

**Berkshire Healthcare NHS
Foundation Trust**

Workforce Equality Monitoring Data Tables

1 October 2016 – 30 September 2017

Contents Page

Page Number

Table 1: Workforce Profile	3
Table 2: Applicant Profile	4
Table 3: Shortlisted Profile	5
Table 4: Starters Profile	6
Table 5: Grade Increase Profile	7
Table 6: Turnover Profile	8
Table 7: Leavers Profile	9
Table 8: Sickness Profile	10
Table 9: Pay Gap Profile	11
Table 10: Clinical / Non-clinical staff by Gender	12
Table 11: Clinical / Non-clinical staff by Ethnicity	13
Table 12: Clinical / Non-clinical staff by Sexual Orientation	14
Table 16: Continuing Professional Development	15
Table 15: Disciplinary	16

Table 1: Workforce Profile -Berkshire Healthcare Foundation Trust March 2017

Total Number of Staff as at 31st March 2017 : 4283

Ethnicity					Gender					Age				
Description: Headcount by Ethnic Origin: Source ESR.					Description: Headcount by Gender: Source ESR.					Description: Headcount by Age: Source ESR.				
Berkshire Population	Total HC	31-Mar-17	31-Mar-16		Berkshire Population	Total HC	31-Mar-17	31-Mar-16		Berkshire Population	Total HC	31-Mar-17	31-Mar-16	
White	80.0%	3201	74.7%	75.7%	Male	49.1%	705	16.5%	15.9%	<25	31.6%	220	5.1%	5.2%
Black	3.5%	324	7.6%	7.1%	Female	50.9%	3578	83.5%	84.1%	25-34	14.9%	894	20.9%	19.5%
Asian	13.0%	427	10.0%	9.3%						35-44	15.4%	1044	24.4%	24.7%
Mixed	2.6%	83	1.9%	1.7%						45-59	19.3%	1746	40.8%	41.9%
Other	1.0%	67	1.6%	1.5%						60+	18.7%	379	8.8%	8.7%
Not Stated		181	4.2%	4.7%										
The Trust ethnicity profile as at March 2017 shows that all ethnicities and the 'undisclosed' status have not changed from the previous year, none of them have increased or decreased more than 0.80 percentage points. The Trust continues to reflect the Berkshire population of 20% BME, but is still showing nearly 5% as undisclosed.					The trust continues the trend of employing a much higher number of Female employees than Males.					The Trust age profile has remained stable but there has been a very slight increase in the 25-34 age groups.				
Disability					Religious Belief					Sexual Orientation				
Description: Headcount by Disability: Source ESR.					Description: Headcount by Religious Belief: Source ESR.					Description: Headcount by Sexual Orientation: Source ESR.				
Berkshire Population	Total HC	31-Mar-17	31-Mar-16		Berkshire Population	Total HC	31-Mar-17	31-Mar-16		Berkshire Population	Total HC	31-Mar-17	31-Mar-16	
No	87.3%	3306	77.2%	74.6%	Christian	56.2%	2256	52.7%	52.6%	LGBT	1.6%	62	1.4%	1.3%
Yes	12.7%	206	4.8%	4.9%	Atheist	0.1%	474	11.1%	10.8%	Heterosexual	95.2%	3427	80.0%	78.6%
Not Declared		771	18.0%	20.5%	Islam	6.5%	139	3.2%	2.8%	Not Declared	3.2%	794	18.5%	20.1%
					Hindu	2.7%	107	2.5%	2.4%					
					Other	27.7%	378	8.8%	8.5%					
					Not Declared	6.9%	929	21.7%	23.0%					
Staff declaring they have a disability has slightly improved from the previous year but there is still 18% who havent declare their status.					The 'Undisclosed' status has reduced by 1.4% from the previous year, this has resulted in the very small increases within the non-christian status'. Compared to the Berkshire population the Trust has a large percentage of atheists.					The 'Undisclosed' status for sexuality has decreased by over 2% this shows in the increase within the 'Heterosexual' status.				

