

# **Equality, Diversity and Human Rights Annual Report 2014**

## **Part One**

This document is available in alternative formats upon request. Please  
contact the HR department on 01342 414430

## Introduction

This report seeks to provide assurance for patients, carers, the public and staff, that the Queen Victoria Hospital NHS Foundation Trust ('the Trust') is inclusive of the needs of all types of people whatever the service they are accessing and wherever they live within the mid Sussex geographical reach. As such the report highlights our progress in ensuring the services we provide are personal fair and diverse and we make a positive difference to health outcomes.

The Trust has been publishing an annual Equality and Diversity report since 2006, and this report meets the requirement to publish data across the 9 protected characteristics as defined by the Equality Act 2010.

The Queen Victoria Hospital NHS Foundation Trust is a major employer and service provider in the East Grinstead area. The Trust recognises that the preferences and choices of its patients and staff about service provision or employment at the Trust must not be disadvantaged by race, disability, gender and gender identity, age, sexual orientation, marriage and civil partnership, pregnancy and maternity, gender reassignment or by religion or belief.

There are a number of internal and external factors as well as national drivers and legal imperatives that have influenced the content of this report:

- Reducing inequalities
- Meeting the legal duties imposed on all public bodies
- Monitoring requirements
- Meeting the Care Quality Commission standards, especially on governance, patient focus, accessible and responsive care
- Equality and Human Rights Commission (EHRC) Codes of Practice (and codes issued by predecessor organisations)
- Monitor
- The NHS Equality Delivery System 2 (EDS2)
- Equality Act 2010
- CQUINN
- Friends and Family patient experience test
- Annual Staff Survey
- The benefits of a diverse workforce

The Trust is committed to ensuring that it delivers excellent services that are not discriminatory or disadvantage a user with a protected characteristic. The Trust also commits to ensuring that all its recruitment and selection practices comply with the Equality Act and training offered to all staff is fairly and consistently applied.

Over the last few years, the NHS and the Trust have been operating in a less financially secure environment. Changes to the NHS architecture offer new challenges for the Trust; however as a public institution it will continue to screen for any negative outcome of any decisions which could unfairly affect or disadvantage a particular group of patient, patient relative, carer, employee or volunteer.

This report summarises extensive data analysis, indicating points of progress and enabling the Trust to identify and respond to key challenges. It demonstrates that equality and diversity is embedded in service delivery and the Trust views Equality, Diversity and Human Rights as core to its mission and key to its future business success and is deemed to meet the requirements of the Equality Act 2010 Public Sector Duties with regards to the publication of information and key outcomes over the past 12 months.

The annual Equality and Diversity report 2013 was approved by the Board of the Trust and published.

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## Part I

### Review of progress to date

#### 1. Equality Objective Scheme

The Trust scheme was developed and published in 2012 and is due for review in 2016. The scheme describes how the Trust will fulfil its legal duties, demonstrating due regard to put equality at the heart of everything it does. The key objectives of the scheme are:

- Better outcomes for all
- Improved patient access and experience
- Empowered, engaged and well supported staff
- Inclusive leadership at all levels

On the advice of Sussex Partnership, that previously provided the Equality and Diversity service to the Trust, the Trust did not fully adopt the Equality Delivery System (EDS). The EDS is the NHS' tool that enables organisations to assess how they are performing with regard to their equality performance, how they can make it better and how they can get to where they want to be. The EOS action plan was however arranged under the headings of the EDS so as to at least link the two together. The Annual Equality & Diversity Report 2013 was based on the EOS action plan.

In November 2012 the Equality Delivery System was evaluated and as a result of the outcome a revised system, known as EDS2 became available in November 2013 to all NHS trusts. The EDS2 is a streamlined and simpler version of the EDS. In June 2014 NHS England and the Equality and Diversity Council (EDC) developed a range of tools to support organisations adopting EDS2 to achieve their equality and diversity objectives. In August 2014 the Trust agreed to adopt the revised EDS2 (Equality Delivery System 2) to support the achievement of its equality and diversity objectives. The key objectives of EDS2 remain the same as the EOS except 'empowered, engaged and well supported staff', which is now 'a representative and supported workforce'.

Full details of the EDS2 can be found by clicking on the link below:

[Equality Delivery System 2 \(EDS2\)](#)

Given the above, the Trust Equality and Diversity Action Plan is effectively the actions outlined in the EDS2. In 2015 the Trust will undertake a review of previous achievements under the EOS and link these into the EDS2.

#### 1.1 Key EDS2 Achievements

As mentioned above the Trust decided to adopt EDS2 in August 2014. The key achievements were:

##### Better health outcomes for all

- all EHRIA reviewed and authorised by the Deputy Head of HR

- Medicines management, prescribing, administration and supply policy developed and launched

#### Improved patient access & experience

- All policies and procedures are subject to an EHRIA
- The Equality and Diversity annual report is subject to approval by the board
- Increase in the use of interpretation services
- Improvement in the collection of monitoring information

#### Representative and supported workforce

- Diversity profile of workforce monitored and reported to board
- The number of new starters providing equalities monitoring information improved
- Equality and diversity training included in Corporate Induction which all staff are required to attend.
- Trust wide Well-being day held 4 November 2014 - to meet needs of staff who couldn't attend in areas such as theatres special treatments
- Trust wide Positive minds day 10 July 2014 – specifically aimed at stress and depression

#### Inclusive leadership at all levels

In addressing the specific guidance within EDS2 with regard to inclusive leadership we have ensured that all executive and non-executive directors receive equality and diversity training. Through the new Fit and Proper Persons Requirements we also ensure that each Board member works to the values we have established for the Trust; they include 'humanity' and 'quality'. This is then borne out in how our senior leaders conduct themselves within and outside the organisation.

The Board receives the Equality and Diversity Annual Report which is then made publicly available on the Trust website and in addition the current gender balance of the executive team is 60% female to 40% male.

As part of the introduction of the hybrid version of EDS we have implemented Equality and Human Rights Impact Assessments for all new policies which include those which are approved at either the Board or the associated sub-committees. This will be further enhanced by a similar requirement being introduced for all future business cases, strategies and plans through the implementation of EDS2.

Whilst it has been important to set a tone of importance by our senior leaders with regard to equality and diversity we have established the same level of importance with our middle managers. This includes the same requirements for training in equality and diversity and creating a culture of openness and transparency. As an example through 2014 we carried out MaPSaF training across all clinical services to ensure we engender a culture of learning from each other to improve patient care.

## **1.2 Governance**

The EDS2 provides the Trust with a unified governance structure for tackling discriminatory practice but more importantly to design positive approaches to people, and demonstrates our commitment to the ethos of promoting equality and human rights for all.

The tool enables us to achieve our intentions by ensuring that our policies and procedures, services and functions meet the needs of all our staff, patients and stakeholders. We are committed to ensuring quality in our service provision and to becoming a model employer.

## **1.3 Equality, Diversity and Human Rights Strategic Group**

The Equality, Diversity and Human Rights Strategic group was previously known as the steering group and the key aim of the group is to provide strategic direction, governance and scrutiny to the development and achievement of embedding equalities and diversity in the Trust. The membership of the group includes the Executive Director and Deputy Director of Nursing and Quality, the Head and Deputy Head of Human Resources and Organisational Development, two Governors and representatives from departments across the Trust.

The role of the group is to ensure that the Trust complies with all relevant legal requirements and that we deliver our Equality and Diversity strategy (set out in the EDS2). The group usually meets four times a year.

The Trust also created an Equality and Diversity Operational Group and the key responsibilities for this group are ensuring that the operational equality and diversity objectives are delivered. A representative from this group reports to the strategic group.

## **1.4 Equality Links**

The Trust had 15 Equality Champions during 2014 and their role was to champion equality, diversity and human rights in all areas, to identify any issues and agree actions to ensure a positive approach, to undertake impact assessment and analysis and to train others to undertake impact assessment and analysis (EHRIA). The EHRIA are now undertaken by the Deputy Head of HR and involves managers implementing new or revised policies and procedures or changes to services sending the EHRIA to the Deputy Head of HR to review and sign off as correct.

Since this group was refreshed in 2013, the Champions have developed into departmental links for staff for Equality, Diversity and Human Rights issues. The Champions have received training on equality, diversity and human rights issues to become a source of information for their department, attend the steering group meetings and help organise and participate in equality, diversity and human rights activities in the Trust.

## **2. Workforce**

### **2.1 Annual Staff Survey**

Each year all staff at the Trust are asked to complete a staff survey, which is administered by an organisation named the Picker Institute. The purpose of the survey is to provide the Trust with insight regarding, how staff 'feel' about the organisation, and management. This is often interpreted as how engaged staff are with the organisation.

The survey is divided into the following subject areas:

- a) Your personal development
- b) Your job
- c) Your managers
- d) Your organisation
- e) Your health, wellbeing and safety at work.

Each of the sections within the survey has a number of questions and staff are asked to score the question. Low scores indicate better performance. The 2014 survey response rate 55.6% - the response rate for 2013 was 61%, therefore a decrease of 5.4%. The overall scores for the Trust are significantly better in a number of areas in comparison to the other 50 trusts that commissioned 'Picker' to undertake the Staff Survey in 2014.

The key findings relating to Equality, Diversity and Human Rights are outlined below.

- The survey shows again that more staff are reporting to have received Equality and Diversity & Human Resources training than in 2013, and the score is higher than the average for specialist Trusts.

Equality and diversity training is part of the Trust's statutory and mandatory training requirement and close monitoring of the compliance rate across the Trust is on-going. The key statutory and mandatory compliance rates are also reported to the board. More staff reported receiving learning and development opportunities at the Trust.

There has been an increase in the number of staff believing the Trust provides equal opportunities for career progression or promotion, and the Trust remains above average.

The Trust will be scrutinising the 2014 results more closely and the outcome of this scrutiny will be in the Annual Equality and Diversity report 2015.

## **2.2 Workforce Diversity Profile**

Part two of this report contains the workforce information data. Outlined below is a brief overview of the workforce diversity profile.

### Ethnicity

The percentage of BME staff employed by the trust in 2014 was 13% an increase of 1% compared to 2013. The representation of BME staff at the trust is significantly higher than the number of BME residents in mid Sussex which accordingly to the 2011 census was 5%.



During 2014 there was no BME representation at Band 8C or above and the trust intends to work with partners and stakeholders to attract more BME job applicants to vacant posts at this level.

### Age

The Trust like most NHS organisations has an ageing workforce.

- 30% of staff aged 41 – 50
- 29% of staff aged 51 – 60
- 7% of staff aged 61 – 70

It is important that the Trust embeds robust workforce planning to ensure that the skills, knowledge and expertise of older workers is transferred to colleagues prior to retirement to ensure sustainability and delivery of excellent services.

### Gender

The breakdown of female and male employed by the Trust is very similar to other NHS organisations:

<b>Male</b>	22%
<b>Female</b>	78%

### Religion and Belief

The majority of employees (45%) report their religion as Christianity. 23% of employees did not disclose their religion or belief

### Sexual Orientation

The Trust has seen a significant improvement in the recording of sexual orientation monitoring information, where 'not stated' decreased from 75% in 2013 to 16% in 2014. In addition, employees recording heterosexual increasing from 12% to 65%. The 2011 census did not collect information about the sexual orientation of residents so comparisons cannot be made with the mid Sussex population.

### Disability

4% of employees reported having a disability as defined by the Equality Act 2010.

## **2.3 Training**

The trust offers a wide range of bespoke training as well as statutory and mandatory training. Learning and development at the Trust is delivered using a wide range of methods including:

- E-learning
- Classroom
- External events, such as conferences
- On the job training

The table outlines the range of equalities training delivered in 2014:

Method of training	Number of staff	Percentage of staff
Face to face (Equality and diversity update)	13	1.10%
Face to face	133	11.24%
E-learning (General Awareness)	86	7.27%
Promoting Understanding	54	4.56%

## 2.4 The year ahead

In 2015 the Trust intends to raise the profile of equality and diversity in the workplace and will ensure that EDS2 is developed into a fully functioning Equality and Diversity Action plan.

The role of the Diversity Champion will be reviewed and enhanced and the Trust will ensure that it celebrates and promotes diversity. The Trust will continue to encourage staff to participate in events that are specifically aimed at promoting equalities in the work place.

The Trust will evaluate its current IT systems to assess whether the range of data collected can be improved. This will ensure that the Trust is able to report on all aspects of equality and diversity.

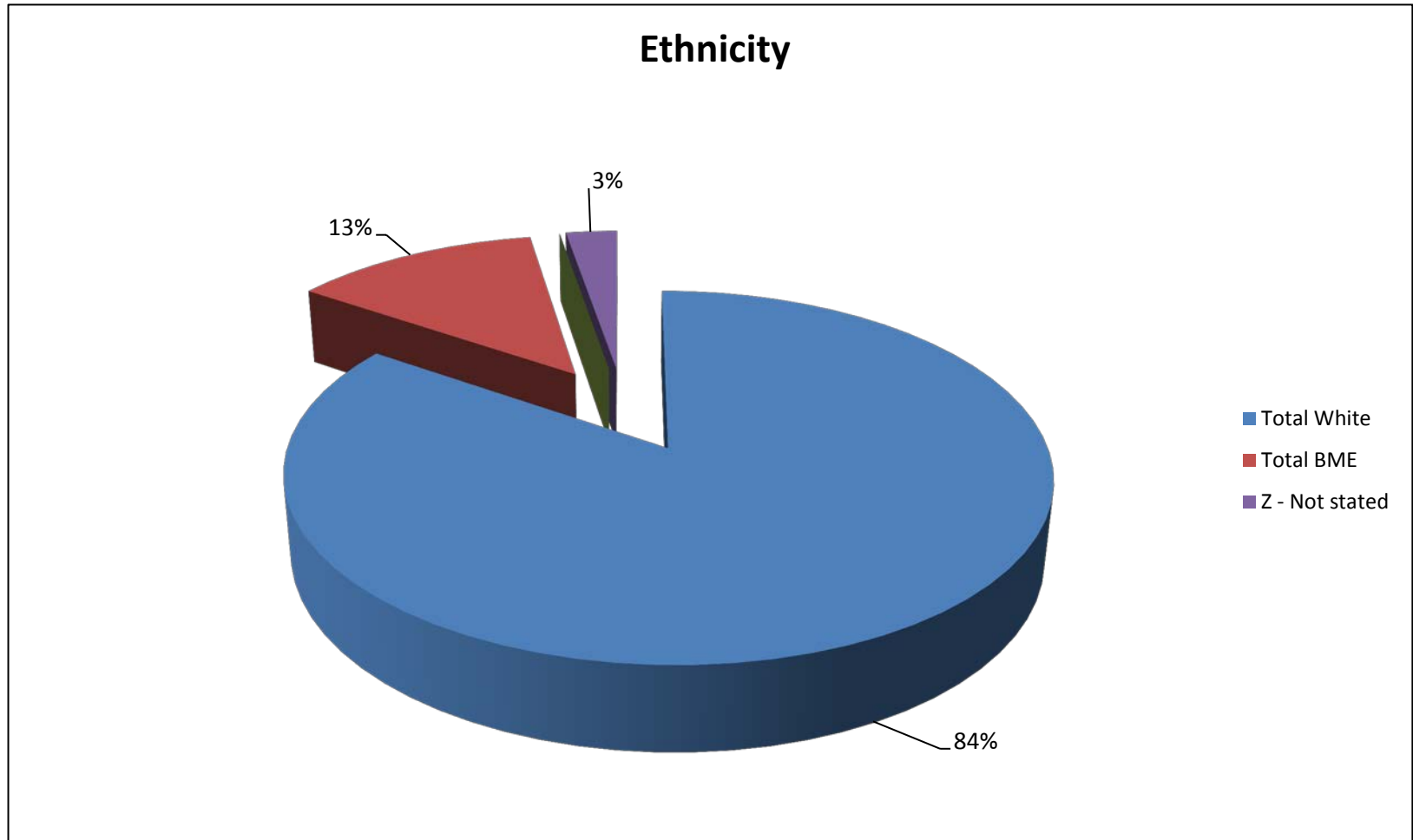
# **Part 2**

## **Workforce Information**

## 1. Workforce profile

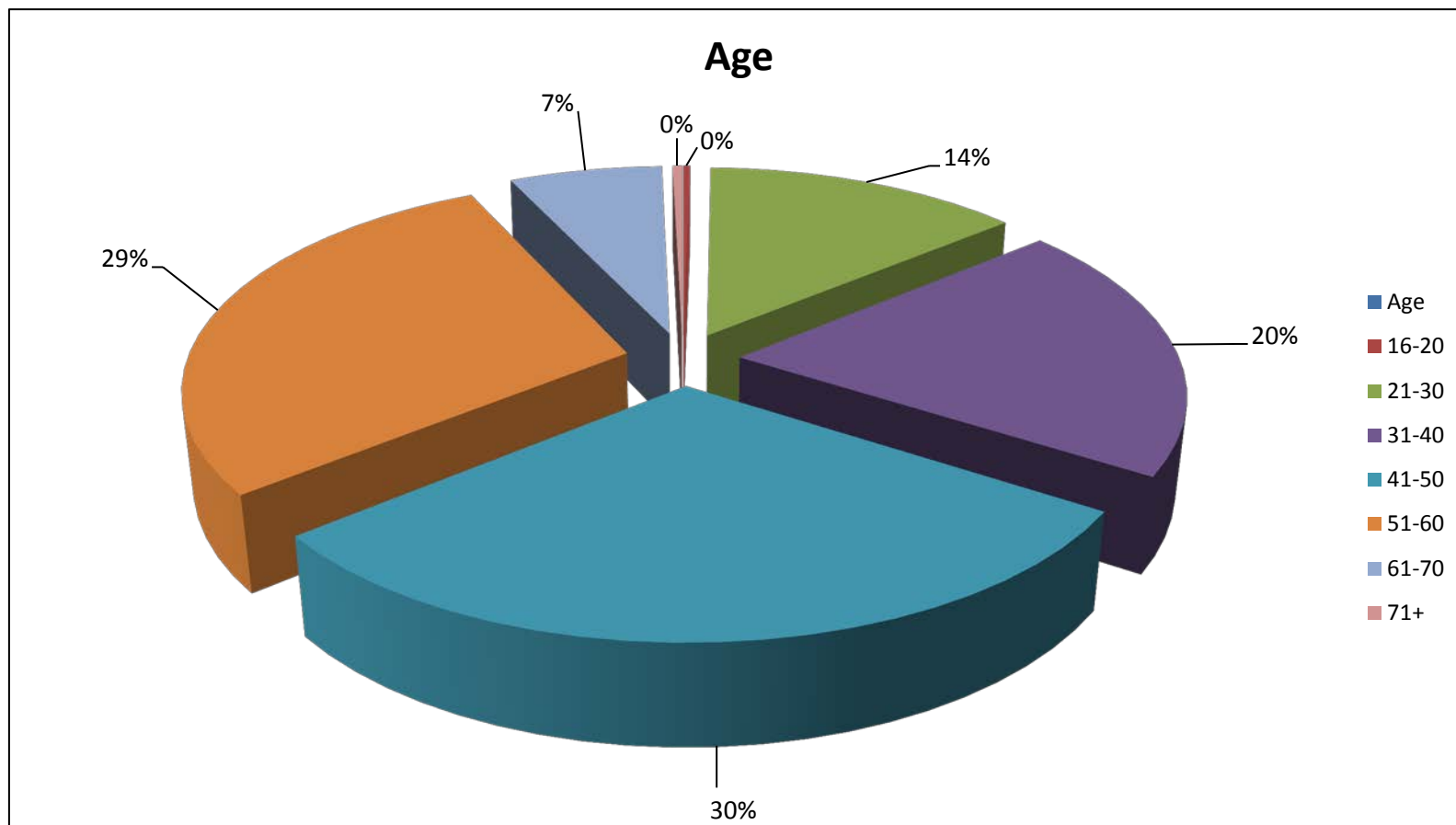
### 1.1 Ethnicity

The Trusts workforce profile shows that the ethnic representation is in line with the Trust population of Mid-Sussex. There is a strong representative of BME staff as the population of Mid-Sussex is 5% whilst the Trust's BME representation is currently 13%, a 1% increase from the previous year.



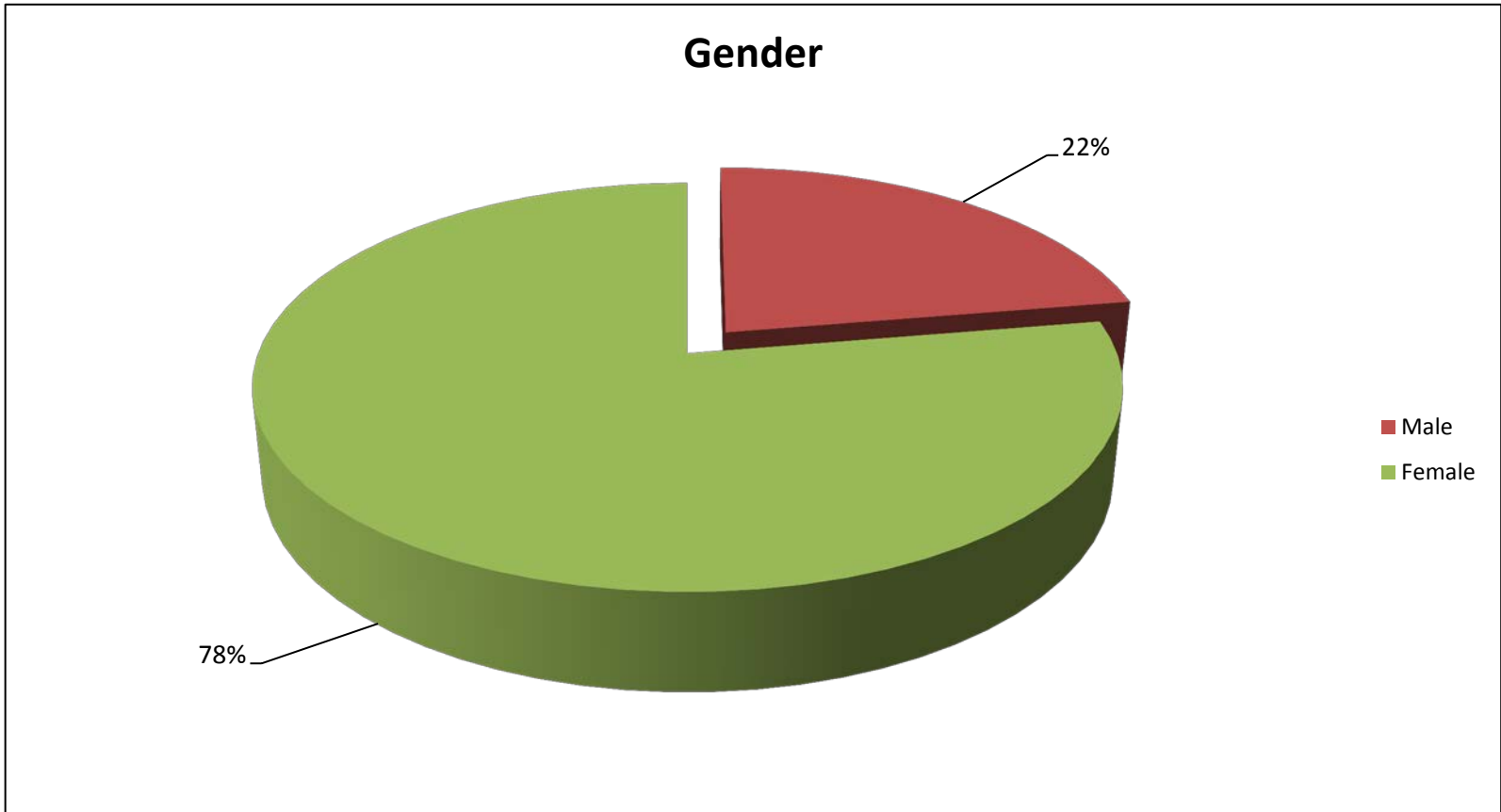
## 1.2 Age

There has been no significant changes in the age split from the previous year; The majority of Trust employees are aged 41-50 , this reflects the Mid-Sussex population



