

Mid Yorkshire Hospitals NHS Trust

Workforce Demographic Report
2015-16

Workforce Demographic Report 2015-16

1. Introduction

1. The following provides a demographic analysis of the Trust workforce in 2015/16 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
- Gender
- Sexual Orientation

2. This initial report provides information in the following areas:-

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

3. Various different data sources have been used in order to produce the information, which covers the twelve month period April 2015 to March 2016 with the exception of the recruitment activity data which covers the period June 2015 – March 2016. Data sources used include:-

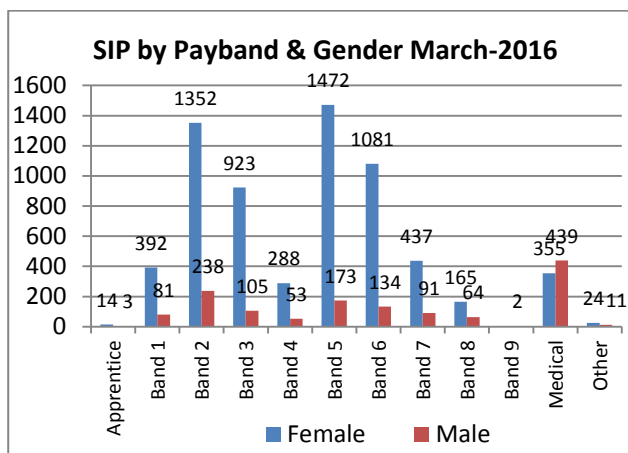
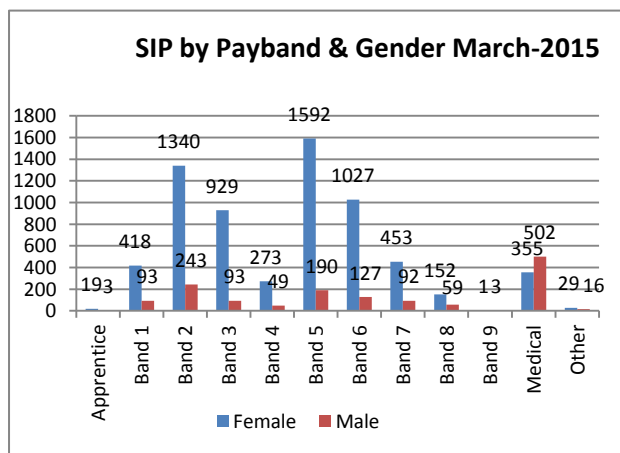
- The Electronic Staff Records System (ESR)
- NHS Jobs 2
- 2011 Census

2. Staff in Post

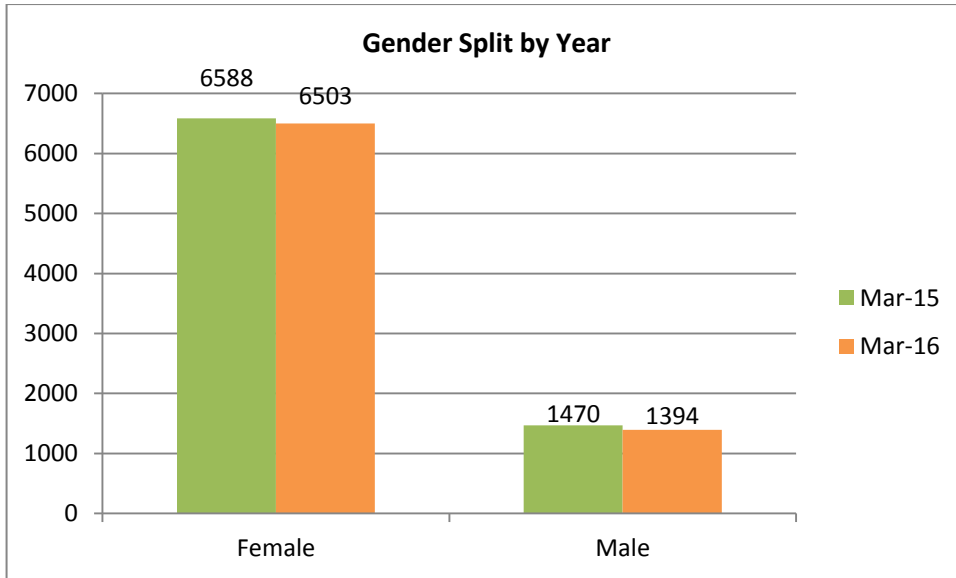
4. Staff in post (WTE) has increased over the last 12 months with a WTE figure of 6716.3 in March 2015 compared to 6786.8 in March 2016, although the actual number of staff has decreased. There has however, been a reduction in WTE within Estates & Ancillary, Healthcare Scientists, Nursing & Midwifery Registered and Students. The greatest increase in WTE is within Administrative & Clerical followed by Additional Clinical Services and Medical & Dental

	Mar-15				Mar-16			
	Total	%	FTE	%	Total	%	FTE	%
Add Prof Scientific and Technic	195	2.42	162.1	2.41	199	2.50	173.79	2.56
Additional Clinical Services	1530	18.99	1225.2	18.24	1527	19.46	1260.67	18.55
Administrative and Clerical	1471	18.26	1228.1	18.28	1521	19.08	1297.75	19.13
Allied Health Professionals	579	7.19	494.6	7.36	564	7.11	498.43	7.34
Estates and Ancillary	859	10.66	642.7	9.57	801	9.89	603.12	8.85
Healthcare Scientists	164	2.04	155.6	2.32	153	1.94	145.81	2.19
Medical and Dental	857	10.64	732.6	10.91	794	10.85	759.18	11.18
Nursing and Midwifery Registered	2388	29.64	2061.7	30.70	2322	28.99	2035.81	30.02
Students	15	0.19	13.8	0.21	16	0.20	12.29	0.18
Grand Total	8058		6716.3		7897		6786.8	

2.1 Staff in Post by Gender



5. 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).



