

# Workforce Equality Monitoring Report 2016



**Our values** around quality and safety, communication and service put patients at the heart of everything we do. We aim to treat people how we would want to be treated and ensure that no-one tries harder for patients.

We are the second largest employer in Stockport, with a highly-skilled, committed and dedicated workforce. We rely on the strength and expertise of our staff in building professional excellence

This report looks into the make-up of our workforce by protected characteristics, as defined in the Equality Act (2010). It uses data taken from our Electronic Staff Records (ESR) which is presented in tables as an appendix and identifies possible trends for consideration.

# Headline Data

At September 2016, the Trust employed 5238 staff of whom:

- 81% are women;
- 26% are aged under 34 years and 22% are aged over 55 years;
- 11.1% are from black and minority ethnic communities (plus a further 4.8% from white minority ethnic backgrounds);
- 3% have declared themselves to be disabled; 76% have declared themselves to be non-disabled and the disability status of the remainder is not known/ not declared;
- 70% disclosed as heterosexual; 1.4% as lesbian, gay or bisexual;
- 51% declared Christianity as their religion;
- The average age of our Board members is 50; none declared a disability; the make-up of the Board is 93% White British; 53% are female.

The largest area of ethnic diversity is found at the two extremes of Band 1 and Medical Staffing, with Band 5 showing the next indication of diverse staff members

Just under 40% of Band 1 staff and just over 46% of those at Band 8b or above are male and 60% of medical posts are filled by men



The Trust is in the top 20% of Trusts across the country when staff were asked if they had experienced discrimination at work but there were some patterns of difference across equality groups.

There are an equal spread of promotions across all equality groups and 94% of all our staff have had an appraisal.

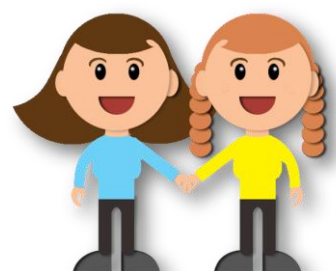
We recruit across all age bands but there are some patterns of difference in recruitment outcomes for minority ethnic groups that needs further understanding. We also need to ensure we are attractive to disabled applicants.



## EMPLOYEE RELATIONS

Our male staff are proportionally overrepresented in the disciplinary process.

Low numbers of staff declaring disabilities, sexual orientation and religion limits the interpretation of the data.

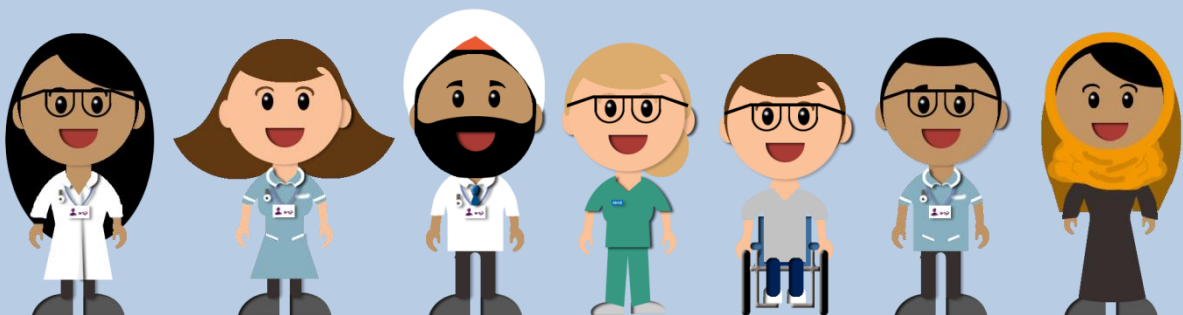


# Actions 2017/18

## Equality, Diversity & Inclusion

The main findings of this report are that a number of patterns of possible inequality exist within the Trust and will need further positive action and investigation. The recommendations to further improve the diversity and opportunities for our workforce are to:-

- Deliver on our Workforce Race Equality Standard (WRES) Action Plan.
  - Expand the Reciprocal Mentoring Scheme.
  - Introduce BME Panel members on 8a and above interviews.
  - Review Recruitment and Selection Training.
  - Encourage BME staff to take part in NW Leadership Academy development opportunities.
  - Continue to deliver a proactive approach from Trust Board and introduce business group accountability.
- Undertake a more detailed analysis of consultant recruitment data with particular reference to gender and review flexible working options.
- Deliver focus groups with staff to understand the differing experiences identified in the staff survey results.
- Aim to become a Disability Confident Leader in 2017/18 in an attempt to encourage more applications from disabled candidates.
- Engage with staff to explain the importance of equality monitoring and improve the data around religion, disability and sexual orientation.
- Continue to develop the apprenticeship scheme at the Trust and explore reasons for leaving data for staff under 30.
- Investigate the patterns around disciplinarys in relation to our male staff.



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## 1. Ethnicity

### 1.1 Community data

Stockport's Black & Minority Ethnic (BME) population has risen from just 4.3% in 2001 to around 8% at the 2011 census. If white ethnic minorities are included, such as Irish, Polish and traveller populations, this percentage rises to 11%. Areas to the west of the borough have the highest proportion of ethnic diversity – particularly among younger populations.

### 1.2 Representation at the Trust

There are several minority ethnic groups within our workforce which are noticeably larger than others and differ slightly from the local profile. These are: Indian (3.3%); 'Other White' (3.7%); and Black African (1.6%). This does reflect the ethnic profile of NHS staff nationally.



With 11.1% of our staff at September 2015 coming from black and minority backgrounds (and a further 4.8% coming from white minority ethnic backgrounds), we are pleased that minority ethnic groups are well-represented in our workforce compared to the profile of the communities we serve. Our international recruitment campaign in 2016 is reflected in the 2% increase of staff from minority ethnic groups during this twelve month period.

The ethnic origin of our staff, disaggregated by banding has changed little in the last 5 years. The largest area of diversity is found at the two extremes of Band 1 and Medical Staffing, with Band 5 showing the next indication of diverse staff members. Therefore whilst the Trust can show good representation in our workforce as a whole there is work to be done to attract minority staff across the range of job opportunities.

