**Workforce Equality Monitoring Annual Report 2023**

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EXECUTIVE SUMMARY

This report provides an overview of the demographics of the Trust’s workforce as at the end of 2022. The data is used to inform our priority actions aligned to our Workforce Strategy and organisational priorities to make South West Yorkshire Partnership NHS Foundation Trust a great place to work.

* The Trust currently employs 4,713 staff delivering a range of services including mental health, learning disability, forensic, physical health and community services.
* The data shows that 8.8% of our staff consider themselves to have a disability, an increase from the previous year’s figure of 8.4% (2021) and 6.4% (2020)
* The total number of disabled staff is 414, this is an increase of 30 since last year.
* We see improvements in the number of staff reporting their religion and sexual orientation. Currently 82.5% of staff have provided data regarding their religion (an increase of 0.5%) and 88% of staff have provided data indicating their sexual orientation, an increase of 1.6% from last years report.
* Staff ethnicity in the “Unknown” category has increased by 0.3% form last years report.
* Gender – stable at 21% male 79% female – this is indicative of all NHS bodies and static from last year’s report figures.
* The Trust has seen an increase in Asian staff by 0.2% and 0.7% in Black staff.
* In 2022 the Trust appointed 57 new Black staff (excluding medics) compared to 2021 figure which was 26 new starters. Just over 50% increase.
* The Trust is aware that the ethnic mix of the Trust is not reflected in the higher pay bandings. Actions are being developed to address this to ensure a more representative workforce from band 6 and above of all ethnicities.
* The data has shown an in increase in staff age group 30-39 of 0.8%
* Staff in the over 60 age bands has increased again in 2022 to 10.9%. The Trust is mindful that staff are choosing to work longer, and an older workforce may require consideration from a health and wellbeing perspective regarding initiatives and support to maintain them in employment.
* Training access data by ethnicity is broadly in line with the Trust workforce profile (staff in post)

**BACKGROUND**

**Making SWYPFT a great place to work and our staff pledges**

Following an engagement exercise with staff in 2019/20, 5 key themes were identified regarding what people believe were the essentials of a Great Place to Work. These are set out below along with our work pledges and these are the foundations of the Workforce Strategy for 2021-2023/24.

|  |  |
| --- | --- |
| Great Place to Work essentials | Great place to work pledges |
| Feeling Safe | We will tackle violence and bullying and harassment and ensure we have enough staff |
| Supportive Teams | We will develop team leaders at all levels, promote effective team working and ensure high quality supervision and appraisal |
| Keeping fit and well | We will provide support to keep staff physically and psychologically well, enabling them to work flexibly and ensure they have manageable workloads |
| Developing Potential | We will provide flexible career pathways, support personal and professional development plans and develop the talent and potential of all staff |
| My voice counts | We will effectively engage staff in service developments and improvements and ensure change is effectively managed |

**Priorities for 2023/24**

We have used the data in this equality report along with insight, and feedback from staff to develop the following priorities aligned to the five essentials of making the Trust a Great Place to work:

**Feeling Safe:**

* We have established civility and respect champions across services and teams to support local action plans and improve team cultures. We are intending to adopt an early resolution approach to bullying and harassment cases.
* The RACE Forward network has been re-established to review the approach to harassment and bullying from service users, carers, and visitors.
* Review our recruitment practices and work with partners to increase access to employment for young people and in local communities.

**Supportive team:**

* The Trust continues with its Building Leadership for Inclusion Leadership Programmes and in supporting the ICS Fellowship Programme. We have relaunched our ‘Great Place to work’ programme in spring 2022.

**Keeping fit and well:**

* We continue to evolve a flexible workforce model to support work life balance particularly around excessive working hours and creating more inclusive job opportunities.
* We provide an enhanced inclusive health and wellbeing offer for all our staff which provides emotional, social, physical, and psychological support. We are focussing on the prevention of ill health and investing in new H&WB roles to support our workforce.

