

Airedale NHS Foundation Trust
Workforce Equality Monitoring Report

The data presented below has been extracted from ESR and represents the workforce on 30 November 2021.

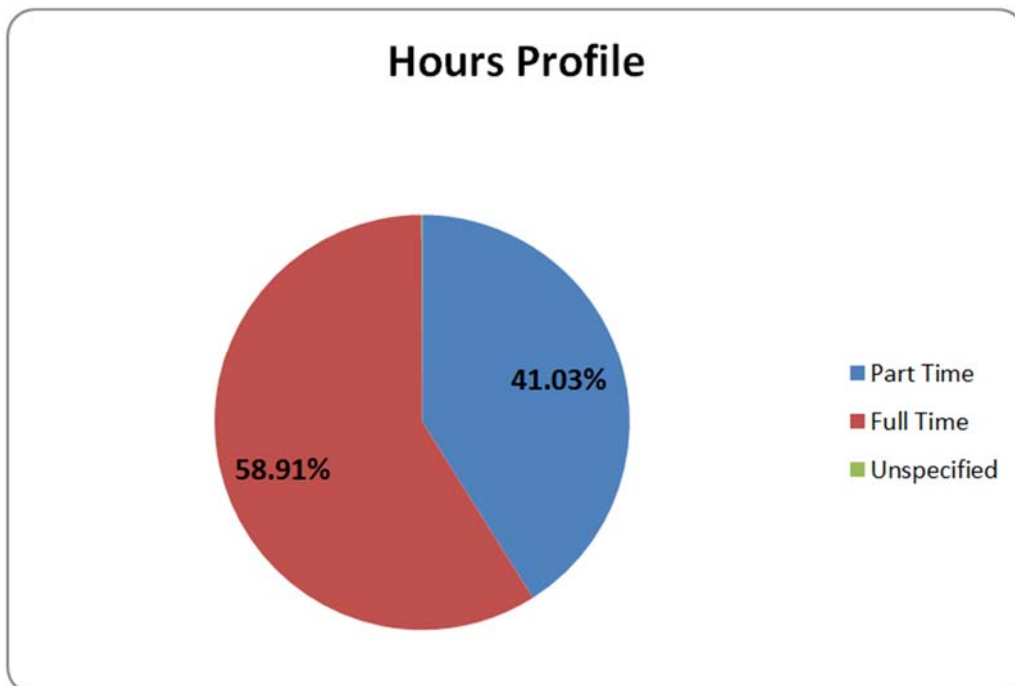
1. Staff in Post

Headcount	3215
FTE	2,791.79

2. Hours

Employee Category	Headcount	%
Part Time	1,319	41.03%
Full Time	1,894	58.91%
Unspecified	*	*

