

Meeting the general equality duty

Title: Volunteers

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 regards to advancing equality?

The volunteering registration procedure is open to all protected characteristics. Each volunteer completes a registration form that requires information about the type of volunteering the individual is interested in. We welcome people of all abilities and skills. Volunteers are also asked to provide details of any special needs, disabilities or health issues to ensure we are meeting the volunteer's needs.

Each volunteering opportunity is different and as new opportunities arise, equalities are addressed through the registration and induction processes to ensure needs are met as far as is possible. Each new volunteer has an introductory meeting with the voluntary services team to ensure that the tasks are understood and that they are suitable to all parties. Some adjustments can be made for disabilities according to the resources available.

Young people from the age of 17 years of age can access a supervised work shadow scheme where they will observe someone in their role to understand how they do their job and what it involves. The scheme has enabled students to access medical placements at University.

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Any other comments/actions

The Trust value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our volunteers bring to the organisation. Our volunteers are seen as a valuable resource which staff and patients greatly appreciate. The Trust sees volunteering as a possible gateway to employment for those interested, for those who share a protected characteristic this can be of benefit to future participation in public life.

We are working towards ensuring that volunteers are fully representative of the communities the Trust serves. The Trust has 518 volunteers registered providing a valuable contribution across its hospital and community services. This number has decreased since last year as a result of natural loss, following an audit undertaken by our Voluntary Services department.

Many of the 518 volunteers provide support in patient-facing roles such as ward support, 'befrienders' on wards or 'meeters and greeters' on receptions. Other volunteers outside these roles perform administrative tasks to free staff up to spend more time with patients, or helping with work that helps to improve the patients' environment.

There is a broad range of roles across the Trust of interest to volunteers. Some of these can be suitable for those with a sensory, physical or learning disability and careful assessment is made to try to match roles with individuals. Others have conditions which may preclude them from working in paid employment or have retired but wish to keep actively involved and others are seeking to build confidence back in the workplace after a break to have a family.

Please see our equality monitoring information as follows which is collected as part of our system and process to register and induct all volunteers. We use it to help us monitor fair representation and access.

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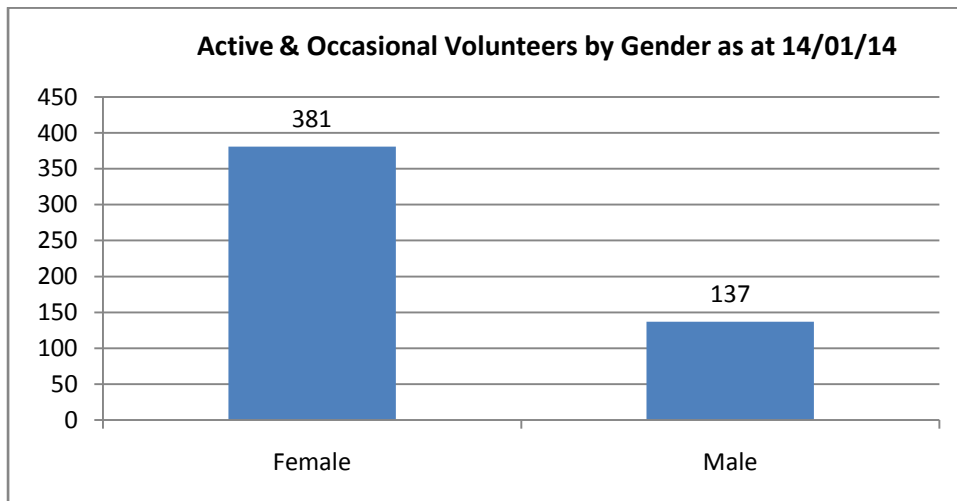
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Voluntary Services

