

Quantitative equality analysis of
Leicestershire Partnership NHS Trust's
substantive workforce: year to the end of
March 2014

Contents

Summary: equality analysis of Leicestershire Partnership NHS Trust’s substantive workforce	1
A snapshot of the workforce at 1 st April 2014	2
The degree to which the workforce of Leicestershire Partnership NHS Trust reflects the population that it serves	2
Staff equality profiles by directorate	3
Staff equality profiles by pay band	4
Staff equality profiles by occupational group	5
Staff equality profiles by working pattern	6
The employment pathway (year to the end of March 2014)	7
Recruitment	7
Training.....	9
Promotions.....	9
Workforce leavers	9
Employee relations (year to the end of March 2014)	11
Disciplinary proceedings	11
Grievances.....	11
Capability Proceedings	11
Complaints of bullying and harassment.....	11
Dismissals.....	11
NHS Staff Survey 2013.....	12
Appendix of equality analysis tables	15

Summary: equality analysis of Leicestershire Partnership NHS Trust's substantive workforce

A quantitative equality analysis of Leicestershire Partnership NHS Trust's substantive workforce was undertaken, based on a snapshot of the workforce at 1st April 2014 and data on recruitment, training, promotions, workforce leavers, and employee relations for the year to the end of March 2014. A quantitative equality analysis of responses to the 2013 NHS Staff Survey for Leicestershire Partnership NHS Trust was also undertaken.

The degree to which the workforce of Leicestershire Partnership NHS Trust reflects the population that it serves was assessed (Figure 1 and Table 1). Broadly, the workforce of Leicestershire Partnership NHS Trust has an older age profile than the working age population of Leicester, Leicestershire, and Rutland. The workforce of Leicestershire Partnership NHS Trust also has overrepresentations of Women and Disabled People, and underrepresentations of some minority ethnic groups including Asian or Asian British People. Within the workforce, there are significant variations in the equality profiles of staff across directorates (Figure 2 and Table 2), pay bands (Figure 3 and Table 3), occupational groups (Figure 4 and Table 4), and working patterns (Figure 5 and Table 5) (full or part-time working). At higher, managerial pay bands there are overrepresentations of Older People (50 years and over) and Men and underrepresentations of some minority ethnic groups (Black or Black British People). There was evidence of occupational segregation within the workforce. For instance, Men and Asian or Asian British people were overrepresented in the Medical and Dental group, whilst Men were underrepresented and Black or Black British People were overrepresented in the Nursing and Midwifery group. With respect to working patterns, Older People (50 years and over), White British People, Women, and People who are Married or in Civil Partnerships were disproportionately more likely to work part-time.

In terms of recruitment to the workforce (Figure 6 and Table 6), Younger People and ethnic minority groups were disproportionately more likely to apply for a post with the Trust, but (except for Black or Black British People) were disproportionately less likely to be shortlisted for a post. Younger People and Black or Black British People were overrepresented amongst those receiving promotions. The vast majority of promotions for Black or Black British people were within the Nursing and Midwifery occupational group; almost all involved a move up to AfC Band 5 or AfC Band 6. Younger People and Asian or Asian British People were overrepresented amongst those leaving the workforce, reflecting the use of fixed-term contracts for those on training grades in the Medical and Dental occupational group.

With respect to employee relations (Figure 7 and Table 7), younger people were overrepresented amongst those dismissed from the workforce, reflecting an overrepresentation of dismissals in the Additional Clinical Services occupational group. Black or Black British People were disproportionately more likely to be subject to disciplinary proceedings, reflecting an overrepresentation of disciplinary proceedings in the Nursing and Midwifery occupational group. There was also an overrepresentation of bullying and harassment complainants in the Adult Learning Disabilities Services directorate.

In the 2013 NHS Staff Survey for Leicestershire Partnership NHS Trust, concerns were identified around pay, career progression, and personal development for Black or Black British people. Additionally, Black or Black British people were more likely to report physical violence and harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public in the last 12 months. Black or Black British people were also more likely to report discrimination at work from a manager / team leader or other colleague in the last 12 months. A further analysis by directorate revealed disproportionately high levels of people experiencing physical violence from colleagues in the Adult Mental Health Services directorate, with a similar trend in Adult Learning Disabilities Services.

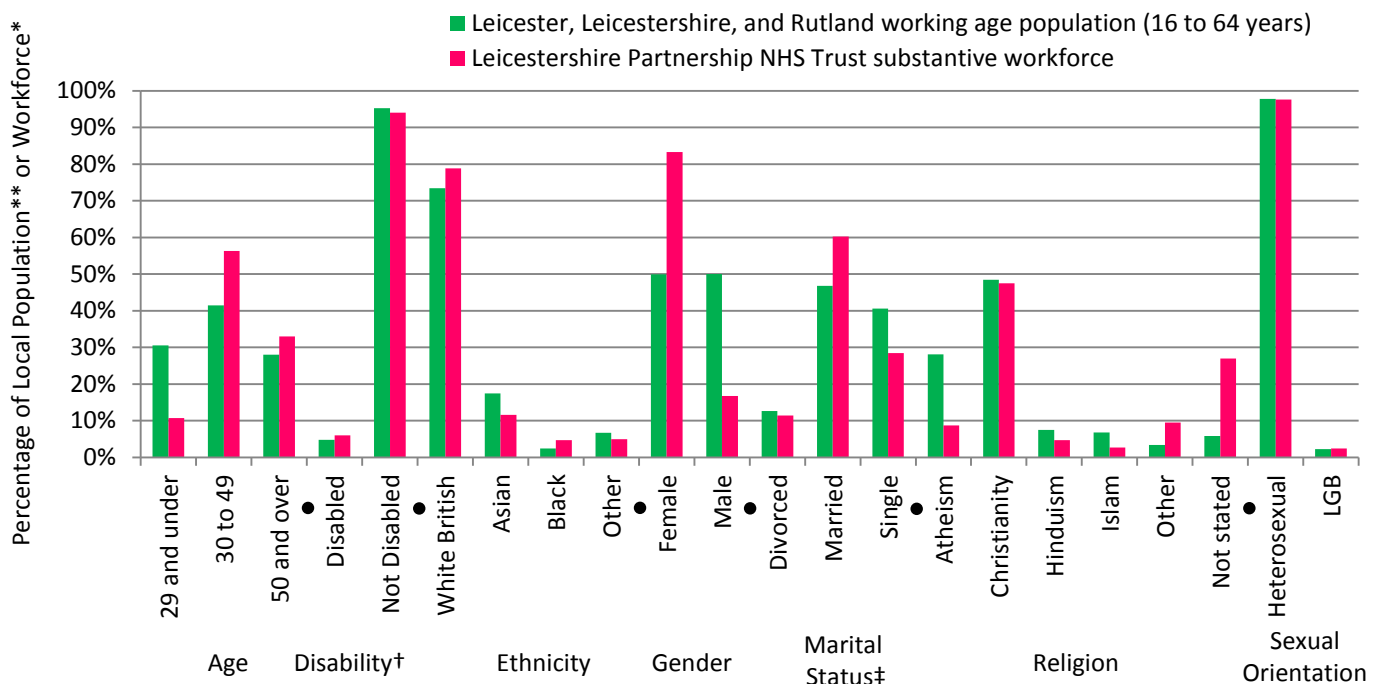
A snapshot of the workforce at 1st April 2014

The degree to which the workforce of Leicestershire Partnership NHS Trust reflects the population that it serves

At 1st April 2014, Leicestershire Partnership NHS Trust had a substantive workforce of 5369 people. In the workforce of Leicestershire Partnership NHS Trust, compared to the working age population of Leicester, Leicestershire, and Rutland** (Figure 1 and Table 1):

- **Age:** Younger People (29 years and under) were underrepresented; Middle Aged People (30 to 49 years) and Older People (50 years and over) were overrepresented.
- **Disability:** People who are Not Disabled were proportionately represented; Disabled people were overrepresented.
- **Ethnicity:** Asian or Asian British People and “Other” Ethnic Groups were underrepresented; White British People and Black or Black British People were overrepresented.
- **Gender:** Men were underrepresented; Women were overrepresented.
- **Marital Status:** Divorced, Legally Separated or Widowed People, and Single People were underrepresented; People in Marriages or Civil Partnerships were overrepresented.
- **Religion or Belief:** Atheism, Hinduism, and Islam were underrepresented; Christianity was proportionately represented; Other Religions and People who did not state their religion were overrepresented.
- **Sexual Orientation:** LGB People and Heterosexual people were proportionately represented.