6. The percentage of males to females has reduced slightly in March 2016 to 17.6% from 18.2%. By way of comparison population data from the 2011 Census show that there are 53% Males and 47% Females within Yorkshire & Humber who are economically active.

2.2 Staff in Post by Religious/Belief and Sexual Orientation

7. There has been a marginal increase in the number of staff declaring their religious belief. In March 2016 some 70.8% of staff have declared their religious belief compared to 69.4% in 2015.

	Mar-15	Mar-16
Religious Belief	%	%
Atheism	7.03	7.43
Buddhism	0.36	0.38
Christianity	51.50	52.05
Hinduism	1.46	1.38
Islam	3.44	3.56
Jainism	0.02	0.00
Judaism	0.06	0.08
Sikhism	0.21	0.19
Undefined	10.97	9.95
Other	5.32	5.7
I do not wish to disclose my Religion or Belief	19.61	19.29
Total	100.00	100.00

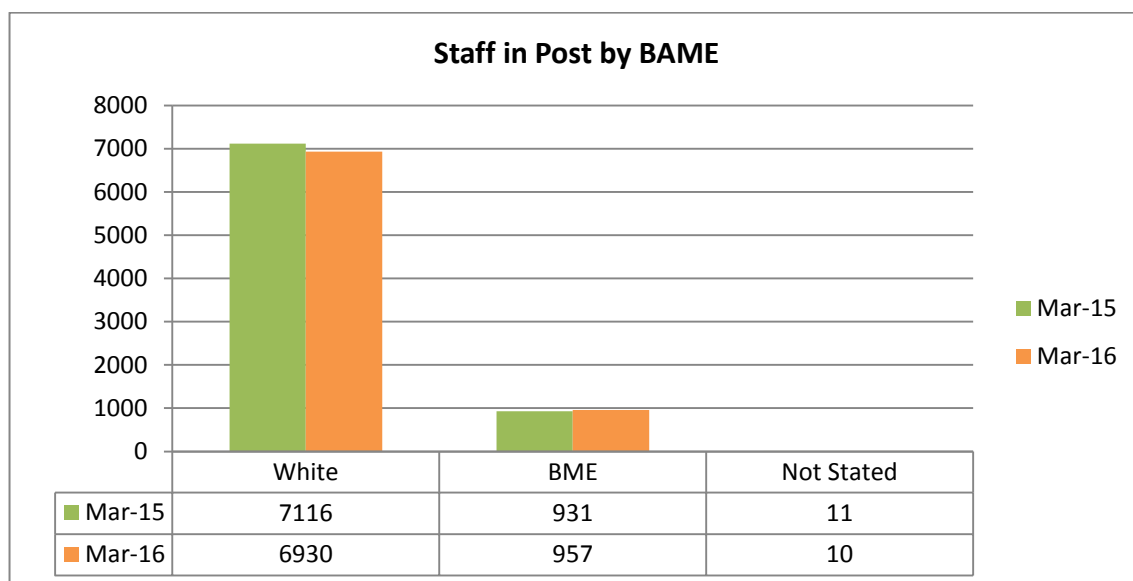
8. Declaration of Sexual Orientation has increased from 68.6% in 2015 to 69.9% in 2016.

	Mar-15	Mar-16
Sexual Orientation	%	%
Heterosexual	67.59	68.8
Gay	0.53	0.62
Lesbian	0.34	0.32
Bisexual	0.2	0.2
Undefined	11.08	10.03
I do not wish to disclose my Sexual Orientation	20.27	20.05
Total	100	100

9. Whilst this improvement is welcomed, it is recognised that we do not have an indication from approximately 30% of staff in both cases. This means that this data needs to be treated with caution. For example, only 1.1% of staff has indicated that they are lesbian, gay or bisexual (LGB) in 2016 yet according to Stonewall it is likely that some 6% of staff will be LGB.

2.3 Staff in Post by Ethnicity

10. The proportion of BAME staff in 2015/16 is 12.12% which is a slight increase on the 11.20% in 2014/15. This is above the 2011 Census for the Yorkshire & Humber Region which showed a population of 11.2% for the BAME group. The chart below shows Staff in Post by White & BAME groups.



11. The chart below provides a breakdown of BAME categories. The greater proportions of BAME staff are from an Asian background representing 67% of BAME staff.

	Mar-15	Mar-16
Breakdown of BAME Staff	%	%
Asian	66	67
Black	14	14
Chinese & Other	12	11
Mixed	8	8
Total	100.0	100.0

2.4 Staff in Post by Age

12. The table below gives a breakdown of staff by age band and year. The highest proportion of staff is in the 41-50 age range, representing 26.9% of the workforce in 2015/16. There has been an increase in the number of employees over 50 with them representing 32.3% of the workforce in 2016, an increase from 30.8% in 2015.

