

Workforce Diversity

Report

2011/12

Workforce Diversity Report
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1 Introduction

The Trust has a statutory duty to promote equality and monitor for any adverse and differential impact in relation to the protected characteristics as highlighted in the Equality Act.

As part of this requirement, this report is intended to provide detailed information on these protected characteristics and advise the Board on the Trusts position in relation to:-

- **Gender**
- **Race**
- **Age**
- **Sexual Orientation**
- **Religious Belief**
- **Disability**

2 Information Source

The information provided in this report has been taken from the Electronic Staff Record (ESR) system, NHS Jobs and the NOMIS website. The report covers an 8 months period from 1st April 2011 to 30th November 2011.

The report will provide information in the following areas:-

- Staff In Post
- Leavers
- Recruitment Activity
- Training Data
- Employee Relations

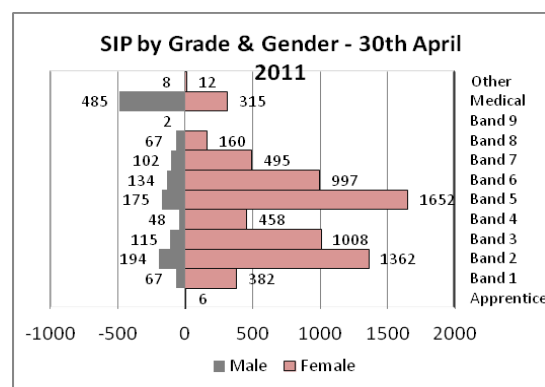
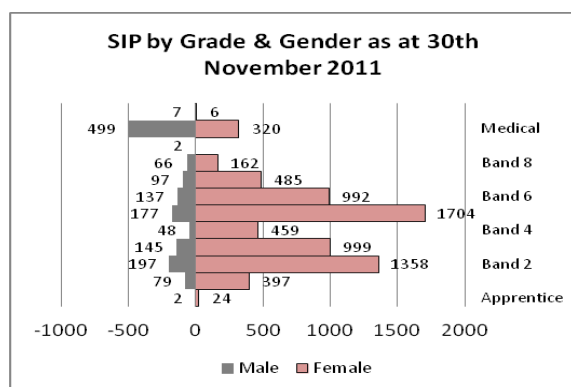
3 Staff in Post

Staff in post has gradually been increasing over the months, however there has been a slight change in the skill mix throughout the Trust. The highest increase has been within the Estates and Facilities staff group partly due to the transfer of staff from the Council in November 2011.

Staff Group	Nov-11		Apr-11	
	Grand Total	%	Grand Total	%
Add Prof Scientific and Technical	215	2.6%	208	2.5%
Additional Clinical Services	1433	17.1%	1410	17.1%
Administrative and Clerical	1587	19.0%	1599	19.4%
Allied Health Professionals	562	6.7%	559	6.8%
Estates and Ancillary	1008	12.1%	939	11.4%
Healthcare Scientists	198	2.4%	201	2.4%
Medical and Dental	798	9.5%	800	9.7%
Nursing and Midwifery Registered	2545	30.4%	2506	30.4%
Students	16	0.2%	22	0.3%
Grand Total	8362		8244	

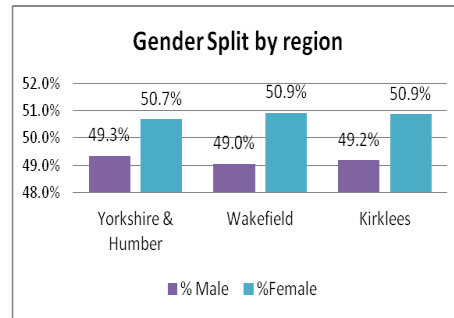
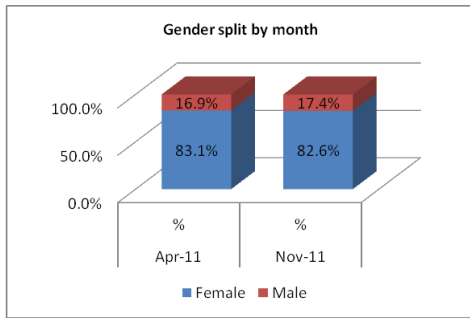
- Figures shown include the Transfer of Community Services Staff that came over in April 2011.

