

Equality Diversity and Inclusion Implementation Committee

November 2021

Equality and Diversity Monitoring Report 1 April 2021 to 30 September 2021

Report Prepared By:	Tina Daniels	
Contact Details:	57375	
Date of Report:	November 2021	
Purpose of Report:		
To provide a bi-annual update on staff relating to the protected characteristics covered by the Equality Act 2010		
1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>	3 <input type="checkbox"/>
For information	For Discussion	For Approval
Recommendations:		
Continue monitoring on a six-monthly basis to identify any ongoing trends Review of HR Procedures sections Investigate ways to collect information on HR procedures/recruitment/training in relation some PC's to improve data Continue with quarterly communication to all staff to complete their personal information on ESR		
Sensitivity Level:		
1 <input type="checkbox"/>	2 <input checked="" type="checkbox"/>	3 <input type="checkbox"/>
Not sensitive: For immediate publication	Sensitive in part: Consider redaction prior to release	Wholly sensitive: Consider applicable exemption

Purpose of paper

To provide a bi-annual update on staff relating to the protected characteristics covered by the Equality Act 2010.

Background

The Committee will be aware that this report is produced to regularly monitor data in relation to our workforce, based on an analysis against the nine protected characteristics. This is the first report for the financial year 1st April 2021 to 31st March 2022 and covers the period 1st April 2021 to 30th September 2021.

Current position

The data has changed little over the reporting year with figures continuing to be representative of the community the Trust serves.

Key issues

The main issue is to improve the data that is collected whilst reassuring staff that the information they disclose will be kept confidential, and anonymous, and not used for any other purpose than for monitoring. The figures on HR procedures show there has been quite an increase in some areas which could be because of double reporting as staff will have multiple characteristics.

Nationally NHS staff are reticent of declaring if they have a particular protected characteristic for fear this would impact on their employment and career progression. For example, 3% of staff on ESR declare they have a disability compared to 18% on the staff survey (NHSE). This is reflected in the low level of Trust data for some of the characteristics.

Actions

1. Continue monitoring the protected characteristics of our staff alongside the local demographics to enable the Trust to respond to any changes.
2. Send out a confidential survey to try and identify any problems to disclosure of information and reassure staff that the data collected on the protected characteristics is strictly confidential.
3. Improve the recording of data on Pregnancy and Maternity on IT systems to include HR procedures, recruitment, and training.
4. Review the ongoing HR cases to identify sudden increase across several characteristics.

Recommendations

Continue monitoring on a six-monthly basis to identify any ongoing trends.

Workforce Monitoring Report 1 April 2021 – 30 September 2021

Background

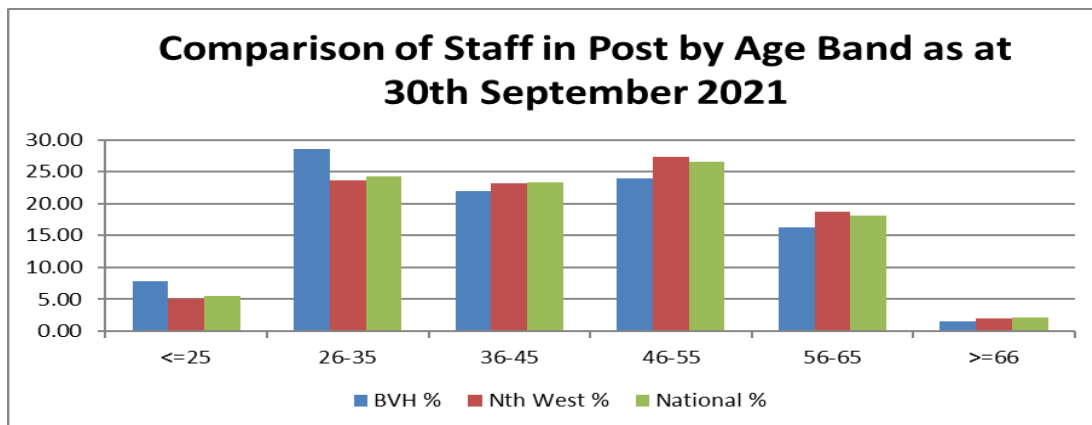
Equality and Diversity (E&D) is an important part of the Trust’s overall work to improve service provision and employment environments. This report looks at the Trust’s employment activities for April 2021 to September 2021 by protected characteristics, which are: Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race/Ethnic Origin, Religion or Belief, Gender, and Sexual Orientation. Each of the characteristics is addressed below in the following format:

- Trust overall data March 2021 is compared to that for the NW NHS and for England NHS where available - (data obtained Health and Social Care Information Centre March 2021).

NB the Trust data has been reconfigured to reflect the categories in the comparative data, except on the Staff in Post Age Band table.

Data is limited on several protected characteristics. Communications are sent periodically throughout the year and sent to all staff encouraging them to update information held on ESR by using the self-service facility where possible. The Trust is hoping this will improve data for future reports. For the purposes of this report, the staff in post headcount includes all staff directly employed by the Trust.

1. AGE



	<u><=25</u>	<u>26-35</u>	<u>36-45</u>	<u>46-55</u>	<u>56-65</u>	<u>>=66</u>
BVH %	7.85	28.56	21.90	23.94	16.21	1.53
Nth West %	5.14	23.86	23.38	25.39	19.69	2.54
National %	5.33	25.08	23.54	25.25	18.40	2.41
Comparator data is from NHSI who use slightly different age bands as below.						
	% Under 25	% 25 to 34	% 35 to 44	% 45 to 54	% 55 to 64	% 65 and Over

In line with national data, the average age of Trust employees remains relatively similar to the previous report with very little movement in the figures across the table. The above table shows the Trust continues to have an above average number of staff employed under the age of 25 (7.85%), 26-35 (28.56%), compared to the national average (5.33% and 25.08% respectively), and a slight increase in the 46-55 age range to 25.25%.

The Trust continues to look at how best to support staff to work longer and until they are older, as part of the NHS Employers project 'Working Longer'.

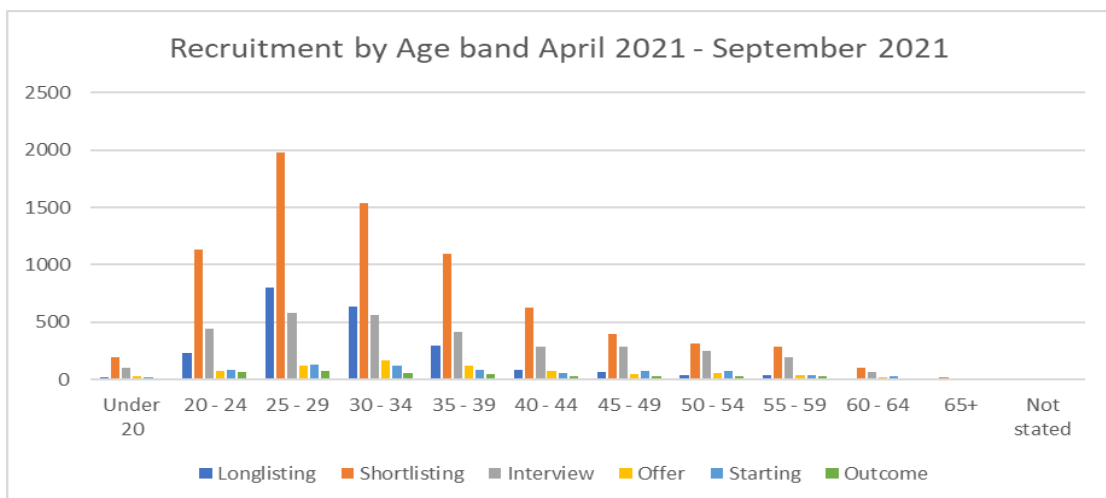
The Trust will continue to take steps to identify new ways or promote existing methods of encouraging people to consider a career within the Trust.

Age and HR Procedures

Age Band	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Policy
<=25	3	0	0	2	5.55	15.63
26-35	4	0	0	1	24.27	15.63
36-45	9	0	1	0	23.40	31.25
46-55	4	1	1	0	26.59	18.75
56-65	2	1	1	1	18.06	15.63
>=66	1	0	0	0	2.13	3.13

The above data suggests a change in the number of HR cases across most age groups. However, despite a decrease in cases from 20 to 15 for the 46-55 (15) age group, the 36-45 age group saw an increase from 8 to 10 and has the highest number of HR cases recorded. In contrast the number of grievances is 2 across all age groups. Overall, there has been a decrease in the number of cases from 34 to since the last report. Given the Trust has a workforce of over 7600 staff the overall figure remains relatively low.

Age and Recruitment

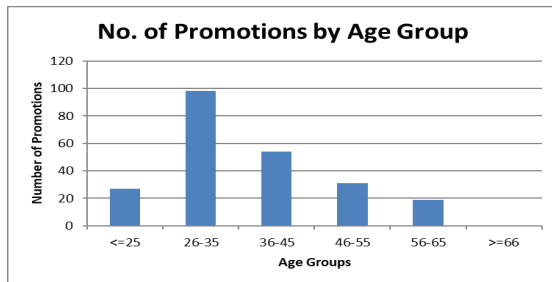


There has been an increase in recruitment activity across all age groups over the past 6 months. The age group 20-29 has seen the highest recorded number of new

starters at 140. With the age groups 30-39 and 40-49 showing the next highest number of starters with 134 and 77 respectively. It is pertinent to continue to monitor recruitment levels to ensure the Trust sustains the right level so staffing across all age groups and departments. It must be noted that the Trust had been operating a vacancy control process for all non-clinical vacancies.

