

Workforce Data

Period 2012 – 2013

1. Introduction

Under the Equality Act 2010 (general and specific duty), the Trust has a duty to monitor and publish the profile of its workforce and employment activity. The aim is to assess the make-up of the workforce and employment practices and address any shortfall in policies and practices that may disadvantage groups of people based on their protected characteristics or association with a protected group.

The aims of the general equality duty is:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

The public sector equality duty covers people across nine protected characteristics; age, disability, gender reassignment, marriage and civil partnership*, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

i. The Population breakdown of Leicester, Leicestershire and Rutland

The total population of Leicestershire is: 1,017 697ⁱ, of which the breakdown by district is as follows:

Table 1 – Breakdown of Population by District Area

District	Population
Blaby	93,915
Charnwood	166100
Harborough	85382
Hinckley and Bosworth	105078
Leicester	329839
Melton	50376
North West Leicester	93468
Oadby and Wigston	56170
Rutland	37369

Data source: National Statistical Data – 2011 census

The population data by gender, ethnicity and disability for Leicestershire is;

- Age: 0 to 4 (6.12%), 5 to 14 (11.62%), 15 to 24 (14.62%), 25 to 39 (19.10%), 40 to 64 (32.76%), 65 to 74 (8.34%) and 75 and over (7.43%).
- Sex: 50.55% male and 49.45% female;
- Ethnicity: 74.90% white and 25.10% all other groups;
- Disability: activity not limited 83.46%, activity limited a little 9.10%, activity limited a lot 7.44%.
- Religion and belief: Christian 51.56%, Buddhist 0.28%, Hindu 6.75%, Jewish 0.09%, Muslim 6.94%, Sikh 2.21%, Other religion 0.43%, No religion 25.56% and Religion not stated 6.18%
- Marital Status: Single (never married/civil partnership) 33.56%, Married 48.83%, Registered civil partnership 0.18%, Separated (still married/civil partnership) 2.51%, divorced/dissolved civil partnership 8.14% and Widowed/survivor civil partnership 6.78%.

- English (English or Welsh in Wales) 88.66%, Other 11.30% and Sign 0.04%.

2. Trust Profile covering protected characteristics

This report covers the following areas.

- substantive workforce across pay grades, occupational groups, and working patterns;
- recruitment and selection;
- training uptake;
- employee relations;
- workforce leavers compared to the overall profile of LPT's workforce and across reasons for leaving.

The staff profile data collected by the Trust comes from staff self-declaring their information through the use of the Trust Electronic Staff Records system (ESR). We encourage staff to provide details to help us gain a better understanding of the workforce. Of the total staff employed by the Trust; 5318, the breakdown by the protected characteristics is;

Table 2: LPT workforce profile analysed by protected characteristics.

Age Group:	LPT's workforce overall
18 to 29	10.14%
30 to 49	57.01%
50 to 77	32.85%
Ethnicity:	
White British	79.16%
Asian or Asian British Indian	9.55%
Black or Black British	4.33%
Other BME	6.96%
Sex:	
Female	83.32%
Male	16.68%
Disability:	
Disabled	5.98%
Not Disabled	94.02%
Religion or Belief:	
Atheism	11.06%
Christianity	65.53%
Hinduism	6.52%
Islam	3.56%
Other Religion	13.33%
Sexual Orientation:	
Heterosexual	97.27%
LGB	2.73%
Marital Status:	
Divorced, Legally Separated, Widowed	11.65%
Married or Civil Partnership	60.09%
Single	28.26%

Data Source: Trust Electronic Staff Records database

Note: as this is self-declaration by staff, not all staff will complete all data sets, as indicated from the analysis.

The analysis of the workforce profile highlights the following:

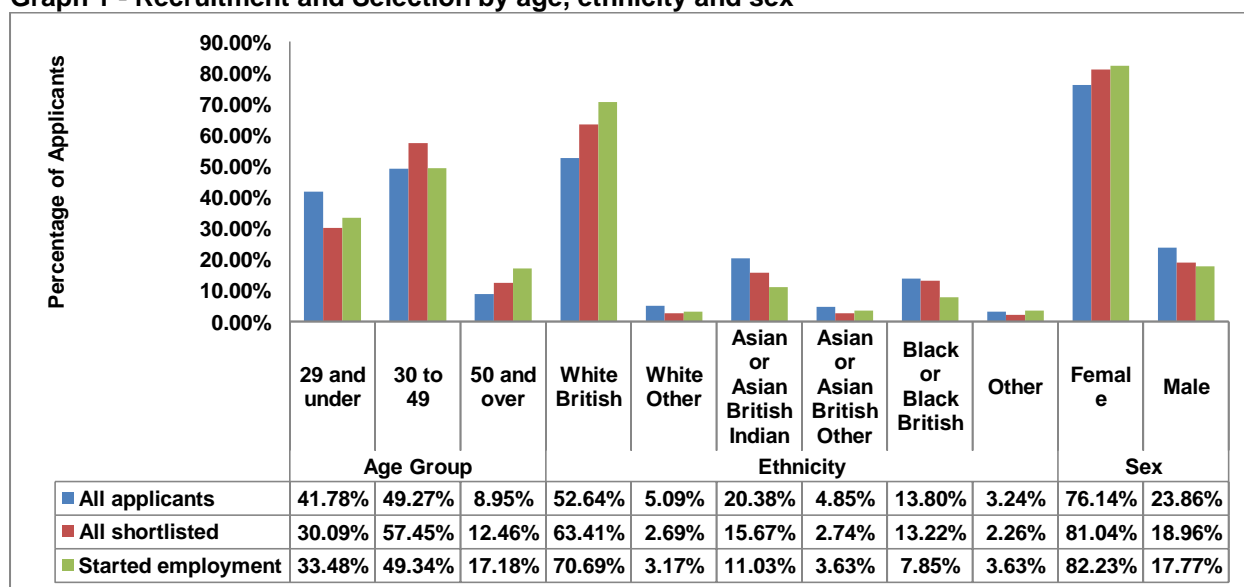
- a high proportion of staff are in the 30 to 49 (57.1%) age groups, in comparison to the 18 to 29 and 50 to 70 age group;
- White British make up 79.6% of the workforce, in comparison to other ethnic groups for which the breakdown is Asian and Asian British Indian 9.55%, Black and Black British 4.33% and other BME 6.96%;
- a high proportion of the workforce are females (83.32%), in comparison to males (16.68%);
- disabled staff make up 5.98% of the workforce;
- the faith groups that feature the highest are Christianity (65.53%) and Atheism (11.6%);
- 2.73% of the workforce come from the lesbian, gay and bi-sexual community;
- 60.09% of the workforce are married, in comparison to 28.26% who are single.

2. Recruitment and Selection of Staff

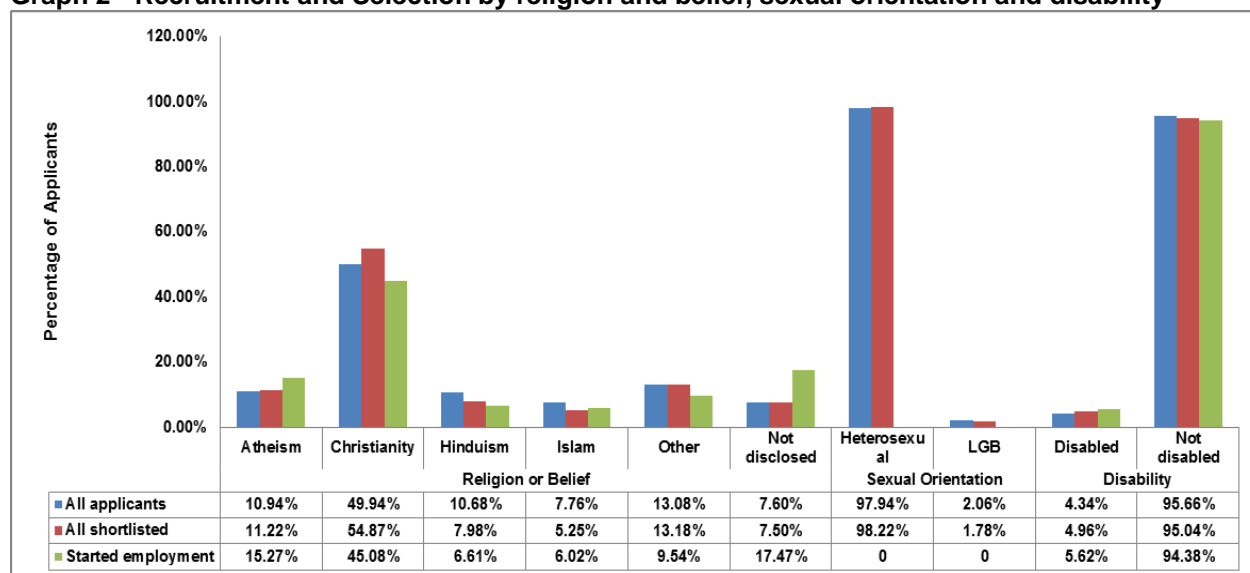
The recruitment and selection data on applications and shortlisting is obtained from NHS Jobs website, whilst information on those starting work is collected and analysed by the Trust.