3.1 Staff in post by Gender



The above chart shows staff by gender & Payband. The only anomaly is within the medical payband where there are more males than females. However, the higher up the paybands you go the greater the proportion of males to females (excluding Band 4's). The % of females has dropped slightly since April 2011 from 83.1% to 82.6%. The number of Apprentices has increased from 6 to 26. Bands 1, 3 & 5 have increased slightly whereas Band 7's have decreased.

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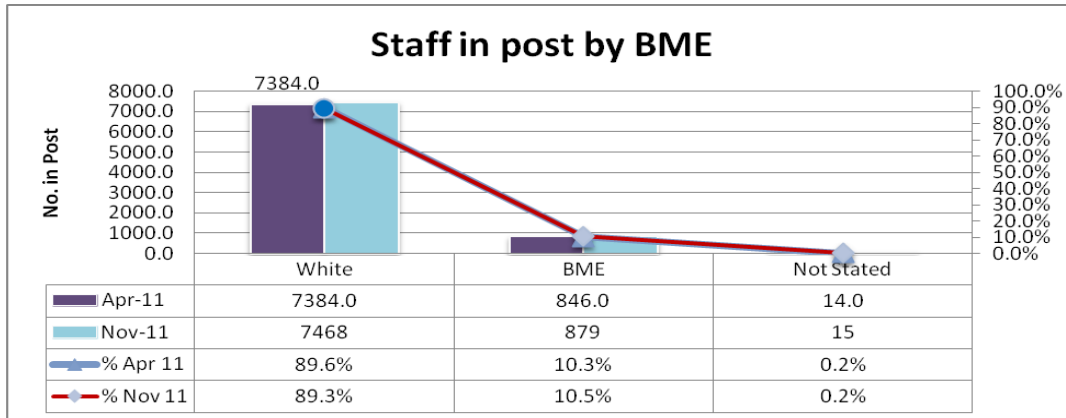


Note: Percentages are taken from the NOMIS website and are based on 2010 midyear estimates

The gender split within the Trust shows an imbalance between Males and females, which is inconsistent with the gender split throughout the Region. There has however been a slight increase in the number of males to females since April 2011. The latest population figures show that there are 51% of females and 49% of males within the region who are of working age.

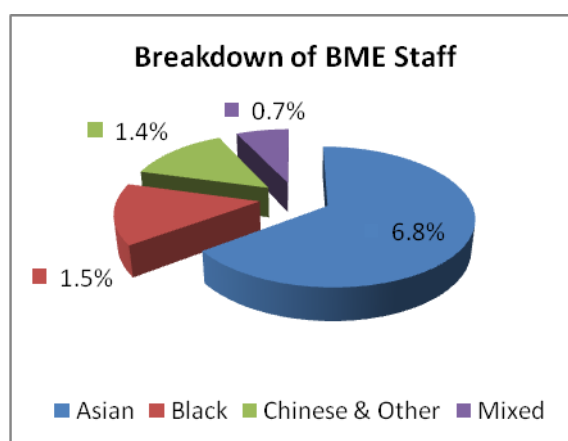
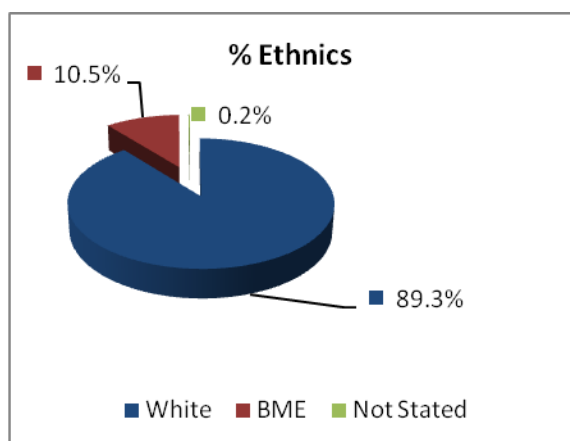
3.2 Staff in post by Ethnicity

10.5% of Trust staff are from a BME background compared to 11% in 2010/11. The greatest proportion of BME staff are from an Asian background at 6.8%.

