pay bands in both Non-clinical roles and in Clinical roles outside of Medicine.

In Non-clinical posts BME staff were overrepresented at Band 2 (34.0%, 90/265) and Band 3 (32.2%, 96/298), with a marked drop in representation from Band 8a (25.5%, 14/55) to Band 8b (R%, R/38). Non-clinical BME staff were mainly Asian British.

Meanwhile, in Clinical posts outside of medicine, Black British staff in particular were overrepresented at Band 2 (11.5%, 57/496), the lowest pay band for clinical support staff, and Black British staff were also overrepresented at Band 5 (11.1%, 87/782), the lowest pay band for registered nurses.
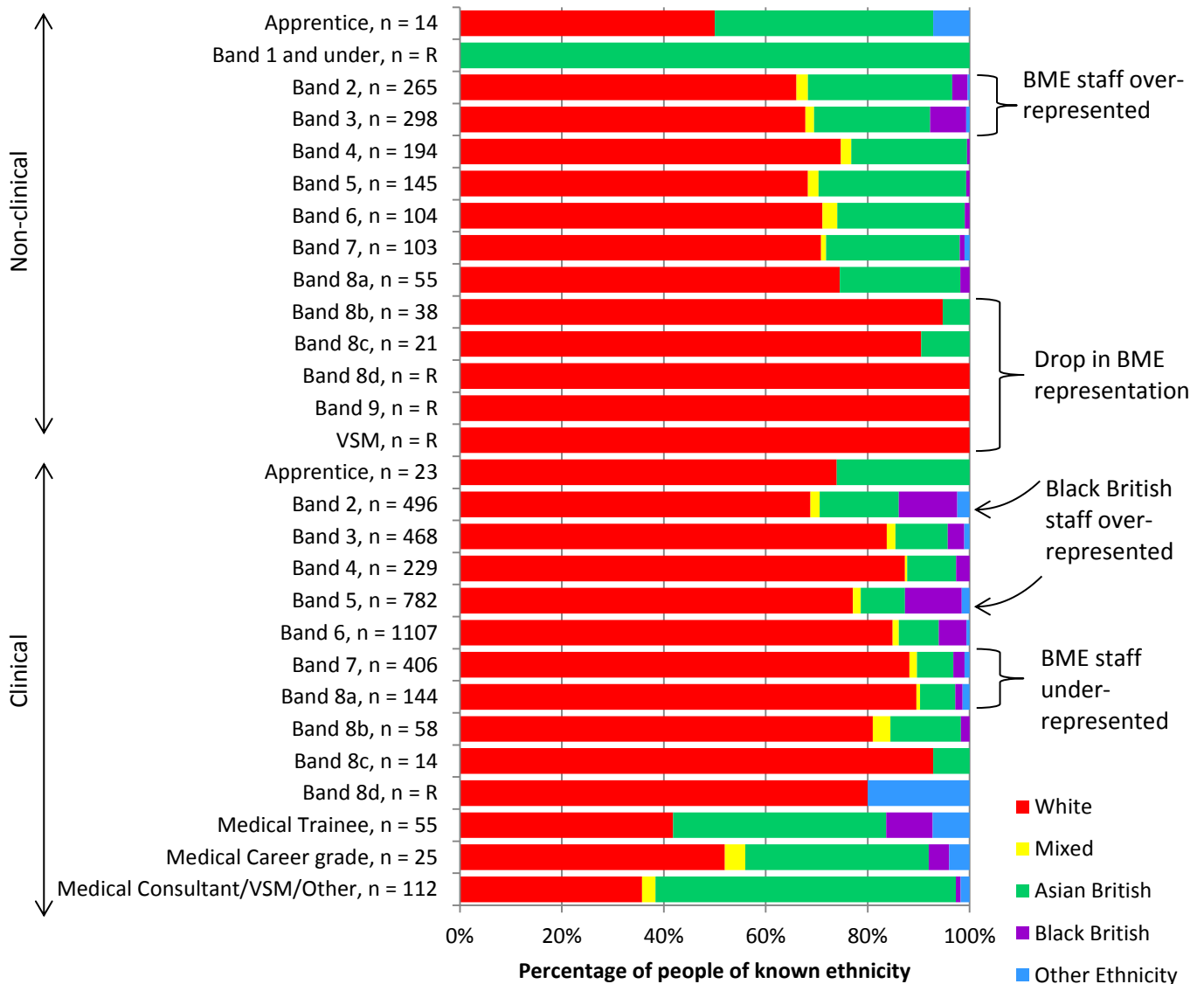
R – redacted

For the first time since March 2015, in March 2019, BME staff were as likely as White staff to be at Band 5 or above in Non-clinical posts (0.85 times as likely, up from 0.82 times as likely in March 2018).

Relative likelihood of BME and White staff in Non-clinical roles being at Band 5 and above, by year
BME vs White staff
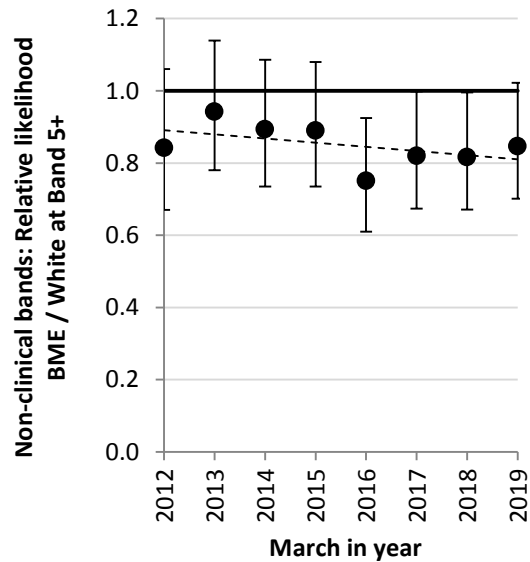
However, there was a large gap in the representation of BME staff at more senior levels in Non-clinical posts, with BME staff 0.14 times as likely as White staff to be at Band 8b and above (down from 0.19 times as likely in March 2018, and following a downward trend from 0.37 times as likely in March 2015).

Relative likelihood of BME and White staff in Non-clinical roles being at Band 8b and above, by year
BME vs White staff
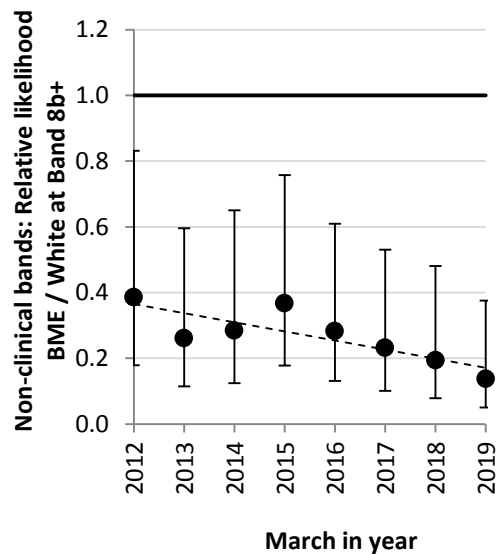
At March 2019, amongst those in Clinical roles at Bands 2 to 4 (primarily Additional Clinical Services staff), BME staff were 0.64 times as likely as White staff to be above Band 2 (the lowest pay band in the Additional Clinical Services staff group); with Black British staff 0.42 times as likely as White staff to be above Band 2. Similar patterns of underrepresentation 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
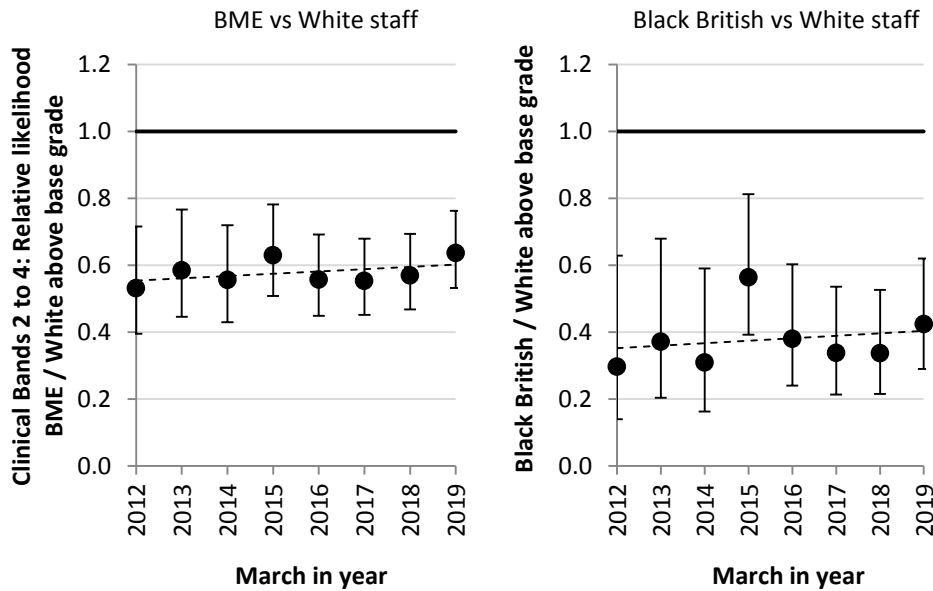
Amongst those in Clinical roles at Band 5 and above (primarily registered nursing), BME staff were 0.81 times as likely as White staff to be above Band 5 (the lowest pay band for registered nurses) at March 2019; with Black British staff 0.64 times as likely as White staff to be above Band 5. Again, similar patterns of underrepresentation 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
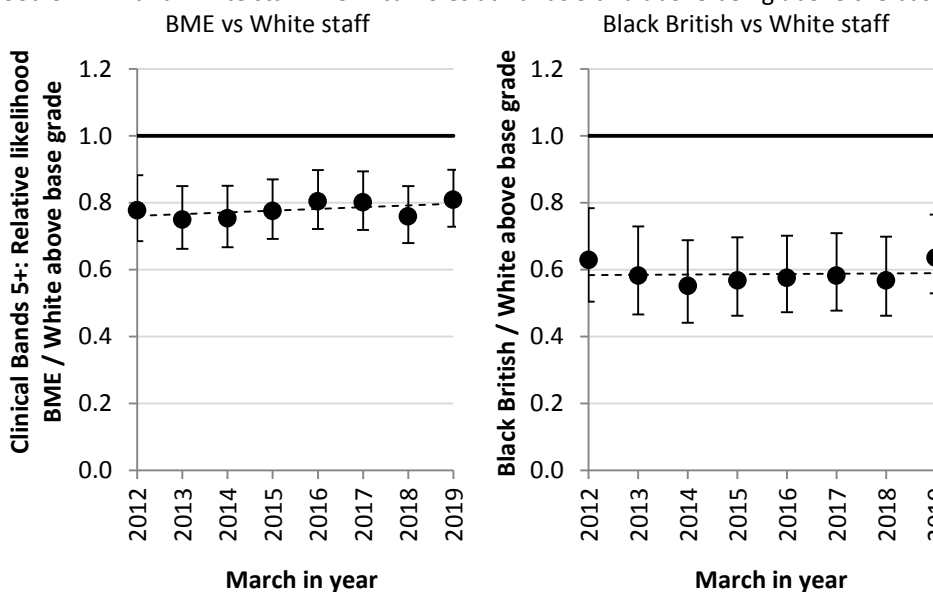
6. BME staff were less likely to feel that LPT acts fairly in respect of career progression

The 2018 Staff Survey indicated that 76.1% of BME staff felt that LPT acts fairly in career progression and promotion (245/322), compared to 90.4% of White staff (1321/1461) – this metric forms part of the Workforce Race Equality Standard. Amongst Black British staff, 55.8% felt that LPT acts fairly in career progression and promotion (29/52).

The trend for BME staff, and especially Black British staff, to be less likely to feel that LPT acts fairly in career progression and promotion has remained the same over the past three years.
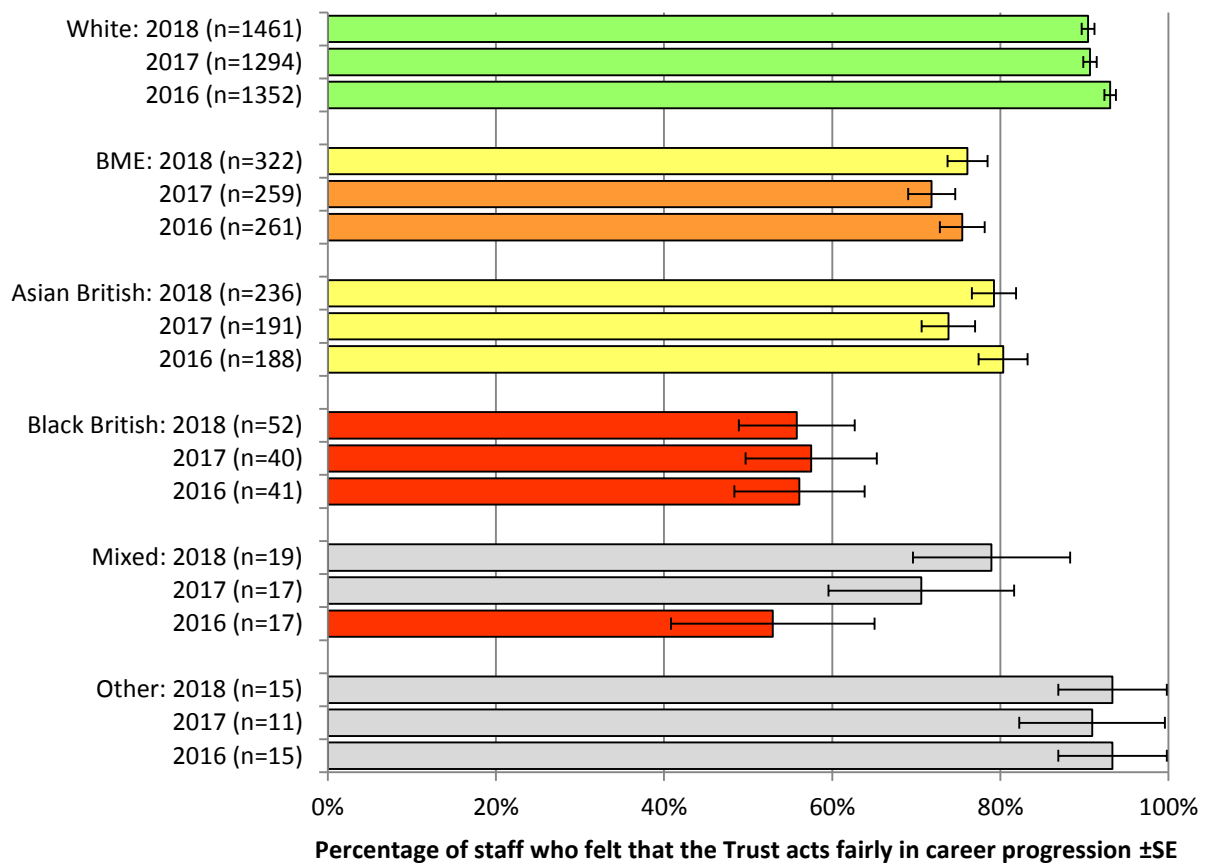
Colour coding compares in-year averages:

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

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree;
▪ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

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

In 2018/19, from amongst those eligible, overall, BME and White staff were similarly likely to receive a pay increment (83.2% of BME staff, 421/506, and 84.9% of White staff, 1379/1625); reflecting an improvement on the position seen in 2017/18 when BME staff were less likely than White staff to receive a pay increment (68.5% of BME staff, 435/635, and 76.2% of White staff, 1535/2015).

However, Black British staff in particular were less likely to receive a pay increment in 2018/19 (76.4%, 110/144); despite improvements in the percentages of Black British receiving a pay increment over the past two years (67.4%, 118/175 in 2017/18, and 51.7%, 92/178 in 2016/17).

Colour coding compares in-year averages:
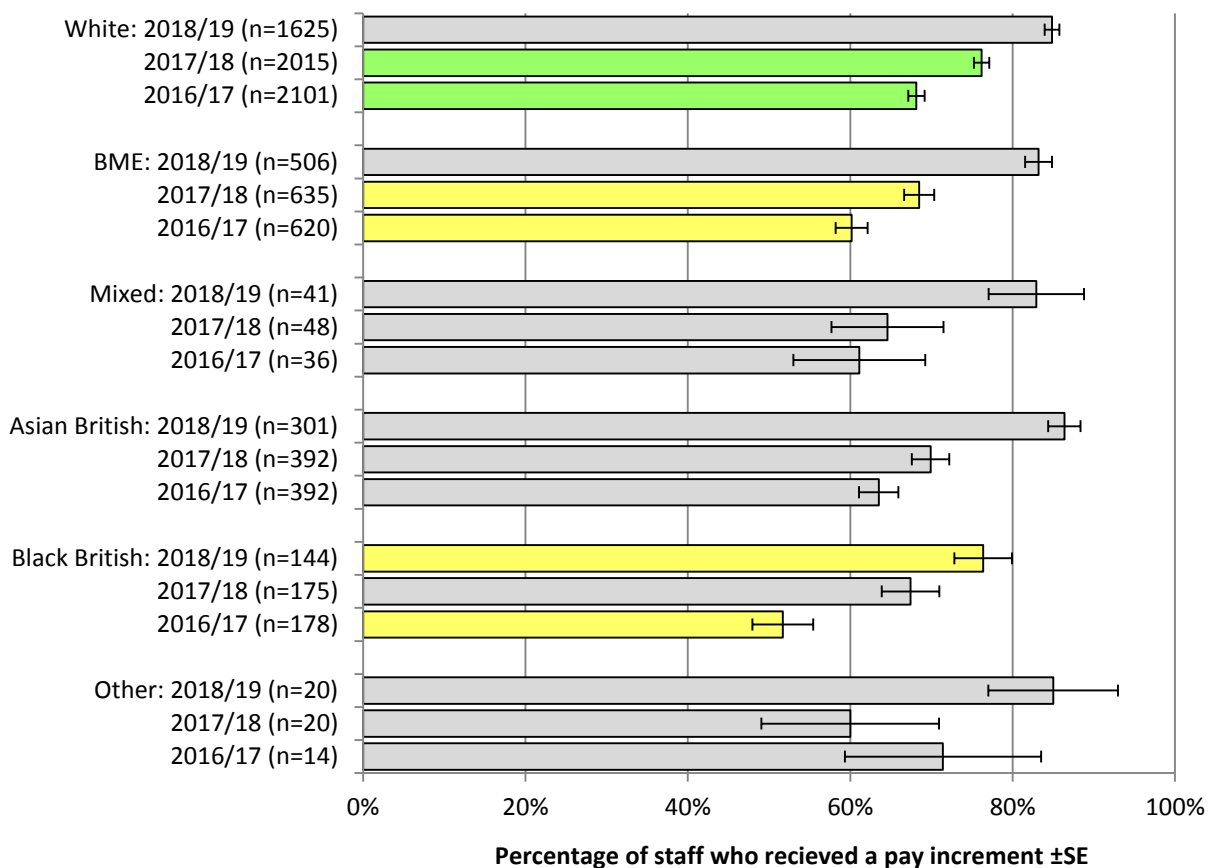
Percentage of staff who recieved a pay increment ±SE

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree; ▪ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

The finding that Black British staff were less likely to receive a pay increment in 2018/19 was associated with the finding that staff at Clinical Band 2 were less likely to receive a pay increment (73.9%, 153/207, compared to a Trust average of 84.3%, 1832/2172). Black British staff were overrepresented at Clinical Band 2. Of all those staff who did not receive a pay increment in 2018/19, 96.5% (328/340) had either not completed their appraisal in the specified timeframe or had not completed their appraisal at all.

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

White staff were more likely than BME staff to undertake non-mandatory training (61.7% of White staff, 2473/4007, and 56.8% of BME staff, 665/1171). Thus, White staff were 1.1 times more likely than BME staff to undertake non-mandatory training – this metric forms part of the Workforce Race Equality Standard. In particular, Asian British staff were less likely to undertake non-mandatory training (51.7%, 393/760); whilst Black British staff were more likely to undertake non-mandatory training (68.7%, 191/278).
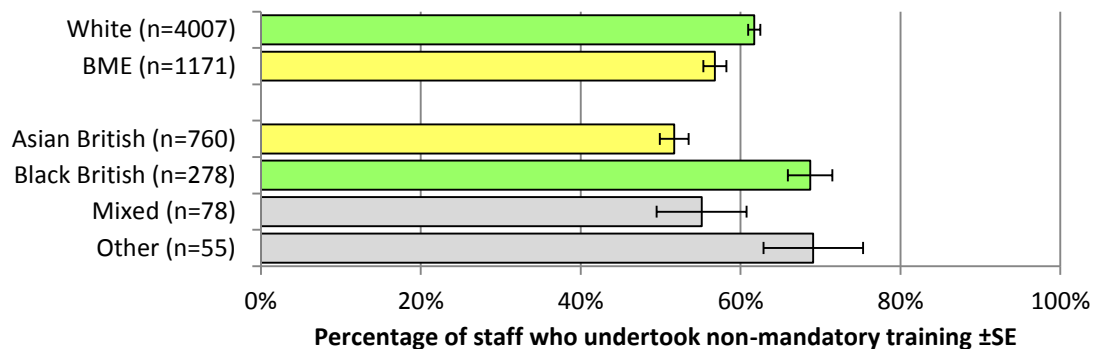
Percentage of staff who undertook non-mandatory training ±SE

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree;
▪ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

This pattern reflects occupational segregation in the workforce with Asian British staff concentrated in staff groups that undertook less non-mandatory training, and Black British staff concentrated in staff groups that undertook more non-mandatory training. For instance, Administrative and Clerical staff and Medics were less likely to access non-mandatory training (48.2% of Administrative and Clerical staff, 626/1298 and 38.7% of Medics, 75/194), whilst Additional Clinical Service staff and Registered Nursing staff were more likely to access non-mandatory training (65.3% of Additional Clinical Service staff, 805/1233 and 71.9% of Nursing Staff, 1264/1757).

