

# Meeting the general equality duty

## Title: workforce

### 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?

We undertook a successful staff data census last year which was responded to by over 2,000 staff and has helped to improve our data quality and records. This has resulted in improved information eg for disability and also sexual orientation.

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 are an example of how this information might be used to help us address under representation. It is also useful for equality monitoring and has been used to inform the development of one of our current equality objectives to increase the number of BME staff in posts of band 7 and above. This is a national issue.

### Any other comments / actions

We have seen a positive increase in the number of staff from 'any other ethnic' group and within this group, there has been substantial growth of those in band 7 and 8 and AFC grades.

## Workforce profile

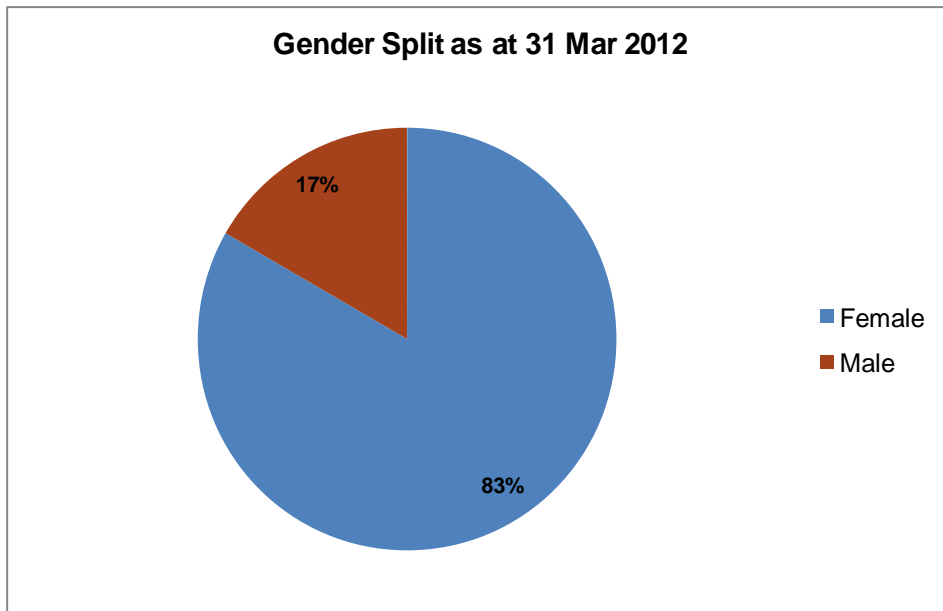
The information below shows our staff in post. The overall total number of staff as at 31st March 2012 was 5,717 members. The table below shows a breakdown by staff groups.

### Workforce profile as at 31<sup>st</sup> March 2012

<b>Staff Group</b>	<b>Staff in Post as at 31st Mar 2012</b>
Add Prof & Scientific	157
Admin & Clerical	1109
Allied Health Professionals	452
Healthcare Assistants	671
Healthcare Scientists	154
Managers	136
Medical	639
Nursing	1936
Support	463
<b>Total</b>	<b>5717</b>

## Gender split

This chart represents 4,765 female staff and 952 male staff giving the total of 5,717 as at 31 March 2012. There has been a small change in the proportion of male and female staff



