NHS Kirklees Single Equality Scheme Workforce Information Report December 2011

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1. Purpose

The purpose of this report is to provide workforce information relating to employees of NHS Kirklees for the period 1st April 2011 to 31st December 2011.

The report includes current staff in post information relating to our workforce profile such as gender, age, ethnicity and other important demographic measures, as well as data on recruitment, internal promotions and employee relations cases.

1.1 Introduction

By law, public authorities have a duty to monitor their workforce on key employment indicators of ethnicity, disability status and gender to ensure that there is no discrimination against any groups. They must also publish the results of this monitoring on an annual basis. The existing separate equality duties on public authorities were replaced by a Single Equality Duty, under the Equality Act which came into force in April 2011.

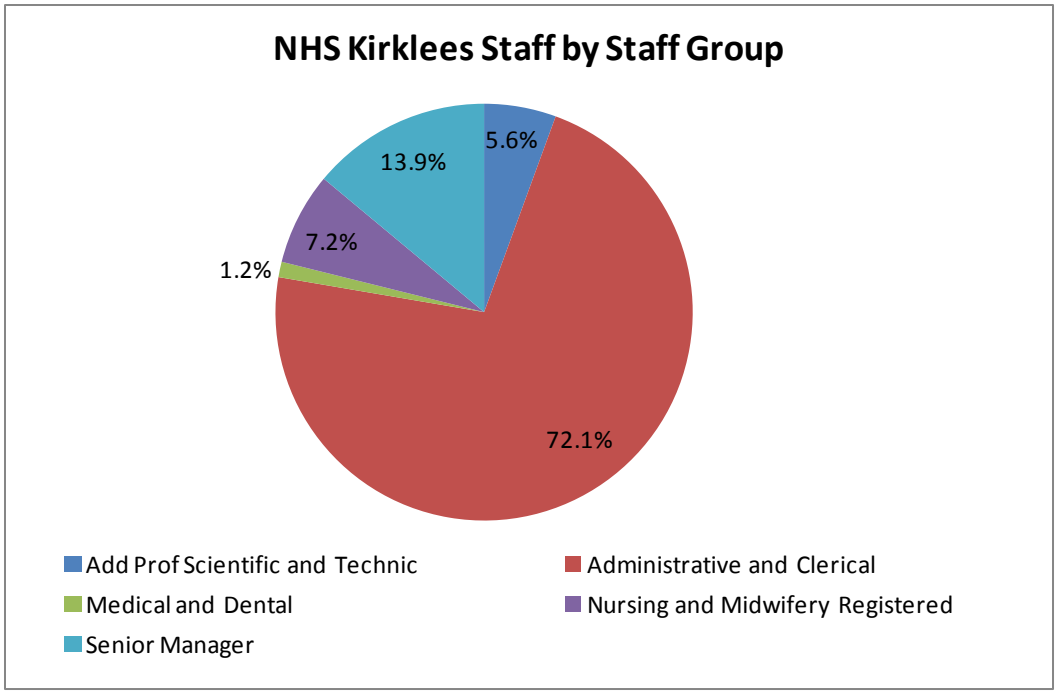
2. Methodology

The following data was obtained from information held on the Electronic Staff Record (ESR) as at 31st December 2011. The data relates only to directly employed staff including students, and excludes bank staff, non executive directors, staff on honorary contracts and agency workers.

3. Staff by Professional Staff Group

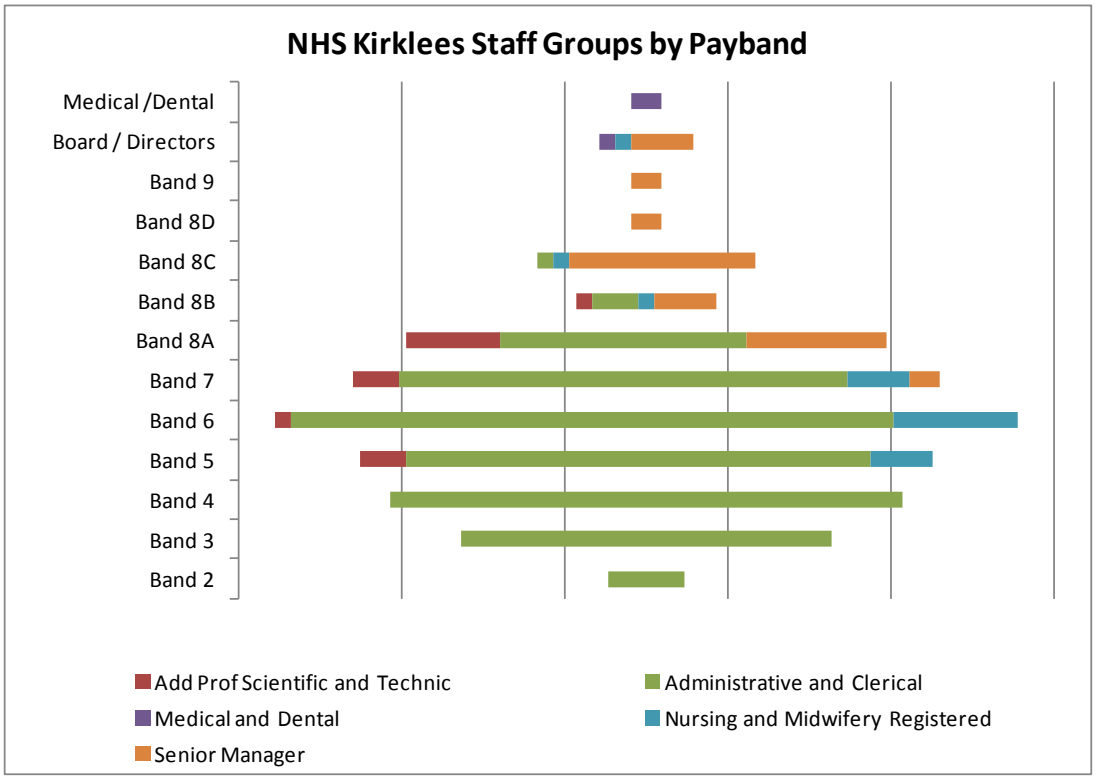
3.1 The graph and table below illustrate the breakdown of staff groups employed within NHS Kirklees. From the data below it is clear that the majority of NHS Kirklees staff are in the Admin and Clerical staff group.

