

Annual Equality and Diversity Workforce Information Report
1 April 2014 to 31 March 2015

Introduction

King's College Hospital NHS Foundation Trust's aim is to develop a culture which values each person equally as a unique individual. We aim to have in place the systems which pro-actively promote equality of opportunity, fairness and justice.

Following King's acquisition of sites and services in October 2013, the Trust now employs circa 11,600 staff across five main sites and a number of satellite sites in south east London and Kent.

This is the first Annual Equality & Diversity Workforce Information Report which includes details of all of our staff, across all sites, since the acquisition.

The Trust is committed, and indeed has a legal obligation, to ensure that staff are trained and kept up-to-date on equality and diversity issues.

We continue to use the Department of Health's Equality Delivery System (EDS2) to support robust equality objective setting across the four key EDS2 outcomes:

1. Better health outcomes for all
2. Improved patient access and experience
3. Empowered, engaged and inclusive staff
4. Inclusive leadership

We are continuing to embed and monitor inclusion through Trust assurance processes and in 2015 we have monitored this via the Finance & Performance Committee, Education & Workforce Development Committee, and Patient Experience Committee.

We have established an effective approach to ensure that equality and diversity messages are being communicated successfully to staff. Currently we offer the following:

- All new staff receive diversity training as part of corporate induction
- An E&D Induction leaflet "Inclusion" has been produced to highlight the work of the Trust's equality forums and networks
- An on-line e-learning E&D package is available for staff
- Training and written guidance is available for staff responsible for undertaking Equality Impact Assessments
- We offer an e-learning package on the use of British Sign Language
- Access to the Disability Forum has been established through NHS Employers
- There is a mandatory workshop for Board members on their statutory duties
- Awareness training on gay, lesbian, bi-sexual and transgender issues has been rolled out
- Band 7 and 8 staff are being offered training in unconscious bias

In addition, inclusion awareness is woven throughout the content of our mandatory training programme for line managers and recruitment and selection workshops.

As well as the mandatory training we offer, the Trust also supports the following:

Staff Led Diversity Groups

King's has three staff-led diversity groups: the Cultural Diversity Group (CDG), the Disability Inclusivity Network (DIN) and the Lesbian, Gay, Bisexual and transgender Forum (LGBt).

The groups have been working on a number of initiatives to support diversity across the Trust (ie Stonewall Healthy Lives, holding annual events, etc). Support for the work of the groups is being maintained at senior management level through attendance at meetings, (including the Annual Diversity Event), and by the making of public statements in support of those groups (eg through the Chief Executive's Brief).

Promotion of Dignity and Respect

The Trust has put in place clear processes for dealing with reported cases of bullying and these are monitored on a regular basis to ensure they are effective.

We continue to provide 24/7 access to an independently-run "Dignity at Work" helpline as well as providing an Employee Assistance Programme which staff can access to support them with a number of different issues (eg work concerns, financial issues, relationship advice, etc).

We also have 11 formally accredited staff mediators who work with managers and staff to attempt to resolve work related issues informally.

Michael Parker Inclusion Award

Gold and silver MPIA awards were made in 2014 at the Trust AGM. The MPIA recognises staff who have made a significant contribution to inclusion in their working lives.

Stonewall Top 100 Employers Index

The Trust's 2014 submission, whilst not gaining a place in the Top 100 employers, scored significantly higher than previous applications submitted to Stonewall. We are planning to make a submission in 2015.

1. OUR WORKFORCE

1.1 Ethnicity of King's Staff

Our workforce is extremely diverse reflecting the communities we serve.

- 43% of our staff are from a BME background and 54% are white. 3% are reported as 'unknown'.
- The figures have remained relatively static over the past 6 years, even after taking into account the acquisition of new sites in 2013.
- These figures reflect the make-up of the Lambeth & Southwark population (based on the 2011 census), however the local population in Bromley (ie the locality where the acquired hospitals are sited) is predominately white (84%).

1.2 King's Employees by Ethnicity and Level of Seniority

This data highlights the spread of staff by seniority and ethnicity.

- The proportion of mid-professionals who are from BME backgrounds is 38% which is an increase from the previous year.
- 16% of the High Level Senior group and 35% of the Senior group are BME staff, which are both increases from 2013/14 (1% and 5% respectively).
- "High Level Senior" includes Executives and Non-Executives, Clinical Directors and Agenda for Change (AfC) Band 9s.
- "Senior" staff include AfC bands 8a - 8d, Consultants, Non-Consultant Career Grades and King's Management Grade (KMG) 5 and above.

1.3 King's Employees by Gender

The proportion of male to female staff has remained the same as last year with 76% female and 24% male. The high proportion of female workers is typical of NHS organisations and reflects the historic gender split of people entering health care professions and other care roles, particularly in nursing where 90% of the workforce at the Trust is female.

1.4 King's Employees by Gender and Staff Group

As stated above 76% of staff are female with 80% of female staff in the unregistered group, 85% in junior professional and 69% in the middle professional group. 57% of females made up the senior level of staff and 32% of high senior level staff were female.

1.5 King's Employees by Disability Status

3% of staff are recorded as having a disability although the true proportion of disabled employees is likely to be higher. This is indicated by the 2014 National Staff Survey in which 16% of respondents from the Trust stated that they have a long-standing illness, health problem or disability.

1.6 King's Employees by Age

The largest age group of staff is between 30-39 with 28% of staff in this category. At present 5% of staff are aged over 60 – this has not significantly changed year-on-year since 2010 when the Default Retirement Age was abolished.