## Staff banding by gender

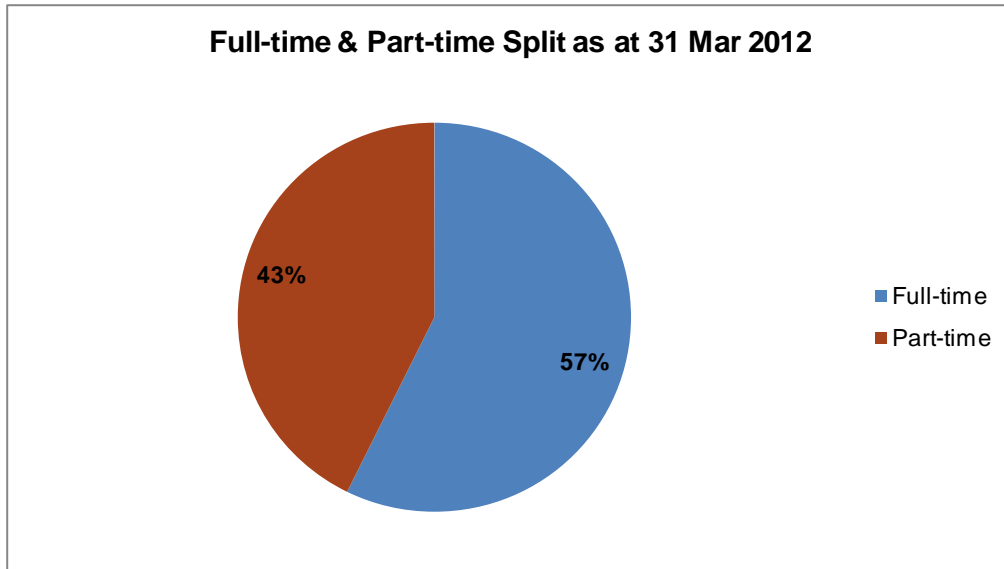
### Staff group by AfC banding and gender as at 31 March 2012

Staff Group	Gender	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Total Headcount
Add Prof & Scientific	Female	-	-	-	6	34	24	12	23	-	-	99
	Male	-	-	-	2	11	24	9	9	3	-	58
Admin & Clerical	Female	3	311	214	275	85	51	12	7	-	7	965
	Male	1	23	19	33	30	18	13	6	-	1	144
Allied Health Professionals	Female	-	-	2	2	68	157	133	49	-	-	411
	Male	-	-	-	-	9	16	6	10	-	-	41
Healthcare Assistants	Female	-	390	154	31	-	-	-	-	-	-	575
	Male	-	72	20	4	-	-	-	-	-	-	96
Healthcare Scientists	Female	-	-	-	-	19	51	30	11	-	1	112
	Male	-	-	-	-	7	18	6	10	1	-	42
Managers	Female	-	-	-	-	4	5	33	45	3	4	94
	Male	-	-	1	-	-	1	11	23	2	4	42
Medical	Female	-	-	-	-	-	-	-	-	-	287	287
	Male	-	-	-	-	-	-	-	-	-	352	352
Nursing	Female	-	-	-	-	941	548	292	64	-	1	1,846
	Male	-	-	-	-	62	16	8	3	-	1	90
Support	Female	25	131	66	111	39	3	-	-	-	1	376
	Male	25	38	9	3	7	5	-	-	-	-	87
	<b>Total Female</b>	<b>28</b>	<b>832</b>	<b>436</b>	<b>425</b>	<b>1,190</b>	<b>839</b>	<b>512</b>	<b>199</b>	<b>3</b>	<b>301</b>	<b>4,765</b>
	<b>Total Male</b>	<b>26</b>	<b>133</b>	<b>49</b>	<b>42</b>	<b>126</b>	<b>98</b>	<b>53</b>	<b>61</b>	<b>6</b>	<b>358</b>	<b>952</b>
	<b>Grand Total</b>	<b>54</b>	<b>965</b>	<b>485</b>	<b>467</b>	<b>1,316</b>	<b>937</b>	<b>565</b>	<b>260</b>	<b>9</b>	<b>659</b>	<b>5,717</b>

