

DRAFT (pending review and approval by the E&D Executive Committee)

EQUALITIES WORKFORCE REPORT 2011/12

January 2012

1.0 INTRODUCTION

This report aims to meet the monitoring and reporting requirements set out in the Trust's single equality scheme and the requirements of the Equality Act 2010.

This report aims to give an overview of the various equalities profiles for South London Healthcare NHS Trust and provides information on these areas of the workforce both for the whole Trust.

The report is divided into sections, covering the 9 protected characteristics as detailed below;

- Ethnicity
- Disability
- Gender
- Religion or Belief
- Age
- Sexual Orientation
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

Also included in the report are details of the workforce given by;

- Occupational groups

Detailed data can be found in the appendices of this report.

The report reflects data relating to the 10 areas as 1 January 2012.

The Trust has 100% of the ethnic workforce profile recorded on the Electronic Staff Records (ESR) HR/Payroll database. This is an increase of 3.1% on the figure for 2010/11. Of the 100% recorded, 1.74% had chosen not to state their ethnicity. Following the merger in April 2009, South London Healthcare has undertaken significant work to ensure 100% of the ethnicity of the workforce was recorded. This has now been achieved.

The head count of the Trust's workforce as at 1 January 2012 is 6,100 members of staff. This does not include bank staff.

It should be noted that the comparisons with the Boroughs of Bromley, Bexley and Greenwich are taken from respective Local Council data November 2006, which relies on the Census 2001. A further census took place in March 2011 with the full results expect in Autumn 2012.

2.0 REPORT FINDINGS

2.1 Ethnic Staff Profile

The Trusts workforce has a higher percentage of Black, Asian and Minority Ethnic (BAME) employees in comparison to the percentage of BAME residents living in the boroughs of Bexley, Bromley and Greenwich. The combined percentage of BAME groups (Asian/Asian British, Black/Black British, Chinese or other ethnic group) for the Trust workforce is 30.91%. Both Bexley and Bromley populations are significantly lower than this, with 7.29% and 6.54% respectively. Greenwich is more ethnically diverse than the other two boroughs with an ethnic profile of 20.15% for BAME groups. As the Trust ethnic profile of its workforce is 30.91%, this demonstrates a strong representation of BAME groups from the local populations within the workforce. (Appendix 1 -3).

The Ethnic profile (Appendix 1) of South London Healthcare demonstrates that in the White ethnic category, the populations of the three Boroughs (Bexley Bromley and Greenwich) demonstrate a higher percentage (91.39%, 91.59% and 77.11% respectively) when compared to the workforce of the Trust. The mixed ethnic category for the population of Bexley (1.32%) shows a slightly lower percentage compared to the workforce (1.76%). Both Bromley and Greenwich have higher mixed populations (1.87% and 2.73% respectively) than the workforce of the Trust.

2.1 Disability Profile

The data demonstrates that 1.75% of staff have declared themselves disabled. With 34.49% of the workforce stating they did not have a disability. 5.71% of staff did not wish to declare whether they had a disability. For 58.05% of the workforce, this field was undefined. Focused work to improve the disability data recorded has improved this figure by 21.25% from the previous year (79.3%). However, data collected around staff's disability required further improvement. Historically this information collected can be low as some people do not wish to disclose a disability or special need, or the condition may not be regarded by the individual as a disability and so leave the field blank rather than stating they do not wish to declare. (Appendix 4) Education of the workforce around monitoring may help increase the data recorded. At present, the data collected for this profile is not felt to be representative of enough of the workforce for further data capturing by recruitment and occupational group.

2.3 Gender Profile

The SLH workforce is predominantly female (80.52%) which is not untypical for an NHS Acute Trust. The average is 80.9% female, 19.1% male (data provided by the NHS Information Centre December 2010. (Appendix 5).

