

Surrey and Sussex



Healthcare NHS Trust

Our People - Workforce Diversity Report 2019



Putting people first
Delivering excellent, accessible healthcare



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.

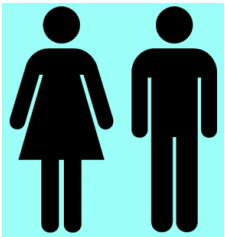
This report provides the high level data for the protected characteristics that we record on the Electronic Staff Record (ESR). The data in this report is accurate as of 31st December 2019. We have included historical data going back to 2015 as a means of identifying workforce trends over the last five years.

Workforce data in comparison to the population of our local boroughs

40 - average age of a resident living in Reigate and Banstead **

37 - average age of a resident living in Crawley **

41 - average age of someone working at SASH



49% Male / 51% Female - Crawley **

48.9% Male / 51% Female - Reigate and Banstead **

24.2% Male / 75.8% Female - SASH

Characteristic	Reigate & Banstead	Crawley	SASH
Ethnicity	90.6% White 9.4% BAME	79.8% White 20.2% BAME	61.91% White 37.40% BAME
Religion (highest three % score excluding disclosed)	61.9% Christian 25.8% Atheist 1.9% Islam **	54.2% Christian 26% Atheist 7.2% Islam **	42.1% Christian 8.4% Atheist 5.2% Hinduism
Key: BAME (Black, Asian and Minority Ethnic) **of those staff who declared they had a faith			

The demographic information is taken from the ONS.

Ethnicity data 2019 [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	16.67	2.38	21.43	0.00	2.38	2.38	0.00	2.38	4.76	7.14	14.29	2.38	4.76	4.76	0.00	14.29	0.00	59.52
Band 2	48.42	0.74	16.45	0.37	0.74	1.02	1.30	3.53	0.93	0.37	10.13	1.39	4.18	1.95	0.74	7.34	0.37	34.01
Band 3	60.25	0.25	6.50	0.25	0.00	0.50	1.25	7.25	0.25	0.50	6.00	1.75	7.25	1.00	1.00	4.50	1.50	31.50
Band 4	77.78	1.46	5.56	0.29	0.29	0.58	0.29	2.92	1.46	0.29	2.05	0.88	3.80	0.88	0.58	0.88	0.00	15.20
Band 5	33.80	0.50	6.82	0.60	0.20	0.50	0.20	19.66	1.10	0.10	14.14	3.71	14.34	0.90	0.40	2.31	0.70	58.17
Band 6	60.42	2.57	9.37	0.15	0.15	0.60	0.45	6.34	1.06	0.00	7.70	1.81	4.68	0.30	0.45	3.32	0.60	27.04
Band 7	69.60	3.33	5.46	0.00	0.24	0.24	0.95	4.75	1.19	0.24	5.46	1.19	2.85	0.95	0.48	2.85	0.24	21.38
Band 8a	81.82	1.52	6.06	0.00	0.00	0.76	0.00	3.03	2.27	0.76	0.00	0.00	2.27	0.00	0.76	0.76	0.00	10.61
Band 8b	80.00	2.50	2.50	0.00	0.00	0.00	0.00	2.50	0.00	0.00	2.50	0.00	2.50	2.50	2.50	2.50	0.00	15.00
Band 8c	82.35	0.00	0.00	0.00	0.00	5.88	0.00	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.65
Band 8d	66.67	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00	22.22
Band 9	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	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	31.78	0.90	11.69	0.30	0.45	0.60	1.20	18.59	6.45	1.20	12.29	0.75	4.20	0.75	2.25	4.95	1.65	53.97
Non Exec Director / Chair	85.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.29

