

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 March 2018

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

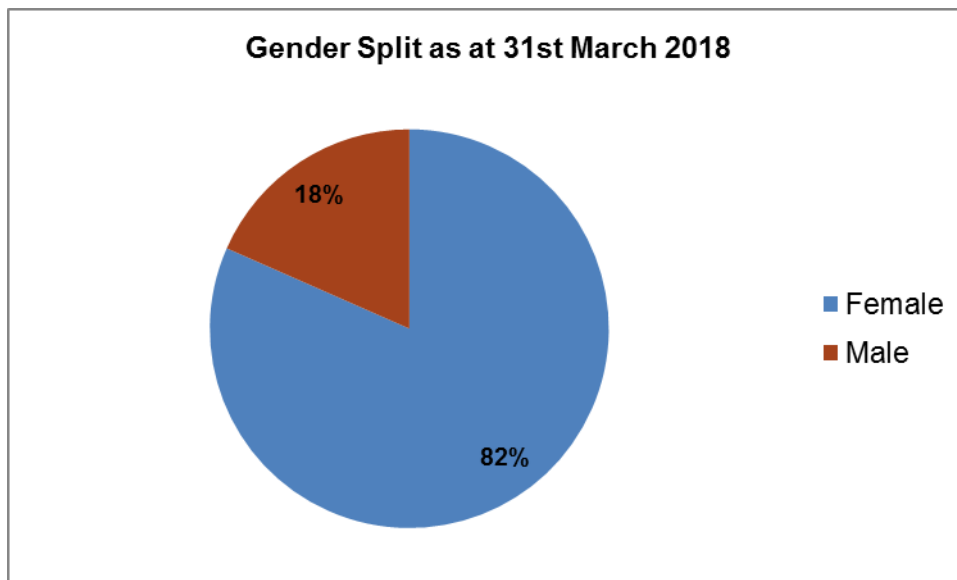
The information below shows our staff in post. The overall total number of staff as at 31 March 2018 was 6,105. The table below shows breakdown by staff groups.

Workforce profile as at 31 March 2018

Staff Group	Headcount
Add Prof Scientific & Technical	188
Admin & Clerical	1126
Allied Health Professionals	526
Healthcare Assistants	693
Healthcare Scientists	134
Managers	150
Medical	697
Nursing	1964
Support	627
Total	6,105

Gender Split

This chart represents 4,982 female staff and 1,123 male staff. The % split between male and female staff remained the same as last year.



Staff Banding by Gender

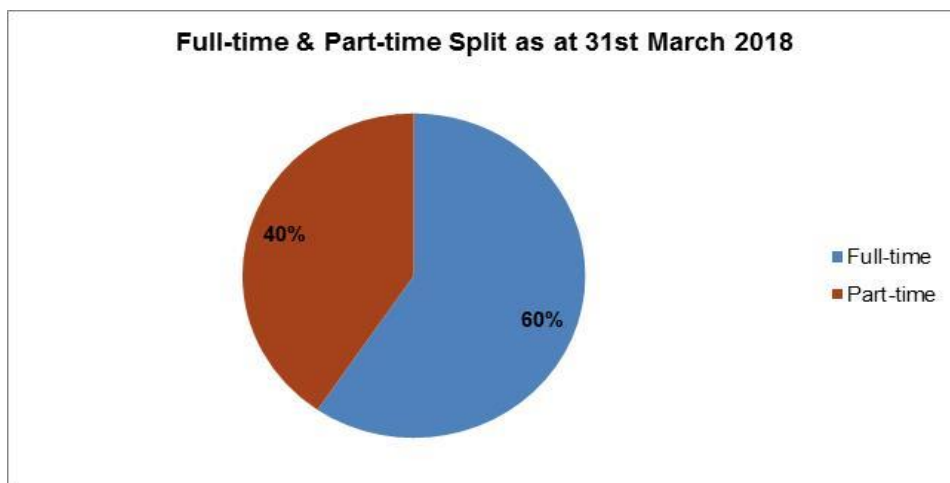
Staff group by AfC banding and gender as at 31 March 2018

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.

