York Teaching Hospital **NHS**

NHS Foundation Trust

Equality in Our Workforce

Equality Data about the staff of York Teaching Hospital NHS Foundation Trust

Annual Report: April 2011 – March 2012

August 2012

Contents

1.Introduction

About this report

The report provides initial information about equality in the workforce of York Teaching Hospital NHS Foundation Trust (YTHFT). The report is classed as "work in progress" as further workforce analysis is been undertaken around protected characteristics and an updated report will be published in due course. The following report is based on the workforce information held on Electronic Staff Record (ESR) for employees of YTHFT as at the 1st April 2011 - 31st March 2012. Comparisons have been made against the data from the 2010 – 2011 report. It should be noted that there is an element of unknown data. This is due to the fact that declaration of some areas remains voluntary and historically when many of our longer serving staff were recruited there was no requirement to ask for this information. The details for age and gender are taken as accurate as there is reliable data for this equality strand.

No comparisons have been made to the population of our local community or national statistics as the data available is over 10 years old and therefore is not representative of our current community. As the most recent Census data is due to be published this year, next years report will include comparisons with local and national data.

We have published this report because, under the Equality Act 2010, we have a duty to "publish information relating to persons who share a relevant protected characteristic who are its employees."[1] Gathering reliable workforce equality 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 covers three key areas:

- Staff profile (including an analysis of pay) of the 'current' workforce at York Teaching Hospital (here on referred to as the Trust, with 'current' being as of March 2012).
- Staff joining the Trust
- Staff leaving the Trust.

---

[1] Equality Act 2010 (Specific Duties) Regulations 2011, para 2(4)a.

2. Staff profile

The staff profile shown in Table 1 is based on a 'snapshot' of all staff working for the Trust at 31st March 2012.

To follow good practice in data protection and ensure personal privacy, we have shown data as <10 in some categories where there are less than 10 people, if there are no people this will be shown as 0. This helps to protect the anonymity of staff.

Where the category is undefined this relates to information that has not been disclosed. Not declared relates to when an employee has been asked the question and has stated they do not which to disclose.

The data highlights some key points:

Age - 28% of employees are aged 51 and over, this has increased slightly from last year when it was 25%. Last year 1.13% of the workforce were under the age of 20, this has reduced very slightly to 0.84%.

Disability – 67% of staff are currently recorded as undefined or not declared, this has reduced significantly from the last report when the figure was 93%. Less than 1% of the workforce are recorded as having a disability

Ethnicity - 81% of the Trust's workforce are White British. 11% are classified as Other White.[2] The Trust has a BAME workforce of around 5.5% (the largest sub group within this being Indian - 1.97% of the overall workforce) this has reduced from last year when it was 7.6%.

Gender - 81% of the Trust's workforce are female, this has increased from 78% last year. The proportion of men working for the Trust is significantly lower. However, the health and social care sector traditionally employs more women than men.

Religion and Belief - 75% of staff are currently undefined or not declared this has increased since last year when it was 58.9 %.18% are Christian, 4% are atheist and just over 3% are other religions / non-Christian Religions (e.g. Hinduism, Islam, Buddhism, Judaism, Sikhism).

Sexual Orientation - 83% of the workforce are currently undefined or not declared. 0.25% state that they are Lesbian, Gay or Bisexual, this has decreased since last year from 1.2%.

Employment / pay bands – bands 2 and 5 each account for around a quarter of the workforce. Nearly a third of all staff are employed in band 1 (7%) and band 2 (23%) roles where pay is below £17,000. This has not changed since last year.

Around 40% of the females in our workforce are band 5 (24.51%) and band 6 (17.14%) – in comparison this is 28% for men. A factor here may be the types of roles / jobs at these levels, e.g. a significant proportion of band 5 are nurses, which traditionally women are more likely to fill[3].

To avoid breaching confidentiality for many pay grades it is not possible to comment in detail with regard to BAME figures. 7% of BAME staff are band 5 (remembering that BAME's make up around 5.5% of the current workforce), but BAME's may be underrepresented in some higher payscales.

