

Meeting the general equality duty

Title: workforce profile

Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not.

How does this information help us to show we are paying due regard to advancing equality?

By looking at our demographic profile we can compare and monitor our workforce with the demographics of our local community in Buckinghamshire. This enables us to identify any under or over representation. Targeted recruitment days might be an example of how this information might be used to help us address under representation. It is also useful for equality monitoring and could be used to inform the development of equality objectives. It is also important to help us identify any changes in our workforce with regards to the protected characteristic groups.

Any other comments / actions

The Trust has committed to undertaking a recent staff data census. This is a positive step in helping us to further build and understand our workforce profile. Gaining accurate and up to date information helps to provide reassurance that any actions, plans or objectives that might be developed are informed by what is currently known and updated information. The results of this will be published shortly.

Workforce profile

The information below shows our staff in post.

The overall total number of staff as of 31st December 2011 was 5707 members.

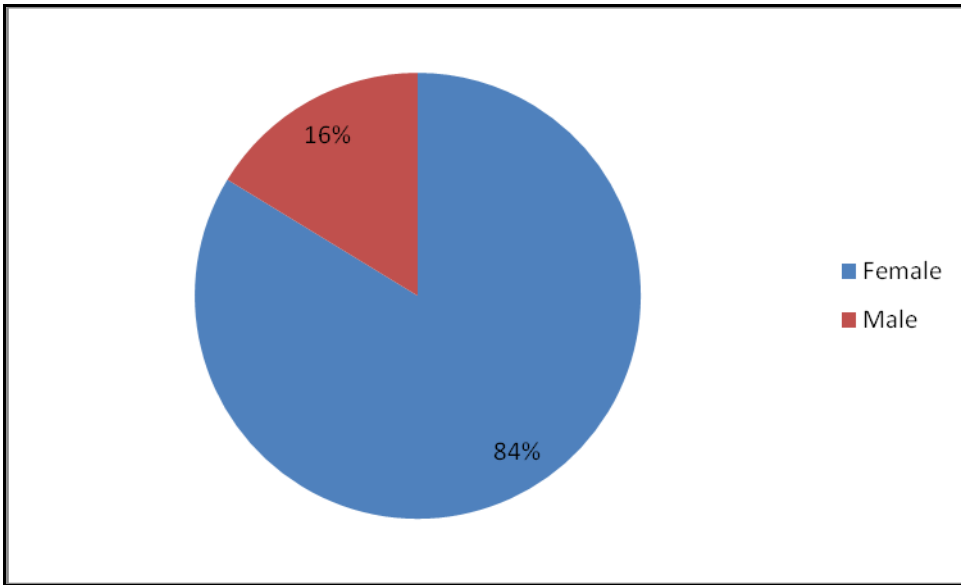
The overall total number of staff in post 2010 stood at 5968.

The table below shows a breakdown by staff groups:-

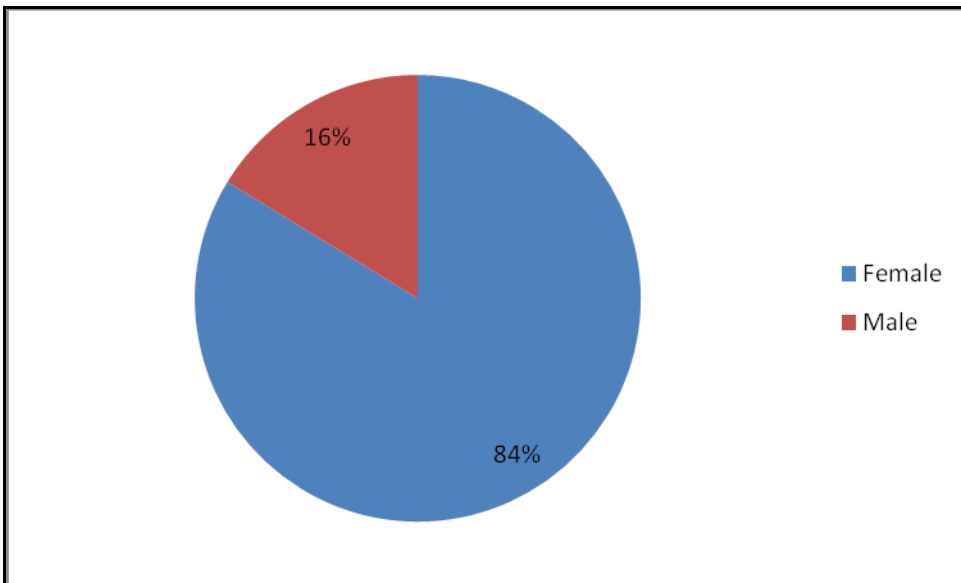
Staff Group	Staff in Post as at 31st Dec 2011
Professional & Scientific	156
Admin & Clerical	1101
Allied Health & Professional	435
Health Care Professional	677
Healthcare Scientists	159
Managers	141
Medical	636
Nursing	1929
Support	473
TOTAL	5707

