

Cambridge University Hospitals NHS Foundation Trust: Employee Relations Cases between 1 April 2021 and 31 March 2022

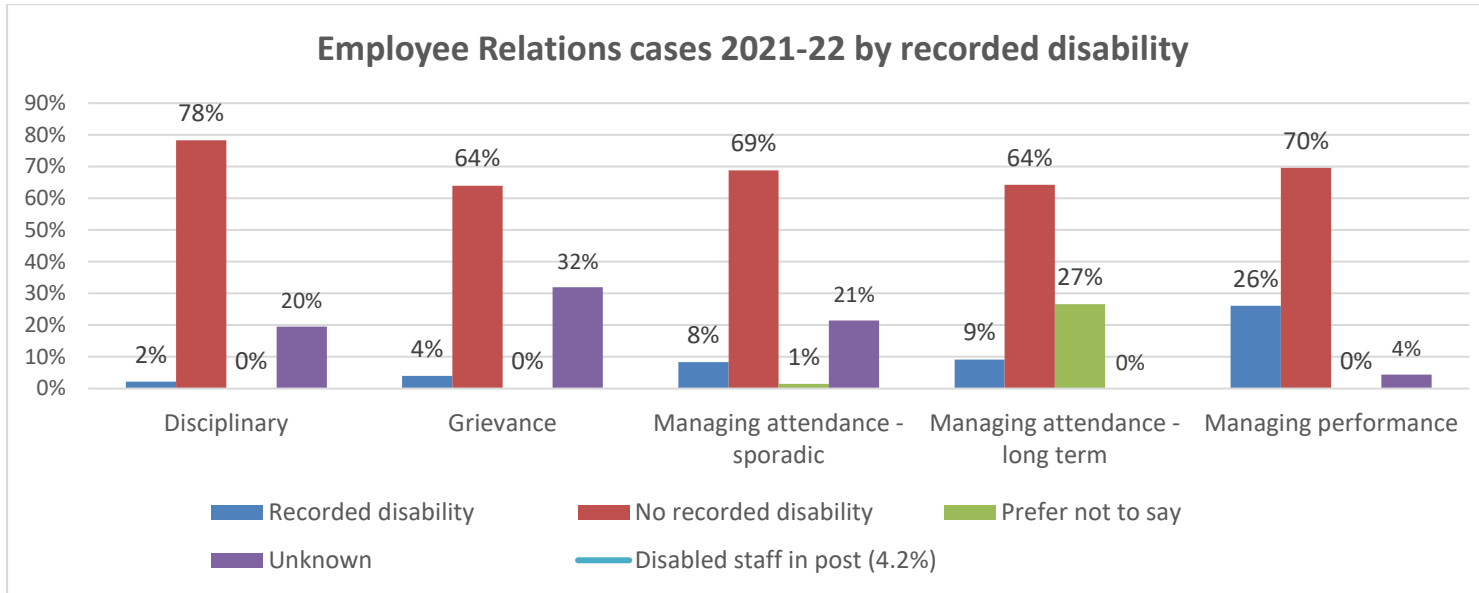
By Age band

Age Band as at Process Start Date	Dignity at work	Disciplinary	Grievance	Managing attendance - sporadic	Managing attendance - long term	Managing performance	TOTAL
<19	0	1	0	3	0	0	4
19-25	0	6	0	88	11	3	108
26-35	1	13	11	164	21	10	220
36-45	1	6	4	87	22	6	126
46-50	1	5	2	44	16	0	68
51-55	0	3	4	49	20	2	78
56-60	0	4	0	32	13	1	50
61-65	1	2	1	20	2	0	26
Over 65	0	0	0	3	1	0	4
Grand Total	4	40	22	490	106	22	684

By Disability status

Disability declared as at Process Start Date	Dignity at work	Disciplinary	Grievance	Managing attendance - sporadic	Managing attendance - long term	Managing performance	TOTAL
Recorded disability	0	1	1	41	10	6	59
No recorded disability	5	36	16	337	70	16	480
Prefer not to say	0	0	0	7	29	0	36
Unknown	3	9	8	105	0	1	126
Grand Total	8	46	25	490	109	23	701