Total number of volunteers at time of data collection = 518

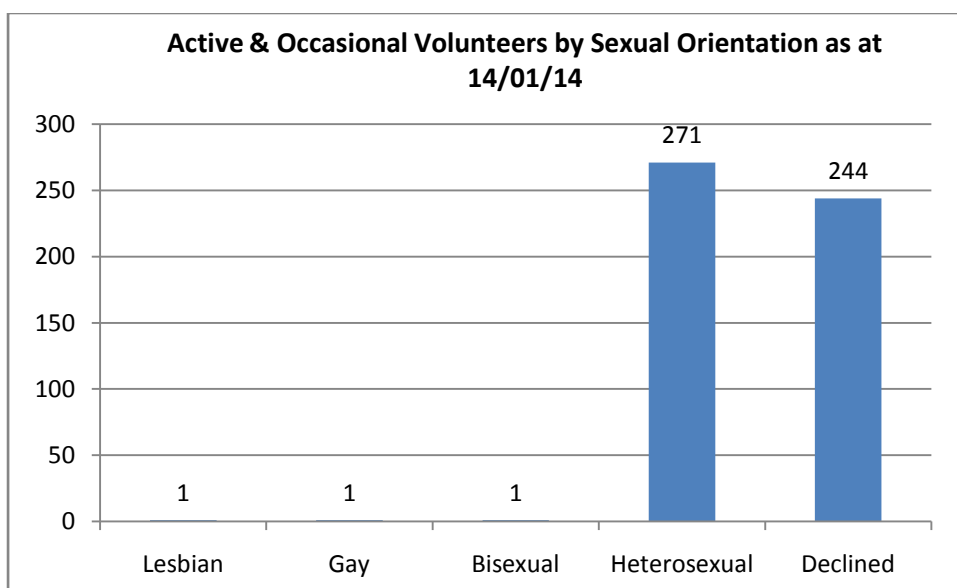
Active & Occasional Volunteers by Gender as at 14/01/2014

The data collected on gender shows that 74% 381 of volunteers are female and 26% are men. (This reflects of our workforce as can be seen from our workforce section.)



Active and Occasional Volunteers by Sexual Orientation as at 14/01/2014

The data on volunteer's sexual orientation demonstrates that 53% of volunteers chose to disclose in comparison to 47% who did not want to disclose their sexual orientation. Clearly, there is a high proportion of those who declined so the actual figure of LGBT representation may possibly be higher.

