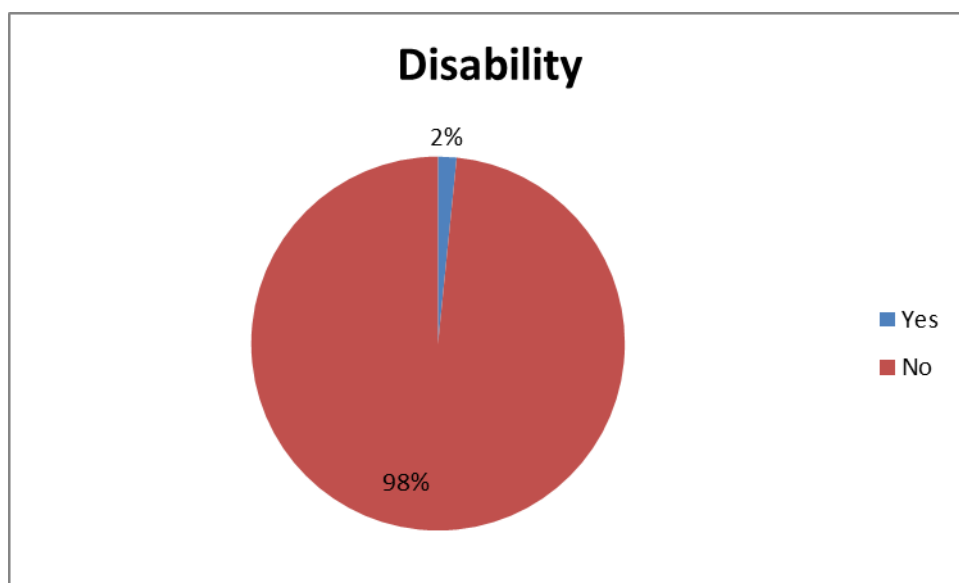
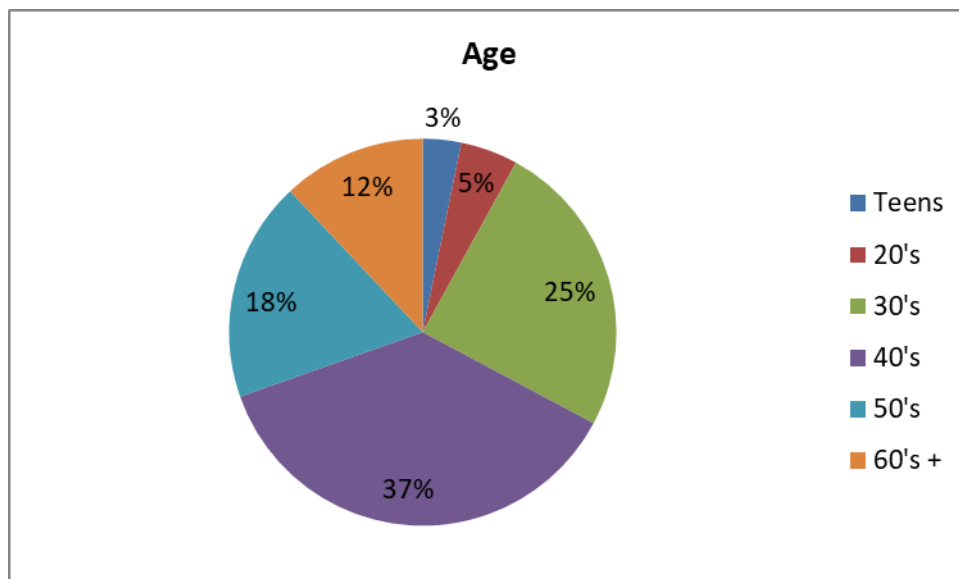


## Annual Workforce Report September 2020

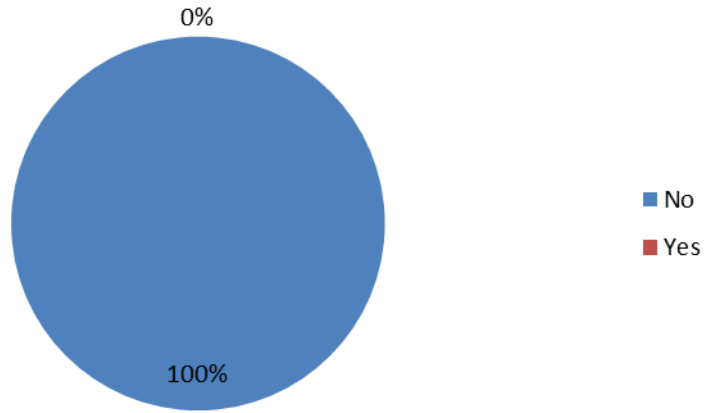
This report outlines the equality and diversity data of Pennine MSK Partnership Limited. Data is from April 2019 to March 2020. The report includes equality data of the Board of Directors.

