

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 regards to advancing equality?

The information provided below demonstrates our workforce profile as of 31st March 2015

By looking at our demographic profile we can compare and monitor our workforce with the demographics of our local community in Buckinghamshire. This helps us to identify any under or over representation. The Trust values difference, and recognises the value that people from different backgrounds, with different skills and experiences bring to the workforce across our organisation. Our staff are a valuable resource who are key to the delivery of healthcare and play a significant role in outcomes and patient experience. Having a diverse workforce means improved opportunities for cultural awareness, sensitivity and understanding which is of benefit to patients and staff in the delivery of care.

Total Trust Workforce Profile

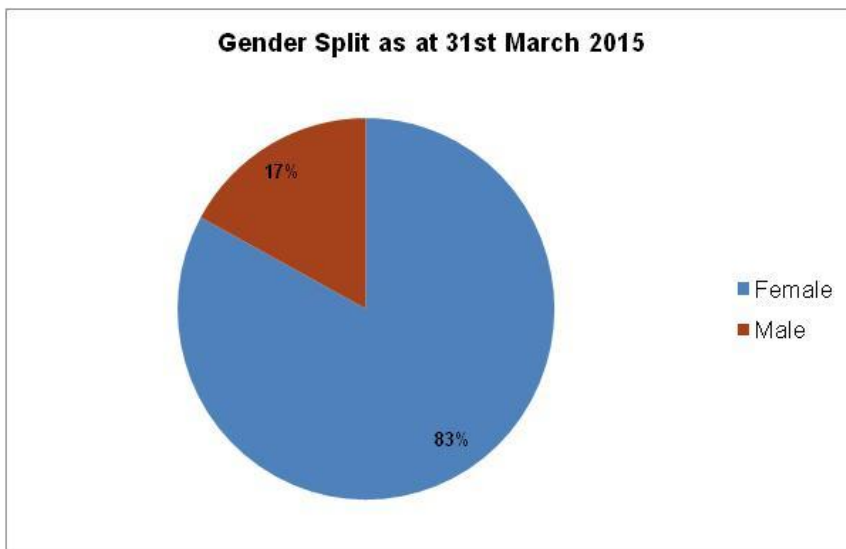
The information below shows our staff in post. The overall total number of staff as at 31 March 2015 was 5,864. The table below shows breakdown by staff groups.

Workforce profile as at 31st March 2015

Staff Group	Headcount
Add Prof & Scientific	173
Admin & Clerical	1,091
Allied Health Professionals	465
Healthcare Assistants	668
Healthcare Scientists	145
Managers	135
Medical	626
Nursing	2,054
Support	507
Total	5,864

Gender Split

This chart represents 4,865 female staff and 999 male staff



Staff Banding by Gender

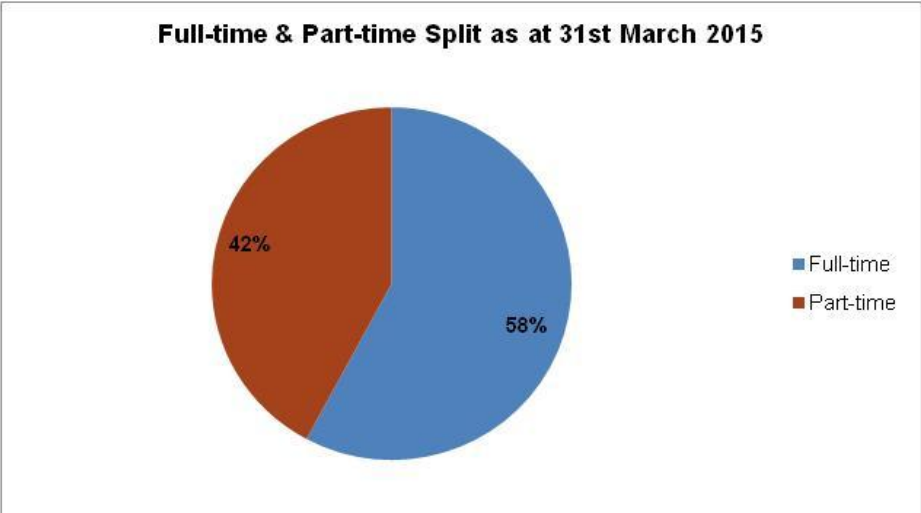
Staff group by AfC banding and gender as at 31st March 2015

