

Ethnic Monitoring Report April 2008 – September 2008

The first six monthly update to the annual Ethnic Monitoring report has been produced with data from April 2008 – September 2008. The report is in chart and table format, detailing current workforce data, recruitment data, and HR cases (new and on-going).

Analysis

A comparison between the annual report 2007 - 2008 and the six monthly update reveals very minor fluctuations in percentages for current workforce and recruitment data.

There has been an increase in the number of HR cases. However cases cross over the two periods, which affect reporting.

Females represent 65% of those investigated under the performance and conduct procedure. This is an increase on the previous year's figures. Fewer males have taken out bullying and harassment cases however numbers are minimal.

The Ethnic Group split within HR cases is 69.5% White and 24% BME. The BME figure is slightly higher than the Workforce split by Ethnic Group of 21% for the same period.

BME performance and conduct investigations figures are 27% for the period, with 41% for the previous year.

The majority of performance and conduct investigations were carried out on staff in the age range 46 – 55 rather than 36 – 45 age range previously.

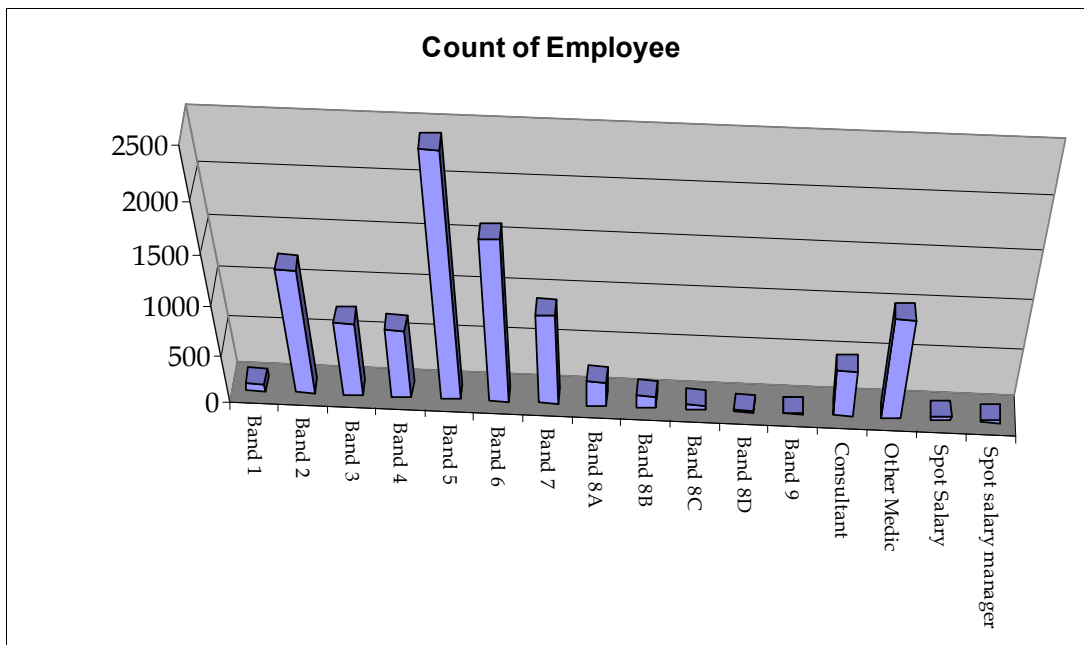
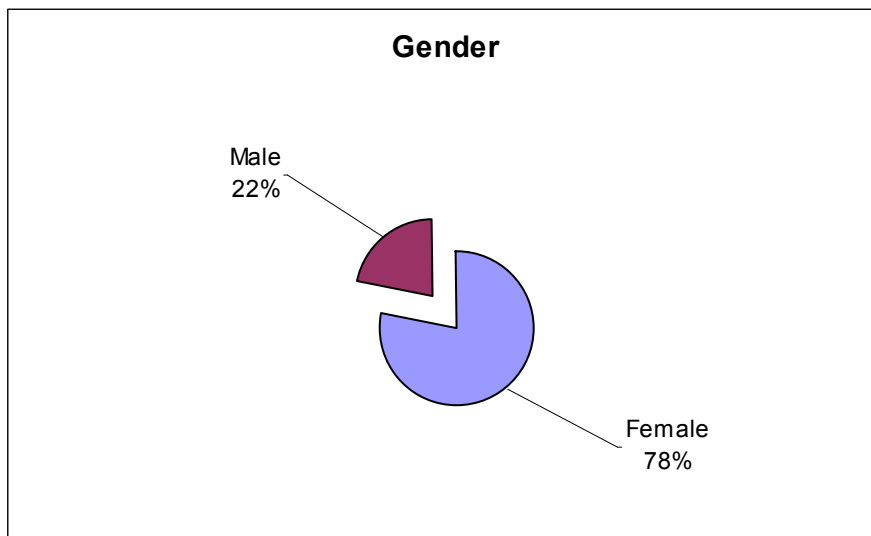
Out of 40 bullying and harassment and performance and conduct investigations, 7.5% of staff declared that they consider themselves to have a disability. The annual figure for 2007 – 2008 was 11%.

