

Equality, Diversity & Inclusion Report for the period: 01 April 2019 – 31 March 2020

Part A: People

Bruce Campion-Smith

Head of Equality, Diversity and Inclusion

January 2019



Table of Contents

1	Summary	4
2	Rationale	4
3	Introduction	5
4	Data Collection	5
5	Report Style	5
6	Statistical Significance.....	5
7	Demographics	6
8	Headcount.....	7
9	Grade	10
10	Promotion.....	19
11	Sickness.....	24
12	Other Diversity and Inclusion Activity	28

List of Figures

Figure 1 Breakdown by Sex.....	7
Figure 2 Breakdown by Sex.....	7
Figure 3 Ethnicity and Headcount.....	8
Figure 4 Ethnicity	8
Figure 5 Ethnicity	9
Figure 6 Religion.....	9
Figure 7 Sexual Orientation	10
Figure 8 Sex	11
Figure 9 Band 2017	12
Figure 10 Band 2018	12
Figure 11 Band 2019	13
Figure 12 Gender Band	13
Figure 13 Sex Band	14
Figure 14 Ethnicity	15
Figure 15 Race 2018	15
Figure 16 Race 2019	16
Figure 17 Race 2020	16
Figure 18 Disability 2020	17
Figure 19 band & Disability 2018.....	18
Figure 20 Grade /Disability 2019	18
Figure 21 Grade Disability 2020	19
Figure 22 Promotion & Ethnicity	20
Figure 23 Promotion & Ethnicity	20
Figure 24 Promotion & Sex.....	21
Figure 25 Promotion & Sex.....	21
Figure 26 Promotion & Work Pattern	21
Figure 27 Promotion & Work Pattern	22
Figure 28 Promotion & Work Pattern	23
Figure 29 Promotion & Disability.....	23
Figure 30 Promotion & Disability.....	23
Figure 31 Sickness & Sex.....	24
Figure 32 Sickness/Working Time	24
Figure 33 Sickness & Disability.....	25
Figure 34 Sickness & Disability.....	25
Figure 35 Sickness & Age.....	26
Figure 36 Sickness & Age.....	26
Figure 37 Sickness/Ethnicity	27
Figure 38 Sickness & Ethnicity	27

1 Summary

This report provides evidence of East Kent Hospitals University NHS Foundation Trust (EKHUFT) Diversity & Inclusion performance. Overall, the data paints an improving picture resulting from Equality Diversity & Inclusion (EDI) activities during the year.

There continue to be areas for development generally would appear to focus on Pay Bands, providing opportunities for activities to improve access to promotion and recruitment into higher bands for minority groups. The Trust is working with the Black Asian or Minority Ethnic (BAME) Network to develop programs to support minority progression in the Trust.

- In Bands 8c, 8d, 9 and Exec. There are no staff who have declared a disability.
- Women continue to be over represented in grades from Apprentice to Band 7 and underrepresented above Band 7.
- The percentage of BAME staff in the Trust in 2020 has increased to 17.39% and the percentage who were promoted during the 20/21 has increased to 13.87.
- During the last four years, Full Time (FTE =1) workers were promoted proportionately more than Part Time (FTE<1) workers.
- During 19/20 Women accounted for 77.41% of the workforce availability and for 85.81% of sickness absence. Men are contracted to work for 21.78% but are responsible for 13.98% of absence. This pattern has existed since at least 2017 when this data was first reported.
- Those staff members over the age of 46 tend to take higher levels of sickness absence than those 45 years and younger. The highest levels of sickness absence were taken by those aged 46 to 60 years old.
- Generally white staff take higher levels of sickness than black staff.

2 Rationale

This document is the EKHUFT response to The Equality Act 2010 (Specific Duties) Regulations 2011, which require each public authority to publish information to

demonstrate its compliance with the duty imposed by section 149(1) of the Act (The Public Sector Equality Duty [PSED])

The information must include, in particular, information relating to persons who share a relevant protected characteristic who are its employees.

3 Introduction

The public sector Equality Duty, in section 149 of the Equality Act 2010, requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to:

- a. eliminate discrimination
- b. advance equality of opportunity and
- c. foster good relations between different people when carrying out their activities

3.1 Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

4 Data Collection

This report is based on data collected from the Electronic Staff Register (ESR).

5 Report Style

To dramatically reduce the length and complexity of this document only those issues, which have been identified as statistically significant, are covered.

6 Statistical Significance

Data has only been considered significant when numbers fall outside the range of plus (+) or minus (–) two standard deviations. The standard deviation is commonly

used to measure confidence in statistical conclusions. The reported margin of error is typically about twice the standard deviation, the half-width of a 95 per cent confidence interval. In science, researchers commonly report the standard deviation of experimental data, and only effects that fall much farther than one standard deviation away from what would have been expected are considered statistically significant – normal random error or variation in the measurements is in this way distinguished from causal variation.

7 Demographics

The demographic data used to produce this report has been based on data obtained in the 2011 census and ONS Mid-Year Estimates 2015. Comparisons have been made between trust data and population where appropriate. A more detailed summary of the East Kent population is published on the Equality pages of the EKHUFT web site

8 Headcount

On 31 March 2020 the Trust employed 8666 people 551 more than on the same date last year

On 31 March 2019 the Trust employed 8115 people.

On 31 March 2018 the Trust employed 7928 people.

8.1 Sex

79.19% of employees are female in contrast to the local population where 51.1% are female (ONS Mid-Year Estimates 2015). This situation is reflected across the NHS at large.

	2017	2018	2019	2020
Female	77.98%	77.92%	79.19%	78.70%
Male	22.02%	22.08%	20.81%	21.30%

Figure 1 Breakdown by Sex

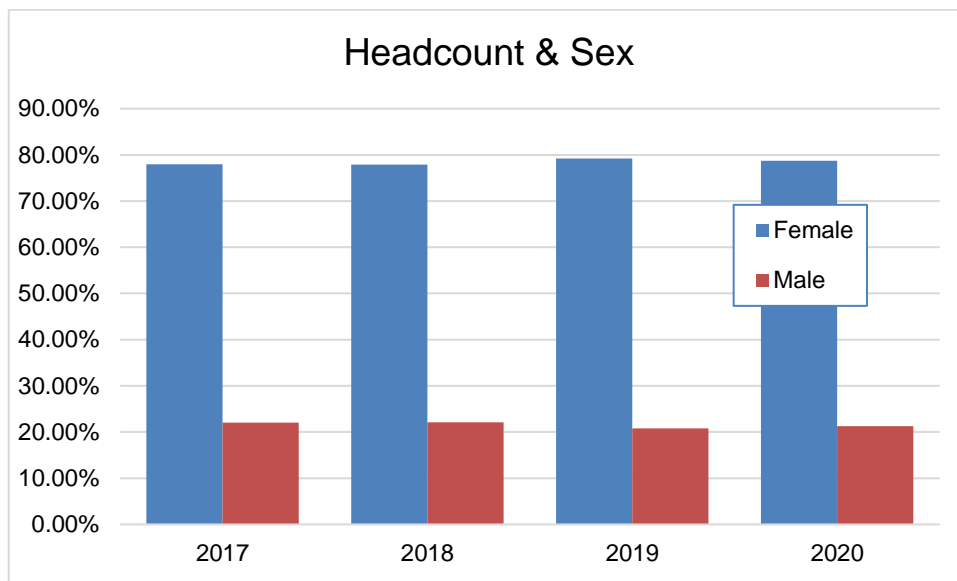


Figure 2 Breakdown by Sex

8.2 Race

The national census current population estimates suggest that 90.56% of the local population described themselves as White. The level of EKHUFT staff who describe themselves as White is noticeably less at 65.4% which is influenced by the of high number of staff who have not declared their ethnicity.

	2017	2018	2019	2020	Pop.
A White - British	64.35%	66.50%	62.98%	61.84%	90.80%
B Irish	0.92%	0.80%	0.95%	0.89%	0.70%
C Any other White background	4.91%	5.24%	5.46%	5.41%	3.50%
D White & Black Caribbean	0.29%	0.27%	0.30%	0.38%	0.40%
E White & Black African	0.03%	0.03%	0.04%	0.10%	0.20%
F White & Asian	0.39%	0.42%	0.37%	0.40%	0.40%
G Any other mixed background	0.42%	0.40%	0.48%	0.58%	0.30%
H Indian	5.22%	5.19%	5.26%	5.47%	0.60%
J Pakistani	0.67%	0.63%	0.58%	0.68%	0.10%
K Bangladeshi	0.23%	0.19%	0.26%	0.30%	0.20%
L Any other Asian background	3.56%	3.13%	3.57%	3.90%	1.20%
M Caribbean	0.32%	0.28%	0.38%	0.45%	0.20%
N African	1.87%	1.77%	1.75%	2.62%	0.60%
P Any other Black background	0.23%	0.22%	0.18%	0.21%	0.10%
R Chinese	0.53%	0.76%	0.46%	0.60%	0.40%
S Any Other Ethnic Group	1.08%	1.04%	1.33%	1.70%	0.30%
Z Not Stated	15.00%	13.16%	15.65%	14.47%	0.0%

Figure 3 Ethnicity and Headcount

17.39% of our staff describe themselves as BAME but only 5.0% of our local population describe themselves as BAME

1254 members of staff have chosen not to declare their ethnicity.

