



Equality, Diversity and Inclusion Workforce Data Report 2021-2022

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1.0. Introduction

Milton Keynes University Hospital (“MKUH” or “The Trust”) is pleased to present its annual workforce diversity report covering the period 01 April 2021 to 31 March 2022.

We 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
- Foster good relations between different groups within our workforce.

We strive to create a diverse workforce that 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 and gives everyone 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

- 287,000 people were estimated to be living in Milton Keynes in 2021, compared to 248,800 in 2011.
- This is higher than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.

- In 2021, Milton Keynes ranked 52nd for total population out of 309 local authority areas in England, moving up 12 places in a decade.
- The working age population (aged 16-64) is 168,400.
- MKUH is one of the largest employers of Milton Keynes besides the Open University and Network Rail.
- 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 (BAME which defines as Non-White-British (all the other races except White-British)).

The Office of National Statistics has confirmed that the full results from the 2021 Census are due to be published in Oct 2022.

Background and Scope of This Report

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 of 31 March 2022. It covers the following:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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 Trust documents:

- WRES (Workforce Race Equality Standard) Report 2021-2022
- WDES (Workforce Disability Equality Standard) Report 2021-2022
- Gender Pay Gap Report 2021-2022

2.0. Executive Summary

2.1. Summary

The Trust refers to the published Workforce Race Equality Standards, Workforce Disability Equality Standards and Gender Pay Gap reports for 2021-2022 in support of the workforce data key findings. These reports and graphics are published on the Trust website, available at: [Equality and Diversity - Milton Keynes University Hospital \(mkuh.nhs.uk\)](https://mkuh.nhs.uk)

The results of this report indicate that the Trust employs a workforce that is predominately female, white, non-disabled, heterosexual and Christian. The Trust will continue to analyse the workforce data it collects to address any inequalities and improve key performance indicators. In the context of the Trust's Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard (WDES) and Gender Pay Gap some of the proposed actions will be reflected in the action plan at the end of the report.

2.2. Key Findings

2.2.1. Ethnicity

The Trust employs a higher proportion of Black (15%) and Asian (15%) employees in comparison to the local population and, overall, employs a higher proportion of ethnic minority employees (36%) than the Milton Keynes population of 26%. This figure has increased from 30% in 2017-2018 to 34% in 2020-2021 to 36% in 2021-2022.

The NHS Workforce Race Equality Standard 2020 Data Analysis Report for NHS Trusts reports that BAME employees make up 22.4% of the workforce in NHS Trusts and Clinical Commissioning Groups (CCG's). In comparison, 36% 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 4% of employees are recorded as unidentified and have not disclosed their ethnicity.

2.2.2. Disability

It is reported that 6% of employees having declared a disability and/or long-term condition to the Trust. Disabled employees are less likely to enter capability processes and are more like to be shortlisted for roles during the recruitment process than non-disabled employees. The Trust is in the processes of planning a "Share Not Declare" campaign to encourage employees to report their disability status, providing them with education on how sharing their status leads to better quality data but also ensures that appropriate support and adjustments can be made. It is the aim of this campaign to improve disability declaration rates across all areas of the workforce.

2.2.3. Gender

The Trust workforce is 79% female and 21% male. Whilst this is not comparative to the Milton Keynes population, where the population is 52.5% female and 49.5% male, it is comparative to the rest of the NHS, in which the majority of employees are female.

The vast majority of female employees 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 staff group.

The Trust's gender pay gap report for 2021/22 shows that there has been a consistent improvement in the percentage variance for the median hourly rate of pay for the last three years. The gap is reporting at 16.1%, compared to 18.7% for 2020/2021 and 20.0% in 2019/2020. 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.

2.2.4. Age

The Trust employs staff across all age bands, with a significantly reduced number of employees aged less than 20 years old (only 0.7%). This correlates to having an age restriction for entry into some professions due to health and safety restrictions, and a large proportion of the population in this age band still being in full-time education.

The second finding of note is that 27.8% of employees are aged between 51 and 65.

2.2.5. Gender Reassignment

The Trust has no reportable data for this protected characteristic, and therefore, there are no conclusions or findings within this report. This does not mean that this group is overlooked, and the Trust is working with Pride @ MKUH (the LGBT+ Staff Network) to develop a Transitioning at Work Policy and Procedure to support transgender employees who are transitioning in the workplace.

2.2.6. Marriage and Civil Partnership

The majority of Trust employees (52%) have declared that they are married however, (9.4%) of employees' marital status is either unknown or unspecified, which is a reduction from 11% in the previous period.

2.2.7. Pregnancy and Maternity

The Trust has identified that the largest proportion of employees who went on maternity leave during the reporting period are from the Nursing & Midwifery staff group, which is consistent with this staff group being; a) the largest; and b) predominately female.

2.2.8. Religious Belief

The majority of Trust employees have identified themselves as Christian, at 50.2%. The majority of the Milton Keynes population has identified themselves as Christian at 65.5%. Atheism, or the lack of a religious belief, is the second largest category in the Trust, making up 13.1% of the staff population. 12.5% of Trust employees have not disclosed their religious beliefs, which is a reduction from 13.2% in the previous reporting period.

2.2.9. Sexual Orientation

Most of the Trust workforce (83.7%) have identified as being heterosexual. 2% of the Trust's employees identify as Lesbian, Bisexual or Gay (LGB). This is the same as the previous reporting period but lower than the Sexual Identity, UK: 2022 Experimental Official Statistics published by the Office for National Statistics, which saw 6.1% of the population identifying as LGB. 8% of Trust employees have declined to declare their sexual orientation, which is a reduction of 1% from the previous reporting period.

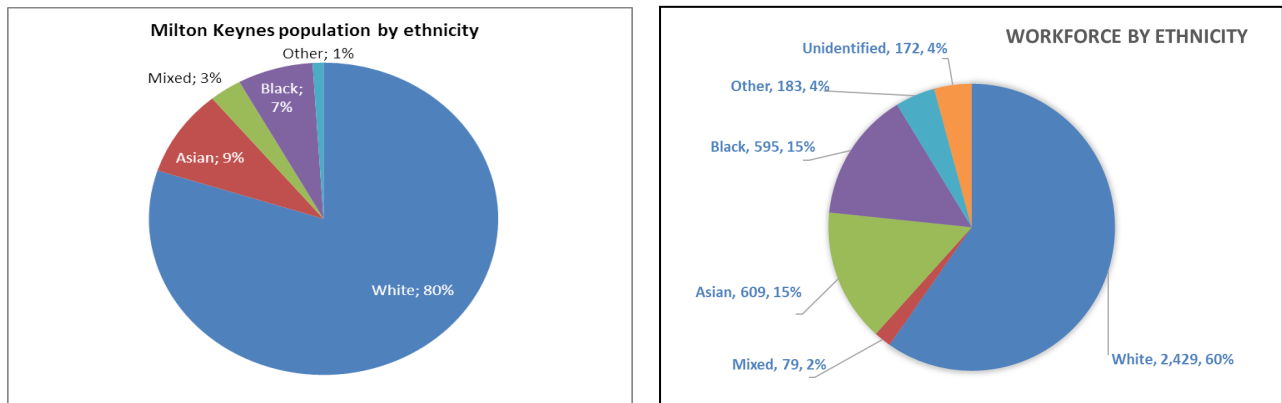
3.0. Workforce Data Report

3.1. Ethnicity

For the purpose of this report, ethnicity has been clustered into five main categories in order to create easier comparisons between White and other ethnic groups. The five categories are:

- White (incl. British, Irish and White Other).
- Mixed (incl. White and Black Caribbean, White and Black African, White and Asian, and any other mixed background).
- Asian (incl. Asian British – Indian, Asian British – Pakistani, Asian British – Bangladeshi, and any other Asian background).
- Black (incl. Black British – Caribbean, Black British – African, and any other Black background).
- Other (incl. Chinese, Filipino, and any other specified).
- Unspecified (incl. those who do declined)

3.1.1. Ethnicity of Workforce Compared with Milton Keynes Population



Updated ethnicity data for the Milton Keynes population gained during the 2021 census has not been published yet and therefore, comparison is made with the 2011 census data, which is outlined in the chart above.

The Milton Keynes population is 80% White, 7% Black, 9% Asian, 3% Mixed and 1% other.

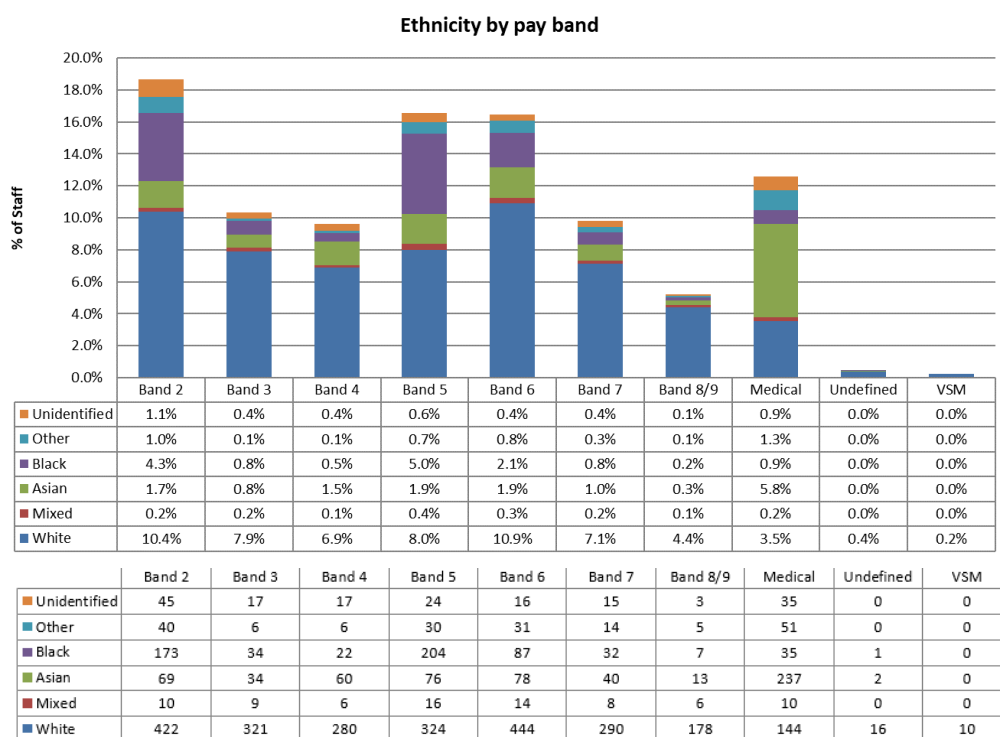
The Trust employs a higher proportion of Black (15%) and Asian (15%) employees in comparison to the local population and, overall, employs a higher proportion of ethnic minority employees (36%) than the Milton Keynes population of 26%. This figure has increased from 34% in 2020-2021.

The NHS Workforce Race Equality Standard 2020 Data Analysis Report for NHS Trusts reports that BAME employees make up 22.4% of the workforce in NHS Trusts and Clinical Commissioning Groups (CCG's). In comparison, 36% of Trust employees identify as BAME and indicates that the Trust is achieving above the average in terms of the ethnicity of its workforce.

