

## **Southport and Ormskirk Hospital NHS Trust Workforce Equality Monitoring Report April 2017 – March 2018**

### **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. This report incorporates the information required by the Workforce Race Equality Standard (WRES).

The report details an analysis of the Southport and Ormskirk Hospital NHS Trust workforce for April 2017–March 2018. 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 serve.

#### **Staff Profile Highlights**

Headlines: As of March 2018 Southport and Ormskirk Hospital NHS Trust employed 3062 people of which:

- **Gender:** 78.10% of the workforce are Female and 21.90% are Male
- **Age:** 24.82% of the workforce are aged 35yrs and under, 51.01% of staff are 36yrs to 55yrs of age and 24.17% are aged over 55 years of age
- **Ethnicity:** The Trust workforce consists of 9.50% from Black Minority and Ethnic groups 84.40% White staff and 6.1% Not Stated or Unspecified.
- **Disability:** 2.60% of the Workforce have disclosed that they consider themselves to have a Disability, 63.80% of staff have told us they don't consider themselves to have a Disability with the remainder 33.5% either not declaring, preferring not to say and the others unspecified.
- **Sexual Orientation:** 80.89% of staff have disclosed their sexual orientation as Heterosexual or Straight, 1.05% as Lesbian, Gay, 0.13% Bisexual with the remainder Not stated (person asked but declined to provide a response) 8.16% and 9.76% Unspecified.
- **Religion & Belief:** the 3 highest religions & beliefs at the Trust are as follows 63.65% Christian, 7.77% Atheists the third biggest group is Islam and Hinduism both at 1.44% with Not Disclosed Other and Unspecified 25.7%
- **Employment Status:** the workforce consist of 50.74% Fulltime Staff that consists of 34.49% Female and 16.25% Male, Part time Staff consists of 43.6% - 49% Female and 5.65% Male.
- **Length of Service:** The highest proportion of the workforce have been employed by the Trust for between 1-5 years 30.99%, 11.37% of the workforce have been with the with the Trust for under 1 year and 3.27% of the Trust have been employed by the Trust for 30 years and above

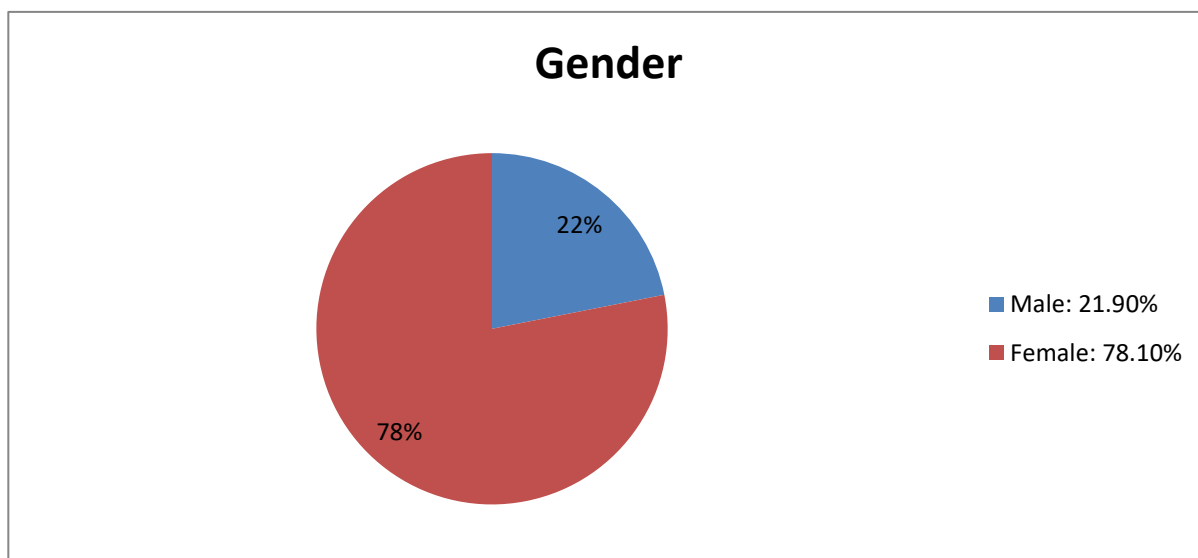
Workforce data below provides a general overview of staff ethnicity, gender, religion and belief, sexual orientation, disability employment status and length of service, disciplinary, training and recruitment.

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) 2017 -2018.