This trend has been highlighted in our 2016 Workforce Race Equality Standard (WRES) submission and in particular the lack of BME representation at Bands 8a and above. Our efforts in 2017 are based on a proactive positive action campaign, led by the Board, to address the lack of diversity at senior levels with each business group taking ownership of the underrepresentation of Senior BME staff within their area.

The full WRES submission can be viewed on the following link: -

<https://www.stockport.nhs.uk/webdocs/wres-update-april16.pdf>

Our workforce is split almost 50:50 between full and part time working. Both part time and full time working patterns are visible in all ethnic groups represented in our workforce although the percentage of ethnic minority staff working full-time is much higher.

## 2. Gender

### 2.1 Community data

Stockport's population is split almost equally by gender (51.1% female, 48.9% male), which mirrors the national trend. Life expectancy in Stockport is higher for women at 83 years and 79.7 years for men.

### 2.2 Representation at the Trust

In common with most health organisations, women make up the majority of our workforce in 2016 with 81% of our employees being female. The distribution of men and women throughout the organisation does however vary by role and grade. Fewer than 40% of Band 1 staff and just over 46% of those at Band 8b or above are male and 60% of medical posts are filled by men.



Our female staff are more likely to work part-time, with 55% currently working less than full time. Conversely 80% of our male staff work on a full time basis.

The Trust last published the gender pay gap in 2013 and it is pleasing to see that in some areas the gap has all but disappeared. In 2013 our female senior managers had a gap of 30.38% and this is now almost equal.

One of our biggest gaps in earnings is consistently within medical staffing. A piece of work was undertaken to justify the difference and this highlighted the younger age profile of female medical staff and also the longer length of service for our male medical staff, with female medics more likely to take career breaks. The gender pay gap for the medical posts also reflects the low number of female consultants at the top level within the Trust.

## 3. Gender Reassignment

### 3.1 Community data

At present, there is no official estimate of the Trans population and the Office for National Statistics did not include the question in the 2011 census. However, in 2000, after informal consultations with the Passport Section of the Home Office, Press for Change estimated there were around 5,000 transgender people in the UK, based upon numbers of those who had changed their passports.

### 3.2 Representation at the Trust



As it is against the law to attach transgender status to individual staff records it is impossible to monitor how many of our staff are transgender. With this in mind it is important that any anonymous staff surveys record all protected characteristics to gauge how well our employment practices affect our members of staff from minority groups.

## 4. Religion or Belief

### 4.1 Community data

The majority of Stockport residents are Christian (63.2% - down from 75% at the last census), which is 4% greater than the national average. 25.1% of Stockport residents have no stated religion (up from 14.2% at the last census), which is in line with the national average. Stockport's second largest religion is Islam, which makes up 3.3% of the population - this is well below the national average of 5%, but the local figure has almost doubled since the last census.

### 4.2 Representation at the Trust

As can be seen from the data in tables at the end of this report the monitoring figures for religion or belief are incomplete with a 30% non-disclosure rate. Therefore the percentage of staff declaring Christianity and Islam are slightly lower than the Census results for Stockport.



## 5. Age

### 5.1 Community data

Stockport has an older age profile than the national average, with comparatively high numbers of residents aged 45-59 and low numbers of 18-44 year olds. The median age at the 2011 census was 41 (up from 39 ten years ago) and recent mid-year population estimates identify that 19.4% of the population is aged 65 or over, which is higher than the national average.

### 5.2 Representation at the Trust



We are aware that, in common with other areas of the NHS, we have sometimes tended to struggle to attract and recruit younger people to work for us. At present, about a quarter of our staff are aged 34 years or under. The development of our apprenticeship scheme will target younger people and through this give them the skills, confidence and desire to work with us.

Banding by age range shows a reasonable distribution but demonstrates the slightly older age profile. The majority of bands show the largest numbers of staff in the 45 – 54 range. Band 5 staff shows the youngest age profile with 64% of staff under 44 years of age, this group are closely followed by medical staffing where 56% are under 44 years of age, however this may be skewed by junior doctors in training.

Part-time working is more common among those under 20 (bank staff) and older age groups.

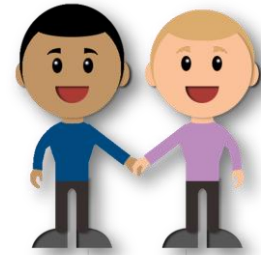
## 6. Sexual Orientation

### 6.1 Community data

There is a lack of reliable data available regarding the profile of the LGBT community in Stockport. The government estimates that between 5% and 7% of the UK population is LGB, which would equate to 14-20,000 people in the borough.

## 6.2 Representation at the Trust

Based on the 5 – 7% figure, the 1.4% who have declared their sexuality as lesbian, gay or bisexual at the Trust needs further investigation. The low figure could be due to false declaration or a real absence of lesbian, gay and bisexual individuals within the Trust workforce. The number of staff that are recorded as “I do not wish to declare” is 29%.



## 7. Disability

### 7.1 Community data

18.4% of Stockport residents are living with a limiting long-term illness (LLTI) or disability. 8 of Stockport's 21 wards have levels of LLTIs above the national average, including all of Stockport's Priority 1 areas (those with the highest levels of deprivation). 8.6% of the population say their long-term condition or disability has a significant limiting impact on their daily activities.



### 7.2 Representation at the Trust

Our staff profile shows that 79% of our staff have declared whether they have a disability. However compared to 18.4% who have declared a disability in the community it would seem that the Trust has more work to do around encouraging disabled applicants for future vacancies with only 3% of our staff declaring a disability. The other explanation may be that staff are not confident to declare a disability for fear of unfair treatment. Again we must increase the confidence of staff to declare a disability and identify any issues they face. Staff declaring a disability are more likely to work part-time.