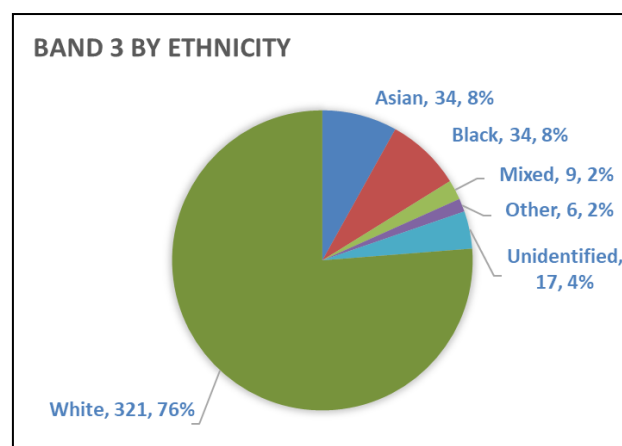
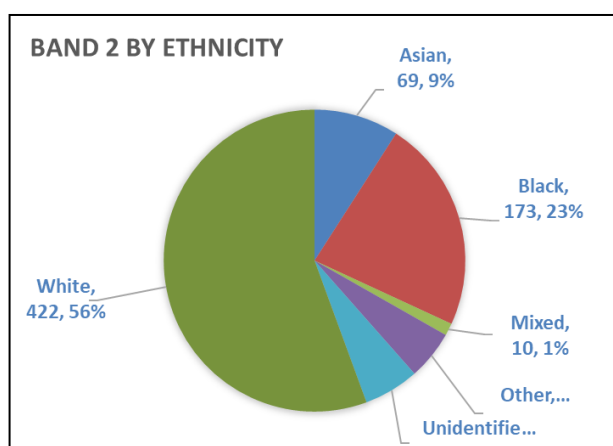
It is important to note that 4% of employees are recorded as unidentified and have not disclosed their ethnicity.

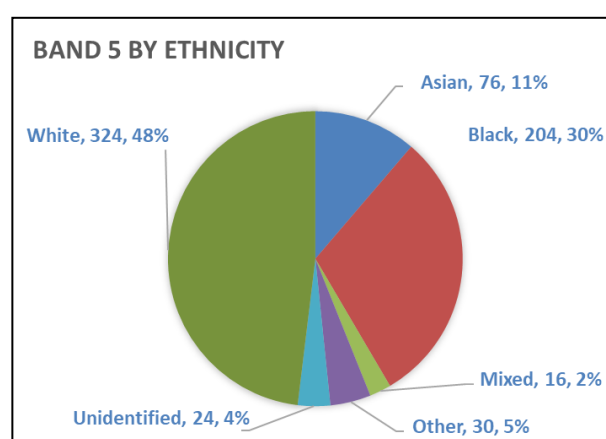
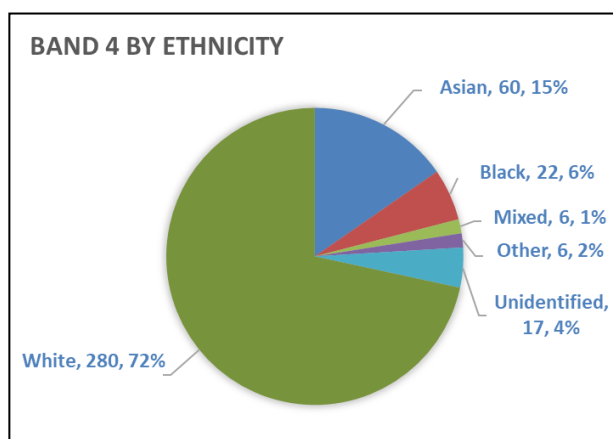
3.1.2. Profile of Workforce Ethnicity by Pay Band

The chart below provides a breakdown of ethnicity by pay band, including Agenda for Change pay bands, Medical and Dental grades and Very Senior Management (VSM) pay band.



The largest proportion of White employees in comparison to those from BAME backgrounds continues to be in all pay bands. Between bands 2 and 5 there is a high concentration of BAME staff groups.



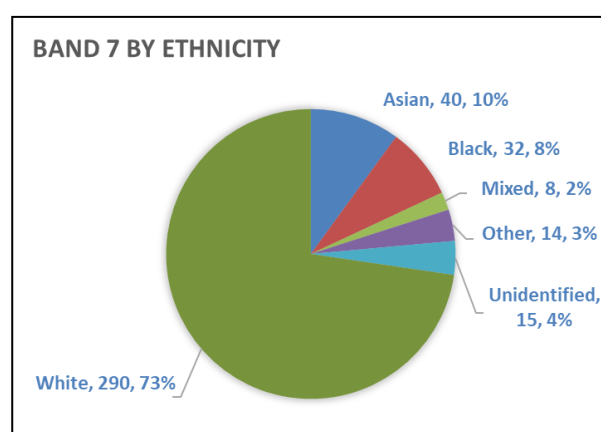
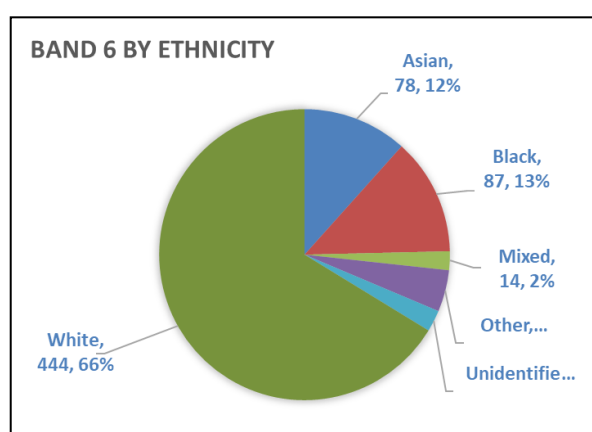


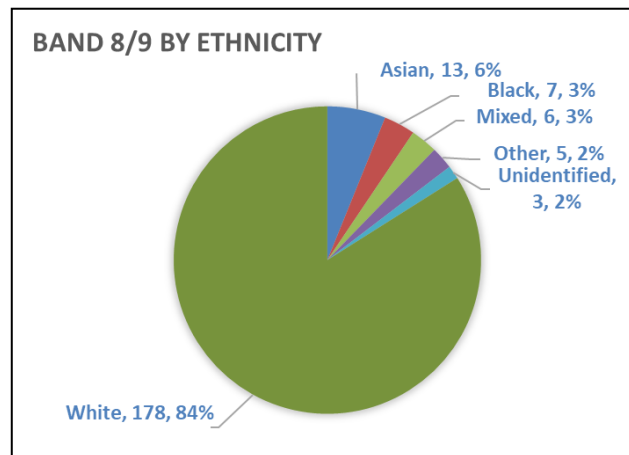
Looking at the senior bands within the Trust, specifically bands 7, 8 and 9, the majority of employees are from a White background; however, the Trust is taking action to close the gap and has seen an increase of BAME representation in bands 6 and 7 within the last 12 months.

	Trust Profile	B2	B3	B4	B5	B6	B7	B8/9
BAME	36%	38%	20%	24%	48%	32%	23%	14%
WHITE	60%	56%	76%	73%	48%	66%	73%	84%
		BAME ↑ 2%	BAME ↑ 4%	BAME ↑ 1%	BAME ↑ 7%	No Change	BAME ↑ 4%	BAME ↑ 4%
								BAME ↓ 2%

Out of the 399 employees employed within pay band 7, 73% of the employees are White, and only 23% of the band is made up of employees from a BAME background. This, however, is an increase from the previous report.

Out of the 212 employees employed within pay bands 8/9, 84% of employees are White, and only 14% of employees are from a Black, Asian, and Minority Ethnic background.

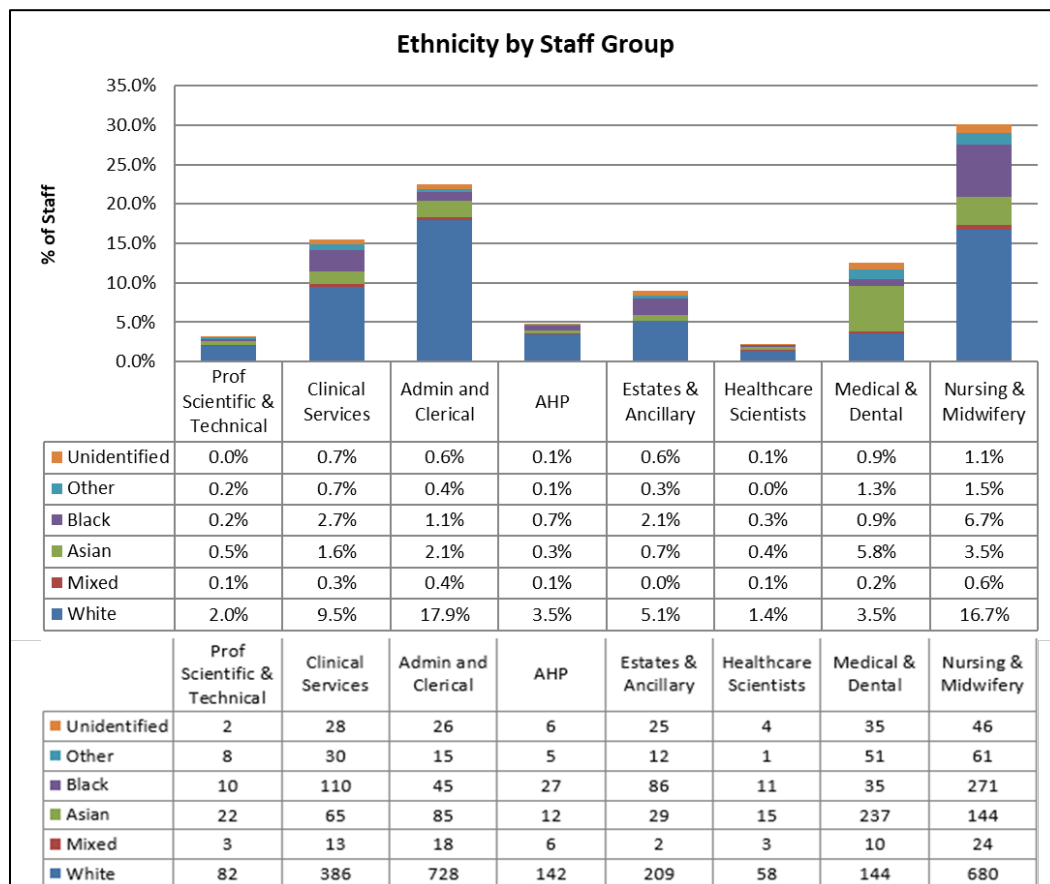




Looking at the Executive Director positions, i.e. those employed on the Trust board, 0% of the employees are from a BAME background. The Trust is taking steps to widen its Board's ethnicity.

When compared with the composition figures of the organisation, which show that 36% of employees within the Trust are from a BAME background, this data shows that the percentage of BAME employees that hold senior positions is significantly lower than the percentage of these employees employed within the Trust overall.

