

Derbyshire Healthcare NHS FT Workforce Equality Data and Analysis - Overview Report

Data as at: **31st March 2019**

Prepared by:

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WORKFORCE PROFILE – BY STAFF GROUP (as at 31st March 2019)

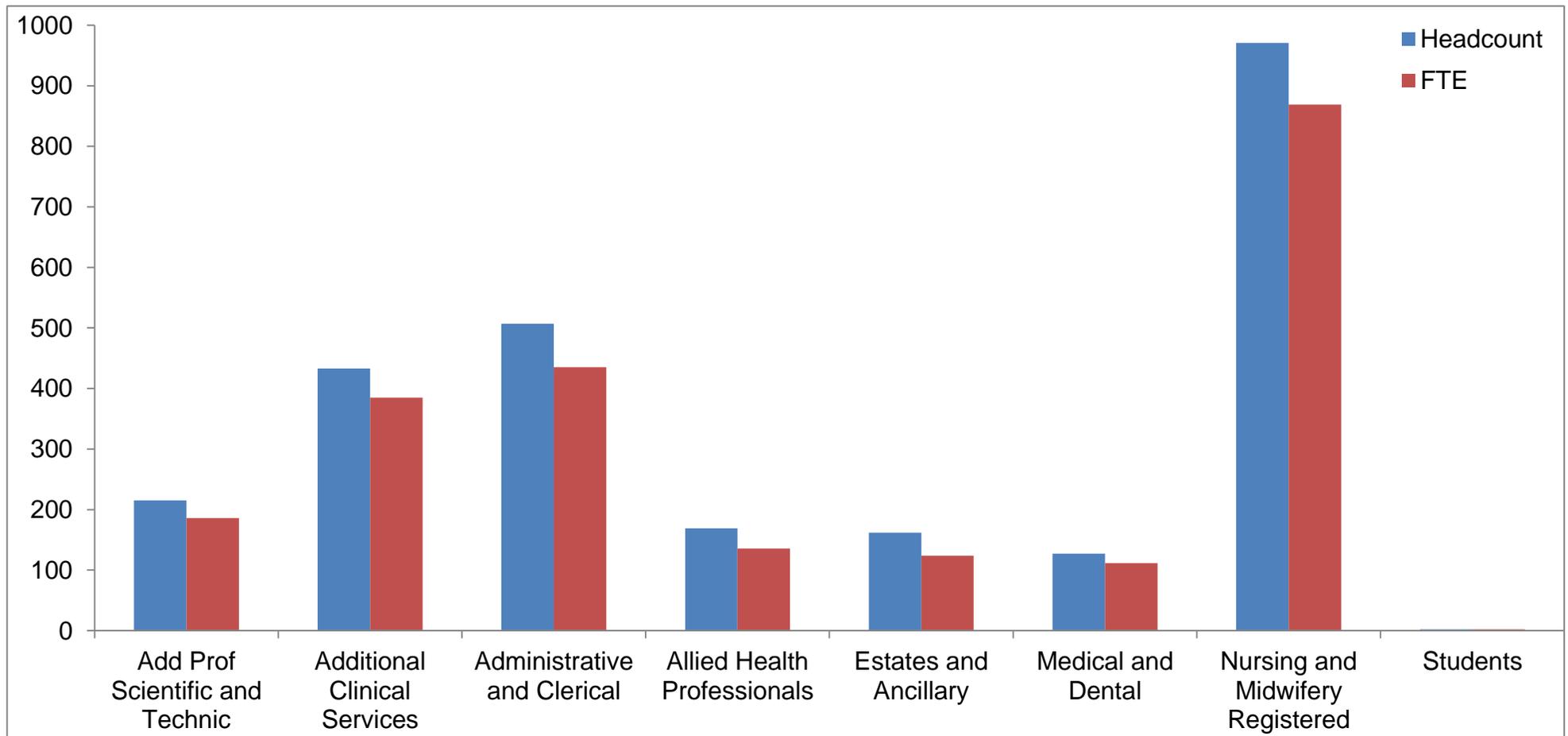
Staff Group	Headcount	FTE	Workforce %
Add Prof Scientific and Technic	215	185.74	8.31%
Additional Clinical Services	433	384.66	16.74%
Administrative and Clerical	507	435.14	19.61%
Allied Health Professionals	169	135.73	6.54%
Estates and Ancillary	162	123.95	6.26%
Medical and Dental	127	111.67	4.91%
Nursing and Midwifery Registered	971	869.18	37.55%
Students	2	2.00	0.08%
Total	2586	2248.07	100.00%

Commentary

Derbyshire Healthcare NHS FT (DHCFT) employed 2,586 members of staff (as at 31st March 2019), equating to a Full Time Equivalent (FTE) of 2248.07.

