



Warrington and Halton
Teaching Hospitals
NHS Foundation Trust

Workforce Equality Analysis Report 2022

We are **WHH** & We are
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1. Section 1 – Introduction

1.1. Background

As public sector organisations, all NHS Trusts are required to demonstrate how they meet the Public Sector Equality Duty as outlined in section 149 of the Equality Act 2010. The general duties of the Public Sector Equality Duty require organisations to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The specific duties of the Public Sector Equality Duty also define how Trusts must:

- Publish information outlining how the Trust complies with the 'General' Duty on an annual basis
- Publish data on the Trust workforce which should reflect relevance to the local population.

The Trust publishes an Equality Duty Assurance Report (EDAR) on an annual basis in March each year. This report details the Trusts' compliance with the general duties of the Public Sector Equality Duty for the workforce, community and patients.

The Workforce Equality Analysis Report (WEAR) looks at the personal demographics of individuals currently working at Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) and those entering or leaving the workforce. In addition to meeting the requirements of the Public Sector Equality Duty, the information in this report allows us to:

- Understand what the diversity of the Trust's workforce looks like at a snapshot in time.
- Monitor the effectiveness of our Workforce Equality, Diversity and Inclusion Strategy and related policies and processes.
- Make improvements in our employment policies and practices to ensure all staff have equal opportunities to employment, development and a good employment experience.

Specifically, the data in this report is based around the 9 protected characteristics, as outlined in the Equality Act 2010:

1. Age
2. Disability
3. Gender reassignment
4. Marriage or civil partnership
5. Pregnancy and Maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual Orientation

The data for this report refers to the period 15th November 2021 to 15th November 2022 and comparative data for the time period 15th November 2020 to 15th November 2021 (unless otherwise indicated).

1.2. About the Organisation

Warrington and Halton Teaching Hospitals NHS Foundation Trust comprises of three acute care hospitals across two sites in the boroughs of Warrington and Halton.

Our vital statistics for the 2021/22 financial year:

- We employ around 4,900 people, comprising of 52 nationalities
- We serve a population of 330,000 people across the boroughs of Warrington and Halton
- We provided 122,000 episodes of emergency care - 91,695 episodes at the Warrington Emergency Department and 30,654 at the Runcorn Urgent Treatment Centre
- We delivered 85,007 individual new outpatient appointments
- We delivered 58,045 procedures and stays
- We delivered around 3,000 babies in hospital and in the community
- We have an annual turnover of over £333 million
- We became a Foundation Trust in 2008 and have circa 15,000 members

It is important to our organisation that we attract and retain a diverse workforce aligned to our culture and values, ensuring that we have a workforce with the skills to deliver excellent patient care.

In April 2022 we launched our new Workforce Equality, Diversity and Inclusion Strategy 2022-2025 which sets out our commitment to make Warrington and Halton Teaching Hospitals the best place to work. The strategy details the steps we will take to ensure that we are a fully inclusive employer, creating a culture of belonging for all through the development of our workforce.

2. Section 2 – Data Reporting Principles

2.1. Measurements and Indicators

This report measures various indicators based on the requirements of the Equality Act 2010 to ensure we meet our Public Sector Equality Duty (PSED). The indicators are highlighted below in Table 1 with associated datasets that are available in this report.

Indicator	Dataset
Workforce Profile	- Staff Group - Agenda for Change Pay Banding - Medical and Dental Staff by Role - Nursing and Midwifery Staff by Role - Breakdown by Protected Characteristic

Table 1: Data Indicators

The data set out in Table 1 will enable the organisation to identify any areas for improvement if individuals suffer a detriment as a result of any policies, procedures or processes.

2.2. Headcount

Effective 15th November 2022, the headcount at Warrington and Halton Teaching Hospitals was 4,894. This figure includes staff employed on both permanent and fixed term contracts, bank and agency staff and locums.

2.3. Data Sources

A variety of data sources have been used to collate the information in this report, they include:

- NHS Electronic Staff Record (ESR)
- Office of National Statistics (ONS)
- 2011 Census
- 2021 Census – Phase 1 Information

For the Trust ESR reporting, data is collated from our workforce on appointment, this can be updated by staff themselves or by the Trust on their behalf with permission at any point in employment.

The Office for National Statistics (ONS) Census 2011 is used throughout this report to support comparative analysis against the local population of Warrington and Halton where applicable. As of January 2023, data from the 2021 ONS National Census is limited, full datasets have not been available for publication or comparison. Where data is available for the 2021 ONS National Census, this will be referenced within this report.

2.4. Data Presentation

In relation to the presentation of the data, there are key considerations to be aware of, as illustrated below:

2.4.1. Headcount

Any headcounts of five or less will be shared without the headcount number included, this is to avoid individuals being identified. In most cases, percentages will be provided to promote staff confidentiality and ensure compliance with information governance standards. This is particularly pertinent for data associated with specific staff groups.