	2017	2018	2019	2020	Pop.
White	70.18%	72.53%	69.39%	68.14%	95.00%
BAME	14.82%	14.31%	14.96%	17.39%	5.00%
Z Not Stated	15.00%	13.16%	15.65%	14.47%	

Figure 4 Ethnicity

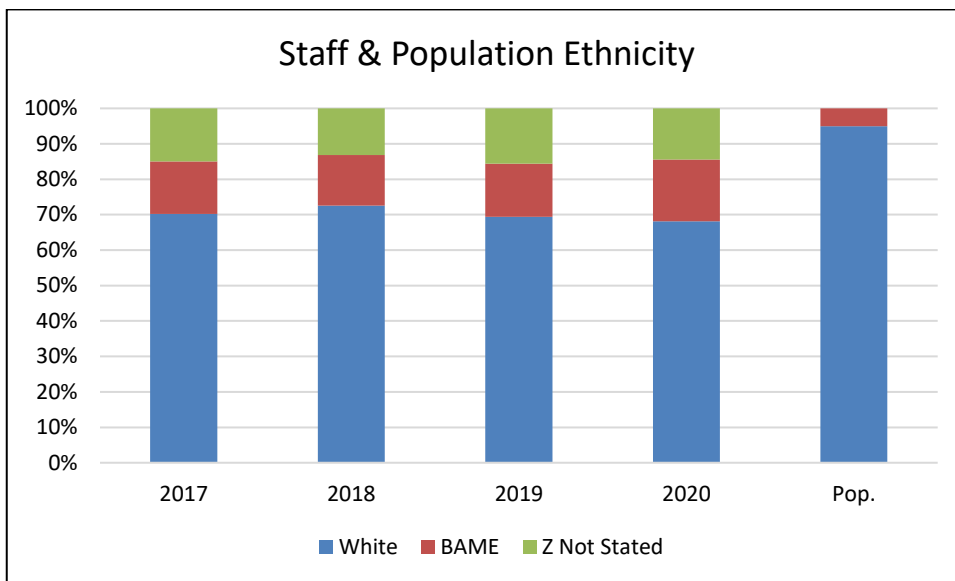


Figure 5 Ethnicity

8.3 Religion

The percentage of staff at EKHUFT who did not wish to disclose their religion/belief has reduced to 38.37%.

	2017	2018	2019	2020	Pop.%
No religion	8.45%	8.27%	9.53%	11.31%	27.57%
Buddhism	0.55%	0.57%	0.67%	1.10%	0.52%
Christianity	36.45%	37.41%	37.61%	38.75%	62.23%
Hinduism	1.90%	1.92%	2.05%	2.50%	0.74%
Not disclosed	47.15%	46.51%	43.73%	38.37%	7.47%
Islam	1.08%	1.02%	1.45%	1.96%	0.82%
Other	4.30%	4.14%	4.86%	5.89%	0.45%
Judaism	0.03%	0.03%	0.02%	0.02%	0.12%
Sikhism	0.08%	0.13%	0.09%	0.10%	0.09%

Figure 6 Religion

8.4 Sexual Orientation

Last year it was reported that 55.23% of EKHUFT Staff identified as Heterosexual. 43.50% chose not to disclose their sexual orientation leaving 1.28% of staff identifying as lesbian, gay, bisexual or Transgender (LGBT+).

2020 has seen significant changes in the number of people choosing to identify

their sexual orientation. The number of people who did not identify their sexual orientation has reduced by 8.57%

2019	2019	%	2020	%	Difference	% Change
Bisexual	47	0.58%	57	0.66%	10	21.28%
Gay or Lesbian	77	0.95%	89	1.03%	12	15.58%
Heterosexual or Straight	4763	58.69%	5562	64.18%	799	16.78%
Not stated	3222	39.70%	2946	33.99%	-276	-8.57%
Other sexual orientation not listed	1	0.01%	5	0.06%	4	400.00%
Undecided	5	0.06%	7	0.08%	2	40.00%

Figure 7 Sexual Orientation

9 Grade

9.1 Sex

Women continue to be over represented in grades from Apprentice to Band 7 and underrepresented above Band 7. The levels for doctors in training are evenly balanced. It is reassuring to note that there have been significant increases in the number of women employed as apprentices, consultants, senior managers and managers employed at Band 8B and 8D. This may suggest that our Gender Pay Gap action plan is resulting in positive change. It must be recognised that these changes in numbers will probably take some years before they impact on the Gender Pay Gap calculations.

Band	2017		2018		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male
Apprentice	6	16	28	12	17	12	12	3
AfC Band 1	30	14	29	12		1		1
AfC Band 2	1431	304	1431	304	1537	272	1638	303
AfC Band 3	684	83	684	89	686	78	730	98
AfC Band 4	419	84	435	96	460	84	550	105
AfC Band 5	1375	252	1293	227	1282	205	1314	201
AfC Band 6	1061	166	1049	169	1108	164	1131	175
AfC Band 7	573	146	609	151	673	144	737	164
AfC Band 8a	128	49	129	62	129	58	149	61
AfC Band 8b	67	35	75	33	76	31	82	35
AfC Band 8c	19	9	19	9	19	11	21	5
AfC Band 8d	5	2	7	2	14	5	17	6
AfC Band 9	1	2		2		2		2
Senior Manager	12	11	14	12	23	13	427	675
Medical Staff	348	572	380	566	402	609	12	12
Grand Total	6159	1745	6182	1746	6426	1689	6820	1846

