



<b>Agenda Item No</b>		<b>Meeting</b>	H R and OD Committee	<b>Meeting Date</b>	5 <sup>th</sup> June 2019
<b>Title</b>	Diversity and Inclusion Workforce Report 2018/19 – incorporating the Public Sector Equality Duty				
<b>Sponsoring Executive Director</b>	Julie Pennycook – Director of Human Resources and Organisational Development				
<b>Author(s)</b>	Liz Nials – Senior HR Manager, Hazel Pither – Operational Lead for Equality and Diversity				
<b>Report previously considered by inc date</b>	None				
<b>Purpose of the report</b>					
Information only		Assurance			✓
Review and discuss		Agreement			✓
Trust Board Approval is required					
<b>Reason for submission to Trust Board in Private only (please indicate below)</b>					
Commercial Confidentiality		Staff Confidentiality			
Patient Confidentiality		Other Exceptional Circumstance			
<b>Link to Trust Strategic Objectives</b>					
Provide safe, effective, caring and responsive services – ‘Good’ by 2020					✓
Ensure efficient use of resources					
Achieve NHS constitutional patient access standards					
Achieve excellence in employment, education and development					✓
Lead strategic change on the Isle of Wight					✓
<b>Link to CQC Well Led Domains</b>					
Effective		Responsive			
Caring	✓	Well-led			✓
Safe					



## Executive Summary

This report aims to demonstrate our commitment to respond positively to our legal, regulatory and commissioner requirements to equality and diversity. The trust has a public sector equality duty to publish the demographic profile of our workforce and information to drive a more focussed approach to identifying and tackling inequality.

Diversity and Inclusion (D&I) is mandated as part of the NHS Standard Contract and assessed by the Care Quality Commission (CQC) against the Well-Led domain.

Not meeting D&I reporting requirements can result in reputational damage to Trust; loss of credibility as an employer of choice; poor performance on national staff survey, negative employee relations; high sickness absence, turnover and poor retention.

With a commitment to integrate equality, diversity and inclusion at every level of the organisation, the Equality and Diversity team are embedding a 'Well-Led' architecture via an Equality Standard. This has resulted in the ratification of the Equality and Diversity Strategy; formation of the Equality Impact Group; delivery of staff equality engagement events and devolving the EDS2 across clinical and corporate divisions.

Over the last 12 months, the Trust has seen notable progress in embedding inclusion, diversity and human rights into core business activity. **A number of key outcomes have been achieved over the last 12 months.**

### Training

- Launched the Equality Standard at Divisional Board.
- Equality Champions event.
- On-going support from external expert.

### Governance

- Established the Equality Impact Group.
- Annual WRES Assessment published.



- Gender Pay Gap Report published.

## Engagement

- Participated in IoW Pride.
- Established networks with mainland Equality and Diversity Leads.

The main points raised in this report are:

- Prior to the implementation of the Equality Standard and approval of the Equality and Diversity Strategy, equality and diversity had a 25 risk rating on the risk register. As a result of the actions taken during the past 12 months the risk rating has been re-assessed to 9.
- **Recruitment:** people with a BAME background are less likely to be appointed than white.
- **Pay:** there are no people on Agenda For Change pay scales from a BAME background above band 6.
- As at 31<sup>st</sup> December 2018, 22.96% of our workforce was over the age of 56 years old.
- Staff do not wish to disclose if they have a disability or their sexual orientation to ensure the actions taken by the Trust are proportionate, this position needs to be improved, whilst respecting an individual's right 'not to disclose'.

## Key Recommendation

The HR and OD Committee are invited to receive and approve the Equality and Diversity Report 2018/19.

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## 1. Introduction

- 1.1 Isle of Wight NHS Trust is committed to promoting equality, diversity and inclusion (EDI). We aim to ensure that respect for equality, diversity and human rights are embedded in all areas of our service delivery, patient care, planning and employment. We will make sure that the services we deliver are accessible, responsive and appropriate for the community that we serve. We will treat patients, visitors and staff with dignity and respect.
- 1.2 The Trust's Equality and Diversity plan aims to (i) enable staff to connect with our vision and values; (ii) respond positively to our quality, safety, operational and financial obligations; and (iii) recruit, retain and develop skilled and committed people.
- 1.3 Our Equality Standard will embed a strong architecture to continually build and strengthen our response to equality, diversity and inclusion. This includes the Equality Impact Group; Equality Champion Network; Learning and Development programmes and an engagement programme to enable our patients and people to connect with our Equality Standard.
- 1.4 **'What gets measured gets done'** the Equality Standard has been designed with the aim to integrate an exciting and engaging programme for equality, diversity and inclusion. The Diversity Scorecard is a crucial element of this programme and provides qualitative and quantitative measurements to demonstrate the impact of the standard.
- 1.5 The Trusts Equality Objectives have been aligned with the Equality Delivery System (EDS2) objective:
- Better Health outcomes for all
  - Improved patient access and experience
  - Empowered, engaged and supported staff
  - Inclusive leadership at all level

