

Meeting the general equality duty

Title: employee relations

Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

How does this information help us to show we are paying due regard to advancing equality?

By focusing on our employee relations casework we can analyse the number of cases by protected characteristic group in order to see any patterns or trends. This can help to inform our actions to help us advance equality for the different groups.

Any other comments / actions

N/A

Employee Relations

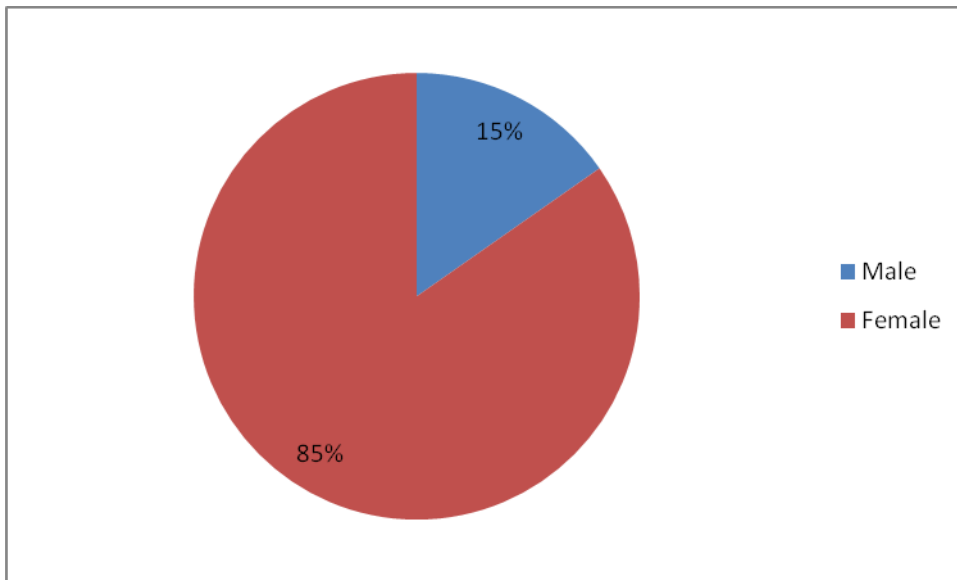
Disciplinary

From Jan – Dec 2011 there were 157 disciplinary cases. Of these 157 cases, the majority of them (119) were staff from bands 1 to 5.

Bands 1 - 5	119
Bands 6 -7	34
Band 8 and above	4

Disciplinary by gender

24 out of the overall 157 cases were for male staff and 133 were for female staff. This is proportionate in line with the overall staff gender split which is 16% to 84%



