



Stockport
NHS Foundation Trust

Workforce Equality Monitoring Data

Data Period 2022

Annual Report

Published 2023



Introduction

As part of our statutory obligations under the Equality Act 2010, we are mandated under The Public Sector Equality Duty (PSED) which was developed to harmonise equality duties and to extend it across protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, the general duty, requires the Trust to, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the 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

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In addition to the General Duty, the Trust is also subject to the Specific Equality Duty. There are three sets of requirements in the specific duties:

- The first set: requires certain listed authorities to publish gender pay gap information on their employees. This data and information is available as a separate report published annually.
- The second set: requires the Trust to publish information to demonstrate their compliance with the general equality duty ('equality information').
- The third: requires the preparation and publication of one or more equality objectives which it thinks it should achieve to do any of the things mentioned in the general equality duty ('equality objectives').

In line with requirements our equality objectives and strategy are currently being reviewed and our existing approach can be found in the People Plan.

This report provides the information required to demonstrate compliance with the second set of requirements - to publish information to demonstrate compliance with the general equality duty (equality information). The following data is provided in the report:

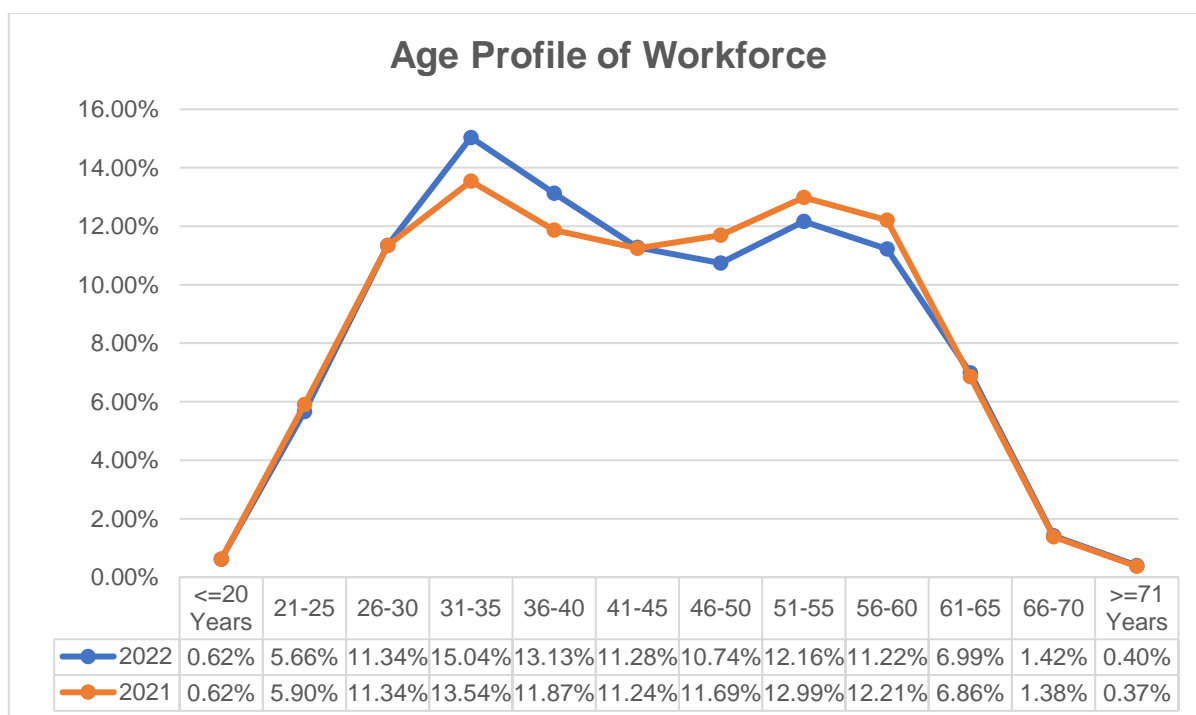
- Staff in Post by relevant protected characteristic.
- Recruitment data by relevant protected characteristic.
- Leavers and staff turnover by relevant protected characteristic.

The reporting period for this report is January 1, 2022 – December 31, 2022.

Staff in Post

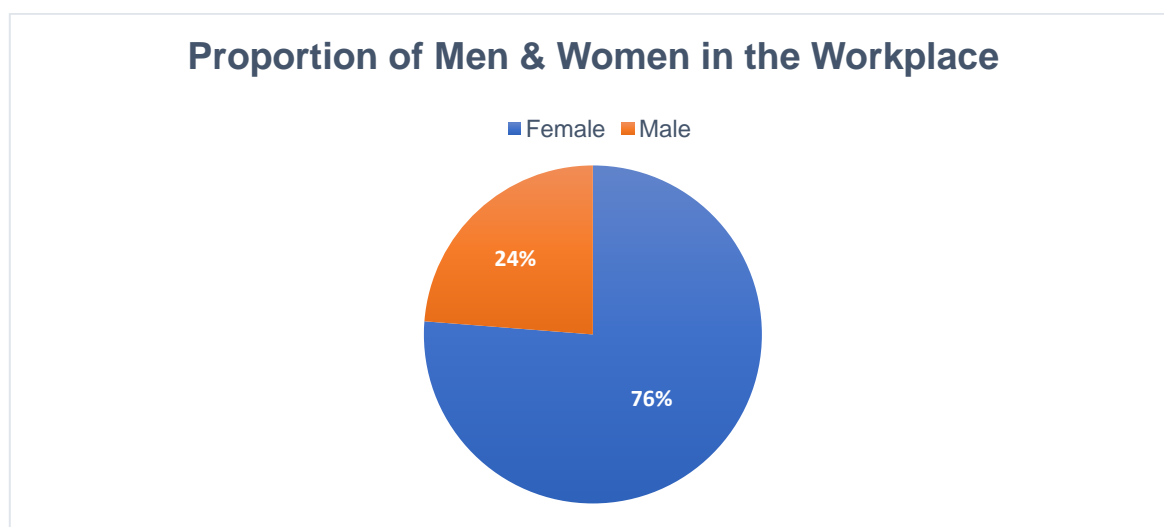
Age

The chart below shows the age profile of the Trust workforce in comparison to last year. The largest proportion of the workforce are aged 31 – 35 years old and 31 - 40 years old have seen an increase of circa 3% since last year. There has been a decrease in the 46 – 60 years old age group (approximately 3% decrease). The Normal Pension Age (NPA) for staff in the 1995 section of the NHS pension is 60.