Staff Group	Headcount
Add Prof Scientific and Technic	14
Administrative and Clerical	180
Medical and Dental	3
Nursing and Midwifery Registered	19
Senior Manager	35
NHS Kirklees	251

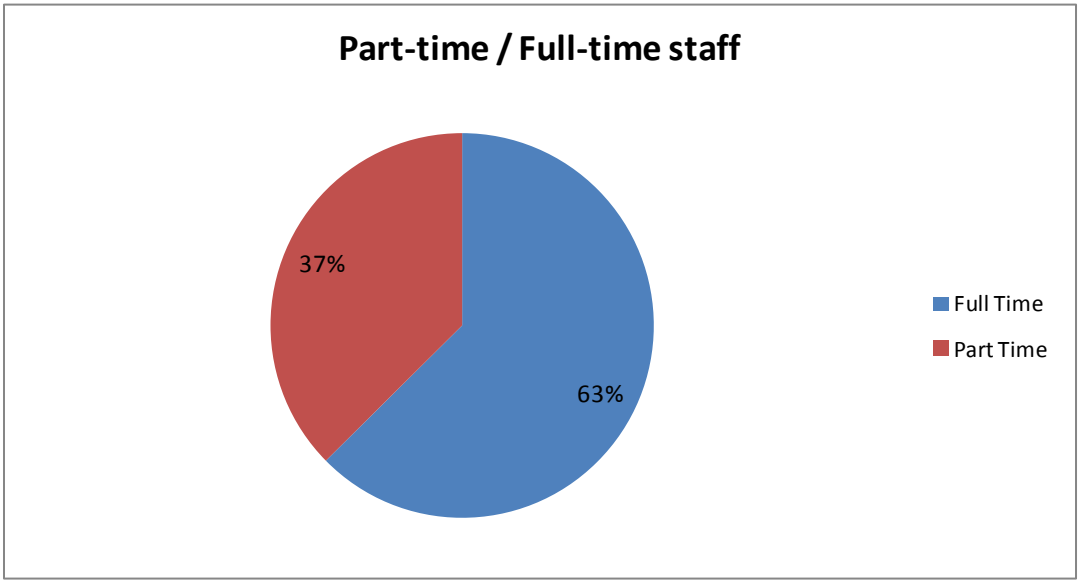


3.2 The following graph shows a breakdown of pay-bands by staff group.

3.3 The majority of NHS Kirklees staff are administrative and clerical. Bands 5, 6 and 7 are the most common pay-bands.



3.4 The chart below shows 63% of NHS Kirklees staff are full time.

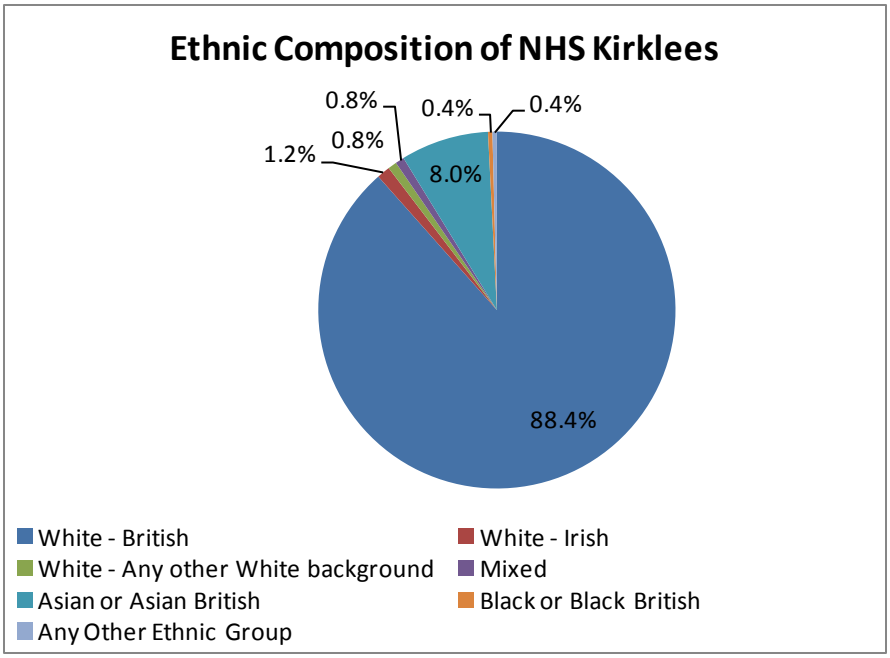


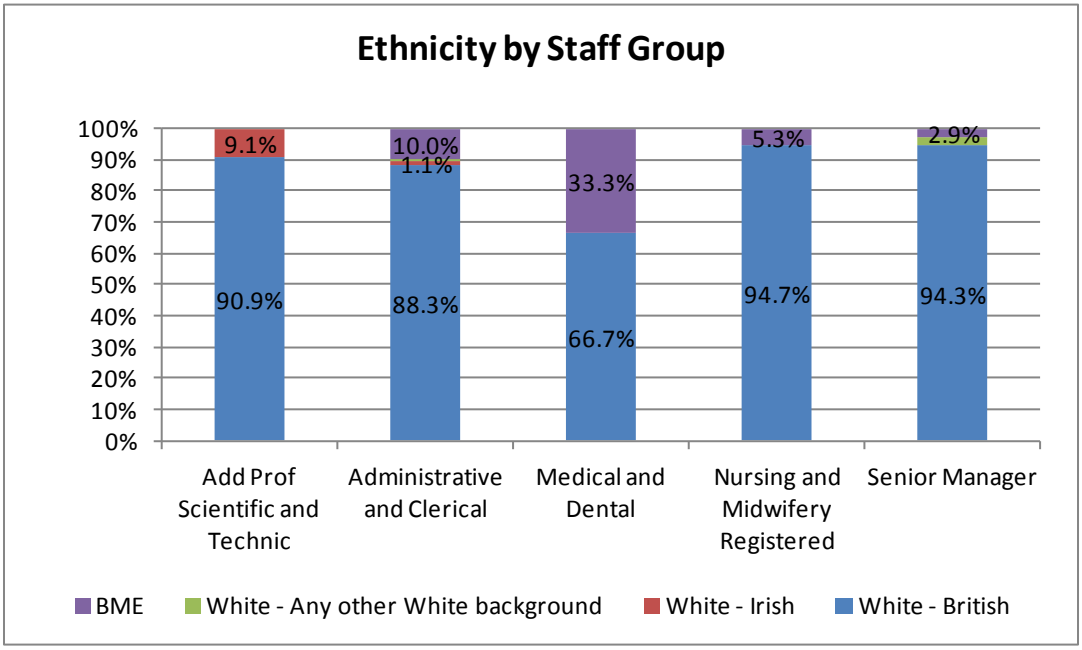
4. Ethnicity

4.1 The charts below outline the ethnicity profile for NHS Kirklees staff and broken down by staff group.