3.1.3. Profile of Workforce Ethnicity by Staff Group

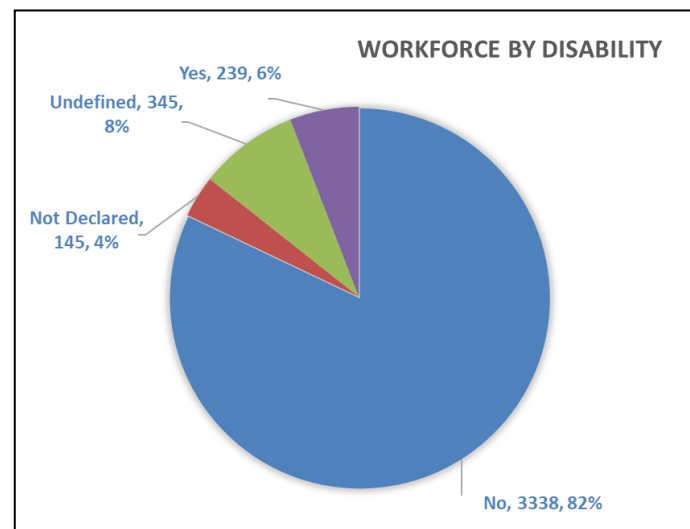


The only staffing group where White employees are not the majority is within the Medical and Dental staff group, where 65% of the 512 employees identify as being from a BAME background. Of note, this staff group contains the highest proportion of Asian staff members (237). Further analysis will be carried out to explore how to achieve a more representative workforce across each of the professional groups.

3.2. Disability

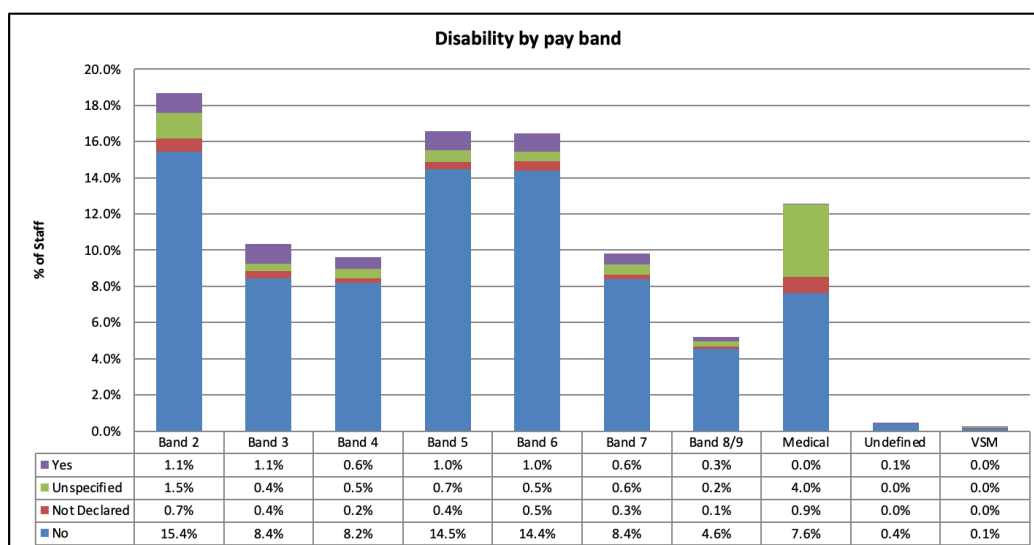
3.2.1. Profile of Workforce by Disability

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



A total of 6% of the Trust's workforce has declared a disability. This is a 1% increase from 2021. Whilst 88% of the Trust has declared their disability status, 4% of Trust employees have not. This figure remains unchanged from 2021 however, is a reduction from 7% in 2019, suggesting that employees feel more comfortable in disclosing their disability status.

3.3.2. Profile of Workforce Disability by Pay Band

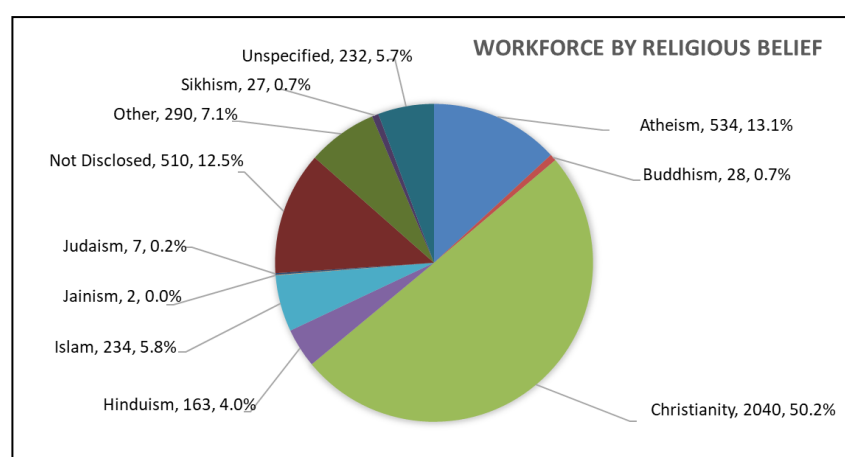


An analysis of disability by pay band shows the highest proportion of disabled employees within bands 2, 3, 5, and 6. The data in the table above is reflective of the Trust as a whole and therefore staff groups with small numbers, such as VSM, will show as 0%. However it should be noted that there are Board Members that have declared a disability.

3.3. Religious Belief

3.3.1. Profile of Workforce by Religious Belief

The chart below provides a breakdown of the workforce by religion and belief.

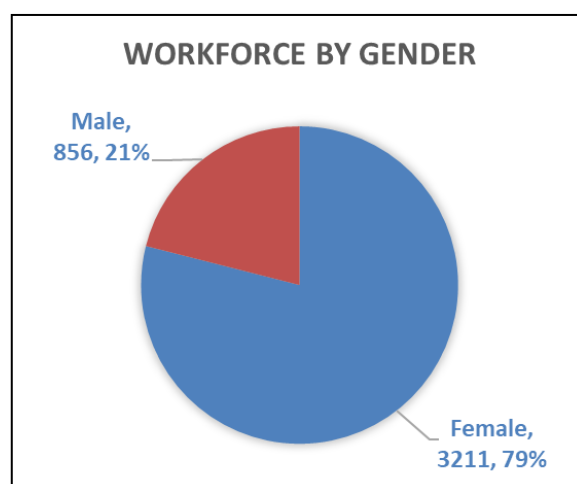


The Trust workforce is predominantly Christian (50.2%), which is an increase from 49.1% in 2021. This is largely in line with the 2011 census, which reported the local population of Milton Keynes as predominately (52.8%) Christian. The second highest religion or belief is Atheism (13.1%).

3.4. Gender

3.4.1. Profile of Workforce by Gender

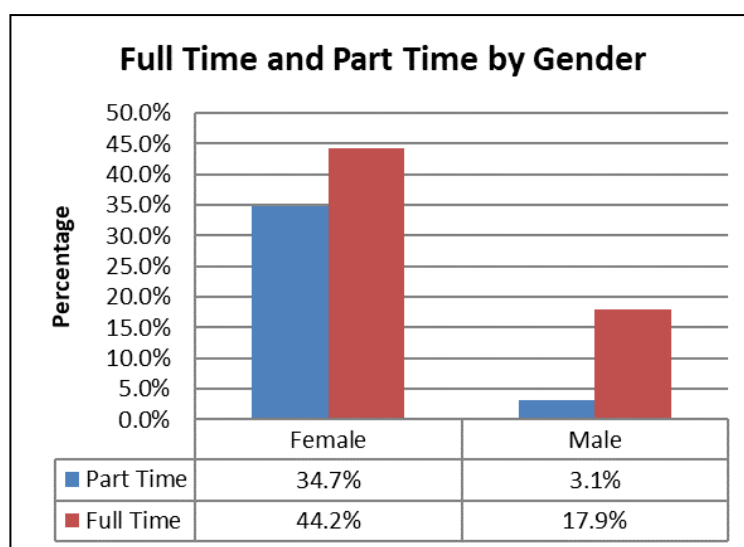
The chart below provides a breakdown of the workforce by gender.



The gender profile of the workforce remains unchanged from 2021, with 79% of employees identifying as female and 21% identifying as male. Compared with the population of Milton Keynes, which is 50.5% female, the Trust employs a significantly disproportionate number of female staff however, the Trust's profile is comparative to the rest of the NHS, in which the majority of employees are female.

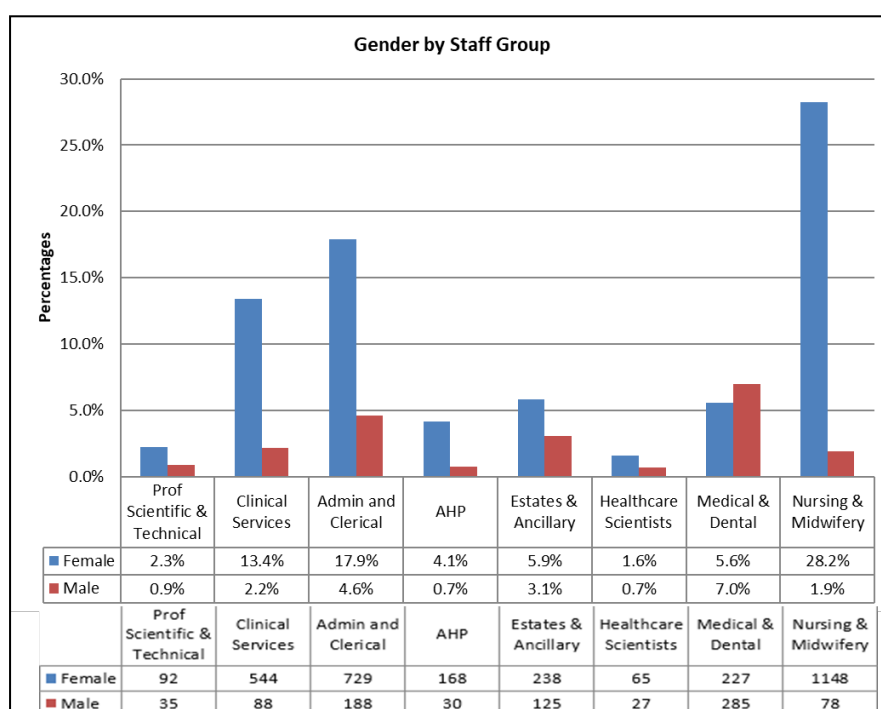
3.4.2. Profile of Workforce Gender by Full-Time/Part-Time

The table below shows a breakdown of full-time and part-time staff by gender.



The chart highlights that the majority of full-time and part-time employees continue to be female (34.7%), which correlates with the high number of female employees in total compared to male employees.

3.4.3. Profile of Workforce Gender by Staff Group



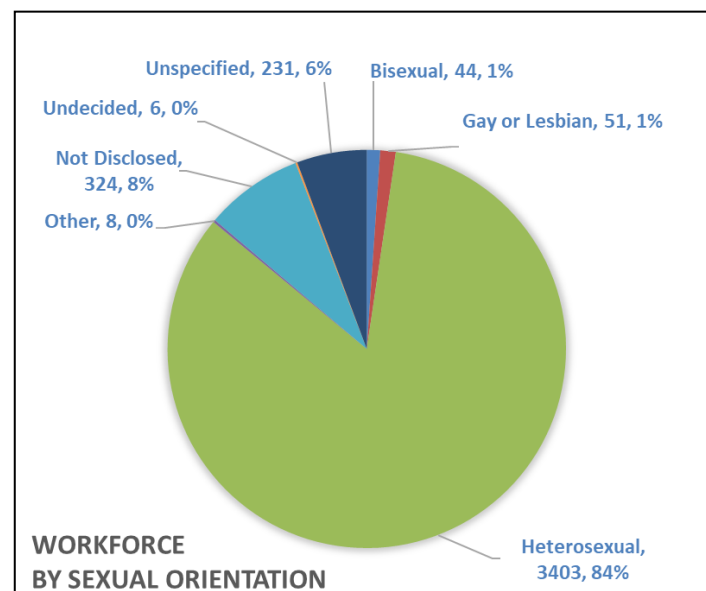
In the majority of staff groups, there are more female employees than male. The only staff group with more male employees than female is the Medical & Dental staff group, which employees 285 males (55.7%) and 227 females (44.3%). This is an improvement from 2021, where 41.2% of the Medical and Dental staff group was female.

