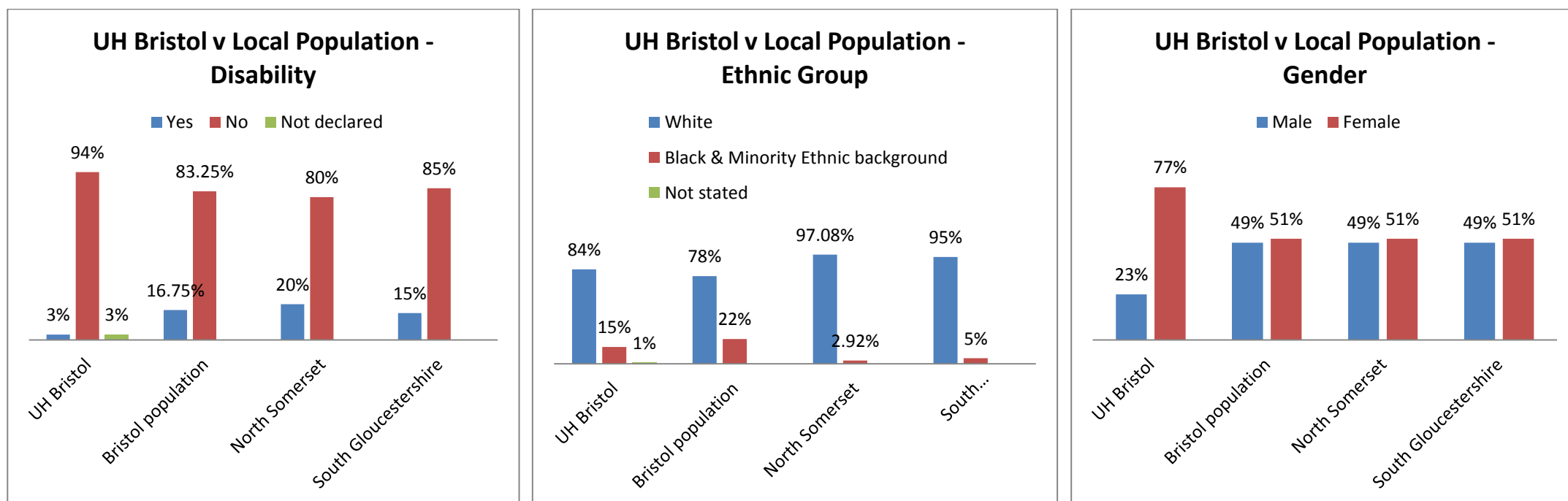


BACKGROUND EQUALITY DATA 2016

Equality legislation requires us to collect a range of pre and post-employment information and information relating to patients accessing our services. The information below is for the calendar years 1st January to 31st December 2015 and 1st January to 31st December 2016, unless otherwise stated.

These graphs provide a snapshot of the demographic make-up of the Trust's Workforce compared with the local population.¹



¹ Local population information is taken from the 2011 Census

1) Staff in post (all substantive staff)

| Age band | Headcount 31 December 2015 | Proportion of Headcount December 2015 |
|--------------------|----------------------------------|---|
| 16 – 20 | 94 | 1.1% |
| 21 – 25 | 861 | 9.7% |
| 26 – 30 | 1,284 | 14.4% |
| 31 – 35 | 1,289 | 14.5% |
| 36 – 40 | 1,172 | 13.2% |
| 41 – 45 | 1,054 | 11.8% |
| 46 – 50 | 989 | 11.1% |
| 51 – 55 | 1,028 | 11.5% |
| 56 – 60 | 761 | 8.5% |
| 61 – 65 | 295 | 3.3% |
| 66 - 70 | 62 | 0.7% |
| 71 - 77 | 18 | 0.2% |
| Grand Total | 8,907 | 100.0% |

| Age band | Headcount 31 December 2016 | Proportion of Headcount December 2016 |
|--------------------|----------------------------------|---|
| 16 – 20 | 87 | 0.9% |
| 21 – 25 | 847 | 9.2% |
| 26 – 30 | 1,389 | 15.1% |
| 31 – 35 | 1,354 | 14.7% |
| 36 – 40 | 1,204 | 13.1% |
| 41 – 45 | 1,069 | 11.6% |
| 46 – 50 | 1,007 | 10.9% |
| 51 – 55 | 1,023 | 11.1% |
| 56 – 60 | 804 | 8.7% |
| 61 – 65 | 345 | 3.7% |
| 66 - 70 | 74 | 0.8% |
| 71 - 77 | 21 | 0.2% |
| Grand Total | 9,224 | 100.0% |

| Disability | Headcount December 2015 | Proportion of Headcount December 2015 |
|--------------------|----------------------------|---|
| No | 8,291 | 93.1% |
| Not Declared | 363 | 4.1% |
| Yes | 253 | 2.8% |
| Grand Total | 8,907 | 100.0% |

| Disability | Headcount December 2016 | Proportion of Headcount December 2016 |
|--------------------|----------------------------|---|
| No | 8,667 | 94.0% |
| Not Declared | 296 | 3.2% |
| Yes | 261 | 2.8% |
| Grand Total | 9,224 | 100.0% |

| Gender | Headcount December 2015 | Proportion of Headcount December 2015 |
|--------------------|-------------------------|---------------------------------------|
| Female | 6,896 | 77.4% |
| Male | 2,011 | 22.6% |
| Grand Total | 8,907 | 100.0% |

| Gender | Headcount December 2016 | Proportion of Headcount December 2016 |
|--------------------|-------------------------|---------------------------------------|
| Female | 7,113 | 77.1% |
| Male | 2,111 | 22.9% |
| Grand Total | 9,224 | 100.0% |

| Ethnicity | Headcount December 2015 | Proportion of Headcount December 2015 |
|--------------------------------|-------------------------|---------------------------------------|
| White | 7,476 | 83.9% |
| Black & Minority Ethnic Groups | 1,322 | 14.8% |
| Not Stated | 109 | 1.2% |
| Grand Total | 8,907 | |

| Ethnicity | Headcount December 2016 | Proportion of Headcount December 2016 |
|--------------------------------|-------------------------|---------------------------------------|
| White | 7,746 | 84.0% |
| Black & Minority Ethnic Groups | 1,397 | 15.1% |
| Not Stated | 80 | 0.9% |
| Grand Total | 9,224 | 100.0% |

| Ethnicity – more detailed breakdown | Headcount December 2015 | Proportion of Headcount December 2015 |
|-------------------------------------|-------------------------|---------------------------------------|
| White British | 6,750 | 75.8% |
| White Irish | 108 | 1.2% |
| Any other White background | 618 | 6.9% |
| Mixed - White & Black Caribbean | 40 | 0.4% |
| Mixed – White & Black African | 23 | 0.3% |
| Mixed – White & Asian | 26 | 0.3% |
| Any other mixed background | 57 | 0.6% |
| Asian or Asian British – Indian | 351 | 3.9% |

| Ethnicity – more detailed breakdown | Headcount December 2016 | Proportion of Headcount December 2016 |
|-------------------------------------|-------------------------|---------------------------------------|
| White British | 6,913 | 74.9% |
| White Irish | 117 | 1.3% |
| Any other White background | 716 | 7.8% |
| Mixed - White & Black Caribbean | 48 | 0.5% |
| Mixed – White & Black African | 20 | 0.2% |
| Mixed – White & Asian | 35 | 0.4% |
| Any other mixed background | 59 | 0.6% |
| Asian or Asian British – Indian | 363 | 3.9% |

| | | |
|--------------------------------------|--------------|---------------|
| Asian or Asian British – Pakistani | 39 | 0.4% |
| Asian or Asian British - Bangladeshi | 9 | 0.1% |
| Any other Asian background | 101 | 1.1% |
| Black or Black British – Caribbean | 155 | 1.7% |
| Black or Black British – African | 208 | 2.3% |
| Any other Black background | 78 | 0.9% |
| Chinese | 38 | 0.4% |
| Any Other Ethnic Group | 197 | 2.2% |
| Not Stated | 109 | 1.2% |
| Grand Total | 8,907 | 100.0% |

| | | |
|--------------------------------------|--------------|---------------|
| Asian or Asian British – Pakistani | 37 | 0.4% |
| Asian or Asian British - Bangladeshi | 8 | 0.1% |
| Any other Asian background | 114 | 1.2% |
| Black or Black British – Caribbean | 156 | 1.7% |
| Black or Black British – African | 241 | 2.6% |
| Any other Black background | 75 | 0.8% |
| Chinese | 46 | 0.5% |
| Any Other Ethnic Group | 195 | 2.1% |
| Not Stated | 81 | 0.9% |
| Grand Total | 9,224 | 100.0% |

