

**Berkshire Healthcare NHS
Foundation Trust**

**Equality Monitoring
Data Tables**

1st October 2014 - 30th September 2015

Employment Part 3-6

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BACKGROUND TO THE TRUST AND BERKSHIRE POPULATION

Berkshire Healthcare NHS Foundation Trust provides health care for people with mental health problems and physical conditions and for some people with learning disabilities. We offer services for children and adolescents, working age adults and older people. We provide inpatient mental health services, as well as community hospital services for Berkshire. In addition to this, we provide care through locality based community teams who offer treatment and support through a range of services right across Berkshire including Reading, Slough, Windsor and Maidenhead (WAM), Wokingham, Bracknell and West Berkshire (Newbury). Most of our services are provided close to home and, where needed, in the home.

Berkshire Healthcare has been an NHS Foundation Trust since 2007. We employ more than 4,000 staff working from over 100 sites. We currently have around 10,331 Foundation Trust members.

Our population

Berkshire is a county of approximately 860,000 people, living in six local authority areas. In the East - Bracknell, Windsor and Maidenhead and Slough; in the West - Reading, Wokingham and West Berkshire.

According to the 2011 census, the population distribution is as follows:

- 50% women and 50% men
 - 25% of the population aged 0 – 19 years, 61% aged 20 – 64 years, 12% aged 65 – 84 years, 2% aged 85 years and over.
 - 0.2% are in a civil partnership
 - 27% of the Berkshire population are from an ethnic minority background. Of these 7% are from non-British white background.
- We have used the following summary categories when presenting our patient data.

Ethnic category	Census 2011
White British	73%
White Other (including EU nationals, Irish, Gypsies & Travellers)	7%
Asian (Indian, Pakistani, Bangladeshi, Chinese, any other Asian)	13%
Black (African, Caribbean, any other Black background)	3.50%
Mixed	2.60%
Other ethnic group (Arab and any other ethnic group)	1%
Total ethnic groups	100%

We have used 'White British' and 'White other' as the combined category 'white' when presenting our data on employment.

Religious belief data collected by the census is provided in the table below.

Religious belief	Census 2011
Christian	56.20%
Atheist	0.10%
Islam	6.50%
Hindu	2.70%
Other	27.70%
Not Declared	6.90%

Other data sources give us the following data

0.3% of the population have severe learning disability (Berkshire Learning Disability Register)

1.5% of the UK wide household survey undertaken in 2010 considered themselves lesbian, gay or bisexual (although the UK government uses 6%, as a more reliable estimate)

Data published in this report

This data relates to the period 1st October 2014 – 30th September 2015 unless otherwise stated.

Numbers of 5 or less have not been published to preserve confidentiality. In this case we have taken out these figures and recalculated our totals based on the lesser number. Therefore, in some cases, these figures are approximate.

Table 1: Workforce Profile -Berkshire Healthcare Foundation Trust September 2015
Total Number of Staff as at 30th March 2015: 4228

Ethnicity					Gender					Age				
Description: Headcount by Ethnic Origin category as at September 2014 & September 2015. Source ESR.					Description: Headcount by Gender as at September 2014 & September 2015. Source ESR.					Description: Headcount by Age as at September 2014 & September 2015. Source ESR.				
	Berkshire Population	Total HC	30-Sep-15	30-Sep-14		Berkshire Population	Total HC	30-Sep-15	30-Sep-14		Berkshire Population	Total HC	30-Sep-15	30-Sep-14
White	80.0%	3212	76.0%	77.7%	Male	49.1%	660	15.6%	15.8%	<25	31.6%	219	5.2%	4.4%
Black	3.5%	305	7.2%	7.2%	Female	50.9%	3568	84.4%	84.2%	25-34	14.9%	827	19.6%	19.8%
Asian	13.0%	369	8.7%	8.4%						35-44	15.4%	1031	24.4%	25.1%
Mixed	2.6%	68	1.6%	1.4%						45-59	19.3%	1797	42.5%	42.8%
Other	1.0%	66	1.6%	1.5%						60+	18.7%	354	8.4%	7.9%
Not Stated		208	4.9%	3.8%										
The Trust ethnicity profile at September 15 shows a very slight decrease in 'White' ethnicity and slight increases within 'Asian', 'Mixed' and 'Not Stated'.					The trust continues the trend of employing a much higher number of Female employees than Males.					The Trust's age profile has remained stable but there has been a slight increase in the under 25 age group.				
Disability					Religious Belief					Sexual Orientation				
Description: Headcount by Disability as at September 2014 & September 2015. Source ESR.					Description: Headcount by Religious Belief as at September 2014 & September 2015. Source ESR.					Description: Headcount by Sexual Orientation as at September 2014 & September 2015. Source ESR.				
	Berkshire Population	Total HC	30-Sep-15	30-Sep-14		Berkshire Population	Total HC	30-Sep-15	30-Sep-14		Berkshire Population	Total HC	30-Sep-15	30-Sep-14
No	87.3%	3080	72.8%	70.9%	Christian	56.2%	2207	52.2%	53.1%	LGBT	1.6%	57	1.3%	1.4%
Yes	12.7%	199	4.7%	5.2%	Atheist	0.1%	436	10.3%	9.8%	Heterosexual	95.2%	3257	77.0%	76.4%
Not Declared		949	22.4%	23.9%	Islam	6.5%	111	2.6%	2.4%	Not Declared	3.2%	914	21.6%	22.2%
					Hindu	2.7%	97	2.3%	2.3%					
					Other	27.7%	351	8.3%	8.0%					
					Not Declared	6.9%	1026	24.3%	24.5%					
The proportion of staff who have declared their disability status continues to rise.					Christianity is the largest religious group within the Trust. Atheism and all Other beliefs represented within the Trust have increased. We still show a high percentage of "Not Declared" but this figure continues to reduce very slightly.					The table shows that 77% of staff have declared their sexuality as 'heterosexual'. Staff who have declared their status as 'LGBT' has decreased very slightly this year. We still show a high percentage of "Not Declared" but this figure continues to reduce.				