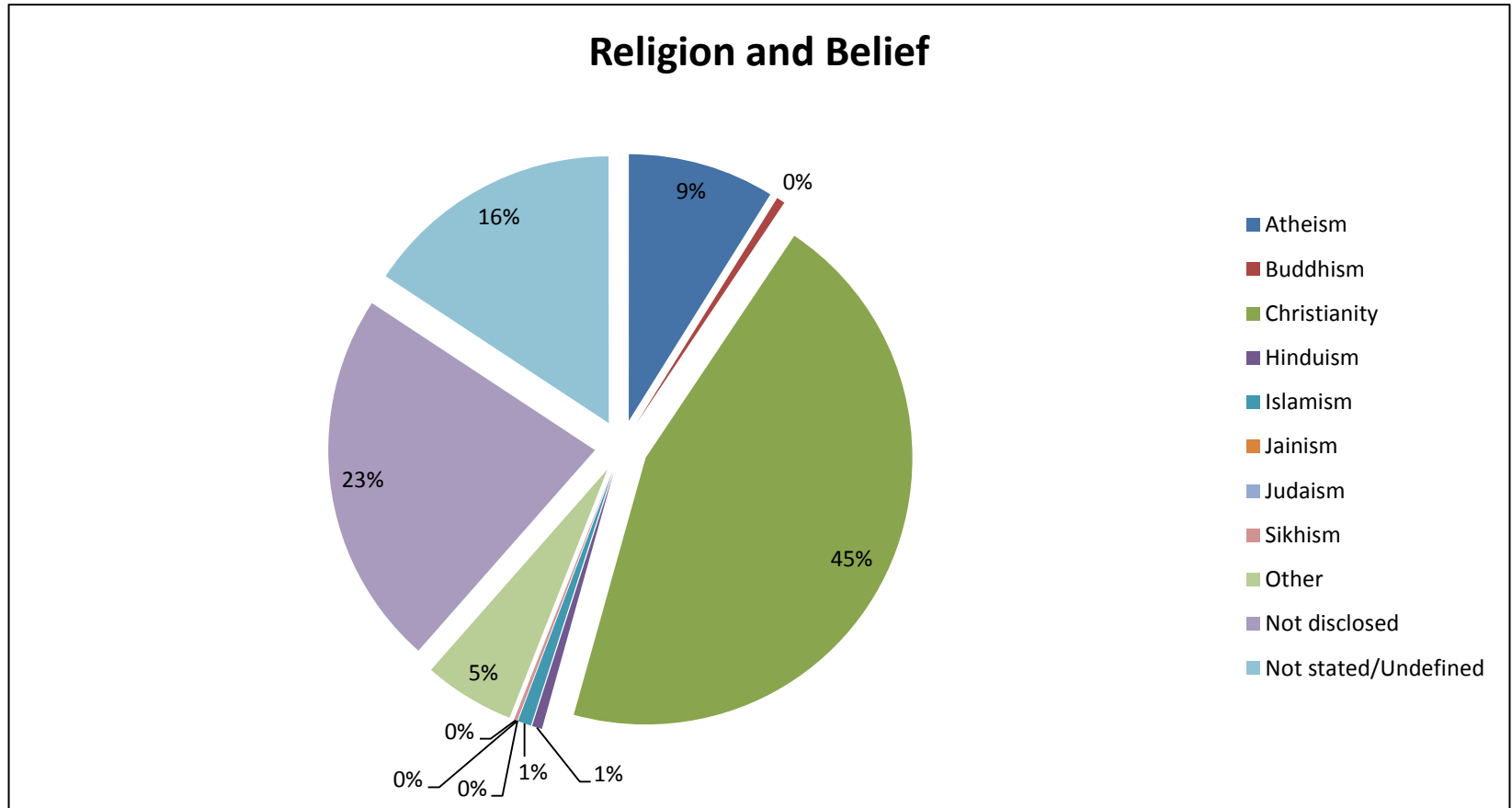
### 1.3 Gender

There are no changes in the gender split from the previous year; 78% of the Trust employees are female and whilst this is higher than the demographic for Mid-Sussex, this is in line with other NHS organisation.



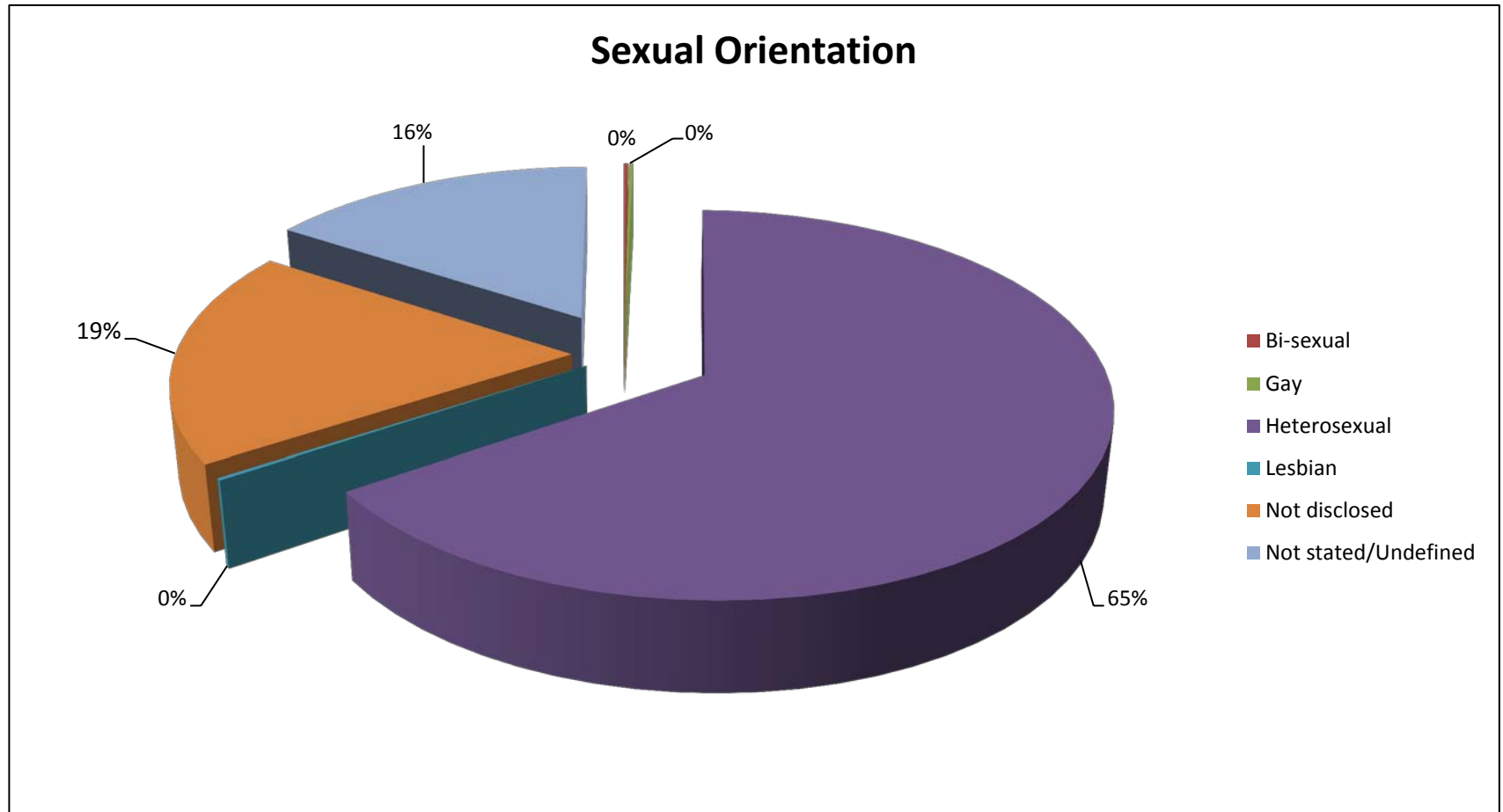
## 1.4 Religion and Belief

The Trusts religion and belief remains very much the same as last year; with a slight increase in the number of Christians to 45% and Atheism to 9%. This is lower than Mid-Sussex area; however it is reflective of the demographics of East Grinstead and surrounding areas.



## 1.5 Sexual Orientation

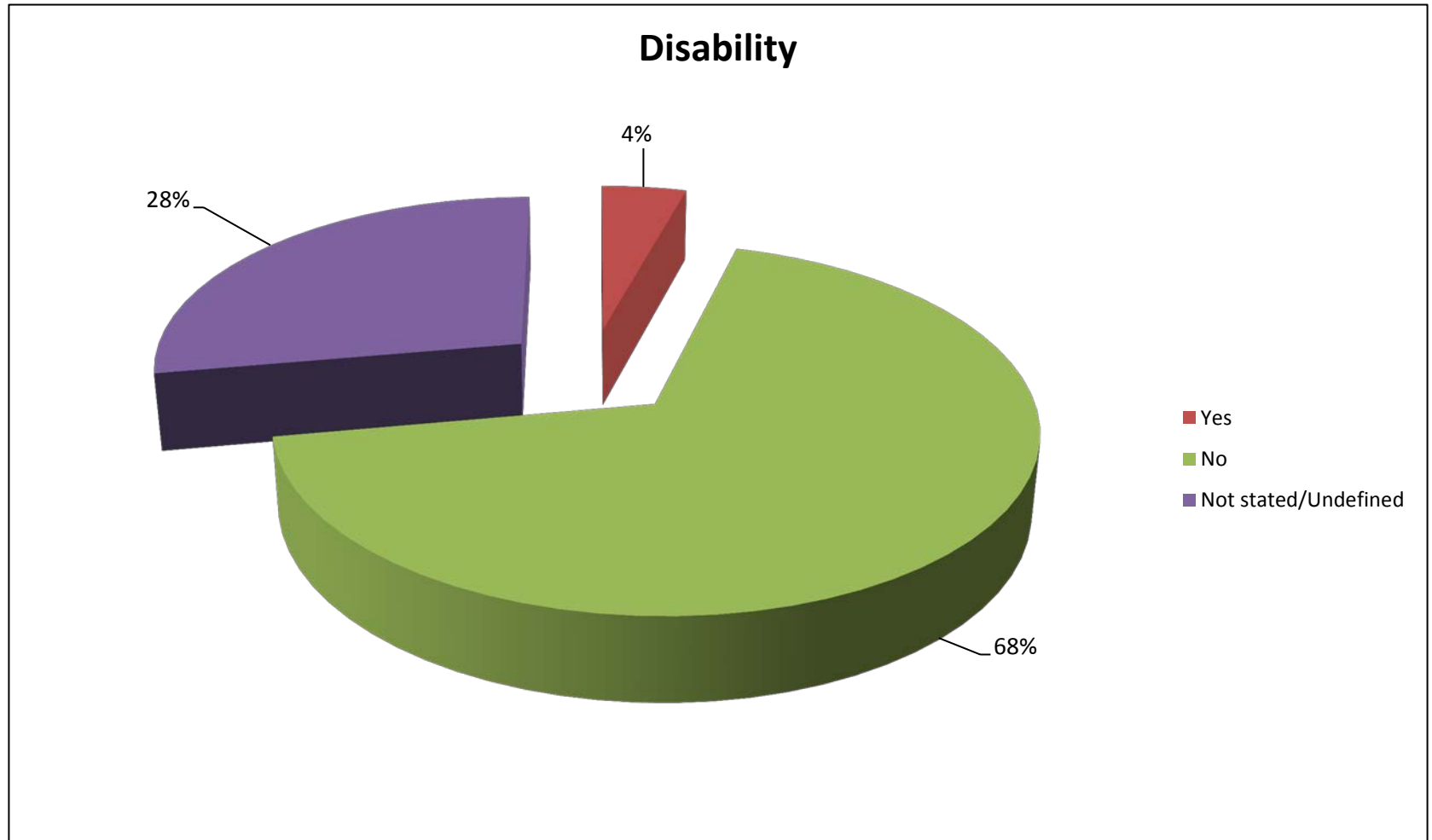
The Trusts has seen a significant improvement with the recording of information on sexual orientation, with 'Not Stated' decreasing from 75% last year to 16% in 2014 and Heterosexual increasing from 12% to 65%. The census does not provided information about sexual orientation so comparison with Mid-Sussex demographics is not currently possible.





## 1.6 Disability

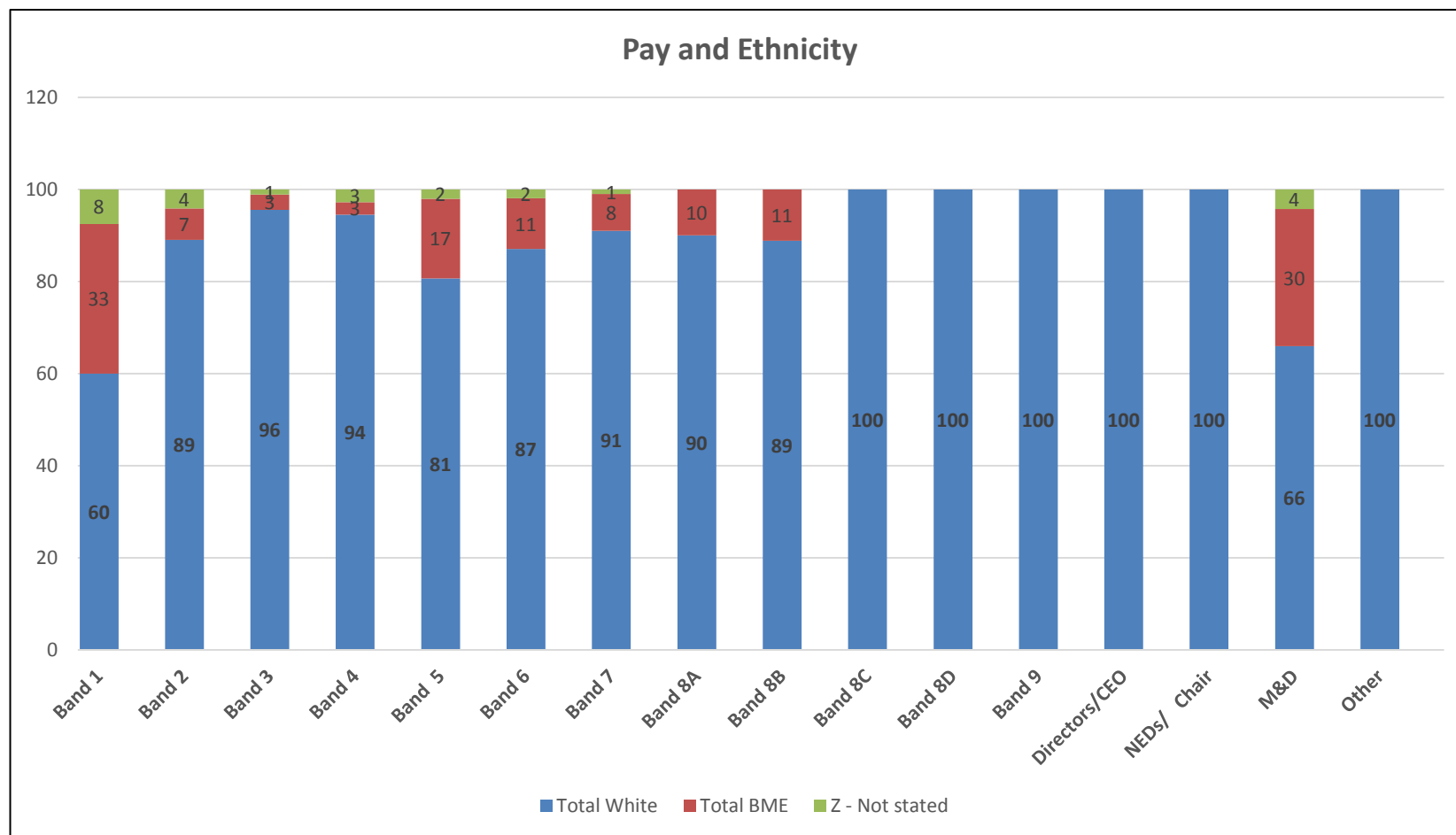
There has not been any significant changes with Disability from the previous year, with 4% of Trust employees considering they have a disability and 68% of employees do not. This is below the Mid-Sussex 2011 census but remains important information for the Trust when making decisions that affect staff.



## 2. Pay analysis by protected characteristic

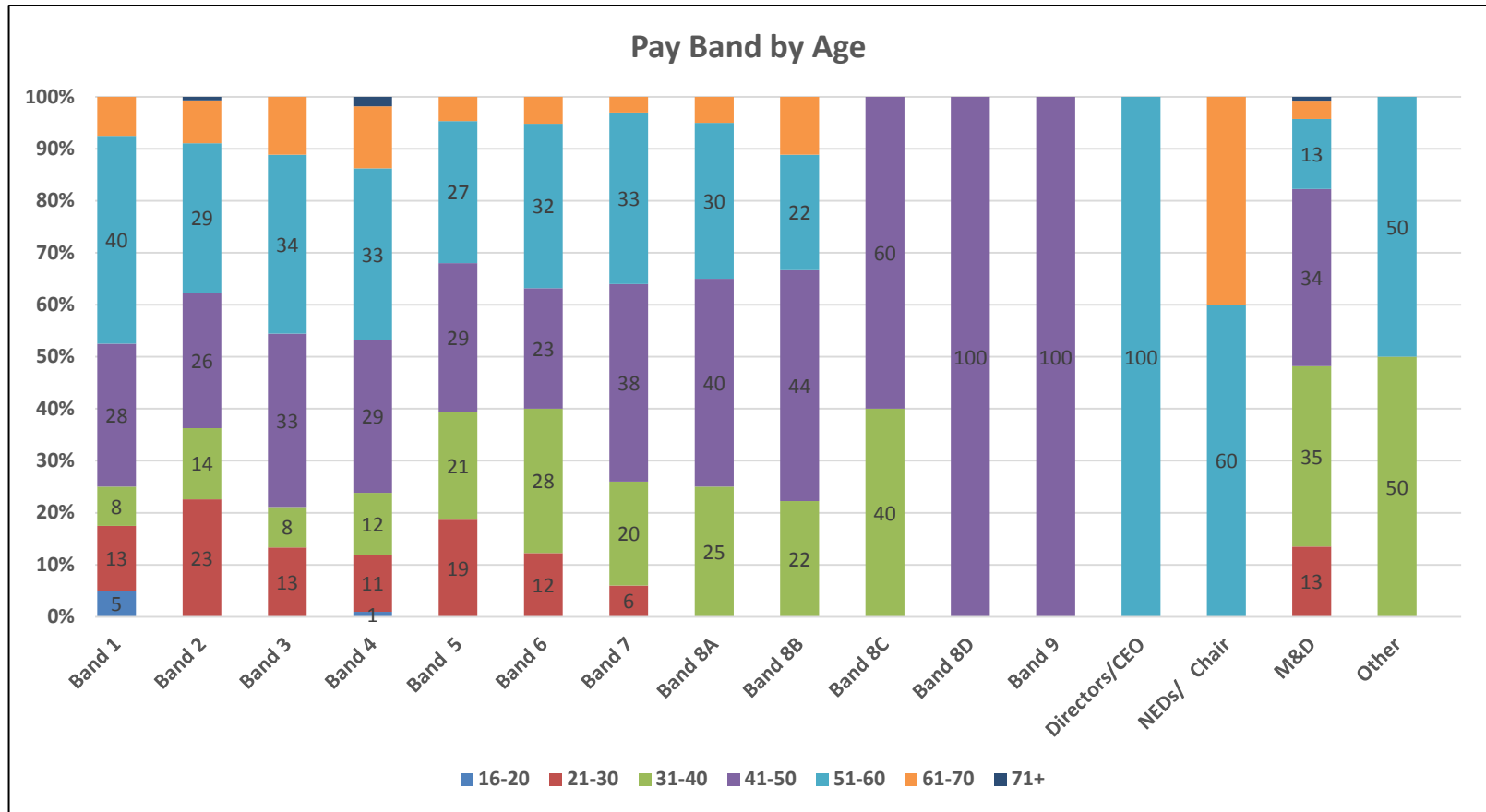
### 2.1 Pay and Ethnicity

There is no real change to the BME representation across the pay Band from the previous year, with the majority of BME staff being in Bands 1 and Medical and Dental, with a slight increase in representation in Bands 5, 6 and 8C. There is no BME representation in Bands 8C and above (14 staff).



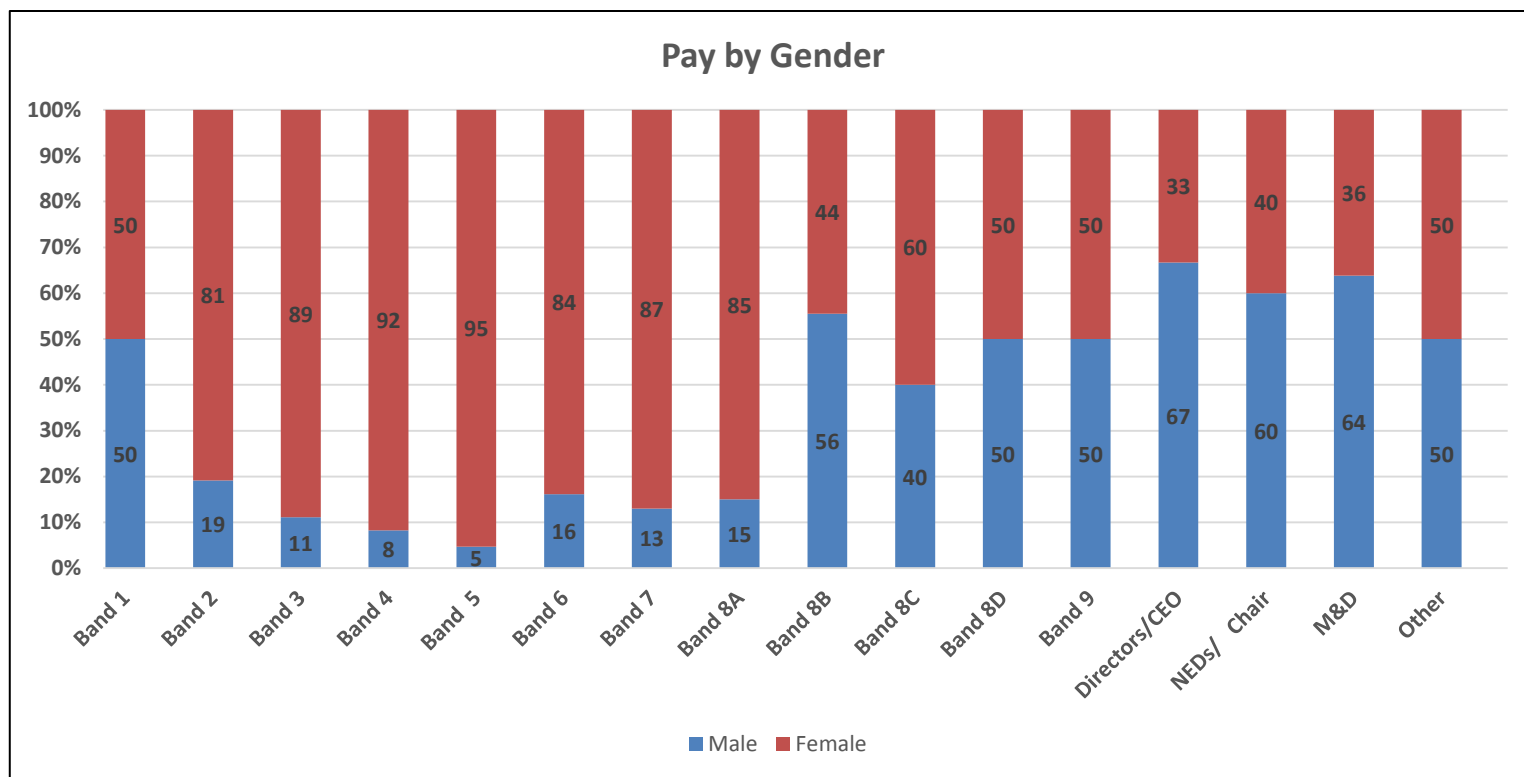
## 2.2 Pay and Age

The age split remains consistent across the Bands, with an over representation of staff aged 41-50 in Bands 8C and above.



