

# Annual Workforce Equality Report Leicestershire Partnership NHS Trust Year to the End of March 2020

Detailed Analyses

FOR PUBLICATION

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## Background to the workforce equality analysis

- For listed public authorities with 150 or more employees the Equality Act 2010 introduced a specific requirement to publish information relating to the protected characteristics of the authority's employees.
- Technical guidance issued by the Equality and Human Rights Commission states that the types of information that could be published include:
  - the profile of staff at different grades, levels and rates of pay, including any patterns of occupational segregation and part-time work;
  - the profile of staff at different stages of the employment relationship, including recruitment, training, promotion, and leavers, and the numbers of complaints of discrimination and other prohibited conduct;
  - details of, and feedback from, any engagement exercises with staff or trade unions;
  - any records of how it has had due regard in making workforce decisions, including any assessments of impact undertaken and the evidence used.
- The present report aims to fulfil Leicestershire Partnership NHS Trust's duty to publish information relating to the protected characteristics of its employees, whilst ensuring that the Trust also has 'due regard' to the aims of the Equality Act with respect to its workforce by using this equality monitoring information in decision-making and planning. The analyses presented here complement and add further detail to the Workforce Race Equality Standard, Workforce Disability Equality Standard, and Gender Pay Gap workforce equality metrics. The analyses presented here also look at other protected characteristics, where information is available (age, marital status, pregnancy and maternity, religion or belief, and sexual orientation).
- Throughout this report, headcounts of staff members in different protected characteristic and workforce subgroups are given, with the aim of anonymising information about individuals by aggregating counts into large groups. Where this has not been possible, and the headcount within a particular group is small enough to pose a risk of re-identification for individual staff members, the figure has been redacted (alongside any other figures that would allow the initially redacted figure to be deduced). Redacted numbers are denoted by an "R". The anonymisation process follows guidance issued by the Information Commissioner's Office.

## Summary of equality issues

The main equality issues arising from the equality analyses of the workforce are outlined below. An expanded summary of the main findings, with narrative explanations and context, is featured from page 10. An appendix of detailed equality analysis tables starts on page 35 and an appendix of data quality analysis tables starts on page 123.

The findings presented here complement and add further detail to the Workforce Race Equality Standard, Workforce Disability Equality Standard, and Gender Pay Gap workforce equality metrics, whilst considering other protected characteristics too; the issues arising are addressed in the Workforce Race Equality Standard, Workforce Disability Equality Standard, and Gender Pay Gap action plans.

1. Equality monitoring information was incomplete; information on Disability, Religion or Belief, and Sexual Orientation was not present for about a fifth of the workforce

Equality monitoring data: % incomplete

		March 2017	March 2018	March 2019	March 2020
Substantive	Disability	25.6%	24.1%	21.8%	<b>20.3%</b>
	Religion or belief	22.6%	21.8%	20.8%	<b>20.1%</b>
	Sexual orientation	22.5%	21.1%	19.9%	<b>18.5%</b>
Bank	Disability	30.6%	23.2%	18.4%	<b>17.3%</b>
	Religion or belief	25.7%	23.8%	18.9%	<b>17.4%</b>
	Sexual orientation	27.3%	24.0%	20.1%	<b>18.0%</b>

2. Asian British people made up 17.4% of the local working age population, but only 15.1% of the LPT's substantive workforce, and just 5.9% of registered Nurses

Local working age population and LPT substantive workforce: % Asian British

	March 2017	March 2018	March 2019	March 2020
Local working age population (2011 Census)	<b>17.4%</b>			
Overall substantive workforce	13.6%	14.1%	14.7%	<b>15.1%</b>
Nursing substantive workforce	5.4%	5.5%	5.8%	<b>5.9%</b>

3. BME job applicants and White job applicants were similarly likely to be appointed from shortlisting, representing an improvement on the position observed last year when White people were nearly twice as likely as BME people to be appointed from shortlisting

Relative likelihood of White people being appointed from shortlisting compared to BME people overall, and compared to Black British people in particular

	2016/17	2017/18	2018/19	2019/20
White vs BME	1.5	1.3	2.0	<b>1.1</b>
White vs Black British	1.3	1.7	1.9	<b>1.0</b>

5. Amongst substantive staff, BME staff were less likely to be at higher pay bands than White staff, especially Black British staff in clinical roles (for example, BME staff were 0.3 times as likely as White staff to at Band 8b or above in non-clinical roles, whilst Black British staff were 0.7 times as likely as White staff to be at Band 6 or above amongst those in clinical roles from Band 5 – largely Registered Nursing)

Substantive workforce: Relative likelihood of BME staff being at higher pay bands compared to White staff, in non-clinical posts, clinical posts at bands 2 to 4 and clinical posts outside of medicine at bands 5 and above

		March 2017	March 2018	March 2019	March 2020
Non-clinical all bands: Relative likelihood of being at Band 5 +	BME vs White	0.8	0.8	0.8	0.8
Non-clinical all bands: Relative likelihood of being at Band 8b +	BME vs White	0.2	0.2	0.1	0.3
Clinical Band 2-4 (largely Additional Clinical Services): Relative likelihood of being at Band 3 or 4	BME vs White	0.6	0.6	0.6	0.6
	Black British vs White	0.3	0.3	0.4	0.3
Clinical Band 5+ (largely Registered Nursing): Relative likelihood of being at Band 6 +	BME vs White	0.8	0.8	0.8	0.9
	Black British vs White	0.6	0.6	0.6	0.7

4. BME staff were over twice as likely as White staff to be employed solely on a zero-hours, bank contract at LPT (nearly four times as likely for Black British staff)

Relative likelihood of BME staff overall, and Black British staff in particular, being employed solely on a bank contract compared to White staff

	March 2017	March 2018	March 2019	March 2020
BME vs White	3.2	2.6	2.4	2.3
Black British vs White	5.3	4.3	4.0	3.9

6. In the substantive workforce, BME staff, and especially Black British staff, were less likely than White staff to feel that the Trust acts fairly in career progression (68.4% of BME staff overall, and 55.4% of Black British staff in particular, compared to 88.0% of White staff); with a similar pattern amongst bank staff (49.4% of BME bank staff overall, and 47.3% of Black British bank staff in particular, compared to 75.0% of White bank staff)

% who felt that the Trust acts fairly in career progression, by ethnicity

		Staff Survey Year			
		2016	2017	2018	2019
Substantive	White	93.0%	90.6%	90.7%	<b>88.0%</b>
	BME	75.5%	72.7%	75.3%	<b>68.4%</b>
	Black British	56.1%	57.5%	55.8%	<b>55.4%</b>
Bank	White	-	-	-	<b>75.0%</b>
	BME	-	-	-	49.4%
	Black British	-	-	-	47.3%

7. From amongst eligible substantive staff (those not at the top of their pay band), BME staff were less likely to receive a pay increment than White staff (77.6% of BME staff compared to 83.0% of White staff)

% of eligible substantive staff who received a pay increment, by ethnicity

	2016/17	2017/18	2018/19	2019/20
White	68.2%	76.2%	84.9%	<b>83.0%</b>
BME	60.2%	68.5%	83.2%	<b>77.6%</b>
Black British	51.7%	67.4%	76.4%	<b>72.0%</b>

9. In the substantive workforce, BME staff, and especially Black British staff, were more likely than White staff to experience discrimination from other staff (13.1% of BME staff overall, and 17.6% of Black British staff in particular, compared to 5.8% of White staff); with a similar, but more pronounced pattern amongst bank staff (41.4% of BME bank staff overall, and 49.4% of Black British bank staff in particular, compared to 16.5% of White bank staff)

% of staff who experienced discrimination from other staff, by ethnicity

		Staff Survey Year			
		2016	2017	2018	2019
Substantive	White	5.9%	5.5%	4.5%	<b>5.8%</b>
	BME	11.3%	10.6%	10.5%	<b>13.1%</b>
	Black British	22.2%	16.7%	16.9%	<b>17.6%</b>
Bank	White	-	4.9%	6.3%	<b>16.5%</b>
	BME	-	31.2%	27.1%	41.4%
	Black British	-	52.6%	44.0%	<b>49.4%</b>

8. Amongst substantive staff, BME staff, and especially Asian British staff, were less likely to undertake non-mandatory training than White staff (73.2% of BME staff overall, and 69.2% of Asian British staff in particular, compared to 80.4% of White staff)

% of substantive staff who undertook non-mandatory training, by ethnicity

	2016/17	2017/18	2018/19	2019/20
White	51.5%	62.3%	61.7%	<b>80.4%</b>
BME	45.6%	59.1%	56.8%	<b>73.2%</b>
Asian British	39.1%	54.3%	51.7%	<b>69.2%</b>

10. In the substantive workforce, BME and White staff were similarly likely to experience bullying and harassment from managers (14.3% of BME staff overall, and 17.4% of Black British staff in particular, compared to 10.3% of White staff); but amongst bank staff, BME staff were more likely to experience bullying and harassment from managers than White staff (27.3% of BME bank staff overall, and 32.5% of Black British bank staff in particular, compared to 16.5% of White bank staff)

% of staff who experienced bullying and harassment from managers, by ethnicity

		Staff Survey Year			
		2016	2017	2018	2019
Substantive	White	9.7%	10.9%	9.3%	<b>10.3%</b>
	BME	11.6%	11.0%	9.4%	<b>14.3%</b>
	Black British	12.9%	5.1%	12.2%	<b>17.4%</b>
Bank	White	-	-	-	<b>16.5%</b>
	BME	-	-	-	<b>27.3%</b>
	Black British	-	-	-	<b>32.5%</b>

11. In the substantive workforce, BME staff, and especially Black British staff, were more likely to experience bullying and harassment from staff other than managers (20.1% of BME staff overall, and 27.7% of Black British staff in particular, compared to 14.7% of White staff); with a similar, but more pronounced pattern amongst bank staff (48.4% of BME bank staff overall, and 61.4% of Black British bank staff in particular, compared to 19.8% of White bank staff)

% of staff who experienced bullying and harassment from staff other than managers, by ethnicity

		Staff Survey Year			
		2016	2017	2018	2019
Substantive	White	14.0%	13.6%	13.6%	<b>14.7%</b>
	BME	16.1%	15.5%	16.3%	<b>20.1%</b>
	Black British	16.9%	32.8%	32.9%	<b>27.7%</b>
Bank	White	-	-	-	<b>19.8%</b>
	BME	-	-	-	<b>48.4%</b>
	Black British	-	-	-	<b>61.4%</b>

12. In the substantive workforce, BME and White staff were similarly likely to be subject to formal disciplinary proceedings; however, Bank staff were over five times more likely to be subject to formal disciplinary proceedings than substantive staff, with BME bank staff about two and a half times more likely to be subject to formal disciplinary proceedings than White bank staff (over three times more likely for Black British bank staff)

Relative likelihood of BME and White staff entering formal disciplinary proceedings

		Two-year window			
		2015/16 - 2016/17	2016/17 - 2017/18	2017/18 - 2018/19	2018/19 - 2019/20
Substantive	BME vs White	1.2	1.9	1.4	<b>0.6</b>
	Black British vs White	2.2	3.5	2.0	<b>0.7</b>
					<b>2019/20</b>
Bank vs Substantive		-	-	-	<b>5.1</b>
Bank	BME vs White	-	-	-	<b>2.6</b>
	Black British vs White	-	-	-	<b>3.3</b>



13. Amongst substantive staff in non-clinical roles, women were half as likely than men to be at Band 5 or above; although this discrepancy was not seen at more senior levels with women and men similarly likely to at Band 8B or above

Substantive workforce: Relative likelihood of women being at higher pay bands compared to men, in non-clinical posts

		March 2017	March 2018	March 2019	March 2020
Non-clinical all bands: Relative likelihood of being at Band 5 +	women vs men	0.5	0.5	0.5	<b>0.5</b>
Non-clinical all bands: Relative likelihood of being at Band 8B +	women vs men	0.4	0.5	0.6	<b>0.7</b>

15. In the substantive workforce, Disabled staff were more likely to experience discrimination from other staff than non-disabled staff (14.3% of Disabled staff compared to 5.2% of non-disabled staff)

% of substantive staff who experienced discrimination from other staff, by disability

	Staff Survey Year			
	2016	2017	2018	2019
Disabled	12.4%	11.9%	11.6%	<b>14.3%</b>
Non-disabled	5.4%	5.7%	4.0%	<b>5.2%</b>

14. In the substantive workforce, Disabled staff were less likely than non-disabled staff to feel that the Trust acts fairly in career progression (77.0% of Disabled staff compared to 86.3% of non-disabled staff)

% who felt that the Trust acts fairly in career progression, by disability

	Staff Survey Year			
	2016	2017	2018	2019
Disabled	84.4%	76.6%	81.8%	<b>77.0%</b>
Non-disabled	91.6%	89.3%	89.3%	<b>86.3%</b>

16. In the substantive workforce, Disabled staff were more likely to experience bullying or harassment from managers than non-disabled staff (20.5% of Disabled staff compared to 8.1% of non-disabled staff)

% of substantive staff who experienced bullying and harassment from managers, by disability

	Staff Survey Year			
	2016	2017	2018	2019
Disabled	15.4%	16.2%	15.9%	<b>20.5%</b>
Non-disabled	8.7%	9.6%	7.6%	<b>8.1%</b>

17. In the substantive workforce, Disabled staff were more likely to experience bullying or harassment from other colleagues than non-disabled staff (substantive workforce, 23.6% of Disabled staff compared to 13.5% of non-disabled staff)

% of substantive staff who experienced bullying or harassment from staff other than managers, by disability

	Staff Survey Year			
	2016	2017	2018	2019
Disabled	19.2%	19.2%	21.0%	<b>23.6%</b>
Non-disabled	13.2%	12.5%	12.5%	<b>13.5%</b>

18. Disabled staff were over six times more likely than staff who were non-disabled to enter the formal capability procedure in the two-year window 2018/19 to 2019/20; a deterioration of the position seen in the two-year window 2017/18 to 2018/19 when Disabled staff were two and a half times as likely as staff who were non-disabled to enter the formal capability procedure

Relative likelihood of Disabled and non-disabled staff entering formal capability proceedings

	Two-year window	
	2017/18 - 2018/19	2018/19 - 2019/20
Disabled vs non-disabled	2.5	<b>6.2</b>

19. In the substantive workforce, LGBO staff and heterosexual staff were similarly likely to experience discrimination from other colleagues, an improvement on the position observed in previous years when LGBO staff were more likely to experience discrimination from other colleagues (11.6% of LGBO staff compared to 6.8% of heterosexual staff in 2019, improved from 16.9% of LGBO staff compared to 4.8% of heterosexual staff in 2018)

% of substantive staff who experienced discrimination from other staff, by sexual orientation

	Staff Survey Year			
	2016	2017	2018	2019
LGBO	14.0%	15.6%	16.9%	<b>11.6%</b>
Heterosexual	6.2%	5.9%	4.8%	<b>6.8%</b>

## Workforce context

- Leicestershire Partnership NHS Trust (LPT) provides mental health, learning disability, and community health services to the population of Leicester, Leicestershire, and Rutland (mid-year population estimate at June 2019: 1,100,306).
- At the end of March 2020, LPT had a substantive workforce of 5329 employees (headcount). Of these employees, 1260 also held bank posts (23.6%). A further 1043 staff were employed solely on the bank, without substantive posts.
- At March 2020, LPT was organised into five directorates:

Table 1: Leicestershire Partnership NHS Trust's substantive workforce by directorate

Directorate	n (headcount)	%
Adult Mental Health and Learning Disability Services (AMH&LD)	1336	25.1%
Community Health Services (CHS)	1983	37.2%
Families, Young People and Children's Services (FYPC)	1273	23.9%
Enabling (corporate functions)	503	9.4%
Hosted services (health informatics, 360 Assurance)	234	4.4%
<b>LPT overall</b>	<b>5329</b>	

- LPT's workforce encompasses a variety of job roles:

Table 2: Leicestershire Partnership NHS Trust's substantive workforce by staff group

Substantive Staff: Staff Group	n (headcount)	%
Administrative and Clerical*	1259	23.6%
Additional Clinical Services	1304	24.5%
Additional Professional Scientific and Technical**	231	4.3%
Allied Health Professionals	620	11.6%
Registered Nurses	1714	32.2%
Medical	201	3.8%
<b>LPT overall</b>	<b>5329</b>	

\* includes Estates and Ancillary

\*\* includes Healthcare Scientists

Table 3: Leicestershire Partnership NHS Trust's bank<sup>†</sup> workforce by staff group

<b>Bank Staff<sup>†</sup>: Staff Group</b>	<b>n (headcount)</b>	<b>%</b>
Administrative and Clerical*	243	4.6%
Additional Clinical Services	537	10.1%
Additional Professional Scientific and Technical**	R	R%
Allied Health Professionals	R	R%
Registered Nurses	239	4.5%
Medical	R	R%
<b>LPT overall</b>	<b>1043</b>	

<sup>†</sup>those employed solely on the bank, without a substantive post at LPT

\* includes Estates and Ancillary

\*\* includes Healthcare Scientists

R - Redacted

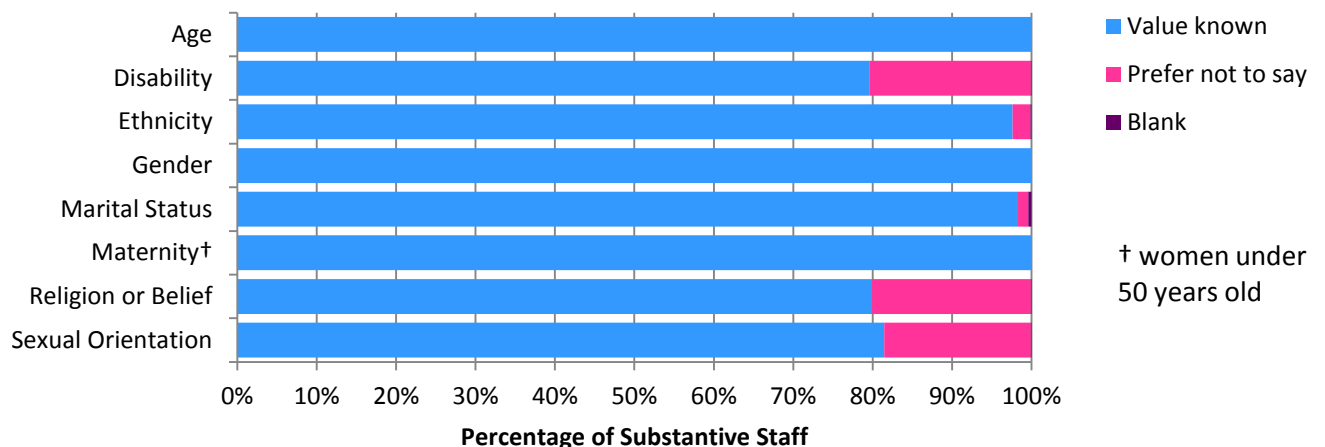
## Equality analysis of Leicestershire Partnership NHS Trust's workforce at March 2020

- A quantitative equality analysis of LPT's workforce was undertaken, based on
  - a snapshot of the workforce at the end of March 2020 (5329 substantive employees, with a further 1043 staff on the bank without a substantive post),
  - recruitment, training, promotions, achievement of incremental pay awards, and workforce leavers (including reasons for leaving) for the year to the end of March 2020,
  - employee relations cases in a two year window covering the 2018/19 and 2019/20 financial years,
  - and relevant findings from the 2019 NHS Staff Survey.

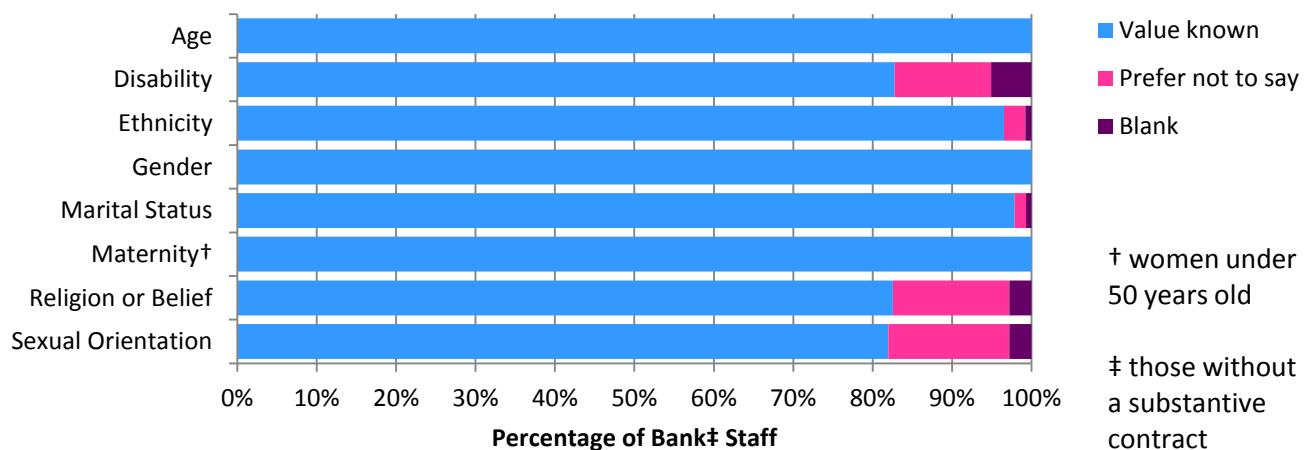
## Main findings

### 1. Equality monitoring information was incomplete on Disability, Religion or Belief, and Sexual Orientation

Disability status, Religion or Belief, and Sexual Orientation were each not known for approximately one fifth of the substantive workforce,

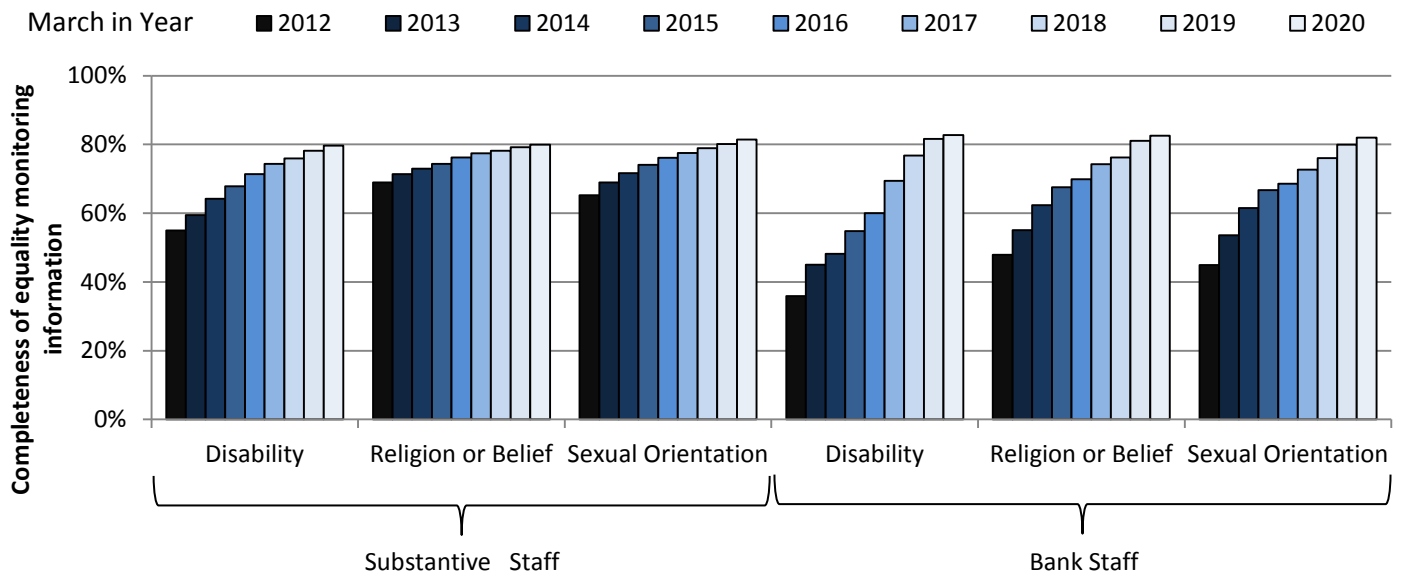


and for approximately one fifth of the staff solely on bank contracts (those with no substantive post at LPT).



Amongst the substantive staff for whom Disability status, Religion or Belief, or Sexual Orientation were not known, over 99.6% had chosen “prefer not to say” against the given protected characteristic. There were very few blank records. Meanwhile, amongst the bank staff for whom Disability status, Religion or Belief, or Sexual Orientation were not known, between 70.6% and 84.6% had chosen “prefer not to say” against the given protected characteristic; but between 15.4% and 29.4% had blank records, depending on the protected characteristic. The percentages of bank records that were blank at March 2020 were similar to that observed last year, but were nearly half that observed the year before.

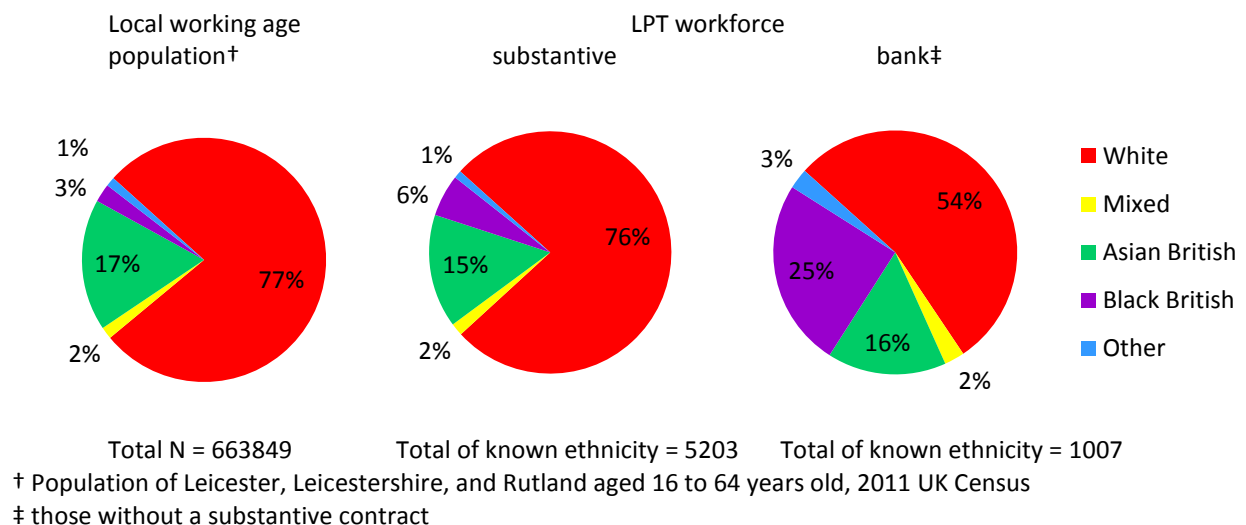
Improvements in the completeness of equality monitoring information on Disability status, Religion or Belief, and Sexual Orientation have been seen year-on-year since 2012, but more improvement is required.



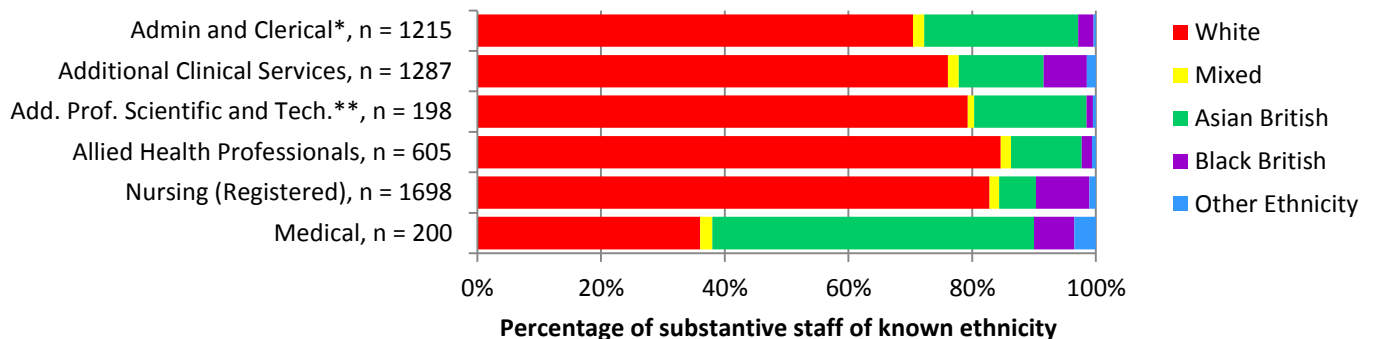
Complete information on Disability is especially important given the launch of NHS England's Workforce Disability Equality Standard. The first round of reporting for the Workforce Disability Equality Standard began in August 2019, based on the 2018/19 financial year. It is noted that, due to being incomplete, information held on the Electronic Staff Record about disability status might underestimate the percentage of disabled staff in the workforce. For instance, at March 2020, of the substantive staff who gave their disability status, 5.8% identified as disabled, but disability status was not known for 20.3% of staff. Meanwhile, in LPT's 2019 NHS Staff Survey, 23.3% of staff who gave their disability status identified as disabled, with just 2.0% of respondents withholding the information. Thus, data held in the Electronic Staff Record might underestimate the percentage of disabled staff in the organisation, potentially by a factor of 4. Notably, the NHS Staff Survey collects equality monitoring information anonymously. By contrast, whilst equality monitoring information held in the Electronic Staff Record is held confidentially, this information is linked to the individual's record in an identifiable manner.

## 2. There was occupational segregation within the workforce by ethnic group, and an underrepresentation of Asian British people amongst substantive staff

The latest available estimate for the ethnicity profile of the working age population of Leicester, Leicestershire and Rutland (663,849 people aged 16 to 64 years old) comes from the 2011 Census. BME people made up 22.7% of this section of the population. Looking at particular ethnic groups, the working age population of Leicester, Leicestershire and Rutland was 17.4% Asian British and 2.4% Black British. Compared to their levels of representation in the local working age population, Asian British people were underrepresented amongst the Trust's substantive staff of known ethnicity (15.1%, 788/5203), whilst Black British people were overrepresented amongst substantive staff (5.6%, 292/5203) and especially amongst bank staff (24.9%, 251/1007).

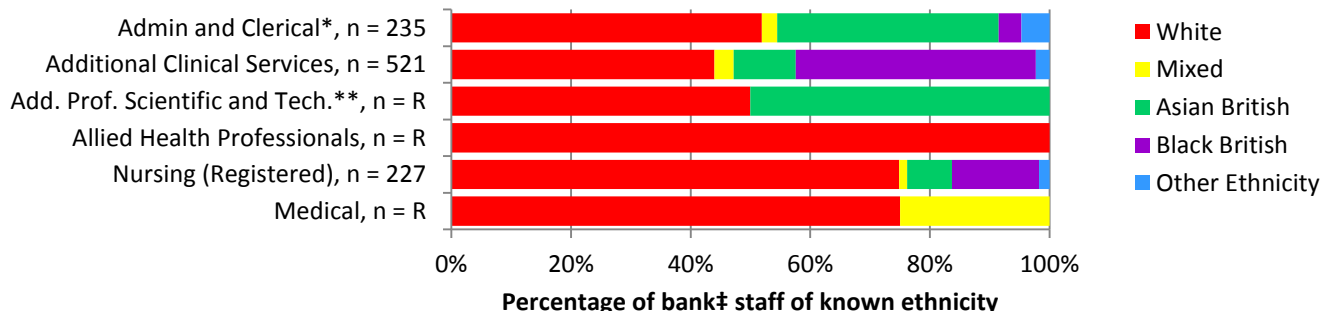


The underrepresentation of Asian British people reflected occupational segregation within the workforce. Asian British people had particularly low levels of representation in the nursing profession, both amongst substantive staff (5.9%, 101/1698), and amongst bank staff (7.5%, 17/227).



\* includes Estates and Ancillary; \*\* includes Healthcare Scientists; n = total of known ethnicity

Meanwhile, Black British people were concentrated in Additional Clinical Services roles and in the Nursing profession, both amongst substantive staff and amongst bank staff (8.7%, 147/1698, of substantive nurses, 14.5%, 33/227, of bank nurses, 7.0%, 90/1287, of substantive additional clinical services staff, and 40.1%, 209/521, of bank additional clinical services staff).

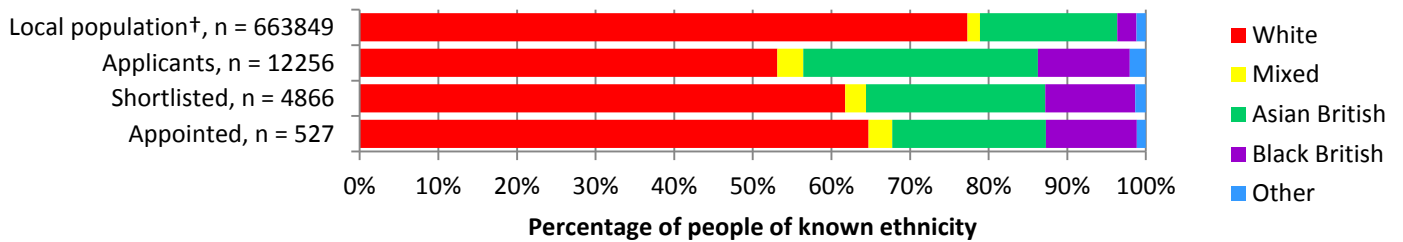


\* includes Estates and Ancillary; ‡ those without a substantive contract; \*\* includes Healthcare Scientists; n = total of known ethnicity



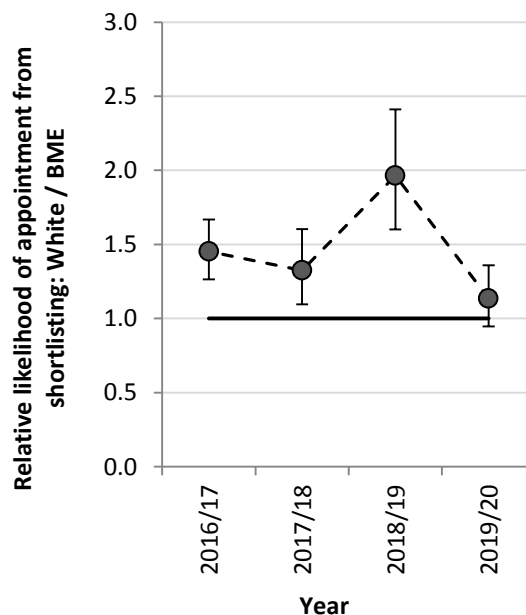
### 3. BME job applicants and White job applicants were similarly likely to be appointed from shortlisting

In 2019/20 White people and BME people similarly likely to be appointed from amongst those shortlisted (12.8% of White people were appointed, 341/2664 and 11.1% of BME people were appointed, 186/1675); specifically, White people were 1.14 times as likely as BME people to be appointed from shortlisting – this metric forms part of the Workforce Race Equality Standard.



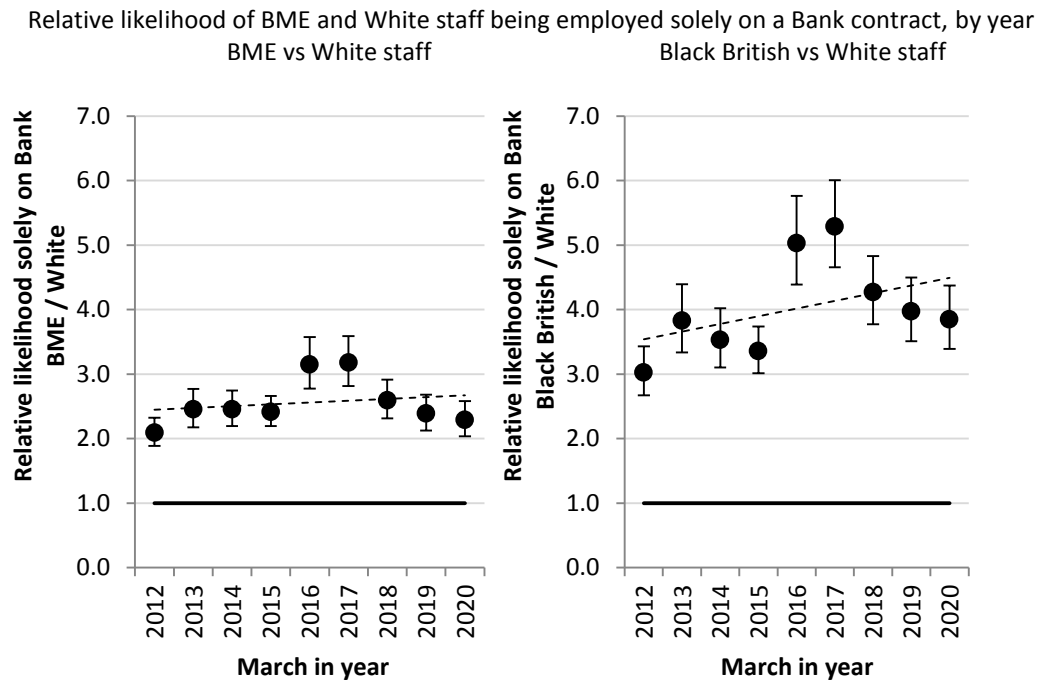
† Population of Leicester, Leicestershire, and Rutland aged 16 to 64 years old, 2011 UK Census

This represents an improvement on previous years. For instance, in 2018/19, 9.7% of White people were appointed from shortlisting (371/3844) compared to 4.9% of BME people (124/2525), with White people 1.97 times more likely than BME people to be appointed. Whilst in 2017/18, 10.5% of White people were appointed from shortlisting (342/3253) compared to 7.9% of BME people (160/2018), with White people 1.33 times more likely than BME people to be appointed.