Figure 8 Sex

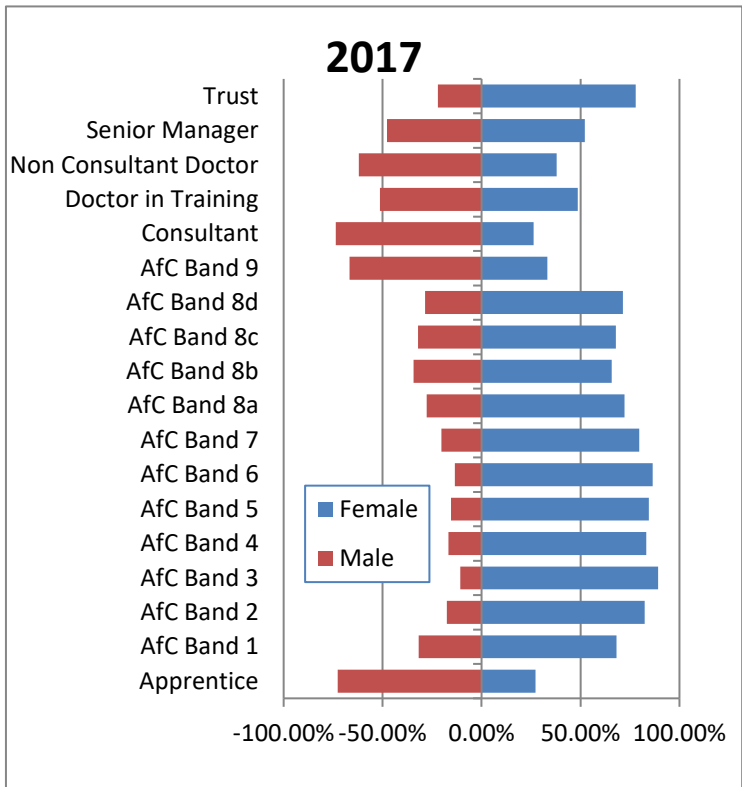


Figure 9 Band 2017

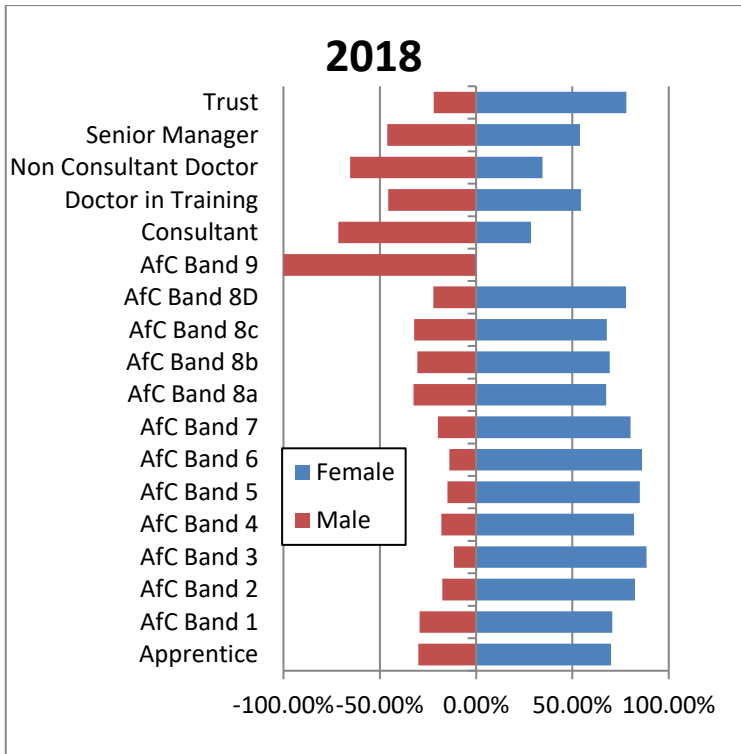


Figure 10 Band 2018

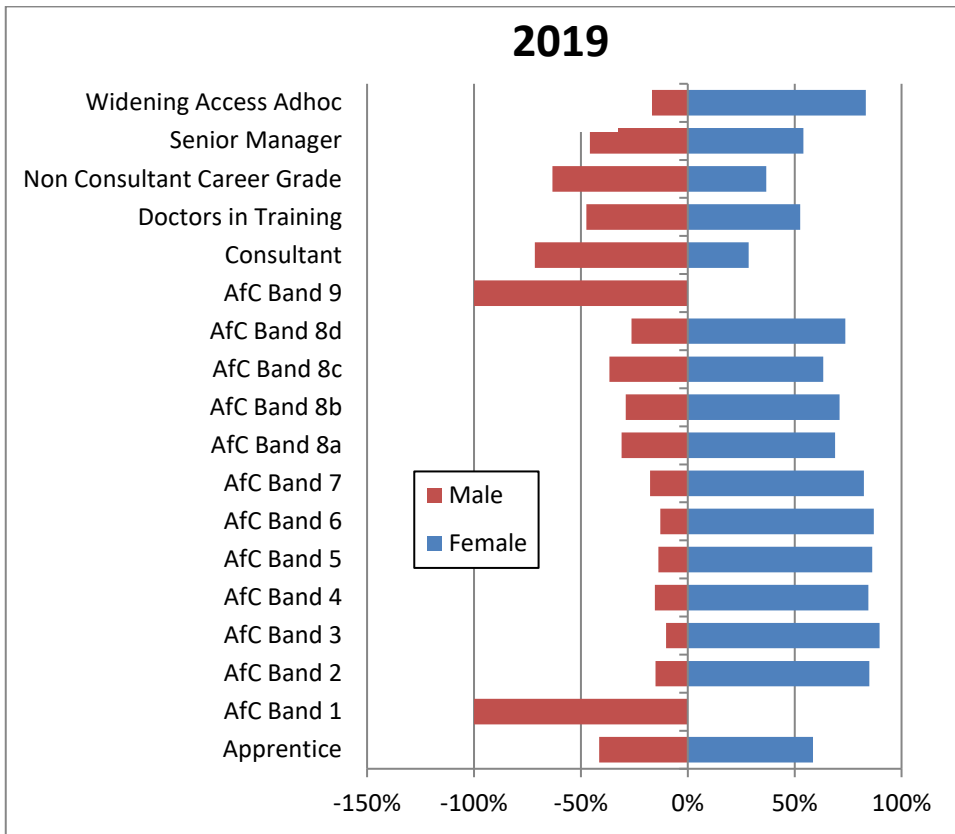


Figure 11 Band 2019

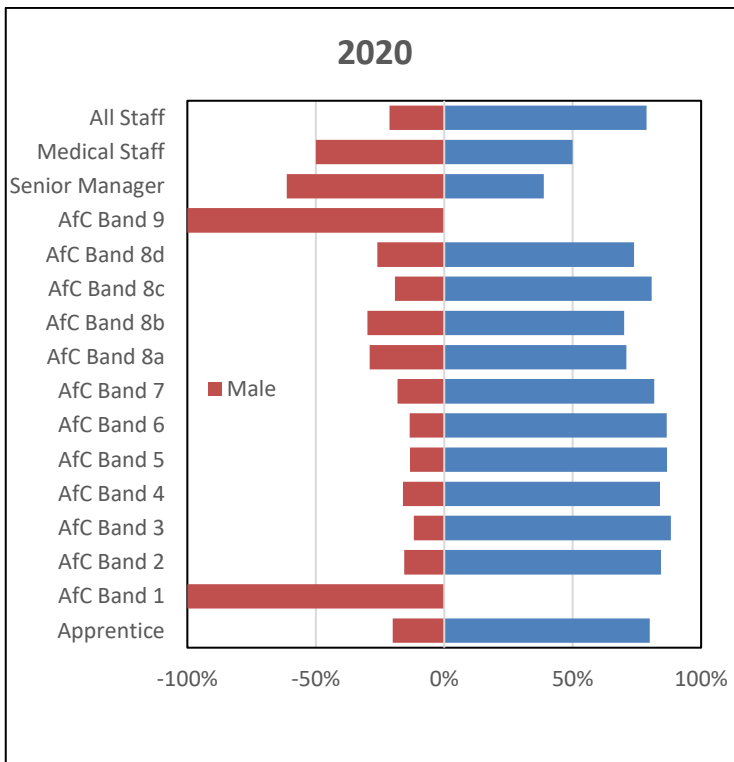


Figure 12 Gender Band

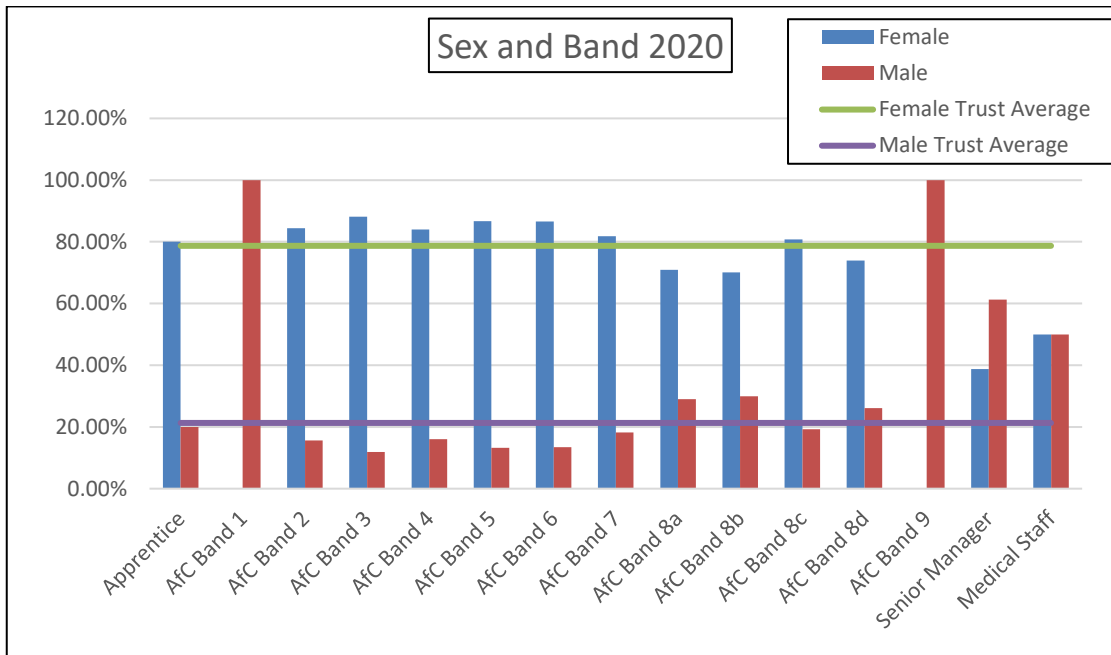


Figure 13 Sex Band

Women are under represented in all Bands above Band 7 except 8C.

