

**ANNUAL EQUALITY AND DIVERSITY
WORKFORCE REPORT
31st JANUARY 2018**



Executive summary

An analysis of staff data finds that the Trust's workforce broadly reflects the local population with the few differences expected given the typical health sector demographic, such as: higher ethnic minority proportions within the medical and nursing professions (and corresponding impact on religious beliefs); a lower proportion of workers under the age of 21 due to the reliance on qualified professionals for service delivery; higher proportion of female workers.

There has been a small but significant improvement in reporting, with 'not known' information reducing. However there are still a number of areas where data is not stated (or individuals have chosen not to disclose a protected characteristic) that means significant findings for disability and sexual orientation cannot be made in a few areas.

It is important to note that there are some findings that suggest the Trust can take more action to support its aim to be an employer of choice and more reflective of its local population:

1. **Age:** lower proportion of workers under the age of 25
2. **Disability:** differences in the positivity of staff survey findings compared to non-disabled staff
3. **Ethnicity:** disproportion of BME staff in more senior positions; differences within staff survey findings for both white and BME ethnic backgrounds
4. **Gender:** disproportionate workforce trends in admin and clerical and medical and dental staff groups; disproportion of males within more senior grades
5. **Religious belief:** higher proportion of those holding non-Christian beliefs going through employee relations processes.

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Introduction

The Trust has a legal obligation under the Equality Act 2010 to publish workforce statistics annually. This paper provides the workforce profile of the Trust by the following protected characteristics: age, disability, gender, ethnicity, religion / belief, and sexual orientation. The report shows the overall profile of the workforce by these characteristics. The current workforce has been analysed by medical and non-medical staffing groups, and also considers data from the Trust results from the National Staff Survey 2017.

The data has been compared to the local population using the tool available from NHS Employers - <http://www.nhsemployers.org/your-workforce/plan/recruiting-from-your-community/measuring-up-your-community-and-your-workforce>, attached at appendix A. This tool has been developed using data from the Office of National Statistics, National Online Manpower System and the 2011 Census. This compares data for the Trust staff with the STP (Kent and Medway), region (South East) and local authority (Dartford).

The report also considers starters and leavers (excluding bank, honorary and locum assignments).

Using data reported as of 31st January 2018 to be consistent with previous years, this report includes comparisons with the previous workforce report of data from 31st January 2017.

Context

The Trust employs 3349 staff, equating to 2929.04 WTE across 4 sites in Dartford and Gravesham. Darent Valley Hospital is the biggest single hospital site based in Dartford – there are also smaller sites at Erith and District Hospital, Queens Mary’s Hospital and Elm Court.

The Trust’s local catchment area is predominately made up from the Dartford, Gravesham and Swanley Clinical Commissioning Group (CCG), with some others coming from the Bexley CCG. For the purpose of this report, Dartford and Gravesham has been used as the local population benchmark.

It should be noted that only one individual is recorded as working -

- in the Estates and Facilities staff group
- at band 9

This therefore skews the data for these groups. These individuals have therefore been removed from this report so as not to identify them.

Source data

Data has been taken and analysed from the following sources:

- Electronic Staff Record system as at 31st January 2018 – locally held

- Employee relations database – outsourced Capsticks data to 31st July 2017, then held through the internal employee relations team, via the Datix claims function from 1st August 2017 to 31st January 2018
- National Census 2011 data – <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/2011censuskeystatisticsandquickstatisticsforlocalauthoritiesintheunitedkingdompart1>
- NHS Employers tool - <http://www.nhsemployers.org/your-workforce/plan/recruiting-from-your-community/measuring-up-your-community-and-your-workforce>
- National Staff Survey 2017 data – http://www.nhsstaffsurveys.com/Caches/Files/NHS_staff_survey_2017_RN7_full.pdf
- WRES Data Analysis Report 2017 - <https://www.england.nhs.uk/publication/workforce-race-equality-standard-data-reporting-december-2017/>
- NHS Employers infographics on protected characteristics across the NHS workforce: -
 - Age - <http://www.nhsemployers.org/-/media/Employers/Publications/Age-in-the-NHS.pdf>
 - Gender - <http://www.nhsemployers.org/-/media/Employers/Publications/Gender-in-the-NHS.pdf>
 - Ethnicity - <http://www.nhsemployers.org/-/media/Employers/Publications/Ethnicity-in-the-NHS.pdf>
 - Women on Boards - <http://www.nhsemployers.org/-/media/Employers/Publications/WoB-infographic-FINAL-2017.pdf>

Frequently used terms

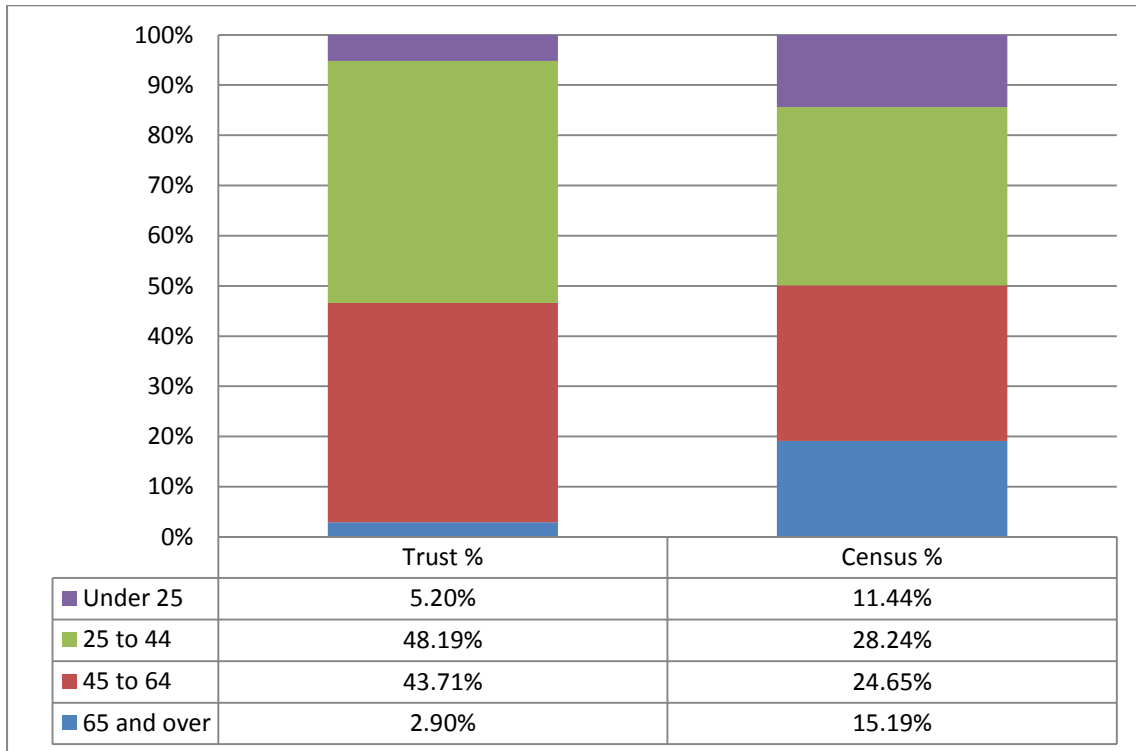
- CCG – Clinical Commissioning Group
- DGT – Dartford & Gravesham NHS Trust
- Employee relations – formal management issues logged with the HR Support Service, including matters such as sickness absence, disciplinary, grievance, bullying and harassment allegations and capability management
- VSM – Very Senior Managers payscale – this includes Executive and Non-Executive Directors

Findings

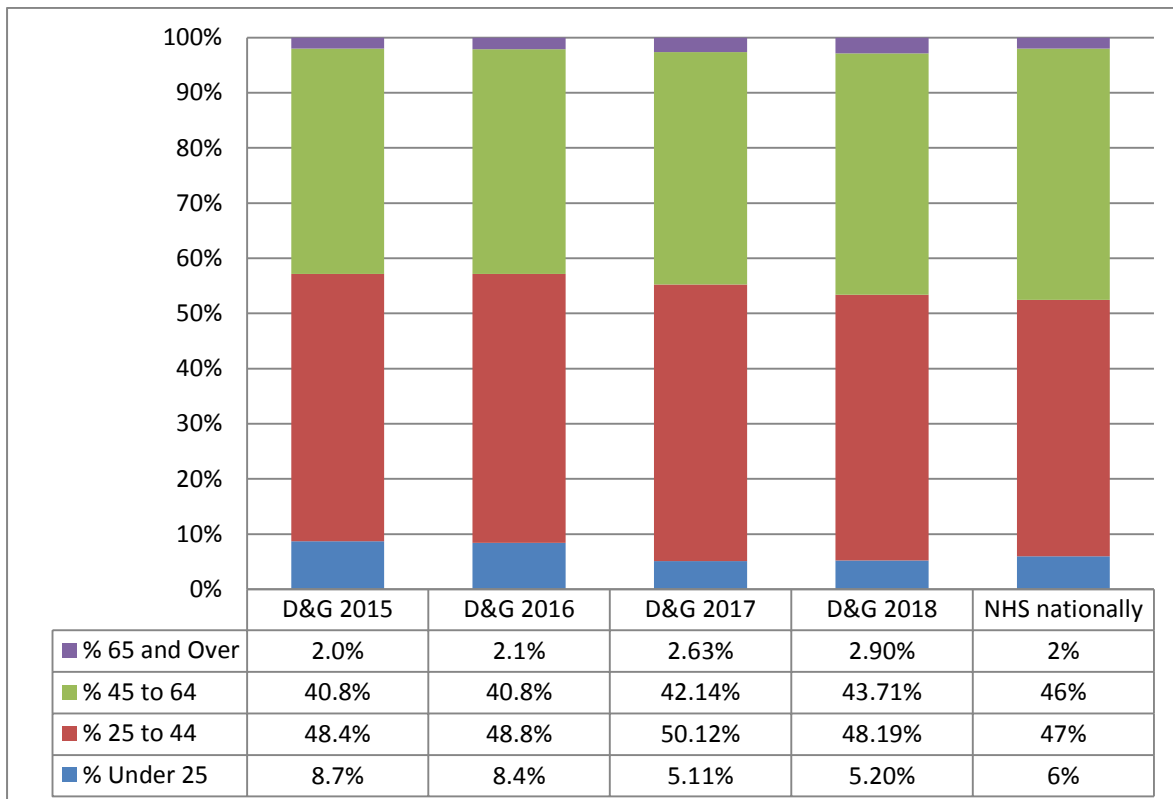
Age

The working age of the Trust’s workforce profile has some distinct differences in comparison to the local population. There are less employees under the age of 25 within the Trust (5.2%) compared with the local population, which is likely due to the frequent requirement for graduates and higher qualifications / advanced training within healthcare professions. This mirrors the national picture, which shows that 6% of NHS staff are under 25.

The average age of a Trust employee is 42.97 – NHS Employers state that 43 is the average age of an NHS employee.



