

Quantitative equality analysis of the Arden & Greater East Midlands CSU workforce at November 2015

THIS REPORT HAS BEEN REDACTED FOR PUBLICATION

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Introduction

This document presents a quantitative equality analysis of the workforce of NHS Arden and Greater East Midlands Commissioning Support Unit (Arden & GEM CSU). The aim of the analysis is to provide information and evidence in order to inform decision-making and workforce planning from an equality perspective. The analysis will also contribute towards the publication of equality information on Arden & GEM CSU's workforce in line the provisions set out in the Equality Act 2010. An overview of the Equality Act 2010, the public sector equality duty, and the specific duty to publish equality information is given below. This report also considers Arden & GEM CSU's ability to report against the Workforce Race Equality Standard (WRES); the WRES is not mandatory for CSU's at the time of writing this report.

The Equality Act 2010 and the public sector equality duty

The Equality Act 2010 describes a 'public sector equality duty' (section 149). The 'public sector equality duty' applies to listed public authorities and others who exercise public functions.

Section 149 of the Equality Act 2010, the public sector equality duty:

- (1) A public authority must, in the exercise of its functions, have due regard to the need to—
 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
 - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The public sector equality duty covers people across nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership*; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. (Marriage or civil partnership status is only covered by the first aim of the public sector equality duty, to have due regard to the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.)

The publication of equality information

Listed public authorities must publish information to demonstrate compliance with the duty imposed by section 149(1) of the Act, at least annually. The information that a listed public authority publishes in compliance with paragraph (1) must include, in particular, information relating to persons who share a relevant protected characteristic who are—

- (a) its employees;
- (b) other persons affected by its policies and practices.

Only listed public authorities with 150 or more employees need publish information on their workforce.

The Equality and Human Rights Commission's technical guidance on the public sector equality duty for England (August 2014) suggests that the types of information that listed public authorities could publish regarding employees include¹:

- The profile of staff at different grades, levels and rates of pay, including any patterns of occupational segregation and part-time work.
- The profile of staff at different stages of the employment relationship, including recruitment, training, promotion, and leavers, and the numbers of complaints of discrimination and other prohibited conduct.
- Details of, and feedback from, any engagement exercises with staff or trade unions.
- Any records of how it has had due regard in making workforce decisions, including any assessments of impact undertaken and the evidence used.

The present report addresses the first two bullet points above, using quantitative information about the equality profile of Arden & GEM CSU's workforce.

The Workforce Race Equality Standard

NHS England has required that NHS providers report against the Workforce Race Equality Standard (WRES), based on the prior financial year, from 1st July 2015, with the next round of reports expected 1st May 2016. CCGs will be required to demonstrate "due regard" to the WRES, based on the prior financial year, from 1st May 2016. There is no specific requirement for CSUs to report against the WRES. A scoping exercise of Arden & GEM CSU's ability to report against the WRES was undertaken as this may help Arden & GEM CSU to better support CCGs in producing their own WRES, whilst preempting the possibility that CSUs may be required to report against the WRES at some point in the future. The present report considers Arden & GEM CSU's ability to report against the WRES and, where accurate reporting is not possible, steps are suggested that might be taken to facilitate the production of a complete and accurate WRES report.

¹ Equality and Human Rights Commission: Equality Act 2010 Technical Guidance on the Public Sector Equality Duty England (August 2014), page 70, paragraph 6.13

The WRES report covers nine indicators:

Workforce Indicators

1. Percentage of BME staff in Bands 8-9, and amongst Very Senior Managers (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce
2. Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts
3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (based on data from a two year rolling average of the current year and the previous year)
4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff

Staff Survey Indicators

5. KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6. KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. KF 27. Percentage believing that their organisation provides equal opportunities for career progression or promotion
8. Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues

Boards

9. Boards are expected to be broadly representative of the population they serve.

The anonymisation of information about employees within this report

This version of the report has been redacted and edited to allow publication on a publically accessible website. The report contains counts of numbers of employees, analysed in several contingency tables, by their protected characteristics (e.g., age group, gender) and a domain of interest relating to their employment (e.g., pay band, occupational group). The use of these contingency tables to produce aggregated summaries of employee counts has the effect of anonymising much of the information and protecting the identities of individual employees. However, some analyses contain very small counts of employees in some groups, especially when broken down by certain domains of interest. Such small counts could be used to identify individual employees, even after aggregation. Consequently, these small counts might be considered personal information that is protected by the Data Protection Act 1998 and other legislation. Where there is a risk that individuals could be identified from a small count, these counts have been redacted from the contingency tables. Where the redacted count can be deduced from other counts in a contingency table, these other counts have been redacted as well. In the present report, as a start point for the anonymisation process, counts below 10 have been redacted to mitigate the risk that individuals might be identifiable. The anonymisation process has followed guidance issued by the Information Commissioner's Office².

² Information Commissioner's Office: Anonymisation: managing data protection risk code of practice (November 2012)

Main findings

For quick reference, a table is provided that highlights those areas where there have been statistically significant deviations from proportional representation (in numerical terms) for one or more protected characteristic subgroups (Table 1; the table includes hyperlinks to each table of analysis, for each protected characteristic in each area). A table that highlights those areas of the WRES where an equality issue has been indicated is also included (Table 2).

Data quality and missing data

- There were high levels of missing data for the protected characteristics of disability, religion or belief, and sexual orientation across the workforce. There were also moderate levels of missing data regarding ethnicity. Additionally, there were high levels of missing data for workforce leavers, for the protected characteristics of disability, ethnicity, religion or belief, and sexual orientation. Given the possibility of bias in the distribution of these missing values, analyses of these protected characteristics should be regarded as potentially flawed and should be interpreted with caution. Data quality for these protected characteristics varied by pay band, occupational group, and base location, please refer to the summary of all significant findings for further details.
- Missing data codes recorded in the Electronic Staff Record indicate that the vast majority of missing data relate to employees choosing not to disclose certain information. Through a survey or focus groups, it may be possible to discover common themes regarding why some employees wish to withhold this information (for example, some staff members may have concerns about confidentiality or how the data might be used). It might then be possible to address these concerns. Once any concerns have been addressed, employees could then be asked to update and complete their equality monitoring information held on the Electronic Staff Record. Improving data quality for ethnicity will facilitate greater accuracy in reporting against the WRES.
- A further caveat to the present analysis is that being on maternity or adoption leave was used as a proxy for the protected characteristic of pregnancy and maternity. However, this way of measuring pregnancy and maternity does not capture those women who are not on maternity or adoption leave, but who are pregnant. It may be possible to address this issue by putting in place a system to record information on pregnancy within the workforce, for those who wish to disclose the information.
- Given the sensitive nature of information on the protected characteristic of gender reassignment, and related legal protections, figures on this topic are not included in analyses for publication. Policies and procedures are in place to address equality and transgender issues in the workforce.
- Recruitment data on appointees appear unreliable. Recruitment data on applicants, shortlisting, and appointees were obtained from NHS Jobs 2. However, for the period 1st April 2015 to 11th November 2015, NHS Jobs 2 recorded that just 42 people had been appointed; a figure known to be an underestimate and which suggests that NHS Jobs 2 was not always being used to record appointments. Consequently, counts of new starters for the period were used in lieu of robust information on appointments; however, this

method is flawed as it does not follow through recruitment for the same posts covered by the NHS Jobs 2 data. In order to obtain robust equality information on the recruitment process, there is a need to ensure that information on NHS Jobs 2 is completed for the entire recruitment process to include the identification of the appointee; this measure will also facilitate accurate reporting against the recruitment indicator of the Workforce Race Equality Standard.

Age

Younger people were underrepresented in the workforce and, in recruitment, were less likely to be shortlisted

- Broadly, younger people (aged 34 years old and under) were underrepresented in the workforce when compared to the local working age population (overall, and especially in Coventry and Warwickshire, Derby and Derbyshire, and in Northamptonshire). Simultaneously, in recruitment, younger people were underrepresented amongst those shortlisted.
- Future equality initiatives might consider developing a workforce that is more representative of the local working age population in terms of age profile. This may involve investigating whether the recruitment process is equitable with regard to age.

Disability

Disabled employees were overrepresented at lower pay bands

- Staff who were Disabled were overrepresented at the Apprentice Grade and Bands 2 to 4.
- Future equality initiatives might consider whether disabled people have the same opportunities as others to develop within the workforce.

Ethnicity

In recruitment, BME people were less likely to be shortlisted and less likely to be appointed

- Broadly, BME people were proportionally represented within the workforce compared to representations in the local population, and BME people were proportionally represented amongst senior managers. However, in recruitment, BME people were underrepresented at shortlisting and amongst new starters.
- Follow-up work might examine the recruitment process with regard to the equitable treatment of applicants by ethnicity.

BME people were less likely to undertake non-mandatory training

- BME employees were less likely than White employees to undertake non-mandatory training (although career development would appear to be equitable as BME people were proportionally represented amongst those promoted and at higher pay bands).
- This may reflect occupational segregation within the workforce and differing mandatory and non-mandatory training requirements by job role (BME people were underrepresented in the Nursing and Midwifery Registered occupational group). Follow-up work might examine whether there are specific barriers to accessing non-mandatory training for BME employees.

Gender

Men were underrepresented in the workforce and, in recruitment, were less likely to apply for a post or to be shortlisted

- Overall, men were underrepresented within the workforce, compared to their level of representation in the local working age population. Simultaneously, in recruitment, men were underrepresented amongst applicants and those shortlisted.
- Future equality initiatives might consider developing a workforce that is more representative of the local working age population in terms of gender composition, both overall and across occupational groups. As part of achieving this goal, it is recommended to investigate whether the recruitment process is equitable with regard to gender.

Women were underrepresented at higher pay bands

- Women were underrepresented and men were overrepresented at higher pay bands.
- Future equality initiatives might consider whether women have the same opportunities as men to develop within the workforce.

Part-time working

- Younger people, BME people, men, and single people were less likely to work part-time.
- This finding might reflect differing needs for part-time or flexible working amongst different groups of people. However, it is recommended to investigate whether flexible and part-time working is made available to all staff, where possible, and that all requests for flexible working are considered in a fair manner.

The Workforce Race Equality Standard

- At 2nd November 2015, Arden & GEM CSU was able to report against four of the nine Workforce Race Equality Standard (WRES) indicators.
- In order to report accurately against all WRES indicators there is a need to improve the completeness and quality of information held on appointees in the recruitment process (see the section on data quality, above). There is also a need to survey staff on the topics of their experience of harassment, bullying or abuse from patients, relatives or the public, their experience of harassment, bullying or abuse from staff, their opinion of equal opportunities for career progression or promotion within the organisation, and their experience of discrimination at work from staff. The proportion of staff disclosing their ethnicity on the electronic staff record also needs to be increased to facilitate more accurate reporting.
- The WRES indicated potential equality issues:
 - BME people were less likely to be appointed from shortlisting when compared to White people (although this analysis relied on a consideration of “new starters” due to a lack of reliable information on appointees, as mentioned above);
 - BME people were underrepresented on the board relative to their representation in the population they serve.

Overview of the report

Structure

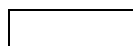

- A quantitative equality analysis of Arden & GEM CSU's substantive workforce at 2nd November 2015 was undertaken. The structure of the workforce was considered in terms of the protected characteristics detailed in the Equality Act 2010 (where data were available), and across employment domains highlighted in the Equality and Human Rights Commission's Equality Act 2010 Technical Guidance on the Public Sector Equality Duty for England (published August 2014).
- Data were available to varying extents for the protected characteristics of age, disability, ethnicity, gender, marital status, pregnancy and maternity (using maternity or adoption leave as a proxy), religion or belief, and sexual orientation. Analyses of ethnicity took two forms, one adopted the ethnicity categories defined by the Workforce Race Equality Standard (WRES), and a further considered a more detailed breakdown of ethnic subgroups. Similar simplistic and detailed analyses were also undertaken for religion or belief. Information on gender reassignment was not recorded in the Electronic Staff Record.
- Initially, the question "How well does Arden & GEM CSU's workforce reflect the population that it serves?" was addressed. Underrepresentation or overrepresentation of protected characteristic subgroups was assessed relative to their representations in the working age population of the wider area covered by Arden & GEM CSU, based on its office locations (Coventry and Warwickshire, Derbyshire, Essex, Leicestershire and Rutland, Lincolnshire, Milton Keynes, Nottinghamshire, Northamptonshire, Worcestershire). Also, Arden & GEM CSU locations with more than 100 employees were compared against their local populations (Coventry and Warwickshire, Derby and Derbyshire, Leicester, Leicestershire and Rutland, Lincolnshire, Northamptonshire).
- Then the equality profiles of the internal structure of the workforce were considered. Underrepresentation or overrepresentation of protected characteristic subgroups was assessed within working patterns (part-time or full-time), pay bands, and occupational groups, relative to their representations in the workforce as a whole.
- The equality profile of Arden & GEM CSU's recruitment process was analysed to assess equity of representation for each protected characteristic subgroup. At the application stage, underrepresentation or overrepresentation of protected characteristic subgroups amongst applicants was assessed relative to their representations in the working age population of the local area (Coventry and Warwickshire, Derbyshire, Essex, Leicestershire and Rutland, Lincolnshire, Milton Keynes, Nottinghamshire, Northamptonshire, Worcestershire). At the short listing stage, underrepresentation or overrepresentation of protected characteristic subgroups amongst those shortlisted was assessed relative to their representations amongst those who applied but who were not shortlisted. At the appointment stage, underrepresentation or overrepresentation of protected characteristic subgroups amongst new starters was assessed relative to their representations amongst those who were shortlisted less new starters. The point of reference for comparison was adjusted at each stage of the recruitment process in order to allow the stage of recruitment at which any overrepresentation or underrepresentation occurred to be identified.

- Next the equality profiles of the uptake of non-mandatory training, promotions, flexible working, and employee relations (complaints of bullying and harassment, disciplinary cases, capability cases, grievances) were each considered sequentially. Within each domain, underrepresentation or overrepresentation of the protected characteristic subgroups was assessed relative to their representations in the workforce as a whole.
- With respect to workforce leavers, underrepresentation or overrepresentation of the protected characteristic subgroups amongst leavers was assessed relative to their representations in the workforce as a whole. Additionally, underrepresentation or overrepresentation of the protected characteristic subgroups was assessed for each reason for leaving, relative to their representations amongst all leavers considered together.
- An additional section assessed Arden & GEM CSU's ability to report against the Workforce Race Equality Standard (WRES).
- In the appendix to the report, data quality was analysed, and the influence of missing data on the interpretation of the findings of the analyses was discussed.
- For quick reference, a table is provided that highlights those areas where there have been statistically significant deviations from proportional representation (in numerical terms) for one or more protected characteristic subgroups (Table 1; the table includes hyperlinks to each table of analysis, for each protected characteristic in each area). A table that highlights those areas of the WRES where an equality issue has been indicated is also included (Table 2).

Findings summary tables

Table 1: Significant deviations from proportional representation (including hyperlinked table references)

Domain	Age	Disability	Ethnicity (WRES)	Ethnicity (detailed)	Gender	Marital Status	Pregnancy / Maternity	Religion or Belief (simple)	Religion or Belief (detailed)	Sexual Orientation
Comparisons vs local, working age population overall	Table 6	Table 7	Table 8	Table 8	Table 9	Table 10		Table 11	Table 11	Table 12
in Coventry and Warwickshire	Table 13	Table 14	Table 15	Table 15	Table 16	Table 17		Table 18	Table 18	Table 19
in Derby and Derbyshire	Table 20	Table 21	Table 22	Table 22	Table 23	Table 24		Table 25	Table 25	Table 26
in Leicester, Leicestershire, and Rutland	Table 27	Table 28	Table 29	Table 29	Table 30	Table 31		Table 32	Table 32	Table 33
in Lincolnshire	Table 34	Table 35	Table 36	Table 36	Table 37	Table 38		Table 39	Table 39	Table 40
in Northamptonshire	Table 41	Table 42	Table 43	Table 43	Table 44	Table 45		Table 46	Table 46	Table 47
Working pattern (full-time or part-time)	Table 48	Table 49	Table 50	Table 50	Table 51	Table 52	Table 53	Table 54	Table 54	Table 55
Pay Band	Table 56	Table 57	Table 58	Table 58	Table 59	Table 60	Table 61	Table 62	Table 62	Table 63
Occupational Group	Table 64	Table 65	Table 66	Table 66	Table 67	Table 68	Table 69	Table 70	Table 70	Table 71
Recruitment: Application stage	Table 72	Table 73	Table 74	Table 74	Table 75	Table 76		Table 77	Table 77	Table 78
Shortlisting stage	Table 72	Table 73	Table 74	Table 74	Table 75	Table 76		Table 77	Table 77	Table 78
New starters	Table 72	Table 73	Table 74	Table 74	Table 75	Table 76		Table 77	Table 77	Table 78
Non-mandatory training	Table 79	Table 80	Table 81	Table 81	Table 82	Table 83	Table 84	Table 85	Table 85	Table 86
Promotions	Table 87	Table 88	Table 89	Table 89	Table 90	Table 91	Table 92	Table 93	Table 93	Table 94
Employee relations	Table 95	Table 96	Table 97		Table 98	Table 99	Table 100	Table 101		Table 102
Leavers	Table 103	Table 105	Table 107	Table 107	Table 109	Table 111		Table 113	Table 113	Table 115
Leaving reasons	Table 104	Table 106	Table 108	Table 108	Table 110	Table 112		Table 114	Table 114	Table 116

 Proportional numerical representation
 No information / not applicable / numbers too low



 Any significant numerical deviation from proportional representation
 Potential priority equality issue (featured in the main findings)

Table 2: Areas where the Workforce Race Equality Standard has indicated an equality issue

WRES Domain	Table
1. Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	Table 117
2. Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts	Table 118
3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (based on data from a two year rolling average of the current year and the previous year)	Table 119
4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff	Table 120
5. KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	
6. KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	
7. KF 27. Percentage believing that their organisation provides equal opportunities for career progression or promotion	
8. Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	
9. Boards are expected to be broadly representative of the population they serve.	Table 121

■	Potential equality issue
■	No equality issue detected
■	No information

Key to interpreting the tables of overrepresentation and underrepresentation

Colour coding within the tables of overrepresentation and underrepresentation

Overrepresentation or underrepresentation in the groups of interest were assessed relative to the reference group (using a Chi-Squared Test or Fisher's Exact Test, followed by a *post-hoc* analysis of standardised residuals with the Bonferroni correction applied). The categorised degree of overrepresentation or underrepresentation (small, medium or large) follows the conventions applied in the social sciences (and was based on the size of the standardised residual) (Table 3). Only groups where overrepresentation or underrepresentation was identified as statistically significant were highlighted, otherwise the group was considered proportionally represented.

Table 3: Key to interpreting the colour coding of overrepresentation and underrepresentation in the tables of analysis

	Reference benchmark against which overrepresentation or underrepresentation is evaluated
	A group that is overrepresented to a significant, large degree when compared to its level of representation in the reference benchmark
	A group that is overrepresented to a significant, medium degree when compared to its level of representation in the reference benchmark
	A group that is overrepresented to a significant, small degree when compared to its level of representation in the reference benchmark
	A group that is proportionately represented when compared to its level of representation in the reference benchmark
	A group that is underrepresented to a significant, small degree when compared to its level of representation in the reference benchmark
	A group that is underrepresented to a significant, medium degree when compared to its level of representation in the reference benchmark
	A group that is underrepresented to a significant, large degree when compared to its level of representation in the reference benchmark

Reading the tables of overrepresentation and underrepresentation

In the example given in Table 4, the reference group is an organisation's overall workforce profile analysed by gender. The groups of interest are the organisation's full-time workforce and the organisation's part-time workforce, each analysed by gender. The colour coding in the table indicates that, compared to the organisation's overall workforce gender profile, amongst full-time staff women are underrepresented to a small degree and men are overrepresented to a small degree, whilst amongst part-time staff women are overrepresented to a medium degree and men are underrepresented to a medium degree. For instance, women comprise 67.8% of the overall workforce (the benchmark), 60.0% of the full-time workforce (significantly lower than the benchmark to a small degree) and 95.2% of the part-time workforce (significantly higher than the benchmark to a medium degree).

Table 4: Example table involving overrepresentation and underrepresentation

Gender	Working Pattern					
	Organisation Overall		Full-time		Part-time	
Female	579	67.80%	399	60.00%	180	95.24%
Male	275	32.20%	266	40.00%	9	4.76%
Total	854	100.00%	665	100.00%	189	100.00%

In the example given in Table 5, the reference group is the organisation's overall workforce profile analysed by disability. The groups of interest are the organisation's full-time workforce and the organisation's part-time workforce, each analysed by disability. The colour coding in the table indicates that, compared to the organisation's overall workforce disability profile, people who are Disabled and people who are Not Disabled are each proportionally represented, both amongst full-time staff and amongst part-time staff. For instance, Disabled people comprise 5.4% of the overall workforce (the benchmark), 5.7% of the full-time workforce (not significantly different from the benchmark) and 4.0% of the part-time workforce (not significantly different from the benchmark).

Table 5: Example table involving proportional representation

Disability	Working Pattern					
	Organisation Overall		Full-time		Part-time	
Disabled	32	5.37%	27	5.74%	5	3.97%
Not Disabled	564	94.63%	443	94.26%	121	96.03%
Total	596	100.00%	470	100.00%	126	100.00%

Summary of all significant findings

Data quality

- Overall, there were high levels of missing data for the protected characteristics of Disability (20.6%), Religion or Belief (35.1%), and Sexual Orientation (31.2%) and moderate levels of missing data for Ethnicity (9.4%), (Table 122). It is possible that those employees with missing data will be concentrated in certain subgroups. As such, analyses of Disability, Religion or Belief, and Sexual Orientation should be regarded as potentially flawed and should be interpreted with caution. Additionally, analyses of ethnicity should be interpreted with caution too; especially for breakdown groups where levels of missing data exceed 10%. The missing data reflected almost exclusively that the employee had chosen not to disclose the information.
- In order to assist with targeting initiatives to improve data quality, data quality was further assessed by pay band, occupational group, and base location for the protected characteristics with the highest levels of missing data (disability, ethnicity, religion or belief, and sexual orientation):
 - **Disability:** levels of missing data were
 - high across all pay bands, but were especially high in Bands 5 to 7 (Table 123),
 - high across all occupational groups, but were especially high in the Administrative and Clerical occupational group (Table 127),
 - high or moderate across all base locations except Essex (Table 131).
 - **Ethnicity:** levels of missing data were
 - moderate in Bands 5 to 7, and were high in Bands 8A to 9, Medical Consultants, and VSM (Table 124),
 - moderate in the Administrative and Clerical occupational group, high in the Nursing and Midwifery Registered occupational group, and especially high in the “Other” occupational group (other than Administrative and Clerical and Nursing and Midwifery Registered) (Table 128),
 - high in Buckinghamshire, Essex, Oxfordshire, Warwickshire, Worcestershire, and “other” base locations (Table 132).
 - **Religion or belief:** levels of missing data were
 - high across all pay bands, but were especially high in Bands 5 to 7 and in Bands 8A to 9, Medical Consultants, and VSM (Table 125),
 - high across all occupational groups, but were especially high in the Nursing and Midwifery Registered occupational group and in the “Other” occupational group (other than Administrative and Clerical and Nursing and Midwifery Registered) (Table 129),
 - high in all base locations, but were especially high in Buckinghamshire, Oxfordshire, Warwickshire, Worcestershire, and “other” base locations (Table 133).

