

Equality and Diversity Report March 2020

Introduction

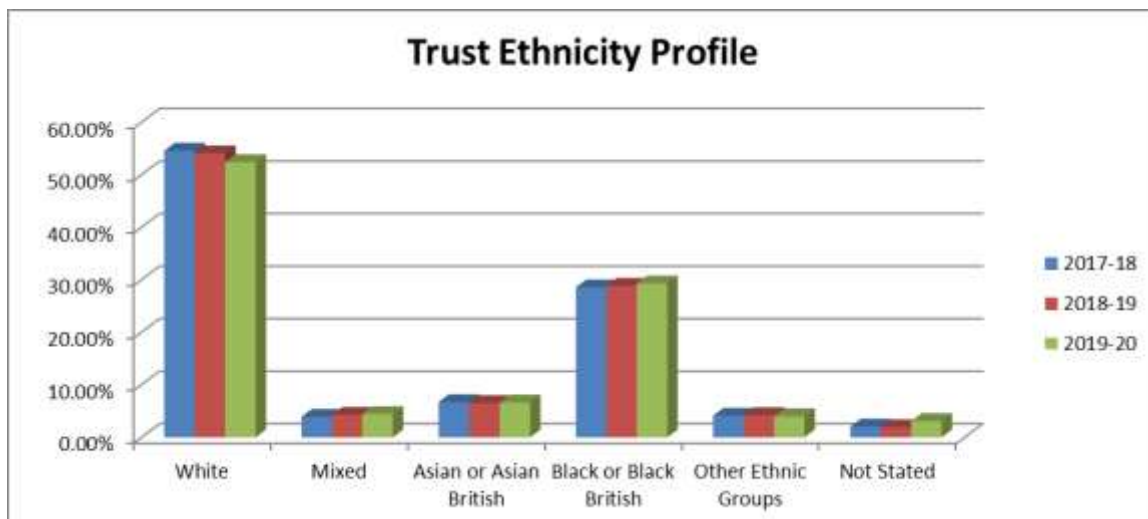
This report provides an update on key workforce equality and diversity data across a number of different metrics with particular emphasis on the nine protected characteristics under the Equality Act 2010. This report uses some data from previous years to make a comparison. Data from this report is used to inform Action Plans that contribute to the development of approaches to the Workforce Race Equality Standard (WRES) and the more recently launched Workforce Disability Equality Standard (WDES).

More importantly, the data within this report outlines some of the significant differences in reporting and disclosure for specific characteristics compared to other data sources such as those disclosed through the Staff Survey. It should be noted that some protected characteristics are not able to be recorded on the Electronic Staff Record (ESR) such as gender re-assignment and disability can no longer be differentiated between physical and mental health due to a change in the national dataset for that protected characteristic.

From March 2018 the Trust has been required to report on the gender pay gap as part of the Public Sector Equality Duty. The Trust has published Gender Pay Gap data for the last two years on the Government portal and the Trust website.

The Trust has an Integrated Equalities Action Plan (IEAP) which brings together equality and diversity performance across service delivery and workforce. This report only relates to workforce equality and diversity.