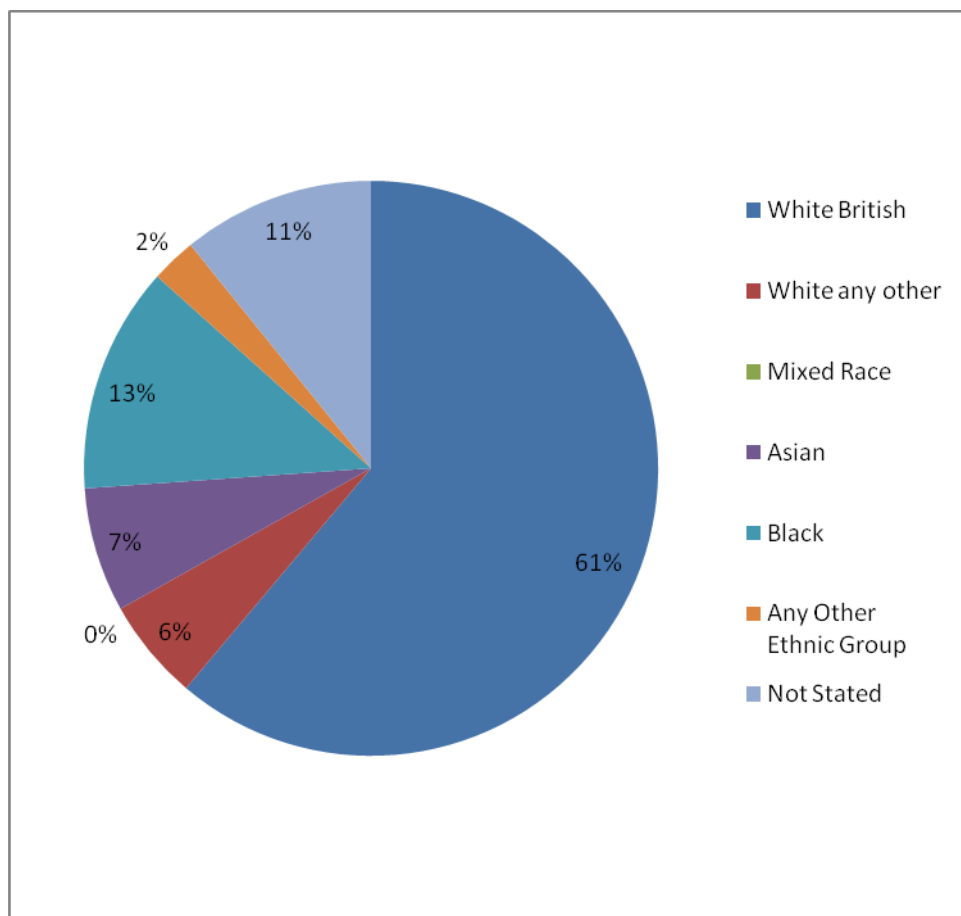
Male	24
Female	133

Disability

For the same period, there were no members of staff that went through our disciplinary process that declared themselves as having a disability.

Disciplinary by ethnicity

Out of the 157 cases as shown, 96 are White British and show the highest percentage at 61% which reflects the workforce profile however, 44 disciplinaries are for Black and Minority Ethnic staff. This is the second largest group and represents 28% of the overall disciplinaries. Staff from 'Black' backgrounds show a relatively high level of disproportionality at 13%. However, referring to our workforce profile information and banding by ethnicity, bands 5 and 6 show the greatest numbers of BME staff groups, therefore there is a much higher percentage of BME staff within those two bandings. This may offer some explanation for why this figure seems at first disproportionately high. Equally there are no staff of mixed race background who have been through the disciplinary process during this period and this may also be explained because staff numbers are relatively low at 1% overall.



White British	96
White any other	9
Mixed Race	0
Asian	11
Black	20
Any Other Ethnic Group	4
Not Stated	17

Dignity and respect cases

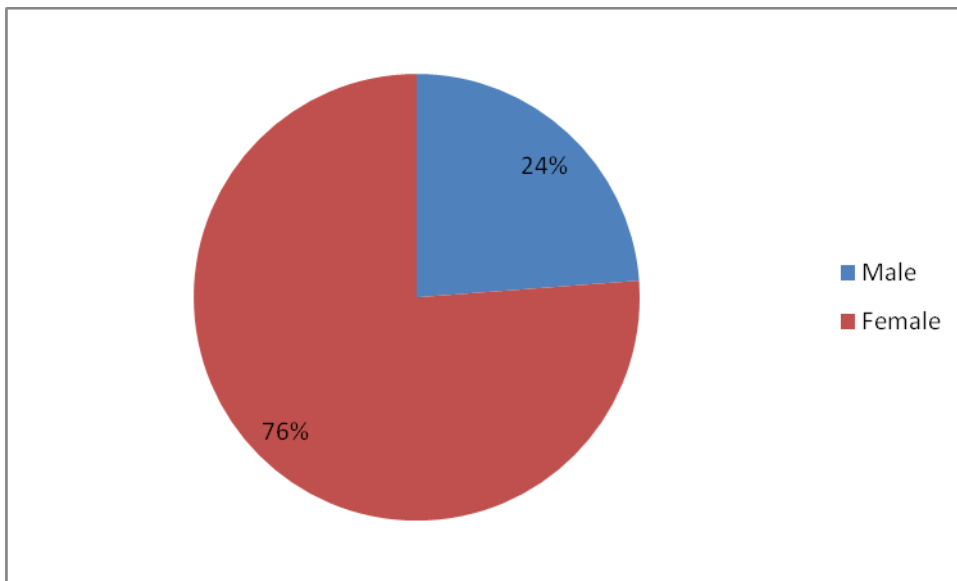
The Trust has recently reviewed the “Dignity and Respect at Work policy” and has a working group to advance the agenda across the Trust to raise awareness and prevent bullying and harassment at work. By monitoring our cases by protected characteristic group we can ensure that we can detect any possible inequalities and take action if needed.