Figure 1: Representation in the Workforce Compared to the Local Population by Protected Characteristic



* Data quality varies across protected characteristics, please refer to Table 1

** Based on the working age population of Leicester, Leicestershire, and Rutland in the range 16 to 64 years derived from the UK Census 2011 (N = 663849), except for Sexual Orientation population estimates which are based on the British Crime Survey 2009/2010 (N = 22995)

† Disability, UK Census 2011: Disabled: day-to-day activities limited a lot; Not disabled: day-to-day activities limited a little or not at all

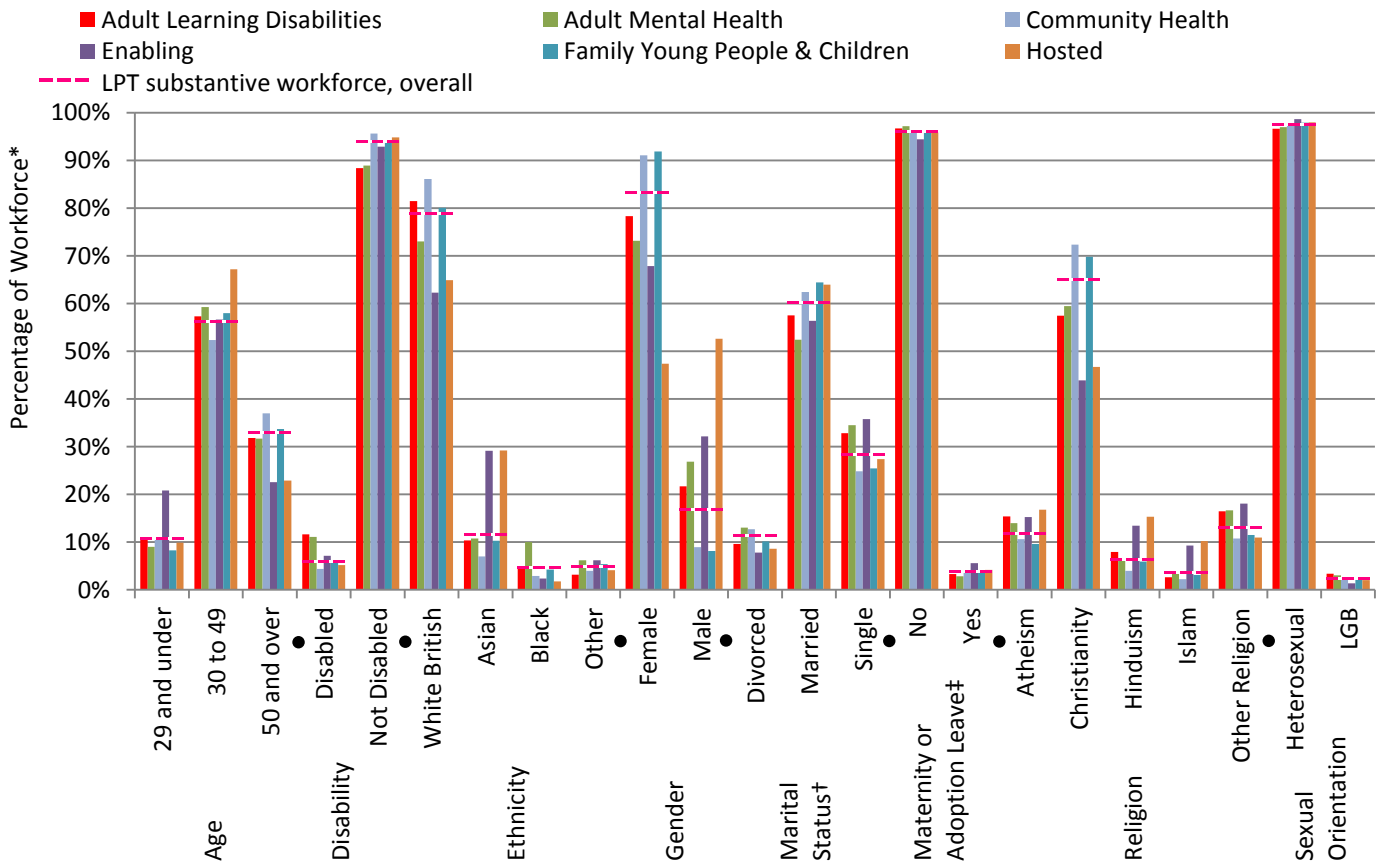
‡ Marital Status: Divorced includes Legally Separated and Widowed, Married includes Civil Partnerships

Staff equality profiles by directorate

In each directorate, compared to the overall workforce of Leicester Partnership NHS Trust (Figure 2 and Table 2):

- **Adult Learning Disabilities Services:** There was proportionate representation across all protected characteristic subgroups.
- **Adult Mental Health Services:** Women and People in Marriages or Civil Partnerships were underrepresented; Disabled People, Black or Black British People, Men, and Single People were overrepresented.
- **Community Health Services:** Asian or Asian British People, Black or Black British People, Men, Single People, and Hinduism were underrepresented; Older People (50 years and over), White British People, Women, and Christianity were overrepresented.
- **Enabling:** Older People (50 years and over), White British People, Women, and Christianity were underrepresented; Younger People (29 years and under), Asian or Asian British People, Men, Single People, Hinduism, and Islam were overrepresented.
- **Family, Young People, and Children:** Men were underrepresented; Women were overrepresented.
- **Hosted Services:** Women were underrepresented; Asian or Asian British People, Men, Hinduism, and Islam were overrepresented.

Figure 2: Representation in the Workforce Overall Compared to Representation by Directorate and Protected Characteristic



* Data quality varies across protected characteristics, please refer to Table 1 and Table 2

† Marital Status: Divorced includes Legally Separated and Widowed, Married includes Civil Partnerships

‡ Maternity or Adoption Leave: Women under 50 years old only

LPT: Leicestershire Partnership NHS Trust

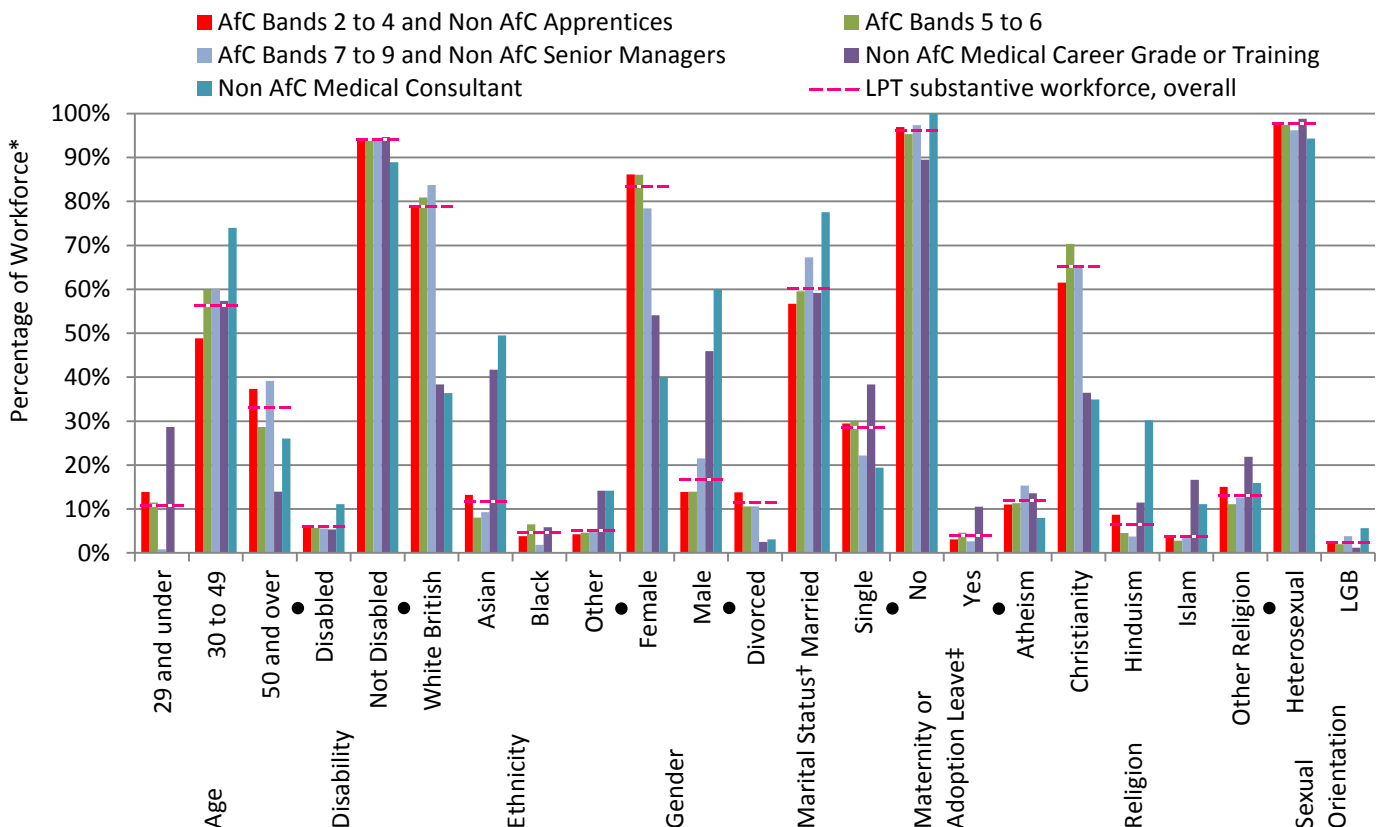
Staff equality profiles by pay band

At each pay band, compared to the overall workforce of Leicester Partnership NHS Trust (Figure 3 and Table 3):

- **AfC Bands 2 to 4 and Non AfC Apprentices:** Middle Aged People (30 to 49 years old) and Men were underrepresented; Younger People (29 years and under), Older People (50 years and over), Divorced, Legally Separated or Widowed People, and Hinduism were overrepresented.
- **AfC Bands 5 to 6:** Older People (50 years and over), Asian or Asian British People, Men, and Hinduism were underrepresented; Black or Black British People were overrepresented.
- **AfC Bands 7 to 9 and Non AfC Senior Managers:** Younger People (29 years and under), Black or Black British People, and Single People were underrepresented; Older People (50 years and over) and Men were overrepresented.
- **Non AfC Medical Career Grade or Training:** Older People (50 years and over), White British People, Women, Divorced, Legally Separated or Widowed People, and Christianity were underrepresented; Younger People (29 years and under), Asian or Asian British People, Other Ethnic Groups, Men, and Islam were overrepresented.
- **Non AfC Medical Consultant:** Younger People (29 years and under), White British People, Women, and Christianity were underrepresented; Asian or Asian British People, Other Ethnic Groups, Men, Hinduism, and Islam were overrepresented.

