

Workforce Diversity Annual Report

1 January 2015 – 31 December 2015

Working with you, for you



Making sure that everyone counts

If you require a copy of this policy in an alternative format (for example easy read; another language) or would like any assistance in relation to the content of this policy, please contact the Equality and Diversity team on 01803 656607.

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1. Introduction

Torbay and South Devon NHS Foundation Trust is an integrated organisation providing acute health care services from Torbay Hospital, community health services and adult social care. The Trust runs Torbay Hospital, nine community hospitals and provides health and social care in Dawlish, Teignmouth, Totnes, Dartmouth, Torbay, Newton Abbot, Ashburton, Bovey Tracey and the surrounding area.

We have around 500,000 face-to-face contacts with patients in their homes and communities each year and see over 78,000 people in our A&E department annually. We serve a resident population of approximately 375,000 people, plus about 100,000 visitors at any one time during the summer holiday season.

We employ 6,081 staff including frontline health and social care staff, such as nurses, occupational therapists, social workers, consultants, and physiotherapists who work in your home and from a range of different premises across Torbay and south Devon such as community hospitals and clinics. We also have over 800 volunteers who make a difference each and every day to the people we care for.

Our Commitment

Our vision is a community where we are all supported and empowered to be as well and as independent as possible, able to manage our own health and wellbeing, in our own homes. When we need care we have choice about how our needs are met, only having to tell our story once.

The Trust is committed to preventing discrimination, valuing diversity and achieving equality of opportunity. No person (staff, patient or public) will receive less favourable treatment on the grounds of the nine protected characteristics as governed by the Equality Act 2010: Sexual Orientation; Gender; Age; Gender Reassignment; Pregnancy and Maternity; Disability; Religion or Belief; Race; Marriage and Civil Partnership.

The Trust has produced this annual report which details the breakdown of the diversity profile of the Trust's workforce. This report contributes to demonstrating the Trust's compliance with the Public Sector Equality Duty.

Data Protection

The Data Protection Act 1998 defines many of the protected characteristics such as sexual orientation as 'sensitive personal data'. This requires us to take greater precautions compared with other personal data. The Trust adheres to the good practice guidance issued for equality monitoring by the Equality and Human Rights Commission (EHRC) in respect to omitting data items of 10 units or less. This is to ensure individuals cannot be identified. Data that represents small numbers of staff are indicated in the report by an asterisk (*).

2. Workforce Profile

The workforce data is benchmarked in relation to national and regional statistics and information. This workforce diversity report identifies inequality trends and highlights work in progress or appropriate steps required to advance equality. On the 31st December 2015 the Trust employed 6,081 members of staff. Figure 1 shows the proportion of employees by division. Figure 2 shows the proportion of staff by pay band.