Percentage of staff who undertook non-mandatory training ±SE
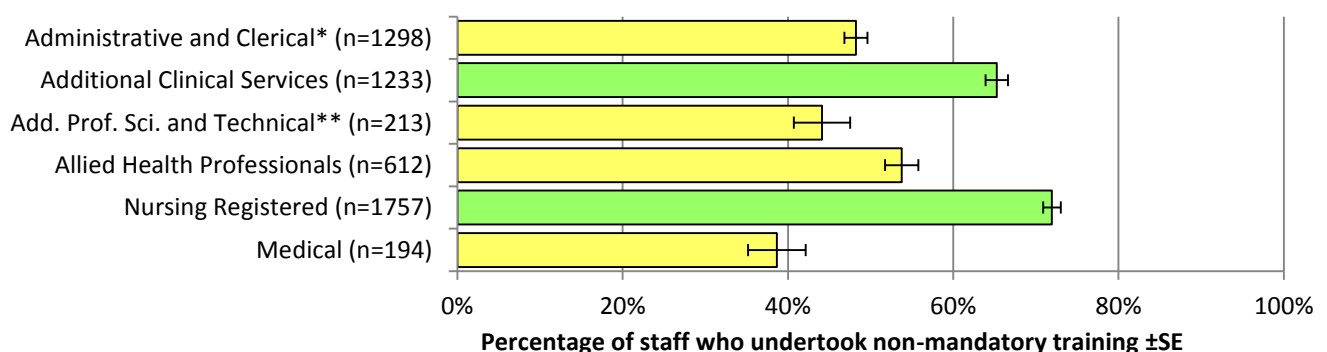
* includes Estates and Ancillary / ** includes Healthcare Scientists

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree;
▪ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

9. Black British staff were more likely to have experienced discrimination and bullying and harassment from other staff

The 2018 Staff Survey indicated that 10.5% of BME staff (51/485) had experienced discrimination at work from a manager / team leader or other colleagues, compared to 4.5% of White staff (90/2003) – this metric forms part of the Workforce Race Equality Standard. In particular, 16.9% of Black British staff (13/77) had experienced discrimination at work from a manager / team leader or other colleagues. These trends have remained static over the past three years.
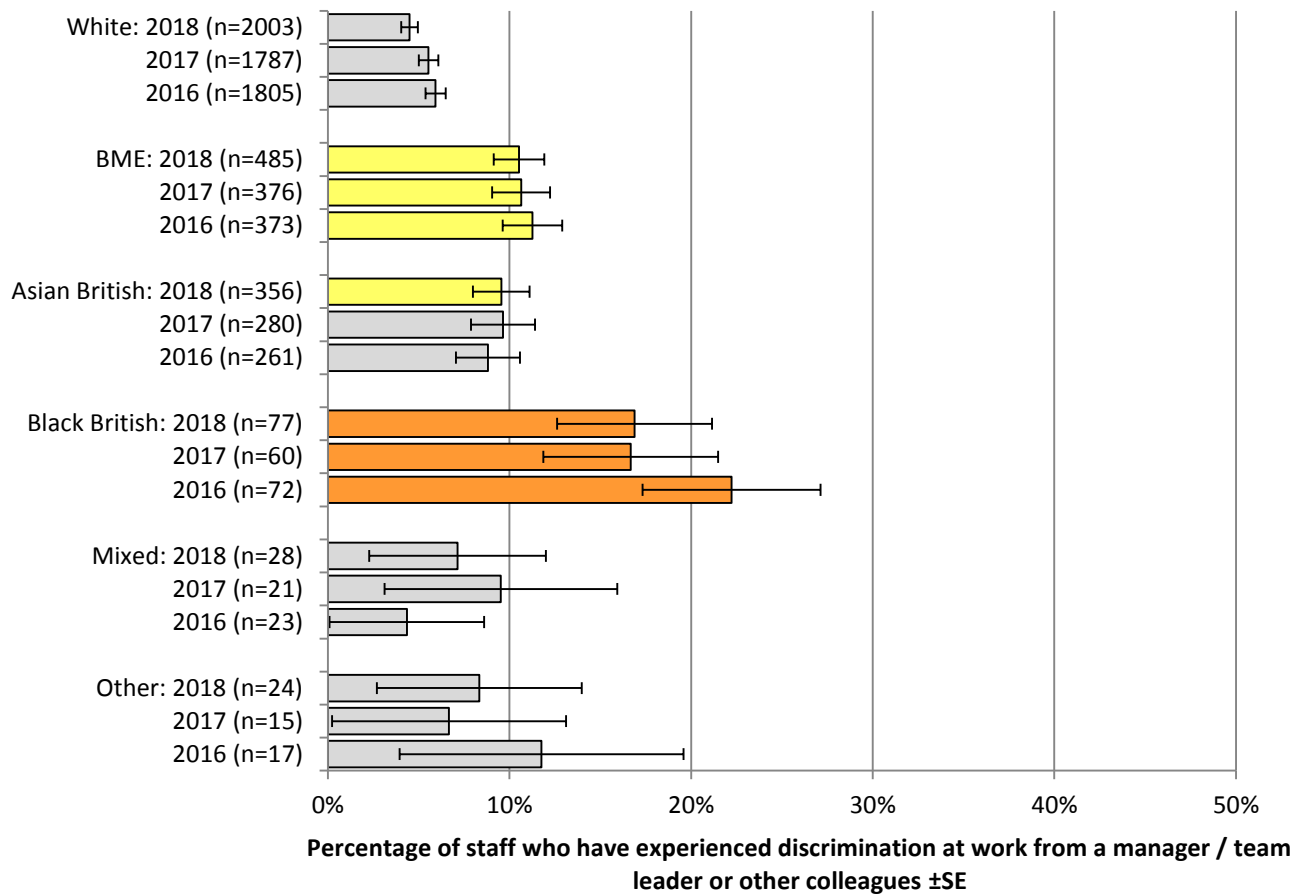
Colour coding compares in-year averages:

Percentage of staff who have experienced discrimination at work from a manager / team leader or other colleagues ±SE

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree;
▪ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

The 2018 Staff Survey also indicated that 32.9% of Black British staff (27/82) had experienced harassment, bullying or abuse at work from other colleagues (other than managers), compared to 13.6% of White staff (271/1993). There was an upwards trend over the past three years in the levels of harassment, bullying or abuse at work experienced by Black British staff from other colleagues, increasing from 16.9% (12/71) in 2016. In 2015, 26.8% of Black British staff (22/82) experienced harassment, bullying or abuse at work compared to 14.7% of White staff (254/1724) – indicating that levels of harassment, bullying or abuse at work experienced by Black British staff from other colleagues have been elevated over the longer term, as well as having increased more recently.

Colour coding compares in-year averages:
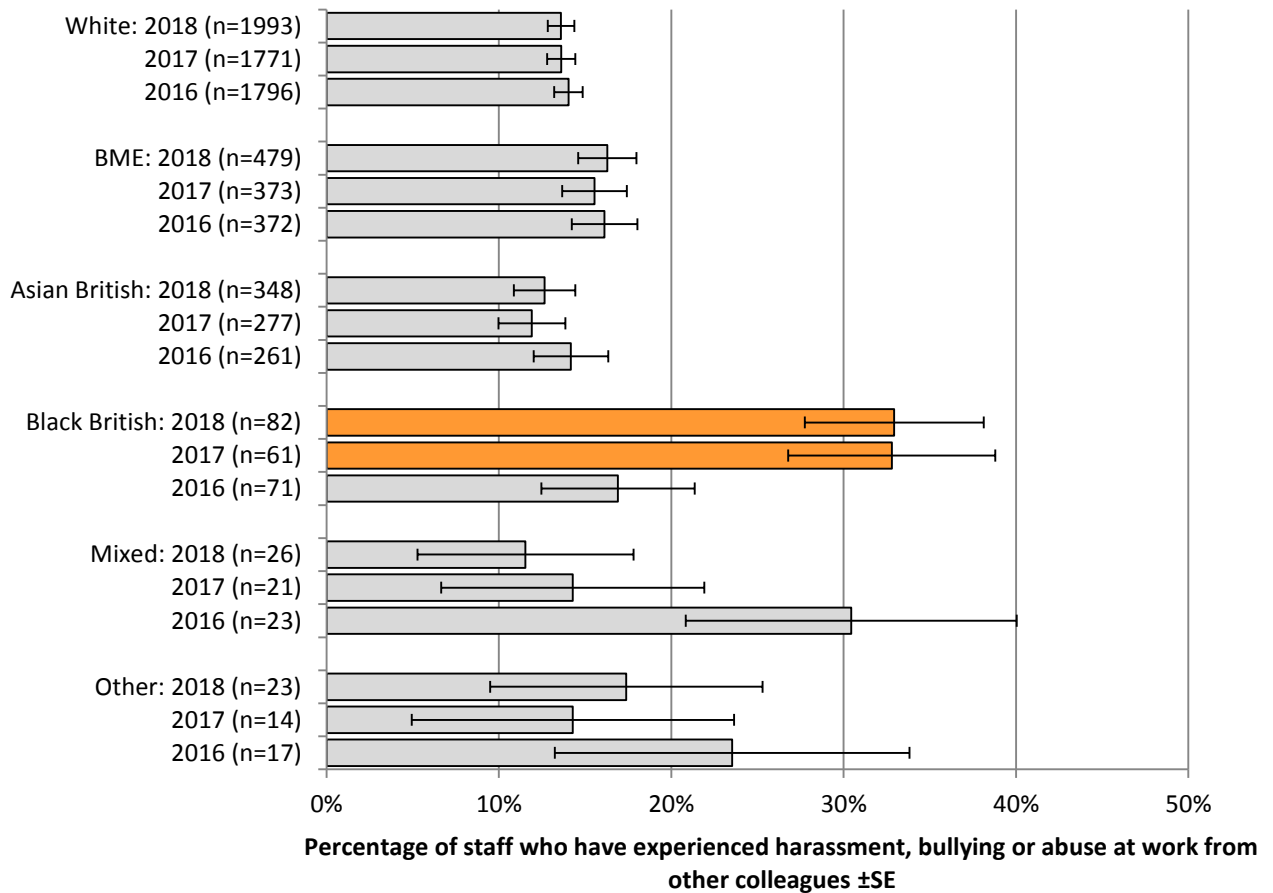
Percentage of staff who have experienced harassment, bullying or abuse at work from other colleagues ±SE

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree;
▪ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

10. BME staff were not more likely to be subject to disciplinary proceedings

In the two-year window to March 2019, BME staff and White staff were similarly likely to be subject to disciplinary proceedings (1.4 times as likely) – this metric forms part of the Workforce Race Equality Standard. (Formal disciplinary proceedings in the two-year window to March 2019, relative to the workforce at March 2019, BME staff: 1.5%, 17/1171; White staff: 1.1%, 43/4007.)

This represents an improvement on the position observed for the two-year window to March 2018 when BME staff were more likely than White staff to be subject to disciplinary proceedings (1.9 times more likely). (Formal disciplinary proceedings in the two-year window to March 2018, relative to the workforce at March 2018, BME staff: 1.4%, 16/1116; White staff: 0.7%, 30/4011.) For reference, in the two-year windows to March 2017 and to March 2016, the relative likelihoods were each 1.2.
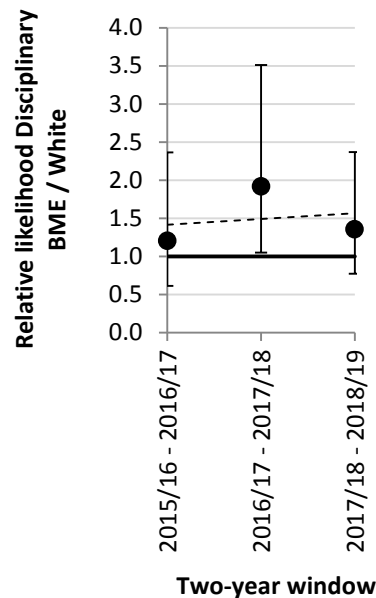
11. Men were overrepresented at middle and upper-middle levels in non-clinical roles

At March 2019, in substantive posts, men made up 17.0% of the workforce (901/5307). Men were overrepresented at middle to upper-middle levels in Non-clinical roles (Band 5: 31.1%, 47/151; Band 6: 32.7%, 35/107; Band 7: 47.8%, 54/113; Band 8a: 40.4%, 23/57). In Non-clinical roles this pattern appears to be driven by part-time working: a higher proportion of women than men worked part-time (40.2%, 403/1002 vs 11.8%, 35/296), with the majority of Non-clinical part-time roles being at Band 4 and below.

In Clinical roles, men were underrepresented at Band 5 (11.0%, 87/793) and were overrepresented amongst Medics at consultant (50.9%, 56/110) and trainee level (41.1%, 23/56). This reflected occupational segregation to some degree (there was an underrepresentation of men in Nursing roles and an overrepresentation of men in the Medical staff group).
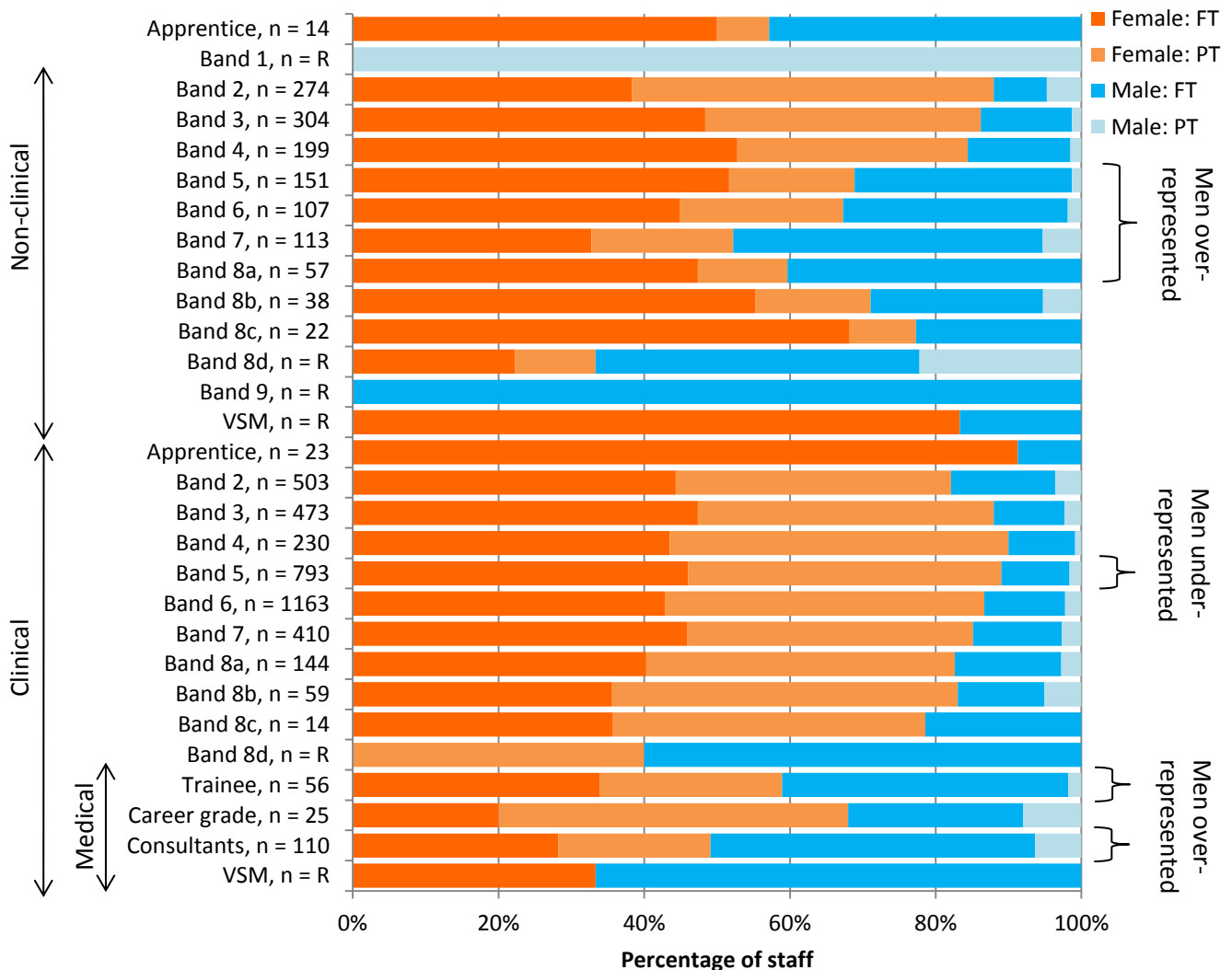
FT: Full-Time; PT: Part-Time
R – redacted

At March 2019, in Non-clinical roles, women were 0.51 times as likely as men to be at Band 5 or above – driven by the concentration of women in part-time roles at lower levels (under Band 5) and the overrepresentation of men at middle to upper-middle levels (Bands 5 to 8a). 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
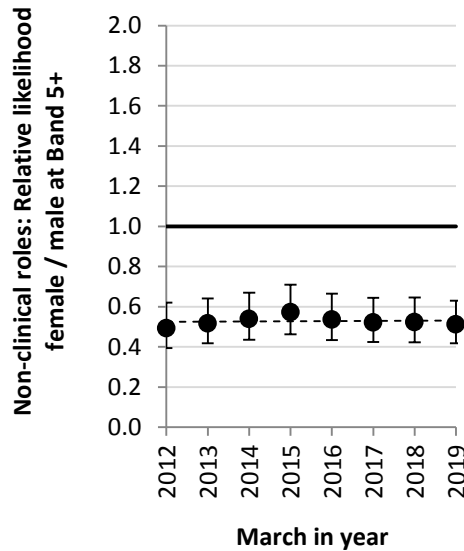
However, at March 2019, for the first time since at least 2012, women and men were similarly likely to be at more senior levels in Non-clinical roles (Band 8b and above). Women were 0.63 times as likely as male staff to be at Band 8b or above; reflecting an upwards trend from 0.22 times as likely at March 2012.

Relative likelihood of female and male staff in non-clinical roles being at Band 8b and above, by year
female vs male staff
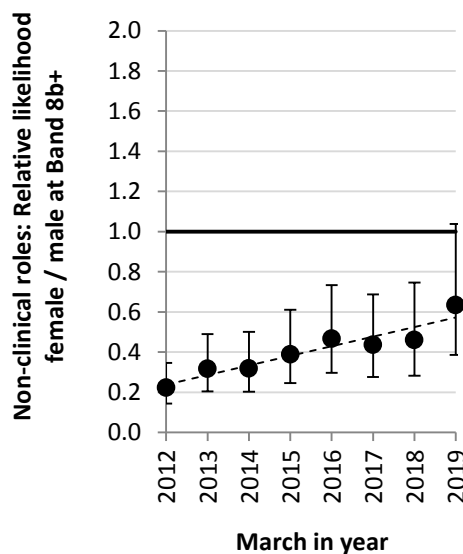
The Government introduced mandatory gender pay gap reporting for private, voluntary, and public sector organisations from the 2016/17 financial year. Leicestershire Partnership NHS Trust will be required to publish its gender pay gap analysis for the 2018/19 financial year by 30th March 2020. In accordance with the analyses of gender and pay band detailed above, Leicestershire Partnership NHS Trust's gender pay gap analyses for 2018/19 revealed a pay gap in favour of men, as they did in the 2016/17 and 2017/18 financial years. Gender pay gap reporting is the subject of a separate report.

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

The 2018 Staff Survey indicated that 81.8% of Disabled staff (320/391) felt that LPT acts fairly in career progression and promotion compared to 89.3% of staff who were Not disabled (1248/1397) – this metric forms part of the Workforce Disability Equality Standard, to be reported upon for the first time in August 2019. This trend has been static over the past three years.

Colour coding compares in-year averages:

Percentage of staff who felt that the Trust acts fairly in career progression ±SE
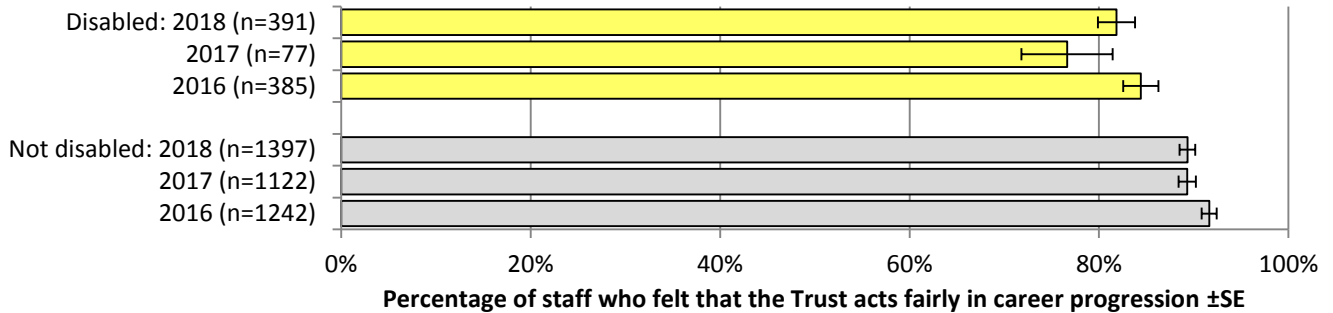
▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree;
▪ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

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

The 2018 Staff Survey indicated that 11.2% of Disabled staff (64/553) had experienced discrimination at work from a manager, team leader or other colleagues, compared to 4.0% of staff who were Not disabled (78/1950). This trend has been static over the past three years for Disabled staff, but levels of discrimination decreased between 2017 and 2018 for staff who were Not disabled.

Colour coding compares in-year averages:
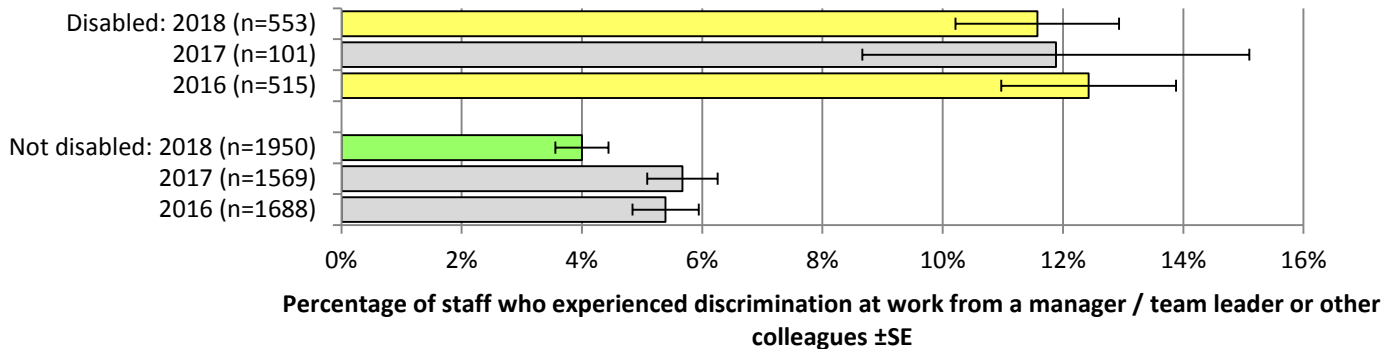
Percentage of staff who experienced discrimination at work from a manager / team leader or other colleagues ±SE

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree; ▪ equivalent to the average; ▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

The 2018 Staff Survey also indicated that 15.9% of Disabled staff (88/554) experienced harassment, bullying or abuse at work from managers, compared to 7.6% of staff who were Not disabled (149/1952). Similarly, 21.0% of Disabled staff (115/548) experienced harassment, bullying or abuse at work from other colleagues, compared to 12.5% of staff who were Not disabled (242/1934). These metrics form part of the Workforce Disability Equality Standard. These trends have been static over the past three years.

Colour coding compares in-year averages:

Percentage of staff who experienced harassment, bullying or abuse at work from from managers / other colleagues ±SE
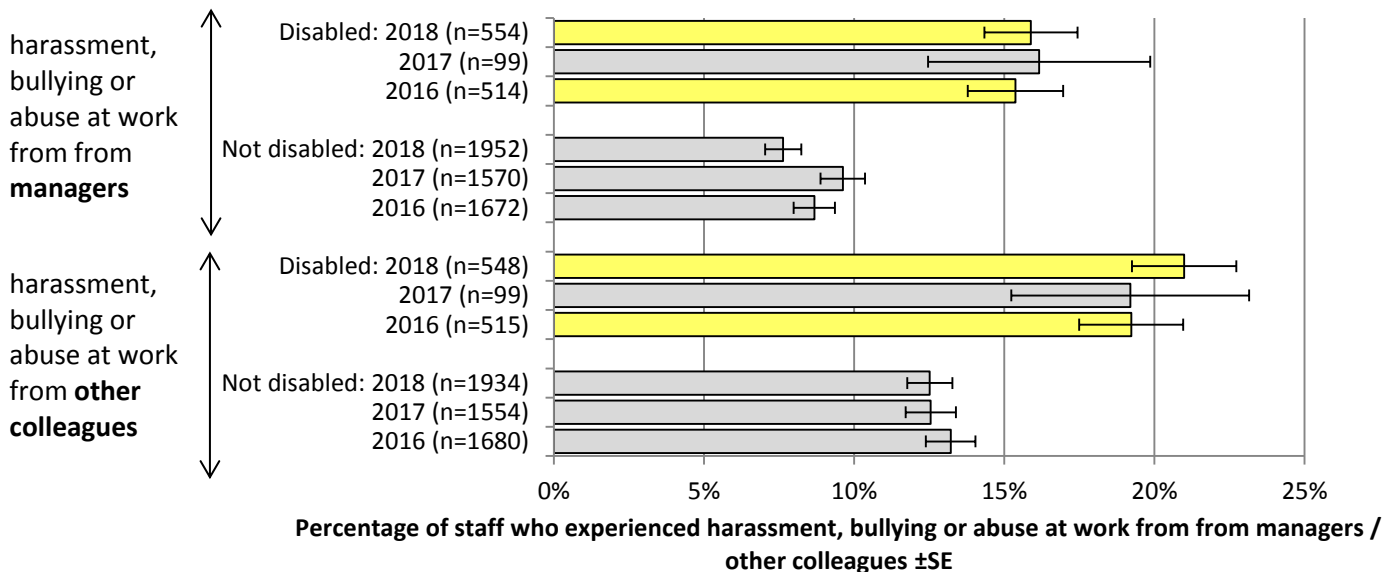
▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree; ▪ equivalent to the average; ▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

A further metric introduced for the Workforce Disability Equality Standard this year is the relative likelihood of Disabled staff and staff who are not disabled entering the formal capability procedure in a two-year window. Disabled staff were 2.5 times as likely as staff who were Not disabled to enter the formal capability procedure in 2017/18 to 2018/19; this did not represent a robust difference due to the very small number of disabled staff entering formal capability proceedings in the window of interest (formal capability proceedings in the two-year window to March 2019, relative to the workforce at March 2019, Disabled staff: R%, R/226; Not disabled staff: R%, R/3925). However, it is noted that in 2018/19, Disabled staff were 8.0 times more likely than staff who were Not disabled to have left the organisation by reason of dismissal on the grounds of capability (turnover due to dismissal on the grounds of capability in 18/19, relative to the workforce at March 2019, Disabled staff: R%, R/226; Not disabled staff: R%, R/3925) – this was a robust finding and indicates the existence of an association between disability in the workforce and capability proceedings.

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

The 2018 Staff Survey indicated that 16.9% of LGBO staff (11/65) experienced discrimination from a manager / team leader or other colleagues, compared to 4.8% of Heterosexual staff (105/2210). This trend has been static over the past three years.