The proportion of staff who have declared their Disability Status, Religious Belief & Sexual Orientation continues to rise at a very small rate. Just over 20% of all staff continue to withhold data on their protected characteristics. This also applies to the Trusts new starters where nearly 25% refuse to declare their religious belief. Overall as a Trust data quality is deteriorating. A recommendation to improve this could be a Trust wide questionnaire to all staff.

Marital Status					Full & Part Time Working					Flexible Working				
Description: Headcount by Marital Status as at September 2014 & September 2015. Source ESR.					Description: Headcount by Employee Category as at September 2014 & September 2015. Source ESR.					Description: Headcount by Working Pattern & return % rate of staff from maternity leave September 2015. Source ESR.				
	Berkshire Population	Total HC	30-Sep-15	30-Sep-14			Total HC	30-Sep-15	30-Sep-14			Total HC	30-Sep-15	30-Sep-14
Civil Partnership	0.2%	33	0.8%	0.7%	Full Time		2474	58.5%	58.3%	Annualised Hours		<5	0.1%	0.1%
Divorced	8.2%	127	3.0%	2.6%	Part Time		1754	41.5%	41.7%	Term Time		116	2.7%	2.7%
Legally Separated	2.5%	19	0.4%	0.5%										
Married	50.7%	1642	38.8%	39.1%	Part Time Male		118	6.7%	6.6%	Return rate from Maternity		78	89.7%	73.8%
Single	32.8%	649	15.4%	13.1%	Part Time Female		1636	93.3%	93.4%					
Widowed	5.7%	24	0.6%	0.5%										
Unknown		1734	41.0%	43.4%										

Unknown Marital Status percentage has decreased slightly. This information is captured on the NHS jobs application form, unfortunately, it is not mandatory. A further suggestion to the Trust could be that we no longer include this as it is not a mandatory field for applicants to fill in. Data may be subjective anyway as 24 staff who have declared themselves to be in a Civil Partnership also claim to be heterosexual.

From this time last year, the figures show there has been a slight increase in Female staff working full time. Part time figures show an increase in Males working part time.

Staff on annualised hours remain the same and term time contracts have remained stable from September 14. Staff returning to the Trust who were on maternity leave this time last year, has increased significantly from the previous year.

Table 2: Candidate Profile - Applicants to Berkshire Healthcare Foundation Trust September 2015
Total Number of Applicants between October 2014 and September 2015: 15103

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin category between October 2014 and September 2015. Source NHS Jobshop.				Description: Headcount by Gender between October 2014 and September 2015. Source NHS Jobshop.				Description: Headcount by Age between October 2014 and September 2015. Source NHS Jobshop.			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
White	9014	59.7%	59.6%	Male	3319	22.0%	23.7%	<25	3216	21.3%	20.8%
Black	1820	12.1%	13.6%	Female	11714	77.6%	76.1%	25-34	5603	37.1%	37.3%
Asian	3096	20.5%	19.7%	Not Declared	70	0.5%	0.2%	35-44	3120	20.7%	21.9%
Mixed	475	3.1%	2.7%					45-59	2925	19.4%	18.8%
Other	308	2.0%	2.7%					60+	222	1.5%	1.2%
Not Stated	390	2.6%	1.6%					Not Declared	17	0.1%	0.0%
Applicants from a black background have decreased over the past year and applicants with an asian background have increased.				Over three quarters of applications are from female applicants this is an increase from last year.				Applications from younger age groups account for over 58% of all applicants, this figure has increased by around 0.3% this year.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability between October 2014 and September 2015. Source NHS Jobshop.				Description: Headcount by Religious Belief between October 2014 and September 2015. Source NHS Jobshop.				Description: Headcount by Sexual Orientation between October 2014 and September 2015. Source NHS Jobshop.			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
No	14189	93.9%	94.8%	Christian	7224	47.8%	50.5%	LGBT	430	2.8%	2.4%
Yes	733	4.9%	4.2%	Atheist	2262	15.0%	13.3%	Heterosexual	13421	88.9%	89.5%
Not Declared	181	1.2%	1.0%	Islam	1231	8.2%	7.9%	Not Declared	1252	8.3%	8.1%
				Hindu	899	6.0%	6.1%				
				Other	1872	12.4%	12.1%				
				Not Declared	1615	10.7%	10.2%				
No notable change with applicants declaring a disability.				Applications received show that only 11% of applicants have not disclosed their Religious Belief.				There has been a slight increase in LGBT applicants. Applications received show that only 9% of applicants do not disclose their sexuality.			

Table 3: Candidate Profile - Shortlisted Candidates to Berkshire Healthcare Foundation Trust September 2015

Total Number of Shortlisted Candidates between October 2014 and September 2015: 4971

