

## Dorset HealthCare Workforce Data Sets 1 April 2013 – 31 March 2016

### 1. Equality, Diversity and Human Rights

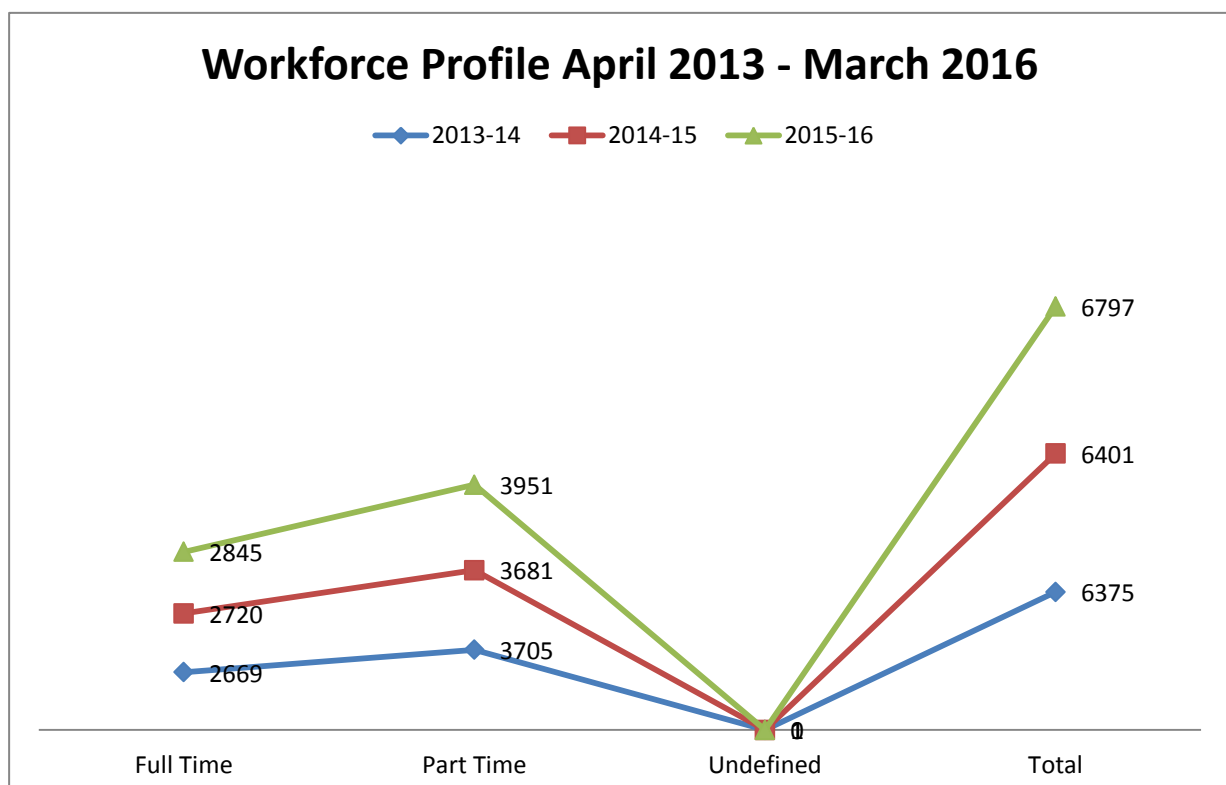
1.1 As a public authority the Trust has a legal duty to ensure it complies with the Equality Act 2010 and the Public Sector Equality Duty (PSED), which imposes a duty on the Trust to have due regard to the three key aims of the legislation.

- To work to eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between people when carrying out their activities.

1.2 The Trust recognises that it needs to continue to strengthen control measures to ensure that all the organisations obligations under equality, diversity and human rights legislation are complied with. The Trust has an improvement plan in place which it is implementing and monitoring. This is in conjunction with the Equality Delivery System 2 objectives and the Workplace Race Equality Standard (WRES) reporting. The next WRES report is due 1 July 2016.

### 2. WORKFORCE

Staff	2013-14		2014-15		2015-16	
	Head Count	%	Head Count	%	Head Count	%
Full Time	2669	34.67	2720	42.49	2845	36.94
Part Time	3705	65.33	3681	57.51	3951	53.31
Undefined	1	0.09	0	0	1	0.01
<b>Total</b>	<b>6375 (Up 413)</b>		<b>6401 (Up 26)</b>		<b>6797 (Up 396)</b>	



## 2.1 Workforce by Staff Group 31 March 2016

Staff Groups	2014-15		2015-16	
	Head Count	%	Head Count	%
Additional Professional Scientific and Technical	209	3.27	225	3.31
Additional Clinical Services	1768	27.62	1896	27.89
Administration and Clerical	1326	20.72	1436	21.13
Allied Health Professional	519	8.11	534	7.86
Estates and Ancillary	367	5.73	367	5.40
HealthCare Scientists	21	0.33	24	0.35
Medical and Dental	182	2.84	187	2.75
Nursing and Midwifery Registered	1981	30.95	2082	30.63
Students	28	0.44	46	0.68
<b>Total</b>	<b>6401</b>		<b>6797</b>	