2.4.2. Ethnicity Profiles

The term Black, Asian and Minority Ethnic (BAME) within this report complies with the definition under the Race Relations (Amendment) Act (2000) and therefore encompasses:

- **Asian or Asian British** (Indian, Pakistani, Bangladeshi and Any other Asian background)
- **Black or Black British** (Caribbean, African, Black British and Any other Black background)
- **Chinese or any other ethnic group**
- **Mixed** (White and Black Caribbean, White and Black African, White and Asian, Black and Asian and other Mixed background)
- **White Irish, White European, Other White background**

2.4.3. Unknown Definition

For the parameters of this report, any data referenced as below, will be categorised as '**Unknown**':

- Unknown
- Not stated
- Unspecified
- Not declared
- Prefer not to answer
- No information available

3. Section 3 – Workforce Overview

3.1. Introduction

This section reviews the data for the organisation's current workforce and is broken down by:

- Staff Group
- Agenda for Change pay band
- Medical and Dental staff by role
- Nursing and Midwifery staff by role
- Protected characteristics (Age, Disability, Race / Ethnicity, Religion or Belief, Sex and Sexual Orientation)

To offer a comparison, this information will be presented alongside the previous reporting year in some instances. The data for this section of the report will be taken from our organisational Electronic Staff Record (ESR) list at a snapshot date of **15th November 2021** and **15th November 2022**.

3.2. Profile of Workforce by Staff Group and Pay Banding (2021/2022)

This section provides an overview of the Trust workforce in relation to their staff group and by Agenda for Change pay banding scales. The snapshot date for each of the comparative years is 15th November. **Table 2** highlights the breakdown of the Trust workforce by staff group, and **Table 3** illustrates the breakdown by Agenda for Change pay scales.

	2021		2022	
Total Staff (Headcount)	4831		4894	
Total Workforce by Staff Group	Headcount	%	Headcount	%
Add Prof Scientific and Technical	145	3%	151	3%
Additional Clinical Services	871	18%	887	18%
Administrative and Clerical	1031	21%	1019	21%
Allied Health Professionals	413	9%	418	9%
Estates and Ancillary	509	11%	506	10%
Healthcare Scientists	113	2%	117	2%
Medical and Dental	540	11%	596	12%
Nursing and Midwifery Registered	1209	25%	1197	24%
Students			3	0%

Table 2: Workforce Profile by Staff Group

Agenda for Change Pay Banding	2021	2022
Band 1	82	76
Band 2	1164	1160
Band 3	481	491
Band 4	358	344
Band 5	740	745
Band 6	670	679
Band 7	490	504
Band 8a	159	168
Band 8b	53	52
Band 8c	27	31
Band 8d	15	15
Band 9	6	9

Table 3: Workforce Profile by Agenda for Change Pay Banding

Tables 4 and 5 detail the workforce profile split by Medical and Dental and Nursing and Midwifery roles respectively.

Medical and Dental Role	2021	2022
Associate Specialist (closed to new entrants)	5	8
Consultant	227	230
Foundation Year 1	36	38
Foundation Year 2	41	37
GP Locum	3	
General Medical Practitioner		3
Hospital Practitioner (closed to new entrants)	1	1
Medical Director	3	2
Speciality Doctor	38	43
Speciality Registrar	21	20
Staff Grade (closed to new entrants)	1	1
Trust Grade Doctor – Career Grade Level	1	1
Trust Grade Doctor – Speciality Registrar	163	212

Table 4: Workforce Profile Split by Medical and Dental Roles

Nursing and Midwifery Role	2021	2022
Director of Nursing	2	4
Midwife	118	111
Midwife – Manager	1	1
Midwife – Specialist Practitioner	8	9
Modern Matron	19	21
Nurse – Advanced Practitioner	20	24
Nurse Consultant	4	1
Nurse Manager	66	60
Practice Research Nurse		3
Sister/ Charge Nurse	169	175
Specialist Nurse Practitioner	215	203
Staff Nurse	587	577
Trainee Advanced Practitioner		8

Table 5: Workforce Profile Split by Nursing and Midwifery Roles

3.3. Profile of Staff by Ethnicity

The following section analyses the workforce profile by ethnicity as set out in the Race Relations (Amendment) Act 2000, with data presented as detailed in section 2.4 of this report. **Figure 1** highlights the workforce profile split by ethnicity as at the snapshot date of 15th November 2022.

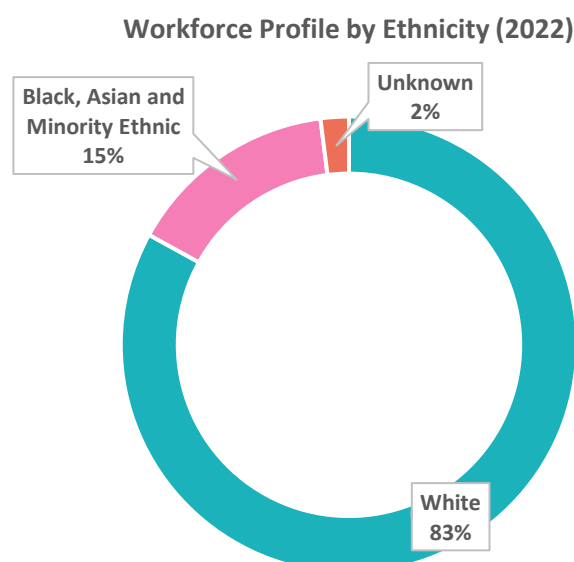


Figure 1: Workforce Ethnicity Profile 2022

Table 6 details the headcount of the workforce split by staff group and ethnicity as of 15th November 2022 compared to data effective 15th November 2021. The data in **Table 6** does not include where ethnicity has not been specified.

