



**Rotherham Doncaster
and South Humber**

NHS Foundation Trust

Human Resources

Equality & Diversity Monitoring Analysis

April 2016 to September 2016

Introduction

ESR (Electronic Staff Record) is the integrated Human Resources and Payroll system within the Trust. It enables relevant data on staff to be collated and facilitates up to date reporting for workforce monitoring purposes. A data cleansing exercise is undertaken each year to ensure that accurate information is reported.

An Equality and Diversity Monitoring Information report is produced and published by the Human Resources Department annually presenting workforce equality data. The report contributes to demonstrating the Trust's compliance with our Public Sector Equality Duty as outlined in the Equality Act 2010.

The data is analysed against demographic information for each of the localities served by the Trust (which is taken from National Census data) and any actions or recommendations are implemented and reviewed as appropriate, in order to ensure that, as far as possible, the Trust's workforce is representative of the communities it serves.

1. Ethnicity

2.1 Staff in Post by Ethnic Origin as at 30 Sep 2016				
Headcount				
	Male	Female	Total	Total %
WHITE	570	2,721	3,291	91.18%
White – British	544	2,678	3,222	89.27%
White – Irish	10	6	16	0.44%
White – Any other White Background	16	37	53	1.46%
MIXED	2	23	25	0.69%
Mixed – White & Black Caribbean	1	6	7	0.19%
Mixed – White & Black African	0	5	5	0.13%
Mixed – White & Asian	0	7	7	0.19%
Mixed – Any other mixed background	1	5	6	0.16%
ASIAN	18	39	57	1.57%
Asian or Asian British – Indian	11	19	30	0.83%
Asian or Asian British – Pakistani	4	10	14	0.38%
Asian or Asian British – Bangladeshi	0	2	2	0.05%
Asian or Asian British – Any other Asian background	3	8	11	0.30%
BLACK	14	29	43	1.19%
Black or Black British – Caribbean	4	12	16	0.44%
Black or Black British – African	9	16	25	0.69%
Black or Black British – Any other Black background	1	1	2	0.05%
OTHER	2	4	6	0.16%
Chinese	0	0	0	0.00%
Any other Ethnic Group	2	4	6	0.16%
NOT KNOWN	32	155	187	5.18%
Not Stated	32	155	187	5.18%
TOTAL	638	2,971	3,609	100.00%

100% of Trust staff have their ethnicity recorded on ESR. The 187 staff under the Not Known category are staff who do not wish to declare their ethnic origin. This figure has decreased slightly from September 2015 (196).

New starter information, including ethnicity, is now automatically downloaded from successful applicants' application forms from NHS jobs to ESR which significantly improves the data capture of equality and diversity information.

The Trust provides services in Rotherham, Doncaster, North and North East Lincolnshire and Manchester. Very few Trust staff are based in North East Lincolnshire or Manchester – 0.2% and 1.0% of Trust staff respectively. Therefore, the Office for National Statistics data used for benchmarking in this report will be the average population data for Doncaster, Rotherham and North Lincolnshire, as detailed in the 2011 Census information.

This is as follows:

1.1 Population by Ethnic Group (2011 National Census)					
	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
WHITE	95.3%	93.6%	96.0%	97.4%	66.6%
MIXED	0.3%	0.2%	0.1%	0.1%	1.8%
ASIAN	1.5%	2.1%	0.9%	0.4%	17.1%
BLACK	0.5%	0.4%	0.1%	0.1%	8.6%
OTHER	0.2%	0.3%	0.1%	0.1%	3.1%

The percentage of staff employed by the Trust who are of BME origin (including White Irish and White Other) is 5.5%, which has remained the same compared to the same period in 2015. The percentage of BME staff not including White Irish and White Other is 3.6% which is slightly lower than 2015 which was 3.8%.

The breakdown of staff employed in each locality of the Trust as at September 2016 is:

Percentage of Staff Employed by Ethnic Group by Locality			
	Doncaster	Rotherham	North Lincolnshire
WHITE	90.8%	94.7%	86.9%
MIXED	0.6%	0.7%	0.6%
ASIAN	1.5%	1.6%	2.6%
BLACK	1.2%	0.8%	1.6%
OTHER	0.2%	-%	0.6%

The Trust's highest percentage of staff is employed within Doncaster services (70%). The BME percentage for Doncaster is comparative to the national statistics with significantly higher percentages for Mixed and Black. The higher percentage for Mixed and Black is also mirrored within the Rotherham services which

account for 20% of staff, however the Asian population are under-represented. In contrast, North Lincolnshire has 8.6% of staff employed within the Trust but has a significant BME percentage for each category compared to national statistics

The Trust has seen a decrease in its BME representation as a percentage of total staff in all categories apart from White Irish and White Other comparing 2015 and 2016 figures:

- White Irish 0.38% to 0.44% (+0.06%)
- White – Any other White Background 1.30% to 1.46% (+0.16%)
- Mixed – 0.72% to 0.69% (-0.03%)
- Asian 1.68% to 1.57% (-0.11%)
- Black 1.22% to 1.19% (-0.03%)
- Other 0.19% to 0.16% (-0.03%)

In 2016 the Trust had a higher percentage of staff leave within the Mixed and Other category compared to 2015. The reasons for leaving are detailed below:

Mixed 1 x medical staff – death
 2 x therapy staff – voluntary resignation – not known
 1 x admin staff – voluntary resignation – not known

Other 1 x nursing staff – dismissal
 1 x medical staff – end of fixed term contract
 1 x support staff – retired

It should be noted that during April 2016 to September 2016, 13 staff left the Trust either by voluntary or compulsory redundancy; 12 of these staff were White British and 1 was Not Stated.

In 2016 the Trust received 5,766 applications of which 758 (13.1%) were from BME applicants. Of the 758 BME applicants 163 (21.5%) were shortlisted. Of the 184 new starters, 8 (4.3%) were from BME applicants.

In 2015 the Trust received 7,574 applications of which 1,185 (15.6%) were from BME applicants, of the 1,185 BME applicants 191 (16.1%) were shortlisted. Of the 195 new starters, 16 (8.2%) were from BME applicants.

Within the Agenda for Change pay bandings the percentage of BME staff is as follows:

BME Staff percentage by Pay Band – Top 5				
Pay band	Total (2016)	Total % (2016)	Total (2015)	Total % (2015)
Band 8b	2	4.8%	1	2.6%
Band 5	31	4.8%	22	3.4%
Band 8a	4	4.5%	6	7.1%
Band 4	7	3.5%	7	3.2%
Band 3	18	3.4%	22	4.2%

In relation to promotions, all of the internal promotions were White British apart from 1 (White Irish). However it should be noted that all internal vacancies are advertised on NHS Jobs for all staff to apply and no personal details can be viewed by shortlisting managers.

Within the employee relations section (disciplinary, grievance and harassment), there was a case of racial discrimination which was raised by a member of staff. This was investigated by the Trust and was not proven. No further action was taken by this employee.

2. Age

2.2 Staff in Post by Age as at 30 Sep 2016		
Headcount		
Age Range	Total	Total %
16 – 19	4	0.11%
20 – 25	171	4.74%
26 – 30	320	8.87%
31 – 35	377	10.45%
36 – 40	353	9.78%
41 – 45	456	12.64%
46 – 50	542	15.02%
51 – 55	655	18.15%
56 – 60	477	13.22%
61 - 65	211	5.85%
66 - 70	35	0.97%
71 and above	8	0.22%
Total	3,609	100%

As at September 2016, 7.0% of Trust staff were approaching, or at, pensionable age (age 61 or over). This is an increase of 1.0% from September 2015.

16 – 19 year olds accounted for 2.5% of job applications received by the Trust in 2016. This is a 0.4% increase from 2015.

2.8% of shortlisted candidates fall into the 16 – 19 year old age range for 2016 which is a significant increase (1.7%) than 2015. However, the 16 – 20 year old staff in post has decreased significantly by 0.41%. This is due to all of the staff moving into the 21-25 age range rather than anyone leaving the Trust.

The highest percentage of new starters were in the 26-40 age ranges with a decrease in the number of staff joining the Trust in the 41+ age ranges.

With regard to staff currently in post, the largest age group is 51-55, which has remained the same as 2014 and 2015. The overall number of staff in the age ranges over 50 has increased since September 2015 by 1.8%.

Within the Agenda for Change pay bandings the highest number of staff within each pay Band is as follows:

Staff Age by Pay Band		
Band	Highest N ^o Age Range 2016	Highest N ^o Age Range 2015
Band 8d	51-55	46-50/51-55
Band 8c	51/55	51/55
Band 8b	41-45/46-50	46-50
Band 8a	46-50	46-50
Band 7	51/55 (28%)	51/55
Band 6	51/55	46-50
Band 5	51-55	26-30/51-55
Band 4	51-55	51-55
Band 3	51-55	51-55
Band 2	51-55/56-60	51-55
Band 1	56-60	56-60

The highest number of promotions has remained in the 41-45 age range.

Within the employee relations section (disciplinary, grievance and harassment), there were no issues raised in relation to age.

3. Gender

It is not practical to benchmark Health and Social Care staff gender against local population data, as the NHS is a historically female dominated organisation. However, whilst only 18% of the Trust's workforce are male, 6.2% of staff in Agenda for Change pay bands 8a to 9 are men compared to 3.9% of women. This 'pay gap' has increased since 2015.

Within the employee relations section (disciplinary, grievance and harassment), there are no issues highlighted in relation to Gender.

4. Disability

The number of staff who have declared they have a disability has slightly increased since 2015 (0.1%).