---

[2] This merges a number of sub categories, e.g. White unspecified; White Polish; White other European, etc.
[3] Accepting there are a wide range of band 5 roles, including administrative / estates and facilities, etc. areas

Table 1: Trust Staff profile as at 31st March 2012

Age Profile

Age band	Number of staff	% of total staff
16-20	51	0.84%
21-25	421	6.96%
26-30	660	10.91%
31-35	687	11.35%
36-40	699	11.55%
41-45	838	13.85%
46-50	975	16.11%
51-55	882	14.57%
56-60	604	9.98%
61-65	210	3.47%
66+	25	0.41%
Total	**6052**	

Disability Profile

Disability status	Number of staff	% of total staff
Yes	51	0.84%
No	1922	31.76%
Not declared	449	7.42%
Undefined	3630	59.98%
Total	**6052**	

Ethnicity Profile

Ethnicity	Number of staff	% of total staff
White British	4886	80.73%
White Irish	33	0.55%
Other White	643	10.62%
White & Asian	17	0.28%
Other mixed background	33	0.55%
Indian	119	1.97%
Pakistani	14	0.23%
Other Asian	27	0.45%
African	44	0.73%
Chinese	19	0.31%
Other ethnic group (inc. White & Black Caribbean, White & Black African, Bangladeshi, Caribbean, Other Black background)	58	0.96%
Undefined	159	2.63%
Total	**6052**	

Table 1: Trust Staff profile as at 31st March 2012 (continued)

Gender Profile

Gender	Number of staff	% of total staff
Female	4888	80.77%
Male	1164	19.23%
Total	**6052**	

Religious Belief Profile

Religious Belief	Number of staff	% of total staff
Christianity	1112	18.37%
Atheism	228	3.77%
Non-Christian Religions (Hinduism, Islam, Buddhism, Judaism, Sikhism)	81	1.34%
Other	117	1.93%
I do not wish to disclose my religion/belief	1911	31.58%
Not declared	2603	43.01%
Total	**6052**	

Sexual Orientation Profile

Sexual Orientation	Number of staff	% of total staff
Lesbian, Gay or Bisexual	15	0.25%
Heterosexual	1019	16.84%
I do not wish to disclose my sexual orientation	2415	39.90%
Not declared	2603	43.01%
Total	**6052**	

Table 1: Trust Staff profile as at 31st March 2012 (continued)

Pay Band by Gender

Pay Band	No. female staff	% of all female staff	No. male staff	% of all male staff	% of total workforce
A4C Band 1* (£13,903 - £14,614)	332	7.09%	158	18.50%	8.85%
A4C Band 2 (£13,903 – £17,003)	1071	22.88%	184	21.55%	22.68%
A4C Band 3 (£15,860 - £18,827)	433	9.25%	77	9.02%	9.22%
A4C Band 4 (£18,402 - £21,798)	304	6.50%	49	5.74%	6.38%
A4C Band 5 (£21,176 - £27,625)	1147	24.51%	131	15.34%	23.09%
A4C Band 6 (£25,528 – £34,189)	802	17.14%	105	12.30%	16.39%
A4C Band 7 (£30,460 – £40,157)	430	9.19%	83	9.72%	9.27%
A4C Band 8A (£38,851 - £46,621)	87	1.86%	28	3.28%	2.08%
A4C Band 8B (£45,254 - £55,945)	42	0.90%	11	1.29%	0.96%
A4C Bands 8C, 8D, 9 (£54,454 - £97,478)	15	0.32%	17	1.99%	0.58%
Non-medical, non A4C pay scales**	17	0.36%	11	1.29%	0.51%
Total	**4680**		**854**		**5534**

Notes

*A4C (Agenda for Change) is the national pay banding framework for most non-medical NHS staff.

** There are a small number of non-medical staff employed by York Teaching Hospital who are not paid on A4C pay scales, this includes Apprentices, Directors and Non-Executive Directors.

Table 1: Trust Staff profile as at 31st March 2012 (continued)

Pay Band by Age

		25 & under	26-50	51+	Total
Pay Band 1	No. in band	55	288	147	490
	% of band	11.22%	58.78%	30.00%	
Pay Band 2	No. in band	138	704	413	1255
	% of band	11.00%	56.10%	32.91%	
Pay Band 3	No. in band	34	317	159	510
	% of band	6.67%	62.16%	31.18%	
Pay Band 4	No. in band	19	215	119	353
	% of band	5.38%	60.91%	33.71%	
Pay Band 5	No. in band	159	827	292	1278
	% of band	12.44%	64.71%	22.85%	
Pay Band 6	No. in band	15	664	228	907
	% of band	1.65%	73.21%	25.14%	
Pay Band 7	No. in band	2	318	193	513
	% of band	0.39%	61.99%	37.62%	
Pay Band 8A	No. in band	0	96	19	115
	% of band	0.00%	83.48%	16.52%	
Pay Bands 8B, 8C, 8D, 9	No. in band	0	51	34	84
	% of band	0.00%	61.00%	40.00%	
Non medical, non A4C payscales	No. in band	11	<10	11	28
	% of band	39.29%	21.43%	39.29%	