Figure 1: Total percentage of staff employed by division

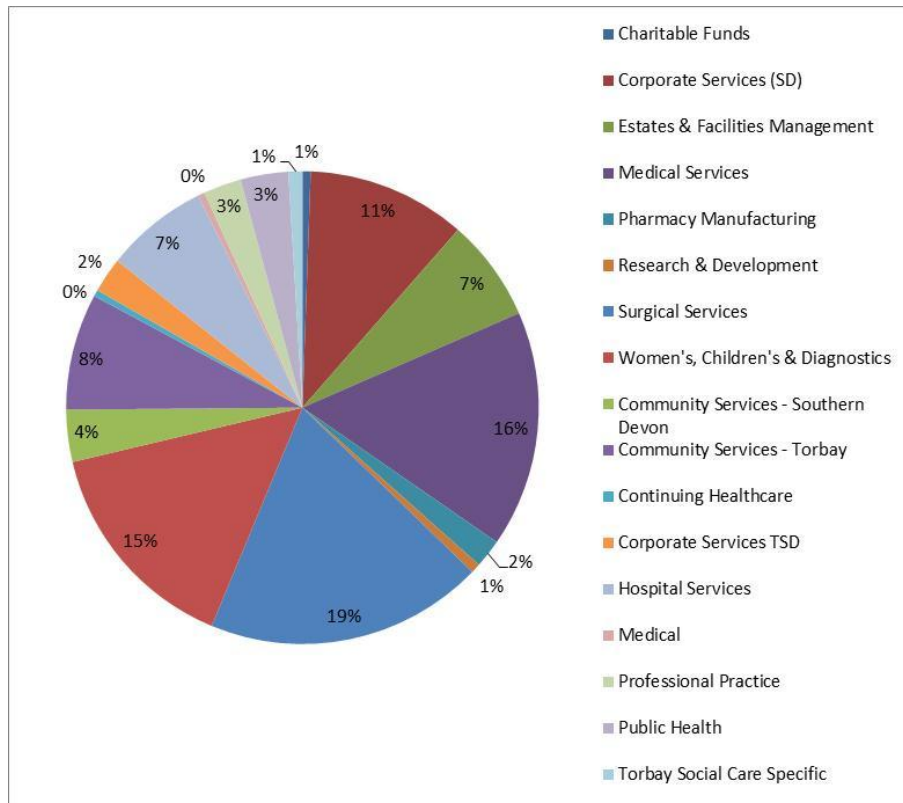
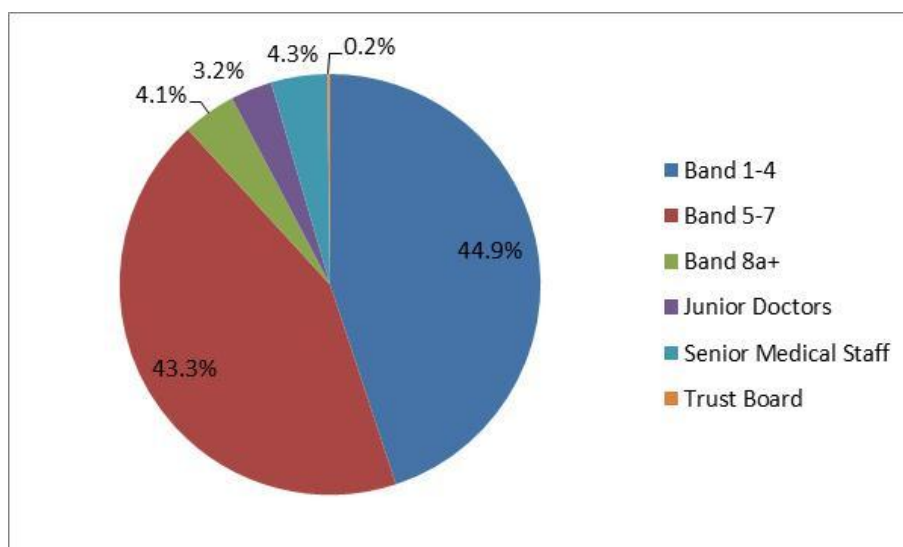


Figure 2: Total percentage of staff employed by pay band



One of the Trust's Equality Objectives is to capture, monitor and evaluate relevant demographic data in order to remove barriers and improve access to services/ information. We are currently able to collect data for six of the nine protected characteristics at each stage of employment. The Trust's position is that it is either unnecessary or inappropriate to collect data for all nine protected characteristics. For example, marriage and civil partnership and pregnancy and maternity are not currently reported. With regard to gender reassignment, Section 22 of the Gender Recognition Act 2004 prohibits employers from making a transgender individual identifiable. The Trust does not collect data on the gender identity of staff due to the low proportion of staff that are transgender.