- **Sexual orientation:** levels of missing data were
 - high across all pay bands, but were especially high in Bands 5 to 7 and in Bands 8A to 9, Medical Consultants, and VSM (Table 126),
 - high across all occupational groups, but were especially high in the Nursing and Midwifery Registered occupational group and in the “Other” occupational group (other than Administrative and Clerical and Nursing and Midwifery Registered) (Table 130),
 - high in all base locations, but were especially high in Buckinghamshire, Oxfordshire, Warwickshire, Worcestershire, and “other” base locations (Table 134).

Arden & GEM CSU’s workforce compared to the local working age population

At 2nd November 2015, Arden & GEM CSU had a substantive workforce of 1130 people. Compared to the relevant working age population, in Arden & GEM CSU’s overall workforce:

- **Age band:** younger people (aged 34 years old and under) were underrepresented, whilst middle-aged people (aged 35 to 49 years) and older people (50 years old and over) were overrepresented (Table 6);
- **Ethnicity:** White and BME people were proportionately represented when ethnicity was coded according to the Workforce Race Equality Standard, more detailed analyses indicated that Asian or Asian British people were overrepresented (Table 8);
- **Gender:** men were underrepresented, whilst women were overrepresented (Table 9);
- **Marital status:** people who were single and people who were divorced, legally separated or widowed were underrepresented, whilst people who were married or in a civil partnership were overrepresented (Table 10);
- **Religion or belief:** Atheism was underrepresented, whilst people of religions other than Christianity were overrepresented, specifically Hinduism and others besides Islam and Sikhism (which were proportionately represented) (Table 11);
- **Missing data:** there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%) within the data on Arden & GEM CSU’s workforce.

There were further variations in the pattern of representation by protected characteristics, as analysed across the Arden & GEM CSU locations with the largest workforces (Coventry and Warwickshire; Derby and Derbyshire; Leicester, Leicestershire, and Rutland; Lincolnshire; and Northamptonshire). Further details can be found in the main body of the analysis.

The equality profile of Arden & GEM CSU's workforce across working patterns

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- **Age band:** people aged 34 years old and under were underrepresented amongst part-time staff (Table 48);
- **Ethnicity:** BME people were underrepresented amongst part-time staff when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together), however, each ethnic group was also proportionately represented across working patterns when ethnicity was considered in greater detail (Table 50);
- **Gender:** men were overrepresented amongst full-time staff and underrepresented amongst part-time staff, whilst women underrepresented amongst full-time staff and overrepresented amongst part-time staff (Table 51);
- **Marital status:** single people were overrepresented amongst full-time staff and underrepresented amongst part-time staff, whilst people who were married or in a civil partnership were overrepresented amongst part-time staff (Table 52).

The equality profile of Arden & GEM CSU's workforce across pay bands

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- **Age band:** people aged 34 years old and under were overrepresented at Apprentice Grade and Bands 2 to 4 and underrepresented at Bands 8A to 9, Medical Consultants, and VSM, whilst people aged 35 to 49 years old were underrepresented at Apprentice Grade and Bands 2 to 4 (Table 56);
- **Disability:** staff who were Disabled were overrepresented at Apprentice Grade and Bands 2 to 4 (Table 57);
- **Gender:** women were overrepresented at Apprentice Grade and Bands 2 to 4 and underrepresented at Bands 8A to 9, Medical Consultants, and VSM, whilst men were underrepresented at Apprentice Grade and Bands 2 to 4 and overrepresented at Bands 8A to 9, Medical Consultants, and VSM (Table 59);
- **Marital status:** single people were overrepresented at Apprentice Grade and Bands 2 to 4, whilst people who were married or in a civil partnership were underrepresented at Apprentice Grade and Bands 2 to 4 (Table 60).

The equality profile of Arden & GEM CSU's workforce across occupational groups

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- **Age band:** people aged 34 years old and under were underrepresented in the Nursing and Midwifery Registered occupational group, whilst people aged 50 years old and over were overrepresented in the Nursing and Midwifery Registered occupational group (Table 64);
- **Ethnicity:** BME people were underrepresented in the Nursing and Midwifery Registered occupational group when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together), specifically, Asian British people were underrepresented in the Nursing and Midwifery Registered occupational group when ethnicity was considered in greater detail (Table 66);
- **Gender:** men were overrepresented in the Administrative and Clerical occupational group, whilst women were overrepresented in the Nursing and Midwifery Registered occupational group and underrepresented in the Administrative and Clerical occupational group (Table 67);
- **Marital status:** single people were underrepresented in the Nursing and Midwifery Registered occupational group, whilst people who were married or in a civil partnership were overrepresented in the Nursing and Midwifery Registered occupational group (Table 68);
- **Religion or belief:** Christianity was overrepresented in the Nursing and Midwifery Registered occupational group, whilst Atheism and Other religions or beliefs were underrepresented in the Nursing and Midwifery Registered occupational group; however each of the "Other" religion or belief groups were proportionately represented across occupational groups when religion or belief was considered in greater detail (Table 70).

The equality profile of Arden & GEM CSU's recruitment process

Between 1st April 2015 and 11th November 2015, Arden & GEM CSU advertised for 381 posts, received 3331 applications, shortlisted 1070 people, and had 155 new starters. Applicants were compared to the overall equality profile of the local working age population, those shortlisted were compared to the overall equality profile of those who applied but who were not shortlisted, and new starters were compared to the overall equality profile of those who were shortlisted less new starters:

- **Age band:** at the **application stage**, younger (34 years old and under) and middle aged (35 to 49 years old) applicants were overrepresented, whilst older (50 years old and over) applicants were underrepresented; at **short listing**, younger (34 years old and under) people were underrepresented amongst those shortlisted, whilst middle aged (35 to 49 years old) and older people (50 years old and over) were overrepresented amongst those shortlisted (Table 72).
- **Ethnicity:** at the **application stage**, White applicants were underrepresented and BME applicants were overrepresented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together); specifically White British applicants were underrepresented, and Asian or Asian British, Black or Black British, and mixed race applicants were overrepresented when ethnicity was considered in greater detail; at **short listing**, White people were overrepresented and BME people were underrepresented amongst those shortlisted when ethnicity was categorised using the Workforce Race

Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together), specifically White British and White Irish people were overrepresented amongst those shortlisted, and Asian or Asian British and Black or Black British people were underrepresented amongst those shortlisted when ethnicity was considered in greater detail; amongst **new starters**, White people were overrepresented and BME people were underrepresented (Table 74).

- **Gender:** at the **application stage**, women were overrepresented and men were underrepresented amongst applicants; at **short listing**, women were overrepresented and men were underrepresented amongst those shortlisted (Table 75).
- **Marital status:** at the **application stage**, applicants who were single were overrepresented, whilst applicants in a marriage or civil partnership and divorced, legally separated or widowed applicants were underrepresented; at **short listing**, those who were single were underrepresented amongst those shortlisted, whilst those in a marriage or civil partnership and those who were divorced, legally separated or widowed were overrepresented amongst those shortlisted (Table 76).
- **Religion or belief:** at the **application stage**, Atheism and Christianity were underrepresented amongst applicants, whilst people of religions other than Christianity were overrepresented amongst applicants; specifically, Hinduism, Islam, Sikhism, and “other” religions were overrepresented amongst applicants when religion and belief was considered in greater detail; at **short listing**, Christianity was overrepresented amongst those shortlisted whilst people of religions other than Christianity were underrepresented amongst those shortlisted; specifically, Hinduism and Islam were overrepresented amongst applicants when religion and belief was considered in greater detail (Table 77).
- **Data on appointees:** NHS Jobs 2 recorded that 42 people had been appointed in the period of interest; a figure known to be an underestimate and which suggests that NHS Jobs 2 was not always being used to record appointments. Consequently, counts of new starters for the period were used in lieu of robust information on appointments; however, this method is flawed as it does not follow through recruitment for the same posts covered by the NHS Jobs 2 data. Steps should be taken to ensure that NHS Jobs 2 is updated to record the appointee once recruitment is completed for each post; this will also assist with calculating the recruitment indicator (indicator 2) of the Workforce Race Equality Standard.
- **Data quality:** There were high levels of missing data regarding the disability status of new starters (15.5%), the religion or belief of applicants (10.3%), those shortlisted (11.5%), and new starters (26.5%), and the sexual orientation of new starters (20.6%); which place doubt on the validity of findings related to these protected characteristics at the noted stages of the recruitment process.

The equality profile of the uptake of non-mandatory training in Arden & GEM CSU's workforce

At 2nd November 2015, 127 of the 1130 staff in post (11.2% of the workforce) had taken part in non-mandatory training since 1st April 2015. Compared to the overall equality profile of Arden & GEM CSU's workforce:

- **Ethnicity:** BME people were underrepresented in terms of the uptake of non-mandatory training when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together) (Table 81);
- **Data quality:** there were high levels of missing data regarding disability (24.4%), ethnicity (13.4%), religion or belief (38.6%), and sexual orientation (39.4%) amongst those who undertook non-mandatory training which place doubt on the validity of findings related to these protected characteristics.

The equality profile of promotions in Arden & GEM CSU's workforce

Overall, 140 of the 1130 staff in post at 2nd November 2015 had been promoted since 1st April 2015 (12.4% of the workforce). Compared to the overall equality profile of Arden & GEM CSU's workforce:

- **Overall:** each subgroup of each of the protected characteristics was proportionately represented amongst those promoted;
- **Data quality:** there were high levels of missing data regarding disability (18.6%), ethnicity (15.0%), religion or belief (33.6%), and sexual orientation (31.4%) amongst those promoted which place doubt on the validity of findings related to these protected characteristics.

The equality profile of applications for flexible working in Arden & GEM CSU's workforce

Fewer than ten employees made an application for flexible working in the period 1st April 2015 to 2nd November 2015 (less than 0.9% of the 1130 staff in post at 2nd November 2015). This factor was not subjected to quantitative analysis.

The equality profile of employee relations cases (complaints of bullying and harassment, disciplinary cases, capability cases, grievances, and dismissals) in Arden & GEM CSU's workforce

Between 1st April 2015 and 2nd November 2015, there were fewer than ten members of staff (less than 0.9% of the workforce of 1130 substantive staff at 2nd November 2015) in any the employee relations categories: disciplinary proceedings or an investigation, capability proceedings, raised complaints of bullying and harassment, grievances, dismissals on the basis of capability, and dismissals on the basis of conduct. Quantitative analyses were not undertaken for dismissals on the basis of conduct.

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- **Overall:** each subgroup of each of the protected characteristics was proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised grievances, and those who were dismissed on the basis of capability;
- **Data quality:** there were high levels of missing data regarding disability (REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those subjected to capability proceedings, and REDACTED % of those who raised a grievance), religion or belief (REDACTED % of those subjected to disciplinary proceedings or an investigation and REDACTED % of those who raised a grievance), and sexual orientation (REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those who raised complaints of bullying and harassment, and REDACTED % of those who raised a grievance).

The equality profile of those leaving Arden & GEM CSU's workforce

For the period 1st April 2015 to 2nd November 2015 overall turnover in the workforce was at 19.4% (219 members of staff left the workforce in the period of interest with 1130 staff in post at 2nd November 2015). The majority of leavers left through employee transfer (38.4%) or voluntary resignation (53.4%) (84 and 117 people respectively). Compared to the overall equality profile of Arden & GEM CSU's workforce:

- **Overall:** each subgroup of each of the protected characteristics was proportionately represented amongst those leaving the workforce.
- **Data quality:** there were high levels of missing data amongst leavers regarding disability (15.1%), ethnicity (12.3%), religion or belief (38.4%), and sexual orientation (40.2%).

The Workforce Race Equality Standard

NHS England has required that NHS providers report against the Workforce Race Equality Standard (WRES), based on the prior financial year, from 1st July 2015, with the next round of reports expected 1st May 2016. CCGs will be required to demonstrate "due regard" to the WRES, based on the prior financial year, from 1st May 2016. There is no specific requirement for CSUs to report against the WRES. A scoping exercise of Arden & GEM CSU's ability to report against the WRES was undertaken here as this may help Arden & GEM CSU to better support CCGs in producing their own WRES, whilst preempting the possibility that CSUs may be required to report against the WRES at some point in the future. The WRES covers nine workforce race equality indicators under three headings.

Workforce indicators

1. Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce
2. Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts
3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal

disciplinary investigation (based on data from a two year rolling average of the current year and the previous year)

4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff

National NHS Staff Survey findings

5. KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6. KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. KF 27. Percentage believing that their organisation provides equal opportunities for career progression or promotion
8. Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues

Boards

9. Boards are expected to be broadly representative of the population they serve.
 - At 2nd November 2015, Arden & GEM CSU was able to report against WRES indicators 1, 3, 4, and 9.
 - The WRES indicated potential equality issues:
 - BME people were less likely to be appointed from shortlisting when compared to White people (although this analysis relied on a consideration of “new starters” due to a lack of reliable information on appointees, please see below for further explanation);
 - BME people were underrepresented on the board relative to their representation in the population they serve.
 - Arden & GEM CSU was unable to report accurately against WRES indicator 2 (Relative likelihood of BME staff being appointed from shortlisting compared to White staff) as information on appointments appeared to be unreliable (potentially, NHS Jobs 2 was not always being updated at the end of each recruitment to record the appointee; and whilst information on “new starters” was available this information did not follow on from the information about shortlisting held on NHS Jobs 2). This issue could be addressed by ensuring that information on NHS Jobs 2 is completed to include identification of the appointee.
 - Arden & GEM CSU was unable to report against the four “National NHS Staff Survey findings” indicators (5 to 8). This issue could be addressed by undertaking an internal staff survey addressing the necessary indicators or by participating in the National NHS Staff Survey in future.

Methodology

The dataset

The analyses of staff in post considered a snapshot of the workforce taken from the Electronic Staff Record at 2nd November 2015 (1130 substantive staff in total). Data for the analysis of recruitment on applicants and shortlisting came from NHS Jobs 2, whilst information on new starters was taken from the Electronic Staff Record in lieu of information on appointees. The analysis of recruitment considered the period 1st April 2015 to 11th November 2015. Workforce analyses of leavers considered the period 1st April 2015 to 2nd November 2015.

Information about the workforce was analysed along several dimensions, reflecting data available within the Electronic Staff Record and the need to combine groups for the purposes of analysis:

- Protected characteristics:
 - Age
 - 34 years old and under
 - 35 to 49 years old
 - 50 years old and over
 - Disability
 - Disabled
 - Not Disabled
 - Ethnicity (Workforce Race Equality Standard)
 - White
 - BME
 - Ethnicity (detailed)
 - White British
 - White Irish
 - Other White
 - Asian or Asian British
 - Black or Black British
 - Mixed
 - Other
 - Gender
 - Male
 - Female
 - Marital status
 - Single
 - Divorced, Legally Separated or Widowed
 - Marriage or Civil Partnership

- Pregnancy and maternity (using maternity and adoption leave as a proxy)
 - On maternity or adoption leave
 - Not on maternity or adoption leave
- Religion or belief (simplistic)
 - Atheism
 - Christianity
 - Other
- Religion or belief (detailed)
 - Atheism
 - Christian
 - Hinduism
 - Islam
 - Sikhism
 - Other
- Sexual orientation
 - Heterosexual
 - LGB (Lesbian, Gay or Bisexual)
- Pay bands:
 - Apprentice Grade and Bands 2 to 4
 - Bands 5 to 7
 - Bands 8A to 9, Medical Consultants, and VSM
- Occupational groups:
 - Administrative and Clerical
 - Nursing and Midwifery Registered
 - Other
- Working patterns:
 - Full-time
 - Part-time
- Recruitment:
 - Applicants
 - Shortlisted
 - New starters (in lieu of robust information on appointees)
- Employee relations:
 - Complaints of bullying and harassment
 - Disciplinary cases
 - Capability cases
 - Grievances

- Reason for leaving the workforce amongst leavers:
 - End of Fixed Term Contract
 - Redundancy
 - Retirement
 - Voluntary Resignation

Analytical techniques

Workforce demographics by protected characteristics and assessments of equity in representation compared to the local population

The profiles of the workforce across protected characteristic subgroups were compared to representations in the local population using Chi-squared tests. Where overall significant differences were detected ($\alpha = .05$), *post-hoc* tests followed in the form of analyses of standardised residuals (Bonferroni correction applied).

Workforce demographics by protected characteristics and assessments of equity in representation across pay bands, occupational groups, and full-time and part-time working patterns

The profiles of the workforce across protected characteristic subgroups, cross-referenced against pay bands, occupational groups, and full-time and part-time working patterns, were compared to overall representations in the workforce using Fisher's Exact Tests. Where overall significant differences were detected ($\alpha = .05$), *post-hoc* tests followed in the form of analyses of standardised residuals (Bonferroni correction applied).

The demographics of applicants, those shortlisted, and new starters, by protected characteristics, and assessments of equity in the recruitment process

Comparisons of the representations of protected characteristic sub groups were made at each stage of Arden & GEM CSU's recruitment process, using Chi-squared tests (accurate information on appointees was not available, so information on "new starters" was used in lieu of this information):

- representations amongst all applicants were compared to representations in the local area working age population;
- representations amongst all those shortlisted were compared to representations amongst all those who applied, but who were not shortlisted;
- representations amongst all new starters were compared to representations amongst all those who were shortlisted less new starters.

Where overall significant differences were detected ($\alpha = .05$), *post-hoc* tests followed in the form of analyses of standardised residuals (Bonferroni correction applied).

Workforce demographics by protected characteristics and assessments of equity in the uptake of non-mandatory training, in promotions, in employee relations, and amongst workforce leavers

The profiles of those in the workforce who undertook non-mandatory training/were promoted/were involved in an employee relations case/left the workforce, across protected characteristic subgroups, were compared to representations in the workforce overall or a subgroup of the workforce, as appropriate, using Chi-squared tests. Where overall significant differences were detected ($\alpha = .05$), *post-hoc* tests followed in the form of analyses of standardised residuals (Bonferroni correction applied). Additionally, the profiles of workforce leavers were analysed by reason for leaving, across protected characteristic subgroups, and were compared to representations amongst leavers overall using Fisher's Exact tests. Where overall significant differences were detected ($\alpha = .05$), *post-hoc* tests followed in the form of analyses of standardised residuals (Bonferroni correction applied).

Local population estimates

Local population estimates are based on the UK 2011 Census, for the protected characteristics covered within the census: age, disability, ethnicity, gender, religion or belief, and marital status. For the protected characteristics of age and gender, the latest available mid-year population projections from the Office for National Statistics are used (2014)-these census based projections are not available for the other protected characteristics. Only the working age population is considered (taken as 16 to 64 years old). Sexual orientation was not addressed in the UK 2011 Census. Local LGB population estimates are based on the British Crime Survey of England and Wales (2009/2010); please refer to the note below for the rationale behind selecting this particular estimate of the LGB population.

A note on LGB population estimates

Estimates of the LGB population in the UK vary widely, possibly associated with differences in methodology, criteria for defining responses indicative of a given sexual orientation, question construction, and question wording (e.g., Hayes et al., 2012). For instance, the Final Regulatory Impact Assessment of the Civil Partnership Act 2004 suggests a range of 5% to 7% for the percentage of the population of the UK that is lesbian, gay or bi-sexual (Department of Trade and Industry, 2004). However, the estimate derived by the Department of Trade and Industry (2004) was formed at a time when "no specific data" were available.

Subsequently, UK government surveys undertaken between 2005 and 2010 have derived estimates ranging from 1.1% to 2.4% for the LGB population (please refer to Hayes et al., 2012, summarised below). Whilst an analysis of the UK Adult Psychiatric Morbidity Survey 2007 ($n = 7,403$), which considered question wording and criteria for defining responses to determine sexual orientation, found that 5.3% of men and 5.6% of women reported that they were not entirely Heterosexual (Hayes et al., 2012). However, the form of question used may not capture how people will respond to the standard form of sexual orientation equality monitoring question that requires respondents to select one option from heterosexual, lesbian, gay or bisexual.

The present analysis takes its LGB population estimate from the British Crime Survey of England and Wales, 2009/2010: 2.2%. This survey combines a relatively large sample size with a relatively low non-response rate. Thus, it is considered that this survey may provide a good indication of

how people in England and Wales might respond to a standard sexual orientation equality monitoring question of the type posed on workforce equality monitoring forms.

Summary of UK government surveys that asked about sexual orientation (Hayes et al., 2012):

- Integrated Household Survey, UK 2009/2010: 1.5% LGB, n = 238,206, 3.8% non-response;
- Citizenship Survey, England and Wales, 2009/2010: 2.3% LGB, n = 9,203, 2.7% non-response;
- British Crime Survey, England and Wales, 2009/2010: 2.2% LGB, n = 22,995, 2.7% non-response;
- General Lifestyle Survey, Great Britain, 2008: 1.1% LGB, n = 3,443, 5.4% non-response;
- Northern Ireland Life and Times Survey, Northern Ireland, 2005: 1.7% LGB, n = 1,199, 1.3% non-response;
- British Social Attitudes Survey, Great Britain, 2005: 1.4% LGB, n = 1,732, 1.4% non-response;
- Scottish Census Small Test, Scotland, 2005: 1.3% LGB, n = 692, 14.7% non-response;
- DTI Fair Treatment at Work Pilot Survey, Great Britain, 2008: 2.4%, n = 2,704, 9.0% non-response.

References:

- Department of Trade and Industry, 2004. Final Regulatory Impact Assessment: Civil Partnership Act 2004. The Stationery Office, London.
- Hayes, J., Chakraborty, A.T., McManus, S., Bebbington, P., Brugha, T., Nicholson, S., King, M., 2012. Prevalence of Same-Sex Behavior and Orientation in England: Results from a National Survey. *Archives of Sexual Behavior*. 41:631–639

Findings of the quantitative equality analysis

How well does Arden & GEM CSU's workforce reflect the population that it serves?

Arden & GEM CSU's workforce overall

This section evaluates how well Arden & GEM CSU's workforce reflects the population that it serves. Arden & GEM CSU's substantive workforce at 2nd November 2015 was 1130 people. The equality profile of Arden & GEM CSU's overall workforce was compared, where possible, to the working age population of the areas in which Arden & GEM CSU has offices (Coventry and Warwickshire, Derbyshire, Essex, Leicestershire and Rutland, Lincolnshire, Milton Keynes, Nottinghamshire, Northamptonshire, Worcestershire); referred to as the local working age population.