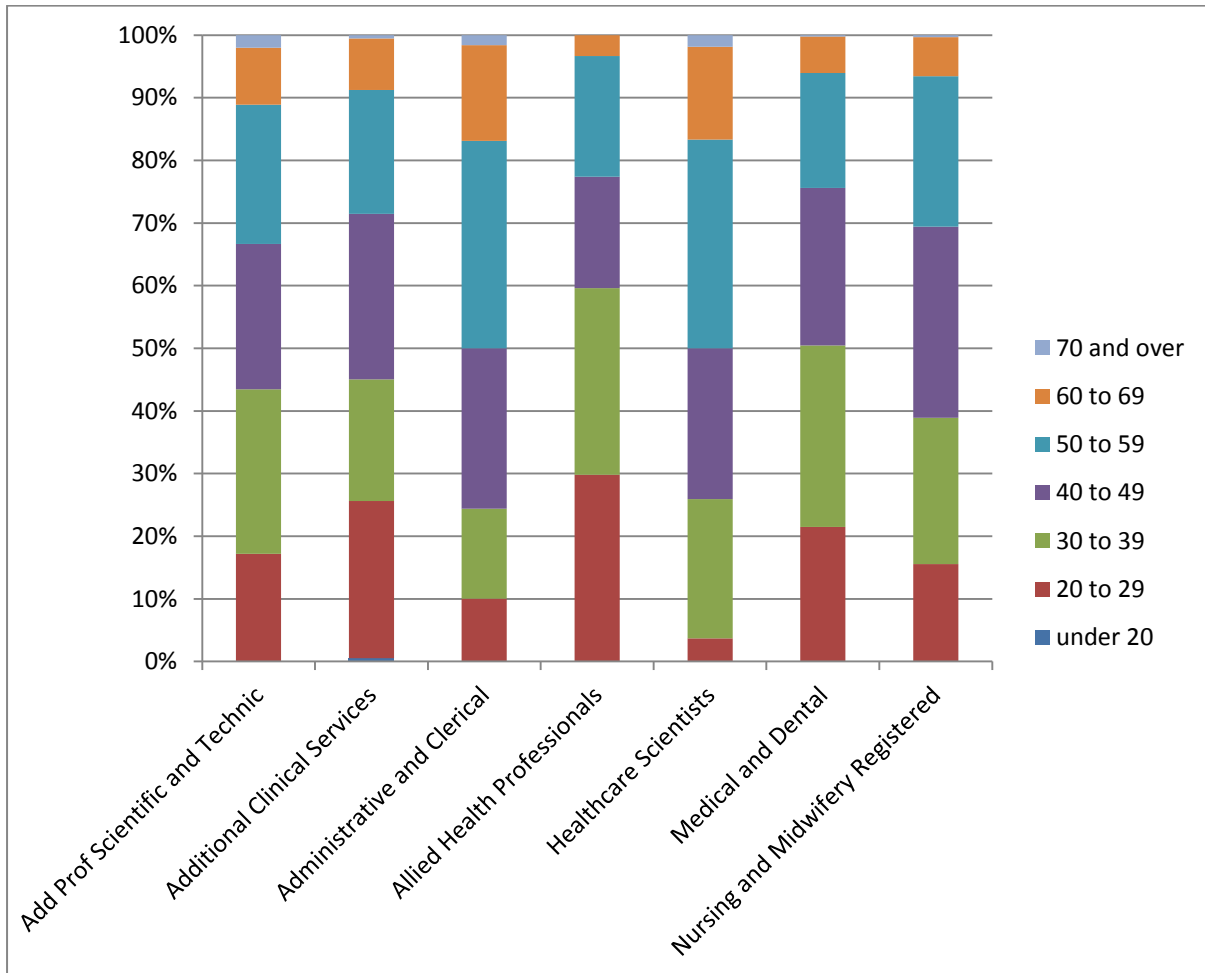
The profile of the workforce has remained largely the same since 2015 – however there has been an increase in staff age 45 and above and a decrease of staff between 25 and 44.



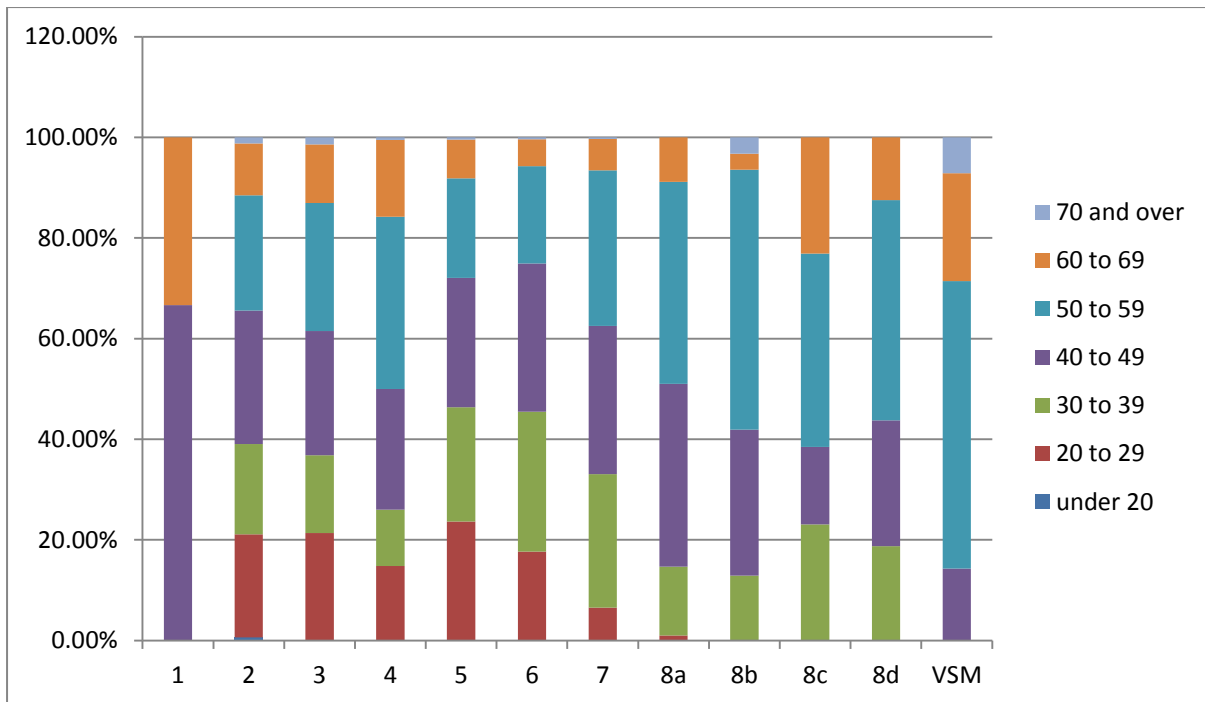
Detailed analysis

Further analysis suggests that: -

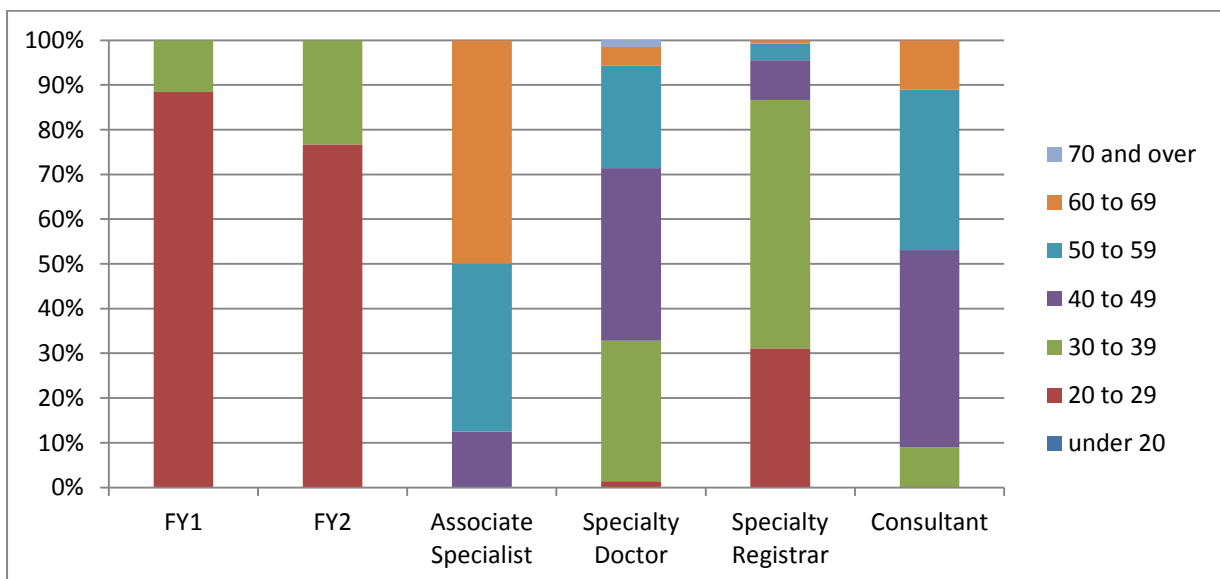
Staff group – Allied Health Professionals are proportionately a younger workforce; conversely, admin and clerical staff are proportionately older.



Non-medical pay-bands – there is a correlation between age and enhanced pay at the lower and upper ends of the banding spectrum. This is a feature of the Agenda for Change banding system where knowledge, training and experience are a proportionate means of grading roles.



Medical pay-bands – there is a correlation between age and seniority across the medical pay-bands as well. However the degree of this is in keeping with the expectation of the level of experience required to obtain the more senior positions.



Employee relations – staff are more likely to go through an employee process if they are age 36 – 40, and less likely if they are age 41 – 45. Staff are more likely to go through a disciplinary process if they are age 26 – 30, whereas staff age 36 – 40 are less likely to go through a disciplinary process.

Age range	ER process	Disciplinary	Staff in Trust
21 - 25	15	1	173
26 - 30	37	10	435

31 - 35	23	6	363
36 - 40	34	0	367
41 - 45	21	2	449
46 - 50	35	4	450
51 - 55	31	6	445
56 - 60	23	4	359
61 - 65	14	1	210
66 - 70	8	0	74
71 & above	3	0	23
Grand Total	244	34	3349

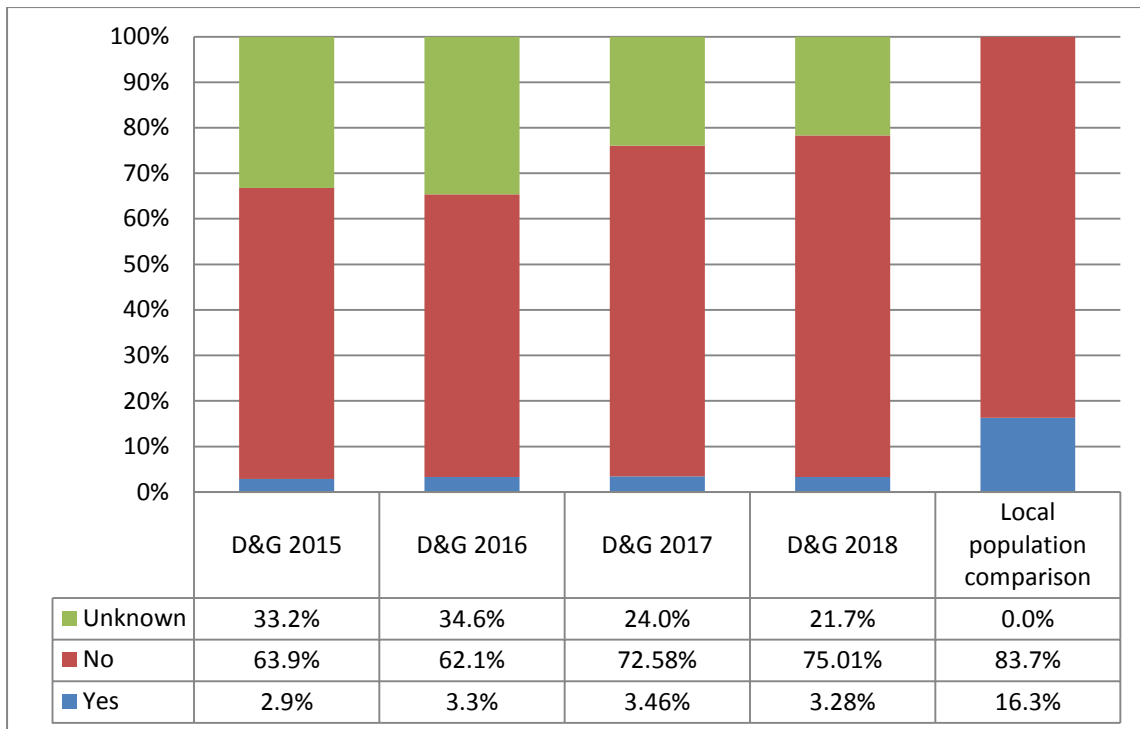
Age range	Staff in Trust	ER process	Difference	Disciplinary	Difference
21 - 25	5.17%	6.15%	0.98%	2.94%	-2.22%
26 - 30	12.99%	15.16%	2.17%	29.41%	16.42%
31 - 35	10.84%	9.43%	-1.41%	17.65%	6.81%
36 - 40	10.96%	13.93%	2.98%	0.00%	-10.96%
41 - 45	13.41%	8.61%	-4.80%	5.88%	-7.52%
46 - 50	13.44%	14.34%	0.91%	11.76%	-1.67%
51 - 55	13.29%	12.70%	-0.58%	17.65%	4.36%
56 - 60	10.72%	9.43%	-1.29%	11.76%	1.05%
61 - 65	6.27%	5.74%	-0.53%	2.94%	-3.33%
66 - 70	2.21%	3.28%	1.07%	0.00%	-2.21%
71 & above	0.69%	1.23%	0.54%	0.00%	-0.69%
Grand Total	100.00%	100.00%	0.00%	100.00%	0.00%

Staff survey 2017 – no significant findings.

