

TRUST BOARD IN PUBLIC		Date: 26th January 2017	
		Agenda Item: 6.2	
REPORT TITLE:		SaSH Inclusion Report	
EXECUTIVE SPONSOR:		Mark Preston Director of Organisational Development & People	
REPORT AUTHOR (s):		Mark Preston	
REPORT DISCUSSED PREVIOUSLY: (name of sub-committee/group & date)		Finance and Workforce Committee	
Action Required:			
Approval (√)	Discussion ()	Assurance (√)	
Purpose of Report:			
The Workforce Diversity Report provides an overview of the Trust and local community demographics			
Summary of key issues			
<ul style="list-style-type: none"> • The Diversity Report is based on data for 2015, as well as comparisons over the period 2011-2015 • The report highlights key equality and diversity demographics (ie protected characteristics), in relation to SaSH staff • As part of our responsibilities under the Public Sector Equality Duties this information has been published on the Trust website 			
Recommendation:			
The Board are asked to note the contents of this report			
Relationship to Trust Strategic Objectives & Assurance Framework:			
<p>SO1: Safe – Deliver safe high quality and improving services which pursue perfection and be in the top 20% against our peers</p> <p>SO2: Effective – As a teaching hospital deliver effective, improving and sustainable clinical services within the local health economy</p> <p>SO3: Caring – Working in partnership with staff, families and carers</p> <p>SO4: Responsive – Become the secondary care provider of choice our catchment population</p> <p>SO5: Well led - Become an employer of choice and deliver financial and clinical sustainability around a patient focused clinical model</p>			

Corporate Impact Assessment:	
Legal and regulatory impact	Publishing equality data is a requirement of the Public Sector Equality Duty
Financial impact	There is no direct financial implications
Patient Experience/Engagement	Comparing Trust and local community demographics should allow the Trust to understand how representative we are of the population we provide services for
Risk & Performance Management	There is no direct Risk / Performance management issues
NHS Constitution/Equality & Diversity/Communication	Reviewing equality data and designing and delivering suitable responses to this meets the over-arching requirements of the NHS Constitution
Attachment:	
(1) SaSH Inclusion Reporting (2) Workforce Diversity Report 2015	

SaSH Inclusion Reporting

1.0 Introduction

As part of the introduction of the Equality Act (2010), public sector organisations were given specific responsibilities known as Public Sector Equality Duties (PSED), along with the general duties of the Act.

The general equality duties comprise three key components, namely:

- 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

Along with this, under the PSED, public sector employers are required to:

- Publish equality data on their website on an annual basis, where they employ more than 150 members of staff
- Set out at least one equality objective, (which must be specific and measurable), and new objective(s) must be issued at least every four years

Taking these requirements into account, SaSH developed and published its first equality report (ie 2015 Workforce Diversity Report), in September 2016.

2.0 Protected Characteristics

The Equality Act (2010), defined a set of protected characteristics of which it is unlawful to discriminate against. The protected characteristics are as follows:

Age	Disability	Gender Reassignment
Pregnancy & Maternity	Marriage & Civil Partnership	Race
Religion or Belief	Sex	Sexual Orientation

3.0 SaSH Inclusion Report

The data for the Workforce Diversity report comprises information taken for 2015, as well as comparisons over the period 2011-2015. This data has been taken from the Electronic Staff Record (ESR).

The report highlights key equality and diversity demographics (ie protected characteristics), in relation to SaSH staff.

Along with comparisons between staff groups, the report also highlights the demographics of the communities we predominantly provide services for. The overall aim of this is for the Trust to understand how representative our staff population is of the local communities, and where access to services may be a barrier due to this.

We will be producing and publishing a further report in June 2017 to cover the period from the previous report to 31st March 2017.

3.0 Inclusion at SaSH

The Trust has recently started to develop a formal Inclusion Strategy, and we are working with BRAP, a national qualities charity, to create operational work-streams to deliver the strategy. We are keen to ensure the strategy is a 'living' document.

We are reviewing the strategy in line with other national frameworks (eg Equality Delivery System 2, Workforce Race Equality Scheme), so relevant stakeholders are engaged in this work with the Trust.

SaSH has also been supporting national equality initiatives at a local level (eg in support of 'International Day of Persons with a Disability' (3rd December), a stand was set up outside of the Three Arches Restaurant as an awareness raising campaign. This was run in conjunction with partner organisations and Unison).

We are also setting up a Black & Minority Ethnic Network Group (BAME Network), and the first newsletter for this group is due to be issued in the immediate future.

4.0 Next Steps

As a public sector organisation, SaSH is committed to delivering national requirements (eg our public sector equality duties, etc), however we want to ensure that we are delivering an Inclusion Strategy that is relevant, supports and enables staff and allows for the delivery of first class patient care.

Mark Preston
Director of Organisational Development & People
January 2017

Workforce Diversity Report 2015



Surrey and Sussex Healthcare NHS Trust (SASH) sits at the heart of our community and plays a huge part in people's daily lives, be those staff, patients or members of the public. Our role is to ensure that all of 'our people' have equal access to fair and inclusive services and opportunities.

The Trust has a legal obligation (under the Public Sector Equality Duty, as set out in the Equality Act 2010) to deliver this but over and above our legal obligations, we as a Trust want to ensure that these basic principles are embedded in everything we do.

Our responsibilities under the Public Sector Equality Duty are as follows:

- **Eliminate unlawful discrimination**, harassment and victimisation and other conduct prohibited by the Equality 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.

In order to meet these three responsibilities we are required to review and publish our workforce data on an annual basis. Doing this allows us to identify areas where we need to reduce inequalities and notice workforce trends which enable us to make effective decisions for the future.

This report provides the high level data for the protected characteristics that we record on the Electronic Staff Record (ESR).

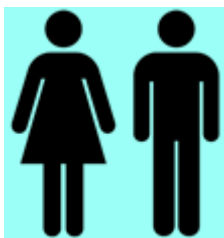
The data in this report is accurate as of 31st December 2015. We have included historical data going back to 2011 as a means of identifying workforce trends over the last five years.