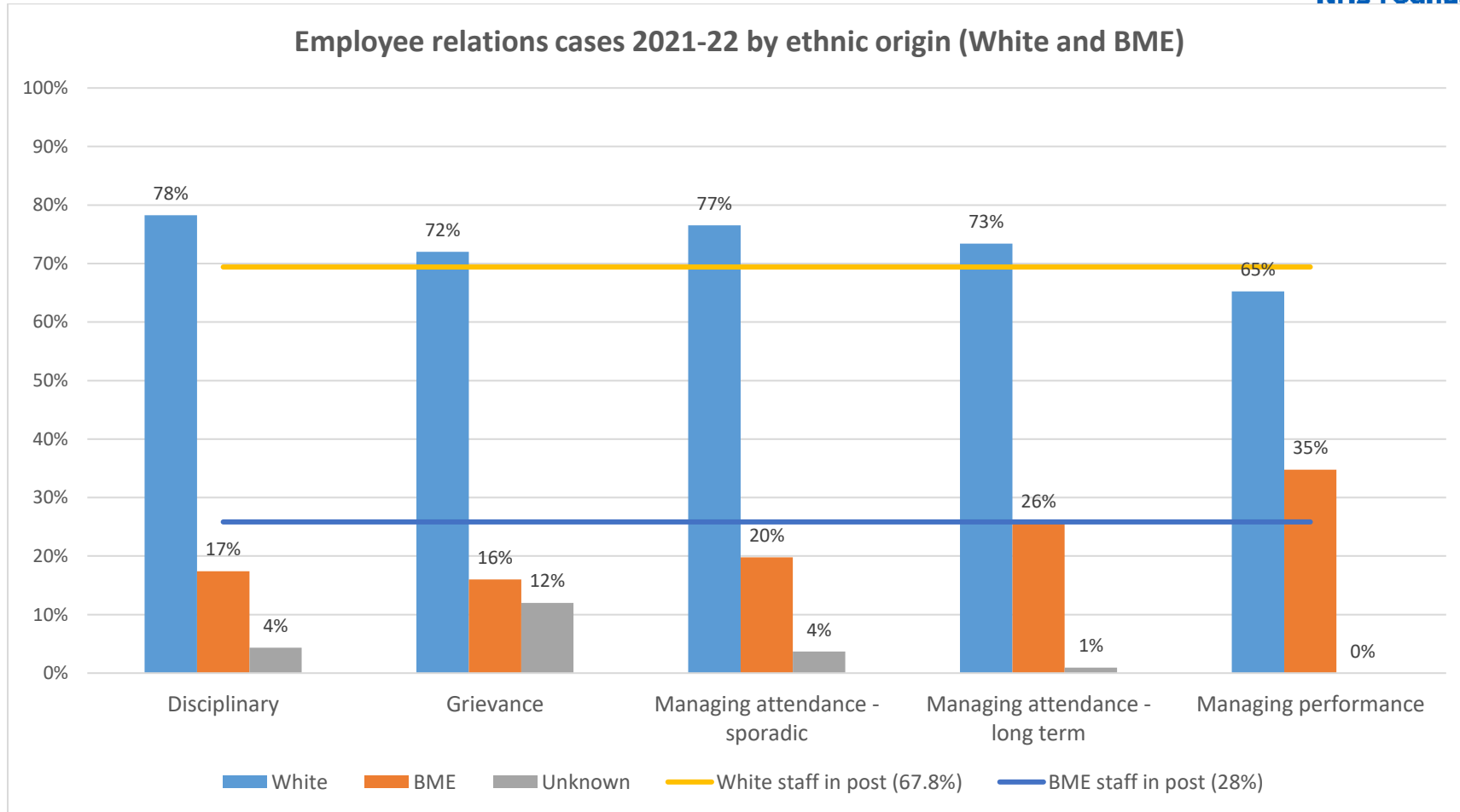
Disability



By ethnic origin

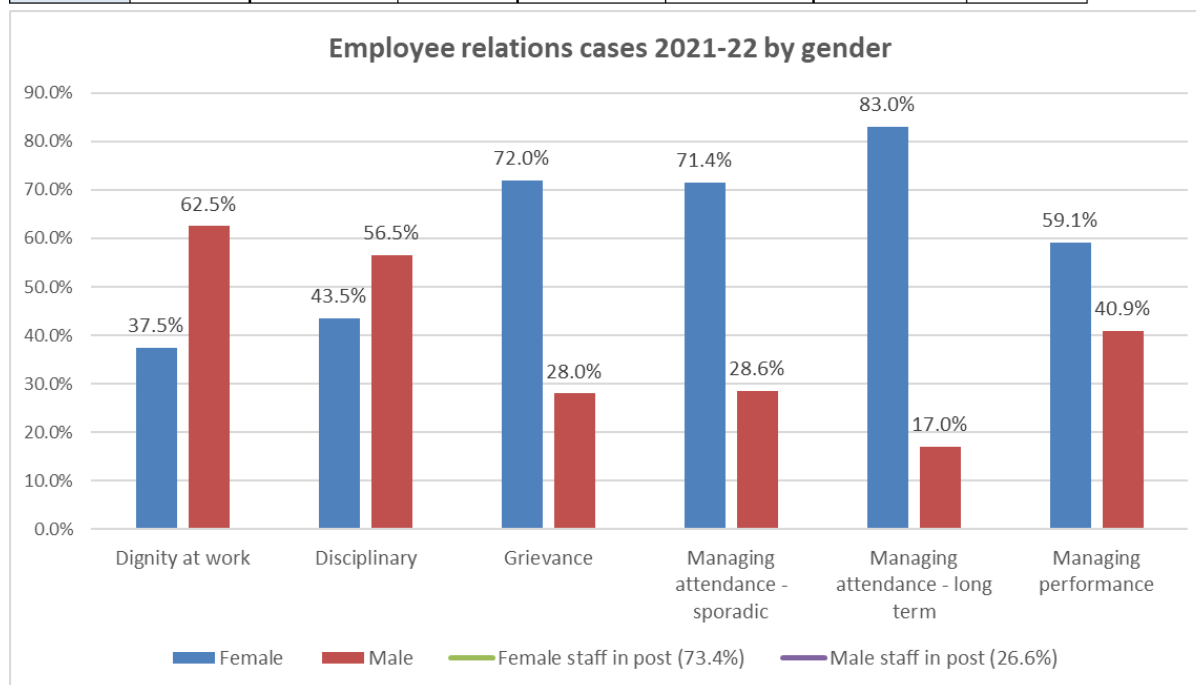
Ethnic Origin	Dignity at work	Disciplinary	Grievance	Managing attendance - sporadic	Managing attendance - long term	Managing performance
Any Other Ethnic Group	0	3	0	20	7	1
Asian or Asian British - Any other Asian background	0	0	0	13	5	2
Asian or Asian British - Bangladeshi	0	0	0	10	1	2
Asian or Asian British - Indian	0	0	0	24	7	1
Asian or Asian British - Pakistani	0	0	0	1	1	0
Black or Black British - African	0	3	3	7	3	1
Black or Black British - Any other Black background	0	0	0	1	2	0
Black or Black British - Caribbean	0	0	1	2	0	0
Chinese	0	0	0	2	0	0
Mixed - Any other mixed background	0	1	0	2	1	1
Mixed - White & Asian	0	1	0	10	1	0
Mixed - White & Black African	0	0	0	0	0	0
Mixed - White & Black Caribbean	0	0	0	5	0	0
Unknown	5	2	3	18	1	0
White - Any other White background	1	5	7	52	12	1
White - British	2	31	11	319	68	13
White - Irish	0	0	0	4	0	1
TOTAL	8	46	25	490	109	23

Ethnic Origin	Dignity at work	Disciplinary	Grievance	Managing attendance - sporadic	Managing attendance - long term	Managing performance
White	3	36	18	375	80	15
BME	0	8	4	97	28	8
Unknown	5	2	3	18	1	0
TOTAL	8	46	25	490	109	23



