

Workforce Equality Monitoring Data to 31st March 2017

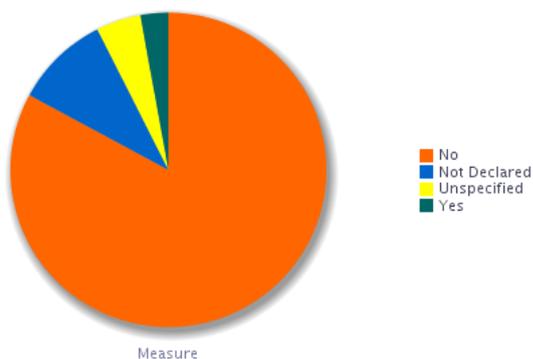
At the United Lincolnshire Hospitals NHS Trust we firmly believe that well supported staff provide better care for patients. In the Trust we monitor staff equality information, as required under the Public Sector Equality Duty, in an anonymised manner. This information helps us to understand the needs and requirements of our workforce, so that we can do our utmost to support their specific needs and make the reasonable adjustments required.

The workforce equality information is analysed by a number of the protected characteristics identified in the Equality Act 2010. The current Electronic Staff Record (ESR) system allows for data reporting on all the protected characteristics except Gender Reassignment. The ESR system is a national system and the Trust has raised with the software provider that future system upgrades need to provide the function to record Gender Reassignment status.

There is no requirement for the Trust to report on the protected characteristic Pregnancy and Maternity. However, the Trust is able to report on the number of people who have requested maternity / paternity leave.

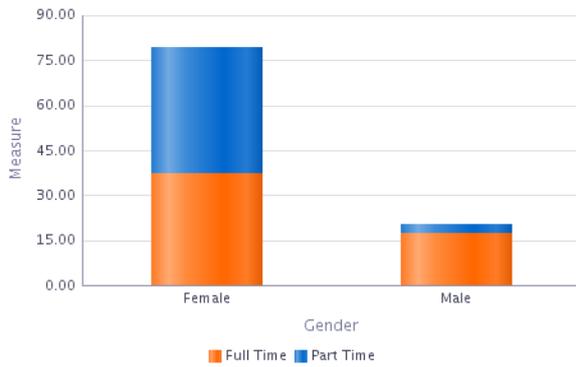
The data below is based on workforce equality monitoring information as at 31 March 2017.

Disability:



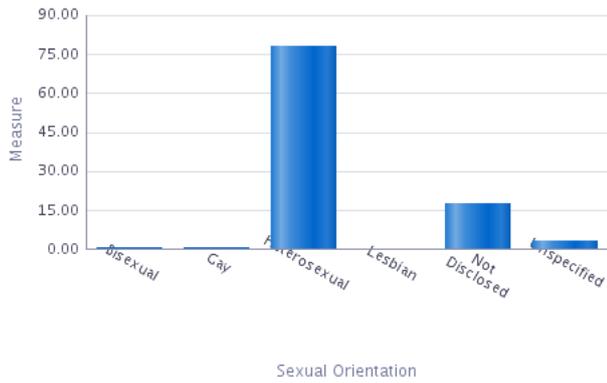
Disability Flag	%age
No	82.9
Not Declared	9.7
Unspecified	4.6
Yes	2.8
Grand Total	100.00

Sex (Gender):



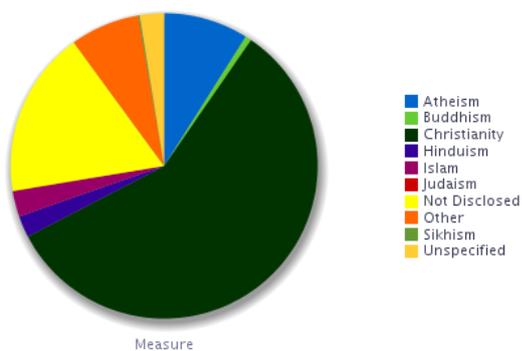
	%age	%age
	Female	Male
Part Time	42.30	3.00
Full Time	37.13	17.57
Grand Total	79.43	20.57

