

The Trust as an Employer

As at 31 March 2018, the Trust employed 9,027 staff (headcount), 23% of whom were male (2,086) and 77% female (6,941). 1.87% of the workforce is known to be disabled.

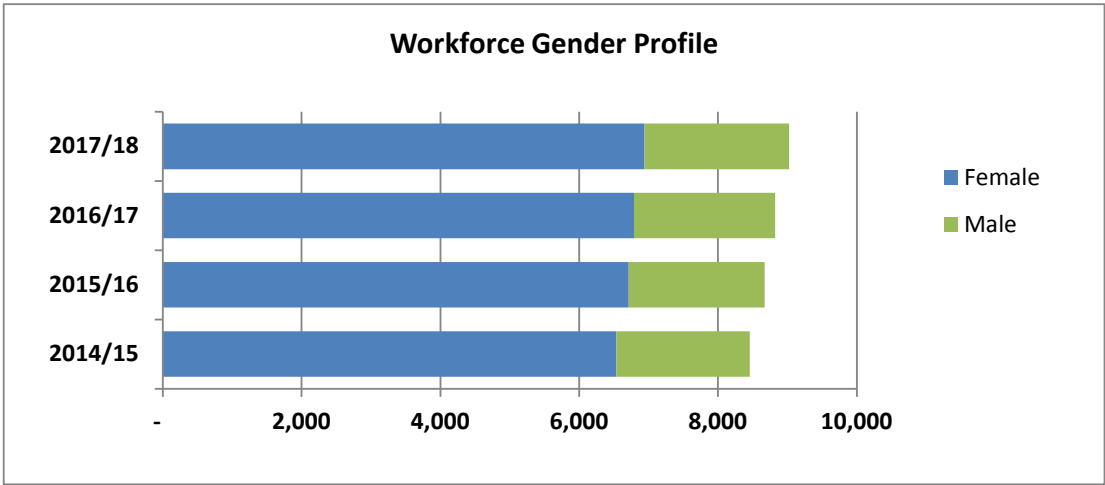


Figure 1: Workforce Gender Profile, 2014/15 to 2017/18 (Source of data: ESR)

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

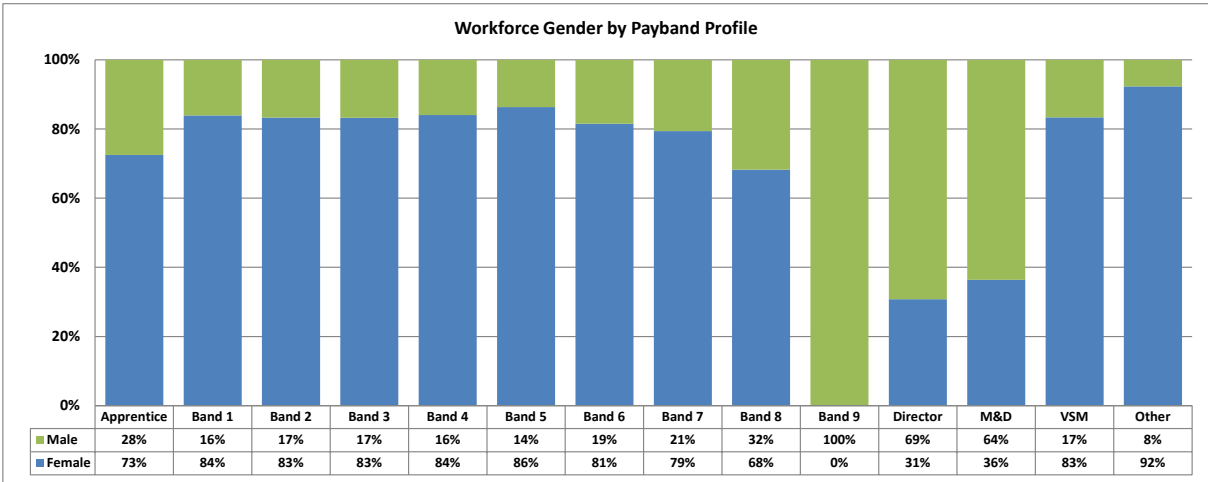


Figure 2: Gender of Workforce by Pay Band, as at 31 March 2018 (Source of data: ESR)