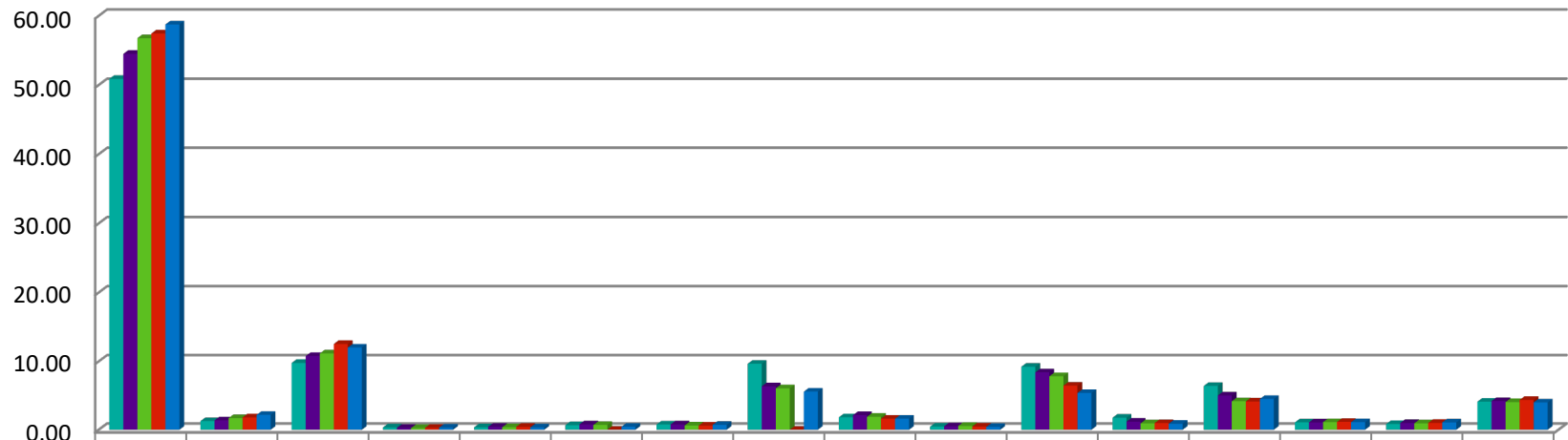
A White - British	J Asian or Asian British - Pakistani
B White - Irish	K Asian or Asian British - Bangladeshi
C White - Any other white background	L Asian or Asian British - Any other Asian background
D Mixed - White & Black Caribbean	M Black or Black British - Caribbean
E Mixed - White & Black African	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 2019 our workforce comprised:

61.91% White (British/Irish/Other)
 37.40% BAME (Black, Asian, Minority Ethnic)
 0.68% Not stated

The population of the borough of Reigate and Banstead (where East Surrey Hospital is based) is 90% White. The population of the borough of Crawley is 79.8% White.

Percentage of Workforce in each Ethnic Group 2015-2019



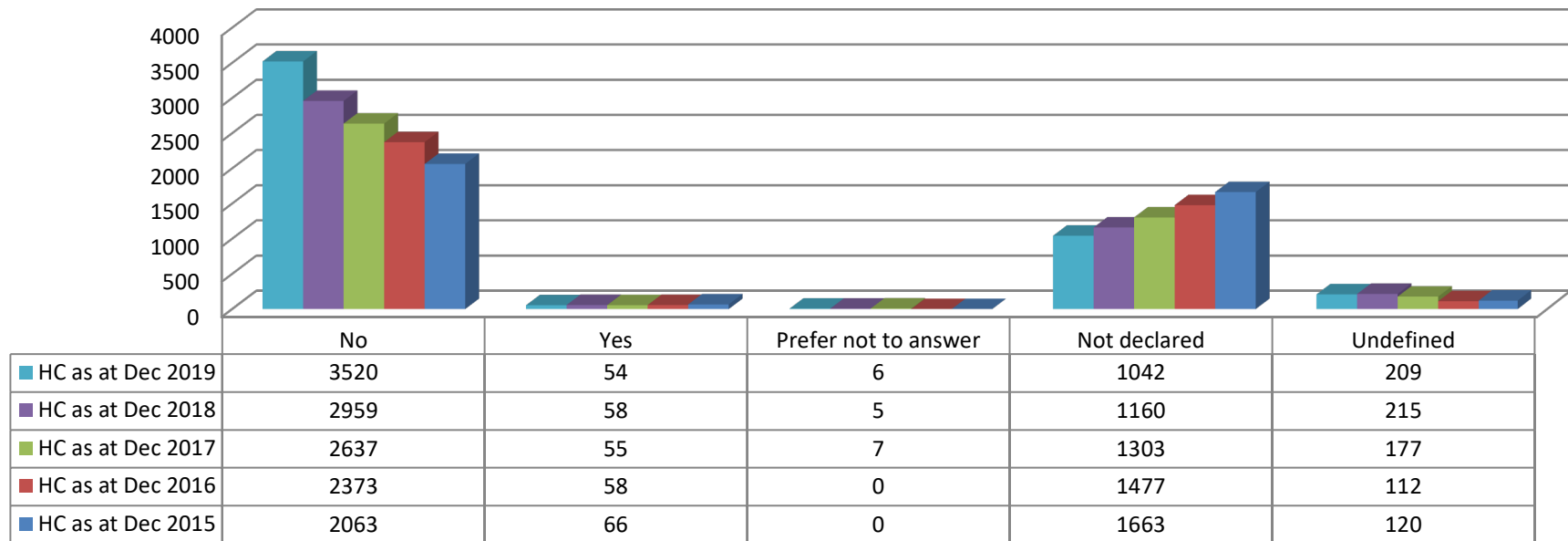
as at December 2019	50.88	1.26	9.77	0.33	0.35	0.66	0.77	9.65	1.82	0.46	9.21	1.76	6.40	1.08	0.83	4.10
as at December 2018	54.49	1.36	10.78	0.27	0.43	0.77	0.77	6.35	2.14	0.50	8.39	1.18	5.00	1.07	0.98	4.18
as at December 2017	56.76	1.70	11.15	0.24	0.36	0.69	0.62	6.05	1.89	0.55	7.82	0.93	4.16	1.10	0.93	4.04
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
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

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 (7.86%) in the number of White-British staff we employ. We have also seen a reduction in the White-Other (non-British/ Irish).