2.4 Age Profile

The largest proportion of staff are between 31 and 50 years old (53.97%) and 24.36% are between 51 and 60. With 16.31% under 31 and 5.36% over 60. Despite

the abolishment of the retirement age, of the 5.36% staff over 60, only 0.26% are over 65. However this figure may increase in coming years as more individuals continue to work above 65. (Appendix 6)

2.5 Religious Belief

The religion with the greatest percentage of the workforce is Christianity (42.33%). 31.16% of the workforce do not have anything recorded in this field and 12.03% of the workforce said they did not want to disclose their religion. 3.97% have stated they hold 'Other' religious beliefs. Islam and Hinduism have 2.56% and 2.39% respectively. Atheism, Sikhism, Judaism and Jainism have below 1% of the workforce recorded against each. (Appendix 7)

2.6 Sexual Orientation

The highest percentage of the workforce are recorded as heterosexual (46.07%), with 41.62% of the workforce with nothing recorded in this field. 11.69% of staff chose not to disclose their sexuality. Gay, Bisexual and Lesbian sexual orientations have 0.25%, 0.2% and 0.18% recorded respectively. It is noted that with just over 40% of the workforce declining to disclose their sexual orientation, some further exploration into monitoring in this category needs to take place. (Appendix 8)

2.7 Civil Partnership

ESR records that 0.26% of the workforce are in a civil partnership. Until recently there has been no requirement to monitor this characteristic. Due to the low figures, this data is not represented in a graph.

2.8 Maternity

2.46% of the Trusts workforce is recorded as being on Maternity or adoption leave. At present it is not possible to capture the number of employees that are currently pregnant. Due to the low figures, this data is not represented in a graph.

2.9 Occupational Groups Profile

The highest % of staff are within the Qualified Nursing, Midwifery and Health Visiting Staff at 33.74%. The groups of Administration and Estates staff (18.97%), Healthcare Assistants and Support staff (16.48%) and Medical and Dental staff (15.16%) follow on from the largest group. This order remains unchanged from the previous year. Scientific, Therapeutic and Technical Staff and Healthcare Scientists have a profile of 9.8% and 5.26% respectively. Nursing, Midwifery and Health Visiting Learners, (students/pre-registration learners) and form the smallest percentage of the workforce (0.59%). (Appendix 9)

3.0 CONCLUSION

The previous focus to improve the data captured for ethnicity has shown a notable increase in the level of information held on ESR, which is now 100%. This focus must continue to ensure 100% of data continues to be recorded.

It is acknowledged that comparison with the local borough's relies on information taken from the Census in 2001 and the profiles of the local population may have changed in that period. A Census was carried out in March 2011, with results expected to be available in Autumn 2012. Comparison of the workforce profiles against this data will give a clear and up to date evaluation of enable the workforce compared to the local borough demographics.

It is viewed as positive that South London Healthcare's workforce has greater diversity in terms of the ethnic profile when compared to the local Boroughs.

Across the Trust we continue to use the '2 ticks' symbol showing that all disabled applicants will be offered an interview if they meet the essential criteria for a job.

SLHT Core Induction, which was introduced in 2010, continues and has been successful with a greater emphasis on equality and diversity. E-learning has is becoming more widely accessible with 'Training Tracker' being utilized to provide ongoing Equality and Diversity training. Leadership development in bands 1-4 encourages progression to higher grades, and learning disability and mental health awareness for clinical and front line staff helps to target and increase learning and awareness in these areas.

The Trust Values were launched in June 2010 developed and have since been successfully embedded into the Trust. The Equality and Diversity Executive Committee reviewed its membership and terms of reference, and the Equality and Diversity Steering Group benefited from rejuvenation and the Deputy Chief Nurse taking on the role of Chair. Both the Committee and the Steering Group are committed to supporting and promoting the Equalities agenda. Through these mechanisms, significant support has been given to the Wanpot Network, which is the Trusts BAME group, to increase membership across the Trust and promote diversity events and programs.

Learning and Organisational Development undertook a project to collect and share learning from the success of senior staff from BAME background in order to improve access to leadership development and talent management across the Trust. 13 senior managers from BAME background were invited to take part. Eight replied and interviews were held with seven in June 2011.

The Equality Act 2010 enables positive action in recruitment and promotion. The Trusts recruitment processes have been reviewed and amended accordingly to allow consideration to be given to appointing someone for a job from an under-represented group when there is a choice between two or more candidates who are as 'qualified' as each other.

4.0 RECOMMENDATIONS AND NEXT STEPS

Through L & OD development opportunities we aim to increase numbers of BAME staff at higher level positions within the Trust.

In order to report on the sexual orientation and religion/belief profiles for SLH it is recommended that HR undertake a data validation exercise across SLH to enable information gathering and report on this strand of diversity and enable meaningful monitoring and analysis. This is a longer term objective.

