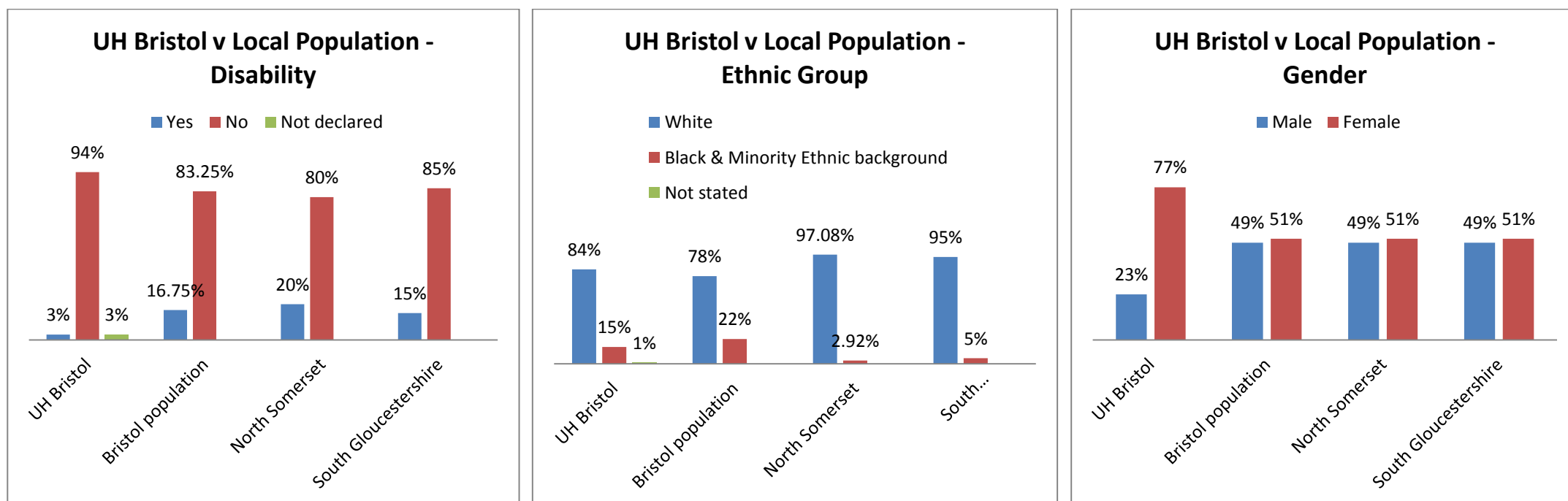


## BACKGROUND EQUALITY DATA 2016

Equality legislation requires us to collect a range of pre and post-employment information and information relating to patients accessing our services. The information below is for the calendar years 1<sup>st</sup> January to 31<sup>st</sup> December 2015 and 1<sup>st</sup> January to 31<sup>st</sup> December 2016, unless otherwise stated.

These graphs provide a snapshot of the demographic make-up of the Trust's Workforce compared with the local population.<sup>1</sup>



<sup>1</sup> Local population information is taken from the 2011 Census

1) Staff in post (all substantive staff)

| Age band           | Headcount<br>31 December<br>2015 | Proportion of<br>Headcount<br>December 2015 |
|--------------------|----------------------------------|---|
| 16 – 20            | 94                               | 1.1%  |
| 21 – 25            | 861                              | 9.7%  |
| 26 – 30            | 1,284                            | 14.4%                                       |
| 31 – 35            | 1,289                            | 14.5%                                       |
| 36 – 40            | 1,172                            | 13.2%                                       |
| 41 – 45            | 1,054                            | 11.8%                                       |
| 46 – 50            | 989                              | 11.1%                                       |
| 51 – 55            | 1,028                            | 11.5%                                       |
| 56 – 60            | 761                              | 8.5%  |
| 61 – 65            | 295                              | 3.3%  |
| 66 - 70            | 62                               | 0.7%  |
| 71 - 77            | 18                               | 0.2%  |
| <b>Grand Total</b> | <b>8,907</b>                     | <b>100.0%</b>                               |

| Age band           | Headcount<br>31 December<br>2016 | Proportion of<br>Headcount<br>December 2016 |
|--------------------|----------------------------------|---|
| 16 – 20            | 87                               | 0.9%  |
| 21 – 25            | 847                              | 9.2%  |
| 26 – 30            | 1,389                            | 15.1%                                       |
| 31 – 35            | 1,354                            | 14.7%                                       |
| 36 – 40            | 1,204                            | 13.1%                                       |
| 41 – 45            | 1,069                            | 11.6%                                       |
| 46 – 50            | 1,007                            | 10.9%                                       |
| 51 – 55            | 1,023                            | 11.1%                                       |
| 56 – 60            | 804                              | 8.7%  |
| 61 – 65            | 345                              | 3.7%  |
| 66 - 70            | 74                               | 0.8%  |
| 71 - 77            | 21                               | 0.2%  |
| <b>Grand Total</b> | <b>9,224</b>                     | <b>100.0%</b>                               |

| Disability         | Headcount<br>December 2015 | Proportion of<br>Headcount<br>December 2015 |
|--------------------|----------------------------|---|
| No                 | 8,291                      | 93.1%                                       |
| Not Declared       | 363                        | 4.1%  |
| Yes                | 253                        | 2.8%  |
| <b>Grand Total</b> | <b>8,907</b>               | <b>100.0%</b>                               |

| Disability         | Headcount<br>December 2016 | Proportion of<br>Headcount<br>December 2016 |
|--------------------|----------------------------|---|
| No                 | 8,667                      | 94.0%                                       |
| Not Declared       | 296                        | 3.2%  |
| Yes                | 261                        | 2.8%  |
| <b>Grand Total</b> | <b>9,224</b>               | <b>100.0%</b>                               |

| Gender             | Headcount December 2015 | Proportion of Headcount December 2015 |
|--------------------|-------------------------|---------------------------------------|
| Female             | 6,896                   | 77.4%                                 |
| Male               | 2,011                   | 22.6%                                 |
| <b>Grand Total</b> | <b>8,907</b>            | <b>100.0%</b>                         |

| Gender             | Headcount December 2016 | Proportion of Headcount December 2016 |
|--------------------|-------------------------|---------------------------------------|
| Female             | 7,113                   | 77.1%                                 |
| Male               | 2,111                   | 22.9%                                 |
| <b>Grand Total</b> | <b>9,224</b>            | <b>100.0%</b>                         |

| Ethnicity                      | Headcount December 2015 | Proportion of Headcount December 2015 |
|--------------------------------|-------------------------|---------------------------------------|
| White                          | 7,476                   | 83.9%                                 |
| Black & Minority Ethnic Groups | 1,322                   | 14.8%                                 |
| Not Stated                     | 109                     | 1.2%                                  |
| <b>Grand Total</b>             | <b>8,907</b>            |                                       |

| Ethnicity                      | Headcount December 2016 | Proportion of Headcount December 2016 |
|--------------------------------|-------------------------|---------------------------------------|
| White                          | 7,746                   | 84.0%                                 |
| Black & Minority Ethnic Groups | 1,397                   | 15.1%                                 |
| Not Stated                     | 80                      | 0.9%                                  |
| <b>Grand Total</b>             | <b>9,224</b>            | <b>100.0%</b>                         |

| Ethnicity – more detailed breakdown | Headcount December 2015 | Proportion of Headcount December 2015 |
|-------------------------------------|-------------------------|---------------------------------------|
| White British                       | 6,750                   | 75.8%                                 |
| White Irish                         | 108                     | 1.2%                                  |
| Any other White background          | 618                     | 6.9%                                  |
| Mixed - White & Black Caribbean     | 40                      | 0.4%                                  |
| Mixed – White & Black African       | 23                      | 0.3%                                  |
| Mixed – White & Asian               | 26                      | 0.3%                                  |
| Any other mixed background          | 57                      | 0.6%                                  |
| Asian or Asian British – Indian     | 351                     | 3.9%                                  |

| Ethnicity – more detailed breakdown | Headcount December 2016 | Proportion of Headcount December 2016 |
|-------------------------------------|-------------------------|---------------------------------------|
| White British                       | 6,913                   | 74.9%                                 |
| White Irish                         | 117                     | 1.3%                                  |
| Any other White background          | 716                     | 7.8%                                  |
| Mixed - White & Black Caribbean     | 48                      | 0.5%                                  |
| Mixed – White & Black African       | 20                      | 0.2%                                  |
| Mixed – White & Asian               | 35                      | 0.4%                                  |
| Any other mixed background          | 59                      | 0.6%                                  |
| Asian or Asian British – Indian     | 363                     | 3.9%                                  |

|                                      |              |               |
|--------------------------------------|--------------|---------------|
| Asian or Asian British – Pakistani   | 39           | 0.4%          |
| Asian or Asian British - Bangladeshi | 9            | 0.1%          |
| Any other Asian background           | 101          | 1.1%          |
| Black or Black British – Caribbean   | 155          | 1.7%          |
| Black or Black British – African     | 208          | 2.3%          |
| Any other Black background           | 78           | 0.9%          |
| Chinese                              | 38           | 0.4%          |
| Any Other Ethnic Group               | 197          | 2.2%          |
| Not Stated                           | 109          | 1.2%          |
| <b>Grand Total</b>                   | <b>8,907</b> | <b>100.0%</b> |

|                                      |              |               |
|--------------------------------------|--------------|---------------|
| Asian or Asian British – Pakistani   | 37           | 0.4%          |
| Asian or Asian British - Bangladeshi | 8            | 0.1%          |
| Any other Asian background           | 114          | 1.2%          |
| Black or Black British – Caribbean   | 156          | 1.7%          |
| Black or Black British – African     | 241          | 2.6%          |
| Any other Black background           | 75           | 0.8%          |
| Chinese                              | 46           | 0.5%          |
| Any Other Ethnic Group               | 195          | 2.1%          |
| Not Stated                           | 81           | 0.9%          |
| <b>Grand Total</b>                   | <b>9,224</b> | <b>100.0%</b> |

| Religious Belief                             | Headcount December 2015 | Proportion of Headcount December 2015 |
|--|-------------------------|---------------------------------------|
| Atheism                                      | 1,088                   | 12.2%                                 |
| Buddhism                                     | 47                      | 0.5%                                  |
| Christianity                                 | 3,542                   | 39.8%                                 |
| Hinduism                                     | 102                     | 1.1%                                  |
| Islam  | 155                     | 1.7%                                  |
| Jainism                                      | 3                       | 0.0%                                  |
| Judaism                                      | 6                       | 0.1%                                  |
| Sikhism                                      | 18                      | 0.2%                                  |
| Other  | 523                     | 5.9%                                  |
| I do not wish to disclose my religion/belief | 3,391                   | 38.1%                                 |
| Undefined                                    | 32                      | 0.4%                                  |
| <b>Grand Total</b>                           | <b>8,907</b>            | <b>100.0%</b>                         |