Since 2015 the population of our Black, Asian and Minority Ethnic (BAME) workforce has increased.

Disability Data for 2015-2019



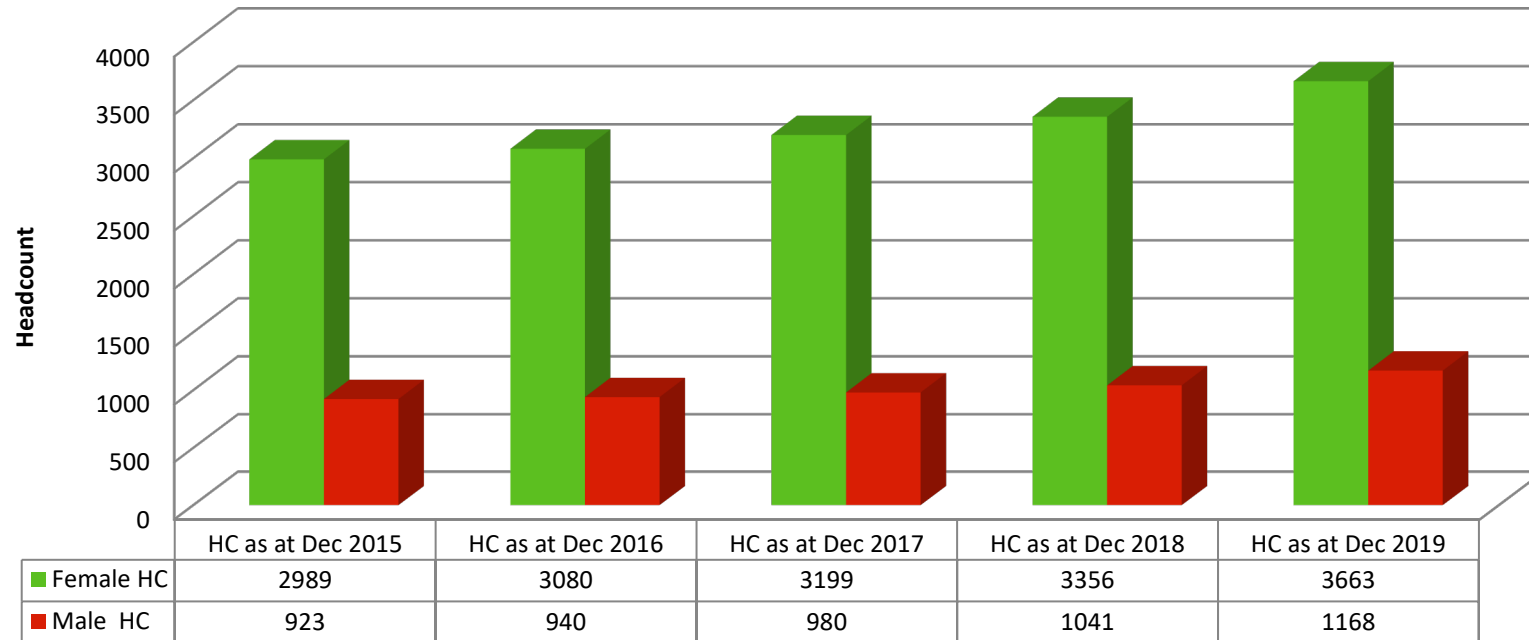
In the 2019 national staff survey results, 15% of respondents declared they had a disability which is significantly higher than the 58 staff who are recorded as declaring they have a disability on ESR.

The national survey also confirmed that in the significant majority of cases, (74%), 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 2063 people in 2015 to 3520 people in 2019. The number of staff declaring they have a disability in 2019 was 54 people (This is 1.1% of the whole workforce).

