

# Employment Information

## What do we have to do?

The Equality Act 2010 is about treating everyone in a fair way. We have to tell you how we collect and use information to ensure that we are treating people fairly at work.

We have to publish employment information every year for the groups of staff who are protected under the Equality Act from being treated less favourably than other people due to their age, disability, gender, race, religion or belief, sexual orientation, gender reassignment, marital or civil partnership status or being pregnant.

## What have we published?

- Staff employed by us as at 31 March 2017.
- Staff involved in grievance procedures and staff subject to disciplinary procedures
- Staff who have left our employment.
- Male and female staffing breakdown by job, grade, pay, contract type and working pattern.

## What are the key messages?

### Staff Profile

- Our largest staff group is registered nurses and midwives (32%) followed by additional clinical services staff (20%) and administrative and clerical staff (17%).

### Gender

- Our high proportion of female workers (78%) is typical of NHS organisations reflecting the makeup of people entering healthcare professions.

## Age

- Our healthcare workforce is getting older with the 51 to 55 age group being the largest (17%) followed closely by the 46 to 50 age group (15%) and the 41 to 45 age group (14%).
- In terms of the overall staff profile, 46% of the workforce is aged between 41 and 55 years.

## Disability

- There is an incomplete data set for our staff identifying themselves as disabled or non-disabled with 52% of data not available. This means that it is not possible to draw any conclusions about the profile of staff who have a disability.

## Ethnicity

- Information about the ethnicity of staff is not recorded consistently. The ethnicity of 38% of staff is not recorded on the electronic staff record system so it is not possible to comment about the ethnic profile of staff.

## Marriage and Civil Partnership

- 'Single' and 'Married' make up the bulk of all marital / civil partnership statuses, accounting for 30% and 54% respectively of our workforce.
- The number of registered same-sex civil partnerships accounts for 1% of all marital / civil partnerships statuses across our workforce.

## Religion

- Information about religion is not recorded consistently. This data is not recorded for 52% of staff on the electronic staff record system.

## **Sexual Orientation**

- Information about sexual orientation is not recorded consistently. This data is not recorded for 49% of staff on the electronic staff record system.

## **Pregnancy and Maternity**

- There were 296 members of staff (1.8%) on maternity or adoption leave as at 31 March 2017.
- There were 33 members of staff on a career break (0.2%) at this time.

## **Gender Reassignment**

- We do not ask staff or applicants for jobs whether they are considering, undergoing or have undergone gender reassignment so there is no estimate of this staff group.

## **Working Pattern**

- A higher proportion of our male staff work full-time (87%) compared to our female staff (55%).
- Estates and Ancillary workers have the highest proportion of female staff working part-time (82%). Other staff groups with a high proportion of female staff working part-time are Additional Clinical Services (49%), Administrative and Clerical (45%), Healthcare Scientists (45%), Allied Health Professionals (42%) and Nursing and Midwifery Registered (40%).
- A higher percentage of female medical and dental staff are working part-time (24%) compared to male medical and dental staff (9%).
- A higher proportion of permanent staff are in full-time employment with us (60%) than part-time work. This is the similar for staff on fixed term temporary contracts with 70% working full time hours.

## Pay

- The average full time basic pay is higher for male than female staff across all staff groups with the exception of Nursing and Midwifery Registered.
- Administrative and Clerical, Healthcare Scientists and Medical and Dental are the staff groups where there are the highest pay differences between male and female staff working full-time.
- The average part-time basic salary is higher for female than male staff across the majority of staff groups. The exceptions are Additional Clinical Services, Administrative and Clerical and Estates and Ancillary.
- The gender breakdown of the workforce by pay band shows that the proportion of male employees increases in more senior medical roles.

## Leavers

- The 21 – 25, 26 – 30 and 31 – 35 age bands account for 40% of all leavers.
- Male staff have a higher turnover rate compared to female staff as they account for 22% of the workforce but 28% of leavers.
- It is not possible to draw any conclusions about ethnicity, disability or sexual orientation due to the incomplete data set.

## Application of Grievance and Disciplinary Procedures

- Data is only available on the gender of the staff. This shows that a higher proportion of male staff are involved with grievances or subject to disciplinaries. They account for 22% of the workforce but 28% of the staff involved with grievances and 42% of staff subject to disciplinary procedures.

**Table 1: Total Staff in Post by Staff Group (31.03.2017)**

<b>Staff Group</b>	<b>Headcount</b>	<b>%</b>
Add Prof Scientific and Technic	542	3.4
Additional Clinical Services	3,236	20.1
Administrative and Clerical	2,828	17.5
Allied Health Professionals	1,017	6.3
Estates and Ancillary	1,721	10.7
Healthcare Scientists	343	2.1
Medical and Dental	1,355	8.4
Nursing and Midwifery Registered	5,084	31.5
Students	10	0.1
<b>Total</b>	<b>16,136</b>	<b>100.0</b>