## 8. Pregnancy and Maternity

### 8.1 Community data

Stockport's birth rate has increased steadily since 2003 - there were 3,437 live births to mothers resident in Stockport in 2014. Birth rates are higher among Stockport's ethnic minority groups and in areas of deprivation.

### 8.2 Representation at the Trust

As at 30<sup>th</sup> September 2016, 113 members of staff were on Maternity and Adoption leave, 2.67% of the female headcount. Although this is slightly higher than the local population, it does reflect the higher percentage of women in the organisation. Over 50% of those on maternity leave were nursing staff and nearly 60% were less than full-time workers.

The Trust has a well-established culture of family friendly work patterns and this is reflected in the high percentage of women who continue in employment following maternity leave.



## 9. Marriage and Civil partnerships

### 9.1 Community data

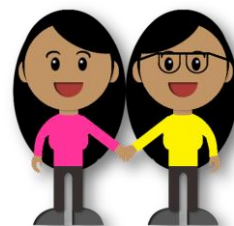
According to the 2011 census, the marital and civil partnership status of Stockport residents are:

Status	Stockport
Single	32%
Married	48%
Civil Partnership	0.2%
Separated	2.5%
Divorced	9%
Widowed or surviving partner from same-sex civil Partnership	8%

### 9.2 Representation at the Trust

As at 30<sup>th</sup> September 2016 the status of Trust staff recorded on ESR was :

- 31.6% single
- 54.9% of the Trust staff married
- 0.7% in Civil Partnership
- 1.4% legally separated
- 7.1% divorced
- 1.1% widowed
- 3.2% marital status unknown



## 10. Promotions

All ethnic groups characterised in our workforce are proportionally represented in the promotions that took place during the period 1<sup>st</sup> October 2015 to 30<sup>th</sup> September 2016. The gender mix of promotions during this period are proportionally representative of the overall staffing numbers and there are no negative patterns identified around religion, sexual orientation or disability, although the low numbers of staff declaring these characteristics limits the interpretation of the data. The data shows a good distribution of promotions across the different age bands.

## 11. Appraisals

Table 24 shows the breakdown of staff appraisals by Equality Target Group. The % column shows the percentage of staff appraised in relation to the headcount for that equality strand (excluding medical staff). E.g. of 3729 White British members of staff 3516 have been appraised which is 94.3%. A few spikes in the data are noticeable but these are skewed by a small headcount.

## 12. Recruitment

In total, the trust received 17,343 applications in the period October 2015 to September 2016, 5602 (32%) of these were short listed and 908 (16%) of those were appointed.

Table 25 shows the monitoring breakdown for applicants at each stage of the Recruitment & Selection process: application, short listing and appointment. Some of the recruitment monitoring data from NHS Jobs suggests patterns of difference in the performance of ethnic groups within our Recruitment & Selection processes. For example, Black/ Black British African people made up 7% of applicants, 6% of those short listed and 3% of those appointed. In addition whilst male candidates accounted for 27% of applications, 24% of those were short-listed and 21% appointed. There are no negative patterns identified around religion or sexual orientation although the low numbers of staff declaring these characteristics limits the interpretation of the data. The data shows a good spread of applicants from all age bands. It is important to note the number of appointments in the younger age bands which may help to address the slightly older age profile discussed earlier in this report. The success rate of disabled candidates during 2016 in the recruitment process has shown an improvement on the 2015 figures however there is still a need to encourage more representation of disabled candidates at the application stage.

## 13. Leavers

During the period 1<sup>st</sup> October 2015 to 30<sup>th</sup> September 2016 there were 2337 leavers recorded on ESR. This high number reflects the loss of Tameside Community Services and the termination of bank staff contracts for those who had not worked for the Trust for a period of 12 months.

Thirty two percent of the remaining leavers were under 30 and twenty percent were from white or black minority ethnic backgrounds. A high number of these records show voluntary resignation - reason unknown which makes it difficult to analyse the data further. Improving this leaver information and undertaking a higher number of exit interviews would give a clearer picture.

## 14. Staff Survey results 2015 published in 2016

Of those staff who completed the staff survey (1856 members of staff) the percentage indicating that they had experienced discrimination at work in previous 12 months was 7%, the national average was 10% and the Trust was in the top 20% in the country as a positive result. However there are some patterns around equality that show less positive outcomes for example the staff from Black and Minority Ethnic backgrounds who completed the survey were 5 times more likely to consider that they had experienced discrimination and a higher percentage felt they had experienced harassment, bullying or abuse from staff.

In addition men who completed the survey were almost twice as likely to feel that they had been discriminated against at work as women. This same pattern is also reflected in staff with disabilities i.e. they were twice as likely to feel they have been discriminated against. Staff with disabilities also showed higher levels of work related stress and pressure to attend work when unwell.

Twelve percent of the staff members who completed the staff survey declared a disability compared to three percent who have declared a disability on ESR. Of those who declared a disability 81% said that the Trust had made adequate adjustments to enable them to carry out their work.

## 15. Trust Employment Relations Activity

Table 21 and 22 show the breakdown of disciplinaries and grievances at the Trust by Equality target Group.

Fifty two disciplinaries were recorded on ESR between 1<sup>st</sup> October 2015 and 30<sup>th</sup> September 2016, eight of which were with BME staff which equates to 15% of all disciplinaries. As this group makes up around 16% of our workforce and there is an equal spread across ethnic backgrounds it would appear that there are no adverse patterns. However, the figures show that our male staff were proportionally over represented in the disciplinary process during the time period. There were no adverse patterns identified around employee relations that related to age, religion, sexual orientation or disability although the low numbers of staff declaring these last three characteristics limits the interpretation of the data.

Grievances are higher amongst White British staff.

## 16. Good practice examples from 2016

### Training

During 2016 two full day disability awareness training sessions were delivered to the Dignity and Respect Champions. Supporting resources were provided to enable the delegates to cascade the training to teams and colleagues. A similar structure will be used in 2017 to continue to cascade this training. One off transgender awareness training sessions have also been delivered in specific areas of the Trust and a training DVD will be used in 2017 to reach more staff members. Face to face essentials training for those staff unable to access e-learning has ensured an inclusive approach to delivery.