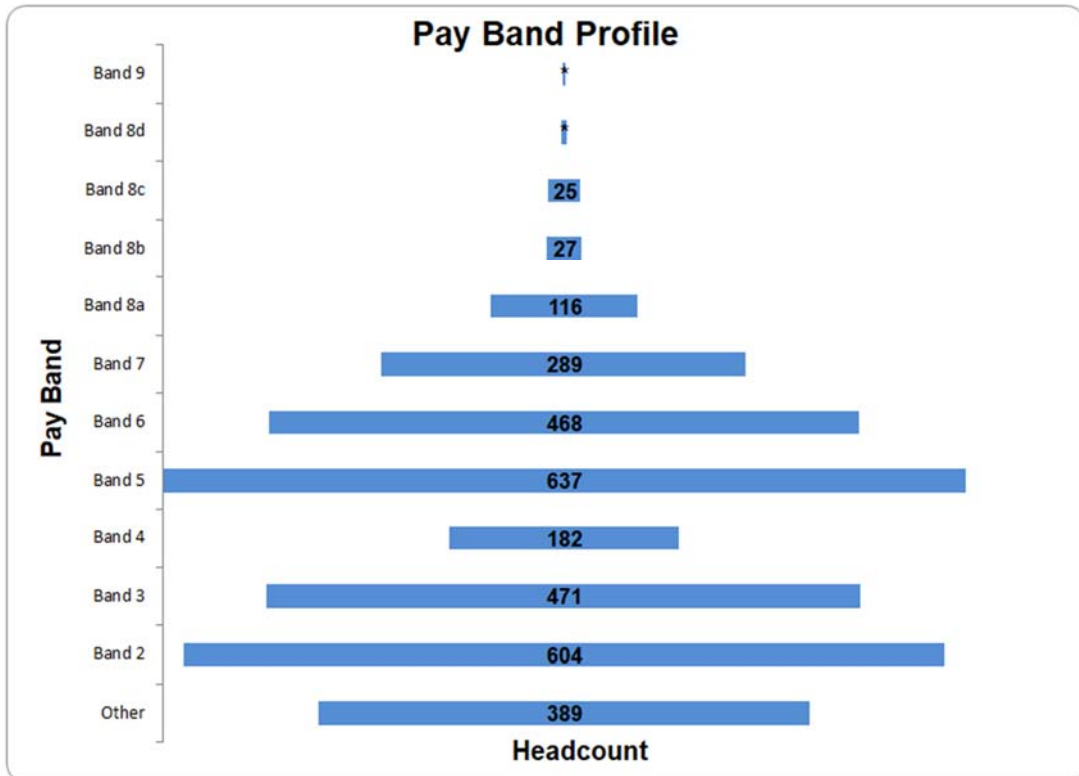
* = < 5



3. Pay Band

Band	Headcount	%
Band 2	604	18.79%
Band 3	471	14.65%
Band 4	182	5.66%
Band 5	637	19.81%
Band 6	468	14.56%
Band 7	289	8.99%
Band 8a	116	3.61%
Band 8b	27	0.84%
Band 8c	25	0.78%
Band 8d	*	*
Band 9	*	*
Other	389	12.10%

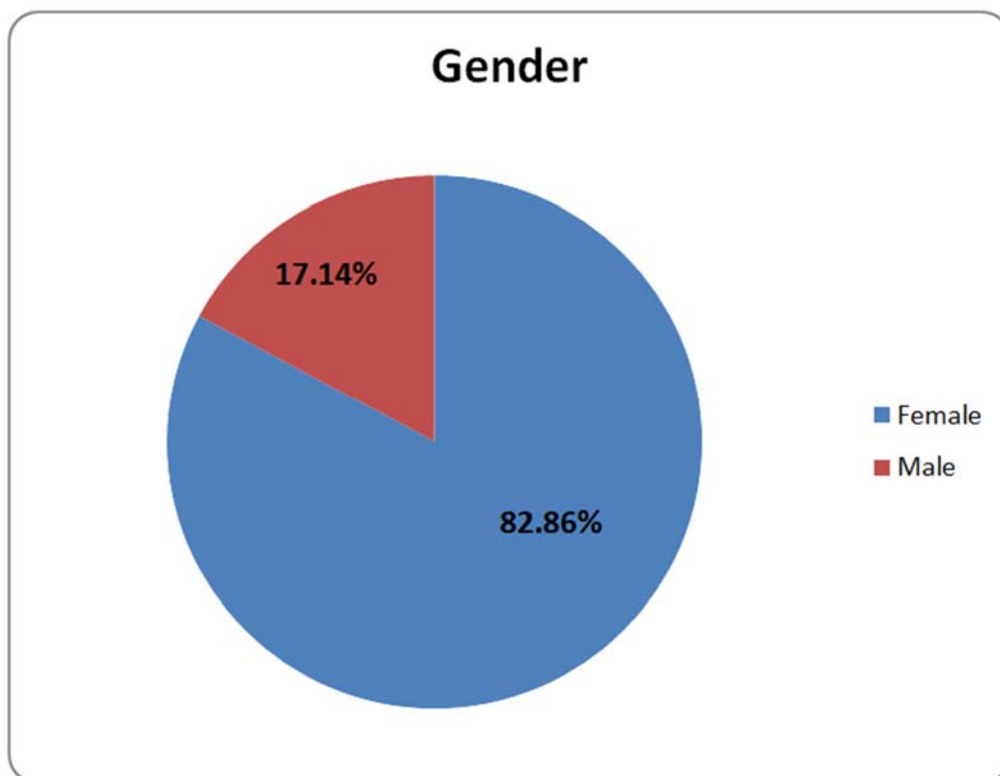
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4. Gender

Staff Group	Female		Male	
	Headcount	%	Headcount	%
Add Prof Scientific and Technic	54	75.00%	18	25.00%
Additional Clinical Services	721	88.00%	98	12.00%
Administrative and Clerical	549	84.90%	98	15.10%
Allied Health Professionals	216	80.30%	53	19.70%
Estates and Ancillary	*	*	*	*
Healthcare Scientists	93	72.10%	36	27.90%
Medical and Dental	182	48.70%	192	51.30%
Nursing and Midwifery Registered	844	94.30%	51	5.70%
Students	*	*	*	*

