

2015/16 Public Sector Equality Duty report



Foreword by Patricia Wright, Interim Chief Executive and Stephen Swords, Trust Chairman

Hounslow and Richmond Community Healthcare NHS Trust is pleased to present its annual equality report, in line with specific duties for publicly-funded bodies contained within the Equality Act (2010). Along with all our staff, we remain firmly committed to ensuring that HRCH delivers high quality services for all of our patients and is seen as the local provider of choice for community services. At the same time, the Trust also aims to be the employer of choice locally, attracting and developing staff to reach their full potential and deliver healthcare services which are fair, personal and diverse for the people we serve.

The vision of Hounslow and Richmond Community Healthcare NHS Trust (HRCH) is to achieve equality, celebrate diversity and advance inclusion as enshrined in the NHS Constitution pledges for patients, carers and staff and, in line with the public sector general equality duty.

We are particularly proud of some key achievements over the past year. First, we want to acknowledge the achievements of an initiative called Project Clarity. This sought to ensure our patients receive clear and concise information about their treatment through a major programme to refresh our entire suite of patient information for our service users. This was an exciting project that engaged our patients and staff in creating a co-designed template that meets the needs of our patients and adheres to the National Information Standard. Secondly, the trust arranged for unconscious bias training to be provided for our top 60 recruiting managers. The feedback received from participants was overwhelmingly positive and our aim is to provide this training to Board members and other staff.

Thirdly, the trust agreed and launched new core values – care, respect and communication - which aim to guide the behaviours expected from staff towards each other and patients receiving care. The values were determined following feedback from hundreds of local people, patients and staff to promote what matters most to them when receiving care in the community. The values are inextricably-linked to the promotion of dignity and respect for all and the valuing of the diversity prevalent in London. The values are underpinned with a behavioural framework, against which, staff are assessed annually during their performance reviews. Our challenge is to embed the values in all that we do and to see our staff demonstrate them.

Finally, we want to highlight the continuing excellent work of the trust's learning disability service team. In partnership with the London Borough of Hounslow and Hounslow Clinical Commissioning Group, they held a successful health fair to help and help shape and transform local services for people with autism or learning disabilities and people who supported or cared for people with autism or learning disabilities.

That said, we recognise that, in common with many the public sector bodies, the trust needs to do more to evidence progress in outcomes for all of the people we provide a service for or employ. These priority actions will include:

- Increasing our engagement and co-design work with patients, carers and local community groups
- Improving the confidence and capability of our staff to provide services tailored to specific diverse needs
- Increasing the use of more diverse panels in our recruitment and selection processes and providing unconscious bias training for Board members and staff
- Advancing age and disability equality through work experience programmes with local schools and disabled people to promote the NHS as an employer of choice
- Responding effectively to the staff survey findings on discrimination, violence and bullying and harassment

We are confident that the trust will rise to the challenge and that the trust's senior staff will continue to demonstrate leadership by helping to embed fairness into the values, culture and behaviours by:

- championing and advancing equality , diversity and inclusion
- in partnership with local people, patients, carers and our staff, annually assessing our performance against the NHS's Equality Delivery System (EDS) framework
- in partnership with commissioners, identifying local needs and priorities, particularly for those at risk of disadvantage and discrimination to help reduce local health inequalities
- in partnership with commissioners, seeking the engagement of everyone in shaping local services to meet individual needs and achieve better health outcomes
- helping and supporting staff to understand the importance of personalisation, fairness and diversity in the planning and delivery of services
- providing an environment where staff can thrive, are confident to be themselves, feel valued and treat each other with fairness, dignity and respect
- working to ensure that all of our information, services and buildings are accessible for all
- showing zero tolerance towards bullying, harassment, inappropriate language and behaviour, acknowledging and valuing the work of all our local partners who help us deliver fairness for patients and staff

Together we can achieve this ambitious vision and ensure that everyone counts.



1.0 Introduction

Following the 2010 Equality Act, each public sector organisation has a statutory duty to annually record and publish its equalities data by protected characteristic* (define this) annually. The protected characteristics contained in the Act relate to a person's age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy or maternity status and marriage or civil partnership status. The following show data by protected characteristic in terms staff recruitment, training and employment.