Monitoring data of religious belief and sexual orientation particularly requires some work to raise awareness and understanding of the purpose of the data collection, whilst being sensitive too, and demonstrating appreciation for the reasons individuals can be reluctant to disclose this information.

The Trust is in a climate of significant change, including workforce transformation. Following this period, it would be beneficial to undertake an analysis of leavers by the protected characteristics. This would indicate if there has been a greater impact on any particular groups.

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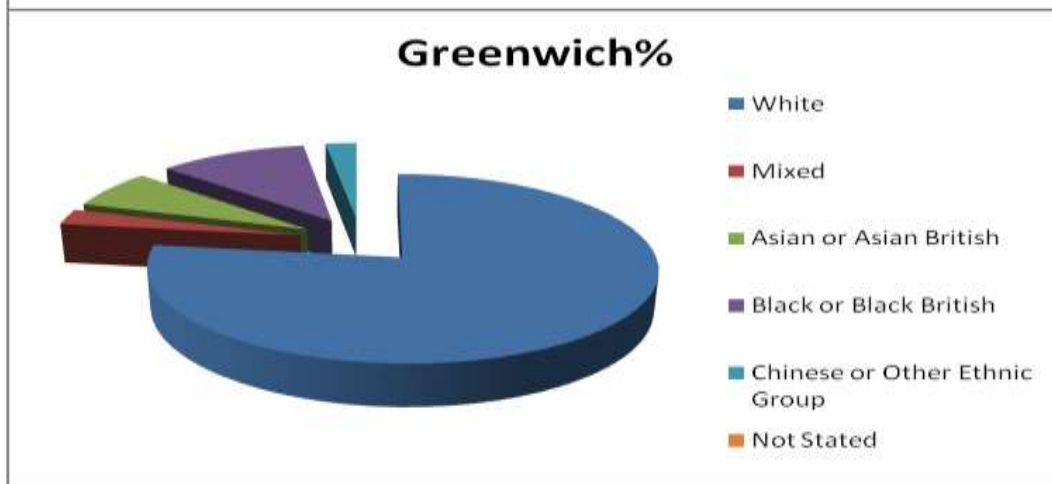
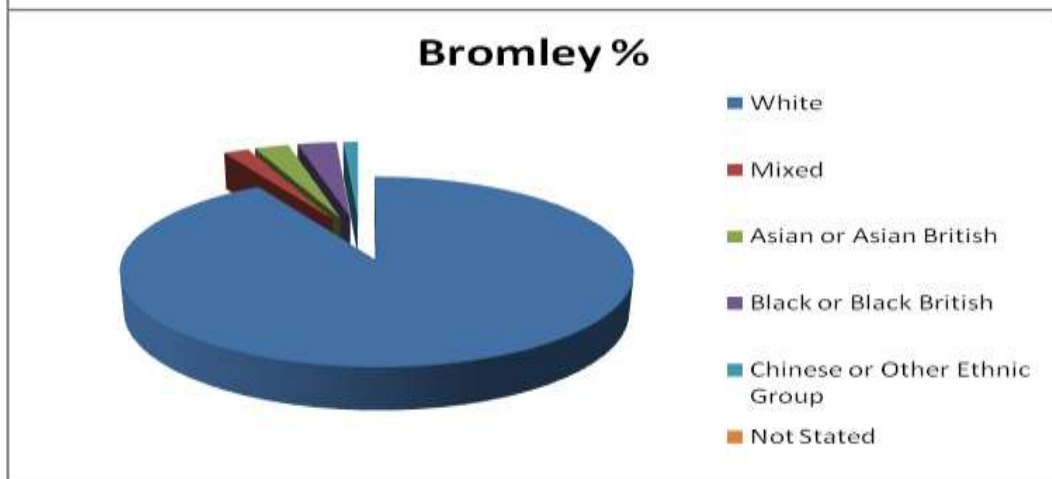
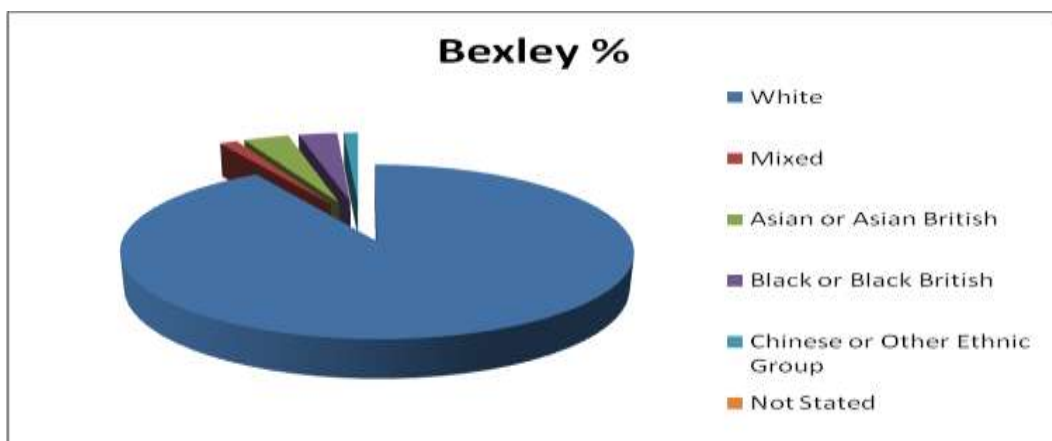
ETHNIC BREAKDOWN OF WORKFORCE