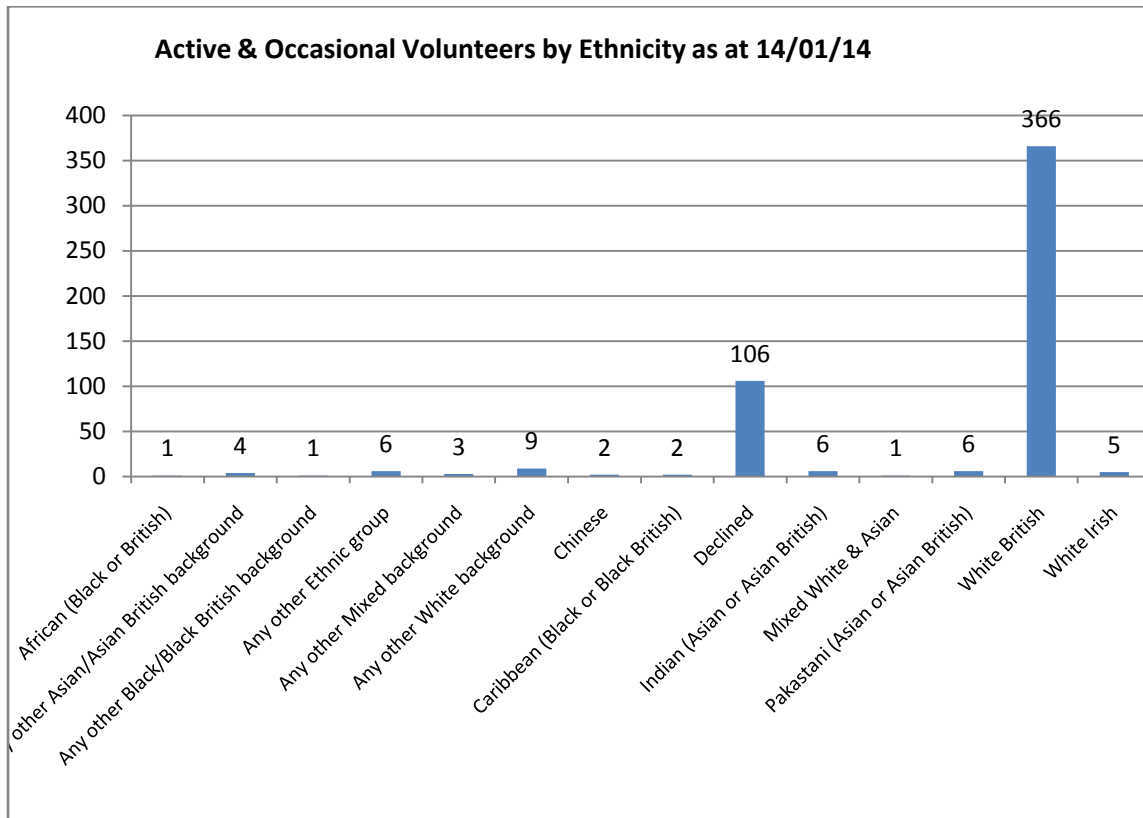


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Active & Occasional Volunteers by Ethnicity as at 14/01/2014

The data on volunteers by ethnicity shows that the majority of our volunteers are white British at 71% with 9% across the other categories. It should be noted that 21% of volunteers declined to complete this section. This is largely representative of the current local Buckinghamshire population and the current workforce demographic.

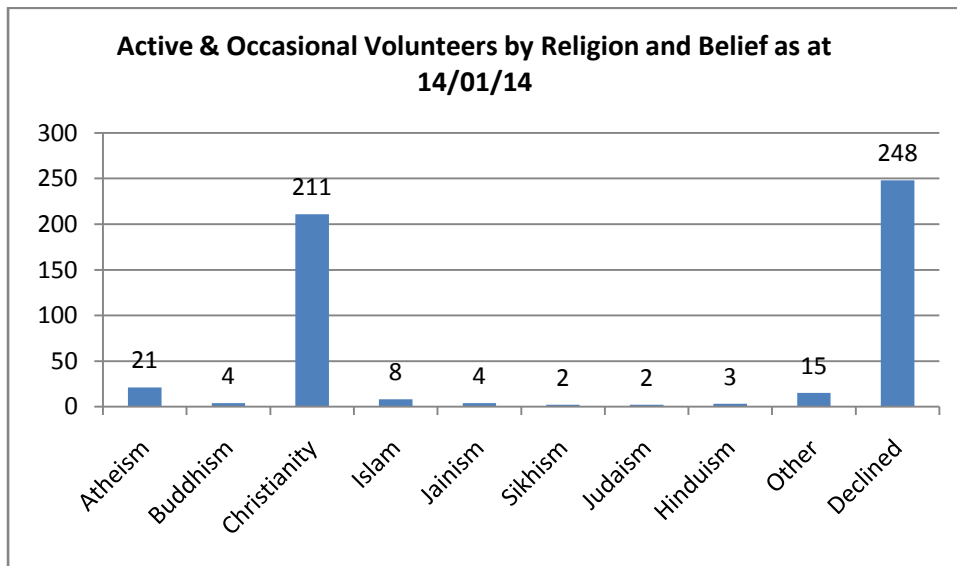


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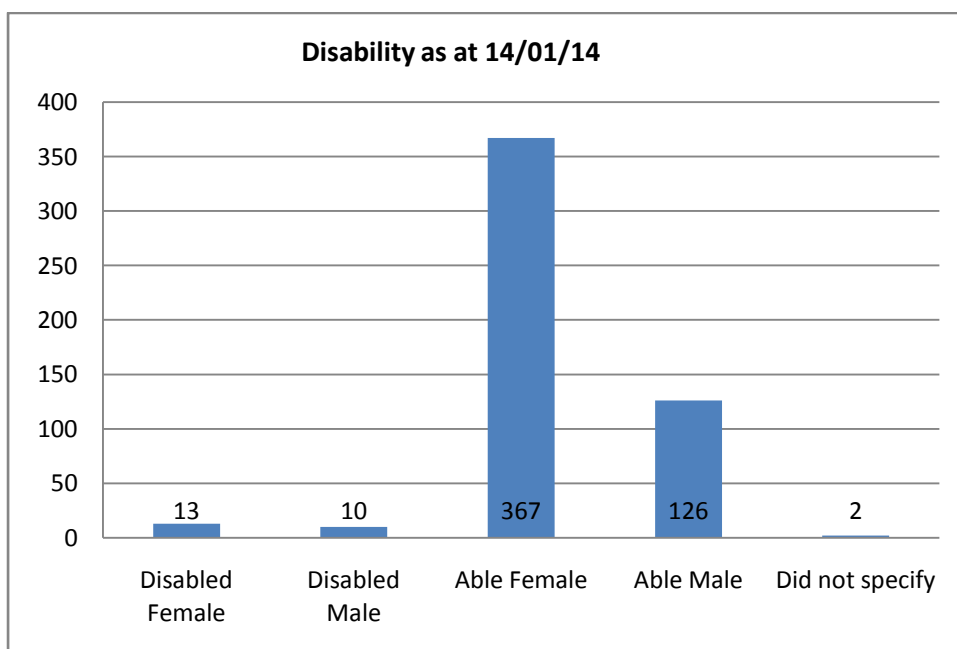
Active & Occasional Volunteers by Religion and Belief as at 14/01/2014

