

<b>Agenda Item</b>
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<b>Title</b>	Staff Diversity Monitoring Report
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<b>Meeting:</b>	Executive Directors/Workforce Assurance Committee	<b>Purpose</b>	Assurance	
<b>Date:</b>	06 July 2022		Discussion	X
<b>Author</b>	Tina Daniels		Decision	
<b>Exec Sponsor</b>	Louise Ludgrove		Confidential y/n	

<b>Summary</b> <i>(what)</i>	This paper provides the Executive Team with an insight into the diversity of our staff across the nine protected characteristics covered by the Equality Act 2010. These are: age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion and belief and sexual orientation.
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<b>Implications</b> <i>(so what)</i>	The implications of not acting on the recommendations of the report could cause reputational damage to the organisation and potentially result in discrimination cases being brought.
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<b>Link to Strategic objectives</b>	<b>Our People</b> Ensuring all staff have the same opportunities to training and promotion
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irrespective of any protected characteristic. Having a diverse workforce will enhance the patient and staff experience leading to a safer working environment.

**Proposed  
Resolution**  
*(What next)*

The Executive Directors are asked to:

1. Continue monitoring and reporting to identify any ongoing trends to identify potential discriminatory areas
2. Look for new ways to collect information on HR procedures
3. Actively encourage and support BAME staff to attend training schemes.
4. EDI Representation on interview panels by linking in with NW EDI Team to source a panel member.

### **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 final report for the financial year 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022 covering the period 1<sup>st</sup> October 2021 to 31<sup>st</sup> March 2022.

### **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 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 any particular protected characteristic for fear this would impact on their employment and career progression. For example, 3.9% of staff on ESR declare they have a disability compared to 21% 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 October 2021 – 31 March 2022

### 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 October 2021 to March 2022 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:

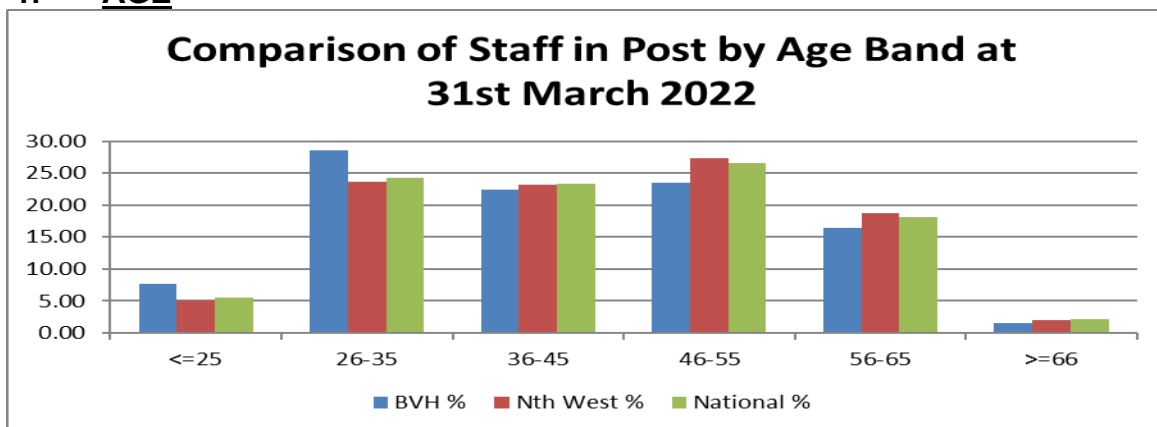
- Trust overall data March 2021 is compared to that for the NW NHS and for England NHS where available - (data obtained Health and Social Care Information Centre March 2020).

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

*N.B. Awaiting an update as to whether this data will continue to be provided.*

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>&lt;=25</u>	<u>26-35</u>	<u>36-45</u>	<u>46-55</u>	<u>56-65</u>	<u>&gt;=66</u>
<b>BVH %</b>	7.62	28.47	22.34	23.54	16.50	1.53
<b>Nth West %</b>	5.10	23.69	23.16	27.27	18.80	1.97
<b>National %</b>	5.55	24.27	23.40	26.59	18.06	2.13
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

The previous table shows the Trust continues to have an above average number of staff employed under the age of 25 (7.62%), 26-35 (28.47%), compared to the national average (5.55% and 24.27% respectively), with a slight decrease in the 46-55 age range to 23.54%.

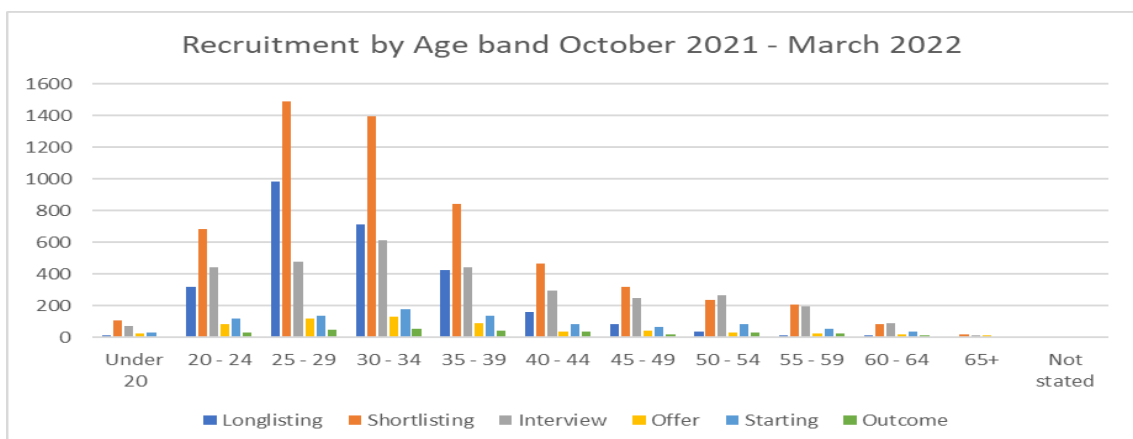
The Trust continues to look at how best to support staff to work longer and until they are older as part of the NHS Employers project 'Working Longer'. The Trust will continue to take steps to identify new ways or promote existing methods of encouraging people to consider a career within the Trust.

### Age and HR Procedures

Age Band	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Policy
<=25	3	0	0	2	7.62	15.63
26-35	4	0	0	1	28.47	15.63
36-45	9	0	1	0	22.34	31.25
46-55	4	1	1	0	23.54	18.75
56-65	2	1	1	1	16.50	15.63
>=66	1	0	0	0	1.53	3.13

The above data suggests a change in the number of HR cases across most age groups. However, despite a decrease in cases for the 36-45 (10) age group saw the highest number of HR cases recorded with 2 grievances recorded across the remaining age groups. Overall, there has been a slight decrease in the number of cases from 34 to 32 since the last report. Given the Trust has a workforce of over 7600 staff the overall figure remains relatively low.

### Age and Recruitment

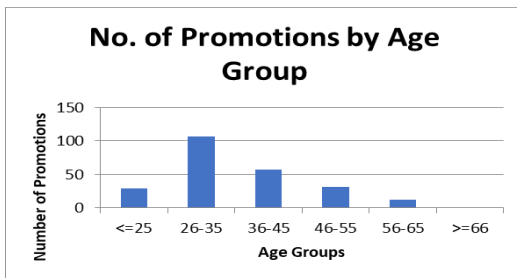


There continues to be an increase in recruitment activity across all age groups over the past 6 months. A considerable increase has been seen in the 25-29 and 30-34 groups compared to the data from the previous report. It would be pertinent to

continue to monitor recruitment levels to ensure the Trust sustains the right levels of staffing across all age groups and departments.

