

Southport and Ormskirk Hospital NHS Trust Workforce Equality Monitoring Report April 2019 – March 2020

Executive Summary

Introduction

This report is published to ensure that Southport and Ormskirk Hospital NHS Trust has the information it needs to promote workforce equality and meet its public sector equality duty, as outlined in the Equality Act 2010.

The report details an analysis of the Southport and Ormskirk Hospital NHS Trust workforce for April 2019–March 2020. The challenges for the Trust in developing a diverse workforce is understanding the distinct differences in community make up across the area the Trust serves.

Staff Profile Highlights

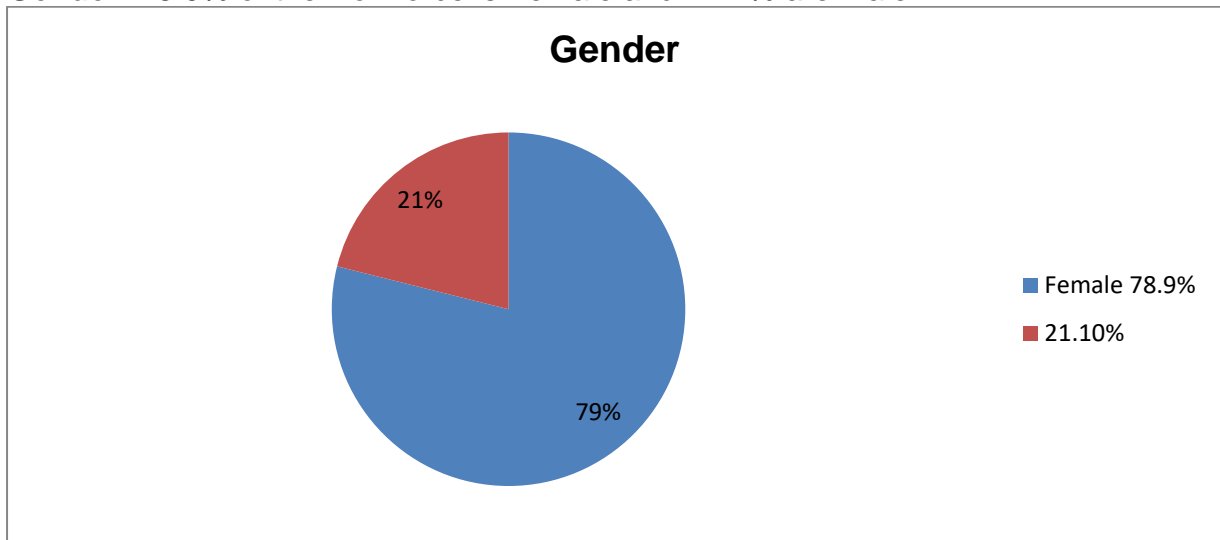
Headlines: As of March 2020 Southport and Ormskirk Hospital NHS Trust employed 3115 people of which:

- **Gender:** 78.9% of the workforce are Female and 21.1% are Male
- **Age:** 24.5% of the workforce are aged 35yrs and under, 49.69% of staff are 36yrs to 55yrs of age and 25.81% are aged over 55 years of age
- **Ethnicity:** The Trust workforce consists of 10.62% from Black Minority and Ethnic groups 80.93% White staff and 8.44% not stated unspecified prefer not to answer.
- **Disability:** 2.63% of the Workforce have disclosed that they consider themselves to have a Disability, 69.30% of staff have told us they don't consider themselves to have a Disability with the remainder 28.05% either not declaring - other.
- **Sexual Orientation:** 81.57% of staff have disclosed their sexual orientation as Heterosexual or Straight, 1.12% as Lesbian or Gay, 0.39% Bisexual with the remainder Not disclosed 7% and 9.92% Unspecified.
- **Religion & Belief:** 62.40% Christian, 8.57% Atheists, Islam 1.66%, Hinduism 1.44% with Not Disclosed 21.86% and all other 4.04%
- **Employment Status:** the workforce consist of 54.67% Fulltime Staff and 45.33% Part time Staff .
- **Length of Service:** The highest proportion of the workforce have been employed by the Trust between 6-29 years 52.55%, 1 to 5 years 27.80%, 15.70% of the workforce have been with the with the Trust for under 1 year and 3.95% of the Trust have been employed by the Trust for 30 years and over