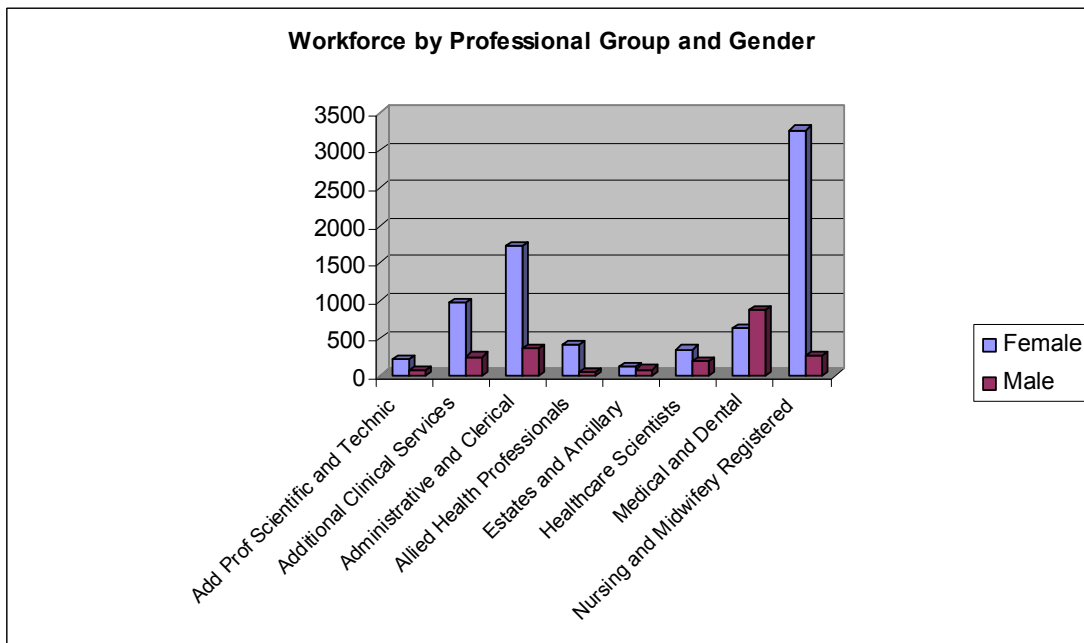
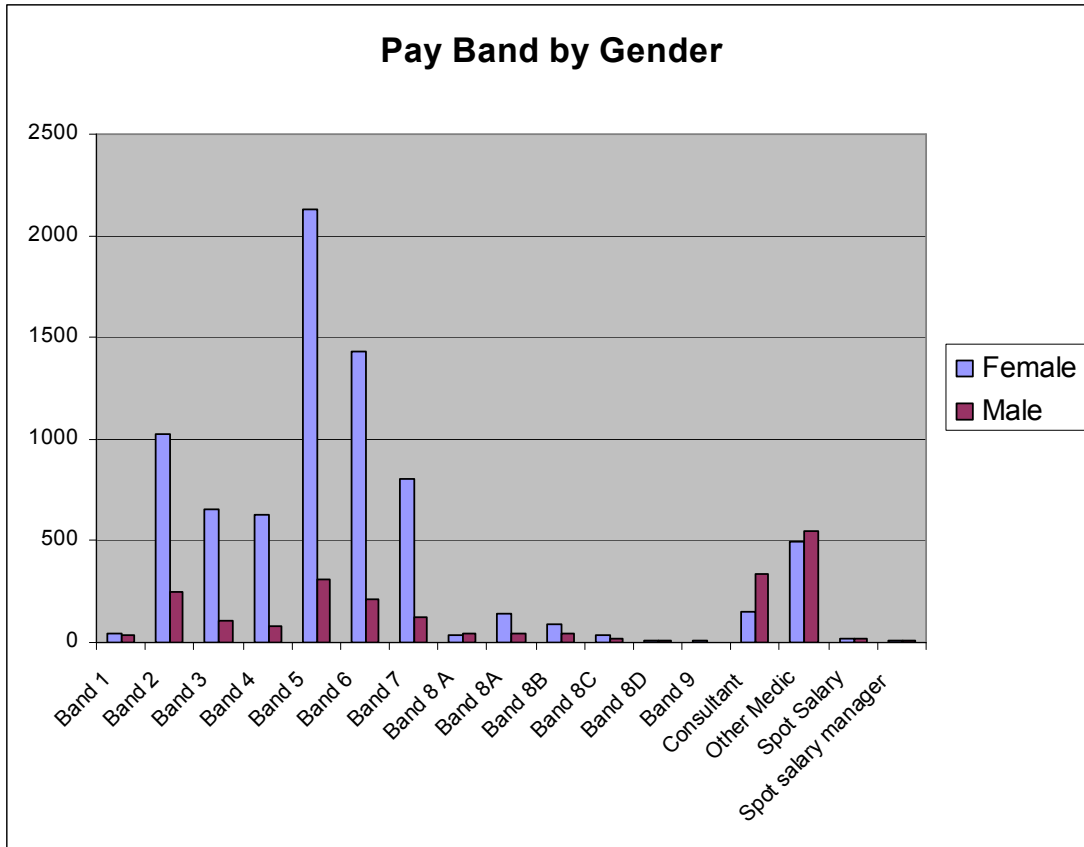
Ethnic monitoring report April 2008 – September 2008 is attached.

