Workforce Equality, Diversity, and Inclusion

Annual Report

2020 – 2021

October 2021

Contents

1.0.   Introduction

Milton Keynes University Hospital is pleased to present its annual workforce diversity report covering the period 1 April 2020 to 31 March 2021.

We are provide a full range of Acute services and an increasing number of specialist services to the growing population of Milton Keynes and the surrounding areas.

Our workforce data forms part of the equality information that we use to help us meet our public sector equality duty to:

- eliminate discrimination and harassment
- promote equality of opportunities
- and foster good relations between different groups within our workforce.

We are striving to create a diverse workforce, which is truly representative of the society we serve, where we celebrate difference, value everyone's contribution and where people of all backgrounds can thrive.

We value the diversity of our workforce and the range of knowledge, skills and experience our people bring to our work. We would like to create a working environment that promotes inclusion to enable everyone to have a sense of belonging to Milton Keynes University Hospital.

MKUH Vision

Our vision for Milton Keynes Hospital NHS Foundation Trust is to be an outstanding Acute hospital and part of a health and care system working well together.

MKUH values:

- We care
- We communicate
- We collaborate
- We contribute

All members of #TeamMKUH have a huge part to play in contributing to our goal of providing exceptional patient care and experience.

Through our workforce diversity monitoring we continue to demonstrate our commitment to understanding, valuing and incorporating differences, in order to ensure a workplace that is fair, equitable and inclusive for all.

Local Population Data – Key Facts

- 264,479 people were estimated to be living in Milton Keynes in 2016 (2019 figures).
- The population of Milton Keynes increased by 2717 in one year. This is a growth of 1.04% compared with a growth rate of 0.83% for England.

- Milton Keynes had a younger age profile than England as a whole. 27.4% of the Milton Keynes population were aged 19 and under compared with 23.7% in England.

- 59.5% of the Milton Keynes population were aged 16-64 compared with 58.4% in England as a whole.

- 13.1% of the Milton Keynes population were aged 65+ compared with 17.9% in England as a whole.

- There are slightly more females (50.5%) than males (49.5%) in Milton Keynes.

- 26.1% of the population in 2011 were from Black and Minority Ethnic groups (BME which defines as Non-White-British (all the other races except White-British)).

The Office of National Statistics have confirmed that the results from the 2021 Census is due to be published in Spring 2022.

2.0. Background and Scope

Under section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED)) and the Equality Act 2010 (Specific Duties) Regulations 2011, we are required to publish equality information to demonstrate our compliance with the general equality duty.

Our workforce monitoring data forms part of the information that we collate, monitor and publish to help us embed equality considerations within our employment policies and practices and meet our responsibilities under the duty.

This report provides an overview of our equality and diversity employment monitoring data as at 31 March 2021. It covers the following:

- Ethnicity
- Disability
- Gender

The report examines against these protected characteristics (where data is available), the composition of the workforce, how the Trust employs people, and the effect of employment interventions, training and HR activity on employees.

All data within this report has been based on headcount, apart from learning and development data, which is based on the number of training events attended.

 This report also references the following infographics:

- WRES (Workforce Race Equality Standard) Return 2020-2021
- WDES (Workforce Disability Equality Standard) Return 2020-2021
- Gender Pay Gap Report 2020-2021

3.0.   Workforce Data Key Findings

The Trust refers to the published Workforce Race Equality Standards, Workforce Disability Equality Standards and Gender Pay Gap reports for 2020-2021 and supporting infographic in support of the workforce data key findings. These reports and graphics are published on the Trust website available: <u>Equality and Diversity - Milton Keynes University Hospital (mkuh.nhs.uk)</u>

3.1   Ethnicity

The Trust employs a higher proportion of Black (13%) and Asian (12%) employees in comparison to the local population and overall, employs a higher proportion of ethnic minority employees (33%) than the Milton Keynes population of 20%. This figure has increased from 30% in 2017-2018 to 33% in 2018-2019.

The NHS Workforce Race Equality Standard 2020 Data Analysis Report for NHS Trusts reports that BAME employees make up 21.0% of the workforce in NHS Trusts and Clinical Commissioning Groups (CCG's). In comparison, 34% of Trust employees identify as BAME and indicates that the Trust is achieving above the average in terms of the ethnicity of its workforce.

It is important to note that 5% of employees are recorded as unidentified and have not disclosed their ethnicity.

WRES Infographic
.pdf

3.2   Disability

The Trust records 85% of employees declaring their disability status. More work is needed to promote the benefits of disability monitoring. The Trust can only meet the needs of staff with a disability and/or long term conditions if it as accessed to robust and reliable data. The Trust is collaborating with the Ability staff network to gain improved insights on hidden disabilities e.g. hearing impairment and dyslexia.

WDES Infographic
copy.pdf

3.3   Gender

The Trust workforce comprises of 79% females compared to 21% males and whilst this is not comparative to the Milton Keynes population, where the population is 52.52% females to 49.48% males, it is comparative to the rest of the NHS, in which the majority of employees are female.

The breakdown of the Trust employees highlights that the vast majority of females are employed within the nursing and midwifery staff group. All staff groups have a higher ratio of female to male employees apart from the medical and dental group.