## 2.2 Workforce Age Profiles 2013 – 2016

Age Group	2013-14		2014-15		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
16 – 20	50	0.78	47	0.73	44	0.65%
21 – 25	370	5.80	335	5.23	380	5.59%
26 – 30	488	7.65	531	8.30	564	8.30%
31 – 35	599	9.40	610	9.53	653	9.61%
36 – 40	620	9.73	634	9.90	707	10.40%
41 – 45	833	13.07	809	12.64	827	12.17%
46 – 50	994	15.59	979	15.29	990	14.57%
51 – 55	1104	17.32	1122	17.53	1192	17.54%
56 – 60	766	12.02	803	12.54	847	12.46%
61 – 65	373	5.85	361	5.64	415	6.11%
66 – 70	140	2.20	132	2.06	133	1.96%
71 & Over	38	0.60	38	0.59	45	0.66%
<b>Total</b>	<b>6375 (Up 413)</b>		<b>6401 (Up 26)</b>		<b>6797 (Up 396)</b>	

2.3 Workforce Age data shows the highest % in the 51 – 55 age bracket making up over 17.5% of the workforce. There are 45 Staff working in the Trust over the age of 71.

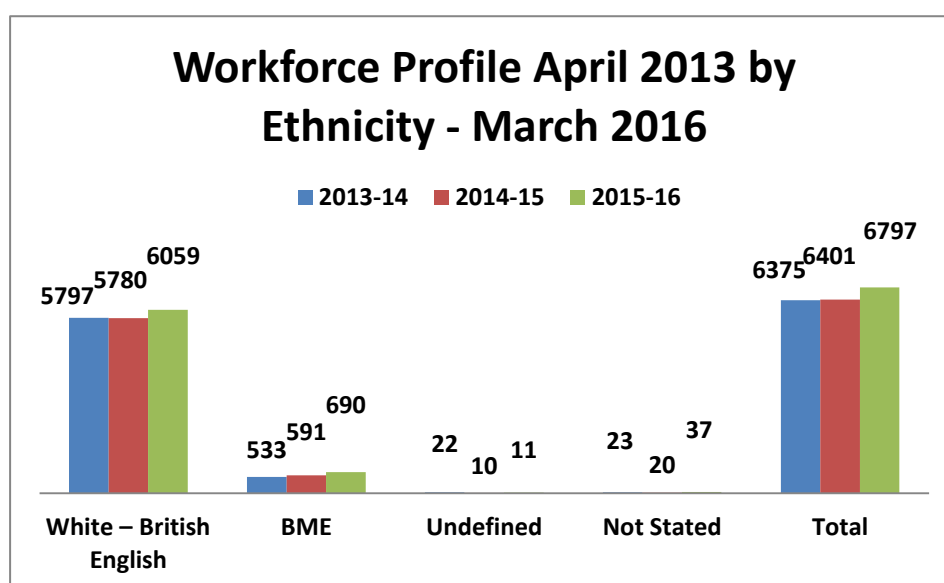
2.4 This information will be used in conjunction with the data reports produced in relation to recruitment and retention in the Trust.

## 2.5 Ethnicity Profile 2013 – 2016

Ethnicity	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
White – British English	5797	90.93	5780	90.93	6059	89.14%
BME	533	8.36	591	9.23	690	10.15%
Undefined	22	0.35	10	0.16	11	0.16%
Not Stated	23	0.36	20	0.31	37	0.54%
<b>Total</b>	<b>6375 (Up 413)</b>		<b>6401 (Up 26)</b>		<b>6797 (Up 396)</b>	

2.6 The Category White – British/English includes Staff who identified themselves as Welsh or Scottish. This is due to legacy data and also the recording system on NHS Jobs, which does not break this category down any further. This should be addressed with the introduction of ESR Self Service.

2.7 The overall Workforce BME representation is just over the 10% mark and continues to show an increase annually since 2012. This is nearly over a 0.5% increase from 2014/15. In general, results from the 2011 Census show that the minority ethnic population across Dorset has increased since 2001: in Dorset the proportion of minority ethnic people rose from 3.2% in 2001 to 4.4% in 2011, in Bournemouth from 7.5% to 16.2% and in Poole from 4% to 8.1%. Highest BME population in Dorset HealthCare remains as 'White Any Other Background'. In total only 48 records are showing as not complete. 37 'Not Stated' and 11 Undefined. These areas have increased from only 30 in 2014-15.



## 2.8 Workforce Gender Profile 2013–2016

Gender	2013-2014				2014-2015				2015-2016			
	Head Count		%		Head Count		%		Head Count		%	
	M	F	M	F	M	F	M	F	M	F	M	F
	1080	5295	16.94	83.06	1089	5312	17.01	82.99	1151	5646	16.93	83.07
<b>Total</b>	<b>6375</b>				<b>6401</b>				<b>6797</b>			

2.9 Gender figures for the Trust remains mainly unchanged from 2014-15. Systems have now been set up in preparation for the imminent Gender Equality Pay Audit.