| Religious Belief                             | Headcount December 2016 | Proportion of Headcount December 2016 |
|--|-------------------------|---------------------------------------|
| Atheism                                      | 1,213                   | 13.2%                                 |
| Buddhism                                     | 54                      | 0.6%                                  |
| Christianity                                 | 3,705                   | 40.2%                                 |
| Hinduism                                     | 113                     | 1.2%                                  |
| Islam  | 190                     | 2.1%                                  |
| Jainism                                      | 2                       | 0.0%                                  |
| Judaism                                      | 9                       | 0.1%                                  |
| Sikhism                                      | 13                      | 0.1%                                  |
| Other  | 588                     | 6.4%                                  |
| I do not wish to disclose my religion/belief | 3,312                   | 35.9%                                 |
| Undefined                                    | 24                      | 0.3%                                  |
| <b>Grand Total</b>                           | <b>9,224</b>            | <b>100.0%</b>                         |

| Sexual Orientation                              | Headcount December 2015 | Proportion of Headcount December 2015 |
|---|-------------------------|---------------------------------------|
| Bisexual  | 37                      | 0.4%                                  |
| Gay   | 54                      | 0.6%                                  |
| Heterosexual                                    | 5,981                   | 67.1%                                 |
| Lesbian   | 35                      | 0.4%                                  |
| I do not wish to disclose my sexual orientation | 2,770                   | 31.1%                                 |
| Undefined                                       | 30                      | 0.3%                                  |
| <b>Grand Total</b>                              | <b>8,907</b>            | <b>1.00.0%</b>                        |

| Sexual Orientation                              | Headcount December 2016 | Proportion of Headcount December 2016 |
|---|-------------------------|---------------------------------------|
| Bisexual  | 45                      | 0.5%                                  |
| Gay   | 61                      | 0.7%                                  |
| Heterosexual                                    | 6,408                   | 69.5%                                 |
| Lesbian   | 38                      | 0.4%                                  |
| I do not wish to disclose my sexual orientation | 2,649                   | 28.7%                                 |
| Undefined                                       | 23                      | 0.2%                                  |
| <b>Grand Total</b>                              | <b>9,224</b>            | <b>100.0%</b>                         |

| Marital Status      | Headcount December 2015 | Proportion of Headcount December 2015 |
|---------------------|-------------------------|---------------------------------------|
| Civil Partnership   | 70                      | 0.8%                                  |
| Divorced            | 436                     | 4.9%                                  |
| Legally Separated   | 68                      | 0.8%                                  |
| Married             | 4,286                   | 48.1%                                 |
| Single              | 3,924                   | 44.1%                                 |
| Widowed             | 62                      | 0.7%                                  |
| Undefined / Unknown | 61                      | 0.7%                                  |
| <b>Grand Total</b>  | <b>8,907</b>            | <b>100.0%</b>                         |

| Marital Status      | Headcount December 2016 | Proportion of Headcount December 2016 |
|---------------------|-------------------------|---------------------------------------|
| Civil Partnership   | 78                      | 0.8%                                  |
| Divorced            | 428                     | 4.6%                                  |
| Legally Separated   | 69                      | 0.7%                                  |
| Married             | 4,391                   | 47.6%                                 |
| Single              | 4,121                   | 44.7%                                 |
| Widowed             | 58                      | 0.6%                                  |
| Undefined / Unknown | 79                      | 0.8%                                  |
| <b>Grand Total</b>  | <b>9,224</b>            | <b>100.0%</b>                         |

| <b>Maternity, Paternity &amp; Adoption Leave</b> | <b>Headcount December 2015</b> | <b>Proportion of Headcount December 2015</b> |
|--|--------------------------------|--|
| Maternity Leave                                  | 246                            | 98.0%  |
| Paternity Leave                                  | 2                              | 0.8%   |
| Adoption Leave                                   | 3                              | 1.2%   |
| <b>Grand Total</b>                               | <b>251</b>                     | <b>1.00.0%</b>                               |

| <b>Maternity, Paternity &amp; Adoption Leave</b> | <b>Headcount December 2016</b> | <b>Proportion of Headcount December 2016</b> |
|--|--------------------------------|--|
| Maternity Leave                                  | 284                            | 99.3%  |
| Paternity Leave                                  | 1                              | 0.3%   |
| Adoption Leave                                   | 1                              | 0.3%   |
| <b>Grand Total</b>                               | <b>286</b>                     | <b>100.0%</b>                                |

## 2) Recruitment

| Category          | Description                                | % of Applications 2015 * | % Shortlisted 2015 * | % Starters 2015 * | % of Applications 2016 | % Shortlisted 2016 | % Appointed 2016 |
|-------------------|--|--------------------------|----------------------|-------------------|------------------------|--------------------|------------------|
| <b>Gender</b>     | Male                                       | 32.1%                    | 28.4%                | 27.6%             | 32%                    | 29.2%              | 21.6%            |
|                   | Female                                     | 67.6%                    | 71.4%                | 72.4%             | 67.6%                  | 70.5%              | 76.8%            |
|                   | Undisclosed                                | 0.4%                     | 0.2%                 | 0%                |                        |                    |                  |
|                   | I do not wish to disclose this information |                          |                      |                   | 0%                     | 0%                 | 0.1%             |
|                   | Not stated                                 |                          |                      |                   | 0.3%                   | 0.2%               | 1.5%             |
| <b>Disability</b> | Yes  | 4.1%                     | 4.7%                 | 1.3%              | 5.4%                   | 6.2%               | 2.8%             |
|                   | No   | 94.5%                    | 93.9%                | 79.0%             | 92.5%                  | 92.2%              | 88.3%            |
|                   | Undisclosed / Not stated                   | 1.4%                     | 1.4%                 | 19.7%             |                        |                    |                  |
|                   | I do not wish to disclose this information |                          |                      |                   | 0.2%                   | 0.3%               | 0.3%             |
|                   | Not stated                                 |                          |                      |                   | 2.0%                   | 1.3%               | 8.6%             |
| <b>Ethnicity</b>  | White                                      | 68.8%                    | 73.8%                | 71.4%             | 70.3%                  | 73.7%              | 79.6%            |
|                   | Black & Minority Ethnic background         | 29.3%                    | 24.6%                | 15.5%             | 27.3%                  | 23.9%              | 13.6%            |
|                   | Not stated                                 | 1.9%                     | 1.9%                 | 13.2%             | 2.4%                   | 2.4%               | 6.8%             |
| <b>Age Band</b>   | Under 20                                   | 2.8%                     | 2.2%                 | 3.1%              | 3.6%                   | 1.7%               | 2.7%             |
|                   | 20 to 24                                   | 20.8%                    | 18.4%                | 19.4%             | 20.8%                  | 17.4%              | 18.6%            |
|                   | 25 to 29                                   | 21.9%                    | 20.5%                | 24.3%             | 21.7%                  | 21.3%              | 24.4%            |
|                   | 30 to 34                                   | 15.6%                    | 16.0%                | 17.9%             | 15.1%                  | 16.1%              | 16%              |
|                   | 35 to 39                                   | 11.0%                    | 11.4%                | 12.3%             | 10.3%                  | 10.8%              | 10.5%            |
|                   | 40 to 44                                   | 7.7%                     | 8.7%                 | 6.4%              | 7.9%                   | 9.3%               | 8.8%             |
|                   | 45 to 49                                   | 7.4%                     | 8.6%                 | 5.1%              | 7.3%                   | 8.7%               | 6.4%             |
|                   | 50 to 54                                   | 7.0%                     | 7.9%                 | 4.8%              | 6.8%                   | 7.3%               | 6.4%             |
|                   | 55 to 59                                   | 4.1%                     | 4.8%                 | 3.3%              | 4.5%                   | 5.6%               | 4.5%             |
|                   | 60 to 64                                   | 1.4%                     | 1.4%                 | 2.3%              | 1.5%                   | 1.7%               | 1.6%             |
|                   | 65+  | 0.1%                     | 0.1%                 | 1.0%              | 0.1%                   | 0.1%               | 0.1%             |
|                   | Not stated                                 | 0.1%                     | 0.0%                 | 0.0%              | 0.1%                   | 0%                 | 0%               |
|                   | <b>Religion</b>                            | Atheism                  | 17.9%                | 19.9%             | 16.0%                  | 20.4%              | 20.8%            |
| Buddhism          |  | 1.4%                     | 1.0%                 | 0.6%              | 0.8%                   | 0.8%               | 0.5%             |

