

## **Southport and Ormskirk Hospital NHS Trust Workforce Equality Monitoring Report April 2018 – March 2019**

### **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 2018–March 2019. Southport and Ormskirk Hospital NHS Trust are pleased to say that the Trust workforce reasonably reflects the characteristics of the local population across the areas that Southport and Ormskirk Hospital NHS Trust serves. 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 2019 Southport and Ormskirk Hospital NHS Trust employed 2986 people of which:

- **Gender:** 78.90% of the workforce are Female and 21.10% are Male
- **Age:** 24.54% of the workforce are aged 35yrs and under, 51.11% of staff are 36yrs to 55yrs of age and 24.35% are aged over 55 years of age
- **Ethnicity:** The Trust workforce consists of 10.95% from Black Minority and Ethnic groups 82.65% White staff and 6.40% not stated unspecified prefer not to answer.
- **Disability:** 2.55% of the Workforce have disclosed that they consider themselves to have a Disability, 66.97% of staff have told us they don't consider themselves to have a Disability with the remainder 30.48% either not declaring, preferring not to say and the others unspecified.
- **Sexual Orientation:** 81.69% of staff have disclosed their sexual orientation as Heterosexual or Straight, 1.07% as Lesbian, Gay, 0.26% Bisexual with the remainder Not stated (person asked but declined to provide a response) 7.91% and 9.07% Unspecified.
- **Religion & Belief:** 63.37% Christian, 7.77% Atheists the third biggest group is Islam 1.74% with Not Disclosed and Unspecified 21.56% and all other 5.56%
- **Employment Status:** the workforce consist of 55.52% Fulltime Staff and 46.48% Part time Staff .
- **Length of Service:** The highest proportion of the workforce have been employed by the Trust for between 1-5 years 27.33%, 12.99% of the workforce have been with the with the Trust for under 1 year and 3.88% of the Trust have been employed by the Trust for 30 years and above

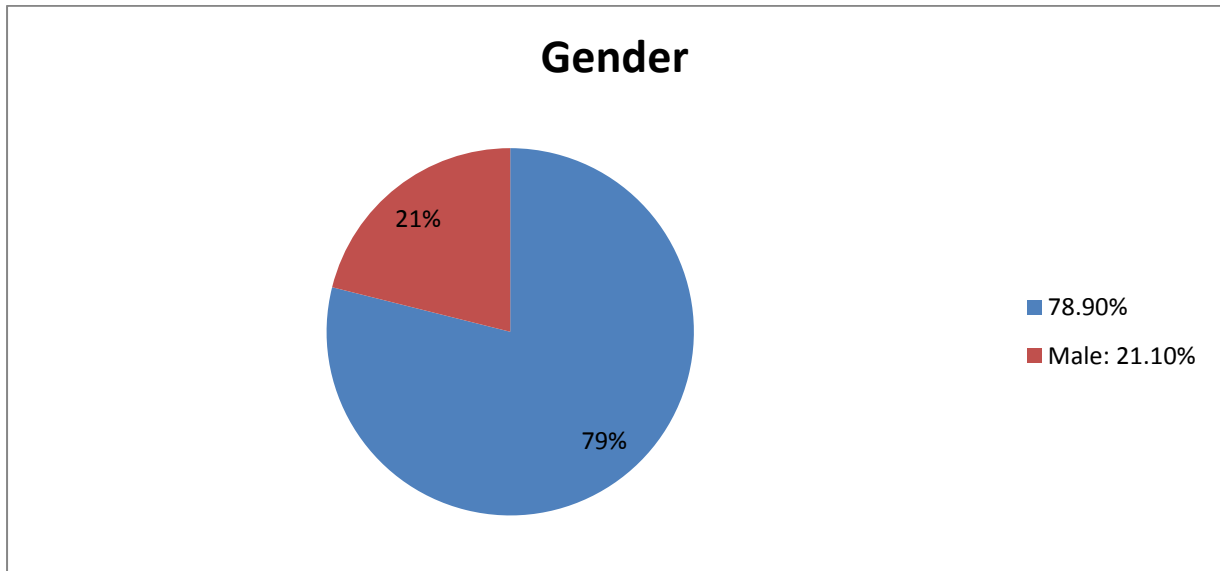
Workforce data below provides a general overview of staff ethnicity, gender, religion and belief, sexual orientation, disability employment status, length of service and recruitment.