**Developing Potential:**

* Our BAME staff network have access to a range of development opportunities specifically targeted at underrepresented groups within our workforce. We promote and encourage participation in targeted development offerings through the West Yorkshire ICS including the Fellowship programme – specifically focussed on growing and nurturing future diverse leaders. In 2023, we have successfully secured 3 places on the NEY Aspiring Directors programme for diverse leaders from our Trust.
* We continue to support ‘Moving Forward’ as part of the West Yorkshire Mental Health Collaborative.

**My voice counts:**

* We have established BAME, and LGBT+ and carers staff networks and we continue to develop our disability staff network.
* We will be implementing our WRES and WDES action plans and have launched a new staff disability and reasonable adjustments policy in Spring 2022.
* Also ensuring that wellbeing conversations take place regularly between line managers and staff.

# 

1. **INTRODUCTION**

South West Yorkshire Partnership NHS Foundation Trust is committed to undertake an annual audit programme of workforce equality

* 1. Aim

The aim is to provide an overview of the workforce within the Trust.

* 1. Objectives

The main objectives of the audit are:

To meet the requirements of the Equality act.

To monitor legal compliance with the Equality act.

To determine the level of workforce equality.

To establish a baseline for future audits.

To highlight any areas of concern and make recommendations.

* 1. Methodology

The data was collected through the electronic staff record as of 31st December 2022.

* 1. Population

The number of Staff in Post (SIP) as of 31st December 2022 was 4,713.

All other information is based on the relevant date falling between 1st January 2022 and 31st December 2022.

Training information is based on staff employed at any point during the calendar year who also accessed non-mandatory training during 2022.

Staff who work solely on bank were not included in the data except for applicants and shortlists where all records dated within the audit period were included.

1. **EQUALITY WORKFORCE MONITORING REPORT DATA**

**Sex**

**Race**

**Disability**

**Marital Status**

**Age**

**Religion / Belief**

**Sexual**

**Orientation**

Currently the Trust collects and report staff data on Disability, Sex, Race, Religion and Belief, Age, Marital Status and Sexual Orientation. In line with our requirements under the Public Sector Equality Duty we have collected, analysed and published our workforce data by:

**Disciplinary**

**Staff**

**Training**

**Workforce**

**Profile**

**Recruitment, Selection & Appointed**

**Pay**

The results have been categorised in the report into the protected characteristics.

In some instances, the information has been split into non-medical and medical staff

For simplicity, figures are rounded to a single decimal place except where necessary for clarity.

