Workforce Monitoring Information
2015/16
Contents

1. Executive Summary
2. Overview
   2.1. High Level Summary
3. Applicants
   3.1. Age
   3.2. Disability
   3.3. Ethnic Origin
   3.4. Gender
   3.5. Gender Identity
   3.6. Marital Status
   3.7. Maternity
   3.8. Religion / Belief
   3.9. Sexual Orientation
4. New Starters
   4.1. Age
   4.2. Disability
   4.3. Ethnic Origin
   4.4. Gender
   4.5. Gender Identity
   4.6. Marital Status
   4.7. Maternity
   4.8. Religion / Belief
   4.9. Sexual Orientation
5. Staff In Post
   5.1. Our Workforce
      5.1.1. Staff Groups
      5.1.2. Pay Bands
      5.1.3. Working Patterns
   5.2. Age
      5.2.1. Age: Trust & Divisions
      5.2.2. Age & Pay Bands
      5.2.3. Age & Working Patterns
   5.3. Disability
      5.3.1. Disability: Trust & Divisions
      5.3.2. Disability & Pay Bands
      5.3.3. Disability & Working Patterns
   5.4. Ethnic Origin
      5.4.1. Ethnic Origin: Trust & Divisions
      5.4.2. Ethnic Origin & Pay Bands
      5.4.3. Ethnic Origin & Working Patterns
   5.5. Gender
      5.5.1. Gender: Trust & Divisions
      5.5.2. Gender & Pay Bands
      5.5.3. Gender & Working Patterns
   5.6. Gender Identity
   5.7. Marital Status
      5.7.1. Marital Status: Trust & Divisions
      5.7.2. Marital Status & Pay Bands
      5.7.3. Marital Status & Working Patterns
   5.8. Maternity
      5.8.1. Maternity: Trust & Divisions
5.8.2. Maternity & Pay Bands
5.8.3. Maternity & Working Patterns

5.9. Religion / Belief
   5.9.1. Religion / Belief: Trust & Divisions
   5.9.2. Religion / Belief & Pay Bands
   5.9.3. Religion / Belief & Working Patterns

5.10. Sexual Orientation
   5.10.1. Sexual Orientation: Trust & Divisions
   5.10.2. Sexual Orientation & Pay Bands
   5.10.3. Sexual Orientation & Working Patterns

6. Leavers
   6.1. Age
   6.2. Disability
   6.3. Ethnic Origin
   6.4. Gender
   6.5. Gender Identity
   6.6. Marital Status
   6.7. Maternity
   6.8. Religion / Belief
   6.9. Sexual Orientation

7. Conclusion
1. Executive Summary

At University Hospitals of Morecambe Bay NHS Foundation Trust (UHMB), we believe that the provision of equality of opportunity to patients, their families and carers, and staff is fundamental to ensuring that our hospitals are a Great Place to be Cared For; Great Place to Work.

This document supports the Trust’s Annual Report (available on the Trust’s webpages) and provides employee monitoring data for the financial year 2015/16.

Understanding current workforce data is important, to inform further exploration of data with staff and staff side, to drive improvement in employment practice and employee experience for different groups.

A high level summary is provided detailing the Trust’s Equality Monitoring Indicators.

Detailed data follows, which includes organisation wide and divisional unit breakdown of protected characteristics and:
- Applicants for posts at UHMB
- New Starters
- Staff in Post (including analysis by pay band and working patterns)
- Leavers

Further workforce information, including additional metrics relating to employee experience is available on our webpages for the protected characteristics of:
- Race (Workforce Race Equality Standard)
- Sexual Orientation (UHMBT’s LGBT Workforce Equality Metrics)
- Disability (UHMBT’s Disability Workforce Metrics)
## 2. Overview