Workforce data in comparison to the population of our local boroughs

40 - average age of population in Reigate and Banstead

37 - average age of population in Crawley

41 - average age of someone working at SASH



49% Male, 51% Female - Crawley, Reigate and Banstead

23.6% Male, 76.4% Female - SASH

Characteristic	Reigate & Banstead	Crawley	SASH
Ethnicity	91.5% White, 8.5% BAME*	72% White, 28% BAME	72.9% White, 26.3% BAME
Religion (highest three % score)	61.9% Christian, 25.8% Atheist, 1.9% Muslim	54.2% Christian, 25.5% Atheist, 7.2% Muslim	38.1% Christian, 6.9% Atheist, 2.84% Hindu**
*BAME (Black, Asian and Minority Ethnic) **of those staff who declared they had a faith			

Ethnicity data 2015 [percentage of staff in each ethnic code]

	A	B	C	D	E	F	G	H	J	K	L	M	N	P	R	S	Z	D-S
Band 1	33.87	0.00	24.60	1.28	1.60	0.32	2.56	2.88	0.64	0.64	8.63	2.56	7.99	4.15	1.60	6.07	0.64	40.89
Band 2	63.18	1.09	8.02	0.27	0.41	0.27	0.27	2.31	0.27	0.14	8.83	1.09	3.80	1.90	0.68	6.79	0.68	27.04
Band 3	68.49	1.37	17.12	0.00	0.00	0.34	0.00	2.05	0.68	0.34	1.71	0.34	2.40	0.68	0.68	2.74	1.03	11.99
Band 4	84.31	1.18	5.49	0.00	0.78	0.78	0.00	0.78	0.39	0.00	2.35	0.78	1.57	0.39	0.39	0.39	0.39	8.63
Band 5	53.70	2.66	19.82	0.44	0.30	0.15	0.89	3.70	1.48	0.15	3.25	1.04	6.80	1.33	0.30	3.40	0.59	23.22
Band 6	61.62	5.23	7.03	0.18	0.00	0.18	0.54	6.67	0.90	0.00	5.41	0.90	5.05	0.18	0.72	4.50	0.90	25.23
Band 7	76.65	3.89	5.09	0.00	0.30	0.30	0.30	3.89	0.60	0.30	3.59	0.00	2.69	0.00	0.30	1.80	0.30	14.07
Band 8a	79.28	1.80	6.31	0.00	0.00	0.00	0.00	4.50	0.00	0.90	0.90	0.00	4.50	0.00	1.80	0.00	0.00	12.61
Band 8b	76.47	0.00	5.88	0.00	0.00	0.00	2.94	0.00	2.94	0.00	2.94	0.00	2.94	2.94	0.00	2.94	0.00	17.65
Band 8c	80.00	6.67	0.00	6.67	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.33
Band 8d	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Directors	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Medical Staff	35.92	1.23	12.32	0.18	0.00	1.23	1.23	18.31	6.69	1.58	7.22	0.53	4.05	0.18	3.52	4.05	17.66	48.77
Non Exec Director Or Chair	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

A White - British	J Asian or Asian British - Pakistani
B White - Irish	K Asian or Asian British - Bangladeshi
C White - Any other white background	L Asian or Asian British - Any other Asian background
D Mixed - White & Black Caribbean	M Black or Black British - Caribbean
E Mixed - White & Black African	N Black or Black British - African
F Mixed - White & Asian	P Black or Black British - Any other Black background
G Mixed - Any other mixed background	R Chinese
H Asian or Asian British - Indian	S Any Other Ethnic Group
	Z Not Stated

In 2015 our workforce comprised:

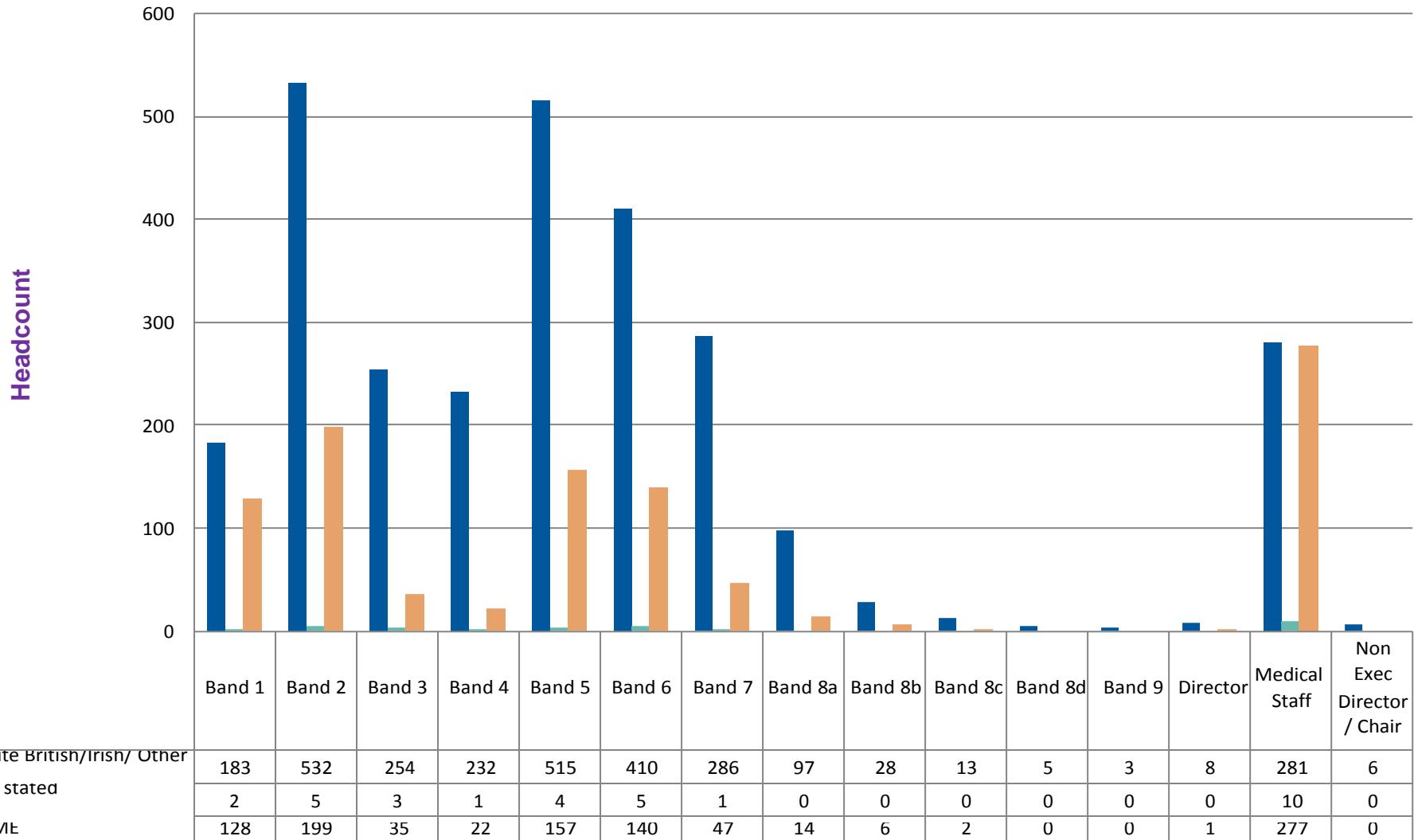
72.92% White (British/ Irish/ Other)