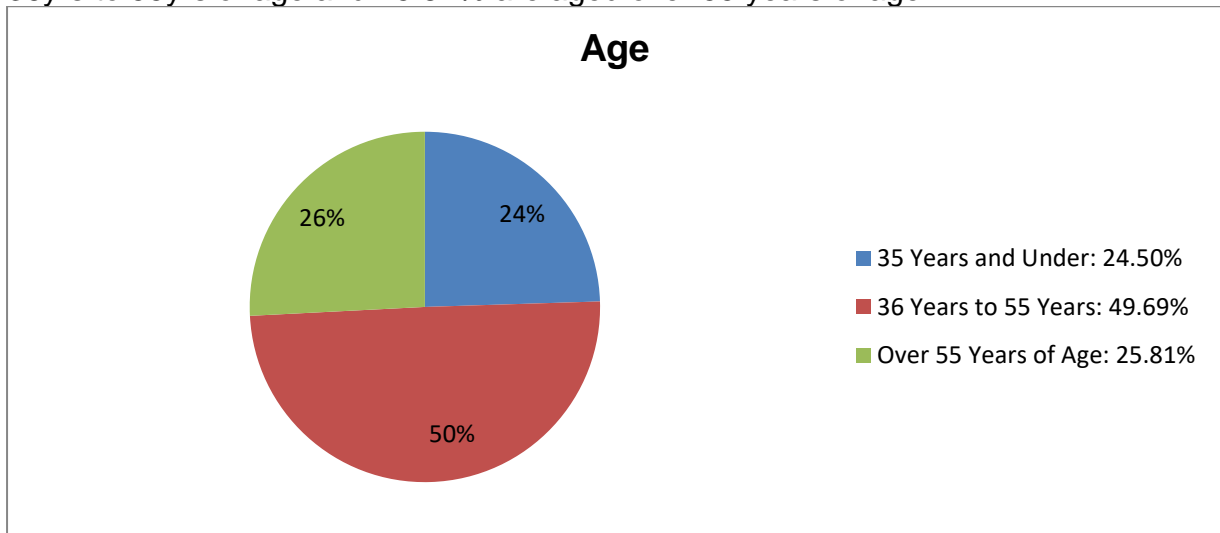
Workforce data below provides a general overview of staff ethnicity, gender, religion and belief, sexual orientation, disability employment status, length of service and recruitment.

Data figures in the various graphs are rounded up to the nearest point, the exact data figures are highlighted to the right of the graph.

Gender: 78.9% of the workforce is Female and 21.1% are Male

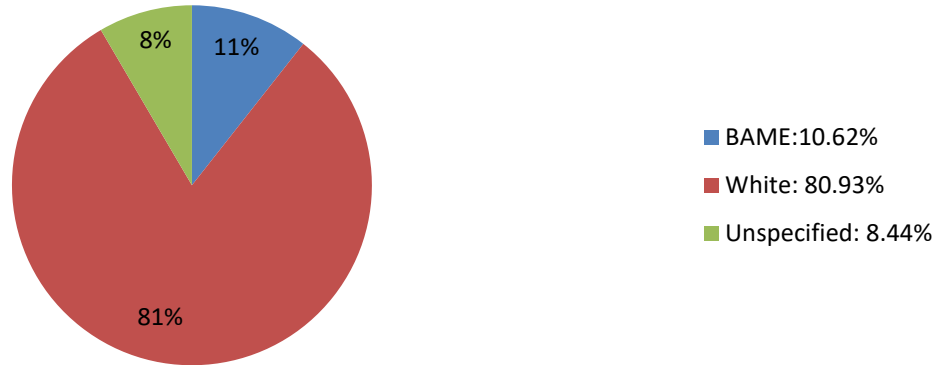


Age Profile: 24.50% of the workforce is aged 35yrs and under, 49.69% of staff are 36yrs to 55yrs of age and 25.81% are aged over 55 years of age



