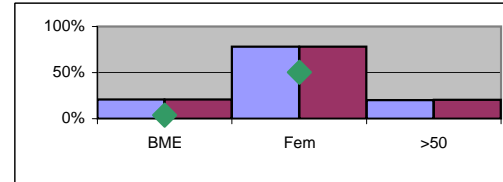


Ethnic Monitoring April 09 - Sept 09 (6 monthly update)

Staff in Post

% of Employees	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME	21%	21%
Female	78%	78%
Over 50	20%	21%

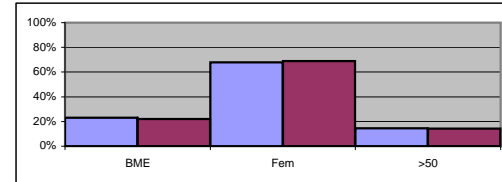
Total number of staff 10243 10061



Leavers

% of Leavers	Apr-08	Apr-09
	Mar-09	Sep-09
Group		
BME	23%	22%
Female	68%	69%
Over 50	14.5%	14%

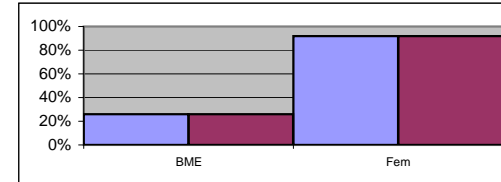
Total number of leavers 1716 997



Nursing & Midwifery (Band 5 - 8)

% of N&M	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME	26%	26%
Female	92%	92%
Over 50		

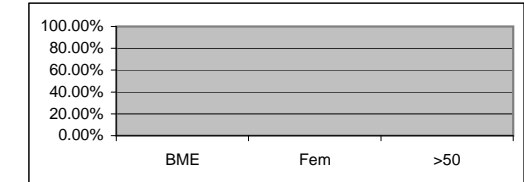
Over 50 figures not available
Total number of N&M 3726 3657



Promotions

% of Promotions	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME		
Female		
Over 50		

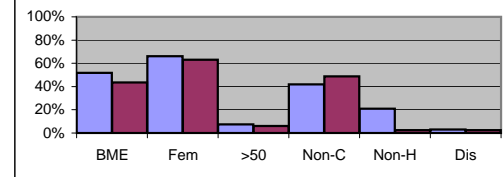
No data is available



Applicants

% of Applicants	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME	52%	44%
Female	66%	63%
Over 50	8%	6%
Non-Christian	42%	49%
Non-Heterosexual	21%	3%
Disabled	3%	3%

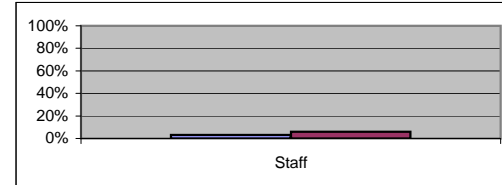
Total number of applicants 28337 9819



Attended Equality & Diversity Training

% of Training	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
Staff	3%	6%

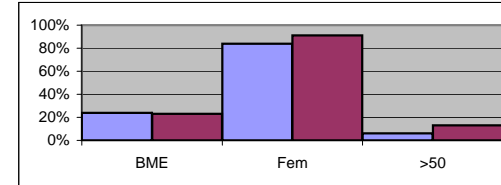
Total number of staff 295 568



Training Instances

% of Training instances	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME	24%	23%
Female	84%	91%
Over 50	6%	13%

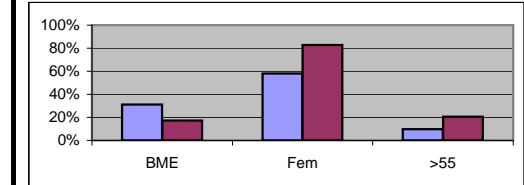
Including E&D training
Number of instances 26718 10057



Performance & Conduct (P&C)

% of P&C	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME	31%	17%
Female	58%	83%
Over 55	10%	21%

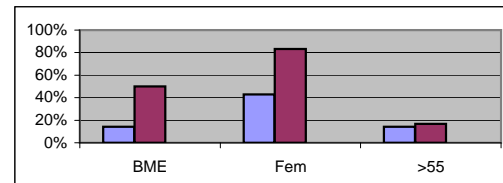
Number of cases 62 29



Grievances

% of Grievances	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME	14%	50%
Female	43%	83%
Over 55	14%	17%

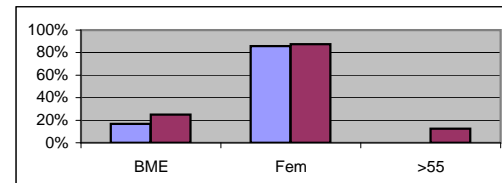
Number of cases 7 6



Bullying & Harassment (B&H)

% of B&H	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME	17%	25%
Female	86%	88%
Over 55	0%	13%

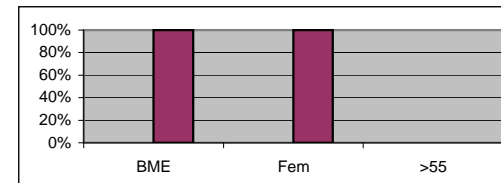
Number of cases 7 8



Employment Tribunals (ETs)

% of P&C	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME		100%
Female		100%
Over 55		0%

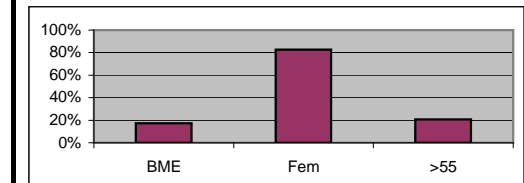
Not previously reported
Number of cases 0 1



Capability (new policy Sept 2009)

% of Capability cases	Date	
	Apr-08	Apr-09
Group	Mar-09	Sep-09
BME		67%
Female		67%
Over 55		0%

Number of cases 0 3



Code	Period
	Apr 08 - Mar 09
	Apr 09 - Sep 09