Ethnicity



Ethnicity	2017-18	2018-19	2019-20
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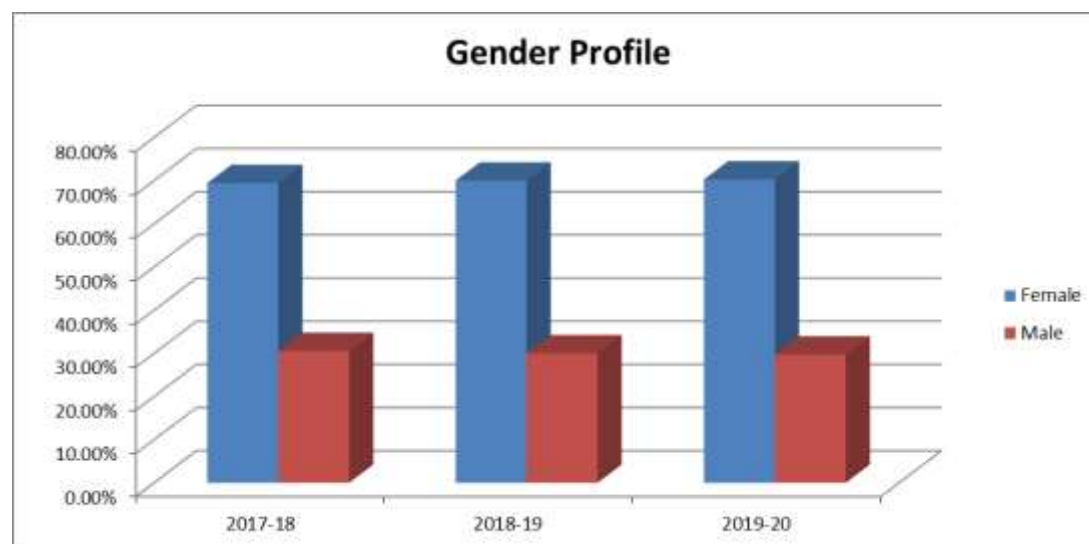
White	54.6%	54.1%	52.4%
Mixed	3.9%	4.3%	4.5%
Asian or Asian British	6.7%	6.5%	6.6%
Black or Black British	28.6%	28.9%	29.3%
Other Ethnic Groups	4.1%	4.2%	4.1%
Not Stated	2.1%	1.9%	3.1%

The proportional representation of staff based on ethnicity has changed only marginally over the past 3 years with a slight reduction in White Staff from 2017 by 2% and a slight increase in Asian and Black staff over the same period. The proportion of staff not wishing to disclose their ethnicity has increased.

Feedback from the Staff Surveys each year indicated that staff from a Black Minority Ethnic (BME) background reported less opportunities for career progression and promotion compared to White colleagues although the proportion agreeing that there were opportunities for career progression and promotion has increased slightly for BME staff on the previous year. BME staff also report a higher experience of discrimination, harassment and violence. These areas have been included as part of the Workforce Race Equality Standard Implementation Plan.