Starters and leavers – analysis is skewed by the significant numbers of doctors in training and newly recruited international nurses.

Disability

The proportion of staff disclosing a disability has decreased slightly, to 3.28%. This however remains significantly different to the local population at 16.3%.



It is positive that the amount of unknown responses has reduced. However meaningful analysis is not possible due to the significant proportion of individuals choosing not to disclose (21.7%). The Trust can take some reassurance from the proportion of disabled workers that are reflected in Staff Survey respondents, which in 2017 was 15% of respondents, and more closely reflects the local population.

It is also important to note that of all the protected characteristics, disability status is the most likely to change through someone’s career, and staff may choose not to advise the Trust of a change of status from that recorded when they joined the Trust.

Detailed analysis

Unfortunately meaningful analysis is not possible in other areas due to the level of non-disclosure. Further work can be undertaken to improve data quality, to allow for meaningful analysis in future reports.

Staff survey 2017 – staff who are not disabled were more engaged when compared to staff who are disabled (3.95 compared to 3.73). Disabled staff were -

- More likely to feel unwell due to work-related stress (48% compared to 31%)
- More likely to experience harassment, bullying or abuse from patients, relatives or the public (40% compared to 30%)
- More likely to experience harassment, bullying or abuse from staff (34% compared to 23%)

Ethnicity

The ethnicity profile of the workforce remains relatively consistent with previous years, with significantly more workers from non-white backgrounds (28.52%) compared to the local population (15.25%). NHS Employers indicate that nationally, 22% of NHS staff are from non-white backgrounds. At DGT, 69.75% of staff from white backgrounds. The ethnic make-up of the remaining staff at DGT is demonstrated below -

Ethnic Origin	Total
A White - British	60.53%
B White - Irish	1.46%
C White - Any other White background	7.70%
CA White English	0.03%
CY White Other European	0.03%
D Mixed - White & Black Caribbean	0.36%
E Mixed - White & Black African	0.54%
F Mixed - White & Asian	0.48%
G Mixed - Any other mixed background	0.81%
H Asian or Asian British - Indian	7.67%
J Asian or Asian British - Pakistani	1.10%
K Asian or Asian British - Bangladeshi	0.36%
L Asian or Asian British - Any other Asian background	6.15%
LD Asian East African	0.03%
LH Asian British	0.03%
LJ Asian Caribbean	0.03%
M Black or Black British - Caribbean	1.16%
N Black or Black British - African	7.02%
P Black or Black British - Any other Black background	0.30%
PC Black Nigerian	0.03%
R Chinese	0.63%
S Any Other Ethnic Group	1.79%
SC Filipino	0.03%
Undefined	0.03%
Z Not Stated	1.70%

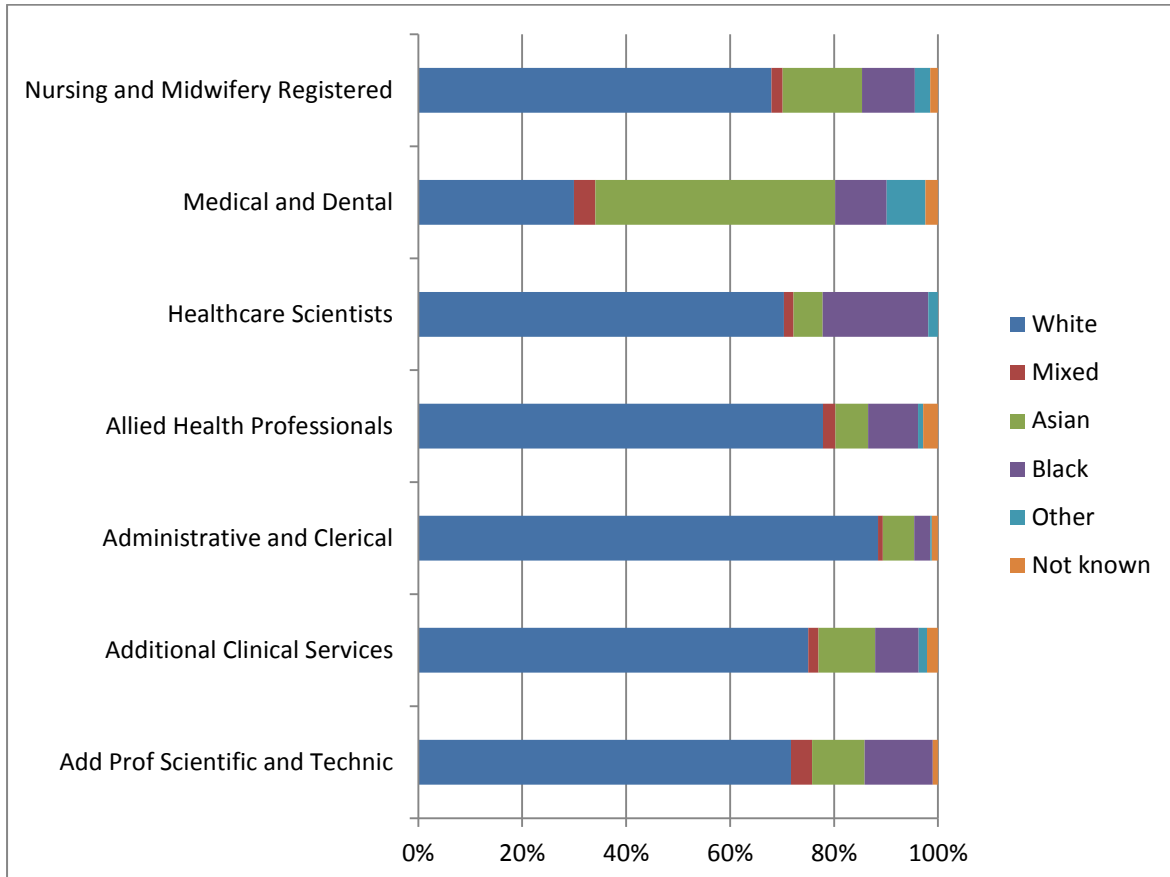
The table below show how the ethnic make-up of the Trust has changed over the last 4 years – there has been a slight decrease in the proportion of White staff, and increases in BME staff.

Ethnic Origin	2015	2016	2017	2018
White	73.50%	73.80%	70.01%	69.75%
Mixed	1.70%	1.60%	2.01%	2.18%
Asian or Asian British	14.10%	13.90%	15.87%	15.38%
Black or Black British	7.60%	7.40%	8.54%	8.51%
Any Other Ethnic Group	2.30%	2.30%	1.71%	2.45%
Not Stated	0.90%	0.90%	1.74%	1.73%

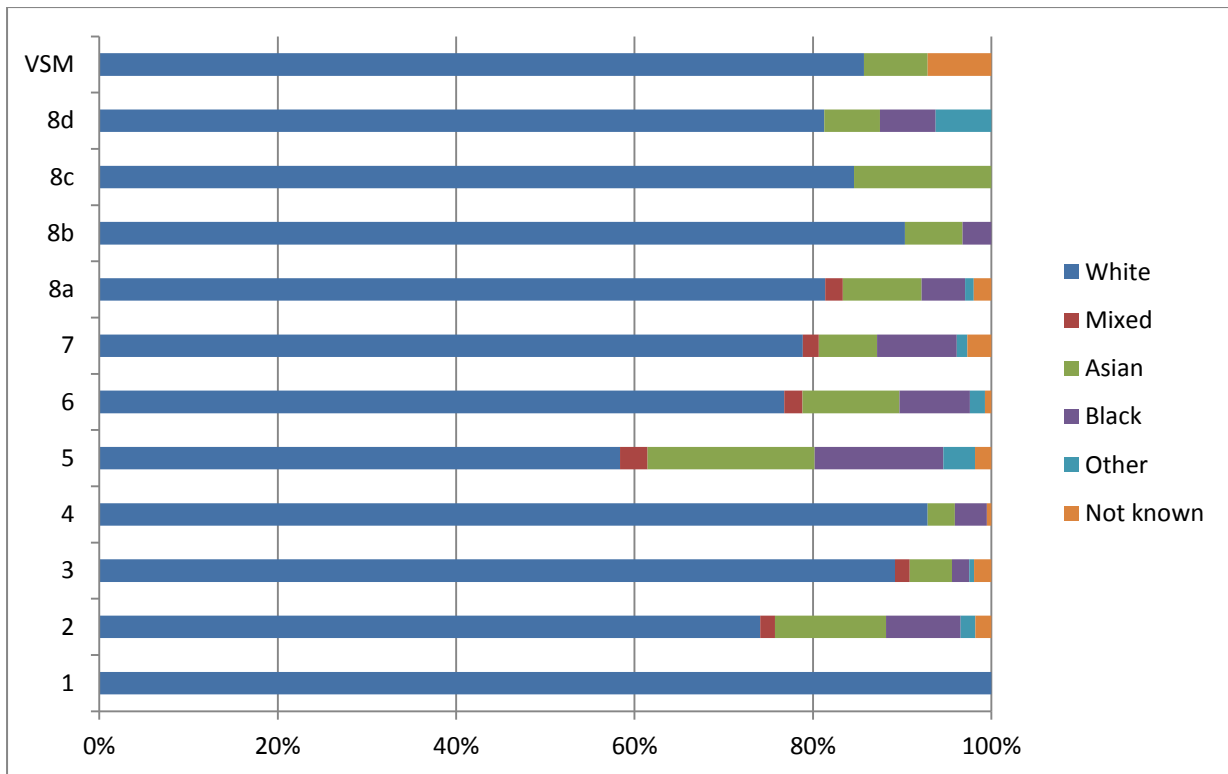
Detailed analysis

Further analysis suggests that: -

Staff group – the medical staff group is the most ethnically diverse staff group, followed by nursing and midwifery. The highest proportion of White British staff is within admin and clerical, which is the same position as last year.

