

Human Resources

Equality & Diversity Monitoring Analysis

April 2014 to September 2014

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 2014				
Headcount				
	Male	Female	Total	Total %
WHITE	600	2,707	3,307	91.32%
White – British	574	2,665	3,239	89.45%
White – Irish	9	5	14	0.38%
White – Any other White Background	17	37	54	1.49%
MIXED	4	21	25	0.69%
Mixed – White & Black Caribbean	1	5	6	0.16%
Mixed – White & Black African	1	3	4	0.11%
Mixed – White & Asian	1	7	8	0.22%
Mixed – Any other mixed background	1	6	7	0.19%
ASIAN	22	39	61	1.68%
Asian or Asian British – Indian	13	17	30	0.82%
Asian or Asian British – Pakistani	6	12	18	0.49%
Asian or Asian British – Bangladeshi	0	3	3	0.08%
Asian or Asian British – Any other Asian background	3	7	10	0.27%
BLACK	13	24	37	1.02%
Black or Black British – Caribbean	3	11	14	0.38%
Black or Black British – African	9	12	21	0.57%
Black or Black British – Any other Black background	1	1	2	0.05%
OTHER	3	4	7	0.19%
Chinese	0	0	0	0.00%
Any other Ethnic Group	3	4	7	0.19%
NOT KNOWN	38	146	184	5.08%
Not Stated	38	146	184	5.08%
TOTAL	680	2,941	3,621	100.00%

100% of Trust staff have their ethnicity recorded on ESR. The 184 staff under the Not Known category are staff who do not wish to declare their ethnic origin. This figure has dropped slightly from September 2013 (209).

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 0.9% 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 2013.

The breakdown of staff employed in each locality of the Trust as at September 2014 is:

Percentage of Staff Employed by Ethnic Group by Locality			
	Doncaster	Rotherham	North Lincolnshire
WHITE	91.6%	94.3%	82.8%
MIXED	0.6%	0.7%	1.1%
ASIAN	1.4%	1.9%	4.3%
BLACK	1.1%	0.1%	1.1%
OTHER	0.2%	0.1%	0.4%

The Trust's highest percentage of staff is employed within Doncaster services (61.8%). The BME percentage for Doncaster is comparative to the national statistics with significantly higher percentages for Mixed and Black. The higher percentage for Mixed is also mirrored within the Rotherham services which account for 21% of staff, however all of the other BME categories are under-represented. In contrast, North

Lincolnshire has 7.8% of staff employed within the Trust but has a significant BME percentage for each category compared to national statistics

The Trust has seen a general decrease in its BME representation as a percentage of total staff in most categories apart from White – Any Other and Mixed comparing 2013 and 2014 figures:

- White Irish 0.47% to 0.38% (-0.09%)
- White – Any other White Background 1.34% to 1.49% (+0.15%)
- Mixed – 0.55% to 0.69% (+0.14%)
- Asian 1.87% to 1.87% (-)
- Black 1.05% to 1.02% (-0.03%)
- Other 0.24% to 0.19% (-0.05%)

The highest percentage of BME new starters was in the Asian category (4.7%) which is a decrease from the same period in 2013 (6.5%). 50% of new starters in this category were medical staff in 2014, which is the same as 2013.

The highest percentage of BME leavers was in the Asian category (4.0%) which is an increase from the same period in 2013 (2.5%). In 2014 this was due to 41.7% medical staff resignation, 41.7% non-medical staff resignation 8.3% end of fixed term contract and 8.3% redundancy.

It should be noted that during April 2014 to September 2014, 86 staff left the Trust either via redundancy or the Mutually Agreed Resignation Scheme (MARS). All of these staff except one were White British.

In 2014 the Trust received 6,843 applications of which 18.8% were from BME applicants and of the 2,029 shortlisted, 12.5% were BME. Of the 191 new starters, 9.5% were from BME applicants.

In 2013 the Trust received 7,476 applications of which 20% were from BME applicants and of the 2,087 shortlisted, 18.5% were BME. Of the 199 new starters, 11% were from BME applicants.

BME staff accessing training in 2013 and 2014 was 5.5% which is reflective of the overall workforce.

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 (2014)	Total % (2014)	Total (2013)	Total % (2013)
Band 8a	7	7.4%	5	4.6%
Band 8c	1	5.0%	0	0.0%
Band 5	23	3.5%	24	3.4%
Band 4	8	3.4%	6	2.1%
Band 3	18	3.3%	19	3.5%

In relation to promotions, all of the internal promotions were White British apart from 2. 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 are no issues highlighted in relation to BME.

2. Age

2.2 Staff in Post by Age as at 30 Sep 2014		
Headcount		
Age Range	Total	Total %
16 – 20	14	0.38%
21 – 25	166	4.58%
26 – 30	313	8.64%
31 – 35	390	10.77%
36 – 40	365	10.08%
41 – 45	485	13.39%
46 – 50	610	16.84%
51 – 55	649	17.92%
56 – 60	436	12.04%
61 - 65	156	4.30%
66 - 70	35	0.96%
71 and above	2	0.05%
Total	3,621	100%

As at September 2014, 5.3% of Trust staff were approaching, or at, pensionable age (age 61 or over). This is a slight decrease of 0.4% from September 2013.