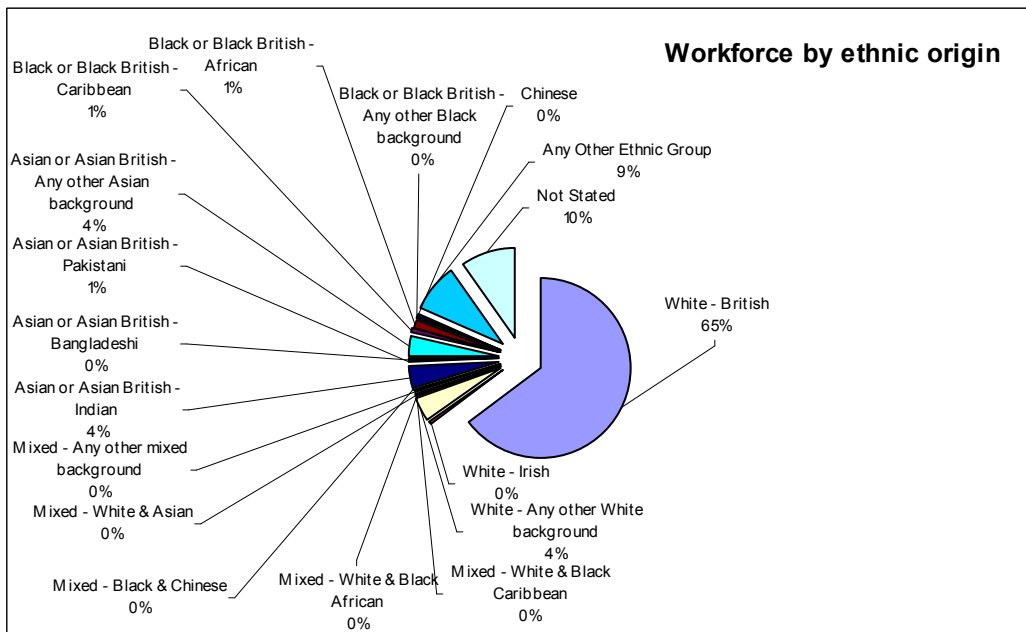
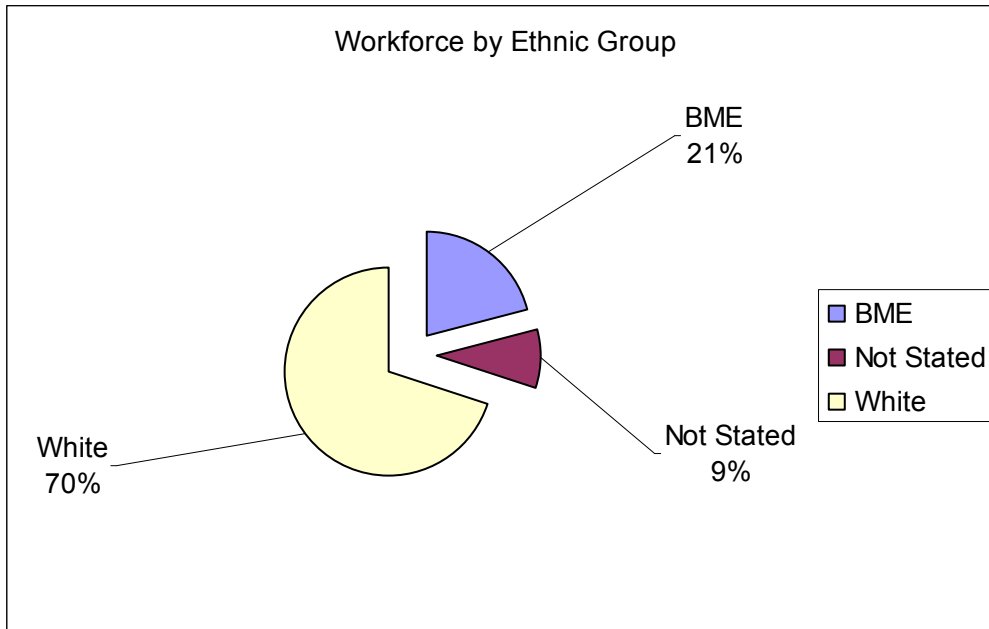
HR Consultant
21 October 2008