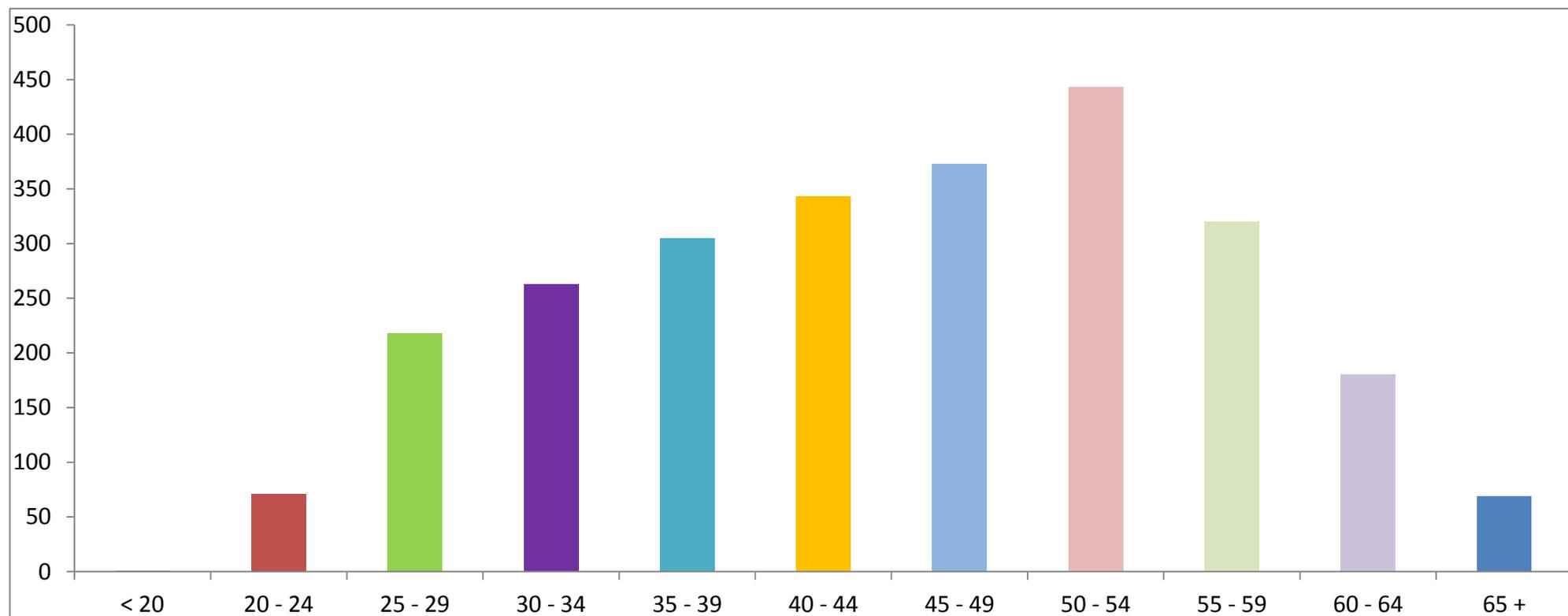
The Nursing & Midwifery staff group accounted for 37.55% of the Trust Headcount.

WORKFORCE PROFILE – BY STAFF GROUP (as at 31st March 2019)



WORKFORCE PROFILE – BY AGE (as at 31st March 2019)

Age Group	< 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Total
Headcount	1	71	218	263	305	343	373	443	320	180	69	2586
FTE	1.00	69.03	205.65	224.59	257.40	296.46	333.59	401.06	269.64	139.64	50.03	2248.07
Percentage	0.04%	2.75%	8.43%	10.17%	11.79%	13.26%	14.42%	17.13%	12.37%	6.96%	2.67%	100.00%