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	-	-	-	14	22	35	22	38	2	-	133
	Male	-	-	-	1	8	25	6	14	1	-	55
Admin & Clerical	Female	-	262	255	254	96	51	11	4	-	-	933
	Male	-	29	25	44	45	28	16	6	-	-	193
Allied Health Professionals	Female	-	-	-	-	70	208	152	51	-	-	481
	Male	-	-	-	-	9	21	9	6	-	-	45
Healthcare Assistants	Female	-	391	165	22	-	-	-	-	-	-	578
	Male	-	95	17	3	-	-	-	-	-	-	115
Healthcare Scientists	Female	-	-	-	-	24	35	29	9	-	-	97
	Male	-	-	-	-	10	12	7	7	1	-	37
Managers	Female	-	-	-	-	-	3	40	45	4	1	93
	Male	-	-	-	-	-	1	7	41	5	3	57
Medical	Female	-	-	-	-	-	-	-	-	-	330	330
	Male	-	-	-	-	-	-	-	-	-	367	367
Nursing	Female	-	4	25	13	742	637	308	82	-	1	1,812
	Male	-	-	13	8	79	31	15	6	-	-	152
Support	Female	17	186	95	172	5	5	-	-	-	45	525
	Male	20	36	25	16	-	-	-	-	-	5	102
	Total Female	17	843	540	475	959	974	562	229	6	377	4,982
	Total Male	20	160	80	72	151	118	60	80	7	375	1,123
	Grand Total	37	1,003	620	547	1,110	1,092	622	309	13	752	6,105
Note: AfC = Agenda for Change												

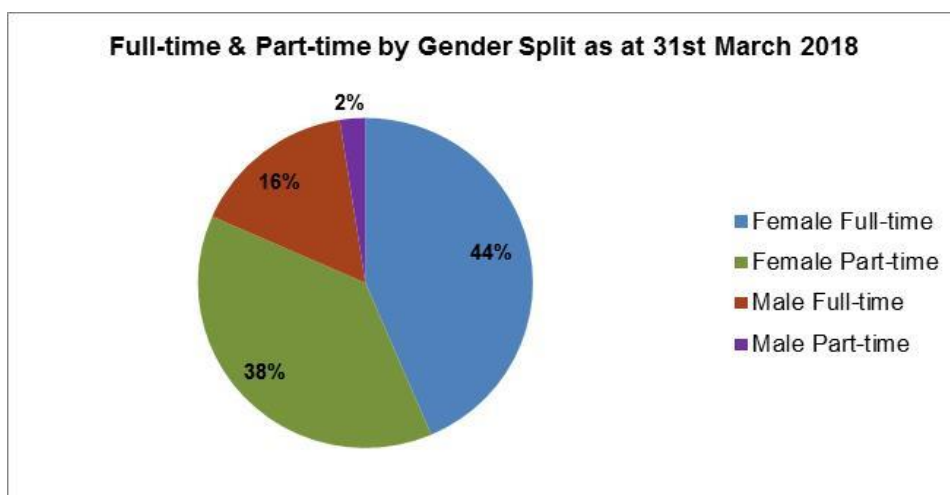
Full-time and Part-time Staff

2,472 members of staff work in part-time posts, 3,633 are in full-time posts, no change in part time staff in comparison to the same time last year.



