

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

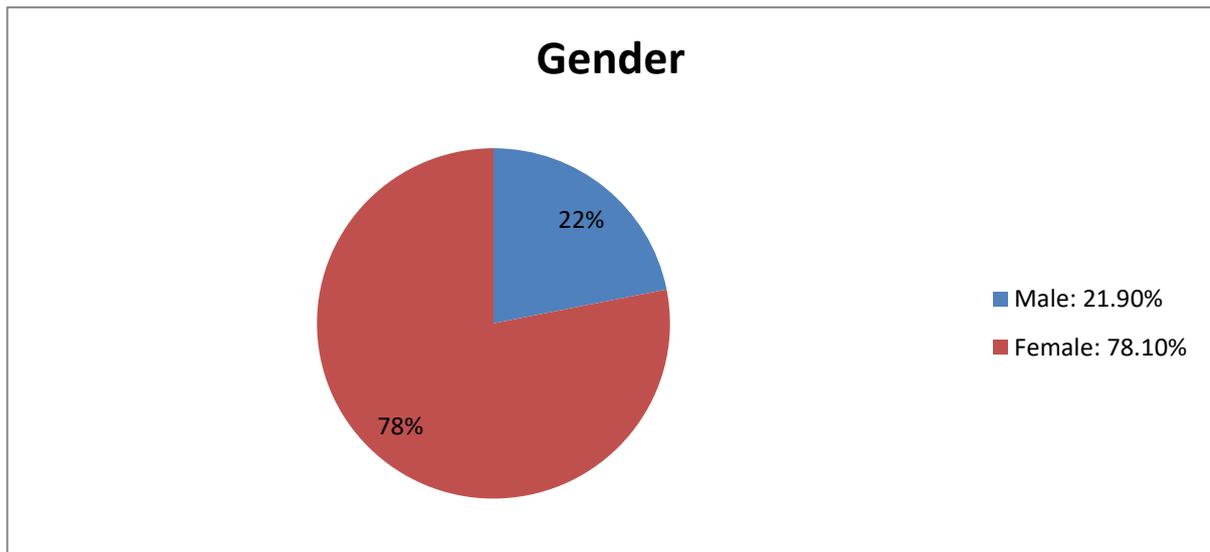
Workforce data below provides a general overview of staff ethnicity, gender, religion and belief, sexual orientation, disability employment status and length of service, disciplinary, training and recruitment.

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.

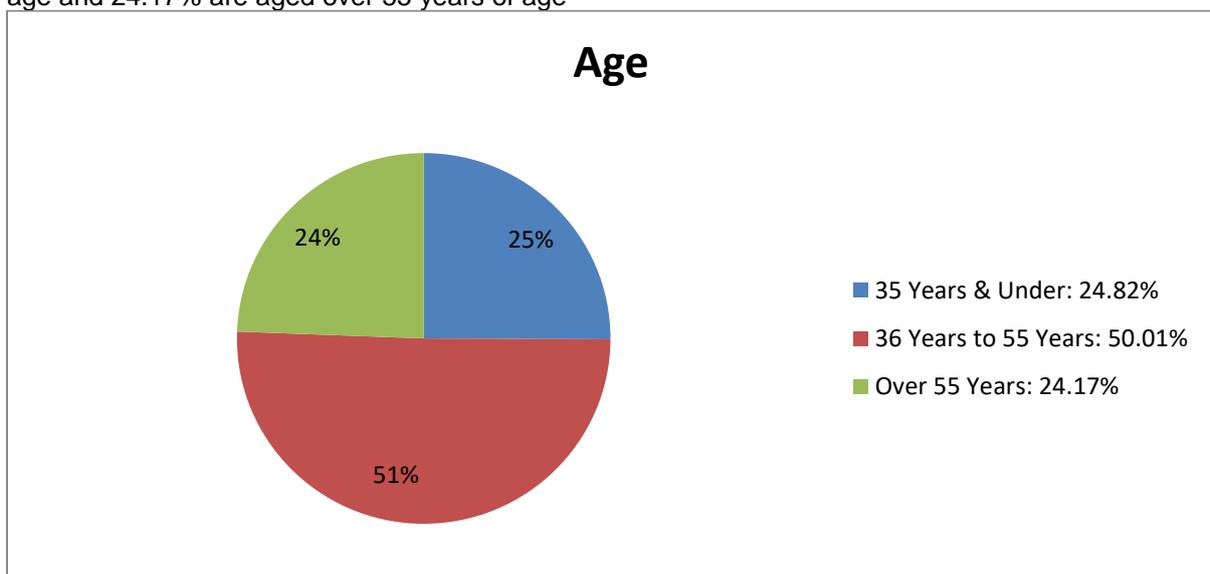
Consensus data for 2011 Appendix B highlights the ethnicity of residents in the Sefton and West Lancashire area, this data has been used as a comparator to cross reference the Trust workforce the evidence highlights that the Trust is representative of the local regions