Summary of significant findings

Compared to equality profile of the local working age population, in Arden & GEM CSU's workforce:

- people aged 34 years old and under were underrepresented, whilst people aged 35 to 49 years old and people aged 50 years old and over were overrepresented (Table 6);
- overall, White and BME people were proportionately represented, but in a more detailed analysis Asian British people were overrepresented (Table 8);
- men were underrepresented, whilst women were overrepresented (Table 9);
- people who were single and people who were divorced, legally separated or widowed were underrepresented, whilst people who were married or in a civil partnership were overrepresented (Table 10);
- Atheism was underrepresented, whilst people of religions other than Christianity (specifically Hinduism and religions other than Islam and Sikhism) were overrepresented (Table 11);
- there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%).

Age

Compared to the age profile of the local working age population, in Arden & GEM CSU's workforce:

- people aged 34 years old and under were underrepresented;
- people aged 35 to 49 years old were overrepresented;
- people aged 50 years old and over were overrepresented.

Please refer to Table 6.

Table 6: Overview of the age profile of Arden & GEM CSU's workforce compared to the relevant working age population

Age group	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
16 to 34 years old	1966862	37.8%	243	21.5%
35 to 49 years old	1673693	32.1%	504	44.6%
50 to 64 years old	1568707	30.1%	383	33.9%
Total known	5209262	100.0%	1130	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			1130	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Disability

Compared to the disability profile of the local working age population, in Arden & GEM CSU's workforce:

- people who were disabled and people who were not disabled were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on disability status (20.6%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 7.

Table 7: Overview of the disability profile of Arden & GEM CSU's workforce compared to the relevant working age population

Disability	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
Disabled‡	273546	5.3%	42	4.7%
Not Disabled	4923637	94.7%	855	95.3%
Total known	5197183	100.0%	897	100.0%
<i>Not known†</i>			233	20.6%
<i>Grand total</i>			1130	

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

‡ disability criterion for the local population figure: day-to-day activities limited a lot

Ethnicity

Compared to the ethnicity profile of the local working age population, in Arden & GEM CSU's workforce:

- White and BME people were proportionately represented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- Asian or Asian British people were overrepresented when ethnicity was considered in greater detail.

Please refer to Table 8.

Table 8: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce compared to the relevant working age population

Ethnicity (Workforce Race Equality Standard)	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
White	4643825	89.4%	894	87.3%
BME	553358	10.6%	130	12.7%
Total known	5197183	100.0%	1024	100.0%
<i>Not known†</i>			106	9.4%
<i>Grand total</i>			1130	

Ethnicity (detailed)	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
White British	4401305	84.7%	854	83.4%
White Irish	38017	0.7%	REDACTED	
Other White	204503	3.9%	29	2.8%
Asian or Asian British	304829	5.9%	83	8.1%
Black or Black British	104085	2.0%	23	2.2%
Mixed	75923	1.5%	REDACTED	
Other	68521	1.3%	15	1.5%
Total known	5197183	100.0%	1024	100.0%
<i>Not known†</i>			106	9.4%
<i>Grand total</i>			1130	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Gender

Compared to the gender profile of the local working age population, in Arden & GEM CSU's workforce:

- men were underrepresented;
- women were overrepresented.

Please refer to Table 9.

Table 9: Overview of the gender profile of Arden & GEM CSU's workforce compared to the relevant working age population

Gender	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
Females	2613942	50.2%	771	68.2%
Males	2595320	49.8%	359	31.8%
Total known	5209262	100.0%	1130	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			1130	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Marital Status

Compared to the marital status profile of the local working age population, in Arden & GEM CSU's workforce:

- people who were single were underrepresented;
- people who were married or in a civil partnership were overrepresented;
- people who were divorced, legally separated or widowed were underrepresented.

Please refer to Table 10.

Table 10: Overview of the marital status profile of Arden & GEM CSU's workforce compared to the relevant working age population

Marital status	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
Single	2027885	39.0%	322	30.1%
Marriage or Civil Partnership	2444851	47.0%	659	61.7%
Divorced, Legally Separated or Widowed	724447	13.9%	87	8.1%
Total known	5197183	100.0%	1068	100.0%
<i>Not known†</i>			62	5.5%
<i>Grand total</i>			1130	

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Religion or Belief

Compared to the religion and belief profile of the local working age population, in Arden & GEM CSU's workforce:

- Atheism was underrepresented whilst people of religions other than Christianity were overrepresented;
- specifically, Hinduism and "other" religions (other than Islam and Sikhism) were overrepresented when religion and belief was considered in greater detail;
- there was a high percentage of the workforce for whom there was no information on religion or belief (35.1%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 11.

Table 11: Overview of the simplistic and detailed religion or belief profiles of Arden & GEM CSU's workforce compared to the relevant working age population

Religion or belief (simplistic)	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
Atheism	1537940	31.6%	106	14.5%
Christian	2969956	61.1%	487	66.4%
Other	351911	7.2%	140	19.1%
Total known	4859807	100.0%	733	100.0%
<i>Not known†</i>	337376	6.5%	397	35.1%
<i>Grand total</i>	<i>5197183</i>		<i>1130</i>	

Religion or belief (detailed)	Arden & GEM CSU area (working age population*)		Arden & GEM CSU workforce	
	n	%	n	%
Atheism	1537940	31.6%	106	14.5%
Christian	2969956	61.1%	487	66.4%
Hinduism	93954	1.9%	26	3.5%
Islam	145779	3.0%	28	3.8%
Sikhism	55688	1.1%	15	2.0%
Other	56490	1.2%	71	9.7%
Total known	4859807	100.0%	733	100.0%
<i>Not known†</i>	337376	6.5%	397	35.1%
<i>Grand total</i>	<i>5197183</i>		<i>1130</i>	

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Sexual Orientation

Compared to a national estimate of the sexual orientation profile of adults, in Arden & GEM CSU's workforce:

- heterosexual and LGB people were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on sexual orientation (31.2%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 12.

Table 12: Overview of the sexual orientation profile of Arden & GEM CSU's workforce compared to a national estimate of the sexual orientation profile of adults

Sexual orientation	National estimate of the sexual orientation profile of adults*		Arden & GEM CSU workforce	
	n	%	n	%
Heterosexual	22489	97.8%	766	98.5%
LGB	506	2.2%	12	1.5%
Total known	22995	2.2%	778	100.0%
<i>Not known†</i>			352	31.2%
<i>Grand total</i>			<i>1130</i>	

* British Crime Survey 2009/10

† percentage calculated using the grand total as the base

Arden & GEM CSU in Coventry and Warwickshire

This section evaluates how well Arden & GEM CSU's workforce reflects the population that it serves, considering only the Coventry and Warwickshire locality. Arden & GEM CSU's substantive workforce at 2nd November 2015 in Coventry and Warwickshire was 197 people. The equality profile of Arden & GEM CSU's workforce in Coventry and Warwickshire was compared, where possible, to the working age population of Coventry and Warwickshire; referred to as the local working age population.

Summary of significant findings

Compared to equality profile of the local working age population, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- people aged 34 years old and under were underrepresented, whilst people aged 35 to 49 years old and people aged 50 years old and over were overrepresented (Table 13);
- men were underrepresented, whilst women were overrepresented (Table 16);
- people who were divorced, legally separated or widowed were underrepresented, whilst people who were single and people who were married or in a civil partnership were overrepresented (Table 17);
- Atheism was underrepresented, whilst people of religions other than Christianity (specifically Sikhism and religions other than Hinduism and Islam) were overrepresented (Table 18);
- there were high levels of missing data regarding ethnicity (21.3%), religion or belief (49.2%), and sexual orientation (45.2%).

Age

Compared to the age profile of the local working age population, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- people aged 34 years old and under were underrepresented;
- people aged 35 to 49 years old were overrepresented;
- people aged 50 years old and over were overrepresented.

Please refer to Table 13.

Table 13: Overview of the age profile of Arden & GEM CSU's workforce in Coventry and Warwickshire compared to the relevant working age population

Age group	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
34 years old and under	231944	41.1%	28	14.2%
35 to 49 years old	174914	31.0%	94	47.7%
50 years old and over	157191	27.9%	75	38.1%
Total known	564049	100.0%	197	100.0%
<i>Not known †</i>			0	0.0%
<i>Grand total</i>			197	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Disability

Compared to the disability profile of the local working age population, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- people who were disabled and people who were not disabled were proportionately represented.

Please refer to Table 14.

Table 14: Overview of the disability profile of Arden & GEM CSU's workforce in Coventry and Warwickshire compared to the relevant working age population

Disability	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
Disabled‡	28647	5.2%	REDACTED	
Not Disabled	527013	94.8%	REDACTED	
Total known	555660	100.0%	180	100.0%
<i>Not known†</i>			<i>17</i>	<i>8.6%</i>
<i>Grand total</i>			<i>197</i>	<i>100.0%</i>

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

‡ disability criterion for the local population figure: day-to-day activities limited a lot

Ethnicity

Compared to the ethnicity profile of the local working age population, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- White and BME people were proportionately represented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic subgroup was proportionately represented when ethnicity was considered in greater detail;
- there was a high percentage of the workforce for whom there was no information on ethnicity (21.3%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 15.

Table 15: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in Coventry and Warwickshire compared to the relevant working age population

Ethnicity (Workforce Race Equality Standard)	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
White	472957	85.1%	134	86.5%
BME	82703	14.9%	21	13.5%
Total known	555660	100.0%	155	100.0%
<i>Not known†</i>			42	21.3%
<i>Grand total</i>			197	

Ethnicity (detailed)	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
White British	440365	79.3%	128	82.6%
White Irish	6651	1.2%		
Other White	25941	4.7%		REDACTED
Asian or Asian British	49131	8.8%	16	10.3%
Black or Black British	14740	2.7%		
Mixed	7901	1.4%		REDACTED
Other	10931	2.0%		
Total known	555660	100.0%	155	100.0%
<i>Not known†</i>			42	21.3%
<i>Grand total</i>			197	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Gender

Compared to the gender profile of the local working age population, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- men were underrepresented;
- women were overrepresented.

Please refer to Table 16.

Table 16: Overview of the gender profile of Arden & GEM CSU's workforce in Coventry and Warwickshire compared to the relevant working age population

Gender	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
Females	279462	49.5%	150	76.1%
Males	284587	50.5%	47	23.9%
Total known	564049	100.0%	197	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			197	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Marital Status

Compared to the marital status profile of the local working age population, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- people who were single were overrepresented;
- people who were married or in a civil partnership were overrepresented;
- people who were divorced, legally separated or widowed were underrepresented.

Please refer to Table 17.

Table 17: Overview of the marital status profile of Arden & GEM CSU's workforce in Coventry and Warwickshire compared to the relevant working age population

Marital status	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
Single	74126	13.3%	36	20.2%
Marriage or Civil Partnership	249715	44.9%	132	74.2%
Divorced, Legally Separated or Widowed	231819	41.7%	10	5.6%
Total known	555660	100.0%	178	100.0%
<i>Not known †</i>			19	9.6%
<i>Grand total</i>			197	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Religion or Belief

Compared to the religion and belief profile of the local working age population, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- Atheism was underrepresented whilst people of religions other than Christianity were overrepresented;
- specifically, Sikhism and "other" religions (other than Hinduism and Islam) were overrepresented when religion and belief was considered in greater detail;
- there was a high percentage of the workforce for whom there was no information on religion or belief (49.2%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 18.

Table 18: Overview of the simplistic and detailed religion or belief profiles of Arden & GEM CSU's workforce in Coventry and Warwickshire compared to the relevant working age population

Religion or belief (simplistic)	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
Atheism	145787	28.0%	11	11.0%
Christian	320619	61.5%	69	69.0%
Other	54699	10.5%	20	20.0%
Total known	521105	100.0%	100	100.0%
<i>Not known†</i>			97	49.2%
<i>Grand total</i>			197	100.0%

Religion or Belief	Coventry and Warwickshire (working age population*)		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
No religion	145787	28.0%	11	11.0%
Christian	320619	61.5%	69	69.0%
Hinduism	12385	2.4%		
Islam	18926	3.6%		
Sikhism	17491	3.4%		
Other	5897	1.1%		
Total known	521105	100.0%	100	100.0%
<i>Not known†</i>			97	49.2%
<i>Grand total</i>			197	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Sexual Orientation

Compared to a national estimate of the sexual orientation profile of adults, in Arden & GEM CSU's workforce in Coventry and Warwickshire:

- heterosexual and LGB people were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on sexual orientation (45.2%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic and given that no employees identified as LGB in the electronic staff record, the observed proportion of LGB staff was likely to have been an underestimate.

Please refer to Table 19.

Table 19: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in Coventry and Warwickshire compared to a national estimate of the sexual orientation profile of adults

Sexual Orientation	National estimate of the sexual orientation profile of adults*		Arden & GEM CSU workforce in Coventry and Warwickshire	
	n	%	n	%
Heterosexual	22489	97.8%	108	100.0%
LGB	506	2.2%	0	0.0%
Total known	22995	2.2%	108	100.0%
<i>Not known†</i>			89	45.2%
<i>Grand total</i>			197	100.0%

* British Crime Survey 2009/10

† percentage calculated using the grand total as the base

Arden & GEM CSU in Derby and Derbyshire

This section evaluates how well Arden & GEM CSU's workforce reflects the population that it serves, considering only the Derby and Derbyshire locality. Arden & GEM CSU's substantive workforce at 2nd November 2015 in Derby and Derbyshire was 274 people. The equality profile of Arden & GEM CSU's workforce in Derby and Derbyshire was compared, where possible, to the working age population of Derby and Derbyshire; referred to as the local working age population.

Summary of significant findings

Compared to equality profile of the local working age population, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- people aged 34 years old and under were underrepresented, whilst people aged 35 to 49 years old were overrepresented (Table 20);
- overall, White and BME people were proportionately represented, but in a more detailed analysis people of "other" ethnicities were overrepresented (Table 22);
- men were underrepresented, whilst women were overrepresented (Table 23);
- people who were married or in a civil partnership were overrepresented, whilst people who were divorced, legally separated or widowed were underrepresented (Table 24);
- Atheism was underrepresented, whilst people of religions other than Christianity (specifically religions other than Hinduism, Islam and Sikhism) were overrepresented (Table 25);
- there were high levels of missing data regarding disability (39.8%), religion or belief (32.1%), and sexual orientation (24.1%).

Age

Compared to the age profile of the local working age population, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- people aged 34 years old and under were underrepresented;
- people aged 35 to 49 years old were overrepresented.

Please refer to Table 20.

Table 20: Overview of the age profile of Arden & GEM CSU's workforce in Derby and Derbyshire compared to the relevant working age population

Age group	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
34 years old and under	233513	36.2%	62	22.6%
35 to 49 years old	210374	32.6%	123	44.9%
50 years old and over	201333	31.2%	89	32.5%
Total known	645220	100.0%	274	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			274	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Disability

Compared to the disability profile of the local working age population, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- people who were disabled and people who were not disabled were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on disability status (39.8%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 21.

Table 21: Overview of the disability profile of Arden & GEM CSU's workforce in Derby and Derbyshire compared to the relevant working age population

Disability	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
Disabled‡	40980	6.3%	11	6.7%
Not Disabled	609436	93.7%	154	93.3%
Total known	650416	100.0%	165	100.0%
<i>Not known†</i>			<i>109</i>	<i>39.8%</i>
<i>Grand total</i>			<i>274</i>	<i>100.0%</i>

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

‡ disability criterion for the local population figure: day-to-day activities limited a lot

Ethnicity

Compared to the ethnicity profile of the local working age population, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- White and BME people were proportionately represented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- people of "other" ethnicities were overrepresented when ethnicity was considered in greater detail.

Please refer to Table 22.

Table 22: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in Derby and Derbyshire compared to the relevant working age population

Ethnicity (Workforce Race Equality Standard)	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
White	606174	93.2%	239	89.8%
BME	44242	6.8%	27	10.2%
Total known	650416	100.0%	266	100.0%
<i>Not known†</i>			8	2.9%
<i>Grand total</i>			274	

Ethnicity (detailed)	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
White British	588104	90.4%	231	86.8%
White Irish	3298	0.5%		
Other White	14772	2.3%		
Asian or Asian British	24140	3.7%		
Black or Black British	7110	1.1%		
Mixed	7537	1.2%		
Other	5455	0.8%	11	4.1%
Total known	650416	100.0%	266	100.0%
<i>Not known†</i>			8	2.9%
<i>Grand total</i>			274	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Gender

Compared to the gender profile of the local working age population, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- men were underrepresented;
- women were overrepresented.

Please refer to Table 23.

Table 23: Overview of the gender profile of Arden & GEM CSU's workforce in Derby and Derbyshire compared to the relevant working age population

Gender	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
Females	323319	50.1%	168	61.3%
Males	321901	49.9%	106	38.7%
Total known	645220	100.0%	274	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			274	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Marital Status

Compared to the marital status profile of the local working age population, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- people who were married or in a civil partnership were overrepresented;
- people who were divorced, legally separated or widowed were underrepresented.

Please refer to Table 24.

Table 24: Overview of the marital status profile of Arden & GEM CSU's workforce in Derby and Derbyshire compared to the relevant working age population

Marital status	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
Single	249582	38.4%	86	32.6%
Marriage or Civil Partnership	305599	47.0%	159	60.2%
Divorced, Legally Separated or Widowed	95235	14.6%	19	7.2%
Total known	650416	100.0%	264	100.0%
<i>Not known†</i>			10	3.6%
<i>Grand total</i>			274	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Religion or Belief

Compared to the religion and belief profile of the local working age population, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- Atheism was underrepresented whilst people of religions other than Christianity were overrepresented;
- specifically, "other" religions (other than Hinduism, Islam and Sikhism) were overrepresented when religion and belief was considered in greater detail;
- there was a high percentage of the workforce for whom there was no information on religion or belief (32.1%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 25.

Table 25: Overview of the simplistic and detailed religion or belief profiles of Arden & GEM CSU's workforce in Derby and Derbyshire compared to the relevant working age population

Religion or belief (simplistic)	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
Atheism	199429	32.8%	29	15.6%
Christian	378867	62.4%	120	64.5%
Other	29150	4.8%	37	19.9%
Total known	607446	100.0%	186	100.0%
<i>Not known†</i>			88	32.1%
<i>Grand total</i>			274	100.0%

Religion or belief (detailed)	Derby and Derbyshire (working age population*)		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
Atheism	199429	32.8%	29	15.6%
Christian	378867	62.4%	120	64.5%
Hinduism	2545	0.4%		
Islam	13313	2.2%		REDACTED
Sikhism	7681	1.3%		
Other	5611	0.9%	27	14.5%
Total known	607446	100.0%	186	100.0%
<i>Not known†</i>			88	32.1%
<i>Grand total</i>			274	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Sexual Orientation

Compared to a national estimate of the sexual orientation profile of adults, in Arden & GEM CSU's workforce in Derby and Derbyshire:

- heterosexual and LGB people were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on sexual orientation (24.1%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 26.

Table 26: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in Derby and Derbyshire compared to a national estimate of the sexual orientation profile of adults

Sexual orientation	National estimate of the sexual orientation profile of adults*		Arden & GEM CSU workforce in Derby and Derbyshire	
	n	%	n	%
Heterosexual	22489	97.8%	REDACTED	
LGB	506	2.2%	REDACTED	
Total known	22995	2.2%	208	100.0%
<i>Not known†</i>			66	24.1%
<i>Grand total</i>			274	100.0%

* British Crime Survey 2009/10

† percentage calculated using the grand total as the base

Arden & GEM CSU in Leicester, Leicestershire, and Rutland

This section evaluates how well Arden & GEM CSU's workforce reflects the population that it serves, considering only the Leicester, Leicestershire, and Rutland locality. Arden & GEM CSU's substantive workforce at 2nd November 2015 in Leicester, Leicestershire, and Rutland was 135 people. The equality profile of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland was compared, where possible, to the working age population of Leicester, Leicestershire, and Rutland; referred to as the local working age population.

Summary of significant findings

Compared to equality profile of the local working age population, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- BME people were overrepresented, specifically, Asian British people were overrepresented when ethnicity was considered in greater detail (Table 29);
- men were underrepresented, whilst women were overrepresented (Table 30);
- people who were divorced, legally separated or widowed were underrepresented (Table 31);
- Atheism was underrepresented, whilst people of religions other than Christianity (specifically Hinduism, Islam, and religions other than Sikhism) were overrepresented (Table 32);
- there were high levels of missing data regarding religion or belief (22.2%) and sexual orientation (20.0%).

Age

Compared to the age profile of the local working age population, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- people aged 34 years old and under, people aged 35 to 49 years old, and people aged 50 years old and over were proportionately represented.

Please refer to Table 27.

Table 27: Overview of the age profile of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland compared to the relevant working age population

Age group	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
34 years old and under	271601	40.7%	46	34.1%
35 to 49 years old	205285	30.8%	52	38.5%
50 years old and over	190487	28.5%	37	27.4%
Total known	667373	100.0%	135	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			135	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Disability

Compared to the disability profile of the local working age population, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- people who were disabled and people who were not disabled were proportionately represented.

Please refer to Table 28.

Table 28: Overview of the disability profile of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland compared to the relevant working age population

Disability	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
Disabled‡	31616	4.8%	REDACTED	
Not Disabled	632233	95.2%	REDACTED	
Total known	663849	100.0%	123	100.0%
<i>Not known†</i>			12	8.9%
<i>Grand total</i>			135	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

‡ disability criterion for the local population figure: day-to-day activities limited a lot

Ethnicity

Compared to the ethnicity profile of the local working age population, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- BME people were overrepresented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- Specifically, Asian British people were overrepresented when ethnicity was considered in greater detail.

Please refer to Table 29.

Table 29: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland compared to the relevant working age population

Ethnicity (Workforce Race Equality Standard)	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
White	513259	77.3%	85	63.4%
BME	150590	22.7%	49	36.6%
Total known	663849	100.0%	134	100.0%
<i>Not known†</i>			1	0.7%
<i>Grand total</i>			135	
Ethnicity (detailed)	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
White British	487426	73.4%	80	59.7%
White Irish	3790	0.6%		
Other White	22043	3.3%		REDACTED
Asian or Asian British	108836	16.4%	43	32.1%
Black or Black British	16182	2.4%		
Mixed	10592	1.6%		REDACTED
Other	14980	2.3%		
Total known	663849	100.0%	134	100.0%
<i>Not known†</i>			1	0.7%
<i>Grand total</i>			135	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Gender

Compared to the gender profile of the local working age population, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- men were underrepresented;
- women were overrepresented.

Please refer to Table 30.

Table 30: Overview of the gender profile of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland compared to the relevant working age population

Gender	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
Females	332509	49.8%	89	65.9%
Males	334864	50.2%	46	34.1%
Total known	667373	100.0%	135	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			135	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Marital Status

Compared to the marital status profile of the local working age population, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- people who were divorced, legally separated or widowed were underrepresented.

Please refer to Table 31.

Table 31: Overview of the marital status profile of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland compared to the relevant working age population

Marital status	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
Single	269488	40.6%	REDACTED	
Marriage or Civil Partnership	310784	46.8%	74	59.2%
Divorced, Legally Separated or Widowed	83577	12.6%	REDACTED	
Total known	663849	100.0%	125	100.0%
<i>Not known†</i>			10	7.4%
<i>Grand total</i>			135	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Religion or Belief

Compared to the religion and belief profile of the local working age population, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- Atheism was underrepresented whilst people of religions other than Christianity were overrepresented;
- specifically, Hinduism, Islam, and "other" religions (other than Sikhism) were overrepresented when religion and belief was considered in greater detail;
- there was a high percentage of the workforce for whom there was no information on religion or belief (22.2%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 32.

