

Mid Yorkshire Hospitals NHS Trust

**Workforce Equality & Diversity Report
2013/14**

1. Introduction

1. The following provides an analysis of the Trust workforce in 2013/14 in terms of the protected characteristics set out in the Equality Act 2010, i.e.:
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion and Belief
 - Sex
 - Sexual Orientation

2. This is an initial analysis of the data, providing commentary on the key facets. A more detailed analysis of the data is currently being undertaken and comparisons made with the data for 2012. Once this is complete a report will be produced identifying key issues and setting out any actions that may need to be taken, as appropriate.

3. This initial report provides information in the following areas:-
 - Staff In Post
 - Leavers
 - Training
 - Employee Relations

4. Analysis of recruitment activity in 2013/14 is also currently being undertaken and the results of this will be included in the final report.

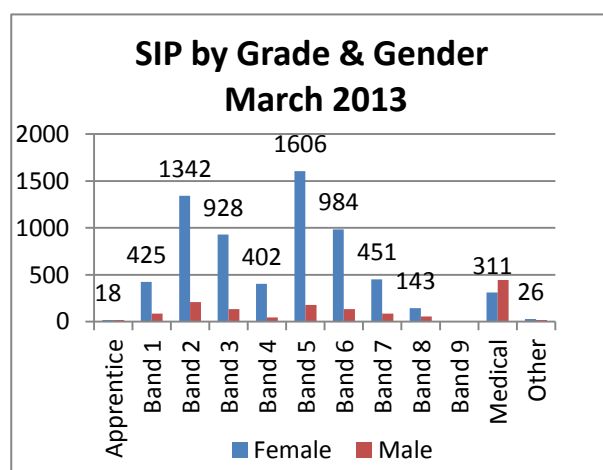
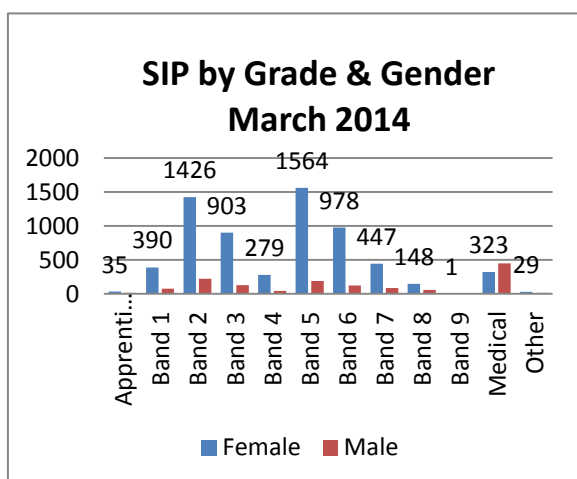
5. Various different data sources have been used in order to produce the information. Which covers the twelve month period April 2013 to March 2014. These include:-
 - The Electronic Staff Records System (ESR)
 - NHS Jobs 2
 - 2011 Census

2. Staff in Post

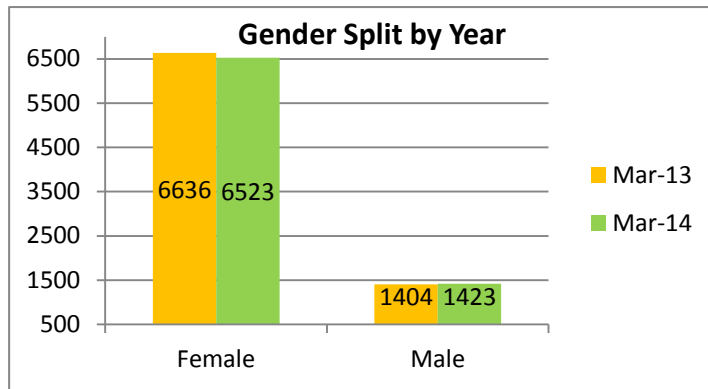
6. Staff in post has decreased slightly over the last 12 months with a headcount figure of 7946 at the end of March 2014 compared to 8040 in March 2013. There has been a slight change in the skill mix throughout the Trust with the highest decrease in the Estates and Ancillary staff group.