Age	Longlistin	Shortlistin	Interview	Offer	Starting	Outcome
Under 20	24	191	101	25	23	12
20 - 24	234	1129	445	75	89	64
25 - 29	806	1983	585	125	127	77
30 - 34	635	1539	562	168	119	58
35 - 39	296	1095	412	123	86	47
40 - 44	89	625	288	71	56	27
45 - 49	69	397	289	52	71	26
50 - 54	35	313	254	59	77	32
55 - 59	34	285	193	37	42	32
60 - 64	9	105	69	18	25	12
65+	2	22	12	11	10	3
Not stated	0	0	1	0	0	0

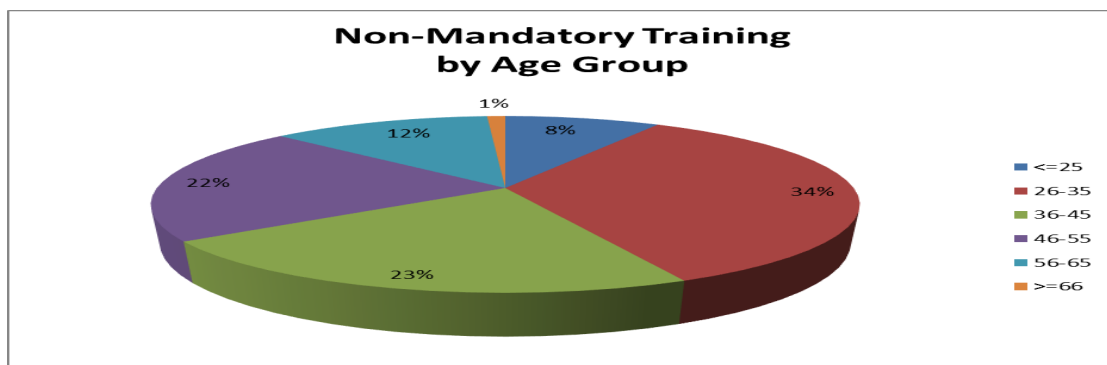
Age and Promotion



Age band	Promotions	Staff in Post
<=25	11.79%	7.85%
26-35	42.79%	28.56%
36-45	23.58%	21.90%
46-55	13.54%	23.94%
56-65	8.30%	16.21%
>=66	0.00%	1.53%

The percentages of promotions per age group have remained broadly similar to the previous report with slight increases for half of the age groups (<=25; 26-35; 56-65). The 26-35 age group has the highest percentage of promotions. Data continues to show large variances for the percentages of staff promotions at both ends of the age spectrum. For the 56-65 age group some staff may be close to retiring and for the over 65s there might be fewer opportunities for promotion, or staff do not wish to seek promotion.

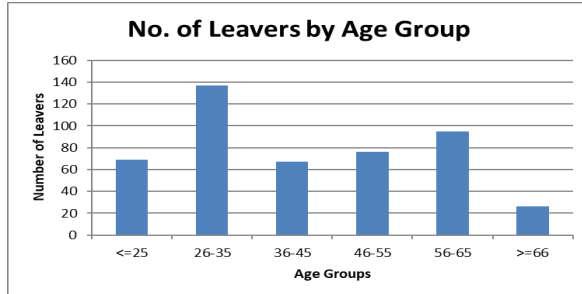
Age and Training



The data shows age groups 25-26, 36-45 and 46-55 has the largest number of staff accessing non-mandatory training. Further investigation may highlight any requirement to promote training opportunities for staff in the remaining ages groups,

particularly for those aged under 25 and 56 and over, or identify barriers to accessing training, and bearing in mind individual choices.

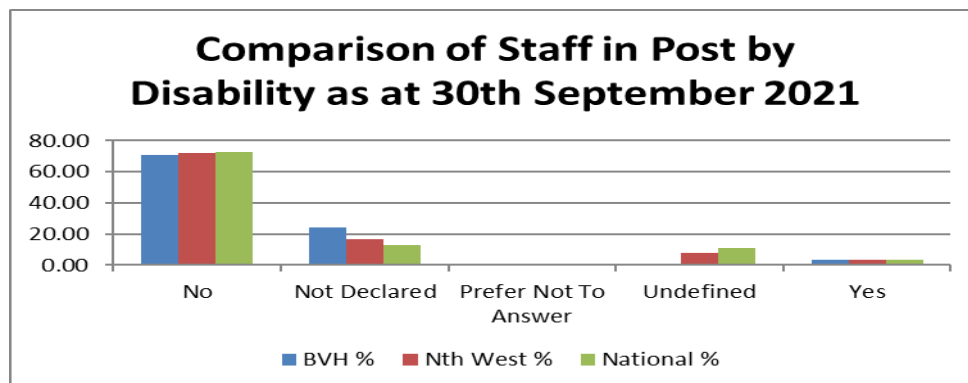
Leavers



Age band	Leavers	Staff in Post
<=25	14.68%	7.85%
26-35	29.15%	28.56%
36-45	14.26%	21.90%
46-55	16.17%	23.94%
56-65	20.21%	16.21%
>=66	5.53%	1.53%

The table above identifies the age group 26-35 as having the highest number of leavers which is up by 12.81% from the last report. The 56-65 age group shows the second largest number of leavers at 20.21% despite a reduction of 12.40% since the last report. The latter group could include staff who have taken retirement. To clarify this information exit interviews could play a part in providing further details.

2. DISABILITY



	No	Not Declared	Prefer Not To Answer	Undefined	Yes
BVH %	70.97	23.98	0.92	0.88	3.25
Nth West %	77.28	12.75	0.00	5.95	4.08
National %	76.10	11.09	0.00	8.80	4.09

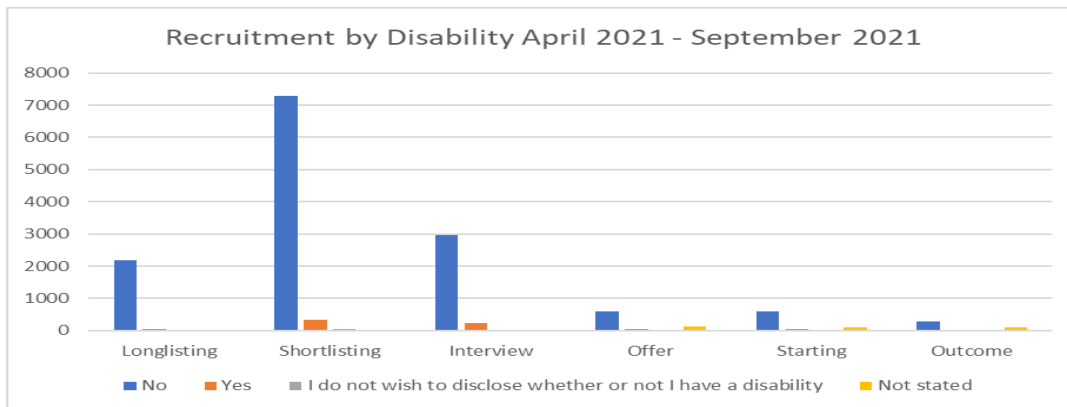
The percentage of staff who disclosed a disability or long-term health condition has increased slightly from 3.05% in the last report, to 3.25%. The 'not declared' figure remains around double the national figure at 23.98%. Further investigation might help identify the reasons for non-disclosure and assist the Trust to improve the quality of data held. The total of 1.80% for 'prefer not to answer' and 'undefined' would have little impact on the 'not declared' figure. The Trust continues to send communications periodically to all staff requesting they use the ESR self-service facility to update their information on protected characteristics. Staff are also asked to check that their personal details are correct when completing their annual appraisal.

Disability and HR Procedures

Disability	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Yes	1	0	0	0	3.25	3.13
No	16	2	2	4	70.97	75.00
Not Declared	5	0	0	0	24.90	15.63
Unknown	1	0	1	0	0.88	6.25

The highest numbers of HR cases are recorded in the 'no' section with a total of 24 cases out of a total of 32, which is a decrease of 13 since the last report. There are 8 cases across the remaining groups, which is an increase of 2 since the last report. The 'not declared' group could skew the overall figures and will require a review. Given the Trust have over 7600 employees the overall figure remains low.

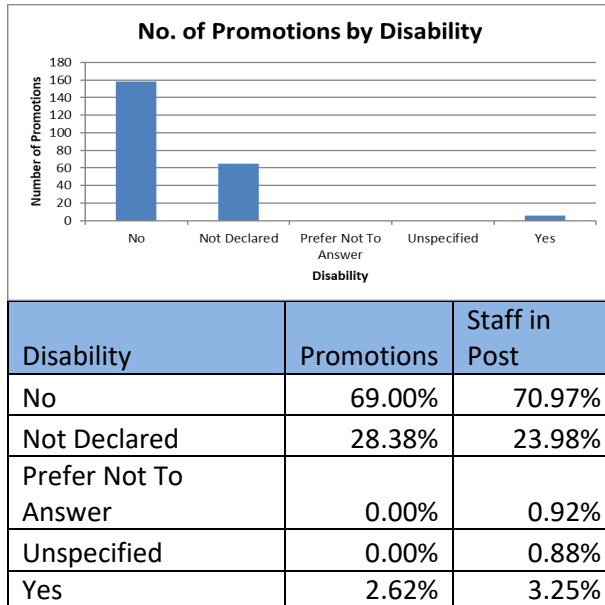
Disability and Recruitment



Guaranteed Interview Scheme	Longlisting	Shortlisting	Interview	Offer	Starting	Outcome
No	2205	7452	3065	616	610	292
Yes	25	220	133	19	14	6
Not stated	3	12	13	129	101	92

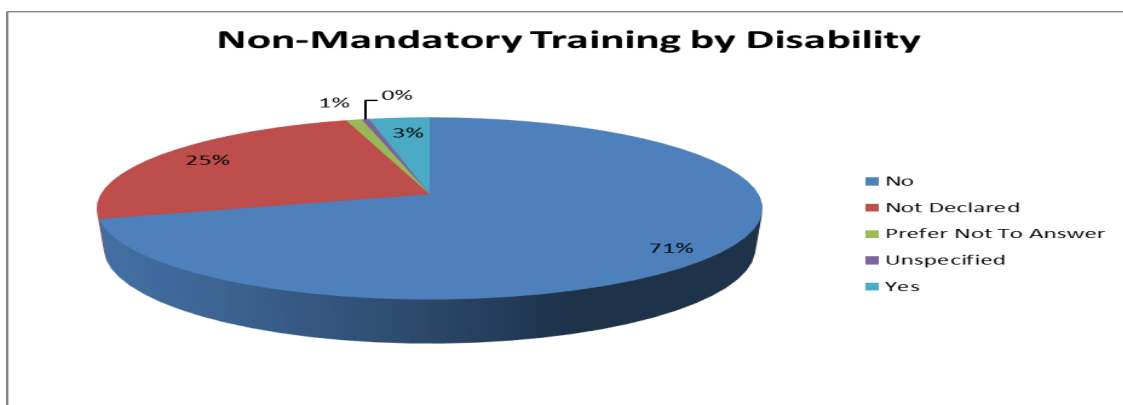
The 101 new staff starting with the Trust (up from 74) have not stated if they have a disability or not, which could skew the figures in the other groups. Those declaring a disability has decreased from 21 to 14.