Gender

Gender	2017-18	2018-19	2019-20
Female	69.4%	70.0%	70.3%
Male	30.6%	30.0%	29.7%

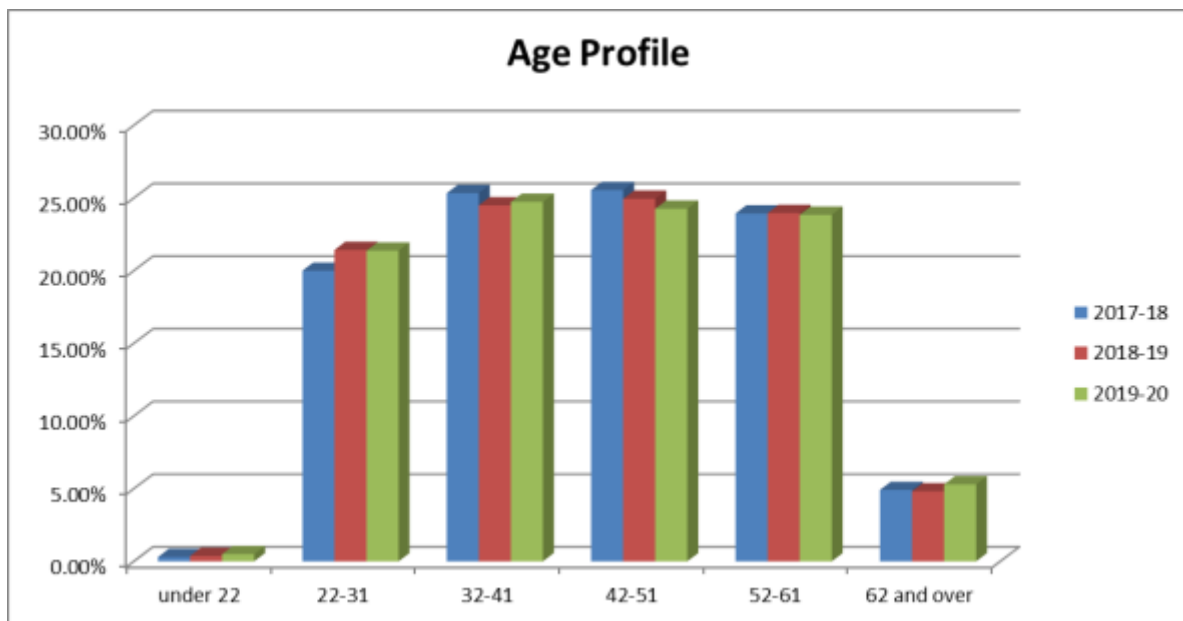


The gender profile across the Trust has remained relatively the same over the past three years with only a marginal increase in female staff and a corresponding slight decrease in male staff.

The proportion of males and females responding to the 2019 staff survey is consistent generally with the Trust profile although there has been a slight increase in those not wishing to disclose their gender for the staff survey.

Age

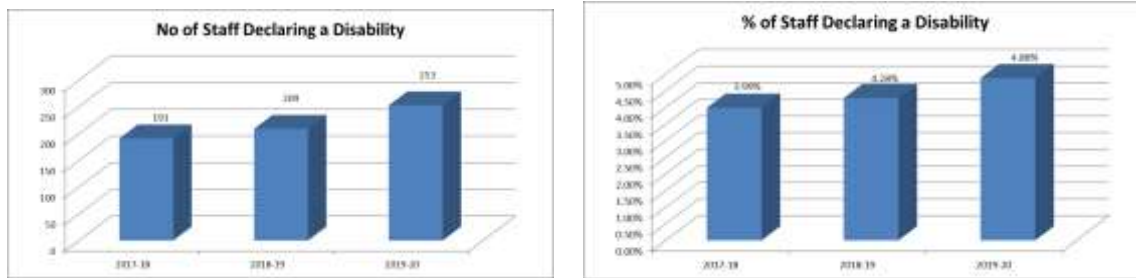
Age	2017-18	2018-19	2019-20
under 22	0.3%	0.4%	0.5%
22-31	20.0%	21.4%	21.4%
32-41	25.3%	24.5%	24.7%
42-51	25.5%	24.9%	24.3%
52-61	23.9%	24.0%	23.9%
62 and over	4.9%	4.8%	5.3%



The age profile of the workforce has changed with a greater proportion of staff aged 32-41 compared to the previous year and those over 62. There has been a slight decrease in staff aged 22-31 and it is important how we keep this age group engaged as it is well known that this age group are most likely to change employer on a more frequent basis whilst seeking opportunities for development and growth.

There has been a reduction in staff aged 42-51 and 52-61. It should be noted that over 29% of the workforce are aged 52+ which may have a significant impact on staffing levels especially where staff may have early retirement options.