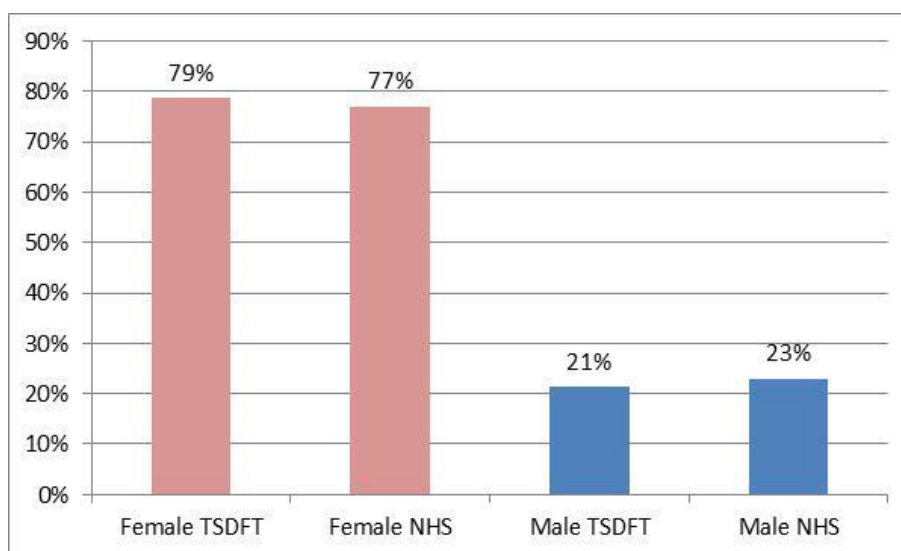
3. Workforce Diversity Data: An Overview

3.1 Gender

The Trust employs 4,787 females which equates to 79% of the workforce. Males are therefore under represented at 21%. However, these figures are representative of the national NHS gender demographics whereby approximately one quarter of all employees are male.

Conversely, a greater number of males are members of the Trust Board or hold Senior Medical Staff positions (approximately two-thirds). In comparison, one-third of women are employed at a similar level (see Appendix 1 for full workforce diversity data).

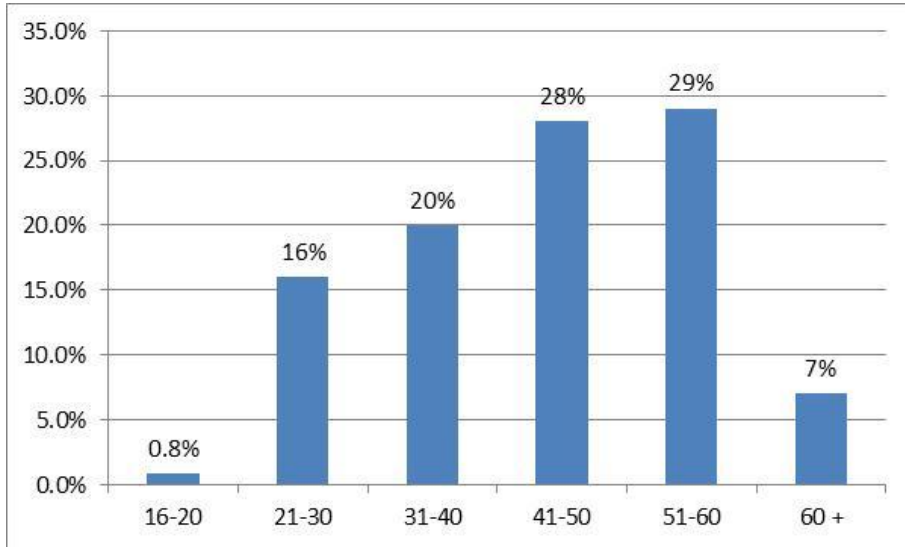
Figure 2: Percentage of employees by gender



3.2 Age

The average population age in the UK is 39, compared to 44 in South Devon (Devon Census 2011). This is reflective within the Trust with over 55% of the workforce are aged between 41 and 60 years of age. Staff aged under 20 or over 60 represent less than 8% of the workforce. Of all staff aged 16 – 20, 98% are working in pay bands 1 – 4. The majority of staff in senior management positions (band 8a and above) are aged 41 – 60.