### 2.1. High Level Summary

<table>
<thead>
<tr>
<th>Divisional Business Units</th>
<th>Equality Monitoring Indicators</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Age (%)</td>
<td>Disability (%)</td>
<td>Ethnic Origin (%)</td>
<td>Gender</td>
<td>Gender Identity</td>
<td>Marital Status</td>
<td>Maternity</td>
<td>Religion/Belief</td>
</tr>
<tr>
<td></td>
<td>Male (%)</td>
<td>Female (%)</td>
<td>% White British</td>
<td>N/A</td>
<td>% Married/Civil Partnerships</td>
<td>% Currently on Maternity Leave</td>
<td>% Christian</td>
<td>% LGB</td>
</tr>
<tr>
<td>Trust</td>
<td>50-54</td>
<td>1.90%</td>
<td>88.63%</td>
<td>19.23%</td>
<td>80.77%</td>
<td>No Data</td>
<td>55.36%</td>
<td>2.19%</td>
</tr>
<tr>
<td>Acute Medicine</td>
<td>25-29</td>
<td>1.33%</td>
<td>86.48%</td>
<td>13.54%</td>
<td>86.46%</td>
<td>No Data</td>
<td>48.37%</td>
<td>3.51%</td>
</tr>
<tr>
<td>Core Clinical Services</td>
<td>45-49</td>
<td>2.78%</td>
<td>92.46%</td>
<td>17.36%</td>
<td>82.64%</td>
<td>No Data</td>
<td>58.23%</td>
<td>1.69%</td>
</tr>
<tr>
<td>Corporate Services</td>
<td>50-54</td>
<td>2.94%</td>
<td>90.66%</td>
<td>25.95%</td>
<td>74.05%</td>
<td>No Data</td>
<td>54.67%</td>
<td>1.04%</td>
</tr>
<tr>
<td>Elective Medicine</td>
<td>50-54</td>
<td>1.02%</td>
<td>92.62%</td>
<td>12.21%</td>
<td>87.79%</td>
<td>No Data</td>
<td>62.85%</td>
<td>2.29%</td>
</tr>
<tr>
<td>Estates &amp; Facilities</td>
<td>55-59</td>
<td>3.08%</td>
<td>94.15%</td>
<td>42.00%</td>
<td>58.00%</td>
<td>No Data</td>
<td>50.46%</td>
<td>1.23%</td>
</tr>
<tr>
<td>Surgery &amp;Critical Care</td>
<td>50-54</td>
<td>1.46%</td>
<td>83.13%</td>
<td>18.04%</td>
<td>81.96%</td>
<td>No Data</td>
<td>55.00%</td>
<td>2.05%</td>
</tr>
<tr>
<td>Women &amp; Children's</td>
<td>50-54</td>
<td>0.50%</td>
<td>87.23%</td>
<td>6.47%</td>
<td>93.53%</td>
<td>No Data</td>
<td>62.02%</td>
<td>3.65%</td>
</tr>
</tbody>
</table>
3. Applicants

The figures presented here show applicants for roles within University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2015/16. The figures are categorised according to the organisation as a whole and divisions within the Trust. Bank workers and volunteer applicants are included.

Please note separate category on the Trust’s electronic recruitment system for nurses recruited via international recruitment agencies, appointed to Acute Medicine and Surgical divisions.

3.1. Age
3.2. Disability

3.3. Ethnic Origin
3.4. Gender

Information on gender identity is not currently collected.

3.6. Marital Status
3.7. Maternity

Information on maternity is not currently collected.

3.8. Religion / Belief

3.9. Sexual Orientation
4. New Starters

The figures presented here show the number of new starters with University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2015/16. The figures are categorised according to the organisation as a whole and divisions within the Trust.

4.1. Age
Overall 0% of new starters are reported as having a disability on the Trust’s ESR system. Please note however, that there has been a system issue identified with the transfer of this information from the recruitment system to ESR. 38 appointees declared a disability at the point of application. Almost a third preferred not to disclose this information (an increase from 2014/15 where this was nearer a quarter of new starters).
4.3. Ethnic Origin

Overall 72% of new starters described their ethnic origin as “White British” whilst 16% described themselves as belonging to a Black, Minority or Other Ethnic group (BME). 12% preferred not to state their ethnic origin. Surgical and Critical Care recruited the highest proportion of BME staff (21%), with Estates and Facilities recruiting the lowest proportion (8.86).
Overall, 76% of new starters were female whilst 24% were male. In the Women’s and Children’s division only 6% of new starters were male.