**2.1 WORKFORCE**

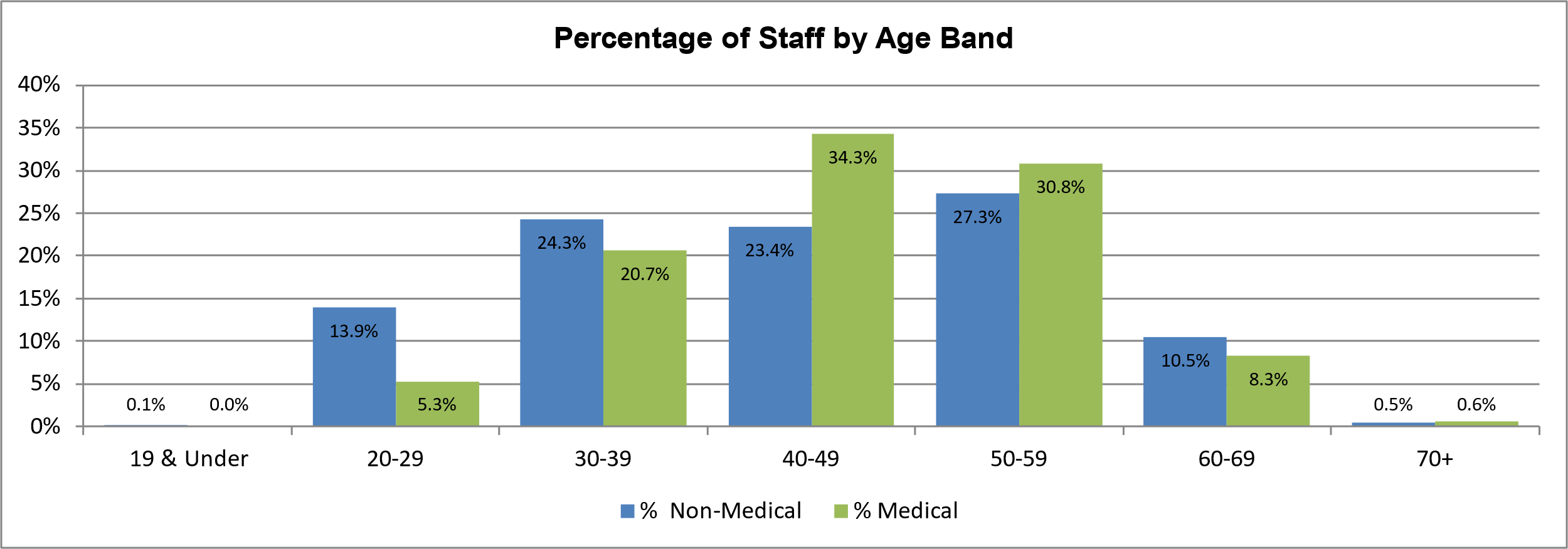
* + 1. **Workforce by Age**

The current number of staff in post is 4,713; this is broken down by area and age band.

***Table 1 – Workforce by age and area***

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Area** | **19 & under** | **20-29** | **30-39** | **40-49** | **50-59** | **60-69** | **70+** | **Grand Total** |
| Adult and Older People MH | 3 | 241 | 406 | 348 | 420 | 158 | 8 | 1,584 |
| *0.2%* | *15.2%* | *25.6%* | *22.0%* | *26.5%* | *10.0%* | *0.5%* |
| Barnsley Integrated Services |  | 126 | 282 | 300 | 335 | 140 | 11 | 1,194 |
|  | *10.6%* | *23.6%* | *25.1%* | *28.1%* | *11.7%* | *0.9%* |
| CAMHS and Children |  | 70 | 104 | 88 | 76 | 20 |  | 358 |
|  | *19.6%* | *29.1%* | *24.6%* | *21.2%* | *5.6%* |  |
| Forensic Services |  | 101 | 111 | 97 | 93 | 30 | 4 | 436 |
|  | *23.2%* | *25.5%* | *22.2%* | *21.3%* | *6.9%* | *0.9%* |
| Learning Disabilities & Adult ASD & ADHD |  | 39 | 61 | 37 | 46 | 6 |  | 189 |
|  | *20.6%* | *32.3%* | *19.6%* | *24.3%* | *3.2%* |  |
| Support Services |  | 56 | 140 | 194 | 269 | 123 | 1 | 783 |
|  | *7.2%* | *17.9%* | *24.8%* | *34.4%* | *15.7%* | *0.1%* |
| **Sub-total** | **3** | **633** | **1,104** | **1,064** | **1,239** | **477** | **24** | **4,544** |
| ***0.1%*** | ***13.9%*** | ***24.3%*** | ***23.4%*** | ***27.3%*** | ***10.5%*** | ***0.5%*** |
| Medical Staff |  | 9 | 35 | 58 | 52 | 14 | 1 | 169 |
|  | *5.3%* | *20.7%* | *34.3%* | *30.8%* | *8.3%* | *0.6%* |
| **Grand Total** | **3** | **642** | **1,139** | **1,122** | **1,291** | **491** | **25** | **4,713** |
| ***0.1%*** | ***13.6%*** | ***24.2%*** | ***23.8%*** | ***27.4%*** | ***10.4%*** | ***0.5%*** |

***Figure 1 – Workforce by age, non-medical compared with Medical Staff***



The results in *Table 1* and *Figure 1* show that:

* The highest number of Trust staff fall in the age band 50-59 totalling 27.4% of the workforce.