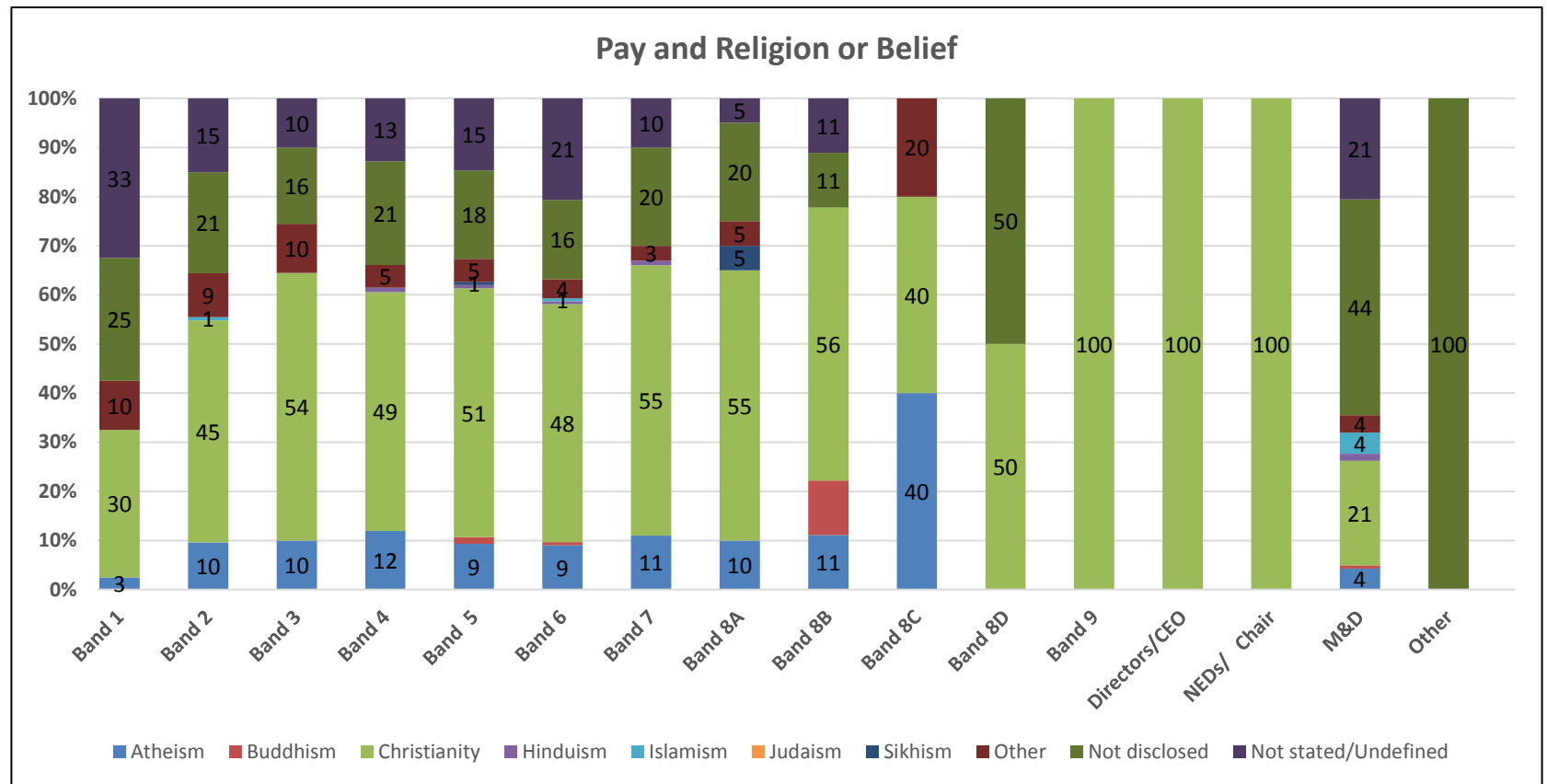
## 2.3 Pay and Gender

Pay and Gender split do not differ much from the previous year. There remains an under representation of male staff in the lower Bands and an over representation of male staff in Medical and Dental and females in more senior roles, which is consistent with other NHS organisations.



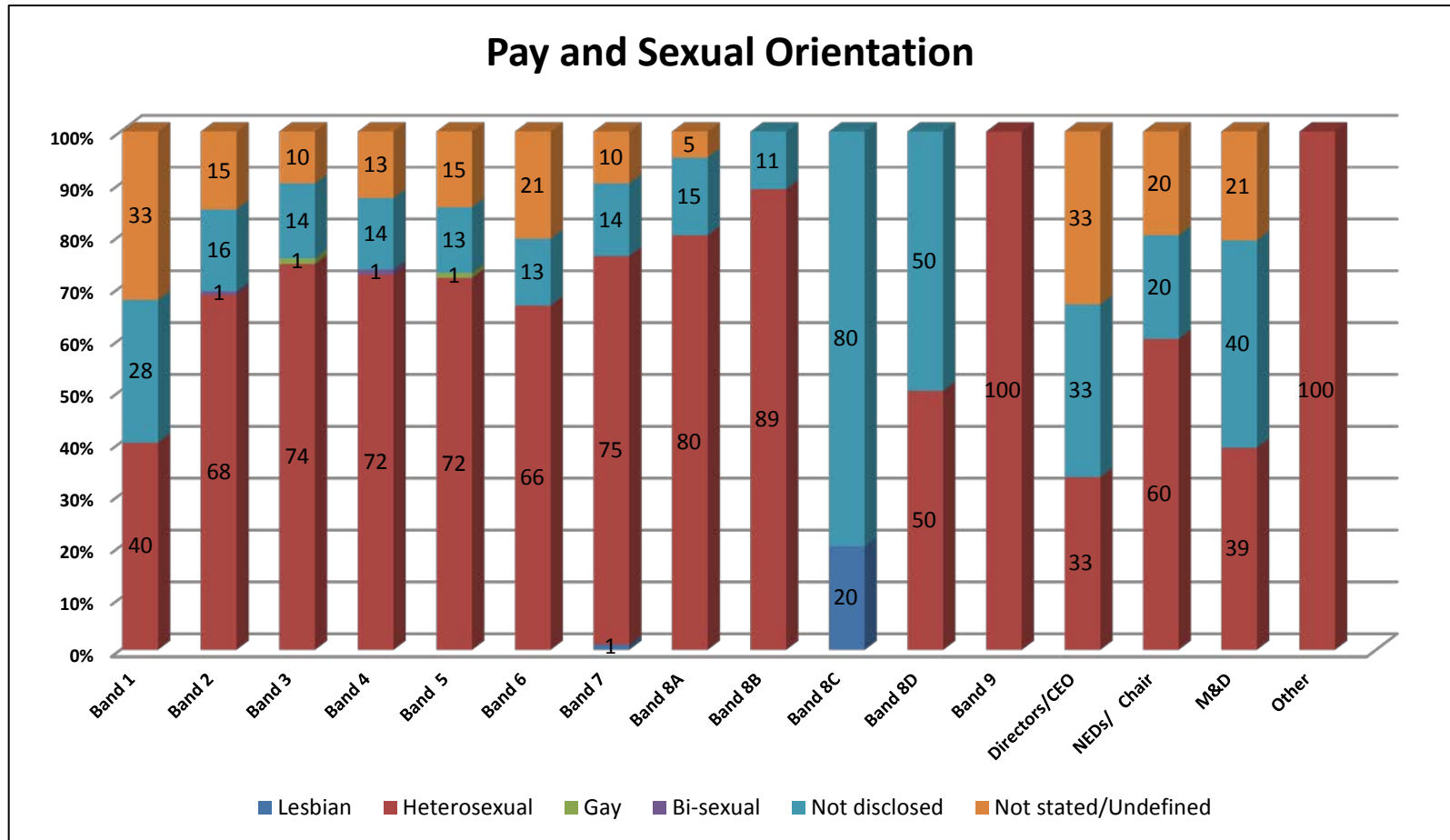
## 2.4 Pay and Religion or belief

There is a higher representative of Christianity recorded over the majority of the pay Bands. This is representative of the demographics of the area, and with no data being recorded for Other.



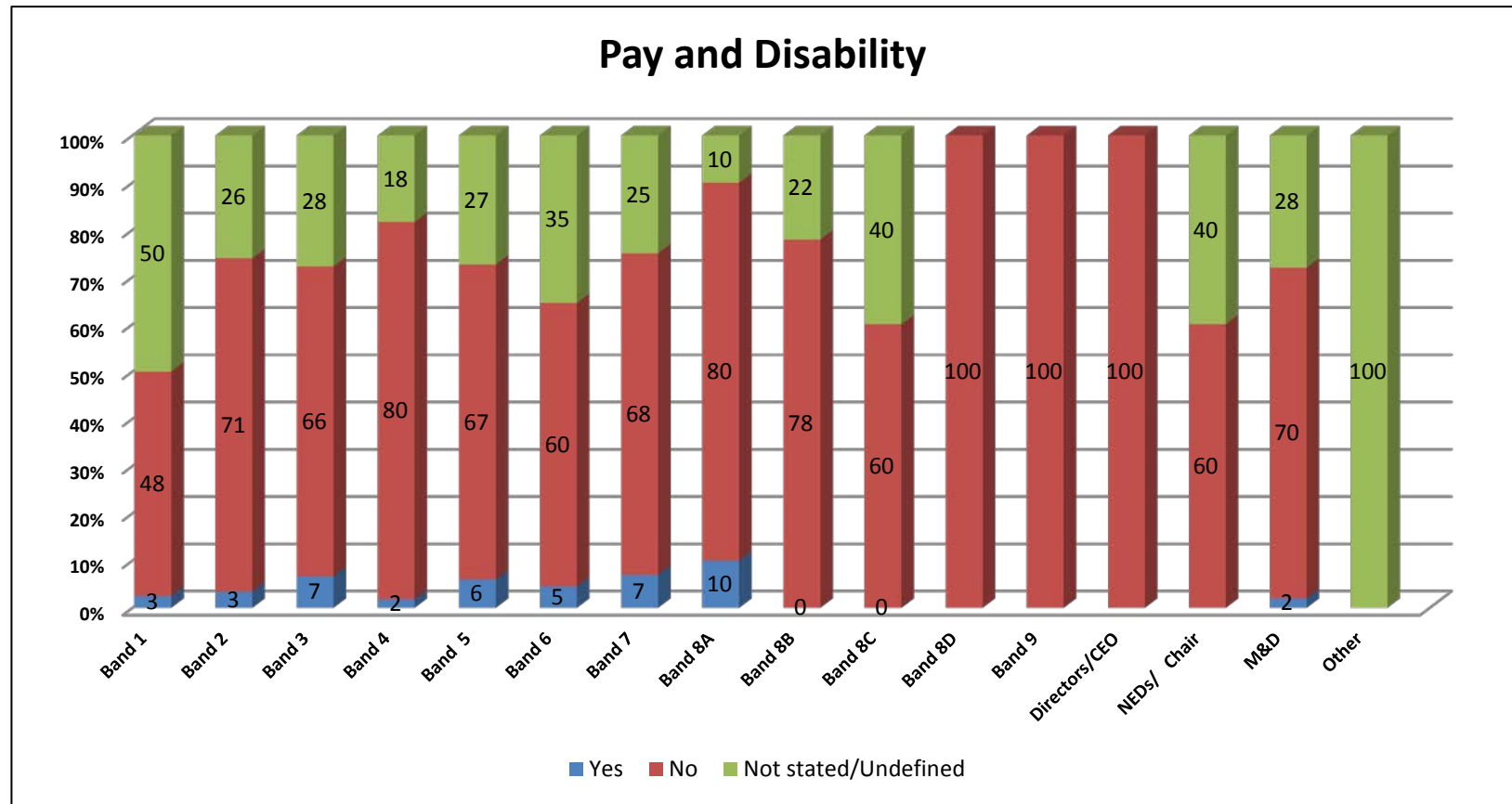
## 2.5 Pay and Sexual Orientation

There still remains a high number of 'Not stated/Undefined' and 'Not disclosed' responses, however the vast majority of staff consider themselves to be heterosexual.



## 2.6 Pay and Disability

Data remains more or less the same as the previous year, with the largest number of staff with disabilities in Band 5 and an over representation in Band 8a due to the small number of staff in that pay Band.



### 3. Leavers and Recruitment

There is an over representation of BME leavers due to the rotational nature of some of the medical and dental posts; however the overall BME representation in the Trust is not reducing. The 21-40 age group has more leavers than is representation in the Trust; however this is due to rotational medical and dental posts and the mobile nature of that age group. There were more female leavers (however more are employed) and 4 leavers had a disability.

Whilst there has been a decrease in the number of BME applicants, the number of BME staff employed by the Trust has not reduced. The percentage of BME applicants is much higher than the local demographic; however the representation of BME decreases through the recruitment process with only 15.8% of appointments from BME candidates as opposed to 28.8% of applicants. Some applicants cannot be progressed through the recruitment process because of their right to work in the UK status, in particular as a result of recent changes to immigration legislation.

The decrease in representation is reflected in male applicants with 21.2% of appointments made to male candidates from 31.2% of applicants.

The proportion of shortlisted applicants with a disability is higher than the proportion of disabled applicants from 4.1% to 5.3%; however there is then a decrease with only 5.0% of candidates with a disability appointed. The proportion of staff with a disability in the Trust is 4.2%.

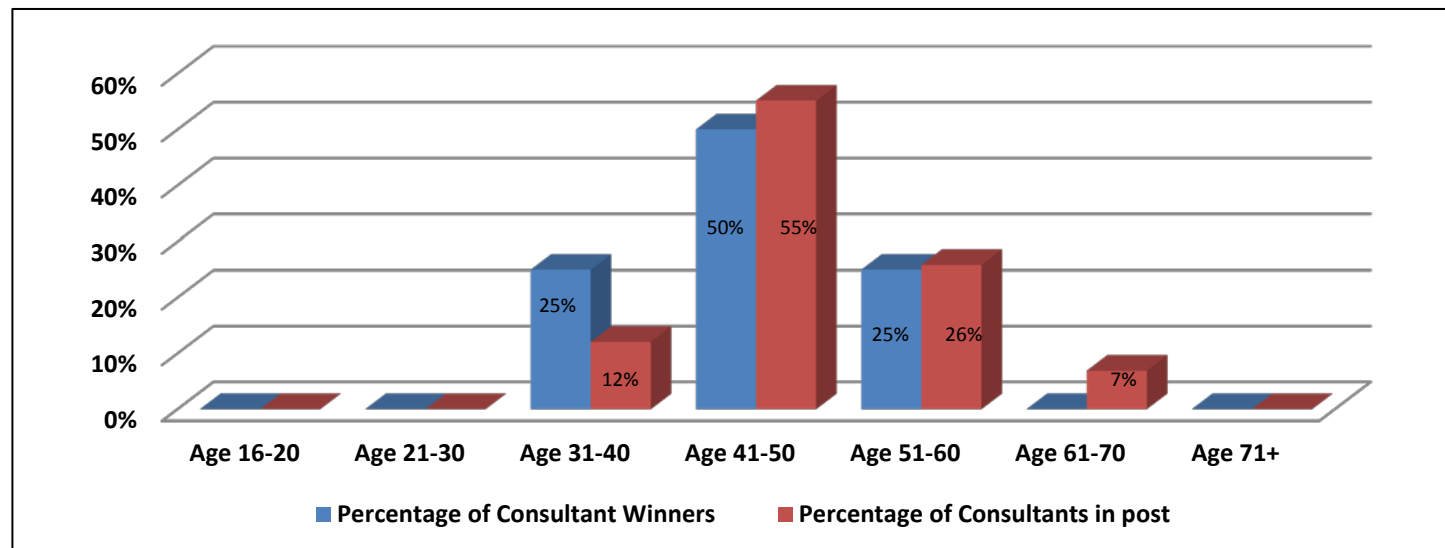
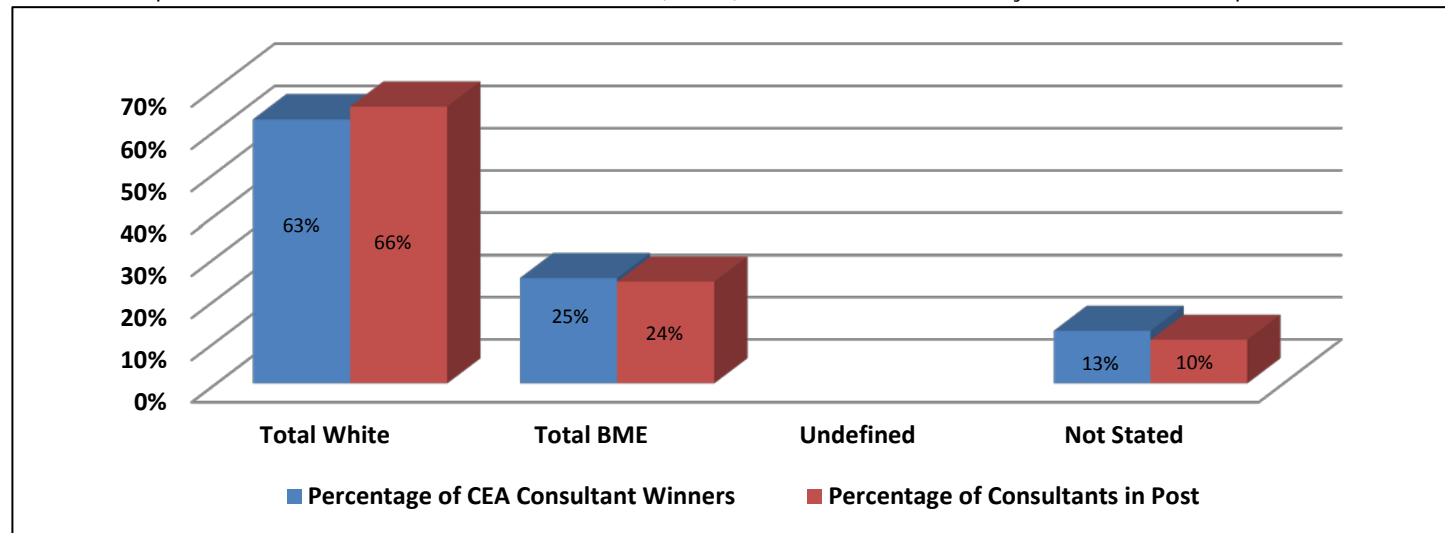


#### 4. Clinical Excellence Awards

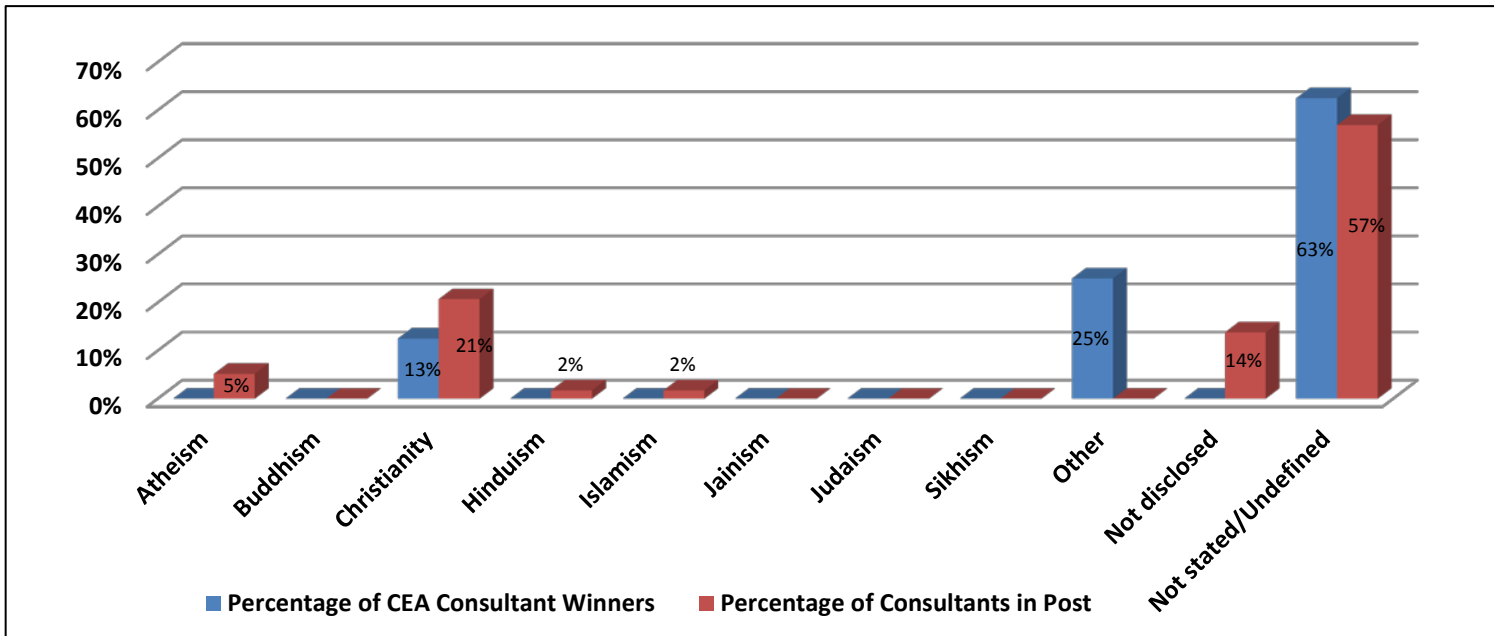
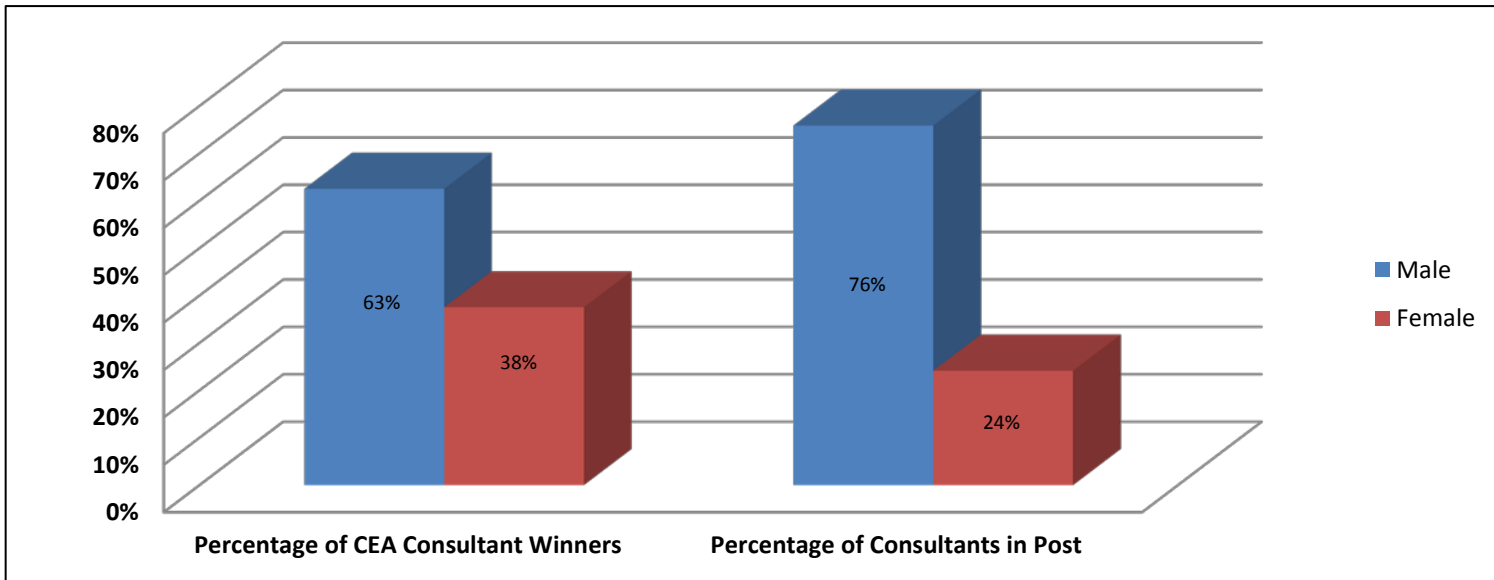
No Clinical Excellence Awards (CEAs) were awarded in 2014 so data remains the same as 2013