Figure 3: Percentage of employees by age

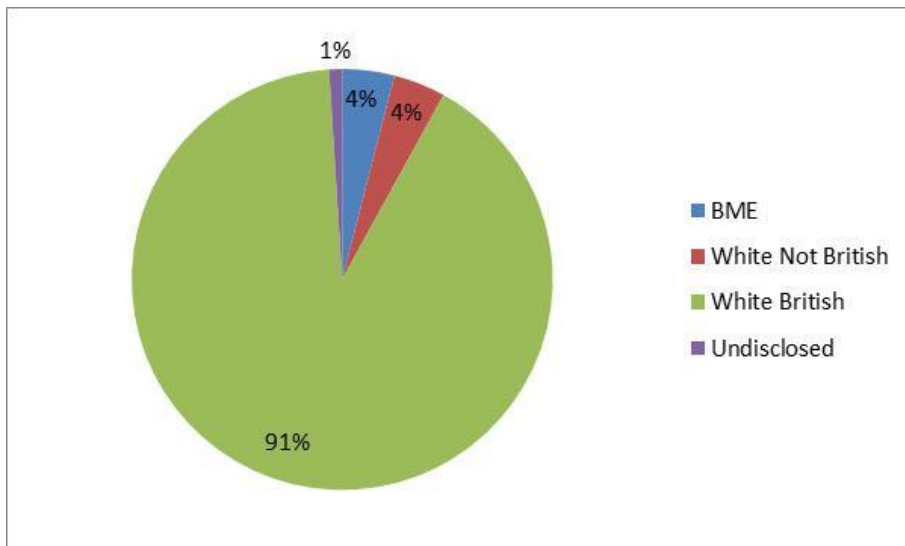


3.3 Ethnicity

The majority of staff identify themselves as White British and constitute over 90% of the total workforce. The highest proportion (nearly 50%) of Black Minority Ethnic (BME) staff are working at bands 5 -7 (evidence can be seen in Appendix 1). The number of staff that have not disclosed their ethnicity is 91 (1% of the total workforce). This is a significant improvement since 2014, with 5% of the workforce undisclosed.

According to the Devon Census 2011, Devon has a resident ethnic minority population of circa 5%. The number of BME staff is therefore representative of the local population. However, in senior (non-medical) positions, the level of BME representation is considerably lower at less than 2%.

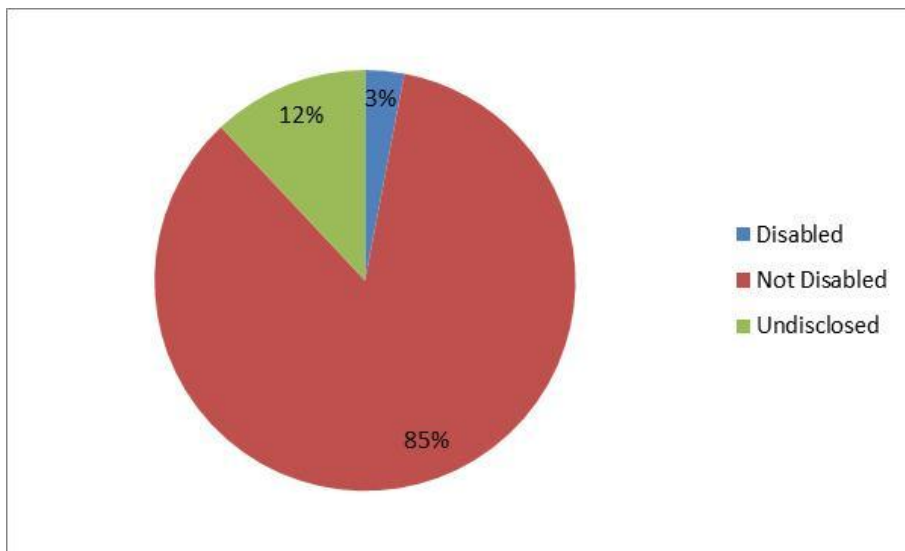
Figure 3: Percentage of employees by ethnicity



3.4 Disability

Less than 3% (170 staff) declared themselves as having a disability and 12% did not declare this information. In the UK, there are over 6.9 million disabled people of working age which represents 19% of the working population (Disabled Living Foundation 2016). This reflects significant under-representation and high levels of non-disclosure which must be addressed. Of those who declared a disability, over 90% are currently working within roles Band 1-7 (84 staff in band 1-4 and 76 staff in band 5-7). The remaining 10% are working in senior roles (band 8 or above).