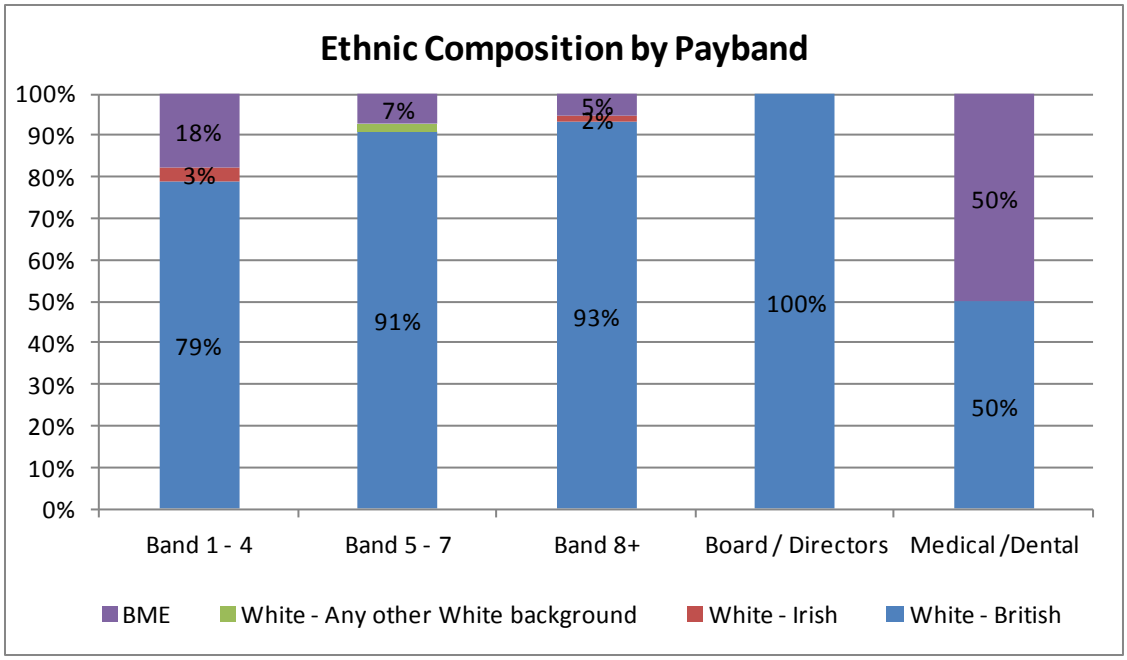
4.2 The PCT aims for the ethnic composition of its workforce to move closer to reflecting that of the local population.

Ethnic Group	Headcount
White - British	222
White - Irish	Less than 5
White - Any other White background	Less than 5
Mixed	Less than 5
Asian or Asian British	20
Black or Black British	Less than 5
Any Other Ethnic Group	Less than 5
Grand Total	251





The Medical and Dental staff group has the highest percentage of BME ethnic origin.

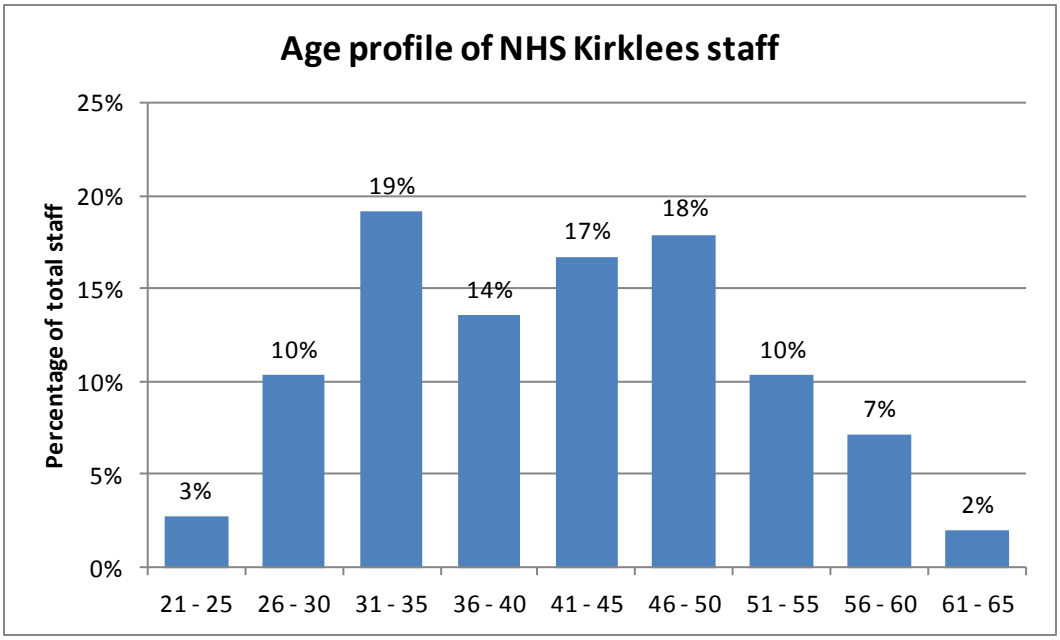


The Medical & Dental payband has the highest percentage of staff from BME ethnic origin, followed by Band 1 – 4 group.

