

DIVERSITY AND INCLUSION WORKFORCE REPORT

2017/18

Incorporating the Public Sector Equality Duty

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1. Introduction

The Isle of Wight NHS Trust's vision is "Patients come first in everything we do. We fully involve patients, staff and volunteers, carers and communities" this is underpinned by our values *"We care....We are a team.....We innovate and improve."*

The Trust Board understands that equality, diversity and inclusion are important in achieving our vision and embedding our organisational values in everything we do.

The Trust's Equality Objective is *"The Isle of Wight NHS Trust strives to demonstrate excellence against all goals set out in the NHS Equality Delivery System (EDS 2), by everyone recognising equality and integrating it into everything we do"*. By end of March 2019 the Trust intends to review and re-define its Equality Objectives.

| Protected Characteristic | Diversity Scorecard Analysis ¹ |
|--------------------------------|--|
| Age | <ul style="list-style-type: none"> • 100% workforce reporting to Age • The largest age group employed at Isle of Wight NHS Trust is 46-55 yrs. • The number of staff employed between the ages of 16-25 is 6.76% • Leavers are over-represented in the 16-25 age range |
| Disability | <ul style="list-style-type: none"> • 75% of our workforce data reporting to Disability • 2.68% of the workforce have declared 'yes' when asked if they had a disability. • Of our future workforce, 4.70% of applications received and 5.50% of those appointed declared to having a disability |
| Marriage and Civil Partnership | <ul style="list-style-type: none"> • 97.65% workforce reporting to Marital and Civil Partnership Status |
| Race | <ul style="list-style-type: none"> • 95.05% workforce reporting to Race • 85.98% of the workforce is White British • 9.7% of the workforce is BAME • BAME staff fare less favourably to White British staff in recruitment and selection; employee relations (excluding sickness absence) and are under-represented from Band 6 and above. |
| Religion or Belief | <ul style="list-style-type: none"> • 69.32% of our workforce reporting to Religion or Belief |
| Sex | <ul style="list-style-type: none"> • 95.54% of our workforce reporting to Sex • 74.14% of the total workforce is female • 25.40% of the total workforce is male • Employment banding shows under-representation of women from Band 7 and above. • Employment banding shows under-representation of males in |

¹ Data source Electronic Staff Record and NHS Jobs as at 31st December 2017

| | |
|--------------------|--|
| | Band 1, 3, 4, 5 and 6. |
| Sexual Orientation | <ul style="list-style-type: none"> • 71.05% workforce reporting to Sexual Orientation • 59.98% of the workforce identify their sexual orientation as Heterosexual • 1.04% of the workforce identify as Lesbian, Gay or Bisexual (LGB) |

With our commitment to quality improvement, we have identified the following actions for further investigation and response.

1.1. Workforce Race Equality Standard (WRES)

85.98% of our workforce is White British and 9.7% Black, Asian and Minority Ethnic backgrounds (BAME).

Actions for further investigation:

Recruitment and Selection:

- The proportion of applications received from people who identify as White is 79.60%, and the proportion of successful applicants is 88.20%.
- The proportion of applications received from people who identify as Asian is 6.60%, and the proportion of successful applicants is 2.30%.
- The proportion of applications received from people who identify as Black is 3.50%, and the proportion of successful applicants is 1.50%.

Employee Relations:

- BAME staff are over-represented in being subject to Grievance; Bullying and Harassment and Disciplinary compared to White British staff.
- BAME staff are under-represented in sickness absence.

Employment Banding:

- BAME staff are under-represented at band 6 and above.

WRES

- The Trust will continue to publish WRES data and review our WRES action plan ready for delivery in July 2018. We aim to demonstrate year on year improvements across all WRES metrics.

1.2. Sex

74.14% of our workforce is Female and 25.40% is Male.

Actions for further investigation:

Employee Relations

- We will seek to establish any trends between men and women who have been subject to Grievance, Bullying and Harassment and Disciplinary procedure.