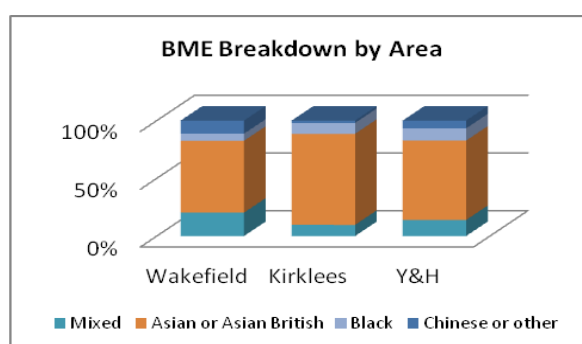
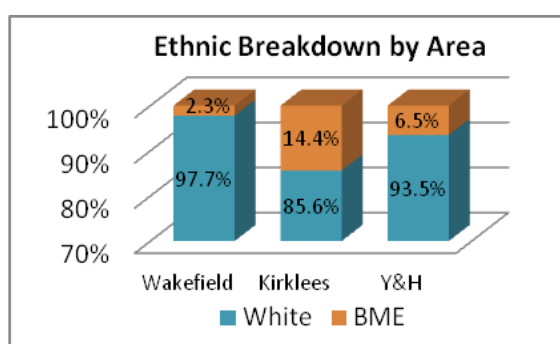


The above chart shows Staff in Post by White & BME groups. There has been a slight increase in the number of staff from a BME background since April 2011. The charts below show the breakdown of the BME categories.

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Regional population by Ethnicity

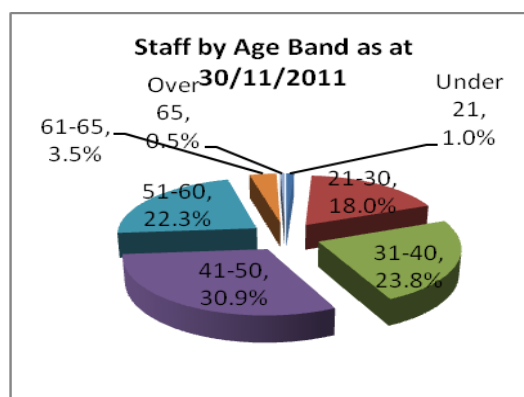


Compared to the Ethnic breakdown within our Region, the Trust has a higher proportion of staff from BME groups at 10.5% compared to the Y&H percentage of 6.5%. There is also a big difference between the number of BME's within Wakefield (2.3%) & Kirklees (14.4%).

3.3 Staff in post by Age

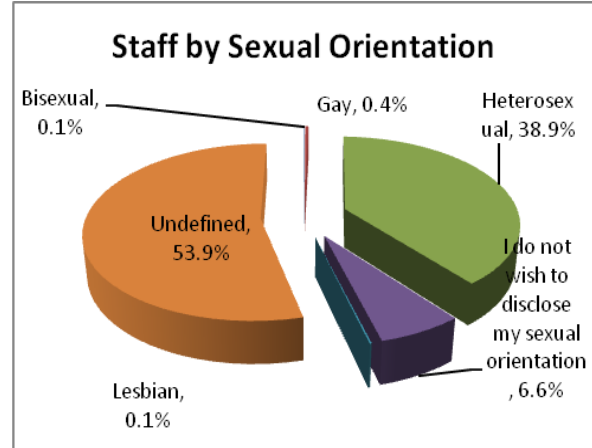
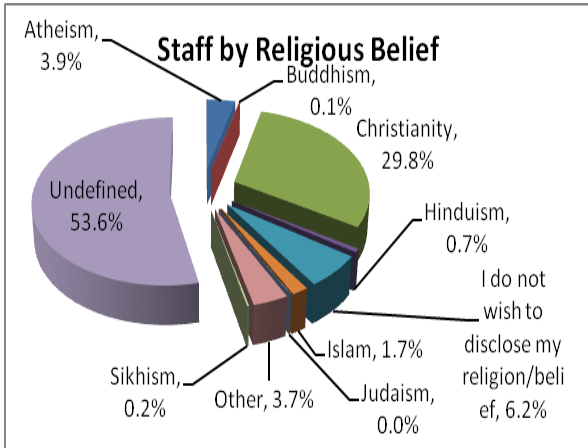
The highest proportion of staff are in the 41-50 age range with 30.9% of the workforce. There has been a slight increase in the number of staff under 30 however, the 31-40 age range has also decreased slightly.

Age Band	30th November 2011		30th April 2011	
	No.	%	No.	%
Under 21	84	1.0%	63	0.8%
21-30	1503	18.0%	1439	17.5%
31-40	1991	23.8%	2005	24.3%
41-50	2583	30.9%	2538	30.8%
51-60	1864	22.3%	1856	22.5%
61-65	292	3.5%	291	3.5%
Over 65	45	0.5%	52	0.6%
Grand Total	8362		8244	



3.4 Staff in Post by Sexual Orientation & Religious Belief

Just over 40% of the workforce has declared their Religious Belief and Sexual Orientation. It is expected that data quality will increase following the completion of the Personal Details Audit.