Ethnicity	White		Black, Asian and Minority Ethnic	
	2021	2022	2021	2022
Add Prof Scientific and Technical	131	135	13	14
Additional Clinical Services	791	800	69	71
Administrative and Clerical	996	979	31	34
Allied Health Professionals	380	377	30	36
Estates and Ancillary	466	456	43	49
Healthcare Scientists	97	97	15	19
Medical and Dental	251	274	275	309
Nursing and Midwifery Registered	982	937	197	223
Students				

Table 6: Workforce Ethnicity Profile by Staff Group (2021 / 2022) [Headcount]

Table 7 details the percentage headcount of the workforce split by staff group and ethnicity as of 15th November 2022. Included is a comparative trend based on percentage increase or decrease for staff group by ethnicity. The data in **Table 7** does not include where ethnicity has not been specified.

Ethnicity	White			Black, Asian and Minority Ethnic		
	2021	2022	Trend	2021	2022	Trend
Add Prof Scientific and Technical	91%	91%	>	9%	9%	>

Additional Clinical Services	92%	92%	>	8%	8%	>
Administrative and Clerical	97%	97%	>	3%	3%	>
Allied Health Professionals	93%	91%	✓	7%	9%	^
Estates and Ancillary	92%	90%	✓	8%	10%	^
Healthcare Scientists	87%	84%	✓	13%	16%	^
Medical and Dental	48%	47%	✓	52%	53%	^
Nursing and Midwifery Registered	83%	81%	✓	17%	19%	^
Students						

Table 7: Workforce Ethnicity Profile by Staff Group (2021 / 2022) [Percentage]

Table 8 illustrates the workforce profile split by ethnicity as of 15th November 2022 compared to data effective 15th November 2021.

Ethnicity	2021	2022
White – British	3938	3901
White – Irish	45	47
White – Any other White background	102	96
White – Northern Irish	2	2
White – English	3	4
White – Scottish		1
White – Welsh	3	3
White – Mixed	1	1
White – Other European	2	3
Mixed – White and Black Caribbean	8	9
Mixed – White and Black African	11	14
Mixed – White and Asian	21	21
Mixed – Any other mixed background	25	19
Mixed – Black and Asian		1
Asian or Asian British – Indian	244	259
Asian or Asian British – Pakistani	76	91
Asian or Asian British – Bangladeshi	3	6
Asian or Asian British – Any other Asian background	88	114
Asian Sri Lankan	3	4
Asian British	2	2
Asian Unspecified		3
Black or Black British – Caribbean	10	10
Black or Black British – African	62	64
Black or Black British – Any other Black background	5	8
Black British	5	
Black – Unspecified		1
Chinese	22	28
Any Other Ethnic Group	59	74
Filipino	14	15
Malaysian	2	2
Other Specified	3	10
Not Stated	64	81

Table 8: Workforce Profile Split by Ethnicity (2021 / 2022) [Headcount]

3.3.1. Profile of Staff by Ethnicity – Analysis

The known ethnicity profile for the Trust remains high at 98% with the highest ethnicity profile being White British at 79.7% of the total workforce. The highest declared non-white ethnicity is Asian or Asian British – Indian at 5.3% of the total workforce, this is higher than that of the local population. The Office for National Statistics (ONS) 2021 Census indicates that 1.1% of the Warrington ethnicity population profile is Asian, Asian British or Asian Welsh – Indian, and this is 0.3% for Halton.

The Black, Asian and Minority Ethnic representation across each staffing group has increased since the previous year. It accounts for around 8 to 9 percent of each staff group apart from Medical and Dental at 53%, Nursing and Midwifery at 19%, and Healthcare Scientists at 16%, all an increase on the previous year. Comparable with reporting in 2021, Administrative and Clerical remains the staff group with the least ethnic minority representation at 3% of the total workforce.

Overall, the Black, Asian and Ethnic Minority workforce profile accounts for 15% of the total workforce, a 2% increase compared to 2021. Data from the Office for National Statistics (ONS) 2021 Census indicates that 88.1% of the Warrington population identify as White: English, Welsh, Scottish, Northern Irish or British, in Halton this is 93.6%. This indicates that Warrington and Halton Teaching Hospitals workforce represents a broader diversity than that of its local population, at the time of ONS Census recording.

3.4. Profile of Staff by Sex

The following section analyses the workforce profile by sex as set out in the Equality Act 2010 with data presented as detailed in section 2.4 of this report. **Figure 2** highlights the workforce profile split by sex as at the snapshot date of 15th November 2022.

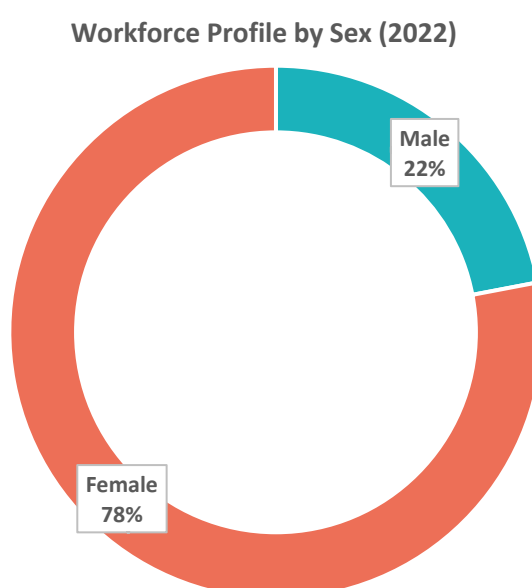


Figure 2: Workforce Profile by Sex (2022)

Table 9 highlights the split of staff group and sex as of 15th November 2022.