Staff Group	Mar-14				Mar-13			
	Total	%	FTE	%	Total	%	FTE	%
Prof Scientific and Technical	223	2.82	191.9	2.78	208	2.6	180	2.6
Additional Clinical Services	1471	17.87	1215.7	18.41	1493	18.5	1221	17.9
Administrative and Clerical	1472	18.31	1245.5	18.73	1462	18.4	1220	17.9
Allied Health Professionals	580	7.47	508.5	7.34	534	6.7	469	6.9
Estates and Ancillary	906	9.96	677.7	11.30	963	11.8	710	10.4
Healthcare Scientists	171	2.38	161.8	2.12	195	2.3	179	2.6
Medical and Dental	775	10.94	744.3	9.63	756	9.3	728	10.7
Nursing and Midwifery	2320	29.30	2030.3	29.69	2407	30.1	2094	30.7
Students	28	0.34	27.5	0.40	22	0.3	23	0.3
Total	7946	100.00	6803	100.00	8040	100.0	6823	100.0

2.1 Staff in Post by Gender



7. The above charts show staff by gender & pay band. In line with the national NHS gender profile, the majority of pay bands have a greater proportion of females than males with the exception of Medical. However, the higher up the pay bands, the greater the proportion of males to females (excluding Band 4's). The proportion of females has decreased slightly since March 2013 from 82.5% to 82.1%. Bands 2, 8 & Medical have increased in terms of the number of Females in these groups.



8. There has been a slight increase in the number of males to females since March 2013. The latest population figures show that there are 53% Males and 47% Females within Yorkshire & Humber who are economically active. (Source: Census 2011)

2.2 Staff in Post by Religious/Belief and Sexual Orientation

9. Following the personal details audit conducted in autumn 2013 there has been a significant increase in the number of staff declaring their Religion/Belief and Sexual Orientation compared with last year.

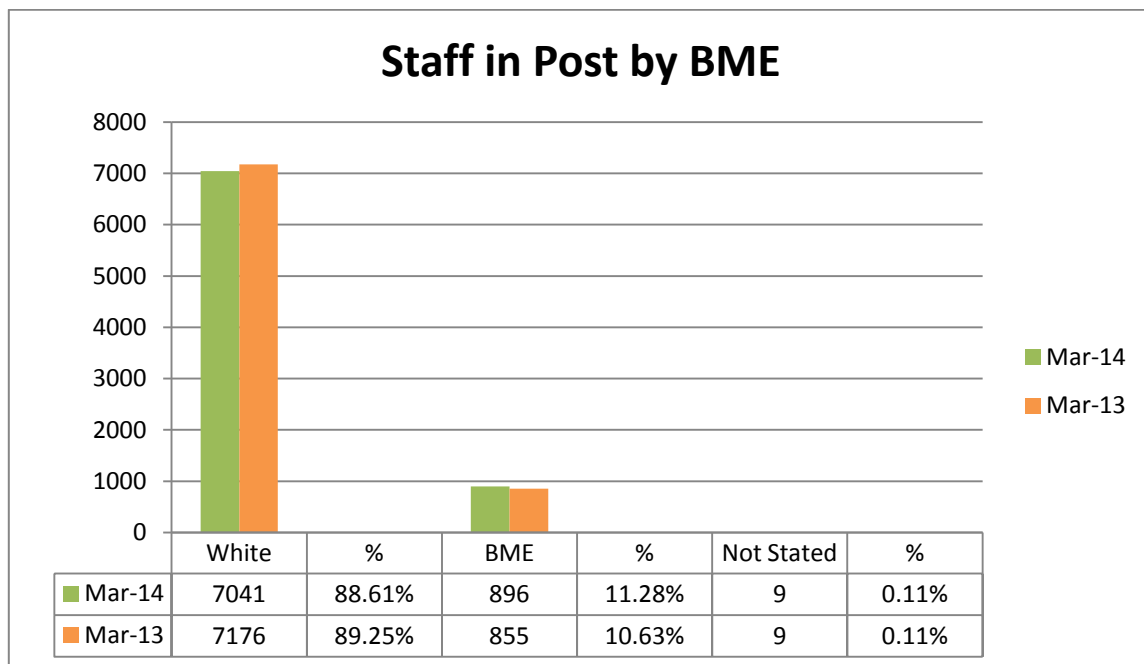
	Mar-14	Mar-13
Religious Belief	%	%
Atheism	6.6	4.4
Buddhism	0.0	0.4
Christianity	50.6	34.8
Hinduism	1.1	0.8
Islam	3.2	2.2
Sikhism	0.2	0.0
Undefined	14.7	45.0
Other	5.2	4.2
I Prefer Not to Disclose my religion or belief	17.9	8.2
Total	100.0	100.0