5. Age Profile

5.1 The graph below shows the age profile of NHS Kirklees.

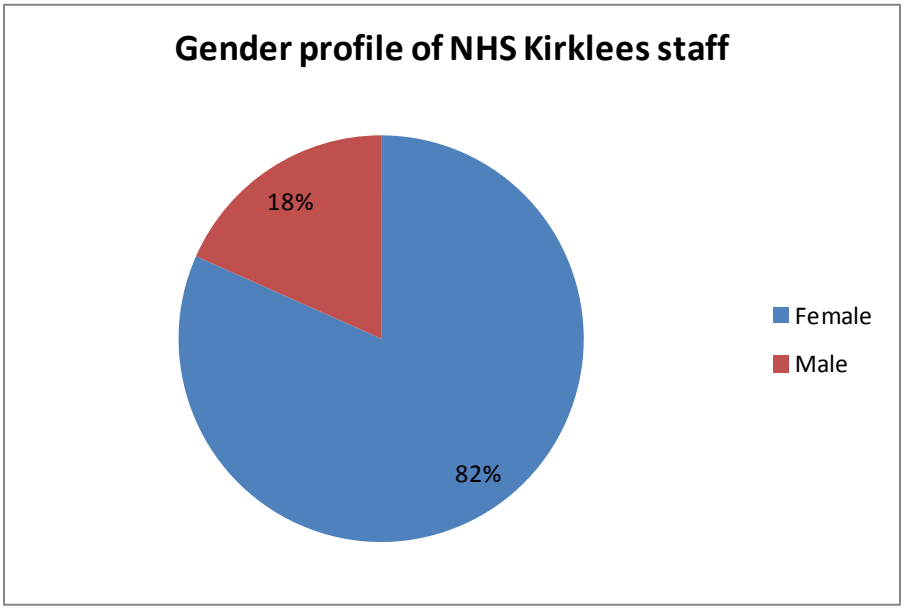
5.2 It is noted that there is a low number of staff under the age of 25 and aged over 60.



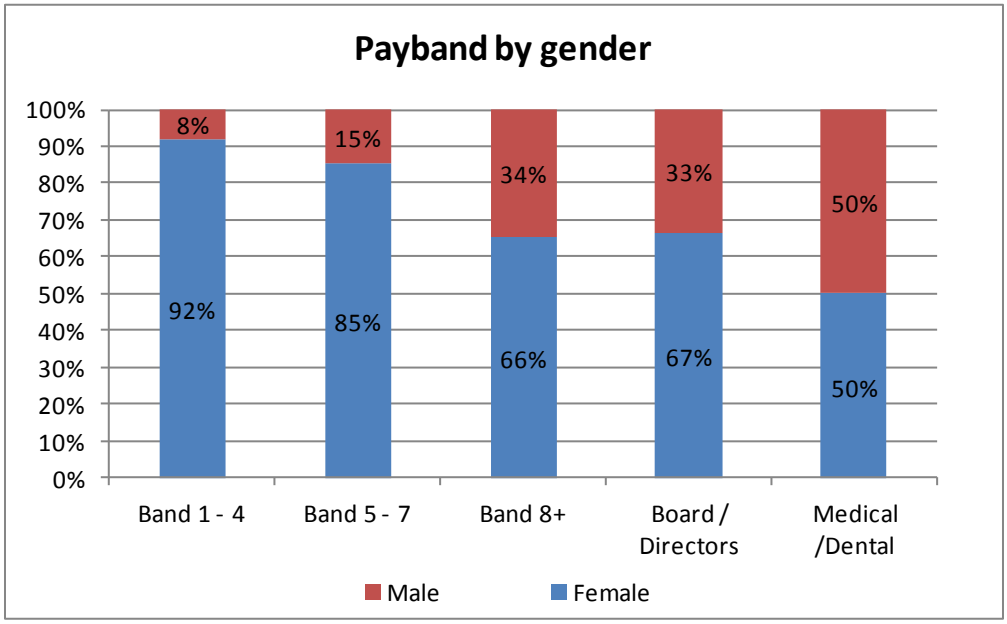
6. Gender Profile

6.1 The graph below shows the gender of staff in NHS Kirklees.

6.2 The graph clearly highlights that NHS Kirklees has a predominantly female workforce. While not reflective of the gender profile of the local population, this is a finding which is not unique to NHS Kirklees, and is in fact replicated across the whole of the NHS. The results of the 2009 National Staff Survey showed that the average number of female staff for PCTs was 88%.



6.3 The graph below shows the gender of staff in NHS Kirklees split by pay-band. The graph shows that is a much higher percentage of female workers in bands 1-4 where as in the medical and dental staff group, the numbers are equal.