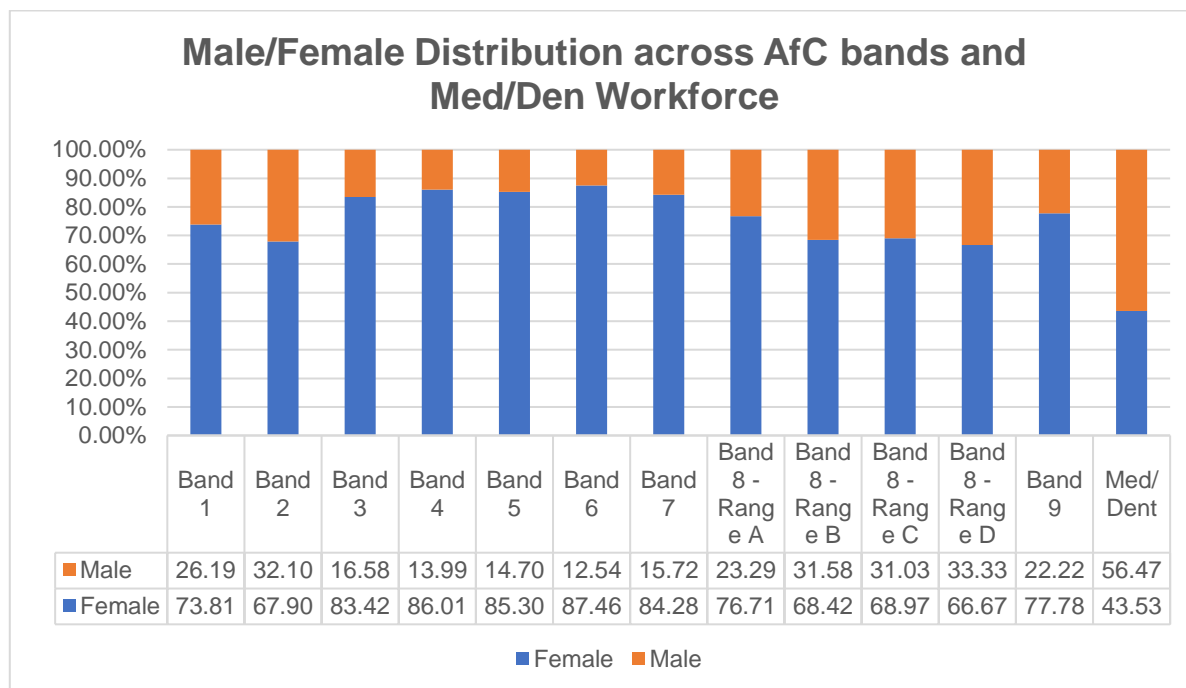
Gender

The chart below shows the proportion of males and females in the Trust workforce. 76% of the workforce are female (2% decrease since last year), compared to 24% male (2% increase since last year).



The chart below shows the distribution of males and females across the AfC pay bands and the Medical and Dental workforce. Whilst females represent most of the workforce across the AfC pay

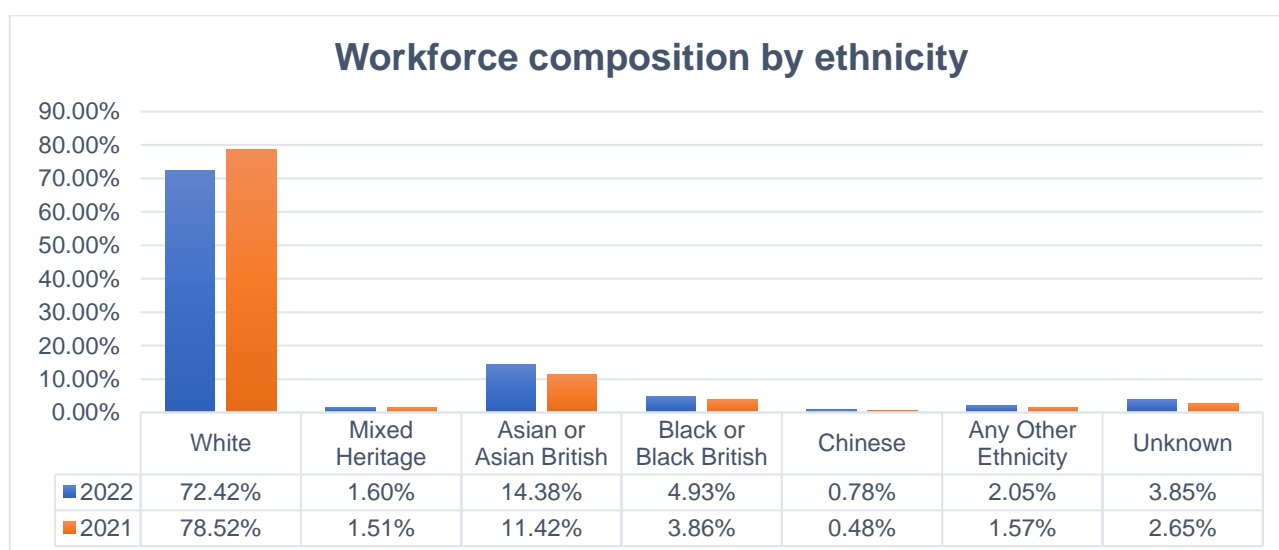
bands, the split between males and females in the medical workforce is 60% to 40% respectively. The largest representation of males appear in Band 2 and then again in Band 8b – 8d.



The proportion of men and women within the medical workforce is a significant contributory factor to the Trust's Gender Pay Gap, and the Trust is committed to actions to reduce that gap. Details of the Trust's work to reduce the gender pay gap are outlined in the most recent *Gender Pay Gap Report*.