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.

Workforce pay banding and grades highlight by percentage White and BME staff in each band or grade, the data in Appendix A was compiled as part of the evidence submitted for the Workforce Race Equality Standard (WRES) 2018 -2019.

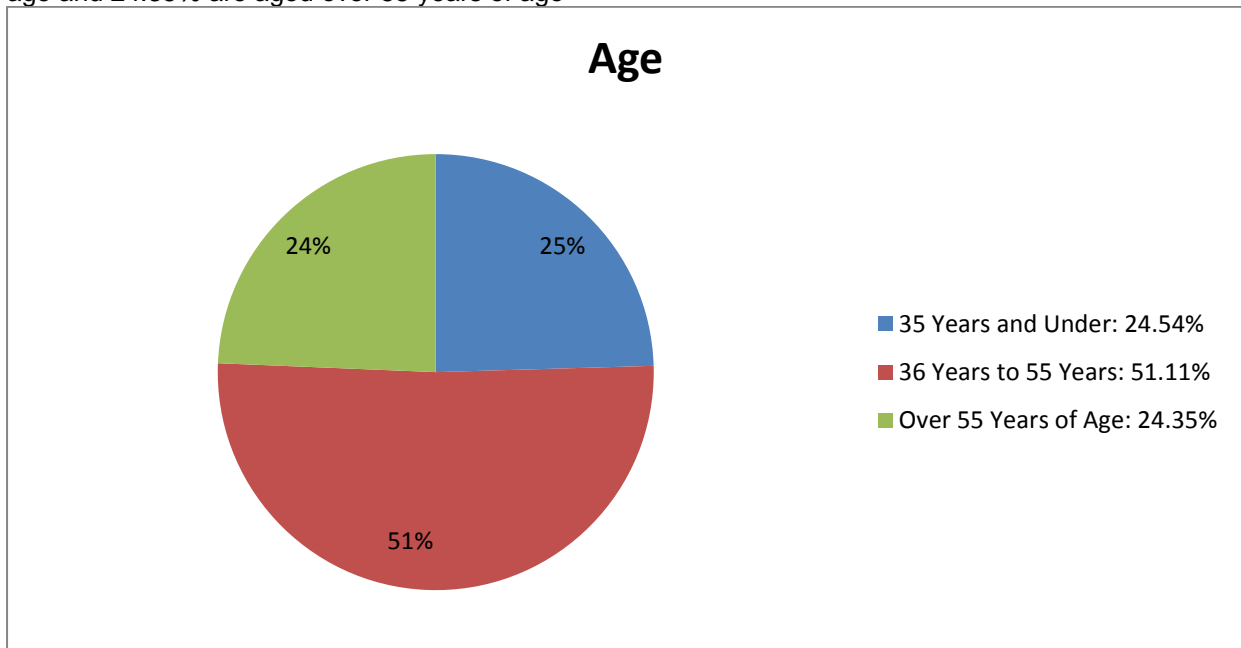
Consensus data for 2011 Appendix B highlights the ethnicity of residents in the Sefton and West Lancashire area, this data has been used as a comparator to cross reference the Trust workforce, The evidence highlights that the Trust is representative of the local regions