## 2.10 Workforce Disability Disclosure Profile 2013-2016

Disability	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Yes	175	2.75	196	3.06	216	3.18
No	2541	39.86	2954	46.15	3591	52.83
Not Declared	842	13.21	904	14.12	936	13.77
Undefined	2817 (-266)	44.19	2347 (-470)	36.67	2054 (-293)	30.22
<b>Total</b>	<b>6375</b>		<b>6401</b>		<b>6797</b>	

## 2.11 Workforce Sexual Orientation Profile 2013 – 2016

Sexual Orientation	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Undefined	2572 (-367)	40.35	2128 (-444)	33.24	1879 (-242)	27.64
Heterosexual	3016	47.31	3474	54.27	3997	58.81
I do not wish to Disclose	704	11.04	717	11.20	824	12.12
Gay	42	0.66	40	0.62	44	0.65
Lesbian	30	0.47	26	0.41	27	0.40
Bisexual	11	0.17	16	0.25	26	0.38
<b>Total</b>	<b>6375</b>		<b>6401</b>		<b>6797</b>	

## 2.12 Workforce Religion or Beliefs Profile 2013 - 2016

Religion or Beliefs	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Atheism	436	6.84	539	8.42	664	9.77%
Buddhism	23	0.36	35	0.55	36	0.53%
Christianity	2023	31.73	2229	34.82	2535	37.30%
Hinduism	10	0.16	8	0.12	13	0.19%
I do not wish to disclose my religion/belief	927	15.65	1002	15.65	1136	16.71%
Islam	15	0.24	20	0.31	17	0.25%
Jainism	2	0.03	2	0.03	2	0.03%
Judaism	8	0.18	8	0.12	8	0.12%
Other	360	5.56	427	6.67	503	7.40%
Sikhism	2	0.03	2	0.03	3	0.04%
Undefined	2569 (-370)	40.30	2129 (-440)	33.26	1880 (-249)	27.66%
<b>Total</b>	<b>6375</b>		<b>6401</b>		<b>6797</b>	

2.13 The 'Undefined' category has reduced and continues to show improvements year on year for Disability, Religion or Beliefs and Sexual Orientation continue to show a positive downward trend. This reflects a growing confidence by staff to disclose information to the Trust and a tightening of the data collection process through NHS Jobs and the HR Services Recruitment Team.

## 2.14 Workforce Marital Status Profile 2013– 2016

Marital Status	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Civil Partnership	32	0.50	39	0.61	52	0.77%
Divorced	563	8.83	545	8.51	595	8.75%
Legally Separated	85	1.33	80	1.25	84	1.24%
Married	3662	57.44	3639	56.85	3826	56.29%
NULL	65	1.02	124	1.94	123	1.81%
Single	1737	27.25	1769	27.64	1894	27.87%
Widowed	152	2.38	136	2.12	147	2.16%
Unknown	79	1.24	69	1.08	76	1.12%
<b>Total</b>	<b>6375</b>		<b>6401</b>		<b>6797</b>	

2.15 There are 52 members of the workforce who have disclosed being in a civil partnership which is an increase of 13 from 2014-15 figure.

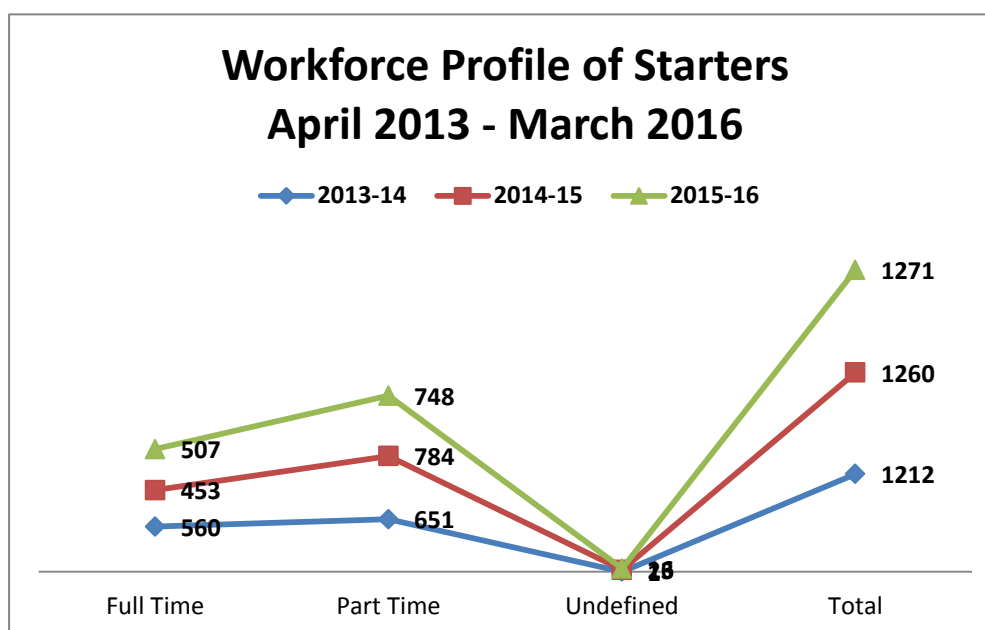
2.16 The Null figure has not changed from last year and the unknown has increased by 7 records.