| Category                  | Description                                     | % of Applications 2015 | % Shortlisted 2015 | % Appointed 2015 | % of Applications 2016 | % Shortlisted 2016 | % Appointed 2016 |
|---------------------------|---|------------------------|--------------------|------------------|------------------------|--------------------|------------------|
| <b>Religion</b>           | Christianity                                    | 44.3%                  | 45.0%              | 29.4%            | 41.8%                  | 43.8%              | 39.6%            |
|                           | Hinduism  | 3.5%                   | 2.9%               | 1.6%             | 1.9%                   | 1.8%               | 1.2%             |
|                           | Islam   | 9.6%                   | 7.5%               | 2.6%             | 8.4%                   | 6.6%               | 4.2%             |
|                           | Jainism   | 0.1%                   | 0.0%               | 0.1%             | 0.1%                   | 0%                 | 0%               |
|                           | Judaism   | 0.1%                   | 0.1%               | 0.1%             | 0.1%                   | 0%                 | 0%               |
|                           | Sikhism   | 0.6%                   | 0.6%               | 0.3%             | 0.4%                   | 0.5%               | 0.1%             |
|                           | Other   | 10.8%                  | 10.5%              | 5.1%             | 11.2%                  | 11.2%              | 9.7%             |
|                           | Undisclosed                                     | 11.7%                  | 12.4%              | 44.2%            |                        |                    |                  |
|                           | I do not wish to disclose my religion           |                        |                    |                  | 14.2%                  | 14.3%              | 16.1%            |
|                           | Not stated                                      |                        |                    |                  | 0.6%                   | 0.1%               | 6.4%             |
| <b>Sexual Orientation</b> | Persons of the same sex (Lesbian)               | 0.6%                   | 0.6%               | 0.6%             | 0.8%                   | 0.5%               | 0.7%             |
|                           | Persons of the same sex (Gay)                   | 1.3%                   | 1.5%               | 0.8%             | 1.5%                   | 1.4%               | 0.7%             |
|                           | Persons of the same sex (Gay or Lesbian)        |                        |                    |                  | 0.5%                   | 0.4%               | 0.7%             |
|                           | Bisexual  | 2.2%                   | 1.8%               | 0.6%             | 1.7%                   | 1.6%               | 0.9%             |
|                           | Heterosexual                                    | 87.6%                  | 88.6%              | 69.5%            | 85.6%                  | 86.9%              | 83.9%            |
|                           | Undisclosed                                     | 8.3%                   | 7.5%               | 28.4%            |                        |                    |                  |
|                           | I do not wish to disclose my sexual orientation |                        |                    |                  | 9.3%                   | 9.1%               | 6.7%             |
|                           | Not stated                                      |                        |                    |                  | 0.6%                   | 0.1%               | 6.3%             |
| <b>Transgender</b>        | Yes   |                        |                    |                  | 0.2%                   | 0.1%               | 0%               |
|                           | No  |                        |                    |                  | 19%                    | 17.8%              | 23.8%            |
|                           | I do not wish to answer this question           |                        |                    |                  | 0.7%                   | 0.6%               | 0.9%             |
|                           | Not stated                                      |                        |                    |                  | 80.2%                  | 81.6%              | 75.3%            |
| <b>Marital Status</b>     | Single  |                        |                    |                  | 58.5%                  | 55.2%              | 52.6%            |
|                           | Married   |                        |                    |                  | 27.5%                  | 30.8%              | 28.6%            |
|                           | Civil partnership                               |                        |                    |                  | 3.3%                   | 2.7%               | 1.6%             |
|                           | Legally separated                               |                        |                    |                  | 0.7%                   | 1%                 | 0.6%             |
|                           | Divorced  |                        |                    |                  | 5%                     | 5.9%               | 3.3%             |
|                           | Widowed   |                        |                    |                  | 0.4%                   | 0.5%               | 0.3%             |
|                           | Other   |                        |                    |                  | 0.9%                   | 0.9%               | 1%               |
|                           | Not stated                                      |                        |                    |                  | 3.4%                   | 2.9%               | 12%              |



## Starters with the Trust – Calendar Years 2015 and 2016

| Age band (Starters) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2015 | Proportion of Headcount 1 <sup>st</sup> Jan -31 <sup>st</sup> Dec 2015 |
|---------------------|---|--|
| 16 – 20             | 84  | 4.6%   |
| 21 – 25             | 472   | 25.8%  |
| 26 – 30             | 401   | 22.0%  |
| 31 – 35             | 322   | 17.6%  |
| 36 – 40             | 181   | 9.9%   |
| 41 – 45             | 124   | 6.8%   |
| 46 – 50             | 82  | 4.5%   |
| 51 – 55             | 83  | 4.5%   |
| 56 – 60             | 58  | 3.2%   |
| 61 – 65             | 15  | 0.8%   |
| 66 - 70             |   |  |
| 71 & above          |   |  |
| <b>Grand Total</b>  | <b>1,826</b>  | <b>100.0%</b>  |

| Age band (Starters) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 | Proportion of Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 |
|---------------------|---|---|
| 16 – 20             | 38  | 3.0%  |
| 21 – 25             | 282   | 22.1%   |
| 26 – 30             | 312   | 24.5%   |
| 31 – 35             | 262   | 20.6%   |
| 36 – 40             | 146   | 11.5%   |
| 41 – 45             | 84  | 6.6%  |
| 46 – 50             | 61  | 4.8%  |
| 51 – 55             | 47  | 3.7%  |
| 56 – 60             | 33  | 2.6%  |
| 61 – 65             | 8   | 0.6%  |
| 66 - 70             |   |   |
| 71 & above          | 1   | 0.1%  |
| <b>Grand Total</b>  | <b>1,274</b>  | <b>100.0%</b>   |

| Disability (Starters) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2015 | Proportion of Headcount 1 <sup>st</sup> Jan -31 <sup>st</sup> Dec 2015 |
|-----------------------|---|--|
| No                    | 1,590   | 87.1%  |
| Not Declared          | 211   | 11.6%  |
| Yes                   | 25  | 1.4%   |
| <b>Grand Total</b>    | <b>1,826</b>  | <b>100.0%</b>  |

| Disability (Starters) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 | Proportion of Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 |
|-----------------------|---|---|
| No                    | 1,176   | 92.3%   |
| Not Declared          | 74  | 5.8%  |
| Yes                   | 24  | 1.9%  |
| <b>Grand Total</b>    | <b>1,274</b>  | <b>100.0%</b>   |

| Gender (starters)  | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec<br>2015 | Proportion of<br>Headcount 1 <sup>st</sup> Jan -<br>31 <sup>st</sup> Dec 2015 |
|--------------------|---|---|
| Female             | 1,354   | 74.2%   |
| Male               | 472   | 25.8%   |
| <b>Grand Total</b> | <b>1,826</b>  | <b>100.0%</b>   |

| Gender (Starters)  | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup> Jan –<br>31 <sup>st</sup> Dec 2016 |
|--------------------|---|---|
| Female             | 894   | 70.2%   |
| Male               | 380   | 29.8%   |
| <b>Grand Total</b> | <b>1,274</b>  | <b>100.0%</b>   |

| Ethnicity (Starters)              | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup> Jan -<br>31 <sup>st</sup> Dec 2015 |
|-----------------------------------|---|---|
| White                             | 1,456   | 79.7%   |
| Black & Minority Ethnic<br>Groups | 277   | 15.2%   |
| Not Stated                        | 93  | 5.1%  |
| <b>Grand Total</b>                | <b>1,826</b>  | <b>100.0%</b>   |

| Ethnicity                         | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2016 | Proportion of<br>Headcount 1 <sup>st</sup> Jan –<br>31 <sup>st</sup> Dec 2016 |
|-----------------------------------|---|---|
| White                             | 1,015   | 79.7%   |
| Black & Minority Ethnic<br>Groups | 207   | 16.2%   |
| Not Stated                        | 52  | 4.1%  |
| <b>Grand Total</b>                | <b>1,274</b>  | <b>100.0%</b>   |

| Ethnicity – more detailed<br>breakdown (Starters) | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|---|---|---|
| White British                                     | 1,239   | 67.9%   |
| White Irish                                       | 24  | 1.3%  |
| Any other White background                        | 193   | 10.6%   |
| Mixed - White & Black Caribbean                   | 7   | 0.4%  |
| Mixed – White & Black African                     | 9   | 0.5%  |
| Mixed – White & Asian                             | 9   | 0.5%  |
| Any other mixed background                        | 20  | 1.1%  |
| Asian or Asian British – Indian                   | 60  | 3.3%  |
| Asian or Asian British – Pakistani                | 15  | 0.8%  |

| Ethnicity – more detailed<br>breakdown | Headcount<br>1 <sup>st</sup> Jan –<br>31 <sup>st</sup> Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|--|--|--|
| White British                          | 835  | 65.5%  |
| White Irish                            | 18   | 1.4%   |
| Any other White background             | 162  | 12.7%  |
| Mixed - White & Black Caribbean        | 8  | 0.6%   |
| Mixed – White & Black African          | 2  | 0.2%   |
| Mixed – White & Asian                  | 12   | 0.9%   |
| Any other mixed background             | 11   | 0.9%   |
| Asian or Asian British – Indian        | 42   | 3.3%   |
| Asian or Asian British – Pakistani     | 7  | 0.5%   |

|                                      |              |               |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 4            | 0.2%          |
| Any other Asian background           | 27           | 1.5%          |
| Black or Black British – Caribbean   | 19           | 1.0%          |
| Black or Black British – African     | 36           | 2.0%          |
| Any other Black background           | 26           | 1.4%          |
| Chinese                              | 12           | 0.7%          |
| Any Other Ethnic Group               | 33           | 1.8%          |
| Not Stated                           | 93           | 5.1%          |
| <b>Grand Total</b>                   | <b>1,826</b> | <b>100.0%</b> |

|                                      |              |               |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 0            | 0.0%          |
| Any other Asian background           | 19           | 1.5%          |
| Black or Black British – Caribbean   | 15           | 1.2%          |
| Black or Black British – African     | 54           | 4.2%          |
| Any other Black background           | 14           | 1.1%          |
| Chinese                              | 6            | 0.5%          |
| Any Other Ethnic Group               | 17           | 1.3%          |
| Not Stated                           | 52           | 4.1%          |
| <b>Grand Total</b>                   | <b>1,274</b> | <b>100.0%</b> |

| Religious Belief (Starters)                  | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|--|---|---|
| Atheism                                      | 340   | 18.6%   |
| Buddhism                                     | 9   | 0.5%  |
| Christianity                                 | 570   | 31.2%   |
| Hinduism                                     | 36  | 2.0%  |
| Islam  | 45  | 2.5%  |
| Jainism                                      | 1   | 0.1%  |
| Judaism                                      | 2   | 0.1%  |
| Sikhism                                      | 5   | 0.3%  |
| Other  | 106   | 5.8%  |
| I do not wish to disclose my religion/belief | 677   | 37.1%   |
| Undefined                                    | 35  | 1.9%  |
| <b>Grand Total</b>                           | <b>1,826</b>  | <b>100.0%</b>   |

| Religious Belief                             | Headcount<br>1 <sup>st</sup> Jan –<br>31st Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|--|--|--|
| Atheism                                      | 257  | 20.2%  |
| Buddhism                                     | 13   | 1.0%   |
| Christianity                                 | 461  | 36.2%  |
| Hinduism                                     | 17   | 1.3%   |
| Islam  | 52   | 4.1%   |
| Jainism                                      | 0  | 0.0%   |
| Judaism                                      | 3  | 0.2%   |
| Sikhism                                      | 1  | 0.1%   |
| Other  | 92   | 7.2%   |
| I do not wish to disclose my religion/belief | 367  | 28.8%  |
| Undefined                                    | 11   | 0.9%   |
| <b>Grand Total</b>                           | <b>1,274</b>   | <b>100.0%</b>  |

| Sexual Orientation (Starters)                   | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|---|---|---|
| Bisexual  | 12  | 0.7%  |
| Gay   | 16  | 0.9%  |
| Heterosexual                                    | 1,441   | 78.9%   |
| Lesbian   | 12  | 0.7%  |
| I do not wish to disclose my sexual orientation | 313   | 17.1%   |
| Undefined                                       | 32  | 1.8%  |
| <b>Grand Total</b>                              | <b>1,826</b>  | <b>100.0%</b>   |