Ethnic monitoring: April 2008 – September 2008

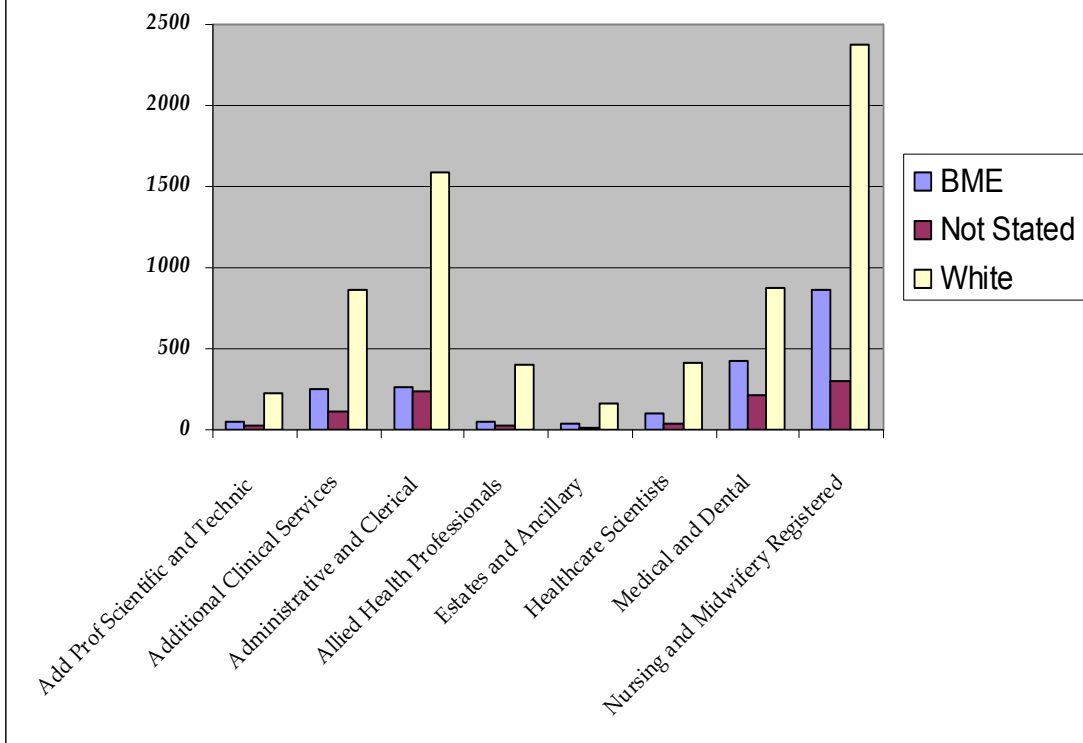
Current workforce data: 9898 employees



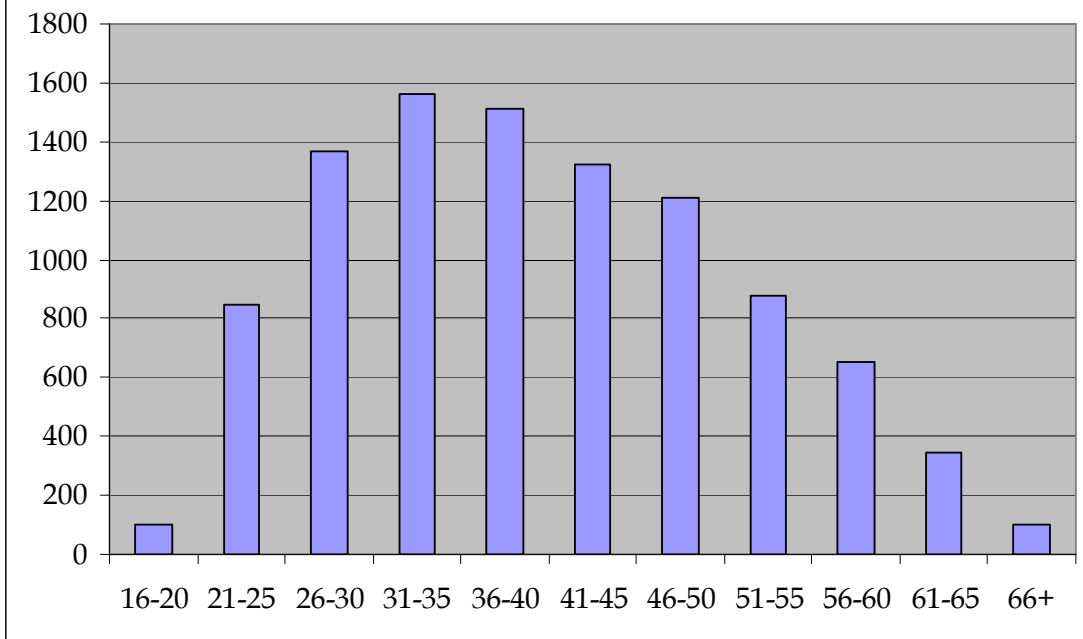




