

# Meeting the general equality duty

## Title: Workforce

(Workforce profile as at 31<sup>st</sup> December 2013)

### 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?

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.

The Trust value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our workforce brings to the organisation. Our workforce is seen as a valuable resource which patients greatly appreciate.

### Any other comments/actions

For this year only, our workforce data is split into two sections to realign our reporting cycle for the PSED. This report provides the data for the period from January 2013 - December as of the 31<sup>st</sup> December 2013 and follows on from the previous publication. Full year.

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## Total Trust Workforce Profile

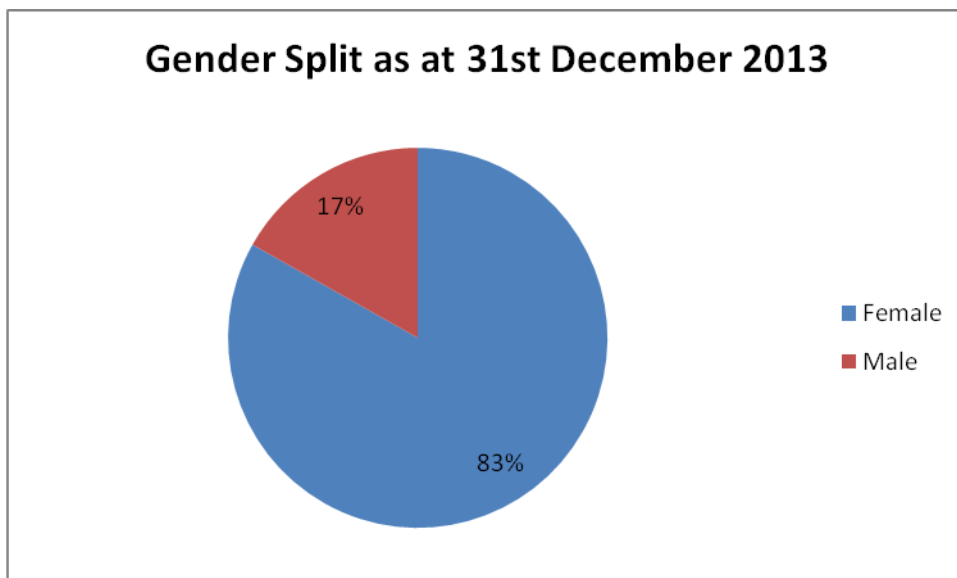
The information below shows our staff in post. The overall total number of staff as at **31<sup>st</sup> December 2013** was 5,658. The table below shows breakdown by staff groups.

### Workforce profile as at 31<sup>st</sup> December 2013

Staff Group	Headcount
Add Prof & Scientific	159
Admin & Clerical	1,104
Allied Health Professionals	468
Healthcare Assistants	653
Healthcare Scientists	146
Managers	116
Medical	634
Nursing	1,916
Support	462
<b>Total</b>	<b>5,658</b>

### Gender Split

This chart represents 4,705 female staff and 953 male staff giving 5,658 as at 31<sup>st</sup> December 2013. The proportion of male staff increased by 1% from the previous reporting date of 31<sup>st</sup> December 2012.



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## Staff Banding by Gender

Staff group by AfC banding and gender as at 31<sup>st</sup> December 2013

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	-	-	-	9	30	22	12	26	1	-	100
	Male	-	-	-	2	14	23	7	10	3	-	59
Admin & Clerical	Female	1	303	227	262	76	52	8	5	-	7	941
	Male	-	28	26	33	34	26	10	6	-	-	163
Allied Health Professionals	Female	-	-	-	-	71	171	135	54	-	-	431
	Male	-	-	-	-	6	17	6	8	-	-	37
Healthcare Assistants	Female	-	372	156	30	-	-	-	-	-	-	558
	Male	-	73	18	4	-	-	-	-	-	-	95
Healthcare Scientists	Female	-	2	-	-	18	46	27	11	-	-	104
	Male	-	-	-	1	14	12	6	8	1	-	42
Managers	Female	-	-	-	-	-	5	37	32	4	3	81
	Male	-	-	-	-	-	-	6	22	3	4	35
Medical	Female	-	-	-	-	-	-	-	-	-	296	296
	Male	-	-	-	-	-	-	-	-	-	338	338
Nursing	Female	-	7	-	-	859	582	300	66	-	2	1816
	Male	-	5	-	-	64	17	9	4	-	1	100
Support	Female	18	125	74	112	47	2	-	-	-	-	378
	Male	25	34	14	8	2	1	-	-	-	-	84
	<b>Total Female</b>	<b>19</b>	<b>809</b>	<b>457</b>	<b>413</b>	<b>1101</b>	<b>880</b>	<b>519</b>	<b>194</b>	<b>5</b>	<b>308</b>	<b>4705</b>
	<b>Total Male</b>	<b>25</b>	<b>140</b>	<b>58</b>	<b>48</b>	<b>134</b>	<b>96</b>	<b>44</b>	<b>58</b>	<b>7</b>	<b>343</b>	<b>953</b>
	<b>Grand Total</b>	<b>44</b>	<b>949</b>	<b>515</b>	<b>461</b>	<b>1235</b>	<b>976</b>	<b>563</b>	<b>252</b>	<b>12</b>	<b>651</b>	<b>5658</b>

