

PROFILE OF STAFF AFFECTED BY THE CHANGE

TRUST PROFILE *based on March 2024 data

Band	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	M&D	Other	Totals	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	M&D	Other	Total
Totals	0	0	0	0	5	2	0	0	0	0	7	1	993	1323	1218	1374	1333	1039	22	493	92	7888
Percentage	0.00	0.00	0.00	0.00	71.43	28.57	0.00	0.00	0.00	0.00		0.01	12.59	16.77	15.44	17.42	16.90	13.17	0.28	6.25	1.17	

Staff Group	Administrative and Clerical	Add Prof & Tech	Additional Clinical Services	Allied Health Professionals	Estates and Ancillary	Medical and Dental	Nursing and Midwifery Registered	Other	Totals
Totals	0	0	0	1	0	0	6	0	7
Percentage	0.00	0.00	0.00	14.29	0.00	0.00	85.71	0.00	

Administrative and Clerical	Add Prof & Tech	Additional Clinical Services	Allied Health Professionals	Estates and Ancillary	Medical and Dental	Nursing and Midwifery Registered	Other	Total
1687	1087	1890	649	12	493	2066	4	7888
21.39	13.78	23.96	8.23	0.15	6.25	26.19	0.05	

Disability	Yes	No	Not declared	Undefined	Totals
Totals	1	6	0	0	7
Percentage	14.29	85.71	0.00	0.00	

Yes	No	Not declared	Undefined	Total
586	6813	475	14	7888
7.43	86.37	6.02	0.18	

Gender	Male	Female	Totals
Totals	1	5	6
Percentage	16.67	83.33	

Male	Female	Total
2055	5833	7888
26.05	73.95	

Age	17-21	22-31	32-41	42-51	52-61	62+	Total
Totals	0	1	1	2	3	0	7
Percentage	0.00	14.29	14.29	28.57	42.86	0.00	

17-21	22-31	32-41	42-51	52-61	62+	Total
62	1682	2109	1991	1550	494	7888
0.79	21.32	26.74	25.24	19.65	6.26	

Pregnancy/ Maternity	Yes	No	Total
Totals	2	5	7
Percentage	28.57	71.43	

Yes	No	Total
196	7692	7888
2.48	97.52	

Religion or belief (if data available)	Atheism	Buddhism	Christianity	Hinduism	Not disclosed	Islam	Jainism	Judaism	Other	Sikhism	Total	Atheism	Buddhism	Christianity	Hinduism	Not disclosed	Islam	Jainism	Judaism	Other	Sikhism	Total
Totals	0	0	5	0	0	2	0	0	0	0	7	1350	96	3678	243	790	1065	9	92	468	97	7888
Percentage	0.00	0.00	71.43	0.00	0.00	28.57	0.00	0.00	0.00	0.00		17.11	1.22	46.63	3.08	10.02	13.50	0.11	1.17	5.93	1.23	

Sexual Orientation (if data available)	Bisexual	Gay	Hetrosexual	Not disclosed	Lesbian	Total
Totals	0	0	6	0	0	6
Percentage	0.00	0.00	100.00	0.00	0.00	

Bisexual	Gay	Hetrosexual	Not disclosed	Lesbian	Other sexual orientation	Total
169	115	6770	716	82	36	7888
2.14	1.46	85.83	9.08	1.04	0.46	

Gender Re-assignment (if data available)	Yes	No	Totals
Totals	0	7	7
Percentage	0.00	100.00	

Yes	No	Totals
3	7885	7888
0.04	99.96	

Marriage & Civil Partnership (if data available)	Civil Partnership	Divorced	Legally Separated	Married	Not disclosed	Single	Unknown	Widowed	Totals
Totals	0	1	0	4	0	2	0	0	7
Percentage	0.00	14.29	0.00	57.14	0.00	28.57	0.00	0.00	

Civil Partnership	Divorced	Legally Separated	Married	Not disclosed	Single	Widowed	Totals
140	353	115	3235	253	3735	57	7888
1.77	4.48	1.46	41.01	3.21	47.35	0.72	

Ethnicity	Asian	Black	Chinese	Mixed	Not Declared	White	Any other ethnic group	Totals
Totals	2	4	0	0	0	1	0	7
Percentage	28.57	57.14	0.00	0.00	0.00	14.29	0.00	

Asian	Black	Chinese	Mixed	Not Declared	White	Any other ethnic group	Totals
1460	2484	52	316	98	3258	220	7888
18.51	31.49	0.66	4.01	1.24	41.30	2.79	

Group	Impact	Actions to mitigate impact
Band		No impact
Staff group		85% of affected staff are nursing.
Disability		1 staff member affected has disclosed a disability, workplace adjustment in place, and reasonable adjustments will be made to ensure no negative impact.
Gender		16% Male, 83% of affected staff are female. Individual 1:1 meetings will be offered as part of the consultation to take into account individual circumstances and discuss any adjustments/needs
Age		Various age, so no adverse impact some impact as 60% 62+, 20% 42-51 and 20% 32-41. Individual 1:1 meetings will be offered to take into account individual circumstances.
Pregnancy/Maternity		1 staff on maternity leave, 1 currently pregnant. update risk assessment, workplace adjustments in place and will be reviewed during the consultation. Reasonable measures will be put in place to ensure they are involved in the consultation.
Religion or Belief		Some impact, 71.43% Christianity, 28.57% Muslim, staff within the team already provide cover during religious festivals and religious calendar events.
Sexual Orientation		No impact
Gender re-assignment		No impact
Marriage and Civil Partnership		No impact
Ethnicity		Some impact, 57.14% Black, 28.57% Asian, 14.29% White.

Key: **No adverse impact**



Some impact

Disproportionate Impact