



Luton and Dunstable University Hospital

Workforce Equality Information report

31st March 2015

1. Introduction

This report provides an overview of staff in post at Luton and Dunstable Hospital (L&DH) NHS FT as at 31ST March 2015 and helps to evaluate the Trust's performance with regard to workforce Equality, Diversity and Human Right areas. The report seeks to highlight any specific issues or disparities such as under-representation or potential unfair treatment to staff in relation to their individual characteristics such as age, gender, sexual orientation, ethnicity, transgender, religion or belief.

Capturing this Equality Information helps and supports the Trust's management in considering and making informed decisions about potential future action needed for improvements in fairly and equitably managing its workforce. Also, this data collection and analysis is statutorily required under the Equality Act 2010, (Public Sector Equality Duty PSED) and also for the NHS Equality Delivery System which supports delivery and compliance.

The data utilised was obtained from the Employee Staff Record (ESR). Where necessary, small or insignificant numbers have been amalgamated to maintain staff anonymity or confidentiality.

2. Summary

- **Gender** - The Trust employs 3880 staff of which 79.64% are female. This level of females employed is above NHS national average (75%)
- **Age** - The majority of staff were within the 30-44 age bands (38.45%) which is closer, but not fully reflective, of the resident community's average age at **34.9%**. The highest individual group band however, is 45-49 years (**16%**). Over 55's represent **12.78%** of total staff in post which indicates that a sizeable percentage of staff are technically, 5-10 years away from or eligible for retirement, going forward.
- **Disability** - Just over 50% of staff have not declared whether they are disabled or not, therefore the figures presented may not give an accurate picture of disability in the workforce
- **Ethnicity** – Nearly 50% of the workforce is as White – British (49.87%) with over a third from BAME communities (37.71%); White other (8.97%). Only (3.45%) did not state their ethnicity. It is noted that BAME staff continue to be disproportionately over-represented at disciplinarys.

Religion/Beliefs - The majority of staff have not declared their religion, belief or no belief. (**65%**). The largest declared religion is Christianity (24%). Since there is low declaration there are no useful comparators to the general local community. This is an area for improvement.

- **Sexual Orientation** - Majority of L&DH staff have not indicated or defined their sexual orientation (**65%**) although **32%** of staff indicated heterosexuality.
- **Pregnancy & Maternity** – as at 31st March 2015, 93 employees were on maternity leave, this represents 3.01% of our female workforce.
- **Marriage/Civil Partnership** – Out of the total workforce of 3880 staff , 2,150 stated that they are married and 4 declared that they are in a civil partnership

3. **General comments and recommendations**

Overall, the Trust has successfully collected, recorded and tracked a number of protected characteristics from staff or job applicants on ESR. However, a significant piece of work is needed to reduce the high level of 'unknowns' or 'undeclared' returns by staff, across disability, religion or belief and sexual orientation. This is not uncommon nationally, as people find these sensitive to declare. However, appropriate staff engagement and communications will help in gaining staff confidence in declaring and will gradually reduce this lack of declaration over time.

Recommendations

- Gender - there remains a significant 'skew' towards the female staff employed and appointed across the Trust, which reflects the NHS in general. There is realistic work to be done to match the NHS national employee gender profile; but reaching the local population gender ratio (50:50) will take much longer.
- Age Profile – indicates that the Trust should consider addressing the over 55's in terms of developing any supportive working arrangements/needs – given both extended retirement ages and the need for succession planning arrangements;
- Recruitment and Selection - evidence indicates that the Trust is generally quite an 'attractive' employer for a wide number of diverse, prospective employees as shown by the healthy level of applications. However, there is some concern that the low level of appointments from BME groups is not reflective of either the applicant pool or short listing. This needs to be explored further to ensure that any unfair or unwitting treatment on the part of recruiting managers or the recruitment process is identified and minimised.
- Communications - improve the level of 'buy in' and understanding by staff, of the benefits of a diverse, leading employer being able to understand and utilise characteristic information, to help address any unfair outcomes in line with the **Equality Delivery System** and the Trust's **Equality Objectives**.

Leavers –

The current workforce report groups the reasons into the following categories:

- Voluntary Resignation - Other/Not Known
- End of Fixed Term Contract
- Voluntary Resignation - Other Reasons
- Voluntary Resignation - Relocation
- Retirement Age
- Voluntary Resignation - Work Life Balance

In the future we intend to look further into the reasons for leaving to be able to determine if there are any issues around bullying or harassment / incompatible working relationships, lack of progression, promotion etc.

