



EQUALITY & DIVERSITY WORKFORCE ANALYSIS

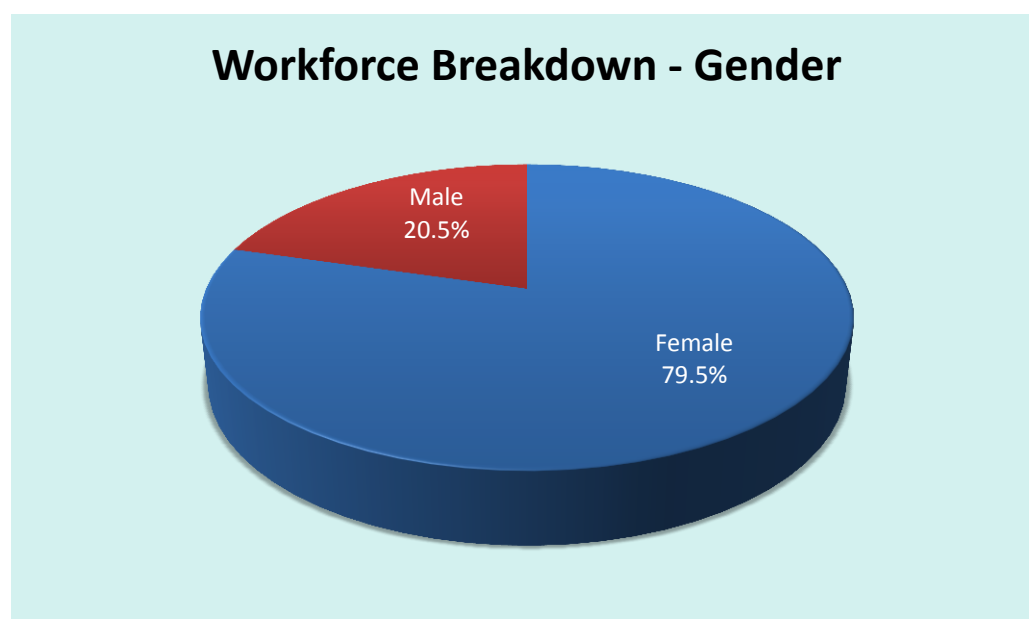
January 2013

Below is summarised the equality employment monitoring data for staff at The Walton Centre as of January 2013.

Gender

Women make up the majority of The Walton Centre workforce, with 79.5% of employees being female. This is comparable with the total NHS workforce in England, with 80.9% female employees as at 30 September 2010¹. The percentage has fallen slightly since last year when women made up 81.2% of the Trust's workforce.

Sex	Head Count	Percentage
Female	881	79.5%
Male	227	20.5%



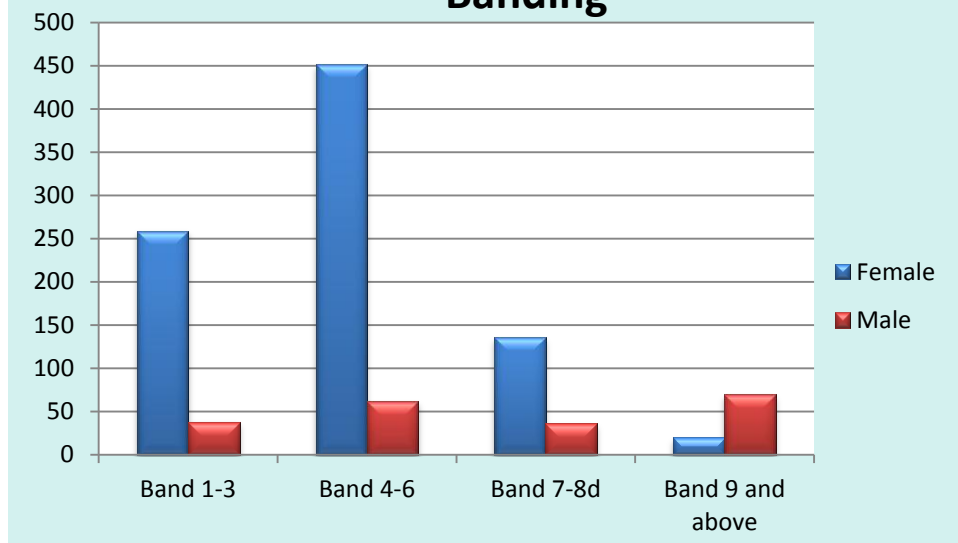
An analysis of gender by banding has been undertaken in January 2013. The table and graphs below show that between bands 1-8d the proportion of males and females is largely representative of the workforce profile.