### 3. STARTERS

#### 3.1 Starters by Category 2013 – 2016

3.2 The number of Starters for the year is up from 1260 to 1271 for the same period 2014-15.

Staff	2013-14		2014-15		2015-16	
	Head Count	%	Head Count	%	Head Count	%
Full Time	560	46.20	453	35.95	507	39.89
Part Time	651	53.71	784	62.22	748	58.85
Undefined	1	0.01	23	1.83	16	1.26
<b>Total</b>	<b>1212 (+ 305)</b>		<b>1260 (+48)</b>		<b>1271 (+11)</b>	



#### 3.3 Starters by Staff Group Profile 2013 – 31 March 2016

Staff Groups	2013-14		2014-15		2015-16	
	Head Count	%	Head Count	%	Head Count	%
Additional Professional Scientific and Technical	43	3.55	33	2.62	39	3.07
Additional Clinical Services	391	32.26%	409	32.46	450	35.41
Administration and Clerical	306	25.25%	289	22.94	308	24.23
Allied Health Professional	83	6.85%	103	8.17	66	5.19
Estates and Ancillary	58	4.79%	70	5.56	43	3.38
HealthCare Scientists	4	0.33%	7	0.56	3	0.24

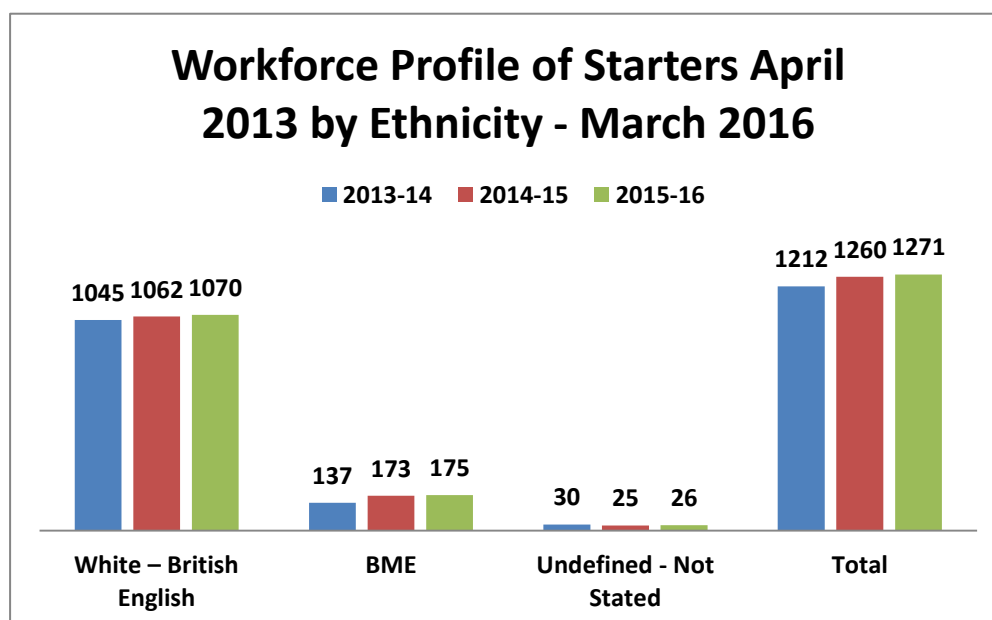
Medical and Dental	38	3.14%	29	2.30	49	3.86
Nursing and Midwifery Registered	256	21.12%	295	23.41	288	22.66
Students	33	2.72%	9	0.71	10	0.79
Blank	0	0	16	1.27	15	1.18
<b>Total</b>	<b>1212</b>		<b>1260</b>		<b>1271</b>	

### 3.4 Starters Ethnicity Profile 2013 – 31 March 2016

Starters	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
White – British English	1045	86.22	1062	84.29	1070	84.19%
BME	137	11.30	173	13.73	175	13.77%
Undefined – Not Stated	30	2.48	25	1.67	26	1.10%
<b>Total</b>	<b>1212 (+305)</b>		<b>1260 (+48)</b>		<b>1271 (+11)</b>	

3.5 The total Starters for 2015-16 is a record high over the past 4yrs. This should be credited to the hard work of the Recruitment Strategy and all staff involved in the attraction and recruitment process.

3.6 The BME % of new starters remains higher than the current BME Workforce %. The highest % of BME Starters remains as White – Any Other Background at almost 39% of the overall Starters of the BME total this is slightly up on the 2014-15 and a reflection of the changing demographics in Dorset.



### 3.7 Starters Gender Profile 2013 – 31 March 2016

Gender	2013-2014				2014-2015				2015-2016			
	Head Count		%		Head Count		%		Head Count		%	
	M	F	M	F	M	F	M	F	M	F	M	F
	242	970	19.97	80.03	263	997	20.87	79.13	235	1036	18.49	81.51
<b>Total</b>	<b>1212</b>				<b>1260</b>				<b>1271</b>			

3.8 Gender figures show the male % is continuing to grow and remains slightly higher than the overall % of males in the current workforce.