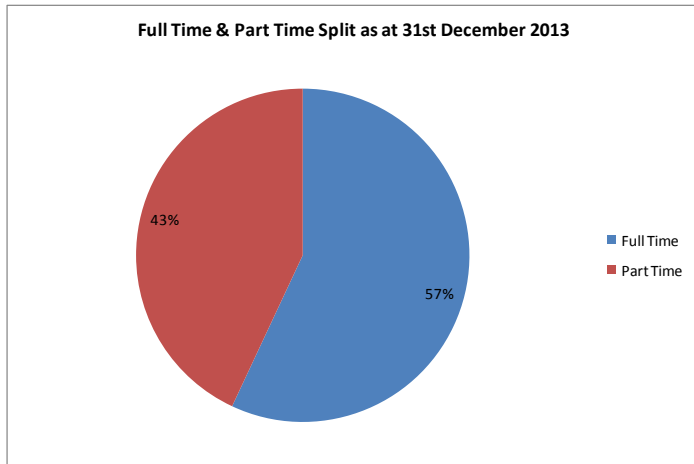
Note: AfC = Agenda for Change

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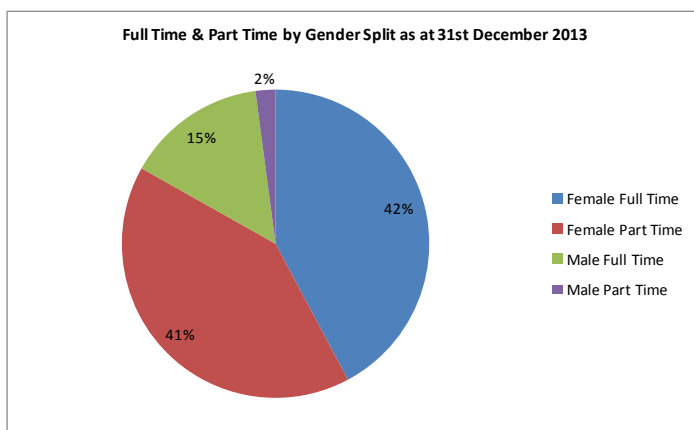
## Full-time and Part-time Staff

2,435 members of staff work in part-time posts, 3,223 are in full-time posts. There was no change in the proportions of staff working full time and part time when compared to 31<sup>st</sup> December 2012. The figures indicate a fair split of full to part time opportunities which illustrates flexibility in our employment contracts.



## Headcount as at 31<sup>st</sup> December 2013 split by part time/full time and gender

		Headcount
Female	Full-time	2,388
	Part-time	2,317
Male	Full-time	835
	Part-time	118
<b>Total Female</b>		<b>4,705</b>
<b>Total Male</b>		<b>953</b>



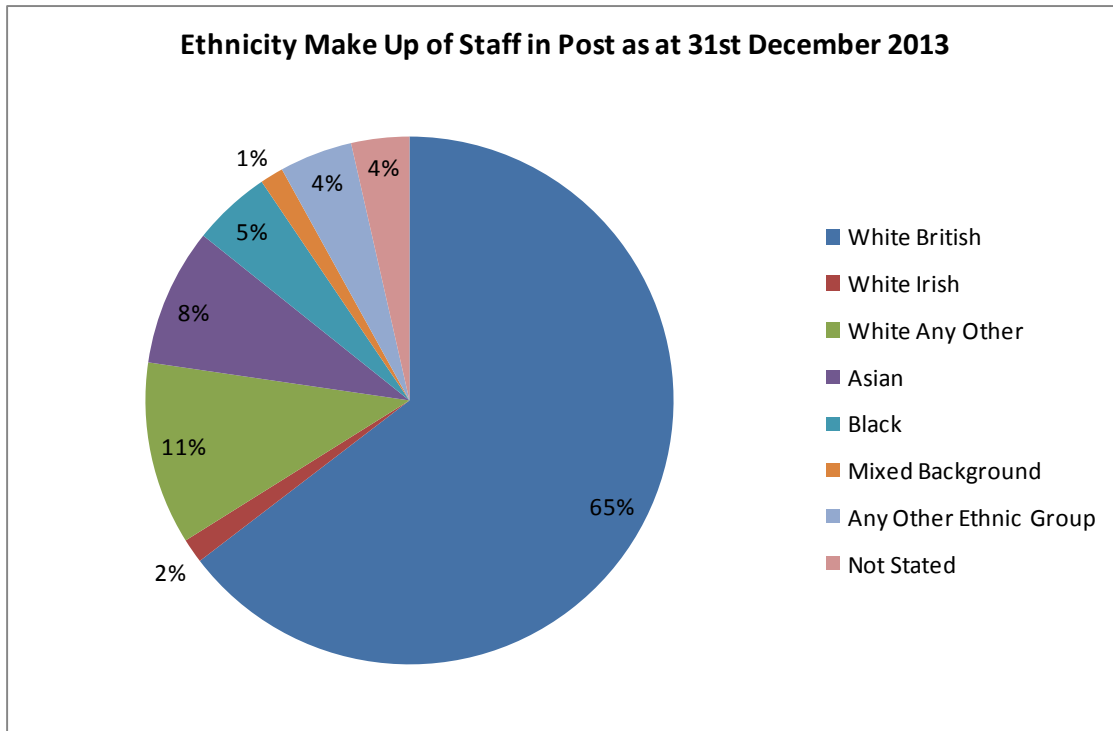
49% of female staff and 12% of male staff work part time

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### 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> December 2013.



There was no significant changes in the ethnicity of staff when compared to 31<sup>st</sup> December 2012.

