



**Rotherham Doncaster
and South Humber**
NHS Foundation Trust

Human Resources

Equality & Diversity Monitoring Analysis

April 2017 to September 2017

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 2017				
Headcount				
	Male	Female	Total	Total %
WHITE	543	2,729	3,272	91.02%
White – British	520	2,691	3,211	89.32%
White – Irish	8	6	14	0.39%
White – Any other White Background	15	32	47	1.31%
MIXED	6	18	24	0.67%
Mixed – White & Black Caribbean	2	7	9	0.25%
Mixed – White & Black African	1	2	3	0.08%
Mixed – White & Asian	1	5	6	0.17%
Mixed – Any other mixed background	2	4	6	0.17%
ASIAN	22	37	59	1.64%
Asian or Asian British – Indian	12	19	31	0.86%
Asian or Asian British – Pakistani	5	7	12	0.33%
Asian or Asian British – Bangladeshi	0	3	3	0.08%
Asian or Asian British – Any other Asian background	5	8	13	0.36%
BLACK	18	31	49	1.36%
Black or Black British – Caribbean	4	11	15	0.42%
Black or Black British – African	12	20	32	0.89%
Black or Black British – Any other Black background	2	0	2	0.05%
OTHER	3	5	8	0.22%
Chinese	0	1	1	0.03%
Any other Ethnic Group	3	4	7	0.19%
NOT KNOWN	31	152	183	5.09%
Not Stated	31	152	183	5.09%
TOTAL	623	2,972	3,595	100.00%

100% of Trust staff have their ethnicity recorded on ESR. The 183 staff under the Not Known category are staff who do not wish to declare their ethnic origin. This figure has decreased slightly from September 2016 (187).

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. Very few Trust staff are based in North East Lincolnshire – 0.2%. 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
WHITE	95.3%	93.6%	96.0%
MIXED	0.3%	0.2%	0.1%
ASIAN	1.5%	2.1%	0.9%
BLACK	0.5%	0.4%	0.1%
OTHER	0.2%	0.3%	0.1%

The percentage of staff employed by the Trust who are of BME origin (including White Irish and White Other) is 5.6%, which has raised slightly (0.1%) compared to the same period in 2016. The percentage of BME staff not including White Irish and White Other is 3.9% which is higher than 2016 which was 3.6%.

The breakdown of staff employed in each locality of the Trust as at September 2017 is:

Percentage of Staff Employed by Ethnic Group by Locality			
	Doncaster	Rotherham	North Lincolnshire
WHITE	91.1%	94.4%	83.6%
MIXED	0.6%	1.0%	0.6%
ASIAN	1.5%	1.5%	3.2%
BLACK	1.6%	0.7%	1.1%
OTHER	0.2%	-%	0.9%

The Trust's highest percentage of staff is employed within Doncaster services (71.6%). 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 18.7% of staff, however the Asian population are under-represented. In

contrast, North Lincolnshire has 9.7% of staff employed within the Trust but has a significant BME percentage for each category compared to national statistics. These staff tend to be medics.

The Trust has seen an increase in its BME representation as an overall percentage of total staff but saw a decrease in White Irish, White Other and Mixed comparing 2016 and 2017 figures:

- White Irish 0.44% to 0.39% (-0.05%)
- White – Any other White Background 1.46% to 1.31% (-0.15%)
- Mixed – 0.69% to 0.67% (-0.02%)
- Asian 1.57% to 1.64% (+0.07%)
- Black 1.19% to 1.36% (+0.17%)
- Other 0.16% to 0.22% (+0.06%)

The overall percentage of BME leavers in 2017 (4.0%) was lower compared to 2016 (6.8%) In 2017 the Trust had a higher percentage of staff leave within the Asian compared to 2016. The reasons for leaving are detailed below:

Asian 1 x clerical staff - death
 1 x medical staff – voluntary resignation – not known
 1 x therapy staff – voluntary resignation - relocation

It should be noted that during April 2017 to September 2017, 10 staff left the Trust either by voluntary or compulsory redundancy; all of these staff were White British.

In 2017 the Trust received 5,076 applications of which 779 (15.3%) were from BME applicants. Of the 779 BME applicants 161 (20.7%) were shortlisted. Of the 135 new starters, 13 (9.6%) were from BME applicants – 4 of which were medical staff.

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.

Within the Agenda for Change pay bandings the top 5 percentage of BME staff comparing 2017 and 2016 is as follows:

BME Staff percentage by Pay Band – Top 5				
Pay band	Total (2017)	Total % (2017)	Total (2016)	Total % (2016)
Band 5	30	5.0%	31	4.8%
Band 7	11	3.7%	8	2.8%
Band 8b	1	3.6%	2	4.8%
Band 3	17	3.4%	18	3.4%
Band 4	7	3.1%	7	3.5%

In relation to promotions, all of the internal promotions were White British apart from 1 (White Other). 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 were no issues raised in relation to ethnicity.