However, there is an over-representation of males at band 9 and above.

	Female	Male	Total
Band 1-3	259	38	297
	23.4%	3.4%	26.8%
Band 4-6	452	62	514
	40.8%	5.6%	46.4%
Band 7-8d	136	36	172
	12.3%	3.2%	15.5%
Band 9 and above	20	70	90
	1.8%	6.3%	8.1%

¹Source: Non-medical staff bulletin 2000-2010, NHS Information Centre for Health & Social Care

Workforce Breakdown - Gender by Banding



Further analysis has shown that the trust's Executive Directors consist of four females (including the CEO) and three males. The trust's Non-Executive Directors consist of three females and three males.

The over-representation of males illustrated by the graph above exists within the Trust's Consultant workforce, which is comprised of 82.4% males and 17.6% females. This has fallen since last year, when the over-representation of male Consultants stood at 87.9% to 12.1%. By comparison, within the total NHS workforce in England as at 30 September 2010, 69% of Consultants were male and 30.9% female².

An analysis of recruitment over the last 12 months has shown that 68.9% of new appointments were female, and 31.2% were male. The proportion of males recruited has increased significantly since last year when the figure was 19.57%.

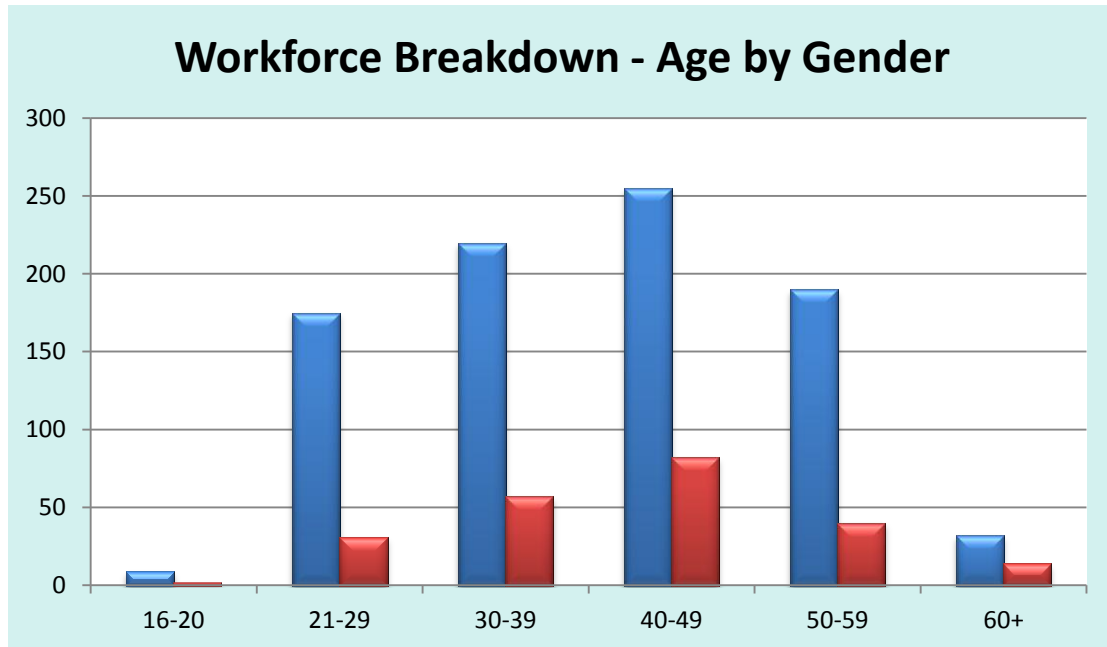
Age

Within The Walton Centre 19.6% of the workforce are aged 29 or under (an increase from last year's figure of 16.36%) and 24.9% are aged 50 or over (a decrease from last year's figure of 26.4%). The largest age group within the workforce is 40-49, which accounts for 30.4% of the total.