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin category between October 2014 and September 2015. Source NHS Jobshop.				Description: Headcount by Gender between October 2014 and September 2015. Source NHS Jobshop.				Description: Headcount by Age between October 2014 and September 2015. Source NHS Jobshop.			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
White	3157	63.5%	65.4%	Male	967	19.5%	19.7%	<25	761	15.3%	14.7%
Black	599	12.0%	13.9%	Female	3986	80.2%	80.0%	25-34	1654	33.3%	32.9%
Asian	838	16.9%	13.8%	Not Declared	18	0.4%	0.3%	35-44	1163	23.4%	25.1%
Mixed	147	3.0%	2.6%					45-59	1302	26.2%	25.6%
Other	84	1.7%	2.3%					60+	79	1.6%	1.7%
Not Stated	146	2.9%	2.0%					Not Declared	12	0.2%	0.1%
The ethnicity of applicants being shortlisted from the applicant profile shows an decrease in applicants with a white background and an increase within the number of asians.				The gender of applicants being shortlisted mirrors the applicant profile.				The number of shortlisted candidates under the age of 35 shows a 10% reduction from the number of applicants under the age of 35. 45-59 year olds account for a quarter of shortlisted candidates.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability between October 2014 and				Description: Headcount by Religious Belief between				Description: Headcount by Sexual Orientation between			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
No	4621	93.0%	94.4%	Christian	2540	51.1%	54.2%	LGBT	113	2.3%	2.1%
Yes	286	5.8%	4.5%	Atheist	732	14.7%	13.5%	Heterosexual	4459	89.7%	90.2%
Not Declared	64	1.3%	1.1%	Islam	290	5.8%	5.2%	Not Declared	399	8.0%	7.7%
				Hindu	242	4.9%	4.3%				
				Other	614	12.4%	12.1%				
				Not Declared	553	11.1%	10.7%				
The disability status of applicants being shortlisted mirrors the applicant profile.				The religious belief of applicants being shortlisted mirrors the applicant profile.				The sexuality of applicants being shortlisted mirrors the applicant profile.			

Table 4: Candidate Profile - Successful Applicants to Berkshire Healthcare Foundation Trust September 2015

Total Number of Successful Applicants between October 2014 and September 2015: 795

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin category between October 2014 and September 2015. Source ESR.				Description: Headcount by Gender between October 2014 and September 2015. Source ESR.				Description: Headcount by Age between October 2014 and September 2015. Source ESR.			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
White	499	62.8%	69.3%	Male	122	15.3%	14.4%	<25	115	14.5%	18.5%
Black	69	8.7%	6.7%	Female	673	84.7%	85.6%	25-34	250	31.4%	32.7%
Asian	88	11.1%	10.3%					35-44	155	19.5%	23.8%
Mixed	16	2.0%	1.6%					45-59	224	28.2%	22.3%
Other	7	0.9%	0.7%					60+	51	6.4%	2.7%
Not Stated	116	14.6%	11.4%								
The higher proportion of successful candidates are White. There has been a increase in successful candidates from the starters with a BME background. Over 14% of starters have not disclosed their ethnicity.				For this period there has been a slight increase in successful male applicants.				Compared to last year successful applicants under the age of 35 decreased by nearly 5%. There has been an significant increase of nearly 10% of all successful applicants over the age of 45.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability between October 2014 and September 2015. Source ESR.				Description: Headcount by Religious Belief between October 2014 and September 2015. Source ESR.				Description: Headcount by Sexual Orientation between October 2014 and September 2015. Source ESR.			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
No	621	78.1%	80.4%	Christian	358	45.0%	50.0%	LGBT	13	1.6%	1.8%
Yes	27	3.4%	3.1%	Atheist	100	12.6%	13.0%	Heterosexual	603	75.8%	79.6%
Not Declared	147	18.5%	16.4%	Islam	25	3.1%	2.9%	Not Declared	179	22.5%	18.6%
				Hindu	18	2.3%	3.3%				
				Other	90	11.3%	10.3%				
				Not Declared	204	25.7%	20.5%				
There is a very slight increase in disabled successful candidates being offered posts, but this correlates to the number of starters not declaring their disability status.				Successful candidates mirror the shortlisted profile, with the majority of jobs being offered to applicants who declared their religious belief as 'Christian'. The number of starters not declaring their religious belief has increased by over 5% from last year.				Successful candidates mirror the shortlisted profile, with the majority of jobs being offered to applicants who declared their sexual orientation as 'heterosexual'. The number of starters not declaring their sexuality has increased by over 4% from last year.			

Table 5: Workforce Profile -Berkshire Healthcare Foundation Trust September 2015
Total Number of Staff with an increase in Grade between October 2014 and September 2015: 349

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin category as at September 2014 & September 2015. Source ESR.				Description: Headcount by Gender as at September 2014 & September 2015. Source ESR.				Description: Headcount by Age as at September 2014 & September 2015. Source ESR.			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
White	275	78.8%	81.8%	Male	59	16.9%	16.6%	<25	24	6.9%	6.1%
Black	37	10.6%	6.7%	Female	290	83.1%	83.4%	25-34	94	26.9%	28.0%
Asian	20	5.7%	7.0%					35-44	100	28.7%	26.4%
Mixed	6	1.7%	0.3%					45-59	124	35.5%	36.9%
Other	<5	0.6%	1.6%					60+	7	2.0%	2.5%
Not Declared	9	2.6%	2.5%								
Staff from a white background have seen a small decrease this year. The most notable increases have been within staff with a black or mixed background.				There has been a slight increase in the number of male staff receiving an increase in grade.				The 35-44's have all shown an increase of nearly 3% this year.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability as at September 2014 & September 2015. Source ESR.				Description: Headcount by Religious Belief as at September 2014 & September 2015. Source ESR.				Description: Headcount by Sexual Orientation as at September 2014 & September 2015. Source ESR.			
	Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14		Total HC	30-Sep-15	30-Sep-14
No	290	83.1%	80.6%	Christian	197	56.4%	55.1%	LGBT	8	2.3%	1.3%
Yes	15	4.3%	4.1%	Atheist	53	15.2%	13.4%	Heterosexual	299	85.7%	86.0%
Not Declared	44	12.6%	15.3%	Islam	10	2.9%	2.2%	Not Declared	42	12.0%	12.7%
				Hindu	<5	0.9%	0.6%				
				Other	35	10.0%	11.1%				
				Not Declared	51	14.6%	17.5%				
The percentage of both disabled and non-disabled staff have increased this year, reflecting the decrease of staff who have not declared their disability status.				Over the last year the groups representing Christians, Atheists, Islam and Others have seen the highest percentage of increase of grade. Staff representing the Hindu faith have the lowest percentage.				The percentage of LGBT staff have increased this year, reflecting the decrease of staff who have not declared their sexuality.			