| Religious Belief | Headcount December 2015 | Proportion of Headcount December 2015 |
|--|-------------------------|---------------------------------------|
| Atheism | 1,088 | 12.2% |
| Buddhism | 47 | 0.5% |
| Christianity | 3,542 | 39.8% |
| Hinduism | 102 | 1.1% |
| Islam | 155 | 1.7% |
| Jainism | 3 | 0.0% |
| Judaism | 6 | 0.1% |
| Sikhism | 18 | 0.2% |
| Other | 523 | 5.9% |
| I do not wish to disclose my religion/belief | 3,391 | 38.1% |
| Undefined | 32 | 0.4% |
| Grand Total | 8,907 | 100.0% |

| Religious Belief | Headcount December 2016 | Proportion of Headcount December 2016 |
|--|-------------------------|---------------------------------------|
| Atheism | 1,213 | 13.2% |
| Buddhism | 54 | 0.6% |
| Christianity | 3,705 | 40.2% |
| Hinduism | 113 | 1.2% |
| Islam | 190 | 2.1% |
| Jainism | 2 | 0.0% |
| Judaism | 9 | 0.1% |
| Sikhism | 13 | 0.1% |
| Other | 588 | 6.4% |
| I do not wish to disclose my religion/belief | 3,312 | 35.9% |
| Undefined | 24 | 0.3% |
| Grand Total | 9,224 | 100.0% |

| Sexual Orientation | Headcount December 2015 | Proportion of Headcount December 2015 |
|---|-------------------------|---------------------------------------|
| Bisexual | 37 | 0.4% |
| Gay | 54 | 0.6% |
| Heterosexual | 5,981 | 67.1% |
| Lesbian | 35 | 0.4% |
| I do not wish to disclose my sexual orientation | 2,770 | 31.1% |
| Undefined | 30 | 0.3% |
| Grand Total | 8,907 | 1.00.0% |

| Sexual Orientation | Headcount December 2016 | Proportion of Headcount December 2016 |
|---|-------------------------|---------------------------------------|
| Bisexual | 45 | 0.5% |
| Gay | 61 | 0.7% |
| Heterosexual | 6,408 | 69.5% |
| Lesbian | 38 | 0.4% |
| I do not wish to disclose my sexual orientation | 2,649 | 28.7% |
| Undefined | 23 | 0.2% |
| Grand Total | 9,224 | 100.0% |

| Marital Status | Headcount December 2015 | Proportion of Headcount December 2015 |
|---------------------|-------------------------|---------------------------------------|
| Civil Partnership | 70 | 0.8% |
| Divorced | 436 | 4.9% |
| Legally Separated | 68 | 0.8% |
| Married | 4,286 | 48.1% |
| Single | 3,924 | 44.1% |
| Widowed | 62 | 0.7% |
| Undefined / Unknown | 61 | 0.7% |
| Grand Total | 8,907 | 100.0% |

| Marital Status | Headcount December 2016 | Proportion of Headcount December 2016 |
|---------------------|-------------------------|---------------------------------------|
| Civil Partnership | 78 | 0.8% |
| Divorced | 428 | 4.6% |
| Legally Separated | 69 | 0.7% |
| Married | 4,391 | 47.6% |
| Single | 4,121 | 44.7% |
| Widowed | 58 | 0.6% |
| Undefined / Unknown | 79 | 0.8% |
| Grand Total | 9,224 | 100.0% |

| Maternity, Paternity & Adoption Leave | Headcount December 2015 | Proportion of Headcount December 2015 |
|--|--------------------------------|--|
| Maternity Leave | 246 | 98.0% |
| Paternity Leave | 2 | 0.8% |
| Adoption Leave | 3 | 1.2% |
| Grand Total | 251 | 1.00.0% |

| Maternity, Paternity & Adoption Leave | Headcount December 2016 | Proportion of Headcount December 2016 |
|--|--------------------------------|--|
| Maternity Leave | 284 | 99.3% |
| Paternity Leave | 1 | 0.3% |
| Adoption Leave | 1 | 0.3% |
| Grand Total | 286 | 100.0% |

2) Recruitment

| Category | Description | % of Applications 2015 * | % Shortlisted 2015 * | % Starters 2015 * | % of Applications 2016 | % Shortlisted 2016 | % Appointed 2016 |
|-------------------|--|--------------------------|----------------------|-------------------|------------------------|--------------------|------------------|
| Gender | Male | 32.1% | 28.4% | 27.6% | 32% | 29.2% | 21.6% |
| | Female | 67.6% | 71.4% | 72.4% | 67.6% | 70.5% | 76.8% |
| | Undisclosed | 0.4% | 0.2% | 0% | | | |
| | I do not wish to disclose this information | | | | 0% | 0% | 0.1% |
| | Not stated | | | | 0.3% | 0.2% | 1.5% |
| Disability | Yes | 4.1% | 4.7% | 1.3% | 5.4% | 6.2% | 2.8% |
| | No | 94.5% | 93.9% | 79.0% | 92.5% | 92.2% | 88.3% |
| | Undisclosed / Not stated | 1.4% | 1.4% | 19.7% | | | |
| | I do not wish to disclose this information | | | | 0.2% | 0.3% | 0.3% |
| | Not stated | | | | 2.0% | 1.3% | 8.6% |
| Ethnicity | White | 68.8% | 73.8% | 71.4% | 70.3% | 73.7% | 79.6% |
| | Black & Minority Ethnic background | 29.3% | 24.6% | 15.5% | 27.3% | 23.9% | 13.6% |
| | Not stated | 1.9% | 1.9% | 13.2% | 2.4% | 2.4% | 6.8% |
| Age Band | Under 20 | 2.8% | 2.2% | 3.1% | 3.6% | 1.7% | 2.7% |
| | 20 to 24 | 20.8% | 18.4% | 19.4% | 20.8% | 17.4% | 18.6% |
| | 25 to 29 | 21.9% | 20.5% | 24.3% | 21.7% | 21.3% | 24.4% |
| | 30 to 34 | 15.6% | 16.0% | 17.9% | 15.1% | 16.1% | 16% |
| | 35 to 39 | 11.0% | 11.4% | 12.3% | 10.3% | 10.8% | 10.5% |
| | 40 to 44 | 7.7% | 8.7% | 6.4% | 7.9% | 9.3% | 8.8% |
| | 45 to 49 | 7.4% | 8.6% | 5.1% | 7.3% | 8.7% | 6.4% |
| | 50 to 54 | 7.0% | 7.9% | 4.8% | 6.8% | 7.3% | 6.4% |
| | 55 to 59 | 4.1% | 4.8% | 3.3% | 4.5% | 5.6% | 4.5% |
| | 60 to 64 | 1.4% | 1.4% | 2.3% | 1.5% | 1.7% | 1.6% |
| | 65+ | 0.1% | 0.1% | 1.0% | 0.1% | 0.1% | 0.1% |
| | Not stated | 0.1% | 0.0% | 0.0% | 0.1% | 0% | 0% |
| | Religion | Atheism | 17.9% | 19.9% | 16.0% | 20.4% | 20.8% |
| Buddhism | | 1.4% | 1.0% | 0.6% | 0.8% | 0.8% | 0.5% |