Disability

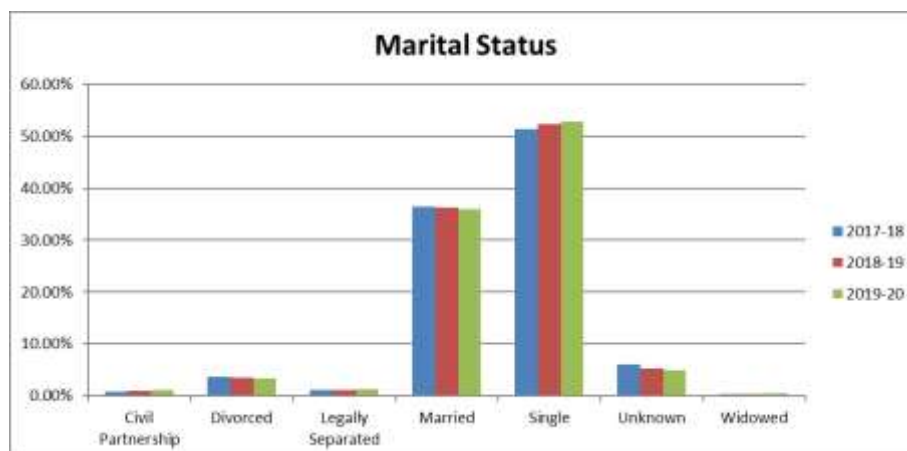


The proportion of staff with a recorded disability has increased on ESR (4.88%) but is still significantly lower than that reported through the Staff Survey at 18% of respondents. This difference needs further exploration to determine why such anonymous self-disclosure through the Staff Survey is much higher than that formally recorded. However, this is a similar pattern across the NHS, the NHS disability declaration rate recorded on ESR is 3%. The average amount of disabled staff reported through the staff survey reported is at 24.2%.

This is the first year where the Workforce Disability Equality Standard (WDES) metrics have been reported through the Staff Survey. Responses from the survey indicate that disabled staff report a greater degree of bullying, harassment and abuse from patients, managers and colleagues compared to non-disabled staff and a lower level of reporting the last incidence compared to their non-disabled colleagues.

Disabled staff report lower levels of equal opportunities for career progression and promotion and felt more pressure to come to work from managers when unwell compared to non-disabled colleagues. It should be noted that the proportion for both groups has reduced from the previous year. Disabled staff feel that the organisation values their work less than non-disabled staff and the overall engagement score for disabled staff is 6.6 compared to 7.0 for non-disabled staff.

Marriage and Civil Partnership

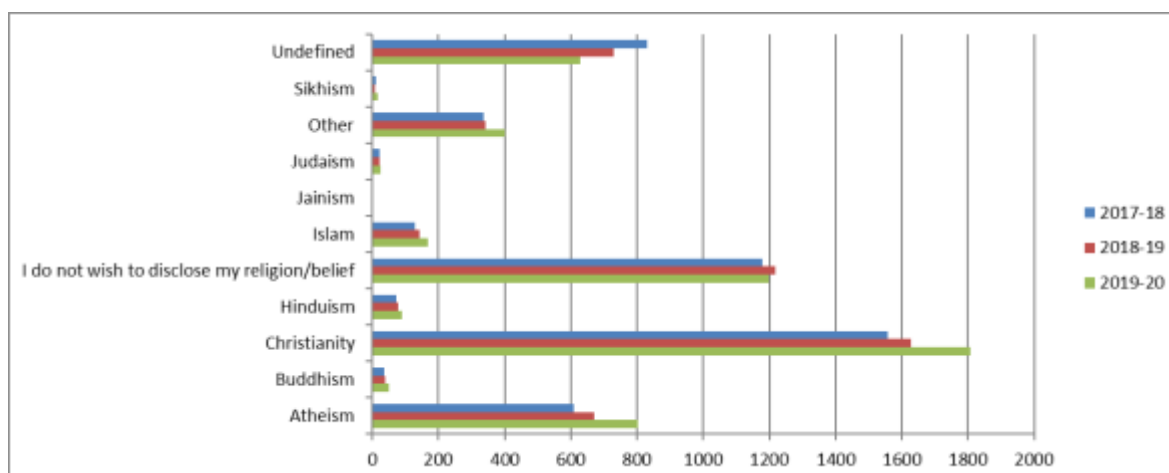


Marital status	2017-18	2018-19	2019-20
Civil Partnership	42	46	59
Divorced	174	173	176
Legally Separated	54	54	65
Married	1747	1773	1868
Single	2463	2555	2738
Unknown	290	259	255
Widowed	18	19	26

The highest number of staff describe themselves as single with married being the second largest grouping. This has been the case over the past three years. There has been a marginal increase in Civil Partnerships year-on-year with a fairly sizeable increase this year and a reduction of staff whose marital status or otherwise is unknown.

Marriage and Civil Partnership data is not included within the Staff Survey demographic questions.

