

Meeting the general equality duty

Title: Volunteers

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?

Buckinghamshire Healthcare NHS Trust is committed to equal opportunities and diversity. This commitment extends to our volunteers and we welcome everyone from our community as a volunteer.

The volunteering registration procedure is open to all protected characteristics. Each volunteer completes an application form and undertakes the registration process regardless of skills and experience they bring. Volunteers are encouraged to provide details of any special needs, disabilities or health issues to ensure we are meeting their needs.

Each volunteering opportunity is different and as new opportunities arise, equalities are addressed through the registration and induction processes to ensure needs are met as far as is possible. Each new volunteer has an introductory meeting with the voluntary services team to ensure that the tasks are understood and that they are suitable to all parties. Some adjustments can be made for disabilities according to the resources available.

Young people from the age of 17 years of age can access a supervised work shadow scheme where they will observe someone in their role to understand how they do their job and what it involves. The scheme has enabled students to access medical placements at University.

Any other comments/actions

The Trust value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our volunteers bring to the organisation. Our volunteers are seen as a valuable resource which staff and patients greatly appreciate. The Trust sees volunteering as a possible gateway to employment for those interested. For those who share a protected characteristic this can be of benefit to future participation in public life.

We are working towards ensuring that volunteers are fully representative of the communities the Trust serves. The Trust has 463 volunteers registered providing a valuable contribution across its hospital and community services, this is an increase of 113 volunteers from the same time last year. Many of these volunteers provide support patient-facing roles such as ward support, 'befrienders' on wards or 'meeters and greeters' on receptions. Other volunteers outside these roles perform administrative tasks to support staff or assist with work that helps to improve the patients' environment.

There is a broad range of volunteering roles across the Trust and individuals can select roles that are in their own time, and of their own choice. Generally there are sufficient roles that suit a wide range of abilities and some suit those with a physical or learning disability. People volunteer for many reasons, some have conditions which may preclude them from working in paid employment or have just retired and wish to keep actively involved and others are seeking to build confidence back in the workplace post having a family or having been out of work for a while or due to illness.

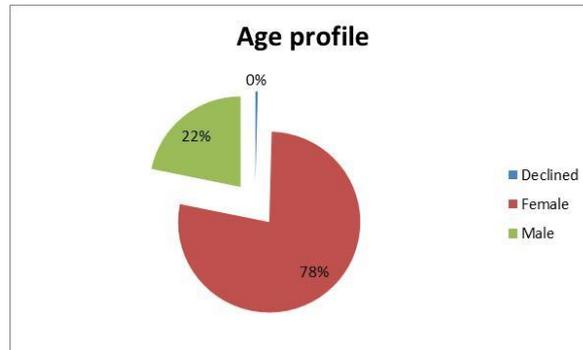
The information collected below is part of regular monitoring of volunteer activity. The data is collected via an Equal Opportunities monitoring form which is given to volunteers during the application process. All volunteer data is kept on a secure database system.

Voluntary Services

Total number of volunteers as at 31 March 2018 = 463

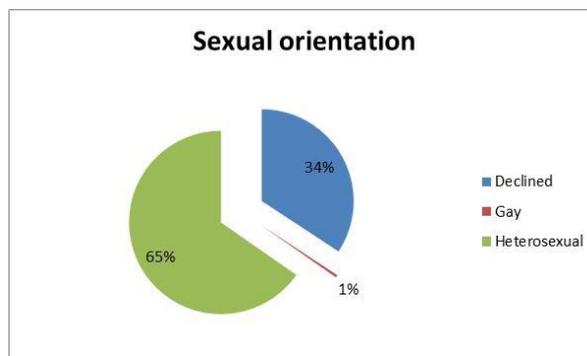
Active & Occasional Volunteers by Gender

The data collected on gender shows that 78%, 360 of volunteers are female and 22%, 101 are male. These numbers demonstrate a similar pattern to 2016-17 which showed 21% male, 79% female.