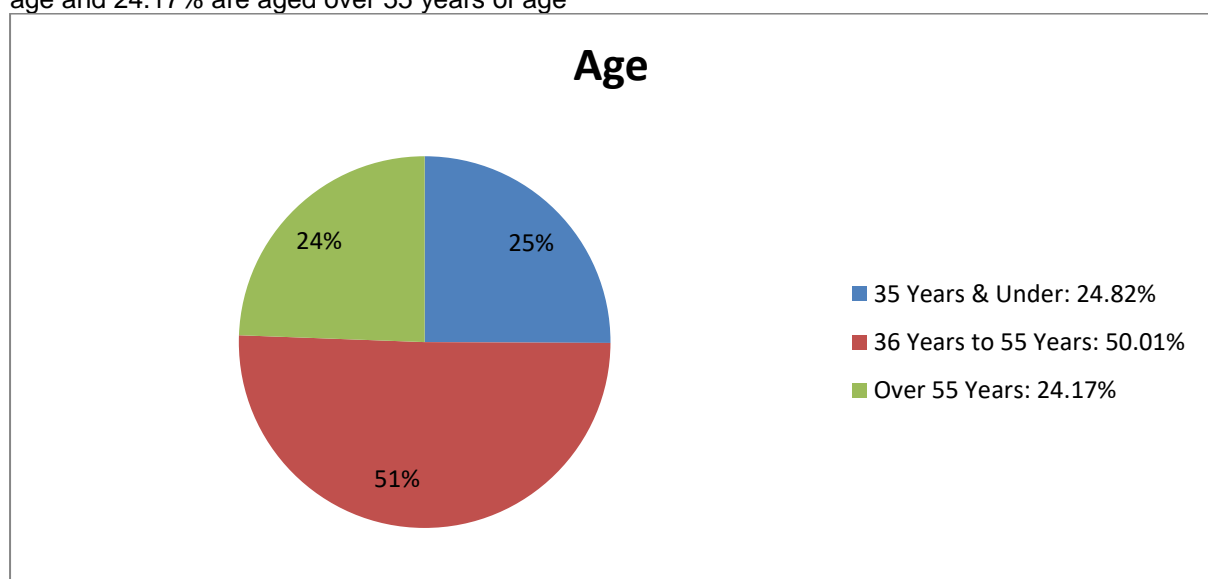
Consensus data for 2011 Appendix B highlights the ethnicity of residents in the Sefton and West Lancashire area, this data has been used as a comparator to cross reference the Trust workforce the evidence highlights that the Trust is representative of the local regions

**Gender:** 78.10% of the workforce is Female and 21.90% are Male



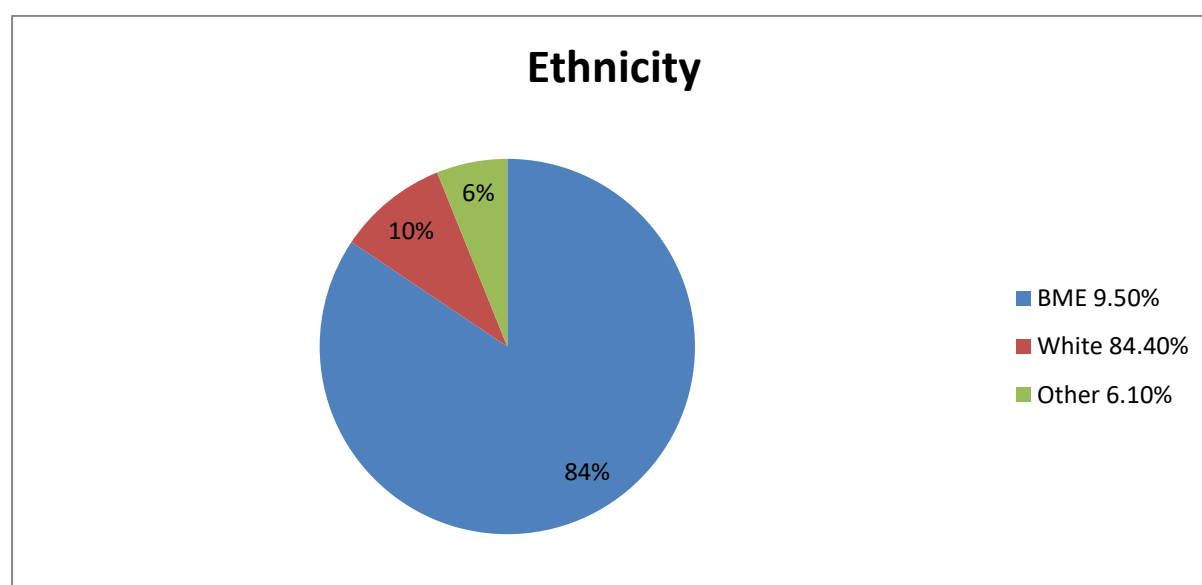
Gender	Headcount	%	FTE
Female	2,391	78.1	1905.93
Male	671	21.9	576.71
<b>Grand Total</b>	<b>3,062</b>	<b>100.0</b>	<b>2482.64</b>