48% of volunteers did not state any religion or belief. 41% chose Christianity as religion with 11% across other religions/beliefs and 4% declaring themselves to be atheists.



Volunteers with a Disability as at 14/01/2014

The data on disability shows that 4.5% of volunteers have a disability. This is in line with what we might expect in reference to other information we have across workforce and demographics. 95% stated they do not have a disability with a very low number i.e 0.5% not specifying. This low number is positive because it demonstrates people feel able to declare and it helps to improve the accuracy of the overall picture for disability with low proportions of unknown.

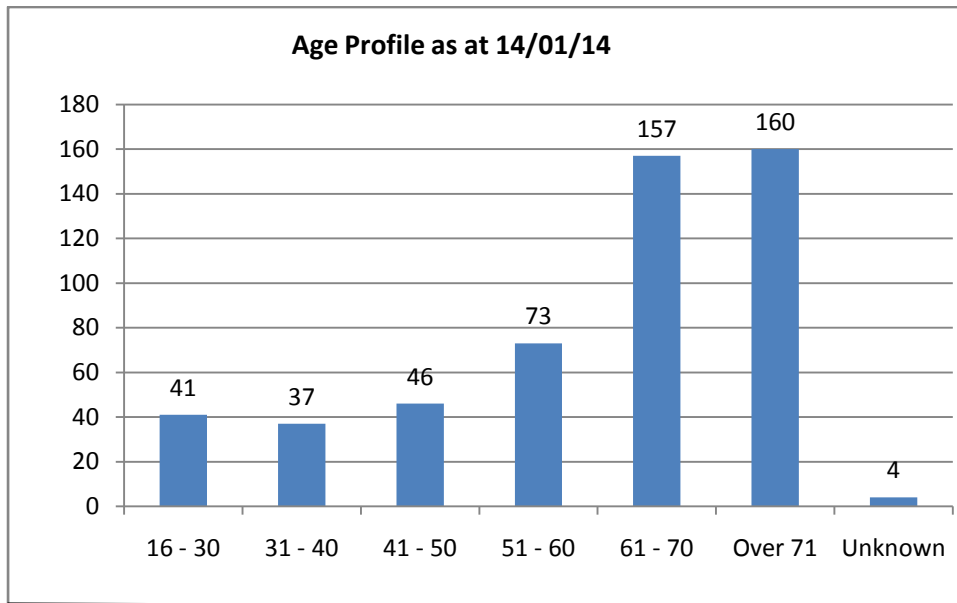