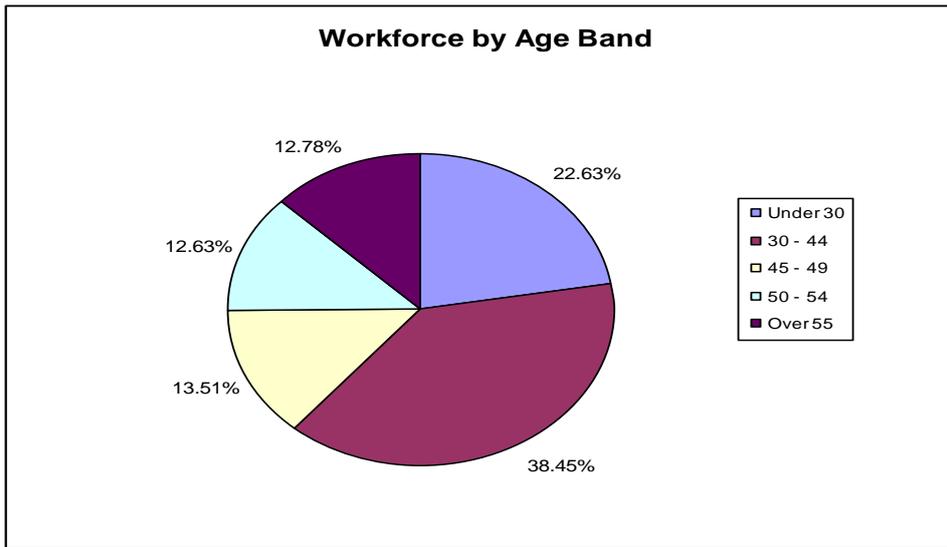
4. **Workforce Profile**

At 31st March 2015 the Trust employed 3,880 staff of whom, 79.64% are female.

141 of the workforce are employed across bands 8 & 9, 101 of whom are female and 40 male.

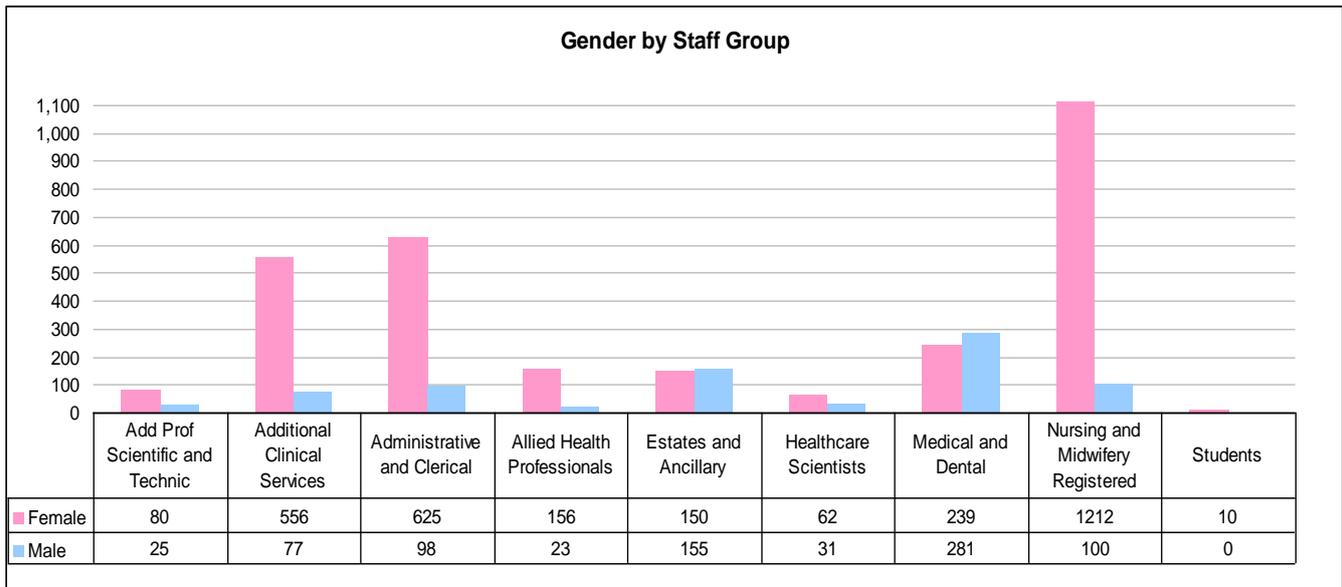
4.1 **Workforce by Age band**

The majority of Trust staff are found within the 30 to 44 age band. 25.41% are over 50 years old which indicates that a sizeable percentage of staff may be potentially be considering if they will continue to work or take retirement going forward.