4.4. Gender Identity

Information on gender identity is not currently collected.
4.5. Marital Status

Overall, 38% of new starters described themselves as either married or in a civil partnership. The largest individual group amongst new starters was single which accounted for 50% of all new starters.

4.6. Maternity - Information on Maternity is not currently collected, however new starts would not normally be on maternity leave upon commencement of post.

4.7. Religion / Belief
The most common religion / belief overall was Christianity which accounted for 42% of all new starters. The next largest group was Atheism at 13%. 40% preferred not to disclose their religion / belief.

4.8. Sexual Orientation

Overall just over 1.6% of new starters described themselves as Lesbian, Gay or Bisexual (and increase from 1% during 2014/15). 31% did not wish to disclose this information.
5. Staff In Post

The figures presented here show the staff in post at University Hospitals of Morecambe Bay NHS Foundation Trust as at 1st April 2016.

5.1. Our Workforce

5.1.1. Staff Groups

The largest group of staff is ‘Nursing and Midwifery Registered’ which accounts for just less than a third (30%) of all employees.

“Administrative and Clerical” is the next largest staff group and accounts for 22% of the workforce.

19% of the workforce belongs to ‘Additional Clinical Services’. These are Healthcare Support Workers and other Support staff on ‘Agenda for Change’ pay bands 1 to 4.

<table>
<thead>
<tr>
<th>Staff Group</th>
<th>Headcount</th>
<th>FTE</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Add Prof Scientific and Technic</td>
<td>84</td>
<td>69.12</td>
<td>1.58%</td>
</tr>
<tr>
<td>Additional Clinical Services</td>
<td>1028</td>
<td>851.60</td>
<td>19.31%</td>
</tr>
<tr>
<td>Administrative and Clerical</td>
<td>1173</td>
<td>996.71</td>
<td>22.03%</td>
</tr>
<tr>
<td>Allied Health Professionals</td>
<td>286</td>
<td>243.20</td>
<td>5.37%</td>
</tr>
<tr>
<td>Estates and Ancillary</td>
<td>599</td>
<td>469.48</td>
<td>11.25%</td>
</tr>
<tr>
<td>Healthcare Scientists</td>
<td>142</td>
<td>127.96</td>
<td>2.67%</td>
</tr>
<tr>
<td>Medical and Dental</td>
<td>396</td>
<td>374.20</td>
<td>7.44%</td>
</tr>
<tr>
<td>Nursing and Midwifery Registered</td>
<td>1617</td>
<td>1402.00</td>
<td>30.37%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>5325</td>
<td>4534.28</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

% Headcount by Staff Group
5.1.2. Pay Bands

University Hospitals of Morecambe Bay NHS Foundation Trust employs their staff in line with the nationally agreed ‘Agenda for Change’ and Medical and Dental pay banding systems.

The largest cohort of staff are Band 5s which account for 21% of the workforce.

Band 1 staff make up 6% of the workforce and are primarily Domestic Assistants.

8% of the workforce is on Non ‘Agenda for Change’ pay bands. These consist of Medical Staff, and other Ad Hoc pay grades.