### Overall staff data

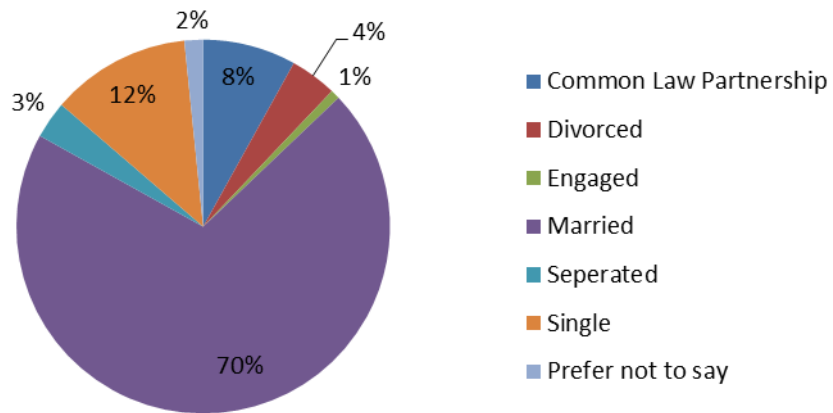
The following charts represent the workforce of Pennine MSK by each of the protected characteristics.



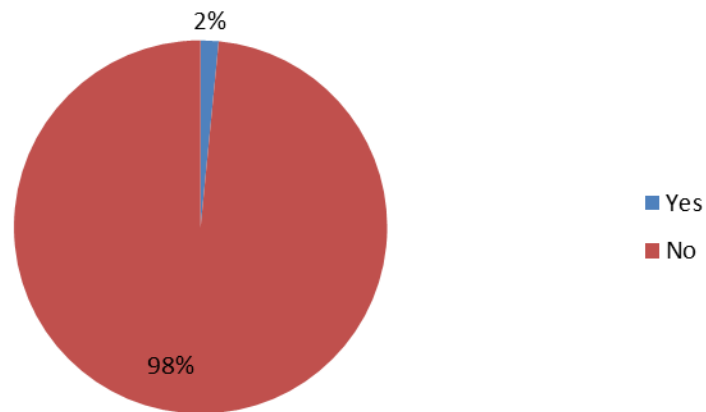