Note: Undefined refers to those staff who's information has not been captured.

Of the 40% that have declared their Religious belief nearly 75% of these are from a Christian background, with 9.7% Atheists and 9.1% under the category of 'Other' religion. In terms of Sexual Orientation, of those that have declared this information, over 98% are Heterosexual.

3.5 Staff in post by Disability

1.3% of the workforce has declared they have a disability. However, 82.5% of the workforce hasn't defined their disability status therefore, this information is inconclusive.

4 Leavers

Turnover has decreased over the last 3 years from 11.2% in 2008/9 to 8.3% in 2010/11. So far this financial year there have been 439 leavers, of which 12.1% were from a BME background.

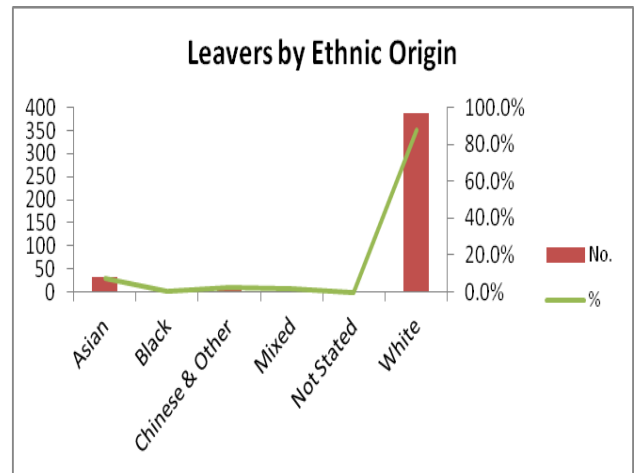
Data on disability, sexual orientation and Religious Belief is minimal and any further analysis would not be representative of the whole workforce.

4.1 Leavers by Ethnic Group

The % of staff that have left since April who are from an Ethnic minority background is 12.1% which is higher than the current staff in post % of 10.5%.

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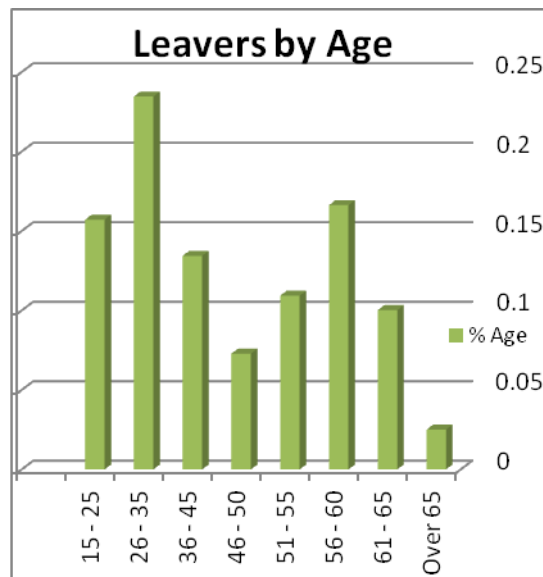
Ethnic group	Gender		No.	%
	Female	Male		
Asian	18	14	32	7.3%
Black	2		2	0.5%
Chinese & Other	6	4	10	2.3%
Mixed	6	3	9	2.1%
Not Stated			0	0.0%
White	339	47	386	87.9%
Grand Total	371	68	439	
% from Ethnic Minority	8.6%	30.9%	12.1%	



4.2 Leavers by Age Band

The highest proportion of leavers are from the 26-35 age band at 23.5%.

Age Band	Gender		Grand Total	% Age
	Female	Male		
15 - 25	59	10	69	15.7%
26 - 35	92	11	103	23.5%
36 - 45	48	11	59	13.4%
46 - 50	27	5	32	7.3%
51 - 55	46	2	48	10.9%
56 - 60	63	10	73	16.6%
61 - 65	30	14	44	10.0%
Over 65	6	5	11	2.5%
Grand Total	371	68	439	
% Gender	84.5%	15.5%		



4.3 Leavers by Sexual Orientation

Sexual Orientation	Gender		Grand Total	%
	Female	Male		
Gay		1	1	0.2%
Heterosexual	161	16	177	40.3%
Lesbian	1		1	0.2%
Undefined	187	47	234	53.3%
I do not wish to disclose my sexual orientation	22	4	26	5.9%
Grand Total	371	68	439	

Leaving numbers by sexual orientation are consistent with the current Staff in post figures.

