

Equality and Diversity Workforce Monitoring Information

York Foundation Hospital NHS Trust

Reporting Year: 2010/11

Introduction

The purpose of this information is to set out the results of employment monitoring for the year 2010/11, and to meet the statutory duty by publishing this data on the Trust's external website. It should be noted that there is an element of unknown data. This is due to the fact that declaration of some areas of diversity remains voluntary. The details for age and gender are taken as accurate as there is reliable data for these diversity strands.

Gathering reliable workforce diversity data remains an important issue in order to plan and analyse employment data effectively. However, it does remain a challenge in some areas to achieve sufficient disclosure to allow analysis of workforce data to be meaningful.

The report provides additional demographic data in order to enable the reader to contextualise the workforce data within the community we serve. It is important to recognise that the secondary data was gathered by third parties of other purposes therefore providing consistent, relevant data for the area/region for each section of the report was problematic. Therefore the secondary information used in this report is based on data from a number of sources including 2001 Census, ONS Annual Population Survey and Regional Trends Survey, Business in the Community, Regional Fact sheet and Office of Labour Market Statistics (ONMIS).

The below data is only the raw statistics, further analysis will take place to identify key findings and where applicable objectives set that will feed into the Trust's Corporate Action Plan on Equality and Diversity.

1. Demographic Information

Listed below are some interesting demographic indicators for the York Area. This information is included in this report to enable the Trust's workforce data to be contextualised with that of the community we serve.

The information within document is based on employment data from York Foundation Hospital Trust (excluding community based staff TUPED as a result of TCS) and from a number of additional sources such as the 2001 Census, ONS Annual Population Survey and Regional Trends Survey, Business in the Community, Regional Fact Sheet and Office of Labour Market Statistics (ONMIS).

1.1 Population

Area	Male	Female	Total
York	87,137	93,957	181,094
Selby	37,424	39,044	76,468

(2001, Census, ONS)

1.2 Place of Birth

Place of Birth	Total Number of People	% of York Population
Born in the UK	171,790	94.9
Born Else where in The EU (inc Rep Ireland)	3,696	2.0
Born outside the EU	5,609	3.1
Total	181,094	100

1.3 Employment

Listed below are the Employment statistics for public sector organisations in York.

Employer	Total workforce	% White British	% White Irish*	% White Other	% Mixed (all)	% Pakistani	% Indian	% Bangla-deshi	% Black Caribbean	% Black African	% Black Other	% Chinese	% Other, not known	% Other Asian	Minimum % BME
City of York Council*	8,360	96.9 8,104													3.1 256
City of York (schools)*	20,454	90.8 18,572	0.4 80	4.2 852	1.6 333	0.2 26	0.4 82	0.3 55	0.1 7	0.3 53	0.1 7	0.3 56	1.0 198	0.6 124	9.2 1,882
NHS North Yorkshire and York*	3,818	83.9 3,203		0.8 31	0.6 25		0.6 25		0.1 3	0.3 9		0.1 3	13.6 516	0.1 1	2.6 99
York Hospitals NHS Foundation Trust	4,614	78.2 3,608	0.4 21	13.7 634	1.5 70	0.1 7	2.1 97	0.1 2	0.1 6	0.8 39	0.1 2	0.4 19	8.1 381	1.7 26	21.4 987
North Yorks Learning and Skills Council*	21	90.4 19		4.8 1	4.8 1										9.6 2
Fire and Rescue Service*	108	100.0 108													0.0 0
North Yorks Police Force (York division)*	866	98.6 857		0.6 4	0.3 2				0.5 3						1.4 9
University of York (staff)*	3,204	73.0 2,339	1.0 31	11.9 380	0.7 21	0.4 11	1.0 32	0.1 3	0.1 3	0.3 9	0.1 4	1.7 55	8.7 278	1.2 38	18.9 604
University of York (students home)*	9,826	85.69		2.0 196	0.6 59		1.4 129	0.1 13	0.2 21	0.9 93	0.1 8	0.8 76	6.3 622	0.4 40	7.2 705
University of York (students - overseas)*	1,722	40		2 34	2 34		0.1 50	0.1 2	0.2 4	0.4 70	1 17	35 520	3 50	11 100	60 1,033
York St John University (staff)	659	632		0.5 3			0.5 3		0.1 1			0.3 2	1.4 9	1.1 7	2.7 18
York St John University (students)	6,946	85.8 42	0.6 34	0.5 34	0.8 55	0.5 35	0.4 29	0.1 3	0.1 9	1.1 76	0.3 18	1.2 83	8.2 568	0.8 60	7.3 504
York College (staff)	1,007	98.3 (all) 97.7 (manual)		0.4 (all) 4	1.2 8				0.4 4			0.1 1	3.2 33		2.0 18
York College (students)	10,752	86.6	0.4 38	2.3 241	0.8 86	0.1 15	0.2 24	0.1 14	0.1 15	0.3 27	0.1 7	0.8 88	7.8 844	0.4 42	5.7 1,068
Askham Bryan College (staff)	316	97.2	1.0 3	1.0 3			0.7 2		0.3 1						2.8 9
Askham Bryan College (students)	3,541	89.8	0.8 30	2.2 78	0.4 13	0.1 1	0.1 2					0.2 5	6.5 226	0.1 2	3.8 134
Employer	Total workforce	% White British	% White Irish*	% White Other	% Mixed (all)	% Pakistani	% Indian	% Bangla-deshi	% Black Caribbean	% Black African	% Black Other	% Chinese	% Other, not known	% Other Asian	Minimum % BME
Army															
Royal Mail*	1,514	83.4		0.3 4	0.6 9				0.2 3			0.2 2	15.0 218		15.6 236
Defra	No data supplied														
UK Border Agency	No data supplied														
North Yorks County Council	264	148											115		0.4 1
Total (nos only)			245	2,251	854	207	475	92	80	376	63	910	3,643	530	7,565

(Information source: Joseph Rowntree Foundation, 2010)

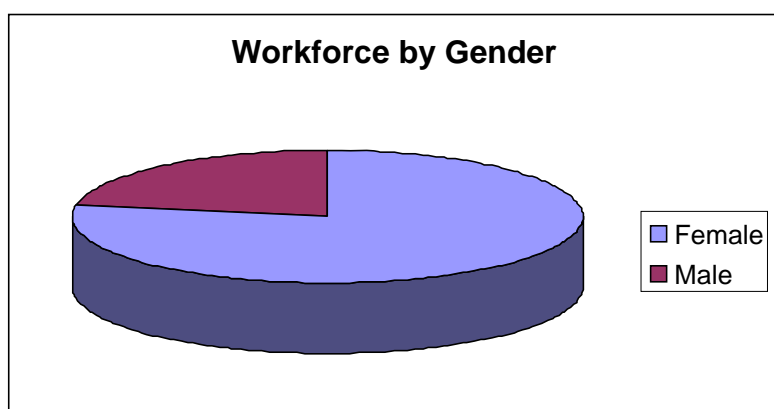
1.4 Religion of York Population

Religion	Number of People	% of York Population
Christian	134771	74.4
Buddhist	388	0.2
Hindu	191	0.1
Muslim	1047	0.6
Sikh	95	0.1
Other	538	0.3
No Religion	30003	16.6
Non Stated	13714	7.6
Total	181094	99.9