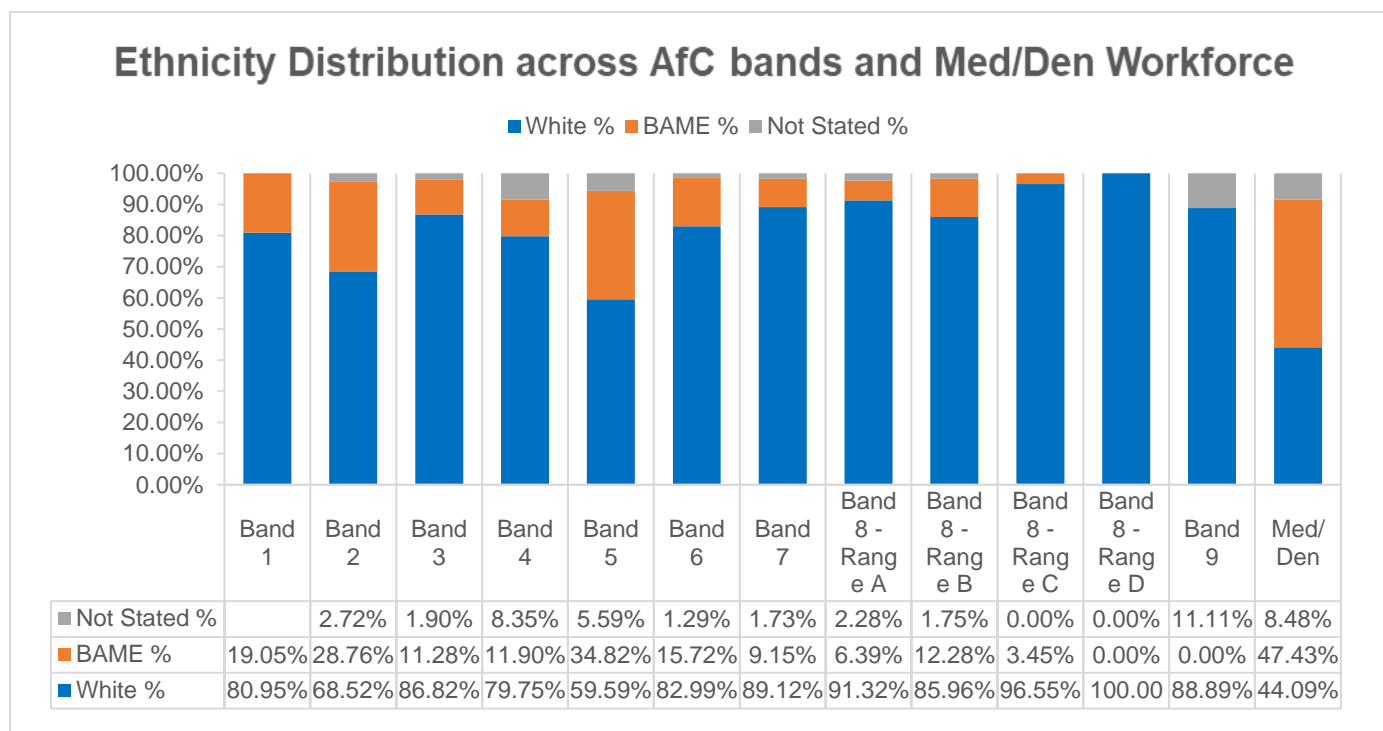
Ethnicity

The chart below shows the workforce composition by ethnicity. Most of the workforce are White, with a 14.38% of the workforce Asian or Asian British, 4.93% Black or Black British, 1.6% of the workforce are of mixed heritage, 2% are of 'Other ethnic background', 0.6% Chinese. The ethnicity of 3.9% of the workforce is unspecified or not stated.



Aggregating this data shows that 23.7% of the Trust workforce are from Black, Asian and Minority Ethnic Groups. Overall, there has been a decrease in White employees by 6% and an increase in Black, Asian and Minority Ethnic Groups by 5%.

The chart below shows the distribution of White and minority ethnic staff across the AfC pay bands and the Medical/Dental workforce. Almost half of the medical workforce is from Black, Asian and Minority Ethnic Groups, in contrast to the rest of the workforce.

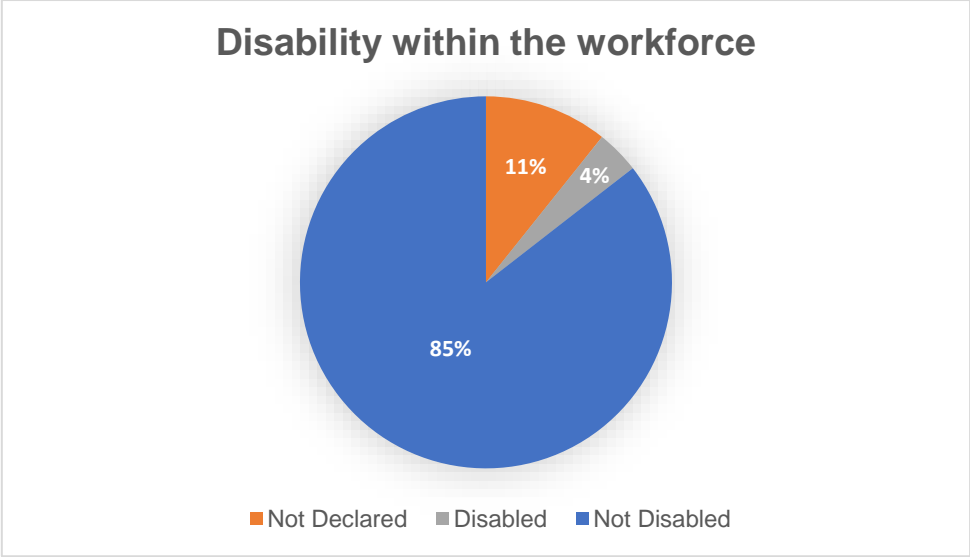


The BAME distribution is unequal, with higher than the average percentage in bands 1,2 and 5, with much lower proportions of which then fall across bands 6 and above. The Trust EDI strategy is committed to creating and promoting development opportunities for BAME staff, including leadership development, secondments, shadowing opportunities and mentoring opportunities. We will also seek to ensure promotion readiness of disabled talent for succession planning, through the offer of reverse mentoring programs.