Analysis can provide an overview of the representation of protected characteristics at different stages of the recruitment process but it cannot follow individuals or specific posts through the recruitment process. However, with the introduction of NHS Jobs 2, this will evidently change, improving the collection and analysis of data in 2014/15.

Graph 1 - Recruitment and Selection by age, ethnicity and sex



Graph 2 - Recruitment and Selection by religion and belief, sexual orientation and disability

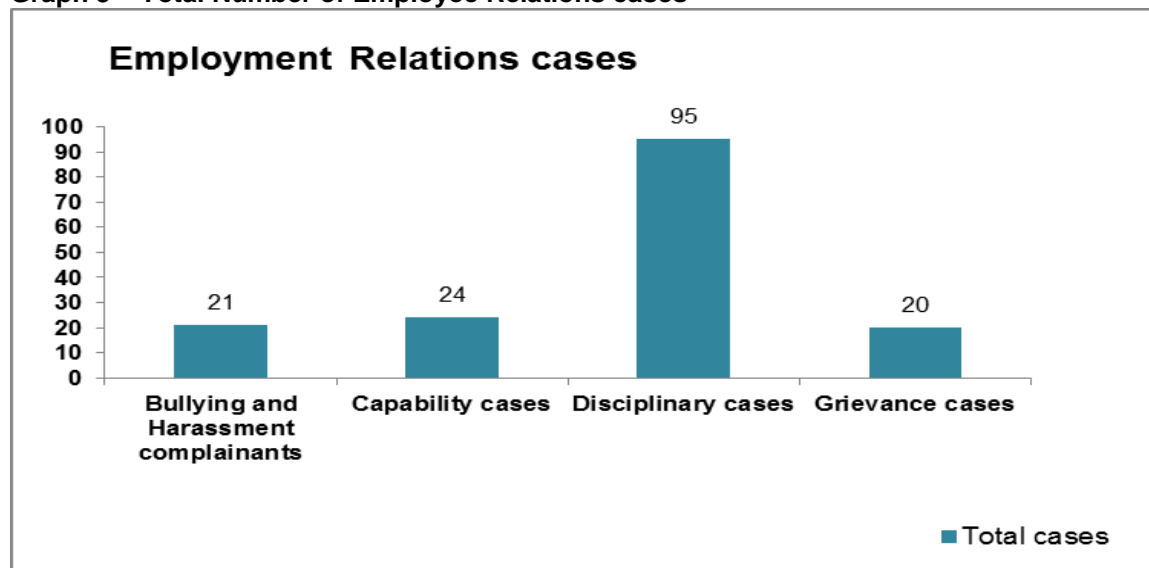


The analysis of the above data shows the following:

- **Age group:** Younger (29 years and under) and middle aged (30 to 49 years) people were overrepresented amongst applicants, but middle aged and older people (50 years and over) were overrepresented amongst those shortlisted. However, this apparent bias against younger people as the recruitment process progressed did not follow through to those starting work, where younger and older people were overrepresented.
- **Ethnicity:** BME groups were overrepresented amongst applicants, but some BME groups were underrepresented amongst those shortlisted and those who started work.
- **Sex:** women were overrepresented and men were underrepresented amongst applicants and those shortlisted. However, this apparent bias did not follow through to those who started work, where men and women were proportionally represented.
- **Disability:** Disabled people and people without a disability were proportionately represented amongst applicants, but disabled people were overrepresented amongst those shortlisted. However, this apparent bias did not follow through to those who started work, where Disabled people and people without a disability were proportionally represented.
- **Religion or belief:** some religions were overrepresented amongst applicants, but some groups were underrepresented amongst those shortlisted. However, this apparent bias did not follow through to those who started work, where most groups were proportionally represented and Christianity was underrepresented. Additionally, although Atheism was underrepresented amongst applicants, this belief group was proportionally represented at shortlisting and ultimately overrepresented amongst those who started work.
- **Sexual orientation:** There were no significant variations in sexual orientation profiles across the different stages of the recruitment process (note: data not provided due to low number of applications received).

3. Employee Relations

Graph 3 – Total Number of Employee Relations cases



The above graph provides a summary of the number of employee relations cases.

