

**NHS Bury CCG
Equality Workforce Final
Using data as at 31st August 2016**

Document Control

| Date | Amendment | Version | Comments/Author |
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| 12/12/2016 | Samina Arfan | Draft v0.1 | First draft with information gaps identified for recruitment. |
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| | | | |

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To design integrated services that provide quality care to an ever diverse population, NHS Bury Clinical Commissioning Group (CCG) recognises that we need a varied skill-base from diverse professional groups all working in an environment that is able to truly harness their skills and experience. This includes the vital role that equality and diversity can play in bringing together a range of health care professionals from diverse backgrounds, together with patients and members of the public.

In order to ensure the CCG is reflective of the communities it serves, we need to understand our community and workforce demographics.

This workforce report forms part of the equality information that we use to help us meet our duty to eliminate discrimination and harassment, promote equality of opportunities and foster good relations between different groups within our workforce.

We seek to develop positive practice and promote equality of opportunity in our employment practices. We regularly review our policies and procedures to consider their impact, with a view, to spreading good practice and removing any unintended barriers. All our employees have a requirement to meet a basic competency level in equality and diversity and monitoring of this forms part of their annual appraisal.

We have a suite of policies and procedures in place to ensure that we operate in a fair and non-discriminatory manner towards our employees. On-going training and awareness sessions are provided to line managers in the light of any new employee related policies and procedures to ensure that they are applied in a non-discriminatory manner. Some of the key policies are:

- Dignity at Work
- Grievance and Disciplinary
- Absence and Sickness
- Flexible Working
- Performance Management
- Appraisals
- Recruitment and Selection

Whilst we use the NHS Jobs website to advertise most vacancies in line with other NHS bodies, we continuously review our recruitment procedures and processes (including training for recruiting staff). We explore different solutions to encourage applications from local communities as well as aiming to ensure that we do not disadvantage any particular group.

Disaggregated data concerning the processes listed below has been omitted from this report as the numbers are very small and publishing the data could identify individuals. However, the data is scrutinised internally for any trends or hot spots, with any potential actions to address, being considered by the CCG

- CCG Employees subject to disciplinary procedures: warnings, cautions, and dismissals
- Grievances
- Leavers

This report will support us to benchmark ourselves against NHS Equality Delivery System (EDS) Goals 3 and 4 as described in the table below. In 2015 we were graded as developing against EDS Goal 4 'Inclusive Leadership. Any actions falling out of this report will be included

in our overarching Equality and Diversity annual action plan and will contribute to evidence against EDS Goal 3 'A Representative and Supported Workforce'.

| EDS Goals | Outcomes |
|---|---|
| 3. A representative and well –supported staff | 3.1 Recruitment and selection processes are fair, inclusive and transparent so that the workforce becomes as diverse as it can be within all occupations and grades. |
| | 3.2 Levels of pay and related terms and conditions are fairly determined for all posts, with staff doing equal work and work rated as of equal value being entitled to equal pay. |
| | 3.3 Through support, training, personal development and performance appraisal, staff are confident and competent to do their work, so that services are commissioned or provided appropriately. |
| | 3.4 Staff are free from abuse, harassment, bullying, violence from both patients and their relatives and colleagues, with redress being open and fair to all. |
| | 3.5 Flexible working options are made available to all staff, consistent with the needs of the service, and the way people lead their lives. |
| | 3.6 The workforce is supported to remain healthy, with a focus on addressing major health and lifestyle issues that affect individual staff and the wider population. |
| 4. Inclusive leadership at all levels | 4.1 Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered within their organisations and beyond |
| | 4.2 Middle managers and other line managers support and motivate their staff to work in culturally competent ways within a work environment free from discrimination. |
| | 4.3 The organisation uses the Competency Framework for Equality and Diversity Leadership to recruit, develop and support strategic leaders to advance equality outcomes |

Summary

This report is an equality analysis of workforce data held on employees NHS Bury CCG as at 31 August 2016.

The focus is on (where data is available) seven of the nine characteristics protected by the Equality Act 2010, namely: age; disability; gender; ethnicity; sexual orientation; religion or belief and marriage and civil partnership. The report is organised into the following sections:

1. Key workforce facts as of 31 August 2016
2. Pay grades and working patterns as of 31 August 2016
3. Gender pay gap as of 31 August 2016
4. Grievance and Disciplinary
5. Sickness Absence
6. Recommendations and Conclusion
7. Equality Monitoring Data
 - Table 1: Bury CCG Workforce
 - Table 2: Bury CCG Recruitment
 - Table 3: Bury Borough Figures

The information on which this report is based has been given voluntarily by individuals when applying for a post with the organisation. This information is recorded on the NHS

Jobs recruitment database. Once an applicant is appointed, the information is transferred onto another database, the electronic staff record (ESR).

This report identifies gaps in information to be addressed in our next report these include:

- Staff leaving the CCG;
- Staff applying for additional non-mandatory training and leadership opportunities;
- Staff who require and receive reasonable adjustments in the workplace and good practice that is happening when staff do not class themselves as being disabled.