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## Staff banding by ethnicity as at 31<sup>st</sup> December 2013

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Total
White- British	30	586	382	335	729	685	401	186	8	313	3655
White - Irish	-	7	4	6	12	21	16	11	-	8	85
White - Any other White background	5	133	57	62	120	97	59	28	2	71	634
Asian or Asian British - Bangladeshi	1	5	2	-	-	-	-	-	-	4	12
Asian or Asian British - Indian	1	7	4	7	31	22	13	7	1	86	179
Asian or Asian British - Pakistani	-	34	7	4	19	8	7	1	-	26	106
Asian or Asian British - Any other Asian background	1	37	3	-	62	21	7	1	-	48	180
Black or Black British - African	1	13	7	4	59	25	5	2	-	16	132
Black or Black British - Caribbean	-	33	12	10	25	11	6	1	-	3	101
Black or Black British - Any other Black background	-	8	2	2	11	13	2	1	-	-	39
Mixed - White & Asian	-	3	1	2	3	1	-	1	-	6	17
Mixed - White & Black African	1	3	2	-	5	-	-	-	-	-	11
Mixed - White & Black Caribbean	1	7	6	3	5	2	-	-	-	-	24
Mixed - Any other mixed background	-	5	2	2	7	1	3	1	-	8	29
Chinese	-	4	-	1	7	7	8	1	-	15	43
Any Other Ethnic Group	1	42	4	9	88	37	8	4	-	17	210
Not Stated	2	22	20	14	52	25	28	7	1	30	201
<b>Total</b>	<b>44</b>	<b>949</b>	<b>515</b>	<b>461</b>	<b>1235</b>	<b>976</b>	<b>563</b>	<b>252</b>	<b>12</b>	<b>651</b>	<b>5658</b>

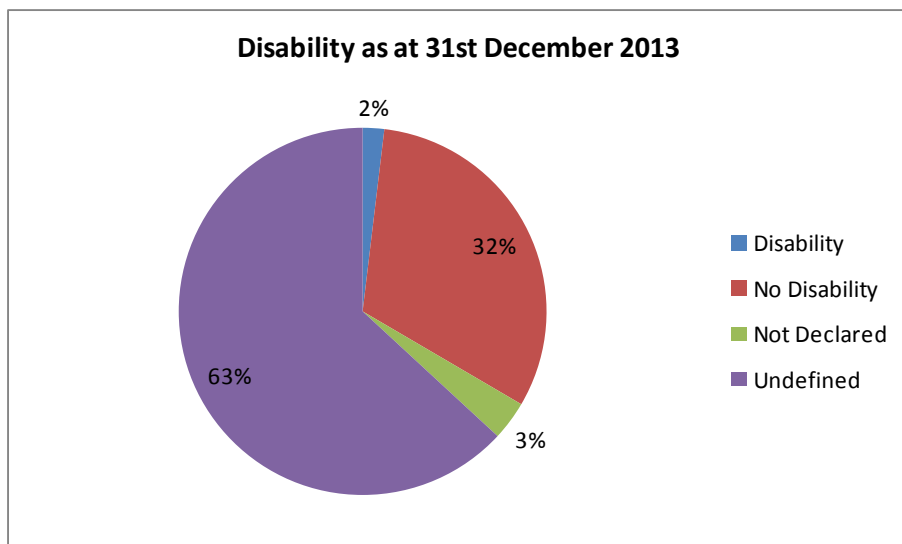
Targeted recruitment days are an example of how this information might be used to help us address under representation. It is also useful for equality monitoring and has been used to inform the development of one of our current equality objectives to increase the number of BME staff in posts of band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

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Under representation in these bands is a national issue across the NHS and is being given current focus. Whilst the increase in numbers are only small we have been able to demonstrate a slight improvement in the numbers of staff in bandings band 7 and above over the past two years which is encouraging.

## Disability



## Staff banding by disability as at 31<sup>st</sup> December 2013

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
Disability	–	22	14	9	26	15	7	5	–	9	<b>107</b>
No Disability	11	280	172	122	446	290	111	43	2	308	<b>1785</b>
Not Declared	2	11	7	9	31	35	16	6	–	78	<b>195</b>
Undefined	31	636	322	321	732	636	429	198	10	256	<b>3571</b>
<b>Total</b>	<b>44</b>	<b>949</b>	<b>515</b>	<b>461</b>	<b>1235</b>	<b>976</b>	<b>563</b>	<b>252</b>	<b>12</b>	<b>651</b>	<b>5658</b>

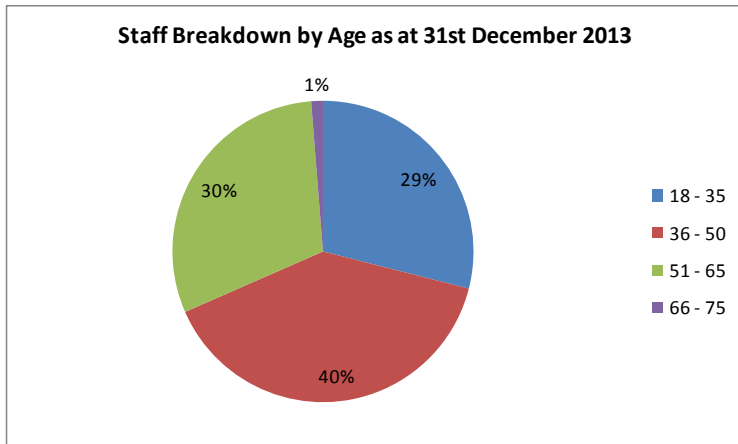
There was an increase of 2 (headcount) in the number of staff declaring a disability compared to December 2012. Because of the very small number of staff, this had no impact on the percentage figures.

