

# 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 31<sup>st</sup> March 2016

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

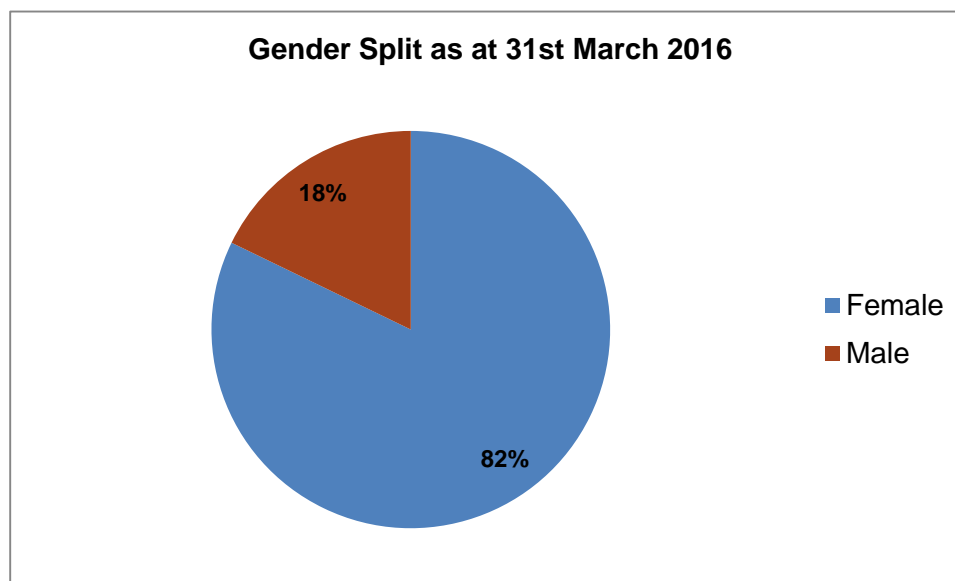
The information below shows our staff in post. The overall total number of staff as at 31 March 2016 was 5,921. The table below shows breakdown by staff groups.

#### Workforce profile as at 31 March 2016

Staff Group	Headcount
Add Prof Scientific & Technical	175
Admin & Clerical	1097
Allied Health Professionals	453
Healthcare Assistants	706
Healthcare Scientists	149
Managers	139
Medical	657
Nursing	2005
Support	540
<b>Total</b>	<b>5,921</b>

### Gender Split

This chart represents 4,867 female staff and 1,054 male staff. The proportion of male staff increased by 1% in comparison to the same time last year.



## Staff Banding by Gender

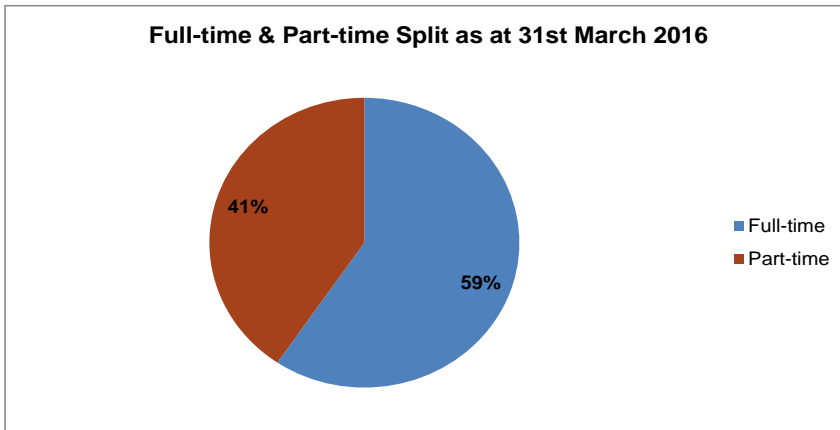
### Staff group by AfC banding and gender as at 31 March 2016