3.9 The Male Starter % is not increasing in line with the % of Female starters and is lower than the % of Male starters for 2014-2015.

### 3.10 Starter Disability Profile 2013 – 31 March 2016

Disability	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Yes	46	3.80	48	3.81	48	3.78
No	976	80.53	966	76.67	984	77.42
Not Declared	88	7.26	115	9.13	178	14
Undefined	102 (+53)	8.42	131 (+29)	10.4	61 (-70)	4.8
<b>Total</b>	<b>1212</b>		<b>1260</b>		<b>1271</b>	

### 3.11 Starters Profile by Sexual Orientation 2013 – 31 March 2016

Sexual Orientation	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Bisexual	7	0.58	7	0.56	13	1.02
Heterosexual	957	78.96	993	78.81	988	77.73
I do not wish to Disclose	160	13.20	153	12.14	207	16.29
Gay	16	1.32	3	0.24	10	0.79
Lesbian	9	0.74	7	0.56	8	0.63
Undefined	63 (+28)	5.20	97 (+34)	7.70	45 (-52)	3.54
<b>Total</b>	<b>1212</b>		<b>1260</b>		<b>1271</b>	

### 3.12 Starters Religion and Belief Profile 2013 – 31 March 2016

Religion or Beliefs	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Atheism	171	14.11%	201	15.95%	195	15.34
Buddhism	10	0.83%	16	1.27%	8	0.63
Christianity	589	48.60%	565	44.84%	587	46.18
Hinduism	4	0.33%	2	0.16%	6	0.47
I do not wish to disclose my religion/belief	236	19.47%	240	19.05%	290	22.82
Islam	8	0.66%	12	0.95%	5	0.39
Jainism	1	0.08%	1	0.08%	0	0
Judaism	7	0.58%	1	0.08%	1	0.08
Other	125	10.31%	123	9.76%	133	10.46
Sikhism	2	0.17%	1	0.08%	1	0.08
Undefined	59 (+24)	4.87%	98 (+39)	7.78%	45 (-53)	3.54
<b>Total</b>	<b>1212</b>		<b>1260</b>		<b>1271</b>	

3.13 The 'Undefined' and 'Not Declared' categories for Disability, Religion or Beliefs and Sexual Orientation show a quite significant improvement for 2015-16. Efforts should be taken through

Trust processes to continue to reduce these unknown percentages to give a true picture of Trust Starters. This will also impact on the accuracy of ESR for future workforce measurements moving forward.

### 3.14 Starters Age Profile 2013 – 31 March 2016

Age Group	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
-	-	-	1	0.08%	1	0.08%
16 – 20	40	3.30%	46	3.65%	39	3.07%
21 – 25	173	14.27%	155	12.30%	181	14.24%
26 – 30	169	13.94%	165	13.10%	154	12.12%
31 – 35	145	11.96%	143	11.35%	141	11.09%
36 – 40	129	10.64%	147	11.67%	148	11.64%
41 – 45	145	11.96%	154	12.22%	142	11.17%
46 – 50	149	12.29%	147	11.67%	144	11.33%
51 – 55	134	11.06%	142	11.27%	154	12.12%
56 – 60	80	6.60%	103	8.17%	107	8.42%
61 – 65	37	3.05%	50	3.97%	46	3.62%
66 – 70	9	0.74%	5	0.40%	10	0.79%
71 & Over	2	0.17%	2	0.16%	4	0.31%
<b>Total</b>	<b>1212</b>		<b>1260</b>		<b>1271</b>	

3.15 Starters Age data shows that in 2015-16 the age profile of the starters in Dorset HealthCare were very evenly spread across a majority of age groups. The highest age group % is in the 21-25 age group 14.24%.

### 3.16 Starters by Marital Status 2013–31 March 2016

Marital Status	2012- 2013		2013 - 2014		2014-2015	
	Head Count	%	Head Count	%	Head Count	%
Civil Partnership	8	0.66	14	1.11	15	1.18
Divorced	92	7.59	100	7.94	109	8.58
Legally Separated	16	1.32	11	0.87	13	1.02%
Married	527	43.48	550	43.65	566	44.53
Single	498	41.09	480	38.10	480	33.77
Widowed	15	1.24	8	0.63	12	0.94
Unknown	33	2.72	13	1.03	26	2.05
Blank	23 (+23)	1.90	84 (+61)	6.67	50 (-34)	3.93
<b>Total</b>	<b>1212</b>		<b>1260</b>		<b>1271</b>	

3.17 In the Marital Status table shows a decrease in blank records from 2014-15. This will again impact on the accuracy of ESR for future workforce data measurements and steps should be taken to address this issue impacting on future analysis of Staff records.