4.4 Leavers by Religious Belief

Religious Belief	Gender		Grand Total	%
	Female	Male		
Atheism	23	4	27	6.2%
Buddhism	1		1	0.2%
Christianity	108	9	117	26.7%
Hinduism	1	2	3	0.7%
Islam	7	1	8	1.8%
Judaism	1		1	0.2%
Other	20	3	23	5.2%
Sikhism	1		1	0.2%
Undefined	188	46	234	53.3%
I do not wish to disclose my religion/belief	21	3	24	5.5%
Grand Total	371	68	439	

The % of leavers with a religious belief of 'Atheist' is higher than the staff in post % whereas there are less 'Christians' leaving the Trust as a %.

4.5 Leavers by Disability

Disabled	Gender		Grand Total	%
	Female	Male		
Yes	6		6	1.4%
No	69	10	79	18.0%
Undefined	296	58	354	80.6%
Grand Total	371	68	439	

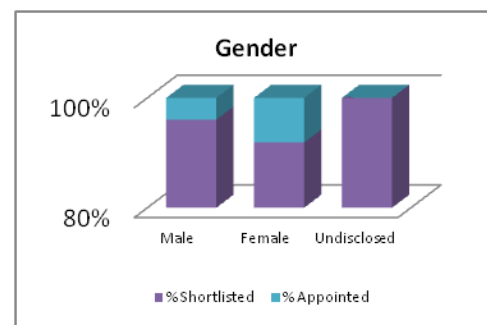
5 Recruitment Activity

The tables below show that 71% of applications were from females of which 23.4% were shortlisted compared to 14.4% of males.

Information on applications for promotion is unavailable at this time.

5.1 By Gender

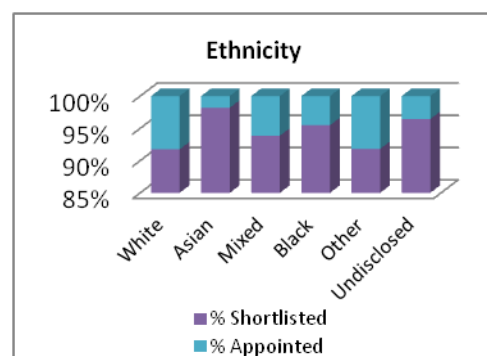
Gender	Applied	Shortlisted	Appointed	% Shortlisted	% Appointed
Male	6351	917	38	14.4%	0.6%
Female	15611	3651	323	23.4%	2.1%
Undisclosed	13	7		53.8%	0.0%
Total	21975	4575	361	20.8%	1.6%



31.5% of applicants were from a BME background of which 19% were shortlisted.

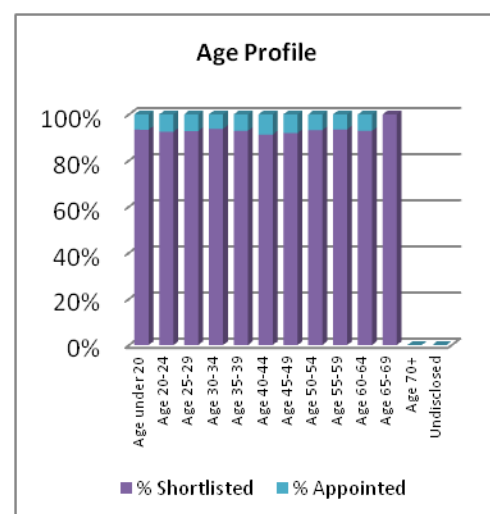
5.2 By Ethnicity

Ethnicity	Applied	Shortlisted	Appointed	% Shortlisted	% Appointed
White	14861	3676	331.0	24.7%	2.2%
Asian	4653	544	10.0	11.7%	0.2%
Mixed	318	61	4.0	19.2%	1.3%
Black	1554	211	10.0	13.6%	0.6%
Other	399	56	5.0	14.0%	1.3%
Undisclosed	190	27	1.0	14.2%	0.5%
Total	21975	4575	361	20.8%	1.6%