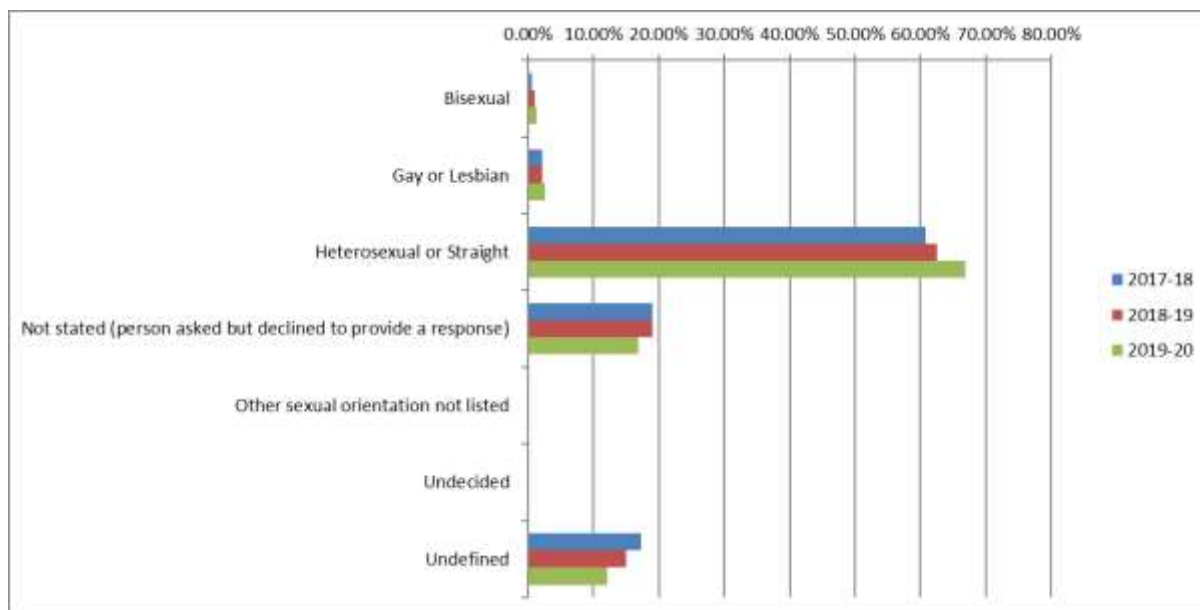
Religion and Belief



The highest number of staff indicate they have a Christian faith and those not wishing to disclose their religious belief is the second largest group although reducing from the previous year. It should be noted that data on religion and belief is a relatively recent data request as information about this was not collected historically in the same way that other demographic data was collected and recorded.

Form the staff survey 42.5% of respondents described themselves as being Christian and 40% as having no religion.