<table>
<thead>
<tr>
<th>Pay Band</th>
<th>Headcount</th>
<th>FTE</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Band 1</td>
<td>305</td>
<td>203.47</td>
<td>5.73%</td>
</tr>
<tr>
<td>Band 2</td>
<td>986</td>
<td>797.74</td>
<td>18.52%</td>
</tr>
<tr>
<td>Band 3</td>
<td>740</td>
<td>614.58</td>
<td>13.90%</td>
</tr>
<tr>
<td>Band 4</td>
<td>372</td>
<td>329.05</td>
<td>6.99%</td>
</tr>
<tr>
<td>Band 5</td>
<td>1131</td>
<td>980.90</td>
<td>21.24%</td>
</tr>
<tr>
<td>Band 6</td>
<td>756</td>
<td>656.58</td>
<td>14.20%</td>
</tr>
<tr>
<td>Band 7</td>
<td>408</td>
<td>369.02</td>
<td>7.66%</td>
</tr>
<tr>
<td>Band 8 - Range A</td>
<td>145</td>
<td>135.82</td>
<td>2.72%</td>
</tr>
<tr>
<td>Band 8 - Range B</td>
<td>36</td>
<td>34.24</td>
<td>0.68%</td>
</tr>
<tr>
<td>Band 8 - Range C</td>
<td>23</td>
<td>20.66</td>
<td>0.43%</td>
</tr>
<tr>
<td>Band 8 - Range D</td>
<td>9</td>
<td>8.00</td>
<td>0.17%</td>
</tr>
<tr>
<td>Band 9</td>
<td>4</td>
<td>4.00</td>
<td>0.08%</td>
</tr>
<tr>
<td>Medical</td>
<td>395</td>
<td>374.00</td>
<td>7.42%</td>
</tr>
<tr>
<td>Other/Non AfC</td>
<td>15</td>
<td>6.20</td>
<td>0.28%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>5325</td>
<td>4534.28</td>
<td>100.00%</td>
</tr>
</tbody>
</table>
5.1.3. Working Patterns

<table>
<thead>
<tr>
<th>Working Pattern</th>
<th>Headcount</th>
<th>FTE</th>
<th>Headcount %</th>
<th>FTE %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time</td>
<td>3015</td>
<td>3018.00</td>
<td>56.62%</td>
<td>66.56%</td>
</tr>
<tr>
<td>Part Time</td>
<td>2310</td>
<td>1516.28</td>
<td>43.38%</td>
<td>33.44%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>5325</td>
<td>4534.28</td>
<td>100.00%</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Based on headcount, the number of staff working full time and the number of staff working part time is close to a 60 / 40 split.
5.2. Age

5.2.1. Age: Trust & Divisions

![SiP Age Profile - TRUST](image)

![SiP Age Profile - Core Clinical](image)

![SiP Age Profile - Elective](image)

![SiP Age Profile - Surgery](image)

![SiP Age Profile - Acute](image)

![SiP Age Profile - Corporate](image)

![SiP Age Profile - Estates](image)

![SiP Age Profile - WACS](image)
5.2.2. Age & Pay Bands

46% of the total workforce are in their 30s or 40s. Under 20s make up just over half a percent (0.68%) of the workforce whilst 7% are aged 60 or over.

5.2.3. Age & Working Patterns

In all but three age ranges there are a higher number of staff working full time than part time. The exceptions to this are staff in age groups over 55.
5.3. Disability

5.3.1. Disability: Trust & Divisions

Overall less than 2% of the workforce consider themselves to have a disability. However, almost half of the workforce has not declared.

5.3.2. Disability & Pay Bands
A trend can be seen in the data for Agenda for Change staff, in that the proportion of staff considering themselves to have a disability reduces as the pay band increases.

5.3.3. Disability & Working Patterns

Overall, 103 members of staff consider themselves to have a disability. Of those, 54 worked full time whilst 49 worked part time.

5.4. Ethnic Origin

5.4.1. Ethnic Origin: Trust & Divisions
Overall 89% of the workforce describe their ethnic origin as “White British” whilst 8% describe themselves as belonging to a Black, Minority or Other Ethnic group. 3% prefer not to state their ethnic origin. The Surgical Division had the largest proportion of BME staff members at 14% followed by the Acute & Emergency Medicine Division with 9%.

5.4.2. Ethnic Origin & Pay Bands

BME staff members account for 46% of staff on Medical paygrades, and 12% of Other / Non AfC.

5.4.3. Ethnic Origin & Working Patterns
5.5. Gender

5.5.1. Gender & Staff in Post

Overall 81% of the workforce is female. Estates and Facilities has the closest ratio of male / female staff with 58% male and 42% female. 94% of staff in the Women’s and Children’s Division are female.

5.5.2. Gender & Pay Bands
Men account for 66% of staff on Medical pay scales. Men also account for 29.09% of staff on pay bands 8a or above (compared to 19.23% of the overall workforce).