Headlines:

As at the end of August 2016 we employed 94 individuals, 51.1% equate to full-time equivalents, including salaried members of the Governing Body. This is a 3.1% decrease from September 2015 when there was 97 staff. The national requirement for CCGs to be led by practicing local clinicians is reflected in our workforce and therefore may explain the percentage of colleagues working part-time, which was 48.9%.

- 51.1 % work full-time and 48.9 % work part-time (refer to table 2.1a page 15);
- The CCG has low levels of employees under the age of 30. The average age of a CCG employee was at 46 (refer to figure 1.1a page 10);
- 63% of staff was female and 37% were male. This represents a similar picture in the overall gender balance compared to the previous year when there was 0.9% more male employees in the CCG (refer to table 1.3b page 11);
- 73.4% of staff were White British, 22.3% came from other BME (including 3.2% White Minority Ethnic WME and 19.1% Black Asian Minority Ethnic BAME). The two largest BME groups within the CCG is Pakistani at 7.4% and Indian at 6.4%. 4.3% of employees had not recorded their ethnicity (refer to table 1.4b page 12);
- 9.6% of staff declared they had a disability; this is an increase from last year's figure of 2.06%. 73.4% declared not having a disability; while 17% did not declare, down from 52.6% last year. This represents a significant improvement in disability reporting (refer to table 1.2b page 11);
- 72.3% of staff disclosed their on religion and belief; 43.6% were Christian, and were 7.4% Muslim, 9.6% were Atheist, 3.2% were Jewish and 5.3% were other. Again reporting levels have increased on last year, when only 53.6% of staff declared their religion and belief (refer to figure 1.5b page 13);
- 73.4% of staff disclosed their sexual orientation, this is an increase of 19.8% on last year were there was only 53.6% disclosure. 72.3% of staff said they were heterosexual; there were low levels of staff who declared gay, lesbian or heterosexual; 26.6% have not disclosed their sexual orientation (refer to table 1.6b page 14).

One area of discrepancy is gender and part-time working. Our workforce reflects a national trend¹, whereby women are more attracted to public sector employment. This imbalance in

¹ <https://www.tuc.org.uk/economic-issues/economic-analysis/womens-unemployment-will-rise-public-sector-job-cuts-kick>

the number of female employees was increased and part-time working was reduced by 8.8% between September 2015 and August 2016 (refer to table 2.1a page 15).

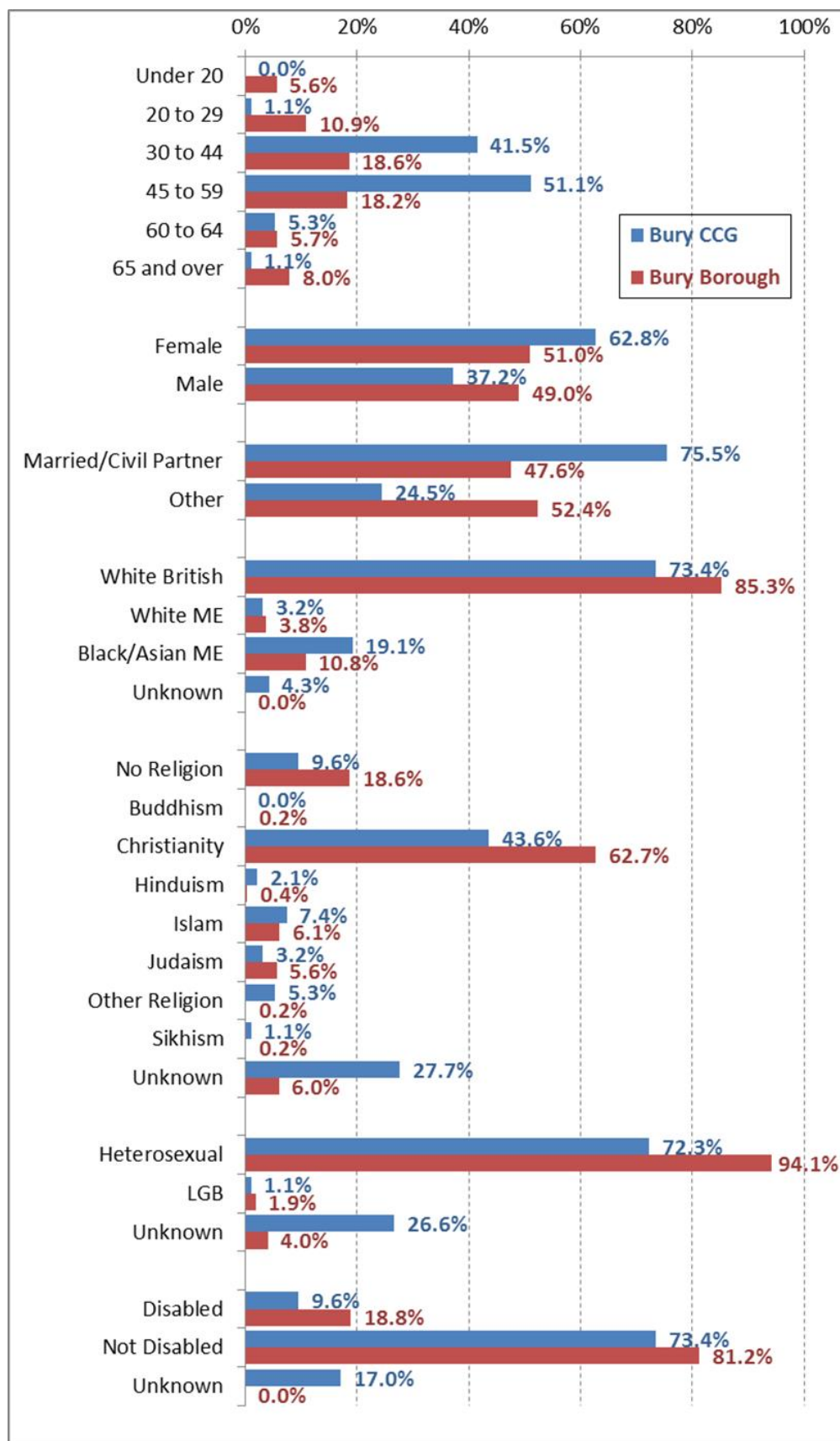
In our last Equality Workforce Report, a recommendation was made to undertake a data cleanse of the workforce equality monitoring data held on the Electronic Staff record (planned for 3rd quarter of 2015/16). This year has seen improvements in data collection through ESR, including:

- 0.2% increase in ethnicity reporting;
- 35.6% improvement in disability reporting;
- 18.7% improvement in religion and belief reporting and;
- 19.8% increase in sexual orientation reporting.

It should be noted that NHS Bury CCG workforce being so small no statistical reliable inference can be made as to whether the workforce is representative of the working age population. As commissioners we work closely with our providers to understand how well equipped they are to respond to our population needs.

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Table A: Our Workforce at a Glance (31 August 2016)



Figures for “Bury Borough” in the following summary are based on the 2011 Census, apart from the Sexual Orientation data which use the ONS 2012 National Survey, North West region.

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1.0 Key Workforce facts

1.1 Age

At the end of August 2016, our data showed relatively low levels of employees aged under 30 year old. The majority of CCG workforce were concentrated between the age bands of 45-49 year olds (20.2%); followed by the age bands 35-39, 40-44 and 45-49 year olds, (which account for 17% for each age band).

The average age of CCG employees is 46 years old.

Figure 1.1a Age profile

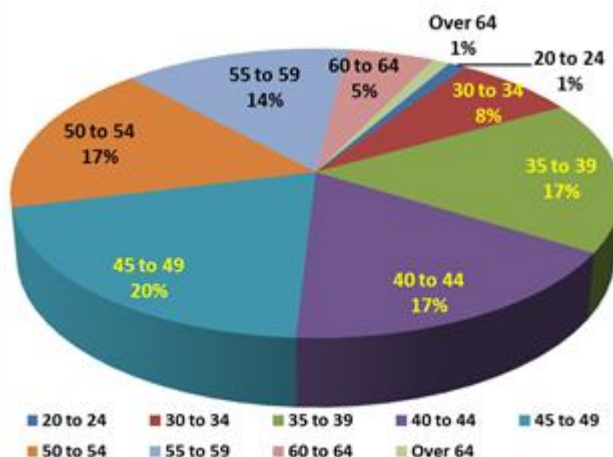


Table 1.1b below details the workforce profile compared since August 2014.

Table 1.1b Age Profiles 3 year comparison

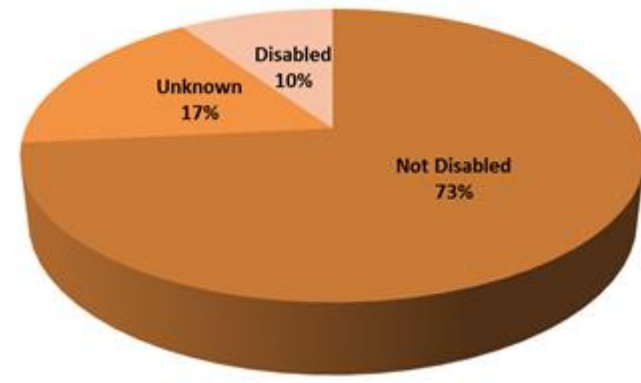
| Age Group | CCG | | |
|-----------|----------|----------|----------|
| | Aug 2014 | Aug 2015 | Aug 2016 |
| Under 20 | 0.0% | 0.0% | 0.0% |
| 20 to 24 | 0.0% | 0.0% | 1.1% |
| 25 to 29 | 0.0% | 0.0% | 0.0% |
| 30 to 34 | 5.0% | 5.2% | 7.4% |
| 35 to 39 | 16.3% | 18.6% | 17.0% |
| 40 to 44 | 15.0% | 16.5% | 17.0% |
| 45 to 49 | 22.5% | 18.6% | 20.2% |
| 50 to 54 | 22.5% | 22.7% | 17.0% |
| 55 to 59 | 8.8% | 9.3% | 13.8% |
| 60 to 64 | 3.8% | 3.1% | 5.3% |
| Over 64 | 6.3% | 6.2% | 1.1% |

The percentage of employees in the age bands 35-39 and 50-54 has decreased over the past 3 years. Our data shows low levels of employees aged under 29 years old, for the past 3 years.