GENDER SPLIT

This chart represents 4778 female staff and 929 male staff giving the total of 5707 for the year **2011**



This represents 4997 female staff and 971 male staff in total 5968 **2010**



The percentage of men and women in the Trust from 2010 to 2011 has remained consistent with no overall change.

Staff Banding by Gender

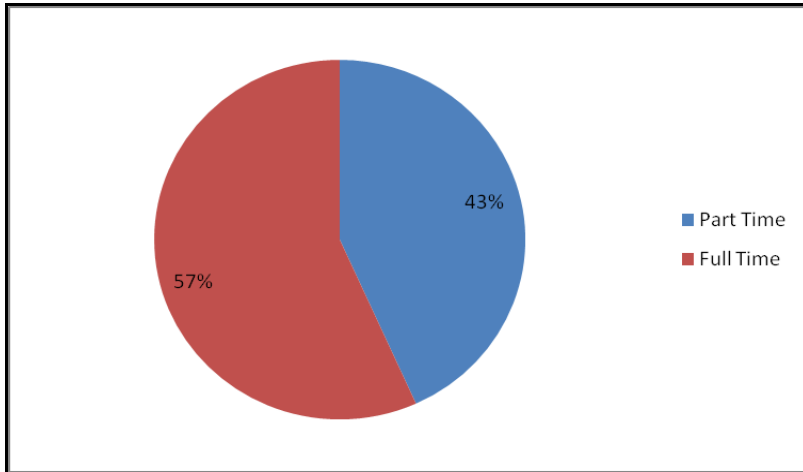
		Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non AfC	Total
Prof & Scientific	Female	–	–	–	7	34	23	11	23	–	–	98
	Male	–	–	–	3	11	24	8	9	3	–	58
Admin & Clerical	Female	3	304	217	268	89	57	12	7	–	7	964
	Male	1	21	20	34	27	17	11	6	–	–	137
Allied Health Professionals	Female	–	–	2	2	62	151	127	50	–	–	394
	Male	–	–	–	–	9	16	6	10	–	–	41
Healthcare Assistants	Female	–	394	158	31	–	–	–	–	–	–	583
	Male	–	72	18	4	–	–	–	–	–	–	94
Healthcare Scientists	Female	–	–	–	–	21	50	33	12	–	1	117
	Male	–	–	–	–	7	18	6	10	1	–	42
Manager	Female	–	–	–	–	3	6	34	50	3	4	100
	Male	–	–	–	–	1	1	10	23	2	4	41
Medical	Female	–	–	–	–	–	–	–	–	–	297	297
	Male	–	–	–	–	–	–	–	–	–	339	339
Nursing	Female	–	–	–	–	938	547	292	62	–	2	1841
	Male	–	–	–	–	62	13	9	3	–	1	88
Support	Female	24	137	68	114	37	3	–	–	–	1	384
	Male	26	39	9	4	6	5	–	–	–	–	89
	Female Total	27	835	445	422	1184	837	509	204	3	312	4778
	Male Total	27	132	47	45	123	94	50	61	6	344	929
	Grand Total	54	967	492	467	1307	931	559	265	9	656	5707