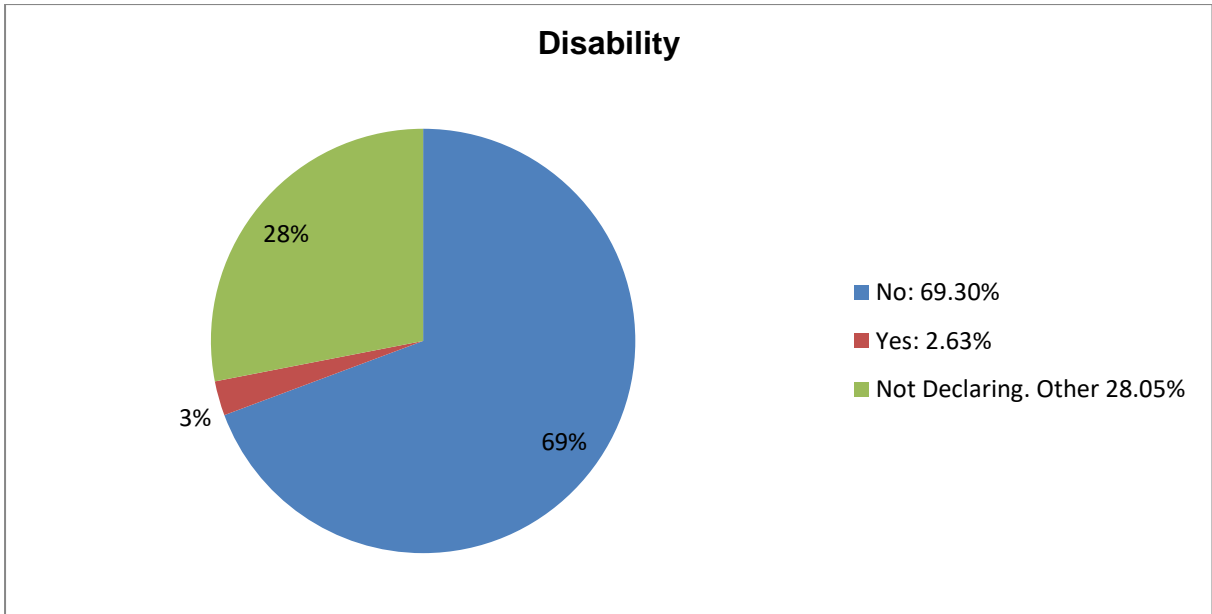
Ethnicity: The Trust workforce consists of 10.62% from Black Asian and Minority Ethnic groups 80.93% White staff and 8.44% Not Stated or Unspecified.