Table 32: Overview of the simplistic and detailed religion or belief profiles of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland compared to the relevant working age population

Religion or belief (simplistic)	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
Atheism	186299	29.8%	14	13.3%
Christian	321500	51.4%	48	45.7%
Other	117546	18.8%	43	41.0%
Total known	625345	100.0%	105	100.0%
<i>Not known†</i>			30	22.2%
<i>Grand total</i>			135	100.0%

Religion or belief (detailed)	Leicester, Leicestershire, and Rutland (working age population*)		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
Atheism	186299	29.8%	14	13.3%
Christian	321500	51.4%	48	45.7%
Hinduism	49841	8.0%	17	16.2%
Islam	45040	7.2%	16	15.2%
Sikhism	16066	2.6%	REDACTED	
Other	6599	1.1%		
Total known	625345	100.0%	105	100.0%
<i>Not known†</i>			30	22.2%
<i>Grand total</i>			135	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Sexual Orientation

Compared to a national estimate of the sexual orientation profile of adults, in Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland:

- heterosexual and LGB people were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on sexual orientation (20.0%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 33.

Table 33: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in Leicester, Leicestershire, and Rutland compared to a national estimate of the sexual orientation profile of adults

Sexual orientation	National estimate of the sexual orientation profile of adults*		Arden & GEM CSU workforce in Leicester, Leicestershire, and Rutland	
	n	%	n	%
Heterosexual	22489	97.8%		
LGB	506	2.2%		
Total known	22995	2.2%	108	100.0%
<i>Not known†</i>			27	20.0%
<i>Grand total</i>			135	100.0%

* British Crime Survey 2009/10

† percentage calculated using the grand total as the base

Arden & GEM CSU in Lincolnshire

This section evaluates how well Arden & GEM CSU's workforce reflects the population that it serves, considering only the Lincolnshire locality. Arden & GEM CSU's substantive workforce at 2nd November 2015 in Lincolnshire was 194 people. The equality profile of Arden & GEM CSU's workforce in Lincolnshire was compared, where possible, to the working age population of Lincolnshire; referred to as the local working age population.

Summary of significant findings

Compared to equality profile of the local working age population, in Arden & GEM CSU's workforce in Lincolnshire:

- men were underrepresented, whilst women were overrepresented (Table 37);
- people who were divorced, legally separated or widowed were underrepresented (Table 38);
- people of religions other than Christianity (specifically religions other than Hinduism, Islam and Sikhism) were overrepresented (Table 39);
- there were high levels of missing data regarding disability (10.3%), religion or belief (20.1%), and sexual orientation (21.1%).

Age

Compared to the age profile of the local working age population, in Arden & GEM CSU's workforce in Lincolnshire:

- people aged 34 years old and under, people aged 35 to 49 years old, and people aged 50 years old and over were proportionately represented.

Please refer to Table 34.

Table 34: Overview of the age profile of Arden & GEM CSU's workforce in Lincolnshire compared to the relevant working age population

Age group	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
34 years old and under	158549	35.8%	57	29.4%
35 to 49 years old	136999	30.9%	72	37.1%
50 years old and over	147581	33.3%	65	33.5%
Total known	443129	100.0%	194	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			194	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Disability

Compared to the disability profile of the local working age population, in Arden & GEM CSU's workforce in Lincolnshire:

- people who were disabled and people who were not disabled were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on disability status (10.3%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 35.

Table 35: Overview of the disability profile of Arden & GEM CSU's workforce in Lincolnshire compared to the relevant working age population

Disability	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
Disabled‡	27041	6.1%	REDACTED	
Not Disabled	416883	93.9%	REDACTED	
Total known	443924	100.0%	174	100.0%
<i>Not known†</i>			20	10.3%
<i>Grand total</i>			194	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

‡ disability criterion for the local population figure: day-to-day activities limited a lot

Ethnicity

Compared to the ethnicity profile of the local working age population, in Arden & GEM CSU's workforce in Lincolnshire:

- White and BME people were proportionately represented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic subgroup was proportionately represented when ethnicity was considered in greater detail.

Please refer to Table 36.

Table 36: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in Lincolnshire compared to the relevant working age population

Ethnicity (Workforce Race Equality Standard)	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
White	432146	97.3%	REDACTED	
BME	11778	2.7%		
Total known	443924	100.0%	193	100.0%
<i>Not known†</i>			<i>1</i>	<i>0.5%</i>
<i>Grand total</i>			<i>194</i>	

Ethnicity (detailed)	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
White British	407535	91.8%	REDACTED	
White Irish	1868	0.4%		
Other White	22743	5.1%		
Asian or Asian British	4095	0.9%		
Black or Black British	1998	0.5%		
Mixed	3488	0.8%		
Other	2197	0.5%		
Total known	443924	100.0%	193	100.0%
<i>Not known†</i>			<i>1</i>	<i>0.5%</i>
<i>Grand total</i>			<i>194</i>	<i>100.0%</i>

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Gender

Compared to the gender profile of the local working age population, in Arden & GEM CSU's workforce in Lincolnshire:

- men were underrepresented;
- women were overrepresented.

Please refer to Table 37.

Table 37: Overview of the gender profile of Arden & GEM CSU's workforce in Lincolnshire compared to the relevant working age population

Gender	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
Females	225580	50.9%	134	69.1%
Males	217549	49.1%	60	30.9%
Total known	443129	100.0%	194	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			194	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Marital Status

Compared to the marital status profile of the local working age population, in Arden & GEM CSU's workforce in Lincolnshire:

- people who were divorced, legally separated or widowed were underrepresented.

Please refer to Table 38.

Table 38: Overview of the marital status profile of Arden & GEM CSU's workforce in Lincolnshire compared to the relevant working age population

Marital status	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
Single	158702	35.7%	64	34.2%
Marriage or Civil Partnership	216791	48.8%	107	57.2%
Divorced, Legally Separated or Widowed	68431	15.4%	16	8.6%
Total known	443924	100.0%	187	100.0%
<i>Not known†</i>			7	3.6%
<i>Grand total</i>			194	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Religion or Belief

Compared to the religion and belief profile of the local working age population, in Arden & GEM CSU's workforce in Lincolnshire:

- people of religions other than Christianity were overrepresented;
- specifically, "other" religions (other than Hinduism, Islam and Sikhism) were overrepresented when religion and belief was considered in greater detail;
- there was a high percentage of the workforce for whom there was no information on religion or belief (20.1%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 39.

Table 39: Overview of the simplistic and detailed religion or belief profiles of Arden & GEM CSU's workforce in Lincolnshire compared to the relevant working age population

Religion or belief (simplistic)	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
Atheism	115452	27.9%	30	19.4%
Christian	291849	70.4%	114	73.5%
Other	6969	1.7%	11	7.1%
Total known	414270	100.0%	155	100.0%
<i>Not known†</i>			39	20.1%
<i>Grand total</i>			194	100.0%

Religion or belief (detailed)	Lincolnshire (working age population*)		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
Atheism	115452	27.9%	30	19.4%
Christian	291849	70.4%	114	73.5%
Hinduism	1087	0.3%		
Islam	1942	0.5%		REDACTED
Sikhism	324	0.1%		
Other	3616	0.9%		
Total known	414270	100.0%	155	100.0%
<i>Not known†</i>			39	20.1%
<i>Grand total</i>			194	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Sexual Orientation

Compared to a national estimate of the sexual orientation profile of adults, in Arden & GEM CSU's workforce in Lincolnshire:

- heterosexual and LGB people were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on sexual orientation (21.1%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 40.

Table 40: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in Lincolnshire compared to a national estimate of the sexual orientation profile of adults

Sexual orientation	National estimate of the sexual orientation profile of adults*		Arden & GEM CSU workforce in Lincolnshire	
	n	%	n	%
Heterosexual	22489	97.8%	REDACTED	
LGB	506	2.2%	REDACTED	
Total known	22995	2.2%	153	100.0%
<i>Not known†</i>			41	21.1%
<i>Grand total</i>			194	100.0%

* British Crime Survey 2009/10

† percentage calculated using the grand total as the base

Arden & GEM CSU in Northamptonshire

This section evaluates how well Arden & GEM CSU's workforce reflects the population that it serves, considering only the Northamptonshire locality. Arden & GEM CSU's substantive workforce at 2nd November 2015 in Northamptonshire was 133 people. The equality profile of Arden & GEM CSU's workforce in Northamptonshire was compared, where possible, to the working age population of Northamptonshire; referred to as the local working age population.

Summary of significant findings

Compared to equality profile of the local working age population, in Arden & GEM CSU's workforce in Northamptonshire:

- people aged 34 years old and under were underrepresented, whilst people aged 35 to 49 years old were overrepresented (Table 41);
- men were underrepresented, whilst women were overrepresented (Table 44);
- single people were underrepresented (Table 45);
- Atheism was underrepresented, whilst people of religions other than Christianity (specifically religions other than Hinduism, Islam and Sikhism) were overrepresented (Table 46);
- there were high levels of missing data regarding disability (25.6%), religion or belief (37.6%), and sexual orientation (31.6%).

Age

Compared to the age profile of the local working age population, in Arden & GEM CSU's workforce in Northamptonshire:

- people aged 34 years old and under were underrepresented;
- people aged 35 to 49 years old were overrepresented.

Please refer to Table 41.

Table 41: Overview of the age profile of Arden & GEM CSU's workforce in Northamptonshire compared to the relevant working age population

Age group	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
34 years old and under	163017	36.3%	19	14.3%
35 to 49 years old	151972	33.8%	65	48.9%
50 years old and over	134430	29.9%	49	36.8%
Total known	449419	100.0%	133	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			133	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Disability

Compared to the disability profile of the local working age population, in Arden & GEM CSU's workforce in Northamptonshire:

- people who were disabled and people who were not disabled were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on disability status (25.6%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 42.

Table 42: Overview of the disability profile of Arden & GEM CSU's workforce in Northamptonshire compared to the relevant working age population

Disability	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
Disabled‡	21386	4.8%	REDACTED	
Not Disabled	426659	95.2%	REDACTED	
Total known	448045	100.0%	99	100.0%
<i>Not known†</i>			<i>34</i>	<i>25.6%</i>
<i>Grand total</i>			<i>133</i>	<i>100.0%</i>

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

‡ disability criterion for the local population figure: day-to-day activities limited a lot

Ethnicity

Compared to the ethnicity profile of the local working age population, in Arden & GEM CSU's workforce in Northamptonshire:

- White and BME people were proportionately represented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic subgroup was proportionately represented when ethnicity was considered in greater detail.

Please refer to Table 43.

Table 43: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in Northamptonshire compared to the relevant working age population

Ethnicity (Workforce Race Equality Standard)	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
White	409461	91.4%	113	86.9%
BME	38584	8.6%	17	13.1%
Total known	448045	100.0%	130	100.0%
<i>Not known†</i>			3	2.3%
<i>Grand total</i>			<i>133</i>	

Ethnicity (detailed)	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
White British	379907	84.8%	107	82.3%
White Irish	4062	0.9%		
Other White	25492	5.7%		
Asian or Asian British	15849	3.5%		
Black or Black British	11337	2.5%		
Mixed	7172	1.6%		
Other	4226	0.9%		
Total known	448045	100.0%	130	100.0%
<i>Not known†</i>			3	2.3%
<i>Grand total</i>			<i>133</i>	<i>100.0%</i>

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Gender

Compared to the gender profile of the local working age population, in Arden & GEM CSU's workforce in Northamptonshire:

- men were underrepresented;
- women were overrepresented.

Please refer to Table 44.

Table 44: Overview of the gender profile of Arden & GEM CSU's workforce in Northamptonshire compared to the relevant working age population

Gender	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
Females	226258	50.3%	89	66.9%
Males	223161	49.7%	44	33.1%
Total known	449419	100.0%	133	100.0%
<i>Not known†</i>			0	0.0%
<i>Grand total</i>			133	100.0%

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Marital Status

Compared to the marital status profile of the local working age population, in Arden & GEM CSU's workforce in Northamptonshire:

- single people were underrepresented.

Please refer to Table 45.

Table 45: Overview of the marital status profile of Arden & GEM CSU's workforce in Northamptonshire compared to the relevant working age population

Marital status	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
Single	168406	37.6%	33	25.8%
Marriage or Civil Partnership	212053	47.3%	77	60.2%
Divorced, Legally Separated or Widowed	67586	15.1%	18	14.1%
Total known	448045	100.0%	128	100.0%
<i>Not known†</i>			5	3.8%
<i>Grand total</i>			133	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Religion or Belief

Compared to the religion and belief profile of the local working age population, in Arden & GEM CSU's workforce in Northamptonshire:

- Atheism was underrepresented whilst people of religions other than Christianity were overrepresented;
- specifically, "other" religions (other than Hinduism, Islam and Sikhism) were overrepresented when religion and belief was considered in greater detail;
- there was a high percentage of the workforce for whom there was no information on religion or belief (37.6%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 46.

Table 46: Overview of the simplistic and detailed religion or belief profiles of Arden & GEM CSU's workforce in Northamptonshire compared to the relevant working age population

Religion or belief (simplistic)	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
Atheism	140806	33.6%	10	12.0%
Christian	258386	61.6%	58	69.9%
Other	20024	4.8%	15	18.1%
Total known	419216	100.0%	83	100.0%
<i>Not known†</i>			50	37.6%
<i>Grand total</i>			133	100.0%

Religion or belief (detailed)	Northamptonshire (working age population*)		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
Atheism	140806	33.6%	10	12.0%
Christian	258386	61.6%	58	69.9%
Hinduism	5867	1.4%		
Islam	7561	1.8%		REDACTED
Sikhism	1939	0.5%		
Other	4657	1.1%		
Total known	419216	100.0%	83	100.0%
<i>Not known†</i>			50	37.6%
<i>Grand total</i>			133	100.0%

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Sexual Orientation

Compared to a national estimate of the sexual orientation profile of adults, in Arden & GEM CSU's workforce in Northamptonshire:

- heterosexual and LGB people were proportionately represented;
- there was a high percentage of the workforce for whom there was no information on sexual orientation (31.6%); this sheds doubt on the reliability of any conclusions derived from statistical analyses of this protected characteristic.

Please refer to Table 47.

Table 47: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in Northamptonshire compared to a national estimate of the sexual orientation profile of adults

Sexual orientation	National estimate of the sexual orientation profile of adults*		Arden & GEM CSU workforce in Northamptonshire	
	n	%	n	%
Heterosexual	22489	97.8%	REDACTED	
LGB	506	2.2%	REDACTED	
Total known	22995	2.2%	91	100.0%
<i>Not known†</i>			42	31.6%
<i>Grand total</i>			133	100.0%

* British Crime Survey 2009/10

† percentage calculated using the grand total as the base

The equality profile of Arden & GEM CSU's workforce across working patterns

This section evaluates how the equality profile of Arden & GEM CSU's workforce varied across working patterns using the equality profile of Arden & GEM CSU's overall workforce as a benchmark. At 2nd November 2015, 19.7% of the workforce worked part-time (223 of 1130 substantive staff).

Summary of significant findings

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- people aged 34 years old and under were underrepresented amongst part-time staff (Table 48);
- BME people were underrepresented amongst part-time staff when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together), however, each ethnic group was proportionately represented across working patterns when ethnicity was considered in greater detail (Table 50);
- men were overrepresented amongst full-time staff and underrepresented amongst part-time staff, whilst women were underrepresented amongst full-time staff and overrepresented amongst part-time staff (Table 51);
- single people were overrepresented amongst full-time staff and underrepresented amongst part-time staff, whilst people who were married or in a civil partnership were overrepresented amongst part-time staff (Table 52);
- there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%).

Age

Compared to the overall age profile of Arden & GEM CSU's workforce:

- people aged 34 years old and under were underrepresented amongst part-time staff.

Please refer to Table 48.

Table 48: Overview of the age profile of Arden & GEM CSU's workforce across working patterns

Age group	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
34 years old and under	243	21.5%	218	24.0%	25	11.2%
35 to 49 years old	504	44.6%	387	42.7%	117	52.5%
50 years old and over	383	33.9%	302	33.3%	81	36.3%
Total known	1130	100.0%	907	100.0%	223	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	1130	100.0%	907		223	

† percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of Arden & GEM CSU's workforce:

- staff who were Disabled and staff who were Not Disabled were each proportionately represented across working patterns;
- however, high levels of missing data regarding the disability status of employees (20.6% overall) place doubt on the validity of these findings.

Please refer to Table 49.

Table 49: Overview of the disability profile of Arden & GEM CSU's workforce across working patterns

Disability	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
Disabled	42	4.7%	REDACTED			
Not disabled	855	95.3%				
Total known	897	100.0%	720	100.0%	177	100.0%
<i>Not known†</i>	233	20.6%	187	20.6%	46	20.6%
<i>Grand total</i>	1130	100.0%	907		223	

† percentage calculated using the grand total as the base

Ethnicity

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce:

- BME people were underrepresented amongst part-time staff when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic group was proportionately represented across working patterns when ethnicity was considered in greater detail.

Please refer to Table 50.

Table 50: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce across working patterns

Ethnicity (Workforce Race Equality Standard)	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
White	894	87.3%	708	85.7%	186	93.9%
BME	130	12.7%	118	14.3%	12	6.1%
Total known	1024	100.0%	826	100.0%	198	100.0%
<i>Not known†</i>	106	9.4%	81	8.9%	25	11.2%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>907</i>		<i>223</i>	

† percentage calculated using the grand total as the base

Table 50 continued: Overview of the simplistic and detailed ethnicity profiles of Arden & GEM CSU's workforce across working patterns

Ethnicity (detailed)	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
White British	854	83.4%	677	82.0%	177	89.4%
White Irish	REDACTED		REDACTED		REDACTED	
Other White	29	2.8%	REDACTED		REDACTED	
Asian or Asian British	83	8.1%	73	8.8%	10	5.1%
Black or Black British	23	2.2%	REDACTED		REDACTED	
Mixed	REDACTED		REDACTED		REDACTED	
Other ethnicity	15	1.5%	REDACTED		REDACTED	
Total known	1024	100.0%	826	100.0%	198	100.0%
<i>Not known†</i>	106	9.4%	81	8.9%	25	11.2%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>907</i>		<i>223</i>	

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of Arden & GEM CSU's workforce:

- men were overrepresented amongst full-time staff and underrepresented amongst part-time staff;
- women were underrepresented amongst full-time staff and overrepresented amongst part-time staff.

Please refer to Table 51.

Table 51: Overview of the gender profile of Arden & GEM CSU's workforce across working patterns

Gender	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
Female	771	68.2%	559	61.6%	212	95.1%
Male	359	31.8%	348	38.4%	11	4.9%
Total known	1130	100.0%	907	100.0%	223	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>907</i>		<i>223</i>	

† percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of Arden & GEM CSU's workforce:

- single people were overrepresented amongst full-time staff and underrepresented amongst part-time staff;
- people who were married or in a civil partnership were overrepresented amongst part-time staff.

Please refer to Table 52.

Table 52: Overview of the marital status profile of Arden & GEM CSU's workforce across working patterns

Marital status	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
Single	322	30.1%	297	34.8%	25	11.7%
Married / Civil Partnership	659	61.7%	484	56.7%	175	81.8%
Divorced / Legally Separated / Widowed	87	8.1%	73	8.5%	14	6.5%
Total known	1068	100.0%	854	100.0%	214	100.0%
<i>Not known†</i>	62	5.5%	53	5.8%	9	4.0%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>907</i>		<i>223</i>	

† percentage calculated using the grand total as the base

Pregnancy and maternity

Compared to the overall maternity or adoption leave profile of Arden & GEM CSU's workforce amongst women aged under 50 years old:

- staff who were on maternity or adoption leave and staff who were not on maternity or adoption leave were proportionately represented across working patterns.

Please refer to Table 53.

Table 53: Overview of the maternity or adoption leave profile of Arden & GEM CSU's workforce across working patterns (women aged under 50 years old only)

Maternity or adoption	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
Maternity / Adoption	15	3.0%	REDACTED			
Not Maternity / Adoption	479	97.0%				
Total known	494	100.0%	357	100.0%	137	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	494	100.0%	357		137	

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce:

- each religion or belief group considered (Atheism, Christianity, Other) was proportionately represented across working patterns;
- each religion or belief group was also proportionately represented across working patterns when religion or belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of employees (35.1% overall) place doubt on the validity of these findings.

Please refer to Table 54.

Table 54: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce across working patterns

Religion or belief (simplistic)	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
Atheism	106	14.5%	94	15.9%	12	8.5%
Christianity	487	66.4%	376	63.5%	111	78.7%
Other	140	19.1%	122	20.6%	18	12.8%
Total known	733	100.0%	592	100.0%	141	100.0%
<i>Not known†</i>	397	35.1%	315	34.7%	82	36.8%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>907</i>		<i>223</i>	

† percentage calculated using the grand total as the base

Table 54 continued: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce across working patterns

Religion or belief (detailed)	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
Atheism	106	14.5%	94	15.9%	12	8.5%
Christianity	487	66.4%	376	63.5%	111	78.7%
Hinduism	26	3.5%				
Islam	28	3.8%	REDACTED			
Sikhism	15	2.0%				
Other	71	9.7%				
Total known	733	100.0%	592	100.0%	141	100.0%
<i>Not known†</i>	397	35.1%	315	34.7%	82	36.8%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>907</i>		<i>223</i>	

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce:

- heterosexual and LGB staff were each proportionately represented across working patterns;
- however, high levels of missing data regarding the sexual orientation of employees (31.2% overall) place doubt on the validity of these findings.

Please refer to Table 55.

Table 55: Overview of the sexual orientation profile of Arden & GEM CSU's workforce across working patterns

Sexual orientation	Overall		Full-Time		Part-Time	
	n	%	n	%	n	%
Heterosexual	766	98.5%	REDACTED			
LGB	12	1.5%				
Total known	778	100.0%	645	100.0%	133	100.0%
<i>Not known†</i>	352	31.2%	262	28.9%	90	40.4%
<i>Grand total</i>	1130	100.0%	907		223	

† percentage calculated using the grand total as the base

The equality profile of Arden & GEM CSU's workforce across pay bands

This section evaluates how the equality profile of Arden & GEM CSU's workforce varied across pay bands, using the equality profile of Arden & GEM CSU's overall workforce as a benchmark. At 2nd November 2015, 24.0% of the workforce were at Apprentice Grade and pay bands 2 to 4, 51.9% of the workforce were at pay bands 5 to 7, and 24.1% of the workforce were at pay bands 8A to 9, Medical Consultants, and VSM (271, 587, and 272 people respectively).