2. Employment Statistics of York Foundation NHS Hospital Trust

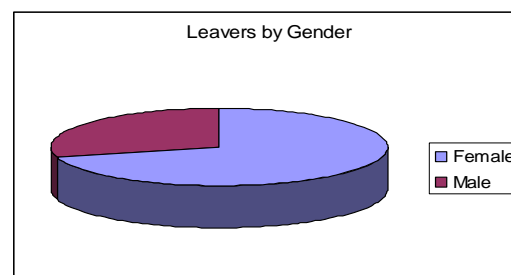
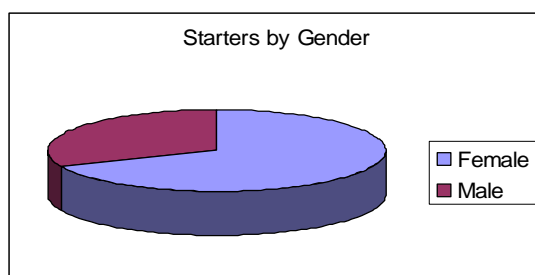
2.1 Workforce by Gender

Gender	Total	% of Workforce
Female	3790	77.7
Male	1087	22.3
Total Staff in Post	4877	100



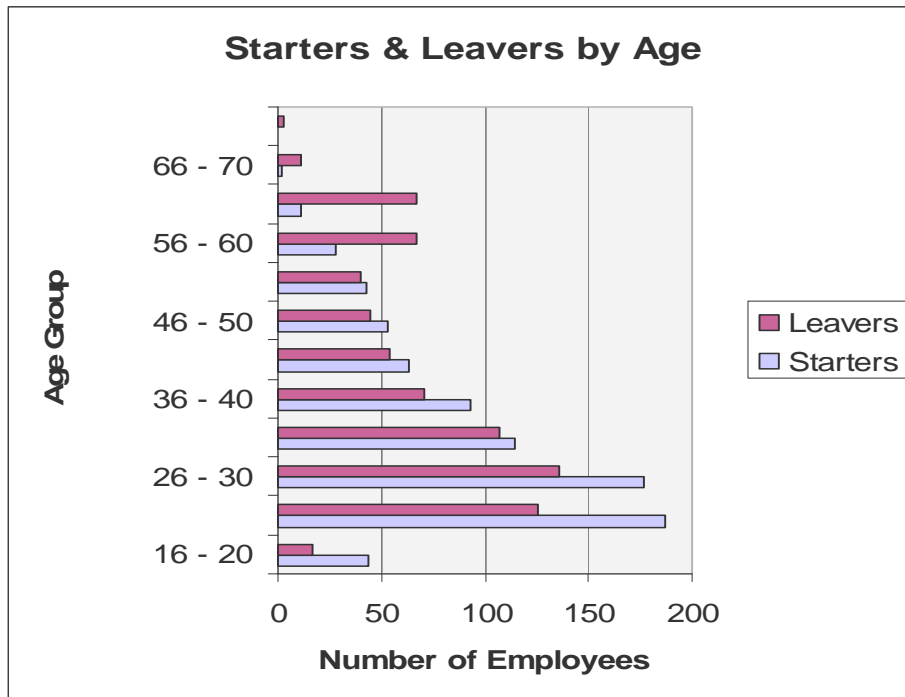
2.2 New Starters/Leavers

Gender	Starters	Leavers
Female	559	524
Male	256	220
Total	815	744



2.3 Starters & Leavers by Age

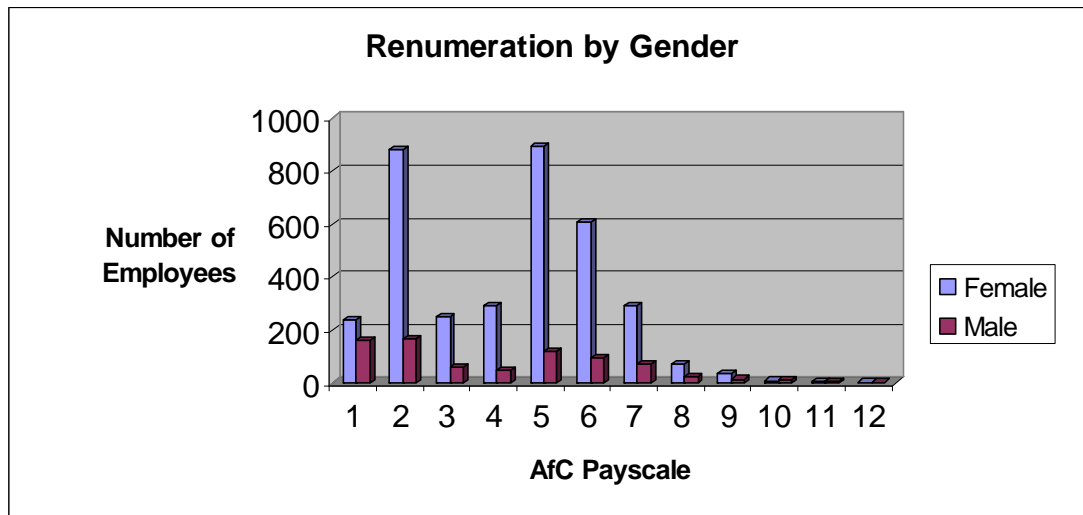
Age Band	Starters	% of Starters	Leavers	% of Leavers
16 - 20	44	5.4	17	0.1
21 - 25	187	23	126	17
26 - 30	177	21.7	136	18.3
31 - 35	114	14	107	14.4
36 - 40	93	11.4	71	9.5
41 - 45	63	7.4	54	7.3
46 - 50	53	6.5	45	6
51 - 55	43	5.3	40	5.4
56 - 60	28	3.4	67	9
61 - 65	11	1.3	67	9
66 - 70	2	0.2	11	1.5
71 & above	0	0	3	0.1
Total	815	99.6	744	97.6



2.4 Remuneration by Gender

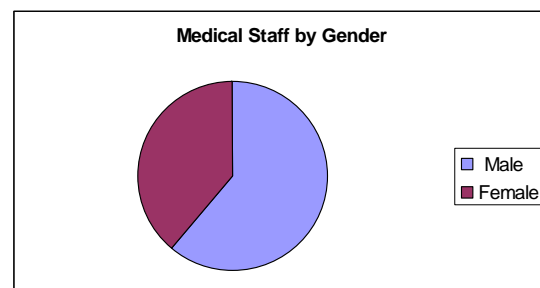
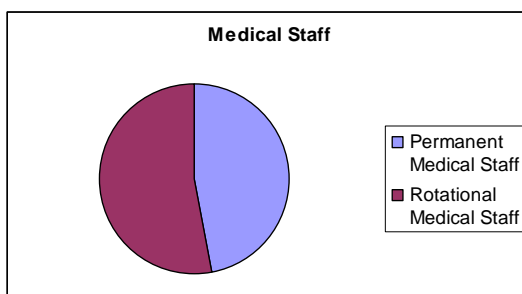
Gender	Pay Band	1	2	3	4	5	6	7	8a	8b	8c	8d	9	Total
										(9)	(10)	(11)	(12)	
Male		158	168	56	48	117	92	70	24	14	9	5	2	763
Female		236	883	250	292	895	608	292	68	36	8	4	2	3574
Total		395	1051	306	340	1012	700	362	92	50	17	9	4	4337
Male % of Pay Band		40	15.9	18.3	14.1	11.6	13.1	19.3	26.1	28	53	56	50	
Female % of Pay Band		60	84	81.7	86	85.5	86.9	80.7	74	72	47	44.4	50	
Total % of Workforce		9.1	24.2	7.1	7.8	23.3	16.1	8.3	2.1	1.2	0.4	0.2	0.1	**4337