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 HEY the mean gender pay gap was 32.85% and the median was 22.89% as at 31 March 2017 (reported in 2018). The mean and median gender pay gap can be explained by the fact that, while men make up only 22.7% of the workforce, there are a disproportionate number of males (38.87%) 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:

- Reviewing and updating appropriate policies and practices (eg recruitment and selection) in partnership with staff side representation and managers.
- Reviewing training, including the introduction of mandatory Equality and Diversity training for all staff, and greater emphasis on unconscious bias in recruitment and selection training.
- 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.
- Encouraging female participation in leadership development programmes and reviewing career and talent development opportunities so that capable employees of both genders can progress, including the launch of a Coaching and Mentoring Network.
- Reviewing reward processes to ensure fairness and consistency in their approach and application.
- Undertaking a separate detailed analysis of medical and dental pay arrangements and taking steps to encourage a greater proportion of eligible female Consultants to apply for Clinical Excellence Awards.

Figure 3 provides information on the ethnicity of the Trust’s workforce. It shows that 87.4% of the workforce is White, with the next largest ethnic groups being Asian (6.9%), Black (1.8%), Chinese and Other (1.3%) and Mixed Race (1.0%).

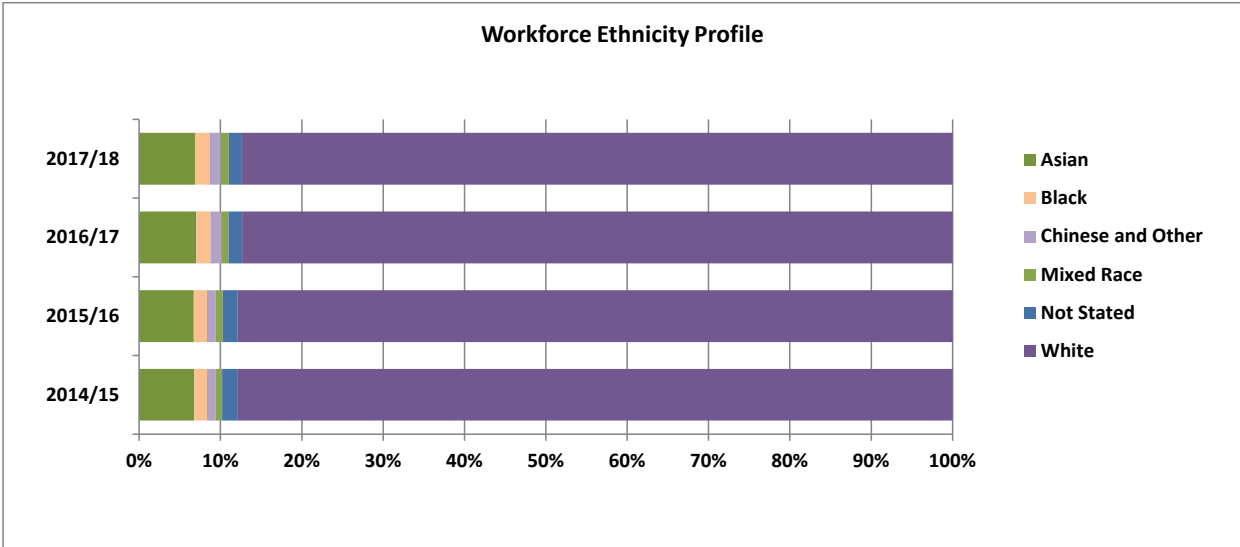


Figure 3: Workforce Ethnicity Profile, 2014/15 to 2017/18 (Source of data: ESR)

