

**WORKFORCE REPORTS BY ETHNICITY**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY AGE CATEGORY**

Age Category	Applied %	Shortlisted %	Appointed %
Below 20 years	3.96%	4.58%	4.28%
20-24 years	14.47%	13.41%	15.85%
25-29 years	16.78%	16.78%	15.69%
30-34 years			
35-39 years	8.96%	8.76%	9.83%
40-44 years	11.46%	11.35%	11.89%
45-49 years	13.27%	13.75%	10.30%
50-54 years	10.28%	11.16%	10.14%
55-59 years	5.22%	5.91%	6.02%
60-64 years	1.39%	1.22%	1.90%
65+ years	0.22%	0.37%	0.48%

**STAFF IN POST BY AGE CATEGORY**

Age Category	%
Below 20 years	0.26%
20-24 years	5.32%
25-29 years	10.41%
30-34 years	9.55%
35-39 years	9.63%
40-44 years	11.00%
45-49 years	14.75%
50-54 years	16.17%
55-59 years	13.64%
60-64 years	7.30%
65+ years	1.97%
<b>Grand Total</b>	<b>100.00%</b>

**EMPLOYEE RELATIONS STATISTICS BY AGE CATEGORY**

**DISCIPLINARY INVESTIGATIONS**

Age Category	% Disciplinary investigations by age category	% Trust workforce staff in post by age category
Below 20 years	0.00%	0.26%
20-24 years	1.96%	5.32%
25-29 years	9.80%	10.41%
30-34 years	7.84%	9.55%
35-39 years	5.88%	9.63%

40-44 years	17.65%	11.00%
45-49 years	13.73%	14.75%
50-54 years	21.57%	16.17%
55-59 years	13.73%	13.64%
60-64 years	1.96%	7.30%
65+ years	5.88%	1.97%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **CAPABILITY CASES (INCLUDING INFORMAL & FORMAL)**

<b>Age Category</b>	<b>% Capability cases by age category</b>	<b>% Trust workforce staff in post by age category</b>
Below 20 years	0.00%	0.26%
20-24 years	1.19%	5.32%
25-29 years	7.11%	10.41%
30-34 years	0.00%	9.55%
35-39 years	9.49%	9.63%
40-44 years	0.00%	11.00%
45-49 years	3.95%	14.75%
50-54 years	19.76%	16.17%
55-59 years	41.50%	13.64%
60-64 years	0.00%	7.30%
65+ years	17.00%	1.97%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **GRIEVANCE CASES**

<b>Ethnicity</b>	<b>% Grievance cases by age category</b>	<b>% Trust workforce staff in post by age category</b>
Below 20 years	0.00%	0.26%
20-24 years	0.00%	5.32%
25-29 years	0.00%	10.41%
30-34 years	0.00%	9.55%
35-39 years	0.48%	9.63%
40-44 years	0.95%	11.00%
45-49 years	20.00%	14.75%
50-54 years	35.71%	16.17%
55-59 years	42.86%	13.64%
60-64 years	0.00%	7.30%
65+ years	0.00%	1.97%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **TRAINING STATISTICS BY AGE CATEGORY (EXCLUDING MANDATORY TRA**

Age Category	% attended training	% not attended training
Below 20 years	75.00%	25.00%
20-24 years	55.92%	44.08%
25-29 years	47.89%	52.11%
30-34 years	53.48%	46.52%
35-39 years	56.07%	43.93%
40-44 years	58.49%	41.51%
45-49 years	55.36%	44.64%
50-54 years	52.27%	47.73%
55-59 years	51.54%	48.46%
60-64 years	39.01%	60.99%
65+ years	36.26%	63.74%
<b>Grand Total</b>		

NB. The training statistics include internal training only (exc mandator training)