1.6 This Equality and Diversity Annual Report provides an update on the progress we have made in relation to equality, diversity and inclusion for our staff. Publishing this report forms part of our legal requirement under the Specific Duty in the Public Sector Equality Duty (PSED) (part of the Equality Act 2010). It should be noted that the reporting is for period ending December 2018. To bring this into line with national reporting cycles, this will change to 31 March from April 2020.

## 2. Equality Standard Summary

The Equality Standard is a 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.

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 Trusts equality and diversity strategic 'Equality Standard' and this report outlines the progress we have made as at 31<sup>st</sup> December 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.

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><b>“Compassionate, Team working, Improved, Valued</b></p> <p><b>Care the golden thread running through everything we do”.</b></p>	<p>The Equality Standard champions the values of the organisation at every opportunity and in everything we do.</p> <p>The Trusts 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"> <li>• Excellent Patient Care</li> <li>• Work with others to keep improving our services</li> <li>• A positive experience for patients, service users and staff</li> <li>• Skilled and capable staff</li> <li>• Cost effective, sustainable services.</li> </ul>
Equality Standard Actions	
<p><b>Identify Executive Lead/s for equality and diversity</b></p>	<p>The Trust has identified an executive lead for equality and diversity and has responsibility to champion and be accountable for the Equality Standard.</p> <p>The Director of Workforce, Organisational Development is the nominated executive lead for equality and diversity.</p> <p>The Operational Lead for Equality and Diversity is the interface with the clinical and non-clinical divisions, and the day to day implementation of the Equality and Diversity Strategy. This role is supported by a Senior HR Manager.</p>
<p><b>Launch and embed equality and diversity strategy</b></p>	<p>The Equality and Diversity Strategy embraces the national requirements of the, Gender Pay and WRES.</p>

	<ul style="list-style-type: none"> <li>• Engagement events have been held with each of the clinical divisions.</li> <li>• Equality Impact Leads (EIL) have been identified across our clinical and non-clinical divisions. They will oversee the implementation of the Equality Standard.</li> <li>• VOX POP Diversity Champions will be identified to drive the standard at a local level.</li> <li>• A review will take place in September 2019 to actions in response to the findings of the Equal Pay Gap Reporting; Accessible Information Standard and Disability and Race Equality Standards.</li> </ul>
<p><b>Establish governance and reporting arrangements for equality and diversity</b></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).</p> <p>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 and WDES from August 2019.</p> <p>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"> <li>• Equality Impact Group</li> <li>• HR and OD Sub-Committee</li> <li>• Clinical Division Performance Committee (s)</li> <li>• Quality Governance Committee</li> <li>• Trust Board</li> <li>• Patient Experience Group</li> <li>• Staff Partnership Forum and Joint Local Negotiating Committee (JLNC)</li> <li>• Junior Doctor Forum.</li> </ul>
<p><b>Delivery of equality and diversity training</b></p>	<p>The Trust continues to establish a multi methods approach to delivering equality and diversity. This includes:</p> <ul style="list-style-type: none"> <li>• Participation in corporate induction</li> <li>• E-Learning</li> <li>• VOX POP staff engagement events</li> <li>• 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.</li> </ul> <p>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>

<p><b>Workforce engagement for equality and diversity</b></p>	<p>The Trust will establish staff network groups with equality and diversity an integral part of their function.</p> <p>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>
<p><b>Identify risk and assurance</b></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 recognized that its diversity and inclusion was an area of high risk for the organization.</p> <p>An action plan has been developed to address the Board’s concerns.</p> <p>In March 2018 this risk was a high risk for the organization. During 2018/19 the action plan has been implemented, reducing the risk to 9 from 25.</p>
<p><b>Legal implications</b></p>	<p>The Trust has quality, safety and operational obligations related to Equality and Diversity, both for patients and staff.</p> <ul style="list-style-type: none"> <li>• Equality Act 2010.</li> <li>• Human Rights Act 1998.</li> </ul>
<p><b>Regulatory and commissioner requirements</b></p>	<ul style="list-style-type: none"> <li>• CQC Domains</li> <li>• NHSI</li> <li>• SC13 – NHS Standard Contract.</li> </ul>

### 3. Diversity Scorecard Summary

The Diversity Scorecard measures our equality and diversity progress over the last 12 months.