Ethnicity



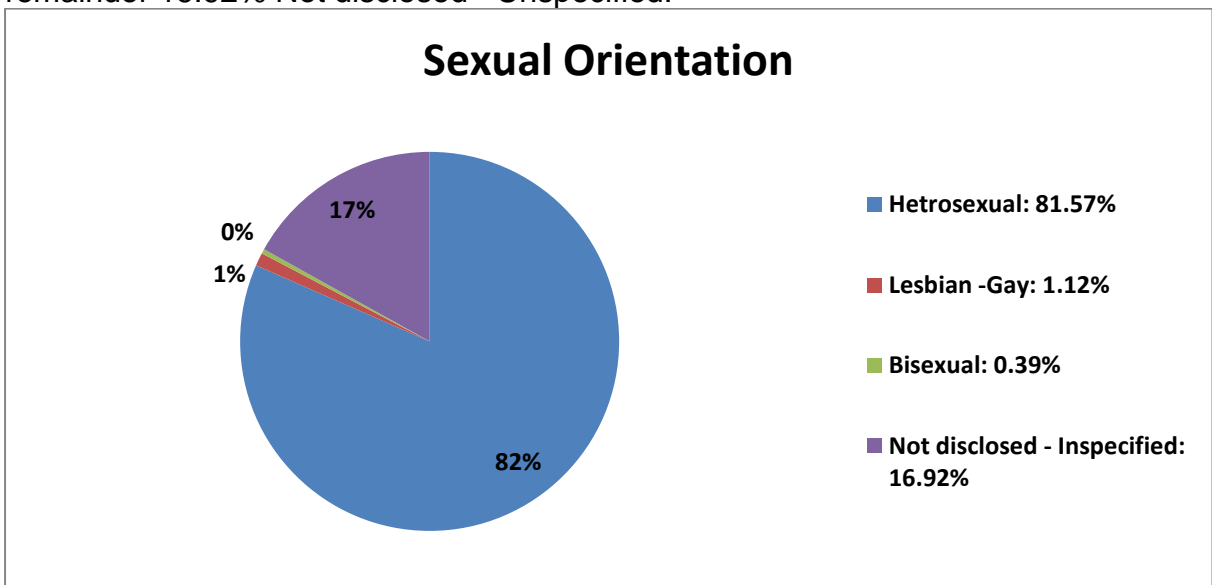
Ethnic Origin	Headcount	Percentage
A - White British	2496	80.93% White staff (2,521)
B - White Irish	25	
C - Any Other White	91	
D - Mixed White/Black Caribbean	6	
E - Mixed White/Black African	6	
F - Mixed White/Asian	5	
G - Mixed Other	7	
H – Indian	79	
J – Pakistani	20	
K – Bangladeshi	1	
L - Other Asian	49	
M - Black Caribbean	1	
N - Black African	18	
P - Black Other	7	
R – Chinese	5	10.62% from Black Minority and Ethnic groups (331)
S - Other Ethnic Group	36	
Unspecified	102	8.44% Not Stated or Unspecified (263)
Z - Not Stated	161	
Grand Total	3115	100%

Disability: 2.63% of the Workforce informed the Trust that they consider themselves to have a disability, 69.30% of staff have told us they don't consider themselves to have a disability with the remainder 28.05% either not declaring – other.