Table 2: Candidate Profile - Applicants to Berkshire Healthcare Foundation Trust March 2017

Total Number of Applicants between 1st April 2016 and 31st March 2017: 13455

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin: Source NHS Jobshop.				Description: Headcount by Gender: Source NHS Jobshop.				Description: Headcount by Age: Source NHS Jobshop.			
	Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16
White	7909	58.8%	59.6%	Male	3065	22.8%	22.3%	<25	2365	17.6%	20.7%
Black	1655	12.3%	11.5%	Female	10326	76.7%	77.2%	25-34	4981	37.0%	37.6%
Asian	2771	20.6%	21.0%	Not Declared	64	0.5%	0.4%	35-44	2973	22.1%	20.8%
Mixed	450	3.3%	3.3%					45-59	2840	21.1%	19.3%
Other	334	2.5%	1.9%					60+	277	2.1%	1.5%
Not Stated	336	2.5%	2.7%					Not Declared	19	0.1%	0.1%
The applicant profile remains the same as the previous year, with 60% Non-BME to 40% BME. The number of applicants not disclosing their ethnicity is under 3%.				The gender of applicants has remained the same as the previous year.				There has been a very slight decrease in the number of applicants aged <25. Increases in all other age categories from the previous year.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability: Source NHS Jobshop.				Description: Headcount by Religious Belief: Source NHS Jobshop.				Description: Headcount by Sexual Orientation: Source NHS Jobshop.			
	Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16
No	12598	93.6%	94.0%	Christian	6471	48.1%	47.7%	LGBT	474	3.5%	3.1%
Yes	685	5.1%	4.7%	Atheist	1856	13.8%	14.3%	Heterosexual	11833	87.9%	89.0%
Not Declared	172	1.3%	1.3%	Islam	1106	8.2%	8.3%	Not Declared	1148	8.5%	7.9%
				Hindu	739	5.5%	5.4%				
				Other	1929	14.3%	13.5%				
				Not Declared	1354	10.1%	10.8%				
The disability status' have remained the same as the previous year.				Applications received show that only 10% of applicants have not disclosed their Religious Belief.				There has been a very slight increase in LGBT applicants. Applications received show that only 8% of applicants do not disclose their sexuality.			

Table 3: Candidate Profile - Shortlisted Candidates to Berkshire Healthcare Foundation Trust March 2017

Total Number of Shortlisted Candidates between 1st April 2016 and 31st March 2017: 3917

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin: Source NHS Jobshop.				Description: Headcount by Gender: Source NHS Jobshop.				Description: Headcount by Age: Source NHS Jobshop.			
	Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16
White	2475	63.2%	63.4%	Male	764	19.5%	20.5%	<25	525	13.4%	15.0%
Black	533	13.6%	11.1%	Female	3129	79.9%	78.9%	25-34	1351	34.5%	33.6%
Asian	638	16.3%	17.3%	Not Declared	24	0.6%	0.6%	35-44	899	23.0%	23.5%
Mixed	110	2.8%	3.4%					45-59	1042	26.6%	26.1%
Other	61	1.6%	1.7%					60+	95	2.4%	1.8%
Not Stated	100	2.6%	3.0%					Not Declared	5	0.1%	0.1%
The ethnicity of applicants being shortlisted from the applicant profile shows an decrease in applicants with a Asian background and an increase within the number of Blacks.				The gender of applicants being shortlisted mirrors the applicant profile.				There has been a very slight decrease in the number of applicants aged <25. Increases in all other age categories from the previous year.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability: Source NHS Jobshop.				Description: Headcount by Religious Belief: Source NHS Jobshop.				Description: Headcount by Sexual Orientation: Source NHS Jobshop.			
	Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16
No	3660	93.4%	93.2%	Christian	2013	51.4%	50.6%	LGBT	136	3.5%	2.7%
Yes	201	5.1%	5.3%	Atheist	560	14.3%	14.1%	Heterosexual	3482	88.9%	89.5%
Not Declared	56	1.4%	1.5%	Islam	274	7.0%	6.4%	Not Declared	299	7.6%	7.8%
				Hindu	141	3.6%	4.3%				
				Other	511	13.0%	13.4%				
				Not Declared	418	10.7%	11.1%				
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 March 2017
Total Number of Successful Applicants between 1st April 2016 and 31st March 2017: 819

