

The Trust as an Employer

As at 31 March 2019, the Trust employed 9,371 staff (headcount), 23.6% of whom were male (2,216) and 76.4% female (7,155). 2.06% of the workforce is known to be disabled.

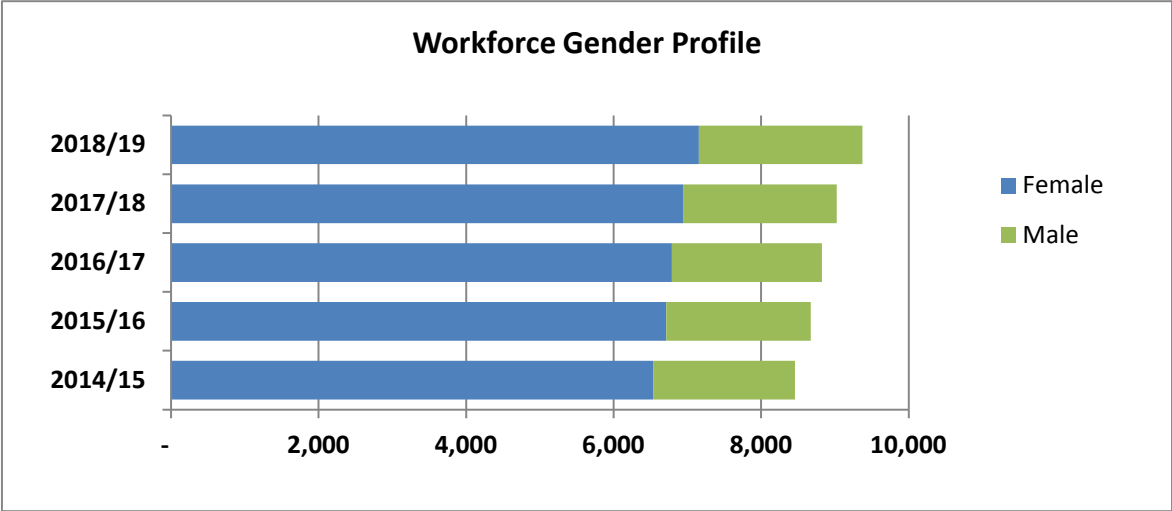


Figure 1: Workforce Gender Profile, 2014/15 to 2018/19 (Source of data: ESR)

Figure 2 below provides an overview of workforce gender by pay band profile.