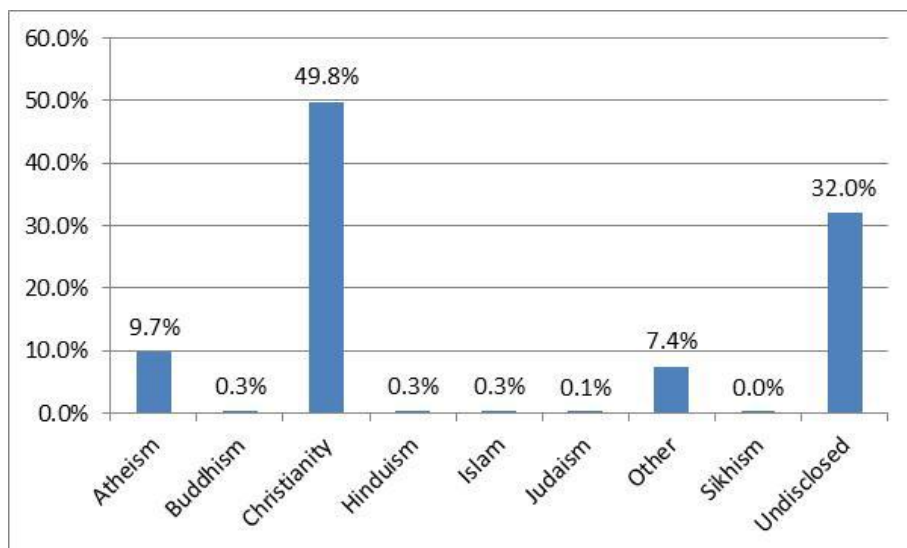
Figure 4: Percentage of staff employed by disability



3.5 Religion and Belief

Nearly half of the workforce identifies themselves as being Christian. 32% of staff did not disclose or were undefined. Over 8% of the workforce declared other religions or beliefs, whilst the remaining 9% of the workforce declared no belief. In general, the workforce is representative of the regional population in regards to religion and belief demographics with the exception of Islam which is underrepresented (1% in Devon Census 2011).

Figure 4: Percentage of employees by (non) Religion/ Belief

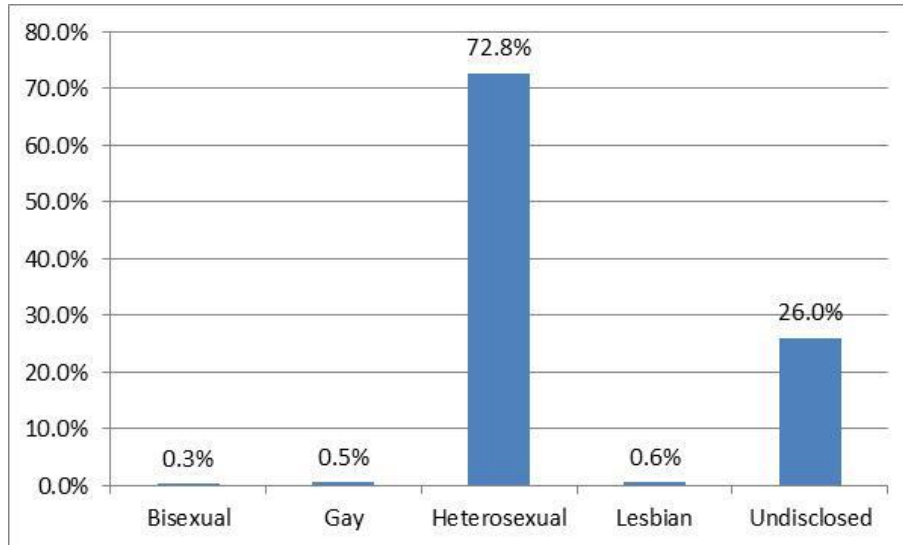


3.6 Sexual Orientation

The number of staff who declared themselves as being Lesbian, Gay or Bisexual (LGB) is less than 2%. Over 70% declared themselves as heterosexual / straight. The number of staff who did not declare this information is almost 30%.