Disability and Promotions



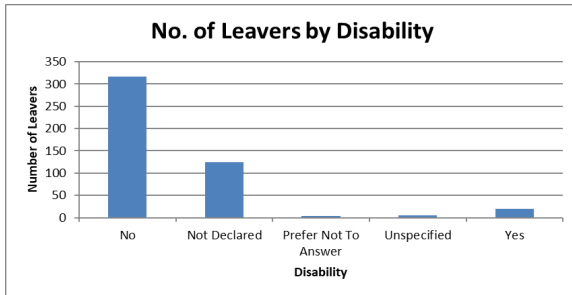
According to the data 2.62% of staff declaring a disability have been promoted which is decrease since the last report of 2.71%. This report also sees a 13% decrease from 82% to 69% for those with 'no' disability. However, there might also be some staff in the 'not declared', 'prefer not to say' and 'unspecified' groups who may have a disability or long-term health condition which skew the figures in other groups. Further investigation might yield information to explain and address any underlying reasons for non-disclosure.

Disability and Training



With 26% of staff 'not declaring', 'prefer not to answer' or 'undefined' this might skew figures in other groups. This metric will continue to be monitored to ensure there are no barriers for staff with a disability accessing training.

Leavers

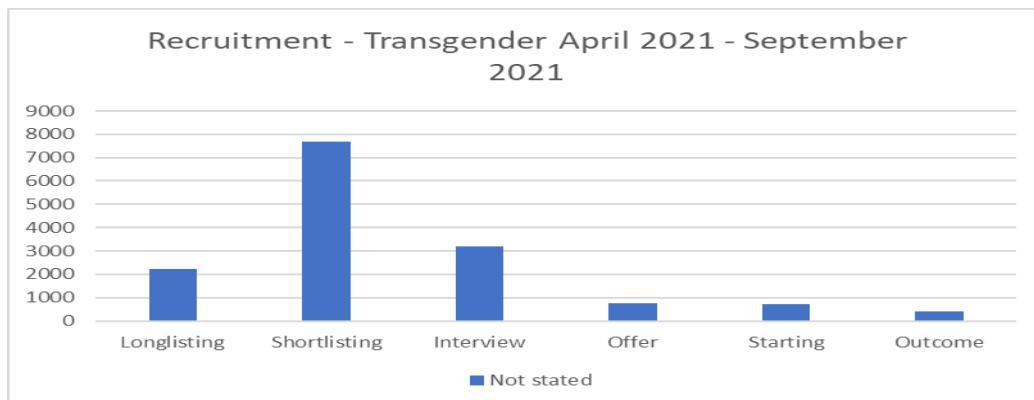


Disability	Leavers	Staff in Post
No	67.23%	70.97%
Not Declared	26.60%	23.98%
Prefer Not To Answer	0.85%	0.92%
Unspecified	1.06%	0.88%
Yes	4.26%	3.25%

The table above identifies the ‘no’ (67.23%) or ‘not declared’ (26.60%) groups as having the highest combined number of leavers. The figures for the remaining groups ‘not declared’ (26.60%), ‘prefer not to say’ (0.85%) and ‘unspecified’ (1.06%) may skew the figures in other groups. Exit interview information might be able to assist clarify reasons for leaving.

3. GENDER REASSIGNMENT AND RECRUITMENT

Nationally this remains a difficult characteristic to collate data for, given the sensitive nature of the request to disclose. A review of wording used when asking about a person’s gender might encourage more transgender people to respond. Currently it is not possible to record this information on ESR (which is a national system issue), although it is collected locally during recruitment via our TRAC (recruitment) system.



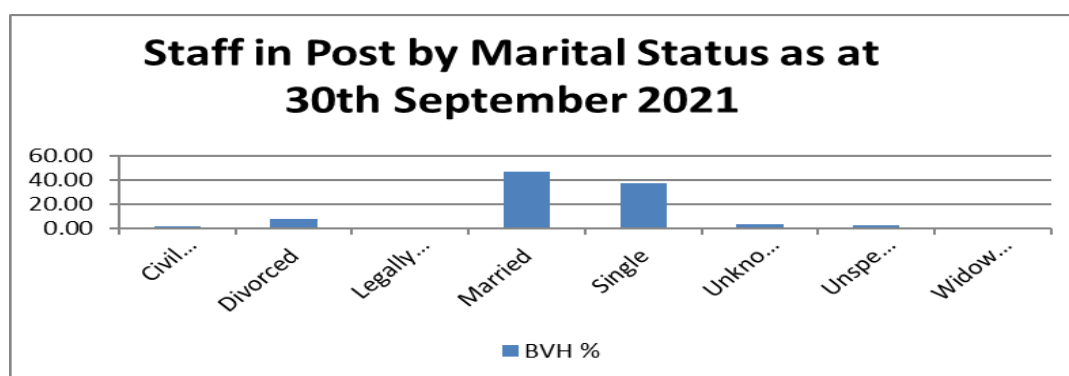
Transgender	Longlisting	Shortlisting	Interview	Offer	Starting	Outcome
Not stated	2233	7684	3211	764	725	390

The likelihood of recruitment for those who identify as transgender is not clear from the figures recorded over the last six months. It appears no applicants have disclosed whether they are transgender. A data cleansing exercise may help to ensure accurate reporting to clarify if the ‘not stated’ responses are correct. This information is not recorded on the Health and Social Care Information site and this metric will continue to be monitored.

Leavers

There is no data on the number of leavers who identify as Trans gender across the Trust. Disclosure on this characteristic is very confidential and personal to the individual. Hence there continues to be no data recorded to enable graphs to be produced for this protected characteristic. This characteristic will continue to be monitored.

4. MARRIAGE AND CIVIL PARTNERSHIP



	Civil Partnership	Divorced	Legally Separated	Married	Single	Unknown	Unspecified	Widowed
BVH %	1.39	7.50	1.03	46.78	37.42	2.87	2.25	0.77

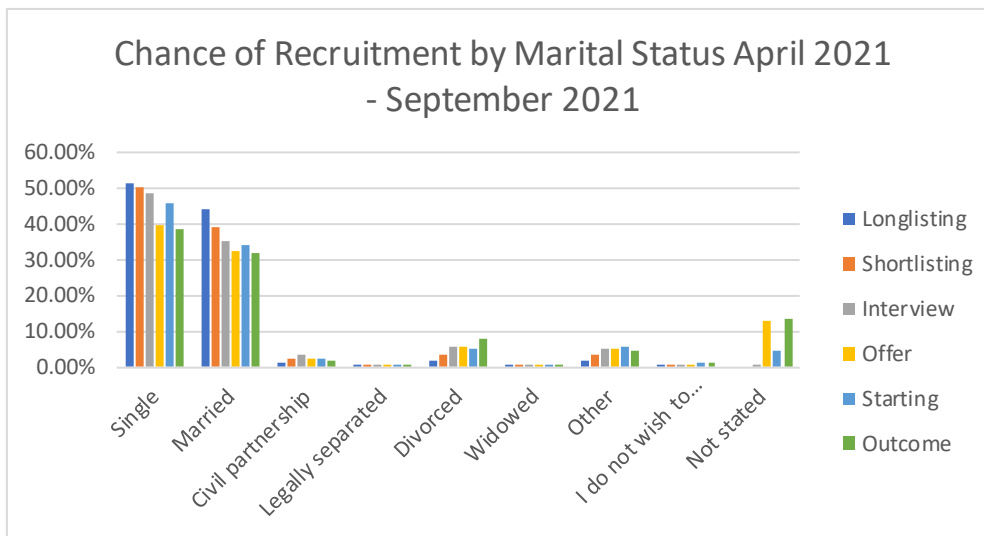
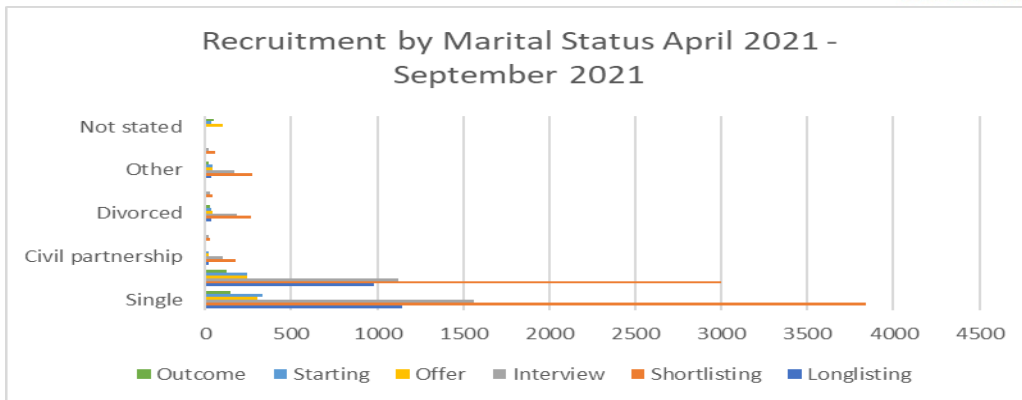
Most staff declare themselves as being married (46.78%) with the second largest group recorded being single (37.42%), with very slight variation across the remaining groups since the last report. There remains very little change for this characteristic since reporting commenced. A data cleansing exercise may help to ensure a more accurate reporting of marital status to eliminate the unknown and unspecified groups.