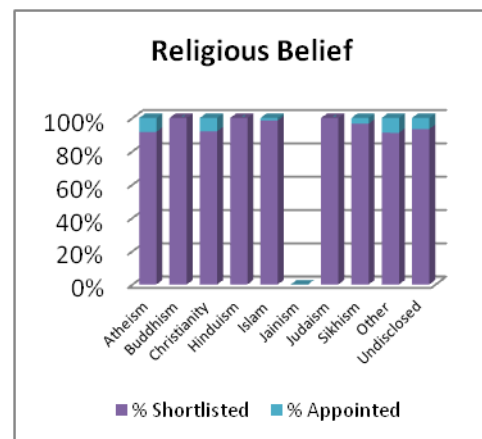
5.3 By Age Profile

Age Band	Applied	shortlisted	Appointed	% Shortlisted	% Appointed
Age under 20	1186	282	20	23.8%	1.7%
Age 20-24	5470	933	76	17.1%	1.4%
Age 25-29	4333	810	63	18.7%	1.5%
Age 30-34	3330	648	43	19.5%	1.3%
Age 35-39	2419	507	39	21.0%	1.6%
Age 40-44	2010	532	51	26.5%	2.5%
Age 45-49	1595	419	37	26.3%	2.3%
Age 50-54	1100	300	22	27.3%	2.0%
Age 55-59	441	115	8	26.1%	1.8%
Age 60-64	75	26	2	34.7%	2.7%
Age 65-69	11	3		27.3%	0.0%
Age 70+	4			0.0%	0.0%
Undisclosed	1			0.0%	0.0%
Total	21975	4575	361	20.8%	1.6%



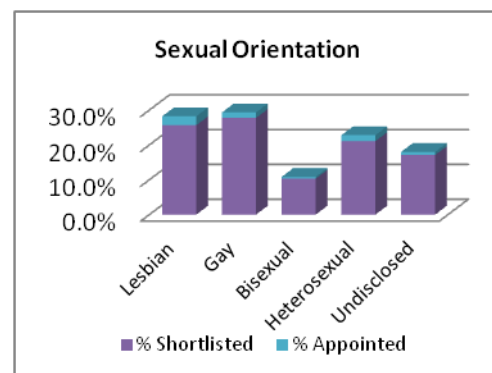
5.4 By Religious Belief

Religious Belief	Applied	Shortlisted	Appointed	% Shortlisted	% Appointed
Atheism	2475	529	48	21.4%	1.9%
Buddhism	146	29	0	19.9%	0.0%
Christianity	11842	2769	241	23.4%	2.0%
Hinduism	796	67	0	8.4%	0.0%
Islam	3083	387	6	12.6%	0.2%
Jainism	20	0	0	0.0%	0.0%
Judaism	18	4	0	22.2%	0.0%
Sikhism	183	28	1	15.3%	0.5%
Other	1816	410	40	22.6%	2.2%
Undisclosed	1596	352	25	22.1%	1.6%
Total	21975	4575	361	20.8%	1.6%



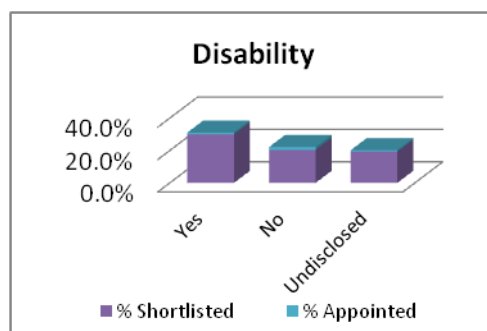
5.5 By Sexual Orientation

Sexual Orientation	Applied	shortlisted	Appointed	% Shortlisted	% Appointed
Lesbian	117	30	3	25.6%	2.6%
Gay	256	71	4	27.7%	1.6%
Bisexual	194	20	1	10.3%	0.5%
Heterosexual	19945	4204	340	21.1%	1.7%
Undisclosed	1463	250	13	17.1%	0.9%
Total	21975	4575	361	20.8%	1.6%



5.6 By Disability

Disabled person	Applied	shortlisted	Appointed	% Shortlisted	% Appointed
Yes	888	267	9	30.1%	1.0%
No	20973	4286	351	20.4%	1.7%
Undisclosed	114	22	1	19.3%	0.9%
Total	21975	4575	361	20.8%	1.6%



There were 335 posts advertised during the period. 5 Applicants notified the Trust of their intention to withdraw their application.

6 Training Data

6.1 Access to Training

Breakdown of Employees by Working Pattern

	No of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
Full Time	12197	60.7%	830	904
Part Time	7801	38.9%	421	538
Undefined	90	0.4%	6	8
Total	20088	100%	1257	1450

Note: 55% of the workforce is Full Time and 72% work 30 hours or more.