| Sexual Orientation                              | Headcount<br>1 <sup>st</sup> Jan –<br>31st Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|---|--|--|
| Bisexual  | 10   | 0.8%   |
| Gay   | 14   | 1.1%   |
| Heterosexual                                    | 1,012  | 79.4%  |
| Lesbian   | 7  | 0.5%   |
| I do not wish to disclose my sexual orientation | 219  | 17.2%  |
| Undefined                                       | 12   | 0.9%   |
| <b>Grand Total</b>                              | <b>1,274</b>   | <b>100.0%</b>  |

| Marital Status (Starters) | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|---------------------------|---|---|
| Civil Partnership         | 32  | 1.8%  |
| Divorced                  | 51  | 2.8%  |
| Legally Separated         | 9   | 0.5%  |
| Married                   | 496   | 27.2%   |
| Single                    | 1,169   | 64.0%   |
| Widowed                   | 6   | 0.3%  |
| Undefined / Unknown       | 63  | 3.4%  |
| <b>Grand Total</b>        | <b>1,826</b>  | <b>100.0%</b>   |

| Marital Status      | Headcount<br>1 <sup>st</sup> Jan –<br>31st Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|---------------------|--|--|
| Civil Partnership   | 14   | 1.1%   |
| Divorced            | 36   | 2.8%   |
| Legally Separated   | 6  | 0.5%   |
| Married             | 377  | 29.6%  |
| Single              | 791  | 62.1%  |
| Widowed             | 1  | 0.1%   |
| Undefined / Unknown | 49   | 3.9%   |
| <b>Grand Total</b>  | <b>1,274</b>   | <b>100.0%</b>  |

## Leavers from the Trust – Calendar Years 2015 and 2016

| Age band (Leavers) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2015 | Proportion of Headcount 1 <sup>st</sup> Jan -31 <sup>st</sup> Dec 2015 |
|--------------------|---|--|
| 16 – 20            | 24  | 1.4%   |
| 21 – 25            | 232   | 13.9%  |
| 26 – 30            | 374   | 22.4%  |
| 31 – 35            | 301   | 18.0%  |
| 36 – 40            | 215   | 12.0%  |
| 41 – 45            | 100   | 6.0%   |
| 46 – 50            | 109   | 6.5%   |
| 51 – 55            | 97  | 5.8%   |
| 56 – 60            | 109   | 6.5%   |
| 61 – 65            | 78  | 4.7%   |
| 66 - 70            | 21  | 1.3%   |
| 71 & above         | 9   | 0.5%   |
| <b>Grand Total</b> | <b>1,669</b>  | <b>100.0%</b>  |

| Age band (Leavers) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 | Proportion of Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 |
|--------------------|---|---|
| 16 – 20            | 41  | 2.5%  |
| 21 – 25            | 236   | 14.7%   |
| 26 – 30            | 366   | 22.8%   |
| 31 – 35            | 296   | 18.4%   |
| 36 – 40            | 219   | 13.6%   |
| 41 – 45            | 107   | 6.7%  |
| 46 – 50            | 76  | 4.7%  |
| 51 – 55            | 88  | 5.5%  |
| 56 – 60            | 102   | 6.3%  |
| 61 – 65            | 57  | 3.5%  |
| 66 - 70            | 16  | 1.0%  |
| 71 & above         | 4   | 0.2%  |
| <b>Grand Total</b> | <b>1,608</b>  | <b>100.0%</b>   |

| Disability (Leavers) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2015 | Proportion of Headcount 1 <sup>st</sup> Jan -31 <sup>st</sup> Dec 2015 |
|----------------------|---|--|
| No                   | 1,551   | 92.9%  |
| Not Declared         | 82  | 4.9%   |
| Yes                  | 36  | 2.2%   |
| <b>Grand Total</b>   | <b>1,669</b>  | <b>100.0%</b>  |

| Disability (Leavers) | Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 | Proportion of Headcount 1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec 2016 |
|----------------------|---|---|
| No                   | 1,475   | 91.7%   |
| Not Declared         | 100   | 6.2%  |
| Yes                  | 33  | 2.1%  |
| <b>Grand Total</b>   | <b>1,608</b>  | <b>100.0%</b>   |

| Gender (Leavers)   | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec<br>2015 | Proportion of<br>Headcount 1 <sup>st</sup> Jan -<br>31 <sup>st</sup> Dec 2015 |
|--------------------|---|---|
| Female             | 1,239   | 74.2%   |
| Male               | 430   | 25.8%   |
| <b>Grand Total</b> | <b>1,669</b>  | <b>100.0%</b>   |

| Gender (Leavers)   | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup> Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup> Jan –<br>31 <sup>st</sup> Dec 2016 |
|--------------------|---|---|
| Female             | 1,181   | 73.4%   |
| Male               | 427   | 26.6%   |
| <b>Grand Total</b> | <b>1,608</b>  | <b>100.0%</b>   |

| Ethnicity (Leavers)               | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup> Jan -<br>31 <sup>st</sup> Dec 2015 |
|-----------------------------------|---|---|
| White                             | 1,393   | 83.5%   |
| Black & Minority Ethnic<br>Groups | 263   | 15.8%   |
| Not Stated                        | 13  | 0.8%  |
| <b>Grand Total</b>                | <b>1,669</b>  | <b>100.0%</b>   |

| Ethnicity (Leavers)               | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2016 | Proportion of<br>Headcount 1 <sup>st</sup> Jan –<br>31 <sup>st</sup> Dec 2016 |
|-----------------------------------|---|---|
| White                             | 1,306   | 81.2%   |
| Black & Minority Ethnic<br>Groups | 251   | 15.6%   |
| Not Stated                        | 51  | 3.2%  |
| <b>Grand Total</b>                | <b>1,608</b>  | <b>100.0%</b>   |

| Ethnicity – more detailed<br>breakdown (Leavers) | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|--|---|---|
| White British                                    | 1,237   | 74.1%   |
| White Irish                                      | 28  | 1.7%  |
| Any other White background                       | 128   | 7.7%  |
| Mixed - White & Black Caribbean                  | 7   | 0.4%  |
| Mixed – White & Black African                    | 4   | 0.2%  |
| Mixed – White & Asian                            | 12  | 0.7%  |
| Any other mixed background                       | 15  | 0.9%  |
| Asian or Asian British – Indian                  | 61  | 3.7%  |
| Asian or Asian British – Pakistani               | 14  | 0.8%  |

| Ethnicity – more detailed<br>breakdown (Leavers) | Headcount<br>1 <sup>st</sup> Jan –<br>31 <sup>st</sup> Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|--|--|--|
| White British                                    | 1,136  | 70.6%  |
| White Irish                                      | 22   | 1.4%   |
| Any other White background                       | 148  | 9.2%   |
| Mixed - White & Black Caribbean                  | 7  | 0.4%   |
| Mixed – White & Black African                    | 7  | 0.4%   |
| Mixed – White & Asian                            | 4  | 0.2%   |
| Any other mixed background                       | 14   | 0.9%   |
| Asian or Asian British – Indian                  | 60   | 3.7%   |
| Asian or Asian British – Pakistani               | 11   | 0.7%   |

|                                      |              |               |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 0            | 0.0%          |
| Any other Asian background           | 22           | 1.3%          |
| Black or Black British – Caribbean   | 17           | 1.0%          |
| Black or Black British – African     | 54           | 3.2%          |
| Any other Black background           | 16           | 1.6%          |
| Chinese                              | 15           | 0.9%          |
| Any Other Ethnic Group               | 26           | 1.6%          |
| Not Stated                           | 13           | 0.8%          |
| <b>Grand Total</b>                   | <b>1,669</b> | <b>100.0%</b> |

|                                      |              |               |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 2            | 0.1%          |
| Any other Asian background           | 26           | 1.6%          |
| Black or Black British – Caribbean   | 19           | 1.2%          |
| Black or Black British – African     | 55           | 3.4%          |
| Any other Black background           | 20           | 1.2%          |
| Chinese                              | 3            | 0.2%          |
| Any Other Ethnic Group               | 23           | 1.4%          |
| Not Stated                           | 51           | 3.2%          |
| <b>Grand Total</b>                   | <b>1,608</b> | <b>100.0%</b> |

| Religious Belief (Leavers)                   | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|--|---|---|
| Atheism                                      | 239   | 14.3%   |
| Buddhism                                     | 13  | 0.8%  |
| Christianity                                 | 627   | 37.6%   |
| Hinduism                                     | 20  | 1.2%  |
| Islam  | 44  | 2.6%  |
| Jainism                                      | 0   | 0.0%  |
| Judaism                                      | 7   | 0.4%  |
| Sikhism                                      | 5   | 0.3%  |
| Other  | 113   | 6.8%  |
| I do not wish to disclose my religion/belief | 598   | 35.8%   |
| Undefined                                    | 3   | 0.2%  |
| <b>Grand Total</b>                           | <b>1,669</b>  | <b>100.0%</b>   |

| Religious Belief                             | Headcount<br>1 <sup>st</sup> Jan –<br>31st Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|--|--|--|
| Atheism                                      | 289  | 18.0%  |
| Buddhism                                     | 12   | 0.7%   |
| Christianity                                 | 561  | 34.9%  |
| Hinduism                                     | 28   | 1.7%   |
| Islam  | 51   | 3.2%   |
| Jainism                                      | 1  | 0.1%   |
| Judaism                                      | 0  | 0.0%   |
| Sikhism                                      | 5  | 0.3%   |
| Other  | 103  | 6.4%   |
| I do not wish to disclose my religion/belief | 549  | 34.1%  |
| Undefined                                    | 9  | 0.6%   |
| <b>Grand Total</b>                           | <b>1,608</b>   | <b>100.0%</b>  |

| Sexual Orientation (Leavers)                    | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|---|---|---|
| Bisexual  | 8   | 0.5%  |
| Gay   | 15  | 0.9%  |
| Heterosexual                                    | 1,229   | 73.6%   |
| Lesbian   | 13  | 0.8%  |
| I do not wish to disclose my sexual orientation | 402   | 24.1%   |
| Undefined                                       | 2   | 0.1%  |
| <b>Grand Total</b>                              | <b>1,669</b>  | <b>100.0%</b>   |

| Sexual Orientation                              | Headcount<br>1 <sup>st</sup> Jan –<br>31st Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|---|--|--|
| Bisexual  | 9  | 0.6%   |
| Gay   | 17   | 1.1%   |
| Heterosexual                                    | 1,193  | 74.2%  |
| Lesbian   | 9  | 0.6%   |
| I do not wish to disclose my sexual orientation | 370  | 23.0%  |
| Undefined                                       | 10   | 0.6%   |
| <b>Grand Total</b>                              | <b>1,608</b>   | <b>100.0%</b>  |