Gender Data 2015 - 2019

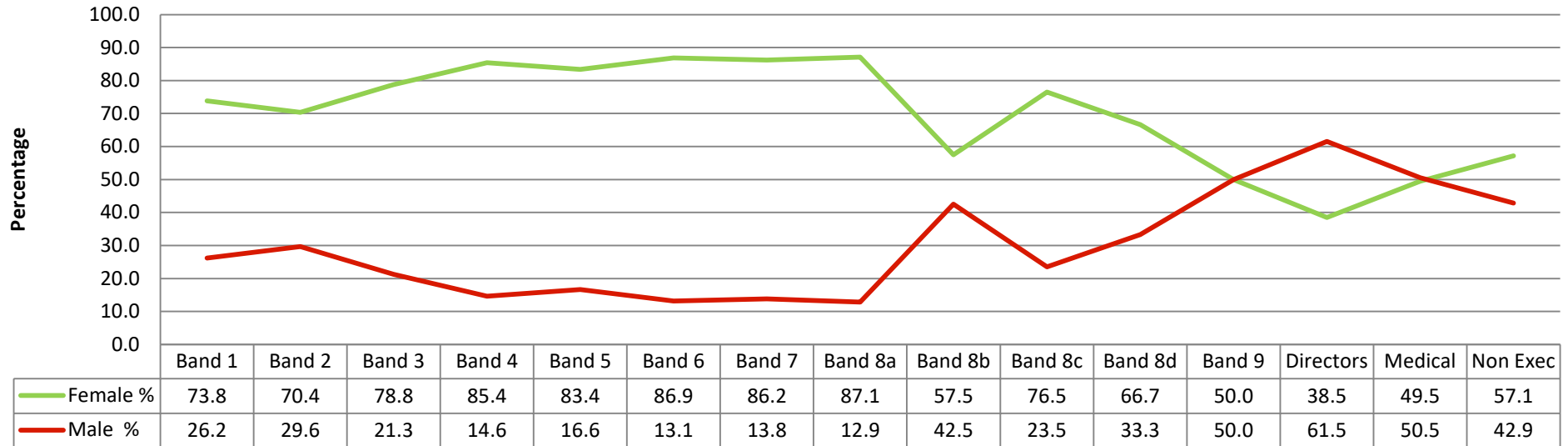


	Female %	Male %
% as at Dec 2019	75.82	24.18
% as at Dec 2018	76.32	23.68
% as at Dec 2017	76.55	23.45
% as at Dec 2016	76.62	23.38
% as at Dec 2015	76.41	23.59

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 2019 (75.82%), then we employed in 2015 (76.41%).

There is a national and local drive to employ more men into nursing roles.

Gender and Pay Band 2019

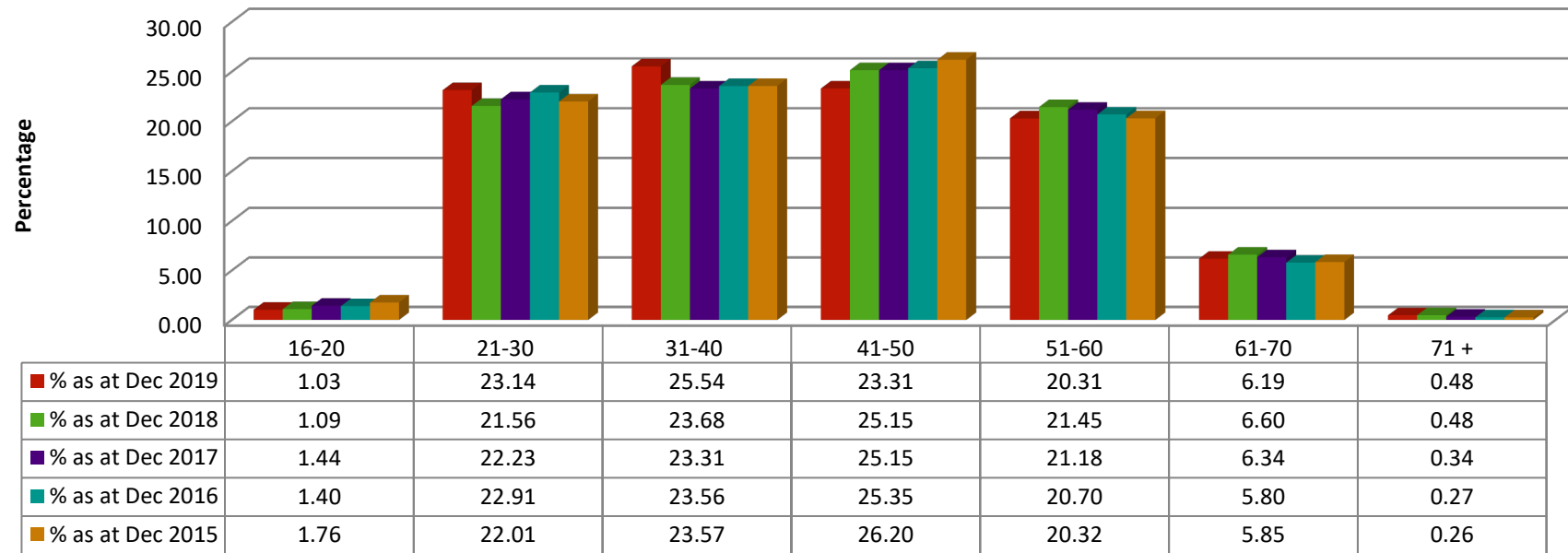


The chart shows the pay band of our people by gender. The majority of our staff are paid on Agenda for Change terms and conditions of service.

The Trust has completed, submitted and published the annual Gender Pay Gap Report both on the SASH website and the Government portal. An action plan has been developed to address the key points raised by the report.