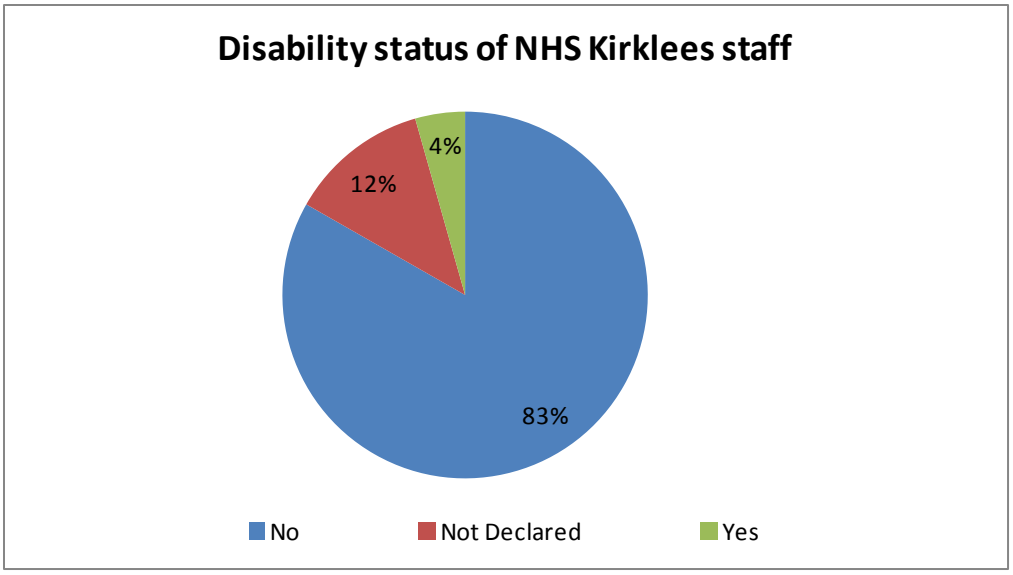


7. Disability

7.1 The chart below outlines the disability profile of staff in NHS Kirklees.

7.2 'Not Declared' means the staff member has said they do not want to provide this information.

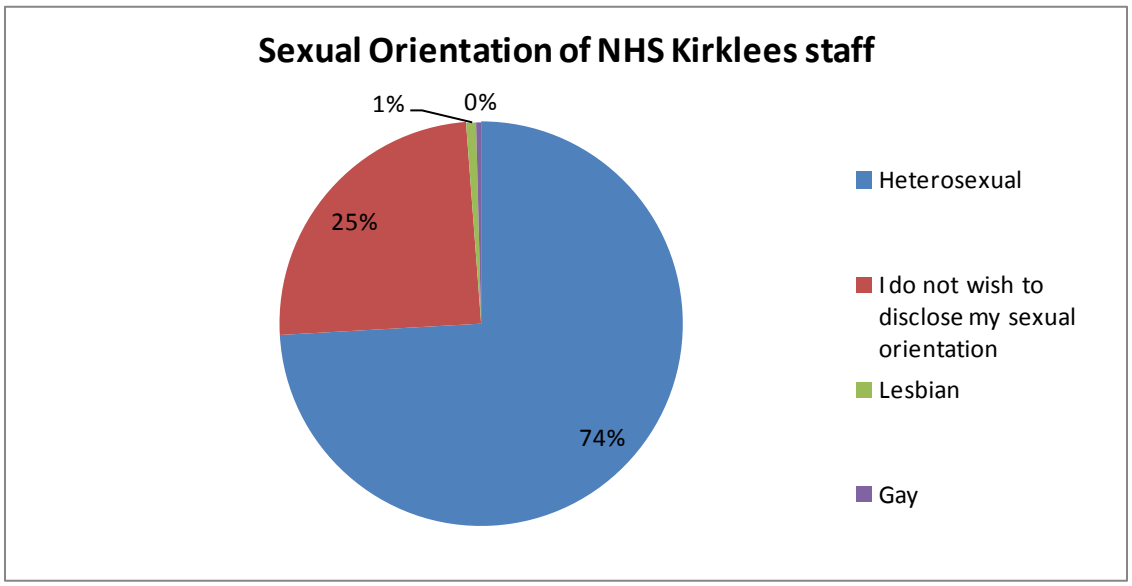
Disability status	Headcount
No	209
Not Declared	31
Yes	11



8. Sexual Orientation

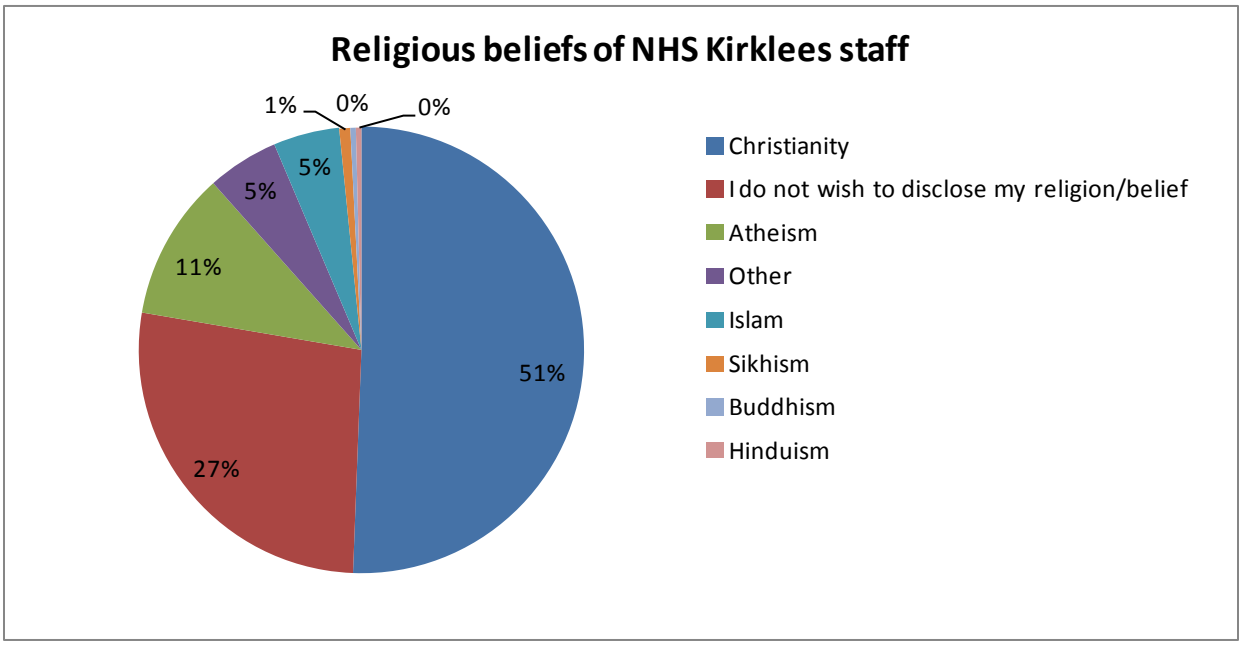
8.1 The graphs below show that 1% of staff in NHS Kirklees are gay, lesbian, bisexual or transgender. However, it should be noted that a high proportion of staff, 25%, have stated that they do not wish to disclose this information, so the actual percentages may be higher.

