

Workforce Sub-Committee

19th October 2011

Statutory Annual Workforce Diversity Monitoring Report 2011/12

Status: A paper for discussion

History: Annual report

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Development

Statutory Annual Workforce Diversity Monitoring Report 2011/12

1.0 Introduction

- 1.1 The new equality act and subsequent public sector equalities duties have placed a much greater emphasis on providing visible and transparent information to the public. This reflects the Governments 'information revolution', where public bodies and departments are expected to make available and publish more information to the wider public. This annual diversity monitoring report will be published on the Trust internet site and will sit alongside the Trust equalities objectives when they are published in April 2012/13.
- 1.2 The new equality act requires all public bodies to publish workforce information workforce across equality strands and will cover staff-in-post, applicants for jobs, promotion and training, the results of training, disciplinary and grievance figures and performance appraisal.
- 1.3 Future annual workforce diversity reports will provide evidence of progress to achieve the workforce equalities objective (s).

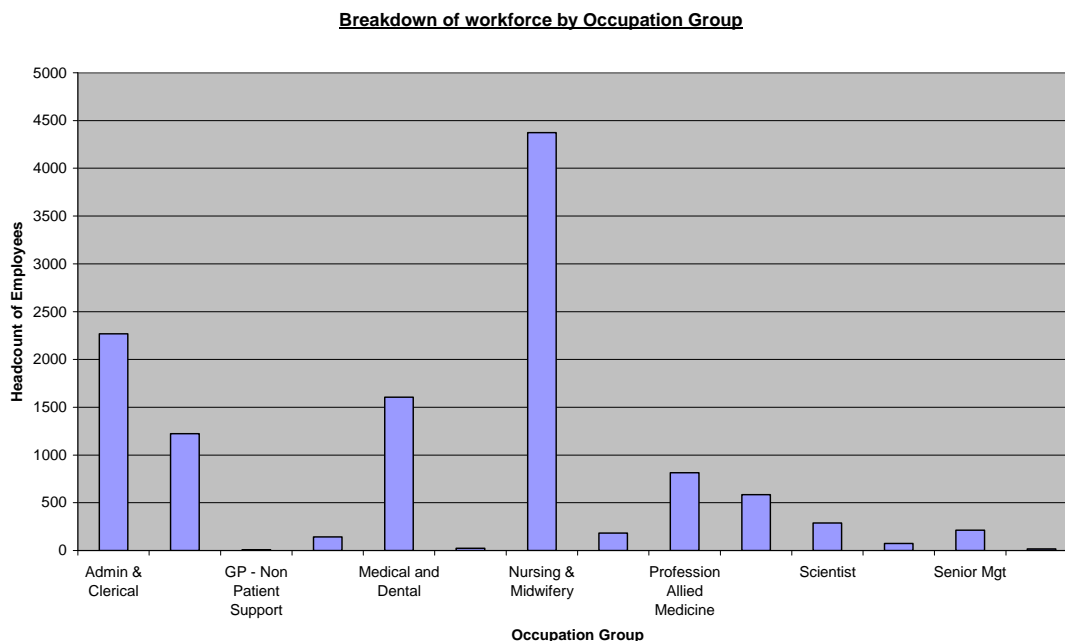
2.0 Purpose of this paper

- 2.1 The purpose of this paper is to set out the results of employment monitoring over the past 12 months. Usually data is derived from within the financial year. However, community services integration occurred on 1st April 2011 and this has effect on the composition of the workforce that needed to be reflected within this year's diversity report. (As such, this data has been derived from...).
- 2.2 The Trust has not undertaken a data cleansing exercise this year. This will have an effect on the validity of some of the information, and the relatively high level of 'unknown' data for ethnicity and disability.
- 2.3 Significant progress has been made in gathering reliable workforce diversity data over each year. However, it is recommended that when there is another data cleanse planned, communications outlining the importance and rationale for collecting diversity information is shared with staff.