N.B AfC = Agenda for Change

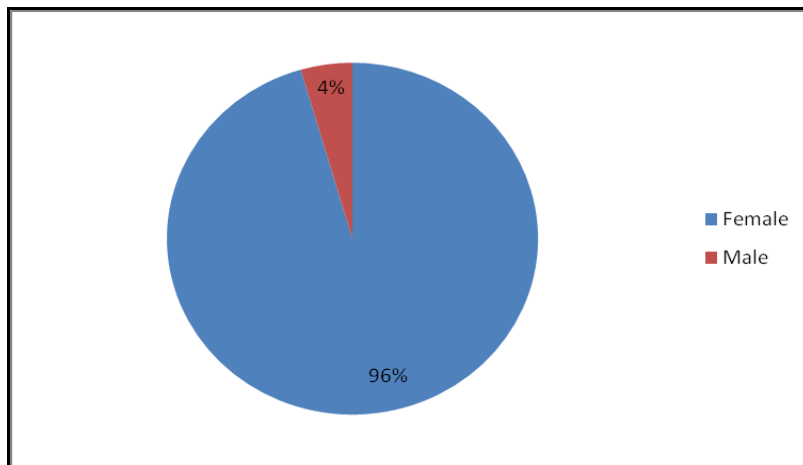
PART TIME & FULL TIME STAFF

2469 of staff work in part time posts 3238 are full time

This demonstrates a fair split of full to part time opportunities which illustrates flexibility in our employment contracts.

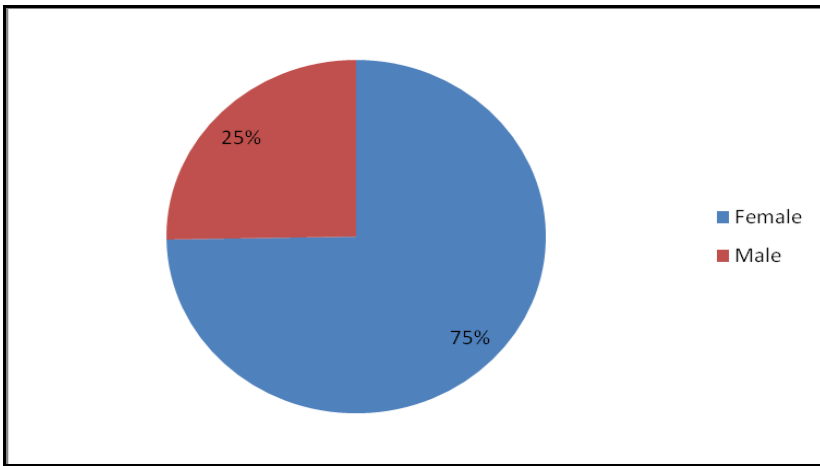


Of the 2469 part time posts, 2358 are female which is 52% of the overall female workforce and 111 are male which is 12% of the male workforce.



However, these figures are in line with the national picture as cited by the Fawcett Society. They state that there are almost four times as many women in part-time work than men nationally. They also cite nine out of ten lone parents are women.

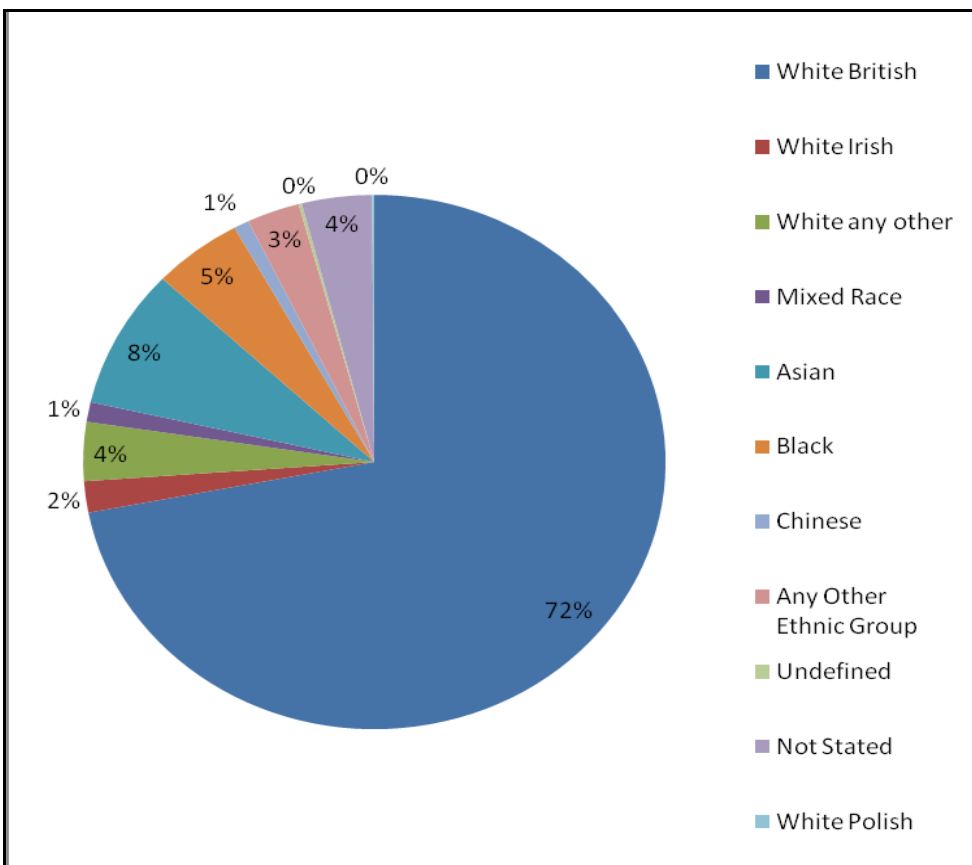
Of the 3238 full time positions 2420 are female which is 51% of the overall female workforce and 818 are male which is 88% of the overall male workforce.