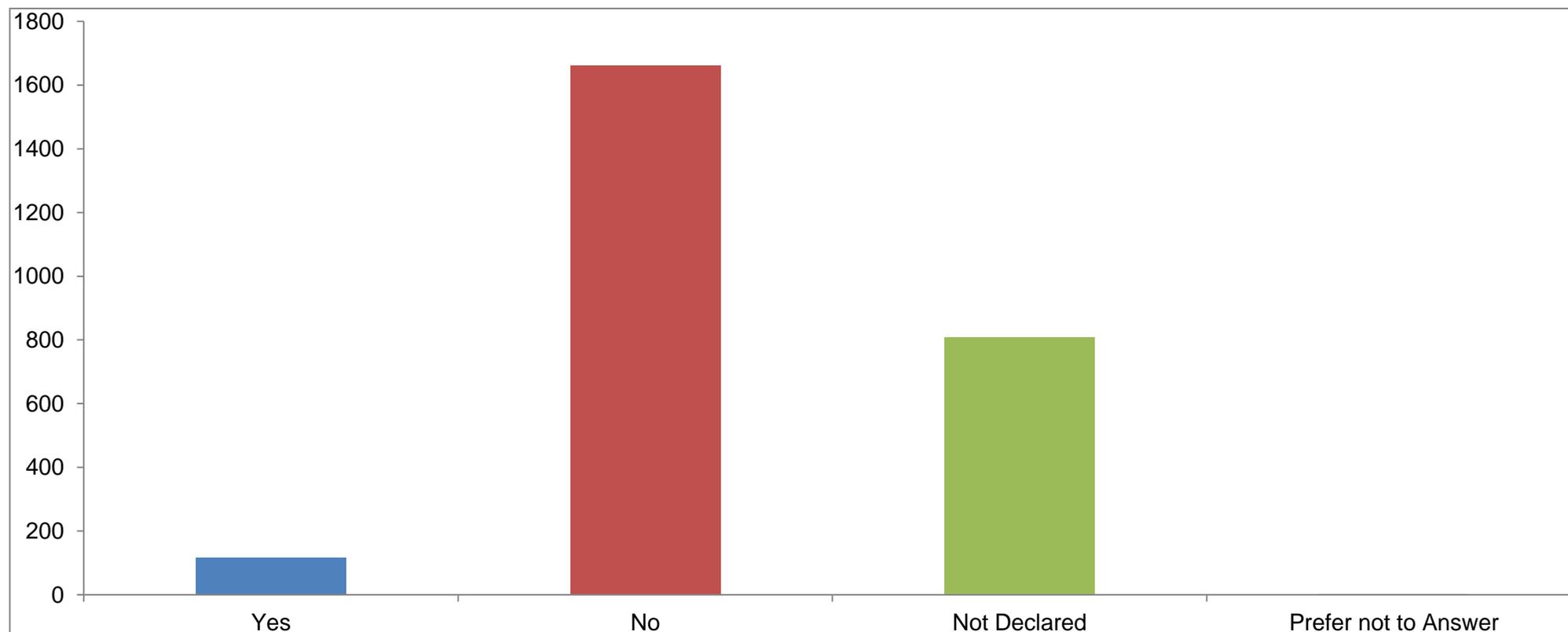


Commentary

The 50-54 age group accounts for 17.13% of the Trust head count equating to 443 employees. A total of 1,012 employees, 39.13% of the Trust head count, is aged 50 or over which shows an aging workforce within the Trust. The Trust employs only 1 member of staff who is aged under 20. In total there are just 72 employees (2.78%) within the Trust who are aged under 25.

WORKFORCE PROFILE – BY DISABILITY (as at 31st March 2019)

Data	Yes	No	Not Declared	Prefer not to Answer	Total
Headcount	115	1662	808	1	2586
FTE	98.60	1458.49	689.99	1.00	2248.07
Percentage	4.45%	64.27%	31.25%	0.04%	100.00%

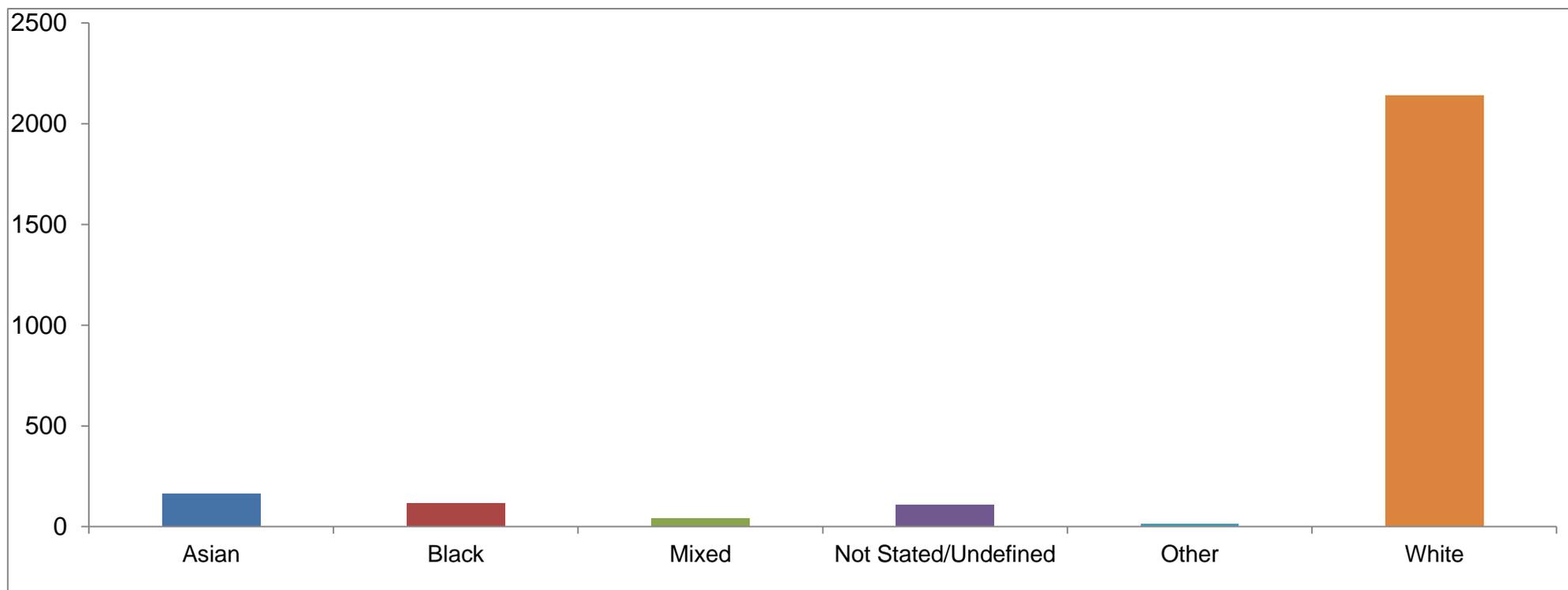


Commentary

A total of 809 employees, 31.28% of the Trust have not declared their disability status. 4.45% of staff within DHCFT have declared some form of disability (115 staff).