Ethnic Group	SLH % of Staff
White	65.59%
Mixed	1.76%
Asian or Asian British	9.40%
Black or Black British	15.74%
Chinese or Other Ethnic Group	5.77%
Not Stated	1.74%



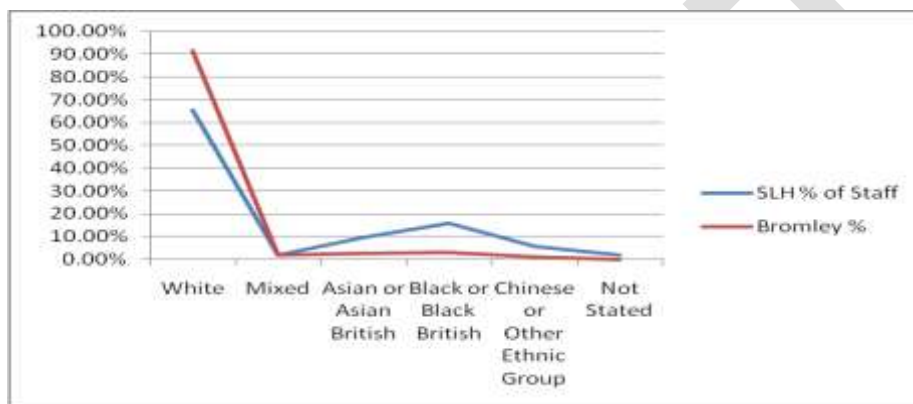
ETHNICITY – WITHIN BEXLEY, BROMLEY AND GREENWICH BOROUGH’S
 (The percentage population of Bexley, Bromley and Greenwich is taken from 2001 Census).

Ethnic Group	Bexley %	Bromley %	Greenwich%
White	91.39%	91.59%	77.11%
Mixed	1.32%	1.87%	2.73%
Asian or Asian British	3.38%	2.55%	6.78%
Black or Black British	2.86%	2.91%	11.08%
Chinese or Other Ethnic Group	1.05%	1.08%	2.29%
Not Stated	0.00%	0.00%	0.00%