4.2 Gender by Staff Group

Female staff are in the majority across staff groups, apart from Estates and Facilities and Medical and Dental staff.



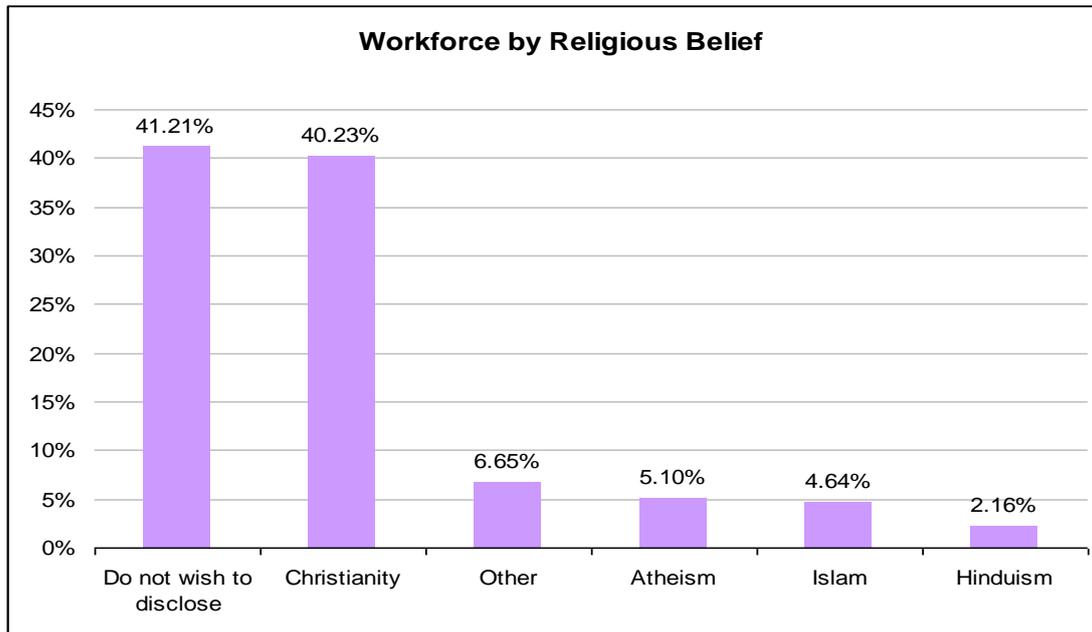
4.3 Gender pay gap

Female staff are represented across middle to senior grades, though the proportion is more evenly spread between male and female staff at Band 8B and above.

AFC Band	Female	Male	Total	% of females
Band 7	308	37	345	89.28%
Band 8A	61	13	74	82.43%
Band 8B	23	16	39	58.97%
Band 8C	8	6	14	57.14%
Band 8D	6	3	9	66.67%
Band 9	3	2	5	60.00%
Grand Total	409	77	486	84.16%