Headcount as at 31 March 2018 split by part time/full time and gender

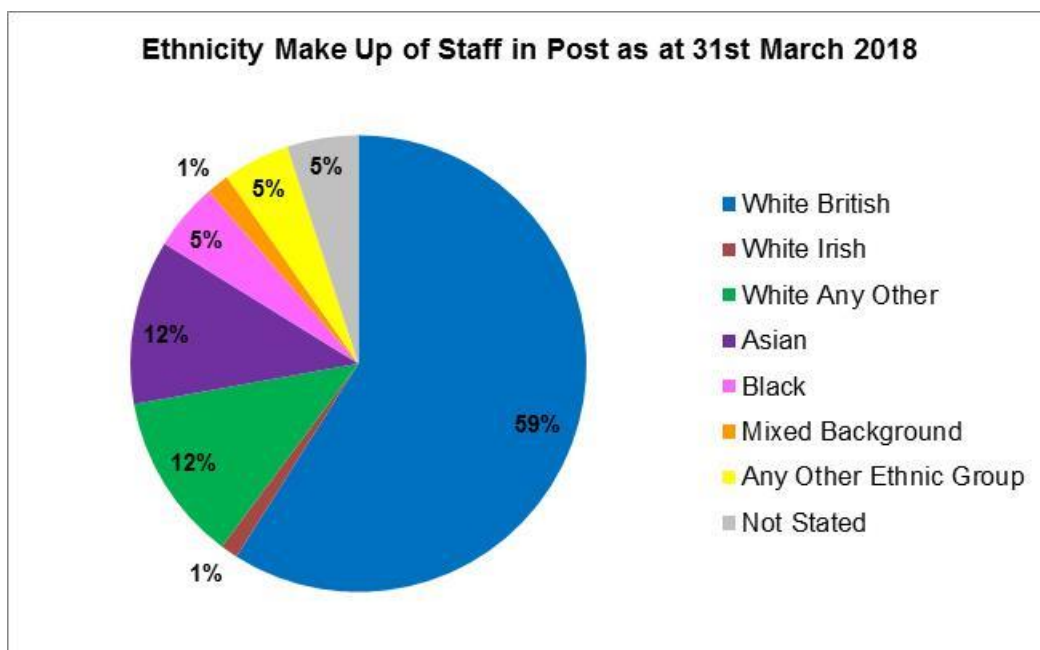
		Headcount
Female	Full-time	2660
	Part-time	2322
Male	Full-time	973
	Part-time	150
Total Female		4982
Total Male		1123



47% 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 2017.

Ethnicity make up of staff in post

The graph below shows the ethnicity make up of staff in post as at 31 March 2018. 23% of staff declares themselves to be of BME background; this is an increase of 1% compared with the data from 31 March 2017, with a 1% increase in Asian staff. 14% of the population of Buckinghamshire declares themselves as being of a BME background.



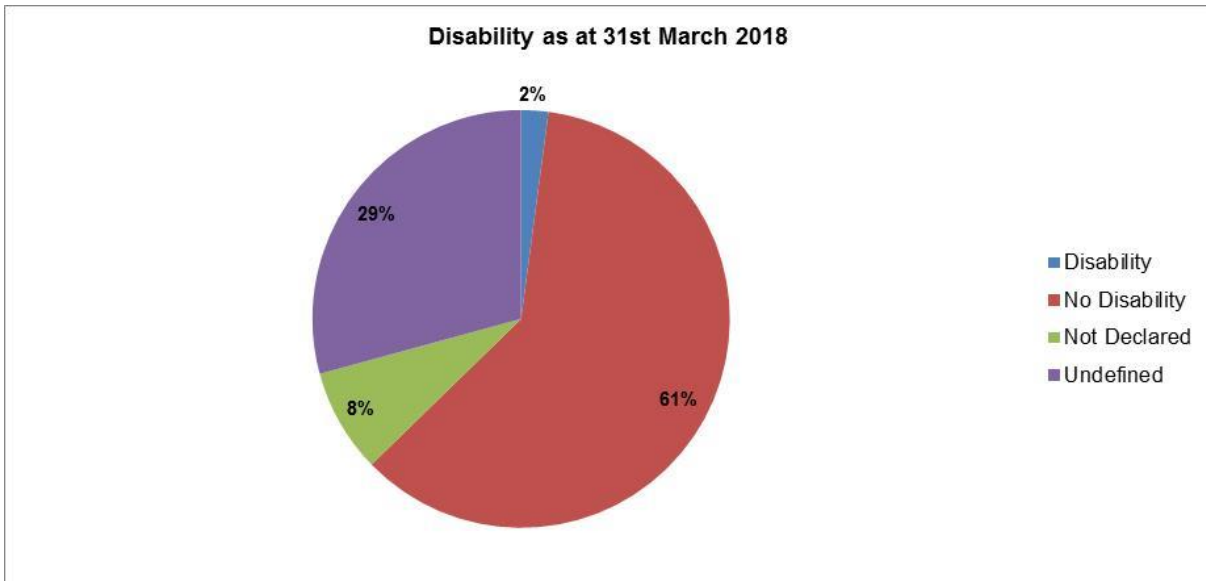
A breakdown of staff banding by ethnicity is shown overleaf.