From Jan 11 – Dec 11 there were 21 dignity and respect related cases. The majority of these cases were from staff within bands 1 – 5.

Bands 1 - 5	13
Bands 6 -7	7
Band 8 and above	1

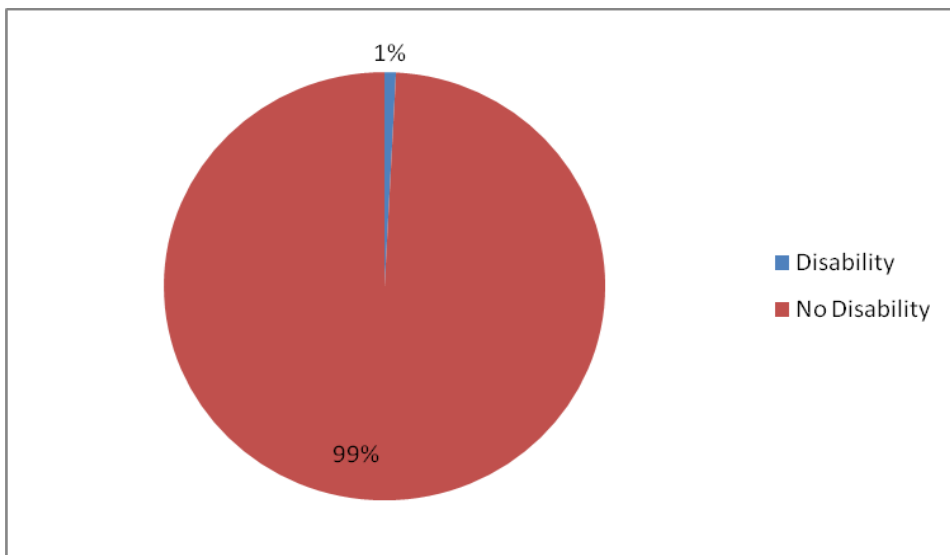
Dignity and respect cases by gender Jan 11 – Dec 11

From the chart below, 24% (5 cases) were brought forward by male staff and 76% (16 cases) were brought by female staff. The overall total staff gender split is 16% male to 84% female.



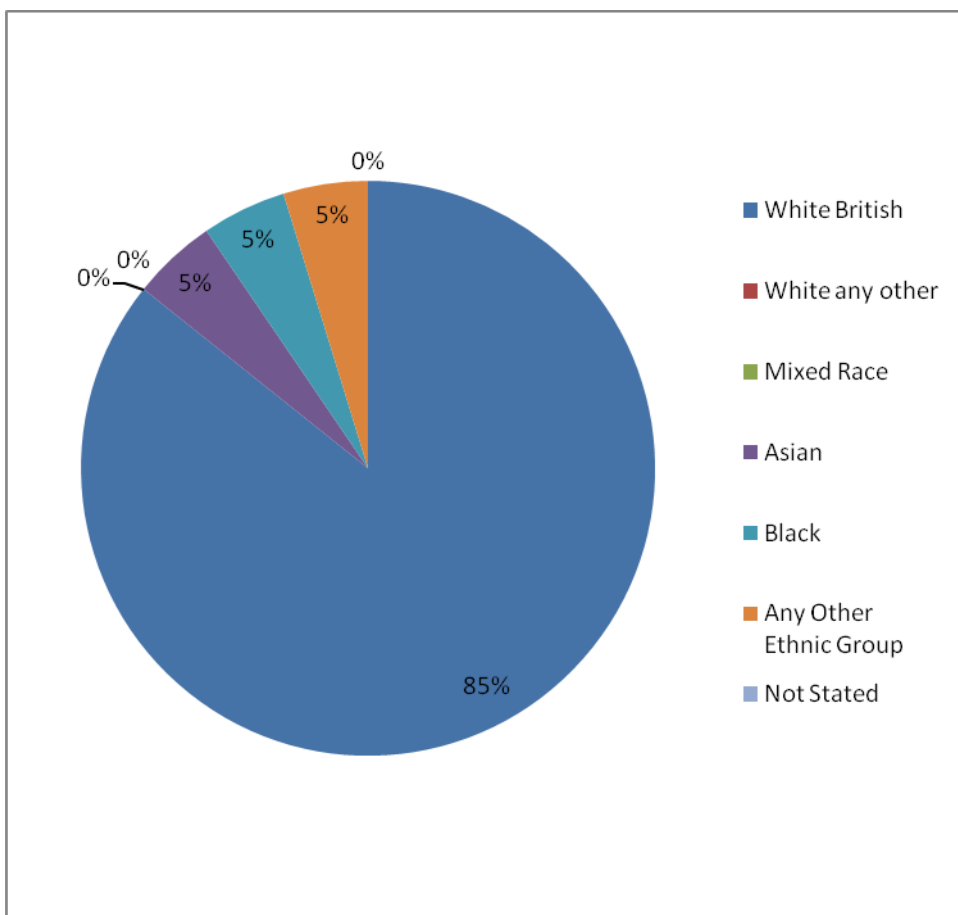
Dignity and respect cases by disability Jan 2011 – Dec 2011