In general, the numbers of people involved were too small to assess reliably the statistical robustness of patterns across protected characteristic subgroups for LPT staff who raised complaints of bullying and harassment, grievances or who have been subjected to disciplinary and capability proceedings.

4. Pay band, occupational group, and work pattern

Table 3: LPT workforce profile by pay band, occupational group, and work pattern

	Age Group			Sex		Disability		Ethnicity				
	18 to 29	30 to 49	50 to 77	Female	Male	Disabled	Not Disabled	White British	Asian or Asian British Indian	Black or Black British	Other BME	
Pay Grade	Non AfC Apprentice	*	*	*	63.89%	36.11%	*	*	66.67%	*	*	*
	Non AfC Medical Career Grade or Training	19.35%	66.13%	14.52%	55.65%	44.35%	*	*	31.40%	33.06%	*	*
	Non AfC Medical Consultant	*	71.03%	*	39.25%	60.75%	*	*	37.74%	38.68%	*	*
	AfC Bands 1 to 4	11.46%	50.03%	38.52%	87.66%	12.34%	6.06%	93.94%	80.30%	10.58%	3.81%	5.32%
	AfC Bands 5 to 6	11.07%	59.98%	28.94%	85.72%	14.28%	5.93%	94.07%	81.17%	6.57%	5.83%	6.44%
	AfC Bands 7 to 8d	1.47%	63.28%	35.25%	79.21%	20.79%	5.78%	94.22%	83.55%	8.00%	1.85%	6.60%
AfC Band 9 and Non AfC Senior Managers	*	*	65.00%	*	*	*	*	89.47%	*	*	*	
Occupational Group	Additional Clinical Services	13.60%	50.81%	35.59%	85.63%	14.37%	5.27%	94.73%	83.22%	6.70%	4.43%	5.65%
	Additional Professional Scientific and Technical	10.45%	62.69%	26.87%	76.87%	23.13%	*	*	69.47%	20.61%	*	*
	Administrative and Clerical	10.78%	53.57%	35.66%	78.86%	21.14%	7.93%	92.07%	74.46%	17.40%	2.06%	6.08%
	Allied Health Professionals	16.40%	59.39%	24.20%	89.33%	10.67%	6.53%	93.47%	83.98%	7.61%	1.78%	6.63%
	Estates and Ancillary	*	*	*	*	*	*	*	100.00%	*	*	*
	Medical and Dental	10.43%	68.70%	20.87%	48.26%	51.74%	*	*	34.07%	35.84%	*	*
Nursing and Midwifery Registered	5.45%	60.57%	33.97%	87.17%	12.83%	4.67%	95.33%	83.77%	3.32%	6.90%	6.01%	
Work Pattern	Full-time	13.65%	55.43%	30.92%	75.43%	24.57%	6.10%	93.90%	75.08%	11.14%	5.72%	8.05%
	Part-time	5.17%	59.26%	35.57%	94.46%	5.54%	5.87%	94.13%	84.86%	7.32%	2.39%	5.43%
LPT workforce overall		10.14%	57.01%	32.85%	83.32%	16.68%	6.00%	94.00%	79.16%	9.55%	4.33%	6.96%