Diversity Scorecard as at 31 December 2018 (3025 people).

Protected Characteristic	Diversity Scorecard Analysis <sup>1</sup>
<b>Age</b>	<ul style="list-style-type: none"> <li>• 100% workforce reporting to Age.</li> <li>• The largest age group employed at Isle of Wight NHS Trust is 46-55 yrs.</li> <li>• 5.93% of staff employed are between the ages of 16-25 years.</li> <li>• Leavers are over-represented in the 16-25 age range.</li> </ul>
<b>Disability</b>	<ul style="list-style-type: none"> <li>• 55.9% workforce reporting to Disability.</li> <li>• 2.84% of the workforce have declared 'yes' when asked if they had a disability.</li> <li>• Recruitment and Selection: 3.45 % of applications received and 2.30% of those appointed declared to having a disability.</li> </ul>
<b>Marriage and Civil Partnership</b>	<ul style="list-style-type: none"> <li>• 97.85% workforce reporting to Marital and Civil Partnership Status.</li> </ul>
<b>Race</b>	<ul style="list-style-type: none"> <li>• 95.10% workforce reporting to Race.</li> <li>• Black, Asian and Minority Ethnic (BAME) staff are under - represented at senior levels of the organisation (in clinical roles above Band 6 and non-clinical roles above Band 7).</li> <li>• There has been an increase in BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.</li> <li>• There has been a positive increase in</li> </ul>

<sup>1</sup> Data source Electronic Staff Record and NHS Jobs as at 31<sup>st</sup> December 2018

	BAME staff believing that trust provides equal opportunities for career progression or promotion.
<b>Religion or Belief</b>	<ul style="list-style-type: none"> <li>• 63.43% workforce reporting to Religion or Belief.</li> </ul>
<b>Sex</b>	<ul style="list-style-type: none"> <li>• 100% of our workforce reporting to Sex.</li> <li>• 74.8% of the total workforce is female.</li> <li>• 25.2% of the total workforce is male.</li> <li>• Employment banding shows under-representation of women from Band 7 and above.</li> <li>• Males are under-representation in Band 1, 3, 4, 5 and 6 across all professional groups.</li> </ul>
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>• 65.55% workforce reporting their Sexual Orientation.</li> <li>• 64.49% of the workforces identify their sexual orientation as Heterosexual.</li> <li>• 1.06% of the workforce identify as Lesbian, Gay or Bisexual, Transgender (LGBT).</li> </ul>

#### 4. Workforce Race Equality Standard (based on WRES March 2017)<sup>2</sup>

- 85.98% of our workforce is White British and 9.7% of our workforce reported their ethnicity to be Black, Asian and Minority Ethnic backgrounds (BAME). 4.2% of staff did not wish to disclose their ethnicity.

#### Recruitment and Selection:

- Of the total number of job applicants, 15.73% were from people who identify as Asian; of these 5.84% were appointed.

<sup>2</sup> WRES Reporting for year ending March 2018 will be published in July 2019

- Of the total number of job applicants, 6.93% were from people who identify as Black; of these 1.77% were appointed.
- The Trusts 2018 staff survey results show there has been a positive increase in BAME staff believing that trust provides equal opportunities for career progression or promotion.

### **Employee Relations:**

- BAME staff are under-represented in being subject to Grievance; Bullying and Harassment and Disciplinary and sickness absence compared to White British staff. (0.24% white compared with 0.06% of BAME staff).
- The Trust's 2018 staff survey results remains consistent at around 31% of BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

### **Employment Banding:**

- BAME staff are under-represented at senior levels of the organisation (in clinical roles above Band 6 and non-clinical roles above Band 7).