**Gender:** 78.90% of the workforce is Female and 21.10% are Male



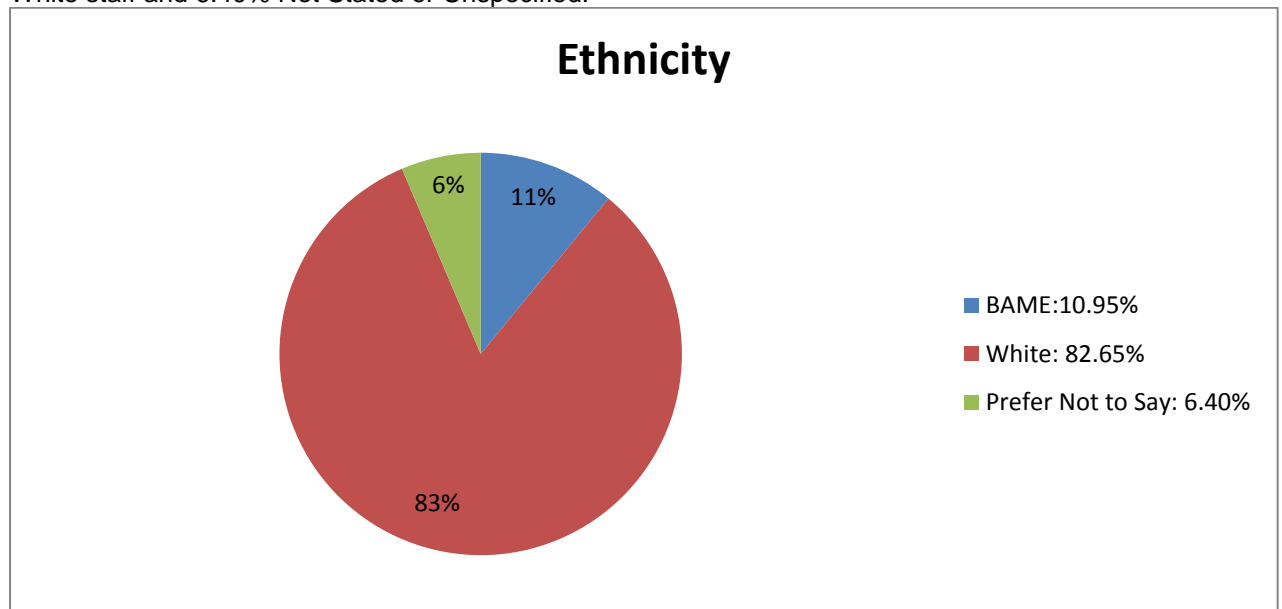
Gender	Headcount	Percentage %
Female	2355	78.90%
Male	631	21.10%
<b>Grand Total</b>	<b>2986</b>	<b>100%</b>

**Age Profile:** 24.54% of the workforce is aged 35yrs and under, 51.11% of staff are 36yrs to 55yrs of age and 24.35% are aged over 55 years of age



Age	Headcount	Percentage %
<=20 Years	9	24.54% of the workforce is aged 35yrs and under
21-25	164	
26-30	247	
31-35	313	
36-40	316	51.11% of staff are 36yrs to 55yrs of age
41-45	340	
46-50	388	
51-55	482	
56-60	409	24.35% are aged over 55 years of age
61-65	238	
66-70	69	
>=71 Years	11	
<b>Grand Total</b>	<b>2986</b>	<b>100%</b>

