



Berkshire Healthcare NHS

Foundation Trust

Equality Monitoring Data Tables – Services

1 April 2017 –31 March 2018

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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.

1. WORKFORCE PROFILE

Ethnicity				
Description: Headcount by Ethnic Origin				
	Berkshire Population	Total HC	31-Mar-18	31-Mar-17
White	80.0%	3148	73.1%	74.7%
Black	3.5%	364	8.5%	7.6%
Asian	13.0%	440	10.2%	10.0%
Mixed	2.6%	92	2.1%	1.9%
Other	1.0%	74	1.7%	1.6%
Not Stated		186	4.3%	4.2%
<p>The Trust ethnicity profile as at March 2018 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.</p>				

Gender				
Description: Headcount by Gender				
	Berkshire Population	Total HC	31-Mar-18	31-Mar-17
Male	49.1%	725	16.8%	16.5%
Female	50.9%	3579	83.2%	83.5%
<p>The trust continues the trend of employing a much higher number of Female employees than Males.</p>				

Age				
Description: Headcount by Age				

	Berkshire Population	Total HC	31-Mar-18	31-Mar-17
<25	31.6%	218	5.1%	5.1%
25-34	14.9%	890	20.7%	20.9%
35-44	15.4%	1074	25.0%	24.4%
45-59	19.3%	1719	39.9%	40.8%
60+	18.7%	403	9.4%	8.8%

The Trust age profile has remained stable but there has been a very slight increases in the 35-34 & 60+ age groups.

Disability				
Description: Headcount by Disability				
	Berkshire Population	Total HC	31-Mar-18	31-Mar-17
No	87.3%	3407	79.2%	77.2%
Yes	12.7%	207	4.8%	4.8%
Not Declared		690	16.0%	18.0%

Religious Belief				
Description: Headcount by Religious Belief				
	Berkshire Population	Total HC	31-Mar-18	31-Mar-17
Christian	56.2%	2225	51.7%	52.7%
Atheist	0.1%	508	11.8%	11.1%
Islam	6.5%	138	3.2%	3.2%
Hindu	2.7%	124	2.9%	2.5%
Other	27.7%	418	9.7%	8.8%
Not Declared	6.9%	891	20.7%	21.7%

Sexual Orientation				
Description: Headcount by Sexual Orientation				

	Berkshire Population	Total HC	31-Mar-18	31-Mar-17
LGBT	1.6%	80	1.9%	1.4%
Heterosexual	95.2%	3481	80.9%	80.0%
Not Declared	3.2%	743	17.3%	18.5%

Marital Status				
Description: Headcount by Marital Status				
	Berkshire Population	Total HC	31-Mar- 18	31-Mar-17
Civil Partnership	0.2%	50	1.2%	1.1%
Divorced	8.2%	199	4.6%	4.3%
Legally Separated	2.5%	28	0.7%	0.7%
Married	50.7%	2004	46.6%	44.0%
Single	32.8%	1070	24.9%	22.6%
Widowed	5.7%	31	0.7%	0.6%
Unknown		922	21.4%	26.6%

	Total HC	31-Mar-18	31-Mar-17
Full Time	2524	58.6%	58.6%
Part Time	1780	41.4%	41.4%
Part Time Male	139	7.8%	7.3%
Part Time Female	1641	92.2%	92.7%

Flexible Working				
Description: Headcount by Working Pattern & return % rate of staff from maternity leave:				
		Total HC	31- Mar-18	31-Mar-17
Annualised Hours			0.1%	0.1%
Term Time			2.3%	2.6%
Return rate from Maternity			78.6%	98.8%

2. STAFF TURNOVER

Description: Annual Turnover % by Ethnic Origin		
	31-Mar-18	31-Mar-17
White	16.5%	17.2%
Black	14.5%	14.6%
Asian	17.1%	17.9%
Mixed	17.9%	20.6%
Other	9.8%	18.0%
Not Stated	23.8%	27.1%