3.0 Staff in post

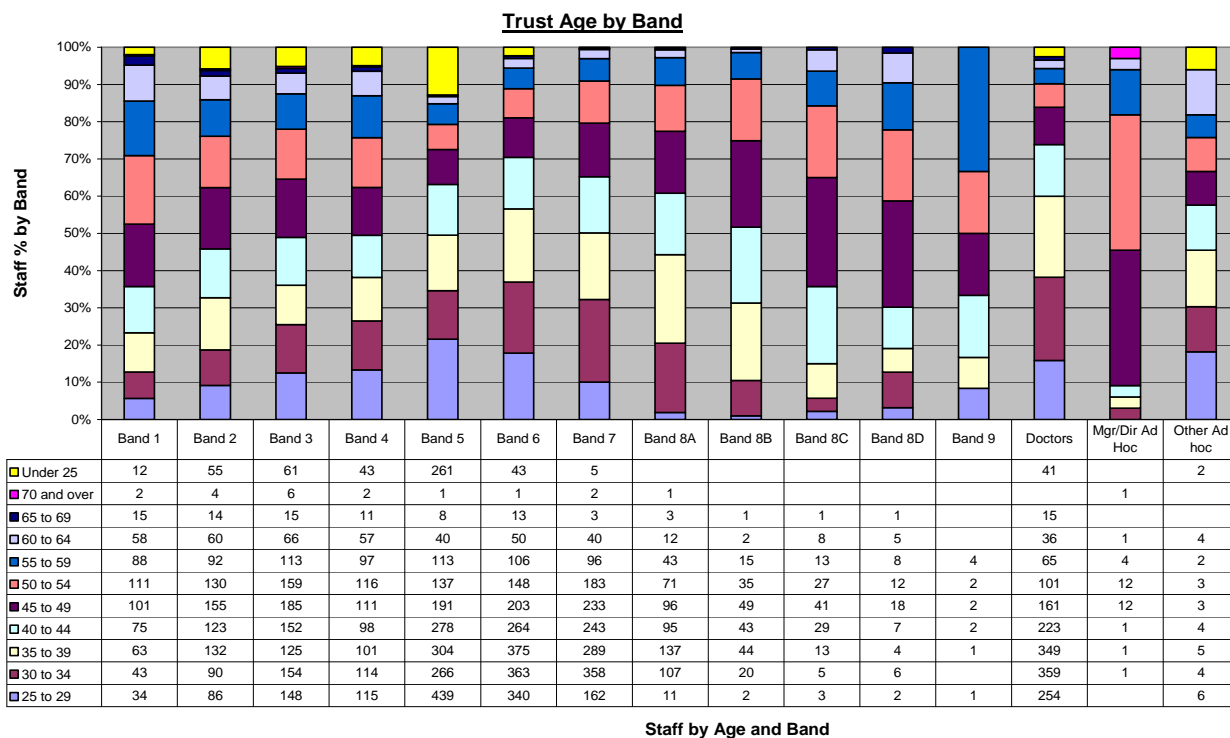
- 3.1 The Trust had 11822 employees on 1st September 2011. The increase in staff reflects the integration of Lambeth and Southwark community services and the inclusion of over 1600 staff. The composition of the workforce by occupational group is shown in Table 1.

Table 1. Workforce by occupational group



4.0 Age by pay band

4.1 At the Trust those under 30 make up 18% of the workforce, 30-55 year olds represent 70% and people aged over 55 make up 12%. Age is generally well represented across AfC bands. As would be expected, most younger people (under 25) are employed in bands 1-4 posts. However, there is a lower number employed in Band 1 posts than expected.