The Trust's gender pay gap report for 2020/21 shows that the percentage variance for the median hourly rate of pay is 28.9%. For MKUH, statistically, this is more indicative than the average hourly rate of pay as it is not impacted as much by the female to male ratio. When reviewing the variance, consideration will need to be given to the variety of roles within the organisation.
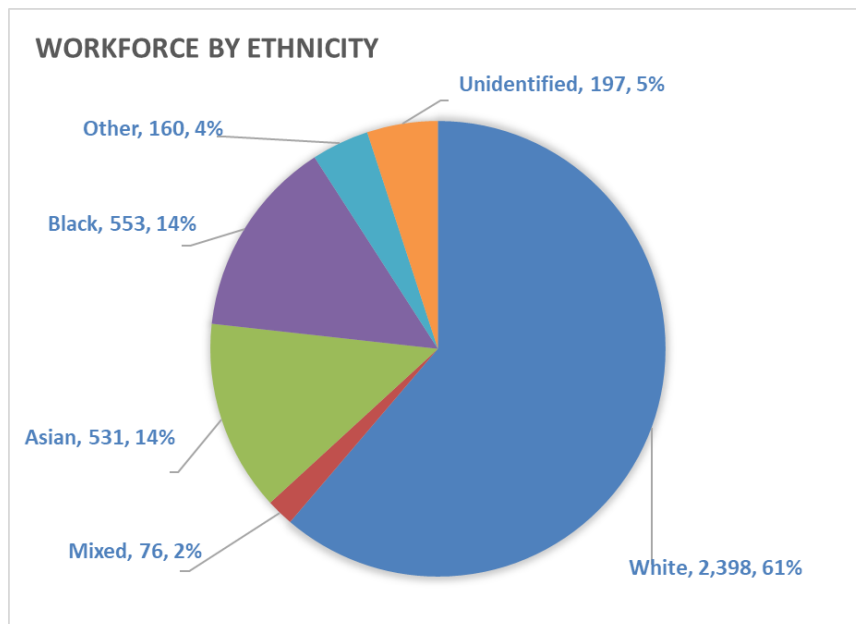
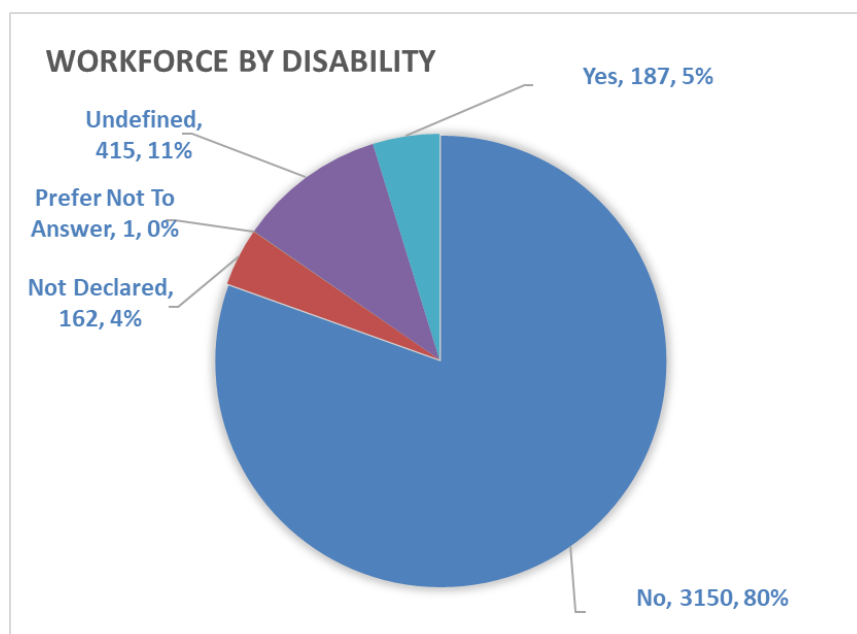**PDF**

Gender pay gap
infographic.pdf

4.0.   Workforce Data

4.1   Ethnicity

The chart below provides a breakdown of the workforce by ethnicity.

WORKFORCE BY ETHNICITY

- Unidentified, 197, 5%
- Other, 160, 4%
- Black, 553, 14%
- Asian, 531, 14%
- Mixed, 76, 2%
- White, 2,398, 61%

4.2   Disability

The chart below provides a breakdown of the workforce by disability.

WORKFORCE BY DISABILITY

- Yes, 187, 5%
- Undefined, 415, 11%
- Prefer Not To Answer, 1, 0%
- Not Declared, 162, 4%
- No, 3150, 80%

4.3   Gender

The chart below provides a breakdown of the workforce by gender.