WORKFORCE PROFILE – BY RACE / ETHNICITY (as at 31st March 2019)

Data	Asian	Black	Mixed	Not Stated/Undefined	Other	White	Total
Headcount	165	116	42	108	13	2142	2586
FTE	148.12	106.12	38.25	92.51	11.01	1852.06	2248.07
Percentage	6.38%	4.49%	1.62%	4.18%	0.50%	82.83%	100.00%



Commentary

DHCFT has a varied ethnic mix of staff across five broad categories (these are broken down further on the next page) and a Not Stated/Undefined group 108 staff or 4.18% of the Trust. This group is made up of staff who have not declared or do not wish to disclose their ethnicity. White ethnicities (2,142) account for over 82% of the Trust.

WORKFORCE PROFILE – BY RACE / ETHNICITY (as at 31st March 2019)

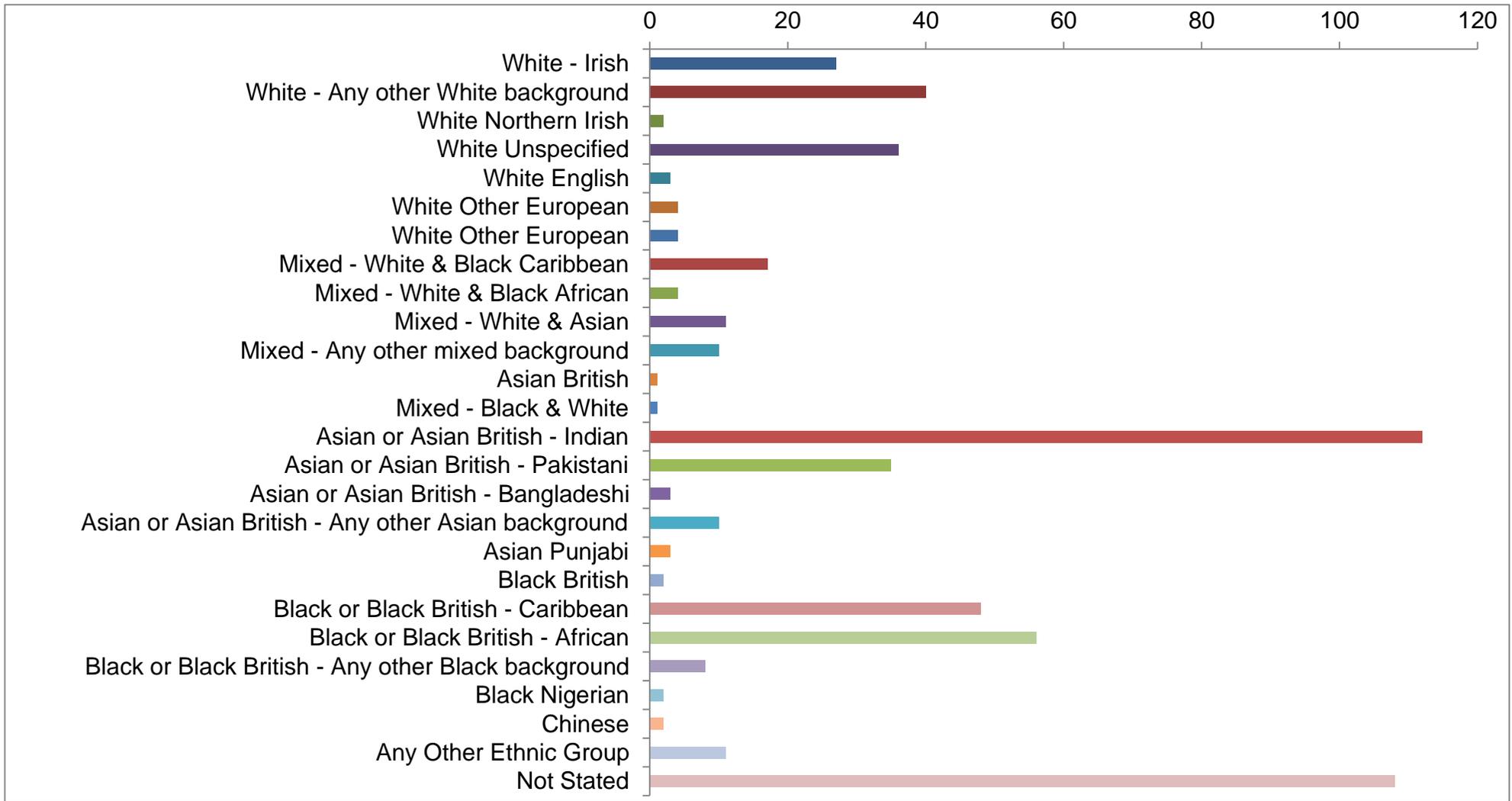
Ethnic Origin	Headcount	FTE	%
White - British	2030	1753.96	78.38%
White - Irish	27	22.49	1.04%
White - Any other White background	40	35.19	1.54%
White Northern Irish	2	1.67	0.08%
White Unspecified	36	32.67	1.39%
White English	3	2.64	0.12%
White Other European	4	3.45	0.15%
Mixed - White & Black Caribbean	17	14.91	0.66%
Mixed - White & Black African	4	3.60	0.15%
Mixed - White & Asian	11	10.55	0.42%
Mixed - Any other mixed background	10	9.20	0.39%
Asian British	1	1.00	0.04%
Asian Tamil	1	1.00	0.04%
Asian or Asian British - Indian	112	100.11	4.32%
Asian or Asian British - Pakistani	35	32.45	1.35%
Asian or Asian British - Bangladeshi	3	2.37	0.12%
Asian or Asian British - Any other Asian background	10	8.95	0.39%
Asian Punjabi	3	2.24	0.12%
Black British	2	1.40	0.08%
Black or Black British - Caribbean	48	43.33	1.85%
Black or Black British - African	56	51.65	2.16%
Black or Black British - Any other Black background	8	7.68	0.31%
Black Nigerian	2	2.07	0.08%
Chinese	2	1.80	0.08%
Any Other Ethnic Group	10	8.21	0.39%
Not Stated	108	92.51	4.17%