	Mar-14	Mar-13
Sexual Orientation	%	%
Heterosexual	65.4	44.8
Gay	0.4	0.4
Lesbian	0.3	0.2
Bisexual	0.1	0.0
Undefined	14.8	45.3
I Prefer Not to Disclose my Sexual Orientation	18.9	9.2
Total	100.0	100.0

10. Whilst this improvement is welcomed, it is recognised that we do not have an indication from just under 35% of staff in both cases. This means that these data need to be treated with caution. For example, only 0.8% of staff have indicated that they are lesbian, gay or bisexual (LGB) yet according to Stonewall is likely that some 6% of staff will be LGB

2.3 Staff in Post by Ethnicity

11. There has been a 4.8% increase of some in the number of staff from a BME background from 855 in 2012/13 to 896 in 2013/14. Overall, the proportion of BME staff was 11% in 2013/14 compared to 10.5% in 2012/3.



12. The above chart shows Staff in Post by White & BME groups. The charts below show a breakdown of BME categories. The greatest proportion of BME staff are from an Asian background representing 65% of BME staff.

	Mar-14	Mar-13
Breakdown of BME Staff	%	%
Asian	65	64
Black	15	16
Chinese & Other	12	14
Mixed	8	6
Total	100	100

2.4 Staff in Post by Disability

13. The following table provides an analysis of disability within the workforce.

Disability	Mar - 14		Mar - 13	
	No.	%	No.	%
No	4632	58.3	4328	53.8
Yes	315	4.0	310	3.9
Not Declared	701	8.8	674	8.4
Undefined	2298	28.9	2730	33.9
Total	7946	100.0	8042	100.0

14. There has been a slight increase in the declarations being made by staff, but it still leaves apposition where we do not know the disability status for 37.7% of our staff.

2.5 Staff in Post by Age

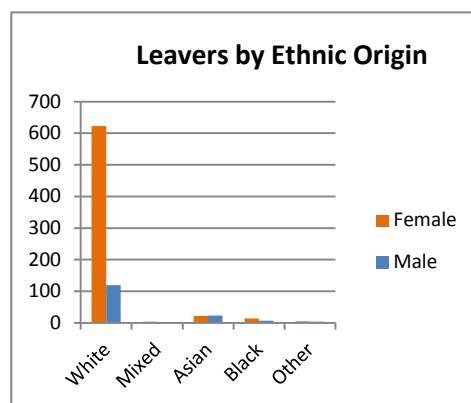
15. The table below gives a breakdown of staff by age band and year. The highest proportion of staff are in the 41-50 age range, representing 29.4% of the workforce in 2013/14. There has been an increase in the number of employees under 30 with the 31-40 age range decreasing slightly.

Age Band	Mar-14		Mar-13	
	No.	%	No.	%
Under 21	83	1.1	75	0.9
21-30	1404	18.7	1380	17.1
31-40	1806	22.4	1854	23.1
41-50	2315	29.4	2449	30.5
51-60	2002	24.9	1934	24.1
61-65	264	2.9	274	3.4
Over 65	72	0.6	74	0.9
Total	7946	100.0	8040	100.0

3. Leavers

16. There were 821 leavers during the period April 2013 to March 2014 which gives a turnover rate of 10.3%, a decrease on last year's turnover rate of 13.4%.