### Learning Event

On the 19<sup>th</sup> May 2016 Stockport NHS Foundation Trust and NHS Stockport Clinical Commissioning Group hosted a Multi-Faith Awareness Conference for health and social care staff during Equality & Diversity week. Over 60 delegates attended the full-day session, including local residents, representatives from local faith groups, health service commissioners, consultants, doctors, nurses, healthcare assistants, teachers, police, social workers, occupational therapists and support staff.

The conference included speakers on the topics of: Christianity; Islam; Judaism; Hinduism and Sikhism. Speakers shared information about their faiths, culture and customs and how this can impact on health services.

A staff guide was developed, setting out legal rights; religion and employment; religion and service provision; as well as an overview of different faiths. Attendees were offered blood pressures testing, undertook the Stockport String test of healthy weight, and took part in Public Health England's 'One You' healthy lifestyle survey.

The event also included performances from an Acapella Gospel Choir and Bollywood Dancers, celebrating local diversity.

## Working with Young People

In 2016 the Trust won a Stockport Young Stars award in the category of 'Working with Young People' in the annual awards presented by Stockport Metropolitan Borough Council.

It was recognised for its volunteering opportunities, career events, cadetships, and apprenticeship schemes, which allow young people to train while working on the job in both the hospital and the community health settings.

## Supported Internship

The Supported Traineeships Programme is an employment focused traineeship for young people with learning disabilities. Our second cohort of trainees arrived on site in October 2016 and are now undertaking their work experience placements. The main aim of the project is to secure paid work either here at Stockport NHSFT or with an external employer. The course accommodates 10 people on 3 rotational placements throughout an academic year. The Trainees have classroom based activity at the beginning and end of the day and by the end of the 12 months will gain a City and Guilds Entry 3 qualification – 'Personal progression through employment'.

## Disability Confident Employer

In August 2016 the Trust was awarded the Disability Confident Employer kite mark by the Department of Work and Pensions. This replaced the previous two tick kite mark.

### As a Disability Confident Employer we:

- Have undertaken and successfully completed the Disability Confident self-assessment.
- Are taking all of the core actions to be a Disability Confident employer.
- Are offering at least one activity to get the right people for our business and at least one activity to keep and develop our people.

During 2017 the Trust aims to work towards the next level of the standard and become a Disability Confident Leader.

## Reciprocal Mentoring Scheme

The reciprocal mentoring programme aims to mobilise the expertise and skills of our most senior leaders at Chief Executive, Chair and Executive Director level in order to offer their mentorship, advice and guidance to mentees from BME backgrounds wishing to become future senior leaders within the NHS. Whilst many elements of traditional mentoring relationships are present in this programme, the role of the mentee is unique, since they too hold a responsibility to utilise their knowledge and skills for the benefit of the mentor.

Three BME staff were mentored by the senior team during the year, two of whom have since been promoted. This evaluation shows that the reciprocal mentoring scheme has the potential to impact on long term representation at senior levels within the Trust and therefore the scheme will be rolled out further during 2017.

## 17. Key actions from this report

The main findings of this report are that a number of patterns of possible inequality exist within the Trust and will need further positive action and investigation. The recommendations to further improve the diversity and opportunities for our workforce are to:-

- Deliver on our Workforce Race Equality Standard (WRES) Action Plan.
  - Expand the Reciprocal Mentoring Scheme.
  - Introduce BME Panel members on 8a and above interviews.
  - Review Recruitment and Selection Training.
  - Encourage BME staff to take part in NW Leadership Academy development opportunities.
  - Continue to deliver a proactive approach from Trust Board and introduce business group accountability.
- Undertake a more detailed analysis of consultant recruitment data with particular reference to gender and review flexible working options.
- Deliver focus groups with staff to understand the differing experiences identified in the staff survey results.
- Aim to become a Disability Confident Leader in 2017/18 in an attempt to encourage more applications from disabled candidates.
- Engage with staff to explain the importance of equality monitoring and improve the data around religion, disability and sexual orientation.
- Continue to develop the apprenticeship scheme at the Trust and explore reasons for leaving data for staff under 30.
- Investigate the patterns around disciplinaries in relation to our male staff.

# Appendices

## Stockport NHS Foundation Trust Workforce Profile

Table 1 Working Pattern

Working Pattern	Numbers	Percentage
Full Time	2708	51.70
Part Time	2530	48.30
Total	<b>5238</b>	<b>100</b>

Table 2 Working Pattern by Disability

Disability	Full Time Numbers	Part Time Numbers	Full Time %	Part Time %
Yes	54	86	38.57	61.43
No	2066	1910	51.96	48.04
Not Declared	588	534	52.40	47.59

Table 3 Working Pattern by Age Range

Age Range	Full Time Numbers	Part Time Numbers	Full Time %	Part Time %
Under 20's	10	13	43.48	56.52
20's	620	176	77.88	22.11
30's	540	521	50.90	49.10
40's	665	713	48.26	51.74
50's	746	805	48.10	51.90
60's and over	127	302	29.60	70.40

Table 4 Working Pattern by Gender

Gender	Full Time Numbers	Part Time Numbers	Full Time %	Part Time %
Female	1911	2326	45.10	54.90
Male	797	204	79.62	20.38