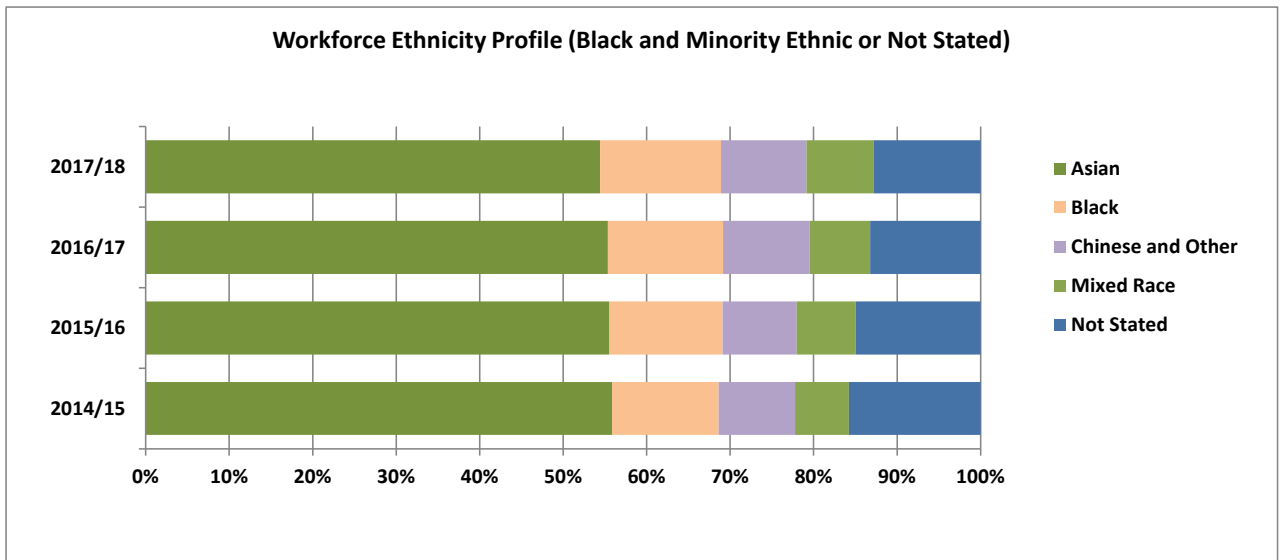


Figure 4: Workforce Ethnicity Profile, Black and Minority Ethnic, or Not Stated only - 2014/15 to 2017/18 (Source of data: ESR)

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

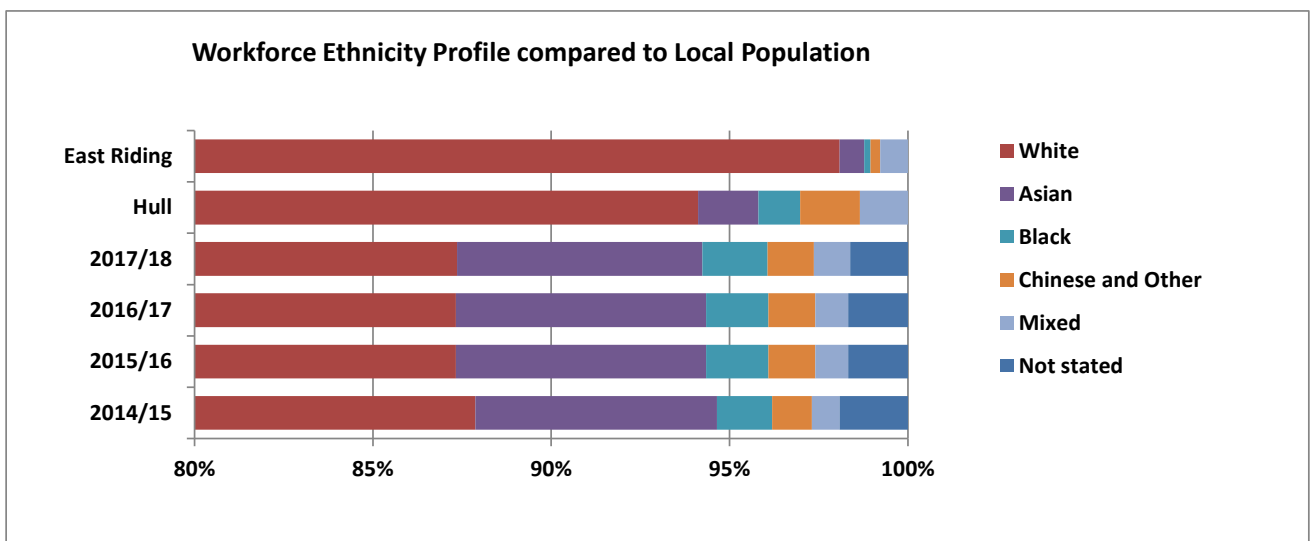


Figure 5: Ethnicity Hull and East Riding Population and HEY Workforce (Source of data: ONS 2011 Census and HEY ESR, Sept 2017)

Figure 6 provides an overview of the staff recruitment, training and disciplinary processes undertaken by gender as at 31 March 2018. The number of staff appointed covers the whole of 2017/18. Training is compliant records as at 31 March 2018 and the information on grievances and disciplinarys reflects the number of open cases at 31 March 2018.