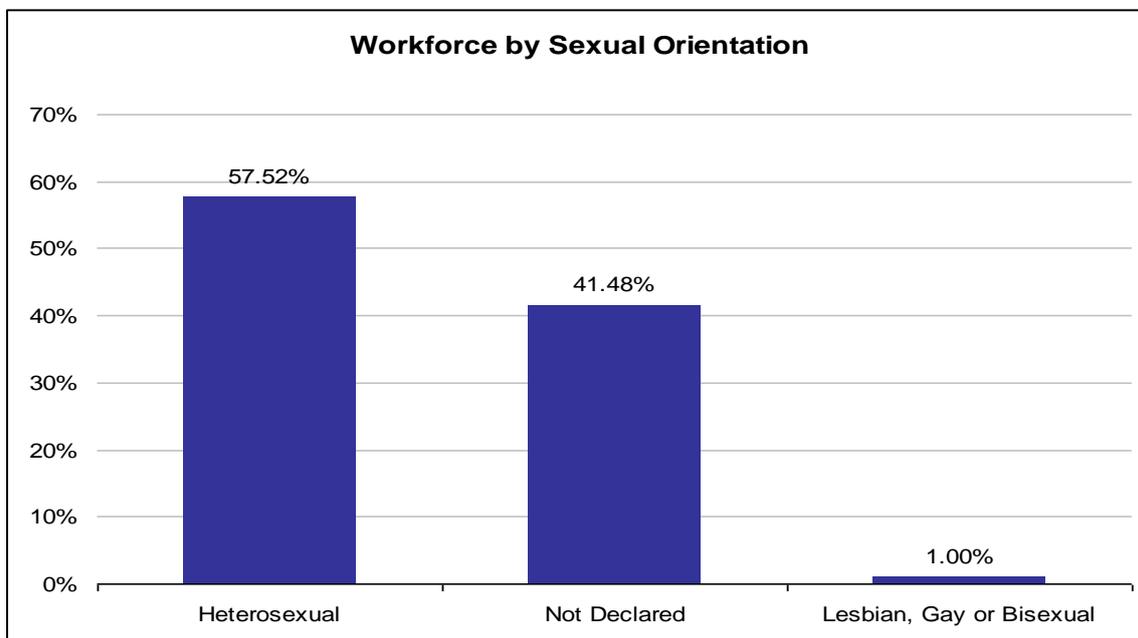
4.4 Workforce by Religious Belief

A significant number of staff (41.21%) do not wish to disclose their religious belief or non-belief and so the figures can not realistically be compared to the population profile



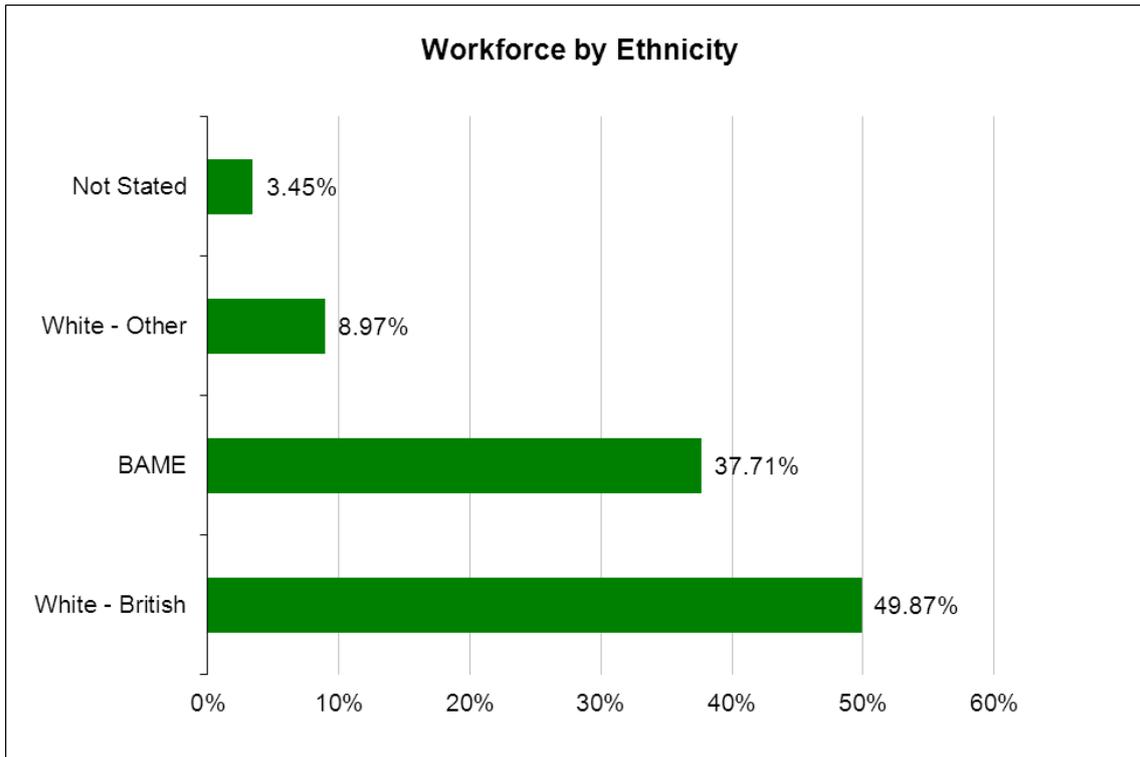
4.5 Workforce by Sexual Orientation

Our monitoring information does not adequately identify the number of people who are 'other than' heterosexual due to lack of disclosure. Improvements to how this information is collected will be made.