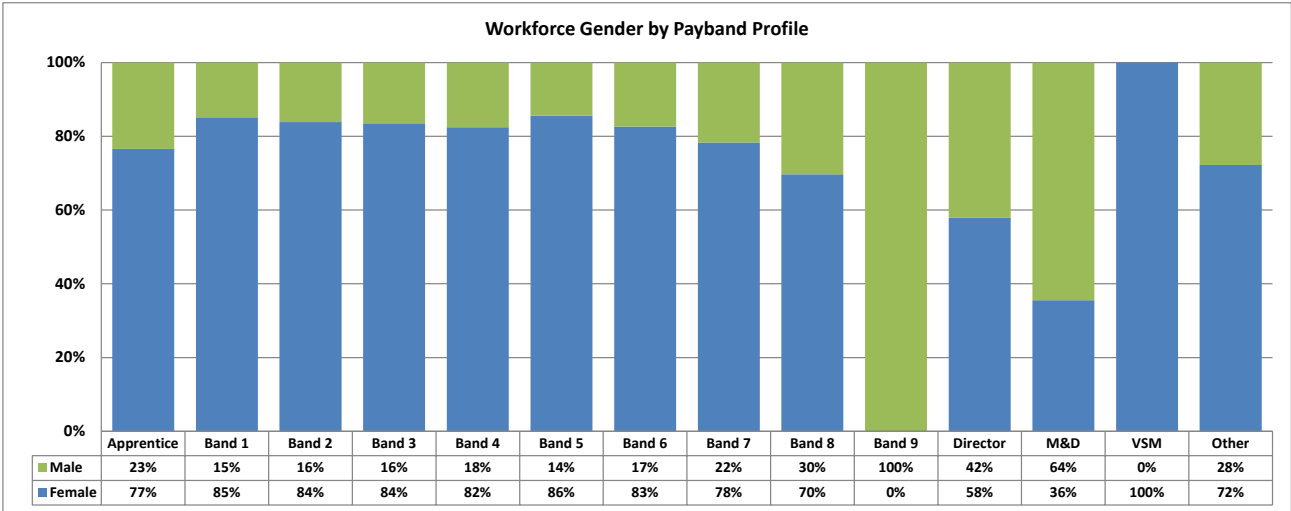


Figure 2: Gender of Workforce by Pay Band, as at 31 March 2019 (Source of data: ESR)

Gender pay gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap information. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. Within the Trust the mean gender pay gap was 30.74% and the median was 15.12% as at 31 March 2018 (reported in 2019). The mean and median gender pay gap can be explained by the fact that, while men make up only 23.6% of the workforce, there are a disproportionate number of males in the highest paid quartile, predominantly medical staff.

The Trust's mean and median gender pay gap figures are higher than the average national figures, but comparable to other large Acute NHS Trusts.

The Trust is undertaking a range of actions and initiatives to address the gender pay gap, including:

- Further developing the evidence base of data to ensure effective gender monitoring is in place, for example increasing the frequency of targeted recruitment reports by demographics, for medical and dental staff.
- Continue to review and update appropriate policies and practises, for example recruitment and selection, in partnership with staff side representatives and managers.
- Taking steps to make the most of flexible working, including a review of flexible working arrangements across the Trust, removing barriers to this, and ensuring that the Trust's culture supports staff to do so at all levels, including senior staff and Medics.
- Analyse data from recent retention surveys. This includes both a nurse retention survey and a survey sent to nursing staff who are within 5 years of retirement, to ascertain what would make them consider flexible retirement and remain working for the Trust.
- Encouraging female participation in leadership development programmes and reviewing career and talent development opportunities so that capable employees of both genders can progress.
- Reviewing reward processes as part of implementation of national changes to terms and conditions to ensure fairness and consistency in their approach and application.
- Continue to produce a separate Gender Pay Gap report for Medical and Dental staff to help monitor progress, including the result of national changes made to local Clinical Excellence Award (CEA) schemes
- Continue to encourage a greater proportion of eligible female consultants to apply for CEA awards.

Figure 3 provides information on the ethnicity of the Trust's workforce. It shows that 86.5% of the workforce is White, with the next largest ethnic groups being Asian (7.6%), Black (1.9%), Chinese and Other (1.3%) and Mixed Race (1.0%).