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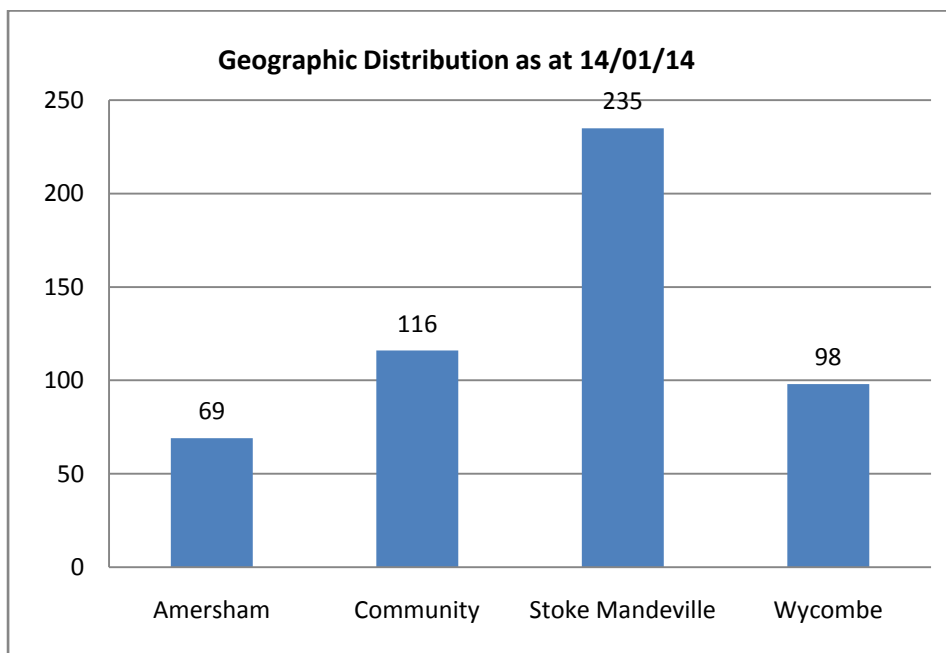
Age Profile of Volunteers as at 14/01/2014

The majority of our volunteers are over 51 years of age as shown by the data at 75.5% (n390) of which 61% (n317) of volunteers are in the 61 – over 71 years category . 24% (n124) of volunteers are in the 16 to 50 years category 0.5% (n4) unknown.



Geographic Distribution of Volunteers as at 14/01/2014

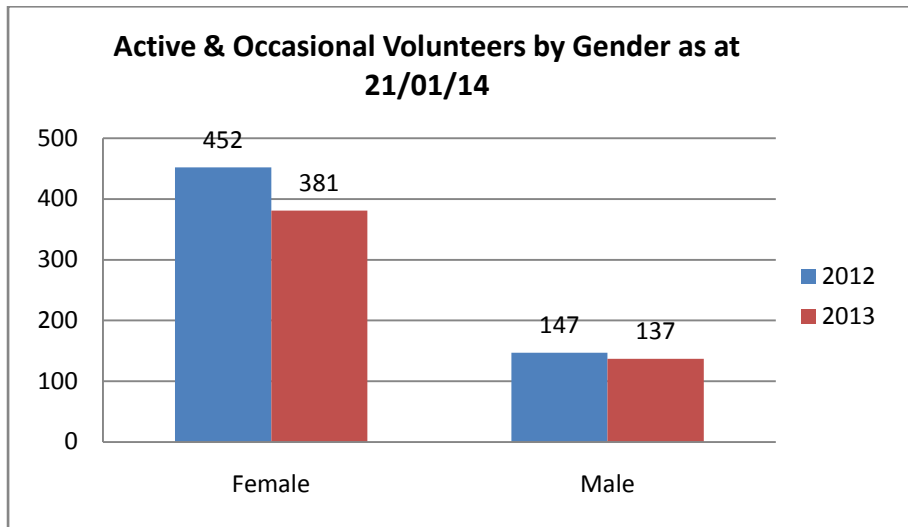
The number of volunteers geographically distributed depends on the service levels which are higher at Stoke Mandeville in comparison to Wycombe, Amersham or the community sites.



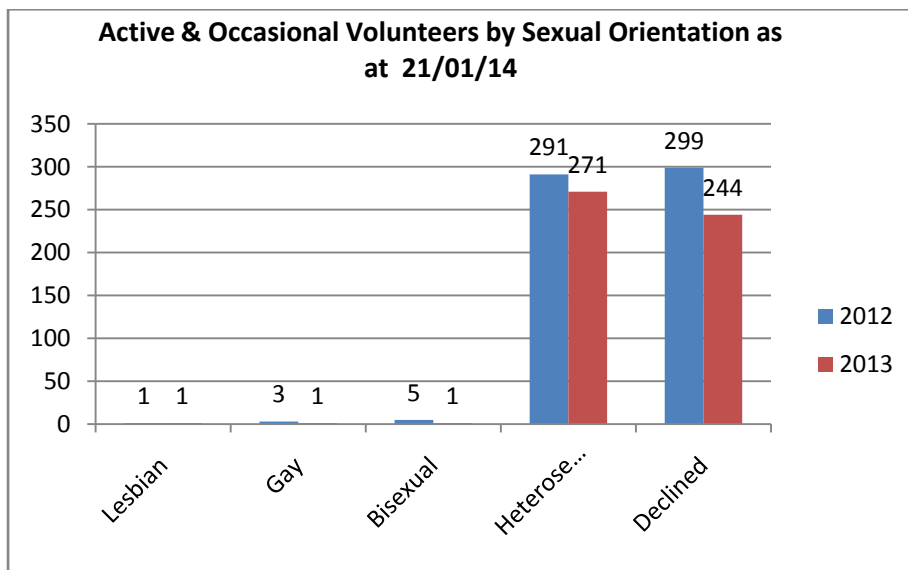
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Equality and Diversity Monitoring Comparisons 2012-2013



