

Dorset HealthCare University NHS Foundation Trust

3 Year Work Force Data

1 April 2014 - 31 March 2017

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Dorset HealthCare

Our vision is to lead and inspire through excellence, compassion and expertise in all we do

Dorset HealthCare Workforce Data Sets 1 April 2014 – 31 March 2017

1. Equality, Diversity and Human Rights

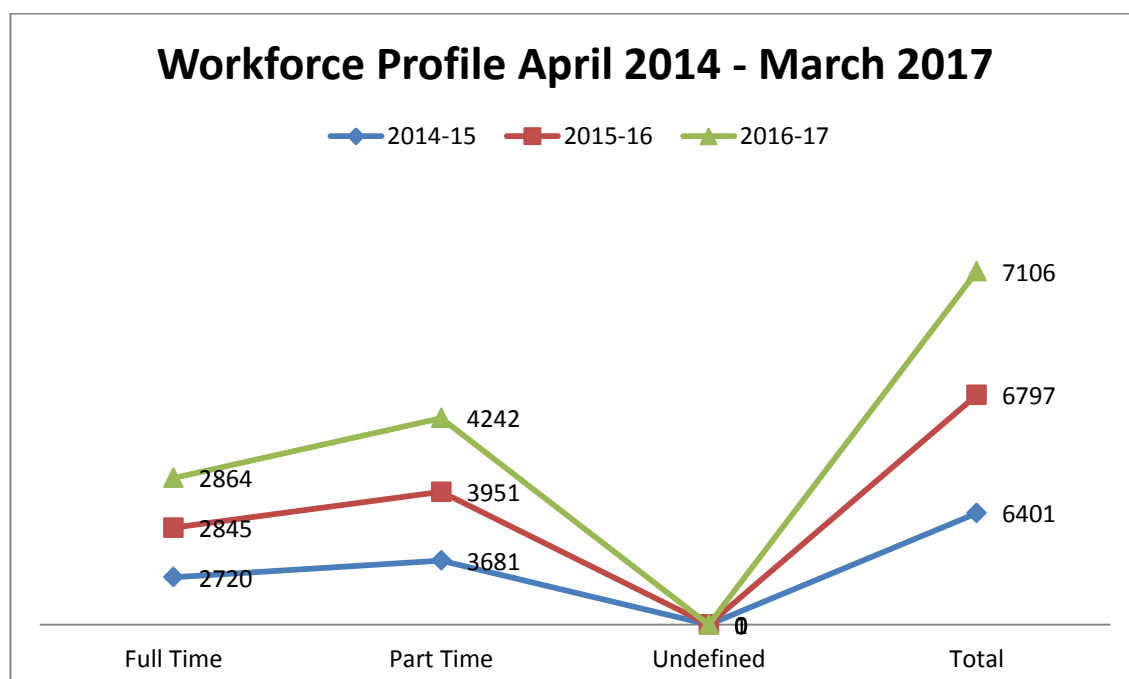
1.1 As a public authority the Trust has a legal duty to ensure it complies with the Equality Act 2010 and the Public Sector Equality Duty (PSED), which imposes a duty on the Trust to have due regard to the three key aims of the legislation.

- 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 August 2017.

2. WORKFORCE

Staff	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
Full Time	2720	42.49	2845	36.94	2864 (up 19)	40.30
Part Time	3681	57.51	3951	53.31	4242 (up 291)	59.70
Undefined	0	0	1	0.01	0	0
Total	6401 (Up 26)		6797 (Up 396)		7106 (Up 309)	



2.1 Workforce by Staff Group 31 March 2017

Staff Groups	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
Additional Professional Scientific and Technical	209	3.27	225	3.31	327	4.6
Additional Clinical Services	1768	27.62	1896	27.89	1892	26.63
Administration and Clerical	1326	20.72	1436	21.13	1536	21.62
Allied Health Professional	519	8.11	534	7.86	576	8.11
Estates and Ancillary	367	5.73	367	5.4	384	5.4
HealthCare Scientists	21	0.33	24	0.35	22	0.31
Medical and Dental	182	2.84	187	2.75	185	2.6
Nursing and Midwifery Registered	1981	30.95	2082	30.63	2138	30.09
Students	28	0.44	46	0.68	46	0.65
Total	6401		6797		7106	

2.2 Workforce Age Profiles 2014 – 2017

Age Group	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
16 – 20	47	0.73%	44	0.65%	48	0.68%
21 – 25	335	5.23%	380	5.59%	382	5.38%
26 – 30	531	8.30%	564	8.30%	588	8.27%
31 – 35	610	9.53%	653	9.61%	698	9.82%
36 – 40	634	9.90%	707	10.40%	747	10.51%
41 – 45	809	12.64%	827	12.17%	816	11.48%
46 – 50	979	15.29%	990	14.57%	1042	14.66%
51 – 55	1122	17.53%	1192	17.54%	1211	17.04%
56 – 60	803	12.54%	847	12.46%	915	12.88%
61 – 65	361	5.64%	415	6.11%	487	6.85%
66 – 70	132	2.06%	133	1.96%	124	1.75%
71 & Over	38	0.59%	45	0.66%	48	0.68%
Total	6401 (Up 26)		6797 (Up 396)		7106 (Up 309)	

2.3 Workforce Age data shows the highest % in the 51 – 55 age bracket making up over 17.4% of the workforce. There are 48 Staff working in the Trust over the age of 71.