Age	Longlistin	Shortlistir	Interview	Offer	Starting	Outcome
Under 20	14	110	69	22	29	6
20 - 24	318	684	444	85	116	28
25 - 29	984	1488	478	119	138	50
30 - 34	712	1396	614	129	176	54
35 - 39	425	845	440	87	135	43
40 - 44	158	467	295	36	86	36
45 - 49	82	320	248	44	66	16
50 - 54	34	239	267	31	81	31
55 - 59	13	207	195	27	55	24
60 - 64	11	86	92	17	39	10
65+	1	18	10	11	5	5
Not stated	0	0	1	0	0	0

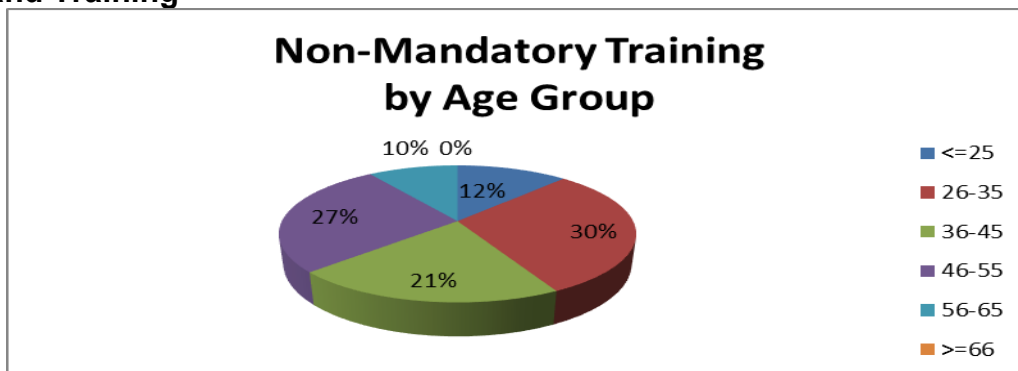
### Age and Promotion



Age band	Promotions	Staff in Post
<=25	12.24%	7.62%
26-35	45.15%	28.47%
36-45	24.05%	22.34%
46-55	13.08%	23.54%
56-65	5.06%	16.50%
>=66	0.42%	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; 36-45; >=66). 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.

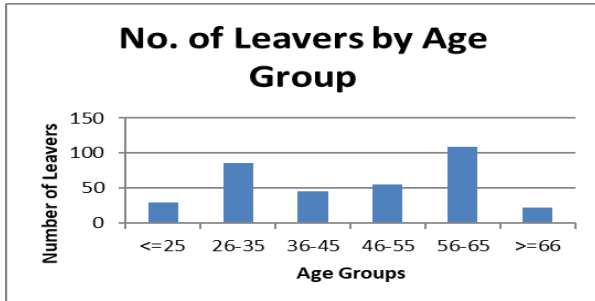
### Age and Training



The data shows the number of staff undertaking training remains broadly similar to the previous reports and reflects the demographics of the staff within the Trust. However, it must be noted there is no training recorded for the >=66 age group.

Further investigation may highlight any requirement to promote training opportunities for staff aged 56 and over, or identify barriers to accessing training, and bearing in mind individual choices.

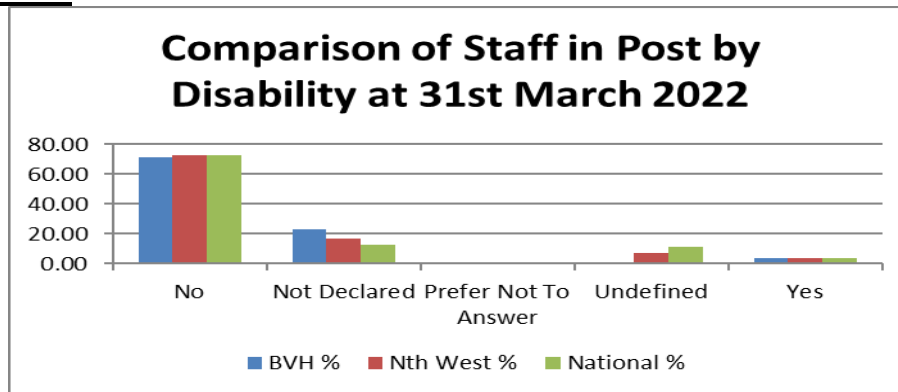
**Leavers**



Age band	Leavers	Staff in Post
<=25	8.65%	7.62%
26-35	24.78%	28.47%
36-45	12.97%	22.34%
46-55	15.85%	23.54%
56-65	31.41%	16.50%
>=66	6.34%	1.53%

The table above identifies the age group 56-65 as having the highest numbers of leavers which is up by 11.2% from the last report. The 26-35 age group shows the second largest number of leavers at 24.78% down from 29.15%. The 56-65 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
<b>BVH %</b>	71.56	23.33	0.88	0.34	3.89
<b>Nth West %</b>	72.33	16.68	0.00	7.54	3.45
<b>National %</b>	72.77	12.69	0.00	11.09	3.44

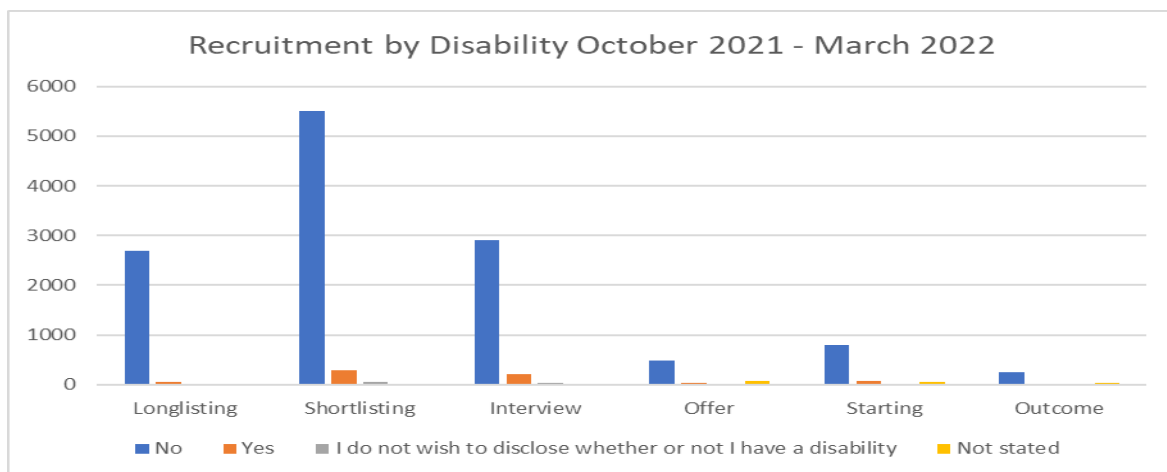
The percentage of staff who disclosed a disability or long-term health condition has increased slightly from 3.02% in the last report, to 3.89%. The 'not declared' figure remains just under double the national figure at 23.33%. The Trust will continue to send communications periodically to all staff 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	Disciplinaries	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Yes	1	0	0	0	3.89	3.13
No	16	2	2	4	71.56	75.00
Not Declared	5	0	0	0	23.67	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 32, a decrease of 5 (3.44%) since the last report. There are 8 cases across the remaining groups. The 'not declared' and 'unknown' 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



Disability	Longlistin	Shortlistir	Interview	Offer	Starting	Outcome
No	2696	5500	2908	491	787	249
Yes	49	295	210	32	71	24
I do not w	7	62	30	6	7	2
Not stated	0	3	5	79	61	28



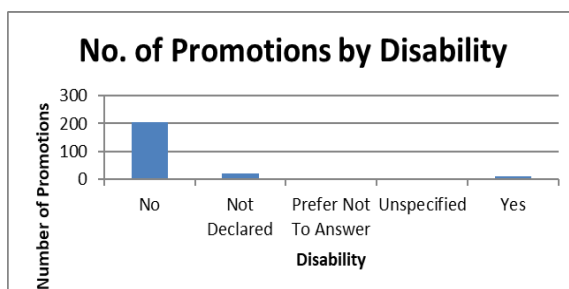


Of the new staff starting employment with the Trust 32 declared a disability compared to 61 new staff not declaring a disability. The figure for the 'not stated' group (10.37%) could skew the overall figures. More work is required to encourage applicants to declare a disability. Further investigation might highlight any problems to recruiting people with a disability.

Guaranteed	Longlisting	Shortlisting	Interview	Offer	Starting	Outcome
No	2721	5648	3014	505	833	266
Yes	31	209	133	17	32	9
Not stated	0	3	6	86	61	28

The Trust signed the NHS Employers Pledge for the Learning Disability Employment Programme in May 2019 which aims to improve the employment opportunities for people with a Learning Disability. The Trust is working to provide different options to the application and interview processes making it more inclusive.