**Table 2: Staff by Gender (31.03.2017)**

<b>Staff Group</b>	<b>Total Headcount</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>
Add Prof Scientific and Technic	542	399	73.6	143	26.4
Additional Clinical Services	3,236	2,598	80.3	638	19.7
Administrative and Clerical	2,828	2,400	84.9	428	15.1
Allied Health Professionals	1,017	854	84.0	163	16.0
Estates and Ancillary	1,721	993	57.7	728	42.3
Healthcare Scientists	343	200	58.3	143	41.7
Medical and Dental	1,355	539	39.8	816	60.2
Nursing and Midwifery Registered	5,084	4,632	91.1	452	8.9
Students	10	9	90.0	1	10.0
<b>Total</b>	<b>16,136</b>	<b>12,624</b>	<b>78.2</b>	<b>3,512</b>	<b>21.8</b>

**Table 3: Staff by Age (31.03.2017)**

<b>Age Band</b>	<b>Headcount</b>	<b>%</b>
16 - 20	59	0.4
21 - 25	909	5.6
26 - 30	1,538	9.5
31 - 35	1,677	10.4
36 - 40	1,791	11.1
41 - 45	2,176	13.5
46 - 50	2,426	15.0
51 - 55	2,683	16.6
56 - 60	1,856	11.5
61 - 65	791	4.9
66 - 70	187	1.2
71 & above	43	0.3
<b>Total</b>	<b>16,136</b>	<b>100.0</b>

**Table 4: Staff by Disability (31.03.2017)**

<b>Disabled</b>	<b>Headcount</b>	<b>%</b>
No	7,597	47.1
Yes	190	1.2
Not Declared	8,349	51.7
<b>Total</b>	<b>16,136</b>	<b>100.0</b>

**Table 5: Staff by Ethnicity (31.03.2017)**

<b>Ethnic Origin</b>	<b>Headcount</b>	<b>%</b>
White	9,306	57.7
Black and Ethnic Minority	630	3.9
Not Stated/No data	6,200	38.4
<b>Total</b>	<b>16,136</b>	<b>100.0</b>

**Table 6: Staff by Marital and Civil Partnership Status (31.03.2017)**

<b>Marital Status</b>	<b>Female</b>	<b>Male</b>	<b>Headcount</b>	<b>%</b>
Civil Partnership	104	34	138	0.9
Divorced	948	89	1,037	6.4
Legally Separated	58	11	69	0.4
Married	7,379	1,311	8,690	53.9
Single	3,800	1,123	4,923	30.5
Widowed	96	7	103	0.6
Not Stated	155	84	239	1.5
Unknown	84	853	937	5.8
<b>Total</b>	<b>12,624</b>	<b>3,512</b>	<b>16,136</b>	<b>100.0</b>



**Table 7: Staff by Religion and Belief (31.03.2017)**

<b>Religious Belief</b>	<b>Headcount</b>	<b>%</b>
Atheism	1,188	7.4
Buddhism	23	0.1
Christianity	5,201	32.2
Hinduism	72	0.4
Islam	84	0.5
Jainism	1	0.0
Judaism	2	0.0
Other	1,141	7.1
Sikhism	11	0.1
I do not wish to disclose my religion/belief	1,081	6.7
Undefined	7,332	45.4
<b>Total</b>	<b>16,136</b>	<b>100.0</b>

**Table 8: Staff by Sexual Orientation (31.03.2017)**

<b>Sexual Orientation</b>	<b>Headcount</b>	<b>%</b>
Bisexual	44	0.3
Gay	75	0.5
Heterosexual	8,142	50.5
Lesbian	48	0.3
I do not wish to disclose my sexual orientation	477	3.0
Undefined	7,350	45.6
<b>Total</b>	<b>16,136</b>	<b>100.0</b>

**Table 9: Gender by Staff Group and Working Pattern (31.03.2017)**

Staff Group	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head count	%
Add Prof Scientific and Technical	248	62	151	38	119	83	24	17
Additional Clinical Services	1,339	51	1,259	49	562	88	76	12
Administrative and Clerical	1,311	55	1,089	45	401	94	27	6
Allied Health Professionals	495	58	359	42	144	88	19	12
Estates and Ancillary	177	18	816	82	561	77	167	23
Healthcare Scientists	109	55	91	45	131	92	12	8
Medical and Dental	411	76	128	24	742	91	74	9
Nursing and Midwifery Registered	2,785	60	1,847	40	393	87	59	13
Students	9	100		0	1	100		0
<b>Total</b>	<b>6,884</b>	<b>55</b>	<b>5,740</b>	<b>45</b>	<b>3,054</b>	<b>87</b>	<b>458</b>	<b>13</b>

**Table 10: Gender by Grade Type and Working Pattern (31.03.2017)**

Grade Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head Count	%
A4C	6,412	53	5,609	47	2,292	86	383	14
Medical & Dental	409	77	120	23	736	93	56	7
Non A4C	63	85	11	15	26	58	19	42
<b>Total</b>	<b>6,884</b>	<b>55</b>	<b>5,740</b>	<b>45</b>	<b>3,054</b>	<b>87</b>	<b>458</b>	<b>13</b>