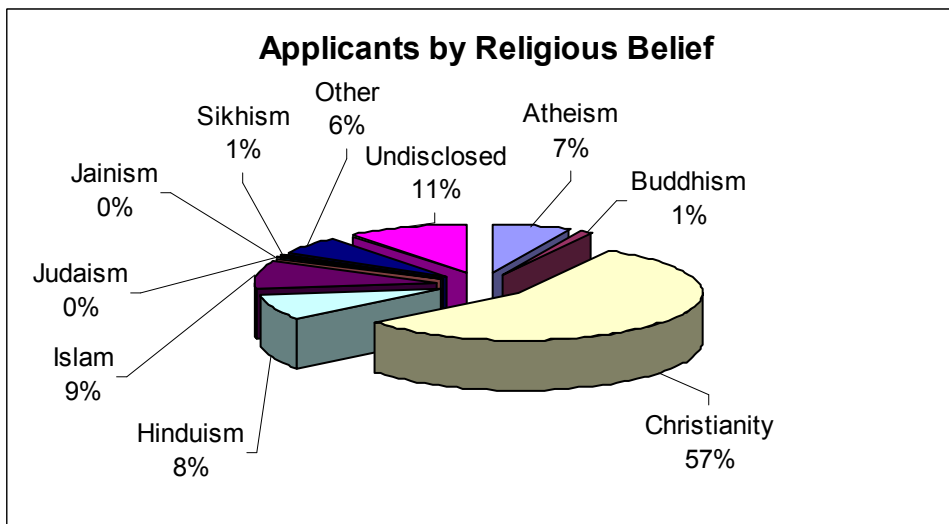
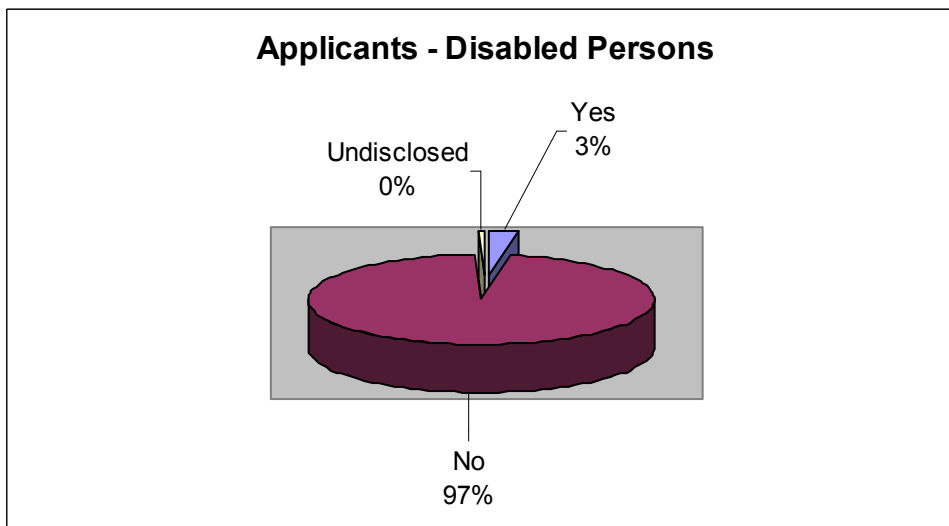
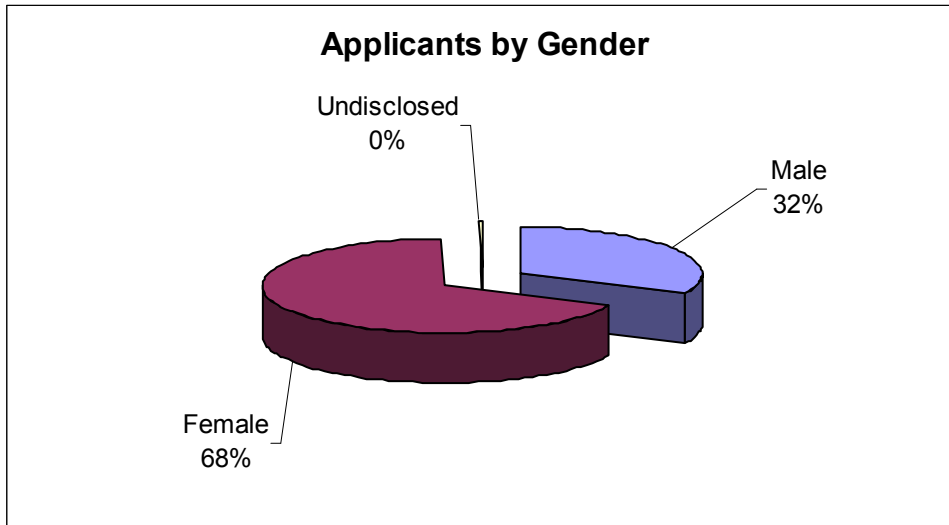
Workforce by Professional Group and Ethnic Origin