This is a drop of 1.2% from 2021 data which was 28.6%

* 23.8% of the workforce are in Age band 40-49. This has dropped by 0.3% compared to 2021 data (24.1%)
* Compared to 2021 data, the proportion of workforce has increased in 30-39 age group by 0.8% in 2022. *(2021 data, 30-39 was 23.4%)*
* Support Services have the highest proportion of staff in the 60 and over age bands at 15.7% (124).
* Staff in the over 60 age bands has increased again in 2022 to 10.9% (516). This is an upwards trend for 3 consecutive years - 2021 data 10.3% (474) - 2020 data 10.1% (456).
  + 1. **Workforce by Disability**

The following table shows the staff in post who consider themselves to have a disability

***Table 2 – Workforce by disability and area***

|  |  |  |  |
| --- | --- | --- | --- |
| **Area** | **Yes** | **No or Unknown** | **Grand Total** |
| Adult and Older People MH | 156 | 1,428 | 1,584 |
| *9.8%* | *90.2%* |
| Barnsley Integrated Services | 105 | 1,089 | 1,194 |
| *8.8%* | *91.2%* |
| CAMHS and Children | 32 | 326 | 358 |
| *8.9%* | *91.1%* |
| Forensic Services | 44 | 392 | 436 |
| *10.1%* | *89.9%* |
| Learning Disabilities and Adult ASD and ADHD | 23 | 166 | 189 |
| *12.2%* | *87.8%* |
| Support Services | 44 | 739 | 783 |
| *5.6%* | *94%* |
| **Sub-total** | **404** | **4,140** | **4,544** |
| ***8.9%*** | ***91.1%*** |
| Medical Staff | 10 | 159 | 169 |
| *5.9%* | *94.1%* |
| **Grand Total** | **414** | **4,299** | **4,713** |
| ***8.8%*** | ***91.2%*** |

The results show that:

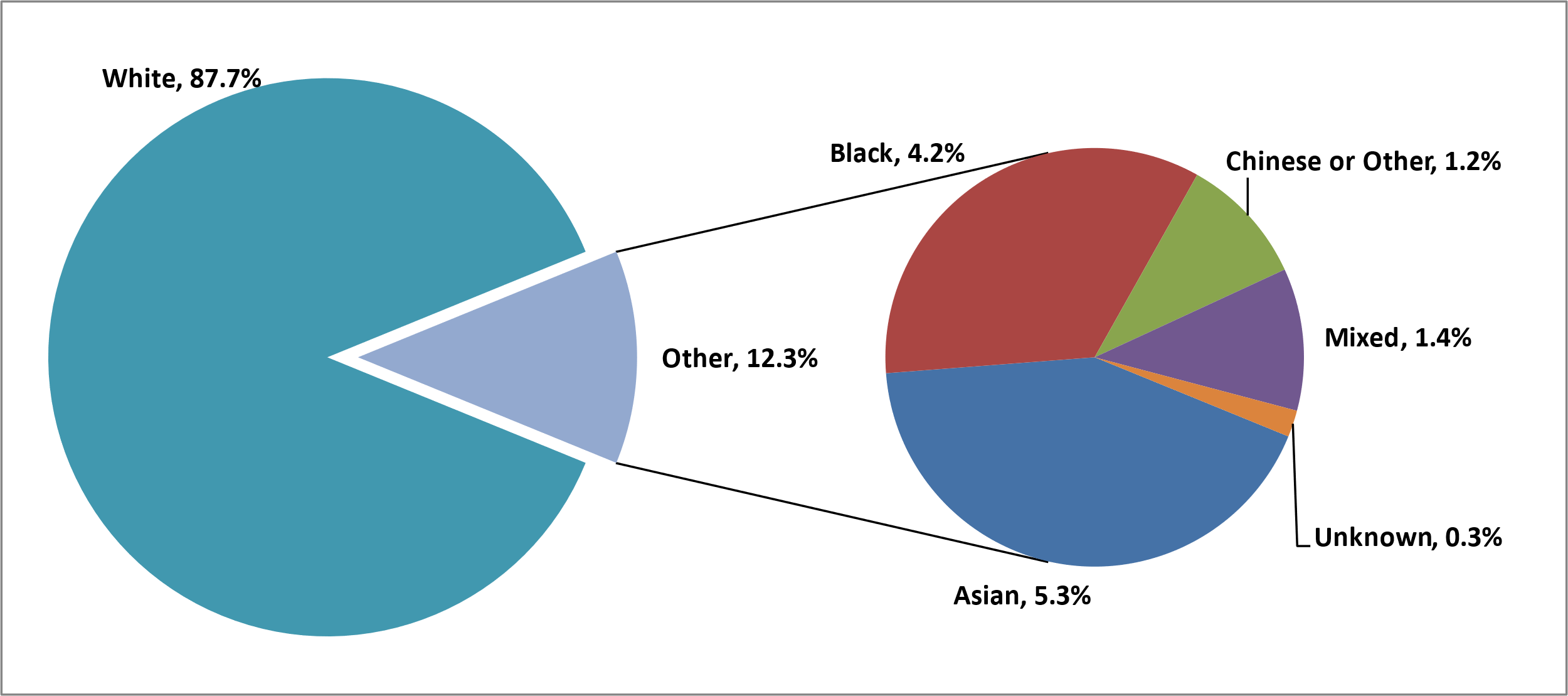
* 8.8% of all Trust staff consider themselves to have a disability. This is an increase from 2021 figures of 8.4% and in 2020 the figure was 6.4%. This again is a 3-year successive incline.
* The Trust disability workforce has increased from 292 in 2020 to 384 in 2021 and 414 in 2022.
* As in the previous year, Medical Staff have the lowest percentage of staff who identified as having a disability.
  + 1. **Workforce by Race**