### **BAME Positive Action**

- It is evident that job applicants from a BAME background are less likely, than a white applicant to be shortlisted and appointed. To address this imbalance we will:
  - Undertake a detailed analysis of this data to establish any trends by professional group.
  - Develop and deliver Unconscious Bias training programme in 2019.
  - Work with our BAME staff to explore a career development programme.
- The Trust will continue to publish WRES data and review our WRES action plan ready for delivery in July 2019. We aim to

demonstrate year on year improvements across all WRES metrics.

## 5. Equality Standard - Workforce Diversity Scorecard

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

Supporting individual differences helps every member of staff reach their 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 have on our workforce and people who use our services.

The public sector equality duty (PSED) came into force on 5 April 2011 and 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 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.

This report is being published because, under the Equality Act 2010, the Trust also has a duty to *"publish information relating to persons who share a relevant protected characteristic who are its*

employees." <sup>3</sup> and a duty to "publish information relating to persons who share a relevant protected characteristic who are other persons affected by its policies and practices."<sup>4</sup>

## 5.2. Workforce Diversity

This data is based on staff employed at Isle of Wight NHS Trust as at 31 December 2018 when the Trust employed 2724.75 WTE, 3025 people.

## 5.3. Age Profile

- The Trust has 100% compliance with recording age in employee records.
- 30.83% of the Trust's employees are aged between 46-55 years and a further 22.96% are aged over 56 years.
- 5.93% of the Trust's employees are aged between 16-25 years.

**Table 1: Workforce by Age**

Age Group	Sum of Headcount	Percentage of Total
16-25	190	5.93%
26-35	571	17.82%
36-45	720	22.46%
46-55	988	30.83%
56-65	654	20.41%
66 and above	82	2.55%
<b>Grand Total</b>	<b>3205</b>	<b>100%</b>

<sup>3</sup> Equality Act 2010 (Specific Duties) Regulations [2011] para 2(4)a.

<sup>4</sup> Equality Act 2010 (Specific Duties) Regulations [2011] para 2(4)b.

**Table 2: Recruitment and Selection by Age during year ending 31 December 2018**

<b>Age Band (NHS JOBS)</b>	<b>Total Applicants</b>	<b>% of Total applicants</b>	<b>Total Shortlisted</b>	<b>% of Total Shortlisted</b>	<b>Total Appointed</b>	<b>% of Total Appointed</b>
<b>Under 20</b>	104	<b>1.15%</b>	29	<b>1.07%</b>	7	<b>1.24%</b>
<b>20-24</b>	1114	<b>12.32%</b>	329	<b>12.13%</b>	66	<b>11.68%</b>
<b>25-29</b>	2103	<b>23.26%</b>	401	<b>14.78%</b>	95	<b>16.81%</b>
<b>30-34</b>	1460	<b>16.15%</b>	328	<b>12.09%</b>	58	<b>10.26%</b>
<b>35-39</b>	879	<b>9.72%</b>	287	<b>10.58%</b>	66	<b>11.68%</b>
<b>40-44</b>	870	<b>9.62%</b>	321	<b>11.83%</b>	71	<b>12.57%</b>
<b>45-49</b>	778	<b>8.61%</b>	296	<b>10.91%</b>	71	<b>12.57%</b>
<b>50-54</b>	874	<b>9.67%</b>	369	<b>13.60%</b>	59	<b>10.44%</b>
<b>55-59</b>	532	<b>5.88%</b>	221	<b>8.15%</b>	47	<b>8.32%</b>
<b>60-64</b>	278	<b>3.08%</b>	114	<b>4.20%</b>	24	<b>4.25%</b>
<b>65-69</b>	28	<b>0.31%</b>	12	<b>0.44%</b>	1	<b>0.18%</b>
<b>70+</b>	15	<b>0.17%</b>	6	<b>0.22%</b>	0	<b>0%</b>
<b>Undisclosed</b>	5	<b>0.06%</b>	0	<b>0%</b>	0	<b>0%</b>
<b>Total</b>	9040	<b>100%</b>	2713	<b>100%</b>	565	<b>100%</b>



**Table 3: Leavers by Age during year ending 31 December 2018**

Age Group	Total Sum of Leavers Headcount	Percentage of Total Leavers	Leavers as a % of total workforce (3205)
16-25	30	9.12%	0.94%
26-35	73	22.19%	2.28%
36-45	43	13.07%	1.34%
46-55	72	21.88%	2.25%
56-65	96	29.18%	2.99%
66 and above	15	4.56%	0.47%
<b>Grand Total</b>	<b>329</b>	<b>100%</b>	<b>10.27%</b>

10.27% of the total workforce left the trust during the reporting period (01/01/2018-31/12/2018).