Sex	Female		Male	
	2021	2022	2021	2022
Add Prof Scientific and Technical	113	115	32	36
Additional Clinical Services	777	790	94	97

Administrative and Clerical	856	854	175	165
Allied Health Professionals	337	333	76	85
Estates and Ancillary	328	322	181	184
Healthcare Scientists	73	75	40	42
Medical and Dental	207	215	333	381
Nursing and Midwifery Registered	1129	1114	80	83
Students				

Table 9: Workforce Sex Profile by Staff Group (2021 / 2022) [Headcount]

Table 10 details the percentage headcount of the workforce split by staff group and sex as of 15th November 2022. Included is a comparative trend based on percentage increase or decrease for staff group by sex.

Sex	Female			Male		
	2021	2022	Trend	2021	2022	Trend
Add Prof Scientific and Technical	78%	76%	∨	22%	24%	∧
Additional Clinical Services	89%	89%	>	11%	11%	>
Administrative and Clerical	83%	84%	∧	17%	16%	∨
Allied Health Professionals	82%	80%	∨	18%	20%	∧
Estates and Ancillary	64%	64%	>	36%	36%	>
Healthcare Scientists	65%	64%	∨	35%	36%	∧
Medical and Dental	38%	36%	∨	62%	64%	∧
Nursing and Midwifery Registered	93%	93%	>	7%	7%	>
Students						

Table 10: Workforce Sex Profile by Staff Group (2021 / 2022) [Percentage]

3.4.1. Gender Pay Gap Reporting

The Gender Pay Gap 2021/2022 report analysis highlights that there remain some differences in pay between genders at WHH. Further work is required to review the reasons for the differences and develop actions to address the inequalities in pay. There may be various factors which impact on the gender pay gap, this could include a higher proportion of the female workforce working in part time roles in comparison to males.

Data shows that compared to the gender split position across the workforce, where males represent 19% of the workforce, there are relatively more males in the highest and the lowest pay quartiles (28.28% and 17.14% respectively). Although females make up 81% of the overall workforce, there are relatively fewer females in the upper pay quartile (71.72%), and relatively more in the lower middle and upper middle quartile (83.47% and 84.02% respectively).

It is noted that following the inclusion of Local Clinical Excellence Awards, data demonstrates a significant shift in percentage of the mean bonus pay however still highlights a significantly higher proportion of males compared to females are in receipt of Clinical Excellence Awards.

A full copy of the Gender Pay Gap analysis and action plan can be found on the Trust external website, under the Equality, Diversity, Inclusion and Human Rights section.

3.5. Profile of Staff by Disability

The following section analyses the workforce profile by disability as set out in the Equality Act 2010 with data presented as detailed in section 2.4 of this report. **Figure 3** identifies the workforce profile by declared disability status with comparison to data in 2021. **Figure 4** provides a split by identification of workforce disability status for 2022. Data is collated from the Trust Electronic Staff Record (ESR) and is effective as at 15th November 2022.

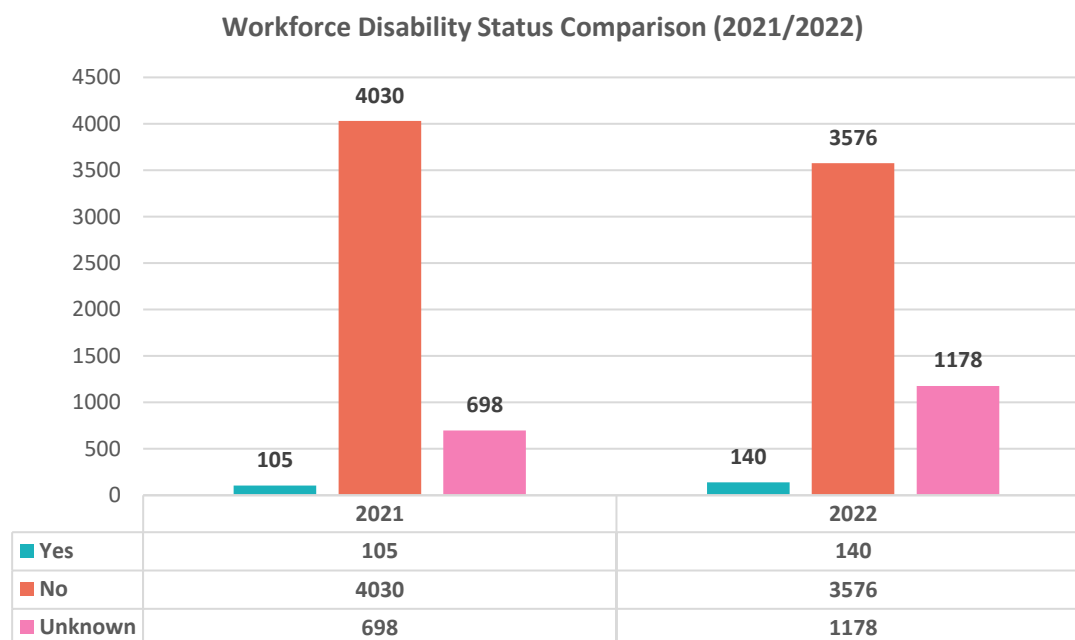


Figure 3: Workforce Disability Status Comparison (2021/2022)