Summary of significant findings

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- people aged 34 years old and under were overrepresented at Apprentice Grade and Bands 2 to 4 and underrepresented at Bands 8A to 9, Medical Consultants, and VSM, whilst people aged 35 to 49 years old were underrepresented at Apprentice Grade and Bands 2 to 4 (Table 56);
- staff who were Disabled were overrepresented at Apprentice Grade and Bands 2 to 4 (Table 57);
- women were overrepresented at Apprentice Grade and Bands 2 to 4 and underrepresented at Bands 8A to 9, Medical Consultants, and VSM, whilst men were underrepresented at Apprentice Grade and Bands 2 to 4 and overrepresented at Bands 8A to 9, Medical Consultants, and VSM (Table 59);
- single people were overrepresented at Apprentice Grade and Bands 2 to 4, whilst people who were married or in a civil partnership were underrepresented at Apprentice Grade and Bands 2 to 4 (Table 60);
- there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%).

Age

Compared to the overall age profile of Arden & GEM CSU's workforce:

- people aged 34 years old and under were overrepresented at Apprentice Grade and Bands 2 to 4 and underrepresented at Bands 8A to 9, Medical Consultants, and VSM;
- people aged 35 to 49 years old were underrepresented at Apprentice Grade and Bands 2 to 4.

Please refer to Table 56.

Table 56: Overview of the age profile of Arden & GEM CSU's workforce across pay bands

Age group	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
34 years old and under	243	21.5%	105	38.7%	102	17.4%	36	13.2%
35 to 49 years old	504	44.6%	78	28.8%	286	48.7%	140	51.5%
50 years old and over	383	33.9%	88	32.5%	199	33.9%	96	35.3%
Total known	1130	100.0%	271	100.0%	587	100.0%	272	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of Arden & GEM CSU's workforce:

- staff who were Disabled were overrepresented at Apprentice Grade and Bands 2 to 4;
- however, high levels of missing data regarding the disability status of employees (20.6% overall) place doubt on the validity of these findings. Please refer to Table 57.

Table 57: Overview of the disability profile of Arden & GEM CSU's workforce across pay bands

Disability	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Disabled	42	4.7%	20	8.7%	REDACTED			
Not disabled	855	95.3%	211	91.3%	REDACTED			
Total known	897	100.0%	231	100.0%	437	100.0%	229	100.0%
<i>Not known†</i>	233	20.6%	40	14.8%	150	25.6%	43	15.8%
<i>Grand total</i>	1130	100.0%	271		587		272	

† percentage calculated using the grand total as the base

Ethnicity

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce:

- White and BME people were proportionately represented across pay bands when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic group was also proportionately represented across pay bands when ethnicity was considered in greater detail.

Please refer to Table 58.

Table 58: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce across pay bands

Ethnicity (Workforce Race Equality Standard)	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
White	894	87.3%	227	88.3%	455	85.8%	212	89.5%
BME	130	12.7%	30	11.7%	75	14.2%	25	10.5%
Total known	1024	100.0%	257	100.0%	530	100.0%	237	100.0%
<i>Not known†</i>	106	9.4%	14	5.2%	57	9.7%	35	12.9%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

Table 58 continued: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce across pay bands

Ethnicity (detailed)	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
White British	854	83.4%	213	82.9%	438	82.6%	203	85.7%
White Irish	REDACTED				REDACTED			
Other White	29	2.8%						
Asian or Asian British	83	8.1%	17	6.6%	47	8.9%	19	8.0%
Black or Black British	23	2.2%						
Mixed	REDACTED				REDACTED			
Other ethnicity	15	1.5%						
Total known	1024	100.0%	257	100.0%	530	100.0%	237	100.0%
<i>Not known†</i>	106	9.4%	14	5.2%	57	9.7%	35	12.9%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of Arden & GEM CSU's workforce:

- women were overrepresented at Apprentice Grade and Bands 2 to 4 and underrepresented at Bands 8A to 9, Medical Consultants, and VSM;
- men were underrepresented at Apprentice Grade and Bands 2 to 4 and overrepresented at Bands 8A to 9, Medical Consultants, and VSM.

Please refer to Table 59.

Table 59: Overview of the gender profile of Arden & GEM CSU's workforce across pay bands

Gender	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Female	771	68.2%	228	84.1%	393	67.0%	150	55.1%
Male	359	31.8%	43	15.9%	194	33.0%	122	44.9%
Total known	1130	100.0%	271	100.0%	587	100.0%	272	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of Arden & GEM CSU's workforce:

- single people were overrepresented at Apprentice Grade and Bands 2 to 4;
- people who were married or in a civil partnership were underrepresented at Apprentice Grade and Bands 2 to 4.

Please refer to Table 60.

Table 60: Overview of the marital status profile of Arden & GEM CSU's workforce across pay bands

Marital status	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Single	322	30.1%	115	43.9%	136	25.0%	71	27.0%
Married / Civil Partnership	659	61.7%	128	48.9%	354	65.2%	177	67.3%
Divorced / Legally Separated / Widowed	87	8.1%	19	7.3%	53	9.8%	15	5.7%
Total known	1068	100.0%	262	100.0%	543	100.0%	263	100.0%
<i>Not known†</i>	62	5.5%	9	3.3%	44	7.5%	9	3.3%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

Pregnancy and maternity

Compared to the overall maternity or adoption leave profile of Arden & GEM CSU's workforce amongst women aged under 50 years old:

- staff who were on maternity or adoption leave and staff who were not on maternity or adoption leave were each proportionately represented across pay bands.

Please refer to Table 61.

Table 61: Overview of the maternity or adoption leave profile of Arden & GEM CSU's workforce across pay bands (women aged under 50 years old only)

Maternity or adoption	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Maternity / Adoption	15	3.0%			REDACTED			
Not Maternity / Adoption	479	97.0%			REDACTED			
Total known	494	100.0%	148	100.0%	248	100.0%	98	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	494	100.0%	148		248		98	

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce:

- each religion or belief group considered (Atheism, Christianity, Other) was proportionately represented across pay bands;
- each religion or belief group was also proportionately represented across pay bands when religion or belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of employees (35.1% overall) place doubt on the validity of these findings.

Please refer to Table 62.

Table 62: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce across pay bands

Religion or belief (simplistic)	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Atheism	106	14.5%	30	15.7%	55	14.6%	21	12.7%
Christianity	487	66.4%	123	64.4%	249	66.0%	115	69.7%
Other	140	19.1%	38	19.9%	73	19.4%	29	17.6%
Total known	733	100.0%	191	100.0%	377	100.0%	165	100.0%
<i>Not known†</i>	397	35.1%	80	29.5%	210	35.8%	107	39.3%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

Table 62 continued: Overview of the religion and belief profile of Arden & GEM CSU's workforce across pay bands

Religion or belief (detailed)	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Atheism	106	14.5%	30	15.7%	55	14.6%	21	12.7%
Christianity	487	66.4%	123	64.4%	249	66.0%	115	69.7%
Hinduism	26	3.5%			REDACTED			
Islam	28	3.8%	REDACTED		15	4.0%	REDACTED	
Sikhism	15	2.0%			REDACTED			
Other	71	9.7%	23	12.0%	37	9.8%	11	6.7%
Total known	733	100.0%	191	100.0%	377	100.0%	165	100.0%
<i>Not known†</i>	397	35.1%	80	29.5%	210	35.8%	107	39.3%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce:

- heterosexual and LGB staff were each proportionately represented across pay bands;
- however, high levels of missing data regarding the sexual orientation of employees (31.2% overall) place doubt on the validity of these findings.

Please refer to Table 63.

Table 63: Overview of the sexual orientation profile of Arden & GEM CSU's workforce across pay bands

Sexual orientation	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Heterosexual	766	98.5%			REDACTED			
LGB	12	1.5%			REDACTED			
Total known	778	100.0%	200	100.0%	398	100.0%	180	100.0%
<i>Not known†</i>	352	31.2%	71	26.2%	189	32.2%	92	33.8%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>271</i>		<i>587</i>		<i>272</i>	

† percentage calculated using the grand total as the base

The equality profile of Arden & GEM CSU's workforce across occupational groups

This section evaluates how the equality profile of Arden & GEM CSU's workforce varied across occupational groups, using the equality profile of Arden & GEM CSU's overall workforce as a benchmark. At 2nd November 2015, 79.1% of the workforce worked in the Administrative and Clerical occupational group, 17.6% worked in the Nursing and Midwifery Registered occupational group, and 3.3% worked in other occupational groups (894, 199, and 37 people respectively).

Summary of significant findings

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- people aged 34 years old and under were underrepresented in the Nursing and Midwifery Registered occupational group, whilst people aged 50 years old and over were overrepresented in the Nursing and Midwifery Registered occupational group (Table 64);
- BME people were underrepresented in the Nursing and Midwifery Registered occupational group when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together), specifically, Asian British people were underrepresented in the Nursing and Midwifery Registered occupational group when ethnicity was considered in greater detail (Table 66);
- men were overrepresented in the Administrative and Clerical occupational group, whilst women were overrepresented in the Nursing and Midwifery Registered occupational group and underrepresented in the Administrative and Clerical occupational group (Table 67);
- single people were underrepresented in the Nursing and Midwifery Registered occupational group, whilst people who were married or in a civil partnership were overrepresented in the Nursing and Midwifery Registered occupational group (Table 68);
- Christianity was overrepresented in the Nursing and Midwifery Registered occupational group, whilst Atheism and Other religions or beliefs were underrepresented in the Nursing and Midwifery Registered occupational group; however each of the "Other" religion or belief groups were proportionately represented across occupational groups when religion or belief was considered in greater detail (Table 70);
- there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%).

Age

Compared to the overall age profile of Arden & GEM CSU's workforce:

- people aged 34 years old and under were underrepresented in the Nursing and Midwifery Registered occupational group;
- people aged 50 years old and over were overrepresented in the Nursing and Midwifery Registered occupational group.

Please refer to Table 64.

Table 64: Overview of the age profile of Arden & GEM CSU's workforce across occupational groups

Age group	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
34 years old and under	243	21.5%	223	24.9%	REDACTED			REDACTED
35 to 49 years old	504	44.6%	405	45.3%	84	42.2%	15	40.5%
50 years old and over	383	33.9%	266	29.8%	REDACTED			REDACTED
Total known	1130	100.0%	894	100.0%	199	100.0%	37	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>894</i>		<i>199</i>		<i>37</i>	

† percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of Arden & GEM CSU's workforce:

- staff who were Disabled and staff who were Not Disabled were each proportionately represented across occupational groups;
- however, high levels of missing data regarding the disability status of employees (20.6% overall) place doubt on the validity of these findings. Please refer to Table 65.

Table 65: Overview of the disability profile of Arden & GEM CSU's workforce across occupational groups

Disability	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
Disabled	42	4.7%	32	4.6%	REDACTED			
Not disabled	855	95.3%	663	95.4%	REDACTED			
Total known	897	100.0%	695	100.0%	170	100.0%	32	100.0%
<i>Not known†</i>	233	20.6%	199	22.3%	29	14.6%	5	13.5%
<i>Grand total</i>	1130	100.0%	894		199		37	

† percentage calculated using the grand total as the base

Ethnicity

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce:

- BME people were underrepresented in the Nursing and Midwifery Registered occupational group when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- Specifically, Asian British people were underrepresented in the Nursing and Midwifery Registered occupational group when ethnicity was considered in greater detail.

Please refer to Table 66.

Table 66: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce across occupational groups

Ethnicity (Workforce Race Equality Standard)	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
White	894	87.3%	702	85.7%	REDACTED			
BME	130	12.7%	117	14.3%	REDACTED			
Total known	1024	100.0%	819	100.0%	177	100.0%	28	100.0%
<i>Not known†</i>	106	9.4%	75	8.4%	22	11.1%	9	24.3%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>894</i>		<i>199</i>		<i>37</i>	

† percentage calculated using the grand total as the base

Table 66 continued: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce across occupational groups

Ethnicity (detailed)	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
White British	854	83.4%	671	81.9%	159	89.8%	24	85.7%
White Irish	REDACTED							
Other White	29	2.8%						
Asian or Asian British	83	8.1%			REDACTED			
Black or Black British	23	2.2%						
Mixed	REDACTED							
Other ethnicity	15	1.5%						
Total known	1024	100.0%	819	100.0%	177	100.0%	28	100.0%
<i>Not known†</i>	106	9.4%	75	8.4%	22	11.1%	9	24.3%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>894</i>		<i>199</i>		<i>37</i>	

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of Arden & GEM CSU's workforce:

- men were overrepresented in the Administrative and Clerical occupational group;
- women were overrepresented in the Nursing and Midwifery Registered occupational group and underrepresented in the Administrative and Clerical occupational group.

Please refer to Table 67.

Table 67: Overview of the gender profile of Arden & GEM CSU's workforce across occupational groups

Gender	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
Female	771	68.2%	564	63.1%	REDACTED		REDACTED	
Male	359	31.8%	330	36.9%				
Total known	1130	100.0%	894	100.0%	199	100.0%	37	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	1130	100.0%	894		199		37	

† percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of Arden & GEM CSU's workforce:

- single people were underrepresented in the Nursing and Midwifery Registered occupational group;
- people who were married or in a civil partnership were overrepresented in the Nursing and Midwifery Registered occupational group.

Please refer to Table 68.

Table 68: Overview of the marital status profile of Arden & GEM CSU's workforce across occupational groups

Marital status	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
Single	322	30.1%	293	34.8%				
Married / Civil Partnership	659	61.7%	481	57.2%	REDACTED		REDACTED	
Divorced / Legally Separated / Widowed	87	8.1%	67	8.0%				
Total known	1068	100.0%	841	100.0%	191	100.0%	36	100.0%
<i>Not known†</i>	62	5.5%	53	5.9%	8	4.0%	1	2.7%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>894</i>		<i>199</i>		<i>37</i>	

† percentage calculated using the grand total as the base

Pregnancy and maternity

Compared to the overall maternity or adoption leave profile of Arden & GEM CSU's workforce amongst women aged under 50 years old:

- staff who were on maternity or adoption leave and staff who were not on maternity or adoption leave were each proportionately represented across occupational groups.

Please refer to Table 69.

Table 69: Overview of the maternity or adoption leave profile of Arden & GEM CSU's workforce across occupational groups (women aged under 50 years old only)

Maternity or adoption	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
Maternity / Adoption	15	3.0%						
Not Maternity / Adoption	479	97.0%						
Total known	494	100.0%	391	100.0%	82	100.0%	21	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<i>Grand total</i>	494	100.0%	391		82		21	

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce:

- Christianity was overrepresented in the Nursing and Midwifery Registered occupational group;
- Atheism and Other religions or beliefs were underrepresented in the Nursing and Midwifery Registered occupational group;
- each of the "Other" religion or belief groups were proportionately represented across occupational groups when religion or belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of employees (35.1% overall) place doubt on the validity of these findings.

Please refer to Table 70.

Table 70: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce across occupational groups

Religion or belief (simplistic)	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
Atheism	106	14.5%						
Christianity	487	66.4%	367	62.2%	REDACTED			
Other	140	19.1%						
Total known	733	100.0%	590	100.0%	121	100.0%	22	100.0%
<i>Not known†</i>	397	35.1%	304	34.0%	78	39.2%	15	40.5%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>894</i>		<i>199</i>		<i>37</i>	

† percentage calculated using the grand total as the base

Table 70 continued: Overview of the religion and belief profile of Arden & GEM CSU's workforce across occupational groups

Religion or belief (detailed)	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
Atheism	106	14.5%	98	16.6%				
Christianity	487	66.4%	367	62.2%				
Hinduism	26	3.5%						
Islam	28	3.8%						
Sikhism	15	2.0%						
Other	71	9.7%	61	10.3%				
Total known	733	100.0%	590	100.0%	121	100.0%	22	100.0%
<i>Not known†</i>	397	35.1%	304	34.0%	78	39.2%	15	40.5%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>894</i>		<i>199</i>		<i>37</i>	

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce:

- heterosexual and LGB staff were each proportionately represented across occupational groups;
- however, high levels of missing data regarding the sexual orientation of employees (31.2% overall) place doubt on the validity of these findings.

Please refer to Table 71.

Table 71: Overview of the sexual orientation profile of Arden & GEM CSU's workforce across occupational groups

Sexual orientation	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
	n	%	n	%	n	%	n	%
Heterosexual	766	98.5%						
LGB	12	1.5%						
Total known	778	100.0%	636	100.0%	124	100.0%	18	100.0%
<i>Not known†</i>	352	31.2%	258	28.9%	75	37.7%	19	51.4%
<i>Grand total</i>	1130	100.0%	894		199		37	

† percentage calculated using the grand total as the base

The equality profile of Arden & GEM CSU's recruitment process

Recruitment data on applicants and shortlisting were obtained from NHS Jobs 2 for the period 1st April 2015 to 11th November 2015. Data on NHS Jobs 2 recorded that 42 people had been appointed in the period; a figure known to be an underestimate and which suggests that NHS Jobs 2 was not being used to record all appointments. Consequently, counts of new starters for the period were used in lieu of robust information on appointments; however, this method is flawed as it does not follow through recruitment for the same posts covered by the NHS Jobs 2 data.

In this period, Arden & GEM CSU advertised for 381 posts, received 3331 applications, shortlisted 1070 people, and had 155 new starters. Equity in representation across the protected characteristics was assessed at each stage of Arden & GEM CSU's recruitment process: application, short listing, and amongst new starters. Representations amongst the subgroups of each of the protected characteristics available are compared between applicants and the local working age population, between those shortlisted and those who applied but were not shortlisted, and between new starters and those who were shortlisted less counts of new starters.

Summary of significant findings

At the application stage, compared to the overall equality profile of the local working age population (16 to 64 years old):

- younger (34 years old and under) and middle aged (35 to 49 years old) applicants were overrepresented, whilst older (50 years old and over) applicants were underrepresented (Table 72);
- White applicants were underrepresented and BME applicants were overrepresented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together); specifically White British applicants were underrepresented, and Asian or Asian British, Black or Black British, and mixed race applicants were overrepresented when ethnicity was considered in greater detail (Table 74);
- women were overrepresented and men were underrepresented amongst applicants (Table 75);
- applicants who were single were overrepresented, whilst applicants in a marriage or civil partnership and divorced, legally separated or widowed applicants were underrepresented (Table 76);
- Atheism and Christianity were underrepresented amongst applicants, whilst people of religions other than Christianity were overrepresented amongst applicants; specifically, Hinduism, Islam, Sikhism, and “other” religions were overrepresented amongst applicants when religion and belief was considered in greater detail (Table 77).

At the short listing stage, compared to the overall equality profile of those who applied but who were not shortlisted:

- younger (34 years old and under) people were underrepresented amongst those shortlisted, whilst middle aged (35 to 49 years old) and older people (50 years old and over) were overrepresented amongst those shortlisted (Table 72);
- White people were overrepresented and BME people were underrepresented amongst those shortlisted when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together), specifically White British and White Irish people were overrepresented amongst those shortlisted, and Asian or Asian British and Black or Black British were underrepresented amongst those shortlisted when ethnicity was considered in greater detail (Table 74);
- women were overrepresented and men were underrepresented amongst those shortlisted (Table 75);
- those who were single were underrepresented amongst those shortlisted, whilst those in a marriage or civil partnership and those who were divorced, legally separated or widowed were overrepresented amongst those shortlisted (Table 76);
- Christianity was overrepresented amongst those shortlisted whilst people of religions other than Christianity were underrepresented amongst those shortlisted; specifically, Hinduism and Islam were overrepresented amongst applicants when religion and belief was considered in greater detail (Table 77).

At the appointment stage, compared to the overall equality profile of those who were shortlisted less new starters:

- White people were overrepresented and BME people were underrepresented amongst new starters when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together) (Table 74).

There were high levels of missing data regarding

- the disability status of new starters (15.5%),
- the religion or belief of applicants (10.3%), those shortlisted (11.5%), and new starters (26.5%),
- the sexual orientation of new starters (20.6%);

which place doubt on the validity of findings related to these protected characteristics at the noted stages of the recruitment process.

Age

Compared to the overall age profile of the local working age population:

- younger (34 years old and under) and middle aged (35 to 49 years old) applicants were overrepresented;
- older (50 years old and over) applicants were underrepresented.

Compared to the overall age profile of those who applied but who were not shortlisted:

- younger (34 years old and under) people were underrepresented amongst those shortlisted;
- middle aged (35 to 49 years old) and older people (50 years old and over) were overrepresented amongst those shortlisted.

Compared to the overall age profile of those who were shortlisted less new starters:

- younger (34 years old and under), middle aged (35 to 49 years old) and older new starters (50 years old and over) were each proportionately represented.

Please refer to Table 72.

Table 72: Overview of the age profile of Arden & GEM CSU's recruitment process

Age group	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
16 to 34 years old	1966862	37.8%	1721	51.7%	1307	57.9%	414	38.8%	362	39.6%	52	34.0%
35 to 49 years old	1673693	32.1%	1157	34.8%	710	31.4%	447	41.9%	378	41.3%	69	45.1%
50 to 64 years old	1568707	30.1%	449	13.5%	242	10.7%	207	19.4%	175	19.1%	32	20.9%
Total known	5209262	100.0%	3327	100.0%	2259	100.0%	1068	100.0%	915	100.0%	153	100.0%
<i>Not known†</i>			4	0.1%	2	0.1%	2	0.2%			2	1.3%
<i>Grand total</i>			3331		2261		1070				155	

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of the local working age population:

- applicants who were Disabled and applicants who were Not Disabled were each proportionately represented.

Compared to the overall disability profile of those who applied but who were not shortlisted:

- people who were Disabled and people who were Not Disabled were each proportionately represented amongst those shortlisted.

Compared to the overall disability profile of those who were shortlisted less new starters:

- new starters who were Disabled and new starters who were Not Disabled were each proportionately represented;
- however, high levels of missing data regarding the disability status of new starters (15.5%) place doubt on the validity of these findings.

Please refer to Table 73.

Table 73: Overview of the disability profile of Arden & GEM CSU's recruitment process

Disability	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
Disabled‡	273546	5.3%	195	6.0%	126	5.7%	69	6.6%	REDACTED		REDACTED	
Not Disabled	4923637	94.7%	3064	94.0%	2087	94.3%	977	93.4%	REDACTED		REDACTED	
Total known	5197183	100.0%	3259	100.0%	2213	100.0%	1046	100.0%	915	100.0%	131	100.0%
<i>Not known†</i>			72	2.2%	48	2.1%	24	2.2%			24	15.5%
<i>Grand total</i>			3331		2261		1070				155	

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

‡ disability criterion for the local population figure: day-to-day activities limited a lot

Ethnicity

Compared to the overall ethnicity profile of the local working age population:

- White applicants were underrepresented and BME applicants were overrepresented when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- White British applicants were underrepresented, and Asian or Asian British, Black or Black British, and mixed race applicants were overrepresented when ethnicity was considered in greater detail.

Compared to the overall ethnicity profile of those who applied but who were not shortlisted:

- White people were overrepresented and BME people were underrepresented amongst those shortlisted when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- White British and White Irish people were overrepresented amongst those shortlisted, and Asian or Asian British and Black or Black British people were underrepresented amongst those shortlisted when ethnicity was considered in greater detail.