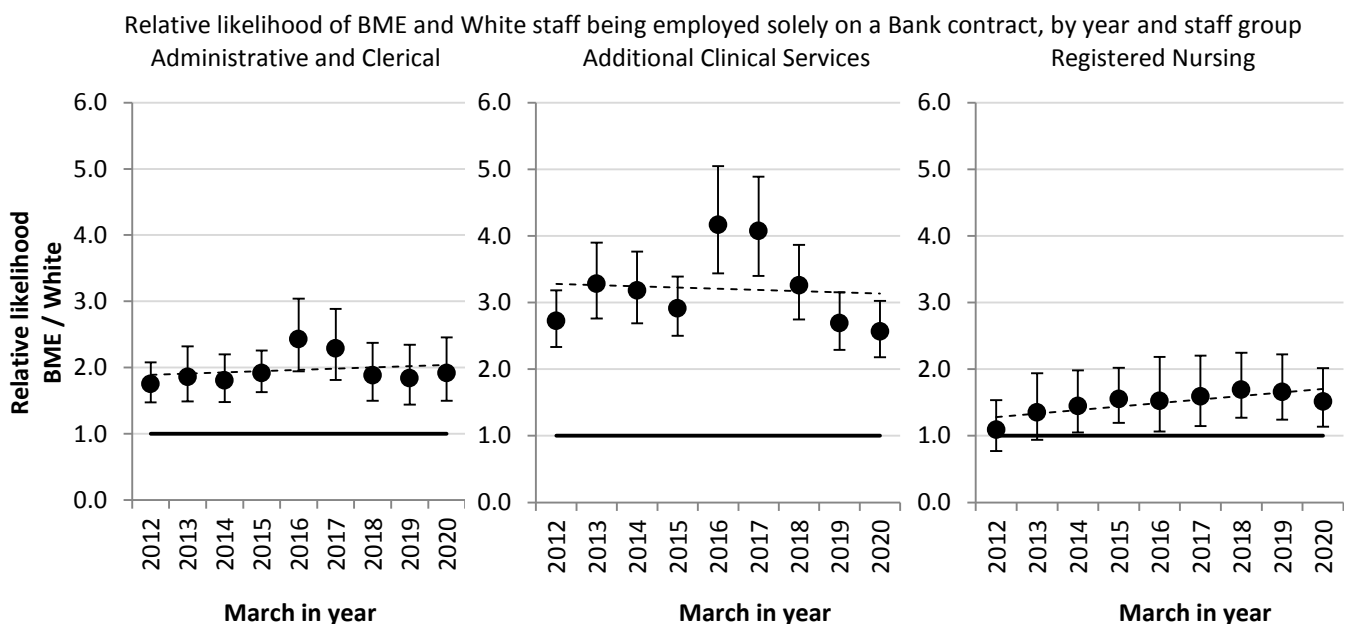


#### 4. BME staff, and especially Black British staff, were more likely than White staff to be employed solely on a bank contract

At March 2020, 12.0% of the Trust's 4525 White staff were employed solely on a bank contract, compared to 27.5% of the 1685 BME staff overall, and 46.2% of the 543 Black British staff in particular. Thus, BME staff were 2.3 times more likely than White staff to be employed solely on a bank contract; 3.9 times more likely for Black British staff. BME staff have been more likely than White staff to be employed solely on a Bank contract since at least March 2012.



BME staff were more likely to be employed solely on a bank contract amongst administrative and clerical staff (1.9 times more likely), additional clinical services staff (2.6 times more likely), and amongst registered nursing staff (1.5 times more likely).

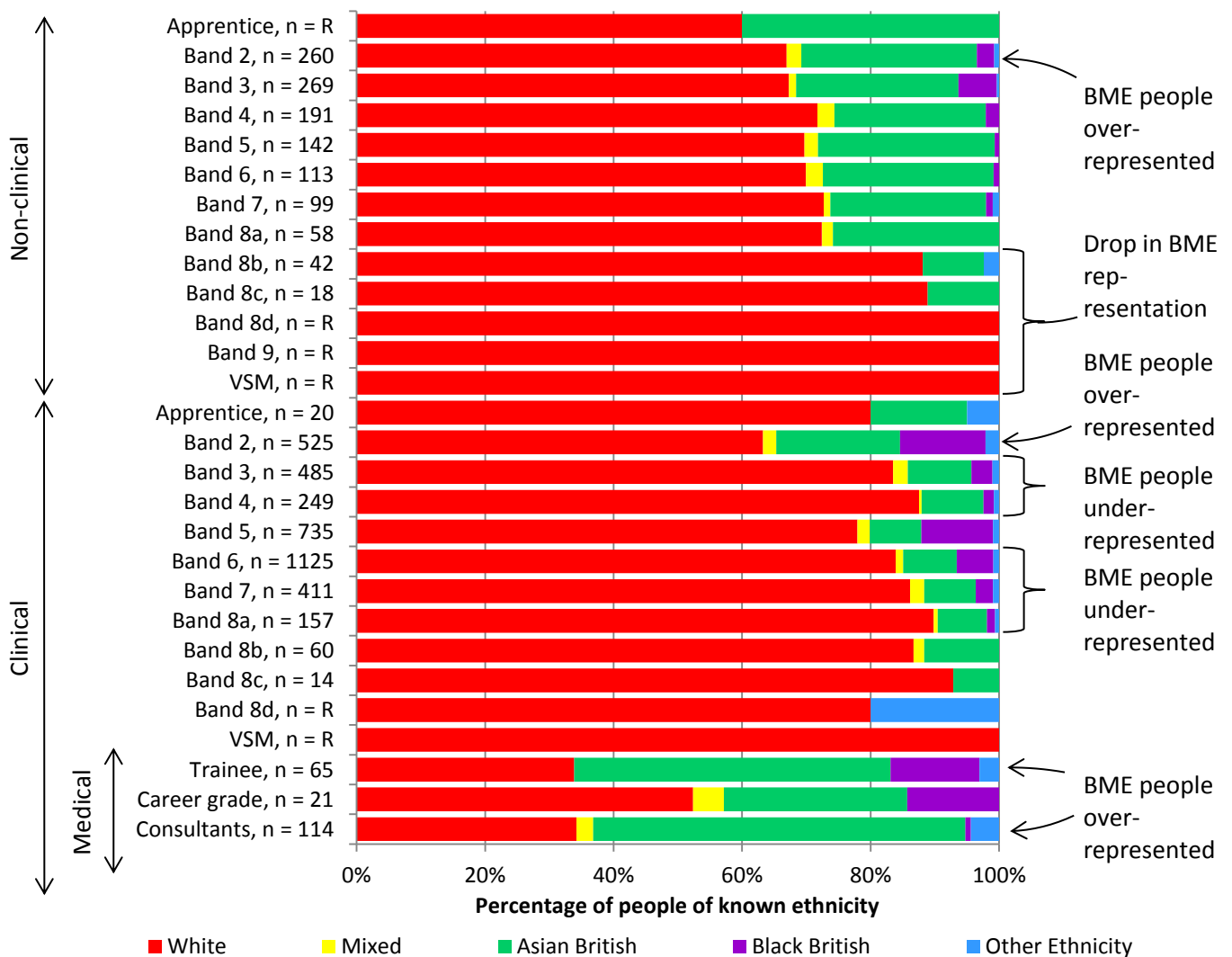


## 5. BME staff were overrepresented at lower pay bands

In substantive posts, BME staff made up 23.5% of the workforce (1221/5203 of known ethnicity); with 15.1% of the substantive workforce being Asian British (788/5203) and 5.6% being Black British (292/5203). Broadly, BME staff were overrepresented at lower pay bands in both non-clinical roles and in clinical roles outside of medicine.

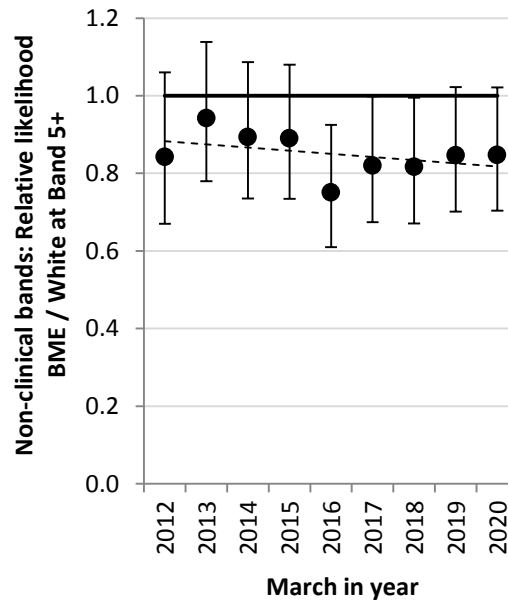
In non-clinical posts, BME staff were overrepresented at Band 2 (33.1%, 86/260), with a marked drop in representation when going from Band 8a (27.6%, 16/58) to Band 8b (R%, R/42). Non-clinical BME staff were mainly Asian British.

Meanwhile, in clinical posts outside of medicine, Black British staff in particular were overrepresented at Band 2 (13.3%, 70/525), the lowest pay band for clinical support staff, with lower levels of representation at Band 3 (3.3%, 16/485) and Band 4 (R%, R/249). Black British staff were also overrepresented at Band 5 (11.2%, 82/735), the lowest pay band for registered nurses, with lower levels of representation at Band 6 (5.7%, 64/1125), Band 7 (2.7%, 11/411), and Band 8A above (R%, R/37). This gradient did not exist for Asian British staff (8.0%, 59/735 at Band 5, 8.4%, 94/1125 at Band 6, 8.0%, 33/411 at Band 7, and 8.4%, 12/157 at Band 8A and above).



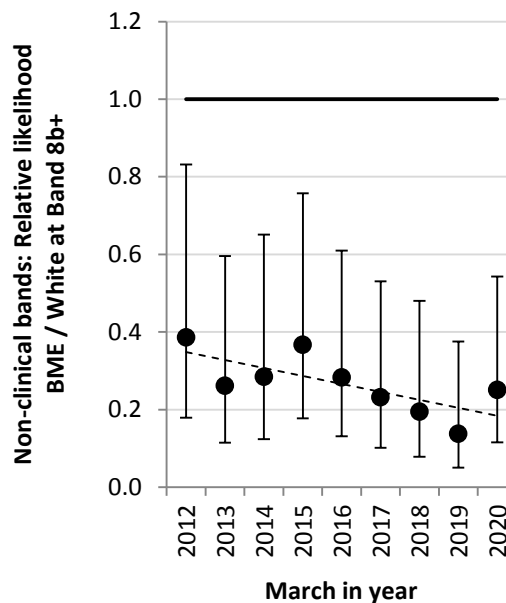
In March 2020, BME staff were as likely as White staff to be at Band 5 or above in Non-clinical posts (0.85 times as likely, similar to the value observed in March 2019).

Relative likelihood of BME and White staff in non-clinical roles being at Band 5 and above, by year  
BME vs White staff



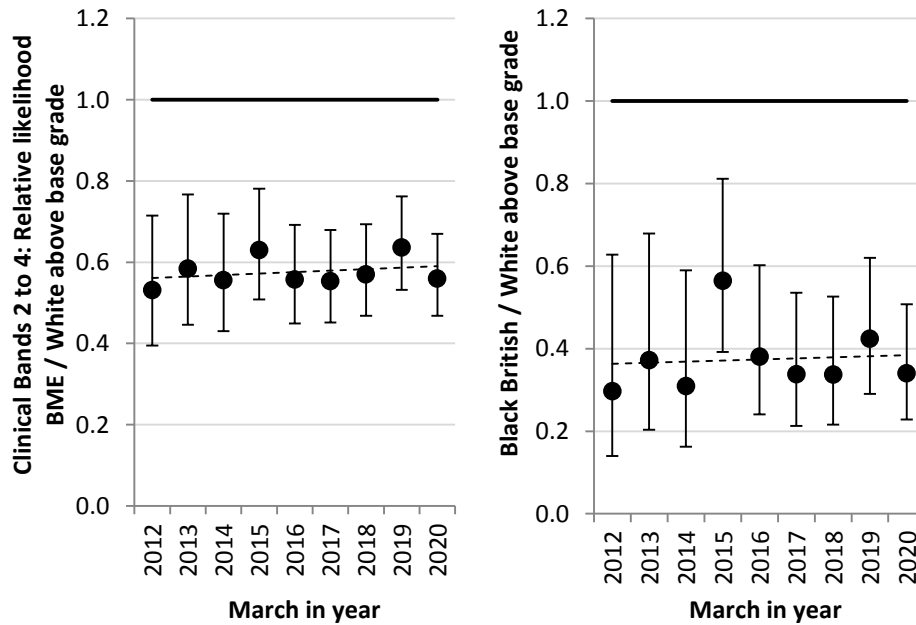
However, there was a large gap in the representation of BME staff at more senior levels in non-clinical posts. BME staff were 0.25 times as likely as White staff to be at Band 8B and above (curtailing a downward trend from 0.37 times as likely in March 2015 to 0.14 times as likely in March 2019).

Relative likelihood of BME and White staff in non-clinical roles being at Band 8b and above, by year  
BME vs White staff



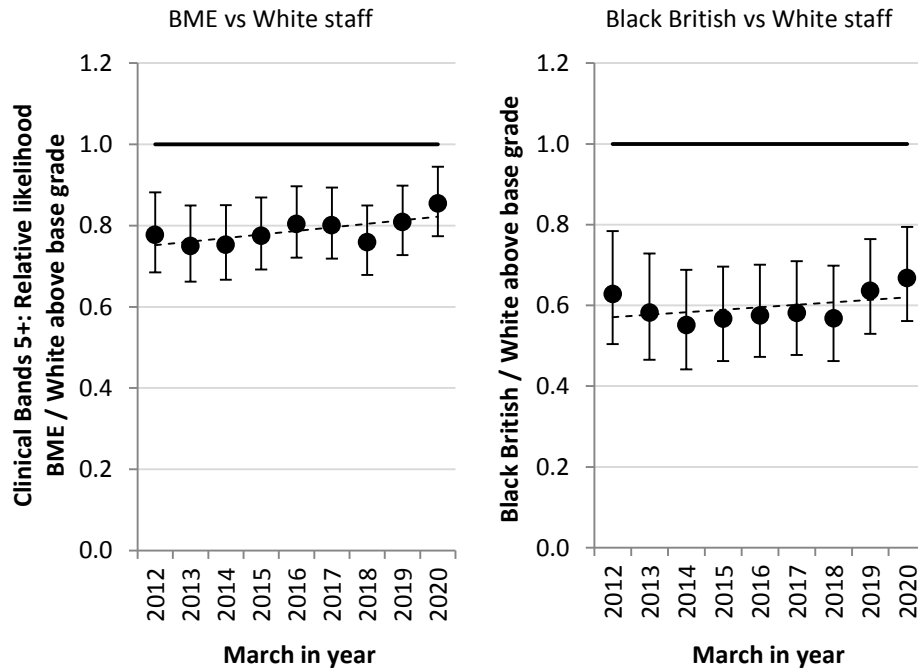
At March 2020, amongst those in clinical roles at Bands 2 to 4 (primarily additional clinical services staff), BME staff were 0.56 times as likely as White staff to be above Band 2 (the lowest pay band in the additional clinical services staff group); with Black British staff 0.34 times as likely as White staff to be above Band 2. Similar patterns of underrepresentation have been evident since at least March 2012.

Relative likelihood of BME and White staff in clinical roles at Bands 2 to 4 being above the base grade, by year  
BME vs White staff      Black British vs White staff



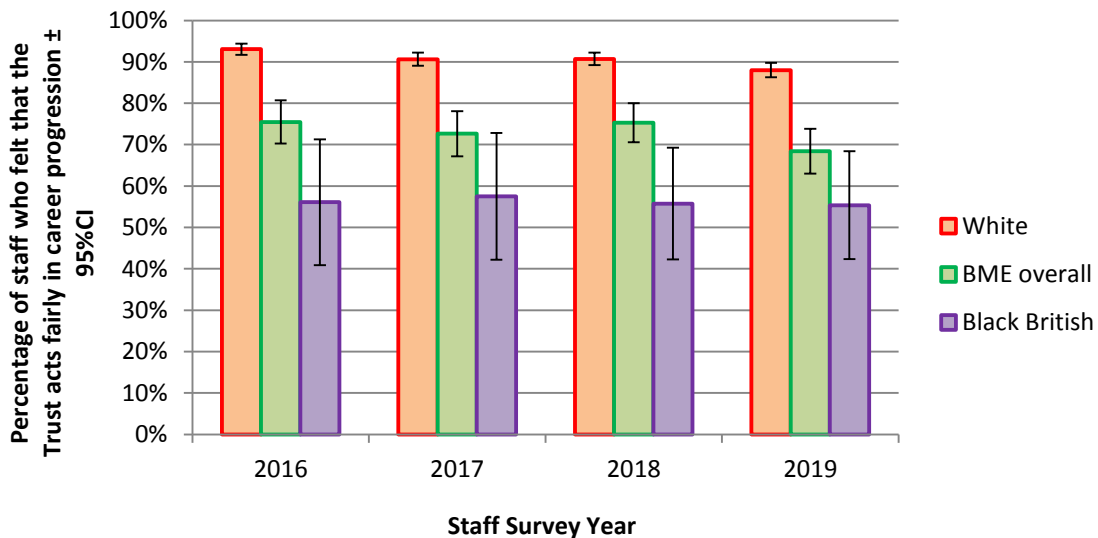
Amongst those in clinical roles at Band 5 and above (primarily registered nursing), BME staff were 0.85 times as likely as White staff to be above Band 5 (the lowest pay band for registered nurses) at March 2020, a significant increase from 0.76 times as likely two years ago in March 2018; with Black British staff 0.67 times as likely as White staff to be above Band 5, up from 0.57 times as likely two years ago in March 2018. Patterns of underrepresentation for BME staff, and especially Black British staff, at clinical band 6 and above have been evident since at least March 2012.

Relative likelihood of BME and White staff in Clinical roles at Bands 5 and above being above the base grade, by year

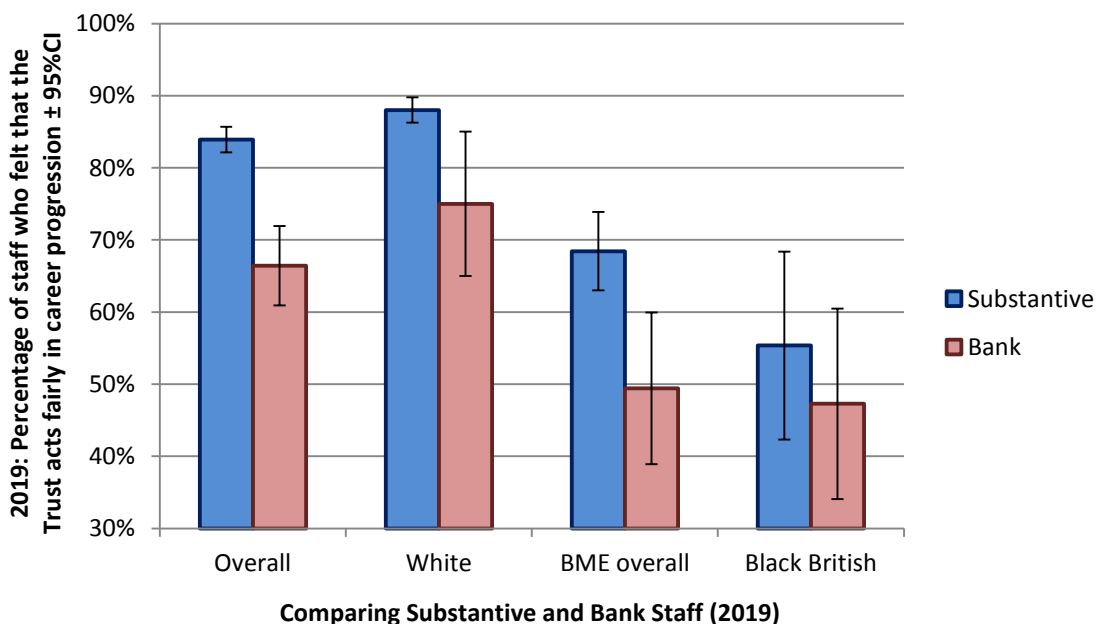


## 6. BME staff were less likely to feel that LPT acts fairly in respect of career progression

The 2019 Staff Survey indicated that 68.4% of BME staff felt that LPT acts fairly in career progression and promotion (193/282), compared to 88.0% of White staff (1145/1301) – this metric forms part of the Workforce Race Equality Standard. Amongst Black British staff, 55.4% felt that LPT acts fairly in career progression and promotion (31/56). The trend for BME staff, and especially Black British staff, to be less likely to feel that LPT acts fairly in career progression and promotion has been apparent over the past three years, and longer.



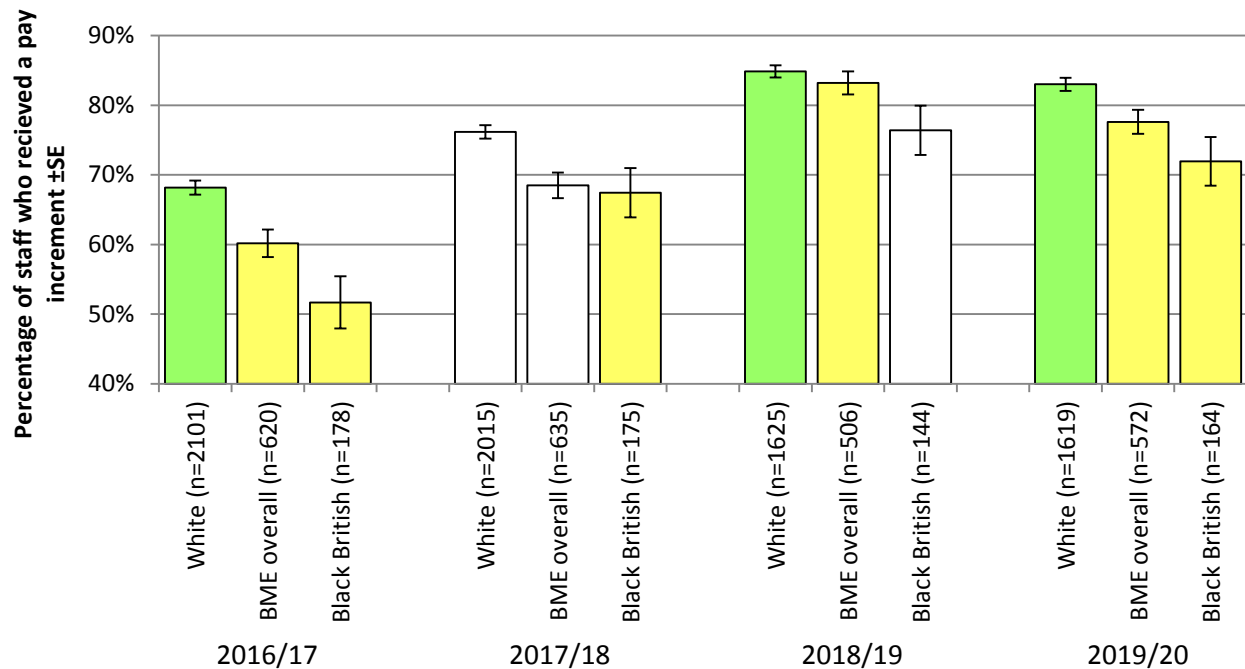
Amongst Bank Staff at LPT, 66.4% (188/283) felt that LPT acts fairly in career progression and promotion, compared to 83.9% (1362/1623) of substantive staff; with lower levels amongst BME bank staff 49.4% (43/87), and especially Black British bank staff 47.3% (26/55), than amongst White bank staff 75.0% (54/72).



## 7. BME staff, and especially Black British staff were less likely to receive a pay increment

In 2019/20, from amongst those eligible in the substantive workforce (those not at the top of their pay grade), overall, BME staff were less likely to receive a pay increment (77.6%, 444/572) than White staff (83.0%, 1344/1619); with particularly low levels of being awarded a pay increment amongst Black British staff (72.0%, 118/164). This pattern has been evident to varying degrees over the past four years.

Colour coding compares in-year averages:



Within year comparisons:

- better than average to a large degree; ■ better than average to a medium degree; ■ better than average to a small degree;
- equivalent to the average;
- worse than average to a small degree; ■ worse than average to a medium degree; ■ worse than average to a large degree

Overall, 81.5% (1817/2229) of eligible staff in the substantive workforce received a pay increment. Staff in lower paid, front-line clinical assistant and nursing roles (associated with the highest percentages of Black British staff) were least likely to receive pay increments:

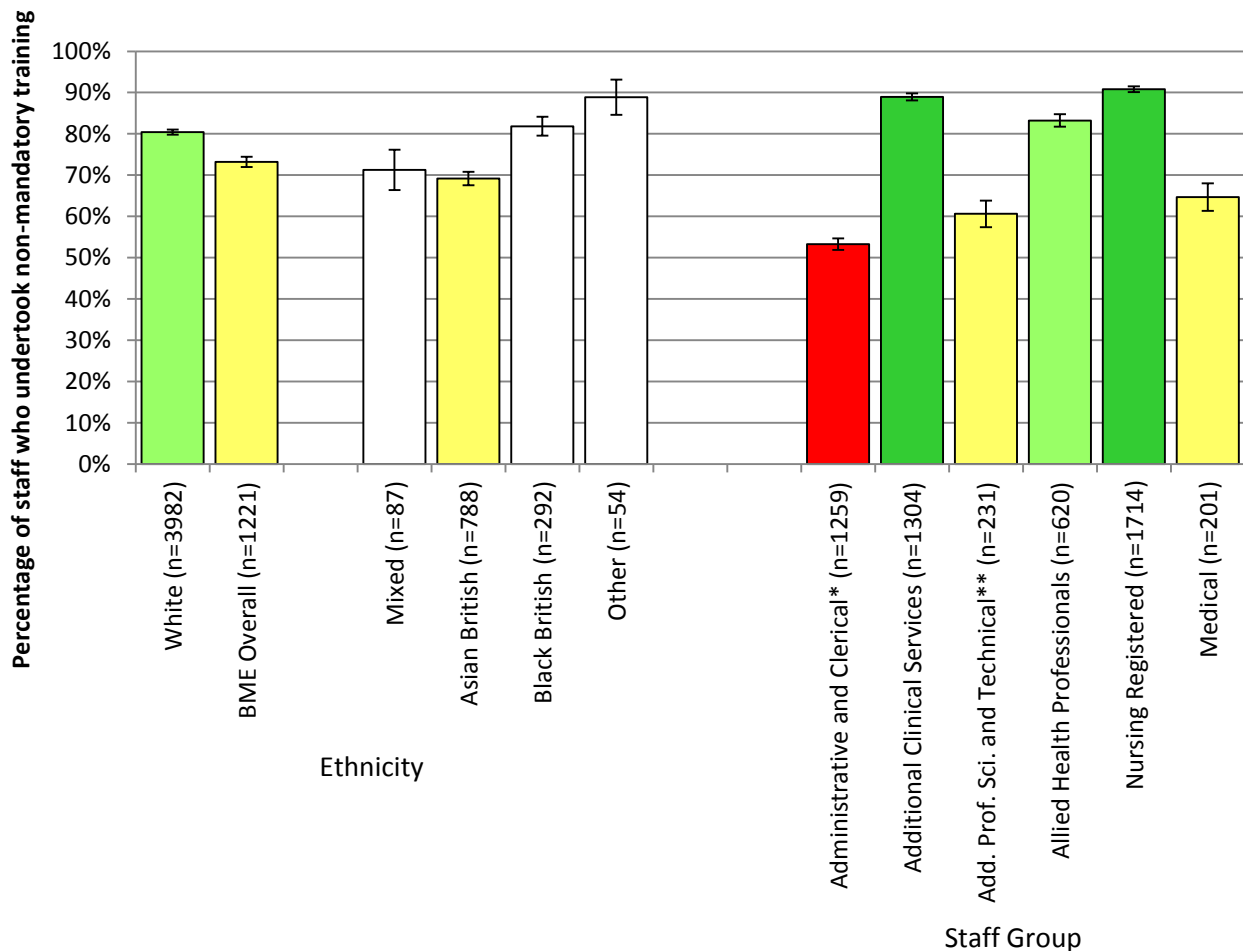
- Clinical Band 2 (66.0%, 140/212)
- Clinical Band 5 (72.8%, 217/298)
- Additional Clinical Services staff group (75.9%, 397/523)

All of those staff who did not receive a pay increment in 2019/20 had either not completed their appraisal in the specified timeframe (98.7%, 451/457) or had not completed their appraisal at all (1.3%, 6/457).



## 8. Asian British staff were less likely to undertake non-mandatory training

In 2019/20, White staff were more likely than BME staff to undertake non-mandatory training (80.4%, 3203/3982, and 73.2%, 894/1221, respectively). Thus, White staff were 1.1 times more likely than BME staff to undertake non-mandatory training – this metric forms part of the Workforce Race Equality Standard. In particular, Asian British staff were less likely to undertake non-mandatory training (69.2%, 545/788). Nonetheless, the overall percentage of staff undertaking non-mandatory has increased since last year for all ethnic groups (in 2018/19, 61.7% of White staff undertook non-mandatory training, compared to 56.8% of BME staff overall and 51.7% of Asian British staff in particular).



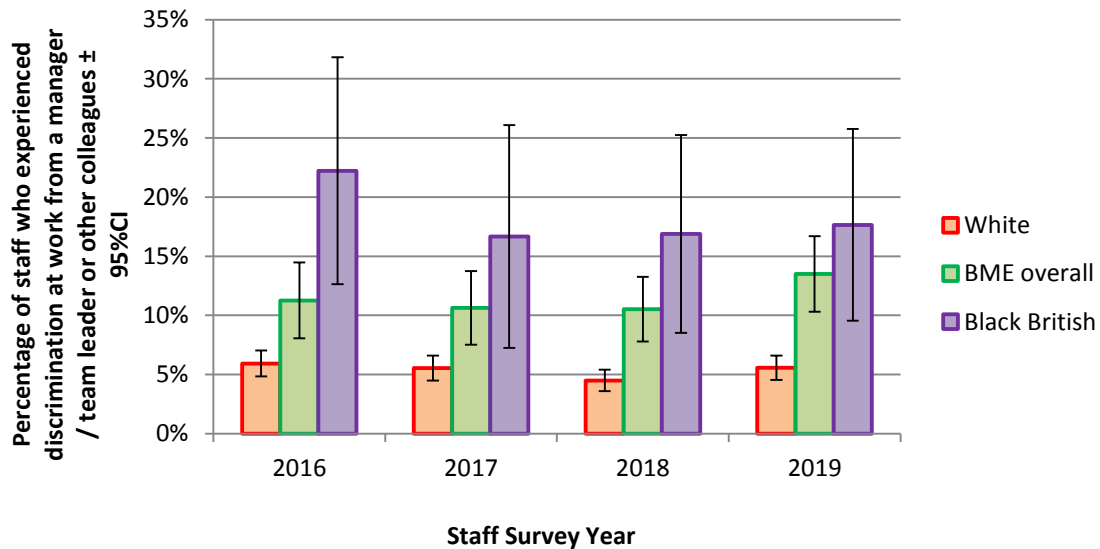
\* includes Estates and Ancillary / \*\* includes Healthcare Scientists

■ better than average to a large degree; ■ better than average to a medium degree; ■ better than average to a small degree;  
□ equivalent to the average;  
■ worse than average to a small degree; ■ worse than average to a medium degree; ■ worse than average to a large degree

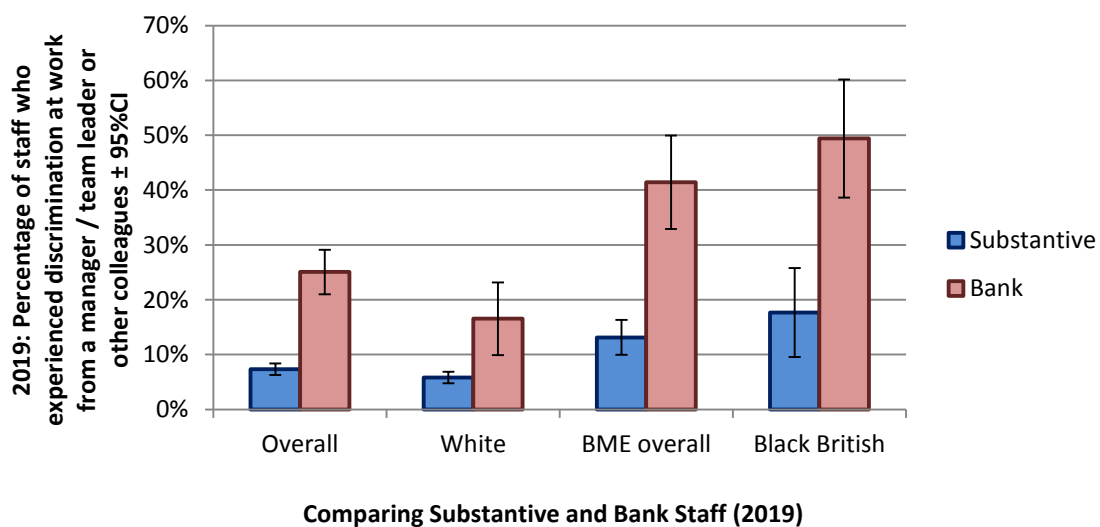
This pattern reflects occupational segregation in the workforce with Asian British staff concentrated in staff groups that undertook less non-mandatory training. For instance, Administrative and Clerical staff in general were less likely to access non-mandatory training (53.3%, 671/1259) than the workforce overall (78.3%, 4174/5329).

## 9. Black British staff were more likely to have experienced discrimination and bullying and harassment from other staff

The 2019 Staff Survey for substantive staff indicated that 13.1% of BME staff (57/434) had experienced discrimination at work from a manager / team leader or other colleagues, compared to 5.8% of White staff (108/1863) – this metric forms part of the Workforce Race Equality Standard. In particular, 17.6% of Black British staff (15/85) had experienced discrimination at work from a manager / team leader or other colleagues. These trends have been apparent over the past three years, and longer.

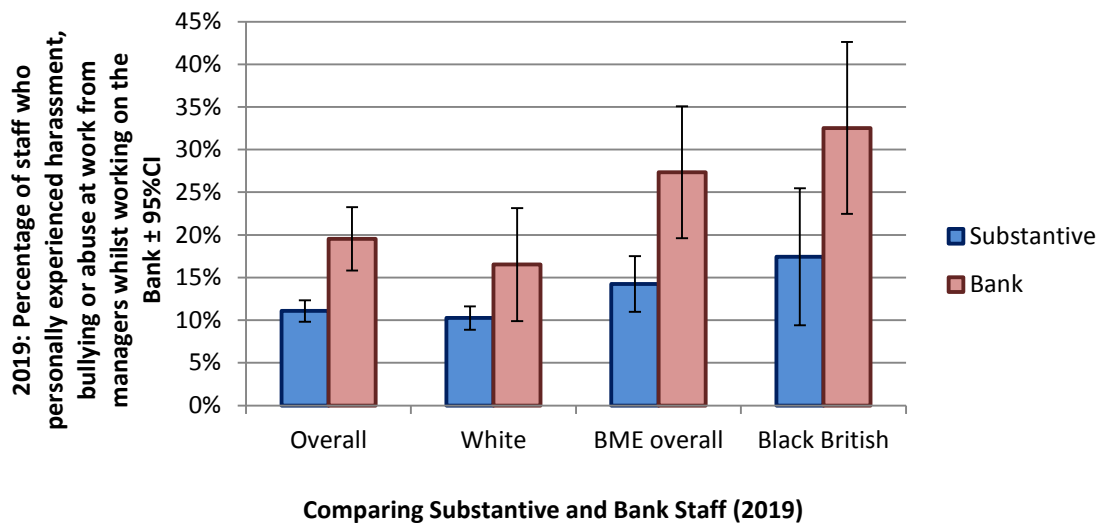


Amongst Bank Staff at LPT, 25.1% (111/443) experienced discrimination at work from a manager / team leader or other colleagues, compared to 7.3% (173/2364) of substantive staff; with higher levels amongst BME bank staff 41.4% (53/128), and especially Black British bank staff 49.4% (41/83), than amongst White bank staff 16.5% (20/121).



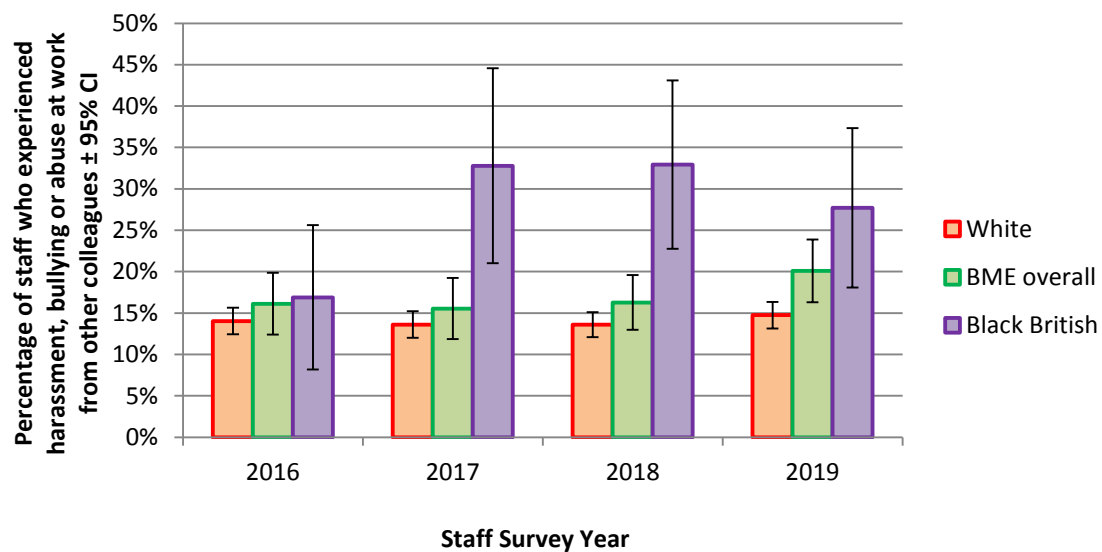
## 10. BME bank staff in particular were more likely to have experienced bullying and harassment from managers

BME bank staff in particular were more likely to have experienced harassment, bullying or abuse at work from managers – a trend not observed amongst substantive staff. Amongst bank staff at LPT, 19.5% (86/440) experienced harassment, bullying or abuse at work from managers, compared to 11.1% (263/2374) of substantive staff; with higher levels amongst BME bank staff 27.3% (35/128), and especially Black British bank staff 32.5% (27/83), than amongst White bank staff 16.5% (20/121). This issue disproportionately affected healthcare support workers 24.7% (60/243).

