

Meeting the general equality duty

Workforce: 2018-19

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 2019

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.

A key part of the Trust's work over the last few years has been to address equality and diversity issues identified through the staff survey and through our participation in the Workforce Race Equality Standard (WRES). As a result, we have supported the creation of a number of staff networks. A Black, Asian and Minority Ethnic (BAME) staff network was started in October 2018 and now has over 100 members. Other networks which starting are a disability network, LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer) network and a spirituality network.

Trust workforce profile as at 31 March 2019

The total number of staff as at 31 March 2019 was 6,087. The table below shows breakdown by staff groups.

Staff Group	Headcount
Add Prof Scientific & Technical	206
Admin & Clerical	1100
Allied Health Professionals	535
Healthcare Assistants	662
Healthcare Scientists	140
Managers	164
Medical	681
Nursing	1861
Support	738
Total	6,087

Full-time and part-time work

3651 (60%) of staff work full time. 2435 staff (40%) work part-time. There was no change in this split from 2018.

46% of female staff and 14% of male staff work part time. There were no significant changes from 2018.

		Headcount
Female	Full-time	2656
	Part-time	2276
	Total	4932
Male	Full-time	995
	Part-time	160
	Total	1155

Staff group by agenda for change/ non-agenda for change and gender

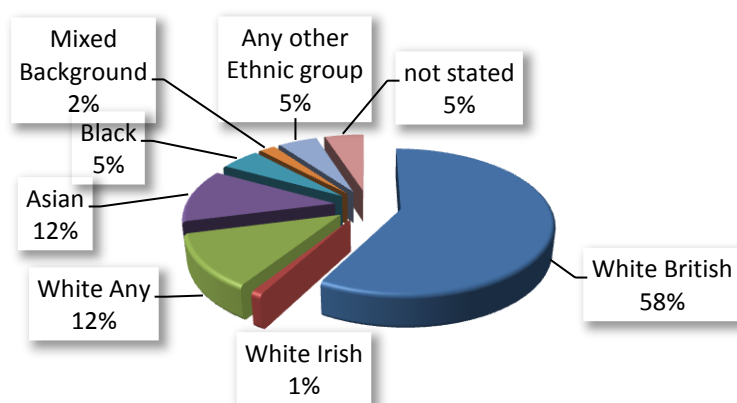
Staff Group	Gender	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Total Headcount
Add Prof Scientific & Technical	Female	-	-	-	15	25	42	20	43	2	-	147
	Male	-	-	-	2	7	28	8	13	1	-	59
Admin & Clerical	Female	-	259	231	256	95	58	13	4	-	1	917
	Male	-	35	28	37	34	30	10	7	-	2	183
Allied Health Professionals	Female	-	-	-	-	61	208	162	51	-	-	482
	Male	-	-	-	-	12	24	9	6	-	2	53
Healthcare Assistants	Female	-	363	166	19	-	-	-	-	-	-	548
	Male	-	93	19	2	-	-	-	-	-	-	114
Healthcare Scientists	Female	-	-	-	-	27	30	34	9	-	-	100
	Male	-	-	-	-	14	11	6	8	1	-	40
Managers	Female	-	-	-	-	-	6	38	46	6	4	100
	Male	-	-	-	-	-	1	10	45	5	3	64
Medical	Female	-	-	-	-	-	-	-	-	-	310	310
	Male	-	-	-	-	-	-	-	-	-	371	371
Nursing	Female	-	-	-	-	650	660	325	82	-	6	1,723
	Male	-	-	-	-	77	36	21	4	-	-	138
Support	Female	1	189	120	242	7	5	-	-	-	41	605
	Male	17	47	29	33	3	-	-	-	-	4	133
	Total Female	1	811	517	532	865	1,009	592	235	8	362	4,932
	Total Male	17	175	76	74	147	130	64	83	7	382	1,155
	Grand Total	18	986	593	606	1,012	1,139	656	318	15	744	6,087

Note: AfC = Agenda for Change

Ethnicity of staff

4360 staff (71%) of staff identified as white; of these 58% of staff declared themselves as 'White British'

24% of staff identified as Black, Asian or Minority Ethnic (BAME); this is an increase of 1% from 2018 in staff identifying themselves as of mixed background from 2018. Nationally, 19% of NHS staff identify as BAME.