26.28% BAME (Black, Asian, Minority Ethnic)

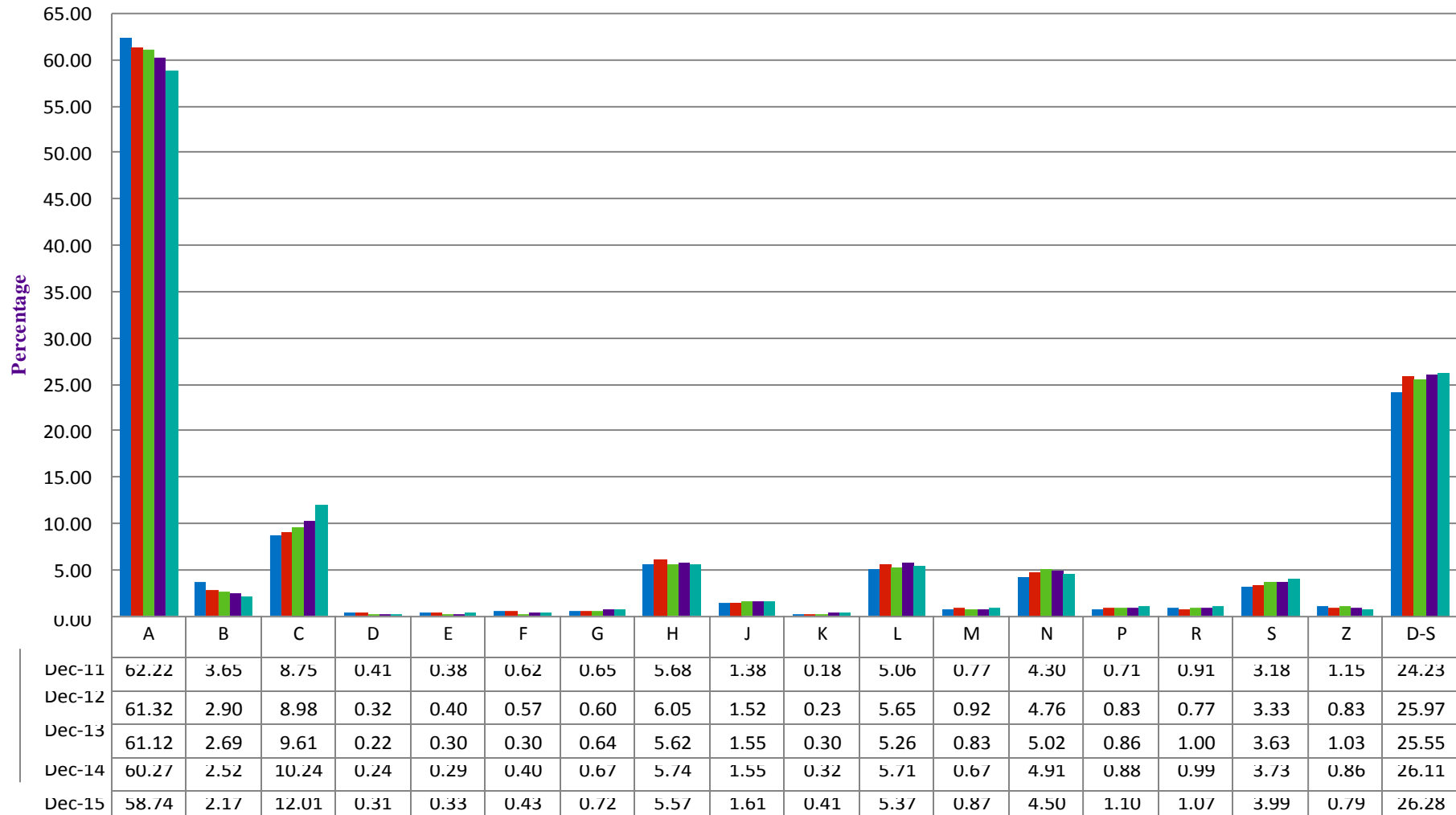
0.79% Not stated

The population of the borough of Reigate and Banstead (where East Surrey Hospital is based) is 91% White. The population of the borough of Crawley is 72% White.