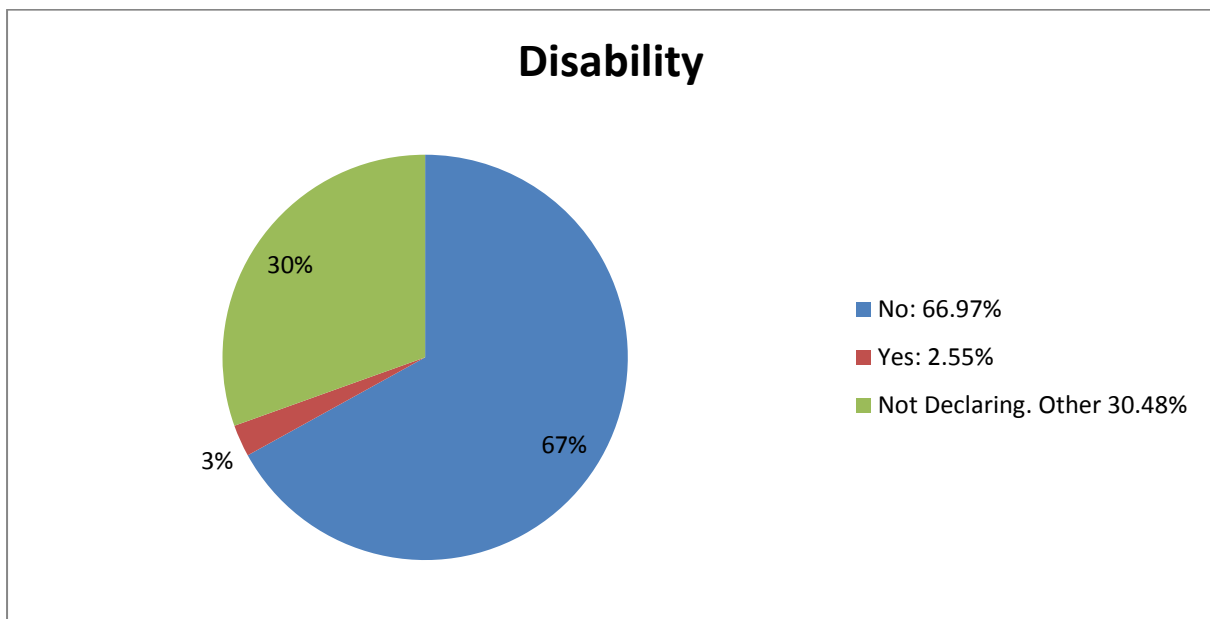
**Ethnicity:** The Trust workforce consists of 10.95% from Black Minority and Ethnic groups 82.65% White staff and 6.40% Not Stated or Unspecified.



Ethnic Origin	Headcount	Percentage
A - White British	2445	82.65% White staff
B - White Irish	23	
C - Any Other White	83	10.95% from Black Minority and Ethnic groups
D - Mixed White/Black Caribbean	7	
E - Mixed White/Black African	5	
F - Mixed White/Asian	6	
G - Mixed Other	4	
H - Indian	79	
J - Pakistani	15	
K - Bangladeshi	1	

L - Other Asian	57	
M - Black Caribbean	2	
N - Black African	16	
P - Black Other	8	
R – Chinese	5	
S - Other Ethnic Group	39	
Unspecified	12	6.40% Not Stated or Unspecified
Z - Not Stated	179	
<b>Grand Total</b>	<b>2986</b>	<b>100%</b>

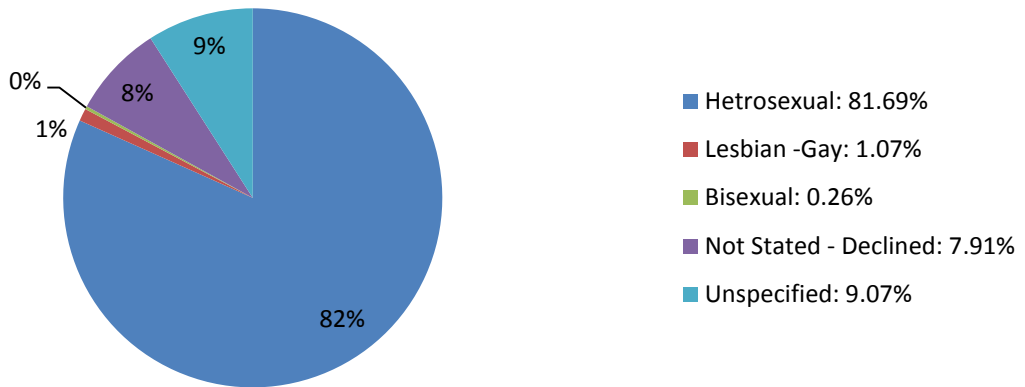
**Disability:** 2.55% of the Workforce informed the Trust that they consider themselves to have a disability, 66.97% of staff have told us they don't consider themselves to have a disability with the remainder 30.48% either not declaring, preferring not to say and the others unspecified



Disability	Headcount	Percentage %
No	2000	66.97% of staff don't consider themselves to have a disability
Not Declared	127	30.48% not disclosed
Prefer Not To Answer	1	
Unspecified	782	
Yes	76	2.55% of staff consider themselves to have a disability
<b>Grand Total</b>	<b>2986</b>	<b>100%</b>

**Sexual Orientation:** 81.69% of staff have disclosed their sexual orientation as Heterosexual or Straight, 1.07% as Lesbian, Gay, 0.26% Bisexual with the remainder Not stated (person asked but declined to provide a response) 7.91% and 9.07% Unspecified.