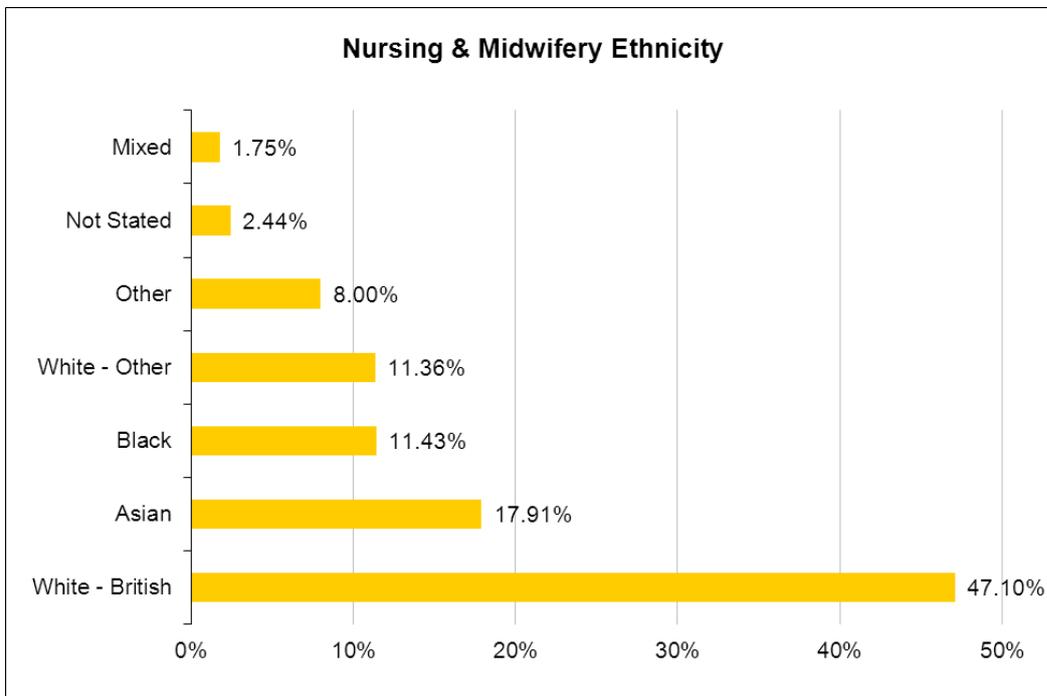
4.6 Workforce by Ethnicity

Just under half of the workforce are classified as White – British and over a third come from BAME communities. A small percentage of staff did not provide the information, though this was relatively small and indicates that people are more comfortable about disclosing their ethnic origin than religion or belief or sexual orientation. This remains the challenge for the Trust to develop a picture of workforce representation across all protected characteristics.