Description: Annual Turnover % by Gender		
	31-Mar-18	31-Mar-17
Male	15.9%	18.0%
Female	16.8%	17.5%

Disability		
Description: Annual Turnover % by Disability: Source ESR.		
	31-Mar-18	31-Mar-17
No	16.9%	18.0%
Yes	23.9%	17.1%
Not Declared	12.8%	15.9%

Religious Belief		
Description: Annual Turnover % by Religious Belief		
	31-Mar-18	31-Mar-17
Christian	16.6%	16.7%
Atheist	19.6%	21.0%
Islam	16.7%	15.7%
Hindu	16.8%	18.3%
Other	17.5%	18.0%

Not Declared	14.5%	17.9%
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Description: Annual Turnover % by Sexual Orientation		
	31-Mar-18	31-Mar-17
LGBT	10.9%	17.7%
Heterosexual	17.6%	17.5%
Not Declared	12.7%	17.8%

3. STARTERS

Ethnicity			
Description: Headcount by Ethnic Origin			
	Total HC	31-Mar-18	31-Mar-17
White	657	69.5%	61.8%
Black	95	10.0%	7.6%
Asian	108	11.4%	12.9%
Mixed	30	3.2%	2.4%
Other	12	1.3%	13.6%
Not Stated	44	4.7%	1.7%

Gender			
Description: Headcount by Gender			
	Total HC	31-Mar-18	31-Mar-17
Male	141	14.9%	17.6%
Female	803	84.9%	82.4%
Not Declared	<6	<6	

Description: Headcount by Age			
	Total HC	31-Mar-18	31-Mar-17
<25	143	15.1%	12.9%
25-34	273	28.9%	35.9%

35-44	230	24.3%	23.3%
45-59	272	28.8%	23.6%
60+	28	3.0%	4.3%

Disability			
Description: Headcount by Disability			
	Total HC	31-Mar-18	31-Mar-17
No	853	90.2%	78.5%
Yes	38	4.0%	2.9%
Not Declared	55	5.8%	18.6%

Description: Headcount by Religious Belief			
	Total HC	31-Mar-18	31-Mar-17
Christian	467	49.4%	46.4%
Atheist	155	16.4%	13.9%
Islam	32	3.4%	4.0%
Hindu	37	3.9%	3.1%
Other	120	12.7%	10.1%
Not Declared	135	14.3%	22.5%

Sexual Orientation			
Description: Headcount by Sexual Orientation			
	Total HC	31-Mar-18	31-Mar-17
LGBT	30	3.2%	2.2%
Heterosexual	829	87.6%	79.4%
Not Declared	87	9.2%	18.4%

4. WORKFORCE RELATIONS: DISCIPLINARY

Ethnicity		
	Total Cases	Current
White	52.60%	<6
Black	23.70%	<6
Asian	15.80%	<6
Mixed		
Other		
Not Stated	<6	

Gender		
	Total Cases	Current
Male	60.50%	<6
Female	39.50%	<6

Age		
	Total Cases	Current
<25	<6	<6
25-34	15.80%	<6
35-44	18.40%	<6
45-59	47.40%	<6
60+	<6	

Disability		
	Total Cases	Current
No	68.40%	<6
Yes	<6	
Not Declared	28.90%	<6

Religious Belief		
	Total Cases	Current
Christian	44.70%	<6
Atheist	<6	
Islam	<6	
Hindu	<6	
Other	<6	
Not Declared	36.80%	<6

Sexual Orientation		
	Total Cases	Current
LGBT	<6	
Heterosexual	71.10%	<6
Not Declared	26.30%	<6

5. Grievances

Ethnicity		
	Total Cases	Current
White	58.80%	<6
Black	<6	
Asian	<6	<6
Mixed		
Other	<6	<6
Not Stated	<6	<6

Gender		
	Total Cases	Current
Male	35.30%	<6
Female	64.70%	<6

Age		
	Total Cases	Current
<25	<6	
25-34	<6	
35-44	35.30%	<6
45-59	47.10%	<6
60+		

Disability		
	Total Cases	Current
No	82.40%	<6
Yes	<6	
Not Declared	<6	<6

Religious Belief		
	Total Cases	Current
Christian	47.10%	<6
Atheist	<6	<6
Islam		
Hindu	<6	<6
Other		
Not Declared	<6	<6