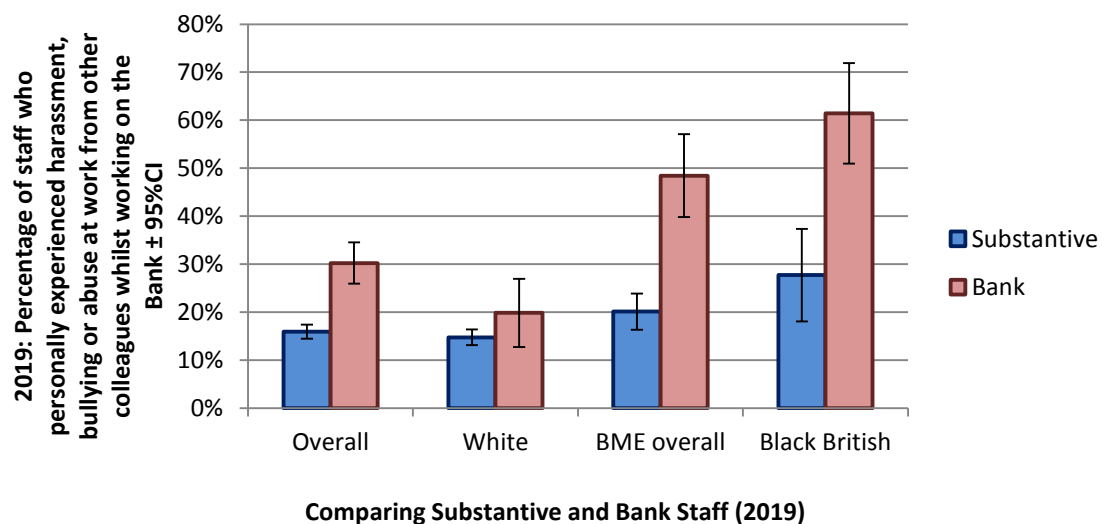


## 11. BME staff were more likely to have experienced bullying and harassment from colleagues other than managers

The 2019 Staff Survey for substantive staff indicated that 20.1% of BME staff overall (87/433), and 27.7% of Black British staff (23/83) in particular, had experienced harassment, bullying or abuse at work from other colleagues (other than managers), compared to 14.7% of White staff (274/1858). The levels of harassment, bullying or abuse at work experienced by Black British staff from other colleagues had been lower in 2016, 16.9% (12/71). However, in 2015, 26.8% of Black British staff (22/82) experienced harassment, bullying or abuse at work compared to 14.7% of White staff (254/1724) – indicating that levels of harassment, bullying or abuse at work experienced by Black British staff from other colleagues have been elevated over the longer term.



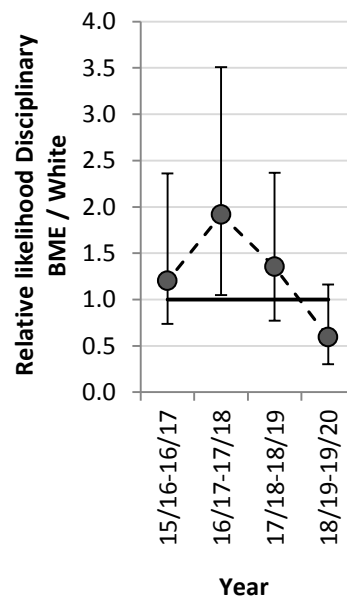
Amongst Bank Staff at LPT, 30.2% (133/440) experienced harassment, bullying or abuse at work from other colleagues, compared to 15.9% (371/2331) of substantive staff; with higher levels amongst BME bank staff 48.4% (62/128), and especially Black British bank staff 61.4% (51/83), than amongst White bank staff 19.8% (24/121). This issue disproportionately affected healthcare support workers 41.2% (100/243).



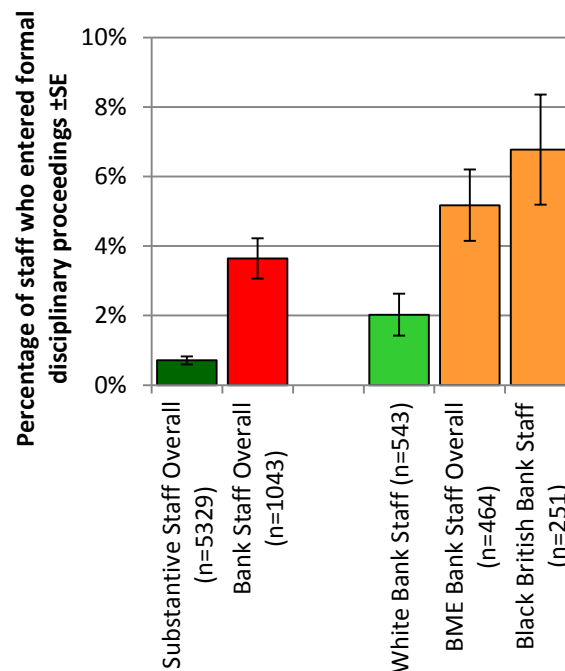
## 12. BME bank staff in particular were more likely to be subject to disciplinary proceedings

In the two-year window to March 2020, amongst substantive staff, BME staff and White staff were similarly likely to be subject to disciplinary proceedings (0.6 times as likely) – this metric forms part of the Workforce Race Equality Standard. Relative to the workforce at March 2020, 0.8% of BME staff (10/1221) had been subject to formal disciplinary proceedings in the two-year window to March 2020 compared to 1.4% of White staff (55/3982).

The position in the two-year window to March 2020 is similar to that in the two-year window to March 2019 when BME staff were 1.4 times as likely as White staff to enter formal disciplinary proceedings. This represents an improvement on the position observed for the two-year window to March 2018 when BME staff were 1.9 times more likely than White staff to be subject to disciplinary proceedings. For reference, in the two-year windows to March 2017 and to March 2016, the relative likelihoods were each 1.2.



Information was available on formal disciplinary proceedings amongst bank staff in the 2019/20 financial year. Rates of formal disciplinary proceedings were 5.1 times higher in the bank workforce (3.6%, 38/1043) than in the substantive workforce (0.7%, 38/5329) during 2019/20. Amongst bank workers, rates of formal disciplinary proceedings were 2.6 times higher for BME bank staff overall (5.2%, 24/464), and 3.3 times higher for Black British bank staff in particular (6.8%, 17/251), than for White bank staff (2.0%, 11/543) – these comparisons take account of the fact that bank staff were more likely to be from a BME background than substantive staff.

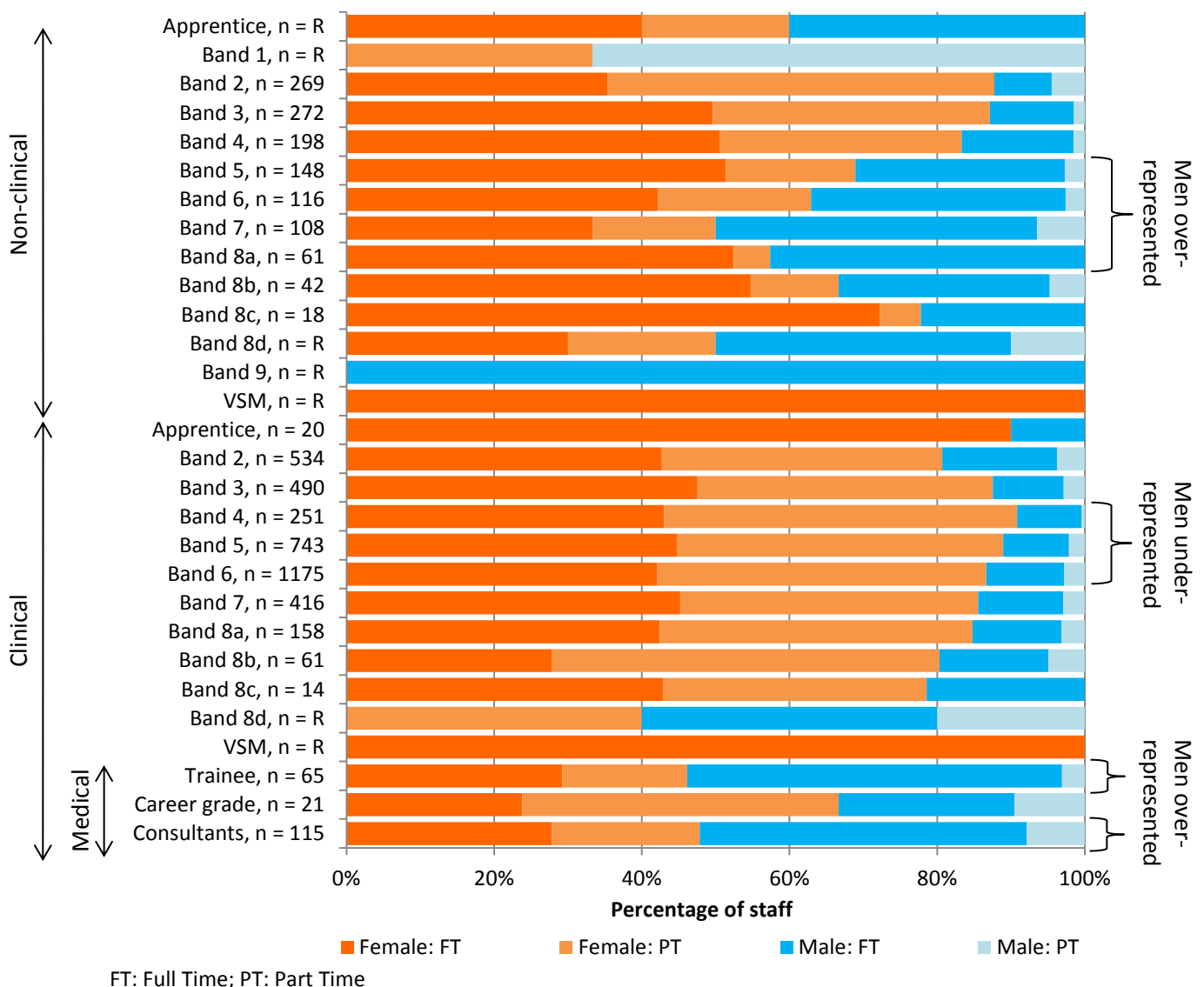


For context, in both the substantive and bank sections of the workforce, disciplinary proceedings were disproportionately high amongst men, those working at clinical band 2, and amongst additional clinical services staff. In the substantive workforce (based on a two-year window to March 2020 in line with the WRES indicator), the rate of formal disciplinary proceedings was 1.2% (66/5329) overall, 2.4% (22/932) amongst men, 3.2% (17/534) at clinical band 2, and 2.2% (29/1304) amongst those in additional clinical services roles. In the bank workforce (based on a one-year window to March 2020), the rate of formal disciplinary proceedings was 3.6% (38/1043) overall, 6.3% (13/207) amongst men, 6.2% (30/482) at clinical band 2, and 5.6% (30/537) amongst those in additional clinical services roles.

### 13. Men were overrepresented at middle and upper-middle levels in non-clinical roles

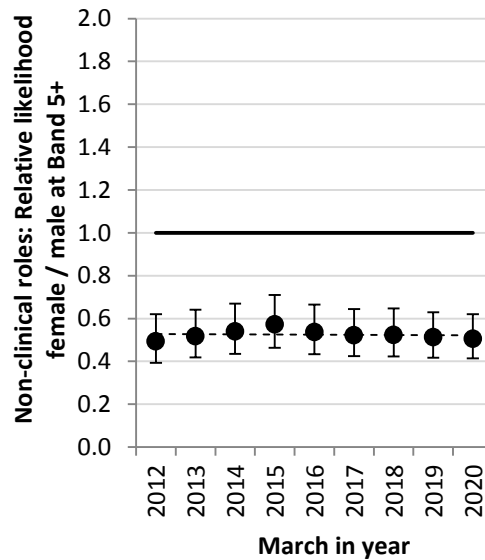
At March 2020, in substantive posts, men made up 17.5% of the workforce (932/5329). Men were overrepresented at middle to upper-middle levels in non-clinical roles (Band 5: 31.1%, 46/148, Band 6: 37.1%, 43/116, Band 7: 50.0%, 54/108, and Band 8A: 42.6%, 26/61). In non-clinical roles this pattern appears to be driven by part time working: a higher proportion of women than men worked part time (40.6%, 390/960 vs 12.7%, 38/300), with the majority of non-clinical part time roles being at Band 4 and below.

In clinical roles, men were underrepresented at Band 4 (9.2%, 23/251), Band 5 (11.0%, 82/743), and Band 6 (13.4%, 157/1175) and were overrepresented amongst medics at consultant (52.2%, 60/115) and trainee level (53.8%, 35/65). This reflected occupational segregation to some degree (there was an underrepresentation of men in nursing roles and an overrepresentation of men in the medical staff group).



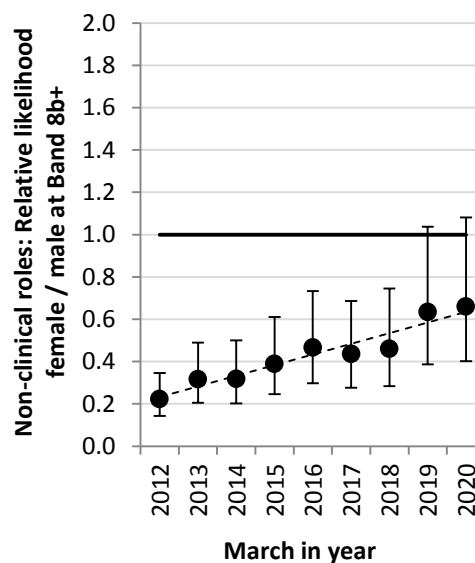
At March 2020, in non-clinical roles, women were 0.51 times as likely as men to be at Band 5 or above – driven by the high levels of women in part-time roles at lower levels (under Band 5) and the overrepresentation of men at middle to upper-middle levels (Bands 5 to 8A). A similar pattern has been evident since at least March 2012.

Relative likelihood of female and male staff in non-clinical roles being at Band 5 and above, by year  
female vs male staff



At March 2020, women and men were similarly likely to be at more senior levels in non-clinical roles. Specifically, women were 0.66 times as likely as male staff to be at Band 8B or above at March 2020; reflecting an upwards trend from 0.22 times as likely at March 2012.

Relative likelihood of female and male staff in non-clinical roles being at Band 8b and above, by year  
female vs male staff

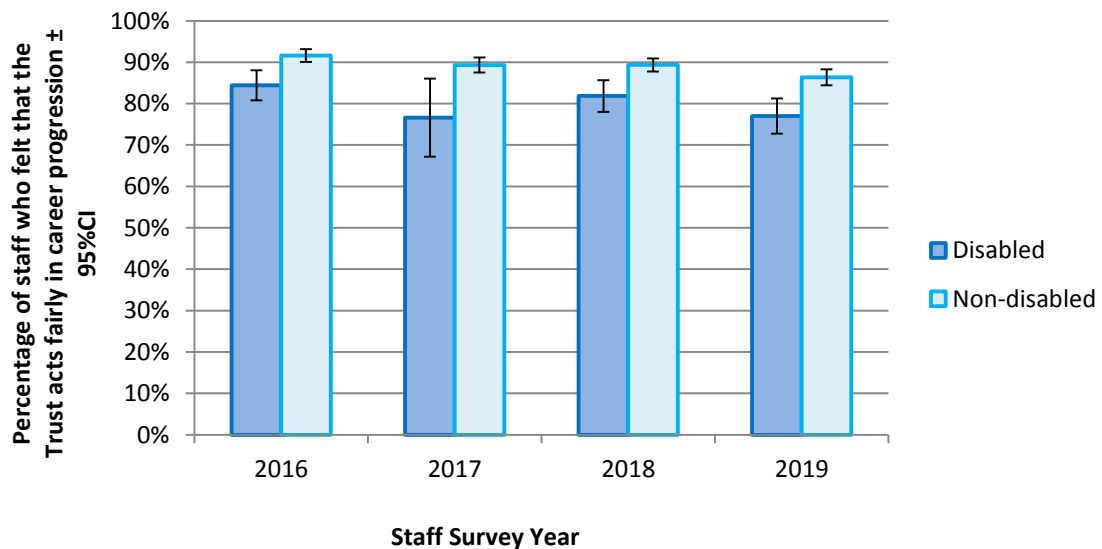




The Government introduced mandatory gender pay gap reporting for private, voluntary, and public sector organisations from the 2016/17 financial year. Leicestershire Partnership NHS Trust will be required to publish its gender pay gap analysis for the 2019/20 financial year by 30<sup>th</sup> March 2021. The analyses of gender and pay band detailed above indicate that Leicestershire Partnership NHS Trust's gender pay gap analyses will reveal a pay gap in favour of men, as they did in the 2016/17, 2017/18, and 2018/19 financial years. Gender pay gap reporting will be the subject of a separate report to follow.

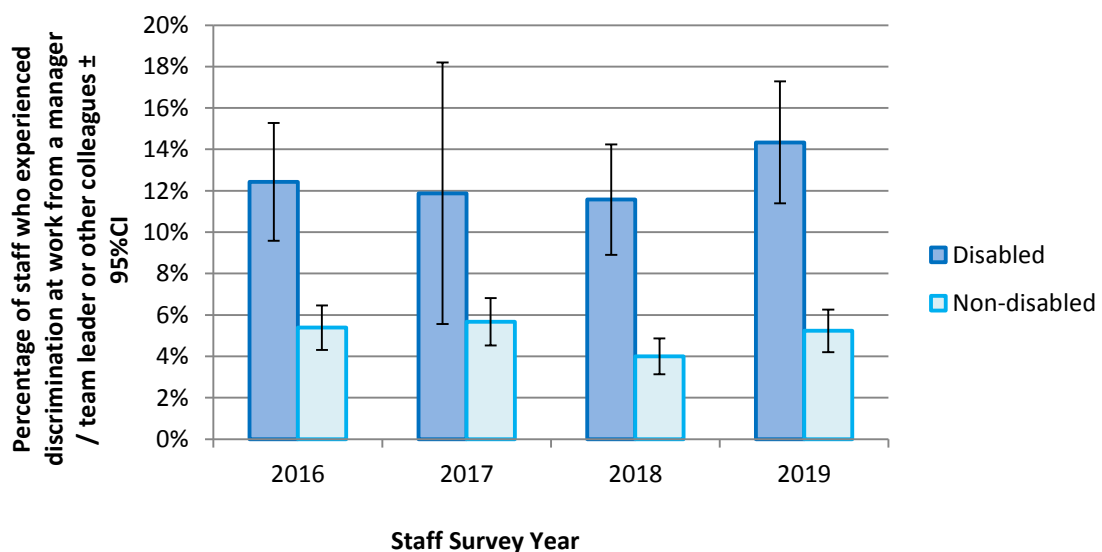
#### 14. Disabled staff were less likely to feel that LPT acts fairly in respect of career progression

The 2019 Staff Survey for substantive staff indicated that 77.0% of Disabled staff (291/378) felt that LPT acts fairly in career progression and promotion compared to 86.3% of staff who were non-disabled (1056/1223). This trend has been apparent over the past three years, and longer. This metric forms part of the Workforce Disability Equality Standard.



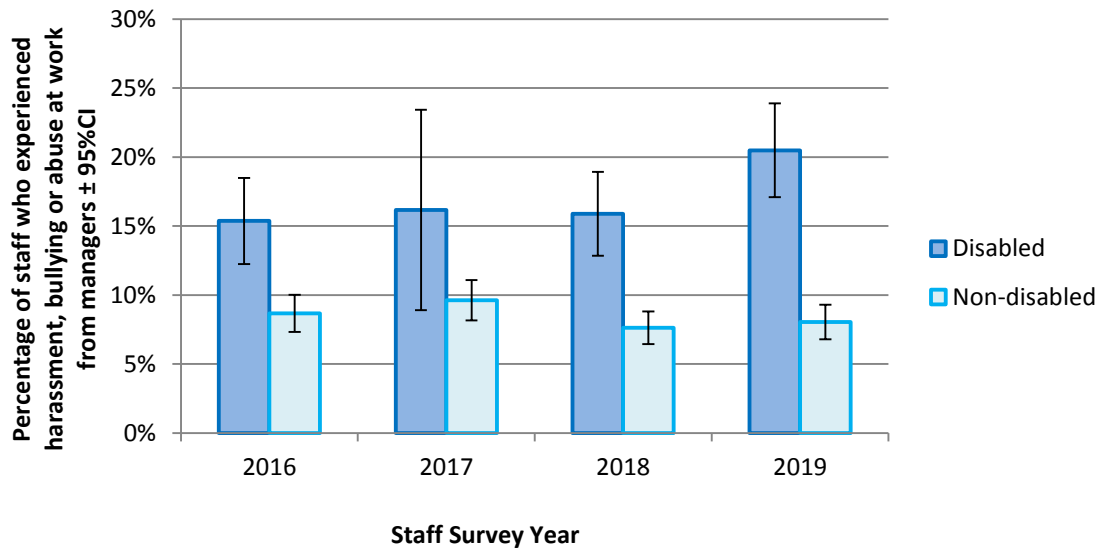
#### 15. Disabled staff were more likely to report discrimination from other colleagues

The 2019 Staff Survey for substantive staff indicated that 14.3% of Disabled staff (78/544) had experienced discrimination at work from a manager, team leader or other colleagues, compared to 5.2% of staff who were non-disabled (94/1795). This trend has been apparent over the past three years, and longer. This metric forms part of the Workforce Disability Equality Standard.



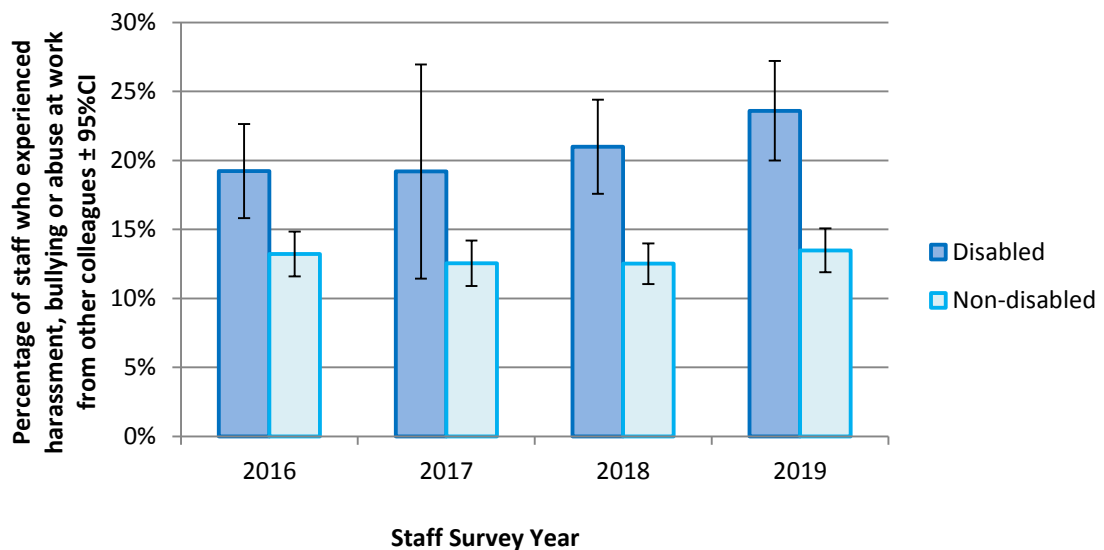
## 16. Disabled staff were more likely to report bullying and harassment at work from managers

The 2019 Staff Survey for substantive staff indicated that 20.5% of Disabled staff (111/542) had experienced harassment, bullying or abuse at work from managers, compared to 8.1% of staff who were non-disabled (145/1801). This trend has been apparent over the past three years, and longer. This metric forms part of the Workforce Disability Equality Standard.



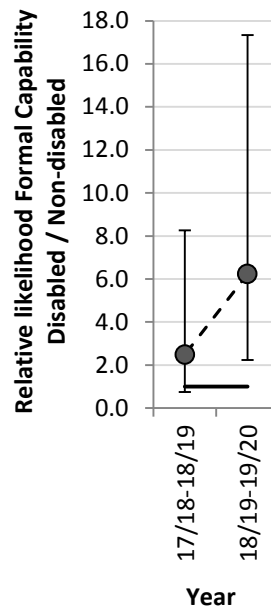
## 17. Disabled staff were more likely to report bullying and harassment at work from colleagues other than managers

The 2019 Staff Survey indicated that 23.6% of Disabled staff (126/534) had experienced harassment, bullying or abuse at work from other colleagues, compared to 13.5% of staff who were non-disabled (238/1766). This trend has been apparent over the past three years, and longer. This metric forms part of the Workforce Disability Equality Standard.



## 18. Disabled staff were more likely to be subject to capability proceedings

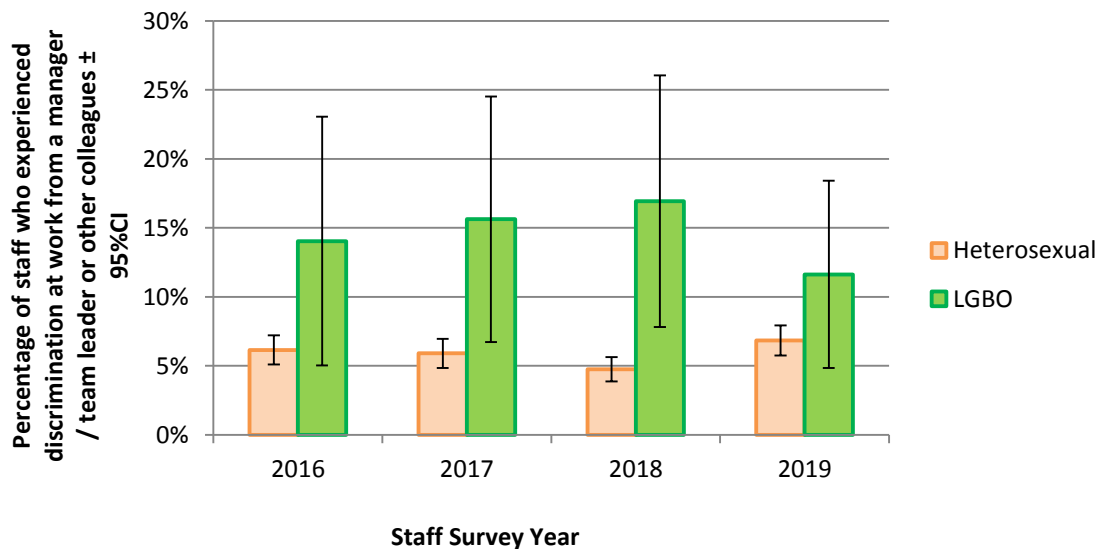
In the substantive workforce, Disabled staff were 6.2 times more likely than staff who were non-disabled to enter the formal capability procedure in the two-year window 2018/19 to 2019/20 (2.0%, 5/247 of Disabled staff and 0.3%, 13/3998 of non-disabled staff). This represents a deterioration of the position seen in the two-year window 2017/18 to 2018/19 when Disabled staff were 2.5 times as likely as staff who were non-disabled to enter the formal capability procedure. This metric forms part of the Workforce Disability Equality Standard.



An associated finding was that in 2019/20, the rate of turnover for dismissals on the grounds of capability was 5.4 times higher amongst Disabled staff (R%, R/247) than amongst non-disabled staff (R%, R/3998). Similarly, in 2018/19, the rate of turnover for dismissals on the grounds of capability was 8.0 times higher amongst Disabled staff (R%, R/226) than amongst non-disabled staff (R%, R/3925).









## 19. LGBO staff were not more likely to report discrimination at work from other staff

The 2019 Staff Survey for substantive staff indicated that 11.6% of LGBO staff (10/86) experienced discrimination from a manager / team leader or other colleagues, compared to 6.8% of Heterosexual staff (140/2046) – not a statistically significant difference. This represents an improvement on the position over the previous three years for LGBO staff relative to heterosexual staff.












## Appendix of equality analysis tables

### Key to interpreting the tables of analysis based on counts of people in different areas and groups within the workforce

	Reference benchmark against which overrepresentation or underrepresentation is evaluated
	Overrepresented to a large degree compared to the benchmark (statistically significant*)
	Overrepresented to a medium degree compared to the benchmark (statistically significant*)
	Overrepresented to a small degree compared to the benchmark (statistically significant*)
	Proportionately represented compared to the benchmark (no statistically significant difference*)
	Underrepresented to a small degree compared to the benchmark (statistically significant*)
	Underrepresented to a medium degree compared to the benchmark (statistically significant*)
	Underrepresented to a large degree compared to the benchmark (statistically significant*)

\* based on a Chi-Squared or Fisher's Exact Test followed by *post-hoc* analysis of standardised residuals ( $\alpha = .05$ , Bonferroni correction applied); the degrees of underrepresentation or overrepresentation (small, medium, large) follow the standards for effect sizes applied in the social sciences

### Key to interpreting the tables of analysis based on the NHS Staff Survey and Bank Staff Survey

	Benchmark
	Better than benchmark to a large degree (statistically significant*)
	Better than benchmark to a medium degree (statistically significant*)
	Better than benchmark to a small degree (statistically significant*)
	Equivalent to benchmark (no statistically significant difference*)
	Worse than benchmark to a small degree (statistically significant*)
	Worse than benchmark to a medium degree (statistically significant*)
	Worse than benchmark to a large degree (statistically significant*)
	Statistical test not possible

\* based on odds ratios or likelihood ratios with 95% confidence intervals ( $\alpha = .05$ , Bonferroni correction applied); the degrees of difference (small, medium, large) follow the standards for effect sizes applied in the social sciences

**A note on interpreting likelihood ratios:** Likelihood ratios are the figures that state that one group is a number of times more likely to experience a given event than another group – sometimes called the relative likelihood. For example, if 75% of White people are appointed, compared to 50% of BME people, the relative likelihood of appointment for White people relative to BME people is 1.5 – White people are 1.5 times more likely to be appointed than BME people. The national WRES team has adopted the “four-fifths” rule in its most recent WRES reports when interpreting likelihood ratios for WRES-related metrics; this rule offers a rough guide as to which likelihood ratios represent evidence of a disproportionate adverse impact on one group relative to another (specifically, a likelihood ratio lower than 0.8 or higher than 1.25). The present report employs 95% confidence intervals in determining which likelihood ratios represent evidence of a disproportionate adverse impact, based on standard deviations. These confidence intervals take into account the fact that the reliability of a given likelihood ratio varies depending on how many people there are in each group that the ratio is based upon, and adjusts the upper and lower thresholds for determining a disproportionate adverse impact accordingly. For example, a likelihood ratio of 1.5 based on 75 of 100 White people being appointed compared to 50 of 100 BME people is stronger evidence of a disproportionate adverse impact than a likelihood ratio of 1.5 based on 3 of 4 White people being appointed compared to 2 of 4 BME people (both examples would represent a disproportionate impact according to the four-fifths rule, but only the former example is considered reliable based on the 95% confidence interval).

**Please note:** for some questions (e.g., the percentage agreeing that LPT acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age) “better than the benchmark” was indicated by a higher score and “worse than the benchmark” was indicated by a lower score; whilst for other questions (e.g., the percentage experiencing one or more incident of bullying and harassment from other colleagues in the past 12 months) “better than the benchmark” was indicated by a lower score and “worse than the benchmark” was indicated by a higher score.

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

- Compared to the equality profile of the local working age population (Table 4):
  - Age:
    - Amongst both substantive and bank staff:
      - younger people (aged 29 years and under) were underrepresented.
  - Disability:
    - Amongst substantive staff and bank staff:
      - disabled people were proportionately represented.
  - Ethnicity:
    - Amongst substantive staff:
      - overall, BME people were proportionately represented;
      - looking at ethnicity in more detail, Asian British people were underrepresented, whilst Black British people were overrepresented.
    - Amongst bank staff:
      - BME people were overrepresented (particularly Black British people, Mixed-race and people from “other” ethnic groups – other than Asian British).
  - Gender:
    - Amongst both substantive and bank staff:
      - men were underrepresented.
  - Marital status:
    - Amongst substantive staff:
      - people who were Married or in a Civil Partnership were overrepresented, whilst single people and people who were Divorced, Legally Separated or Widowed were underrepresented.
  - Religion or belief:
    - Amongst substantive staff:
      - Atheists and Muslims were underrepresented.
    - Amongst bank staff:
      - Atheists were underrepresented.
  - Sexual orientation:
    - Amongst both substantive and bank staff:
      - LGBO people were proportionately represented.

- The underrepresentation of younger people at LPT might reflect that many posts in the Trust required a clinical qualification. For example, 32.2% of the substantive workforce (Table 2) and 22.9% of those employed solely on the bank (Table 3) were Registered Nurses; the Nursing staff group had relatively low proportions of people aged 29 years old and under, both in terms of the substantive workforce (Table 31) and amongst bank staff (Table 32).
- The underrepresentation of Asian British people amongst staff at LPT was most marked in the registered Nursing profession (Table 31, Table 32). Registered nurses represented the largest staff group at Leicestershire Partnership NHS Trust. This suggests a specific need to promote the Nursing profession to Asian British people in order to develop a workforce with an ethnic profile that is more representative of the local population.
- Similarly, the underrepresentation of men amongst staff at LPT was especially marked amongst qualified Nursing staff (Table 31, Table 32). This suggests a need to promote the Nursing profession to men in order to develop a workforce with a gender profile that is more representative of the local population.
- The underrepresentation of Atheists amongst staff at LPT might reflect that religion or belief was not known for 20.1% of substantive staff and 17.4% of bank staff (Table 70 and Table 71 respectively) and that Atheists could have formed a disproportionately large percentage of those who did not declare their religion or belief. This inference is made on the basis of comparisons between the religion or belief profile of staff on the Electronic Staff Record and that of LPT's respondents to the 2019 NHS Staff Survey. Of the Substantive Staff who gave their religion or belief on the Electronic Staff Record, 15.0% identified as Atheist, but religion or belief was not known for 20.1% of staff. Meanwhile, in Leicestershire Partnership NHS Trust's 2019 NHS Staff Survey, 37.3% of staff who gave their religion or belief identified as Atheist, with just 11.6% of staff withholding their religion or belief. Thus, data held in the Electronic Staff Record may underestimate the percentage of Atheist staff.
- The ethnicity profiles of the substantive workforce and bank workforce differed relative to the local population, with BME staff proportionately represented amongst substantive staff, but overrepresented amongst bank staff. This finding is examined in more detail in the section that analyses Leicestershire Partnership NHS Trust's workforce equality profile by directorate.



Table 4: Representation in Leicestershire Partnership NHS Trust's workforce at March 2020 compared to the local working age population, by protected characteristic

Protected Characteristic		Leicester, Leicestershire and Rutland Overall*		All (Substantive and Bank**)		LPT Workforce Substantive		Bank**	
		n	%	n	%	n	%	n	%
<b>Age Group (years)</b>	29 and under	215943	31.2%	879	13.8%	687	12.9%	192	18.4%
	30 to 49	270995	39.1%	3047	47.8%	2609	49.0%	438	42.0%
	50 and over	205628	29.7%	2446	38.4%	2033	38.1%	413	39.6%
<b>Disability</b>	Disabled	31616	4.8%	289	5.7%	247	5.8%	42	4.9%
	Not Disabled	632233	95.2%	4819	94.3%	3998	94.2%	821	95.1%
<b>Ethnicity (WRES)</b>	White	513259	77.3%	4525	72.9%	3982	76.5%	543	53.9%
	BME	150590	22.7%	1685	27.1%	1221	23.5%	464	46.1%
<b>Ethnicity (detailed)</b>	Mixed	10592	1.6%	114	1.8%	87	1.7%	27	2.7%
	Asian British	115756	17.4%	947	15.2%	788	15.1%	159	15.8%
	Black British	16182	2.4%	543	8.7%	292	5.6%	251	24.9%
	Other	8060	1.2%	81	1.3%	54	1.0%	27	2.7%
<b>Gender</b>	Female	344502	49.7%	5233	82.1%	4397	82.5%	836	80.2%
	Male	348064	50.3%	1139	17.9%	932	17.5%	207	19.8%
<b>Marital Status</b>	Single	269488	40.6%	2021	32.3%	1636	31.2%	385	37.7%
	Married†	310784	46.8%	3569	57.0%	3031	57.9%	538	52.7%
	Divorced‡	83577	12.6%	670	10.7%	572	10.9%	98	9.6%
<b>Religion or Belief</b>	Atheism	186299	29.8%	748	14.6%	639	15.0%	109	12.7%
	Christianity	321500	51.4%	2922	57.1%	2406	56.5%	516	59.9%
	Hinduism	49841	8.0%	392	7.7%	327	7.7%	65	7.5%
	Islam	45040	7.2%	302	5.9%	235	5.5%	67	7.8%
	Sikhism	16066	2.6%	138	2.7%	125	2.9%	13	1.5%
	Other	6599	1.1%	618	12.1%	527	12.4%	91	10.6%
<b>Sexual Orientation</b>	LGBQ	130000	3.5%	153	2.9%	130	3.0%	23	2.7%
	Heterosexual	3618000	96.5%	5043	97.1%	4211	97.0%	832	97.3%

## Data quality notes:

- Disability status was not known for 20.3% of the substantive workforce and 17.3% of bank\*\* staff
- Ethnicity was not known for 2.4% of the substantive workforce and 3.5% of bank\*\* staff
- Marital Status was not known for 1.7% of the substantive workforce and 2.1% of bank\*\* staff
- Religion or Belief was not known for 5.8% of the local population, 20.1% of the substantive workforce and 17.4% of bank\*\* staff
- Sexual Orientation was not known for 2.2% of those involved in the local population estimate, 18.5% of the substantive workforce and 18.0% of bank\*\* staff

\* Leicester, Leicestershire, and Rutland working age population (16 to 64 years old); estimates are based on the UK Census 2011, except for age and gender which are based on ONS mid-year population estimates to June 2019 and sexual orientation which is based on an estimate for the East Midlands from the 2018 ONS Annual Population Survey

\*\* those employed solely on the bank, without a substantive post at LPT

WRES: Workforce Race Equality Standard

† includes Civil Partnership

‡ includes Legally Separated and Widowed

## Leicestershire Partnership NHS Trust's workforce equality profile, by directorate

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2020 (Table 5):
  - In Adult Mental Health and Learning Disabilities there were overrepresentations of disabled employees, Black British employees, men, single people, atheists, and LGBO employees; whilst women were underrepresented.
  - In Community Health Services there were overrepresentations of women and Christians; whilst there were underrepresentations of disabled employees, BME employees (particularly Asian British employees), men, and Atheists.
  - In Families, Young People, and Children's services there was an overrepresentation of women; whilst there were underrepresentations of BME employees (particularly Black British employees), and men.
  - In Enabling there were overrepresentations of younger employees (29 years and under), BME employees (particularly Asian British employees), men, Hindus, and Muslims; whilst there were underrepresentations of White employees, women, and Christians.
  - In Hosted services there were overrepresentations of BME employees (particularly Asian British employees), men, Hindus, Muslims, and Sikhs; whilst there were underrepresentations of White employees, Black British employees, women, and Christians.
  - Amongst Bank staff there were overrepresentations of younger employees (29 years and under), BME employees (particularly Black British employees and employees of "other" ethnicities – other than Asian British or Mixed race), and single people; whilst there were underrepresentations of middle-aged employees (30 to 49 years old), White employees, and, amongst women under the age of 50 years old, there was an underrepresentation of employees on maternity leave.