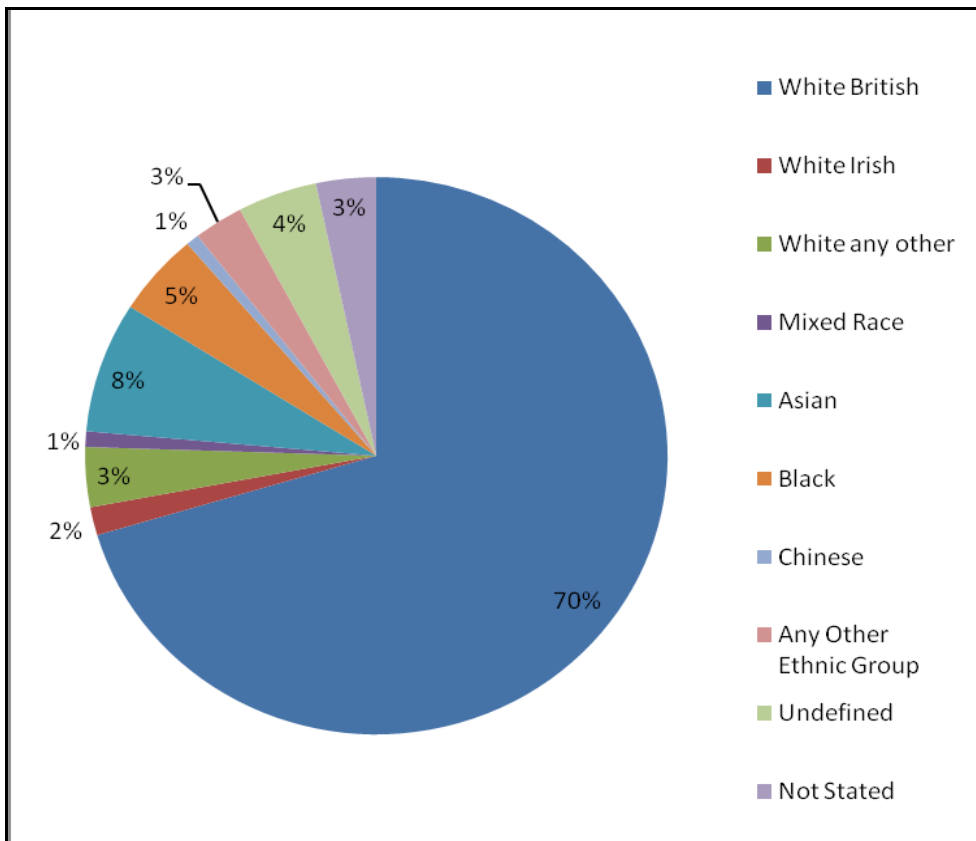
Therefore, this reflects a larger percentage of the male workforce i.e. 88% is taking up full time positions than in the female workforce. However, it is helpful to note in our organisation, that whilst a larger percentage of males i.e. 88% take up a quarter of the full time positions available 51% of females are filling three quarters of our full time positions.

ETHNICITY MAKE UP OF STAFF IN POST

The graph below shows the ethnicity make up of staff in post for the year 2010 - 2011



The graph below shows the ethnicity make up of staff in post for the year 2009 – 2010



As can be seen from the two charts above there has been little movement in staff Ethnicity.

White British has increased by 2%

White any other has increased by 1%.

