

Workforce Diversity Report 2017



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).

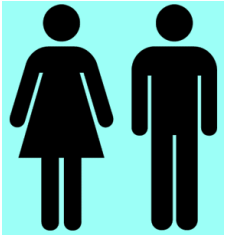
The data in this report is accurate as of 31st December 2017. We have included historical data going back to 2013 as a means of identifying workforce trends over the last five years.

Workforce data in comparison to the population of our local boroughs

42 - average age of a resident living in Reigate and Banstead

42 - average age of a resident living in Crawley

42 - average age of someone working at SASH



53% Male / 46% Female - Crawley, Reigate and Banstead

23.4% Male / 76.6% Female - SASH

Characteristic	Reigate & Banstead	Crawley	SASH
Ethnicity	71% White, 29% BAME*	73% White, 27% BAME	71.8% White, 27.4% BAME
Religion (highest three % score excluding disclosed)	35.6% Christian, 6.68% Atheist, 2.53 % Hinduism	35.3% Christian, 5.4% Atheist, 2.34% Islam	36% Christian, 6.64% Atheist, 2.76% Islam**
*BAME (Black, Asian and Minority Ethnic) **of those staff who declared they had a faith			

We do not pay any staff below the national minimum wage

Ethnicity data 2017 [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	29.84	0.63	28.89	1.59	0.95	1.90	2.86	2.54	0.63	1.27	8.57	1.59	6.03	3.49	1.59	7.30	0.32	40.32
Band 2	59.33	0.90	10.17	0.26	0.39	0.26	0.39	2.57	0.77	0.13	9.91	1.16	3.47	1.54	0.64	6.56	1.54	28.06
Band 3	64.94	0.97	6.17	0.00	0.32	1.62	0.00	5.19	0.32	0.65	7.14	0.65	4.87	1.30	1.30	3.25	1.30	26.62
Band 4	80.07	1.72	5.15	0.00	0.69	0.69	0.00	2.06	1.37	0.34	3.44	1.03	1.72	0.34	0.34	0.69	0.34	12.71
Band 5	51.05	0.90	14.22	0.15	0.30	0.90	0.45	4.19	1.35	0.15	12.57	1.05	6.44	1.05	0.45	3.59	1.20	32.63
Band 6	62.79	4.38	9.09	0.17	0.17	0.17	0.51	6.40	1.01	0.17	5.22	0.67	3.70	0.51	0.67	3.54	0.84	22.90
Band 7	73.15	3.32	5.37	0.00	0.26	0.51	0.51	4.86	1.28	0.26	3.32	1.28	3.32	0.00	0.00	2.30	0.26	17.90
Band 8a	76.85	1.85	7.41	0.00	0.00	0.00	0.00	3.70	0.93	0.00	0.93	0.00	3.70	0.93	1.85	0.93	0.93	12.96
Band 8b	82.86	0.00	2.86	0.00	0.00	0.00	0.00	2.86	0.00	0.00	2.86	0.00	5.71	2.86	0.00	0.00	0.00	14.29
Band 8c	82.35	5.88	0.00	0.00	0.00	5.88	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.76
Band 8d	88.89	0.00	0.00	11.11	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	11.11
Band 9	83.33	0.00	16.67	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	92.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00	0.00	0.00	7.69
Medical Staff	35.41	0.94	12.79	0.00	0.31	0.62	0.94	17.63	6.86	1.87	9.52	0.62	3.74	0.78	2.34	4.37	1.25	49.61
Non Exec Director / 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

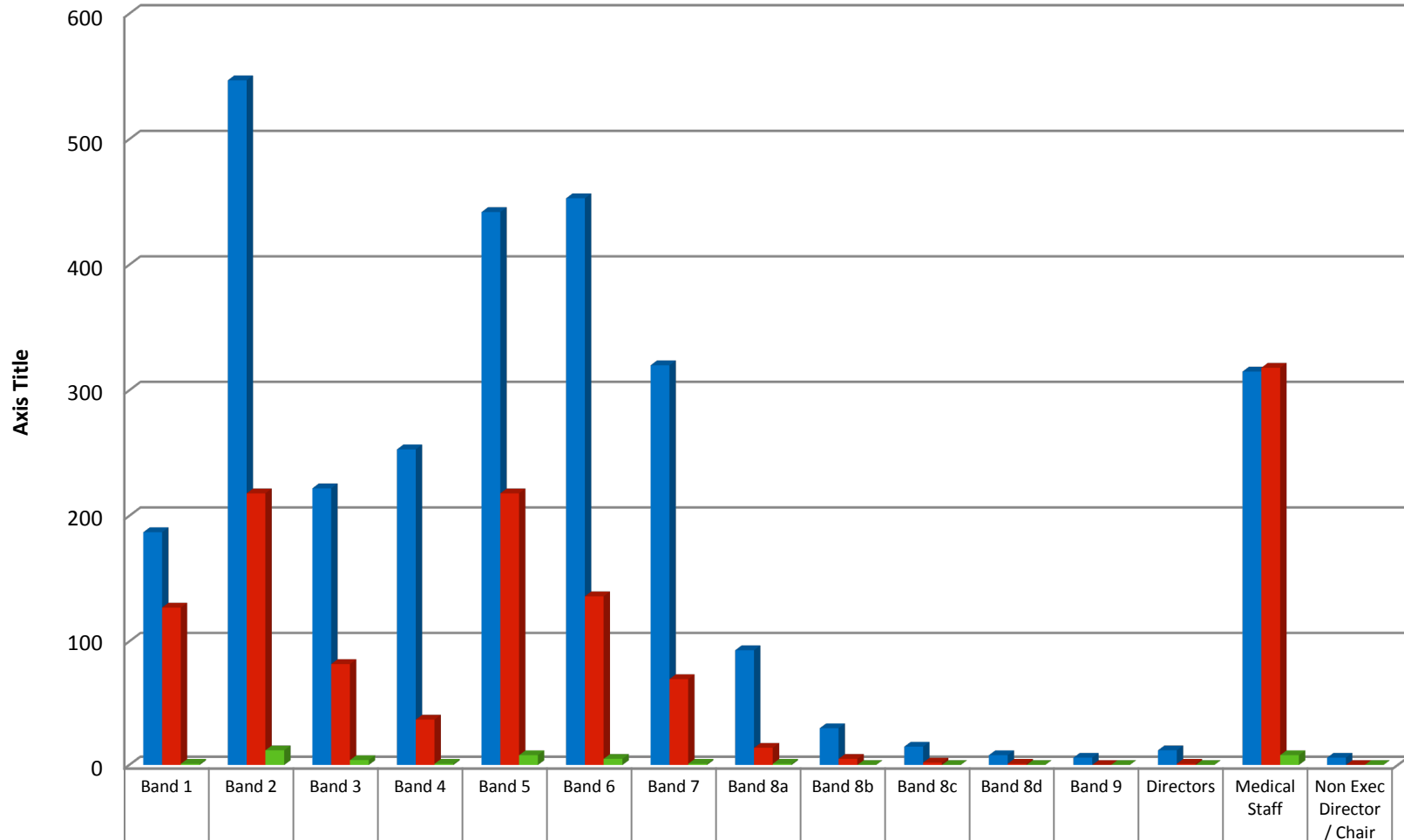
A White - British	J Asian or Asian British - Pakistani
B White - Irish	K Asian or Asian British - Bangladeshi
C White - Any other white background	L Asian or Asian British - Any other Asian background
D Mixed - White & Black Caribbean	M Black or Black British - Caribbean
E Mixed - White & Black African	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 2017 our workforce comprised:

69.61% White (British/ Irish/ Other)
29.41% BAME (Black, Asian, Minority Ethnic)
0.98% Not stated

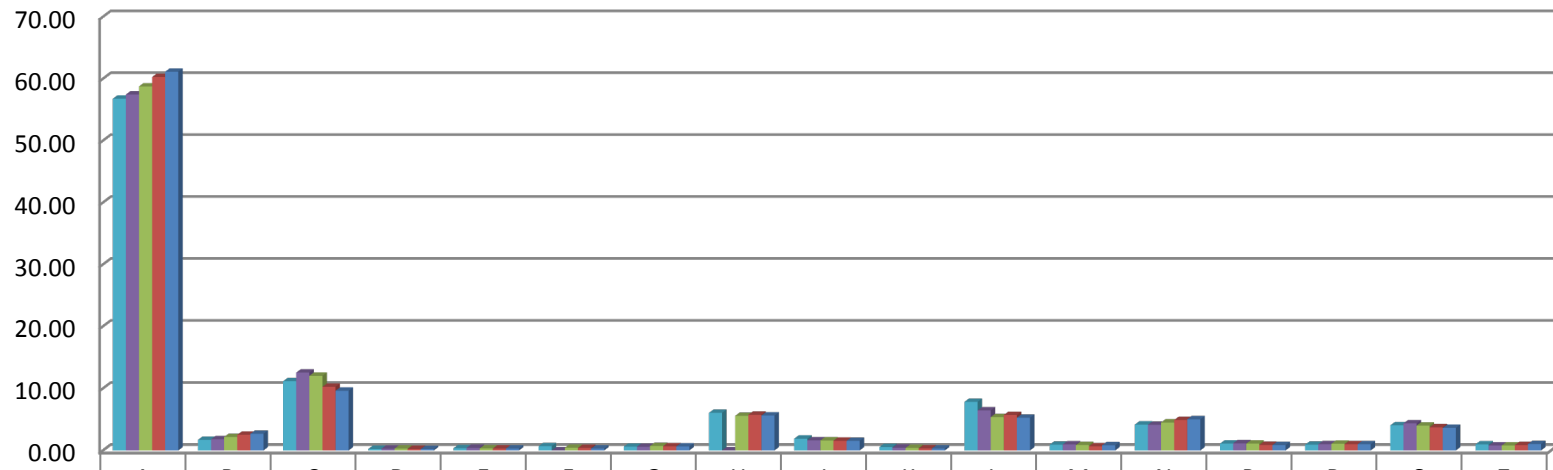
The population of the borough of Reigate and Banstead (where East Surrey Hospital is based) is 71% White. The population of the borough of Crawley is 73% White.

Headcount of Ethnicity by Pay Group 2017



	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Directors	Medical Staff	Non Exec Director / Chair
White	187	547	222	253	442	453	320	93	30	15	8	6	12	315	6
BAME	127	218	82	37	218	136	70	14	5	2	1	0	1	318	0
Not stated	1	12	4	1	8	5	1	1	0	0	0	0	0	8	0