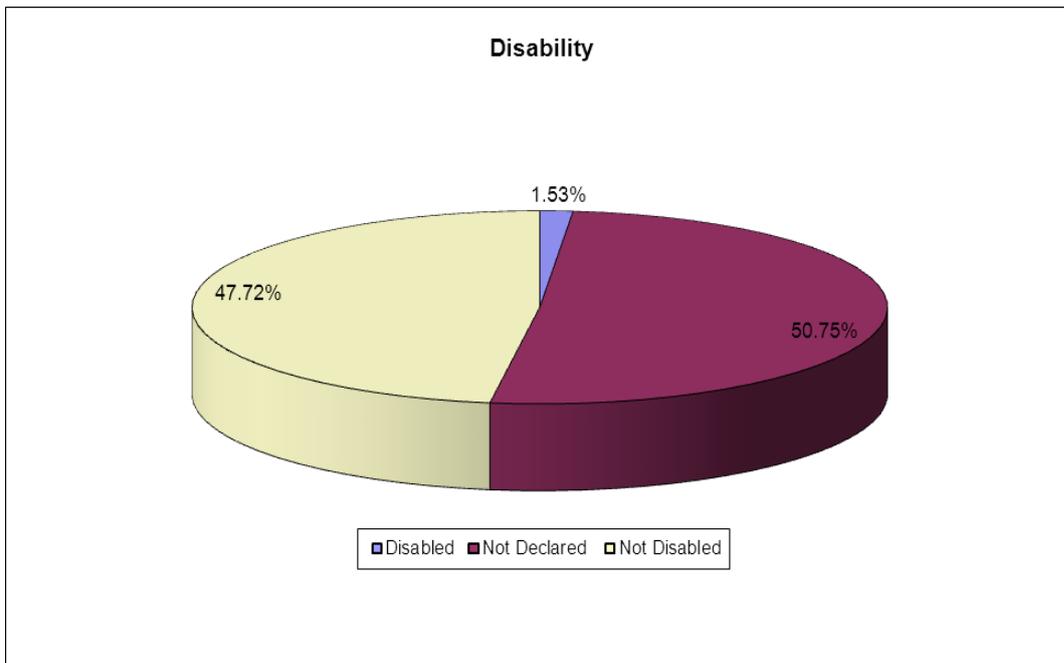
4.7 Nursing and Midwifery by Ethnicity

The nursing and midwifery workforce has over 40% of staff who declare themselves as other than white. This is a significant proportion of our frontline carers who work directly with patients.



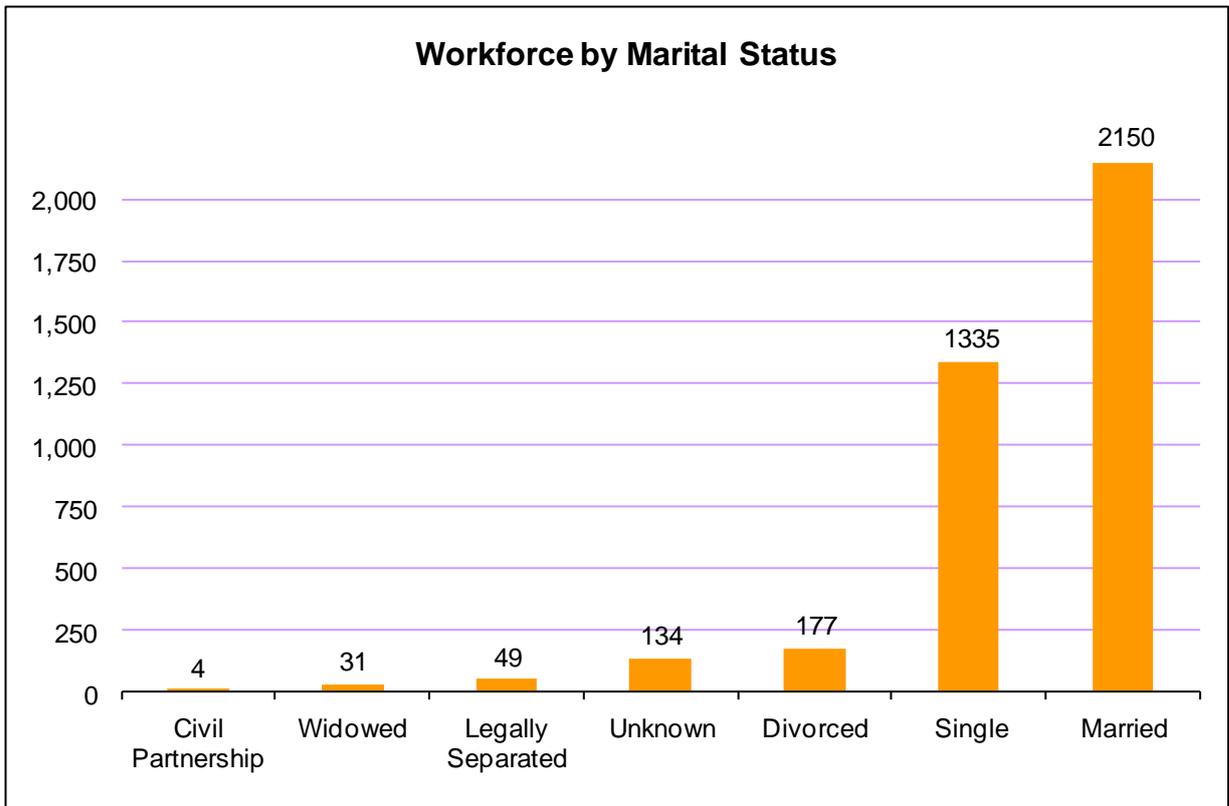
4.8 Workforce by Disability

Just over 50% of staff have not declared if they are disabled, therefore our figures may not give an accurate picture of disability within the workforce.