- These patterns reflect primarily the distribution of different staff groups across directorates (Table 6) and occupational segregation by protected characteristic within the workforce (Table 31, Table 32). Occupational segregation is analysed in more detail, in the section that analyses Leicestershire Partnership NHS Trust's workforce equality profile by staff group.
- However, the differing ethnicity profiles of bank and substantive staff could not be explained entirely by occupational segregation. Further compartmentalised analyses compared the ethnicity profile of the bank workforce to that of the substantive workforce within certain staff groups:
  - Amongst Additional Clinical Services staff, Mixed-race and Black British employees were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).
  - Amongst Administrative and Clerical staff, Asian British employees and those of "other" ethnicities (other than Black British or Mixed-race) were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).
  - Amongst Registered Nurses, Black British employees were overrepresented amongst those solely on a bank contract and without a substantive post at LPT (Table 7).
- Looking at trends in the ethnicity profile of Bank Only staff relative to Substantive staff from March 2012 to March 2020:
  - Every year from March 2012 to March 2019, BME staff have been more than 2.0 times as likely as White staff to be on a Bank Only contract (Table 8); with Asian British staff at least 1.4 times as likely as White staff to be on a Bank Only contract (Table 9), and with Black British staff at least 3.0 times as likely as White staff to be on a Bank Only contract (Table 10).
  - This pattern was present, but less pronounced, amongst Administrative and Clerical Staff considered alone, for BME staff overall (Table 11), for Asian British staff (Table 12); and for Black British staff (Table 13).
  - This pattern was also present amongst Additional Clinical Services Staff considered alone, for BME staff overall (Table 14), for Asian British staff considered separately (Table 15), and most markedly for Black British staff (Table 16).
  - Amongst Registered Nursing staff considered alone, BME staff have been more likely than White staff to be on a Bank Only contract each year since March 2014 (Table 17); specifically, the pattern has not been apparent for Asian British Nurses since March 2016 (Table 18), but has been apparent for Black British Nurses since March 2015 (Table 19).

Table 5: Representation in Leicestershire Partnership NHS Trust's workforce at March 2020, by directorate and protected characteristic

Protected Characteristic		LPT Substantive Workforce Overall		Substantive Workforce										Bank**	
				Adult Mental Health & Learning Disabilities Services		Community Health Services		Family Young People & Children		Enabling		Hosted Services			
(excludes “not known” categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	687	12.9%	190	14.2%	227	11.4%	146	11.5%	89	17.7%	35	15.0%	192	18.4%
	30 to 49	2609	49.0%	635	47.5%	975	49.2%	631	49.6%	237	47.1%	131	56.0%	438	42.0%
	50 and over	2033	38.1%	511	38.2%	781	39.4%	496	39.0%	177	35.2%	68	29.1%	413	39.6%
Disability	Disabled	247	5.8%	72	8.5%	73	4.3%	64	5.8%	24	6.3%	14	6.9%	42	4.9%
	Not Disabled	3998	94.2%	777	91.5%	1638	95.7%	1033	94.2%	360	93.8%	190	93.1%	821	95.1%
Ethnicity (WRES)	White	3982	76.5%	957	73.3%	1591	81.1%	1005	80.1%	301	64.5%	128	59.5%	543	53.9%
	BME	1221	23.5%	348	26.7%	371	18.9%	249	19.9%	166	35.5%	87	40.5%	464	46.1%
Ethnicity (detailed)	White	3982	76.5%	957	73.3%	1591	81.1%	1005	80.1%	301	64.5%	128	59.5%	543	53.9%
	Mixed	87	1.7%	31	2.4%	25	1.3%	R	R%	R	R%	R	R%	27	2.7%
	Asian British	788	15.1%	163	12.5%	231	11.8%	181	14.4%	135	28.9%	78	36.3%	159	15.8%
	Black British	292	5.6%	136	10.4%	89	4.5%	46	3.7%	R	R%	R	R%	251	24.9%
	Other	54	1.0%	18	1.4%	26	1.3%	R	R%	R	R%	R	R%	27	2.7%
Gender	Female	4397	82.5%	1008	75.4%	1766	89.1%	1168	91.8%	352	70.0%	103	44.0%	836	80.2%
	Male	932	17.5%	328	24.6%	217	10.9%	105	8.2%	151	30.0%	131	56.0%	207	19.8%
Marital Status	Single	1636	31.2%	479	36.7%	565	28.9%	345	27.6%	170	34.3%	77	33.3%	385	37.7%
	Married†	3031	57.9%	682	52.2%	1155	59.1%	773	61.8%	284	57.3%	137	59.3%	538	52.7%
	Divorced‡	572	10.9%	145	11.1%	235	12.0%	133	10.6%	42	8.5%	17	7.4%	98	9.6%
Maternity*	Maternity	118	4.4%	26	4.0%	42	4.0%	38	5.4%	R	R%	R	R%	R	R%
	Not maternity	2561	95.6%	618	96.0%	1004	96.0%	671	94.6%	R	R%	R	R%	R	R%
Religion or Belief	Atheism	639	15.0%	201	19.8%	191	11.8%	146	13.9%	66	17.0%	35	18.7%	109	12.7%
	Christianity	2406	56.5%	530	52.3%	1022	63.1%	619	58.9%	164	42.3%	71	38.0%	516	59.9%
	Hinduism	327	7.7%	67	6.6%	98	6.0%	87	8.3%	49	12.6%	26	13.9%	65	7.5%
	Islam	235	5.5%	52	5.1%	62	3.8%	48	4.6%	44	11.3%	29	15.5%	67	7.8%
	Sikhism	125	2.9%	24	2.4%	39	2.4%	26	2.5%	20	5.2%	16	8.6%	13	1.5%
	Other	527	12.4%	139	13.7%	208	12.8%	125	11.9%	45	11.6%	10	5.3%	91	10.6%
Sexual Orientation	LGBO	130	3.0%	53	5.1%	41	2.5%	22	2.0%	R	R%	R	R%	23	2.7%
	Heterosexual	4211	97.0%	980	94.9%	1607	97.5%	1054	98.0%	R	R%	R	R%	832	97.3%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old / \*\* those employed solely on the bank, without a substantive post at LPT

Table 6: Representation in Leicestershire Partnership NHS Trust's workforce at March 2020, by directorate and staff group

Staff Group	LPT Substantive Workforce Overall		Substantive Workforce										Bank**	
	n	%	Adult Mental Health & Learning Disabilities Services		Community Health Services		Family Young People & Children		Enabling		Hosted Services		n	%
Administrative and Clerical‡	1259	23.6%	202	15.1%	264	13.3%	252	19.8%	308	61.2%	233	99.6%	243	23.3%
Additional Clinical Services	1304	24.5%	414	31.0%	628	31.7%	251	19.7%	11	2.2%	0	0.0%	537	51.5%
Additional Prof. Scientific Tech†	231	4.3%	77	5.8%	10	0.5%	61	4.8%	83	16.5%	0	0.0%	2	0.2%
Allied Health Professionals	620	11.6%	78	5.8%	355	17.9%	187	14.7%	0	0.0%	0	0.0%	18	1.7%
Nursing / Midwifery Registered	1714	32.2%	502	37.6%	702	35.4%	473	37.2%	36	7.2%	1	0.4%	239	22.9%
Medical and Dental	201	3.8%	63	4.7%	24	1.2%	49	3.8%	65	12.9%	0	0.0%	4	0.4%

† includes Healthcare Scientists / ‡ includes Estates and Ancillary / \*\* those employed solely on the bank, without a substantive post at LPT

Table 7: Representation in Leicestershire Partnership NHS Trust's overall workforce (bank and substantive) at March 2020, by employment type (bank or substantive) and ethnicity, overall and within key staff groups

Staff Group	Ethnicity		Employment Type			
			Substantive		Bank*	
			n	%	n	%
All Staff Groups	Ethnicity (WRES)	White	3982	76.5%	543	53.9%
		BME	1221	23.5%	464	46.1%
		Mixed	87	1.7%	27	2.7%
	Ethnicity (detailed)	Asian British	788	15.1%	159	15.8%
		Black British	292	5.6%	251	24.9%
		Other	54	1.0%	27	2.7%
Additional Clinical Services	Ethnicity (WRES)	White	979	76.1%	229	44.0%
		BME	308	23.9%	292	56.0%
		Mixed	23	1.8%	17	3.3%
	Ethnicity (detailed)	Asian British	176	13.7%	54	10.4%
		Black British	90	7.0%	209	40.1%
		Other	19	1.5%	12	2.3%
Administrative and Clerical	Ethnicity (WRES)	White	856	70.5%	122	51.9%
		BME	359	29.5%	113	48.1%
		Mixed	R	R%	R	R%
	Ethnicity (detailed)	Asian British	302	24.9%	87	37.0%
		Black British	30	2.5%	R	R%
		Other	R	R%	R	R%
Nursing and Midwifery Registered	Ethnicity (WRES)	White	1406	82.8%	170	74.9%
		BME	292	17.2%	57	25.1%
		Mixed	26	1.5%	R	R%
	Ethnicity (detailed)	Asian British	101	5.9%	R	R%
		Black British	147	8.7%	33	14.5%
		Other	18	1.1%	R	R%

\*those employed solely on the bank, without a substantive post at LPT

Table 8: All Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined) n	Bank Only Contract		Likelihood ratio  BME / White	95% Confidence Interval	
			n	%			
2020	White	4525	543	12.0%	2.29	2.582	upper bound
	BME	1685	464	27.5%		2.039	lower bound
2019	White	4562	555	12.2%	2.39	2.684	upper bound
	BME	1651	480	29.1%		2.128	lower bound
2018	White	4544	533	11.7%	2.60	2.918	upper bound
	BME	1605	489	30.5%		2.312	lower bound
2017	White	4692	451	9.6%	3.18	3.590	upper bound
	BME	1597	488	30.6%		2.815	lower bound
2016	White	4781	435	9.1%	3.15	3.574	upper bound
	BME	1538	441	28.7%		2.779	lower bound
2015	White	5162	801	15.5%	2.42	2.663	upper bound
	BME	1674	628	37.5%		2.195	lower bound
2014	White	4977	645	13.0%	2.46	2.747	upper bound
	BME	1414	450	31.8%		2.195	lower bound
2013	White	4832	571	11.8%	2.45	2.770	upper bound
	BME	1317	382	29.0%		2.175	lower bound
2012	White	5504	864	15.7%	2.09	2.322	upper bound
	BME	1376	452	32.8%		1.886	lower bound

Table 9: All Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined) n	Bank Only Contract		Likelihood ratio  Asian British / White	95% Confidence Interval	
			n	%			
2020	White	4525	543	12.0%	1.40	1.654	upper bound
	Asian British	947	159	16.8%		1.183	lower bound
2019	White	4562	555	12.2%	1.47	1.735	upper bound
	Asian British	926	166	17.9%		1.251	lower bound
2018	White	4544	533	11.7%	1.66	1.953	upper bound
	Asian British	897	175	19.5%		1.417	lower bound
2017	White	4692	451	9.6%	2.00	2.359	upper bound
	Asian British	905	174	19.2%		1.696	lower bound
2016	White	4781	435	9.1%	2.12	2.510	upper bound
	Asian British	870	168	19.3%		1.795	lower bound
2015	White	5162	801	15.5%	1.91	2.162	upper bound
	Asian British	928	275	29.6%		1.687	lower bound
2014	White	4977	645	13.0%	1.86	2.153	upper bound
	Asian British	802	193	24.1%		1.602	lower bound
2013	White	4832	571	11.8%	1.71	2.014	upper bound
	Asian British	759	153	20.2%		1.445	lower bound
2012	White	5504	864	15.7%	1.69	1.938	upper bound
	Asian British	827	220	26.6%		1.482	lower bound



Table 10: All Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined) n	Bank Only Contract		Likelihood ratio  Black British / White	95% Confidence Interval	
			n	%			
2020	White	4525	543	12.0%	3.85	4.374	upper bound
	Black British	543	251	46.2%		3.392	lower bound
2019	White	4562	555	12.2%	3.97	4.497	upper bound
	Black British	538	260	48.3%		3.509	lower bound
2018	White	4544	533	11.7%	4.27	4.832	upper bound
	Black British	531	266	50.1%		3.774	lower bound
2017	White	4692	451	9.6%	5.29	6.004	upper bound
	Black British	545	277	50.8%		4.657	lower bound
2016	White	4781	435	9.1%	5.03	5.765	upper bound
	Black British	507	232	45.8%		4.388	lower bound
2015	White	5162	801	15.5%	3.36	3.740	upper bound
	Black British	574	299	52.1%		3.013	lower bound
2014	White	4977	645	13.0%	3.54	4.023	upper bound
	Black British	454	208	45.8%		3.106	lower bound
2013	White	4832	571	11.8%	3.83	4.393	upper bound
	Black British	411	186	45.3%		3.339	lower bound
2012	White	5504	864	15.7%	3.03	3.431	upper bound
	Black British	404	192	47.5%		2.672	lower bound

Table 11: Administrative and Clerical Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio  BME / White	95% Confidence Interval	
		n	n	%			
2020	White	978	122	12.5%	1.92	2.458	upper bound
	BME	472	113	23.9%		1.498	lower bound
2019	White	1019	131	12.9%	1.84	2.345	upper bound
	BME	482	114	23.7%		1.444	lower bound
2018	White	995	142	14.3%	1.89	2.374	upper bound
	BME	472	127	26.9%		1.498	lower bound
2017	White	1047	131	12.5%	2.29	2.886	upper bound
	BME	461	132	28.6%		1.815	lower bound
2016	White	1079	139	12.9%	2.43	3.040	upper bound
	BME	444	139	31.3%		1.942	lower bound
2015	White	1218	280	23.0%	1.92	2.257	upper bound
	BME	519	229	44.1%		1.632	lower bound
2014	White	1121	214	19.1%	1.81	2.199	upper bound
	BME	415	143	34.5%		1.482	lower bound
2013	White	1088	174	16.0%	1.86	2.323	upper bound
	BME	380	113	29.7%		1.489	lower bound
2012	White	1571	322	20.5%	1.75	2.078	upper bound
	BME	465	167	35.9%		1.477	lower bound

Table 12: Administrative and Clerical Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined) n	Bank Only Contract		Likelihood ratio  Asian British / White	95% Confidence Interval	
			n	%			
2020	White	978	122	12.5%	1.79	2.335	upper bound
	Asian British	389	87	22.4%		1.377	lower bound
2019	White	1019	131	12.9%	1.69	2.191	upper bound
	Asian British	392	85	21.7%		1.298	lower bound
2018	White	995	142	14.3%	1.72	2.198	upper bound
	Asian British	388	95	24.5%		1.339	lower bound
2017	White	1047	131	12.5%	2.05	2.633	upper bound
	Asian British	389	100	25.7%		1.603	lower bound
2016	White	1079	139	12.9%	2.18	2.775	upper bound
	Asian British	370	104	28.1%		1.716	lower bound
2015	White	1218	280	23.0%	1.80	2.135	upper bound
	Asian British	426	176	41.3%		1.513	lower bound
2014	White	1121	214	19.1%	1.63	2.025	upper bound
	Asian British	334	104	31.1%		1.314	lower bound
2013	White	1088	174	16.0%	1.67	2.127	upper bound
	Asian British	315	84	26.7%		1.307	lower bound
2012	White	1571	322	20.5%	1.73	2.072	upper bound
	Asian British	381	135	35.4%		1.443	lower bound

Table 13: Administrative and Clerical Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined) n	Bank Only Contract		Likelihood ratio  Black British / White	95% Confidence Interval	
			n	%			
2020	White	978	R	R%	1.85	3.381	upper bound
	Black British	39	R	R%		1.012	lower bound
2019	White	1019	R	R%	1.63	2.993	upper bound
	Black British	43	R	R%		0.886	lower bound
2018	White	995	142	14.3%	1.88	3.211	upper bound
	Black British	41	11	26.8%		1.101	lower bound
2017	White	1047	131	12.5%	3.45	5.070	upper bound
	Black British	44	19	43.2%		2.349	lower bound
2016	White	1079	139	12.9%	3.11	4.719	upper bound
	Black British	40	16	40.0%		2.043	lower bound
2015	White	1218	280	23.0%	2.34	3.109	upper bound
	Black British	52	28	53.8%		1.765	lower bound
2014	White	1121	214	19.1%	2.12	3.147	upper bound
	Black British	42	17	40.5%		1.429	lower bound
2013	White	1088	174	16.0%	1.89	3.257	upper bound
	Black British	33	10	30.3%		1.102	lower bound
2012	White	1571	322	20.5%	1.80	2.679	upper bound
	Black British	46	17	37.0%		1.213	lower bound

Table 14: Additional Clinical Services Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio  BME / White	95% Confidence Interval	
		n	n	%			
2020	White	1208	229	19.0%	2.57	3.023	upper bound
	BME	600	292	48.7%		2.180	lower bound
2019	White	1190	235	19.7%	2.69	3.155	upper bound
	BME	565	300	53.1%		2.291	lower bound
2018	White	1133	192	16.9%	3.26	3.863	upper bound
	BME	540	298	55.2%		2.745	lower bound
2017	White	1134	158	13.9%	4.08	4.890	upper bound
	BME	537	305	56.8%		3.398	lower bound
2016	White	1133	145	12.8%	4.17	5.048	upper bound
	BME	482	257	53.3%		3.438	lower bound
2015	White	1254	255	20.3%	2.91	3.392	upper bound
	BME	530	314	59.2%		2.503	lower bound
2014	White	1185	213	18.0%	3.18	3.762	upper bound
	BME	418	239	57.2%		2.690	lower bound
2013	White	1181	203	17.2%	3.28	3.897	upper bound
	BME	392	221	56.4%		2.760	lower bound
2012	White	1274	274	21.5%	2.73	3.185	upper bound
	BME	382	224	58.6%		2.334	lower bound

Table 15: Additional Clinical Services Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio  Asian British / White	95% Confidence Interval	
		n	n	%			
2020	White	1208	229	19.0%	1.24	1.627	upper bound
	Asian British	230	54	23.5%		0.943	lower bound
2019	White	1190	235	19.7%	1.43	1.851	upper bound
	Asian British	212	60	28.3%		1.110	lower bound
2018	White	1133	192	16.9%	1.83	2.379	upper bound
	Asian British	193	60	31.1%		1.415	lower bound
2017	White	1134	158	13.9%	2.22	2.902	upper bound
	Asian British	197	61	31.0%		1.702	lower bound
2016	White	1133	145	12.8%	2.11	2.836	upper bound
	Asian British	178	48	27.0%		1.565	lower bound
2015	White	1254	255	20.3%	1.67	2.132	upper bound
	Asian British	177	60	33.9%		1.304	lower bound
2014	White	1185	213	18.0%	1.85	2.419	upper bound
	Asian British	156	52	33.3%		1.422	lower bound
2013	White	1181	203	17.2%	1.84	2.448	upper bound
	Asian British	142	45	31.7%		1.388	lower bound
2012	White	1274	274	21.5%	1.67	2.143	upper bound
	Asian British	148	53	35.8%		1.294	lower bound

Table 16: Additional Clinical Services Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio	95% Confidence Interval	
		n	n	%	Black British / White		
2020	White	1208	229	19.0%	3.69	4.326	upper bound
	Black British	299	209	69.9%		3.143	lower bound
2019	White	1190	235	19.7%	3.71	4.338	upper bound
	Black British	292	214	73.3%		3.175	lower bound
2018	White	1133	192	16.9%	4.40	5.200	upper bound
	Black British	291	217	74.6%		3.724	lower bound
2017	White	1134	158	13.9%	5.46	6.527	upper bound
	Black British	297	226	76.1%		4.570	lower bound
2016	White	1133	145	12.8%	5.79	6.977	upper bound
	Black British	262	194	74.0%		4.798	lower bound
2015	White	1254	255	20.3%	3.74	4.340	upper bound
	Black British	305	232	76.1%		3.224	lower bound
2014	White	1185	213	18.0%	4.27	5.024	upper bound
	Black British	219	168	76.7%		3.626	lower bound
2013	White	1181	203	17.2%	4.40	5.201	upper bound
	Black British	209	158	75.6%		3.719	lower bound
2012	White	1274	274	21.5%	3.57	4.153	upper bound
	Black British	198	152	76.8%		3.068	lower bound

Table 17: Registered Nursing Staff: relative likelihood of BME staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio  BME / White	95% Confidence Interval	
		n	n	%			
2020	White	1576	170	10.8%	1.51	2.014	upper bound
	BME	349	57	16.3%		1.138	lower bound
2019	White	1600	156	9.8%	1.66	2.220	upper bound
	BME	346	56	16.2%		1.241	lower bound
2018	White	1653	165	10.0%	1.69	2.248	upper bound
	BME	338	57	16.9%		1.270	lower bound
2017	White	1723	137	8.0%	1.59	2.204	upper bound
	BME	348	44	12.6%		1.147	lower bound
2016	White	1772	123	6.9%	1.53	2.184	upper bound
	BME	340	36	10.6%		1.065	lower bound
2015	White	1902	217	11.4%	1.55	2.021	upper bound
	BME	361	64	17.7%		1.195	lower bound
2014	White	1870	170	9.1%	1.44	1.984	upper bound
	BME	335	44	13.1%		1.052	lower bound
2013	White	1785	146	8.2%	1.35	1.941	upper bound
	BME	299	33	11.0%		0.938	lower bound
2012	White	1864	208	11.2%	1.09	1.533	upper bound
	BME	288	35	12.2%		0.774	lower bound



Table 18: Registered Nursing Staff: relative likelihood of Asian British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio  Asian British / White	95% Confidence Interval	
		n	n	%			
2020	White	1576	170	10.8%	1.34	2.131	upper bound
	Asian British	118	17	14.4%		0.837	lower bound
2019	White	1600	156	9.8%	1.17	2.002	upper bound
	Asian British	114	13	11.4%		0.683	lower bound
2018	White	1653	165	10.0%	1.25	2.097	upper bound
	Asian British	112	14	12.5%		0.748	lower bound
2017	White	1723	R	R%	0.91	1.823	upper bound
	Asian British	110	R	R%		0.459	lower bound
2016	White	1772	R	R%	1.27	2.435	upper bound
	Asian British	102	R	R%		0.664	lower bound
2015	White	1902	217	11.4%	1.74	2.591	upper bound
	Asian British	111	22	19.8%		1.165	lower bound
2014	White	1870	170	9.1%	1.78	2.801	upper bound
	Asian British	111	18	16.2%		1.136	lower bound
2013	White	1785	146	8.2%	1.57	2.686	upper bound
	Asian British	101	13	12.9%		0.922	lower bound
2012	White	1864	208	11.2%	1.12	1.938	upper bound
	Asian British	96	12	12.5%		0.647	lower bound

Table 19: Registered Nursing Staff: relative likelihood of Black British staff and White staff being on a Bank Only contract, by year

March in Year	Ethnicity	All Staff (Substantive and Bank Combined)	Bank Only Contract		Likelihood ratio  Black British / White	95% Confidence Interval	
		n	n	%			
2020	White	1576	170	10.8%	1.70	2.404	upper bound
	Black British	180	33	18.3%		1.202	lower bound
2019	White	1600	156	9.8%	2.03	2.838	upper bound
	Black British	182	36	19.8%		1.450	lower bound
2018	White	1653	165	10.0%	2.14	2.958	upper bound
	Black British	178	38	21.3%		1.546	lower bound
2017	White	1723	137	8.0%	2.12	3.038	upper bound
	Black British	190	32	16.8%		1.477	lower bound
2016	White	1772	123	6.9%	1.67	2.573	upper bound
	Black British	190	22	11.6%		1.081	lower bound
2015	White	1902	217	11.4%	1.67	2.302	upper bound
	Black British	199	38	19.1%		1.217	lower bound
2014	White	1870	170	9.1%	1.38	2.107	upper bound
	Black British	175	22	12.6%		0.908	lower bound
2013	White	1785	146	8.2%	1.39	2.250	upper bound
	Black British	149	17	11.4%		0.865	lower bound
2012	White	1864	208	11.2%	1.24	1.916	upper bound
	Black British	144	20	13.9%		0.809	lower bound

## Leicestershire Partnership NHS Trust's workforce equality profile, by pay band

The equality profiles of employees across pay bands have been analysed using the methodology described in the latest release of the technical guidance for the Workforce Race Equality Standard (NHS England, May 2019). The analysis looked at individual pay bands and divided the workforce into Non-clinical and Clinical staff, in order to identify patterns in progression across different groups of staff. The analysis looked at the percentage contribution of people from a given equality breakdown group to a given pay band and compared it with the contribution of people from that equality breakdown group to the overall workforce. This was done separately for substantive staff and for those staff employed solely on the bank.

### Substantive staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2020 (Table 20):
  - Age:
    - In Non-clinical posts, younger employees (29 years old and under) were overrepresented amongst Apprentices and, in general, were concentrated at Band 6 and under; reflecting the career stage of these younger employees. There was also an overrepresentation of people aged 50 years old and above at Band 2.
    - In Clinical posts, younger people (29 years old and under) were overrepresented amongst Apprentices and at Band 5 (the lowest pay band for a qualified nurse); again, reflecting the career stage of these younger employees.
  - Ethnicity:
    - In Non-clinical posts, BME employees (especially Asian British employees) were overrepresented at Band 2, with Asian British employees also overrepresented at Band 3 and Band 5. A marked drop in the representation of BME employees occurs after Band 8A. Amongst those in Non-clinical posts, BME staff and White staff were similarly likely to be at Band 5 or above (BME staff were 0.85 times as likely as White staff to be at Band 5 or above), following an upward trend from a low of 0.75 times as likely in 2016 (Table 22). Meanwhile, BME staff were 0.25 times as likely as White staff to be at Band 8B or above in non-clinical posts, curtailing a downward trend from 0.37 times as likely in 2015 to 0.14 times as likely in 2019 (Table 23).

- In Clinical posts, BME employees were overrepresented at Band 2 and amongst Medical trainees and consultants, and were underrepresented at Bands 3 and 4 and at Bands 6 to 8A in Clinical posts outside of medicine. However, the equality profile of BME staff across pay bands in Clinical posts had two principal components, one related to the distribution of Asian British employees and the other related to the distribution of Black British employees:
  - Asian British employees were overrepresented in Medical roles, with an overall underrepresentation in Clinical roles outside of Medicine – especially in registered Nursing roles (Table 31).
  - Black British employees in Clinical posts were concentrated at Band 2 (the lowest pay band for Clinical roles in the Additional Clinical Services staff group) and Band 5 (the lowest pay band for registered Nurses), with much lower levels of representation at higher Additional Clinical Services pay bands (Bands 3 and 4) and higher clinically qualified pay bands (Bands 6 and over). Amongst those in Clinical posts at Bands 2 to 4, Black British staff were 0.34 times as likely as White staff to be at Band 3 or 4, and have been less likely to be at Band 3 or 4 since at least 2012 (Table 24). Similarly, amongst those in clinical posts at Bands 5 and above, Black British staff were 0.67 times as likely as White staff to be at Band 6 or above, and again have been less likely to be at Band 6 or above since at least 2012 (Table 25).
- The findings related to the overrepresentation of BME employees at lower Non-clinical pay bands and the concentration of Black British employees at lower unqualified and qualified Clinical pay bands can be cross referenced with findings from the 2019 NHS Staff Survey. Leicestershire Partnership NHS Trust's 2019 Staff Survey indicated that BME employees in general, and Asian British, Black British and Mixed race employees in particular, were less likely than other employees to feel that the Trust acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Table 44). Looking at the past three years of the Staff Survey (2017 to 2019), the likelihood of staff believing that the organisation acts fairly in career progression and promotion has been consistently lower for BME staff, including Asian British staff, but especially for Black British staff (Table 44).
- BME employees, and Black British employees in particular, were also more likely to report discrimination from managers or other colleagues (Table 66), a pattern that has been apparent since at least 2015 for BME staff, and most markedly for Black British staff. In 2019, Mixed race employees were also more likely to report discrimination from managers or other colleagues.

- Gender:

- In Non-clinical posts, men were overrepresented at Bands 5 to 8A, with an overall trend for higher percentages of men at higher pay bands (especially at Band 5 and above)—potentially reflecting an equality issue in terms of the progression of female employees to higher pay bands in Non-clinical posts. There was an interaction between the distribution of men and women across pay bands and part time working. In Non-clinical posts, a far higher proportion of women than men worked part time (40.6% versus 12.7%), and part time working was less common at Bands 5 and above than at Bands 4 and below (18.9% versus 44.1%, see also Table 21). Accordingly, there were

overrepresentations of male full time employees at higher pay bands (Bands 5 to 8a); whilst there were underrepresentations of female part time employees at Bands 5, 7 and 8A (Table 21).

- Amongst those in Non-clinical posts, Female staff were 0.51 times as likely as Male staff to be at Band 5 or above, and have been significantly less likely to be at Band 5 or above since at least 2012 (Table 26). As noted earlier, this pattern reflects that women were more likely to work part time (Table 33); indeed in Non-clinical roles, part time staff were less likely than full time staff to be at Band 5 or above, irrespective of whether they were female (Table 27) or male (Table 28), with part time women and part time men affected to a similar degree. Despite an overrepresentation of men at middle to upper-middle levels in the organisation (Bands 5 to 8A), women and men were similarly likely to be at Band 8B and above; women were 0.66 times as likely as men to be at Band 8B or above in Non-clinical posts, following an upward trend from a low of 0.22 times as likely in 2012 (Table 29).
- In Clinical posts men were overrepresented in Medical roles at Consultant and Trainee levels and were underrepresented at Bands 4, 5, and 6; whilst women were proportionately represented at all levels outside of medicine and were underrepresented amongst Medical Consultants and Trainees (Table 20). Compared to Non-clinical roles, part time working was generally more common in Clinical roles, especially at higher levels (Table 21); there were high proportions of female part time workers at higher pay bands in Clinical roles, whilst in Non-clinical roles female part time workers were concentrated at Bands 2 to 4 (Table 21).
- Leicestershire Partnership NHS Trust published a gender pay gap analysis for the 2018/19 financial year, in accordance with its statutory obligation under a 2017 update to the Equality Act 2010. The statutory metrics indicated a pay gap in favour men; whilst further analysis found that this pay gap was driven primarily by women in lower paid, part time, Non-clinical roles (as also indicated here). A reduction in the gender pay gap in favour of men (and greater gender equality across pay bands) might be achieved, in part, by considering how flexible working could be accommodated in higher-level Non-clinical roles. This would allow those who require flexible working (primarily women) to contribute at all levels in the organisation. The analyses of gender and pay band detailed above indicate that Leicestershire Partnership NHS Trust's gender pay gap analyses will again reveal a pay gap in favour of men. Gender pay gap reporting for the 2019/20 financial year will be the subject of a separate report to follow.

Table 20: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by pay band and protected characteristic

Pay Band		Age band (years)				Disability*			Ethnicity (WRES)*		Ethnicity (BME group in detail)*					Gender		
		29 and under	30 to 49	50 and over	Total n	Dis-abled	Not Dis-abled	Total n	White	BME	Mixed	Asian British	Black British	Other	Total n	Female	Male	Total n
Non-clinical	Apprentice	R%	R%	R%	10	R%	R%	10	R%	R%	R%	R%	R%	R%	10	R%	R%	10
	Band 1 and under	R%	R%	R%	R	-	-	0	-	-	-	-	-	-	0	R%	R%	R
	Band 2	14.1%	32.0%	53.9%	269	7.6%	92.4%	236	66.9%	33.1%	R%	27.3%	R%	R%	260	87.7%	12.3%	269
	Band 3	16.9%	37.5%	45.6%	272	5.8%	94.2%	226	67.3%	32.7%	R%	25.3%	R%	R%	269	87.1%	12.9%	272
	Band 4	14.6%	38.4%	47.0%	198	R%	R%	148	71.7%	28.3%	R%	R%	R%	R%	191	83.3%	16.7%	198
	Band 5	16.9%	45.3%	37.8%	148	R%	R%	108	69.7%	30.3%	R%	R%	R%	R%	142	68.9%	31.1%	148
	Band 6	11.2%	55.2%	33.6%	116	10.0%	90.0%	100	69.9%	30.1%	R%	R%	R%	R%	113	62.9%	37.1%	116
	Band 7	R%	59.3%	R%	108	R%	R%	85	72.7%	27.3%	R%	R%	R%	R%	99	50.0%	50.0%	108
	Band 8a	R%	63.9%	R%	61	R%	R%	41	72.4%	27.6%	R%	R%	R%	R%	58	57.4%	42.6%	61
	Band 8b	0.0%	47.6%	52.4%	42	R%	R%	29	R%	R%	R%	R%	R%	R%	42	66.7%	33.3%	42
	Band 8c	0.0%	27.8%	72.2%	18	R%	R%	13	R%	R%	R%	R%	R%	R%	18	R%	R%	18
	Band 8d	0.0%	R%	R%	10	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	10
	Band 9	0.0%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	VSM	0.0%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Clinical	Apprentice	R%	R%	0.0%	20	R%	R%	19	R%	R%	R%	R%	R%	R%	20	R%	R%	20
	Band 2	16.5%	49.6%	33.9%	534	2.8%	97.2%	430	63.2%	36.8%	2.1%	19.2%	13.3%	2.1%	525	80.7%	19.3%	534
	Band 3	16.9%	42.4%	40.6%	490	6.9%	93.1%	389	83.5%	16.5%	R%	9.9%	3.3%	R%	485	87.6%	12.4%	490
	Band 4	13.5%	53.4%	33.1%	251	6.3%	93.7%	221	87.6%	12.4%	R%	R%	R%	R%	249	90.8%	9.2%	251
	Band 5	20.7%	45.8%	33.5%	743	6.1%	93.9%	620	78.0%	22.0%	R%	8.0%	11.2%	R%	735	89.0%	11.0%	743
	Band 6	9.9%	56.3%	33.8%	1175	6.9%	93.1%	942	83.9%	16.1%	1.2%	8.4%	5.7%	0.9%	1125	86.6%	13.4%	1175
	Band 7	3.1%	54.1%	42.8%	416	3.5%	96.5%	315	86.1%	13.9%	R%	8.0%	2.7%	R%	411	85.6%	14.4%	416
	Band 8a	R%	51.3%	R%	158	R%	R%	117	89.8%	10.2%	R%	R%	R%	R%	157	84.8%	15.2%	158
	Band 8b	0.0%	52.5%	47.5%	61	R%	R%	40	R%	R%	R%	R%	R%	R%	60	80.3%	19.7%	61
	Band 8c	0.0%	R%	R%	14	R%	R%	R	R%	R%	R%	R%	R%	R%	14	R%	R%	14
	Band 8d	0.0%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	VSM	0.0%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Medical	Trainee	R%	69.2%	R%	65	R%	R%	63	33.8%	66.2%	0.0%	49.2%	R%	R%	65	46.2%	53.8%	65
	Career grade	0.0%	R%	R%	21	R%	R%	15	52.4%	47.6%	R%	R%	R%	R%	21	R%	R%	21
	Consultants	0.0%	60.9%	39.1%	110	R%	R%	56	33.9%	66.1%	R%	R%	R%	R%	109	49.1%	50.9%	110
	SMM	0.0%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Substantive Workforce		12.9%	49.0%	38.1%	5329	5.8%	94.2%	4245	76.5%	23.5%	1.7%	15.1%	5.6%	1.0%	5203	82.5%	17.5%	5329

\* excludes "not known" categories

Table 20 is continued overleaf ...