1.2 Disability

At the end of August 2016, 9.6% of CCG employees declared a disability. 73.4%.declared no disability. **The amount of unknown data for disability is 17%.**

Figure 1.2a Disability Profile



Our data shows a significant increase in declaring disability since August 2015. See **Table 1.2b** below.

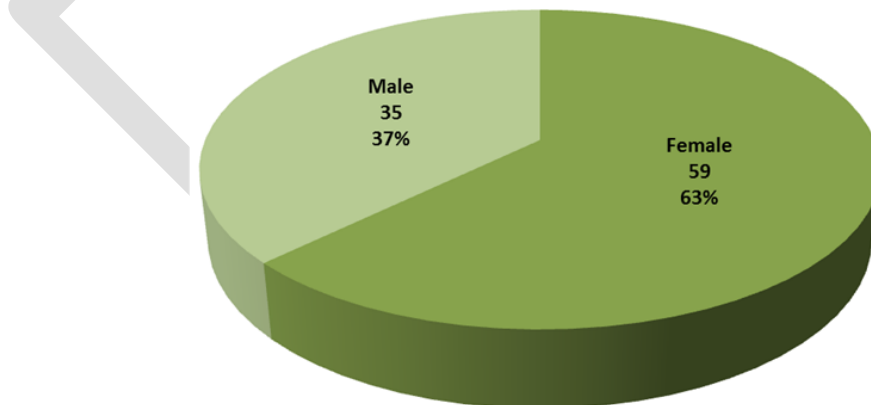
Table 1.2b Disability

| Disability | CCG | | |
|--------------|----------|----------|----------|
| | Aug 2014 | Aug 2015 | Aug 2016 |
| Yes | 1.3% | 2.1% | 9.6% |
| No | 25.0% | 45.4% | 73.4% |
| Not declared | 73.8% | 52.6% | 17.0% |

1.3 Gender

At the end of August 2016, 63% of CCG employees were female and 37% were male.

Figure 1.3a Gender Profile



Our data shows a slight increase of male employees since August 2015. See table 1.3b below.

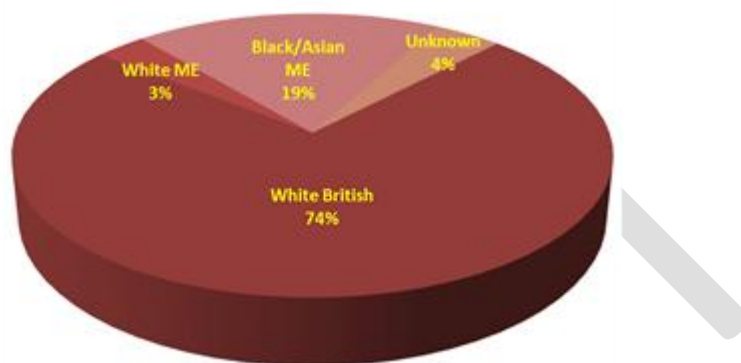
Table 1.3b Gender Profile 3 year comparison

| Gender | CCG | | |
|--------|----------|----------|----------|
| | Aug 2014 | Aug 2015 | Aug 2016 |
| Female | 63.8% | 61.9% | 62.8% |
| Male | 36.3% | 38.1% | 37.2% |

1.4 Race

At the end of August 2016, 22.3% of CCG employees were from Black or Minority Ethnic (BME) backgrounds. This includes 19.1% from Black and Asian Minority Ethnicities (BAME) and 3.2% from White Minority Ethnicities (WME). **The amount of unknown data for race is 4%**, making the data reasonably reliable.

Figure 1.4a Race Profile



Our data shows a slight improvement from 2014-2015, but less in 2015-2016. See table 1.3b below.