Note: AfC = Agenda for Change

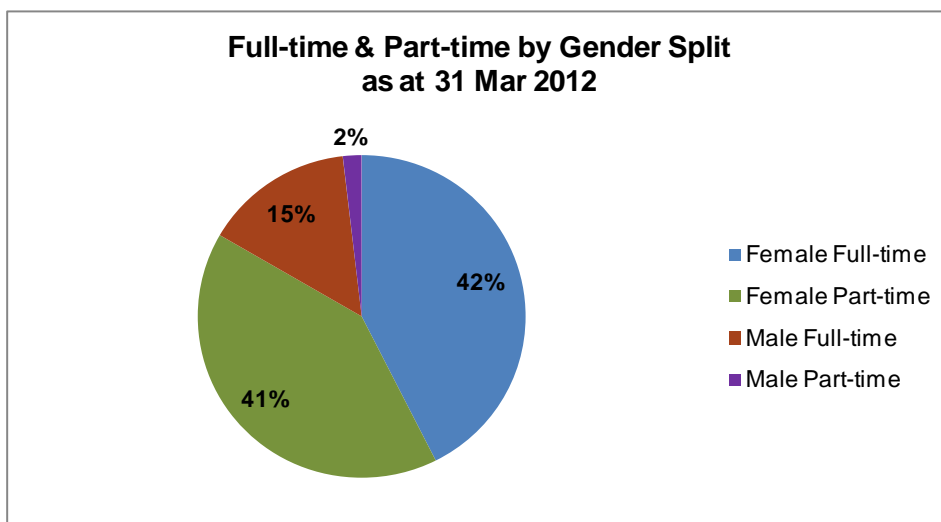
## Part time & full time staff

2,441 members of staff work in part time posts, 3,276 are in full time posts. This demonstrates a fair split of full to part time opportunities which illustrates flexibility in our employment contracts.



## Headcount as at 31<sup>st</sup> March 2012 split by part time/full time and gender

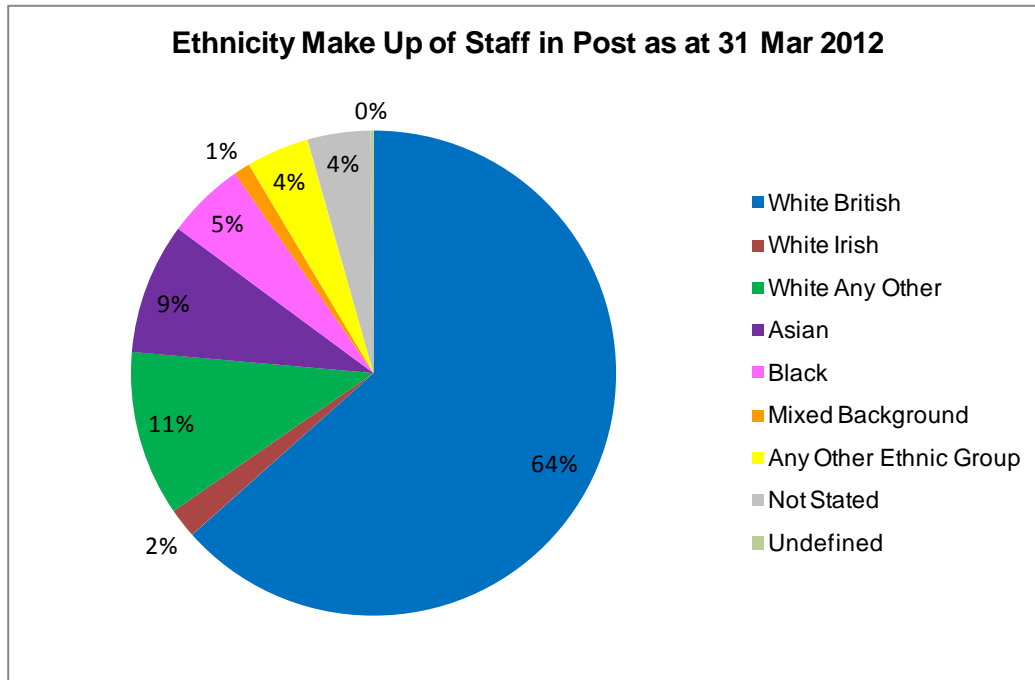
		Headcount
Female	Full-time	2,430
	Part-time	2,335
Male	Full-time	846
	Part-time	106
<b>Total Female</b>		<b>4,765</b>
<b>Total Male</b>		<b>952</b>



49% of female staff and 11% of male staff work part time. These figures are in line with the national picture as cited by the Fawcett Society (2009) which states that 42% of women and 11.5% of men work part time.

### Ethnicity make up of staff in post

The graph below shows the ethnicity make up of staff in post as at 31<sup>st</sup> March 2012.



Whilst this graph does not demonstrate a breakdown for Polish and Chinese groups because the percentages are less than 1, these groups are represented within our workforce which reflects our local population. At the time of this data extraction, members of Chinese staff represent 0.8% of the workforce with Polish members of staff being a slightly smaller group at 0.3%. This is fairly consistent with figures from the previous breakdown.