4.9 Workforce by Marital Status

- **Marriage/Civil Partnership** – Out of the total workforce of 3880 staff , 2,150 stated that they are married and 4 declared that they are in a civil partnership

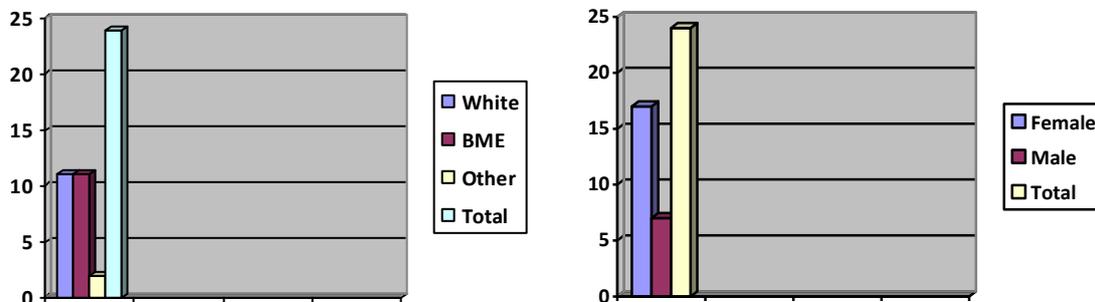


4.10 Workforce by Pregnancy and Maternity

Pregnancy and Maternity – as at 31st March 2015 we had 93 employees on maternity leave – 3.01% of our female workforce.

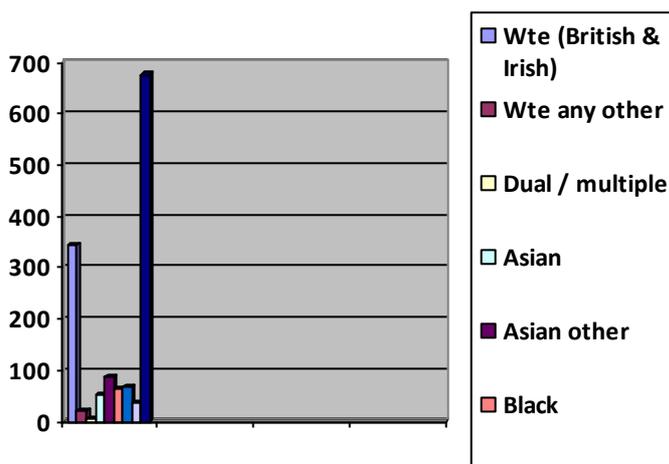
4.11 Disciplinary

There were 24 disciplinarys during this reporting period 70.8% were female and 29.2% male members of staff. A disproportionate number of whom were on Black and Minority Ethnic (BME) staff during this reporting year, when compared with the total numbers of BME staff employed by the Trust. We were not able to determine the sexual orientation or whether any member of staff facing disciplinary had a disability as people were reluctant to disclose this information.



4.12 Promotions

A total of 677 staff was promoted across the Trust during this reporting period, from which 364 (53.7%) were categorised as White and 259 (38.2%) from BME and dual/multiple heritage backgrounds.



4.13 Starters

During this reporting period there were 761 new starters to the Trust, 63% of whom are within the 21 to 35 age bands.

4.14 Leavers

During this reporting period a total of 629 people (71.8% Female and 28.2% Male) left the Trust for a variety of reasons, the main reason has been classified as voluntary resignation / not known. From the leavers 332 (52.8%) are classified as being White and 276 (43.9%) from dual/multiple heritage and BME categories. This is a high proportion for BME leavers and so the criteria for reasons for leaving needs to be fully addressed.

4.15 Reasons for Leaving

Voluntary Resignation - Other/Not Known	26.59%
End of Fixed Term Contract	21.82%
Voluntary Resignation - Other Reasons	15.61%
Voluntary Resignation - Relocation	13.85%
Retirement Age	9.08%
Voluntary Resignation - Work Life Balance	7.48%

NB: As of October 2015 the Trust's starter and exit questionnaires process changed which will enable the Trust to understand better why staff and certain staff groups join and/or leave the organisation.