### **PDR STATISTICS BY AGE CATEGORY (EXCLUDING MANDATORY TRAINING)**

Age Category	% compliant PDR	% non compliant PDR
Below 20 years	25.00%	75.00%
20-24 years	76.97%	23.03%
25-29 years	66.75%	33.25%
30-34 years	71.64%	28.36%
35-39 years	66.50%	33.50%
40-44 years	78.12%	21.88%
45-49 years	79.32%	20.68%
50-54 years	78.13%	21.87%
55-59 years	75.04%	24.96%
60-64 years	70.59%	29.41%
65+ years	62.64%	37.36%

### **PROMOTIONS STATISTICS BY AGE CATEGORY**

Age Category	% promotions	% workforce profile
Below 20 years	0.00%	0.26%
20-24 years	0.60%	5.32%
25-29 years	18.67%	10.41%
30-34 years	18.67%	9.55%
35-39 years	8.43%	9.63%
40-44 years	12.70%	11.00%
45-49 years	11.44%	14.75%
50-54 years	11.44%	16.17%
55-59 years	4.80%	13.64%
60-64 years	1.20%	7.30%
65+ years	0.00%	1.97%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

<b>Appointment Ratio from applied to appointed</b>
1.08
1.1
0.94
1.1
1.04
0.78
0.99
1.15
2.4
2.2

**INING)**



**WORKFORCE REPORTS BY GENDER**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY GENDER**

	Applied %	Shortlisted %	Appointed %
Male	24.95%	22.76%	24.72%
Female	74.97%	77.24%	75.28%

**STAFF IN POST BY GENDER**

Gender	%
Female	80.20%
Male	19.80%
<b>Grand Total</b>	<b>100.00%</b>

**EMPLOYEE RELATIONS STATISTICS BY GENDER**

**DISCIPLINARY INVESTIGATIONS**

Ethnicity	% Disciplinary investigations by Gender	% Trust workforce staff in post by Gender
Male	49.00%	80.20%
Female	51.00%	19.80%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**CAPABILITY CASES (INCLUDING INFORMAL & FORMAL)**

Gender	% Capability cases by Gender	% Trust workforce staff in post by Gender
Male	64.82%	19.80%
Female	35.18%	80.20%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**GRIEVANCE CASES**

Gender	% Grievance cases by gender	% Trust workforce staff in post by gender
Male	19.52%	19.80%
Female	80.48%	80.20%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**TRAINING STATISTICS BY GENDER (EXCLUDING MANDATORY TRAINING)**

<b>Gender</b>	<b>% attended training</b>	<b>% not attended training</b>
Male	47.43%	52.57%
Female	47.84%	52.16%
<b>Grand Total</b>	<b>47.76%</b>	<b>52.24%</b>

NB. The training statistics include internal training only (exc mandator training)

**PDR STATISTICS BY GENDER**

<b>Ethnicity</b>	<b>% compliant PDR</b>	<b>% non compliant PDR</b>
Male	59.20%	40.80%
Female	77.60%	22.40%
<b>Grand Total</b>	<b>74.11%</b>	<b>25.89%</b>

**PROMOTIONS STATISTICS BY GENDER**

<b>Gender</b>	<b>% Promotions</b>	<b>% Workforce</b>
Male	19.30%	19.80%
Female	80.70%	80.20%



**WORKFORCE REPORTS BY ETHNICITY**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY ETHNICITY**

Ethnicity	Applied %	Shortlisted %	Appointed %
White	86.65%	88.38%	86.21%
Asian	6.58%	6.76%	6.29%
Mixed	0.81%	0.83%	0.66%
Black	2.13%	2.18%	1.98%
Any other ethnic	1.26%	1.29%	0.83%
Not stated	2.56%	0.62%	4.04%

**OVERALL BME APPOINTMENT RATIO WITHIN RECRUITMENT PROCESS**

Ethnicity	Applied %	Shortlisted %	Appointed %
Asian	6.58%	6.76%	6.29%
Mixed	0.81%	0.83%	0.66%
Black	2.13%	2.18%	1.98%
Any other ethnic	1.26%	1.29%	0.83%
<b>Total</b>	<b>10.78%</b>	<b>11.06%</b>	<b>9.76%</b>