Stonewall, the organisation working for equality for lesbian, gay and bisexual people, estimates that the percentage of LGB people in the UK is 5-7 %. Therefore LGB employees are either underrepresented at the Trust or they are hidden in the undefined category.

Figure 4: Percentage of employees by sexual orientation



4. Data Source

The data reported in this analysis is taken from Electronic Staff Records (ESR) for employees of Torbay and South Devon NHS Foundation Trust. The extract reflects staff reported on the system as of 31st December 2015. There were 6,081 staff records in ESR at this time.

This data does not currently include contactors, volunteers, or employees registered with the temporary staffing bank. Staff on fixed term contracts or secondments paid by the Trust are included.

5. Upcoming year plan

The highest levels of non-disclosure are apparent for Religion and Belief (32%), Sexual Orientation (26%) and Disability (12%). The Trust does need to continue to stress the importance of equality monitoring and address these primary areas of under-representation.

Following the recommendations from last year's report, the Trust will continue to frame objectives around the Equality Delivery System (EDS) – which has been a mandate for NHS Trusts from April 2015. The continued development of the Employability Hub will support goal 3 of the EDS to ensure a supported and representative workforce. The Employability programme provides an inclusive framework, based on the principle of 'positive action' allowed under the Equality Act 2010, to promote equal opportunities and will assist the recruitment, retention and development of a local labour force.

The data obtained in this report will be used in collaboration with other Equality Standards such as the Workplace Race Equality Standard (WRES) and the Equality Delivery System (EDS). Specifically, the WRES aims to address the numbers of BME staff in senior positions compared to the workforce overall. Furthermore, consideration must be afforded to the demographics of the Trust Board in relation to gender equality. The Trust aims to develop talent management programmes which will support the progression of diverse groups of staff to be successful in obtaining senior management positions. This work will be supported by the EDS goal 4: Inclusive Leadership.

6. References

[Devon Census 2011](#)

[Disabled Living Foundation](#)

[GOV.UK](#)

7. Appendix 1: Full Workforce Diversity Data

The Trust adheres to the good practice guidance issued for equality monitoring by the Equality and Human Rights Commission (EHRC) in respect to omitting data items of 10 units or less. This is to ensure individuals cannot be identified. Data that represents small numbers of staff are indicated in the report by an asterisk (*).

NB: HC refers to the total headcount within the Trust

7.1 Total Number of Staff Employed by Each Division

Division	HC	%
Charitable Funds	34	0.6%
Corporate Services (SD)	662	10.9%
Estates and Facilities Management	426	7.0%
Medical Services	984	16.2%
Pharmacy Manufacturing	118	1.9%
Research and Development	40	0.7%
Surgical Services	1158	19.0%
Women's, Children's and Diagnostics	914	15.0%
Community Services – Southern Devon	217	3.6%
Community Services - Torbay	484	8.0%
Continuing Healthcare	27	0.4%
Corporate Services (TSD)	146	2.4%
Hospital Services	429	7.1%
Medical	28	0.5%
Professional Practice	157	2.6%
Public Health	199	3.3%
Torbay Social Care Specific	58	1.0%
Grand Total	6081	100%

7.2 Total Number of Staff Employed by Gender at each pay band

Gender	Male		Female		Total	
	HC	%	HC	%	HC	%
Agenda for Change Band						
Band 1-4	525	40.6%	2207	46.1%	2732	44.9%
Band 5-7	423	32.7%	2208	46.1%	2631	43.3%
Band 8a plus	85	6.6%	164	3.4%	249	4.1%
Junior Doctors	87	6.7%	107	2.2%	194	3.2%
Senior Medical Staff	167	12.9%	96	2.0%	263	4.3%
Trust Board	*	*	*	*	12	0.2%
Grand Total	1294	100%	4787	100%	6081	100%