Ethnic Group	Gender		No.	%
	Female	Male		
Asian	22	23	45	5.5
Black	14	7	21	2.6
Chinese & Other	5	4	9	1.1
Mixed	4	0	4	0.5
White	623	119	742	90.3
Total	668	153	821	100.0

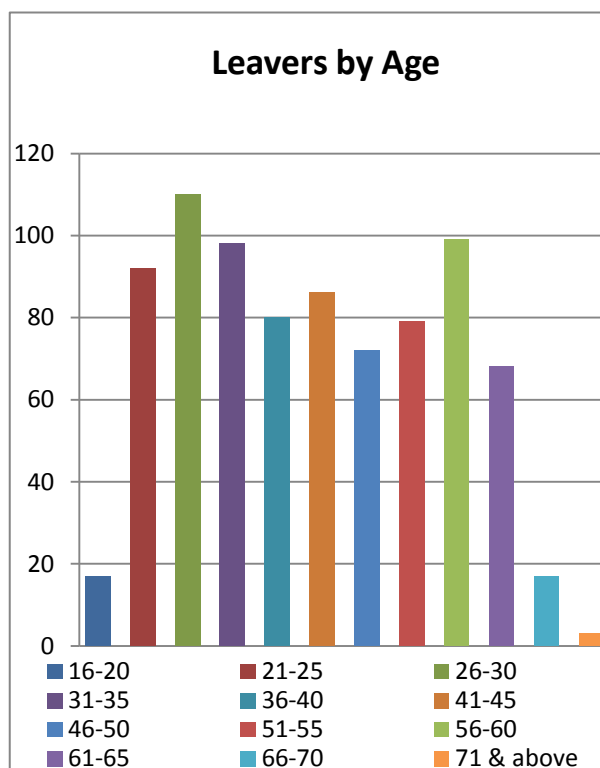


17. The turnover rate for BME staff was 9.6% which is lower than proportion of BME staff in post which was 11%.

3.1 Leavers by Age Band

18. The highest proportion of leavers were from the 26-30 age band at 13.40%.

Age Band	Gender			% Age
	Female	Male	Total	
16-20	11	6	17	2.07
21-25	72	20	92	11.21
26-30	86	24	110	13.40
31-35	77	21	98	11.94
36-40	67	13	80	9.74
41-45	71	15	86	10.48
46-50	60	12	72	8.77
51-55	69	10	79	9.62
56-60	89	10	99	12.06
61-65	54	14	68	8.28
66-70	10	7	17	2.07
71+	2	1	3	0.37
Total	668	153	821	100.00
Gender	81.36%	18.64%		



3.2 Leavers by Disability

19. Only 30% of leavers declared their disability status with 2.07% stating they have a disability.

Disabled	Gender		Total	%
	Female	Male		
Yes	14	3	17	2.07
No	198	32	230	28.01
Not Declared	21	5	26	3.17
Undefined	435	113	548	66.75
Total	668	153	821	100.00

3.3 Leavers by Sexual Orientation

Sexual Orientation	Gender		Total	%
	Female	Male		
Heterosexual	426	79	505	61.51
Gay	0	6	1	0.73
Lesbian	2	0	2	0.24
Undefined	149	33	182	22.17
I do not wish to disclose my sexual orientation	91	35	126	15.35
Total	668	153	821	100.00