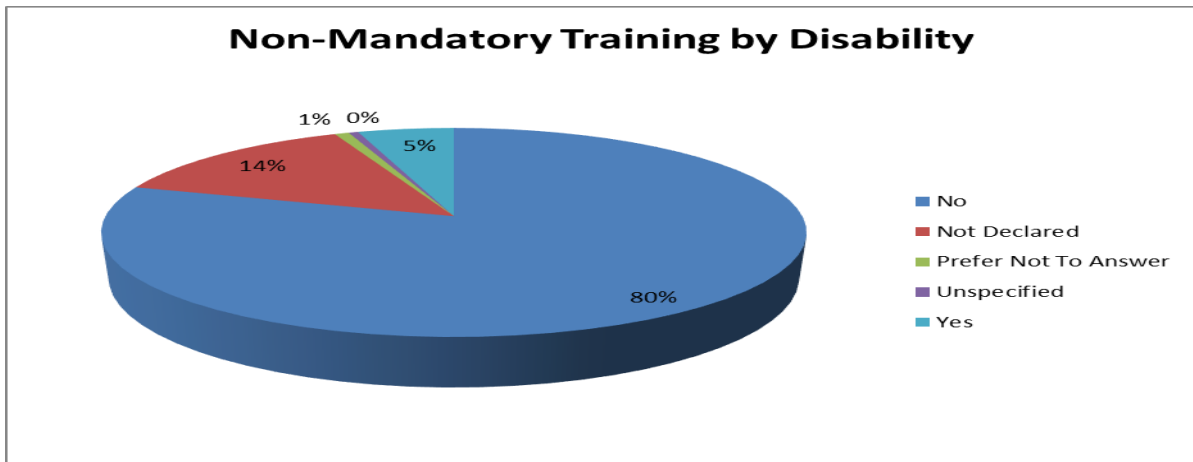
### Disability and Promotion



Disability	Promotions	Staff in Post
No	86.08%	71.56%
Not Declared	9.28%	23.33%
Prefer Not To Answer	0.42%	0.88%
Unspecified	0.00%	0.34%
Yes	4.22%	3.89%

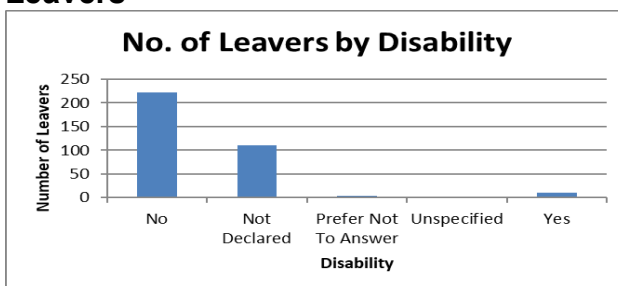
According to the data 4.22% of staff declaring a disability have been promoted which is a slight decrease since the last report of 1.11%, with an increase from 82% to 86.08% for those with 'no' disability. However, there might also be some staff in the 'not declared', 'prefer not to say' and 'unspecified' groups who may have a disability or long-term health condition which skew the figures in other groups.

## Disability and Training



With 15% 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

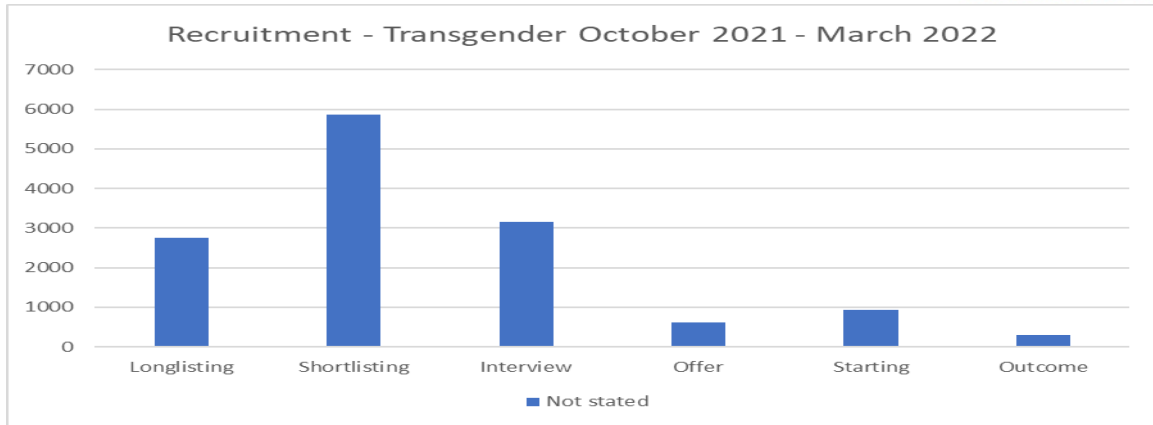


Disability	Leavers	Staff in Post
No	63.98%	71.56%
Not Declared	31.70%	23.33%
Prefer Not To Answer	0.86%	0.88%
Unspecified	0.29%	0.34%
Yes	3.17%	3.89%

The table above identifies the 'no' (63.98%) or 'not declared' (31.70%) groups as having the highest combined number of leavers. The figures for the groups 'not declared', 'prefer not to say' and 'unspecified' 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.



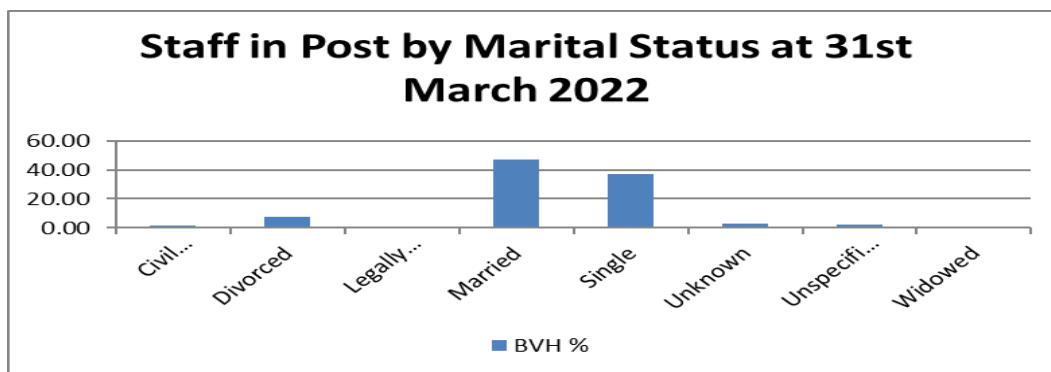
Transgender	Longlisting	Shortlisting	Interview	Offer	Starting	Outcome
Not stated	2752	5860	3153	608	926	303

The likelihood of recruitment for those who identify as transgender is not clear from the data provided for the last six months. It appears no applicants have disclosed whether they are transgender. 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 %	1.57	7.46	0.90	46.84	37.05	3.09	2.37	0.72

Most staff declare themselves as being married (46.84%) with the second largest group recorded being single (37.05%), with very slight variation across the remaining groups since the last report. There remains very little change for this characteristic

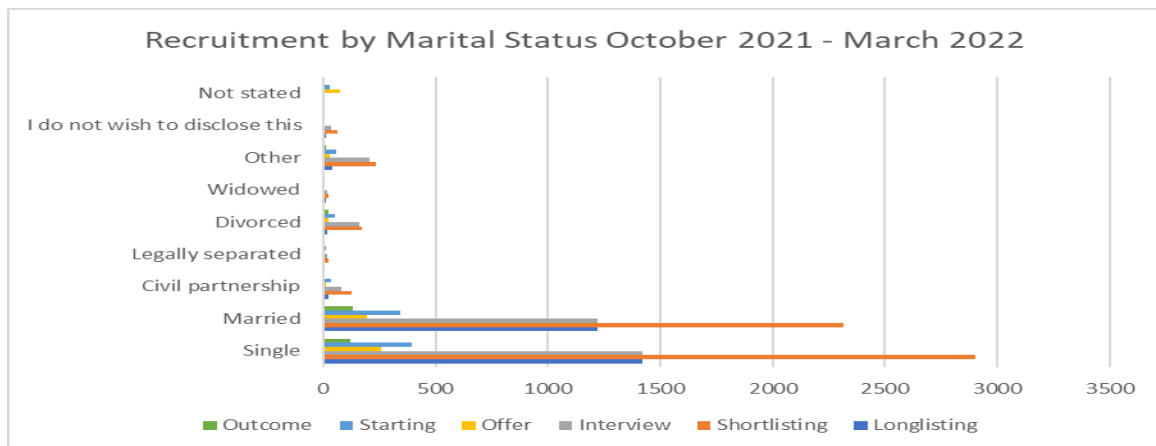
since reporting commenced. A data cleansing exercise may help to ensure accurate reporting of marital status to eliminate the unknown and unspecified groups.