The following tables and charts show the ethnicity of Trust staff by Care group/Service area.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Area** | **Asian** | **Black** | **Chinese or Other** | **Mixed** | **White** | **Unknown** | **Grand Total** |
| Adult and Older People MH | 92 | 94 | 9 | 31 | 1,355 | 3 | 1,584 |
| *5.8%* | *5.9%* | *0.6%* | *2.0%* | *85.5%* | *0.2%* |
| Barnsley Integrated Services | 11 | 13 | 9 | 9 | 1,151 | 1 | 1,194 |
| *0.9%* | *1.1%* | *0.8%* | *0.8%* | *96.4%* | *0.1%* |
| CAMHS and Children | 5 | 12 | 3 | 4 | 334 |  | 358 |
| *1.4%* | *3.4%* | *0.8%* | *1.1%* | *93.3%* |  |
| Forensic Services | 10 | 54 | 4 | 4 | 363 | 1 | 436 |
| *2.3%* | *12.4%* | *0.9%* | *0.9%* | *83.3%* | *0.2%* |
| Learning Disabilities & Adult ASD & ADHD | 15 | 5 | 2 | 3 | 163 | 1 | 189 |
| *7.9%* | *2.6%* | *1.1%* | *1.6%* | *86.2%* | *0.5%* |
| Support Services | 34 | 13 | 16 | 8 | 708 | 4 | 783 |
| *4.3%* | *1.7%* | *2.0%* | *1.0%* | *90.4%* | *0.5%* |
| **Sub-total** | **167** | **191** | **43** | **59** | **4,074** | **10** | **4,544** |
| ***3.7%*** | ***4.2%*** | ***0.9%*** | ***1.3%*** | ***89.7%*** | ***0.2%*** |
| Medical Staff | 81 | 9 | 15 | 5 | 57 | 2 | 169 |
| *47.9%* | *5.3%* | *8.9%* | *3.0%* | *33.7%* | *1.2%* |
| **Grand Total** | **248** | **200** | **58** | **64** | **4,131** | **12** | **4,713** |
| ***5.3%*** | ***4.2%*** | ***1.2%*** | ***1.4%*** | ***87.7%*** | ***0.3%*** |

***Table 3 – Workforce by Race and area***

***Figure 2 – workforce by Race, including medical staff***



The results show that:

* 87.7% of all staff consider themselves as White in 2022, which was a 1% decrease from 2021 data which was reported as 88.7%
* Of the remaining 12.3%, the largest group (5.3%) consider themselves of Asian origin.
* The figure for Unknown, where staff declined to state their ethnicity, for the year 2022 is at 0.3%. This has increased compared to last year which was at 0.2% of Trust staff.
* This year’s percentage of Asian staff has increased to 5.3% from 5.1% in 2021. This is an increase of 0.2%.
* Percentage of Black staff has increased from 3.5% in 2021 to 4.2%. This is an increase of 0.7%.
  + 1. **Workforce by Religious / Belief**