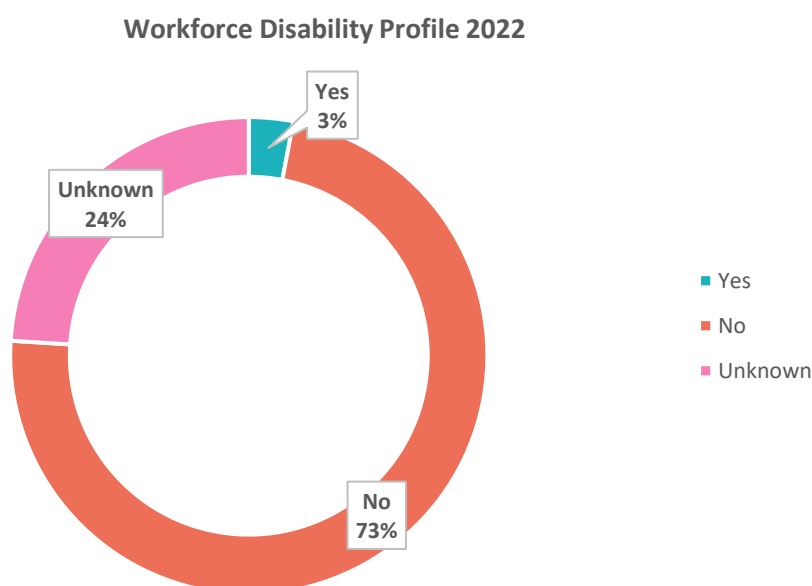


Figure 4: Workforce Profile by Disability (2022)

Table 11 highlights the workforce split by declared disability. The data shows where individuals have declared that they have a disability, indicated as yes, or that they do not have a disability, indicated as no.

Disability Declaration	Declared Disability: Yes		Declared Disability: No	
	2021	2022	2021	2022
Add Prof Scientific and Technical			135	119
Additional Clinical Services	15	28	702	656
Administrative and Clerical	43	53	831	708
Allied Health Professionals	8	11	381	299
Estates and Ancillary	11	11	387	358
Healthcare Scientists			88	84
Medical and Dental	7		486	452
Nursing and Midwifery Registered	19	29	1018	897
Students				

Table 11: Workforce Profile Split by Declared Disability and Staff Group (2021 / 2022) [Headcount]

Table 12 highlights the workforce split by declared disability. The data shows where individuals have declared that they have a disability, indicated as yes, or that they do not have a disability, indicated as no.

Disability Declaration	Declared Disability: Yes			Declared Disability: No		
	2021	2022	Trend	2021	2022	Trend
Add Prof Scientific and Technical	0%	0%	>	100%	100%	>
Additional Clinical Services	2%	4%	^	98%	96%	∨
Administrative and Clerical	5%	7%	^	95%	93%	∨
Allied Health Professionals	2%	4%	^	98%	96%	∨
Estates and Ancillary	3%	3%	>	97%	97%	>
Healthcare Scientists	0%	0%	>	100%	100%	>
Medical and Dental	1%	0%	∨	99%	100%	^
Nursing and Midwifery Registered	2%	3%	^	98%	97%	∨
Students						

Table 12: Workforce Profile Split by Declared Disability and Staff Group (2021 / 2022) [Percentage]

Figure 5 highlights the workforce by nature of disability, as declared on the Trust Electronic Staff Records, effective 15th November 2022.

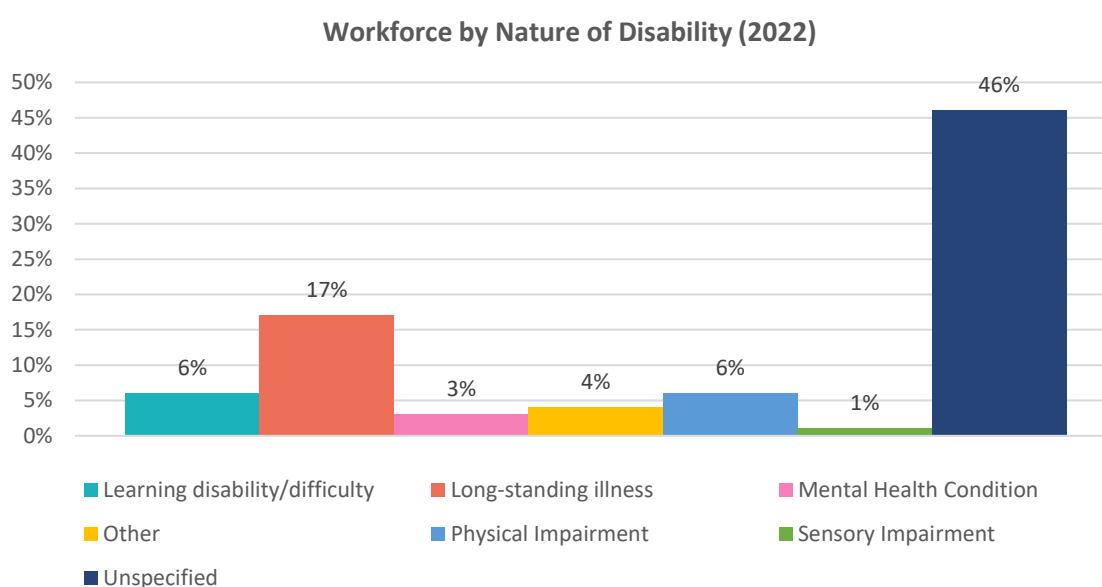


Figure 5: Workforce by Nature of Disability (2022) [Percentage]

3.5.1. Profile of Staff by Disability – Analysis

Data from the Electronic Staff Records (ESR) profile for disability evidences that there are large gaps in the staff data held by the Trust with the known Disability status (yes or no) at 76%, a decrease of 10% in comparison to 2021 at 86%. Although a decrease in overall disclosure, the percentage for disclosure of disability status (yes) increased by 1% in comparison to 2021. It is noted that the unknown data for disability includes where people have stated 'Prefer not to answer', although this only represents 0.3% of the 24% who have not declared.