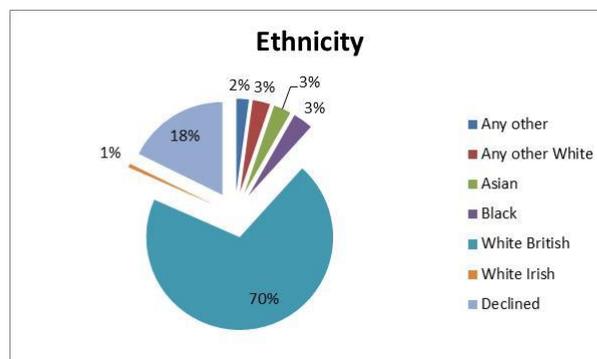
Active and Occasional Volunteers by Sexual Orientation

The data on sexual orientation demonstrates 34% do not wish to disclose their sexual orientation. Heterosexual is the largest category on 65% an increase from 57% in 2016-17.



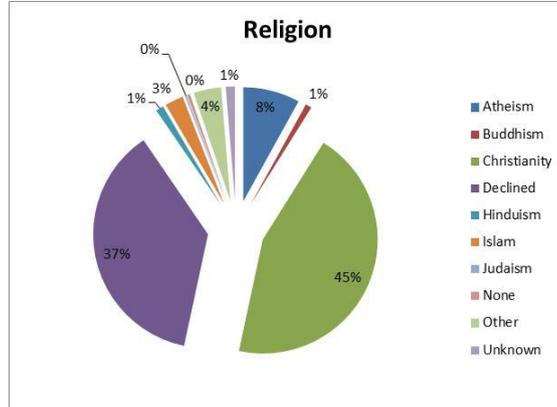
Active & Occasional Volunteers by Ethnicity

The data on volunteers by ethnicity shows that the majority of our volunteers are white British at 70%, this data has remained consistent with 2016-17. It should be noted that 18% of volunteers declined to complete this section, and 8.5% are BME which is a 0.5% increase on F/Y 2016-17.



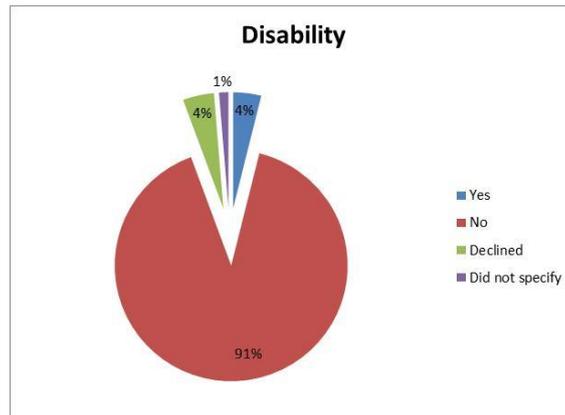
Active & Occasional Volunteers by Religion and Belief

The data for 2017-18 shows 45% of volunteers indicate Christianity as their religion; which is the same result as 2016-17 but when compared to the 2011 UK census is 14% lower than national proportion. 37% of volunteers declined to comment and 8% selected atheism.



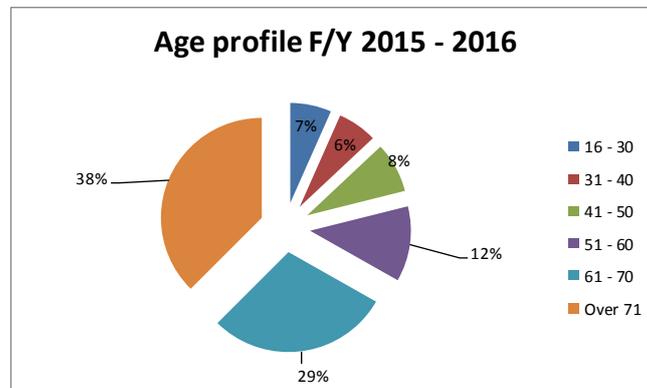
Volunteers with a Disability

The data on disability shows that 4% of volunteers have a disability which remains the same total as the previous F/Y. 91% stated they do not have a disability.



Age Profile of Volunteers

The majority of our volunteers are over 61 years of age as shown by the data at 67%. 31% are in the 16 to 60 age range, and the largest representation of volunteers is the over 71 age group with 148 volunteers.



Geographic Distribution of Volunteers

The geographic distribution of volunteers reflects the number of services at the Trust's sites. The proportion of volunteers has grown at Stoke Mandeville from 2016-17 from 40% to 47% which is a result of projects such as Horatio's Garden.

When comparing 2016-17 to 2017-18 we have also seen a reduction of 12% of volunteers supporting the community services, from 28% to 16%.