2.0 Staff Information by Protected Characteristic

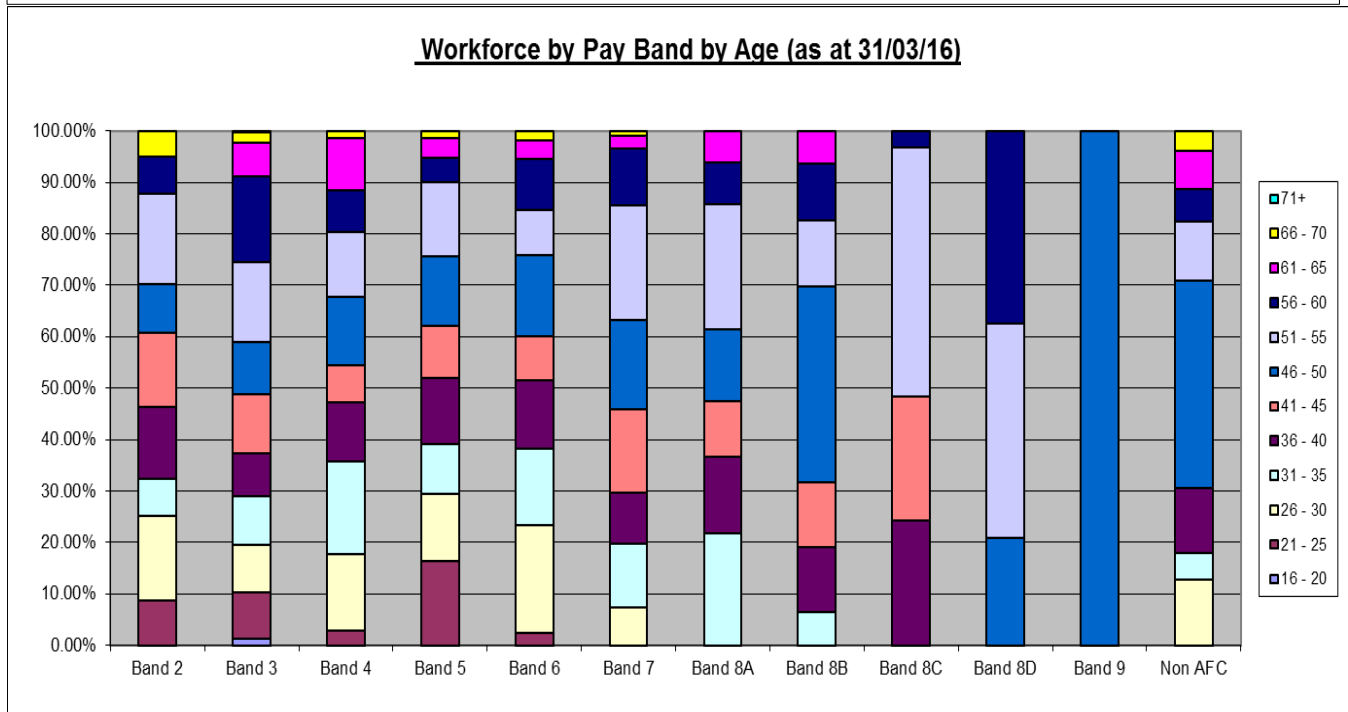
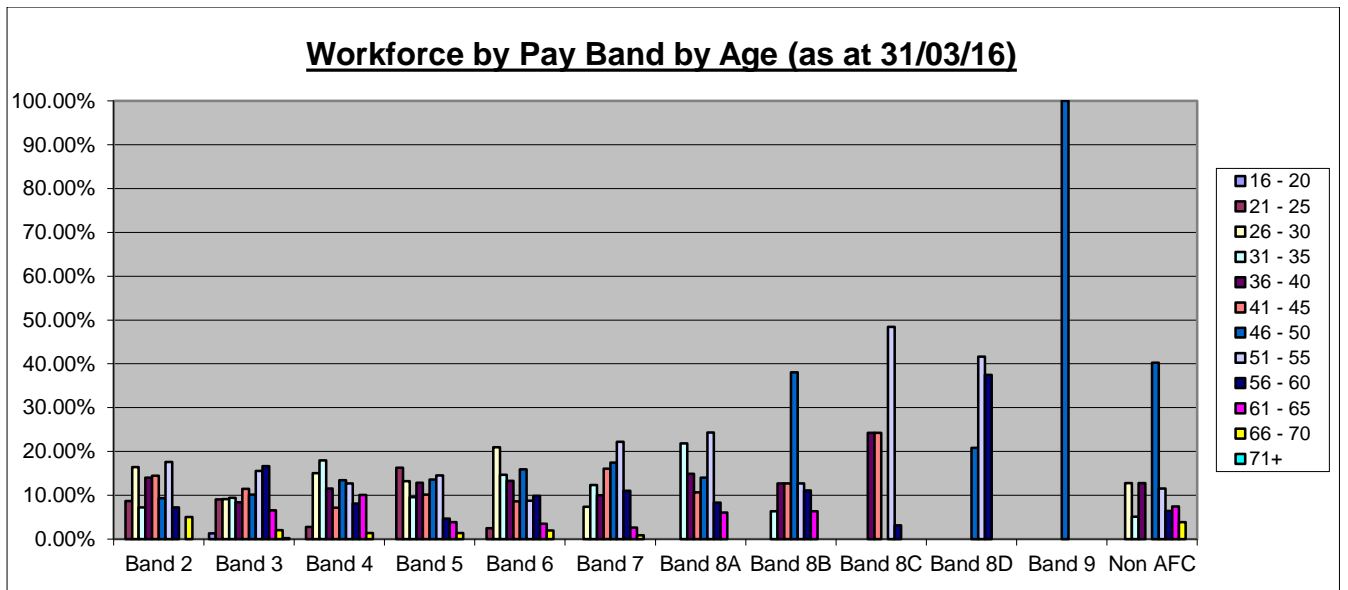
2.1 Age

As of 31 March 2016, the trust employed 861.2 whole time equivalent (wte) staff, of whom 15.52% were under 30 years old; 52.02% are aged between 30 and 50 and 32.46% are aged 50 and over. The trust offers flexible retirement options for staff approaching normal retirement and values the retention of valuable staff experience and knowledge through this approach. Younger workers (under 25) are mostly found in pay bands 2-5 inclusive, with a very small proportion at Band 6.