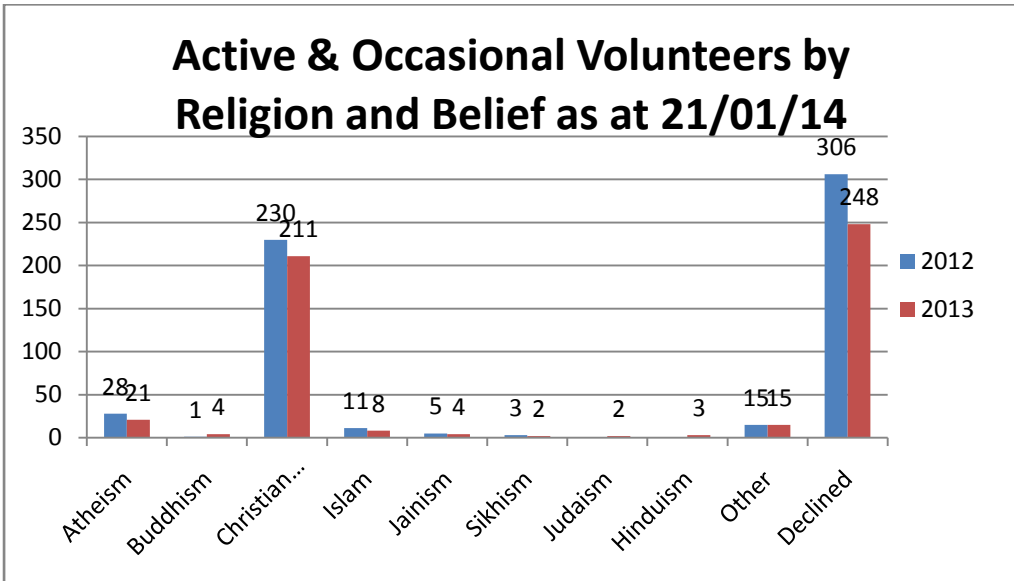
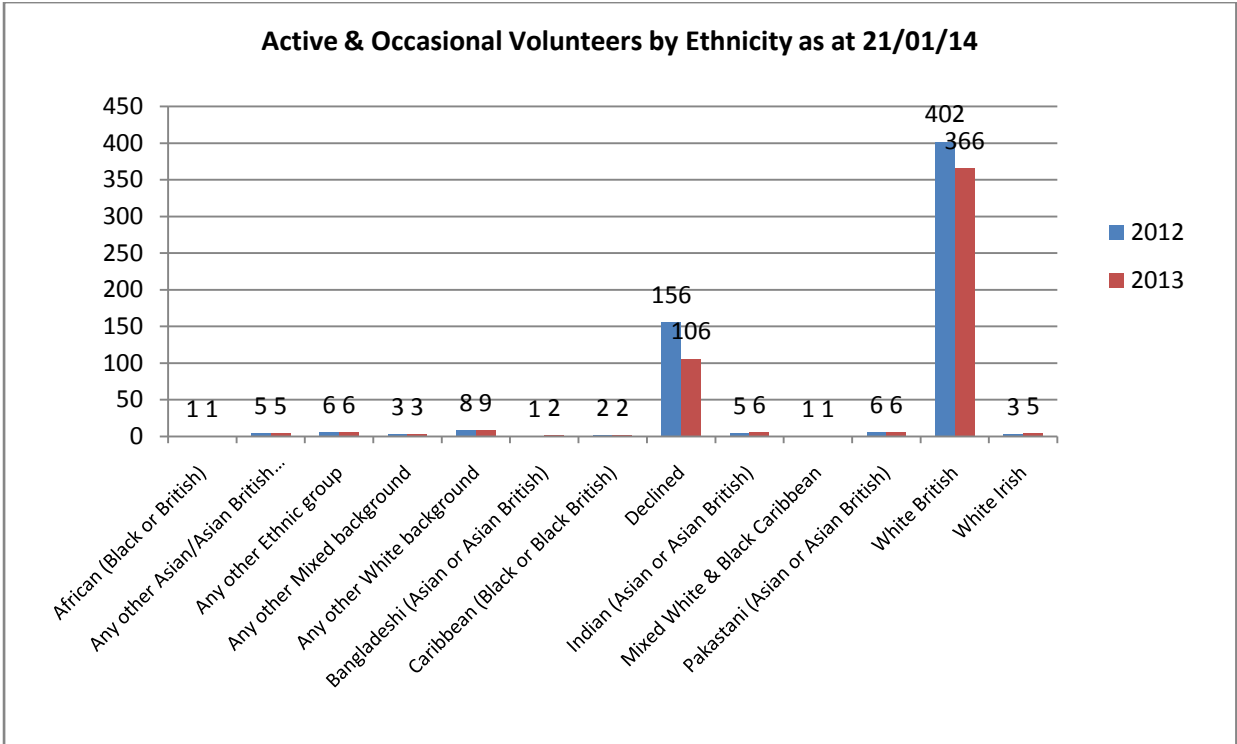
The graph above shows the comparison of female to male volunteers over the past two years.