**Age Profile:** 24.82% of the workforce is aged 35yrs and under, 51.01% of staff are 36yrs to 55yrs of age and 24.17% are aged over 55 years of age



Age Band	Headcount	%	FTE
<=20 Years	22	0.72	7.42
21-25	178	5.81	147.42
26-30	262	8.56	215.69
31-35	298	9.73	244.92
36-40	312	10.19	263.06
41-45	332	10.84	281.23
46-50	422	13.78	356.59
51-55	496	16.20	421.54
56-60	425	13.88	330.65
61-65	232	7.58	167.72
66-70	71	2.32	42.51
>=71 Years	12	0.39	3.89
<b>Total</b>	<b>3,062</b>	<b>100.00</b>	<b>2482.64</b>

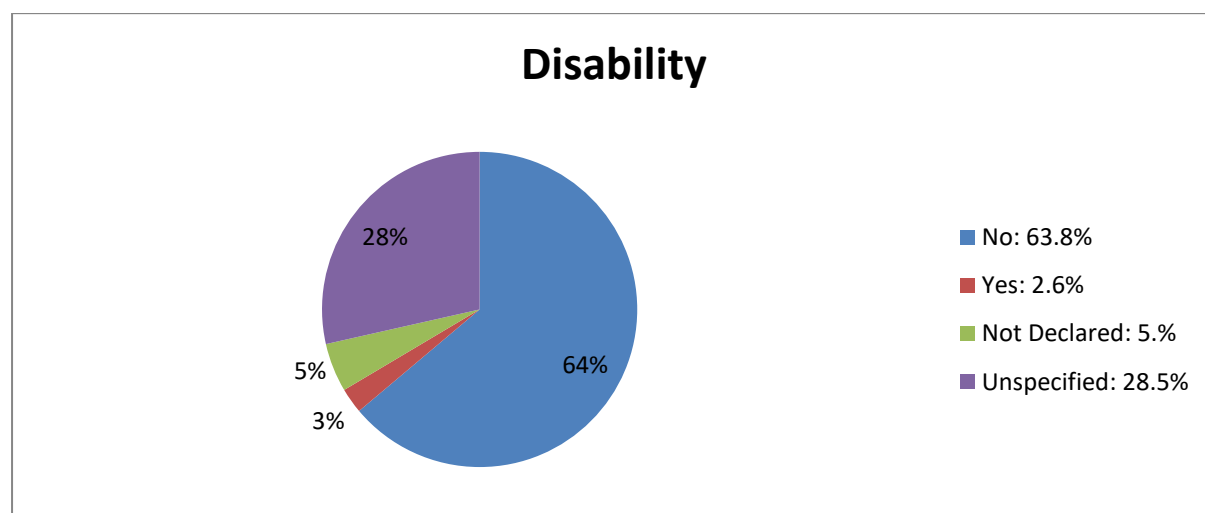
**Ethnicity:** The Trust workforce consists of 9.50% from Black Minority and Ethnic groups 84.40% White staff and 6.10% Not Stated or Unspecified.



Ethnic Group	Headcount	%	FTE
A White - British	2,499	81.6	2014.79
B White - Irish	28	0.9	23.47
C White - Any other White background	54	1.8	48.59
C3 White Unspecified	1	0.0	0.64
CA White English	2	0.1	1.67
CF White Greek	2	0.1	2.00
CK White Italian	1	0.0	0.00
CP White Polish	5	0.2	4.67