% of staff in post, workforce data as at 31ST March 2016 by age and pay band

Age	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
16 - 20	0.00%	1.26%	0.00%	0.00%	0.00%	0.00%
21 - 25	8.66%	9.07%	2.74%	16.31%	2.47%	0.00%
26 - 30	16.46%	9.15%	15.01%	13.20%	20.96%	7.38%
31 - 35	7.22%	9.44%	17.97%	9.53%	14.70%	12.33%
36 - 40	14.04%	8.38%	11.51%	12.83%	13.26%	10.02%
41 - 45	14.44%	11.46%	7.11%	10.16%	8.61%	16.05%
46 - 50	9.35%	10.17%	13.43%	13.58%	15.91%	17.48%
51 - 55	17.57%	15.54%	12.66%	14.51%	8.74%	22.20%
56 - 60	7.22%	16.67%	8.10%	4.66%	9.87%	11.00%
61 - 65	0.00%	6.58%	10.09%	3.88%	3.52%	2.64%
66 - 70	5.05%	2.07%	1.37%	1.34%	1.94%	0.90%
71+	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%
Age	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Non AFC
16 - 20	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
21 - 25	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
26 - 30	0.00%	0.00%	0.00%	0.00%	0.00%	12.77%
31 - 35	21.80%	6.35%	0.00%	0.00%	0.00%	5.11%
36 - 40	14.90%	12.70%	24.21%	0.00%	0.00%	12.77%
41 - 45	10.65%	12.70%	24.21%	0.00%	0.00%	0.00%
46 - 50	13.99%	38.10%	0.00%	20.83%	100.00%	40.23%
51 - 55	24.31%	12.70%	48.43%	41.67%	0.00%	11.49%
56 - 60	8.28%	11.11%	3.15%	37.50%	0.00%	6.39%
61 - 65	6.07%	6.35%	0.00%	0.00%	0.00%	7.41%
66 - 70	0.00%	0.00%	0.00%	0.00%	0.00%	3.83%
71+	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Definition: Non AfC: staff on contracts others than Agenda for Change e.g. Directors on VSM and Medical staff.



2.2 Disability

A breakdown of staff disability by pay band is shown below. The trust employs 3.54% of staff who have reported a disability. 65.52% of staff report no disability and the status of 30.94% of the workforce is unknown. With the low reported disability information for all staff, it is difficult to draw statistical inferences for disability workforce data. In the trust's 2015 staff survey, 19% of respondents identified themselves as disabled. Two possible explanations for the difference in data reported at the outset of employment and via the annual staff survey are a) that staff don't wish to disclose their disability during application and appointment process b) they develop a disability whilst in employment or c) they are more comfortable disclosing their disability when established in post.

% of staff in post, workforce data as at 31st March 2016 by disability and pay band

	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
Disabled	0.00%	4.11%	5.21%	2.64%	5.05%	2.50%
Not Disabled	69.86%	66.03%	54.96%	73.96%	68.87%	63.22%
Not Known	30.14%	29.86%	39.84%	23.40%	26.08%	34.28%

	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Non AFC
Disabled	3.86%	0.00%	0.00%	0.00%	0.00%	0.00%
Not Disabled	62.00%	44.44%	24.21%	62.50%	100.00%	51.47%
Not Known	34.13%	55.56%	75.79%	37.50%	0.00%	48.53%

2.3 Race (i.e. ethnicity)

Using census 2011 classifications, 59.98% of our staff reported they are White, and within this figure, 49.91% reported they are White British. The next largest ethnic classification of staff was Asian which comprised 19.08% of the workforce. Black staff formed 9.54% of the workforce. 1.54% of our staff are from a mixed ethnic background. The racial origin of 6.83% of our staff is unknown.

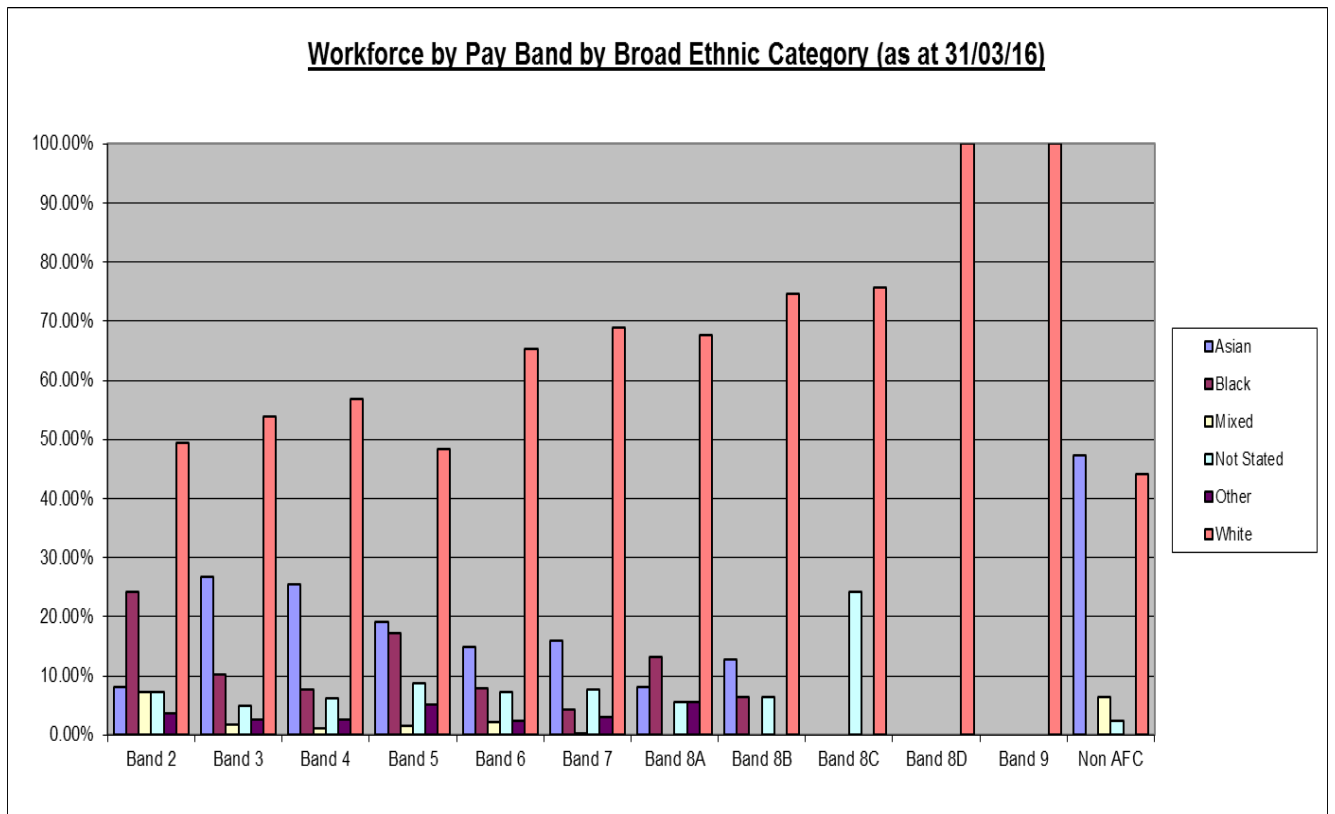
% of staff in post, workforce data as at 31st March 2016 by broad ethnic category and pay band