We are also committed to work with recruiting managers to create internal promotion/progression opportunities for existing staff from under-represented groups when appropriate vacancies arise. Through our talent management strategy, we will specifically target BAME staff for development opportunities and support managers with their succession strategies to promote diversity and inclusion.

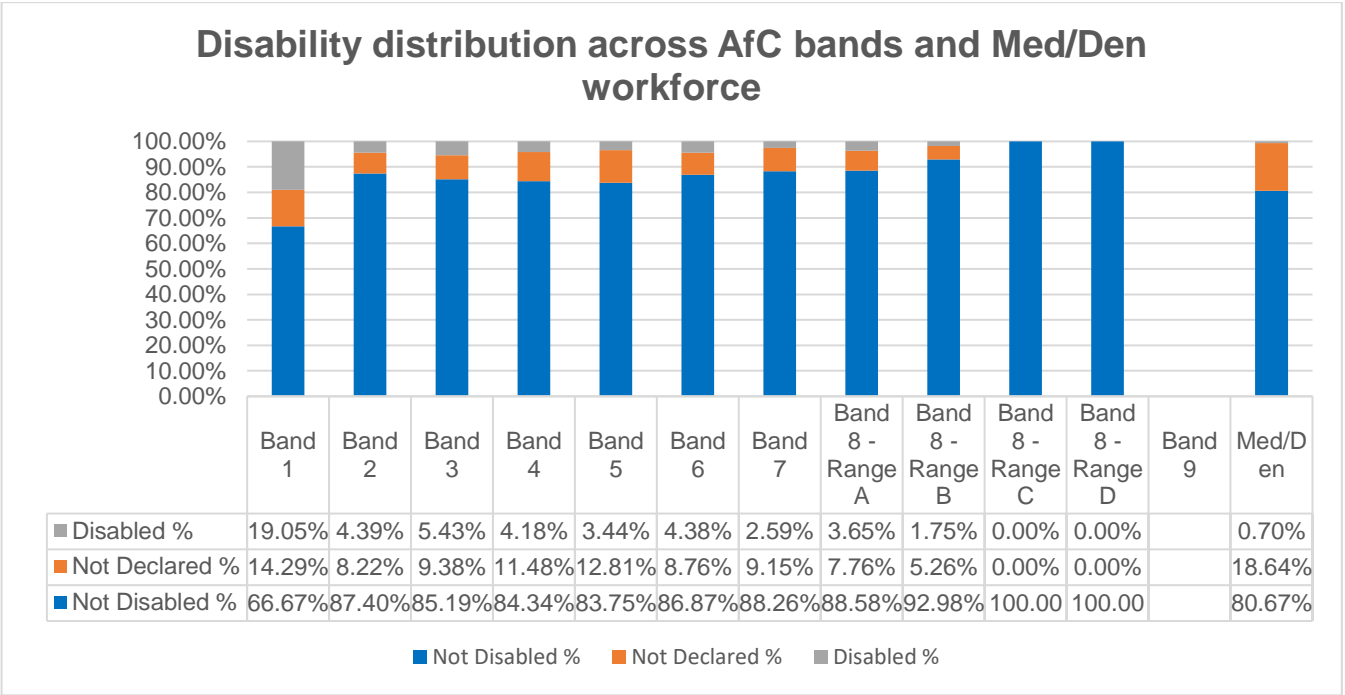
Disability

The chart below shows the proportion of disabled staff at the Trust. 4% of the workforce identify as disabled, 85% of staff are not disabled, and for 11% of the workforce there is no data relating to disability, either due to no response, or prefer not to answer.



Through our continued engagement with the NHS Workplace Disability Equality Standard (WDES), and in partnership with the Trust Disability staff network, the Trust will continue to promote accurate recording of disability data through self-service on ESR.

The chart below shows the distribution of disabled staff across AfC and Medical pay bands. Declarations of disability are lowest across AfC bands 7 and upwards, and within the Medical and Dental workforce. There is a significant skewing of employment of disabled persons in the lowest pay band.

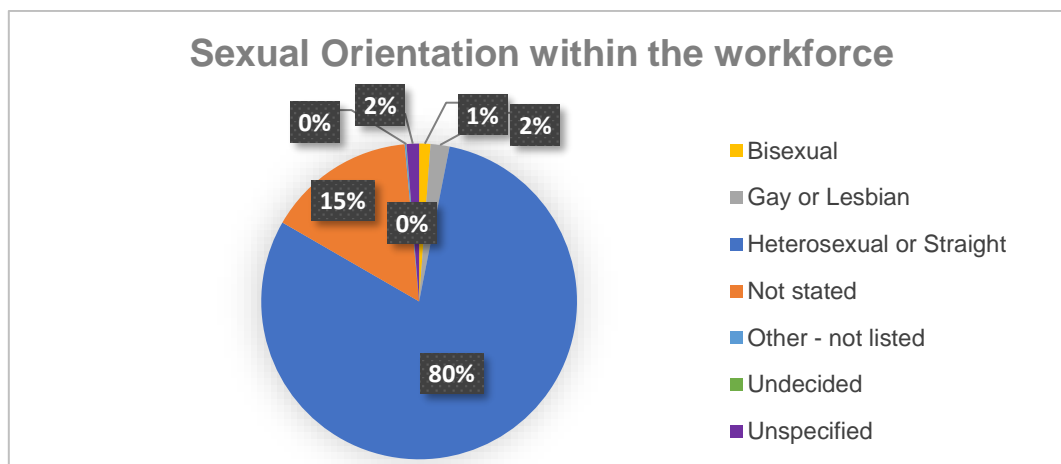


Through the Trust EDI strategy, we are committed to improving fair access to employment by extending the reach of adverts for Band 8A and above roles. We will also seek to ensure promotion readiness of disabled talent for succession planning, through the offer of reverse mentoring programs.