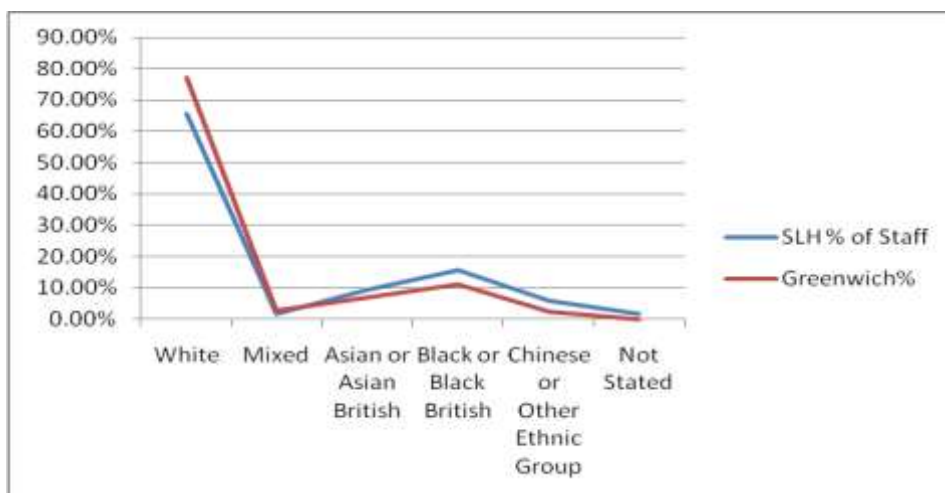
ETHNICITY OF SLHT STAFF COMPARED TO ETHNICITY OF BROMLEY BOROUGH

Ethnic Group	SLH % of Staff	Bromley %
White	65.59%	91.59%
Mixed	1.76%	1.87%
Asian or Asian British	9.40%	2.55%
Black or Black British	15.74%	2.91%
Chinese or Other Ethnic Group	5.77%	1.08%
Not Stated	1.74%	0.00%



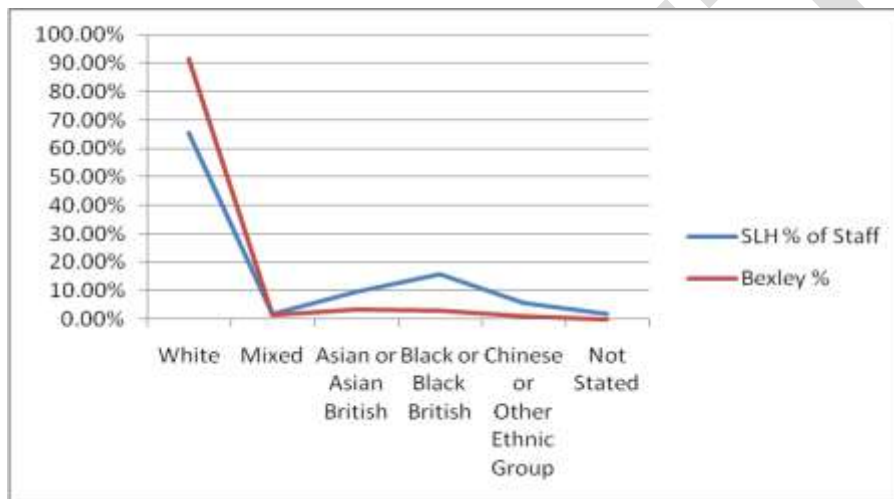
ETHNICITY OF SLHT STAFF COMPARED TO ETHNICITY OF GREENWICH BOROUGH

Ethnic Group	SLH % of Staff	Greenwich%
White	65.59%	77.11%
Mixed	1.76%	2.73%
Asian or Asian British	9.40%	6.78%
Black or Black British	15.74%	11.08%
Chinese or Other Ethnic Group	5.77%	2.29%
Not Stated	1.74%	0.00%



ETHNICITY OF SLHT STAFF COMPARED TO ETHNICITY OF BEXLEY BOROUGH

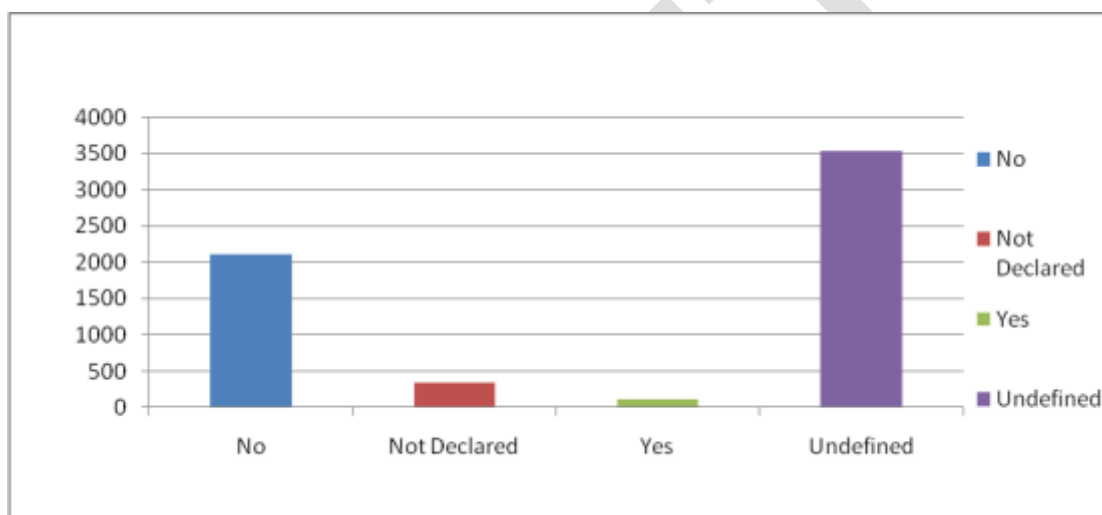
Ethnic Group	SLH % of Staff	Bexley %
White	65.59%	91.39%
Mixed	1.76%	1.32%
Asian or Asian British	9.40%	3.38%
Black or Black British	15.74%	2.86%
Chinese or Other Ethnic Group	5.77%	1.05%
Not Stated	1.74%	0.00%