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



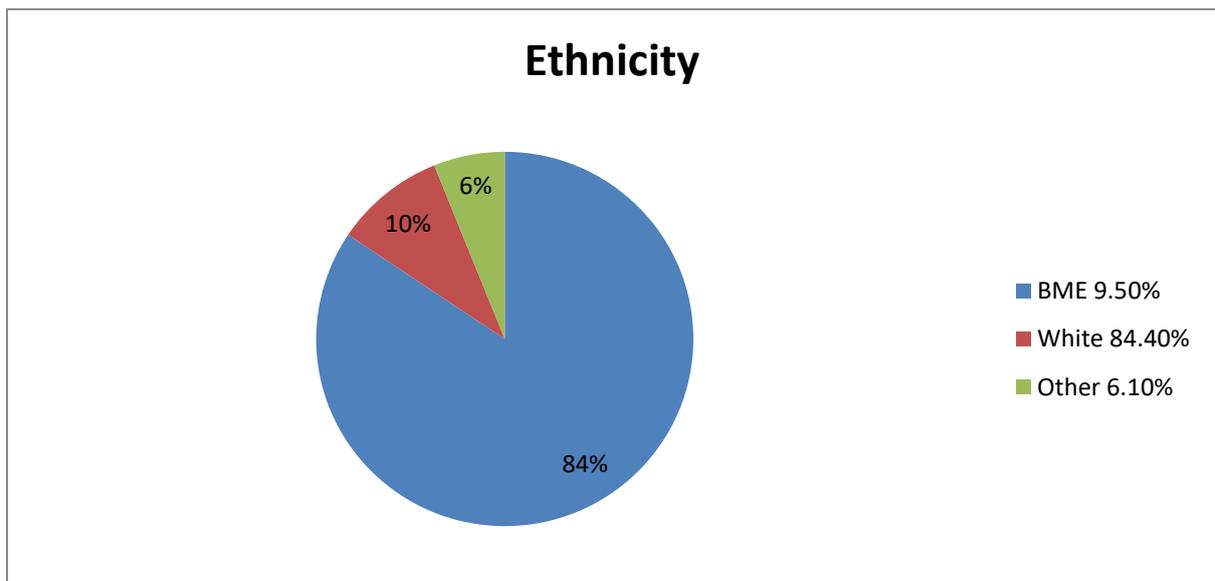
| Gender | Headcount | % | FTE |
|--------------------|--------------|--------------|----------------|
| Female | 2,391 | 78.1 | 1905.93 |
| Male | 671 | 21.9 | 576.71 |
| Grand Total | 3,062 | 100.0 | 2482.64 |

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 |
| Total | 3,062 | 100.00 | 2482.64 |

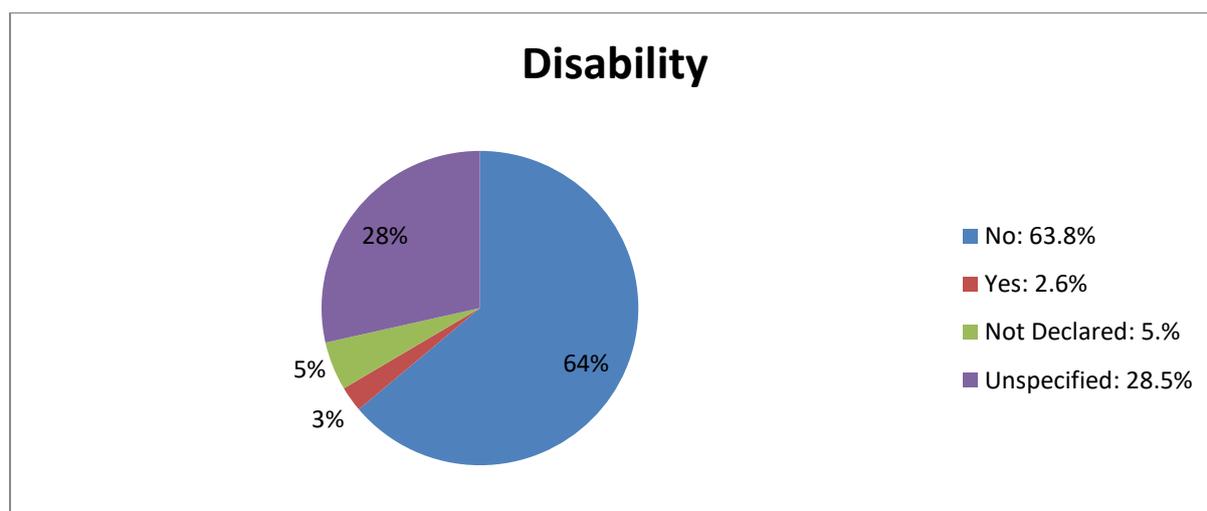
Ethnicity: The Trust workforce consists of 9.50% from Black Minority and Ethnic groups 84.40% White staff and 6.10% Not Stated or Unspecified.