Colour coding compares in-year averages:
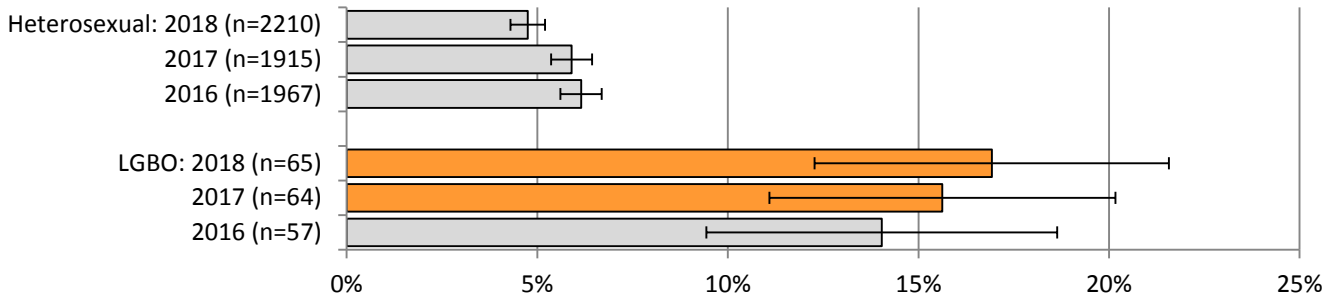
Percentage of staff who experienced discrimination at work from a manager / team leader or other colleagues ±SE

▪ better than average to a large degree; ▪ better than average to a medium degree; ▪ better than average to a small degree; ▫ equivalent to the average;
▪ worse than average to a small degree; ▪ worse than average to a medium degree; ▪ worse than average to a large degree

It is also noted that LGBO staff were 3.3 times more likely than heterosexual staff to enter formal disciplinary proceedings in the two-year window to March 2019.

Appendix of equality analysis tables

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

⬜	Reference benchmark against which overrepresentation or underrepresentation is evaluated
🟩	Overrepresented to a large degree compared to the benchmark(statistically significant*)
🟩	Overrepresented to a medium degree compared to the benchmark(statistically significant*)
🟩	Overrepresented to a small degree compared to the benchmark(statistically significant*)
⬜	Proportionately represented compared to the benchmark(no statistically significant difference*)
🟨	Underrepresented to a small degree compared to the benchmark(statistically significant*)
🟧	Underrepresented to a medium degree compared to the benchmark(statistically significant*)
🟥	Underrepresented to a large degree compared to the benchmark(statistically significant*)

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

Key to interpreting the tables of analysis based the 2018 NHS Staff Survey and likelihood ratios

⬜	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 or likelihood ratios with 95% confidence intervals (Bonferroni correction applied); the degrees of underrepresentation or overrepresentation (small, medium, large) follow the standards for effect sizes applied in the social sciences

A note on interpreting likelihood ratios: Likelihood ratios are the figures that state that one group is a number of times more likely to experience a given event than another group – sometimes also called the relative likelihood. For example, if 75% of White people are appointed, compared to 50% of BME people, the relative likelihood of appointment for White people relative to BME people is 1.5 – White people are 1.5 times more likely to be appointed than BME people. The national WRES team has adopted the "four-fifths" rule in its most recent WRES reports (2018) when interpreting likelihood ratios for WRES-related metrics; this rule offers a rough guide as to which likelihood ratios represent evidence of a disproportionate adverse impact on one group relative to another (specifically, a likelihood ratio lower than 0.8 or higher than 1.25). The present report employs 95% confidence intervals in determining which likelihood ratios represent evidence of a disproportionate adverse impact, based on standard deviations. These confidence intervals take into account the fact that the reliability of a given likelihood ratio varies depending on how many people there are in each group that the ratio is based upon, and adjusts the upper and lower thresholds for determining a disproportionate adverse impact accordingly. For example, a likelihood ratio of 1.5 based on 75 of 100 White people being appointed compared to 50 of 100 BME people is stronger evidence of a disproportionate adverse impact than a likelihood ratio of 1.5 based on 3 of 4 White people being appointed compared to 2 of 4 BME people (both examples would represent a disproportionate impact according to the four-fifths rule, but only the former example is considered reliable based on the 95% confidence interval).

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

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

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

    o Age:

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

    o Disability:

      - Amongst substantive staff and bank staff:
        - disabled people were proportionately represented.

    o 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, Mixed-race and people from "other" ethnic groups – other than Asian British).

    o Gender:

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

    o Marital status:

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

    o Religion or belief:

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

      - Amongst bank staff:
        - Atheists were underrepresented.

    o Sexual orientation:

      - Amongst both substantive and bank staff:
        - LGBO people were proportionately represented.

- The underrepresentation of younger people at LPT might reflect that many posts in the Trust required a clinical qualification. For example, 33.1% of the substantive workforce (Table 2) and 20.5% 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 34) and amongst bank staff (Table 35).

- The underrepresentation of Asian British people amongst staff at LPT was most marked in the qualified Nursing profession (Table 34, Table 35). 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 34, Table 35). 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 20.8% of substantive staff and 18.9% of bank staff (Table 68 and Table 69 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 2018 NHS Staff Survey. Of the Substantive Staff who gave their religion or belief on the Electronic Staff Record, 13.4% identified as Atheist, but religion or belief was not known for 20.8% of staff. Meanwhile, in Leicestershire Partnership NHS Trust's 2018 NHS Staff Survey, 36.1% of staff who gave their religion or belief identified as Atheist, with just 12.5% of staff withholding their religion or belief. Thus, data held in the Electronic Staff Record may underestimate the percentage of Atheist staff.

- The ethnicity profiles of the substantive workforce and bank workforce differed relative to the local population, with BME staff 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 2019 compared to the local working age population, by protected characteristic

Protected Characteristic		Leicester, Leicestershire and Rutland Overall*		LPT Workforce					
				All (Substantive and Bank**)		Substantive		Bank**	
		n	%	n	%	n	%	n	%
Age Group (years)	29 and under	216484	31.3%	861	13.5%	677	12.8%	184	17.3%
	30 to 49	271723	39.3%	3107	48.8%	2635	49.7%	472	44.5%
	50 and over	202603	29.3%	2400	37.7%	1995	37.6%	405	38.2%
Disability	Disabled	31616	4.8%	269	5.4%	226	5.4%	43	5.0%
	Not Disabled	632233	95.2%	4748	94.6%	3925	94.6%	823	95.0%
Ethnicity (WRES)	White	513259	77.3%	4562	73.4%	4007	77.4%	555	53.6%
	BME	150590	22.7%	1651	26.6%	1171	22.6%	480	46.4%
Ethnicity (detailed)	White	513259	77.3%	4562	73.4%	4007	77.4%	555	53.6%
	Mixed	10592	1.6%	107	1.7%	78	1.5%	29	2.8%
	Asian British	115756	17.4%	926	14.9%	760	14.7%	166	16.0%
	Black British	16182	2.4%	538	8.7%	278	5.4%	260	25.1%
	Other	8060	1.2%	80	1.3%	55	1.1%	25	2.4%
Gender	Female	343378	49.7%	5246	82.4%	4406	83.0%	840	79.2%
	Male	347432	50.3%	1122	17.6%	901	17.0%	221	20.8%
Marital Status	Single	269488	40.6%	2025	32.3%	1628	31.2%	397	38.1%
	Married†	310784	46.8%	3577	57.1%	3033	58.1%	544	52.2%
	Divorced‡	83577	12.6%	659	10.5%	558	10.7%	101	9.7%
Religion or Belief	Atheism	186299	29.8%	680	13.4%	591	14.1%	89	10.3%
	Christianity	321500	51.4%	2992	59.1%	2458	58.5%	534	62.1%
	Hinduism	49841	8.0%	389	7.7%	329	7.8%	60	7.0%
	Islam	45040	7.2%	279	5.5%	206	4.9%	73	8.5%
	Sikhism	16066	2.6%	130	2.6%	111	2.6%	19	2.2%
	Other	6599	1.1%	595	11.7%	510	12.1%	85	9.9%
Sexual Orientation	Heterosexual	3533	96.9%	4965	97.4%	4138	97.3%	827	97.5%
	LGBO	114	3.1%	134	2.6%	113	2.7%	21	2.5%

Data quality notes:
- Disability status was not known for 21.8% of the substantive workforce and 18.4% of bank** staff
- Ethnicity was not known for 2.4% of the substantive workforce and 2.5% of bank** staff
- Marital Status was not known for 1.7% of the substantive workforce and 1.8% of bank** staff
- Religion or Belief was not known for 5.8% of the local population, 20.8% of the substantive workforce and 18.9% of bank** staff
- Sexual Orientation was not known for 4.9% of those involved in the local population estimate, 19.9% of the substantive workforce and 20.1% 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 2018 and sexual orientation which is based on an estimate for the East Midlands from the 2017 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 2019 (Table 5):

    o In Adult Mental Health and Learning Disabilities there were overrepresentations of Black British employees, men, single people, atheists, and LGBO employees; whilst women and people who were married or in a civil partnership were underrepresented.

    o In Community Health Services there were overrepresentations of women and Christians; whilst there were underrepresentations of BME employees (particularly Asian British employees) and men.

    o In Families, Young People, and Children's services there was an overrepresentation of women; whilst there were underrepresentations of men and single people.

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

    o In Hosted services there were overrepresentations of BME employees (particularly Asian British employees), men, Hindus, Muslims, and Sikhs; whilst there were underrepresentations of White employees, women, and Christians.

    o Amongst Bank staff there were overrepresentations of younger employees (29 years and under), BME employees (particularly Mixed-race and Black British employees and employees of "other" ethnicities – other than Asian British), single people, and Muslims; whilst there were underrepresentations of middle-aged employees (30 to 49 years old), White employees, those who were married or in a civil partnership, 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 34, Table 35). 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:

    o Amongst Additional Clinical Services staff, Mixed-race and Black British employees were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).

    o Amongst Administrative and Clerical staff, Asian British employees and those of "other" ethnicities (other than Black British or Mixed-race) were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).

    o Amongst Registered Nurses, Black British employees 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:

    o Every year from March 2012 to March 2019, BME staff have been more than 2.0 times as likely as White staff to be on a Bank Only contract (Table 8); with Asian British staff at least 1.4 times as likely as White staff to be on a Bank Only contract (Table 9), and with Black British staff at least 3.0 times as likely as White staff to be on a Bank Only contract (Table 10).

    o This pattern was present, but less pronounced, amongst Administrative and Clerical Staff considered alone, for BME staff overall (Table 11), and especially for Asian British staff (Table 12); whilst for the first time Black British and White staff were similarly likely to be on the bank in Administrative and Clerical roles, but the number of Black British staff in these posts was small (Table 13).

    o This pattern was also present amongst Additional Clinical Services Staff considered alone, for BME staff overall (Table 14), for Asian British staff considered separately (Table 15), and most markedly for Black British staff (Table 16).

    o 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, 2018, or 2019 (Table 18), it has been apparent for Black British Nurses since March 2015 (Table 19).

Table 5: Representation in Leicestershire Partnership NHS Trust's workforce at March 2019, by directorate and protected characteristic

| Protected Characteristic | | LPT Substantive Workforce Overall | | Substantive Workforce | | | | | | | | | | Bank** | |
| | | | | Adult Mental Health & Learning Disabilities Services | | Community Health Services | | Family Young People & Children | | Enabling | | Hosted Services | | | |
(excludes "not known" categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	677	12.8%	165	13.1%	246	12.2%	138	10.6%	96	18.8%	32	13.7%	184	17.3%
	30 to 49	2635	49.7%	597	47.6%	995	49.5%	665	51.2%	241	47.2%	137	58.8%	472	44.5%
	50 and over	1995	37.6%	493	39.3%	769	38.3%	495	38.1%	174	34.1%	64	27.5%	405	38.2%
Disability	Disabled	226	5.4%	55	7.6%	72	4.2%	63	5.7%	22	5.7%	14	6.9%	43	5.0%
	Not Disabled	3925	94.6%	670	92.4%	1654	95.8%	1045	94.3%	367	94.3%	189	93.1%	823	95.0%
Ethnicity (WRES)	White	4007	77.4%	924	74.9%	1623	81.9%	1019	79.7%	312	66.4%	129	60.0%	555	53.6%
	BME	1171	22.6%	310	25.1%	358	18.1%	259	20.3%	158	33.6%	86	40.0%	480	46.4%
Ethnicity (detailed)	White	4007	77.4%	924	74.9%	1623	81.9%	1019	79.7%	312	66.4%	129	60.0%	555	53.6%
	Mixed	78	1.5%	23	1.9%	23	1.2%	R	R%	R	R%	R	R%	29	2.8%
	Asian British	760	14.7%	143	11.6%	222	11.2%	189	14.8%	130	27.7%	76	35.3%	166	16.0%
	Black British	278	5.4%	125	10.1%	88	4.4%	47	3.7%	R	R%	R	R%	260	25.1%
	Other	55	1.1%	19	1.5%	25	1.3%	R	R%	R	R%	R	R%	25	2.4%
Gender	Female	4406	83.0%	956	76.2%	1785	88.8%	1192	91.8%	368	72.0%	105	45.1%	840	79.2%
	Male	901	17.0%	299	23.8%	225	11.2%	106	8.2%	143	28.0%	128	54.9%	221	20.8%
Marital Status	Single	1628	31.2%	454	36.7%	583	29.5%	339	26.7%	176	34.9%	76	33.0%	397	38.1%
	Married†	3033	58.1%	640	51.8%	1164	58.9%	807	63.4%	283	56.2%	139	60.4%	544	52.2%
	Divorced‡	558	10.7%	142	11.5%	230	11.6%	126	9.9%	45	8.9%	15	6.5%	101	9.7%
Maternity*	Maternity	133	4.9%	27	4.6%	50	4.7%	43	5.8%	R	R%	R	R%	R	R%
	Not maternity	2576	95.1%	566	95.4%	1025	95.3%	696	94.2%	R	R%	R	R%	R	R%
Religion or Belief	Atheism	591	14.1%	169	18.2%	186	11.4%	139	13.0%	64	16.4%	33	17.7%	89	10.3%
	Christianity	2458	58.5%	512	55.1%	1053	64.6%	644	60.2%	175	44.9%	74	39.8%	534	62.1%
	Hinduism	329	7.8%	64	6.9%	98	6.0%	97	9.1%	44	11.3%	26	14.0%	60	7.0%
	Islam	206	4.9%	39	4.2%	57	3.5%	42	3.9%	40	10.3%	28	15.1%	73	8.5%
	Sikhism	111	2.6%	14	1.5%	33	2.0%	27	2.5%	23	5.9%	14	7.5%	19	2.2%
	Other	510	12.1%	131	14.1%	203	12.5%	121	11.3%	44	11.3%	11	5.9%	85	9.9%
Sexual Orientation	Heterosexual	4138	97.3%	895	95.3%	1613	97.6%	R	R%	R	R%	R	R%	827	97.5%
	LGBO	113	2.7%	44	4.7%	39	2.4%	R	R%	R	R%	R	R%	21	2.5%

† 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 2019, by directorate and staff group

Staff Group	LPT Substantive Workforce Overall		Substantive Workforce										Bank**	
			Adult Mental Health & Learning Disabilities Services		Community Health Services		Family Young People & Children		Enabling		Hosted Services			
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Administrative and Clerical‡	1298	24.5%	196	15.6%	282	14.0%	R	R%	326	63.8%	R	R%	251	23.7%
Additional clinical Services	1233	23.2%	370	29.5%	617	30.7%	R	R%	R	R%	0	0.0%	548	51.6%
Additional Prof. Scientific Tech†	213	4.0%	66	5.3%	10	0.5%	54	4.2%	83	16.2%	0	0.0%	R	R%
Allied Health Professionals	612	11.5%	73	5.8%	355	17.7%	R	R%	R	R%	0	0.0%	27	2.5%
Nursing and Midwifery Registered	1757	33.1%	484	38.6%	722	35.9%	514	39.6%	R	R%	R	R%	218	20.5%
Medical and Dental	194	3.7%	66	5.3%	24	1.2%	48	3.7%	56	11.0%	0	0.0%	R	R%

† 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 2019, by employment type (bank or substantive) and ethnicity, overall and within key staff groups

Staff Group	Ethnicity		Employment Type			
			Substantive		Bank*	
			n	%	n	%
All Staff Groups	Ethnicity (WRES)	White	4007	77.4%	555	53.6%
		BME	1171	22.6%	480	46.4%
	Ethnicity (detailed)	White	4007	77.4%	555	53.6%
		Mixed	78	1.5%	29	2.8%
		Asian British	760	14.7%	166	16.0%
		Black British	278	5.4%	260	25.1%
		Other	55	1.1%	25	2.4%
Additional Clinical Services	Ethnicity (WRES)	White	955	78.3%	235	43.9%
		BME	265	21.7%	300	56.1%
	Ethnicity (detailed)	White	955	78.3%	235	43.9%
		Mixed	R	R%	R	R%
		Asian British	152	12.5%	60	11.2%
		Black British	78	6.4%	214	40.0%
		Other	R	R%	R	R%
Administrative and Clerical	Ethnicity (WRES)	White	888	70.7%	131	53.5%
		BME	368	29.3%	114	46.5%
	Ethnicity (detailed)	White	888	70.7%	131	53.5%
		Mixed	R	R%	R	R%
		Asian British	307	24.4%	85	34.7%
		Black British	R	R%	R	R%
		Other	R	R%	R	R%
Nursing and Midwifery Registered	Ethnicity (WRES)	White	1444	83.3%	156	73.6%
		BME	290	16.7%	56	26.4%
	Ethnicity (detailed)	White	1444	83.3%	156	73.6%
		Mixed	R	R%	R	R%
		Asian British	R	R%	R	R%
		Black British	146	8.4%	36	17.0%
		Other	R	R%	R	R%

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

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 (Substantive and Bank Combined) n	Bank Only Contract		Likelihood ratio BME / White	95% Confidence Interval	
			n	%			
2019	White	4562	555	12.2%	2.39	4562	upper bound
	BME	1651	480	29.1%		1651	lower bound
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 in Year	Ethnicity	All Staff (Substantive and Bank Combined) n	Bank Only Contract n	Bank Only Contract %	Likelihood ratio Asian British / White	95% Confidence Interval	95% Confidence Interval
2019	White	4562	555	12.2%	1.47	1.735	upper bound
	Asian British	926	166	17.9%		1.251	lower bound
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 in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	Black British / White		
2019	White	4562	555	12.2%	3.97	4.497	upper bound
	Black British	538	260	48.3%		3.509	lower bound
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 in Year	Ethnicity	Administrative and Clerical Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	BME / White		
2019	White	1019	131	12.9%	1.84	2.345	upper bound
	BME	482	114	23.7%		1.444	lower bound
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 in Year	Ethnicity	Administrative and Clerical Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	Asian British / White		
2019	White	1019	131	12.9%	1.69	2.191	upper bound
	Asian British	392	85	21.7%		1.298	lower bound
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 in Year	Ethnicity	Administrative and Clerical Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	Black British / White		
2019	White	1019	R	R%	1.63	2.993	upper bound
	Black British	43	R	R%		0.886	lower bound
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

R – redacted

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 (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	BME / White		
2019	White	1190	235	19.7%	2.69	3.155	upper bound
	BME	565	300	53.1%		2.291	lower bound
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 in Year	Ethnicity	Additional Clinical Services Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	Asian British / White		
2019	White	1190	235	19.7%	1.43	1.851	upper bound
	Asian British	212	60	28.3%		1.110	lower bound
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 in Year	Ethnicity	Additional Clinical Services Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	Black British / White		
2019	White	1190	235	19.7%	3.71	4.338	upper bound
	Black British	292	214	73.3%		3.175	lower bound
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 (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	BME / White		
2019	White	1600	156	9.8%	1.66	2.220	upper bound
	BME	346	56	16.2%		1.241	lower bound
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 in Year	Ethnicity	Nursing Staff (Substantive and Bank Combined) n	Bank Only Contract n	%	Likelihood ratio Asian British / White	95% Confidence Interval	
2019	White	1600	156	9.8%	1.17	2.002	upper bound
	Asian British	114	13	11.4%		0.683	lower bound
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	R%	0.91	1.823	upper bound
	Asian British	110	R	R%		0.459	lower bound
2016	White	1772	R	R%	1.27	2.435	upper bound
	Asian British	102	R	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

R – redacted

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

March in Year	Ethnicity	Nursing Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	Black British / White		
2019	White	1600	156	9.8%	2.03	2.838	upper bound
	Black British	182	36	19.8%		1.450	lower bound
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, May 2019). 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 2019 (Table 20):

   o 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. There was also an overrepresentation of people aged 50 years old and above at Band 2.

      ▪ 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.

   o 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. A marked drop in the representation of BME employees occurs after Band 8A. 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, for the first time since 2015, BME staff and White staff were similarly likely to be at Band 5 or above; BME staff were 0.85 times as likely as White staff to be at Band 5 or above, following an upward trend from a low of 0.75 times as likely in 2016 (Table 25). However, in Non-clinical posts, BME staff were 0.14 times as likely as White staff to be at Band 8B or above; following a downward trend from 0.37 times as likely in 2015 (Table 26).

      ▪ In Clinical posts, BME employees were overrepresented at Band 2 and amongst Medical trainees and consultants, and were underrepresented at Band 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 34).

- 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 pay bands (Bands 3 and 4) and higher qualified pay bands (Bands 6 and over). 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 0.42 times as likely as White staff to be at Band 3 or 4, and have been less likely to be at Band 3 or 4 since at least 2012 (Table 27). Similarly, amongst those in clinical posts at Bands 5 and above, Black British staff were 0.64 times as likely as White staff to at Band 6 or above, and again have been less likely to be at Band 6 or above since at least 2012 (Table 28).

- 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 2018 NHS Staff Survey. Leicestershire Partnership NHS Trust's 2018 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 (2016 to 2018), the likelihood of staff believing that the organisation acts fairly in career progression and promotion has been consistently lower for BME staff, including Asian British staff, but especially for Black British staff (Table 49).

- BME employees, and Black British employees in particular, were also more likely to report discrimination from managers or other colleagues (Table 65), a pattern that was also apparent in 2015, 2016, and 2017 for BME staff, and most markedly for Black British staff.

o Gender:

- In Non-clinical posts, men were overrepresented at Bands 5 to 8a and at Band 8d, 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 (40.2% versus 11.8%), and part-time working was less common at Bands 5 and above than at Bands 4 and below (20.2% versus 43.1%, see also Table 21). Accordingly, there were overrepresentations of male full time employees at higher pay bands (Bands 5 to 8a); whilst there was an underrepresentation of female part-time employees at Band 5 (Table 21).

- Amongst those in Non-clinical posts, Female staff were 0.51 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 29). As noted earlier, this pattern reflects that women were more

likely to work part-time (Table 36); indeed in Non-clinical roles, part-time staff were less likely than full time staff to be at Band 5 or above, irrespective of whether they were female (Table 30) or male (Table 31), with part-time women and part-time men affected to a similar degree. Despite an overrepresentation of men at middle to upper-middle levels in the organisation (Bands 5 to 8a), women and men were similarly likely to be at Band 8b above; women were 0.63 times as likely as men to be at Band 8b or above in Non-clinical posts, following an upward trend from a low of 0.22 times as likely in 2012 (Table 32).

- In Clinical posts men were overrepresented in Medical roles at consultant level and were underrepresented at Band 5; whilst women were proportionately represented at all levels outside of medicine and were underrepresented amongst Medical Consultants (Table 20). Compared to Non-clinical roles, part-time working was generally more common in Clinical roles, especially at higher levels (Table 21); 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 Bands 2 to 4 (Table 21).

- Leicestershire Partnership NHS Trust has undertaken gender pay gap analyses for the 2016/17, 2017/18, and 2018/19 financial years, in accordance with its statutory obligation under a 2017 update to the Equality Act 2010. Each year the statutory metrics have indicated a pay gap in favour men; whilst further analyses have found that this pay gap is 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. Gender pay gap reporting for the 2018/19 financial year is the subject of a separate report.