Although the Trust percentage for disclosure of disability status remains at 3%, the 2021 NHS Staff Survey dashboard, produced by the NHS Staff Survey Coordination Centre indicates that 23.9% of people who took part in the survey (40.2% of the Trust workforce), indicated that they have a 'physical, mental health condition or illness lasting or expected to last for 12 months or more'. This indicates that more people are willing to declare anonymously via the NHS Staff Survey than by ESR. Further work to highlight the importance of disability disclosure for the Trust workforce will be developed in 2022/23 as part of the Workforce Equality, Diversity and Inclusion Strategy 2022-2025, in collaboration with the Disability Awareness Network. This will include quantitative surveys reviewing Staff Survey declaration and ESR.

Updated information from the Office for National Statistics 2021 Census will not be released until 2023 for Health and Disability therefore comparison data will be published in the Workforce Equality Analysis Report 2023. Although updated information is not available, the current figures for people living in Halton who are claiming Disability Allowance and related disability benefits is at 8.9%. In Warrington's local population, the same cohort amounts to 5.65%. In residential estimates, the population who record as being disabled or living with life limiting illnesses for Halton is 21.5% of the local population and for Warrington is 18%. The Trust data for disability is therefore not proportionate to that of its local population.

3.6. Profile of Staff by Age

The following section analyses the workforce profile by age as set out in the Equality Act 2010. **Figure 6** highlights the workforce profile split by age effective 15th November 2022.

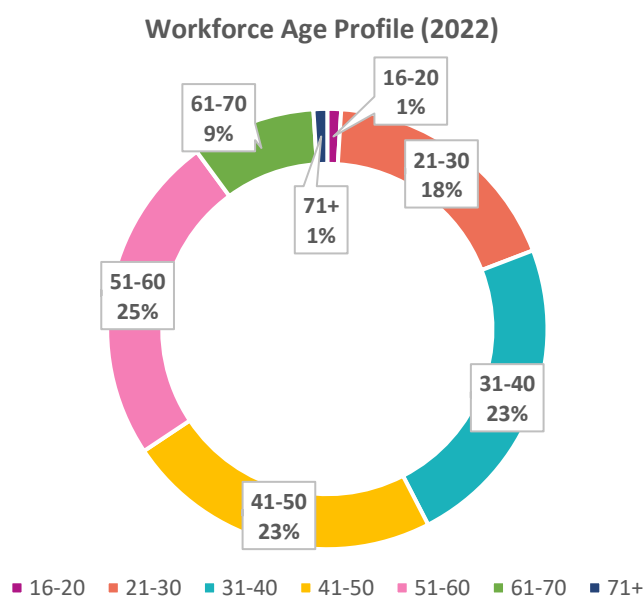


Figure 6: Workforce Profile by Age (2022)

Table 13 details the workforce profile by age split by staff group.

Age Bracket	16-20	21-30	31-40	41-50	51-60	61-70	71+
Add Prof Scientific and Technical		49	44	28	19	11	
Additional Clinical Services	25	165	189	214	196	92	6
Administrative and Clerical	9	123	177	235	345	120	10
Allied Health Professionals		107	123	95	75	18	
Estates and Ancillary	7	39	68	100	174	104	14
Healthcare Scientists		28	39	21	22	6	
Medical and Dental		179	146	144	82	37	8
Nursing and Midwifery Registered		212	351	290	275	68	
Students							

Table 13: Workforce Profile Split by Age and Staff Group (2021 / 2022) [Headcount]

3.6.1. Profile of Staff by Age – Analysis

Figure 6 and Table 13 indicate that the highest represented age group bracket for the Trust is in line with previous years reporting at 25% for ages 51-60. Similar with previous years, ages 41-50 make up 23% of the overall workforce with ages 31-40 also at 23%, a 2% increase in comparison to 2021 at 21%.

Overall, there is a wide spread of age ranges within the Trust workforce, the youngest group (people aged 20 and under) make up only 1% of the Trust workforce in total, whilst ages 61+ make up 10%. In Nursing and Midwifery and Medical and Dental roles, the majority of the workforce sits within the 21 to 60 brackets, whereas Estates and Facilities has a higher representation aged 41 to 70. Additional Clinical Services and Administrative and Clerical have an even spread representation for the ages 21 to 70.

With 10% of our workforce over the age of 61, this demonstrates that the Trust is in line with the law in relation to age equality in employment, specifically with 1% of the workforce aged 71+.

3.7. Profile of Staff by Religion and/or Belief

The following section analyses the workforce profile by religion or belief as set out in the Equality Act 2010. **Figure 7** and **Table 14** highlights the workforce profile split from a religion or belief perspective effective 15th November 2022.