Sexual Orientation:



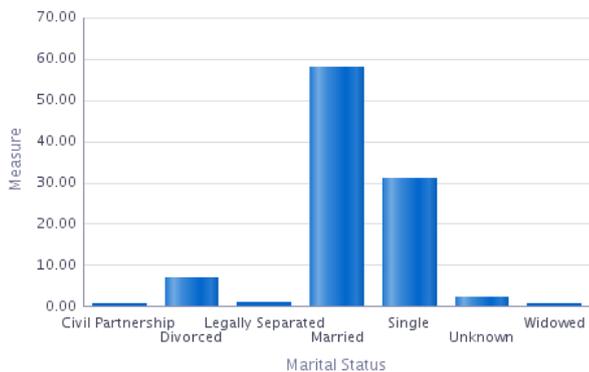
	%age
Bisexual	0.52
Gay	0.51
Heterosexual	78.06
Do not wish to disclose	17.39
Lesbian	0.31
Undefined	3.21
Grand Total	100.00

Religion and Belief:



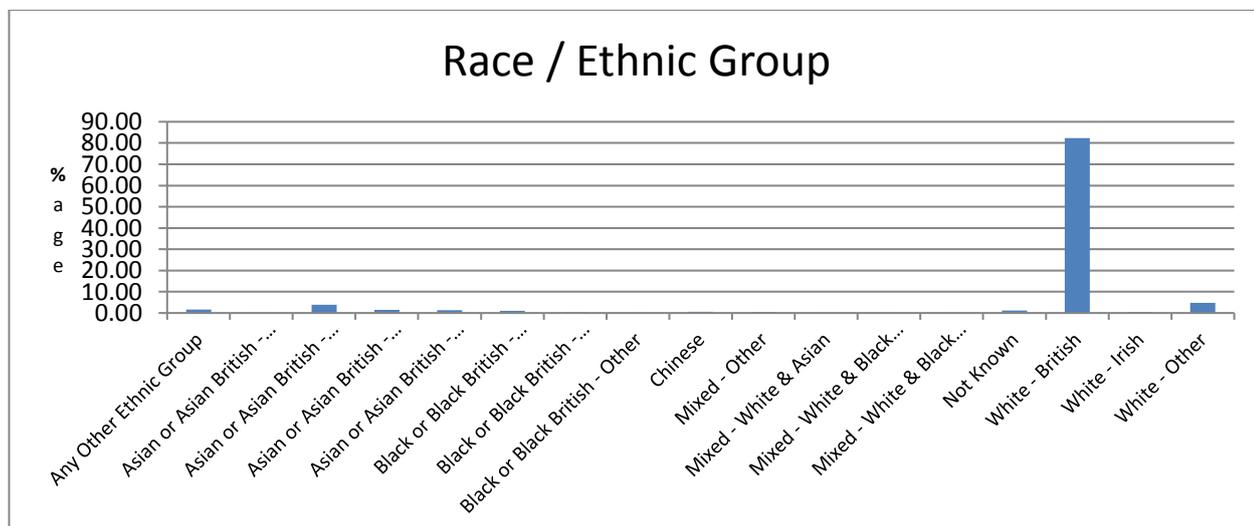
Religious Belief	%
Atheism	8.93
Buddhism	0.65
Christianity	57.76
Hinduism	2.30
Islam	2.70
Judaism	0.04
Not Disclosed	17.61
Other	7.31
Sikhism	0.16
Unspecified	2.54
Grand Total	100.00

Marriage and Civil Partnership:



	%age
Civil Partnership	0.54
Divorced	6.83
Legally Separated	0.94
Married	57.73
Single	31.04
Unknown	2.10
Widowed	0.82
Grand Total	100.00