	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
Asian	8.06%	26.72%	25.53%	19.05%	14.86%	15.98%
Black	24.13%	10.26%	7.77%	17.18%	7.86%	4.28%
Mixed	7.32%	1.69%	1.03%	1.55%	2.15%	0.09%
Not Stated	7.32%	4.97%	6.30%	8.74%	7.26%	7.69%
Other	3.66%	2.53%	2.56%	5.07%	2.47%	2.96%
White	49.51%	53.82%	56.80%	48.42%	65.39%	68.99%

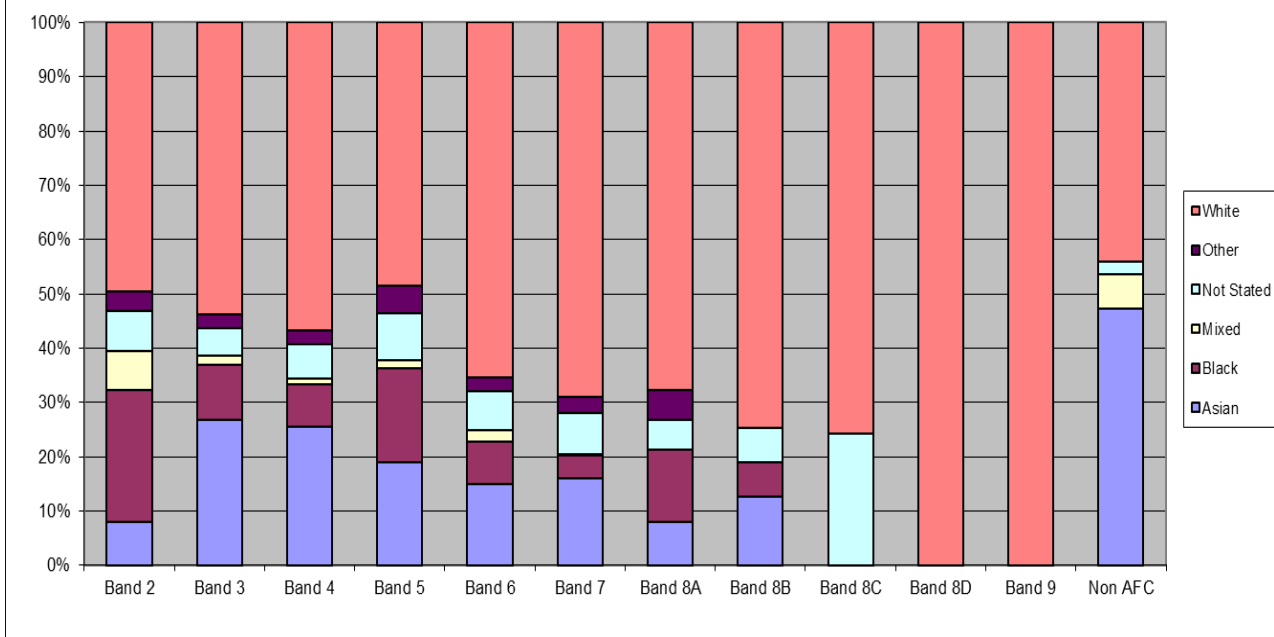
	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Non AFC
Asian	8.00%	12.70%	0.00%	0.00%	0.00%	47.25%
Black	13.25%	6.35%	0.00%	0.00%	0.00%	0.00%
Mixed	0.00%	0.00%	0.00%	0.00%	0.00%	6.39%
Not Stated	5.52%	6.35%	24.21%	0.00%	0.00%	2.30%
Other	5.52%	0.00%	0.00%	0.00%	0.00%	0.00%
White	67.72%	74.60%	75.79%	100.00%	100.00%	44.06%

In common with many NHS organisations, there is a decline in the proportion of BME staff in higher pay bands. These areas are reviewed and monitored through the annual staff survey and progressed through the local and Trust equality and staff survey action plans. Workforce data from 2015 and 2016 is highlighted below and shows a small increase in the numbers of BME staff in Grade 8B: there remains work to be done to achieve an organisation that is reflective of the local population it serves at all organisational levels.