Sexual Orientation

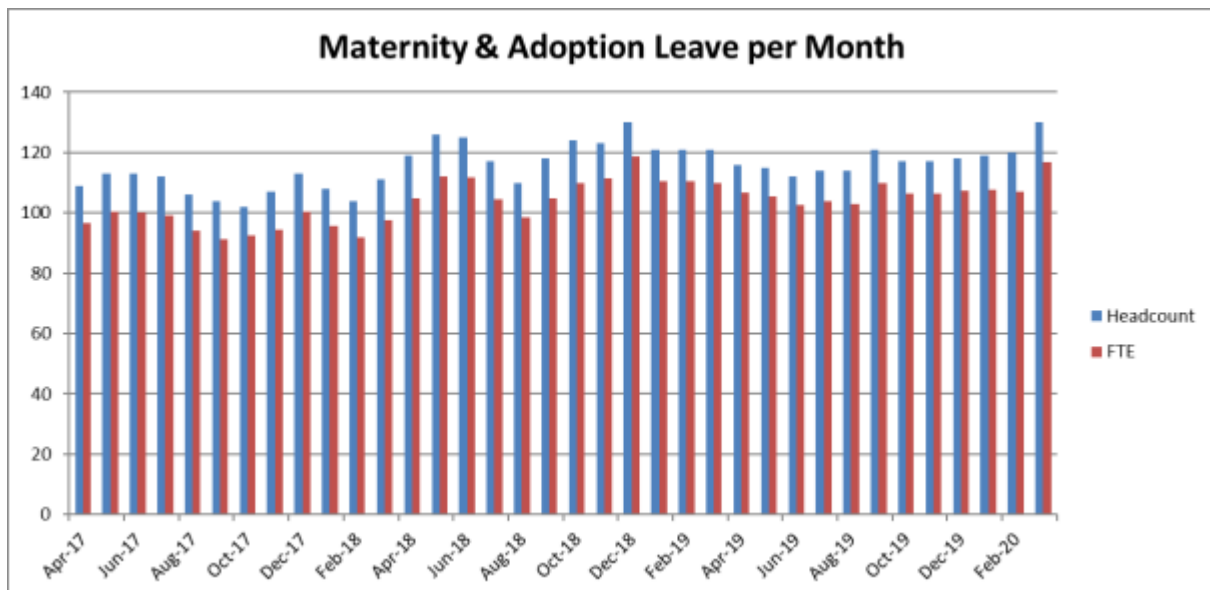


Sexual orientation	2017-18	2018-19	2019-20
Bisexual	0.6%	1.1%	1.3%
Gay or Lesbian	2.2%	2.1%	2.6%
Heterosexual or Straight	60.1%	62.6%	66.9%
Not stated (person asked but decline to provide a response)	19.0%	19.1%	16.8%
Other sexual orientation not listed	0.0%	0.1%	0.2%
Undecided	0.0%	0.1%	0.1%
Undefined	17.3%	15.0%	12.2%

Similar to religion and belief, sexual orientation was not routinely collected historically compared with other demographic data. As such the amount of staff with an undefined description is high. It should also be noted that staff also have the opportunity to choose not to disclose their sexual orientation which is equally the case for religion and belief.

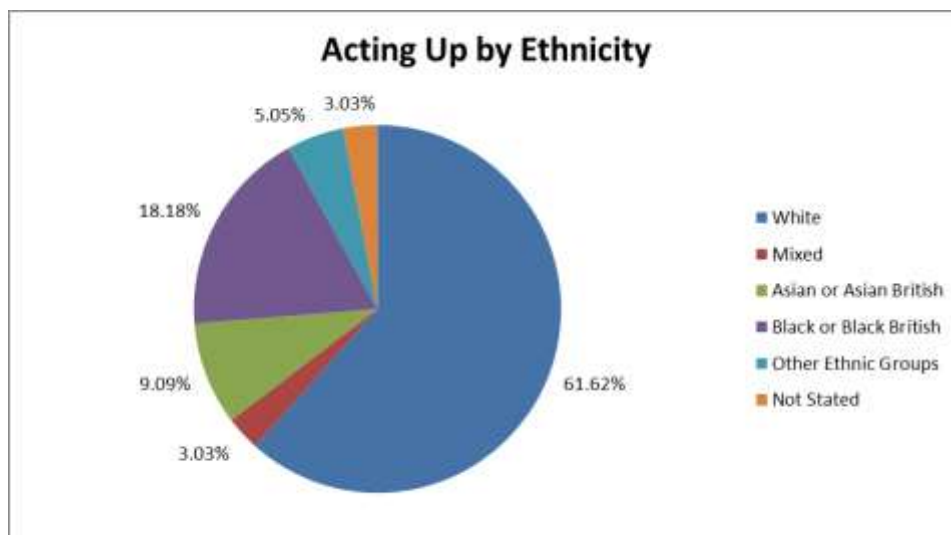
Within the staff survey 85% of respondents describe themselves as heterosexual and 7% preferring not to disclose their sexual orientation which has reduced by 1% from the previous year.

Maternity



The number of staff on maternity leave over the 18 month period tends to be relatively stable between 100 and 110 although a slight increase in March 2020. The Trust Maternity Policy has been written to support staff going onto Maternity leave, during Maternity leave such as “keep in touch days” and upon return to work to enable staff to be engaged with the Trust throughout their maternity leave period.