The largest gender disparity is within the Nursing & Midwifery group, which is the Trust's biggest staff group. In this group, only 78 employees are male compared to 1148 being female. This is in line with the profile of this staff group nationally.

3.5. Sexual Orientation

3.5.1. Profile of Workforce by Sexual Orientation

The chart below provides a breakdown of the workforce by sexual orientation:



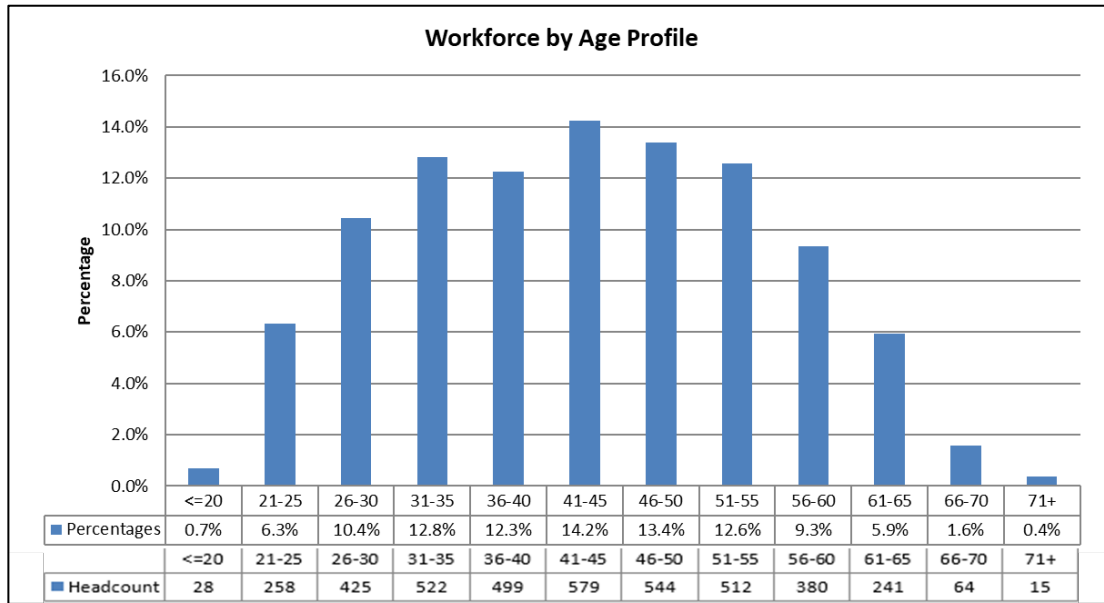
The majority of employees continue to declare that they are heterosexual (84%) which is a 2% increase from 2021. 2% of employees identify as LGB (Lesbian, Gay or Bisexual) and this is in line with the data from Sexual Identity, UK: 2016 Experimental Official Statistics published by the Office for National Statistics, which saw 2% of the population identifying as LGB.

There continues to be a significant proportion of employees that have not disclosed or defined their sexual orientation (8%).

3.6. Age

3.6.1. Profile of Workforce by Age

The chart below provides a breakdown of the workforce by Age:



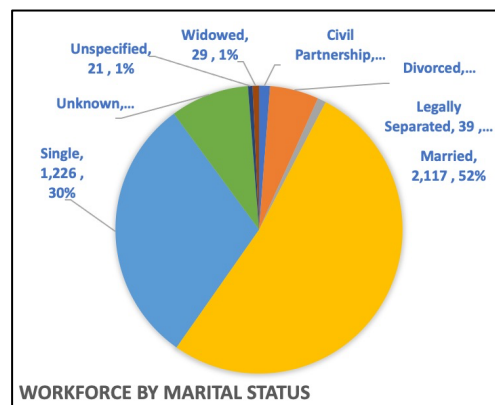
The bulk of the workforce is aged between 26 and 55, with age ranges 26-30, 31-35, 36-40, 41-45, 46-50, and 51-55, each representing a consistent number of employees.

There are two areas of note within these results:

1. Firstly, employees aged under 20 represent 0.7% of the workforce with only 28 employees employed within this group, with those aged 21-25 only representing 6.3% of the workforce, which shows that the Trust employs a significantly small proportion of employees who are younger and starting their career.
2. The second finding of note is that 27.8% of employees are aged between 51 and 65.

3.7. Marital Status

3.7.1. Profile of Workforce by Marital Status

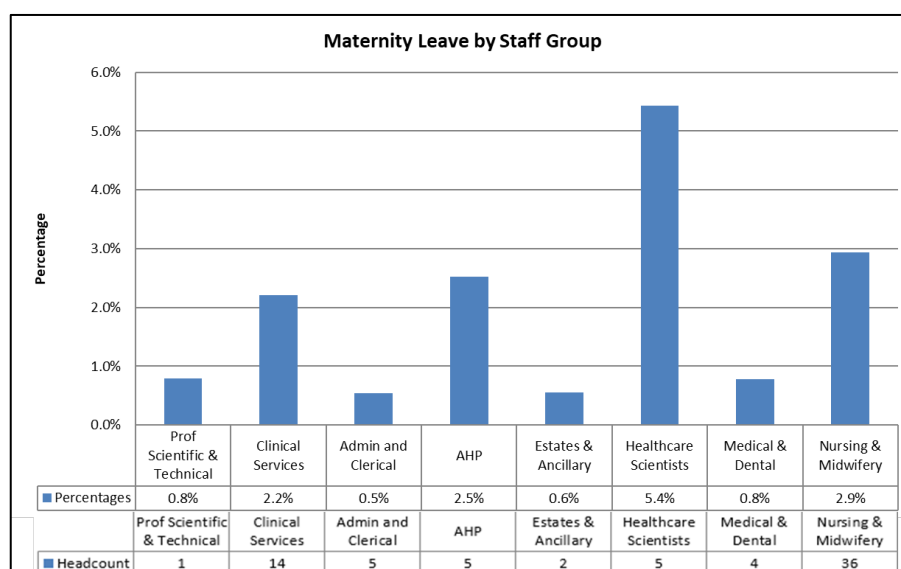


The majority of the Trust's workforce (52%) are married, with over 30% declaring that they are single. The percentage of employees with an unknown marital status has reduced by 2% from the last report and now represents 9% of the workforce.

3.8. Maternity

3.8.1. Profile of Workforce by Maternity

The chart below provides a breakdown of the workforce maternity leave across each staff group, reporting the percentage of employees who are on maternity leave within each group as at 31 March 2022:



The staff group with the largest proportion of employees on maternity leave is Nursing & Midwifery due largely to the disproportionate number of female employees within this group.

4.0. Recruitment Data Report

The recruitment data within this section of the report relates to all applications, shortlisting and appointments to roles advertised by the Trust internally and externally between 01 April 2021 and 31 March 2022.

4.1. Recruitment by Ethnicity



Recruitment by Ethnicity	Applied	Shortlisted	Appointed	Applicants %	Shortlisted %	Appointed%
White	4836	1974	388	33.3%	40.8%	8.0%
Black	4401	837	130	30.3%	19.0%	2.9%
Asian	3829	843	122	26.3%	22.0%	3.2%
Other	1046	178	21	7.2%	17.0%	2.0%
Not Declared	420	224	144	2.9%	53.3%	34.3%

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 14,532 applications received in this period, a total of 33.3% were from White applicants (a decrease from 47% in the previous report).

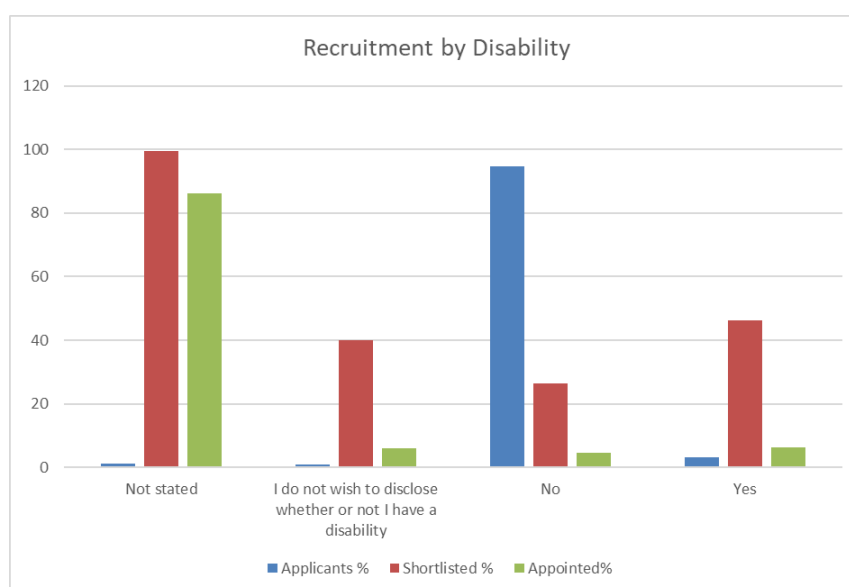
In comparison, 30.3% of applicants were Black (an increase from 20% in the last report), 26.3% were Asian (an increase from 25% in the previous report), and other ethnic groups, including Chinese and others, were 7.2%. Lastly, 2.9% of applicants did not disclose their ethnic origin.

In respect of shortlisting, 28% out of the total candidates who applied for roles were shortlisted. 40.8% of White applicants (an increase from 32% in the previous report) were shortlisted, 19.0% of Black applicants (a decrease from 20% in the previous report) were shortlisted, and 22.0% of Asian applicants (an increase from 20% in the previous report) were shortlisted. In respect of other ethnic groups, including Chinese and others a total of 17.0% of those who applied were shortlisted, and out of those who applied but did not wish to disclose their ethnic origin, 53.3% were shortlisted.

In respect of employees appointed, 34.3% of those who were shortlisted but did not wish to disclose their ethnic origin were appointed. In respect of White applicants, 8.0% of those who were shortlisted were appointed and for Black applicants, 2.9% of those who were shortlisted were appointed. 3.2% of Asian applicants who were shortlisted were appointed and lastly, 2.0% of shortlisted applicants who identified as ethnic groups including Chinese were appointed.

The data in the chart shows that the recruitment process does not disadvantage those from White backgrounds, considering the majority of the Milton Keynes population is White.