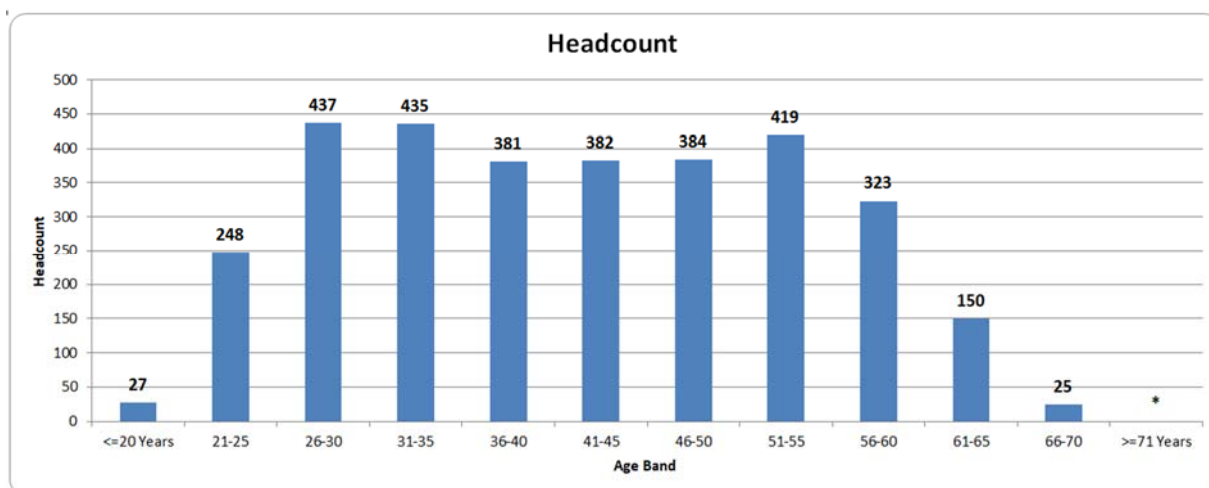
* =< 5



5. Age

Age Band	Staff Group (Headcount)								
	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Students
<=20 Years	*	22	*	*	*	*	*	*	*
21-25	*	114	33	32	*	*	27	34	*
26-30	16	112	48	45	*	19	77	119	*
31-35	6	114	54	35	*	19	67	138	*
36-40	11	85	82	34	*	27	45	96	*
41-45	7	84	68	32	*	23	48	119	*
46-50	8	84	99	29	*	16	30	117	*
51-55	9	86	122	36	*	12	42	111	*
56-60	6	75	80	19	*	8	24	109	*
61-65	*	34	49	*	*	*	11	48	*
66-70	*	7	6	*	*	*	*	*	*
>=71 Years	*	*	*	*	*	*	*	*	*

* = < 5



6. Ethnicity

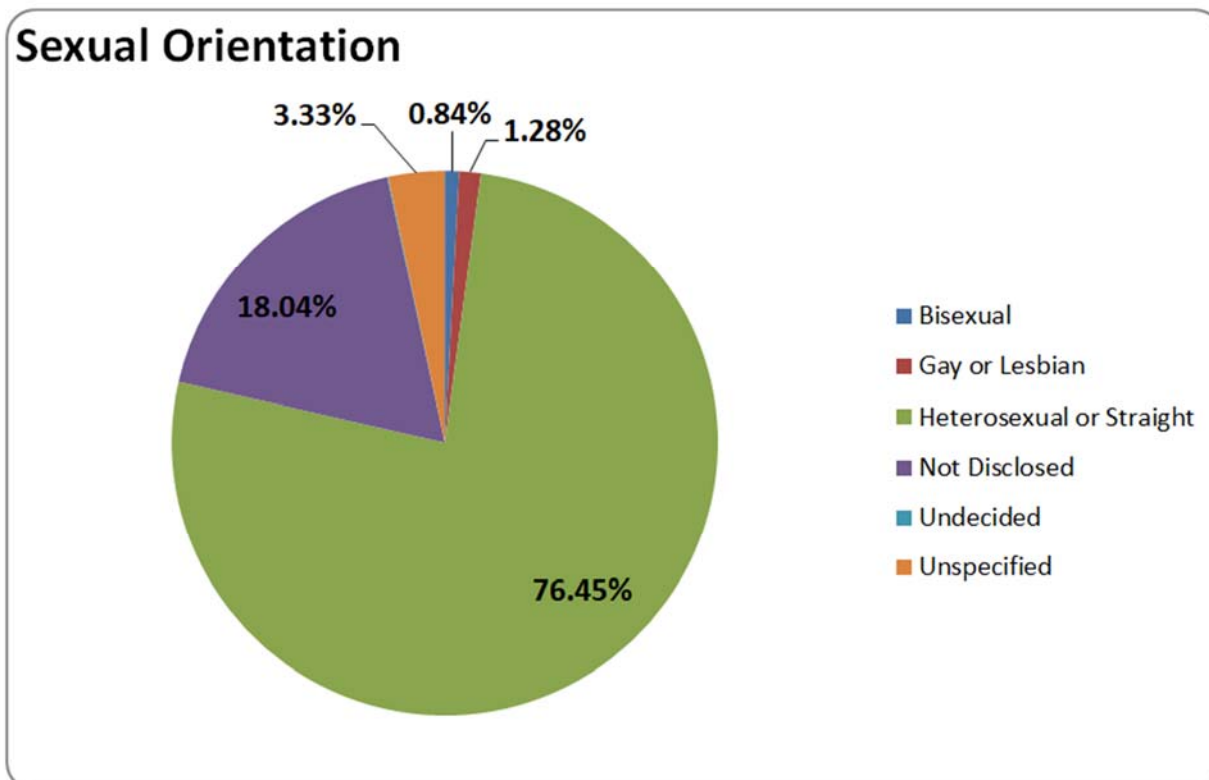
Ethnic Group	Staff Group (Headcount)								
	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Students
BME	18	154	57	37	*	40	172	184	*
White	53	656	581	229	*	81	191	702	*
Not Stated/Not Given	*	9	9	*	*	8	11	9	*