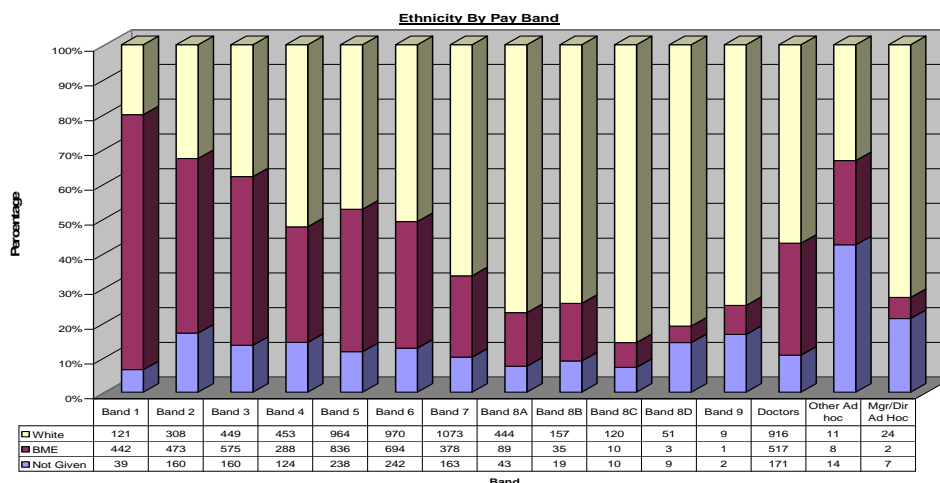


Staff by Age and Band

5.0 Ethnicity by pay band

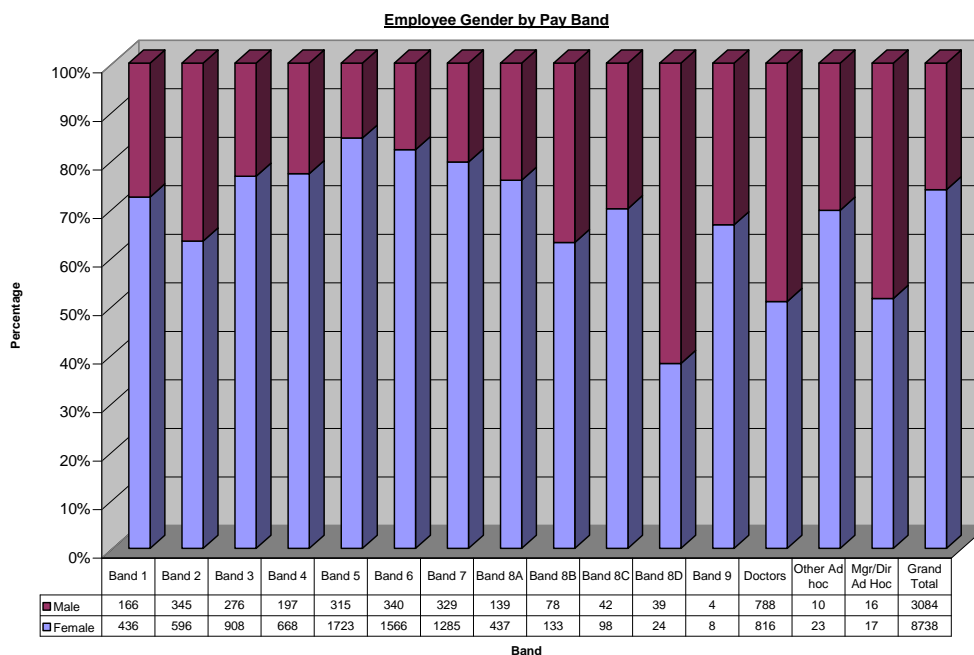
- 5.1 Overall, 36.8% of those staff electing to disclose their ethnicity stated that they were from a BME group. This is decrease of 5% from 2009/10. 88% of the workforce disclosed their ethnicity, a similar rate to the preceding two years. However, work remains to be done to encourage all employees to disclose this data in future staff surveys [when will we do another census].
- 5.2 The highest proportion of BME staff are found in the lower AfC pay bands and the proportion of BME staff falls as the highest pay bands are reached (see table 2). The distribution of BME staff show 40.9% in Bands 1-4, 43.9% in bands 5-7, 3.8% in bands 8 and above.
- 5.3 There has been an increase in the number of Band 8 and above posts since 2009/10 (128 posts). 88 posts (65.7%) are occupied by White British staff, 32 posts (23.9%) by BME staff by and 14 (10.6%) were undeclared.
- 5.4 Outside of the AfC banding, the ethnic composition of doctors more closely reflects the Trust's overall ethnic diversity. 57.8% of doctors are White British, 32.2% are BME, with a 10.7% non-declaration rate.
- 5.5 Missing ethnicity data (11.9%) does impacts on the ability to make statistically reliable conclusions.

Table 2. Ethnicity by Agenda for Change Pay Bands (Change)



6.0 Gender by pay band

- 6.1 The workforce split has remained almost exactly the same over the last three years, comprising of 72.8% and 27.2% female and male respectively.

Table 4. Gender by Agenda for Change Pay Bands

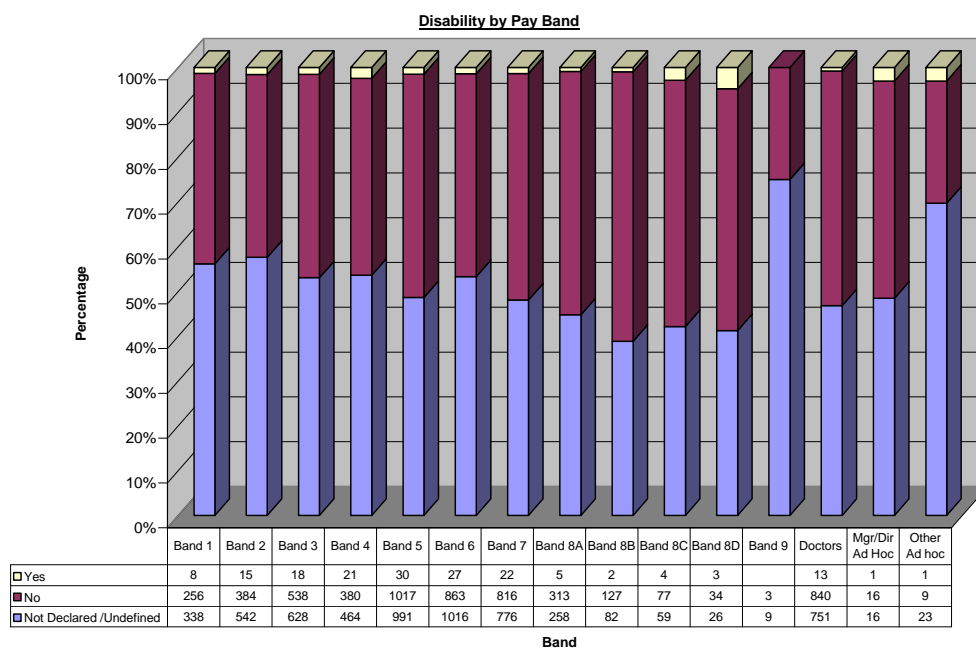
6.2 Table 4 shows the gender split across the Agenda for Change pay bands. It indicates a slightly higher average proportion of women across Bands 1 to 7 (78.5%). There has been a slight increase since 2009/10 in the number of women in Bands 8 and 9 posts (70%). A higher proportion of women than men is seen in all Divisions and Directorates.

6.3 In 2009/10 the gender breakdown for medical and dental consultants presented a converse picture with 35% women and 65% men. However, in 2011/12, there are more female doctors (50.9%) than male (49.1%).