Percentage of Workforce in each Ethnic Group 2013-2017

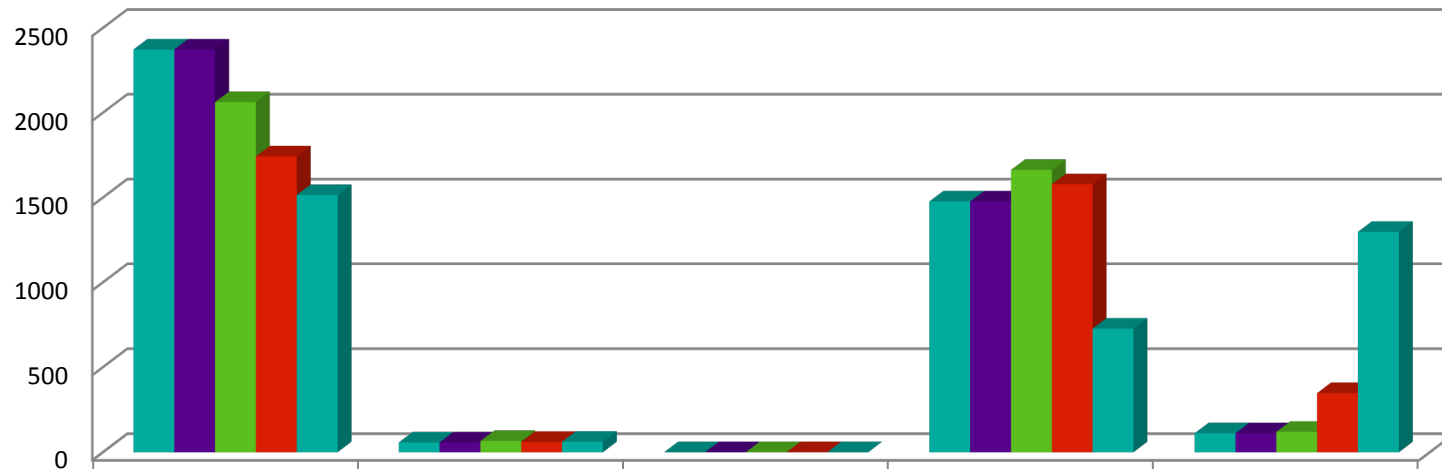


as at December 2017	56.76	1.70	11.15	0.24	0.36	0.69	0.62	6.05	1.89	0.55	7.82	0.93	4.16	1.10	0.93	4.04	0.98
as at December 2016	57.44	1.80	12.54	0.27	0.42	0.00	0.60	0.00	1.62	0.45	6.44	0.97	4.13	1.14	1.00	4.35	0.80
as at December 2015	58.74	2.17	12.01	0.31	0.33	0.43	0.72	5.57	1.61	0.41	5.37	0.87	4.50	1.10	1.07	3.99	0.79
as at December 2014	60.27	2.52	10.24	0.24	0.29	0.40	0.67	5.74	1.55	0.32	5.71	0.67	4.91	0.88	0.99	3.73	0.86
as at December 2013	61.12	2.69	9.61	0.22	0.30	0.30	0.64	5.62	1.55	0.30	5.26	0.83	5.02	0.86	1.00	3.63	1.03

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
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
G Mixed - Any other mixed background	R Chinese
H Asian or Asian British - Indian	S Any Other Ethnic Group
	Z Not Stated

Over the last five years we have seen a gradual reduction (4.36%) in the number of White-British staff we employ. We have also seen a reduction in the White-Other (non-British/ Irish) staff of 1%. However since 2013 the population of our Black, Asian and Minority Ethnic (BAME) workforce has increased by 3.8%.

Disability Data for 2013-2017



	No	Yes	Prefer not to answer	Not declared	Undefined
HC as at Dec 2017	2373	58	0	1477	112
HC as at Dec 2016	2373	58	0	1477	112
HC as at Dec 2015	2063	66	0	1663	120
HC as at Dec 2014	1743	61	0	1578	348
HC as at Dec 2013	1515	62	0	727	1298

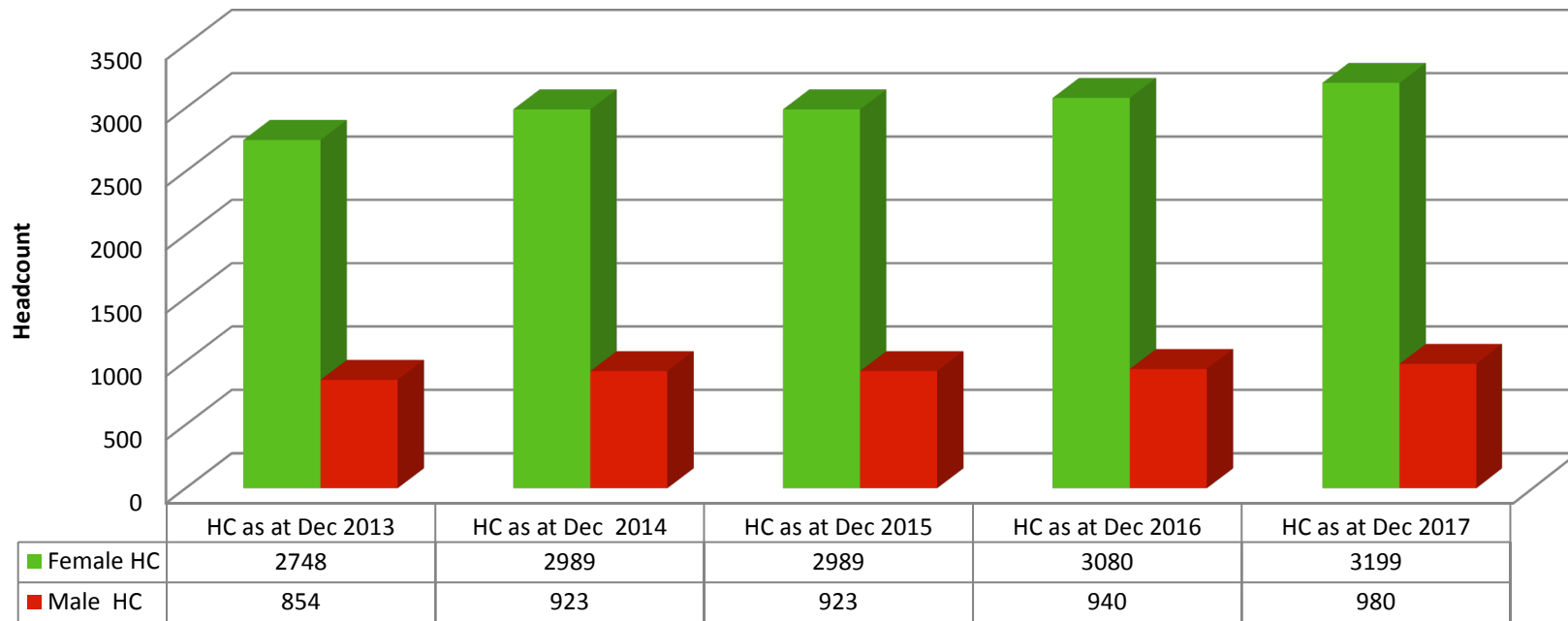
In the 2017 national staff survey results, 14% of respondents declared they had a disability which is significantly higher than the 58 staff who are recorded as declaring they have a disability on ESR.