## Gender Reassignment



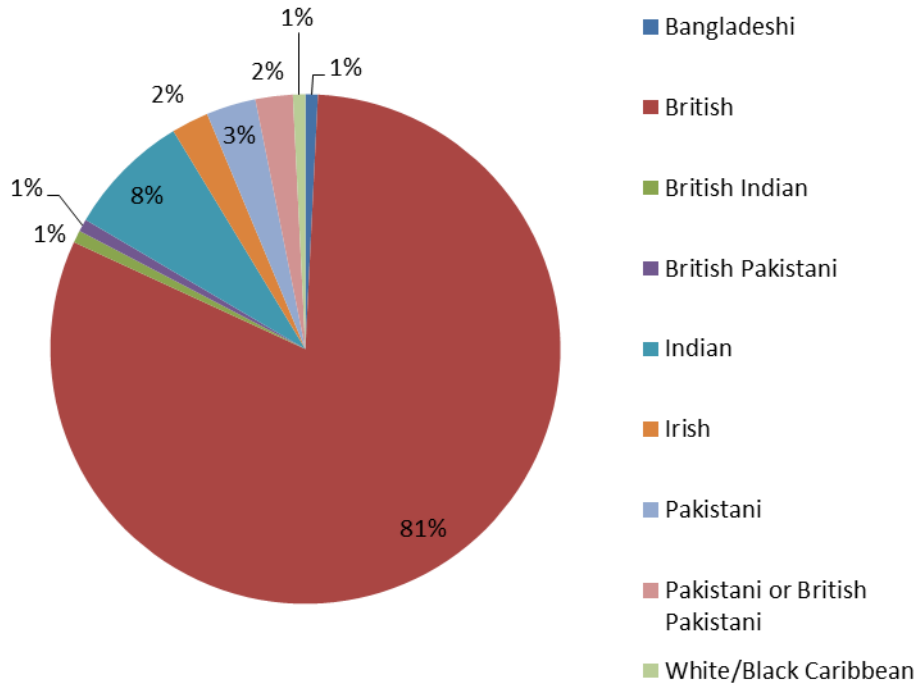
## Marital Status



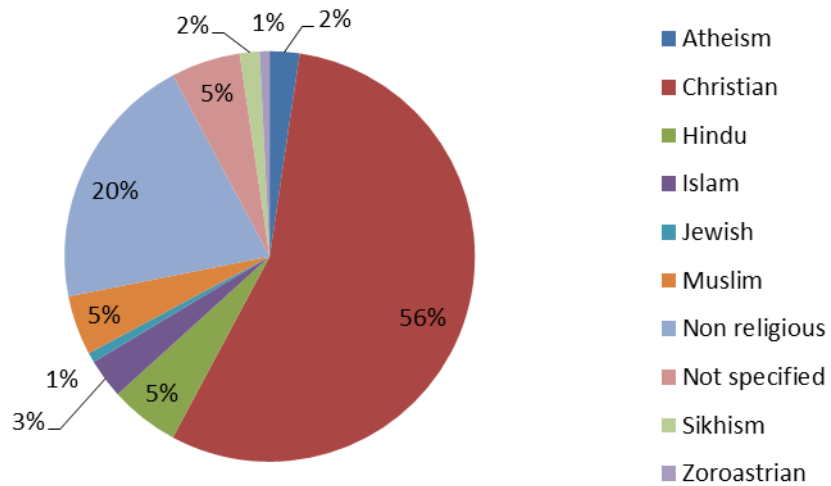
## Maternity Leave



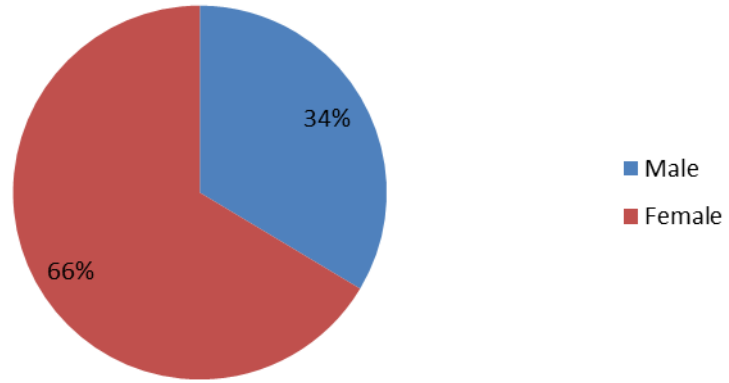