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 & Technical	Female	-	-	-	12	28	29	15	38	1	-	123
	Male	-	-	-	1	9	23	7	10	2	-	52
Admin & Clerical	Female	-	260	253	244	92	51	8	4	-	-	912
	Male	-	31	24	44	37	28	15	6	-	-	185
Allied Health Professionals	Female	-	-	-	-	64	173	134	44	-	-	415
	Male	-	-	-	-	7	16	7	8	-	-	38
Healthcare Assistants	Female	-	419	147	22	-	-	-	-	-	-	588
	Male	-	97	18	3	-	-	-	-	-	-	118
Healthcare Scientists	Female	-	-	-	-	29	39	27	11	-	-	106
	Male	-	-	-	-	14	10	9	9	1	-	43
Managers	Female	-	-	-	-	-	5	38	38	5	2	88
	Male	-	-	-	-	-	-	14	26	5	6	51
Medical	Female	-	-	-	-	-	-	-	-	-	310	310
	Male	-	-	-	-	-	-	-	-	-	347	347
Nursing	Female	-	13	11	-	822	652	298	75	-	1	1,872
	Male	-	-	4	-	84	26	11	7	-	1	133
Support	Female	16	180	87	137	29	4	-	-	-	-	453
	Male	26	34	16	10	1	-	-	-	-	-	87
	<b>Total Female</b>	<b>16</b>	<b>872</b>	<b>498</b>	<b>415</b>	<b>1,064</b>	<b>953</b>	<b>520</b>	<b>210</b>	<b>6</b>	<b>313</b>	<b>4,867</b>
	<b>Total Male</b>	<b>26</b>	<b>162</b>	<b>62</b>	<b>58</b>	<b>152</b>	<b>103</b>	<b>63</b>	<b>66</b>	<b>8</b>	<b>354</b>	<b>1,054</b>
	<b>Grand Total</b>	<b>42</b>	<b>1,034</b>	<b>560</b>	<b>473</b>	<b>1,216</b>	<b>1,056</b>	<b>583</b>	<b>276</b>	<b>14</b>	<b>667</b>	<b>5,921</b>

There are no significant changes in any of the staff groups in the proportion of male and female workers in comparison to the same time last year.

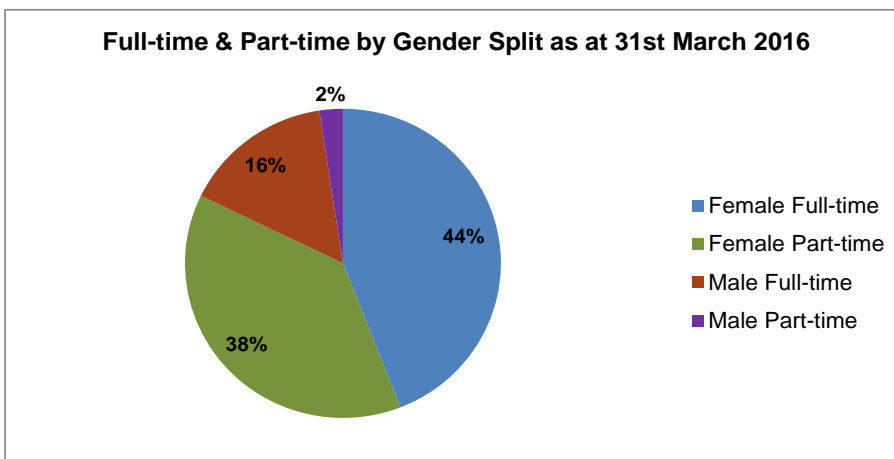
### Full-time and Part-time Staff

2,399 members of staff work in part-time posts, 3,522 are in full-time posts, representing a small decrease (of 1%) in part time staff in comparison to the same time last year. Nevertheless, this demonstrates a fair split of full to part time opportunities which illustrates flexibility in our employment contracts.