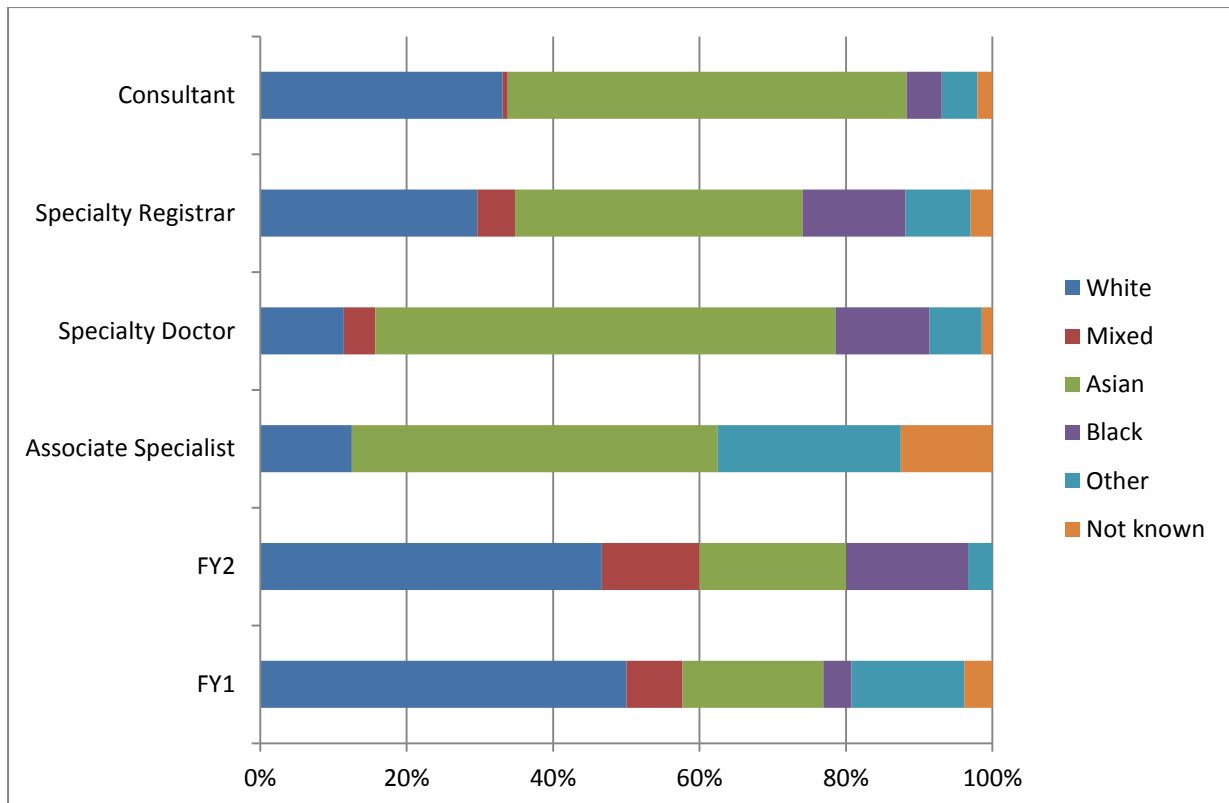


Non-medical pay-bands: there is a more diverse range of ethnic backgrounds at band 5, which correlates to the entry-level position within the nursing and midwifery staff group mentioned above. Similarly, the entry level for most Trust overseas recruits is band 5. The proportion of white staff in the pay band then increases from bands 6 to 8b.



The 2017 WRES data analysis report confirms that in acute Trusts, 5% of VSM are BME – at DGT this is 7.14%.

Medical pay-bands – there are a higher proportion of white staff in foundation years 1 and 2. It should be noted that these groups are recruited by Health Education England, not the Trust.



Employee relations – White British staff are more likely to go through an employee relations process. African staff are more likely to go through a disciplinary process - this represents 6 cases and should be noted that these all ended informally: -

Ethnicity	In Trust	ER processes	Difference	Disciplinary	Difference
A White - British	60.53%	73.36%	-12.84%	55.88%	-4.65%
B White - Irish	1.46%	0.82%	0.64%	0.00%	-1.46%
C White - Any other White background	7.70%	5.33%	2.38%	8.82%	1.12%
CA White English	0.03%	0.00%	0.03%	0.00%	-0.03%
CY White Other European	0.03%	0.00%	0.03%	0.00%	-0.03%
D Mixed - White & Black Caribbean	0.36%	0.00%	0.36%	0.00%	-0.36%
E Mixed - White & Black African	0.54%	0.00%	0.54%	0.00%	-0.54%
F Mixed - White & Asian	0.48%	1.23%	-0.75%	2.94%	2.46%
G Mixed - Any other mixed background	0.81%	1.64%	-0.83%	0.00%	-0.81%
H Asian or Asian British - Indian	7.67%	4.10%	3.58%	0.00%	-7.67%
J Asian or Asian British - Pakistani	1.10%	0.00%	1.10%	0.00%	-1.10%
K Asian or Asian British - Bangladeshi	0.36%	0.00%	0.36%	0.00%	-0.36%
L Asian or Asian British - Any other Asian background	6.15%	4.51%	1.64%	11.76%	5.61%
LD Asian East African	0.03%	0.00%	0.03%	0.00%	-0.03%
LH Asian British	0.03%	0.00%	0.03%	0.00%	-0.03%
LJ Asian Caribbean	0.03%	0.00%	0.03%	0.00%	-0.03%
M Black or Black British - Caribbean	1.16%	0.41%	0.75%	2.94%	1.78%
N Black or Black British - African	7.02%	5.74%	1.28%	17.65%	10.63%
P Black or Black British - Any other Black background	0.30%	0.00%	0.30%	0.00%	-0.30%

PC Black Nigerian	0.03%	0.00%	0.03%	0.00%	-0.03%
R Chinese	0.63%	0.00%	0.63%	0.00%	-0.63%
S Any Other Ethnic Group	1.79%	0.41%	1.38%	0.00%	-1.79%
SC Filipino	0.03%	0.00%	0.03%	0.00%	-0.03%
Undefined	0.03%	0.00%	0.03%	0.00%	-0.03%
Z Not Stated	1.70%	2.46%	-0.76%	0.00%	-1.70%

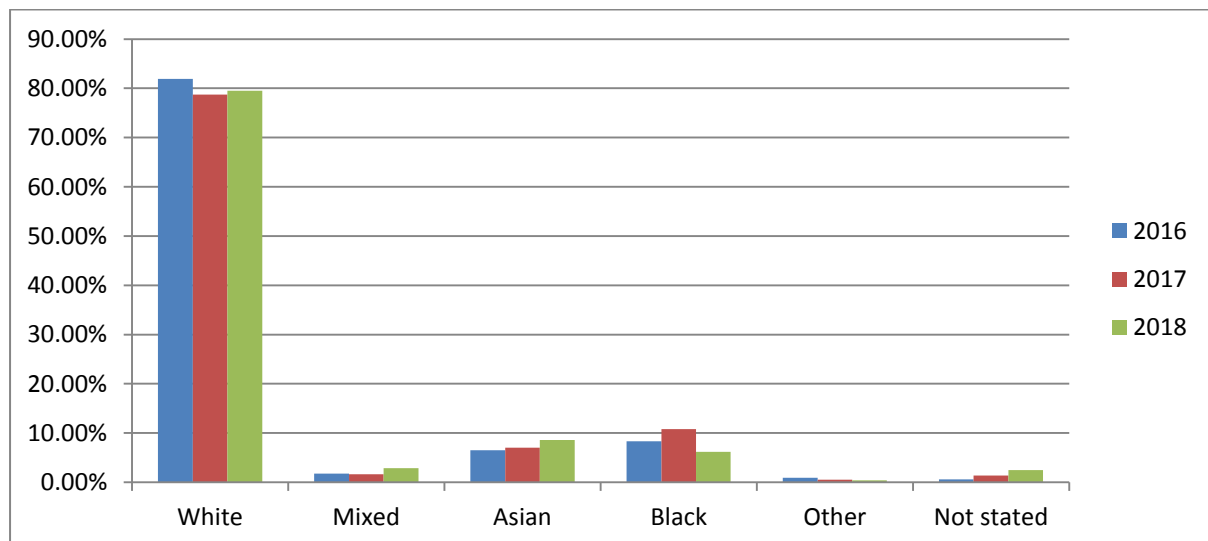
All non-White staff going through a disciplinary process were nurses (all band 5 except 1) which is one of the most ethnically diverse staff groups. Furthermore, nurses were more likely to go through a disciplinary process: -

Staff Group	% of disciplinary cases	% of Trust	Difference
Additional Clinical Services	15.15%	22.48%	-7.33%
Administrative and Clerical	27.27%	20.19%	7.09%
Healthcare Scientists	3.03%	1.61%	1.42%
Medical and Dental	3.03%	12.36%	-9.33%
Nursing and Midwifery Registered	51.52%	34.16%	17.36%

48.47% of all disciplinary cases involved staff nurses.

Actions to address these differences will be picked up via the WRES (Workforce Race Equality Standard).

On comparing employee relations data from 2016 and 2017, the proportion of Asian staff going through an employee relations process appears to be increasing: -



Staff survey 2017 – the survey indicates that -

5. Workforce Race Equality Standard (WRES)

The scores presented below are the un-weighted question level score for question Q17b and un-weighted scores for Key Findings 25, 26, and 21, split between White and Black and Minority Ethnic (BME) staff, as required for the Workforce Race Equality Standard.

In order to preserve the anonymity of individual staff, a score is replaced with a dash if the staff group in question contributed fewer than 11 responses to that score.

			Your Trust in 2017	Average (median) for acute trusts	Your Trust in 2016
KF25	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White	32%	27%	29%
		BME	31%	28%	32%
KF26	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White	25%	25%	24%
		BME	26%	27%	31%
KF21	Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	White	91%	87%	90%
		BME	85%	75%	82%
Q17b	In the 12 last months have you personally experienced discrimination at work from manager/team leader or other colleagues?	White	7%	7%	5%
		BME	14%	15%	13%

Starters – significantly more staff were recruited who were not White British – international recruitment should be noted here: -

Ethnic Origin	Current workforce	Starters	Difference
A White - British	60.53%	48.64%	11.89%
B White - Irish	1.46%	0.32%	1.14%
C White - Any other White background	7.70%	11.80%	-4.10%
CA White English	0.03%	0.00%	0.03%
CY White Other European	0.03%	0.00%	0.03%
D Mixed - White & Black Caribbean	0.36%	0.00%	0.36%
E Mixed - White & Black African	0.54%	0.80%	-0.26%
F Mixed - White & Asian	0.48%	0.96%	-0.48%
G Mixed - Any other mixed background	0.81%	2.07%	-1.26%
H Asian or Asian British - Indian	7.67%	7.66%	0.01%
J Asian or Asian British - Pakistani	1.10%	2.07%	-0.97%
K Asian or Asian British - Bangladeshi	0.36%	0.48%	-0.12%
L Asian or Asian British - Any other Asian background	6.15%	7.97%	-1.82%
LD Asian East African	0.03%	0.00%	0.03%
LH Asian British	0.03%	0.00%	0.03%
LJ Asian Caribbean	0.03%	0.00%	0.03%
M Black or Black British - Caribbean	1.16%	0.80%	0.36%
N Black or Black British - African	7.02%	10.69%	-3.67%
P Black or Black British - Any other Black background	0.30%	0.48%	-0.18%

PC Black Nigerian	0.03%	0.00%	0.03%
R Chinese	0.63%	1.75%	-1.12%
S Any Other Ethnic Group	1.79%	1.75%	0.04%
SC Filipino	0.03%	0.00%	0.03%
Undefined	0.03%	0.96%	-0.93%
Z Not Stated	1.70%	0.80%	0.90%
Grand Total	100.00%	100.00%	0.00%

Leavers – the proportion of White British staff leaving the organisation is smaller compared to those currently employed. The proportion of Black or Black British – African staff is leaving the organisation is higher compared to those currently employed.