Commentary

White - British has, by far, the greatest number of staff 2,030 (78.38%). 112 staff are from another White background, collectively staff from a White background account for 82.83% as previously mentioned.

The next largest background is Asian with 165 employees, 112 employees from this group come from the subgroup 'Asian or Asian British - Indian' (67.88% of the Asian grouping).

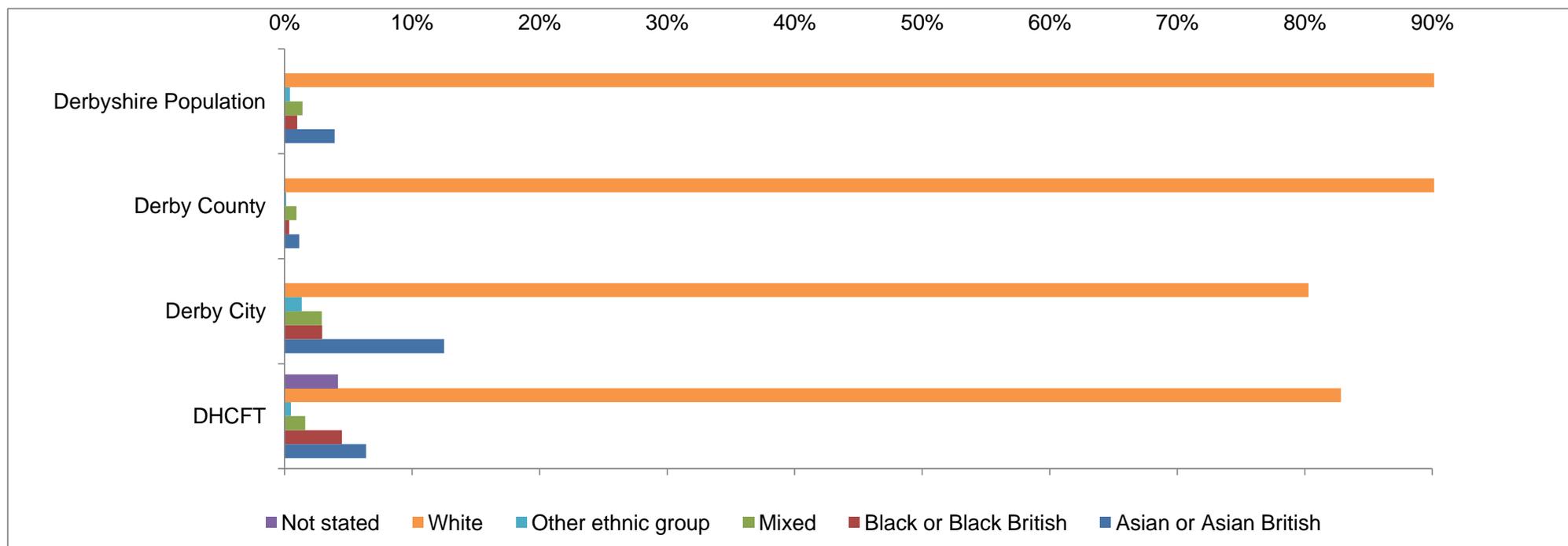
WORKFORCE PROFILE – BY RACE / ETHNICITY (as at 31st March 2019)



*** Due to the high number of White British employees in our organisation, 'White British' have been excluded from the above chart to show the proportion of other ethnicities in our organisation more clearly.'**

WORKFORCE PROFILE – BY RACE / ETHNICITY (as at 31st March 2019)

Ethnicity	DHCFT	Derby City	Derby County	Derbyshire Population	Variance (Derbyshire Healthcare vs Derbyshire)
Asian or Asian British	6.38%	12.50%	1.14%	3.92%	2.46%
Black or Black British	4.49%	2.94%	0.36%	0.99%	3.50%
Mixed	1.62%	2.91%	0.92%	1.41%	0.21%
Other ethnic group	0.50%	1.35%	0.12%	0.42%	0.08%
White	82.83%	80.30%	97.45%	93.26%	-10.43%
Not stated	4.18%	0.00%	0.00%	0.00%	4.18%