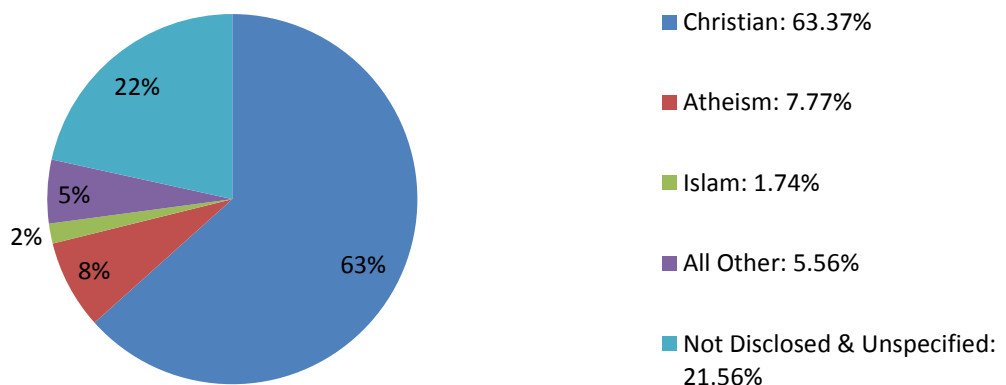
## Sexual Orientation



Sexual Orientation	Headcount	Percentage %
Bisexual	8	0.26% Bisexual
Gay or Lesbian	32	1.07% as Lesbian, Gay
Heterosexual or Straight	2439	81.69% of staff have disclosed their sexual orientation as Heterosexual
Not stated (person asked but declined to provide a response)	236	Not stated (person asked but declined to provide a response) 7.91%
Unspecified	271	9.07% Unspecified
<b>Grand Total</b>	<b>2986</b>	<b>100%</b>

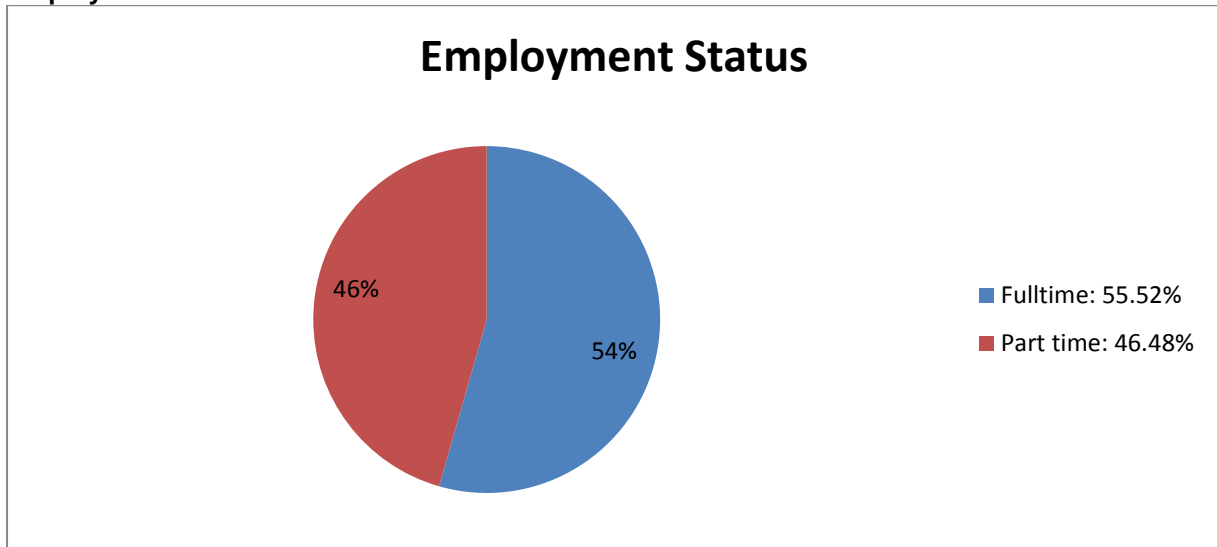
**Religion & Belief:** the 3 highest religions & beliefs at the Trust are as follows 63.37% Christian, 7.77% Atheists the third biggest group is Islam 1.74% with Not Disclosed and Unspecified 21.56% and all other 5.56%