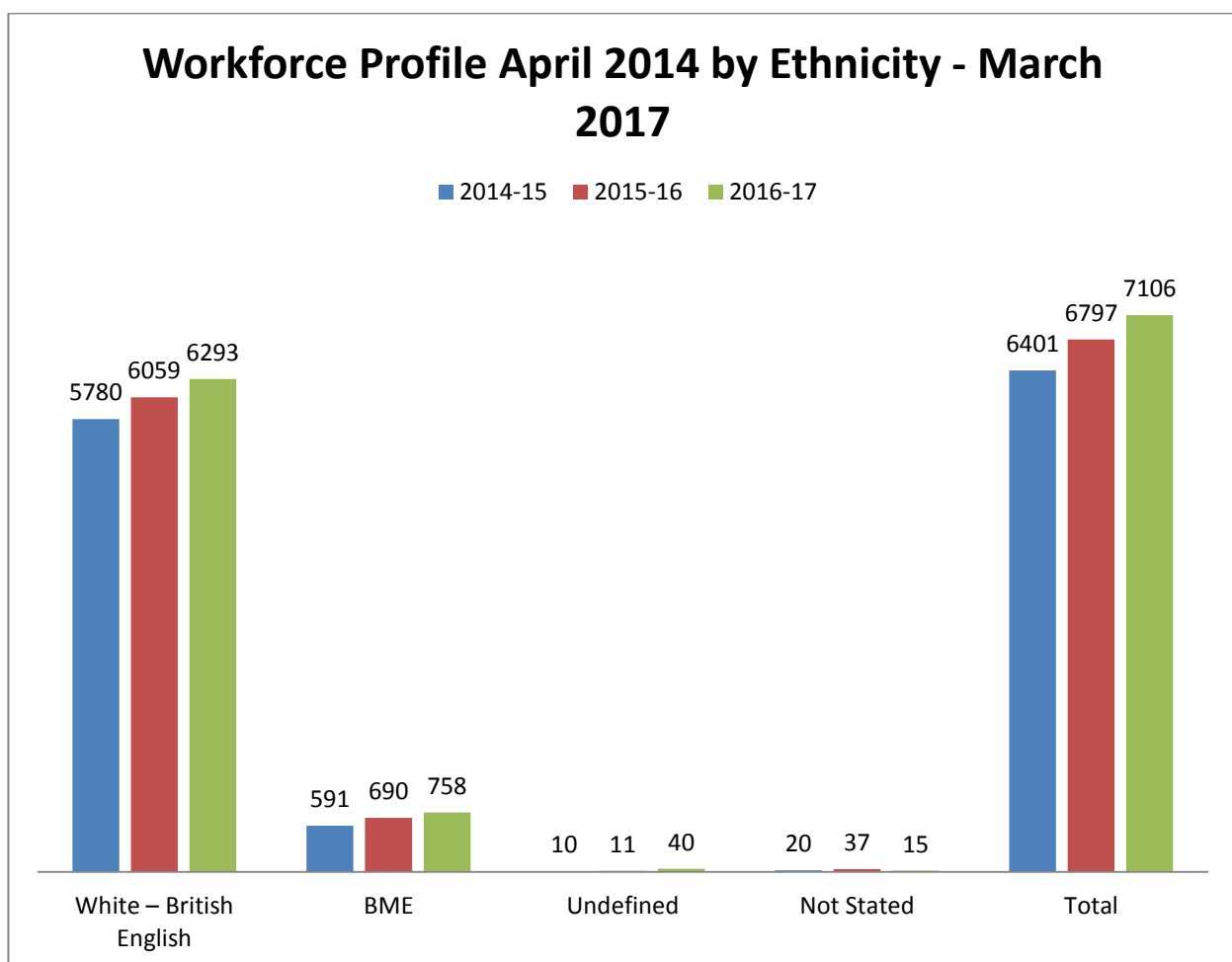
2.4 This information will be used in conjunction with the data reports produced in relation to recruitment and retention in the Trust.

2.5 Ethnicity Profile 2014 – 2017

Ethnicity	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
White – British English	5780	90.93	6059	89.14%	6293	88.56
BME	591	9.23	690	10.15%	758	10.67
Undefined	10	0.16	11	0.16%	15	0.21
Not Stated	20	0.31	37	0.54%	40	0.56
Total	6401 (Up 26)		6797 (Up 396)		7106	

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 figure is 50% lower than the previous year and will require close monitoring in 2017/18. 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 55 records are showing as not complete. 40 ‘Not Stated’ and 15 Undefined. These areas have increased from only 44 in 2015-16.



2.8 Workforce Gender Profile 2014–2017

Gender	2014-2015				2015-2016				2016-2017			
	Head Count		%		Head Count		%		Head Count		%	
	M	F	M	F	M	F	M	F	M	F	M	F
	1089	5312	17.01	82.99	1151	5646	16.93	83.07	1194	5912	16.80	83.20
Total	6401				6797				7106			

2.9 Gender figures for the Trust remains mainly unchanged from 2015-16.

2.10 Workforce Disability Disclosure Profile 2014-2017

Disability	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Yes	196	3.06	216	3.18	241	3.39
No	2954	46.15	3591	52.83	4239	59.65
Not Declared	904	14.12	936	13.77	859	12.09
Undefined	2347 (-470)	36.67	2054 (-293)	30.22	1767 (-287)	24.87
Total	6401		6797		7106	

2.11 Workforce Sexual Orientation Profile 2014 – 2017

Sexual Orientation	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Undefined	2128 (-444)	33.24	1879 (-242)	33.24	1620 (-259)	22.80
Heterosexual	3474	54.27	3997	54.27	4550	64.03
I do not wish to Disclose	717	11.20	824	11.20	823	11.58
Gay	40	0.62	44	0.62	49	0.69
Lesbian	26	0.41	27	0.41	35	0.49
Bisexual	16	0.25	26	0.25	29	0.41
Total	6401		6797		7106	

2.12 Workforce Religion or Beliefs Profile 2014 - 2017

Religion or Beliefs	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Atheism	539	8.42	664	9.77%	782	11.00%
Buddhism	35	0.55	36	0.53%	47	0.66%
Christianity	2229	34.82	2535	37.30%	2826	39.77%
Hinduism	8	0.12	13	0.19%	18	0.25%
I do not wish to disclose my religion/belief	1002	15.65	1136	16.71%	1192	16.77%
Islam	20	0.31	17	0.25%	17	0.24%
Jainism	2	0.03	2	0.03%	2	0.03%
Judaism	8	0.12	8	0.12%	8	0.11%
Other	427	6.67	503	7.40%	590	8.30%
Sikhism	2	0.03	3	0.04%	3	0.04%
Undefined	2129 (-440)	33.26	1880 (-249)	27.66%	1621 (-259)	22.81%
Total	6401		6797		7106	

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 2014– 2017

Marital Status	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Civil Partnership	39	0.61	52	0.77%	68	0.96%
Divorced	545	8.51	595	8.75%	621	8.74%
Legally Separated	80	1.25	84	1.24%	96	1.35%
Married	3639	56.85	3826	56.29%	3979	55.99%
NULL	124	1.94	123	1.81%	115	1.62%
Single	1769	27.64	1894	27.87%	1989	27.99%
Widowed	136	2.12	147	2.16%	82	1.15%
Unknown	69	1.08	76	1.12%	156	2.20%
Total	6401		6797		7106	

2.15 There are 68 members of the workforce who have disclosed being in a civil partnership which is an increase of 16 from 2015-16 figure.