WORKFORCE BY GENDER

Male, 809, 21%

Female, 3106, 79%
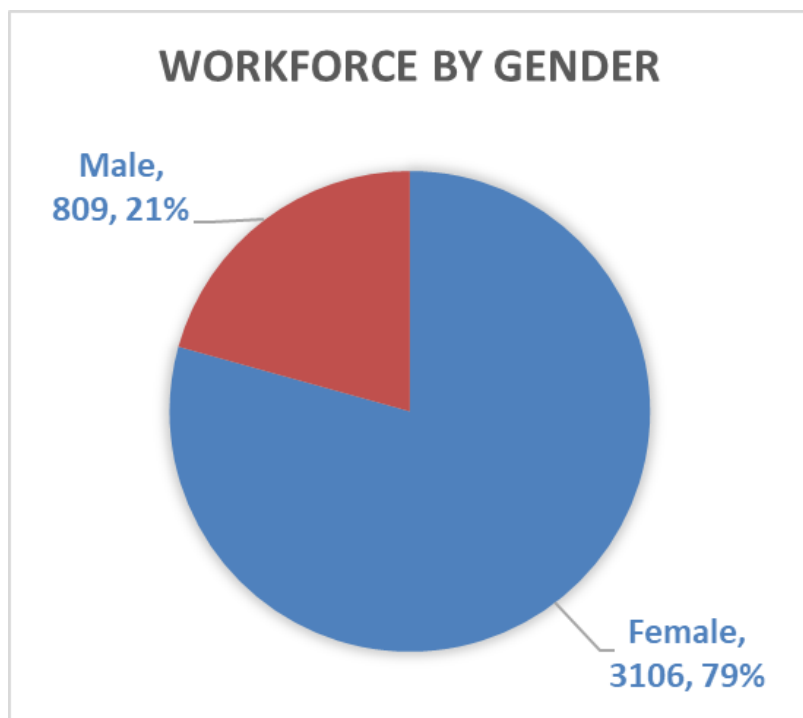
The chart below provides a breakdown of the workforce by job role and gender.

Gender by Staff Group

|	Prof Scientific & Technical	Clinical Services	Admin and Clerical	AHP	Estates & Ancillary	Healthcare Scientists	Medical & Dental	Nursing & Midwifery
Female	2.8%	15.1%	17.6%	4.5%	6.2%	1.5%	5.0%	26.7%
Male	1.0%	2.1%	4.2%	0.6%	3.1%	0.7%	7.1%	1.8%
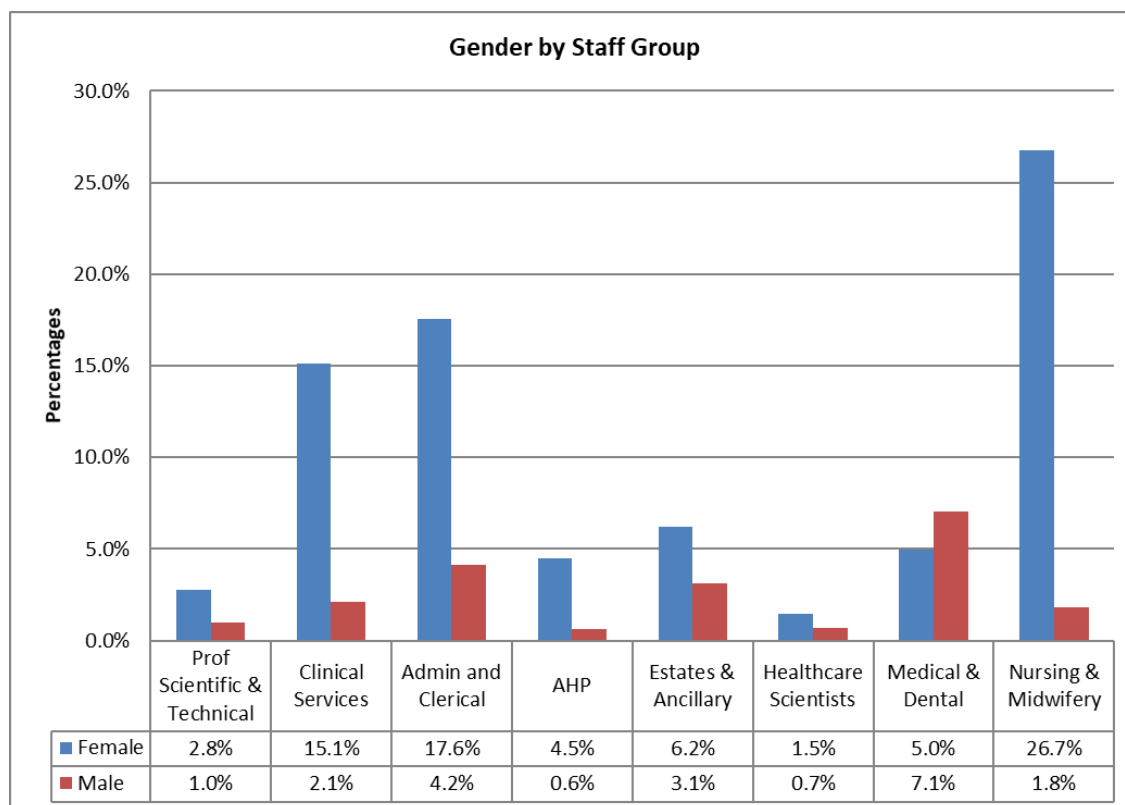
5.0.   Recruitment Data

5.1   Ethnicity

The recruitment data below relates to all applications, shortlisting and appointments to roles advertised by the Trust internally and externally between 01 April 2020 and 31 March 2021.