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## Age

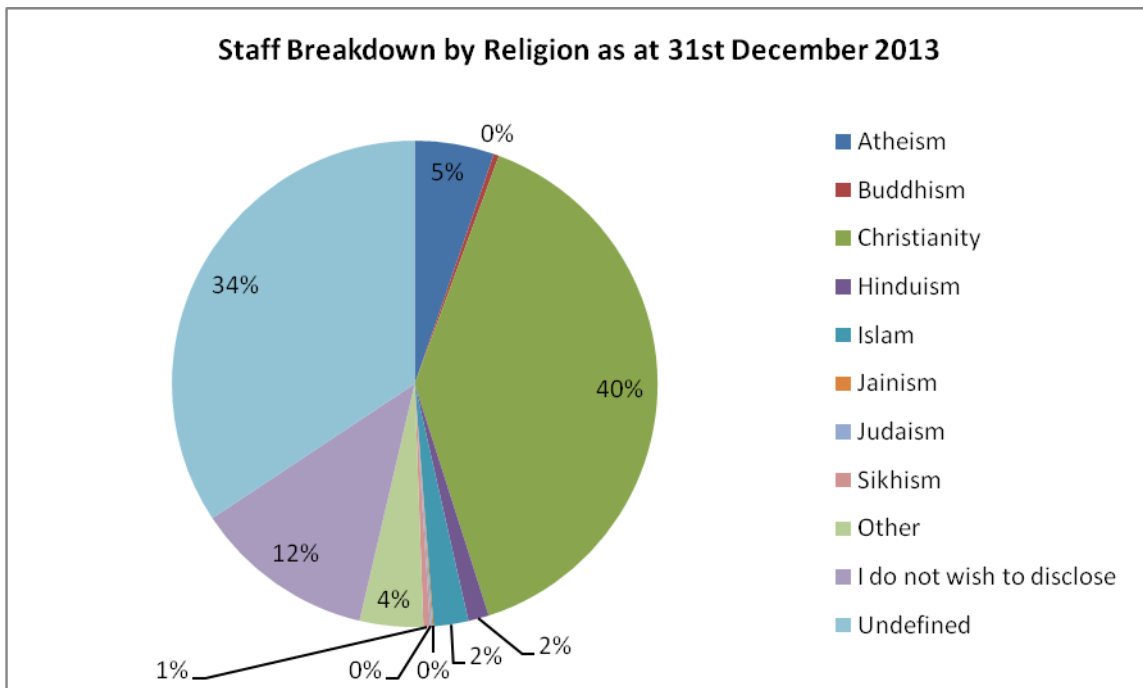
### Staff breakdown by age



There was no significant change in the age profile of staff in comparison to December 2012.

## Religion

### Staff breakdown by religion



There was no significant change in this profile in comparison to December 2012.

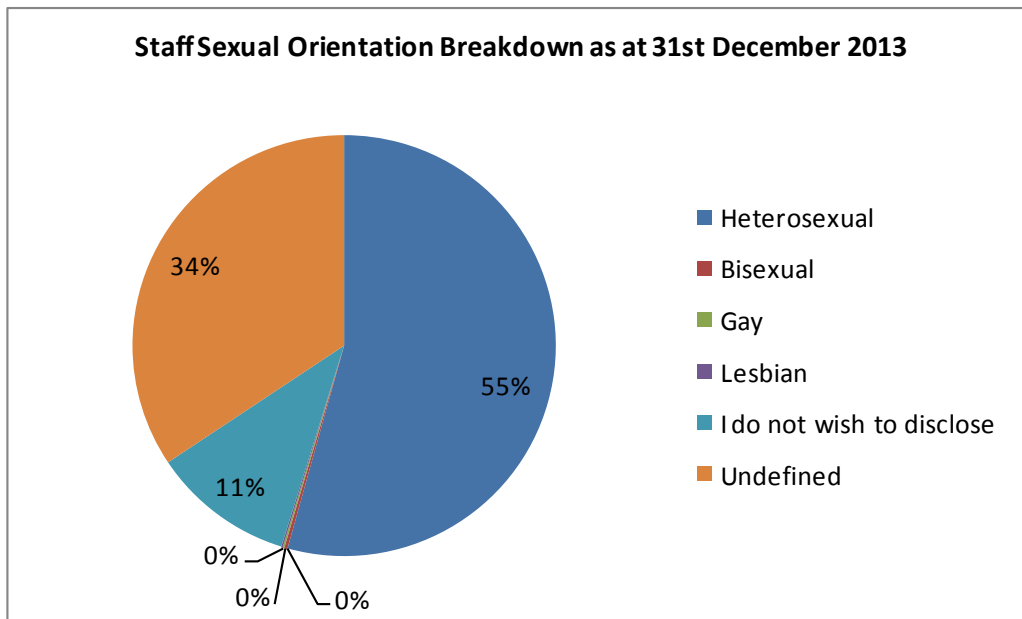
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## Sexual orientation

### Staff breakdown by sexual orientation categories



There was no significant change in this profile in comparison to December 2012.

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# Meeting the general equality duty

## Title: Workforce

(Workforce profile as at 31<sup>st</sup> December 2012)

### 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?

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.

The Trust value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our workforce brings to the organisation. Our workforce is seen as a valuable resource which patients greatly appreciate.

### Any other comments/actions

For this year only, our workforce data is split into two sections to realign our reporting cycle for the PSED. This report provides the data for the period from April 1<sup>st</sup> 2012 to the end of 2012 as of the 31<sup>st</sup> December and follows on from the previous publication. Part year. The second workforce section shows information for 2013 as of December 2013

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## Total Trust Workforce Profile