	16-20	21-29	30-39	40-49	50-59	60+
Female	9	175	220	255	190	32
Male	2	31	57	82	40	14
Total	11	206	277	337	230	46

² Source: Medical & dental bulletin 2000-2010, NHS Information Centre for Health & Social Care

It is recognised that only 0.6% of the workforce is under the age of 20, however several programmes are underway to address this. In September 2012 The Walton Centre hosted an Open Day, inviting students from local schools to visit and find out more about careers within the Trust. Placements are provided at The Walton Centre for trainee nurses from John Moores University. The Trust also runs a 12-month internship programme in partnership with local school leavers, and a cadet programme for 16-18 year olds through Skills for Health.



In line with the high proportion of females within the workforce, the table and graph below show that there are significantly more females than males in each of the age ranges.

An analysis of the makeup of the Trust Board has shown that the age ranges of the Executive Directors are between 36 and 57 years, whilst the age ranges of the Non-Executive Directors are between 48 and 69 years.

An analysis of recruitment over the past twelve months has shown that 41.5% of appointments were aged 30 or under, 48.5% were between the ages of 31–50 and 10% were aged 51 or above.

Ethnicity

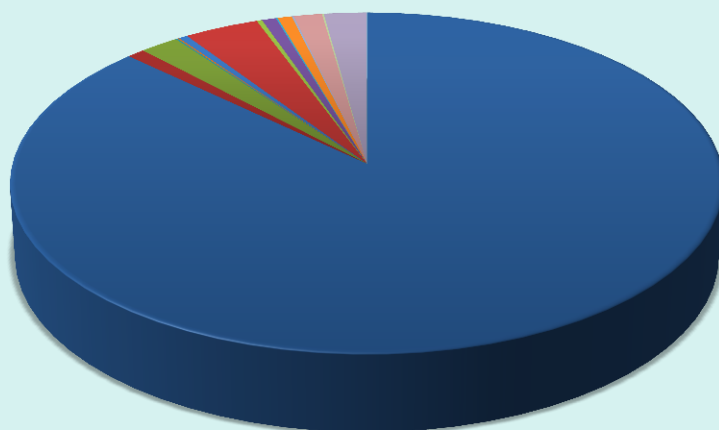
87.1% of the workforce identifies themselves as white British. This is lower than last year's figure of 89.4%; however it is in line with the North West population, of which 87.1% were estimated to be white British in 2011³. Among black and minority ethnic groups, Asian/Asian British – Indian is the largest, accounting for 3.8% of the total workforce. This is higher than the Asian/Asian British – Indian proportion of the North West population, which is 1.5%⁴.

³ Source: 2011 Census

⁴ Source: 2011 Census

White British	965	87.1%
White Irish	10	0.9%
White - Any Other Background	22	2.0%
Mixed - White & Black Caribbean	0	0%
Mixed - White & Black African	1	0.1%
Mixed - White and Asian	1	0.1%
Mixed - Any Other Mixed Background	5	0.5%
Asian or Asian British - Indian	42	3.8%
Asian or Asian British - Pakistani	3	0.3%
Asian or Asian British - Any Other Asian Background	8	0.7%
Black or Black British - Caribbean	1	0.1%
Black or Black British - African	8	0.7%
Black Nigerian	1	0.1%
Any Other Ethnic Group	16	1.4%
Filipino	1	0.1%
Undefined	24	2.2%
Total	1108	100.0%