### Headcount as at 31 March 2016 split by part time/full time and gender

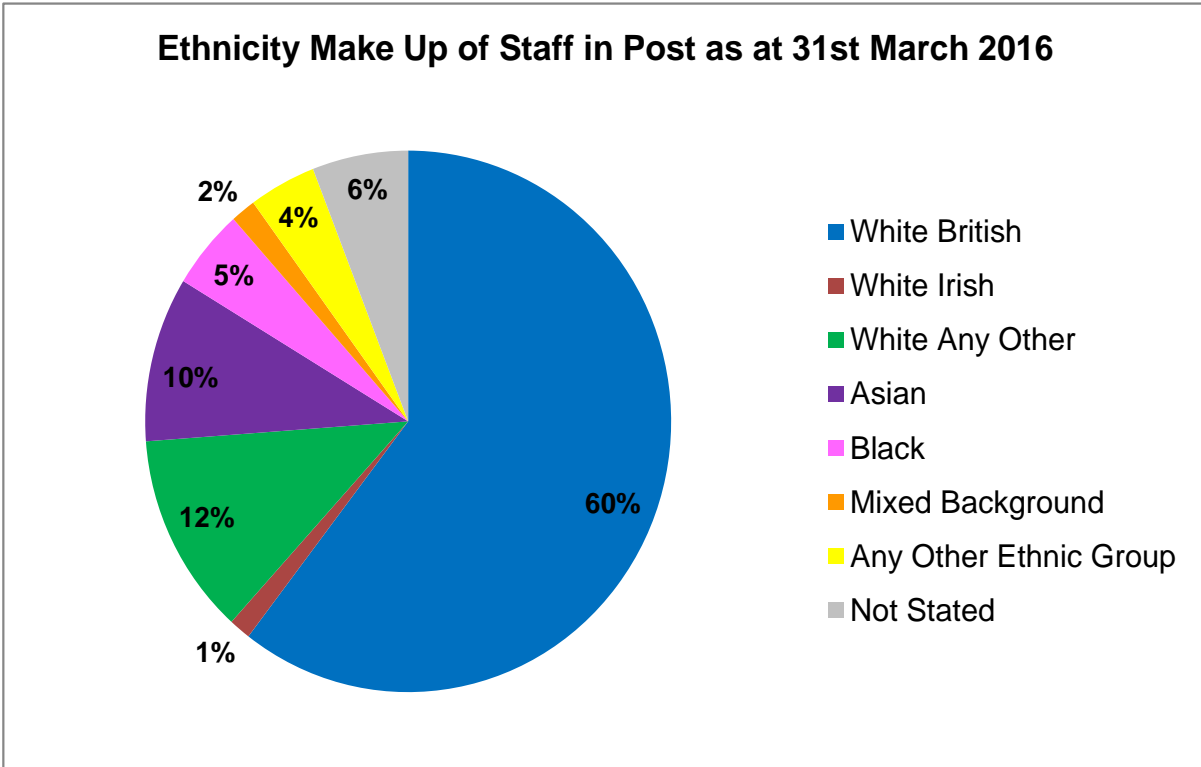
		Headcount
Female	Full-time	2610
	Part-time	2257
Male	Full-time	912
	Part-time	142
<b>Total Female</b>		<b>4867</b>
<b>Total Male</b>		<b>1054</b>



46% of female staff and 13% of male staff work part time. There are no significant changes in comparison to the data as at 31 March 2015.

**Ethnicity make up of staff in post**

The graph below shows the ethnicity make up of staff in post as at 31 March 2016. 21% of staff declare themselves to be of BME background; this is an increase of 2% compared with the data from 31 March 2015, with a 1% increase in black and asian staff. 14% of the population of Buckinghamshire declare themselves as being of a BME background.



The proportion of staff not stating their ethnicity has remained the same in comparison to data from 31 March 2015.

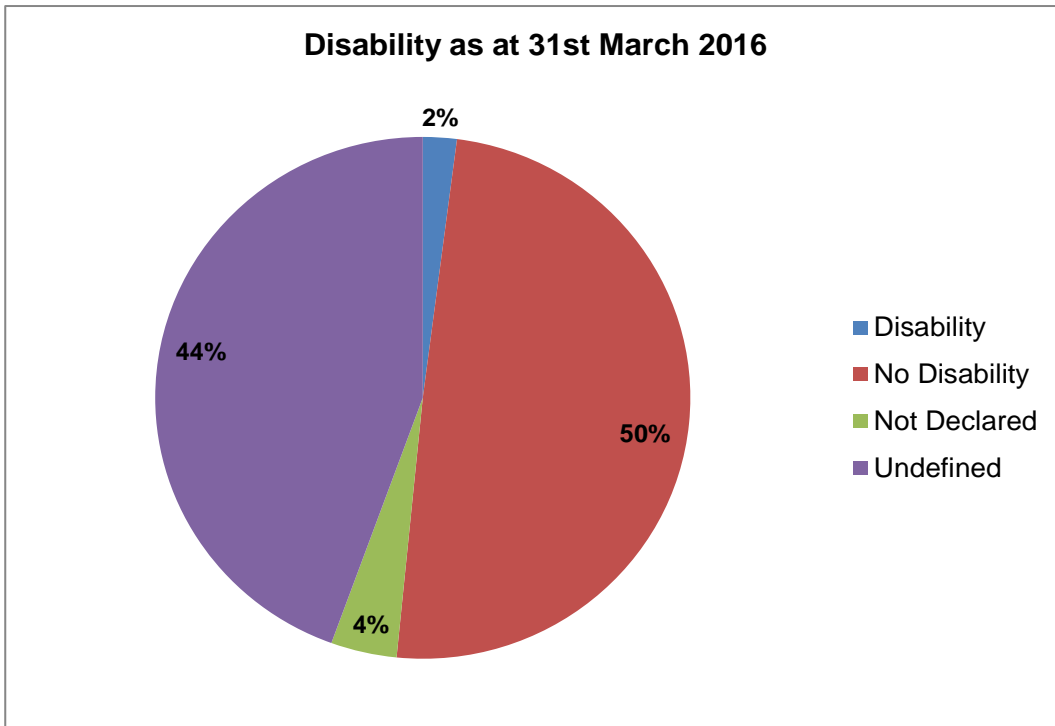
A breakdown of staff banding by ethnicity is shown overleaf.