Ethnic Origin	Current workforce	Leavers	Difference
A White - British	60.53%	54.50%	6.03%
B White - Irish	1.46%	1.21%	0.25%
C White - Any other White background	7.70%	8.48%	-0.78%
CA White English	0.03%	0%	0.03%
CY White Other European	0.03%	0%	0.03%
D Mixed - White & Black Caribbean	0.36%	0.69%	-0.33%
E Mixed - White & Black African	0.54%	0.69%	-0.15%
F Mixed - White & Asian	0.48%	0.52%	-0.04%
G Mixed - Any other mixed background	0.81%	0.69%	0.12%
H Asian or Asian British - Indian	7.67%	8.30%	-0.63%
J Asian or Asian British - Pakistani	1.10%	1.73%	-0.63%
K Asian or Asian British - Bangladeshi	0.36%	0.52%	-0.16%
L Asian or Asian British - Any other Asian background	6.15%	5.71%	0.44%
LD Asian East African	0.03%	0%	0.03%
LH Asian British	0.03%	0%	0.03%
LJ Asian Caribbean	0.03%	0%	0.03%
M Black or Black British - Caribbean	1.16%	1.56%	-0.40%
N Black or Black British - African	7.02%	11.07%	-4.05%
P Black or Black British - Any other Black background	0.30%	0%	0.30%
PC Black Nigerian	0.03%	0.17%	-0.14%
R Chinese	0.63%	1.21%	-0.58%
S Any Other Ethnic Group	1.79%	1.38%	0.41%
SC Filipino	0.03%	0%	0.03%
Undefined	0.03%	0%	0.03%
Z Not Stated	1.70%	1.56%	0.14%

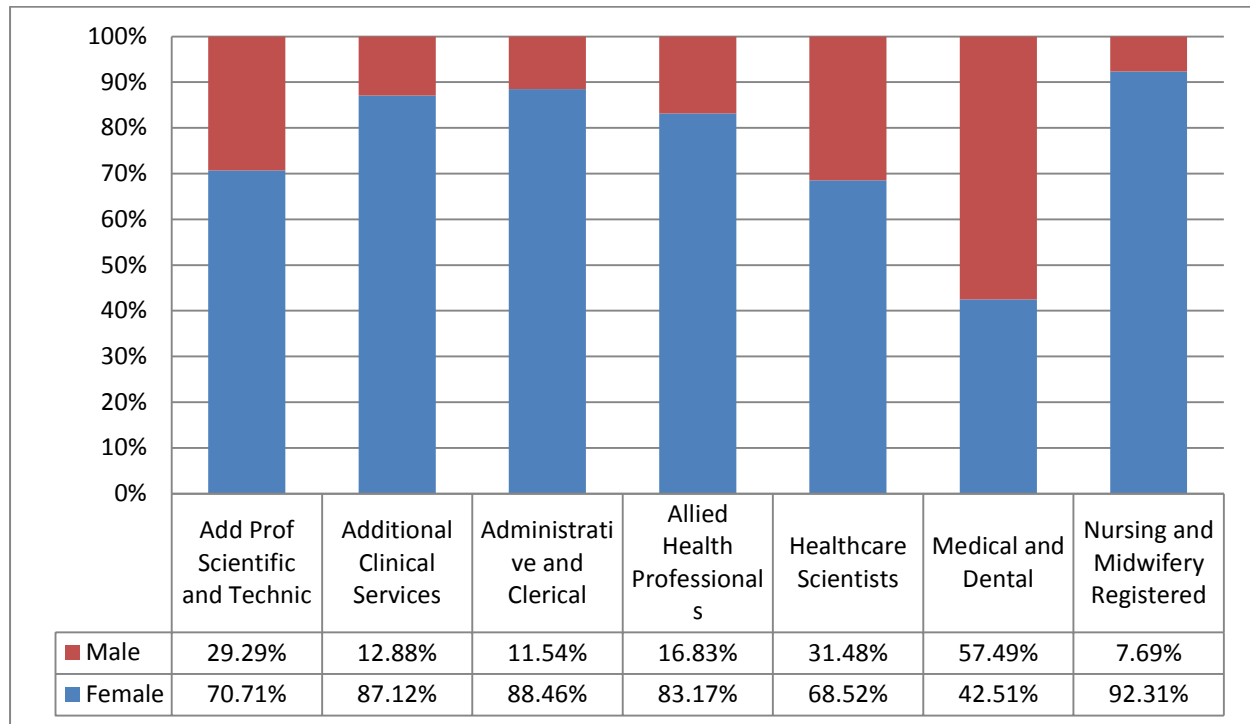
Gender

The Trust primarily provides services to the local population of Dartford, Gravesham and Swanley. The profile of the local population is a 49% male, 51% female split, whereas the current workforce gender profile shows that 17.41% staff are male and 82.59% of staff are female. This shows a small decrease in representation from the previous year of 1.39%. NHS Employers indicate that 77% of the NHS workforce are female, and 23% male

Detailed analysis

Further analysis suggests that: -

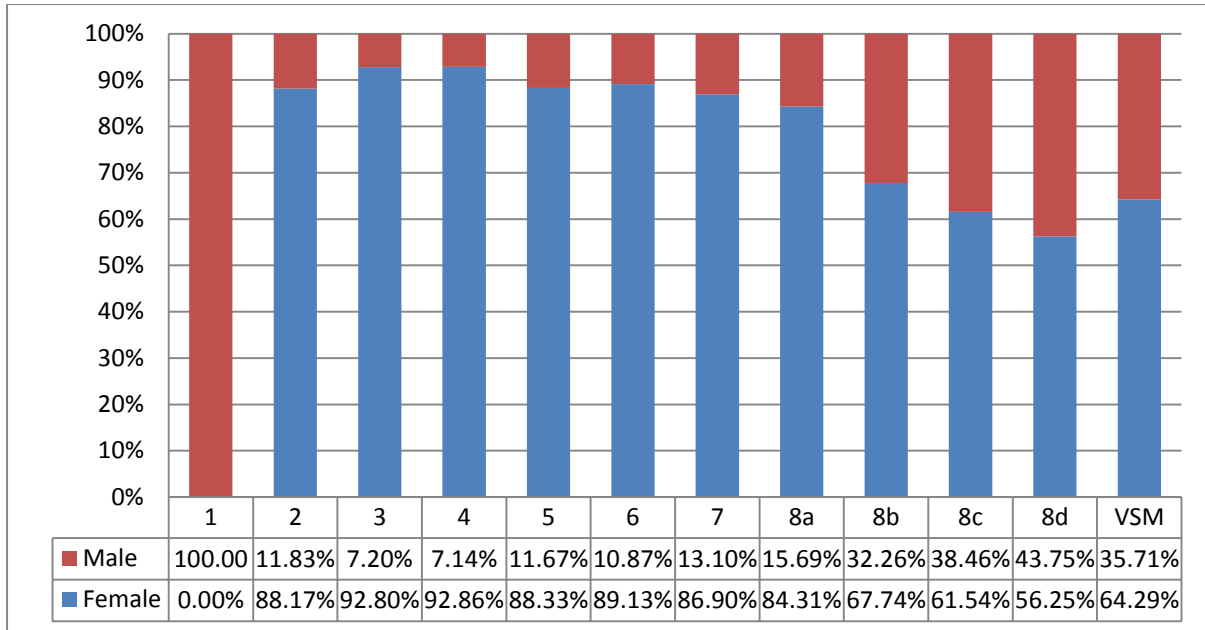
Staff group - the most gender-diverse staff group is medicine, followed by Healthcare Scientists, which is the same position as last year. NHS Employers indicate that 22% of all male staff are medical, whereas 5% of all female staff are medical.



Non-medical pay-bands - the proportion of males at more senior levels of the organisation are closer to the local population but disproportionate to the rest of the workforce, which increases with banding.

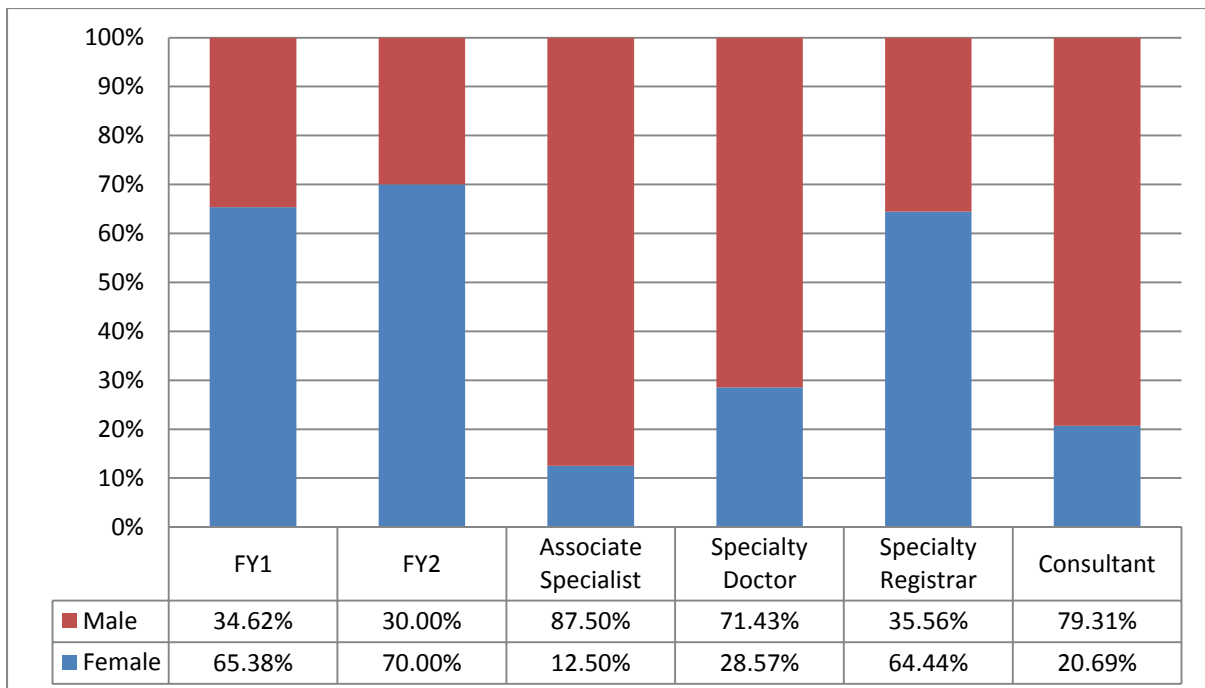
The profile of the Board has changed from 46.15% female to 64.29% female. NHS Employers state that nationally, 41% of Board positions are held by women and have set a target of 50 / 50 by 2020.

NHS Employers also indicate that 46% of senior managers in the NHS are female.



Medical pay-bands –there has been a slight increase in the proportion of females in Consultant grades: -

Year	% of staff in Consultant grade
2015	15
2016	18.8
2017	18.13
2018	20.69



Employee relations – females are slightly more likely to go through an employee relations process, and males are more likely to go through a disciplinary process: -

Gender	Trust	ER process	Difference	Disciplinary	Difference
Female	82.59%	86.48%	3.89%	73.53%	-9.06%
Male	17.41%	13.52%	-3.89%	26.47%	9.06%

Staff survey 2017 – this showed that: -

- Men were more less likely to experience harassment, bullying or abuse from patients, relatives or the public in the last 12 months (26% compared to 33% of female staff)
- Men were less satisfied with the opportunity for flexible working patterns (56% compared to 63% of female staff)

Starters – more male staff joined the organisation, proportionate to females: -

Gender	Current workforce	Starters	Difference
Female	82.59%	75.44%	7.15%
Male	17.41%	24.56%	-7.15%

Leavers – more male staff left the organisation proportionate to females: -

Gender	Leavers	Current workforce	Difference
Female	73.53%	82.59%	-9.06%
Male	26.47%	17.41%	9.06%

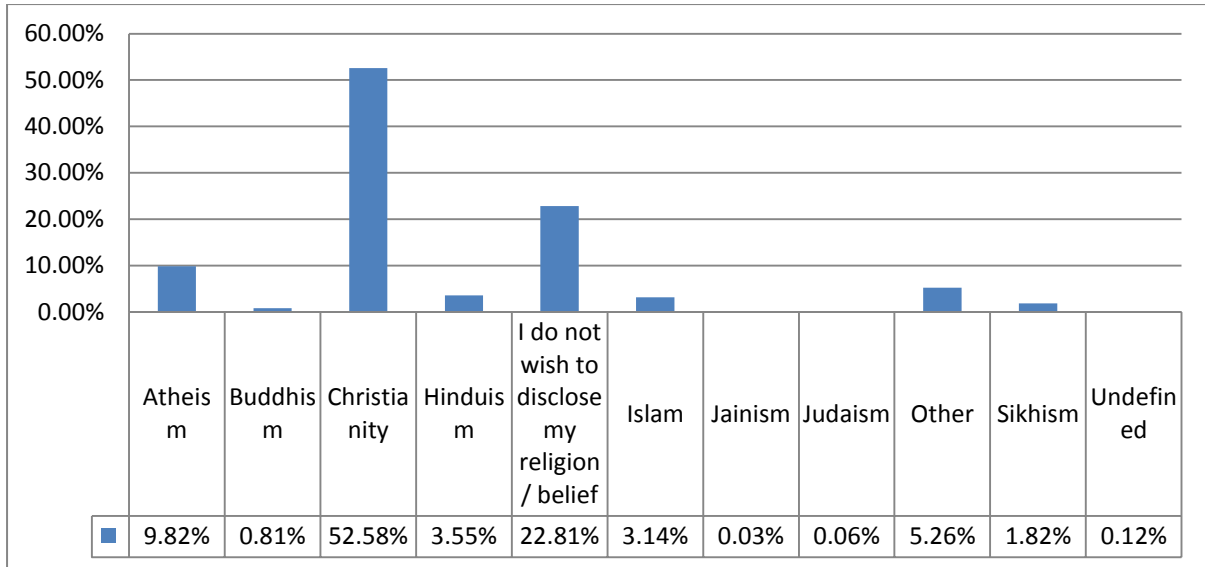
Gender Pay Gap – the Trust published its gender pay gap, in line with national requirements, in March 2018. The Trust published a mean pay gap of 38.9%