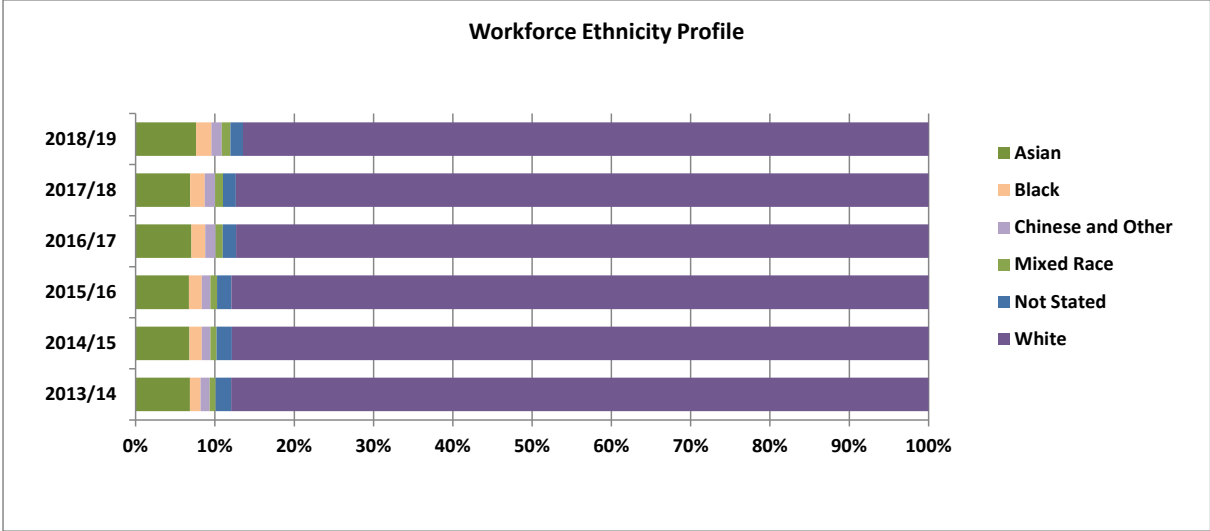


Figure 3: Workforce Ethnicity Profile, 2014/15 to 2018/19 (Source of data: ESR)

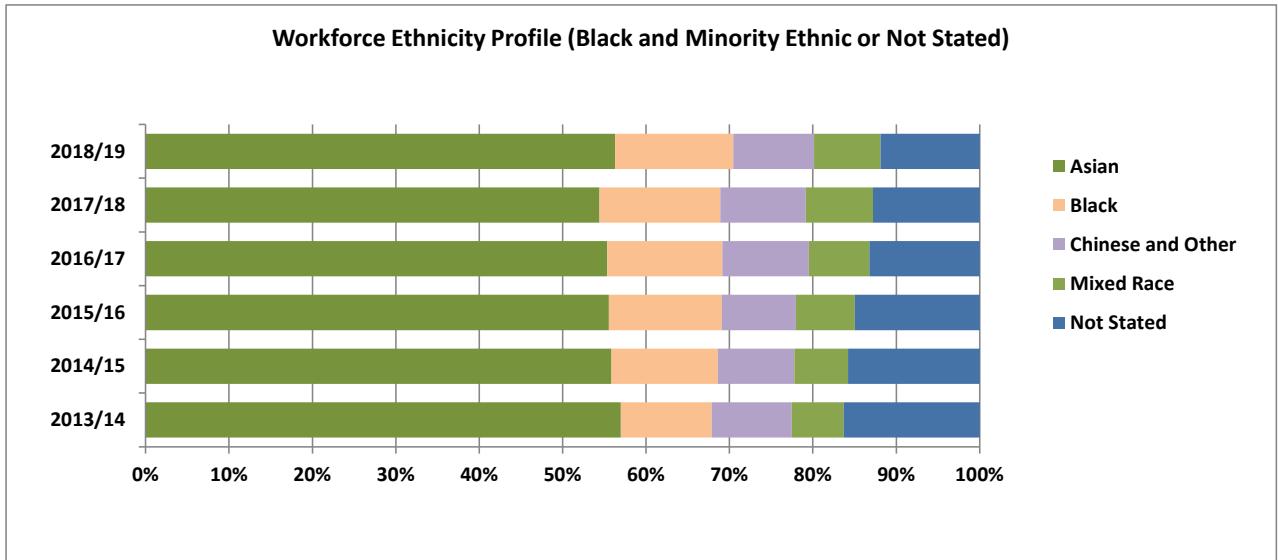


Figure 4: Workforce Ethnicity Profile, Black and Minority Ethnic, or Not Stated only - 2014/15 to 2018/19 (Source of data: ESR)

Figure 5 provides a comparison of the ethnicity of the Trust’s workforce with the ethnicity of the Hull and East Riding populations.