## Religion & Belief



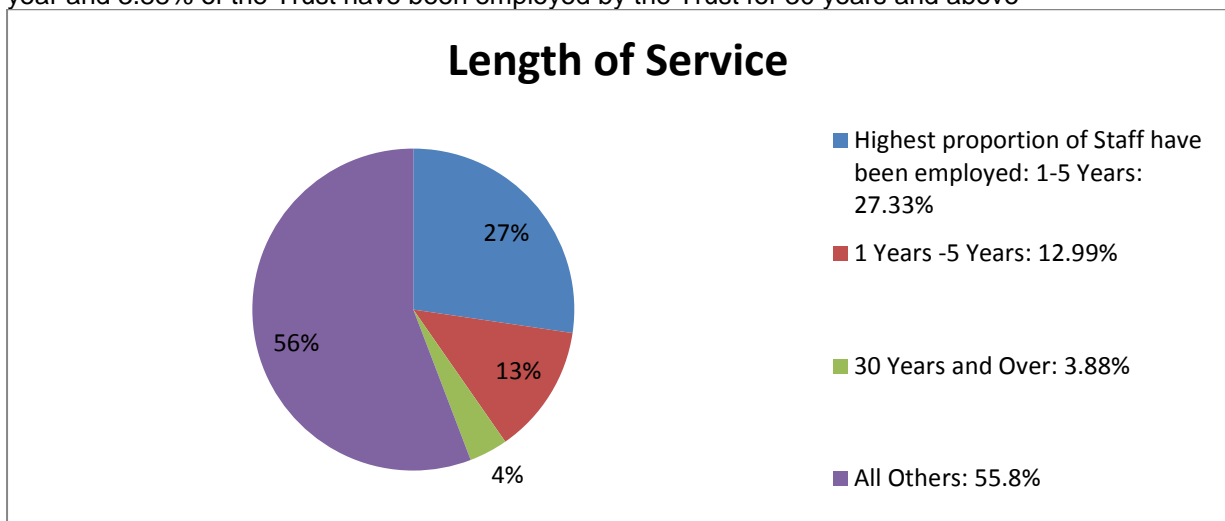
Religious Belief	Headcount	Percentage %
Atheism	232	7.77%
Christianity	1892	63.37%
Islam	52	1.74%
Other + Sikhism + Hinduism + Buddhism + Judaism	166	5.56%
I do not wish to disclose my religion/belief - Unspecified	644	21.56%
<b>Grand Total</b>	<b>2986</b>	<b>100%</b>

**Employment Status:** The workforce consist of 53.52% Fulltime Staff and 46.48% Part time Staff



Employee Category	Headcount	Percentage %
Fulltime	1,598	53.52%
Part Time	1,388	46.48%
<b>Grand Total</b>	<b>2,986</b>	<b>100%</b>

**Length of service:** The highest proportion of the workforce have been employed by the Trust for between 1-5 years 27.33%, 12.99% of the workforce have been with the with the Trust for under 1 year and 3.88% of the Trust have been employed by the Trust for 30 years and above



Length of Service	Headcount	Percentage %
<1 Year	388	12.99%
1<5 Years	816	27.33%
5<10 Years	575	19.26%
10<15 Years	376	12.59%
15<20 Years	424	14.20%
20<25 Years	173	5.79%
25<30 Years	118	3.95%
30+ Years	116	3.88%
<b>Total</b>	<b>2,986</b>	<b>100%</b>