| Marital Status (Leavers) | Headcount<br>1 <sup>st</sup> Jan – 31 <sup>st</sup><br>Dec 2015 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan -31 <sup>st</sup> Dec<br>2015 |
|--------------------------|---|---|
| Civil Partnership        | 13  | 0.8%  |
| Divorced                 | 65  | 3.9%  |
| Legally Separated        | 15  | 0.9%  |
| Married                  | 654   | 39.2%   |
| Single                   | 912   | 54.6%   |
| Widowed                  | 7   | 0.4%  |
| Undefined / Unknown      | 3   | 0.2%  |
| <b>Grand Total</b>       | <b>1,669</b>  | <b>100.0%</b>   |

| Marital Status      | Headcount<br>1 <sup>st</sup> Jan –<br>31st Dec<br>2016 | Proportion of<br>Headcount 1 <sup>st</sup><br>Jan – 31 <sup>st</sup> Dec<br>2016 |
|---------------------|--|--|
| Civil Partnership   | 17   | 1.1%   |
| Divorced            | 67   | 4.2%   |
| Legally Separated   | 10   | 0.6%   |
| Married             | 569  | 35.4%  |
| Single              | 904  | 56.2%  |
| Widowed             | 8  | 0.5%   |
| Undefined / Unknown | 33   | 2.1%   |
| <b>Grand Total</b>  | <b>1,608</b>   | <b>100.0%</b>  |



## Employee Relations Cases – as recorded on the Trust’s Case Management System

(In line with reporting requirements for the Workforce Race Equality Standard, the reporting period is 1<sup>st</sup> April – 31<sup>st</sup> March for each year. The numbers include all cases live during those periods.)

### 2) Harassment & Bullying Cases (recorded under the Trust policy)

Diversity data for both Harassment & Bullying and Grievance cases refers to the person making the complaint.

| Gender             | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| Female             | 15   | 71.4%                         |
| Male               | 4  | 19.0%                         |
| Group              | 1  | 4.8%                          |
| Not reported       | 1  | 4.8%                          |
| <b>Grand Total</b> | <b>21</b>  | <b>100.0%</b>                 |

| Gender             | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| Female             | 16   | 64.0%                         |
| Male               | 7  | 28.0%                         |
| Group              | 1  | 4.0%                          |
| Not reported       | 1  | 4.0%                          |
| <b>Grand Total</b> | <b>25</b>  | <b>100.0%</b>                 |

| Disability            | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|-----------------------|--|-------------------------------|
| Yes                   | 0  |                               |
| No                    | 19   | 90.5%                         |
| Group                 | 1  | 4.8%                          |
| Not declared/reported | 1  | 4.8%                          |
| <b>Grand Total</b>    | <b>21</b>  |                               |

| Disability            | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|-----------------------|--|-------------------------------|
| Yes                   | 1  | 4.0%                          |
| No                    | 22   | 88.0%                         |
| Group                 | 1  | 4.0%                          |
| Not declared/reported | 1  | 4.0%                          |
| <b>Grand Total</b>    | <b>25</b>  |                               |

| Ethnic Background              | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|--------------------------------|--|-------------------------------|
| White                          | 16   | 76.2%                         |
| Black & Minority Ethnic Groups | 3  | 14.3%                         |
| Not Stated / not reported      | 2  | 9.5%                          |
| <b>Grand Total</b>             | <b>21</b>  |                               |

| Ethnic Background              | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|--------------------------------|--|-------------------------------|
| White                          | 16   | 64.0%                         |
| Black & Minority Ethnic Groups | 7  | 28.0%                         |
| Not Stated / not reported      | 2  | 8.0%                          |
| <b>Grand Total</b>             | <b>25</b>  |                               |

| Age Group          | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| 16 – 20            |  |                               |
| 21 – 25            | 2  | 9.5%                          |
| 26 – 30            | 4  | 19.0%                         |
| 31 – 35            | 1  | 4.8%                          |
| 36 – 40            | 4  | 19.0%                         |
| 41 – 45            | 2  | 9.5%                          |
| 46 – 50            | 3  | 14.3%                         |
| 51 – 55            | 1  | 4.8%                          |
| 56 – 60            | 1  | 4.8%                          |
| 61 – 65            |  |                               |
| Over 65            | 1  | 4.8%                          |
| Group              | 1  | 4.8%                          |
| Not reported       | 1  | 4.8%                          |
| <b>Grand Total</b> | <b>21</b>  |                               |

| Age Group          | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| 16 – 20            |  |                               |
| 21 – 25            | 3  | 12.0%                         |
| 26 – 30            | 3  | 12.0%                         |
| 31 – 35            | 4  | 16.0%                         |
| 36 – 40            | 3  | 12.0%                         |
| 41 – 45            | 5  | 20.0%                         |
| 46 – 50            | 1  | 4.0%                          |
| 51 – 55            | 2  | 8.0%                          |
| 56 – 60            | 1  | 4.0%                          |
| 61 – 65            |  |                               |
| Over 65            | 1  | 4.0%                          |
| Group              | 1  | 4.0%                          |
| Not reported       | 1  | 4.0%                          |
| <b>Grand Total</b> | <b>25</b>  |                               |

### 3) Grievance Cases (recorded under the Trust policy)

Diversity data for both Harassment & Bullying and Grievance cases refers to the person making the complaint.

| Gender             | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| Female             | 12   | 60.0%                         |
| Male               | 7  | 35.0%                         |
| Group              | 1  | 5.0%                          |
| Not reported       |  |                               |
| <b>Grand Total</b> | <b>20</b>  |                               |

| Gender             | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| Female             | 17   | 63.0%                         |
| Male               | 8  | 29.6%                         |
| Group              | 1  | 3.7%                          |
| Not reported       | 1  | 3.7%                          |
| <b>Grand Total</b> | <b>27</b>  |                               |

| Disability            | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|-----------------------|--|-------------------------------|
| Yes                   | 1  | 5.0%                          |
| No                    | 17   | 85.0%                         |
| Group                 | 1  | 5.0%                          |
| Not declared/reported | 1  | 5.0%                          |
| <b>Grand Total</b>    | <b>20</b>  |                               |

| Disability            | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|-----------------------|--|-------------------------------|
| Yes                   | 0  |                               |
| No                    | 23   | 85.2%                         |
| Group                 | 1  | 3.7%                          |
| Not declared/reported | 3  | 11.1%                         |
| <b>Grand Total</b>    | <b>27</b>  |                               |

| Ethnic Background              | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|--------------------------------|--|-------------------------------|
| White                          | 13   | 65.0%                         |
| Black & Minority Ethnic Groups | 6  | 30.0%                         |
| Not Stated / not reported      | 1  | 5.0%                          |
| <b>Grand Total</b>             | <b>20</b>  |                               |

| Ethnic Background              | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|--------------------------------|--|-------------------------------|
| White                          | 20   | 74.1%                         |
| Black & Minority Ethnic Groups | 5  | 18.5%                         |
| Not Stated / not reported      | 2  | 7.4%                          |
| <b>Grand Total</b>             | <b>27</b>  |                               |

| Age Group          | Number of cases<br>1 <sup>st</sup> April 2015 – 31 <sup>st</sup><br>March 2016 | Proportion of cases<br>2015/2016 |
|--------------------|--|----------------------------------|
| 16 – 20            |  |                                  |
| 21 – 25            | 4  | 20.0%                            |
| 26 – 30            | 4  | 20.0%                            |
| 31 – 35            |  |                                  |
| 36 – 40            | 2  | 10.0%                            |
| 41 – 45            |  |                                  |
| 46 – 50            | 1  | 5.0%                             |
| 51 – 55            | 5  | 25.0%                            |
| 56 – 60            | 2  | 10.0%                            |
| 61 – 65            |  |                                  |
| Over 65            | 1  | 5.0%                             |
| Group              | 1  | 5.0%                             |
| Not reported       |  |                                  |
| <b>Grand Total</b> | <b>20</b>  |                                  |

| Age Group          | Number of cases<br>1 <sup>st</sup> April 2016 –<br>31 <sup>st</sup> March 2017 | Proportion of cases<br>2016/2017 |
|--------------------|--|----------------------------------|
| 16 – 20            |  |                                  |
| 21 – 25            | 3  | 11.1%                            |
| 26 – 30            | 3  | 11.1%                            |
| 31 – 35            | 1  | 3.7%                             |
| 36 – 40            | 5  | 18.5%                            |
| 41 – 45            | 2  | 7.4%                             |
| 46 – 50            | 1  | 3.7%                             |
| 51 – 55            | 4  | 14.8%                            |
| 56 – 60            | 5  | 18.5%                            |
| 61 – 65            | 1  | 3.7%                             |
| Over 65            |  |                                  |
| Group              | 1  | 3.7%                             |
| Not reported       | 1  | 3.7%                             |
| <b>Grand Total</b> | <b>27</b>  |                                  |