The charts below identify the percentage of recruitment by ethnicity and highlight that the majority of the recruitment activity continues to be from White applicants, which correlates with the majority of the Milton Keynes population being White.
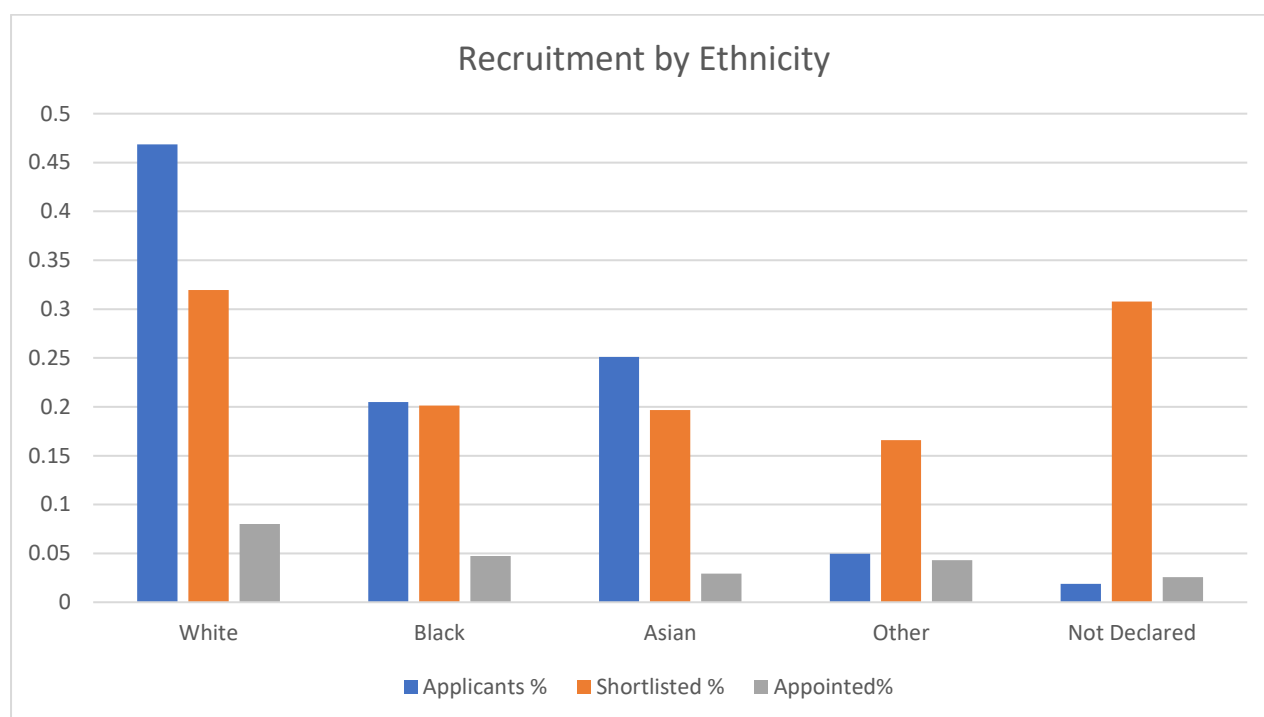
Out of the 10,305 applications received in this period, a total of 47% were from White applicants (a decrease from 48.8% in the previous report). In comparison, 20% of applicants were Black (a decrease from 21.8% in the last report), 25% were Asian (an increase from 19.9% in the previous report), and other ethnic groups, including Chinese, were 4%. Lastly, 2% of applicants did not disclose their ethnic origin.

In respect of shortlisting, 25% out of the total applied were shortlisted. 32% were White applicants (a decrease from 57.5% in the previous report), 20% were Black applicants (a decrease from 63.1% in the previous report), and 20% were Asian applicants (a decrease from 51.5% in the previous report). Other ethnic groups, including Chinese, were 17%, and those who did not wish to disclose their ethnic origin were also 31%.

In respect of employees appointed, the highest proportion of employees that were appointed are White (8%), Black applicants were 5%, Asian applicants were 3%, other ethnic groups including Chinese were 4%, and lastly, 3% applicants were among who did not wish to disclose their ethnic origin.

The data in these charts show that those from White backgrounds are not disadvantaged by the recruitment process. This data shows that those who submit applications from BAME backgrounds are less likely to be shortlisted than White candidates.

5.2   Disability

The chart below breaks down recruitment applications made to the Trust by disability.