| 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 |

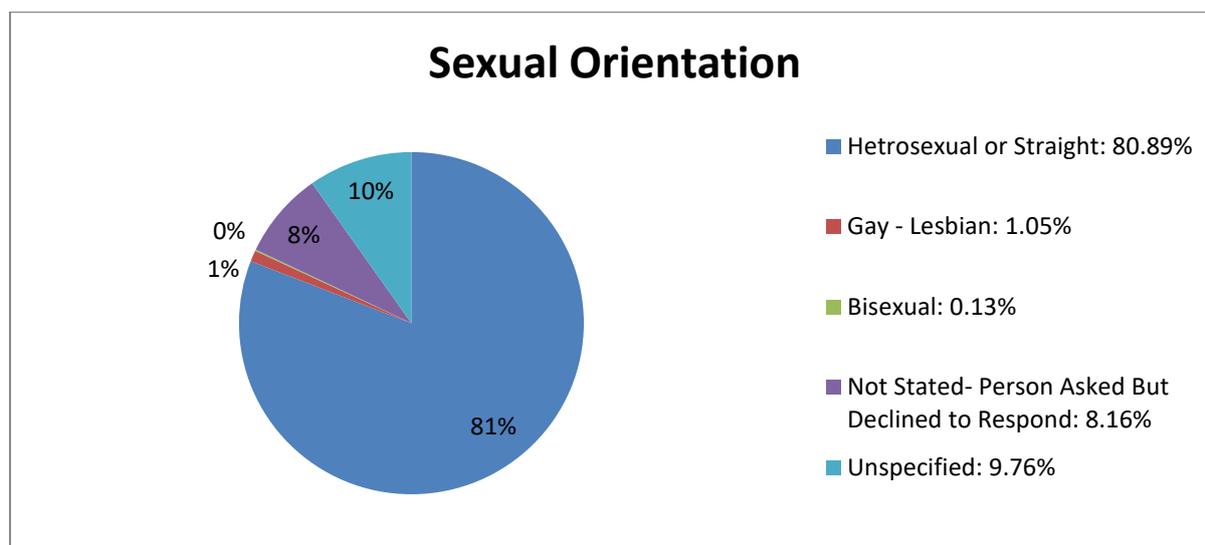
Disability: 2.60% of the Workforce informed the Trust that they consider themselves to have a disability, 63.80% of staff have told us they don't consider themselves to have a disability with the remainder 33.5% either not declaring, preferring not to say and the others unspecified



| 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 |
| Total | 3,062 | 100.0 | 2482.64 |

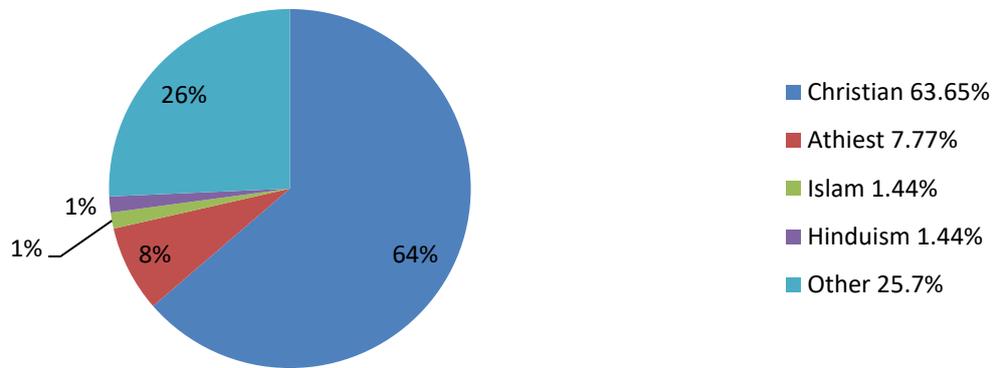
Sexual Orientation: 80.89% of staff have disclosed their sexual orientation as Heterosexual or Straight, 1.05% as Lesbian, Gay, 0.13% Bisexual with the remainder Not stated (person asked but declined to provide a response) 8.16% and 9.76% Unspecified.