Grade	% BME staff in 2015	% BME staff in 2016
Agenda for Change (AfC) band 1	Not applicable	Not applicable
AfC band 2	36.59%	43.17%
AfC band 3	41.82%	41.21%
AfC band 4	32.46%	36.90%
AfC band 5	50.97%	42.84%
AfC band 6	28.7%	27.35%
AfC band 7	23.19%	23.30%
AfC band 8A	18.44%	10%
AfC band 8B	14.86%	19%
AfC band 8C	0%	0%
AfC band 8D	0%	0%
AfC band 9	0%	0%
VSM	37.04%	0%



Workforce by Pay Band by Broad Ethnic Category (as at 31/03/16)

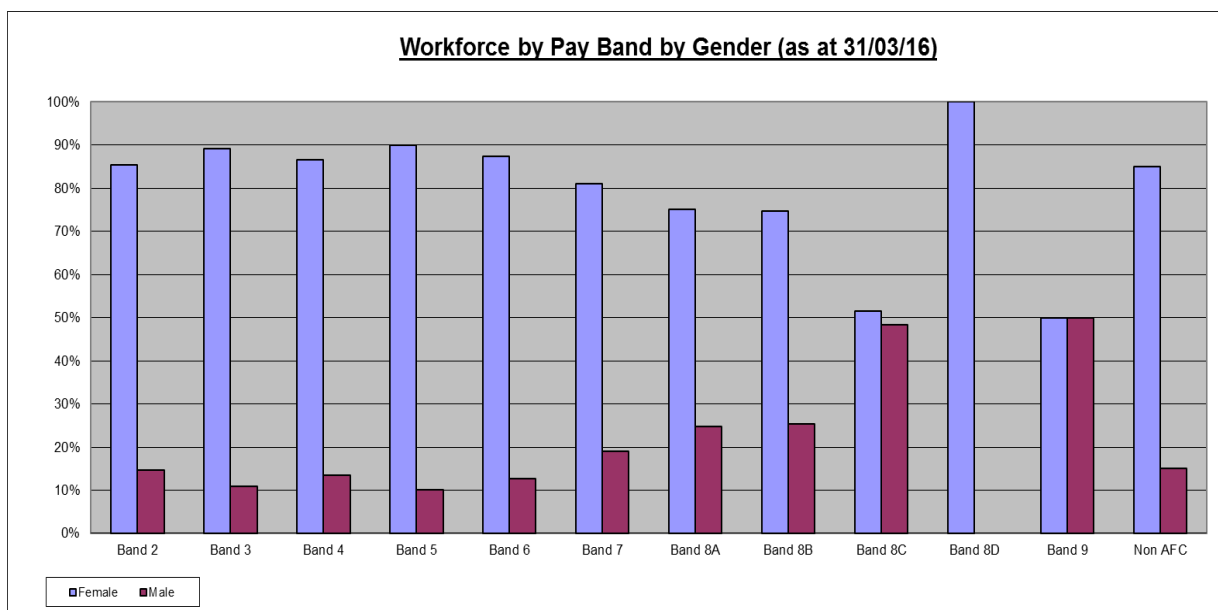


2.4 Gender

As at 31 March 2016, 85.77% of the workforce was female. The proportion of female to male staff across Bands 2-7 is fairly consistent. At Bands 8A-C the proportion changes to illustrate more males at this level than the lower Bands, and there is an almost even split at Band 8C, and Band 9.

% of staff in post, workforce data as at 31st March 2016 by gender and pay band

	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
Female	85.35%	89.10%	86.64%	89.91%	87.39%	80.97%
Male	14.65%	10.90%	13.36%	10.09%	12.61%	19.03%
	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Non AFC
Female	75.17%	74.60%	51.57%	100.00%	50.00%	84.93%
Male	24.83%	25.40%	48.43%	0.00%	50.00%	15.07%



2.5 Religion and belief

The religious or other belief held by almost 37% of staff is not known. It should be noted that staff submit this category themselves. For staff that provided information about their religious beliefs, the following breakdown is available:

% of staff in post, workforce data as at 31st March 2016 by religious or other belief

<u>Atheism</u>	<u>5.12%</u>	<u>Buddhism</u>	<u>0.51%</u>
<u>Christianity</u>	<u>38.22%</u>	<u>Hinduism</u>	<u>6.81%</u>
<u>Islam</u>	<u>3.24%</u>	<u>Jainism</u>	<u>0.20%</u>
<u>Judaism</u>	<u>0.38%</u>	<u>Not known</u>	<u>36.91%</u>
<u>Other</u>	<u>4.95%</u>	<u>Sikhism</u>	<u>3.66%</u>

2.6 Sexual orientation

Just under two-thirds of staff provided information on their sexual orientation. Almost 65% declared they are heterosexual; less than 1% of staff declared themselves as either bisexual, gay or a lesbian; and for 34% of staff, their sexual orientation is unknown. Other than 65% reported as heterosexual, with 34% reporting as unknown it is difficult to draw further statistical inferences from the data.