| Category | Description | % of Applications 2015 | % Shortlisted 2015 | % Appointed 2015 | % of Applications 2016 | % Shortlisted 2016 | % Appointed 2016 |
|---------------------------|---|------------------------|--------------------|------------------|------------------------|--------------------|------------------|
| Religion | Christianity | 44.3% | 45.0% | 29.4% | 41.8% | 43.8% | 39.6% |
| | Hinduism | 3.5% | 2.9% | 1.6% | 1.9% | 1.8% | 1.2% |
| | Islam | 9.6% | 7.5% | 2.6% | 8.4% | 6.6% | 4.2% |
| | Jainism | 0.1% | 0.0% | 0.1% | 0.1% | 0% | 0% |
| | Judaism | 0.1% | 0.1% | 0.1% | 0.1% | 0% | 0% |
| | Sikhism | 0.6% | 0.6% | 0.3% | 0.4% | 0.5% | 0.1% |
| | Other | 10.8% | 10.5% | 5.1% | 11.2% | 11.2% | 9.7% |
| | Undisclosed | 11.7% | 12.4% | 44.2% | | | |
| | I do not wish to disclose my religion | | | | 14.2% | 14.3% | 16.1% |
| | Not stated | | | | 0.6% | 0.1% | 6.4% |
| Sexual Orientation | Persons of the same sex (Lesbian) | 0.6% | 0.6% | 0.6% | 0.8% | 0.5% | 0.7% |
| | Persons of the same sex (Gay) | 1.3% | 1.5% | 0.8% | 1.5% | 1.4% | 0.7% |
| | Persons of the same sex (Gay or Lesbian) | | | | 0.5% | 0.4% | 0.7% |
| | Bisexual | 2.2% | 1.8% | 0.6% | 1.7% | 1.6% | 0.9% |
| | Heterosexual | 87.6% | 88.6% | 69.5% | 85.6% | 86.9% | 83.9% |
| | Undisclosed | 8.3% | 7.5% | 28.4% | | | |
| | I do not wish to disclose my sexual orientation | | | | 9.3% | 9.1% | 6.7% |
| | Not stated | | | | 0.6% | 0.1% | 6.3% |
| Transgender | Yes | | | | 0.2% | 0.1% | 0% |
| | No | | | | 19% | 17.8% | 23.8% |
| | I do not wish to answer this question | | | | 0.7% | 0.6% | 0.9% |
| | Not stated | | | | 80.2% | 81.6% | 75.3% |
| Marital Status | Single | | | | 58.5% | 55.2% | 52.6% |
| | Married | | | | 27.5% | 30.8% | 28.6% |
| | Civil partnership | | | | 3.3% | 2.7% | 1.6% |
| | Legally separated | | | | 0.7% | 1% | 0.6% |
| | Divorced | | | | 5% | 5.9% | 3.3% |
| | Widowed | | | | 0.4% | 0.5% | 0.3% |
| | Other | | | | 0.9% | 0.9% | 1% |
| | Not stated | | | | 3.4% | 2.9% | 12% |

Starters with the Trust – Calendar Years 2015 and 2016

| Age band (Starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|---------------------|---|--|
| 16 – 20 | 84 | 4.6% |
| 21 – 25 | 472 | 25.8% |
| 26 – 30 | 401 | 22.0% |
| 31 – 35 | 322 | 17.6% |
| 36 – 40 | 181 | 9.9% |
| 41 – 45 | 124 | 6.8% |
| 46 – 50 | 82 | 4.5% |
| 51 – 55 | 83 | 4.5% |
| 56 – 60 | 58 | 3.2% |
| 61 – 65 | 15 | 0.8% |
| 66 - 70 | | |
| 71 & above | | |
| Grand Total | 1,826 | 100.0% |

| Age band (Starters) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|---------------------|---|---|
| 16 – 20 | 38 | 3.0% |
| 21 – 25 | 282 | 22.1% |
| 26 – 30 | 312 | 24.5% |
| 31 – 35 | 262 | 20.6% |
| 36 – 40 | 146 | 11.5% |
| 41 – 45 | 84 | 6.6% |
| 46 – 50 | 61 | 4.8% |
| 51 – 55 | 47 | 3.7% |
| 56 – 60 | 33 | 2.6% |
| 61 – 65 | 8 | 0.6% |
| 66 - 70 | | |
| 71 & above | 1 | 0.1% |
| Grand Total | 1,274 | 100.0% |

| Disability (Starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|-----------------------|---|--|
| No | 1,590 | 87.1% |
| Not Declared | 211 | 11.6% |
| Yes | 25 | 1.4% |
| Grand Total | 1,826 | 100.0% |

| Disability (Starters) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|-----------------------|---|---|
| No | 1,176 | 92.3% |
| Not Declared | 74 | 5.8% |
| Yes | 24 | 1.9% |
| Grand Total | 1,274 | 100.0% |

| Gender (starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan - 31 st Dec 2015 |
|--------------------|---|---|
| Female | 1,354 | 74.2% |
| Male | 472 | 25.8% |
| Grand Total | 1,826 | 100.0% |

| Gender (Starters) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|--------------------|---|---|
| Female | 894 | 70.2% |
| Male | 380 | 29.8% |
| Grand Total | 1,274 | 100.0% |

| Ethnicity (Starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan - 31 st Dec 2015 |
|-----------------------------------|---|---|
| White | 1,456 | 79.7% |
| Black & Minority Ethnic Groups | 277 | 15.2% |
| Not Stated | 93 | 5.1% |
| Grand Total | 1,826 | 100.0% |

| Ethnicity | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|-----------------------------------|---|---|
| White | 1,015 | 79.7% |
| Black & Minority Ethnic Groups | 207 | 16.2% |
| Not Stated | 52 | 4.1% |
| Grand Total | 1,274 | 100.0% |

| Ethnicity – more detailed breakdown (Starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|---|---|---|
| White British | 1,239 | 67.9% |
| White Irish | 24 | 1.3% |
| Any other White background | 193 | 10.6% |
| Mixed - White & Black Caribbean | 7 | 0.4% |
| Mixed – White & Black African | 9 | 0.5% |
| Mixed – White & Asian | 9 | 0.5% |
| Any other mixed background | 20 | 1.1% |
| Asian or Asian British – Indian | 60 | 3.3% |
| Asian or Asian British – Pakistani | 15 | 0.8% |

| Ethnicity – more detailed breakdown | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|--|--|--|
| White British | 835 | 65.5% |
| White Irish | 18 | 1.4% |
| Any other White background | 162 | 12.7% |
| Mixed - White & Black Caribbean | 8 | 0.6% |
| Mixed – White & Black African | 2 | 0.2% |
| Mixed – White & Asian | 12 | 0.9% |
| Any other mixed background | 11 | 0.9% |
| Asian or Asian British – Indian | 42 | 3.3% |
| Asian or Asian British – Pakistani | 7 | 0.5% |

| | | |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 4 | 0.2% |
| Any other Asian background | 27 | 1.5% |
| Black or Black British – Caribbean | 19 | 1.0% |
| Black or Black British – African | 36 | 2.0% |
| Any other Black background | 26 | 1.4% |
| Chinese | 12 | 0.7% |
| Any Other Ethnic Group | 33 | 1.8% |
| Not Stated | 93 | 5.1% |
| Grand Total | 1,826 | 100.0% |

| | | |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 0 | 0.0% |
| Any other Asian background | 19 | 1.5% |
| Black or Black British – Caribbean | 15 | 1.2% |
| Black or Black British – African | 54 | 4.2% |
| Any other Black background | 14 | 1.1% |
| Chinese | 6 | 0.5% |
| Any Other Ethnic Group | 17 | 1.3% |
| Not Stated | 52 | 4.1% |
| Grand Total | 1,274 | 100.0% |

| Religious Belief (Starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|--|---|---|
| Atheism | 340 | 18.6% |
| Buddhism | 9 | 0.5% |
| Christianity | 570 | 31.2% |
| Hinduism | 36 | 2.0% |
| Islam | 45 | 2.5% |
| Jainism | 1 | 0.1% |
| Judaism | 2 | 0.1% |
| Sikhism | 5 | 0.3% |
| Other | 106 | 5.8% |
| I do not wish to disclose my religion/belief | 677 | 37.1% |
| Undefined | 35 | 1.9% |
| Grand Total | 1,826 | 100.0% |

| Religious Belief | Headcount 1 st Jan – 31st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|--|--|--|
| Atheism | 257 | 20.2% |
| Buddhism | 13 | 1.0% |
| Christianity | 461 | 36.2% |
| Hinduism | 17 | 1.3% |
| Islam | 52 | 4.1% |
| Jainism | 0 | 0.0% |
| Judaism | 3 | 0.2% |
| Sikhism | 1 | 0.1% |
| Other | 92 | 7.2% |
| I do not wish to disclose my religion/belief | 367 | 28.8% |
| Undefined | 11 | 0.9% |
| Grand Total | 1,274 | 100.0% |

| Sexual Orientation (Starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|---|---|---|
| Bisexual | 12 | 0.7% |
| Gay | 16 | 0.9% |
| Heterosexual | 1,441 | 78.9% |
| Lesbian | 12 | 0.7% |
| I do not wish to disclose my sexual orientation | 313 | 17.1% |
| Undefined | 32 | 1.8% |
| Grand Total | 1,826 | 100.0% |

| Sexual Orientation | Headcount 1 st Jan – 31st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|---|--|--|
| Bisexual | 10 | 0.8% |
| Gay | 14 | 1.1% |
| Heterosexual | 1,012 | 79.4% |
| Lesbian | 7 | 0.5% |
| I do not wish to disclose my sexual orientation | 219 | 17.2% |
| Undefined | 12 | 0.9% |
| Grand Total | 1,274 | 100.0% |

| Marital Status (Starters) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|---------------------------|---|---|
| Civil Partnership | 32 | 1.8% |
| Divorced | 51 | 2.8% |
| Legally Separated | 9 | 0.5% |
| Married | 496 | 27.2% |
| Single | 1,169 | 64.0% |
| Widowed | 6 | 0.3% |
| Undefined / Unknown | 63 | 3.4% |
| Grand Total | 1,826 | 100.0% |

| Marital Status | Headcount 1 st Jan – 31st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|---------------------|--|--|
| Civil Partnership | 14 | 1.1% |
| Divorced | 36 | 2.8% |
| Legally Separated | 6 | 0.5% |
| Married | 377 | 29.6% |
| Single | 791 | 62.1% |
| Widowed | 1 | 0.1% |
| Undefined / Unknown | 49 | 3.9% |
| Grand Total | 1,274 | 100.0% |