(AfC / Non AfC: Agenda for Change / Non Agenda for Change)

Figure 3: Representation in the Workforce Overall Compared to Representation by Pay Grade and Protected Characteristic



* Data quality varies across protected characteristics, please refer to Table 1 and Table 3

† Marital Status: Divorced includes Legally Separated and Widowed, Married includes Civil Partnerships

‡ Maternity or Adoption Leave: Women under 50 years old only

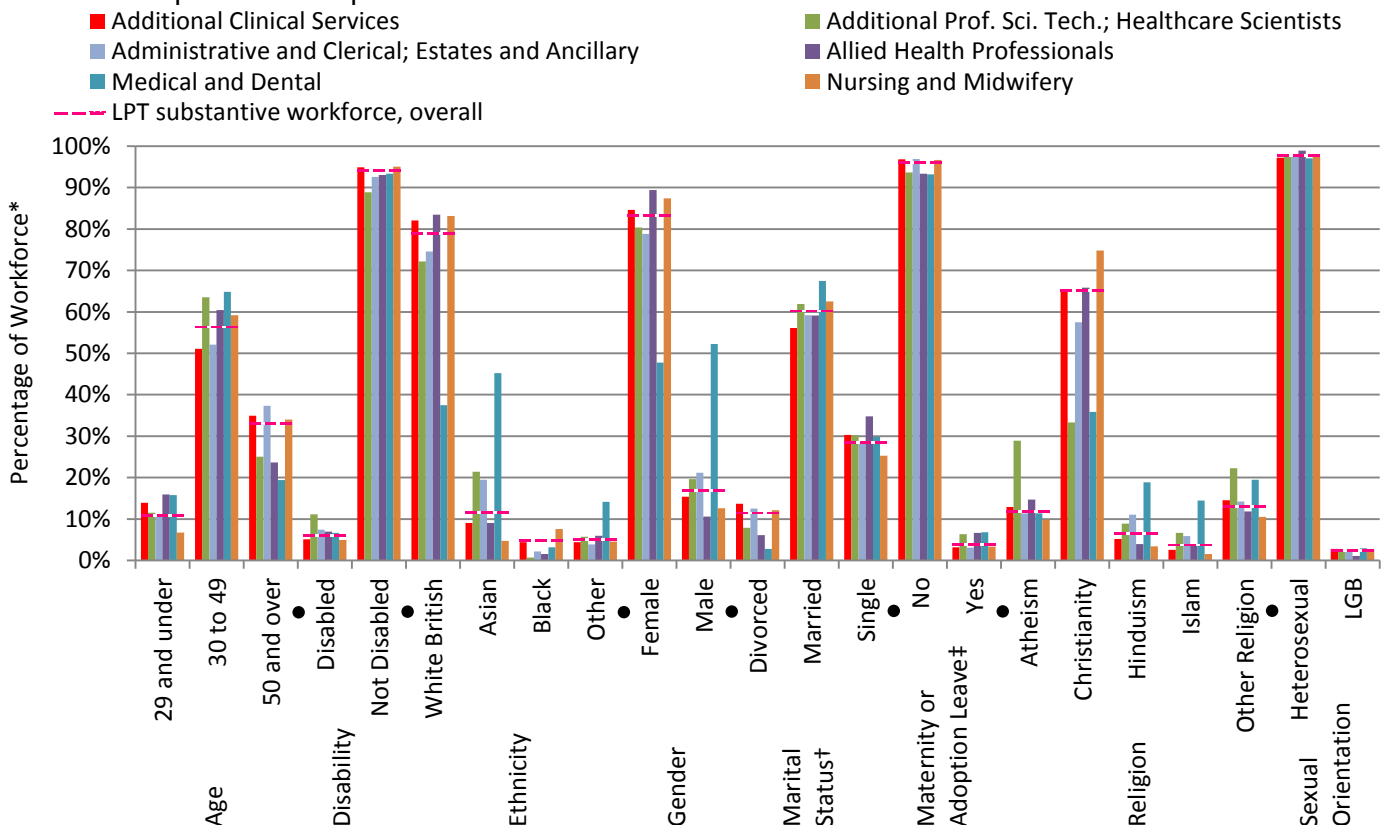
LPT: Leicestershire Partnership NHS Trust

Staff equality profiles by occupational group

In each occupational group, compared to the overall workforce of Leicester Partnership NHS Trust (Figure 4 and Table 4):

- **Additional Clinical Services:** Younger People (29 years and under) were overrepresented.
- **Additional Professional Scientific Technical / Healthcare Scientists:** Christianity was underrepresented; Asian or Asian British People and Atheism were overrepresented.
- **Administrative and Clerical / Estates and Ancillary:** Black or Black British People were underrepresented; Asian or Asian British People, Men, Hinduism, and Islam were overrepresented.
- **Allied Health Professionals:** Older People (50 years and over), Black or Black British People, Men, and Divorced, Legally Separated or Widowed People were underrepresented; Younger People (29 years and under), Single People, and people on Maternity or Adoption Leave were overrepresented.
- **Medical and Dental:** Older People (50 years and over), White British People, Women, Divorced, Legally Separated or Widowed People, and Christianity were underrepresented; Asian or Asian British People, Other Ethnic Groups, Men, Hinduism, and Islam were overrepresented.
- **Nursing and Midwifery:** Younger People (29 years and under), Asian or Asian British People, Men, Hinduism, and Islam were underrepresented; Black or Black British People and Christianity were overrepresented.

Figure 4: Representation in the Workforce Overall Compared to Representation by Occupational Group and Protected Characteristic



* Data quality varies across protected characteristics, please refer to Table 1 and Table 4

† Marital Status: Divorced includes Legally Separated and Widowed, Married includes Civil Partnerships

‡ Maternity or Adoption Leave: Women under 50 years old only

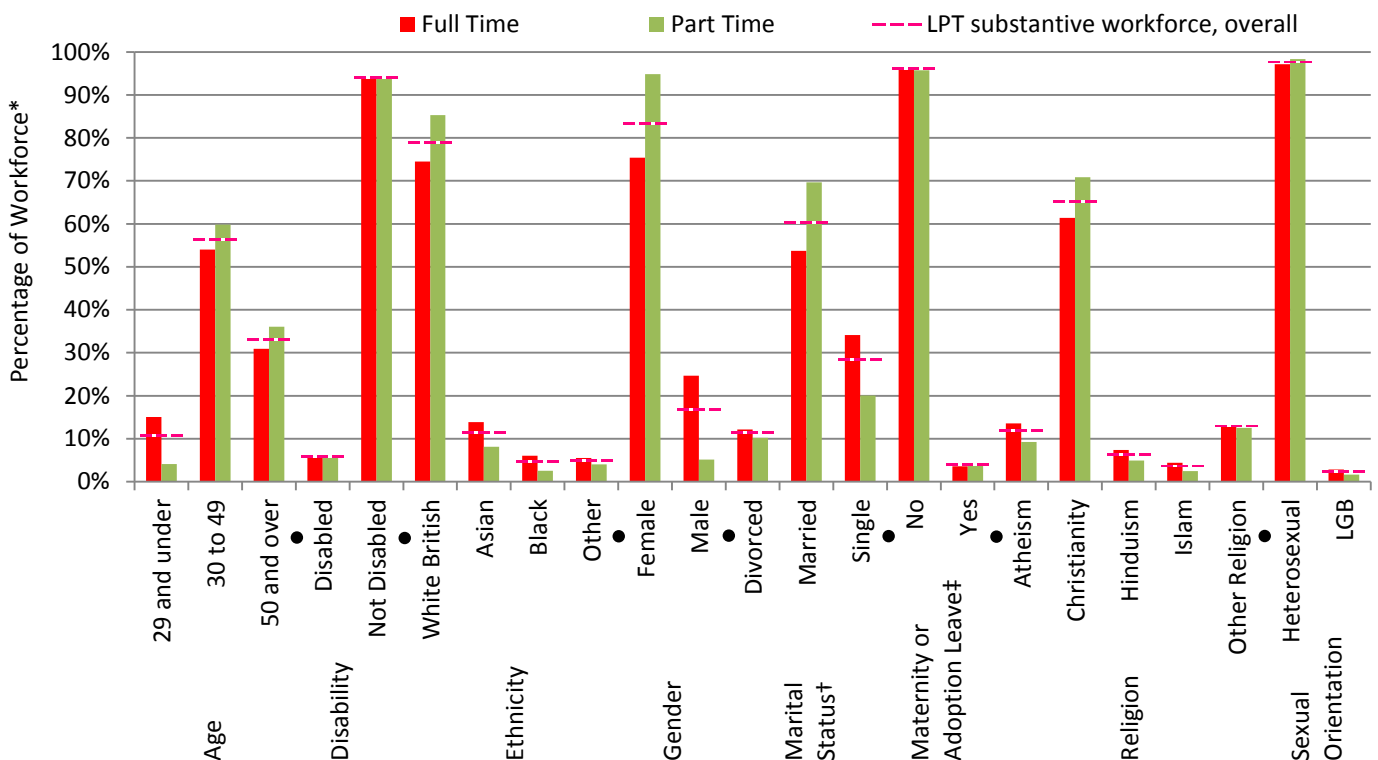
LPT: Leicestershire Partnership NHS Trust

Staff equality profiles by working pattern

Within each working pattern, compared to the overall workforce of Leicester Partnership NHS Trust (Figure 5 and Table 5):

- **Full-time staff:** White British People, Women, and People who are Married or in Civil Partnerships were underrepresented; Younger People (29 years and under), Asian or Asian British People, Black or Black British People, Men, and Single People were overrepresented.
- **Part-time staff:** Younger People (29 years and under), Asian or Asian British People, Black or Black British People, Men, Single People, and Atheism were underrepresented; Older People (50 years and over), White British People, Women, People who are Married or in Civil Partnerships, and Christianity were overrepresented.