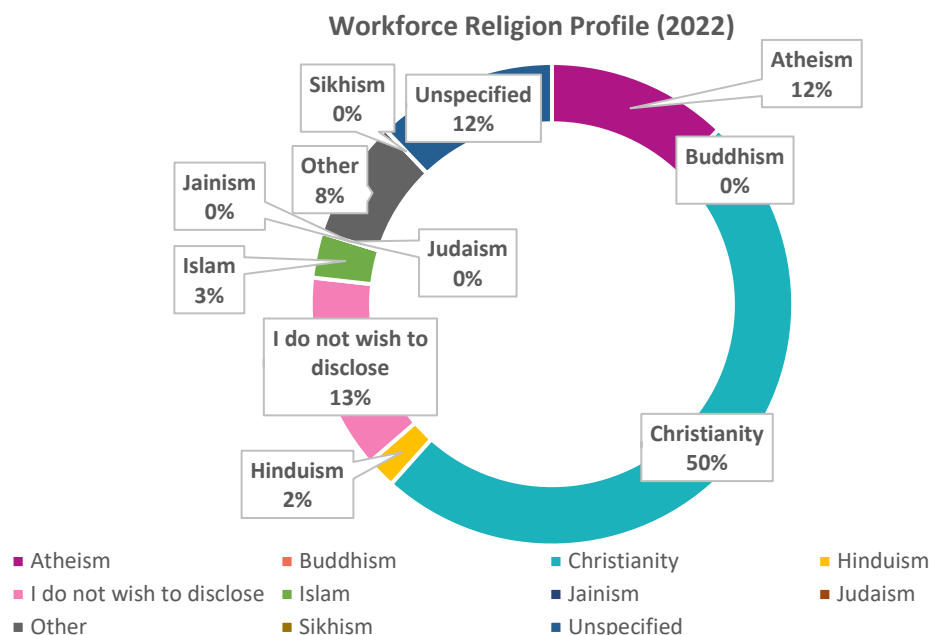


Figure 7: Workforce Profile by Religion (2022)

Religion	Percentage
Atheism	12.3%
Buddhism	0.4%
Christianity	49.2%
Hinduism	1.8%
I do not wish to disclose	12.5%
Islam	3.3%
Jainism	0.0%
Judaism	0.1%
Other	8.5%
Sikhism	0.2%
Unspecified	11.7%

Table 14: Workforce Religion Profile (2022) [Percentage]

3.7.1. Profile of Staff by Religion and/or Belief – Analysis

The total known disclosure of our staff religion or belief is 75.8%, an increase of 1% from 2021. The percentage of staff not wishing to disclose their religion or belief is 12.5%. As with previous years, 'Christianity' is the predominant religion within the Trust at 49.2%, an increase of 1.2% compared to 2021. The other two highest are 'Atheism' at 12.3% followed by 'Other' at 8.5%.

Data from the Office for National Statistics (ONS) 2021 Census highlights that the percentage of the population living in Warrington identifying as Christian is 56.7%, with Halton being 58.6%. Both have significantly reduced in comparison to the ONS 2011 Census, with an increase in 'no religion' for Warrington at 34.6% and Halton being 35.2%.

Census results also indicate that the Trust's non-disclosure rate for religion when compared to the local population is higher at 24.2% compared to Warrington at 5.2% and Halton at 4.6%. Further work to encourage disclosure will be delivered in 2023/24 in collaborative with the Trust Chaplaincy and Spiritual Care Team.

3.8. Profile of Staff by Sexual Orientation

The following section analyses the workforce profile by sexual orientation as set out in the Equality Act 2010. **Figure 8** details the workforce profile split from a sexual orientation perspective effective 15th November 2022.

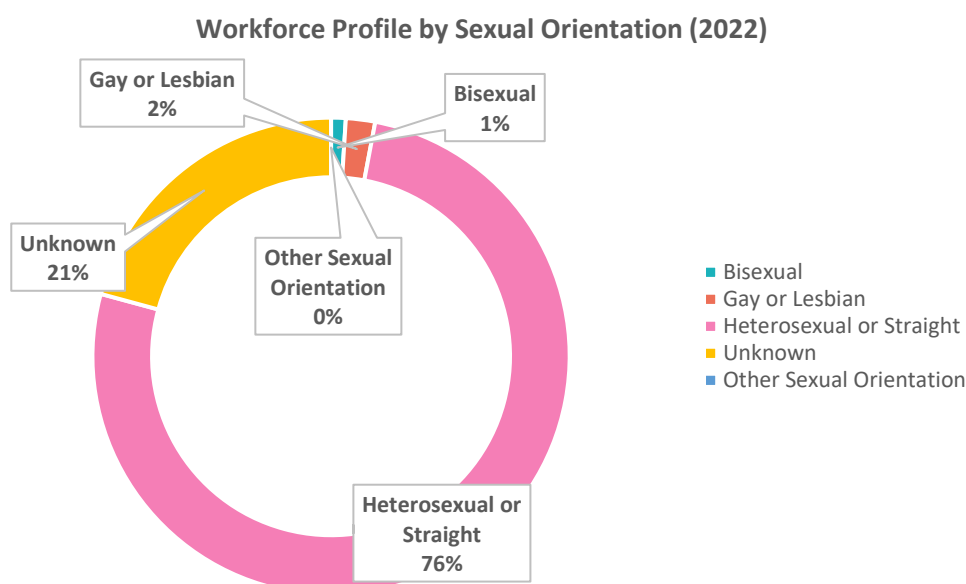


Figure 8: Workforce Profile by Sexual Orientation (2022)

Table 15 details the workforce split by sexual orientation and staff group.