Breakdown of Employees who have declared Sexual Orientation

	No of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
Bisexual	21	0.1%	2	0
Gay	82	0.4%	12	14
Heterosexual	7853	39.1%	551	617
Sexual Orientation Undisclosed	922	4.6%	47	54
Lesbian	52	0.3%	2	4
Undefined	11158	55.5%	643	761
Total	20088	100%	1257	1450

Breakdown of Employees who have declared a Religion & Belief

	No of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
Atheism	829	4.1%	77	61
Buddhism	18	0.1%	4	0
Christianity	6044	30.1%	408	504
Hinduism	85	0.4%	4	2
Religion/Belief Undisclosed	881	4.4%	61	56
Islam	367	1.8%	17	19
Judaism	8	0.0%	2	1
Other	732	3.6%	51	57
Sikhism	34	0.2%	0	0
Undefined	11090	55.2%	633	750
Total	20088	100%	1257	1450

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Breakdown of Employees by Gender

	Number of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
Female	16770	83.5%	1077	1285
Male	3318	16.5%	180	165
Total	20088	100%	1257	1450

Breakdown of Employees who have declared a disability

	No of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
No	2129	10.6%	151	156
Not Declared	2	0.0%	0	0
Undefined	17738	88.3%	1088	1274
Yes	219	1.1%	18	20
Total	20088	100%	1257	1450

Ethnic Origin

	Number of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
White - British	17437	86.8%	1114	1263
White - Irish	90	0.4%	7	20
White - Any other White background	205	1.0%	5	8
Mixed - White & Black Caribbean	49	0.2%	2	3
Mixed - White & Black African	59	0.3%	3	1
Mixed - White & Asian	39	0.2%	1	3
Mixed - Any other mixed background	52	0.3%	3	5
Asian or Asian British - Indian	786	3.9%	42	54
Asian or Asian British - Pakistani	389	1.9%	21	18
Asian or Asian British - Bangladeshi	9	0.0%	0	2
Asian or Asian British - Any other Asian	282	1.4%	17	19
Black or Black British - Caribbean	62	0.3%	4	7
Black or Black British - African	265	1.3%	17	14
Black or Black British – Any other Black Background	18	0.1%	2	2
Chinese	47	0.2%	3	2
Any Other Ethnic Group	276	1.4%	16	26
Undefined	3	0.0%	0	1
Not Stated	20	0.1%	0	2

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6.2 Access to Corporate Staff Induction – 1st April 2011 to 30th November 2011

The tables below show the number of completed, did not attend and staff withdrawal training episodes for corporate staff induction by working pattern, sexual orientation, religion & belief, gender, disability, ethnicity and age for the period 1st April 2011 to 30th November 2011.

Breakdown of Employees by Working Pattern

	No of Training Episodes Completed	% Spilt	Number of Did Not Attend on the Day	Number of Withdrawals
Full Time	330	66.2%	28	0
Part Time	140	28.0%	20	0
Undefined	29	5.8%	10	0
Total	499	100%	58	0

Breakdown of Employees who have declared Sexual Orientation

	No of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
Gay	3	0.6%	1	0
Heterosexual	382	76.6%	44	0
Sexual Orientation Undisclosed	62	12.4%	6	0
Lesbian	5	1.0%	2	0
Undefined	47	9.4%	5	0
Total	499	100%	58	0

Breakdown of Employees who have declared a Religion & Belief

	No of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
Atheism	55	11.7%	5	0
Buddhism	2	0.4%	0	0
Christianity	250	50.6%	25	0
Hinduism	6	1.2%	0	0
Religion/Belief Undisclosed	55	11.2%	9	0
Islam	14	2.8%	4	0
Other	55	11.7%	9	0
Sikhism	4	0.8%	1	0
Undefined	48	9.6%	5	0
Total	499	100%	58	0

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Breakdown of Employees by Gender

	Number of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
Female	402	80.6%	53	0
Male	97	19.4%	5	0
Total	499	100%	58	0

Breakdown of Employees who have declared a disability

	No of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
No	189	37.9%	40	0
Undefined	303	60.7%	17	0
Yes	7	1.4%	1	0
Total	499	100%	58	0

