

# 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 2017

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**

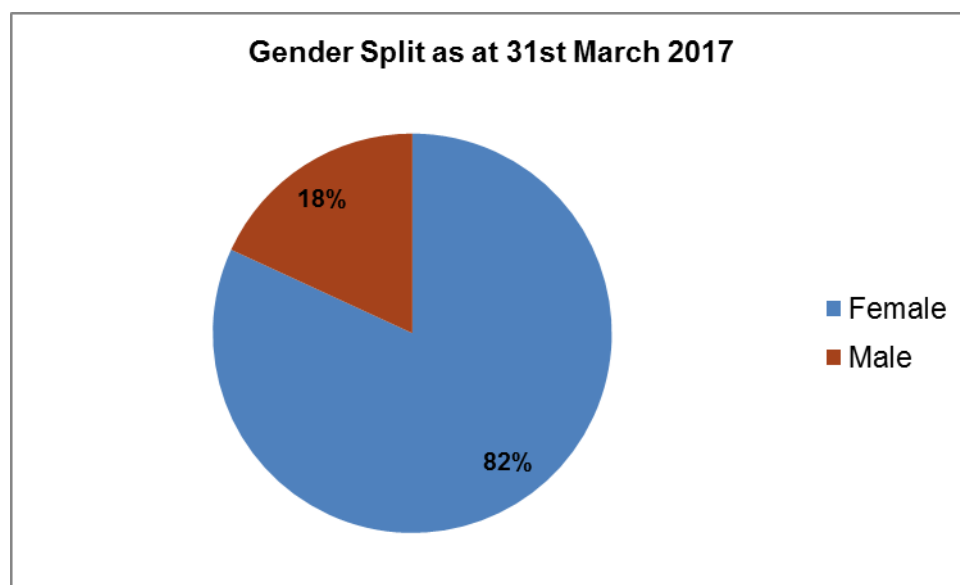
The information below shows our staff in post. The overall total number of staff as at 31 March 2017 was 5,995. The table below shows breakdown by staff groups.

**Workforce profile as at 31 March 2017**

Staff Group	Headcount
Add Prof Scientific & Technical	181
Admin & Clerical	1077
Allied Health Professionals	459
Healthcare Assistants	696
Healthcare Scientists	150
Managers	138
Medical	677
Nursing	2035
Support	582
<b>Total</b>	<b>5,995</b>

**Gender Split**

This chart represents 4,908 female staff and 1,087 male staff. The % split between male and female staff remained the same as last year.



## Staff Banding by Gender

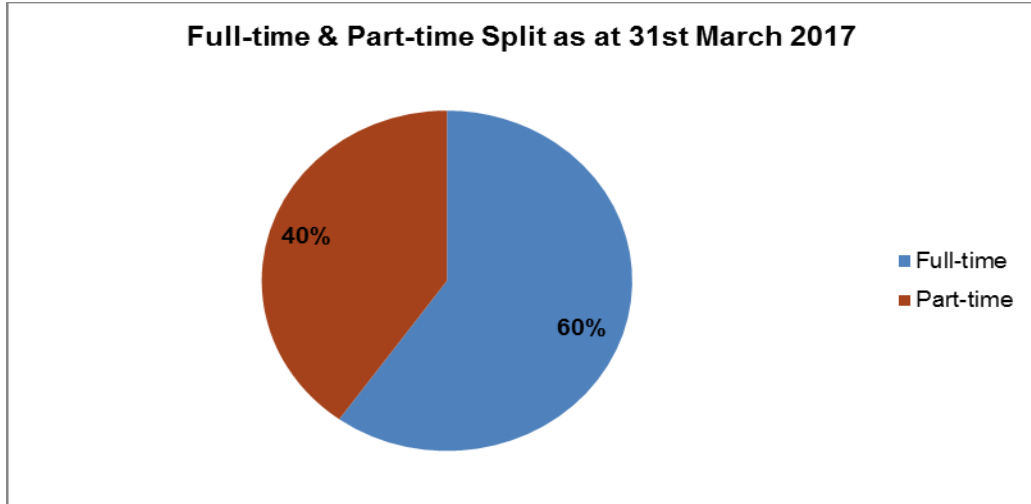
### Staff group by AfC banding and gender as at 31 March 2017