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin: Source ESR.				Description: Headcount by Gender: Source ESR.				Description: Headcount by Age: Source ESR.			
	Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16
White	506	61.8%	65.6%	Male	144	17.6%	16.3%	<25	106	12.9%	17.1%
Black	62	7.6%	7.1%	Female	675	82.4%	83.7%	25-34	294	35.9%	30.7%
Asian	106	12.9%	13.1%					35-44	191	23.3%	20.3%
Mixed	20	2.4%	2.7%					45-59	193	23.6%	26.4%
Other	111	13.6%	0.9%					60+	35	4.3%	5.5%
Not Stated	14	1.7%	10.6%								
The proportion of candidates with "Other" ethnic origin shows the biggest increase. The number of 'Not Stated' has decreased by 9%.				The percentage of males has slightly increased again this year; although the gender of successful applicants remains the same as last year.				By age profile, staff appointed within the 24 and under, have decreased by nearly 5% this year, whereas the new starters aged between 45-59, has decreased by 2%.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability: Source ESR.				Description: Headcount by Religious Belief: Source ESR.				Description: Headcount by Sexual Orientation: Source ESR.			
	Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16
No	643	78.5%	82.0%	Christian	380	46.4%	47.7%	LGBT	18	2.2%	1.4%
Yes	24	2.9%	4.0%	Atheist	114	13.9%	13.5%	Heterosexual	650	79.4%	81.6%
Not Declared	152	18.6%	14.0%	Islam	33	4.0%	3.7%	Not Declared	151	18.4%	17.0%
				Hindu	25	3.1%	2.7%				
				Other	83	10.1%	10.7%				
				Not Declared	184	22.5%	21.7%				
There has been a 4% decrease in non and disabled successful candidates since last year. This correlates to the increase number of starters not declaring their disability status.				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 decreased very slightly from last year.				The majority of jobs being offered to applicants who declared their Sexual Orientation as "Heterosexual". The number of starters not declaring their sexual orientation has very slightly from last year.			

Table 5: Workforce Profile -Berkshire Healthcare Foundation Trust March 2017

Total Number of Staff with an increase in Grade between 1st April 2016 and 31st March 2017: 369

Ethnicity				Gender				Age			
Description: Headcount by Ethnic Origin: Source ESR.				Description: Headcount by Gender: Source ESR.				Description: Headcount by Age: Source ESR.			
Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16	
White	282	76.4%	80.8%	Male	67	18.2%	16.4%	<25	24	6.5%	6.1%
Black	31	8.4%	8.6%	Female	302	81.8%	83.6%	25-34	124	33.6%	30.0%
Asian	29	7.9%	6.1%					35-44	86	23.3%	28.1%
Mixed	10	2.7%	2.2%					45-59	122	33.1%	33.6%
Other	6	1.6%	0.6%					60+	13	3.5%	2.2%
Not Declared	11	3.0%	1.7%								
This year has seen a 2% increase in favour of BME staff who have received an increase in grade.				There has been no real change in the percentage of male and female staff this year.				There has been a 4% increase in staff aged 34 and under who have received an increase in grade this year.			
Disability				Religious Belief				Sexual Orientation			
Description: Headcount by Disability: Source ESR.				Description: Headcount by Religious Belief: Source ESR.				Description: Headcount by Sexual Orientation: Source ESR.			
Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16		Total HC	31-Mar-17	31-Mar-16	
No	313	84.8%	84.4%	Christian	189	51.2%	51.9%	LGBT	4	1.1%	1.7%
Yes	16	4.3%	4.4%	Atheist	62	16.8%	16.7%	Heterosexual	322	87.3%	86.4%
Not Declared	40	10.8%	11.1%	Islam	13	3.5%	2.2%	Not Declared	43	11.7%	11.9%
				Hindu	9	2.4%	1.7%				
				Other	42	11.4%	12.5%				
				Not Declared	54	14.6%	15.0%				
There has been no real change in the percentage of disabled and non-disabled receiving an increase this year.				There has been no real change in the percentage of christian and non-christian receiving an increase this year.				The percentage of LGBT/heterosexual staff has decreased from last year, as the number of staff who have not declared their sexuality is now 12%.			