Appendix 4

Disability Profile for South London Healthcare Trust

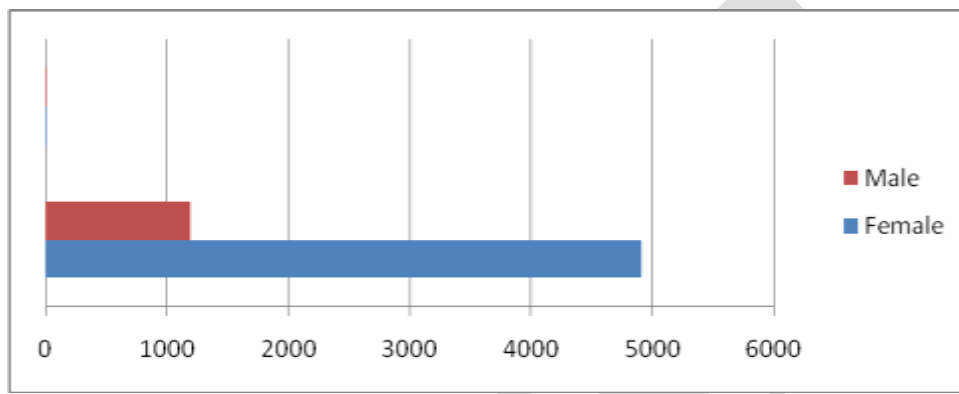
Declared Disabled	Total	% Headcount
No	2104	34.49%
Not Declared	348	5.71%
Yes	107	1.75%
Undefined	3541	58.05%
Grand Total	6100	100.00%



Appendix 5

Gender Profile for South London Healthcare Trust

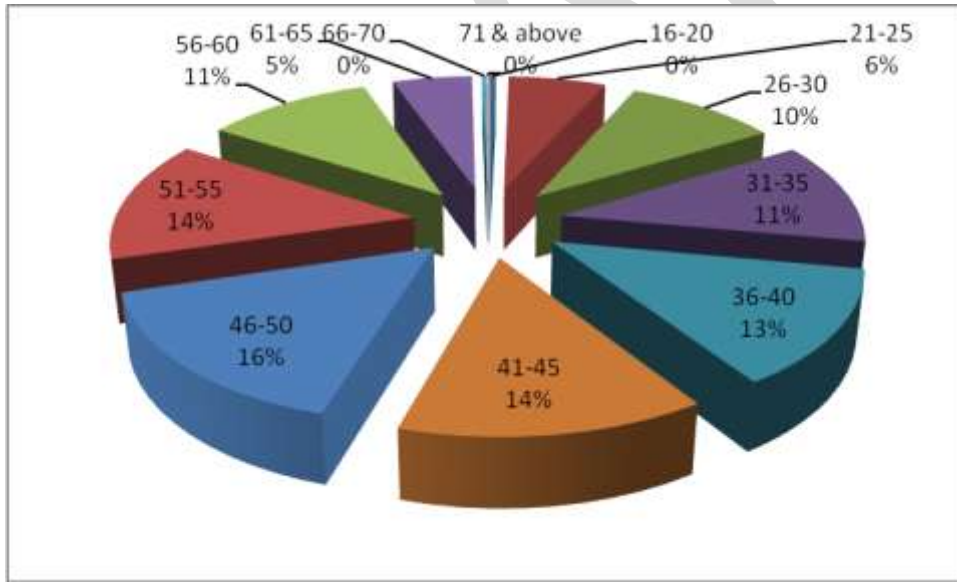
Gender	Total	Percentage
Female	4912	80.52%
Male	1188	19.48%
Grand Total	6100	100.00%