##### 4.1 Clinical Excellence Awards by Ethnicity and by Age

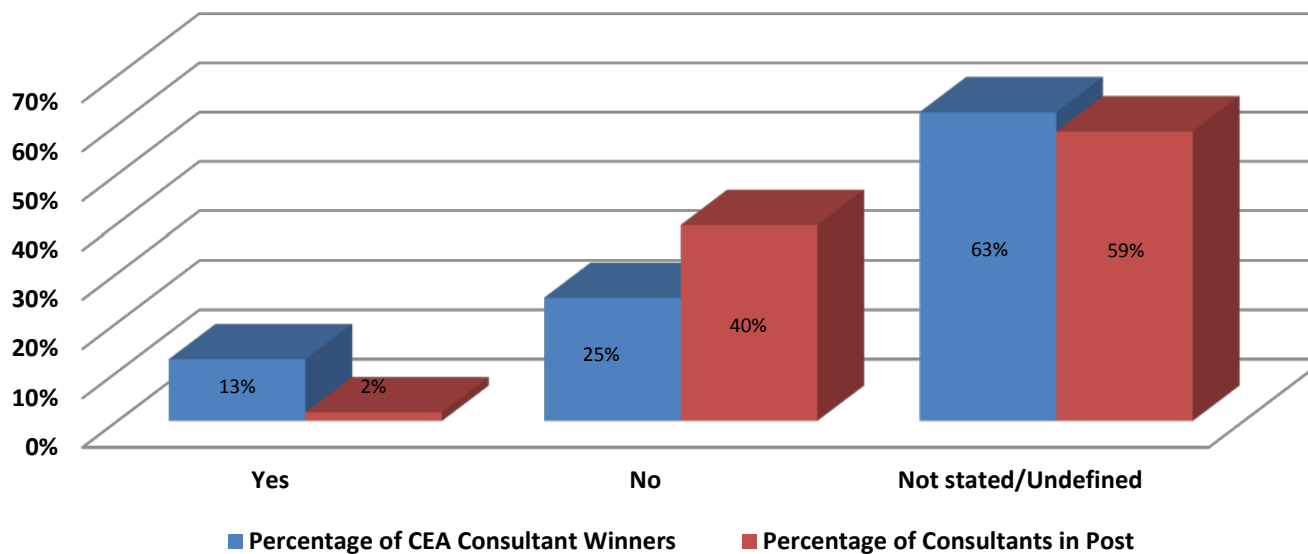
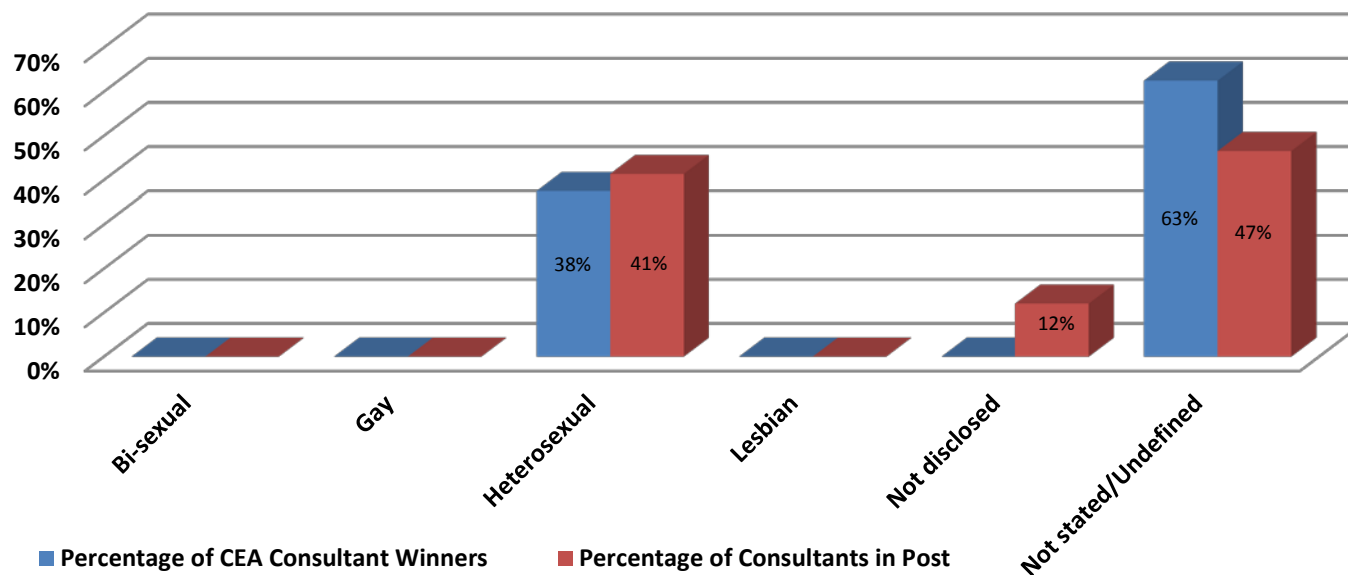
5 of consultants awarded are defined as White and 2 as BME against a total number of 38 and 14 employed respectively. 5 of the 44 male consultants were awarded CEA points and 3 of the 14 female consultants. One (of one) consultant with a disability was awarded CEA points.



## 4.2 Clinical Excellence Awards by Gender and Religion or Belief



### 4.3 Clinical Excellence Awards by Sexual Orientation and by Disability

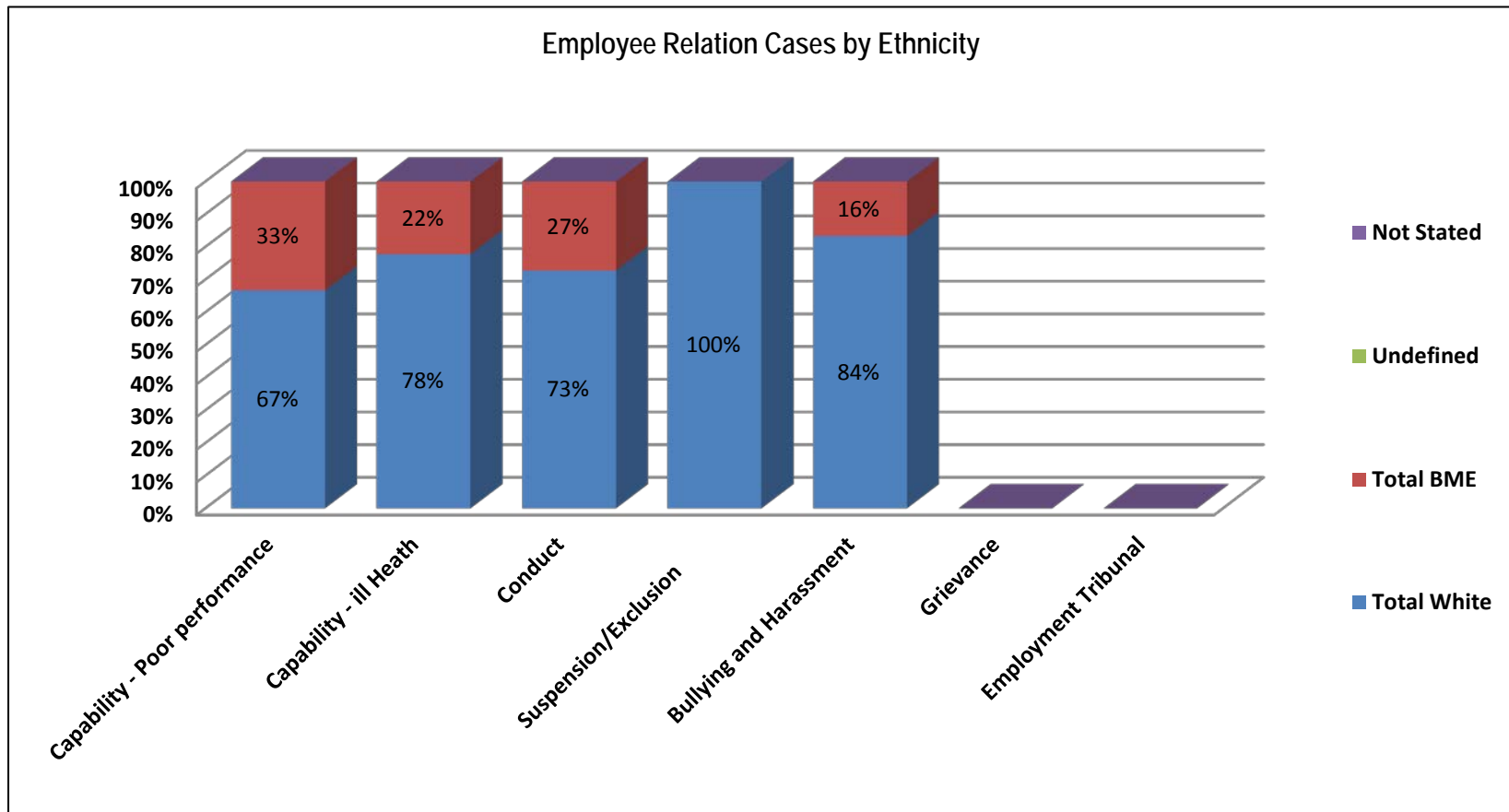


## 5. Employee Relation Cases

There were 6 cases of capability due to poor performance and 18 due to ill health. There were 11 cases of conduct and 3 suspensions. 6 cases were for bullying and harassment.

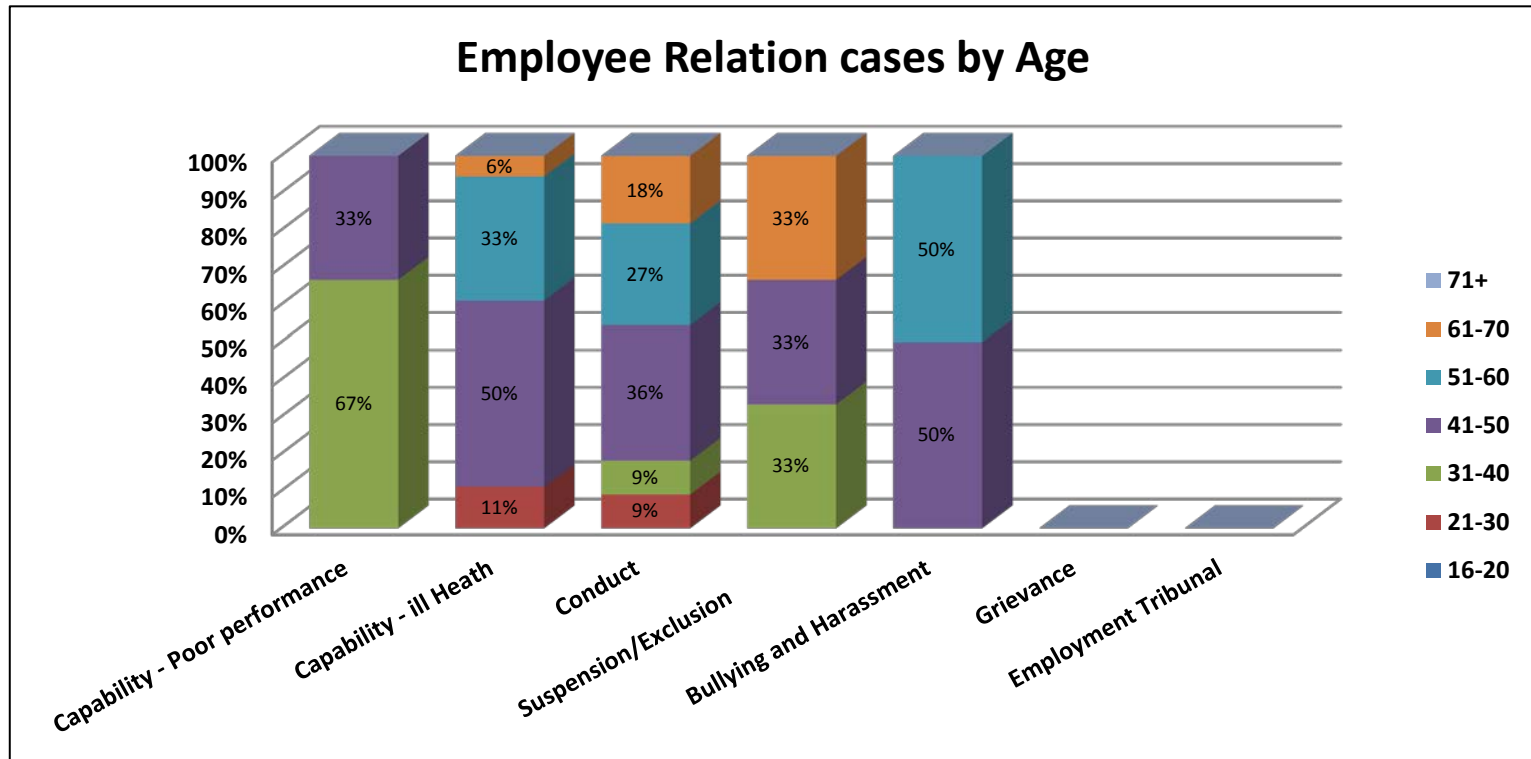
### 5.1 Employee relation cases by Ethnicity

There were less formal cases involving BME staff, however the highest number of BME staff were reported cases of Capability due to poor performance.



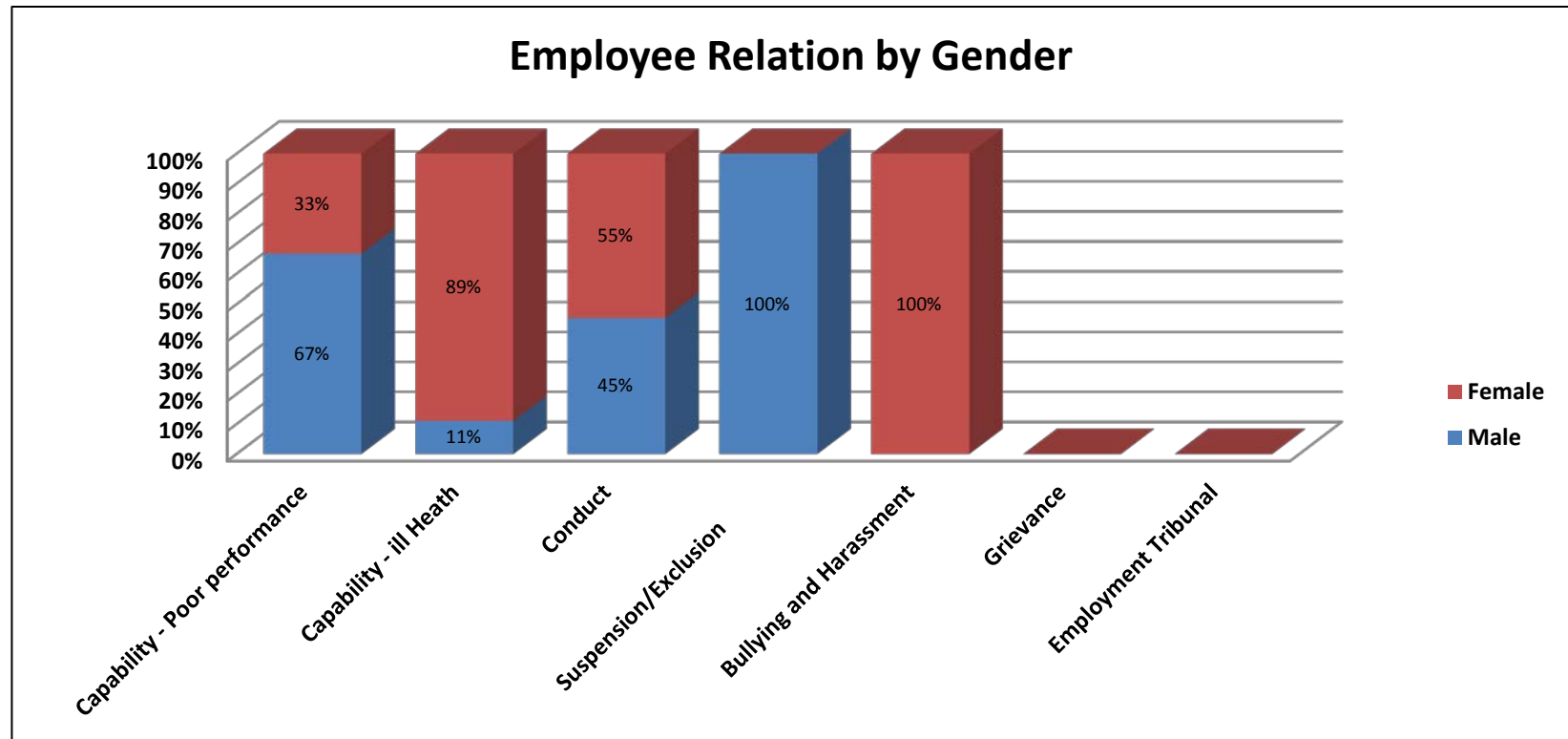
## 5.2 Employee relation cases by Age

The largest number of capability due to poor performance were in the 31 to 40 age group, with capability due to ill health and Bullying and Harassment highest in the 41-50 age group.

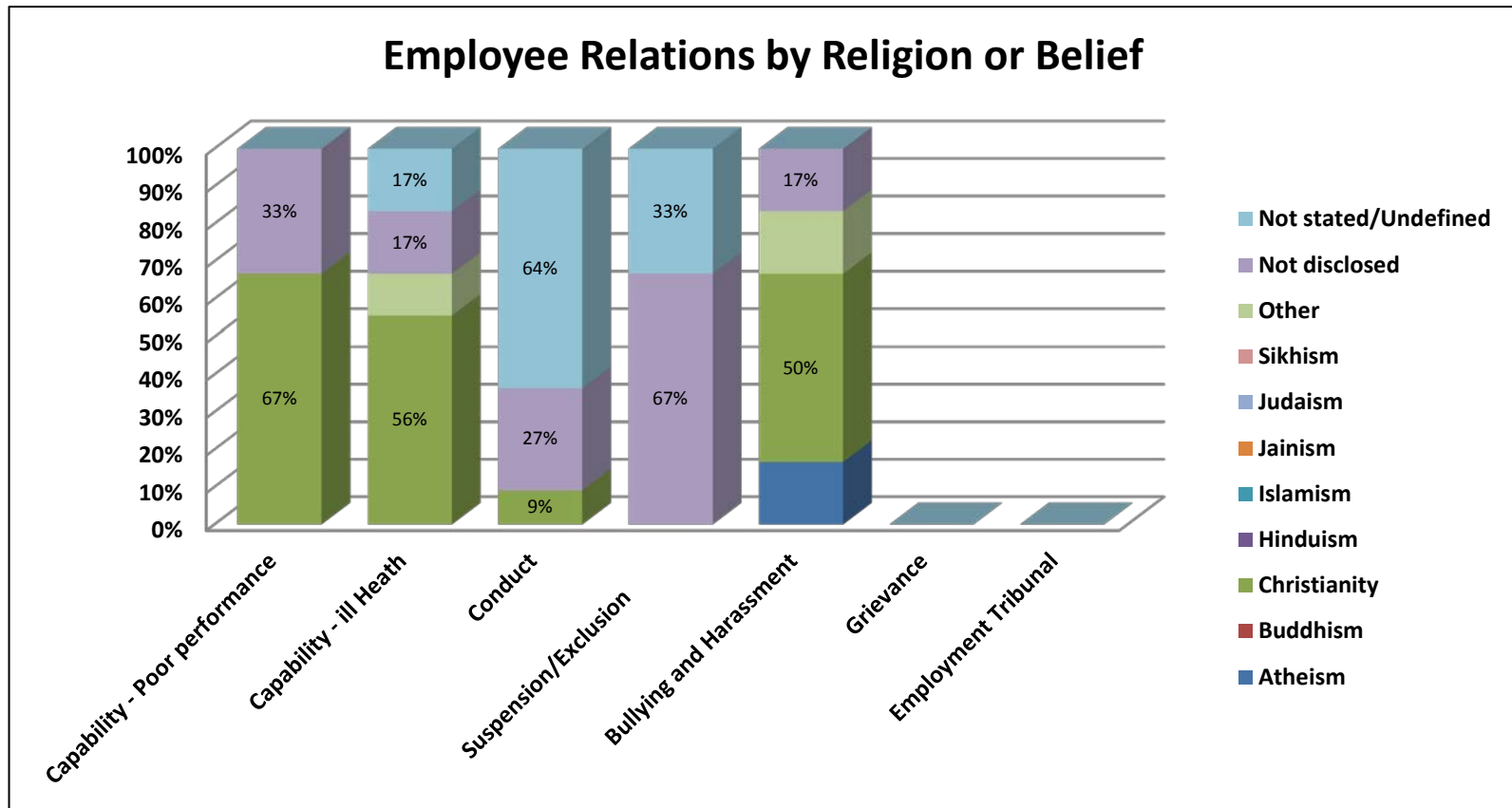


### 5.3 Employee relation cases by Gender

The largest number of cases reported for Bullying and Harassment were female, followed by Capability due to ill health.; cases reported of Suspension/Exclusion and Capability due to poor performance were male.