** This total includes Agenda for Change pay bands only



2.4.2 Medical Staff Pay Bands

Pay Band	Number of Employees
Permanent Medical Staff	234
Rotational Medical Staff	264
Total	498
Male	305
Female	193



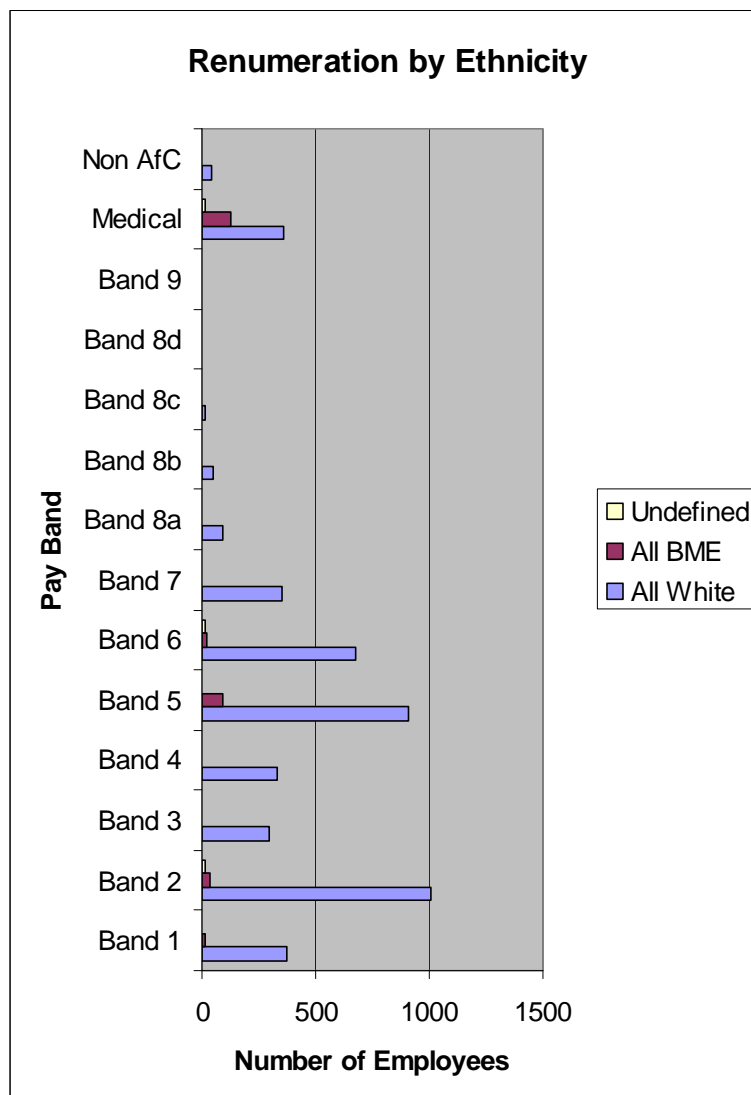
3. Ethnicity Information

3.1 Ethnicity of the Workforce

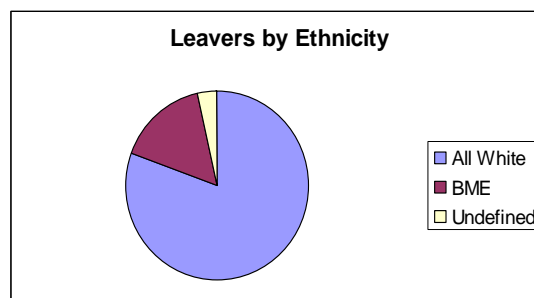
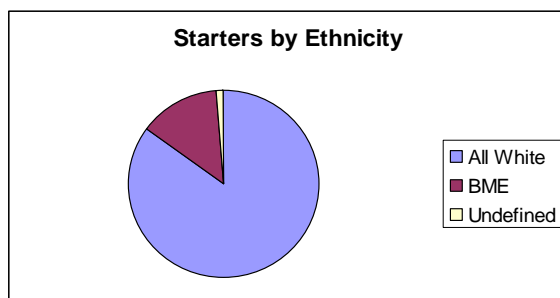
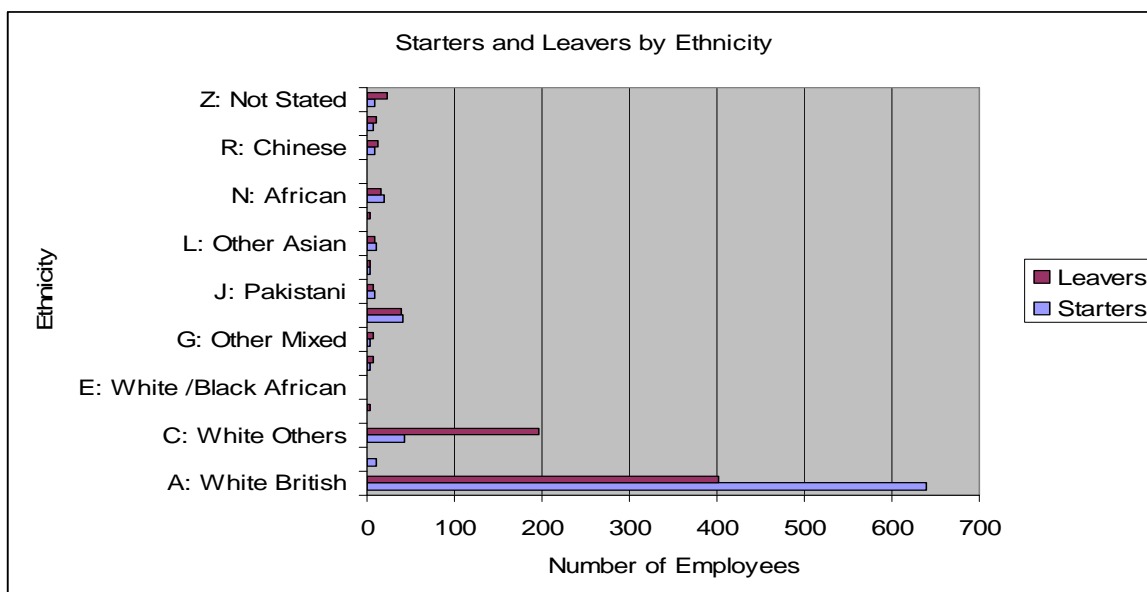
Ethnicity	All	Female	Male
A: White British	2391	1876	515
B: White Irish	34	25	9
C: White Others	2090	1667	423
D: White/ Black Caribbean	7	5	2
E: White /Black African	6	6	0
F: White and Asian	13	11	2
G: Other Mixed	37	29	8
H: Indian	104	55	49
J: Pakistani	10	5	5
K: Bangladeshi	2	2	0
L: Other Asian	23	12	11
M: Caribbean	8	6	2
N: African	50	29	21
P: Other Black	3	2	1
R: Chinese	20	10	10
S: Others	33	15	18
Z: Not Stated	46	35	11
Total	4877	3790	1087