Leavers from the Trust – Calendar Years 2015 and 2016

| Age band (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|--------------------|---|--|
| 16 – 20 | 24 | 1.4% |
| 21 – 25 | 232 | 13.9% |
| 26 – 30 | 374 | 22.4% |
| 31 – 35 | 301 | 18.0% |
| 36 – 40 | 215 | 12.0% |
| 41 – 45 | 100 | 6.0% |
| 46 – 50 | 109 | 6.5% |
| 51 – 55 | 97 | 5.8% |
| 56 – 60 | 109 | 6.5% |
| 61 – 65 | 78 | 4.7% |
| 66 - 70 | 21 | 1.3% |
| 71 & above | 9 | 0.5% |
| Grand Total | 1,669 | 100.0% |

| Age band (Leavers) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|--------------------|---|---|
| 16 – 20 | 41 | 2.5% |
| 21 – 25 | 236 | 14.7% |
| 26 – 30 | 366 | 22.8% |
| 31 – 35 | 296 | 18.4% |
| 36 – 40 | 219 | 13.6% |
| 41 – 45 | 107 | 6.7% |
| 46 – 50 | 76 | 4.7% |
| 51 – 55 | 88 | 5.5% |
| 56 – 60 | 102 | 6.3% |
| 61 – 65 | 57 | 3.5% |
| 66 - 70 | 16 | 1.0% |
| 71 & above | 4 | 0.2% |
| Grand Total | 1,608 | 100.0% |

| Disability (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|----------------------|---|--|
| No | 1,551 | 92.9% |
| Not Declared | 82 | 4.9% |
| Yes | 36 | 2.2% |
| Grand Total | 1,669 | 100.0% |

| Disability (Leavers) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|----------------------|---|---|
| No | 1,475 | 91.7% |
| Not Declared | 100 | 6.2% |
| Yes | 33 | 2.1% |
| Grand Total | 1,608 | 100.0% |

| Gender (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan - 31 st Dec 2015 |
|--------------------|---|---|
| Female | 1,239 | 74.2% |
| Male | 430 | 25.8% |
| Grand Total | 1,669 | 100.0% |

| Gender (Leavers) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|--------------------|---|---|
| Female | 1,181 | 73.4% |
| Male | 427 | 26.6% |
| Grand Total | 1,608 | 100.0% |

| Ethnicity (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan - 31 st Dec 2015 |
|-----------------------------------|---|---|
| White | 1,393 | 83.5% |
| Black & Minority Ethnic Groups | 263 | 15.8% |
| Not Stated | 13 | 0.8% |
| Grand Total | 1,669 | 100.0% |

| Ethnicity (Leavers) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|-----------------------------------|---|---|
| White | 1,306 | 81.2% |
| Black & Minority Ethnic Groups | 251 | 15.6% |
| Not Stated | 51 | 3.2% |
| Grand Total | 1,608 | 100.0% |

| Ethnicity – more detailed breakdown (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|--|---|---|
| White British | 1,237 | 74.1% |
| White Irish | 28 | 1.7% |
| Any other White background | 128 | 7.7% |
| Mixed - White & Black Caribbean | 7 | 0.4% |
| Mixed – White & Black African | 4 | 0.2% |
| Mixed – White & Asian | 12 | 0.7% |
| Any other mixed background | 15 | 0.9% |
| Asian or Asian British – Indian | 61 | 3.7% |
| Asian or Asian British – Pakistani | 14 | 0.8% |

| Ethnicity – more detailed breakdown (Leavers) | Headcount 1 st Jan – 31 st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|--|--|--|
| White British | 1,136 | 70.6% |
| White Irish | 22 | 1.4% |
| Any other White background | 148 | 9.2% |
| Mixed - White & Black Caribbean | 7 | 0.4% |
| Mixed – White & Black African | 7 | 0.4% |
| Mixed – White & Asian | 4 | 0.2% |
| Any other mixed background | 14 | 0.9% |
| Asian or Asian British – Indian | 60 | 3.7% |
| Asian or Asian British – Pakistani | 11 | 0.7% |

| | | |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 0 | 0.0% |
| Any other Asian background | 22 | 1.3% |
| Black or Black British – Caribbean | 17 | 1.0% |
| Black or Black British – African | 54 | 3.2% |
| Any other Black background | 16 | 1.6% |
| Chinese | 15 | 0.9% |
| Any Other Ethnic Group | 26 | 1.6% |
| Not Stated | 13 | 0.8% |
| Grand Total | 1,669 | 100.0% |

| | | |
|--------------------------------------|--------------|---------------|
| Asian or Asian British - Bangladeshi | 2 | 0.1% |
| Any other Asian background | 26 | 1.6% |
| Black or Black British – Caribbean | 19 | 1.2% |
| Black or Black British – African | 55 | 3.4% |
| Any other Black background | 20 | 1.2% |
| Chinese | 3 | 0.2% |
| Any Other Ethnic Group | 23 | 1.4% |
| Not Stated | 51 | 3.2% |
| Grand Total | 1,608 | 100.0% |

| Religious Belief (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|--|---|---|
| Atheism | 239 | 14.3% |
| Buddhism | 13 | 0.8% |
| Christianity | 627 | 37.6% |
| Hinduism | 20 | 1.2% |
| Islam | 44 | 2.6% |
| Jainism | 0 | 0.0% |
| Judaism | 7 | 0.4% |
| Sikhism | 5 | 0.3% |
| Other | 113 | 6.8% |
| I do not wish to disclose my religion/belief | 598 | 35.8% |
| Undefined | 3 | 0.2% |
| Grand Total | 1,669 | 100.0% |

| Religious Belief | Headcount 1 st Jan – 31st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|--|--|--|
| Atheism | 289 | 18.0% |
| Buddhism | 12 | 0.7% |
| Christianity | 561 | 34.9% |
| Hinduism | 28 | 1.7% |
| Islam | 51 | 3.2% |
| Jainism | 1 | 0.1% |
| Judaism | 0 | 0.0% |
| Sikhism | 5 | 0.3% |
| Other | 103 | 6.4% |
| I do not wish to disclose my religion/belief | 549 | 34.1% |
| Undefined | 9 | 0.6% |
| Grand Total | 1,608 | 100.0% |

| Sexual Orientation (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|---|---|---|
| Bisexual | 8 | 0.5% |
| Gay | 15 | 0.9% |
| Heterosexual | 1,229 | 73.6% |
| Lesbian | 13 | 0.8% |
| I do not wish to disclose my sexual orientation | 402 | 24.1% |
| Undefined | 2 | 0.1% |
| Grand Total | 1,669 | 100.0% |

| Sexual Orientation | Headcount 1 st Jan – 31st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|---|--|--|
| Bisexual | 9 | 0.6% |
| Gay | 17 | 1.1% |
| Heterosexual | 1,193 | 74.2% |
| Lesbian | 9 | 0.6% |
| I do not wish to disclose my sexual orientation | 370 | 23.0% |
| Undefined | 10 | 0.6% |
| Grand Total | 1,608 | 100.0% |

| Marital Status (Leavers) | Headcount 1 st Jan – 31 st Dec 2015 | Proportion of Headcount 1 st Jan -31 st Dec 2015 |
|--------------------------|---|---|
| Civil Partnership | 13 | 0.8% |
| Divorced | 65 | 3.9% |
| Legally Separated | 15 | 0.9% |
| Married | 654 | 39.2% |
| Single | 912 | 54.6% |
| Widowed | 7 | 0.4% |
| Undefined / Unknown | 3 | 0.2% |
| Grand Total | 1,669 | 100.0% |

| Marital Status | Headcount 1 st Jan – 31st Dec 2016 | Proportion of Headcount 1 st Jan – 31 st Dec 2016 |
|---------------------|--|--|
| Civil Partnership | 17 | 1.1% |
| Divorced | 67 | 4.2% |
| Legally Separated | 10 | 0.6% |
| Married | 569 | 35.4% |
| Single | 904 | 56.2% |
| Widowed | 8 | 0.5% |
| Undefined / Unknown | 33 | 2.1% |
| Grand Total | 1,608 | 100.0% |

Employee Relations Cases – as recorded on the Trust’s Case Management System

(In line with reporting requirements for the Workforce Race Equality Standard, the reporting period is 1st April – 31st March for each year. The numbers include all cases live during those periods.)

