

Luton and Dunstable Hospital – Staff Equalities Monitoring – Appendice B

Staff in Post			Applicants			Shortlisted			Job Offers		
	Nov 2011	Nov 2010		Nov 2011	Nov 2010		Nov 2011	Nov 2010		Nov 2011	Nov 2010
Group	3204	3276	Group	¹ 7969	6357	Group	2027	1404	Group	675	599
BME	37.5%	37%	BME	61.8%	68%	BME	59%	47%	BME	37.5%	38%
Non-BME	62.5%	63%	Non-BME	38.2%	32%	Non-BME	41%	53%	Non-BME	62.5%	62%
Male	19.3%	18%	Male	37.4%	42%	Male	25.5%	30%	Male	19.4%	18%
Female	80.7%	82%	Female	62.6%	58%	Female	77.5%	70%	Female	80.6%	82%
Disabled	1%	0.1%	Disabled	2.2%	3%	Disabled	3.6%	4%	Disabled	3%	2%
Age >50	73%	73.7%	Age >50	7%	26.3%	Age >50	10%	11%	Age >50	10.5%	5%
Age < 50	27%	26.3%	Age < 50	93%	73.7%	Age < 50	90%	89%	Age < 50	89.5%	95%

Appraisals			Mandatory Training			Other Training			DNA Training		
	Nov 2011	Nov 2010		Nov 2011	Nov 2010		Nov 2011	Nov 2010		Nov 2011	Nov 2010
Group	1974	-	Group	13658	-	Group	-	-	Group	3228	443
BME	32%	-	BME	41%	-	BME	43%	-	BME	19%	46.3%
Non-BME	60%	-	Non-BME	56%	-	Non-BME	53%	--	Non-BME	19%	54.7%
Male	16%	-	Male	15%	-	Male	15%	-	Male	19%	57.6%
Female	84%	-	Female	85%	-	Female	85%	-	Female	19%	42.4%
Disabled	1%	-	Disabled	1%	-	Disabled	1%	-	Disabled	1%	-
Age >50	73%	-	Age >50	79%	-	Age >50	83%	-	Age >50	21%	-
Age < 50	27%	-	Age < 50	21%	-	Age < 50	17%	-	Age < 50	23%	-

Disciplinary			Working Relationships			Sick Absences			Capability Hearings		
	Nov 2011	Nov 2010		Nov 2011	Nov 2010		Nov 2011	Nov 2010		Nov 2011	Nov 2010
Group	11	9	Group	5	4	Group	N/A-	N/A	Group	19	20
BME	45%	60%	BME	80%	50%	BME	-	-	BME	31.5%	50%
Non-BME	55%	40%	Non-BME	20%	50%	Non-BME	-	-	Non-BME	59.5%	50%
Male	10%	20%	Male	40%	25%	Male	-	-	Male	5%	-
Female	90%	80%	Female	60%	75%	Female	-	-	Female	95%	-
Disabled	N/A	N/A	Disabled	N/A	N/A	Disabled	-	-	Disabled	-	-
Age >50	N/A	15%	Age >50	N/A	N/A-	Age >50	-	-	Age >50	-	25%

¹ Excludes Bank applicants - but includes AFC and Medical and dentistry grades`--

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Age< 50	N/A		Age< 50	N/A	N/A-	Age< 50	-	-	Age< 50	-	
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²Community Profile		
	Nov 2011	Nov 2010
Group		
BME	36%	36%
Non-BME	64%	64%
Male	50%	50%
Female	50%	50%
Disabled	18%	18%
Age >50	37%	37%
Age< 50	63%	63%

² Office of National Statistics