Table 6: Workforce Profile Turnover -Berkshire Healthcare Foundation Trust September 2015

Turnover for Trust for the period:

October 2014 to September 2015 Annual Turnover figure was 16.8%

Ethnicity			Gender			Age		
Description: Annual Turnover % by Ethnic Origin category as at September 2014 & September 2015. Source ESR.			Description: Annual Turnover % by Gender as at September 2014 & September 2015. Source ESR.			Description: Annual Turnover % by Age as at September 2014 & September 2015. Source ESR.		
	30-Sep-15	30-Sep-14		30-Sep-15	30-Sep-14		30-Sep-15	30-Sep-14
White	16.0%	15.0%	Male	18.4%	16.1%	<25	30.0%	35.6%
Black	19.8%	21.3%	Female	16.5%	16.4%	25-34	21.1%	18.9%
Asian	17.5%	17.4%				35-44	14.7%	15.1%
Mixed	9.3%	28.7%				45-59	12.3%	10.5%
Other	11.4%	15.2%				60+	29.1%	35.2%
Not Stated	30.3%	26.3%						
The significant decrease in annual turnover has been for staff with a Mixed background.			Due to the general increase in turnover, this is reflected in the male figures			The most notable decrease in annual turnover is for the under 25 group which has seen a fall of nearly 6%.		
From this time last year, turnover within the Trust has increased to 17%. This increase contributes to changes across all aspects of diversity.								
Disability			Religious Belief			Sexual Orientation		
Description: Annual Turnover % by Disability as at September 2014 & September 2015. Source ESR.			Description: Annual Turnover % by Religious Belief as at September 2014 & September 2015. Source ESR.			Description: Annual Turnover % by Sexual Orientation as at September 2014 & September 2015. Source ESR.		
	30-Sep-15	30-Sep-14		30-Sep-15	30-Sep-14		30-Sep-15	30-Sep-14
No	16.9%	16.9%	Christian	16.1%	16.6%	LGBT	24.7%	7.9%
Yes	24.6%	17.8%	Atheist	16.6%	20.5%	Heterosexual	17.1%	16.7%
Not Declared	15.0%	14.3%	Islam	15.4%	19.7%	Not Declared	15.4%	15.5%
			Hindu	22.5%	14.9%			
			Other	23.1%	13.4%			
			Not Declared	15.9%	14.8%			
Annual turnover for disabled staff has continued to increase by nearly 8%.			Staff with an Hindu background have seen the highest increase in turnover, rising by nearly 8%.			Annual turnover for LGBT staff has seen a significant increase this year by nearly 17% compared to last year.		

Figures exclude TUPES & Junior Doctor Rotation

Table 7: Leavers Profile -Berkshire Healthcare Foundation Trust September 2015

Total Leavers for the period: October 2014 to September 2015 was 703

Ethnicity				Gender				Age			
Description: Headcount of Leavers by Ethnic Origin category between 1st October 2014 to 30th September 2015. Source ESR.				Description: Headcount of Leavers by gender between 1st October 2014 to 30th September 2015. Source ESR.				Description: Headcount of Leavers by age between 1st October 2014 to 30th September 2015. Source ESR.			
	Total Leavers	30-Sep-15	30-Sep-14		Total Leavers	30-Sep-15	30-Sep-14		Total Leavers	30-Sep-15	30-Sep-14
White	510	72.5%	72.0%	Male	122	17.4%	15.4%	<25	60	8.5%	9.5%
Black	62	8.8%	9.8%	Female	581	82.6%	84.6%	25-34	172	24.5%	22.5%
Asian	64	9.1%	8.5%					35-44	149	21.2%	22.7%
Mixed	6	0.9%	2.3%					45-59	226	32.1%	28.6%
Other	7	1.0%	1.6%					60+	96	13.7%	16.7%
Not Stated	54	7.7%	5.9%								
The percentage of leavers by ethnicity has remained stable with slight decreases across all groups.				No significant change of leavers by gender from this period last year.				Leavers across all ages have remained similar to last year. There is a slight increase within the 25-34 and 45-59 age groups.			
From this time last year, leavers rates continue to rise. This increase contributes to changes across all aspects of diversity. The Trust continues to focus on aspects of leavers including age, length of service (within the 1st year), leaving reasons and destination.											

Disability				Religious Belief				Sexual Orientation			
Description: Headcount of Leavers by Disability between 1st October 2014 to 30th September 2015. Source ESR				Description: Headcount of Leavers by Religious Belief between 1st October 2014 to 30th September 2015. Source ESR.				Description: Headcount of Leavers by Sexual Orientation between 1st October 2014 to 30th September 2015. Source ESR.			
	Total Leavers	30-Sep-15	30-Sep-14		Total Leavers	30-Sep-15	30-Sep-14		Total Leavers	30-Sep-15	30-Sep-14
No	506	72.0%	72.0%	Christian	356	50.6%	53.7%	LGBT	15	2.1%	0.6%
Yes	48	6.8%	5.4%	Atheist	68	9.7%	11.5%	Heterosexual	545	77.5%	76.9%
Not Declared	149	21.2%	22.7%	Islam	18	2.6%	2.5%	Not Declared	143	20.3%	22.5%
				Hindu	21	3.0%	2.1%				
				Other	78	11.1%	6.4%				
				Not Declared	162	23.0%	23.8%				
The percentage of disabled leavers has very slightly increased, reflecting the decrease of staff who have declared their status.				There have been decreases across all Religious Beliefs of leavers. The significant change is the number of leavers declaring themselves as "Other".				The percentage of heterosexual and LGBT staff has increased from the previous year, reflecting the increase in staff who have declared their sexuality.			