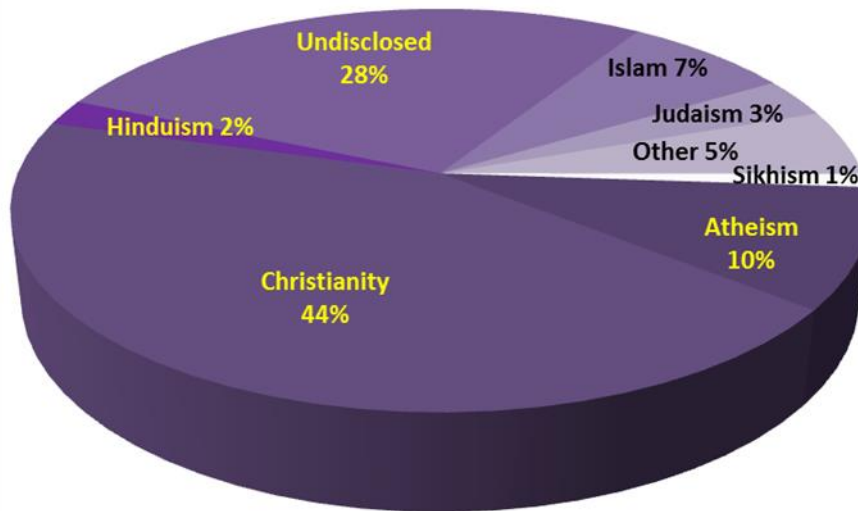
Table 1.4b Ethnicity Profile 3 year comparison

| Ethnic Origin | CCG | | |
|----------------|----------|----------|----------|
| | Aug 2014 | Aug 2015 | Aug 2016 |
| White British | 72.5% | 73.2% | 73.4% |
| White ME | 5.0% | 5.2% | 3.2% |
| Black/Asian ME | 16.3% | 17.5% | 19.1% |
| Unknown | 6.3% | 4.1% | 4.3% |

1.5 Religion or Belief

At the end of August 2016, 72.3% of employees disclosed their on religion and belief; 44% of these were Christian, and were 7% Muslim, 10% were Atheist, 3% were Jewish and 5% were other. **The amount of unknown data for religion or belief is 28%.**

Figure 1.5a Religion or Belief



Religion and belief by its very nature is personal matter, reporting levels have improved since August 2014. See table 1.5b below.

Table 1.5b Religion and Belief profile 3 year comparison

| Religious Belief | CCG | | |
|------------------|----------|----------|----------|
| | Aug 2014 | Aug 2015 | Aug 2016 |
| Atheism | 0.0% | 4.1% | 9.6% |
| Christianity | 30.0% | 41.2% | 43.6% |
| Hinduism | 0.0% | 0.0% | 2.1% |
| Undisclosed | 67.5% | 46.4% | 27.7% |
| Islam | 1.3% | 4.1% | 7.4% |
| Judaism | 0.0% | 1.0% | 3.2% |
| Other | 1.3% | 3.1% | 5.3% |
| Sikhism | 0.0% | 0.0% | 1.1% |

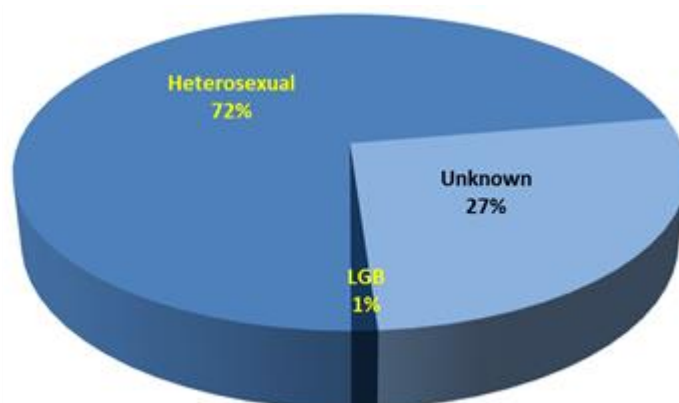
1.6 Sexual Orientation

At the end of August 2016, low levels of CCG employees declared that they were lesbian, gay or bisexual. **72.3%** of CCG employees have declared their sexual orientation as **heterosexual**.

The amount of unknown data for sexual orientation is 26.6%.

This is one of the most sensitive areas for both employee and service user monitoring. National figures for all CCGs are not known as sexual orientation information was not collected. Good practice suggests that staff engagement would be useful to build confidence in staff to declare their sexual orientation. This information would be useful to identify trends in areas like promotion and disciplinaries and workplace barriers that may be face.

Figure 1.6a Sexual Orientation Profile



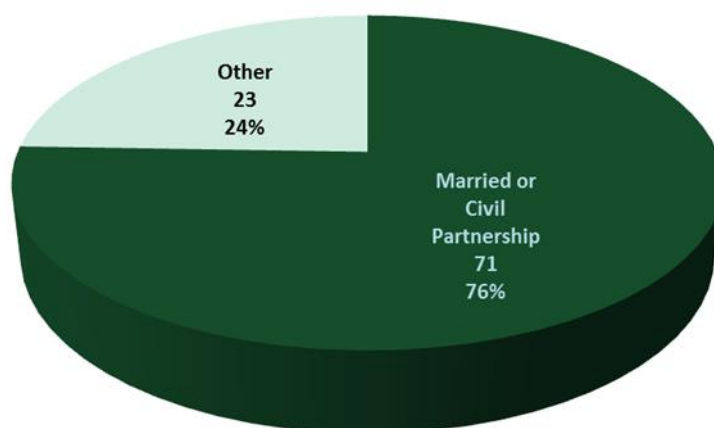
Our data shows year on year improvement with staff declaring their sexual orientation See table 1.6b below.