Table 6: Workforce Profile Turnover -Berkshire Healthcare Foundation Trust March 2017

April 2016 to March 2017 Annual Turnover figure was 17.6%

Ethnicity		Gender			Age			
Description: Annual Turnover % by Ethnic Origin: Source ESR.		Description: Annual Turnover % by Gender: Source ESR.			Description: Annual Turnover % by Age: Source ESR.			
	31-Mar-17	31-Mar-16		31-Mar-17	31-Mar-16		31-Mar-17	31-Mar-16
White	17.2%	15.8%	Male	18.0%	20.0%	<25	31.7%	32.0%
Black	14.6%	22.3%	Female	17.5%	16.7%	25-34	23.3%	22.1%
Asian	17.9%	19.5%				35-44	14.5%	14.4%
Mixed	20.6%	8.7%				45-59	13.6%	12.5%
Other	18.0%	13.3%				60+	22.1%	29.1%
Not Stated	27.1%	33.5%						
Disability		Religious Belief			Sexual Orientation			
Description: Annual Turnover % by Disability: Source ESR.		Description: Annual Turnover % by Religious Belief: Source ESR.			Description: Annual Turnover % by Sexual Orientation: Source ESR.			
	31-Mar-17	31-Mar-16		31-Mar-17	31-Mar-16		31-Mar-17	31-Mar-16
No	18.0%	17.7%	Christian	16.7%	15.7%	LGBT	17.7%	34.0%
Yes	17.1%	16.7%	Atheist	21.0%	19.1%	Heterosexual	17.5%	16.9%
Not Declared	15.9%	15.9%	Islam	15.7%	13.5%	Not Declared	17.8%	17.3%
			Hindu	18.3%	23.7%			
			Other	18.0%	21.1%			
			Not Declared	17.9%	18.3%			

Table 7: Leavers Profile -Berkshire Healthcare Foundation Trust March 2017

Total Leavers for the period: April 2016 to March 2017 = 890

Ethnicity				Gender				Age			
Description: Headcount of Leavers by Ethnic Origin: Source ESR.				Description: Headcount of Leavers by gender: Source ESR.				Description: Headcount of Leavers by age: Source ESR.			
	Total Leavers	31-Mar-17	31-Mar-16		Total Leavers	31-Mar-17	31-Mar-16		Total Leavers	31-Mar-17	31-Mar-16
White	638	71.7%	69.7%	Male	139	15.6%	18.9%	<25	72	8.1%	8.8%
Black	51	5.7%	9.4%	Female	751	84.4%	81.1%	25-34	227	25.5%	24.8%
Asian	92	10.3%	9.9%					35-44	191	21.5%	20.9%
Mixed	16	1.8%	0.7%					45-59	293	32.9%	31.0%
Other	12	1.3%	1.2%					60+	107	12.0%	14.5%
Not Stated	81	9.1%	9.1%								
The percentage of leavers by ethnicity has remained stable with the largest decrease being in black ethnicity.								Slight increase in females leaving the trust			
								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: Source ESR				Description: Headcount of Leavers by Religious Belief: Source ESR.				Description: Headcount of Leavers by Sexual Orientation: Source ESR.			
	Total Leavers	31-Mar-17	31-Mar-16		Total Leavers	31-Mar-17	31-Mar-16		Total Leavers	31-Mar-17	31-Mar-16
No	669	75.2%	74.9%	Christian	433	48.7%	48.5%	LGBT	13	1.5%	2.9%
Yes	40	4.5%	4.5%	Atheist	107	12.0%	11.2%	Heterosexual	677	76.1%	75.6%
Not Declared	181	20.3%	20.5%	Islam	23	2.6%	2.1%	Not Declared	200	22.5%	21.5%
				Hindu	21	2.4%	3.3%				
				Other	78	8.8%	9.9%				
				Not Declared	228	25.6%	25.1%				
The percentage of disabled leavers has shown very small changes this year.				There have been increases across all Religious Beliefs of leavers except for the slight decrease in leavers declaring themselves as "Hindu".				The percentage of LGBT leaving the trust has slightly decreased compared to last year.			