% of staff in post, workforce data as at 31st March by sexual orientation

<u>Sexual orientation</u>	<u>% of workforce</u>
<u>Bisexual</u>	<u>0.52%</u>
<u>Gay</u>	<u>0.56%</u>
<u>Heterosexual</u>	<u>64.79%</u>
<u>Lesbian</u>	<u>0.00%</u>
<u>Unknown</u>	<u>34.13%</u>

2.7 Pregnancy and Maternity

During the period 31 March 2015 to 31 March 2016, 53 staff took maternity leave. The age band and broad ethnic category for staff going on maternity leave is highlighted below:

Age band	% staff on maternity leave
21-25	4.39%
26-30	50.18%
31-35	32.92%
36-40	10.32%
41-45	2.19%

Broad Ethnic Category	% of staff on maternity leave
Asian	10.97%
Black	4.17%
Mixed	0.00%
Not Stated	3.51%
White	81.34%

2.8 % part time workers – flexible working

The percentage headcount of staff that are employed part-time by the trust (i.e. are less than 1 WTE) is 43.85%. These part-time staff can be further disaggregated, as shown below:

By Age:

Age Band	% of Part Timers
16 - 20	0.22%
21 - 25	1.33%
26 - 30	6.00%
31 - 35	9.56%
36 - 40	12.22%
41 - 45	14.22%
46 - 50	14.00%
51 - 55	15.11%
56 - 60	14.67%
61 - 65	8.89%
66 - 70	3.56%
71+	0.22%

By Disability:

Declared Status	% of Part Timers
Disabled	2.00%
Not Disabled	64.44%
Not Known	33.56%

By Broad Ethnic Category:

Broad Ethnic Category	% of Part Timers
Asian	13.56%
Black	8.22%
Mixed	2.44%
Not Staed	7.33%
Other	2.00%
White	66.44%

By Gender:

Declared Status	% of Part Timers
Female	94.89%
Male	5.11%

2.9 Leavers

250 staff left the Trust's employment during the period 1st April 2015 to 31st March 2016. There were also an additional 62 leavers that left the Trust under TUPE arrangements.

By Age:

Age Band	% of staff leaving the Trust
16 - 20	0.00%
21 - 25	9.35%
26 - 30	20.56%
31 - 35	13.60%
36 - 40	11.36%
41 - 45	10.08%
46 - 50	12.83%
51 - 55	6.20%
56 - 60	7.31%
61 - 65	6.66%
66 - 70	2.05%
71+	0.00%

By Disability:

Declared Status	% of staff leaving the Trust
Disabled	3.58%
Not Disabled	74.36%
Not Known	22.06%

By Broad Ethnic Category:

Broad Ethnic Category	% of staff leaving the Trust
Asian	17.60%
Black	13.21%
Mixed	3.29%
Not Staed	1.97%
Other	2.42%
White	61.51%

By Gender:

Declared Status	% of staff leaving the Trust
Female	84.23%
Male	15.77%

Length of Service

Note: In all tables NSDR = No service start date recorded on ESR

By Age Band:

Length of Service	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45
0 - 5	100.00%	93.62%	79.26%	54.76%	36.41%	28.71%
6 - 10	0.00%	0.00%	11.60%	27.70%	22.28%	24.75%
11 - 15	0.00%	0.00%	0.00%	9.90%	21.54%	19.13%
16 - 20	0.00%	0.00%	0.00%	0.96%	3.78%	10.22%
21 - 25	0.00%	0.00%	0.00%	0.00%	0.00%	4.63%
26 - 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
31 - 35	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
36 - 40	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
> 40	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NSDR	0.00%	6.38%	9.14%	6.68%	15.99%	12.57%

Length of Service	46 - 50	51 - 55	56 - 60	61 - 65	66 - 70	70+
0 - 5	27.26%	27.48%	19.51%	8.86%	1.94%	0.00%
6 - 10	19.98%	15.69%	18.71%	14.82%	20.29%	0.00%
11 - 15	24.77%	19.61%	24.63%	24.69%	12.83%	0.00%
16 - 20	8.85%	15.84%	14.58%	13.32%	17.49%	100.00%
21 - 25	6.80%	4.36%	11.75%	12.65%	0.00%	0.00%
26 - 30	9.27%	3.48%	7.56%	17.59%	13.76%	0.00%
31 - 35	0.00%	5.93%	2.49%	0.67%	12.90%	0.00%
36 - 40	0.00%	1.68%	0.00%	4.93%	10.97%	0.00%
> 40	0.00%	0.00%	0.00%	1.48%	5.52%	0.00%
NSDR	3.07%	5.94%	0.76%	0.99%	4.30%	0.00%

By Disability:

Length of Service	Disabled	Not Disabled	Not Known
0 - 5	31.53%	45.51%	28.95%
6 - 10	26.93%	20.16%	13.98%
11 - 15	25.12%	13.55%	21.80%
16 - 20	3.28%	6.43%	11.74%
21 - 25	0.00%	3.47%	5.75%
26 - 30	3.28%	2.81%	5.92%
31 - 35	0.00%	0.97%	2.54%
36 - 40	0.00%	0.50%	1.11%
> 40	0.00%	0.17%	0.15%
NSDR	9.85%	6.43%	8.07%

By Broad Ethnic Category:

Length of Service	Asian	Black	Mixed	Not Stated	Other	White
0 - 5	47.68%	45.05%	50.79%	53.90%	33.29%	35.05%
6 - 10	17.11%	21.13%	3.76%	10.27%	13.44%	20.08%
11 - 15	15.97%	17.83%	22.57%	6.75%	35.41%	16.47%
16 - 20	4.44%	2.00%	3.61%	4.92%	10.75%	10.35%
21 - 25	3.12%	1.59%	10.53%	0.61%	0.00%	5.17%
26 - 30	2.26%	2.69%	1.20%	4.42%	1.23%	4.58%
31 - 35	0.00%	0.00%	0.00%	0.46%	0.00%	2.32%
36 - 40	1.70%	0.00%	0.00%	1.09%	2.04%	0.35%
> 40	0.59%	0.00%	0.00%	0.00%	0.00%	0.08%
NSDR	7.13%	9.71%	7.52%	17.57%	3.84%	5.57%