7.0 Disability by pay band

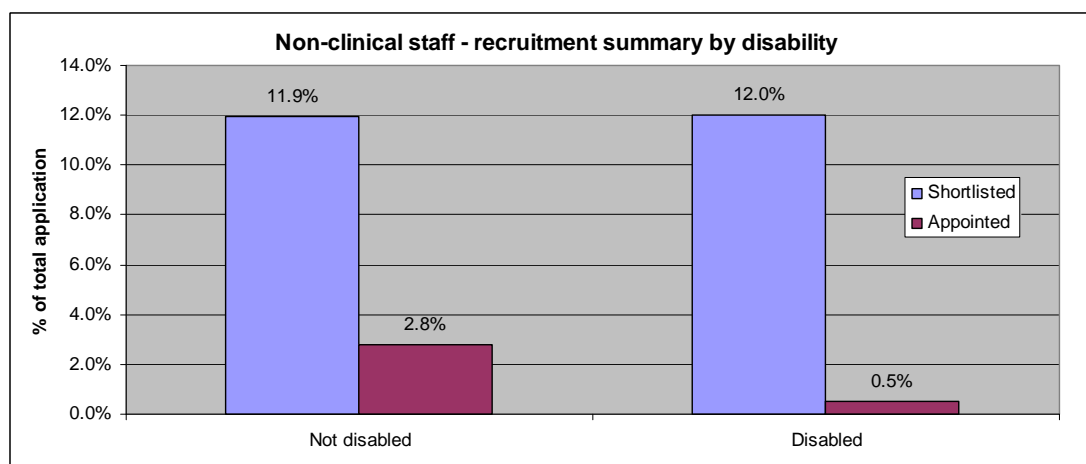
7.1 This year saw a marginal increase in the proportion of employees prepared to declare whether or not they had a disability, taking this figure from 43.1% in 2009/10 to 49.4% in 2011/12. Of those people declaring disability/non-disability status, 2.9% declared a disability. This is a very slight decrease from the 3.3% declaration in 2009/10.

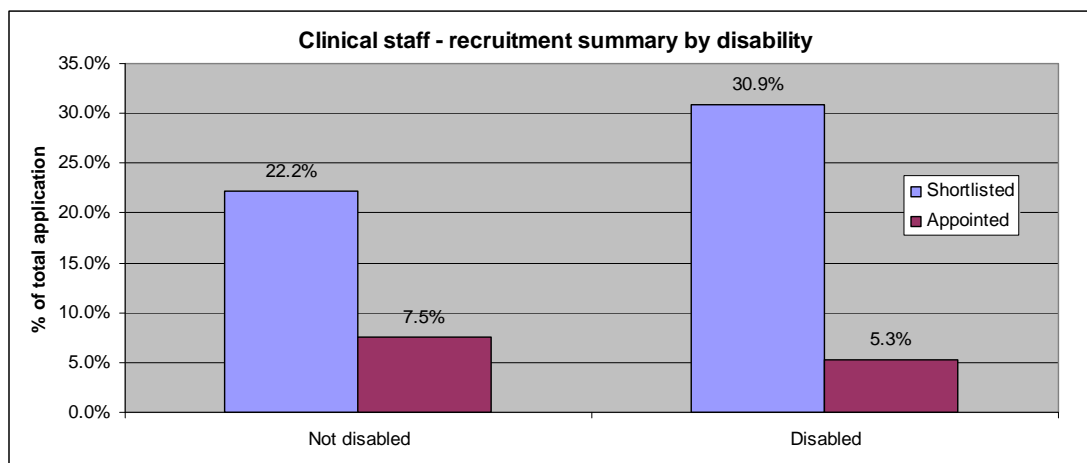
7.3 Whilst it is encouraging to see this increased reporting, work is still required to encourage staff to complete this domain in future staff surveys.