## 6) Disciplinary Cases (recorded under the Trust policy)

| Gender             | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| Female             | 54   | 54.5%                         |
| Male               | 45   | 45.5%                         |
| <b>Grand Total</b> | <b>99</b>  | <b>100.0%</b>                 |

| Disability            | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|-----------------------|--|-------------------------------|
| Yes                   | 2  | 2.0%                          |
| No                    | 93   | 93.9%                         |
| Not declared/reported | 4  | 4.0%                          |
| <b>Grand Total</b>    | <b>99</b>  | <b>99.0%</b>                  |

| Ethnic Background              | Number of cases 1 <sup>st</sup> April 2015 – 31 <sup>st</sup> March 2016 | Proportion of cases 2015/2016 |
|--------------------------------|--|-------------------------------|
| White                          | 64   | 64.6%                         |
| Black & Minority Ethnic Groups | 34   | 34.3%                         |
| Not Stated / not reported      | 1  | 1.0%                          |
| <b>Grand Total</b>             | <b>99</b>  | <b>99.0%</b>                  |

| Gender             | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| Female             | 50   | 54.9%                         |
| Male               | 41   | 45.1%                         |
| <b>Grand Total</b> | <b>91</b>  | <b>100.0%</b>                 |

| Disability            | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|-----------------------|--|-------------------------------|
| Yes                   | 3  | 3.3%                          |
| No                    | 85   | 93.4%                         |
| Not declared/reported | 3  | 3.3%                          |
| <b>Grand Total</b>    | <b>91</b>  | <b>100.0%</b>                 |

| Ethnic Background              | Number of cases 1 <sup>st</sup> April 2016 – 31 <sup>st</sup> March 2017 | Proportion of cases 2016/2017 |
|--------------------------------|--|-------------------------------|
| White                          | 60   | 65.9%                         |
| Black & Minority Ethnic Groups | 30   | 33.0%                         |
| Not Stated / not reported      | 1  | 1.1%                          |
| <b>Grand Total</b>             | <b>91</b>  | <b>100.0%</b>                 |

| Age Group          | Number of cases<br>1 <sup>st</sup> April 2015 – 31 <sup>st</sup><br>March 2016 | Proportion of cases<br>2015/2016 |
|--------------------|--|----------------------------------|
| 16 – 20            | 1  | 1.0%                             |
| 21 – 25            | 12   | 12.1%                            |
| 26 – 30            | 12   | 12.1%                            |
| 31 – 35            | 12   | 12.1%                            |
| 36 – 40            | 6  | 6.1%                             |
| 41 – 45            | 11   | 11.1%                            |
| 46 – 50            | 15   | 15.2%                            |
| 51 – 55            | 20   | 20.2%                            |
| 56 – 60            | 8  | 8.1%                             |
| 61 – 65            | 2  | 2.0%                             |
| Over 65            | 0  | 0.0%                             |
| <b>Grand Total</b> | <b>99</b>  | <b>100.0%</b>                    |

| Age Group          | Number of cases<br>1 <sup>st</sup> April 2016 –<br>31 <sup>st</sup> March 2017 | Proportion of cases<br>2016/2017 |
|--------------------|--|----------------------------------|
| 16 – 20            | 2  | 2.2%                             |
| 21 – 25            | 9  | 9.9%                             |
| 26 – 30            | 10   | 11.0%                            |
| 31 – 35            | 8  | 8.8%                             |
| 36 – 40            | 7  | 7.7%                             |
| 41 – 45            | 10   | 11.0%                            |
| 46 – 50            | 14   | 15.4%                            |
| 51 – 55            | 14   | 15.4%                            |
| 56 – 60            | 13   | 14.3%                            |
| 61 – 65            | 4  | 4.4%                             |
| 66 - 70            | 0  | 0.0%                             |
| <b>Grand Total</b> | <b>91</b>  | <b>100.0</b>                     |

**Patients – Inpatient Admissions and Outpatient Attendances – January to December 2015 and January to December 2016**

**Inpatient Admissions**

| Age band (of patient at attendance) | Number of Inpatient Admissions - 2015 | Percentage of Inpatients 2015 |
|-------------------------------------|---------------------------------------|-------------------------------|
| Age Under 16                        | 30,884                                | 22.4%                         |
| 16 – 20                             | 4,693                                 | 3.4%                          |
| 21 – 25                             | 6,412                                 | 4.7%                          |
| 26 – 30                             | 8,008                                 | 5.8%                          |
| 31 – 35                             | 8,271                                 | 6.0%                          |
| 36 – 40                             | 5,956                                 | 4.3%                          |
| 41 – 45                             | 5,075                                 | 3.7%                          |
| 46 – 50                             | 6,064                                 | 4.4%                          |
| 51 – 55                             | 8,036                                 | 5.8%                          |
| 56 – 60                             | 7,438                                 | 5.4%                          |
| 61 – 65                             | 8,212                                 | 6.0%                          |
| Age Over 65                         | 38,702                                | 28.1%                         |
| <b>Grand Total</b>                  | <b>137,751</b>                        |                               |

| Age band (of patient at attendance) | Number of Inpatient Admissions - 2016 | Percentage of Inpatients 2016 |
|-------------------------------------|---------------------------------------|-------------------------------|
| Age Under 16                        | 31,692                                | 22.5%                         |
| 16 – 20                             | 4,438                                 | 3.1%                          |
| 21 – 25                             | 6,523                                 | 4.6%                          |
| 26 – 30                             | 7,990                                 | 5.7%                          |
| 31 – 35                             | 8,577                                 | 6.1%                          |
| 36 – 40                             | 6,484                                 | 4.6%                          |
| 41 – 45                             | 4,866                                 | 3.5%                          |
| 46 – 50                             | 5,566                                 | 6.9%                          |
| 51 – 55                             | 9,671                                 | 6.9%                          |
| 56 – 60                             | 7,593                                 | 5.4%                          |
| 61 – 65                             | 8,079                                 | 5.7%                          |
| Age Over 65                         | 39,419                                | 28.0%                         |
| <b>Grand Total</b>                  | <b>140,898</b>                        | <b>100.0%</b>                 |

| Patient Sex        | Number of Inpatient Admissions - 2015 | Proportion of Inpatients |
|--------------------|---------------------------------------|--------------------------|
| Female             | 75,388                                | 54.7%                    |
| Male               | 62,362                                | 45.3%                    |
| Unknown            | 1                                     |                          |
| <b>Grand Total</b> | <b>137,751</b>                        | <b>100.0%</b>            |

| Patient Sex        | Number of Inpatient Admissions - 2016 | Proportion of Inpatients |
|--------------------|---------------------------------------|--------------------------|
| Female             | 76,774                                | 54.5%                    |
| Male               | 64,119                                | 45.5%                    |
| Unknown            | 5                                     | 0.0%                     |
| <b>Grand Total</b> | <b>140,898</b>                        | <b>100.0%</b>            |

| Ethnicity of patients              | Number of Inpatient Admissions 2016 | Proportion of Inpatients |
|------------------------------------|-------------------------------------|--------------------------|
| White                              | 115,325                             | 83.7%                    |
| Black & Minority Ethnic background | 12,190                              | 8.8%                     |
| Not Stated / Unknown               | 10,236                              | 7.4%                     |
| <b>Grand Total</b>                 | <b>137,751</b>                      |                          |

| Ethnicity of patients              | Number of Inpatient Admissions 2016 | Proportion of Inpatients |
|------------------------------------|-------------------------------------|--------------------------|
| White                              | 118,256                             | 83.9%                    |
| Black & Minority Ethnic background | 12,709                              | 9.0%                     |
| Not Stated / Unknown               | 9,933                               | 7.0%                     |
| <b>Grand Total</b>                 | <b>140,898</b>                      |                          |

| Ethnicity of Patients (more detailed breakdown) 2015 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| White British  | 108,804                        | 79.0%                    |
| White Irish  | 992                            | 0.7%                     |
| Any other White background                           | 5,529                          | 4.0%                     |
| Mixed - White & Black Caribbean                      | 1,184                          | 0.9%                     |
| Mixed – White & Black African                        | 405                            | 0.3%                     |
| Mixed – White & Asian                                | 497                            | 0.4%                     |
| Any other mixed background                           | 837                            | 0.6%                     |
| Asian or Asian British – Indian                      | 1,196                          | 0.9%                     |
| Asian or Asian British – Pakistani                   | 1,219                          | 0.9%                     |
| Asian or Asian British - Bangladeshi                 | 291                            | 0.2%                     |
| Any other Asian background                           | 935                            | 0.7%                     |
| Black or Black British – Caribbean                   | 1,356                          | 1.0%                     |
| Black or Black British – African                     | 2,439                          | 1.8%                     |
| Any other Black background                           | 538                            | 0.4%                     |
| Chinese  | 346                            | 0.3%                     |
| Any Other Ethnic Group                               | 947                            | 0.7%                     |

| Ethnicity of Patients (more detailed breakdown) 2016 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| White British  | 111,181                        | 78.9%                    |
| White Irish  | 1,040                          | 0.7%                     |
| Any other White background                           | 6,035                          | 4.3%                     |
| Mixed - White & Black Caribbean                      | 1,222                          | 0.9%                     |
| Mixed – White & Black African                        | 446                            | 0.3%                     |
| Mixed – White & Asian                                | 485                            | 0.3%                     |
| Any other mixed background                           | 882                            | 0.6%                     |
| Asian or Asian British – Indian                      | 1,135                          | 0.8%                     |
| Asian or Asian British – Pakistani                   | 1,274                          | 0.9%                     |
| Asian or Asian British - Bangladeshi                 | 353                            | 0.3%                     |
| Any other Asian background                           | 780                            | 0.6%                     |
| Black or Black British – Caribbean                   | 1,399                          | 1.0%                     |
| Black or Black British – African                     | 2,692                          | 1.9%                     |
| Any other Black background                           | 633                            | 0.4%                     |
| Chinese  | 372                            | 0.3%                     |
| Any Other Ethnic Group                               | 1,036                          | 0.7%                     |



|                    |                |      |
|--------------------|----------------|------|
| Not Stated         | 3,570          | 2.6% |
| Unknown            | 6,666          | 4.8% |
| <b>Grand Total</b> | <b>137,751</b> |      |

|                    |                |               |
|--------------------|----------------|---------------|
| Not Stated         | 3,482          | 2.5%          |
| Unknown            | 6,451          | 4.6%          |
| <b>Grand Total</b> | <b>140,898</b> | <b>100.0%</b> |

| Religion or belief of patients 2015          | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Atheism                                      | 700                            | 0.5%                     |
| Buddhism                                     | 206                            | 0.1%                     |
| Christianity                                 | 64,572                         | 46.9%                    |
| Hinduism                                     | 357                            | 0.3%                     |
| Islam  | 3,919                          | 2.8%                     |
| Jainism                                      | 4                              | 0.0%                     |
| Judaism                                      | 108                            | 0.1%                     |
| Sikhism                                      | 335                            | 0.2%                     |
| Other  | 589                            | 0.4%                     |
| None   | 30,474                         | 22.1%                    |
| I do not wish to disclose my religion/belief | 12                             | 0.0%                     |
| Not set / Not known                          | 36,475                         | 26.5%                    |
| <b>Grand Total</b>                           | <b>137,751</b>                 | <b>100.0%</b>            |

| Religion or belief of patients - 2016        | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Atheism                                      | 690                            | 0.5%                     |
| Buddhism                                     | 251                            | 0.2%                     |
| Christianity                                 | 64,672                         | 45.9%                    |
| Hinduism                                     | 336                            | 0.2%                     |
| Islam  | 3,924                          | 2.8%                     |
| Jainism                                      | 1                              | 0.0%                     |
| Judaism                                      | 120                            | 0.1%                     |
| Sikhism                                      | 366                            | 0.3%                     |
| Other  | 1,169                          | 0.8%                     |
| None   | 31,444                         | 22.3%                    |
| I do not wish to disclose my religion/belief | 24                             | 0.0%                     |
| Not set / Not known                          | 37,901                         | 26.9%                    |
| <b>Grand Total</b>                           | <b>140,898</b>                 | <b>100.0%</b>            |

| Civil Status of patient – 2015                   | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Co-habiting                                      | 5,133                          | 3.7%                     |
| Divorced/Person whose Civil Partnership has been | 5,410                          | 3.9%                     |

| Civil Status of patient - 2016                   | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Co-habiting                                      | 5,515                          | 3.9%                     |
| Divorced/Person whose Civil Partnership has been | 5,387                          | 3.8%                     |

|                                 |                |       |
|---------------------------------|----------------|-------|
| dissolved                       |                |       |
| Married/Civil Partner           | 46,530         | 33.8% |
| Separated                       | 1,067          | 0.8%  |
| Single                          | 48,298         | 35.1% |
| Widowed/Surviving Civil Partner | 6,379          | 4.6%  |
| Blank                           | 24,934         | 18.1% |
| <b>Grand Total</b>              | <b>137,751</b> |       |

|                                 |                |               |
|---------------------------------|----------------|---------------|
| dissolved                       |                |               |
| Married/Civil Partner           | 47,729         | 33.9%         |
| Separated                       | 1,092          | 0.8%          |
| Single                          | 48,575         | 34.5%         |
| Widowed/Surviving Civil Partner | 6,363          | 4.5%          |
| Blank                           | 26,237         | 18.6%         |
| <b>Grand Total</b>              | <b>140,898</b> | <b>100.0%</b> |