2.4 Staff in Post by Disability as at 30 Sep 2016		
Headcount		
Disability	Total	Total %
Yes	127	3.5%
No	2,090	57.9%
Not Declared	1,392	38.6%
Total	3,609	100%

In 2016 the Trust received 337 applications (5.8%) from applicants with a disability, of which 122 (36.2%) were shortlisted. Of the 122 shortlisted, 11 (9.0%) were offered positions and started with the Trust

In 2015 the Trust received 409 applications (5.4%) from applicants with a disability, of which 111 (27.1%) were shortlisted. Of the 111 shortlisted, 5 were offered positions and started with the Trust (4.5%)

In 2016, 10 staff with a disability left the Trust for the following reasons:

- 1 End of Fixed Term Contract
- 1 Retirement
- 3 Resignation (Promotion)
- 1 Resignation (Relocation)
- 4 Resignation (unknown)

There were no issues raised with the Trust in relation to disability discrimination for any of the leavers.

Within the Agenda for Change pay bandings the percentage of disabled staff is as follows:

Disabled Staff percentage by Pay Band – Top 5				
Pay band	Total (2016)	Total % (2016)	Total (2015)	Total % (2015)
Band 8c	1	5.9%	2	9.5%
Band 5	33	5.1%	32	4.9%
Band 8b	2	4.8%	2	5.1%
Band 3	24	4.5%	23	4.4%
Band 2	32	3.9%	26	3.3%

Within the employee relations section (disciplinary, grievance and harassment), there are no issues highlighted in relation to Disability.

5. Sexual Orientation

2.5 Staff in Post Sexual Orientation as at 30 Sep 2016		
Headcount		
Sexual Orientation	Total	Total %
Lesbian	20	0.55%
Gay	19	0.53%
Heterosexual	2,152	59.63%
Bi-Sexual	14	0.39%
Undisclosed	1,404	38.90%
Total	3,609	100%

The profile of the Trust in relation to sexual orientation has changed from 2015 to 2016 as follows:

- Lesbian increased from 0.47% to 0.55%
- Gay increased from 0.35% to 0.53%
- Bi-sexual decreased from 0.47% to 0.39%
- Heterosexual increased from 57.03% to 59.63%

In 2016 the Trust received 252 applications from applicants who declared they were either Gay, Lesbian or Bi-sexual (4.4%) compared to 258 applications (3.4%) in 2015. Of the 252 applicants, 64 (25%) were shortlisted compared to 83 (32%) in 2015. Of the 64 shortlisted, 8 (12.5%) were new starters which is higher compared to the 5 new starters (6.0%) in 2015.

In 2016 the following staff left the Trust

- 3 Bi-sexual - 1 x dismissed, 1 x resigned (Promotion), 1 x resigned (Not Known)
- 3 Gay - 1 x resigned (health), 2 resigned (Not Known)

There were no issues raised with the Trust in relation to discrimination for any of the leavers.

Within the employee relations section (disciplinary, grievance and harassment), there are no issues highlighted in relation to Sexual Orientation.

6. Religious Belief

Staff in Post by Religious Belief Compared to National Census					
Religious Belief	Trust Staff Percentage		National Census Percentage		
	2016	2015	Doncaster	Rotherham	North Lincs
Buddhism	0.2%	0.2%	0.2%	0.2%	0.2%
Christianity	41.73%	40.67%	65.9%	66.5%	66.0%
Hinduism	0.3%	0.3%	0.3%	0.2%	0.3%
Islam	0.4%	0.4%	1.7%	3.7%	1.8%
Judaism	0.0%	0.0%	0%	0%	0%
Sikhism	0.2%	0.2%	0.4%	0.1%	0.3%
Other	7.7%	7.1%	0.3%	0.2%	0.2%
Undisclosed	40.45%	42.86%	6.9%	6.6%	7.1%

As can be seen from the table above, the percentage of staff in each of the religious belief categories has remained relatively static between 2015 and 2016 with a slight increase in Christianity and Other. However the staff in post percentage figures for Islam are much lower than the National Census percentages for the three locations.

In 2016 the Trust received 337 applications from applicants who indicated their religious belief was non-christian (5.8%) – not including ‘atheism’, ‘other’ or ‘undisclosed’. Of those 70 were shortlisted (20.8%) and 7 joined the Trust as new starters (10%)

In 2015 the Trust received 382 applications from applicants who indicated their religious belief was non-christian (5%) – not including ‘atheism’, ‘other’ or ‘undisclosed’. Of those 71 were shortlisted (18.5%) and 4 joined the Trust as new starters (5.6%) as follows:

In 2016 the following staff resigned from the Trust

- 2 Buddhism (1 x Resignation – Promotion, 1 x Voluntary Redundancy)
- 3 Islam (1 x End of Fixed Term Contract, 2 x Resignation – unknown)
- 1 Sikhism (Retired)

There were no issues raised with the Trust in relation to discrimination for any of the leavers.

Within the employee relations section (disciplinary, grievance and harassment), there are no issues highlighted in relation to Religious Belief.