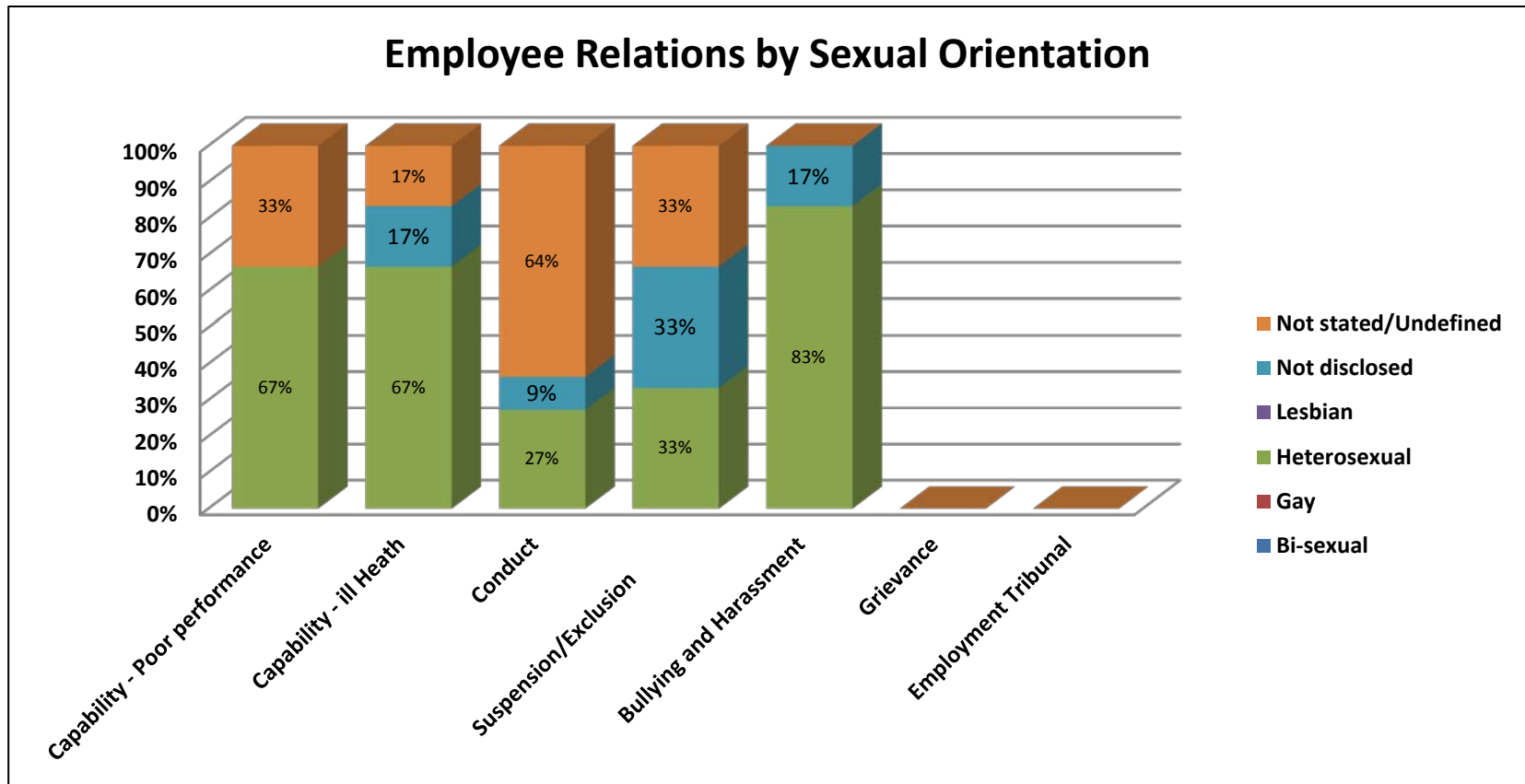


## 5.4 Employee relation cases by Religion or Belief



## 5.5 Employee relation cases by Sexual Orientation

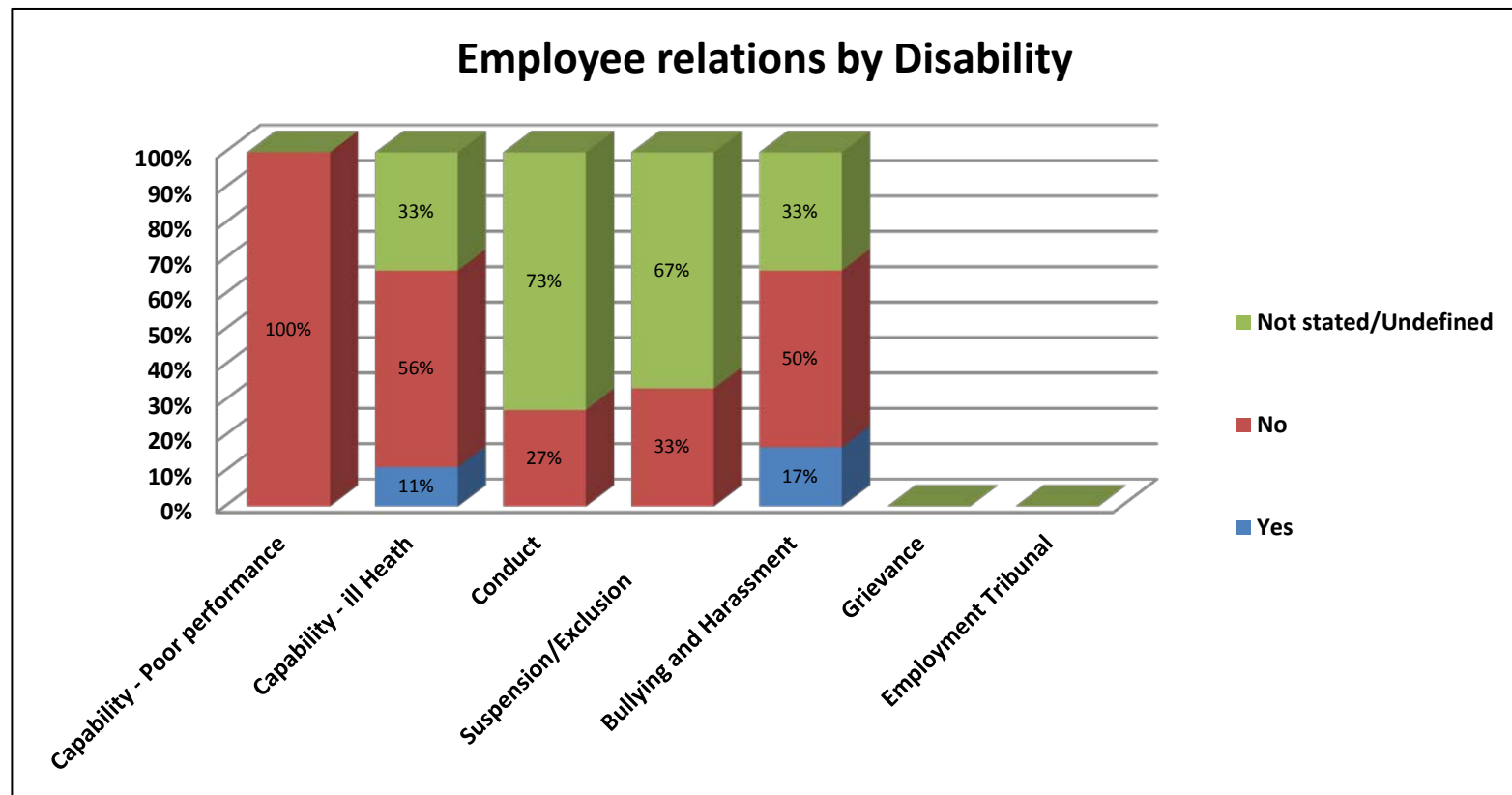
A significant proportion of the data is from Not stated/Undefined and Not disclosed, this does not allow for a meaningful interpretation of the data.





## 5.6 Employee relation cases and disability

The largest number of recorded cases with a reported Disability are Bullying and Harassment and Capability due to ill health. Staff suffering from a long-term medical condition which is being dealt with by the Trust as part of a capability process may consider themselves to have a disability.

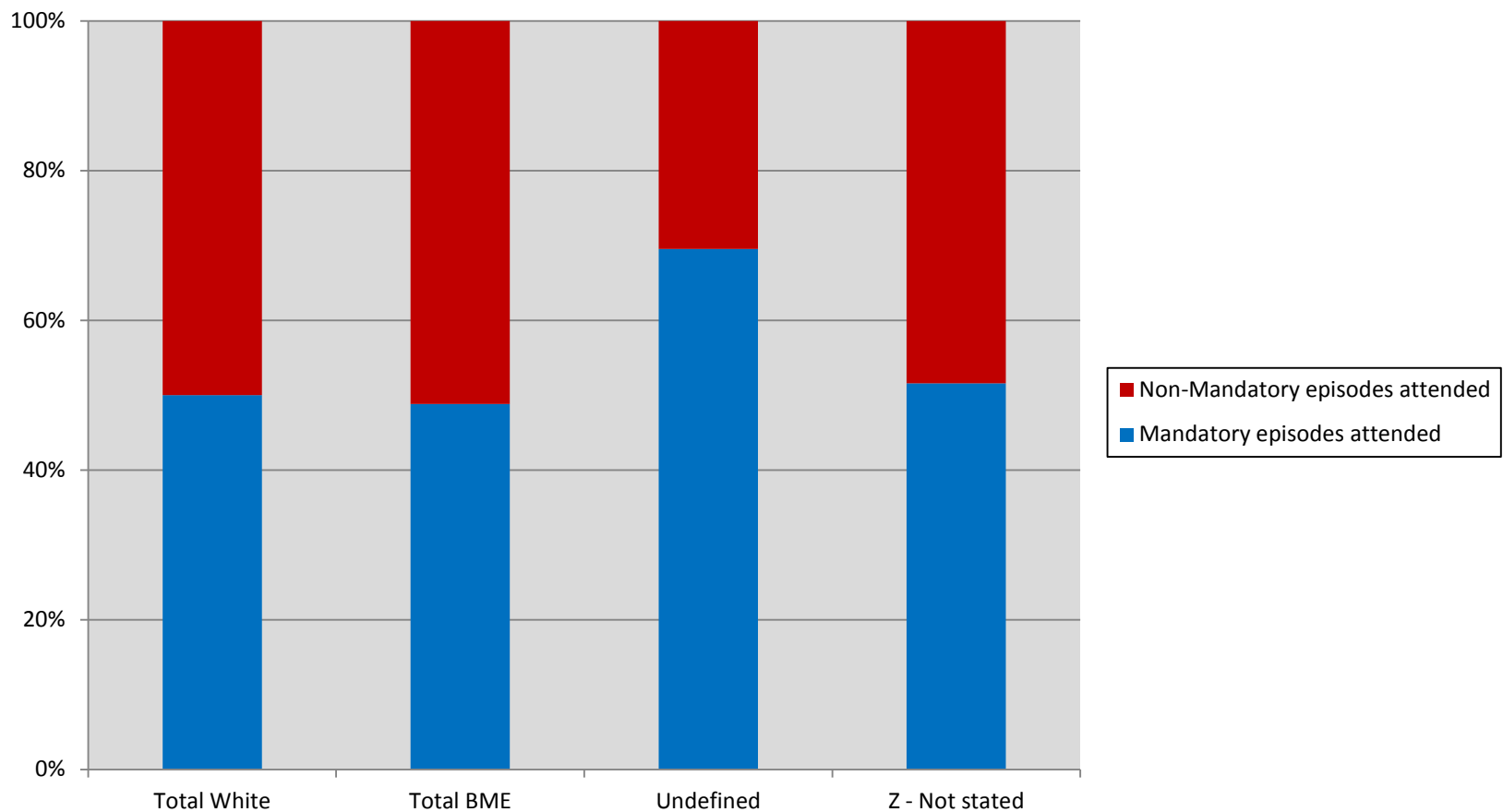


## 6. Training Episodes

### 6.1 Training episodes by Ethnicity

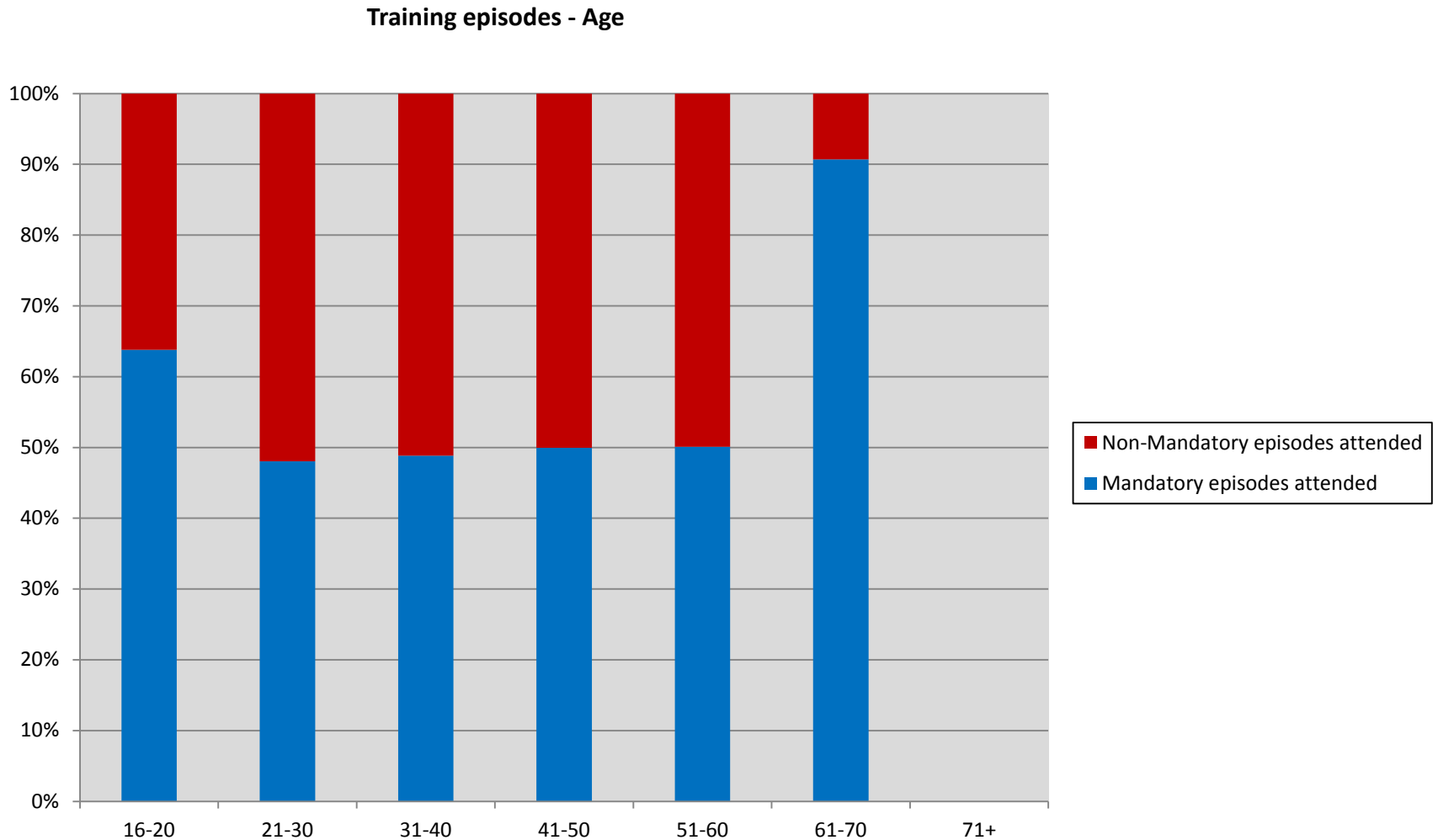
There has been a slight change since last year with BME staff having proportionally more non-mandatory (development) training episodes than mandatory ones.

Training episodes - Ethnicity



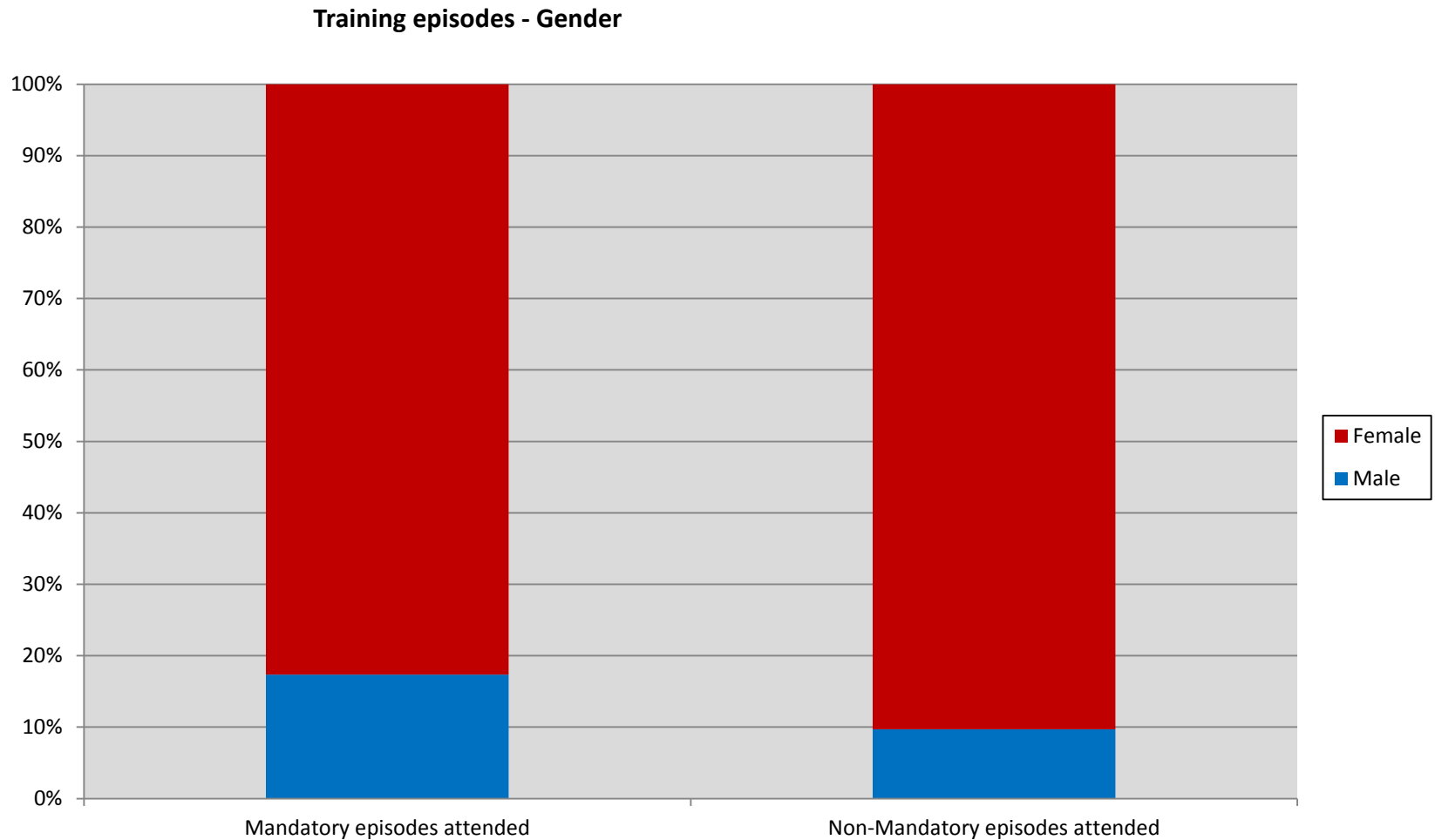
## 6.2 Training episodes by Age

There has been a change from the previous year with the continued more even distribution across all the age groups for mandatory episodes but an increase in all non-mandatory training episodes across all the age groups.



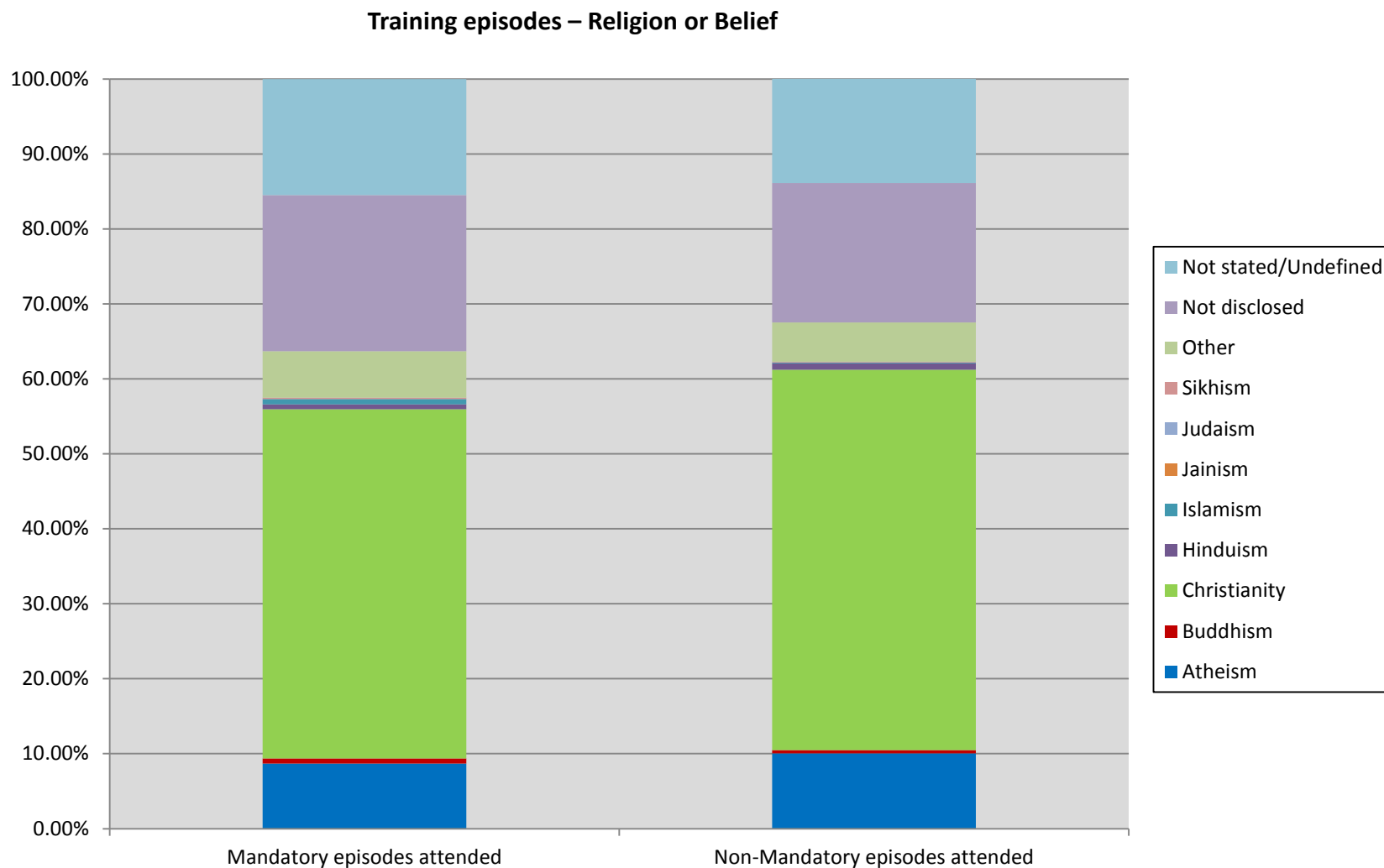
### 6.3 Training episodes by Gender

There is still under-representation of male staff attending training which remains consistent with last year. There has been an overall increase for both genders for non-mandatory development episodes.



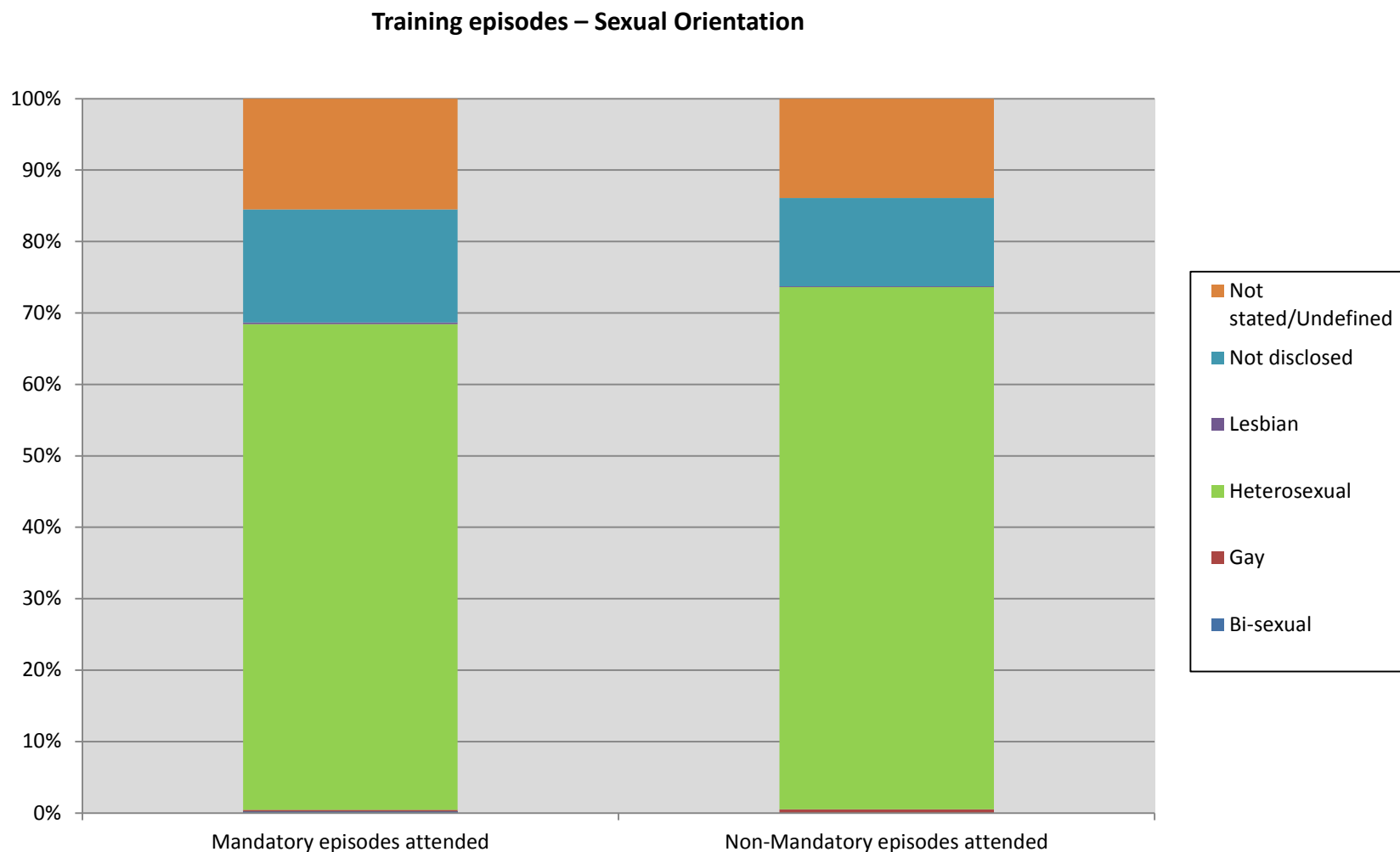
## 6.4 Training episodes by Religion or Belief

The data remains similar to the previous year. The high proportion of Christian staff reflects the high representation of this group in the Trust.