**Recruitment:** The information below highlights the ratio of BME and White Staff being appointed from short listing; please note this refers to both internal and external posts

WRES Category	Headcount		Ratio	
	Shortlisted	Hired	Shortlisted	Hired
BME	432	16	0.96	0.04
White	2515	150	0.94	0.06
Z NULL	31	8	0.79	0.21
Z Not Stated/Not Given	49	1	0.98	0.02

### Conclusion

The Southport and Ormskirk Hospital NHS Trust Staff Equality Monitoring Report ,April 2018 – March 2019 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 2018-19 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 Equality Standard (WRES) action plan 2018-19 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 2018 – March 2019 and the Workforce Race Equality Standard (WRES) Report 2017-18 on the Trust website to ensure the Trust is compliant.

**Appendix A: Workforce Pay Bandings and Grades:  
Evidence Submitted for the Workforce Race Equality Standard (WRES) 2018 -2019**

**Clinical: Staff**

<b>Clinical</b>	<b>WRES Category</b>	<b>WRES Banding</b>	<b>Headcount</b>	
<b>Clinical</b>	<b>BME</b>	Band 2	24	
		Band 3	8	
		Band 5	37	
		Band 6	23	
		Band 7	3	
		Band 8a	5	
		Medical & Dental Consultant	45	
		Medical & Dental Non-Consultant Career Grade	53	
		Medical & Dental Trainee Grades	22	
		MT02	4	
		WH07	1	
		<b>White</b>	Band 2	199
			Band 3	247
	Band 4		49	
	Band 5		455	
	Band 6		389	
	Band 7		204	
	Band 8a		50	
	Band 8b		21	
	Band 8c		3	
	Band 8d		3	
	VSM		1	
	Medical & Dental Consultant		46	
	Medical & Dental Non-Consultant Career Grade		27	
	Medical & Dental Trainee Grades		61	
	FMWC		1	
	WH03		1	
	WH07		4	
	<b>Z NULL</b>		Band 2	5
			Band 3	2
			Band 4	1
		Band 5	3	
		Band 6	1	
		Band 7	1	
		Band 8a	2	
		Medical & Dental Consultant	2	
		Medical & Dental Trainee Grades	1	
	<b>Z Not Stated/Not</b>	Band 2	20	



	Given	Band 3	12
		Band 4	1
		Band 5	26
		Band 6	19
		Band 7	14
		Band 8a	1
		Band 8b	2
		Medical & Dental Consultant	14
		Medical & Dental Non-Consultant Career Grade	14
		Medical & Dental Trainee Grades	8
		MT01	1
		MT02	1
		WH07	1

**Non Clinical**

Clinical	WRES Category	WRES Banding	Headcount
Non Clinical	BME	Band 1	16
		Band 2	4
		Band 3	5
		Band 4	1
		Band 5	1
		Band 6	1
		Band 7	1
		Band 8a	1
		Band 8d	1
		VSM	1
		White	Band 1
	Band 2		292
	Band 3		108
	Band 4		155
	Band 5		46
	Band 6		48
	Band 7		25
	Band 8a		19
	Band 8b		8
	Band 8c		3
	Band 8d		6
	Band 9		1
	VSM		5
	CQIR		1
	IRPM		1
	WCOO		1

	Z NULL	Band 2	2
		Band 3	1
		Band 4	1
		Band 8a	1
	Z Not Stated/Not Given	Band 1	18
		Band 2	13
		Band 3	11
		Band 4	6
		Band 5	4
		Band 6	2
Band 7		3	
	WQZZ	1	
Z No Category	BME	Band 3	1
	White	Band 3	7
		Band 4	3
	Z Not Stated/Not Given	Band 3	1

#### Appendix: B

##### 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%
<b>Totals</b>	<b>100%</b>

#### 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%
<b>Totals</b>	<b>100%</b>

**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).