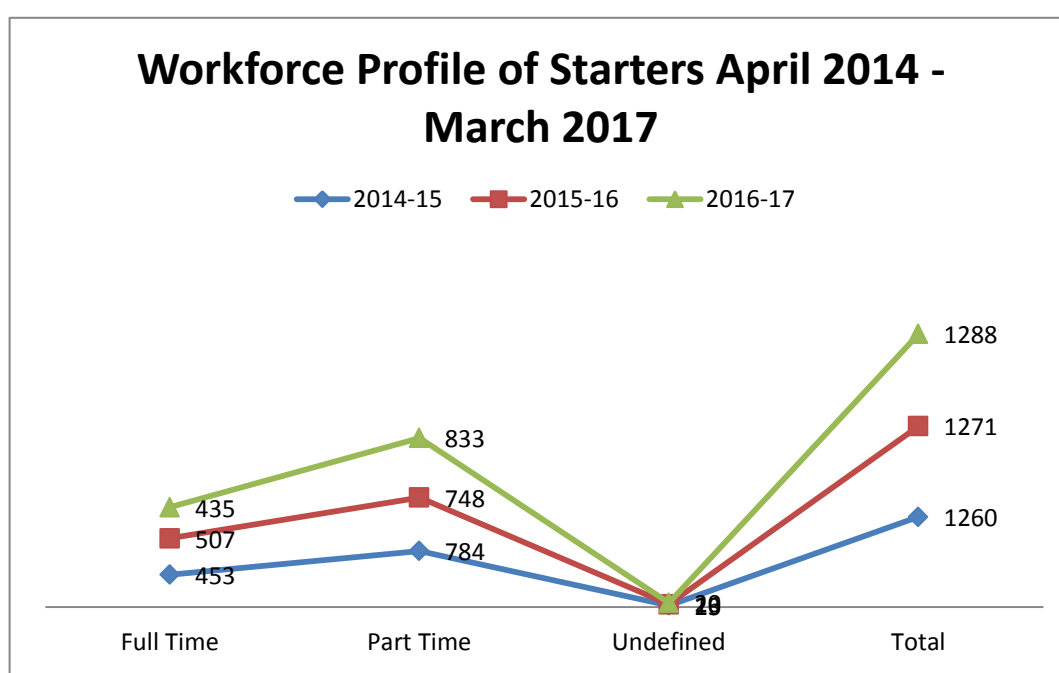
2.16 The Null figure has seen a slight decrease from last year but the unknown has increased by 80 records. This should be looked at as an area to reduce in the future.

3. STARTERS

3.1 Starters by Category 2014 – 2017

3.2 The number of Starters for the year is up from 1260 to 1271.

Staff	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
Full Time	453	35.95	507	39.89	435	34.44
Part Time	784	62.22	748	58.85	833	63.90
Undefined	23	1.83	16	1.26	20	1.66
Total	1260 (+48)		1271 (+11)		1288 (+17)	



3.3 Starters by Staff Group Profile 2014 – 31 March 2017

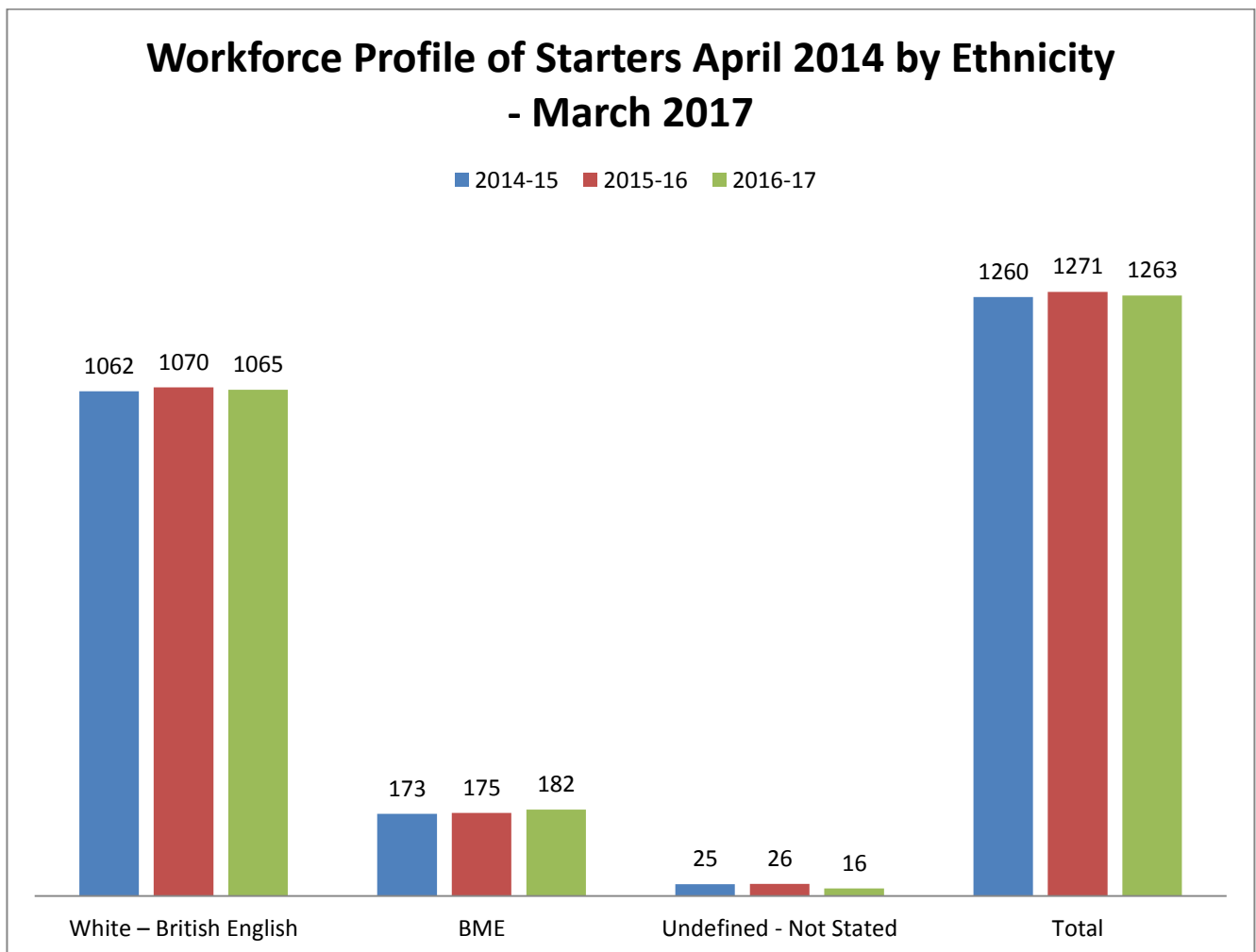
Staff Groups	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
Additional Professional Scientific and Technical	33	2.62	39	3.07	45	3.49%
Additional Clinical Services	409	32.46	450	35.41	445	34.55%
Administration and Clerical	289	22.94	308	24.23	299	23.21%
Allied Health Professional	103	8.17	66	5.19	86	6.68%
Estates and Ancillary	70	5.56	43	3.38	65	5.05%
HealthCare Scientists	7	0.56	3	0.24	5	0.39%
Medical and Dental	29	2.30	49	3.86	45	3.49%
Nursing and Midwifery Registered	295	23.41	288	22.66	279	21.66%
Students	9	0.71	10	0.79	4	0.31%
Blank	16	1.27	15	1.18	15	1.16%
Total	1260		1271		1288	