The figures below show that 1% of dignity & respect cases came from staff that declared a disability which is in line with current overall disability figures.



Dignity and respect cases by ethnicity Jan 2011 – Dec 2011

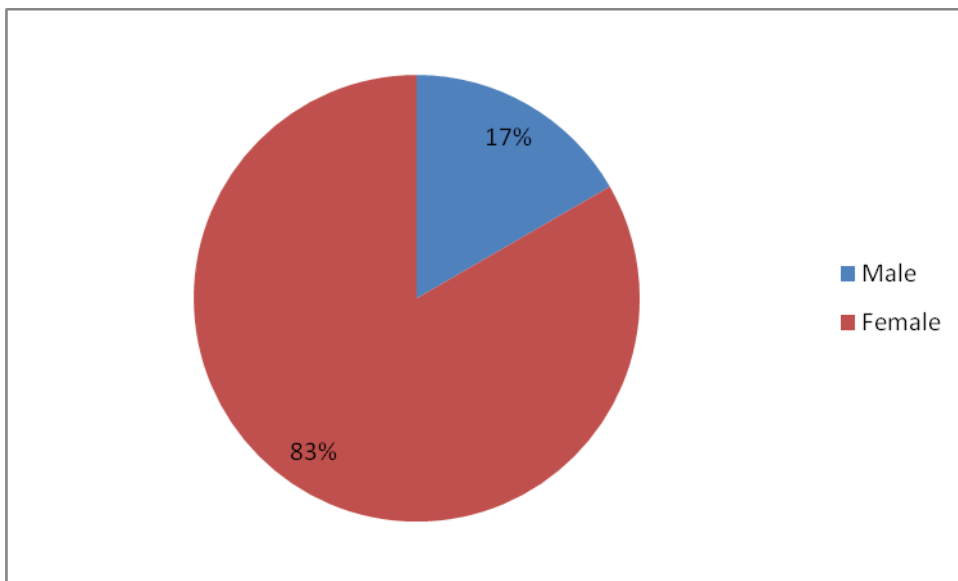
There are a small number of dignity & respect cases brought forward by Black & Minority Ethnic staff which is representative of the overall workforce profile as is the proportion of White British, however, whilst small numbers may indicate no problem, to be assured of this, confidence and willingness to use the process does need to be tested.



There were 12 capability cases from Jan 2011 – Dec 2011.