Workforce Breakdown - Ethnicity



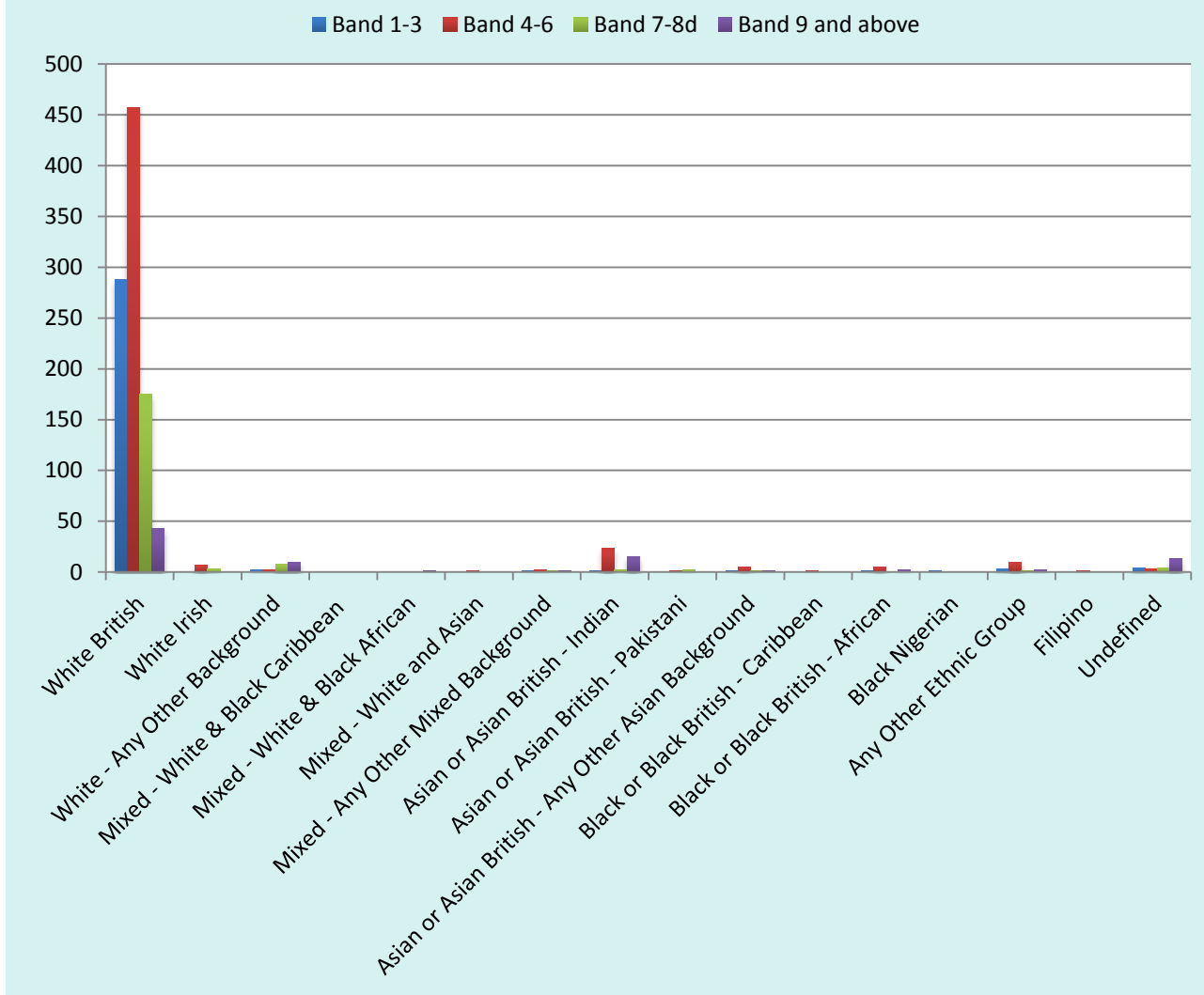
- White British
- White Irish
- White - Any Other Background
- Mixed - White & Black Caribbean
- Mixed - White & Black African
- Mixed - White and Asian
- Mixed - Any Other Mixed Background
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Asian or Asian British - Any Other Asian Background
- Black or Black British - Caribbean
- Black or Black British - African
- Black Nigerian
- Any Other Ethnic Group
- Filipino
- Undefined

An analysis of ethnicity by banding, has shown that 36.4% of the workforce in the Trust's most senior posts banded 9 and above are of diverse ethnicity. The largest ethnic group is Asian/Asian British – Indian, accounting for 17.0% of the total.