**Table 5      Working Pattern by Ethnicity**

<b>Ethnicity</b>	<b>Full Time Numbers</b>	<b>Part Time Numbers</b>	<b>Full Time %</b>	<b>Part Time %</b>
<b>White – British</b>	1979	2164	47.77	52.23
<b>White - Irish</b>	39	20	66.10	33.90
<b>White - Any other White background</b>	130	62	67.70	32.29
<b>Mixed - White &amp; Black Caribbean</b>	8	10	44.44	55.56
<b>Mixed - White &amp; Black African</b>	4	5	44.44	55.56
<b>Mixed - White &amp; Asian</b>	7	6	53.85	46.15
<b>Mixed - Any other mixed background</b>	6	3	66.67	33.33
<b>Asian or Asian British - Indian</b>	128	46	73.56	26.44
<b>Asian or Asian British - Pakistani</b>	49	23	68.06	31.94
<b>Asian or Asian British - Bangladeshi</b>	7	6	53.85	46.15
<b>Asian or Asian British - Any other Asian background</b>	58	14	80.56	19.45
<b>Black or Black British - Caribbean</b>	11	14	44.00	56.00
<b>Black or Black British - African</b>	49	37	56.98	43.02
<b>Black or Black British - Any other Black background</b>	6	1	85.71	14.29
<b>Chinese</b>	9	9	50.00	50.00
<b>Any Other Ethnic Group</b>	40	24	62.50	37.50
<b>Other</b>	1	0	100.00	0.00
<b>Not Stated</b>	176	56	75.86	24.14
<b>Grand Total</b>	2708	2350	53.54	46.46

**Table 6 Working Pattern by Sexual Orientation**

<b>Sexual Orientation</b>	<b>Full Time Numbers</b>	<b>Part Time Numbers</b>	<b>Full Time %</b>	<b>Part Time %</b>
<b>Bisexual</b>	14	5	73.68	26.32
<b>Gay</b>	26	9	74.29	25.71
<b>Heterosexual</b>	1885	1772	51.54	48.46
<b>Lesbian</b>	15	4	78.95	21.05
<b>I do not wish to disclose my sexual orientation</b>	768	740	50.93	49.07
<b>Total</b>	2708	2530	51.70	48.30

**Table 7 Working Pattern by Religion or Belief**

<b>Religion or Belief</b>	<b>Full Time Numbers</b>	<b>Part Time Numbers</b>	<b>Full Time %</b>	<b>Part Time %</b>
<b>Christian</b>	1313	1366	49.01	50.99
<b>Atheism</b>	285	183	60.90	39.10
<b>Islam</b>	73	35	67.59	32.41
<b>Hinduism</b>	47	12	79.66	20.34
<b>Buddhism</b>	9	6	60.00	40.00
<b>Jainism</b>	0	0	0.00	0.00
<b>Judaism</b>	7	4	63.64	36.36
<b>Sikhism</b>	5	1	83.33	16.67
<b>Other religions</b>	167	170	49.55	50.45
<b>I do not wish to disclose</b>	801	753	51.54	48.46
<b>Not known/ stated</b>	1	0	100.00	0.00
<b>Total</b>	2708	2530	51.70	48.30

**Table 8 Numbers of staff declaring a disability**

Disability	Numbers	Percentage
Yes	140	2.67
No	3976	75.91
Not Declared	1122	21.42
Total	5238	100

**Table 9 Ethnicity of Trust staff over past 5 years compared to census data.**

Ethnicity	Trust Staff 2012	Trust Staff 2013	Trust Staff 2014	Trust Staff 2015	Trust Staff 2016	Stockport residents 2011
White:						
British	83.9%	83.0%	82.6%	82.2%	79.1%	89.0%
Irish	1.4%	1.4%	1.2%	1.2%	1.1%	1.4%
Other White	2.2%	2.3%	2.6%	2.9%	3.7%	1.7%
Mixed:						
White/Black Caribbean	0.3%	0.3%	0.3%	0.2%	0.3%	0.6%
White/Black African	0.2%	0.3%	0.2%	0.2%	0.2%	0.3%
White/ Asian	0.2%	0.2%	0.2%	0.2%	0.3%	0.5%
Other Mixed	0.2%	0.2%	0.1%	0.1%	0.2%	0.4%
Asian/ Asian British:						
Indian	2.3%	2.9%	2.9%	3.0%	3.3%	1.0%
Pakistani	1.2%	1.2%	1.2%	1.3%	1.4%	2.4%
Bangladeshi	0.3%	0.3%	0.3%	0.3%	0.3%	0.2%
Other Asian	1.0%	1.2%	1.2%	1.3%	1.4%	0.7%
Black/ Black British:						
Black/ Black Caribbean	0.3%	0.3%	0.4%	0.4%	0.5%	0.3%
African	1.5%	1.6%	1.5%	1.3%	1.6%	0.3%
Other Black	0.1%	0.1%	0.1%	0.1%	0.2%	0.1%
Other:						
Chinese	0.3%	0.3%	0.3%	0.3%	0.3%	0.6%
Other Ethnicity	1.1%	1.1%	1.1%	1.0%	1.2%	0.3%
Total BME*	9.5%	9.9%	9.8%	9.8%	11.1%	7.9%
Total BME + WME*	13%	13.5%	13.6%	13.9%	15.9%	11.0%
Not given	3.1%	3.5%	3.8%	3.9%	5.0%	0%

- Note that “BME” (Black and minority ethnic) has been calculated by adding Mixed, Asian, Black and Other categories and that “WME” (White minority ethnic) includes White Irish and White Other.

**Table 10      Ethnicity**

	Numbers	Percentage
<b>White:</b>		
<b>British</b>	4143	79.10
<b>Irish</b>	59	1.13
<b>Other</b>	193	3.68
<b>Mixed:</b>		
<b>White/Black Caribbean</b>	18	0.34
<b>White/Black African</b>	9	0.17
<b>White/ Asian</b>	13	0.25
<b>Other Mixed</b>	9	0.17
<b>Asian/ Asian British:</b>		
<b>Pakistani</b>	72	1.37
<b>Indian</b>	174	3.32
<b>Bangladeshi</b>	13	0.25
<b>Other Asian</b>	72	1.37
<b>Black/ Black British:</b>		
<b>Black/ Black Caribbean</b>	25	0.48
<b>African</b>	85	1.62
<b>Other Black</b>	8	0.15
<b>Other:</b>		
<b>Chinese</b>	18	0.34
<b>Other Ethnicity</b>	65	1.24
<b>Not Given</b>	262	5
<b>Total Staff</b>	<b>5238</b>	<b>100</b>
<b>Total BME Staff</b>	<b>581</b>	<b>11.10</b>
<b>Total WME Staff</b>	<b>252</b>	<b>4.81</b>

