

SICKNESS ABSENCE REASONS

(Minutes – actions 4 & 5)

Back Problems
Benign & Malignant Tumours - Cancers
Burns/Poisoning/Frostbite/Hypothermia
Chest & Respiratory
Cold/Cough/Flu
*Covid-19 Vaccination Side Effects
*Covid19
*Covid19 - Long Covid
Dental and Oral
Ear/Nose/Throat
Endocrine & Glandular
Eye Problems
Gastrointestinal
Genitourinary & Gynaecological
Headache / Migraine
Heart - Cardiac & Circulatory
Infectious Diseases
Menopause/Related Absence
Mental Health - Anxiety/depression/other psychiatric illnesses
Mental Health - Non-Work-Related Stress
Mental Health - Work Related Stress
Musculoskeletal - Other
Pregnancy Related

***Covid is included in an employee's absence figures**

Ethnic classification

Asian/Asian British - Any other Asian background
Asian/Asian British – Bangladeshi
Asian/Asian British – Chinese
Asian/Asian British – Indian
Asian/Asian British – Pakistani
Black/Black British - African
Black/Black British - Any other Black Background
Black/Black British - Caribbean
Do not wish to disclose
Mixed - Any other Mixed/Multiple background
Mixed - White and Asian
Mixed - White and Black African
Mixed - White and Black Caribbean
Other Ethnic Group - Any other ethnic group
Other Ethnic Group – Arab
*Unknown
White
White - Any other White background
White - English/Welsh/Scottish/Northern Irish/British
White - Gypsy or Irish Traveller
White - Irish

*** Unknown – this is a separate category for employees to use if they do not know their ethnic heritage**

The benefits of collecting equality, diversity and inclusion data include;

- A deeper understanding of our workforce, provides better decision/policy making, reduces assumptions. You can look at underlying trends and set targets if appropriate
- Identifying any existing biases (unconscious or otherwise), discriminatory practices gaps or issues and work towards improving them
- Ensuring fair employment practices at recruitment and promotion stages and access to development opportunities
- Promoting a fair and equal workplace – improve health and wellbeing of employees and employee engagement
- Having a diverse workforce brings a range of skills and ways of thinking, collecting data will provide that insight
- Ensuring our workforce reflects the communities we serve