

**Warrington and Halton Teaching Hospitals  
NHS Foundation Trust**

**Workforce Equality Analysis Report**

**(WEAR)**

**2021**

## Contents

1.1	About this report	3
1.2	About the organisation	3
2.1	Measurements and Indicators	5
2.2	Overall Headcount	5
2.3	Data Sources	5
2.4	Data Presentation	6
3.1	Introduction	7
3.2	Profile of Staff 2020/2021 by Staff Group and Banding	7
3.2	Profile of staff by ethnicity	9
3.3	Profile of staff by Sex	12
3.3.a	Gender Pay Gap Reporting	13
3.4	Profile of staff by Disability	13
3.5	Profile of staff by Age	15
3.6	Profile of staff by Religion / Belief	17
3.7	Profile of staff by Sexual Orientation	18
4.1.	Application and Shortlisting overview	20
4.1.a	Application and Shortlisting profile by Age	21
4.1.b	Application and Shortlisting profile by Sex	23
4.1.c	Application and Shortlisting profile by Religion / Belief	24
4.1.d	Application and Shortlisting profile by Ethnicity	26
4.1.d	Application and Shortlisting profile by Disability	29
4.1.e	Application and Shortlisting profile by Sexual Orientation	31
4.2.	Promotion profile by Protected Characteristic	33
4.3	Starters and Leavers profile by Protected Characteristic	37
4.4	Recruiting an inclusive workforce	43
5.1	Workforce Race Equality Standard (WRES) 2021	45
5.2	Workforce Disability Equality Standard (WDES) 2021	45

# Section 1 - Introduction

---

## 1.1 About this report

All NHS organisations have to demonstrate how they are meeting their Specific Public Equality Duty by:

- Publishing information outlining how Warrington and Halton Teaching Hospitals NHS Foundation Trust will comply with the General Duty on an annual basis
- Publish data on our workforce which should reflect relevance to the local population

This report looks at the profiles of those individuals currently working within Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH), those entering or leaving the workforce and those accessing opportunities within the Trust. The data for this report refers to the period 15<sup>th</sup> November 2020 to 15<sup>th</sup> November 2021 and a comparative data for the time period 1<sup>st</sup> December 2019 to 30<sup>th</sup> November 2020 (unless otherwise indicated).

The report refers to the profile of our workforce by “Protected Characteristic” as outlined in the Equality Act (2010), the protected characteristics are as follows:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

## 1.2 About the organisation

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

### **Our vital statistics**

- We employ around 4,883 strong workforce
- We serve a population of 330,000 across both Warrington and Halton boroughs
- We deliver 500,000 individual patient appointments, procedures and stays
- We have an annual turnover of over £240million
- We became a Foundation Trust in 2008 and have circa 15,000 members

It is important to our organisation that we provide an equitable, supportive and fair workplace free from discrimination to support our workforce in providing the best possible care for our patients.

Our Equality, Diversity and Inclusion strategy is committed to improving the health and wellbeing of the people we serve and employ, aiming to be a leading organisation for promoting equality, diversity and inclusion.

# 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 shown in **Table one** with associated data sets that are available in this report.

**Table One:** Data Indicators

Indicator	Data set
	15 <sup>th</sup> November 2020 – 15 <sup>th</sup> November 2021 1 <sup>st</sup> December 2019 – 30 <sup>th</sup> November 2020
Workforce profile	<ul style="list-style-type: none"> <li>• Staff group</li> <li>• Banding</li> <li>• Medical and Dental staff by role</li> <li>• Nursing and Midwifery staff by role</li> <li>• By protected characteristic</li> </ul>
Recruitment profile	<ul style="list-style-type: none"> <li>• Applications and shortlisted by protected characteristic</li> <li>• Promotions by protected characteristic and pay band</li> <li>• Starters and leavers by protected characteristic</li> </ul>

The data set out in **Table one** 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 Overall Headcount

As at 15<sup>th</sup> November 2021, WHH’s headcount was: 4883. This figure includes staff employed on both permanent and fixed term contracts, bank and agency staff as well as locums.

## 2.3 Data Sources

The data used within this report is sourced from the following areas:

- Electronic Staff Record (ESR)
- NHS Jobs Records
- NHS Staff Survey – data taken from the NHS Staff Survey Coordination Centre

- Office of National Statistics
- 2011 Census
- National Online Manpower Information System (NOMIS)

The ONS National Census 2011 is used throughout this report to support comparative analysis against the local population of Warrington and Halton where applicable. As at 15<sup>th</sup> November 2021 data from the 2021 ONS National Census has not been available for publication or comparison.

## 2.4 Data Presentation

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

### Headcount

Any headcounts of five or less will be shared with the number deleted to avoid individuals being identified. In most cases, percentages will be provided in order to promote staff confidentiality and sound information governance standards.

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

### 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 – Workforce Overview

### 3.1 Introduction

This section reviews the data on the organisation's current workforce and will be 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)

This information will be presented alongside the previous reporting year in some instances, in order to offer a comparison. The data for this section of the report will be taken from an organisational Staff List compiled from ESR at a snapshot date of **15<sup>th</sup> November 2020** and **15<sup>th</sup> November 2021**. Any headcount 5 or below will be removed in order to provide confidentiality.

### 3.2 Profile of Staff 2020/2021 by Staff Group and Banding

This section provides an overview of our staff in relation to their staff group and also by Agenda for Change pay banding scales. The snapshot date for each of the comparative years is 15<sup>th</sup> November. **Table two** highlights the breakdown of staff by staff group, and **Table three** illustrates the breakdown by Agenda for Change pay scales.

**Table Two:** Workforce Profile by Staff Group

	2020	2021
<b>Total Staff</b>	4540	4831
<b>Total Staff numbers by staff group</b>		
Add Prof Scientific and Technical	182	145
Additional Clinical Services	834	871
Administrative and Clerical	986	1031
Allied Health Professionals	368	413
Estates and Ancillary	501	509
Healthcare Scientists	104	113
Medical and Dental	452	540

Nursing and Midwifery Registered	1111	1209
----------------------------------	------	------

**Table Three:** Workforce Profile by Agenda for Change banding scale

Agenda for Change Banding	2020	2021
Band 1	110	82
Band 2	1154	1164
Band 3	505	481
Band 4	352	358
Band 5	664	740
Band 6	711	679
Band 7	475	490
Band 8a	152	159
Band 8b	56	53
Band 8c	19	27
Band 8d	12	15
Band 9	7	6

The workforce profile split by medical and dental roles is illustrated in **Table four** and by nursing and midwifery roles in **Table five**.

**Table Four:** Workforce profile split by Medical and Dental Roles

Role	2020	2021
Associate Specialist (closed to new entrants)	7	5
Clinical Assistant (closed to new entrants)		
Consultant	216	227
Foundation Year 1	37	36
Foundation Year 2	37	41
GP Locum		3
Hospital Practitioner (closed to new entrants)	1	1
Medical Director	3	3
Speciality Doctor	42	38
Speciality Registrar	12	21
Staff Grade (closed to new entrants)	1	1
Trust Grade Doctor – Career Grade Level	5	1
Trust Grade Doctor – Specialist Registrar Level	1	
Trust Grade Doctor – Speciality Registrar	90	163

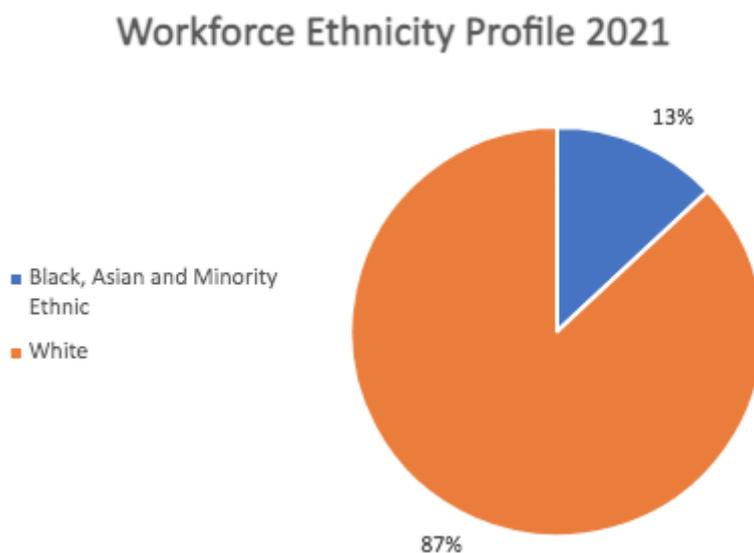
**Table Five:** Workforce profile split by Nursing and Midwifery roles

Role	2020	2021
Advanced Practitioner	11	20
Director of Nursing	3	2
Midwife	118	118
Midwife – Consultant	1	
Midwife – Manager		1
Midwife – Specialist Practitioner	7	8
Modern Matron	22	19
Nurse Consultant	4	4
Nurse Manager	55	66
Sister / Charge Nurse	156	169
Specialist Nurse Practitioner	203	215
Staff Nurse	531	587

### 3.2 Profile of staff by ethnicity

The following section analyses the workforce profile by ethnicity as set out in the Race Relations (Amendment) Act 2000 and identified in section 2.4. **Diagram one** highlight the workforce profile split from an ethnicity perspective as at the snapshot date of 15<sup>th</sup> November 2021. The term Black, Asian and Minority Ethnic refers to non-white, ethnic minority employees.

**Diagram One:** Workforce ethnicity profile, 2021



**Table six** identifies the workforce profile by staff group and ethnicity compared between 2019 and 2020.

Ethnicity	White		Ethnic Minority	
	2020	2021	2020	2021
Add Prof Scientific and Technical	169	131	10	13
Additional Clinical Services	776	791	55	69
Administrative and Clerical	956	996	26	31
Allied Health Professionals	341	380	24	30
Estates and Ancillary	467	466	33	43
Healthcare Scientists	91	97	13	15
Medical and Dental	210	251	228	275
Nursing and Midwifery Registered	969	982	111	197

**Table seven** illustrates the workforce profile split by ethnicity for the snapshot date of 15<sup>th</sup> November 2021.

**Table Seven:** Workforce profile split by ethnicity

Ethnicity	2020	2021
White - British	3856	3938
White - Irish	44	45
White – Any Other White Background	91	102
White – Northern Irish		2
White – English		3
White – Welsh		3
White – Mixed		1
White – Other European		2
Mixed – White and Black Caribbean		8
Mixed – White and Black African	6	11
Mixed – White and Asian	16	21
Mixed – Any other mixed background	21	25
Asian or Asian British – Indian	181	244
Asian or Asian British – Pakistani	67	76
Asian or Asian British – Bangladeshi		3
Asian or Asian British – Any Other Asian background	77	88
Asian Sri Lankan		3
Asian British		2
Black or Black British – Caribbean	9	10
Black or Black British – African	40	62
Black or Black British – Any other Black background	4	5
Black British		5
Chinese	17	22
Any other ethnic group	52	59
Filipino		14
Malaysian		2
Other Specified		3

Not stated	60	64
------------	----	----

**Table Eight** illustrates the workforce profile split by ethnicity and staff group.

**Table Eight:** Workforce Staff Group split by ethnicity

	2020	2021
<b>Additional Prof Scientific and Technic</b>		
Ethnic Minority	10	13
White	169	131
<b>Additional Clinical Services</b>		
Ethnic Minority	55	69
White	776	791
<b>Administrative and Clerical</b>		
Ethnic Minority	26	31
White	956	996
<b>Allied Health Professionals</b>		
Ethnic Minority	24	30
White	341	380
<b>Estates and Ancillary</b>		
Ethnic Minority	33	43
White	467	466
<b>Healthcare Scientists</b>		
Ethnic Minority	13	15
White	91	97
<b>Medical and Dental</b>		
Ethnic Minority	228	275
White	210	251
<b>Nursing and Midwifery Registered</b>		
Ethnic Minority	111	197
White	969	982

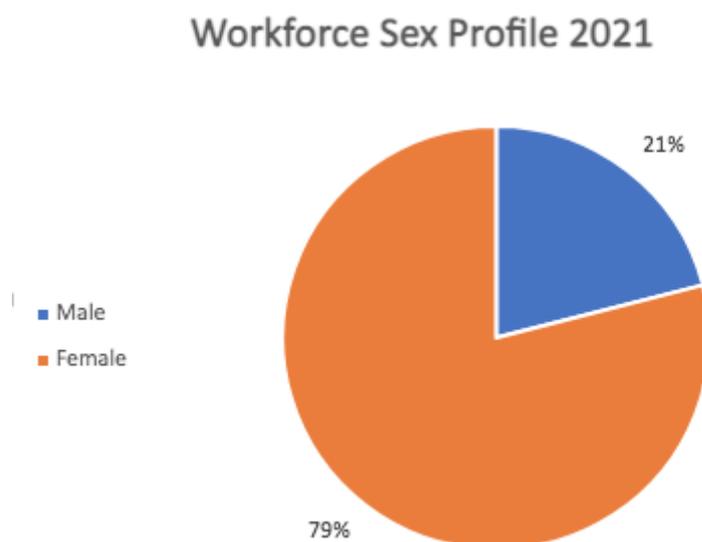
## Analysis

The known ethnicity profile for the Trust remains high at 99% with the highest ethnicity profile being White British (80%). The highest declared non-white ethnicity is Asian or Asian British – Indian (4.9%) of the total workforce. The ethnic minority representation across each staffing group has increased since the previous year and accounts for around 7.5% of each staff group apart from Medical and Dental (50%), Nursing and Midwifery (16%) and Healthcare Scientists (13%). Administrative and Clerical remains the group with least ethnic minority representation (3%). Overall, the ethnic minority workforce profile accounts for 13% of the total workforce which is more than representative of the local population as the Office for National Statistics 2011 Census indicates that 7.1% of the Warrington population identify as a minority ethnicity and this is 3.6% for Halton.

### 3.3 Profile of staff by Sex

The following section analyses the workforce profile by sex as set out in the Equality Act (2010) **Diagram two** highlights the workforce profile split from a sex perspective at the snapshot date of 15<sup>th</sup> November 2021.

**Diagram Two:** Workforce sex profile, 2021



**Table Nine** highlights the profile of staff split by staff group and sex for the snapshot date of 15<sup>th</sup> November 2021.

Staff Group	Female		Male	
	2020	2021	2020	2021
Add Prof Scientific and Technical	133	113	49	32
Additional Clinical Services	744	777	90	94

Administrative and Clerical	818	856	168	175
Allied Health Professionals	318	337	50	76
Estates and Ancillary	314	328	187	181
Healthcare Scientists	72	73	62	40
Medical and Dental	175	207	277	333
Nursing and Midwifery Registered	1040	1129	71	80

### 3.3.a Gender Pay Gap Reporting

The Gender Pay Gap report is a nationally mandated report from central Government to ascertain the different between the average (mean or median) earnings of men and women across a workforce. Due to the COVID-19 pandemic, where gender pay reporting was paused, the below provides a snapshot of the Gender Pay Gap of the organisation from the snapshot date of 31<sup>st</sup> March 2021.