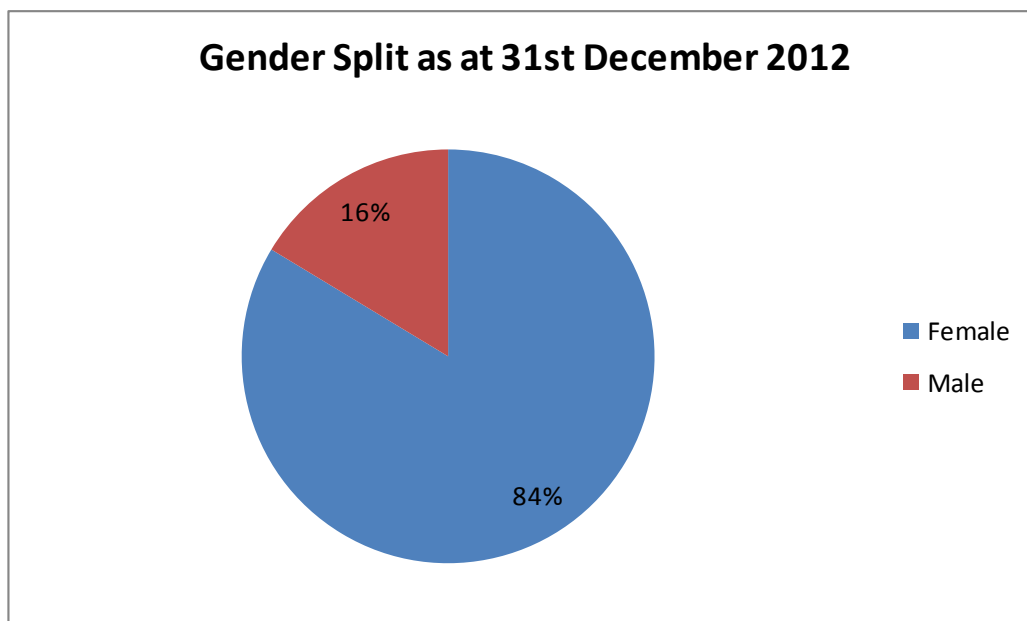
The information below shows our staff in post. The overall total number of staff as at **31<sup>st</sup> December 2012** was 5720. The table below shows breakdown by staff groups.

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

Staff Group	Headcount
Add Prof & Scientific	160
Admin & Clerical	1,125
Allied Health Professionals	446
Healthcare Assistants	659
Healthcare Scientists	142
Managers	120
Medical	625
Nursing	1,963
Support	480
<b>Total</b>	<b>5,720</b>

### Gender Split

This chart represents 4,786 female staff and 934 male staff giving 5,720 as at 31<sup>st</sup> December 2012.



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## Staff Banding by Gender

Staff group by AfC banding and gender as at 31<sup>st</sup> December 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	-	-	-	5	32	25	13	24	-	-	99
	Male	-	-	-	1	10	27	10	10	3	-	61
Admin & Clerical	Female	2	318	220	270	81	59	13	5	-	6	974
	Male	-	25	17	34	31	25	10	7	-	2	151
Allied Health Professionals	Female	-	-	-	-	63	163	130	54	-	-	410
	Male	-	-	-	-	3	17	7	9	-	-	36
Healthcare Assistants	Female	-	374	156	33	-	-	-	-	-	-	563
	Male	-	71	22	3	-	-	-	-	-	-	96
Healthcare Scientists	Female	-	-	-	-	19	45	29	10	-	-	103
	Male	-	-	-	-	8	15	6	8	2	-	39
Managers	Female	-	-	-	-	-	3	36	39	3	4	85
	Male	-	-	-	-	-	-	9	20	2	4	35
Medical	Female	-	-	-	-	-	-	-	-	-	297	297
	Male	-	-	-	-	-	-	-	-	-	328	328
Nursing	Female	-	-	-	-	937	575	284	67	-	1	1864
	Male	-	-	-	-	72	16	6	4	-	1	99
Support	Female	21	136	84	107	41	2	-	-	-	-	391
	Male	25	41	10	10	2	1	-	-	-	-	89
	<b>Total Female</b>	<b>23</b>	<b>828</b>	<b>460</b>	<b>415</b>	<b>1173</b>	<b>872</b>	<b>505</b>	<b>199</b>	<b>3</b>	<b>308</b>	<b>4786</b>
	<b>Total Male</b>	<b>25</b>	<b>137</b>	<b>49</b>	<b>48</b>	<b>126</b>	<b>101</b>	<b>48</b>	<b>58</b>	<b>7</b>	<b>335</b>	<b>934</b>
	<b>Grand Total</b>	<b>48</b>	<b>965</b>	<b>509</b>	<b>463</b>	<b>1299</b>	<b>973</b>	<b>553</b>	<b>257</b>	<b>10</b>	<b>643</b>	<b>5720</b>

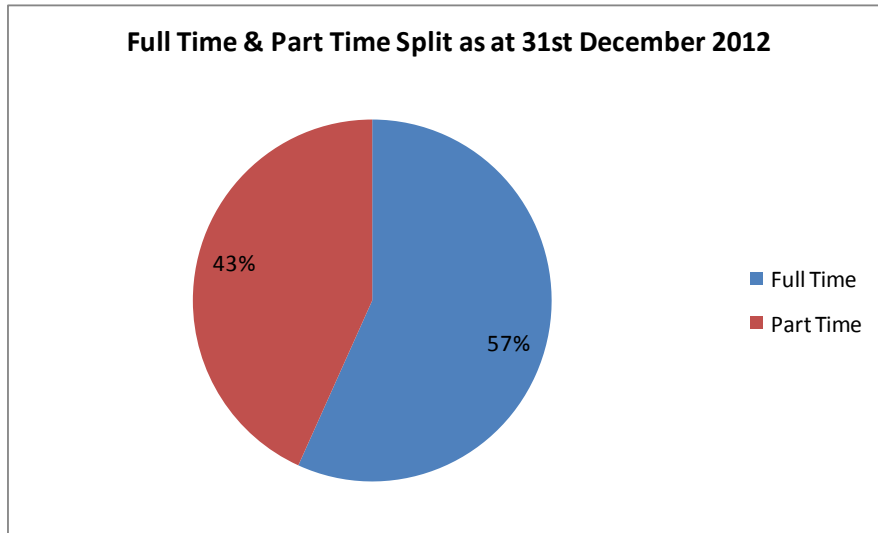
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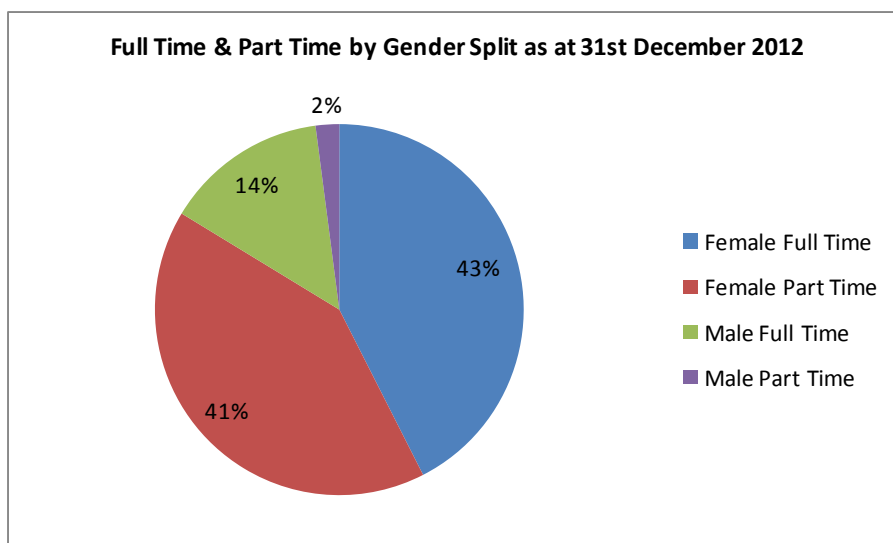
## Full-time and Part-time Staff