### **5.3.1. Actions for further analysis and response (2019/20)**

Our workforce information by age tells us:

- Of people being recruited to the Trust, 51% are aged between 20 and 40 years which will contribute towards succession planning for the 22.96% of our workforce is over the age of 56 years.
- Further analysis of the recruitment and leavers by professional group is recommended to inform the Trust's workforce plans.

### **5.4. Disability**

- The undefined rate for workforce disability reporting is 55.9%. Table 5 shows, 96.1% of people joining the Trust did not disclose if they have a disability when they applied on NHS Jobs.
- 2.84% of the workforce have declared 'yes' to disability.

- Recruitment and Selection for people who have declared 'Yes' to disability requires further investigation as there is an under-representation in people being appointed to applications received.
- People with a disability appear to be treated equitably in regard to employee relations matters but this will be investigated further through equality engagement events.

**Table 4: Workforce by Disability**

Disability	Sum of Headcount	Percentage of Total
No	1701	53.07%
Not Declared	824	25.71%
Prefer Not To Answer	2	0.06%
Undefined	587	18.32%
Yes	91	2.84%
<b>Grand Total</b>	<b>3205</b>	<b>100%</b>

**Table 5: Recruitment and Selection by Disability as at 31 December 2018**

Disabled	Total Applicants	%	Total Shortlisted	%	Total Appointed	%
No Not Declared	8587	<b>94.99%</b>	2559	<b>94.32%</b>	543	<b>96.11%</b>
Undefined	141	<b>1.56%</b>	43	<b>1.59%</b>	9	<b>1.59%</b>
Yes	312	<b>3.45%</b>	111	<b>4.09%</b>	13	<b>2.30%</b>
<b>Total</b>	<b>9040</b>	<b>100%</b>	<b>2713</b>	<b>100%</b>	<b>565</b>	<b>100%</b>

**Table 6: Employee Relations Cases by Disability as at 31 December 2018**

Diversity Scorecard	Employees who have reported they have a disability	Employees who have not reported a disability
<b>Workforce (3205)</b>		
<b>Grievance</b>	3	80
<b>Bullying and Harassment</b>	0	3
<b>Disciplinary</b>	0	82
<b>Capability</b>	2	41
<b>Absence Management</b>	1	125
<b>Leavers</b>	10	319

**N.B** Absence management includes both short term and long term sickness

**Table 7: Workforce by salary banding by Disability**

Diversity Scorecard	Headcount with a disability
<b>Workforce (3205)</b>	91
<b>Band 1 and 2</b>	21
<b>Band 3</b>	10
<b>Band 4</b>	7
<b>Band 5</b>	19
<b>Band 6</b>	19
<b>Band 7</b>	8
<b>Band 8a to 8d</b>	4

<b>Band 9</b>	0
<b>Medical workforce – all grades</b>	3

#### **5.4.1. Actions for further analysis and response (2019/20)**

- We have identified a priority to increase the confidence of potential employees to disclose information in regard to their protected characteristics when applying on NHS Jobs. Therefore a statement will be added to NHS Jobs home page that reflects our commitment to Equality and Diversity.
- The Trust will continue raise the importance of workforce equality monitoring by attending Corporate Induction to promote the Electronic Staff Record (ESR) Self Service functionality; this enables the employee to update their own personal data.
- The Equality Impact Group members and via staff engagement events (VOX POP) will promote the Workforce Disability Equality Standard (WDES) and assess the organisations response to Disability Confident. Implementation of the Workforce Disability Equality Standard (WDES) is a contractual requirement from August 2019.
- We will be reviewing our Mindful Employer status; a charter that recognises the support we provide to our staff with mental health problems. The Trust has recently is also 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.

#### **5.5. Marriage and Civil Partnership**

The Isle of Wight NHS Trust has 97.85% workforce reporting to Marital and Civil Partnership status.

**Table 8: Workforce by Marriage and Civil Partnership**

<b>Marital Status</b>	<b>Sum of Headcount</b>	<b>Percentage of Total</b>
<b>Civil Partnership</b>	28	0.87%
<b>Divorced</b>	261	8.14%
<b>Legally Separated</b>	64	2.0%
<b>Married</b>	1778	55.48%
<b>Did not specify</b>	7	0.22%
<b>Single</b>	971	30.30%
<b>Unknown</b>	62	1.93%
<b>Widowed</b>	34	1.06%
<b>Grand Total</b>	3205	100%

### **5.5.1. Actions for further analysis and response (2019/20)**

- 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.