## Ethnic Origin



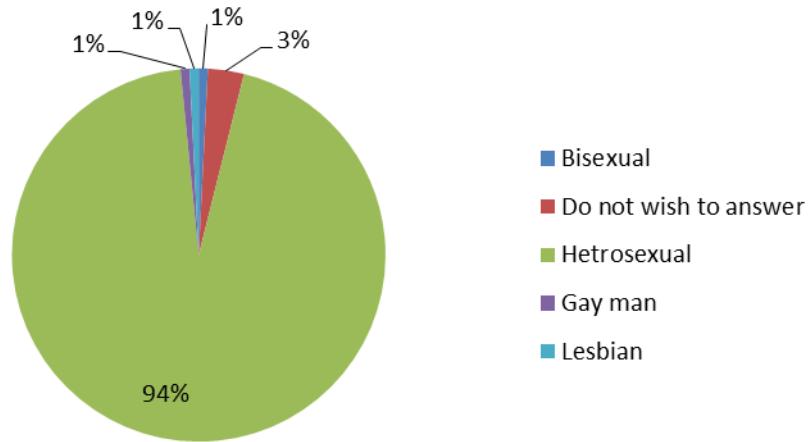
## Religion or Belief



## Gender



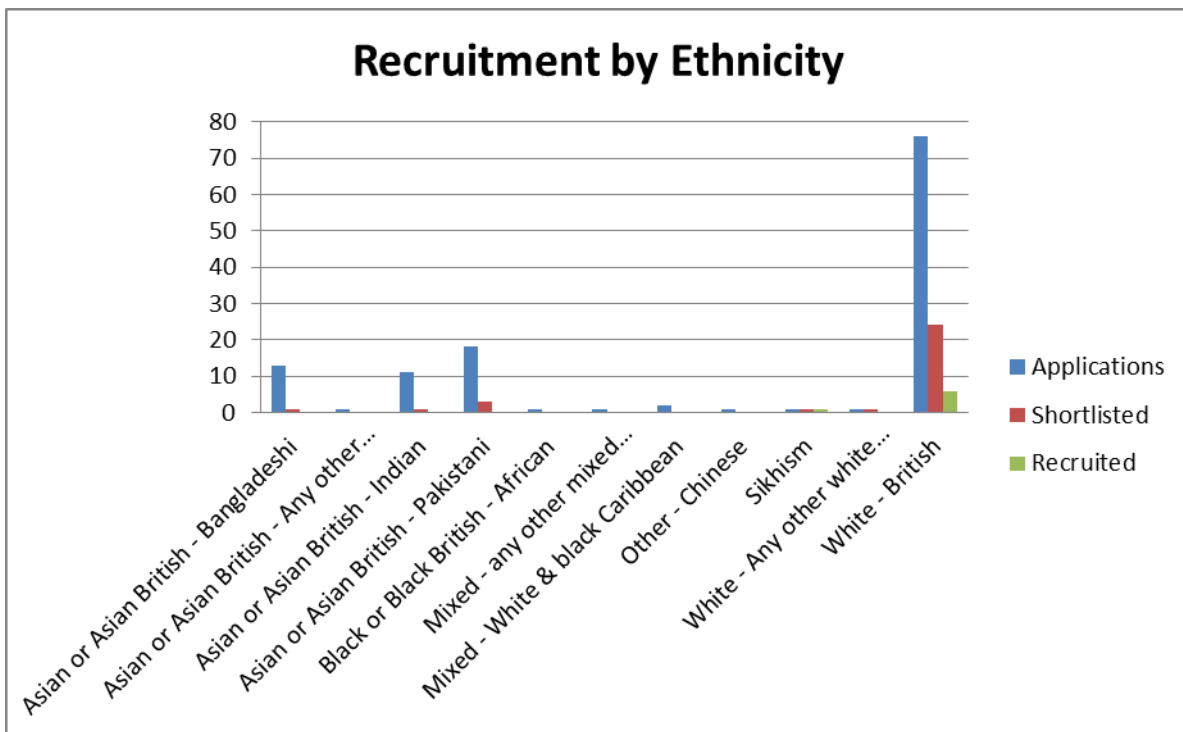
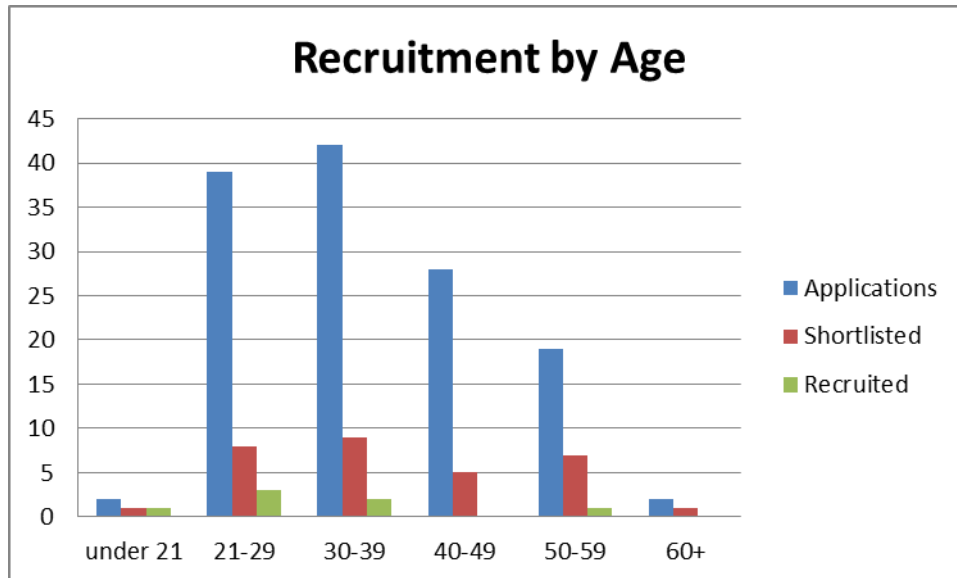
## Sexual Orientation