Table 3. Disability Status by Agenda for Change Pay Bands

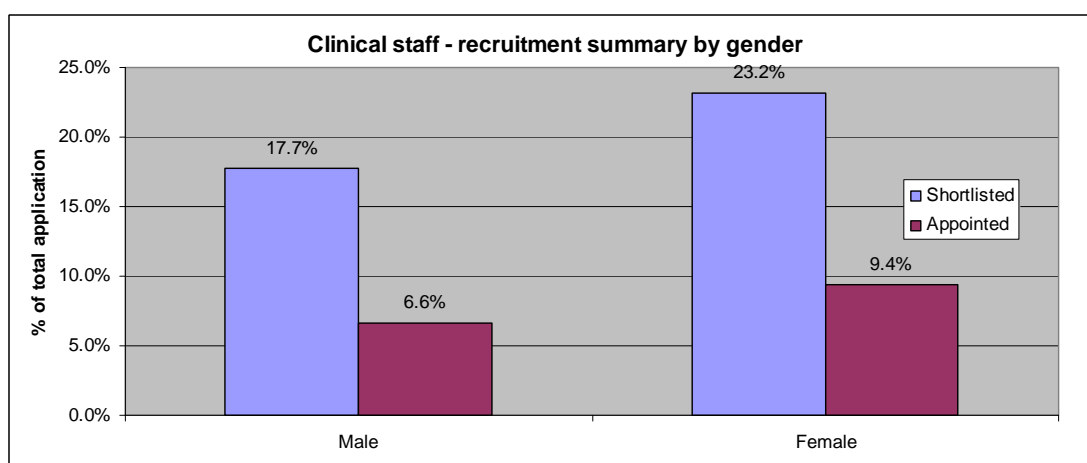
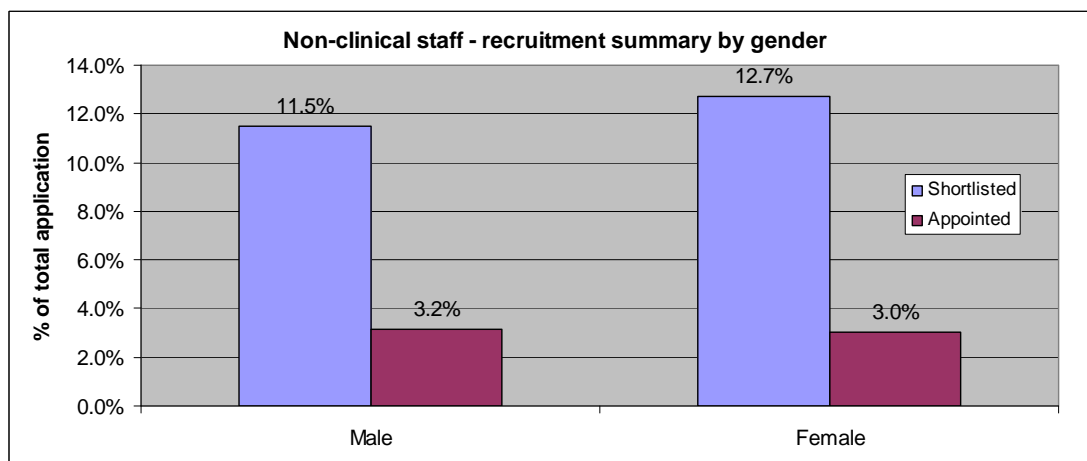
8.0 Applicants for employment

8.1 The Trust operates the two ticks symbol scheme and will guarantee an interview for disabled people who meet the essential job specification. There is some variance with regard to non-clinical and clinical shortlisting.



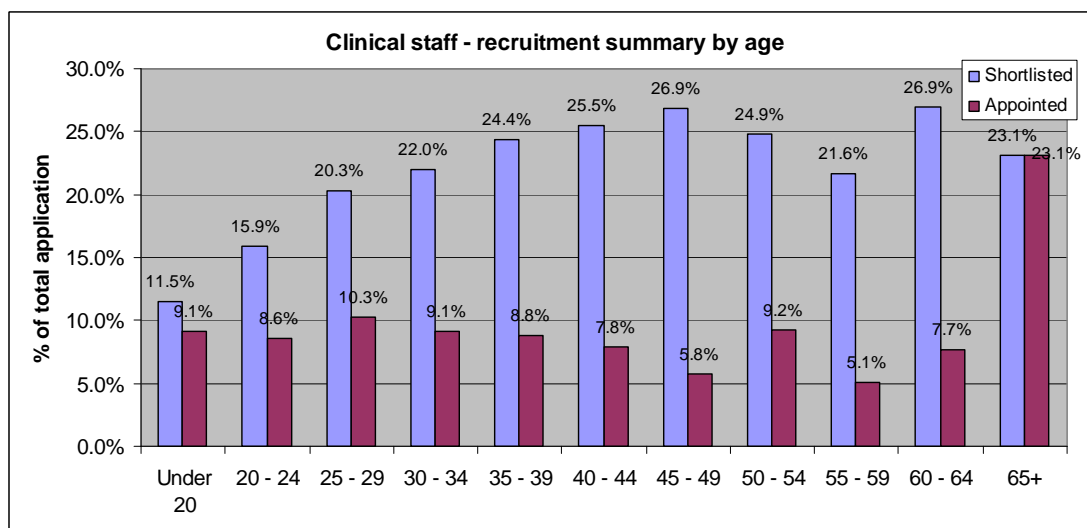
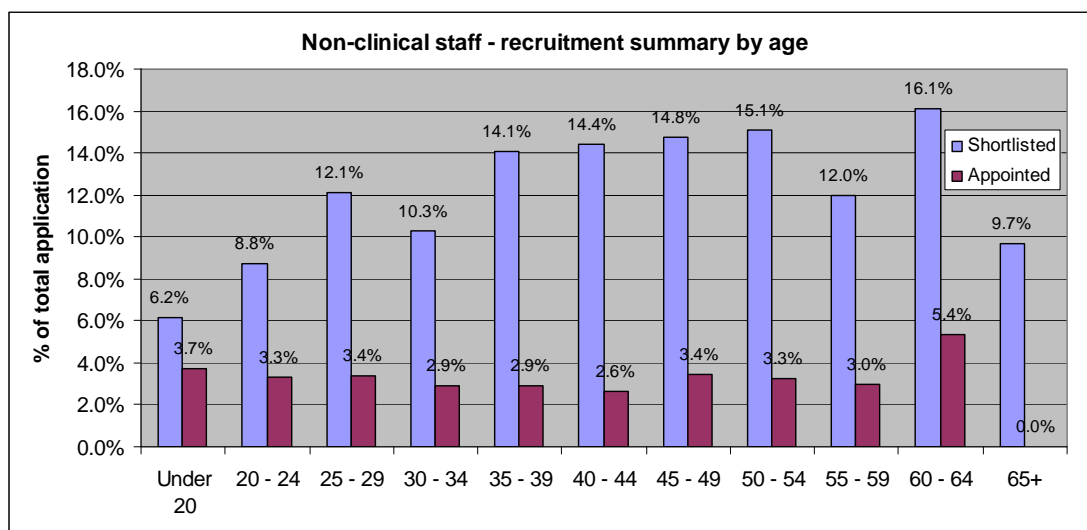