Table 1: Trust Staff profile as at 31st March 2012 (continued)

Pay band by Ethnicity

		White total	Mixed total	Asian total	Black total	BAME total	Not stated	Total
Pay Band 1	No. in band	459	<10	<10	<10	23	<10	**490**
	% of band	93.67%	N/A	N/A	N/A	4.69%	N/A	
Pay Band 2	No. in band	1190	10	15	<10	37	28	**1255**
	% of band	94.82%	0.80%	1.20%	N/A	2.95%	2.23%	
Pay Band 3	No. in band	474	<10	<10	<10	<10	31	**510**
	% of band	92.94%	N/A	N/A	N/A	N/A	6.08%	
Pay Band 4	No. in band	345	<10	<10	<10	<10	<10	**353**
	% of band	97.73%	N/A	N/A	N/A	N/A	N/A	
Pay Band 5	No. in band	1146	17	47	19	91	41	**1278**
	% of band	89.67%	1.33%	3.68%	1.49%	7.12%	3.21%	
Pay Band 6	No. in band	859	<10	<10	<10	22	26	**907**
	% of band	94.71%	N/A	N/A	N/A	2.43%	2.87%	
Pay Band 7	No. in band	490	<10	<10	<10	10	13	**513**
	% of band	95.52%	N/A	N/A	N/A	1.95%	2.53%	
Pay Band 8A	No. in band	112	<10	<10	<10	<10	0	**115**
	% of band	97.39%	N/A	N/A	N/A	N/A	0%	
Pay Bands 8B, 8C, 8D, 9	No. in band	85	0	0	0	0	0	**85**
	% of band	100%	0%	0%	0%	0%	0%	
Non medical, non A4C payscales	No. in band	28	0	0	0	0	0	**28**
	% of band	100%	0%	0%	0%	0%	0%	

3   Staff Joining York Teaching Hospital

Table 2 shows the monitoring data for 2027 new members of staff who joined the Trust between 1st April 2011 and 31st March 2012; this includes 987 staff who transferred under TUPE to the organisation from the PCT. Comparisons are also made to the 'current' workforce, as highlighted in the previous section.

This highlights the following:

Age - 14% of staff joining the Trust were under 25 compared to 8% of all trust employees being under 25. Last year, 28.4% of staff joining the Trust were under 25. 28 % new starters are 51 or older this has increased from last year when it was 10.2%.

Disability – 1.5% of new starters stated they have a disability and 57% stated that they didn't. 42% did not declare whether they had a disability.

Ethnicity - 80% of staff who joined the Trust are White British, 6% are Other European, 3% are Indian and 7% were undefined.

Gender - 83% of staff who joined the Trust are female, this is marginally higher than the current workforce which is 81%.

Religion – 64% stated that they did not wish to disclose their religion / belief. 24% are Christian, 5% are Atheist and nearly 6% are Non-Christian / other Religions (e.g. Hinduism, Islam, Buddhism, Judaism, Sikhism).

It is not possible to provide data for sexual Orientation as fewer than 10 LGB staff joined the organisation.

Table 2: Staff joining the Trust from 1st April 2011 to 31st March 2012

Age Profile

Age band	Number of staff	% of new staff
16-20	37	1.83%
21-25	247	12.19%
26-30	234	11.54%
31-35	208	10.26%
36-40	202	9.97%
41-45	249	12.28%
46-50	286	14.11%
51-55	277	13.67%
56-60	208	10.26%
61-65	68	3.35%
66+	11	0.54%
Total	**2027**	

Disability Profile

Disability status	Number of staff	% of new staff
Yes	30	1.48%
No	1147	56.59%
Not declared	461	22.74%
Undefined	389	19.19%
Total	**2027**	

Ethnicity Profile

Ethnicity	Number of staff	% of new staff
White British	1624	80.12%
White Irish	10	0.49%
Other White	117	5.77%
Indian	63	3.11%
Pakistani	11	0.54%
Other Asian	15	0.74%
African	12	0.59%
Any other ethnic group (inc. White & Black Caribbean, White & Asian, Other mixed background, Bangladeshi, Chinese)	37	1.83%
Undefined	138	6.81%
Total	**2027**	

Gender Profile

Gender	Number of staff	% of new staff
Female	1683	83.03%
Male	344	16.97%
Total	**2027**	

Table 2: Staff joining the Trust from 1ˢᵗ April 2011 to 31ˢᵗ March 2012 (continued)

Religious Belief Profile

Religious Belief	Number of staff	% of new staff
Christianity	487	24.03%
Atheism	106	5.23%
Non-Christian Religions (Hinduism, Islam, Buddhism, Judaism, Sikhism)	71	3.50%
Other	59	2.91%
I do not wish to disclose my religion/belief	1292	63.74%
Not declared	12	0.59%
Total	**2027**	

Sexual orientation

It is not possible to provide data as fewer than 10 LGB staff joined the organisation.