By gender

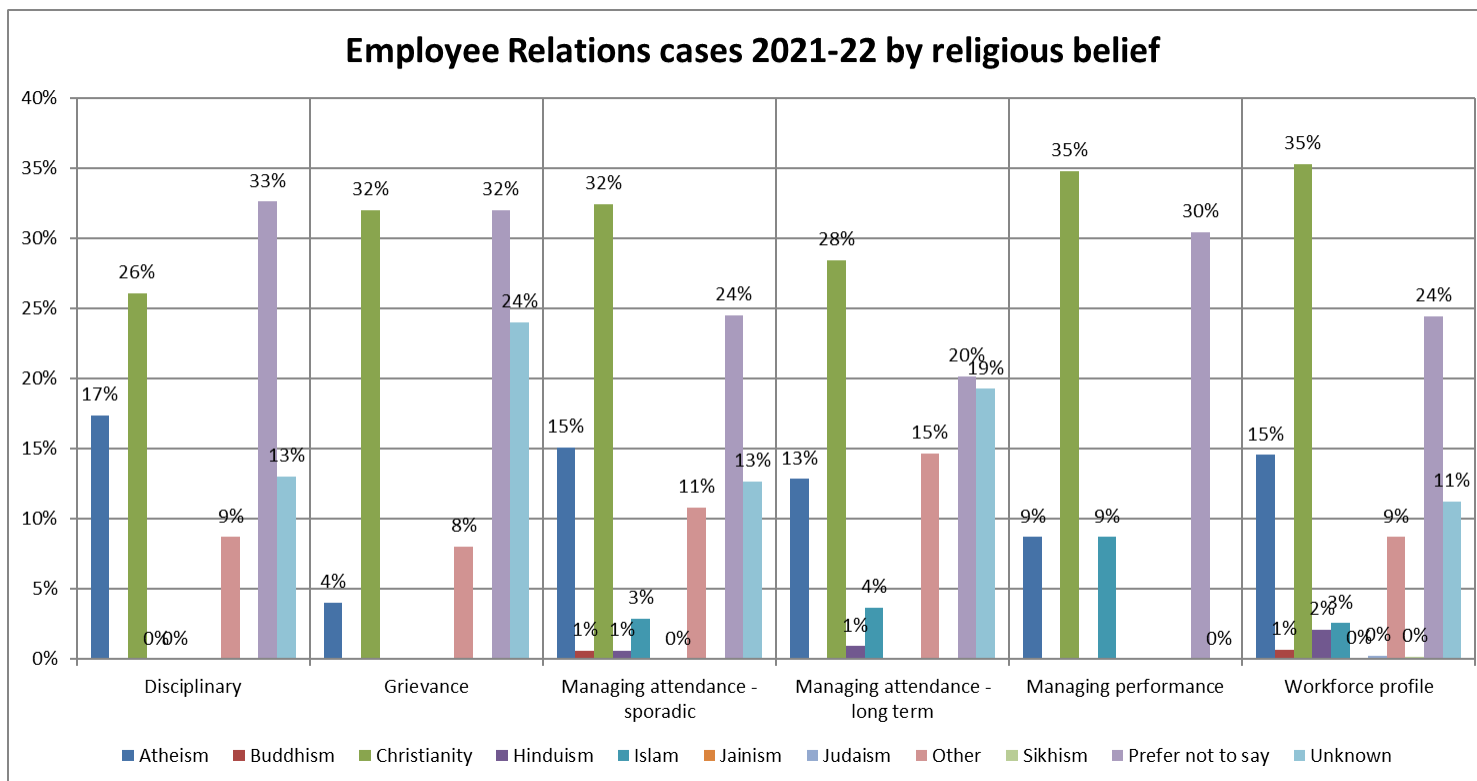
Gender	Dignity at work	Disciplinary	Grievance	Managing attendance - sporadic	Managing attendance - long term	Managing performance	TOTAL
Female	3	20	18	350	88	13	492
Male	5	26	7	140	18	9	205
TOTAL	8	46	25	490	106	22	697



By Religious Belief

Religious Belief	Dignity at work	Disciplinary	Grievance	Managing attendance - sporadic	Managing attendance - long term	Managing performance	TOTAL
Atheism	0	8	1	74	14	2	99
Buddhism	0	1	0	3	0	0	4
Christianity	2	12	8	159	31	8	220
Hinduism	0	0	0	3	1	1	5
Islam	0	0	0	14	4	2	20
Jainism	0	0	0	0	0	0	0
Judaism	0	0	0	0	0	1	1
Other	2	4	2	53	16	2	79
Sikhism	0	0	0	2	0	0	2
Prefer not to say	0	15	8	120	22	7	172
Unknown	4	6	6	62	21	0	99
Grand Total	8	46	25	490	109	23	701

Employee Relations cases 2021-22 by religious belief



By Sexual orientation

Sexual Orientation	Dignity at work	Disciplinary	Grievance	Managing attendance - sporadic	Managing attendance - long term	Managing performance	Total
Bisexual	0	0	0	12	1	0	13
Gay or Lesbian	0	2	0	6	2	1	11
Heterosexual or Straight	3	26	12	315	65	16	437
Other sexual orientation	0	0	0	1	0	0	1
Prefer not to say	0	3	1	0	0	0	4
Undecided	0	0	0	0	0	0	0
Unknown	5	15	12	156	41	6	235
Grand Total	8	46	25	490	109	23	701

Employee Relations cases 2021-22 by sexual orientation