| Sexual Orientation | CCG | | |
|--------------------|----------|----------|----------|
| | Aug 2014 | Aug 2015 | Aug 2016 |
| LGB | 0.0% | 3.1% | 1.1% |
| Heterosexual | 32.5% | 50.5% | 72.3% |
| Not declared | 67.5% | 46.4% | 26.6% |

1.7 Marriage and Civil Partnership

At the end of August 2016, 76% of CCG employees were in a marriage or civil partnership

Figure 1.7a Marriage and Civil Partnership Profile



2.0 Agenda for Change Pay Grades and Working Patterns

The CCG employs its staff in line with the nationally agreed Agenda for Change (AfC) banding system however not all Directors and members of the Governing Body are on AfC. The largest cohort of staff were the group of staff on **AfC 6 (13.8%)**, followed by **Band 3 (12.8%)** and **band 7(8.5%)**. It is important to note that **35.1%** of employees are employed in the Non-AfC bands; this includes some Directors and Governing Body members. This is detailed in **Table 2a** below.

Table 2a Agenda for Change Pay Grades 3 year comparison

| Pay Grade | % Sept 14 | % Sept 15 | % Sept 16 |
|-----------|-----------|-----------|-----------|
| AfC3 | 12.5% | 11.3% | 12.8% |
| AfC4 | 3.8% | 3.1% | 5.3% |
| AfC5 | 5.0% | 4.1% | 3.2% |
| AfC6 | 6.3% | 8.2% | 13.8% |
| AfC7 | 3.8% | 9.3% | 8.5% |
| AfC8a | 6.3% | 8.2% | 6.4% |
| AfC8b | 1.3% | 3.1% | 7.4% |
| AfC8c | 2.5% | 3.1% | 4.3% |
| AfC8d | 2.5% | 1.0% | 2.1% |
| AfC9 | 1.3% | 0.0% | 1.1% |
| Non-AfC | 55.0% | 48.5% | 35.1% |

2.1 Working Patterns

We have a Flexible Working Policy, which provides a range of flexible working patterns to support employees have a work life balance. In addition the national requirement for CCGs to be led by practicing local clinician’s contributes to the part-time figures.

Table 2.1a below shows the working patterns for employees at Bury CCG.

Table 2.1a Working Patterns

| Working Pattern | August 2015 | August 2016 |
|-----------------|-------------|-------------|
| Full Time | 42.3% | 51.1% |
| Part Time | 57.7% | 48.9% |

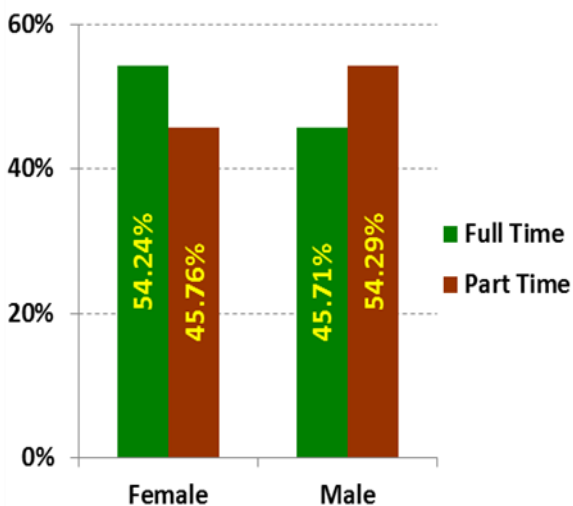


Table 2.1b Gender and working patterns highlights that men fare slighter higher in relation to part time working compared to women with Bury CCG.

3.0 Gender Pay Gap

The Office of National Statistics defines the overall gender pay gap as the comparison of average pay between females and males. The gender pay gap remains at a national level due, in part, to the different ways males and females participate in the labour market. This may be due to choice of occupations, under-valuation of women’s work, caring responsibilities and pay systems that are not so transparent.

At the end of August 2016, the CCG female employees were more likely to be on lower pay grades and work part time.