**STAFF IN POST BY ETHNICITY**

Ethnicity	%
Asian	4.84%
Black	0.88%
Mixed	0.60%
Not Stated	1.48%
Other Ethnic Cat	0.98%
White	91.21%
<b>Grand Total</b>	<b>100.00%</b>

**EMPLOYEE RELATIONS STATISTICS BY ETHNICITY**

**DISCIPLINARY INVESTIGATIONS**

Ethnicity	% Disciplinary investigations by ethnic category	% Trust workforce staff in post by ethnicity
Asian	11.76%	4.48%

Black	1.96%	0.88%
Mixed	0.00%	0.60%
Not stated	3.92%	1.48%
Other Ethnic orig	0.00%	0.98%
White	82.35%	91.21%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **CAPABILITY CASES (INCLUDING INFORMAL & FORMAL)**

<b>Ethnicity</b>	<b>% Capability cases by ethnic category</b>	<b>% Trust workforce staff in post by ethnicity</b>
Asian	23.18%	4.48%
Black	0.00%	0.88%
Mixed	8.15%	0.60%
Not stated	5.58%	1.48%
Other ethnic orig	0.00%	0.98%
White	63.09%	91.21%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **GRIEVANCE CASES**

<b>Ethnicity</b>	<b>% Grievance cases by ethnic category</b>	<b>% Trust workforce staff in post by ethnicity</b>
Asian	0.00%	4.48%
Black	0.00%	0.88%
Mixed	0.00%	0.60%
Not stated	0.00%	1.48%
Other ethnic orig	0.00%	0.98%
White	100.00%	91.21%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **TRAINING STATISTICS BY ETHNICITY (EXCLUDING MANDATORY TRAINING)**

<b>Ethnicity</b>	<b>% attended training</b>	<b>% not attended training</b>
Asian	41.11%	58.89%
Black	40.00%	60.00%
Mixed	60.00%	40.00%
Not Stated	43.48%	56.52%
Other Ethnic Cat	41.67%	58.33%
White	48.20%	51.80%
<b>Grand Total</b>	<b>47.76%</b>	<b>52.24%</b>

NB. The training statistics include internal training only (exc mandatory training)

**PDR STATISTICS BY ETHNICITY (EXCLUDING MANDATORY TRAINING)**

<b>Ethnicity</b>	<b>% compliant PDR</b>	<b>% non compliant PDR</b>
Asian	22.54%	77.46%
Black	52.69%	47.31%
Mixed	83.68%	16.32%
Not Stated	62.11%	37.89%
Other Ethnic Cat	29.60%	70.40%
White	76.69%	23.31%

**PROMOTIONS STATISTICS BY ETHNICITY**

<b>Ethnicity</b>	<b>% Promotions</b>	<b>% Workforce</b>
Asian	1.20%	4.84%

Appointment Ratio from applied to appointed	Appointment ratio from shortlisted to appointed
0.99	0.97
0.96	0.96
0.81	0.8
0.93	0.93
0.66	0.66
1.58	6.52

Appointment Ratio from applied to appointed	Appointment ratio from shortlisted to appointed
0.96	0.96
0.81	0.8
0.93	0.93
0.66	0.66
<b>0.91</b>	<b>0.88</b>

13.37% of staff subject to conduct concerns were BME compared with 7.19% workforce pr  
86.63% of staff subject to conduct concerns were White compared with 91.3% workforce |

NG)

)

**CHECK DATA**

ofile  
profile

**WORKFORCE REPORTS BY DISABILITY**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY DISABILITY**

	Applied %	Shortlisted %	Appointed %
Disabled	4.44%	4.50%	3.60%
Not disabled	92.60%	89.70%	84.20%
Not declared	2.92%	5.78%	11.88%

**STAFF IN POST BY DISABILITY**

Gender	%
Disabled	2.07%
Not disabled	57.02%
Not declared	40.91%
<b>Grand Total</b>	<b>100.00%</b>