Age Band	Mar-15		Mar-16	
	No.	%	No.	%
Under 21	54	0.67	41	0.5
21-30	1462	18.15	1398	17.7
31-40	1820	22.59	1781	22.6
41-50	2238	27.77	2126	26.9
51-60	2076	25.76	2097	26.5
61-65	312	3.87	355	4.5
Over 65	96	1.19	99	1.30
Total	8058	100.0	7897	100.0

2.5 Staff in Post by Disability

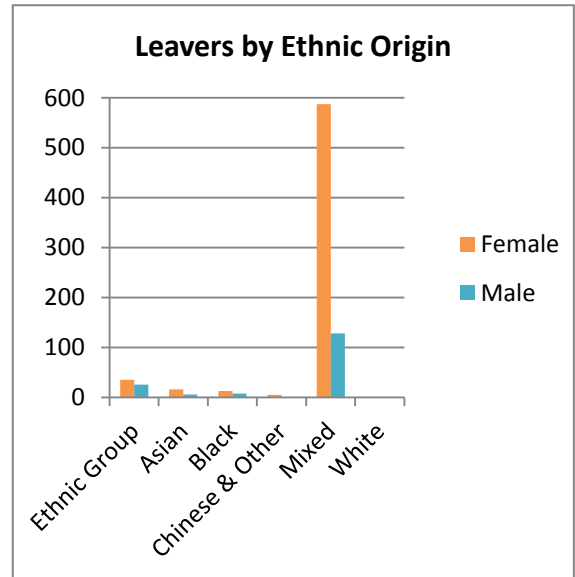
Age Band	Mar-15		Mar-16	
	No.	%	No.	%
Yes	301	3.74	287	3.50
No	5208	64.63	5697	70.07
Not Declared	684	8.49	573	7.05
Undefined	1865	23.14	1574	19.36
Total	8058	100.0	8131	100.0

13. There has been a slight reduction in the number of staff who have declared they have a disability, reducing from 3.74% in 2015 to 3.5% in 2016.

3. Leavers

14. There were 826 leavers during the period April 2015 to March 2016 which gives a turnover rate of 10.2%, the same as last year.

Ethnic Group	Gender		No.	%
	Female	Male		
Asian	35	26	61	7.39
Black	16	6	22	2.67
Chinese & Other	13	8	21	2.54
Mixed	5	1	6	0.72
White	587	128	715	86.56
Not Stated	0	1	1	0.12
Total	656	170	826	100.0

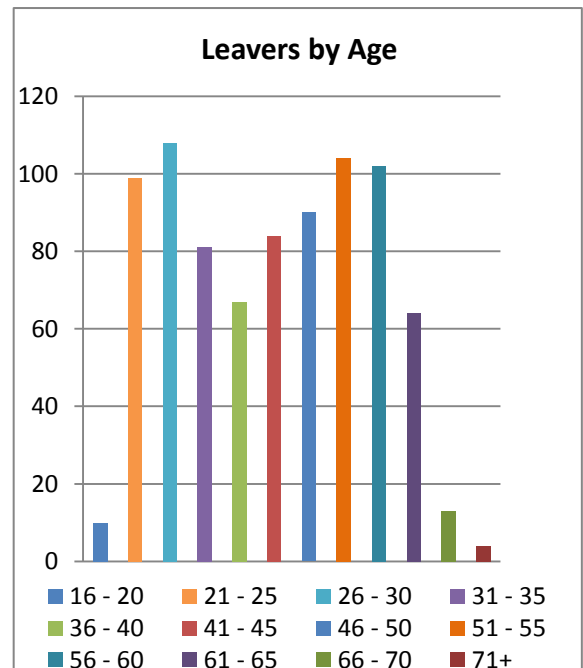


15. The turnover rate for BAME staff was 13.3% which is slightly higher than the proportion of BAME staff in post which stands at 12.12% in March 2016.

3.1 Leavers by Age Band

16. The highest proportion of leavers was from the 26-30 age band at 13.08%, followed by the 55-55 age band at 12.6%.

Age Band	Gender			% Age
	Female	Male	Total	
16 - 20	5	5	10	1.21
21 - 25	77	22	99	11.99
26 - 30	84	26	108	13.08
31 - 35	66	15	81	9.81
36 - 40	50	17	67	8.11
41 - 45	66	18	84	10.17
46 - 50	73	17	90	10.9
51 - 55	89	15	104	12.59
56 - 60	86	16	102	12.34
61 - 65	47	17	64	7.75
66 - 70	12	1	13	1.57
71+	3	1	4	0.48
Total	658	170	826	100.0
Gender	79.6%	20.4%		



3.2 Leavers by Disability

17. Over 65% of leavers have declared their disability status with 4% of leavers stating they had a disability.

Disabled	Gender		Total	%
	Female	Male		
Yes	26	7	33	3.99
No	396	110	506	61.26
Not Declared	36	13	49	5.93
Undefined	198	40	238	28.81
Total	656	170	826	100.0