Table 8: Workforce Profile -Berkshire Healthcare Foundation Trust March 2017

Total Number of Staff as at 31st March 2017: 4283

	Total Sickness October 2016 to March 2017	Headcount of Staff in Post as at 31st March 2017	Protected group headcount as % of total	% of total sickness	Ave sickness days per employee	% of Musculoskeletal sickness	% of Stress/Anxiety Sickness	% of Bradford Score >100
	Berkshire Healthcare NHS Foundation Trust	4283	100.0%	100.0%	7.45	100.0%	100.0%	100.0%
Ethnicity	White	3201	74.7%	77.6%	7.85	77.1%	84.1%	79.7%
	Black	324	7.6%	7.9%	7.03	10.0%	6.8%	6.8%
	Asian	427	10.0%	6.9%	4.91	5.5%	2.3%	5.7%
	Mixed	83	1.9%	2.3%	8.49	1.1%	3.1%	1.3%
	Other	67	1.6%	1.3%	6.20	5.3%	1.0%	5.3%
	Not Stated	181	4.2%	4.0%	7.59	1.2%	2.7%	1.1%
Disabilities	No	3306	77.2%	68.7%	6.62	58.1%	72.4%	66.3%
	Yes	206	4.8%	8.2%	12.25	13.2%	9.9%	8.5%
	Not Declared	771	18.0%	23.1%	9.71	28.8%	17.7%	25.2%
Gender	Male	705	16.5%	14.7%	6.28	16.1%	15.1%	14.8%
	Female	3578	83.5%	85.3%	7.70	83.9%	84.9%	85.2%
Sexual Orientation	LGBT	62	1.4%	2.2%	10.95	4.3%	4.0%	3.0%
	Heterosexual	3427	80.0%	76.7%	7.07	72.0%	77.2%	75.0%
	Undisclosed	794	18.5%	21.2%	8.92	23.7%	18.8%	22.0%
Religious Belief	Christian	2256	52.7%	52.3%	7.39	53.6%	46.2%	49.5%
	Atheist	474	11.1%	10.1%	6.57	6.5%	10.9%	11.8%
	Islam	139	3.2%	2.6%	5.94	5.4%	2.3%	2.5%
	Hindu	107	2.5%	1.3%	3.72	1.5%	0.0%	0.8%
	Other	378	8.8%	9.0%	7.50	4.6%	16.9%	8.5%
	Undisclosed	929	21.7%	24.9%	8.74	28.4%	23.6%	26.8%

Sickness figures are based on a six month period of Oct 16 to Mar 17

Sickness figures show the employees with the highest average sickness days have the ethnic origin status of Mixed. All BME figures are slightly higher than the Trust total of 7.4 days except Asians 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. LGBT staff average sickness per employee is significantly higher than the Trust average. Within Religious Belief, the majority of faiths are lower then the Trust average.

Table 9: Pay Gap Information -Berkshire Healthcare Foundation Trust March 2017

Based on average hourly rates of basic salaries as at 31st March 2017: Ave Hourly Rate of Trust = £15.95 Based on all payscales)

Ethnicity				Gender			Age				
Description: Pay Gap % difference by Ethnic Origin 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	31-Mar-17	31-Mar-16	Male	Ave. Hr. Rate	31-Mar-17	31-Mar-16	Under 50	Ave. Hr. Rate	31-Mar-17	31-Mar-16
	BME	£16.27			+2.73%	Female	£19.07		+19.6%	+21.74%	Over 50
Non-BME	£15.76	+3.1%			£15.34				£17.14	+10.9%	+10.73%

The pay gap continues to widened between BME ans Non BME groups from last year. The pay gap between Male and Female has decreased by nearly 2% this year. The pay gap between Over and Under 50 continues to increase from last year.

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.				
All Payscales	Ave. Hr. Rate	31-Mar-17	31-Mar-16	Christian	Ave. Hr. Rate	31-Mar-17	31-Mar-16	Heterosexual	Ave. Hr. Rate	31-Mar-17	31-Mar-16
	Disabled	£15.63				Non- Christian	£15.49				LGBT
Not Disabled	£15.64	+0.1%	+0.78%		£15.89	+2.5%	+2.49%		£15.32		+11.60%

The pay gap between non disabled and disabled has very slightly increased from last year The pay gap between Christian and Non-Christian has remained the same as last year. The pay gap between LGBT and Heterosexual has continued to decrease.

Please be aware that due to the high proportion of staff who do not declare their protected characteristics, this calculation should only be used for gender and age; although age is always going to show the older the staff the higher the hourly rate.