Our BME staff population still stands at 20%, which includes white Irish at 2%

Staff banding by Ethnicity 2010 2011

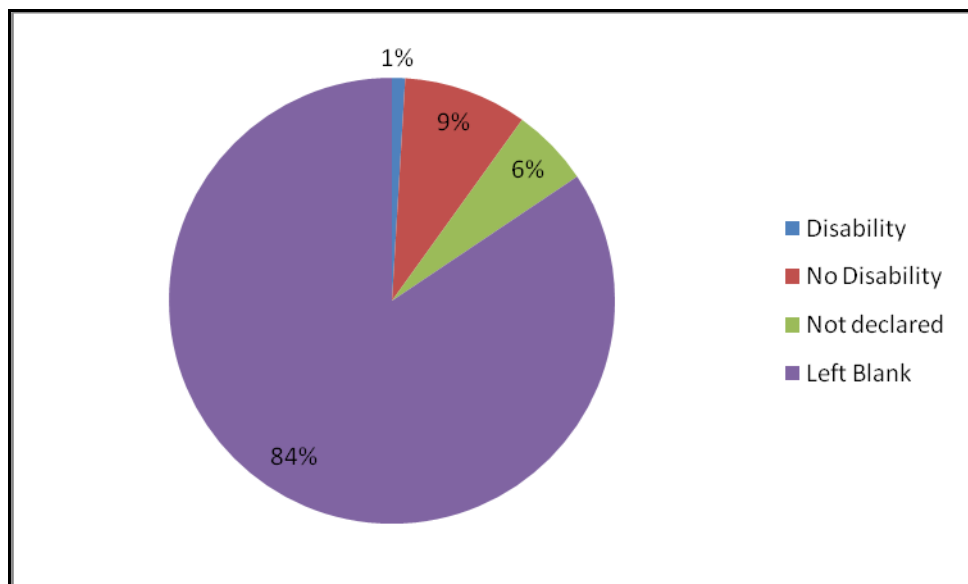
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non AfC	Total
White - British	39	682	413	397	830	730	470	220	9	317	4107
White - Irish	–	21	6	8	17	17	19	10	–	9	107
White - Any other White background	3	53	15	11	40	27	10	5	–	46	210
Mixed - White & Black Caribbean	1	5	6	2	4	1	–	–	–	–	19
Mixed - White & Asian	–	4	1	2	3	–	1	1	–	4	16
Mixed - White & Black African	1	3	1	–	5	1	–	–	–	2	13
Mixed - Any other Mixed background	1	4	1	–	6	1	3	1	–	4	21
Asian or Asian British - Indian	1	17	–	8	36	23	13	6	–	105	209
Asian or Asian British - Pakistani	1	30	7	6	21	9	7	1	–	26	108
Asian or Asian British - Bangladeshi	–	5	–	1	–	–	–	–	–	3	9
Asian or Asian British - Any other Asian background	1	27	4	3	63	11	5	1	–	41	156
Black or Black British - Caribbean	–	34	8	9	28	16	3	–	–	1	99
Black or Black British - African	1	13	3	–	86	20	5	3	–	21	152
Black or Black British - Any other Black background	–	5	2	1	11	12	1	1	–	1	34
Chinese	–	4	–	1	11	6	6	2	–	18	48
Any Other Ethnic Group	1	31	5	4	78	25	4	2	–	18	168

Not Stated	3	28	19	11	64	31	12	12	-	40	220
Blanks	1	1	1	3	4	1	-	-	-	-	11
Total	54	967	492	467	1307	931	559	265	9	656	5707

Disability

From the chart below it can be seen that 84% is demonstrated as “left blank”. This does not allow us to gain a true picture of the numbers of staff with disabilities within the organisation. To help us improve our data quality and our understanding, the Trust committed to undertaking a full staff data census. The results will provide us with better information which will better reflect our staff data for this protected characteristic.

The data census is in it’s final stages and so information is not yet complete at the point of publication. However, this information will be updated once the analysis is complete.