**EMPLOYEE RELATIONS STATISTICS BY DISABILITY**

**DISCIPLINARY INVESTIGATIONS**

Disability status	% Disciplinary investigations by Disability	% Trust workforce staff in post by Disability
Disabled	1.96%	2.07%
Not disabled	52.94%	57.02%
Not declared	45.10%	40.91%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**CAPABILITY CASES (INCLUDING INFORMAL & FORMAL)**

Disability status	% Capability cases by Disability status	% Trust workforce staff in post by Disability status
Disabled	0.00%	2.07%
Not disabled	42.69%	57.02%
Not declared	57.31%	40.91%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**GRIEVANCE CASES**

Disability status	% Grievance cases by disability status	% Trust workforce staff in post by disability status
-------------------	--	--



Disabled	12.38%	2.07%
Not disabled	41.90%	57.02%
Not declared	45.71%	40.91%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**TRAINING STATISTICS BY DISABILITY STATUS (EXCLUDING MANDATORY TRAINING)**

Disability status	% attended training	% not attended training
Disabled	46.59%	53.41%
Not disabled	48.53%	51.47%
Not declared	46.95%	53.05%
<b>Grand Total</b>	<b>47.76%</b>	<b>52.24%</b>

NB. The training statistics include internal training only (exc mandatory training)

**PDR STATISTICS BY DISABILITY STATUS**

Disability status	% compliant PDR	% non compliant PDR
Disabled	75.00%	25.00%
Not disabled	73.90%	26.10%
Not declared	73.90%	26.10%
<b>Total</b>	<b>74.11%</b>	<b>25.89%</b>

**PROMOTIONS STATISTICS BY DISABILITY STATUS**

Disability status	% Promotions	% Workforce
Disabled	2.40%	2.07%
Not disabled	73.00%	57.02%
Not declared	24.00%	40.91%
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>

<b>Appointment Ratio from applied to appointed</b>
0.82
0.91
4.07

JING)

**WORKFORCE REPORTS BY MARITAL STATUS**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY MARITAL STATUS CATEGORY**

<b>Marital Status Category</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Appointed %</b>
Civil Partnership	2.45%	2.22%	1.90%
Divorced	6.87%	6.80%	5.39%
Legally Separated	1.15%	1.40%	0.63%
Married			
Single	46.15%	42.35%	38.03%
Not stated	2.80%	5.17%	11.89%
Widowed	0.52%	0.30%	0.32%
Other	2.48%	2.14%	2.69%

**STAFF IN POST BY MARITAL STATUS CATEGORY**

<b>Marital Status Category</b>	<b>%</b>
Civil Partnership	0.34%
Divorced	6.86%
Legally Separated	1.04%
Married	55.48%
Single	31.76%
Not stated	3.65%
Widowed	0.86%
<b>Grand Total</b>	<b>100.00%</b>

**EMPLOYEE RELATIONS STATISTICS BY MARITAL STATUS CATEGORY**

**DISCIPLINARY INVESTIGATIONS**

<b>Marital Status Category</b>	<b>% Disciplinary investigations by marital status category</b>	<b>% Trust workforce staff in post by marital status category</b>
Civil Partnership	0.00%	0.34%
Divorced	15.69%	6.86%
Legally Separated	0.00%	1.04%
Married	45.10%	55.48%
Single	33.33%	31.76%
Not stated	5.88%	3.65%
Widowed	0.00%	0.86%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**CAPABILITY CASES (INCLUDING INFORMAL & FORMAL)**

<b>Marital Status Category</b>	<b>% Capability cases by marital status category</b>	<b>% Trust workforce staff in post by marital status category</b>
Civil Partnership	0.00%	0.34%
Divorced	14.62%	6.86%
Legally Separated	0.00%	1.04%
Married	52.96%	55.48%
Single	8.30%	31.76%
Not stated	24.11%	3.65%
Widowed	0.00%	0.86%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **GRIEVANCE CASES**