9.2 Race

In general, the Trust employs a higher proportion of Black Asian and Minority Ethnic (BAME) staff than found in the local population. Currently 15% of the Trusts employees are from BAME groups compared to 5% found in the East Kent population. There is a reduced proportion of BAME staff in all nonclinical bands. There is a much higher proportion of BAME Clinical grades

Grade/Band	BAME			White			Not Stated		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Apprentice	2	2	1	31	25	13	7	2	1
AfC Band 1	16	0		21	1	1	4	0	
AfC Band 2	176	213	267	1298	1362	1423	261	234	251
AfC Band 3	31	37	50	640	631	694	102	96	84
AfC Band 4	32	34	86	440	451	502	59	59	67
AfC Band 5	288	309	341	953	940	954	279	238	220
AfC Band 6	146	171	209	905	920	924	167	181	173
AfC Band 7	55	65	83	623	670	723	82	82	95
AfC Band 8a	16	11	16	160	157	174	15	19	20
AfC Band 8b	4	3	2	91	88	98	13	16	17
AfC Band 8c	1	1	1	22	25	21	5	4	4
AfC Band 8d		0		8	17	18	1	2	5
AfC Band 9		0		2	2	2		0	
Senior Manager	2	2		20	17	5	4	5	1
Medical Staff	406	366	449	350	317	340	190	328	313
All Staff	1175	1214	1507	5564	5623	5905	1189	1266	1254

Figure 14 Ethnicity

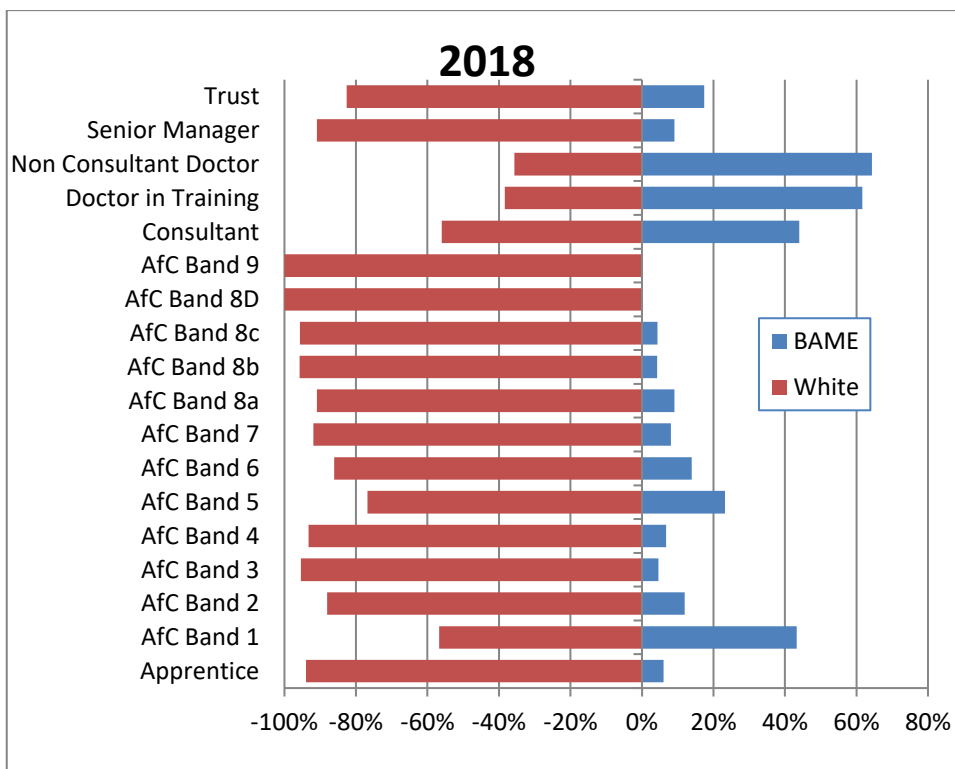


Figure 15 Race 2018

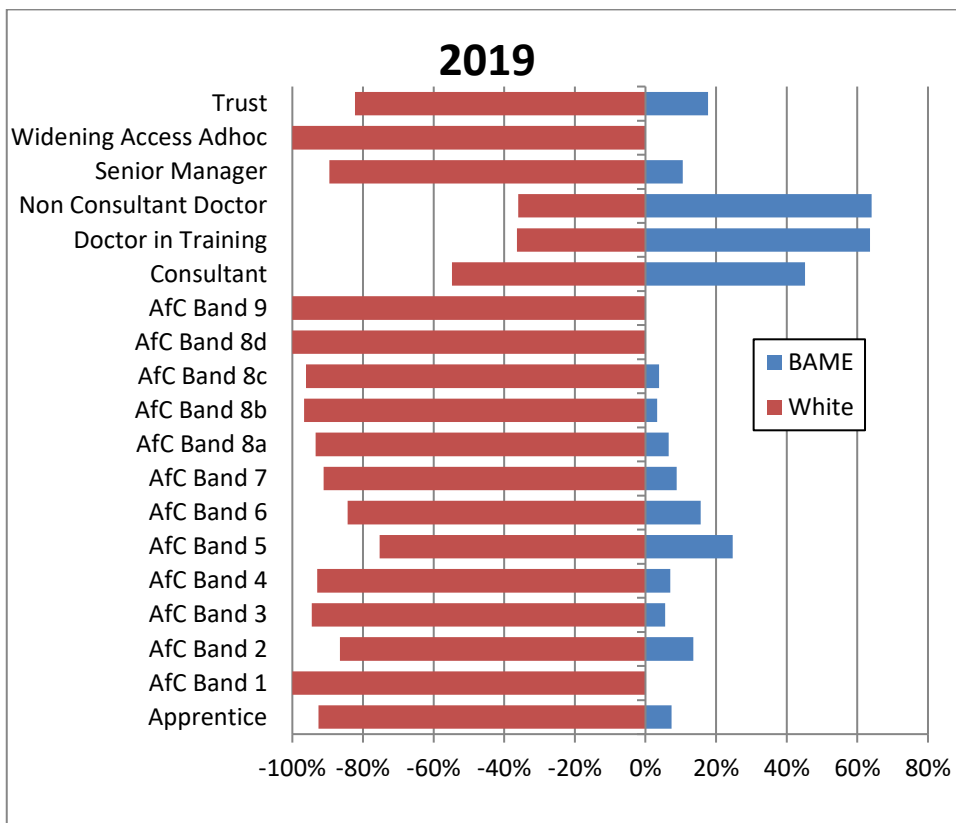


Figure 16 Race 2019

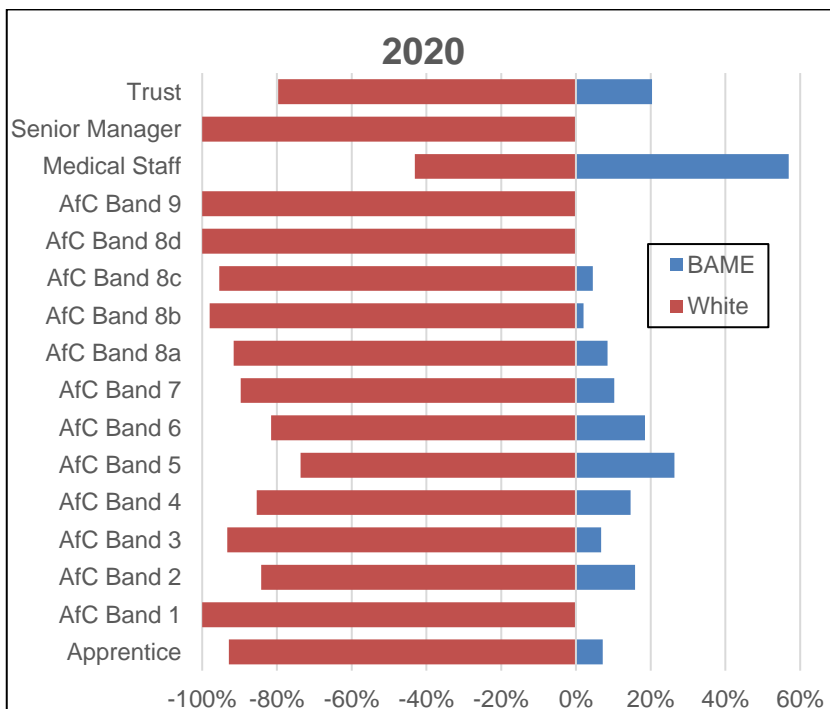


Figure 17 Race 2020

9.3 Disability

2020				
Band/Grade	Not Disabled	Not Declared	Disabled	Grand Total
Apprentice	4	11		15
Band 1	1	0		1
Band 2	1268	603	70	1941
Band 3	584	207	37	828
Band 4	441	189	25	655
Band 5	992	468	55	1515
Band 6	884	363	59	1306
Band 7	601	270	30	901
Band 8A	153	50	7	210
Band 8B	76	38	3	117
Band 8C	16	10	0	26
Band 8D	14	9	0	23
Band 9	2	0	0	2
Medical Staff	428	663	11	1102
Senior Manager	15	8	1	24
Grand Total	5479	2889	298	8666