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	-	-	-	11	31	33	13	34	1	-	123
	Male	-	-	-	2	13	19	5	8	3	-	50
Admin & Clerical	Female	1	275	244	247	89	56	6	2	-	-	920
	Male	-	29	26	35	34	28	14	5	-	-	171
Allied Health Professionals	Female	-	-	-	-	62	179	130	50	-	-	421
	Male	-	-	-	-	10	18	7	9	-	-	44
Healthcare Assistants	Female	-	401	148	19	-	-	-	-	-	-	568
	Male	-	81	16	3	-	-	-	-	-	-	100
Healthcare Scientists	Female	-	-	-	-	23	45	25	11	-	-	104
	Male	-	-	-	-	13	10	8	9	1	-	41
Managers	Female	-	-	-	-	-	5	43	37	5	2	92
	Male	-	-	-	-	-	-	9	24	5	5	43
Medical	Female	-	-	-	-	-	-	-	-	-	297	297
	Male	-	-	-	-	-	-	-	-	-	329	329
Nursing	Female	-	13	22	-	887	638	288	71	-	2	1,921
	Male	-	-	3	-	90	21	13	5	-	1	133
Support	Female	15	168	84	118	30	4	-	-	-	-	419
	Male	25	36	12	14	1	-	-	-	-	-	88
	Total Female	16	857	498	395	1,122	960	505	205	6	301	4,865
	Total Male	25	146	57	54	161	96	56	60	9	335	999
	Grand Total	41	1,003	555	449	1,283	1,056	561	265	15	636	5,864

Note: AfC = Agenda for Change

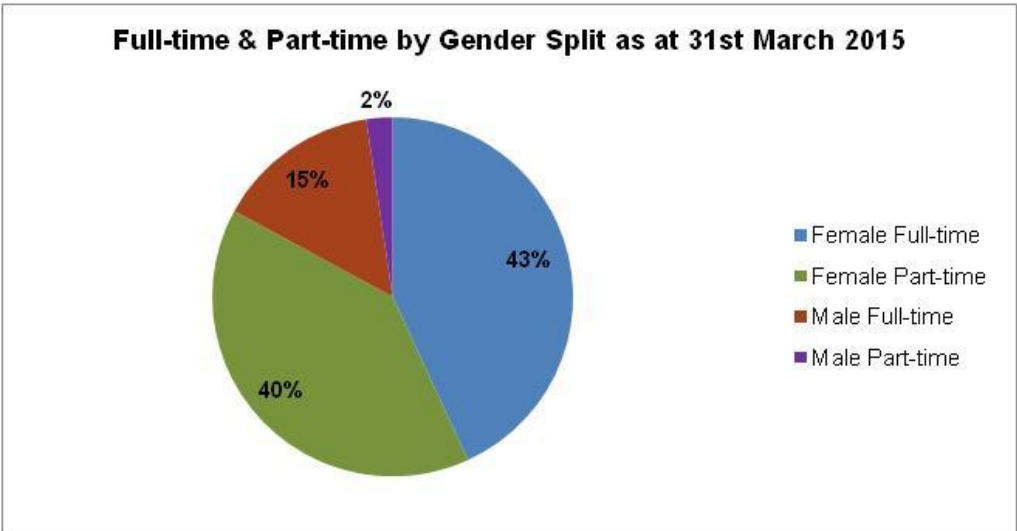
Full-time and Part-time Staff

2,471 members of staff work in part-time posts, 3,393 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 March 2015 split by part time/full time and gender