3.3 Leavers by Sexual Orientation

Sexual Orientation	Gender		Total	%
	Female	Male		
Heterosexual	469	112	581	70.34
Gay	0	5	5	0.61
Lesbian	1	0	1	0.12
Bisexual	1	0	1	0.12
I do not wish to disclose my sexual orientation	124	42	166	20.1
Undefined	61	11	72	8.72
Total	656	170	826	100.0

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

3.4 Religious Belief

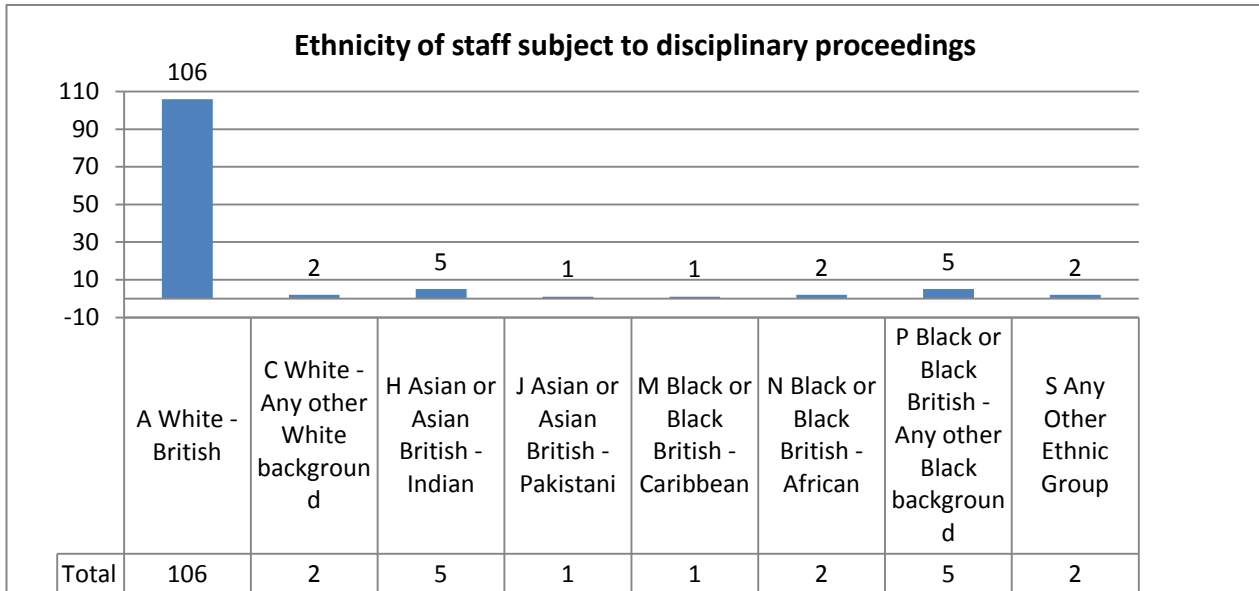
Religious Belief	Gender		Total	%
	Female	Male		
Atheism	52	25	77	9.32
Buddhism	3	2	5	0.61
Christianity	355	65	420	50.85
Hinduism	2	5	7	0.85
Islam	120	37	157	19.01
Other	21	12	33	4.00
Sikhism	40	11	51	6.17
I do not wish to disclose my religion/ belief	62	11	73	8.80
Undefined	1	2	3	0.40
Total	656	170	826	100.0

19. Over 23% of leavers have a religious belief other than 'Christianity' of which 9.3% have declared themselves as 'Atheist'.

4. Employee Relations

20. The employee relations data includes new cases that commenced during the period April 2015 – March 2016 regardless of stage.

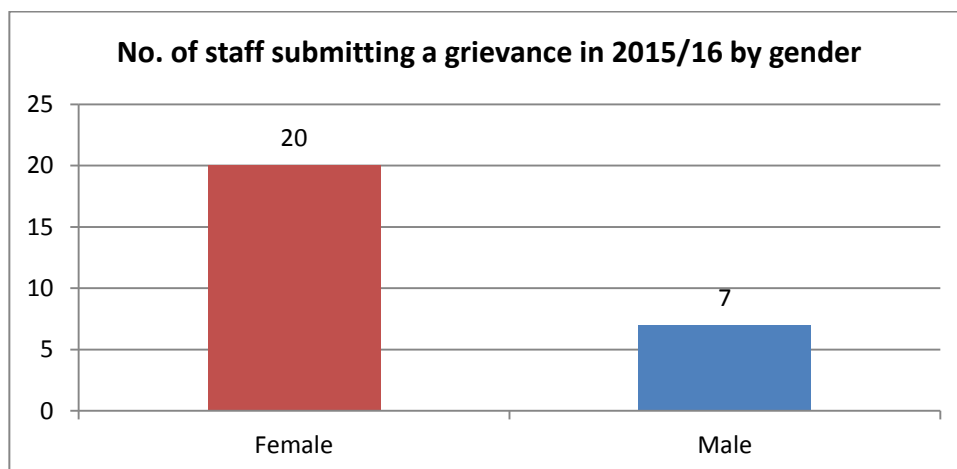
4.1 Disciplinary



21. Over the period specified there were 102 new disciplinary cases. Of these 20 were for males and 82 females. There were 17 cases (16.7%) involving BAME Staff, an increase from 14.3% in 2014/15.