5.5.3. Gender & Working Patterns

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time</td>
<td>2143</td>
<td>875</td>
</tr>
<tr>
<td>Part Time</td>
<td>2241</td>
<td>169</td>
</tr>
</tbody>
</table>

Information on gender identity is not currently collected.
5.7. Marital Status

5.7.1. Marital Status: Trust & Divisions

Overall over 55% of the workforce are either married or in a civil partnership. 31% are single whist 6% have not stated their marital status.

5.7.2. Marital Status & Pay Bands
5.7.3. Marital Status & Working Patterns

A greater proportion of married and widowed staff work part time than full time. For all other groups, there is a greater proportion that work full time than part time.

5.8. Maternity

5.8.1. Maternity: Trust & Divisions
Overall 2% of the workforce were on maternity or adoption leave.

5.8.2. Maternity & Pay Bands

This graph shows that the pay band with the highest proportion of staff on maternity leave were those staff on Band 5 Agenda for Change with over 4%. No staff members of pay bands 8a, 8b, 8d or 9 were on maternity or adoption leave.

5.8.3. Maternity & Working Patterns
5.9. Religion / Belief

5.9.1. Religion / Belief: Trust & Divisions

The most common religion / belief overall was Christianity which accounted for 38% of the workforce. The next largest single group was Atheism at 6%. 54% preferred not to disclose their religion / belief.

<table>
<thead>
<tr>
<th>Religion / Belief</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christianity</td>
<td>38%</td>
</tr>
<tr>
<td>Atheism</td>
<td>6%</td>
</tr>
<tr>
<td>Hinduism</td>
<td>54%</td>
</tr>
</tbody>
</table>

5.9.2. Religion / Belief & Pay Bands

<table>
<thead>
<tr>
<th>Pay Band</th>
<th>Other/Non AFC</th>
<th>Band 1</th>
<th>Band 2</th>
<th>Band 3</th>
<th>Band 4</th>
<th>Band 5</th>
<th>Band 6</th>
<th>Band 7</th>
<th>Band 8 - Range A</th>
<th>Band 8 - Range B</th>
<th>Band 8 - Range C</th>
<th>Band 8 - Range D</th>
<th>Band 9</th>
<th>Medical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christianity</td>
<td>44.6%</td>
<td>44.57%</td>
<td>40.9%</td>
<td>35.54%</td>
<td>37.61%</td>
<td>35.53%</td>
<td>36.67%</td>
<td>39.46%</td>
<td>35.14%</td>
<td>43.48%</td>
<td>55.56%</td>
<td>25.00%</td>
<td>16.33%</td>
<td>5.88%</td>
</tr>
<tr>
<td>Hinduism</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>7.54%</td>
</tr>
<tr>
<td>Islam</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>7.29%</td>
</tr>
<tr>
<td>Jainism</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.25%</td>
</tr>
<tr>
<td>Judaism</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
</tbody>
</table>
5.9.3. Religion / Belief & Working Patterns

5.10. Sexual Orientation

5.10.1. Sexual Orientation: Trust & Divisions
Overall 0.8% of the workforce described their sexual orientation as Lesbian, Gay or Bisexual. Just less than half have not disclosed this information. Both the Women’s and Children’s and Surgical divisions have over 50% of their staff who have not disclosed this information.