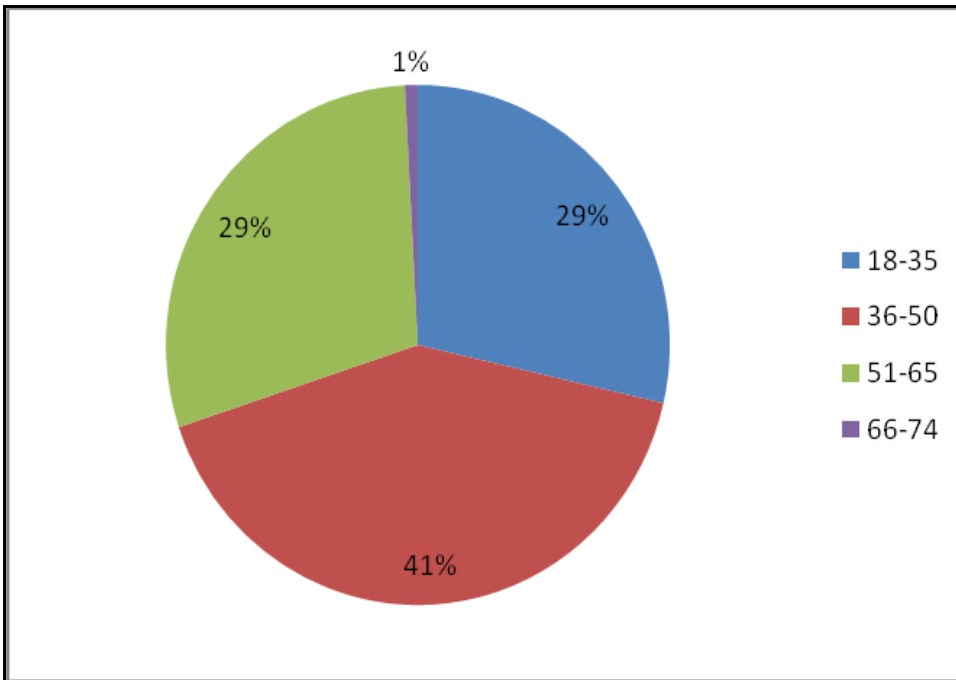


Staff Banding by Disability

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non AfC	Total
Yes		16	3	6	15	6	3	2		3	54
No	9	118	62	27	154	94	31	10		7	512
Not Declared	1	15	7	3	57	22	6	4		209	324
Blanks	44	818	420	431	1081	809	519	249	9	437	4817
Total	54	967	492	467	1307	931	559	265	9	656	5707