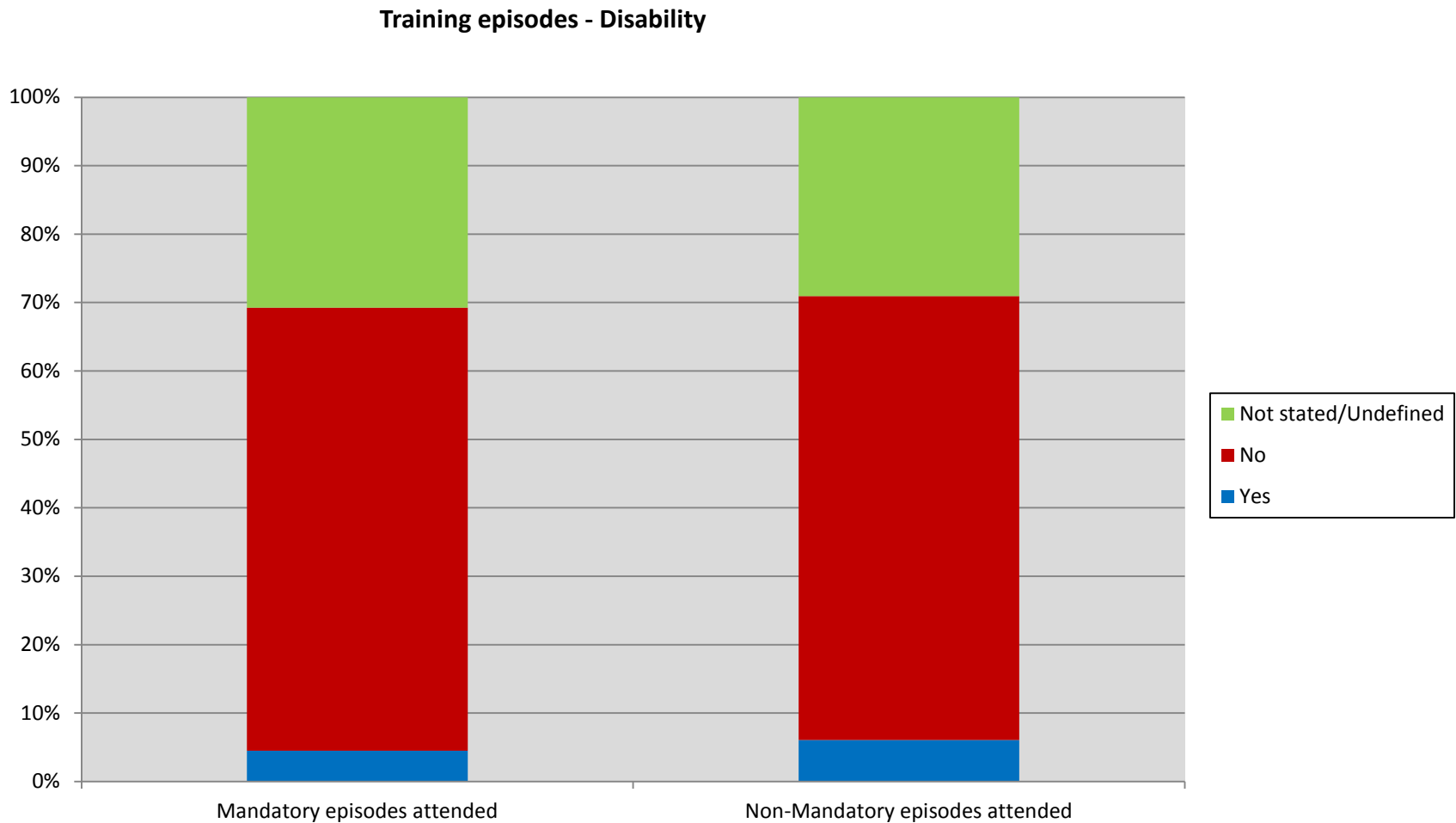
## 6.5 Training episodes by Sexual Orientation

The data remains similar to the previous year. The low representation from Lesbian, Gay and Bi-sexual staff reflect the low number of staff in those groups in the Trust.



## 6.6 Training episodes by Disability

There is an under-representation of disabled staff attending training and access to training for those staff group.



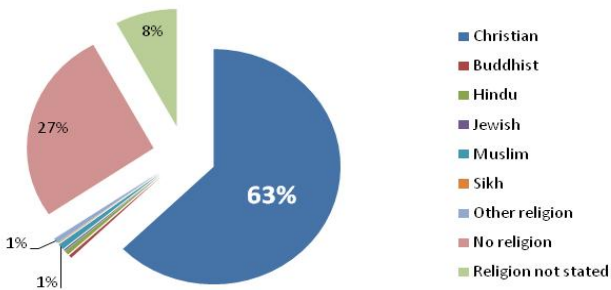
# **Part 3**

## **Source data**

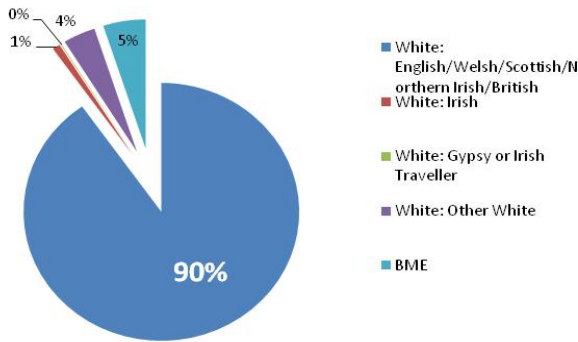


Mid Sussex Population Data (2011 census)

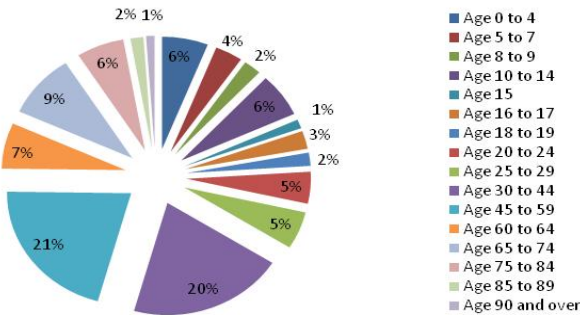
2011 Census - Mid Sussex - Religion & Belief



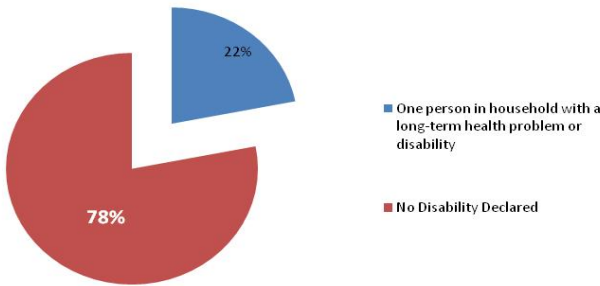
2011 Census - Mid Sussex - Ethnicity



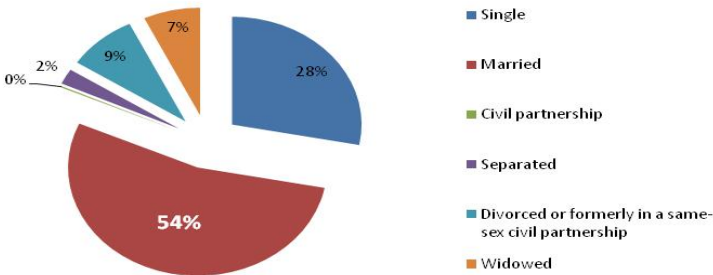
2011 Census - Mid Sussex - Age



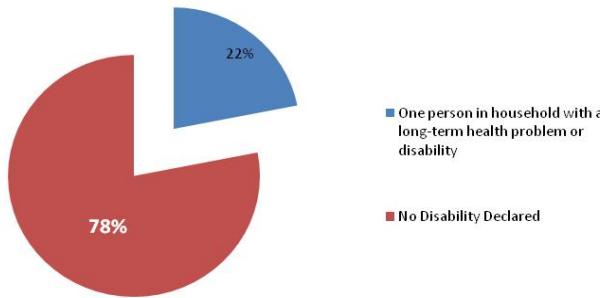
2011 Census - Mid Sussex - Long Term Health Problem



2011 Census - Mid Sussex - Relationship Status



2011 Census - Mid Sussex - Long Term Health Problem



## Workforce Profile

Protected Characteristic	Group	Number	Trust Representation
<b>Ethnicity</b>			<b>%</b>
	A - White – British	744	76.00
	B - White – Irish	13	1.33
	C - White – Any other white background	71	7.25
	<b>Total White</b>	<b>828</b>	<b>84.58</b>
	D - Mixed – White and Black Caribbean	2	0.20
	E - Mixed – White and Black African	3	0.31
	F - Mixed – White and Asian	0	0.00
	G - Other Mixed	2	0.20
	H - Indian	29	2.96
	J - Pakistani	9	0.92
	L - Other Asian	20	2.04
	M - Caribbean	5	0.51
	N - African	6	0.61
	P - Other Black	6	0.61
	R - Chinese	4	0.41
	S - Other	39	3.98
	<b>Total BME</b>	<b>125</b>	<b>12.76</b>
	Undefined	0	0.00
	Z - Not stated	26	2.66
	<b>Grand total</b>	<b>979</b>	<b>100.00</b>
<b>Age</b>	16-20	3	0.31
	21-30	134	13.69
	31-40	196	20.02
	41-50	295	30.13
	51-60	282	28.80
	61-70	65	6.64
	71+	4	0.41
	<b>Grand total</b>	<b>979</b>	<b>100.00</b>
<b>Gender</b>	Male	219	22.37
	Female	760	77.63
	<b>Grand total</b>	<b>979</b>	<b>100.00</b>

## Workforce profile

Protected Characteristic	Group	Number	Trust Representation
Religion or belief	Atheism	87	8.89
	Buddhism	5	0.51
	Christianity	440	44.94
	Hinduism	6	0.61
	Islamism	8	0.82
	Jainism	0	0.00
	Judaism	0	0.00
	Sikhism	2	0.20
	Other	54	5.52
	Not disclosed	223	22.78
	Not stated/Undefined	154	15.73
	<b>Grand total</b>	<b>979</b>	<b>100.00</b>
Sexual orientation	Bi-sexual	2	0.20
	Gay	2	0.20
	Heterosexual	638	65.17
	Lesbian	2	0.20
	Not disclosed	181	18.49
	Not stated/Undefined	154	15.73
	<b>Grand total</b>	<b>979</b>	<b>100.00</b>
Disability	Yes	42	4.29
	No	665	67.93
	Not stated/Undefined	272	27.78
	<b>Grand total</b>	<b>979</b>	<b>100.00</b>

Protected Characteristic	Group	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
Ethnicity		Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %
	A - White – British	21	2.15	121	12.36	79	8.07	98	10.01	107	10.93	126	12.87	83	8.48
	B - White – Irish	0	0.00	2	0.20	1	0.10	2	0.20	1	0.10	1	0.10	1	0.10
	C - White – Any other white background	3	0.31	7	0.72	6	0.61	3	0.31	13	1.33	8	0.82	7	0.72
	<b>Total White</b>	24	2.45	130	13.28	86	8.78	103	10.52	121	12.36	135	13.79	91	9.03
	D - Mixed – White and Black Caribbean	0	0.00	2	0.20	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	E - Mixed – White and Black African	0	0.00	2	0.20	0	0.00	0	0.00	2	0.20	0	0.00	0	0.00
	F - Mixed – White and Asian	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	G - Other Mixed	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	H - Indian	1	0.10	0	0.00	0	0.00	1	0.10	6	0.61	1	0.10	1	0.10
	J - Pakistani	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.10	2	0.20
	L - Other Asian	5	0.51	1	0.10	0	0.00	0	0.00	2	0.20	6	0.61	3	0.31
	M - Caribbean	0	0.00	2	0.20	1	0.10	1	0.10	1	0.10	0	0.00	0	0.00
	N - African	0	0.00	0	0.00	0	0.00	0	0.00	5	0.51	0	0.00	0	0.00
	P - Other Black	1	0.10	1	0.10	0	0.00	0	0.00	2	0.20	0	0.00	0	0.00
	R - Chinese	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.10	0	0.00
	S - Other	6	0.61	2	0.20	2	0.20	1	0.10	8	0.82	8	0.82	2	0.20
	<b>Total BME</b>	13	1.33	10	1.02	3	0.30	3	0.31	26	2.66	17	1.74	8	0.82
	Undefined	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Z - Not stated	3	0.31	6	0.61	1	0.10	3	0.31	3	0.31	3	0.31	1	0.10
	<b>Grand total</b>	40	4.09	146	14.91	90	9.19	109	11.13	150	15.33	155	15.83	100	10.21
<b>Age</b>	16-20	2	0.20	0	0.00	0	0.00	1	0.10	0	0.00	0	0.00	0	0.00
	21-30	5	0.51	33	3.37	12	1.23	12	1.23	28	2.86	19	1.94	6	0.61
	31-40	3	0.31	20	2.04	7	0.72	13	1.33	31	3.17	43	4.39	20	2.04
	41-50	11	1.12	38	3.88	30	3.06	32	3.27	43	4.39	36	3.68	38	3.88
	51-60	16	1.63	42	4.29	31	3.17	36	3.68	41	4.19	49	5.01	33	3.37
	61-70	3	0.31	12	1.23	10	1.02	13	1.33	7	0.72	8	0.82	3	0.31
	71+	0	0.00	1	0.10	0	0.00	2	0.20	0	0.00	0	0.00	0	0.00
	<b>Grand total</b>	40	4.09	146	14.91	90	9.19	109	11.13	150	15.33	155	15.83	100	10.21
<b>Gender</b>	Male	20	2.04	28	2.86	10	1.02	9	0.92	7	0.72	25	2.55	13	1.33
	Female	20	2.04	118	12.05	80	8.17	100	10.21	143	14.61	130	13.28	87	8.89
	<b>Grand total</b>	40	4.09	146	14.91	90	9.19	109	11.13	150	15.33	155	15.83	100	10.21

Protected Characteristic	Group	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
		Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %
Religion or belief	Atheism	1	0.10	14	1.43	9	0.92	13	1.33	14	1.43	14	1.43	11	1.12
	Buddhism	0	0.00	0	0.00	0	0.00	0	0.00	2	0.20	1	0.10	0	0.00
	Christianity	12	1.23	66	6.74	49	5.01	53	5.41	76	7.76	75	7.66	55	5.62
	Hinduism	0	0.00	0	0.00	0	0.00	1	0.10	1	0.10	1	0.10	1	0.10
	Islamism	0	0.00	1	0.10	0	0.00	0	0.00	0	0.00	1	0.10	0	0.00
	Judaism	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Sikhism	0	0.00	0	0.00	0	0.00	0	0.00	1	0.10	0	0.00	0	0.00
	Other	4	0.41	13	1.33	9	0.92	5	0.51	7	0.72	6	0.61	3	0.31
	Not disclosed	10	1.02	30	3.06	14	1.43	23	2.35	27	2.76	25	2.55	20	2.04
	Not stated/Undefined	13	1.33	22	2.25	9	0.92	14	1.43	22	2.25	32	3.27	10	1.02
	<b>Grand total</b>	40	4.09	146	14.91	90	9.19	109	11.13	150	15.33	155	15.83	100	10.21
Sexual Orientation	Lesbian	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.10
	Heterosexual	16	1.63	100	10.21	67	6.84	79	8.07	108	11.03	103	10.52	75	7.66
	Gay	0	0.00	0	0.00	1	0.10	0	0.00	1	0.10	0	0.00	0	0.00
	Bi-sexual	0	0.00	1	0.10	0	0.00	1	0.10	0	0.00	0	0.00	0	0.00
	Not disclosed	11	1.12	23	2.35	13	1.33	15	1.53	19	1.94	20	2.04	14	1.43
	Not stated/Undefined	13	1.33	22	2.25	9	0.92	14	1.43	22	2.25	32	3.27	10	1.02
	<b>Grand total</b>	40	4.09	146	14.91	90	9.19	109	11.13	150	15.33	155	15.83	100	10.21
Disability	Yes	1	0.10	5	0.51	6	0.61	2	0.20	9	0.92	7	0.72	7	0.72
	No	19	1.94	103	10.52	59	6.03	87	8.89	100	10.21	93	9.50	68	6.95
	Not stated/Undefined	20	2.04	38	3.88	25	2.55	20	2.04	41	4.19	55	5.62	25	2.55
	<b>Grand total</b>	40	4.09	146	14.91	90	9.19	109	11.13	150	15.33	155	15.83	100	10.21

# Pay

Protected Characteristic	Group	Band 8A		Band 8B		Band 8C		Band 8D		Band 9		Directors/CEO	
Ethnicity		Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %
	A - White – British	17	1.74	8	0.82	5	0.51	1	0.10	2	0.20	3	0.31
	B - White – Irish	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	C - White – Any other white background	1	0.10	0	0.00	0	0.00	1	0.10	0	0.00	0	0.00
	<b>Total White</b>	18	1.84	8	0.82	5	0.51	2	0.20	2	0.20	3	0.31
	D - Mixed – White and Black Caribbean	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	E - Mixed – White and Black African	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	F - Mixed – White and Asian	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	G - Other Mixed	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	H - Indian	1	0.10	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	J - Pakistani	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	L - Other Asian	1	0.10	1	0.10	0	0.00	0	0.00	0	0.00	0	0.00
	M - Caribbean	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	N - African	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	P - Other Black	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	R - Chinese	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	S - Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	<b>Total BME</b>	2	0.20	1	0.10	0	0.00	0	0.00	0	0.00	0	0.00
	Undefined	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Z - Not stated	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	<b>Grand total</b>	20	2.04	9	0.92	5	0.51	2	0.20	2	0.20	3	0.31
<b>Age</b>	16-20	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	21-30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	31-40	5	0.51	2	0.20	2	0.20	0	0.00	0	0.00	0	0.00
	41-50	8	0.82	4	0.41	3	0.31	2	0.20	2	0.20	0	0.00
	51-60	6	0.61	2	0.20	0	0.00	0	0.00	0	0.00	3	0.31
	61-70	1	0.10	1	0.10	0	0.00	0	0.00	0	0.00	0	0.00
	71+	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	<b>Grand total</b>	20	2.04	9	0.92	5	0.51	2	0.20	2	0.20	3	0.31
<b>Gender</b>	Male	3	0.31	5	0.51	2	0.20	1	0.10	1	0.10	2	0.20
	Female	17	1.74	4	0.41	3	0.31	1	0.10	1	0.10	1	0.10
	<b>Grand total</b>	20	2.04	9	0.92	5	0.51	2	0.20	2	0.20	3	0.31

Protected Characteristic	Group	Band 8A		Band 8B		Band 8C		Band 8D		Band 9		Directors/CEO	
		Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %	Number	Trust %
Religion or belief	Atheism	2	0.20	1	0.10	2	0.20	0	0.00	0	0.00	0	0.00
	Buddhism	0	0.00	1	0.10	0	0.00	0	0.00	0	0.00	0	0.00
	Christianity	11	1.12	5	0.51	2	0.20	1	0.10	2	0.20	2	0.20
	Hinduism	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Islamism	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Jainism	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Judaism	1	0.10	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Sikhism	1	0.10	0	0.00	1	0.10	0	0.00	0	0.00	0	0.00
	Other	4	0.41	1	0.10	0	0.00	1	0.10	0	0.00	1	0.10
	Not disclosed	1	0.10	1	0.10	0	0.00	0	0.00	0	0.00	0	0.00
	<b>Grand total</b>	20	2.04	9	0.92	5	0.51	2	0.20	2	0.20	3	0.31
Sexual Orientation	Lesbian	0	0	0	0	1	0.20	0	0.00	0	0.20	0	0.0
	Heterosexual	16	1.63	8	0.82	4	0.41	1	0.10	2	0.20	2	0.20
	Gay	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Bi-sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Not disclosed	3	0.31	0	0.00	0	0.00	1	0.10	0	0.00	1	0.10
	Not stated Undefined	1	0.10	1	0.10	0	0.0	0	0.0	0	0.0	0	0.0
	<b>Grand total</b>	20	2.04	9	0.92	5	0.51	2	0.20	2	0.20	3	0.31
Disability	Yes	2	0.20	0	0.00	0	0.00	0	0.0	0	0.00		0.31
	No	16	1.63	7	0.72	3	0.31	2	0.20	2	0.20	3	0.00
	Not stated/Undefined	2	0.20	2	0.20	2	0.10	0	0.00	0	0.00	0	0.00
	<b>Grand total</b>	20	2.04	9	0.92	5	0.51	2	0.20	2	0.20	3	0.31

Protected characteristic	Group	NEDs/ Chair		M&D		Other		Total	Total
Ethnicity		Number	Trust %	Number	Trust %	Number	Trust %	Number	%
	A - White – British	5	0.51	65	6.64	2	0.20	744	76.00
	B - White – Irish	0	0.00	5	0.51	0	0.00	13	1.33
	C - White – Any other white background	0	0.00	23	2.35	0	0.00	71	7.25
	<b>Total White</b>	<b>5</b>	<b>0.51</b>	<b>93</b>	<b>9.50</b>	<b>2</b>	<b>0.20</b>	<b>828</b>	<b>84.58</b>
	D - Mixed – White and Black Caribbean	0	0.00	0	0.00	0	0.00	2	0.20
	E - Mixed – White and Black African	0	0.00	1	0.10	0	0.00	3	0.31
	F - Mixed – White and Asian	0	0.00	0	0.00	0	0.00	0	0.00
	G - Other Mixed	0	0.00	2	0.20	0	0.00	2	0.20
	H - Indian	0	0.00	16	1.63	0	0.00	29	2.96
	J - Pakistani	0	0.00	6	0.61	0	0.00	9	0.92
	L - Other Asian	0	0.00	1	0.10	0	0.00	20	2.04
	M - Caribbean	0	0.00	0	0.00	0	0.00	5	0.51
	N - African	0	0.00	1	0.10	0	0.00	6	0.61
	P - Other Black	0	0.00	2	0.20	0	0.00	6	0.61
	R - Chinese	0	0.00	3	0.31	0	0.00	4	0.41
	S - Other	0	0.00	10	1.02	0	0.00	39	3.98
	<b>Total BME</b>	<b>0</b>	<b>0.00</b>	<b>42</b>	<b>4.29</b>	<b>0</b>	<b>0.00</b>	<b>125</b>	<b>12.76</b>
	Undefined	0	0.00	0	0.00	0	0.00	0	0.00
	Z - Not stated	0	0.00	6	0.61	0	0.00	26	2.66
	<b>Grand total</b>	<b>5</b>	<b>0.51</b>	<b>141</b>	<b>14.40</b>	<b>2</b>	<b>0.20</b>	<b>979</b>	<b>100.00</b>
<b>Age</b>	16-20	0	0.00	0	0.00	0	0.00	3	0.31
	21-30	0	0.00	19	1.94	0	0.00	134	13.69
	31-40	0	0.00	49	5.01	1	0.10	196	20.02
	41-50	0	0.00	48	4.90	0	0.00	295	30.13
	51-60	3	0.31	19	1.94	1	0.10	282	28.80
	61-70	2	0.20	5	0.51	0	0.00	65	6.64
	71+	0	0.00	1	0.10	0	0.00	4	0.41
	<b>Grand total</b>	<b>5</b>	<b>0.51</b>	<b>141</b>	<b>14.40</b>	<b>2</b>	<b>0.20</b>	<b>979</b>	<b>100.00</b>
<b>Gender</b>	Male	3	0.31	90	9.19	1	0.10	219	22.37
	Female	2	0.20	51	5.21	1	0.10	760	77.63
	<b>Grand total</b>	<b>5</b>	<b>0.51</b>	<b>141</b>	<b>14.40</b>	<b>2</b>	<b>0.20</b>	<b>979</b>	<b>100.00</b>