Table 20 continued: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by pay band and protected characteristic

Pay Band		Marital Status*				Maternity**			Religion or Belief*							Sexual Orientation*		
		Single	Married †	Divorced ‡	Total n	Mat- ernity	Not Mat- ernity	Total n	Atheism	Christ- ianity	Hindu- ism	Islam	Sikh- ism	Other	Total n	LGBO	Hetero- sexual	Total n
Non-clinical	Apprentice	R%	R%	R%	10	R%	R%	R	R%	R%	R%	R%	R%	R%	10	R%	R%	10
	Band 1 and under	R%	R%	R%	R	R%	R%	R	-	-	-	-	-	-	0	-	-	0
	Band 2	34.2%	54.8%	11.0%	263	R%	R%	100	7.3%	50.5%	17.4%	8.3%	5.0%	11.5%	218	R%	R%	212
	Band 3	32.0%	53.9%	14.1%	269	R%	R%	118	9.8%	52.1%	14.1%	5.6%	6.8%	11.5%	234	R%	R%	232
	Band 4	29.0%	53.4%	17.6%	193	R%	R%	79	8.8%	53.5%	17.0%	R%	R%	11.3%	159	R%	R%	166
	Band 5	32.2%	58.0%	9.8%	143	R%	R%	59	16.8%	47.2%	9.6%	8.8%	8.8%	8.8%	125	R%	R%	127
	Band 6	R%	63.5%	R%	115	R%	R%	44	14.7%	47.4%	15.8%	R%	R%	10.5%	95	R%	R%	102
	Band 7	29.2%	60.4%	10.4%	106	R%	R%	25	15.5%	51.2%	11.9%	R%	R%	R%	84	R%	R%	87
	Band 8a	R%	71.7%	R%	60	R%	R%	22	R%	46.7%	R%	R%	R%	R%	45	R%	R%	50
	Band 8b	R%	71.4%	R%	42	R%	R%	13	R%	52.9%	R%	R%	R%	R%	34	R%	R%	36
	Band 8c	R%	R%	R%	18	R%	R%	R	R%	R%	R%	R%	R%	R%	14	R%	R%	12
	Band 8d	R%	R%	R%	10	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 9	R%	R%	R%	R	-	-	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
VSM	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R	
Clinical	Apprentice	R%	R%	R%	18	R%	R%	18	R%	R%	R%	R%	R%	R%	19	R%	R%	19
	Band 2	33.0%	54.4%	12.6%	524	3.9%	96.1%	284	13.9%	51.8%	8.6%	7.1%	4.6%	13.9%	409	4.2%	95.8%	409
	Band 3	36.0%	50.0%	14.0%	486	R%	R%	258	18.0%	52.1%	R%	4.4%	R%	19.1%	388	4.8%	95.2%	398
	Band 4	30.0%	58.3%	11.7%	247	R%	R%	153	17.0%	61.9%	R%	R%	R%	10.8%	194	R%	R%	204
	Band 5	38.7%	51.2%	10.1%	733	6.3%	93.7%	442	15.3%	62.0%	R%	4.7%	R%	13.7%	600	1.6%	98.4%	620
	Band 6	29.7%	60.4%	10.0%	1153	5.7%	94.3%	672	13.5%	64.8%	5.6%	2.7%	1.5%	11.9%	932	2.8%	97.2%	966
	Band 7	24.0%	66.3%	9.8%	409	R%	R%	204	17.9%	62.3%	5.5%	R%	R%	10.9%	329	R%	R%	335
	Band 8a	21.9%	68.4%	9.7%	155	R%	R%	71	21.7%	63.6%	R%	R%	R%	R%	129	R%	R%	130
	Band 8b	R%	77.6%	R%	58	R%	R%	25	35.6%	42.2%	R%	R%	R%	R%	45	R%	R%	47
	Band 8c	R%	R%	R%	14	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8d	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	VSM	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Medical	Trainee	42.2%	57.8%	0.0%	64	R%	R%	28	19.7%	24.6%	R%	R%	R%	R%	61	R%	R%
Career grade		R%	R%	R%	21	R%	R%	R	R%	R%	R%	R%	R%	R%	19	R%	R%	18
Consultants		R%	77.1%	R%	109	R%	R%	37	R%	29.4%	36.5%	12.9%	R%	R%	85	R%	R%	75
SMM		R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Substantive Workforce		31.2%	57.9%	10.9%	5239	4.4%	95.6%	2679	15.0%	56.5%	7.7%	5.5%	2.9%	12.4%	4259	3.0%	97.0%	4341

\* excludes "not known" categories / † includes Civil Partnership / ‡ includes Legally Separated and Widowed / \*\* Maternity or adoption leave for women aged under 50 years old

Table 21: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by pay band, working pattern (full time or part time) and gender

Pay Band		Working Pattern		Total n	Working Pattern by Gender				Total n
		Full Time	Part Time		Female		Male		
					Full Time	Part Time	Full Time	Part Time	
Non-clinical	Apprentice	R%	R%	10	R%	R%	R%	R%	10
	Band 1 and under	R%	R%	R	R%	R%	R%	R%	R
	Band 2	43.1%	56.9%	269	35.3%	52.4%	7.8%	4.5%	269
	Band 3	61.0%	39.0%	272	49.6%	37.5%	R%	R%	272
	Band 4	65.7%	34.3%	198	50.5%	32.8%	R%	R%	198
	Band 5	79.7%	20.3%	148	51.4%	R%	28.4%	R%	148
	Band 6	76.7%	23.3%	116	42.2%	R%	34.5%	R%	116
	Band 7	76.9%	23.1%	108	33.3%	R%	43.5%	R%	108
	Band 8a	R%	R%	61	R%	R%	R%	R%	61
	Band 8b	R%	R%	42	R%	R%	R%	R%	42
	Band 8c	R%	R%	18	R%	R%	R%	R%	18
	Band 8d	R%	R%	10	R%	R%	R%	R%	10
	Band 9	R%	R%	R	R%	R%	R%	R%	R
	VSM	R%	R%	R	R%	R%	R%	R%	R
Clinical	Apprentice	R%	R%	20	R%	R%	R%	R%	20
	Band 2	58.2%	41.8%	534	42.7%	38.0%	15.5%	3.7%	534
	Band 3	57.1%	42.9%	490	47.6%	40.0%	9.6%	2.9%	490
	Band 4	51.8%	48.2%	251	43.0%	47.8%	R%	R%	251
	Band 5	53.7%	46.3%	743	44.8%	44.1%	8.9%	2.2%	743
	Band 6	52.7%	47.3%	1175	42.1%	44.5%	10.6%	2.8%	1175
	Band 7	56.7%	43.3%	416	45.2%	40.4%	11.5%	2.9%	416
	Band 8a	54.4%	45.6%	158	42.4%	42.4%	R%	R%	158
	Band 8b	42.6%	57.4%	61	27.9%	52.5%	R%	R%	61
	Band 8c	R%	R%	14	R%	R%	R%	R%	14
	Band 8d	R%	R%	R	R%	R%	R%	R%	R
	VSM	R%	R%	R	R%	R%	R%	R%	R
	Medical	Trainee	80.0%	20.0%	65	29.2%	16.9%	50.8%	3.1%
Career grade		47.6%	52.4%	21	23.8%	42.9%	23.8%	9.5%	21
Consultants		71.8%	28.2%	110	28.2%	20.9%	43.6%	7.3%	110
SMM		R%	R%	R	R%	R%	R%	R%	R
LPT Substantive Workforce		58.1%	41.9%	5329	43.5%	39.0%	14.6%	2.9%	5329



Table 22: Substantive Non-clinical posts: relative likelihood of BME staff and White staff being at Band 5 or above, by year

March in year	Ethnicity	Non-clinical Band 1 to VSM n	Non-clinical Band 5 to VSM		Likelihood ratio BME / White	95% Confidence Interval	
			n	%			
2020	White	851	359	42.2%	0.85	1.022	upper bound
	BME	355	127	35.8%		0.704	lower bound
2019	White	880	358	40.7%	0.85	1.022	upper bound
	BME	360	124	34.4%		0.701	lower bound
2018	White	851	343	40.3%	0.82	0.995	upper bound
	BME	337	111	32.9%		0.671	lower bound
2017	White	914	368	40.3%	0.82	0.999	upper bound
	BME	324	107	33.0%		0.674	lower bound
2016	White	927	376	40.6%	0.75	0.925	upper bound
	BME	302	92	30.5%		0.610	lower bound
2015	White	912	384	42.1%	0.89	1.080	upper bound
	BME	280	105	37.5%		0.735	lower bound
2014	White	876	375	42.8%	0.89	1.086	upper bound
	BME	264	101	38.3%		0.735	lower bound
2013	White	883	382	43.3%	0.94	1.139	upper bound
	BME	260	106	40.8%		0.780	lower bound
2012	White	1249	368	29.5%	0.84	1.060	upper bound
	BME	298	74	24.8%		0.670	lower bound

Table 23: Substantive Non-clinical posts: relative likelihood of BME staff and White staff being at Band 8B or above, by year

March in year	Ethnicity	Non-clinical Band 1 to VSM n	Non-clinical Band 8b to VSM		Likelihood ratio BME / White	95% Confidence Interval	
			n	%			
2020	White	851	R	R%	0.25	0.543	upper bound
	BME	355	R	R%		0.115	lower bound
2019	White	880	R	R%	0.14	0.376	upper bound
	BME	360	R	R%		0.050	lower bound
2018	White	851	R	R%	0.19	0.481	upper bound
	BME	337	R	R%		0.079	lower bound
2017	White	914	R	R%	0.23	0.531	upper bound
	BME	324	R	R%		0.101	lower bound
2016	White	927	R	R%	0.28	0.610	upper bound
	BME	302	R	R%		0.131	lower bound
2015	White	912	R	R%	0.37	0.757	upper bound
	BME	280	R	R%		0.178	lower bound
2014	White	876	R	R%	0.28	0.651	upper bound
	BME	264	R	R%		0.124	lower bound
2013	White	883	R	R%	0.26	0.596	upper bound
	BME	260	R	R%		0.115	lower bound
2012	White	1249	R	R%	0.39	0.832	upper bound
	BME	298	R	R%		0.179	lower bound

Table 24: Substantive Clinical posts at Bands 2 to 4: relative likelihood of Black British staff and White staff being at Band 3 or 4, by year

March in year	Ethnicity	Clinical Band 2 to 4	Clinical Band 3 to 4		Likelihood ratio Black British / White	95% Confidence Interval	
		n	n	%			
2020	White	955	623	65.2%	0.34	0.508	upper bound
	Black British	90	20	22.2%		0.228	lower bound
2019	White	933	592	63.5%	0.42	0.620	upper bound
	Black British	78	21	26.9%		0.290	lower bound
2018	White	926	594	64.1%	0.34	0.526	upper bound
	Black British	74	16	21.6%		0.216	lower bound
2017	White	966	604	62.5%	0.34	0.536	upper bound
	Black British	71	15	21.1%		0.213	lower bound
2016	White	977	566	57.9%	0.38	0.602	upper bound
	Black British	68	15	22.1%		0.241	lower bound
2015	White	990	536	54.1%	0.56	0.812	upper bound
	Black British	72	22	30.6%		0.392	lower bound
2014	White	968	R	R%	0.31	0.590	upper bound
	Black British	50	R	R%		0.163	lower bound
2013	White	971	R	R%	0.37	0.679	upper bound
	Black British	50	R	R%		0.204	lower bound
2012	White	982	R	R%	0.30	0.628	upper bound
	Black British	43	R	R%		0.140	lower bound

Table 25: Substantive Clinical posts at Band 5 and above: relative likelihood of Black British staff and White staff being at Band 6 or above, by year

March in year	Ethnicity	Clinical Band 5 to VSM	Clinical Band 6 to VSM		Likelihood ratio  Black British / White	95% Confidence Interval	
		n	n	%			
2020	White	2082	1509	72.5%	0.67	0.795	upper bound
	Black British	159	77	48.4%		0.562	lower bound
2019	White	2094	1491	71.2%	0.64	0.764	upper bound
	Black British	159	72	45.3%		0.529	lower bound
2018	White	2155	1517	70.4%	0.57	0.699	upper bound
	Black British	150	60	40.0%		0.462	lower bound
2017	White	2273	1553	68.3%	0.58	0.709	upper bound
	Black British	166	66	39.8%		0.477	lower bound
2016	White	2351	1561	66.4%	0.58	0.701	upper bound
	Black British	178	68	38.2%		0.472	lower bound
2015	White	2349	1540	65.6%	0.57	0.696	upper bound
	Black British	172	64	37.2%		0.463	lower bound
2014	White	2371	1478	62.3%	0.55	0.688	upper bound
	Black British	163	56	34.4%		0.441	lower bound
2013	White	2289	1446	63.2%	0.58	0.729	upper bound
	Black British	144	53	36.8%		0.466	lower bound
2012	White	2307	1430	62.0%	0.63	0.784	upper bound
	Black British	136	53	39.0%		0.504	lower bound

Table 26: Substantive Non-clinical posts: relative likelihood of Female staff and Male staff being at Band 5 or above, by year

March in year	Gender	Non-clinical Band 1 to VSM	Non-clinical Band 5 to VSM		Likelihood ratio	95% Confidence Interval	
		n	n	%	Female / Male		
2020	Female	954	315	33.0%	0.51	0.620	upper bound
	Male	296	193	65.2%		0.414	lower bound
2019	Female	992	321	32.4%	0.51	0.630	upper bound
	Male	290	183	63.1%		0.417	lower bound
2018	Female	954	306	32.1%	0.52	0.647	upper bound
	Male	279	171	61.3%		0.424	lower bound
2017	Female	1004	326	32.5%	0.52	0.644	upper bound
	Male	280	174	62.1%		0.424	lower bound
2016	Female	1012	333	32.9%	0.54	0.665	upper bound
	Male	266	163	61.3%		0.434	lower bound
2015	Female	983	355	36.1%	0.57	0.709	upper bound
	Male	257	162	63.0%		0.463	lower bound
2014	Female	941	340	36.1%	0.54	0.669	upper bound
	Male	245	164	66.9%		0.435	lower bound
2013	Female	940	344	36.6%	0.52	0.641	upper bound
	Male	242	171	70.7%		0.418	lower bound
2012	Female	1300	314	24.2%	0.49	0.620	upper bound
	Male	276	135	48.9%		0.393	lower bound

Table 27: Substantive, Non-clinical posts: relative likelihood of Female Part Time staff and Female Full Time staff being at Band 5 or above, by year

March in year	Working Pattern	Non-clinical Band 1 to VSM	Non-clinical Band 5 to VSM		Likelihood ratio  Part Time / Full Time	95% Confidence Interval	
		n	n	%			
2020	Part Time	388	79	20.4%	0.49	0.626	upper bound
	Full Time	566	236	41.7%		0.381	lower bound
2019	Part Time	402	88	21.9%	0.55	0.704	upper bound
	Full Time	590	233	39.5%		0.436	lower bound
2018	Part Time	411	89	21.7%	0.54	0.690	upper bound
	Full Time	543	217	40.0%		0.425	lower bound
2017	Part Time	418	95	22.7%	0.58	0.728	upper bound
	Full Time	586	231	39.4%		0.457	lower bound
2016	Part Time	397	87	21.9%	0.55	0.695	upper bound
	Full Time	615	246	40.0%		0.432	lower bound
2015	Part Time	381	99	26.0%	0.61	0.764	upper bound
	Full Time	602	256	42.5%		0.488	lower bound
2014	Part Time	384	95	24.7%	0.56	0.708	upper bound
	Full Time	557	245	44.0%		0.447	lower bound
2013	Part Time	399	93	23.3%	0.50	0.634	upper bound
	Full Time	541	251	46.4%		0.398	lower bound
2012	Part Time	707	93	13.2%	0.35	0.451	upper bound
	Full Time	593	221	37.3%		0.276	lower bound

Table 28: Substantive Non-clinical posts: relative likelihood of Male Part Time staff and Male Full Time staff being at Band 5 or above, by year

March in year	Working Pattern]	Non-clinical Band 1 to VSM	Non-clinical Band 5 to VSM		Likelihood ratio  Part Time / Full Time	95% Confidence Interval	
		n	n	%			
2020	Part Time	38	17	44.7%	0.66	0.980	upper bound
	Full Time	258	176	68.2%		0.439	lower bound
2019	Part Time	35	14	40.0%	0.60	0.946	upper bound
	Full Time	255	169	66.3%		0.385	lower bound
2018	Part Time	35	12	34.3%	0.53	0.868	upper bound
	Full Time	244	159	65.2%		0.319	lower bound
2017	Part Time	33	10	30.3%	0.46	0.794	upper bound
	Full Time	247	164	66.4%		0.262	lower bound
2016	Part Time	31	R	R%	0.44	0.797	upper bound
	Full Time	235	R	R%		0.246	lower bound
2015	Part Time	27	R	R%	0.50	0.887	upper bound
	Full Time	230	R	R%		0.283	lower bound
2014	Part Time	27	R	R%	0.36	0.703	upper bound
	Full Time	218	R	R%		0.184	lower bound
2013	Part Time	27	R	R%	0.39	0.724	upper bound
	Full Time	215	R	R%		0.211	lower bound
2012	Part Time	44	R	R%	0.33	0.645	upper bound
	Full Time	232	R	R%		0.171	lower bound

Table 29: Substantive Non-clinical posts: relative likelihood of Female staff and Male staff being at Band 8B or above, by year

March in year	Gender	Non-clinical Band 1 to VSM	Non-clinical Band 8b to VSM		Likelihood ratio Female / Male	95% Confidence Interval	
		n	n	%			
2020	Female	954	51	5.3%	0.66	1.081	upper bound
	Male	296	24	8.1%		0.402	lower bound
2019	Female	992	52	5.2%	0.63	1.037	upper bound
	Male	290	24	8.3%		0.387	lower bound
2018	Female	954	44	4.6%	0.46	0.746	upper bound
	Male	279	28	10.0%		0.283	lower bound
2017	Female	1004	50	5.0%	0.44	0.687	upper bound
	Male	280	32	11.4%		0.277	lower bound
2016	Female	1012	55	5.4%	0.47	0.733	upper bound
	Male	266	31	11.7%		0.297	lower bound
2015	Female	983	49	5.0%	0.39	0.611	upper bound
	Male	257	33	12.8%		0.247	lower bound
2014	Female	941	44	4.7%	0.32	0.501	upper bound
	Male	245	36	14.7%		0.202	lower bound
2013	Female	940	48	5.1%	0.32	0.490	upper bound
	Male	242	39	16.1%		0.205	lower bound
2012	Female	1300	43	3.3%	0.22	0.346	upper bound
	Male	276	41	14.9%		0.143	lower bound



## Bank staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2020 (Table 30):
  - Age:
    - In Non-clinical posts, younger employees (29 years old and under) were overrepresented at Band 2.
    - In Clinical posts, younger employees (29 years old and under) were overrepresented at Band 2 and were underrepresented at Bands 5 and 6; whilst older employees (50 years old and over) were underrepresented at Band 2, and were overrepresented at Band 6.
  - Disability:
    - In Non-clinical posts, Disabled employees were overrepresented at Band 2.
  - Ethnicity:
    - In Non-clinical posts, broadly, White employees and BME employees were proportionately represented across pay bands within the bank workforce. However, the vast majority of posts on the Bank were at lower pay bands, limiting the potential for differences in representation to occur by pay band.
    - In Clinical posts, BME staff (and especially Black British staff) were overrepresented at Band 2; whilst BME staff were underrepresented at Band 5 and Band 6 (especially Black British staff).
    - BME employees were overrepresented amongst Bank workers compared to their level of representation in the Substantive workforce (Table 5), even when considering differences in the proportions of different staff groups on the Bank and in the Substantive workforce (Table 7).
  - Gender:
    - Men and women were proportionately represented across pay bands.

Table 30: Representation in Leicestershire Partnership NHS Trust's bank\* workforce at March 2020, by pay band and protected characteristic

Pay Band		Age band (years)				Disability**			Ethnicity (WRES)**		Ethnicity (BME group in detail)**					Gender		
		29 and under	30 to 49	50 and over	Total n	Dis-abled	Not Dis-abled	Total n	White	BME	Mixed	Asian British	Black British	Other	Total n	Female	Male	Total n
Non-clinical	Band 2	33.7%	30.5%	35.8%	95	12.8%	87.2%	86	49.5%	50.5%	R%	R%	R%	R%	93	69.5%	30.5%	95
	Band 3	R%	R%	58.3%	36	R%	R%	32	67.6%	32.4%	R%	R%	R%	R%	34	R%	R%	36
	Band 4	R%	R%	51.6%	93	R%	R%	65	38.9%	61.1%	R%	44.4%	R%	R%	90	78.5%	21.5%	93
	Band 5	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 6	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 7	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8a	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8b	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8c	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 9	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Clinical	Band 2	27.2%	48.5%	24.3%	482	2.9%	97.1%	417	40.6%	59.4%	3.6%	10.0%	43.4%	2.4%	468	78.0%	22.0%	482
	Band 3	R%	R%	60.4%	48	R%	R%	27	73.9%	26.1%	R%	R%	R%	R%	46	R%	R%	48
	Band 4	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 5	6.6%	48.9%	44.5%	182	R%	R%	151	71.1%	28.9%	R%	R%	18.5%	R%	173	87.4%	12.6%	182
	Band 6	R%	R%	77.6%	67	R%	R%	54	R%	R%	R%	R%	R%	R%	65	R%	R%	67
	Band 7	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8a	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8b	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Med-ical Career grade	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Consultants	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Bank Workforce		18.4%	42.0%	39.6%	1043	4.9%	95.1%	863	53.9%	46.1%	2.7%	15.8%	24.9%	2.7%	1007	80.2%	19.8%	1043

\* those employed solely on the bank, without a substantive post at LPT/ \*\* excludes "not known" categories

Table 30 continued: Representation in Leicestershire Partnership NHS Trust's bank\* workforce at March 2020, by pay band and protected characteristic

Pay Band		Marital Status**			Total n	Maternity***		Total n	Religion or Belief**						Total n	Sexual Orientation**		
		Single	Marr-ied†	Divor-ced‡		Mat-ernity	Not Mat-ernity		Athe-ism	Christ-ianity	Hindu-ism	Islam	Sikh-ism	Other		LGBO	Hetero-sexual	Total n
Non-clinical	Band 2	47.3%	R%	R%	93	R%	R%	41	R%	30.2%	27.9%	20.9%	R%	R%	86	R%	R%	88
	Band 3	R%	57.1%	R%	35	R%	R%	14	R%	48.4%	R%	R%	R%	R%	31	R%	R%	32
	Band 4	R%	69.2%	R%	91	R%	R%	37	R%	33.9%	19.4%	22.6%	R%	R%	62	R%	R%	62
	Band 5	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 6	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 7	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8a	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8b	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8c	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 9	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Clinical	Band 2	49.4%	43.0%	7.6%	472	R%	R%	287	14.3%	65.6%	R%	6.9%	R%	9.0%	421	2.7%	97.3%	414
	Band 3	R%	52.2%	R%	46	R%	R%	16	R%	60.0%	R%	R%	R%	R%	30	R%	R%	30
	Band 4	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 5	26.8%	62.0%	11.2%	179	R%	R%	88	9.3%	70.0%	R%	R%	R%	13.3%	150	R%	R%	146
	Band 6	18.2%	66.7%	15.2%	66	R%	R%	R	R%	75.0%	R%	R%	R%	R%	52	R%	R%	53
	Band 7	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8a	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 8b	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
	Band 9	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	R%	R%	R
Med-ical	Career grade	R%	R%	R%	R	R%	R%	R	R%	R%	R%	R%	R%	R%	R	-	-	R
	Consultants	R%	R%	R%	R	-	-	0	R%	R%	R%	R%	R%	R%	R	R%	R%	R
LPT Bank Workforce		37.7%	52.7%	9.6%	1021	R%	R%	501	12.7%	59.9%	7.5%	7.8%	1.5%	10.6%	861	2.7%	97.3%	855

\* those employed solely on the bank, without a substantive post at LPT/ \*\* excludes "not known" categories / † includes Civil Partnership / ‡ includes Legally Separated and Widowed / \*\*\* Maternity or adoption leave for women aged under 50 years old

## Leicestershire Partnership NHS Trust's workforce equality profile, by staff group

### Substantive staff

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2020 (Table 31):
  - In the Administrative and Clerical group there were overrepresentations of older employees (50 years old and over), BME employees (particularly Asian British employees), men, Hindus and Sikhs; whilst there were underrepresentations of middle-aged employees (30 to 49 years old) and Black British employees.
  - In the Additional Clinical Services group there were overrepresentations of younger employees (aged 29 years old and under) and LGBO employees.
  - In the Additional, Professional, Scientific, and Technical group there was an overrepresentation of Atheists and an underrepresentation of Christians.
  - In the Allied Health Professionals group there was an overrepresentation of younger employees (29 years old and under) and middle-aged employees (30 to 49 years old); whilst there were underrepresentations of older employees (50 years old and over), BME employees (particularly Black British employees), men, and employees who were divorced, legally separated or widowed.
  - In the Nursing staff group there were overrepresentations of older employees (50 years old and over), White employees, Black British employees, and Christians; whilst there were underrepresentations of younger employees (29 years old and under), Asian British employees, men, Hindus, Muslims, and Sikhs.
  - In the Medical staff group there were overrepresentations of BME employees (particularly Asian British employees and those of "other" ethnicities – other than Black British or Mixed-race), men, Hindus, and Muslims; whilst there were underrepresentations of White employees, women, employees who were divorced, legally separated or widowed, and Christians.
- Thus, the equality profile of Leicestershire Partnership NHS Trust's workforce across staff groups suggests the presence of occupational segregation. This may in turn reflect traditional cultural and gender-based career preferences, historical economic migration, as well differing age profiles and the requirement for certain levels of experience or qualification for some of roles. Noting the equality profile of Leicestershire Partnership NHS Trust's workforce across staff groups might help with designing long-term strategies to recruit or develop staff for roles with recruitment shortages. For instance, there are national shortages of qualified nurses; nursing careers could be promoted to those from Asian British backgrounds, and to men, in order to take advantage of an untapped source of potential nursing talent.

Table 31: Representation in Leicestershire Partnership NHS Trust's substantive workforce at March 2020 compared to representation by staff group and protected characteristic

Protected Characteristic		LPT Substantive Workforce Overall		Administrative and Clerical**		Additional Clinical Services		Staff Group (Substantive)		Nursing Registered		Medical	
		n	%	n	%	n	%	Additional Professional Scientific and Technical***	Allied Health Professionals	n	%	n	%
(excludes "not known" categories)													
Age Group (years)	29 and under	687	12.9%	162	12.9%	228	17.5%	34	14.7%	105	16.9%	141	8.2%
	30 to 49	2609	49.0%	530	42.1%	611	46.9%	132	57.1%	375	60.5%	839	48.9%
	50 and over	2033	38.1%	567	45.0%	465	35.7%	65	28.1%	140	22.6%	734	42.8%
Disability	Disabled	247	5.8%	65	6.5%	58	5.4%	R	R%	43	7.9%	65	4.9%
	Not Disabled	3998	94.2%	942	93.5%	1010	94.6%	R	R%	501	92.1%	1249	95.1%
Ethnicity (WRES)	White	3982	76.5%	856	70.5%	979	76.1%	157	79.3%	512	84.6%	1406	82.8%
	BME	1221	23.5%	359	29.5%	308	23.9%	41	20.7%	93	15.4%	292	17.2%
Ethnicity (detailed)	Mixed	87	1.7%	R	R%	23	1.8%	R	R%	R	R%	26	1.5%
	Asian British	788	15.1%	302	24.9%	176	13.7%	R	R%	R	R%	101	5.9%
	Black British	292	5.6%	30	2.5%	90	7.0%	R	R%	R	R%	147	8.7%
	Other	54	1.0%	R	R%	19	1.5%	R	R%	R	R%	18	1.1%
Gender	Female	4397	82.5%	959	76.2%	1114	85.4%	180	77.9%	549	88.5%	1496	87.3%
	Male	932	17.5%	300	23.8%	190	14.6%	51	22.1%	71	11.5%	218	12.7%
Marital Status	Single	1636	31.2%	376	30.4%	443	34.5%	R	R%	217	35.5%	472	28.0%
	Married†	3031	57.9%	707	57.2%	677	52.7%	134	60.1%	354	57.8%	1015	60.3%
	Divorced‡	572	10.9%	153	12.4%	165	12.8%	R	R%	41	6.7%	197	11.7%
Maternity**	Maternity	118	4.4%	20	4.2%	22	3.1%	R	R%	R	R%	47	5.5%
	Not maternity	2561	95.6%	454	95.8%	697	96.9%	R	R%	R	R%	814	94.5%
Religion or Belief	Atheism	639	15.0%	130	12.6%	169	16.6%	42	29.0%	87	17.2%	192	13.8%
	Christianity	2406	56.5%	519	50.4%	544	53.4%	53	36.6%	300	59.4%	934	67.1%
	Hinduism	327	7.7%	136	13.2%	62	6.1%	R	R%	R	R%	46	3.3%
	Islam	235	5.5%	78	7.6%	55	5.4%	R	R%	R	R%	34	2.4%
	Sikhism	125	2.9%	58	5.6%	32	3.1%	R	R%	R	R%	16	1.2%
	Other	527	12.4%	109	10.6%	156	15.3%	26	17.9%	52	10.3%	169	12.1%
Sexual Orientation	LGBO	130	3.0%	24	2.3%	46	4.4%	R	R%	R	R%	38	2.7%
	Heterosexual	4211	97.0%	1021	97.7%	991	95.6%	R	R%	R	R%	1381	97.3%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old

\*\* includes Estates and Ancillary / \*\*\* includes Healthcare Scientists

**Bank staff**

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's bank workforce at March 2020 (Table 32):
  - In the Administrative and Clerical group there were overrepresentations of older employees (50 years old and over), Asian British employees, Hindus and Muslims; whilst there were underrepresentations of Black British employees and Christians.
  - In the Additional Clinical Services group there were overrepresentations younger employees (29 years old and under), Black British employees, and single people, and underrepresentations of older employees (50 years old and over) and White employees.
  - In the Allied Health Professionals group there was an overrepresentation of White employees and an underrepresentation of BME employees.
  - In the Nursing staff group there were overrepresentations of older employees (50 years old and over) and White employees, and underrepresentations of younger employees (29 years old and under), BME employees, men, single people, and Muslims.

Table 32: Representation in Leicestershire Partnership NHS Trust's bank\* workforce at March 2020, by staff group and protected characteristic

Protected Characteristic		LPT Bank Workforce Overall		Staff Group (Bank*)											
				Administrative and Clerical***		Additional Clinical Services		Additional Professional Scientific and Technical****		Allied Health Professionals		Nursing Registered		Medical	
(excludes “not known” categories)		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Group (years)	29 and under	192	18.4%	39	16.0%	140	26.1%	R	R%	R	R%	R	R%	R	R%
	30 to 49	438	42.0%	80	32.9%	250	46.6%	R	R%	R	R%	R	R%	R	R%
	50 and over	413	39.6%	124	51.0%	147	27.4%	R	R%	R	R%	130	54.4%	R	R%
Disability	Disabled	42	4.9%	16	8.2%	13	2.9%	R	R%	R	R%	R	R%	R	R%
	Not Disabled	821	95.1%	180	91.8%	438	97.1%	R	R%	R	R%	R	R%	R	R%
Ethnicity (WRES)	White	543	53.9%	R	R%	229	44.0%	R	R%	R	R%	170	74.9%	R	R%
	BME	464	46.1%	R	R%	292	56.0%	R	R%	R	R%	57	25.1%	R	R%
Ethnicity (detailed)	Mixed	27	2.7%	R	R%	17	3.3%	R	R%	R	R%	R	R%	R	R%
	Asian British	159	15.8%	87	37.0%	54	10.4%	R	R%	R	R%	R	R%	R	R%
	Black British	251	24.9%	R	R%	209	40.1%	R	R%	R	R%	33	14.5%	R	R%
	Other	27	2.7%	11	4.7%	12	2.3%	R	R%	R	R%	R	R%	R	R%
Gender	Female	836	80.2%	R	R%	422	78.6%	R	R%	R	R%	210	87.9%	R	R%
	Male	207	19.8%	R	R%	115	21.4%	R	R%	R	R%	29	12.1%	R	R%
Marital Status	Single	385	37.7%	R	R%	248	47.2%	R	R%	R	R%	59	25.0%	R	R%
	Married†	538	52.7%	R	R%	232	44.2%	R	R%	R	R%	146	61.9%	R	R%
	Divorced‡	98	9.6%	R	R%	45	8.6%	R	R%	R	R%	31	13.1%	R	R%
Maternity**	Maternity	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Not maternity	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Religion or Belief	Atheism	109	12.7%	R	R%	63	13.8%	R	R%	R	R%	19	9.7%	R	R%
	Christianity	516	59.9%	R	R%	297	64.8%	R	R%	R	R%	138	70.4%	R	R%
	Hinduism	65	7.5%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Islam	67	7.8%	R	R%	30	6.6%	R	R%	R	R%	R	R%	R	R%
	Sikhism	13	1.5%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Other	91	10.6%	R	R%	45	9.8%	R	R%	R	R%	25	12.8%	R	R%
Sexual Orientation	LGBQ	23	2.7%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Heterosexual	832	97.3%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%

\* those employed solely on the bank, without a substantive post at LPT / \*\* Maternity or adoption leave for women aged under 50 years old / \*\*\* includes Estates and Ancillary / \*\*\*\* includes Healthcare Scientists / † includes Civil Partnership / ‡ includes Legally Separated and Widowed

## Leicestershire Partnership NHS Trust's workforce equality profile, by working pattern and satisfaction with opportunities for flexible working

- Compared to the overall equality profile of Leicestershire Partnership NHS Trust's substantive workforce at March 2020 (Table 33):
  - Younger employees (29 years and under), Asian British employees, Black British employees, men, single people, Atheists, Muslims, and Sikhs were underrepresented amongst Part Time workers; whilst older employees (50 years and over), White employees, women, people who were married or in a civil partnership, and Christians were overrepresented amongst Part Time workers.
- Compared to the overall profile of Leicestershire Partnership NHS Trust's substantive workforce by workforce area at March 2020 (Table 34):
  - Those in AMH&LD, Enabling, and Hosted Services were underrepresented amongst Part Time workers; whilst those in FYPC and CHS were overrepresented amongst Part Time workers.
  - Administrative and Clerical roles and Medical roles were underrepresented amongst Part Time workers; whilst Allied Health Professionals were overrepresented amongst Part Time workers.
  - In terms of pay bands, those at Non-clinical Band 2 were overrepresented amongst Part Time workers; whilst those at Non-clinical Bands 5 and 8A were underrepresented amongst Part Time workers (Table 21).
  - Variations in part-time working by age, gender, and marital status might reflect the career stage and caring responsibilities of different groups of employees. Variations in part-time working by ethnicity might reflect occupational segregation in the workforce – for instance, there was an overrepresentation of BME employees in Administrative and Clerical roles (Table 31), alongside the underrepresentation of Part Time workers in Administrative and Clerical roles as noted above.
- The 2019 NHS Staff Survey indicated that, across the organisation, satisfaction with opportunities for flexible working had decreased since 2018, back to levels seen in 2017. This decrease in satisfaction was seen, in particular, for staff who were non-disabled, BME staff, women, and Muslim staff (Table 35). Meanwhile, in 2019, as in 2018, Disabled staff remained less likely than staff who were non-disabled to be satisfied with opportunities for flexible working (Table 35). In terms of adequate adjustments, in 2019, the percentage of Disabled staff reporting that the Trust had made adequate adjustments to enable them to carry out their work remained at a high level, similar to 2017 and 2018 (Table 35) – this metric also forms part of the Workforce Disability Equality Standard, the Trust value of 80.3% for 2019 is higher than the national benchmark of 73.8%. In terms of workforce areas, broadly, in 2019, staff in CHS and those in Additional Clinical Services roles were less likely to be satisfied with opportunities for flexible working; whilst staff in Enabling were more likely to be satisfied with opportunities for flexible working (Table 36). Meanwhile, in 2019, satisfaction with opportunities for flexible working amongst those in Allied Health Professional roles had decreased since 2018 to levels seen in 2017 (Table 36).