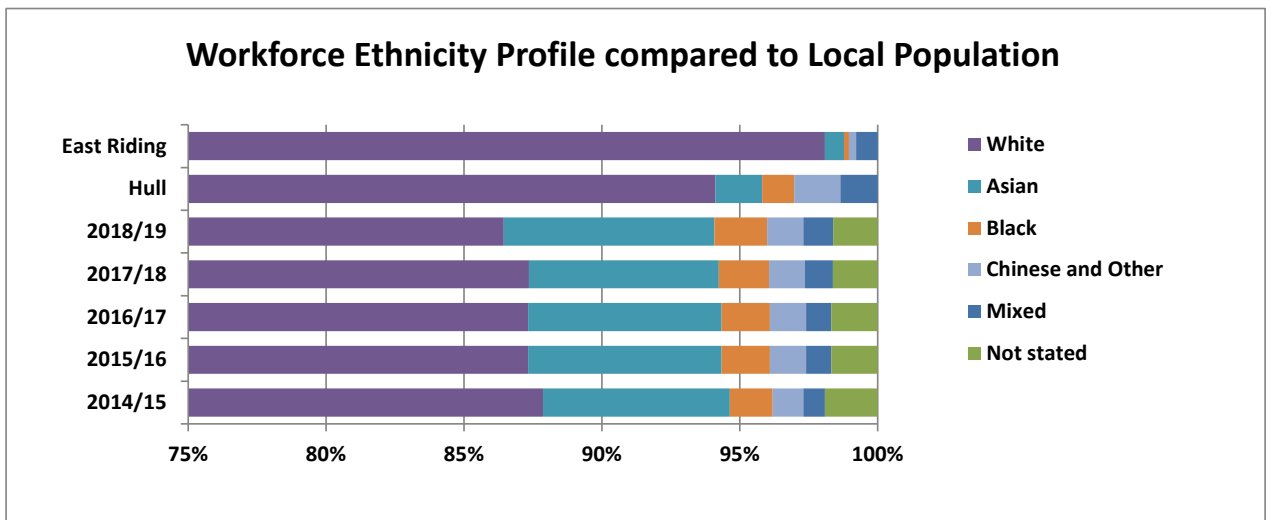


Figure 5: Ethnicity Hull and East Riding Population and HUTH Workforce (Source of data: ONS 2011 Census and ESR, March 2019)

Figure 6 provides an overview of the staff recruitment, training and disciplinary processes undertaken by gender as at 31 March 2019. The number of staff appointed covers the whole of 2018/19. Training is compliant records as at 31 March 2019 and the information on grievances and disciplinarys reflects the number of open cases at 31 March 2019.

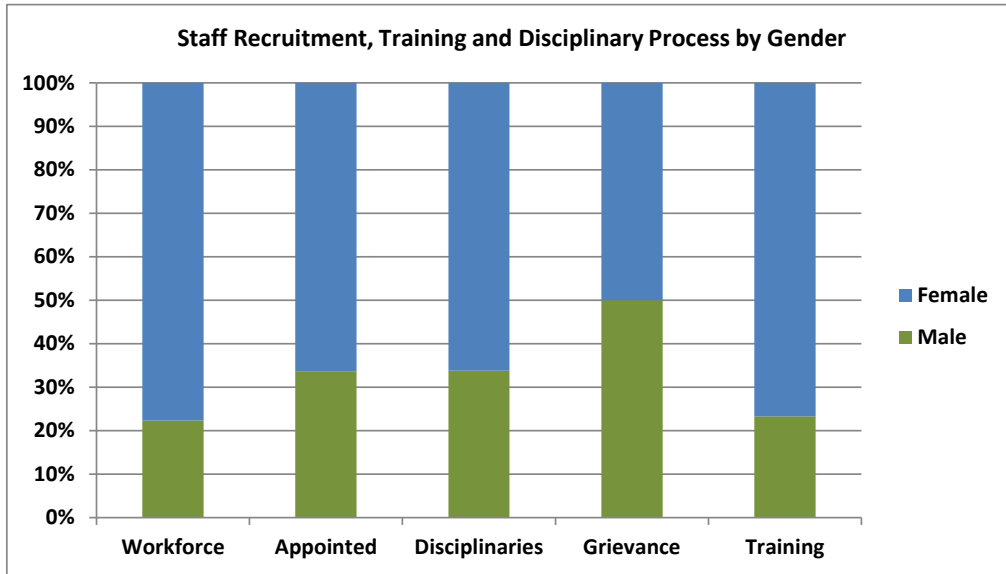


Figure 6: Staff Recruitment, Training and Disciplinary Process by Gender, as at 31 March 2019 (Source of data: ESR)

Figure 7 shows staff recruitment, training and disciplinary processes by ethnicity for the same period.