2,473 members of staff (43%) work in part-time posts, 3,247 (57%) 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> December 2012 split by part time/full time and gender

		Headcount
Female	Full-time	2,431
	Part-time	2,355
Male	Full-time	816
	Part-time	118
<b>Total Female</b>		<b>4,786</b>
<b>Total Male</b>		<b>934</b>



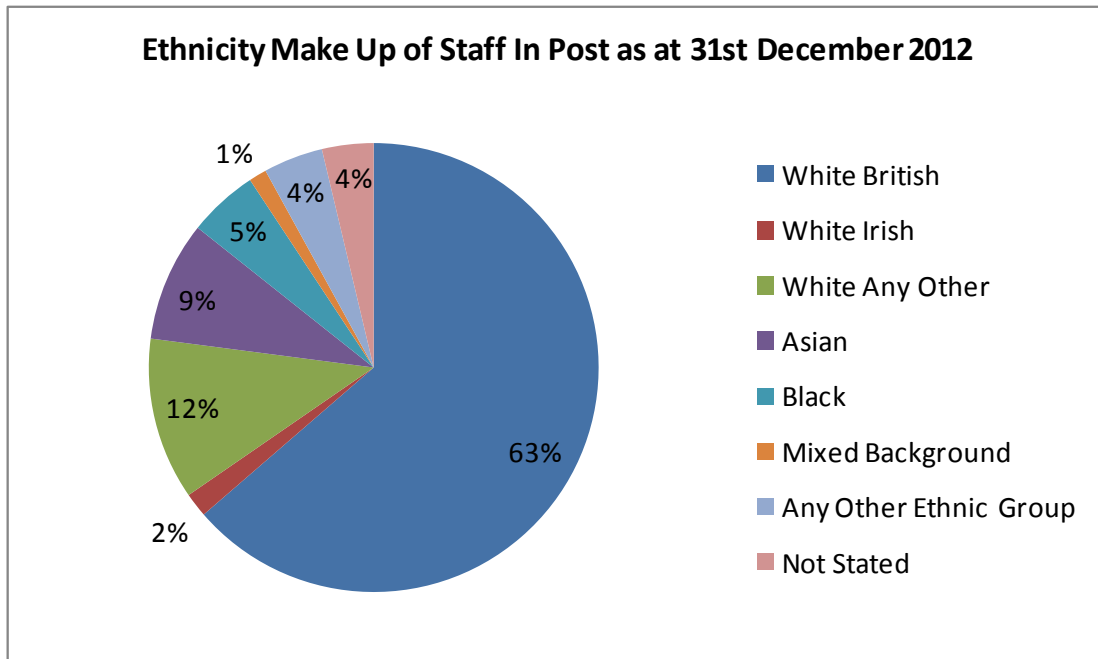
49% of female staff and 13% of male staff work part time

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### Ethnicity of staff in post