4.2 Grievances

22. Grievance proceedings were brought by 27 staff in the period specified; 20 (74%) were females and 7 males. 4 (14.8%) grievances were from staff with a BAME background.



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

Ethnicity	Gender		Total
	Female	Male	
White - British	14	0	14
BAME	2	0	2
Total	16	0	16

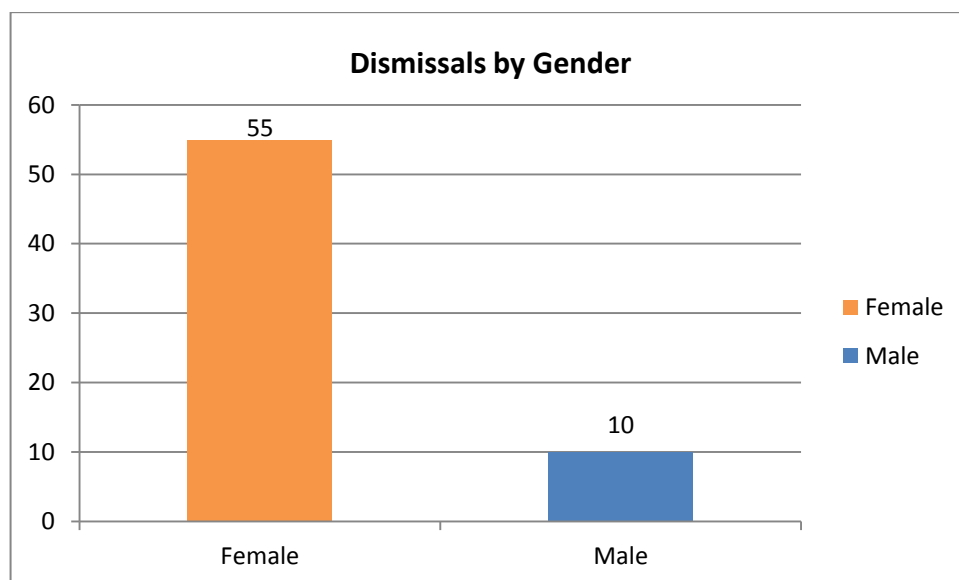
23. At the end of March 2016 there were 16 people who had been off for over 6 months. All of these were female and 2 (12.5%) were BAME.

4.4 Dismissals

24. There were 65 dismissals in the period specified. Of the total number:

- 2 (3.1%) were BAME
- 29 were on the grounds of capability with 1 (3.5%) of these being BAME
- 55 (84.6%) were female and 10 were male

25. In terms of disability, 46 employees have responded to this question with 10 out of 65 saying they have a disability (15.4%).



5. Recruitment Activity

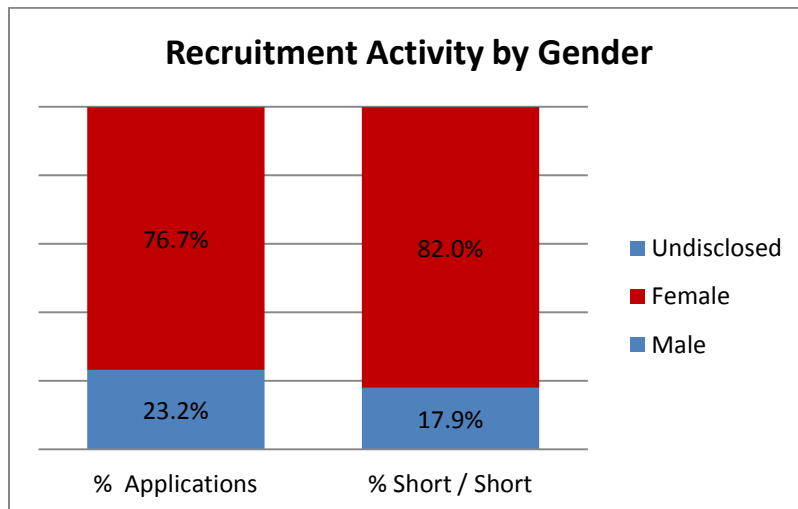
26. Following the transfer onto a new version of NHS Jobs, information on Applications is only available from June 2015 onwards. The report therefore only covers a 10 months period between June 2015 & March 2016.

27. There were 1,004 posts advertised in this period, with 20,280 applications received. There were 922 new starters during the period.

5.1 Gender

28. The table below shows that 76.7% of applications were from females compared to 23.2% from Males; when you look at the percentage of females both shortlisted and appointed, the proportion increases to 82%.