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

3.4 Religious Belief

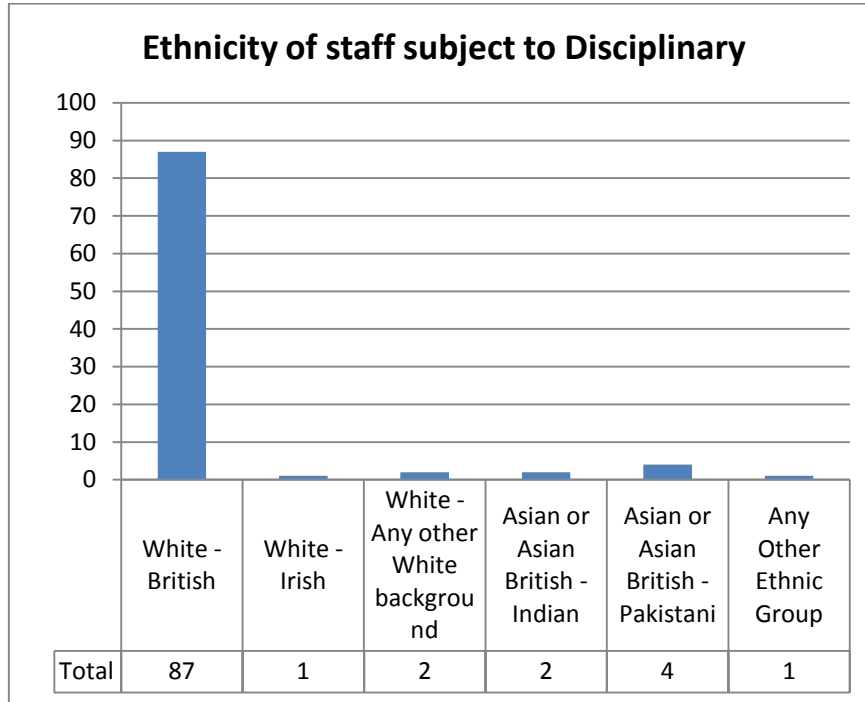
Religious Belief	Gender		Total	%
	Female	Male		
Atheism	41	18	59	7.19
Christianity	343	46	389	47.38
Hinduism	4	7	11	1.34
Islam	16	8	24	2.92
Judaism	2	3	3	0.37
Other	29	15	44	5.36
Sikhism	0	1	1	0.12
Undefined	146	33	179	21.80
I do not wish to disclose my religion/belief	87	22	111	13.52
Total	668	153	821	100.00

21. Over 17% of leavers have a religious belief other than 'Christianity' of which 7.2 % have declared themselves as 'Atheist' This is compared to an overall Trust position of 16.3% and 6.6% respectively.

4. Employee Relations

22. The Employee relations data includes new cases that commenced during the period March 2013 – March 2014 regardless of stage.

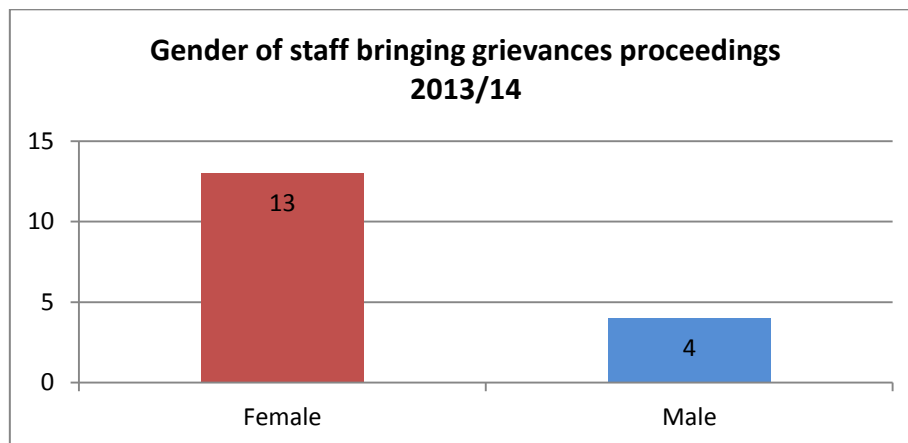
4.1 Disciplinary



23. Over the period specified there were 97 new disciplinary cases. Of these 22 were for males and 75 females. 9.3% of these involved BME staff

4.2 Grievances

24. Grievance proceedings were brought by 17 staff in the period specified, 4 of which were males and 13 females. Of these, 2 (11.8%) were from a Black/Minority Ethnic background.