On the basis of the snapshot date of 31<sup>st</sup> March 2021, the split by sex is 19% male and 81% female. The figures below are split into two categories, the **median** which is the middle point and the **mean** which is the average.

The data shows that the median hourly pay for men is £1.74 higher for men than it is for women, resulting in a median pay gap of 11.10% in favour of men. This is an increase on 2020's figure of 10.67%.

The mean hourly pay for men is £5.28 higher for men than it is for women, resulting in a mean pay gap of 24.61% in favour of men. This is a slight reduction in the previous year's figure of 25.05%.

#### Analysis

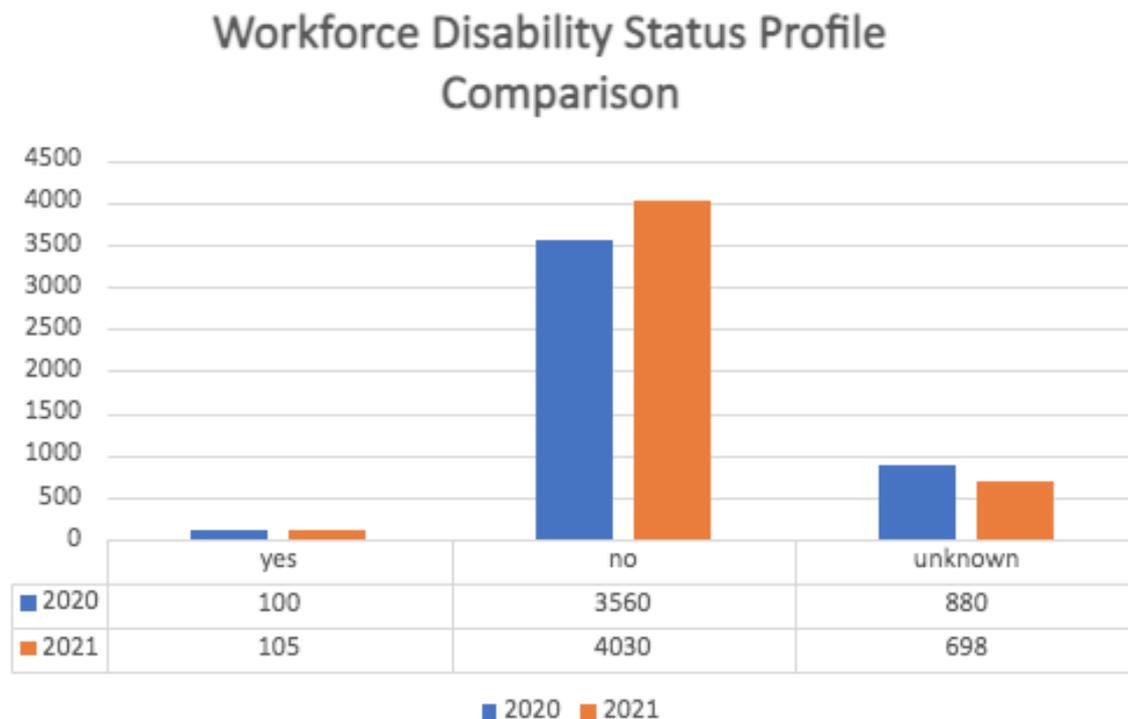
The data provided indicates that 79% of the workforce are female with 21% being male. The highest groups of female staff are within Nursing and Midwifery which accounts to 24% of the total workforce, whereas the highest number of males are represented in medical and dental which is 11% of the total workforce.

### 3.4 Profile of staff by Disability

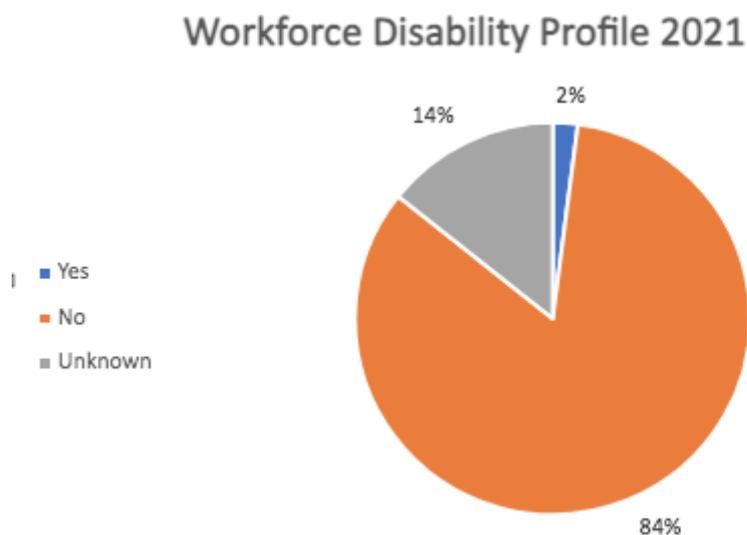
This section analyses the workforce profile by disability.

**Diagram Three** identifies the workforce profile by declared disability status compared between 2020 and 2021 and **Diagram Four** identifies the disability status of the workforce for 2021. This data is taken from the organisation's Electronic Staff Record (ESR) and are at the snapshot date of 15<sup>th</sup> November 2021.

**Diagram Three: Workforce Disability Status Comparison**



**Diagram Four: Workforce Disability Profile, 2021**



**Table ten** highlights the workforce profile split by disability declaration. The data shows where individuals have actively declared that they do have a disability (yes) or that they do not have a disability (no).

**Table ten:** Workforce profile split by Disability declaration and staff group

Staff Group	Disability Declared: No		Disability Declared: Yes	
	2020	2021	2020	2021
Add Prof Scientific and Technical	154	135		
Additional Clinical Services	627	702	13	15
Administrative and Clerical	757	831	39	43
Allied Health Professionals	333	381	11	8
Estates and Ancillary	344	387	7	11
Healthcare Scientists	73	88		
Medical and Dental	391	486	8	7
Nursing and Midwifery Registered	879	1018	19	19

### Analysis

The ESR profile for Disability evidences that there are large gaps in the staff data held by the Trust with the known Disability status (being yes and no) at 86% which is an increase of 4% in comparison with 2020. Although the unknown data for disability has decreased there is a still improvement to be made.

The figures for people living in Halton who are claiming Disability Allowance and related disability benefits is very high 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 / living with life limiting illnesses for Halton is 21.5% of the local population and for Warrington is 18%.

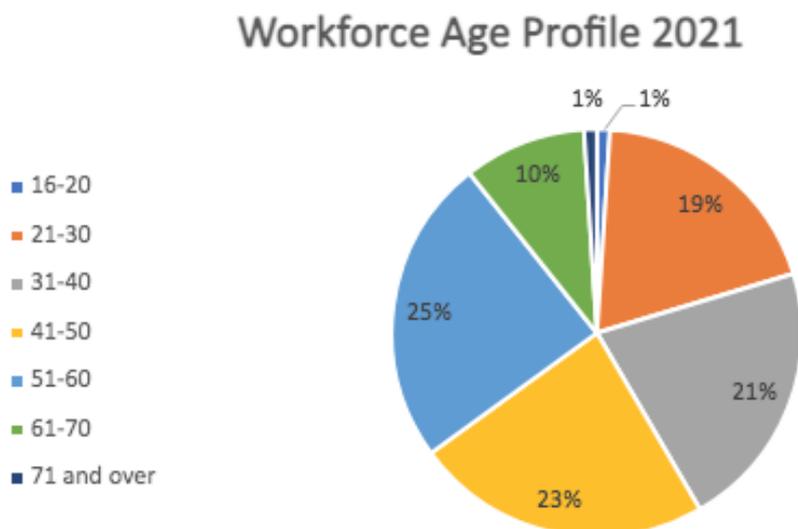
Work on encouraging staff and highlighting the importance of disability disclosure will continue through 2022/23 as part of the Equality, Diversity and Inclusion strategy for the organisation.

### 3.5 Profile of staff by Age

The following section analyses the workforce profile by age as set out in the Equality Act (2010)

**Diagram Five** highlights the workforce profile split from an age perspective as at the snapshot date of 15<sup>th</sup> November 2021.

**Diagram Five:** Workforce Age Profile, 2021



**Table Eleven** identifies the workforce profile by age split by staff group.

**Table Eleven:** Workforce Profile by staff group and age

Staff Group	16-20	21-30	31-40	41-50	51-60	61-70	71+
Add Prof Scientific and Technical		49	40	24	22	10	
Additional Clinical Services	22	174	176	198	207	89	5
Administrative and Clerical	12	138	163	244	335	128	11
Allied Health Professionals		111	113	105	72	12	
Estates and Ancillary	4	40	69	99	179	103	15
Healthcare Scientists		27	35	18	22	10	
Medical and Dental		169	124	136	68	36	7
Nursing and Midwifery Registered		218	331	298	284	76	

### Analysis

The highest represented age groups for the Trust are in line with previous years with most of the workforce being in the 41-50 years (23%) and 51-60 years (25%). The next largest age bracket is 31-40 at 21%.

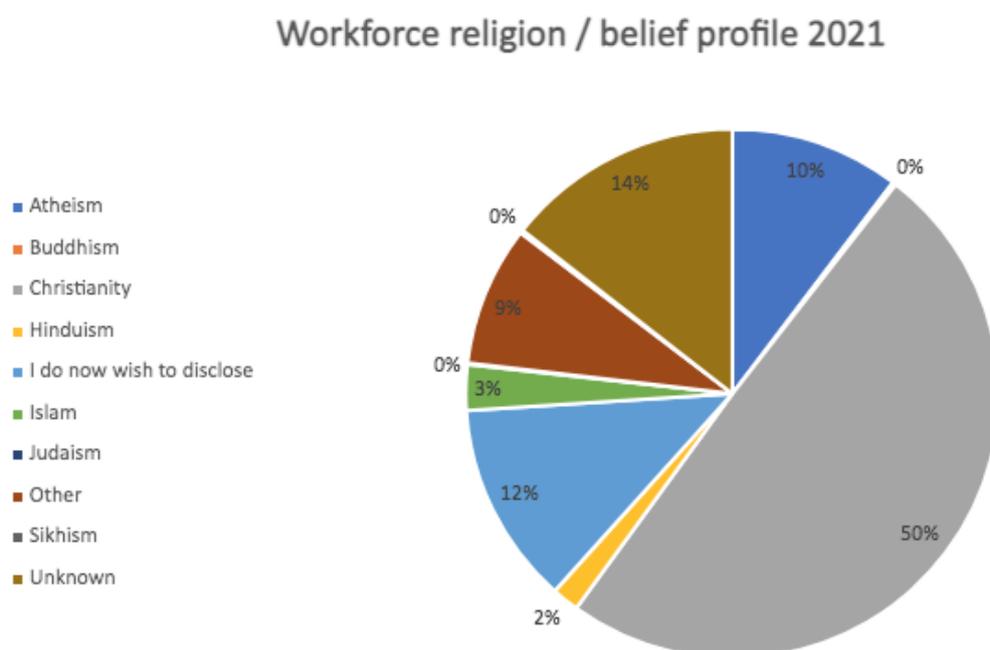
11% of the workforce are over the age of 60, which includes 1% being over the age of 71. In 2011, the Employment Equality (Repeal of Retirement Age Provisions) Regulation came into force. This repealed the default retirement age of 65 years and provides protection for those aged 65 years and over from

default retirement based on their date of birth. Our workforce profile demonstrates that the Trust is in line with the law in relation to age equality in employment.

### 3.6 Profile of staff by Religion / Belief

The following section analyses the workforce profile by religion or belief as set out in the Equality Act (2010) **Diagram Six** highlights the workforce profile split from a religion or belief perspective as at the snapshot date of 15<sup>th</sup> November 2021.

**Diagram Six:** Workforce religion / belief profile, 2021



#### Analysis

The total known disclosure of our staff religion or belief is 74% which is an increase from 69% the previous year. The percentage of staff not wishing to disclose their religion or belief is 12% which is less than the previous year and would illustrate that more people may feel comfortable to disclose their religion or belief within our organisation.

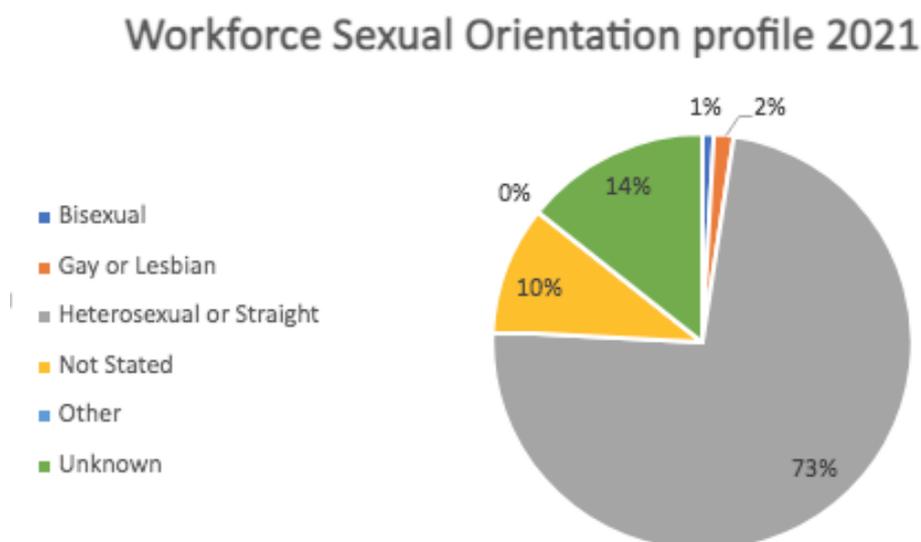
As with previous years, Christianity is the most predominant religion within the Trust at 48% and the other two highest are those not wishing to disclose (12%) followed by atheism (10%).

This would compare similarly to the ONS Censure (2011) which highlighted the percentage of the population living in Warrington identifying as Christian being 71.4% with Halton being 75%. The 2011 ONS Census indicates that the organisation's non-disclosure rates when compared to the population is much higher at 31% than Warrington's 5.9% and Halton's 5.4%.

### 3.7 Profile of staff by Sexual Orientation

The following section analyses the workforce profile by sexual orientation as set out in the Equality Act (2010) **Diagram Seven** highlights the workforce profile split from a sexual orientation perspective at the snapshot date of 15<sup>th</sup> November 2021.