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	-	-	-	16	25	33	18	39	1	-	132
	Male	-	-	-	1	8	23	6	10	1	-	49
Admin & Clerical	Female	-	254	230	247	88	51	9	4	-	-	883
	Male	-	31	24	42	42	31	18	6	-	-	194
Allied Health Professionals	Female	-	-	-	-	62	177	134	45	-	-	418
	Male	-	-	-	-	6	21	8	6	-	-	41
Healthcare Assistants	Female	-	397	156	27	-	-	-	-	-	-	580
	Male	-	98	15	3	-	-	-	-	-	-	116
Healthcare Scientists	Female	-	-	-	-	35	40	28	10	-	-	113
	Male	-	-	1	-	8	9	10	8	1	-	37
Managers	Female	-	-	-	-	-	5	40	35	5	1	86
	Male	-	-	-	-	-	-	12	31	3	6	52
Medical	Female	-	-	-	-	-	-	-	-	-	339	339
	Male	-	-	-	-	-	-	-	-	-	338	338
Nursing	Female	-	3	33	8	800	646	303	72	-	2	1,867
	Male	-	-	19	3	97	29	13	7	-	0	168
Support	Female	18	176	98	149	7	4	-	-	-	38	490
	Male	25	33	20	9	1	-	-	-	-	4	92
	<b>Total Female</b>	<b>18</b>	<b>830</b>	<b>517</b>	<b>447</b>	<b>1,017</b>	<b>956</b>	<b>532</b>	<b>205</b>	<b>6</b>	<b>380</b>	<b>4,908</b>
	<b>Total Male</b>	<b>25</b>	<b>162</b>	<b>79</b>	<b>58</b>	<b>162</b>	<b>113</b>	<b>67</b>	<b>68</b>	<b>5</b>	<b>348</b>	<b>1,087</b>
	<b>Grand Total</b>	<b>43</b>	<b>992</b>	<b>596</b>	<b>505</b>	<b>1,179</b>	<b>1,069</b>	<b>599</b>	<b>273</b>	<b>11</b>	<b>728</b>	<b>5,995</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.

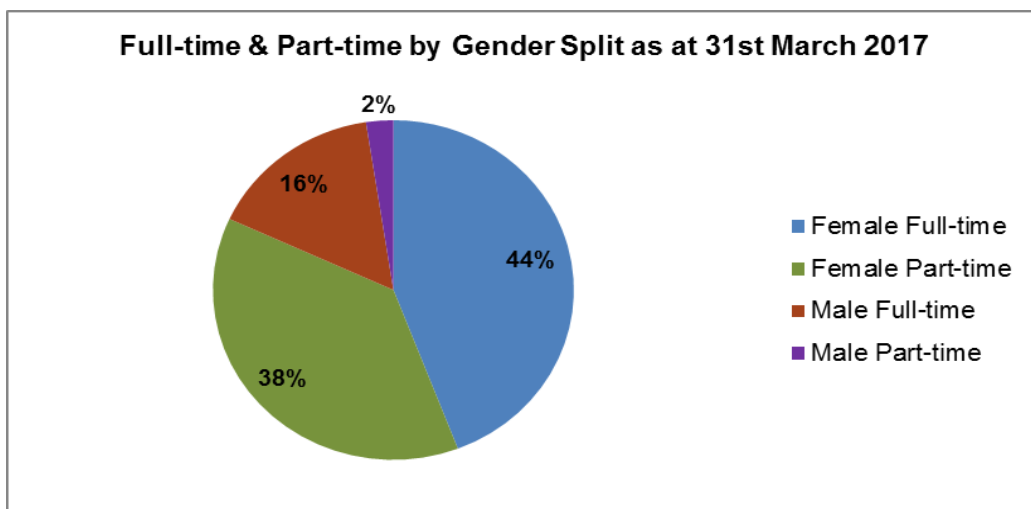
**Full-time and Part-time Staff**

2,405 members of staff work in part-time posts, 3,590 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 2017 split by part time/full time and gender**