3.4 Starters Ethnicity Profile 2014 – 31 March 2017

Starters	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
White – British English	1062	84.29	1070	84.19%	1065	84.32%
BME	173	13.73	175	13.77%	182	14.41%
Undefined – Not Stated	25	1.67	26	1.10%	16	1.27%
Total	1260 (+48)		1271 (+11)		1263	

3.5 The total Starters for 2016-17 is a very small drop of 8 for the entire year. This level of work is a 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 is remains higher than the current BME Workforce %.



3.7 Starters BME Profile 2014-31 March 2017

Starters BME Profile	2014-15	%	2015-16	%	2016-17	%
White - Irish	10	5.78%	4	2.29%	11	6.04%
White - Any other White background	71	41.04%	68	38.86%	62	34.07%
White Northern Irish	0	0.00%	0	0.00%	1	0.55%
White Italian	1	0.58%	1	0.57%	0	0.00%
White Polish	0	0.00%	4	2.29%	3	1.65%
White Mixed	0	0.00%	0	0.00%	1	0.55%
White ex-USSR	0	0.00%	1	0.57%	0	0.00%
White Other European	7	4.05%	4	2.29%	5	2.75%
Mixed - White & Black Caribbean	3	1.73%	3	1.71%	3	1.65%
Mixed - White & Black African	2	1.16%	4	2.29%	2	1.10%
Mixed - White & Asian	4	2.31%	6	3.43%	5	2.75%
Mixed - Any other mixed background	1	0.58%	7	4.00%	9	4.95%
Asian or Asian British - Indian	12	6.94%	21	12.00%	25	13.74%
Asian or Asian British - Pakistani	3	1.73%	0	0.00%	1	0.55%
Asian or Asian British - Bangladeshi	2	1.16%	2	1.14%	1	0.55%
Asian or Asian British - Any other Asian background	11	6.36%	9	5.14%	24	13.19%
Asian Unspecified	2	1.16%	1	0.57%	1	0.55%
Black or Black British - Caribbean	4	2.31%	4	2.29%	3	1.65%
Black or Black British - African	21	12.14%	22	12.57%	11	6.04%
Black or Black British - Any other Black background	0	0.00%	1	0.57%	2	1.10%
Black Nigerian	1	0.58%	1	0.57%	0	0.00%
Black British	0	0.00%	0	0.00%	1	0.55%
Chinese	7	4.05%	6	3.43%	3	1.65%
Any Other Ethnic Group	10	5.78%	6	3.43%	8	4.40%
White Turkish	1	0.58%	0	0.00%	0	0.00%
Total	173		175		182	

3.8 The highest % of BME Starters remains as White – Any Other Background at 34% although this % has dropped for the third consecutive year. The overall % of Starters from BME total this is slightly up on the 2015-16 and a reflection of the changing demographics in Dorset.

Starters Gender Profile 2014 – 31 March 2017

Gender	2014-2015				2015-2016				2016-2017			
	Head Count		%		Head Count		%		Head Count		%	
	M	F	M	F	M	F	M	F	M	F	M	F
	263	997	20.87	79.13	235	1036	18.49	81.51	219	1044	17.34	82.66
Total	1260				1271				1263			

3.9 Gender figures show the male % has dropped for the third consecutive year but still remains slightly above the Workforce %.

3.10 The Male Starter % is not increasing in line with the % of Female starters and is lower than the % of Male starters for 2015-2016.

3.11 Starter Disability Profile 2014 – 31 March 2017

Disability	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Yes	48	3.81	48	3.78	53	4.20%
No	966	76.67	984	77.42	1061	84.01%
Not Declared	115	9.13	178	14	127	10.06%
Undefined	131 (+29)	10.4	61 (-70)	4.8	22	1.74%
Total	1260		1271		1263	

3.12 Starters Profile by Sexual Orientation 2014 – 31 March 2017

Sexual Orientation	2014-2015		2015-2016		2016-17	
	Head Count	%	Head Count	%	Head Count	%
Bisexual	7	0.56	13	1.02	9	0.71%
Heterosexual	993	78.81	988	77.73	1049	83.06%
I do not wish to Disclose	153	12.14	207	16.29	172	13.62%
Gay	3	0.24	10	0.79	8	0.63%
Lesbian	7	0.56	8	0.63	9	0.71%
Undefined	97 (+34)	7.70	45 (-52)	3.54	16	1.27%
Total	1260		1271		1263	

3.13 Starters Religion and Belief Profile 2014 – 31 March 2017

Religion or Beliefs	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Atheism	201	15.95%	195	15.34	211	16.71%
Buddhism	16	1.27%	8	0.63	13	1.03%
Christianity	565	44.84%	587	46.18	604	47.82%
Hinduism	2	0.16%	6	0.47	10	0.79%
I do not wish to disclose my religion/belief	240	19.05%	290	22.82	266	21.06%
Islam	12	0.95%	5	0.39	6	0.48%
Jainism	1	0.08%	0	0	0	0
Judaism	1	0.08%	1	0.08	2	0.16%
Other	123	9.76%	133	10.46	135	10.69%
Sikhism	1	0.08%	1	0.08	0	0
Undefined	98 (+39)	7.78%	45 (-53)	3.54	16	1.27%
Total	1260		1271		1263	

3.14 The 'Undefined' and 'Not Declared' categories for Disability, Religion or Beliefs and Sexual Orientation show a continuous improvement for 2016-17. 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.