**Table 11 Gender**

Gender	Numbers	Percentage
Male	1001	19.11
Female	4237	80.89
Not Declared	0	0
Total	5238	100

**Table 12/13 Gender Pay Gap**

**Full-time Gender Pay Gap**

	Male Hourly Rate	Female Hourly Rate	Female Hourly rate as a % of male	Gender pay gap
Median	12.81	12.81	No Gap	No Gap
Average	17.81	14.06	78.94	21.06

**Part-time Gender Pay Gap**

	Male Hourly Rate	Female Hourly Rate	Female Hourly rate as a % of male	Gender pay gap
Median	8.79	11.37	129.35	-29.35
Average	15.26	13.34	87.41	12.59

**Table 14 Age bands**

Age Band	Numbers	Percentage
16-24	294	5.61
25-34	1048	20.01
35-44	1173	22.39
45-54	1584	30.24
55-64	1038	19.82
65+	101	1.93
Total	5238	100

**Table 15 Religion**

Religion	Numbers	Percentage
Christian	2679	51.15
Atheism	468	8.93
Islam	108	2.06
Hinduism	59	1.13
Buddhism	15	0.29
Jainism	0	0
Judaism	11	0.21
Sikhism	6	0.11
Other religions	337	6.43
I do not wish to disclose	1554	29.67
Not known/ stated	1	0.02

**Table 16 Sexual Orientation**

Sexual Orientation	Numbers	Percentage
Heterosexual	3657	69.82
Lesbian	19	0.36
Gay	35	0.67
Undefined	0	0
I do not wish to declare	1508	28.79
Bisexual	19	0.36
Total	5238	100

**Table 17 Marital Status**

Marital Status	Numbers	Percentage
Single	1655	31.60
Married	2873	54.85

<b>Civil Partnership</b>	38	0.73
<b>Legally Separated</b>	75	1.43
<b>Divorced</b>	372	7.10
<b>Widowed</b>	57	1.09
<b>Unknown</b>	168	3.21
<b>Total</b>	<b>5238</b>	<b>100</b>

**Table 18      Banding by Gender**

Gender	1	2	3	4	5	6	7	8a	8b	8c	8d	9	Medical	Senior Mgr	Ad Hoc
Male	115	213	52	47	166	84	50	21	13	6	3	1	215	11	4
Female	172	940	381	329	985	683	382	118	44	4	6	1	147	13	32
Not Declared	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	287	1153	433	376	1151	767	432	139	57	10	9	2	362	24	36

**Table 19      Banding by Age**

Age Band	1	2	3	4	5	6	7	8a	8b	8c	8d	9	Medical	Senior Mgr	Ad Hoc
16-24	16	94	23	11	103	5	0	0	0	0	0	0	23	0	19
25-34	38	205	70	62	354	174	46	8	4	1	0	0	74	0	12
35-44	52	227	68	70	274	208	105	34	12	2	4	0	107	7	3
45-54	81	313	143	129	273	235	194	69	27	3	3	0	106	5	1
55-64	84	276	121	100	137	132	83	28	14	3	2	2	47	10	1
65+	16	38	8	4	10	13	4	0	0	1	0	0	5	2	0
Total	287	1153	433	376	1151	767	432	139	57	10	9	2	362	24	36

**Table 20      Banding by Ethnicity**

Banding by Ethnicity 30 <sup>th</sup> September 2016																
Ethnic Origin	Band															
	1	2	3	4	5	6	7	8a	8b	8c	8d	9	Ad Hoc	Medical	Snr Mgr	Trust
White - British	198	954	399	344	776	669	391	128	50	10	8	2	33	161	20	4143
White - Irish	2	9	3	3	11	14	10	2	0	0	0	0	0	5	0	59
White - Any other White background	24	22	5	6	90	18	5	1	1	0	0	0	0	20	1	193
Mixed - White & Black Caribbean	1	5	0	3	5	4	0	0	0	0	0	0	0	0	0	18
Mixed - White & Black African	1	2	0	1	2	1	0	0	0	0	0	0	0	2	0	9
Mixed - White & Asian	1	0	0	1	1	5	2	0	0	0	0	0	0	3	0	13
Mixed - Any other mixed background	0	1	0	0	1	1	2	0	0	0	0	0	1	2	0	8
Asian or Asian British - Indian	6	30	0	2	56	7	4	1	1	0	0	0	0	66	1	174
Asian or Asian British - Pakistani	1	14	2	0	15	4	0	0	0	0	0	0	0	36	0	72
Asian or Asian British - Bangladeshi	0	2	1	0	3	1	1	0	0	0	0	0	0	5	0	13
Asian or Asian British - Any other Asian background	6	21	2	6	12	7	0	1	1	0	0	0	0	16	0	72
Black or Black British - Caribbean	4	6	4	0	4	4	1	1	1	0	0	0	1	0	0	26
Black or Black British - African	18	13	1	2	36	5	2	0	0	0	0	0	0	8	0	85
Black or Black British - Any other Black background	0	1	0	0	3	0		1	0	0	0	0	0	3	0	8
Chinese	2	1	0	0	4	2	1	1	2	0	0	0	0	5	0	18
Any Other Ethnic Group	8	14	2	0	23	4	0	1	0	0	0	0	0	13	0	65
Not Stated	15	58	14	8	109	21	13	2	1	0	1	0	1	17	2	262
<b>Grand Total</b>	<b>287</b>	<b>1153</b>	<b>433</b>	<b>376</b>	<b>1151</b>	<b>767</b>	<b>432</b>	<b>139</b>	<b>57</b>	<b>10</b>	<b>9</b>	<b>2</b>	<b>36</b>	<b>362</b>	<b>24</b>	<b>5238</b>
<b>Percentage of BME staff</b>	<b>16.7</b>	<b>9.4</b>	<b>2.8</b>	<b>4.0</b>	<b>14.3</b>	<b>5.9</b>	<b>3.0</b>	<b>4.3</b>	<b>8.8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5.6</b>	<b>44.0</b>	<b>4.2</b>	<b>11.1</b>
<b>Percentage of WME staff</b>	<b>9.1</b>	<b>2.7</b>	<b>1.8</b>	<b>2.4</b>	<b>8.8</b>	<b>4.2</b>	<b>3.4</b>	<b>2.2</b>	<b>1.8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6.9</b>	<b>4.2</b>	<b>4.8</b>