Marriage and Civil Partnership and HR Procedures

Marital Status	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Married	6	2	1	1	46.78	31.25
Civil Partnership	0	0	0	0	1.39	0.00
Single	10	0	0	3	37.42	40.63
Divorced	5	0	0	0	7.50	15.63
Widowed	0	0	0	0	0.77	0.00
Legally Separated	1	0	0	0	1.03	3.13
Unknown	1	0	2	0	2.87	9.38
Unspecified	0	0	0	0	2.25	0.00

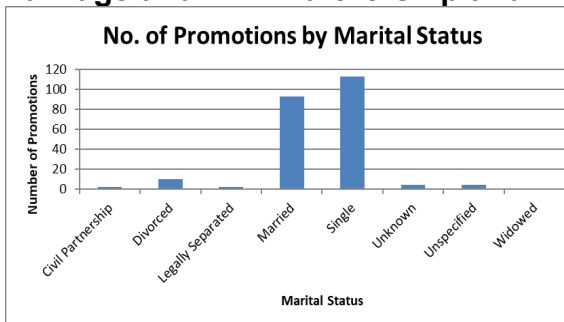
The number of married staff involved with HR procedures has increased from 15 to 32 since the last report, with the figure for single people showing the largest decrease down to 13. Leaving 19 cases across the remaining groups. Overall, the data is closely representative of the total number of staff who are married or single. This information is not recorded on the Health and Social Care Information site and the metric will continue to be monitored.

Marriage and Civil Partnership and Recruitment



The data indicates that people 'not stating' their marital status still have the highest chance of recruitment than other groups since the last report with an increase from 19.75% to 26%. The groups with second and third highest chances of recruitment are single and married. The figures show that those who state they are 'divorced' increasing from 0% to 14% since the last report. A data cleansing exercise might be helpful in reallocating people to the correct group.

Marriage and Civil Partnership and Promotion

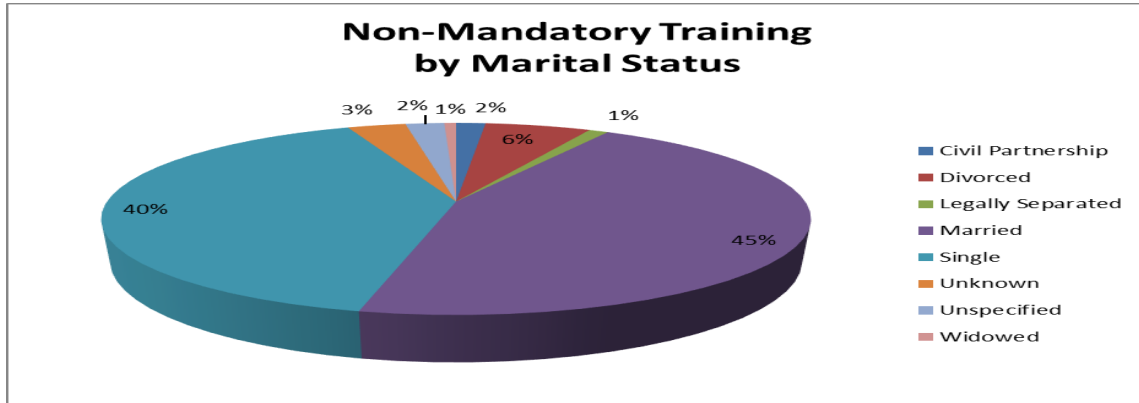


Marital Status	Promotions	Staff in Post
Civil Partnership	0.87%	1.39%
Divorced	4.37%	7.50%
Legally Separated	0.87%	1.03%
Married	40.61%	46.78%
Single	49.34%	37.42%
Unknown	1.75%	2.87%
Unspecified	1.75%	2.25%
Widowed	0.44%	0.77%

The largest percentage of promotions can be seen in the 'single' group at 49.34% with a slight decrease of 2.01% since the last report. The next largest group is the

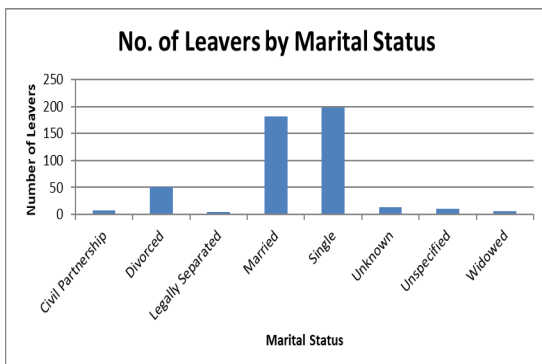
‘married’ group, which shows an increase of 1.28% to 40.61%. This metric will continue to be monitored to ensure no discrimination is taking place.

Marriage and Civil Partnership and Training



Figures show that staff in the ‘married’ and ‘single’ groups remains the largest groups when accessing training. The 5% of staff where their marital status is ‘unknown’ or ‘unspecified’ for this characteristic remains the same as the last report and should have little impact on the overall figures. This metric will continue to be monitored to ensure equal access to training for all groups.

Leavers



Marital Status	Leavers	Staff in Post
Civil Partnership	1.49%	1.39%
Divorced	10.64%	7.50%
Legally Separated	0.85%	1.03%
Married	38.72%	46.78%
Single	42.13%	37.42%
Unknown	2.77%	2.87%
Unspecified	2.13%	2.25%
Widowed	1.28%	0.77%

The table above identifies staff in the married group as having the highest number of leavers decreasing from 39.39% to 49.26% since the last report. Those who are single are the next largest group and shows a decrease of 5.20% from the last report. The ‘unspecified’ and ‘unknown’ groups shows a slight increase to 4.90% from 4.21%, which is likely to skew the figures across other groups. To clarify the reason for leaving analysis on information from exit interviews could play a part in providing further details.

5. PREGNANCY AND MATERNITY

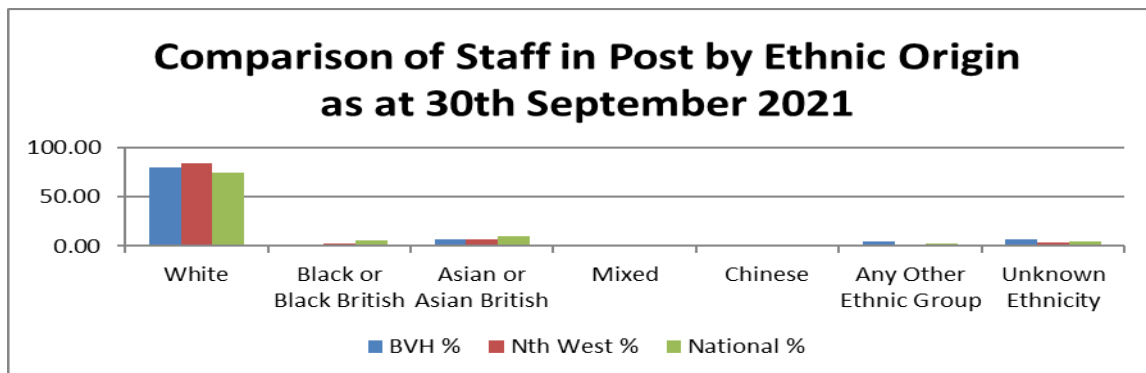
30th September	Total Number
Maternity Leave	172

The figure has increased by 14 since the previous report. Data relating to Pregnancy and Maternity and HR Procedures, Leavers and Recruitment and Training are not currently recorded. The recording of this data across other areas e.g. training is being looked at to enable more accurate future reporting.

6. ETHNIC ORIGIN

The staff in post tables below shows a higher percentage of white staff at 79.83%, with a total of 12.43% from all other ethnic origin groups. With a slight increase to 6.65% of staff not declaring their ethnicity this could impact on figures in other groups. The latter group shows a slight increase of 0.48% from the last report in the number of staff not declaring their ethnicity, which means the Trust remains above the national figure (4.26%).

The local demographics for the Fylde Coast remain 96.7% white with 3.3% being from black, Asian, minority and ethnic (BAME) groups. The Trust continues to be broadly representative of the community it serves.



	White	Black or Black British	Asian or Asian British	Mixed	Chinese	Any Other Ethnic Group	Unknown Ethnicity
BVH %	79.83	1.17	6.34	0.84	0.28	4.89	6.65
Nth West %	82.38	2.77	8.00	1.47	0.42	1.33	3.63
National %	73.05	6.61	10.92	1.93	0.55	2.69	4.26

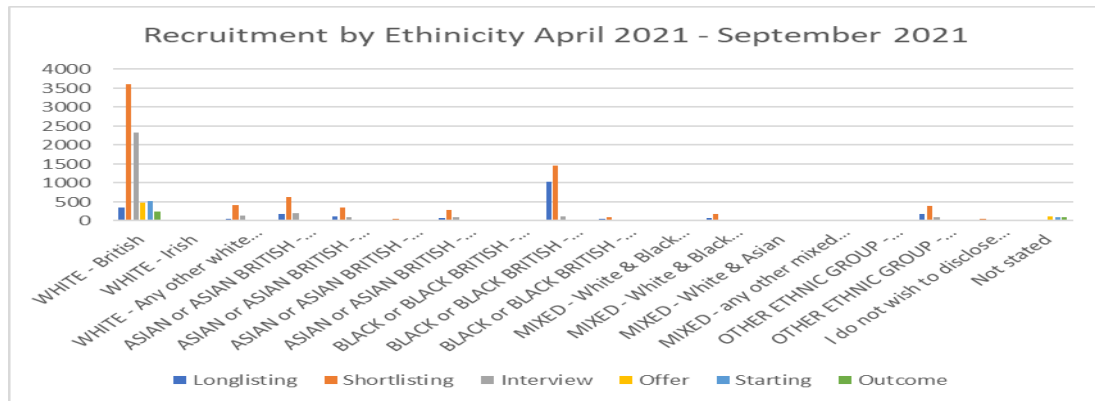
The table above shows marginal increases and decreases across all ethnicities in relation to staff in post, with White staff decreasing by 1.58%.