Sexual Orientation	Bisexual	Gay or Lesbian	Heterosexual or Straight	Other Sexual Orientation	Unknown
Add Prof Scientific and Technical			123		23
Additional Clinical Services	11	16	677		183
Administrative and Clerical	12	11	790		204
Allied Health Professionals		10	309		94
Estates and Ancillary			380		119
Healthcare Scientists			89		27
Medical and Dental		18	454		117
Nursing and Midwifery Registered	10	17	931		238
Students					

Table 15: Workforce Sexual Orientation Split by Staff Group (2022) [Headcount]

3.8.1. Profile of Staff by Sexual Orientation – Analysis

Figure 8 highlights that the known status for Sexual Orientation at the Trust is 79%, an increase of 4% in comparison to 2021. The figure for gay, lesbian or bisexual people amounts to 3% of the Trust workforce, an increase from 1.5% in 2021 illustrating that more people may feel comfortable to disclose their sexual orientation at the Trust.

The unknown status for sexual orientation still remains high at 21%, although a decrease of 4%, further work is required to understand why people do not disclose their sexual orientation and highlight the importance of this. It is noted that the 21% 'Unknown' field does include people who 'preferred not to say'.

In January 2023, the 2021 Census results for sexual orientation were published with datasets for Warrington which highlight that 2.52% of people aged 16 years and over in Warrington are lesbian, gay, bisexual, or other. Halton represents a slightly higher proportion of the population at 2.63%. In Warrington, 5.69% of the population did not answer the question, with 5.46% of the Halton population also not answering. This highlights that although the unknown status for sexual orientation at Warrington and Halton Teaching Hospitals (WHH) is high, the data declared is proportionate to the local population records for the 2021 Census.

In 2021 the ONS Census recorded 'gender identity' for the first time. Although data has been released, this is not comparative to information recorded by WHH as the NHS Electronic Staff Record does not allow for recording of gender identity or Transgender status, therefore this information is not collated on record formally by the Trust. In both Warrington and Halton, 0.39% of people aged 16 years and over have a gender identity different from their sex registered at birth, with 4.48% of people in Warrington and 4.27% of people in Halton not answering the question.

4. Section 4 – Workforce Equality Standards

The Trust is required to complete two Workforce Equality Standards as part of the NHS Standard Contract. They are detailed below as section 4.1 and 4.2.

Full versions of the reports summarised below, and subsequent action plans, can be found on the Trust external website, under the Equality, Diversity, Inclusion and Human Rights section.

4.1. Workforce Race Equality Standard (WRES) 2021/2022

The Workforce Race Equality Standard (WRES) is a requirement to implement for the Trust and is detailed in the NHS Standard Contract. The annual WRES reporting is set against nine specific metrics, enabling the organisation to develop an action plan to address each of the metrics to continue to improve the experiences of our Black, Asian and Minority Ethnic staff within our workforce. The nine metrics are:

- 4.1.1. Percentage of staff in each of the Agenda for Change Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.
- 4.1.2. Relative likelihood of staff being appointed from shortlisting across all posts.
- 4.1.3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.
- 4.1.4. Relative likelihood of staff accessing non-mandatory training and CPD.
- 4.1.5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
- 4.1.6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.
- 4.1.7. Percentage believing that trust provides equal opportunities for career progression or promotion.
- 4.1.8. In the last 12 months have staff personally experienced discrimination at work from a manager, team leader or other colleague.
- 4.1.9. Percentage difference between the organisations' Board voting membership and its overall workforce.

4.2. Workforce Disability Equality Standard (WDES) 2021/2022

The Workforce Disability Equality Standard (WDES) is a requirement to implement for the Trust and is detailed in the NHS Standard Contract. The annual WDES reporting is set against ten specific metrics, enabling the

organisation to develop an action plan to address each of the metrics to continue to improve the experiences of our disabled staff within our workforce.

- 4.2.1. Percentage of staff in Agenda for Change pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.
- 4.2.2. Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.
- 4.2.3. Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
- 4.2.4. Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients/service users, managers or other colleagues.
- 4.2.5. Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
- 4.2.6. Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
- 4.2.7. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
- 4.2.8. Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
- 4.2.9. The staff engagement score for Disabled staff, compared to non-disabled staff.
- 4.2.10. Percentage difference between the organisation's Board voting membership and its organisation's overall workforce.

5. Section 5 – Conclusion

This report has provided significant data in relation to the current workforce profile at Warrington and Halton Teaching Hospitals NHS Foundation Trust with an effective date of 15th November 2022. The report also includes a comparison to datasets from the previous year, where available. In order to review trends, highlight if there are any disparities between groups or any concerns, this report has been broken down by protected characteristic, staff group and year.

This report will form part of the Trust planning and consistency checking for the following financial year and will feed into the Workforce Equality, Diversity and Inclusion Sub-Committee and Trust Strategic People Committee for future analysis.

To ensure that datasets are up-to-date and valid, this report will be refreshed internally in the form of an equality dashboard for the financial year 2023/24 to ensure up-to-date monitoring of trends and disparities can be noted and mitigated accordingly.

After reviewing the available information detailed in sections 3 and 4 of this report, there has been no indications that there are vast disparities between protected characteristics and the Trust workforce, other than what is detailed within the Workforce Equality, Diversity and Inclusion Strategy 2022-2025 and subsequent work plans. This report has also been reviewed through the lens of our Workforce Equality Standards and will be aligned to our workforce accreditations review to provide additional intelligence for future equality, diversity and inclusion workstreams to improve workforce experience, access and retention.

For more information about this report, please contact the Workforce Equality, Diversity and Inclusion Team at whh.workforceediteam@nhs.net