4.2. Recruitment by Disability

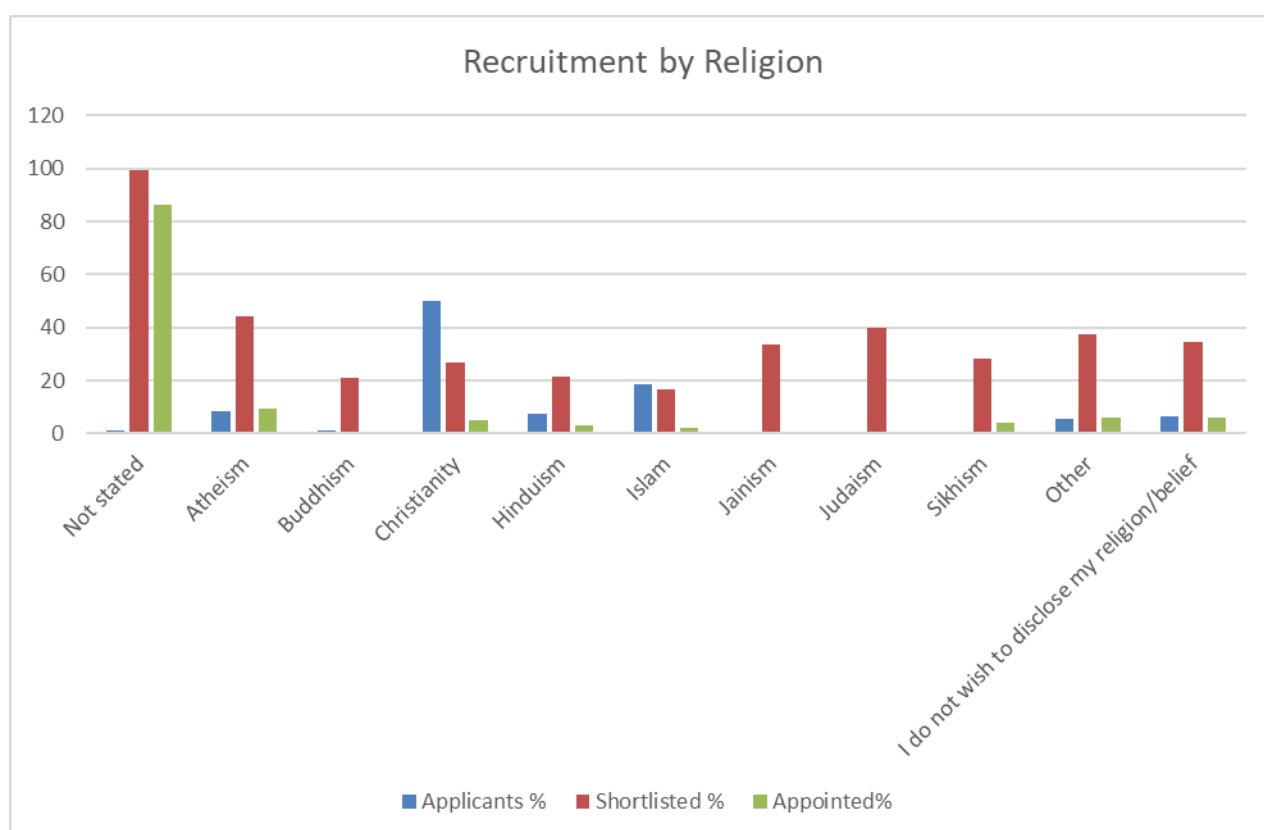


Recruitment by Disability	Applied	Shortlisted	Appointed	Applicants %	Shortlisted %	Appointed%
Not stated	159	158	137	1.1%	99.4%	86.2%
I do not wish to disclose whether or not I have a disability	132	53	8	1.0%	40.2%	6.1%
No	13768	3626	630	94.7%	26.3%	4.6%
Yes	473	219	30	3.3%	46.3%	6.3%

Out of the 473 applications received from candidates with a disability, 46.3% were shortlisted, which is an increase from 34% in the previous period. Compared with candidates who do not have a disability, 26.3% of whom were shortlisted, 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. 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 were appointed, 6.1% of those with disabilities that were shortlisted were appointed (a decrease of 2% from the previous period) whilst 4.6% of those shortlisted without a disability were appointed.

4.3. Recruitment by Religious Belief



Recruitment by Religion	Applied	Shortlisted	Appointed	Applicants %	Shortlisted %	Appointed%
Not stated	159	158	137	1.1%	99.4%	86.2%
Atheism	1205	534	114	8.3%	44.3%	9.5%
Buddhism	189	40	1	1.3%	21.2%	0.5%
Christianity	7293	1966	349	50.2%	26.9%	4.8%
Hinduism	1109	239	35	7.6%	21.5%	3.2%
Islam	2722	457	62	18.7%	16.8%	2.3%
Jainism	15	5	0	0.1%	33.3%	0.0%
Judaism	10	4	0	0.1%	40.0%	0.0%
Sikhism	71	20	3	0.5%	28.2%	4.2%
Other	791	297	47	5.4%	37.5%	5.9%
I do not wish to disclose my religion/belief	968	336	57	6.6%	34.7%	5.9%

The charts above identifies the percentage of recruitment by religious belief and highlight that the majority of applications are from those who identify Christian, which correlates with the majority of the Milton Keynes population being Christian.

Of note, the data shows that those who do not state their religion and those who identify as atheist are most likely to be shortlisted (99.4% and 44.3% respectively) and appointed (86.2% and 9.5% respectively).

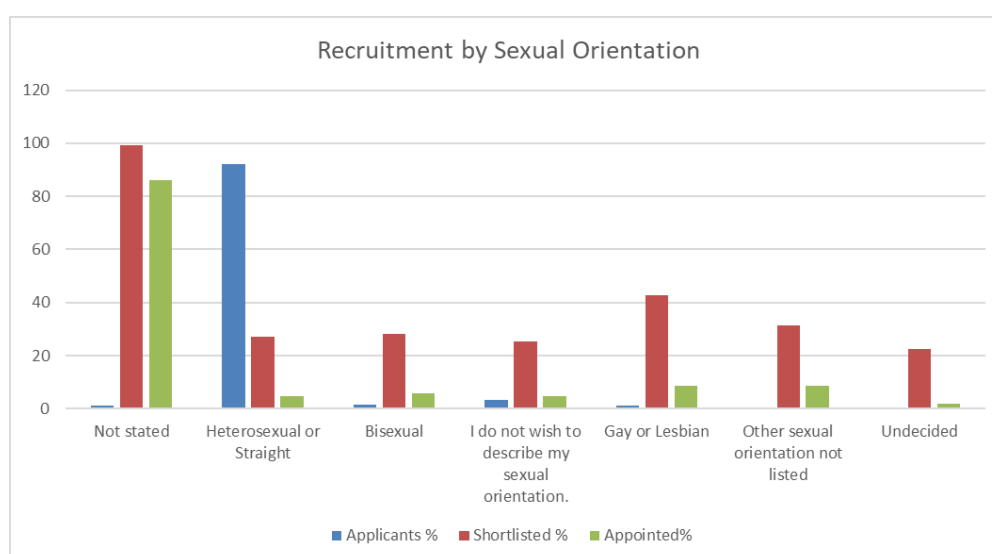
4.4. Recruitment by Gender



Recruitment by Gender	Applied	Shortlisted	Appointed	Applicants %	Shortlisted %	Appointed%
Not stated	0	0	0	0%	0%	0%
Male	5372	1090	213	37%	20%	4%
Female	9124	2955	591	63%	32%	6%
I do not wish to disclose	36	11	1	0%	31%	3%

The majority of applications received were from female candidates (63%). Out of applicants shortlisted, 32% of female candidates who applied were shortlisted in comparison with 20% of male applicants. The percentage of shortlisted female candidates being appointed is 6%, compared with 4% for shortlisted male applicants. Female applicants are therefore, more likely to apply for roles at the Trust and subsequently be shortlisted and appointed.

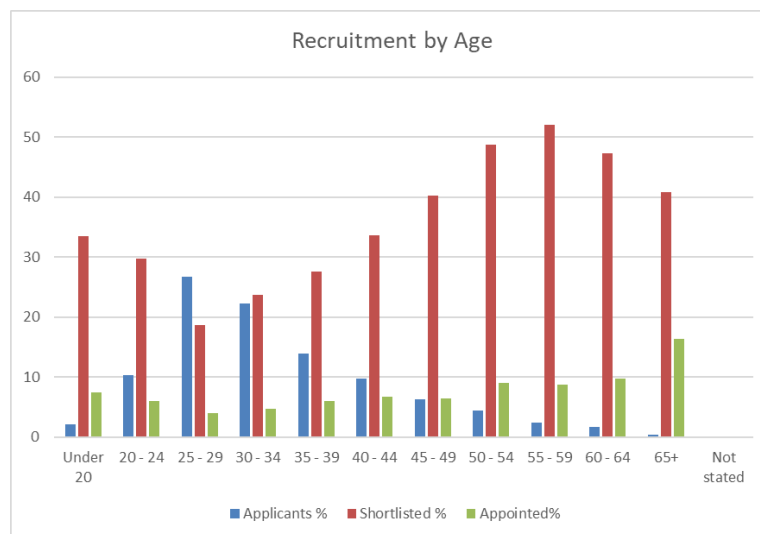
4.5. Recruitment by Sexual Orientation



Recruitment by Sexual Orientation	Applied	Shortlisted	Appointed	Applicants %	Shortlisted %	Appointed%
Not stated	159	158	137	1.1%	99.4%	86.7%
Heterosexual or Straight	13404	3617	613	92.3%	26.9%	4.6%
Bisexual	223	63	13	1.5%	28.3%	5.8%
I do not wish to describe my sexual orientation.	503	128	24	3.5%	25.4%	4.8%
Gay or Lesbian	159	68	14	1.1%	42.8%	8.8%
Other sexual orientation not listed	35	11	3	0.2%	31.4%	8.5%
Undecided	49	11	1	0.3%	22.5%	2.0%

The majority of applicants have continued to identify themselves as being heterosexual (92.3%). In terms of shortlisting, LGBTQ+ applicants are more likely to be shortlisted than heterosexual candidates (26.9%), with 42.8% of gay or lesbian applicants, 28.3% of bisexual applicants, and 31.4% of other sexual orientations not listed (which could include identities such as pansexual, demisexual, aromantic and/or asexual) shortlisted. LGBTQ+ candidates are also more likely to be appointed after shortlisting, with 8.8% of gay or lesbian shortlisted candidates, 5.8% of bisexual shortlisted candidates, and 8.5% of other shortlisted candidates appointed. In comparison, 4.6% of heterosexual applicants who were shortlisted were ultimately appointed.

4.6. Recruitment by Age



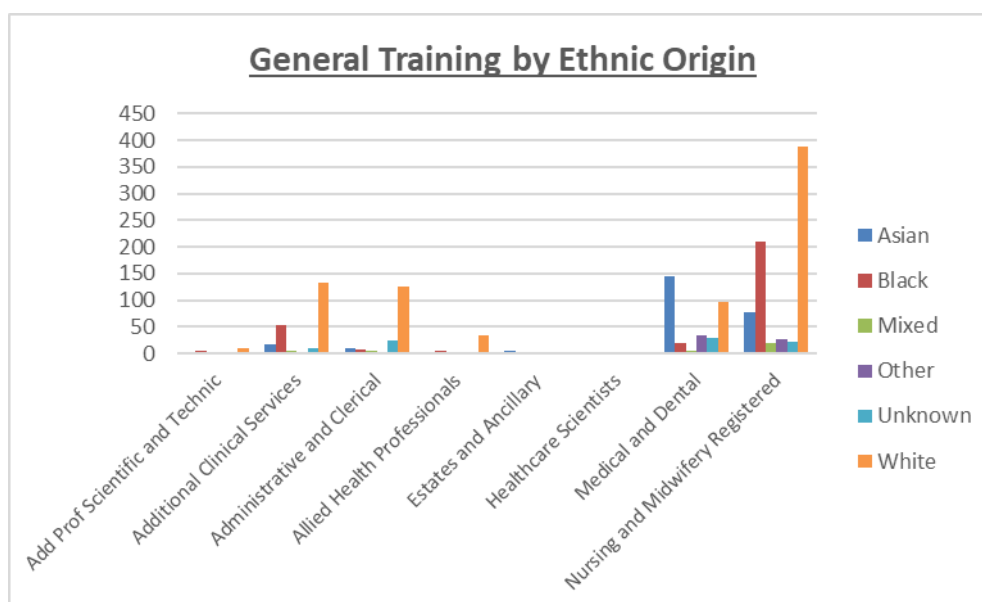
Recruitment by Age	Applied	Shortlisted	Appointed	Applicants %	Shortlisted %	Appointed%
Under 20	308	103	23	2.1%	33.4%	7.5%
20 - 24	1501	447	89	10.3%	29.8%	5.9%
25 - 29	3876	721	152	26.7%	18.6%	3.9%
30 - 34	3236	765	151	22.3%	23.6%	4.7%
35 - 39	2013	556	120	13.9%	27.6%	5.9%
40 - 44	1409	474	94	9.7%	33.6%	6.7%
45 - 49	914	368	58	6.3%	40.3%	6.3%
50 - 54	636	310	57	4.4%	48.7%	8.9%
55 - 59	346	180	30	2.4%	52.0%	8.7%
60 - 64	237	112	23	1.6%	47.3%	9.7%
65+	49	20	8	0.4%	40.8%	16.3%
Not stated	7	0	0	0.0%	0.0%	0.0%

In respect of age, the majority of applicants are in the age range of 20 to 44, with a lower percentage in the older age bracket and under 20. The data also highlights that the number of successful candidates are largely consistent throughout the age brackets ranging from 20 to 44.