Ethnic Origin and HR Procedures

Ethnic Origin	Disciplinaries	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
White	19	2	1	4	79.83	81.25
Black / Black British	0	0	0	0	1.17	0.00
Asian / Asian British	1	0	1	0	6.34	6.25
Mixed	0	0	0	0	0.84	0.00
Chinese	0	0	0	0	0.28	0.00
Any Other group	0	0	0	0	4.89	0.00
Unknown Ethnicity	3	0	1	0	6.65	12.50

The above data indicates that compared to the staff in post, white staff (26) are more likely to be involved in HR procedures compared to other ethnic groups (6), although details for the 'unknown' group would need to be clarified to obtain a more reliable conclusion.

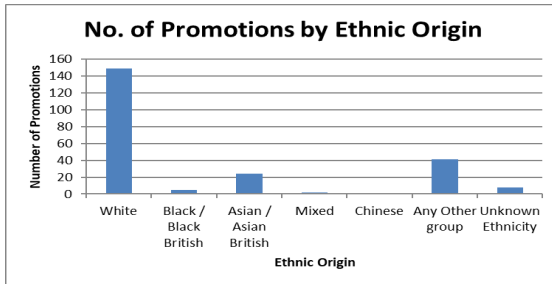
Ethnic Origin and Recruitment



The data below shows that of those applicants declaring their ethnic origin, White applicants are more likely to be recruited, with the next largest group those who have 'not stated' their ethnicity. A data cleansing exercise might help to ensure more accurate reporting across ethnic groups thereby reducing the figure in the 'not stated' or 'do not wish to disclose' groups.

Ethnic Origin	Longlist	Shortlist	Interview	Offer	Starting	Outcome
WHITE - British	353	3611	2340	472	531	249
WHITE - Irish	2	25	12	2	8	1
WHITE - Any other white...	60	411	128	33	16	7
ASIAN or ASIAN BRITISH - ...	180	637	212	35	27	13
ASIAN or ASIAN BRITISH - ...	127	355	87	10	8	5
ASIAN or ASIAN BRITISH - ...	25	57	10	4	3	1
ASIAN or ASIAN BRITISH - ...	76	283	102	34	14	12
BLACK or BLACK BRITISH - ...	2	21	9	0	2	0
BLACK or BLACK BRITISH - ...	1041	1451	127	13	6	2
BLACK or BLACK BRITISH - ...	58	98	4	2	0	1
MIXED - White & Black...	0	28	21	5	2	2
MIXED - White & Black...	84	184	19	3	2	0
MIXED - White & Black...	4	20	2	4	2	0
MIXED - any other mixed...	14	39	13	0	2	1
OTHER ETHNIC GROUP - ...	6	17	13	2	1	1
OTHER ETHNIC GROUP - ...	181	400	85	20	4	6
I do not wish to disclose...	20	46	20	5	4	4
Not stated	0	1	7	120	90	85

Ethnic Origin and Promotion



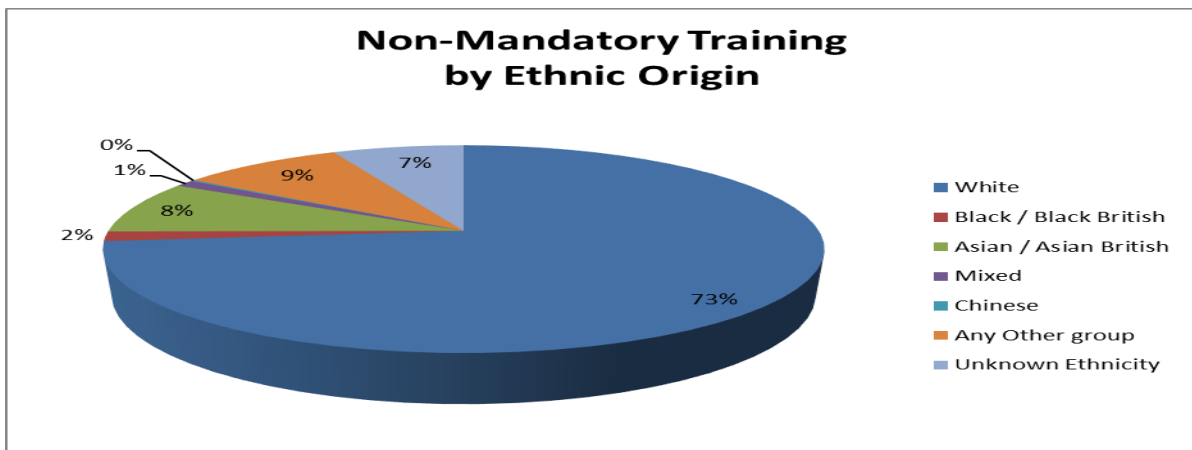
Ethnic Origin	Promotions	Staff in Post
White	65.07%	79.83%
Black / Black British	2.18%	1.17%
Asian / Asian British	10.48%	6.34%
Mixed	0.87%	0.84%
Chinese	0.00%	0.28%
Any Other group	17.90%	4.89%
Unknown Ethnicity	3.49%	6.65%

The above data shows a slight decrease of 17.60% in promotions for white staff but remains broadly in line with the percentages of staff in post. There has also been an increase from 2.0% to 2.18% in promotions for Black/Black British staff and an increase for 'Asian/Asian British' from 4.67% to 10.48%; any other group has increased from 8% to 17.90% since the previous report. An increase from 2% in the 'unknown' category to 3.49% will lead to a slight skewing of data in the other groups. This metric requires further monitoring to ascertain if there are any barriers preventing BAME staff from applying, having the opportunity to apply, and gain promotion, or to clarify any link with other protected characteristics.

The Workforce Race Equality Standard (WRES) introduced by NHS Employers on 1st April 2015, assists the Trust in monitoring its work on reducing inequalities for BAME staff. As part of this work the Trust is holding 'Big Conversation' sessions for BAME staff to voice concerns, ask questions etc.

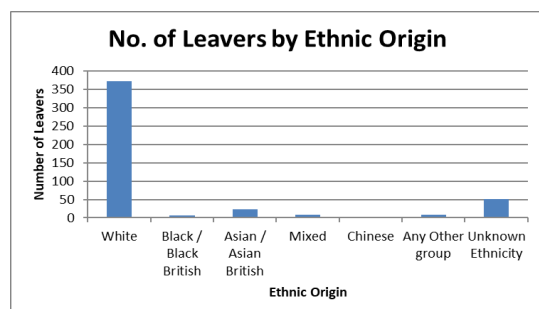
Ethnic Origin and Training

There does not appear to be any barriers preventing access to training by any BAME group. Opportunities for BAME staff to participate in the NHS Stepping Up Programme and Ready Now Programme, plus in-house Leadership courses and Trust Management and Development courses are circulated. Work remains ongoing to link non-mandatory training to improve report data.



The largest group accessing non-mandatory training is White staff, with the 'any other' group the second largest.

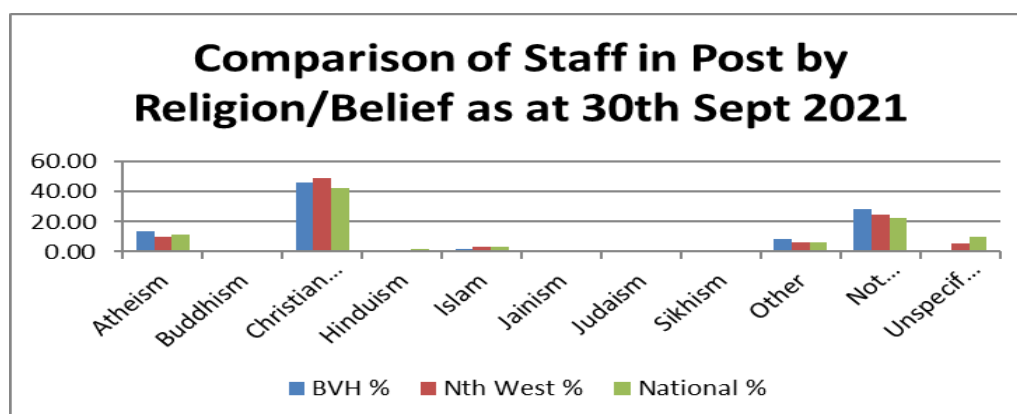
Leavers



Ethnic Origin	Leavers	Staff in Post
White	79.15%	79.83%
Black / Black British	1.49%	1.17%
Asian / Asian British	5.11%	6.34%
Mixed	1.70%	0.84%
Chinese	0.00%	0.28%
Any Other group	1.70%	4.89%
Unknown Ethnicity	10.85%	6.65%

The table above identifies the largest group of leavers by ethnicity as White 86.39%, with the next largest group having their ethnicity recorded as 'unknown' 10.85% an increase of 3.67% since the last report.

7. RELIGION OR BELIEF



	Atheism	Buddhism	Christianity	Hinduism	Islam	Jainism	Judaism	Sikhism	Other	Not Disclosed	Unspecified
BVH %	13.37	0.38	46.24	0.77	1.98	0.03	0.08	0.08	8.48	28.54	0.06
Nth West %	12.22	0.41	49.63	1.41	4.03	0.03	0.17	0.15	6.65	20.85	4.53
National %	13.25	0.62	43.39	2.28	3.94	0.05	0.20	0.62	6.97	21.15	7.61

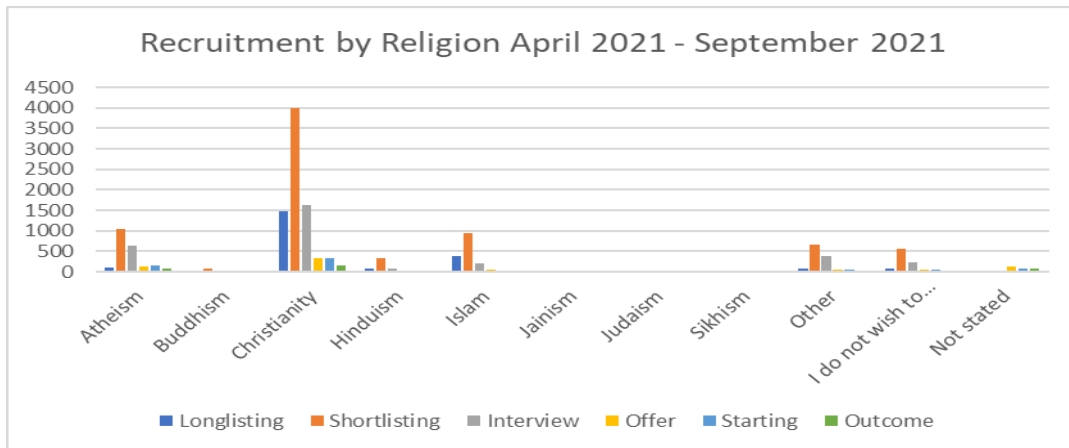
The above data shows there is a broad mix of religions and beliefs in the Trust with Christianity the most highly recorded as in previous reports. The large number of staff 'not disclosing' and 'unspecified' (28.60%) their religion or belief will continue to create inaccuracies of the data in other groups. The Trust figures remain above the national average for the number of staff in the 'not disclosed' category, but under the national average for the 'unspecified' category.