Based on average hourly rates of basic salaries as at dd mmm yy: Ave Hourly Rate of Trust = £14.88 (Based on Agenda for Change payscales)

Ethnicity				Gender			Age				
Description: Pay Gap % difference by Ethnic Origin 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	Ave. Hr. Rate	31-Mar-17	31-Mar-16	Male	Ave. Hr. Rate	31-Mar-17	31-Mar-16	Under 50	Ave. Hr. Rate	31-Mar-17	31-Mar-16
	BME	£14.08				Female	£15.81		+6.9%	+8.58%	Over 50
Non-BME	£15.09	+6.7%	+7.55%		£14.72				£15.65	7.7%	+7.77%

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 from last year. The AFC pay gap between over and under 50 has stayed the same 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.				
All Payscales	Ave. Hr. Rate	31-Mar-17	31-Mar-16	Christian	Ave. Hr. Rate	31-Mar-17	31-Mar-16	Heterosexual	Ave. Hr. Rate	31-Mar-17	31-Mar-16
	Disabled	£15.63				Non- Christian	£15.49				LGBT
Not Disabled	£15.64	+0.1%	+0.78%		£15.89	+2.5%	+2.49%		£15.32		+11.60%

Table 10: Berkshire Healthcare Foundation Trust - March 2017

Breakdown of Clinical/Non-Clinical Staff by Gender

As at 31st March 2017 total number of clinical staff was 3155 and total number of non clinical staff was 1123

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				45	22.2%	77.8%
Band 2	174	13.8%	86.2%	172	30.2%	69.8%
Band 3	350	12.9%	87.1%	269	6.7%	93.3%
Band 4	327	11.9%	88.1%	202	8.9%	91.1%
Band 5	477	10.5%	89.5%	110	25.5%	74.5%
Band 6	852	12.1%	87.9%	107	34.6%	65.4%
Band 7	514	11.3%	88.7%	72	41.7%	58.3%
Band 8a	158	15.2%	84.8%	52	34.6%	65.4%
Band 8b	65	21.5%	78.5%	30	40.0%	60.0%
Band 8c	27	22.2%	77.8%	22	36.4%	63.6%
Band 8d	11	27.3%	72.7%	17	23.5%	76.5%
Other *	200	45.5%	54.5%	25	44.0%	56.0%
Grand Total	3155	14.5%	85.5%	1123	21.9%	78.1%

42% of clinical staff are Band 5 and under compared to 71% of non-clinical staff. Male staff on Band 8 account for 12.6% of all male staff whereas females on Band 8 account for 8.2% of the total female workforce.

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.

Table 11: Berkshire Healthcare Foundation Trust - March 2017

Breakdown of Clinical/Non-Clinical Staff by Ethnicity

As at 31st March 2017 total number of clinical staff was 3155 and total number of non clinical staff was 1123

Pay Band	Total Clinical Staff	% of Clinical Staff (BME)	% of Clinical Staff (Non-BME)	% of Clinical Staff (Ethnicity Undisclosed)	Total Non-Clinical Staff	% of Non Clinical Staff (BME)	% of Non Clinical Staff (Non BME)	% of Non Clinical Staff (Ethnicity Undisclosed)
Band 1					45	31.1%	64.4%	4.4%
Band 2	174	32.2%	63.8%	4.0%	172	8.7%	87.2%	4.1%
Band 3	350	21.4%	76.9%	1.7%	269	17.8%	79.2%	3.0%
Band 4	327	18.3%	78.6%	3.1%	202	20.3%	75.2%	4.5%
Band 5	477	30.4%	65.0%	4.6%	110	11.8%	81.8%	6.4%
Band 6	852	19.6%	77.6%	2.8%	107	30.8%	68.2%	0.9%
Band 7	514	16.7%	80.4%	2.9%	72	23.6%	75.0%	1.4%
Band 8a	158	13.9%	84.2%	1.9%	52	11.5%	80.8%	7.7%
Band 8b	65	9.2%	89.2%	1.5%	30	10.0%	76.7%	13.3%
Band 8c	27	18.5%	77.8%	3.7%	22	0.0%	95.5%	4.5%
Band 8d	11	9.1%	90.9%	0.0%	17	5.9%	88.2%	5.9%
Other *	200	42.5%	39.5%	18.0%	25	4.0%	56.0%	40.0%
Grand Total	3155	22.4%	73.6%	4.0%	1123	17.1%	78.0%	4.9%

4.8% of all BME staff are clinical staff Band 8 compared to 9.5% Non-BME. 5.2% of all BME non clinical staff are band 8 compared to 11.5% 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.