Recruitment by Disability
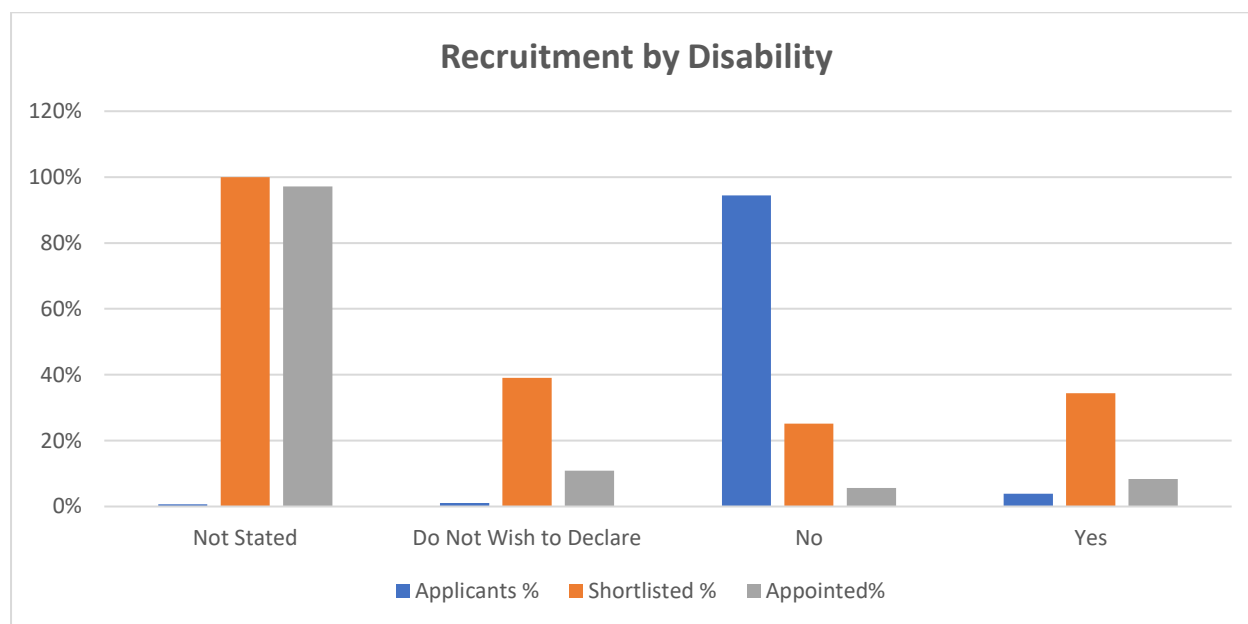
Out of the 395 applications received from candidates with a disability, 34% were shortlisted, which is a decrease from 63.6% in the previous period.

Compared with the 25% of the 2443 candidates without a disability, this shows that the Trust is more likely to shortlist a candidate who declares a disability than one who does not. This could be due to the national "Disability Confident" scheme in which the Trust participates in. This scheme is a guaranteed interview scheme, whereby disabled applicants who meet the person specification of the post they apply for are guaranteed an interview.

In respect of candidates that are appointed, 8% of those with disabilities that applied were appointed (an increase of 5.3% from the previous period).

5.3   Gender

The graph below identifies the percentage of recruitment by gender.

Recruitment by Gender
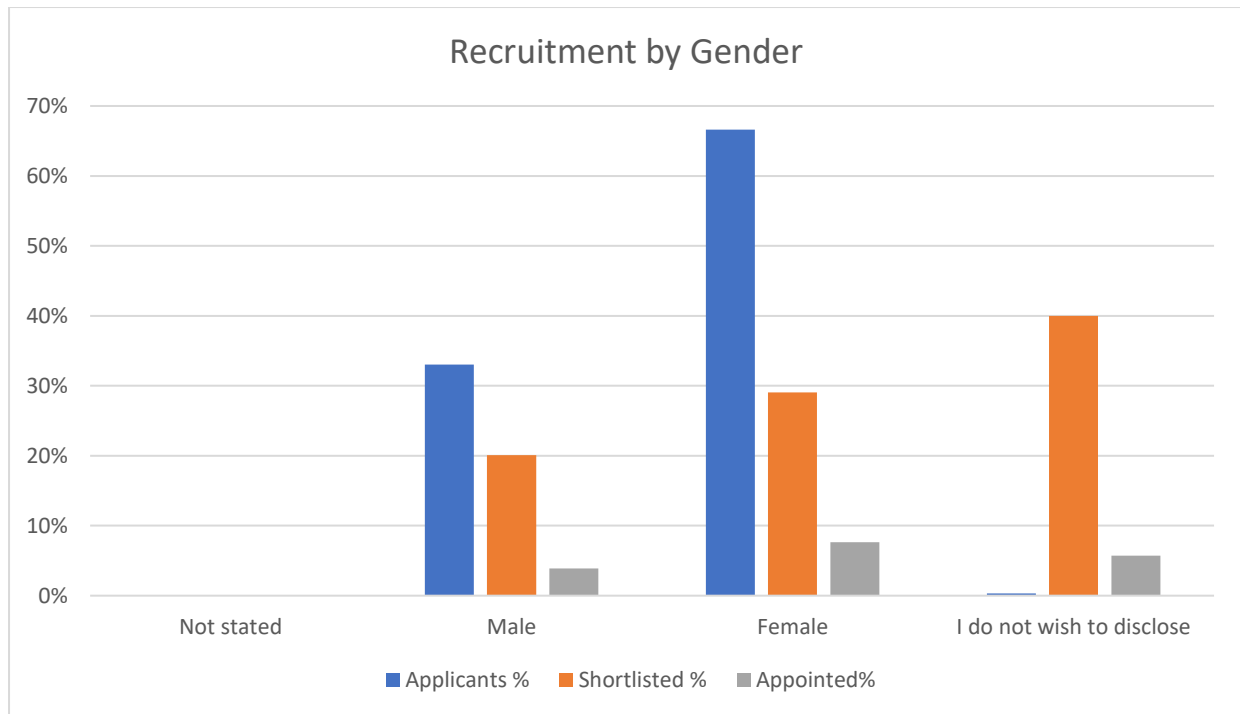
The female applicants were 67% compared to males, which is 33%. In terms of shortlisting, females have a higher percentage than males, 29% to 20% respectively. The percentage of females being appointed is 8%, and they are more likely to be appointed than a male candidate, with 4% of male applicants being appointed.