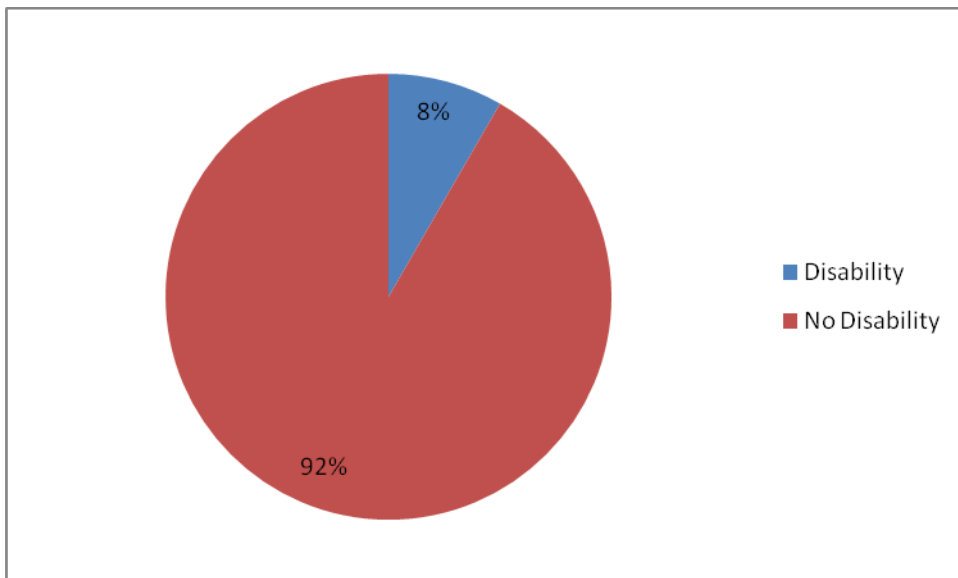
Capability by gender Jan 2011 – Dec 2011

This appears to be proportionate with the gender split of the workforce.



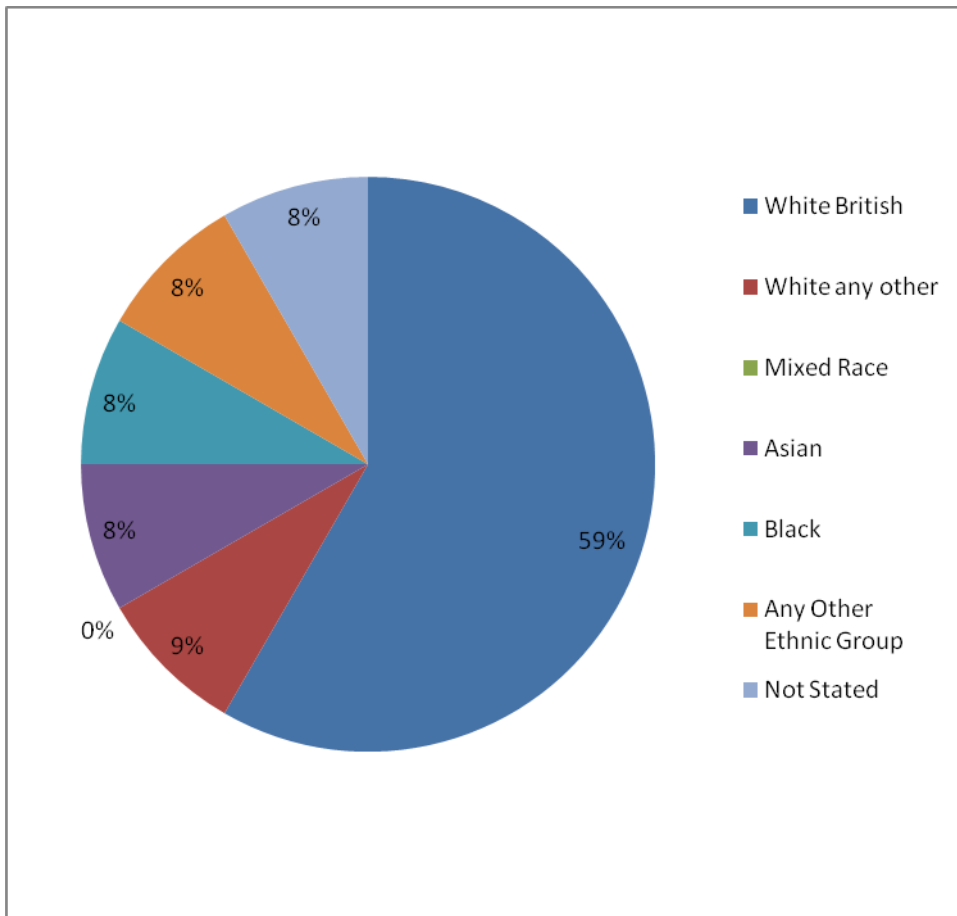
Capability by disability Jan 2011 – Dec 2011