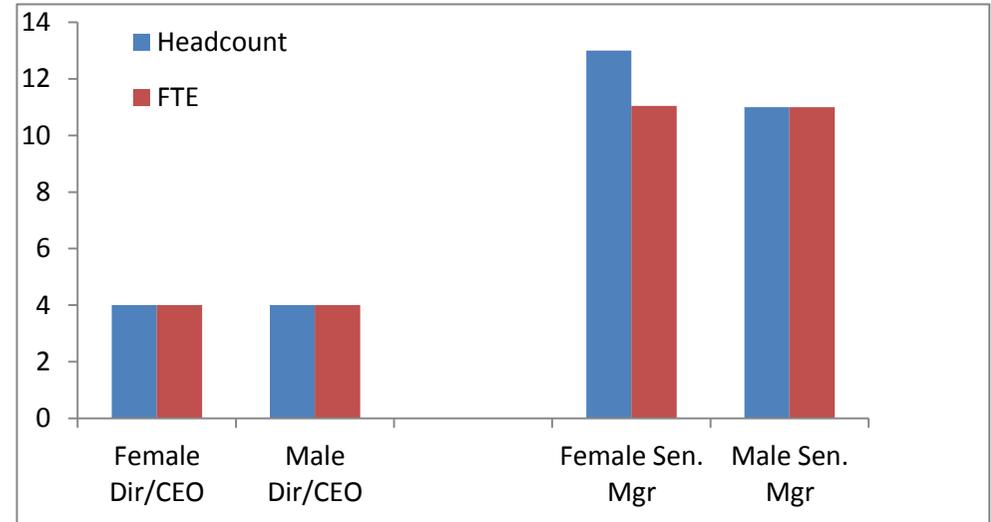
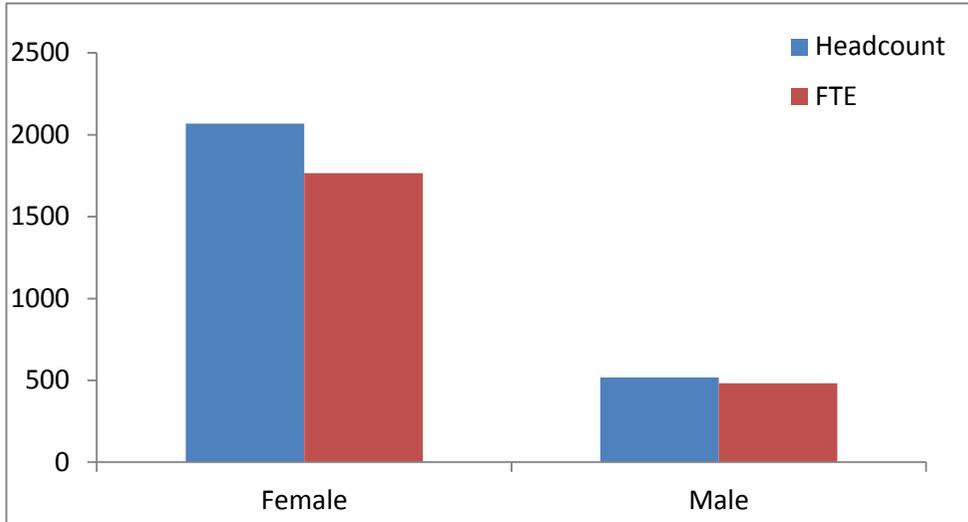


Commentary

The data table and graph above compares Derbyshire Healthcare NHS FT workforce profile against the population of Derbyshire (population source: Office of National Statistics) (2011). In the 2011 Census the Derbyshire County population was 1,018,400 which consisted of 769,700 living within Derbyshire and 248,700 within Derby City.

WORKFORCE PROFILE – BY GENDER (as at 31st March 2019)

Gender	Headcount	FTE	%
Female	2068	1764.94	79.97%
Male	518	483.14	20.03%



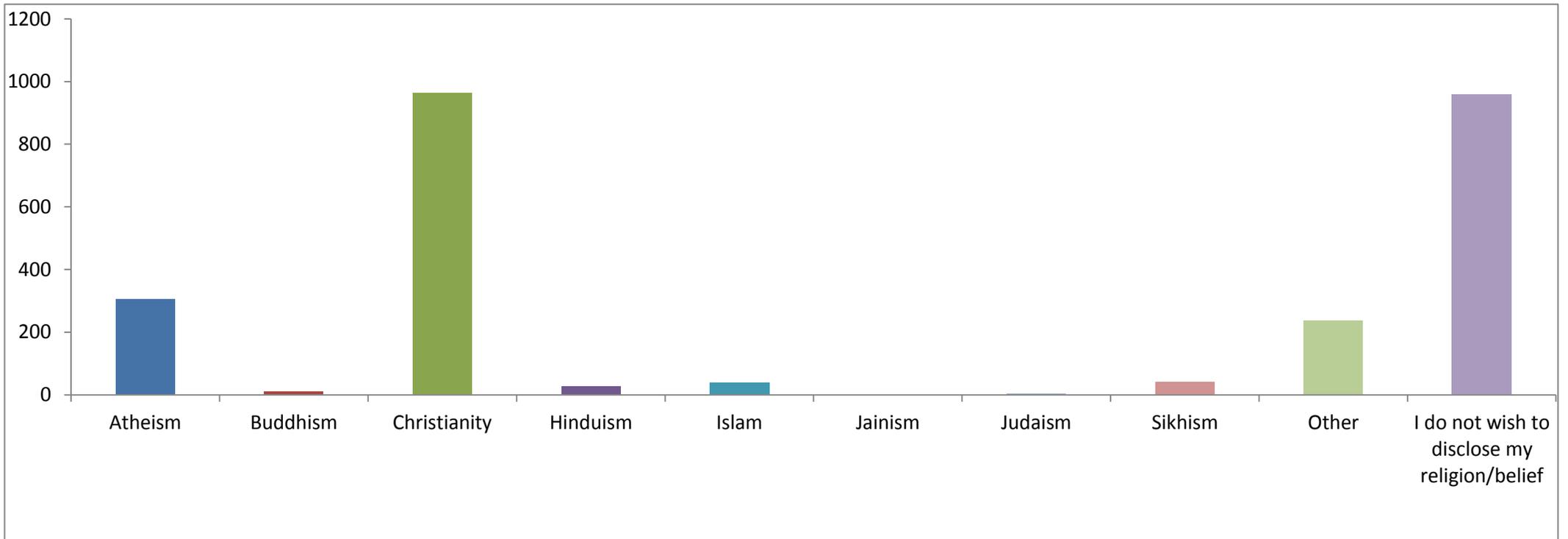
Gender Breakdown	Headcount	FTE	%
Female Director/CEO	4	4.00	50.00%
Male Director/CEO	4	4.00	50.00%
Female Senior Manager Band 8c & Above	13	11.04	54.17%
Male Senior Manager Band 8c & Above	11	11.00	45.83%
Female Employee Other	2051	1749.90	80.31%
Male Employee Other	503	468.14	19.69%