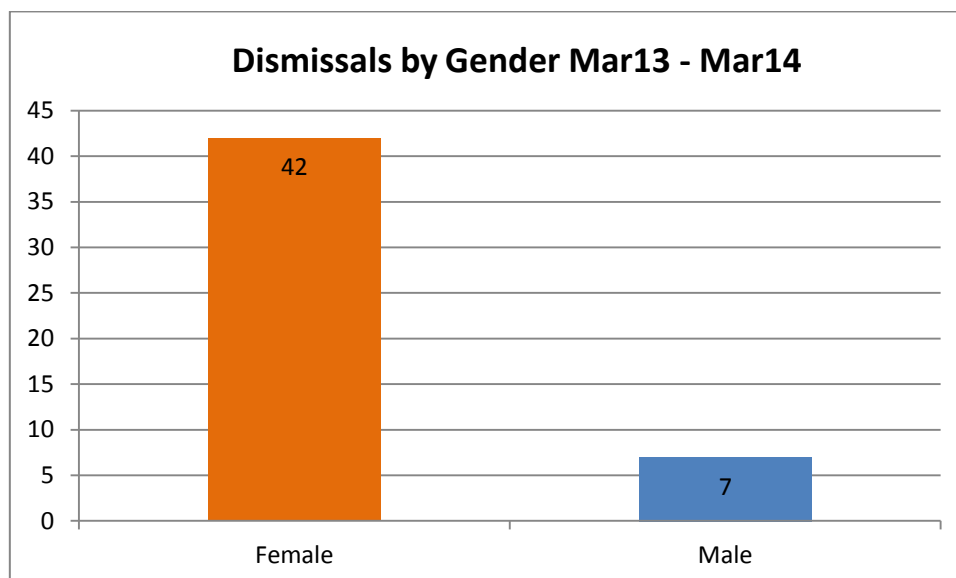
4.3 Staff on Long Term Sickness (6 months and over)

Count of Employee	Gender		Grand Total
	Female	Male	
Ethnicity			
White- British	23	1	24
White - Irish	1	0	1
BME	1	0	1
Grand Total	25	1	26

25. At the end of March 2014 there were 26 people who had been off for over 6 months. Of these 25 were female. Information on religious belief, sexual orientation and disability is limited therefore it is difficult to provide more detailed analysis.

4.4 Dismissals

26. There were 49 dismissals in the period specified; 31 on the grounds of capability. Of these 48 (98%) were White-British; 7 were male and 42 were female. In terms of sexual orientation and religious belief 25 employees have declared this information. 19 have declared themselves as heterosexual with 6 stating they do not wish to disclose this information. There are 18 Christians, 3 other faith and 4 not wishing to disclose this information. In terms of disability, only 10 employees have responded to this question with 2 saying they have a disability.



5. Training Data

5.1 Access to Training

Breakdown of Employees by Working Pattern

	No of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
Full Time	22,588	51.9	1,683	1,774
Part Time	20,844	42.9	1,651	1,494
Undefined	112	0.3	11	3
Total	43,544	100.0	3,345	3,271

Breakdown of Employees by Gender

	No. of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
Female	36,808	84.5	2,984	2,928
Male	6,736	15.5	361	343
Total	43,544	100.0	3,345	3,271

Breakdown of Employees by Sexual Orientation

	No of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
Bisexual	74	0.2	1	7
Gay	214	0.5	32	17
Lesbian	159	0.4	12	7
Heterosexual	29,360	67.4	2,316	2,338
Sexual Orientation Not Disclosed	8,238	18.9	514	529
Undefined	5,499	12.6	470	373
Total	43,544	100.0	3,345	3,271

Breakdown of Employees with Disability

	No. of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
No	24,834	57.0	1,740	1,929
Yes	1,533	3.5	103	99
Undefined	17,177	39.5	1,502	1,243
Total	43,544	100.0	3,345	3,271

Breakdown of Employees who have declared a Religion & Belief

Religion & Belief	No of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
Atheism	3,052	7.0	269	211
Buddhism	158	0.4	13	6
Christianity	22,935	52.7	1754	1864
Hinduism	456	1.0	22	33
Islam	1,273	2.9	89	65
Jainism	11	0.0	0	0
Judaism	39	0.1	4	1
Other	2,275	5.2	214	162
Sikhism	91	0.2	7	8
Undisclosed	7,790	17.9	505	550
Undefined	5,464	12.5	468	371
Total	43,544	100.0	3345	3,271