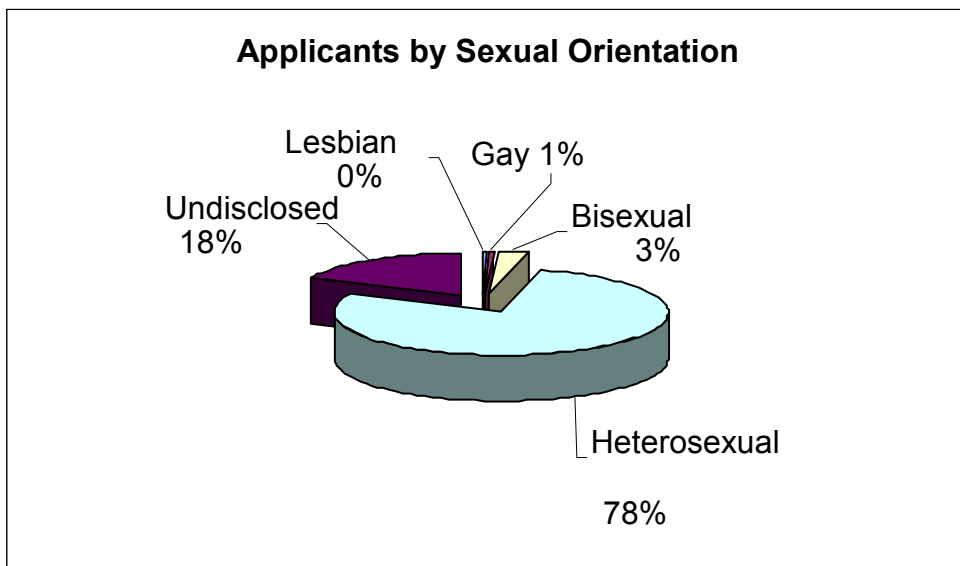
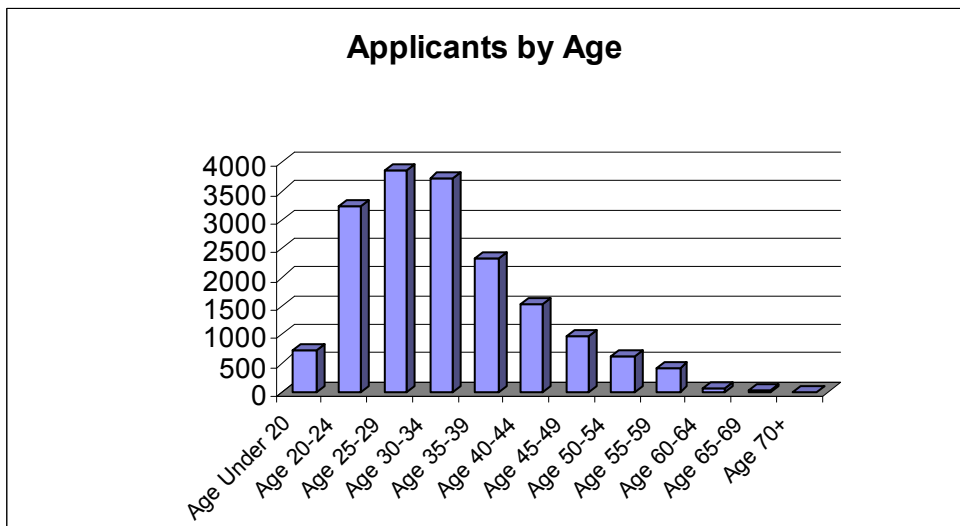
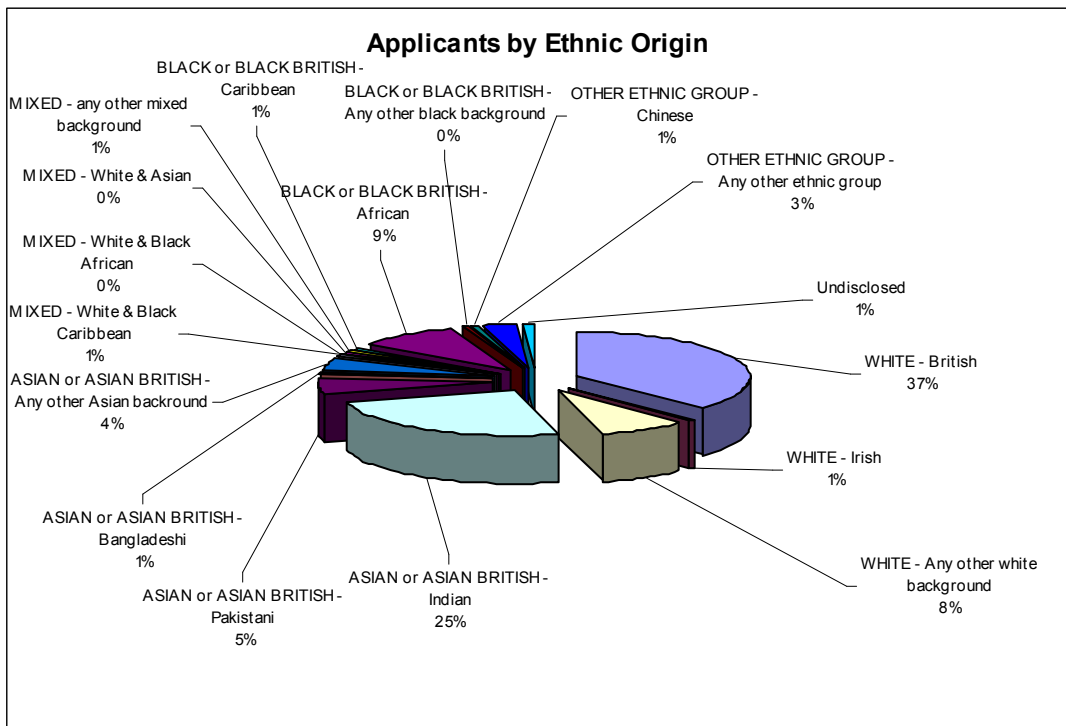