The results of our staff data census once analysed will update this chart



Capability by ethnicity Jan 2011 – Dec 2011

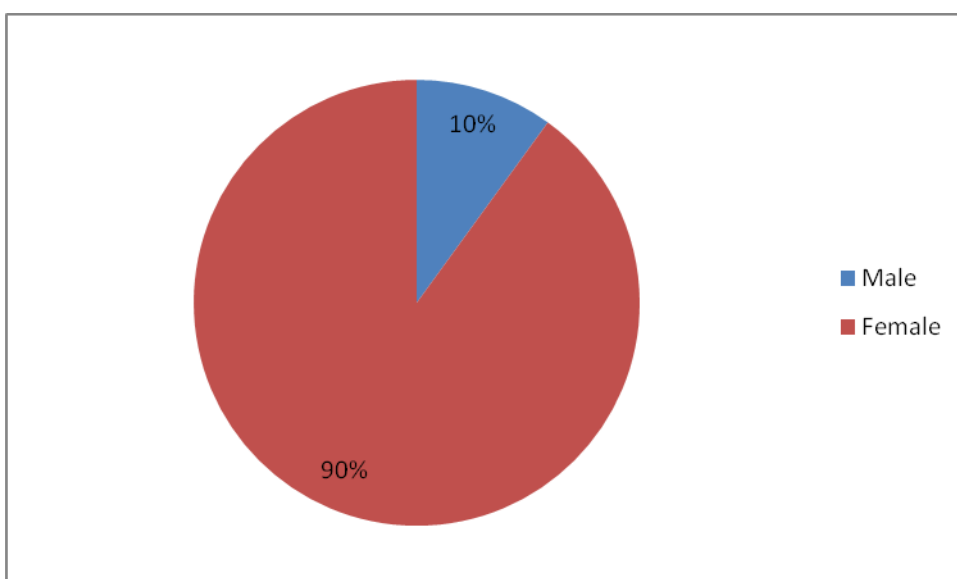
This appears largely proportionate across the groups shown and in relation to the breakdown of staff groups.



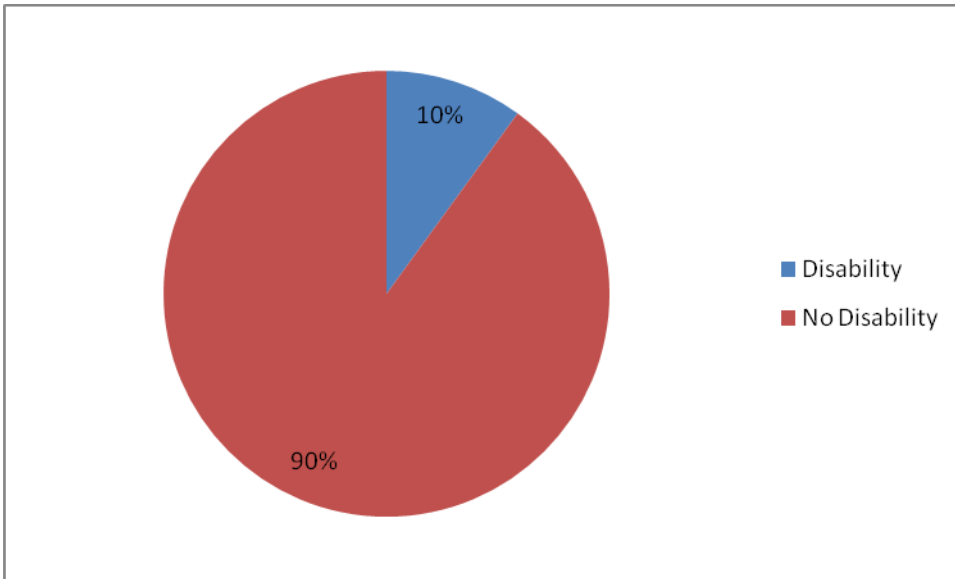
There were 10 grievance cases from Jan 2011 – Dec 2011

This is 10 cases in relation to the workforce of more than 5,700 staff. On a positive note, it may suggest good levels of local resolution. However, this is a very small number and therefore caution is urged for any wider statistical inference.

Grievance by gender Jan 2011 – Dec 2011



Grievance by disability Jan 2011 – Dec 2011



Grievance by ethnicity Jan 2011 – Dec 2011

This information refers to very small numbers and therefore cannot be relied upon to make wider inference.