4. Staff leaving York Teaching Hospital

Table 3 shows the profile of 725 staff who left the Trust between 1st April 2011 and 31st March 2012.

The report highlights the following:

Age –29% of leavers were aged 51 and over (with around 11% being aged 61 and over[4]). 23% of leavers were between the ages of 36 and 50. 48% of leavers were under the age of 35.

Ethnicity - 73% of staff who left the Trust were White British (this group make up around 81% of the current workforce).

Gender - 69% of those who left the Trust were female as 81% of employees are women, this shows men are more likely to leave the Trust.

Religion - 60% of leavers stated that they did not wish to disclose or have not declared their religion / belief. 27% were Christian and almost 14% were Non-Christian / other Religions (e.g. Hinduism, Islam, Buddhism, Judaism, Sikhism).

To protect confidentiality, for leavers it is not possible to report on disability or sexual orientation.

---

[4] During the monitoring period the Trust operated a default retirement age of 65

Table 3: Staff leaving the Trust from 1st April 2011 to 31st March 2012

Age Band

Age band	Number of staff	% of leavers
25 & under	107	14.76%
26-30	144	19.86%
31-35	99	13.66%
36-40	65	8.97%
41-45	53	7.31%
46-50	46	6.34%
51-55	57	7.86%
56-60	76	10.48%
61+	78	10.76%
Total	**725**	

Ethnicity Profile

Ethnicity	Number of staff	% of leavers
White British	530	73.10%
Other White	62	8.55%
Indian	46	6.34%
African	15	2.07%
Any other ethnic group (inc. White Irish, White & Black Caribbean, White & Black African, White & Asian, Other mixed background, Pakistani, Other Asian, Caribbean, Other Black background, Chinese)	54	7.45%
Undefined	18	2.48%
Total	**725**	

Gender Profile

Gender	Number of staff	% of leavers
Female	498	68.69%
Male	227	31.31%
Total	**725**	

Religious Belief

Religious Belief	Number of staff	% of leavers
Christianity	193	26.62%
Atheism	23	3.17%
Non-Christian Religions (Hinduism, Islam, Buddhism, Judaism, Sikhism)	54	7.45%
Other	23	3.17%
I do not wish to disclose my religion/belief	225	31.03%
Not declared	207	28.55%
Total	**725**	

It is not possible to provide data for sexual orientation as fewer than 10 LGB staff left the organisation.

5. Improving workforce equality data in the future

It is a key priority in relation to our workforce that we collect, analyse and make better use of employee data to allow us to meet our responsibilities as an organisation under the Equality Act 2010. This work aims to develop processes for staff equality monitoring that:

- Enables us to fulfil our duties under the Equality Act 2010 by improving equality monitoring across all protected characteristics and along the whole 'employee pathway' from applying for a job at the Trust to being an employee to leaving Trust.

- Ensures that staff have confidence in the system, encouraging an improvement in monitoring returns.

- Can be used efficiently to produce regular, useful reports.

In 2011/2012 we have:

- Worked on embedding Equality and Diversity into all training across the Trust, this is ongoing and aims to raise awareness of equality and diversity with staff throughout the Trust.

- Participation in the Innov8 Reframing Diversity project that seeks to build a more diverse senior leadership and crucially to also create a more inclusive leadership environment. Innov8 is a programme of leadership development work having particular focus on BAME representation and fair access for staff to leadership and development opportunities.

- Raised staff awareness of the importance of workforce diversity data through the NHS Equality and Diversity week

- Added Sexual Orientation to our new starters form

- Reviewed the Trusts recruitment activity in relation to protected characteristics

In 2012/2013 we plan to focus on:

Improving workforce data collection, analysis and monitoring for protected characteristics. This will be done by:

- Further raise the importance of Equality and Diversity in the workplace and ensure staff are aware of the importance of data collection in relation to protected characteristics and how the information is used.

- Due to the high percentages of 'unknown' or 'not declared', encourage more comprehensive declarations from staff in relation to their diversity status by undertaking a data cleanse of employment records and providing information to staff on what the data is used for.

- Reiterating the importance to recruiting managers of the collection of workforce data.

- Analysing the annual staff survey outcomes by protected characteristics