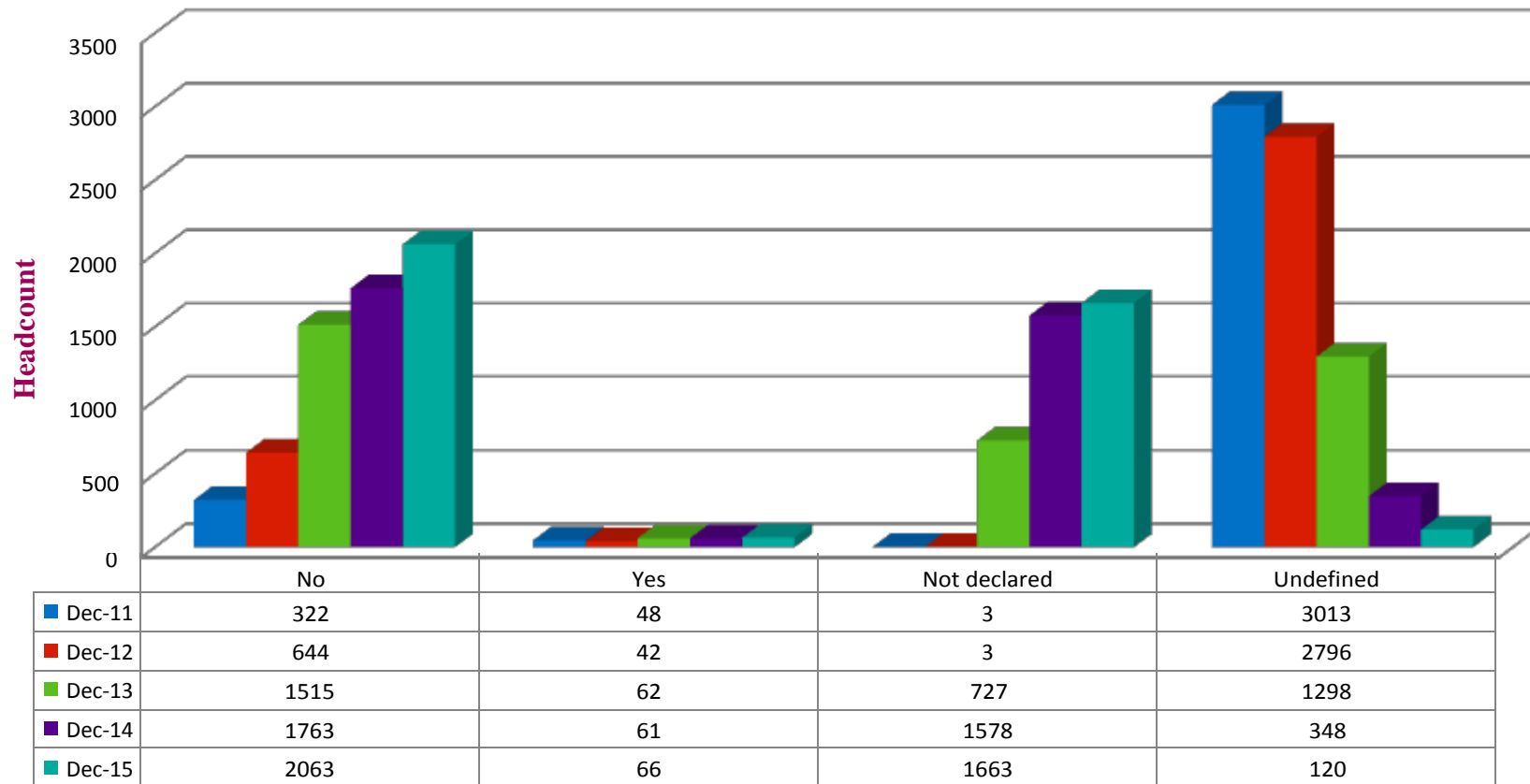
Headcount of ethnicity by pay group 2015