Figure 18 Disability 2020

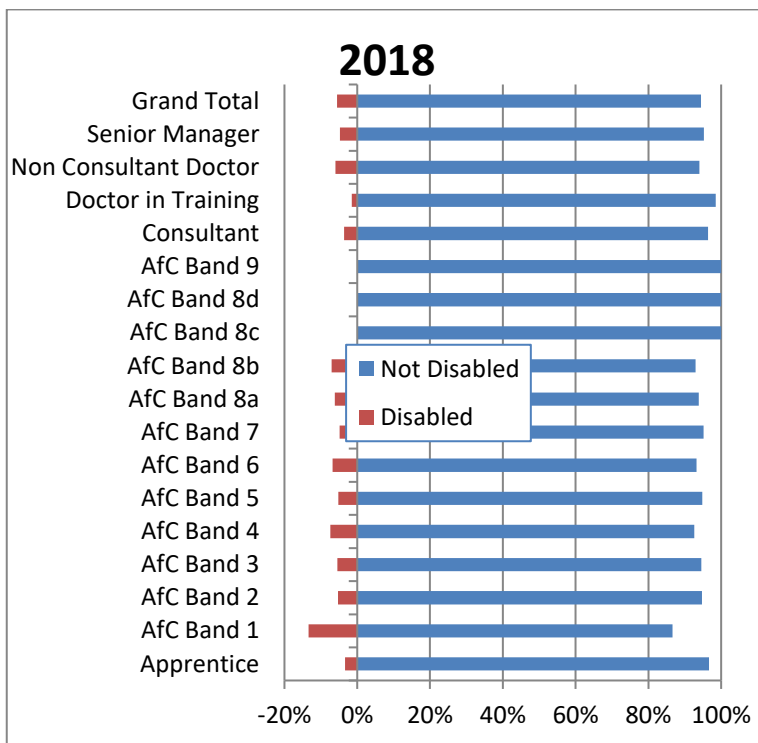


Figure 19 band & Disability 2018

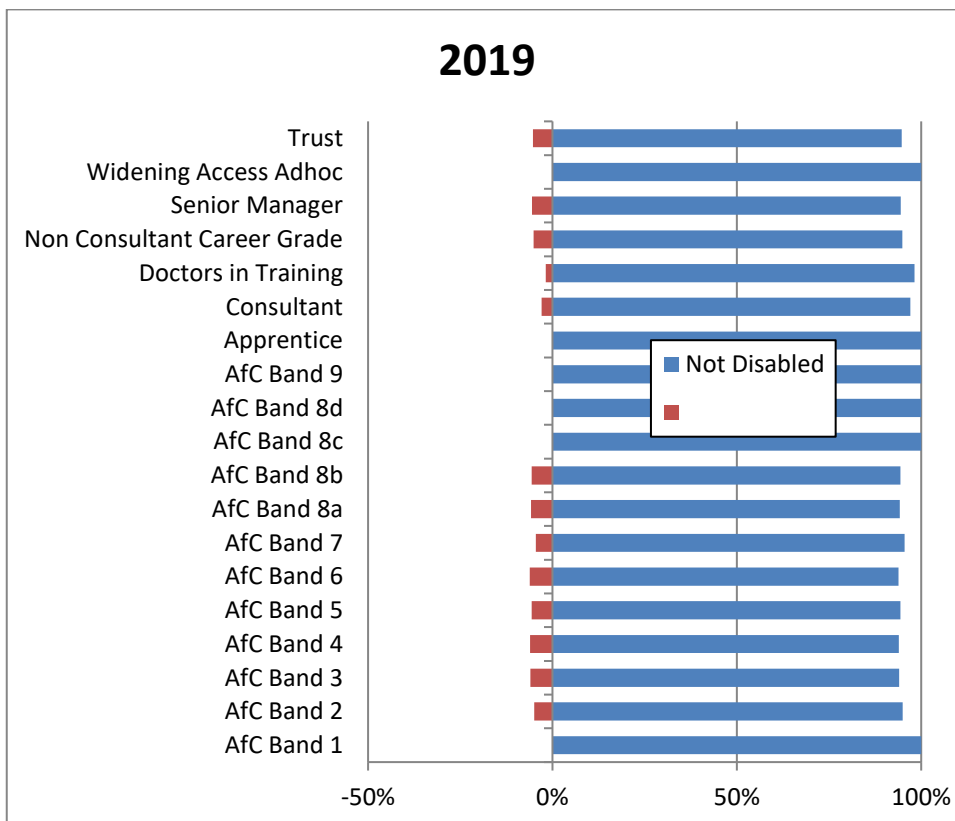


Figure 20 Grade /Disability 2019

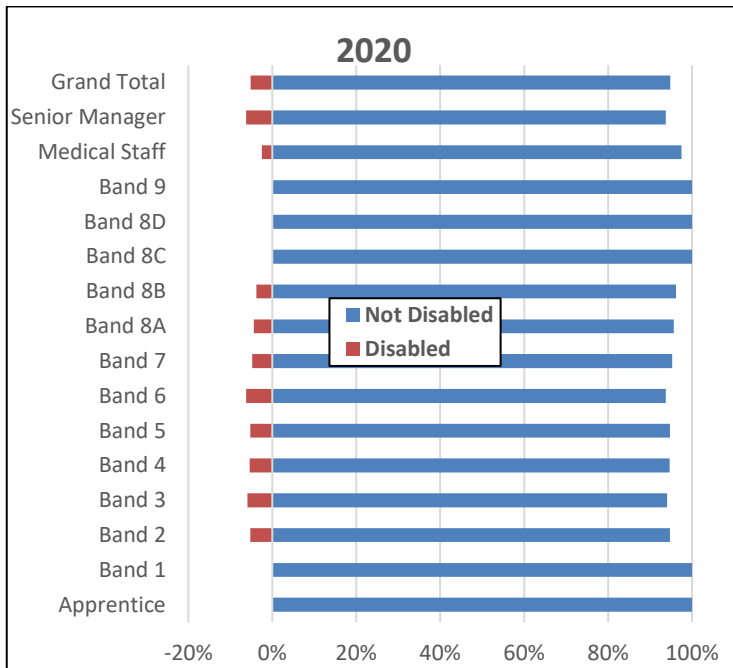


Figure 21 Grade Disability 2020

The UK Government’s Office for Disability Issues states that 16% of working age adults have a disability. 3.44% of staff employed by EKHUFT have declared a disability.

33.34% of EKHUFT staff chose not to declare whether or not they have a disability a 2% reduction since last year

In Bands 8c, 8d, and 9. There are no staff who have declared a disability.

10 Promotion

This section compares headcount to promotion. Promotion is defined as, when a member of staff moves to a higher band.

10.1 Race

Ethnicity	2017	2018	2019	2020	Workforce
BAME	7.29%	10.59%	12.12%	13.87%	17.39%
Not Stated	8.33%	16.47%	8.33%	8.76%	14.47%
White	84.38%	72.94%	79.55%	77.37%	68.14%

Figure 22 Promotion & Ethnicity

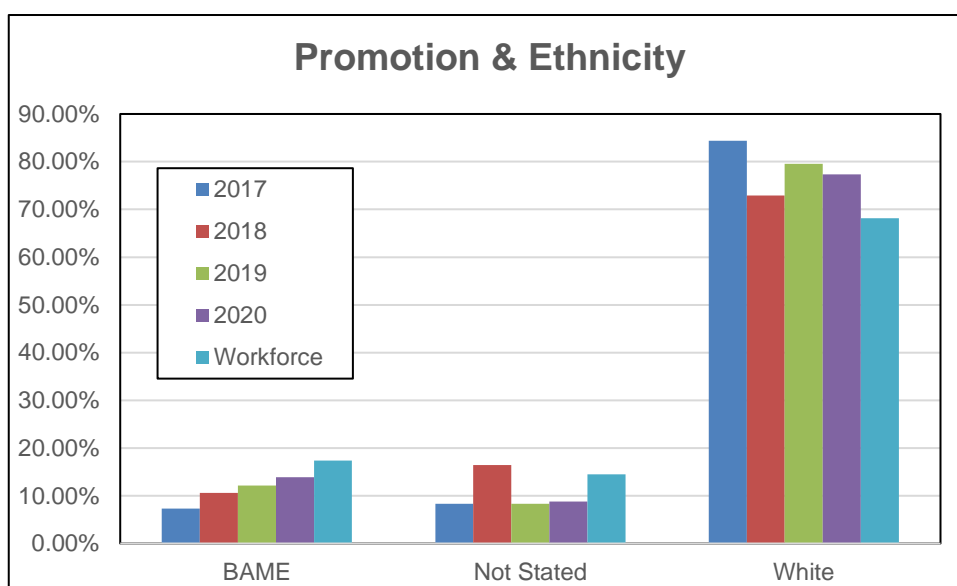


Figure 23 Promotion & Ethnicity

In the Year ending 31 March 2017, 7.29% of those promoted identified themselves as BAME when BAME staff constituted 14.82% of our staff.