**Diagram Seven:** Workforce Sexual Orientation profile, 2021



**Table twelve** identifies the workforce profile split by sexual orientation and staff group.

**Table Twelve:** Sexual Orientation by Staff Group

Staff Group	Bisexual	Gay or Lesbian	Heterosexual or Straight	Not stated	Other sexual orientation	Not known
Add Prof Scientific and Technical			113	8		19
Additional Clinical Services	7	13	649	65		65
Administrative and Clerical	8	19	760	91		153
Allied Health Professionals	8	8	293	32		72
Estates and Ancillary	5		363	38		102
Healthcare Scientists			71	13		29
Medical and Dental		15	389	112		18

Nursing and Midwifery Registered	9	14	892	116		176
----------------------------------	---	----	-----	-----	--	-----

**Analysis**

The known status for sexual orientation is 75%, with figures for lesbian, gay or bisexual amounting to 1.5%. The unknown status for sexual orientation is 25% which includes those who preferred not to say and those who did not answer (not known).

The national estimation for people identifying as Lesbian, Gay, Bisexual or Other (LGB) is between 5-7%. There are no population census records for the Local Authority domains and the national 2011 ONS Census did not ask for sexual orientation status.

## 4 – Recruitment Profile

This section will analyse the recruitment profile of the Trust and will identify the following information:

- Applications and shortlisted candidates by protected characteristic
- Promotions by protected characteristic and pay band
- Starters and leavers by protected characteristic.

The protected characteristics within this section are age, gender, religion or belief, ethnicity, disability and sexual orientation. The data will be compared with the previous reporting period, where applicable to demonstrate any significant changes or developments.

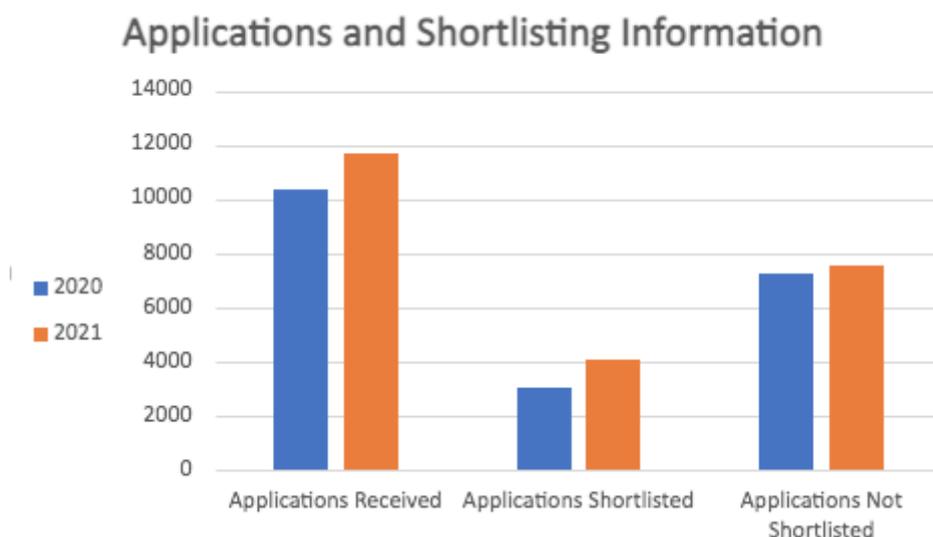
The data for this section of the report will be taken from NHS Jobs and an organisational staff list compiled from ESR at a snapshot date of **15<sup>th</sup> November 2020** and **15<sup>th</sup> November 2021**. Data that identifies 5 or less individuals will be removed and greyed out in order to protect the confidentiality of our staff.

### 4.1. Application and Shortlisting overview

**Diagram Eight** illustrates the number of applications received and those applications that have been shortlisted during the following time periods:

- 2019/20 – 1<sup>st</sup> December 2019 – 1<sup>st</sup> November 2020
- 2020/21 – 1<sup>st</sup> December 2020 – 1<sup>st</sup> November 2021

**Diagram Eight:** Applications and Shortlisting information



## Analysis

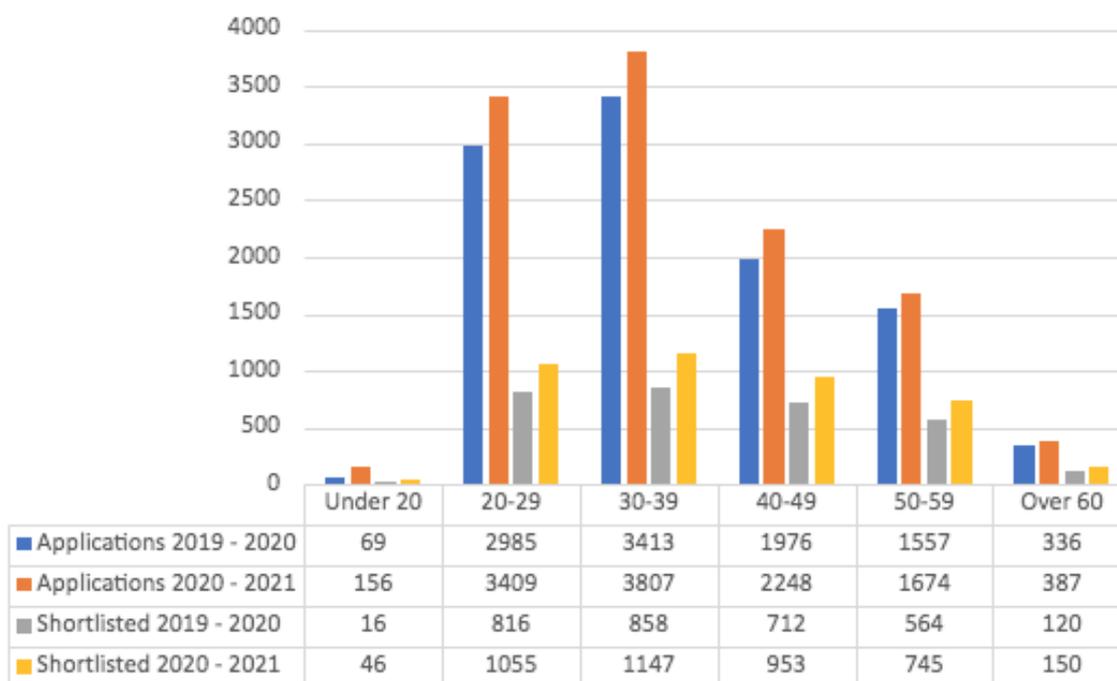
The organisation received 11,686 applications in 2021 which is an increase of 8.9% on the previous year, which is likely to be attributable to the organisation's response to the COVID-19 pandemic.

### 4.1.a Application and Shortlisting profile by Age

This section provides an overview of the profile of candidates who have applied and were shortlisted by age.

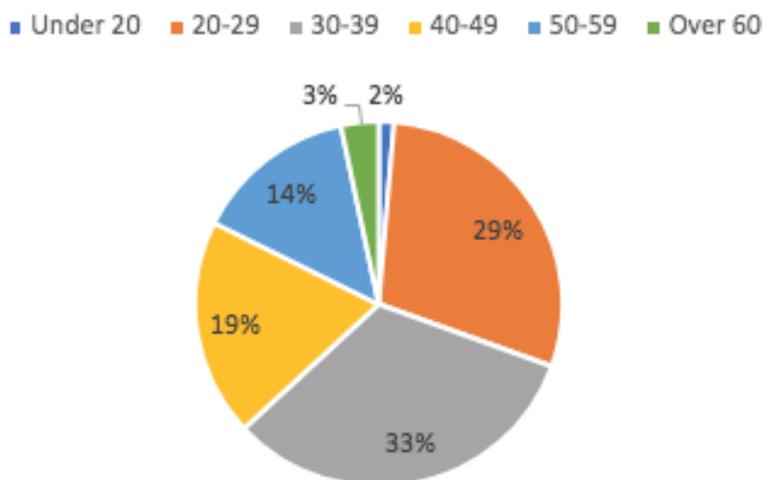
**Diagram Nine:** Profile of applications and shortlisted candidates by age

#### Applications and Shortlisting Profile by Age



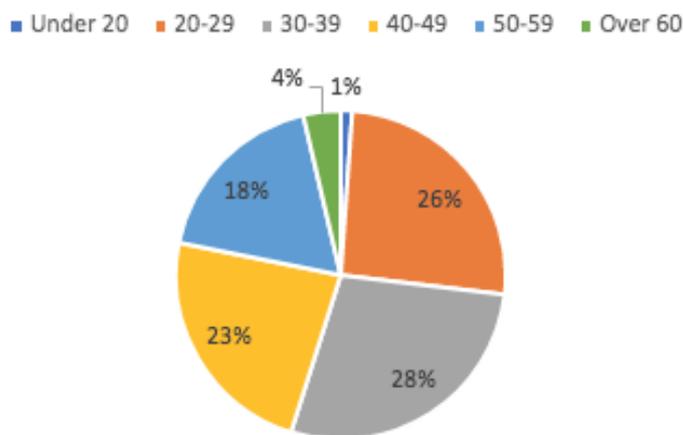
**Diagram ten:** Applications by age profile

### Applications 2020 - 2021 by Age



**Diagram eleven:** Shortlisted by age profile

### Shortlisted 2020 - 2021 by Age



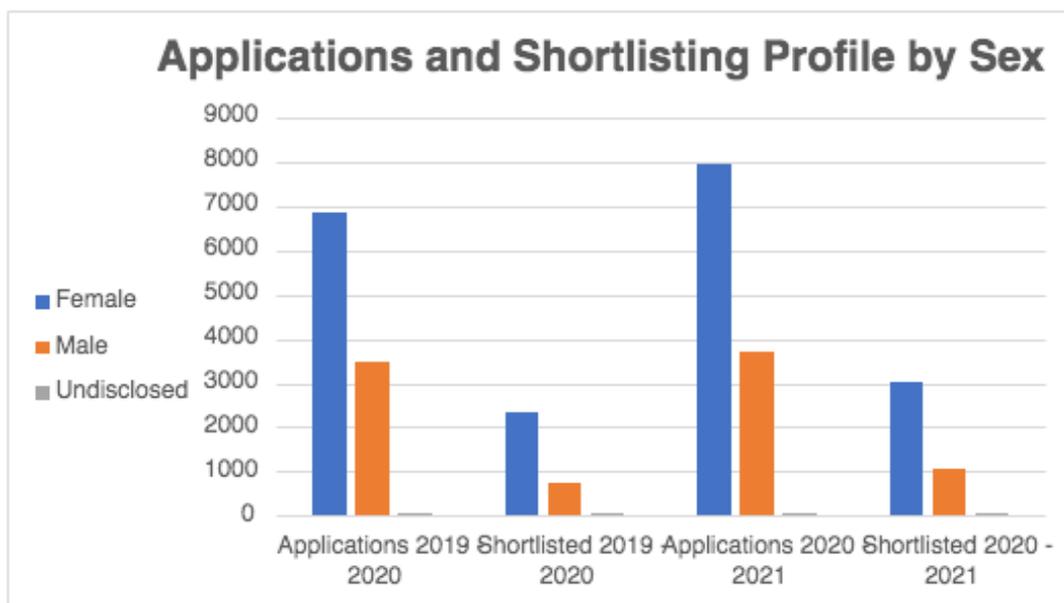
#### Analysis

**Diagram nine** highlights comparative data between individuals who applied and were shortlisted by their age demographic for 2019-2020 and 2020-2021. The biggest increase in applications was seen in the 30-39 age group, which is also reflected in the shortlisted candidates as evidenced in **Diagram eleven**.

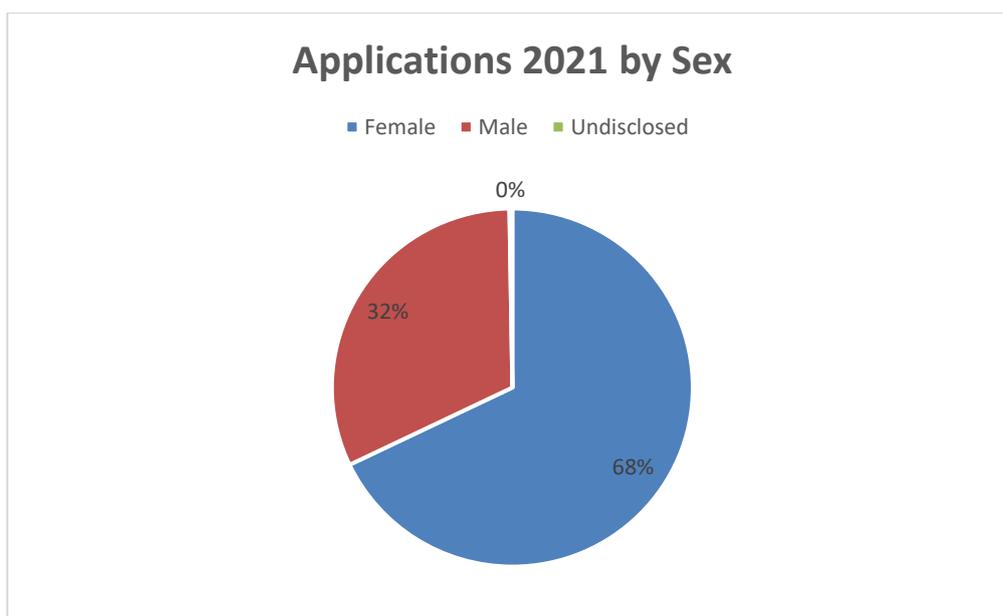
#### 4.1.b Application and Shortlisting profile by Sex

This section provides an overview of the profile of candidates who have applied and were shortlisted by sex.