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



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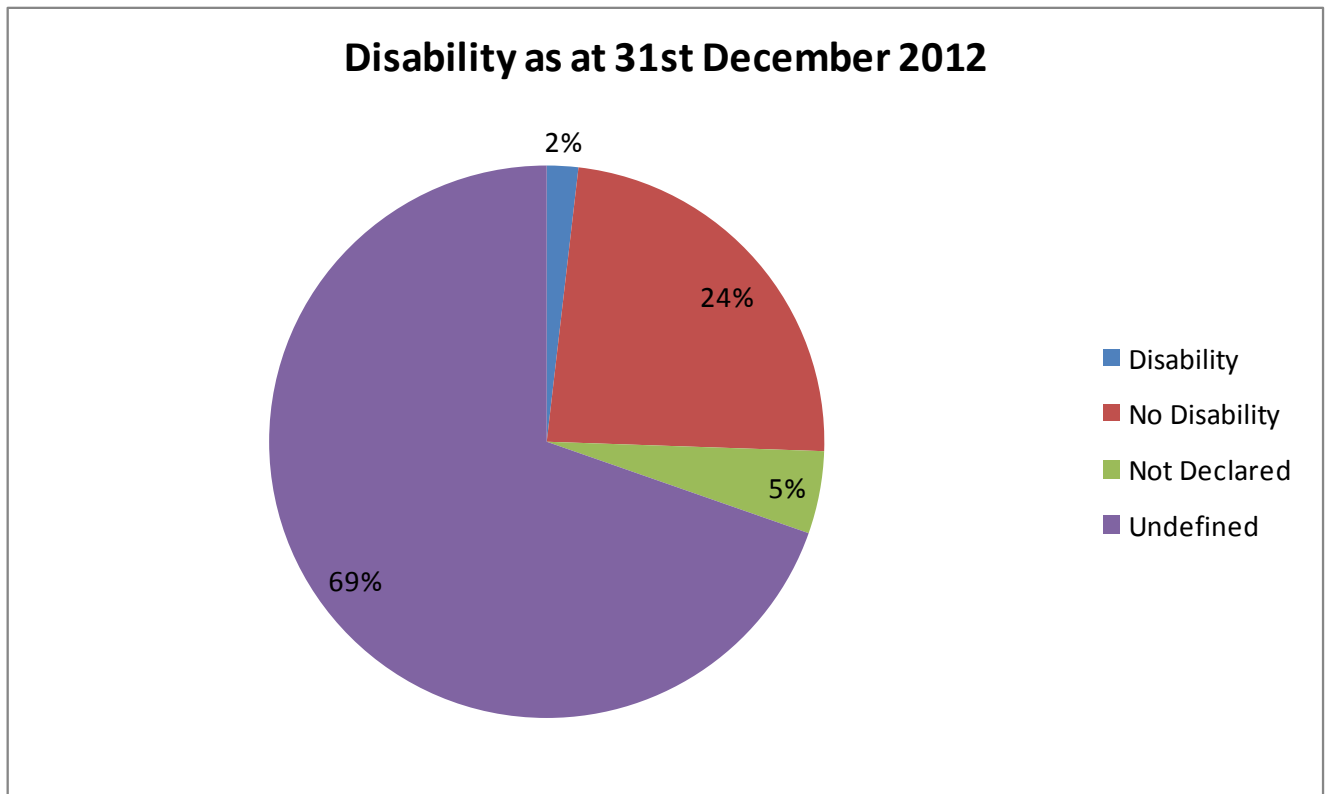
**Staff banding by ethnicity as at 31<sup>st</sup> December 2012**

	<b>Band 1</b>	<b>Band 2</b>	<b>Band 3</b>	<b>Band 4</b>	<b>Band 5</b>	<b>Band 6</b>	<b>Band 7</b>	<b>Band 8</b>	<b>Band 9</b>	<b>Non-AfC</b>	<b>Total</b>
White- British	30	598	382	327	728	672	396	194	6	307	3640
White - Irish	-	6	5	9	23	19	17	8	-	13	100
White - Any other White background	8	138	56	63	156	101	63	30	2	51	668
Asian or Asian British - Bangladeshi	1	4	1	1	-	-	-	-	-	5	12
Asian or Asian British - Indian	1	8	2	8	29	28	11	5	1	101	194
Asian or Asian British - Pakistani	-	32	7	7	21	9	7	1	-	24	108
Asian or Asian British - Any other Asian background	1	38	4	2	64	21	6	1	-	43	180
Black or Black British - African	1	14	5	2	68	26	6	2	-	19	143
Black or Black British - Caribbean	-	34	12	9	28	14	5	-	-	2	104
Black or Black British - Any other Black background	-	7	2	2	15	12	2	1	-	-	41
Mixed - White & Asian	-	3	1	3	3	1	-	1	-	5	17
Mixed - White & Black African	1	3	1	-	5	-	-	-	-	1	11
Mixed - White & Black Caribbean	1	6	5	4	4	2	-	-	-	-	22
Mixed - Any other mixed background	-	5	3	1	3	-	2	1	-	8	23
Chinese	-	4	-	2	8	8	8	2	-	20	52
Any Other Ethnic Group	1	40	4	8	82	31	6	4	-	17	193
Not Stated	3	25	19	15	62	29	24	7	1	27	212
<b>Total</b>	<b>48</b>	<b>965</b>	<b>509</b>	<b>463</b>	<b>1299</b>	<b>973</b>	<b>553</b>	<b>257</b>	<b>10</b>	<b>643</b>	<b>5720</b>

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## Disability



## Staff banding by disability as at 31<sup>st</sup> December 2012

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
Disability	-	26	11	11	24	12	8	5	-	8	105
No Disability	10	227	125	91	368	216	86	32	-	201	1356
Not Declared	2	14	8	9	48	32	17	6	-	139	275
Undefined	36	698	365	352	859	713	442	214	10	295	3984
<b>Total</b>	<b>48</b>	<b>965</b>	<b>509</b>	<b>463</b>	<b>1299</b>	<b>973</b>	<b>553</b>	<b>257</b>	<b>10</b>	<b>643</b>	<b>5720</b>