### Marriage and Civil Partnership and HR Procedures

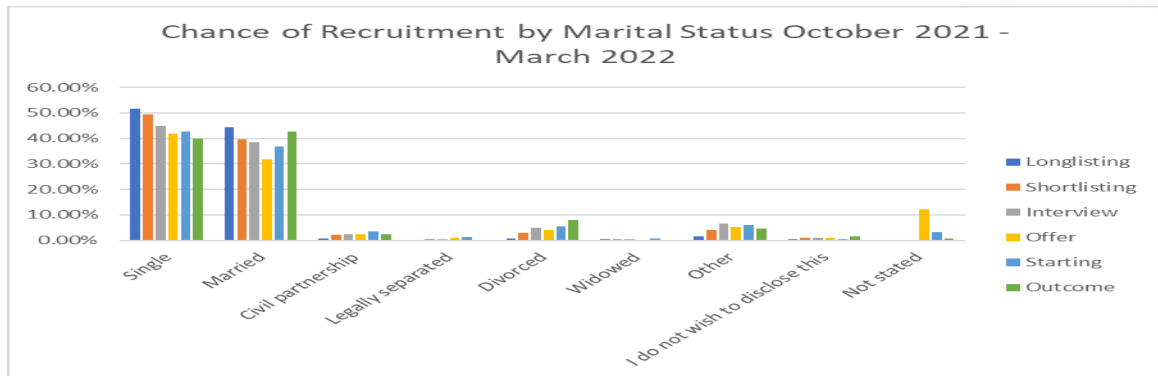
Marital Status	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Married	6	2	1	1	46.84	31.25
Civil Partnership	0	0	0	0	1.57	0.00
Single	10	0	0	3	37.05	40.63
Divorced	5	0	0	0	7.46	15.63
Widowed	0	0	0	0	0.72	0.00
Legally Separated	1	0	0	0	0.90	3.13
Unknown	1	0	2	0	3.09	9.38
Unspecified	0	0	0	0	2.37	0.00

The number of married staff involved with HR procedures has decreased from 15 to 10 since the last report. The same can be see for single people with a decrease from 27 to 13, leaving 9 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

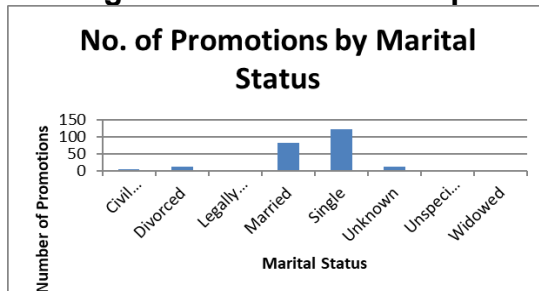


Marital Status	Longlisting	Shortlisting	Interview	Offer	Starting	Outcome
Single	1419	2903	1419	255	395	121
Married	1220	2316	1218	194	340	129
Civil partnership	22	123	79	14	32	7
Legally separated	7	23	19	6	11	0
Divorced	20	170	159	25	51	24
Widowed	10	25	16	2	7	1
Other	42	236	204	31	56	14
I do not wish to disclose this	12	61	35	6	4	5
Not stated	0	3	4	75	30	2



The data indicates that people single have the highest chance of recruitment than other groups since the last report. The groups with second and third highest chances of recruitment are 'married', and 'other'. A data cleansing exercise might be helpful in reallocating people to the correct group.

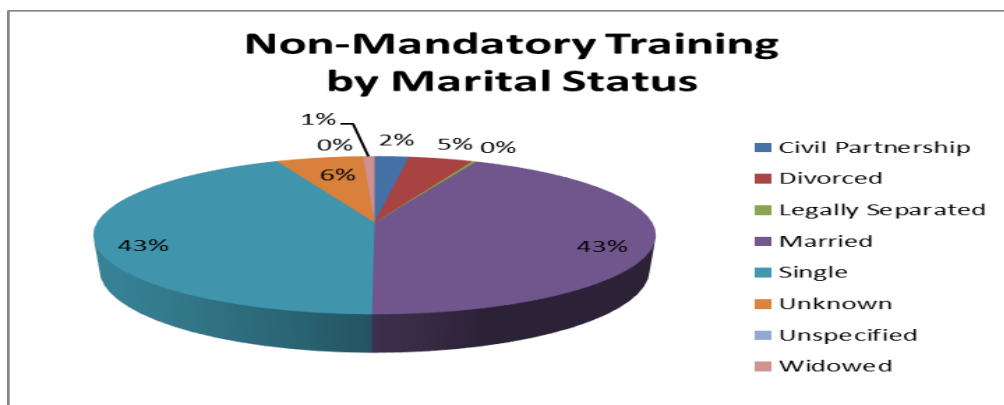
### Marriage and Civil Partnership and Promotion



Marital Status	Promotions	Staff in Post
Civil Partnership	2.11%	1.57%
Divorced	5.06%	7.46%
Legally Separated	0.00%	0.90%
Married	35.02%	46.84%
Single	51.90%	37.05%
Unknown	5.06%	3.09%
Unspecified	0.84%	2.37%
Widowed	0.00%	0.72%

The largest percentage of promotions can be seen in the 'single' group at 51.90% with a slight decrease of 2.56% since the last report. The next largest group is the 'married' group, which shows a decrease of 5.44% from 40.61% to 35.02%. This metric will continue to be monitored to ensure no discrimination is taking place.

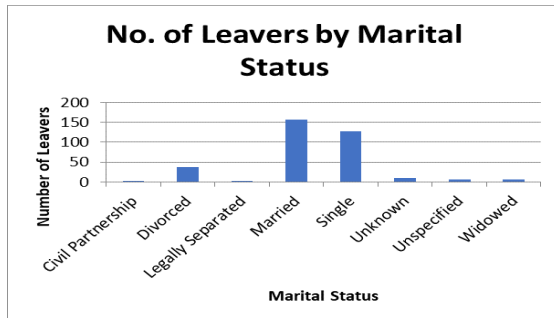
### Marriage and Civil Partnership and Training



Figures show that staff in the 'married' and 'single' groups remains the largest groups when accessing training. The 6% 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	0.58%	1.57%
Divorced	10.66%	7.46%
Legally Separated	0.58%	0.90%
Married	44.96%	46.84%
Single	36.89%	37.05%
Unknown	2.88%	3.09%
Unspecified	1.73%	2.37%
Widowed	1.73%	0.72%

The table above identifies staff in the married group as having the highest number of leavers decreasing from 49.26% to 44.96% since the last report. Those who are single are the next largest group and shows a decrease of 5.24% from the last report. The ‘unspecified’ and ‘unknown’ groups show a decrease from 4.9% to 4.61%, which is likely to assist clarify 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.

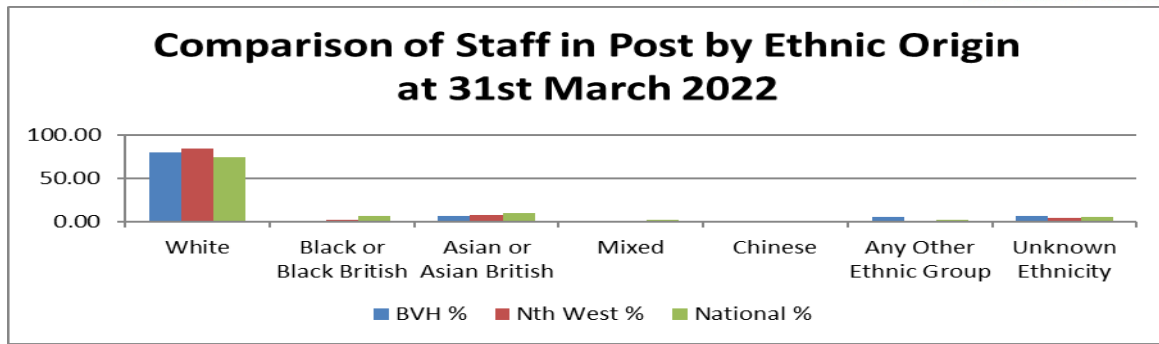
## 5. PREGNANCY AND MATERNITY

31st March 2022	Total Number
Maternity Leave	177

The figure has increased by 5 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 79.57%, with a total of 13.91 from all other ethnic origin groups. With 6.42% of staff not declaring their ethnicity this could impact on figures in other groups. The latter group shows a slight decrease of 0.23% from the last report in the number of staff not declaring their ethnicity, which means the Trust remains above the national figure (4.70%).



	White	Black or Black British	Asian or Asian British	Mixed	Chinese	Any Other Ethnic Group	Unknown Ethnicity
<b>BVH %</b>	79.57	1.08	6.49	0.84	0.26	5.34	6.42
<b>Nth West %</b>	84.60	2.19	6.89	1.22	0.42	1.00	3.68
<b>National %</b>	74.95	5.94	9.83	1.71	0.54	2.32	4.70

The table above shows marginal increases and decreases across all ethnicities in relation to staff in post, with White staff decreasing by 0.26%.