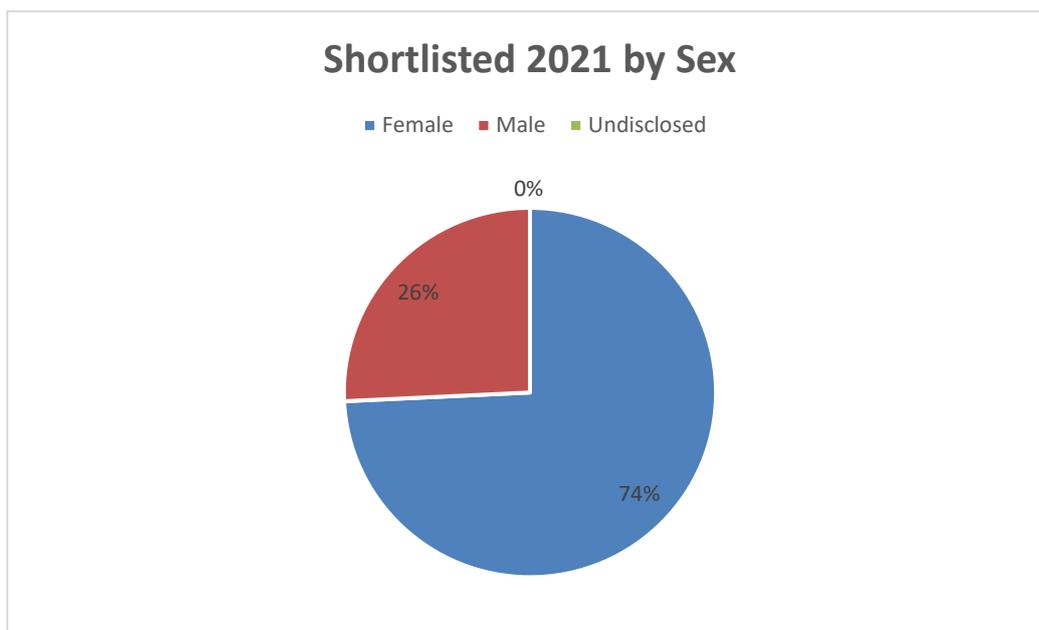
**Diagram twelve:** Profile of applications and shortlisted candidates by sex



**Diagram thirteen:** Applications sex profile



**Diagram fourteen:** Shortlisting sex profile



### Analysis

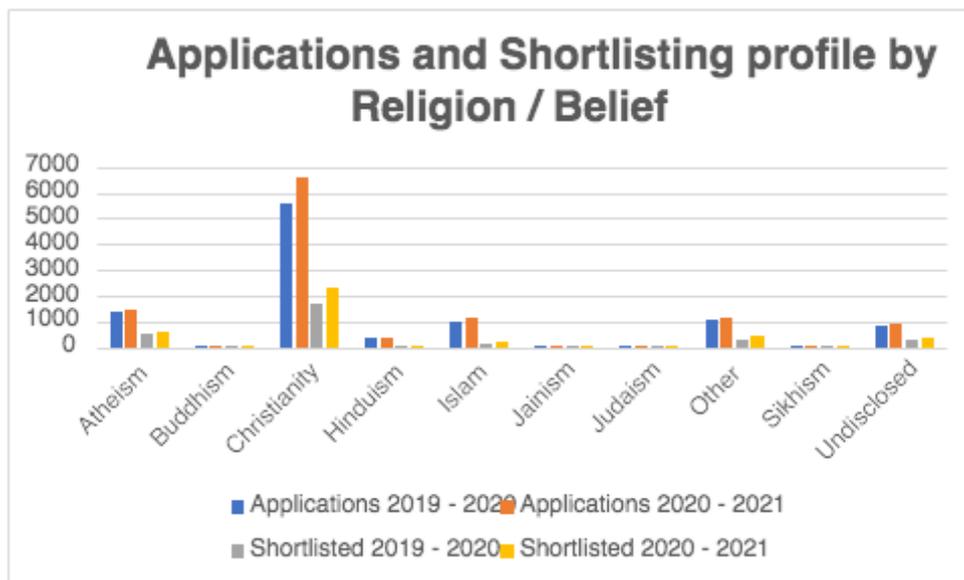
**Diagram twelve** demonstrates the comparative application and shortlisted data by sex between 2020 and 2021. There are significant more numbers of females than males applying, which is also reflected in the shortlisting data.

In comparison to the local population, the Trust's application data would indicate that it may not be representative of the local population, with Halton having 48.8% male and 51.2% female and Warrington 49.6% male and 50.4% female. However, it is important to note that there are other factors to consider in relation to this data such as the amount of specialist roles and access to further learning and development for the population.

#### 4.1.c Application and Shortlisting profile by Religion / Belief

This section provides an overview of the profile of candidates who have applied and were shortlisted by disclosed religion / belief.

**Diagram 15:** Application and shortlisting profile information by religion and belief



**Diagram Sixteen:** Applications profile by religion or belief, 2021



**Diagram seventeen:** Shortlisting profile by religion or belief, 2021



### Analysis

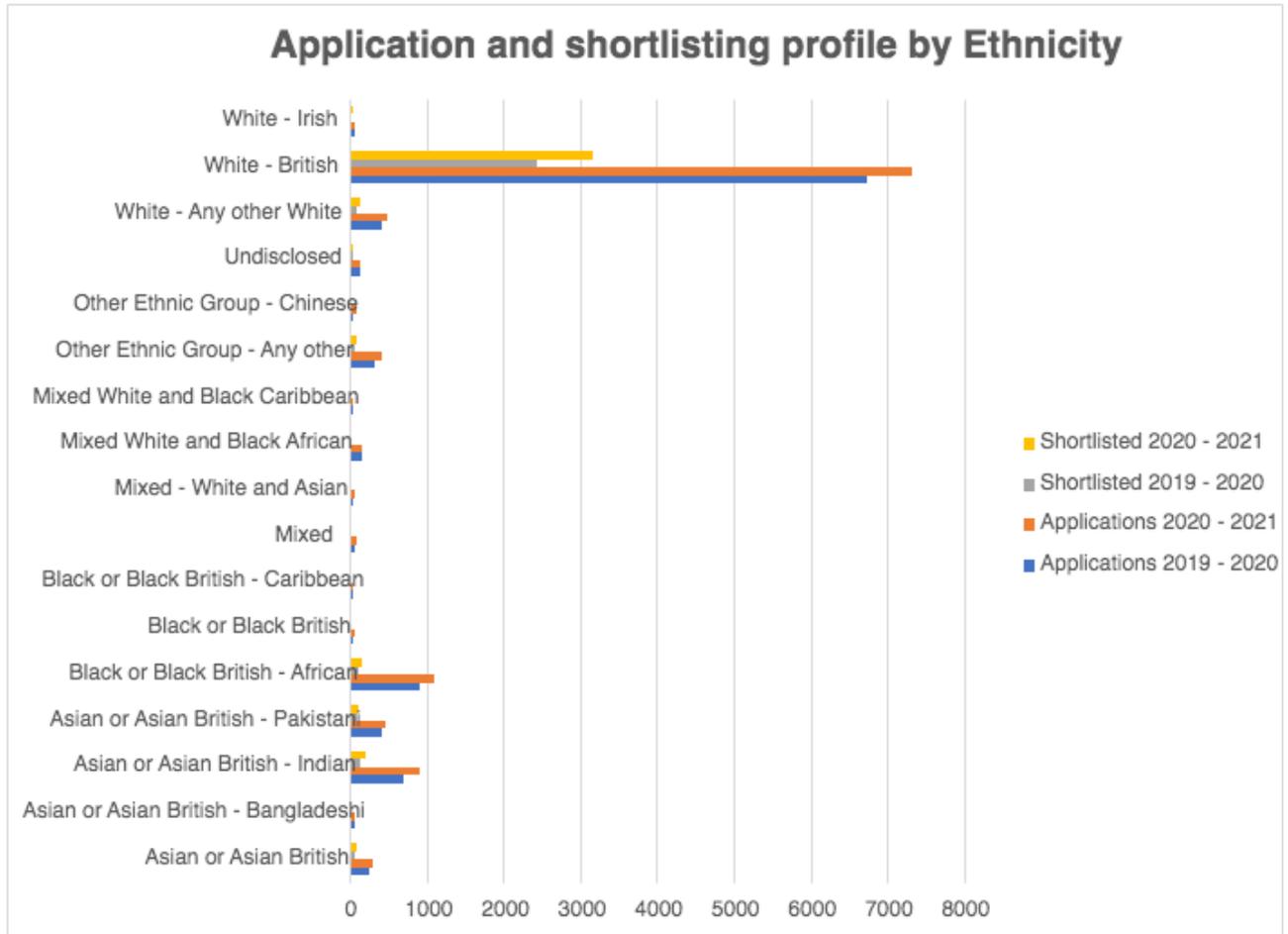
**Diagram fifteen** provides comparative information by religion and belief between 2020 and 2021. It is clear from **Diagram fifteen** that there are no significant differences between 2020 and 2021.

The highest number of applicants declare to be Christian (56% of applications and 56% shortlisted) followed by Atheism, Other and Undisclosed which reflects the local demographic information.

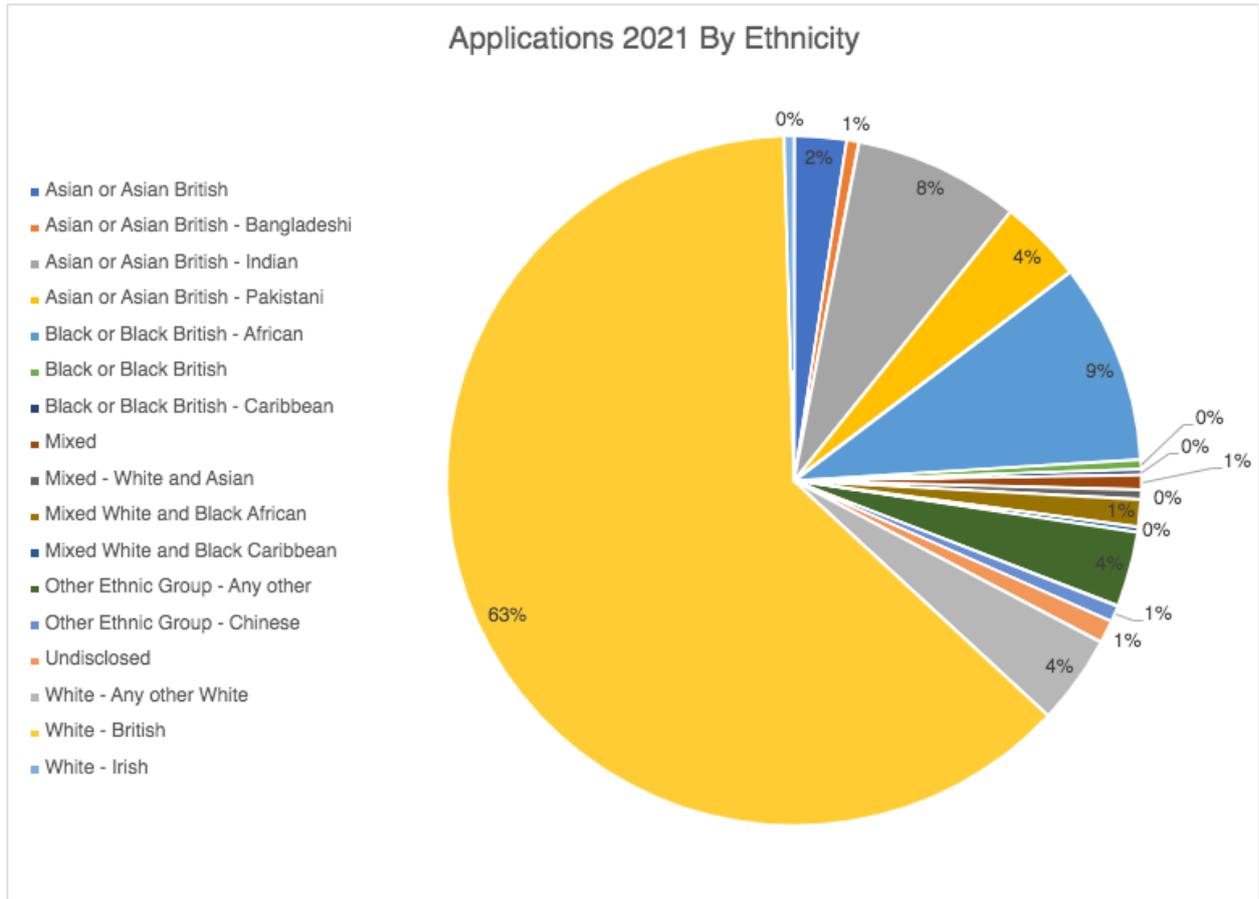
### 4.1.d Application and Shortlisting profile by Ethnicity

This section provides an overview of the profile of candidates who have applied and were shortlisted by ethnicity.

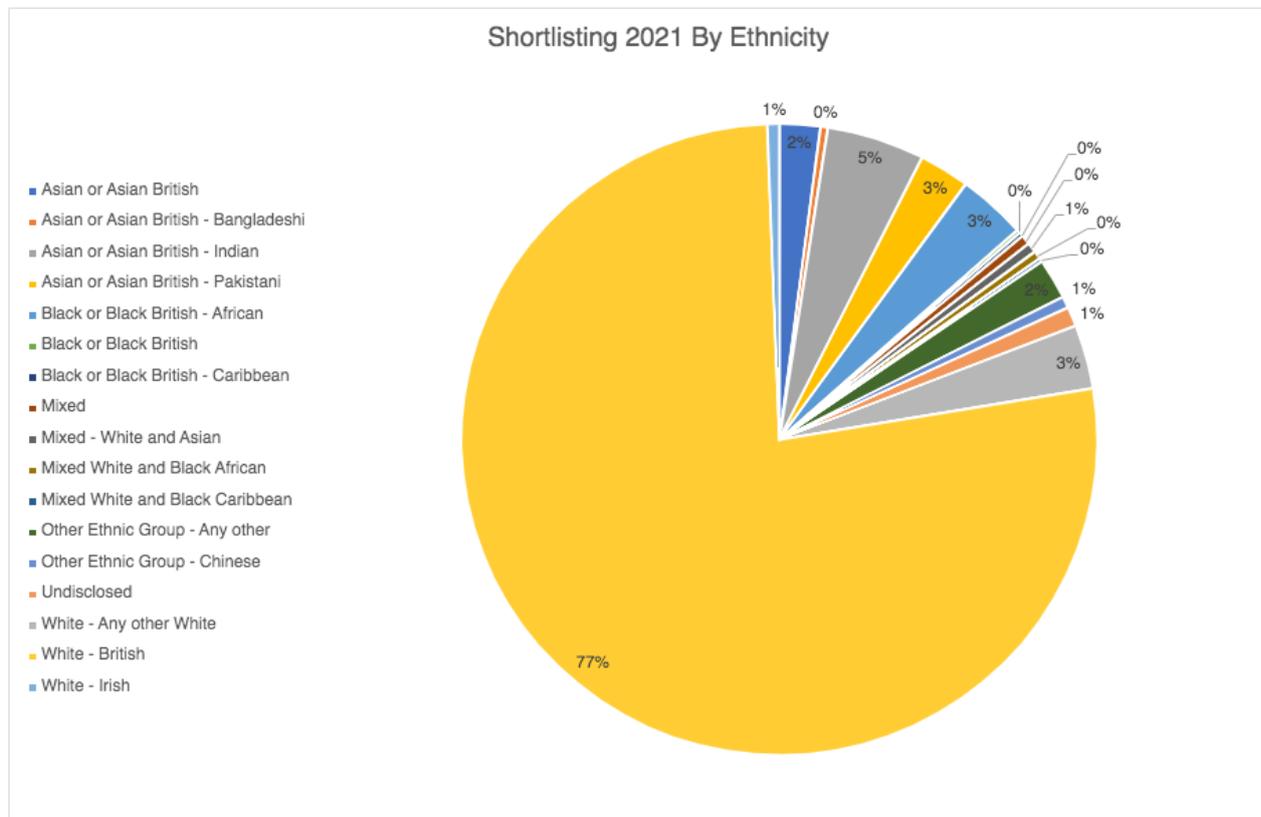
**Diagram eighteen:** Application and shortlisting profile by ethnicity



**Diagram nineteen: Application ethnicity profile, 2021**



**Diagram Twenty:** Shortlisting profile by ethnicity, 2021



### Analysis

**Diagram eighteen** illustrates the comparative application and shortlisting information for 2020 and 2021. There are no changes between each of the years that would be considered to be statistically significant.