7.3 Total Number of staff Employed by Age at each pay band

Agenda for Change Band	Band 1-4		Band 5-7		Band 8a plus		Junior Doctors		Senior Medical Staff		Trust Board		Total	
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Age														
16 - 20	49	98%	*	*	0	0%	0	0%	0	0%	0	0%	50	0.8%
21 - 30	479	51%	339	36%	*	*	123	13%	*	*	0	0%	944	16%
31 - 40	461	38%	612	50%	35	3%	64	5%	57	5%	0	0%	1229	20%
41 - 50	641	38%	817	49%	103	6%	*	*	107	6%	*	*	1677	28%
51 - 60	839	47%	739	42%	98	6%	0	0%	87	5%	*	*	1770	29%
60 +	263	64%	123	30%	11	3%	0	0%	11	3%	*	*	411	7%
Grand Total	2732	45%	2631	43%	249	4%	194	3%	263	4%	12	0.2%	6081	100%

7.4 Total Number of staff Employed by Ethnicity at each pay band

Ethnicity	BME		White Non British		White British		Not Stated	
	HC	%	HC	%	HC	%	HC	%
Agenda for Change Band								
Band 1-4	65	25%	74	34%	2568	47%	25	27%
Band 5-7	118	46%	117	53%	2362	43%	34	38%
Band 8a plus	*	*	*	*	234	4%	*	*
Junior Doctors	24	9%	*	*	142	3%	21	23%
Senior Medical Staff	48	19%	14	6%	195	4%	*	*
Trust Board	0	0%	0	0%	11	0.20%	*	*
Grand Total	259	100%	219	100%	5512	100%	91	100%

7.5 Total Number of staff Employed by Disability at each pay band

Disability	No		Not Declared		Yes	
	HC	%	HC	%	HC	%
Agenda for Change Band						
Band 1-4	2318	45%	330	44%	84	49%
Band 5-7	2240	43%	315	42%	76	45%
Band 8a plus	220	4%	25	3%	*	*
Junior Doctors	179	3%	14	2%	*	*
Senior Medical Staff	189	4%	69	9%	*	*
Trust Board	*	*	*	*	0	0%
Grand Total	5155	100%	756	100%	170	100%

7.6 Total Number of Staff Employed by (non) Religion/ Belief

Religious Belief	HC	%
Atheism	589	9.7%
Buddhism	21	0.3%
Christianity	3029	49.8%
Hinduism	17	0.3%
Islam	19	0.3%
Judaism	*	*
Other	452	7.4%
Sikhism	*	*
Undisclosed	1946	32.0%
Grand Total	6081	100.0%

7.7 Total Number of Staff Employed by Sexual Orientation

Sexual Orientation	HC	%
Bisexual	20	0.3%
Gay	32	0.5%
Heterosexual	4426	72.8%
Lesbian	34	0.6%
Undisclosed	1569	26.0%
Grand Total	6081	100.0%

Leavers Data

7.8 Total Number of Leavers by Age

Age Band	HC	%
16 - 20	21	2%
21 - 30	196	19%
31 - 40	185	18%
41 - 50	197	19%
51 - 60	309	30%
60 +	134	13%
Grand Total	1042	100.0%

7.9 Total Number of Leavers by Gender

Gender	HC	%
Female	831	89%
Male	211	20%
Grand Total	1042	100.0%

8.0 Total Number of Leavers by Ethnicity

Ethnicity	HC	%
BME	38	4%
White Non British	33	3%
White British	956	92%
Undisclosed	15	1%
Grand Total	1042	100.0%

8.1 Total Number of Leavers by Disability

Disabled	HC	%
No	881	85%
Yes	34	3%
Undisclosed	127	12%
Grand Total	1042	100.0%

8.2 Total Number of Leavers by Reason

Leaving Reason	HC	%
Death in Service	*	*
Dismissal	29	3%
Employee Transfer	277	27%
End of Fixed Term Contract	61	6%
Has Not Worked	*	*
MARS	21	2%
Pregnancy	*	*
Redundancy	*	*
Resignation	459	44%
Retirement	172	17%
Grand Total	1042	100.0%