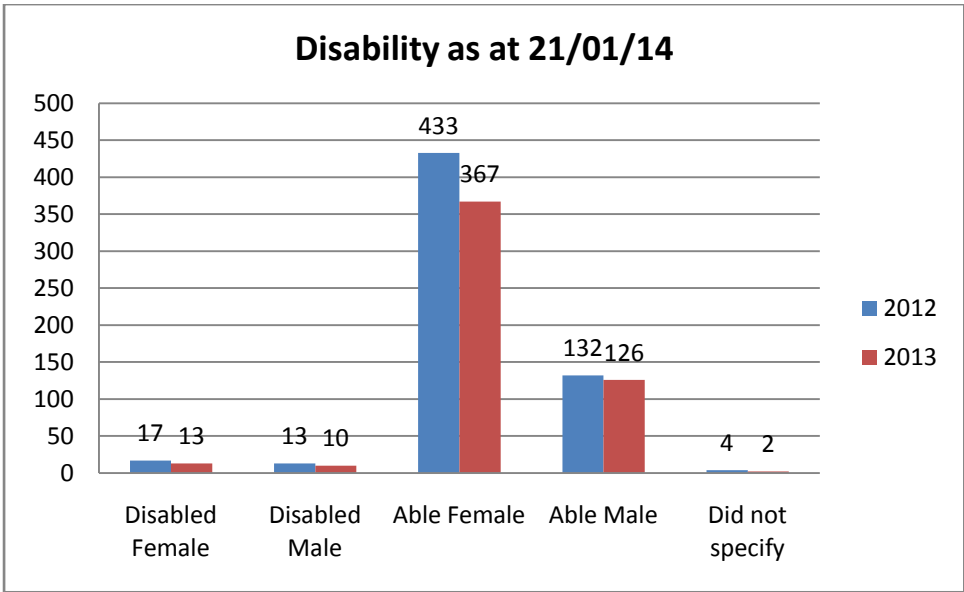
This graph shows the comparison of sexual orientation over the past two years