We do not pay any staff below the national minimum wage

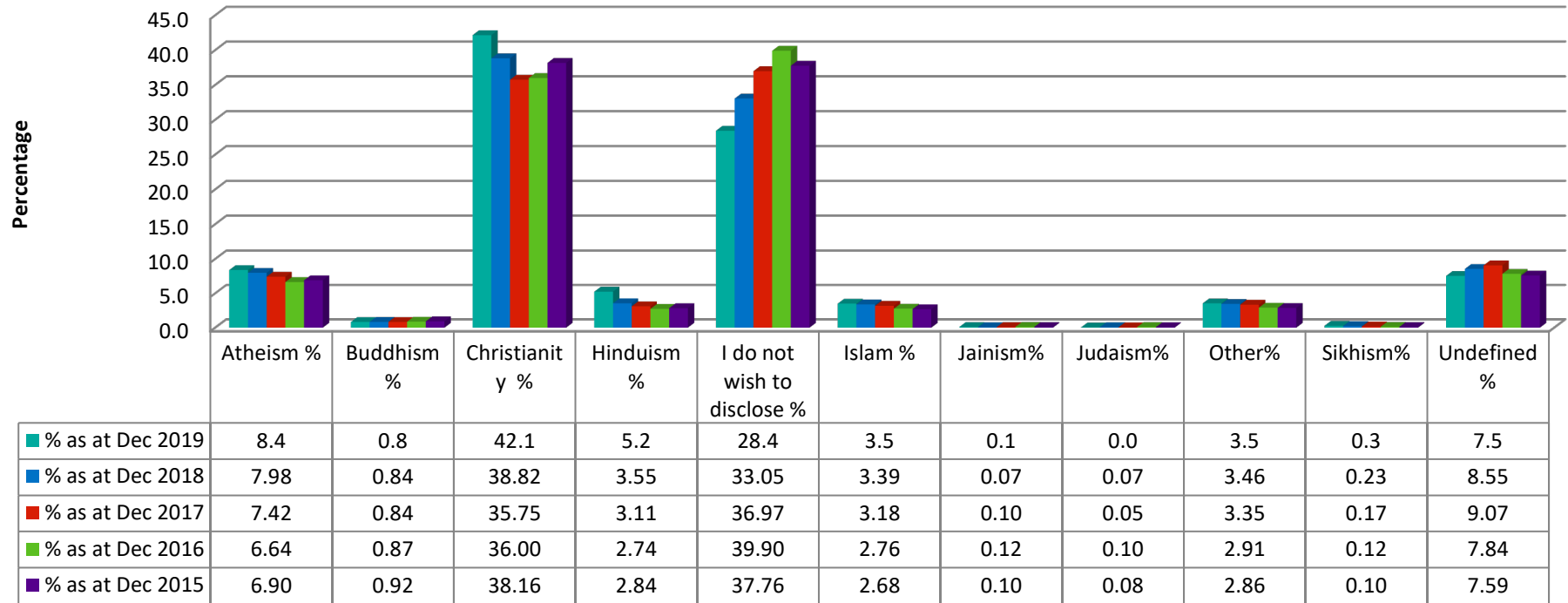
Age Data 2015 -2019



Over the last five years the percentage of the workforce in age groups 41-50 and 51-60 has shown a gradual decline, However there has been an increase in the age groups 21-30 and 31-40.

The average age of a SASH employee is 41 years.