Table 20: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2019, 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	Total n	Mixed	Asian British	Black British	Other	Total n	Female	Male	Total n
Non-clinical	Apprentice	R%	R%	R%	14	0.0%	100.0%	14	R%	R%	R%	R%	R%	R%	R%	14	R%	R%	14
	Band 1 and under	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 2	15.7%	34.3%	50.0%	274	7.6%	92.4%	238	66.0%	34.0%	265	R%	28.3%	R%	R%	265	88.0%	12.0%	274
	Band 3	18.4%	38.8%	42.8%	304	5.9%	94.1%	254	67.8%	32.2%	298	R%	22.8%	R%	R%	298	86.2%	13.8%	304
	Band 4	14.6%	41.2%	44.2%	199	R%	R%	143	74.7%	25.3%	194	2.1%	22.7%	0.5%	0.0%	194	84.4%	15.6%	199
	Band 5	13.2%	53.0%	33.8%	151	R%	R%	113	68.3%	31.7%	145	R%	R%	R%	R%	145	68.9%	31.1%	151
	Band 6	R%	58.9%	R%	107	R%	R%	92	71.2%	28.8%	104	R%	R%	R%	R%	104	67.3%	32.7%	107
	Band 7	R%	61.1%	R%	113	R%	R%	88	70.9%	29.1%	103	R%	R%	R%	R%	103	52.2%	47.8%	113
	Band 8a	0.0%	63.2%	36.8%	57	R%	R%	40	74.5%	25.5%	55	R%	R%	R%	R%	55	59.6%	40.4%	57
	Band 8b	0.0%	52.6%	47.4%	38	0.0%	100.0%	27	R%	R%	38	R%	R%	R%	R%	38	71.1%	28.9%	38
	Band 8c	0.0%	45.5%	54.5%	22	0.0%	100.0%	16	R%	R%	21	R%	R%	R%	R%	21	R%	R%	22
	Band 8d	R%	R%	R%	R	R%	R%	R	100.0%	0.0%	R	0.0%	0.0%	0.0%	0.0%	R	R%	R%	R
	Band 9	R%	R%	R%	R	R%	R%	R	100.0%	0.0%	R	0.0%	0.0%	0.0%	0.0%	R	R%	R%	R
	VSM	R%	R%	R%	R	R%	R%	R	100.0%	0.0%	R	0.0%	0.0%	0.0%	0.0%	R	R%	R%	R
Clinical	Apprentice	R%	R%	0.0%	23	R%	R%	23	R%	R%	23	R%	R%	R%	R%	23	R%	R%	23
	Band 2	15.7%	49.7%	34.6%	503	2.6%	97.4%	391	68.8%	31.3%	496	R%	15.5%	11.5%	R%	496	82.1%	17.9%	503
	Band 3	14.2%	42.9%	42.9%	473	4.5%	95.5%	356	83.8%	16.2%	468	R%	10.3%	3.2%	R%	468	87.9%	12.1%	473
	Band 4	12.6%	54.8%	32.6%	230	6.5%	93.5%	201	87.3%	12.7%	229	R%	R%	R%	R%	229	90.0%	10.0%	230
	Band 5	19.8%	48.7%	31.5%	793	5.9%	94.1%	659	77.1%	22.9%	782	1.5%	8.7%	11.1%	1.5%	782	89.0%	11.0%	793
	Band 6	11.0%	54.8%	34.2%	1163	6.3%	93.7%	926	84.9%	15.1%	1107	1.2%	7.9%	5.4%	0.6%	1107	86.7%	13.3%	1163
	Band 7	R%	54.9%	R%	410	R%	R%	290	88.2%	11.8%	406	R%	7.1%	R%	R%	406	85.1%	14.9%	410
	Band 8a	R%	50.0%	R%	144	R%	R%	101	89.6%	10.4%	144	R%	R%	R%	R%	144	82.6%	17.4%	144
	Band 8b	0.0%	55.9%	44.1%	59	R%	R%	36	81.0%	19.0%	58	R%	R%	R%	R%	58	83.1%	16.9%	59
	Band 8c	R%	R%	R%	14	R%	R%	R	R%	R%	14	R%	R%	R%	R%	14	R%	R%	14
	Band 8d	R%	R%	R%	R	-	-	0	R%	R%	R	R%	R%	R%	R%	R	R%	R%	R
Medical	Trainee	R%	75.0%	R%	56	R%	R%	56	41.8%	58.2%	55	R%	R%	R%	R%	55	58.9%	41.1%	56
	Career grade	R%	R%	R%	25	R%	R%	18	52.0%	48.0%	25	R%	R%	R%	R%	25	R%	R%	25
	Consultants	0.0%	59.1%	40.9%	110	R%	R%	48	35.8%	64.2%	109	R%	R%	R%	R%	109	49.1%	50.9%	110
	VSM	R%	R%	R%	R%	R%	R%	R	R%	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Substantive Workforce		12.8%	49.7%	37.6%	5307	5.4%	94.6%	4151	77.4%	22.6%	5178	1.5%	14.7%	5.4%	1.1%	5178	83.0%	17.0%	5307

* 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 2019, 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%	14	R%	R%	R	R%	R%	R%	R%	R%	R%	13	100.0%	0.0%	14
	Band 1 and under	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 2	35.3%	55.3%	9.4%	266	R%	R%	114	7.7%	51.1%	16.3%	9.5%	5.9%	9.5%	221	R%	R%	216
	Band 3	34.0%	52.0%	14.0%	300	R%	R%	137	9.8%	55.1%	14.0%	4.5%	4.9%	11.7%	265	R%	R%	256
	Band 4	30.9%	51.0%	18.0%	194	R%	R%	86	11.3%	51.6%	17.0%	R%	R%	11.3%	159	R%	R%	166
	Band 5	31.3%	59.9%	8.8%	147	R%	R%	64	17.7%	46.2%	10.0%	9.2%	8.5%	8.5%	130	R%	R%	130
	Band 6	R%	64.5%	R%	107	R%	R%	44	14.0%	51.2%	14.0%	R%	R%	R%	86	R%	R%	91
	Band 7	R%	62.2%	R%	111	0.0%	100.0%	31	12.8%	51.2%	11.6%	R%	R%	R%	86	R%	R%	90
	Band 8a	R%	71.4%	R%	56	0.0%	100.0%	20	R%	58.1%	R%	R%	R%	R%	43	R%	R%	48
	Band 8b	R%	68.4%	R%	38	0.0%	100.0%	14	R%	56.3%	R%	R%	R%	R%	32	R%	R%	33
	Band 8c	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	18	100.0%	0.0%	15
	Band 8d	R%	R%	R%	R	-	-	0	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
	VSM	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Clinical	Apprentice	100.0%	0.0%	0.0%	22	0.0%	100.0%	21	R%	R%	R%	R%	R%	R%	19	R%	R%	20
	Band 2	32.6%	53.8%	13.6%	491	5.6%	94.4%	270	12.6%	56.2%	8.1%	4.8%	3.5%	14.8%	372	97.1%	2.9%	373
	Band 3	34.5%	50.7%	14.7%	469	4.1%	95.9%	241	15.1%	57.1%	5.3%	R%	R%	16.5%	357	96.2%	3.8%	366
	Band 4	28.6%	60.8%	10.6%	227	R%	R%	140	16.0%	64.6%	R%	R%	R%	9.1%	175	R%	R%	186
	Band 5	37.4%	52.9%	9.7%	781	6.0%	94.0%	483	14.6%	62.8%	4.3%	R%	R%	13.7%	650	98.2%	1.8%	657
	Band 6	30.0%	60.7%	9.3%	1145	7.0%	93.0%	661	12.7%	66.4%	5.0%	2.4%	1.8%	11.7%	913	97.3%	2.7%	937
	Band 7	24.1%	66.3%	9.7%	403	R%	R%	202	16.9%	65.5%	R%	R%	R%	9.5%	325	97.0%	3.0%	328
	Band 8a	22.9%	70.0%	7.1%	140	R%	R%	58	18.4%	65.8%	1.8%	3.5%	0.9%	9.6%	114	R%	R%	115
	Band 8b	R%	75.4%	R%	57	0.0%	100.0%	28	37.8%	37.8%	R%	R%	R%	R%	45	R%	R%	46
	Band 8c	R%	R%	R%	14	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
Medical	Trainee	41.8%	58.2%	0.0%	55	R%	R%	32	R%	28.0%	R%	34.0%	R%	R%	50	R%	R%	46
	Career grade	R%	R%	R%	25	R%	R%	R	R%	R%	R%	R%	R%	R%	21	R%	R%	20
	Consultants	R%	76.4%	R%	110	0.0%	100.0%	34	R%	29.6%	39.5%	R%	R%	13.6%	81	R%	R%	69
	VSM	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Substantive Workforce		31.2%	58.1%	10.7%	5219	4.9%	95.1%	2709	14.1%	58.5%	7.8%	4.9%	2.6%	12.1%	4205	97.3%	2.7%	4251

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

Table 21: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2019, by pay band, working pattern (full-time or part-time) and gender

Pay Band		Working Pattern			Working Pattern by Gender				
		Full-Time	Part-Time	Total n	Female		Male		Total n
					Full-Time	Part-Time	Full-Time	Part-Time	
Non-clinical	Apprentice	R%	R%	14	R%	R%	R%	R%	14
	Band 1 and under	R%	R%	R	R%	R%	R%	R%	R
	Band 2	45.6%	54.4%	274	38.3%	49.6%	7.3%	4.7%	274
	Band 3	60.9%	39.1%	304	48.4%	37.8%	R%	R%	304
	Band 4	66.8%	33.2%	199	52.8%	31.7%	R%	R%	199
	Band 5	81.5%	18.5%	151	51.7%	R%	29.8%	R%	151
	Band 6	75.7%	24.3%	107	44.9%	R%	30.8%	R%	107
	Band 7	75.2%	24.8%	113	32.7%	R%	42.5%	R%	113
	Band 8a	R%	R%	57	47.4%	R%	R%	R%	57
	Band 8b	R%	R%	38	55.3%	R%	R%	R%	38
	Band 8c	R%	R%	22	R%	R%	R%	R%	22
	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	100.0%	0.0%	23	R%	R%	R%	R%	23
	Band 2	58.6%	41.4%	503	44.3%	37.8%	14.3%	3.6%	503
	Band 3	57.1%	42.9%	473	47.4%	40.6%	9.7%	2.3%	473
	Band 4	52.6%	47.4%	230	43.5%	46.5%	R%	R%	230
	Band 5	55.4%	44.6%	793	46.0%	43.0%	9.3%	1.6%	793
	Band 6	53.9%	46.1%	1163	42.8%	43.9%	11.1%	2.2%	1163
	Band 7	58.0%	42.0%	410	45.9%	39.3%	12.2%	2.7%	410
	Band 8a	54.9%	45.1%	144	40.3%	42.4%	R%	R%	144
	Band 8b	47.5%	52.5%	59	35.6%	47.5%	R%	R%	59
	Band 8c	R%	R%	14	R%	R%	R%	R%	14
	Band 8d	R%	R%	R	R%	R%	R%	R%	R
Medical	Trainee	73.2%	26.8%	56	33.9%	R%	39.3%	R%	56
	Career grade	44.0%	56.0%	25	20.0%	48.0%	24.0%	8.0%	25
	Consultants	72.7%	27.3%	110	28.2%	R%	44.5%	R%	110
	VSM	R%	R%	R	R%	R%	R%	R%	R
LPT Substantive Workforce		58.9%	41.1%	5307	44.4%	38.6%	14.5%	2.5%	5307

R – redacted

Table 22: Age profile of Leicestershire Partnership NHS Trust's substantive workforce in Non-clinical posts at March 2019 by ethnicity

| | | Ethnicity (WRES)* | | Ethnicity (BME group in detail)* | | | |
		White	BME	Mixed	Asian British	Black British	Other
	Number of employees	880	360	17	287	29	4
	Maximum	71	66	52	66	62	60
	95th percentile	63	59	51	59	56	60
	75th percentile	56	50	44	50	51	52
	Median	**49**	**41**	**38**	**41**	**42**	**48**
Age	25th percentile	40	32	28	33	28	35
(years)	5th percentile	26	24	22	25	22	35
	Minimum	19	18	22	19	18	35
	95% Confidence Interval: Upper Bound	48.1	42.1	40.9	42.6	44.1	65.4
	Mean	**47.4**	**41.0**	**36.7**	**41.3**	**39.9**	**48.8**
	95% Confidence Interval: Lower Bound	46.6	39.9	32.5	40.1	35.8	32.1

* excludes "not known" categories

Table 23: Age profile of Leicestershire Partnership NHS Trust's substantive workforce in Clinical posts at Band 4 and under, at March 2019 by ethnicity

| | | Ethnicity (WRES)* | | Ethnicity (BME group in detail)* | | | |
		White	BME	Mixed	Asian British	Black British	Other
	Number of employees	933	260	18	147	78	17
	Maximum	72	75	61	65	75	61
	95th percentile	62	61	61	60	63	61
	75th percentile	54	51	51	50	51	52
	Median	**46**	**43**	**44**	**41**	**45**	**46**
Age	25th percentile	35	35	33	32	38	40
(years)	5th percentile	24	26	25	24	31	26
	Minimum	19	20	25	20	27	26
	95% Confidence Interval: Upper Bound	45.3	44.3	48.6	43.2	47.7	49.2
	Mean	**44.5**	**42.9**	**43.2**	**41.4**	**45.6**	**43.9**
	95% Confidence Interval: Lower Bound	43.7	41.6	37.7	39.6	43.5	38.6

* 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 2019 by ethnicity

		Ethnicity (WRES)*		Ethnicity (BME group in detail)*			
		White	BME	Mixed	Asian British	Black British	Other
	Number of employees	2094	422	34	203	159	26
	Maximum	69	68	63	66	68	64
	95th percentile	60	58	57	58	59	63
	75th percentile	53	50	48	48	52	51
	Median	**46**	**42**	**38**	**40**	**45**	**44**
Age	25th percentile	36	35	31	32	38	40
(years)	5th percentile	26	26	25	25	29	36
	Minimum	21	22	22	22	24	25
	95% Confidence Interval: Upper Bound	44.9	43.3	43.8	41.8	46.4	49.3
	Mean	**44.5**	**42.4**	**40.1**	**40.3**	**44.9**	**45.7**
	95% Confidence Interval: Lower Bound	44.0	41.4	36.4	38.9	43.5	42.1

* 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 in year	Ethnicity (WRES)	All Non-clinical	Non Clinical Band 5 and over		Likelihood ratio	95% Confidence Interval	
		n	n	%	BME / White		
2019	White	880	358	40.7%	0.85	1.022	upper bound
	BME	360	124	34.4%		0.701	lower bound
2018	White	851	343	40.3%	0.82	0.995	upper bound
	BME	337	111	32.9%		0.671	lower bound
2017	White	914	368	40.3%	0.82	0.999	upper bound
	BME	324	107	33.0%		0.674	lower bound
2016	White	927	376	40.6%	0.75	0.925	upper bound
	BME	302	92	30.5%		0.610	lower bound
2015	White	912	384	42.1%	0.89	1.080	upper bound
	BME	280	105	37.5%		0.735	lower bound
2014	White	876	375	42.8%	0.89	1.086	upper bound
	BME	264	101	38.3%		0.735	lower bound
2013	White	883	382	43.3%	0.94	1.139	upper bound
	BME	260	106	40.8%		0.780	lower bound
2012	White	1249	368	29.5%	0.84	1.060	upper bound
	BME	298	74	24.8%		0.670	lower bound

Table 26: Substantive Non-clinical posts: relative likelihood of BME staff and White staff being at Band 8b or above, by year

March in year	Ethnicity (WRES)	All Non-clinical	Non Clinical Band 8b and over		Likelihood ratio	95% Confidence Interval	
		n	n	%	BME / White		
2019	White	880	R	R%	0.14	0.376	upper bound
	BME	360	R	R%		0.046	lower bound
2018	White	851	R	R%	0.19	0.481	upper bound
	BME	337	R	R%		0.073	lower bound
2017	White	914	R	R%	0.23	0.531	upper bound
	BME	324	R	R%		0.094	lower bound
2016	White	927	R	R%	0.28	0.610	upper bound
	BME	302	R	R%		0.121	lower bound
2015	White	912	R	R%	0.37	0.757	upper bound
	BME	280	R	R%		0.166	lower bound
2014	White	876	R	R%	0.28	0.651	upper bound
	BME	264	R	R%		0.115	lower bound
2013	White	883	R	R%	0.26	0.596	upper bound
	BME	260	R	R%		0.105	lower bound
2012	White	1249	R	R%	0.39	0.832	upper bound
	BME	298	R	R%		0.169	lower bound

R – redacted

Table 27: 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	Clinical Bands 3 to 4		Likelihood ratio	95% Confidence Interval	
		n	n	%	Black British / White		
2019	White	933	592	63.5%	0.42	0.620	upper bound
	Black British	78	21	26.9%		0.290	lower bound
2018	White	926	594	64.1%	0.34	0.526	upper bound
	Black British	74	16	21.6%		0.216	lower bound
2017	White	966	604	62.5%	0.34	0.536	upper bound
	Black British	71	15	21.1%		0.213	lower bound
2016	White	977	566	57.9%	0.38	0.602	upper bound
	Black British	68	15	22.1%		0.241	lower bound
2015	White	990	536	54.1%	0.56	0.812	upper bound
	Black British	72	22	30.6%		0.392	lower bound
2014	White	968	R	R%	0.31	0.590	upper bound
	Black British	50	R	R%		0.163	lower bound
2013	White	971	R	R%	0.37	0.679	upper bound
	Black British	50	R	R%		0.204	lower bound
2012	White	983	R	R%	0.30	0.629	upper bound
	Black British	43	R	R%		0.140	lower bound

R – redacted

Table 28: 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	Clinical Band 6 and over		Likelihood ratio	95% Confidence Interval	
		n	n	%	Black British / White		
2019	White	2094	1491	71.2%	0.64	0.764	upper bound
	Black British	159	72	45.3%		0.529	lower bound
2018	White	2155	1517	70.4%	0.57	0.699	upper bound
	Black British	150	60	40.0%		0.462	lower bound
2017	White	2273	1553	68.3%	0.58	0.709	upper bound
	Black British	166	66	39.8%		0.477	lower bound
2016	White	2351	1561	66.4%	0.58	0.701	upper bound
	Black British	178	68	38.2%		0.472	lower bound
2015	White	2349	1540	65.6%	0.57	0.696	upper bound
	Black British	172	64	37.2%		0.463	lower bound
2014	White	2371	1478	62.3%	0.55	0.688	upper bound
	Black British	163	56	34.4%		0.441	lower bound
2013	White	2289	1446	63.2%	0.58	0.729	upper bound
	Black British	144	53	36.8%		0.466	lower bound
2012	White	2307	1430	62.0%	0.63	0.784	upper bound
	Black British	136	53	39.0%		0.504	lower bound

Table 29: 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		
2019	Female	992	321	32.4%	0.51	0.630	upper bound
	Male	290	183	63.1%		0.417	lower bound
2018	Female	954	306	32.1%	0.52	0.647	upper bound
	Male	279	171	61.3%		0.424	lower bound
2017	Female	1004	326	32.5%	0.52	0.644	upper bound
	Male	280	174	62.1%		0.424	lower bound
2016	Female	1012	333	32.9%	0.54	0.665	upper bound
	Male	266	163	61.3%		0.434	lower bound
2015	Female	983	355	36.1%	0.57	0.709	upper bound
	Male	257	162	63.0%		0.463	lower bound
2014	Female	941	340	36.1%	0.54	0.669	upper bound
	Male	245	164	66.9%		0.435	lower bound
2013	Female	940	344	36.6%	0.52	0.641	upper bound
	Male	242	171	70.7%		0.418	lower bound
2012	Female	1300	314	24.2%	0.49	0.620	upper bound
	Male	276	135	48.9%		0.393	lower bound

Table 30: 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 in year	Gender: Working Pattern	All Non-clinical	Non Clinical Band 5 and over		Likelihood ratio	95% Confidence Interval	
		n	n	%	Part Time / Full Time		
2019	Female: Full Time	590	233	39.5%	0.55	0.704	upper bound
	Female: Part Time	402	88	21.9%		0.436	lower bound
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 31: 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 in year	Gender: Working Pattern	All Non-clinical	Non Clinical Band 5 and over		Likelihood ratio	95% Confidence Interval	
		n	n	%	Part Time / Full Time		
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	R%	0.44	0.797	upper bound
	Male: Part Time	31	R	R%		0.246	lower bound
2015	Male: Full Time	230	R	R%	0.50	0.887	upper bound
	Male: Part Time	27	R	R%		0.283	lower bound
2014	Male: Full Time	218	R	R%	0.36	0.703	upper bound
	Male: Part Time	27	R	R%		0.184	lower bound
2013	Male: Full Time	215	R	R%	0.39	0.724	upper bound
	Male: Part Time	27	R	R%		0.211	lower bound
2012	Male: Full Time	232	R	R%	0.33	0.645	upper bound
	Male: Part Time	44	R	R%		0.171	lower bound

Table 32: Substantive Non-clinical posts: relative likelihood of Female staff and Male staff being at Band 8b or above, by year

March in year	Gender	All Non-clinical	Non Clinical Band 8b and over		Likelihood ratio	95% Confidence Interval	
		n	n	%	Female / Male		
2019	Female	992	52	5.2%	0.63	1.037	upper bound
	Male	290	24	8.3%		0.387	lower bound
2018	Female	954	44	4.6%	0.46	0.746	upper bound
	Male	279	28	10.0%		0.283	lower bound
2017	Female	1004	50	5.0%	0.44	0.687	upper bound
	Male	280	32	11.4%		0.277	lower bound
2016	Female	1012	55	5.4%	0.47	0.733	upper bound
	Male	266	31	11.7%		0.297	lower bound
2015	Female	983	49	5.0%	0.39	0.611	upper bound
	Male	257	33	12.8%		0.247	lower bound
2014	Female	941	44	4.7%	0.32	0.501	upper bound
	Male	245	36	14.7%		0.202	lower bound
2013	Female	940	48	5.1%	0.32	0.490	upper bound
	Male	242	39	16.1%		0.205	lower bound
2012	Female	1300	43	3.3%	0.22	0.346	upper bound
	Male	276	41	14.9%		0.143	lower bound

Bank staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2018 (Table 33):

  o Age:

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

    ▪ In Clinical posts, younger employees (29 years old and under) were overrepresented at Band 2 and were underrepresented at Bands 5 and 6; whilst older employees (50 years old and over) were underrepresented at Band 2, and were overrepresented at Band 6.

  o Disability:

    ▪ In Non-clinical posts, Disabled employees were overrepresented at Band 2.

    ▪ In Clinical posts, Disabled employees were overrepresented at Band 4.

  o Ethnicity:

    ▪ In Non-clinical posts, 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 by pay band to occur.

    ▪ In Clinical posts, BME staff (and especially Black British staff) were overrepresented at Band 2; whilst BME staff were underrepresented at Band 5 (especially Asian British staff) and Band 6 (especially Black British staff).

    ▪ 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).

  o Gender:

    ▪ Men and women were proportionately represented across pay bands.

Table 33: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2019, 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 2	33.3%	34.5%	32.2%	87	13.4%	86.6%	82	44.7%	55.3%	R%	42.4%	R%	R%	85	75.9%	24.1%	87
	Band 3	R%	R%	56.1%	41	R%	R%	33	R%	R%	R%	R%	R%	R%	40	R%	R%	41
	Band 4	R%	48.0%	R%	100	R%	R%	71	37.8%	62.2%	R%	44.9%	R%	R%	98	80.0%	20.0%	100
	Band 5	-	-	-	0	-	-	0	-	-	-	-	-	-	0	-	-	0
	Band 6	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 7	R%	R%	R%	11	0.0%	100.0%	10	R%	R%	R%	R%	R%	R%	10	R%	R%	11
	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	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Clinical	Band 2	25.9%	49.0%	25.1%	486	2.7%	97.3%	405	40.1%	59.9%	R%	11.4%	43.5%	R%	474	78.6%	21.4%	486
	Band 3	R%	R%	64.2%	53	R%	R%	30	75.0%	25.0%	R%	R%	R%	R%	52	81.1%	18.9%	53
	Band 4	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 5	5.7%	55.7%	38.5%	174	R%	R%	147	69.8%	30.2%	R%	R%	20.7%	R%	169	86.8%	13.2%	174
	Band 6	R%	R%	73.9%	69	R%	R%	54	85.3%	14.7%	R%	R%	R%	R%	68	81.2%	18.8%	69
	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
Medical	Trainee grade	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Consultants	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Bank Workforce		17.3%	44.5%	38.2%	1061	5.0%	95.0%	866	53.6%	46.4%	2.8%	16.0%	25.1%	2.4%	1035	79.2%	20.8%	1061

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

Table 33 continued: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2019, by pay band and protected characteristic

Pay Band		Marital Status**				Religion or Belief**							Sexual Orientation**		
		Single	Married†	Divorced‡	Total n	Athe-ism	Christ-ianity	Hindu-ism	Islam	Sikhism	Other	Total n	Hetero-sexual	LGBO	Total n
Non-clinical	Band 2	48.2%	R%	R%	85	R%	36.5%	24.3%	20.3%	R%	R%	74	R%	R%	80
	Band 3	R%	41.5%	R%	41	R%	59.4%	R%	R%	R%	R%	32	R%	R%	33
	Band 4	R%	66.7%	R%	96	R%	39.7%	R%	27.9%	R%	R%	68	R%	R%	67
	Band 5	-	-	-	0	-	-	-	-	-	-	0	-	-	0
	Band 6	R%	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 7	R%	R%	R%	11	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
	Band 8b	R%	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%	R
Clinical	Band 2	49.1%	42.0%	9.0%	479	13.0%	64.8%	R%	7.0%	R%	8.7%	415	97.2%	2.8%	399
	Band 3	25.0%	48.1%	26.9%	52	R%	69.7%	R%	R%	R%	R%	33	R%	R%	32
	Band 4	R%	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 5	27.5%	64.3%	8.2%	171	R%	75.5%	R%	R%	R%	11.9%	143	R%	R%	145
	Band 6	R%	75.0%	R%	68	R%	69.1%	R%	R%	R%	R%	55	R%	R%	49
	Band 7	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
	Band 8b	R%	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Medical	Trainee grade	R%	R%	R%	R	R%	R%	R%	R%	R%	R%	R	-	-	0
	Consultants	R%	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Bank Workforce		38.1%	52.2%	9.7%	1042	10.3%	62.1%	7.0%	8.5%	2.2%	9.9%	860	97.5%	2.5%	848

* those employed solely on the bank, without a substantive post at LPT/ ** excludes "not known" categories / † includes Civil Partnership / ‡ includes Legally Separated and Widowed

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 2019 (Table 34):

  o In the Administrative and Clerical group there were overrepresentations of BME employees (particularly Asian British employees), men, Hindus, Muslims, and Sikhs; whilst there was an underrepresentation of Black British employees and, amongst women under 50 years old, an underrepresentation of women on maternity leave.

  o In the Additional Clinical Services group there was an overrepresentation of younger employees (aged 29 years old and under) and an underrepresentation of men.