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

Staff banding by ethnicity as at 31 March 2018

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Total
White - British	24	549	401	372	550	736	453	216	11	289	3601
White - Irish	-	6	6	4	7	26	10	9	-	7	75
White - Any other White Background	4	117	98	85	160	101	55	30	1	78	729
Asian or Asian British - Bangladeshi	1	4	2	1	2	1	1	-	-	10	22
Asian or Asian British - Pakistani	3	43	22	11	19	21	13	6	-	32	170
Asian or Asian British - Any other Asian background	1	85	28	20	89	63	24	21	1	188	520
Black or Black British - African	1	20	5	5	54	32	9	3	-	17	146
Black or Black British - Caribbean	1	27	11	12	26	14	5	2	-	5	103
Black or Black British - Any other Black background	-	11	1	2	10	9	5	0	-	5	43
Mixed - White & Asian	-	5	-	1	2	2	-	-	-	6	16
Mixed - White & Black African	-	7	2	-	1	1	1	-	-	-	12
Mixed - White & Black Caribbean	-	11	5	1	3	-	2	-	-	2	24
Mixed - Any other mixed background	-	9	2	1	8	5	2	3	-	17	47
Chinese	-	4	1	2	4	7	3	3	-	29	53
Any Other Ethnic Group	-	55	12	7	84	32	14	4	-	27	235
Not Stated	2	50	24	23	91	42	25	12	-	40	309
Total	37	1003	620	547	1110	1092	622	309	13	752	6105

Disability



Staff banding by disability as at 31 March 2018

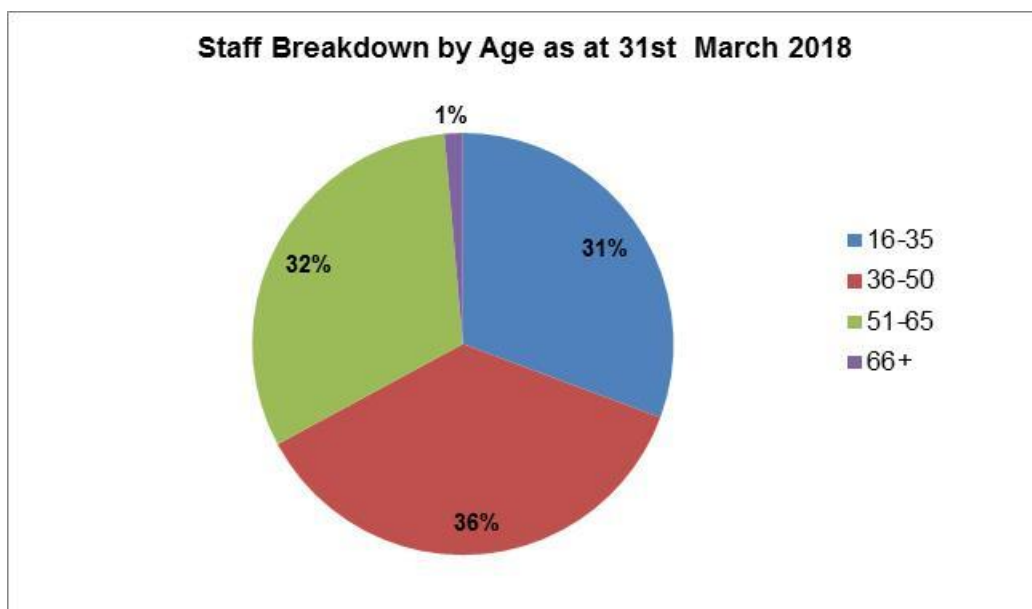
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
Disability	-	1	27	15	10	14	39	9	5	8	128
No Disability	20	617	395	344	684	666	305	160	9	501	3701
Not Declared	4	66	55	33	128	74	38	24	-	69	491
Undefined	12	293	155	160	284	313	270	120	4	174	1785
Total	36	977	632	552	1106	1067	652	313	18	752	6105

