

Summary Workforce Monitoring

The Trust has a legal duty to ensure that both employment and services are provided fairly and recognises that equality monitoring is an important way of assessing our progress. Monitoring can indicate whether we are offering equality of opportunity to all groups and can help us to make changes based on facts rather than assumptions.

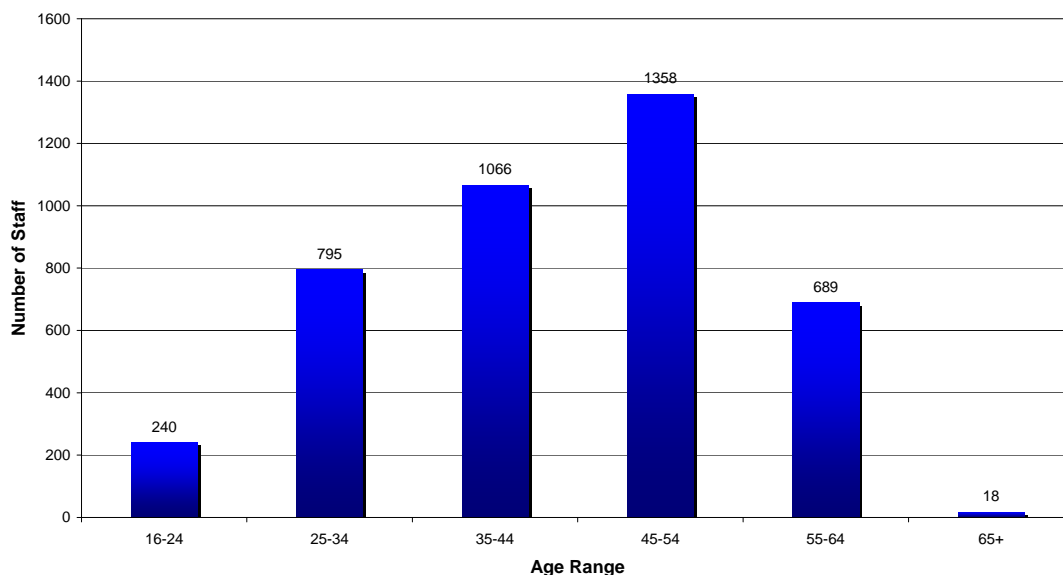
The full workforce monitoring report is published alongside this summary on our website and gives a detailed analysis of the equality monitoring data for staff at Stockport NHS Foundation Trust as at 31st October 2011.

The report includes the profile of our staff in relation to ethnicity, gender, gender pay gap, religion or belief, age, sexual orientation, disability, pregnancy and maternity, marriage and civil partnerships. We have also analysed our disciplinaries, grievances and promotions, recruitment and selection decisions, appraisals and reason for leaving by protected groups.

Key Headlines taken from the full report:-

- 81% of our staff are women;
- 25% are aged under 35 years and 17% are aged over 55 years;

Age of Trust Employees at October 2011

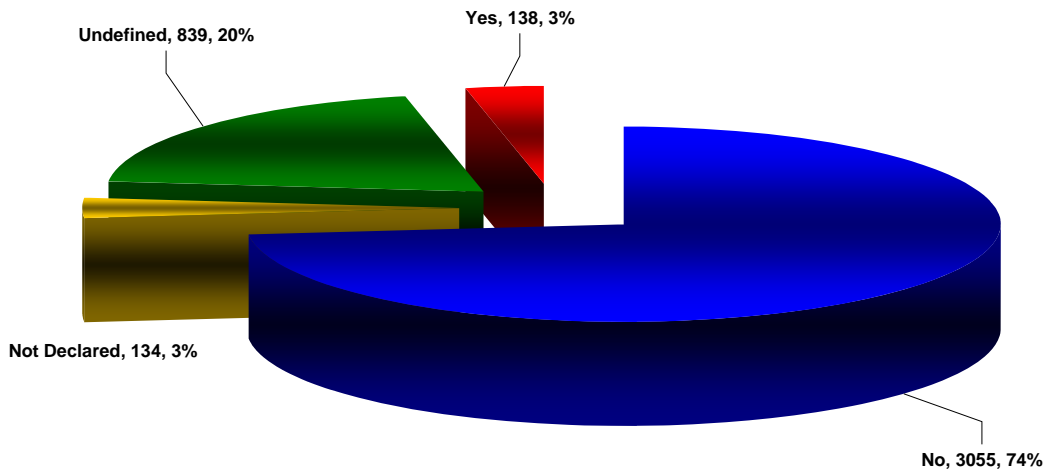


- 10.6% are from black and minority ethnic communities (plus a further 3.7% from white minority ethnic backgrounds);

Ethnicity	Trust staff 2007	Trust staff 2009	Trust staff 2010	Trust Staff 2011	Stockport residents 2001
White:					
British	79.1%	80.6%	80.2%	81.5%	92.9%
Irish	1.0%	1.0%	1.1%	1.1%	1.5%
Other White	2.7%	2.3%	2.4%	2.6%	1.3%
Mixed:					
White/Black Caribbean	0.2%	0.2%	0.2%	0.2%	0.3%
White/Black African	0.2%	0.2%	0.3%	0.3%	0.1%
White/ Asian	0.2%	0.1%	0.1%	0.1%	0.3%
Other Mixed	0.1%	0.2%	0.2%	0.1%	0.1%
Asian/ Asian British:					
Indian	2.3%	2.6%	2.9%	3.2%	0.7%
Pakistani	0.9%	0.8%	1.1%	1.3%	1.0%
Bangladeshi	0.1%	0.2%	0.1%	0.1%	0.1%
Other Asian	0.1%	1.4%	1.4%	1.3%	0.3%
Black/ Black British:					
Black/ Black Caribbean	0.1%	0.1%	0.2%	0.2%	0.2%
African	2.6%	2.2%	2.2%	2.1%	0.1%
Other Black	0.1%	0.1%	0.1%	0.1%	0.1%
Other:					
Chinese	0.4%	0.4%	0.3%	0.3%	0.4%
Other Ethnicity	0.8%	1.0%	1.2%	1.3%	0.1%
Total BME*	8.1%	9.5%	10.3%	10.6%	3.8%
Total BME + WME*	11.8%	12.8%	13.1%	14.3%	6.6%
Not given	8.3%	6.6%	5.9%	4.2%	0%