16 – 19 year olds accounted for 3.8% of job applications received by the Trust in the period, with 4.2% of shortlisted candidates falling into this age range. 16 – 20 year old staff in post has increased by 0.12%

The highest percentage of new starters were in the 26-30 age range, however there has been an increase in staff in post in the 21 – 25 age range (4.58%) compared to 2013 (3.89%).

With regard to staff currently in post, the largest age group is 51-55, which has remained the same as 2013. The overall number of staff in the age ranges over 50 has decreased since September 2013 by 3.5%. However it should be noted that 63% of the staff who left the Trust via redundancy or MARS were over the age of 50.

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° Age Range 2014	Highest N° Age Range 2013
Band 9	56-60	56-60
Band 8d	46-50	41-45/46-50
Band 8c	46-50	46-50
Band 8b	41-45/46-50	46-50/51-55
Band 8a	46-50	46-50
Band 7	46-50	46-50
Band 6	46-50	46-50
Band 5	51-55	46-50
Band 4	51-55	51-55

Band 3	51-55	51-55
Band 2	51-55	51-55
Band 1	56-60	56-60

The highest number of promotions has changed from the 41-45 age range in 2013 to the 26-30 age range in 2014

Within the employee relations section (disciplinary, grievance and harassment), there are no issues highlighted 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 18.8% of the Trust's workforce are male, 5.2% of staff in Agenda for Change pay bands 8a to 9 are men compared to 4% of women. This has changed from 2013 – 6.2% of staff in Bands 8a to 9 were men compared to the same 4% of women.

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

4. Disability

2.4 Staff in Post by Disability as at 30 Sep 2014		
Headcount		
Disability	Total	Total %
Yes	119	3.28%
No	1938	53.52%
Not Declared	1546	42.69%
Unknown	18	0.49%
Total	3,621	100%

The number of staff who have declared they have a disability has dropped slightly since 2013 (0.3%).

In 2014 the Trust received 379 applications from applicants with a disability of which 124 were shortlisted (32.7%). Of the 124 shortlisted, 5 were offered positions and started with the Trust (4%).

In 2013 the Trust received 355 applications from applicants with a disability of which 99 were shortlisted (27.9%). Of the 99 shortlisted, 8 were offered positions and started with the Trust (8%).

In 2014, 13 staff with a disability left the Trust for the following reasons:

- 2 Voluntary Redundancy
- 4 Retired (Ill Health)
- 2 Resignation (ill health)
- 1 Resignation (promotion in another Trust)
- 4 Resignation

It should also be noted that 3 staff with a disability took the option to flexibly retire from the Trust and return to their substantive position.

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 (2014)	Total % (2014)	Total (2013)	Total % (2013)
Band 8b	2	6.9%	2	6.9%
Band 8c	1	5.0%	1	4.5%
Band 5	26	4.0%	34	4.7%
Band 6	24	3.4%	21	3.0%
Band 2	26	3.4%	31	3.9%

There were no staff with a disability who were promoted in 2014.

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 2014		
Headcount		
Sexual Orientation	Total	Total %
Lesbian	12	0.33%
Gay	10	0.27%
Heterosexual	2,007	55.42%
Bi-Sexual	12	0.33%
Undisclosed	1,580	43.63%
Total	3,621	100%

(Currently there is no national benchmarking information to compare to Trust date)

The profile of the Trust in relation to sexual orientation has remained relatively the same compared to 2013 apart from a significant increase in staff identified as bi-sexual.

In 2014 the Trust received 204 applications from applicants who declared they were either Gay, Lesbian or Bi-sexual (3%) compared to 206 applications (2.7%) in 2013. In 2014, 59 (29%) were shortlisted compared to 52 (25%) in 2013. Of the 59 shortlisted, 11 (18.5%) were new starters compared to 2 (3.8%) new starters in 2013

In 2013 the following staff left the Trust

- 1 Gay - Redundancy
- 1 Lesbian - MARS
- 1 Bi-sexual - Resigned

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		
	2013	2014	Doncaster	Rotherham	North Lincs
Buddhism	0.3%	0.3%	0.2%	0.2%	0.2%
Christianity	38.5%	39.8%	65.9%	66.5%	66.0%
Hinduism	0.4%	0.4%	0.3%	0.2%	0.3%
Islam	0.4%	0.4%	1.7%	3.7%	1.8%
Judaism	0%	0%	0%	0%	0%
Sikhism	0%	0.1%	0.4%	0.1%	0.3%
Other	5.7%	6.6%	0.3%	0.2%	0.2%
Undisclosed	47%	44.5%	6.9%	6.6%	7.1%

As can be seen from the table above, the profile of the Trust in relation to religious belief as changed very little from 2013.

In 2014 the Trust received 425 applications from applicants who indicated their religious belief was non-christian (6.2%) – not including ‘other’ or undisclosed. Of those 79 were shortlisted (18.5%) and 3 joined the Trust as new starters (3.8%)

In 2013 the Trust received 420 applications from applicants who indicated their religious belief was non-christian (5.6%) – not including other or undisclosed. Of those, 130 were shortlisted (31%) and 7 joined the Trust as new starters (5.4%)

In 2013 the following staff resigned from the Trust

- 2 Buddhism (1 x MARS – 1 x resignation)
- 2 Hinduism (Resignation)
- 2 Islam (1 x Redundancy – 1 x Resignation - relocation)

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.

LE – May 2015