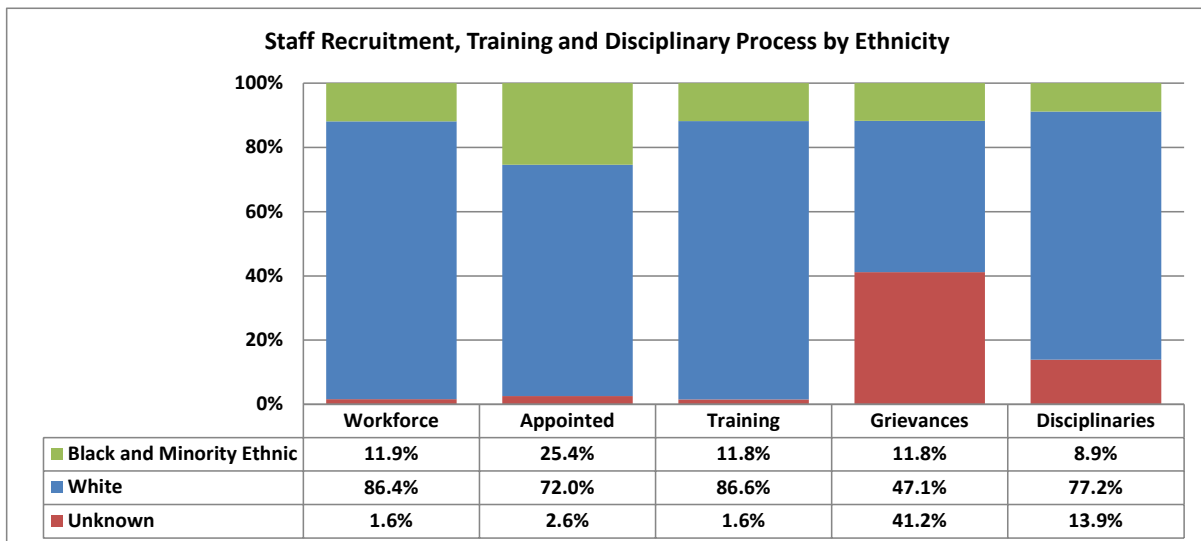


Figure 7: Staff Recruitment, Training and Disciplinary Process by Ethnicity, as at 31 March 2019 (Source of data: ESR)

National Staff Survey Results 2018

3,185 staff at Hull University Teaching Hospitals NHS Trust took part in the National Staff Survey 2018. This is a response rate of 39% which is below average for acute trusts in England.