### Ethnic Origin and HR Procedures

Ethnic Origin	Disciplinaries	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
White	19	2	1	4	79.57	81.25
Black / Black British	0	0	0	0	1.08	0.00
Asian / Asian British	1	0	1	0	6.49	6.25
Mixed	0	0	0	0	0.84	0.00
Chinese	0	0	0	0	0.26	0.00
Any Other group	0	0	0	0	5.34	0.00
Unknown Ethnicity	3	0	1	0	6.42	12.50

The above data indicates that compared to the staff in post, white staff (26) are 4 times more likely to be involved in HR procedures compared to other ethnic groups (6), although details for the 'unknown' group (6.42%) would clarification to obtain a more reliable conclusion.

### Ethnic Origin and Recruitment

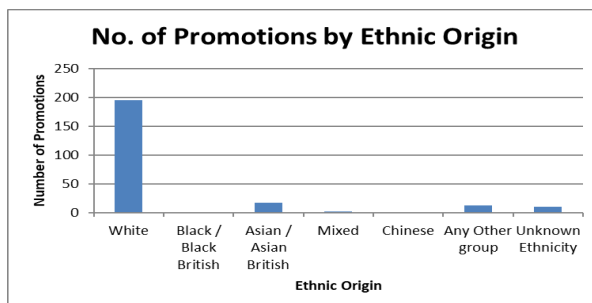


The data below shows that of those applicants declaring their ethnic origin as 'not stated' they are more likely to be recruited despite a decreased from 85.80% 24.33% since the last report; include the 'do not wish to disclose' group 4.30% and the total is 28.63% which will skew the figures in the remaining groups. A data cleansing exercise might help to ensure more accurate reporting across ethnic groups thereby reducing the figure in the 'unspecified' group.

Ethnic Origin	Longlistin	Shortlistin	Interview	Offer	Starting	Outcome
WHITE - British	322	2483	2249	351	710	230
WHITE - Irish	2	8	11	5	4	1
WHITE - Any other	52	254	112	24	29	10
ASIAN or ASIAN BR	222	607	194	39	33	7
ASIAN or ASIAN BR	112	256	70	26	5	1
ASIAN or ASIAN BR	13	48	21	3	2	0
ASIAN or ASIAN BR	80	234	151	33	48	9
BLACK or BLACK BR	3	13	4	0	1	0
BLACK or BLACK BR	1487	1374	176	21	11	6
BLACK or BLACK BR	55	33	2	1	0	0
MIXED - White & B	9	17	9	1	6	2
MIXED - White & B	97	120	16	3	0	1
MIXED - White & A	3	12	2	1	4	0
MIXED - any other	14	44	6	4	0	3
OTHER ETHNIC GRO	6	11	15	1	5	1
OTHER ETHNIC GRO	240	295	87	18	12	2
I do not wish to dis	35	48	23	3	3	3
Not stated	0	3	5	74	53	27



### Ethnic Origin and Promotion



Ethnic Origin	Promotions	Staff in Post
White	82.28%	79.57%
Black / Black British	0.42%	1.08%
Asian / Asian British	7.17%	6.49%
Mixed	0.84%	0.84%
Chinese	0.00%	0.26%
Any Other group	5.06%	5.34%
Unknown Ethnicity	4.22%	6.42%

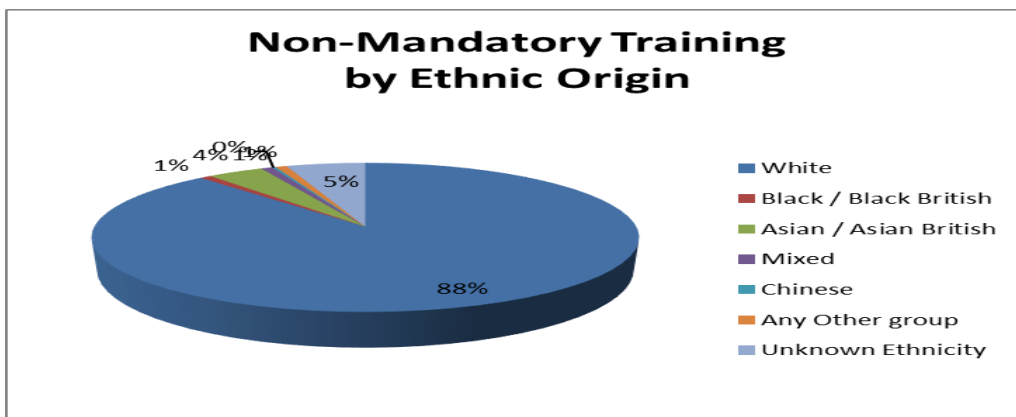
The above data shows a slight decrease of 2.45% in promotions for white staff but remains broadly in line with the percentages of staff in post. There has also been an increase from 0.0% to 2.0% in promotions for Black/Black British staff and an increase for 'any other group' of 3.83% since the previous report. Even with a decrease from 5.04% in the 'unknown' category to 2% this will lead to a slight



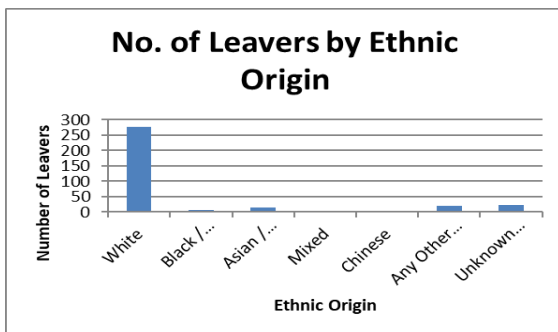
skewing of data in the other groups. This metric requires further monitoring to ascertain if there are any barriers preventing BAME staff from applying, having the opportunity to apply, and gain promotion, or to clarify any link with other protected characteristics.

### 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 Leadership courses, plus Trust Management and Development courses are circulated and hoped staff will take up less opportunities. Work remains ongoing to link non-mandatory training to our OLM system to improve report data.



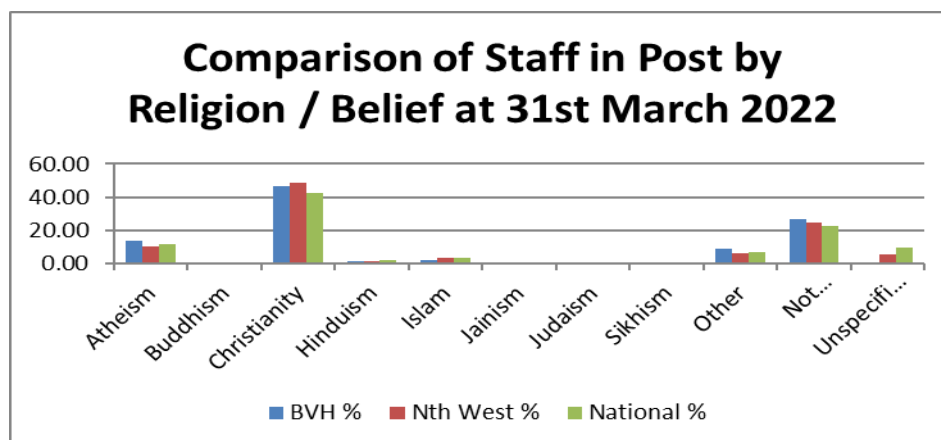
### Leavers



Ethnic Origin	Leavers	Staff in Post
White	79.54%	79.57%
Black / Black British	2.02%	1.08%
Asian / Asian British	4.03%	6.49%
Mixed	1.15%	0.84%
Chinese	0.58%	0.26%
Any Other group	5.76%	5.34%
Unknown Ethnicity	6.92%	6.42%

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' 7.18% an decrease of 18.36% since the last report.