Figure 5: Representation in the Workforce Overall Compared to Representation by Working Pattern and Protected Characteristic



* Data quality varies across protected characteristics, please refer to Table 5

† Marital Status: Divorced includes Legally Separated and Widowed, Married includes Civil Partnerships

‡ Maternity or Adoption Leave: Women under 50 years old only

LPT: Leicestershire Partnership NHS Trust

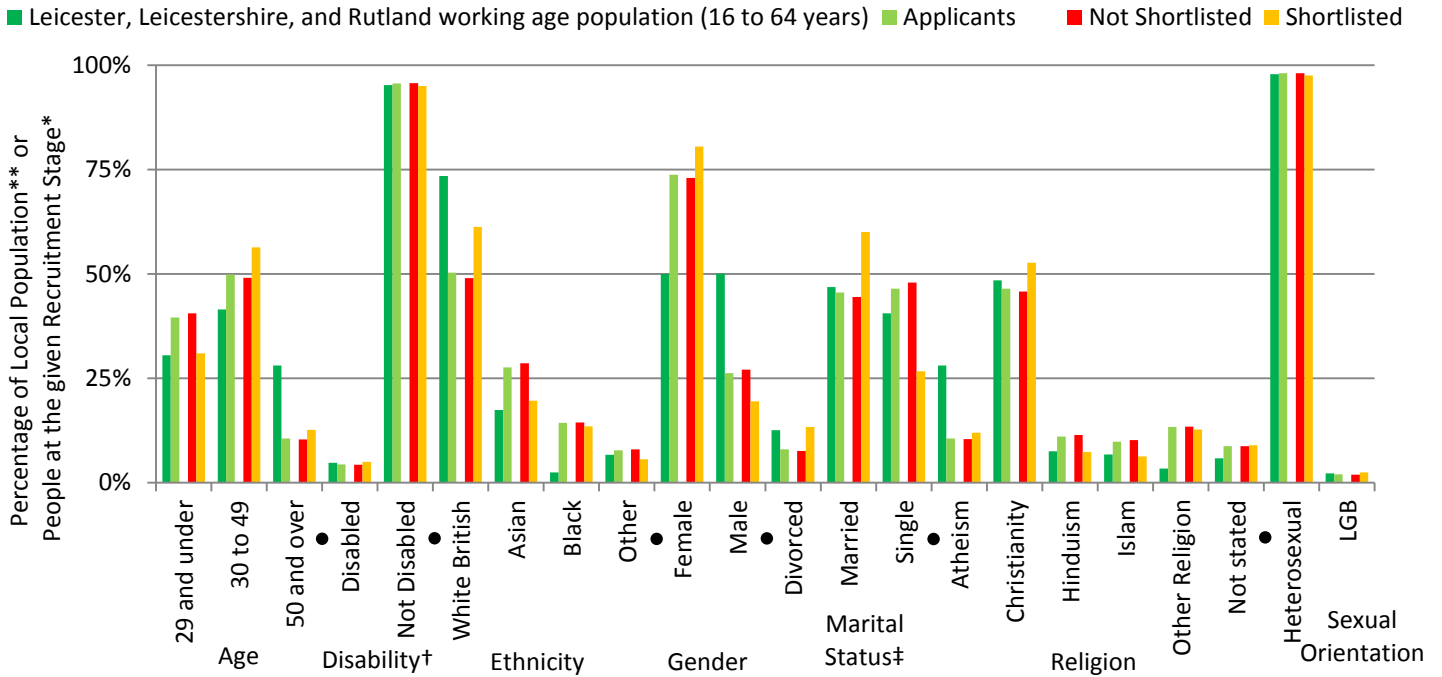
The employment pathway (year to the end of March 2014)

Recruitment

Recruitment (Figure 6 and Table 6): In assessing equity in the recruitment process, applicants were compared against their representations in the local working age population by protected characteristic, whilst those applicants shortlisted were compared against those applicants not shortlisted by protected characteristic. Data on appointees is not readily accessible in a form that allows equality monitoring; however, equality monitoring at all stages of the recruitment process will be possible for recruitment activity subsequent to the launch of NHS Jobs 2 from March 4th 2014.

- A total of 1,499 posts were advertised in the year to March 2014, for which a total of 17,713 applications were received, 1,874 people were shortlisted, and 1,523 preferred candidates were identified.
- Younger People (29 years and under) and Middle Aged People (30 to 49 years) were disproportionately more likely to apply for a job, but Middle Aged People (30 to 49 years) and Older People (50 years and over) were disproportionately more likely to be shortlisted.
- Disabled people were proportionately represented amongst applicants and shortlisted.
- White British People were disproportionately less likely to apply for a job, but were disproportionately more likely to be shortlisted, whilst ethnic minority groups were disproportionately more likely to apply for a post with the Trust, but were disproportionately less likely to be shortlisted (except for Black or Black British People).
- Women were disproportionately more likely to apply for a job and were disproportionately more likely to be shortlisted.
- Divorced, Legally Separated or Widowed People were disproportionately less likely to apply for a job.
- Atheists and Christians were disproportionately less likely to apply for a job, whilst Christians were disproportionately more likely to be shortlisted.

Figure 6: Representation amongst Applicants compared to the Local population and amongst those Shortlisted compared to those Not Shortlisted, by Protected Characteristic



* Data quality varies across protected characteristics and recruitment stages, please refer to Table 6

** Based on the working age population of Leicester, Leicestershire, and Rutland in the range 16 to 64 years derived from the UK Census 2011 (N = 663849), except for Sexual Orientation population estimates which are based on the British Crime Survey 2009/2010 (N = 22995)

† Disability, UK Census 2011: Disabled: day-to-day activities limited a lot; Not disabled: day-to-day activities limited a little or not at all

‡ Marital Status: Divorced includes Legally Separated and Widowed, Married includes Civil Partnerships

Training

A total of 5104 staff undertook non-mandatory training in the year to March 2014. In the uptake of non-mandatory training, compared to the overall workforce of Leicester Partnership NHS Trust (Figure 7 and Table 7):

- There was proportionate representation across all protected characteristic subgroups in the uptake of Non-Mandatory training.

Promotions

A total of 532 staff were promoted in the year to March 2014. Promotions were evaluated by comparing each employee's pay grade at March 2013 and March 2014. Compared to the overall workforce of Leicester Partnership NHS Trust (Figure 7 and Table 7):

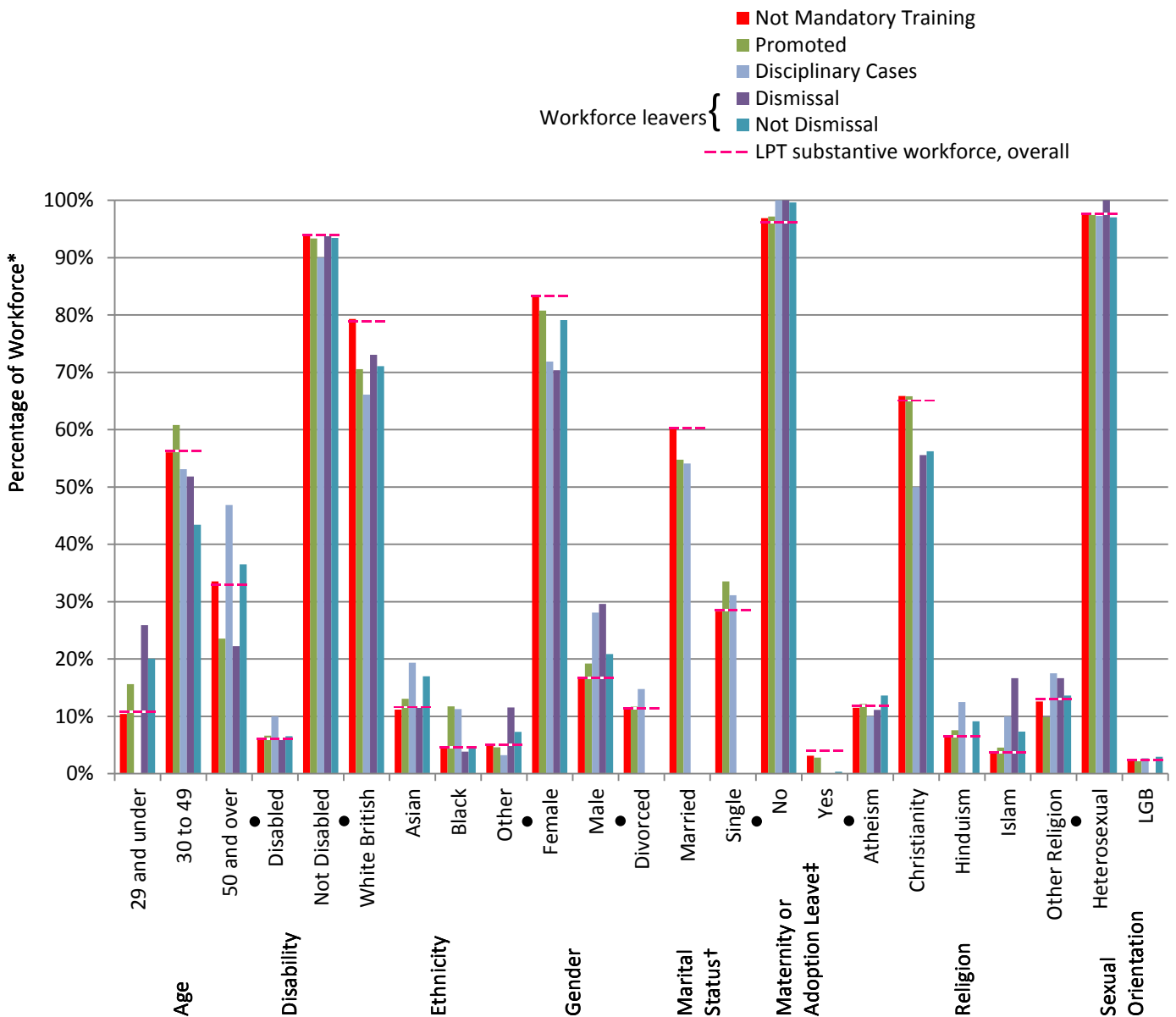
- Older People (50 years and over) were underrepresented amongst those receiving promotions;
- Younger People (29 years and under), Black or Black British People, and Single People were overrepresented amongst those receiving promotions. (The vast majority of promotions for Black or Black British people were amongst the Nursing and Midwifery occupational group, 86.9%; almost all of these involved a move up to AfC Band 5, 81.1%, or up to AfC Band 6, 17.0%.)