## 4. LEAVERS

### 4.1 Leavers Profile by Staff Group 2013 – 31 March 2016

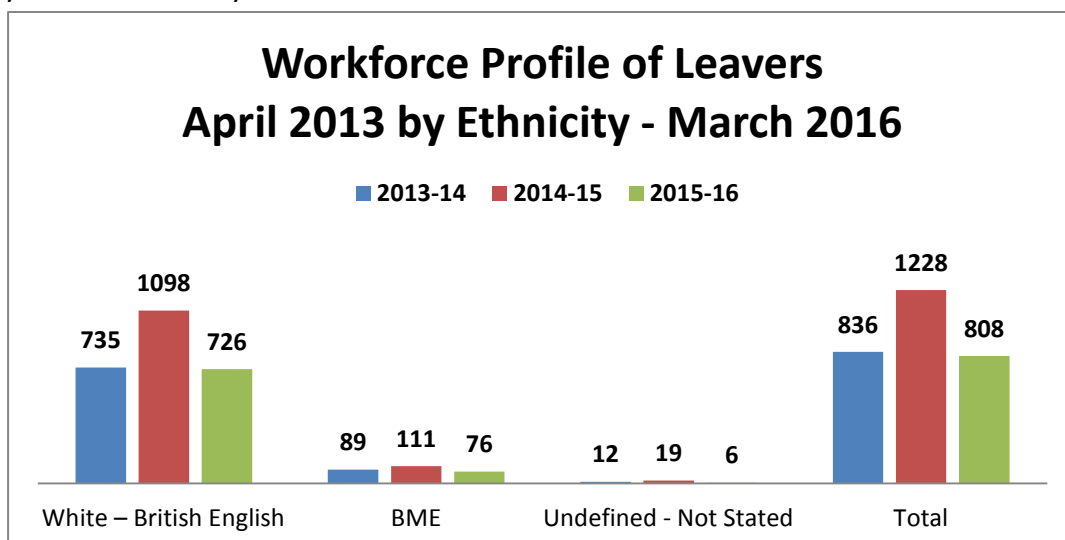
Staff Groups	2013-2014		2014-15		2015-16	
	Head Count	%	Head Count	%	Head Count	%
Additional Professional Scientific and Technical	25	2.99	28	2.28	26	3.22
Additional Clinical Services	207	24.76	342	27.85	224	27.72
Administration and Clerical	191	22.85	279	22.72	181	22.40
Allied Health Professional	75	8.97	93	7.57	57	7.05
Estates and Ancillary	43	5.14	69	5.62	40	4.95
HealthCare Scientists	4	0.48	5	0.41	2	0.25
Medical and Dental	45	5.38	53	4.32	43	5.32
Nursing and Midwifery Registered	240	28.71	336	27.36	231	28.59
Students	6	0.72	17	1.38	3	0.37
Blank	0	0	6	0.49	1	0.12
<b>Total</b>	<b>836</b>		<b>1228</b>		<b>808</b>	

### 4.2 Leavers Profile by Ethnicity 2013 – 31 March 2016

4.3 The overall figure for Staff Leaving in 2015-15 includes **119 Bank Staff** who failed to complete their minimum requirement but have been included for analysis purposes.

Leavers	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
White – British English	735	87.92	1098	89.41	726	89.85
BME	89	10.65	111	9.04	76	9.41
Undefined – Not Stated	12	1.44	19	1.55	6	0.37
<b>Total</b>	<b>836 (-16)</b>		<b>1228 (+392)</b>		<b>808 (-420)</b>	

4.4 BME Leavers account for 9% of all leavers. The highest is the 'White Other Category' at 29. Leavers records show as being recorded as 'Undefined' and 'Not Stated' have improved for accuracy of recording. Managers need to be encouraged to continue to collect this data to improve the accuracy of the data analysis in the future.



#### 4.5 Leavers Profile by Gender 2013 – 31 March 2016

Gender	2013-2014				2014-2015				2015-2016			
	Head Count		%		Head Count		%		Head Count		%	
	M	F	M	F	M	F	M	F	M	F	M	F
	163	673	19.50	80.50	245	983	19.95	80.05	167	641	20.67	79.33
<b>Total</b>	<b>836 (-16)</b>				<b>1228 (+392)</b>				<b>808 (-420)</b>			

4.6 Female to Male split of leavers is 79.33% to 20.67%.

#### 4.7 Leavers Profile by Disability 2013–31 March 2016

Disability	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Yes	19	2.27	41	3.34	38	4.70
No	373	44.62	570	46.42	437	54.08
Not Declared	91	10.89	150	12.21	99	12.25
Undefined	353	42.22	467	38.03	234	28.96
<b>Total</b>	<b>836 (-16)</b>		<b>1228 (+392)</b>		<b>808 (-420)</b>	

4.8 Leavers with a disclosed Disability are recorded as 4.70% with 99 records **‘Not Declared’** and 234 records as **‘Undefined’**. While this is an improvement Managers need to be encouraged to continue to collect this data to improve the accuracy of the data analysis.