5.0. Learning and Development Data Report

5.1. Learning and Development Attendance by Ethnicity

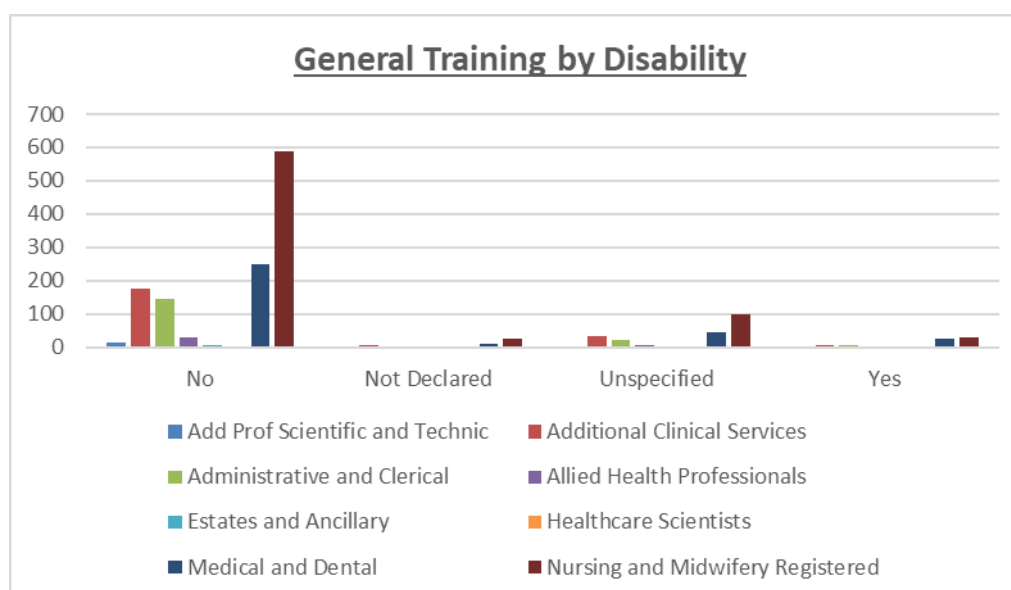
The chart below breaks down training and development workforce data by staff group and ethnicity:



Nursing and Midwifery and Additional Clinical Services are the staff groups mostly accessing training and development resources. Of these staff groups, the majority of staff accessing training and development are White. Broadly the levels depicted above reflect the ethnic profile of the Trust's workforce.

5.2. Learning and Development Attendance by Disability

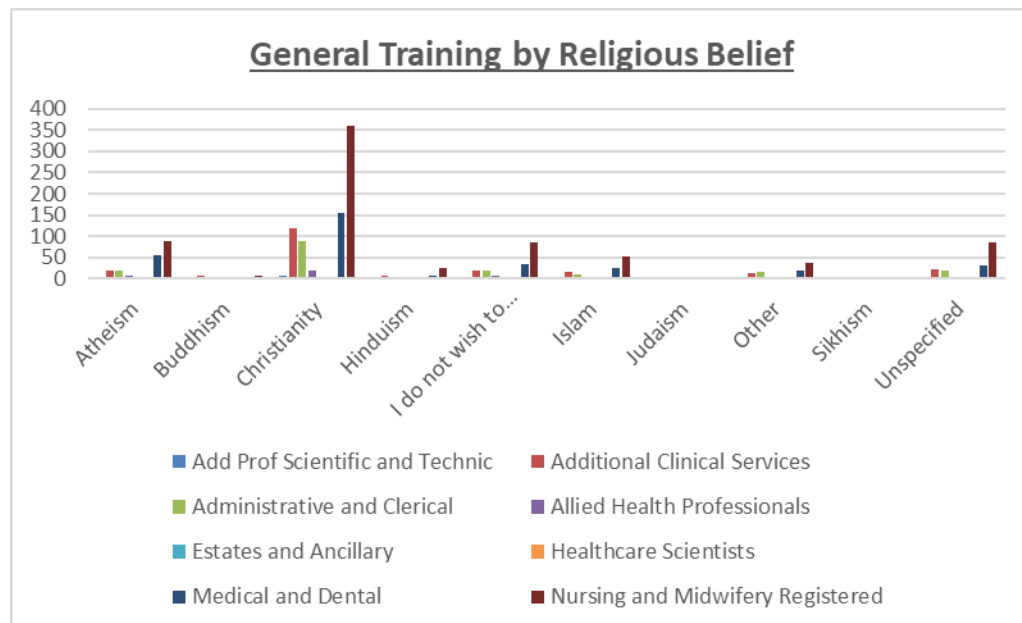
The chart below breaks down training and development workforce data by staff group and by those who have declared a disability:



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

5.3. Learning and Development Attendance by Religious Belief

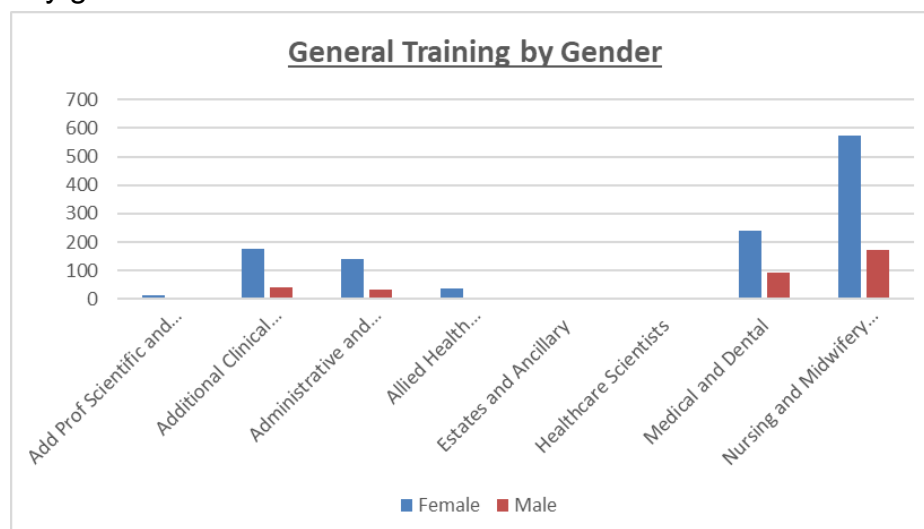
The chart below breaks down training and development workforce data by staff group and by religious belief:



Christian employees were recorded as the highest number of training attendances, followed by Atheist and those who did not want to disclose their religion. This correlates with the overall profile of the workforce.

5.4. Learning and Development Attendance by Gender

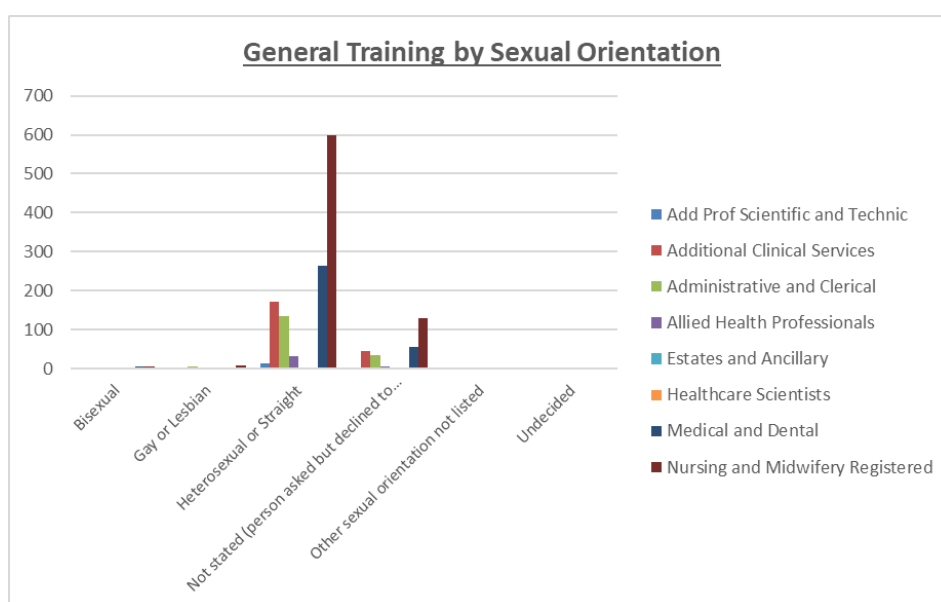
The chart below breaks down training and development workforce data by staff group and by gender:



In line with the Trust's gender split, training attendance was higher for female staff. As the majority of female employees are within the Nursing and Midwifery staff group it is expected that the highest number of attendances are from this staff group. The second-highest attendance was from the Medical and Dental staff group when compared to last year, where the second highest attendance was from the Additional Clinical Services staff group.