Based on a comparison of take home pay:

- **Average Female wage = £34,634 (excludes non-AfC)**
- **Average Male salary = £42,603 (excludes non-AfC)**

This shows that even though women are the majority across the CCG, men are being paid higher, as they feature more prominently at the senior levels of the organisations. **Table 3a** highlights the differences between the gender averages pay spinal point ranges. However the table below does not reflect other factors such as length of service

Table 2d Gender Pay Point Average

| Pay Band | Spinal Points Range | Gender Average | |
|---------------------|---------------------|----------------|--------------|
| | | Female | Male |
| AfC3 | 6 to 12 | 11.17 | |
| AfC4 | 11 to 17 | 15.20 | |
| AfC5 | 16 to 23 | ## | ## |
| AfC6 | 21 to 29 | 25.50 | 27.80 |
| AfC7 | 26 to 34 | 29.75 | 31.25 |
| AfC8a | 33 to 38 | 34.75 | ## |
| AfC8b | 37 to 42 | 39.20 | ## |
| AfC8c | 41 to 46 | 42.75 | |
| AfC8d | 45 to 50 | ## | |
| AfC9 | 49 to 54 | | ## |
| Grand Total: | | 25.72 | 32.80 |

4.0 Grievance and Disciplinary

Disaggregated data for grievances and disciplinary has been omitted from this report as the numbers are very small and publishing the data could identify individuals. However, the data is scrutinised internally for any trends or hot spots, with any potential actions to address, being considered by Bury CCG.

5.0. Workforce of our Providers and Partners

NHS Bury CCG recognises and actively monitors the workforce profile of the providers we commission who deliver face to face patient care and our partners. As commissioners we

work closely with our providers and GMSS to understand how well equipped they are to respond to our population needs. Please follow links to see more details about providers' workforce.

- Pennine Care Foundation Trust
<https://www.penninecare.nhs.uk/about-us/equality-and-diversity>
- Pennine Acute Hospital Trust
<http://www.pat.nhs.uk/working-for-us/equality-performance-data.htm>
- GM Shared Service
<http://northwestcsu.nhs.uk/news/article/646daf90-ff45-47a7-b0e7-e59df5d55c8f>
- Bury Council
<http://www.bury.gov.uk/CHttpHandler.ashx?id=16425&p=0>

6.0. Conclusions & Recommendations

NHS Bury CCG is committed to addressing inequalities within its workforce we will consider the recommendations and incorporate them into our objectives through business planning for 2017/18 wherever possible.

Recommendations

- Work should continue to improve our Electronic Staff Records data and inform staff of the reason for this data collection.
- Further work to explore the gender and race balance in training and leadership opportunities.
- Commit to the Disability Confident employers scheme (which has replaced the “two ticks” scheme since July 2016).
- Review recruitment and selection training and to ensure Equality and Diversity are inclusive.
- Include non-mandatory training data in the next CCG workforce report January 2018.
- Ensure that when new posts are advertised, they are worded so as to encourage applications from people with a disability.
- Ensure that all new staff, on induction, are encouraged to disclose a disability if they have one to ensure any necessary reasonable adjustments can be made and to disclose other protected characteristics to enable the CCG to identify employment equality trends.
- The majority of roles are recruited via NHS jobs. The CCG should consider alternative cost effective recruitment tools e.g. Linked in, social media, to promote recruitment at all levels from currently under-represented communities and provide development opportunities for these groups to progress to the highest non-clinical bands.
- Think Autism, the national strategy for adults with autism, recommends that employers promote the employment of people on the autistic spectrum. The CCG should consider delivering training around autism to support line managers with making reasonable adjustment for staff on the autistic spectrum.

- To develop and undertake a bespoke staff survey during 2017 and include key questions from the Workforce Race Equality Standard and the anticipated Workforce Disability Equality Standard.
- Develop an agreed Bury CCG EDHR workforce plan, aligned with Workforce Race Equality Standard; anticipated Workforce Disability Standard; EDS 2 Goals 3 and 4. Monitor progress via CCG EMT.
- To publish this report on the CCG website.

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Equality Monitoring Data

The following data has been taken from the CCGs ESR to show data as at the end of August 2015.

It is split into the following tables:

| | |
|---------|-------------------------|
| Table 1 | Bury CCG Workforce Data |
| Table 2 | Bury CCG Recruitment |
| Table 3 | Borough of Bury Figures |

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Table 4: Bury CCG Workforce

| Race | | | |
|-------------------------------|-------|------------------------------------|-------|
| White | | Mixed | 1.1% |
| British | 73.4% | Unknown | 4.3% |
| White other | 3.2% | | |
| Asian or British Asian | | | |
| Indian | 6.4% | | |
| Pakistani | 7.4% | WME (White Minority Ethnic) | 3.2% |
| Bangladeshi | 2.1% | BAME (Black Asian Minority Ethnic) | 19.1% |
| Other Asian | 2.1% | Total WME + BAME = BME | 22.3% |

| Disability | | | |
|-------------------|-------|---------|-------|
| Disabled | 9.6% | Unknown | 17.0% |
| Not Disabled | 73.4% | | |

| Gender | | | |
|---------------|-------|--------|-------|
| Male | 37.2% | Female | 62.8% |

| Age | | | |
|----------------|-------|-------------|-------|
| Under 20 years | 0.0% | 45-59 years | 51.1% |
| 20-24 years | 1.1% | 60-64 years | 5.3% |
| 25-29 years | 0.0% | 65 years + | 1.1% |
| 30-44 years | 41.5% | | |

| Sexual Orientation | | | |
|---------------------------|-------|---------|-------|
| Heterosexual | 72.3% | Unknown | 26.6% |
| LGB | 1.1% | | |

| Religion and Belief | | | |
|----------------------------|-------|---------|-------|
| Christianity | 43.6% | Atheism | 9.6% |
| Islam | 7.4% | Judaism | 3.2% |
| Hinduism | 2.1% | Other | 5.3% |
| Sikhism | 1.1% | Unknown | 27.7% |

| Marriage and Civil Partnership | | | |
|---------------------------------------|-------|-------|-------|
| Marriage & Civil Partnership | 75.5% | Other | 24.5% |