Compared to the overall ethnicity profile of those who were shortlisted less new starters:

- White people were overrepresented and BME people were underrepresented amongst new starters when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic group was proportionately represented amongst new starters when ethnicity was considered in greater detail.

Please refer to Table 74.

Table 74: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's recruitment process

Ethnicity (Workforce Race Equality Standard)	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
White	4643825	89.4%	1834	56.6%	1133	51.2%	701	68.2%	586	66.1%	115	81.0%
BME	553358	10.6%	1408	43.4%	1081	48.8%	327	31.8%	300	33.9%	27	19.0%
Total known	5197183	100.0%	3242	100.0%	2214	100.0%	1028	100.0%	886	100.0%	142	100.0%
<i>Not known†</i>			89	2.7%	47	2.1%	42	3.9%			13	8.4%
<i>Grand total</i>			3331		2261		1070				155	

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Table 74 continued: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's recruitment process

Ethnicity (detailed)	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
White British	4401305	84.7%	1684	51.9%	1028	46.4%	656	63.8%	547	61.7%	109	76.8%
White Irish	38017	0.7%	19	0.6%	REDACTED		REDACTED		REDACTED		REDACTED	
Other White	204503	3.9%	131	4.0%	97	4.4%	34	3.3%	REDACTED		REDACTED	
Asian or Asian British	304829	5.9%	957	29.5%	728	32.9%	229	22.3%	207	23.4%	22	15.5%
Black or Black British	104085	2.0%	340	10.5%	274	12.4%	66	6.4%	REDACTED		REDACTED	
Mixed	75923	1.5%	66	2.0%	47	2.1%	19	1.8%	REDACTED		REDACTED	
Other	68521	1.3%	45	1.4%	REDACTED		REDACTED		REDACTED		REDACTED	
Total known	5197183	100.0%	3242	100.0%	2214	100.0%	1028	100.0%	886	100.0%	142	100.0%
<i>Not known†</i>			89	2.7%	47	2.1%	42	3.9%			13	8.4%
<i>Grand total</i>			3331		2261		1070				155	

* population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of the local working age population:

- women were overrepresented and men were underrepresented amongst applicants.

Compared to the overall gender profile of those who applied but who were not shortlisted:

- women were overrepresented and men were underrepresented amongst those shortlisted.

Compared to the overall gender profile of those who were shortlisted less new starters:

- men and women were proportionately represented amongst new starters.

Please refer to Table 75.

Table 75: Overview of the gender profile of Arden & GEM CSU's recruitment process

Gender	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
Females	2613942	50.2%	1999	60.4%	1305	58.0%	694	65.5%	591	65.2%	103	67.8%
Males	2595320	49.8%	1311	39.6%	946	42.0%	365	34.5%	316	34.8%	49	32.2%
Total known	5209262	100.0%	3310	100.0%	2251	100.0%	1059	100.0%	907	100.0%	152	100.0%
<i>Not known†</i>			21	0.6%	10	0.4%	11	1.0%			3	1.9%
<i>Grand total</i>			3331		2261		1070				155	

* population aged 16 to 64 years old, ONS 2014 mid-year population estimates

† percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of the local working age population:

- applicants who were single were overrepresented;
- applicants in a marriage or civil partnership and divorced, legally separated or widowed applicants were underrepresented.

Compared to the overall marital status profile of those who applied but who were not shortlisted:

- those who were single were underrepresented amongst those shortlisted;
- those in a marriage or civil partnership and those who were divorced, legally separated or widowed were overrepresented amongst those shortlisted.

Compared to the overall marital status profile of those who were shortlisted less new starters:

- those who were single, those in a marriage or civil partnership, and those who were divorced, legally separated or widowed, were each proportionately represented amongst new starters.

Please refer to Table 76.

Table 76: Overview of the marital status profile of Arden & GEM CSU's recruitment process

Marital Status	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
Single	2027885	39.0%	1556	48.8%	1160	53.1%	396	39.5%	335	39.0%	61	42.4%
Married ¹	2444851	47.0%	1407	44.1%	912	41.7%	495	49.4%	424	49.4%	71	49.3%
Divorced ²	724447	13.9%	224	7.0%	113	5.2%	111	11.1%	99	11.5%	12	8.3%
Total known	5197183	100.0%	3187	100.0%	2185	100.0%	1002	100.0%	858	100.0%	144	100.0%
<i>Not known†</i>			144	4.3%	76	3.4%	68	6.4%			11	7.1%
<i>Grand total</i>			3331		2261		1070				155	

* population aged 16 to 64 years old, 2011 UK Census

¹ includes civil partnership

² includes legally separated / widowed

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of the local working age population:

- Atheism and Christianity were underrepresented amongst applicants, whilst people of religions other than Christianity were overrepresented amongst applicants;
- specifically, Hinduism, Islam, Sikhism, and “other” religions were overrepresented amongst applicants when religion and belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of applicants (10.3%) place doubt on the validity of these findings.

Compared to the overall religion and belief profile of those who applied but who were not shortlisted:

- Christianity was overrepresented amongst those shortlisted whilst people of religions other than Christianity were underrepresented amongst those shortlisted;
- specifically, Hinduism and Islam were overrepresented amongst applicants when religion and belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of those shortlisted (11.5%) place doubt on the validity of these findings.

Compared to the overall religion and belief profile of those who were shortlisted less new starters:

- each religion or belief group was proportionately represented amongst new starters;
- however, high levels of missing data regarding the religion or belief of new starters (26.5%) place doubt on the validity of these findings.

Please refer to Table 77.

Table 77: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's recruitment process

Religion or belief (simplistic)	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
Atheism	1537940	31.6%	396	13.3%	257	12.6%	139	14.7%	125	15.0%	14	12.3%
Christian	2969956	61.1%	1402	46.9%	915	44.9%	487	51.4%	417	50.1%	70	61.4%
Other	351911	7.2%	1189	39.8%	868	42.5%	321	33.9%	291	34.9%	30	26.3%
Total known	4859807	100.0%	2987	100.0%	2040	100.0%	947	100.0%	833	100.0%	114	100.0%
<i>Not known†</i>	337376	6.5%	344	10.3%	221	9.8%	123	11.5%			41	26.5%
<i>Grand total</i>	<i>5197183</i>		<i>3331</i>		<i>2261</i>		<i>1070</i>				<i>155</i>	

*population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Table 77 continued: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's recruitment process

Religion or belief (detailed)	Application stage				Shortlisting stage				New starters			
	Arden & GEM CSU area (working age population*)		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
Atheism	1537940	31.6%	396	13.3%	257	12.6%	139	14.7%	125	15.0%	14	12.3%
Christian	2969956	61.1%	1402	46.9%	915	44.9%	487	51.4%	417	50.1%	70	61.4%
Hinduism	93954	1.9%	299	10.0%	227	11.1%	72	7.6%				
Islam	145779	3.0%	409	13.7%	325	15.9%	84	8.9%	REDACTED		REDACTED	
Sikhism	55688	1.1%	147	4.9%	91	4.5%	56	5.9%				
Other	56490	1.2%	334	11.2%	225	11.0%	109	11.5%	97	11.6%	12	10.5%
Total known	4859807	100.0%	2987	100.0%	2040	100.0%	947	100.0%	833	100.0%	114	100.0%
<i>Not known†</i>	337376	6.5%	344	10.3%	221	9.8%	123	11.5%			41	26.5%
<i>Grand total</i>	5197183		3331		2261		1070				155	

*population aged 16 to 64 years old, 2011 UK Census

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of a national population estimate:

- heterosexual and LGB applicants were each proportionately represented.

Compared to the overall sexual orientation profile of those who applied but who were not shortlisted:

- heterosexual and LGB people were each proportionately represented amongst those shortlisted.

Compared to the overall sexual orientation profile of those who were shortlisted less new starters:

- heterosexual and LGB new starters were proportionately represented;
- however, high levels of missing data regarding the sexual orientation of new starters (20.6%) place doubt on the validity of these findings.

Please refer to Table 78.

Table 78: Overview of the sexual orientation profile of Arden & GEM CSU's recruitment process

Sexual Orientation	Application stage				Shortlisting stage				New starters			
	National estimate of the sexual orientation profile of adults*		Arden & GEM CSU applicants		Arden & GEM CSU applied but not shortlisted		Arden & GEM CSU shortlisted		Arden & GEM CSU shortlisted less new starters		Arden & GEM CSU new starters	
	n	%	n	%	n	%	n	%	n	%	n	%
Heterosexual	22489	97.8%	2990	98.1%	2019	97.9%	971	98.6%	REDACTED		REDACTED	
LGB	506	2.2%	58	1.9%	44	2.1%	14	1.4%	REDACTED		REDACTED	
Total known	22995	2.2%	3048	100.0%	2063	100.0%	985	100.0%	862	100.0%	123	100.0%
<i>Not known†</i>			283	8.5%	198	8.8%	85	7.9%			32	20.6%
<i>Grand total</i>			3331		2261		1070				155	

* British Crime Survey 2009/10

† percentage calculated using the grand total as the base

The equality profile of Arden & GEM CSU's workforce in terms of non-mandatory training uptake

This section evaluates the equality profile of staff who have taken part in non-mandatory training, using the equality profile of Arden & GEM CSU's overall workforce as a benchmark. Data on the uptake of non-mandatory training were obtained for the period 1st April 2015 to 2nd November 2015 and were considered for those staff in post at 2nd November 2015. Overall, 11.2% of the workforce had taken part in non-mandatory training (127 of 1130 substantive staff).

Summary of significant findings

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- BME people were underrepresented in terms of the uptake of non-mandatory training when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%) for the workforce overall; and high levels of missing data regarding disability (24.4%), ethnicity (13.4%), religion or belief (38.6%), and sexual orientation (39.4%) amongst those who undertook non-mandatory training.

Age

Compared to the overall age profile of Arden & GEM CSU's workforce:

- each age band (34 years old and under, 35 to 49 years old, 50 years old and over) was proportionately represented in terms of the uptake of non-mandatory training.

Please refer to Table 79.

Table 79: Overview of the age profile of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Age group	Overall		Non-mandatory training	
	n	%	n	%
34 years old and under	243	21.5%	25	19.7%
35 to 49 years old	504	44.6%	63	49.6%
50 years old and over	383	33.9%	39	30.7%
Total known	1130	100.0%	127	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

† percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of Arden & GEM CSU's workforce:

- staff who were Disabled and staff who were Not Disabled were each proportionately represented in terms of the uptake of non-mandatory training;
- however, high levels of missing data regarding the disability status of employees (20.6% overall and 24.4% amongst those who undertook non-mandatory training) place doubt on the validity of these findings.

Please refer to Table 80.

Table 80: Overview of the disability profile of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Disability	Overall		Non-mandatory training	
	n	%	n	%
Disabled	42	4.7%	REDACTED	
Not disabled	855	95.3%	REDACTED	
Total known	897	100.0%	96	100.0%
<i>Not known†</i>	233	20.6%	31	24.4%
<i>Grand total</i>	1130		127	

† percentage calculated using the grand total as the base

Ethnicity

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce:

- BME people were underrepresented in terms of the uptake of non-mandatory training when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic group was also proportionately represented in terms of the uptake of non-mandatory training when ethnicity was considered in greater detail;
- however, high levels of missing data regarding the disability status of those who undertook non-mandatory training (13.4%) place doubt on the validity of these findings.

Please refer to Table 81.

Table 81: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Ethnicity (Workforce Race Equality Standard)	Overall		Non-mandatory training	
	n	%	n	%
White	894	87.3%	REDACTED	
BME	130	12.7%		
Total known	1024	100.0%	110	100.0%
<i>Not known†</i>	106	9.4%	17	13.4%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

† percentage calculated using the grand total as the base

Table 81 continued: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Ethnicity (detailed)	Overall		Non-mandatory training	
	n	%	n	%
White British	854	83.4%		
White Irish	REDACTED			
Other White	29	2.8%		
Asian or Asian British	83	8.1%	REDACTED	
Black or Black British	23	2.2%		
Mixed	REDACTED			
Other ethnicity	15	1.5%		
Total known	1024	100.0%	110	100.0%
<i>Not known</i> [†]	106	9.4%	17	13.4%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of Arden & GEM CSU's workforce:

- men and women were proportionately represented in terms of the uptake of non-mandatory training.

Please refer to Table 82.

Table 82: Overview of the gender profile of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Gender	Overall		Non-mandatory training	
	n	%	n	%
Female	771	68.2%	87	68.5%
Male	359	31.8%	40	31.5%
Total known	1130	100.0%	127	100.0%
<i>Not known</i> [†]	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

[†] percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of Arden & GEM CSU's workforce:

- people of each marital status (single, married or in a civil partnership, and divorced, legally separated or widowed) were proportionately represented in terms of the uptake of non-mandatory training.

Please refer to Table 83.

Table 83: Overview of the marital status profile of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Marital status	Overall		Non-mandatory training	
	n	%	n	%
Single	322	30.1%	REDACTED	
Married / Civil Partnership	659	61.7%	77	65.3%
Divorced / Legally Separated / Widowed	87	8.1%	REDACTED	
Total known	1068	100.0%	118	100.0%
<i>Not known</i> [†]	62	5.5%	9	7.1%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

[†] percentage calculated using the grand total as the base

Pregnancy and maternity

Compared to the overall maternity or adoption leave profile of Arden & GEM CSU's workforce amongst women aged under 50 years old:

- staff who were on maternity or adoption leave and staff who were not on maternity or adoption leave were proportionately represented in terms of the uptake of non-mandatory training (even with no people on maternity or adoption leave amongst those who undertook non-mandatory training).

Please refer to Table 84.

Table 84: Overview of the maternity or adoption leave profile of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training amongst women aged under 50 years old

Maternity or adoption	Overall		Non-mandatory training	
	n	%	n	%
Maternity / Adoption	15	3.0%	REDACTED	
Not Maternity / Adoption	479	97.0%	REDACTED	
Total known	494	100.0%	59	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%
<i>Grand total</i>	494		59	

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce:

- each religion or belief group considered (Atheism, Christianity, Other) was proportionately represented in terms of the uptake of non-mandatory training;
- each religion or belief group was also proportionately represented in terms of the uptake of non-mandatory training when religion or belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of employees (35.1% overall and 38.6% amongst those who undertook non-mandatory training) place doubt on the validity of these findings.

Please refer to Table 85.

Table 85: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Religion or belief (simplistic)	Overall		Non-mandatory training	
	n	%	n	%
Atheism	106	14.5%	12	15.4%
Christianity	487	66.4%	52	66.7%
Other	140	19.1%	14	17.9%
Total known	733	100.0%	78	100.0%
<i>Not known†</i>	397	35.1%	49	38.6%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

† percentage calculated using the grand total as the base

Table 85 continued: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Religion or belief (detailed)	Overall		Non-mandatory training	
	n	%	n	%
Atheism	106	14.5%	12	15.4%
Christianity	487	66.4%	52	66.7%
Hinduism	26	3.5%		
Islam	28	3.8%	REDACTED	
Sikhism	15	2.0%		
Other	71	9.7%		
Total known	733	100.0%	78	100.0%
<i>Not known†</i>	397	35.1%	49	38.6%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce:

- heterosexual and LGB staff were each proportionately represented in terms of the uptake of non-mandatory training;
- however, high levels of missing data regarding the sexual orientation of employees (31.2% overall and 39.4% amongst those who undertook non-mandatory training) place doubt on the validity of these findings.

Please refer to Table 86.

Table 86: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in relation to the uptake of non-mandatory training

Sexual orientation	Overall		Non-mandatory training	
	n	%	n	%
Heterosexual	766	98.5%	REDACTED	
LGB	12	1.5%	REDACTED	
Total known	778	100.0%	77	100.0%
<i>Not known†</i>	352	31.2%	50	39.4%
<i>Grand total</i>	<i>1130</i>		<i>127</i>	

† percentage calculated using the grand total as the base

The equality profile of promotions in Arden & GEM CSU's workforce

This section evaluates the equality profile of staff who had been promoted, using the equality profile of Arden & GEM CSU's workforce overall as a benchmark. Data on promotions were obtained for the period 1st April 2015 to 2nd November 2015 and were considered for those staff in post at 2nd November 2015. Overall, 12.4% of the workforce had been promoted (140 of 1130 substantive staff).

Summary of significant findings

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- each subgroup of each of the protected characteristics was proportionately represented amongst those promoted;
- there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%) for the workforce overall; and high levels of missing data regarding disability (18.6%), ethnicity (15.0%), religion or belief (33.6%), and sexual orientation (31.4%) amongst those promoted.

Age

Compared to the overall age profile of Arden & GEM CSU's workforce:

- each age band (34 years old and under, 35 to 49 years old, 50 years old and over) was proportionately represented amongst those promoted. Please refer to Table 87.

Table 87: Overview of the age profile of Arden & GEM CSU's workforce in relation to promotions

Age group	Overall		Promoted	
	n	%	n	%
34 years old and under	243	21.5%	29	20.7%
35 to 49 years old	504	44.6%	61	43.6%
50 years old and over	383	33.9%	50	35.7%
Total known	1130	100.0%	140	100.0%
<i>Not known</i> [†]	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

[†] percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of Arden & GEM CSU's workforce:

- staff who were Disabled and staff who were Not Disabled were each proportionately represented amongst those promoted;
- however, high levels of missing data regarding the disability status of employees (20.6% overall and 18.6% of those promoted) place doubt on the validity of these findings.

Please refer to Table 88.

Table 88: Overview of the disability profile of Arden & GEM CSU's workforce in relation to promotions

Disability	Overall		Promoted	
	n	%	n	%
Disabled	42	4.7%	REDACTED	
Not disabled	855	95.3%	REDACTED	
Total known	897	100.0%	114	100.0%
<i>Not known†</i>	233	20.6%	26	18.6%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

† percentage calculated using the grand total as the base

Ethnicity

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce:

- White and BME people were proportionately represented amongst those promoted when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic group was also proportionately represented amongst those promoted when ethnicity was considered in greater detail;
- however, high levels of missing data regarding the ethnicity status of those promoted (15.0%) place doubt on the validity of these findings.

Please refer to Table 89.

Table 89: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in relation to promotions

Ethnicity (Workforce Race Equality Standard)	Overall		Promoted	
	n	%	n	%
White	894	87.3%	99	83.2%
BME	130	12.7%	20	16.8%
Total known	1024	100.0%	119	100.0%
<i>Not known</i> [†]	106	9.4%	21	15.0%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

[†] percentage calculated using the grand total as the base

Table 89 continued: Overview of the WRES and detailed ethnicity profiles of Arden & GEM CSU's workforce in relation to promotions

Ethnicity (detailed)	Overall		Promoted	
	n	%	n	%
White British	854	83.4%	92	77.3%
White Irish	REDACTED		REDACTED	
Other White	29	2.8%		
Asian or Asian British	83	8.1%	15	12.6%
Black or Black British	23	2.2%		
Mixed	REDACTED		REDACTED	
Other ethnicity	15	1.5%		
Total known	1024	100.0%	119	100.0%
<i>Not known</i> [†]	106	9.4%	21	15.0%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of Arden & GEM CSU's workforce:

- men and women were proportionately represented amongst those promoted.

Please refer to Table 90.

Table 90: Overview of the gender profile of Arden & GEM CSU's workforce in relation to promotions

Gender	Overall		Promoted	
	n	%	n	%
Female	771	68.2%	97	69.3%
Male	359	31.8%	43	30.7%
Total known	1130	100.0%	140	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

† percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of Arden & GEM CSU's workforce:

- people of each marital status (single, married or in a civil partnership, and divorced, legally separated or widowed) were proportionately represented amongst those promoted.

Please refer to Table 91.

Table 91: Overview of the marital status profile of Arden & GEM CSU's workforce in relation to promotions

Marital status	Overall		Promoted	
	n	%	n	%
Single	322	30.1%	41	31.5%
Married / Civil Partnership	659	61.7%	79	60.8%
Divorced / Legally Separated / Widowed	87	8.1%	10	7.7%
Total known	1068	100.0%	130	100.0%
<i>Not known</i> [†]	62	5.5%	10	7.1%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

[†] percentage calculated using the grand total as the base

Pregnancy and maternity

Compared to the overall maternity or adoption leave profile of Arden & GEM CSU's workforce amongst women aged under 50 years old:

- staff who were on maternity or adoption leave and staff who were not on maternity or adoption leave were each proportionately represented amongst those promoted.

Please refer to Table 92.

Table 92: Overview of the maternity or adoption leave profile of Arden & GEM CSU's workforce in relation to promotions for women aged under 50 years old

Maternity or adoption	Overall		Promoted	
	n	%	n	%
Maternity / Adoption	15	3.0%	REDACTED	
Not Maternity / Adoption	479	97.0%	REDACTED	
Total known	494	100.0%	58	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%
<i>Grand total</i>	494		58	

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce:

- each religion or belief group considered (Atheism, Christianity, Other) was proportionately represented amongst those promoted;
- each religion or belief group was also proportionately represented amongst those promoted when religion or belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of employees (35.1% overall and 33.6% amongst those promoted) place doubt on the validity of these findings.

Please refer to Table 93.

Table 93: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce in relation to promotions

Religion or belief (simplistic)	Overall		Promoted	
	n	%	n	%
Atheism	106	14.5%	10	10.8%
Christianity	487	66.4%	61	65.6%
Other	140	19.1%	22	23.7%
Total known	733	100.0%	93	100.0%
<i>Not known†</i>	397	35.1%	47	33.6%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

† percentage calculated using the grand total as the base

Table 93 continued: Overview of the simplistic and detailed religion and belief profiles of Arden & GEM CSU's workforce in relation to promotions

Religion or belief (detailed)	Overall		Promoted	
	n	%	n	%
Atheism	106	14.5%	10	10.8%
Christianity	487	66.4%	61	65.6%
Hinduism	26	3.5%		
Islam	28	3.8%	REDACTED	
Sikhism	15	2.0%		
Other	71	9.7%	10	10.8%
Total known	733	100.0%	93	100.0%
<i>Not known†</i>	397	35.1%	47	33.6%
<i>Grand total</i>	<i>1130</i>		<i>140</i>	

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce:

- heterosexual and LGB staff were each proportionately represented amongst those promoted (even with no LGB people amongst those who were promoted);
- however, high levels of missing data regarding the sexual orientation of employees (31.2% overall and 31.4% amongst those promoted) place doubt on the validity of these findings.

Please refer to Table 94.

Table 94: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in relation to promotions

Sexual orientation	Overall		Promoted	
	n	%	n	%
Heterosexual	766	98.5%	REDACTED	
LGB	12	1.5%	REDACTED	
Total known	778	100.0%	96	100.0%
<i>Not known†</i>	352	31.2%	44	31.4%
<i>Grand total</i>	1130		140	

† percentage calculated using the grand total as the base

The equality profile of applications for flexible working in Arden & GEM CSU's workforce

Fewer than ten employees made an application for flexible working in the period 1st April 2015 to 2nd November 2015 (less than 0.9% of the 1130 staff in post at 2nd November 2015). This factor was not subjected to quantitative analysis.