Employment Banding

- The Trust will report on the Gender Pay Gap on 31 March 2018
- Female staff are under-represented from Band 7 and above

1.3. EDS2

Completion of EDS2 summary reports across each Clinical Business Unit will be launched during 2018, pilot grading panels will be undertaken after the reports are generated.

- EDS2 Grading Panels demonstrate our commitment to the public sector equality duty (PSED) we will deliver a strong engagement programme with our patients, families, carers, communities and staff. More specifically, we will engage and involve our patients and people and invite them to have the opportunity to scrutinise our equality performance. This will be based on the completed EDS2 summary reports. Involvement of the voluntary and community sector is crucial to our engagement.

1.4. Equality and Diversity Programmes, Frameworks and Initiatives

- The Trust will closely monitor its response to the Accessible Information Standard; Disability Equality Standard and Time for Change. We will also respond positively to Equality, Diversity and Human Rights Week and key equality and human rights events.

2. Diversity and Inclusion Report 2017/18

We are delighted to introduce our Equality and Diversity Annual Report 2017/18. It gives us the baseline from which we will measure our progress to become an outstanding service provider and an inclusive employer of choice.

This report aims to demonstrate due regard to promote equality of opportunity, foster good relations and eliminate unlawful discrimination. The report provides a demographic profile of our current workforce and information to drive a more focussed approach to identifying and tackling inequality.

The Isle of Wight NHS Trust monitors its workforce against the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religious and/or Belief
- Sex
- Sexual Orientation

This report will be presented in three sections.

Section 1

Will introduce our Equality Standard, a nationally awarded framework to integrate equality, diversity and inclusion in everything we do. This includes a rapid assessment of key actions to enable the Trust to respond positively to our legal, regulatory and commissioner requirements to equality and diversity.

Section 2

Presents our response to the Public Sector Equality Duty (PSED) which contains our workforce diversity information.

Section 3

Will present our 'Next Steps'

Section 1: Equality Standard

The Trust has adopted the Equality Delivery System (EDS2), a national framework developed by NHS England. In response to the requirements of the EDS2, the Trust's new equality and diversity strategic 'Equality Standard' and this report outlines the progress we have made as at 31st May 2018.

The aim of our Equality Standard is to:

- respond positively to the legal, regulatory and commissioner requirements for equality, diversity and human rights;
- meet the requirements of the EDS2, Gender Pay Reporting and WRES (NHS England);
- embed an evidence based equality and diversity strategy with clear governance and reporting structures;
- to embed equality and diversity into everything we do.

These aims have been identified from an appraisal of local and national policies and legislative drivers including the requirements on Trusts to meet the regulatory framework of the CQC well-led domain and other inspection systems that encompass equality and diversity functions.

The summary report below outlines our response in meeting our obligations for equality, diversity and inclusion.

| Section 1. Equality Standard Performance Report | |
|---|--|
| Organisational Values | Equality Objectives |
| <p>We Care..</p> <p>We are part of a team..</p> <p>We innovate and improve..</p> | <p>The Equality Standard will champion the values of the organisation at every opportunity and in everything we do. The values are an integral part of defining our culture and being recognised as an inclusive employer of choice. Our equality objectives include:</p> <ul style="list-style-type: none"> • Excellent Patient Care • Work with others to keep improving our services • A positive experience for patients, service users and staff • Skilled and capable staff • Cost effective, sustainable services |
| Equality Standard Actions | |
| Identify Executive Lead/s for equality and diversity | <p>The Trust has identified an executive lead for equality and diversity and has responsibility to champion and be accountable for the Equality Standard. The identified executive leads are:</p> <ul style="list-style-type: none"> • The Director of Workforce, Organisational Development and Communication is the nominated executive lead for equality and diversity. • Diversity and Inclusion is being championed by our Associate Directors of Nursing; one of whom is the clinical lead for the HR and OD "Getting to Good" work stream. • The Deputy Director Medical Director will also champion diversity and inclusion focussing on the medical workforce. |
| Co-design and launch an equality and diversity strategy | <p>This 2018 strategy embraces the national requirements of the EDS2, Gender Pay and WRES.</p> <ul style="list-style-type: none"> • Equality Impact Leads (EIL) will be identified across our Clinical Business Units to oversee the implementation of the |