There has been a significant change in the number of staff declaring themselves as 'white any other background'. This is also seen in the chart. This year has seen an increase from last year's figure of 4% to 11%. However, the overall percentage of staff declaring themselves to be white dropped slightly from the previous year to 75%. All other groups have remained consistent with the previous year.

The increase of 7% may be explained by a Trust initiative undertaken in December 2011. In order to meet specific needs within the Trust with regard to qualified nurses, the Trust embarked on a program of recruitment focussing outside the UK. This resulted in the appointment of 22 qualified nurses from Ireland, and 69 Nurses from Portugal, the majority of these nurses declared themselves to be of a white background. This program was managed by an external organisation, and applicants did not apply through NHS jobs, and therefore do not appear in the numbers for the earlier stages of the selection process, only appearing in the numbers at the appointment stage.

This program supplemented the Trusts on-going UK Nurse recruitment activity which could not meet the demand at the time.

### Staff banding by ethnicity as at March 2012

Numbers across the groups remain reasonably consistent with the exception of 'White British' where figures have decreased from just over 4,000 staff previously 3,626 last year but with an increase from 210 declaring themselves as 'White any other background' previously to 628 as shown below.

We have seen a substantial increase in numbers of staff declaring themselves as 'any other ethnic group'. This group has seen a rise of 71. Importantly, the number of staff in this group who are band 7 or above has increased substantially from 6 across band 7 and 8 to a total of 19, an increase of 13. Including AFC grades for this group there has been an overall increase from 24 across band 7, 8 and AFC to 55 thus demonstrating further growth in the diversity of our workforce

Numbers of staff 'not stating', has risen by 21. Whilst less of an increase staff declaring themselves as black has risen from 285 previously to 298 which is positive.

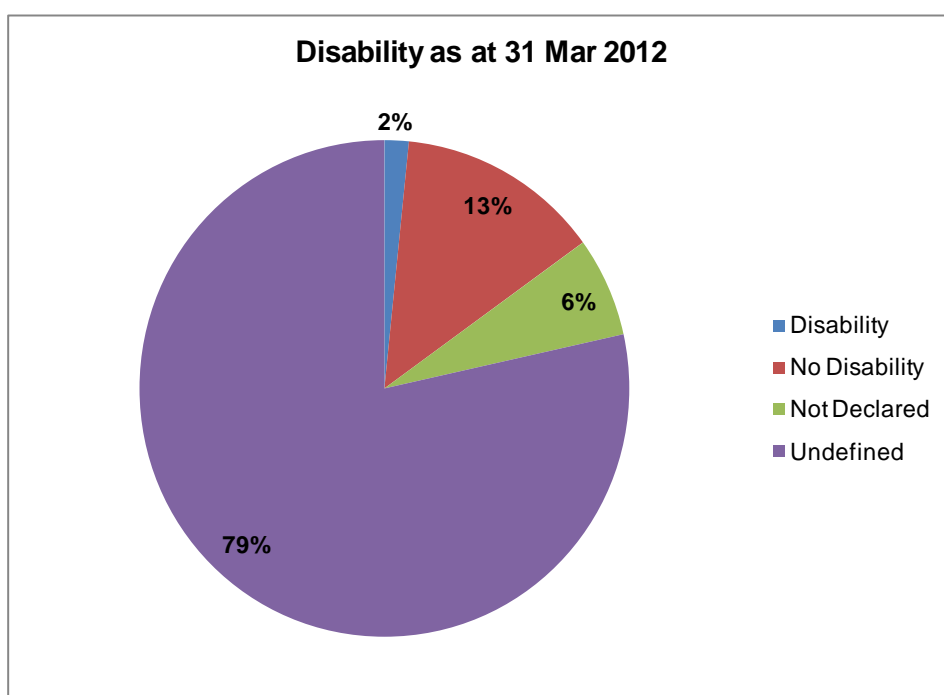
Overall headcount for staff across the organisation has increased by a total of 10 members of staff in comparison to the previous year.