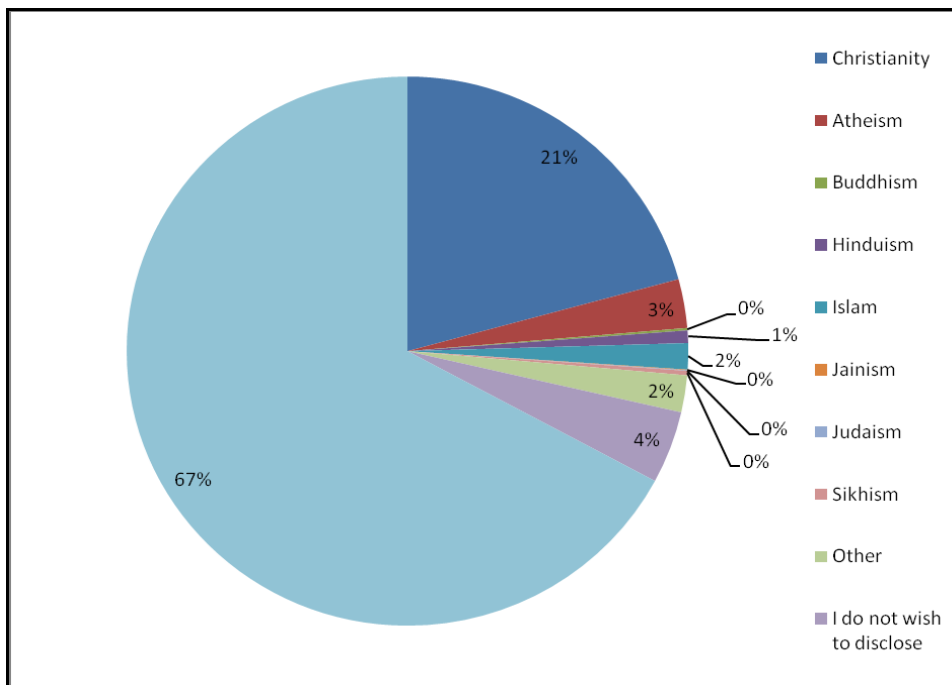
Age

Staff, breakdown by age



Religion

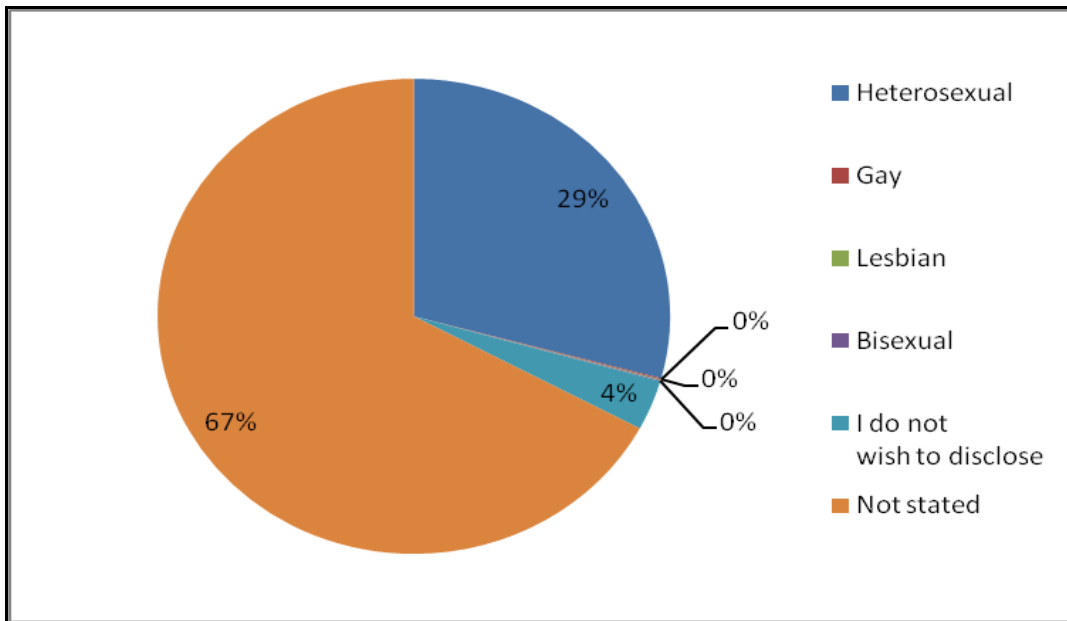
Staff, breakdown by religion



Sexual Orientation

Staff, breakdown by sexual orientation categories

From the chart below a high percentage of 67% is “left blank”. This does not allow us to gain a true picture of staff sexual orientation within the organisation. We are currently carrying out a full data census which will allow us to gain a better picture of our staff sexual orientation, see explanatory note and timescales on page 10 under disability.



Heterosexual	Gay	Lesbian	Bisexual	I do not wish to disclose	Not stated	Total
1667	5	3	4	195	3833	5707

Flexible working applications

To support staff to work flexibly, we have a flexible working procedure which offers a number of options. Some examples of why staff may want to ask for a flexible working option can include childcare/caring responsibilities, care of elderly/disabled relatives or personal development and more.

On occasions, flexible working applications can also be made as a reasonable adjustment to help staff who share a protected characteristic.

The Trust is committed to improving the working lives of staff and helping them to achieve a balance between the demands of their jobs and personal responsibilities. The Trust recognises that employees work best when there is a balance between work and home life.

Our flexible working procedure allows for both sides to develop local working practices which meet both the needs of the workforce and also the needs of our patients.

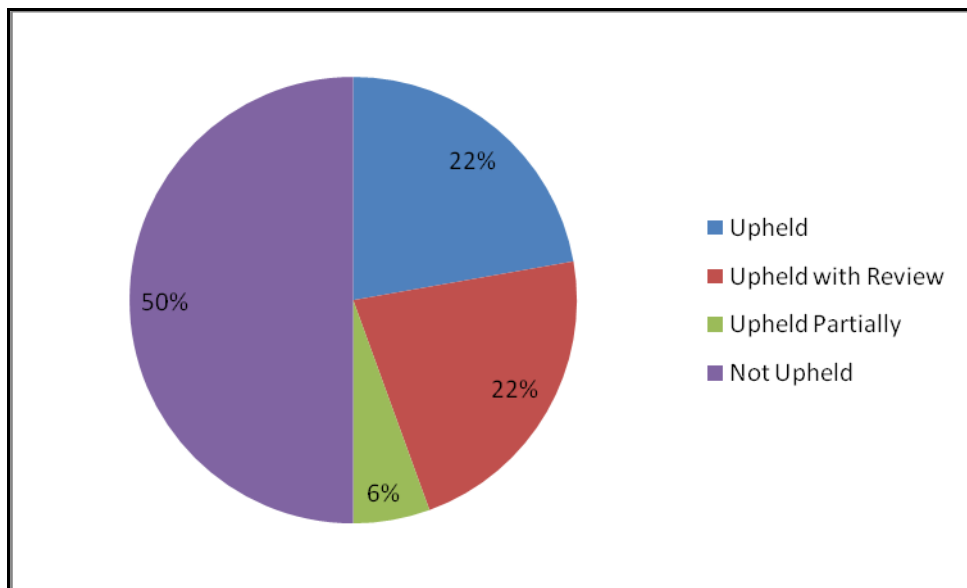
Flexible working requests are managed at a local level. There is an appeals process that staff can use if their appeal is not successful. These appeals are then recorded.

