

# EQUALITY & DIVERSITY

## ANNUAL EQUALITY WORKFORCE REPORT

**1st APRIL 2016 - 31st MARCH 2017**

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## **1. INTRODUCTION**

Tameside & Glossop Integrated Care NHS Foundation Trust is committed to creating an environment where all staff have equal access to the employment opportunities available. Furthermore at the Trust we recognise the significant benefits of having a diverse workforce that represents the community that we support. We are committed to ensuring that our approach in managing recruitment reflects our core values at the Trust - "Everyone Matters"; which represents Respect, Learning, Care, Communication and Safety.

## **2. BACKGROUND/ CONTEXT**

As a public sector organisation, the Trust has a legal duty to demonstrate that it meets the legal requirements of the Equality Act 2010 and its associated public sector Equality Duty. As a Trust we are required to publish our workforce equality information annually, to allow for us to fully understand the diversity of the workforce and local populations.

The purpose of this report is to provide a profile of our workforce (for the period 1st April 2016 to 31st March 2017) by protected characteristics. The data reflected within the document has been gathered from the Trust's ESR and the local census.

This snapshot of our workforce will be used over the next 12 months to inform employment practice, recruitment practice and management development. As we build on our database of information, we will be able to undertake trend analysis. Similarly we will be in a position to measure the impact of the actions over the next 12 months.

The Trust is required to collate workforce data that provides evidence of how well it is meeting its obligations in relation to equality. Regular monitoring and review of this information enables the Trust to identify barriers that current and potential employees may face in relation to employment and career progression. It also allows the Trust to take appropriate action to ensure equity of opportunity for all in the access of employment at the Trust.

### **2.1 The Equality Act 2010**

The Equality Act (2010) protects individuals from unfair treatment and promotes a fair and more equal society. It protects people from discrimination, harassment and victimisation in work, education and when accessing services like our healthcare.

The Equality Act protects anyone who falls into a 'protected characteristic':

- Gender Identity
- Ethnicity
- Age
- Religion/Belief
- Sexual Orientation

- Disability
- Sex
- Marriage/ Civil Partnership
- Pregnancy, Maternity

## **2.2 Equality Delivery System (EDS)**

EDS is a national toolkit used within NHS organisations to understand and evaluate equality performance within the organisation and the service provided externally to patients/ services users and the communities. The Trust recognises that by having a diverse workforce that understands and represents the communities that we serve, can ultimately assist in the successful delivery of the EDS goals. The four EDS goals are as follows:

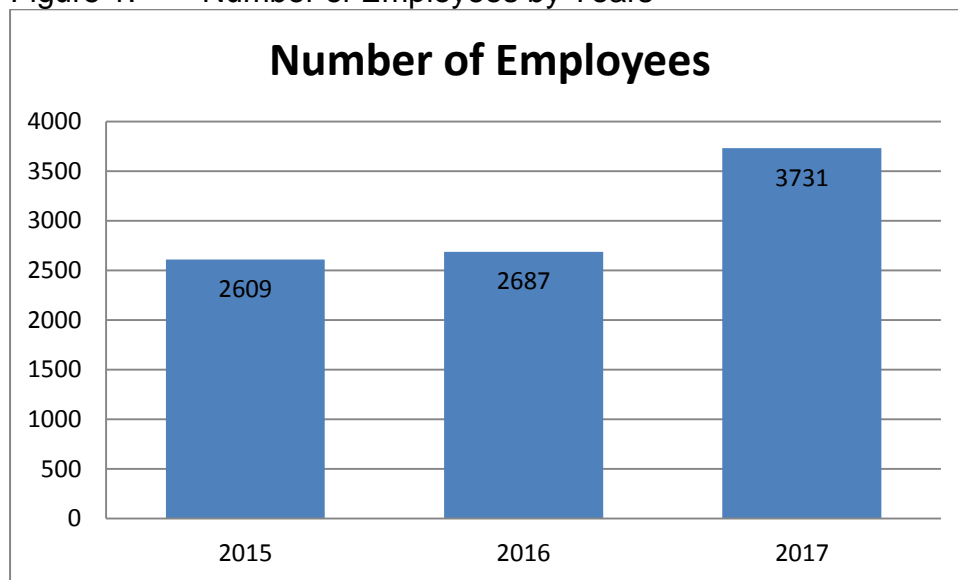
- 1 Better health outcomes for all
- 2 Improved patient access and experience
- 3 Empowered, engaged and included staff
- 4 Inclusive leadership at all levels

Through the production of this report, any finding/ results that require action, will be captured and monitored through the Trust's EDS toolkit.