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
White British	36	594	359	325	753	649	409	190	6	305	<b>3626</b>
White Irish	-	12	5	9	36	16	19	9	-	7	<b>113</b>
White Any Other Background	6	137	59	70	105	102	62	35	2	50	<b>628</b>
Asian	4	83	12	15	113	52	24	7	-	190	<b>500</b>
Black	1	56	14	12	125	51	10	3	-	26	<b>298</b>
Mixed Background	2	14	10	4	16	1	2	2	-	10	<b>61</b>
Any Other Ethnic Group	1	39	4	13	92	35	13	6	-	36	<b>239</b>
Not Stated	3	28	20	17	72	31	26	8	1	35	<b>241</b>
Undefined	1	2	2	2	4	-	-	-	-	-	<b>11</b>
<b>Total</b>	<b>54</b>	<b>965</b>	<b>485</b>	<b>467</b>	<b>1316</b>	<b>937</b>	<b>565</b>	<b>260</b>	<b>9</b>	<b>659</b>	<b>5,717</b>

## Disability

The Trust undertook a full staff data census in late 2011, which was a considerable piece of work in an effort to help us improve our data quality and our consequent understanding of equality and diversity in our workforce. About 2,000 members of staff responded, and the information was uploaded to our employee database in January 2012. A good improvement has been achieved in gaining more completed data for individual records across the protected characteristic groups.

In particular we can show an improvement of reducing the gap in disability information by 5% from the previous year. At 31<sup>st</sup> March 2012, disability information is not available for 79% which is an improvement from 84% of staff as at 31<sup>st</sup> December 2011 and prior to the staff census we undertook. The undefined category has substantially reduced by 328 in comparison to the previous year.



## Staff banding by disability as at 31 Mar 2012

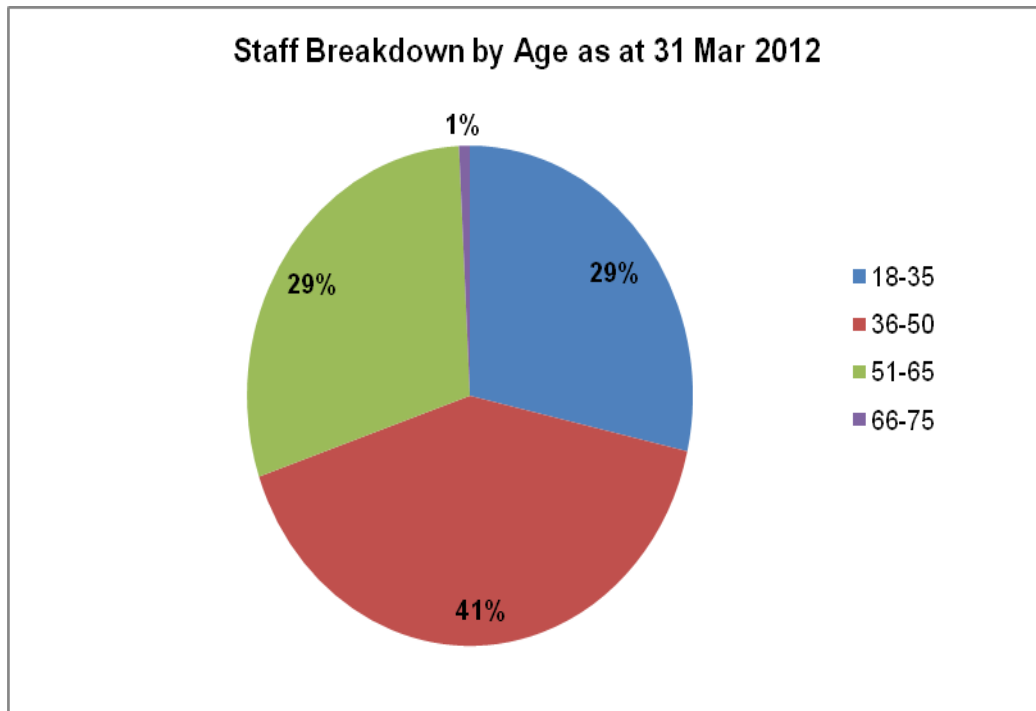
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
Disability	–	22	7	10	27	11	7	4	–	3	<b>91</b>
No Disability	10	156	79	53	218	136	54	18	–	42	<b>766</b>
Not Declared	1	17	9	10	60	29	14	9	–	222	<b>371</b>
Undefined	43	770	390	394	1,011	761	490	229	9	392	<b>4,489</b>
<b>Total</b>	<b>54</b>	<b>965</b>	<b>485</b>	<b>467</b>	<b>1,316</b>	<b>937</b>	<b>565</b>	<b>260</b>	<b>9</b>	<b>659</b>	<b>5,717</b>