Based on the information above, the majority of applicants that are shortlisted are White British. The largest ethnic minority group that is shortlisted is Asian or Asian British - Indian as illustrated in **Diagrams nineteen** and **twenty**. This is relatively reflective of the local population of Warrington and Halton. To continue to monitor recruitment processes, the organisation has developed a robust Inclusive Recruitment action plan as a result of the Workforce Race Equality Standard data which is highlighted in Section five.

#### 4.1.d Application and Shortlisting profile by Disability

This section provides an overview of the profile of candidates who have applied and were shortlisted by disability.

Diagram twenty one: Application and shortlisting profile by disability 2020-2021

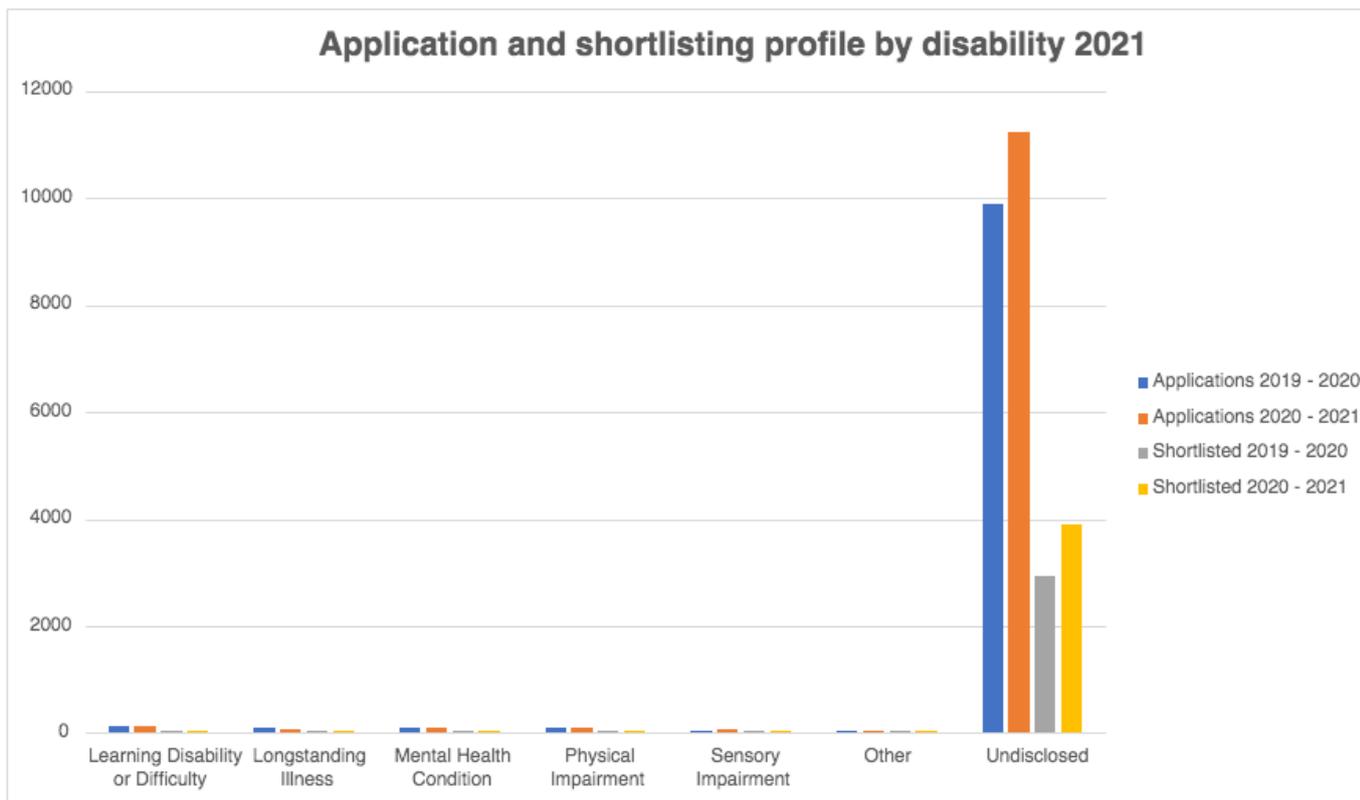
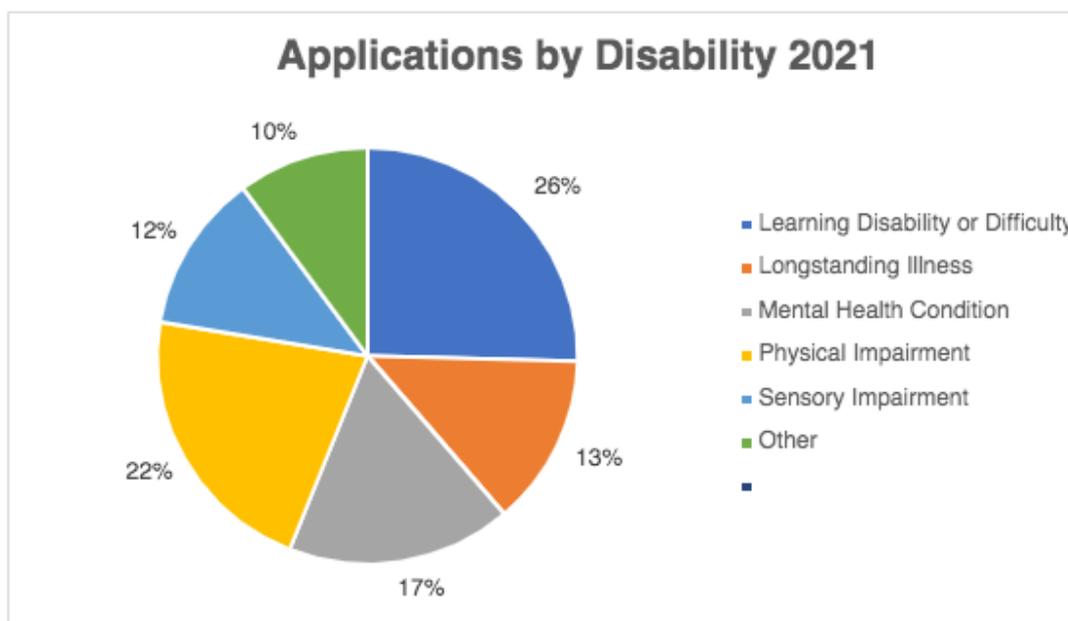
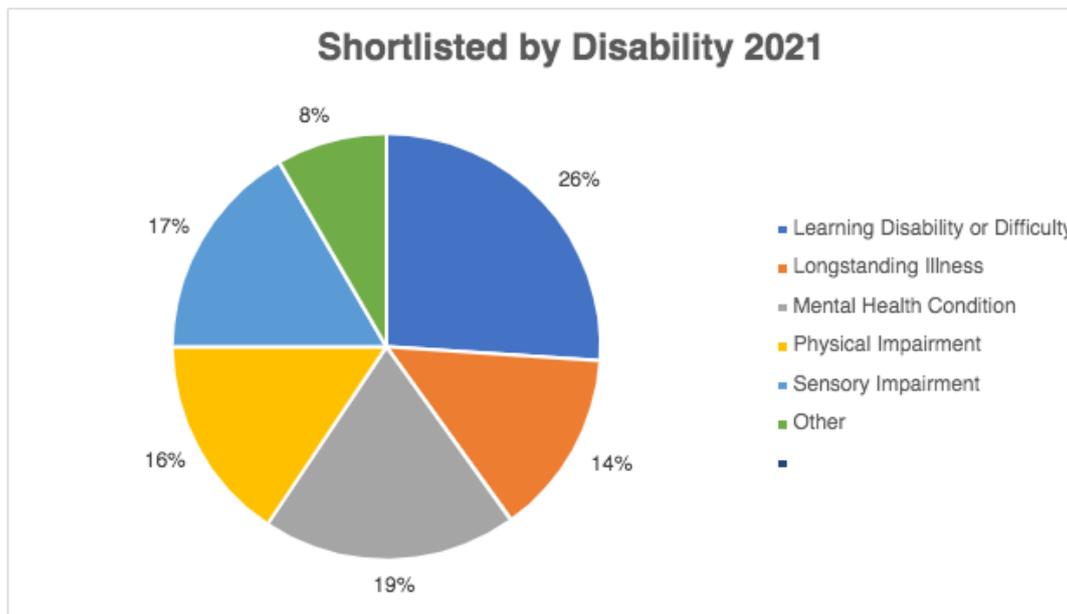


Diagram twenty two: Applications by disability profile



**Diagram twenty three: Shortlisting by disability profile**



### Analysis

**Diagram twenty one** offers comparative application and shortlisting information by declared disability for 2020/21, which shows an increase in applications from individuals not disclosing status.

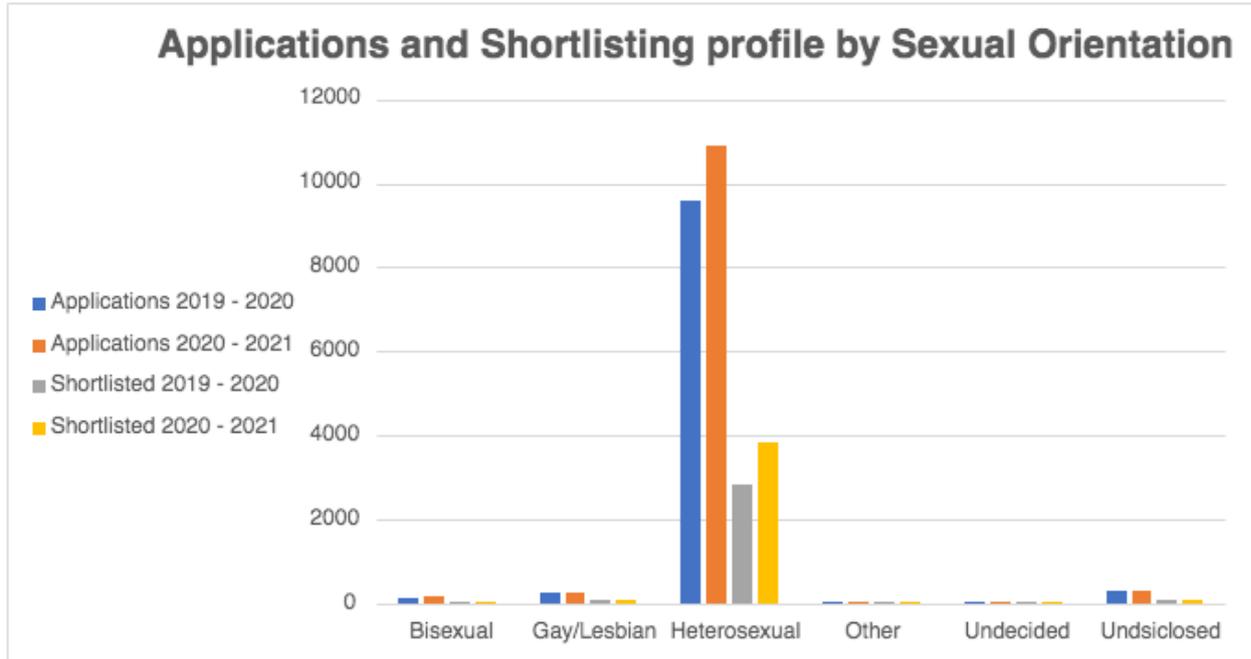
**Diagram twenty two** and **twenty three** highlights that of individuals having declared a disability, the highest number of applications and shortlisted individuals have a declared learning disability or difficulty, which is closely followed by a long standing illness and mental health condition.

Within the local population, 11.58% of Halton report a disability compared with 8.387% of Warrington residents. Given that 4% of the organisation's applications report a disability, it would suggest that the workforce is not representative of the local population. However, the local population data does not indicate whether all individuals are eligible for work or not, which makes drawing meaningful conclusions on representation difficult.

#### 4.1.e Application and Shortlisting profile by Sexual Orientation

This section provides an overview of the profile of candidates who have applied and were shortlisted by sexual orientation.