Protected characteristic	Group	NEDs/ Chair		M&D		Other		Total	Total
		Number		Number		Number		Number	%
<b>Religion or belief</b>	Atheism	0	0.00	6	0.61	0	0.00	87	8.89
	Buddhism	0	0.00	1	0.10	0	0.00	5	0.51
	Christianity	2	0.20	30	3.06	0	0.00	440	44.94
	Hinduism	0	0.00	2	0.20	0	0.00	6	0.61
	Islamism	0	0.00	6	0.61	0	0.00	8	0.82
	Jainism	0	0.00	0	0.00	0	0.00	0	0.00
	Judaism	0	0.00	0	0.00	0	0.00	0	0.00
	Sikhism	0	0.00	5	0.51	0	0.00	2	0.20
	Other	2	0.20	62	6.33	2	0.20	54	5.52
	Not disclosed	1	0.10	29	2.96	0	0.00	223	22.78
	Not stated/Undefined	0	0.00	0.0	0.0	0	0.0	154	15.73
	<b>Grand total</b>	5	0.51	141	14.40	2	0.20	979	100.00
<b>Sexual orientation</b>	Lesbian	0	0	0		0	0.00	2	0.20
	Heterosexual	3	0.31	55	5.62	2	0.20	2	0.20
	Gay	0	0.00	0	0.00	0	0.00	638	65.17
	Bi-sexual	0	0.00	0	0.00	0	0.00	2	0.20
	Not disclosed	1	0.10	57	5.82	0	0.00	181	18.49
	Not stated/Undefined	1	0.10	29	2.96	0	0.0	154	15.73
	<b>Grand total</b>	5	0.51	141	14.40	2	0.20	979	100.00
<b>Disability</b>	Yes	0	0.00	2	0.20	0	0.00	42	4.29
	No	3	0.31	99	10.11	0	0.00	665	67.93
	Not stated/Undefined	2	0.20	40	4.08	2	0.20	272	27.78
	<b>Grand total</b>	5	0.51	141	14.40	2	0.20	979	100.00

## Leavers

Protected characteristic	Group	Redundancy	% Split	Other reason for leaving	Leavers Percentage Split
<b>Ethnicity</b>					
	A - White – British	1	0.49	122	60.10
	B - White – Irish	0	0.00	5	2.46
	C - White – Any other white background	0	0.00	31	15.27
	<b>Total White</b>	<b>1</b>	<b>0.49</b>	<b>158</b>	<b>77.83</b>
	D - Mixed – White and Black Caribbean	0	0.00	1	0.49
	E - Mixed – White and Black African	0	0.00	1	0.49
	F - Mixed – White and Asian	0	0.00	2	0.99
	G - Other Mixed	0	0.00	4	1.97
	H - Indian	0	0.00	8	3.94
	J - Pakistani	0	0.00	2	0.99
	L - Other Asian	0	0.00	6	2.96
	M - Caribbean	0	0.00	1	0.49
	N - African	0	0.00	2	0.99
	P - Other Black	0	0.00	3	1.48
	R - Chinese	0	0.00	2	0.99
	S - Other	0	0.00	5	2.46
	<b>Total BME</b>	<b>0</b>	<b>0.00</b>	<b>37</b>	<b>18.23</b>
	Undefined	0	0.00	3	1.48
	Z - Not stated	0	0.00	4	1.97
	<b>Grand Total</b>	<b>1</b>	<b>0.49</b>	<b>202</b>	<b>99.51</b>
<b>Age</b>	16-20	0	0.00	4	1.97
	21-30	0	0.00	39	19.21
	31-40	0	0.00	70	34.48
	41-50	1	0.49	39	19.21
	51-60	0	0.00	31	15.27
	61-70	0	0.00	18	8.87
	71+	0	0.00	1	0.49
	<b>Grand Total</b>	<b>1</b>	<b>0.49</b>	<b>202</b>	<b>99.51</b>

Protected characteristic	Group	Redundancy	% Split	Other reason for leaving	Leavers percentage Split
Gender	Male	0	0.00	72	35.47
	Female	1	0.49	130	64.04
	<b>Grand Total</b>	<b>1</b>	<b>0.49</b>	<b>202</b>	<b>99.51</b>
Religion or belief	Atheism	0	0.00	21	10.34
	Buddhism	0	0.00	0	0.00
	Christianity	1	0.49	79	38.92
	Hinduism	0	0.00	2	0.99
	Islamism	0	0.00	5	2.46
	Jainism	0	0.00	0	0.00
	Judaism	0	0.00	0	0.00
	Sikhism	0	0.00	0	0.00
	Other	0	0.00	18	8.87
	Not disclosed	0	0.00	58	28.57
	Not stated/Undefined	0	0.00	19	9.36
	<b>Grand Total</b>	<b>1</b>	<b>0.49</b>	<b>202</b>	<b>99.51</b>
Sexual orientation	Bi-sexual	0	0.00	0	0.00
	Gay	0	0.00	1	0.49
	Heterosexual	1	0.49	138	67.98
	Lesbian	0	0.00	1	0.49
	Not disclosed	0	0.00	44	21.67
	Not stated/Undefined	0	0.00	18	8.87
	<b>Grand Total</b>	<b>1</b>	<b>0.49</b>	<b>202</b>	<b>99.51</b>
Disability	Yes	0	0.00	4	1.97
	No	1	0.49	161	79.31
	Not stated/Undefined	0	0.00	37	18.23
	<b>Grand Total</b>	<b>1</b>	<b>0.49</b>	<b>202</b>	<b>99.51</b>

## Recruitment

Protected characteristic	Group	Applicants			Shortlisted			Appointed			Workforce profile		
Ethnicity		Number	%	% shift from 2013	Number	%	% shift from 2013	Number	%	% shift from 2013	Number	%	% shift from 2013
	A - White – British	1,348	55.10%	0.90%	626	62.70%	-2.80%	136	76.00%	7.30%	744	76.00%	1.00%
	B - White – Irish	31	1.30%	0.30%	17	1.70%	0.40%	3	1.70%	0.20%	13	1.33%	-0.12%
	C - White – Any other white background	320	13.10%	2.80%	102	10.20%	1.10%	12	6.70%	-4.00%	71	7.25%	-0.19%
	<b>Total White</b>	<b>1699</b>	<b>69.46%</b>	<b>3.96%</b>	<b>745</b>	<b>74.64%</b>	<b>-1.26%</b>	<b>151</b>	<b>84.35</b>	<b>3.45</b>	<b>828</b>	<b>84.58%</b>	<b>0.70%</b>
	D - Mixed – White and Black Caribbean	4	0.20%	-0.20%	0	0.00%	-0.90%	0	0.00%	-0.40%	2	0.20%	-0.11%
	E - Mixed – White and Black African	21	0.90%	0.10%	8	0.80%	0.70%	1	0.60%	0.20%	3	0.31%	-0.10%
	F - Mixed – White and Asian	15	0.60%	-0.10%	8	0.80%	0.10%	2	1.10%	0.70%	0	0.00%	-0.10%
	G - Other Mixed	11	0.40%	-0.50%	2	0.20%	-0.80%	0	0.00%	-1.90%	2	0.20%	-0.21%
	H - Indian	188	7.70%	-2.50%	65	6.50%	0.70%	6	3.40%	0.30%	29	2.96%	-0.38%
	J - Pakistani	65	2.70%	-0.40%	9	0.90%	-0.80%	1	0.60%	-1.30%	9	0.92%	0.40%
	L - Other Asian	129	5.27%	-0.63%	52	5.21%	0.00%	3	1.70%	-4.00%	20	2.04%	0.23%
	M - Caribbean	23	0.90%	0.10%	7	0.70%	-0.60%	2	1.10%	0.00%	5	0.51%	0.10%
	N - African	159	6.50%	0.20%	46	4.60%	0.90%	5	2.80%	0.90%	6	0.61%	0.11%
	P - Other Black	13	0.50%	0.0%	5	0.50%	0.20%	2	1.10%	1.10%	6	0.61%	0.01%
	R – Chinese	11	0.40%	-0.20%	4	0.40%	0.00%	1	0.60%	-0.20%	4	0.41%	0.00%
	S – Other	66	2.70%	-0.40%	26	2.60%	0.60%	4	2.20%	1.10%	39	3.98%	0.26%
	<b>Total BME</b>	<b>705</b>	<b>28.82%</b>	<b>-4.38%</b>	<b>232</b>	<b>23.24%</b>	<b>0.44</b>	<b>27</b>	<b>15.08</b>	<b>-3.62%</b>	<b>125</b>	<b>12.76%</b>	<b>0.57%</b>
	Undefined	42	1.72%	0.42	21	2.10	0.90	1	0.60%	0.20%	26	2.66%	-1.27%
	<b>Grand total</b>	<b>2446</b>	<b>100.00%</b>		<b>998</b>	<b>100.00%</b>		<b>179</b>	<b>100.00%</b>		<b>979</b>	<b>100.00%</b>	

Protected characteristic	Group	Applicants			Shortlisted			Appointed			Workforce profile		
Age	16-20	65	2.66	-0.84%	20	2.00	-.40	3	1.68	-0.62	3	0.31	-0.21
	21-30	770	31.48	-4.02%	272	27.25	-.75	50	27.93	0.00	134	13.69	0.26
	31-40	681	27.84	1.64%	257	25.75	1.75	54	30.17	1.57	196	20.02	-2.71
	41-50	495	20.24	0.66%	233	23.35	-3.85	43	24.02	-2.28	295	30.13	0.79
	51-60	379	15.49	3.39%	192	19.24	3.34	24	13.41	0.00	282	28.80	1.63
	61-70	54	2.21	0.31%	24	2.40	-.10	5	2.79	1.29	65	6.64	0.13
	71+	2	0.08	0.08%	0	0.00	0.00	0	0.00	0.00	4	0.41	0.10
	<b>Grand total</b>	<b>2446</b>	<b>100.00</b>		<b>998</b>	<b>100.00</b>		<b>179</b>	<b>100.00</b>		<b>979</b>	<b>100.00</b>	
Gender	Male	762	31.20	1.50	264	26.50	3.80	38	21.20	-2.20	219	22.37	-1.39
	Female	1,680	68.70	-1.50	730	73.10	-4.20	141	78.80	2.50	760	77.63	1.39
	undisclosed	4	0.20	0.0	4	0.40	.40	0	0.00	0.00	0.00	0.00	0.00
	<b>Grand total</b>	<b>2446</b>	<b>100.00</b>		<b>998</b>	<b>100.00</b>		<b>179</b>	<b>100.00</b>		<b>979</b>	<b>100.00</b>	
Religion or belief	Atheism	283	11.60	0.20	143	14.30	1.50	31	17.30	5.10	87	8.89	0.11
	Buddhism	31	1.30	0.20	15	1.50	0.30	1	0.60	-0.20	5	0.51	0.10
	Christianity	1,363	55.70	2.00	554	55.50	-3.80	97	54.20	-6.10	440	44.94	0.52
	Hinduism	106	4.30	-2.70	32	3.20	-.10	4	2.20	0.70	6	0.61	-0.11
	Islamism	180	7.40	0.00	48	4.80	0.90	7	3.90	0.70	8	0.82	-0.01
	Jainism	0	0.00	-0.20	0	0.0	-0.20	0	0.0	-0.40	0	0.00	0.00
	Judaism	1	0.00	-0.20	1	0.10	0.00	0	0.0	0.00	0	0.00	0.00
	Sikhism	7	0.30	-0.40	3	0.30	-.60	0	0.0	-0.40	2	0.20	-0.01
	Other	199	8.10	-1.1	76	7.60	-0.70	15	8.40	1.50	54	5.52	-0.78
	Not stated/Undefined	276	11.30	2.2	126	12.60	2.60	24	13.40	0.40	377	38.50	0.17
	<b>Grand total</b>	<b>2446</b>	<b>100.00</b>		<b>998</b>	<b>100.00</b>		<b>179</b>	<b>100.00</b>		<b>979</b>	<b>100.00</b>	
Sexual Orientation	Lesbian	17	0.70	0.40	10	1.00	.90	1	0.60	0.60	2	0.20	-0.10
	Gay	30	1.20	1.00	14	1.40	.80	0	0.00	0.00	2	0.20	-0.10
	Bisexual	27	1.10	0.00	8	0.80	-.10	0	0.00	0.00	2	0.20	0.00
	Heterosexual	2,170	88.70	-1.50	885	88.70	-1.90	165	92.10	-0.90	638	65.17	52.98
	Undisclosed	202	8.30	0.50	81	8.10	.10	13	7.30	0.30	335	34.21	-52.78
	<b>Grand total</b>	<b>2446</b>	<b>100.00</b>		<b>998</b>	<b>100.00</b>		<b>179</b>	<b>100.00</b>		<b>979</b>	<b>100.00</b>	
Disability	Yes	87	3.60	.60	53	5.30	3.80	9	5.00	1.20	42	4.29	0.47
	No	2324	95.00	-1.30	928	93.00	-2.00	168	93.90	-2.30	665	67.93	9.37
	Not stated/ Undefined	65	1.40	0.70	17	1.70	.90	2	1.10	1.10	272	27.78	-9.84
	<b>Grand total</b>	<b>2446</b>	<b>100.00</b>		<b>998</b>	<b>100.00</b>		<b>179</b>	<b>100.00</b>		<b>979</b>	<b>100.00</b>	

## Clinical excellence Awards

Protected characteristic	Group	Consultant Numbers	CEA Winners	Percentage of CEA Consultant Winners	Percentage of Consultants in post
<b>Ethnicity</b>					
	A - White – British	30	3	37.50%	51.72%
	B - White – Irish	1	0	0.00%	1.72%
	C - White – Any other white background	7	2	25.00%	12.07%
	<b>Total White</b>	<b>38</b>	<b>5</b>	<b>62.50%</b>	<b>65.52%</b>
	D - Mixed – White and Black Caribbean	0	0	0.00%	0.00%
	E - Mixed – White and Black African	1	0	0.00%	1.72%
	F - Mixed – White and Asian	0	0	0.00%	0.00%
	G - Other Mixed	0	0	0.00%	0.00%
	H - Indian	7	2	25.00%	12.07%
	J - Pakistani	0	0	0.00%	0.00%
	L - Other Asian	0	0	0.00%	0.00%
	M - Caribbean	0	0	0.00%	0.00%
	N - African	1	0	0.00%	1.72%
	P - Other Black	1	0	0.00%	1.72%
	R - Chinese	1	0	0.00%	1.72%
	S - Other	3	0	0.00%	5.17%
	<b>Total BME</b>	<b>14</b>	<b>2</b>	<b>25.00%</b>	<b>24.14%</b>
	Undefined	0	0	0.00%	0.00%
	Z - Not stated	6	1	12.50%	10.34%
	<b>Grand total</b>	<b>58</b>	<b>8</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Age</b>					
	16-20	0	0	0.00%	0.00%
	21-30	0	0	0.00%	0.00%
	31-40	7	2	25.00%	12.07%
	41-50	32	4	50.00%	55.17%
	51-60	15	2	25.00%	25.86%
	61-70	4	0	0.00%	6.90%
	71+	0	0	0.00%	0.00%
	<b>Grand total</b>	<b>58</b>	<b>8</b>	<b>100.00%</b>	<b>100.00%</b>

Protected characteristic	Group	Consultant Numbers	CEA Winners	Percentage of CEA Consultant Winners	Percentage of Consultants in post
Gender	Male	44	5	62.50%	75.86%
	Female	14	3	37.50%	24.14%
	<b>Grand total</b>	<b>58</b>	<b>8</b>	<b>100.00%</b>	<b>100.00%</b>
Religion or belief	Atheism	3	0	0.00%	5.17%
	Buddhism	0	0	0.00%	0.00%
	Christianity	12	1	12.50%	20.69%
	Hinduism	1	0	0.00%	1.72%
	Islamism	1	0	0.00%	1.72%
	Jainism	0	0	0.00%	0.00%
	Judaism	0	0	0.00%	0.00%
	Sikhism	0	0	0.00%	0.00%
	Other	0	2	25.00%	0.00%
	Not disclosed	8	0	0.00%	13.79%
	Not stated/Undefined	33	5	62.50%	56.90%
	<b>Grand total</b>	<b>58</b>	<b>8</b>	<b>100.00%</b>	<b>100.00%</b>
Sexual orientation	Bi-sexual	0	0	0.00%	0.00%
	Gay	0	0	0.00%	0.00%
	Heterosexual	24	3	37.50%	41.38%
	Lesbian	0	0	0.00%	0.00%
	Not disclosed	7	0	0.00%	12.07%
	Not stated/Undefined	27	5	62.50%	46.55%
	<b>Grand total</b>	<b>58</b>	<b>8</b>	<b>100.00%</b>	<b>100.00%</b>
Disability	Yes	1	1	12.50%	1.72%
	No	23	2	25.00%	39.66%
	Not stated/Undefined	34	5	62.50%	58.62%
	<b>Grand total</b>	<b>58</b>	<b>8</b>	<b>100.00%</b>	<b>100.00%</b>

## Employee Relations

Protected characteristic	Group	Capability - Poor performance	Capability - ill Health	Conduct	Suspension/ Exclusion	Bullying and Harassment	Grievance	Employment Tribunal
<b>Ethnicity</b>								
	A - White – British	1	12	7	3	5	0	0
	B - White – Irish	0	0	1	0	0	0	0
	C - White – Any other white background	1	2	0	0	0	0	0
	Total White	2	14	8	3	5	0	0
	D - Mixed – White and Black Caribbean	0	0	0	0	0	0	0
	E - Mixed – White and Black African	0	0	0	0	0	0	0
	F - Mixed – White and Asian	0	0	0	0	0	0	0
	G - Other Mixed	0	0	0	0	0	0	0
	H - Indian	0	0	0	0	0	0	0
	J - Pakistani	0	0	0	0	0	0	0
	L - Other Asian	0	0	3	0	0	0	0
	M - Caribbean	0	0	0	0	0	0	0
	N - African	1	0	0	0	0	0	0
	P - Other Black	0	2	0	0	1	0	0
	R - Chinese	0	0	0	0	0	0	0
	S - Other	0	2	0	0	0	0	0
	<b>Total BME</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
	Undefined	0	0	0	0	0	0	0
	Z - Not stated	0	0	0	0	0	0	0
	<b>Grand total</b>	<b>3</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>
<b>Age</b>								
	16-20	0	0	0	0	0	0	0
	21-30	0	2	1	0	0	0	0
	31-40	2	0	1	1	0	0	0
	41-50	1	9	4	1	0	0	0
	51-60	0	6	3	0	3	0	0
	61-70	0	1	2	1	3	0	0
	71+	0	0	0	0	0	0	0
	<b>Grand total</b>	<b>3</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>
<b>Gender</b>								
	Male	2	2	5	3	0	0	0
	Female	1	16	6	0	6	0	0
	<b>Grand total</b>	<b>3</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>



Protected characteristic	Group	Capability - Poor performance	Capability - ill Health	Conduct	Suspension/ Exclusion	Bullying and Harassment	Grievance	Employment Tribunal
<b>Religion or belief</b>								
	Atheism	0	0	0	0	1	0	0
	Buddhism	0	0	0	0	0	0	0
	Christianity	2	10	1	0	3	0	0
	Hinduism	0	0	0	0	0	0	0
	Islamism	0	0	0	0	0	0	0
	Jainism	0	0	0	0	0	0	0
	Judaism	0	0	0	0	0	0	0
	Sikhism	0	0	0	0	0	0	0
	Other	0	2	0	0	1	0	0
	Not disclosed	0	3	3	2	1	0	0
	Not stated/Undefined	1	3	7	1	0	0	0
	<b>Grand total</b>	<b>3</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>
<b>Sexual Orientation</b>								
	Bi-sexual	0	0	0	0	0	0	0
	Gay	0	0	0	0	0	0	0
	Heterosexual	2	12	3	1	5	0	0
	Lesbian	0	0	0	0	0	0	0
	Not disclosed	0	3	1	1	1	0	0
	Not stated/Undefined	1	3	7	1	0	0	0
	<b>Grand total</b>	<b>3</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>
<b>Disability</b>								
	Yes	0	2	0	0	1	0	0
	No	3	10	3	1	3	0	0
	Not stated/Undefined	0	6	8	2	2	0	0
	<b>Grand total</b>	<b>3</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>

## Trust mandatory training, classroom courses:

AED - INITIAL	Equality, Diversity & Human Rights	AED - INITIAL	Equality, Diversity & Human Rights
AED - UPDATE	Essential Risk Management Study Day	AED - UPDATE	Essential Risk Management Study Day
Child Protection Level 1 Update	Fire Evacuation & Safety Awareness	Child Protection Level 1 Update	Fire Evacuation & Safety Awareness
Child Protection Level 2	Fire Team Training	Child Protection Level 2	Fire Team Training
Clinical Mandatory Training	Information Governance Initial	Clinical Mandatory Training	Information Governance Initial
Conflict Resolution Update	Information Governance Update	Conflict Resolution Update	Information Governance Update
Doctors Clinical Mandatory Training	Junior Doctors Induction	Doctors Clinical Mandatory Training	Junior Doctors Induction
Emergency Life Support - Adults (ELS-A)	Manual Handling Link Workers Update	Emergency Life Support - Adults (ELS-A)	Manual Handling Link Workers Update
Emergency Life Support - Paediatrics (P-ELS)	Manual Handling Clinical Update	Emergency Life Support - Paediatrics (P-ELS)	Manual Handling Clinical Update
AED - INITIAL	Equality, Diversity & Human Rights	AED - INITIAL	Equality, Diversity & Human Rights
AED - UPDATE	Essential Risk Management Study Day	AED - UPDATE	Essential Risk Management Study Day
Child Protection Level 1 Update	Fire Evacuation & Safety Awareness	Child Protection Level 1 Update	Fire Evacuation & Safety Awareness

<b>Non-mandatory training classroom courses:</b>	<b>Approximately 50 different course titles for clinical and non-clinical staff. Categories include Leadership, Personal development, Information Technology and clinical skills</b>
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### OTHER TRAINING:

<b>PTD</b>	<b>PTD (Personal Training Day) post registration funded continuing professional development</b> <b>PTD training is linked to the clinical workforce and most directly through clinical knowledge and skills development sessions. Trust staff access this training at the University of Brighton.</b> <b>Some PTD funds are ring-fenced for essential training and eligible staff are automatically booked to attend by virtue of their role or position.</b>
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<b>PTDe</b>	<b>PTDe (Personal Training Day elsewhere) funded continuing professional development</b> <b>PTDe training is commonly linked with clinical knowledge and skills development but sometimes through management and leadership development in the clinical context; all at post registration level. It enables staff to access training and development not available through the PTD contract with the University of Brighton.</b>
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<b>RW</b>	<b>RW (Rosemary Wootton Fund)</b> <b>The League of Friends created an educational bursary intended to assist all grades of non-medical staff in the hospital who wish to attend educational courses, seminars and conferences.</b> <b>The fund does not apply to mandatory training activities as these are the remit of the Trust.</b> <b>Staff submit an application form to the Funding Panel which meets bi-monthly.</b>
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<b>L&amp;D</b>	<b>L&amp;D (Learning &amp; Development)</b> <b>Mandatory and non-mandatory courses are funded from this budget as well as 'train the trainer' courses for QVH staff who deliver mandatory training. Some Funding Panel applications are also met from this budget</b>
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<b>WPL</b>	<b>WPL (Widening Participation for Learning) for Bands 1-4</b> <b>Includes NVQs, Skills for Health, Key Skills training run by FE colleges and other providers.</b>
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NB: Training data records episodes of training, not headcount, as staff attend multiple training events throughout the year.