Table 12: Berkshire Healthcare Foundation Trust - March 2017

Breakdown of Clinical/Non-Clinical Staff by Sexual Orientation

As at 31st March 2017 total number of clinical staff was 3155 and total number of non clinical staff was 1123

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					45	60.0%	0.0%	40.0%
Band 2	174	75.3%	0.6%	24.1%	172	65.1%	2.3%	32.6%
Band 3	350	79.7%	3.7%	16.6%	269	87.0%	0.4%	12.6%
Band 4	327	86.9%	0.6%	12.5%	202	84.2%	0.5%	15.3%
Band 5	477	83.2%	2.1%	14.7%	110	82.7%	1.8%	15.5%
Band 6	852	83.1%	1.4%	15.5%	107	83.2%	0.9%	15.9%
Band 7	514	83.5%	1.0%	15.6%	72	86.1%	0.0%	13.9%
Band 8a	158	81.0%	2.5%	16.5%	52	80.8%	0.0%	19.2%
Band 8b	65	73.8%	3.1%	23.1%	30	76.7%	0.0%	23.3%
Band 8c	27	77.8%	0.0%	22.2%	22	63.6%	9.1%	27.3%
Band 8d	11	81.8%	0.0%	18.2%	17	76.5%	5.9%	17.6%
Other*	200	50.5%	0.5%	49.0%	25	44.0%	0.0%	56.0%
Grand Total	3155	80.3%	1.6%	18.1%	1123	79.1%	1.1%	19.9%

12% of all LGBT clinical staff are band 8 compared to 8.1% Heterosexual. 25% of all LGBT non-clinical staff are band 8 compared to 10.4% Heterosexuals. 18.1% of all clinical staff and 19.9% of non-clinical staff have not disclosed their sexuality.

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

Table 16: Workforce Profile -Berkshire Healthcare Foundation Trust March 2017

Total Number of Staff Bands 5-9 who gained funding from the Trust for courses in continuing professional development as at 31st March 2017: 564

Ethnicity		Gender		Age				
	Total HC	31-Mar-17		Total HC	31-Mar-17		Total HC	31-Mar-17
White	459	81.38%	Male	66	11.70%	<25	10	1.77%
Black	35	6.21%	Female	498	88.30%	25-34	139	24.65%
Asian	43	7.62%				35-44	161	28.55%
Mixed	10	1.77%				45-59	233	41.31%
Other	8	1.42%				60+	21	3.72%
Not Stated	9	1.60%						
Disability		Religious Belief		Sexual Orientation				
	Total HC	31-Mar-17		Total HC	31-Mar-17		Total HC	31-Mar-17
No	469	83.16%	Christian	307	54.43%	LGBT	11	1.95%
Yes	31	5.50%	Atheist	70	12.41%	Heterosexual	487	86.35%
Not Declared	64	11.35%	Islam	12	2.13%	Not Declared	66	11.70%
			Hindu	14	2.48%			
			Other	62	10.99%			
			Not Declared	99	17.55%			

Table 15: Workforce Profile -Berkshire Healthcare Foundation Trust March 2017

Total Number of Disciplinary Cases closed and current for the period 1st April 2016 to 31st March 2017 : 53

Ethnicity		Gender		Age	
	Total Cases		Total Cases		Total Cases
White	35	Male	17	<25	<5
Black	6	Female	36	25-34	<5
Asian	10			35-44	12
Mixed	<5			45-59	24
Other	<5			60+	9
Not Stated	<5			Unknown	
Disability		Religious Belief		Sexual Orientation	
	Total Cases		Total Cases		Total Cases
No	39	Christian	29	LGBT	0
Yes		Atheist	5	Heterosexual	43
Not Declared	14	Islam	<5	Not Declared	10
		Hindu	<5		
		Other	<5		
		Not Declared	16		