1.7 King's Employees by Sexual Orientation

Over 15% of staff have not declared their sexuality, and 7% are recorded as 'Undefined'. 75% are recorded as hetero-sexual, 1% as gay, 0.6% as bisexual lesbian and 0.4% as lesbian. ESR does not have a category to record transgender.

1.8 King's Employees by Religious Beliefs

25% of staff have either not declared or are recorded as 'undefined' for religious beliefs. Christianity is the highest recorded religion with 50%, atheism makes up 9% of the total and other religions recorded include Buddhism, Hinduism, Islam, Jainism, Judaism and Sikhism.

1.9 King's Maternity Leave

In 2014/15, 81% of staff returned to work after maternity leave for 3 months or more. For the previous three years, all staff who took maternity leave returned to the Trust for at least 3 months or more.

2. PAY AND GENDER EQUALITY

2.1 Average Basic Pay inclusive of High Cost Allowance (HCA)

An analysis has been undertaken based on the information the Trust holds in relation to staff on the national Agenda for Change (AfC) pay scales. This information does not include Medical & Dental staff and Trust Executives. The salary information is basic pay plus High Cost Allowance (HCA) supplement, and is based on 2014/15 rates. Salaries for part-time staff have been re-calculated to equivalent full-time rates.

Overall the different AfC pay bands show no discernible difference between male and female staff except for some deviation for staff employed on Band 9. The average pay for female staff is £31,891 and £33,119 for male staff.

3. ACCESS TO EMPLOYMENT (RECRUITMENT)

The Trust, through the use of the national online recruitment tool, NHS Jobs 2, is able to monitor the number of applicants who are appointed to medical posts (except training grades) and non-medical posts. This can be reviewed at each stage of the recruitment process (ie application, shortlisting, interview, appointment).

The Trust continues to meet the criteria outlined by JobCentrePlus in their accreditation of the Two Ticks (positive about disabilities) scheme. This information has been analysed by demographic group.

3.1 Recruitment Conversion Detail by gender for all Staff Groups

Conversion rates are higher for female applicants applying for posts at the Trust with 67% of applicants being female and 76% of those appointed being female, as opposed to 32% of applications being received from men with 22% being appointed.

3.2 Recruitment Conversion Detail by Ethnicity for all Staff Groups

62% of applicants who applied for posts at the Trust in 2014/15, were from BME backgrounds. 42% of all candidates that were appointed to posts at the Trust were from BME backgrounds. The conversion rate amongst the various BME categories varies.

3.3 Promotions

The numbers of staff being promoted and not being promoted via the Trust's recruitment process in 2014/15 was broadly similar to those of the Trust population for BME / white staff and female / male staff.

4. DEVELOPMENT AND TRAINING

The Trust promotes equal access to development and training opportunities for all staff.

We have changed some of the provision of vocational training to unqualified staff via apprenticeships and we continue to encourage their progression onto established careers escalators. In addition we provide learning placements lasting a year to apprentices from the local community. There are 28 on the scheme currently, with potential for 20 more in the autumn. We are also bidding for additional funding which if successful will mean a much larger cohort of apprentices annually for the next 3 years.

There is an additional apprenticeship scheme running in MEP, with 6 apprentices having completed the scheme (4 gained employment), and a new cohort of 8-10 planned for the autumn.

We are expanding our commitment to the community through our support for the South Bank University Technical College and the Bromley University Technical College.

The Trust's Learning Zone is a LearnDirect access centre. We offer over 100 courses covering an enormously diverse range of subjects - everything from basic numeracy and literacy to IT, finance and language skills.

4.1 Ethnicity of Staff Accessing Training during 2014/15

The type of training accessed by different ethnic groups is relatively balanced, although BME staff undertake more university secondments than white staff.

4.2 Gender of Staff Accessing Training

Given the gender balance within the Trust, female staff predominantly access training, however this was broadly in relation to the overall Trust female / male split.

5. 2014 STAFF SURVEY

The Trust has received and reviewed the results of the 2014 National Staff Survey which show the following:

5.1 Staff Recommending King's as a place to Work or Receive Treatment

The Trust's overall score was in the Top 20% nationally for staff recommending the Trust as a place to work or receive treatment. BME staff are more likely to recommend the Trust as a place to work or receive treatment than White staff. Disabled staff were less likely to recommend the Trust. In terms of age, staff aged between 31-40, were more likely to recommend the Trust as opposed to other age groups.

5.2 Effective Team Working / Ability to Contribute towards Improvements at Work

White and BME staff recorded similar scores for effective team working and ability to contribute towards improvements at work. Male staff recorded a marginally higher score for these Key Findings than female staff.

Disabled staff were less likely to feel that they were able to contribute towards improvements at work and they were marginally less likely to experience effective team working than not disabled staff.

5.3 Bullying & Harassment

White staff, female staff and staff with disabilities were more likely to have suffered from bullying, harassment or abuse from patients and / or relatives.

BME staff, female staff and staff with disabilities were more likely to have suffered from bullying, harassment or abuse from other staff.

7. CONCLUSION

In this report, the Trust demonstrate that it is monitoring, reporting and publishing workforce equality data in line with our statutory employment duties and Public Sector Equality Duties.

Along with this report, the Trust will also be publishing details as required for the Workforce Race Equality Scheme and we continue to publish regular reports on Equality Impact Assessments.

We use all of the data we receive from the Staff Friends & Family Test, the annual National Staff Survey and our own local surveys to consider what interventions are required to develop a culture which values each person equally as a unique individual within an inclusive and equitable environment.

King's continues to be committed to working in partnership with local, regional and national stakeholders to promote inclusion, as we strive to become a centre of excellence on this issue.