The equality profile of employee relations cases (complaints of bullying and harassment, disciplinary cases, capability cases, grievances, and dismissals) in Arden & GEM CSU's workforce

This section evaluates the equality profiles of staff who were subjected to disciplinary proceedings or an investigation, who were subjected to capability proceedings, who raised complaints of bullying and harassment, who raised grievances, and who were dismissed, using the equality profile of Arden & GEM CSU's overall workforce as a benchmark. Data on these aspects of employee relations were obtained for the period 1st April 2015 to 2nd November 2015 and were analysed for staff in post at 2nd November 2015.

Between 1st April 2015 and 2nd November 2015, there were fewer than ten members of staff (less than 0.9% of the workforce of 1130 substantive staff at 2nd November 2015) in any the employee relations categories: disciplinary proceedings or an investigation, capability proceedings, raised complaints of bullying and harassment, grievances, dismissals on the basis of capability, and dismissals on the basis of conduct. Quantitative analyses were not undertaken for dismissals on the basis of conduct.

Summary of significant findings

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- overall, each subgroup of each of the protected characteristics was proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised grievances, and those dismissed on the basis of capability;
- there were high levels of missing data regarding disability (20.6% overall, REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those subjected to capability proceedings, and REDACTED % of those who raised a grievance), religion or belief (35.1% overall, REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those who raised a grievance, and REDACTED % of those dismissed on the grounds of capability), and sexual orientation (31.2% overall, REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those who raised complaints of bullying and harassment, and REDACTED % of those who raised a grievance).

Age

Compared to the overall age profile of Arden & GEM CSU's workforce:

- younger (34 years old and under), middle aged (35 to 49 years old), and older staff (50 years old and over) were each proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised a grievance, and those dismissed on the grounds of capability.

Please refer to Table 95.

Table 95: Overview of the age profile of Arden & GEM CSU's workforce in relation to employee relations cases

Age group	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
34 years old and under	243	21.5%										
35 to 49 years old	504	44.6%					REDACTED					
50 years old and over	383	33.9%										
Total known	1130	100.0%										
<i>Not known</i> †	0	0.0%										
<i>Grand total</i>	<i>1130</i>											

† percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of Arden & GEM CSU's workforce:

- staff who were Disabled and staff who were Not Disabled were proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised a grievance, and those dismissed on the grounds of capability;
- however, high levels of missing data regarding the disability status of employees (20.6% overall, REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those subjected to capability proceedings, and REDACTED % of those who raised a grievance) place doubt on the validity of this finding.

Please refer to Table 96.

Table 96: Overview of the disability profile of Arden & GEM CSU's workforce in relation to employee relations cases

Disability	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
Disabled	42	4.7%										
Not disabled	855	95.3%					REDACTED					
Total known	897	100.0%										
<i>Not known†</i>	233	20.6%										
<i>Grand total</i>	<i>1130</i>											

† percentage calculated using the grand total as the base

Ethnicity

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce:

- White and BME people were proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised a grievance, and those dismissed on the grounds of capability, when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together).

Please refer to Table 97.

Table 97: Overview of the WRES ethnicity profile of Arden & GEM CSU's workforce in relation to employee relations cases

Ethnicity (Workforce Race Equality Standard)	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
White	894	87.3%										
BME	130	12.7%					REDACTED					
Total known	1024	100.0%										
<i>Not known†</i>	106	9.4%										
<i>Grand total</i>	<i>1130</i>											

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of Arden & GEM CSU's workforce:

- women and men were each proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised a grievance, and those dismissed on the grounds of capability.

Please refer to Table 98.

Table 98: Overview of the gender profile of Arden & GEM CSU's workforce in relation to employee relations cases

Gender	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
Female	771	68.2%										
Male	359	31.8%					REDACTED					
Total known	1130	100.0%										
<i>Not known†</i>	0	0.0%										
<i>Grand total</i>	<i>1130</i>											

† percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of Arden & GEM CSU's workforce:

- people of each marital status (single, married or in a civil partnership, and divorced, legally separated or widowed) were proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised a grievance, and those dismissed on the grounds of capability.

Please refer to Table 99.

Table 99: Overview of the marital status profile of Arden & GEM CSU's workforce in relation to employee relations cases

Marital status	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
Single	322	30.1%										
Married / Civil Partnership	659	61.7%					REDACTED					
Divorced / Legally Separated / Widowed	87	8.1%										
Total known	1068	100.0%										
<i>Not known</i> [†]	62	5.5%										
<i>Grand total</i>	<i>1130</i>											

[†] percentage calculated using the grand total as the base

Pregnancy and maternity

Compared to the overall maternity/adoption leave profile of Arden & GEM CSU's workforce amongst women aged under 50 years old:

- staff who were on maternity or adoption leave and staff who were not on maternity or adoption leave were each proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, and those who raised a grievance.

Please refer to Table 100.

Table 100: Overview of the maternity or adoption leave profile of Arden & GEM CSU's workforce in relation to employee relations cases for women under 50 years old

Maternity or adoption leave	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
Maternity / Adoption	15	3.0%	REDACTED		REDACTED		-	-	REDACTED		-	-
Not Maternity / Adoption	479	97.0%	REDACTED		REDACTED		-	-	REDACTED		-	-
Total known	494	100.0%	REDACTED		REDACTED		-	-	REDACTED		-	-
<i>Not known†</i>	636	56.3%	REDACTED		REDACTED		-	-	REDACTED		-	-
<i>Grand total</i>	<i>1130</i>		REDACTED		REDACTED		-	-	REDACTED		-	-

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce:

- each religion or belief group considered (Atheism, Christianity, Other) was proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised a grievance, and those dismissed on the grounds of capability;
- however, high levels of missing data regarding the religion or belief of employees (35.1% overall, REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those who raised a grievance, and REDACTED % of those dismissed on the grounds of capability) place doubt on the validity of these findings.

Please refer to Table 101.

Table 101: Overview of the simplistic religion and belief profiles of Arden & GEM CSU's workforce in relation to employee relations cases

Religion or belief (simplistic)	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
Atheism	106	14.5%										
Christianity	487	66.4%					REDACTED					
Other	140	19.1%										
Total known	733	100.0%										
<i>Not known†</i>	397	35.1%										
<i>Grand total</i>	1130											

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce:

- heterosexual and LGB staff were each proportionately represented amongst those subjected to disciplinary proceedings or an investigation, those subjected to capability proceedings, those who raised complaints of bullying and harassment, those who raised a grievance, and those dismissed on the grounds of capability;
- however, high levels of missing data regarding the sexual orientation of employees (31.2% overall, REDACTED % of those subjected to disciplinary proceedings or an investigation, REDACTED % of those who raised complaints of bullying and harassment, and REDACTED % of those who raised a grievance) place doubt on the validity of these findings.

Please refer to Table 102.

Table 102: Overview of the sexual orientation profile of Arden & GEM CSU's workforce in relation to employee relations cases

Sexual orientation	Overall		Disciplinary / Investigation		Capability		Bullying and harassment		Grievance		Dismissal - Capability	
	n	%	n	%	n	%	n	%	n	%	n	%
Heterosexual	766	98.5%										
LGB	12	1.5%					REDACTED					
Total known	778	100.0%										
<i>Not known†</i>	352	31.2%										
<i>Grand total</i>	<i>1130</i>											

† percentage calculated using the grand total as the base

The equality profile of those leaving Arden & GEM CSU's workforce

This section evaluates the equality profiles of staff who left Arden & GEM CSU's workforce (excluding dismissals), using the equality profile of Arden & GEM CSU's overall workforce as a benchmark. Additionally, the equality profiles of leavers were analysed by reason for leaving, using the overall equality profile of Arden & GEM CSU's leavers as a benchmark. Data on those leaving Arden & GEM CSU's workforce and their reasons for leaving were obtained for the period 1st April 2015 to 2nd November 2015. Overall, turnover in the workforce was at 19.4% (219 members of staff left the workforce in the period of interest with 1130 staff in post at 2nd November 2015). The majority of leavers left through employee transfer (38.4%) or voluntary resignation (53.4%) (84 and 117 people respectively).

Summary of significant findings

Compared to the overall equality profile of Arden & GEM CSU's workforce:

- each subgroup of each of the protected characteristics was proportionately represented amongst those leaving the workforce;
- there were high levels of missing data regarding disability (20.6%), religion or belief (35.1%), and sexual orientation (31.2%) for the workforce overall.

Compared to the overall equality profile of Arden & GEM CSU's workforce leavers:

- older staff (50 years old and over) were overrepresented amongst those who retired (Table 104);
- there were high levels of missing data amongst leavers regarding disability (15.1%), ethnicity (12.3%), religion or belief (38.4%), and sexual orientation (40.2%).

Age

Compared to the overall age profile of Arden & GEM CSU's workforce:

- younger (34 years old and under), middle aged (35 to 49 years old), and older staff (50 years old and over) were each proportionately represented amongst leavers.

Please refer to Table 103.

Compared to the overall age profile of Arden & GEM CSU's workforce leavers:

- older staff (50 years old and over) were overrepresented amongst those who retired.

Please refer to Table 104.

Table 103: Overview of the age profile of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Age group	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
16 to 34 years old	243	21.5%	54	24.7%
35 to 49 years old	504	44.6%	99	45.2%
50 to 64 years old	383	33.9%	66	30.1%
Total known	1130	100.0%	219	100.0%
<i>Not known†</i>	0	0.0%	0	0.0%
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>219</i>	

† percentage calculated using the grand total as the base

Table 104: Overview of the age profile of those leaving Arden & GEM CSU's workforce across reasons for leaving

Age group	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
34 years old and under	54	24.7%									37	31.6%
35 to 49 years old	99	45.2%					REDACTED				53	45.3%
50 years old and over	66	30.1%			27	32.1%					27	23.1%
Total known	219	100.0%			84	100.0%					117	100.0%
<i>Not known</i> †	0	0.0%			0	0.0%					0	0.0%
<i>Grand total</i>	219				84						117	

† percentage calculated using the grand total as the base

Disability

Compared to the overall disability profile of Arden & GEM CSU's workforce:

- staff who were Disabled and staff who were Not Disabled were proportionately represented amongst leavers;
- however, high levels of missing data regarding the disability status of employees (20.6% overall) place doubt on the validity of these findings. Please refer to Table 105.

Compared to the overall disability profile of Arden & GEM CSU's workforce leavers:

- staff who were Disabled and staff who were Not Disabled were proportionately represented across reasons for leaving;
- however, high levels of missing data regarding the disability status of leavers (15.1% of leavers) place doubt on the validity of these findings. Please refer to Table 106.

Table 105: Overview of the disability profile of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Disability	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
Disabled	42	4.7%	10	5.4%
Not Disabled	855	95.3%	176	94.6%
Total known	897	100.0%	186	100.0%
<i>Not known†</i>	233	20.6%	33	15.1%
<i>Grand total</i>	<i>1130</i>		<i>219</i>	

† percentage calculated using the grand total as the base

Table 106: Overview of the disability profile of those leaving Arden & GEM CSU's workforce across reasons for leaving

Disability	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
Disabled	10	5.4%										
Not disabled	176	94.6%										
Total known	186	100.0%			73	100.0%					101	100.0%
<i>Not known†</i>	33	15.1%			11	13.1%					16	13.7%
<i>Grand total</i>	219				84						117	

† percentage calculated using the grand total as the base

Ethnicity

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce:

- White and BME people were proportionately represented amongst leavers when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic group was also proportionately represented amongst leavers when ethnicity was considered in greater detail.

Please refer to Table 107.

Compared to the overall ethnicity profile of Arden & GEM CSU's workforce leavers:

- White and BME people were proportionately represented across reasons for leaving when ethnicity was categorised using the Workforce Race Equality Standard methodology (all White ethnic groups pooled together compared to all other ethnic groups pooled together);
- each ethnic group was also proportionately represented across reasons for leaving when ethnicity was considered in greater detail;
- however, high levels of missing data regarding the ethnicity of leavers (12.3% of leavers) place doubt on the validity of these findings.

Please refer to Table 108.

Table 107: Overview of the WRES and detailed ethnicity profiles of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Ethnicity (Workforce Race Equality Standard)	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
White	894	87.3%	176	91.7%
BME	130	12.7%	16	8.3%
Total known	1024	100.0%	192	100.0%
<i>Not known†</i>	<i>106</i>	<i>9.4%</i>	<i>27</i>	<i>12.3%</i>
<i>Grand total</i>	<i>1130</i>		<i>219</i>	

† percentage calculated using the grand total as the base

Table 107 continued: Overview of the WRES and detailed ethnicity profiles of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Ethnicity (detailed)	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
White British	854	83.4%	172	89.6%
White Irish	REDACTED		REDACTED	
Other White	29	2.8%		
Asian or Asian British	83	8.1%	10	5.2%
Black or Black British	23	2.2%		
Mixed	REDACTED		REDACTED	
Other	15	1.5%		
Total known	1024	100.0%	192	100.0%
<i>Not known†</i>	<i>106</i>	<i>9.4%</i>	<i>27</i>	<i>12.3%</i>
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>219</i>	

† percentage calculated using the grand total as the base

Table 108: Overview of the WRES and detailed ethnicity profiles of those leaving Arden & GEM CSU's workforce across reasons for leaving

Ethnicity (Workforce Race Equality Standard)	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
White	176	91.7%										
BME	16	8.3%										
Total known	192	100.0%			82	100.0%					94	100.0%
<i>Not known</i> [†]	27	12.3%			2	2.4%					23	19.7%
<i>Grand total</i>	219				84						117	

† percentage calculated using the grand total as the base

Table 108 continued: Overview of the WRES and detailed ethnicity profiles of those leaving Arden & GEM CSU's workforce across reasons for leaving

Ethnicity (detailed)	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
White British	172	89.6%									80	85.1%
Other White												
Asian or Asian British	10	5.2%										
Black or Black British												
Mixed												
Total known	192	100.0%			82	100.0%					94	100.0%
<i>Not known†</i>	27	12.3%			2	2.4%					23	19.7%
<i>Grand total</i>	219				84						117	

† percentage calculated using the grand total as the base

Gender

Compared to the overall gender profile of Arden & GEM CSU's workforce:

- men and women were each proportionately represented amongst leavers.

Please refer to Table 109.

Compared to the overall gender profile of Arden & GEM CSU's workforce leavers:

- men and women were each proportionately represented across reasons for leaving.

Please refer to Table 110.

Table 109: Overview of the gender profile of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Gender	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
Females	771	68.2%	159	72.6%
Males	359	31.8%	60	27.4%
Total known	1130	100.0%	219	100.0%
<i>Not known†</i>	<i>0</i>	<i>0.0%</i>	<i>0</i>	<i>0.0%</i>
<i>Grand total</i>	<i>1130</i>	<i>100.0%</i>	<i>219</i>	

† percentage calculated using the grand total as the base

Table 110: Overview of the gender profile of those leaving Arden & GEM CSU's workforce across reasons for leaving

Gender	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
Female	159	72.6%									84	71.8%
Male	60	27.4%									33	28.2%
Total known	219	100.0%			84	100.0%					117	100.0%
<i>Not known†</i>	<i>0</i>	<i>0.0%</i>			<i>0</i>	<i>0.0%</i>					<i>0</i>	<i>0.0%</i>
<i>Grand total</i>	<i>219</i>				<i>84</i>						<i>117</i>	

† percentage calculated using the grand total as the base

Marital status

Compared to the overall marital status profile of Arden & GEM CSU's workforce:

- staff who were single, staff who were in a marriage or civil partnership, and staff who were divorced, legally separated or widowed were proportionately represented amongst leavers.

Please refer to Table 111.

Compared to the overall marital status profile of Arden & GEM CSU's workforce leavers:

- staff who were single, staff who were in a marriage or civil partnership, and staff who were divorced, legally separated or widowed were proportionately represented across reasons for leaving.

Please refer to Table 112.

Table 111: Overview of the marital status profile of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Marital status	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
Single	322	30.1%	69	33.3%
Marriage or Civil Partnership	659	61.7%	118	57.0%
Divorced, Legally Separated or Widowed	87	8.1%	20	9.7%
Total known	1068	100.0%	207	100.0%
<i>Not known†</i>	62	5.5%	12	5.5%
<i>Grand total</i>	<i>1130</i>		<i>219</i>	

† percentage calculated using the grand total as the base

Table 112: Overview of the marital status profile of those leaving Arden & GEM CSU's workforce across reasons for leaving

Marital status	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
Single	69	33.3%										
Married ¹	118	57.0%					REDACTED				52	47.7%
Divorced ²	20	9.7%										
Total known	207	100.0%			82	100.0%					109	100.0%
<i>Not known</i> [†]	12	5.5%			2	2.4%					8	6.8%
<i>Grand total</i>	219				84						117	

† percentage calculated using the grand total as the base

Religion or belief

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce:

- each religion or belief group considered (Atheism, Christianity, Other) was proportionately represented amongst leavers;
- each religion or belief group was also proportionately represented amongst leavers when religion or belief was considered in greater detail;
- however, high levels of missing data regarding the religion or belief of employees (35.1% overall) place doubt on the validity of these findings.

Please refer to Table 113.

Compared to the overall religion and belief profile of Arden & GEM CSU's workforce leavers:

- each religion or belief group (Atheism, Christianity, Other) was proportionately represented across leaving reasons;
- Sikhism was overrepresented amongst those leaving due to the end of a fixed term contract when religion or belief was considered in greater detail; this finding relates to just one person and religion or belief was not known for 62.5% of those leaving due to the end of a fixed term contract, thus, it should not be taken as evidence of systematic inequality;
- additionally, high levels of missing data regarding the religion or belief of leavers (38.4% of leavers) place doubt on the validity of these findings.

Please refer to Table 114.

Table 113: Overview of the simplistic and detailed religion and belief profiles of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Religion or belief (simplistic)	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
Atheism	106	14.5%	18	13.3%
Christian	487	66.4%	93	68.9%
Other	140	19.1%	24	17.8%
Total known	733	100.0%	135	100.0%
<i>Not known†</i>	397	35.1%	84	38.4%
<i>Grand total</i>	1130		219	

† percentage calculated using the grand total as the base

Table 113 continued: Overview of the simplistic and detailed religion and belief profiles of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Religion or belief (detailed)	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
Atheism	106	14.5%	18	13.3%
Christian	487	66.4%	93	68.9%
Hinduism	26	3.5%		
Islam	28	3.8%	REDACTED	
Sikhism	15	2.0%		
Other	71	9.7%	14	10.4%
Total known	733	100.0%	135	100.0%
<i>Not known†</i>	397	35.1%	84	38.4%
<i>Grand total</i>	<i>1130</i>		<i>219</i>	

† percentage calculated using the grand total as the base


Table 114: Overview of the simplistic and detailed religion and belief profiles of those leaving Arden & GEM CSU's workforce across reasons for leaving

Religion or belief (simplistic)	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
Atheism	18	13.3%										
Christianity	93	68.9%									40	57.1%
Other	24	17.8%										
Total known	135	100.0%			57	100.0%					70	100.0%
<i>Not known†</i>	84	38.4%			27	32.1%					47	40.2%
<i>Grand total</i>	219				84						117	

† percentage calculated using the grand total as the base

Table 114 continued: Overview of the simplistic and detailed religion and belief profiles of those leaving Arden & GEM CSU's workforce across reasons for leaving

Religion or belief (detailed)	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
Atheism	18	13.3%										
Christianity	93	68.9%									40	57.1%
Hinduism												
Islam												
Sikhism												
Other	14	10.4%										
Total known	135	100.0%				57	100.0%				70	100.0%
<i>Not known†</i>	<i>84</i>	<i>38.4%</i>				<i>27</i>	<i>32.1%</i>				<i>47</i>	<i>40.2%</i>
<i>Grand total</i>	<i>219</i>					<i>84</i>					<i>117</i>	

 Statistically significant but not robust due to the small number involved

† percentage calculated using the grand total as the base

Sexual orientation

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce:

- heterosexual and LGB staff were each proportionately represented amongst leavers;
- however, high levels of missing data regarding the sexual orientation of employees (31.2% overall) place doubt on the validity of these findings.

Please refer to Table 115.

Compared to the overall sexual orientation profile of Arden & GEM CSU's workforce leavers:

- heterosexual and LGB staff were proportionately represented across reasons for leaving;
- however, high levels of missing data regarding the sexual orientation of leavers (40.2% of leavers) place doubt on the validity of these findings.

Please refer to Table 116.

Table 115: Overview of the sexual orientation profile of those leaving Arden & GEM CSU's workforce compared to Arden & GEM CSU's extant workforce

Sexual orientation	Arden& GEM CSU workforce		Arden & GEM CSU leavers	
	n	%	n	%
Heterosexual	766	98.5%	REDACTED	
LGB	12	1.5%	REDACTED	
Total known	778	100.0%	131	100.0%
<i>Not known†</i>	352	31.2%	88	40.2%
<i>Grand total</i>	1130		219	

† percentage calculated using the grand total as the base

Table 116: Overview of the sexual orientation profile of those leaving Arden & GEM CSU's workforce across reasons for leaving

Sexual orientation	Arden & GEM CSU leavers overall		Death in Service		Employee Transfer		End of Fixed Term Contract		Retirement		Voluntary Resignation	
	n	%	n	%	n	%	n	%	n	%	n	%
Heterosexual												
LGB												
Total known	131	100.0%			56	100.0%					65	100.0%
<i>Not known†</i>	<i>88</i>	<i>40.2%</i>			<i>28</i>	<i>33.3%</i>					<i>52</i>	<i>44.4%</i>
<i>Grand total</i>	<i>219</i>				<i>84</i>						<i>117</i>	

† percentage calculated using the grand total as the base

The Workforce Race Equality Standard: Arden & GEM CSU's workforce at 2nd November 2015

NHS England has required that NHS providers report against the Workforce Race Equality Standard (WRES), based on the prior financial year, from 1st July 2015, with the next round of reports expected 1st May 2016. CCGs will be required to demonstrate “due regard” to the WRES, based on the prior financial year, from 1st May 2016. There is no specific requirement for CSUs to report against the WRES. A scoping exercise of Arden & GEM CSU's ability to report against the WRES was undertaken here as this may help Arden & GEM CSU to better support CCGs in producing their own WRES, whilst preempting the possibility that CSUs may be required to report against the WRES at some point in the future.

The WRES report covers nine indicators under three headings:

Workforce indicators

1. Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce
2. Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts
3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (based on data from a two year rolling average of the current year and the previous year)
4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff

National NHS Staff Survey findings

5. KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6. KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. KF 27. Percentage believing that their organisation provides equal opportunities for career progression or promotion
8. Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues

Boards

9. Boards are expected to be broadly representative of the population they serve.

This section evaluates Arden & GEM CSU's ability to report against the WRES at 2nd November 2015, provides values for the WRES indicators as at 2nd November 2015, highlights areas where information needs to be developed in order to report against the WRES, and makes recommendations based on the indicators and areas for development.