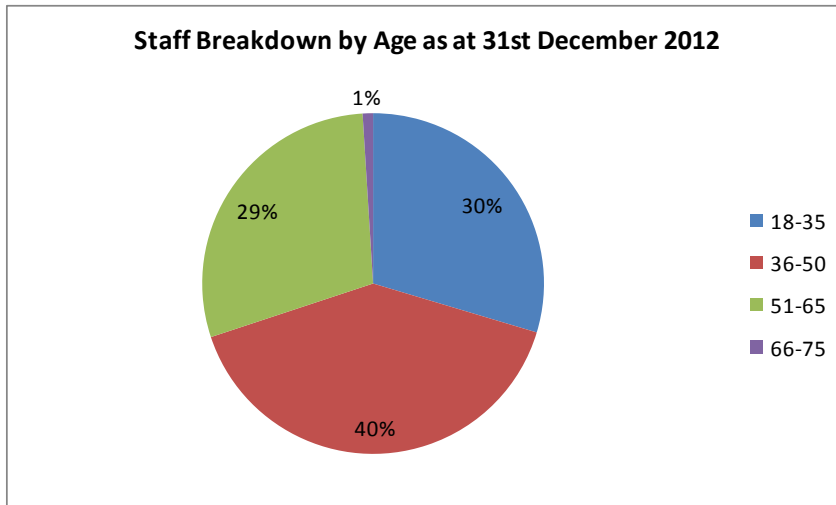
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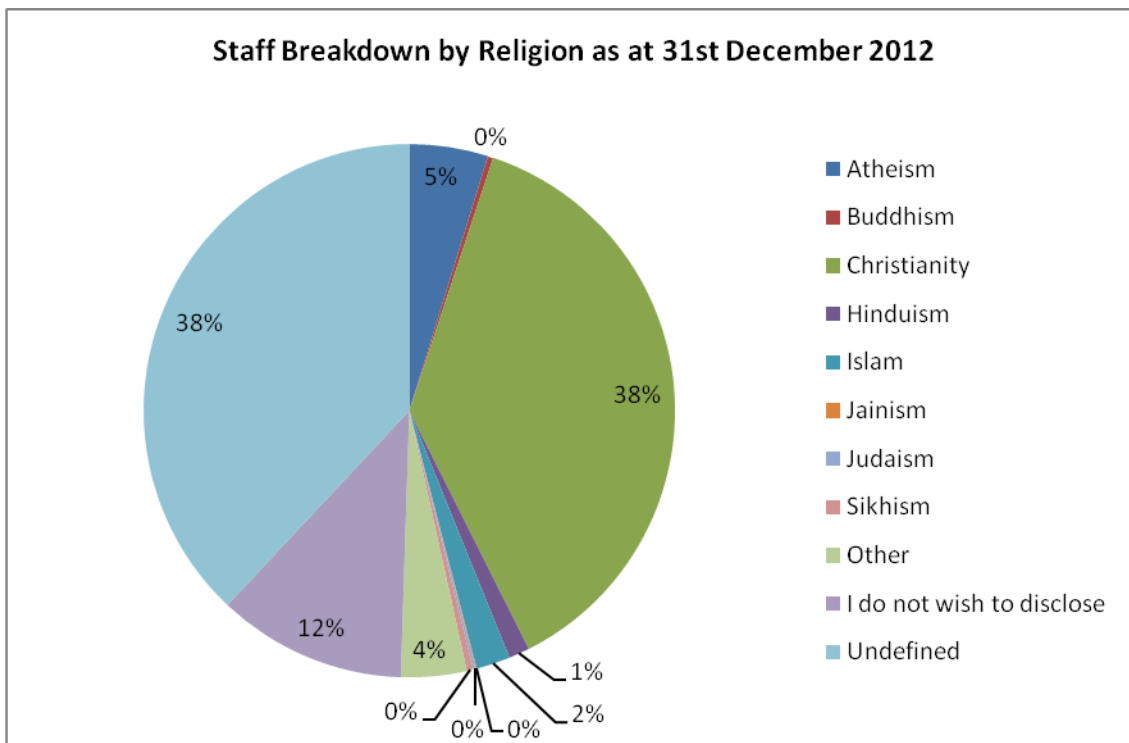
## Age

### Staff breakdown by age



## Religion

### Staff breakdown by religion

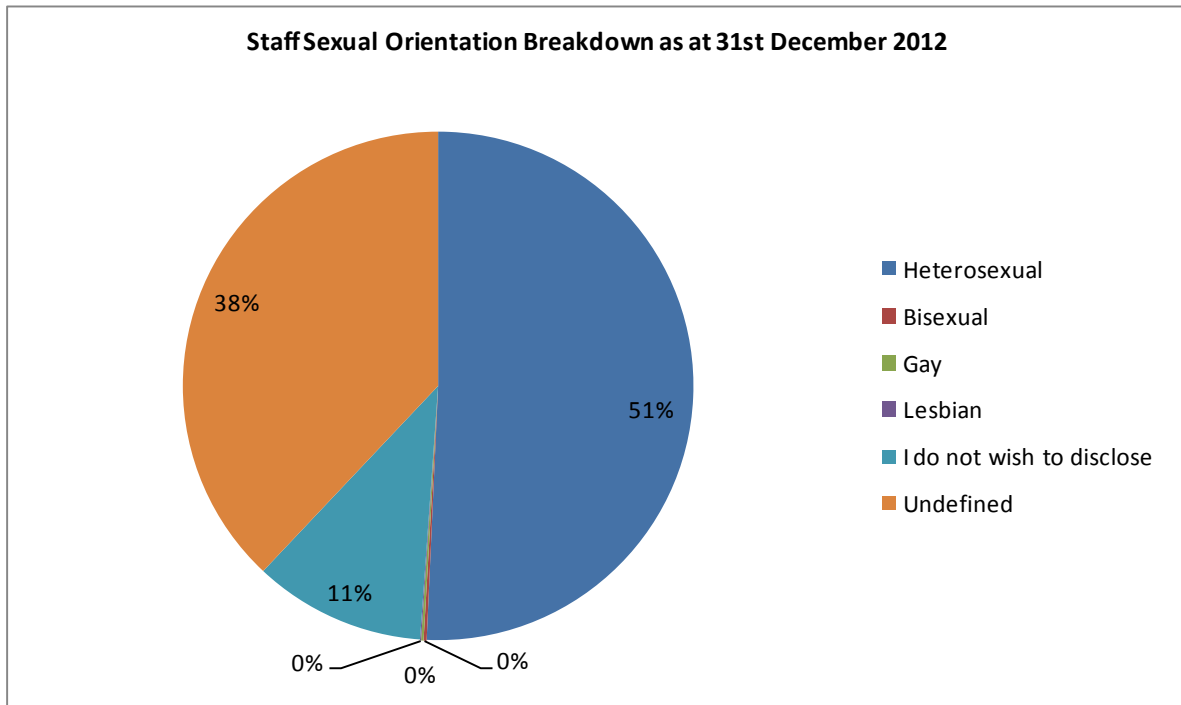


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## Sexual orientation

### Staff breakdown by sexual orientation categories



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