By Religious Belief:

Length of Service	Atheism	Buddhism	Christianity	Hinduism	IDNWTDMRB	Islam
0 - 5	45.79%	31.82%	37.07%	58.91%	33.70%	38.23%
6 - 10	18.82%	22.73%	22.19%	11.60%	16.98%	26.91%
11 - 15	13.72%	22.73%	16.46%	10.95%	19.65%	25.55%
16 - 20	5.35%	22.73%	7.62%	4.55%	10.89%	0.00%
21 - 25	2.27%	0.00%	3.79%	1.36%	6.14%	5.73%
26 - 30	2.27%	0.00%	4.48%	1.71%	5.16%	0.00%
31 - 35	0.00%	0.00%	1.62%	0.00%	1.26%	0.00%
36 - 40	0.00%	0.00%	0.65%	0.00%	1.24%	0.00%
> 40	0.00%	0.00%	0.00%	1.02%	0.23%	0.00%
NSDR	11.79%	0.00%	6.12%	9.89%	4.74%	3.58%

NOTE: IDNWTDMRB = I Do Not Want To Disclose My Religious Belief

Length of Service	Jainism	Judaism	Not Stated	Other	Sikhism
0 - 5	40.83%	0.00%	40.75%	51.89%	44.18%
6 - 10	59.17%	0.00%	13.86%	11.23%	24.12%
11 - 15	0.00%	30.49%	14.76%	17.53%	12.57%
16 - 20	0.00%	24.39%	9.40%	6.37%	5.17%
21 - 25	0.00%	0.00%	3.03%	4.64%	7.20%
26 - 30	0.00%	0.00%	3.62%	1.62%	3.59%
31 - 35	0.00%	26.83%	1.95%	2.34%	0.00%
36 - 40	0.00%	0.00%	0.65%	1.41%	0.00%
> 40	0.00%	0.00%	0.26%	0.00%	0.00%
NSDR	0.00%	18.29%	11.72%	2.98%	3.17%

By Gender:

Length of Service	Female	Male
0 - 5	38.66%	47.27%
6 - 10	18.30%	19.62%
11 - 15	16.61%	15.92%
16 - 20	8.38%	5.47%
21 - 25	4.40%	1.93%
26 - 30	4.15%	1.63%
31 - 35	1.66%	0.00%
36 - 40	0.78%	0.00%
> 40	0.19%	0.00%
NSDR	6.87%	8.16%

By Sexual Orientation:

Length of Service	Bisexual	Gay	Heterosexual	IDNWTDMO	Lesbian	Unknown
0 - 5	77.48%	79.17%	42.67%	25.17%	0.00%	41.02%
6 - 10	0.00%	0.00%	20.20%	18.56%	0.00%	13.29%
11 - 15	22.52%	0.00%	16.37%	19.21%	0.00%	14.85%
16 - 20	0.00%	20.83%	6.73%	11.01%	0.00%	9.46%
21 - 25	0.00%	0.00%	2.89%	9.96%	0.00%	3.05%
26 - 30	0.00%	0.00%	2.79%	8.12%	0.00%	3.65%
31 - 35	0.00%	0.00%	1.29%	1.46%	0.00%	1.96%
36 - 40	0.00%	0.00%	0.49%	1.44%	0.00%	0.66%
> 40	0.00%	0.00%	0.11%	0.26%	0.00%	0.26%
NSDR	0.00%	0.00%	6.45%	4.81%	0.00%	11.80%

NOTE: IDNWTDMO = I Do Not Want To Disclose My Sexual Orientation

3.0 Employee Relations data

In the year ending 2015/16 12 employees were subject to a formal disciplinary process or had a grievance raised against them; these figures include bullying and harassment cases. Of these 12 cases 42% were White British, 25% were Black British, 16.5% were other ethnic group and 16.5% Asian British. 83% of the cases investigated were female and 8% had a known disability.

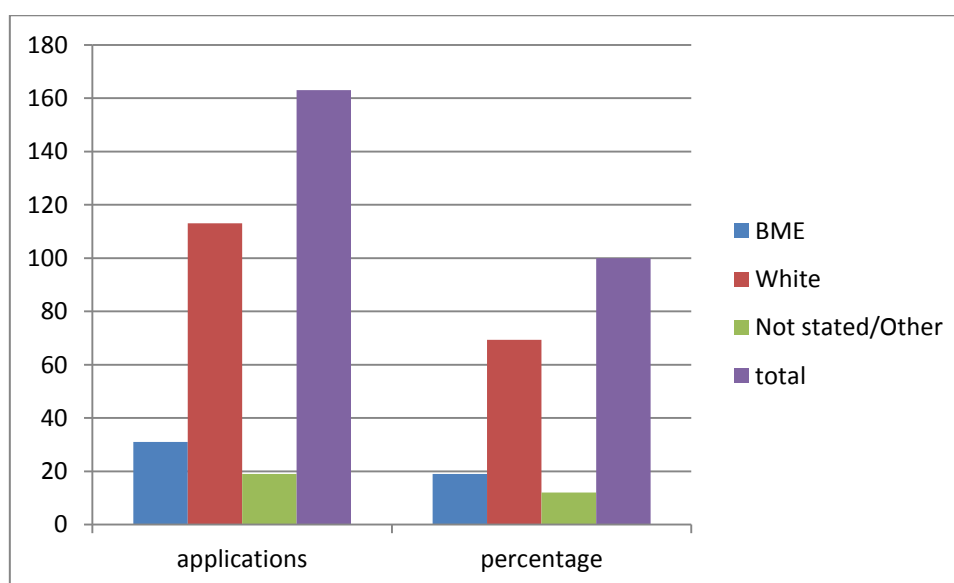
Age range	%
16- 20yrs	0%
21-30yrs	0%
31-40yrs	41%
41-50yrs	16%
51 – 60yrs	32%
60yrs +	8%

There were only 2 cases that resulted in a formal sickness process in the last year; this number is so low, it is of no value to further report.