### 3. WORKFORCE OVERVIEW

At Tameside we have a total workforce of 3,731 employees, at of 31<sup>st</sup> March 2017. This is an increase of 27% based on the statistics of last year (2016) and a 30% increase from the previous year (2015). This increase in workforce is in recognition of the TUPE transfer of Community Services in April 2016 and Domestic and Portering Services in July 2016.

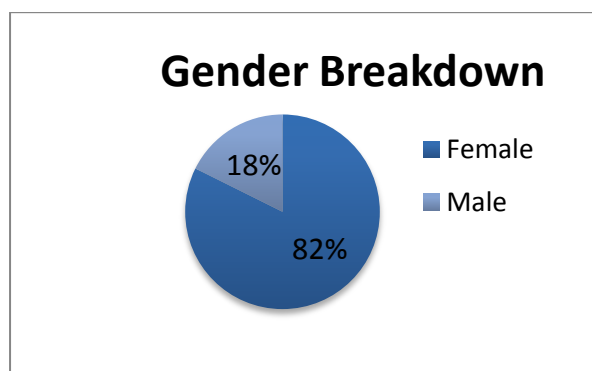
Figure 1: Number of Employees by Years



### 4. GENDER IDENTITY

As of 31<sup>st</sup> March 2017, 82% of the Trust's workforce is female, which is highlighted in Figure 2. This breakdown is reflective of previous years, whereby the percentage of female employees are recorded to be between 80 - 83% of the Workforce. Similarly this position is also reflective of other NHS Trusts and the national picture.

Figure 2: Percentage of Staff by Gender



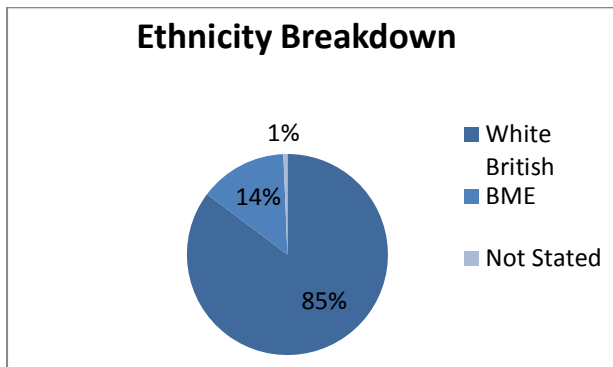
Gender	Headcount	%
Female	3,072	82.3
Male	659	17.7

## 5. ETHNICITY

### 5.1 – Trust Overview

As at 31<sup>st</sup> March 2017, 85% of employees have disclosed their ethnicity to be White British, and the remaining 14% of the workforce would be categorised as BME. See Figure 3. It is worthy to note that this year’s results are comparable to previous years whereby the majority of employees are highlighted within the above ethnic groups.

Figure 3: Percentage of Staff by Ethnicity



Ethnic Group	Headcount	%
White British	3,075	85
BME	32	14
Not Stated	24	1

### 5.2 – Trust Ethnicity Composition compared to Local Population

Based on the details highlighted within Table 1 (below), it is positive to record that the composition of the workforce is representative of the community, whereby 85% of employees are White British in comparison to 90% of the community. 9% of the local population is BME (Black and Minority Ethnic) compared to 14% of staff who are BME within the Trust. The breakdown of ethnicity is recorded below, which has been taken from the local census produced in 2011.

Ethnic Origin	Tameside Population
White	90.9%
Black	0.7%
Asian	6.3%
Mixed	1.4%
Other	0.6%

## 6. AGE

### 6.1 – Trust Overview

Nationally and locally we have seen a change in the age demographics of the workforce due to implications of the pension regulation, such as the removal of the statutory retirement age.