<b>Marital Status Category</b>	<b>% Grievance cases by marital status category</b>	<b>% Trust workforce staff in post by marital status category</b>
Civil Partnership	0.95%	0.34%
Divorced	10.48%	6.86%
Legally Separated	0.00%	1.04%
Married	65.71%	55.48%
Single	22.38%	31.76%
Not stated	0.48%	3.65%
Widowed	0.00%	0.86%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **TRAINING STATISTICS BY MARITAL STATUS CATEGORY (EXCLUDING MANDATORY**

<b>Marital Status Category</b>	<b>% attended training</b>	<b>% not attended training</b>
Civil Partnership	57.14%	42.86%
Divorced	52.33%	47.67%
Legally Separated	60.87%	39.13%
Married	52.85%	47.15%
Single	50.67%	49.33%
Not stated	53.67%	46.33%
Widowed	44.12%	55.88%
<b>Grand Total</b>	<b>52.24%</b>	<b>47.76%</b>

NB. The training statistics include internal training only (exc mandator training)

### **PDR STATISTICS BY MARITAL STATUS CATEGORY (EXCLUDING MANDATORY TRAIN**

<b>Marital Status Category</b>	<b>% compliant PDR</b>	<b>% non compliant PDR</b>
--------------------------------	------------------------	----------------------------

Civil Partnership	57.14%	42.86%
Divorced	81.00%	19.00%
Legally Separated	82.61%	17.39%
Married	74.65%	25.35%
Single	74.19%	25.81%
Not stated	52.54%	47.46%
Widowed	79.41%	20.59%
<b>Grand Total</b>	<b>74.11%</b>	<b>25.89%</b>

**PROMOTIONS STATISTICS BY MARITAL STATUS CATEGORY**

<b>Marital Status Category</b>	<b>% promotions</b>	<b>% workforce profile</b>
Civil Partnership	0.60%	0.34%
Divorced	3.01%	6.86%
Legally Separated	1.20%	1.04%
Married	44%	55.48%
Single	47.60%	31.76%
Not stated	3.60%	3.65%
Widowed	0.00%	0.86%
<b>Grand Total</b>		<b>100.00%</b>



**TRAINING)**

**ING)**



**WORKFORCE REPORTS BY ETHNICITY**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY RELIGION/BELIEF CATEGORY**

<b>Religion/Belief Category</b>	<b>Applied %</b>	<b>Shortlisted %</b>
Atheism	9.62%	9.79%
Buddhism	0.24%	0.33%
Christianity	65.05%	65.63%
Hinduism		
I do not wish to disclose my religion/belief	8.84%	10.83%
Hinduism	2.20%	1.37%
Islam	4.07%	2.88%
Jainism	0.03%	0.00%
Judaism	0.02%	0.04%
Other	9.75%	8.94%
Sikhism	0.19%	0.18%

**STAFF IN POST BY RELIGION/BELIEF CATEGORY**

<b>Religion/Belief Category</b>	<b>%</b>
Atheism	4.80%
Buddhism	0.16%
Christianity	53.89%
Hinduism	1.10%
I do not wish to disclose my religion/belief	33.27%
Islam	1.79%
Jainism	0.06%
Judaism	0.04%
Other	4.82%
Sikhism	0.08%
<b>Grand Total</b>	<b>100.00%</b>

**EMPLOYEE RELATIONS STATISTICS BY RELIGION/BELIEF CATEGORY**

**DISCIPLINARY INVESTIGATIONS**

<b>Religion/Belief Category</b>	<b>% Disciplinary investigations by religion/belief category</b>	<b>% Trust workforce staff in post by religion/belief category</b>
Atheism	3.92%	4.80%
Buddhism	0.00%	0.16%
Christianity	41.18%	53.89%
Hinduism	1.96%	1.10%

I do not wish to disclose my religion/belief	43.14%	33.27%
Islam	5.88%	1.79%
Jainism	0.00%	0.06%
Judaism	0.00%	0.04%
Other	3.92%	4.82%
Sikhism	0.00%	0.08%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **CAPABILITY CASES (INCLUDING INFORMAL & FORMAL)**