In addition, further details will be made available through the Trust’s Workforce Race Equality System.

**Staff banding by ethnicity as at 31 March 2016**

	<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	24	586	388	344	603	714	419	194	9	295	<b>3576</b>
White - Irish	-	6	3	4	11	24	13	10	-	8	<b>79</b>
White - Any other White Background	4	127	80	56	195	99	61	27	2	65	<b>716</b>
Asian or Asian British - Bangladeshi	1	2	2	-	1	1	-	-	-	4	<b>11</b>
Asian or Asian British - Pakistani	2	35	13	12	20	12	8	6	-	30	<b>138</b>
Asian or Asian British - Any other Asian background	3	78	15	8	87	52	23	13	1	154	<b>434</b>
Black or Black British - African	1	16	5	6	62	24	9	2	-	18	<b>143</b>
Black or Black British - Caribbean	2	35	11	10	20	14	5	1	-	1	<b>99</b>
Black or Black British - Any other Black background	-	10	4	2	11	9	2	1	-	1	<b>40</b>
Mixed - White & Asian	-	3	1	1	3	1	-	1	-	6	<b>16</b>
Mixed - White & Black African	-	4	2	-	6	1	-	-	-	2	<b>15</b>
Mixed - White & Black Caribbean	-	11	3	1	4	4	-	-	-	1	<b>24</b>
Mixed - Any other mixed background	-	6	3	3	7	3	2	-	-	12	<b>36</b>
Chinese	-	3	-	1	5	8	4	6	-	17	<b>44</b>
Any Other Ethnic Group	1	51	6	6	65	35	8	3	-	26	<b>201</b>
Not Stated	4	61	24	19	116	55	29	12	2	27	<b>349</b>
<b>Total</b>	<b>42</b>	<b>1034</b>	<b>560</b>	<b>473</b>	<b>1216</b>	<b>1056</b>	<b>583</b>	<b>276</b>	<b>14</b>	<b>667</b>	<b>5921</b>