## Age

### Staff breakdown by age

This mirrors the results of the previous report published, there is no change.



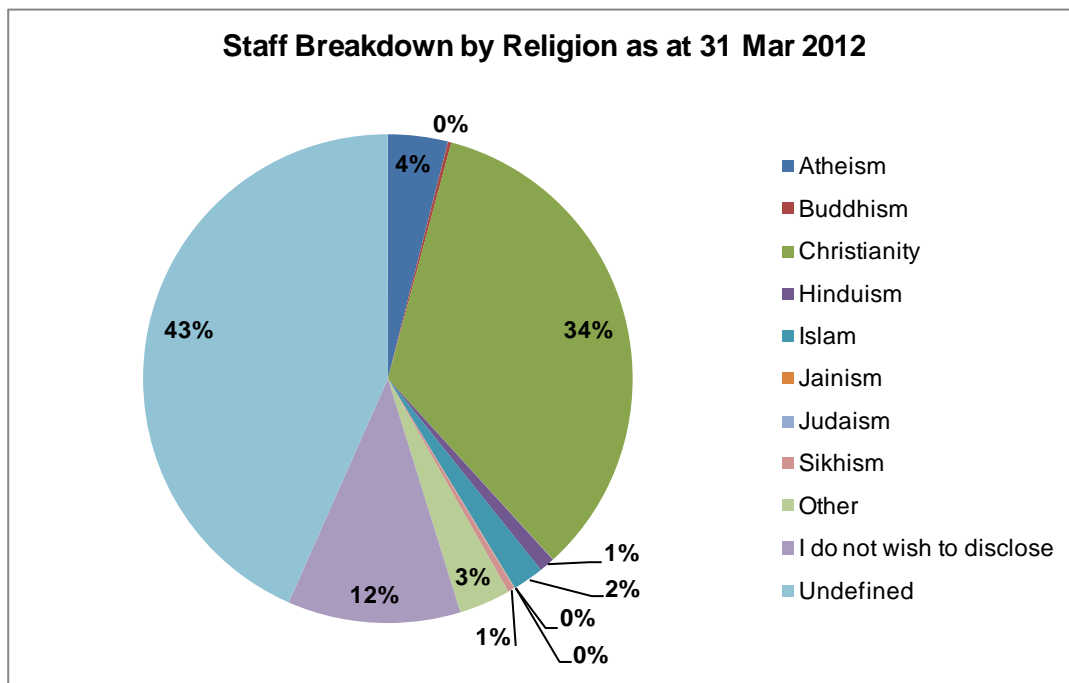
## Religion

### Staff breakdown by religion

This is mostly consistent with the information published previously, the biggest changes are:

- those who do not wish to disclose have increased by 8%
- the largest group showing at 43% has reduced from 64%
- numbers of Christians have increased from 21% to 34%.

This may be the result of improved data quality from the staff census or it could reflect genuine changes.



## Sexual orientation

### Staff breakdown by sexual orientation categories

Sexual orientation data shows a marked improvement in data completeness following the Trust data census in late 2011. The data now reflects the sexual orientation of 57% of staff at 31<sup>st</sup> March 2012, (ie not available for 43% of staff) this is a significant improvement from the information published previously where the sexual orientation was known for only 33% of staff (i.e. not known for 67% of staff) as at 31<sup>st</sup> December 2011 and prior to incorporation of the census information.

### Staff Sexual Orientation Breakdown as at 31 Mar 2012