2. Age

2.2 Staff in Post by Age as at 30 Sep 2017		
Headcount		
Age Range	Total	Total %
16 – 19	13	0.36%
20 – 25	172	4.78%
26 – 30	312	8.68%
31 – 35	398	11.07%
36 – 40	347	9.65%
41 – 45	419	11.65%
46 – 50	517	14.38%
51 – 55	630	17.52%
56 – 60	514	14.30%
61 - 65	224	6.23%
66 - 70	41	1.14%
71 and above	8	0.22%
Total	3,595	100%

As at September 2017, 7.5% of Trust staff were approaching, or at, pensionable age (age 61 or over). This is an increase of 0.5% from September 2016. However, following the introduction of the apprenticeship scheme, the Trust has seen an increase of 0.25% in 16 – 19 year olds.

The highest percentage of new starters were in the 21 – 25 (19%) and 26-30 (22%) age ranges. There was also a significant increase in the number of staff joining the Trust in the 51 – 55 age range (5.5%).

With regard to staff currently in post, the largest age group is 51-55, which has remained the same as 2015 and 2016. The overall number of staff in the age ranges over 50 has increased since September 2016 by 1.0%.

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 2017	Highest N ^o Age Range 2016
Band 8d	46-50/56-60	51-55
Band 8c	51/55	51/55
Band 8b	51-55	41-45/46-50
Band 8a	46-50	46-50
Band 7	51/55	51/55
Band 6	51/55	51/55
Band 5	51-55	51-55
Band 4	51-55	51-55
Band 3	56-60	51-55
Band 2	56-60	51-55/56-60
Band 1	56-60	56-60

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 17% of the Trust's workforce are male, 5.1% of staff in Agenda for Change pay bands 8a to 9 are men compared to 3.8% of women. This 'pay gap' has decreased since 2016 by 1.1%.

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 remained the same since 2016

2.4 Staff in Post by Disability as at 30 Sep 2017		
Headcount		
Disability	Total	Total %
Yes	125	3.5%
No	2,100	58.4%
Not Declared	1,370	38.1%
Total	3,595	100%

In 2017 the Trust received 309 applications (6.09%) from applicants with a disability, of which 101 (32.7%) were shortlisted. Of the 101 shortlisted, 6 (5.9%) were offered positions and started with the Trust

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 2017, 10 staff with a disability left the Trust for the following reasons:

- 1 End of Fixed Term Contract
- 2 Redundancy – Voluntary
- 1 Dismissal – capability
- 1 Dismissal – conduct
- 1 Retirement – Ill Health
- 1 Resignation (Promotion)
- 3 Resignation (unknown)

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 (2016)	Total % (2016)
Band 8c	1	5.3%	1	5.9%
Band 5	28	4.6%	33	5.1%
Band 2	36	4.4%	32	3.9%
Band 3	20	4.0%	24	4.5%
Band 6	26	3.5%	20	2.8%

Within the employee relations section (disciplinary, grievance and harassment), there was a harassment and grievance raised in relation to disability. This was investigated by the Trust and there was no evidence found during that investigation to substantiate the claim however this process is still ongoing.

5. Sexual Orientation

2.5 Staff in Post Sexual Orientation as at 30 Sep 2017		
Headcount		
Sexual Orientation	Total	Total %
Lesbian	21	0.58%
Gay	21	0.58%
Heterosexual	2,169	60.33%
Bi-Sexual	10	0.28%
Undisclosed	1,374	38.22%
Total	3,595	100%

The profile of the Trust in relation to sexual orientation has changed from 2016 to 2017 as follows:

- Lesbian increased from 0.55% to 0.58%
- Gay increased from 0.53% to 0.58%
- Bi-sexual decreased from 0.39% to 0.28%
- Heterosexual increased from 59.63% to 60.33%

In 2017 the Trust received 177 applications from applicants who declared they were either Gay, Lesbian or Bi-sexual (3.4%) compared to 252 applications (4.4%) in 2016. Of the 177 applicants, 52 (29%) were shortlisted compared to 64 (25%) in 2016. Of the 52 shortlisted, 4 (7.7%) were new starters which is lower compared to the 8 new starters (12.5%) in 2016.

In 2017 the following staff left the Trust

- 3 Bi-sexual - 1 x resigned (further education), 1 x resigned (Relocation), 1 x resigned (Not Known)
- 2 Gay - 1 x resigned (Promotion), 1 x resigned (Relocation)
- 1 Lesbian - 1 x resigned (Health)

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		
	2017	2016	Doncaster	Rotherham	North Lincs
Buddhism	0.3%	0.2%	0.2%	0.2%	0.2%
Christianity	42.2%	41.7%	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	7.2%	7.7%	0.3%	0.2%	0.2%
Undisclosed	40.1%	40.5%	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 2016 and 2017 with a slight increase in Christianity and Buddhism. However the staff in post percentage figures for Islam are much lower than the National Census percentages for the three locations.

In 2017 the Trust received 308 applications from applicants who indicated their religious belief was non-christian (6.1%) – not including ‘atheism’, ‘other’ or ‘undisclosed’. Of those 60 were shortlisted (19.5%) and 3 joined the Trust as new starters (5%)

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 2017 the following staff left the Trust

- 1 Hinduism (1 x Resignation – Relocation)
- 1 Sikhism (1 x Resignation – 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 Religious Belief.

L Earnshaw – December 2017