## 7. RELIGION OR BELIEF



	Atheism	Buddhism	Christianity	Hinduism	Islam	Jainism	Judaism	Sikhism	Other	Not Disclosed	Unspecified
<b>BVH %</b>	13.84	0.39	46.72	0.93	2.13	0.03	0.06	0.08	9.10	26.70	0.03
<b>Nth West %</b>	9.99	0.39	48.68	1.24	3.28	0.03	0.16	0.15	6.06	24.44	5.58
<b>National %</b>	11.56	0.57	42.73	2.05	3.32	0.05	0.19	0.57	6.50	22.79	9.67

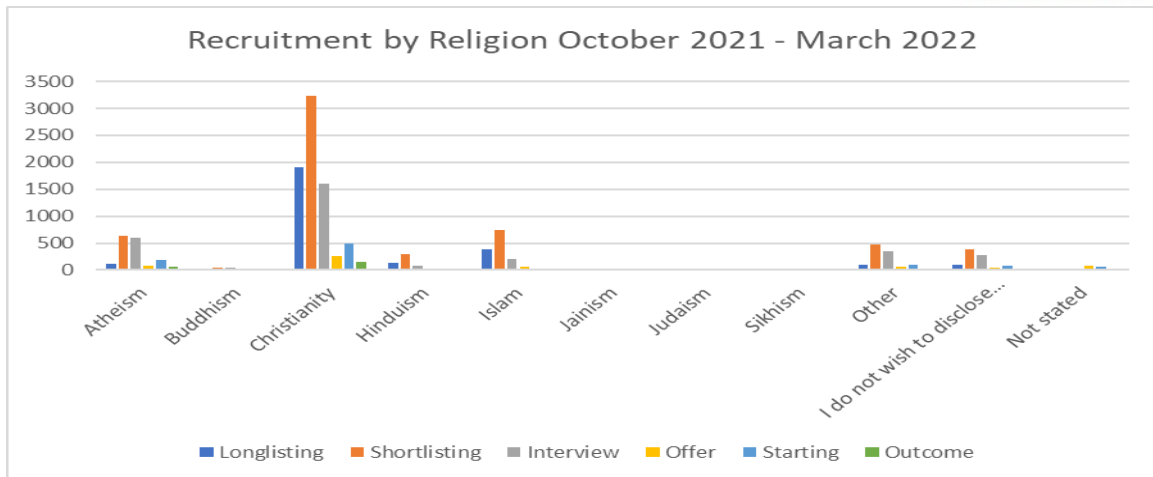
The above data shows there is a broad mix of religions and beliefs in the Trust with Christianity the most highly recorded as in previous reports. The large number of staff 'not disclosing' and 'unspecified' (30.35%) their religion or belief will continue to create inaccuracies of the data in other groups. 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	46.72	50.00
Atheism	3	0	0	1	13.84	12.50
Hinduism	0	0	0	0	0.93	0.00
Other	2	0	0	0	11.79	6.25
Unknown/Not Disclosed	8	0	2	0	26.73	31.25

The table above shows there is an increase of 8 to 23 for Christian staff going through HR procedures compared to 31 across the remaining groups, but this is broadly in line with the staff in post percentages. The 'not disclosed' / 'unknown' groups (17), could lead to inaccuracies of data in other groups.

### Religion or Belief and Recruitment

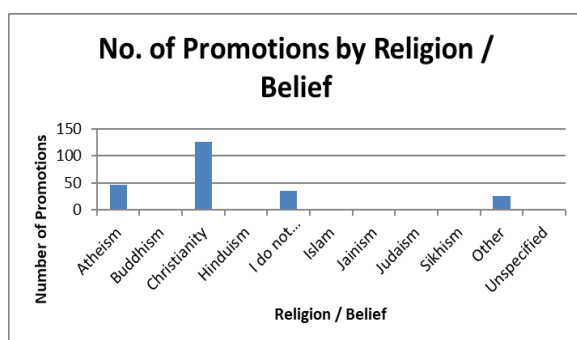


Religion	Longlistin	Shortlistir	Interview	Offer	Starting	Outcome
Atheism	4.1	10.9	18.9	13	19.8	22.8
Buddhism	1	0.9	1.3	0.8	0.3	0.3
Christianity	69.2	55.3	50.6	42.4	53.5	50.2
Hinduism	4.7	5.1	2.4	4.6	0.8	0.3
Islam	14.1	12.7	6.3	9.4	1	2.6
Jainism	0	0	0.1	0.5	0	0
Judaism	0	0	0.1	0.2	0	0
Sikhism	0.1	0.2	0.3	0	0.2	0
Other	3.4	8.2	11.3	9.2	10	7.6
I do not wish to dis	3.4	6.7	8.6	7.4	8	6.9
Not stated	0	0.1	0.2	12.5	6.5	9.2



Applicants who did 'not state' a religion or belief still have the highest chance of being recruited with a further increase from 5.01% to 10.82%. The chances of recruitment decreased slightly from 15.38% to 1% for those in the Judaism group. The quality of the data will be affected by those choosing to 'not disclose' or 'not state' their beliefs with a total of 23.16%.

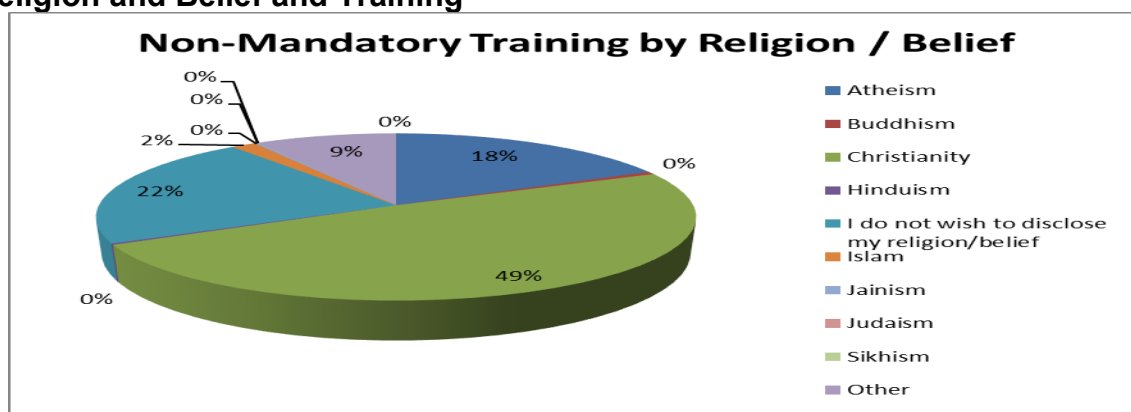
## Religion and Belief and Promotion



Religious Belief	Promotions	Staff in Post
Atheism	19.41%	13.84%
Buddhism	0.42%	0.39%
Christianity	53.16%	46.72%
Hinduism	0.42%	0.93%
I do not wish to disclose	14.77%	2.13%
Islam	0.84%	0.03%
Jainism	0.00%	0.06%
Judaism	0.00%	0.08%
Sikhism	0.00%	9.10%
Other	10.97%	26.70%
Unspecified	0.00%	0.03%

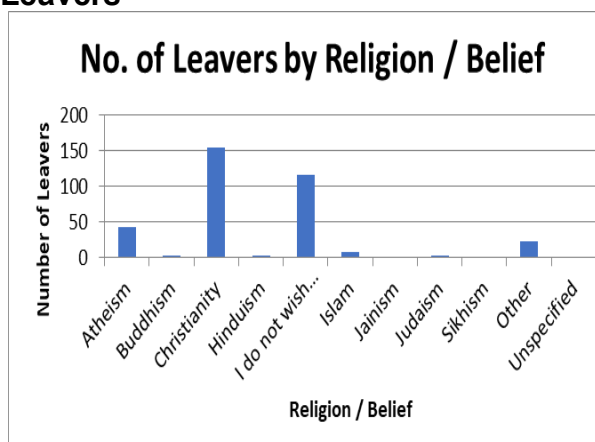
The most prominent groups recorded for promotion remains Christians (48%), Atheists (22%) and 'do not wish to disclose' (21.33%); although the 'do not wish to disclose' group will impact on the overall data quality. This metric requires monitoring to ensure there are no barriers preventing promotion 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 28% might skew the figures in the other groups. This metric will continue to be monitored.

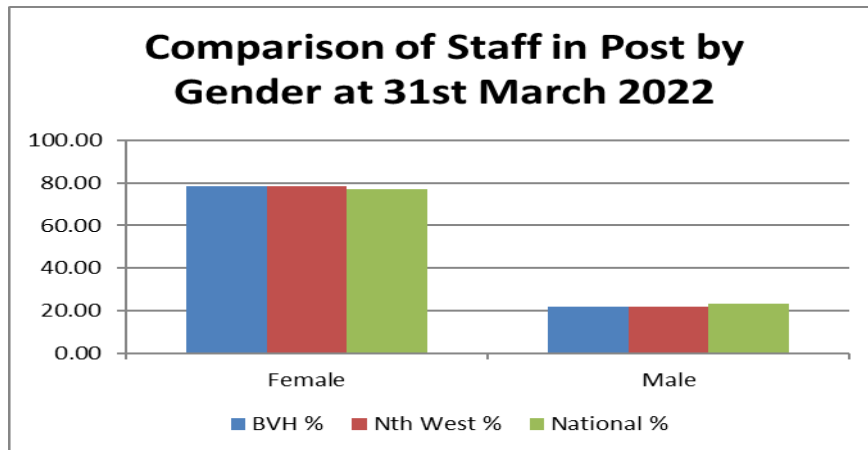
### Leavers



Religious Belief	Leavers	Staff in Post
Atheism	12.10%	13.84%
Buddhism	0.58%	0.39%
Christianity	44.38%	46.72%
Hinduism	0.29%	0.93%
I do not wish to disclose	33.43%	2.13%
Islam	2.31%	0.03%
Jainism	0.00%	0.06%
Judaism	0.29%	0.08%
Sikhism	0.00%	9.10%
Other	6.63%	26.70%
Unspecified	0.00%	0.03%

The table above identifies the highest numbers of leavers being from the 'do not wish to disclose' group (34.16% down from 42.42%); with the Christian faith group (45.81%), the second largest group an increase from 35.71%. The data recorded in 'do not wish to disclose' and 'unspecified' groups will impact on the overall data quality.