Figures exclude TUPEs & Junior Doctor Rotation

Table 8: Workforce Profile -Berkshire Healthcare Foundation Trust September 2015
Total Number of Staff as at 30th September 2015: 4228

BHFT Total Sickness April 2015 to September 2015		Headcount of Staff in Post as at 30th September 2015	Protected group headcount as % of total	Cumulative Abs (FTE)	Cumulative available (FTE)	% of total sickness	Ave sickness days per employee	Musculoskeletal	% of Musculoskeletal sickness	Stress/Anxiety	% of Stress/Anxiety Sickness	Bradford Factor >100	% of Bradford Score >100
Berkshire Healthcare NHS Foundation Trust		4228	100.0%	22,342.57	649,511.59	100.0%	6.26	4,461.17	100.0%	4,621.39	100.0%	11,541.10	100.0%
Ethnicity	White	3212	76.0%	16,227.39	486,588.85	72.6%	6.07	3,441.78	77.1%	3,484.03	75.4%	8,114.64	70.3%
	Black	305	7.2%	1,956.59	52,821.83	8.8%	6.74	388.40	8.7%	344.73	7.5%	1,104.76	9.6%
	Asian	369	8.7%	2,354.84	60,563.57	10.5%	7.08	250.00	5.6%	572.40	12.4%	1,304.76	11.3%
	Mixed	68	1.6%	697.27	10,117.89	3.1%	12.54	119.60	2.7%	133.51	2.9%	426.99	3.7%
	Other	66	1.6%	338.19	10,671.33	1.5%	5.77	6.00	0.1%	31.00	0.7%	166.40	1.4%
	Not Stated	208	4.9%	768.30	28,748.10	3.4%	4.86	255.39	5.7%	55.72	1.2%	423.55	3.7%
Disabilities	No	3080	72.8%	15,447.20	474,326.83	69.1%	5.93	2,735.07	61.3%	3,371.86	73.0%	7,722.63	66.9%
	Yes	199	4.7%	1,936.52	32,529.20	8.7%	10.83	370.64	8.3%	452.54	9.8%	1,043.54	9.0%
	Not Declared	949	22.4%	4,958.86	142,655.56	22.2%	6.33	1,355.47	30.4%	796.99	17.2%	2,774.93	24.0%
Gender	Male	660	15.6%	3,334.05	112,988.25	14.9%	5.37	386.29	8.7%	506.32	11.0%	1,750.31	15.2%
	Female	3568	84.4%	19,008.52	536,523.34	85.1%	6.45	4,074.88	91.3%	4,115.07	89.0%	9,790.80	84.8%
Sexual Orientation	LGBT	57	1.3%	137.03	10,071.42	0.6%	2.48	17.00	0.4%	0.32	0.0%	28.84	0.2%
	Heterosexual	3257	77.0%	18,160.42	504,270.11	81.3%	6.55	3,313.76	74.3%	3,864.58	83.6%	9,230.42	80.0%
	Undisclosed	914	21.6%	4,045.12	135,170.06	18.1%	5.45	1,130.41	25.3%	756.49	16.4%	2,281.84	19.8%
Religious Belief	Christian	2207	52.2%	12,627.86	339,120.56	56.5%	6.78	2,691.15	60.3%	2,825.33	61.1%	6,676.67	57.9%
	Atheist	436	10.3%	1,488.82	68,653.80	6.7%	3.95	203.46	4.6%	236.70	5.1%	421.59	3.7%
	Islam	111	2.6%	938.52	17,745.36	4.2%	9.63	132.40	3.0%	65.00	1.4%	503.80	4.4%
	Hindu	97	2.3%	539.27	16,177.13	2.4%	6.07	27.80	0.6%	69.00	1.5%	175.00	1.5%
	Other	351	8.3%	2,032.86	55,950.62	9.1%	6.61	243.60	5.5%	531.01	11.5%	995.11	8.6%
	Undisclosed	1026	24.3%	4,715.25	151,864.11	21.1%	5.65	1,162.76	26.1%	894.35	19.4%	2,768.93	24.0%

Sickness figures are based on a six month period of April 2015 to September 2015.

Sickness figures show the employees with the highest average sickness days have the ethnic origin status of Mixed, Asian and Black, their figures are slightly higher than the Trust total of 6.2 days in the 6 month period. Disabled staff have twice as much sickness per employee then those staff who are not disabled. Staff who are disabled average sickness per employee is nearly twice as much as the Trust average. Female staff average sickness is slightly higher than Males and the Trust average. Heterosexual staff average sickness per employee is slightly higher than the Trust average. Within Religious Belief, Atheists, Hindu and Undisclosed are lower than the Trust average.

Table 9: Pay Gap Information -Berkshire Healthcare Foundation Trust September 2015
Based on average hourly rates of basic salaries as at 30th September: Ave Hourly Rate of Trust = £15.60 Based on all payscales)