Percentage of workforce in each ethnic group 2011-2015

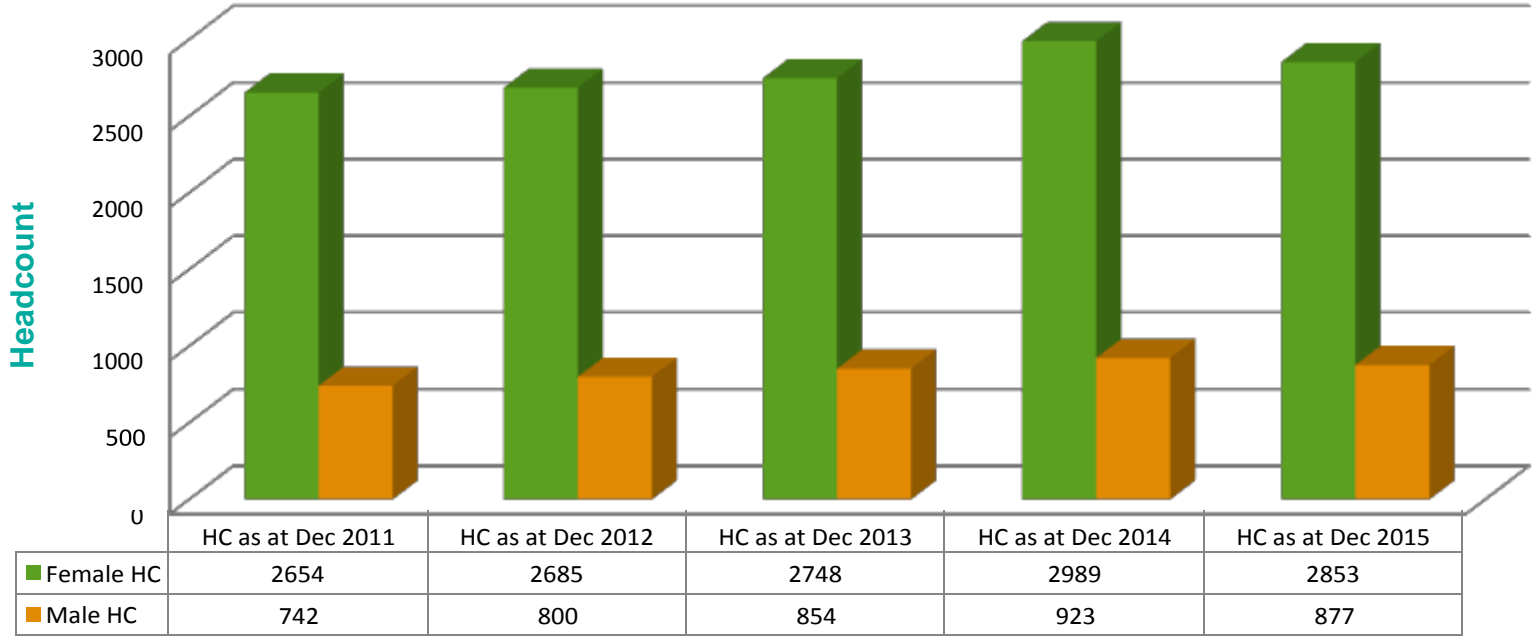


Disability data for 2011-2015



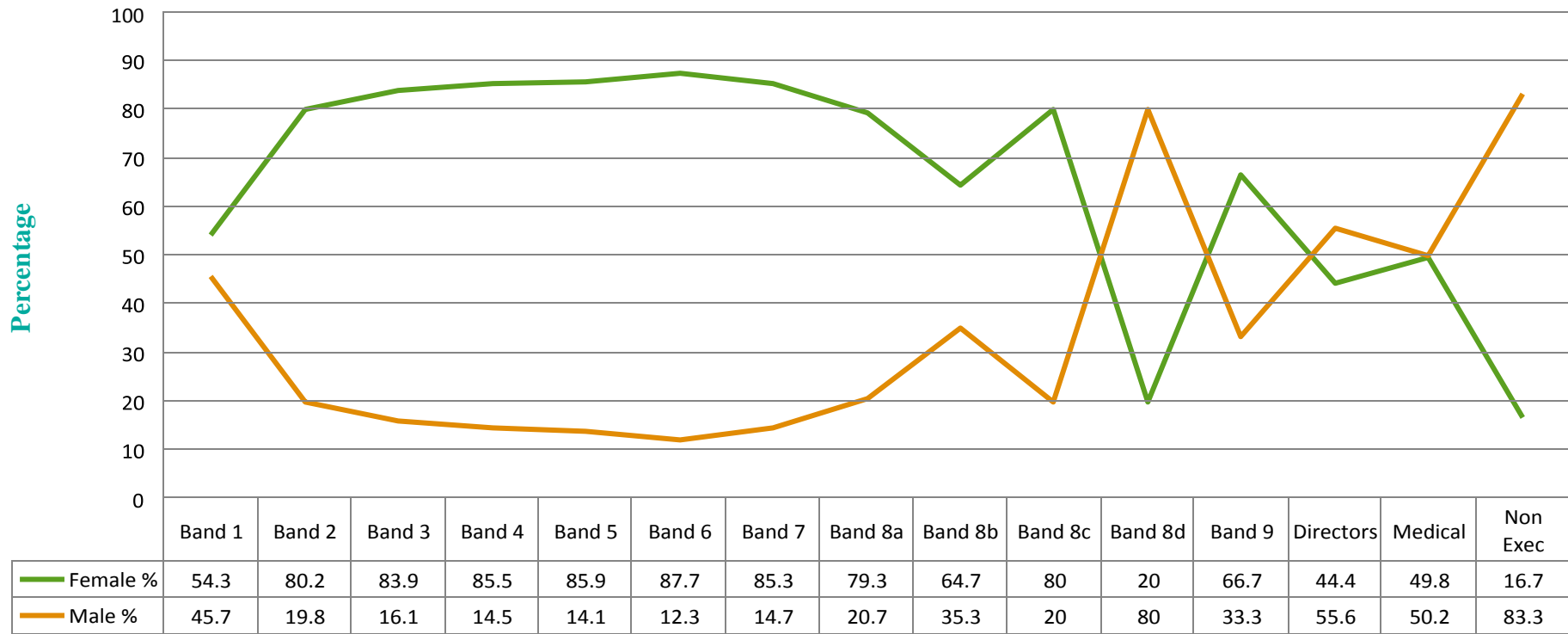
In our 2015 staff survey results, 283 people (14% of responses) declared they had a disability which is significantly higher than the 66 people (1.68% of the total workforce) who are recorded as declaring they have a disability on ESR.

Gender data 2011-2015

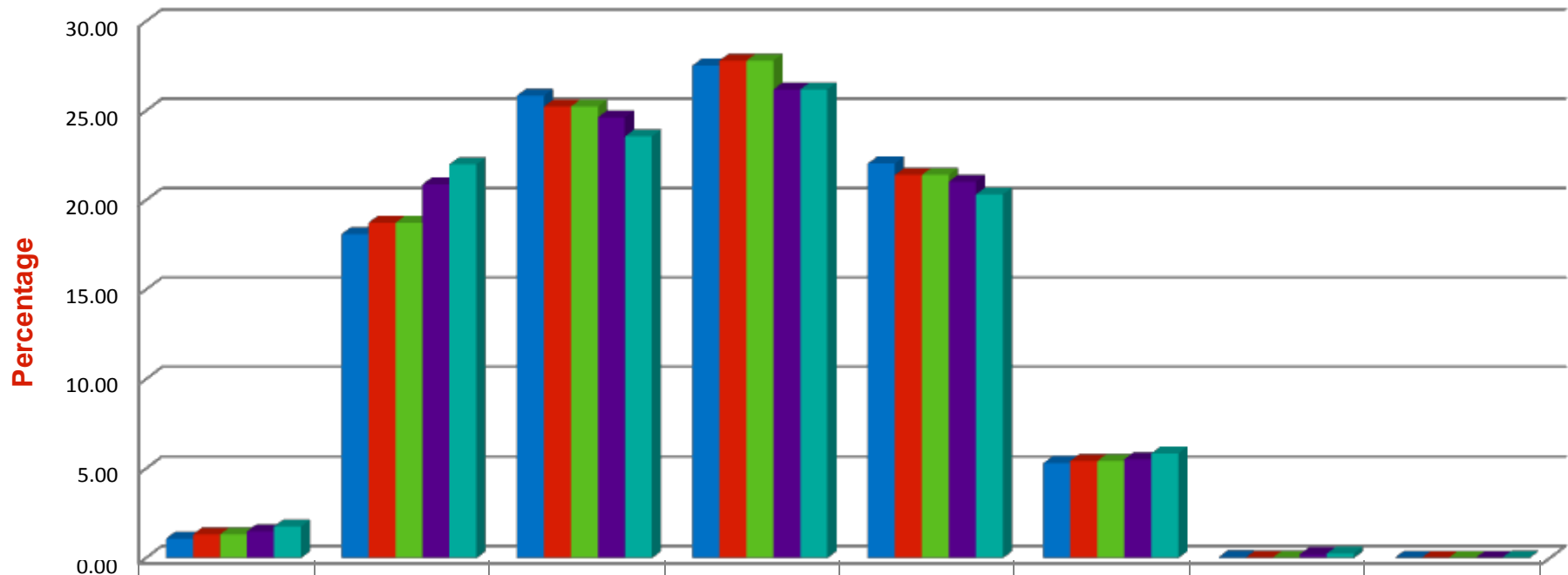


	Female %	Male %
Dec 2011	78.15	21.85
Dec 2012	77.04	22.96
Dec 2013	76.29	23.71
Dec 2014	76.49	23.51
Dec 2015	76.41	23.59