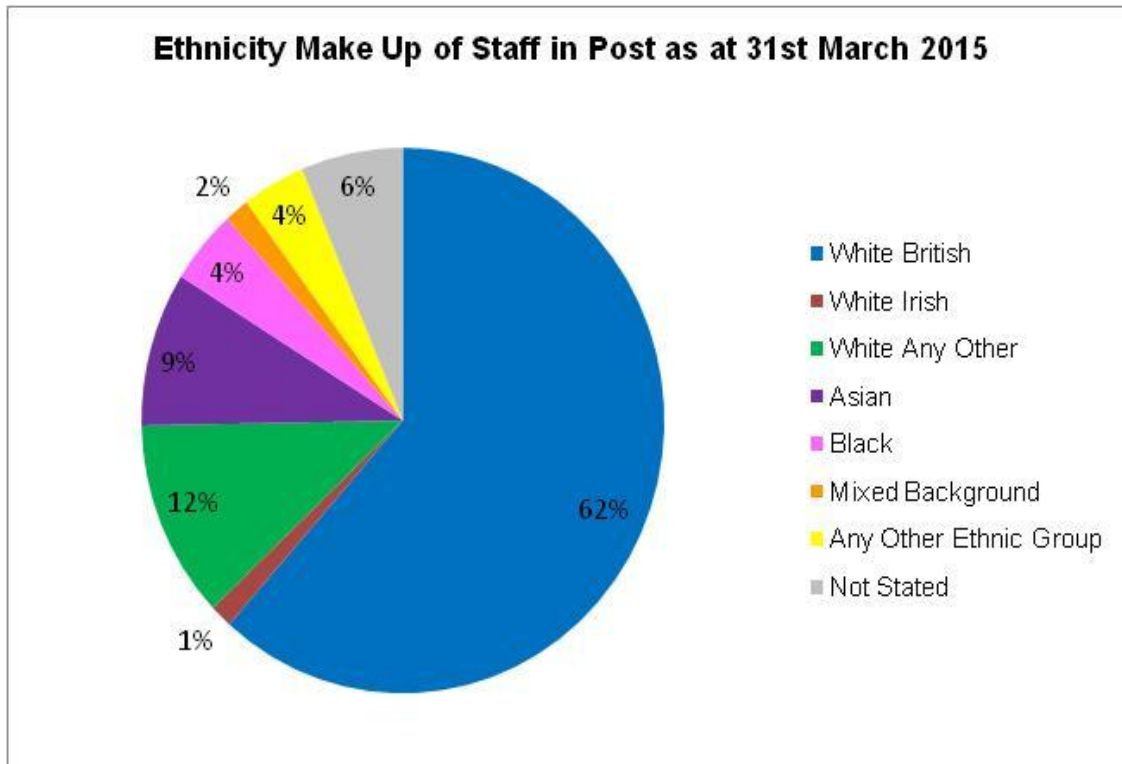
		Headcount
Female	Full-time	2532
	Part-time	2333
Male	Full-time	861
	Part-time	138
Total Female		4865
Total Male		999



48% of female staff and 14% of male staff work part time.

Ethnicity make up of staff in post

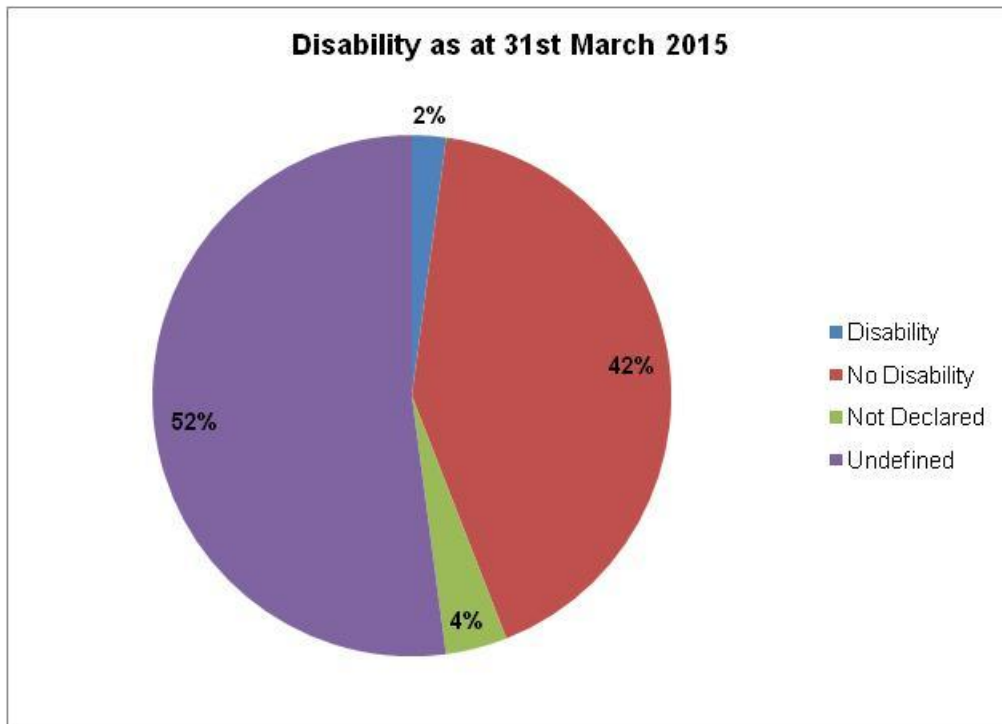
The graph below shows the ethnicity make up of staff in post as at 31st March 2015. 19% of staff declare themselves to be of BME background; this compares with 14% of the population of Buckinghamshire being of a BME background.