8.2 Within non clinical staff there is very little variance between the percentage of males and females shortlisted and the number appointed. Within clinical recruitment, there is a slight variance, where less men are shortlisted and recruited.

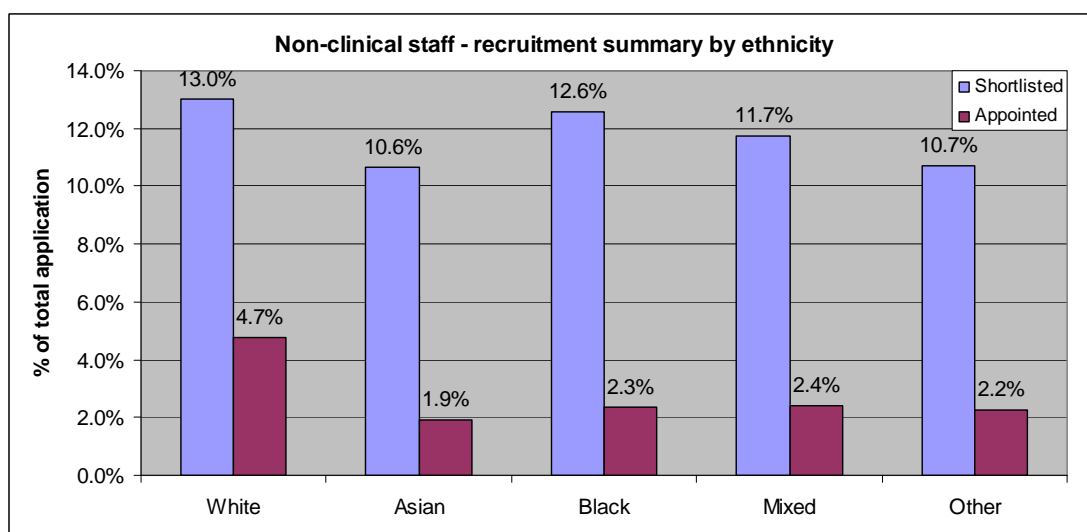


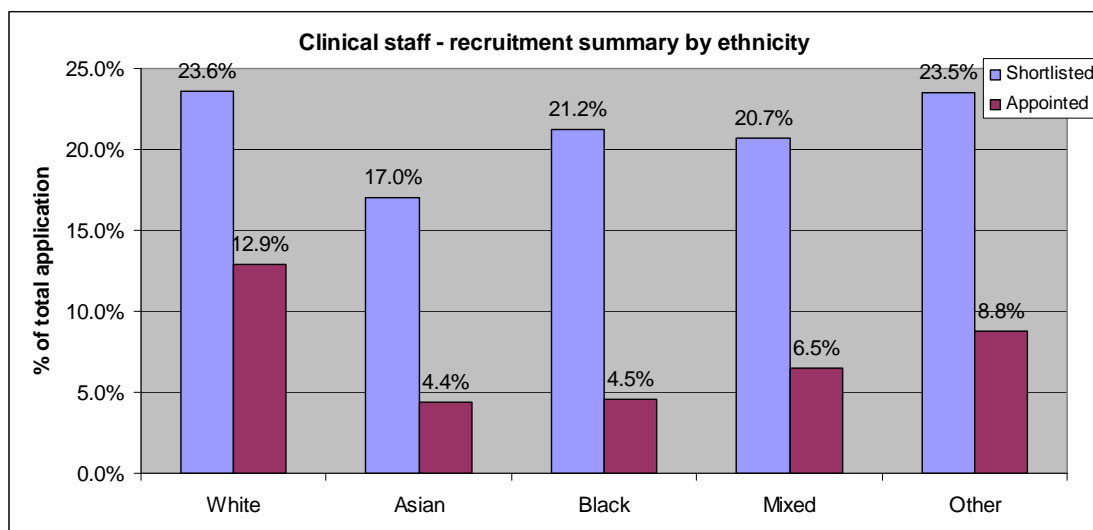
8.3 The shortlisting and appointment by age figures below are difficult to analyse due to a number of underlying conflicting variables. For example, the older someone is the more likely they are to apply for higher banded roles.

However, there are less higher banded roles, and less people overall tend to apply for them in comparison to lower banded roles.



8.4 There is some variance between the shortlisting and appointments of different ethnic groups. This will require further investigation.