Gender and Pay Band

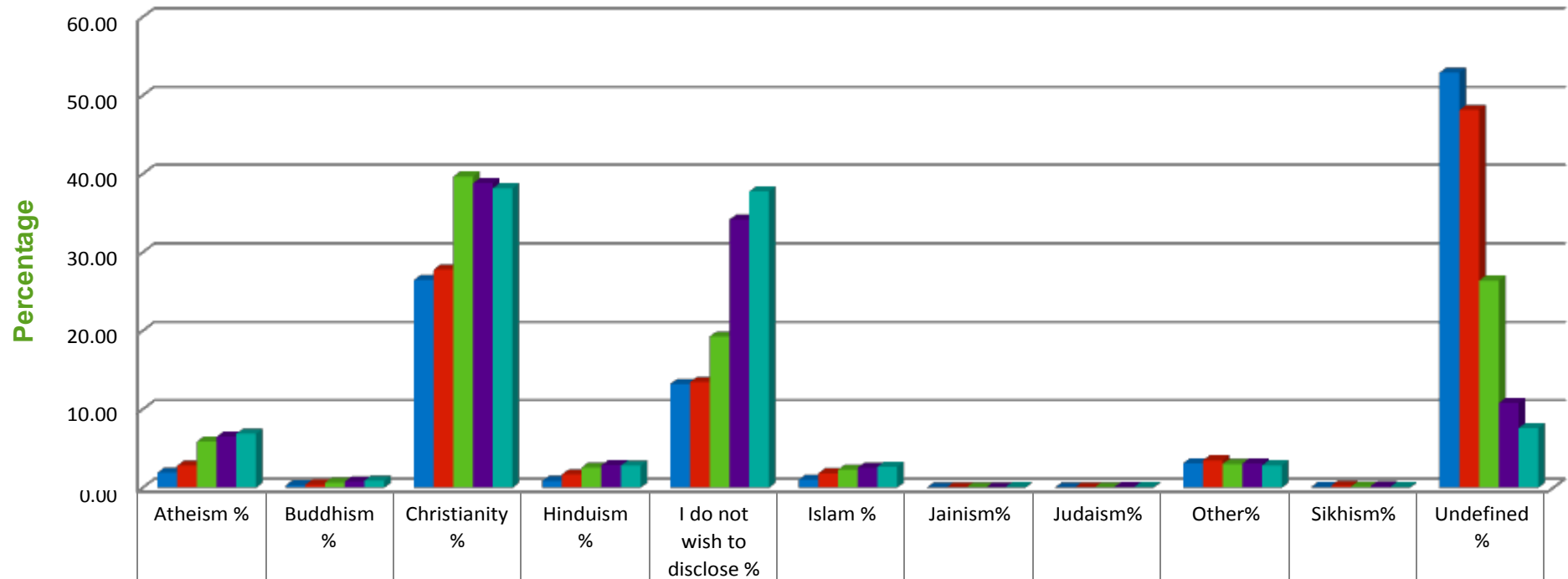


Age data 2011-2015



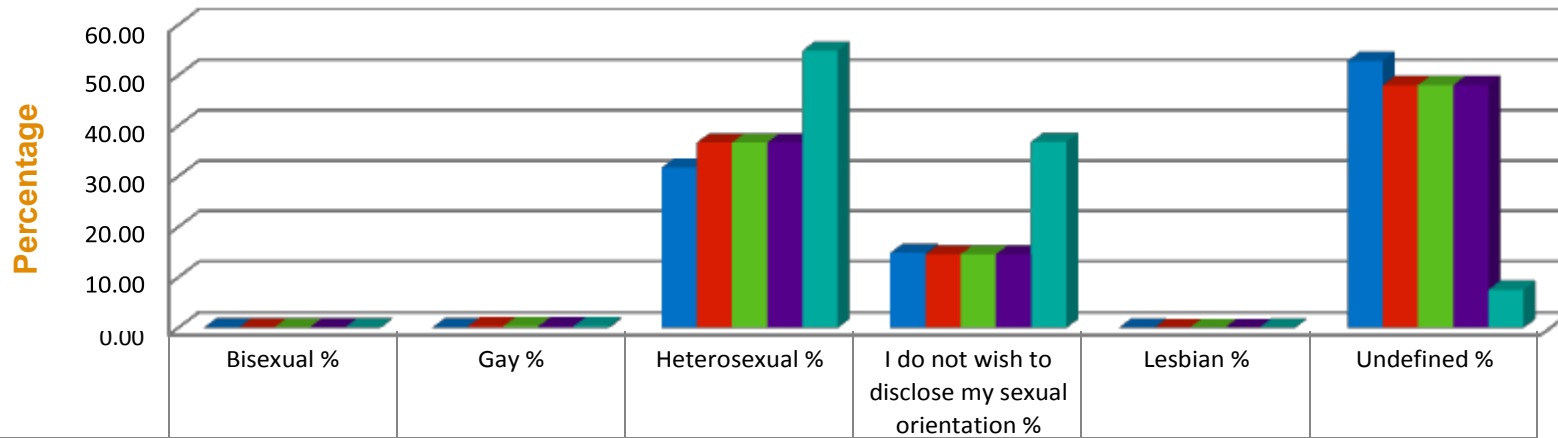
	16-20	21-30	31-40	41-50	51-60	61-70	71-80	81+
■ Dec 11	1.09	18.11	25.85	27.53	22.06	5.30	0.06	0.00
■ Dec 12	1.32	18.75	25.24	27.80	21.42	5.43	0.03	0.00
■ Dec 13	1.32	18.75	25.24	27.80	21.42	5.43	0.03	0.00
■ Dec 14	1.50	20.88	24.64	26.19	21.05	5.52	0.21	0.00
■ Dec 15	1.76	22.01	23.57	26.20	20.32	5.85	0.26	0.03