Workforce by Age



Recruitment Data: 17581 applicants



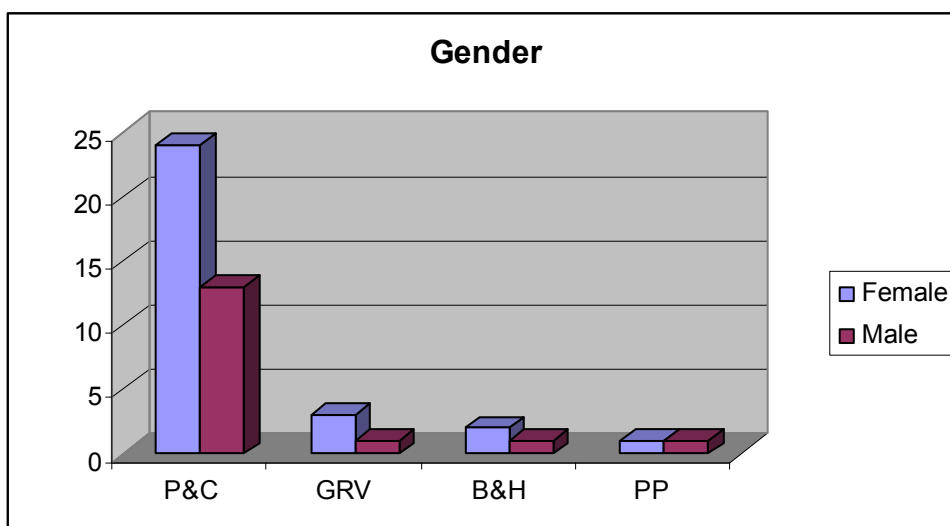
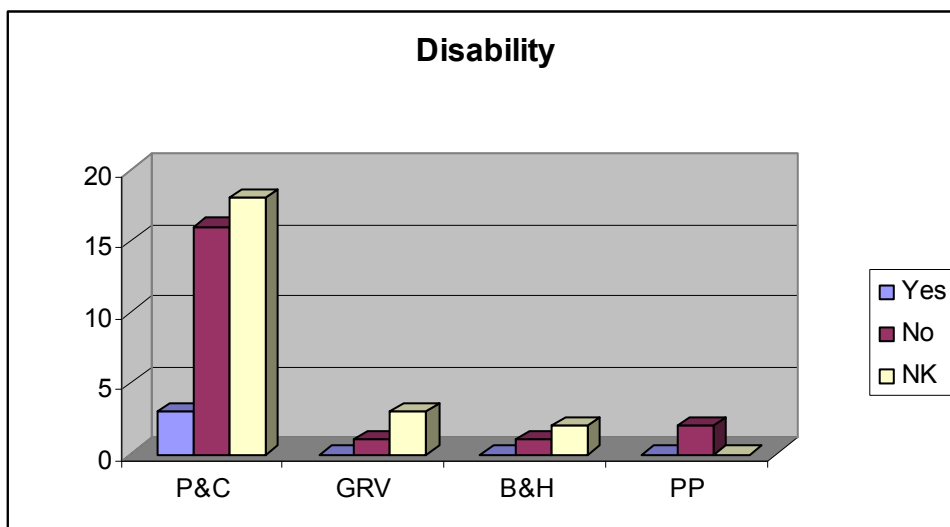
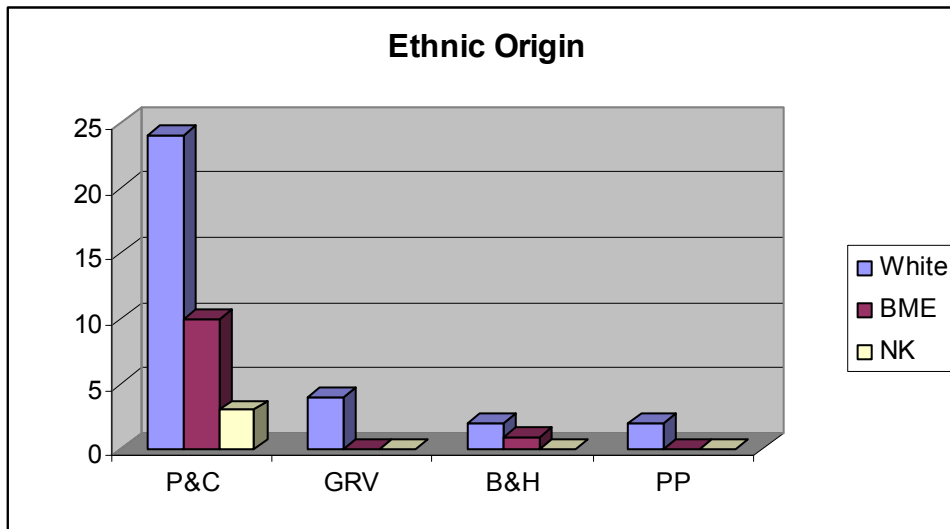