3.2 Remuneration by Ethnicity

Pay Bands	All White	All BME	Undefined	Total
Band 1	376	16	2	394
Band 2	1004	36	11	1051
Band 3	299	4	3	306
Band 4	334	6	0	340
Band 5	911	90	0	1001
Band 6	673	21	11	705
Band 7	350	10	6	366
Band 8a	89	3	2	94
Band 8b	50	0	0	50
Band 8c	17	0	0	17
Band 8d	9	0	0	9
Band 9	4	0	0	4
Medical	357	129	12	498
Non AfC	41	1	0	42
All AFC	4116	186	35	4337
All Bands	4514	316	47	4877



3.3 Starters and Leavers by Ethnicity

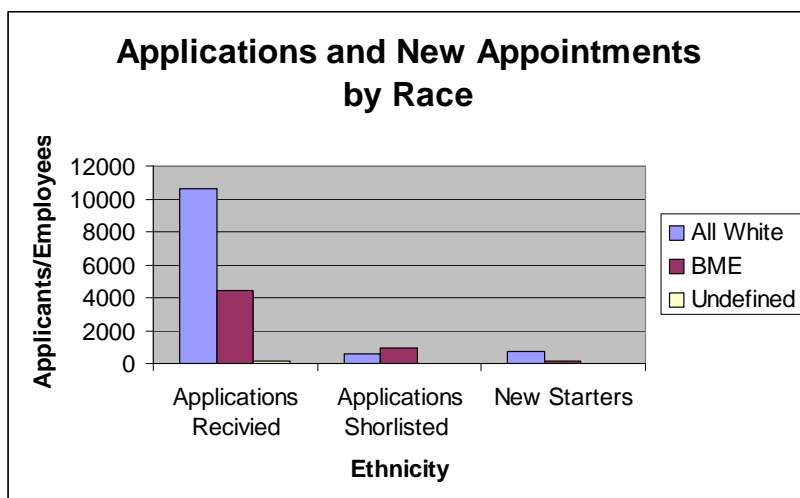
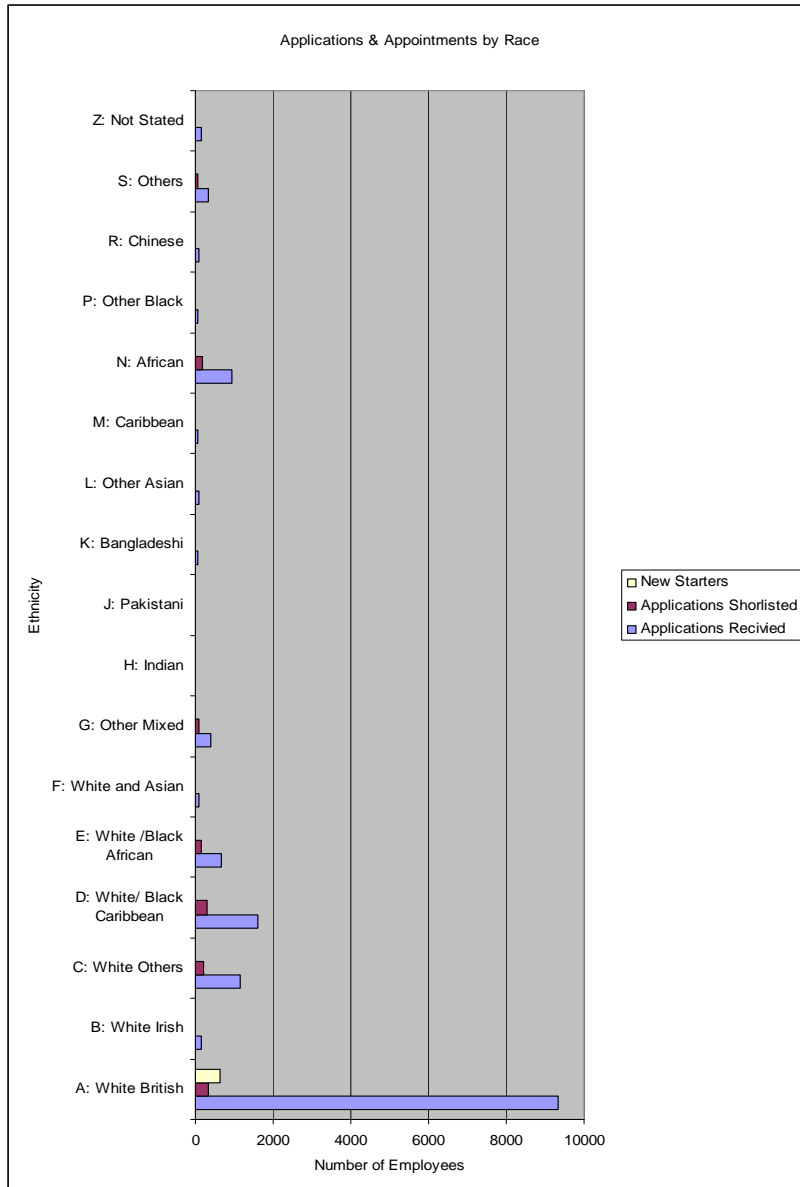


Ethnicity	Starters	Leavers
A: White British	640	401
B: White Irish	10	2
C: White Others	43	196
D: White/ Black Caribbean	1	3
E: White /Black African	2	1
F: White and Asian	3	7
G: Other Mixed	4	8
H: Indian	41	40
J: Pakistani	9	7
K: Bangladeshi	3	3
L: Other Asian	10	9
M: Caribbean	1	3
N: African	20	16
P: Other Black	2	2
R: Chinese	9	12
S: Others	8	10
Z: Not Stated	9	24
Total	815	744

3.4 Ethnicity of the Yorkshire and Humber Region

Ethnic Group	Number of people in Yorkshire & Humber Region	Number of People Employed by York FT	Yorkshire & Humber Region Population %	York FT % of Head Count
A: White British	4,551,394	2391	91.7	38.46
B: White Irish	32,735	34	0.7	0.45
C: White Others	57,134	2,090	1.2	53.5
D: White/ Black Caribbean	18,187	7	0.4	0.15
E: White /Black African	4,095	6	0.1	0.13
F: White and Asian	14,218	13	0.3	0.26
G: Other Mixed	8,494	37	0.2	0.92
H: Indian	51,593	104	1.0	2.09
J: Pakistani	146,330	10	2.9	0.15
K: Bangladeshi	12,330	2	0.2	0.04
L: Other Asian	12,333	23	0.2	0.43
M: Caribbean	21,308	8	0.4	0.12
N: African	9,626	50	0.2	0.8
P: Other Black	3,329	3	0.1	0.08
R: Chinese	12,341	20	0.2	0.41
S: Others	9,486	33	0.2	0.64
Z: Not Stated		46		1.27
Total	4,964,833	4,877	100	99.9

