



MEETING TITLE Trust Board in Public		MEETING DATE 28/11/2019	
TITLE of PAPER	Annual Workforce Diversity Profile Report (including WRES, WDES and Gender Pay Gap reports)	PAPER REF	4.1
KEY PRIORITIES	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 2019 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 type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
AUTHOR / LEAD	Kez Hayat, Head of Diversity and Inclusion	ACCOUNTABLE DIRECTOR	Christine Brereton, Director of Workforce & OD
DISCUSSED AT / INFORMED BY –			
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 plans 3. 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)	2: Effective 5: Well led		
NHSI Single Oversight Framework Choose a THEME(s)	6. Leadership & Improvement Capability (Well-Led)		

Annual Workforce Diversity Profile 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, "Embracing Diversity – Promoting Inclusivity", was first 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 2019. 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 only.
- 3.2 In summary, the report highlights:
- Total number of staff as of 31 March 2019 was 5853
 - 51% of our workforce are female
 - 5.5% of our staff are from non-white backgrounds which highlights that we have work to progress to increase the diversity of our workforce
 - Over 99% of staff disclose their race and/or ethnicity
 - 37% of our staff are over the age of 45 years

- 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
- 23% of staff do not currently wish to disclose their sexual orientation or religion and belief.

4. NEXT STEPS

- 4.1 Following approval, the report contained in Appendix 1 will be published on the Trust's Website.
- 4.2 The Workforce profile data is being monitored by the Diversity and Inclusion Steering Group.
- 4.3 Action plans for the Workforce Race Equality Standard, Workforce Disability Equality Standard and Gender Pay Gaps have been developed that take this data into account including other intelligence from our staff i.e. Staff Survey, Staff Networks and Employee Relations issues. The action plans have been published and will be progressed and monitored by the Diversity and Inclusion Steering Group. The plans are attached in Appendices – 2 - 4
- 4.4 A new Diversity and Inclusion Strategy will be drafted for consultation over the next 6 months. A full review of the outcomes from this strategy will be submitted to the Trust Board in May 2020.

5. RECOMMENDATIONS

It is recommended that the Trust Board:

1. Note the contents of this report
2. Support the next steps and action plans
3. Approve the report to be published on the Trust's website.

6. APPENDICES

Appendix 1 – Annual Workforce Diversity Profile Report
 Appendix 2 – Workforce Race Equality Scheme – Action Plan
 Appendix 3 – Workforce Disability Equality Scheme –Action Plan
 Appendix 4 – Gender Pay Gap – Action Plan