### **5.6. Race**

- 95.10% of our workforce reports their race. 82.06% of the workforce is White British and 8.49% of the workforce is BAME.

**Table 9: Breakdown of Trust Workforce by Race as at 31 December 2018**

<b>Race</b>	<b>Sum of Headcount</b>	<b>Percentage of Total Workforce</b>
<b>White - British</b>	2630	82.06%
<b>White - Irish</b>	30	0.94%
<b>White - Any other White background</b>	116	3.62%
<b>Mixed - White &amp; Black Caribbean</b>	7	0.22%
<b>Mixed - White &amp; Black African</b>	4	0.12%
<b>Mixed - White &amp; Asian</b>	6	0.19%
<b>Mixed - Any other mixed background</b>	15	0.47%
<b>Asian or Asian British - Indian</b>	38	1.19%
<b>Asian or Asian British - Pakistani</b>	13	0.41%
<b>Asian or Asian British - Bangladeshi</b>	2	0.06%
<b>Asian or Asian British - Any other Asian background</b>	103	3.21%
<b>Black or Black British - Caribbean</b>	7	0.22%
<b>Black or Black British - African</b>	23	0.72%
<b>Black or Black British - Any other Black background</b>	3	0.09%
<b>Chinese</b>	6	0.19%
<b>Any Other Ethnic Group</b>	45	1.40%
<b>Not Stated</b>	157	4.89%
<b>Grand Total</b>	<b>3205</b>	<b>100%</b>

**Table 10: Recruitment and Selection by Race during year ending 31 December 2018**

<b>Ethnic Origin</b>	<b>Total Applicants</b>	<b>% of Total Applicants</b>	<b>Total Shortlisted</b>	<b>% of Total Shortlisted</b>	<b>Total Appointed</b>	<b>% of Total Appointed</b>
<b>Asian</b>	1422	<b>15.73%</b>	169	<b>6.23%</b>	33	<b>5.84%</b>
<b>Black</b>	627	<b>6.93%</b>	73	<b>2.69%</b>	10	<b>1.77%</b>
<b>Mixed</b>	231	<b>2.56%</b>	45	<b>1.66%</b>	9	<b>1.59%</b>
<b>Other</b>	381	<b>4.21%</b>	68	<b>2.51%</b>	6	<b>1.06%</b>
<b>Unknown/ Not Stated</b>	186	<b>2.06%</b>	54	<b>1.99%</b>	13	<b>2.30%</b>
<b>White</b>	6193	<b>68.51%</b>	2304	<b>84.92%</b>	494	<b>87.44%</b>
<b>Total</b>	9040	<b>100%</b>	2713	<b>100%</b>	565	<b>100%</b>

**Table 11: Employee Relations Cases by Race during year ending 31 December 2018**

Diversity Scorecard	White British	BAME (including White Irish and White Other Background)	BAME (excluding White Irish and White Other Background)	Race Not Stated
<b>Workforce (3205)</b>				
<b>Grievance</b>	35	13	10	2
<b>Bullying and Harassment</b>	3	0	0	0
<b>Disciplinary</b>	49	6	6	4
<b>Capability</b>	24	5	6	4
<b>Absence Management</b>	65	2	2	3
<b>Leavers</b>	236	93	74	N/A

**N.B.** Absence management includes both short term and long term sickness



**Table 12: Employment Banding by Race as at 31 December 2018**

Diversity Scorecard	White British		BAME (excluding White Irish and White Other Background)	
	Clinical %	Non-Clinical %	Clinical %	Non-Clinical %
<b>Workforce (3205)</b>				
<b>Band 1</b>	0	2.96	0	0.28
<b>Band 2</b>	10.30	4.27	0.66	0.06
<b>Band 3</b>	6.55	6.18	0.16	0.09
<b>Band 4</b>	3.06	5.24	0.13	0.13
<b>Band 5</b>	9.86	2.28	2.75	0.03
<b>Band 6</b>	14.38	2.00	0.87	0
<b>Band 7</b>	6.62	1.22	0.25	0.03
<b>Band 8a</b>	1.69	0.72	0.03	0
<b>Band 8b</b>	0.59	0.41	0	0
<b>Band 8c</b>	0.37	0.28	0	0
<b>Band 8d</b>	0.06	0.12	0	0
<b>Band 9</b>	0	0	0	0
<b>Medical Workforce</b>	5.37	0	2.90	0
<b>Non-agenda for change and VSM</b>	1.52	0.56	0.09	0.03
<b>Not stated</b>	Clinical staff 3.65		Non-Clinical staff 1.25	