The national survey also confirmed that in the significant majority of cases, reasonable adjustments were made in the workplace where required.

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 1515 people in 2013 to 2373 people in 2017. The number of staff declaring they have a disability in 2017 was 58 people (1.48% of the whole workforce).

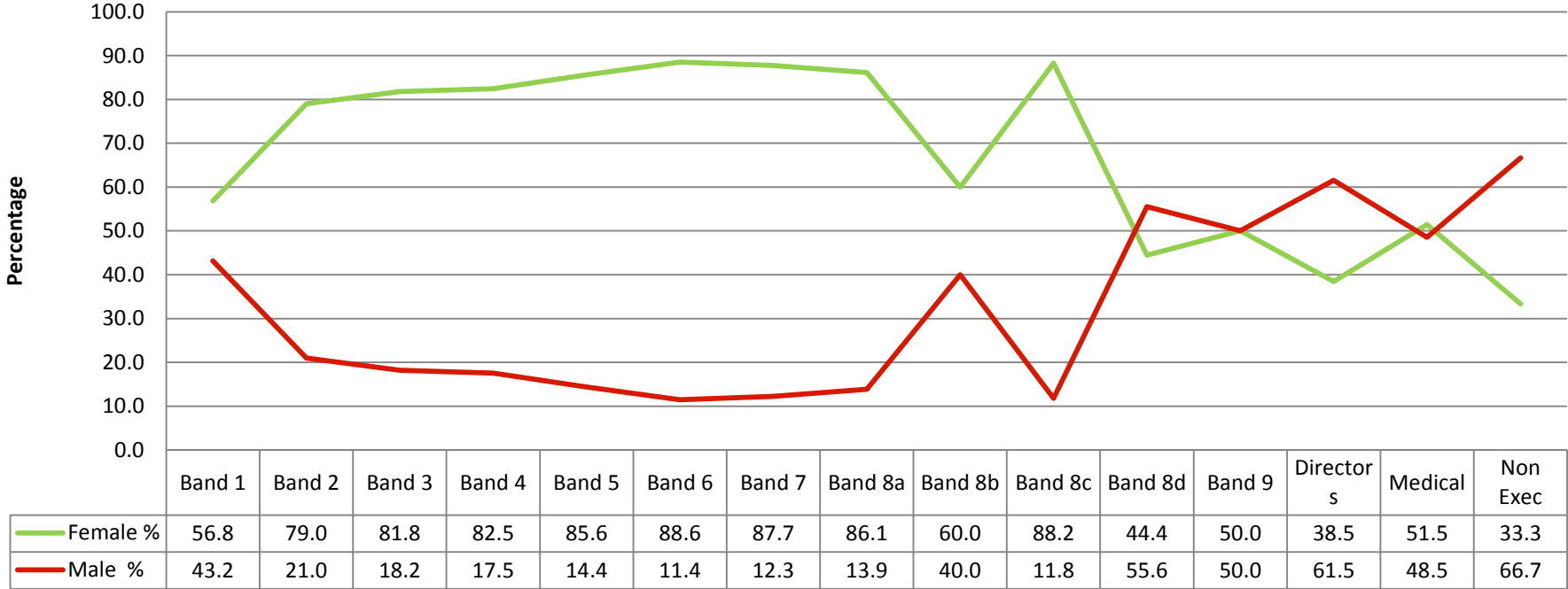
Gender Data 2013 - 2017



	Female %	Male %
% as at Dec 2017	76.55	23.45
% as at Dec 2016	76.62	23.38
% as at Dec 2015	76.41	23.59
% as at Dec 2014	76.49	23.51
% as at Dec 2013	76.29	23.71

The gender profile of our workforce has remained fairly static over the past 5 years. Our gender diversity is in line with the national NHS workforce population. We have a slightly lower proportion of females in 2017 (76.55%), then we employed in 2016 (76.62%).

