

## Workforce Information

### 1. Information on staff in post, by ethnicity, as at 30 September 2008

Ethnic Origin	Headcount
A White - British	891
B White - Irish	10
C White - Any other White background	17
CP White Polish	2
CY White Other European	1
D Mixed - White & Black Caribbean	1
E Mixed - White & Black African	1
G Mixed - Any other mixed background	1
H Asian or Asian British - Indian	7
J Asian or Asian British - Pakistani	1
K Asian or Asian British - Bangladeshi	1
L Asian or Asian British - Any other Asian background	8
M Black or Black British - Caribbean	8
N Black or Black British - African	6
P Black or Black British - Any other Black background	1
R Chinese	12
SE Other Specified	3
Undefined	112
<b>Grand Total</b>	<b>1083</b>

### 2. Information on applicants for employment and those appointed, by ethnic group, from September 2007 to August 2008

Ethnic Origin	Applicants	Appointed
A White - British	233	125
B White - Irish	2	1
C White - Any other White background	25	2
CP White Polish	0	1
E Mixed - White & Black African	1	1
F Mixed - White & Asian	1	0
G Mixed - Any other mixed background	0	1
H Asian or Asian British - Indian	31	2
J Asian or Asian British - Pakistani	3	0
L Asian or Asian British - Any other Asian background	1	0
M Black or Black British - Caribbean	2	1
N Black or Black British - African	3	1
R Chinese	2	2
S Any Other Ethnic Group	1	0
SE Other Specified	1	0
Undefined	75	8
<b>Total</b>	<b>381</b>	<b>145</b>

3. Information on the number of staff receiving training since January 2006 broken down by ethnicity group

Ethnic Origin	Female	Male	Grand Total
AFRICAN (N)	64	22	86
ANY OTHER GROUP (S)	8	6	14
BANGLADESHI (K)	1		1
BLACK & WHITE	2		2
BRITISH (A)	4711	600	5311
CARIBBEAN (M)	24	4	28
CHINESE R	6	4	10
CORNISH	2	2	4
ENGLISH	68	11	79
CHINESE & WHITE	1		1
INDIAN (H)	32	15	47
IRISH (B)	4		4
MIXED ASIAN	1	1	2
MIDDLE EAST	2		2
MIXED RACE (G)	5	2	7
OTHER ASIAN (L)	30	5	35
OTHER BLACK (P)	5	2	7
OTHER WHITE C	76	17	93
PAKISTANI (J)	1		1
SCOTTISH	9		9
TURKISH	3	1	4
WELSH	5		5
WHITE	10	2	12
WHITE & BLACK AFRICAN (E)	3	3	6
WHITE & BLACK CARIBBEAN (D)	10	1	11
(blank) (Z)			
Grand Total	5083	698	5781

  Categories no longer in use

- 3.1. The () after each group highlights the Ethnic Category default code used in the national Commissioning Data Set (CDS)
- 3.2. The above data represents the number of staff who have applied and then attended training. The PCT does retain information about those members of staff who, having applied, then do not attend the session. All staff who apply for training are allocated a space on the next available course.

4. Information on applicants for promotion, by ethnic group, from September 2007 to August 2008

Ethnic Origin	Headcount
A White - British	48
C White - Any other White background	2
R Chinese	2
SE Other Specified	1
Undefined	2
<b>Grand Total</b>	<b>55</b>

5. Information on staff who benefit or suffer detriment as a result of the organisation's performance assessment procedures

- 5.1. No staff have suffered detriment as a result of the organisation's performance assessment procedures.

6. Information on staff who are involved in grievance procedures, by ethnic group, from September 2007 to September 2008

<b>Ethnic Origin</b>	<b>Total</b>
A White - British	4
<b>Grand Total</b>	<b>145</b>

7. Information on staff who are subject of disciplinary procedures, by ethnic group, from September 2007 to September 2008

<b>Ethnic Origin</b>	<b>Total</b>
A White - British	12
N Black or Black British - African	1
<b>Grand Total</b>	<b>13</b>

8. Information on staff you cease employment, by ethnic group, from September 2007 to August 2008

<b>Ethnic Origin</b>	<b>Headcount</b>
A White - British	120
B White - Irish	1
C White - Any other White background	4
G Mixed - Any other mixed background	1
H Asian or Asian British - Indian	1
L Asian or Asian British - Any other Asian background	2
PC Black Nigerian	1
SE Other Specified	1
Undefined	21
<b>Grand Total</b>	<b>152</b>