**Table 11: Gender by Contract Type and Working Pattern (31.03.2017)**

Contract Type	Female				Male			
	Full Time		Part Time		Full Time		Part Time	
	Head count	%	Head count	%	Head count	%	Head count	%
Fixed Term Temp	774	62	472	38	510	88	67	12
Non Officer Members/Chair	0	0	5	100	0	0	5	100
Permanent	6,106	54	5,268	46	2,539	87	391	3
<b>Total</b>	<b>6,880</b>	<b>55</b>	<b>5,745</b>	<b>45</b>	<b>3,049</b>	<b>87</b>	<b>463</b>	<b>13</b>

**Table 12: Gender by Average Basic Pay and Working Pattern  
(31.03.2017)**

Staff Group	Average Full Time Basic Salary		Average Part Time Basic Salary	
	Female	Male	Female	Male
Add Prof Scientific and Technic	34,283	37,871	22,077	14,816
Additional Clinical Services	18,116	18,391	12,429	12,522
Administrative and Clerical	25,664	32,259	13,505	15,318
Allied Health Professionals	33,518	33,568	23,569	22,414
Estates and Ancillary	18,085	19,025	10,911	11,539
Healthcare Scientists	33,735	39,906	24,186	22,885
Medical and Dental	55,849	68,708	45,617	43,030
Nursing and Midwifery Registered	31,483	31,396	20,793	19,316
Students	12,547	16,132		

**Table 13: Gender by Pay Grade (31.03.2017)**

<b>Pay Grade</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>	<b>Total</b>
Band 1	579	78.2	161	21.8	740
Band 2	2,548	76.6	780	23.4	3,328
Band 3	1,310	80.4	319	19.6	1,629
Band 4	1,064	82.0	233	18.0	1,297
Band 5	2,995	88.5	388	11.5	3,383
Band 6	1,851	83.7	360	16.3	2,211
Band 7	1,173	83.4	234	16.6	1,407
Band 8a	314	76.2	98	23.8	412
Band 8b	95	69.3	42	30.7	137
Band 8c	63	59.4	43	40.6	106
Band 8d	23	69.7	10	30.3	33
Band 9	6	46.2	7	53.8	13
Associate Specialist	27	38.0	44	62.0	71
Clinical Assistant	1	100.0		0.0	1
Consultant	174	29.4	417	70.6	591
Dentist	16	80.0	4	20.0	20
Foundation Year 1& 2	75	54.3	63	45.7	138
Hospital Practitioner		0.0	1	100.0	1
Senior House Officer		0.0	5	100.0	5
Specialist Registrar	1	20.0	4	80.0	5
Specialty Doctor	43	51.8	40	48.2	83
Specialty Registrar	187	47.6	206	52.4	393
Staff Grade Practitioner		0.0	3	100.0	3
Vocational Dental Practitioner	5	50.0	5	50.0	10
Non A4C	74	62.2	45	37.8	119
<b>Grand Total</b>	<b>12,624</b>	<b>78.2</b>	<b>3,512</b>	<b>21.8</b>	<b>16,136</b>

**Table 14: Leavers by Age, Gender, Ethnicity, Disability and Sexual Orientation**

<b>Age Band</b>	<b>Leavers 2016-17</b>	<b>%</b>
16 – 20	10	0.5
21 – 25	191	10.5
26 – 30	307	16.9
31 – 35	227	12.5
36 – 40	173	9.5
41 – 45	137	7.5
46 – 50	111	6.1
51 – 55	198	11.0
56 – 60	239	13.1
61 – 65	171	9.4
66 – 70	38	2.1
71 & above	17	0.9
<b>Total</b>	<b>1,819</b>	<b>100.0</b>
<b>Gender</b>	<b>Leavers 2016-17</b>	<b>%</b>
Male	503	28
Female	1,316	72
<b>Total</b>	<b>1,819</b>	<b>100.0</b>
<b>Ethnic Origin</b>	<b>Leavers 2016/17</b>	<b>%</b>
Black & Ethnic Minority Groups	52	3
White	887	49
Undefined/Not Declared	880	48
<b>Total</b>	<b>1,819</b>	<b>100.0</b>
<b>Disabled</b>	<b>Leavers 2016-17</b>	<b>%</b>
Yes	28	1.5
No	707	38.9

Undefined/Not Declared	1,084	59.6
<b>Total</b>	<b>1,819</b>	<b>100.0</b>
<b>Sexual Orientation</b>	<b>Leavers 2016-17</b>	<b>%</b>
Bisexual	5	0.3
Gay	5	0.3
Heterosexual	716	39.3
Lesbian	13	0.7
I do not wish to disclose my sexual orientation	38	2.1
Undefined	1,042	57.3
<b>Total</b>	<b>1,819</b>	<b>100.0</b>

**Table 15: Employee Relations Cases by Gender (1.04.2016 - 31.03.2017)**

<b>Gender</b>	<b>Grievances</b>	<b>%</b>	<b>Disciplinarys</b>	<b>%</b>
Male	12	28	33	42
Female	31	72	46	58
<b>Total</b>	<b>43</b>	<b>100</b>	<b>79</b>	<b>100</b>