CY White Other European	10	0.3	9.80
D Mixed - White & Black Caribbean	8	0.3	7.60
E Mixed - White & Black African	4	0.1	3.75
F Mixed - White & Asian	6	0.2	6.00
G Mixed - Any other mixed background	6	0.2	4.64
GD Mixed - Chinese & White	2	0.1	0.00
GF Mixed - Other/Unspecified	1	0.0	1.00
H Asian or Asian British - Indian	76	2.5	70.18
J Asian or Asian British - Pakistani	17	0.6	14.44
K Asian or Asian British - Bangladeshi	1	0.0	0.80
L Asian or Asian British - Any other Asian background	46	1.5	41.57
LE Asian Sri Lankan	2	0.1	2.00
LG Asian Sinhalese	1	0.0	1.00
LH Asian British	4	0.1	3.24
LK Asian Unspecified	6	0.2	5.80
M Black or Black British - Caribbean	2	0.1	1.56
N Black or Black British - African	19	0.6	16.86
P Black or Black British - Any other Black background	1	0.0	1.00
PC Black Nigerian	1	0.0	1.00
PD Black British	2	0.1	2.00
R Chinese	5	0.2	4.43
S Any Other Ethnic Group	21	0.7	17.37
SC Filipino	7	0.2	6.86

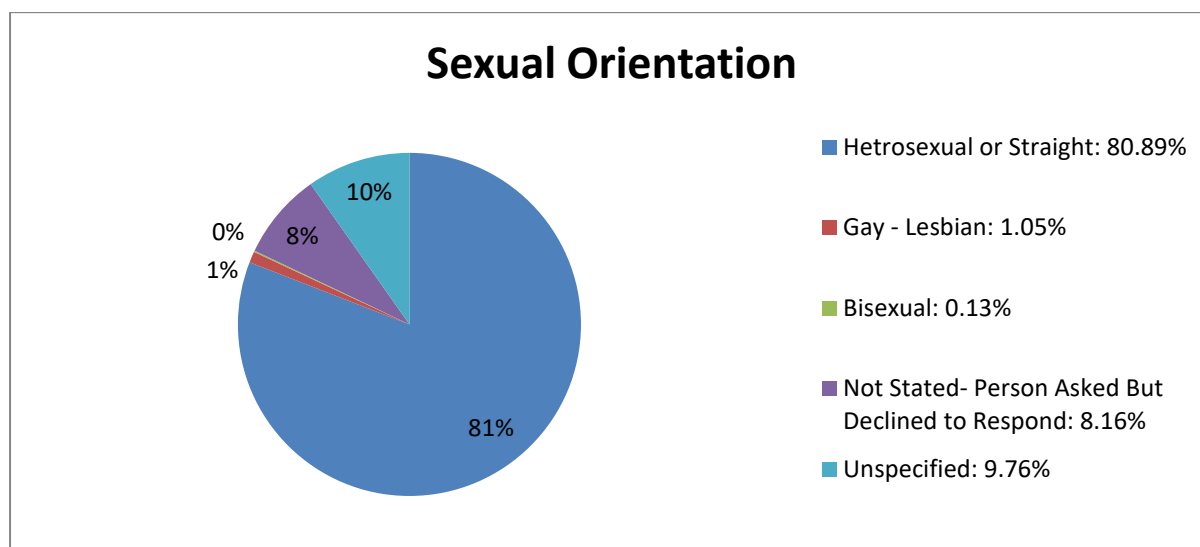
**Disability:** 2.60% of the Workforce informed the Trust that they consider themselves to have a disability, 63.80% of staff have told us they don't consider themselves to have a disability with the remainder 33.5% either not declaring, preferring not to say and the others unspecified



Disability	Headcount	%	FTE
No	1,955	63.8	1564.18
Not Declared	152	5.0	121.47

Prefer Not To Answer	1	0.0	1.00
Unspecified	873	28.5	730.27
Yes	81	2.6	65.72
<b>Total</b>	<b>3,062</b>	<b>100.0</b>	<b>2482.64</b>

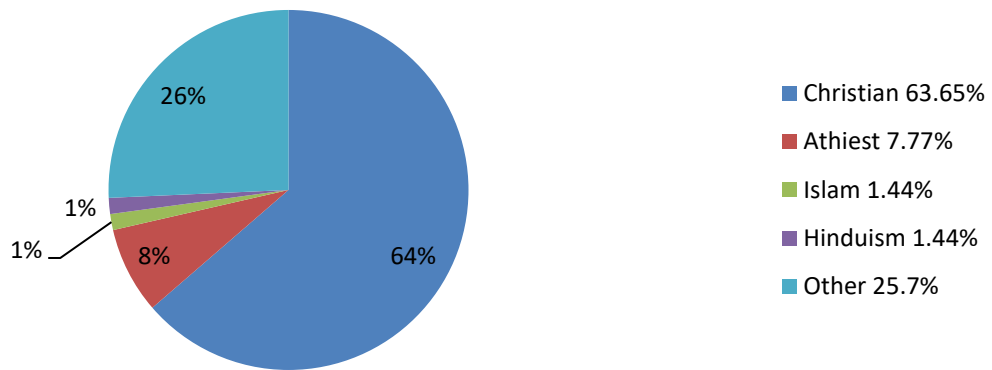
**Sexual Orientation:** 80.89% of staff have disclosed their sexual orientation as Heterosexual or Straight, 1.05% as Lesbian, Gay, 0.13% Bisexual with the remainder Not stated (person asked but declined to provide a response) 8.16% and 9.76% Unspecified.