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

  o In the Allied Health Professionals group there was an overrepresentation of younger employees (29 years old and under) and middle-aged employees (30 to 49 years old); whilst 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.

  o 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.

  o 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.

- 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 or develop staff for roles with 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 34: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2019 compared to representation by staff group and protected characteristic

| Protected Characteristic | | LPT Substantive Workforce Overall | | Staff Group (substantive) | | | | | | | | | | | |
| | | | | Administrative and Clerical** | | Additional Clinical Services | | Additional Professional Scientific and Technical*** | | Allied Health Professionals | | Nursing Registered | | Medical | |
(excludes "not known" categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	677	12.8%	174	13.4%	196	15.9%	37	17.4%	110	18.0%	148	8.4%	12	6.2%
	30 to 49	2635	49.7%	577	44.5%	583	47.3%	116	54.5%	369	60.3%	872	49.6%	118	60.8%
	50 and over	1995	37.6%	547	42.1%	454	36.8%	60	28.2%	133	21.7%	737	41.9%	64	33.0%
Disability	Disabled	226	5.4%	67	6.4%	43	4.4%	R	R%	35	6.6%	65	4.9%	R	R%
	Not Disabled	3925	94.6%	974	93.6%	931	95.6%	R	R%	494	93.4%	1265	95.1%	R	R%
Ethnicity (WRES)	White	4007	77.4%	888	70.7%	955	78.3%	140	78.7%	504	84.3%	1444	83.3%	76	39.6%
	BME	1171	22.6%	368	29.3%	265	21.7%	38	21.3%	94	15.7%	290	16.7%	116	60.4%
Ethnicity (detailed)	White	4007	77.4%	888	70.7%	955	78.3%	140	78.7%	504	84.3%	1444	83.3%	76	39.6%
	Mixed	78	1.5%	R	R%	18	1.5%	R	R%	R	R%	23	1.3%	R	R%
	Asian British	760	14.7%	307	24.4%	152	12.5%	R	R%	R	R%	101	5.8%	98	51.0%
	Black British	278	5.4%	34	2.7%	78	6.4%	R	R%	11	1.8%	146	8.4%	R	R%
	Other	55	1.1%	R	R%	17	1.4%	R	R%	R	R%	20	1.2%	R	R%
Gender	Female	4406	83.0%	1002	77.2%	1062	86.1%	175	82.2%	536	87.6%	1526	86.9%	105	54.1%
	Male	901	17.0%	296	22.8%	171	13.9%	38	17.8%	76	12.4%	231	13.1%	89	45.9%
Marital Status	Single	1628	31.2%	401	31.5%	409	33.7%	R	R%	213	35.2%	489	28.3%	R	R%
	Married†	3033	58.1%	722	56.7%	644	53.0%	122	59.2%	356	58.8%	1048	60.7%	141	73.1%
	Divorced‡	558	10.7%	151	11.9%	161	13.3%	R	R%	36	6.0%	190	11.0%	R	R%
Maternity*	Maternity	133	4.9%	12	2.3%	34	5.0%	R	R%	31	7.4%	43	4.9%	R	R%
	Not maternity	2576	95.1%	518	97.7%	641	95.0%	R	R%	387	92.6%	842	95.1%	R	R%
Religion or Belief	Atheism	591	14.1%	136	12.7%	135	14.6%	38	29.0%	84	16.9%	183	12.9%	15	9.7%
	Christianity	2458	58.5%	553	51.7%	532	57.4%	49	37.4%	297	59.6%	976	68.5%	51	32.9%
	Hinduism	329	7.8%	137	12.8%	59	6.4%	10	7.6%	35	7.0%	51	3.6%	37	23.9%
	Islam	206	4.9%	79	7.4%	41	4.4%	R	R%	R	R%	29	2.0%	R	R%
	Sikhism	111	2.6%	56	5.2%	24	2.6%	R	R%	R	R%	14	1.0%	R	R%
	Other	510	12.1%	109	10.2%	136	14.7%	21	16.0%	53	10.6%	171	12.0%	20	12.9%
Sexual Orientation	Heterosexual	4138	97.3%	1055	98.0%	913	96.3%	R	R%	R	R%	1394	97.1%	R	R%
	LGBO	113	2.7%	21	2.0%	35	3.7%	R	R%	R	R%	42	2.9%	R	R%

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

Bank staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2019 (Table 35):

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

  - In the Additional Clinical Services group there were overrepresentations of Black British employees (especially Asian British employees) and single people, and underrepresentations of White employees and people who were married or in a civil partnership.

  - In the Allied Health Professionals group there were overrepresentations of White employees and employees of "other" religions or beliefs (other than Atheism, Christianity, Hinduism, Islam, or Sikhism).

  - In the Nursing staff group there were overrepresentations of White employees and people who were married or in a civil partnership, and underrepresentations of BME employees (especially Asian British employees), single people, and Muslims.

Table 35: Representation in Leicestershire Partnership NHS Trust's bank* workforce at March 2019, by staff group and protected characteristic

Protected Characteristic		LPT Bank Workforce Overall*		Staff Group (substantive)									
				Administrative and Clerical***		Additional Clinical Services		Additional Professional Scientific and Technical****		Allied Health Professionals		Nursing Registered		Medical	
(excludes "not known" categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	184	17.3%	41	16.3%	131	23.9%	R	R%	R	R%	R	R%	R	R%
	30 to 49	472	44.5%	87	34.7%	260	47.4%	R	R%	R	R%	R	R%	R	R%
	50 and over	405	38.2%	123	49.0%	157	28.6%	R	R%	R	R%	111	50.9%	R	R%
Disability	Disabled	43	5.0%	17	8.3%	14	3.2%	R	R%	R	R%	R	R%	R	R%
	Not Disabled	823	95.0%	187	91.7%	430	96.8%	R	R%	R	R%	R	R%	R	R%
Ethnicity (WRES)	White	555	53.6%	131	53.5%	235	43.9%	R	R%	R	R%	156	73.6%	R	R%
	BME	480	46.4%	114	46.5%	300	56.1%	R	R%	R	R%	56	26.4%	R	R%
Ethnicity (detailed)	White	555	53.6%	131	53.5%	235	43.9%	R	R%	R	R%	156	73.6%	R	R%
	Mixed	29	2.8%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Asian British	166	16.0%	85	34.7%	60	11.2%	R	R%	R	R%	R	R%	R	R%
	Black British	260	25.1%	R	R%	214	40.0%	R	R%	R	R%	36	17.0%	R	R%
	Other	25	2.4%	12	4.9%	R	R%	R	R%	R	R%	R	R%	R	R%
Gender	Female	840	79.2%	187	74.5%	434	79.2%	R	R%	R	R%	185	84.9%	R	R%
	Male	221	20.8%	64	25.5%	114	20.8%	R	R%	R	R%	33	15.1%	R	R%
Marital Status	Single	397	38.1%	87	35.7%	249	46.1%	R	R%	R	R%	R	R%	R	R%
	Married†	544	52.2%	134	54.9%	234	43.3%	R	R%	R	R%	145	67.4%	R	R%
	Divorced‡	101	9.7%	23	9.4%	57	10.6%	R	R%	R	R%	R	R%	R	R%
Maternity**	Maternity	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Not maternity	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Religion or Belief	Atheism	89	10.3%	R	R%	58	12.7%	R	R%	R	R%	15	8.5%	R	R%
	Christianity	534	62.1%	89	46.4%	296	64.8%	R	R%	R	R%	133	75.1%	R	R%
	Hinduism	60	7.0%	32	16.7%	21	4.6%	R	R%	R	R%	R	R%	R	R%
	Islam	73	8.5%	36	18.8%	R	R%	R	R%	R	R%	R	R%	R	R%
	Sikhism	19	2.2%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Other	85	9.9%	R	R%	43	9.4%	R	R%	R	R%	19	10.7%	R	R%
Sexual Orientation	Heterosexual	827	97.5%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	LGBO	21	2.5%	R	R%	R	R%	R	R%	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 satisfaction with opportunities for flexible working

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2019 (Table 36):

  o Younger employees (29 years and under), Asian British employees, men, single people, Atheists, and Muslims were underrepresented amongst Part-Time workers; whilst older employees (50 years and over), White employees, women, people who were married or in a civil partnership, and Christians were overrepresented amongst Part-Time workers.

- Compared to the overall profile of Leicestershire Partnership NHS Trust's substantive workforce by workforce area at March 2019 (Table 37):

  o Those in AMH&LD, Enabling, and Hosted Services were underrepresented amongst Part-Time workers; whilst those in FYPC and CHS were overrepresented amongst Part-Time workers.

  o Administrative and Clerical roles were underrepresented amongst Part-Time workers; whilst Allied Health Professionals overrepresented amongst Part-Time workers.

  o In terms of pay bands, it has already been noted that those at Non-clinical Band 2 were overrepresented amongst Part-Time workers; whilst those at Non-clinical Band 5 and 8a were underrepresented amongst Part-Time workers (Table 21).

  o 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 – for instance, there was an overrepresentation of BME employees in Administrative and Clerical roles (Table 34), alongside the underrepresentation of Administrative and Clerical roles amongst Part-Time workers noted above.

- The 2018 NHS Staff Survey indicated that, across the organisation, satisfaction with opportunities for flexible working had improved since 2016 and 2017. However, these improvements were seen only for staff who were Not Disabled; in 2018 Disabled staff were less likely than staff who were Not disabled to be satisfied with opportunities for flexible working (Table 38). Nonetheless, in 2018, the percentage of Disabled staff reporting that the Trust had made adequate adjustments to enable them to carry out their work had increased since 2016 (Table 38) – this metric also forms part of the Workforce Disability Equality Standard. Broadly, staff in CHS and those in Additional Clinical Services roles were less likely to be satisfied with opportunities for flexible working; whilst staff in FYPC and those in Allied Health Professional roles were more likely to be satisfied with opportunities for flexible working (Table 39).

Table 36: Part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2019, analysed by protected characteristic

| Protected Characteristic | | LPT Substantive Workforce Overall | | Working Pattern | | | |
| | | | | Full Time | | Part Time | |
(excludes "not known" categories)		n	%	n	%	n	%
Age Group (years)	29 and under	677	12.8%	565	18.1%	112	5.1%
	30 to 49	2635	49.7%	1480	47.4%	1155	52.9%
	50 and over	1995	37.6%	1079	34.5%	916	42.0%
Disability	Disabled	226	5.4%	151	6.2%	75	4.4%
	Not Disabled	3925	94.6%	2298	93.8%	1627	95.6%
Ethnicity (WRES)	White	4007	77.4%	2229	73.5%	1778	82.8%
	BME	1171	22.6%	802	26.5%	369	17.2%
Ethnicity (detailed)	White	4007	77.4%	2229	73.5%	1778	82.8%
	Mixed	78	1.5%	49	1.6%	29	1.4%
	Asian British	760	14.7%	524	17.3%	236	11.0%
	Black British	278	5.4%	189	6.2%	89	4.1%
	Other	55	1.1%	40	1.3%	15	0.7%
Gender	Female	4406	83.0%	2356	75.4%	2050	93.9%
	Male	901	17.0%	768	24.6%	133	6.1%
Marital Status	Single	1628	31.2%	1173	38.3%	455	21.1%
	Married†	3033	58.1%	1548	50.5%	1485	69.0%
	Divorced‡	558	10.7%	345	11.3%	213	9.9%
Maternity*	Maternity	133	4.9%	73	4.9%	60	5.0%
	Not maternity	2576	95.1%	1432	95.1%	1144	95.0%
Religion or Belief	Atheism	591	14.1%	411	16.4%	180	10.6%
	Christianity	2458	58.5%	1332	53.2%	1126	66.2%
	Hinduism	329	7.8%	218	8.7%	111	6.5%
	Islam	206	4.9%	149	5.9%	57	3.4%
	Sikhism	111	2.6%	80	3.2%	31	1.8%
	Other	510	12.1%	315	12.6%	195	11.5%
Sexual Orientation	Heterosexual	4138	97.3%	2450	96.5%	1688	98.6%
	LGBO	113	2.7%	89	3.5%	24	1.4%

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

Table 37: Part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2019, by Service and Staff Group

Workforce Area		LPT Substantive Workforce Overall		Working Pattern			
				Full Time		Part Time	
		n	%	n	%	n	%
Service	Adult Mental Health & Learning Disabilities Services	1255	23.6%	874	28.0%	381	17.5%
	Community Health Services	2010	37.9%	1109	35.5%	901	41.3%
	Family Young People & Children	1298	24.5%	589	18.9%	709	32.5%
	Enabling	511	9.6%	357	11.4%	154	7.1%
	Hosted Services	233	4.4%	195	6.2%	38	1.7%
Staff Group	Administrative and Clerical*	1298	24.5%	860	27.5%	438	20.1%
	Additional Clinical Services	1233	23.2%	711	22.8%	522	23.9%
	Additional Professional Scientific and Technical**	213	4.0%	115	3.7%	98	4.5%
	Allied Health Professionals	612	11.5%	280	9.0%	332	15.2%
	Nursing (Registered)	1757	33.1%	1023	32.7%	734	33.6%
	Medical	194	3.7%	135	4.3%	59	2.7%

* includes Estates and Ancillary / ** includes Healthcare Scientists

Table 38: NHS Staff Survey 2016 to 2018: 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? % Satisfied or Very satisfied			Trends over time		28b. Has your employer made adequate adjustment(s) to enable you to carry out your work? % Yes			Trends over time	
		2016	2017	2018	2016 to 2018	2017 to 2018	2016	2017	2018	2016 to 2018	2017 to 2018
LPT Overall		61.24% (1381/2255)	62.61% (1403/2241)	67.04% (1727/2576)	↑	↑	62.86% (220/350)	78.73% (211/268)	78.59% (257/327)	↑	—
Age Band (years)	21-30	59.27% (147/248)	59.45% (151/254)	61.67% (185/300)	—	—	61.90% (13/21)	71.43% (15/21)	80.65% (25/31)	—	—
	31-40	63.31% (264/417)	68.23% (305/447)	70.43% (362/514)	↑	—	58.14% (25/43)	88.89% (32/36)	80.00% (36/45)	↑	—
	41-50	64.90% (416/641)	68.92% (459/666)	70.78% (545/770)	↑	—	67.33% (68/101)	77.42% (72/93)	75.53% (71/94)	—	—
	51-65	58.90% (483/820)	56.39% (437/775)	64.20% (572/891)	↑	↑	62.13% (105/169)	79.25% (84/106)	80.54% (120/149)	↑	—
	66+	50.79% (32/63)	56.00% (14/25)	59.09% (13/22)	—	—	66.67% (8/12)	33.33% (R)	50.00% (R)	—	—
Disability	Disabled	56.32% (294/522)	61.17% (63/103)	60.50% (337/557)	—	—	62.86% (220/350)	71.70% (38/53)	78.59% (257/327)	↑	—
	Not disabled	62.80% (1062/1691)	62.84% (1001/1593)	69.16% (1357/1962)	↑	↑	0.00% (0/0)	79.39% (104/131)	0.00% (0/0)	—	
Ethnicity (WRES)	White	61.68% (1117/1811)	63.04% (1141/1810)	66.54% (1350/2029)	↑	↑	64.86% (192/296)	79.20% (179/226)	78.52% (223/284)	↑	—
	BME	60.90% (229/376)	61.24% (237/387)	70.62% (351/497)	↑	↑	52.08% (25/48)	76.32% (29/38)	78.38% (29/37)	↑	—
BME Group	Asian British	62.45% (163/261)	63.16% (180/285)	70.52% (256/363)	↑	↑	57.69% (15/26)	74.07% (20/27)	76.92% (20/26)	—	—
	Black British	54.05% (40/74)	52.31% (34/65)	69.51% (57/82)	—	↑	50.00% (7/14)	71.43% (R)	77.78% (R)	—	—
	Mixed	52.17% (12/23)	57.14% (12/21)	71.43% (20/28)	—	—	50.00% (R)	100.00% (R)	100.00% (R)	—	
	Other	77.78% (14/18)	68.75% (11/16)	75.00% (18/24)	—	—	25.00% (R)	100.00% (R)	0.00% (0/0)	—	
Gender	Female	61.87% (1113/1799)	62.77% (1165/1856)	67.61% (1430/2115)	↑	↑	62.50% (185/296)	77.57% (166/214)	79.12% (216/273)	↑	—
	Male	59.50% (216/363)	61.82% (238/385)	64.43% (297/461)	—	—	71.11% (32/45)	83.33% (45/54)	75.93% (41/54)	—	—
Religion or Belief	No Religion	59.14% (398/673)	60.49% (398/658)	64.47% (528/819)	↑	—	59.79% (58/97)	81.43% (57/70)	76.29% (74/97)	↑	—
	Christian	64.39% (718/1115)	66.67% (712/1068)	69.67% (774/1111)	↑	—	65.67% (132/201)	78.63% (103/131)	80.54% (120/149)	↑	—
	Hindu	64.12% (84/131)	66.67% (84/126)	70.24% (118/168)	—	—	64.29% (9/14)	85.71% (12/14)	100.00% (12/12)	↑	
	Muslim	60.00% (33/55)	73.53% (50/68)	73.53% (50/68)	—	—	42.86% (R)	75.00% (R)	80.00% (R)	—	—
	Sikh	64.10% (25/39)	73.53% (25/34)	78.00% (39/50)	—	—	66.67% (R)	75.00% (R)	66.67% (R)	—	—
	Other	20.00% (3/15)	21.05% (4/19)	55.26% (21/38)	↑	↑	66.67% (R)	40.00% (R)	75.00% (9/12)	—	—
Sexual Orientation	Heterosexual	62.40% (1230/1971)	64.85% (1251/1929)	67.73% (1505/2222)	↑	—	63.67% (198/311)	78.92% (176/223)	80.61% (212/263)	↑	—
	LGBO	51.72% (30/58)	40.62% (26/64)	60.61% (40/66)	—	↑	88.89% (R)	92.31% (12/13)	70.59% (12/17)	—	—

R – redacted

Table 39: NHS Staff Survey 2016 to 2018: satisfaction with opportunities for flexible working by workforce area, and adequate adjustments for disabled employees by workforce area

Workforce Area		5h. How satisfied are you with the opportunities for flexible working patterns? % Satisfied or Very satisfied			Trends over time		28b. Has your employer made adequate adjustment(s) to enable you to carry out your work? % Yes			Trends over time	
		2016	2017	2018	2016 to 2018	2017 to 2018	2016	2017	2018	2016 to 2018	2017 to 2018
LPT Overall		61.24% (1381/2255)	62.61% (1403/2241)	67.04% (1727/2576)	↑	↑	62.86% (220/350)	78.73% (211/268)	78.59% (257/327)	↑	–
Service	AMH&LD	55.28% (241/436)	54.00% (236/437)	62.84% (345/549)	↑	↑	58.62% (51/87)	73.61% (53/72)	77.65% (66/85)	↑	–
	CHS	55.09% (422/766)	55.98% (426/761)	60.92% (572/939)	↑	↑	57.03% (73/128)	83.56% (61/73)	76.72% (89/116)	↑	–
	FYPC	66.56% (426/640)	70.51% (471/668)	75.27% (490/651)	↑	–	64.21% (61/95)	75.58% (65/86)	79.75% (63/79)	↑	–
	Enabling	71.56% (229/320)	72.54% (206/284)	73.51% (222/302)	–	–	84.38% (27/32)	86.67% (26/30)	80.56% (29/36)	–	–
	Hosted Services	67.74% (63/93)	70.33% (64/91)	72.59% (98/135)	–	–	100.00% (R)	85.71% (R)	90.91% (10/11)	–	–
Staff Group	Administrative and Clerical	68.95% (484/702)	67.77% (490/723)	70.09% (546/779)	–	–	79.38% (77/97)	78.82% (67/85)	80.81% (80/99)	–	–
	Additional Clinical Services	53.46% (201/376)	57.87% (217/375)	58.26% (268/460)	–	–	64.38% (47/73)	82.26% (51/62)	78.05% (64/82)	–	–
	Add. Prof. Scientific and Tech.	67.11% (51/76)	66.67% (44/66)	75.53% (71/94)	–	–	60.00% (R)	66.67% (R)	57.14% (R)	–	–
	Allied Health Professionals	66.37% (223/336)	70.29% (246/350)	77.27% (272/352)	↑	↑	64.10% (25/39)	84.38% (27/32)	81.82% (27/33)	–	–
	Nursing and Midwifery Reg.	55.72% (375/673)	56.09% (359/640)	64.10% (507/791)	↑	↑	50.78% (65/128)	76.25% (61/80)	77.23% (78/101)	↑	–
	Medical and Dental	53.01% (44/83)	54.32% (44/81)	64.04% (57/89)	–	–	37.50% (R)	60.00% (R)	80.00% (R)	–	–

R – redacted

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

- The overall equality profile of Leicestershire Partnership NHS Trust's recruitment process (Table 40):

  o Applicants:
    - Younger people and middle-aged people (29 years old and under and 30 to 49 years old), Disabled people, BME people (especially Mixed-race, Asian British, and Black British people), 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.

  o Short listing:
    - Younger people (29 years old and under), people who were Not disabled, BME people, men, single people, and people of minority faiths (Hindus, Muslims, and Sikhs) were less likely to be shortlisted; however, when looking at ethnic groups in more detail it is noted that Black British people were more likely to be shortlisted.

  o Appointment:
    - BME people (especially Asian British and Black British people), Muslims, and Sikhs 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:

  o In Non-clinical roles (Table 41):
    - Overall rates of shortlisting and appointment were lower for BME people than for White people, but this pattern varied by pay band.
    - At Band 2 rates of shortlisting were lower for BME people, but rates of appointment were similar for BME people and White people.
    - At Bands 3 to 4, rates of shortlisting and appointment were similar for BME people and White people.
    - At Bands 5 and above, BME people were less likely to be shortlisted from amongst applicants (especially Asian British and Black British people), and BME people were less likely to be appointed from amongst those shortlisted (especially Asian British people).

  o In Clinical roles (Table 42):
    - Overall rates of shortlisting from amongst applicants were lower for BME people (particularly Asian British people and people of "other" ethnicities) than for White people, and rates of appointment from amongst those shortlisted were lower for BME people (particularly Asian British and Black British people) than for White people.
    - The lower rate of shortlisting for BME people was apparent at Bands 3 to 4, and at Bands 6 and above.
    - The lower rate of appointment for BME people was apparent at Band 2, and at Bands 6 and above.

  o In Medical roles (Table 43):

- 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.

- The overall lower likelihood of shortlisting for 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 34). 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. This pattern seems to be apparent in Non-clinical roles (Table 41), in which BME people and White people were similarly likely to be appointed to lower level posts (Band 2 and Bands 3 to 4), but BME people were less likely to be appointed to higher level posts (Bands 5 and above). However, in Clinical roles (Table 42), BME people were less likely to be appointed from shortlisting, both for lower level posts (Band 2) and higher level posts (Bands 6 and above).

- 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 40); 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 shortlisted at a lower rate than women.