| | |
|--|---|
| | <p>Equality Standard. VOX POP Diversity Champions will be identified to drive the standard at a local level.</p> <ul style="list-style-type: none"> • A review will take place in September 2018 to prepare actions in response to the findings of the Equal Pay Gap Reporting; Accessible Information Standard and Disability Equality Standard. |
| <p>Establish governance and reporting arrangements for equality and diversity</p> | <p>HR data is collated across all protected characteristics of the workforce and is reported against employee relations including recruitment and selection and retention throughout the staff journey (employee life cycle). This data is an integral part of our diversity performance and is published annually in response to the Public Sector Equality Duty (PSED).</p> <p>The Trust will complete the EDS2 across each clinical area of the organisation and report annually against the WRES. The Trust positively supports the completion of Equality Analysis on all new policies and those that are being reviewed.</p> <p>The Trust has identified the following committees to monitor and report the performance of equality and diversity:</p> <ul style="list-style-type: none"> • Equality Impact Group • HR and OD Sub-Committee • Performance Committee • Quality Governance Committee • Trust Board • Patient Experience Group |
| <p>Delivery of equality and diversity training</p> | <p>The Trust is establishing a multi methods approach to delivering equality and diversity. This includes:</p> <ul style="list-style-type: none"> • Organisational Induction • E-Learning • VOX POP staff engagement events • Diversity Moments is a series of 10 equality and diversity learning topics that are aimed to be presented at a mainstream business meeting at each clinical division and corporate function. The benefit of Diversity Moments is that it (i) raises operational understanding of equality and diversity; and (ii) demonstrates evidence of mainstreaming equality and diversity across the organisation. |
| <p>Workforce engagement for equality and diversity</p> | <p>The Trust will establish staff network groups with equality and diversity an integral part of their function. A number of engagement events are delivered throughout the year which focuses upon the key objectives and outcomes of the EDS2, WRES and NHS Staff Survey</p> <ul style="list-style-type: none"> • Diversity calendar of events to celebrate diversity and inclusion and embed equality for all. • VOX POP – Diversity Champions • Health and Wellbeing Champions • Patient Experience Champions |
| <p>Identify risk and assurance</p> | <p>Active management of the Trusts statutory obligations through the delivery of the Equality Delivery System (EDS2) and Workforce Race Equality Standard (WRES).</p> <p>The Trust Board has recognized that its diversity and inclusion is an area of high risk for the organisation. An action plan has been developed to address the Board's concerns. The Risk Register will be</p> |

| | |
|---|--|
| | used to monitor progress to ensure the risk to the organisation is significantly reduced by March 2019. |
| Legal implications | The Trust has quality, safety and operational obligations related to Equality and Diversity, both for patients and staff. <ul style="list-style-type: none"> • Equality Act 2010 • Human Rights Act 1998 |
| Regulatory and commissioner requirements | <ul style="list-style-type: none"> • CQC Domains • NHSI • SC13 – NHS Standard Contract |

Section 2: Introduction of a Workforce Diversity Scorecard

2.1. Introduction

Supporting individual differences helps every member of staff reach their own potential and contributes to the delivery of the Trust's vision and values. To do this we need to have an in-depth understanding of the effect of our workplace cultures, policies, practices and procedures on our workforce and people who use our services.

Collating and analysing data on our staff by protected characteristics (Workforce Diversity Scorecard) provides a good starting point to develop this understanding. It provides us with an evidence base to identify any differences in outcomes for groups protected by the Equality Act 2010.