As a Trust we have a reasonable spread of employees across the age profiles, however a large proportion of our workforce is aged between 41 and 55 years old, equating to 43% (1,623 employees) of the overall workforce. This finding has remained consistent over the last 3 years.

As part of the Trust's Education and Training strategy, we are looking to establish apprentice schemes within the Trust to encourage and attract candidates at all age ranges.

Figure 4: Percentage of Staff by Age

Age Band	Headcount	%
<=20 Years	36	0.96
21-25	249	6.67
26-30	347	9.30
31-35	401	10.75
36-40	394	10.56
41-45	457	12.25
46-50	559	14.98
51-55	607	16.27
56-60	440	11.79
61-65	186	4.99
66-70	46	1.23
>=71 Years	9	0.24
<b>Grand Total</b>	<b>3,731</b>	<b>100.00</b>

## 7. RELIGION/BELIEF

### 7.1 – Trust Overview

In terms of religion/belief, the Trust's workforce is reflective of the local population, with the exception of Atheism. It is also acknowledged that a large proportion of our workforce has chosen not to disclose. Work is underway to ensure that data is captured and recorded at the time of appointment within the Trust, via the application process.

Further work is underway within the Chaplaincy service, to build on the opportunities that diversity and recognition of religious occasions can have on community

cohesion and staff morale. These positive steps are being explored through the Trust's Equality and Diversity Implementation Group.

Religion/Belief	Trust	Local Population
Atheism	7.59%	23.6%
Buddhism	0.27%	0.2%
Christianity	51.86%	64.0%
Hinduism	1.99%	1.5%
Islam	3.26%	4.4%
Jainism	0.04%	0.0%
Judaism	0.15%	0.0%
Other	5.21%	0.3%
Sikhism	0.04%	0
Do not wish to disclose	29.59%	5.9%

## 8. SEXUAL ORIENTATION

### 8.1 – Trust Overview

The Trust's workforce is predominantly heterosexual (71%) and 27% of the workforce have chosen not to disclose their sexual orientation. In comparison to previous years, the findings are relatively similar with no significant shift.

Sexual Orientation	Headcount	%	FTE
Bisexual	11	0.29	10.49
Gay	24	0.64	23.24
Heterosexual	2,668	71.51	2353.05
Lesbian	11	0.29	10.64
Not Disclosed	1,016	27.23	836.22
Unspecified	1	0.03	1.00
<b>Grand Total</b>	<b>3,731</b>	<b>100.00</b>	<b>3234.64</b>



## 9. DISABILITY

The following table demonstrates that 2.9% of the Trust's workforce has declared that they have a disability. It is acknowledged that 24% of the workforce has chosen not to declare one way or another.

Should individuals indicate that they have a disability on their application, they are automatically selected for interview, should they meet the essential criteria for the post. The Trust has also received accreditation and is a 'Disability Confident' Employer within the last 12 months.

Disability	Headcount	%	FTE
No	2,701	72.4	2396.66
Not Declared	920	24.7	744.75
Unspecified	3	0.1	2.53
Yes	107	2.9	90.70
<b>Grand Total</b>	<b>3,731</b>	<b>100.0</b>	<b>3234.64</b>

In addition, the Trust is working with Pure Innovation regarding creating opportunities for individuals who have Learning or physical disabilities; to gain employment or substantial work experience within the Trust. This partnership working has been established for approximately 4 years, and has been extremely rewarding for both the individuals and the community opportunities that this has created.

## 10. SUMMARY

This report summarises the analysis of the workforce by protected characteristics, as per obligations under the Public Sector Equality Duty. The report also highlights trend analysis of any positive indicators, as well as identifying the steps that the Trust has undertaken in the last 12 months; that has assisted within this improvement. Similarly we have highlighted future changes that will be explored within this forthcoming year.

This report supports the delivery of the EDS goals, as detailed earlier within the report and as such will translate into actions via the EDS2 toolkit and the WRES action plan.

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**May 2017**