Religion or Belief and HR Procedures

Religion or Belief	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Christianity	10	2	1	3	46.24	50.00
Atheism	3	0	0	1	13.37	12.50
Hinduism	0	0	0	0	0.77	0.00
Other	2	0	0	0	11.02	6.25
Unknown/Not Disclosed	8	0	2	0	28.60	31.25

The table above shows there is an increase of 8 to 16 for Christian staff going through HR procedures compared to 16 across the remaining groups, but this is broadly in line with the staff in post percentages. The 'not disclosed'/'unknown' groups (12), could lead to inaccuracies of data in other groups.

Religion or Belief and Recruitment

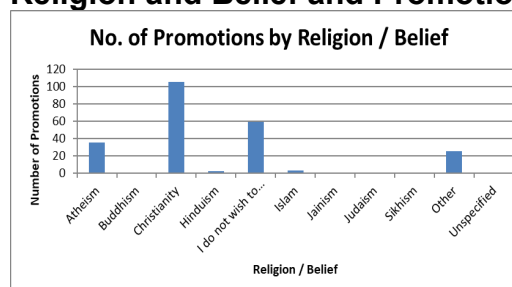


Religion	Longlist	Shortlist	Interview	Offer	Starting	Outcome
Atheism	4.3	13.7	20.1	17.5	21.8	20.8
Buddhism	0.8	1	0.7	0.7	0.3	0.3
Christianity	66.5	52	50.5	43.5	46.2	36.7
Hinduism	3.9	4.3	2.4	2	0.4	1.3
Islam	17.2	12.3	6.4	5.8	2.3	3.8
Jainism	0	0.1	0	0	0.1	0
Judaism	0	0.1	0.1	0	0	0
Sikhism	0.4	0.4	0.2	0.1	0.1	0
Other	3.5	8.7	11.9	7.9	8.4	9.2
I do not wish to	3.3	7.4	7.5	6.3	8	5.9
Not stated	0	0	0.2	16.4	12.3	22.1



46.2% of new starters stated they were Christians, with the second largest group being Atheists at 21.8%. Applicants who did 'not state' a religion or belief have the third highest chance of being recruited with a further increase from 10.82% to 20.3%. The quality of the data will be affected by those choosing to 'not disclose' or 'not state' their beliefs with a total of 20.3%.

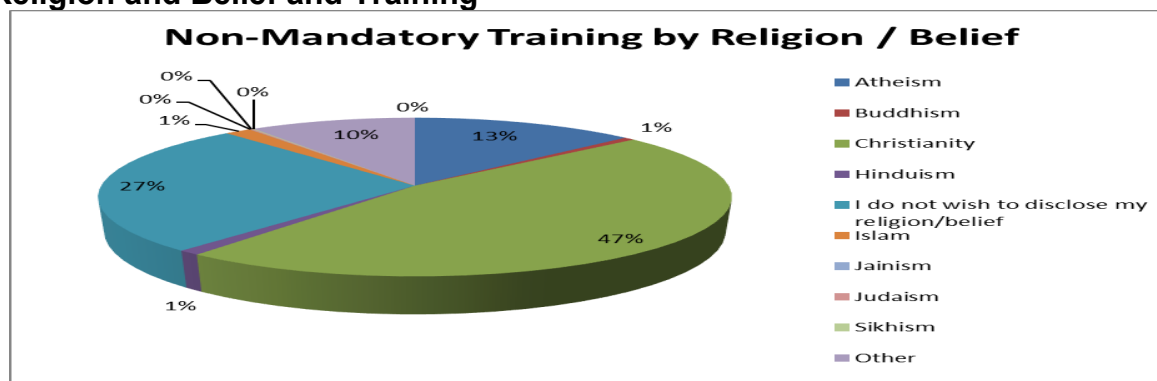
Religion and Belief and Promotion



Religious Belief	Promotions	Staff in Post
Atheism	15.28%	13.37%
Buddhism	0.00%	0.38%
Christianity	45.85%	46.24%
Hinduism	0.87%	0.77%
I do not wish to disclose	25.76%	1.98%
Islam	1.31%	0.03%
Jainism	0.00%	0.08%
Judaism	0.00%	0.08%
Sikhism	0.00%	8.48%
Other	10.92%	28.54%
Unspecified	0.00%	0.06%

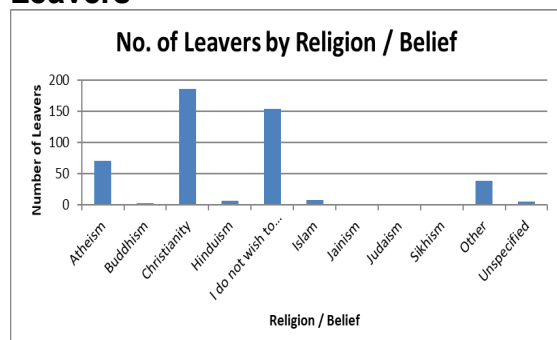
The most prominent groups recorded for promotion remains Christians (45.85%), 'do not wish to disclose' (25.76% and Atheists (22%); the 'do not wish to disclose' group will impact on the overall data quality. This metric requires monitoring to ensure there are no barriers preventing promotion based on a person's religion or belief.

Religion and Belief and Training



The data above, which reflects the overall breakdown of staff, does not appear to indicate there are any barriers to preventing staff accessing training on the grounds of their religion or beliefs. However, those who have not disclosed a religion or belief 27% might skew the figures in the other groups. This metric will continue to be monitored.

Leavers

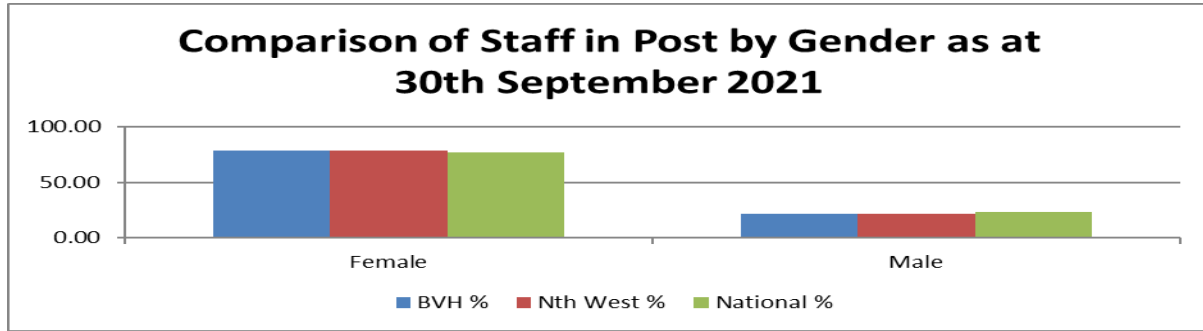


Religious Belief	Leavers	Staff in Post
Atheism	15.11%	13.37%
Buddhism	0.43%	0.38%
Christianity	39.57%	46.24%
Hinduism	1.28%	0.77%
I do not wish to disclose	32.77%	1.98%
Islam	1.70%	0.03%
Jainism	0.00%	0.08%
Judaism	0.00%	0.08%
Sikhism	0.00%	8.48%
Other	8.09%	28.54%
Unspecified	1.06%	0.06%

The table above identifies the highest numbers of leavers being from the Christianity group (39.57%), with the 'I do not wish to disclose' group (32.77%) second largest an increase of 11.44%; with the Atheists group third largest at 5.81%. The data

recorded in 'do not wish to disclose' and 'unspecified' groups will impact on the overall data quality.

8. GENDER



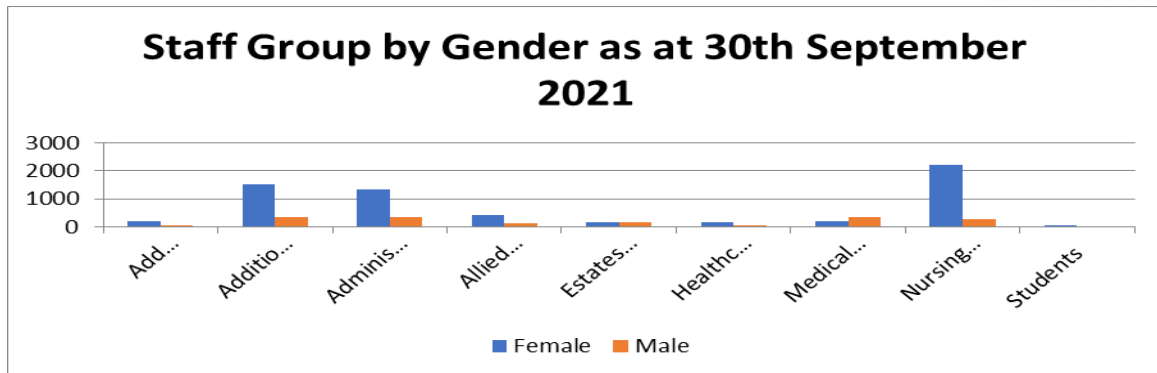
	Female	Male
BVH %	78.39	21.61
Nth West %	77.48	22.52
National %	76.49	23.51

There has been a slight decrease since the last report, in the number of female employees (0.17%) in post but remains above the north west and national averages. The number of male employees increased by 0.17% to 21.44% from 21.61%. The division between male and female employees across the Trust is broadly representative of the NHS nationally.