We have published this report because, under the Equality Act 2010, we have a duty to "publish information relating to persons who share a relevant protected characteristic who are its employees."²

We also have a duty to "publish information relating to persons who share a relevant protected characteristic who are other persons affected by its policies and practices."³

The public sector equality duty, which came into force on 5 April 2011, was created by the Equality Act 2010 in order to harmonise the race, disability and gender equality duties and extend protection to the new protected characteristics of age, sex, gender re-assignment, pregnancy and maternity, religion or belief and sexual orientation. There is now a requirement for public bodies to publish:

- equality objectives, at least every four years
- equality information to demonstrate their compliance with the equality duty at least annually.

² Equality Act 2010 (Specific Duties) Regulations [2011] para 2(4)a.

³ Equality Act 2010 (Specific Duties) Regulations [2011] para 2(4)b.

2.2. Workforce Diversity Scorecard

This data is based on staff employed at Isle of Wight NHS Trust as at 31 December 2017.

| Staff In Post as at 31.12.17 | Sum of Headcount | Sum of FTE |
|------------------------------|------------------|------------|
| Total | 3579 | 2713 |

The Equality Standard was launched in 2014 as a positive response to meet the requirements of the EDS2. A work programme was designed and implemented to improve workforce equality monitoring across all protected characteristics of the workforce.

2.3. Age

- Isle of Wight NHS Trust has 100% workforce reporting to Age
- The largest age group employed at Isle of Wight NHS Trust is 46-55 (30.32%)
- The number of staff employed between the ages of 16-25 is 6.76%

Table 1. Workforce by Age

| Age Group | Sum of Headcount | Percentage of Total |
|--------------------|------------------|---------------------|
| 16-25 | 242 | 6.76% |
| 26-35 | 657 | 18.36% |
| 36-45 | 773 | 21.06% |
| 46-55 | 1085 | 30.32% |
| 56-65 | 719 | 20.09% |
| 66 and above | 103 | 2.88% |
| Grand Total | 3579 | 100.00% |

Table 2. Recruitment and Selection by Age

| Age Band (NHS JOBS) | Total Applicants | % | Total Shortlisted | % | Total Appointed | % |
|---------------------|------------------|-------------|-------------------|-------------|-----------------|--------|
| Under 20 | 137 | 1.70% | 59 | 1.80% | 7 | 1.50 |
| 20-24 | 1004 | 12.60% | 349 | 10.90% | 48 | 10.10 |
| 25-29 | 1337 | 16.70% | 461 | 14.30% | 72 | 15.20 |
| 30-34 | 892 | 11.20% | 344 | 10.70% | 64 | 13.50 |
| 35-39 | 755 | 9.40% | 286 | 8.90% | 41 | 8.70% |
| 40-44 | 873 | 10.90% | 397 | 12.40% | 56 | 11.80% |
| 45-49 | 1007 | 12.60% | 446 | 13.90 | 60 | 12.70% |
| 50-54 | 976 | 12.20% | 419 | 13% | 58 | 12.30% |
| 55-59 | 669 | 8.40% | 307 | 9.60% | 49 | 10.40% |
| 60-64 | 298 | 3.70% | 126 | 3.90% | 16 | 3.40% |
| 65-69 | 28 | 0.40% | 9 | 0.30 | 2 | 0.40% |
| 70+ | 16 | 0.20 | 10 | 0.30 | 0 | 0% |
| Undisclosed | 1 | 0% | 0 | 0% | 0 | 0% |
| Total | | 100% | | 100% | | |

Table 3. Leavers by Age

| Age Group | Total Sum of Headcount | Percentage of Total | Leavers as a % of total workforce |
|--------------------|------------------------|---------------------|-----------------------------------|
| 16-25 | 242 | 6.76% | 1.8%(65) |
| 26-35 | 657 | 18.36% | 3.8%(139) |
| 36-45 | 773 | 21.06% | 2.5%(90) |
| 46-55 | 1085 | 30.32% | 3.0%(109) |
| 56-65 | 719 | 20.09% | 4.3%(156) |
| 66 and above | 103 | 2.88% | 1.0%(36) |
| Grand Total | 3579 | 100.00% | |

2.3.1. Actions for further analysis and response (2018/19)

Our workforce information by age tells us:

- we have an ageing workforce
- The impact of age on recruitment and selection show a slight under-representation in appointments from 16-39 and a slight over-representation from 40-70+. However, this does require further analysis including a statistical significance test.
- Leavers are over-represented in the 16-25 age range
- A key action is to undertake further analysis to identify the involvement of age groups in employee relations and employment banding.