Ethnic Origin	Band 1-3	Band 4-6	Band 7-8d	Band 9 and above
White British	288	457	175	43
White Irish	0	7	3	0
White - Any Other Background	2	2	8	10
Mixed - White & Black Caribbean	0	0	0	0
Mixed - White & Black African	0	0	0	1
Mixed - White and Asian	0	1	0	0
Mixed - Any Other Mixed Background	1	2	1	1
Asian or Asian British - Indian	1	23	2	15
Asian or Asian British - Pakistani	0	1	2	0
Asian or Asian British - Any Other Asian Background	1	5	1	1
Black or Black British - Caribbean	0	1	0	0

Black or Black British - African	1	5	0	2
Black Nigerian	1	0	0	0
Any Other Ethnic Group	3	10	1	2
Filipino	0	1	0	0
Undefined	4	3	4	13

Workforce Breakdown - Ethnicity by Banding



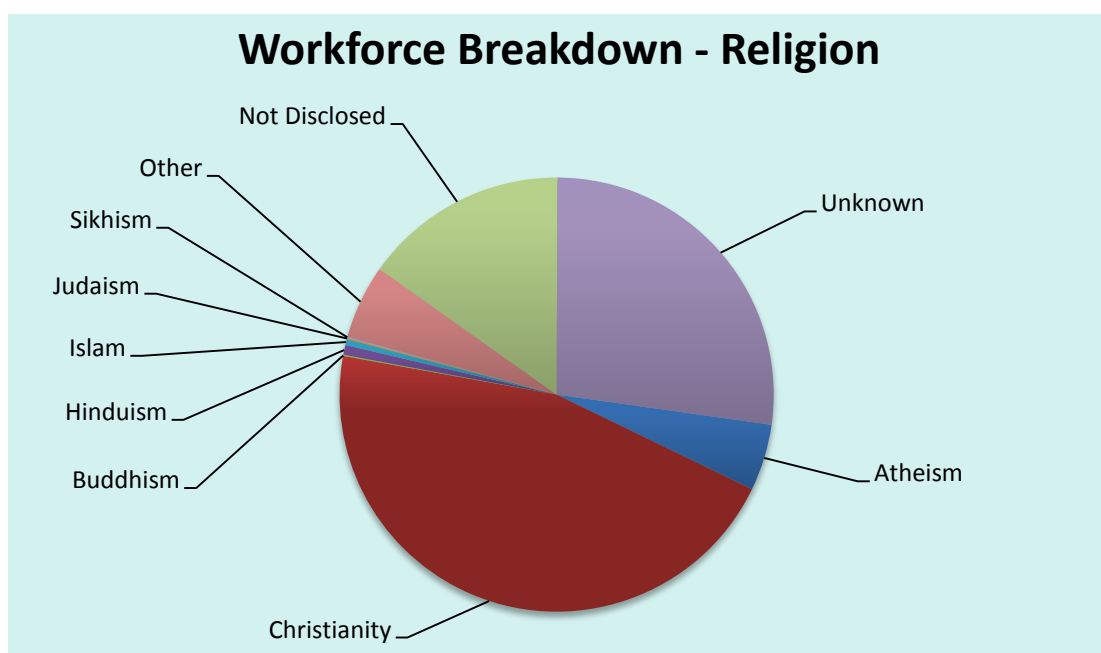
An analysis of recruitment over the past twelve months has shown that 13.8% of appointments are of black, minority and ethnic groups, which is an increase on last year's 10.85%. Any other White background was the largest group, accounting for 3.1% of the total.

Religion/Belief

An analysis of religion and belief-related data has shown that Christianity is the most prevalent religion, accounting for 45.7% of the total. This is lower than the figure for the North West, in which Christianity accounts for 67.3% of the total⁵.

