



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

Human Resources

Equality & Diversity Monitoring Analysis

April 2019 to September 2019

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.

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.

It should be noted that during this period of reporting, Band 1 staff were provided with the opportunity to transition to Band 2 as per the 2018/2019 Agenda for Change pay deal and a number of staff undertook this option. Therefore this has had an impact on the pay scale data provided in this report.

1. Ethnicity

2.1 Staff in Post by Ethnic Origin as at 30 Sep 2019				
Headcount				
	Male	Female	Total	Total %
WHITE	517	2,559	3,076	91.63%
White – British	500	2,513	3,013	89.75%
White – Irish	5	10	15	0.45%
White – Any other White Background	12	36	48	1.43%
MIXED	3	21	24	0.71%
Mixed – White & Black Caribbean	1	7	8	0.24%
Mixed – White & Black African	0	1	1	0.03%
Mixed – White & Asian	1	6	7	0.21%
Mixed – Any other mixed background	1	7	8	0.24%
ASIAN	22	39	61	1.82%
Asian or Asian British – Indian	14	21	35	1.04%
Asian or Asian British – Pakistani	3	5	8	0.24%
Asian or Asian British – Bangladeshi	0	3	3	0.09%
Asian or Asian British – Any other Asian background	5	7	12	0.36%
Chinese	0	3	3	0.09%
BLACK	19	34	53	1.58%
Black or Black British – Caribbean	3	12	15	0.45%
Black or Black British – African	15	22	37	1.10%
Black or Black British – Any other Black background	1	0	1	0.03%
OTHER	2	15	17	0.51%
Any other Ethnic Group	2	15	17	0.51%
NOT KNOWN	17	109	126	3.76%
Not Stated	17	109	126	3.76%
TOTAL	580	2,777	3,357	100.00%

100% of Trust staff have their ethnicity recorded on ESR. The 126 staff under the Not Known category are staff who do not wish to declare their ethnic origin. The Trust continues to encourage staff to update their data on ESR and this has resulted in a decrease of Not Known from September 2018 (152).

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 and North Lincolnshire. Therefore, the Office for National Statistics data used for benchmarking in this report will be the average population data for those areas as detailed in the 2011 Census information.

This is as follows:

	Doncaster	Rotherham	North Lincolnshire
WHITE	95.3%	93.6%	96.0%
MIXED	1.1%	1.0%	0.7%
ASIAN	2.5%	4.1%	2.7%
BLACK	0.8%	0.8%	0.3%
OTHER	0.4%	0.5%	0.2%

The percentage of staff employed by the Trust who are of BAME origin (including White Irish and White Other) is 6.5%, which has increased (0.4%) compared to the same period in 2018. The percentage of BAME staff not including White Irish and White Other is 4.6% which is an increase on the 4.1% for 2018.

The breakdown of staff employed in each locality of the Trust as at September 2019 is:

Percentage of Staff Employed by Ethnic Group by Locality			
	Doncaster (2,413)	Rotherham (583)	North Lincolnshire (361)
WHITE	91.5%	92.5%	87.0%
MIXED	0.6%	1.0%	0.8%
ASIAN	1.7%	1.7%	2.8%
BLACK	1.7%	1.5%	0.8%
OTHER	0.4%	0.9%	0.6%

The Trust's highest percentage of staff is employed within Doncaster services (71.9%). The BAME percentages for Doncaster have increased in comparison to 2018 but are still below the national statistics for Mixed (1.1%) and Asian (2.5%) staff. This is also the same for Asian (4.1%) within the Rotherham services which account for 17.4% of staff.

In contrast, North Lincolnshire has 10.7% of staff employed within the Trust but has a higher BAME percentage for each category.