Religion/Belief Category	% Capability cases by religion/belief category	% Trust workforce staff in post by religion/belief category
Atheism	3.95%	4.80%
Buddhism	0.00%	0.16%
Christianity	43.48%	53.89%
Hinduism	0.00%	1.10%
I do not wish to disclose my religion/belief	52.57%	33.27%
Islam	0.00%	1.79%
Jainism	0.00%	0.06%
Judaism	0.00%	0.04%
Other	0.00%	4.82%
Sikhism	0.00%	0.08%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **GRIEVANCE CASES**

Religion/Belief Category	% Grievance cases by religion/belief category	% Trust workforce staff in post by religion/belief category
Atheism	0.00%	4.80%
Buddhism	0.00%	0.16%
Christianity	60.95%	53.89%
Hinduism	0.00%	1.10%
I do not wish to disclose my religion/belief	27.62%	33.27%
Islam	0.00%	1.79%
Jainism	0.00%	0.06%
Judaism	0.00%	0.04%
Other	11.43%	4.82%
Sikhism	0.00%	0.08%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### **TRAINING STATISTICS BY RELIGION/BELIEF CATEGORY (EXCLUDING MANDAT**

Religion/Belief Category	% attended training	% not attended training
Atheism	52.54%	47.46%
Buddhism	71.43%	28.57%
Christianity	47.51%	52.49%
Hinduism	66.67%	33.33%
I do not wish to disclose my religion/belief	47.38%	52.62%
Islam	47.54%	52.46%
Jainism	50.00%	50.00%
Judaism	50.00%	50.00%
Other	45.92%	54.08%
Sikhism	0.00%	100.00%
<b>Grand Total</b>	<b>47.76%</b>	<b>52.24%</b>

NB. The training statistics include internal training only (exc mandator training)

**PDR STATISTICS BY RELIGION/BELIEF CATEGORY (EXCLUDING MANDATORY**

Religion/Belief Category	% compliant PDR	% non compliant PDR
Atheism	68.36%	31.64%
Buddhism	42.86%	57.14%
Christianity	77.81%	22.19%
Hinduism	15.15%	84.85%
I do not wish to disclose my religion/belief	72.51%	27.49%
Islam	18.03%	81.97%
Jainism	0.00%	100.00%
Judaism	50.00%	50.00%
Other	79.59%	20.41%
Sikhism	0.00%	100.00%

**PROMOTIONS STATISTICS BY RELIGION/BELIEF CATEGORY**

Religion/Belief Category	% promotions	% workforce profile
Atheism	7.20%	4.80%
Buddhism	0.60%	0.16%
Christianity	66.30%	53.89%
Hinduism	0.00%	1.10%
I do not wish to disclose my religion/belief	18.67%	33.27%
Islam	0.60%	1.79%
Jainism	0.00%	0.06%
Judaism	0.00%	0.04%
Other	6.60%	4.82%
Sikhism	0.00%	0.08%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

<b>Appointed %</b>
9.35%
0.16%
61.97%
16.80%
1.27%
2.38%
0.00%
0.00%
8.08%
0.00%

**ORY TRAINING)**

**TRAINING)**

**WORKFORCE REPORTS BY ETHNICITY**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY SEXUAL ORIENTATION CATEGORY**

<b>Sexual orientation Category</b>	<b>Applied %</b>	<b>Shortlisted %</b>
Not stated	2.06%	4.84%
Bisexual	0.42%	0.30%
Gay	0.47%	0.37%
Heterosexual	90.96%	89.14%
I do not wish to disclose my sexual orientation	2.23%	1.63%
Persons of the same sex (Gay or Lesbian)	1.05%	1.33%
I do not wish to describe my sexual orientation.	2.66%	2.25%

**STAFF IN POST BY SEXUAL ORIENTATION CATEGORY**

<b>Sexual orientation Category</b>	<b>%</b>
Bisexual	0.16%
Gay	0.34%
Heterosexual	66.11%
I do not wish to disclose my sexual orientation	33.19%
Lesbian	0.20%
<b>Grand Total</b>	<b>100.00%</b>