Key issues to consider about the ageing workforce (NHS Employers)

- Research has shown that many older workers report feeling undervalued and not respected by managers and their co-workers.
- Managing a multi-generational team where more staff are older will require managers and organisations to adopt a more flexible approach to work organisation, task management and rotas/shifts.
- Organisations need to be prepared for the fact that, just like the communities they serve, their workforce will experience ill health, impairment and disabilities. Retaining staff with these lived experiences can be beneficial to organisations as their understanding can enhance patient care.
- Flexible working, including different or set work patterns, has been proven in recruitment and retention strategies.
- Attracting, retaining and developing a millennial workforce is a priority action for our equality and diversity plan. We have already started to 're-brand' the Trust as an "great place to work". Recruitment and Retention Ideas generated at a Workforce Summit in April 2018 will feed to the revised HR and OD strategy.

2.4. Disability

- Isle of Wight NHS has 75% workforce reporting to Disability
- 2.68% of the workforce have declared 'yes' to disability.
- Recruitment and Selection for people who have declared 'Yes' to disability is positive in regard to application received and appointed.

Table 1. Workforce by Disability

| Disability | Sum of Headcount | Percentage of Total |
|----------------------|------------------|---------------------|
| No | 1728 | 48.30% |
| Not Declared | 1039 | 29% |
| Prefer Not To Answer | 3 | 0.1% |
| Undefined | 715 | 20% |
| Yes | 94 | 2.68% |
| Grand Total | 3579 | 100% |

Table 2. Recruitment and Selection by Disability

| Disabled | Total Applicants | % | Total Shortlisted | % | Total Appointed | % |
|-----------------|------------------|-------------|-------------------|-------------|-----------------|-------------|
| No Not Declared | 7476 | 93.50% | 2986 | 92.90% | 442 | 93.40% |
| Undefined | 141 | 1.80% | 54 | 1.70% | 5 | 1.10% |
| Yes | 375 | 4.70% | 173 | 5.40% | 26 | 5.50% |
| Total | | 100% | | 100% | | 100% |

Table 3. Employee Relations by Disability

| Diversity Scorecard | Employees who have reported they have a disability | Employees who have not reported a disability |
|-------------------------|--|--|
| Workforce (3579) | | |
| Grievance | 2 | 35 |
| Bullying and Harassment | 0 | 4 |
| Disciplinary | 2 | 52 |
| Sickness Absence | 3 | 146 |
| Leavers | 1 | 598 |

Table 4. Employment Banding by Disability

| Diversity Scorecard | Headcount with a disability |
|---|------------------------------------|
| Workforce (3579) | |
| Band 1 and 2 | 22 |
| Band 3 | 13 |
| Band 4 | 9 |
| Band 5 | 28 |
| Band 6 | 30 |
| Band 7 | 6 |
| Band 8a to 8d | 3 |
| Band 9 | 0 |
| Medical workforce from FY1 to Consultant | 2 |

2.4.1. Actions for further analysis and response (2018/19)

- The Trust will raise the importance of workforce and patient equality monitoring.
- Further analysis will be undertaken to identify the involvement of staff declaring 'yes' to disability and being subject to a grievance.
- Staff who declare 'yes' to disability are under-represented at Band 8a and above.
- The Trust anticipates the proposed Disability Equality Standard (DES) will be a challenge; we have a good foundation to work from. We have been recognised as a Mindful Employer, supporting staff with mental health problems. The Trust has recently been recognised as a champion for patients and staff with a disability by achieving the Disability Confident Leader accreditation and shows people with a disability, we are committed to improving the experiences of patients and staff.