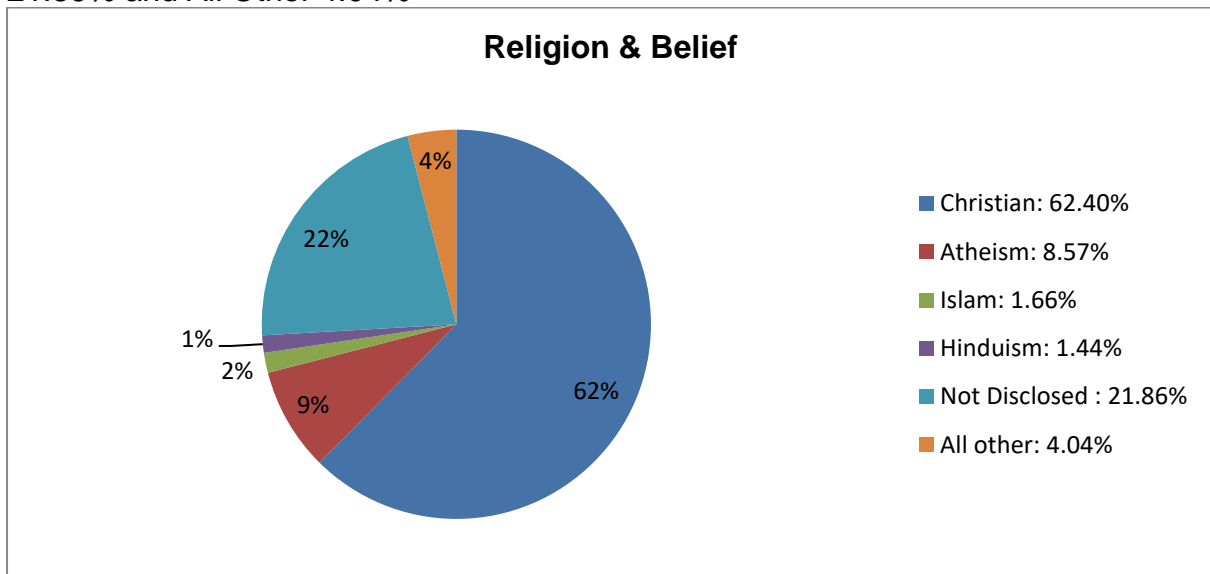


Disability	Headcount	Percentage %
No	2059	69.30% of staff don't consider themselves to have a disability
Not Declared - Other	974	28.05% not disclosed
Yes	82	2.63% of staff consider themselves to have a disability
Grand Total	3115	

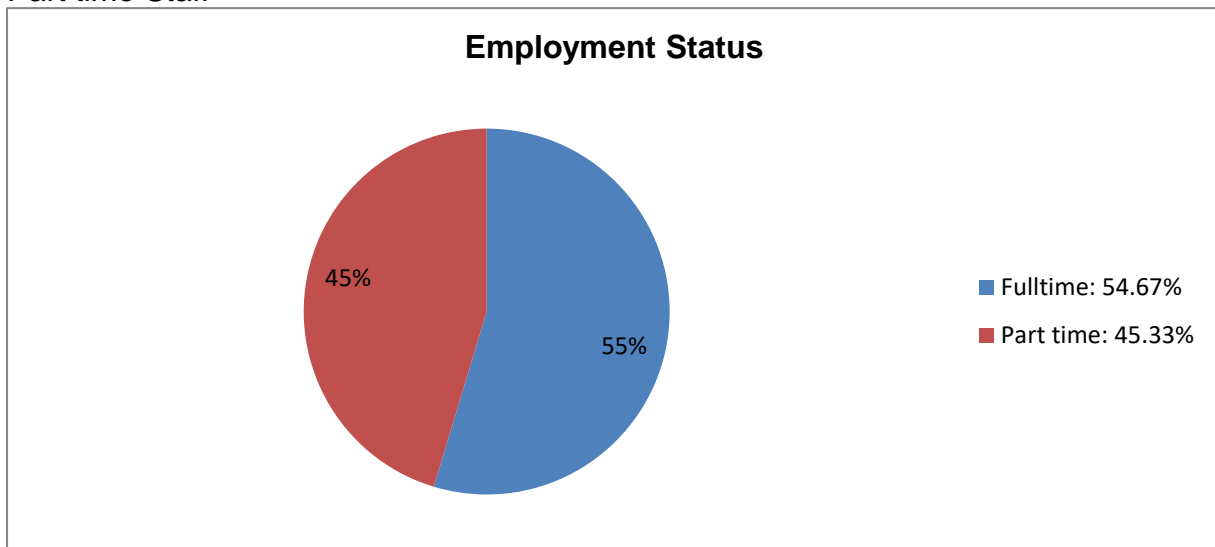
Sexual Orientation: 81.57% of staff have disclosed their sexual orientation as Heterosexual or Straight, 1.12% as Lesbian or Gay, 0.39% Bisexual with the remainder 16.92% Not disclosed - Unspecified.