Workforce leavers

A total of 608 people (excluding dismissals) left the workforce in the year to March 2014. Amongst those who left the workforce for reasons other than dismissal, compared to the overall workforce of Leicester Partnership NHS Trust (Figure 7 and Table 7):

- Middle Aged People (30 to 49 years), and People on Maternity or Adoption Leave were underrepresented amongst those leaving the workforce for reasons other than dismissal;
- Younger People (29 years and under), Asian or Asian British People, Other Ethnic Groups, Men, and Islam were overrepresented amongst those leaving the workforce for reasons other than dismissal; this may reflect a disproportionately high use of fixed term contracts in the Medical and Dental occupational group, and especially amongst training grade medics, where there were overrepresentations of Younger People (29 years and under), Asian or Asian British People, Other Ethnic Groups, Men, and Islam.

Figure 7: Representation in the Workforce Overall Compared to Representation amongst those accessing Non-Mandatory Training, those Promoted, those Promoted, those subject to Disciplinary proceedings, those Dismissed from the Workforce, and Other Workforce Leavers, by Protected Characteristic



* Data quality varies across protected characteristics, please refer to Table 5

† Marital Status: Divorced includes Legally Separated and Widowed, Married includes Civil Partnerships

‡ Maternity or Adoption Leave: Women under 50 years old only

LPT: Leicestershire Partnership NHS Trust

Employee relations (year to the end of March 2014)

Disciplinary proceedings

There were 64 people subjected to Disciplinary proceedings in the year to the end of March 2014. Compared to the overall workforce of Leicester Partnership NHS Trust (Figure 7 and Table 7):

- Younger People (29 years and under) were underrepresented amongst those subjected to Disciplinary proceedings;
- Black or Black British People were overrepresented amongst those subjected to Disciplinary proceedings; this may reflect the finding of an analysis by occupational group which indicates an overrepresentation of people subjected to disciplinary proceedings in the Nursing and Midwifery occupational group-this occupational group has an overrepresentation of Black or Black British People.

Grievances

Fewer than ten people raised grievances in the year to the end of March 2014. There are too few cases to reliably detect patterns in the distribution of grievances across protected characteristic subgroups.

Capability Proceedings

Fewer than ten people were subjected to capability proceedings in the year to the end of March 2014. There are too few cases to reliably detect patterns in the distribution of capability proceedings across protected characteristic subgroups.

Complaints of bullying and harassment

Twenty people raised complaints of bullying and harassment in the year to the end of March 2014. There are too few cases to reliably detect patterns in the distribution of bullying and harassment complainants across protected characteristic subgroups. However, an analysis by directorate indicates an overrepresentation of bullying and harassment complainants in the Adult Learning Disabilities Services directorate (50% of bullying and harassment complainants came from this directorate, even though it represents just 5.33% of the substantive workforce).

Dismissals

Twenty seven people were dismissed from the workforce in the year to March 2014. Compared to the overall workforce of Leicester Partnership NHS Trust (Figure 7 and Table 7):

- Younger People (29 years and under) and Islam were overrepresented amongst those dismissed from the workforce; the overrepresentation of young people may reflect the finding of an analysis by occupational group which indicates an overrepresentation of dismissals amongst Additional Clinical Services employees (48.15% of dismissals, despite representing just 21.79% of the substantive workforce)-this occupational group has an overrepresentation of Younger People (29 years and under).

NHS Staff Survey 2013

Analysis of the NHS Staff Survey 2013 was undertaken against the Equality Delivery System 2 criteria for a Representative and Supported Workforce. Areas where the responses of specified protected characteristic subgroups differ from the Trust average to a “medium” or “large” significant extent are highlighted below. (Medium and large are defined using standard criteria employed in the social sciences for medium and large statistical effect sizes.) A comprehensive, question-level analysis of the NHS Staff Survey 2013, by directorate, occupational group, and protected characteristic sub group is available from Leicestershire Partnership NHS Trust’s Equality and Human Rights team.

A total of 2257 staff from Leicestershire Partnership NHS Trust replied to the NHS Staff Survey 2013. Concerns were identified around pay, career progression, and personal development (especially appraisals) for Black or Black British people and associated subgroups. Additionally, Black or Black British people and associated subgroups were more likely to report physical violence and harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public in the last 12 months, and were more likely to report discrimination at work from a manager / team leader or other colleague in the last 12 months.

Additionally, there were significant variations across protected characteristic subgroups in terms of reporting positive experiences at work, with African people and people from Asian backgrounds other than Indian or Pakistani more likely to give positive indications, and with Bi-sexual people, Mixed race people, and Disabled people more likely to give negative indications.

3.2: The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations:

- Black or Black British people were less likely to report that they were satisfied with their level of pay¹;
- African² and Caribbean³ people separately, and Black British⁴ people collectively, were less likely to report that the organisation acts fairly with regard to career progression and promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age.

3.3: Training and development opportunities are taken up and positively evaluated by all staff

- African people⁵ and people who are Not Heterosexual⁶ were less likely to report having had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review in the last 12 months;
- Following an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review, Bi-sexual people were less likely to report that their manager supported them to receive any identified training, learning or development⁷.

¹ Black or Black British (17.8% of 73 people) << Trust-wide (38.4% of 2240 people)

² African (66.7% of 24 people) << Trust-wide (89.1% of 1536 people)

³ Caribbean (53.8% of 13 people) <<< Trust-wide (89.1% of 1536 people)

⁴ Black or Black British (61.5% of 39 people) <<< Trust-wide (89.1% of 1536 people)

⁵ African (73.9% of 46 people) << Trust-wide (88.9% of 2216 people)

⁶ Not Heterosexual (74.1% of 58 people) << Trust-wide (88.9% of 2216 people)

⁷ Bi-sexual (42.9% of 7 people) <<< Trust-wide (86.7% of 1366 people)

3.4: When at work, staff are free from abuse, harassment, bullying and violence from any source

- African people were more likely to report having personally experienced physical violence⁸ or harassment, bullying or abuse⁹ at work from patients / service users, their relatives or other members of the public in the last 12 months;
- Black or Black British people were more likely to report having personally experienced discrimination at work from a manager / team leader or other colleague in the last 12 months¹⁰; those Black or Black British people that reported experiencing discrimination were more likely to report that the discrimination was on the grounds of ethnic background¹¹;
- Sub groups within other protected characteristics were no more likely than the Trust average to report having personally experienced discrimination at work from a manager / team leader or other colleague in the last 12 months¹²; however, where discrimination has been experienced, there were significant variations in the grounds of discrimination by protected characteristic sub groups:
 - 21 to 30 year olds who had been discriminated against were more likely to report discrimination on the grounds of age¹³,
 - Disabled people who had been discriminated against were more likely to report discrimination on the grounds of disability¹⁴,
 - African¹⁵, Black or Black British¹⁶, Indian¹⁷, Asian or Asian British¹⁸, and Hindu¹⁹ people who had been discriminated against were more likely to report discrimination on the grounds of ethnic background,
 - Muslim people who had been discriminated against were more likely to report discrimination on the grounds of religion²⁰,
 - and Gay Men who had been discriminated against were more likely to report discrimination on the grounds of sexual orientation²¹.
- A further analysis, by directorate, indicated that people from Adult Mental Health Services²² were more likely to report having personally experienced physical violence at work from managers/team leaders or other colleagues in the last 12 months, with a similar trend observed in Adult Learning Disabilities Services²³ (the trend for Adult Learning Disabilities Services failed to achieve statistical significance because it is a smaller service in terms of headcount, leading to lower statistical power, but it has been noted here given the potential for a large impact on health, wellbeing, and safety at work).
- People from Adult Mental Health Services²⁴ and people from Adult Learning Disabilities Services²⁵ were also more likely to report having personally experienced physical

⁸ African (36.2% of 47 people) >> Trust-wide (15.3% of 2245 people)

⁹ African (57.4% of 47 people) >> Trust-wide (27.9% of 2230 people)