6.0 Learning and Development Data

6.1 Ethnicity

The chart below breaks down training and development workforce data by staff group and ethnicity.

General Training by Ethnicity
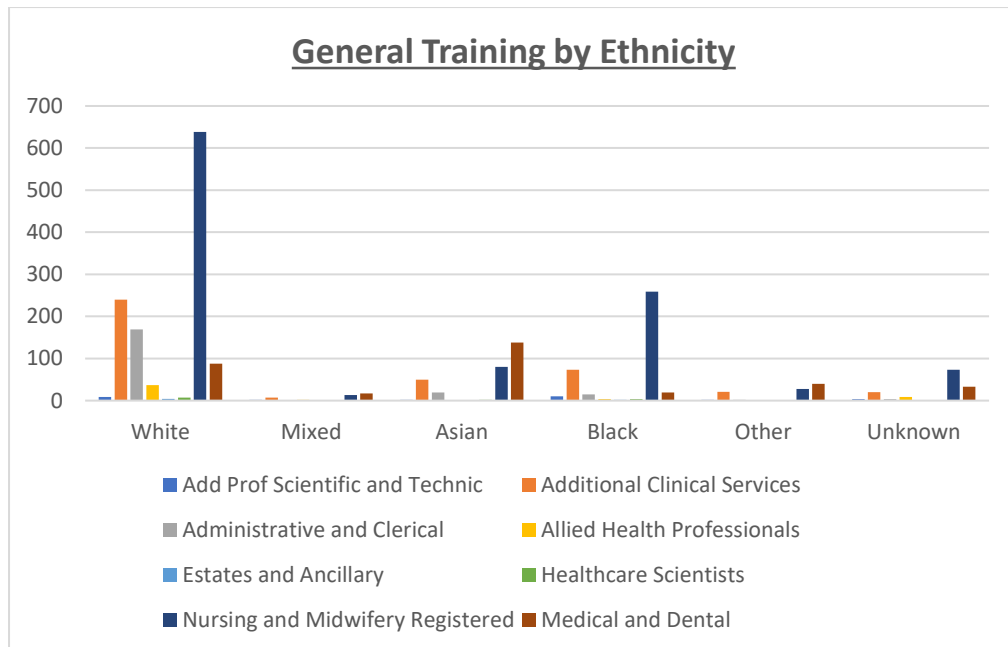
The largest staff group accessing training and development is Nursing and Midwifery and Additional Clinical Services. Of these staff groups, the majority of staff accessing training and development are White.

6.2 Disability

General Training by Disability
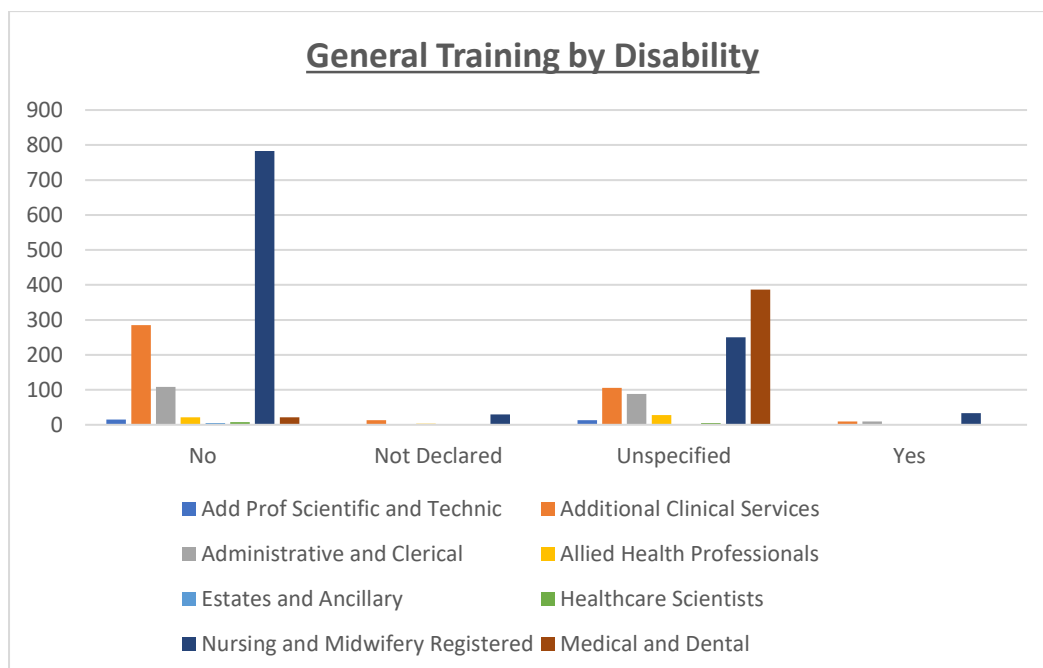
The chart above breaks down training and development workforce data by staff group and by those who have declared a disability.

The majority of staff accessing training either do not have a declared disability, or a disability is not specified. Nursing and midwifery is the largest staff group accessing training and declaring a disability.