In The Year ending 31 March 2018 10.59% of those promoted identified themselves as BAME.

The proportion of BAME staff promoted increased by 3.3% 2018, which is significant improvement but which still needs to be a focus of activity.

The percentage of BAME staff in the Trust in 2020 has increased to 17.39% and the percentage who were promoted during the 20/21 has increased to 13.87.

10.2 Sex

Sex	2017	2018	2019	2020	Workforce
Female	90.63%	75.29%	84.09%	80.29%	78.70%
Male	9.38%	24.71%	15.91%	19.71%	21.30%

Figure 24 Promotion & Sex

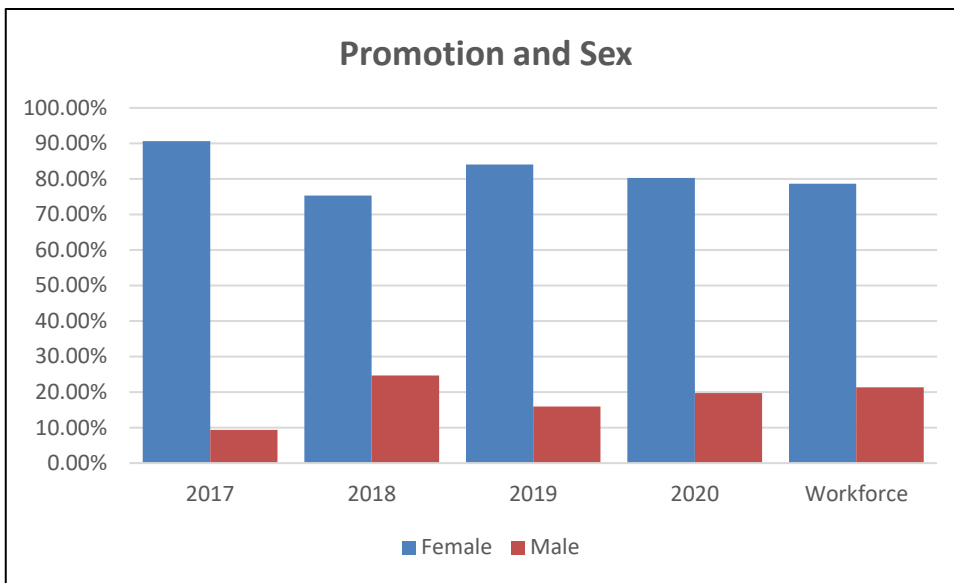


Figure 25 Promotion & Sex

Proportionately women were more likely to be promoted in 2017 and men more likely in 2018

10.3 Working Pattern

Working pattern	2017	2018	2019	2020	workforce
Full Time	69.79%	76.47%	78.79%	81.02%	69.40%
Part Time	30.21%	23.53%	21.21%	18.98%	30.60%

Figure 26 Promotion & Work Pattern

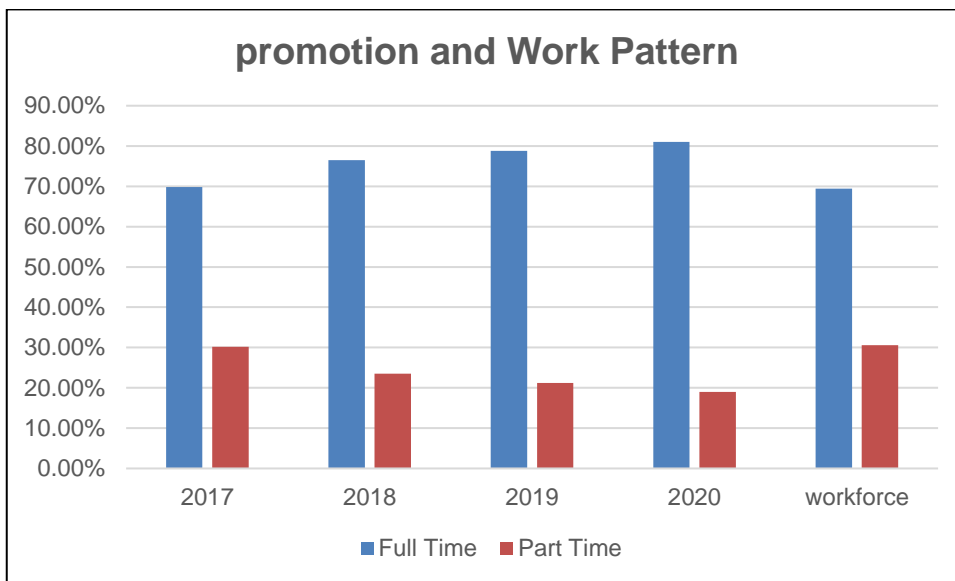


Figure 27 Promotion & Work Pattern

During the last four years, Full Time (FTE =1) workers were promoted proportionately more than Part Time (FTE<1) workers.

In order to recruit and retain a diverse workforce there is a need to demonstrate that the organisation encourages flexible working for all. There is an indication

The distribution chart may be explained by the promotion data. The proportion of part-time staff above band seven is significantly below the average for the Trust.

The numbers of part time staff employed above Band 7 are proportionately low. If we are to retain re-employ and recruit we must be able to demonstrate that flexible working is not a bar to promotion.

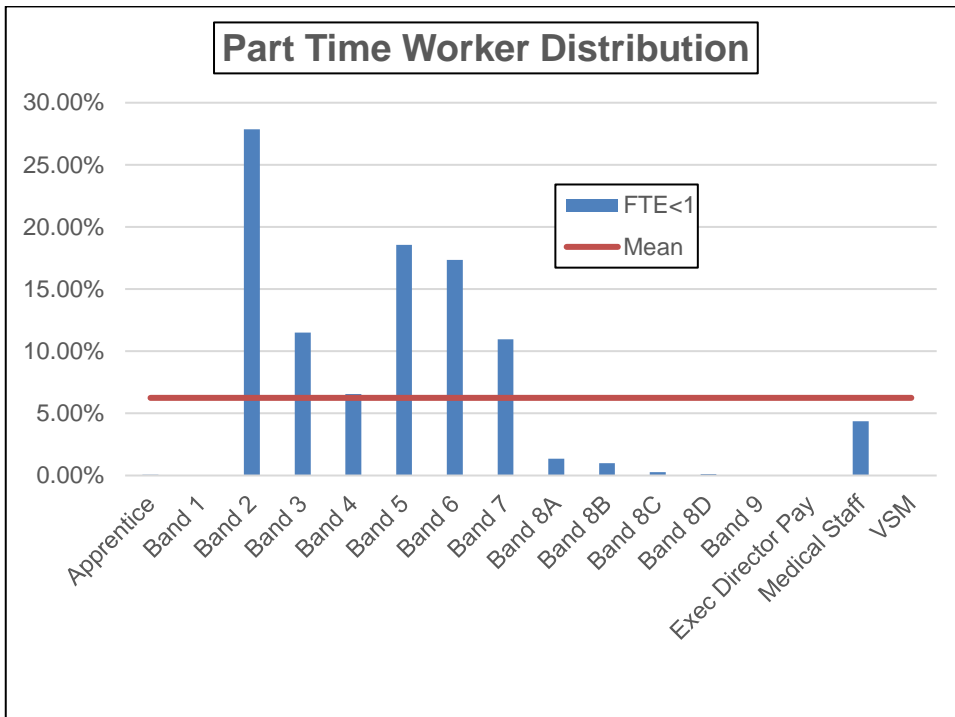


Figure 28 Promotion & Work Pattern

10.4 Disability

Disability	% Promoted 2017	% Promoted 2018	% in Workforce
Not Disabled	67.71%	67.65%	61.30%
Not Declared	29.17%	30.00%	35.08%
Disabled	3.13%	2.35%	3.62%

