



MEETING TITLE Trust Board In Public		MEETING DATE 30/08/2018	
TITLE of PAPER	Workforce Equality and Diversity Workforce Profile Report	PAPER REF	5.6
STRATEGIC OBJECTIVE(S)	Best People: Attract, develop and retain a highly skilled, engaged and diverse workforce		
PURPOSE OF THE PAPER	The purpose of this paper is to introduce the Trust's Workforce Equality and Diversity Report as at 31 st March 2018 and to seek approval to publish this information on the Trust's website in line with the Trust's legal requirements.		
For Approval	<input checked="" type="checkbox"/>	For Assurance	<input checked="" type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
AUTHOR / LEAD	Kez Hayat, Head of Diversity and Inclusion Tim Brown, Diversity and Inclusion Advisor	ACCOUNTABLE DIRECTOR	Christine Brereton Executive Director of Workforce and OD
DISCUSSED AT / INFORMED BY – include date(s) as appropriate [free text i.e. please provide an audit trail of the development(s) / proposal(s) subject of this paper: see also guidance 3. overleaf]:			
PREVIOUSLY AGREED AT:	Committee/Group:	Date:	
RECOMMENDATION(S)	It is recommended that the Trust Board: <ol style="list-style-type: none"> 1. Note the contents of this report 2. Support the next steps and action plan 3. Agree to receive updates on the progress and actions 4. Approve the report to be published on the Trust's website 		
RISK ASSESSMENT		Yes	No
Corporate Risk Register and/or Board Assurance Framework amended <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Equality Impact Assessment - [New] <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource Implications (Financial, Workforce, other - specify) <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal implications/Regulatory requirements <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
ASSURANCE/COMPLIANCE			
Care Quality Commission Choose a DOMAIN(s)	5: Well led		
NHSI Single Oversight Framework Choose a THEME(s)	6. Leadership & Improvement Capability (Well-Led)		

Workforce Equality and Diversity Report

1. PURPOSE/AIM

- 1.1 The purpose of this paper is to introduce the Trust's Workforce Equality and Diversity Report and to seek approval to publish this information on the Trust's website in line with the Trust's legal requirements.

2. BACKGROUND/CONTEXT

- 2.1 Under Section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED) and the Equality Act 2010 (Specific Duties) Regulations 2011, the Trust is required to publish equality related information to demonstrate our compliance with the general equality duty.
- 2.2 Our workforce equality and diversity data forms part of the information we collate, monitor and publish to help us ensure that equality considerations are embedded within our employment policies and practices, and that they meet our responsibilities under the general duty.
- 2.3 The Trust's Diversity and Inclusion Strategy, and mandate of "Embracing Diversity – Promoting Inclusivity", was published in December 2017 and objective six of the strategy focuses on "Enhancing and maintaining knowledge and awareness about our staff, communities and patients". The development of our workforce equality and diversity data supports this objective.
- 2.4 Collecting reliable and up to date statistical information on equality enables the Trust to:
- Understand our staff profile better
 - Assess and improve our performance
 - Identify barriers and address any inequalities
 - Benchmark against other comparable institutions
 - Promote equality of opportunity
 - Fulfil our duties under the legislation

3. YAS WORKFORCE PROFILE

- 3.1 The report attached in Appendix 1, provides an overview of our equality and diversity employment monitoring data as of 31 March 2018. It covers age, disability, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The data relates to staff who are directly employed by the Trust.
- 3.2 In summary, the report highlights:
- Total number of staff as of 31 March 2018 was 5737
 - 47% of our workforce are female
 - Just over 5% of our staff are from non-white backgrounds which highlights that we have work to progress to increase the diversity of our workforce

- Just over 2% of staff are declaring that they have a disability which is significantly less than the 20% of staff who declare a disability on the NHS Staff Survey
- 43% of our staff are over the age of 45 years
- On average over 25% of staff do not currently wish to disclose their sexual orientation or religion and belief.
- Over 99% of staff disclose their race and/or ethnicity

4. NEXT STEPS

4.1 A sub-group has been developed as part of objective 6 within the diversity and inclusion strategy implementation plan, with a focus on developing a staff diversity census as part of the ESR Self Service Portal launch.

4.2 The actions being taken from this work is as follows:

- The Workforce ESR team are implementing the ESR Self Service Portal which will encourage staff to update their personal records enabling more accurate data to be collected. (September 2018)
- A Trust diversity census exercise is being developed to ensure our data is complete and accurate. (September 2018)
- A staff leaflet is being developed to explain the benefits of equality monitoring and giving information on the reassurances that all information is collected and recorded in accordance with the requirements of Data Protection Act 1998. There will be increased communication on this so that staff fully understand the benefits of disclosing equality related information. (October 2018)
- The complete data can be used to review policies and practices that are unnecessary and which may cause inequitable treatment. The data can then focus attention on particular protected characteristics and how we encourage the development of our workforce to become more reflective of the community we serve.

5. RISK ASSESSMENT

5.1 Failure to publish workforce equality and diversity monitoring data places the Trust at risk at not being able to show compliance with the PSED.

6. RECOMMENDATIONS

It is recommended that the Trust Board:

1. Note the contents of this report
2. Support the next steps and actions set
3. Agree to receive annual updates of our workforce data including the progress of our proposed actions
4. Approve the report to be published on the Trust's website.

7. APPENDICES

Appendix 1 – Workforce Equality and Diversity report