3.15 Starters Age Profile 2014 – 31 March 2017

Age Group	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
-	1	0.08%	1	0.08%	0	0
16 – 20	46	3.65%	39	3.07%	46	3.64%
21 – 25	155	12.30%	181	14.24%	164	12.98%
26 – 30	165	13.10%	154	12.12%	142	11.24%
31 – 35	143	11.35%	141	11.09%	146	11.56%
36 – 40	147	11.67%	148	11.64%	142	11.24%
41 – 45	154	12.22%	142	11.17%	119	9.42%
46 – 50	147	11.67%	144	11.33%	162	12.83%
51 – 55	142	11.27%	154	12.12%	154	12.19%
56 – 60	103	8.17%	107	8.42%	105	8.31%
61 – 65	50	3.97%	46	3.62%	69	5.46%
66 – 70	5	0.40%	10	0.79%	9	0.71%
71 & Over	2	0.16%	4	0.31%	5	0.40%
Total	1260		1271		1263	

3.16 Starters Age data shows that in 2016-17 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 12.98%.

3.17 Starters by Marital Status 2014–31 March 2017

Marital Status	2014 - 2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Civil Partnership	14	1.11	15	1.18	14	1.11%
Divorced	100	7.94	109	8.58	113	8.95%
Legally Separated	11	0.87	13	1.02%	15	1.19%
Married	550	43.65	566	44.53	571	45.21%
Single	480	38.10	480	33.77	460	36.42%
Widowed	8	0.63	12	0.94	14	1.11%
Unknown	13	1.03	26	2.05	31	2.45%
Blank	84 (+61)	6.67	50 (-34)	3.93	45	3.56%
Total	1260		1271		1263	

3.18 In the Marital Status table shows a small decrease in blank records from 2015-16. 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.