The Trust has seen an increase in its BAME representation as an overall percentage of total staff but saw a decrease in White Irish and White Other comparing 2018 and 2019 figures:

- White Irish 0.46% to 0.45% (-0.01%)
- White – Any other White Background 1.56% to 1.43% (-0.13%)
- Mixed – 0.55% to 0.71% (+0.16%)
- Asian - 1.68% to 1.82% (+0.14%)
- Black - 1.53% to 1.58% (+0.05%)
- Other - 0.35% to 0.51% (+0.16%)

The overall percentage of BAME leavers in 2019 (4.1%) was lower compared to 2018 (6.8%) In 2019 the Trust had a higher percentage of staff leave within the White Other category. The reasons for leaving are detailed below:

- White - Other
- 1 x clerical staff – voluntary resignation – move to another NHS Trust
 - 2 x PWP staff – voluntary resignation – relocation/Promotion
 - 1 x Nurse Manager – voluntary resignation – relocation
 - 2 x unqualified nursing staff – voluntary resignation – promotion/not know
 - 1 x Psychology – Retirement
 - 1 x Assistant Psychology – voluntary resignation – not known

It should be noted that during April 2019 to September 2019, 2 staff left the Trust through voluntary redundancy, both of which were White British.

In 2019 the Trust received 5,989 applications of which 825 (13.8%) were from BAME applicants. Of the 825 BAME applicants, 174 (21.1%) were shortlisted. Of the 209 new starters, 21 (10.0%) were from BAME applicants - 1 of which was medical staff.

In 2018 the Trust received 5,794 applications of which 756 (13.0%) were from BAME applicants. Of the 756 BAME applicants 196 (25.9%) were shortlisted. Of the 180 new starters, 21 (11.6%) were from BAME applicants – 7 of which were medical staff.

Within the Agenda for Change pay bandings the top 5 percentage of BAME staff comparing 2019 and 2018 is as follows:

BME Staff percentage by Pay Band – Top 5				
Pay band	Total (2019)	Total % (2019)	Total (2018)	Total % (2018)
Band 8b	2	7.1%	2	6.3%
Band 5	35	6.5%	38	6.2%
Band 7	16	5.4%	11	3.8%
Band 4	11	4.9%	9	3.7%
Band 8a	4	4.2%	3	3.3%

In relation to promotions, 12.8% of the internal promotions were BAME staff. This is a significant improvement on previous years and follows on from the work undertaken by the Freedom to Speak Up office in relation to career progression in relation to BAME staff.

Within the employee relations section (disciplinary, grievance and harassment), there were 3 BAME staff who raised a bullying and harassment claim – none of these were linked to ethnicity.

2. Age

2.2 Staff in Post by Age as at 30 Sep 2019		
Headcount		
Age Range	Total	Total %
16 – 20	13	0.39%
21 - 25	143	4.26%
26 – 30	301	8.97%
31 – 35	373	11.11%
36 – 40	374	11.14%
41 – 45	358	10.66%
46 – 50	473	14.09%
51 – 55	529	15.76%
56 – 60	491	14.63%
61 - 65	259	7.72%
66 - 70	30	0.89%
71 and above	13	0.39%
Total	3,357	100%

As at September 2019, 9.0% of Trust staff were approaching, or at, pensionable age (age 61 or over). This is an increase of 1.0% from September 2018. The Trust has also seen a decrease of 16 – 30 year olds from 14.1% in 2018 to 13.6% in 2019. The highest percentage of new starters were in the 21 – 25 (16%) and 26-30 (16%) age ranges.

With regard to staff currently in post, the largest age group is 51-55, which has remained the same as 2017 and 2018. The overall number of staff in the age ranges over 50 has remained the same as 2018 (39%)

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 2019	Highest N° Age Range 2018
Band 8d	51-55	51-55/56-60
Band 8c	46-50/51-55	51/55
Band 8b	46-50	41-45
Band 8a	46-50	46-50
Band 7	46-50	51-55
Band 6	51-55	51-55
Band 5	56-60	31-35
Band 4	46-50	51-55
Band 3	56-60	51-55
Band 2	51-55	56-60
Band 1	56-60	56-60

The data indicates that this year there has been a significant shift in relation to Band 5.

Within the employee relations section (disciplinary, grievance and harassment), there was 1 staff member over the age of 66 who raised a bullying and harassment claim and 8 staff over the age of 51 who raised a grievance – none of these were related 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, 6.0% of staff in Agenda for Change pay bands 8a to 9 are men compared to 4.2% of women. This 'pay gap' has remained the same compared to 2018.