Ethnicity				Gender				Age			
Description: Pay Gap % difference by Ethnic Origin category for all payscales. Source ESR.				Description: Pay Gap % difference by Gender for all payscales. Source ESR.				Description: Pay Gap % difference by Age for all payscales. Source ESR.			
All Payscales	Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14
BME	£15.92	+2.5%	+1.53%	Male	£19.00	+21.2%	+23.16%	Under 50	£15.06		
Non-BME	£15.53			Female	£14.98			Over 50	£16.52	+8.8%	+8.45%
The pay gap continues to widened between BME and Non BME groups from last year.				The pay gap between Male and Female has decreased by over 2% this year.				The pay gap between Over and Under 50 continues to increase.			
Disability				Religious Belief				Sexual Orientation			
Description: Pay Gap % difference by Disability for all payscales. Source ESR.				Description: Pay Gap % difference by Religious Belief for all payscales. Source ESR.				Description: Pay Gap % difference by Sexual Orientation for all payscales. Source ESR.			
	Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14
Disabled	£15.12			Christian	£15.19			Heterosexual	£15.28		
Not Disabled	£15.35	+1.5%	+1.31%	Non- Christian	£15.51	+2.1%	+3.46%	LGBT	£16.49	+7.3%	+10.83%
The pay gap between non disabled and disabled has very slightly increased from last year.				The pay gap between non christian and christian has decreased from last year.				The pay gap between LGBT and Heterosexual has decreased by 3.5% this year.			
Based on average hourly rates of basic salaries as at 30th September 2015: Ave Hourly Rate of Trust = £14.65 (Based on Agenda for Change payscales)											
Ethnicity				Gender				Age			
Description: Pay Gap % difference by Ethnic Origin category for Agenda for Change payscales. Source ESR.				Description: Pay Gap % difference by Gender for Agenda for Change payscales. Source ESR.				Description: Pay Gap % difference by Age for Agenda for Change payscales. Source ESR.			
Agenda for Change Payscales	Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14
BME	£13.76			Male	£16.02	+9.9%	+10.14%	Under 50	£14.25		
Non-BME	£14.90	+7.7%	+8.28%	Female	£14.43			Over 50	£15.34	+7.1%	+6.35%
The AfC pay gap between BME and Non BME has continued to slightly decrease from last year.				The pay gap between Male and Female has continued to decrease this year.				The AfC pay gap between over and under 50 has increased this year.			
Disability				Religious Belief				Sexual Orientation			
Description: Pay Gap % difference by Disability for Agenda for Change payscales. Source ESR.				Description: Pay Gap % difference by Religious Belief for Agenda for Change payscales. Source ESR.				Description: Pay Gap % difference by Sexual Orientation for Agenda for Change payscales. Source ESR.			
	Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14		Ave. Hr. Rate	30-Sep-15	30-Sep-14
Disabled	£14.00			Christian	£14.69	+2.8%	+2.84%	Heterosexual	£14.59		
Not Disabled	£14.63	+4.3%	+2.84%	Non- Christian	£14.28			LGBT	£15.60	+6.5%	+8.10%
The AfC pay gap between Non Disabled and Disabled has increased slightly				The AfC pay gap between Christian and Non Christian has				The AfC pay gap between LGBT and Heterosexual has			

Table 10: Berkshire Healthcare Foundation Trust - September 2015

Breakdown of Clinical/Non-Clinical Staff by Gender

As at 30th September 2015 total number of clinical staff was 3121 and total number of non clinical staff was 1098

Pay Band	Total Clinical Staff	% of Clinical Staff (Male)	% of Clinical Staff (Female)	Total Non-Clinical Staff	% of Non-Clinical Staff (Male)	% of Non-Clinical Staff (Female)
Band 1				63	14.3%	85.7%
Band 2	208	13.5%	86.5%	155	25.2%	74.8%
Band 3	357	14.6%	85.4%	253	5.1%	94.9%
Band 4	253	7.5%	92.5%	199	9.0%	91.0%
Band 5	531	10.9%	89.1%	107	23.4%	76.6%
Band 6	869	11.6%	88.4%	89	34.8%	65.2%
Band 7	471	10.2%	89.8%	67	38.8%	61.2%
Band 8a	125	14.4%	85.6%	47	42.6%	57.4%
Band 8b	58	19.0%	81.0%	28	46.4%	53.6%
Band 8c	18	11.1%	88.9%	27	29.6%	70.4%
Band 8d	11	18.2%	81.8%	12	58.3%	41.7%
Other *	220	43.6%	56.4%	51	19.6%	80.4%
Grand Total	3121	13.9%	86.1%	1098	19.9%	80.1%

26% of clinical staff are Band 5 and under compared to 61% of non-clinical staff. The majority of males are in higher banded posts in both clinical and non-clinical posts. Male staff on band 8 account for 12.3% of all male staff compared to 6.8% of female staff.

Key:

Clinical Staff	Non Clinical Staff
Add Prof Scientific & Technical	Administrative & Clerical
Additional Clinical Services	Estates & Ancillary
Allied Health Professional	
Healthcare Scientists	
Medical & Dental	
Nursing & Midwifery	
Students	

* Other Pay Band contains: Medical & Dental Staff, Board Level Staff, Apprentices (A&C and Nursery Staff) and some Ad Hoc payscales.

* Band 9 staff are excluded

Table 11: Berkshire Healthcare Foundation Trust - September 2015

Breakdown of Clinical/Non-Clinical Staff by Ethnicity

As at 30th September 2015 total number of clinical staff was 3121 and total number of non clinical staff was 1098

Pay Band	Total Clinical Staff	Total Clinical Staff (BME)	% of Clinical Staff (BME)	% of Clinical Staff (Non-BME)	% of Clinical Staff (Ethnicity Undisclosed)	Total Non-Clinical Staff	Total Non-Clinical Staff (BME)	% of Non-Clinical Staff (BME)	% of Non-Clinical Staff (Non BME)	% of Non-Clinical Staff (Ethnicity Undisclosed)
Band 1						63	13	20.6%	69.8%	9.5%
Band 2	208	60	28.8%	66.8%	4.3%	155	19	12.3%	76.1%	11.6%
Band 3	357	70	19.6%	77.6%	2.8%	253	32	12.6%	83.8%	3.6%
Band 4	253	40	15.8%	83.0%	1.2%	199	36	18.1%	77.9%	4.0%
Band 5	531	148	27.9%	69.1%	3.0%	107	11	10.3%	85.0%	4.7%
Band 6	869	168	19.3%	78.0%	2.6%	89	28	31.5%	65.2%	3.4%
Band 7	471	49	10.4%	86.8%	2.8%	67	11	16.4%	80.6%	3.0%
Band 8a	125	17	13.6%	85.6%	0.8%	47	6	12.8%	85.1%	2.1%
Band 8b	58	<5	6.9%	89.7%	3.4%	28	<5	7.1%	89.3%	3.6%
Band 8c	18	5	27.8%	66.7%	5.6%	27	<5	3.7%	96.3%	
Band 8d	11			100.0%		12			100.0%	
Other *	220	80	36.4%	41.8%	21.8%	51	7	13.7%	33.3%	52.9%
Grand Total	3121	641	20.5%	75.4%	4.0%	1098	166	15.1%	77.6%	7.3%