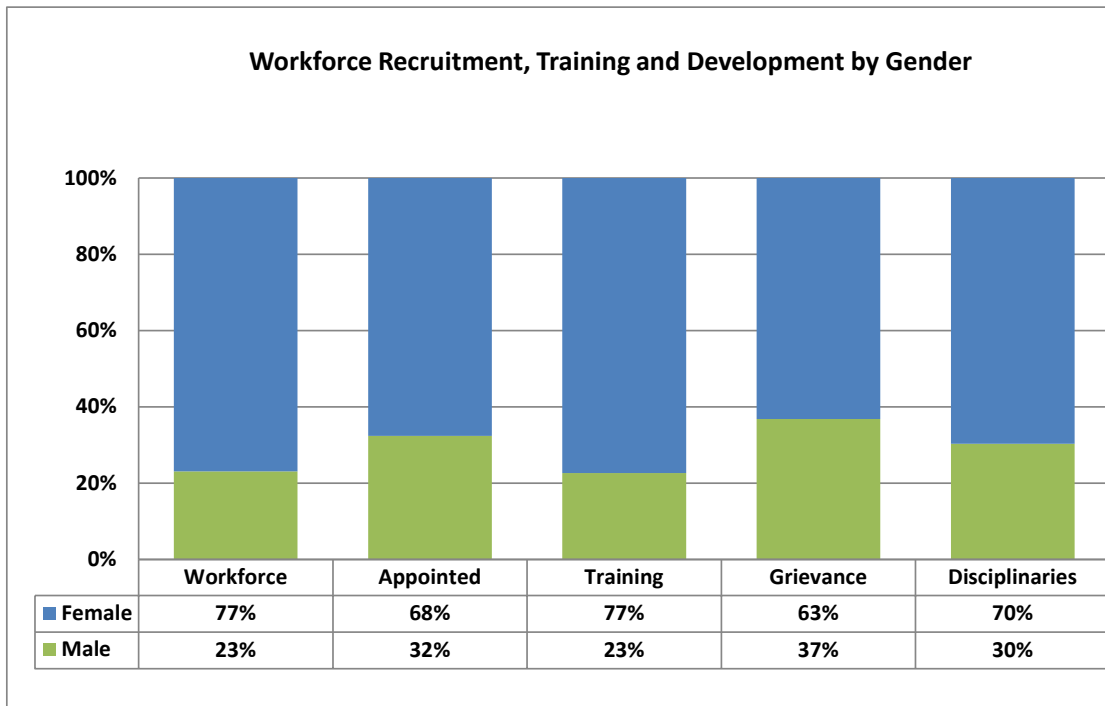


Figure 6: Staff Recruitment, Training and Disciplinary Process by Gender, as at 31 March 2018 (Source of data: ESR)