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 increased since 2018 (+1.1%)

2.4 Staff in Post by Disability as at 30 Sep 2019		
Headcount		
Disability	Total	Total %
Yes	151	4.50%
No	2,272	67.68%
Not Declared	934	27.82%
Total	3,357	100%

In 2019 the Trust received 348 applications (5.8%) from applicants with a disability, of which 146 (42%) were shortlisted. Of the 146 shortlisted, 11 (7.5%) were offered positions and started with the Trust.

In 2018 the Trust received 389 applications (6.8%) from applicants with a disability, of which 119 (30.6%) were shortlisted. Of the 119 shortlisted, 9 (7.6%) were offered positions and started with the Trust.

In 2019, 10 staff with a disability left the Trust for the following reasons:

- 1 Dismissal - Capability
- 1 Voluntary Redundancy
- 1 End of Fixed Term Contract
- 1 Voluntary Resignation - Relocation
- 6 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 (2019)	Total % (2019)	Total (2018)	Total % (2018)
Band 3	25	5.3%	19	4.1%
Band 2	39	5.2%	28	3.8%

Band 8c	1	5.0%	1	6.3%
Band 4	11	4.9%	2	0.9%
Band 5	24	4.5%	19	3.2%

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

5. Sexual Orientation

2.5 Staff in Post Sexual Orientation as at 30 Sep 2019		
Headcount		
Sexual Orientation	Total	Total %
Gay Or Lesbian	32	0.95%
Heterosexual or Straight	2,211	65.86%
Bi-Sexual	14	0.42%
Other	1	0.03%
Undisclosed	1,099	32.74%
Total	3,357	100%

The profile of the Trust in relation to sexual orientation has remained unchanged from 2018 to 2019 with a slight increase in bi-sexual

In 2019 the Trust received 220 applications from applicants who declared they were either Gay/Lesbian or Bi-sexual (3.7%) compared to 241 applications (4.2%) in 2018. Of the 220 applicants, 58 (26%) were shortlisted compared to 61 (25%) in 2018. Of the 58 shortlisted, 5 (8.6%) were new starters which is higher compared to the 3 new starters (5.8%) in 2018.

In 2019 the following staff left the Trust

- 1 Gay/Lesbian - resigned (Not Known)
- 1 Bi-sexual - 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 was on Bi-sexual member of staff who raised a harassment claim but this was not related to their sexual orientation.

6. Religious Belief

Staff in Post by Religious Belief Compared to National Census					
Religious Belief	Trust Staff Percentage		National Census Percentage		
	2019	2018	Doncaster	Rotherham	North Lincs
Buddhism	0.3%	0.3%	0.2%	0.2%	0.2%
Christianity	43.0%	42.2%	65.9%	66.5%	66.0%
Hinduism	0.3%	0.3%	0.3%	0.2%	0.3%
Islam	0.7%	0.6%	1.7%	3.7%	1.8%
Judaism	0.0%	0.1%	0%	0%	0%
Sikhism	0.3%	0.3%	0.4%	0.1%	0.3%

Other	7.4%	7.7%	0.3%	0.2%	0.2%
Undisclosed	36.8%	38.6%	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 2018 and 2019 with a slight increase in Islam. However the 'staff in post' percentage figures for Islam are still much lower than the National Census percentages for the three locations.

In 2019 the Trust received 360 applications from applicants who indicated their religious belief was non-christian (6.0%) – not including 'atheism, 'other' or 'undisclosed'. Of those, 57 were shortlisted (15.8%) and 7 joined the Trust as new starters (12.3%)

In 2018 the Trust received 313 applications from applicants who indicated their religious belief was non-christian (5.4%) – not including 'atheism, 'other' or 'undisclosed'. Of those, 70 were shortlisted (22.4%) and 8 joined the Trust as new starters (11.4%)

In 2019 the following staff left the Trust

- 1 Islam – End of Fixed Term Contract

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 – October 2019