Religious belief

The proportion of staff disclosing their religious belief through equal opportunities monitoring has decreased non-disclosure over the last 4 years, as below: -

Year	% of staff choosing not to disclose their religion
2015	29.8
2016	27.1
2017	24.41
2018	22.81

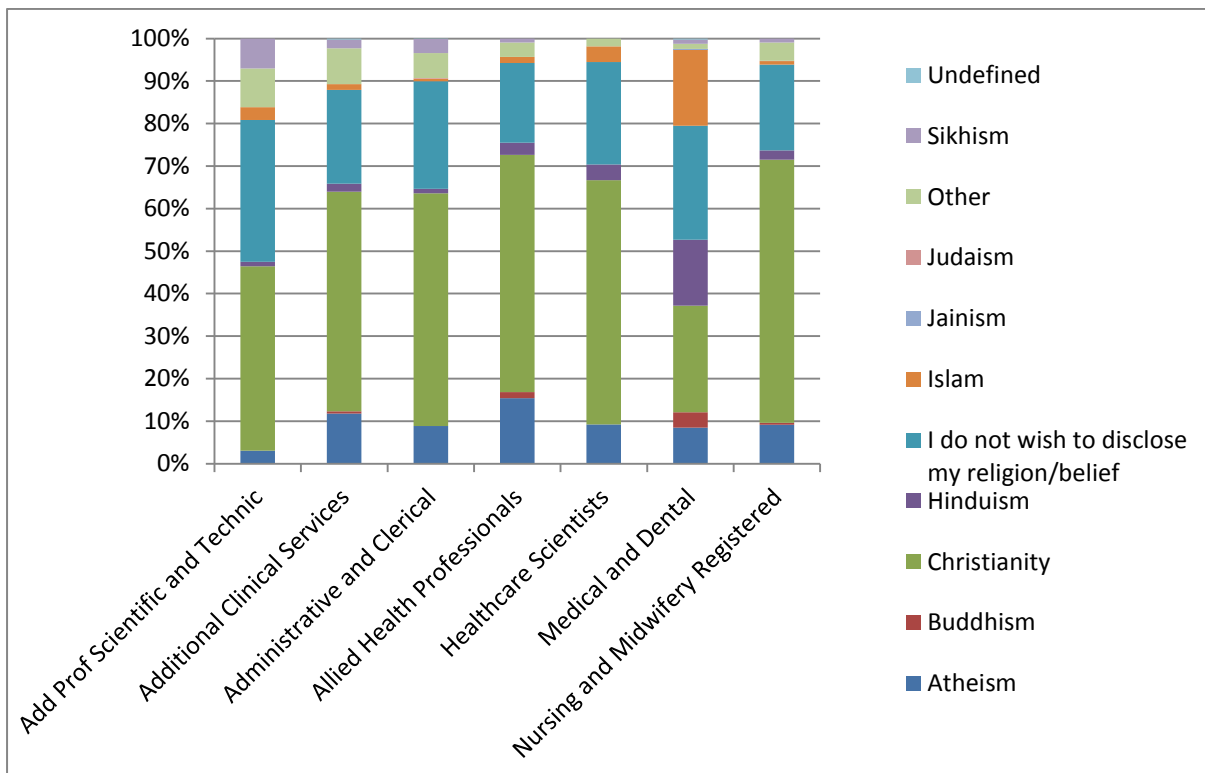
The profile of the religious belief of Trust staff is as follows: -



Detailed analysis

Further analysis suggests that: -

Staff group – medical, followed by Add Prof Scientific and Technical are the most religiously diverse groups, which is the same position as last year.



Non-medical pay-bands - no significant findings.

Medical pay-bands - no significant findings.

Employee relations – Christian staff are less likely to go through an employee relations process, and staff who choose not to disclose their religion and more likely to go through an employee relations process. Staff who choose not to disclose their religion are also more likely to go through a disciplinary process.

Religion	Staff in Trust	ER process	Difference	Disciplinary	Difference
Atheism	9.82%	10.66%	-0.84%	8.82%	1.00%
Buddhism	0.81%	0.00%	0.81%	0.00%	0.81%
Christianity	52.58%	46.31%	6.27%	50.00%	2.58%
Hinduism	3.55%	3.28%	0.27%	0.00%	3.55%
I do not wish to disclose my religion/belief	22.81%	30.33%	-7.52%	29.41%	-6.60%
Islam	3.14%	0.82%	2.32%	2.94%	0.20%
Jainism	0.03%	0.00%	0.03%	0.00%	0.03%
Judaism	0.06%	0.00%	0.06%	0.00%	0.06%
Other	5.26%	7.38%	-2.12%	8.82%	-3.56%
Sikhism	1.82%	1.23%	0.59%	0.00%	1.82%
Undefined	0.12%	0.00%	0.12%	0.00%	0.12%

Starters – more atheists joined the workforce proportionate to staff in post, and the proportion of staff not declaring their religion reduced: -

Religion	Current workforce	Starters	Difference
Atheism	9.82%	14.51%	-4.69%
Buddhism	0.81%	1.59%	-0.78%
Christianity	52.58%	50.88%	1.70%
Hinduism	3.55%	5.58%	-2.03%
I do not wish to disclose my religion/belief	22.81%	11.64%	11.17%
Islam	3.14%	5.74%	-2.60%
Jainism	0.03%	0.16%	-0.13%
Judaism	0.06%	0.16%	-0.10%
Other	5.26%	7.18%	-1.92%
Sikhism	1.82%	2.07%	-0.25%
Undefined	0.12%	0.48%	-0.36%

Leavers – no significant findings.

Sexual orientation

The current profile of the Trust is -

- 78.92% of staff identify as heterosexual
- 1.13% of staff identify as bisexual, gay or lesbian (this is 3% in the 2017 Staff Survey)

Reporting has improved year on year, however there is still a significant amount of unknown data: -

Year	Staff identifying as bisexual, gay or lesbian	Staff choosing not to disclose
2018	1.13%	19.80%
2017	1.45%	21.57%
2016	1.5%	24.7%
2015	1.3%	29%
2014	1.1%	32.1%

Appendix A suggests that 95.13% of South East residents identify as heterosexual, however the amount of unknown responses is significantly less, at 3.52%. It is therefore difficult to make comparisons to the local population.

Starters data shows that only 5.9% of staff chose not to declare their sexual orientation, and 1.59% declared themselves as bisexual, gay or lesbian, which again shows that reporting trends are improving.

Detailed analysis

Unfortunately no meaningful statistical analysis can be made in other areas, due to the level of non-disclosure. Further work needs to be undertaken to improve data quality to allow for meaningful analysis in future reports.



Measuring up: your community and your workforce

Your results for DA2 8DA

Comparative Data

Measuring up: your community and your workforce

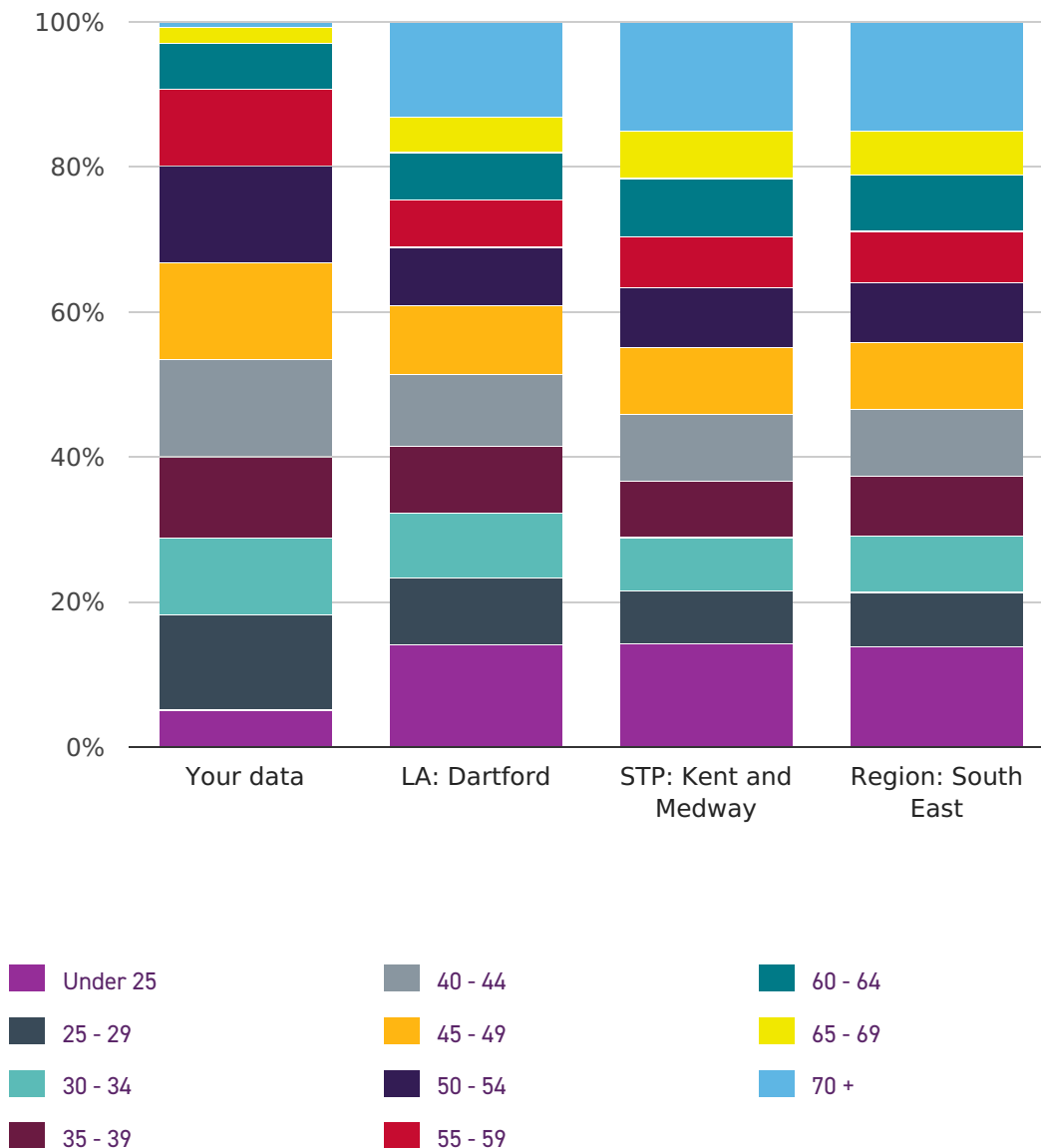
Your results for DA2 8DA

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Data you've chosen to compare:

- Age
- Ethnicity
- Gender
- Disability
- Religion & Belief
- Sexual Orientation

Age - Chart














Measuring up: your community and your workforce



Your results for DA2 8DA

Report generated: 09/03/2018

Age - Data

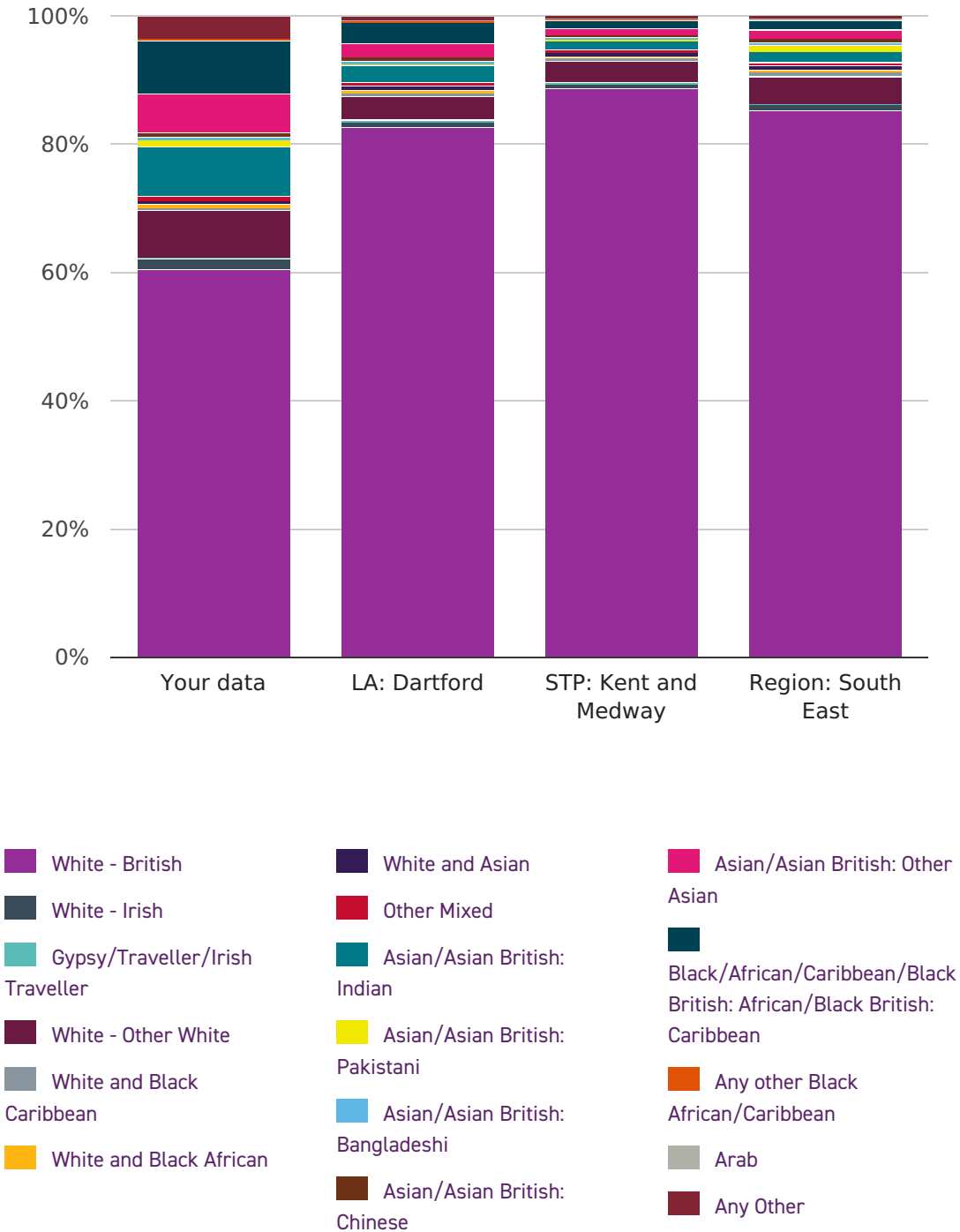
Age	Your data	LA: Dartford	STP: Kent and Medway	Region: South East
 Under 25	5.17% 173	14.02% 10,847	14.33% 199,344	13.86% 969,055
 25 - 29	12.99% 435	9.16% 7,081	7.25% 100,878	7.55% 528,057
 30 - 34	10.84% 363	9.21% 7,123	7.18% 99,880	7.70% 538,471
 35 - 39	10.96% 367	9.14% 7,067	7.84% 109,008	8.27% 578,011
 40 - 44	13.41% 449	9.89% 7,651	9.23% 128,319	9.22% 644,796
 45 - 49	13.44% 450	9.48% 7,332	9.29% 129,257	9.34% 653,258
 50 - 54	13.29% 445	7.93% 6,132	8.10% 112,641	8.12% 567,834
 55 - 59	10.72% 359	6.55% 5,064	7.20% 100,121	7.09% 495,765
 60 - 64	6.27% 210	6.59% 5,093	8.05% 111,938	7.66% 535,399
 65 - 69	2.21% 74	5.03% 3,890	6.36% 88,384	6.07% 424,290
 70 +	0.69% 23	13.01% 10,062	15.17% 210,927	15.13% 1,057,730

Measuring up: your community and your workforce

Your results for DA2 8DA

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Ethnicity - Chart



Measuring up: your community and your workforce



Your results for DA2 8DA

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Ethnicity - Data

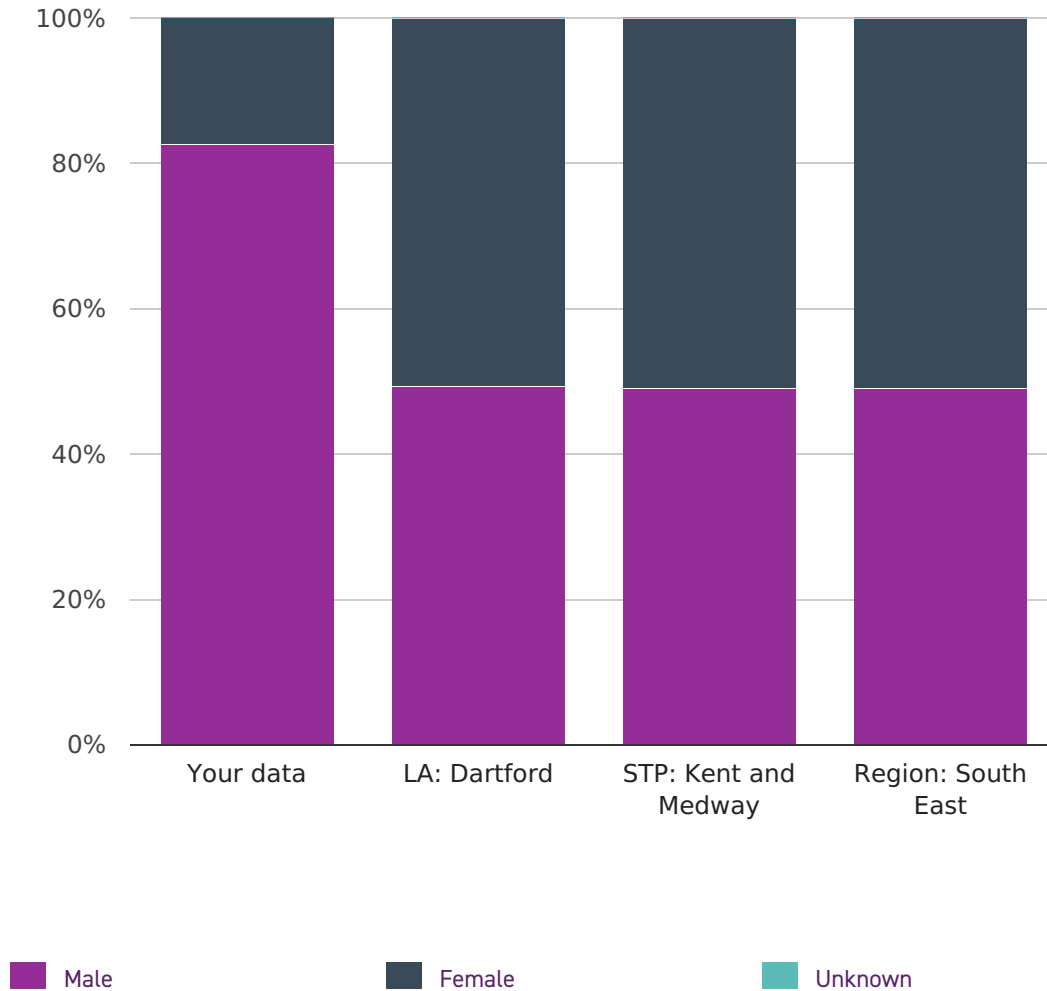
Ethnicity	Your data	LA: Dartford	STP: Kent and Medway	Region: South East
White - British	60.56% 2,028	82.64% 80,466	88.51% 1,529,212	85.23% 7,358,998
White - Irish	1.46% 49	0.79% 767	0.71% 12,185	0.85% 73,571
Gypsy/Traveller/Irish Traveller	0.00% 0	0.25% 244	0.30% 5,195	0.17% 14,542
White - Other White	7.73% 259	3.69% 3,593	3.54% 61,089	4.41% 380,709
White and Black Caribbean	0.36% 12	0.64% 620	0.46% 7,996	0.53% 45,980
White and Black African	0.54% 18	0.36% 346	0.22% 3,732	0.26% 22,825
White and Asian	0.48% 16	0.71% 693	0.52% 9,066	0.68% 58,764
Other Mixed	0.81% 27	0.52% 502	0.38% 6,489	0.47% 40,195
Asian/Asian British: Indian	7.67% 257	2.74% 2,670	1.46% 25,268	1.76% 152,132
Asian/Asian British: Pakistani	1.10% 37	0.18% 179	0.23% 3,922	1.15% 99,246
Asian/Asian British: Bangladeshi	0.36% 12	0.44% 431	0.27% 4,685	0.32% 27,951
Asian/Asian British: Chinese	0.63% 21	0.55% 538	0.41% 7,043	0.61% 53,061
Asian/Asian British: Other Asian	6.27% 210	2.03% 1,981	1.18% 20,311	1.39% 119,652
Black/African/Caribbean/Black British: African/Black British: Caribbean	8.21% 275	3.40% 3,311	1.21% 20,986	1.41% 121,570
Any other Black African/Caribbean	0.30% 10	0.27% 267	0.11% 1,893	0.17% 14,443
Arab	0.00% 0	0.18% 179	0.12% 2,052	0.22% 19,363
Any Other	3.52% 118	0.59% 578	0.38% 6,541	0.37% 31,748

Measuring up: your community and your workforce

Your results for DA2 8DA

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Gender - Chart






Measuring up: your community and your workforce



Your results for DA2 8DA

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Gender - Data

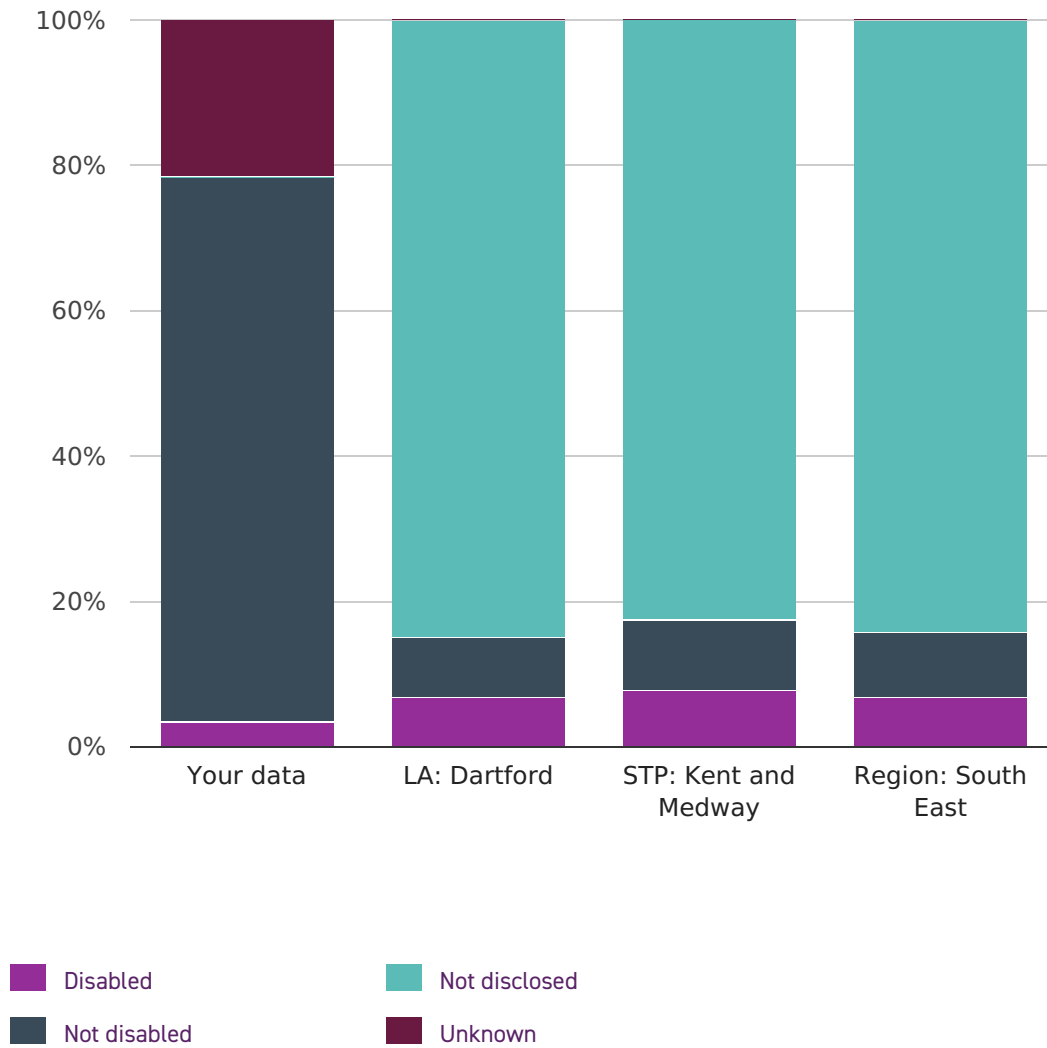
Gender	Your data	LA: Dartford	STP: Kent and Medway	Region: South East
 Male	82.59% 2,766	49.36% 48,061	48.99% 846,438	49.10% 4,239,298
 Female	17.41% 583	50.64% 49,304	51.01% 881,227	50.90% 4,395,452
 Unknown	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Measuring up: your community and your workforce