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

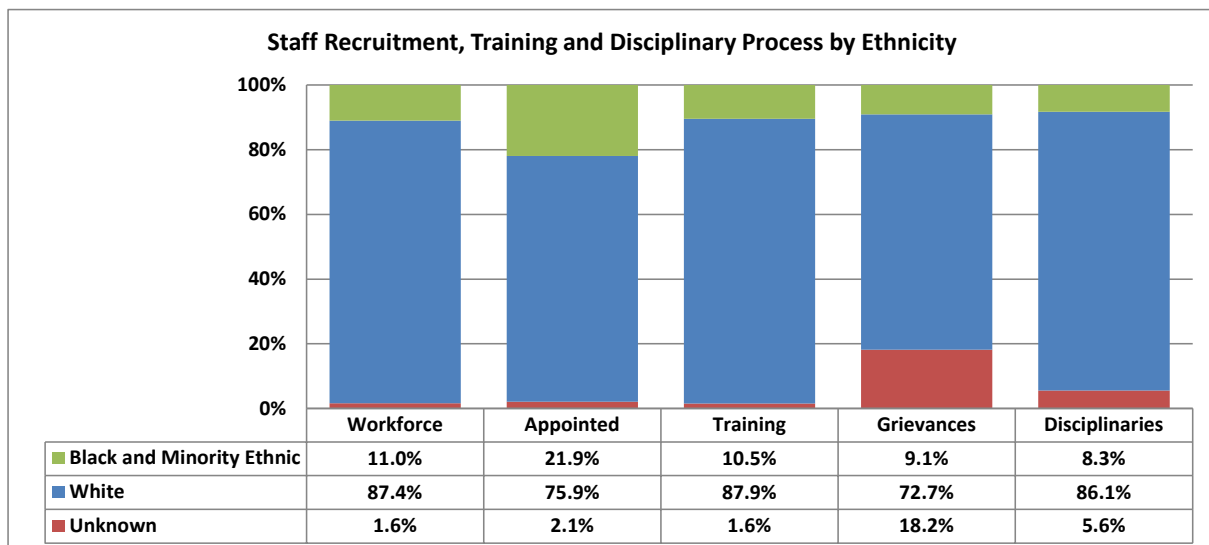


Figure 7: Staff Recruitment, Training and Disciplinary Process by Ethnicity, as at 31 March 2018 (Source of data: ESR)

National Staff Survey Results 2017

3,451 staff at Hull and East Yorkshire Hospitals NHS Trust took part in the National Staff Survey 2017. This is a response rate of 42% which is below average for acute trusts in England, and compares with a response rate of 44% in this Trust in the 2016 survey.

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

Demographic Characteristic	Grouping	Respondents 2016	Respondents 2017	Average (median) for acute Trusts 2017
Gender	Male	24%	24%	20%
	Female	76%	73%	77%
	Prefer not to say	0%	3%	2%
Age Group	Between 16 and 30 years	16%	18%	16%
	Between 31 and 40 years	22%	21%	21%
	Between 41 and 50 years	28%	29%	27%
	51 years and over	34%	32%	34%
Ethnic Background	White	91%	91%	88%
	Mixed	1%	1%	1%
	Asian/Asian British	6%	6%	7%
	Black/Black British	1%	1%	2%
	Chinese	0%	0%	0%
	Other	1%	1%	1%
Sexual Orientation	Heterosexual (straight)	90%	90%	91%
	Gay man	1%	1%	1%
	Gay woman (lesbian)	1%	1%	1%
	Bisexual	1%	1%	1%
	Other	0%	0%	0%
	Preferred not to say	7%	7%	7%
Religion	No religion	40%	44%	34%
	Christian	49%	45%	53%
	Buddhist	1%	1%	1%
	Hindu	1%	2%	2%
	Jewish	0%	0%	0%
	Muslim	2%	2%	2%
	Sikh	0%	0%	0%
	Other	1%	1%	2%
Disability	Preferred not to say	6%	6%	6%
	Longstanding illness, health problem or disability	21%	22%	17%
	If longstanding disability and if adjustments felt necessary, % saying adequate adjustments were made	77%	78%	74%

The Trust's overall score for staff engagement was 3.77 in 2017, the same as in 2016. The national average for acute Trusts in 2017 was 3.79.

Two key findings are attributed to the theme of equality and diversity within the national staff survey:

Key Finding	Trust Score 2015	Trust Score 2016	Trust Score 2017	Change compared to 2016	National average 2017
KF20: % of staff experiencing discrimination at work in the last 12 months (2017 – Lowest (best) 20% of Trusts)	12%	9%	8%	-1%	12%
KF 21: % of staff believing that the organisation provides equal opportunities for career progression or promotion (2017 – Highest (best) 20% of Trusts)	85%	88%	89%	1%	85%

The Staff Survey included a specific question in relation to staff experiencing discrimination on the grounds of their ethnic background, gender, religion, sexual orientation, disability and age. The outcomes are detailed below:

Discrimination - % saying they had experienced discrimination on the grounds of:	Trust Score 2016	Trust Score 2017	Average (median) for acute trusts
Ethnic background	23%	29%	40%
Gender	17%	16%	19%
Religion	3%	4%	4%
Sexual orientation	7%	4%	4%
Disability	11%	9%	8%
Age	17%	20%	18%
Other reason	42%	41%	33%