2) Harassment & Bullying Cases (recorded under the Trust policy)

Diversity data for both Harassment & Bullying and Grievance cases refers to the person making the complaint.

| Gender | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| Female | 15 | 71.4% |
| Male | 4 | 19.0% |
| Group | 1 | 4.8% |
| Not reported | 1 | 4.8% |
| Grand Total | 21 | 100.0% |

| Gender | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| Female | 16 | 64.0% |
| Male | 7 | 28.0% |
| Group | 1 | 4.0% |
| Not reported | 1 | 4.0% |
| Grand Total | 25 | 100.0% |

| Disability | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|-----------------------|--|-------------------------------|
| Yes | 0 | |
| No | 19 | 90.5% |
| Group | 1 | 4.8% |
| Not declared/reported | 1 | 4.8% |
| Grand Total | 21 | |

| Disability | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|-----------------------|--|-------------------------------|
| Yes | 1 | 4.0% |
| No | 22 | 88.0% |
| Group | 1 | 4.0% |
| Not declared/reported | 1 | 4.0% |
| Grand Total | 25 | |

| Ethnic Background | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------------------|--|-------------------------------|
| White | 16 | 76.2% |
| Black & Minority Ethnic Groups | 3 | 14.3% |
| Not Stated / not reported | 2 | 9.5% |
| Grand Total | 21 | |

| Ethnic Background | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------------------|--|-------------------------------|
| White | 16 | 64.0% |
| Black & Minority Ethnic Groups | 7 | 28.0% |
| Not Stated / not reported | 2 | 8.0% |
| Grand Total | 25 | |

| Age Group | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| 16 – 20 | | |
| 21 – 25 | 2 | 9.5% |
| 26 – 30 | 4 | 19.0% |
| 31 – 35 | 1 | 4.8% |
| 36 – 40 | 4 | 19.0% |
| 41 – 45 | 2 | 9.5% |
| 46 – 50 | 3 | 14.3% |
| 51 – 55 | 1 | 4.8% |
| 56 – 60 | 1 | 4.8% |
| 61 – 65 | | |
| Over 65 | 1 | 4.8% |
| Group | 1 | 4.8% |
| Not reported | 1 | 4.8% |
| Grand Total | 21 | |

| Age Group | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| 16 – 20 | | |
| 21 – 25 | 3 | 12.0% |
| 26 – 30 | 3 | 12.0% |
| 31 – 35 | 4 | 16.0% |
| 36 – 40 | 3 | 12.0% |
| 41 – 45 | 5 | 20.0% |
| 46 – 50 | 1 | 4.0% |
| 51 – 55 | 2 | 8.0% |
| 56 – 60 | 1 | 4.0% |
| 61 – 65 | | |
| Over 65 | 1 | 4.0% |
| Group | 1 | 4.0% |
| Not reported | 1 | 4.0% |
| Grand Total | 25 | |

3) Grievance Cases (recorded under the Trust policy)

Diversity data for both Harassment & Bullying and Grievance cases refers to the person making the complaint.

| Gender | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| Female | 12 | 60.0% |
| Male | 7 | 35.0% |
| Group | 1 | 5.0% |
| Not reported | | |
| Grand Total | 20 | |

| Gender | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| Female | 17 | 63.0% |
| Male | 8 | 29.6% |
| Group | 1 | 3.7% |
| Not reported | 1 | 3.7% |
| Grand Total | 27 | |

| Disability | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|-----------------------|--|-------------------------------|
| Yes | 1 | 5.0% |
| No | 17 | 85.0% |
| Group | 1 | 5.0% |
| Not declared/reported | 1 | 5.0% |
| Grand Total | 20 | |

| Disability | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|-----------------------|--|-------------------------------|
| Yes | 0 | |
| No | 23 | 85.2% |
| Group | 1 | 3.7% |
| Not declared/reported | 3 | 11.1% |
| Grand Total | 27 | |

| Ethnic Background | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------------------|--|-------------------------------|
| White | 13 | 65.0% |
| Black & Minority Ethnic Groups | 6 | 30.0% |
| Not Stated / not reported | 1 | 5.0% |
| Grand Total | 20 | |

| Ethnic Background | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------------------|--|-------------------------------|
| White | 20 | 74.1% |
| Black & Minority Ethnic Groups | 5 | 18.5% |
| Not Stated / not reported | 2 | 7.4% |
| Grand Total | 27 | |

| Age Group | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|----------------------------------|
| 16 – 20 | | |
| 21 – 25 | 4 | 20.0% |
| 26 – 30 | 4 | 20.0% |
| 31 – 35 | | |
| 36 – 40 | 2 | 10.0% |
| 41 – 45 | | |
| 46 – 50 | 1 | 5.0% |
| 51 – 55 | 5 | 25.0% |
| 56 – 60 | 2 | 10.0% |
| 61 – 65 | | |
| Over 65 | 1 | 5.0% |
| Group | 1 | 5.0% |
| Not reported | | |
| Grand Total | 20 | |

| Age Group | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|----------------------------------|
| 16 – 20 | | |
| 21 – 25 | 3 | 11.1% |
| 26 – 30 | 3 | 11.1% |
| 31 – 35 | 1 | 3.7% |
| 36 – 40 | 5 | 18.5% |
| 41 – 45 | 2 | 7.4% |
| 46 – 50 | 1 | 3.7% |
| 51 – 55 | 4 | 14.8% |
| 56 – 60 | 5 | 18.5% |
| 61 – 65 | 1 | 3.7% |
| Over 65 | | |
| Group | 1 | 3.7% |
| Not reported | 1 | 3.7% |
| Grand Total | 27 | |

6) Disciplinary Cases (recorded under the Trust policy)

| Gender | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|-------------------------------|
| Female | 54 | 54.5% |
| Male | 45 | 45.5% |
| Grand Total | 99 | 100.0% |

| Disability | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|-----------------------|--|-------------------------------|
| Yes | 2 | 2.0% |
| No | 93 | 93.9% |
| Not declared/reported | 4 | 4.0% |
| Grand Total | 99 | 99.0% |

| Ethnic Background | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------------------|--|-------------------------------|
| White | 64 | 64.6% |
| Black & Minority Ethnic Groups | 34 | 34.3% |
| Not Stated / not reported | 1 | 1.0% |
| Grand Total | 99 | 99.0% |

| Gender | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|-------------------------------|
| Female | 50 | 54.9% |
| Male | 41 | 45.1% |
| Grand Total | 91 | 100.0% |

| Disability | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|-----------------------|--|-------------------------------|
| Yes | 3 | 3.3% |
| No | 85 | 93.4% |
| Not declared/reported | 3 | 3.3% |
| Grand Total | 91 | 100.0% |

| Ethnic Background | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------------------|--|-------------------------------|
| White | 60 | 65.9% |
| Black & Minority Ethnic Groups | 30 | 33.0% |
| Not Stated / not reported | 1 | 1.1% |
| Grand Total | 91 | 100.0% |

| Age Group | Number of cases 1 st April 2015 – 31 st March 2016 | Proportion of cases 2015/2016 |
|--------------------|--|----------------------------------|
| 16 – 20 | 1 | 1.0% |
| 21 – 25 | 12 | 12.1% |
| 26 – 30 | 12 | 12.1% |
| 31 – 35 | 12 | 12.1% |
| 36 – 40 | 6 | 6.1% |
| 41 – 45 | 11 | 11.1% |
| 46 – 50 | 15 | 15.2% |
| 51 – 55 | 20 | 20.2% |
| 56 – 60 | 8 | 8.1% |
| 61 – 65 | 2 | 2.0% |
| Over 65 | 0 | 0.0% |
| Grand Total | 99 | 100.0% |

| Age Group | Number of cases 1 st April 2016 – 31 st March 2017 | Proportion of cases 2016/2017 |
|--------------------|--|----------------------------------|
| 16 – 20 | 2 | 2.2% |
| 21 – 25 | 9 | 9.9% |
| 26 – 30 | 10 | 11.0% |
| 31 – 35 | 8 | 8.8% |
| 36 – 40 | 7 | 7.7% |
| 41 – 45 | 10 | 11.0% |
| 46 – 50 | 14 | 15.4% |
| 51 – 55 | 14 | 15.4% |
| 56 – 60 | 13 | 14.3% |
| 61 – 65 | 4 | 4.4% |
| 66 - 70 | 0 | 0.0% |
| Grand Total | 91 | 100.0 |