Table 40: Leicestershire Partnership NHS Trust's recruitment process during 2018/19 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 (excludes "not known" categories)		Applicants compared to the local population				Shortlisted (% of applicants)		Appointed (% of shortlisted)	
		Leicester, Leicestershire and Rutland Overall*		Applicants (count)					
		n	%[1]	n	%[1]	n	%[2]	n	%[3]
Age Band (years)	29 and under	216484	31.3%	5793	36.5%	2000	34.5%	170	8.5%
	30 to 49	271723	39.3%	7514	47.4%	3233	43.0%	234	7.2%
	50 and over	202603	29.3%	2557	16.1%	1282	50.1%	110	8.6%
Disability	Disabled	31616	4.8%	941	6.1%	419	44.5%	24	5.7%
	Not Disabled	632233	95.2%	14565	93.9%	5952	40.9%	477	8.0%
Ethnicity (WRES)	White	513259	77.3%	8521	54.8%	3844	45.1%	371	9.7%
	BME	150590	22.7%	7031	45.2%	2525	35.9%	124	4.9%
Ethnicity (detailed)	White	513259	77.3%	8521	54.8%	3844	45.1%	371	9.7%
	Mixed	10592	1.6%	501	3.2%	165	32.9%	R	R%
	Asian British	115756	17.4%	4580	29.4%	1519	33.2%	66	4.3%
	Black British	16182	2.4%	1730	11.1%	770	44.5%	40	5.2%
	Other	8060	1.2%	220	1.4%	71	32.3%	R	R%
Gender	Female	343378	49.7%	12503	79.4%	5253	42.0%	411	7.8%
	Male	347432	50.3%	3243	20.6%	1204	37.1%	90	7.5%
Marital Status	Single	269488	40.6%	7546	49.3%	2807	37.2%	207	7.4%
	Married†	310784	46.8%	6636	43.4%	2890	43.6%	247	8.5%
	Divorced‡	83577	12.6%	1110	7.3%	500	45.0%	30	6.0%
Religion or Belief	Atheism	186299	29.8%	2194	15.2%	941	42.9%	92	9.8%
	Christianity	321500	51.4%	6111	42.4%	2747	45.0%	233	8.5%
	Hinduism	49841	8.0%	1824	12.7%	624	34.2%	33	5.3%
	Islam	45040	7.2%	1825	12.7%	562	30.8%	R	R%
	Sikhism	16066	2.6%	692	4.8%	244	35.3%	R	R%
	Other	6599	1.1%	1756	12.2%	735	41.9%	54	7.3%
Sexual Orientation	Heterosexual	3533	96.9%	14368	95.5%	5922	41.2%	454	7.7%
	LGBO	114	3.1%	678	4.5%	259	38.2%	21	8.1%
Overall				15879		6517	41.0%	514	7.9%

[1] Percentage reflects degree of representation and is calculated out of the total number of people for whom protected characteristic subgroup was known for the given protected characteristic
[2] Percentage shortlisted out of the total number of applicants in the given protected characteristic subgroup
[3] Percentage appointed out of the total number shortlisted in the given protected characteristic subgroup
* Leicester, Leicestershire and Rutland working age population (16 to 64 years old); estimates are based on the UK Census 2011, except for age and gender which are based on ONS mid-year population estimates to June 2018 and sexual orientation which is based on the 2017 ONS Annual Population Survey regional estimate for the East Midlands
† includes Civil Partnership / ‡ includes Legally Separated and Widowed
R – redacted

Table 41: Leicestershire Partnership NHS Trust's recruitment process during 2018/19 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		Applicants compared to the local population Leicester, Leicestershire and Rutland Overall*		Applicants (count)		Shortlisted (% of applicants)		Appointed (% of shortlisted)	
	(excludes "not known" categories)		n	%[1]	n	%[1]	n	%[2]	n	%[3]
Non-clinical — **All Bands**	**Ethnicity (WRES)**	White	513259	77.3%	3596	50.0%	1150	32.0%	89	7.7%
		BME	150590	22.7%	3591	50.0%	962	26.8%	41	4.3%
	Ethnicity (detailed)	White	513259	77.3%	3596	50.0%	1150	32.0%	89	7.7%
		Mixed	10592	1.6%	254	3.5%	56	22.0%	R	R%
		Asian British	115756	17.4%	2807	39.1%	770	27.4%	28	3.6%
		Black British	16182	2.4%	456	6.3%	117	25.7%	R	R%
		Other	8060	1.2%	74	1.0%	19	25.7%	R	R%
Band 2	**Ethnicity (WRES)**	White	513259	77.3%	1740	48.2%	465	26.7%	21	4.5%
		BME	150590	22.7%	1869	51.8%	444	23.8%	14	3.2%
	Ethnicity (detailed)	White	513259	77.3%	1740	48.2%	465	26.7%	21	4.5%
		Mixed	10592	1.6%	128	3.5%	R	R%	R	R%
		Asian British	115756	17.4%	1540	42.7%	375	24.4%	R	R%
		Black British	16182	2.4%	168	4.7%	41	24.4%	R	R%
		Other	8060	1.2%	33	0.9%	R	R%	R	R%
Bands 3 to 4	**Ethnicity (WRES)**	White	513259	77.3%	1367	52.6%	471	34.5%	30	6.4%
		BME	150590	22.7%	1233	47.4%	385	31.2%	18	4.7%
	Ethnicity (detailed)	White	513259	77.3%	1367	52.6%	471	34.5%	30	6.4%
		Mixed	10592	1.6%	99	3.8%	R	R%	R	R%
		Asian British	115756	17.4%	929	35.7%	295	31.8%	R	R%
		Black British	16182	2.4%	182	7.0%	60	33.0%	R	R%
		Other	8060	1.2%	23	0.9%	R	R%	R	R%
Bands 5 and above	**Ethnicity (WRES)**	White	513259	77.3%	489	50.0%	214	43.8%	R	R%
		BME	150590	22.7%	489	50.0%	133	27.2%	R	R%
	Ethnicity (detailed)	White	513259	77.3%	489	50.0%	214	43.8%	R	R%
		Mixed	10592	1.6%	27	2.8%	R	R%	R	R%
		Asian British	115756	17.4%	338	34.6%	100	29.6%	R	R%
		Black British	16182	2.4%	106	10.8%	16	15.1%	R	R%
		Other	8060	1.2%	18	1.8%	R	R%	R	R%

R – redacted

Table 42: Leicestershire Partnership NHS Trust's recruitment process during 2018/19 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		Leicester, Leicestershire and Rutland Overall*		Applicants (count)		(% of applicants)		(% of shortlisted)	
	(excludes "not known" categories)		n	%¹	n	%¹	n	%²	n	%³
Clinical — All Bands	Ethnicity (WRES)	White	513259	77.3%	4757	59.8%	2614	55.0%	267	10.2%
		BME	150590	22.7%	3192	40.2%	1487	46.6%	71	4.8%
	Ethnicity (detailed)	White	513259	77.3%	4757	59.8%	2614	55.0%	267	10.2%
		Mixed	10592	1.6%	234	2.9%	106	45.3%	R	R%
		Asian British	115756	17.4%	1608	20.2%	694	43.2%	28	4.0%
		Black British	16182	2.4%	1227	15.4%	640	52.2%	33	5.2%
		Other	8060	1.2%	123	1.5%	47	38.2%	R	R%
Clinical — Band 2	Ethnicity (WRES)	White	513259	77.3%	1483	50.2%	745	50.2%	42	5.6%
		BME	150590	22.7%	1474	49.8%	708	48.0%	20	2.8%
	Ethnicity (detailed)	White	513259	77.3%	1483	50.2%	745	50.2%	42	5.6%
		Mixed	10592	1.6%	98	3.3%	44	44.9%	R	R%
		Asian British	115756	17.4%	720	24.3%	311	43.2%	R	R%
		Black British	16182	2.4%	604	20.4%	331	54.8%	R	R%
		Other	8060	1.2%	52	1.8%	22	42.3%	R	R%
Clinical — Bands 3 to 4	Ethnicity (WRES)	White	513259	77.3%	1269	65.3%	480	37.8%	R	R%
		BME	150590	22.7%	675	34.7%	156	23.1%	R	R%
	Ethnicity (detailed)	White	513259	77.3%	1269	65.3%	480	37.8%	R	R%
		Mixed	10592	1.6%	59	3.0%	R	R%	R	R%
		Asian British	115756	17.4%	409	21.0%	99	24.2%	R	R%
		Black British	16182	2.4%	180	9.3%	38	21.1%	R	R%
		Other	8060	1.2%	27	1.4%	R	R%	R	R%

R – redacted

Table 42 is continued over leaf …

Table 42 continued: Leicestershire Partnership NHS Trust's recruitment process during 2018/19 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		Applicants compared to the local population				Shortlisted (% of applicants)		Appointed (% of shortlisted)	
			Leicester, Leicestershire and Rutland Overall*		Applicants (count)					
	(excludes "not known" categories)		n	%[1]	n	%[1]	n	%[2]	n	%[3]
Clinical	Band 5	Ethnicity (WRES) White	513259	77.3%	868	65.5%	559	64.4%	61	10.9%
		BME	150590	22.7%	458	34.5%	270	59.0%	19	7.0%
		Ethnicity (detailed) White	513259	77.3%	868	65.5%	559	64.4%	61	10.9%
		Mixed	10592	1.6%	36	2.7%	R	R%	R	R%
		Asian British	115756	17.4%	188	14.2%	96	51.1%	R	R%
		Black British	16182	2.4%	216	16.3%	142	65.7%	R	R%
		Other	8060	1.2%	18	1.4%	R	R%	R	R%
	Bands 6 and above	Ethnicity (WRES) White	513259	77.3%	1117	67.2%	815	73.0%	132	16.2%
		BME	150590	22.7%	545	32.8%	326	59.8%	27	8.3%
		Ethnicity (detailed) White	513259	77.3%	1117	67.2%	815	73.0%	132	16.2%
		Mixed	10592	1.6%	41	2.5%	23	56.1%	R	R%
		Asian British	115756	17.4%	261	15.7%	165	63.2%	13	7.9%
		Black British	16182	2.4%	220	13.2%	126	57.3%	R	R%
		Other	8060	1.2%	23	1.4%	12	52.2%	R	R%

R – redacted

Table 43: Leicestershire Partnership NHS Trust's recruitment process during 2018/19 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

Pay Band	Protected Characteristic		Applicants compared to the local population				Shortlisted (% of applicants)		Appointed (% of shortlisted)	
			Leicester, Leicestershire and Rutland Overall*		Applicants (count)					
	(excludes "not known" categories)		n	%[1]	n	%[1]	n	%[2]	n	%[3]
Medical		Ethnicity (WRES) White	513259	77.3%	16	12.1%	R	R%	R	R%
		BME	150590	22.7%	116	87.9%	R	R%	R	R%
		Ethnicity (detailed) White	513259	77.3%	16	12.1%	R	R%	R	R%
		Mixed	10592	1.6%	R	R%	R	R%	R	R%
		Asian British	115756	17.4%	70	53.0%	R	R%	R	R%
		Black British	16182	2.4%	22	16.7%	R	R%	R	R%
		Other	8060	1.2%	R	R%	R	R%	R	R%

R – redacted

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 at March 2019 when compared to March 2018):

  - Older employees (50 years old and over), White people, women, people who were married or in a civil partnership, and Christians were less likely to be promoted; whilst younger (29 years old and under), middle-aged (30 to 49 years old), BME people (especially Black British people), men, single people and Atheists were more likely to be promoted (Table 44).
  - Staff at Non-clinical Band 8a, Clinical Band 4, and in Medical roles were more likely to have been promoted in the last year; whilst staff at Clinical Band 5 were less likely to have been promoted in the last year (Table 45).
  - Staff in FYPC, Part-Time staff, and those in the Additional Clinical Services staff group were less likely to have been promoted in the last year; whilst staff in Enabling, Full-Time staff, and Medics were more likely to have been promoted in the last year (Table 46).
  - 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 47).

- Fairness in career progression and promotion (Staff Survey 2018):

  - Disabled people, BME employees (especially Asian British people and Black British people), and men were less likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age; these trends have been present and have remained static over the past three years (Table 49). Meanwhile, although White employees were more likely to feel that the organisation acts fairly with regard to career progression / promotion, the level of agreement with this statement has followed a downward trend over the past three years (Table 49).
  - Allied Health Professionals were most likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age; a trend that has been present and has remained static over the past three years (Table 50). Meanwhile staff in CHS were less likely to feel that the organisation acts fairly with regard to career progression / promotion in 2018 than in 2017 (Table 50).

- Award of the annual pay increment (2018/19):

  - Black British employees were less likely to have been awarded an annual pay increment (Table 44); associated with the finding that staff at Clinical Band 2 were less likely to have been awarded an annual pay increment (Table 45) – Black British staff were overrepresented at this

pay band (Table 20). The trend over the past three years has been for all substantive staff to become more likely to receive an increment, but in 2016/17 Black British staff were the least likely ethnic group receive an increment and this was the case again in 2018/19 (Table 48).

- o Staff in AMH&LD and Part-Time staff were less likely to have been awarded an annual pay increment; whilst Full-Time staff and Allied Health Professionals were more likely to have been awarded an annual pay increment (Table 46).

- Non-mandatory training (based on internal records):

  - o Asian British staff, men, those on maternity leave (amongst women under 50 years old), Hindus, and Muslims were less likely to access non-mandatory training; whilst White employees, Black British employees, women, people who were divorced, legally separated or widowed, those not on maternity leave (amongst women under 50 years old), and Christians were more likely to access non-mandatory training (Table 44).
  - o Staff at Non-clinical pay bands 2, 3, and 4, and Medics were less likely to access non-mandatory training; whilst staff at Clinical Bands 5, 7 and 8a were more likely to access non-mandatory training (Table 45).
  - o Staff in CHS, Enabling services, Hosted Services, Part-Time staff, and staff in the Administrative and Clerical, Additional Professional Scientific and Technical, Allied Health Professional and Medical staff groups were less likely to access non-mandatory training; whilst staff in AMH&LD, FYPC, Full-Time staff, and staff in the Additional Clinical Services and Nursing (registered) staff groups were more likely to access non-mandatory training (Table 46).
  - o A lower uptake of non-mandatory training amongst Asian British employees might reflect occupational segregation within the workforce. Those in the Nursing staff group were overrepresented amongst those undertaking non-mandatory training (Table 46); whilst Asian British people were underrepresented in this occupational group (Table 34). Simultaneously, those in the Administrative and Clerical occupational group were underrepresented amongst those undertaking non-mandatory training (Table 45), with Asian British people overrepresented in this occupational group (Table 34).

- Non-mandatory training (based on the Staff Survey 2018):

  - o Overall, the percentages of respondents reporting that they have had any non-mandatory training has dropped year-on-year over the past three years; Disabled employees in particular were less likely to report having had any non-mandatory training in the past 12 months (Table 49).
  - o Staff in Enabling and those in Administrative and Clerical roles were least likely to report having had any non-mandatory training in the past 12 months; whilst Medics and Nurses were most likely to report having had non-mandatory training in the past 12 months (Table 50) – notably, the staff survey finding that Medics are more likely to have undertaken non-mandatory contradicts the finding based on internal records of non-mandatory training described above.

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 2019, by protected characteristic

Protected Characteristic		Promotions Base[1]	Promotions Promoted		Annual Pay Awards Base[2]	Annual Pay Awards Increment awarded		Uptake of Non-mandatory Training Base	Uptake of Non-mandatory Training Non-mandatory training accessed	
(excludes "not known" categories)		n	n	%	n	n	%	n	n	%
Age Band (years)	29 and under	454	80	17.6%	362	308	85.1%	677	385	56.9%
	30 to 49	2360	228	9.7%	1263	1065	84.3%	2635	1576	59.8%
	50 and over	1858	66	3.6%	547	459	83.9%	1995	1232	61.8%
Disability	Disabled	194	18	9.3%	115	100	87.0%	226	140	61.9%
	Not disabled	3355	315	9.4%	1793	1521	84.8%	3925	2328	59.3%
Ethnicity (WRES)	White	3561	262	7.4%	1625	1379	84.9%	4007	2473	61.7%
	BME	999	101	10.1%	506	421	83.2%	1171	665	56.8%
Ethnicity (detailed)	White	3561	262	7.4%	1625	1379	84.9%	4007	2473	61.7%
	Mixed	63	R	R%	41	34	82.9%	78	43	55.1%
	Asian British	650	61	9.4%	301	260	86.4%	760	393	51.7%
	Black British	241	30	12.4%	144	110	76.4%	278	191	68.7%
	Other	45	R	R%	20	17	85.0%	55	38	69.1%
Gender	Female	3878	288	7.4%	1789	1509	84.3%	4406	2749	62.4%
	Male	794	86	10.8%	383	323	84.3%	901	444	49.3%
Marital Status	Single	1326	151	11.4%	780	648	83.1%	1628	952	58.5%
	Married†	2748	182	6.6%	1147	985	85.9%	3033	1815	59.8%
	Divorced‡	513	31	6.0%	206	171	83.0%	558	371	66.5%
Maternity*	Maternity	127	R	R%	93	86	92.5%	133	43	32.3%
	Not maternity	2169	R	R%	1221	1017	83.3%	2576	1627	63.2%
Religion or Belief	Atheism	493	59	12.0%	282	231	81.9%	591	361	61.1%
	Christianity	2197	163	7.4%	1060	901	85.0%	2458	1531	62.3%
	Hinduism	291	26	8.9%	138	121	87.7%	329	177	53.8%
	Islam	157	15	9.6%	84	72	85.7%	206	89	43.2%
	Sikhism	96	10	10.4%	47	42	89.4%	111	65	58.6%
	Other	432	37	8.6%	226	190	84.1%	510	322	63.1%
Sexual Orientation	Heterosexual	3604	R	R%	1872	1588	84.8%	4138	2498	60.4%
	LGBO	90	R	R%	43	36	83.7%	113	69	61.1%
LPT Substantive Workforce Overall		**4672**	**374**	**8.0%**	**2172**	**1832**	**84.3%**	**5307**	**3193**	**60.2%**

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / * Maternity or adoption leave for women aged under 50 years old
[1] based on those in post at March 2017
[2] based on those eligible for an increment (i.e., not at the top of a payband)
R - redacted

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 2019, by pay band

Pay Band		Promotions Base[1]	Promoted		Annual Pay Awards Base[2]	Increment awarded		Uptake of Non-mandatory Training Base	Non-mandatory training accessed	
		n	n	%	n	n	%	n	n	%
Non-clinical	Apprentice	R	R	R%	-	-		14	R	R%
	Band 1 and under	R	R	R%	R	R	R%	R	0	0.0%
	Band 2	227	R	R%	113	90	79.6%	274	111	40.5%
	Band 3	278	27	9.7%	150	135	90.0%	304	139	45.7%
	Band 4	181	13	7.2%	84	69	82.1%	199	96	48.2%
	Band 5	138	14	10.1%	77	66	85.7%	151	87	57.6%
	Band 6	94	10	10.6%	60	55	91.7%	107	57	53.3%
	Band 7	104	R	R%	54	51	94.4%	113	52	46.0%
	Band 8a	53	12	22.6%	31	29	93.5%	57	31	54.4%
	Band 8b	34	R	R%	16	14	87.5%	38	24	63.2%
	Band 8c	22	R	R%	R	R	R%	22	15	68.2%
	Band 8d	R	R	R%	R	R	R%	R	R	R%
	Band 9	R	0	0.0%	-	-		R	R	R%
	VSM	R	0	0.0%	-	-		R	R	R%
Clinical	Apprentice	-	-		-	-		23	21	91.3%
	Band 2	429	0	0.0%	207	153	73.9%	503	320	63.6%
	Band 3	414	29	7.0%	190	159	83.7%	473	311	65.8%
	Band 4	213	36	16.9%	97	90	92.8%	230	145	63.0%
	Band 5	652	21	3.2%	285	224	78.6%	793	528	66.6%
	Band 6	1057	95	9.0%	513	440	85.8%	1163	722	62.1%
	Band 7	387	47	12.1%	186	160	86.0%	410	284	69.3%
	Band 8a	138	14	10.1%	75	65	86.7%	144	109	75.7%
	Band 8b	52	R	R%	18	16	88.9%	59	38	64.4%
	Band 8c	14	R	R%	R	R	R%	14	11	78.6%
	Band 8d	R	R	R%	-	-		R	R	R%
	Medical	161	26	16.1%	-	-		194	75	38.7%
LPT Substantive Workforce Overall		**4672**	**374**	**8.0%**	**2172**	**1832**	**84.3%**	**5307**	**3193**	**60.2%**

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

R – redacted

Table 46: Rates of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2019, by service area, working pattern, and staff group

Workforce Area		Promotions Base[1]	Promotions Promoted		Annual Pay Awards Base[2]	Annual Pay Awards Increment awarded		Uptake of Non-mandatory Training Base	Uptake of Non-mandatory Training Non-mandatory training accessed	
		n	n	%	n	n	%	n	n	%
Service Area	AMH&LD Services	1111	94	8.5%	501	397	79.2%	1255	825	65.7%
	Community Health Services	1758	122	6.9%	875	744	85.0%	2010	1157	57.6%
	Family Young People & Children	1170	71	6.1%	508	435	85.6%	1298	892	68.7%
	Enabling	434	64	14.7%	179	159	88.8%	511	267	52.3%
	Hosted Services	199	23	11.6%	109	97	89.0%	233	52	22.3%
Working Pattern	Full Time	2679	279	10.4%	1401	1203	85.9%	3124	1972	63.1%
	Part Time	1993	95	4.8%	771	629	81.6%	2183	1221	55.9%
Staff Group	Administrative and Clerical*	1150	99	8.6%	596	520	87.2%	1298	626	48.2%
	Additional Clinical Services	1061	62	5.8%	500	407	81.4%	1233	805	65.3%
	Add. Prof. Sci. and Technical**	185	17	9.2%	65	54	83.1%	213	94	44.1%
	Allied Health Professionals	521	44	8.4%	270	246	91.1%	612	329	53.8%
	Nursing Registered	1594	126	7.9%	741	605	81.6%	1757	1264	71.9%
	Medical	161	26	16.1%	-	-		194	75	38.7%
LPT Substantive Workforce Overall		4672	374	8.0%	2172	1832	84.3%	5307	3193	60.2%

[1] based on those in post at March 2018
[2] 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 47: Rates of promotion in Leicestershire Partnership NHS Trust's substantive workforce at March 2019, by gender and working pattern

Working Pattern	Gender	Promotions Base[1]	Promotions Promoted	
		n	n	%
Full time	Female	2001	200	10.0%
	Male	678	79	11.7%
Part time	Female	1877	88	4.7%
	Male	116	R	R%
LPT Substantive Workforce Overall		4672	374	8.0%

[1] based on those in post at March 2018
R – redacted

Table 48: Rates of receiving an annual pay increment in Leicestershire Partnership NHS Trust's substantive workforce, by ethnicity and financial year 2016/17 to 2018/19

Ethnicity (excludes "not known" categories)		Financial Year			Trends over time	
		2016/17	2017/18	2018/19	16/17 to 18/19	17/18 to 18/19
Ethnicity (WRES)	White	68.16% (1432/2101)	76.18% (1535/2015)	84.86% (1379/1625)	↑	↑
	BME	60.16% (373/620)	68.50% (435/635)	83.20% (421/506)	↑	↑
BME Group	Asian British	63.52% (249/392)	69.90% (274/392)	86.38% (260/301)	↑	↑
	Black British	51.69% (92/178)	67.43% (118/175)	76.39% (110/144)	↑	−
	Mixed	61.11% (22/36)	64.58% (31/48)	82.93% (34/41)	↑	−
	Other	71.43% (10/14)	60.00% (12/20)	85.00% (17/20)	−	−
LPT Substantive Workforce Overall		66.02% (1836/2781)	74.09% (2005/2706)	84.35% (1832/2172)	↑	↑

Table 49: NHS Staff Survey 2016 to 2018: fairness in career progression and access to non-mandatory training, by protected characteristics

Protected Characteristic (excludes "not known" categories)		14. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? % Yes			Trends over time		20. Have you had any training, learning or development in the last 12 months? (not including mandatory training) % Yes			Trends over time	
		2016	2017	2018	2016 to 2018	2017 to 2018	2016	2017	2018	2016 to 2018	2017 to 2018
LPT Overall		89.83% (1475/1642)	87.23% (1380/1582)	87.70% (1590/1813)	–	–	82.38% (1833/2225)	78.43% (1691/2156)	75.83% (1892/2495)	↓	↓
Age Band (years)	21-30	91.89% (170/185)	87.94% (175/199)	90.04% (208/231)	–	–	86.19% (206/239)	80.99% (196/242)	76.21% (221/290)	↓	–
	31-40	85.58% (273/319)	88.29% (294/333)	87.73% (329/375)	–	–	82.04% (338/412)	81.28% (356/438)	78.00% (397/509)	–	–
	41-50	90.97% (423/465)	86.16% (411/477)	87.57% (479/547)	–	–	83.57% (534/639)	81.01% (529/653)	79.37% (600/756)	–	–
	51-65	90.57% (538/594)	88.87% (463/521)	87.21% (532/610)	–	–	80.76% (659/816)	74.93% (562/750)	71.84% (625/870)	↓	–
	66+	93.75% (45/48)	77.78% (14/18)	83.33% (10/12)	–	–	80.65% (50/62)	41.67% (10/24)	57.14% (12/21)	↓	–
Disability	Disabled	84.42% (325/385)	76.62% (59/77)	81.84% (320/391)	–	–	80.54% (418/519)	67.01% (65/97)	68.56% (375/547)	↓	–
	Not disabled	91.63% (1138/1242)	89.30% (1002/1122)	89.33% (1248/1397)	–	–	83.01% (1388/1672)	80.30% (1231/1533)	78.06% (1498/1919)	↓	–
Ethnicity (WRES)	White	93.05% (1258/1352)	90.65% (1173/1294)	90.42% (1321/1461)	↓	–	83.77% (1507/1799)	78.60% (1381/1757)	75.33% (1484/1970)	↓	↓
	BME	75.48% (197/261)	71.81% (186/259)	76.09% (245/322)	–	–	76.99% (281/365)	77.50% (279/360)	77.47% (368/475)	–	–
BME Group	Asian British	80.32% (151/188)	73.82% (141/191)	79.24% (187/236)	–	–	74.31% (188/253)	76.23% (202/265)	76.01% (263/346)	–	–
	Black British	56.10% (23/41)	57.50% (23/40)	55.77% (29/52)	–	–	86.11% (62/72)	77.97% (46/59)	78.75% (63/80)	–	–
	Mixed	52.94% (9/17)	70.59% (12/17)	78.95% (15/19)	–	–	77.27% (17/22)	80.95% (17/21)	84.62% (22/26)	–	–
	Other	93.33% (14/15)	90.91% (10/11)	93.33% (14/15)	–	–	77.78% (14/18)	93.33% (14/15)	86.96% (20/23)	–	–
Gender	Female	91.73% (1220/1330)	88.62% (1152/1300)	88.84% (1329/1496)	↓	–	82.46% (1472/1785)	78.35% (1397/1783)	75.49% (1543/2044)	↓	↓
	Male	82.51% (217/263)	80.85% (228/282)	82.33% (261/317)	–	–	82.07% (293/357)	78.82% (294/373)	77.38% (349/451)	–	–
Religion or Belief	No Religion	90.66% (437/482)	89.81% (423/471)	91.18% (527/578)	–	–	83.13% (552/664)	78.77% (512/650)	75.25% (602/800)	↓	–
	Christian	93.23% (799/857)	89.99% (710/789)	89.08% (742/833)	↓	–	84.71% (942/1112)	80.12% (834/1041)	78.18% (849/1086)	↓	–
	Hindu	78.95% (75/95)	77.00% (77/100)	79.31% (92/116)	–	–	70.63% (89/126)	72.27% (86/119)	76.07% (124/163)	–	–
	Muslim	83.33% (35/42)	78.05% (32/41)	86.96% (40/46)	–	–	78.18% (43/55)	76.19% (48/63)	75.00% (51/68)	–	–
	Sikh	85.19% (23/27)	84.00% (21/25)	94.29% (33/35)	–	–	80.00% (28/35)	90.62% (29/32)	66.67% (32/48)	–	↓
	Other	85.71% (R)	66.67% (8/12)	76.00% (19/25)	–	–	73.33% (11/15)	66.67% (12/18)	63.16% (24/38)	–	–
Sexual Orientation	Heterosexual	91.01% (1336/1468)	88.60% (1236/1395)	88.85% (1426/1605)	–	–	82.45% (1611/1954)	78.36% (1474/1881)	75.42% (1642/2177)	↓	↓
	LGBO	90.91% (40/44)	82.22% (37/45)	84.09% (37/44)	–	–	94.64% (53/56)	81.97% (50/61)	87.50% (56/64)	–	–