Table 4: LPT workforce profile by pay band, occupational group, and work pattern

		Religion or Belief					Sexual Orientation		Marital Status		
		Atheism	Christianity	Hinduism	Islam	Other Religion	Heterosexual	LGB	Divorced, Legally Separated, or Widowed	Married or Civil Partnership	Single
Pay Grade	Non AfC Apprentice	*	37.93%	*	*	*	*	*	*	*	*
	Non AfC Medical Career Grade or Training	*	28.87%	*	21.65%	23.71%	*	*	*	70.00%	*
	Non AfC Medical Consultant	*	34.38%	29.69%	*	20.31%	*	*	*	78.10%	*
	AfC Bands 1 to 4	8.79%	64.22%	8.23%	3.27%	15.50%	97.65%	2.35%	14.64%	57.52%	27.84%
	AfC Bands 5 to 6	11.10%	70.58%	4.55%	2.42%	11.34%	97.35%	2.65%	10.75%	59.35%	29.90%
	AfC Bands 7 to 8d	15.50%	64.81%	4.03%	3.41%	12.25%	96.32%	3.68%	10.91%	65.44%	23.65%
	AfC Band 9 and Non AfC Senior Managers	*	*	*	*	*	*	*	*	81.25%	*
Occupational Group	Additional Clinical Services	10.98%	67.48%	5.28%	2.44%	13.82%	96.69%	3.31%	14.25%	55.83%	29.92%
	Additional Professional Scientific and Technical†	29.27%	30.49%	*	*	23.17%	*	*	*	60.94%	*
	Administrative and Clerical	10.18%	57.34%	11.36%	5.68%	15.43%	97.54%	2.46%	12.38%	58.53%	29.09%
	Allied Health Professionals	14.56%	65.95%	4.28%	3.21%	11.99%	*	*	5.66%	58.90%	35.44%
	Estates and Ancillary	*	85.00%	*	*	*	*	*	*	80.00%	*
	Medical and Dental	8.13%	30.63%	22.50%	16.25%	22.50%	*	*	*	73.66%	*
	Nursing and Midwifery Registered	9.86%	75.67%	2.81%	1.15%	10.51%	97.12%	2.88%	13.06%	62.04%	24.89%
Work Pattern	Full-time	12.48%	61.79%	7.82%	4.35%	13.55%	96.48%	3.52%	12.60%	53.07%	34.33%
	Part-time	8.97%	71.00%	4.62%	2.41%	13.00%	98.44%	1.56%	10.32%	69.92%	19.76%
LPT workforce overall†		11.06%	65.53%	6.52%	3.56%	13.33%	97.27%	2.73%	11.65%	60.09%	28.26%

The analysis of the data outlined in table 3 and 4 shows the following:

- **Age group:** Younger people (18 to 29 years old) were overrepresented at lower Non AfC pay bands, whilst older people (50 to 77 years old) were overrepresented at lower AfC pay bands (1 to 4).
- **Ethnicity:** There was an underrepresentation of Black or Black British people at higher pay bands (AfC 7 to 8d). There was also occupational segregation in the workforce by ethnicity. For instance, Black or Black British people were overrepresented amongst Nursing and Midwifery, whilst Indian and other BME people were overrepresented amongst Medical and Dental.
- **Sex:** Men were overrepresented at higher pay grades (AfC 7 to 8d, 9 and Non AfC managers) and underrepresented at lower pay grades (AfC 1 to 4 and 5 to 6). There was also occupational segregation in the workforce by sex. For instance, men were overrepresented and women were underrepresented amongst Medical and Dental.
- **Religion or belief:** There was an overrepresentation of Atheism at higher pay bands (AfC 7 to 8d) and an underrepresentation of Hinduism at middle pay bands (AfC 5 to 6). There was also occupational segregation in the workforce by religion or belief. For instance, Christianity was overrepresented amongst Nursing and Midwifery, whilst Hinduism, Islam, and Other religions were overrepresented amongst Medical and Dental.
- **Marital status:** Single people were overrepresented amongst apprenticeships, whilst Divorced, Legally Separated, or Widowed people were overrepresented at lower AfC pay bands (1 to 4). With respect to working patterns, Single people were underrepresented amongst part-time workers, whilst people in a Marriage or Civil partnership were overrepresented amongst part-time workers.
- **Disability, Sexual orientation and Maternity and adoption leave** (as a proxy for pregnancy and maternity): There was no significant variation for these groups.

5. Staff Turnover

Table 5 – Number of Leavers

Age Group	All LPT leavers:
18 to 29	15.10%
30 to 49	36.10%
50 to 77	48.80%
Ethnicity	
White British	74.90%
Asian or Asian British Indian	12.40%
Black or Black British	3.00%
Other BME	9.80%
Sex	
Female	77.00%
Male	23.00%
Disability	
Disabled	5.70%
Not disabled	94.30%
Religion or Belief	
Atheism	12.00%
Christianity	60.30%
Hinduism	10.50%
Islam	5.40%
Other religion	11.70%
Sexual Orientation	
Heterosexual	97.30%
LGB	2.70%
Maternity Leave	
Maternity leave	2.80%
Not maternity leave	97.20%
Total Count	433

The above table provides a breakdown of the number of leavers.

There were significant variations in the age, ethnicity, sex, and religion or belief profiles of those leaving the Trust. Younger people (18 to 29 years) and older people (50 to 77 years) were overrepresented, and middle aged people (30 to 49 years) were underrepresented amongst leavers. Indian and Other BME people (but not Black or Black British people) were overrepresented amongst leavers. Men were overrepresented and women were underrepresented amongst leavers. Hinduism and Islam were overrepresented amongst leavers.

Further analysis across the different reasons for leaving, show.