### Outpatient Attendances - January to December 2015 and January to December 2016

| Age band (of patient at attendance) | Number of Outpatient Attendances - 2015 | Proportion of Outpatients |
|-------------------------------------|---|---------------------------|
| Age Under 16                        | 112,346                                 | 16.2%                     |
| 16 – 20                             | 26,025                                  | 3.8%                      |
| 21 – 25                             | 25,207                                  | 3.6%                      |
| 26 – 30                             | 32,559                                  | 4.7%                      |
| 31 – 35                             | 33,989                                  | 4.9%                      |
| 36 – 40                             | 30,695                                  | 4.4%                      |
| 41 – 45                             | 30,602                                  | 4.4%                      |
| 46 – 50                             | 38,383                                  | 5.5%                      |
| 51 – 55                             | 42,027                                  | 6.1%                      |
| 56 – 60                             | 44,359                                  | 6.4%                      |
| 61 – 65                             | 46,885                                  | 6.8%                      |
| Age Over 65                         | 230,756                                 | 33.3%                     |
| <b>Grand Total</b>                  | <b>693,833</b>                          |                           |

| Age band (of patient at attendance) | Number of Outpatient Attendances - 2016 | Proportion of Outpatients |
|-------------------------------------|---|---------------------------|
| Age Under 16                        | 119,789                                 | 16.9%                     |
| 16 – 20                             | 26,854                                  | 3.8%                      |
| 21 – 25                             | 25,998                                  | 3.7%                      |
| 26 – 30                             | 32,761                                  | 4.6%                      |
| 31 – 35                             | 35,023                                  | 4.9%                      |
| 36 – 40                             | 31,483                                  | 4.4%                      |
| 41 – 45                             | 30,229                                  | 4.3%                      |
| 46 – 50                             | 36,294                                  | 5.1%                      |
| 51 – 55                             | 43,353                                  | 6.1%                      |
| 56 – 60                             | 44,256                                  | 6.3%                      |
| 61 – 65                             | 46,492                                  | 6.6%                      |
| Age Over 65                         | 235,064                                 | 33.2%                     |
| <b>Grand Total</b>                  | <b>707,596</b>                          | <b>100.0%</b>             |

| Patient Sex        | Number of Outpatient Attendances - 2015 | Proportion of Outpatients |
|--------------------|---|---------------------------|
| Female             | 369,720                                 | 53.3%                     |
| Male               | 324,112                                 | 46.7%                     |
| Unknown            | 1                                       |                           |
| <b>Grand Total</b> | <b>693,833</b>                          |                           |

| Patient Sex        | Number of Outpatient Attendances - 2016 | Proportion of Outpatients |
|--------------------|---|---------------------------|
| Female             | 376,850                                 | 53.3%                     |
| Male               | 330,728                                 | 46.7%                     |
| Unknown            | 18                                      | 0.0%                      |
| <b>Grand Total</b> | <b>707,596</b>                          | <b>100.0%</b>             |

| Ethnicity of patients              | Number of Outpatient Attendances - 2015 | Proportion of Outpatients |
|------------------------------------|---|---------------------------|
| White                              | 583,554                                 | 84.1%                     |
| Black & Minority Ethnic background | 59,261                                  | 8.5%                      |
| Not Stated / Unknown               | 51,018                                  | 7.4%                      |
| <b>Grand Total</b>                 | <b>693,833</b>                          |                           |

| Ethnicity of patients              | Number of Outpatient Attendances - 2016 | Proportion of Outpatients |
|------------------------------------|---|---------------------------|
| White                              | 595,120                                 | 84.1%                     |
| Black & Minority Ethnic background | 62,289                                  | 8.8%                      |
| Not Stated / Unknown               | 50,187                                  | 7.1%                      |
| <b>Grand Total</b>                 | <b>707,596</b>                          | <b>100.0%</b>             |

| Ethnicity of Patients (more detailed breakdown) | Number of Outpatient Attendances 2015 | Proportion of Outpatients |
|---|---------------------------------------|---------------------------|
| White British                                   | 556,161                               | 80.2%                     |
| White Irish                                     | 4,776                                 | 0.7%                      |
| Any other White background                      | 22,617                                | 3.3%                      |
| Mixed - White & Black Caribbean                 | 4,993                                 | 0.7%                      |
| Mixed – White & Black African                   | 1,953                                 | 0.3%                      |
| Mixed – White & Asian                           | 2,312                                 | 0.3%                      |

| Ethnicity of Patients (more detailed breakdown) | Number of Outpatient Attendances 2016 | Proportion of Outpatients |
|---|---------------------------------------|---------------------------|
| White British                                   | 566,328                               | 80.0%                     |
| White Irish                                     | 5,247                                 | 0.7%                      |
| Any other White background                      | 23,545                                | 3.3%                      |
| Mixed - White & Black Caribbean                 | 5,243                                 | 0.7%                      |
| Mixed – White & Black African                   | 1,909                                 | 0.3%                      |
| Mixed – White & Asian                           | 2,564                                 | 0.4%                      |

|                                      |                |      |
|--------------------------------------|----------------|------|
| Any other mixed background           | 3,418          | 0.5% |
| Asian or Asian British – Indian      | 7,089          | 1.0% |
| Asian or Asian British – Pakistani   | 6,265          | 0.9% |
| Asian or Asian British - Bangladeshi | 1,661          | 0.2% |
| Any other Asian background           | 3,815          | 0.5% |
| Black or Black British – Caribbean   | 8,560          | 1.2% |
| Black or Black British – African     | 10,886         | 1.6% |
| Any other Black background           | 2,308          | 0.3% |
| Chinese                              | 2,035          | 0.3% |
| Any Other Ethnic Group               | 3,966          | 0.6% |
| Not Stated                           | 17,460         | 2.5% |
| Unknown                              | 33,558         | 4.8% |
| <b>Grand Total</b>                   | <b>693,833</b> |      |

|                                      |                |               |
|--------------------------------------|----------------|---------------|
| Any other mixed background           | 3,944          | 0.6%          |
| Asian or Asian British – Indian      | 7,030          | 1.0%          |
| Asian or Asian British – Pakistani   | 6,641          | 0.9%          |
| Asian or Asian British - Bangladeshi | 1,742          | 0.25%         |
| Any other Asian background           | 3,863          | 0.5%          |
| Black or Black British – Caribbean   | 8,684          | 1.2%          |
| Black or Black British – African     | 11,970         | 1.7%          |
| Any other Black background           | 2,428          | 0.3%          |
| Chinese                              | 2,226          | 0.3%          |
| Any Other Ethnic Group               | 4,045          | 0.6%          |
| Not Stated                           | 17,190         | 2.4%          |
| Unknown                              | 32,997         | 4.7%          |
| <b>Grand Total</b>                   | <b>707,596</b> | <b>100.0%</b> |

| Religion or belief of patients | Number of Outpatient Attendances 2015 | Proportion of Outpatients |
|--------------------------------|---------------------------------------|---------------------------|
| Atheism                        | 3,447                                 | 0.5%                      |
| Buddhism                       | 1,220                                 | 0.1%                      |
| Christianity                   | 353,082                               | 50.9%                     |
| Hinduism                       | 2,255                                 | 0.3%                      |
| Islam                          | 18,058                                | 2.6%                      |
| Jainism                        | 18                                    | 0.0%                      |
| Judaism                        | 595                                   | 0.1%                      |
| Sikhism                        | 2,039                                 | 0.3%                      |
| Other                          | 3,263                                 | 0.5%                      |
| None                           | 143,795                               | 20.7%                     |

| Religion or belief of patients | Number of Outpatient Attendances 2016 | Proportion of Outpatients |
|--------------------------------|---------------------------------------|---------------------------|
| Atheism                        | 3,318                                 | 0.5%                      |
| Buddhism                       | 1,258                                 | 0.2%                      |
| Christianity                   | 349,608                               | 49.4%                     |
| Hinduism                       | 2,287                                 | 0.3%                      |
| Islam                          | 18,956                                | 2.7%                      |
| Jainism                        | 15                                    | 0.0%                      |
| Judaism                        | 677                                   | 0.1%                      |
| Sikhism                        | 2,040                                 | 0.3%                      |
| Other                          | 6,031                                 | 0.9%                      |
| None                           | 147,472                               | 20.8%                     |

|  |                |               |
|--|----------------|---------------|
| I do not wish to disclose my religion/belief | 124            | 0.0%          |
| Not set / Not known                          | 165,931        | 23.9%         |
| <b>Grand Total</b>                           | <b>693,827</b> | <b>100.0%</b> |

|  |                |               |
|--|----------------|---------------|
| I do not wish to disclose my religion/belief | 130            | 0.0%          |
| Not set / Not known                          | 175,806        | 24.8%         |
| <b>Grand Total</b>                           | <b>707,598</b> | <b>100.0%</b> |

| Civil Status of patient – 2015                             | Number of Outpatient Attendances | Proportion of outpatients |
|--|----------------------------------|---------------------------|
| Co-habiting  | 18,012                           | 2.6%                      |
| Divorced/Person whose Civil Partnership has been dissolved | 29,232                           | 4.2%                      |
| Married/Civil Partner                                      | 253,807                          | 36.6%                     |
| Separated  | 5,094                            | 0.7%                      |
| Single   | 239,159                          | 34.0%                     |
| Widowed/Surviving Civil Partner                            | 35,341                           | 5.1%                      |
| Blank  | 116,188                          | 16.7%                     |
| Grand Total  |                                  |                           |

| Civil Status of patient - 2016                             | Number of Outpatient Attendances | Proportion of outpatients |
|--|----------------------------------|---------------------------|
| Co-habiting  | 18,568                           | 2.6%                      |
| Divorced/Person whose Civil Partnership has been dissolved | 29,568                           | 4.2%                      |
| Married/Civil Partner                                      | 256,121                          | 36.2%                     |
| Separated  | 5,255                            | 0.7%                      |
| Single   | 242,013                          | 34.2%                     |
| Widowed/Surviving Civil Partner                            | 34,030                           | 4.8%                      |
| Blank  | 122,041                          | 17.2%                     |
| Grand Total  | 707,598                          | 100.0%                    |