Gender and Pay Band 2017

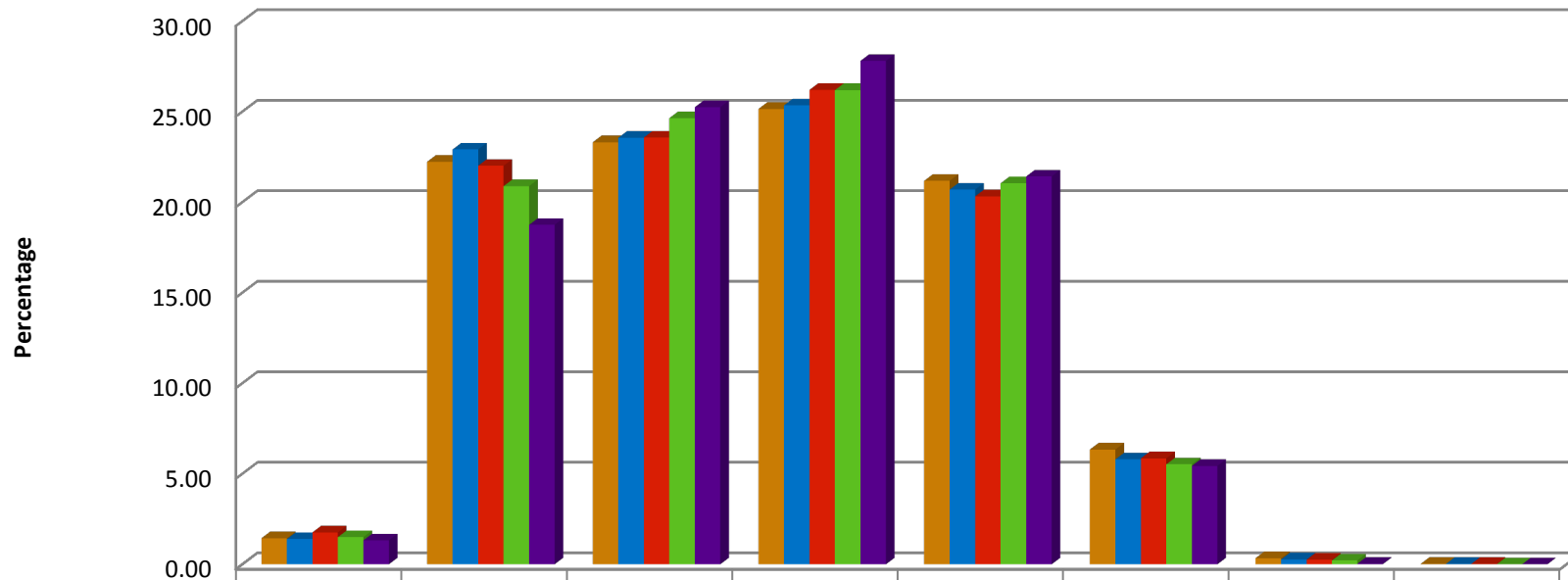


The Trust has completed, submitted and published the Gender Pay Gap Report both on the SASH website and the Government portal.

For 2017/18, the Trust median gender pay gap was 19.84%.

An action plan has been developed to address the key points raised by the report.

Age Data 2013 -2017

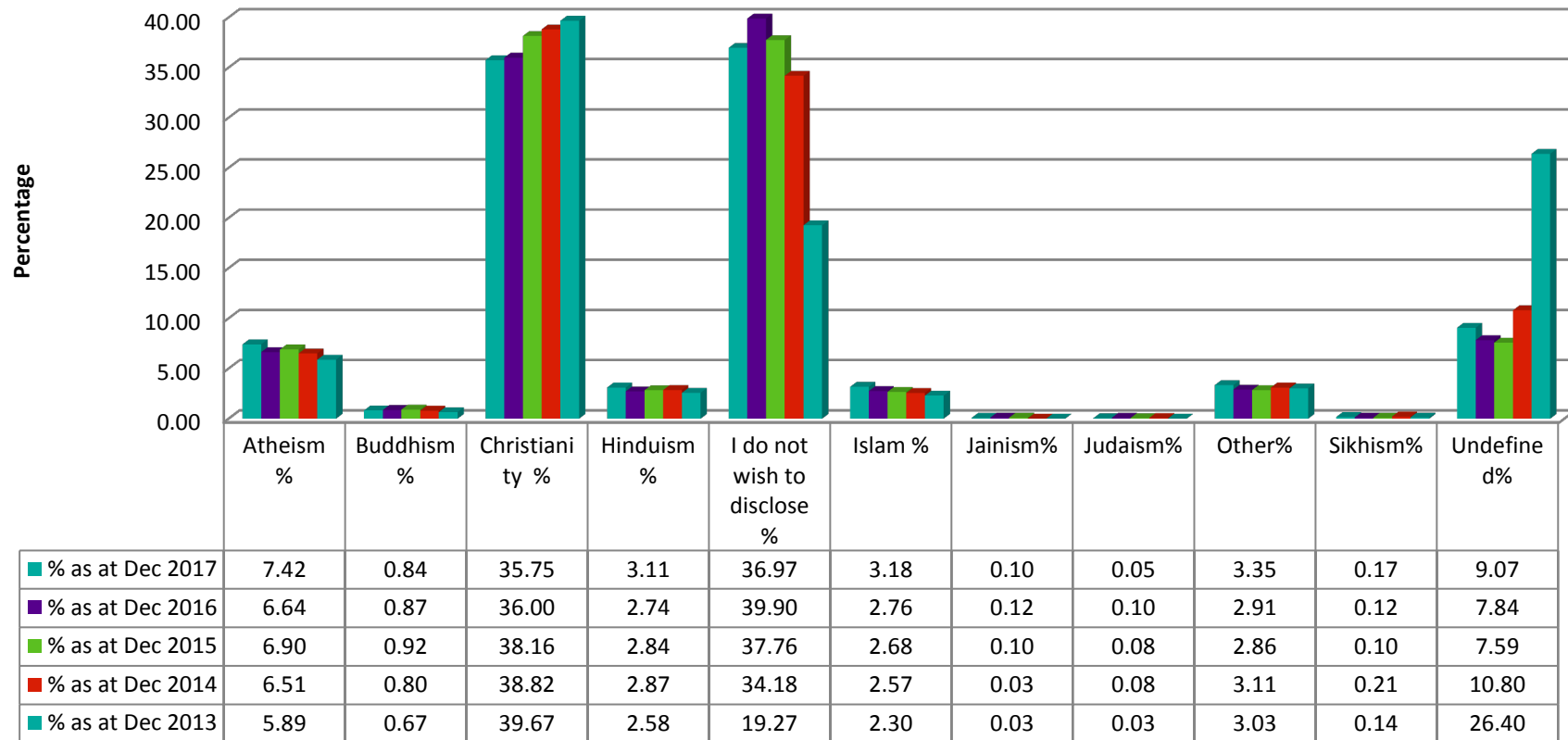


	16-20	21-30	31-40	41-50	51-60	61-70	71-80	81+
% as at Dec 2017	1.44	22.23	23.31	25.15	21.18	6.34	0.34	0.02
% as at Dec 2016	1.40	22.91	23.56	25.35	20.70	5.80	0.27	0.02
% as at Dec 2015	1.76	22.01	23.57	26.20	20.32	5.85	0.26	0.03
% as at Dec 2014	1.50	20.88	24.64	26.19	21.05	5.52	0.21	0.00
% as at Dec 2013	1.32	18.75	25.24	27.80	21.42	5.43	0.03	0.00