**EMPLOYEE RELATIONS STATISTICS BY SEXUAL ORIENTATION CATEGORY**

**DISCIPLINARY INVESTIGATIONS**

<b>Sexual orientation Category</b>	<b>% Disciplinary investigations by sexual orientation category</b>	<b>% Trust workforce staff in post by sexual orientation category</b>
Bisexual	0.00%	0.16%
Gay	0.00%	0.34%
Heterosexual	58.82%	66.11%
I do not wish to disclose my sexual orientation	41.18%	33.19%
Lesbian	0.00%	0.20%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

**CAPABILITY CASES BY SEXUAL ORIENTATION CATEGORY (INCLUDING INFORM.**

Sexual orientation Category	% Capability cases by sexual orientation category	% Trust workforce staff in post by sexual orientation category
Bisexual	0.00%	0.16%
Gay	0.00%	0.34%
Heterosexual	50%	66.11%
I do not wish to disclose my sexual orientation	50%	33.19%
Lesbian	0.00%	0.20%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### GRIEVANCE CASES

Sexual orientation Category	% Grievance cases by sexual orientation category	% Trust workforce staff in post by sexual orientation category
Bisexual	0.00%	0.16%
Gay	0.00%	0.34%
Heterosexual	64.00%	66.11%
I do not wish to disclose my sexual orientation	36.00%	33.19%
Lesbian	0.00%	0.20%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

### TRAINING STATISTICS BY SEXUAL ORIENTATION CATEGORY (EXCLUDING MAN)

Sexual orientation Category	% attended training	% not attended training
Bisexual	62.50%	37.50%
Gay	50.00%	50.00%
Heterosexual	52.48%	47.52%
I do not wish to disclose my sexual orientation	51.79%	48.21%
Lesbian	50.00%	50.00%
<b>Grand Total</b>	<b>47.76%</b>	<b>52.24%</b>

NB. The training statistics include internal training only (exc mandator training)

### PDR STATISTICS BY SEXUAL ORIENTATION CATEGORY

Sexual orientation Category	% compliant PDR	% non compliant PDR
Bisexual	100.00%	0.00%
Gay	58.33%	41.67%
Heterosexual	75.17%	24.83%
I do not wish to disclose my sexual orientation	72.19%	27.81%
Lesbian	87.50%	12.50%



<b>Grand Total</b>	<b>74.11%</b>	<b>25.89%</b>
--------------------	---------------	---------------

**PROMOTIONS STATISTICS BY SEXUAL ORIENTATION CATEGORY**

<b>Sexual orientation Category</b>	<b>% promotions</b>	<b>% workforce profile</b>
Bisexual	0.00%	0.16%
Gay	1.20%	0.34%
Heterosexual	82.53%	66.11%
I do not wish to disclose my sexual orientation	16.27%	33.19%
Lesbian	0.00%	0.20%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>

Wigan population 15,000 LGBT with a total population of 97,000 ie 15%.

<b>Appointed %</b>
11.41%
0.32%
0.48%
84.15%
0.63%
1.27%
1.74%

**AL & FORMAL)**

**DATORY TRAINING)**

**WORKFORCE REPORTS BY TRANSGENDER**  
**AS AT 31 MARCH 2016**

**2015-16 RECRUITMENT STATISTICS BY TRANSGENDER STATUS**

<b>Transgender</b>	<b>Applied %</b>	<b>Shortlisted %</b>	<b>Appointed %</b>	<b>Appointment Ratio from applied to appointed</b>
Not stated	41.19%	38.80%	35.66%	0.87
No	57.36%	60.09%	62.76%	1.09
Yes	0.40%	0.22%	0.16%	0.40
Not disclosed	1.04%	0.89%	1.42%	1.40

NB. Transgender information is not held on ESR therefore we are unable to provide statistics on other employment areas at the current time

Current Wigan population is approximately 97,000 of which approximately 2,500 id

<b>Appointment ratio from shortlisted to appointed</b>
0.92
1.04
0.72
1.40

⇒ monitoring

entify as Transgender.