R – redacted

Table 50: NHS Staff Survey 2016 to 2018: fairness in career progression and access to non-mandatory training, by workforce area

Workforce Group		14. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? % Yes			Trends over time		20. Have you had any training, learning or development in the last 12 months? (not including mandatory training) % Yes			Trends over time	
		2016	2017	2018	2016 to 2018	2017 to 2018	2016	2017	2018	2016 to 2018	2017 to 2018
LPT Overall		89.83% (1475/1642)	87.23% (1380/1582)	87.70% (1590/1813)	–	–	82.38% (1833/2225)	78.43% (1691/2156)	75.83% (1892/2495)	↓	↓
Service	AMH&LD	87.75% (265/302)	81.05% (248/306)	85.28% (336/394)	–	–	81.97% (350/427)	77.38% (325/420)	75.74% (409/540)	↓	–
	CHS	91.92% (523/569)	93.21% (522/560)	89.61% (578/645)	–	↓	86.26% (653/757)	81.93% (594/725)	79.13% (713/901)	↓	–
	Enabling	83.05% (196/236)	79.02% (162/205)	81.53% (181/222)	–	–	75.82% (232/306)	75.82% (207/273)	67.47% (195/289)	↓	↓
	FYPC	92.98% (437/470)	88.79% (396/446)	90.73% (411/453)	–	–	83.93% (538/641)	78.83% (514/652)	76.27% (482/632)	↓	–
	Hosted Services	83.08% (54/65)	80.00% (52/65)	84.85% (84/99)	–	–	63.83% (60/94)	59.30% (51/86)	69.92% (93/133)	–	–
Staff Group	Add. Prof. Scientific and Tech.	80.39% (41/51)	85.37% (35/41)	88.24% (45/51)	–	–	77.03% (57/74)	75.00% (48/64)	76.09% (70/92)	–	–
	Additional Clinical Services	89.02% (235/264)	89.23% (232/260)	87.99% (271/308)	–	–	80.80% (303/375)	77.56% (280/361)	72.77% (318/437)	↓	–
	Administrative and Clerical	87.07% (451/518)	81.85% (415/507)	84.05% (469/558)	–	–	69.46% (473/681)	67.34% (464/689)	62.23% (468/752)	↓	↓
	Allied Health Professionals	95.65% (242/253)	94.40% (253/268)	94.72% (251/265)	–	–	90.06% (299/332)	84.02% (284/338)	79.41% (270/340)	↓	–
	Medical and Dental	80.36% (45/56)	85.45% (47/55)	80.95% (51/63)	–	–	95.29% (81/85)	91.03% (71/78)	100.00% (89/89)	–	–
	Nursing and Midwifery Registered	92.11% (455/494)	88.12% (393/446)	88.45% (498/563)	–	–	91.78% (614/669)	86.96% (540/621)	86.19% (668/775)	↓	–

103

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 2018/19 was calculated relative to the substantive workforce at March 2019:

  o Turnover was higher amongst younger people (29 years old and under), men, single people, those not on maternity leave (amongst women under 50 years old), Atheists, and LGBO staff (Table 51).

  o Turnover was higher amongst Medical Trainees (Table 52).

  o Turnover was higher in Enabling services (as Medical Trainees are situated within this this service), in the Medical staff group (due to Medical Trainees), and amongst Part-Time staff; whereas turnover was lowest amongst Full-Time staff and Additional Clinical Services staff (Table 53).

  o Those aged 29 years old and under, BME people (especially Asian British and "other" ethnicities), men, single people, and Muslims were overrepresented amongst those leaving due to the end of a fixed term contract (Table 54); reflecting that Medical Trainees were overrepresented amongst those leaving due to the end of a fixed term contract (Table 55) and the ethnic profile of Medical Trainees (Table 20).

  o Older people (50 years old and over), Married people, people who were divorced, legally separated or widowed, Christians (Table 54) and Registered Nurses were overrepresented amongst those who retired (Table 56); reflecting the older age profile of Registered Nurses (Table 20).

Table 51: Turnover in Leicestershire Partnership NHS Trust's workforce during 2018/19 (excluding dismissals) relative to the profile of the workforce at March 2019, by protected characteristic

Protected Characteristic		LPT Substantive Workforce March 2018	Leavers	
(excludes "not known" categories)		base n	n	% turnover
Age Band (years)	29 and under	677	107	15.8%
	30 to 49	2635	224	8.5%
	50 and over	1995	229	11.5%
Disability	Disabled	226	29	12.8%
	Not disabled	3925	431	11.0%
Ethnicity (WRES)	White	4007	406	10.1%
	BME	1171	137	11.7%
Ethnicity (detailed)	White	4007	406	10.1%
	Mixed	78	R	R%
	Asian British	760	87	11.4%
	Black British	278	32	11.5%
	Other	55	R	R%
Gender	Female	4406	444	10.1%
	Male	901	116	12.9%
Marital Status	Single	1628	226	13.9%
	Married†	3033	282	9.3%
	Divorced‡	558	44	7.9%
Maternity*	Maternity	133	R	R%
	Not maternity	2576	R	R%
Religion or Belief	Atheism	591	91	15.4%
	Christianity	2458	238	9.7%
	Hinduism	329	29	8.8%
	Islam	206	24	11.7%
	Sikhism	111	13	11.7%
	Other	510	45	8.8%
Sexual Orientation	Heterosexual	4138	434	10.5%
	LGBO	113	20	17.7%
	Overall	5307	560	10.6%

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

Table 52: Turnover in Leicestershire Partnership NHS Trust's workforce during 2018/19 (excluding dismissals) relative to the profile of the workforce at March 2019, by pay band

Pay Band		LPT Substantive Workforce March 2019	Leavers	
		base n	n	% turnover
Non-clinical	Apprentice	14	R	R%
	Band 1 and under	R	R	R%
	Band 2	274	27	9.9%
	Band 3	304	28	9.2%
	Band 4	199	13	6.5%
	Band 5	151	R	R%
	Band 6	107	R	R%
	Band 7	113	10	8.8%
	Band 8a	57	R	R%
	Band 8b	38	R	R%
	Band 8c	22	R	R%
	Band 8d	R	R	R%
	Band 9	R	R	R%
	VSM	R	R	R%
Clinical	Apprentice	23	R	R%
	Band 2	503	34	6.8%
	Band 3	473	40	8.5%
	Band 4	230	18	7.8%
	Band 5	793	100	12.6%
	Band 6	1163	122	10.5%
	Band 7	410	43	10.5%
	Band 8a	144	15	10.4%
	Band 8b	59	R	R%
	Band 8c	14	R	R%
	Band 8d	R	R	R%
Medical	Trainee	56	48	85.7%
	Career grade	25	R	R%
	Consultants	110	11	10.0%
	Senior Medical Manager	R	R	R%
	Overall	5307	560	10.6%

R – redacted

Table 53: Turnover in Leicestershire Partnership NHS Trust's workforce during 2018/19 (excluding dismissals) relative to the profile of the workforce at March 2019, by work area

Workforce Area		LPT Substantive Workforce March 2019	Leavers	
		base n	n	% turnover
Service Area	AMH&LD	1255	115	9.2%
	Community Health Services	2010	218	10.8%
	Family Young People & Children	1298	116	8.9%
	Enabling	511	92	18.0%
	Hosted Services	233	19	8.2%
Working Pattern	Full Time	4107	402	9.8%
	Part Time	1200	158	13.2%
Staff Group	Administrative and Clerical*	1298	114	8.8%
	Additional Clinical Services	1233	98	7.9%
	Additional Professional Scientific and Technical**	213	33	15.5%
	Allied Health Professionals	612	80	13.1%
	Nursing and Midwifery Registered	1757	173	9.8%
	Medical and Dental	194	62	32.0%
	Overall	**5307**	**560**	**10.6%**

* includes Estates and Ancillary / ** includes Healthcare Scientists

Table 54: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2018/19 (excluding dismissals), by reason for leaving and protected characteristic

Protected Characteristic		LPT Substantive Workforce Leavers Overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
(excludes "not known" categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Band (years)	29 and under	107	19.1%	R	R%	R	R%	R	R%	R	R%	R	R%	82	23.0%
	30 to 49	224	40.0%	R	R%	R	R%	R	R%	R	R%	R	R%	194	54.3%
	50 and over	229	40.9%	R	R%	R	R%	R	R%	R	R%	R	R%	81	22.7%
Disability	Disabled	29	6.3%	R	R%	R	R%	R	R%	R	R%	R	R%	17	5.3%
	Not disabled	431	93.7%	R	R%	R	R%	R	R%	R	R%	R	R%	304	94.7%
Ethnicity (WRES)	White	406	74.8%	R	R%	R	R%	R	R%	R	R%	121	87.1%	262	75.3%
	BME	137	25.2%	R	R%	R	R%	R	R%	R	R%	18	12.9%	86	24.7%
Ethnicity (detailed)	White	406	74.8%	R	R%	R	R%	R	R%	R	R%	121	87.1%	262	75.3%
	Mixed	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Asian British	87	16.0%	R	R%	R	R%	R	R%	R	R%	R	R%	57	16.4%
	Black British	32	5.9%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Other	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Gender	Female	444	79.3%	R	R%	R	R%	R	R%	R	R%	117	82.4%	289	81.0%
	Male	116	20.7%	R	R%	R	R%	R	R%	R	R%	25	17.6%	68	19.0%
Marital Status	Single	226	40.9%	R	R%	R	R%	R	R%	R	R%	21	15.1%	172	48.6%
	Married†	282	51.1%	R	R%	R	R%	R	R%	R	R%	96	69.1%	163	46.0%
	Divorced‡	44	8.0%	R	R%	R	R%	R	R%	R	R%	22	15.8%	19	5.4%
Maternity*	Maternity	R	R%	R	R%	R	R%	R	R%	-		-		R	R%
	Not maternity	R	R%	R	R%	R	R%	R	R%	-		-		R	R%
Religion or Belief	Atheism	91	20.7%	R	R%	R	R%	R	R%	R	R%	R	R%	73	24.2%
	Christianity	238	54.1%	R	R%	R	R%	R	R%	R	R%	72	78.3%	154	51.0%
	Hinduism	29	6.6%	R	R%	R	R%	R	R%	R	R%	R	R%	19	6.3%
	Islam	24	5.5%	R	R%	R	R%	R	R%	R	R%	R	R%	13	4.3%
	Sikhism	13	3.0%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Other	45	10.2%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Sexual Orientation	Heterosexual	434	95.6%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	LGBO	20	4.4%	R	R%	R	R%	R	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 / R – redacted

Table 55: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2018/19 (excluding dismissals), by reason for leaving and pay band

Pay Band		LPT Substantive Workforce Leavers Overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Non-clinical	Apprentice	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 1 and under	-		-		-		-		-		-		-	
	Band 2	27	4.8%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 3	28	5.0%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 4	13	2.3%	R	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	R%
	Band 6	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 7	10	1.8%	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%
	Band 8b	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8c	-		-		-		-		-		-		-	
	Band 8d	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 9	-		-		-		-		-		-		-	
	VSM	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%
	Band 1 and under	-		-		-		-		-		-		-	
	Band 2	34	6.1%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 3	40	7.1%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 4	18	3.2%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 5	100	17.9%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 6	122	21.8%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 7	43	7.7%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8a	15	2.7%	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%
	Band 8c	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8d	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Medical	Trainee	48	8.6%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Career grade	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Consultants	11	2.0%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Other	-		-		-		-		-		-		-	
	Senior Medical Manager	-		-		-		-		-		-		-	

R – redacted

Table 56: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2018/19 (excluding dismissals), by reason for leaving and occupational group

Workforce Area		LPT Substantive Workforce Leavers Overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Service Area	AMH&LD	115	20.5%	R	R%	R	R%	R	R%	R	R%	R	R%	72	20.2%
	Community Health Services	218	38.9%	R	R%	R	R%	R	R%	R	R%	R	R%	163	45.7%
	Family Young People & Children	116	20.7%	R	R%	R	R%	R	R%	R	R%	R	R%	77	21.6%
	Enabling	92	16.4%	R	R%	R	R%	49	90.7%	R	R%	R	R%	R	R%
	Hosted Services	19	3.4%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Working Pattern	Full Time	402	71.8%	R	R%	R	R%	R	R%	R	R%	R	R%	251	70.3%
	Part Time	158	28.2%	R	R%	R	R%	R	R%	R	R%	R	R%	106	29.7%
Staff Group	Administrative and Clerical*	114	20.4%	R	R%	R	R%	R	R%	R	R%	R	R%	80	22.4%
	Additional Clinical Services	98	17.5%	R	R%	R	R%	R	R%	R	R%	R	R%	67	18.8%
	Add. Prof. Sci. and Tech.**	33	5.9%	R	R%	R	R%	R	R%	R	R%	R	R%	20	5.6%
	Allied Health Professionals	80	14.3%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Nursing Registered	173	30.9%	R	R%	R	R%	R	R%	R	R%	R	R%	102	28.6%
	Medical	62	11.1%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%

* includes Estates and Ancillary / ** includes Healthcare Scientists / R – redacted

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

The analysis of employee relations cases considered new cases opened within a two year window covering the 2017/18 and 2018/19 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:

  o Rates of formal complaints about bullying and harassment were higher amongst Hindus, although the number of complaints was small, both amongst Hindus and overall (Table 57).

  o The 2018 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, Hindus were not more likely to report harassment, bullying or abuse at work from other colleagues in the 2018 Staff Survey (Table 63).

    ▪ Disabled staff were more likely to report harassment, bullying or abuse at work, both from managers and from other colleagues (Table 63); these trends have been static over the past three years.

    ▪ Black British staff were more likely to report harassment, bullying or abuse at work from other colleagues (Table 63); with an increase over the past three years.

    ▪ Harassment, bullying or abuse at work from managers showed a downward trend compared to last year in Enabling and FYPC (Table 64); compared to the Trust average, there were lower levels of harassment, bullying or abuse at work from managers in FYPC, and lower levels of harassment, bullying or abuse at work from other colleagues amongst Allied Health Professionals.

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

- Capability proceedings:

    o Rates of formal capability proceedings were higher amongst Men, those of "other" religions or beliefs (Table 57), and amongst Registered Nurses (Table 59).

    o The rate of formal capability proceedings amongst Disabled staff was 2.5 times that amongst staff who were Not disabled (Table 57); however, this this did not represent a statistically reliable difference as the absolute number of Disabled staff subjected to formal capability proceedings was small. This metric forms part of the Workforce Disability Equality Standard.

- Disciplinary proceedings:

    o Rates of formal disciplinary proceedings were higher amongst LGBO staff (Table 57), staff at Clinical Band 2 (Table 58), and amongst Additional Clinical Services staff (Table 59); although the absolute number of LGBO people subjected to disciplinary proceedings was small.

    o In contrast to findings from the 16/17 to 17/18 two-year window, in the 17/18 to 18/19 two-year window BME staff were not more likely than White staff to have been subjected to disciplinary proceedings (a drop from 1.9 times as likely in 16/17-17/18 to 1.4 times as likely in 17/18-18/19) – this metric forms part of the Workforce Race Equality Standard. For reference, in each of the two-year windows 15/16-16/17 and 14/15-15/16, the relative likelihoods were 1.2.

- Grievances:

    o Amongst women under the age of 50 years old, rates of grievance were higher amongst those on maternity or adoption leave (Table 57).

- Dismissals on the grounds of capability:

    o Older staff (50 years old and over) and Disabled staff were overrepresented amongst those dismissed on the grounds of capability in the two-year window to March 2019(Table 60).

- Discrimination at work from a manager / team leader or other colleagues, 2018 Staff Survey:

    o Disabled staff were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 65); this trend has remained static over the past three years.

    o BME staff (especially Asian British and Black British staff), were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 65); this trend has remained static over the past three years. This metric forms part of the Workforce Race Equality Standard.

    o LGBO staff were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 65); this trend has remained static over the past three years.

    o Staff of "other" religions or beliefs were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues in 2018 (Table 65).

    o In terms of workforce context, levels of discrimination at work from a manager / team leader or other colleagues were highest in AMH&LD; whilst levels of discrimination at work from a manager / team leader or other colleagues exhibited downwards trends by year in Hosted Services and amongst Administrative and Clerical staff (Table 66).

Table 57: Rates of employee relations case types during 2017/18 and 2018/19 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2019, by protected characteristic

Protected Characteristic (excludes "not known" categories)		LPT Substantive Workforce Overall	Bullying and Harassment (complainants)		Formal Employee Relations Case Type Capability		Disciplinary		Grievance	
		n	n	%	n	%	n	%	n	%
Age Band (years)	29 and under	677	R	R%	R	R%	R	R%	R	R%
	30 to 49	2635	R	R%	18	0.7%	24	0.9%	R	R%
	50 and over	1995	R	R%	R	R%	R	R%	R	R%
Disability	Disabled	226	R	R%	R	R%	R	R%	R	R%
	Not disabled	3925	R	R%	R	R%	R	R%	R	R%
Ethnicity (WRES)	White	4007	R	R%	R	R%	43	1.1%	R	R%
	BME	1171	R	R%	R	R%	17	1.5%	R	R%
Ethnicity (detailed)	White	4007	R	R%	R	R%	43	1.1%	R	R%
	Mixed	78	R	R%	R	R%	R	R%	R	R%
	Asian British	760	R	R%	R	R%	R	R%	R	R%
	Black British	278	R	R%	R	R%	R	R%	R	R%
	Other	55	R	R%	R	R%	R	R%	R	R%
Gender	Female	4406	R	R%	19	0.4%	46	1.0%	R	R%
	Male	901	R	R%	16	1.8%	16	1.8%	R	R%
Marital Status	Single	1628	R	R%	R	R%	R	R%	R	R%
	Married†	3033	R	R%	20	0.7%	35	1.2%	R	R%
	Divorced‡	558	R	R%	R	R%	R	R%	R	R%
Maternity*	Maternity	133	R	R%	R	R%	R	R%	R	R%
	Not maternity	2576	R	R%	R	R%	R	R%	R	R%
Religion or Belief	Atheism	591	R	R%	R	R%	R	R%	R	R%
	Christianity	2458	R	R%	R	R%	25	1.0%	R	R%
	Hinduism	329	R	R%	R	R%	R	R%	R	R%
	Islam	206	R	R%	R	R%	R	R%	R	R%
	Sikhism	111	R	R%	R	R%	R	R%	R	R%
	Other	510	R	R%	R	R%	R	R%	R	R%
Sexual Orientation	Heterosexual	4138	R	R%	R	R%	R	R%	R	R%
	LGBO	113	R	R%	R	R%	R	R%	R	R%
LPT Substantive Workforce Overall		5307	R	R%	35	0.7%	62	1.2%	25	0.5%

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

Table 58: Rates of employee relations case types during 2017/18 and 2018/19 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2019, by pay band

Pay Band		LPT Substantive Workforce Overall	Bullying and Harassment (complainants)		Formal Employee Relations Case Type Capability		Disciplinary		Grievance	
(excludes "not known" categories)		n	n	%	n	%	n	%	n	%
Non-clinical	Apprentice	14	R	R%	R	R%	R	R%	R	R%
	Band 1 and under	R	R	R%	R	R%	R	R%	R	R%
	Band 2	274	R	R%	R	R%	R	R%	R	R%
	Band 3	304	R	R%	R	R%	R	R%	R	R%
	Band 4	199	R	R%	R	R%	R	R%	R	R%
	Band 5	151	R	R%	R	R%	R	R%	R	R%
	Band 6	107	R	R%	R	R%	R	R%	R	R%
	Band 7	113	R	R%	R	R%	R	R%	R	R%
	Band 8a	57	R	R%	R	R%	R	R%	R	R%
	Band 8b	38	R	R%	R	R%	R	R%	R	R%
	Band 8c	22	R	R%	R	R%	R	R%	R	R%
	Band 8d	R	R	R%	R	R%	R	R%	R	R%
	Band 9	R	R	R%	R	R%	R	R%	R	R%
	VSM	R	R	R%	R	R%	R	R%	R	R%
Clinical	Apprentice	23	R	R%	R	R%	R	R%	R	R%
	Band 2	503	R	R%	R	R%	17	3.4%	R	R%
	Band 3	473	R	R%	R	R%	R	R%	R	R%
	Band 4	230	R	R%	R	R%	R	R%	R	R%
	Band 5	793	R	R%	R	R%	12	1.5%	R	R%
	Band 6	1163	R	R%	13	1.1%	R	R%	R	R%
	Band 7	410	R	R%	R	R%	R	R%	R	R%
	Band 8a	144	R	R%	R	R%	R	R%	R	R%
	Band 8b	59	R	R%	R	R%	R	R%	R	R%
	Band 8c	14	R	R%	R	R%	R	R%	R	R%
	Band 8d	R	R	R%	R	R%	R	R%	R	R%
	Medical	194	R	R%	R	R%	R	R%	R	R%
LPT Substantive Workforce Overall		5307	R	R%	35	0.7%	62	1.2%	25	0.5%

R – redacted

Table 59: Rates of employee relations case types during 2017/18 and 2018/19 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2019, by workforce area

Workforce Area		LPT Substantive Workforce Overall	Bullying and Harassment		Formal Employee Relations Case Type Capability		Disciplinary		Grievance	
(excludes "not known" categories)		n	n	%	n	%	n	%	n	%
Service Area	AMH&LD	1255	R	R%	R	R%	22	1.8%	R	R%
	CHS	2010	R	R%	11	0.5%	24	1.2%	R	R%
	FYPC	1298	R	R%	12	0.9%	R	R%	10	0.8%
	Enabling	511	R	R%	R	R%	R	R%	R	R%
	Hosted Services	233	R	R%	R	R%	R	R%	R	R%
Working Pattern	Full-Time	3124	R	R%	23	0.7%	39	1.2%	14	0.4%
	Part-Time	2183	R	R%	12	0.5%	23	1.1%	11	0.5%
Staff Group	Admin. and Clerical*	1298	R	R%	R	R%	R	R%	R	R%
	Add. Clinical Services	1233	R	R%	R	R%	25	2.0%	R	R%
	Add. Prof. Sci. Tech.**	213	R	R%	R	R%	R	R%	R	R%
	Allied Health Prof.	612	R	R%	R	R%	R	R%	R	R%
	Nursing Registered	1757	R	R%	20	1.1%	18	1.0%	10	0.6%
	Medical	194	R	R%	R	R%	R	R%	R	R%
LPT Substantive Workforce Overall		**5307**	**R**	**R%**	**35**	**0.7%**	**62**	**1.2%**	**25**	**0.5%**

R – redacted

Table 60: Rates of turnover due to dismissal during 2018/19, relative to Leicestershire Partnership NHS Trust's substantive workforce at March 2019, by protected characteristic

Protected Characteristic		LPT Substantive Workforce Overall	Dismissals			
			Capability		Conduct, Statutory, Other	
(excludes "not known" categories)		n	n	%	n	%
Age Band (years)	29 and under	677	R	R%	R	R%
	30 to 49	2635	R	R%	R	R%
	50 and over	1995	16	0.8%	R	R%
Disability	Disabled	226	R	R%	R	R%
	Not disabled	3925	R	R%	R	R%
Ethnicity (WRES)	White	4007	R	R%	R	R%
	BME	1171	R	R%	R	R%
Ethnicity (detailed)	White	4007	R	R%	R	R%
	Mixed	78	R	R%	R	R%
	Asian British	760	R	R%	R	R%
	Black British	278	R	R%	R	R%
	Other	55	R	R%	R	R%
Gender	Female	4406	R	R%	R	R%
	Male	901	R	R%	R	R%
Marital Status	Single	1628	R	R%	R	R%
	Married†	3033	14	0.5%	R	R%
	Divorced‡	558	R	R%	R	R%
Maternity*	Maternity	133	R	R%	R	R%
	Not maternity	2576	R	R%	R	R%
Religion or Belief	Atheism	591	R	R%	R	R%
	Christianity	2458	R	R%	R	R%
	Hinduism	329	R	R%	R	R%
	Islam	206	R	R%	R	R%
	Sikhism	111	R	R%	R	R%
	Other	510	R	R%	R	R%
Sexual Orientation	Heterosexual	4138	R	R%	R	R%
	LGBO	113	R	R%	R	R%
LPT Substantive Workforce		*5307*	*26*	*0.5%*	*R*	*R%*