## Disability



## Staff banding by disability as at 31 March 2016

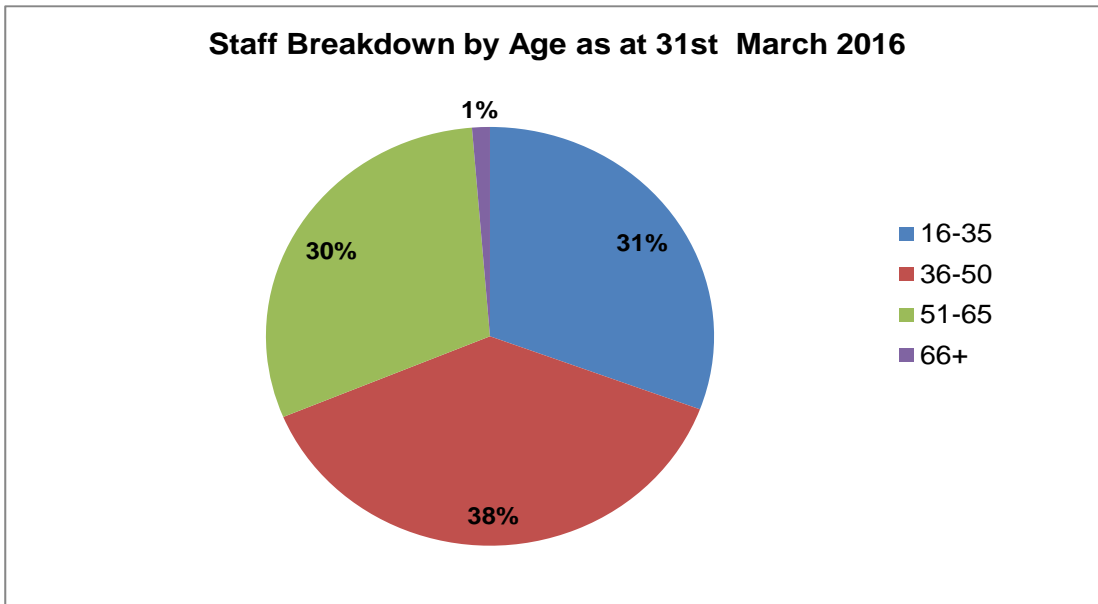
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
Disability	-	22	17	11	18	22	10	5	-	16	121
No Disability	19	547	280	214	670	509	206	101	5	381	2932
Not Declared	2	29	23	17	45	34	18	8	-	60	236
Undefined	21	436	240	231	483	491	349	162	9	210	2632
<b>Total</b>	<b>42</b>	<b>1034</b>	<b>560</b>	<b>473</b>	<b>1216</b>	<b>1056</b>	<b>583</b>	<b>276</b>	<b>14</b>	<b>667</b>	<b>5921</b>

As at 31 March 2016, there were 3 less staff who had declared a disability compared to the same time last year. The overall staff numbers had increased, so the percentage of staff declaring a disability remained the same at 2%.

## Age

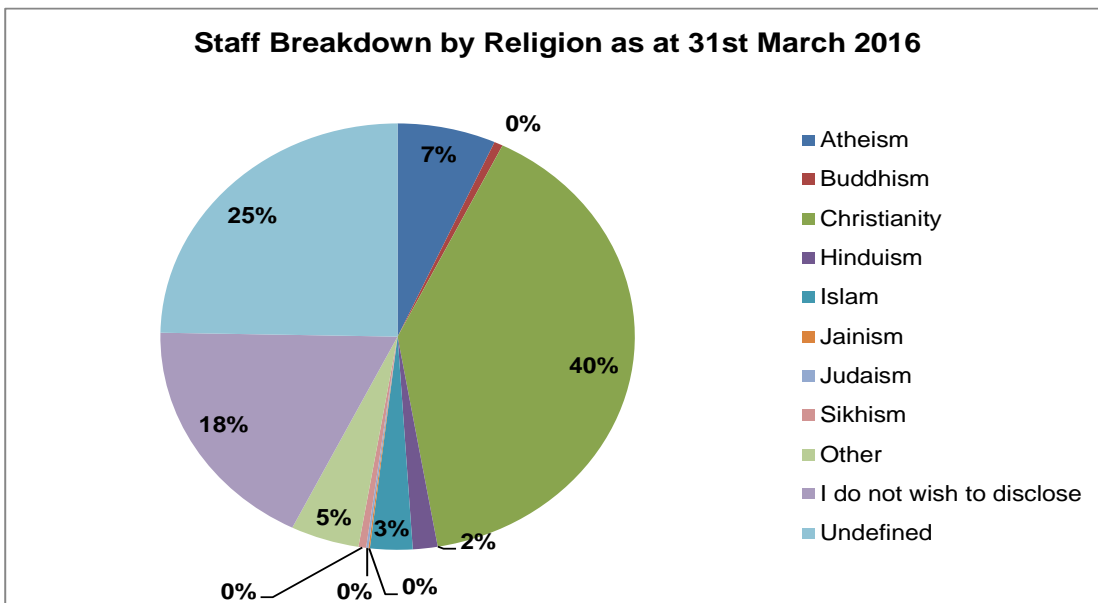
### Staff breakdown by age

This mirrors the results of the previous reports - 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 shows very little change from previous years.



## Sexual orientation

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 4% decrease in the undefined category, there is a 3% increase in the number declaring themselves to be heterosexual with an increase of 1% who did not wish to declare. We will consider how we can improve the levels of staff reporting their sexual orientation.