**Table 21      Disciplinary by Equality Group**  
**1<sup>st</sup> October 2015 to 30<sup>th</sup> September 2016**

Gender	Total	%
Female	28	53.85
Male	24	46.15
<b>Total</b>	<b>52</b>	<b>100</b>
Religion	Total	%
Atheism	5	9.62
Christianity	22	42.31
I do not wish to disclose my religion/belief	13	25
Islam	2	3.85
Other	10	19.23
<b>Total</b>	<b>52</b>	<b>100</b>
Ethnicity	Total	%
A White - British	41	78.85
C White - Any other White background	2	3.85
H Asian or Asian British - Indian	1	1.92
K Asian or Asian British - Bangladeshi	1	1.92
L Asian or Asian British - Any other Asian background	2	3.85
M Black or Black British - Caribbean	1	1.92
S Any Other Ethnic Group	1	1.92
Z Not Stated	5	5.77
<b>Total</b>	<b>52</b>	<b>100</b>

Sexual Orientation	Total	%
Heterosexual	35	67.31
Gay	1	1.92
Lesbian	0	0
Not Declared	16	30.77
<b>Total</b>	<b>52</b>	<b>100</b>
Disabled	Total	%
No	42	80.77
Yes	0	0
Not Declared	10	19.23
<b>Total</b>	<b>52</b>	<b>100</b>
Age-Range	Total	%
21-30	13	25
31-40	9	17.31
41-50	13	25
51-60	14	26.92
61-70	3	5.77
<b>Total</b>	<b>52</b>	<b>100</b>

**Table 22**      **Grievances by Equality Group (Including ex-employee)**  
**1<sup>st</sup> October 2015 to 30<sup>th</sup> September 2016**

Gender	Total	%
Female	4	66.67
Male	2	33.33
Total	6	100
Religion	Total	%
Atheism	1	16.67
Christianity	2	33.33
I do not wish to disclose my religion/belief	1	16.67
Other	2	33.33
Total	6	100
Ethnicity	Total	%
A White - British	6	100
Total	6	100

Sexual Orientation	Total	%
Heterosexual	6	100
Do not wish to disclose	0	0
Total	6	100
Disabled	Total	%
No	5	83.33
Yes	0	0
Not Declared	1	16.67
Total	6	100
Age-Range	Total	%
21-30	0	0
31-40	2	33.33
41-50	2	33.33
51-60	2	33.33
61-70	0	0
Total	6	100

**Table 23 Promotions by Equality Group**  
**1<sup>st</sup> October 2015 to 30<sup>th</sup> September 2016**

Ethnic Origin	Total	%
A White - British	195	84.78
C White - Any other White background	11	4.78
D Mixed - White & Black Caribbean	3	1.30
E Mixed - White & Black African	1	0.43
H Asian or Asian British - Indian	1	0.43
J Asian or Asian British - Pakistani	3	1.30
K Asian or Asian British - Bangladeshi	1	0.43
L Asian or Asian British - Any other Asian background	2	0.87
M Black or Black British - Caribbean	1	0.43
N Black or Black British - African	1	0.43
S Any Other Ethnic Group	3	1.30
Z Not Stated	8	3.48
<b>Trust</b>	<b>230</b>	<b>100</b>

Religious Belief	Total	%
Atheism	29	12.61
Christianity	122	53.04
Hinduism	1	0.43
I do not wish to disclose my religion/belief	49	21.30
Islam	3	1.30
Judaism	2	0.87
Other	24	10.43
<b>Trust</b>	<b>230</b>	<b>100</b>

Sexual Orientation	Total	%
Bisexual	1	0.43
Gay	4	1.74
Heterosexual	190	82.61
I do not wish to disclose	34	14.78
Lesbian	1	0.43
<b>Trust</b>	<b>230</b>	<b>100</b>

Gender	Total	%
Female	191	83.04
Male	39	16.96
<b>Trust</b>	<b>230</b>	<b>100</b>

Disabled	Total	%
No	197	85.65
Not Declared	28	12.17
Yes	5	2.17
<b>Trust</b>	<b>230</b>	<b>100</b>

Age Range	Total	%
16-24	10	4.35
25-34	96	41.74
35-44	48	20.87
45-54	58	25.22
55-64	18	7.83
<b>Trust</b>	<b>230</b>	<b>100</b>