In the last year 2011/2012, 18 appeals were heard.

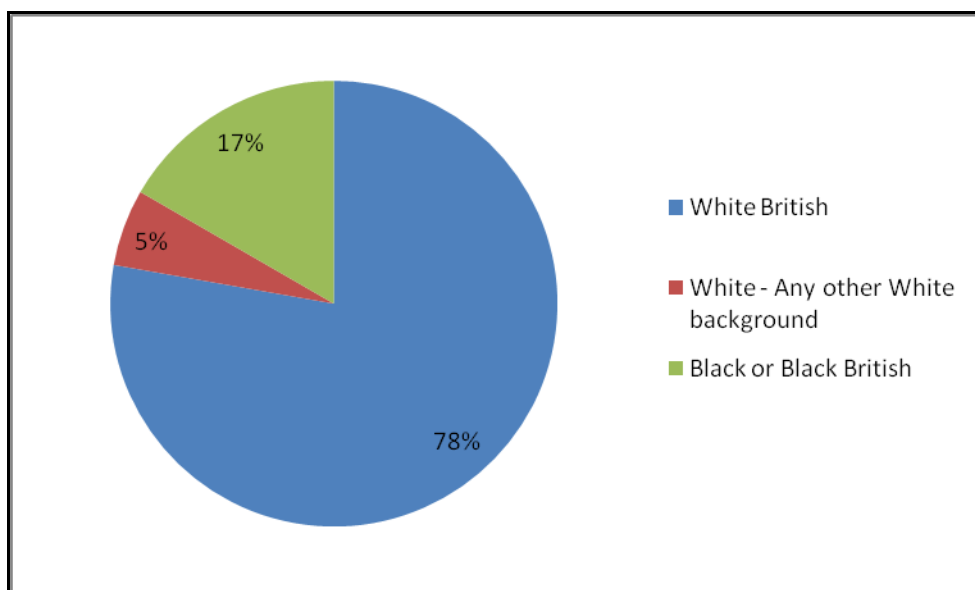
Although a higher number than we'd normally expect to see, all 18 are the result of a piece of work to improve patient care. Staff were invited by the Trust to submit flexible working applications if they felt they needed to work outside of new shift patterns. The new patterns of working are to enable us to extend the provision of some of our community services to 24 hours/7 days per week. Good local resolution is suggested by the low numbers going to the appeal stage.

Flexible working appeals	Total number
Upheld	4
Upheld with Review	4
Upheld Partially	1
Not Upheld	9

From the chart below it seems there is a 50% split of those application that have been upheld and not upheld which illustrates the appeals process in general is working well.



The chart below shows flexible working appeals by ethnicity



It is noted from above that the majority of the appeals are from White British groups which reflects our workforce profile but 17% (3) are from from Black or Black British Groups with 5% (1) from a “White any other’ background. Our larger BME staff group are those with an Asian background. However, these are very small numbers of individuals and therefore caution is urged for any wider inference. The breakdown of staff ethnicity groups within specific services affected would also be relevant to understand. For example, there may be higher numbers of black or black british staff working within those services or less or no asian staff.

Outcomes of flexible working appeals by ethnicity

	White British	Black British	White Any Other
Upheld	4	0	0
Upheld with Review	1	2	1
Upheld Partially	1	0	0
Not Upheld	8	1	0

All our flexible working appeals were from female staff.

Outcomes of flexible working appeals by age group

	27 - 35	36 - 45	46 - 55	56 - 68
Upheld	1	2	0	1
Upheld with Review	2	1	1	0
Upheld Partially	0	0	1	0
Not Upheld	1	3	5	0

The age groups with largest amount of ‘not upheld’ is the 46 – 55 age group, however, this group made 7 of the 18 appeals and 5 were not upheld, whilst 1 was upheld with review and 1 upheld partially.