#### 4.9 Leavers Age Profile 2013–31 March 2016

Age Group	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
-	-	-	1	0.08%	-	-
16 – 20	5	0.60	15	1.22%	10	1.24%
21 – 25	61	7.30	118	9.61%	57	7.05%
26 – 30	84	10.05	117	9.53%	88	10.89%
31 – 35	100	11.96	116	9.45%	74	9.16%
36 – 40	70	8.37	112	9.12%	76	9.41%
41 – 45	84	10.05	122	9.93%	76	9.41%
46 – 50	77	9.21	138	11.24%	78	9.65%
51 – 55	103	12.32	157	12.79%	110	13.61%
56 – 60	110	13.16	142	11.56%	103	12.75%
61 – 65	100	11.96	126	10.26%	94	11.63%
66 – 70	25	2.99	43	3.50%	22	2.72%
71 & Over	17	2.03	21	1.71%	20	2.48%
<b>Total</b>	<b>836 (-16)</b>		<b>1228 (+392)</b>		<b>808 (-420)</b>	

4.10 The highest group of Leavers by Age are 51 – 55 at 13.61%. The retention of 31-35 year olds is encouraging for succession planning as this % continues to drop at 9.16%.

#### 4.11 Leavers Profile by Religion or Beliefs 2013–31 March 2016

Religion or Beliefs	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Atheism	76	9.09	112	9.12	83	10.27
Buddhism	2	0.24	5	0.41	13	1.61
Christianity	246	29.43	430	35.02	283	35.02
Hinduism	1	0.12	5	0.41	1	0.12
I do not wish to disclose my religion/belief	148	17.70	233	18.97	148	18.32
Islam	3	0.36	7	0.57	7	0.87
Jainism	0	0	1	0.08	0	0
Judaism	0	0	1	0.08	1	0.12
Other	47	5.62	76	6.19	65	8.04
Sikhism	1	0.12	1	0.08	0	0
Undefined	312	37.32	357	29.07	207	25.62
<b>Total</b>	<b>836 (-16)</b>		<b>1228 (+392)</b>		<b>808 (-420)</b>	

#### 4.12 Leavers Profile by Sexual Orientation 2013–31 March 2016

Sexual Orientation	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Bisexual	2	0.24	4	0.33	3	0.37
Heterosexual	409	48.92	656	53.42	491	60.77
I do not wish to Disclose	105	12.56	193	15.72	91	11.26
Gay	3	0.36	5	0.41	8	0.99
Lesbian	4	0.48	10	0.81	8	0.99
Undefined	313	37.44	360	29.32	207	25.62
<b>Total</b>	<b>836 (-16)</b>		<b>1228 (+392)</b>		<b>808 (-420)</b>	

4.13 Religion or Beliefs and Sexual Orientation both have an 'Undefined' category of 25%. While this is an improvement it is still felt that more needs to be done to encourage staff to make this disclosure and staff collecting the data to record this appropriately.

#### 4.14 Leavers by Marital Status 2013–31 March 2016

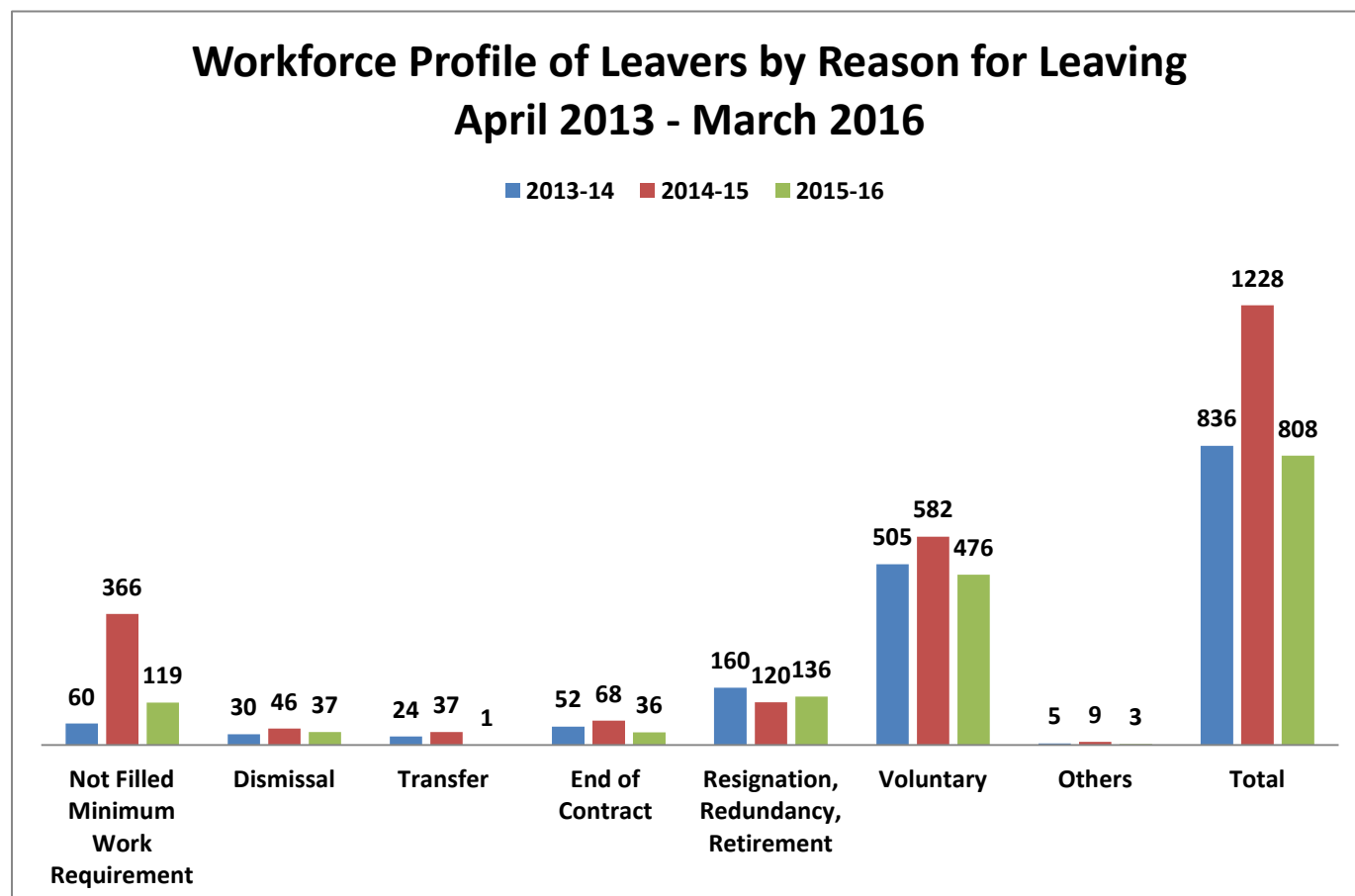
Marital Status	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Civil Partnership	4	0.48	6	0.49	4	0.50
Divorced	76	9.09	116	9.45	62	7.67
Legally Separated	13	1.56	12	0.98	10	1.24
Married	459	54.90	624	50.81	401	49.63
Single	248	29.67	404	32.90	272	33.66
Widowed	6	0.72	18	1.47	9	1.11
Unknown	21	2.51	30	2.44	24	2.97
Blank	9	1.08	18	1.47	26	3.22
<b>Total</b>	<b>836 (-16)</b>		<b>1228 (+392)</b>		<b>808 (-420)</b>	