¹⁰ Black or Black British (22.2% of 72 people) >> Trust-wide (7.8% of 2223 people)

¹¹ Black or Black British (86.7% of 30 people) >>> Trust-wide (35.4% of 274 people)

¹² Trust-wide average: 7.8% of 2223 people

¹³ 21-30 year olds (54.2% of 24 people) >>> Trust-wide (16.8% of 274 people)

¹⁴ Disabled (20.7% of 87 people) >> Trust-wide (7.7% of 274 people)

¹⁵ African (85.7% of 21 people) >>> Trust-wide (35.4% of 274 people)

¹⁶ Black or Black British (86.7% of 30 people) >>> Trust-wide (35.4% of 274 people)

¹⁷ Indian (73.3% of 30 people) >>> Trust-wide (35.4% of 274 people)

¹⁸ Asian or Asian British (80.0% of 40 people) >>> Trust-wide (35.4% of 274 people)

¹⁹ Hindu (75.0% of 20 people) >>> Trust-wide (35.4% of 274 people)

²⁰ Muslim (57.1% of 7 people) >>> Trust-wide (6.2% of 274 people)

²¹ Gay Man (85.7% of 7 people) >>> Trust-wide (4.7% of 274 people)

²² Adult Mental Health Services (6.6% of 334 people) >> Trust-wide (2.5% of 2232 people)

²³ Adult Learning Disabilities Services (6.1% of 131 people) ~ Trust-wide (2.5% of 2232 people)

²⁴ Adult Mental Health Services (31.9% of 339 people) >> Trust-wide (15.3% of 2245 people)

²⁵ Adult Learning Disabilities Services (45.4% of 130 people) >>> Trust-wide (15.3% of 2245 people)

violence at work from patients / service users, their relatives or other members of the public in the last 12 months.

3.5: Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives:

- People aged 21 to 30 years old²⁶, men²⁷, and people who are Not Heterosexual²⁸ were more likely to report working 30 or more hours a week;
- People aged 66 years old and over were less likely to report working 30 or more hours a week²⁹.

3.6: Staff report positive experiences of their membership of the workforce:

- Bi-sexual people were more likely to report having felt pressure from colleagues to come to work³⁰;
- Mixed race people were less likely to report that they would feel safe about raising a concern about fraud, malpractice or wrongdoing³¹;
- Mixed race people were less likely to report that they look forward to going to work³² or that they are enthusiastic about their job³³;
- Disabled people were less likely to report that time passed quickly when working³⁴;
- People from Asian backgrounds other than Indian or Pakistani were more likely to report that there are enough staff at the organisation for them to do their job properly³⁵;
- African people were less likely to report that they are unable to meet all the conflicting demands on their time at work³⁶;
- African people were more likely to report that, in general, their job is good for their health³⁷.

²⁶ 21-30 year olds (90.3% of 226 people) >> Trust-wide (77.5% of 2243 people)

²⁷ Male (93.6% of 358 people) >> Trust-wide (77.5% of 2243 people)

²⁸ Not Heterosexual (96.6% of 58 people) >>> Trust-wide (77.5% of 2243 people)

²⁹ 66 years old and over (42.9% of 28 people) <<< Trust-wide (77.5% of 2243 people)

³⁰ Bi-sexual (77.8% of 9 people) >>> Trust-wide (22.5% of 1443 people)

³¹ Mixed (61.1% of 18 people) <<< Trust-wide (87.7% of 1696 people)

³² Mixed (33.3% of 18 people) <<< Trust-wide (73.9% of 1467 people)

³³ Mixed (61.9% of 21 people) <<< Trust-wide (87.5% of 1634 people)

³⁴ Disabled (82.3% of 344 people) << Trust-wide (92.1% of 1811 people)

³⁵ Any Other Asian Background (52.2% of 23 people) >> Trust-wide (22.6% of 2249 people)

³⁶ African (21.3% of 47 people) << Trust-wide (51.4% of 2240 people)

³⁷ African (61.7% of 47 people) >> Trust-wide (38.5% of 2249 people)

Appendix of equality analysis tables

Key to interpreting the tables


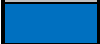

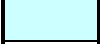




	The reference population against which overrepresentation or underrepresentation is judged (e.g., LPT's overall workforce or the local working age population)
	A group that is significantly overrepresented to a large degree
	A group that is significantly overrepresented to a medium degree
	A group that is significantly overrepresented to a small degree
	A group this is proportionately represented
	A group that is significantly underrepresented to a small degree
	A group that is significantly underrepresented to a medium degree
	A group that is significantly underrepresented to a large degree

Table 1: Representation in the Workforce Compared to the Local Population by Protected Characteristic

Protected Characteristic		Leicester, Leicestershire and Rutland*		LPT Overall		LPT Data Quality Summary
Age Group	29 and under	202532	30.51%	576	10.73%	Valid N = 5369; Total N = 5369; Missing Data = 0.0%
	30 to 49	275186	41.45%	3023	56.30%	
	50 and over	186131	28.04%	1770	32.97%	
Disability†	Disabled	31616	4.76%	208	6.00%	Valid N = 3466; Total N = 5369; Missing Data = 35.4%
	Not Disabled	632233	95.24%	3258	94.00%	
Ethnicity	White British	487426	73.42%	4142	78.84%	Valid N = 5254; Total N = 5369; Missing Data = 2.1%
	Asian or Asian British	115756	17.44%	608	11.57%	
	Black or Black British	16182	2.44%	244	4.64%	
	Other Ethnic Group	44485	6.70%	260	4.95%	
Gender	Female	331633	49.96%	4470	83.26%	Valid N = 5369; Total N = 5369; Missing Data = 0.0%
	Male	332216	50.04%	899	16.74%	
Marital Status‡	Divorced, Widowed	83577	12.59%	589	11.37%	Valid N = 5182; Total N = 5369; Missing Data = 3.5%
	Married	310784	46.82%	3119	60.19%	
	Single	269488	40.59%	1474	28.44%	
Religion or Belief	Atheism	186299	28.06%	465	8.67%	Valid N = 5366; Total N = 5369; Missing Data = 0.1%
	Christianity	321500	48.43%	2550	47.52%	
	Hinduism	49841	7.51%	251	4.68%	
	Islam	45040	6.78%	145	2.70%	
	Other Religion	22665	3.41%	509	9.49%	
	Religion not stated	38504	5.80%	1446	26.95%	
Sexual Orientation	Heterosexual	22489	97.80%	3763	97.61%	Valid N = 3855; Total N = 5369; Missing Data = 28.2%
	LGB	506	2.20%	92	2.39%	

*Based on the working age population in the range 16 to 64 years derived from the UK Census 2011 (N = 663849), except for Sexual Orientation population estimates which are based on the British Crime Survey 2009/2010 (N = 22995);

†Disability, UK Census 2011: Disabled: day-to-day activities limited a lot; Not disabled: day-to-day activities limited a little or not at all

‡Marital Status: Divorced includes Legally Separated, Married includes Civil Partnerships

Table 2: Representation in the Workforce Overall Compared to Representation by Directorate and Protected Characteristic

	Protected Characteristic	Leicestershire Partnership NHS Trust Overall		Adult Learning Disabilities Services		Adult Mental Health Services		Community Health Services		Enabling		Family Young People & Children		Hosted Services	
Age Group	29 and under	576	10.73%	31	10.84%	95	9.04%	214	10.65%	108	20.81%	109	8.31%	19	9.90%
	30 to 49	3023	56.30%	164	57.34%	623	59.28%	1052	52.36%	294	56.65%	761	58.00%	129	67.19%
	50 and over	1770	32.97%	91	31.82%	333	31.68%	743	36.98%	117	22.54%	442	33.69%	44	22.92%
Disability	Disabled	208	6.00%	10	11.63%	39	11.11%	68	4.38%	24	7.14%	60	5.95%	<10	<7.50%
	Not Disabled	3258	94.00%	76	88.37%	312	88.89%	1483	95.62%	312	92.86%	948	94.05%	>124	>92.50%
Ethnicity	White British	4142	78.84%	>227	>81.00%	752	73.01%	1701	86.08%	310	62.25%	1040	80.06%	111	64.91%
	Asian or Asian British	608	11.57%	29	10.36%	111	10.78%	139	7.03%	145	29.12%	134	10.32%	50	29.24%
	Black or Black British	244	4.64%	14	5.00%	103	10.00%	57	2.88%	12	2.41%	55	4.23%	<10	<5.50%
	Other Ethnic Group	260	4.95%	<10	<3.50%	64	6.21%	79	4.00%	31	6.22%	70	5.39%	<10	<5.50%
Gender	Female	4470	83.26%	224	78.32%	769	73.17%	1829	91.04%	352	67.82%	1205	91.84%	91	47.40%
	Male	899	16.74%	62	21.68%	282	26.83%	180	8.96%	167	32.18%	107	8.16%	101	52.60%
Marital Status†	Divorced, Widowed	589	11.37%	27	9.64%	131	13.06%	247	12.73%	39	7.80%	129	10.13%	16	8.60%
	Married	3119	60.19%	161	57.50%	526	52.44%	1211	62.42%	282	56.40%	820	64.41%	119	63.98%
	Single	1474	28.44%	92	32.86%	346	34.50%	482	24.85%	179	35.80%	324	25.45%	51	27.42%
Maternity‡	Not Maternity	2839	96.11%	>140	>93.50%	511	97.15%	1091	96.04%	253	94.40%	770	96.01%	>62	>86.00%
	Maternity	115	3.89%	<10	<6.50%	15	2.85%	45	3.96%	15	5.60%	32	3.99%	<10	<14.00%
Religion or Belief	Atheism	465	11.86%	29	15.43%	94	14.01%	161	10.66%	59	15.25%	99	9.65%	23	16.79%
	Christianity	2550	65.05%	>103	>54.50%	399	59.46%	1093	72.34%	170	43.93%	716	69.79%	64	46.72%
	Hinduism	251	6.40%	15	7.98%	42	6.26%	60	3.97%	52	13.44%	61	5.95%	21	15.33%
	Islam	145	3.70%	<10	<5.50%	24	3.58%	34	2.25%	36	9.30%	32	3.12%	14	10.22%
	Other Religion	509	12.98%	31	16.49%	112	16.69%	163	10.79%	70	18.09%	118	11.50%	15	10.95%
Sexual Orientation	Heterosexual	3763	97.61%	>167	>94.50%	638	96.96%	1463	97.53%	>357	>97.00%	985	97.91%	>137	>93.00%
	LGB	92	2.39%	<10	<5.50%	20	3.04%	37	2.47%	<10	3.00%	21	2.09%	<10	<7.00%