Staff banding by ethnicity as at 31st March 2015

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AFC	Total
White - British	25	593	387	332	662	730	397	192	10	281	3609
White - Irish	?	7	3	5	12	22	14	10	?	8	81
White - Any other White Background	3	129	84	53	173	94	58	25	2	70	691
Asian or Asian British - Bangladeshi	1	4	3	?	1	1	1	?	?	6	17
Asian or Asian British - Pakistani	1	37	10	6	19	11	10	1	?	30	125
Asian or Asian British - Any other Asian background	3	60	8	7	85	54	19	10	1	149	396
Black or Black British - African	2	11	4	3	58	24	5	2	?	18	127
Black or Black British - Caribbean	?	34	10	9	24	11	6	1	?	1	96
Black or Black British - Any other Black background	?	7	2	1	10	12	2	1	?	1	36
Mixed - White & Asian	?	3	1	1	4	1	1	1	?	9	21
Mixed - White & Black African	?	4	2	1	4	?	?	?	?	1	12
Mixed - White & Black Caribbean	1	5	5	3	5	2	?	?	?	?	21
Mixed - Any other mixed background	?	7	3	2	10	3	2	1	?	7	35
Chinese	?	5	?	1	3	10	6	4	?	12	41
Any Other Ethnic Group	2	39	5	8	67	32	7	4	?	23	187
Not Stated	3	58	28	17	146	49	33	13	2	20	369
Total	41	1003	555	449	1283	1056	561	265	15	636	5864

Disability



Staff banding by disability as at 31 March 2015

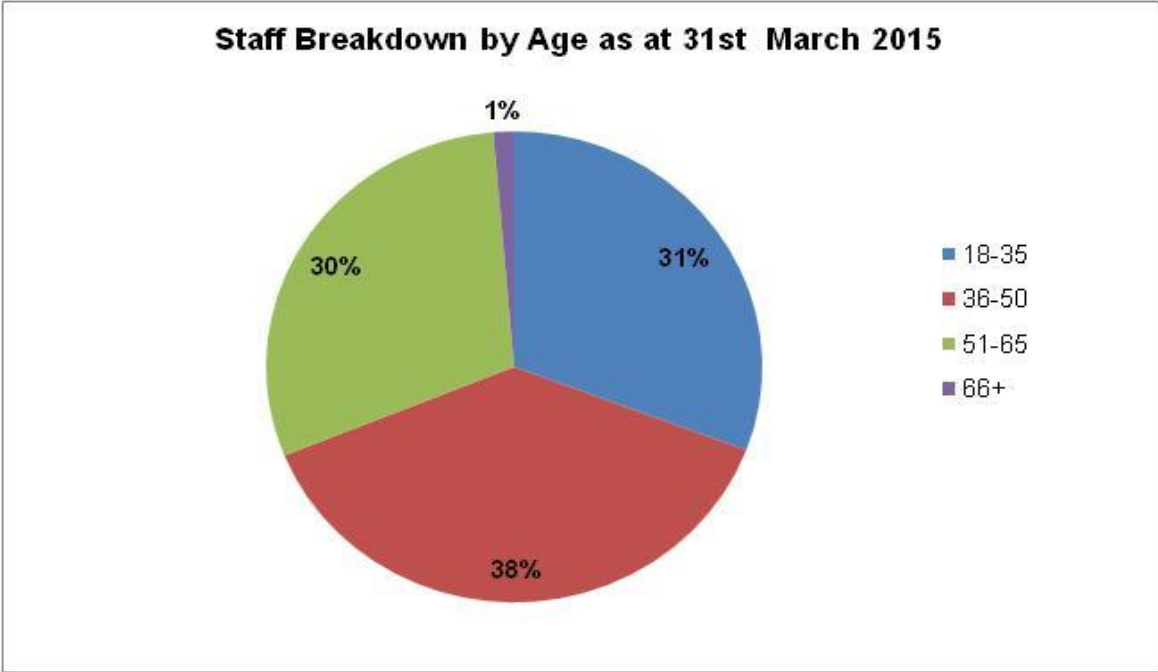
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
Disability	-	24	19	11	23	22	8	7	-	10	124
No Disability	15	442	230	173	618	429	148	68	4	334	2461
Not Declared	1	17	20	12	38	37	16	9	-	74	224
Undefined	25	520	286	253	604	568	389	181	11	218	3055
Total	41	1003	555	449	1283	1056	561	265	15	636	5864