Total number of Employees as at end of August 2016 = 94

Table 2: Recruitment NHS Bury CCG

The data below reflects data related to recruitment for Bury CCG between: 1st September 2015 - 31st August 2016.

| Equality Characteristic | | Applications | Interviews | Appointments |
|---------------------------|--------------------------|--------------|------------|--------------|
| Race | White British | 65.65% | 12.70% | 5.67% |
| | WME | 3.51% | 1.02% | 0.34% |
| | BAME | 28.57% | 3.97% | 1.25% |
| | Total BME | 32.09% | 4.99% | 1.59% |
| | Unknown | 2.61% | 0.45% | 0.79% |
| Disability | Disabled | 7.82% | 1.13% | 0.79% |
| | Not Disabled | 90.59% | 16.89% | 6.46% |
| | Unknown | 0.00% | 0.00% | 0.57% |
| Gender | Male | 41.84% | 6.69% | 3.29% |
| | Female | 57.60% | 11.22% | 4.54% |
| | Unknown | 0.57% | 0.57% | 0.00% |
| Age | Under 20 | 1.02% | 0.00% | 0.00% |
| | 20-24 | 9.64% | 0.45% | 0.11% |
| | 25-29 | 14.29% | 1.02% | 0.11% |
| | 30-34 | 18.59% | 3.06% | 1.25% |
| | 35-39 | 12.59% | 3.63% | 1.02% |
| | 40-44 | 11.68% | 2.95% | 1.47% |
| | 45-49 | 14.40% | 2.49% | 1.47% |
| | 50-54 | 11.45% | 2.95% | 1.25% |
| | 55-59 | 4.31% | 1.25% | 0.57% |
| | 60-64 | 1.81% | 0.34% | 0.45% |
| | Over 64 | 0.11% | 0.00% | 0.11% |
| Sexual Orientation | Heterosexual | 88.44% | 16.21% | 6.01% |
| | Lesbian/Gay/ Bisexual | 4.99% | 0.91% | 0.34% |

| | | | | |
|---|-----------------------------|------------|-------|-------|
| | Unknown | 6.46% | 0.79% | 1.47% |
| Religion and Belief | Christianity | 52.38% | 9.52% | 2.95% |
| | Islam | 13.95% | 1.81% | 0.57% |
| | Hinduism | 1.47% | 0.45% | 0.23% |
| | Judaism | 0.57% | 0.23% | 0.23% |
| | Sikhism | 0.68% | 0.23% | 0.11% |
| | Buddhism | 1.25% | 0.23% | 0.00% |
| | Atheism | 11.68% | 0.68% | 1.36% |
| | Other | 7.03% | 0.91% | 0.45% |
| | Unknown | 11.00% | 2.72% | 1.93% |
| Marriage and Civil Partnership | Married & Civil Partnership | 45.92% | 9.98% | 5.56% |
| | Other | 50.45% | 7.26% | 2.15% |
| | Unknown | 3.40% | 0.68% | 0.11% |
| Applicants 1st September 2015 - 31st August 2016 | | | | |
| Number of applicants | | 882 | | |
| Number shortlisted | | 158 | | |
| Number appointed | | 69 | | |

Please note:

- The number appointed figure of 69 includes: changes to positions, internal recruitment and extension to fixed term contracts from data within ESR.
- Bury CCG had 25 new starters during 1st September 2015 - 31st August 2016.

Table 3: Borough of Bury Figures

Figures are based mainly on 2011 Census and Stonewall guidance regarding sexual orientation.

| Race | | Sexual Orientation | |
|-------------------|-------|--------------------------------|------------|
| White British | 85.3% | Heterosexual | 94% |
| BME (WME + BAME) | 14.7% | LGB | 6% |
| Disability | | Religion and Belief | |
| Disabled | 18.8% | Christianity | 63% |
| Not Disabled | 81.2% | Islam | 6.1% |
| Gender | | Judaism | 5.6% |
| Male | 49% | Other Religion | 0.2% |
| Female | 51% | No Religion | 18.6% |
| Age | | Unknown | 6% |
| | | Caring Responsibilities | |
| 0 - 16 | 20.1% | Yes | 10.8% |
| 16 - 24 | 10.7% | | |
| 25 – 34 | 12.5% | | |
| 34 – 44 | 14.3% | | |
| 45 - 54 | 14.4% | | |
| 55 – 64 | 12.1% | | |
| 65 + | 16% | | |