†Marital Status: Divorced includes Legally Separated, Married includes Civil Partnerships

‡Maternity: Women under 50 years old only; Valid N = 2954; Total N = 2954; Missing Data = 0.0%

Table 3: Representation in the Workforce Overall Compared to Representation by Pay Grade and Protected Characteristic

	Protected Characteristic	Leicestershire Partnership NHS Trust Overall		AfC Bands 2 to 4 and Non AfC Apprentices		AfC Bands 5 to 6		AfC Bands 7 to 9 and Non AfC Senior Managers		Non AfC Medical Career Grade or Training		Non AfC Medical Consultant	
Age Group	29 and under	576	10.73%	258	13.89%	276	11.47%	<10	<1.00%	35	28.69%	0	0.00%
	30 to 49	3023	56.30%	907	48.82%	1442	59.91%	530	60.09%	70	57.38%	74	74.00%
	50 and over	1770	32.97%	693	37.30%	689	28.62%	>342	39.00%	17	13.93%	26	26.00%
Disability	Disabled	208	6.00%	74	5.98%	98	6.12%	28	5.53%	<10	<10.00%	<10	<37.00%
	Not Disabled	3258	94.00%	1163	94.02%	1504	93.88%	478	94.47%	>84	>90.00%	>17	>63.00%
Ethnicity	White British	4142	78.84%	1438	78.79%	1902	80.94%	720	83.72%	46	38.33%	36	36.36%
	Asian or Asian British	608	11.57%	241	13.21%	188	8.00%	80	9.30%	>47	39.00%	49	49.49%
	Black or Black British	244	4.64%	69	3.78%	152	6.47%	16	1.86%	<10	8.50%	0	0.00%
	Other Ethnic Group	260	4.95%	77	4.22%	108	4.60%	44	5.12%	17	14.17%	14	14.14%
Gender	Female	4470	83.26%	1601	86.17%	2071	86.04%	692	78.46%	66	54.10%	40	40.00%
	Male	899	16.74%	257	13.83%	336	13.96%	190	21.54%	56	45.90%	60	60.00%
Marital Statust	Divorced, Widowed	589	11.37%	246	13.81%	246	10.60%	91	10.56%	<10	8.50%	<10	<10.00%
	Married	3119	60.19%	1010	56.71%	1382	59.54%	580	67.29%	>64	>53.00%	>69	>70.00%
	Single	1474	28.44%	525	29.48%	693	29.86%	191	22.16%	46	38.33%	19	19.39%
Maternity‡	Not Maternity	2839	96.11%	950	96.94%	1397	95.36%	410	97.39%	>47	>82.50%	31	100.00%
	Maternity	115	3.89%	30	3.06%	68	4.64%	11	2.61%	<10	<17.50%	0	0.00%
Religion or Belief	Atheism	465	11.86%	147	11.02%	202	11.30%	98	15.34%	13	13.54%	<10	<16.00%
	Christianity	2550	65.05%	821	61.54%	1257	70.30%	415	64.95%	35	36.46%	22	34.92%
	Hinduism	251	6.40%	116	8.70%	81	4.53%	24	3.76%	11	11.46%	19	30.16%
	Islam	145	3.70%	50	3.75%	50	2.80%	22	3.44%	16	16.67%	<10	<16.00%
	Other Religion	509	12.98%	200	14.99%	198	11.07%	80	12.52%	21	21.88%	10	15.87%
Sexual Orientation	Heterosexual	3763	97.61%	1269	97.84%	1749	97.98%	612	96.23%	>74	>86.50%	>43	>81.00%
	LGB	92	2.39%	28	2.16%	36	2.02%	24	3.77%	<10	<13.50%	<10	<19.00%

†Marital Status: Divorced includes Legally Separated, Married includes Civil Partnerships

‡Maternity: Women under 50 years old only; Valid N = 2954; Total N = 2954; Missing Data = 0.0%

Table 4: Representation in the Workforce Overall Compared to Representation by Occupational Group and Protected Characteristic

Protected Characteristic	Leicestershire Partnership NHS Trust Overall		Additional Clinical Services		Additional Professional Scientific and Technical, and Healthcare Scientists		Administrative and Clerical, and Estates and Ancillary		Allied Health Professionals		Medical and Dental		Nursing and Midwifery		
Age Group	29 and under	576	10.73%	163	13.93%	17	11.49%	130	10.66%	95	15.94%	35	15.77%	136	6.76%
	30 to 49	3023	56.30%	598	51.11%	94	63.51%	635	52.05%	360	60.40%	144	64.86%	1192	59.22%
	50 and over	1770	32.97%	409	34.96%	37	25.00%	455	37.30%	141	23.66%	43	19.37%	685	34.03%
Disability	Disabled	208	6.00%	39	5.09%	<10	<14.00%	60	7.44%	31	6.95%	<10	8.50%	62	4.94%
	Not Disabled	3258	94.00%	727	94.91%	>62	>86.00%	746	92.56%	415	93.05%	>111	91.50%	1193	95.06%
Ethnicity	White British	4142	78.84%	944	82.09%	101	72.14%	875	74.60%	>489	>83.00%	82	37.44%	1650	83.12%
	Asian or Asian British	608	11.57%	104	9.04%	30	21.43%	228	19.44%	53	9.03%	>96	>43.50%	94	4.74%
	Black or Black British	244	4.64%	51	4.43%	<10	6.50%	25	2.13%	<10	<2.00%	<10	<4.50%	151	7.61%
	Other Ethnic Group	260	4.95%	51	4.43%	<10	6.50%	45	3.84%	35	5.96%	31	14.16%	90	4.53%
Gender	Female	4470	83.26%	990	84.62%	119	80.41%	962	78.85%	533	89.43%	106	47.75%	1760	87.43%
	Male	899	16.74%	180	15.38%	29	19.59%	258	21.15%	63	10.57%	116	52.25%	253	12.57%
Marital Status†	Divorced, Widowed	589	11.37%	154	13.66%	11	7.91%	146	12.48%	36	6.13%	<10	<4.50%	236	12.16%
	Married	3119	60.19%	632	56.08%	86	61.87%	693	59.23%	347	59.11%	>143	>65.50%	1214	62.55%
	Single	1474	28.44%	341	30.26%	42	30.22%	331	28.29%	204	34.75%	65	29.82%	491	25.30%
Maternity‡	Not Maternity	2839	96.11%	613	96.84%	>85	>89.50%	562	96.90%	380	93.37%	>78	>88.50%	1113	96.70%
	Maternity	115	3.89%	20	3.16%	<10	<10.50%	18	3.10%	27	6.63%	<10	<11.5%	38	3.30%
Religion or Belief	Atheism	465	11.86%	100	12.89%	26	28.89%	108	11.37%	67	14.66%	18	11.32%	146	9.81%
	Christianity	2550	65.05%	503	64.82%	30	33.33%	546	57.47%	301	65.86%	57	35.85%	1113	74.80%
	Hinduism	251	6.40%	40	5.15%	8	8.89%	105	11.05%	18	3.94%	30	18.87%	50	3.36%
	Islam	145	3.70%	20	2.58%	6	6.67%	56	5.89%	17	3.72%	23	14.47%	23	1.55%
	Other Religion	509	12.98%	113	14.56%	20	22.22%	135	14.21%	54	11.82%	31	19.50%	156	10.48%
Sexual Orientation	Heterosexual	3763	97.61%	743	97.25%	>82	>89.00%	906	97.63%	>442	>97.50%	>127	>92.50%	1444	97.44%
	LGB	92	2.39%	21	2.75%	<10	<11.00%	22	2.37%	<10	<2.50%	<10	<7.50%	38	2.56%

†Marital Status: Divorced includes Legally Separated, Married includes Civil Partnerships

‡Maternity: Women under 50 years old only; Valid N = 2954; Total N = 2954; Missing Data = 0.0%

Table 5: Representation in the Workforce Overall Compared to Representation by Working Pattern and Protected Characteristic