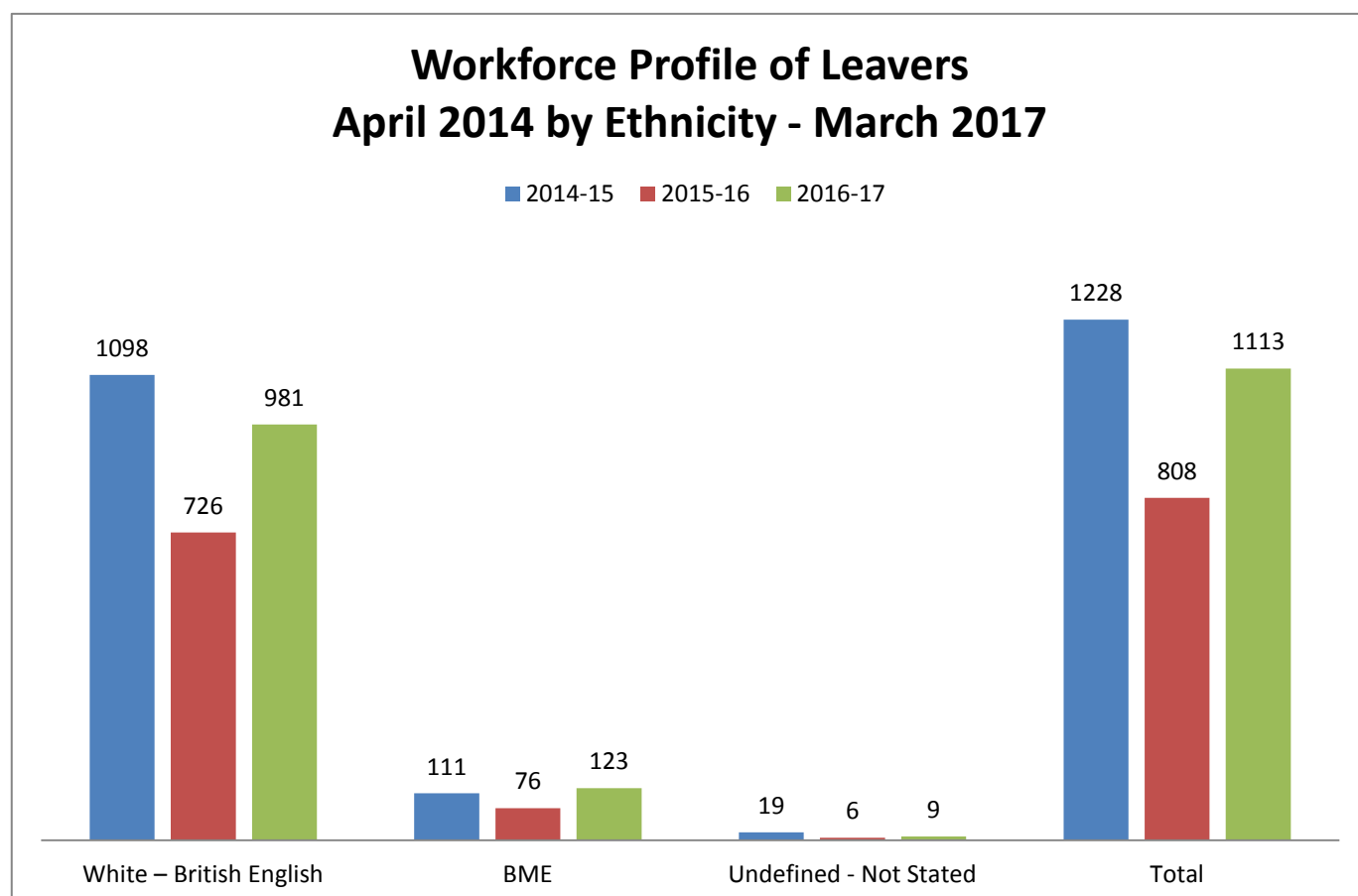
4. LEAVERS

4.1 Leavers Profile by Staff Group 1 April 2014 – 31 March 2017

Staff Groups	2014-2015		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
Additional Professional Scientific and Technical	28	2.28	26	3.22	47	3.38%
Additional Clinical Services	342	27.85	224	27.72	413	29.71%
Administration and Clerical	279	22.72	181	22.40	326	23.45%
Allied Health Professional	93	7.57	57	7.05	66	4.75%
Estates and Ancillary	69	5.62	40	4.95	53	3.81%
HealthCare Scientists	5	0.41	2	0.25	6	0.43%
Medical and Dental	53	4.32	43	5.32	51	3.67%
Nursing and Midwifery Registered	336	27.36	231	28.59	411	29.57%
Students	17	1.38	3	0.37	2	0.14%
Blank	6	0.49	1	0.12	15	1.08%
Total	1228		808		1390	

4.2 Leavers Profile by Ethnicity 1 April 2014 – 31 March 2017

4.3 The overall figure for Staff Leaving in 2016-17 includes **'216 Bank Staff'** who failed to complete their minimum requirement but have been included for analysis purposes.



Leavers	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
White – British English	1098	89.41	726	89.85	981	88.14
BME	111	9.04	76	9.41	123	11.05
Undefined – Not Stated	19	1.55	6	0.37	9	0.81
Total	1228 (+392)		808 (-420)		1113 (+305)	

4.4 BME Leavers account for 123 (11.05%) of all leavers with 9 records undefined or not stated. This is 47 up on the previous year. The highest BME is the 'White Other Category at 40 up 11 from 2015-16. This could be a link to Brexit. Leavers' records shown as being recorded as 'Undefined' and 'Not Stated' have shown a small increased. Managers need to be encouraged to continue to collect this data to improve the accuracy of the data analysis in the future.

BME Leavers Profile	2014-15	%	2015-16	%	2016-17	%
White - Irish	8	6.15%	5	5.95%	10	7.58%
White - Any other White background	35	26.92%	29	34.52%	40	30.30%
White Scottish	0	0.00%	2	2.38%	0	0.00%
White Italian	1	0.77%	0	0.00%	1	0.76%
White Polish	2	1.54%	0	0.00%	2	1.52%
White Other European	1	0.77%	4	4.76%	2	1.52%
Mixed - White & Black Caribbean	1	0.77%	1	1.19%	6	4.55%
Mixed - White & Black African	1	0.77%	0	0.00%	3	2.27%
Mixed - White & Asian	3	2.31%	2	2.38%	5	3.79%
Mixed - Any other mixed background	3	2.31%	3	3.57%	3	2.27%
Mixed - Black & Asian	1	0.77%	0	0.00%	0	0.00%
Asian or Asian British - Indian	16	12.31%	6	7.14%	15	11.36%
Asian or Asian British - Pakistani	3	2.31%	2	2.38%	1	0.76%
Asian or Asian British - Bangladeshi	2	1.54%	2	2.38%	0	0.00%
Asian or Asian British - Any other Asian background	6	4.62%	4	4.76%	7	5.30%
Asian Sri Lankan	0	0.00%	0	0.00%	1	0.76%
Black or Black British - Caribbean	5	3.85%	1	1.19%	3	2.27%
Black or Black British - African	9	6.92%	9	10.71%	19	14.39%
Black Nigerian	0	0.00%	1	1.19%	1	0.76%
Black Unspecified	0	0.00%	1	1.19%	0	0.00%
Black or Black British - Any other Black background	1	0.77%	0	0.00%	0	0.00%
Chinese	6	4.62%	2	2.38%	2	1.52%
Any Other Ethnic Group	7	5.38%	4	4.76%	2	1.52%
Undefined	11	8.46%	3	3.57%	2	1.52%
Not Stated	8	6.15%	3	3.57%	7	5.30%
Total	130		84		132	

4.5 Leavers Profile by Gender 1 April 2014 – 31 March 2017

Gender	2014-2015				2015-2016				2016-2017			
	Head Count		%		Head Count		%		Head Count		%	
	M	F	M	F	M	F	M	F	M	F	M	F
	245	983	19.95	80.05	167	641	20.67	79.33	200	913	17.97	82.03
Total	1228 (+392)				808 (-420)				1113 (+305)			

4.6 Female to Male split of leavers is 82.03% to 17.97%.

4.7 Leavers Profile by Disability 1 April 2014 – 31 March 2017

Disability	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Yes	41	3.34	38	4.70	35	3.14%
No	570	46.42	437	54.08	676	60.74%
Not Declared	150	12.21	99	12.25	180	16.17%
Undefined	467	38.03	234	28.96	222	19.95%
Total	1228 (+392)		808 (-420)		1113 (+305)	

4.8 Leavers with a disclosed Disability are recorded as 3.14% with 180 records 'Not Declared' and 222 records as 'Undefined'. The 'Not Declared' data has seen a sizable increase. Managers need to be encouraged to continue to collect this data to improve the accuracy of the data analysis.

4.9 Leavers Age Profile 1 April 2014 – 31 March 2017

Age Group	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
-	1	0.08%	-	-	-	-
16 – 20	15	1.22%	10	1.24%	8	0.72%
21 – 25	118	9.61%	57	7.05%	86	7.73%
26 – 30	117	9.53%	88	10.89%	128	11.50%
31 – 35	116	9.45%	74	9.16%	92	8.27%
36 – 40	112	9.12%	76	9.41%	101	9.07%
41 – 45	122	9.93%	76	9.41%	109	9.79%
46 – 50	138	11.24%	78	9.65%	116	10.42%
51 – 55	157	12.79%	110	13.61%	152	13.66%
56 – 60	142	11.56%	103	12.75%	139	12.49%
61 – 65	126	10.26%	94	11.63%	130	11.68%
66 – 70	43	3.50%	22	2.72%	38	3.41%
71 & Over	21	1.71%	20	2.48%	14	1.26%
Total	1228 (+392)		808 (-420)		1113 (+305)	

4.10 The highest group of Leavers by Age are 51 – 55 at 13.66%. The retention of 31-35 year olds is encouraging for succession planning as this % continues to drop at 8.27%.