## 8. GENDER



	Female	Male
<b>BVH %</b>	78.19	21.81
<b>Nth West %</b>	78.31	21.69
<b>National %</b>	76.91	23.09

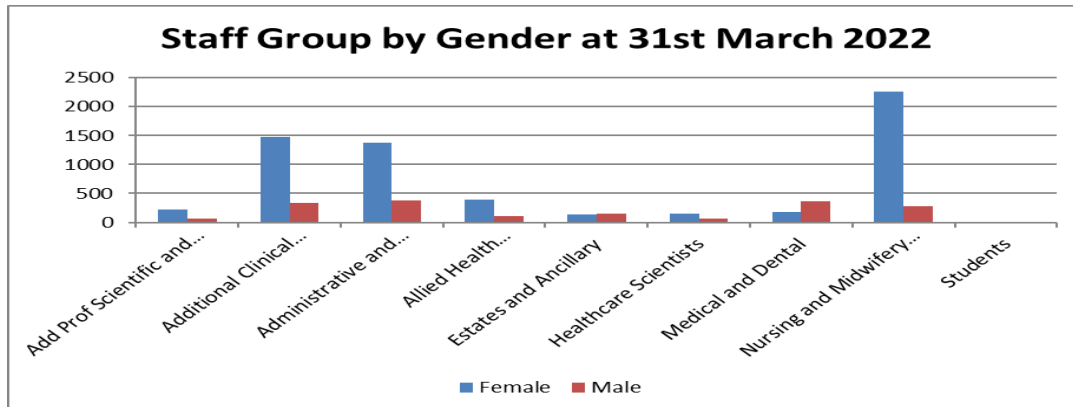
There has been a slight decrease since the last report, in the number of female employees (0.60%) in post but remains above the north west and national averages. The number of male employees increased by 0.60% to 21.44% from 20.84%. The division between male and female employees across the Trust is broadly representative of the NHS nationally.

### Gender and HR Procedures

Gender	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Female	14	0	2	2	78.19	56.25
Male	9	2	1	2	21.81	43.75

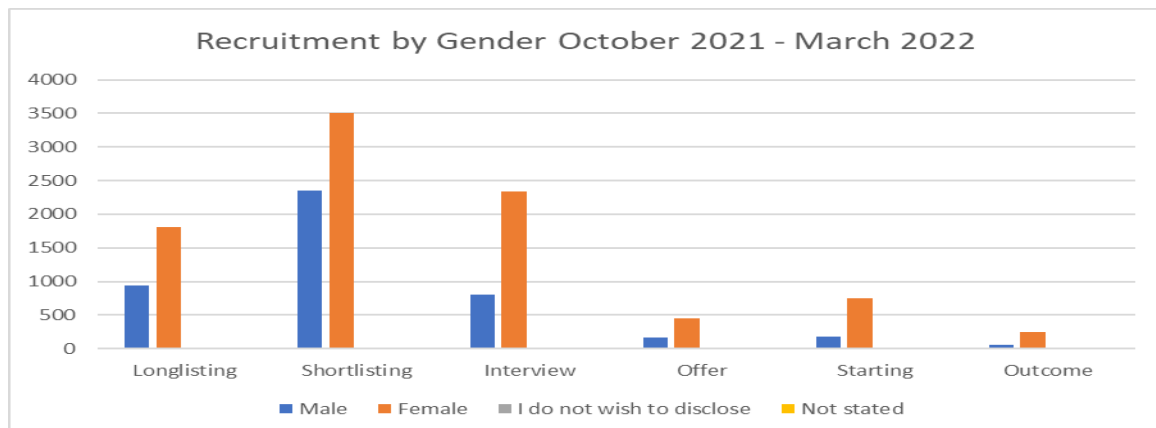
Female employees (62) are twice as likely to be involved in all HR procedures compared with the staff in post percentages than males (15); this requires monitoring to see if there any particular female staff group is more prevalent than others in this category.

The percentage for male employees involved in HR Procedures has decreased from 30.16% (19) in the last report to 27.78% (15)



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

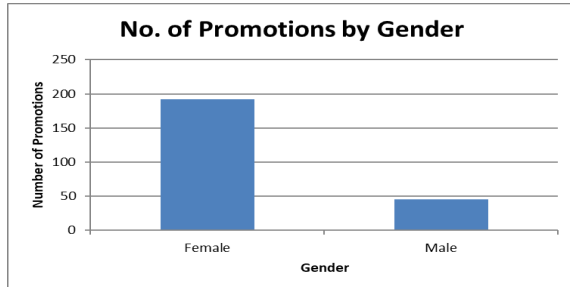


Gender	Longlistin	Shortlistir	Interview	Offer	Starting	Outcome
Male	942	2351	805	160	179	56
Female	1802	3500	2340	446	747	245
I do not wish to dis	8	9	8	2	0	2
Not stated	0	0	0	0	0	0

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. The percentage for recruitment remains in favour of female applicants, despite a further decrease, from 8.82% to 3.23% since the last report. The chance of males being recruited also decreased from 6.43% to 3.04%. The quality of the monitoring data

will be affected by the data of 4.16% in the 'do not wish to disclose', but not by the 0.0% in the 'not stated' group.

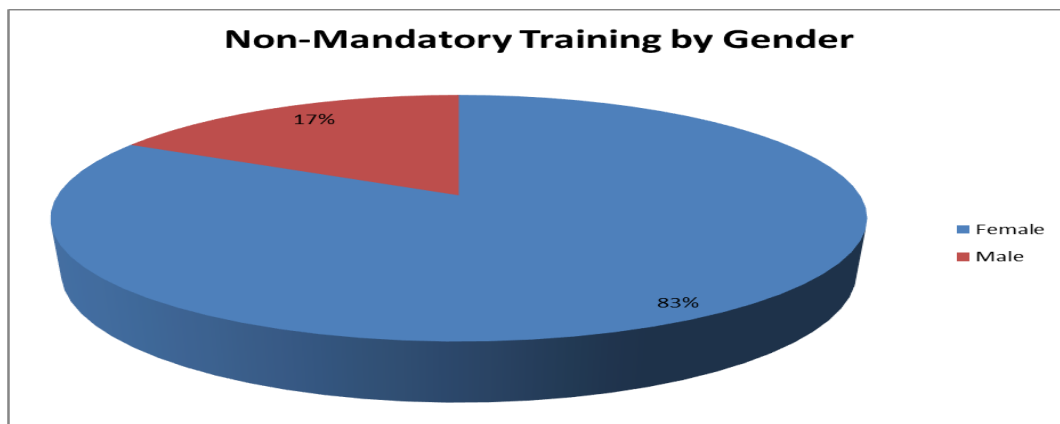
### Gender and promotion



Gender	Promotions	Staff in Post
Female	81.01%	78.19%
Male	18.99%	21.81%

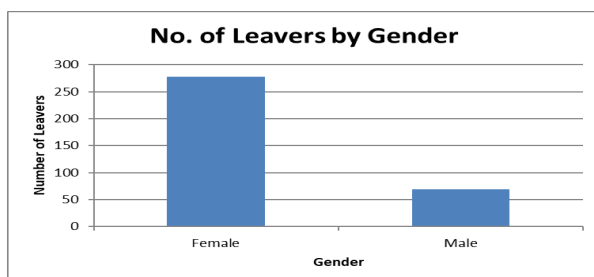
The data shows promotion for males has decreased from 21.43% to 18% but remains broadly reflective of the overall numbers of staff the Trust employs. There does not appear to be any barriers for promotion in relation to gender given that 21.44% of employees are male.