Sexual Orientation		
	Total Cases	Current
LGBT		
Heterosexual	64.70%	<6
Not Declared	35.30%	<6

6. Leavers Profile

Ethnicity			
Description: Headcount of Leavers by Ethnic Origin			
	Total Leavers	31-Mar-18	31-Mar-17
White	535	73.6%	74.4%
Black	53	7.3%	6.1%
Asian	72	9.9%	9.7%
Mixed	16	2.2%	2.1%
Other	6	0.8%	1.4%
Not Stated	45	6.2%	6.4%

Gender			
Description: Headcount of Leavers by gender			
	Total Leavers	31-Mar-18	31-Mar-17
Male	114	15.7%	16.6%
Female	613	84.3%	83.4%

Age	
Description: Headcount of Leavers by age: Source ESR.	

	Total Leavers	31-Mar-18	31-Mar-17
<25	71	9.8%	9.3%
25-34	192	26.4%	26.2%
35-44	134	18.4%	21.1%
45-59	227	31.2%	31.7%
60+	103	14.2%	11.7%

Disability			
Description: Headcount of Leavers by Disability: Source ESR			
	Total Leavers	31-Mar-18	31-Mar-17
No	574	79.0%	78.1%
Yes	51	7.0%	4.6%
Not Declared	102	14.0%	17.3%

Description: Headcount of Leavers by Religious Belief: Source ESR.			
	Total Leavers	31-Mar-18	31-Mar-17
Christian	384	52.8%	50.0%
Atheist	94	12.9%	13.1%
Islam	22	3.0%	2.6%
Hindu	19	2.6%	2.3%
Other	67	9.2%	9.1%
Not Declared	141	19.4%	22.8%

Sexual Orientation			
Description: Headcount of Leavers by Sexual Orientation: Source ESR.			
	Total Leavers	31-Mar-18	31-Mar-17
LGBT	9	1.24%	1.4%
Heterosexual	612	84.18%	78.7%
Not Declared	106	14.58%	19.8%

7. Grade Increase Profile

Ethnicity			
Description: Headcount by Ethnic Origin: Source ESR.			
	Total HC	31-Mar-18	31-Mar-17
White	281	76.15%	76.4%
Black	39	10.57%	8.4%
Asian	27	7.32%	7.9%
Mixed	8	2.17%	2.7%
Other	<6	<6	1.6%
Not Declared	12	3.25%	3.0%

Gender			
Description: Headcount by Gender: Source ESR.			
	Total HC	31-Mar-18	31-Mar-17
Male	50	13.6%	18.2%
Female	319	86.4%	81.8%

Age			
Description: Headcount by Age: Source ESR.			
	Total HC	31-Mar-18	31-Mar-17
<25	29	7.9%	6.5%
25-34	103	27.9%	33.6%
35-44	103	27.9%	23.3%
45-59	123	33.3%	33.1%
60+	11	3.0%	3.5%

Disability			
Description: Headcount by Disability			
	Total HC	31-Mar-18	31-Mar-17
No	320	86.72%	84.8%
Yes	18	4.88%	4.3%
Not Declared	31	8.40%	10.8%

Religious Belief			
Description: Headcount by Religious Belief			
	Total HC	31-Mar-18	31-Mar-17
Christian	206	55.8%	51.2%
Atheist	54	14.6%	16.8%
Islam	13	3.5%	3.5%
Hindu	>6	>6	2.4%
Other	37	10.0%	11.4%
Not Declared	54	14.6%	14.6%

Sexual Orientation			
Description: Headcount by Sexual Orientation			
	Total HC	31-Mar-18	31-Mar-17
LGBT	12	3.3%	1.1%
Heterosexual	310	84.0%	87.3%
Not Declared	47	12.7%	11.7%