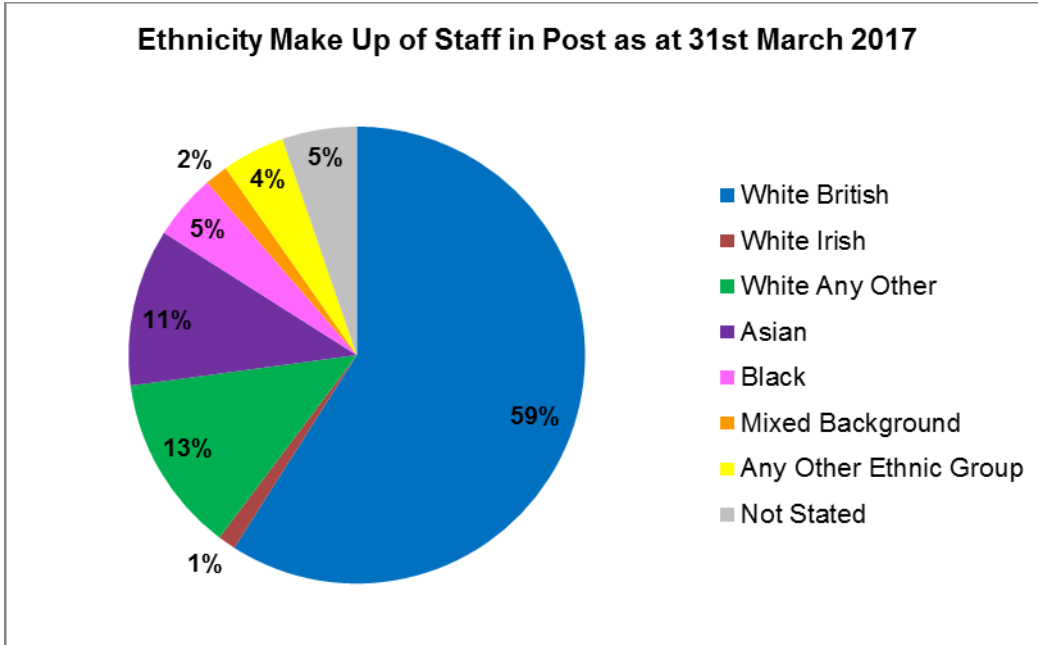
		Headcount
Female	Full-time	2649
	Part-time	2259
Male	Full-time	941
	Part-time	146
<b>Total Female</b>		<b>4908</b>
<b>Total Male</b>		<b>1087</b>



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 2016.

### Ethnicity make up of staff in post

The graph below shows the ethnicity make up of staff in post as at 31 March 2017. 22% of staff declares themselves to be of BME background; this is an increase of 1% compared with the data from 31 March 2016, with a 1% increase in Asian staff. 14% of the population of Buckinghamshire declares themselves as being of a BME background.



The proportion of staff not stating their ethnicity has reduced by 1% in comparison to data from 31 March 2016.

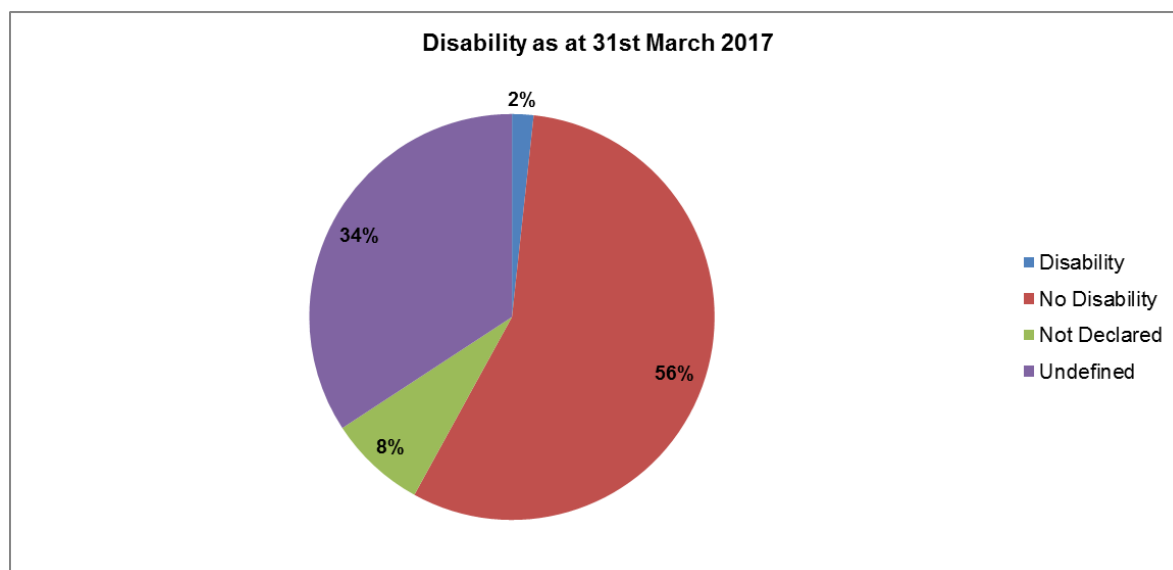
A breakdown of staff banding by ethnicity is shown overleaf.