Summary of findings

- At 2nd November 2015, Arden & GEM CSU was able to report against WRES indicators 1, 3, 4, and 9.
- The WRES indicated potential equality issues:
 - BME people were less likely to be appointed from shortlisting when compared to White people (although this analysis relied on a consideration of “new starters” due to a lack of reliable information on appointees, please see below for further explanation);
 - BME people were underrepresented on the board relative to their representation in the population they serve.
- Arden & GEM CSU was unable to report accurately against WRES indicator 2 (Relative likelihood of BME staff being appointed from shortlisting compared to White staff) as information on appointments appeared to be unreliable (potentially, NHS Jobs 2 was not always being updated at the end of each recruitment to record the appointee; and whilst information on “new starters” was available this information does not follow through from the information about shortlisting held on NHS Jobs 2). This issue could be addressed by ensuring that information on NHS Jobs 2 is completed for the entire recruitment process to include the identification of the appointee.
- Arden & GEM CSU was unable to report against the four “National NHS Staff Survey findings” indicators (5 to 8). This issue could be addressed by undertaking an internal staff survey addressing the necessary indicators or by participating in the National NHS Staff Survey in future.

1. Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce

- BME staff were proportionately represented amongst senior managers compared to their level of representation in the workforce overall (Table 117)³.

Table 117: WRES Indicator 1. Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce

	% BME	Total*
Bands 8-9, VSM	10.5%	237
Workforce overall	12.8%	1024

* total number of employees of known ethnicity, base for percentages (ethnicity was not known for 106 employees, or 9.6% of the grand total of 1130 employees at 2nd November 2015)

³ This does not represent a statistically significant deviation from an even risk of being at senior management level ($\alpha = .05$): risk ratio = 0.81, 95%CI = 0.56 to 1.18, $p = .269$; odds ratio = 0.77, 95%CI = 0.48 to 1.22, $p = .259$

2. Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts

- BME people were 0.50 times as likely as White people to be amongst new starters compared to amongst those shortlisted (Table 118)⁴.
- This indicator should consider appointments from amongst those shortlisted, rather than considering “new starters” for the period of interest. Recruitment data on shortlisting were obtained from NHS Jobs 2 for the period 1st April 2015 to 11th November 2015. Data on NHS Jobs 2 recorded that 42 people had been appointed in the period; a figure known to be an underestimate and which suggests that NHS Jobs 2 was not always being used to record appointments. Consequently, counts of new starters for the period were used in lieu of robust information on appointments; however, this method is flawed as it does not follow through recruitment for the same posts covered by the NHS Jobs 2 data. In order to report accurately against WRES indicator 2, steps should be taken to ensure that NHS Jobs 2 is updated to record the appointee once recruitment is completed for each post.

Table 118: WRES Indicator 2. Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts

	% New starters	Total shortlisted*	Relative likelihood
BME	8.3%	327	0.50
White	16.4%	701	

* total number of known ethnicity, base for percentages (ethnicity was not known for 42 of the people shortlisted, or 3.9% of the grand total of 1070 people shortlisted, whilst ethnicity was not known for 13 of the new starters, or 8.4% of the grand total of 155 new starters)

⁴ This represents a statistically significant deviation from an even risk of being a new starter ($\alpha = .05$): risk ratio = 0.50, 95%CI = 0.34 to 0.75, $p = .001$; odds ratio = 0.46, 95%CI = 0.29 to 0.71, $p = .001$

3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

- No BME employees had entered the formal disciplinary process during the period 1st April 2015 and 2nd November 2015 (Table 119); consequently it was not possible to obtain a “relative likelihood” value for WRES indicator 3; however, in principle, the necessary information was available.
- WRES indicator 3 should consider formal disciplinary investigations closed in the past two financial years (a rolling two-year average). Thus, in order to produce accurately WRES indicator 3, Arden & GEM CSU should be ready to produce the ethnicity profile of those subjected to formal disciplinary investigations that have closed in the past two financial years.
- It is likely that the outcome of this indicator could not be published outside of Arden & GEM CSU due to the small number of formal disciplinary investigations undertaken.

Table 119: WRES Indicator 3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

	% Disciplinary	Total*	Relative likelihood
BME	0.0%	130	-
White	REDACTED	894	-

* total number of employees of known ethnicity, base for percentages (ethnicity was not known for 106 employees, or 9.6% of the grand total of 1130 employees at 2nd November 2015)

4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff

- BME staff were 0.52 times as likely as White staff to access non-mandatory training (Table 120)⁵.

Table 120: WRES Indicator 4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff

	% Non- mandatory training	Total*	Relative likelihood
BME	REDACTED	130	0.33
White	REDACTED	894	

* total number of employees of known ethnicity, base for percentages (ethnicity was not known for 106 employees, or 9.6% of the grand total of 1130 employees at 2nd November 2015)

⁵ This represents a statistically significant deviation from an even risk of accessing non-mandatory training ($\alpha = .05$): risk ratio = 0.33, 95%CI = 0.14 to 0.79, $p = .013$; odds ratio = 0.30, 95%CI = 0.12 to 0.75, $p = .010$

5. KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

- No information was available for the Staff Survey based WRES indicators. The 2015 National NHS Staff Survey is closed. In order to produce WRES indicator 5, it will be necessary for Arden & GEM CSU to conduct its own survey to address the question here taken from the 2015 NHS Staff Survey core questionnaire:
 - In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from ...?
 - a. Patients / service users, their relatives or other members of the public; Options: Never / 1-2 / 3-5 / 6-10 / More than 10

6. KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

- No information was available for the Staff Survey based WRES indicators. The 2015 National NHS Staff Survey is closed. In order to produce WRES indicator 6, it will be necessary for Arden & GEM CSU to conduct its own survey to address the question here taken from the 2015 NHS Staff Survey core questionnaire:
 - In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from ...?
 - b. Managers; Options: Never / 1-2 / 3-5 / 6-10 / More than 10
 - c. Other colleagues; Options: Never / 1-2 / 3-5 / 6-10 / More than 10

7. KF 27. Percentage believing that their organisation provides equal opportunities for career progression or promotion

- No information was available for the Staff Survey based WRES indicators. The 2015 National NHS Staff Survey is closed. In order to produce WRES indicator 7, it will be necessary for Arden & GEM CSU to conduct its own survey to address the question here taken from the 2015 NHS Staff Survey core questionnaire:
 - Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? Options: Yes / No / Don't know

8. Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues

- No information was available for the Staff Survey based WRES indicators. The 2015 National NHS Staff Survey is closed. In order to produce WRES indicator 8, it will be necessary for Arden & GEM CSU to conduct its own survey to address the question here taken from the 2015 NHS Staff Survey core questionnaire:
 - In the last 12 months have you personally experienced discrimination at work from any of the following?
 - b. Manager / team leader or other colleagues; Options: Yes / No

9. Boards are expected to be broadly representative of the population they serve.

- BME people were underrepresented on the board compared to their level of representation in the local population (Table 121).

Table 121: WRES Indicator 9. Boards are expected to be broadly representative of the population they serve

	% BME	Total*
Board	0.0%	11
Local population†	10.3%	8109516

* total number of known ethnicity, base for percentages (a total of 11 board members are listed on Arden & GEM CSU's website)

† population of the areas in which Arden & GEM CSU has offices (Coventry and Warwickshire, Derbyshire, Essex, Leicestershire and Rutland, Lincolnshire, Milton Keynes, Nottinghamshire, Northamptonshire, Worcestershire), 2011 UK Census (all usual residents)

Appendix: Data Quality

- Data quality in the recording of the protected characteristics of employees on the Electronic Staff Record has been analysed in terms of “missing values.” In the present context, a missing value is deemed to be one that does not provide information about the protected characteristic subgroup to which an employee belongs, and so which cannot contribute to statistical analyses of underrepresentation or overrepresentation. Missing data can derive either from an employee choosing not to disclose the information, or from the information not being sought or recorded. Missing data results in uncertainty about the actual levels of representation for protected characteristic subgroups in the workforce. If there is a possibility that the missing values are not evenly distributed across the subgroups of a given protected characteristic, but are instead concentrated in certain subgroups, statistical analysis of the remaining valid data can be misleading.
- Overall, there were high levels of missing data for the protected characteristics of Disability (20.6%), Religion or Belief (35.1%), and Sexual Orientation (31.2%) and moderate levels of missing data for Ethnicity (9.4%), (Table 122), along with the possibility that those employees with missing data will be concentrated in certain subgroups. As such, analyses of Disability, Religion or Belief, and Sexual Orientation should be regarded as potentially flawed and should be interpreted with caution. Additionally, analyses of ethnicity should be interpreted with caution too, especially for breakdown groups where levels of missing data exceed 10%.
- The missing data appear to have been almost exclusively of the “not disclosed” type (an employee chose not to disclose the information and this decision was recorded).
- In order to assist with targeting initiatives to improve data quality, data quality was further assessed by pay band, occupational group, and base location for the protected characteristics with the highest levels of missing data (disability, ethnicity, religion or belief, and sexual orientation):
 - **Disability:** levels of missing data were
 - high across all pay bands, but were especially high in Bands 5 to 7 (Table 123),
 - high across all occupational groups, but were especially high in the Administrative and Clerical occupational group (Table 127)
 - high or moderate across all base locations except Essex (Table 131).
 - **Ethnicity:** levels of missing data were
 - moderate in Bands 5 to 7, and were high in Bands 8A to 9, Medical Consultants, and VSM (Table 124),

- moderate in the Administrative and Clerical occupational group, high in the Nursing and Midwifery Registered occupational group, and especially high in the “Other” occupational group (other than Administrative and Clerical and Nursing and Midwifery Registered) (Table 128),
 - high in Buckinghamshire, Essex, Oxfordshire, Coventry and Warwickshire, Worcestershire, and “other” base locations (Table 132).
- **Religion or belief:** levels of missing data were
 - high across all pay bands, but were especially high in Bands 5 to 7 and in Bands 8A to 9, Medical Consultants, and VSM (Table 125),
 - high across all occupational groups, but were especially high in the Nursing and Midwifery Registered occupational group and in the “Other” occupational group (other than Administrative and Clerical and Nursing and Midwifery Registered) (Table 129),
 - high in all base locations, but were especially high in Buckinghamshire, Oxfordshire, Coventry and Warwickshire, Worcestershire, and “other” base locations (Table 133).
- **Sexual orientation:** levels of missing data were
 - high across all pay bands, but were especially high in Bands 5 to 7 and in Bands 8A to 9, Medical Consultants, and VSM (Table 126),
 - high across all occupational groups, but were especially high in the Nursing and Midwifery Registered occupational group and in the “Other” occupational group (other than Administrative and Clerical and Nursing and Midwifery Registered) (Table 130),
 - high in all base locations, but were especially high in Buckinghamshire, Oxfordshire, Coventry and Warwickshire, Worcestershire, and “other” base locations (Table 134).

Data quality overall

Table 122: Summary of data quality regarding missing values for the protected characteristics recorded on the Electronic Staff Record

Data quality		Age group		Disability		Ethnicity		Gender	
		n	%	n	%	n	%	n	%
Valid value		1130	100.0%	897	79.4%	1024	90.6%	1130	100.0%
Missing data	Not recorded†	0	0.0%	3	0.3%	0	0.0%	0	0.0%
	Not disclosed‡	0	0.0%	230	20.4%	106	9.4%	0	0.0%
Total		1130	100.0%	1130	100.0%	1130	100.0%	1130	100.0%

		Marital status		Maternity or adoption leave*		Religion or belief		Sexual orientation	
		n	%	n	%	n	%	n	%
Valid value		1068	94.5%	494	100.0%	733	64.9%	778	68.8%
Missing data	Not recorded†	12	1.1%	0	0.0%	1	0.1%	1	0.1%
	Not disclosed‡	50	4.4%	0	0.0%	396	35.0%	351	31.1%
Total		1130	100.0%	494	100.0%	1130	100.0%	1130	100.0%

† The information is not recorded: Disability “Undefined”; Marital Status “(blank)”; Religion or Belief “Undefined”; Sexual Orientation “Undefined.”

‡ The employee has chosen not to disclose the information: Disability “Not Declared”; Ethnicity “Z Not Stated”; Marital Status “Unknown”; Religion or Belief “I do not wish to disclose my religion/belief”; Sexual Orientation “I do not wish to disclose my sexual orientation.”

*Women aged under 50 years old

High levels of missing data (equal to or in excess of 10.0%)

Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Data quality by pay band

Disability

Table 123: Missing data on disability by pay band

Disability	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM		
	n	%	n	%	n	%	n	%	
Valid value	897	79.4%	231	85.2%	437	74.4%	229	84.2%	
Missing data	Not recorded†	3	0.3%	1	0.4%	2	0.3%	0	0.0%
	Not disclosed‡	230	20.4%	39	14.4%	148	25.2%	43	15.8%
Total	1130	100.0%	271	100.0%	587	100.0%	272	100.0%	

† The information is not recorded: Disability “Undefined” / ‡ The employee has chosen not to disclose the information: Disability “Not Declared”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Ethnicity

Table 124: Missing data on ethnicity by pay band

Ethnicity	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM	
	n	%	n	%	n	%	n	%
Valid value	1024	90.6%	257	94.8%	530	90.3%	237	87.1%
Missing data	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not recorded†	106	9.4%	14	5.2%	57	9.7%	35	12.9%
Not disclosed‡								
Total	1130	100.0%	271	100.0%	587	100.0%	272	100.0%

† The information is not recorded / ‡ The employee has chosen not to disclose the information: Ethnicity “Z Not Stated”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Religion or belief

Table 125: Missing data on religion or belief by pay band

Religion or belief	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM		
	n	%	n	%	n	%	n	%	
Valid value	733	64.9%	191	70.5%	377	64.2%	165	60.7%	
Missing data	Not recorded†	1	0.1%	0	0.0%	1	0.2%	0	0.0%
	Not disclosed‡	396	35.0%	80	29.5%	209	35.6%	107	39.3%
Total	1130	100.0%	271	100.0%	587	100.0%	272	100.0%	

† The information is not recorded: Religion or Belief “Undefined” / ‡ The employee has chosen not to disclose the information: Religion or Belief “I do not wish to disclose my religion/belief”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Sexual orientation

Table 126: Missing data on sexual orientation by pay band

Sexual orientation	Overall		Apprentice Grade and Bands 2 to 4		Bands 5 to 7		Bands 8A to 9, Medical Consultants, and VSM		
	n	%	n	%	n	%	n	%	
Valid value	778	68.8%	200	73.8%	398	67.8%	180	66.2%	
Missing data	Not recorded†	1	0.1%	0	0.0%	1	0.2%	0	0.0%
	Not disclosed‡	351	31.1%	71	26.2%	188	32.0%	92	33.8%
Total	1130	100.0%	271	100.0%	587	100.0%	272	100.0%	

† The information is not recorded: Sexual Orientation “Undefined” / ‡ The employee has chosen not to disclose the information: Sexual Orientation “I do not wish to disclose my sexual orientation”

High levels of missing data (equal to or in excess of 10.0%) Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Data quality by occupational group

Disability

Table 127: Missing data on disability by occupational group

Disability	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other		
	n	%	n	%	n	%	n	%	
Valid value	897	79.4%	695	77.7%	170	85.4%	32	86.5%	
Missing data	Not recorded†	3	0.3%	2	0.2%	1	0.5%	0	0.0%
	Not disclosed‡	230	20.4%	197	22.0%	28	14.1%	5	13.5%
Total	1130	100.0%	894	100.0%	199	100.0%	37	100.0%	

† The information is not recorded: Disability “Undefined” / ‡ The employee has chosen not to disclose the information: Disability “Not Declared”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Ethnicity

Table 128: Missing data on ethnicity by occupational group

Ethnicity	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other		
	n	%	n	%	n	%	n	%	
Valid value	1024	90.6%	819	91.6%	177	88.9%	28	75.7%	
Missing data	Not recorded†	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	106	9.4%	75	8.4%	22	11.1%	9	24.3%
Total	1130	100.0%	894	100.0%	199	100.0%	37	100.0%	

† The information is not recorded / ‡ The employee has chosen not to disclose the information: Ethnicity “Z Not Stated”

High levels of missing data (equal to or in excess of 10.0%) Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Religion or belief

Table 129: Missing data on religion or belief by occupational group

Religion or belief	Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other		
	n	%	n	%	n	%	n	%	
Valid value	733	64.9%	590	66.0%	121	60.8%	22	59.5%	
Missing data	Not recorded†	1	0.1%	1	0.1%	0	0.0%	0	0.0%
	Not disclosed‡	396	35.0%	303	33.9%	78	39.2%	15	40.5%
Total	1130	100.0%	894	100.0%	199	100.0%	37	100.0%	

† The information is not recorded: Religion or Belief “Undefined” / ‡ The employee has chosen not to disclose the information: Religion or Belief “I do not wish to disclose my religion/belief”

High levels of missing data (equal to or in excess of 10.0%) Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Sexual orientation

Table 130: Missing data on sexual orientation by occupational group

Sexual orientation		Overall		Administrative and Clerical		Nursing and Midwifery Registered		Other	
		n	%	n	%	n	%	n	%
Valid value		778	68.8%	636	71.1%	124	62.3%	18	48.6%
Missing data	Not recorded†	1	0.1%	1	0.1%	0	0.0%	0	0.0%
	Not disclosed‡	351	31.1%	257	28.7%	75	37.7%	19	51.4%
Total		1130	100.0%	894	100.0%	199	100.0%	37	100.0%

† The information is not recorded: Sexual Orientation “Undefined” / ‡ The employee has chosen not to disclose the information: Sexual Orientation “I do not wish to disclose my sexual orientation”

High levels of missing data (equal to or in excess of 10.0%) Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Data quality by base location

Disability

Table 131: Missing data on disability by base location

Disability		Overall		Buckinghamshire		Cheshire & Merseyside		Derbyshire		Essex		Leicestershire		Lincolnshire	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Valid value		897	79.4%	25	65.8%	15	88.2%	165	60.2%	38	95.0%	123	91.1%	174	89.7%
Missing data	Not recorded†	3	0.3%	0	0.0%	0	0.0%	1	0.4%	1	2.5%	0	0.0%	0	0.0%
	Not disclosed‡	230	20.4%	13	34.2%	2	11.8%	108	39.4%	1	2.5%	12	8.9%	20	10.3%
Total		1130	100.0%	38	100.0%	17	100.0%	274	100.0%	40	100.0%	135	100.0%	194	100.0%
Disability		Overall		Northamptonshire		Nottinghamshire		Oxfordshire		Coventry and Warwickshire		Worcestershire		Other	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Valid value		897	79.4%	99	74.4%	35	87.5%	5	35.7%	180	91.4%	31	88.6%	7	53.8%
Missing data	Not recorded†	3	0.3%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	230	20.4%	33	24.8%	5	12.5%	9	64.3%	17	8.6%	4	11.4%	6	46.2%
Total		1130	100.0%	133	100.0%	40	100.0%	14	100.0%	197	100.0%	35	100.0%	13	100.0%

† The information is not recorded: Disability “Undefined” / ‡ The employee has chosen not to disclose the information: Disability “Not Declared”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Ethnicity

Table 132: Missing data on ethnicity by base location

Ethnicity	Overall		Buckinghamshire		Cheshire & Merseyside		Derbyshire		Essex		Leicestershire		Lincolnshire		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Valid value	1024	90.6%	26	68.4%	17	100.0%	266	97.1%	32	80.0%	134	99.3%	193	99.5%	
Missing data	Not recorded†	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	106	9.4%	12	31.6%	0	0.0%	8	2.9%	8	20.0%	1	0.7%	1	0.5%
Total	1130	100.0%	38	100.0%	17	100.0%	274	100.0%	40	100.0%	135	100.0%	194	100.0%	
Ethnicity	Overall		Northamptonshire		Nottinghamshire		Oxfordshire		Coventry and Warwickshire		Worcestershire		Other		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Valid value	1024	90.6%	130	97.7%	40	100.0%	5	35.7%	155	78.7%	17	48.6%	9	69.2%	
Missing data	Not recorded†	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	106	9.4%	3	2.3%	0	0.0%	9	64.3%	42	21.3%	18	51.4%	4	30.8%
Total	1130	100.0%	133	100.0%	40	100.0%	14	100.0%	197	100.0%	35	100.0%	13	100.0%	

† The information is not recorded / ‡ The employee has chosen not to disclose the information: Ethnicity “Z Not Stated”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Religion or belief

Table 133: Missing data on religion or belief by base location

Religion of belief	Overall		Buckinghamshire		Cheshire & Merseyside		Derbyshire		Essex		Leicestershire		Lincolnshire		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Valid value	733	64.9%	17	44.7%	11	64.7%	186	67.9%	27	67.5%	105	77.8%	155	79.9%	
Missing data	Not recorded†	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	396	35.0%	21	55.3%	6	35.3%	88	32.1%	13	32.5%	30	22.2%	39	20.1%
Total	1130	100.0%	38	100.0%	17	100.0%	274	100.0%	40	100.0%	135	100.0%	194	100.0%	

Religion of belief	Overall		Northamptonshire		Nottinghamshire		Oxfordshire		Coventry and Warwickshire		Worcestershire		Other		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Valid value	733	64.9%	83	62.4%	30	75.0%	2	14.3%	100	50.8%	11	31.4%	6	46.2%	
Missing data	Not recorded†	1	0.1%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	396	35.0%	49	36.8%	10	25.0%	12	85.7%	97	49.2%	24	68.6%	7	53.8%
Total	1130	100.0%	133	100.0%	40	100.0%	14	100.0%	197	100.0%	35	100.0%	13	100.0%	

† The information is not recorded: Religion or Belief “Undefined” / ‡ The employee has chosen not to disclose the information: Religion or Belief “I do not wish to disclose my religion/belief”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)

Sexual orientation

Table 134: Missing data on sexual orientation by base location

Sexual orientation	Overall		Buckinghamshire		Cheshire & Merseyside		Derbyshire		Essex		Leicestershire		Lincolnshire		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Valid value	778	68.8%	18	47.4%	12	70.6%	208	75.9%	28	70.0%	108	80.0%	153	78.9%	
Missing data	Not recorded†	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	351	31.1%	20	52.6%	5	29.4%	66	24.1%	12	30.0%	27	20.0%	41	21.1%
Total	1130	100.0%	38	100.0%	17	100.0%	274	100.0%	40	100.0%	135	100.0%	194	100.0%	

Sexual orientation	Overall		Northamptonshire		Nottinghamshire		Oxfordshire		Coventry and Warwickshire		Worcestershire		Other		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Valid value	778	68.8%	91	68.4%	33	82.5%	3	21.4%	108	54.8%	9	25.7%	7	53.8%	
Missing data	Not recorded†	1	0.1%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not disclosed‡	351	31.1%	41	30.8%	7	17.5%	11	78.6%	89	45.2%	26	74.3%	6	46.2%
Total	1130	100.0%	133	100.0%	40	100.0%	14	100.0%	197	100.0%	35	100.0%	13	100.0%	

† The information is not recorded: Sexual Orientation “Undefined” / ‡ The employee has chosen not to disclose the information: Sexual Orientation “I do not wish to disclose my sexual orientation”

■ High levels of missing data (equal to or in excess of 10.0%) ■ Moderate levels of missing data (equal to or in excess of 8.0% but less than 10.0%)