Religion data 2011-2015



	Atheism %	Buddhism %	Christianity %	Hinduism %	I do not wish to disclose %	Islam %	Jainism %	Judaism %	Other %	Sikhism %	Undefined %
■ Dec 2011	1.91	0.29	26.47	0.88	13.22	1.00	0.03	0.03	3.12	0.12	52.92
■ Dec 2012	2.82	0.40	27.80	1.70	13.48	1.84	0.03	0.03	3.51	0.26	48.13
■ Dec 2013	5.89	0.67	39.67	2.58	19.27	2.30	0.03	0.03	3.03	0.14	26.40
■ Dec 2014	6.51	0.80	38.82	2.87	34.18	2.57	0.03	0.08	3.11	0.21	10.80
■ Dec 2015	6.90	0.92	38.16	2.84	37.76	2.68	0.10	0.08	2.86	0.10	7.59

Sexual orientation data 2011-2015



■ % as at Dec 2011	0.18	0.21	31.77	14.87	0.09	52.89
■ % as at Dec 2012	0.17	0.37	36.72	14.61	0.03	48.10
■ % as at Dec 2013	0.17	0.37	36.72	14.61	0.03	48.10
■ % as at Dec 2014	0.17	0.37	36.72	14.61	0.03	48.10
■ % as at Dec 2015	0.15	0.38	54.91	36.84	0.13	7.59

	Bisexual Headcount (HC)	Gay HC	Heterosexual HC	I do not wish to disclose my sexual orientation HC	Lesbian HC	Undefined HC
Dec 2011	6	7	1079	505	3	1796
Dec 2012	6	13	1277	508	1	1673
Dec 2013	6	16	1932	695	2	951
Dec 2014	5	12	2046	1262	3	402
Dec 2015	6	15	2144	1439	5	297

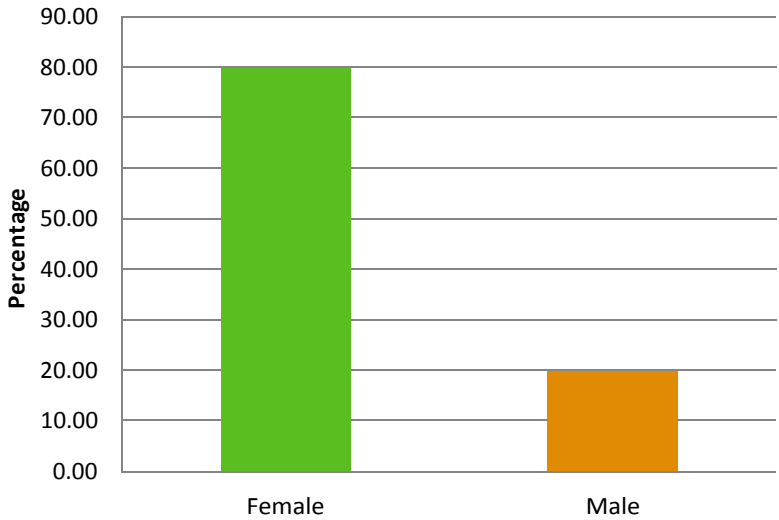
Recruitment Data by Ethnicity

Ethnicit	Application	%	Shortlisted	%	Appointed	%
WHITE - British	5,171	37.40%	1945	42.20	341	45.90
WHITE - Irish	155	1.10%	75	1.60%	18	2.40%
WHITE - Any other white background	2,017	14.60%	606	13.10	87	11.70
ASIAN or ASIAN BRITISH - Indian	1,449	10.50%	422	9.20%	33	4.40%
ASIAN or ASIAN BRITISH - Pakistani	779	5.60%	184	4.00%	11	1.50%
ASIAN or ASIAN BRITISH - Bangladeshi	140	1.00%	32	0.70%	3	0.40%
ASIAN or ASIAN BRITISH - Any other Asian background	910	6.60%	292	6.30%	46	6.20%
MIXED - White & Black Caribbean	60	0.40%	19	0.40%	3	0.40%
MIXED - White & Black African	91	0.70%	26	0.60%	2	0.30%
MIXED - White & Asian	67	0.50%	21	0.50%	1	0.10%
MIXED - any other mixed background	171	1.20%	52	1.10%	4	0.50%
BLACK or BLACK BRITISH - Caribbean	228	1.70%	61	1.30%	15	2.00%
BLACK or BLACK BRITISH - African	1,315	9.50%	403	8.70%	32	4.30%
BLACK or BLACK BRITISH - Any other black background	133	1.00%	48	1.00%	6	0.80%
OTHER ETHNIC GROUP - Chinese	134	1.00%	36	0.80%	5	0.70%
OTHER ETHNIC GROUP - Any other ethnic group	564	4.10%	171	3.70%	14	1.90%
Undisclosed	434	3.10%	218	4.70%	122	16.40

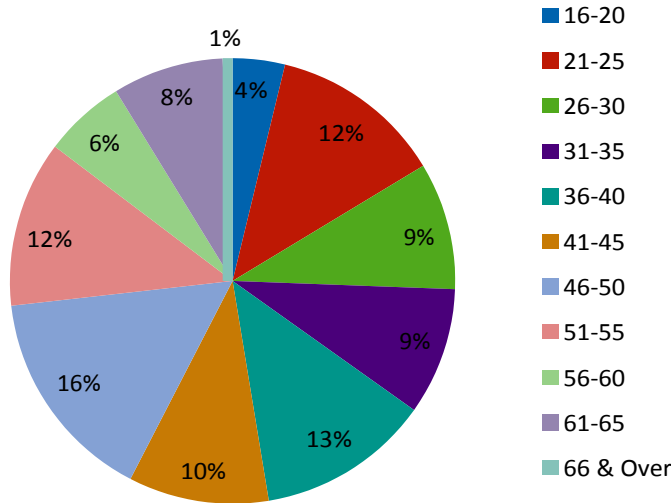
This data is also included in the SaSH Workforce Race Equality Standard report.