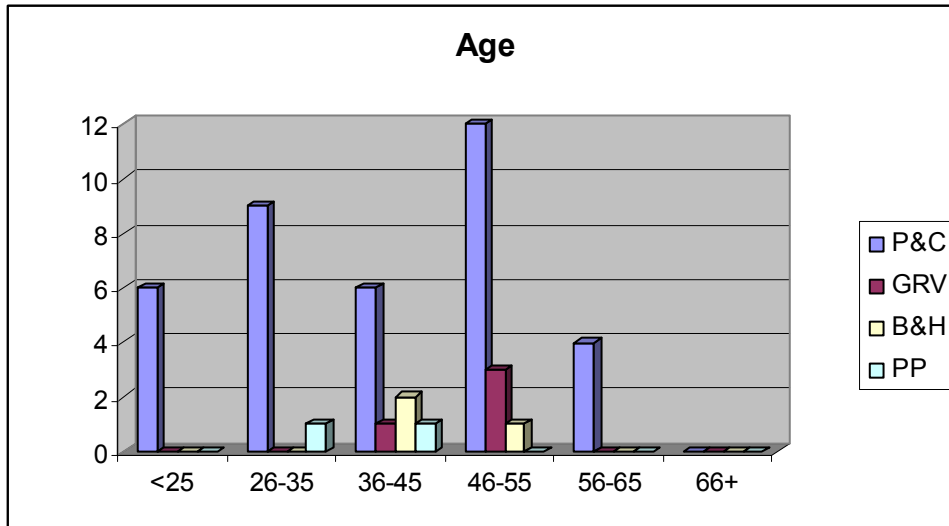
HR Case Data: New and On-going

46 cases in total

Key: P&C = Performance and Conduct, GRV = Grievance

B&H = Bullying and Harassment, PP = Probationary Period





Breakdown by category

Performance and Conduct (P&C)

P&C

Age	
56 - 65	4
46 - 55	12
36 - 45	6
26 - 35	9
< 25	6
Total	37

P&C

Ethnic origin		
H	BME	10
A/B	White	24
Z	Unknown	3
Total		37

P&C

Gender	
M	13
F	24
Total	37

P&C

Disability	
Yes	3
No	16
Unknown	18
Total	37

Grievance

Grievance

Age	
46 - 55	3
36 - 45	1
Total	4

Grievance

Ethnic origin		
H	BME	0
A/B	White	4
Z	Unknown	0
Total		4

Grievance

Gender	
M	1
F	3
Total	4

Grievance

Disability	
Yes	0
No	1
Unknown	3
Total	4

Bullying and Harassment (B&H)

B&H	
Age	
46 – 55	1
36 – 45	2
Total	3

B&H		
		Ethnic origin
H	BME	1
A/B	White	2
Z	Unknown	0
Total		3

B&H	
Gender	
M	1
F	2
Total	3

B&H	
Disability	
Yes	0
No	1
Unknown	2
Total	3

Probationary Period

Probationary	
Age	
46 – 55	0
36 – 45	1
26 – 35	1
Total	2

Probationary		
		Ethnic origin
H	BME	0
A/B	White	2
Z	Unknown	0
Total		2

Probationary	
Gender	
M	1
F	1
Total	2

Probationary	
Disability	
Yes	0
No	2
Unknown	0
Total	2

Total cases (new/ongoing) 46

Count of Employee	
Ethnic Origin	Total
A White – British	6366
B White – Irish	49
C White - Any other White background	409
C2 White Northern Irish	3
C3 White Unspecified	45
CA White English	7
CFWhite Greek	1
CJ White Turkish Cypriot	1
CL White Irish Traveller	1
CP White Polish	1
CR White Kosovan	1
CY White Other European	2
D Mixed - White & Black Caribbean	10
E Mixed - White & Black African	19
F Mixed - White & Asian	20
G Mixed - Any other mixed background	26
GB Mixed - Black & Chinese	1
H Asian or Asian British - Indian	383
J Asian or Asian British - Pakistani	76
K Asian or Asian British - Bangladeshi	13
L Asian or Asian British - Any other Asian background	370
LK Asian Unspecified	2
M Black or Black British - Caribbean	59
N Black or Black British - African	146
P Black or Black British - Any other Black background	30
PC Black Nigerian	3
PD Black British	1
PE Black Unspecified	2
R Chinese	46
S Any Other Ethnic Group	179
SB Japanese	2
SC Filipino	24
SD Malaysian	2
SE Other Specified	637
Undefined	4
Z Not Stated	957
Grand Total	9898

Count of Employee	
ethnic tag	Total
BME	2051
Not stated	961
White	6886
Grand Total	9898

Count of Employee	Gender		
Staff Group	Female	Male	Grand Total
Add Prof Scientific and Technic	224	70	294
Additional Clinical Services	978	259	1237
Administrative and Clerical	1721	364	2085
Allied Health Professionals	416	60	476
Estates and Ancillary	116	88	204
Healthcare Scientists	352	193	545
Medical and Dental	640	881	1521
Nursing and Midwifery Registered	3264	272	3536
Grand Total	7711	2187	9898

Count of Employee	Ethnic			Grand Total
Staff Group	BME	Not Stated	White	Grand Total
Add Prof Scientific and Technic	46	23	225	294
Additional Clinical Services	255	116	866	1237
Administrative and Clerical	263	237	1585	2085
Allied Health Professionals	53	27	396	476
Estates and Ancillary	35	12	157	204
Healthcare Scientists	103	35	407	545
Medical and Dental	428	213	880	1521
Nursing and Midwifery Registered	868	298	2370	3536
Grand Total	2051	961	6886	9898