6.2 *Stonewall* (an LGB charity) estimate that approximately 6% of the UK population are gay, lesbian or bisexual.



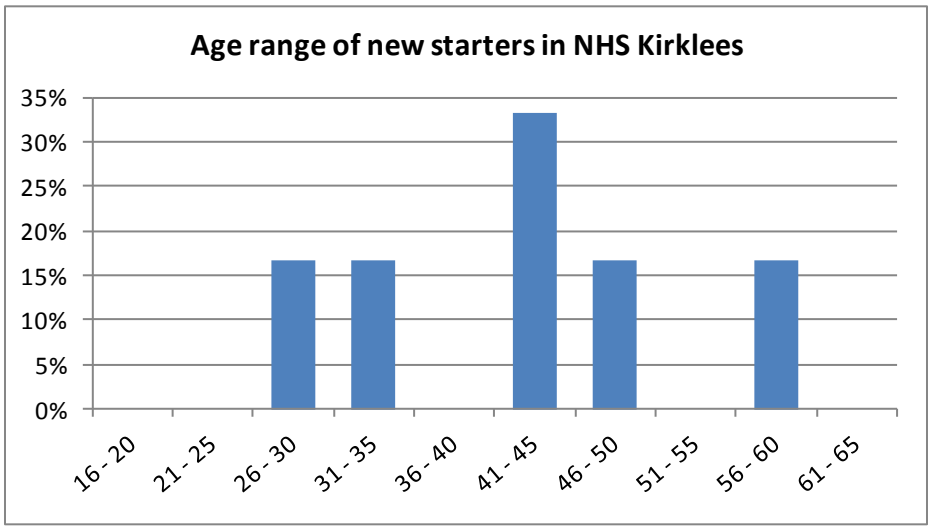
9. Religious Beliefs

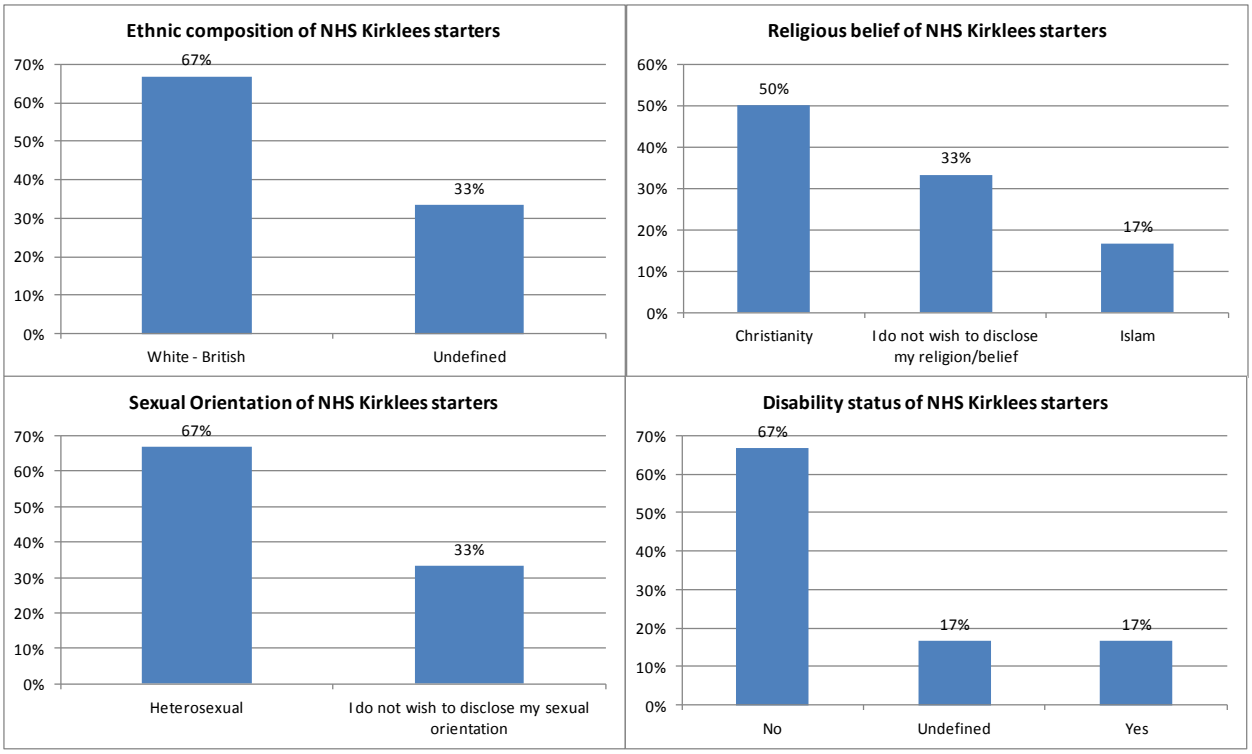
9.1 The graph below shows the religious belief for NHS Kirklees staff. 27% of staff declared they do not want to provide this information.



10. Recruitment

10.1 The data below outlines the new starters between 1st April 2011 and 31st December 2011, appointed within NHS Kirklees. There were 6 employees appointed within this time frame all of which were female.