Figure 29 Promotion & Disability

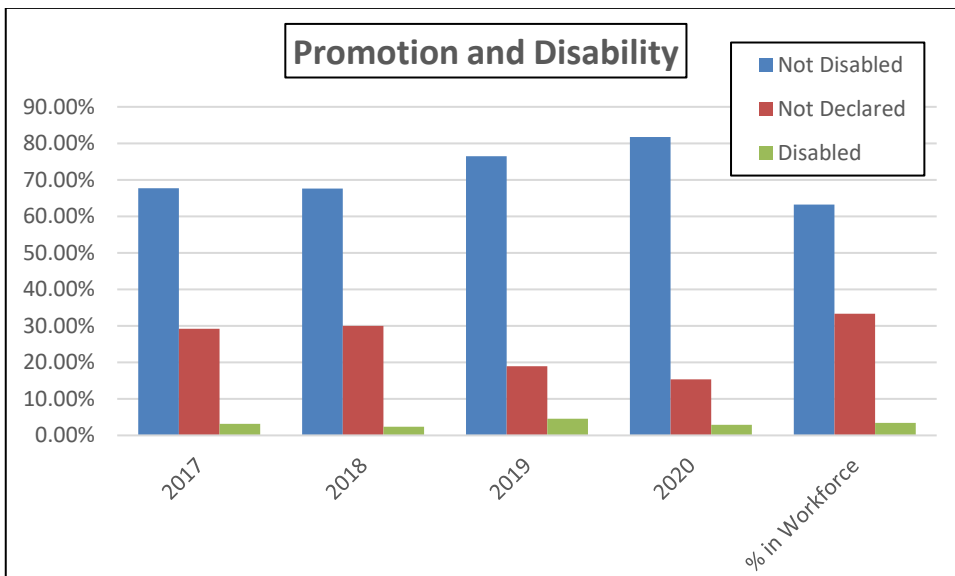


Figure 30 Promotion & Disability

11 Sickness

In the following section, Worktime refers to the total time that staff are normally available for work shown as a percentage for each relevant group.

11.1 Sex

Sex	Mean last 4 yrs.		2020	
	Absence	Worktime	Absence	Worktime
Female	86.02%	78.22%	85.81%	77.41%
Male	13.98%	21.78%	14.19%	22.59%

Figure 31 Sickness & Sex

During 19/20 Women accounted for 77.41% of the workforce availability and for 85.81% of sickness absence. Men are contracted to work for 21.78% but are responsible for 13.98% of absence. This pattern has existed since at least 2017 when this data was first reported.

This issue could be reviewed in relation to a menopause policy and the appropriate use of carers/compassionate leave.

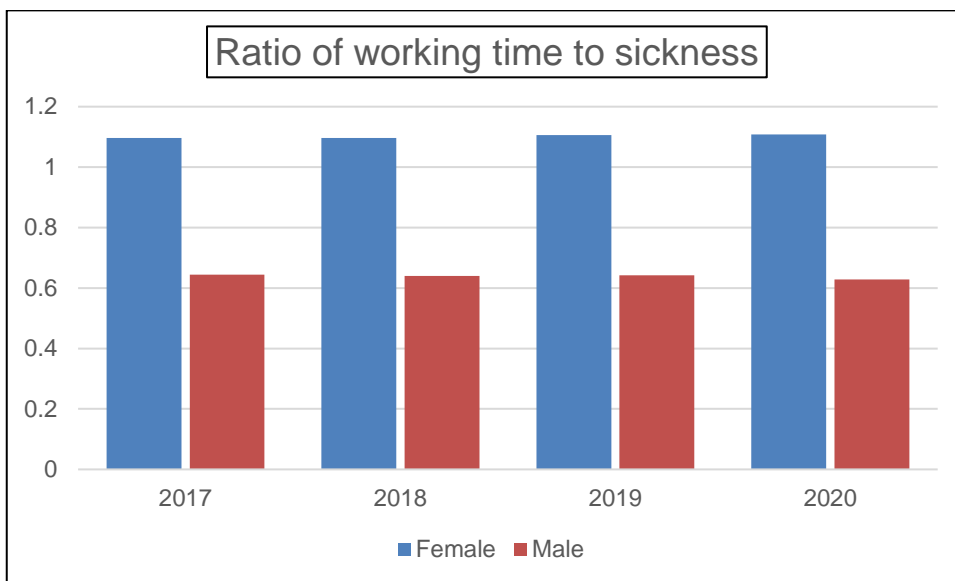


Figure 32 Sickness/Working Time

This chart shows the ratio between available working time and sickness. Figures in excess of 1 indicate proportionally higher rates of sickness than work time availability. Figures below 1 indicate lower rates of sickness than availability,

11.2 Disability

Disability	Mean last 4 yrs.		2020	
	Absence	Worktime	Absence	Worktime
Not Disabled	59.78%	63.13%	65.27%	64.38%
Not Declared	33.66%	33.22%	29.61%	32.06%
Disabled	6.56%	3.66%	5.12%	3.56%

Figure 33 Sickness & Disability

This chart shows the ratio between available working time and sickness. Figures in excess of 1 indicate proportionally higher rates of sickness than work time availability. Figures below 1 indicate lower rates of sickness than availability

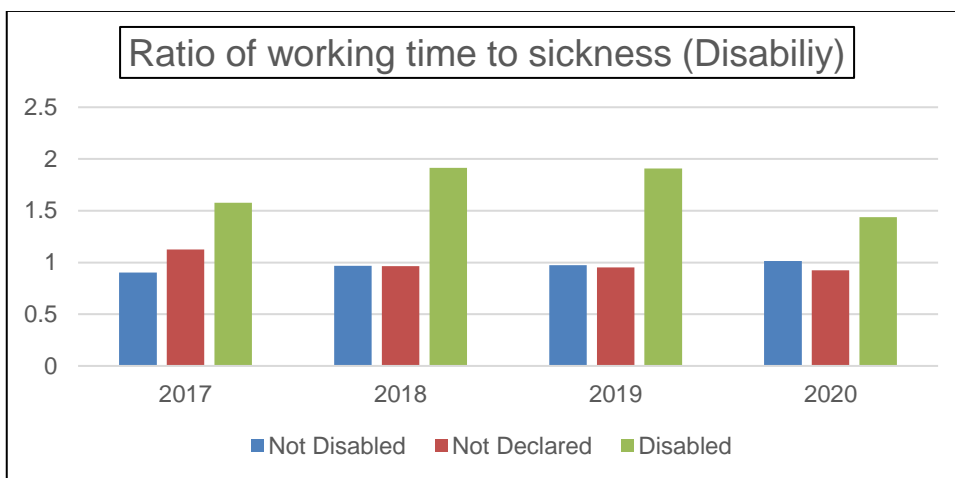


Figure 34 Sickness & Disability

People who classified themselves as disabled in general took higher levels of sickness absence than those who did not. A high proportion of staff have chosen not to declare their status. This issue could be reviewed in relation to Disability Leave.

11.3 Age

Age Band	% Absence 2017	% Worktime 2017	% Absence 2018	% Worktime 2018	% Absence 2019	% Worktime 2019
16 - 20	0.34%	0.57%	0.58%	0.56%	0.78%	0.71%
21 - 25	5.26%	7.01%	4.33%	6.16%	4.58%	6.60%
26 - 30	8.34%	12.30%	8.04%	12.00%	8.77%	12.69%
31 - 35	9.23%	11.20%	9.94%	11.43%	10.08%	12.02%
36 - 40	8.83%	11.89%	9.94%	12.10%	11.15%	11.60%
41 - 45	10.37%	12.86%	11.76%	13.04%	11.55%	12.91%
46 - 50	15.09%	13.67%	16.25%	13.55%	14.08%	12.82%
51 - 55	18.22%	14.63%	18.24%	14.46%	16.18%	13.52%
56 - 60	16.37%	10.29%	13.33%	10.92%	14.26%	10.89%
61 - 65	6.30%	4.38%	6.04%	4.47%	7.24%	4.92%
66 - 70	1.10%	0.80%	0.92%	0.90%	0.65%	0.88%