## 5. REASONS FOR LEAVING

5.1 The largest proportion of staff in this category is 'Voluntary' leavers at 58.91%. Those in the Resignation, Redundancy and Retirement group are the next highest at 16.83%

Reason	2013-2014		2014-2015		2015-2016	
	Head Count	%	Head Count	%	Head Count	%
Not Filled Minimum Work Requirement	60	7.06	366	29.80	119	14.73
Dismissal	30	3.86	46	3.75	37	4.58
Transfer	24	2.76	37	3.01	1	0.12
End of Contract	52	5.95	68	5.54	36	4.46
Resignation, Redundancy, Retirement	160	19.40	120	9.77	136	16.83
Voluntary	505	60.42	582	47.39	476	58.91
Others	5	0.55	9	0.73	3	0.37
<b>Total</b>	<b>836</b>		<b>1228 (+392)</b>		<b>808 (-420)</b>	

5.2 Additional reports will be made available on the Trust Internet/Intranet of the current profile 2015-2016 for the Reasons recorded for Staff leaving the Trust. These cover each area in detail.



## 6. TRAINING

### 6.1 Staff Receiving Training by Ethnicity 2014 - March 2016

Staff Receiving Training Ethnicity	2014-15		2015-16	
	Head Count	%	Head Count	%
White - British/English	5308	90.10	5723	89.14
BME	556	9.44	657	10.15
Undefined	8	0.14	10	0.16
Not Stated	19	0.32	36	0.54
<b>Total</b>	<b>5891</b>		<b>6426</b>	

### 6.2 Staff Not Receiving Training by Ethnicity 2014 - 31 March 2016

Staff Not Receiving Training Ethnicity	2014-15		2015-16	
	Head Count	%	Head Count	%
White - British/English	472	92.55	336	90.57
BME	35	6.86	33	8.89
Undefined	2	0.39	1	0.27
Not Stated	1	0.20	1	0.27
<b>Total</b>	<b>510</b>		<b>371</b>	

6.3 All the additional information by protected characteristics are in a full report on Education and Training. The highest percentage Age group accessing Training is 51 – 55 year olds. The lowest percentage is the 71 & above age group.

6.4 The highest percentage Age group not accessing Training is 56 – 60 year olds. The lowest percentage is the 16 – 20 year olds.

6.5 A three year profile of this information is not currently available but will be developed over the next year.

#### Summary

The data covers a three year period in most areas from 1 April 2013 – 31 March 2016.

#### Headlines

- Dorset HealthCare Staff Workforce at a record high for the past 3 years 6797 (up 396)
  - Full time 2845 (up 125)
  - Part Time 3951 (up 270)
- The BME Profile of the Trust has crept over the 10% mark for the first time.
- The areas of Undefined or Not Stated continue to fall.
- Starters up by 11 to a 3 year record high to 1271
- The biggest growth Staff Group is Additional Clinical Services
- **Staff Leavers reduced by 420 staff from the 2014-15 figure**
- Biggest leaver percentage remains as Voluntary 476 (58.91%)

David Corbin  
Dorset HealthCare  
Equality and Diversity Manager

25 April 2016

**Note**

Information extracted from ESR with the support of John Fox, Workforce Information Manager