Breakdown by Ethnic Origin

	No. of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
White British	37,958	87.2	2,942	2,936
White Irish	251	0.6	18	12
White Any other White background	504	1.2	47	33
Mixed White & Black Caribbean	60	0.1	5	4
Mixed White & Black African	46	0.1	2	2
Mixed White & Asian	96	0.2	2	6
Mixed Any other mixed background	93	0.2%	3	3
Asian or Asian British Indian	1,570	3.6	86	91
Asian or Asian British Pakistani	907	2.1	69	51
Asian or Asian British Bangladeshi	40	0.1	9	3
Asian or Asian British Any other Asian	555	1.3	37	37
Black or Black British Caribbean	182	0.4	19	4
Black or Black British African	499	1.1	45	31
Black or Black British Any Other	37	0.1	11	0
Chinese	108	0.2	6	7
Any Other Ethnic Group	550	1.3	37	41
Undefined	13	0.0	1	1
Not Stated	75	0.2	6	9
Total	43,544	100.0	3,345	3,271

Breakdown of Employees by Age

	Number of Training Episodes Completed	% Split	Number of Did Not Attend on the Day	Number of Withdrawals Without Reason
15 - 19	3,006	6.9	249	197
20 - 29	14,300	32.8	1,208	1,070
30 - 39	12,092	27.8	916	918
40 - 49	8,055	18.5	506	619
50 - 59	2,538	5.8	154	147
60 -69	540	1.2	27	25
Undefined	3,013	7.0	285	295
Total	43,544	100.0	3,345	3,271

5.2 Access to Corporate Staff Induction – 1st April 2013 to 31st March 2014

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 2013 to 31st March 2014.

Breakdown by Working Pattern

	No of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
Full Time	433	63.5	44	0
Part Time	248	36.4	25	0
Undefined	1	0.1	0	0
Total	682	100.0	69	0

Breakdown by Gender

	No. of Training Episodes Completed	%	No. of Did Not Attend on the Day	No. of Withdrawals Without Reason
Female	545	79.9	56	0
Male	137	20.1	13	0
Total	682	100.0	69	0

Ethnic Origin

Ethnicity	No. of Training Episodes Completed	%	Number of Did Not Attend on the Day	Number of Withdrawals Without Reason
White British	565	82.2	60	0
White Irish	7	1.0	0	0
White Any other White background	15	2.2	0	0
Mixed White & Black Caribbean	1	1.0	0	0
Mixed White & Black African	1	0.1	0	0
Mixed White & Asian	2	0.3	0	0
Mixed Any other mixed background	2	0.3	0	0
Asian or Asian British Indian	30	4.4	3	0
Asian or Asian British Pakistani	30	4.4	2	0
Asian or Asian British Bangladeshi	3	0.4	0	0
Asian or Asian British Any other Asian	3	0.4	1	0
Black or Black British Caribbean	2	0.3	1	0
Black or Black British African	14	2.1	1	0
Chinese	1	0.1	0	0
Any Other Ethnic Group	5	0.7	1	0
Not Stated	1	0.1	0	0
Total	682	100%	69	0

Breakdown by Sexual Orientation

	No of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
Bisexual	3	0.4	0	0
Gay	3	0.4	2	0
Heterosexual	534	78.3	56	0
Lesbian	4	0.6	0	0
Undisclosed	137	20.1	11	0
Undefined	1	0.1	0	0
Total	682	100.0	69	0

Breakdown by Disability

	No of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
No	362	53.1	30	0
Undefined	302	44.3	34	0
Yes	18	2.6	5	0
Total	682	100.0	69	0

Breakdown by Religion & Belief

	No. of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
Atheism	73	10.7	5	0
Buddhism	2	0.3	1	0
Christianity	360	52.8	42	0
Hinduism	5	0.7	3	0
Islam	45	6.6	2	0
Judaism	0	0.0	0	0
Sikhism	3	0.4	0	0
Other	49	7.2	4	0
Undisclosed	144	21.2	12	0
Undefined	1	0.1	0	0
Total	682	100.0	69	0

Breakdown of Employees by Age

	No. of Training Episodes Completed	%	No. Did Not Attend on the Day	No. of Withdrawals Without Reason
15 - 19	32	4.7	4	0
20 - 29	266	39.0	17	0
30 - 39	135	19.8	18	0
40 - 49	110	16.2	8	0
50 - 59	48	7.0	5	0
60 -69	2	0.3	0	0
Undefined	89	13.0	17	0
Total	682	100.0	69	0