Table 33: Part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, analysed by protected characteristic

Protected Characteristic (excludes "not known" categories)		LPT Substantive Workforce Overall		Working Pattern			
				Full Time		Part Time	
		n	%	n	%	n	%
<b>Age Group (years)</b>	29 and under	687	12.9%	573	18.5%	114	5.1%
	30 to 49	2609	49.0%	1438	46.4%	1171	52.4%
	50 and over	2033	38.1%	1085	35.0%	948	42.5%
<b>Disability</b>	Disabled	247	5.8%	152	6.1%	95	5.4%
	Not Disabled	3998	94.2%	2331	93.9%	1667	94.6%
<b>Ethnicity (WRES)</b>	White	3982	76.5%	2168	72.0%	1814	82.8%
	BME	1221	23.5%	843	28.0%	378	17.2%
<b>Ethnicity (detailed)</b>	Mixed	87	1.7%	55	1.8%	32	1.5%
	Asian British	788	15.1%	547	18.2%	241	11.0%
	Black British	292	5.6%	201	6.7%	91	4.2%
	Other	54	1.0%	40	1.3%	14	0.6%
<b>Gender</b>	Female	4397	82.5%	2320	74.9%	2077	93.0%
	Male	932	17.5%	776	25.1%	156	7.0%
<b>Marital Status</b>	Single	1636	31.2%	1166	38.4%	470	21.3%
	Married†	3031	57.9%	1532	50.5%	1499	68.0%
	Divorced‡	572	10.9%	335	11.0%	237	10.7%
<b>Maternity*</b>	Maternity	118	4.4%	60	4.1%	58	4.8%
	Not maternity	2561	95.6%	1409	95.9%	1152	95.2%
<b>Religion or Belief</b>	Atheism	639	15.0%	426	17.0%	213	12.2%
	Christianity	2406	56.5%	1286	51.2%	1120	64.1%
	Hinduism	327	7.7%	215	8.6%	112	6.4%
	Islam	235	5.5%	168	6.7%	67	3.8%
	Sikhism	125	2.9%	93	3.7%	32	1.8%
	Other	527	12.4%	325	12.9%	202	11.6%
<b>Sexual Orientation</b>	LGBO	130	3.0%	101	3.9%	29	1.6%
	Heterosexual	4211	97.0%	2462	96.1%	1749	98.4%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old  
WRES: Workforce Race Equality Standard

Table 34: Part-time working in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by Service and Staff Group

Workforce Area		LPT Substantive Workforce Overall		Working Pattern			
				Full Time		Part Time	
		n	%	n	%	n	%
Service	Adult Mental Health & Learning Disabilities Services	1336	25.1%	926	29.9%	410	18.4%
	Community Health Services	1983	37.2%	1039	33.6%	944	42.3%
	Family Young People & Children	1273	23.9%	578	18.7%	695	31.1%
	Enabling	503	9.4%	354	11.4%	149	6.7%
	Hosted Services	234	4.4%	199	6.4%	35	1.6%
Staff Group	Administrative and Clerical*	1259	23.6%	831	26.8%	428	19.2%
	Additional Clinical Services	1304	24.5%	748	24.2%	556	24.9%
	Additional Professional Scientific and Technical**	231	4.3%	122	3.9%	109	4.9%
	Allied Health Professionals	620	11.6%	276	8.9%	344	15.4%
	Nursing (Registered)	1714	32.2%	974	31.5%	740	33.1%
	Medical	201	3.8%	145	4.7%	56	2.5%

\* includes Estates and Ancillary / \*\* includes Healthcare Scientists

Table 35: NHS Staff Survey 2017 to 2019: satisfaction with opportunities for flexible working by protected characteristic, and adequate adjustments for disabled employees by protected characteristic

Protected Characteristic (excludes "not known" categories)		5h. How satisfied are you with the opportunities for flexible working patterns? % Satisfied or Very satisfied			Trends over time		28b. Has your employer made adequate adjustment(s) to enable you to carry out your work? % Yes			Trends over time	
		2017	2018	2019	2017 to 2019	2018 to 2019	2017	2018	2019	2017 to 2019	2018 to 2019
<b>LPT Overall</b>		<b>62.61% (1403/2241)</b>	<b>67.04% (1727/2576)</b>	<b>63.65% (1527/2399)</b>	—	↓	<b>78.73% (211/268)</b>	<b>78.59% (257/327)</b>	<b>80.29% (281/350)</b>	—	—
<b>Age Band (years)</b>	<b>21-30</b>	59.45% (151/254)	61.67% (185/300)	57.55% (160/278)	—	—	71.43% (15/21)	80.65% (25/31)	72.97% (27/37)	—	—
	<b>31-40</b>	68.23% (305/447)	70.43% (362/514)	66.46% (325/489)	—	—	88.89% (32/36)	80.00% (36/45)	88.68% (47/53)	—	—
	<b>41-50</b>	68.92% (459/666)	70.78% (545/770)	68.35% (475/695)	—	—	77.42% (72/93)	75.53% (71/94)	79.46% (89/112)	—	—
	<b>51-65</b>	56.39% (437/775)	64.20% (572/891)	61.00% (513/841)	—	—	79.25% (84/106)	80.54% (120/149)	80.00% (112/140)	—	—
	<b>66+</b>	56.00% (14/25)	59.09% (13/22)	71.43% (20/28)	—	—	33.33% (R)	50.00% (R)	80.00% (R)	—	—
<b>Disability</b>	<b>Disabled</b>	61.17% (63/103)	60.50% (337/557)	56.83% (312/549)	—	—	71.70% (38/53)	78.59% (257/327)	80.29% (281/350)	—	—
	<b>Non-disabled</b>	62.84% (1001/1593)	69.16% (1357/1962)	65.82% (1188/1805)	—	↓	79.39% (104/131)	0.00% (0/0)	0.00% (0/0)	—	—
<b>Ethnicity (WRES)</b>	<b>White</b>	63.04% (1141/1810)	66.54% (1350/2029)	64.68% (1236/1911)	—	—	79.20% (179/226)	78.52% (223/284)	80.97% (234/289)	—	—
	<b>BME</b>	61.24% (237/387)	70.62% (351/497)	61.52% (275/447)	—	↓	76.32% (29/38)	78.38% (29/37)	77.36% (41/53)	—	—
<b>BME Group</b>	<b>Asian British</b>	63.16% (180/285)	70.52% (256/363)	63.75% (197/309)	—	—	74.07% (20/27)	76.92% (20/26)	70.59% (24/34)	—	—
	<b>Black British</b>	52.31% (34/65)	69.51% (57/82)	56.98% (49/86)	—	—	71.43% (R)	77.78% (R)	87.50% (R)	—	—
	<b>Mixed</b>	57.14% (12/21)	71.43% (20/28)	55.17% (16/29)	—	—	100.00% (R)	100.00% (R)	83.33% (R)	—	—
	<b>Other</b>	68.75% (11/16)	75.00% (18/24)	56.52% (13/23)	—	—	100.00% (R)	0.00% (R)	100.00% (R)	—	—
<b>Gender</b>	<b>Female</b>	62.77% (1165/1856)	67.61% (1430/2115)	63.97% (1264/1976)	—	↓	77.57% (166/214)	79.12% (216/273)	82.82% (241/291)	—	—
	<b>Male</b>	61.82% (238/385)	64.43% (297/461)	62.17% (263/423)	—	—	83.33% (45/54)	75.93% (41/54)	67.80% (40/59)	—	—
<b>Religion or Belief</b>	<b>No Religion</b>	60.49% (398/658)	64.47% (528/819)	63.27% (503/795)	—	—	81.43% (57/70)	76.29% (74/97)	76.99% (87/113)	—	—
	<b>Christian</b>	66.67% (712/1068)	69.67% (774/1111)	66.83% (693/1037)	—	—	78.63% (103/131)	80.54% (120/149)	85.53% (136/159)	—	—
	<b>Hindu</b>	66.67% (84/126)	70.24% (118/168)	65.41% (87/133)	—	—	85.71% (12/14)	100.00% (12/12)	75.00% (12/16)	—	—
	<b>Muslim</b>	73.53% (50/68)	73.53% (50/68)	56.34% (40/71)	↓	↓	75.00% (R)	80.00% (R)	80.00% (R)	—	—
	<b>Sikh</b>	73.53% (25/34)	78.00% (39/50)	66.67% (28/42)	—	—	75.00% (R)	66.67% (R)	66.67% (R)	—	—
	<b>Other</b>	21.05% (4/19)	55.26% (21/38)	59.46% (22/37)	↑	—	40.00% (R)	75.00% (9/12)	68.75% (11/16)	—	—
<b>Sexual Orientation</b>	<b>Heterosexual</b>	64.85% (1251/1929)	67.73% (1505/2222)	64.92% (1336/2058)	—	—	78.92% (176/223)	80.61% (212/263)	82.31% (242/294)	—	—
	<b>LGBO</b>	40.62% (26/64)	60.61% (40/66)	55.29% (47/85)	—	—	92.31% (12/13)	70.59% (12/17)	66.67% (14/21)	—	—

Table 36: NHS Staff Survey 2017 to 2019: satisfaction with opportunities for flexible working by workforce area, and adequate adjustments for disabled employees by workforce area

Workforce Group		5h. How satisfied are you with the opportunities for flexible working patterns? % Satisfied or Very satisfied			Trends over time		28b. Has your employer made adequate adjustment(s) to enable you to carry out your work? % Yes			Trends over time	
		2017	2018	2019	2017 to 2019	2018 to 2019	2017	2018	2019	2017 to 2019	2018 to 2019
<b>LPT Overall</b>		<b>62.61% (1403/2241)</b>	<b>67.04% (1727/2576)</b>	<b>63.65% (1527/2399)</b>	—	↓	<b>78.73% (211/268)</b>	<b>78.59% (257/327)</b>	<b>80.29% (281/350)</b>	—	—
<b>Service</b>	<b>AMH&amp;LD</b>	54.00% (236/437)	62.84% (345/549)	61.10% (322/527)	↑	—	73.61% (53/72)	77.65% (66/85)	82.22% (74/90)	—	—
	<b>CHS</b>	55.98% (426/761)	60.92% (572/939)	57.27% (504/880)	—	—	83.56% (61/73)	76.72% (89/116)	78.45% (91/116)	—	—
	<b>FYPC</b>	70.51% (471/668)	75.27% (490/651)	70.19% (219/312)	—	—	75.58% (65/86)	79.75% (63/79)	76.47% (39/51)	—	—
	<b>Enabling</b>	72.54% (206/284)	73.51% (222/302)	70.14% (397/566)	—	—	86.67% (26/30)	80.56% (29/36)	85.00% (68/80)	—	—
	<b>Hosted Services</b>	70.33% (64/91)	72.59% (98/135)	74.56% (85/114)	—	—	85.71% (R)	90.91% (10/11)	69.23% (9/13)	—	—
<b>Staff Group</b>	<b>Administrative and Clerical</b>	67.77% (490/723)	70.09% (546/779)	66.45% (507/763)	—	—	78.82% (67/85)	80.81% (80/99)	78.63% (92/117)	—	—
	<b>Additional Clinical Services</b>	57.87% (217/375)	58.26% (268/460)	55.97% (253/452)	—	—	82.26% (51/62)	78.05% (64/82)	81.43% (57/70)	—	—
	<b>Add. Prof. Scientific and Tech.</b>	66.67% (44/66)	75.53% (71/94)	73.68% (70/95)	—	—	66.67% (R)	57.14% (R)	71.43% (R)	—	—
	<b>Allied Health Professionals</b>	70.29% (246/350)	77.27% (272/352)	70.15% (228/325)	—	↓	84.38% (27/32)	81.82% (27/33)	94.29% (33/35)	—	—
	<b>Nursing and Midwifery Reg.</b>	56.09% (359/640)	64.10% (507/791)	62.28% (431/692)	↑	—	76.25% (61/80)	77.23% (78/101)	78.38% (87/111)	—	—
<b>Medical and Dental</b>		54.32% (44/81)	64.04% (57/89)	52.24% (35/67)	—	—	60.00% (R)	80.00% (R)	70.00% (7/10)	—	—

## The equality profile of Leicestershire Partnership NHS Trust's recruitment process

- The overall equality profile of Leicestershire Partnership NHS Trust's recruitment process (Table 37):
  - Applicants:
    - Younger people and middle-aged people (29 years old and under and 30 to 49 years old), Disabled people, BME people, women, single people, people of minority faiths (Hindus, Muslims, Sikhs, and "other" religious groups), and LGBO people were overrepresented amongst applicants to posts at Leicestershire Partnership NHS Trust compared to expectations based on the profile of the local working age population.
  - Short listing:
    - Younger people (29 years old and under), people who were not disabled, BME people, men, single people, Hindus, and Muslims were less likely to be shortlisted; however, when looking at ethnic groups in more detail it is noted that Black British people were shortlisted at a proportionate level.
  - Appointment:
    - All groups were similarly likely to be appointed from shortlisting.
- An in depth analysis of recruitment was undertaken by staff group, pay band, and protected characteristic. Those findings that further inform regarding the likelihood of shortlisting and appointment for BME people are reviewed here (Table 38):
  - Applicants:
    - BME people were overrepresented amongst applicants at all pay bands (non-clinical band 2, bands 3 to 4, band 5 and above, clinical bands 2, bands 3 to 4, band 5, band 6 and above, and in medical roles).
  - Short listing:
    - White people were overrepresented amongst those shortlisted at all pay bands (non-clinical band 2, bands 3 to 4, band 5 and above, clinical bands 2, bands 3 to 4, band 5, band 6 and above, and in medical roles).
  - Appointment:
    - White and BME people were similarly likely to be appointed at all pay bands (non-clinical band 2, bands 3 to 4, band 5 and above, clinical bands 2, bands 3 to 4, band 5, band 6 and above, and in medical roles).

- In 2019/20, White people and BME people were similarly likely to be appointed from shortlisting (White people were 1.14 times as likely as BME people to be appointed from shortlisting). Specifically, 11.3% of White people were appointed from shortlisting (341/3005) compared to 10.0% of BME people (186/1861). This represents an improvement on previous years. For instance, in 2018/19, 9.7% of White people were appointed from shortlisting (371/3844) compared to 4.9% of BME people (124/2525), with White people 1.97 times more likely than BME people to be appointed; and in 2017/18, 10.5% of White people were appointed from shortlisting (342/3253) compared to 7.9% of BME people (160/2018), with White people 1.33 times more likely than BME people to be appointed (Table 39).
- Men were underrepresented amongst applicants to posts at Leicestershire Partnership NHS Trust compared to expectations based on the profile of the local working age population (Table 37); this may reflect a female gender bias in the Nursing profession, although men were underrepresented in most roles across the Trust when compared to the local working age population (except at the highest pay bands and in Medical posts). Men were also shortlisted at a lower rate than women.

Table 37: Leicestershire Partnership NHS Trust's recruitment process during 2019/20 by protected characteristic: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Protected Characteristic (excludes "not known" categories)		Applicants compared to the local population Leicester, Leicestershire and Rutland Overall*				Shortlisted (% of applicants)		Appointed (% of shortlisted)	
		n	% <sup>1</sup>	n	% <sup>1</sup>	n	% <sup>2</sup>	n	% <sup>3</sup>
<b>Age Band (years)</b>	29 and under	215943	31.2%	4464	35.7%	1481	33.2%	177	12.0%
	30 to 49	270995	39.1%	6174	49.4%	2544	41.2%	275	10.8%
	50 and over	205628	29.7%	1870	15.0%	947	50.6%	91	9.6%
<b>Disability</b>	Disabled	31616	4.8%	832	6.8%	371	44.6%	30	8.1%
	Not Disabled	632233	95.2%	11378	93.2%	4493	39.5%	504	11.2%
<b>Ethnicity (WRES)</b>	White	513259	77.3%	6513	53.1%	3005	46.1%	341	11.3%
	BME	150590	22.7%	5743	46.9%	1861	32.4%	186	10.0%
<b>Ethnicity (Detailed)</b>	Mixed	10592	1.6%	400	3.3%	129	32.3%	R	R%
	Asian British	115756	17.4%	3659	29.9%	1110	30.3%	103	9.3%
	Black British	16182	2.4%	1434	11.7%	555	38.7%	61	11.0%
	Other	8060	1.2%	250	2.0%	67	26.8%	R	R%
<b>Gender</b>	Female	344502	49.7%	9476	76.2%	3929	41.5%	422	10.7%
	Male	348064	50.3%	2957	23.8%	1003	33.9%	112	11.2%
<b>Marital Status</b>	Single	269488	40.6%	5931	49.2%	2202	37.1%	250	11.4%
	Married†	310784	46.8%	5255	43.6%	2145	40.8%	217	10.1%
	Divorced‡	83577	12.6%	866	7.2%	405	46.8%	42	10.4%
<b>Religion or Belief</b>	Atheism	186299	29.8%	1711	15.2%	733	42.8%	95	13.0%
	Christianity	321500	51.4%	4747	42.1%	2114	44.5%	235	11.1%
	Hinduism	49841	8.0%	1405	12.5%	403	28.7%	35	8.7%
	Islam	45040	7.2%	1509	13.4%	428	28.4%	51	11.9%
	Sikhism	16066	2.6%	524	4.6%	180	34.4%	15	8.3%
	Other	6599	1.1%	1387	12.3%	607	43.8%	53	8.7%
<b>Sexual Orientation</b>	LGBO	130000	3.5%	516	4.3%	209	40.5%	22	10.5%
	Heterosexual	3618000	96.5%	11421	95.7%	4514	39.5%	491	10.9%
<b>Overall</b>				<b>12513</b>		<b>4972</b>	<b>39.7%</b>	<b>543</b>	<b>10.9%</b>

<sup>1</sup> Percentage reflects degree of representation and is calculated out of the total number of people for whom protected characteristic subgroup was known for the given protected characteristic

<sup>2</sup> Percentage shortlisted out of the total number of applicants in the given protected characteristic subgroup

<sup>3</sup> Percentage appointed out of the total number shortlisted in the given protected characteristic subgroup

\* Leicester, Leicestershire and Rutland working age population (16 to 64 years old); estimates are based on the UK Census 2011, except for age and gender which are based on ONS mid-year population estimates to June 2019 and sexual orientation which is based on the 2018 ONS Annual Population Survey regional estimate for the East Midlands

† includes Civil Partnership / ‡ includes Legally Separated and Widowed

Table 38: Leicestershire Partnership NHS Trust's recruitment process during 2019/20, by pay band and ethnicity: representation amongst applicants compared to the local population; percentage shortlisted out of those who applied; and percentage appointed out of those shortlisted

Pay Band		Ethnicity (excludes “not known” categories)	Applicants compared to the local population Leicester, Leicestershire and Rutland Overall*				Shortlisted (% of applicants)		Appointed (% of shortlisted)	
			n	%	n	%	n	%	n	%
All Recruitment		White	513259	77.3%	6513	53.1%	3005	46.1%	341	11.3%
		BME	150590	22.7%	5743	46.9%	1861	32.4%	186	10.0%
Non-clinical	Band 2	White	513259	77.3%	1036	47.8%	322	31.1%	21	6.5%
		BME	150590	22.7%	1133	52.2%	264	23.3%	24	9.1%
	Band 3 to 4	White	513259	77.3%	849	50.4%	292	34.4%	20	6.8%
		BME	150590	22.7%	835	49.6%	221	26.5%	21	9.5%
	Band 5 and above	White	513259	77.3%	392	44.9%	107	27.3%	13	12.1%
		BME	150590	22.7%	481	55.1%	93	19.3%	11	11.8%
	Other	White	513259	77.3%	27	30.3%	11	40.7%	0	0.0%
		BME	150590	22.7%	62	69.7%	18	29.0%	0	0.0%
Clinical	Band 2	White	513259	77.3%	1281	50.7%	571	44.6%	92	16.1%
		BME	150590	22.7%	1248	49.3%	453	36.3%	61	13.5%
	Band 3 to 4	White	513259	77.3%	1143	60.7%	412	36.0%	36	8.7%
		BME	150590	22.7%	739	39.3%	205	27.7%	12	5.9%
	Band 5	White	513259	77.3%	654	60.6%	479	73.2%	55	11.5%
		BME	150590	22.7%	426	39.4%	246	57.7%	22	8.9%
	Band 6 and above	White	513259	77.3%	927	63.5%	677	73.0%	88	13.0%
		BME	150590	22.7%	533	36.5%	280	52.5%	25	8.9%
	Medical	White	513259	77.3%	17	9.9%	R	R%	R	R%
		BME	150590	22.7%	154	90.1%	R	R%	R	R%
	Other	White	513259	77.3%	187	58.6%	128	68.4%	R	R%
		BME	150590	22.7%	132	41.4%	65	49.2%	R	R%



Table 39: Recruitment: relative likelihood of White people and BME people being appointed from shortlisting, by year

Year	Ethnicity	Shortlisted	Appointed		Likelihood ratio White / BME	95% Confidence Interval	
		n	n	%			
2019/20	White	2664	341	12.8%	1.14	1.360	upper bound
	BME	1675	186	11.1%		0.948	lower bound
2018/19	White	3473	371	10.7%	1.97	2.411	upper bound
	BME	2401	124	5.2%		1.602	lower bound
2017/18	White	2911	342	11.7%	1.33	1.603	upper bound
	BME	1858	160	8.6%		1.097	lower bound
2016/17	White	2781	659	23.7%	1.45	1.669	upper bound
	BME	1982	301	15.2%		1.265	lower bound

## Leicestershire Partnership NHS Trust's substantive workforce equality profile, by promotions, the award of annual pay increments, and the uptake of non-mandatory training

- Promotions (defined as an increase in pay band at March 2020 when compared to March 2019):
  - Older employees (50 years old and over), people who were married or in a civil partnership, and people who were divorced, legally separated, or widowed were less likely to be promoted; whilst younger people (29 years old and under), people of "other" ethnicities (not White, Mixed, Asian British, or Black British), single people and Atheists were more likely to be promoted (Table 40).
  - Staff at Non-clinical Band 2 and Clinical Band 2 were less likely to have been promoted in the last year (reflecting that these are the lowest agenda for change pay bands); whilst staff at Clinical Band 7 were more likely to have been promoted in the last year (Table 41).
  - Staff in CHS and Part Time staff were less likely to have been promoted in the last year; whilst staff in AMH&LD and Full Time staff were more likely to have been promoted in the last year (Table 42).
  - The finding that promotion was less likely for older people might reflect differences in career stage by age – older people tended to be at higher pay bands already (Table 20).
- Fairness in career progression and promotion (Staff Survey 2019):
  - Overall, the percentage of LPT employees who felt that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age has decreased over the past three years, and this decrease is part of a longer-term trend (Table 44). In particular, Disabled people and BME employees (especially Asian British people, Black British people, and Mixed-race people) were less likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age; these trends have been present over the past three years (Table 44). Meanwhile, although White employees were more likely to feel that the organisation acts fairly with regard to career progression / promotion, the level of agreement with this statement has followed a downward trend over the past three years (Table 44). In terms of age, younger people (21 to 30 years old) were most likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age. The percentage of people feeling that the organisation acts fairly with regard to career progression / promotion amongst people aged 51 to 65 years old has decreased over the past three years.
  - Allied Health Professionals were most likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age; a trend that has been present and has remained static over the past three years (Table 45), and longer. Meanwhile staff in FYPC were less likely to feel that the organisation acts fairly with regard to career

progression / promotion, with a deterioration in this measure for FYPC in 2019 compared to 2018 and 2017 (Table 45). There was also a decrease in the percentage of Nurses who felt that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age in 2019 compared to 2018 and 2017 (Table 45).

- Fairness in career progression and promotion (Big Bank Staff Survey 2019):
  - Compared to Substantive Staff at LPT, Bank Staff were less likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age – this finding was present to varying degrees across protected characteristic subgroups (Table 46). Amongst Bank Staff, BME employees (especially Black British people) and Nurses were less likely to feel that the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (Table 46).
- Award of the annual pay increment (2019/20):
  - Amongst those eligible for a pay increment (those not at the top of their pay band), BME employees, and particularly Black British employees were less likely to have been awarded an annual pay increment (Table 40); associated with the finding that staff at Clinical Bands 2 and 5 were less likely to have been awarded an annual pay increment (Table 41), and Additional Clinical Services staff were less likely to have been awarded an annual pay increment (Table 42) – Black British staff were overrepresented at these pay bands (Table 20) and had a high level of representation amongst Additional Clinical Services staff (Table 31). The trend over the past four years has been for all substantive staff to become more likely to receive an increment, but in 2016/17 and 2018/19 Black British staff were the least likely of the ethnic groups to receive an increment and this is the case again in 2019/20; additionally, BME staff in general were less likely to be awarded the annual pay increment in 2019/20 than in 2018/19 (Table 43).
  - Staff in AMH&LD and Additional Clinical Services staff were less likely to have been awarded an annual pay increment; whilst Administrative and Clerical staff and Allied Health Professionals were more likely to have been awarded an annual pay increment (Table 42).
- Non-mandatory training (based on internal records):
  - Asian British staff, men, those on maternity leave (from amongst women under 50 years old), Hindus, and Muslims were less likely to access non-mandatory training; whilst White employees, women, people who were divorced, legally separated or widowed, those not on maternity leave (from amongst women under 50 years old), and Christians were more likely to access non-mandatory training (Table 40).
  - Staff at Non-clinical pay bands 2 to 8A and Medics were less likely to access non-mandatory training; whilst staff at Clinical Bands 2 to 7 were more likely to access non-mandatory training (Table 41).

- Staff in Enabling services and Hosted Services, and staff in the Administrative and Clerical, Additional Professional Scientific and Technical, and Medical staff groups were less likely to access non-mandatory training; whilst staff in AMH&LD, CHS, and staff in the Additional Clinical Services, Allied Health Professional, and Nursing (registered) staff groups were more likely to access non-mandatory training (Table 42).
- The lower uptake of non-mandatory training amongst Asian British employees might reflect occupational segregation within the workforce. Those in the Nursing staff group were overrepresented amongst those undertaking non-mandatory training (Table 42); whilst Asian British people were underrepresented in this occupational group (Table 31). Simultaneously, those in the Administrative and Clerical occupational group were underrepresented amongst those undertaking non-mandatory training (Table 41), with Asian British people overrepresented in this occupational group (Table 31).
- Non-mandatory training (based on the Staff Survey 2019):
  - Overall, the percentages of respondents reporting that they have had any non-mandatory training has decreased year-on-year over the past three years (and longer); employees aged 66 years old and over, in particular, were less likely to report having had any non-mandatory training in the past 12 months (Table 44).
  - Staff in FYPC and Hosted Services were least likely to report having had any non-mandatory training in the past 12 months, as were those in Administrative and Clerical roles; whilst Allied Health Professionals and Nurses were most likely to report having had non-mandatory training in the past 12 months. The trend for the percentages of respondents reporting that they have had any non-mandatory training to decrease was most marked in CHS, FYPC, and amongst Nurses and Medics, whilst those in Enabling were more likely to have had non-mandatory training in 2019 than in 2018, with levels in 2019 returning to those seen in 2017 (Table 45).

Table 40: Rates of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by protected characteristic

Protected Characteristic (excludes "not known" categories)		Promotions			Annual Pay Awards			Uptake of Non-mandatory Training		
		Base <sup>1</sup>	Promoted		Base <sup>2</sup>	Increment awarded		Base	Non-mandatory training accessed	
		n	n	%	n	n	%	n	n	%
<b>Age Band (years)</b>	29 and under	484	96	19.8%	386	313	81.1%	687	520	75.7%
	30 to 49	2351	191	8.1%	1291	1042	80.7%	2609	2041	78.2%
	50 and over	1885	58	3.1%	552	462	83.7%	2033	1613	79.3%
<b>Disability</b>	Disabled	202	20	9.9%	120	95	79.2%	247	198	80.2%
	Not disabled	3486	284	8.1%	1882	1541	81.9%	3998	3137	78.5%
<b>Ethnicity (WRES)</b>	White	3556	248	7.0%	1619	1344	83.0%	3982	3203	80.4%
	BME	1059	86	8.1%	572	444	77.6%	1221	894	73.2%
<b>Ethnicity (detailed)</b>	Mixed	74	R	R%	50	36	72.0%	87	62	71.3%
	Asian British	689	51	7.4%	339	274	80.8%	788	545	69.2%
	Black British	249	20	8.0%	164	118	72.0%	292	239	81.8%
	Other	47	R	R%	19	16	84.2%	54	48	88.9%
<b>Gender</b>	Female	3909	279	7.1%	1848	1517	82.1%	4397	3567	81.1%
	Male	811	66	8.1%	381	300	78.7%	932	607	65.1%
<b>Marital Status</b>	Single	1366	153	11.2%	808	653	80.8%	1636	1261	77.1%
	Married†	2759	157	5.7%	1184	976	82.4%	3031	2371	78.2%
	Divorced‡	511	23	4.5%	199	156	78.4%	572	472	82.5%
<b>Maternity*</b>	Maternity	111	R	R%	90	81	90.0%	118	64	54.2%
	Not maternity	2204	R	R%	1275	1026	80.5%	2561	2103	82.1%
<b>Religion or Belief</b>	Atheism	518	56	10.8%	303	248	81.8%	639	498	77.9%
	Christianity	2184	152	7.0%	1025	849	82.8%	2406	1956	81.3%
	Hinduism	297	R	R%	153	124	81.0%	327	230	70.3%
	Islam	189	23	12.2%	103	82	79.6%	235	157	66.8%
	Sikhism	108	R	R%	59	52	88.1%	125	93	74.4%
	Other	459	34	7.4%	252	187	74.2%	527	422	80.1%
<b>Sexual Orientation</b>	LGBO	102	R	R%	55	49	89.1%	130	102	78.5%
	Heterosexual	3693	R	R%	1931	1572	81.4%	4211	3320	78.8%
<b>LPT Substantive Workforce Overall</b>		<b>4720</b>	<b>345</b>	<b>7.3%</b>	<b>2229</b>	<b>1817</b>	<b>81.5%</b>	<b>5329</b>	<b>4174</b>	<b>78.3%</b>

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old

<sup>1</sup> based on those in post at March 2019<sup>2</sup> based on those eligible for an increment (i.e., not at the top of a payband)

Table 41: Rates of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by pay band

Pay Band		Promotions			Annual Pay Awards			Uptake of Non-mandatory Training		
		Base <sup>1</sup>	Promoted		Base <sup>2</sup>	Increment awarded		Base	Non-mandatory training accessed	
		n	n	%	n	n	%	n	n	%
Non-clinical	Apprentice	R	R	R%	-	-		R	R	R%
	Band 1 and under	-	-		-	-		R	R	R%
	Band 2	236	R	R%	124	109	87.9%	269	172	63.9%
	Band 3	253	22	8.7%	132	119	90.2%	272	156	57.4%
	Band 4	192	21	10.9%	93	67	72.0%	198	100	50.5%
	Band 5	142	R	R%	77	71	92.2%	148	72	48.6%
	Band 6	104	R	R%	67	58	86.6%	116	54	46.6%
	Band 7	105	R	R%	54	51	94.4%	108	41	38.0%
	Band 8a	57	R	R%	26	23	88.5%	61	28	45.9%
	Band 8b	37	R	R%	15	12	80.0%	42	22	52.4%
	Band 8c	18	R	R%	R	R	R%	18	10	55.6%
	Band 8d	10	R	R%	R	R	R%	R	R	R%
	Band 9	R	R	R%	R	R	R%	R	R	R%
	VSM	R	R	R%	-	-		R	R	R%
Clinical	Apprentice	R	R	R%	-	-		20	18	90.0%
	Band 2	439	R	R%	212	140	66.0%	534	467	87.5%
	Band 3	419	29	6.9%	189	151	79.9%	490	439	89.6%
	Band 4	231	25	10.8%	119	103	86.6%	251	232	92.4%
	Band 5	628	30	4.8%	298	217	72.8%	743	677	91.1%
	Band 6	1067	88	8.2%	533	450	84.4%	1175	992	84.4%
	Band 7	378	51	13.5%	183	154	84.2%	416	355	85.3%
	Band 8a	146	18	12.3%	75	65	86.7%	158	127	80.4%
	Band 8b	57	R	R%	18	16	88.9%	61	49	80.3%
	Band 8c	14	R	R%	R	R	R%	14	12	85.7%
	Band 8d	R	R	R%	-	-		R	R	R%
	VSM	R	R	R%	-	-		R	R	R%
	Medical	164	R	R%	-	-		201	130	64.7%
LPT Substantive Workforce Overall		4720	345	7.3%	2229	1817	81.5%	5329	4174	78.3%

<sup>1</sup> based on those in post at March 2019 / <sup>2</sup> based on those eligible for an increment (i.e., not at the top of a payband)

Table 42: Rates of promotion, receiving an annual pay increment, and accessing non-mandatory training in Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by service area, working pattern, and staff group

Workforce Area		Promotions Base <sup>1</sup> Promoted			Annual Pay Awards Base <sup>2</sup> Increment awarded			Uptake of Non-mandatory Training Base Non-mandatory training accessed		
		n	n	%	n	n	%	n	n	%
Service Area	AMH&LD Services	1164	123	10.6%	521	404	77.5%	1336	1087	81.4%
	Community Health Services	1770	105	5.9%	897	726	80.9%	1983	1773	89.4%
	Family Young People & Children	1130	75	6.6%	509	430	84.5%	1273	1006	79.0%
	Enabling	436	29	6.7%	177	150	84.7%	503	264	52.5%
	Hosted Services	220	13	5.9%	125	107	85.6%	234	44	18.8%
Working Pattern	Full Time	2683	269	10.0%	1444	1182	81.9%	3096	2410	77.8%
	Part Time	2037	76	3.7%	785	635	80.9%	2233	1764	79.0%
Staff Group	Administrative and Clerical*	1168	82	7.0%	597	517	86.6%	1259	671	53.3%
	Additional Clinical Services	1099	66	6.0%	523	397	75.9%	1304	1160	89.0%
	Add. Prof. Sci. and Technical**	R	R	R%	74	64	86.5%	231	140	60.6%
	Allied Health Professionals	549	44	8.0%	285	249	87.4%	620	516	83.2%
	Nursing Registered	1544	129	8.4%	750	590	78.7%	1714	1557	90.8%
	Medical	R	R	R%	-	-		201	130	64.7%
LPT Substantive Workforce Overall		4720	345	7.3%	2229	1817	81.5%	5329	4174	78.3%

<sup>1</sup> based on those in post at March 2019<sup>2</sup> based on those eligible for an increment (i.e., not at the top of a pay band)

\*includes Estates and Ancillary / \*\* includes Healthcare Scientists

Table 43: Rates of receiving an annual pay increment in Leicestershire Partnership NHS Trust's substantive workforce, by ethnicity and financial year 2016/17 to 2019/20

Ethnicity (excludes "not known" categories)		Financial Year				Trends over time		
		2016/17	2017/18	2018/19	2019/20	16/17 to 19/20	17/18 to 19/20	18/19 to 19/20
<b>Ethnicity (WRES)</b>	White	68.2% (1432/2101)	76.2% (1535/2015)	84.9% (1379/1625)	83.0% (1344/1619)	↑	↑	–
	BME	60.2% (373/620)	68.5% (435/635)	83.2% (421/506)	77.6% (444/572)	↑	↑	↓
<b>Ethnicity (detail)</b>	Asian British	63.5% (249/392)	69.9% (274/392)	86.4% (260/301)	80.8% (274/339)	↑	↑	–
	Black British	51.7% (92/178)	67.4% (118/175)	76.4% (110/144)	72.0% (118/164)	↑	–	–
	Mixed	61.1% (22/36)	64.6% (31/48)	82.9% (34/41)	72.0% (36/50)	–	–	–
	Other	71.4% (10/14)	60.0% (12/20)	85.0% (17/20)	84.2% (16/19)	–	–	–
<b>LPT Substantive Workforce Overall</b>		<b>66.02% (1836/2781)</b>	<b>74.09% (2005/2706)</b>	<b>84.35% (1832/2172)</b>	<b>81.5% (1817/2229)</b>	↑	↑	↓



Table 44: NHS Staff Survey 2017 to 2019: fairness in career progression and access to non-mandatory training, by protected characteristics

Protected Characteristic (excludes "not known" categories)		14. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? % Yes			Trends over time		20. Have you had any training, learning or development in the last 12 months? (not including mandatory training)			Trends over time	
		2017	2018	2019	2017 to 2019	2018 to 2019	2017	2018	2019	2017 to 2019	2018 to 2019
<b>LPT Overall</b>		<b>87.23% (1380/1582)</b>	<b>87.70% (1590/1813)</b>	<b>83.92% (1362/1623)</b>	↓	↓	<b>78.43% (1691/2156)</b>	<b>75.83% (1892/2495)</b>	<b>72.32% (1677/2319)</b>	↓	↓
<b>Age Band (years)</b>	<b>21-30</b>	87.94% (175/199)	90.04% (208/231)	93.27% (194/208)	—	—	80.99% (196/242)	76.21% (221/290)	77.49% (210/271)	—	—
	<b>31-40</b>	88.29% (294/333)	87.73% (329/375)	84.00% (294/350)	—	—	81.28% (356/438)	78.00% (397/509)	72.38% (346/478)	↓	↓
	<b>41-50</b>	86.16% (411/477)	87.57% (479/547)	83.16% (390/469)	—	—	81.01% (529/653)	79.37% (600/756)	72.98% (497/681)	↓	↓
	<b>51-65</b>	88.87% (463/521)	87.21% (532/610)	81.06% (445/549)	↓	↓	74.93% (562/750)	71.84% (625/870)	71.13% (584/821)	—	—
	<b>66+</b>	77.78% (14/18)	83.33% (10/12)	89.47% (17/19)	—	—	41.67% (10/24)	57.14% (12/21)	40.74% (11/27)	—	—
<b>Disability</b>	<b>Disabled</b>	76.62% (59/77)	81.84% (320/391)	76.98% (291/378)	—	—	67.01% (65/97)	68.56% (375/547)	69.44% (375/540)	—	—
	<b>Non-disabled</b>	89.30% (1002/1122)	89.33% (1248/1397)	86.35% (1056/1223)	↓	↓	80.30% (1231/1533)	78.06% (1498/1919)	73.12% (1287/1760)	↓	↓
<b>Ethnicity (WRES)</b>	<b>White</b>	90.64% (1172/1293)	90.72% (1310/1444)	88.01% (1145/1301)	↓	↓	78.60% (1381/1757)	75.33% (1484/1970)	73.33% (1364/1860)	↓	—
	<b>BME</b>	72.66% (186/256)	75.31% (244/324)	68.44% (193/282)	—	—	77.50% (279/360)	77.47% (368/475)	68.50% (287/419)	↓	↓
<b>BME Group</b>	<b>Asian British</b>	73.82% (141/191)	79.24% (187/236)	71.79% (140/195)	—	—	76.23% (202/265)	76.01% (263/346)	66.90% (194/290)	↓	↓
	<b>Black British</b>	57.50% (23/40)	55.77% (29/52)	55.36% (31/56)	—	—	77.97% (46/59)	78.75% (63/80)	71.25% (57/80)	—	—
	<b>Mixed</b>	70.59% (12/17)	78.95% (15/19)	55.00% (11/20)	—	—	80.95% (17/21)	84.62% (22/26)	67.86% (19/28)	—	—
	<b>Other</b>	90.91% (10/11)	93.33% (14/15)	90.91% (10/11)	—	—	93.33% (14/15)	86.96% (20/23)	80.95% (17/21)	—	—
<b>Gender</b>	<b>Female</b>	88.62% (1152/1300)	88.84% (1329/1496)	84.73% (1143/1349)	↓	↓	78.35% (1397/1783)	75.49% (1543/2044)	72.62% (1387/1910)	↓	↓
	<b>Male</b>	80.85% (228/282)	82.33% (261/317)	79.93% (219/274)	—	—	78.82% (294/373)	77.38% (349/451)	70.90% (290/409)	↓	↓
<b>Religion or Belief</b>	<b>No Religion</b>	89.81% (423/471)	91.18% (527/578)	86.58% (471/544)	—	↓	78.77% (512/650)	75.25% (602/800)	72.80% (570/783)	↓	—
	<b>Christian</b>	89.99% (710/789)	89.08% (742/833)	85.43% (639/748)	↓	↓	80.12% (834/1041)	78.18% (849/1086)	74.14% (754/1017)	↓	↓
	<b>Hindu</b>	77.00% (77/100)	79.31% (92/116)	77.11% (64/83)	—	—	72.27% (86/119)	76.07% (124/163)	70.40% (88/125)	—	—
	<b>Muslim</b>	78.05% (32/41)	86.96% (40/46)	75.56% (34/45)	—	—	76.19% (48/63)	75.00% (51/68)	60.29% (41/68)	—	—
	<b>Sikh</b>	84.00% (21/25)	94.29% (33/35)	80.00% (24/30)	—	—	90.62% (29/32)	66.67% (32/48)	69.23% (27/39)	—	—
	<b>Other</b>	66.67% (8/12)	76.00% (19/25)	75.00% (18/24)	—	—	66.67% (12/18)	63.16% (24/38)	71.05% (27/38)	—	—
<b>Sexual Orientation</b>	<b>Heterosexual</b>	88.60% (1236/1395)	88.85% (1426/1605)	84.69% (1211/1430)	↓	↓	78.36% (1474/1881)	75.42% (1642/2177)	72.92% (1470/2016)	↓	—
	<b>LGBO</b>	82.22% (37/45)	84.09% (37/44)	89.83% (53/59)	—	—	81.97% (50/61)	87.50% (56/64)	72.62% (61/84)	—	↓

Table 45: NHS Staff Survey 2017 to 2019: fairness in career progression and access to non-mandatory training, by workforce area

