

Reference Number: FOI/2020/142
From: Private Individual
Date: 21 May 2020
Subject: Mental Health Absences for staff by Ethnicity and Gender (2015/16-2019/20)`

- Q1 Please breakdown the number of medical staff working in your hospitals by ethnicity and gender for the past five financial years (2015/16-2019/20).
- Q2 Of these, how many took time off for mental health reasons? Please also break this down for each financial year by ethnicity and gender.

A1-A2 [See attached – FOI2020142](#)

Medical and Dental Staff Group Gender and Ethnicity Profiles - 2015/16 to 2019/20

2015/16 - 31/03/16

Ethnicity

Ethnic Group	Headcount	%	FTE
A White - British	45	43.69%	40.95
B White - Any other White background	8	7.77%	5.00
C White Scottish	1	0.97%	1.00
CB White Polish	1	0.97%	1.00
CK White Other European	2	1.94%	2.00
CP White - White & Asian	1	0.97%	1.00
H Asian or Asian British - Indian	15	14.56%	15.00
L Asian or Asian British - Any other Asian background	3	2.91%	3.00
N Black or Black British - African	1	0.97%	1.00
P Black or Black British - Any other Black background	1	0.97%	1.00
R Chinese	5	4.85%	5.00
S Any Other Ethnic Group	7	6.80%	7.00
SE Other Specified	1	0.97%	1.00
Unspecified	11	10.68%	9.00
Z Not Stated	1	0.97%	1.00
Grand Total	103	100.00%	93.95

Gender

Gender	Headcount	%	FTE
Female	35	14.6	13.50
Male	88	85.4	80.45
Grand Total	103	100.0	93.95

2016/17 - 31/03/17

Ethnicity

Ethnic Group	Headcount	%	FTE
A White - British	46	40.71%	43.25
B White - Irish	1	0.88%	1.00
C White - Any other White background	14	12.39%	11.00
CB White Scottish	1	0.88%	1.00
CK White Italian	2	1.77%	2.00
CP White Polish	1	0.88%	1.00
CY White Other European	1	0.88%	0.90
F Mixed - White & Asian	1	0.88%	1.00
H Asian or Asian British - Indian	19	16.81%	19.00
J Asian or Asian British - Pakistani	2	1.77%	2.00
L Asian or Asian British - Any other Asian background	6	5.31%	6.00
N Black or Black British - African	1	0.88%	1.00
P Black or Black British - Any other Black background	1	0.88%	1.00
R Chinese	4	3.54%	4.00
S Any Other Ethnic Group	6	5.31%	5.00
SE Other Specified	1	0.88%	1.00
Unspecified	5	4.42%	1.20
Z Not Stated	1	0.88%	1.00
Grand Total	113	100.00%	102.35

Gender

Gender	Headcount	%	FTE
Female	19	16.8	18.00
Male	94	83.2	84.35
Grand Total	113	100.0	102.35

2017/18 - 31/03/17

Ethnicity

Ethnic Group	Headcount	%	FTE
A White - British	48	38.71%	42.55
B White - Any other White background	11	8.87%	7.00
C White Scottish	1	0.81%	1.00
CB White Italian	1	0.81%	1.00
CK White Polish	2	0.81%	1.00
CY White Other European	1	0.81%	0.90
F Mixed - White & Black African	1	0.81%	1.00
F Mixed - White & Asian	1	0.81%	1.00
H Asian or Asian British - Indian	22	17.74%	22.00
J Asian or Asian British - Pakistani	3	2.42%	1.00
L Asian or Asian British - Any other Asian background	4	3.23%	4.00
N Black or Black British - African	2	1.61%	1.94
R Chinese	2	1.61%	1.00
S Any Other Ethnic Group	7	5.65%	7.00
Unspecified	16	12.90%	12.20
Z Not Stated	3	2.42%	3.00
Grand Total	124	100.00%	107.59

Gender

Gender	Headcount	%	FTE
Female	20	16.1	18.00
Male	104	83.9	89.59
Grand Total	124	100.0	107.59

2018/19 - 31/03/19

Ethnicity

Ethnic Group	Headcount	%	FTE
A White - British	53	38.97%	45.25
B White - Irish	1	0.74%	1.00
C White - Any other White background	16	11.76%	10.85
CB White Scottish	1	0.74%	1.00
CK White Italian	1	0.74%	1.00
CP White Polish	1	0.74%	1.00
CY White Other European	1	0.74%	0.90
F Mixed - White & Black African	2	1.47%	2.00
F Mixed - White & Asian	1	0.74%	1.00
H Asian or Asian British - Indian	26	19.12%	22.00
J Asian or Asian British - Pakistani	4	2.94%	3.00
L Asian or Asian British - Any other Asian background	3	2.21%	3.00
LH Asian British	1	0.74%	1.00
N Black or Black British - African	2	1.47%	1.94
R Chinese	4	2.94%	3.00
S Any Other Ethnic Group	9	6.62%	9.00
SE Other Specified	1	0.74%	1.00
Unspecified	6	4.41%	0.20
Z Not Stated	3	2.21%	3.00
Grand Total	136	100.00%	111.14

Gender

Gender	Headcount	%	FTE
Female	25	18.4	18.85
Male	111	81.6	92.29
Grand Total	136	100.0	111.14

2019/20 - 31/03/19

Ethnicity

Ethnic Group	Headcount	%	FTE
A White - British	53	37.06%	46.35
B White - Irish	2	1.40%	2.00
C White - Any other White background	16	11.76%	10.85
CB White Scottish	1	0.70%	1.00
CK White Italian	1	0.70%	1.00
CP White Polish	1	0.70%	1.00
CY White Other European	2	1.40%	1.90
E Mixed - White & Black African	2	1.40%	2.00
F Mixed - White & Asian	1	0.70%	1.00
G Mixed - Any other mixed background	1	0.70%	1.00
H Asian or Asian British - Indian	22	15.88%	21.00
J Asian or Asian British - Pakistani	5	3.50%	3.00
K Asian or Asian British - Bangladeshi	1	0.70%	1.00
L Asian or Asian British - Any other Asian background	5	3.50%	5.00
N Black or Black British - African	2	1.40%	2.00
PC Black Nigerian	1	0.70%	1.00
R Chinese	5	3.50%	3.00
S Any Other Ethnic Group	10	6.99%	10.00
SE Other Specified	2	1.40%	2.00
Unspecified	8	5.59%	2.20
Z Not Stated	2	1.40%	1.00
Grand Total	143	100.00%	119.30

Gender

Gender	Headcount	%	FTE
Female	26	18.2	19.65
Male	117	81.8	99.65
Grand Total	143	100.0	119.30

Medical and Dental Sickness Absence Sickness Profiles (Stress/Anxiety/Depression) - 2015/16 to 2019/20

Gender	Ethnicity	15/16	16/17	17/18	18/19	19/20	Grand Total
Female	CP White Polish	Information held however response has been					
Male	A White - British	exempted under S40: Personal Information					
	CY White Other European	because disclosure is likely to lead to the					
Grand Total		identification of individuals					