5.10.2. Sexual Orientation & Pay Bands

5.10.3. Sexual Orientation & Working Patterns

<table>
<thead>
<tr>
<th>Band 1</th>
<th>Band 2</th>
<th>Band 3</th>
<th>Band 4</th>
<th>Band 5</th>
<th>Band 6</th>
<th>Band 7</th>
<th>Band 8 - Range A</th>
<th>Band 8 - Range B</th>
<th>Band 8 - Range C</th>
<th>Band 8 - Range D</th>
<th>Band 9</th>
<th>Medical</th>
<th>Other/Non AfC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bisexual</td>
<td>0.00%</td>
<td>0.30%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.44%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.25%</td>
</tr>
<tr>
<td>Gay</td>
<td>0.60%</td>
<td>0.50%</td>
<td>0.66%</td>
<td>0.00%</td>
<td>0.26%</td>
<td>0.26%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.25%</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>62.54%</td>
<td>57.03%</td>
<td>53.17%</td>
<td>51.17%</td>
<td>54.39%</td>
<td>47.83%</td>
<td>46.43%</td>
<td>51.00%</td>
<td>51.35%</td>
<td>56.52%</td>
<td>55.56%</td>
<td>56.00%</td>
<td>38.44%</td>
</tr>
<tr>
<td>I do not wish to disclose my sexual orientation</td>
<td>36.48%</td>
<td>41.67%</td>
<td>45.91%</td>
<td>48.83%</td>
<td>44.64%</td>
<td>51.53%</td>
<td>53.57%</td>
<td>47.62%</td>
<td>48.65%</td>
<td>43.48%</td>
<td>44.44%</td>
<td>50.00%</td>
<td>61.00%</td>
</tr>
<tr>
<td>Lesbian</td>
<td>0.33%</td>
<td>0.50%</td>
<td>0.26%</td>
<td>0.00%</td>
<td>0.26%</td>
<td>0.38%</td>
<td>0.00%</td>
<td>0.68%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
</tbody>
</table>
6. Leavers

The figures presented here show the leavers with University Hospitals of Morecambe Bay NHS Foundation Trust during the financial year 2015/16. The figures are categorised according to the organisation as a whole and divisions within the Trust.

6.1. Age

- Trust Leavers - Age Profile
- Core Clinical Leavers - Age Profile
- Elective Leavers - Age Profile
- Acute Leavers - Age Profile
- Corporate Leavers - Age Profile
- Estates Leavers - Age Profile
- WACS Leavers - Age Profile
6.2. Disability

Leavers - Disability & Divisions

<table>
<thead>
<tr>
<th>Division</th>
<th>TRUST</th>
<th>WOMENS &amp; CHILDRENS DIVISION</th>
<th>SURGERY &amp; CRITICAL CARE DIVISION</th>
<th>ESTATES &amp; FACILITIES</th>
<th>ELECTIVE MEDICINE DIVISION</th>
<th>CORPORATE SERVICES</th>
<th>CORE CLINICAL SERVICES DIVISION</th>
<th>ACUTE &amp; EMERGENCY MEDICINE DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Declared</td>
<td>47.13%</td>
<td>39.29%</td>
<td>54.17%</td>
<td>38.24%</td>
<td>50.85%</td>
<td>44.76%</td>
<td>60.71%</td>
<td>47.69%</td>
</tr>
<tr>
<td>No</td>
<td>58.72%</td>
<td>60.71%</td>
<td>44.44%</td>
<td>55.88%</td>
<td>45.76%</td>
<td>54.29%</td>
<td>39.29%</td>
<td>51.11%</td>
</tr>
<tr>
<td>Yes</td>
<td>0.00%</td>
<td>0.00%</td>
<td>1.39%</td>
<td>5.88%</td>
<td>3.39%</td>
<td>0.95%</td>
<td>0.00%</td>
<td>1.21%</td>
</tr>
</tbody>
</table>

6.3. Ethnic Origin

Leavers - Ethnic Origin & Divisions

<table>
<thead>
<tr>
<th>Division</th>
<th>TRUST</th>
<th>WOMENS &amp; CHILDRENS DIVISION</th>
<th>SURGERY &amp; CRITICAL CARE DIVISION</th>
<th>ESTATES &amp; FACILITIES</th>
<th>ELECTIVE MEDICINE DIVISION</th>
<th>CORPORATE SERVICES</th>
<th>CORE CLINICAL SERVICES DIVISION</th>
<th>ACUTE &amp; EMERGENCY MEDICINE DIVISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>BME</td>
<td>21.84%</td>
<td>11.90%</td>
<td>6.94%</td>
<td>8.82%</td>
<td>0.00%</td>
<td>22.86%</td>
<td>19.64%</td>
<td>14.49%</td>
</tr>
<tr>
<td>Not Stated</td>
<td>13.79%</td>
<td>0.00%</td>
<td>20.83%</td>
<td>8.82%</td>
<td>0.00%</td>
<td>6.67%</td>
<td>8.93%</td>
<td>8.45%</td>
</tr>
<tr>
<td>White - British</td>
<td>64.37%</td>
<td>88.10%</td>
<td>72.22%</td>
<td>82.35%</td>
<td>100.00%</td>
<td>70.48%</td>
<td>71.43%</td>
<td>77.06%</td>
</tr>
</tbody>
</table>
6.4. Gender