4.11 Leavers Profile by Religion or Beliefs 1 April 2014 – 31 March 2017

Religion or Beliefs	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Atheism	112	9.12	83	10.27	129	11.59%
Buddhism	5	0.41	13	1.61	8	0.72%
Christianity	430	35.02	283	35.02	411	36.93%
Hinduism	5	0.41	1	0.12	6	0.54%
I do not wish to disclose my religion/belief	233	18.97	148	18.32	245	22.01%
Islam	7	0.57	7	0.87	6	0.54%
Jainism	1	0.08	0	0	0	0
Judaism	1	0.08	1	0.12	2	0.18%
Other	76	6.19	65	8.04	87	7.82%
Sikhism	1	0.08	0	0	1	0.09%
Undefined	357	29.07	207	25.62	218	19.59%
Total	1228 (+392)		808 (-420)		1113 (+305)	

4.12 Leavers Profile by Sexual Orientation 1 April 2014 – 31 March 2017

Sexual Orientation	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Bisexual	4	0.33	3	0.37	5	0.45%
Heterosexual	656	53.42	491	60.77	684	61.46%
I do not wish to Disclose	193	15.72	91	11.26	197	17.70%
Gay	5	0.41	8	0.99	5	0.45%
Lesbian	10	0.81	8	0.99	5	0.45%
Undefined	360	29.32	207	25.62	217	19.50%
Total	1228 (+392)		808 (-420)		1113 (+305)	

4.13 Religion or Beliefs and Sexual Orientation both have an 'Undefined' category of 19.50%. 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 1 April 2014 – 31 March 2017

Marital Status	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Civil Partnership	6	0.49	4	0.50	7	63%
Divorced	116	9.45	62	7.67	109	9.79%
Legally Separated	12	0.98	10	1.24	14	1.26%
Married	624	50.81	401	49.63	555	49.87%
Single	404	32.90	272	33.66	363	32.61%
Widowed	18	1.47	9	1.11	12	1.08%
Unknown	30	2.44	24	2.97	27	2.43%
Blank	18	1.47	26	3.22	26	2.34%
Total	1228 (+392)		808 (-420)		1113 (+305)	

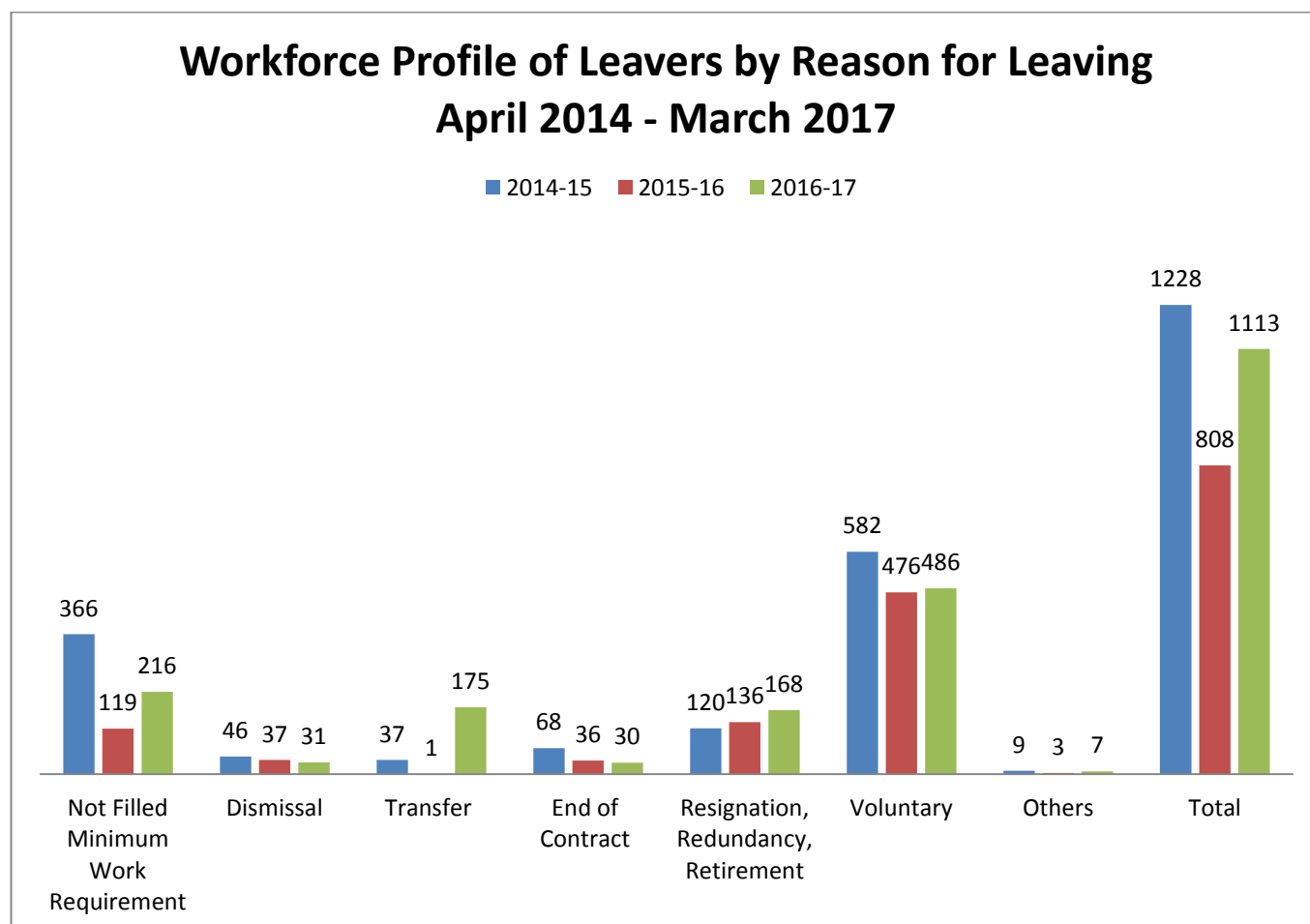
5. REASONS FOR LEAVING

5.1 The largest proportion of staff in this category is 'Voluntary' leavers at 43.67%. Those in the 'Not filled minimum work requirement' group are the next highest at 19.41%.