As at 31 March 2015, there were 17 more staff who had declared a disability compared to the same time last year. However, the overall staff numbers had increased, so the percentage of staff declaring a disability remained the same at 2%.

Age

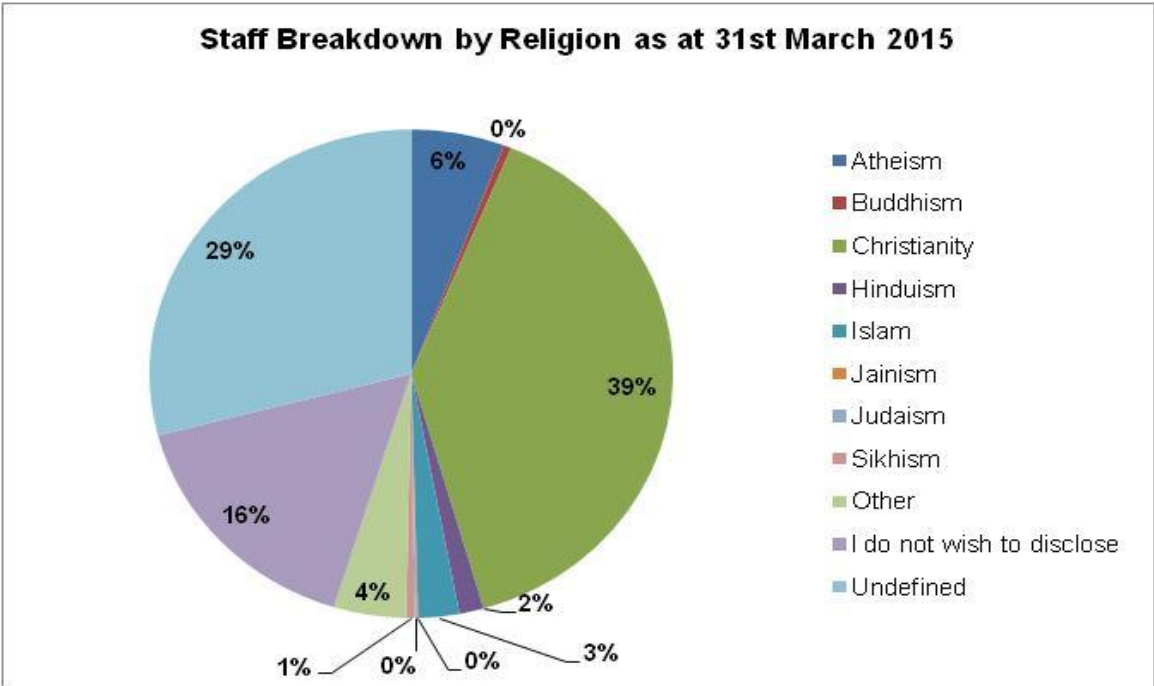
Staff breakdown by age

This mirrors the results of the previous report published - there is no change again this year which continues the consistency seen over several years of published results.



Religion

Staff breakdown by religion



Staff religion groups shows very little change and nothing significant. Religions demonstrated remain the same and the biggest change is a 4% Or 5% difference on undefined or I do not wish to declare.

Sexual orientation

Staff breakdown by sexual orientation categories

This graph shows there has been very little change in the numbers reporting themselves to be gay, bisexual or lesbian since last years report, there is a 9% increase in the undefined category, there is a 5% increase in the number declaring themselves to be heterosexual with an increase of 6% who did not wish to declare. We believe this to be an area of under reporting.