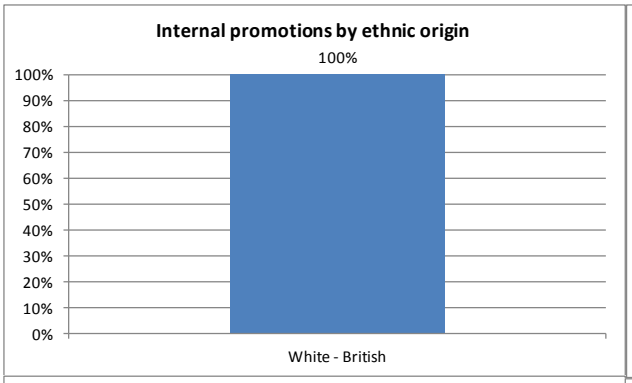


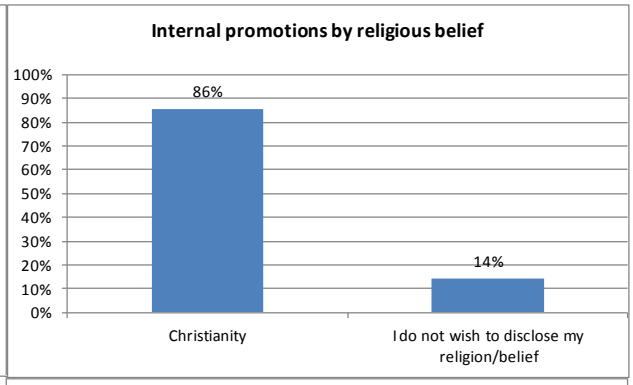


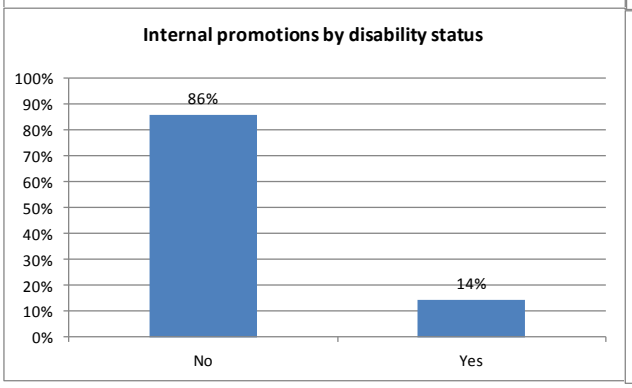
11. Internal Promotions

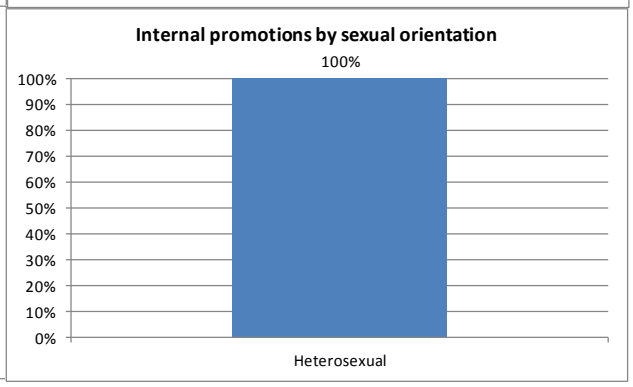
11.1 The information below outlines the ethnicity, gender, religious belief, sexuality and disability status of internally promoted employees from 1st April 2011 to 31st December 2011. 'Promotion' has been defined as the movement from one band to a higher band. This may include employees who may have had their current post re-graded to a higher band.

11.2 7 people were promoted within NHS Kirklees. The data below shows the equality data of these staff. All the members of staff promoted were female.