As at 31 March 2018, there were 25 more 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

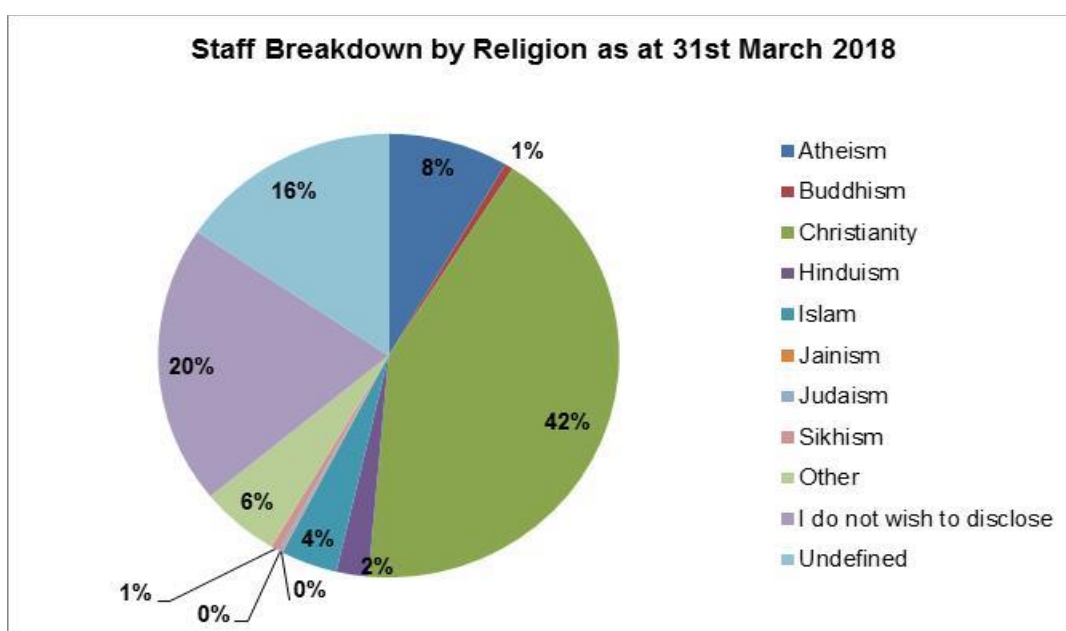
Staff breakdown by age

This shows a very slight decrease (1%) in the 16-35 year age range and a slight decrease (1%) in the 36-50 year age range, and subsequently a slight increase (2%) in year 51-65 year age range compared to the same time last year. The 66+ age band remains the same as previous years.



Religion

Staff breakdown by religion



Staff religion shows an increase of (1%) in Buddhism & Other and the most significant change is a decrease (2%) in the Undefined, showing an improvement in our capturing of this data.

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 2% decrease in the undefined category, there is a 3% increase in the number declaring themselves to be heterosexual and no change to who did not wish to declare. We will continue to work to improve the levels of staff reporting their sexual orientation.