Sexual Orientation

The chart below shows the distribution of sexual orientation across the workforce 80.24% of the workforce identify as heterosexual, 1.94% as gay or lesbian, 1.15% as bisexual, 1.46% as undecided, other, or sexual orientation unspecified. 15.21% of the workforce did not wish to

disclose their sexual orientation. Estimates for the lesbian, gay and bisexual (LGB) population are subject to data variance and interpretation.



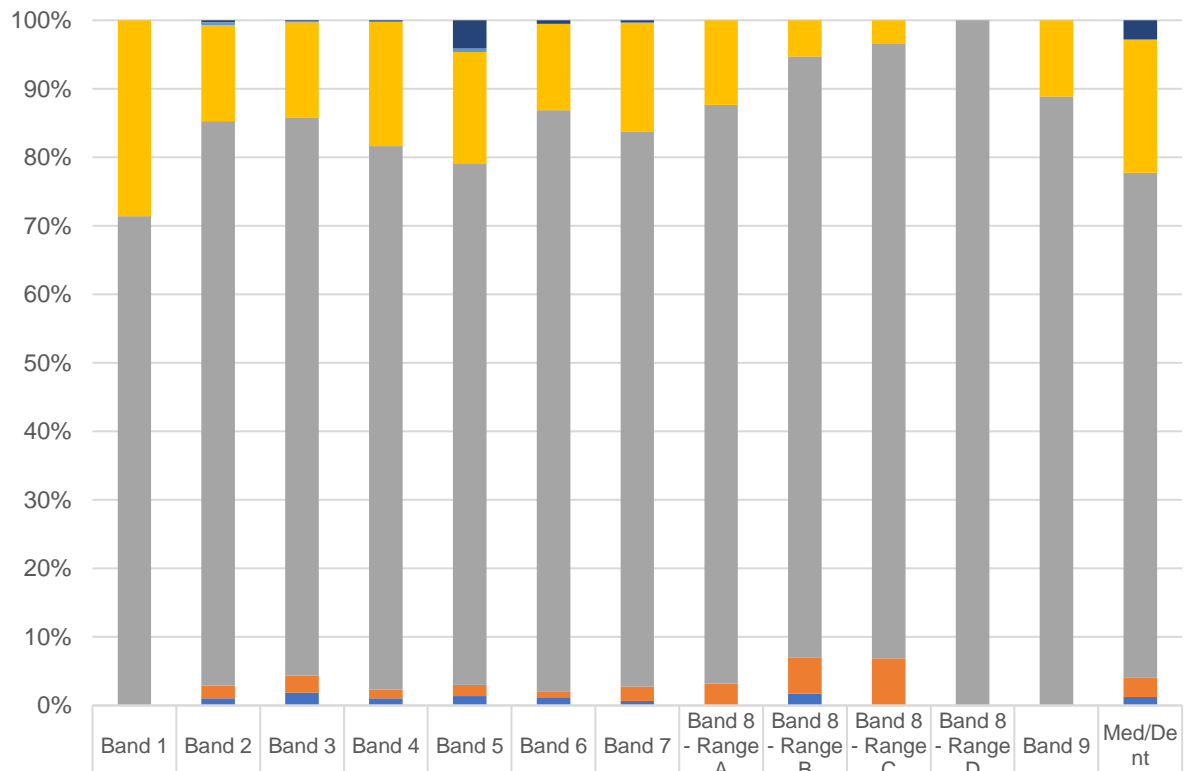
The Trust will continue to promote accurate recording of sexual orientation data through self-service on ESR. In addition, and in partnership with the Trust LGBTQ+ staff network, we continued to support a program of events to raise awareness such as LGBT History month.

The Trust EDI strategy is also committed to the development of equality educational masterclasses to build staff and manager competence, which includes LGBT equality.

The chart below shows the distribution of sexual orientation across the AfC bands and Medical workforce.

Sexual orientation minority identity declarations are low across the Trust, with high levels of 'Not Stated' across all bands. We are working with our LGBTQ+ communities to understand the issues surrounding the lack of declarations.