Ethnic Origin

	Number of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
A White - British	424	85.0%	46	0
B White - Irish	4	0.8%	1	0
C White - Any other White background	7	1.4%	0	0
D Mixed - White & Black Caribbean	2	0.4%	0	0
E Mixed - White & Black African	1	0.2%	0	0
F Mixed - White & Asian	1	0.2%	0	0
H Asian or Asian British - Indian	19	3.8%	2	0
J Asian or Asian British - Pakistani	8	1.6%	5	0
L Asian or Asian British - Any other Asian	10	2.0%	1	0
M Black or Black British - Caribbean	3	0.6%	0	0
N Black or Black British - African	9	1.8%	3	0
P Black or Black British – Any other Black Background	3	0.6%	0	0
R Chinese	3	0.6%	0	0
S Any Other Ethnic Group	5	1.00%	0	0
Total	499	100%	58	0

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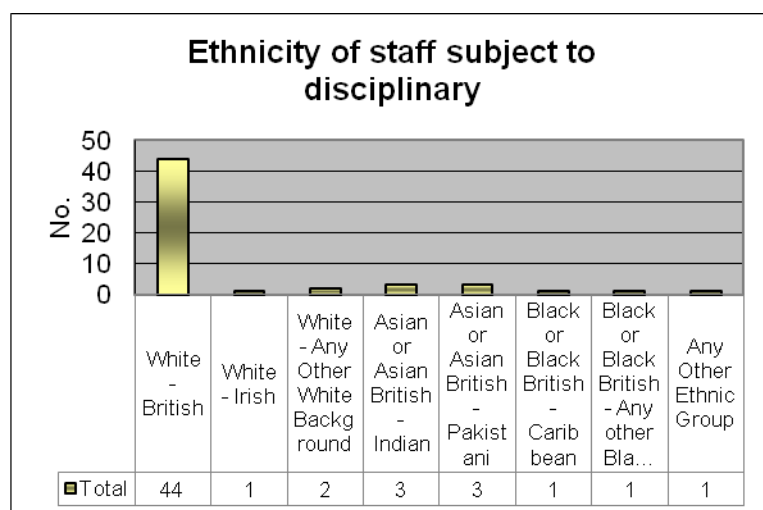
Breakdown of Employees by Age

	Number of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals
16 - 19	37	7.4%	4	0
20 - 29	193	38.8%	19	0
30 - 39	104	20.8%	16	0
40 - 49	84	16.8%	2	0
50 - 59	36	7.2%	2	0
60 -66	3	0.6%	0	0
Undefined	42	8.4%	15	0
Total	499	100%	58	0

7 Employee Relations

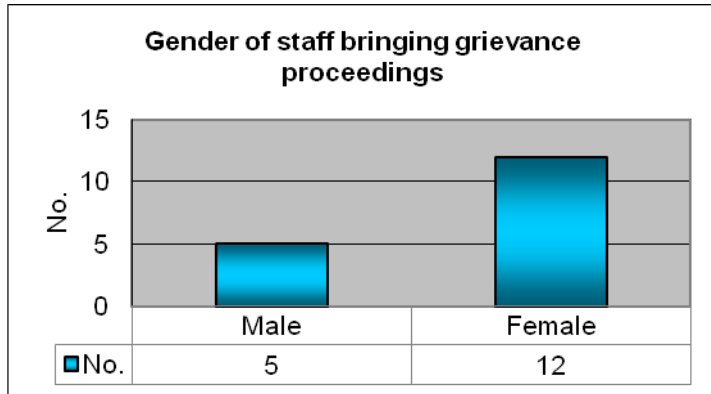
The Employee relations data includes new cases that commenced during the period April – November 2011 regardless of stage. There are currently no cases that have gone to an appeal during this period.

7.1 Disciplinaries



Over the period specified there were 56 new disciplinary cases. Of these 11 were for males and 45 females.

7.2 Grievances



All grievances were from White-British employees.

7.3 Staff on Long Term Sickness (6 months and over)

Ethnicity	Gender		Grand Total
	Female	Male	
White - British	32		32
Asian or Asian British - Indian	1		1
Chinese	1		1
Black or Black British - African	1		1
Grand Total	35		35

As of the end of November 2011 there were 35(24wte) people who had been off for over 6 months. All were female and 8.6% (3) were from an ethnic background. Information on religious belief, sexual orientation and disability is limited therefore it is difficult to provide more detailed analysis.

7.4 Dismissals

There have been 14 dismissals over the period specified, 9 on the grounds of capability, 3 on conduct and 2 for other reasons. Of these all were White-British, 2 were male and 12 were female. In terms of sexual orientation and religious belief only 4 employees have declared this information providing limited analysis.

ⁱ Last updated Friday 23rd December 2011