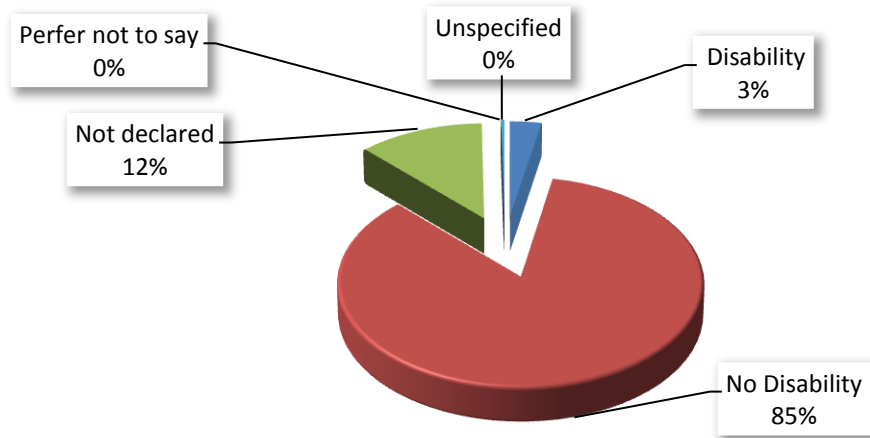


Staff banding by ethnicity as at 31 March 2019

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Total
White - British	13	547	391	373	492	741	475	207	13	296	3548
White - Irish	1	6	6	4	9	23	9	10	-	12	80
White - Any other White Background	1	118	72	114	138	108	64	30	-	87	732
Asian or Asian British - Bangladeshi	-	4	2	1	1	2	1	-	-	8	19
Asian or Asian British - Pakistani	2	39	25	11	23	22	11	10	-	43	186
Asian or Asian British - Any other Asian background	-	84	20	35	88	78	27	27	2	164	525
Black or Black British - African	1	17	10	7	56	33	12	3	-	24	163
Black or Black British - Caribbean	-	24	11	11	26	12	7	2	-	3	96
Black or Black British - Any other Black background	-	10	4	3	16	11	5	-	-	1	50
Mixed - White & Asian	-	3	2	1	2	3	-	1	-	5	17
Mixed - White & Black African	-	7	3	-	4	1	-	-	-	1	16
Mixed - White & Black Caribbean	-	10	5	1	3	2	1	-	-	2	24
Mixed - Any other mixed background	-	5	4	1	3	5	2	5	-	13	38
Chinese	-	2	3	1	5	5	2	4	-	20	42
Any Other Ethnic Group	-	68	11	12	82	47	19	5	-	30	274
Not Stated	-	42	24	31	64	46	21	14	-	35	277
Total	18	986	593	606	1012	1139	656	318	15	744	6087

Disability

3% of staff declared disability, a 1% (34 staff) increase from 2018. (12% of staff chose not to declare of any disability).

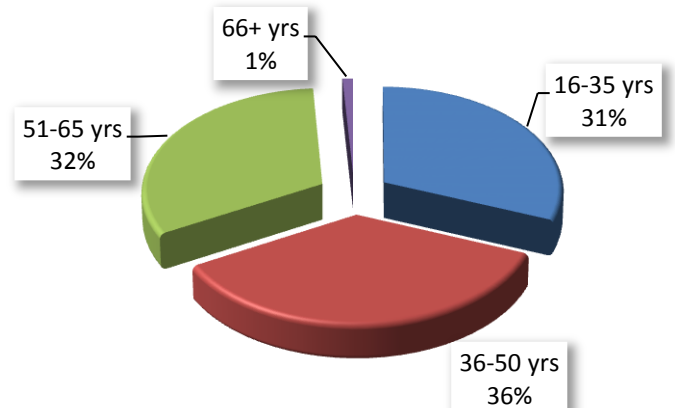


Staff banding by disability as at 31 March 2019

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Non-AfC	Headcount
Disability	1	29	22	14	21	42	14	6	-	13	162
No Disability	16	842	501	504	871	996	584	275	14	584	5187
Not Declared	1	113	70	88	119	101	58	37	1	133	721
Prefer Not to Answer	-	-	-	-	-	-	-	-	-	1	1
Unspecified	-	2	-	-	1	-	-	-	-	13	16
Total	18	986	593	606	1012	1139	656	318	15	744	6087

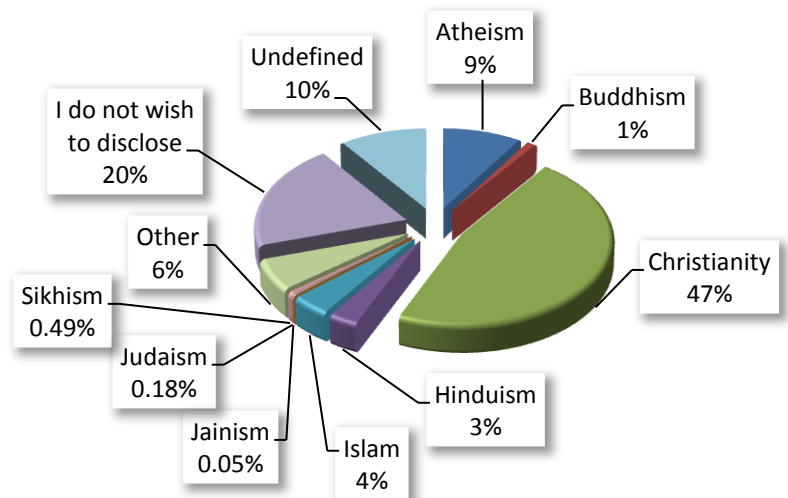
Staff breakdown by age

The data shows, that like most organisations in the NHS, we have an older workforce. A particular risk is that many clinical staff can retire at 55.



Religion

There have been some changes since 2018. In particular, in 2019, 47% of staff identified as Christian, a 5% increase from 2018. There was also a 6% increase of staff with undefined religious beliefs bringing the total to 10%.



Sexual orientation

There has been an increase in the number of staff declaring their sexual orientation; nevertheless 17% of staff chose not to state their sexual orientation.

We aim to improve the levels of staff reporting their sexual orientation.