Figure 35 Sickness & Age

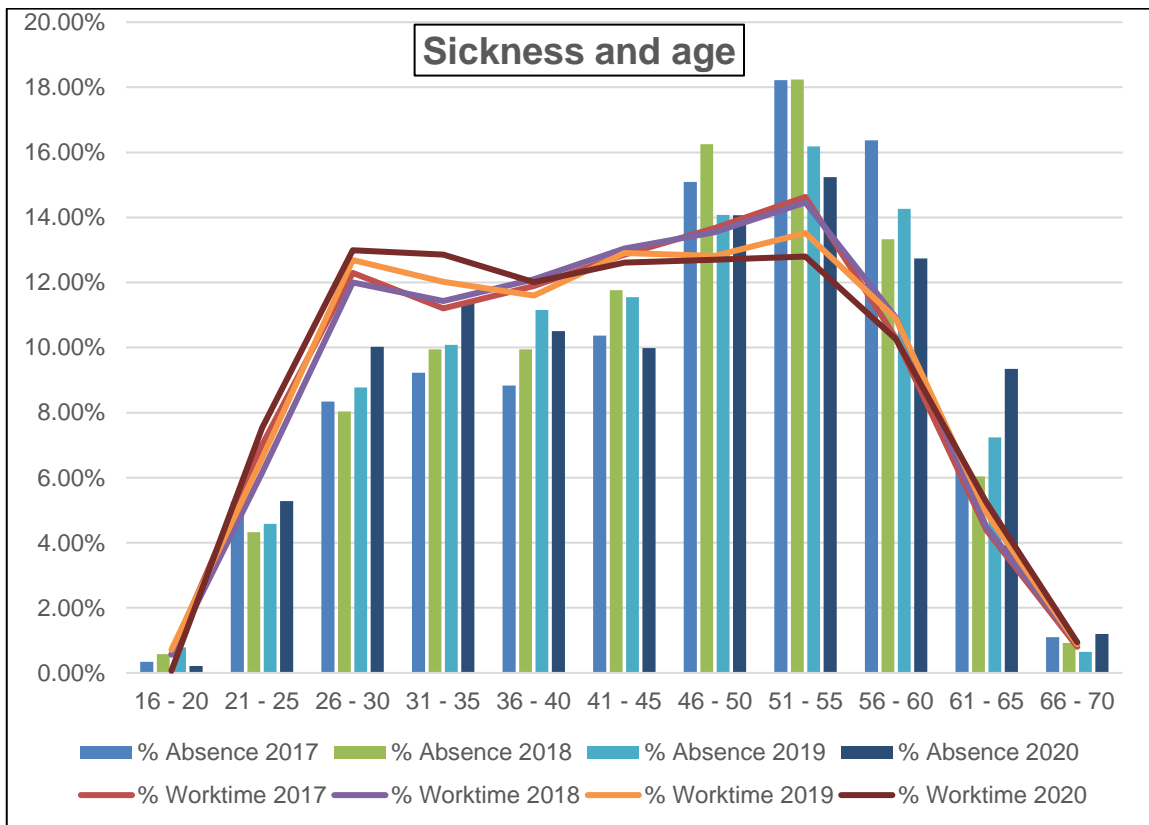


Figure 36 Sickness & Age

Those staff members over the age of 46 tend to take higher levels of sickness absence than those 45 years and younger. The highest levels of sickness absence were taken by those aged 46 to 60 years old.

11.4 Ethnicity

Ethnicity	Mean % Absence 2017-19	Mean % Worktime 2017-19	% Absence 2020	% Worktime 2020
BAME	9.06%	15.24%	10.58%	17.22%
Not Stated	12.66%	13.46%	12.16%	14.25%
White	78.29%	71.30%	77.26%	68.53%

Figure 37 Sickness/Ethnicity

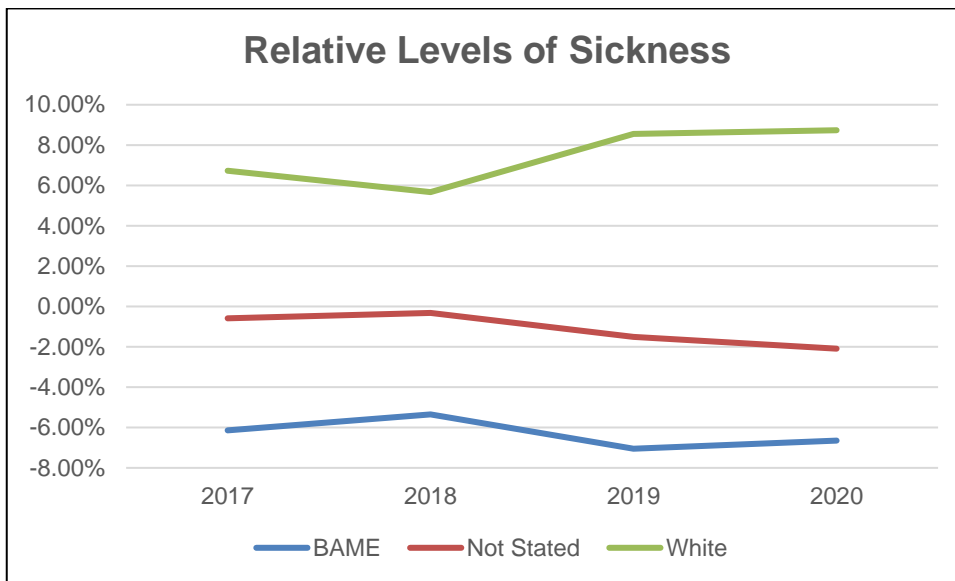


Figure 38 Sickness & Ethnicity

Generally white staff take higher levels of sickness than black staff. This chart shows a comparison between the ratios of sickness to available work time. Positive numbers indicate a high ratio of sickness to work availability, negative figures indicate a lower ratio

12 Other Diversity and Inclusion Activity

12.1 NHS Employers Diversity and Inclusion Alumni

The Trust is an NHS Employers Diversity and Inclusion Alumni Member.

The diversity and inclusion alumni programme supports participating trusts to progress and develop their equality performance and to build capacity in this area. At the same time the programme provides an opportunity for partners to offer advice, guidance and demonstrations of good practice in equality and diversity management to the wider NHS. Partners are supported to achieve this via:

- Continuous improvement around equality and diversity within their own organisation.
- Raising awareness of what constitutes sustainable, outcome-focused improvement in managing equality and diversity across their region.
- Acting as a thermometer by which NHS Employers can determine the key issues facing the wider NHS, so that advice and guidance is relevant and up to date.
- Contributing to the development of emerging good practice and providing a channel for collecting case studies from which others can learn, within the wider context of NHS initiatives.
- Contributing to a broader understanding of equality and diversity, across both the NHS and the wider public sector, in the context of quality, innovation, productivity and disease prevention.

12.2 Kent Surrey & Sussex (KSS) Diversity Leads Group

The KSS Diversity Leads Group is attended by our Head of Diversity and Inclusion. The KSS Leadership Academy is supporting the KSS Inclusion Network

1. A leadership development programme on leading, influencing and facilitating change - specifically for ED&I leads, or people leading on ED&I
2. A programme of mentoring for ED&I leads
3. Coaching for ED&I leads and focused Coaching for people from groups underrepresented at senior levels
4. Support for ED&I leads attending leadership development programmes

12.3 enei

The Employers Network for Equality & Inclusion (enei) is the UK's leading employer network covering all aspects of equality and inclusion issues in the workplace. The enei e-quality standard is a pioneering benchmarking tool that helps organisations audit their diversity and inclusion performance across the 9 "Protected Characteristics" in the Equality Act 2010 as well other groups such as carers and ex-offenders.

East Kent Hospitals has recently rejoined the network and look forward to meeting with our account manager to discuss how enei can support the trust.

12.4 Two Ticks and Age Positive

The trust displays the Disability Confident Employer logo. Disability Confident



Employer is level 2 in the scheme and we are working with partners to achieve level 3, Disability Confident Leader. We also display the we're supporting 'Age Positive' logos on all job adverts.

12.5 Diversity and Inclusion (D&I) Steering Group

The D&I steering group chaired the Director of Human resources. Steering Group standing members include Chief Nurse and Director of Quality, Director of Communications and Engagement. The Chairs of our BAME Network, Disabled staff council LGBT+ Network and Staff Side Committees and a representative from Healthwatch Kent are also members.

The steering group provides leadership to the achievement of Equality Diversity and Inclusion in employment and service provision within EKHUFT

12.6 Conscious Inclusion training

Susan Abbott Diversity and Inclusion Officer has developed a three hour Conscious Inclusion training Course that is being offered to all members of the Trust and has been very well received by everyone who has attended. All courses have been on hold during COVID but it is hoped to restart in summer 2021

12.7 Managing Workplace Relationships Course

Susan Abbott, D&I officer has developed a Managing Workplace Relationships

Course'. All courses have been on hold during COVID but it is hoped to restart in summer 2021

Course Rationale

East Kent Hospitals University NHS Foundation Trust is committed to transforming the Trust and making it a better place for both patients and employees. The Managing Workplace Relationships course will be offered by in the Summer 2021 and will play an integral part in this.

Aim of Managing Workplace Relationships

To provide managers with the opportunity to explore the skills and knowledge needed to manage diverse teams well.

Objectives: by the end of the half-day programme participants will:

- Appreciate some of the challenges of managing teams/individuals from a different culture or background
- Have an opportunity to have an open and honest discussion about workplace relationships in a safe environment
- Explore strategies for addressing the performance of individuals and teams