	Protected Characteristic	Leicestershire Partnership NHS Trust Overall		Working Pattern		Working Pattern Data Quality Summary
				Full Time	Part Time	
Age Group	29 and under	570	10.64%	481	15.08%	Valid N = 5359; Total N = 5369; Missing Data = 0.2%
	30 to 49	3021	56.37%	1723	54.03%	
	50 and over	1768	32.99%	985	30.89%	
Disability	Disabled	206	5.96%	123	6.09%	Valid N = 3457; Total N = 5369; Missing Data = 35.6%
	Not Disabled	3251	94.04%	1897	93.91%	
Ethnicity	White British	4137	78.88%	2320	74.50%	Valid N = 5245; Total N = 5369; Missing Data = 2.3%
	Asian or Asian British	606	11.55%	433	13.90%	
	Black or Black British	243	4.63%	188	6.04%	
	Other Ethnic Group	259	4.94%	173	5.56%	
Gender	Female	4461	83.24%	2403	75.35%	Valid N = 5359; Total N = 5369; Missing Data = 0.2%
	Male	898	16.76%	786	24.65%	
Marital Status†	Divorced, Widowed	589	11.37%	373	12.14%	Valid N = 5180; Total N = 5369; Missing Data = 3.5%
	Married	3119	60.21%	1650	53.71%	
	Single	1472	28.42%	1049	34.15%	
Maternity‡	Not Maternity	2832	96.10%	1564	96.42%	Women under 50 years old only; Valid N = 2947; Total N = 2954; Missing Data = 0.2%
	Maternity	115	3.90%	58	3.58%	
Religion or Belief	Atheism	465	11.88%	322	13.60%	Valid N = 3913; Total N = 5369; Missing Data = 27.1%
	Christianity	2547	65.09%	1453	61.36%	
	Hinduism	251	6.41%	175	7.39%	
	Islam	143	3.65%	105	4.43%	
	Other Religion	507	12.96%	313	13.22%	
Sexual Orientation	Heterosexual	3755	97.61%	2274	97.14%	Valid N = 3847; Total N = 5369; Missing Data = 28.3%
	LGB	92	2.39%	67	2.86%	

†Marital Status: Divorced includes Legally Separated, Married includes Civil Partnerships

Table 6: Representation amongst Applicants compared to the Local population and amongst those Shortlisted compared to those Not Shortlisted, by Protected Characteristic

Protected Characteristic	Application Stage				Shortlisting Stage				Recruitment Data Quality Summary	
	Leicester, Leicestershire and Rutland*		Applicants		Not Shortlisted		Shortlisted			
Age Group	29 and under	202532	30.51%	7002	39.56%	6424	40.58%	578	30.94%	Applicants: Valid N = 17700; Total N = 17713; Missing Data = 0.1% Shortlisted: Valid N = 1868; Total N = 1878; Missing Data = 0.5%
	30 to 49	275186	41.45%	8825	49.86%	7772	49.09%	1053	56.37%	
	50 and over	186131	28.04%	1873	10.58%	1636	10.33%	237	12.69%	
Disability†	Disabled	31616	4.76%	772	4.40%	679	4.33%	93	5.00%	Applicants: Valid N = 17557; Total N = 17713; Missing Data = 0.9% Shortlisted: Valid N = 1860; Total N = 1878; Missing Data = 1.0%
	Not Disabled	632233	95.24%	16785	95.60%	15018	95.67%	1767	95.00%	
Ethnicity	White British	487426	73.42%	8757	50.30%	7628	49.01%	1129	61.26%	Applicants: Valid N = 17408; Total N = 17713; Missing Data = 1.7% Shortlisted: Valid N = 1843; Total N = 1878; Missing Data = 1.9%
	Asian or Asian British	115756	17.44%	4812	27.64%	4450	28.59%	362	19.64%	
	Black or Black British	16182	2.44%	2492	14.32%	2243	14.41%	249	13.51%	
	Other Ethnic Group	44485	6.70%	1347	7.74%	1244	7.99%	103	5.59%	
Gender	Female	331633	49.96%	13059	73.76%	11551	72.96%	1508	80.51%	Applicants: Valid N = 17705; Total N = 17713; Missing Data = 0.0% Shortlisted: Valid N = 1873; Total N = 1878; Missing Data = 0.3%
	Male	332216	50.04%	4646	26.24%	4281	27.04%	365	19.49%	
Marital Status‡	Divorced, Widowed	83577	12.59%	35	7.97%	31	7.58%	<10	<26.50%	Applicants: Valid N = 439; Total N = 17713; Missing Data = 97.5% Shortlisted: Valid N = 30; Total N = 1878; Missing Data = 98.4%
	Married	310784	46.82%	200	45.56%	182	44.50%	18	60.00%	
	Single	269488	40.59%	204	46.47%	196	47.92%	<10	<26.50%	
Religion or Belief	Atheism	186299	28.06%	1872	10.57%	1647	10.40%	225	12.01%	Applicants: Valid N = 17713; Total N = 17713; Missing Data = 0.0% Shortlisted: Valid N = 1874; Total N = 1878; Missing Data = 0.2%
	Christianity	321500	48.43%	8237	46.50%	7250	45.77%	987	52.67%	
	Hinduism	49841	7.51%	1952	11.02%	1814	11.45%	138	7.36%	
	Islam	45040	6.78%	1734	9.79%	1616	10.20%	118	6.30%	
	Other Religion	22665	3.41%	2370	13.38%	2132	13.46%	238	12.70%	
Religion not stated	38504	5.80%	1548	8.74%	1380	8.71%	168	8.96%		
Sexual Orientation	Heterosexual	22489	97.80%	16078	98.02%	14371	98.08%	1707	97.54%	Applicants: Valid N = 16402; Total N = 17713; Missing Data = 7.4% Shortlisted: Valid N = 1750; Total N = 1878; Missing Data = 6.8%
	LGB	506	2.20%	324	1.98%	281	1.92%	43	2.46%	

*Based on the working age population in the range 16 to 64 years derived from the UK Census 2011 (N = 663849), except for Sexual Orientation population estimates which are based on the British Crime Survey 2009/2010 (N = 22995);

†Disability, UK Census 2011: Disabled: day-to-day activities limited a lot; Not disabled: day-to-day activities limited a little or not at all

‡Marital Status: Divorced includes Legally Separated, Married includes Civil Partnerships

Table 7: Representation in the Workforce Overall Compared to Representation amongst those accessing Non-Mandatory Training, those Promoted, those subject to Disciplinary proceedings, those Dismissed from the Workforce, and Other Workforce Leavers, by Protected Characteristic

Protected Characteristic	Leicestershire Partnership NHS Trust Overall	Training		Promotions		Disciplinary		Workforce Leavers					
		Not Mandatory Training	Not Mandatory Training	Promoted	Promoted	Disciplinary Cases	Disciplinary Cases	Dismissal	Dismissal	Not Dismissal	Not Dismissal		
Age Group	29 and under	576	10.73%	532	10.42%	83	15.63%	<10	<18.50%	<10	<37.00%	122	20.07%
	30 to 49	3023	56.30%	2860	56.03%	323	60.83%			14	51.85%	264	43.42%
	50 and over	1770	32.97%	1712	33.54%	125	23.54%	>54	>81.50%	<10	<37.00%	222	36.51%
Disability	Disabled	208	6.00%	193	5.89%	20	6.64%	<10	<33.33%	<10	<50.00%	28	6.54%
	Not Disabled	3258	94.00%	3086	94.11%	281	93.36%	>20	>66.67%	>10	>50.00%	400	93.46%
Ethnicity	White British	4142	78.84%	3966	79.30%	367	70.58%	41	66.13%	19	73.08%	418	71.09%
	Asian or Asian British	608	11.57%	560	11.20%	68	13.08%	12	19.35%	<10	<38.50%	100	17.01%
	Black or Black British	244	4.64%	233	4.66%	61	11.73%	<10	<16.00%	<10	<38.50%	27	4.59%
	Other Ethnic Group	260	4.95%	242	4.84%	24	4.62%	<10	<16.00%	<10	<38.50%	43	7.31%
Gender	Female	4470	83.26%	4261	83.48%	429	80.79%	46	71.88%	>17	>63.00%	481	79.11%
	Male	899	16.74%	843	16.52%	102	19.21%	18	28.13%	<10	<37.00%	127	20.89%
Marital Status†	Divorced, Widowed	589	11.37%	566	11.46%	58	11.72%	<10	<16.50%				
	Married	3119	60.19%	2974	60.23%	271	54.75%	>32	>52.50%				
	Single	1474	28.44%	1398	28.31%	166	33.54%	19	31.15%				
Maternity	Not Maternity	2839	96.11%	2699	96.88%	>309	>97.00%	22	100.00%	14	100.00%	>279	>96.50%
	Maternity	115	3.89%	87	3.12%	<10	3.00%	0	0.00%	0	0.00%	<10	<3.50%
Religion or Belief	Atheism	465	11.86%	428	11.50%	48	12.15%	<10	<25.00%	<10	<55.50%	61	13.62%
	Christianity	2550	65.05%	2451	65.87%	260	65.82%	20	50.00%	10	55.56%	252	56.25%
	Hinduism	251	6.40%	240	6.45%	30	7.59%	<10	<25.00%	0	0.00%	41	9.15%
	Islam	145	3.70%	133	3.57%	18	4.56%	<10	<25.00%	<10	<55.50%	33	7.37%
	Other Religion	509	12.98%	469	12.60%	39	9.87%	<10	<25.00%	<10	<55.50%	61	13.62%
Sexual Orientation	Heterosexual	3763	97.61%	3573	97.57%	>397	>97.50%	>27	>73.00%	19	100.00%	428	97.05%
	LGB	92	2.39%	89	2.43%	<10	<2.50%	<10	<27.00%	0	0.00%	13	2.95%

†Marital Status: Divorced includes Legally Separated, Married includes Civil Partnerships

‡Maternity: Women under 50 years old only; Valid N = 2954; Total N = 2954; Missing Data = 0.0%