**Total Inpatient and Outpatient Attendances – January to December 2015 and January to December 2016**

| Age band (of patient at attendance) | Total Inpatient & Outpatients combined - 2015 | % of total |
|-------------------------------------|---|------------|
| Age Under 16                        | 143,230                                       | 17.2%      |
| 16 – 20                             | 30,718  | 3.7%       |
| 21 – 25                             | 31,619  | 3.8%       |
| 26 – 30                             | 40,567  | 4.9%       |
| 31 – 35                             | 42,260  | 5.1%       |
| 36 – 40                             | 36,651  | 4.4%       |
| 41 – 45                             | 35,677  | 4.3%       |
| 46 – 50                             | 44,447  | 5.3%       |
| 51 – 55                             | 50,063  | 6.0%       |
| 56 – 60                             | 51,797  | 6.2%       |
| 61 – 65                             | 55,097  | 6.6%       |
| Age Over 65                         | 269,458                                       | 32.4%      |
| <b>Grand Total</b>                  | <b>831,584</b>                                |            |

| Age band (of patient at attendance) | Total Inpatient & Outpatients combined - 2016 | % of total    |
|-------------------------------------|---|---------------|
| Age Under 16                        | 151,481                                       | 17.9%         |
| 16 – 20                             | 31,292  | 3.7%          |
| 21 – 25                             | 32,521  | 3.8%          |
| 26 – 30                             | 40,751  | 4.8%          |
| 31 – 35                             | 43,600  | 5.1%          |
| 36 – 40                             | 37,967  | 4.5%          |
| 41 – 45                             | 35,095  | 4.1%          |
| 46 – 50                             | 41,860  | 4.9%          |
| 51 – 55                             | 53,024  | 6.2%          |
| 56 – 60                             | 51,849  | 6.1%          |
| 61 – 65                             | 54,571  | 6.4%          |
| Age Over 65                         | 274,483                                       | 32.3%         |
| <b>Grand Total</b>                  | <b>848,494</b>                                | <b>100.0%</b> |

| Patient Sex        | Total Inpatient & Outpatients combined - 2015 | % of total |
|--------------------|---|------------|
| Female             | 445,108                                       | 53.5%      |
| Male               | 386,474                                       | 46.5%      |
| Unknown            | 2   |            |
| <b>Grand Total</b> | <b>831,584</b>                                |            |

| Patient Sex        | Total Inpatient & Outpatients combined - 2016 | % of total    |
|--------------------|---|---------------|
| Female             | 453,624                                       | 53.5%         |
| Male               | 394,847                                       | 46.5%         |
| Unknown            | 23  | 0.0%          |
| <b>Grand Total</b> | <b>848,494</b>                                | <b>100.0%</b> |

| Ethnicity of patients              | Total Inpatient & Outpatients combined - 2015 | % of total |
|------------------------------------|---|------------|
| White                              | 698,879                                       | 84%        |
| Black & Minority Ethnic background | 71,451  | 8.6%       |
| Not Stated / Unknown               | 61,254  | 7.4%       |
| <b>Grand Total</b>                 | <b>831,584</b>                                |            |

| Ethnicity of patients              | Total Inpatient & Outpatients combined - 2016 | % of total    |
|------------------------------------|---|---------------|
| White                              | 713,376                                       | 84.1%         |
| Black & Minority Ethnic background | 74,998  | 8.8%          |
| Not Stated / Unknown               | 60,120  | 7.1%          |
| <b>Grand Total</b>                 | <b>848,494</b>                                | <b>100.0%</b> |

| Ethnicity of Patients                | Total Inpatient & Outpatients combined - 2015 | % of total |
|--------------------------------------|---|------------|
| White British                        | 664,965                                       | 80.0%      |
| White Irish                          | 5,768   | 0.7%       |
| Any other White background           | 28,146  | 3.4%       |
| Mixed - White & Black Caribbean      | 6,177   | 0.7%       |
| Mixed – White & Black African        | 2,358   | 0.3%       |
| Mixed – White & Asian                | 2,809   | 0.3%       |
| Any other mixed background           | 4,255   | 0.5%       |
| Asian or Asian British – Indian      | 8,285   | 1.0%       |
| Asian or Asian British – Pakistani   | 7,484   | 0.9%       |
| Asian or Asian British - Bangladeshi | 1,952   | 0.2%       |
| Any other Asian background           | 4,750   | 0.6%       |
| Black or Black British – Caribbean   | 9,916   | 1.2%       |
| Black or Black British – African     | 13,325  | 1.6%       |
| Any other Black background           | 2,846   | 0.3%       |
| Chinese                              | 2,381   | 0.3%       |
| Any Other Ethnic Group               | 4,913   | 0.6%       |

| Ethnicity of Patients                | Total Inpatient & Outpatients combined - 2016 | % of total |
|--------------------------------------|---|------------|
| White British                        | 677,509                                       | 79.8%      |
| White Irish                          | 6,287   | 0.7%       |
| Any other White background           | 29,580  | 3.5%       |
| Mixed - White & Black Caribbean      | 6,465   | 0.8%       |
| Mixed – White & Black African        | 2,355   | 0.3%       |
| Mixed – White & Asian                | 3,049   | 0.4%       |
| Any other mixed background           | 4,826   | 0.6%       |
| Asian or Asian British – Indian      | 8,165   | 1.0%       |
| Asian or Asian British – Pakistani   | 7,915   | 0.9%       |
| Asian or Asian British - Bangladeshi | 2,095   | 0.2%       |
| Any other Asian background           | 4,643   | 0.5%       |
| Black or Black British – Caribbean   | 10,083  | 1.2%       |
| Black or Black British – African     | 14,662  | 1.7%       |
| Any other Black background           | 3,061   | 0.4%       |
| Chinese                              | 2,598   | 0.3%       |
| Any Other Ethnic Group               | 5,081   | 0.6%       |

|                    |                |      |
|--------------------|----------------|------|
| Not Stated         | 21,030         | 2.5% |
| Unknown            | 40,224         | 4.8% |
| <b>Grand Total</b> | <b>831,584</b> |      |

|                    |                |               |
|--------------------|----------------|---------------|
| Not Stated         | 20,672         | 2.4%          |
| Unknown            | 39,448         | 4.6%          |
| <b>Grand Total</b> | <b>848,494</b> | <b>100.0%</b> |

| Religion or belief of patients 2015          | Total Inpatient & Outpatients combined | % of total    |
|--|--|---------------|
| Atheism                                      | 4,260                                  | 0.5%          |
| Buddhism                                     | 1,426                                  | 0.2%          |
| Christianity                                 | 417,654                                | 50.2%         |
| Hinduism                                     | 2,612                                  | 0.3%          |
| Islam  | 21,977                                 | 2.6%          |
| Jainism                                      | 22                                     | 0.0%          |
| Judaism                                      | 703                                    | 0.1%          |
| Sikhism                                      | 2,374                                  | 0.3%          |
| Other  | 3,739                                  | 0.4%          |
| None   | 174,269                                | 21.0%         |
| I do not wish to disclose my religion/belief | 136                                    | 0.0%          |
| Not set / Not known                          | 202,412                                | 24.3%         |
| <b>Grand Total</b>                           | <b>831,584</b>                         | <b>100.0%</b> |

| Religion or belief of patients 2016          | Total Inpatient & Outpatients combined | % of total    |
|--|--|---------------|
| Atheism                                      | 4,008                                  | 0.5%          |
| Buddhism                                     | 1,509                                  | 0.2%          |
| Christianity                                 | 414,280                                | 48.8%         |
| Hinduism                                     | 2,623                                  | 0.3%          |
| Islam  | 22,880                                 | 2.7%          |
| Jainism                                      | 16                                     | 0.0%          |
| Judaism                                      | 797                                    | 0.1%          |
| Sikhism                                      | 2,406                                  | 0.3%          |
| Other  | 7,200                                  | 0.8%          |
| None   | 178,916                                | 21.1%         |
| I do not wish to disclose my religion/belief | 154                                    | 0.0%          |
| Not set / Not known                          | 213,707                                | 25.2%         |
| <b>Grand Total</b>                           | <b>848,496</b>                         | <b>100.0%</b> |

| Civil Status of patient 2015                               | Total Inpatient & Outpatients combined | % of total |
|--|--|------------|
| Co-habiting  | 23,145                                 | 2.8%       |
| Divorced/Person whose Civil Partnership has been dissolved | 34,642                                 | 4.2%       |
| Married/Civil Partner                                      | 300,337                                | 36.1%      |

| Civil Status of patient 2016                               | Total Inpatient & Outpatients combined | % of total |
|--|--|------------|
| Co-habiting  | 24,083                                 | 2.8%       |
| Divorced/Person whose Civil Partnership has been dissolved | 34,955                                 | 4.1%       |
| Married/Civil Partner                                      | 303,850                                | 35.8%      |



|                                 |                |       |
|---------------------------------|----------------|-------|
| Separated                       | 6,161          | 0.7%  |
| Single                          | 284,457        | 34.2% |
| Widowed/Surviving Civil Partner | 41,720         | 5.0%  |
| Blank                           | 141,122        | 17.0% |
| <b>Grand Total</b>              | <b>831,584</b> |       |

|                                 |                |        |
|---------------------------------|----------------|--------|
| Separated                       | 6,347          | 0.7%   |
| Single                          | 290,588        | 34.2%  |
| Widowed/Surviving Civil Partner | 40,393         | 4.8%   |
| Blank                           | 148,278        | 17.5%  |
| <b>Grand Total</b>              | <b>848,496</b> | 100.0% |