Commentary

The majority of employees are female 2,068 (79.97%) but looking at Senior Managers (band 8c & above) the female/male divide is much closer at 54.17% and 45.83%; closer still at Director level 50% and 50%. Male employees are over represented in senior positions compared to female employees.

WORKFORCE PROFILE – BY RELIGION OR BELIEF (as at 31st March 2019)

Religious Belief	Atheism	Buddhism	Christianity	Hinduism	Islam	Jainism	Judaism	Sikhism	Other	I do not wish to disclose my religion/belief	Total
Headcount	305	10	964	26	38	1	4	41	237	960	2586
FTE	270.97	8.92	835.26	24.86	34.19	1.00	3.40	36.04	211.06	822.38	2248.07
Percentage	11.79%	0.39%	37.28%	1.01%	1.47%	0.04%	0.15%	1.59%	9.16%	37.12%	100.00%

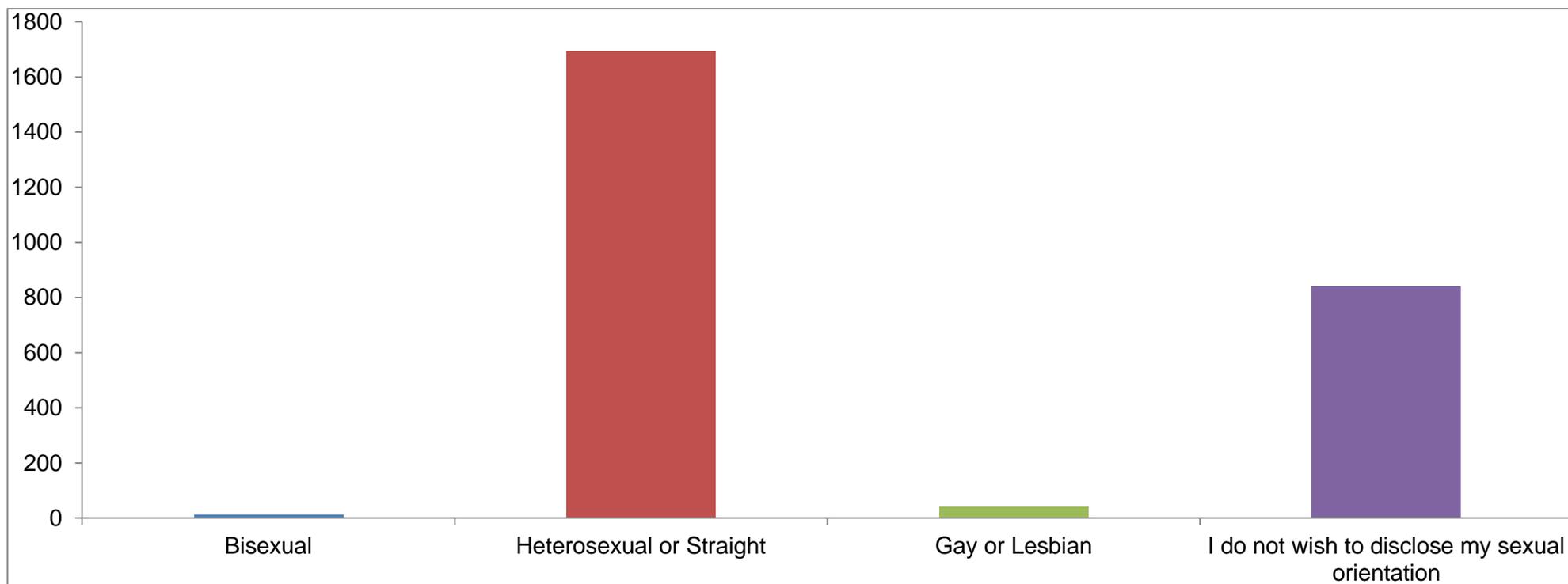


Commentary

Christianity is the chosen religion or belief of 964 employees, 37.28% of the Trust. A total of 960 employees (37.12%) have no religious belief stored on ESR. Of all the protected characteristics Religion or Belief has the highest non disclosure rate, followed by Sexual Orientation at 32.48% and Disability at 31.25%.