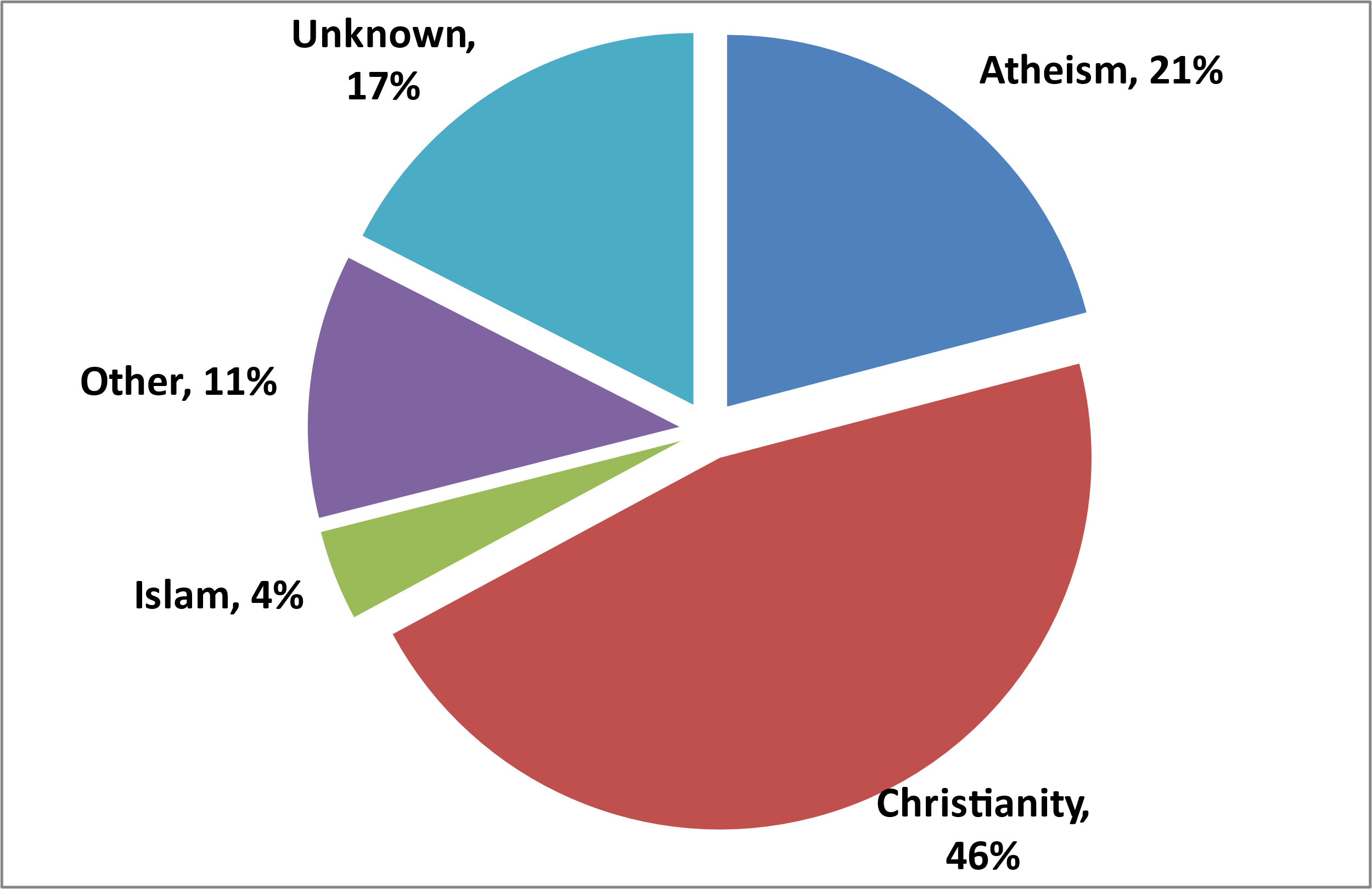
The following tables and charts show the religion/belief of Trust staff by area.