## Training episodes

**Total episodes Jan to Dec 2014: 3280**

Protected characteristic	Group	Mandatory episodes attended	Non-Mandatory episodes attended	Trust representation
<b>Ethnicity</b>				
	A - White – British	76.18%	75.96%	76.13%
	B - White – Irish	0.87%	1.50%	1.02%
	C - White – Any other white background	7.04%	6.52%	6.91%
	<b>Total White</b>	<b>84.08%</b>	<b>83.97%</b>	<b>84.06%</b>
	D - Mixed – White and Black Caribbean	0.31%	0.43%	0.34%
	E - Mixed – White and Black African	0.35%	0.53%	0.39%
	F - Mixed – White and Asian	0.14%	0.00%	0.10%
	G - Other Mixed	0.17%	0.11%	0.16%
	H - Indian	2.32%	1.82%	2.20%
	J - Pakistani	0.80%	0.53%	0.73%
	K - Asian or Asian British - Banladeshi	0.00%	0.00%	0.00%
	L - Other Asian	2.53%	2.67%	2.57%
	M - Caribbean	0.66%	0.32%	0.58%
	N - African	0.73%	0.96%	0.79%
	P - Other Black	0.87%	0.21%	0.71%
	R - Chinese	0.31%	0.32%	0.31%
	S - Other	4.06%	5.98%	4.53%
	<b>Total BME</b>	<b>13.25%</b>	<b>13.89%</b>	<b>13.40%</b>
	Undefined	0.73%	0.32%	0.63%
	Z - Not stated	1.94%	1.82%	1.91%
	<b>Grand total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Age</b>				
	16-20	3.95%	2%	3.53%
	21-30	26.18%	28%	26.70%
	31-40	29.68%	31%	30.03%
	41-50	25.90%	26%	25.92%
	51-60	11.27%	11%	11.26%
	61-70	2.05%	0%	1.60%
	71+	0.00%	0%	0.00%
	<b>Grand total</b>	<b>100%</b>	<b>100%</b>	

Protected characteristic	Group	Mandatory episodes attended	Non-Mandatory episodes attended	Trust representation
<b>Gender</b>	Male	17.37%	9.72%	15.50%
	Female	82.63%	90.28%	84.50%
	Grand total	100%	100.00%	100.00%
<b>Religion or belief</b>	Atheism	8.70%	10.04%	9.03%
	Buddhism	0.66%	0.43%	0.60%
	Christianity	46.60%	50.75%	47.62%
	Hinduism	0.62%	0.85%	0.68%
	Islamism	0.73%	0.11%	0.58%
	Jainism	0.00%	0.00%	0.00%
	Judaism	0.00%	0.00%	0.00%
	Sikhism	0.17%	0.11%	0.16%
	Other	6.21%	5.24%	5.97%
	Not disclosed	20.80%	18.59%	20.26%
	Not stated/Undefined	15.50%	13.89%	15.10%
	<b>Grand total</b>	100.00%	100.00%	100.00%
<b>Sexual orientation</b>	Bi-sexual	0.21%	0.00%	0.16%
	Gay	0.24%	0.53%	0.31%
	Heterosexual	68.00%	73.08%	69.24%
	Lesbian	0.21%	0.11%	0.18%
	Not disclosed	15.85%	12.39%	15.00%
	Not stated/Undefined	15.50%	13.89%	15.10%
	<b>Grand total</b>	100.00%	100.00%	100.00%
<b>Disability</b>	Yes	4.51%	6.09%	4.90%
	No	64.74%	64.85%	64.76%
	Not stated/Undefined	30.76%	29.06%	30.34%
	<b>Grand total</b>	100.00%	100.00%	100.00%

## Training - source of funding

Total episodes Jan to Dec 2014: 81

Protected characteristic	Group	L&D	PTD	PTDe	RW	WPL	TOTAL	Trust representation
<b>Ethnicity</b>								
	A - White – British	L&D	PTD	PTDe	RW	WPL	TOTAL	Trust representation
	B - White – Irish							
	C - White – Any other white background	0.00%	3.70%	22.22%	51.85%	0.00%	77.78%	77.78%
	Total White	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%
	D - Mixed – White and Black Caribbean	0.00%	0.00%	0.00%	6.17%	0.00%	6.17%	6.17%
	E - Mixed – White and Black African	0.00%	3.70%	22.22%	59.02%	0.00%	83.95%	83.95%
	F - Mixed – White and Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	G - Other Mixed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	H - Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	J - Pakistani	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	K - Asian or Asian British - Banladeshi	0.00%	0.00%	0.00%	1.23%	0.00%	1.23%	1.23%
	L - Other Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	M - Caribbean	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	N - African	0.00%	0.00%	0.00%	1.23%	0.00%	1.23%	1.23%
	P - Other Black	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	R - Chinese	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	S - Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	<b>Total BME</b>	0.00%	0.00%	2.47%	0.00%	0.00%	2.47%	2.47%
	Undefined	0.00%	0.00%	2.47%	1.23%	0.00%	3.70%	3.70%
	Z - Not stated	0.00%	0.00%	4.94%	3.69%	0.00%	8.63%	8.63%
	<b>Grand total</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Age</b>	16-20	0.00%	2.47%	2.47%	2.47%	0.00%	7.41%	7.41%
	21-30	0.00%	6.17%	29.63%	64.20%	0.00%	100.00%	100.00%
	31-40	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	41-50	0.00%	0.00%	6.17%	13.58%	0.00%	19.75%	19.75%
	51-60	0.00%	1.23%	6.17%	14.81%	0.00%	22.22%	22.22%
	61-70	0.00%	2.47%	6.17%	16.05%	0.00%	24.69%	24.69%
	71+	0.00%	2.47%	8.64%	19.75%	0.00%	30.86%	30.86%
	<b>Grand total</b>	0.00%	0.00%	2.47%	0.00%	0.00%	2.47%	2.47%

Protected characteristic	Group	L&D	PTD	PTDe	RW	WPL	TOTAL	Trust representation
<b>Gender</b>	Male	0.00%	0.00%	1.23%	12.35%	0.00%	13.58%	13.58%
	Female	0.00%	6.17%	28.40%	51.85%	0.00%	86.42%	86.42%
	<b>Grand total</b>	0.00%	6.17%	29.63%	64.20%	0.00%	100.00%	100.00%
<b>Religion or belief</b>	Atheism	0.00%	0.00%	3.70%	3.70%	0.00%	7.41%	7.41%
	Buddhism	0.00%	0.00%	2.47%	0.00%	0.00%	2.47%	2.47%
	Christianity	0.00%	6.17%	13.58%	39.51%	0.00%	59.26%	59.26%
	Hinduism	0.00%	0.00%	0.00%	1.23%	0.00%	1.23%	1.23%
	Islamism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Jainism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Judaism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Sikhism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Other	0.00%	0.00%	2.47%	6.17%	0.00%	8.64%	8.64%
	Not disclosed	0.00%	0.00%	7.41%	8.64%	0.00%	16.05%	16.05%
	Not stated/Undefined	0.00%	0.00%	0.00%	4.94%	0.00%	4.94%	4.94%
	<b>Grand total</b>	0.00%	6.17%	29.63%	64.20%	0.00%	100.00%	100.00%
<b>Sexual orientation</b>	Bi-sexual	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Gay	0.00%	0.00%	0.00%	2.47%	0.00%	2.47%	2.47%
	Heterosexual	0.00%	6.17%	24.69%	48.15%	0.00%	79.01%	79.01%
	Lesbian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Not disclosed	0.00%	0.00%	4.94%	8.64%	0.00%	13.58%	13.58%
	Not stated/Undefined	0.00%	0.00%	0.00%	4.94%	0.00%	4.94%	4.94%
	<b>Grand total</b>	0.00%	6.17%	29.63%	64.20%	0.00%	100.00%	100.00%
<b>Disability</b>	Yes	0.00%	0.00%	0.00%	2.47%	0.00%	2.47%	2.47%
	No	0.00%	3.70%	19.75%	39.51%	0.00%	62.96%	62.96%
	Not stated/Undefined	0.00%	2.47%	9.88%	22.22%	0.00%	34.57%	34.57%
	<b>Grand total</b>	0.00%	6.17%	29.63%	64.20%	0.00%	100.00%	100.00%

# **Equality, Diversity and Human Rights Annual Report 2014**

## **Part 4 – Patients and Service Users**

This document is available in alternative formats upon request. Please  
contact the HR department on 01342 414430

### A Summary of our Community Equality Profile

The information below sets out broadly what we know about the profile of different groups of people in Mid Sussex, and helps us to understand better the equality issues which may impact on the people who may use our services. It also helps the Trust to make comparisons to ensure that groups of people are not disadvantaged by the services provided.

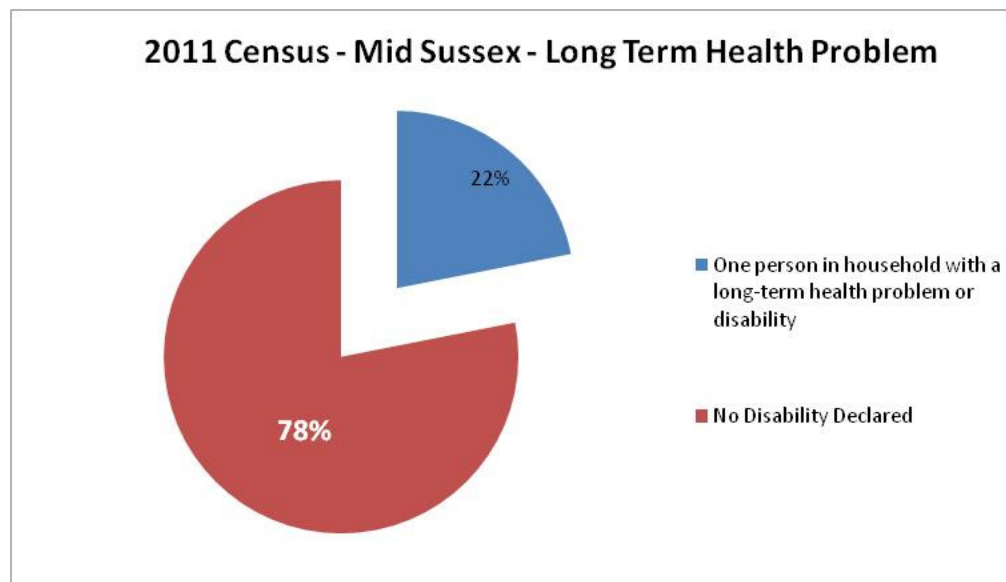
Queen Victoria treats patients from across Kent, Surrey and Sussex and this should be borne in mind when looking at the local data in comparisons with the QVH demographic.

### Disability

In relation to the Equality Act, a person has a disability if they have “a mental or physical impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities”. According to some definitions there are currently around 11 million disabled adults and 770,000 children in the UK, equivalent to 24% of the adult population and 7% of all children (Office of National Statistics).

The population of disabled people includes wheelchair users, blind people and deaf people – these are an important minority of the total, but the majority of disabled people have other (often less visible) impairments.

Among adults, trends show increasing numbers of people reporting mental illness and behavioural disorders, while the number of people reporting physical impairments is decreasing. The chart below shows that in the 2011 Census, 78% of the residents of Mid Sussex stated that they did not have a disability.





The trust does not currently monitor disability information, therefore is not possible to make comparisons on the number of patients and service users with a disability and residents in mid Sussex. It is important that in 2015 the Trust is able to report on the number and percentage of patients who report that they have a disability.

### Gender

The gender profile of Mid Sussex broadly reflects the national picture. This is shown in the table below:

Area	Total Population	Male	Female
Mid Sussex	33,403	16,467 (49.3%)	16,935 (50.7%)
England	53,012,500	26,069,200 (49%)	26,943,300 (51%)

The gender profile of patients and services of the Trust during 2014 is outlined below and is representative of the residents in mid Sussex:

Gender	Percentage	Number
Male	50.33%	107,124
Female	49.67%	105,736

### Ethnicity

According to the 2011 census, most residents of Mid Sussex belonged to the White ethnic group (95%). The data codes used to capture patient information at QVH does not compare easily to the Census data.

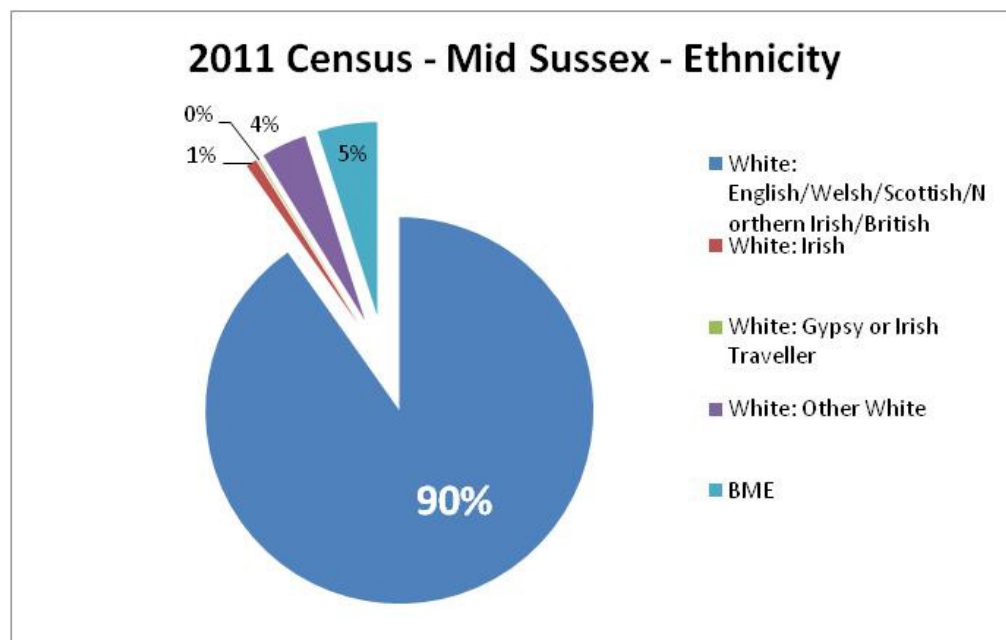
Essentially 5.71% of patients treated at the Trust in 2014 identified as non-white, 64.01% identified as white (a slight increase compared to 2013). 15.32% did not state their ethnicity and ethnicity information was not collected from 31,843 (14.96%) patients. As a trust we need to look to improving capturing the ethnicity data of our patients

Ethnic Group	Number of patients during 2014	Percentage of patients
AFRICAN	612	0.29%
ANY OTHER BLACK BACKGROUND	319	0.15%
ANY OTHER ASIAN BACKGROUND	798	0.37%
ANY OTHER BLACK BACKGROUND	13	0.01%
ANY OTHER ETHNIC GROUP	804	0.38%
ANY OTHER MIXED BACKGROUND	635	0.30%
ANY OTHER WHITE BACKGROUND	4,236	1.99%

BANGLADESHI	180	0.08%
BRITISH	136,261	64.01%
CARIBBEAN	275	0.13%
CHINESE	180	0.08%
GYPSY OR IRISH TRAVELLER	13	0.01%
INDIAN	1,342	0.63%
IRISH	956	0.45%
Not collected	31,843	14.96%
NOT GIVEN OR NOT KNOWN	31	0.01%
NOT STATED	32,602	15.32%
OTHER	12	0.01%
PAKISTANI	427	0.20%
WHITE	255	0.12%
WHITE AND ASIAN	454	0.21%
WHITE AND ASIAN	13	0.01%
WHITE AND BLACK AFRICAN	393	0.18%
WHITE AND BLACK CARIBBEAN	210	0.10%

#### Ethnicity (Census 2011)

The chart below shows the ethnicity profile of residents in mid Sussex.



Mid Sussex has a relatively small black and ethnic minority population. Gypsies and Travellers, including those identifying themselves as Gypsy Romany or Irish Travellers, were separately identified for the first time in the 2011 Census. In England and Wales 56,000 people identified themselves as Gypsy/Irish traveller,

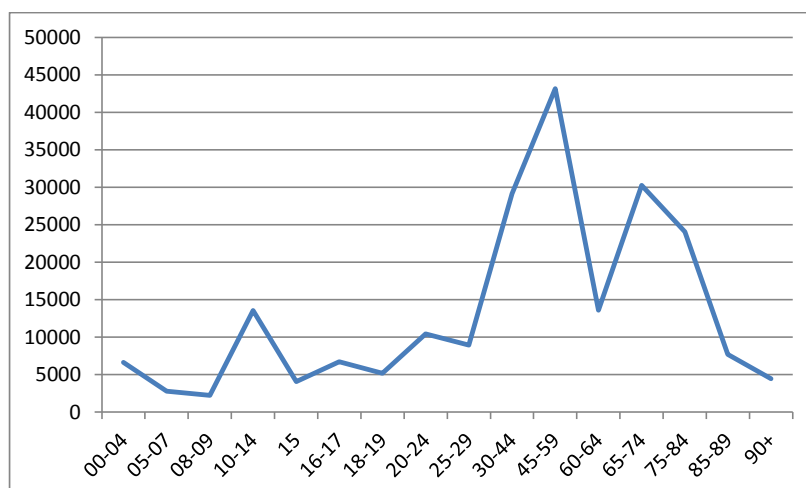
with 142 living in Mid Sussex. Just 13 patients treated at the Trust identified as Gypsy/Irish Traveller.

## Age

The age profile of the patients treated in QVH during 2014 broadly reflects that of both the local and national population.

Age range	Number of patients during 2014 within age range	Percentage of patients in age range
0-4	6,605	3.10%
5-7	2,790	1.31%
8-9	2,220	1.04%
10-14	13,562	6.37%
15	4,063	1.91%
16-17	6,724	3.16%
18-19	5,185	2.44%
20-24	10,424	4.90%
25-29	8,933	4.20%
30-44	29,157	13.70%
45-59	43,139	20.27%
60-64	13,598	6.39%
65-74	30,257	14.21%
75-84	24,063	11.30%
85-89	7,697	3.62%
90+	4,447	2.09%

The graph below also shows the age profile of patients at the Trust during 2014.



### Sexual Orientation

The trust does not collect this information from patients / service users and this ~~is something that~~ will need to be addressed in 2015.

### Religion and Belief

The question on religion affiliation in the census was introduced in 2001 and is voluntary. In the 2011 Census, 75.9% of mid Sussex residents affiliated with the Christian religion. The table below outlines the religion / belief of patients and the majority recorded Church of England (Christianity) in line with the mid Sussex population. There is also a high number (13.77%) of patients who have stated that they do not have a religion.

The table below shows the breakdown of patients treated at the Trust by religion / belief:

Religion or Belief	Number of patients at the Trust in 2014	Percentage of Patients at the Trust
AGNOSTIC	215	0.10%
ANGLICAN	178	0.08%
ATHEIST	906	0.43%
BAHA'I FAITH	8	0.00%
BAPTIST	349	0.16%
BUDDHIST	197	0.09%
CHRISTIAN	7,541	3.54%
CHURCH OF ENGLAND	47,653	22.39%
CHURCH OF IRELAND	13	0.01%
CHURCH OF SCOTLAND	254	0.12%
CONGREGAT	64	0.03%
FREE CHURCH	27	0.01%
GREEK ORTHODOX	111	0.05%
HINDU	773	0.36%
ISLAM	277	0.13%
JAINISM	1	0.00%
JEHOVAH WITNESS	270	0.13%
JEWISH	201	0.09%
METHODIST	689	0.32%
MORMON	68	0.03%
MUSLIM	1178	0.55%
NO RELIGION	7553	3.55%
NON CONFORM	32	0.02%
NONE	29,318	13.77%
NOT STATED	571	0.27%
OTHER RELIGION	890	0.42%

PROTESTANT	157	0.07%
QUAKER	29	0.01%
ROMAN CATHOLIC	8,686	4.08%
SALVATION ARMY	54	0.03%
SIKH	427	0.20%
SPIRITUALIST	109	0.05%
UNITED REFORMED	135	0.06%
UNKNOWN	103930	48.82%

The table below outlines the breakdown of the mid Sussex population by religion in 2011. (Source: Census 2011)

Christian	Buddhist	Jewish	Hindu	Muslim	Sikh	Other Religion	No Religion	Not stated
75.9%	0.2%	0.3%	0.2%	0.6%	0.1%	0.6%	15.3%	6.8%

### Incidents

In 2014 there were a **total** of 1791 incidents recorded via the datix system. No theme or trend was identified in relation to equality issues but this is monitored by the trust as new incidents are added and would be subject to rigorous review and root cause analysis.

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### **Patient Complaints**

In 2014 the total number of complaints received during the year was 75. There were no complaints reported during that period which related to equality and diversity issues.

### Keys facts:

- 30% of patients were male
- 70% of patients were female
- 73% stated their ethnic background as white
- 1% other white background
- 1% Indian
- 5% not stated.

### **Patient Experience Surveys**

Patient surveys provide the Trust with useful data on how service users view the care/service they have received. The diversity information relating to patient experience information is based on two key patient experience surveys – the monthly in-patient survey and annual outpatient survey. The survey responses are linked to the information held on the Trust's Patient Administration System which currently uses the limited demographic data of age, gender and ethnicity. Expanding the data categories to improve monitoring and will form part of the Equality and Diversity Action plan for 2015/16.

### **National Inpatient Survey 2014**

The results presented here are from the Inpatient Survey 2014, carried out by Picker Institute Europe on behalf of the Queen Victoria Hospital NHS Foundation Trust. This survey is part of a series of annual surveys required by the Care Quality Commission for all NHS Acute trusts in England. The Picker Institute was commissioned by 78 UK trusts to undertake the Inpatient Survey 2014. The survey is based on a sample of consecutively discharged inpatients who attended the Trust in June, July or August 2014.

The annual survey of patients at all hospital trusts in England covered all aspects of patients' care and treatment, including the way they were treated by doctors and nurses, the information they were given and their views on cleanliness, comfort and quality of food. These findings help the NHS to improve the way it cares for and treats patients, enabling hospital trusts to see how they are doing year-per-year and how they compare with other NHS organisations.

A total of 850 patients from your Trust were sent a questionnaire. 830 were eligible for the survey, of which 405 returned a completed questionnaire, giving a response rate of 49% (average response rate 45%). The response rate for the Inpatient survey in 2013 was 50%.

Key facts about the 405 inpatients who responded to the survey:

- 51% were male
- 49% were female
- 13% were aged 16-39
- 32% were aged 40-59
- 24% were aged 60-69
- 31% were aged 70+.

94% stated their ethnic background as white and 1% other white background;

**National Children's inpatient and day case survey 2014**

The results presented here are from the Inpatient Survey 2014, carried out by Picker Institute Europe on behalf of the Queen Victoria Hospital NHS Foundation Trust. This survey is part of a series of annual surveys required by the Care Quality Commission for all NHS Acute trusts in England. The Picker Institute was commissioned by 69 UK trusts and one private provider to undertake the Children's Inpatient & Day Case 2014 Survey. A sample of 300 paediatric inpatients and day-case patients that were discharged between July and August 2014 was submitted.

A total of 300 patients from the Trust were sent a questionnaire. 297 were eligible for the survey, of which 111 returned a completed questionnaire, giving a response rate of 37% (average response rate 27%).

Key facts about the 111 who responded to the survey:

- 45% of returned questionnaires were the parent/carer version (0-7 years)

- 15% were the children's survey (8-11 years), and 40% were the young person's questionnaire (12-15 years).
- 59% of young patients were male; 41% were female.
- 92% stated their ethnic background as White; 4% Mixed; 2% Asian/Asian British; 2% Black/Black British; 1% other ethnic group.