Religion & Belief: the 4 highest religions & beliefs at the Trust are as follows 62.40% Christian, 8.57% Atheists, Islam 1.66% Hinduism 1.44% with Not Disclosed 21.86% and All Other 4.04%



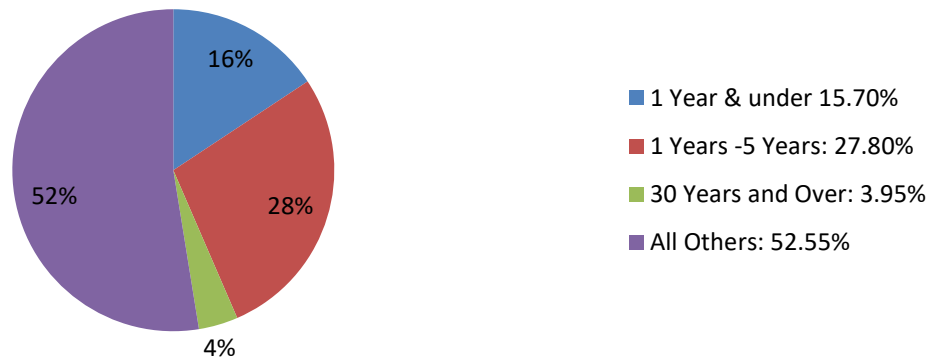
Employment Status: The workforce consist of 54.67% Fulltime Staff and 45.33% Part time Staff



Employee Category	Female%	Male %
Fulltime	37.43%	17.21%
Part Time	41.48%	3.88%
Grand Total Workforce %	78.91%	21.09%

Length of service: The highest proportion of the workforce have been employed by the Trust for between 1-5 years 27.80%, 15.70% of the workforce have been with the Trust for under 1 year and 3.95% of the Trust have been employed by the Trust for 30 years and above

Length of Service



Length of Service Band	%
<1 Year	15.70
1<5 Years	27.80
5<10 Years	17.40
10<15 Years	12.23
15<20 Years	13.42
20<25 Years	5.46
25<30 Years	4.04
30+ Years	3.95
	100.00

Workforce Race Equality Standard (WRES) & Workforce Disability Equality Standard (WDES)

The Trust completes the annual WRES & WDES reports, the aim of the WRES and WDES is to ensure employees from black and minority ethnic (BME) backgrounds and staff with a disability / long-term conditions have equal access to career opportunities and receive fair treatment in the workplace.

Conclusion

The Southport and Ormskirk Hospital NHS Trust Staff Equality Monitoring Report ,April 2019 – March 2020 update, completed by the Trust highlights the Trusts commitment to providing information on the make-up of its workforce, The Trust recognises the importance of having a workforce that is representative of the diverse communities the Trust serves and aims by working in partnership with our staff and partners from the diverse communities to make sure that any gaps and inequalities are identified and addressed.

Recommended Actions

Ensure key findings of the Workforce Equality Monitoring Report 2019-20 are referenced within the relevant sections of the evidence being provided for NHS Equality Delivery System 2 (EDS2)

The Trust will monitor progress on the Trust Workforce Race & Disability Equality Standard report action plans 2019-20 and will submit updates to the relevant Trust groups and committees, updates will also be provided to the Sefton CCG Equality and Diversity lead as part of the equality & diversity section of the quality contract.

The Trust will publish the Workforce Equality Monitoring Report April 2019 – March 2020 the Workforce Disability Equality Standard (WDES) Report 2019-20 and the Workforce Race Equality Standard (WRES) Report 2019-20 on the Trust website to ensure the Trust is compliant.

Appendix: A
Sefton Ethnicity Population Summary: Census 2011

Ethnicity	% Percentage of the Population in Sefton
White	97.40%
Mixed	1.1%
Asian	0.5%
Black	0.3%
Other	0.7%
Totals	100%

Source: ONS, 2011 Census

Note: BME includes all other ethnicities besides White.

Within Sefton, 97.4% of the population has a White ethnic background and 2.6% of the Sefton population has a Black, Minority Ethnic background (BME).

West Lancashire Ethnicity Population Summary: Census 2011

Ethnicity	% Percentage of the Population in West Lancashire
White	98.10%
Mixed	0.7%
Asian	0.9%
Black	0.1%
Other	0.2%
Totals	100%

Source: ONS, 2011 Census

Note: BME includes all other ethnicities besides White.

Within West Lancashire, 98.1% of the population has a White ethnic background and 1.9% of the West Lancashire population has a Black, Minority Ethnic background (BME).