Patients – Inpatient Admissions and Outpatient Attendances – January to December 2015 and January to December 2016

Inpatient Admissions

| Age band (of patient at attendance) | Number of Inpatient Admissions - 2015 | Percentage of Inpatients 2015 |
|-------------------------------------|---------------------------------------|-------------------------------|
| Age Under 16 | 30,884 | 22.4% |
| 16 – 20 | 4,693 | 3.4% |
| 21 – 25 | 6,412 | 4.7% |
| 26 – 30 | 8,008 | 5.8% |
| 31 – 35 | 8,271 | 6.0% |
| 36 – 40 | 5,956 | 4.3% |
| 41 – 45 | 5,075 | 3.7% |
| 46 – 50 | 6,064 | 4.4% |
| 51 – 55 | 8,036 | 5.8% |
| 56 – 60 | 7,438 | 5.4% |
| 61 – 65 | 8,212 | 6.0% |
| Age Over 65 | 38,702 | 28.1% |
| Grand Total | 137,751 | |

| Age band (of patient at attendance) | Number of Inpatient Admissions - 2016 | Percentage of Inpatients 2016 |
|-------------------------------------|---------------------------------------|-------------------------------|
| Age Under 16 | 31,692 | 22.5% |
| 16 – 20 | 4,438 | 3.1% |
| 21 – 25 | 6,523 | 4.6% |
| 26 – 30 | 7,990 | 5.7% |
| 31 – 35 | 8,577 | 6.1% |
| 36 – 40 | 6,484 | 4.6% |
| 41 – 45 | 4,866 | 3.5% |
| 46 – 50 | 5,566 | 6.9% |
| 51 – 55 | 9,671 | 6.9% |
| 56 – 60 | 7,593 | 5.4% |
| 61 – 65 | 8,079 | 5.7% |
| Age Over 65 | 39,419 | 28.0% |
| Grand Total | 140,898 | 100.0% |

| Patient Sex | Number of Inpatient Admissions - 2015 | Proportion of Inpatients |
|--------------------|---------------------------------------|--------------------------|
| Female | 75,388 | 54.7% |
| Male | 62,362 | 45.3% |
| Unknown | 1 | |
| Grand Total | 137,751 | 100.0% |

| Patient Sex | Number of Inpatient Admissions - 2016 | Proportion of Inpatients |
|--------------------|---------------------------------------|--------------------------|
| Female | 76,774 | 54.5% |
| Male | 64,119 | 45.5% |
| Unknown | 5 | 0.0% |
| Grand Total | 140,898 | 100.0% |

| Ethnicity of patients | Number of Inpatient Admissions 2016 | Proportion of Inpatients |
|------------------------------------|-------------------------------------|--------------------------|
| White | 115,325 | 83.7% |
| Black & Minority Ethnic background | 12,190 | 8.8% |
| Not Stated / Unknown | 10,236 | 7.4% |
| Grand Total | 137,751 | |

| Ethnicity of patients | Number of Inpatient Admissions 2016 | Proportion of Inpatients |
|------------------------------------|-------------------------------------|--------------------------|
| White | 118,256 | 83.9% |
| Black & Minority Ethnic background | 12,709 | 9.0% |
| Not Stated / Unknown | 9,933 | 7.0% |
| Grand Total | 140,898 | |

| Ethnicity of Patients (more detailed breakdown) 2015 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| White British | 108,804 | 79.0% |
| White Irish | 992 | 0.7% |
| Any other White background | 5,529 | 4.0% |
| Mixed - White & Black Caribbean | 1,184 | 0.9% |
| Mixed – White & Black African | 405 | 0.3% |
| Mixed – White & Asian | 497 | 0.4% |
| Any other mixed background | 837 | 0.6% |
| Asian or Asian British – Indian | 1,196 | 0.9% |
| Asian or Asian British – Pakistani | 1,219 | 0.9% |
| Asian or Asian British - Bangladeshi | 291 | 0.2% |
| Any other Asian background | 935 | 0.7% |
| Black or Black British – Caribbean | 1,356 | 1.0% |
| Black or Black British – African | 2,439 | 1.8% |
| Any other Black background | 538 | 0.4% |
| Chinese | 346 | 0.3% |
| Any Other Ethnic Group | 947 | 0.7% |

| Ethnicity of Patients (more detailed breakdown) 2016 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| White British | 111,181 | 78.9% |
| White Irish | 1,040 | 0.7% |
| Any other White background | 6,035 | 4.3% |
| Mixed - White & Black Caribbean | 1,222 | 0.9% |
| Mixed – White & Black African | 446 | 0.3% |
| Mixed – White & Asian | 485 | 0.3% |
| Any other mixed background | 882 | 0.6% |
| Asian or Asian British – Indian | 1,135 | 0.8% |
| Asian or Asian British – Pakistani | 1,274 | 0.9% |
| Asian or Asian British - Bangladeshi | 353 | 0.3% |
| Any other Asian background | 780 | 0.6% |
| Black or Black British – Caribbean | 1,399 | 1.0% |
| Black or Black British – African | 2,692 | 1.9% |
| Any other Black background | 633 | 0.4% |
| Chinese | 372 | 0.3% |
| Any Other Ethnic Group | 1,036 | 0.7% |

| | | |
|--------------------|----------------|------|
| Not Stated | 3,570 | 2.6% |
| Unknown | 6,666 | 4.8% |
| Grand Total | 137,751 | |

| | | |
|--------------------|----------------|---------------|
| Not Stated | 3,482 | 2.5% |
| Unknown | 6,451 | 4.6% |
| Grand Total | 140,898 | 100.0% |

| Religion or belief of patients 2015 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Atheism | 700 | 0.5% |
| Buddhism | 206 | 0.1% |
| Christianity | 64,572 | 46.9% |
| Hinduism | 357 | 0.3% |
| Islam | 3,919 | 2.8% |
| Jainism | 4 | 0.0% |
| Judaism | 108 | 0.1% |
| Sikhism | 335 | 0.2% |
| Other | 589 | 0.4% |
| None | 30,474 | 22.1% |
| I do not wish to disclose my religion/belief | 12 | 0.0% |
| Not set / Not known | 36,475 | 26.5% |
| Grand Total | 137,751 | 100.0% |

| Religion or belief of patients - 2016 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Atheism | 690 | 0.5% |
| Buddhism | 251 | 0.2% |
| Christianity | 64,672 | 45.9% |
| Hinduism | 336 | 0.2% |
| Islam | 3,924 | 2.8% |
| Jainism | 1 | 0.0% |
| Judaism | 120 | 0.1% |
| Sikhism | 366 | 0.3% |
| Other | 1,169 | 0.8% |
| None | 31,444 | 22.3% |
| I do not wish to disclose my religion/belief | 24 | 0.0% |
| Not set / Not known | 37,901 | 26.9% |
| Grand Total | 140,898 | 100.0% |

| Civil Status of patient – 2015 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Co-habiting | 5,133 | 3.7% |
| Divorced/Person whose Civil Partnership has been | 5,410 | 3.9% |

| Civil Status of patient - 2016 | Number of Inpatient Admissions | Proportion of Inpatients |
|--|--------------------------------|--------------------------|
| Co-habiting | 5,515 | 3.9% |
| Divorced/Person whose Civil Partnership has been | 5,387 | 3.8% |

| | | |
|---------------------------------|----------------|-------|
| dissolved | | |
| Married/Civil Partner | 46,530 | 33.8% |
| Separated | 1,067 | 0.8% |
| Single | 48,298 | 35.1% |
| Widowed/Surviving Civil Partner | 6,379 | 4.6% |
| Blank | 24,934 | 18.1% |
| Grand Total | 137,751 | |

| | | |
|---------------------------------|----------------|---------------|
| dissolved | | |
| Married/Civil Partner | 47,729 | 33.9% |
| Separated | 1,092 | 0.8% |
| Single | 48,575 | 34.5% |
| Widowed/Surviving Civil Partner | 6,363 | 4.5% |
| Blank | 26,237 | 18.6% |
| Grand Total | 140,898 | 100.0% |