A much higher proportion of clinical and non-clinical staff are Non-BME. 4.0% of all BME staff are clinical staff band 8 compared to 7.7% Non-BME. 5.4% of all BME non clinical staff are band 8 compared to 12.0% Non-BME.

Key:

Clinical Staff
 Add Prof Scientific & Technical
 Additional Clinical Services
 Allied Health Professional
 Healthcare Scientists
 Medical & Dental
 Nursing & Midwifery
 Students

Non Clinical Staff
 Administrative & Clerical
 Estates & Ancillary

* Other Pay Band contains: Medical & Dental Staff, Board Level Staff, Apprentices (A&C and Nursery Staff) and some Ad Hoc paycales.

* Band 9 staff are excluded

Table 12: Berkshire Healthcare Foundation Trust - September 2015

Breakdown of Clinical/Non-Clinical Staff by Sexual Orientation

As at 30th September 2015 total number of clinical staff was 3121 and total number of non clinical staff was 1098

Pay Band	Total Clinical Staff	% of Clinical Staff (Heterosexual)	% of Clinical Staff (LGBT)	% of Clinical Staff (Sexual Orientation Undisclosed)	Total Non Clinical Staff	% of Non Clinical Staff (Heterosexual)	% of Non Clinical Staff (LGBT)	% of Non Clinical Staff (Sexual Orientation Undisclosed)
Band 1					63	39.7%	1.6%	58.7%
Band 2	208	73.6%	0.5%	26.0%	155	61.9%	1.3%	36.8%
Band 3	357	79.3%	2.2%	18.5%	253	83.0%	0.8%	16.2%
Band 4	253	84.2%	0.8%	15.0%	199	81.4%	2.5%	16.1%
Band 5	531	83.6%	0.9%	15.4%	107	75.7%	0.0%	24.3%
Band 6	869	81.4%	1.4%	17.3%	89	78.7%	2.2%	19.1%
Band 7	471	80.3%	0.4%	19.3%	67	83.6%	1.5%	14.9%
Band 8a	125	78.4%	5.6%	16.0%	47	80.9%	0.0%	19.1%
Band 8b	58	70.7%	1.7%	27.6%	28	82.1%	0.0%	17.9%
Band 8c	18	61.1%	0.0%	38.9%	27	63.0%	7.4%	29.6%
Band 8d	11	81.8%	0.0%	18.2%	12	83.3%	8.3%	8.3%
Other*	220	49.5%	1.4%	49.1%	51	33.3%	0.0%	66.7%
Grand Total	3121	78.4%	1.3%	20.3%	1098	73.3%	1.5%	25.2%

19.3% of all LGBT clinical staff are band 8 compared to 7.6% heterosexual. 18.8% of all LGBT non-clinical staff are band 8 compared to 10.9% heterosexuals. 20.3% of all clinical staff and 25.2% of non-clinical staff have not disclosed their sexuality.

Key:

Clinical Staff	Non Clinical Staff
Add Prof Scientific & Technical	Administrative & Clerical
Additional Clinical Services	Estates & Ancillary
Allied Health Professional	
Healthcare Scientists	
Medical & Dental	
Nursing & Midwifery	
Students	

* Other Pay Band contains: Medical & Dental Staff, Board Level Staff, Apprentices (A&C and Nursery Staff) and some Ad Hoc paycales.

* Band 9 staff are excluded.

Table 13: Workforce Profile -Berkshire Healthcare Foundation Trust September 2015

**Total Number of Dignity Cases closed and current for the period 1st October 2014 to 30th September 2015 :
12**

Ethnicity			Gender			Age		
	Total Cases	Current		Total Cases	Current		Total Cases	Current
White	<5	<5	Male	<5	<5	<25		
Black	<5	<5	Female	7	<5	25-34		
Asian	<5					35-44	<5	
Mixed	<5	<5				45-59	6	<5
Other						60+		<5
Not Stated	<5							
Disability			Religious Belief			Sexual Orientation		
	Total Cases	Current		Total Cases	Current		Total Cases	Current
No	<5	<5	Christian	<5	<5	LGBT	<5	
Yes	<5	<5	Atheist	<5		Heterosexual	6	<5
Not Declared	<5		Islam	<5		Not Declared	<5	<5
			Hindu					
			Other	<5				
			Not Declared	<5	<5			

Table 14: Workforce Profile -Berkshire Healthcare Foundation Trust September 2015								
Total Number of Grievance Cases closed and current for the period 1st October 2014 to 30th September 2015								
Ethnicity			Gender			Age		
	Total Cases	Current		Total Cases	Current		Total Cases	Current
White	<5	<5	Male			<25		
Black			Female	<5	<5	25-34		
Asian						35-44	<5	
Mixed	<5					45-59	<5	<5
Other						60+		
Not Stated								
Disability			Religious Belief			Sexual Orientation		
	Total Cases	Current		Total Cases	Current		Total Cases	Current
No	<5	<5	Christian	<5	<5	LGBT		
Yes			Atheist			Heterosexual	<5	<5
Not Declared			Islam			Not Declared	<5	
			Hindu					
			Other					
			Not Declared	<5				