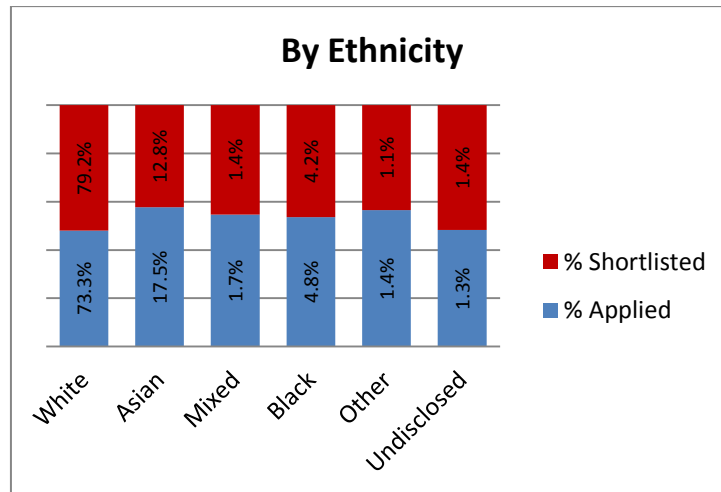
Gender	Applied	Shortlisted	% Applied	% Shortlisted
Male	4,700	1045	23.2%	22.2%
Female	15,552	4793	76.7%	30.8%
Undisclosed	28	6	0.1%	21.4%
Total	20,280	5,844		



5.2 Ethnicity

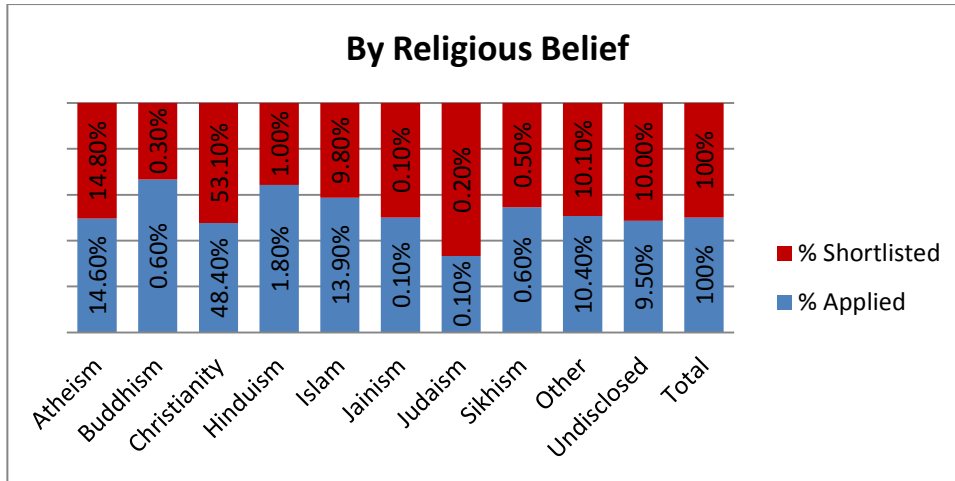
29. Of total applications 25.4% were from a BAME background. However, this reduced to 19.4% at shortlisting and 19.3% on appointment. These issues are being picked up as part of the Trust's Workforce Race equality Standard Action Plan for 2016/17.

Ethnicity	Applied	Shortlisted	Appointed	Applied %	Shortlisted %	Appointed %
White	14867	4626	742	73.31	79.16	80.50
Asian	3544	747	127	17.48	12.78	13.80
Mixed	339	81	16	1.67	1.39	1.70
Black	973	243	24	4.80	4.16	2.60
Other	288	64	11	1.42	1.10	1.20
Undisclosed	269	83	2	1.33	1.42	0.20
Total	20280	5844	922	100.00	100.00	100.00



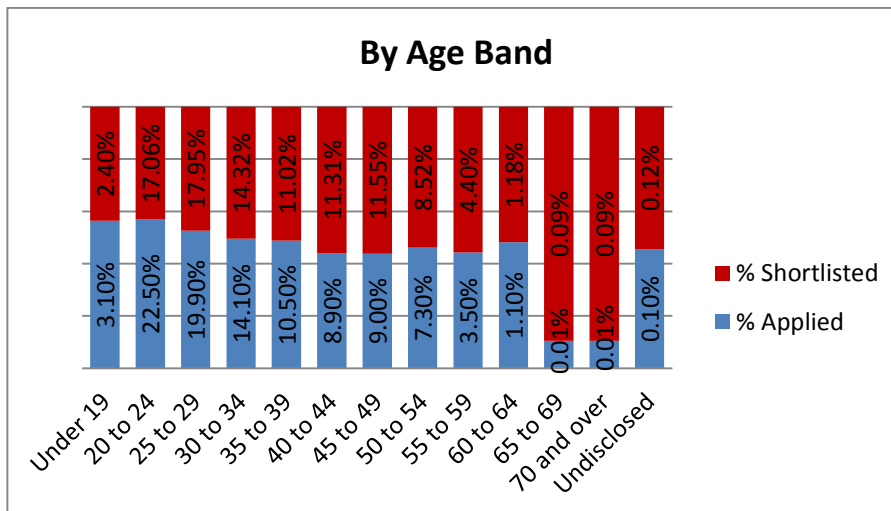
5.3 Religious Belief

Religious Belief	Applications	Applied %	Shortlisted	Shortlisted %	Appointed	Appointed %
Atheism	2,962	14.60	865	14.80	107	11.60
Buddhism	115	0.60	18	0.30	7	0.80
Christianity	9,823	48.40	3105	53.10	475	51.50
Hinduism	370	1.80	61	1.00	22	2.40
Islam	2,817	13.90	575	9.80	54	5.90
Jainism	12	0.10	3	0.10	0	0.00
Judaism	19	0.10	11	0.20	1	0.10
Sikhism	118	0.60	28	0.50	4	0.40
Other	2,110	10.40	592	10.10	78	8.50
Undisclosed	1,934	9.50	586	10.00	174	18.80
Total	20,280	100.00	5,844	100.00	922	100.00