Sexual orientation distribution across AfC bands and Med/Den workforce

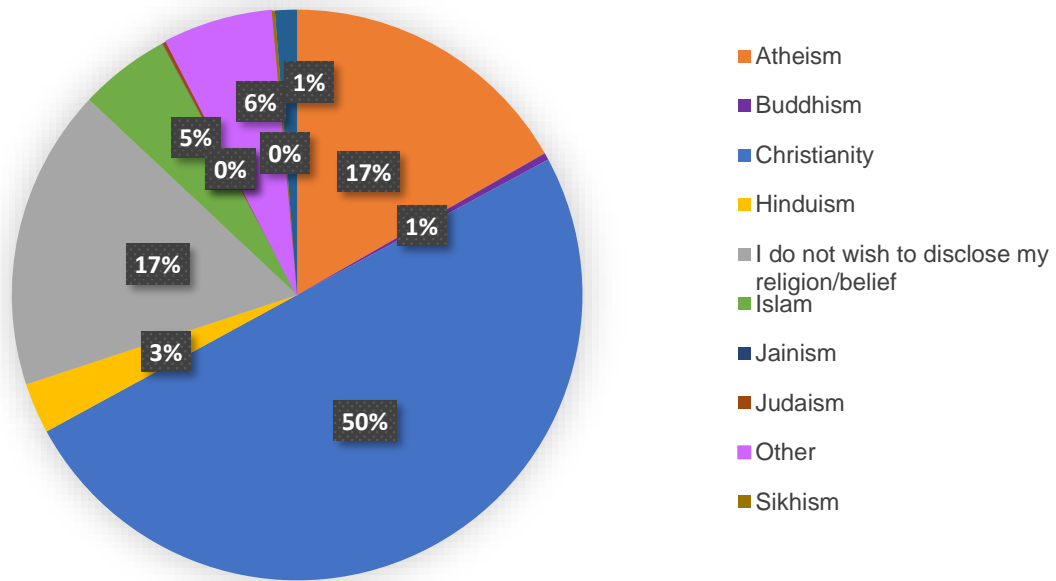


■ Unspecified %		0.35%	0.14%	0.21%	4.13%	0.50%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%
■ Undecided %		0.14%											
■ Other - not listed %		0.21%	0.14%	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Not Stated %	28.57%	14.00%	13.99%	18.16%	16.34%	12.64%	15.89%	12.33%	5.26%	3.45%	0.00%	11.11%	19.47%
■ Heterosexual or Straight %	71.43%	82.38%	81.39%	79.33%	76.01%	84.78%	81.00%	84.47%	87.72%	89.66%	100.00%	88.89%	73.71%
■ Gay or Lesbian %		1.88%	2.45%	1.25%	1.63%	1.00%	2.07%	3.20%	5.26%	6.90%	0.00%	0.00%	2.78%
■ Bisexual %		1.04%	1.90%	1.04%	1.38%	1.09%	0.69%	0.00%	1.75%	0.00%	0.00%	0.00%	1.25%

Religion or belief

The chart below shows the distribution of Religion or Belief across the workforce. The majority of the workforce self-identify as Christian (49.93%). Of the other major world religions, 5.16% of staff are Muslim, 2.86% Hindu, 0.4% Buddhist, and 0.25% Jewish. 16.73% of staff are atheist, and almost a fifth of staff (17.07%) chose not to disclose their religion.

Religion or belief within the workforce



The Trust Chaplaincy team is a multi-faith team, incorporating Christian and Muslim chaplains, with good contacts with other faith communities. It offers spiritual care and support to members of all faith traditions and none. The Chaplaincy department offers care and support to all patients, staff, relatives and visitors.

Recruitment Data

Recruitment data is provided for vacancies held on the Trust's recruitment system (*Trac jobs*) over a 12-month period. The following fields are provided:

- Number of applications.
- Percentage of applications by relevant protected characteristics
- The number of candidates interviewed, and the proportion of candidates interviewed as a percentage of applications.
- The number of offers made by relevant protected characteristic, and the proportion of offers made as a percentage of the candidates interviewed.

Age

The table below summarises the recruitment and selection data by age.

Age	Applications	% Applications	Interviewed	Proportion of applicants interviewed	Offered	Proportion of interviewed Offered
Under 20	217	1.35%	61	28.11%	25	40.98%
20 - 24	1849	11.48%	289	15.63%	153	52.94%
25 - 29	4431	27.52%	543	12.25%	165	30.39%
30 - 34	3667	22.77%	526	14.34%	171	32.51%
35 - 39	2353	14.61%	430	18.27%	148	34.42%
40 - 44	1407	8.74%	300	21.32%	99	33.00%

45 - 49	852	5.29%	244	28.64%	92	37.70%
50 - 54	611	3.79%	211	34.53%	82	38.86%
55 - 59	438	2.72%	172	39.27%	64	37.21%
60 - 64	240	1.49%	107	44.58%	24	22.43%
65+	37	0.23%	9	24.32%	2	22.22%
Not stated	0	0.00%	0	0.00%	0	0.00%
Total	16102		2892		1025	

Of 20 – 24-year-olds that applied (1849), 15.63% of them were interviewed and around half of those interviewed (53%) were recruited which is the largest percentage of recruitment following interview in any age group.

Whereas, of 60 – 64-year-olds that applied (240), 44.58% of them were interviewed but only 22.44% of those interviewed, when on to be recruited.

Highest proportion of recruited applicants were 30-34 years old (171, 16.7%).

Gender

The table below summarises the recruitment and selection data by Gender.

Gender	Applications	% Applications	Interviewed	Proportion of applicants interviewed	Offered	Proportion of interviewed Offered
Male	6333	39.3 %	956	15.10%	264	27.62%
Female	9729	60.4 %	1925	19.79%	759	39.43%
I do not wish to disclose	40	0.2 %	11	27.50%	2	18.18%
Not stated	0	0.00%	0	0.00%	0	0.00%
Total	16102		2892		1025	

Women make up 76% of the workforce, and men 24%. Of the applicant profile, women make up 60.4% of applicants and men 39.3%. Men are less likely to be invited for interview than women and less likely than women to be offered employment than women.

Of female applicants (9729), 19.79% of them were interviewed and of those interviewed 39.43% were recruited which is the largest percentage of recruitment following interview in the gender categories.

Whereas, of male applicants (6333), 15.10% of them were interview and 27.62% of those interviewed, when on to be recruited.

Through the Trust EDI Strategy, we are committed to reviewing our recruitment processes, practices and guidance for inclusive recruitment and selection, and appropriate development for those involved in the recruitment and selection process.

Ethnicity

The table below summarises the recruitment and selection data by ethnicity (White v BAME).

Ethnic Origin	Applications	%	Interviewed	Proportion	Offered	Proportion
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		Applications		of applicants interviewed		of interviewed Offered
WHITE	4863	30.20%	1594	33.00%	672	42.00%
BAME	10892	67.64%*	1250	11.48%	225	18.00%
I do not wish to disclose my ethnic origin	191	1.19%	38	20%	6	16%
Not stated	156	1%	10	6%	122**	
Total	16102		2892		1025	

The data above shows that BAME applicants make up 67.64% of candidates, compared to 30.20% of white applicants.

*The Code of Practice for International Recruitment was updated on 2nd August 2022. With this update, rules were tightened regarding the recruitment of individuals from red and amber list countries via different recruitment models. NHS Trusts and collaboratives are no longer able to recruit direct applicants from these countries on behalf of other NHS Trusts. This is likely to have contributed to an increase in direct applications from overseas BAME candidates.