Outpatient Attendances - January to December 2015 and January to December 2016

| Age band (of patient at attendance) | Number of Outpatient Attendances - 2015 | Proportion of Outpatients |
|-------------------------------------|---|---------------------------|
| Age Under 16 | 112,346 | 16.2% |
| 16 – 20 | 26,025 | 3.8% |
| 21 – 25 | 25,207 | 3.6% |
| 26 – 30 | 32,559 | 4.7% |
| 31 – 35 | 33,989 | 4.9% |
| 36 – 40 | 30,695 | 4.4% |
| 41 – 45 | 30,602 | 4.4% |
| 46 – 50 | 38,383 | 5.5% |
| 51 – 55 | 42,027 | 6.1% |
| 56 – 60 | 44,359 | 6.4% |
| 61 – 65 | 46,885 | 6.8% |
| Age Over 65 | 230,756 | 33.3% |
| Grand Total | 693,833 | |

| Age band (of patient at attendance) | Number of Outpatient Attendances - 2016 | Proportion of Outpatients |
|-------------------------------------|---|---------------------------|
| Age Under 16 | 119,789 | 16.9% |
| 16 – 20 | 26,854 | 3.8% |
| 21 – 25 | 25,998 | 3.7% |
| 26 – 30 | 32,761 | 4.6% |
| 31 – 35 | 35,023 | 4.9% |
| 36 – 40 | 31,483 | 4.4% |
| 41 – 45 | 30,229 | 4.3% |
| 46 – 50 | 36,294 | 5.1% |
| 51 – 55 | 43,353 | 6.1% |
| 56 – 60 | 44,256 | 6.3% |
| 61 – 65 | 46,492 | 6.6% |
| Age Over 65 | 235,064 | 33.2% |
| Grand Total | 707,596 | 100.0% |

| Patient Sex | Number of Outpatient Attendances - 2015 | Proportion of Outpatients |
|--------------------|---|---------------------------|
| Female | 369,720 | 53.3% |
| Male | 324,112 | 46.7% |
| Unknown | 1 | |
| Grand Total | 693,833 | |

| Patient Sex | Number of Outpatient Attendances - 2016 | Proportion of Outpatients |
|--------------------|---|---------------------------|
| Female | 376,850 | 53.3% |
| Male | 330,728 | 46.7% |
| Unknown | 18 | 0.0% |
| Grand Total | 707,596 | 100.0% |

| Ethnicity of patients | Number of Outpatient Attendances - 2015 | Proportion of Outpatients |
|------------------------------------|---|---------------------------|
| White | 583,554 | 84.1% |
| Black & Minority Ethnic background | 59,261 | 8.5% |
| Not Stated / Unknown | 51,018 | 7.4% |
| Grand Total | 693,833 | |

| Ethnicity of patients | Number of Outpatient Attendances - 2016 | Proportion of Outpatients |
|------------------------------------|---|---------------------------|
| White | 595,120 | 84.1% |
| Black & Minority Ethnic background | 62,289 | 8.8% |
| Not Stated / Unknown | 50,187 | 7.1% |
| Grand Total | 707,596 | 100.0% |

| Ethnicity of Patients (more detailed breakdown) | Number of Outpatient Attendances 2015 | Proportion of Outpatients |
|---|---------------------------------------|---------------------------|
| White British | 556,161 | 80.2% |
| White Irish | 4,776 | 0.7% |
| Any other White background | 22,617 | 3.3% |
| Mixed - White & Black Caribbean | 4,993 | 0.7% |
| Mixed – White & Black African | 1,953 | 0.3% |
| Mixed – White & Asian | 2,312 | 0.3% |

| Ethnicity of Patients (more detailed breakdown) | Number of Outpatient Attendances 2016 | Proportion of Outpatients |
|---|---------------------------------------|---------------------------|
| White British | 566,328 | 80.0% |
| White Irish | 5,247 | 0.7% |
| Any other White background | 23,545 | 3.3% |
| Mixed - White & Black Caribbean | 5,243 | 0.7% |
| Mixed – White & Black African | 1,909 | 0.3% |
| Mixed – White & Asian | 2,564 | 0.4% |

| | | |
|--------------------------------------|----------------|------|
| Any other mixed background | 3,418 | 0.5% |
| Asian or Asian British – Indian | 7,089 | 1.0% |
| Asian or Asian British – Pakistani | 6,265 | 0.9% |
| Asian or Asian British - Bangladeshi | 1,661 | 0.2% |
| Any other Asian background | 3,815 | 0.5% |
| Black or Black British – Caribbean | 8,560 | 1.2% |
| Black or Black British – African | 10,886 | 1.6% |
| Any other Black background | 2,308 | 0.3% |
| Chinese | 2,035 | 0.3% |
| Any Other Ethnic Group | 3,966 | 0.6% |
| Not Stated | 17,460 | 2.5% |
| Unknown | 33,558 | 4.8% |
| Grand Total | 693,833 | |

| | | |
|--------------------------------------|----------------|---------------|
| Any other mixed background | 3,944 | 0.6% |
| Asian or Asian British – Indian | 7,030 | 1.0% |
| Asian or Asian British – Pakistani | 6,641 | 0.9% |
| Asian or Asian British - Bangladeshi | 1,742 | 0.25% |
| Any other Asian background | 3,863 | 0.5% |
| Black or Black British – Caribbean | 8,684 | 1.2% |
| Black or Black British – African | 11,970 | 1.7% |
| Any other Black background | 2,428 | 0.3% |
| Chinese | 2,226 | 0.3% |
| Any Other Ethnic Group | 4,045 | 0.6% |
| Not Stated | 17,190 | 2.4% |
| Unknown | 32,997 | 4.7% |
| Grand Total | 707,596 | 100.0% |

| Religion or belief of patients | Number of Outpatient Attendances 2015 | Proportion of Outpatients |
|--------------------------------|---------------------------------------|---------------------------|
| Atheism | 3,447 | 0.5% |
| Buddhism | 1,220 | 0.1% |
| Christianity | 353,082 | 50.9% |
| Hinduism | 2,255 | 0.3% |
| Islam | 18,058 | 2.6% |
| Jainism | 18 | 0.0% |
| Judaism | 595 | 0.1% |
| Sikhism | 2,039 | 0.3% |
| Other | 3,263 | 0.5% |
| None | 143,795 | 20.7% |

| Religion or belief of patients | Number of Outpatient Attendances 2016 | Proportion of Outpatients |
|--------------------------------|---------------------------------------|---------------------------|
| Atheism | 3,318 | 0.5% |
| Buddhism | 1,258 | 0.2% |
| Christianity | 349,608 | 49.4% |
| Hinduism | 2,287 | 0.3% |
| Islam | 18,956 | 2.7% |
| Jainism | 15 | 0.0% |
| Judaism | 677 | 0.1% |
| Sikhism | 2,040 | 0.3% |
| Other | 6,031 | 0.9% |
| None | 147,472 | 20.8% |

| | | |
|--|----------------|---------------|
| I do not wish to disclose my religion/belief | 124 | 0.0% |
| Not set / Not known | 165,931 | 23.9% |
| Grand Total | 693,827 | 100.0% |

| | | |
|--|----------------|---------------|
| I do not wish to disclose my religion/belief | 130 | 0.0% |
| Not set / Not known | 175,806 | 24.8% |
| Grand Total | 707,598 | 100.0% |

| Civil Status of patient – 2015 | Number of Outpatient Attendances | Proportion of outpatients |
|--|----------------------------------|---------------------------|
| Co-habiting | 18,012 | 2.6% |
| Divorced/Person whose Civil Partnership has been dissolved | 29,232 | 4.2% |
| Married/Civil Partner | 253,807 | 36.6% |
| Separated | 5,094 | 0.7% |
| Single | 239,159 | 34.0% |
| Widowed/Surviving Civil Partner | 35,341 | 5.1% |
| Blank | 116,188 | 16.7% |
| Grand Total | | |

| Civil Status of patient - 2016 | Number of Outpatient Attendances | Proportion of outpatients |
|--|----------------------------------|---------------------------|
| Co-habiting | 18,568 | 2.6% |
| Divorced/Person whose Civil Partnership has been dissolved | 29,568 | 4.2% |
| Married/Civil Partner | 256,121 | 36.2% |
| Separated | 5,255 | 0.7% |
| Single | 242,013 | 34.2% |
| Widowed/Surviving Civil Partner | 34,030 | 4.8% |
| Blank | 122,041 | 17.2% |
| Grand Total | 707,598 | 100.0% |