Your results for DA2 8DA

Report generated: 09/03/2018

Disability - Chart







Measuring up: your community and your workforce



Your results for DA2 8DA

Report generated: 09/03/2018

Disability - Data

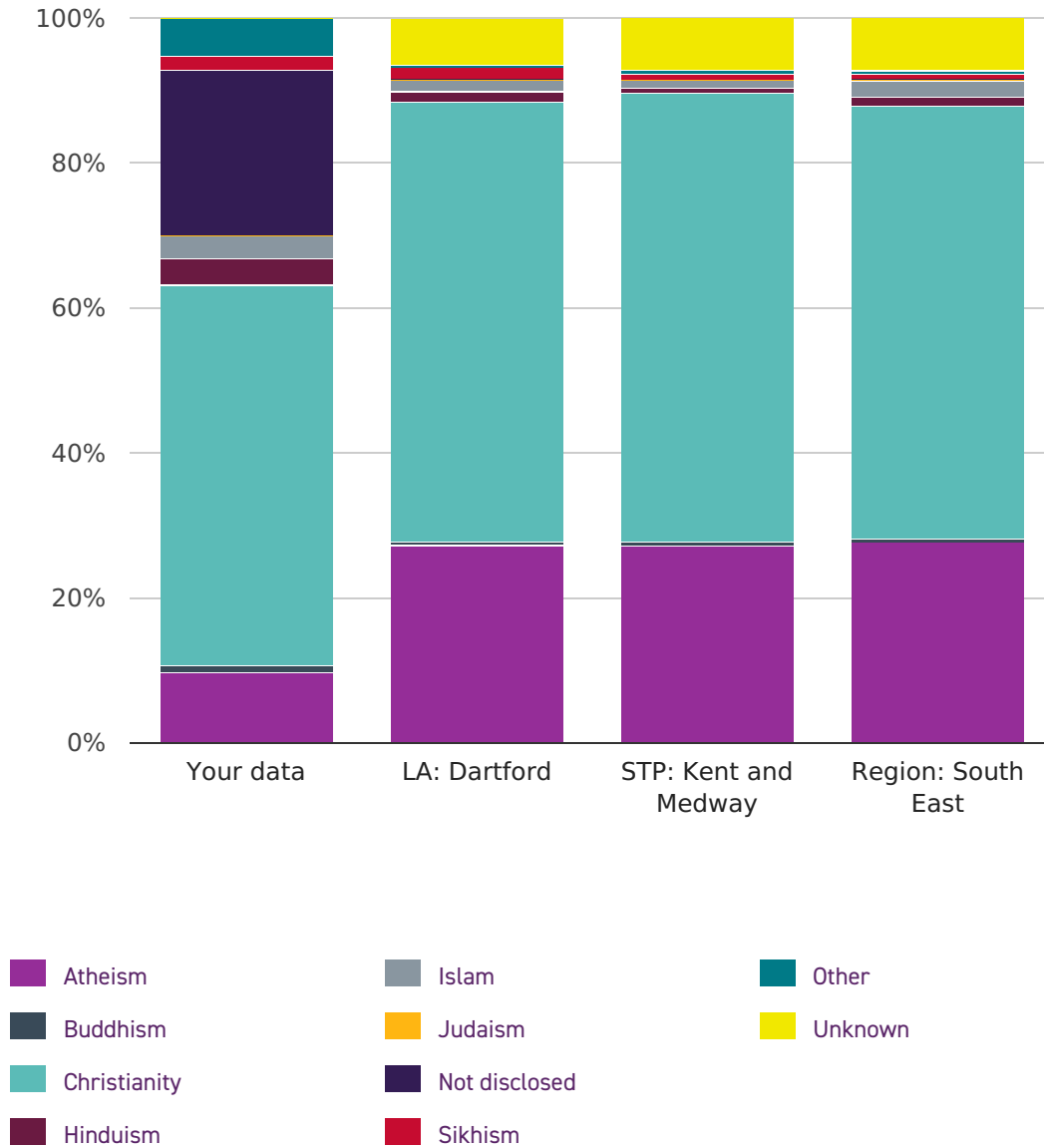
Disability	Your data	LA: Dartford	STP: Kent and Medway	Region: South East
 Disabled	3.28% 110	6.80% 6,621	7.88% 136,140	6.88% 593,643
 Not disabled	75.01% 2,512	8.33% 8,114	9.51% 164,252	8.83% 762,561
 Not disclosed	0.06% 2	84.87% 82,630	82.61% 1,427,273	84.29% 7,278,546
 Unknown	21.65% 725	0.00% 0	0.00% 0	0.00% 0

Measuring up: your community and your workforce

Your results for DA2 8DA

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Religion & Belief - Chart













Measuring up: your community and your workforce



Your results for DA2 8DA

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Religion & Belief - Data

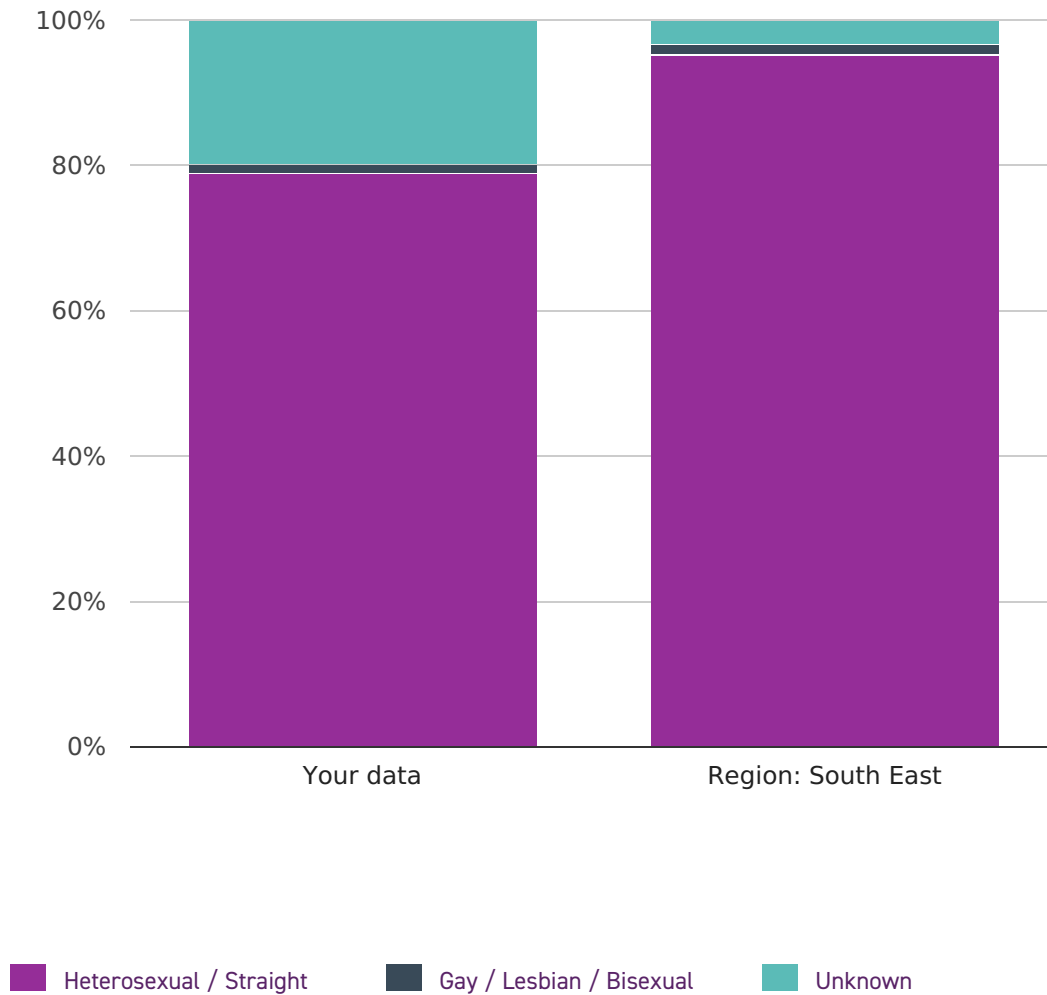
Religion & Belief	Your data	LA: Dartford	STP: Kent and Medway	Region: South East
 Atheism	9.82% 329	27.20% 26,486	27.24% 470,586	27.66% 2,388,286
 Buddhism	0.81% 27	0.39% 382	0.45% 7,739	0.51% 43,946
 Christianity	52.58% 1,761	60.64% 59,045	61.81% 1,067,837	59.76% 5,160,128
 Hinduism	3.55% 119	1.59% 1,547	0.79% 13,699	1.07% 92,499
 Islam	3.14% 105	1.61% 1,566	1.11% 19,101	2.34% 201,651
 Judaism	0.06% 2	0.09% 86	0.11% 1,985	0.21% 17,761
 Not disclosed	22.81% 764	0.00% 0	0.00% 0	0.00% 0
 Sikhism	1.82% 61	1.58% 1,543	0.83% 14,391	0.64% 54,941
 Other	5.29% 177	0.33% 319	0.44% 7,537	0.46% 39,672
 Unknown	0.12% 4	6.56% 6,391	7.22% 124,790	7.36% 635,866

Measuring up: your community and your workforce

Your results for DA2 8DA

Report generated: 09/03/2018

Sexual Orientation - Chart






Measuring up: your community and your workforce



Your results for DA2 8DA

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Sexual Orientation - Data

Sexual Orientation	Your data	Region: South East
 Heterosexual / Straight	78.92% 2,643	95.13% 6,598,000
 Gay / Lesbian / Bisexual	1.13% 38	1.36% 94,000
 Unknown	19.95% 668	3.52% 244,000



Measuring up: your community and your workforce

Your results for DA2 8DA

Non-Comparative Data


Measuring up: your community and your workforce



Your results for DA2 8DA

Report generated: 09/03/2018

Carers - Data

Carers	LA: Dartford	STP: Kent and Medway	Region: South East
 Provides unpaid care	9,219	176,810	847,353


Measuring up: your community and your workforce



Your results for DA2 8DA

Report generated: 09/03/2018

Out of Work - Data

Out of Work	LA: Dartford	STP: Kent and Medway	Region: South East
 Unemployed adults	11,188	236,633	1,098,518


Measuring up: your community and your workforce



Your results for DA2 8DA

Report generated: 09/03/2018

Armed Forces Personnel - Data

Armed Forces Personnel	LA: Dartford	Region: South East
 Lives in a household	43	24,506


Measuring up: your community and your workforce



Your results for DA2 8DA

Report generated: 09/03/2018

Leaving Care - Data

Leaving Care	Region: South East
 Children leaving care	4,630