**Diagram twenty four:** Applications and shortlisting profile by sexual orientation



**Diagram twenty five:** Applications profile

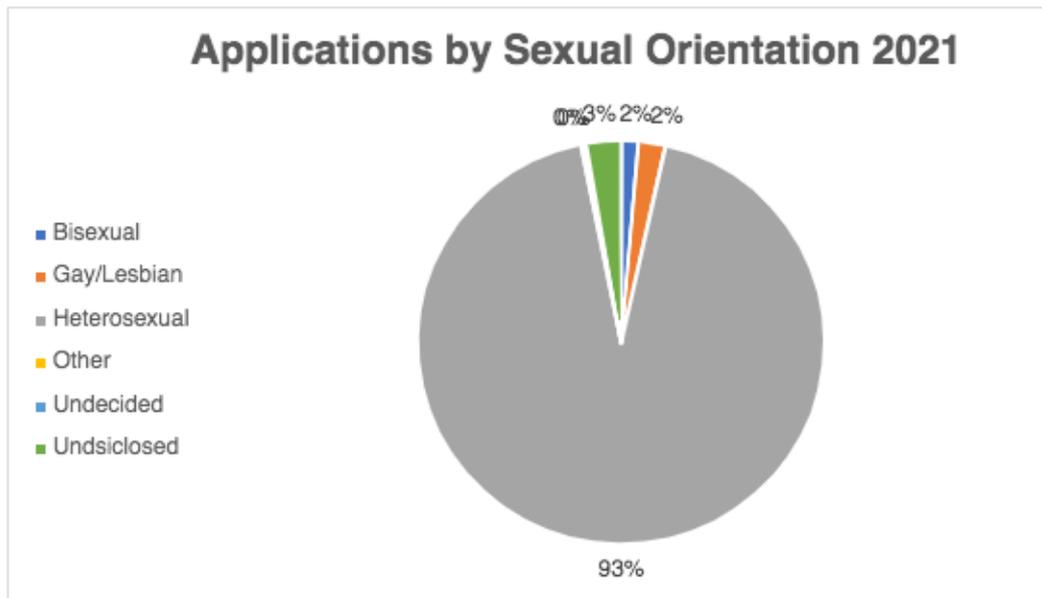
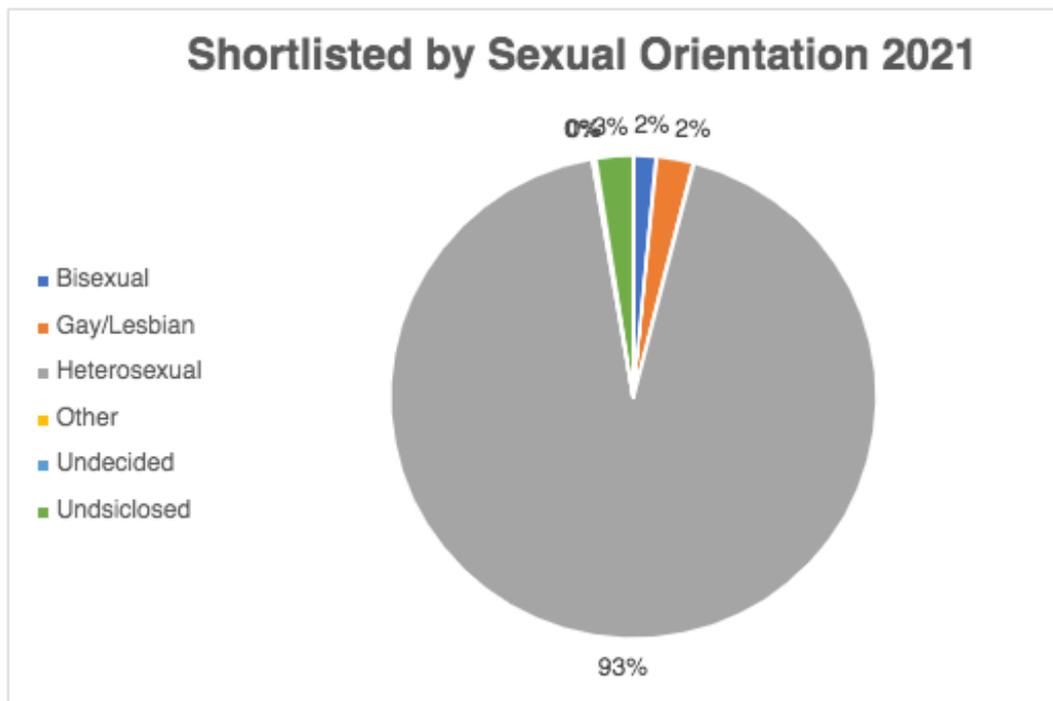


Diagram twenty six: Shortlisting profile



#### Analysis

**Diagram twenty four** illustrates the application and shortlisting data by sexual orientation for 2020 and 2021, which shows no significant difference between the years. Heterosexual / Straight individuals still account for over 93% of those who have applied and are shortlisted for our positions.

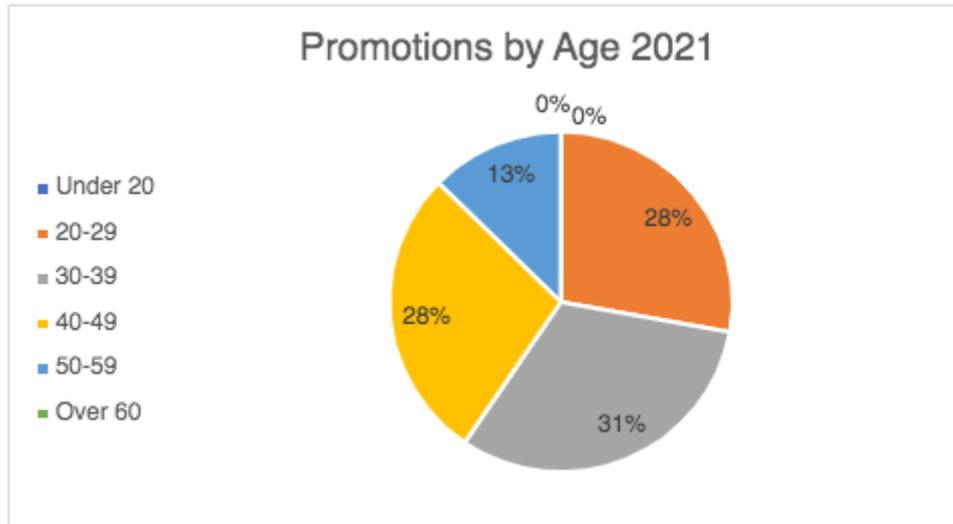
When comparing data to the local population, there is no residential data available for Warrington and Halton but compared with the North West statistics it would indicate that we are representative of our region (heterosexual, 94.89% and Bisexual, Gay or Lesbian at 1.66%).

Encouraging disclosure is a key action for the organisation's Equality, Diversity and Inclusion strategy.

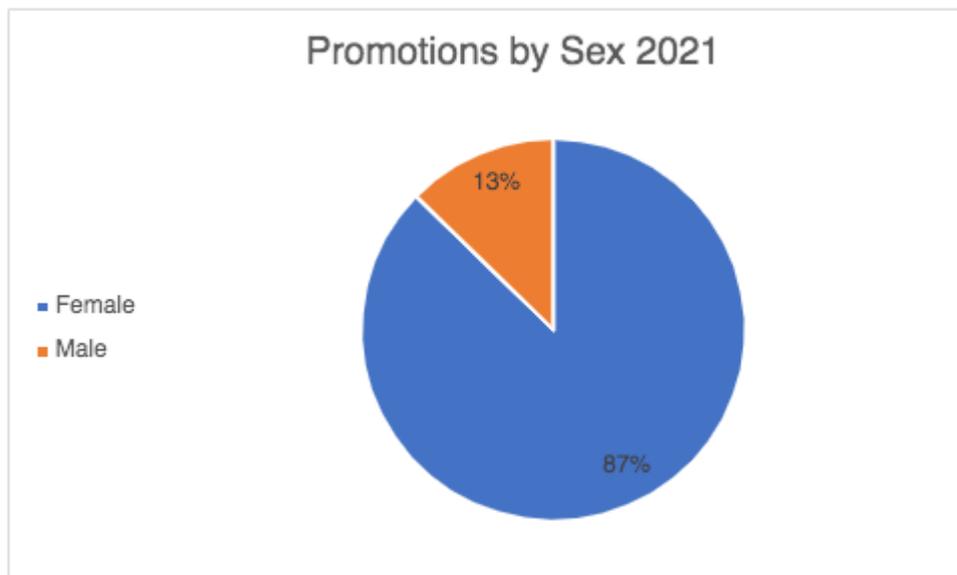
#### 4.2. Promotion profile by Protected Characteristic

This section provides an overview of the profile of promotions within the organisation by protected characteristic and pay band. 79 promotions in total for 2020-2021 year. The recording period for this data is 1<sup>st</sup> December 2020 – 1<sup>st</sup> November 2021.

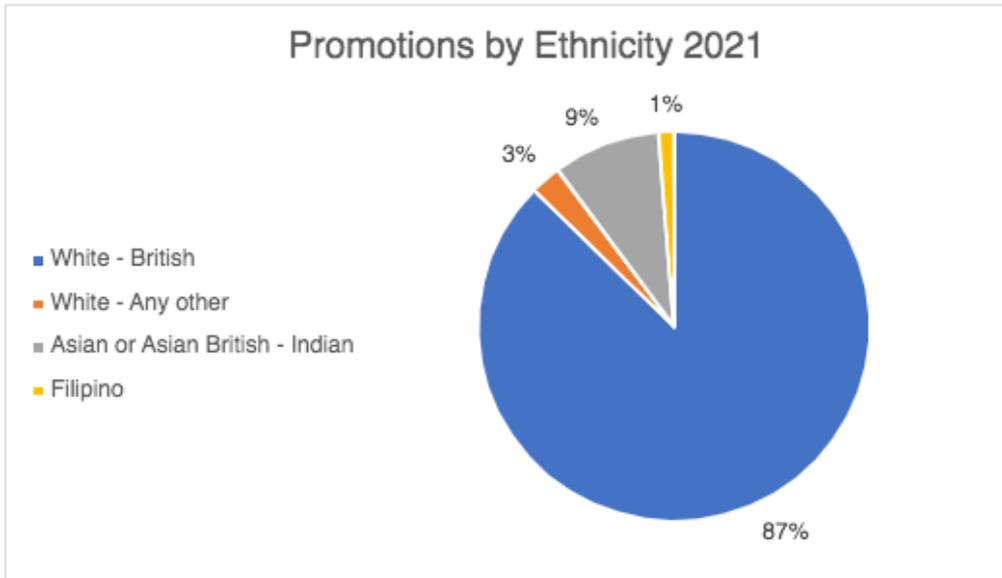
**Diagram twenty seven:** Promotion profile by age



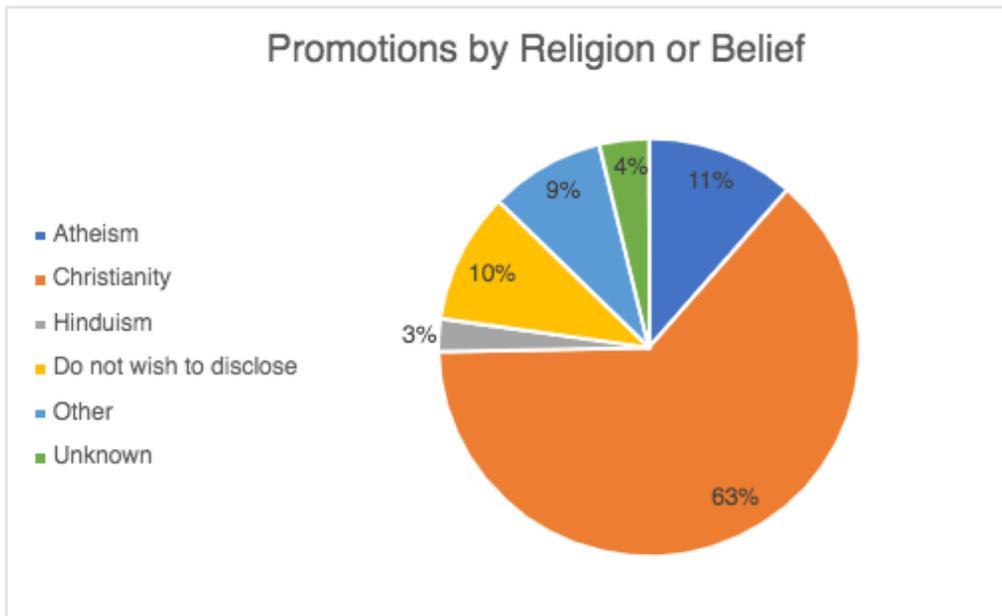
**Diagram twenty eight:** Promotion profile by sex



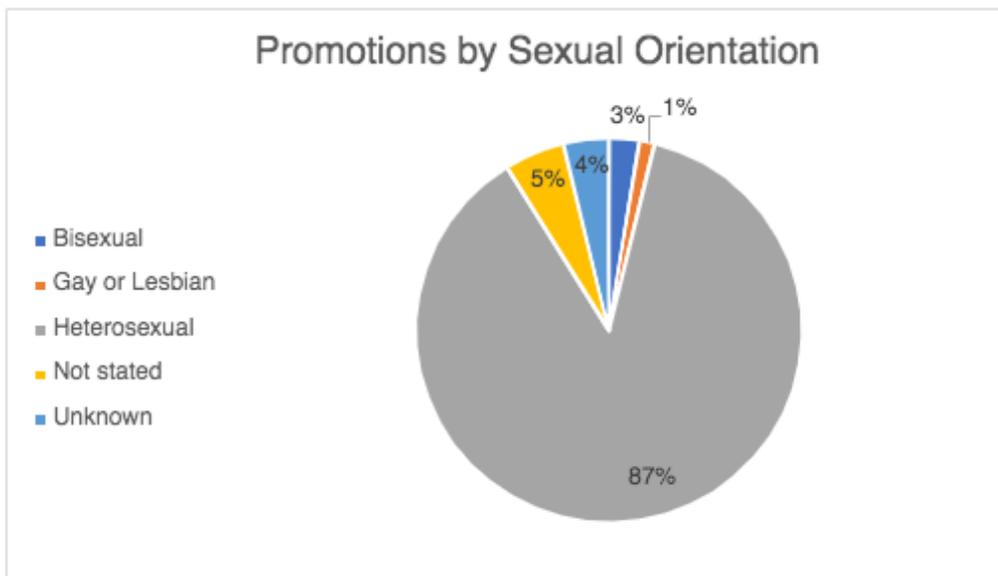
**Diagram twenty nine:** Promotion profile by ethnicity



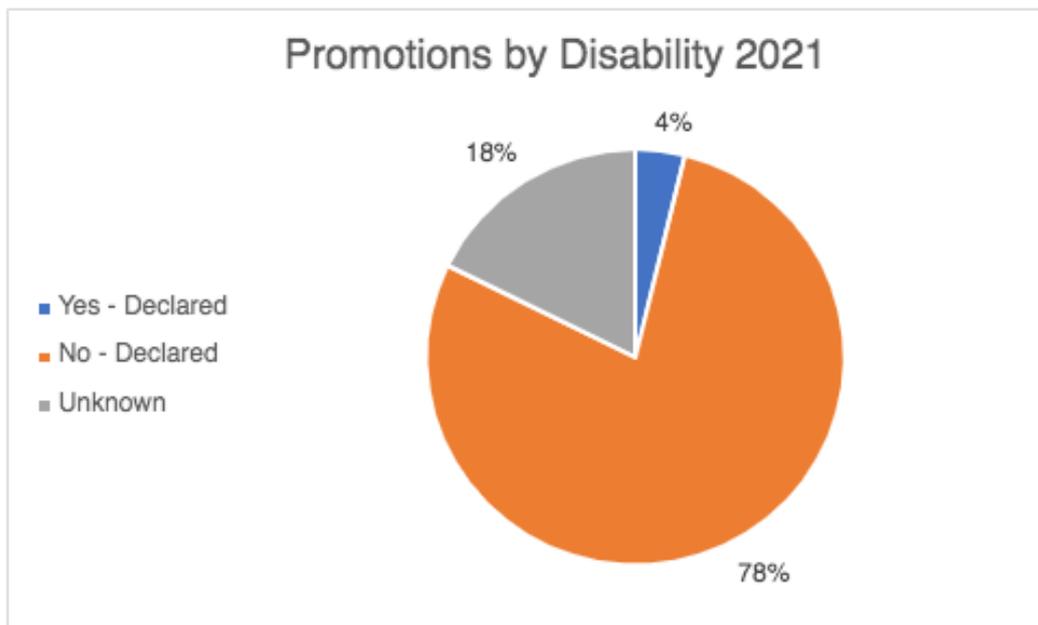
**Diagram thirty:** Promotion profile by religion or belief



**Diagram thirty one:** Promotion profile by sexual orientation



**Diagram thirty two:** Promotion profile by disability



### Analysis

For 2020/21 there were 79 promotions in total across the organisation, with the highest percent of promotions being for female staff, those aged 30-39, White British, Christian, Heterosexual / Straight and those with no declared disability.