The 2023/4 pay uplift for Agenda for Change (AfC) Staff increased the entry-point Band 3 salary from £20,330 to £21,730. This now exceeds the minimum salary requirement for sponsorship via the skilled worker route. Whilst other criteria must also be satisfied, this has significantly increased the volume of roles across the NHS, for which overseas candidates requiring sponsorship can apply for. To ensure a fair recruitment process, we have produced updated guidance for managers on the requirement to shortlist and interview candidates without bias related to a candidates Visa status or requirement for sponsorship.

The table below summarises the recruitment and selection data by ethnicity (White +5 way split).

Ethnic Origin	Applications	% Applications	Interviewed	Proportion of applicants interviewed	Offered	Proportion of interviewed Offered
WHITE - British	4863	30.20%	1594	33%	672	42%
ASIAN or ASIAN BRITISH	4044	25.00%	704	17%	131	19%
BLACK or BLACK BRITISH	5326	33.08%	360	7%	50	14%
Mixed Heritage	557	3.00%	78	14%	17	22%
Chinese	222	1.38%	44	20%	12	27%
Any other ethnic group	743	5.00%	64	9%	15	23%
Not disclosed	191	1.19%	38	20%	6	16%

Not stated	156	1.00%	10	6%	122**	
Total	16102		2892		1025	

The more granular analysis of ethnicity data shows that applicants who are Black/Black British are significantly impacted by the shortlisting process and the lowest success rate for offer of employment, equalled with 'other ethnic group'

Through the Trust EDI Strategy, we are committed to reviewing our recruitment processes, practices and guidance for inclusive recruitment and selection, and appropriate development for those involved in the recruitment and selection process. In addition, the Trust is developing careers and employability workshops for staff to develop skills for vacancy applications and interview preparations. The Trust will actively promote these opportunities for BAME staff.

We will continue to work with recruiting managers to create internal promotion/progression opportunities for existing staff, with those from underrepresented groups.

**There is a data anomaly for the 'Not-stated' category as highlighted above where there are more offers made than interviews undertaken. This is due to non-tracked activities e.g. recruitment days where interviews are conducted, but are not entered within the reporting system, until the offer stage.

Disability

The table below summarises the recruitment and selection data by Disability.

Disability	All applications	All applications (%)	Interviewed	Proportion of applicants interviewed	Offered	Proportion of interviewed Offered
No	15069	93.60%	2602	17.27%	810	31.13%
Yes	722	4.50%	238	32.96%	60	25.21%
I do not wish to disclose whether or not I have a disability	134	0.80%	41	30.60%	15	36.59%
Not stated	177	1.10%	11	6.21%	140*	
Total	16102		2892		1025	

The proportion of disabled candidates invited to interview is higher than the proportion of non-disabled candidates. This is likely to be because of implementation of the guaranteed interview scheme, as part of the Government's Disability Confident scheme. Of shortlisted candidates, there was a lower rate of offer made to disabled candidates, compared to non-disabled candidates.

*There is a data anomaly for the 'Not-stated' category as highlighted above where there are more offers made than interviews undertaken. This is due to non-tracked activities e.g. recruitment days

where interviews are conducted, but are not entered within the reporting system, until the offer stage.

Sexual Orientation

The table below summarises the recruitment and selection data by Sexual Orientation.

Sexual Orientation	All applications	All applications (%)	Interviewed	Proportion of applicants interviewed	Offered	Proportion of interviewed Offered
Heterosexual or Straight	14794	91.90%	2606	17.62%	830	31.85%
Gay or Lesbian	311	1.90%	85	27.33%	27	31.76%
Bisexual	305	1.90%	66	21.64%	19	28.79%
Other sexual orientation not listed	42	0.30%	14	33.33%	3	21.43%
Undecided	32	0.20%	8	25.00%	2	25.00%
I do not wish to disclose my sexual orientation	466	2.90%	102	21.89%	25	24.51%
Not stated	152	0.90%	11	7.24%	119*	
Total	16102		2892		1025	

The data shows that most applications are from heterosexual applicants, reflecting the overall population estimates. LGB applicants made up 4% of candidates, which is in line with the workforce LGB staff declaration (4.5%). LGB staff are more likely than heterosexual staff to be invited to interview. At offer stage, LGB staff are slightly less likely to be offered employment than heterosexual staff.

The Trust has an established LGBTQ+ staff network, and we will continue to develop the network in order to raise awareness of LGBT equality, and to support events such as LGBT History Month.

*There is a data anomaly for the 'Not-stated' category as highlighted above where there are more offers made than interviews undertaken. This is due to non-tracked activities e.g. recruitment days where interviews are conducted, but are not entered within the reporting system, until the offer stage.

Religion or Belief

The table below summarises the recruitment and selection data by Religion or Belief.

Religion	Applications	% Applications	Interviewed	Proportion of applicants interviewed	Offered	Proportion of interviewed Offered
Atheism	1546	9.60%	466	30.00%	229	49.00%
Buddhism	128	0.80%	24	19.00%	6	25.00%
Christianity	8969	55.70%	1388	15.00%	409	29.00%
Hinduism	860	5.30%	111	13.00%	15	14.00%
Islam	2534	15.70%	381	15.00%	65	17.00%
Jainism	7	0.00%	1	14.00%	0	0.00%
Judaism	16	0.10%	5	31.00%	3	60.00%

Sikhism	45	0.30%	9	20.00%	2	22.00%
Other	897	5.60%	245	27.00%	91	37.00%
Not disclosed	942	5.90%	251	27.00%	84	33.00%
Not stated	158	1.00%	11	7.00%	121*	
Total	16102		2892		1025	

The data shows that most applicants identify as Christian, reflecting the current workforce and local population. The data on interview and offers of role is skewed as a result of small applicant numbers for many religions, with Atheism having the highest success rate for both of these for the groups with statistically significant applicant numbers.

Through the Trust EDI strategy, we are committed to reviewing our recruitment processes, practices and guidance for inclusive recruitment and selection, and appropriate development for those involved in the recruitment and selection process. In addition, the Trust is developing careers and employability workshops for staff to develop skills for vacancy applications and interview preparations. The Trust will actively promote these opportunities for underrepresented groups.