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

### **5.6.1. Actions for further analysis and response (2019/20)**

- The above tables indicate that BAME people are less likely to be employed by the Trust and are under-presented in bands 6. To increase the opportunities for BAME staff we will:
  - Implement a programme of Unconscious Bias training targeting all those involved in the recruitment and selection of staff.
  - Work with our BAME staff on a targeted development programme and to identify any potential barriers to career development and progression.
- We will also establish a strong staff engagement programme will be launched by 31 July 2019. It will enable the organisation to (i) understand the experience of BAME people within our organisation; and (ii) undertake a review of BAME recruitment and selection.
- A multi-methods approach has been designed to improve WRES performance with a strong programme of staff engagement with protected groups to build 'Trust and Insight' across all protected groups.

### **5.7. Religion and Belief**

- 63.43 % of our workforce have reported their Religion or Belief.
- 43.03% of the workforce identifies their religion/belief with Christianity.

**Table 13: Workforce by Religion or Belief**

<b>Religion and/or Belief</b>	<b>Sum of Headcount</b>	<b>Percentage of Total</b>
<b>Atheism</b>	345	10.76%
<b>Buddhism</b>	13	0.41%
<b>Christianity</b>	1379	43.03%
<b>Hinduism</b>	11	0.34%
<b>I do not wish to disclose</b>	897	27.99%
<b>Islam</b>	23	0.72%
<b>Jainism</b>	0	0%
<b>Judaism</b>	0	0%
<b>Other</b>	262	8.17%
<b>Sikhism</b>	0	0%
<b>Undefined</b>	275	8.58%
<b>Grand Total</b>	3205	100%

**Table 14: Recruitment and Selection by Religion or Belief**

<b>Religious Belief</b>	<b>Total Applicants</b>	<b>% of Total Applicants</b>	<b>Total Shortlisted</b>	<b>% of Total Shortlisted</b>	<b>Total Appointed</b>	<b>% of Total Shortlisted</b>
<b>Atheism</b>	1283	<b>14.19%</b>	446	<b>16.44%</b>	111	<b>19.65%</b>
<b>Buddhism</b>	141	<b>1.56%</b>	21	<b>0.77%</b>	3	<b>0.53%</b>
<b>Christianity</b>	3991	<b>44.15%</b>	1380	<b>50.87%</b>	298	<b>52.74%</b>
<b>Hinduism</b>	317	<b>3.51%</b>	33	<b>1.22%</b>	6	<b>1.06%</b>
<b>Do not wish to disclose religion/ belief</b>	970	<b>10.73%</b>	337	<b>12.42%</b>	71	<b>12.57%</b>
<b>Islam</b>	1128	<b>12.47%</b>	94	<b>3.46%</b>	7	<b>1.24%</b>
<b>Jainism</b>	5	<b>0.06%</b>	1	<b>0.04%</b>	1	<b>0.18%</b>
<b>Judaism</b>	3	<b>0.03%</b>	0	<b>0%</b>	0	<b>0%</b>
<b>Other</b>	1184	<b>13.10%</b>	399	<b>14.71%</b>	68	<b>12.03%</b>
<b>Sikhism</b>	18	<b>0.20%</b>	2	<b>0.07%</b>	0	<b>0%</b>
<b>Total</b>	9040	<b>100%</b>	2713	<b>100%</b>	565	<b>100%</b>

### 5.7.1. Actions for further analysis and response (2019/20)

- 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.
- 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.

### 5.8. Sex

- 100% of employee records are compliant with sex field
- 74.8% of the total workforce is female.
- 25.2% 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 2019).
- Of the people who left the organisation 234 were female and 95 were male.