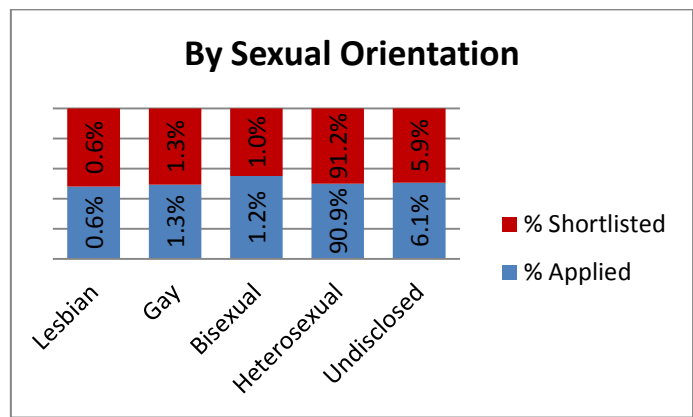
5.4 Age Profile

Age Band	Applications	Applied %	Shortlisted	Shortlisted %	Appointed	Appointed %
Under 19	627	3.10	140	2.40	25	2.70
20 to 24	4,561	22.50	997	17.06	211	22.90
25 to 29	4,035	19.90	1049	17.95	154	16.70
30 to 34	2,859	14.10	837	14.32	119	12.90
35 to 39	2,128	10.50	644	11.02	79	8.60
40 to 44	1,813	8.90	661	11.31	90	9.80
45 to 49	1,825	9.00	675	11.55	68	7.40
50 to 54	1,480	7.30	498	8.52	79	8.60
55 to 59	702	3.50	257	4.40	65	7.00
60 to 64	214	1.10	69	1.18	30	3.30
65 to 69	8	0.01	5	0.09	1	0.10
70 and over	8	0.01	5	0.09	1	0.10
Undisclosed	20	0.10	7	0.12	0	0.00
Total	20280	100.00	5844	100.00	922	100.00



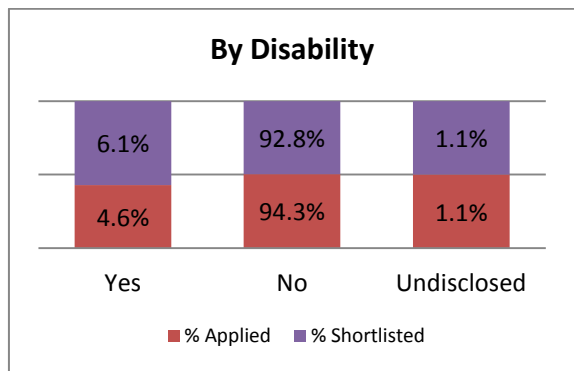
5.5 Sexual Orientation

Sexual Orientation	Applied	Shortlisted	Appointed	Applied %	Shortlisted %	Appointed %
Lesbian	113	36	2	0.56	0.60	0.20
Gay	257	78	12	1.27	1.30	1.30
Bisexual	248	56	2	1.22	1.00	0.20
Heterosexual	18432	5332	7.6	90.89	91.20	77.70
Undisclosed	1230	342	190	6.07	5.90	20.60
Total	20280	5844	922	100.00	100.00	100.00



5.6 Disability

Disability	Applications	Applied %	Shortlisted	Shortlisted %	Appointed	Appointed %
Yes	939	4.60	358	6.10	17	1.80
No	19125	94.30	5424	92.80	893	96.90
Undisclosed	216	1.10	62	1.10	12	1.30
	20280	100.00	5844	100.00	922	100.00



6. Training Data

6.1 Access to Corporate Training - 1st April 2015 to 31st March 2016

The tables below show the number of completed, did not attend and staff withdrawal training episodes for corporate training programmes by working pattern, sexual orientation, religion & belief, gender, disability, ethnicity and age for the period 1st April 2015 to 31st March 2016.

Breakdown of Employees by Working Pattern

	No of Training Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Full Time	24579	52.5	2082	2220
Part Time	22129	47.3	1473	1681
Undefined	86	0.2	3	3
Total	46794	100.0	3558	3904

Breakdown of Employees by Gender

	Number of Training Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Female	39960	85.4	3081	3543
Male	6834	14.6	477	361
Total	46794	100.0	3558	3904

Breakdown of Employees by Sexual Orientation

	No of Training Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Bisexual	96	0.2	11	9
Gay	296	0.6	32	32
Lesbian	153	0.3	18	11
Heterosexual	32530	69.5	2578	2891
Prefer Not To Disclose	8916	19.1	563	528
Undefined	4803	10.3	356	379
Total	46794	100.0	3558	3904

Breakdown of Employees with Disability

	No of Training Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
No	32149	68.7	2365	2713
Yes	1592	3.4	103	129
Prefer Not To Disclose	3380	7.2	189	225
Undefined	9673	20.7	901	837
Total	46794	100.0	3558	3904

Breakdown of Employees who have declared a Religion & Belief

	No of Training Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Atheism	3352	7.2	277	301
Buddhism	161	0.3	8	3
Christianity	25518	54.5	1908	2244
Hinduism	521	1.1	33	32
Islam	1248	2.7	91	110
Judaism	27	0.1	1	2
Sikhism	81	0.2	6	2
Other	2682	5.7	281	221
Prefer Not To Disclose	8432	18.0	597	612
Undefined	4772	10.2	356	377
Total	46794	100.0	3558	3904