Atheism	55	5.0%
Christianity	506	45.7%
Buddhism	1	0.09%
Hinduism	8	0.7%
Islam	5	0.5%
Judaism	1	0.09%
Sikhism	1	0.09%
Other	61	5.5%
Not Disclosed	169	15.3%
Unknown	301	27.2%
TOTAL	1108	100%

It is acknowledged that the Not Disclosed/Unknown category remains relatively high at 42.5% however, this is a significant improvement on last years figure which was 70.7%. This improvement is a result of the data cleanse activity carried out on the Electronic Staff Record in 2012. It is acknowledged that further work must be undertaken to continue to address the gaps within the data.



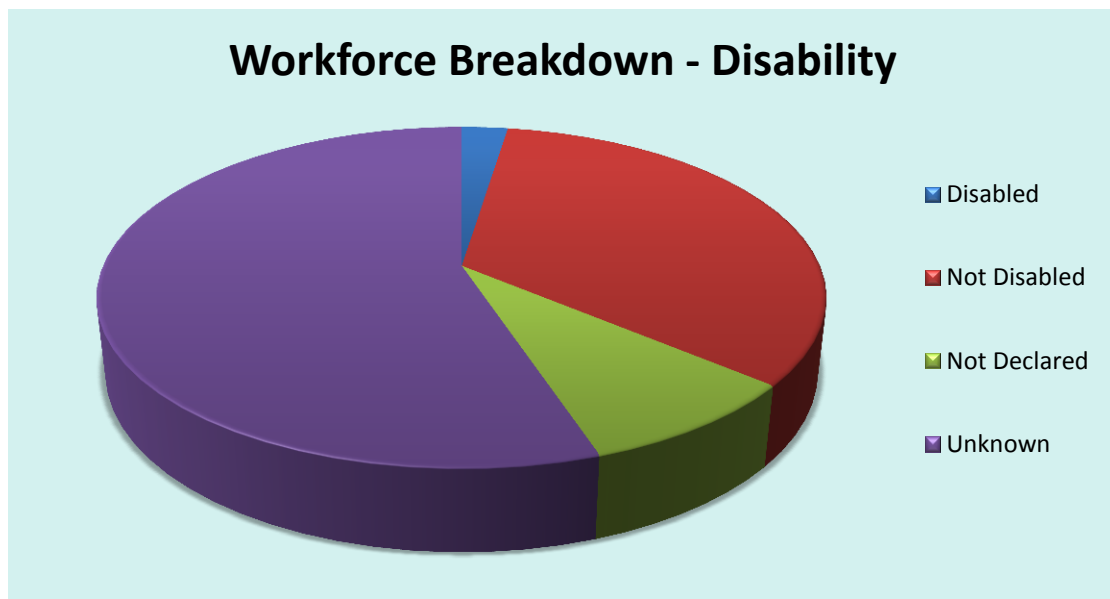
⁵ Source: 2011 Census

An analysis of recruitment over the past twelve months has shown that Christianity was the most prevalent religion/belief, accounting for 48.5% of the total, followed by Atheism at 7.7%.

Disability

An analysis of disability related data has shown that 2.4% of the workforce have declared a disability, whilst 33.7% stated that they do not have a disability. The largest category in this section is Unknown, however following the data cleanse activity carried out on the Electronic Staff Record, last year's figure for the Unknown category has been significantly reduced from 73.4% to this year's figure of 55.1%. The trust has introduced a number of initiatives to encourage disability awareness and education, including disability awareness training and the establishment of a Disability Staff Network Group, which it is anticipated will hold regular meetings to provide a discussion forum for staff with disabilities and an opportunity for them to raise any suggestions or issues.