2.5. Marriage and Civil Partnership

The Isle of Wight NHS Trust has 97.65% workforce reporting to Marital and Civil Partnership Status

Table 1. Workforce by Marriage and Civil Partnership

| Marital Status | Sum of Headcount | Percentage of Total |
|--------------------|------------------|---------------------|
| Civil Partnership | 41 | 1.13% |
| Divorced | 308 | 8.46% |
| Legally Separated | 72 | 1.98% |
| Married | 1983 | 54.45% |
| NULL | 25 | 0.69% |
| Single | 1114 | 30.59% |
| Unknown | 61 | 1.67% |
| Widowed | 38 | 1.04% |
| Grand Total | 3246 | 97.65% |

2.4.1. Actions for further analysis and response (2018/19)

- The Trust will investigate the impact of marital and civil partnership status on recruitment and selection; employee relations and employment banding.
- The Equality Act 2010 says an employer must not discriminate against you because you're married or in a civil partnership. Further work will be undertaken to identify how services are responding to the needs of people who are married or in a civil partnership in the design, delivery and evaluation of services..

2.5. Race

- Isle of Wight NHS Trust has 95.05% workforce reporting to Race
- 85.98% of the workforce is White British
- 9.7% of the workforce is BAME

Table 1. Workforce by Race

| Race | Sum of Headcount | Percentage of Total Workforce |
|---|------------------|-------------------------------|
| A White - British | 2924 | 81.70% |
| B White - Irish | 27 | 0.80% |
| C White - Any other White background | 126 | 3.50% |
| D Mixed - White & Black Caribbean | 7 | 0.20% |
| E Mixed - White & Black African | 4 | 0.10% |
| F Mixed - White & Asian | 8 | 0.20% |
| G Mixed - Any other mixed background | 21 | 0.60% |
| H Asian or Asian British - Indian | 41 | 1.10% |
| J Asian or Asian British - Pakistani | 8 | 0.20% |
| K Asian or Asian British - Bangladeshi | 2 | 0.10% |

| | | |
|--|------|---------|
| L Asian or Asian British - Any other Asian background | 125 | 3.50% |
| M Black or Black British - Caribbean | 5 | 0.10% |
| N Black or Black British - African | 20 | 0.60% |
| P Black or Black British - Any other Black background | 5 | 0.10% |
| R Chinese | 6 | 0.20% |
| S Any Other Ethnic Group | 51 | 1.40% |
| Undefined | 15 | 0.40% |
| Z Not Stated | 182 | 5.10% |
| Grand Total | 3579 | 100.00% |

Table 2. Recruitment and Selection by Race

| Ethnic Origin | Total Applicants | % | Total Shortlisted | % | Total Appointed | % |
|----------------------------|-------------------------|----------------|--------------------------|----------------|------------------------|----------------|
| Asian | 530 | 6.60% | 145 | 4.50% | 11 | 2.30% |
| Black | 282 | 3.50% | 94 | 2.90% | 7 | 1.50% |
| Mixed | 109 | 1.50% | 20 | 1.10% | 3 | 0.60% |
| Other | 137 | 1.70% | 37 | 1.20% | 1 | 0.20 |
| Unknown/ Not Stated | 147 | 1.80% | 79 | 2.50% | 22 | 4.70% |
| White | 6362 | 79.60% | 2680 | 83.40% | 417 | 88.20% |
| Total | 7567 | 100.00% | 3055 | 100.00% | 461 | 100.00% |

Table 3. Employee Relations by Race

| Diversity Scorecard | White British | BAME (including White Irish and White Other Background) | BAME (excluding White Irish and White Other Background) |
|--------------------------------|----------------------|--|--|
| Workforce (3579) | | | |
| Grievance | 33 | | 5 |
| Bullying and Harassment | 0 | | 4 |
| Disciplinary | 2 | | 52 |
| Sickness Absence | 146 | | 3 |
| Leavers | 462 | 137 | 109 |