***Table 4 – Workforce by Religious / Belief and arear***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Area** | **Atheism** | **Christianity** | **Islam** | **Other\*** | **Unknown** | **Grand Total** |
| Adult and Older People MH | 339 | 690 | 87 | 177 | 291 | 1,584 |
| *21.4%* | *43.6%* | *5.5%* | *11.2%* | *18.4%* |
| Barnsley Integrated Services | 209 | 647 | 10 | 119 | 209 | 1,194 |
| *17.5%* | *54.2%* | *0.8%* | *10.0%* | *17.5%* |
| CAMHS and Children | 120 | 154 | 2 | 46 | 36 | 358 |
| *33.5%* | *43.0%* | *0.6%* | *12.8%* | *10.1%* |
| Forensic Services | 106 | 199 | 10 | 45 | 76 | 436 |
| *24.3%* | *45.6%* | *2.3%* | *10.3%* | *17.4%* |
| Learning Disabilities and Adult ASD and ADHD | 59 | 75 | 12 | 19 | 24 | 189 |
| *31.2%* | *39.7%* | *6.3%* | *10.1%* | *12.7%* |
| Support Services | 135 | 369 | 27 | 86 | 166 | 783 |
| *17.2%* | *47.1%* | *3.4%* | *11.0%* | *21.2%* |
| **Sub-total** | 968 | 2,134 | 148 | 492 | 802 | 4,544 |
| *21.3%* | *47.0%* | *3.3%* | *10.8%* | *17.6%* |
| Medical Staff | 18 | 44 | 37 | 48 | 22 | 169 |
| *10.7%* | *26.0%* | *21.9%* | *28.4%* | *13.0%* |
| **Grand Total** | **986** | **2,178** | **185** | **540** | **824** | **4,713** |
| ***20.9%*** | ***46.2%*** | ***3.9%*** | ***11.5%*** | ***17.5%*** |

“Other\*’ refers to Buddhism, Hinduism, Judaism, Jainism, and Sikhism.

***Figure 3 – Workforce by religion/belief***



The results show that:

* The number of staff who had not stated their religious belief, has been decreasing over successive years and is now 17%. In the year 2021 the “Unknown” figure was reported at 18% and 19% in 2020 report.
* Trust workforce reported as “other” had decreased from 12% in 2021 to 11% in 2022
* Trust Islamic workforce had remained the same at 4% for two consecutive years.
* Data shows a 1% rise in Atheism from 20% in 2021 to 21% in 2022.
  + 1. **Workforce by Marital Status**

***Table 5 – Workforce by Marital Status***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Area** | **Civil Partnership** | **Divorced/Legally Separated** | **Married** | **Single** | **Widowed** | **Unknown** | **Grand Total** |
| Adult and Older People MH | 27 | 157 | 722 | 644 | 18 | 16 | 1,584 |
| *1.7%* | *9.9%* | *45.6%* | *40.7%* | *1.1%* | *1.0%* |
| Barnsley Integrated Services | 17 | 139 | 639 | 376 | 15 | 8 | 1,194 |
| *1.4%* | *11.6%* | *53.5%* | *31.5%* | *1.3%* | *0.7%* |
| CAMHS and Children | 2 | 35 | 165 | 152 | 1 | 3 | 358 |
| *0.6%* | *9.8%* | *46.1%* | *42.5%* | *0.3%* | *0.8%* |
| Forensic Services | 9 | 29 | 182 | 210 |  | 6 | 436 |
| *2.1%* | *6.7%* | *41.7%* | *48.2%* |  | *1.4%* |
| Learning Disabilities and Adult ASD and ADHD | 1 | 14 | 71 | 100 | 3 |  | 189 |
| *0.5%* | *7.4%* | *37.6%* | *52.9%* | *1.6%* |  |
| Support Services | 9 | 77 | 428 | 255 | 9 | 5 | 783 |
| *1.1%* | *9.8%* | *54.7%* | *32.6%* | *1.1%* | *0.6%* |
| **Sub-total** | **65** | **451** | **2,207** | **1,737** | **46** | **38** | 4,544 |
| *1.4%* | *9.9%* | *48.6%* | *38.2%* | *1.0%* | *0.8%* |
| Medical Staff | **2** | **3** | **132** | **30** | **1** | **1** | **169** |
| ***1.2%*** | ***1.8%*** | ***78.1%*** | ***17.8%*** | ***0.6%*** | ***0.6%*** |
| **Grand Total** | 67 | 454 | 2,339 | 1,767 | 47 | 39 | 4,713 |
| *1.4%* | *9.6%* | *49.6%* | *37.5%* | *1.0%* | *0.8%* |