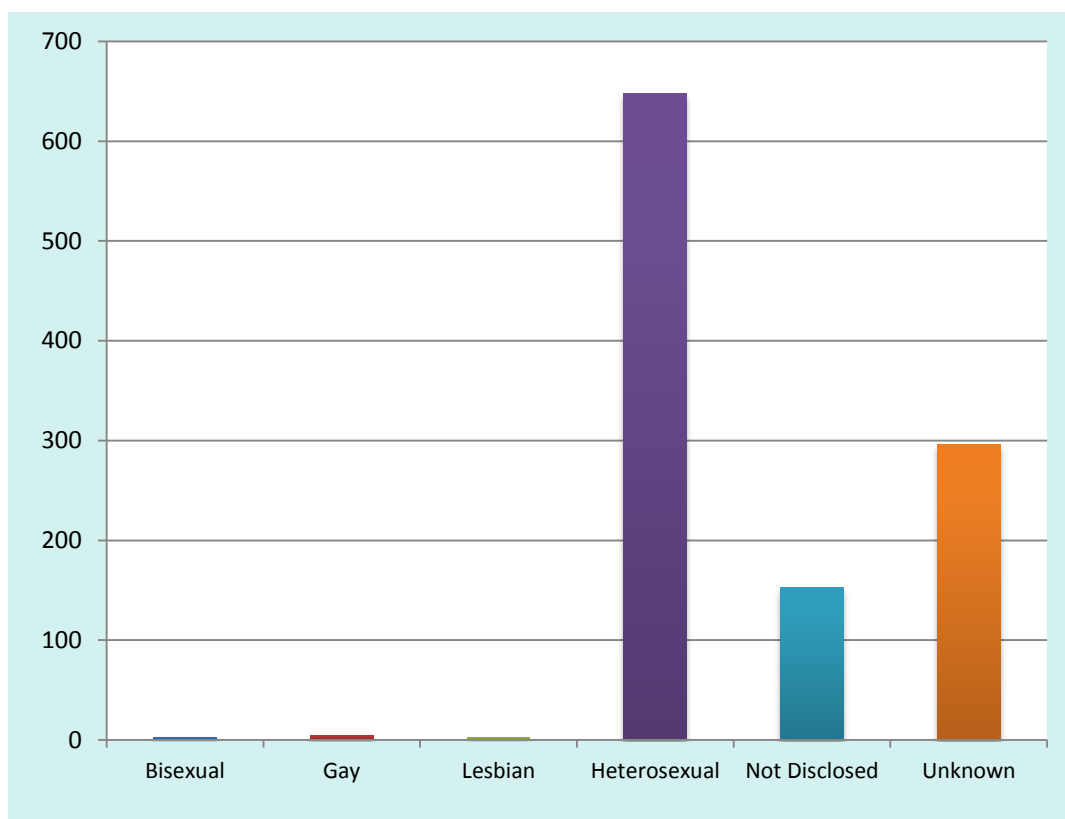
Disabled	Not Disabled	Not Declared	Unknown	Total
27	373	97	611	1108
2.4%	33.7%	8.8%	55.1%	100%



Sexual Orientation

An analysis of data relating to sexual orientation has shown that as of January 2013 the trust's workforce is comprised as follows: 58.5% Heterosexual (2012: 29.7%), 0.5% Gay (2012: 0.1%), 0.3% Bisexual (2012: 0.2%), and 0.3% Lesbian (2012: 0.2%). 13.8% of staff chose not to disclose their sexual orientation, and the trust does not hold sexual orientation data for 26.7% of the workforce. This figure is again a significant improvement on last year's 69.8% unknown, following the data cleanse activity that was carried out to address the absence of this data.

Bisexual	Gay	Lesbian	Heterosexual	Not Disclosed	Unknown	Total
3	5	3	648	153	296	1108
0.3%	0.5%	0.3%	58.5%	13.8%	26.7%	100%



An analysis of recruitment over the past twelve months has shown that 66.8% of appointments were Heterosexual (2012: 92.0%), 1.2% were Gay (2012: 0.0%), 0.4% were Lesbian (2012: 1.5%), 0.4% were Bisexual (last year: 0.0%) and 20.5% did not wish to disclose their sexual orientation (2012: 6.5%). The trust has recently undertaken work to establish a Lesbian, Gay Bisexual, Transgender (LGBT) Staff Network Group to provide a discussion forum for LGBT staff and an opportunity for them to raise any suggestions or issues.