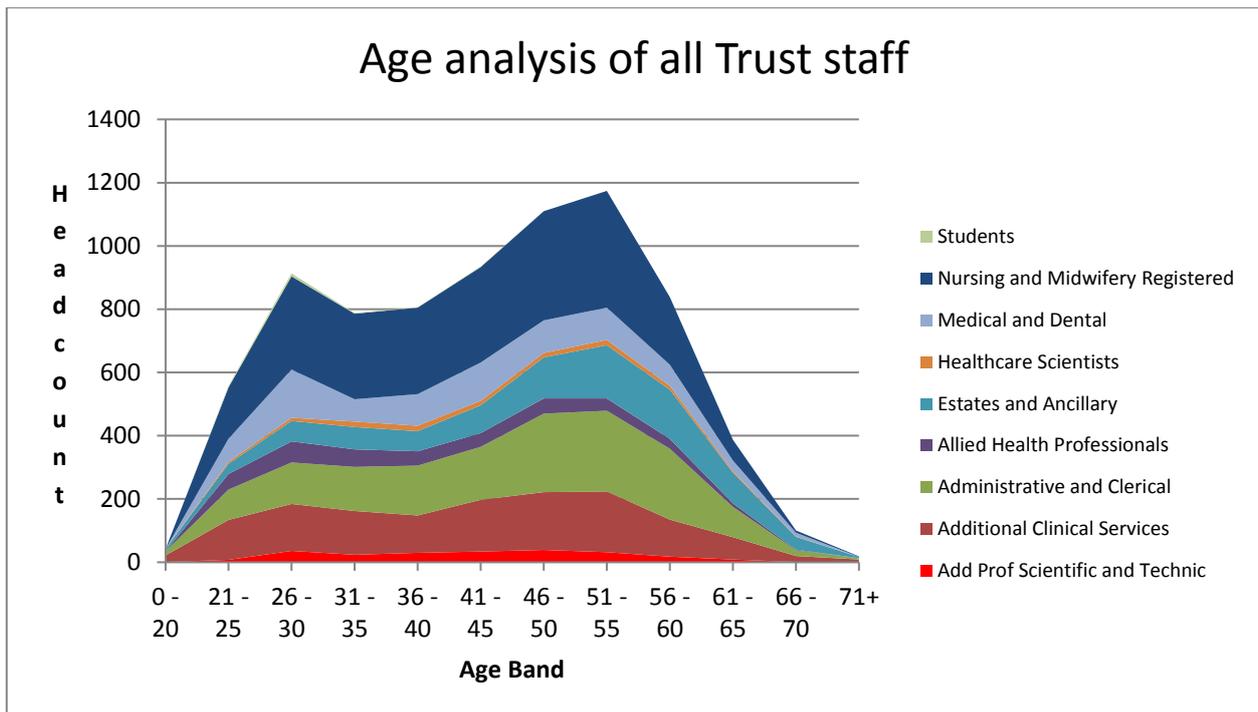
Race (Ethnicity):



Ethnicity	%
Any Other Ethnic Group	1.60
Asian or Asian British - Bangladeshi	0.08
Asian or Asian British - Indian	3.93
Asian or Asian British - Other	1.53
Asian or Asian British - Pakistani	1.28
Black or Black British - African	1.06
Black or Black British - Caribbean	0.23
Black or Black British - Other	0.13
Chinese	0.59
Mixed - Other	0.43
Mixed - White & Asian	0.14
Mixed - White & Black African	0.14
Mixed - White & Black Caribbean	0.17

Not Known	1.21
White - British	82.29
White - Irish	0.42
White - Other	4.77
Grand Total	100.00

Age profile by staff group (excludes Bank Staff):



Staff Group	Age Band												Total
	0-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	
Percentage of Workforce	0.55%	7.26%	11.90%	10.27%	10.51%	12.19%	14.47%	15.31%	10.92%	5.05%	1.32%	0.25%	100.00%

Initial analysis of the data, when cross-referenced with Staff Survey data, indicates that the non-disclosure rates are higher in the Trust's Electronic Staff Record system for the protected characteristics:

- Disability
- Religion and Belief
- Sexual Orientation

As the Trust continues to promote and develop its work around equality, diversity and inclusion, particular engagement with staff who identify with these protected characteristics is being planned and commenced.