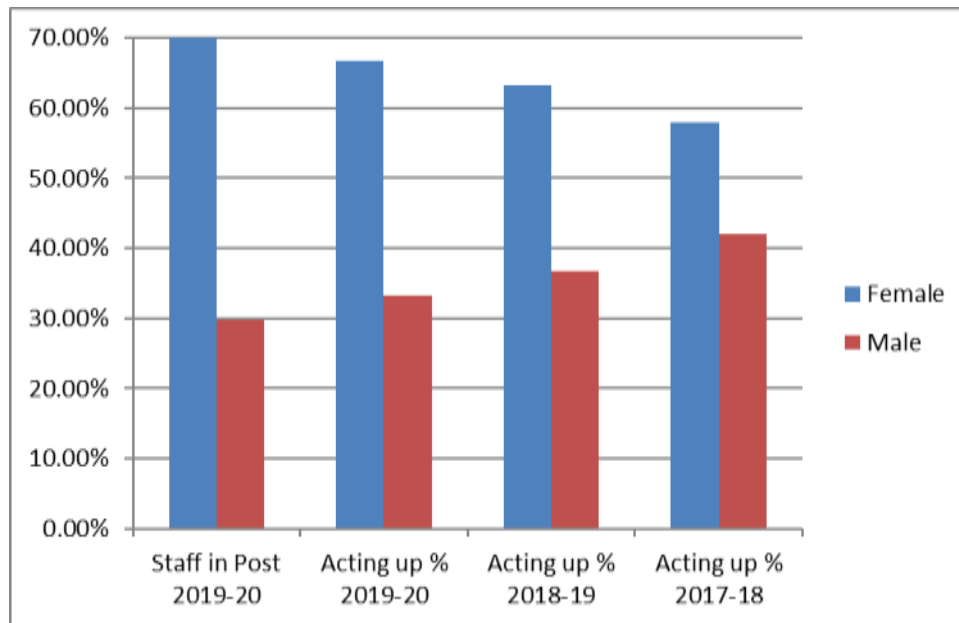
Acting Up



Acting up by ethnicity	2019-20
White	61.6%
Mixed	3.0%
Asian or Asian British	9.1%
Black or Black British	18.2%

Other Ethnic Groups	5.1%
Not Stated	3.0%

In comparison to overall Trust profile the proportion of staff acting up is not reflective with a larger proportion of acting up for White staff compared to BME generally.



The proportion of female acting up is consistent with the overall Trust profile This has been increasing over the past years.

Agenda for Change

Compared to the Trust profile there are far lower numbers of female staff in bands 2 and 8d and when comparing with the overall Trust split for gender, Band 7 appears to the most reflective of the overall profile.

For ethnicity, band 4 appears to the most reflective of the overall Trust profile. The proportion of BME staff in bands 7 and above reduces at each subsequent pay band. This is a similar pattern to previous years although the number of BME staff in bands 7 and 8A has increased.

Conclusion

The Trust ethnicity profile has remained relatively similar over recent years. It is acknowledged through the staff survey that experiences reported by BME staff differed to those of White in a less positive way. This has been included in the Trust WRES Implementation Plan.

The gender profile of the Trust has remained steady too. We have seen an increase in staff aged 32-41 and those over 62. A large proportion of staff are now aged over 52 and this could have an impact on staffing levels especially if many have flexible retirement options and choose to utilise them.

For some protected characteristics (i.e. Disability, sexual orientation and religion/non-belief) we have large gaps in our data some of which may be down to historical collection reasons but also due to staff being unwilling to disclose such information to their employer. It could also be for a combination of different reasons. We are aware that the data recorded centrally on ESR differs significantly from data from other sources such as the Staff Survey especially for disability where a far greater number of respondents report a disability and report higher levels of discrimination and the value of their work being less compared to non-disabled colleagues.

There is now a reported difference in acting up based on ethnicity compared to the previous year where there was no discernible difference. The proportion of female staff acting up is reflective of the trust profile.

Agenda for change data outlines a decreasing level of representation of BME staff at Band 7 upwards with band 4 being the most nearest to reflect the overall Trust profile.