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, however there has been a significant increase in the age group 21-30 which has increased by 3.5% since 2013.

The average age of a SASH employee is 42 years.

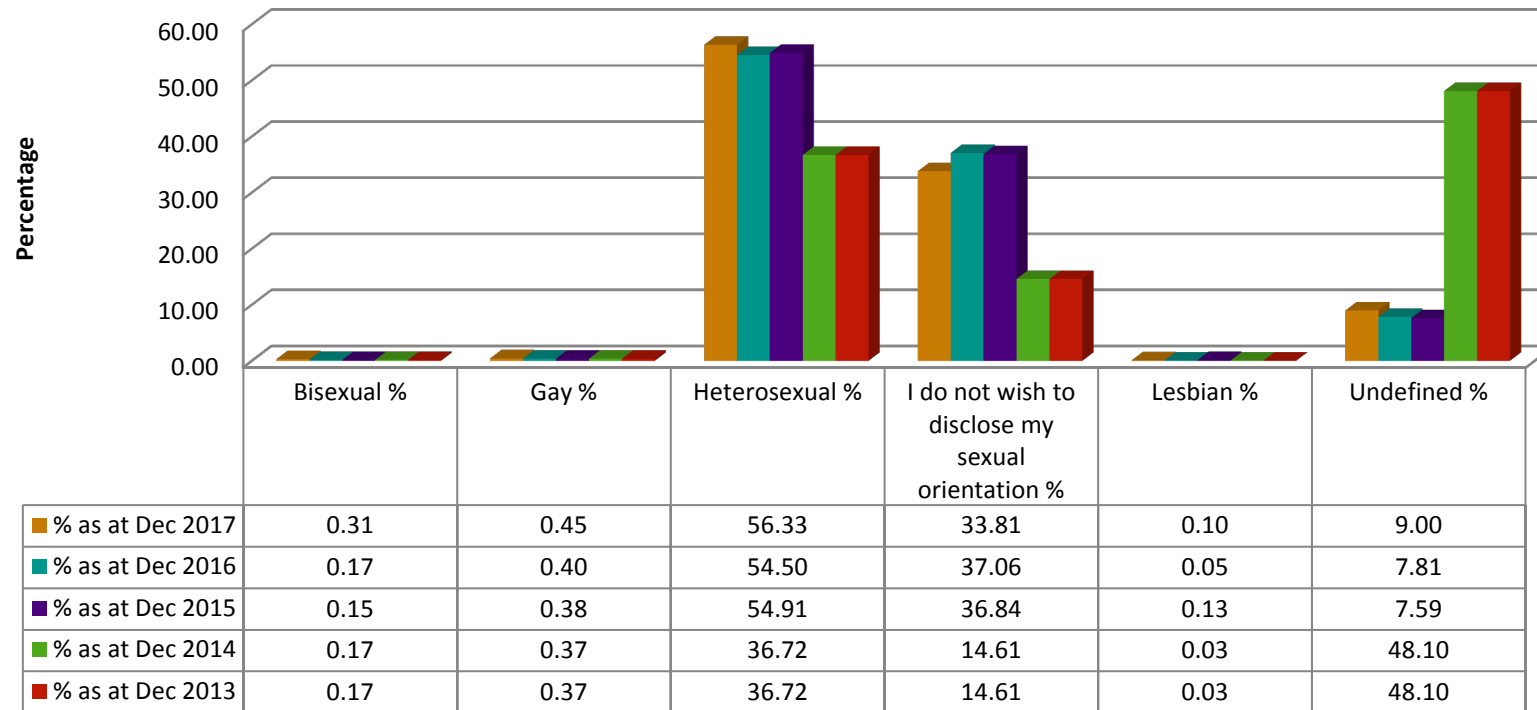
Religion Data 2013 -2017



The largest declared religion within the Trust is Christianity with 36% of staff.

Approximately 37% of staff have chosen not to declare if they have a religion or not. As a result of our ongoing data cleansing exercise the percentage of staff moving from “undefined” to choosing to declare or not declare if they have a religion has decreased from 26% to 9%.

Sexual Orientation Data 2012 -2017



	Bisexual	Gay	Heterosexual	I do not wish to disclose my sexual orientation	Lesbian	Undefined
HC as at Dec 2017	13	19	2354	1413	4	376
HC as at Dec 2016	7	16	2191	1490	2	314
HC as at Dec 2015	6	15	2144	1439	5	297
HC as at Dec 2014	5	12	2046	1262	3	402
HC as at Dec 2013	6	16	1932	695	2	951

Over half of the workforce (56.33%) have declared they are heterosexual with 0.86% of the workforce identifying as lesbian, gay or bisexual.

Over a third of the organisation have chosen not to disclose their sexual orientation.