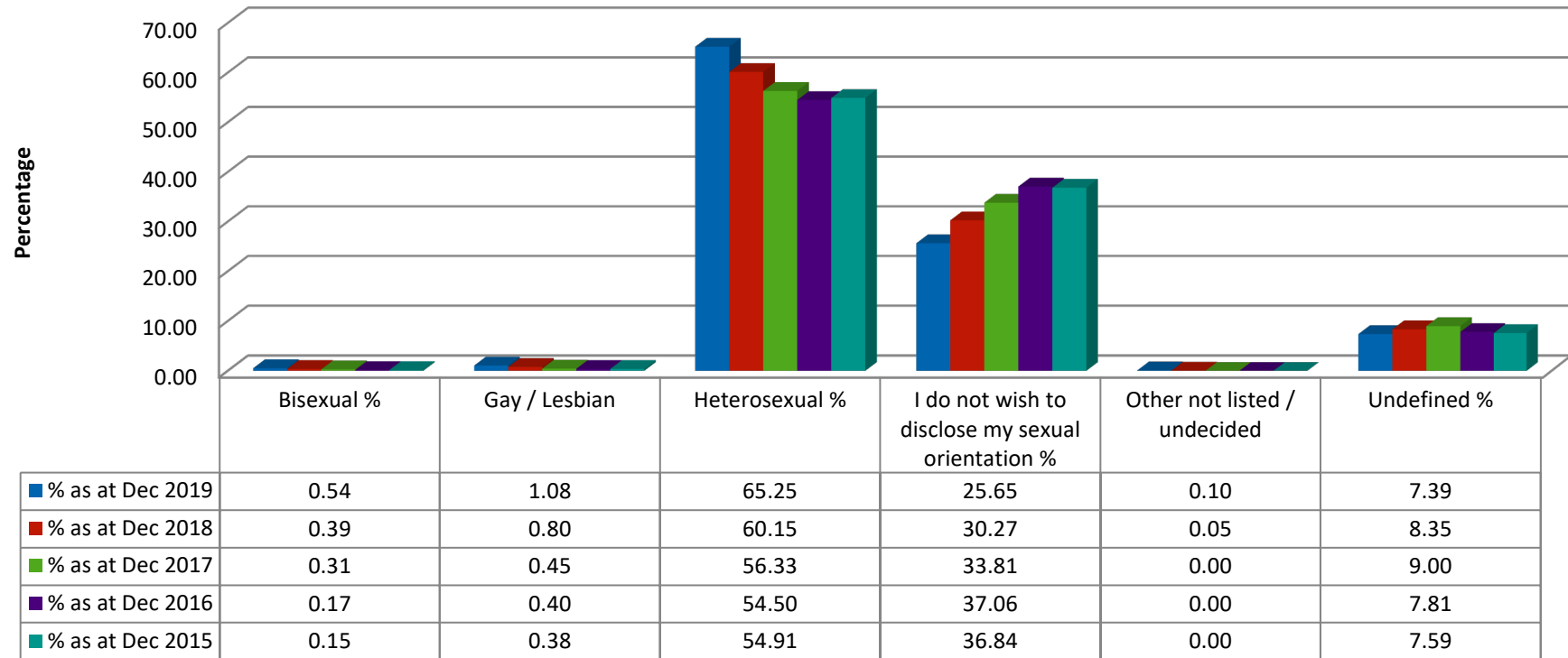
Regligion Data 2015 -2019



The largest declared religion within the Trust is Christianity with 42% of staff.

Approximately 28% 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 continues to decrease.

Sexual Orientation Data 2015 -2019



Over half of our people, (65%), have declared they are heterosexual with 1.6% identifying as lesbian, gay or bisexual.

A quarter, (25.65%), of the organisation have chosen not to disclose their sexual orientation.

