

Board of Directors (in Public)

Item 9.2

Subject: Workforce Monitoring Report 2016-17
Date of meeting: 25th July 2017
Prepared by: Rachael McDonald, HR Business Partner
Presented by: Jo Twist, Director of Workforce Development

BAF Ref	Impact on BAF
4.5	N/A

1. Executive Summary

This paper is intended to provide a summary demonstrating how the Trust is meeting its legal obligations under the Equality Act 2010 specific duty.

2. Workforce Monitoring Report 2016-17

The purpose of this report is to demonstrate the Trust's compliance with the Equality Act 2010 and is refreshed and published annually. The report summarises the equality monitoring data for the workforce at Liverpool Heart and Chest Hospital, using data taken from the Trust's Electronic Staff Record and TRAC.

This report has been updated to reflect the data from April 2016 to March 2017 and is attached in **Appendix 1**. The workforce profiling within the report is reflective of the previous year with no significant changes identified.

Summary of findings:-

- The Trust employs significantly more women than men however this is consistent with the NHS generally.
- Workforce numbers remain evenly spread between all age groups between 26-55 with peaks at 26-30 and 51-55
- At LHCH, 1.93% of staff stated gay, lesbian or bisexual for sexual orientation. However it should be noted that over 16.76% of record fields within ESR are 'undefined' for sexual orientation which gives an incomplete overview.
- The ethnic origin of the workforce is consistent with the North West region with 92% of the population were of White/British with Asian or Asian British making up 3.4%.
- Currently 2.69% of LHCH staff state that they have a disability, however this is in contrast to the number of employees who self-identify as having a disability or long-term illness on the National Staff Survey where the percentage is much higher.
- In terms of religious belief, a high percentage of ESR records remain undefined.

This report has been presented to the Executive Team for ratification and has now been published on the Trust's Internet Page.

3. Conclusion

The Trust implemented an Equality & Inclusion Strategy (2015-2018) in January 2016, which is supported by an implementation plan.

The key work streams relating to workforce indicators are agreed through the E&I Steering Group and progress against the workforce elements of the strategy are monitored through the People Committee of the Board.

4. Recommendation

The Board of Directors is asked to note this report.

5. Appendix

Appendix 1 – Workforce Monitoring Report 206-17