Workforce Data for Formal Management Under Staff Policy

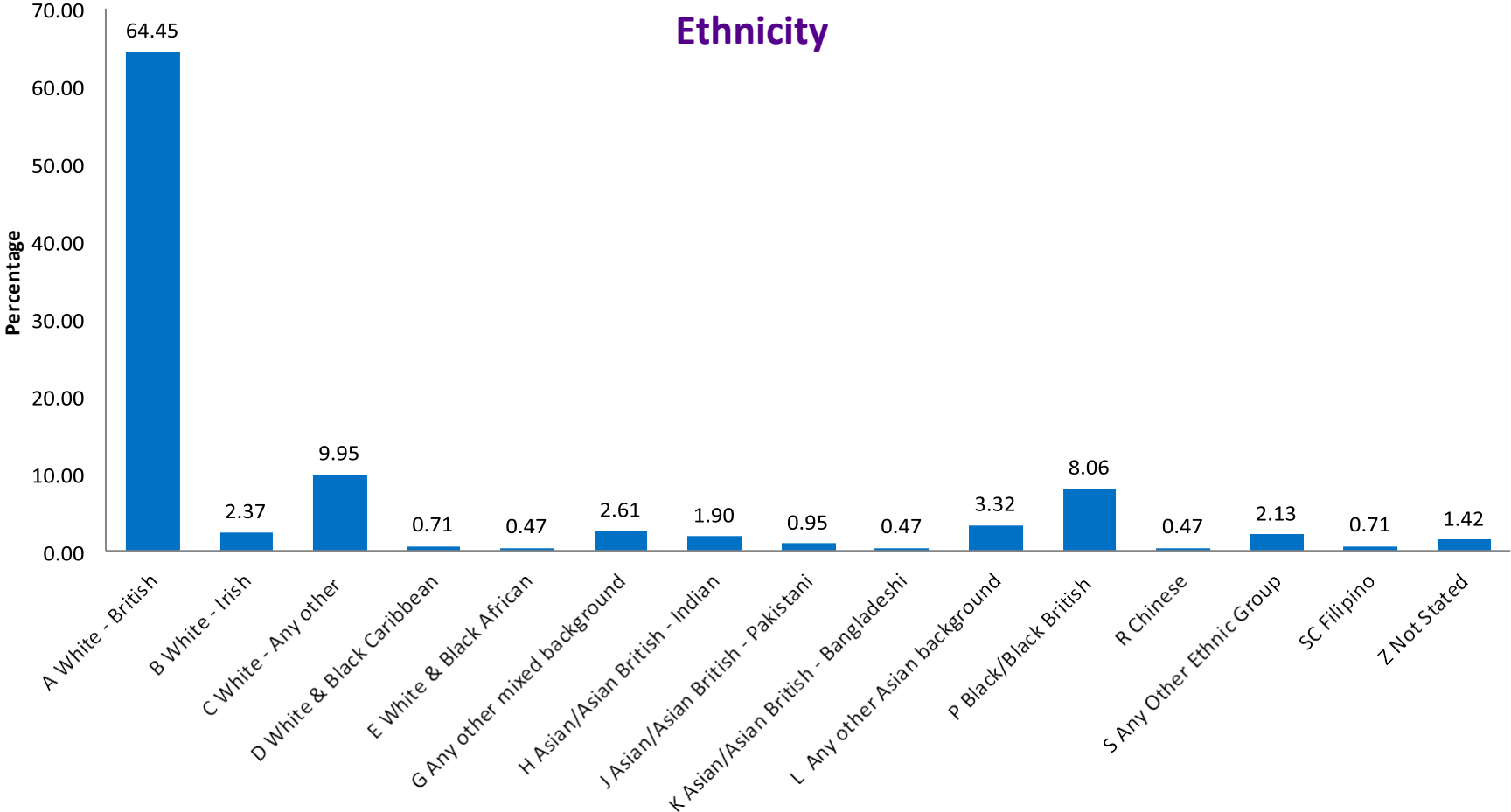
Gender



Age group



Ethnicity



Summary of our data

Ethnicity

Over the last five years we have seen a gradual reduction (3.48%) in the number of White-British staff and an increase in our White-Other (non-British/ Irish) staff of 3.26%. Since 2011 the population of our Black, Asian and Minority Ethnic (BAME) workforce has increased by 2.05%.

Disability

Over the last five years a significant proportion of the workforce has moved from “undefined” to actively choosing to declare or not declare whether or not they have a disability. For example, the number of staff declaring they do not have a disability increased from 322 people in 2011 to 2063 people in 2015. This is a result of annual data cleanse exercises carried out by our workforce information department. The number of staff declaring they have a disability has only increased by 18 people over the last five years to a total of 66 people (0.017% of the whole workforce). 283 staff reported they had a disability in our 2015 Staff Survey.

Gender

Our workforce gender profile has generally remained consistent since 2011. Our gender diversity is in line with the national NHS workforce population. The number of males in the organisation tends to increase in the higher pay bands.

Age

Over the last five years the percentage of the workforce in age groups 31-40, 41-50 and 51-60 has shown a gradual decline. The biggest percentage difference can be seen in the age group 21-30 which has increased by 3.9% since 2011. 2015 was the first year (based on data collated for this report) that we employed a member of staff over 81 years of age. The average age of a SASH Employee is 41 years.

Religion

As a result of our data cleansing exercises the percentage of staff moving from ‘undefined’ to choosing to declare or not declare if they have a religion has decreased from 52% to 7.59%. The largest religion within the Trust is Christianity (38.16%) with 37.76% of staff choosing not to disclose if they have a religion or not.

Sexual Orientation

Over half of the workforce (54.91%) identify as heterosexual with 0.66% of the workforce identifying as lesbian, gay or bisexual. Over a third of the organisation (36.84%), have chosen not to disclose their sexual orientation.

Our work on diversity and inclusion

Throughout 2016 we will be embarking on a number of activities to support our work on diversity and inclusion at SASH.

Equality Objectives

We will refresh and publish our new Corporate Equality Objectives for 2017-2021. This work will commence with a board development seminar and will conclude in Spring 2017 following input from multi-professional representatives across our workforce.

Equality Training

We are very pleased to announce that we are working with **BRAP** a leading equalities and human rights charity, on a number of diversity training initiatives across the latter part of 2016 and early 2017. This includes unconscious bias, managing diverse teams and recruitment and selection. **BRAP** have worked at all levels in the NHS including supporting the department of health on a number of strategic projects.

Equality Networks

We will begin a scoping exercise into how we can develop diversity networks for staff with projected characteristics, focusing initially on a network for our Black, Asian and Minority Ethnic (BAME) workforce.

Learning from others

The Trust has become a member of the Employers Network for Equality and Inclusion, a multi-sector national support network who facilitate the sharing of best practice and new developments in diversity and inclusion.

National NHS programmes

SASH is engaged in national diversity programmes including the workforce race equality standard (WRES) which is published separately to this report on an annual basis.