Starters Data

8.3 Total Number of Starters by Age

Age	HC	%
16 - 20	36	4%
21 - 30	250	30%
31 - 40	188	23%
41 - 50	158	19%
51 - 60	177	21%
61 +	20	2%
Grand Total	829	100%

8.4 Total Number of Starters by Gender

Gender	HC	%
Female	646	78%
Male	183	22%
Grand Total	829	100.0%

8.5 Total Number of Starters by Ethnicity

Ethnicity	HC	%
BME	42	5%
White Non British	51	6%
White British	726	88%
Not Stated	*	*
Grand Total	829	100.0%

8.6 Total Number of Starters by Disability

Disabled	HC	%
No	784	95%
Yes	24	3%
Undisclosed	21	2%
Grand Total	829	100.0%

Internal Promotions

8.7 Total Number of Internal Promotions by Age

Age	HC	%
16 - 20	*	*
21 - 30	70	22%
31 - 40	70	22%
41 - 50	84	26%
51 - 60	76	23%
61 +	24	7%
Grand Total	326	100%

8.8 Total Number of Internal Promotions by Gender

Gender	HC	%
Female	260	80%
Male	66	20%
Grand Total	326	100%

8.9 Total Number Internal Promotions by Ethnicity

Ethnicity	HC	%
BME	*	*
White Non British	17	91%
White British	297	5%
Undisclosed	*	*
Grand Total	326	100%

9.0 Total Number of Internal Promotions by (non) Religion/ Belief

Religious Belief	HC	%
Atheism	38	11.66%
Buddhism	*	*
Christianity	161	49.39%
Hinduism	0	0.00%
Islam	0	0.00%
Judaism	0	0.00%
Other	31	9.51%
Sikhism	0	0.00%
Undisclosed	95	29.00%
Grand Total	326	100%

9.1 Total Number of Internal Promotions by Sexual Orientation

Sexual Orientation	HC	%
Bisexual	0	0%
Gay	*	*
Heterosexual	247	76%
Lesbian	*	*
Undisclosed	73	22%
Grand Total	326	100%

9.2 Total Number of Internal Promotions by Disability

Disabled	HC	%
No	281	86%
Yes	*	3%
Undisclosed	36	11%
Grand Total	326	100%

Appraisals

9.3 Total Number of Appraisals by Age

Age	Appraisals in Date	
	HC	%
16 - 20	15	0.4%
21 - 30	413	11%
31 - 40	670	19%
41 - 50	1115	31%
51 - 60	1166	32%
60 +	270	7%
Grand Total	3649	100%

9.4 Total Number of Appraisals by Gender

Gender	Appraisals in Date	
	HC	%
Female	3032	83%
Male	617	17%
Grand Total	3649	100%

9.5 Total Number of Appraisals by Ethnicity

Ethnicity	Appraisals in Date	
	HC	%
BME	119	3%
White Non British	124	3%
White British	3361	92%
Undisclosed	45	1%
Grand Total	3649	100%

9.6 Total Number of Appraisals by (non) Religion/ Belief

Religious Belief	Appraisals in Date	
	HC	%
Atheism	323	8.9%
Buddhism	12	0.3%
Christianity	1968	53.9%
Hinduism	*	*
Islam	*	*
Judaism	*	*
Other	260	7.1%
Sikhism	0	0%
Undisclosed	1076	29.5%
Grand Total	3649	100%

9.7 Total Number of Appraisals by Disability

Disabled	Appraisals in Date	
	HC	%
No	3082	84%
Yes	106	3%
Undisclosed	461	13%
Grand Total	3649	100%

9.8 Total Number of Appraisals by Sexual Orientation

Sexual Orientation	Appraisals in Date	
	HC	%
Bisexual	12	0.3%
Gay	22	0.6%
Heterosexual	2729	75%
Lesbian	21	0.6%
Undisclosed	865	24%
Grand Total	3649	100%