Breakdown by Ethnic Origin

	Number of Training Episodes Complete	%	Number Did Not Attend on the Day	Number of Withdrawals
White – British	40340	86.20	3002	3431
White – Irish	307	0.70	16	16
White - Any other White background	734	1.60	106	36
White – Scottish	5	0.01	0	0
White – Greek	1	0.01	0	0
White – Italian	26	0.10	0	0
White – Other European	28	0.10	0	1
Mixed - White & Black Caribbean	125	0.30	11	11
Mixed - White & Black African	88	0.20	6	13
Mixed - White & Asian	148	0.30	15	14
Mixed - Any other mixed Background	94	0.20	2	9
Mixed – Black & Asian	11	0.02	0	0
Asian/Asian British – Indian	1797	3.80	126	117
Asian/Asian British – Pakistani	870	1.90	74	79
Asian/Asian British – Bangladeshi	31	0.10	1	7
Asian/Asian British - Any other Asian	672	1.40	54	61
Asian Mixed	1	0.01	0	0
Black/Black British – Caribbean	182	0.40	25	9
Black/Black British – African	615	1.30	66	35
Black/Black British – Any other Background	25	0.10	4	2
Black British	2	0.01	0	0
Chinese	110	0.20	6	9
Any Other Ethnic Group	538	1.10	40	51
Prefer Not To Disclose	40	0.10	4	2
Undefined	4	0.01	0	1
Total	46794	100.00	3558	3904

Breakdown of Employees by Age

	Number of Training Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
16 - 19	3366	7.2	230	317
20 - 29	16921	36.2	1477	1324
30 - 39	12812	27.4	891	994
40 - 49	8542	18.3	543	742
50 - 59	2892	6.2	152	279
60 - 68	695	1.4	36	79
Undefined	1566	3.3	229	169
Total	46794	100.0	3558	3904

6.2 Access to Corporate Staff Induction – 1st April 2015 to 31st March 2016

The tables below show the number of completed and did not attend for corporate staff induction by working pattern, sexual orientation, religion & belief, gender, disability, ethnicity and age for the period 1st April 2015 to 31st March 2016.

Breakdown by Working Pattern

	No of Training Episodes Completed	%	Number Did Not Attend on the Day
Full Time	534	69.3	77
Part Time	236	30.6	56
Undefined	1	0.1	0
Total	771	100.0	133

Breakdown by Gender

	Number of Training Episodes Completed	%	Number Did Not Attend on the Day
Female	622	80.7	112
Male	149	19.3	21
Total	771	100.0	133

Ethnic Origin

	Number of Training Episodes Completed	%	Number Did Not Attend on the Day
White - British	571	74.1	114
White - Irish	7	0.9	0
White - Any other White background	33	4.3	5
White – Greek	1	0.1	0
White – Other European	1	0.1	0
Mixed - White & Black Caribbean	4	0.5	1
Mixed - White & Black African	3	0.4	0
Mixed - White & Asian	3	0.4	0
Mixed – Ant Other Mixed Background	3	0.4	0
Asian or Asian British - Indian	54	7.0	4
Asian or Asian British - Pakistani	41	5.3	3
Asian or Asian British - Bangladeshi	1	0.1	0
Asian or Asian British - Any other Asian	13	1.7	1
Black or Black British - Caribbean	4	0.5	1
Black or Black British - African	18	2.3	4
Black/Black British – Any other Black	1	0.1	0
Black British	1	0.1	0
Chinese	2	0.3	0
Any Other Ethnic Group	7	0.9	0
Prefer Not To Disclose	3	0.4	0
Total	771	100.0	133

Breakdown by Sexual Orientation

	No of Training Episodes Completed	%	Number Did Not Attend on the Day
Bisexual	3	0.4	0
Gay	11	1.4	2
Lesbian	1	0.1	1
Heterosexual	604	78.3	96
Prefer Not To Disclose	151	19.6	32
Undefined	1	0.1	2
Total	771	100.0	133

Breakdown by Disability

	No of Training Episodes Completed	%	Number Did Not Attend on the Day
No	738	95.7	116
Yes	17	2.2	5
Prefer Not To Disclose	6	0.8	4
Undefined	10	1.3	8
Total	771	100.0	133

Breakdown by Religion & Belief

	No of Training Episodes Completed	%	Number Did Not Attend on the Day
Atheism	101	13	19
Buddhism	6	0.8	0
Christianity	386	50.2	61
Hinduism	20	2.6	0
Islam	48	6.3	4
Judaism	1	0.1	0
Sikhism	4	0.5	0
Other	63	8.0	22
Prefer Not To Disclose	139	18.1	25
Undefined	3	0.4	2
Total	771	100.0	133

Breakdown of Employees by Age

	Number of Training Episodes Completed	%	Number Did Not Attend on the Day
16 - 19	22	2.8	1
20 - 29	285	37	46
30 - 39	186	24	21
40 - 49	148	19.2	32
50 - 59	94	12.2	22
60 - 68	12	1.6	1
Undefined	24	3.2	10
Total	771	100.0	133