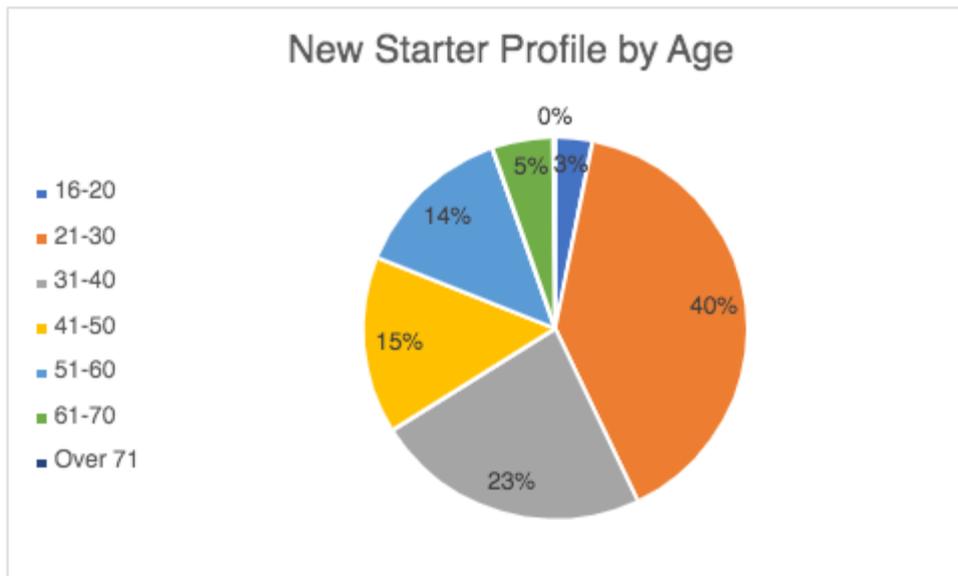
Diagrams twenty seven to thirty two indicate that promotions are largely reflective of the overall workforce profile. However, promotions by age band was the only characteristic not in line with the overall workforce with the majority of the workforce aged 50-59 (25%) but the majority of promotions (31%) were staff aged 30-39.

#### 4.3 Starters and Leavers profile by Protected Characteristic

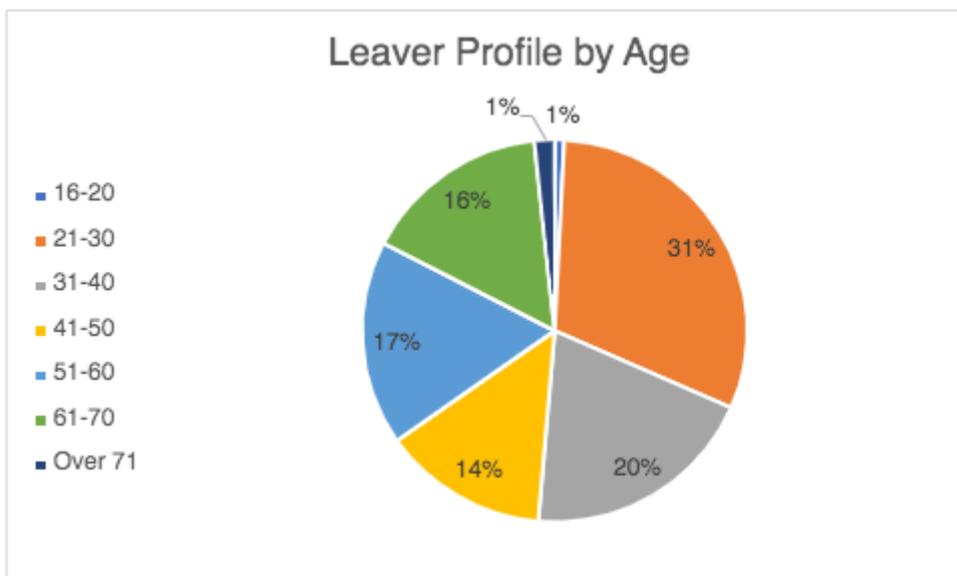
This section provides an overview of the starters and leavers in the reporting period of 1<sup>st</sup> December 2020 – 1st November 2021 and has been obtained by the Electronic Staff Record (ESR).

For this reporting the period, the organisation has welcomed 1061 new members of staff and 769 have left the organisation.

**Diagram thirty three:** New starter age profile



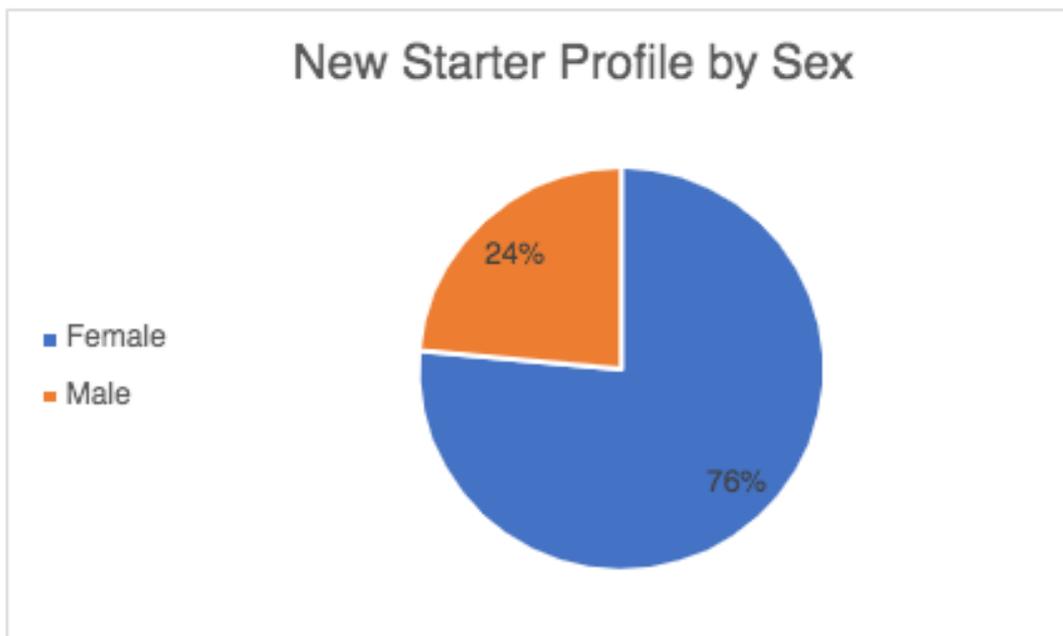
**Diagram thirty four:** Leaver age profile



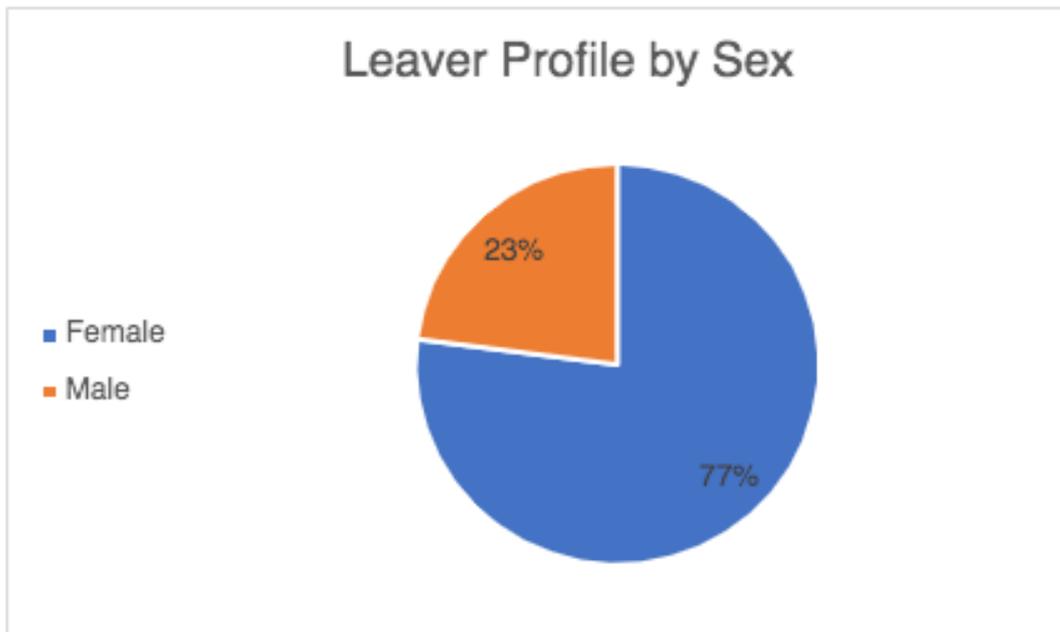
**Analysis**

Based on **Diagrams thirty three** and **thirty four**, the majority of new starts fall within the age band of 21-30, which is also the highest percentage of leavers from the organisation.

**Diagram thirty five:** New starter sex profile



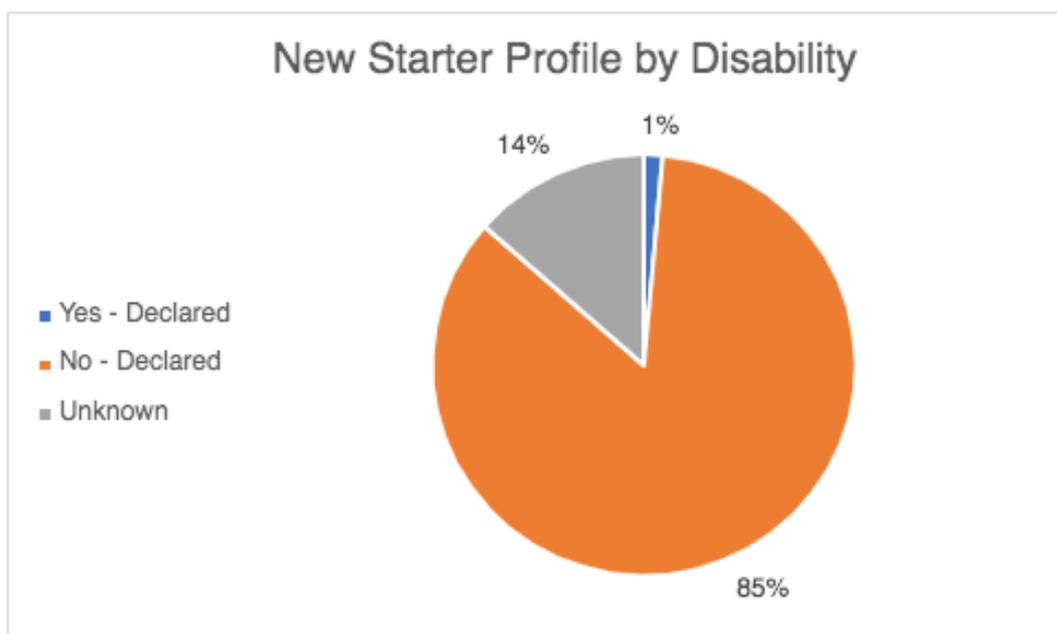
**Diagram thirty six:** Leaver sex profile



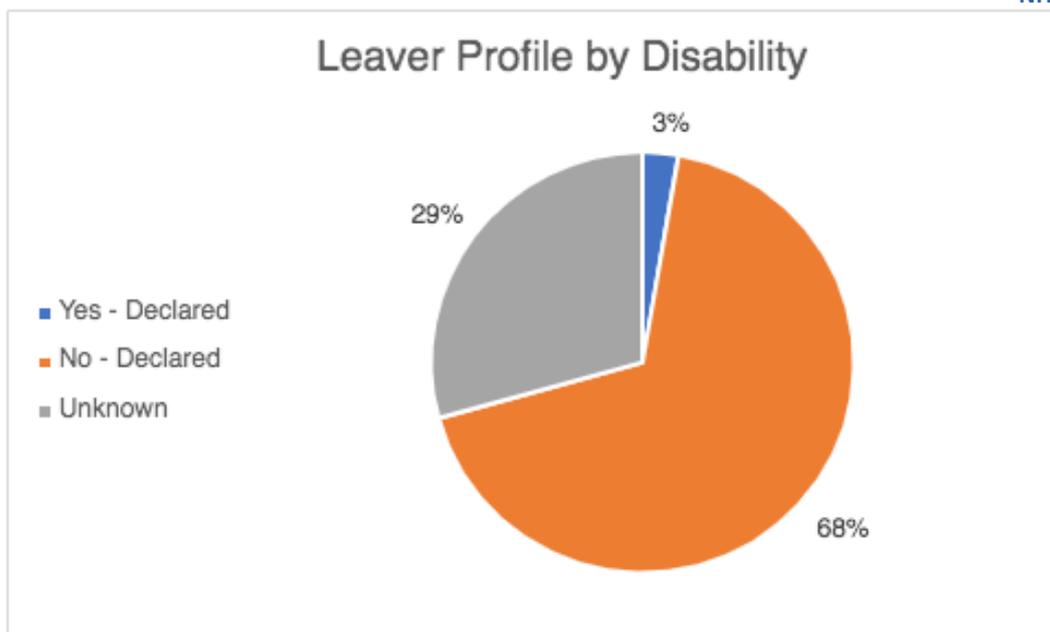
#### Analysis

On review of the starter and leaver profile on the basis of sex, this data reflects the overall workforce profile of the organisation as identified in **Section Three**.