Recruitment Data by Ethnicity

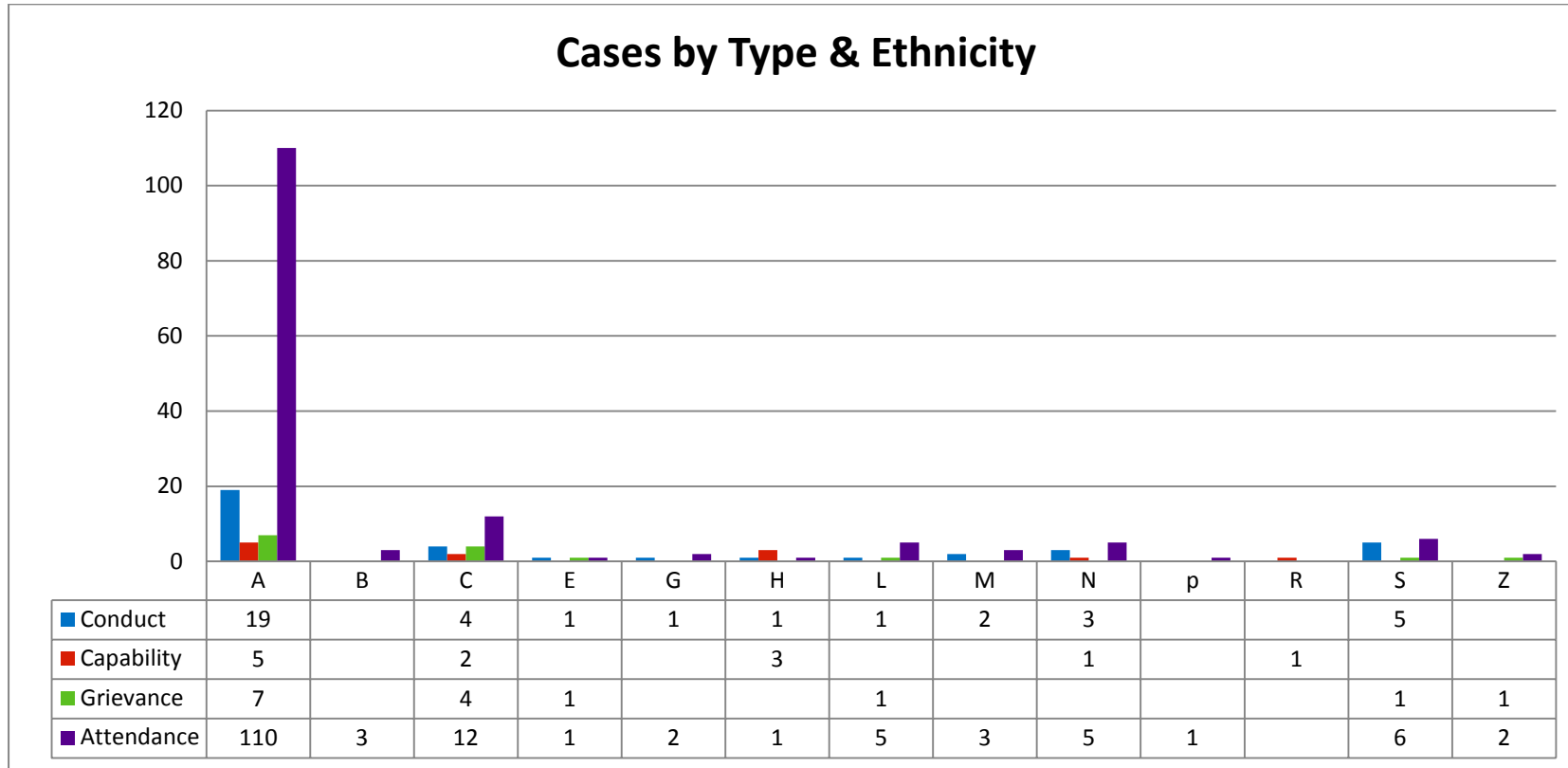
Ethnicity	Applicants	%	Shortlisted	%	Appointed	%
WHITE - British	4,981	40.5%	2,321	49.0%	381	50.0%
WHITE - Irish	82	0.7%	54	1.1%	12	2.0%
WHITE - Any other white background	1,583	12.9%	549	11.5%	101	13.3%
ASIAN or ASIAN BRITISH - Bangladeshi	131	1.1%	33	0.7%	4	52.0%
ASIAN or ASIAN BRITISH - Indian	1,133	9.2%	351	4.7%	49	6.5%
ASIAN or ASIAN BRITISH - Pakistani	622	5.1%	166	3.5%	23	3.0%
ASIAN or ASIAN BRITISH - Any other Asian background	816	6.6%	304	6.4%	48	6.3%
MIXED - White & Asian	63	0.5%	35	0.7%	8	1.0%
MIXED - White & Black African	108	0.9%	23	0.5%	4	52.0%
MIXED - White & Black Caribbean	64	0.5%	31	0.6%	6	79.0%
MIXED - any other mixed background	144	1.2%	63	1.3%	8	1.1%
BLACK or BLACK BRITISH - African	1,208	9.8%	331	6.9%	32	4.2%
BLACK or BLACK BRITISH - Caribbean	197	1.6%	83	1.7%	19	2.5%
BLACK or BLACK BRITISH - Any other black background	106	0.9%	35	0.7%	4	0.5%
OTHER ETHNIC GROUP - Chinese	90	0.7%	36	0.8%	1	0.1%
OTHER ETHNIC GROUP - Any other ethnic group	605	4.9%	198	4.1%	23	3.0%
Undisclosed	377	3.1%	161	3.4%	35	4.6%

This data shows the number and percentage of applications by ethnic group, the number who were shortlisted and subsequently appointed to posts.