Gender and HR Procedures

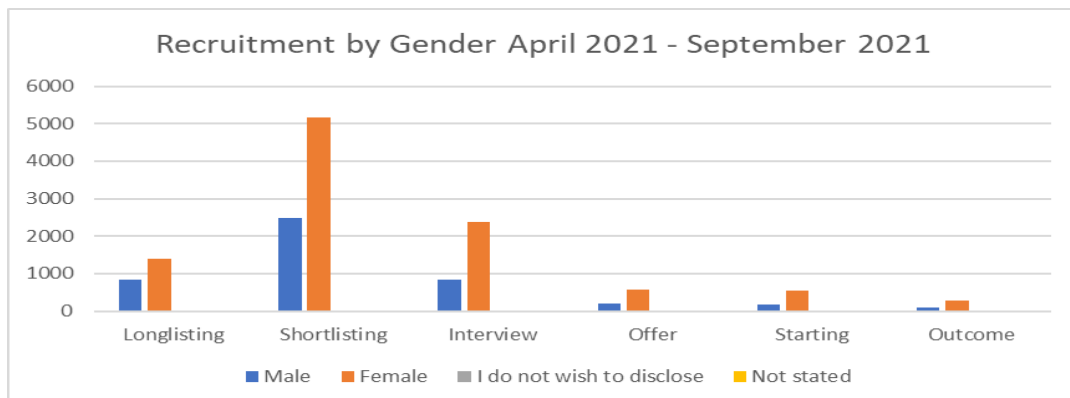
Gender	Disciplinaries	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Female	14	0	2	2	78.39	56.25
Male	9	2	1	2	21.61	43.75

The number of female employees involved in all HR procedures has decreased from 62 to 18, compared with the number of male staff involved which has reduced from 15 to 14. Females remain to be approximately twice as likely as men to enter HR procedures. This characteristic will continue to be monitored to see if any staff group is more prevalent than others in this category.



The largest numbers of females employed by the Trust remain in the Nursing and Midwifery group, with the second and third largest number of females working in Additional Clinical Services and Admin and Clerical respectively. Since the last report there remains very little change to the breakdown of gender across remaining staff groups.

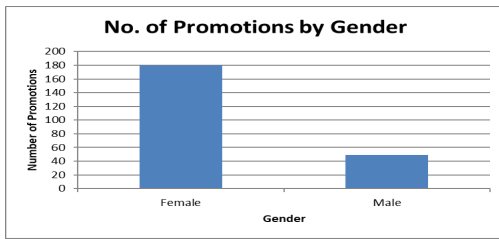
Gender and Recruitment



Gender	Longlist	Shortlist	Interview	Offer	Starting	Outcome
Male	824	2493	834	202	169	96
Female	1407	5178	2366	562	556	292
I do not wish to	2	13	11	0	0	2
Not stated	0	0	0	0	0	0

The breakdown of overall numbers for the recruitment of staff is to be expected given that the Trust and NHS nationally both have predominantly female workforces. This is reflected in our figures for recruitment which remains in favour of female applicants. The chance of males being recruited increased slightly by 0.17%.

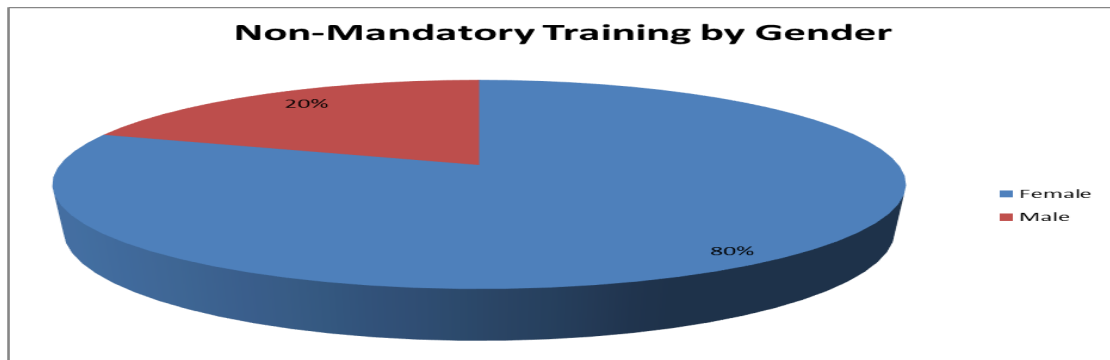
Gender and promotion



Gender	Promotions	Staff in Post
Female	78.60%	78.39%
Male	21.40%	21.61%

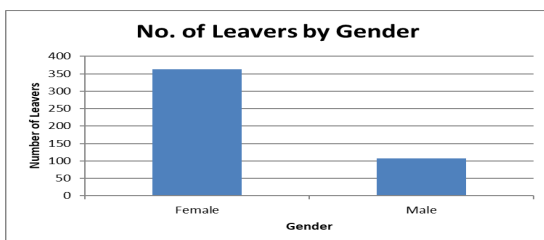
The data shows promotion for males has increased from 18% to 21.40% and a decrease for females from 82% to 78.60% but remains broadly reflective of the overall numbers of staff the Trust employs. There does not appear to be any barriers for promotion in relation to gender given that 21.61% of employees are male.

Gender and Training



The totals for staff completing training continues to be wholly reflective of the overall figures relating to the breakdown of gender within the Trust.

Leavers

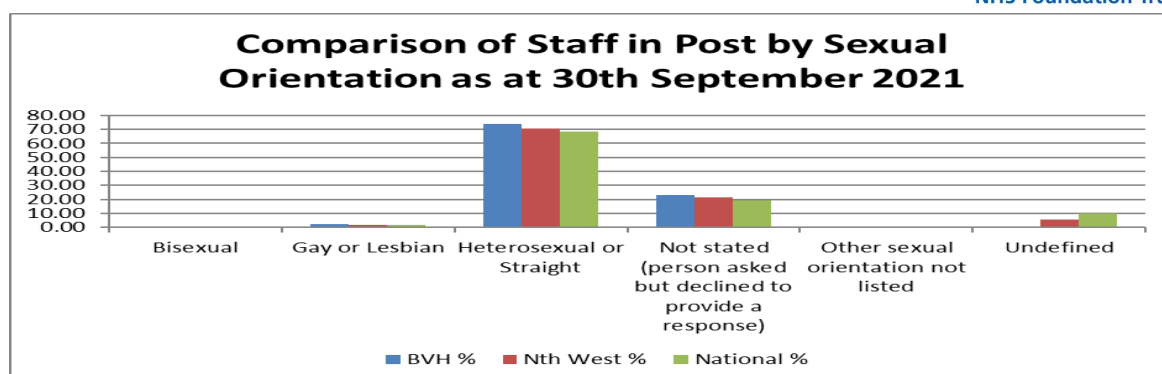


Gender	Leavers	Staff in Post
Female	77.23%	78.39%
Male	22.77%	21.61%

The table above identifies females as having the highest number of leavers despite a decrease of 3.71% from 80.94%, and male leavers increasing by 3.71% from 19.06% since the last report. Given that there are approximately four times the number of females than males these figures remain representative of the Trust.

9. SEXUAL ORIENTATION

This protected characteristic is about who a person is attracted to: the opposite sex, same sex or both sexes.



	Bisexual	Gay or Lesbian	Heterosexual or Straight	Not stated (person asked but declined to provide a response)	Other sexual orientation not listed	Undefined
BVH %	0.63	2.04	73.82	23.27	0.11	0.13
Nth West %	0.76	1.96	75.57	17.10	0.08	4.59
National %	0.91	1.72	72.41	17.27	0.08	7.69

The data shows a small decrease from 24.36% to 23.40% for employees choosing 'not stated' or 'undefined'. A communication is sent to all staff encouraging them to use the self-service facility on ESR to improve the data. The annual appraisal system requests staff to check and update their personal details before proceeding which might also assist to improve data.

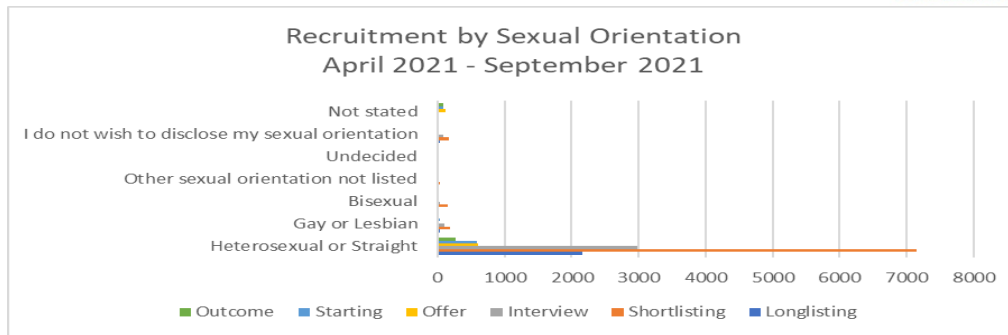
The option 'other sexual orientation' is included to capture data from people who identify with orientations such as non-binary, gender neutral or gender fluid.

Sexual Orientation and HR Procedures

Sexual Orientation	Disciplinaries	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Heterosexual	13	2	1	4	73.82	62.50
Gay or Lesbian	2	0	0	0	2.04	6.25
Bisexual	0	0	0	0	0.63	0.00
Not Disclosed	7	0	1	0	23.27	25.00
Unspecified	1	0	1	0	0.24	6.25

The table above shows the largest group of staff going through all HR procedures are heterosexual (22) a decrease of 10 since the previous report. Data quality has been impacted by the number of staff in the 'not disclosed' group (8). However, the figures will be skewed due to the percentage recorded as 'not disclosed' and 'unspecified'. It would be prudent to review cases in this category with HR.