- **Age group:** younger people (18 to 29 years old) were overrepresented amongst end of fixed term contracts and younger and middle aged (30 to 49 years) people were overrepresented amongst voluntary resignations, whilst older people were overrepresented amongst employee transfers and retirements.
- **Ethnicity:** White British people were underrepresented, and Indian and other BME people (but not Black or Black British people) were overrepresented amongst end of fixed term contracts. This appears to reflect an overrepresentation of end of fixed term contracts in the Medical and Dental occupational group where Indian and Other BME people (but not Black or Black British people) were overrepresented. When leavers from the Medical and Dental occupational group were considered alone, White British, Indian, Black or Black British, and Other BME people were proportionately represented across reasons for leaving.
- **Sex:** Men were overrepresented amongst end of fixed term contracts. As with the variation in the ethnicity profile of workforce leavers across reasons for leaving, this appears to reflect an overrepresentation of end of fixed term contracts in the Medical and Dental occupational group where men were overrepresented. When leavers from the Medical and Dental occupational group were considered alone, men and women were proportionately represented across reasons for leaving.
- **Religion or belief:** Christianity was underrepresented, and Hinduism and Islam were overrepresented amongst end of fixed term contracts. This appears to reflect an overrepresentation of end of fixed term contracts in the Medical and Dental occupational group where Hinduism and Islam were overrepresented. When leavers from the Medical and Dental occupational group were considered alone, Atheism, Christianity, Hinduism, Islam and Other religions were proportionately represented across reasons for leaving.
- **Disability and Sexual orientation:** There was no significant variation in the disability and sexual orientation profile of workforce leavers across reasons for leaving.
- **Maternity and adoption leave (as a proxy for pregnancy and maternity):** There were no significant variations in maternity and adoption leave profile of workforce leavers across reasons for leaving.

6. Learning and Development Activity

Table 6 – Learning and Development Activity across the Trust

Age Group	LPT staff undertaking non-mandatory training:
18 to 29	9.6%
30 to 49	52.5%
50 to 77	37.9%
Ethnicity	
White - British	77.4%
Asian or Asian British Indian	9.4%
Black or Black British	6.2%
Other BME	7.0%
Sex	
Female	82.6%
Male	17.4%
Disability	
Disabled	5.9%
Not Disabled	94.1%
Religion or Belief	
Atheism	10.9%
Christianity	66.7%
Hinduism	6.7%
Islam	3.4%
Other religion	12.3%
Sexual Orientation	
Heterosexual	97.4%
LGB	2.6%
Marital Status	
Divorced, Legally Separated, Widowed	12.2%
Married or Civil Partnership	59.9%
Single	27.9%

The Trust during 2012/13 concentrated on the uptake of mandatory training.

Broadly, representations across protected characteristic were proportionate. However, there were significant variations in the age and ethnicity profiles of those undertaking non-mandatory training, with middle aged people (30 to 49 years) underrepresented, older people (50 to 77 years) overrepresented, and Black or Black British people overrepresented. Further analysis shows;

- **Age group:** middle aged people (30 to 49 years) were underrepresented and older people (50 to 77 years) were overrepresented amongst those undertaking training;
- **Ethnicity:** Black or Black British people were overrepresented amongst those undertaking non-mandatory training;
- **Sex:** men and women were proportionately represented amongst those undertaking non-mandatory training;
- **Disability:** Disabled people and people without a disability were proportionately represented amongst those undertaking non-mandatory training;
- **Religion or belief:** Atheism, Christianity, Hinduism, Islam, and Other religions were proportionately represented amongst those undertaking non-mandatory training;
- **Sexual orientation:** Heterosexual and LGB people were proportionately represented amongst those undertaking non-mandatory training;
- **Marital status:** Divorced, Legally Separated, or Widowed people, people in a Marriage or Civil Partnership, and Single people were proportionately represented amongst those undertaking non-mandatory training.

7. Conclusion

The data provides an insight into the breakdown of staff employed by the Trust. It is evident that the proportion of staff within some protected groups in comparison to others is low. For example; the make-up BME staff decreases in bands 6 and above.

The Trust has already recognised these variances in the make-up of staff and have stated to implement action that will work towards addressing the gaps.

The Trust Single Equality Approach and Action Plan for 2013 to 2017, outlines the detailed work we will take to closing the gaps between protected groups. For example; the implementation of a workplace mentoring scheme that targets protected groups, data cleansing exercise, etc.

The Trust fully supports the equality agenda and acknowledges the benefits equality brings to the organisation.

ⁱ National Statistical Data – Census 2011