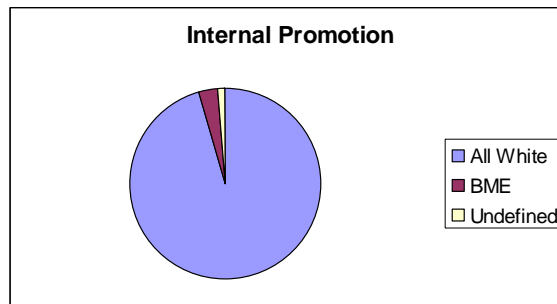
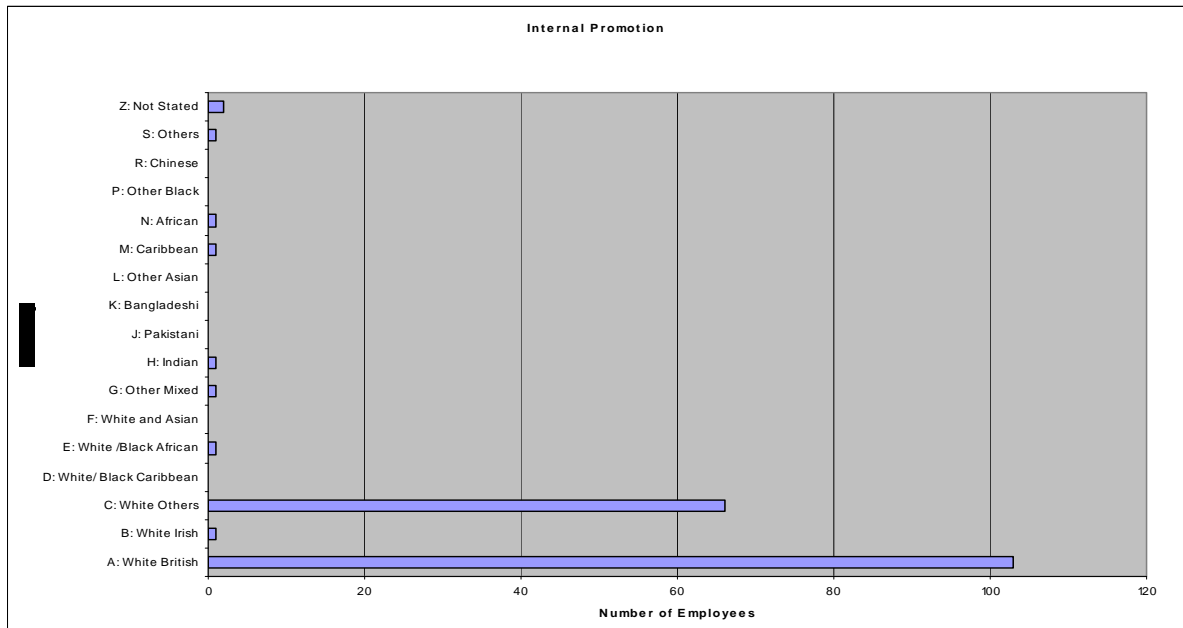
3.5 Applications and New Appointments by Race



Ethnicity	Applications Received	% of Applications Received	Applications Short-listed	% of Applications Short-listed	New Starters	% of New Starters
A: White British	9320	61.2%	320	21.0%	640	78.5%
B: White Irish	153	1.0%	35	2.3%	10	1.2%
C: White Others	1161	7.6%	210	13.8%	43	5.3%
D: White/ Black Caribbean	1600	10.5%	290	19.0%	1	0.1%
E: White /Black African	675	4.4%	158	10.3%	2	0.2%
F: White and Asian	99	0.7%	24	1.6%	3	0.4%
G: Other Mixed	380	2.5%	90	5.9%	4	0.5%
H: Indian	18	0.1%	4	0.3%	41	5.0%
J: Pakistani	38	0.2%	11	0.7%	9	1.1%
K: Bangladeshi	58	0.4%	11	0.7%	3	0.4%
L: Other Asian	87	0.6%	18	1.2%	10	1.2%
M: Caribbean	56	0.4%	20	1.3%	1	0.1%
N: African	943	6.2%	190	12.4%	20	2.5%
P: Other Black	56	0.4%	14	0.9%	2	0.2%
R: Chinese	105	0.7%	24	1.6%	9	1.1%
S: Others	324	2.1%	75	4.9%	8	1.0%
Z: Not Stated	154	1.0%	33	2.2%	9	1.1%
Total	15227	100.0%	1527	100.0%	815	100.0%

3.6 Internal Promotion by Race

The chart below show the number of employees who show an increase to their Agenda for Change pay bands during the last 12 months. This includes staff restructures as well as appointments.



Ethnicity	Total	%
A: White British	103	57
B: White Irish	1	0.6
C: White Others	66	37
D: White/ Black Caribbean	0	0
E: White /Black African	1	0.6
F: White and Asian	0	0
G: Other Mixed	1	0.6
H: Indian	1	0.6
J: Pakistani	0	0
K: Bangladeshi	0	0
L: Other Asian	0	0
M: Caribbean	1	0.6
N: African	1	0.6
P: Other Black	0	0
R: Chinese	0	0
S: Others	1	0.6
Z: Not Stated	2	1.1
Total	178	100

3.7 Training opportunity uptake within York FT

Training Categories	
Customer Relations	CR
Health & Safety	HS
Induction	Ind
Informatics	Info
Occupational Knowledge & Skills	OKS
Personal Development	PD
Resuscitation	Res
Risk Management	RM

Ethnicity	CR	%	HS	%	Ind	%	Info	%	OKS	%	PD	%	Res	%	RM	%
A: White British	61	57.7	1630	50.8	2442	54.1	9	52.9	230	50.7	289	47.5	526	51.2	5857	52.2
B: White Irish	2	1.9	17	0.5	28	0.6	0	0.0	2	0.4	4	0.7	9	0.9	74	0.7
C: White Others	42	39.9	1430	44.5	1683	37.3	4	23.5	196	43.2	301	49.4	407	39.6	4578	40.8
D: White/Black Caribbean	0	0.0	2	0.1	3	0.1	0	0.0	1	0.2	3	0.5	0	0.0	10	0.1
E: White/Black African	0	0.0	0	0	6	0.1	0	0.0	0	0.0	0	0.0	5	0.5	12	0.1
F: White and Asian	0	0.0	4	0.1	15	0.3	0	0.0	1	0.2	0	0.0	0	0.0	26	0.2
G: Other Mixed	0	0.0	22	0.7	31	0.7	0	0.0	4	0.9	2	0.3	11	1.1	78	0.7
H: Indian	0	1.9	29	0.9	85	1.9	2	11.8	10	2.2	0	0.0	22	2.1	172	1.5
J: Pakistani	2	0.0	1	0	8	0.2	0	0.0	0	0.0	0	0.0	0	0.0	10	0.1
K: Bangladeshi	0	0.0	5	0.2	4	0.1	1	5.9	0	0.0	0	0.0	1	0.1	12	0.1
L: Other Asian	0	0.0	6	0.2	18	0.4	1	5.9	1	0.2	0	0.0	3	0.3	31	0.3
M: Caribbean	0	0.0	4	0.1	7	0.2	0	0.0	3	0.7	4	0.7	0	0.0	18	0.2
N: African	0	0.0	21	0.7	58	1.3	0	0.0	3	0.7	1	0.2	20	1.9	120	1.1
P: Other Black	0	0.0	0	0.0	3	0.1	0	0.0	1	0.2	4	0.7	0	0.0	9	0.1
R: Chinese	0	0.0	5	0.2	19	0.4	0	0.0	1	0.2	0	0.0	3	0.3	31	0.3
S: Others	0	0.0	11	0.3	21	0.5	0	0.0	0	0.0	0	0.0	8	0.8	48	0.4
Z: Not Stated	0	0.0	24	0.7	85	1.9	0	0.0	1	0.2	1	0.2	12	1.2	136	1.2
Total	107	100	3211	100	4516	100	17	100	454	100	609	100	1027	100	11222	100