Table 15: Workforce Profile -Berkshire Healthcare Foundation Trust September 2015								
Total Number of Disciplinary Cases closed and current for the period 1st October 2014 to 30th September								
Ethnicity			Gender			Age		
	Total Cases	Current		Total Cases	Current		Total Cases	Current
White	41	5	Male	14	5	<25	<5	
Black	10	<5	Female	43	<5	25-34	11	<5
Asian	<5					35-44	12	
Mixed						45-59	26	<5
Other						60+	5	
Not Stated	<5					Unknown	<5	
Disability			Religious Belief			Sexual Orientation		
	Total Cases	Current		Total Cases	Current		Total Cases	Current
No	39	<5	Christian	29	<5	LGBT	<5	
Yes	<5		Atheist	6	<5	Heterosexual	37	5
Not Declared	14	<5	Islam			Not Declared	18	<5
			Hindu					
			Other	<5				
			Not Declared	19	<5			

Table 16: Workforce Profile -Berkshire Healthcare Foundation Trust September 2015								
Total Number of Staff Bands 5-9 who gained funding from the Trust for courses in continuing								
Ethnicity			Gender			Age		
	Total HC	30-Sep-15		Total HC	30-Sep-15		Total HC	30-Sep-15
White	587	83.86%	Male	97	13.86%	<25	10	1.43%
Black	40	5.71%	Female	603	86.14%	25-34	144	20.57%
Asian	43	6.14%				35-44	205	29.29%
Mixed	12	1.71%				45-59	314	44.86%
Other	<5	0.43%				60+	27	3.86%
Not Stated	15	2.14%						
Disability			Religious Belief			Sexual Orientation		
	Total HC	30-Sep-15		Total HC	30-Sep-15		Total HC	30-Sep-15
No	528	75.43%	Christian	384	54.86%	LGBT	8	1.14%
Yes	32	4.57%	Atheist	83	11.86%	Heterosexual	576	82.29%
Not Declared	140	20.00%	Islam	9	1.29%	Not Declared	116	16.57%
			Hindu	14	2.00%			
			Other	58	8.29%			
			Not Declared	152	21.71%			

Incident Data

Incident Data - Patient Physical Assault (Under 5 Category Excluded)					
	Mental		Community		Total
	Number	Percentage	Number	Percentage	
Assault by Patient	163	88.11%	<5	1.08%	165
Assault by Staff or Other	12	6.49%	<5	2.16%	16
Alleged Sexual Assault	<5	1.62%	<5	0.54%	<5
Total	178		7		185

Incident Data - Staff Physical Assault (Under 5 Category Excluded)					
	Mental		Community		Total
	Number	Percentage	Number	Percentage	
Assault by Patient	615	92.48%	42	6.32%	657
Assault by Staff or Other	<5	0.00%	<5	0.60%	<5
Alleged Sexual Assault	<5	0.60%	<5	0.00%	<5
Total	619		46		665

Incident Data - Patient Non Physical Abuse (Under 5 Category Excluded)					
	Mental		Community		Total
	Number	Percentage	Number	Percentage	
Verbal abuse by Patient	9	8.41%	<5	2.80%	12
Bullying	<5	0.00%	<5	0.93%	<5
Malicious allegations	<5	2.80%	<5	0.00%	<5
Racial abuse by Patient	<5	2.80%	<5	0.00%	<5
Sexual Harassment	10	9.35%	<5	0.00%	10
Threatening Behaviour	74	69.16%	<5	3.74%	78
Total	99		8		107

Incident Data - Staff Non Physical Abuse (Under 5 Category Excluded)					
	Mental		Community		Total
	Number	Percentage	Number	Percentage	
Verbal abuse by Patient	60	13.92%	109	25.29%	169
Bullying	<5	0.23%	<5	0.00%	<5
Harassment	5	1.16%	5	1.16%	10
Malicious allegations	9	2.09%	<5	0.00%	9
Racial abuse by Patient	32	7.42%	10	2.32%	42
Sexual Harassment	<5	0.93%	<5	0.93%	8
Threatening Behaviour	163	37.82%	29	6.73%	192
Total	274		157		431

Governor Data

Our Governor Profile is in line with the Berkshire demographic with the exception of governors under the age of 45 years. We currently have 28 Governors in post:

- 53% are men, 42% are women, 3.5% are not stated
- Under 5 are less than 45 years of age, 36% are 45-64 years of age and 46% are 65 Plus
- 75% are from white backgrounds and 25% are from ethnic minority backgrounds
- 57% are disabled (mental health, sensory or physical impairment)
- 46% are Christian and 18% are non Christian
- Under 5 are lesbian, gay or bisexual
- Under 5 are carers

Membership Data

Sexual Orientation		
	Number	Percentage
Bisexual	26	12.50%
Gay Man	38	18.27%
Gay Woman/Lesbian	42	20.19%
Heterosexual/Straight	97	46.63%
Other	5	2.40%
Total	208	100.00%

Ethnicity		
	Number	Percentage
Asian	525	8.89%
Black	185	3.13%
Mixed	94	1.59%
Other	19	0.32%
White	4275	72.42%
Not specified	805	13.64%
Total	5903	100.00%

Age Report				
Age Range	Total	Eligible	% of total membership	% of Berkshire population
10 - 19 Years	89	82,094	1.5%	12%
20 - 29 Years	1145	107,289	19.4%	15%
30 - 39 Years	482	125,435	8.2%	18%
40 - 49 Years	665	127,271	11.3%	18%
50 - 59 Years	799	98,687	13.5%	14%
60 - 69 Years	722	77,143	12.2%	11%
70 - 79 Years	510	47,914	8.6%	7%
80 - 80 Years	283	25,860	4.8%	4%
90 +	44	5,297	0.7%	1%
Unknown	1164	696,990	19.7%	
Total	5903	1393980		