Table 4. Employment Banding by Race

| Diversity Scorecard | White British | | BAME (excluding White Irish and White Other Background) | |
|--------------------------|---------------|----------------|---|----------------|
| | Clinical % | Non-Clinical % | Clinical % | Non-Clinical % |
| Workforce (3579) | | | | |
| Band 1 | 0 | | | |
| Band 2 | 86.8 | 84.7 | 6.9 | 7.3 |
| Band 3 | 92.1 | 93.7 | | 0.8 |
| Band 4 | 93.3 | 96.1 | 2.6 | 1.2 |
| Band 5 | 73.1 | 97.5 | 20.7 | 0 |
| Band 6 | 92.3 | 100 | 4.1 | 0 |
| Band 7 | 90 | 91.5 | 5 | 4.3 |
| Band 8a | 98.4 | 100 | 0 | 0 |
| Band 8b | 94.1 | 93.3 | 0 | 0 |
| Band 8c | 100 | 100 | 0 | 0 |
| Band 8d | 50 | 87.5 | 0 | 0 |
| Band 9 | 0 | 0 | 0 | 0 |
| Medical Workforce | 117 | 0 | 85 | 0 |

N.B variances are attributed to staff who do not wish to disclose their ethnicity

2.5.1. Actions for further analysis and response (2018/19)

- Our workforce race equality performance must improve. We will identify key actions contained within a WRES action plan that will be underpinned by engagement at all levels of the organisation.
- We will design and deliver a strong staff engagement programme that aims to (i) understand the experience of BAME people within our organisation; and (ii) undertake a review of BAME recruitment and selection, involvement of BAME in employee relations and identifying any potential barriers to career development and progression.
- The Trust has identified that BAME are significantly under-represented at Band 6 and above with the exception of non-clinical band 8d.

2.6. Religion and Belief

- Isle of Wight NHS Trust has 69.35 % workforce reporting to Religion or Belief
- 41.83% of the workforce identifies their religion/belief with Christianity

Table 1. Workforce by Religion or Belief

| Religion and/or Belief | Sum of Headcount | Percentage of Total |
|---------------------------|------------------|---------------------|
| Atheism | 330 | 9.22% |
| Buddhism | 12 | 0.34% |
| Christianity | 1497 | 41.83% |
| Hinduism | 19 | 0.53% |
| I do not wish to disclose | 1097 | 30.65% |
| Islam | 22 | 0.61% |
| Jainism | 1 | 0.03% |
| Judaism | 1 | 0.03% |
| Other | 271 | 7.57% |
| Sikhism | 1 | 0.03% |
| Undefined | 328 | 9.16% |
| Grand Total | 3579 | 100% |

Table 2. Recruitment and Selection by Religion or Belief

| Religious Belief | Total Applicants | % | Total Shortlisted | % | Total Appointed | % |
|--|------------------|----------------|-------------------|----------------|-----------------|----------------|
| Atheism | 1347 | 16.90% | 561 | 17.50% | 91 | 19.20 |
| Buddhism | 51 | 0.60% | 15 | 0.50% | 0 | 0% |
| Christianity | 4036 | 50.50% | 1689 | 52.60% | 261 | 55.20% |
| Hinduism | 131 | 1.60% | 36 | 1.10% | 5 | 1.10% |
| I do not wish to disclose religion/ belief | 947 | 11.80% | 407 | 12.70% | 60 | 12.70% |
| Islam | 285 | 3.60% | 60 | 1.90% | 1 | 0.20% |
| Jainism | 1 | 0% | 1 | 0% | 0 | 0% |
| Judaism | 2 | 0.10% | 2 | 0.10% | 0 | 0% |
| Other | 1184 | 14.80% | 439 | 13.70% | 55 | 11.60 |
| Sikhism | 8 | 0.10% | 3 | 0.10% | 0 | 0% |
| Total | 7992 | 100.00% | 3213 | 100.00% | 473 | 100.00% |

2.6.1. Actions for further analysis and response (2018/19)

- The Trust will investigate the impact of religion or belief status on employee relations and employment banding. This will be incorporated and analysed for statistical significance within the WRES action plan.
- Initial analysis of recruitment and selection data does show a negative impact in applications received to appointments for the following categories: Hinduism; Islam; Jainism; Sikhism and Other.