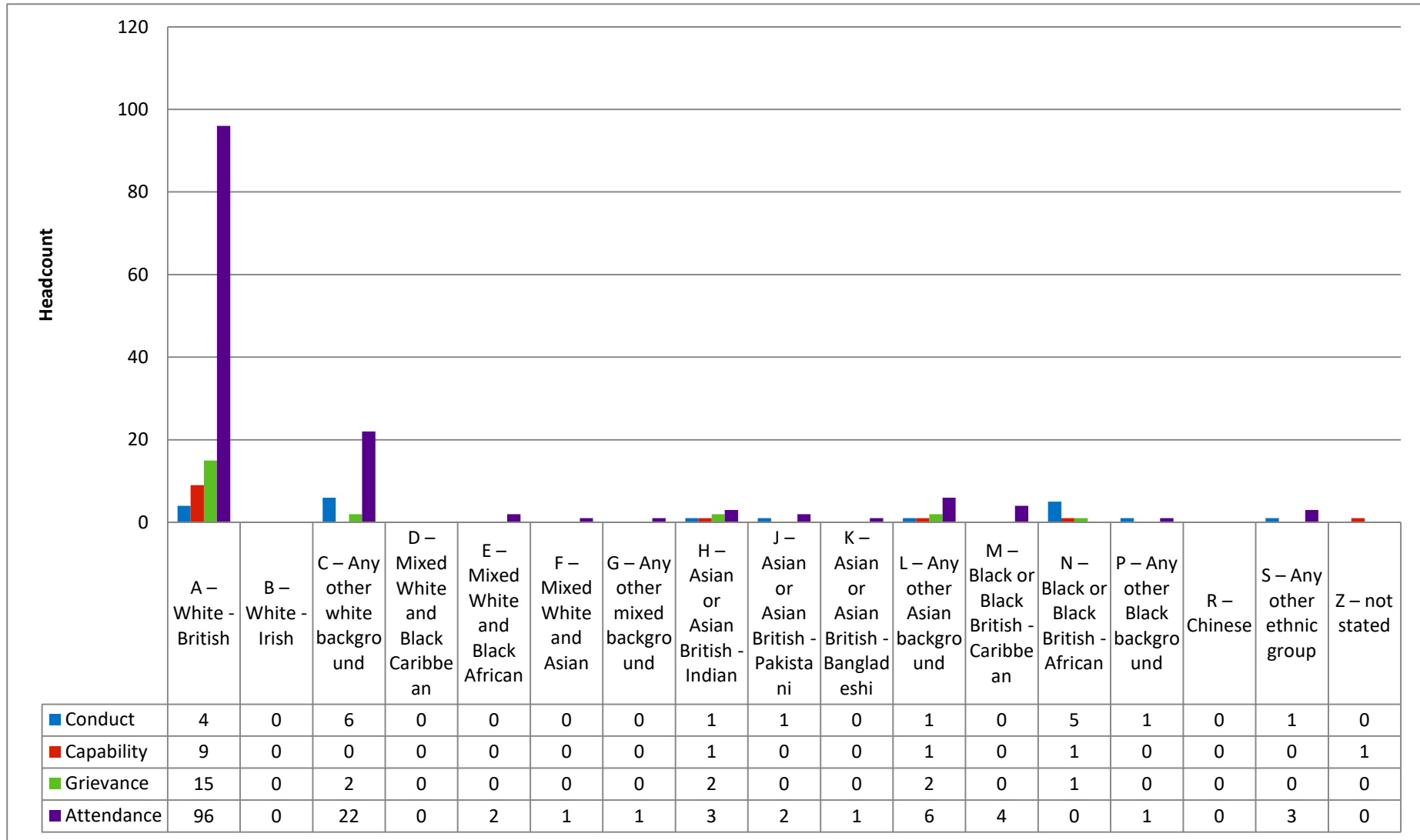
Recruitment Data by Ethnicity

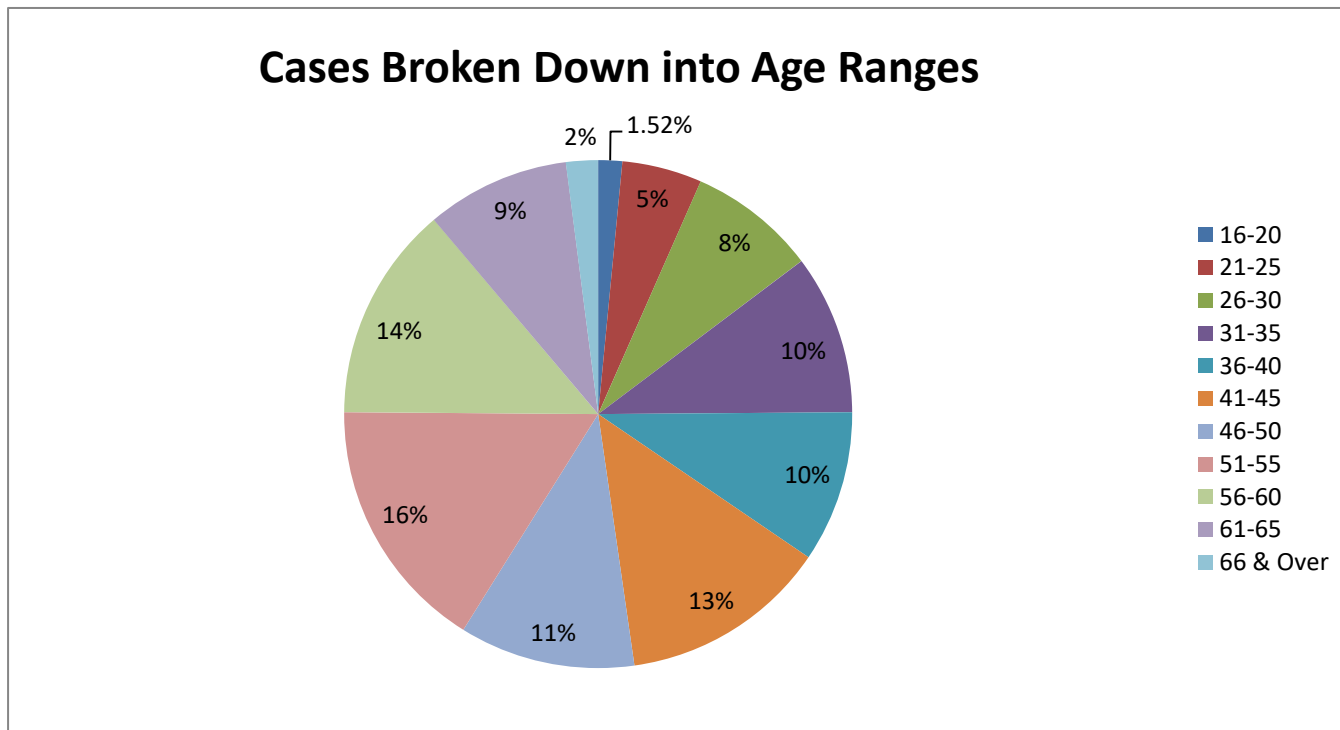
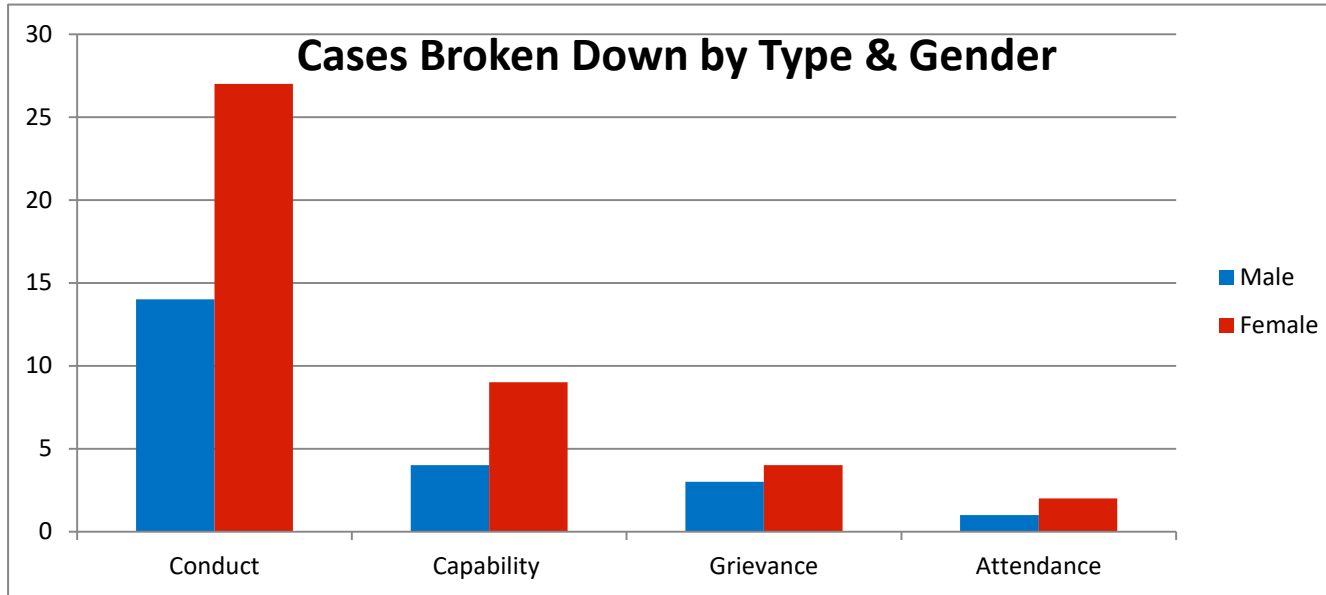
	Applicants	%	Shortlisted	%	Appointed	%
WHITE - British	5203	30.47	2380	44.79	562	52.23
WHITE - Irish	96	0.56	59	1.11	19	1.77
WHITE - Any other white background	1649	9.66	510	9.60	103	9.57
ASIAN or ASIAN BRITISH - Any other Asian background	1131	6.62	368	6.93	88	8.18
ASIAN or ASIAN BRITISH - Bangladeshi	284	1.66	54	1.02	10	0.93
ASIAN or ASIAN BRITISH - Indian	2264	13.26	564	10.61	80	7.43
ASIAN or ASIAN BRITISH - Pakistani	1114	6.52	193	1.45	15	1.39
MIXED - any other mixed background	249	1.46	77	1.45	16	1.49
MIXED - White & Asian	95	0.56	28	0.53	3	0.28
MIXED - White & Black African	343	2.01	49	0.92	12	1.12
MIXED - White & Black Caribbean	93	0.54	26	0.49	4	0.37
BLACK or BLACK BRITISH - African	2468	14.45	425	8.00	64	5.95
BLACK or BLACK BRITISH - Any other black background	191	1.12	56	1.05	5	0.46
BLACK or BLACK BRITISH - Caribbean	214	1.25	94	1.77	17	1.58
OTHER ETHNIC GROUP - Any other ethnic group	1126	6.59	246	4.63	43	4.00
OTHER ETHNIC GROUP - Chinese	122	0.71	41	0.77	4	0.37
Undisclosed	433	2.54	144	2.71	31	2.88
	17075		5314		1076	

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.

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





Our work on diversity and inclusion

Throughout 2019 we embarked on a number of activities to support our work on diversity and inclusion at SASH.

SASH Inclusion Steering Group

We have established the SASH Inclusion Steering Group which oversees the delivery of our inclusion agenda. The group membership is varied and includes SASH people from different teams and professions

Rainbow Badges

SASH has introduced the NHS Rainbow Badge scheme. The scheme aims to make a *“positive difference by promoting a message of inclusion about LGBT+ to patients, colleagues and visitors to the trust”*

2019 Inclusion Conference

We held our first SASH Inclusion Conference which featured guest speakers, (Kate Nash from Purple Space), performances from the SASH Inclusion Choir, presentations about Disability Confident, Lived Experiences and Accessibility of the SASH site

Equality Networks

Our Black, Asian and Minority Ethnic (BAME) Forum has become well embedded at SASH. Following the launch of the Rainbow Badge scheme, we have plans to introduce an LGBT+ Network for staff

National NHS programmes

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