* = < 5

7. Sexual Orientation

Sexual Orientation	Total	%
Bisexual	27	0.84%
Gay or Lesbian	41	1.28%
Heterosexual or Straight	2,458	76.45%
Undecided	*	*
Not Disclosed	580	18.04%
Unspecified	107	3.33%

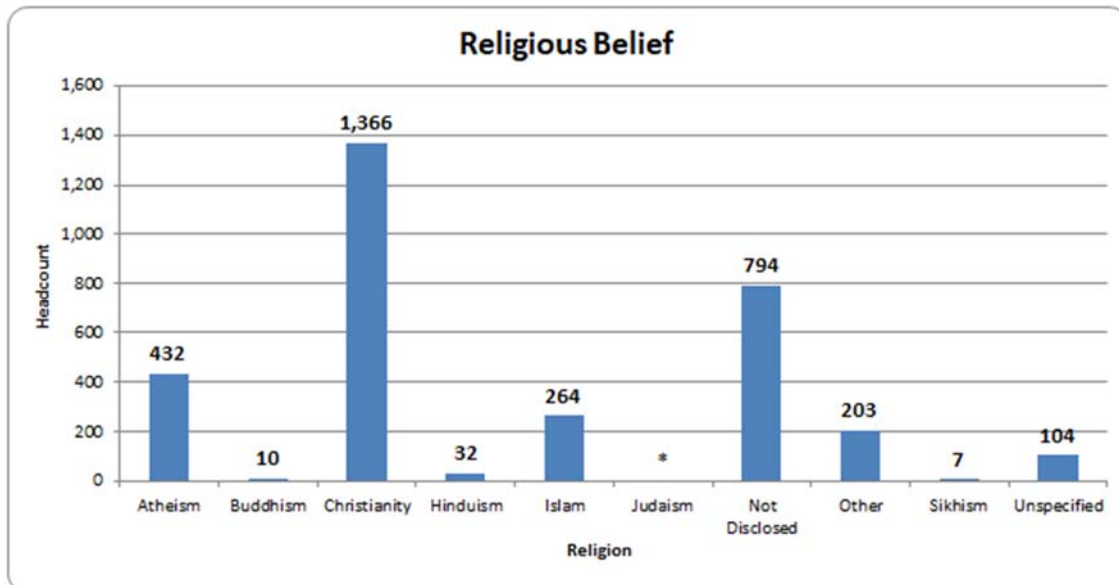
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8. Religious Belief

Religious Belief	Headcount	%
Atheism	432	13.44%
Buddhism	10	0.31%
Christianity	1,366	42.49%
Hinduism	32	1.00%
Islam	264	8.21%
Judaism	*	*
Not Disclosed	794	24.70%
Other	203	6.31%
Sikhism	7	0.22%
Unspecified	104	3.23%

* = < 5



9. Disability

Disability	Headcount	%
No	2,719	84.57%
Not Declared	188	5.85%
Prefer Not to Answer	*	*
Unspecified	211	6.56%
Yes	96	2.99%

* = < 5