2.7. Sex

- Isle of Wight NHS Trust has 100% workforce reporting to Sex
- 74.30% of the total workforce is female
- 25.70% of the total workforce is male
- Isle of Wight NHS Trust monitors the representation of Women on Board and will respond positively to the requirements contained with Equal Pay Gap Reporting (31 March 2018)

Table 1. Workforce by Sex

| Sex | Sum of Headcount | Percentage of Total |
|-------------|------------------|---------------------|
| Female | 2658 | 74.30% |
| Male | 921 | 25.70% |
| Grand Total | 3579 | 100% |

Table 2. Recruitment and Selection by Sex

| Sex | Total Applicants | % | Total Shortlisted | % | Total Appointed | % |
|-------------|------------------|--------|-------------------|--------|-----------------|--------|
| Male | 1954 | 24.40% | 735 | 22.90% | 99 | 20.90% |
| Female | 6004 | 75.10% | 2456 | 76.40% | 367 | 77.60% |
| Undisclosed | 34 | 0.40 | 22 | 0.70% | 7 | 1.50% |
| Total | 7992 | 100% | 3213 | 100 | 473 | 100% |

Table 3. Employee Relations by Sex

| Diversity Scorecard | Female | Male |
|---------------------|--------|------|
| Leavers | 427 | 169 |

2.7.2. Actions for further analysis and response (2018/19)

- We will investigate the involvement of males subject to a disciplinary. We will triangulate with Race to identify any trends in data sets.
- We are unable to provide a breakdown of employee relation cases by pay band/grade. This report will be developed during 2018.

2.8. Sexual Orientation

- Isle of Wight NHS Trust has 62.23% workforce reporting to Sexual Orientation
- 61.62% of the workforce identify their sexual orientation as Heterosexual
- 1.01% of the workforce identify as Lesbian, Gay or Bisexual (LGB)

Table1. Workforce by Sexual Orientation

| Sexual Orientation | Sum of Headcount | Percentage of Total |
|---|------------------|---------------------|
| Bisexual | 6 | 0.17% |
| Gay | 19 | 0.53% |
| Heterosexual | 2191 | 61.61% |
| I do not wish to disclose my sexual orientation | 1023 | 28.58% |
| Lesbian | 11 | 0.31% |
| Undefined | 329 | 9.19% |
| Transgender | 0 | 0 |
| Grand Total | 3579 | 100% |

Table 2. Recruitment and Selection by Sexual Orientation

| Sexual Orientation | Total Applicants | % | Total Shortlisted | % | Total Appointed | % |
|--|------------------|----------------|-------------------|----------------|-----------------|----------------|
| Bisexual | 80 | 1% | 18 | 0.60% | 1 | 0.20% |
| Gay | 77 | 1% | 31 | 1% | 5 | 1.10% |
| Heterosexual | 7294 | 91.30% | 2932 | 91.30% | 428 | 90.50% |
| I do not wish to disclose sexual orientation | 497 | 6.20% | 208 | 6.50% | 37 | 7.80% |
| Lesbian | 44 | 0.60% | 24 | 0.70% | 2 | 0.40% |
| Total | 7992 | 100.00% | 3213 | 100.00% | 473 | 100.00% |

2.8.1. Actions for further analysis and response (2018/19)

1. The Trust will investigate the impact of sexual orientation status on recruitment and selection; employee relations and employment banding.

Section 3 Next steps 2018-19

1. The Trust will undertake a full analysis of workforce data by protected characteristics and address gaps in reporting as specified in the report.
2. The Trust will respond positively to workforce equality requirements such as Gender Pay Gap reporting; Disability Equality Standard; Accessible Information Standard; Workforce Race Equality Standard (WRES) and Equality Delivery System (EDS2).
3. The Trust will publish EDS2 Summary reports completed by our clinical divisions
4. The Trust will pilot a programme of EDS2 Grading Panels (April- August 2018) with a full launch (September 2018-March 2019).