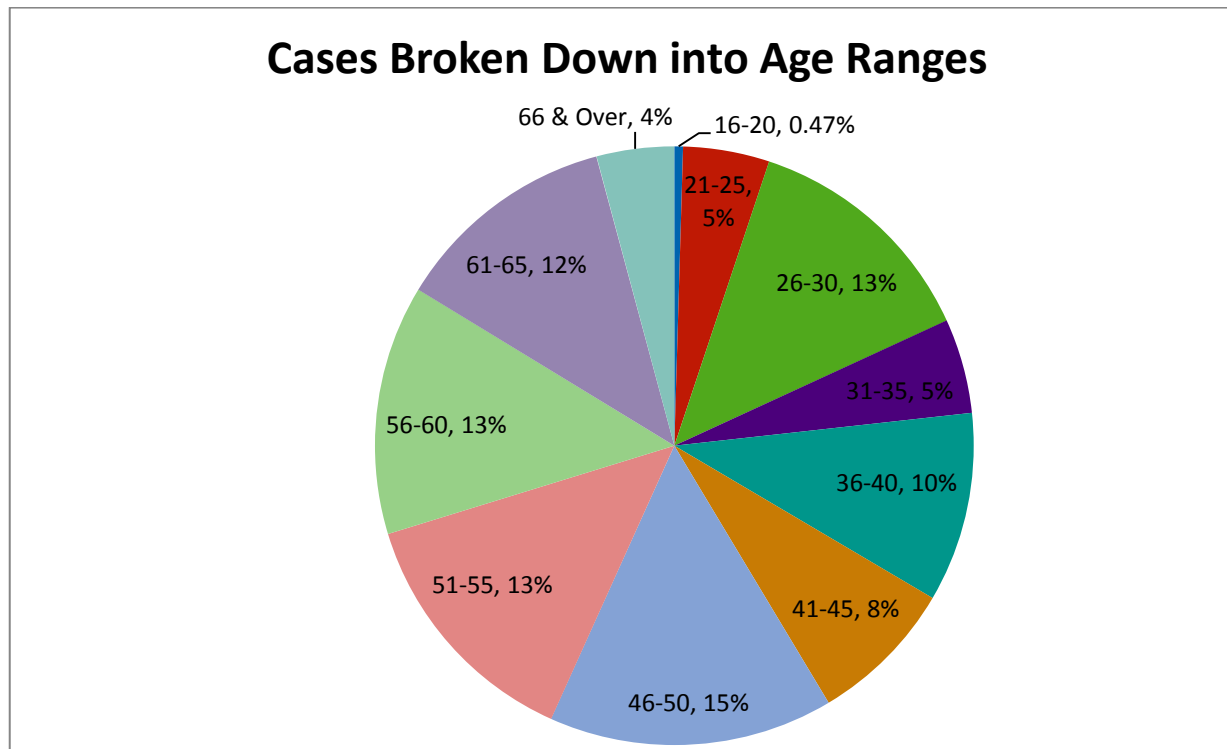
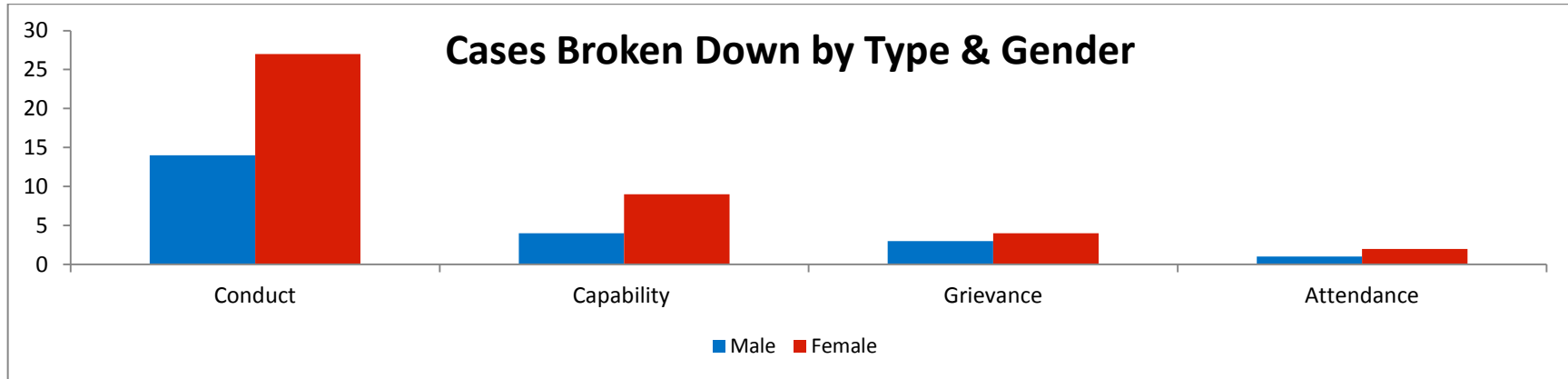
This data is also submitted as part of the yearly national Workforce Race Equality Standard to NHS England.

Formal Trust Processes

The attached data shows where formal Trust processes (ie disciplinary, grievance, respect at work), have been used.



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



Our work on diversity and inclusion

Throughout 2017 we embarked on a number of activities to support our work on diversity and inclusion at SASH.

Equality Objectives

SASH have been working with brap, (an equalities charity), to develop and agree a set of equality objectives that support the wider Trust strategy. The SASH One Team Inclusion Strategy was approved by the Trust Board in May 2018.

Equality Training

We have also worked with brap on diversity training initiatives across the latter part of 2016 and early 2017. This included unconscious bias, managing diverse teams and recruitment and selection.

Equality Networks

We have launched our Black, Asian and Minority Ethnic (BAME) Network, and we have a representative attending the national Senior Disabilities Influencer Group.

Learning from others

The Trust continues to be a member of the Employers Network for Equality and Inclusion, (enei), 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.