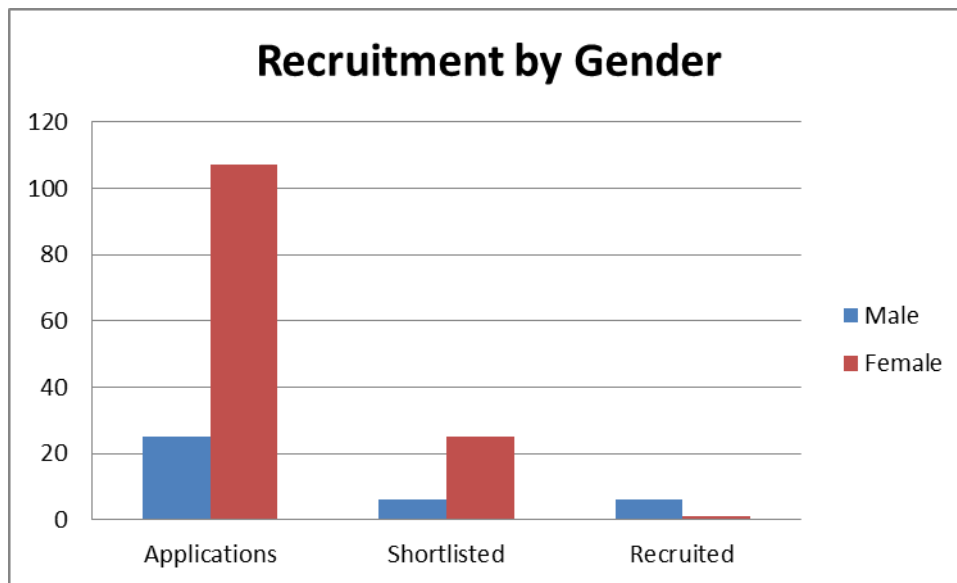


## Recruitment and Selection

We advertised 6 roles in the reporting period. 3 clinical and 3 administrative.

The following charts represent our recruitment and selection process by protected characteristics that are currently measured.





8 applications were received from candidates declaring a disability

### Composition of Pennine MSK Board

Pennine MSK is a company limited by share, commissioned by Oldham CCG ,with a small board of Directors and we have no plans to change the structure of the Board at the present time.

The following table details the Board of Directors at Pennine MSK by protected characteristic.

Age	Gender (M/F)	Disability	Marital Status	Sexual Orientation	Ethnic Origin	Religion or Belief	Pregnancy	Gender reassignment
62	F	Y	Married	Het	British	Christian	No	No
61	M	N	Married	Het	British	Christian	N/A	No
61	M	N	Married	Het	British	Atheist	N/A	No
62	F	N	Married	Het	British	Christian	No	No
52	F	N	Married	Het	British	Christian	No	No
51	F	N	Married	Het	British	Christian	No	No
60	M	N	Married	Het	British	No religion	N/A	No

Secondments - None in the reporting period

Leavers - Seven in the reporting period

Retirement - Two in the reporting period

Grievances - Two grievances held in the reporting period - neither of which related to equality and diversity matters.

Disciplinary - Two in the reporting period.

Promotions - One in the reporting period.

We are unable to comment on the protected characteristics of the above as this could possibly make the staff identifiable.

All staff are encouraged to apply for promotion opportunities and we always advertise roles internally in the first instance before advertising externally.

### Training and Development

All members of staff at Pennine MSK have completed the Equality and Diversity training which is refreshed every 3 years.

### Employee Communication

In July 2019 we updated the data collected for staff and explained via team briefs the importance of the collation of this information.

Report Prepared by  
Melanie Taylor  
PA to Senior Leadership Team

20<sup>th</sup> October 2020

Approved by Board of Directors  
Pennine MSK Partnership Limited

10 November 2020