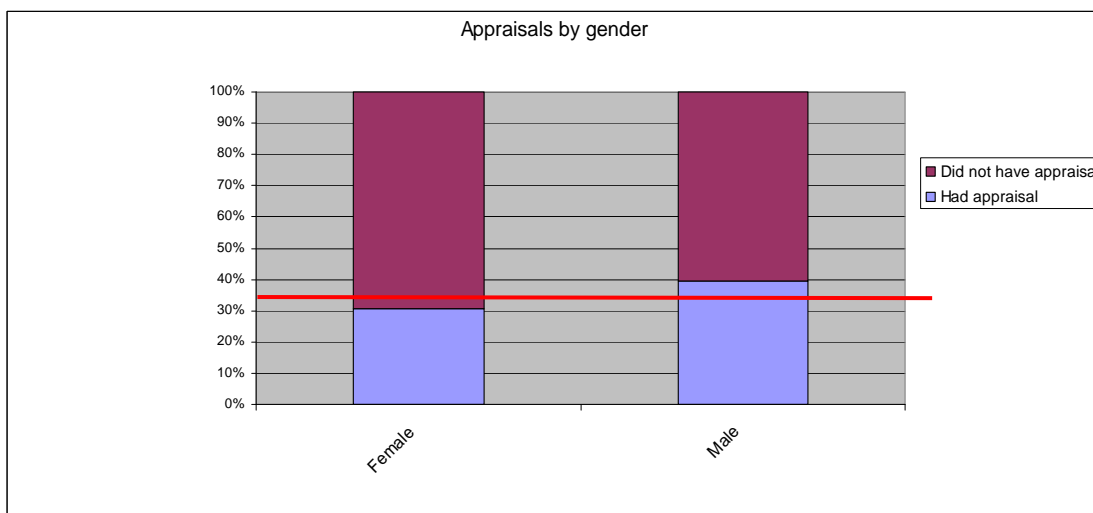


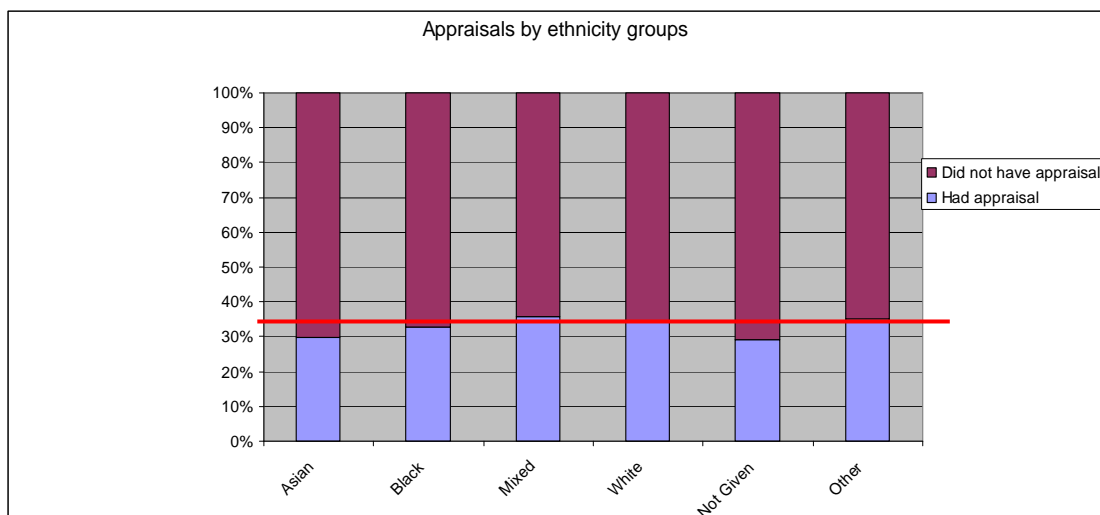
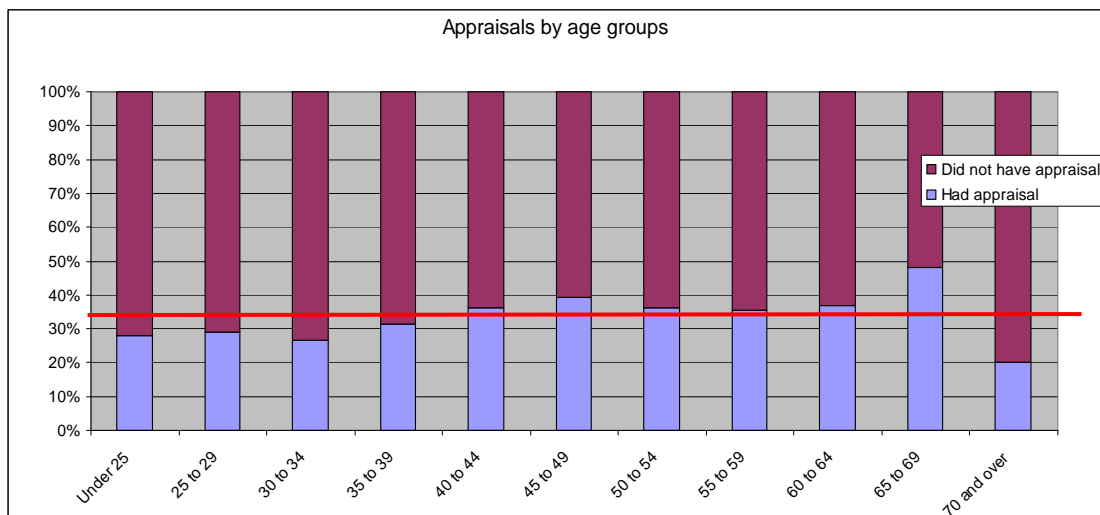