3.8 Employee Relations Information by Race

Ethnicity	Grievances Raised	Disciplinary Investigations	Formal Sanctions	Suspensions
A: White British	1	30	31	14
B: White Irish	0	1	0	0
C: White Others	0	0	0	0
D: White/ Black Caribbean	0	0	0	0
E: White /Black African	0	1	1	0
F: White and Asian	0	0	0	0
G: Other Mixed	0	0	0	0
H: Indian	0	0	0	0
J: Pakistani	0	0	0	0
K: Bangladeshi	0	0	0	0
L: Other Asian	0	0	0	0
M: Caribbean	0	0	0	0
N: African	0	0	0	0
P: Other Black	0	0	0	0
R: Chinese	0	0	0	0
S: Others	0	3	1	0
Z: Not Stated	0	0	0	0
Total	1	35	33	14

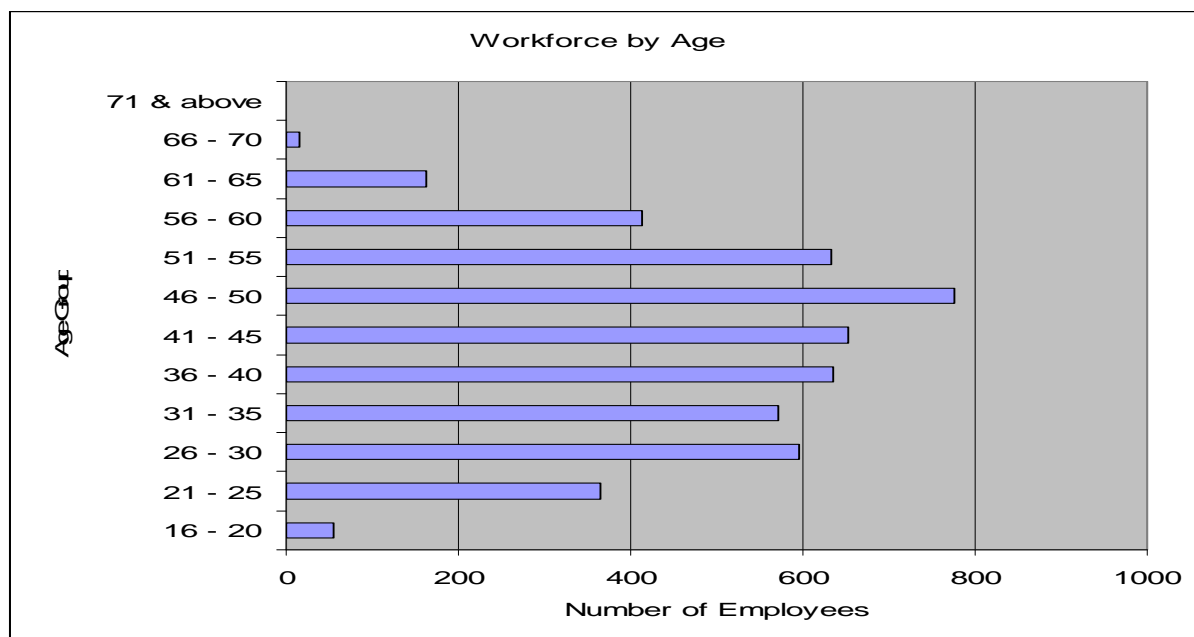
4. Age

4.1 Regional Labour Force by Age

Labour force total includes those in employment and those that are unemployed.

Group	16-24 yrs (%)	25-34 yrs (%)	35-44 yrs (%)	Males 45-64 Females 45-59 (%)	Males 65 + Females 60+ (%)	All Ages (=100%) (Thousands)
All People UK	15.4	21.4	24.6	34.2	4.4	31,175
Yorkshire & Humber	17.1	20.9	24.3	33.7	3.9	2,611

Source National Office of Statistics Regional Reports, released Regional Trends, 2010



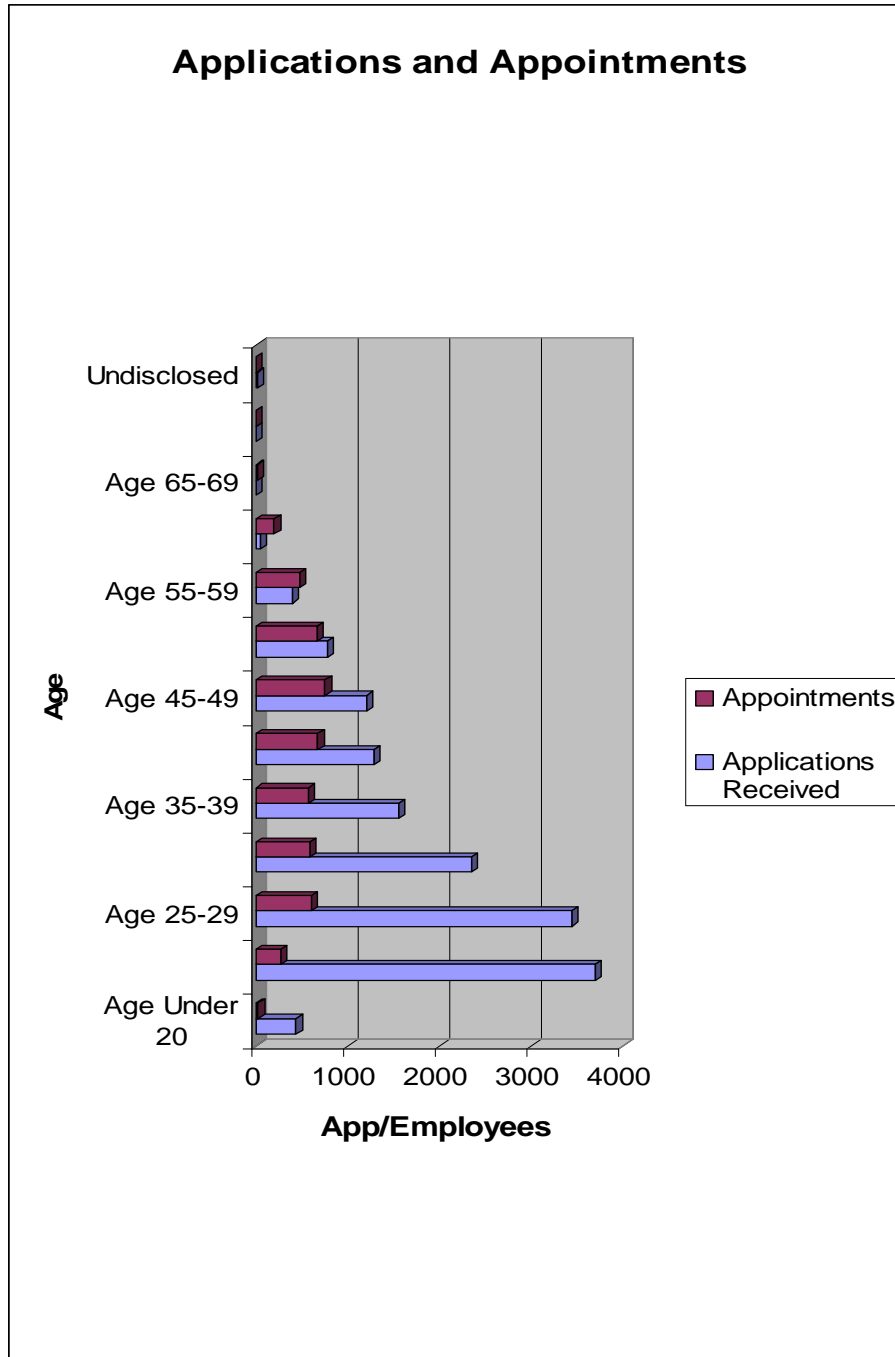
4.2 Workforce by Age

Age Band	Total
16 - 20	55
21 - 25	365
26 - 30	596
31 - 35	571
36 - 40	635
41 - 45	652
46 - 50	775
51 - 55	634
56 - 60	413
61 - 65	162
66 - 70	16
71 & above	3
Total	4877