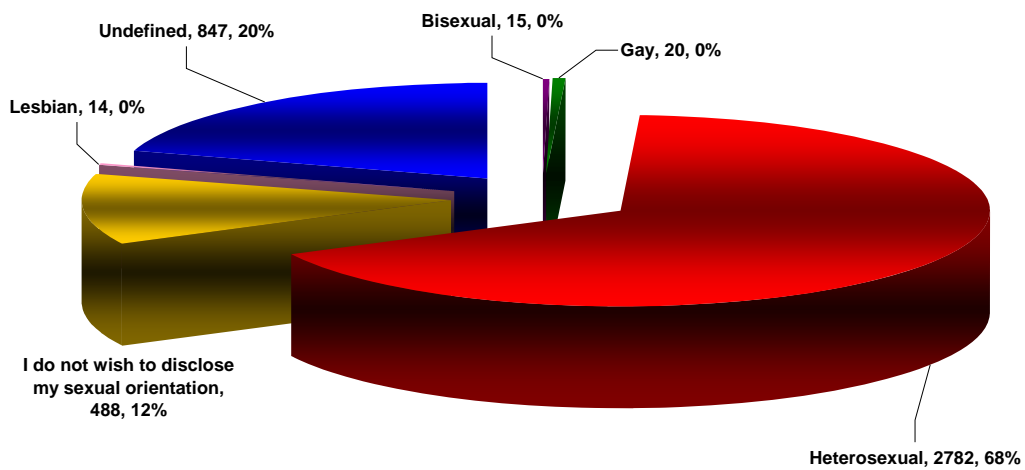
- 3.0% have declared themselves to be disabled; 74% have declared themselves to be non-disabled and the disability status of the remainder is not known/ not declared;

Disability of Trust Employees at October 2011



- 67% have disclosed as heterosexual; 1.2% as lesbian, gay or bisexual.

Sexual Orientation of Trust Employees at October 2011



- 55% have declared Christianity as their religion

	2007	2010	2011
Christian	39%	41%	54.7%
Atheism	4%	5%	6.7%
Islam	1%	1%	1.8%
Hinduism	0.5%	0.4%	1%
Buddhism	0.3%	0.3%	0.3%
Jainism	0%	0.1%	0
Judaism	0%	0.1%	0.2%
Sikhism	0%	0.1%	0.1%
Other religions	4%	5%	4.8%
I do not wish to disclose	0%	12%	11.4%
Not known/ stated	51%	36%	19%

Throughout the full report these figures are compared to the local population and patterns/ trends have been picked out for further examination. The recommendations from this report to further improve the diversity and opportunities for our workforce are:-

- Continue the development of the staff networks.
- Continue to develop the apprenticeship scheme at the Trust.
- Consider further positive action schemes for disabled applicants.
- Consider how to use positive action to attract minority ethnic staff across the range of job opportunities.
- Consider positive action to attract women into consultant medical posts.
- Drill down further to examine the gender pay gap.
- Check the reliability of data for gender identity and civil partnerships
- Engage with staff to understand why 11.4% of them have chosen not to disclose their religion or belief and 12% their sexual orientation.
- Investigate irregular patterns around disciplinaries.
- Continue to do spot audits on the recruitment process to further explore the drop out rates for BME candidates and those with a disability.
- Further improve data on ESR for reason for leaving.
- To arrange further awareness raising around Improving Working Lives.

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Your local contact for more information is Patient and Customer Services at Poplar Suite, SHH, Tel: 0161 419 5678 or www.stockport.nhs.uk

A free interpreting service is available if you need help with this information. Please telephone Stockport Interpreting Unit on 0161 477 9000. Email: eds.admin@stockport.gov.uk

如果你需要他人為你解釋這份資料的內容，我們可以提供免費的傳譯服務，請致電 0161 477 9000 史托波特傳譯部。

W przypadku gdybyś potrzebował pomocy odnośnie tej informacji, dostępne są usługi tłumaczeniowe. Prosimy dzwonić do Interpreting Unit pod numer 0161 477 9000.

যদি এই খবরগুলি সম্পর্কে আপনার কোন সাহায্য দরকার হয় তবে বিনা খরচে আপনার জন্য দোভাষীর ব্যবস্থা করা হতে পারে। মেহেরবানী করে স্টকপোর্ট ইন্টারপ্রিটিং ইউনিটে ফোন করুন টেলিফোন নম্বর, 0161 477 9000.

اگر آپ کو ان معلومات کے بارے میں مدد کی ضرورت ہے تو مفت ترجمانی کی سروس دستیاب ہے۔ براہ مہربانی انٹرنیٹ پر 0161 477 9000 پر فون کریں۔

خدمات ترجمہ رایگان این اطلاعات در صورت نیاز موجود میباشد. لطفا با شماره تلفن 0161 477 9000 با واحد ترجمہ (اینترپریٹینگ یونیت) ما تماس بگیرید.

تنوفر خدمة ترجمة شفوية اذا تطلبت مساعدة في فهم هذا المعلومات. نرجو الاتصال اربن رينيول على رقم الهاتف: 0161 477 9000