1. Workforce Profile

At the end of March 2015 there were 5,393 staff employed by the Trust, an increase of 79 employees compared to March 2014 (5,314). Although there is only a slight increase, this differs from the trend of recent years where a fall in the workforce numbers correlated with transformation programme

The Trust produces workforce statistics relating to the equality strand annually and this information is published on the Trust website: www.nth.nhs.uk/E&D.

This section outlines the equality profile of the Trust from 1 April 2014 to 31 March 2015. This information is monitored in relation to the protected characteristics on a quarterly basis to ensure that our policies and procedures are being implemented consistently. There were no significant changes in the demographic make up of our workforce in 2014/15 compared to previous years.

Data released by the Office for national Statistics (ONS) reflecting the results of the 2011 census continues to be used as a comparison of the protected characteristics of our workforce with that of the local and national population of the UK.

The data contained within this section provides a breakdown of the Trust workforce by 8 out of the 9 protected characteristics as defined by the Equality Act 2010:

Gender;
Age;
Ethnicity;
Disability;
Religious Belief;
Sexual Orientation;
Marital Status (Marriage / Civil Partnerships);
Pregnancy and Maternity.

We are unable to monitor workforce information relating to the protected characteristic of gender reassignment due to the fact there is no means of recording or obtaining these details via the national Electronic Staff Records (ERS) System used by the Trust.
The Trust also recognises that there are gaps in data provided by staff and this remains one of our 4 equality objectives in line with the PSED. The process will involve gathering and updating staff data which captures appropriate details enabling more comprehensive reporting on the protected characteristics of the workforce.

4.1 Gender

The gender split of the workforce remains consistent with previous years with females making up 82% of the workforce. This is not indicative of the locality in which the hospitals are based but is reflective of the profile of most NHS organisations.

![Gender Chart]

Figures provided by the Office for National Statistics (ONS) indicate that there is a slightly larger female population – 51% to 49%, both nationally and regionally. The NHS as an organisation does tend to employ more female staff.

4.2 Full Time / Part Time

We have 2,965 (55%) full time and 2,424 (45%) part time staff. These figures are similar to previous years and show our continued commitment in offering staff the opportunity to undertake various working options which allows them to maintain a work life balance whilst maintaining an excellent service to our patients. The Trust tries to accommodate requests for flexible / part time working where ever possible.
Just over half of our female staff (51%) are now in part time roles which is a slight increase from last year (50%). By comparison 84% of our male staff are in full time posts compared to 16% who are in part time roles. The trend in the past few years has been for a slight decrease in the number of males in full time posts – 85% in 2013/14 and 90% in 2012/13.
4.3 Pay

The majority of our staff are employed on Agenda for Change Band 2 (20%) or Band 5 (20%). Medical staff make up 8% of our staff.

The graph below illustrates the percentage of staff by gender for each grade.
4.4 Age

The age profile of the workforce is reflective of that of the working population of the region. There are no significant changes in the demographic make up of our workforce compared to previous years.

A majority of our staff (50%) are aged between 31-50. This is representative of the UK’s workforce. The changing economic climate combined with an aging population means that it is likely that the age profile of our workforce could gradually change over the coming years with employees working beyond retirement age. At present 6% of our workforce are over the age of 60, an increase of 1% from last year. 27% of the regional population are aged between 25-44, making this the largest represented age group in the region.

4.5 Ethnicity

87% of employees are classified as White British and Asians make up the next largest group (5%). These figures are similar with those of previous years.

The term “undefined” used within this and subsequent sections refers to those who have not indicated their ethnicity.
The regional and national figures provided by the Office for National Statistics also reflect the pattern of our workforce. 93.6% of our regional population are classed as White British compared with the national figure of 80.5%. Asians are the next largest group making up 2.9% regionally and 7.5% nationally.

![ Ethnicity Diagram ]

**4.6 Disability**

Our data indicates that the majority of staff (65%) have not declared whether or not they have a disability.

Although this figure has declined slightly from previous years (68% in 2013/14 and 72% 2012/13) the issue of incomplete data continues, although this figure has declined slightly from last year (72%). This is currently being addressed with new starters; ensuring they complete the required monitoring information and there are plans in place to update existing staff records to ensure that details relating to the protected characteristics are more comprehensive than at present.

The fact that we do not currently have this data is due to the information being extracted from nationally designed application forms, historically applicants were not required to submit this data.
Although staff will not be required to divulge this information as part of the census, they will be encouraged to provide these details to ensure that we are able to support and monitor the needs of the workforce rather than this simply being a data gathering exercise.

More detailed information will ensure, as an employer we are better equipped to maintain the requirements of our staff in relation to this as well as the other protected characteristics.

4.7 Religion / Belief

33% of our workforce report their religion as Christianity, however 54% have not defined their religion. 5% are Atheists. Hopefully we should be able to obtain more concise details once we have developed a system to capture data that covers all the protected characteristic. These figures are similar to those of previous years.

Nationally the census figures for 2011 show that the percentage of the population who stated their religion as Christianity fell by 13% from 72% to 59% from 2001 to 2011 and those that stated that they had no religious affiliation increased from 15% to 25% within this period.

Regionally 67.5% stated their religion as Christianity with 24% stating they had no religion.
4.8 Sexual Orientation

47% of our staff have declared their sexuality as heterosexual with 52% not stating their sexuality. Just under 1% of staff classed themselves as gay, lesbian or bisexual. Although staff are not obliged to give this information it is anticipated that we will have a more accurate figure for the various categories once staff records have been updated.

The 2011 census did not ask about sexual orientation therefore we are unable to make comparisons with the national or regional profiles.
4.9 Marital Status

57% of our staff are married and 34% are single. 0.1% have indicated they are in a civil partnership although this figure could be higher as this category has only been included on the forms in recent years so will only capture recent employees.

Nationally married couples make up the largest group (47%) with civil partnerships making up less than 1%. The percentage of single people increased from 30% to 35% from 2001 to 2011. These figures are matched regionally with 46% of the population being classed as married and less than 1% in civil partnerships. The figures are likely to change with the introduction of same sex marriages coming into last year.

4.10 Pregnancy and Maternity

1.7% of our staff, which equate to 90 in total, have taken maternity leave in the last year. This figure is similar to that of last year (2%).

4.11 Gender Reassignment

At present we are not able to report on this equality strand as these details are not captured on the standard documents / application forms that are used to gather personal details.