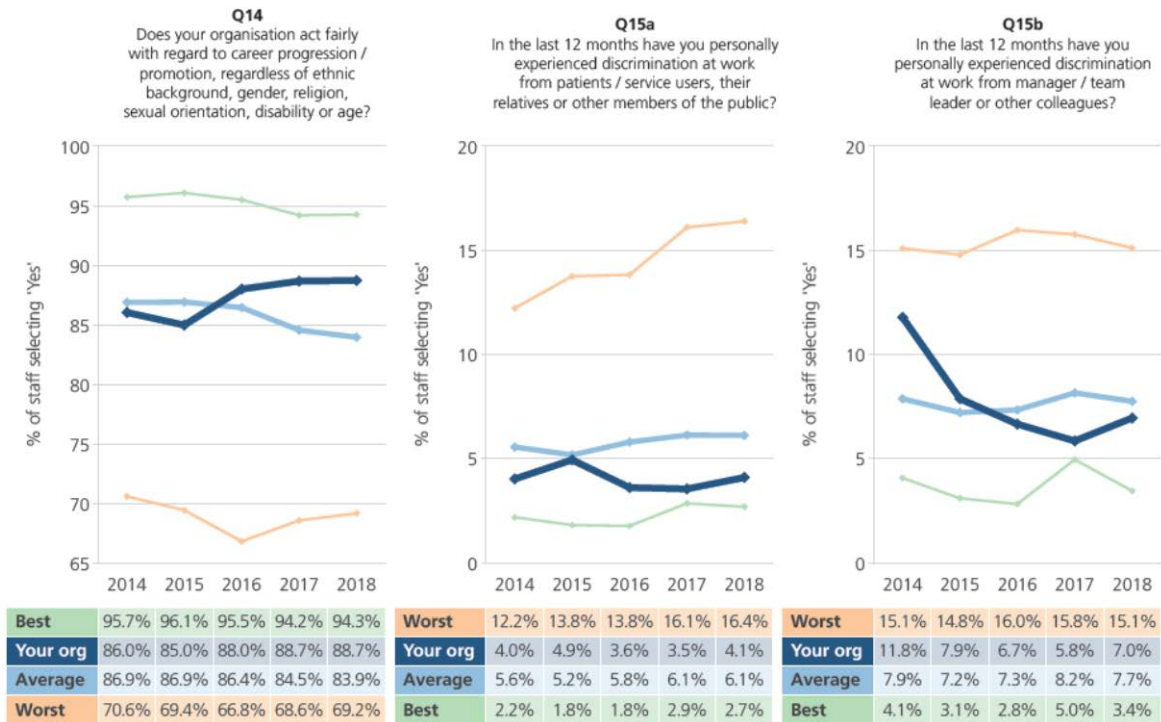
The overall score for the Trust in relation to the theme of equality, diversity and inclusion indicated a score of 9.3 compared to the peer average of 9.1.

The demographic characteristics of respondents by age, gender, ethnic background, religion or belief and disability are detailed overleaf:

Demographic Characteristic	Grouping	Respondents 2017	Respondents 2018	Average (median) for acute Trusts 2018
Gender	Male	24%	24%	19.9%
	Female	73%	74%	78.1%
	Prefer to self-describe		0.1%	0.2%
	Prefer not to say	3%	1.9%	1.9%
Age Group	16 to 20 years		0.9%	0.7%
	21 to 30 years		17.1%	15.7%
	31 to 40 years		21.8%	21.4%
	41 to 50 years		27.0%	27.0%
	51 to 65 years		32.1%	33.1%
	66 years and over		1.0%	1.4%
Ethnic Background	White	91%	90.6%	87.2%
	Mixed	1%	1.0%	1.5%
	Asian/Asian British	6%	6.3%	8.0%
	Black/Black British	1%	1.1%	2.0%
	Chinese	0%	0.3%	0.5%
	Other	1%	0.7%	1.3%
Sexual Orientation	Heterosexual	90%	90.5%	90.7%
	Gay man	1%	1.2%	0.9%
	Gay woman (lesbian)	1%	0.9%	0.7%
	Bisexual	1%	0.7%	0.8%
	Other	0%	0.4%	0.4%
	Prefer not to say	7%	6.2%	6.2%
Religion	No religion	44%	44.5%	35.3%
	Christian	45%	44.9%	51.9%
	Buddhist	1%	0.5%	0.6%
	Hindu	2%	1.6%	1.6%
	Jewish	0%	0.1%	0.2%
	Muslim	2%	2.1%	1.9%
	Sikh	0%	0.1%	0.2%
	Other	1%	1.2%	1.4%
	Prefer not to say	6%	5.0%	5.3%
Disability	Longstanding illness, health problem or disability	22%	19.7%	17.1%
	If longstanding disability and if adjustments felt necessary, % saying adequate adjustments were made	78%	74.5%	72.0%

The Trust's overall score for staff engagement was 7.0 in 2018, an improvement on the score for 2017 (6.9). The national average for acute Trusts in 2018 was 7.0.

The graphs below provide the results and trend data for questions relating to equality, diversity and inclusion.



20