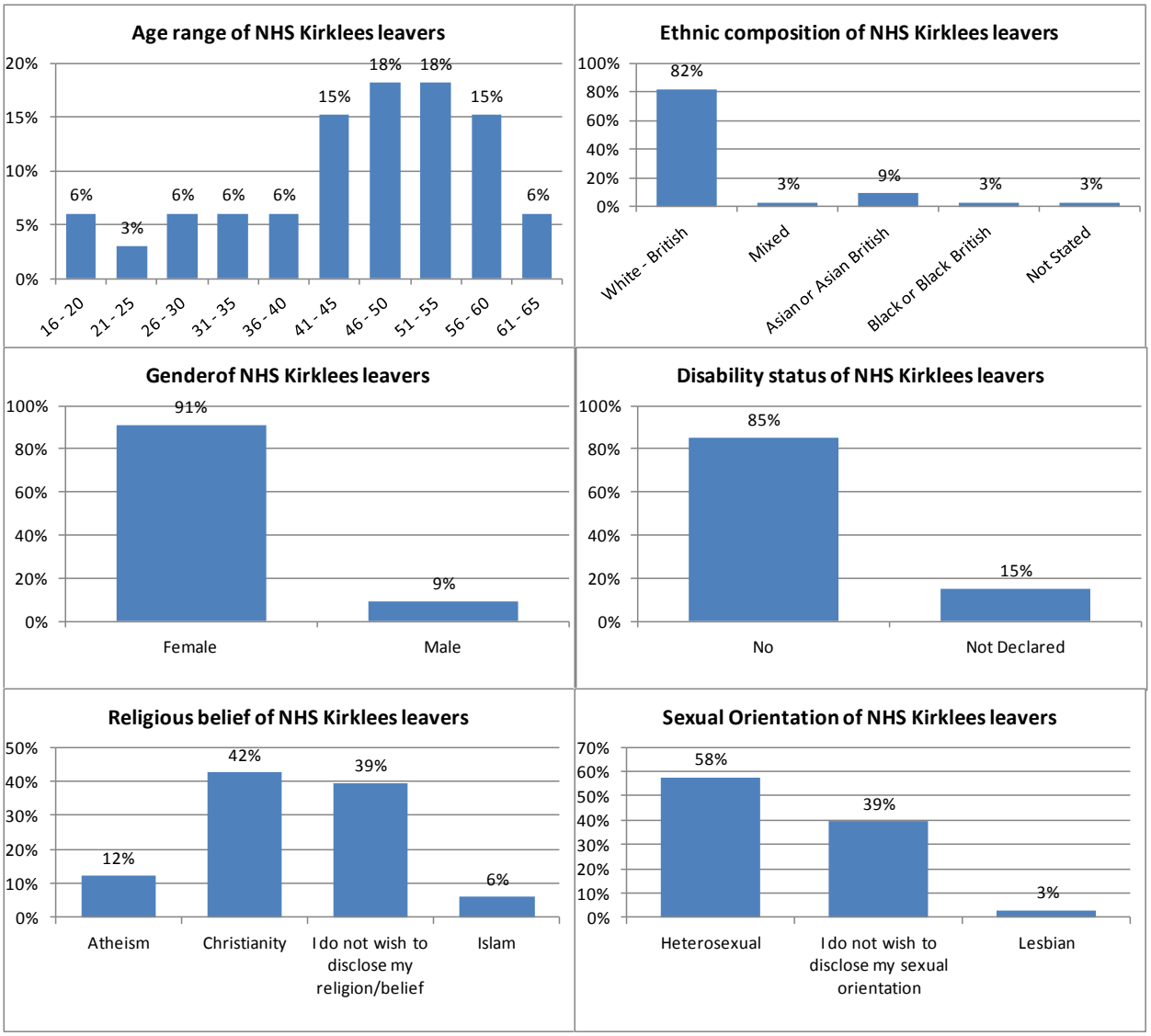




12. Staff leaving the Organisation

12.1 A total of 33 staff left the organisation in between April and December 2011.

12.2 The graphs below highlight the equality information of leavers during this period.



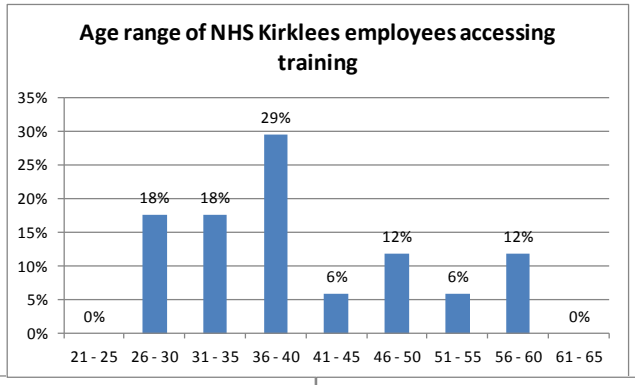
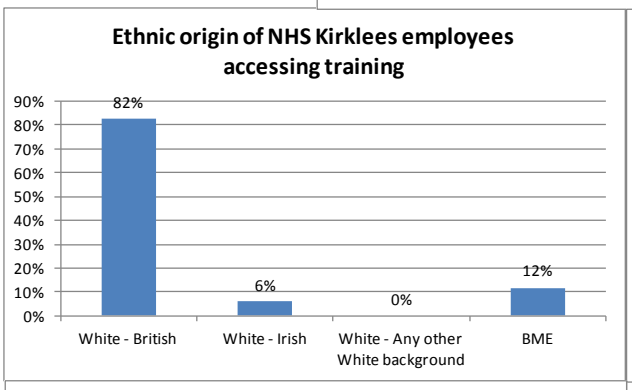
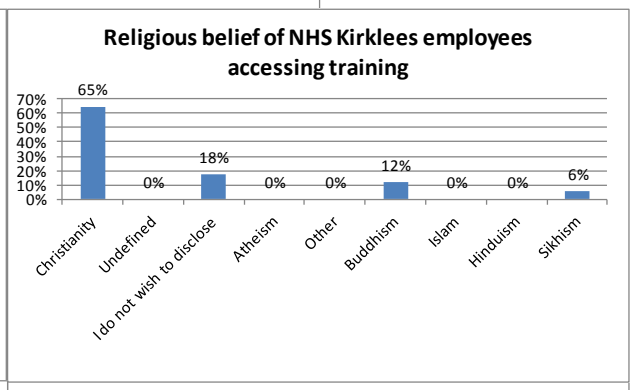
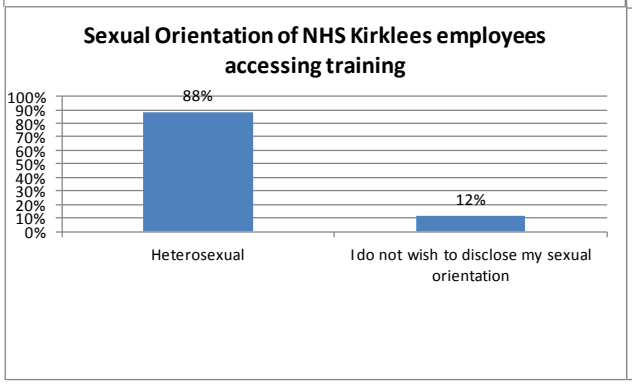
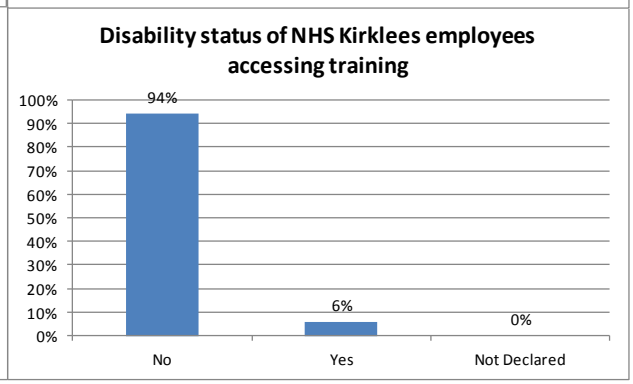
13. Employee Relations

13.1 The table below shows the number of Employee Relations Cases which are either completed between 1st April 2011 and 31st December 2011, or ongoing at this point.

Ethnicity	Disciplinary	Grievance	Capability	Bullying/Harrassment	Total
BME	1				1
White					0
Not Stated					0

14. Training

14.1 A total of 17 employees from NHS Kirklees accessed training from April to December 2011, all of these staff were female.

14.2 The charts below show the equality information for all these staff.

14.3 It should be noted that the monitoring of courses was only started during the end of 2011 and so the figures shown do not accurately reflect the amount of training that has taken place.