**Table 24 Appraisals by Equality Group (excluding Foundation Doctors)**

Appraisals as at 30 September 2016							
	Appraised	Total Headcount	%	Ethnic Origin	Appraised	Total Headcount	%
Trust	4471	4733	94.5	White - British	3516	3729	94.3
Gender	Appraised	Total Headcount	%	White - Irish	51	54	94.4
Female	3589	3810	94.2	White - Any other White background	173	181	95.6
Male	882	923	95.5	Mixed - White & Black Caribbean	16	16	100.0
Total	4471	4733	94.5	Mixed - White & Black African	6	8	75.0
Disability	Appraised	Total Headcount	%	Mixed - White & Asian	12	13	92.3
No	3429	3624	94.6	Mixed - Any other mixed background	8	8	100.0
Yes	121	127	95.3	Asian or Asian British - Indian	149	157	94.9
Not Declared	921	982	93.8	Asian or Asian British - Pakistani	62	65	95.3
Total	4471	4733	94.5	Asian or Asian British – Bangladeshi	9	10	90.0
Religion & Belief	Appraised	Total Headcount	%	Asian or Asian British - Any other Asian background	65	67	97.0
Atheism	404	420	96.2	Black or Black British - Caribbean	22	23	96.0
Buddhism	14	14	100.0	Black or Black British - African	81	85	95.0
Christianity	2314	2453	94.3	Black or Black British - Any other Black background	5	5	100.0
Hinduism	50	53	94.3	Chinese	16	17	94.0
Sikhism	6	6	100.0	Any Other Ethnic Group	60	62	97.0
Islam	98	101	97.0	Not Stated	220	233	94.4
Jainism	0	0	100.0	Total	4471	4733	
Judaism	10	11	90.9	Sexual Orientation	Appraised	Total Headcount	%
Other	287	305	94.1	Bisexual	14	16	87.5
I do not wish to disclose	1288	1370	94.0	Lesbian	19	19	100.0
Total	4471	4733	94.5	Gay	28	30	93.3
Age Range	Appraised	Total Headcount	%	Heterosexual	3146	3327	94.6
16-24	250	256	97.7	I do not wish to disclose	1264	1341	94.3
25-34	814	854	95.3				
35-44	1007	1067	94.3	Total	4471	4733	94.5
45-54	1393	1487	93.7				
55-64	918	979	93.8				
65+	89	90	98.9				
Total	4471	4733	94.5				

**Table 25 Recruitment and Selection**

NHS Jobs data is from October 2015 – September 2016:

Category	Description	% Applied	% Shortlisted	% Appointed
<b>Gender</b>	Male	27.30%	23.90%	20.90%
	Female	72.20%	75.50%	78.00%
<b>Disability</b>	Undisclosed	0.50%	0.60%	1.10%
	Yes	4.40%	4.30%	3.10%
	No	94.40%	94.60%	96.30%
<b>Ethnicity</b>	Undisclosed	1.20%	1.10%	0.70%
	WHITE - British	65.00%	69.50%	75.20%
	WHITE - Irish	1.00%	1.10%	1.40%
	WHITE - Any other white background	5.00%	4.30%	3.60%
	ASIAN or ASIAN BRITISH - Indian	4.80%	4.10%	2.30%
	ASIAN or ASIAN BRITISH - Pakistani	5.90%	4.90%	3.50%
	ASIAN or ASIAN BRITISH - Bangladeshi	1.70%	1.30%	0.60%
	ASIAN or ASIAN BRITISH - Any other Asian background	1.60%	1.50%	1.30%
	MIXED - White & Black Caribbean	0.70%	0.60%	0.70%
	MIXED - White & Black African	0.60%	0.60%	0.60%
	MIXED - White & Asian	0.50%	0.50%	0.40%
	MIXED - any other mixed background	0.50%	0.40%	0.10%
	BLACK or BLACK BRITISH - Caribbean	1.30%	1.00%	0.90%
	BLACK or BLACK BRITISH - African	6.80%	5.60%	3.30%
	BLACK or BLACK BRITISH - Any other black background	0.50%	0.40%	0.00%
	OTHER ETHNIC GROUP - Chinese	0.60%	0.60%	0.40%
	OTHER ETHNIC GROUP - Any other ethnic group	1.80%	1.70%	1.80%
	Undisclosed	1.90%	2.10%	3.90%
<b>Age Band</b>	Under 18	0.30%	0.30%	0.40%
	18 to 19	2.10%	1.90%	2.10%
	20 to 24	16.20%	13.30%	13.90%
	25 to 29	19.40%	18.20%	18.60%
	30 to 34	15.00%	14.40%	14.10%
	35 to 39	11.10%	11.50%	10.90%
	40 to 44	10.00%	11.00%	10.70%
	45 to 49	9.00%	10.80%	10.80%
	50 to 54	9.90%	10.60%	10.10%
	55 to 59	4.80%	5.70%	5.80%
	60 to 64	1.70%	1.70%	1.90%
	65 to 69	0.20%	0.20%	0.20%

	70 and over	0.10%	0.10%	0.10%
	Undisclosed	0.10%	0.20%	0.30%
<b>Religion</b>	Atheism	12.70%	13.90%	16.70%
	Buddhism	0.40%	0.40%	0.20%
	Christianity	52.20%	54.40%	52.40%
	Hinduism	1.70%	1.60%	0.90%
	Islam	11.00%	8.90%	6.30%
	Jainism	0.00%	0.10%	0.00%
	Judaism	0.20%	0.10%	0.20%
	Sikhism	0.20%	0.10%	0.10%
	Other	11.60%	9.90%	9.90%
	Undisclosed	9.90%	10.50%	13.20%
<b>Sexual Orientation</b>	Lesbian	0.80%	0.80%	0.80%
	Gay	1.30%	1.10%	0.80%
	Bisexual	0.90%	0.60%	0.80%
	Heterosexual	90.10%	90.50%	90.10%
	Undisclosed	6.90%	7.10%	7.60%
<b>Marital Status</b>	Married	34.80%	38.50%	40.50%
	Single	52.70%	47.90%	44.40%
	Civil partnership	2.40%	2.10%	1.90%
	Legally separated	0.70%	1.00%	1.20%
	Divorced	6.00%	6.20%	5.30%
	Widowed	0.50%	0.50%	0.30%
	Undisclosed	2.90%	3.80%	6.40%

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اگر آپ انگریزی نہیں پڑھ سکتے تو یہ معلومات دوسری زبانوں اور صورتوں میں بھی فراہم کی جاسکتی ہیں۔ براؤکرم پیشہ اور کسٹمر سروس والوں سے رابطہ کر کے انہیں بتائیں کہ آپ کو کونسی زبان میں معلومات چاہتے ہیں۔ ان کا فون نمبر ہے 0161 419 5678۔ آپ انہیں [PCS@stockport.nhs.uk](mailto:PCS@stockport.nhs.uk) پر ای میل بھی کر سکتے ہیں۔