5.2 Transferred Staff have seen a major increase to 175 (15.72%). This will be mainly down to the transfer of service provision in the Prison Services to Care UK.

Reason	2014-2015		2015-2016		2016-2017	
	Head Count	%	Head Count	%	Head Count	%
Not Filled Minimum Work Requirement	366	29.80	119	14.73	216	19.41%
Dismissal	46	3.75	37	4.58	31	2.79%
Transfer	37	3.01	1	0.12	175	15.72%
End of Contract	68	5.54	36	4.46	30	2.70%
Resignation, Redundancy, Retirement	120	9.77	136	16.83	168	15.09%
Voluntary	582	47.39	476	58.91	486	43.67%
Others	9	0.73	3	0.37	7	0.63%
Total	1228 (+392)		808 (-420)		1113 (+305)	

5.3 Additional reports will be made available on the Trust Internet/Intranet of the current profile 2016-2017 for the Reasons recorded for Staff leaving the Trust. These cover each area in detail.



Leavers Voluntary 2016-2017	2014-15	%	2015-16	%	2016-17	%
Voluntary Early Retirement - no Actuarial Reduction	38	6.53%	23	4.83%	14	2.88%
Voluntary Early Retirement - with Actuarial Reduction	3	0.52%	0	0.00%	1	0.21%
Voluntary Resignation - Adult Dependants	8	1.37%	6	1.26%	5	1.03%
Voluntary Resignation - Better Reward Package	27	4.64%	29	6.09%	26	5.35%
Voluntary Resignation - Child Dependants	32	5.50%	11	2.31%	20	4.12%
Voluntary Resignation - Health	21	3.61%	33	6.93%	30	6.17%
Voluntary Resignation - Incompatible Working Relationships	22	3.78%	24	5.04%	14	2.88%
Voluntary Resignation - Lack of Opportunities	29	4.98%	27	5.67%	16	3.29%
Voluntary Resignation - Other/Not Known	45	7.73%	14	2.94%	32	6.58%
Voluntary Resignation - Promotion	71	12.20%	46	9.66%	61	12.55%
Voluntary Resignation - Relocation	104	17.87%	106	22.27%	90	18.52%
Voluntary Resignation - To undertake further education or training	27	4.64%	21	4.41%	26	5.35%
Voluntary Resignation - Work Life Balance	155	26.63%	136	28.57%	151	31.07%
Total	582		476		486	

5.4 Leavers Voluntary profile 1 April 2014 – 31 March 2017

5.5 The Voluntary – Work Life Balance is the highest % for staff leaving at 31%. This % has increased for the last 3 years.

6. TRAINING

6.1 Staff Receiving Training by Ethnicity 1 April 2014 – 31 March 2017

Staff Receiving Training Ethnicity	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
White - British/English	5308	90.10	5723	89.14	5794	88.82
BME	556	9.44	657	10.15	682	10.46
Undefined	8	0.14	10	0.16	11	0.17
Not Stated	19	0.32	36	0.54	36	0.55
Total	5891		6426		6523	

6.2 Staff Not Receiving Training by Ethnicity 1 April 2014 – 31 March 2017

Staff Not Receiving Training Ethnicity	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
White - British/English	472	92.55	336	90.57	499	85.59
BME	35	6.86	33	8.89	76	13.04
Undefined	2	0.39	1	0.27	4	0.69
Not Stated	1	0.20	1	0.27	4	0.69
Total	510		371		583	

6.3 This information will feed into the Workforce Race Equality Standard report for 2017. This shows a very small increase of BME Staff accessing training while there is a larger % of BME Staff not accessing Training compared to the overall workforce.

6.4 Staff Receiving Training by Disability 1 April 2014 – 31 March 2017

Staff Receiving Training Disability	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
No	2731	46.36%	3387	52.71%	3873	59.37%
Not Declared	820	13.92%	880	13.69%	782	11.99%
Unspecified	2160	36.67%	1954	30.41%	1648	25.26%
Yes	180	3.06%	205	3.19%	220	3.37%
Total	5891		6426		6523	

6.5 Staff Not Receiving Training by Disability 1 April 2014 - March 2017

Staff Not Receiving Training Disability	2014-15		2015-16		2016-17	
	Head Count	%	Head Count	%	Head Count	%
No	223	43.73%	204	54.99%	366	62.78%
Not Declared	84	16.47%	56	15.09%	77	13.21%
Unspecified	187	36.67%	100	26.95%	119	20.41%
Yes	16	3.14%	11	2.96%	21	3.60%
Total	510		371		583	

6.6 This information will feed into the Disability Workforce Equality Standard report for 2017. This shows a very small increase of Staff with disclosed disability accessing training while there is a larger % of Staff with a disclosed disability not accessing Training compared to the overall workforce.

6.7 All the additional information by protected characteristics are in a full report on Education and Training. The highest percentage Age group accessing Training is 46 – 50 year olds at 94.24%. The lowest percentage is the 71 & above age group at 70.83%.

6.8 The highest percentage Age group not accessing Training is 71 & above group at 29.17%. The lowest percentage is the 46 – 50 year olds at 5.76%.

Summary

The data covers a three year period from 1 April 2014 – 31 March 2017. Previous year records are available on request.

Headlines

- Dorset HealthCare Staff Workforce at a record high for the past 3 years 7106 (up 309)
 - Full time 2864 (up 19)
 - Part Time 4242 (up 291)
- The BME Profile of the Trust has increased by the smallest % for 3 years.
- The areas of Undefined or Not Stated continue to fall to a record low.
- Starters up by 17 to a 4 year record high to 1288
- The biggest growth Staff Group is Additional Clinical Services
- The biggest leavers by Staff Group are Additional Clinical Services closely followed by Nursing and Midwifery Registered.
- **Staff Leavers increased by 305 staff from the 2015-16 figure.**
- Biggest leaver percentage remains as Voluntary 486 (43.67%).

David Corbin
Dorset HealthCare
Equality and Diversity Manager

26 May 2017

Note

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