Sexual Orientation and Recruitment

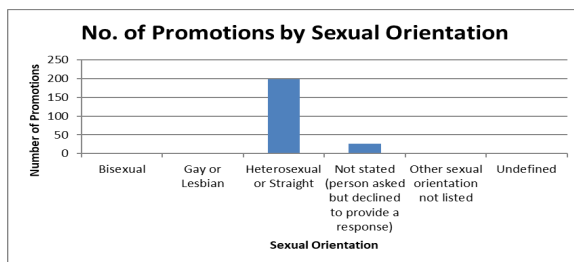


The table below shows 167 applicants choosing to ‘not describe’ or ‘not state’ their sexual orientation at the shortlisting stage, leading to the data quality in other groups being affected.

The recruitment opportunity for Gay or Lesbian people decreased slightly since the last report. The figures could be skewed due to data in the ‘not stated’ and ‘do not wish to disclose’ groups..

Sexual Orientation	Longlist	Shortlist	Interview	Offer	Starting	Outcome
Heterosexual or Straight	2152	7158	2983	601	578	272
Gay or Lesbian	25	178	99	22	25	14
Bisexual	16	145	33	4	11	7
Other sexual orientation not listed	4	29	7	2	2	0
Undecided	0	6	5	1	1	1
I do not wish to disclose my sexual orientation	36	167	77	11	18	10
Not stated	0	1	7	123	90	86

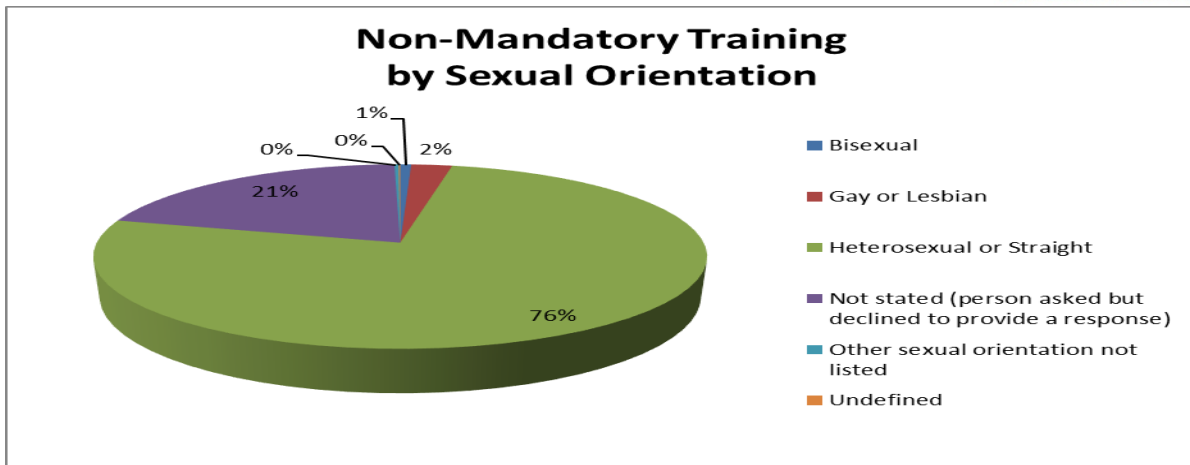
Sexual Orientation and Promotion



Sexual Orientation	Promotions	Staff in Post
Bisexual	0.44%	0.63%
Gay or Lesbian	0.87%	2.04%
Heterosexual or Straight	86.90%	73.82%
Not stated (person asked but declined to provide a response)	11.35%	23.27%
Other sexual orientation not listed	0.44%	0.11%
Undefined	0.00%	0.13%

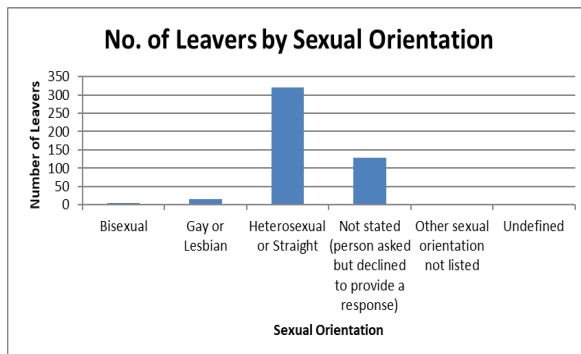
Recorded promotions show a decrease for heterosexual staff from 87.33% to 86.90%, with an increase from 0% to 0.87% for Lesbian and Gay since the last report. There could be inaccuracies in the data, with 11.35% of staff ‘declining’ or listed as ‘undefined’. This metric should continue to be monitored to ensure there are no barriers preventing staff from applying for and gaining a promotion, or opportunities to apply, and to uncover any inappropriate behaviours in the Trust.

Sexual Orientation and Training



From the data collated it appears that there appears to be no barriers restricting staff from accessing any training offered by the Trust on the grounds of their sexual orientation. However 21% have 'declined to answer' about their sexual orientation, which remains the same as the previous report, and might skew the figures in the other groups.

Leavers



Sexual Orientation	Leavers	Staff in Post
Bisexual	0.85%	0.63%
Gay or Lesbian	3.19%	2.04%
Heterosexual or Straight	68.09%	73.82%
Not stated (person asked but declined to provide a response)	27.23%	23.27%
Other sexual orientation not listed	0.00%	0.11%
Undefined	0.64%	0.13%

The table above identifies heterosexuals as being the largest group of leavers (68.09%), with the group who have 'not stated' (27.23%) as the second largest. There has been an increase in the figure for 'undefined' from 0.40% to 0.64%. If the figures from the 'not stated' (27.23%) and 'undefined' (0.64%) groups are considered (27.87%) it might skew the figures across the remaining groups.

Conclusion/Recommendations

There are a number of protected characteristics where similar approaches could be taken to make improvements. It is hoped that by using the appraisal system, and the communication to staff on using self-service, it will improve the quality of the data used for this report. Further communications asking staff to clarify data/information, held on ESR, for all characteristics was circulated via our Weekly News and it is hoped will prompt staff to update ESR.

It is accepted that there will be deficiencies in the data due to staff not disclosing or not stating a characteristic which may skew reporting outcomes. A further consideration is double reporting, as individuals may possess several protected characteristics. Improving confidence around the collection, storage and usage of the data remains an important factor to help reassure staff that reporting is strictly confidential and might improve disclosure. A larger increase in disclosure can be seen on the National Staff Survey which has increased to 21% from 18% which could correlate to it being confidential.

Regular data cleansing exercises would be useful to encourage staff to update all their personal details held on ESR and is one of the main actions arising from this report. The Staff ED&I Ambassadors are keen to be involved with promoting information on disclosing personal information and encourage staff to disclose information around protected characteristics.

ESR self-service is now available to all staff, allowing them to view their personal details and update some of them. The increase from 2.8% to 3% in staff declaring a disability/long-term health condition might be because of using self-serve or because of Covid Risk Assessments being required. Having direct access to ESR may encourage staff to be more open when divulging information linked to the protected characteristics. Further encouragement during an appraisal meeting would also be helpful in updating ESR data.

Action

The Steering Group is asked to note the contents of this report. A further update will be provided in six months at the May meeting, covering the period 1 October 2021 to 31 March 2022.

STAFF EQUALITY AND DIVERSITY MONITORING REPORT ACTION PLAN 2021-22

ACTION	OUTCOME	LEAD	COMPLETION DATE	RAG RATING
1. Review recruitment approaches/methods particularly for attracting BAME groups.	Improved recruitment figures for BAME and Disability Groups, including Neurodiverse groups.	ST/ HR Teams/ Divisions/ ED&I Ambassador Group	Also being monitored as part of the WRES and WDES work	G
2. Review attitudes towards the uptake and promotion of training for the over 50s (survey/working party/sub-group).	Improved number of over 50s taking up training.	SA/MH/HR Teams/ Divisions/ Engagement Team	Work will be ongoing to ensure any new starters are included in this work. All staff irrespective of age should have an annual appraisal resulting in a PDP	A
3. Develop system/communications to encourage staff to disclose information on all protected characteristics, especially on disability/Religion or Belief/gender reassignment and sexual orientation.	Improved reporting figures over subsequent annual reports. ESR self-serve may assist with disclosing personal data.	TD/HR Teams/ Divisions/ Comms Team	Ongoing + Disability monitored as part of the WDES. Ethnicity	A

			monitored as part of the WRES	
4. Investigate characteristics with high chance of being involved in HR cases. Review cases to identify any processes are creating barriers in relation to any of the protected characteristics.	Reduction in cases connected to all protected characteristics Once barriers identified take relevant action to address any issue by eliminating or reducing any barrier.	HR Teams/ Divisions	Ongoing + Ethnicity also monitored as part of the WRES. Disability also monitored as part of the WDES	G
5. Monitor figures around promotions for single, BAME and LGBTQ+ staff to ensure fair practices are in place.	Promotion figures will show an increase in the number of promotions across these groups.	HR Teams/ Divisions	Also being monitored as part of the WRES	G
6. Improve data collection for reporting on information relating to pregnancy and maternity regarding: HR Procedures/ recruitment and training.	Improved data collection for subsequent annual reports. Suggestion: to survey people upon return to work about their experiences during pregnancy re access to training/ recruitment/ promotion - also include those on adoption leave.	ESR/HR Teams/ Divisions/ ED&I Ambassador Group	Ongoing	G
7. Develop robust data collection regarding all protected characteristics in relation to leavers and appraisals.	Improved data collection for subsequent annual reports.	ESR/HR Teams/ Divisions	Leavers included in the report	A

Any survey organised can include relevant questions covering all the protected characteristics to save time and prevent overload of questionnaires to staff. Alternative approaches might be to set up a working party or sub-group to investigate some of the above issues and/or actions to determine the best way forward to investigate some of the areas

The Equality and Diversity Lead will oversee/co-ordinate the work between teams to complete this action plan.

SA - Sharon Adams

TD – Tina Daniels ED&I Lead

MH – Mark Hayes Widening Participation

ST – Samantha Trafford Recruitment Manager

HR – Human Resources

ESR – Electronic Staff Record