We will continue to work with recruiting managers to create internal promotion/progression opportunities for existing staff, in particular those from underrepresented groups.

*There is a data anomaly for the 'Not-stated' category as highlighted above where there are more offers made than interviews undertaken. This is due to non-tracked activities e.g. recruitment days where interviews are conducted, but are not entered within the reporting system, until the offer stage.

Staff Leavers and Staff Turnover

Age

The table below shows the number of employees within each age bracket, the number of leavers in the same age brackets, and the staff turnover for each group. The overall annual staff turnover for the Trust is 15%

Age Band	Headcount	Leavers	% Turnover
<=20 Years	38.5	14	36.36%
21-25	360	89	24.72%
26-30	711	188	26.44%
31-35	896.5	119	13.27%
36-40	785.5	96	12.22%
41-45	703.5	70	9.95%
46-50	699.5	77	11.01%
51-55	784.5	84	10.71%
56-60	728	107	14.70%
61-65	431.5	73	16.92%
66-70	87.5	28	32.00%
>=71 Years	23.5	4	17.02%
Total	6249.5	949	15.19%

The rate of staff turnover is highest amongst the younger (<20 years – 30 years old) age brackets, which is recognised as career mobility and in the 66-70 years old category which is likely influenced by retirement.

Sex

The table below shows the number of men and women employed at the Trust, the number of leavers, and the turnover rate by Sex.

Sex	Headcount	Leavers	% Turnover
Female	4819.5	703	14.59%
Male	1430	246	17.20%
Total	6249.5	949	15.19%

There is a small difference in the rate of turnover between men and women, with the male turnover rate, slightly higher than the average, and the female turnover rate slightly lower than the average.

Ethnicity

The table below shows the number of people employed at the Trust, the number of leavers, and the turnover rate by Ethnicity.

Ethnicity	Headcount	Leavers	% Turnover
White	4674	705	15.08%
Mixed Heritage	98	21	21.43%
Asian or Asian British	828.5	130	15.69%
Black or Black British	276.5	43	15.55%
Chinese	40	8	20.00%
Any Other Ethnicity	115	16	13.91%
Unknown	217.5	26	11.95%
Total	6249.5	949	15.19%

The highest turnover rate is for Mixed heritage (21.43%) and Chinese (20%), however, these are statistically small groups.

Disability

The table below shows the number of people employed at the Trust, the number of leavers, and the turnover rate by Disability.

Disability	Headcount	Leavers	% Turnover
Not Declared	705.5	86	12.19%
Disabled	225.5	32	14.19%
Not Disabled	5313.5	831	15.64%
Total	6244.5	949	15.20%

The turnover rate for disabled staff is broadly in line with that of the Trust overall.

Sexual Orientation

The table below shows the number of people employed at the Trust, the number of leavers, and the turnover rate by sexual orientation.

Sexual Orientation	Headcount	Leavers	% Turnover
Bisexual	63	11	17.46%
Gay or Lesbian	115	20	17.39%
Heterosexual or Straight	5011.5	773	15.42%
Not stated	1008	143	14.19%
Other - not listed	8	1	12.50%
Undecided	2.5	1	40.00%
Unspecified	41.5	0	0.00%
Total	6249.5	949	15.19%

The turnover rate for LGB staff is significantly higher than that for the Trust overall. It should be noted that the numbers within this analysis are small, with LGB staff accounting for 5% of the overall workforce.

The Trust will continue to promote accurate recording of sexual orientation data through self-service on ESR. In addition, and in partnership with the Trust LGBTQ+ staff network, we will continue to support a program of events to raise awareness, such as LGBT History month. The Trust EDI strategy is also committed to the development of equality educational masterclasses to build staff and manager competence, which includes LGBT equality.

Religion or belief

The table below shows the number of people employed at the Trust, the number of leavers, and the turnover rate by Religion or Belief.

Religious Belief	Headcount	Leavers	% Turnover
Atheism	1008	180	17.86%
Buddhism	23.5	4	17.02%
Christianity	3149	433	13.75%
Hinduism	157	25	15.92%
I do not wish to disclose my religion/belief	1101.5	154	13.98%
Islam	303.5	82	27.02%
Jainism	2.5	1	40.00%
Judaism	15.5	1	6.45%
Other	396	60	15.15%
Sikhism	11	2	18.18%
Unspecified	82	7	8.54%

The majority of staff at the Trust identify as Christian, and the turnover rate for Christian staff is close to the overall average. The lowest rate of turnover is for Judaism (6%), but this is a statistically small group. Hinduism has the lowest statistically significant turnover rate at 15.92%.

Discounting the statistical skewing due to the small numbers of Jainism staff, the figures show that Muslim staff have the highest turnover rate at the Trust.

EDI Strategy

This EDI Annual report feeds into the EDI Strategy 2022-25 which has also been developed following the evidence deriving from our Workforce Race Equality Standard, Workforce Disability Equality Standard, Gender Pay Gap and results from the NHS Staff Survey 2020.

These metrics show that inequalities exist our staff with protected characteristics, reporting higher levels of poorer experience including harassment, bullying or abuse at work; greater inequalities in access to employment, development, and progression; lack of equitable representation across entry, middle and senior level roles and lack of diversity in leadership positions.

The focus for 2022-25 will be on the delivery of four key aims:

1. Current employees and future talent with protected characteristics are offered equality of opportunity and fair access to jobs, development and career progression
2. Employees with protected characteristics can work free from discrimination, and bullying and harassment, in an inclusive work environment that embraces diversity
3. Current employees and future talent with protected characteristics are enabled into leadership positions to drive lived experience into the heart of decision-making and to ensure services are designed, developed and delivered with inclusivity
4. We are compliant with our responsibilities under the relevant legislation and our data and resulting reports are consistent and accessible, as are the calculation and data analysis methodologies

Our plans are ambitious; we will achieve our aims through the development of four organisational priorities:

- Workforce
- Culture
- Compliance
- Health inequalities

Health inequalities will be progressed in partnership with the Patient and Service Engagement team and key partners and across Commissioning areas and the Greater Manchester Inequalities programmes.