| 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 |
| Total | 3,062 | 100.00 | 2482.64 |

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%

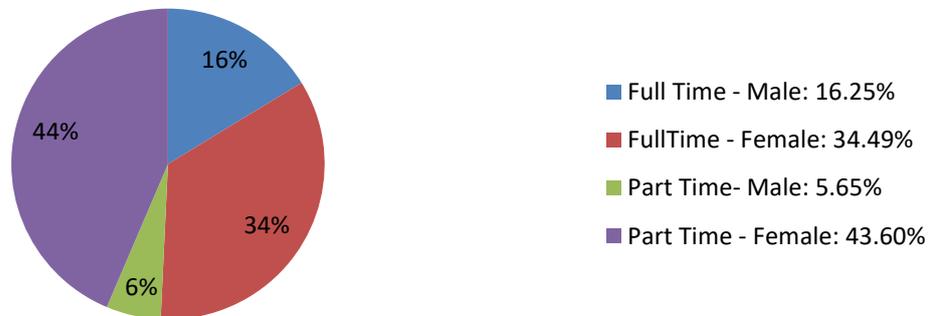
Religion & Belief



| 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 |
| Total | 3,062 | 100.00 | 2482.64 |

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.

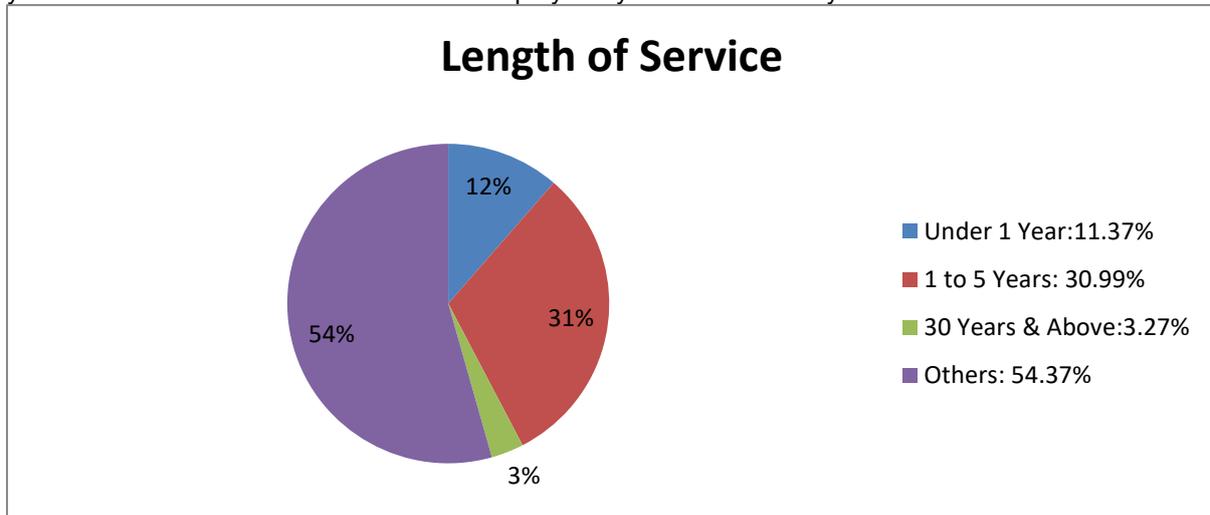
Employment Status - Full & Part Time



| Employment Status | Female | Male |
|-------------------|--------|------|
|-------------------|--------|------|

| | | |
|-----------|-------|-------|
| 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 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 |
| Total | 3,062 | 100.00 | 2482.64 |

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 |
|---------------|-----------|---------------------|-------|
|---------------|-----------|---------------------|-------|

| | | | |
|------------------------|------|------|------|
| 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% |
| 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).