4.3 Young-Workers

Age Band	Total
16	0
17	2
18	7
20	26
Total	35

4.4 Applications and New Appointments by Age



5. Gender Information

5.1 Yorkshire and Humber Employment by Gender

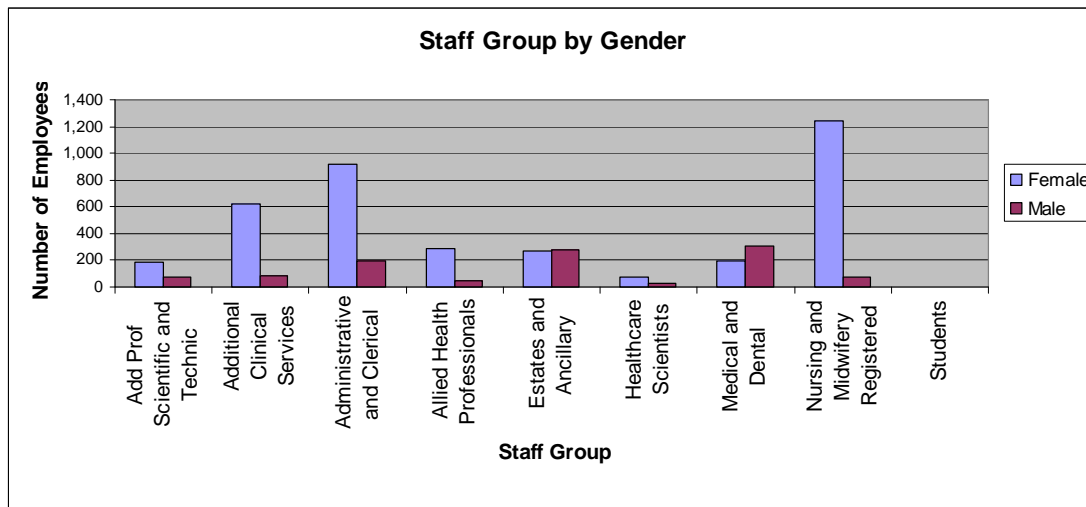
Region	All People	Male		Female	
	Employment No. (thousands)	Employment No. (thousands)	Employment rate (%) **	Employment No. (thousands) *	Employment rate (%) **
UK	29,023	15,514	53	13,509	47
Yorkshire & Humber	2,427	1,273	51	1,154	48%

Source: Annual Population Survey, ONS, Regional Trends, 2010

*Information based on those aged 16 and over.

** Information based on those employed between 16-64 males and females 15-59 yrs.

5.2 Workforce by Staff and Gender



Staff Group	% of Total Staff Group		% of Total Staff Group
	Female	Male	
Add Prof Scientific and Technical	185	72	19
Additional Clinical Services	620	87	12
Administrative and Clerical	921	194	17
Allied Health Professionals	288	48	14
Estates and Ancillary	265	276	51
Healthcare Scientists	71	32	31
Medical and Dental	192	306	62
Nursing and Midwifery Registered	1,246	72	5
Students	2	0	100
Total	3,790	1,087	

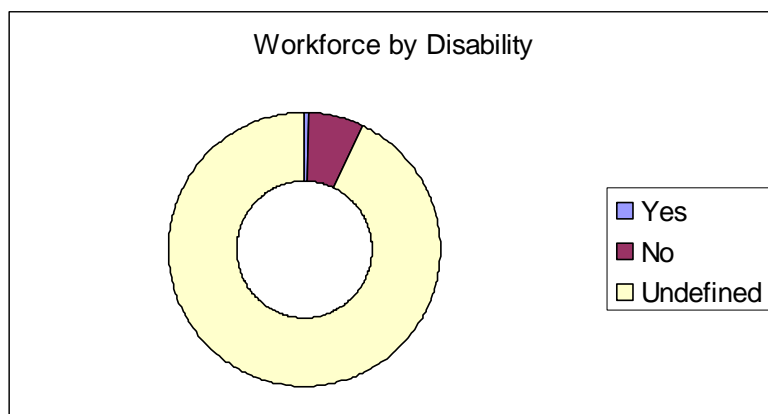
5.3 Flexible working

There is currently no method of centrally recording flexible working requests

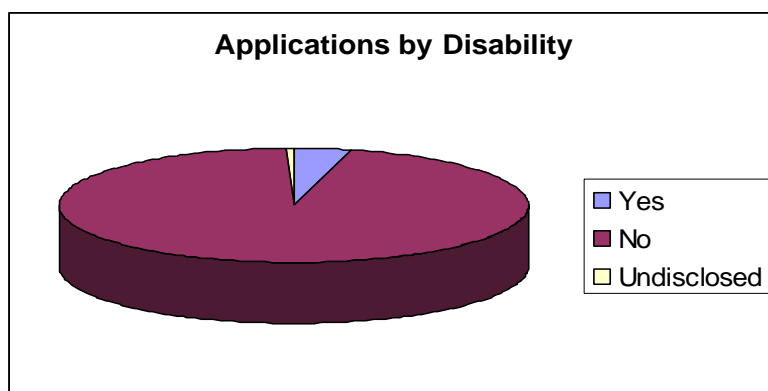
6. Disability Information

6.1 Workforce by Disability

Disability	Total of Employees	% of Total Workforce
Yes	23	0.5
No	321	6.5
Undefined	4533	93
Total	4877	100

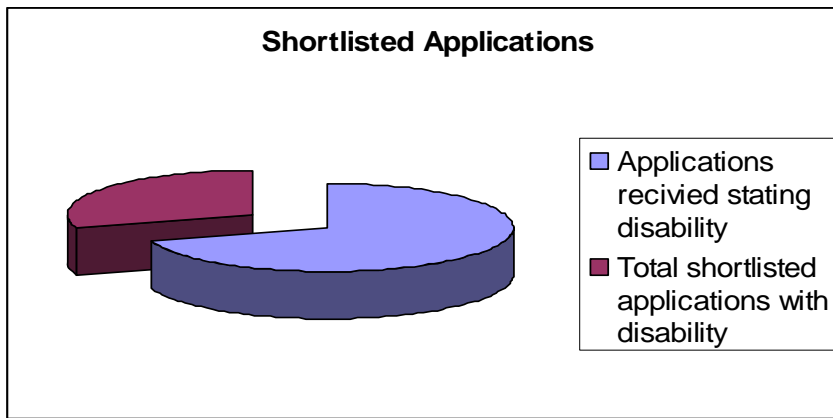


6.2 Applications by Disability



Disability	Number of Applications Received	% of Total Applications Received	Number of New Starters with a Disability	% of New Starters
Yes	597	3.9	5	0.6
No	14562	95	199	24
Undefined	68	0.4	611	75
Total	15227	99.3	815	99.6

6.3 Applications Short Listed



Disability	Short Listed	% of Total Applications Short listed	% of Total Applications Received
Yes	256**	6	1.6
No	4245	93.7	27.8
Undefined	26	0.6	0.2
Total	4527	100.3	
Not Short listed	10700		70.3
Total Applications Received	15227		99.9

** In compliance to the Two Ticks Positive about Disability scheme, all applications stating disability that meets the essential criteria for that post will be short listed.