Workforce Group		14. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?			Trends over time		20. Have you had any training, learning or development in the last 12 months? (not including mandatory training)			Trends over time	
		% Yes			2017 to 2019	2018 to 2019	% Yes			2017 to 2019	2018 to 2019
		2017	2018	2019			2017	2018	2019		
LPT Overall		87.23% (1380/1582)	87.70% (1590/1813)	83.92% (1362/1623)	↓	↓	78.43% (1691/2156)	75.83% (1892/2495)	72.32% (1677/2319)	↓	↓
Service	AMH&LD	81.05% (248/306)	85.28% (336/394)	82.07% (293/357)	—	—	77.38% (325/420)	75.74% (409/540)	73.53% (375/510)	—	—
	CHS	93.21% (522/560)	89.61% (578/645)	87.25% (520/596)	↓	—	81.93% (594/725)	79.13% (713/901)	73.70% (625/848)	↓	↓
	FYPC	88.79% (396/446)	90.73% (411/453)	76.23% (170/223)	↓	↓	78.83% (514/652)	76.27% (482/632)	64.80% (197/304)	↓	↓
	Enabling	79.02% (162/205)	81.53% (181/222)	84.59% (313/370)	—	—	75.82% (207/273)	67.47% (195/289)	76.04% (419/551)	—	↑
	Hosted Services	80.00% (52/65)	84.85% (84/99)	85.71% (66/77)	—	—	59.30% (51/86)	69.92% (93/133)	57.55% (61/106)	—	—
Staff Group	Administrative and Clerical	81.85% (415/507)	84.05% (469/558)	81.12% (421/519)	—	—	67.34% (464/689)	62.23% (468/752)	59.37% (434/731)	↓	—
	Additional Clinical Services	89.23% (232/260)	87.99% (271/308)	85.71% (264/308)	—	—	77.56% (280/361)	72.77% (318/437)	69.61% (307/441)	↓	—
	Add. Prof. Scientific and Tech.	85.37% (35/41)	88.24% (45/51)	80.00% (48/60)	—	—	75.00% (48/64)	76.09% (70/92)	78.26% (72/92)	—	—
	Allied Health Professionals	94.40% (253/268)	94.72% (251/265)	93.02% (200/215)	—	—	84.02% (284/338)	79.41% (270/340)	81.07% (257/317)	—	—
	Nursing and Midwifery Reg.	88.12% (393/446)	88.45% (498/563)	82.64% (395/478)	↓	↓	86.96% (540/621)	86.19% (668/775)	82.01% (547/667)	↓	↓
	Medical and Dental	85.45% (47/55)	80.95% (51/63)	76.92% (30/39)	—	—	91.03% (71/78)	100.00% (89/89)	87.88% (58/66)	—	↓

Table 46: Big Bank Staff Survey 2019: fairness in career progression, by protected characteristics and staff group

Protected Characteristic (excludes “not known” categories)		In relation to your bank work, does Leicestershire Partnership NHS Trust act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?		
		Comparisons between subgroups 2019 Big Bank Survey	% Yes	
			Comparisons between Bank and Substantive staff 2019 LPT NHS Staff Survey	2019 Big Bank Survey
<b>LPT Bank Overall</b>		<b>66.43% (188/283)</b>	<b>83.92% (1362/1623)</b>	<b>66.43% (188/283)</b>
<b>Age Band (years)</b>	<b>35 and under</b>	56.76% (21/37)	-	56.76% (21/37)
	<b>36-55</b>	55.29% (47/85)	-	55.29% (47/85)
	<b>56 and over</b>	75.00% (30/40)	-	75.00% (30/40)
<b>Disability</b>	<b>Disabled</b>	46.15% (6/13)	76.98% (291/378)	46.15% (6/13)
	<b>Not disabled</b>	62.41% (88/141)	86.35% (1056/1223)	62.41% (88/141)
<b>Ethnicity (WRES)</b>	<b>White</b>	75.00% (54/72)	88.01% (1145/1301)	75.00% (54/72)
	<b>BME</b>	49.43% (43/87)	68.44% (193/282)	49.43% (43/87)
<b>BME Group</b>	<b>Asian British</b>	57.69% (15/26)	71.79% (140/195)	57.69% (15/26)
	<b>Black British</b>	47.27% (26/55)	55.36% (31/56)	47.27% (26/55)
	<b>Mixed</b>	40.00% (R)	55.00% (11/20)	40.00% (R)
<b>Gender</b>	<b>Female</b>	64.23% (79/123)	84.73% (1143/1349)	64.23% (79/123)
	<b>Male</b>	48.72% (19/39)	79.93% (219/274)	48.72% (19/39)
<b>Religion or Belief</b>	<b>No Religion</b>	79.31% (23/29)	86.58% (471/544)	79.31% (23/29)
	<b>Christian</b>	62.77% (59/94)	85.43% (639/748)	62.77% (59/94)
	<b>Hindu</b>	55.56% (R)	77.11% (64/83)	55.56% (R)
	<b>Muslim</b>	30.77% (4/13)	75.56% (34/45)	30.77% (4/13)
	<b>Sikh</b>	0.00% (R)	80.00% (24/30)	0.00% (R)
	<b>Other</b>	50.00% (R)	75.00% (18/24)	50.00% (R)
<b>Sexual Orientation</b>	<b>Heterosexual</b>	61.49% (91/148)	84.69% (1211/1430)	61.49% (91/148)
	<b>LGBO</b>	57.14% (R)	89.83% (53/59)	57.14% (R)
<b>Staff Group</b>	<b>Admin and Clerical</b>	70.45% (31/44)	81.12% (421/519)	70.45% (31/44)
	<b>Allied Health Professionals</b>	50.00% (R)	93.02% (200/215)	50.00% (R)
	<b>Healthcare Support Worker / Assistant</b>	70.93% (122/172)	85.71% (264/308)	70.93% (122/172)
	<b>Nursing</b>	53.33% (32/60)	82.64% (395/478)	53.33% (32/60)

## **The equality profile of workforce leavers and their reasons for leaving (excluding dismissals)**

- The equality profile of turnover in Leicestershire Partnership NHS Trust's substantive workforce during 2019/20 was calculated relative to the substantive workforce at March 2020:
  - Turnover was higher amongst younger people (29 years old and under), older people (50 years old and over), and heterosexual staff (Table 47).
  - Turnover was higher amongst Clinical Apprentices and Medical Trainees (Table 48).
  - Turnover was higher in Enabling services (Medical Trainees are situated within this service) and in the Medical staff group (due to Medical Trainees) (Table 49).
  - Those aged 29 years old and under, BME people (especially Asian British and "other" ethnicities), men, single people, and Hindus were overrepresented amongst those leaving due to the end of a fixed term contract (Table 50); reflecting that Medical Trainees were overrepresented amongst those leaving due to the end of a fixed term contract (Table 51) and the ethnicity profile of Medical Trainees (Table 31).
  - Older people (50 years old and over), people who were divorced, legally separated or widowed (Table 50), and Registered Nurses were overrepresented amongst those who retired (Table 52); reflecting the older age profile of Registered Nurses (Table 31).

Table 47: Turnover in Leicestershire Partnership NHS Trust's workforce during 2019/20 (excluding dismissals) relative to the profile of the workforce at March 2020, by protected characteristic

Protected Characteristic		LPT Substantive Workforce March 2020	Leavers	
(excludes "not known" categories)		base n	n	% turnover
<b>Age Band (years)</b>	29 and under	687	114	16.6%
	30 to 49	2609	201	7.7%
	50 and over	2033	269	13.2%
<b>Disability</b>	Disabled	247	24	9.7%
	Not disabled	3998	456	11.4%
<b>Ethnicity (WRES)</b>	White	3982	441	11.1%
	BME	1221	116	9.5%
<b>Ethnicity (detailed)</b>	Mixed	87	R	R%
	Asian British	788	73	9.3%
	Black British	292	27	9.2%
	Other	54	R	R%
<b>Gender</b>	Female	4397	491	11.2%
	Male	932	93	10.0%
<b>Marital Status</b>	Single	1636	199	12.2%
	Married†	3031	301	9.9%
	Divorced‡	572	73	12.8%
<b>Maternity*</b>	Maternity	118	R	R%
	Not maternity	2561	R	R%
<b>Religion or Belief</b>	Atheism	639	72	11.3%
	Christianity	2406	280	11.6%
	Hinduism	327	R	R%
	Islam	235	26	11.1%
	Sikhism	125	R	R%
	Other	527	51	9.7%
<b>Sexual Orientation</b>	LGBQ	130	R	R%
	Heterosexual	4211	R	R%
<b>Overall</b>		<b>5329</b>	<b>584</b>	<b>11.0%</b>

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old

Table 48: Turnover in Leicestershire Partnership NHS Trust's workforce during 2019/20 (excluding dismissals) relative to the profile of the workforce at March 2020, by pay band

Pay Band		LPT Substantive Workforce March 2020 base n	Leavers n	% turnover
Non-clinical	Apprentice	R	R	R%
	Band 1 and under	R	R	R%
	Band 2	269	29	10.8%
	Band 3	272	42	15.4%
	Band 4	198	23	11.6%
	Band 5	148	R	R%
	Band 6	116	10	8.6%
	Band 7	108	R	R%
	Band 8a	61	R	R%
	Band 8b	42	R	R%
	Band 8c	18	R	R%
	Band 8d	10	R	R%
	Band 9	R	R	R%
	VSM	R	R	R%
Clinical	Apprentice	20	R	R%
	Band 2	534	50	9.4%
	Band 3	490	42	8.6%
	Band 4	251	11	4.4%
	Band 5	743	92	12.4%
	Band 6	1175	128	10.9%
	Band 7	416	48	11.5%
	Band 8a	158	12	7.6%
	Band 8b	61	R	R%
	Band 8c	14	R	R%
	Band 8d	R	R	R%
	VSM	R	R	R%
Medical	Trainee	65	34	52.3%
	Career Grade	21	R	R%
	Consultants	115	12	10.4%
Overall		5329	584	11.0%

Table 49: Turnover in Leicestershire Partnership NHS Trust's workforce during 2019/20 (excluding dismissals) relative to the profile of the workforce at March 2020, by work area

Workforce Area		LPT Substantive Workforce March 2020 base n	Leavers n                      % turnover	
Service Area	AMH&LD	1336	122	9.1%
	Community Health Services	1983	217	10.9%
	Family Young People & Children	1273	140	11.0%
	Enabling	503	94	18.7%
	Hosted Services	234	11	4.7%
Working Pattern	Full Time	3096	336	10.9%
	Part Time	2233	248	11.1%
Staff Group	Administrative and Clerical*	1259	136	10.8%
	Additional Clinical Services	1304	111	8.5%
	Additional Professional Scientific and Technical**	231	19	8.2%
	Allied Health Professionals	620	69	11.1%
	Nursing and Midwifery Registered	1714	197	11.5%
	Medical and Dental	201	52	25.9%
Overall		5329	584	11.0%

\* includes Estates and Ancillary / \*\* includes Healthcare Scientists

Table 50: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2019/20 (excluding dismissals), by reason for leaving and protected characteristic

Protected Characteristic  (excludes “not known” categories)		LPT Substantive Workforce Leavers Overall  n            %		Leaving reason											
				Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age Band (years)	29 and under	114	19.5%	R	R%	R	R%	R	R%	R	R%	R	R%	78	21.9%
	30 to 49	201	34.4%	R	R%	R	R%	19	36.5%	R	R%	R	R%	164	46.1%
	50 and over	269	46.1%	R	R%	R	R%	R	R%	R	R%	R	R%	114	32.0%
Disability	Disabled	24	5.0%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Not disabled	456	95.0%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Ethnicity (WRES)	White	441	79.2%	R	R%	R	R%	19	46.3%	R	R%	119	89.5%	282	81.3%
	BME	116	20.8%	R	R%	R	R%	22	53.7%	R	R%	14	10.5%	65	18.7%
Ethnicity (detailed)	Mixed	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Asian British	73	13.1%	R	R%	R	R%	16	39.0%	R	R%	R	R%	39	11.2%
	Black British	27	4.8%	R	R%	R	R%	R	R%	R	R%	R	R%	19	5.5%
	Other	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	4	1.2%
Gender	Female	491	84.1%	R	R%	R	R%	R	R%	R	R%	121	87.7%	304	85.4%
	Male	93	15.9%	R	R%	R	R%	R	R%	R	R%	17	12.3%	52	14.6%
Marital Status	Single	199	34.7%	R	R%	R	R%	30	61.2%	R	R%	13	9.6%	141	40.3%
	Married†	301	52.5%	R	R%	R	R%	R	R%	R	R%	91	66.9%	173	49.4%
	Divorced‡	73	12.7%	R	R%	R	R%	R	R%	R	R%	32	23.5%	36	10.3%
Maternity*	Maternity	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Not maternity	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Religion or Belief	Atheism	72	15.5%	R	R%	R	R%	R	R%	R	R%	R	R%	53	17.5%
	Christianity	280	60.2%	R	R%	11	44.0%	R	R%	R	R%	74	77.9%	185	61.1%
	Hinduism	31	6.7%	R	R%	R	R%	R	R%	R	R%	R	R%	16	5.3%
	Islam	R	5.6%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Sikhism	R	1.1%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Other	51	11.0%	R	R%	R	R%	R	R%	R	R%	R	R%	31	10.2%
Sexual Orientation	LGBQ	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Heterosexual	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old



Table 51: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2019/20 (excluding dismissals), by reason for leaving and pay band

Pay Band		LPT Substantive Workforce Leavers Overall		Leaving reason											
				Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
				n	%	n	%	n	%	n	%	n	%	n	%
Non-clinical	Apprentice	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 1 and under	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 2	29	5.0%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 3	42	7.2%	R	R%	10	34.5%	R	R%	R	R%	R	R%	21	5.9%
	Band 4	23	3.9%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 5	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 6	10	1.7%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 7	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8a	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8b	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8c	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8d	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	VSM	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Clinical	Apprentice	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 2	50	8.6%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 3	42	7.2%	R	R%	R	R%	R	R%	R	R%	R	R%	30	8.4%
	Band 4	11	1.9%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 5	92	15.8%	R	R%	R	R%	R	R%	R	R%	R	R%	74	20.8%
	Band 6	128	21.9%	R	R%	R	R%	R	R%	R	R%	38	27.5%	75	21.1%
	Band 7	48	8.2%	R	R%	R	R%	R	R%	R	R%	R	R%	22	6.2%
	Band 8a	12	2.1%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8b	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Band 8c	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	VSM	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Medical	Trainee	34	5.8%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Career grade	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Consultants	12	2.1%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%

Table 52: Representation amongst Leicestershire Partnership NHS Trust's workforce leavers overall in 2019/20 (excluding dismissals), by reason for leaving and occupational group

Workforce Area		LPT Substantive Workforce Leavers Overall		Leaving reason											
				Death in Service		Employee Transfer		End of Fixed Term Contract		Redundancy		Retirement		Voluntary Resignation	
				n	%	n	%	n	%	n	%	n	%	n	%
Service Area	AMH&LD	122	20.9%	R	R%	R	R%	R	R%	R	R%	32	23.2%	85	23.9%
	Community Health Services	217	37.2%	R	R%	R	R%	R	R%	R	R%	53	38.4%	143	40.2%
	Family Young People & Children	140	24.0%	R	R%	R	R%	R	R%	R	R%	38	27.5%	88	24.7%
	Enabling	94	16.1%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
	Hosted Services	11	1.9%	R	R%	R	R%	R	R%	R	R%	R	R%	R	R%
Working Pattern	Full Time	336	57.5%	R	R%	17	58.6%	R	R%	R	R%	80	58.0%	190	53.4%
	Part Time	248	42.5%	R	R%	12	41.4%	R	R%	R	R%	58	42.0%	166	46.6%
Staff Group	Administrative and Clerical*	136	23.3%	R	R%	13	44.8%	R	R%	R	R%	27	19.6%	85	23.9%
	Additional Clinical Services	111	19.0%	R	R%	R	R%	R	R%	R	R%	19	13.8%	85	23.9%
	Add. Prof. Sci. and Tech.**	19	3.3%	R	R%	R	R%	10	19.2%	R	R%	R	R%	R	R%
	Allied Health Professionals	69	11.8%	R	R%	R	R%	R	R%	R	R%	R	R%	58	16.3%
	Nursing Registered	197	33.7%	R	R%	R	R%	R	R%	R	R%	76	55.1%	113	31.7%
	Medical	52	8.9%	R	R%	R	R%	32	61.5%	R	R%	R	R%	R	R%

\* includes Estates and Ancillary / \*\* includes Healthcare Scientists

## The equality profile of employee relations cases at Leicestershire Partnership NHS Trust

The analysis of employee relations cases in LPT's substantive workforce considered new cases opened within a two-year window covering the 2018/19 and 2019/20 financial years. This method increases the number of cases available for analysis and follows the methodology applied to the formal disciplinary indicator of the Workforce Race Equality Standard and the formal capability indicator of the Workforce Disability Equality Standard. It was also possible to analyse employee relations cases in LPT's bank workforce, but within a one-year window covering 2019/20.

- Bullying and harassment:
  - Amongst substantive staff, rates of formal complaints about bullying and harassment did not differ by protected characteristic subgroup (Table 53), but were higher amongst Full Time staff (Table 55).
  - The 2019 NHS Staff Survey (for substantive staff) indicates a different pattern of bullying and harassment amongst LPT's employees:
    - Disabled staff were more likely to report harassment, bullying or abuse at work, both from managers and from other colleagues (Table 63); these trends have been static over the past three years.
    - BME staff were more likely to report harassment, bullying or abuse at work from managers in 2019 than in 2018 (Table 63).
    - For Black British staff in particular, the percentage reporting harassment, bullying or abuse at work from managers has increased over the period 2017 to 2019 (Table 63).
    - Black British staff were also more likely to report harassment, bullying or abuse at work from other colleagues (Table 63); this trend has been static over the past three years.
    - For Christian staff, the percentage reporting harassment, bullying or abuse at work from other colleagues has increased over the period 2017 to 2019 (Table 63).
    - Harassment, bullying or abuse at work from managers showed a downward trend over the three-year period 2017 to 2019 in Enabling and FYPC (Table 64).
    - Compared to the Trust average, there were higher levels of harassment, bullying or abuse at work from managers and also from other colleagues in AMH&LD (Table 64).

- Harassment, bullying or abuse at work from managers had increased in both AMH&LD and FYPC in 2019, compared to 2018, whilst harassment, bullying or abuse at work from other colleagues had also increased in both AMH&LD and FYPC over the three-year period 2017 to 2019, with a particularly marked increase between 2018 and 2019 for AMH&LD (Table 64).
  - In Enabling and Hosted services bullying or abuse at work from managers had decreased over the three-year period 2017 to 2019 (Table 64).
  - There were lower levels of harassment, bullying or abuse at work from other colleagues amongst Allied Health Professionals, this trend has been static over the three-year period 2017 to 2019 (Table 64), and longer.
- Thus, there is a difference between the pattern of bullying and harassment recorded within Leicestershire Partnership NHS Trust's record of employee relations cases and that reported in the NHS Staff Survey; this may reflect underreporting of bullying and harassment using the official, internal route amongst some groups, or differing criteria for bullying and harassment applied in the NHS Staff Survey and in the official process. There may be a need to further promote the official route for dealing with bullying and harassment amongst employees, including further promotion of the Anti-Bullying and Harassment Advice Service helpline, whilst ensuring that official definitions of bullying and harassment are not so restrictive that they prevent staff with genuine problems from accessing help.
- Bullying and harassment against LPT's Bank Staff (Big Bank Survey 2019):
  - Compared to Substantive Staff at LPT, Bank Staff were more likely to report harassment, bullying or abuse at work, both from managers and from other colleagues (Table 65).
  - Amongst Bank Staff, BME employees (especially Black British people), men and healthcare support workers were more likely to report harassment, bullying or abuse at work, from managers; whilst those aged 36 to 55 years old, BME employees (especially Black British people), and healthcare support workers were more likely to report harassment, bullying or abuse at work from other colleagues (Table 65).
- Capability proceedings:
  - Amongst substantive staff, rates of formal capability proceedings were higher amongst Disabled staff and Men (Table 53), and amongst Medical staff (Table 55).
  - The rate of formal capability proceedings amongst Disabled staff was 6.6 times that amongst staff who were non-disabled (Table 53); up from 2.5 times more likely than non-disabled staff in the previous two-year window. This metric forms part of the Workforce Disability Equality Standard.

- Disciplinary proceedings:
  - In the substantive workforce, rates of formal disciplinary proceedings were higher amongst men (Table 53), staff at Clinical Band 2 (Table 54), amongst Additional Clinical Services staff and amongst staff in AMH&LD (Table 55).
  - Rates of disciplinary proceedings were higher in the bank workforce than in the substantive workforce (Table 56); amongst bank workers rates were higher for BME staff (especially Black British and “other” ethnicities) and men (Table 57), staff at Clinical Band 2 (Table 58), and amongst Additional Clinical Services staff (Table 59). Thus, the staff groups affected in the bank workforce were much like in those affected in the substantive workforce, but in the bank workforce BME people were disproportionately affected – even though the greater percentage of BME staff on the bank was taken into account.
  - In contrast to findings from the 16/17 to 17/18 two-year window, in the 17/18 to 18/19, and 18/19 to 19/20 two-year windows substantive BME staff were not more likely than substantive White staff to be subjected to formal disciplinary proceedings (a drop from 1.9 times as likely in 16/17-17/18 to 1.4 times as likely in 17/18-18/19 and 0.59 times as likely in 18/19-19/20) – this metric forms part of the Workforce Race Equality Standard. For reference, the relative likelihoods were 1.2 in each of the two-year windows 14/15-15/16 and 15/16-16/17. However, BME bank staff were 2.6 times more likely than White bank staff to be subjected to formal disciplinary proceedings in the one-year window 19/20.
- Grievances:
  - Amongst substantive staff, rates of grievance did not differ by protected characteristic subgroup (Table 53).
- Dismissals on the grounds of capability:
  - In the substantive workforce, rates of dismissal on the grounds of capability were higher amongst Disabled staff in 19/20 (Table 60); rates of dismissal on the grounds of capability were also higher amongst staff at Clinical band 2 (Table 61).
  - Whilst rates of dismissal on the grounds of conduct, a statutory reason, or some other substantial reason were higher amongst younger staff (29 years old and under) (Table 60).

- Discrimination at work from a manager / team leader or other colleagues, 2019 Staff Survey:
  - Overall levels of discrimination at work from a manager / team leader or other colleagues have increased at LPT in 2019, compared to 2018 (Table 66).
  - Disabled staff were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 66); this trend has remained static over the past three years.
  - BME staff (especially Black British staff and staff of “other” ethnicities), were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 66); for BME staff overall, this trend has remained static over the past three years. This metric forms part of the Workforce Race Equality Standard.
  - Women were more likely to report having experienced discrimination at work from a manager / team leader or other colleagues in 2019 than in 2018 (Table 66), as were people of no religion, Christians, and heterosexual people.
  - For the first time in at least four years, LGBO staff were not more likely to report having experienced discrimination at work from a manager / team leader or other colleagues (Table 66).
  - In terms of workforce context, levels of discrimination at work from a manager / team leader or other colleagues were higher in AMH&LD, whilst levels of discrimination at work from a manager / team leader or other colleagues exhibited a downwards trends in Hosted Services over the three-year period 2017 to 2019 (Table 67). Amongst Administrative and Clerical staff, levels of discrimination at work from a manager / team leader or other colleagues had increased in 2019 compared to 2018 (Table 67).
- Discrimination at work from a manager / team leader or other colleagues against LPT’s Bank Staff (Big Bank Survey 2017 to 2019):
  - Compared to Substantive Staff at LPT, Bank Staff were more likely to report discrimination at work from a manager / team leader or other colleagues, with levels of discrimination having increased for Bank Staff in 2019 compared to 2018 and 2017 (Table 68).
  - Amongst Bank Staff, BME employees (especially Black British people) and healthcare support workers were more likely to report discrimination at work from a manager / team leader or other colleagues (Table 68).

Table 53: Rates of employee relations case types during the two-year window 2018/19 and 2019/20 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2020, by protected characteristic

Protected Characteristic  (excludes “not known” categories)		LPT Substantive Workforce Overall  n	Disciplinary  n          %		Formal Employee Relations Case Type				Grievance  n          %	
					Capability  n          %		Bullying and Harassment (complainants)  n          %			
Age Band (years)	29 and under	687	R	R%	R	R%	R	R%	R	R%
	30 to 49	2609	R	R%	R	R%	R	R%	R	R%
	50 and over	2033	33	1.6%	R	R%	R	R%	13	0.6%
Disability	Disabled	247	R	R%	R	R%	R	R%	R	R%
	Not disabled	3998	R	R%	R	R%	R	R%	R	R%
Ethnicity (WRES)	White	3982	55	1.4%	R	R%	R	R%	R	R%
	BME	1221	10	0.8%	R	R%	R	R%	R	R%
Ethnicity (detailed)	Mixed	87	R	R%	R	R%	R	R%	R	R%
	Asian British	788	R	R%	R	R%	R	R%	R	R%
	Black British	292	R	R%	R	R%	R	R%	R	R%
	Other	54	R	R%	R	R%	R	R%	R	R%
Gender	Female	4397	44	1.0%	R	R%	R	R%	R	R%
	Male	932	22	2.4%	R	R%	R	R%	R	R%
Marital Status	Single	1636	R	R%	R	R%	R	R%	R	R%
	Married†	3031	33	1.1%	R	R%	R	R%	R	R%
	Divorced‡	572	R	R%	R	R%	R	R%	R	R%
Maternity*	Maternity	118	R	R%	R	R%	R	R%	R	R%
	Not maternity	2561	R	R%	R	R%	R	R%	R	R%
Religion or Belief	Atheism	639	R	R%	R	R%	R	R%	R	R%
	Christianity	2406	27	1.1%	R	R%	R	R%	R	R%
	Other	1214	R	R%	R	R%	R	R%	R	R%
Sexual Orientation	LGBO	130	R	R%	R	R%	R	R%	R	R%
	Heterosexual	4211	R	R%	R	R%	R	R%	R	R%
LPT Substantive Workforce Overall		5329	66	1.2%	22	0.4%	20	0.4%	22	0.4%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old

Table 54: Rates of employee relations case types during the two-year window 2018/19 and 2019/20 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2020, by pay band

Pay Band		LPT Substantive Workforce Overall	Disciplinary		Formal Employee Relations Case Type Capability		Bullying and Harassment (complainants)		Grievance	
			n	%	n	%	n	%	n	%
(excludes “not known” categories)		n	n	%	n	%	n	%	n	%
Non-clinical	Apprentice	R	R	R%	R	R%	R	R%	R	R%
	Band 1 and under	R	R	R%	R	R%	R	R%	R	R%
	Band 2	269	R	R%	R	R%	R	R%	R	R%
	Band 3	272	R	R%	R	R%	R	R%	R	R%
	Band 4	198	R	R%	R	R%	R	R%	R	R%
	Band 5	148	R	R%	R	R%	R	R%	R	R%
	Band 6	116	R	R%	R	R%	R	R%	R	R%
	Band 7	108	R	R%	R	R%	R	R%	R	R%
	Band 8a	61	R	R%	R	R%	R	R%	R	R%
	Band 8b	42	R	R%	R	R%	R	R%	R	R%
	Band 8c	18	R	R%	R	R%	R	R%	R	R%
	Band 8d	10	R	R%	R	R%	R	R%	R	R%
	Band 9	R	R	R%	R	R%	R	R%	R	R%
	VSM	R	R	R%	R	R%	R	R%	R	R%
Clinical	Apprentice	20	R	R%	R	R%	R	R%	R	R%
	Band 2	534	17	3.2%	R	R%	R	R%	R	R%
	Band 3	490	10	2.0%	R	R%	R	R%	R	R%
	Band 4	251	R	R%	R	R%	R	R%	R	R%
	Band 5	743	13	1.7%	R	R%	R	R%	R	R%
	Band 6	1175	R	R%	R	R%	R	R%	R	R%
	Band 7	416	R	R%	R	R%	R	R%	R	R%
	Band 8a	158	R	R%	R	R%	R	R%	R	R%
	Band 8b	61	R	R%	R	R%	R	R%	R	R%
	Band 8c	14	R	R%	R	R%	R	R%	R	R%
	Band 8d	R	R	R%	R	R%	R	R%	R	R%
	VSM	R	R	R%	R	R%	R	R%	R	R%
	Medical	201	R	R%	R	R%	R	R%	R	R%
	LPT Substantive Workforce Overall		5329	66	1.2%	22	0.4%	20	0.4%	22



Table 55: Rates of employee relations case types during the two-year window 2018/19 and 2019/20 relative to Leicestershire Partnership NHS Trust's overall substantive workforce at March 2020, by workforce area

Workforce Area		LPT Substantive Workforce Overall	Disciplinary		Formal Employee Relations Case Type Capability		Bullying and Harassment (complainants)		Grievance	
(excludes "not known" categories)		n	n	%	n	%	n	%	n	%
Service Area	AMH&LD	1336	30	2.2%	R	R%	R	R%	R	R%
	CHS	1983	22	1.1%	R	R%	R	R%	R	R%
	FYPC	1273	R	R%	R	R%	R	R%	R	R%
	Enabling	503	R	R%	R	R%	R	R%	R	R%
	Hosted Services	234	R	R%	R	R%	R	R%	R	R%
Working Pattern	Full Time	3096	45	1.5%	R	R%	R	R%	R	R%
	Part Time	2233	21	0.9%	R	R%	R	R%	R	R%
Staff Group	Admin. and Clerical*	1259	11	0.9%	R	R%	R	R%	R	R%
	Add. Clinical Services	1304	29	2.2%	R	R%	R	R%	R	R%
	Add. Prof. Sci. Tech.**	231	R	R%	R	R%	R	R%	R	R%
	Allied Health Prof.	620	R	R%	R	R%	R	R%	R	R%
	Nursing Registered	1714	R	R%	R	R%	R	R%	R	R%
	Medical	201	R	R%	R	R%	R	R%	R	R%
LPT Substantive Workforce Overall		5329	66	1.2%	22	0.4%	20	0.4%	22	0.4%

\* includes Estates and Ancillary / \*\* includes Healthcare Scientists

Table 56: Rates of employee relations case types during the one-year window 2019/20 relative to Leicestershire Partnership NHS Trust's overall workforce at March 2020, for Bank and Substantive staff

Workforce		LPT Workforce Overall	Disciplinary		Formal Employee Relations Case Type Capability		Bullying and Harassment (complainants)		Grievance	
(excludes "not known" categories)		n	n	%	n	%	n	%	n	%
Workforce	Bank	1043	38	3.6%	R	R%	0		0	
	Substantive	5329	38	0.7%	R	R%	14	0.3%	R	R%
LPT Workforce Overall		6372	76	1.2%	R	R%	14	0.2%	R	R%

Table 57: Rates of employee relations case types during the one-year window 2019/20 relative to Leicestershire Partnership NHS Trust's overall bank workforce at March 2020, by protected characteristic

Protected Characteristic		LPT Bank Workforce Overall	Disciplinary		Formal Employee Relations Case Type Capability		Bullying and Harassment (complainants)	Grievance	
(excludes "not known" categories)		n	n	%	n	%	n	%	%
<b>Age Band (years)</b>	29 and under	192	R	R%	R	R%	0	0	
	30 to 49	438	20	4.6%	R	R%	0	0	
	50 and over	413	R	R%	R	R%	0	0	
<b>Disability</b>	Disabled	42	R	R%	R	R%	0	0	
	Not disabled	821	R	R%	R	R%	0	0	
<b>Ethnicity (WRES)</b>	White	543	11	2.0%	R	R%	0	0	
	BME	464	24	5.2%	R	R%	0	0	
<b>Ethnicity (detailed)</b>	Mixed	27	R	R%	R	R%	0	0	
	Asian British	159	R	R%	R	R%	0	0	
	Black British	251	R	R%	R	R%	0	0	
	Other	27	R	R%	R	R%	0	0	
<b>Gender</b>	Female	836	24	2.9%	R	R%	0	0	
	Male	207	13	6.3%	R	R%	0	0	
<b>Marital Status</b>	Single	385	R	R%	R	R%	0	0	
	Married†	538	20	3.7%	R	R%	0	0	
	Divorced‡	98	R	R%	R	R%	0	0	
<b>Maternity*</b>	Maternity	R	R	R%	R	R%	0	0	
	Not maternity	R	R	R%	R	R%	0	0	
<b>Religion or Belief</b>	Atheism	109	R	R%	R	R%	0	0	
	Christianity	516	19	3.7%	R	R%	0	0	
	Other	236	R	R%	R	R%	0	0	
<b>Sexual Orientation</b>	LGBO	23	R	R%	R	R%	0	0	
	Heterosexual	832	R	R%	R	R%	0	0	
<b>LPT Bank Workforce Overall</b>		<b>1043</b>	<b>38</b>	<b>3.6%</b>	<b>R</b>	<b>R%</b>	<b>0</b>	<b>0</b>	

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old

Table 58: Rates of employee relations case types during the one-year window 2019/20 relative to Leicestershire Partnership NHS Trust's overall bank workforce at March 2020, by pay band

Pay Band	LPT Bank Workforce Overall	Disciplinary		Formal Employee Relations Case Type Capability		Bullying and Harassment (complainants)		Grievance	
(excludes "not known" categories)	n	n	%	n	%	n	%	n	%
Non-clinical	Band 2	95	R	R%	R	R%	0	0	
	Band 3	36	R	R%	R	R%	0	0	
	Band 4	93	R	R%	R	R%	0	0	
	Band 5	R	R	R%	R	R%	0	0	
	Band 6	R	R	R%	R	R%	0	0	
	Band 7	R	R	R%	R	R%	0	0	
	Band 8a	R	R	R%	R	R%	0	0	
	Band 8b	R	R	R%	R	R%	0	0	
	Band 8c	R	R	R%	R	R%	0	0	
	Band 8d	R	R	R%	R	R%	0	0	
	Band 9	R	R	R%	R	R%	0	0	
Clinical	Band 2	482	R	R%	R	R%	0	0	
	Band 3	48	R	R%	R	R%	0	0	
	Band 4	R	R	R%	R	R%	0	0	
	Band 5	182	R	R%	R	R%	0	0	
	Band 6	67	R	R%	R	R%	0	0	
	Band 7	R	R	R%	R	R%	0	0	
	Band 8a	R	R	R%	R	R%	0	0	
	Band 8b	R	R	R%	R	R%	0	0	
	Medical	R	R	R%	R	R%	0	0	
LPT Bank Workforce Overall		1043	38	3.6%	R	R%	0	0	

Table 59: Rates of employee relations case types during the one-year window 2019/20 relative to Leicestershire Partnership NHS Trust's overall bank workforce at March 2020, by staff group

Workforce Area		LPT Bank Workforce Overall	Disciplinary		Formal Employee Relations Case Type Capability		Bullying and Harassment (complainants)	Grievance		
(excludes “not known” categories)		n	n	%	n	%	n	%	n	%
Staff Group	Admin. and Clerical*	243	R	R%	R	R%	0		0	
	Add. Clinical Services	537	R	R%	R	R%	0		0	
	Add. Prof. Sci. Tech.**	R	R	R%	R	R%	0		0	
	Allied Health Prof.	R	R	R%	R	R%	0		0	
	Nursing Registered	239	R	R%	R	R%	0		0	
	Medical	R	R	R%	R	R%	0		0	
LPT Bank Workforce Overall		1043	38	3.6%	R	R%	0		0	

\* includes Estates and Ancillary / \*\* includes Healthcare Scientists

Table 60: Rates of turnover due to dismissal during 2019/20, relative to Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by protected characteristic

Protected Characteristic (excludes "not known" categories)		LPT Substantive Workforce Overall n	Dismissals			
			Capability		Conduct, Statutory, Other	
			n	%	n	%
Age Band (years)	29 and under	687	R	R%	R	R%
	30 to 49	2609	R	R%	R	R%
	50 and over	2033	R	R%	R	R%
Disability	Disabled	247	R	R%	R	R%
	Not disabled	3998	R	R%	R	R%
Ethnicity (WRES)	White	3982	R	R%	R	R%
	BME	1221	R	R%	R	R%
Ethnicity (detailed)	Mixed	87	R	R%	R	R%
	Asian British	788	R	R%	R	R%
	Black British	292	R	R%	R	R%
	Other	54	R	R%	R	R%
Gender	Female	4397	R	R%	R	R%
	Male	932	R	R%	R	R%
Marital Status	Single	1636	R	R%	R	R%
	Married†	3031	R	R%	R	R%
	Divorced‡	572	R	R%	R	R%
Maternity*	Maternity	118	R	R%	R	R%
	Not maternity	2561	R	R%	R	R%
Religion or Belief	Atheism	639	R	R%	R	R%
	Christianity	2406	R	R%	R	R%
	Hinduism	327	R	R%	R	R%
	Islam	235	R	R%	R	R%
	Sikhism	125	R	R%	R	R%
	Other	527	R	R%	R	R%
Sexual Orientation	LGBO	130	R	R%	R	R%
	Heterosexual	4211	R	R%	R	R%
LPT Substantive Workforce		5329	21	0.4%	R	R%

† includes Civil Partnership / ‡ includes Legally Separated and Widowed / \* Maternity or adoption leave for women aged under 50 years old

Table 61: Rates of turnover due to dismissal during 2019/20, relative to Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by pay band

Pay Band		LPT Substantive Workforce Overall	Dismissals			
			Capability		Conduct, Statutory, Other	
			n	%	n	%
Non-clinical	Apprentice	10	R	R%	R	R%
	Band 1 and under	R	R	R%	R	R%
	Band 2	269	R	R%	R	R%
	Band 3	272	R	R%	R	R%
	Band 4	198	R	R%	R	R%
	Band 5	148	R	R%	R	R%
	Band 6	116	R	R%	R	R%
	Band 7	108	R	R%	R	R%
	Band 8a	61	R	R%	R	R%
	Band 8b	42	R	R%	R	R%
	Band 8c	18	R	R%	R	R%
	Band 8d	10	R	R%	R	R%
	Band 9	R	R	R%	R	R%
	VSM	R	R	R%	R	R%
Clinical	Apprentice	20	R	R%	R	R%
	Band 2	534	R	R%	R	R%
	Band 3	490	R	R%	R	R%
	Band 4	251	R	R%	R	R%
	Band 5	743	R	R%	R	R%
	Band 6	1175	R	R%	R	R%
	Band 7	416	R	R%	R	R%
	Band 8a	158	R	R%	R	R%
	Band 8b	61	R	R%	R	R%
	Band 8c	14	R	R%	R	R%
	Band 8d	R	R	R%	R	R%
	VSM	R	R	R%	R	R%
	Medical	201	R	R%	R	R%
LPT Substantive Workforce		5329	21	0.4%	R	R%

Table 62: Rates of turnover due to dismissal during 2019/20, relative to Leicestershire Partnership NHS Trust's substantive workforce at March 2020, by workforce area