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

## Staff banding by ethnicity as at 31 March 2017

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Total
White - British	27	549	397	364	565	714	434	193	8	287	<b>3538</b>
White - Irish	-	6	2	3	8	25	12	10	-	10	<b>76</b>
White - Any other White Background	3	121	99	60	209	109	56	24	1	72	<b>754</b>
Asian or Asian British - Bangladeshi	1	3	3	-	1	1	-	-	-	9	<b>18</b>
Asian or Asian British - Pakistani	3	45	15	11	23	19	8	6	-	37	<b>167</b>
Asian or Asian British - Any other Asian background	3	86	16	14	88	60	24	13	1	177	<b>482</b>
Black or Black British - African	1	20	3	6	54	30	9	2	-	20	<b>145</b>
Black or Black British - Caribbean	1	28	8	13	21	14	6	2	-	6	<b>99</b>
Black or Black British - Any other Black background	-	6	2	3	10	9	2	0	-	2	<b>34</b>
Mixed - White & Asian	-	5	-	1	2	1	1	-	-	7	<b>17</b>
Mixed - White & Black African	-	5	1	-	3	-	1	-	-	1	<b>11</b>
Mixed - White & Black Caribbean	-	11	4	1	4	2	-	-	-	2	<b>24</b>
Mixed - Any other mixed background	-	7	3	3	8	3	1	1	-	20	<b>46</b>
Chinese	-	4	1	1	7	7	5	6	-	20	<b>51</b>
Any Other Ethnic Group	-	48	12	7	75	32	10	4	-	28	<b>216</b>
Not Stated	4	48	30	18	101	43	30	12	1	30	<b>317</b>
<b>Total</b>	<b>43</b>	<b>992</b>	<b>596</b>	<b>505</b>	<b>1179</b>	<b>1069</b>	<b>599</b>	<b>273</b>	<b>11</b>	<b>728</b>	<b>5995</b>

## Disability



## Staff banding by disability as at 31 March 2017

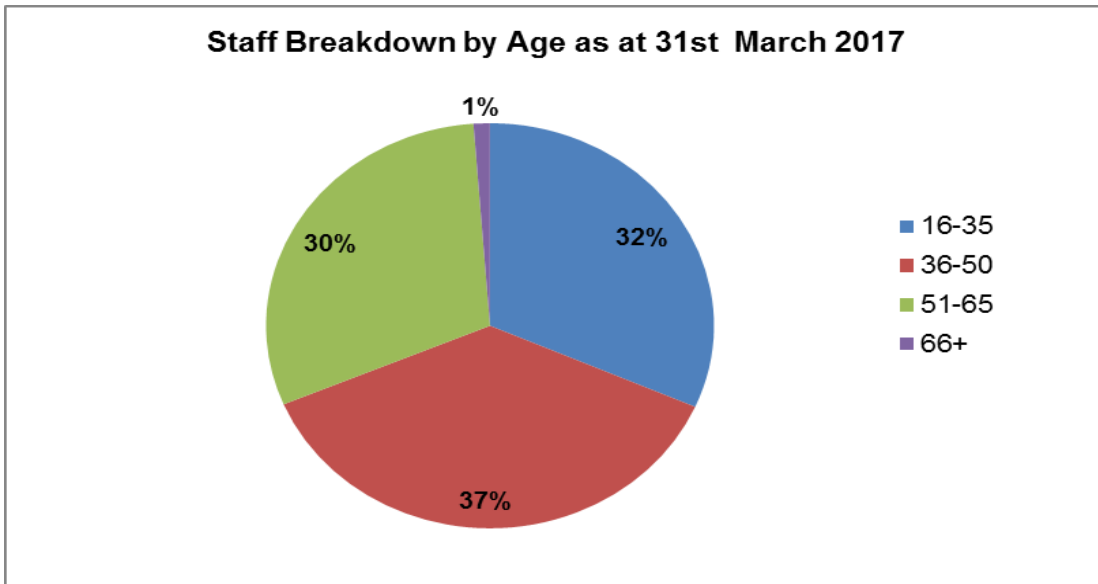
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AFC	Headcount
Disability	-	20	15	10	14	21	12	4	-	7	103
No Disability	23	575	361	283	694	600	253	119	6	460	3374
Not Declared	6	66	51	20	130	70	30	20	-	74	467
Undefined	14	331	169	192	341	378	304	130	5	187	2051
<b>Total</b>	<b>43</b>	<b>992</b>	<b>596</b>	<b>505</b>	<b>1179</b>	<b>1069</b>	<b>599</b>	<b>273</b>	<b>11</b>	<b>728</b>	<b>5995</b>