Age Profile

Age Band	Total	Percentage
16-20	26	0.43%
21-25	378	6.19%
26-30	591	9.68%
31-35	707	11.58%
36-40	789	12.94%
41-45	836	13.70%
46-50	960	15.75%
51-55	839	13.75%
56-60	647	10.62%
61-65	308	5.04%
66-70	16	0.26%
71 & above	3	0.06%
Grand Total	6100	100.00%

Age Breakdown



Religious Belief**Appendix 7**

Religious Belief	Total Headcount	%
Atheism	260	4.26%
Buddhism	36	0.59%
Christianity	2582	42.33%
Hinduism	146	2.39%
I do not wish to disclose my religion/belief	734	12.03%
Islam	156	2.56%
Jainism	5	0.08%
Judaism	11	0.18%
Other	242	3.97%
Sikhism	27	0.44%
Undefined	1901	31.16%
Grand Total	6100	100.00%

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Sexual Orientation**Appendix 8**

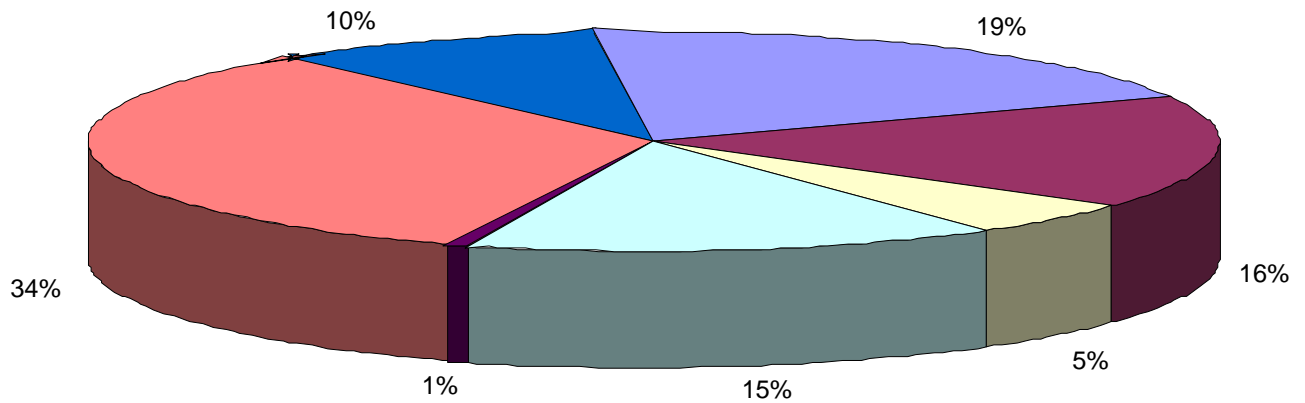
Sexual Orientation	Total Headcount	%
Bisexual	12	0.20%
Gay	15	0.25%
Heterosexual	2810	46.07%
I do not wish to disclose my sexual orientation	713	11.69%
Lesbian	11	0.18%
Undefined	2539	41.62%
Grand Total	6100	100.00%

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Occupational Groups Profile

Occupational group	Headcount	%
Administration and Estates Staff	1157	18.97%
Health Care Assistants and Support Staff	1005	16.48%
Healthcare Scientists	321	5.26%
Medical and Dental	925	15.16%
Nursing, midwifery and health visiting learners	36	0.59%
Nursing, midwifery and Health Visiting Staff	2058	33.74%
Scientific, Therapeutic and Technical Staff	598	9.80%
Grand Total	6100	100.00%

Occupational Groups Profile



- Administration and Estates Staff
- Healthcare Scientists
- Nursing, midwifery and health visiting learners
- Scientific, Therapeutic and Technical Staff
- Health Care Assistants and Support Staff
- Medical and Dental
- Nursing, midwifery and Health Visiting Staff

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