6.5. Gender Identity

Information on gender identity is not currently collected

6.6. Marital Status
6.7. Maternity

Leavers - Maternity & Divisions

<table>
<thead>
<tr>
<th>Division</th>
<th>ACUTE &amp; EMERGENCY MEDICINE DIVISION</th>
<th>CORE CLINICAL SERVICES DIVISION</th>
<th>CORPORATE SERVICES</th>
<th>ELECTIVE MEDICINE DIVISION</th>
<th>ESTATES &amp; FACILITIES</th>
<th>SURGERY &amp; CRITICAL CARE DIVISION</th>
<th>WOMENS &amp; CHILDRENS DIVISION</th>
<th>TRUST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maternity &amp; Adoption</td>
<td>1.15%</td>
<td>2.38%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.60%</td>
</tr>
<tr>
<td>Not on Maternity</td>
<td>98.85%</td>
<td>97.62%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>99.40%</td>
</tr>
</tbody>
</table>

6.8. Religion / Belief

Leavers - Religion & Divisions

<table>
<thead>
<tr>
<th>Division</th>
<th>ACUTE &amp; EMERGENCY MEDICINE DIVISION</th>
<th>CORE CLINICAL SERVICES DIVISION</th>
<th>CORPORATE SERVICES</th>
<th>ELECTIVE MEDICINE DIVISION</th>
<th>ESTATES &amp; FACILITIES</th>
<th>SURGERY &amp; CRITICAL CARE DIVISION</th>
<th>WOMENS &amp; CHILDRENS DIVISION</th>
<th>TRUST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atheism</td>
<td>5.75%</td>
<td>11.90%</td>
<td>5.56%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6.44%</td>
</tr>
<tr>
<td>Buddhism</td>
<td>1.15%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.20%</td>
</tr>
<tr>
<td>Christianity</td>
<td>32.18%</td>
<td>36.92%</td>
<td>31.94%</td>
<td>41.18%</td>
<td>35.59%</td>
<td>40.00%</td>
<td>25.00%</td>
<td>34.81%</td>
</tr>
<tr>
<td>Hinduism</td>
<td>1.15%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>1.90%</td>
<td>1.75%</td>
<td>0.80%</td>
</tr>
<tr>
<td>I do not wish to disclose my religion/belief</td>
<td>48.28%</td>
<td>45.24%</td>
<td>54.17%</td>
<td>44.12%</td>
<td>47.46%</td>
<td>45.71%</td>
<td>66.07%</td>
<td>49.70%</td>
</tr>
<tr>
<td>Islam</td>
<td>3.45%</td>
<td>1.19%</td>
<td>4.17%</td>
<td>2.94%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>1.75%</td>
<td>1.81%</td>
</tr>
<tr>
<td>Other</td>
<td>6.90%</td>
<td>4.76%</td>
<td>4.17%</td>
<td>11.76%</td>
<td>11.80%</td>
<td>3.81%</td>
<td>3.57%</td>
<td>6.04%</td>
</tr>
<tr>
<td>Sikhism</td>
<td>1.15%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.20%</td>
</tr>
</tbody>
</table>
6.9. Sexual Orientation

This report has summarised UHMB’s workforce data in relation to protected characteristics for 2015/16. Detailed workforce metrics, with data regarding employee experience have been published for Race, Disability and Sexual Orientation for 2015/16.

Through the Trust’s structures and systems for Inclusion and Diversity (detailed in the Towards Inclusion Annual Report) these metrics are being reviewed by staff and staff side, using data to drive exploration and discussion, to drive improvements in representation of our local population, and employee experience.