Sexual Orientation	Headcount	%	FTE
Bisexual	4	0.13	3.45
Gay or Lesbian	32	1.05	26.32
Heterosexual or Straight	2,477	80.89	1999.23
Not stated (person asked but declined to provide a response)	250	8.16	207.28
Unspecified	299	9.76	246.36
<b>Total</b>	<b>3,062</b>	<b>100.00</b>	<b>2482.64</b>

**Religion & Belief:** the 3 highest religions & beliefs at the Trust are as follows 63.65% Christian, 7.77% Atheists the third biggest group is Islam and Hinduism both at 1.44% with Not Disclosed Other and Unspecified 25.7%

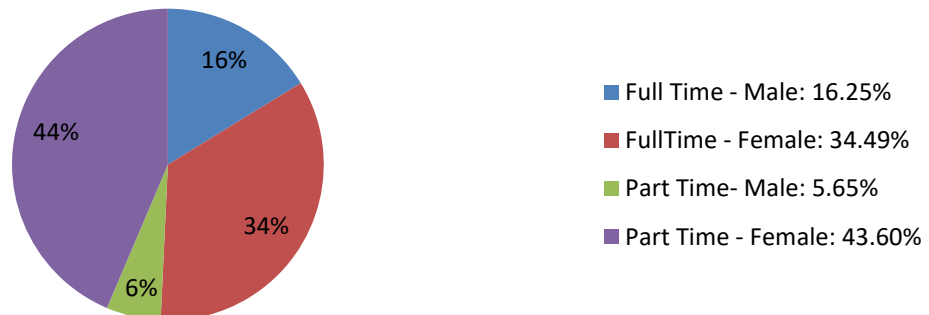
## Religion & Belief



Religious Belief	Headcount	%	FTE
Atheism	238	7.77	193.09
Buddhism	12	0.39	10.29
Christianity	1,949	63.65	1558.06
Hinduism	44	1.44	41.54
Islam	44	1.44	36.52
Judaism	3	0.10	2.64
Not Disclosed	377	12.31	306.20
Other	92	3.00	80.69
Sikhism	2	0.07	2.00
Unspecified	301	9.83	251.61
<b>Total</b>	<b>3,062</b>	<b>100.00</b>	<b>2482.64</b>

**Employment Status:** The workforce consist of 50.74% Fulltime Staff that consists of 34.49% Female and 16.25% Male, Part time Staff consists of 49.25.% - Female 43.60% and 5.65% Male.