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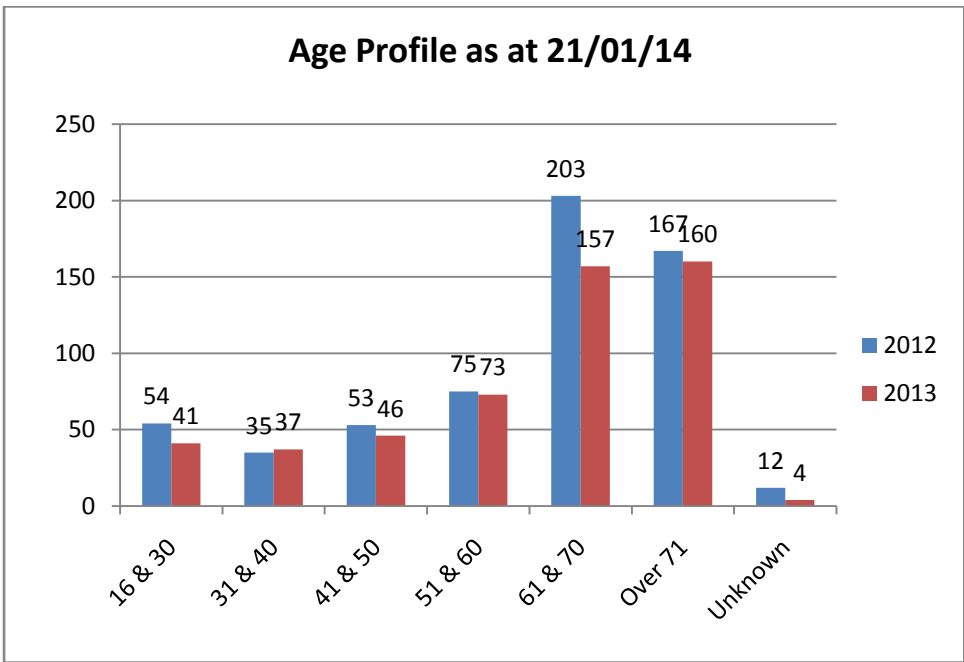
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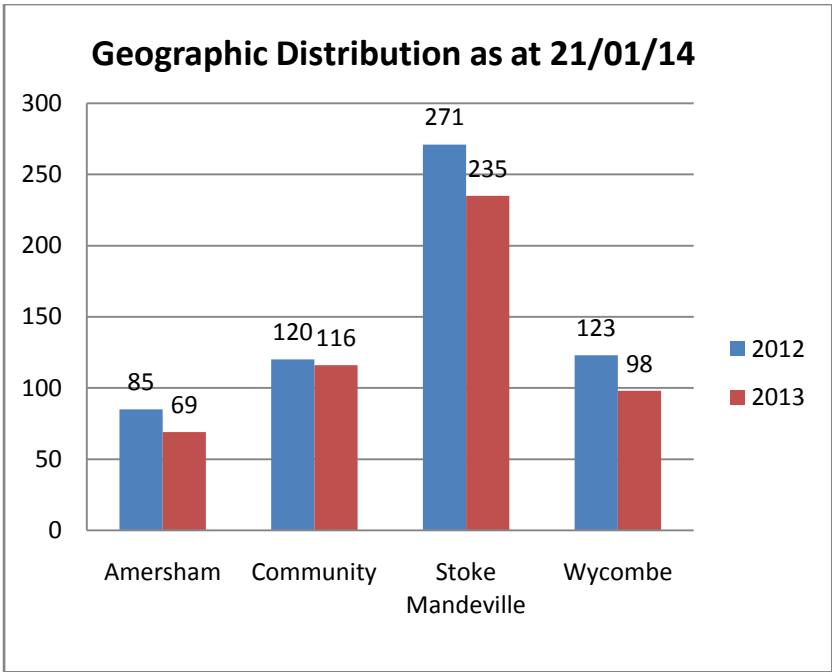
Graphs showing our monitoring information for sexual orientation and religion and belief show high numbers who have declined to answer, the questions are asked on a voluntary basis only. This high number of declines may indicate that more work is needed to help develop people's understanding of why these questions are asked.



A breakdown of numbers of those who are able bodied volunteers and those who are disabled is shown for the past two years. The overall decreases are proportionate and in line with the overall reduction of numbers of volunteers seen as a result of the audit previously mentioned.



The age group 31 – 40 years of age is the only age group to show an increase in numbers for those aged below 50 which is positive for this age group. The picture overall of high numbers of volunteers is likely to be because the majority age range shows them to be near or over retirement age.



As the graph above shows, more volunteers participate at our Stoke Mandeville Hospital site than our other locations however this is our site where most service activity takes place.