**Table 15: Workforce by Sex**

Sex	Sum of Headcount	Percentage of Total
Female	2397	74.8%
Male	808	25.2%
Grand Total	3205	100%

**Table 16: Recruitment and Selection by Sex**

<b>Gender</b>	<b>Total Applicants</b>	<b>% of Total Applicants</b>	<b>Total Shortlisted</b>	<b>% of Total Shortlisted</b>	<b>Total Appointed</b>	<b>% of Total Appointed</b>
<b>Male</b>	2908	32.17%	634	23.37%	124	21.95%
<b>Female</b>	6105	67.53%	2067	76.19%	439	77.70%
<b>Undisclosed</b>	27	0.30%	12	0.44%	2	0.35%
<b>Total</b>	9040	100%	2713	100%	565	100%

### 5.8.1. 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 2019/20.

### 5.9. Sexual Orientation

- Isle of Wight NHS Trust has 65.55% workforce reporting their Sexual Orientation.
- 64.49% of the workforce identifies their sexual orientation as Heterosexual.
- 1.06% of the workforce identify as Lesbian, Gay or Bisexual (LGB).

**Table18: Workforce by Sexual Orientation**

Sexual Orientation	Sum of Headcount	Percentage of Total
Bisexual	7	0.22%
Gay or Lesbian	27	0.84%
Heterosexual	2067	64.49%
I do not wish to disclose my sexual orientation	829	25.87%
Undefined	275	8.58%
Transgender	0	0%
<b>Grand Total</b>	<b>3205</b>	<b>100%</b>

**Table 19: Recruitment and Selection by Sexual Orientation**

<b>Sexual Orientation</b>	<b>Total Applicants</b>	<b>% of Total Applicants</b>	<b>Total Shortlisted</b>	<b>% of Total Shortlisted</b>	<b>Total Appointed</b>	<b>% of Total Appointed</b>
<b>Bisexual</b>	83	<b>0.92%</b>	22	<b>0.81%</b>	6	<b>1.06%</b>
<b>Gay or Lesbian</b>	147	<b>1.63%</b>	44	<b>1.62%</b>	10	<b>1.77%</b>
<b>Heterosexual</b>	8377	<b>92.66%</b>	2497	<b>92.04%</b>	522	<b>92.39%</b>
<b>Do not wish to disclose sexual orientation</b>	404	<b>4.47%</b>	144	<b>5.31%</b>	26	<b>4.60%</b>
<b>Undecided</b>	17	<b>0.19%</b>	5	<b>0.18%</b>	0	<b>0%</b>
<b>Other</b>	12	<b>0.13%</b>	1	<b>0.04%</b>	1	<b>0.18%</b>
<b>Total</b>	9040	<b>100%</b>	2713	<b>100%</b>	565	<b>100%</b>



### **5.9.1. Actions for further analysis and response (2019/20)**

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

## **6. Equality Standard - Next steps 2019-20**

Our goal is for Isle of Wight Trust to be regarded as ‘the best place to work’ with highly engaged, high performing and inclusive workforce delivering great care for patients. We want our people to be:

- fully engaged in delivering the best possible care to patients, feel valued and take pride in their contribution;
- have a positive experience of working for our organisation and ‘live the values’;
- at the heart of decision making processes and feel empowered with a voice, autonomy and freedom to influence;
- work in supportive and positive teams;
- have opportunities for career development and progression.

The Trust will continue to champion the importance of equality, diversity and inclusion and foster an organisational culture that empowers our people and put them at the centre of everything we do, so that they feel safe to raise concerns, make changes happen and recommend Southern Health as a place to work and to have care and treatment.

Our diversity and inclusion performance will be measured through the Workforce Diversity Scorecard and monitored via the Equality Impact Group.

### **Key Actions**

1. To enable the Trust to implement proportionate action across all protected groups, it will take positive action to encourage

applicants and employees to share their personal information with us with a target of 90% compliant across all protected groups.

2. To assist with this analysis, it is recommended that the data reporting period for the Public Sector Equality Duty (PSED) is brought into line with the other statutory requirements, to 31 March.<sup>5</sup>
3. The Trust will continue to respond positively to workforce equality requirements such as Gender Pay Gap reporting; Workforce Disability Equality Standard (WDES); Accessible Information Standard; Workforce Race Equality Standard (WRES) and Equality Delivery System (EDS2).
4. The Trust has completed an EDS2 Summary Report and will monitor this via the Equality Impact Group (EIG). The EDS2 has now been devolved to the clinical divisions for completion by March 2020 with quarterly updates to be provided to the EIG.

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<sup>5</sup> If agreed an interim PSED report will be published based on Jan to March 2020 data in May 2020.