As at 31 March 2017, there were 18 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

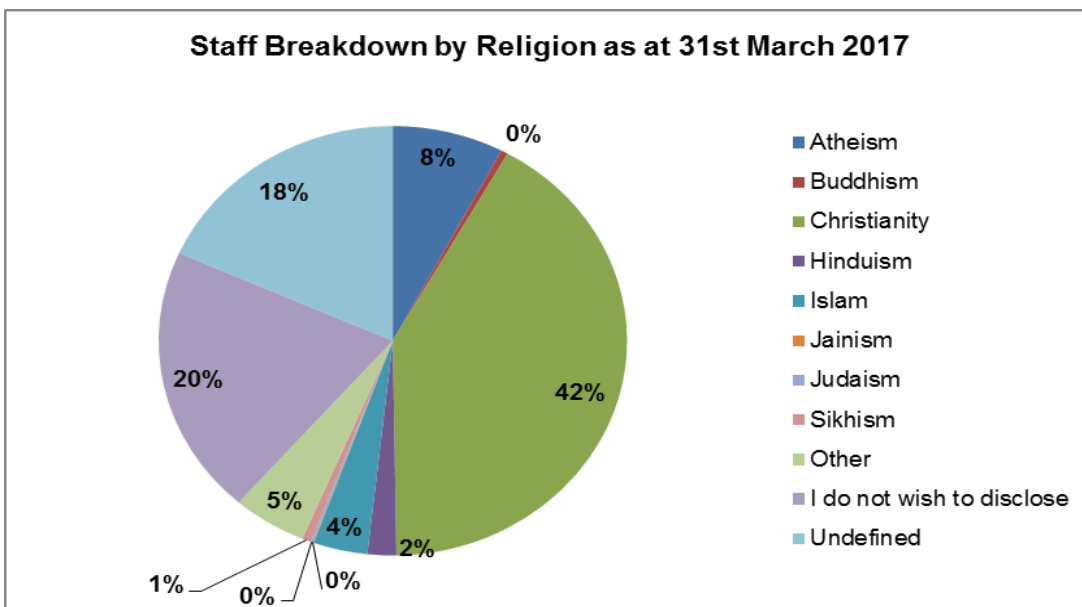
### Staff breakdown by age

This shows a very slight increase (1%) in the 16-35 year age range and a subsequent decrease (1%) in the 36-50 year age range. The other two age bands remain the same this year as previous years.



## Religion

### Staff breakdown by religion



Staff religion shows an increase of (1%) in Atheism, Islam, Sikhism, (2%) in Christianity and not wishing to declare and the most significant change is a decrease (7%) in the Undefined, showing an improvement in our capturing of this data compared to 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 7% increase in the undefined category, there is a 4% decrease in the number declaring themselves to be heterosexual with an increase of 2% who did not wish to declare. We will continue to improve the levels of staff reporting their sexual orientation.