#### Diagram thirty seven: New starter disability profile



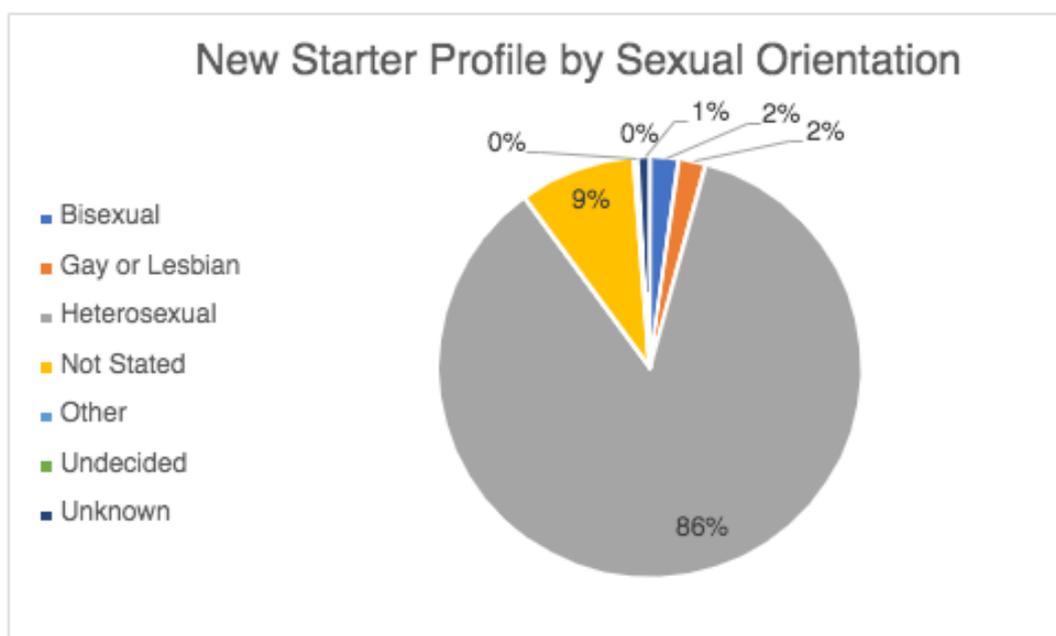
#### Diagram thirty eight: Leaver disability profile



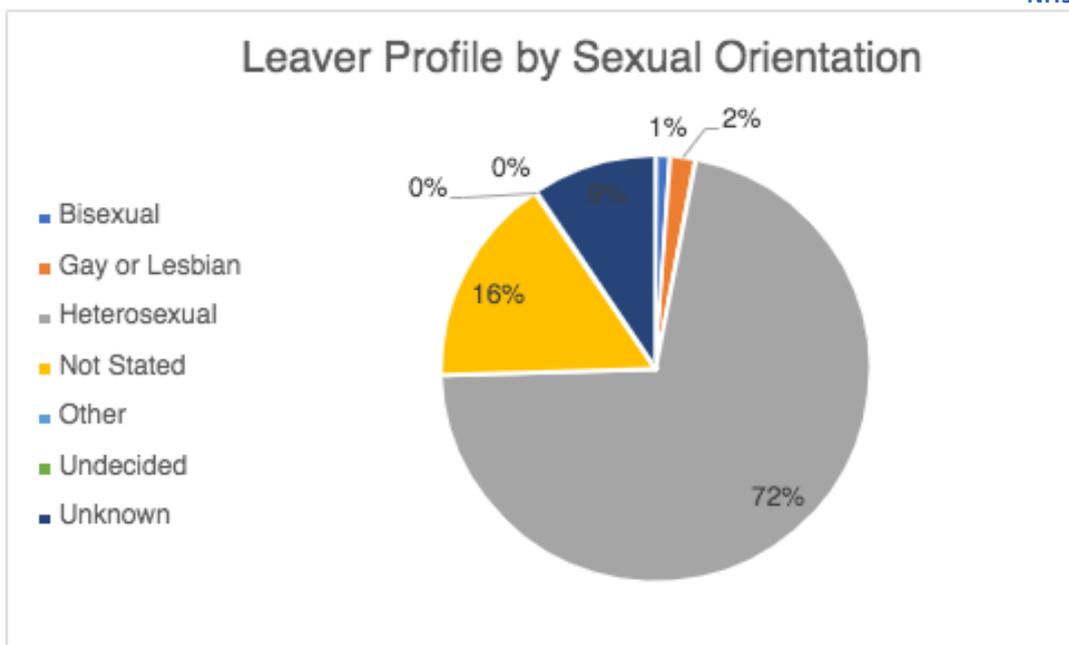
#### Analysis

**Diagrams thirty seven** and **thirty eight** highlight that there is a significant number of individuals whose disability status is unknown which means that it is difficult to identify any meaningful analysis. However, the trends are similar to the overall workforce composition.

#### Diagram thirty nine: New starter sexual orientation profile



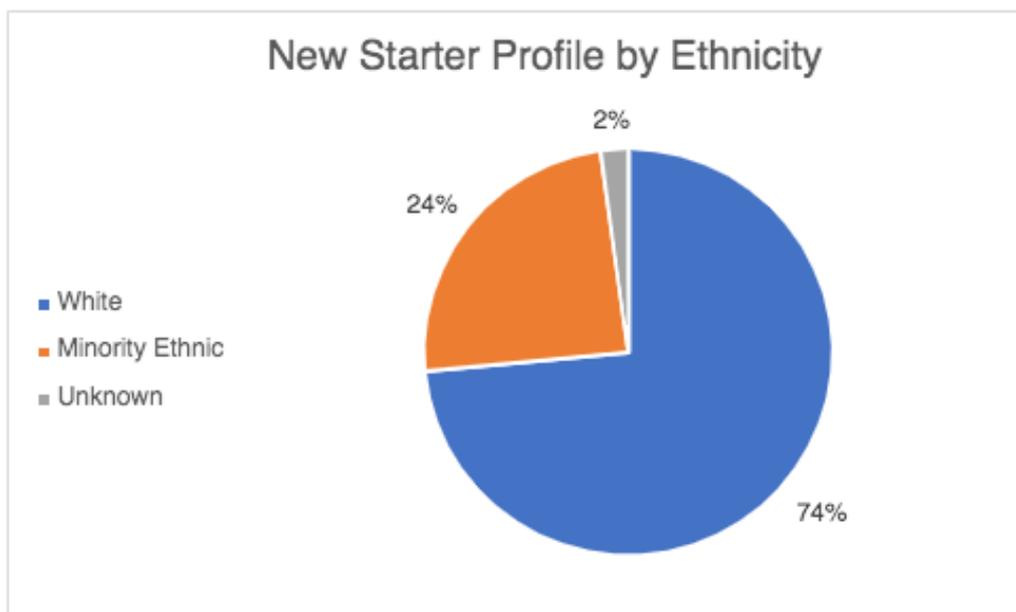
#### Diagram forty: Leaver sexual orientation profile



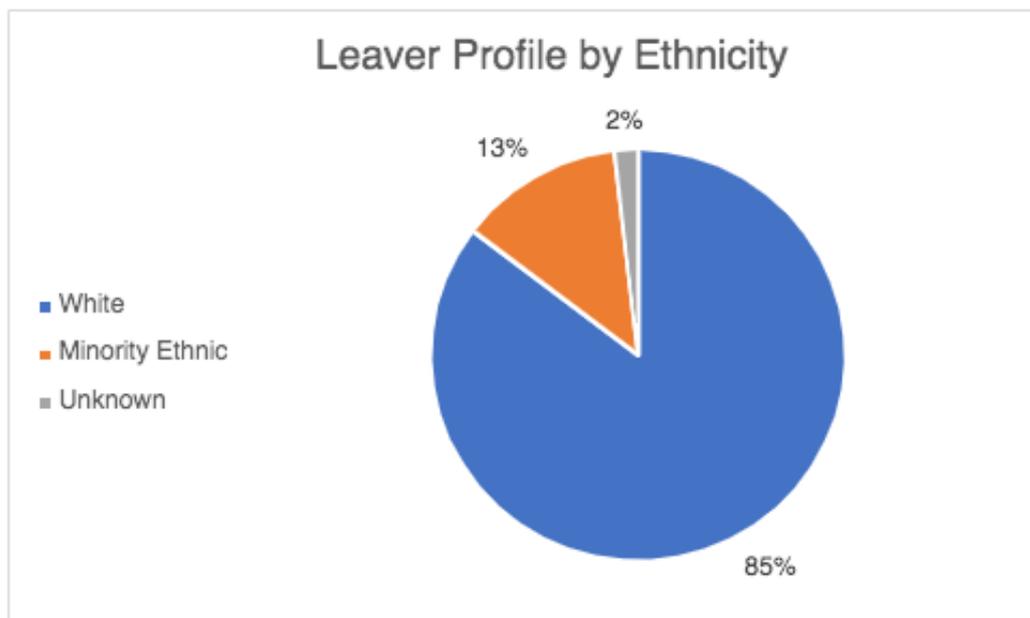
#### Analysis

On review of the above data relating to sexual orientation, it is evident that the data is similar to the overall composition of the workforce as outlined in **Section Three**.

**Diagram forty one:** New starter ethnicity profile



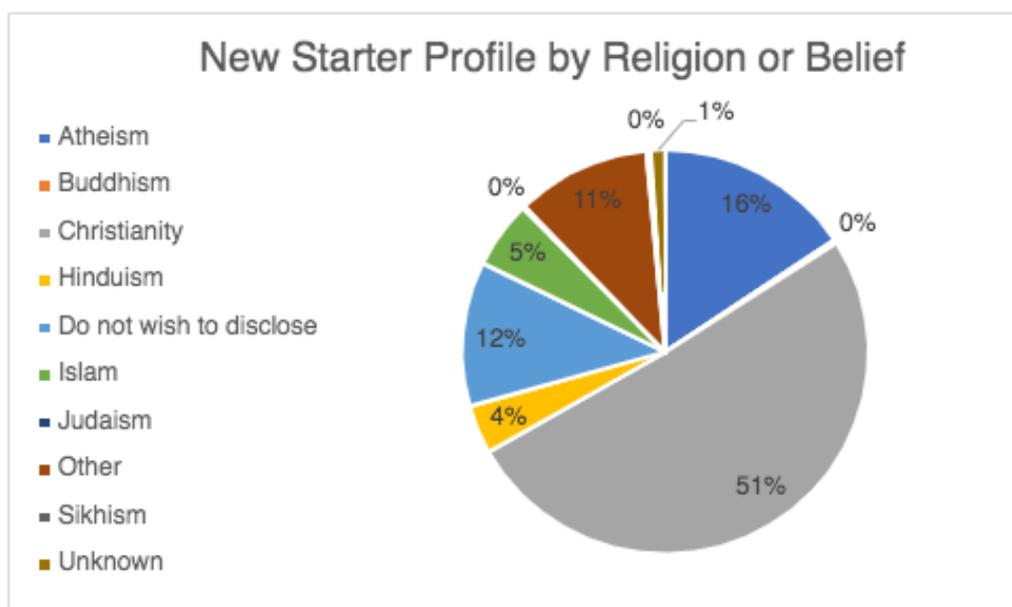
**Diagram forty two:** Leaver ethnicity profile



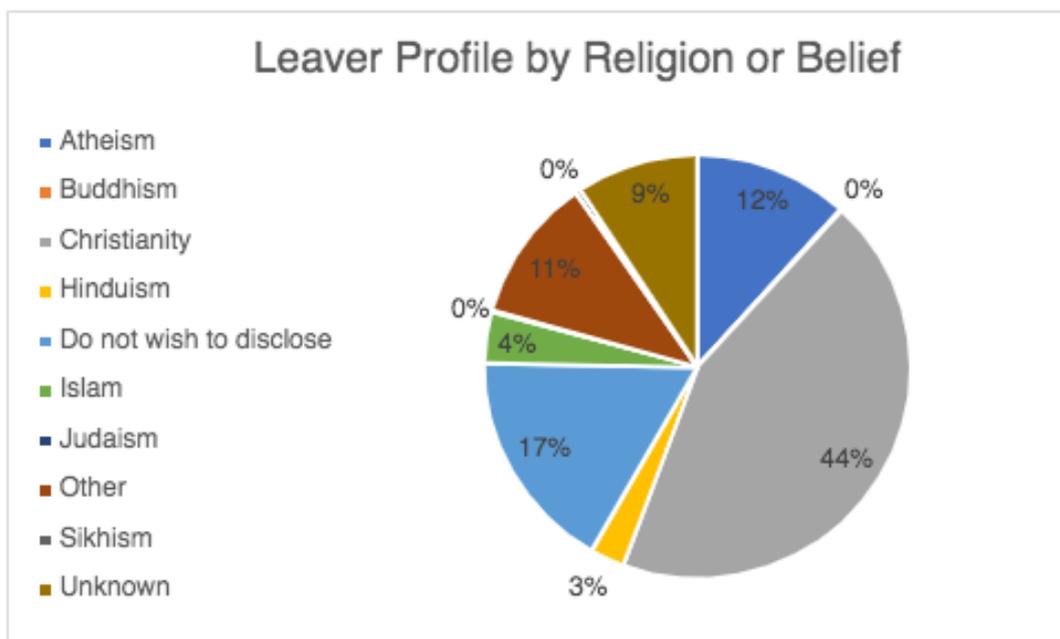
**Analysis**

**Diagrams forty one** and **forty two** illustrate similar trends to the overall workforce profile, however the impact of non-disclosure of ethnicity means a full picture cannot be ascertained.

**Diagram forty three:** New starter religion / belief profile



**Diagram forty four:** Leaver religion / belief profile



### Analysis

The data above is aligned to the overall workforce composition but there is a high rate of non-disclosure which is a key action in the organisation's equality, diversity and inclusion strategy. It should be noted that although the Trust is small, the workforce profile is diverse in its religion and belief.

## 4.4 Recruiting an inclusive workforce

As an organisation we recognise the importance of attracting the right people to our organisation as well as a diverse group of individuals with a diverse range of skills, talents and abilities. A diverse workforce can better meet the needs of our diverse communities. Evidence shows that a diverse workforce enables our staff to be afforded greater workplace opportunities and has a direct impact on increased job satisfaction.

The organisation remains committed to NHS England's Model Employer ambitions of increasing the diversity of leadership within the NHS and have a range of actions that are monitored within the organisation's Equality, Diversity and Inclusion governance procedures. Warrington and Halton Teaching Hospitals NHS Foundation Trust are committed to attracting the right people to enable us to deliver outstanding, inclusive care to our local communities.

The Trust has implemented an inclusive recruitment project which has had far-reaching impacts upon the diversity of our workforce. Aligning to our Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) action plans, along with our organisational values,

the project has reviewed the current recruitment practices, and using EDI metrics and stakeholder engagement, has proposed measures to improve inclusive recruitment practices.

## Section 5 – Workforce Equality Standards

---

### 5.1 Workforce Race Equality Standard (WRES) 2021

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 data set against nine specific metrics enables the organisation the opportunity to develop an action plan to address each of the metrics to continue to push to improve the experiences of our Black, Asian and Minority Ethnic staff within our workforce.

The comprehensive action plan in response to the WRES data for the organisation is available on the external website under the equality, diversity and inclusion pages.

### 5.2 Workforce Disability Equality Standard (WDES) 2021

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 data set against ten specific metrics enables the organisation the opportunity to develop an action plan to address each of the metrics to continue to push to improve the experiences of our disabled staff within our workforce.

The comprehensive action plan in response to the WDES data for the organisation is available on the external website under the equality, diversity and inclusion pages.

## Section 6 – Conclusions

---

This report has provided significant data in relation to the current workforce profile of Warrington and Halton Teaching Hospitals NHS Foundation Trust and compared this to the previous year, where applicable. The data has been broken down by Protected Characteristic where available in order to ascertain whether there are any concerns or trends that may highlight disparities between groups of staff.

After reviewing the available information, there have been no indications that there is vast disparities between groups of staff according to Protected Characteristic which has not currently been identified and actioned within our equality, diversity and inclusion workplan, including those identified within the WRES and WDES processes.