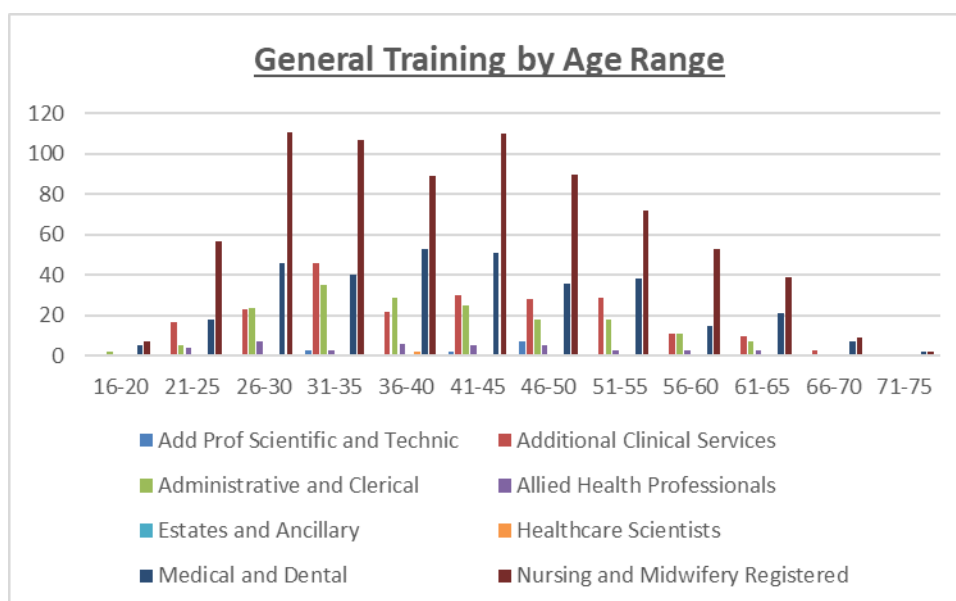
5.5. Learning and Development Attendance by Sexual Orientation

The chart below breaks down training and development workforce data by staff group and by sexual orientation:



5.6. Learning and Development Attendance by Age:

The chart below breaks down training and development workforce data by staff group and by age:



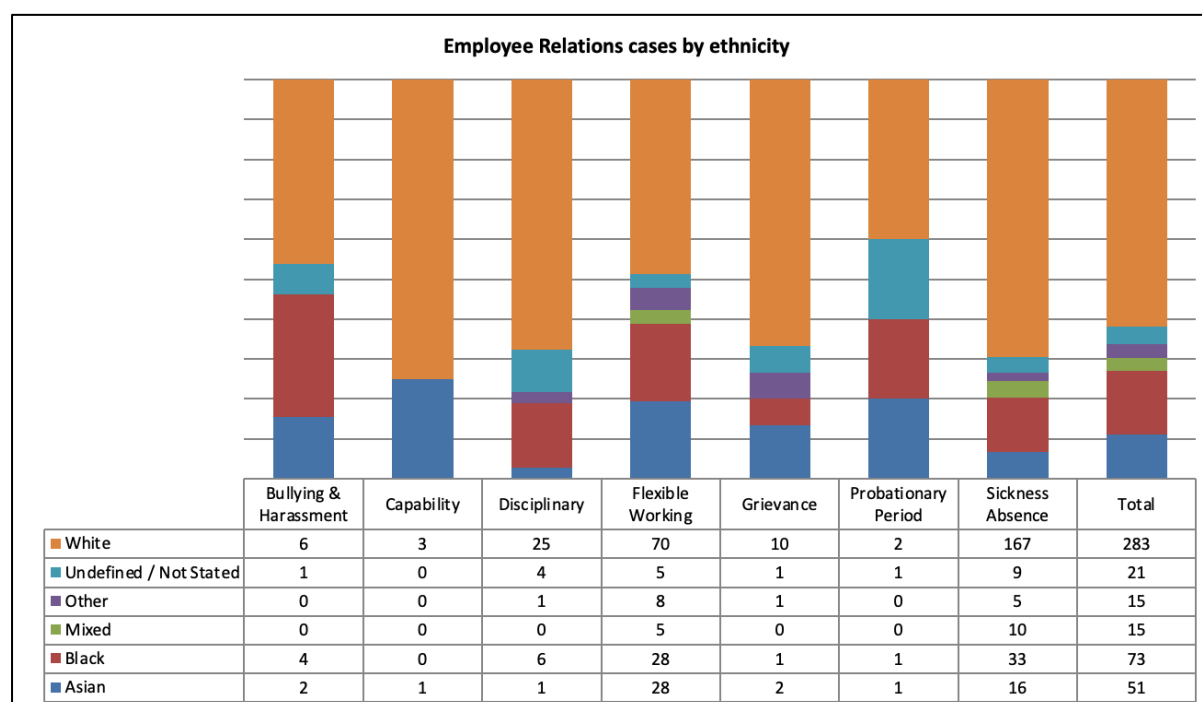
6.0. Employee Relations Data Report

The information within this section provides the breakdown of the main types of formal employee relations cases handled by the Trust. Between 01 April 2021 and 31 March 2022. The following formal cases are referred to:

- Disciplinary
- Flexible Working
- Bullying & Harassment
- Grievance
- Capability

6.1. Employee Relations Cases by Ethnicity

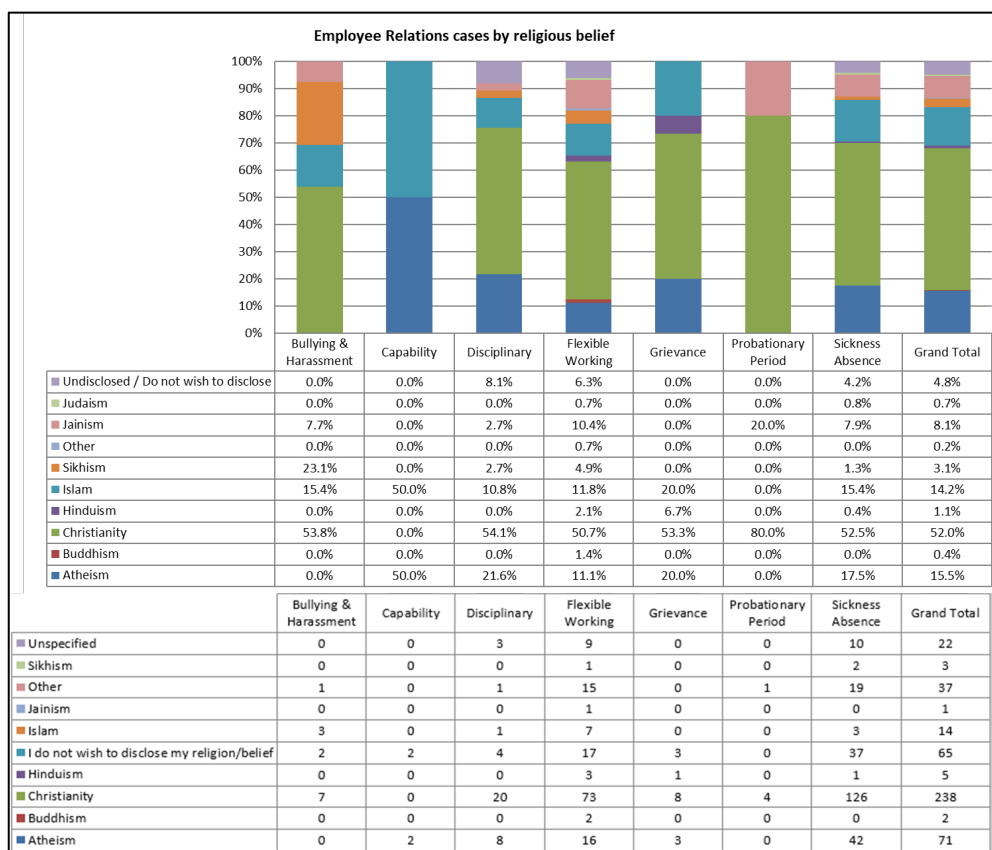
The chart below provides a breakdown of formal employee relations cases by ethnicity:



The majority of formal cases (61.7%) were opened for White employees. BAME employees are not more likely to enter into the disciplinary or capability processes however, they are more likely to raise a flexible working application than White employees, with 49.6% of flexible working applications submitted by BAME colleagues, who represent 36% of the Trust's workforce. This indicates that BAME employees are more likely to submit a formal request for flexible working than White employees.

6.2. Employee Relations Cases by Religious Belief

The chart below provides a breakdown of formal employee relations cases by religious belief:



The highest proportion of disciplinary, bullying & harassment and capability cases were opened for those who are Christian, which correlates with the majority of the workforce holding this religious belief. For the capability case type, 50% of cases were opened for employees who identified as Atheist and 50% of cases were opened for employees who identified as Muslim.

6.3. Employee Relations Cases by Age

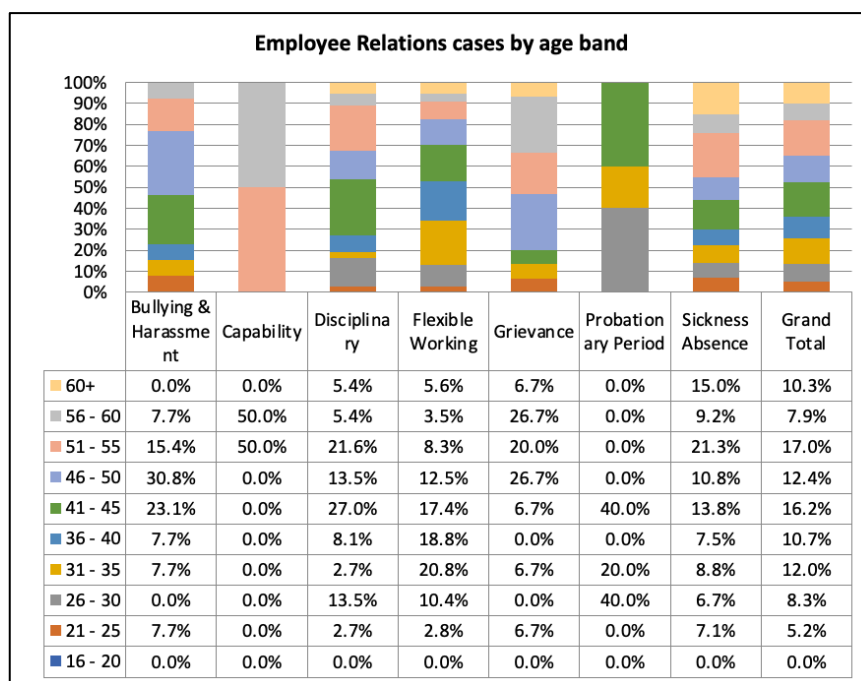
The chart below provides a breakdown of formal employee relations cases by age.

For disciplinary cases, the single age bracket with the highest proportion of cases is the 41-45 age bracket (27%). However, looking at the bands at the higher end of the age scale, specifically 46-50 (13.5%), 51-55 (21.6%) and 56-60 (5.4%), highlights a consistent pattern of older employees being subject to disciplinary action.

For flexible working the highest number of cases were reported for 31-35 age bracket.

For bullying and harassment, most cases were reported for the 46-50 age bracket, which is 30.8%. For grievance, it was 26.7% reported for the 56-60 age bracket.

In terms of capability, the majority of employees going through a capability process are within the higher age brackets. Specifically, 50% of cases are for employees within the age brackets (51-55 and 56-60).