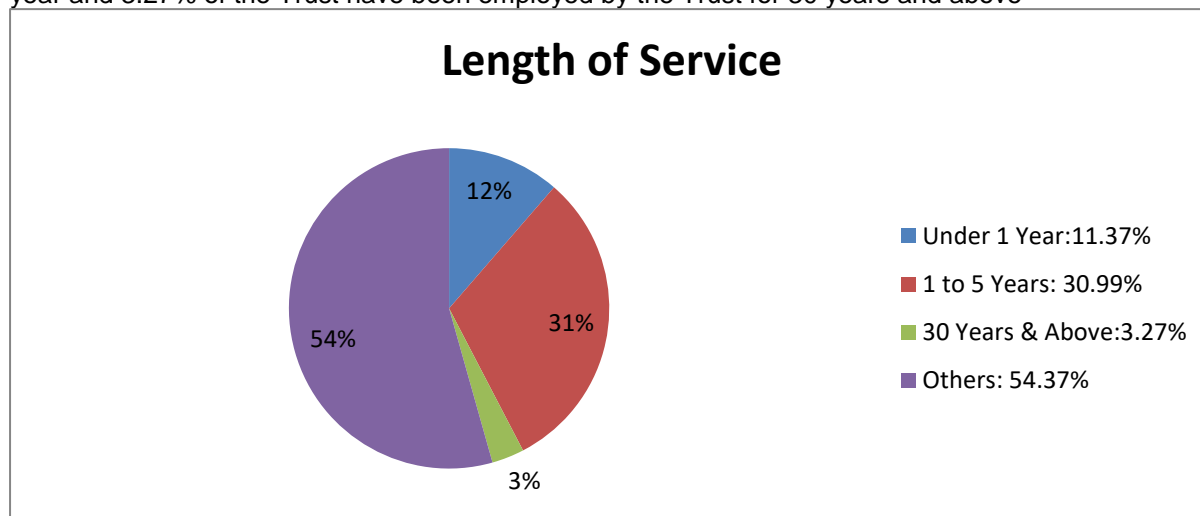
## Employment Status - Full & Part Time



Employment Status	Female	Male
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Part Time	43.60	5.65
Fulltime	34.49	16.25

**Length of service:** The highest proportion of the workforce have been employed by the Trust for between 1-5 years 30.99%, 11.37% of the workforce have been with the Trust for under 1 year and 3.27% of the Trust have been employed by the Trust for 30 years and above



Length of Service Band	Headcount	%	FTE
<1 Year	348	11.37	280.10
1<5 Years	949	30.99	720.25
5<10 Years	539	17.60	442.49
10<15 Years	420	13.72	354.60
15<20 Years	403	13.16	344.91
20<25 Years	170	5.55	141.49
25<30 Years	133	4.34	114.42
30+ Years	100	3.27	84.36
<b>Total</b>	<b>3,062</b>	<b>100.00</b>	<b>2482.64</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	393	7	0.98	0.02
White	2289	98	0.96	0.04
Z NULL	10	2	0.83	0.17
Z Not Stated/Not Given	47		1.00	

**Training:** The information below highlights the ratio of BME and White Staff accessing training in 2017-18

WRES Category	Headcount	Enrolment Headcount	Ratio
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BME	242	223	0.92
White	2603	2447	0.94
Z NULL	12	10	0.83
Z Not Stated/Not Given	206	191	0.93

### **Conclusion**

The Southport and Ormskirk Hospital NHS Trust Staff Equality Monitoring Report April 2017 – March 2018 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 2017-18 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 2017 – March 2018 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) 2017 -2018**

**Clinical: Staff**

Clinical	Afc Banding	BME	White	Z NULL	Z Not Stated/Not Given
Clinical	Band 2	9.0%	80.2%	0.9%	9.9%
	Band 3	3.2%	92.2%		4.6%
	Band 4		98.1%		1.9%
	Band 5	7.5%	87.2%	0.8%	4.5%
	Band 6	4.8%	90.6%	0.2%	4.4%
	Band 7	2.0%	91.2%	0.5%	6.3%
	Band 8a	8.9%	85.7%	3.6%	1.8%
	Band 8b		90.5%		9.5%
	Band 8c		100.0%		
	Band 8d		100.0%		
	VSM		100.0%		
	Medical & Dental Consultant	45.9%	40.5%	0.9%	12.6%
	Medical & Dental Non-Consultant Career Grade	54.2%	30.1%	2.4%	13.3%
	Medical & Dental Trainee Grades	24.7%	65.6%	2.2%	7.5%
	FMWC		100.0%		
	MT01				100.0%
	WH03		100.0%		
	WH07	16.7%	66.7%		16.7%

**Non - Clinical: Staff**

Non - Clinical	Afc Banding	BME	White	Z NULL	Z Not Stated/Not Given
Non Clinical	Band 1	7.0%	84.7%	0.9%	8.3%
	Band 2	1.3%	93.7%	0.3%	4.7%
	Band 3	4.3%	84.5%	0.9%	10.3%
	Band 4	0.6%	95.8%	0%	3.6%
	Band 5	1.9%	90.4%	0%	7.7%
	Band 6	2.2%	93.5%	0%	4.3%
	Band 7	3.3%	90.0%	0%	6.7%
	Band 8a	5%	95.0%		
	Band 8b	0%	100.0%		
	Band 8c	0%	100.0%		
	Band 8d	14.3%	66.7%		

	Band 9	0%	100.0%		
	VSM	33.3%	66.7%		
	CQIR	0%	100.0%		
	IRPM	0%	100.0%		
	WCOO	0%	100.0%		
	WQZZ	0%			100.0%

## 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).