Total Inpatient and Outpatient Attendances – January to December 2015 and January to December 2016

| Age band (of patient at attendance) | Total Inpatient & Outpatients combined - 2015 | % of total |
|-------------------------------------|---|------------|
| Age Under 16 | 143,230 | 17.2% |
| 16 – 20 | 30,718 | 3.7% |
| 21 – 25 | 31,619 | 3.8% |
| 26 – 30 | 40,567 | 4.9% |
| 31 – 35 | 42,260 | 5.1% |
| 36 – 40 | 36,651 | 4.4% |
| 41 – 45 | 35,677 | 4.3% |
| 46 – 50 | 44,447 | 5.3% |
| 51 – 55 | 50,063 | 6.0% |
| 56 – 60 | 51,797 | 6.2% |
| 61 – 65 | 55,097 | 6.6% |
| Age Over 65 | 269,458 | 32.4% |
| Grand Total | 831,584 | |

| Age band (of patient at attendance) | Total Inpatient & Outpatients combined - 2016 | % of total |
|-------------------------------------|---|---------------|
| Age Under 16 | 151,481 | 17.9% |
| 16 – 20 | 31,292 | 3.7% |
| 21 – 25 | 32,521 | 3.8% |
| 26 – 30 | 40,751 | 4.8% |
| 31 – 35 | 43,600 | 5.1% |
| 36 – 40 | 37,967 | 4.5% |
| 41 – 45 | 35,095 | 4.1% |
| 46 – 50 | 41,860 | 4.9% |
| 51 – 55 | 53,024 | 6.2% |
| 56 – 60 | 51,849 | 6.1% |
| 61 – 65 | 54,571 | 6.4% |
| Age Over 65 | 274,483 | 32.3% |
| Grand Total | 848,494 | 100.0% |

| Patient Sex | Total Inpatient & Outpatients combined - 2015 | % of total |
|--------------------|---|------------|
| Female | 445,108 | 53.5% |
| Male | 386,474 | 46.5% |
| Unknown | 2 | |
| Grand Total | 831,584 | |

| Patient Sex | Total Inpatient & Outpatients combined - 2016 | % of total |
|--------------------|---|---------------|
| Female | 453,624 | 53.5% |
| Male | 394,847 | 46.5% |
| Unknown | 23 | 0.0% |
| Grand Total | 848,494 | 100.0% |

| Ethnicity of patients | Total Inpatient & Outpatients combined - 2015 | % of total |
|------------------------------------|---|------------|
| White | 698,879 | 84% |
| Black & Minority Ethnic background | 71,451 | 8.6% |
| Not Stated / Unknown | 61,254 | 7.4% |
| Grand Total | 831,584 | |

| Ethnicity of patients | Total Inpatient & Outpatients combined - 2016 | % of total |
|------------------------------------|---|---------------|
| White | 713,376 | 84.1% |
| Black & Minority Ethnic background | 74,998 | 8.8% |
| Not Stated / Unknown | 60,120 | 7.1% |
| Grand Total | 848,494 | 100.0% |

| Ethnicity of Patients | Total Inpatient & Outpatients combined - 2015 | % of total |
|--------------------------------------|---|------------|
| White British | 664,965 | 80.0% |
| White Irish | 5,768 | 0.7% |
| Any other White background | 28,146 | 3.4% |
| Mixed - White & Black Caribbean | 6,177 | 0.7% |
| Mixed – White & Black African | 2,358 | 0.3% |
| Mixed – White & Asian | 2,809 | 0.3% |
| Any other mixed background | 4,255 | 0.5% |
| Asian or Asian British – Indian | 8,285 | 1.0% |
| Asian or Asian British – Pakistani | 7,484 | 0.9% |
| Asian or Asian British - Bangladeshi | 1,952 | 0.2% |
| Any other Asian background | 4,750 | 0.6% |
| Black or Black British – Caribbean | 9,916 | 1.2% |
| Black or Black British – African | 13,325 | 1.6% |
| Any other Black background | 2,846 | 0.3% |
| Chinese | 2,381 | 0.3% |
| Any Other Ethnic Group | 4,913 | 0.6% |

| Ethnicity of Patients | Total Inpatient & Outpatients combined - 2016 | % of total |
|--------------------------------------|---|------------|
| White British | 677,509 | 79.8% |
| White Irish | 6,287 | 0.7% |
| Any other White background | 29,580 | 3.5% |
| Mixed - White & Black Caribbean | 6,465 | 0.8% |
| Mixed – White & Black African | 2,355 | 0.3% |
| Mixed – White & Asian | 3,049 | 0.4% |
| Any other mixed background | 4,826 | 0.6% |
| Asian or Asian British – Indian | 8,165 | 1.0% |
| Asian or Asian British – Pakistani | 7,915 | 0.9% |
| Asian or Asian British - Bangladeshi | 2,095 | 0.2% |
| Any other Asian background | 4,643 | 0.5% |
| Black or Black British – Caribbean | 10,083 | 1.2% |
| Black or Black British – African | 14,662 | 1.7% |
| Any other Black background | 3,061 | 0.4% |
| Chinese | 2,598 | 0.3% |
| Any Other Ethnic Group | 5,081 | 0.6% |

| | | |
|--------------------|----------------|------|
| Not Stated | 21,030 | 2.5% |
| Unknown | 40,224 | 4.8% |
| Grand Total | 831,584 | |

| | | |
|--------------------|----------------|---------------|
| Not Stated | 20,672 | 2.4% |
| Unknown | 39,448 | 4.6% |
| Grand Total | 848,494 | 100.0% |

| Religion or belief of patients 2015 | Total Inpatient & Outpatients combined | % of total |
|--|--|---------------|
| Atheism | 4,260 | 0.5% |
| Buddhism | 1,426 | 0.2% |
| Christianity | 417,654 | 50.2% |
| Hinduism | 2,612 | 0.3% |
| Islam | 21,977 | 2.6% |
| Jainism | 22 | 0.0% |
| Judaism | 703 | 0.1% |
| Sikhism | 2,374 | 0.3% |
| Other | 3,739 | 0.4% |
| None | 174,269 | 21.0% |
| I do not wish to disclose my religion/belief | 136 | 0.0% |
| Not set / Not known | 202,412 | 24.3% |
| Grand Total | 831,584 | 100.0% |

| Religion or belief of patients 2016 | Total Inpatient & Outpatients combined | % of total |
|--|--|---------------|
| Atheism | 4,008 | 0.5% |
| Buddhism | 1,509 | 0.2% |
| Christianity | 414,280 | 48.8% |
| Hinduism | 2,623 | 0.3% |
| Islam | 22,880 | 2.7% |
| Jainism | 16 | 0.0% |
| Judaism | 797 | 0.1% |
| Sikhism | 2,406 | 0.3% |
| Other | 7,200 | 0.8% |
| None | 178,916 | 21.1% |
| I do not wish to disclose my religion/belief | 154 | 0.0% |
| Not set / Not known | 213,707 | 25.2% |
| Grand Total | 848,496 | 100.0% |

| Civil Status of patient 2015 | Total Inpatient & Outpatients combined | % of total |
|--|--|------------|
| Co-habiting | 23,145 | 2.8% |
| Divorced/Person whose Civil Partnership has been dissolved | 34,642 | 4.2% |
| Married/Civil Partner | 300,337 | 36.1% |

| Civil Status of patient 2016 | Total Inpatient & Outpatients combined | % of total |
|--|--|------------|
| Co-habiting | 24,083 | 2.8% |
| Divorced/Person whose Civil Partnership has been dissolved | 34,955 | 4.1% |
| Married/Civil Partner | 303,850 | 35.8% |

| | | |
|---------------------------------|----------------|-------|
| Separated | 6,161 | 0.7% |
| Single | 284,457 | 34.2% |
| Widowed/Surviving Civil Partner | 41,720 | 5.0% |
| Blank | 141,122 | 17.0% |
| Grand Total | 831,584 | |

| | | |
|---------------------------------|----------------|--------|
| Separated | 6,347 | 0.7% |
| Single | 290,588 | 34.2% |
| Widowed/Surviving Civil Partner | 40,393 | 4.8% |
| Blank | 148,278 | 17.5% |
| Grand Total | 848,496 | 100.0% |