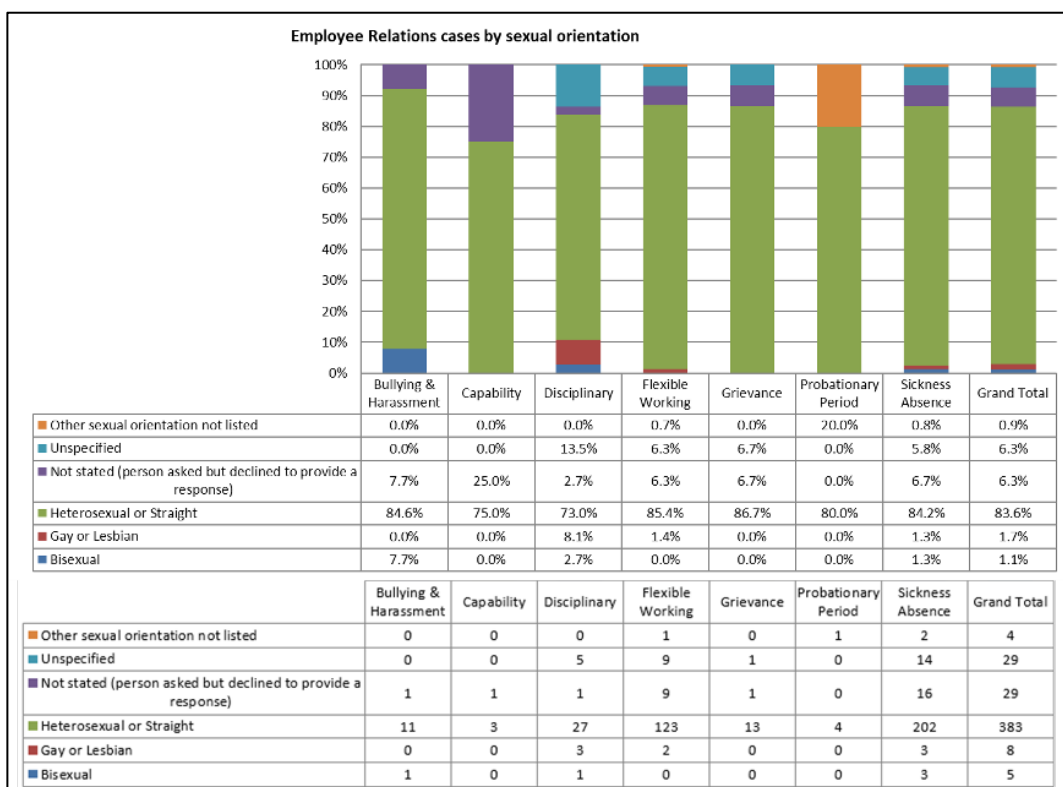
	Bullying & Harassment	Capability	Disciplinary	Flexible Working	Grievance	Probationary Period	Sickness Absence	Grand Total
60 +	0	0	2	8	1	0	36	47
56-60	1	2	2	5	4	0	22	36
51-55	2	2	8	12	3	0	51	78
46-50	4	0	5	18	4	0	26	57
41-45	3	0	10	25	1	2	33	74
36-40	1	0	3	27	0	0	18	49
31-35	1	0	1	30	1	1	21	55
26-30	0	0	5	15	0	2	16	38
21-25	1	0	1	4	1	0	17	24
16 - 20								

6.4. Employee Relations Cases by Sexual Orientation

The chart below provides a breakdown of formal employee relations cases by sexual orientation.

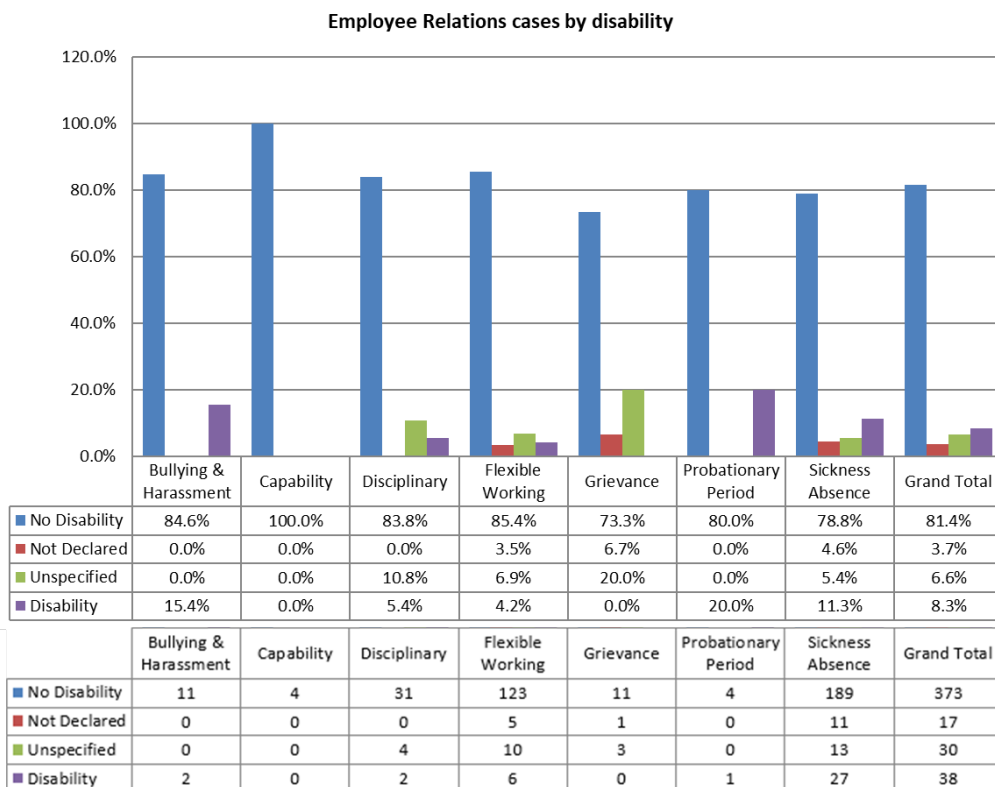
The majority of disciplinary and capability cases were opened for employees who have identified as heterosexual. This correlates with the majority of the workforce being heterosexual.

One finding of note is that, despite comprising 2% of the workforce, 9% of the disciplinary cases opened were for employees who identify as gay, lesbian or bisexual.



6.5. Employee Relations Cases by Disability

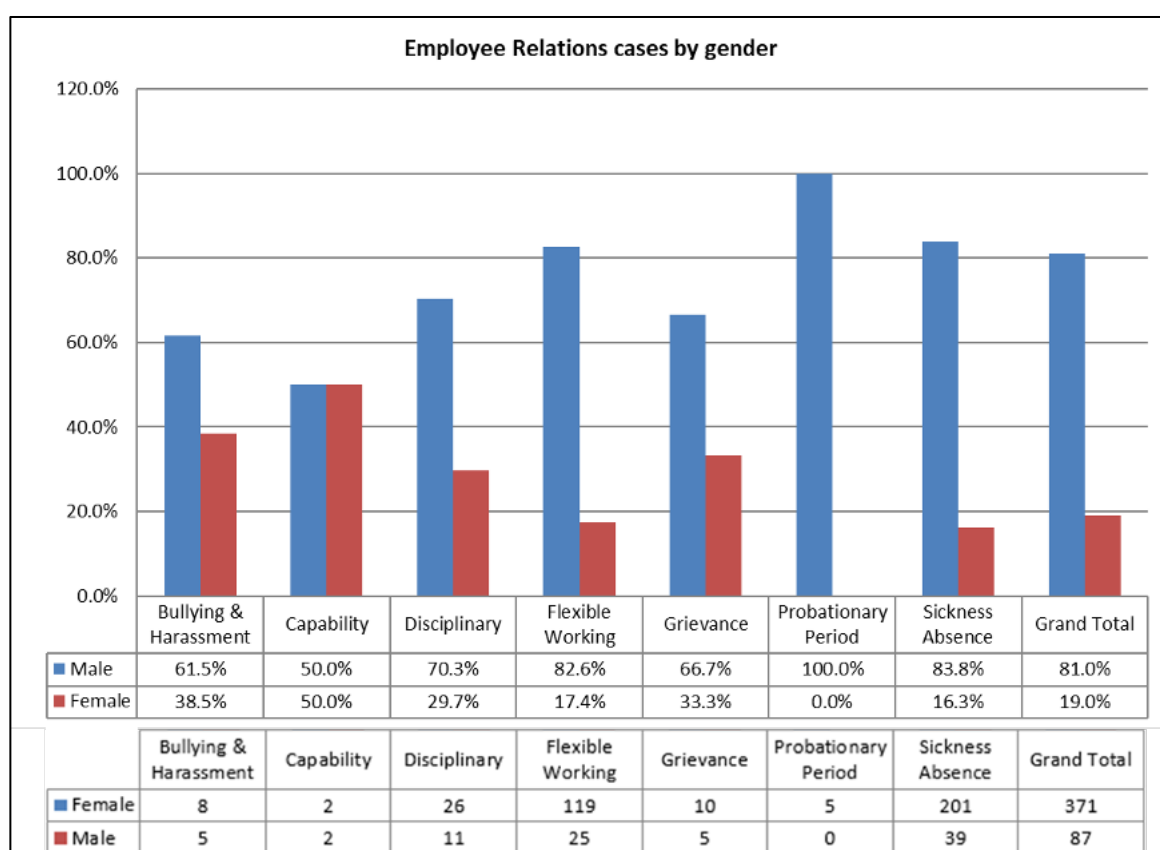
The chart below provides a breakdown of formal employee relations cases by disability:



For all case types, the majority of cases opened were for employees who are not disabled. One finding of note is that, despite representing 6% of the workforce, there were no capability or grievances cases opened for disabled employees within the period. Most notably, there has been a significant reduction in grievance cases opened for disabled employees in year (0%), compared with 10% of grievance cases opened within 2020-2021.

6.6. Employee Relations Cases by Gender

The chart below provides a breakdown of formal employee relations cases by gender:



As expected, the majority of cases opened relate to female employees and are proportionate to the fact that 79% of the workforce is female.

High cases have been reported for male employees for disciplinary, flexible working, grievance and sickness absence case types (70.3%, 82.6%, 66.7% and 83.8%), respectively. This is despite male employees representing only 21% of the total workforce. Compared to the last report, disciplinary, flexible working, and grievance were 62.3%, 92% and 80%, respectively, indicating an increase in male employees entering the disciplinary and flexible working processes. The percentage of male employees entering the grievance process has reduced.

7.0. Action Plan

Action	Deadline	How will we measure success?
Deliver neurodiversity awareness sessions to share employee experiences with ADHD, Dyslexia and other neurodivergent conditions.	Oct-22	Improved disability declaration rates.
Review workforce data by ethnicity, clinical, non-clinical pay bands, divisions and professional groups.	Nov-22	Quantative data to be shared via Annual ED&I Report. Year-on-year progress to be reviewed.
Incorporate ED&I introduction into Trust induction to promote ED&I agenda and staff networks.	Nov-22	Increased staff network engagement.
Implementation of trial Disability Advisor role to support the implementation of workplace adjustments during employment and at recruitment stage.	Nov-22	Review of case load and successful implementation of adjustments.
Roll out workplace adjustment training for line managers to ensure they are equipped to identify and implement reasonable adjustments for their teams.	Dec-22	Improved staff survey score regarding reasonable adjustments.
Raise awareness of WRES & WDES metrics by creating and distributing infographic posters to be shared with Staff Networks, Staff Side, and with staff in their departments.	Dec-22	Increased awareness of the Trust's position.
Implement and promote Disability Champions across the Trust.	Jan-23	Improved disability declaration rates.
Strengthen governance of staff networks by implementing an agreed framework for network leadership/operation and enhancing monthly meetings with the Employee Relations Team.	Jan-23	Increased engagement with staff networks. Full leadership recruitment within each network.
Roll out phase two of the Above Difference Cultural Intelligence Programme for senior managers.	Mar-23	Attendance at sessions. Improved cultural intelligence demonstrated at a senior level.
Incorporate FTSU Champion role into Staff Network Vice Chair Role	Mar-23	FTSU Champion within each network.
Continue to engage with the all staff networks to support the implementation of inclusive recruitment practices.	Mar-23	Improved shortlisting of BAME colleagues. Improved staff survey scores in questions related to discrimination.
Implement a new Talent Management Programme as part of The MK Way, ensuring visibility and access for disabled colleagues.	Jun-23	Increased disability representation in senior bands/roles. Improved CPD metrics.
Continue to roll out cultural awareness training to identified areas to educate employees on diversity and inclusion, discrimination, unconscious bias, microaggressions and empathy.	Jul-23	Attendance at sessions. Reduction in employee relations cases related to discrimination in these areas.
Continue to undertake initiatives that build leadership portfolio to apply for and gain Disability Confident Leader Status	Mar-24	Successful application for Leadership Status.