WORKFORCE PROFILE – BY SEXUAL ORIENTATION (as at 31st March 2019)

Sexual Orientation	Bisexual	Heterosexual or Straight	Gay or Lesbian	I do not wish to disclose my sexual orientation	Total
Headcount	12	1693	41	840	2586
FTE	11.07	1478.73	36.83	721.46	2248.07
Percentage	0.46%	65.47%	1.59%	32.48%	100.00%

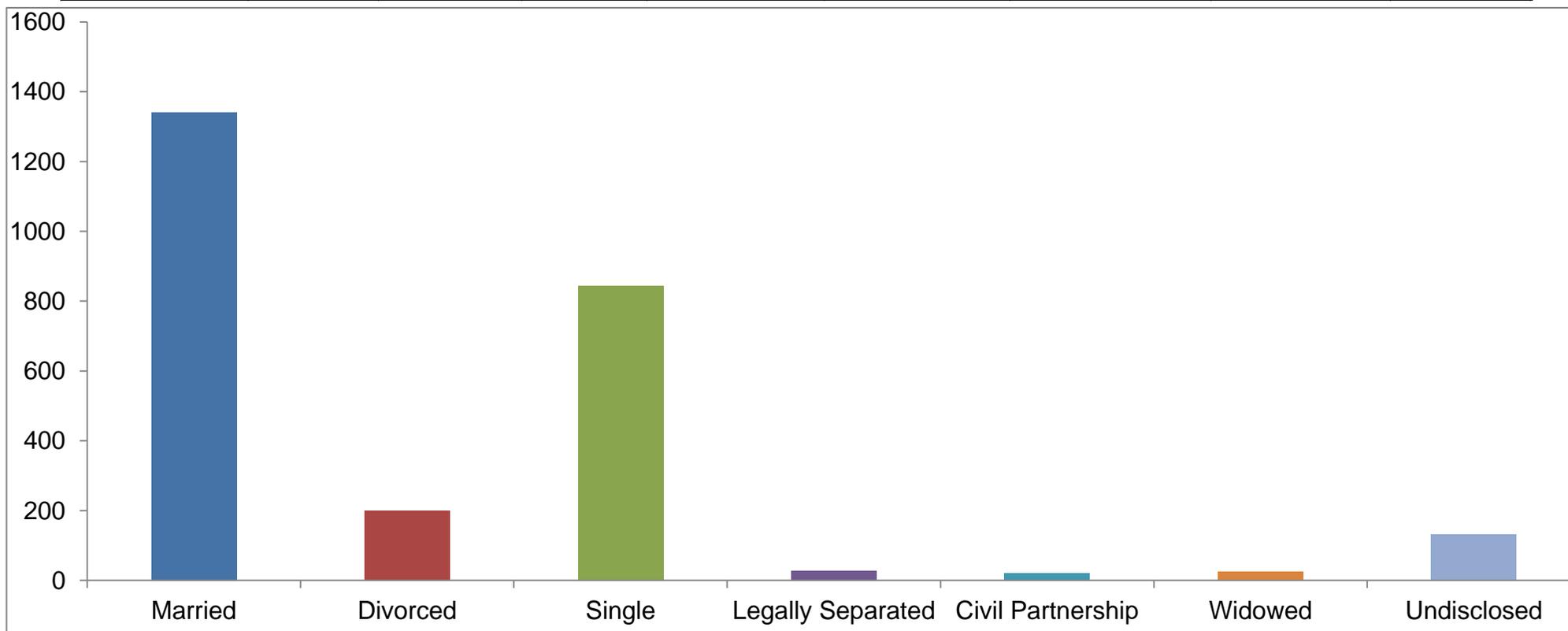


Commentary

65.47% of employees within the Trust have stated their sexual orientation is Heterosexual or Straight. 32.48% have not declared their sexual orientation and only 2.05% have declared their sexual orientation as Bisexual, Gay or Lesbian.

WORKFORCE PROFILE – BY MARITAL STATUS (as at 31st March 2019)

Marital Status	Married	Divorced	Single	Legally Separated	Civil Partnership	Widowed	Undisclosed	Total
Headcount	1340	199	843	27	21	24	132	2586
FTE	1129.53	175.40	764.66	24.69	19.27	21.02	113.50	2248.07
Percentage	51.82%	7.70%	32.60%	1.04%	0.81%	0.93%	5.10%	100.00%



Commentary

Over half (51.82%, 1,340) of the Trust employees are married. The group with the next highest number of employees is Single. Only 132 employees have not declared their Marital Status 5.10%.

The Trust is committed to improving declaration rates by promoting the importance of colleagues declaring their protected characteristics. Colleagues should feel safe to do so in order for the Trust to be a more responsive employer and cater to the needs of all of our employees.

For more information on the contents of this report or to find out how we are using the data to identify our priority equality objectives (such as increasing workforce diversity), please contact:

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