### 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

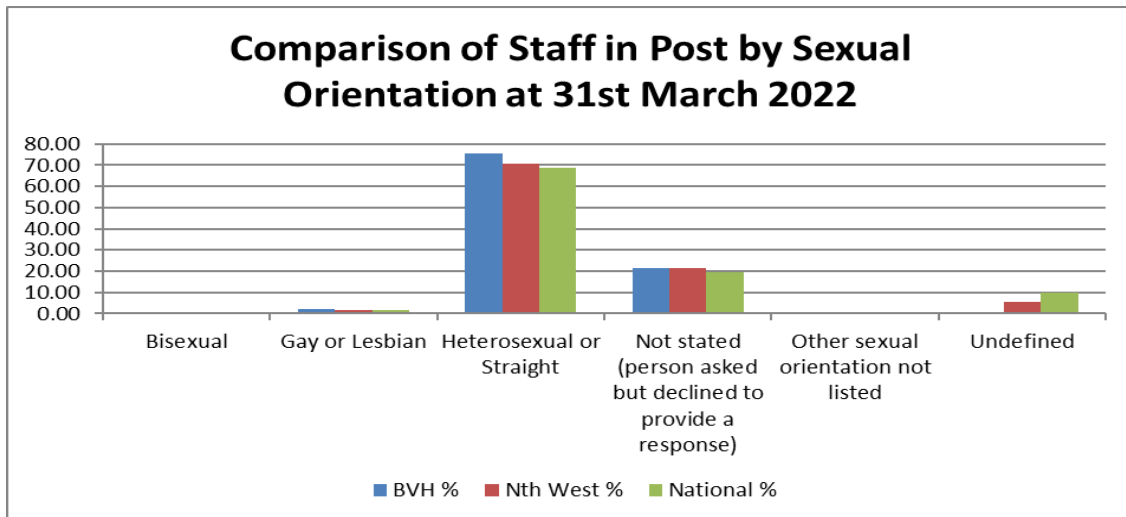


Gender	Leavers	Staff in Post
Female	80.12%	78.19%
Male	19.88%	21.81%

The table above identifies females as having the highest number of leavers with an increase of 3.88% since the last report. Given that there are approximately four times the number of females than males these figures are 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
<b>BVH %</b>	0.73	2.15	75.33	21.51	0.21	0.08
<b>Nth West %</b>	0.46	1.52	70.91	21.49	0.02	5.60
<b>National %</b>	0.66	1.46	68.66	19.45	0.03	9.73

The data shows little change with 24.91% of employees choosing 'not stated' or 'undefined'. A further communication will be 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 gender neutral or gender fluid.

### **Sexual Orientation and HR Procedures**



Sexual Orientation	Disciplinarys	Grievance	Bullying & Harrassment	Managing Performance	Comparison	
					% Staff in Post	% HR Procedure
Heterosexual	13	2	1	4	75.33	62.50
Gay or Lesbian	2	0	0	0	2.15	6.25
Bisexual	0	0	0	0	0.73	0.00
Not Disclosed	7	0	1	0	21.51	25.00
Unspecified	1	0	1	0	0.29	6.25

The table above shows the largest group of staff going through all HR procedures are heterosexual (54) an increase of 4 since the previous report. Data quality has been impacted by the number of staff in the 'not disclosed' group (13). However, the figures will be skewed due to the percentage recorded as 'not disclosed'. It would be prudent to review with cases in this category with HR.

### Sexual Orientation and Recruitment

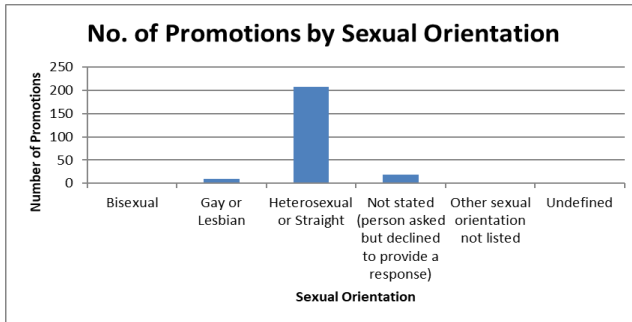


The table below shows 737 applicants choosing to 'not describe' or 'not state' their sexual orientation, leading to the data quality in other groups being affected.

The recruitment opportunity for Gay or Lesbian people decreased slightly from 7.63% to 3.05% since the last report. The figures could be skewed due to data in the 'not stated' and 'do not wish to disclose' groups which totals 30.75%.

Sexual Orientation	Longlistin	Shortlistir	Interview	Offer	Starting	Outcome
Heterosexual or St	2614	5470	2939	489	806	257
Gay or Lesbian	20	113	75	21	25	9
Bisexual	42	87	53	7	17	2
Other sexual orien	1	19	7	0	3	1
Undecided	1	13	4	1	0	0
I do not wish to dis	74	155	70	15	15	6
Not stated	0	3	5	75	60	28

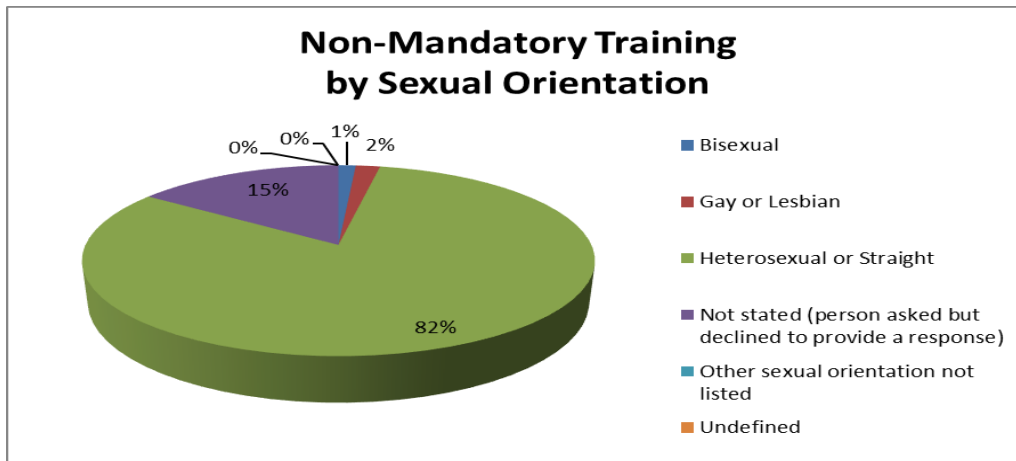
### Sexual Orientation and Promotion



Sexual Orientation	Promotions	Staff in Post
Bisexual	0.84%	0.73%
Gay or Lesbian	3.80%	2.15%
Heterosexual or Straight	87.34%	75.33%
Not stated (person asked but declined to provide a response)	8.02%	21.51%
Other sexual orientation not listed	0.00%	0.21%
Undefined	0.00%	0.08%

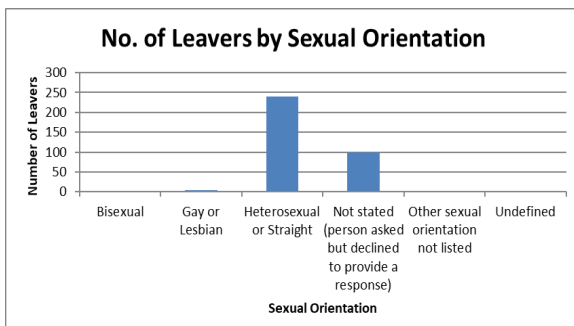
Recorded promotions show an increase for heterosexual staff from 83.33% to 87.33%, and a decrease of 2.38% to 0% for Lesbian and Gay since the last report. There could be inaccuracies in the data, with 12.67% of staff 'declining' or listed as 'undefined'. This metric should continue to be monitored to 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 is an increase from 2.89% since the last report, and might skew the figures in the other groups

### Leavers



Sexual Orientation	Leavers	Staff in Post
Bisexual	0.29%	0.73%
Gay or Lesbian	1.44%	2.15%
Heterosexual or Straight	68.88%	75.33%
Not stated (person asked but declined to provide a response)	28.82%	21.51%
Other sexual orientation not listed	0.58%	0.21%
Undefined	0.00%	0.08%

The table above identifies heterosexuals as being the largest group of leavers (68.07%), with the group who have 'not stated' (28.96%) as the second largest. There has been a further decrease in the figure for 'undefined' down from 0.65% to 0.40%. If the figures from the 'not stated' (28.96%) and 'undefined' (0.40%) groups are considered (29.36%) it might skew the figures across the remaining groups.

## **Conclusion/Recommendations**

There are a number of protected characteristics where similar approaches could be used 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 a number of 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. Consideration for a further data cleansing exercise 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 in staff declaring a disability/long-term health condition might be as a result of using self-serve. This direct access 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 November meeting, covering the period 1 April 2022 to 30 September 2022.