6.3   Gender

The chart below breaks down training and development workforce data by staff group and gender.
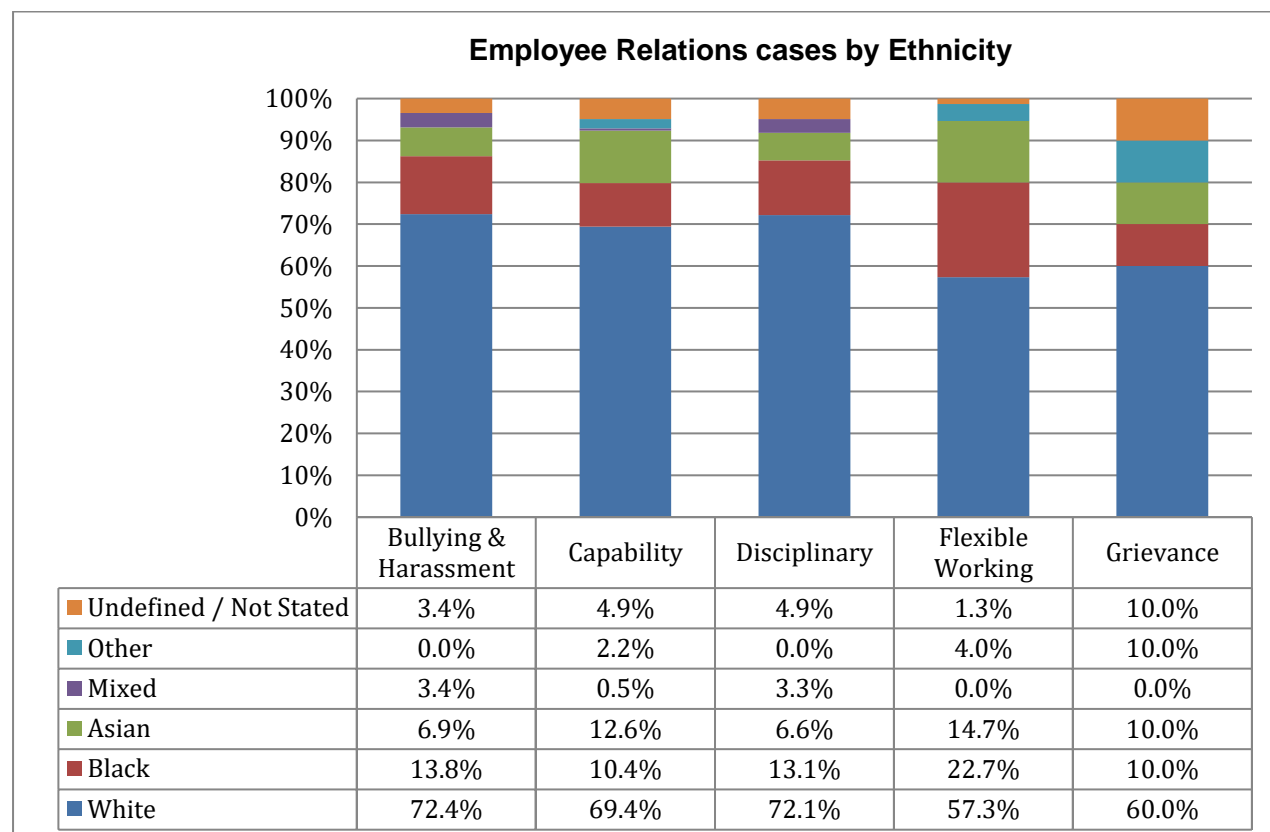
General Training by Gender
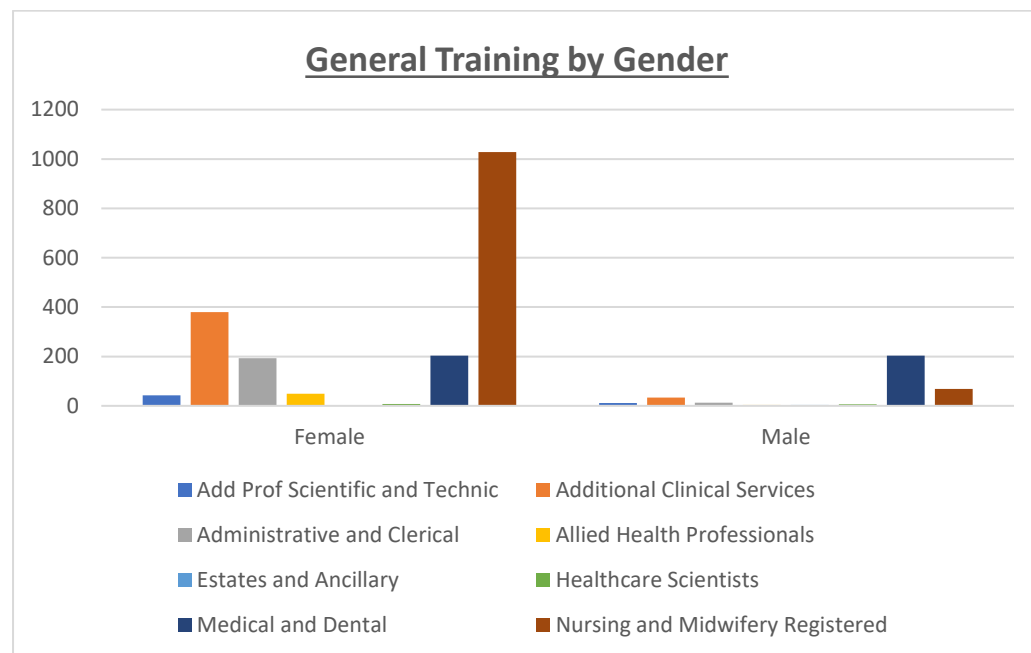
The majority of staff accessing training are female. Females working within nursing and midwifery is the largest staff group accessing training.