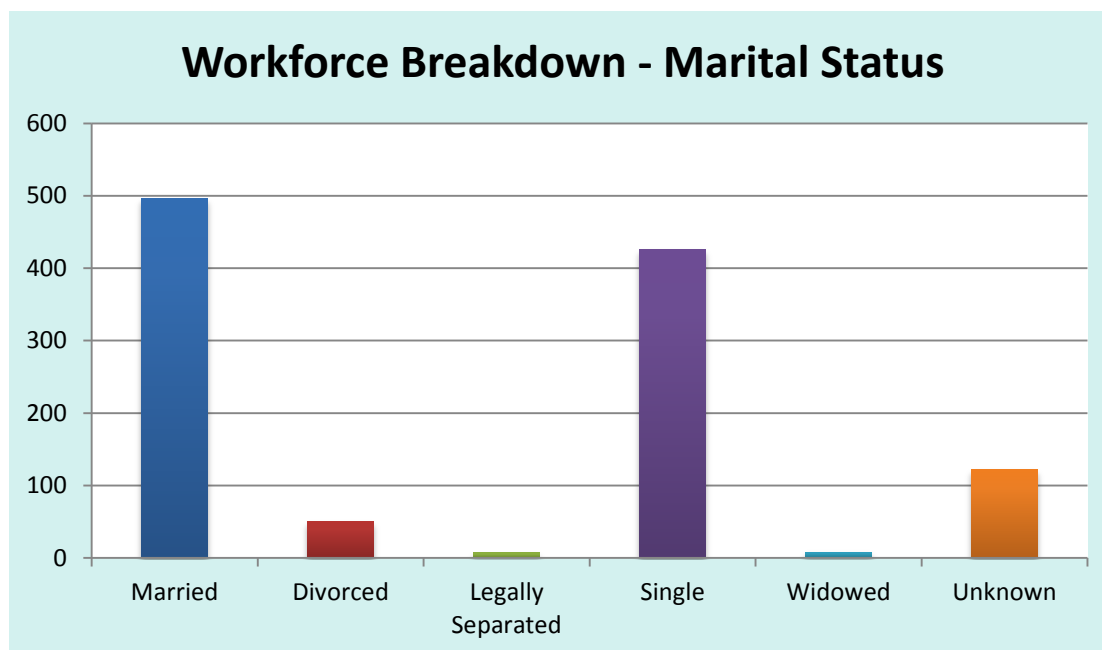
Transgender

As recommended by the Equality and Human Rights Commission, the trust will only undertake transgender monitoring when progress has been made across other protected characteristics and sufficient preparation has been undertaken to monitor appropriately. It is recognised that transgender people are relatively rare in most organisations and there is a risk that if numbers are disaggregated, this could jeopardise the privacy of employees.

Marriage and Civil Partnership

44.8% of the trust workforce is married and no employees are recorded as being civil partners. The number of married employees in the trust has fallen since last year's figure of 47.6%.

Married	Divorced	Legally Separated	Single	Widowed	Unknown	Total
496	50	7	425	8	122	1108
44.8%	4.5%	0.6%	38.4%	0.7%	11.0%	100%



Maternity Leave

As of 28th January 2013, 18 staff are currently on maternity leave, which represents 1.6% of the total workforce.

Part-Time Working

The trust's Flexible Working Policy extends the flexible working provisions beyond the statutory requirements. Any employee of the trust has the right to request a flexible working arrangement that both enhances their personal work-life balance and fits with the needs of the service.

29.9% of the total workforce currently works part-time hours. Of this total, 91.5% are female and 8.5% male.

In addition to part-time working, the trust offers and operates a range of flexible working arrangements including job-share, team-based self-rostering, flexi-time, term-time working, condensed hours and career breaks.

Internal Promotions

During the period between January 2012 and January 2013, 37 staff (on NHS Agenda for Change terms and conditions) increased by one grade or more.

Of the 37 staff promoted, 94.6% were female, 2.7% were from black minority and ethnic groups, 94.6% were aged 50 or over and 2.7% have a disability.

Section Nine – Moving Forward

In May 2012 the trust launched four Equality Objectives which set out improvements to be made on an ongoing basis. In order to evidence continual progress against these objectives and the Equality Delivery System (EDS), it has been agreed that the trust will provide monthly updates via email to Local Involvement Network (LINKs) members.