9.0 Performance appraisal

9.1 There has been no discernable change in the average number of people who have completed an appraisal within a 12 months cycle from 2009/10 (31.2%) and 2011/12 (67.1%). Males (39.6%) seem more likely to have appraisals than females (30.5%), and BME (32.3%) and White staff (34.1%) have similar appraisal rates. It could be assumed that a higher proportion of appraisals were completed for bands 1-4 posts, where there is a higher proportion of BME and male staff.

Table 4





15.0 Recommendations and conclusion

- 15.1 For next years report to include a breakdown of responses to the annual staff survey to contextualise some of the baseline numbers set out in this report.
- 15.2 Further work to understand the inverse relationship between increasing AfC bands the proportion of BME staff. This should consider looking at how to encourage greater transparency with regard to recruitment and promotion trends at a local level.
- 15.3 Through appraisal the Trust can demonstrate and monitor access to CPPD for all staff. This report reinforces the Trust commitment to improve appraisal rates.
- 15.4 To commission work to better understand the variance in shortlisting and appointment between different ethnic groups.

15.5 To note the change in gender profile of doctors.

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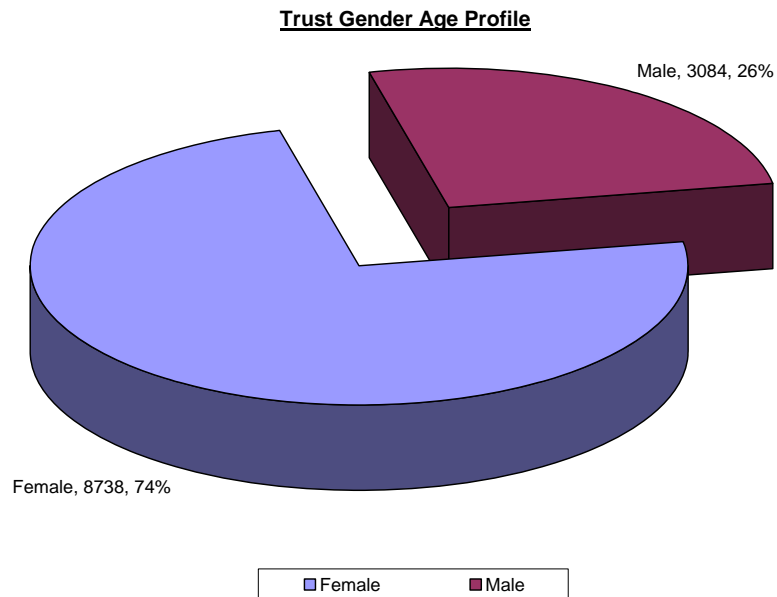
Staynton Brown
Associate Director,
Equality & Diversity

September 2011

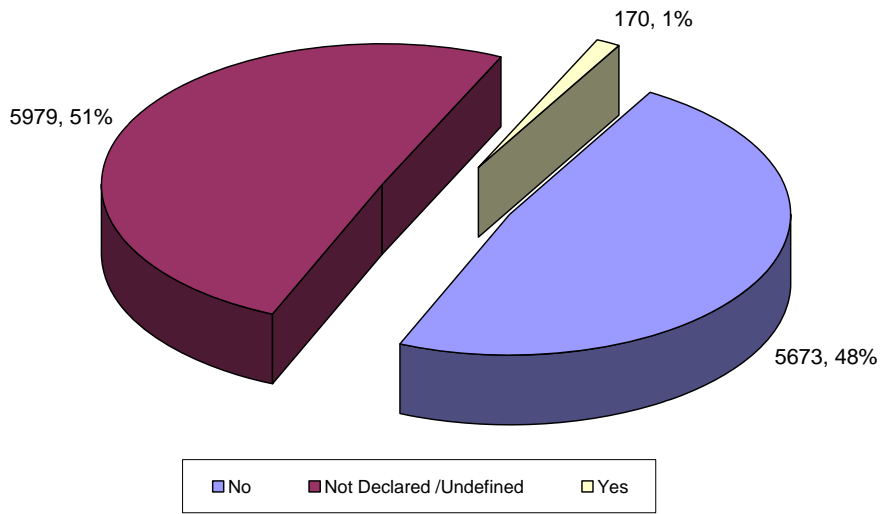
Appendix A: Tables and graphs depicting workforce monitoring data 2011 - 2012

1. Workforce profile

a) By Age



Trust Disability Profile



Trust Total by Ethnicity Profile