Workforce Area		LPT Substantive Workforce Overall n	Dismissals			
			Capability		Conduct, Statutory, Other	
			n	%	n	%
Service Area	AMH&LD	1336	R	R%	R	R%
	CHS	1983	R	R%	R	R%
	FYPC	1273	R	R%	R	R%
	Enabling	503	R	R%	R	R%
	Hosted Services	234	R	R%	R	R%
Working Pattern	Full Time	3096	R	R%	R	R%
	Part Time	2233	R	R%	R	R%
Staff Group	Administrative and Clerical*	1259	R	R%	R	R%
	Additional Clinical Services	1304	R	R%	R	R%
	Add. Prof. Sci. and Tech.**	231	R	R%	R	R%
	Allied Health Professionals	620	R	R%	R	R%
	Nursing Registered	1714	R	R%	R	R%
	Medical	201	R	R%	R	R%
LPT Substantive Workforce		5329	21	0.4%	R	R%

\* includes Estates and Ancillary / \*\* includes Healthcare Scientists

Table 63: NHS Staff Survey 2017 to 2019: findings related to staff-on-staff bullying and harassment experienced at work, by protected characteristic

Protected Characteristic (excludes “not known” categories)		13b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers? % 1-2 / 3-5 / 6-10 / More than 10			Trends over time		13c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10			Trends over time	
		2017	2018	2019	2017 to 2019	2018 to 2019	2017	2018	2019	2017 to 2019	2018 to 2019
<b>LPT Overall</b>		<b>11.07% (244/2204)</b>	<b>9.50% (242/2548)</b>	<b>11.08% (263/2374)</b>	—	—	<b>13.99% (306/2187)</b>	<b>14.19% (358/2523)</b>	<b>15.92% (371/2331)</b>	—	—
<b>Age Band (years)</b>	<b>21-30</b>	7.54% (19/252)	5.07% (15/296)	5.36% (15/280)	—	—	10.76% (27/251)	9.93% (29/292)	10.43% (29/278)	—	—
	<b>31-40</b>	8.71% (39/448)	7.60% (39/513)	10.25% (50/488)	—	—	15.19% (67/441)	14.96% (76/508)	16.88% (81/480)	—	—
	<b>41-50</b>	10.73% (71/662)	10.62% (82/772)	11.08% (77/695)	—	—	13.48% (88/653)	14.23% (109/766)	15.26% (103/675)	—	—
	<b>51-65</b>	12.99% (99/762)	10.53% (93/883)	12.77% (106/830)	—	—	14.70% (112/762)	15.50% (135/871)	17.55% (143/815)	—	—
	<b>66+</b>	8.00% (2/25)	13.64% (3/22)	13.79% (4/29)	—	—	8.00% (2/25)	13.64% (3/22)	10.71% (3/28)	—	—
<b>Disability</b>	<b>Disabled</b>	16.16% (16/99)	15.88% (88/554)	20.48% (111/542)	—	—	19.19% (19/99)	20.99% (115/548)	23.60% (126/534)	—	—
	<b>Not disabled</b>	9.62% (151/1570)	7.63% (149/1952)	8.05% (145/1801)	—	—	12.55% (195/1554)	12.51% (242/1934)	13.48% (238/1766)	—	—
<b>Ethnicity (WRES)</b>	<b>White</b>	10.91% (195/1787)	9.27% (186/2007)	10.26% (194/1891)	—	—	13.61% (241/1771)	13.60% (271/1993)	14.75% (274/1858)	—	—
	<b>BME</b>	10.99% (41/373)	9.39% (46/490)	14.25% (63/442)	—	↑	15.55% (58/373)	16.28% (78/479)	20.09% (87/433)	—	—
<b>BME Group</b>	<b>Asian British</b>	12.95% (36/278)	8.68% (31/357)	11.84% (36/304)	—	—	11.91% (33/277)	12.64% (44/348)	17.28% (52/301)	—	—
	<b>Black British</b>	5.08% (3/59)	12.20% (10/82)	17.44% (15/86)	↑	—	32.79% (20/61)	32.93% (27/82)	27.71% (23/83)	—	—
	<b>Mixed</b>	4.76% (1/21)	10.71% (3/28)	24.14% (7/29)	—	—	14.29% (3/21)	11.54% (3/26)	21.43% (6/28)	—	—
	<b>Other</b>	6.67% (1/15)	8.70% (2/23)	21.74% (5/23)	—	—	14.29% (2/14)	17.39% (4/23)	28.57% (6/21)	—	—
<b>Gender</b>	<b>Female</b>	10.48% (191/1823)	9.40% (196/2086)	11.10% (217/1955)	—	—	14.06% (254/1807)	13.95% (289/2071)	16.07% (308/1917)	—	—
	<b>Male</b>	13.91% (53/381)	9.96% (46/462)	10.98% (46/419)	—	—	13.68% (52/380)	15.27% (69/452)	15.22% (63/414)	—	—
<b>Religion or Belief</b>	<b>No Religion</b>	9.12% (60/658)	7.96% (65/817)	9.49% (75/790)	—	—	13.61% (89/654)	11.63% (94/808)	13.09% (102/779)	—	—
	<b>Christian</b>	9.17% (97/1058)	8.76% (97/1107)	11.11% (115/1035)	—	—	12.98% (136/1048)	14.82% (163/1100)	16.40% (166/1012)	↑	—
	<b>Hindu</b>	9.68% (12/124)	7.78% (13/167)	10.61% (14/132)	—	—	9.52% (12/126)	11.04% (18/163)	13.85% (18/130)	—	—
	<b>Muslim</b>	11.94% (8/67)	4.41% (3/68)	9.86% (7/71)	—	—	18.46% (12/65)	13.43% (9/67)	16.67% (12/72)	—	—
	<b>Sikh</b>	3.03% (1/33)	6.00% (3/50)	4.88% (2/41)	—	—	6.06% (2/33)	10.42% (5/48)	17.07% (7/41)	—	—
	<b>Other</b>	38.89% (7/18)	10.81% (4/37)	15.79% (6/38)	—	—	42.11% (8/19)	16.22% (6/37)	33.33% (12/36)	—	—
<b>Sexual Orientation</b>	<b>Heterosexual</b>	9.50% (182/1915)	8.55% (189/2211)	9.76% (200/2050)	—	—	13.24% (252/1903)	13.52% (296/2189)	14.73% (296/2010)	—	—
	<b>LGBO</b>	14.29% (9/63)	10.61% (7/66)	15.29% (13/85)	—	—	14.29% (9/63)	12.12% (8/66)	23.81% (20/84)	—	—



Table 64: NHS Staff Survey 2017 to 2019: findings related to staff-on-staff bullying and harassment experienced at work, by work area

Workforce Group		13b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers? % 1-2 / 3-5 / 6-10 / More than 10			Trends over time		13c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues? % 1-2 / 3-5 / 6-10 / More than 10			Trends over time	
		2017	2018	2019	2017 to 2019	2018 to 2019	2017	2018	2019	2017 to 2019	2018 to 2019
<b>LPT Overall</b>		<b>11.07% (244/2204)</b>	<b>9.50% (242/2548)</b>	<b>11.08% (263/2374)</b>	—	—	<b>13.99% (306/2187)</b>	<b>14.19% (358/2523)</b>	<b>15.92% (371/2331)</b>	—	—
<b>Service</b>	<b>AMH&amp;LD</b>	14.55% (62/426)	12.13% (66/544)	17.32% (89/514)	—	↑	18.33% (79/431)	17.01% (92/541)	23.44% (120/512)	↑	↑
	<b>CHS</b>	8.68% (65/749)	10.57% (98/927)	9.43% (83/880)	—	—	14.02% (104/742)	12.45% (114/916)	12.35% (106/858)	—	—
	<b>FYPC</b>	8.98% (59/657)	5.93% (38/641)	11.80% (36/305)	—	↑	11.09% (72/649)	14.58% (93/638)	19.18% (56/292)	↑	—
	<b>Enabling</b>	13.48% (38/282)	7.67% (23/300)	8.17% (46/563)	↓	—	12.59% (35/278)	14.58% (43/295)	12.12% (68/561)	—	—
	<b>Hosted Services</b>	22.22% (20/90)	12.50% (17/136)	8.04% (9/112)	↓	—	18.39% (16/87)	12.03% (16/133)	19.44% (21/108)	—	—
<b>Staff Group</b>	<b>Administrative and Clerical</b>	14.06% (99/704)	10.79% (83/769)	12.12% (91/751)	—	—	15.16% (106/699)	15.63% (118/755)	17.71% (130/734)	—	—
	<b>Add. Prof. Scientific and Tech.</b>	18.18% (12/66)	11.83% (11/93)	8.51% (8/94)	—	—	10.77% (7/65)	15.05% (14/93)	16.13% (15/93)	—	—
	<b>Additional Clinical Services</b>	7.34% (27/368)	7.78% (35/450)	9.11% (41/450)	—	—	17.44% (64/367)	13.45% (60/446)	16.18% (72/445)	—	—
	<b>Allied Health Professionals</b>	5.19% (18/347)	5.75% (20/348)	7.38% (24/325)	—	—	5.88% (20/340)	6.92% (24/347)	9.12% (29/318)	—	—
	<b>Nursing and Midwifery Reg.</b>	12.32% (78/633)	10.65% (84/789)	13.18% (90/683)	—	—	16.35% (103/630)	16.18% (127/785)	17.73% (119/671)	—	—
	<b>Medical and Dental</b>	12.50% (10/80)	9.09% (8/88)	12.12% (8/66)	—	—	6.25% (5/80)	15.12% (13/86)	9.23% (6/65)	—	—

Table 65: Big Bank Staff Survey 2019: findings related to staff-on-staff bullying and harassment experienced at work, by protected characteristics and staff group

Protected Characteristic (excludes “not known” categories)		In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers whilst working on the Bank? % 1-2 / 3-5 / 6-10 / More than 10			In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues whilst working on the Bank? % 1-2 / 3-5 / 6-10 / More than 10		
		Comparisons between subgroups	Comparisons between Bank and Substantive staff		Comparisons between subgroups	Comparisons between Bank and Substantive staff	
		2019 Big Bank Survey	2019 LPT NHS Staff Survey	2019 Big Bank Survey	2019 Big Bank Survey	2019 LPT NHS Staff Survey	2019 Big Bank Survey
<b>LPT Bank Overall</b>		<b>19.55% (86/440)</b>	<b>11.08% (263/2374)</b>	<b>19.55% (86/440)</b>	<b>30.23% (133/440)</b>	<b>15.92% (371/2331)</b>	<b>30.23% (133/440)</b>
<b>Age Band (years)</b>	<b>35 and under</b>	28.57% (14/49)	-	28.57% (14/49)	38.78% (19/49)	-	38.78% (19/49)
	<b>36-55</b>	24.64% (34/138)	-	24.64% (34/138)	42.03% (58/138)	-	42.03% (58/138)
	<b>56 and over</b>	13.24% (9/68)	-	13.24% (9/68)	16.18% (11/68)	-	16.18% (11/68)
<b>Disability</b>	<b>Disabled</b>	36.84% (7/19)	20.48% (111/542)	36.84% (7/19)	47.37% (9/19)	23.60% (126/534)	47.37% (9/19)
	<b>Not disabled</b>	20.35% (46/226)	8.05% (145/1801)	20.35% (46/226)	32.30% (73/226)	13.48% (238/1766)	32.30% (73/226)
<b>Ethnicity (WRES)</b>	<b>White</b>	16.53% (20/121)	10.26% (194/1891)	16.53% (20/121)	19.83% (24/121)	14.75% (274/1858)	19.83% (24/121)
	<b>BME</b>	27.34% (35/128)	14.25% (63/442)	27.34% (35/128)	48.44% (62/128)	20.09% (87/433)	48.44% (62/128)
<b>BME Group</b>	<b>Asian British</b>	14.29% (5/35)	11.84% (36/304)	14.29% (5/35)	20.00% (7/35)	17.28% (52/301)	20.00% (7/35)
	<b>Black British</b>	32.53% (27/83)	17.44% (15/86)	32.53% (27/83)	61.45% (51/83)	27.71% (23/83)	61.45% (51/83)
	<b>Mixed</b>	28.57% (R)	24.14% (7/29)	28.57% (R)	42.86% (R)	21.43% (6/28)	42.86% (R)
	<b>Other</b>	0.00% (R)	21.74% (5/23)	0.00% (R)	0.00% (R)	28.57% (6/21)	0.00% (R)
<b>Gender</b>	<b>Female</b>	17.59% (35/199)	11.10% (217/1955)	17.59% (35/199)	32.16% (64/199)	16.07% (308/1917)	32.16% (64/199)
	<b>Male</b>	40.00% (22/55)	10.98% (46/419)	40.00% (22/55)	43.64% (24/55)	15.22% (63/414)	43.64% (24/55)
<b>Religion or Belief</b>	<b>No Religion</b>	22.73% (10/44)	9.49% (75/790)	22.73% (10/44)	31.82% (14/44)	13.09% (102/779)	31.82% (14/44)
	<b>Christian</b>	20.26% (31/153)	11.11% (115/1035)	20.26% (31/153)	35.29% (54/153)	16.40% (166/1012)	35.29% (54/153)
	<b>Hindu</b>	14.29% (2/14)	10.61% (14/132)	14.29% (2/14)	28.57% (4/14)	13.85% (18/130)	28.57% (4/14)
	<b>Muslim</b>	31.25% (5/16)	9.86% (7/71)	31.25% (5/16)	37.50% (6/16)	16.67% (12/72)	37.50% (6/16)
	<b>Sikh</b>	0.00% (R)	4.88% (2/41)	0.00% (R)	50.00% (R)	17.07% (7/41)	50.00% (R)
	<b>Other</b>	20.00% (2/10)	15.79% (6/38)	20.00% (2/10)	20.00% (2/10)	33.33% (12/36)	20.00% (2/10)
<b>Sexual Orientation</b>	<b>Heterosexual</b>	21.49% (49/228)	9.76% (200/2050)	21.49% (49/228)	33.77% (77/228)	14.73% (296/2010)	33.77% (77/228)
	<b>LGB0</b>	7.69% (1/13)	15.29% (13/85)	7.69% (1/13)	30.77% (4/13)	23.81% (20/84)	30.77% (4/13)
<b>Staff Group</b>	<b>Admin and Clerical</b>	7.89% (6/76)	12.12% (91/751)	7.89% (6/76)	10.53% (8/76)	17.71% (130/734)	10.53% (8/76)
	<b>Allied Health Professionals</b>	0.00% (R)	7.38% (24/325)	0.00% (R)	11.11% (R)	9.12% (29/318)	11.11% (R)
	<b>Healthcare Support Worker / Assistant</b>	24.69% (60/243)	9.11% (41/450)	24.69% (60/243)	41.15% (100/243)	16.18% (72/445)	41.15% (100/243)
	<b>Nursing</b>	18.35% (20/109)	13.18% (90/683)	18.35% (20/109)	22.02% (24/109)	17.73% (119/671)	22.02% (24/109)

Table 66: NHS Staff Survey 2017 to 2019: findings related to discrimination from other staff experienced at work, by protected characteristic

Protected Characteristic (excludes “not known” categories)		15b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues?			Trends over time	
		2017	% Yes 2018	2019	2017 to 2019	2018 to 2019
<b>LPT Overall</b>		<b>6.75% (149/2207)</b>	<b>5.63% (143/2538)</b>	<b>7.32% (173/2364)</b>	—	↑
<b>Age Band (years)</b>	<b>21-30</b>	7.57% (19/251)	4.35% (13/299)	5.71% (16/280)	—	—
	<b>31-40</b>	6.04% (27/447)	6.65% (34/511)	7.45% (36/483)	—	—
	<b>41-50</b>	7.21% (48/666)	6.53% (50/766)	6.97% (48/689)	—	—
	<b>51-65</b>	5.87% (45/766)	4.75% (42/884)	8.25% (69/836)	—	↑
	<b>66+</b>	12.50% (3/24)	0.00% (0/22)	3.57% (1/28)	—	—
<b>Disability</b>	<b>Disabled</b>	11.88% (12/101)	11.57% (64/553)	14.34% (78/544)	—	—
	<b>Not disabled</b>	5.67% (89/1569)	4.00% (78/1950)	5.24% (94/1795)	—	—
<b>Ethnicity (WRES)</b>	<b>White</b>	5.74% (102/1777)	4.28% (85/1987)	5.80% (108/1863)	—	↑
	<b>BME</b>	10.32% (39/378)	10.81% (52/481)	13.13% (57/434)	—	—
<b>BME Group</b>	<b>Asian British</b>	9.64% (27/280)	9.55% (34/356)	10.63% (32/301)	—	—
	<b>Black British</b>	16.67% (10/60)	16.88% (13/77)	17.65% (15/85)	—	—
	<b>Mixed</b>	9.52% (2/21)	7.14% (2/28)	17.86% (5/28)	—	—
	<b>Other</b>	6.67% (1/15)	8.33% (2/24)	30.43% (7/23)	↑	—
<b>Gender</b>	<b>Female</b>	6.30% (115/1825)	5.29% (110/2081)	7.45% (145/1946)	—	↑
	<b>Male</b>	8.90% (34/382)	7.22% (33/457)	6.70% (28/418)	—	—
<b>Religion or Belief</b>	<b>No Religion</b>	5.34% (35/656)	3.80% (31/816)	6.20% (49/790)	—	↑
	<b>Christian</b>	5.67% (60/1059)	4.18% (46/1101)	7.27% (75/1032)	—	↑
	<b>Hindu</b>	7.14% (9/126)	10.18% (17/167)	11.45% (15/131)	—	—
	<b>Muslim</b>	12.31% (8/65)	5.88% (4/68)	8.22% (6/73)	—	—
	<b>Sikh</b>	5.88% (2/34)	4.08% (2/49)	4.88% (2/41)	—	—
	<b>Other</b>	21.05% (4/19)	18.42% (7/38)	10.81% (4/37)	—	—
<b>Sexual Orientation</b>	<b>Heterosexual</b>	5.90% (113/1915)	4.75% (105/2210)	6.84% (140/2046)	—	↑
	<b>LGBO</b>	15.62% (10/64)	16.92% (11/65)	11.63% (10/86)	—	—

Table 67: NHS Staff Survey 2017 to 2019: findings related to discrimination from other staff experienced at work, by work area

Workforce Group		15b. In the last 12 months have you personally experienced discrimination at work from a manager / team leader or other colleagues?			Trends over time	
		% Yes				
		2017	2018	2019	2017 to 2019	2018 to 2019
<b>LPT Overall</b>		<b>6.75% (149/2207)</b>	<b>5.63% (143/2538)</b>	<b>7.32% (173/2364)</b>	—	↑
<b>Service</b>	<b>AMH&amp;LD</b>	10.93% (47/430)	8.01% (43/537)	11.58% (60/518)	—	—
	<b>CHS</b>	4.27% (32/750)	4.64% (43/926)	5.52% (48/869)	—	—
	<b>FYPC</b>	6.41% (42/655)	5.78% (37/640)	7.10% (22/310)	—	—
	<b>Enabling</b>	5.67% (16/282)	4.35% (13/299)	6.85% (38/555)	—	—
	<b>Hosted Services</b>	13.33% (12/90)	5.15% (7/136)	4.46% (5/112)	↓	—
<b>Staff Group</b>	<b>Administrative and Clerical</b>	6.78% (48/708)	4.77% (37/775)	7.45% (56/752)	—	↑
	<b>Add. Prof. Scientific and Tech.</b>	10.61% (7/66)	6.32% (6/95)	8.60% (8/93)	—	—
	<b>Additional Clinical Services</b>	7.86% (29/369)	6.44% (29/450)	7.32% (33/451)	—	—
	<b>Allied Health Professionals</b>	4.05% (14/346)	4.64% (16/345)	5.40% (17/315)	—	—
	<b>Nursing and Midwifery Registered</b>	6.80% (43/632)	5.94% (46/774)	8.22% (56/681)	—	—
	<b>Medical and Dental</b>	10.00% (8/80)	9.09% (8/88)	4.48% (3/67)	—	—

Table 68: Big Bank Survey 2017 to 2019: findings related to discrimination from other staff experienced at work, by protected characteristic and staff group

Protected Characteristic (excludes “not known” categories)		During the last 12 months have you personally experienced discrimination at work from a manager/team leader or other colleagues whilst working on the Bank?						
		% Yes			Trends over time		Comparisons between Bank and Substantive staff	
		2017	2018	2019	2017 to 2019	2018 to 2019	2019 LPT NHS Staff Survey	2019 Big Bank Survey
LPT Bank Overall		13.50% (22/163)	17.31% (36/208)	25.06% (111/443)	↑	↑	7.32% (173/2364)	25.06% (111/443)
Age Band (years)	35 and under	32.00% (8/25)	4.35% (1/23)	38.78% (19/49)	–	↑	-	38.78% (19/49)
	36-55	19.51% (8/41)	22.81% (13/57)	34.06% (47/138)	↑	–	-	34.06% (47/138)
	56 and over	0.00% (0/53)	10.42% (5/48)	13.24% (9/68)	↑	–	-	13.24% (9/68)
Disability	Disabled	15.79% (3/19)	22.22% (R)	42.11% (8/19)	–	–	14.34% (78/544)	42.11% (8/19)
	Not disabled	12.87% (13/101)	12.93% (15/116)	27.88% (63/226)	↑	↑	5.24% (94/1795)	27.88% (63/226)
Ethnicity (WRES)	White	4.94% (4/81)	6.33% (5/79)	16.53% (20/121)	↑	↑	5.8% (108/1863)	16.53% (20/121)
	BME	31.58% (12/38)	27.08% (13/48)	41.41% (53/128)	–	–	13.13% (57/434)	41.41% (53/128)
BME Group	Asian British	0.00% (0/15)	6.67% (1/15)	22.86% (8/35)	↑	–	10.63% (32/301)	22.86% (8/35)
	Black British	52.63% (10/19)	44.00% (11/25)	49.40% (41/83)	–	–	17.65% (15/85)	49.40% (41/83)
	Mixed	50.00% (R)	20.00% (R)	42.86% (R)	–	–	17.86% (5/28)	42.86% (R)
	Other		0.00% (R)	0.00% (R)			30.43% (7/23)	0.00% (R)
Gender	Female	13.59% (14/103)	14.00% (14/100)	27.64% (55/199)	↑	↑	7.45% (145/1946)	27.64% (55/199)
	Male	11.76% (2/17)	18.52% (5/27)	36.36% (20/55)	↑	–	6.70% (28/418)	36.36% (20/55)
Religion or Belief	No Religion	12.50% (3/24)	8.70% (2/23)	25.00% (11/44)	–	–	6.20% (49/790)	25.00% (11/44)
	Christian	17.65% (12/68)	16.67% (13/78)	28.10% (43/153)	–	–	7.27% (75/1032)	28.10% (43/153)
	Hindu	0.00% (0/10)	10.00% (1/10)	28.57% (4/14)	–	–	11.45% (15/131)	28.57% (4/14)
	Muslim	-	40.00% (R)	43.75% (7/16)		–	8.22% (6/73)	43.75% (7/16)
	Sikh	-	0.00% (R)	0.00% (R)			4.88% (2/41)	0.00% (R)
	Other	6.67% (1/15)	20.00% (R)	20.00% (2/10)	–	–	10.81% (4/37)	20.00% (2/10)
Sexual Orientation	Heterosexual	12.04% (13/108)	15.52% (18/116)	30.70% (70/228)	↑	↑	6.84% (140/2046)	30.70% (70/228)
	LGBQ	27.27% (3/11)	14.29% (R)	7.69% (1/13)	–	–	11.63% (10/86)	7.69% (1/13)
Staff Group	Admin and Clerical	11.11% (8/72)	4.23% (3/71)	9.21% (7/76)	–	–	7.45% (56/752)	9.21% (7/76)
	Allied Health Professionals	0.00% (R)	0.00% (R)	11.11% (R)	–		5.40% (17/315)	11.11% (R)
	Healthcare Support Worker / Assistant	26.47% (9/34)	33.80% (24/71)	32.52% (80/246)	–	–	7.32% (33/451)	32.52% (80/246)
	Nursing	10.42% (5/48)	14.75% (9/61)	21.10% (23/109)	–	–	8.22% (56/681)	21.10% (23/109)

## Appendix of data quality analysis tables

### General notes on missing data

- There were high levels of missing data for the protected characteristics of disability, religion of belief, and sexual orientation (Table 69); this was true across the whole of the Substantive and Bank workforce of the Trust, but was less pronounced amongst substantive staff (Table 70) than amongst Bank staff (Table 71).
- Within the Substantive workforce, missing data reflected primarily that about a fifth of the workforce chose not to declare information about disability, religion of belief, and sexual orientation (“prefer not to say”).
- Amongst Bank staff, information about the protected characteristics of disability, religion of belief, and sexual orientation was not held for about a fifth of the workforce. This reflected primarily that high proportions of staff chose not to disclose this information (“prefer not to say”), but also reflected, to a lesser degree, the presence of blank records (where no selection had been made).
- The percentages of records with “valid” values for the protected characteristics of disability, religion of belief, and sexual orientation have increased year-on-year from 2012, for both Substantive staff (Table 70) and for Bank staff (Table 71). This reflects large reductions in the percentages of blank records for substantive staff between 2013 and 2014, and gradual, consistent reductions in blank records across the whole time period for Bank staff. Meanwhile, the percentage of staff choosing not to declare information about their disability, religion of belief, or sexual orientation has declined gradually since 2014; potentially associated with annual communications to staff to ask them to update and complete their equality monitoring information held on the Electronic Staff Record. These communications have attempted to convey the benefits of the organisation having complete equality monitoring records, whilst offering assurance the records are held securely and confidentially, and used anonymously in line with the aims of the Equality Act 2010 and in accordance with data protection legislation. Nonetheless, more work is required in this area as the levels of missing data remain high for the protected characteristics of disability, religion of belief, and sexual orientation.
- There is doubt regarding the reliability of findings derived from incomplete equality monitoring data. For each protected characteristic that had high levels of missing data, potential bias introduced by the missing data is assessed by comparing the equality profile of substantive staff on ESR with the equality profile of LPT staff who responded to the 2019 NHS Staff Survey. The 2019 NHS Staff Survey was distributed anonymously to substantive staff and typically contains equality monitoring data that is more complete than that held on ESR for substantive staff.

## Missing data on disability

- At March 2020, Disabled staff made up 5.8% of the substantive workforce of known disability status (247/4245); however, disability status was not known for 20.3% of the substantive workforce (1084/5329). By comparison, in LPT's 2019 Staff Survey 23.3% of staff who gave their disability status identified as disabled (553/2373), with just 2.0% of respondents withholding the information (49/2422). Thus, data held in the Electronic Staff Record may underestimate the percentage of disabled staff in the organisation, potentially by a factor of 4.0.

## Missing data on religion or belief

- At March 2020, Atheist staff made up 15.0% of the substantive workforce of known religion or belief (639/4259); however, religion or belief was not known for 20.1% of the substantive workforce (1070/5329). By comparison, in LPT's 2019 Staff Survey 37.3% of staff who gave their religion or belief identified as atheist (799/2140), with 11.6% of respondents withholding the information (282/2422). Thus, data held in the Electronic Staff Record may underestimate the percentage of atheist staff in the organisation by a factor of 2.5.

## Missing data on sexual orientation

- At March 2020, LGBO staff made up 3.0% of the substantive workforce of known sexual orientation (130/4341); however, sexual orientation was not known for 18.5% of the substantive workforce (988/5329). By comparison, in LPT's 2019 Staff Survey 4.0% of staff who gave their sexual orientation identified as LGBO (87/2161), with 10.8% of respondents withholding the information (261/2422). Thus, data held in the Electronic Staff Record may underestimate the percentage of LGBO staff in the organisation, potentially by a factor of 1.3.

## Data quality overall and for bank and substantive staff separately

Table 69: Substantive and Bank workforce combined: Data quality by year at March for staff on Leicestershire Partnership NHS Trust's electronic staff record

Missing data in excess of 10% are highlighted in red

			All Staff (Substantive and Bank combined) by Year at March																
Protected Characteristic	Value Type	2012		2013		2014		2015		2016		2017		2018		2019		2020	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age	Valid Value	7032	100.0%	6303	100.0%	6560	100.0%	7058	100.0%	6513	100.0%	6476	100.0%	6326	100.0%	6368	100.0%	6372	100.0%
	Missing	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not Declared Data Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Disability	Valid Value	3607	51.3%	3603	57.2%	4030	61.4%	4586	65.0%	4543	69.8%	4768	73.6%	4811	76.1%	5017	78.8%	5108	80.2%
	Missing	1626	23.1%	1441	22.9%	2186	33.3%	2021	28.6%	1738	26.7%	1532	23.7%	1405	22.2%	1294	20.3%	1207	18.9%
	Not Declared Data Not Recorded	1799	25.6%	1259	20.0%	344	5.2%	451	6.4%	232	3.6%	176	2.7%	110	1.7%	57	0.9%	57	0.9%
Ethnicity	Valid Value	6880	97.8%	6149	97.6%	6391	97.4%	6836	96.9%	6319	97.0%	6289	97.1%	6149	97.2%	6213	97.6%	6210	97.5%
	Missing	132	1.9%	116	1.8%	125	1.9%	147	2.1%	148	2.3%	155	2.4%	163	2.6%	149	2.3%	149	2.3%
	Not Declared Data Not Recorded	20	0.3%	38	0.6%	44	0.7%	75	1.1%	46	0.7%	32	0.5%	14	0.2%	6	0.1%	13	0.2%
Gender	Valid Value	7032	100.0%	6303	100.0%	6560	100.0%	7058	100.0%	6513	100.0%	6476	100.0%	6326	100.0%	6368	100.0%	6372	100.0%
	Missing	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not Declared Data Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Marital Status	Valid Value	6680	95.0%	6044	95.9%	6277	95.7%	6780	96.1%	6273	96.3%	6239	96.3%	6183	97.7%	6261	98.3%	6260	98.2%
	Missing	226	3.2%	168	2.7%	141	2.1%	129	1.8%	134	2.1%	144	2.2%	96	1.5%	78	1.2%	85	1.3%
	Not Declared Data Not Recorded	126	1.8%	91	1.4%	142	2.2%	149	2.1%	106	1.6%	93	1.4%	47	0.7%	29	0.5%	27	0.4%
Maternity (women under 50 years old)	Valid Value	3738	100.0%	3408	100.0%	3510	100.0%	3737	100.0%	3429	100.0%	3373	100.0%	3245	100.0%	3223	100.0%	3180	100.0%
	Missing	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Not Declared Data Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Religion or Belief	Valid Value	4565	64.9%	4338	68.8%	4666	71.1%	5147	72.9%	4906	75.3%	4983	76.9%	4928	77.9%	5065	79.5%	5120	80.4%
	Missing	1918	27.3%	1610	25.5%	1720	26.2%	1700	24.1%	1480	22.7%	1394	21.5%	1314	20.8%	1264	19.8%	1219	19.1%
	Not Declared Data Not Recorded	549	7.8%	355	5.6%	174	2.7%	211	3.0%	127	1.9%	99	1.5%	84	1.3%	39	0.6%	33	0.5%
Sexual Orientation	Valid Value	4308	61.3%	4192	66.5%	4588	69.9%	5118	72.5%	4885	75.0%	4972	76.8%	4958	78.4%	5099	80.1%	5196	81.5%
	Missing	2158	30.7%	1755	27.8%	1799	27.4%	1728	24.5%	1511	23.2%	1411	21.8%	1291	20.4%	1232	19.3%	1143	17.9%
	Not Declared Data Not Recorded	566	8.0%	356	5.6%	173	2.6%	212	3.0%	117	1.8%	93	1.4%	77	1.2%	37	0.6%	33	0.5%
Grand Total		7032		6303		6560		7058		6513		6476		6326		6368		6372	



Table 70: Substantive workforce: Data quality by year at March for staff on Leicestershire Partnership NHS Trust's electronic staff record

Missing data in excess of 10% are highlighted in red

Protected Characteristic			Substantive Staff by Year at March																	
			2012		2013		2014		2015		2016		2017		2018		2019		2020	
			n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age	Valid Value		5666	100.0%	5299	100.0%	5411	100.0%	5528	100.0%	5568	100.0%	5477	100.0%	5259	100.0%	5307	100.0%	5329	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Disability	Valid Value		3117	55.0%	3151	59.5%	3476	64.2%	3747	67.8%	3976	71.4%	4075	74.4%	3992	75.9%	4151	78.2%	4245	79.7%
	Missing	Not Declared	1258	22.2%	1152	21.7%	1929	35.6%	1757	31.8%	1587	28.5%	1394	25.5%	1262	24.0%	1154	21.7%	1080	20.3%
	Data	Not Recorded	1291	22.8%	996	18.8%	6	0.1%	24	0.4%	5	0.1%	8	0.1%	5	0.1%	2	0.0%	4	0.1%
Ethnicity	Valid Value		5564	98.2%	5196	98.1%	5296	97.9%	5407	97.8%	5443	97.8%	5350	97.7%	5127	97.5%	5178	97.6%	5203	97.6%
	Missing	Not Declared	95	1.7%	91	1.7%	113	2.1%	119	2.2%	125	2.2%	127	2.3%	132	2.5%	129	2.4%	121	2.3%
	Data	Not Recorded	7	0.1%	12	0.2%	2	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	0.1%
Gender	Valid Value		5666	100.0%	5299	100.0%	5411	100.0%	5528	100.0%	5568	100.0%	5477	100.0%	5259	100.0%	5307	100.0%	5329	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Marital Status	Valid Value		5444	96.1%	5124	96.7%	5230	96.7%	5354	96.9%	5392	96.8%	5296	96.7%	5153	98.0%	5219	98.3%	5239	98.3%
	Missing	Not Declared	156	2.8%	119	2.2%	104	1.9%	96	1.7%	103	1.8%	111	2.0%	71	1.4%	66	1.2%	70	1.3%
	Data	Not Recorded	66	1.2%	56	1.1%	77	1.4%	78	1.4%	73	1.3%	70	1.3%	35	0.7%	22	0.4%	20	0.4%
Maternity (women under 50 years old)	Valid Value		3070	100.0%	2925	100.0%	2970	100.0%	2989	100.0%	3007	100.0%	2915	100.0%	2726	100.0%	2709	100.0%	2679	100.0%
	Missing	Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data	Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Religion or Belief	Valid Value		3911	69.0%	3785	71.4%	3950	73.0%	4112	74.4%	4245	76.2%	4241	77.4%	4115	78.2%	4205	79.2%	4259	79.9%
	Missing	Not Declared	1505	26.6%	1334	25.2%	1459	27.0%	1410	25.5%	1319	23.7%	1232	22.5%	1140	21.7%	1098	20.7%	1066	20.0%
	Data	Not Recorded	250	4.4%	180	3.4%	2	0.0%	6	0.1%	4	0.1%	4	0.1%	4	0.1%	4	0.1%	4	0.1%
Sexual Orientation	Valid Value		3694	65.2%	3654	69.0%	3881	71.7%	4098	74.1%	4237	76.1%	4246	77.5%	4147	78.9%	4251	80.1%	4341	81.5%
	Missing	Not Declared	1704	30.1%	1463	27.6%	1528	28.2%	1423	25.7%	1326	23.8%	1226	22.4%	1108	21.1%	1052	19.8%	984	18.5%
	Data	Not Recorded	268	4.7%	182	3.4%	2	0.0%	7	0.1%	5	0.1%	5	0.1%	4	0.1%	4	0.1%	4	0.1%
Grand Total			5666		5299		5411		5528		5568		5477		5259		5307		5329	

Table 71: Bank workforce: Data quality by year at March for staff on Leicestershire Partnership NHS Trust's electronic staff record

Missing data in excess of 10% are highlighted in red

Protected Characteristic	Value Type	Bank Staff by Year at March													
		2012		2013		2014		2015		2016		2017		2018	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%
Age	Valid Value	1366	100.0%	1004	100.0%	1149	100.0%	1530	100.0%	945	100.0%	999	100.0%	1067	100.0%
	Missing Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Disability	Valid Value	490	35.9%	452	45.0%	554	48.2%	839	54.8%	567	60.0%	693	69.4%	819	76.8%
	Missing Not Declared	368	26.9%	289	28.8%	257	22.4%	264	17.3%	151	16.0%	138	13.8%	143	13.4%
	Data Not Recorded	508	37.2%	263	26.2%	338	29.4%	427	27.9%	227	24.0%	168	16.8%	105	9.8%
Ethnicity	Valid Value	1316	96.3%	953	94.9%	1095	95.3%	1429	93.4%	876	92.7%	939	94.0%	1022	95.8%
	Missing Not Declared	37	2.7%	25	2.5%	12	1.0%	28	1.8%	23	2.4%	28	2.8%	31	2.9%
	Data Not Recorded	13	1.0%	26	2.6%	42	3.7%	73	4.8%	46	4.9%	32	3.2%	14	1.3%
Gender	Valid Value	1366	100.0%	1004	100.0%	1149	100.0%	1530	100.0%	945	100.0%	999	100.0%	1067	100.0%
	Missing Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Marital Status	Valid Value	1236	90.5%	920	91.6%	1047	91.1%	1426	93.2%	881	93.2%	943	94.4%	1030	96.5%
	Missing Not Declared	70	5.1%	49	4.9%	37	3.2%	33	2.2%	31	3.3%	33	3.3%	25	2.3%
	Data Not Recorded	60	4.4%	35	3.5%	65	5.7%	71	4.6%	33	3.5%	23	2.3%	12	1.1%
Maternity (women under 50 years old)	Valid Value	668	100.0%	483	100.0%	540	100.0%	748	100.0%	422	100.0%	458	100.0%	519	100.0%
	Missing Not Declared	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Data Not Recorded	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Religion or Belief	Valid Value	654	47.9%	553	55.1%	716	62.3%	1035	67.6%	661	69.9%	742	74.3%	813	76.2%
	Missing Not Declared	413	30.2%	276	27.5%	261	22.7%	290	19.0%	161	17.0%	162	16.2%	174	16.3%
	Data Not Recorded	299	21.9%	175	17.4%	172	15.0%	205	13.4%	123	13.0%	95	9.5%	80	7.5%
Sexual Orientation	Valid Value	614	44.9%	538	53.6%	707	61.5%	1020	66.7%	648	68.6%	726	72.7%	811	76.0%
	Missing Not Declared	454	33.2%	292	29.1%	271	23.6%	305	19.9%	185	19.6%	185	18.5%	183	17.2%
	Data Not Recorded	298	21.8%	174	17.3%	171	14.9%	205	13.4%	112	11.9%	88	8.8%	73	6.8%
Grand Total		1366		1004		1149		1530		945		999		1067	