4.0 Training Applications

163 applications for support for training were received between 1st April 2015 and 31st March 2016. This data shows the proportion of applications for training support broken down by ethnicity. It illustrates that the percentage of training applications received by staff who class themselves as white (69%) is slightly higher than the proportion of employees throughout the whole trust who class themselves in the same way (60%).

staff group	applications	%
BME	31	19
White	113	69
Not stated/Other	19	12
Total	163	100

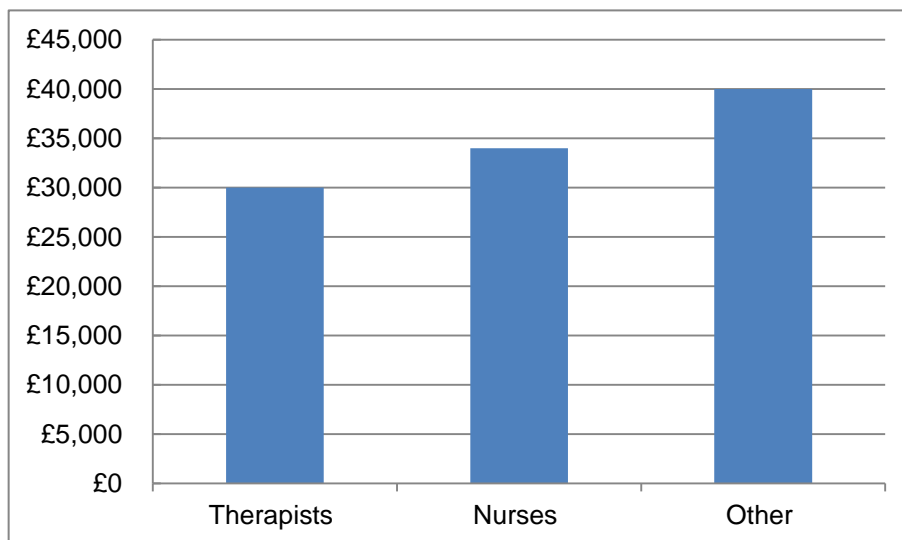


- 12.26% of applications (20) were from male employees compared to applications from female employees at 87.73% (143); this is slightly higher in favour of female applicants compared to the Trust demographics
- Only three applicants have disclosed a disability, slightly less proportionally than those employees who declare they have a disability although of low statistical value.
- Sexual orientation: 53.98% of applications (88) were received from employees who class themselves as heterosexuals; 33 were undisclosed (20.24%); and 23 undefined (14.11%); as this includes a high proportion of undefined / undisclosed status it cannot be used to draw any conclusions.
- Applications defined by Religious beliefs:
Atheism - 10 (6.13%); Christianity - 49 (30.06%); I do not wish to disclose – 43 (26.38%); Judaism – 2 (1.22%); Undefined – 23 (14.11%); Buddhism – 2 (1.22%); Hinduism - 9 (5.52%); Islam – 2 (1.22%). This is broadly representative of the workforce demographic
- Applications defined by Marriage or Civil Partnership:
Married - 92 (56.44%); Divorced - 5 (3.06%); Single – 53 (32.51%); Widowed – 1(0.61%); blank – 6 & unknown – 6 (7.36%)
- Applications defined by Age:
20-30 years - 28 (17.17%); 30-40 years – 41 (25.15%); 40-50 years – 53 (32.51%); 50-60 years - 45 (27.61%); 60+ years – 3 (1.84%). This is broadly representative of the workforce demographic although uses different age ranges.

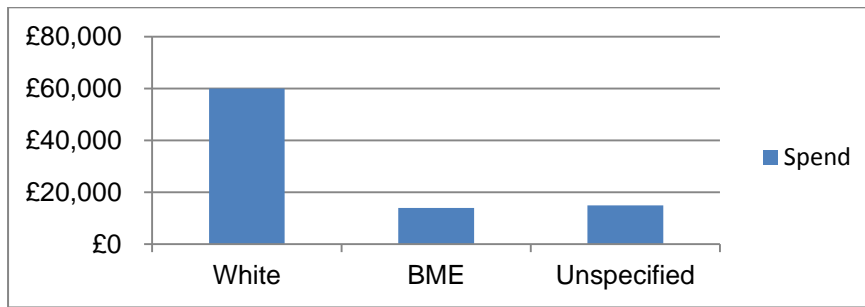
Training spend

HRCH spent £103,694 in April 2015 from our HEE allocated Continuous Professional Development funding. The statistics below relate to individual applications for training. Most of this funding goes on higher bands studying at Universities, or on external specialist courses and many of these have a clinical focus.

Expenditure by staff occupational group



Expenditure by broad ethnic background



Appendix A: 2015/16 Recruitment data

Appendix B: 2015/16 Patient contacts

Appendix C: 2015/16 Quality priorities

Appendix D: 2015/16 Complaints by diversity