R – redacted

Table 61: Rates of turnover due to dismissal during 2018/19, relative to Leicestershire Partnership NHS Trust's substantive workforce at March 2019, by pay band

Pay Band		LPT Substantive Workforce Overall	Dismissals			
			Capability		Conduct, Statutory, Other	
		n	n	%	n	%
Non-clinical	Apprentice	14	R	R%	R	R%
	Band 1 and under	R	R	R%	R	R%
	Band 2	274	R	R%	R	R%
	Band 3	304	R	R%	R	R%
	Band 4	199	R	R%	R	R%
	Band 5	151	R	R%	R	R%
	Band 6	107	R	R%	R	R%
	Band 7	113	R	R%	R	R%
	Band 8a	57	R	R%	R	R%
	Band 8b	38	R	R%	R	R%
	Band 8c	22	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	23	R	R%	R	R%
	Band 2	503	R	R%	R	R%
	Band 3	473	R	R%	R	R%
	Band 4	230	R	R%	R	R%
	Band 5	793	R	R%	R	R%
	Band 6	1163	R	R%	R	R%
	Band 7	410	R	R%	R	R%
	Band 8a	144	R	R%	R	R%
	Band 8b	59	R	R%	R	R%
	Band 8c	14	R	R%	R	R%
	Band 8d	R	R	R%	R	R%
	Medical	194	R	R%	R	R%
LPT Substantive Workforce		**5307**	**26**	**0.5%**	**R**	**R%**

R – redacted

Table 62: Rates of turnover due to dismissal during 2018/19, relative to Leicestershire Partnership NHS Trust's substantive workforce at March 2019, by workforce area

Workforce Area		LPT Substantive Workforce Overall	Dismissals			
			Capability		Conduct, Statutory, Other	
		n	n	%	n	%
Service Area	AMH&LD	1255	R	R%	R	R%
	CHS	2010	12	0.6%	R	R%
	FYPC	1298	R	R%	R	R%
	Enabling	511	R	R%	R	R%
	Hosted Services	233	R	R%	R	R%
Working Pattern	Full-Time	3124	11	0.4%	R	R%
	Part-Time	2183	15	0.7%	R	R%
Staff Group	Administrative and Clerical*	1298	R	R%	R	R%
	Additional Clinical Services	1233	10	0.8%	R	R%
	Add. Prof. Sci. and Tech.**	213	R	R%	R	R%
	Allied Health Professionals	612	R	R%	R	R%
	Nursing Registered	1757	R	R%	R	R%
	Medical	194	R	R%	R	R%
	LPT Substantive Workforce	**5307**	**26**	**0.5%**	**R**	**R%**

R – redacted

119

Table 63: NHS Staff Survey 2016 to 2018: findings related to staff-on-staff bullying and harassment experienced at work, by protected characteristic

Protected Characteristic (excludes "not known" categories)		13b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers? % 1-2 / 3-5 / 6-10 / More than 10			Trends over time		13c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10			Trends over time	
		2016	2017	2018	2016 to 2018	2017 to 2018	2016	2017	2018	2016 to 2018	2017 to 2018
LPT Overall		10.50% (233/2220)	11.07% (244/2204)	9.50% (242/2548)	—	—	14.95% (333/2228)	13.99% (306/2187)	14.19% (358/2523)	—	—
Age Band (years)	21-30	2.86% (7/245)	7.54% (19/252)	5.07% (15/296)	—	—	13.77% (34/247)	10.76% (27/251)	9.93% (29/292)	—	—
	31-40	10.77% (45/418)	8.71% (39/448)	7.60% (39/513)	—	—	14.98% (62/414)	15.19% (67/441)	14.96% (76/508)	—	—
	41-50	12.24% (78/637)	10.73% (71/662)	10.62% (82/772)	—	—	15.49% (99/639)	13.48% (88/653)	14.23% (109/766)	—	—
	51-65	11.19% (90/804)	12.99% (99/762)	10.53% (93/883)	—	—	14.34% (116/809)	14.70% (112/762)	15.50% (135/871)	—	—
	66+	6.67% (4/60)	8.00% (2/25)	13.64% (3/22)	—	—	11.48% (7/61)	8.00% (2/25)	13.64% (3/22)	—	—
Disability	Disabled	15.37% (79/514)	16.16% (16/99)	15.88% (88/554)	—	—	19.22% (99/515)	19.19% (19/99)	20.99% (115/548)	—	—
	Not disabled	8.67% (145/1672)	9.62% (151/1570)	7.63% (149/1952)	—	↓	13.21% (222/1680)	12.55% (195/1554)	12.51% (242/1934)	—	—
Ethnicity (WRES)	White	9.73% (174/1789)	10.91% (195/1787)	9.27% (186/2007)	—	—	14.03% (252/1796)	13.61% (241/1771)	13.60% (271/1993)	—	—
	BME	11.59% (43/371)	10.99% (41/373)	9.39% (46/490)	—	—	16.13% (60/372)	15.55% (58/373)	16.28% (78/479)	—	—
BME Group	Asian British	11.15% (29/260)	12.95% (36/278)	8.68% (31/357)	—	—	14.18% (37/261)	11.91% (33/277)	12.64% (44/348)	—	—
	Black British	12.86% (9/70)	5.08% (3/59)	12.20% (10/82)	—	—	16.90% (12/71)	32.79% (20/61)	32.93% (27/82)	↑	—
	Mixed	13.04% (3/23)	4.76% (1/21)	10.71% (3/28)	—	—	30.43% (7/23)	14.29% (3/21)	11.54% (3/26)	—	—
	Other	11.11% (2/18)	6.67% (1/15)	8.70% (2/23)	—	—	23.53% (4/17)	14.29% (2/14)	17.39% (4/23)	—	—
Gender	Female	9.64% (171/1774)	10.48% (191/1823)	9.40% (196/2086)	—	—	14.48% (258/1782)	14.06% (254/1807)	13.95% (289/2071)	—	—
	Male	12.47% (45/361)	13.91% (53/381)	9.96% (46/462)	—	—	15.79% (57/361)	13.68% (52/380)	15.27% (69/452)	—	—
Religion or Belief	No Religion	9.35% (62/663)	9.12% (60/658)	7.96% (65/817)	—	—	14.24% (95/667)	13.61% (89/654)	11.63% (94/808)	—	—
	Christian	8.88% (98/1104)	9.17% (97/1058)	8.76% (97/1107)	—	—	13.95% (154/1104)	12.98% (136/1048)	14.82% (163/1100)	—	—
	Hindu	9.09% (12/132)	9.68% (12/124)	7.78% (13/167)	—	—	11.45% (15/131)	9.52% (12/126)	11.04% (18/163)	—	—
	Muslim	16.98% (9/53)	11.94% (8/67)	4.41% (3/68)	↓	—	20.37% (11/54)	18.46% (12/65)	13.43% (9/67)	—	—
	Sikh	10.26% (4/39)	3.03% (1/33)	6.00% (3/50)	—	—	20.51% (8/39)	6.06% (2/33)	10.42% (5/48)	—	—
	Other	0.00% (0/14)	38.89% (7/18)	10.81% (4/37)	—	↓	0.00% (0/15)	42.11% (8/19)	16.22% (6/37)	—	↓
Sexual Orientation	Heterosexual	9.13% (178/1950)	9.50% (182/1915)	8.55% (189/2211)	—	—	13.91% (272/1955)	13.24% (252/1903)	13.52% (296/2189)	—	—
	LGBO	8.77% (5/57)	14.29% (9/63)	10.61% (7/66)	—	—	22.81% (13/57)	14.29% (9/63)	12.12% (8/66)	—	—

Table 64: NHS Staff Survey 2016 to 2018: findings related to staff-on-staff bullying and harassment experienced at work, by work area

| Workforce Group | | 13b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers? % 1-2 / 3-5 / 6-10 / More than 10 | | | Trends over time | | 13c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10 | | | Trends over time | |
		2016	2017	2018	2016 to 2018	2017 to 2018	2016	2017	2018	2016 to 2018	2017 to 2018
LPT Overall		**10.50% (233/2220)**	**11.07% (244/2204)**	**9.50% (242/2548)**	—	—	**14.95% (333/2228)**	**13.99% (306/2187)**	**14.19% (358/2523)**	—	—
Service	AMH&LD	14.12% (60/425)	14.55% (62/426)	12.13% (66/544)	—	—	16.78% (72/429)	18.33% (79/431)	17.01% (92/541)	—	—
	CHS	8.79% (66/751)	8.68% (65/749)	10.57% (98/927)	—	—	14.04% (106/755)	14.02% (104/742)	12.45% (114/916)	—	—
	Enabling	11.54% (36/312)	13.48% (38/282)	7.67% (23/300)	—	↓	15.87% (50/315)	12.59% (35/278)	14.58% (43/295)	—	—
	FYPC	7.85% (50/637)	8.98% (59/657)	5.93% (38/641)	—	↓	13.97% (89/637)	11.09% (72/649)	14.58% (93/638)	—	—
	Hosted Services	22.11% (21/95)	22.22% (20/90)	12.50% (17/136)	—	—	17.39% (16/92)	18.39% (16/87)	12.03% (16/133)	—	—
Staff Group	Administrative and Clerical	12.16% (84/691)	14.06% (99/704)	10.79% (83/769)	—	—	16.09% (111/690)	15.16% (106/699)	15.63% (118/755)	—	—
	Add. Prof. Scientific and Tech.	9.59% (7/73)	18.18% (12/66)	11.83% (11/93)	—	—	14.47% (11/76)	10.77% (7/65)	15.05% (14/93)	—	—
	Additional Clinical Services	7.97% (29/364)	7.34% (27/368)	7.78% (35/450)	—	—	16.89% (62/367)	17.44% (64/367)	13.45% (60/446)	—	—
	Allied Health Professionals	4.23% (14/331)	5.19% (18/347)	5.75% (20/348)	—	—	9.31% (31/333)	5.88% (20/340)	6.92% (24/347)	—	—
	Nursing and Midwifery Registered	12.74% (85/667)	12.32% (78/633)	10.65% (84/789)	—	—	15.72% (105/668)	16.35% (103/630)	16.18% (127/785)	—	—
	Medical and Dental	15.29% (13/85)	12.50% (10/80)	9.09% (8/88)	—	—	14.12% (12/85)	6.25% (5/80)	15.12% (13/86)	—	—

Table 65: NHS Staff Survey 2016 to 2018: findings related to discrimination from other staff experienced at work, by protected characteristic

Protected Characteristic (excludes "not known" categories)		15b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues? % Yes			Trends over time	
		2016	**2017**	**2018**	**2016 to 2018**	**2017 to 2018**
LPT Overall		7.02% (157/2235)	6.75% (149/2207)	5.63% (143/2538)	—	—
Age Band (years)	21-30	7.26% (18/248)	7.57% (19/251)	4.35% (13/299)	—	—
	31-40	7.93% (33/416)	6.04% (27/447)	6.65% (34/511)	—	—
	41-50	5.79% (37/639)	7.21% (48/666)	6.53% (50/766)	—	—
	51-65	7.72% (63/816)	5.87% (45/766)	4.75% (42/884)	↓	—
	66+	3.28% (2/61)	12.50% (3/24)	0.00% (0/22)	—	
Disability	Disabled	12.43% (64/515)	11.88% (12/101)	11.57% (64/553)	—	—
	Not disabled	5.39% (91/1688)	5.67% (89/1569)	4.00% (78/1950)	—	↓
Ethnicity (WRES)	White	5.93% (107/1805)	5.54% (99/1787)	4.49% (90/2003)	—	—
	BME	11.26% (42/373)	10.64% (40/376)	10.52% (51/485)	—	—
BME Group	Asian British	8.81% (23/261)	9.64% (27/280)	9.55% (34/356)	—	—
	Black British	22.22% (16/72)	16.67% (10/60)	16.88% (13/77)	—	—
	Mixed	4.35% (1/23)	9.52% (2/21)	7.14% (2/28)	—	—
	Other	11.76% (2/17)	6.67% (1/15)	8.33% (2/24)	—	—
Gender	Female	6.70% (120/1790)	6.30% (115/1825)	5.29% (110/2081)	—	—
	Male	8.26% (30/363)	8.90% (34/382)	7.22% (33/457)	—	—
Religion or Belief	No Religion	7.61% (51/670)	5.34% (35/656)	3.80% (31/816)	↓	—
	Christian	5.12% (57/1113)	5.67% (60/1059)	4.18% (46/1101)	—	—
	Hindu	6.15% (8/130)	7.14% (9/126)	10.18% (17/167)	—	—
	Muslim	14.55% (8/55)	12.31% (8/65)	5.88% (4/68)	—	—
	Sikh	5.13% (2/39)	5.88% (2/34)	4.08% (2/49)	—	—
	Other	6.67% (1/15)	21.05% (4/19)	18.42% (7/38)	—	—
Sexual Orientation	Heterosexual	6.15% (121/1967)	5.90% (113/1915)	4.75% (105/2210)	—	—
	LGBO	14.04% (8/57)	15.62% (10/64)	16.92% (11/65)	—	—

Table 66: NHS Staff Survey 2016 to 2018: findings related to discrimination from other staff experienced at work, by work area

| Workforce Group | | 15b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues? % Yes | | | Trends over time | |
		2016	2017	2018	2016 to 2018	2017 to 2018
LPT Overall		7.02% (157/2235)	6.75% (149/2207)	5.63% (143/2538)	–	–
Service	AMH&LD	10.02% (43/429)	10.93% (47/430)	8.01% (43/537)	–	–
	CHS	6.59% (50/759)	4.27% (32/750)	4.64% (43/926)	–	–
	Enabling	7.91% (25/316)	5.67% (16/282)	4.35% (13/299)	–	–
	FYPC	5.34% (34/637)	6.41% (42/655)	5.78% (37/640)	–	–
	Hosted Services	5.32% (5/94)	13.33% (12/90)	5.15% (7/136)	–	↓
Staff Group	Add. Prof. Scientific and Tech.	9.33% (7/75)	10.61% (7/66)	6.32% (6/95)	–	–
	Additional Clinical Services	6.72% (25/372)	7.86% (29/369)	6.44% (29/450)	–	–
	Administrative and Clerical	8.32% (58/697)	6.78% (48/708)	4.77% (37/775)	↓	–
	Allied Health Professionals	3.03% (10/330)	4.05% (14/346)	4.64% (16/345)	–	–
	Medical and Dental	9.52% (8/84)	10.00% (8/80)	9.09% (8/88)	–	–
	Nursing and Midwifery Registered	7.34% (49/668)	6.80% (43/632)	5.94% (46/774)	–	–

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 67); this was true across the whole of the Substantive and Bank workforce of the Trust, but was less pronounced amongst substantive staff (Table 68) and was more pronounced amongst Bank staff (Table 69).

- Within the Substantive workforce, missing data reflected primarily that about 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 about a fifth 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). However, the percentage of records that were blank was nearly half the level observed last year.

- 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 2018 NHS Staff Survey. The 2018 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. On the basis of these comparisons, it is possible that the information held on ESR underestimates the percentage of disabled staff and underestimates the percentage of staff who are atheist or have no religion.

- 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 68) and for Bank staff (Table 69). There were 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. More recently, 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 that 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 2019, of the Substantive Staff who gave their disability status, 5.4% identified as disabled, but disability status was not known for 21.8% of staff. Meanwhile, in LPT's 2018 NHS Staff Survey, 22.1% of staff who gave their disability status identified as disabled, with just 2.4% of respondents withholding the information. Thus, data held in the Electronic Staff Record may underestimate the percentage of disabled staff.

Missing data on religion or belief

- Of the Substantive Staff who gave their religion or belief on the Electronic Staff Record, 14.1% identified as Atheist or "No Religion", but religion or belief was not known for 20.8% of staff. Meanwhile, in Leicestershire Partnership NHS Trust's 2018 NHS Staff Survey, 36.1% of staff who gave their religion or belief identified as Atheist or having no religion, with just 12.5% of staff withholding their religion or belief. Thus, data held in the Electronic Staff Record may underestimate the percentage of staff who are Atheist or have no religion.

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 19.9% of staff. In LPT's 2018 Staff Survey, 2.9% of staff who gave their sexual orientation identified as not heterosexual, with 11.5% 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 67: 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

Protected Characteristic	Value Type		2012 n	2012 %	2013 n	2013 %	2014 n	2014 %	2015 n	2015 %	2016 n	2016 %	2017 n	2017 %	2018 n	2018 %	2019 n	2019 %
																		All Staff (Substantive and Bank combined) by Year at March
Age	Valid Value		7032	100.0%	6303	100.0%	6560	100.0%	7058	100.0%	6513	100.0%	6476	100.0%	6326	100.0%	6368	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Disability	Valid Value		3607	51.3%	3603	57.2%	4030	61.4%	4586	65.0%	4543	69.8%	4768	73.6%	4811	76.1%	5017	78.8%
	Missing	Not Declared	1626	23.1%	1441	22.9%	2186	33.3%	2021	28.6%	1738	26.7%	1532	23.7%	1405	22.2%	1294	20.3%
	Data	Not Recorded	1799	25.6%	1259	20.0%	344	5.2%	451	6.4%	232	3.6%	176	2.7%	110	1.7%	57	0.9%
Ethnicity	Valid Value		6880	97.8%	6149	97.6%	6391	97.4%	6836	96.9%	6319	97.0%	6289	97.1%	6149	97.2%	6213	97.6%
	Missing	Not Declared	132	1.9%	116	1.8%	125	1.9%	147	2.1%	148	2.3%	155	2.4%	163	2.6%	149	2.3%
	Data	Not Recorded	20	0.3%	38	0.6%	44	0.7%	75	1.1%	46	0.7%	32	0.5%	14	0.2%	6	0.1%
Gender	Valid Value		7032	100.0%	6303	100.0%	6560	100.0%	7058	100.0%	6513	100.0%	6476	100.0%	6326	100.0%	6368	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Marital Status	Valid Value		6680	95.0%	6044	95.9%	6277	95.7%	6780	96.1%	6273	96.3%	6239	96.3%	6183	97.7%	6261	98.3%
	Missing	Not Declared	226	3.2%	168	2.7%	141	2.1%	129	1.8%	134	2.1%	144	2.2%	96	1.5%	78	1.2%
	Data	Not Recorded	126	1.8%	91	1.4%	142	2.2%	149	2.1%	106	1.6%	93	1.4%	47	0.7%	29	0.5%
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%	3223	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
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%	5065	79.5%
	Missing	Not Declared	1918	27.3%	1610	25.5%	1720	26.2%	1700	24.1%	1480	22.7%	1394	21.5%	1314	20.8%	1264	19.8%
	Data	Not Recorded	549	7.8%	355	5.6%	174	2.7%	211	3.0%	127	1.9%	99	1.5%	84	1.3%	39	0.6%
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%	5099	80.1%
	Missing	Not Declared	2158	30.7%	1755	27.8%	1799	27.4%	1728	24.5%	1511	23.2%	1411	21.8%	1291	20.4%	1232	19.3%
	Data	Not Recorded	566	8.0%	356	5.6%	173	2.6%	212	3.0%	117	1.8%	93	1.4%	77	1.2%	37	0.6%
		Grand Total	7032		6303		6560		7058		6513		6476		6326		6368	

Table 68: 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		2012		2013		2014		2015		2016		2017		2018		2019	
			n	%	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%	5307	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Disability	*Valid Value*		3117	55.0%	3151	59.5%	3476	64.2%	3747	67.8%	3976	71.4%	4075	74.4%	3992	75.9%	4151	78.2%
	Missing	Not Declared	1258	22.2%	1152	21.7%	1929	35.6%	1757	31.8%	1587	28.5%	1394	25.5%	1262	24.0%	1154	21.7%
	Data	Not Recorded	1291	22.8%	996	18.8%	6	0.1%	24	0.4%	5	0.1%	8	0.1%	5	0.1%	2	0.0%
Ethnicity	*Valid Value*		5564	98.2%	5196	98.1%	5296	97.9%	5407	97.8%	5443	97.8%	5350	97.7%	5127	97.5%	5178	97.6%
	Missing	Not Declared	95	1.7%	91	1.7%	113	2.1%	119	2.2%	125	2.2%	127	2.3%	132	2.5%	129	2.4%
	Data	Not Recorded	7	0.1%	12	0.2%	2	0.0%	2	0.0%	0	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%	5307	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Marital Status	*Valid Value*		5444	96.1%	5124	96.7%	5230	96.7%	5354	96.9%	5392	96.8%	5296	96.7%	5153	98.0%	5219	98.3%
	Missing	Not Declared	156	2.8%	119	2.2%	104	1.9%	96	1.7%	103	1.8%	111	2.0%	71	1.4%	66	1.2%
	Data	Not Recorded	66	1.2%	56	1.1%	77	1.4%	78	1.4%	73	1.3%	70	1.3%	35	0.7%	22	0.4%
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%	2709	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
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%	4205	79.2%
	Missing	Not Declared	1505	26.6%	1334	25.2%	1459	27.0%	1410	25.5%	1319	23.7%	1232	22.5%	1140	21.7%	1098	20.7%
	Data	Not Recorded	250	4.4%	180	3.4%	2	0.0%	6	0.1%	4	0.1%	4	0.1%	4	0.1%	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%	4251	80.1%
	Missing	Not Declared	1704	30.1%	1463	27.6%	1528	28.2%	1423	25.7%	1326	23.8%	1226	22.4%	1108	21.1%	1052	19.8%
	Data	Not Recorded	268	4.7%	182	3.4%	2	0.0%	7	0.1%	5	0.1%	5	0.1%	4	0.1%	4	0.1%
	Grand Total		**5666**		**5299**		**5411**		**5528**		**5568**		**5477**		**5259**		**5307**	

Table 69: 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		2012 n	2012 %	2013 n	2013 %	2014 n	2014 %	2015 n	2015 %	2016 n	2016 %	2017 n	2017 %	2018 n	2018 %	2019 n	2019 %
Age	*Valid Value*		1366	100.0%	1004	100.0%	1149	100.0%	1530	100.0%	945	100.0%	999	100.0%	1067	100.0%	1061	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Disability	*Valid Value*		490	35.9%	452	45.0%	554	48.2%	839	54.8%	567	60.0%	693	69.4%	819	76.8%	866	81.6%
	Missing	Not Declared	368	26.9%	289	28.8%	257	22.4%	264	17.3%	151	16.0%	138	13.8%	143	13.4%	140	13.2%
	Data	Not Recorded	508	37.2%	263	26.2%	338	29.4%	427	27.9%	227	24.0%	168	16.8%	105	9.8%	55	5.2%
Ethnicity	*Valid Value*		1316	96.3%	953	94.9%	1095	95.3%	1429	93.4%	876	92.7%	939	94.0%	1022	95.8%	1035	97.5%
	Missing	Not Declared	37	2.7%	25	2.5%	12	1.0%	28	1.8%	23	2.4%	28	2.8%	31	2.9%	20	1.9%
	Data	Not Recorded	13	1.0%	26	2.6%	42	3.7%	73	4.8%	46	4.9%	32	3.2%	14	1.3%	6	0.6%
Gender	*Valid Value*		1366	100.0%	1004	100.0%	1149	100.0%	1530	100.0%	945	100.0%	999	100.0%	1067	100.0%	1061	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Marital Status	*Valid Value*		1236	90.5%	920	91.6%	1047	91.1%	1426	93.2%	881	93.2%	943	94.4%	1030	96.5%	1042	98.2%
	Missing	Not Declared	70	5.1%	49	4.9%	37	3.2%	33	2.2%	31	3.3%	33	3.3%	25	2.3%	12	1.1%
	Data	Not Recorded	60	4.4%	35	3.5%	65	5.7%	71	4.6%	33	3.5%	23	2.3%	12	1.1%	7	0.7%
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%	514	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
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%	860	81.1%
	Missing	Not Declared	413	30.2%	276	27.5%	261	22.7%	290	19.0%	161	17.0%	162	16.2%	174	16.3%	166	15.6%
	Data	Not Recorded	299	21.9%	175	17.4%	172	15.0%	205	13.4%	123	13.0%	95	9.5%	80	7.5%	35	3.3%
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%	848	79.9%
	Missing	Not Declared	454	33.2%	292	29.1%	271	23.6%	305	19.9%	185	19.6%	185	18.5%	183	17.2%	180	17.0%
	Data	Not Recorded	298	21.8%	174	17.3%	171	14.9%	205	13.4%	112	11.9%	88	8.8%	73	6.8%	33	3.1%
Grand Total			**1366**		**1004**		**1149**		**1530**		**945**		**999**		**1067**		**1061**	