7.0   Employee Relations Data

The information within this section provides the breakdown of Disciplinary and Grievance employee relations cases handled by the Trust between 01 April 2020 and 31 March 2021.

7.1   Ethnicity

Employee Relations cases by Ethnicity

	Bullying & Harassment	Capability	Disciplinary	Flexible Working	Grievance
■ Undefined / Not Stated	3.4%	4.9%	4.9%	1.3%	10.0%
■ Other	0.0%	2.2%	0.0%	4.0%	10.0%
■ Mixed	3.4%	0.5%	3.3%	0.0%	0.0%
■ Asian	6.9%	12.6%	6.6%	14.7%	10.0%
■ Black	13.8%	10.4%	13.1%	22.7%	10.0%
■ White	72.4%	69.4%	72.1%	57.3%	60.0%

7.2   Disability

The chart below provides a breakdown of the cases handled by the Trust broken down by disability and highlights that there were no disciplinary cases for employees who are disabled.

Employee Relations cases by disability

	Bullying & Harassment	Capability	Disciplinary	Flexible Working	Grievance
No Disability	93.1%	85.2%	86.9%	90.7%	60.0%
Not Declared	3.4%	3.8%	4.9%	0.0%	10.0%
Unspecified	0.0%	5.5%	3.3%	6.7%	20.0%
Disability	3.4%	5.5%	4.9%	2.7%	10.0%
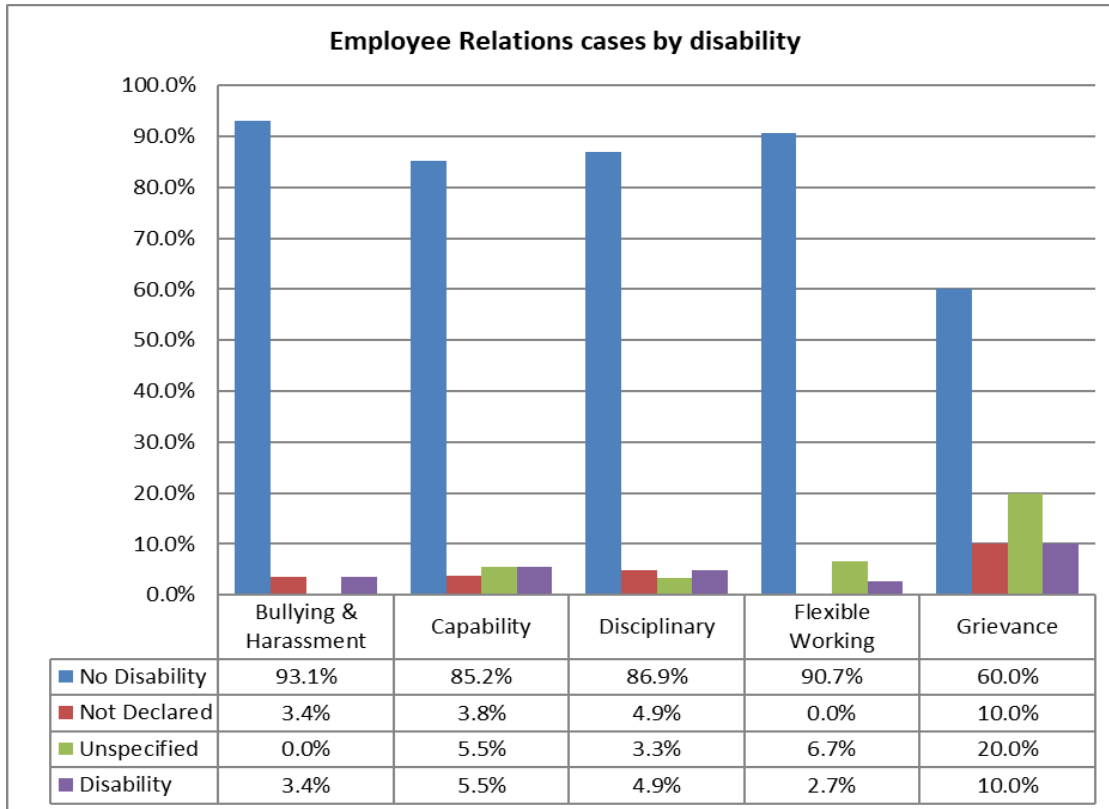
7.3 Gender

The chart below provides a breakdown of the employee relations cases handled by the Trust broken down by gender. The majority of cases relate to female employees which is proportionate to 80% of the workforce being female.

Employee Relations cases by gender

	Bullying & Harassment	Capability	Disciplinary	Flexible Working	Grievance
Male	86.2%	81.4%	62.3%	92.0%	80.0%
Female	13.8%	18.6%	37.7%	8.0%	20.0%