6.3 Training Opportunity Uptake within YFT by Disability

Training Category	Disability Status				
	Undefined	No	Yes	Total Delegates	Disability % of Total Delegates
Customer Relations	92	15	0	107	0
Health & Safety	2939	251	21	3211	0.6
Induction	3965	532	19	4516	0.4
Resuscitation	1143	133	5	1281	0.3
Informatics	16	1	0	17	0
Occupational Skills and Development	424	30	0	454	0
Personal Development	575	31	3	609	0.4
Risk Management	5299	468	21	5788	0.3
Totals	14453	1461	69	15983	0.4

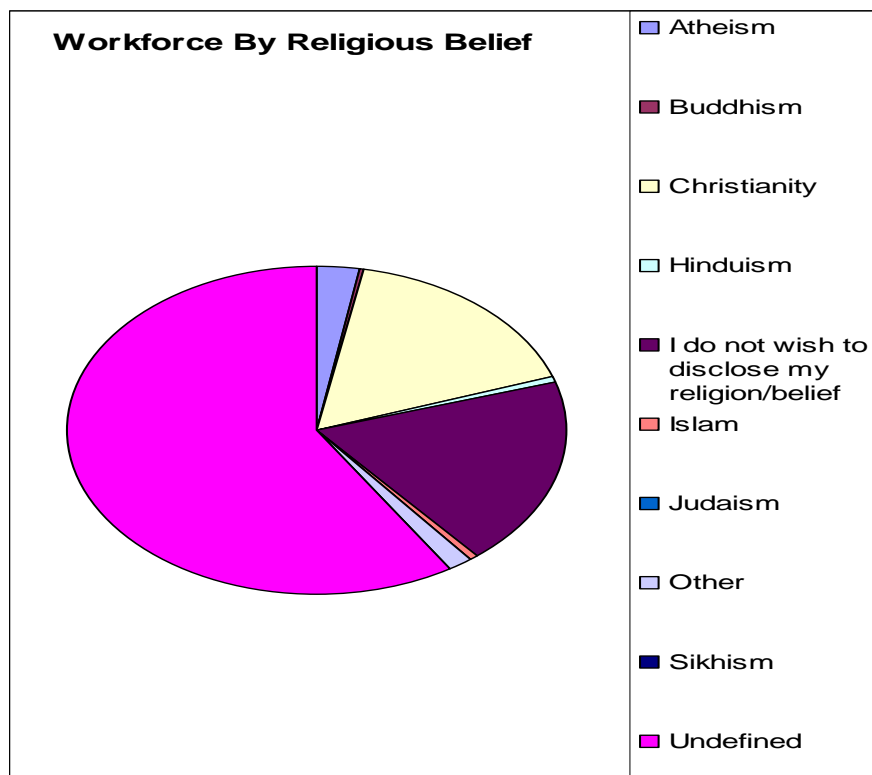
6.4 Performance Management Formal Stages by Disability

There is only one recorded case of formal performance management, during the monitoring period; this employee is recorded as White British and does not have a disability.

7. Religion/ Belief Information

7.1 Workforce by Religious Belief

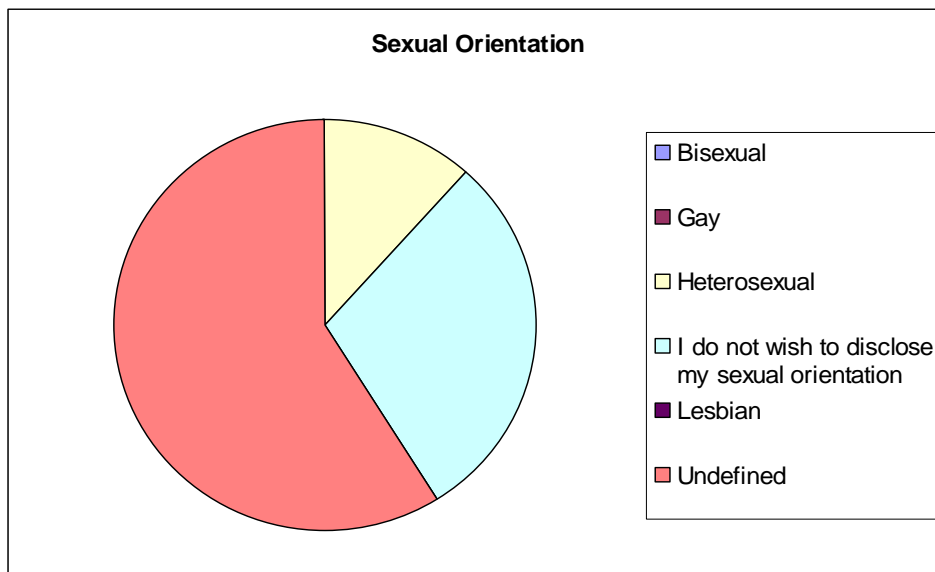
Religious Belief	Headcount	% of the Workforce
Atheism	140	2.9
Buddhism	12	0.2
Christianity	814	16.6
Hinduism	23	0.5
I do not wish to disclose my religion/belief	904	18.5
Islam	27	0.6
Judaism	6	0.1
Other	82	1.7
Sikhism	1	0
Undefined	2,868	58.9
Total	4,877	100



8. Sexual Orientation Information

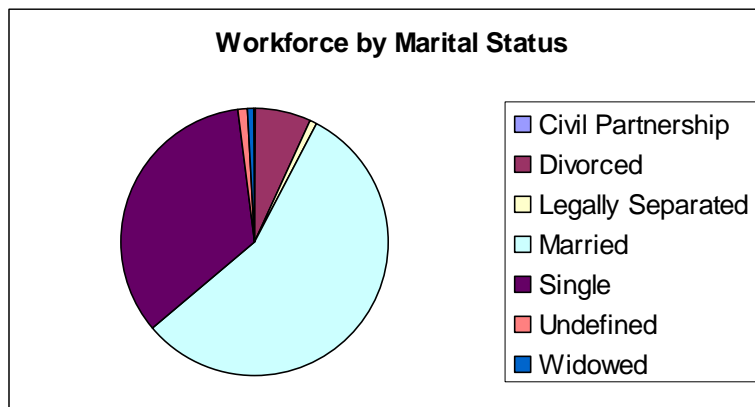
8.1 Workforce by Sexual Orientation

Sexual Orientation	Headcount
Bisexual	1
Gay	3
Heterosexual	561
I do not wish to disclose my sexual orientation	1,442
Lesbian	2
Undefined	2,868
Total	4,877



9. Marriage & Civil Partnership

9.1 Workforce by Marital Status



Marital Status	Total
Civil Partnership	11
Divorced	321
Legally Separated	44
Married	2730
Single	1670
Unknown	55
Widowed	46
Total	4877