The spread of the marital status of staff across the Trust is relatively unchanged from previous years and shows only slight variations in each category.

* + 1. **Workforce by Sex**

Table 6 and Figure 4 below show the gender split for all Trust staff. The split across all staff is approximately 79%/21%, female to male staff.

***Table 6 – Workforce by Sex***

|  |  |  |  |
| --- | --- | --- | --- |
| **Area/Gender** | **Female** | **Male** | **Grand Total** |
| Adult and Older People MH | 1,278 | 306 | 1,584 |
| *80.7%* | *19.3%* |
| Barnsley Integrated Services | 1,031 | 163 | 1,194 |
| *86.3%* | *13.7%* |
| CAMHS and Children | 324 | 34 | 358 |
| *90.5%* | *9.5%* |
| Forensic Services | 312 | 124 | 436 |
| *71.6%* | *28.4%* |
| Learning Disabilities and Adult ASD and ADHD | 152 | 37 | 189 |
| *80.4%* | *19.6%* |
| Support Services | 569 | 214 | 783 |
| *72.7%* | *27.3%* |
| **Sub-total** | 3,666 | 878 | **4,544** |
| *80.7%* | *19.3%* |
| Medical Staff | 70 | 99 | 169 |
| *41.4%* | *58.6%* |
| **Grand Total** | **3,736** | **977** | **4,713** |
| ***79.3%*** | ***20.7%*** |

***Figure 4 – Workforce by Sex***

The results show that:

* As in previous years, female staff made up over three quarters of Trust staff in 2022
* The Trust female to male spilt of 79.3%/20.7% is similar in the individual areas and services although Barnsley Integrated Services and CAMHS and children Care Group had significantly fewer male staff.
* Forensic Services and Support services have more male staff than the overall Trust figures.
* Medical staff are an outlier having more male than female staff. This is consistent with previous years.
  + 1. **Workforce by Sexual orientation**

***Table 7 – Workforce by Sexual Orientation***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Area** | **Heterosexual** | **Gay or Lesbian** | **Bisexual** | **Unknown** | **Grand Total** |
| Adult and Older People MH | 1,315 | 48 | 25 | 196 | 1,584 |
| *83.0%* | *3.0%* | *1.6%* | *12.4%* |
| Barnsley Integrated Services | 1,029 | 26 | 11 | 128 | 1,194 |
| *86.2%* | *2.2%* | *0.9%* | *10.7%* |
| CAMHS and Children | 325 | 9 | 10 | 14 | 358 |
| *90.8%* | *2.5%* | *2.8%* | *3.9%* |
| Forensic Services | 362 | 19 | 8 | 47 | 436 |
| *83.0%* | *4.4%* | *1.8%* | *10.8%* |
| Learning Disabilities and Adult ASD and ADHD | 158 | 6 | 8 | 17 | 189 |
| *83.6%* | *3.2%* | *4.2%* | *9.0%* |
| Support Services | 626 | 14 | 4 | 139 | 783 |
| *79.9%* | *1.8%* | *0.5%* | *17.8%* |
| **Sub-total** | 2,786 | 96 | 55 | 413 | 3,350 |
| *84.0%* | *2.7%* | *1.5%* | *11.9%* |
| Medical Staff | **140** | **4** | **1** | **24** | **169** |
| ***82.8%*** | ***2.4%*** | ***0.6%*** | ***14.2%*** |
| **Grand Total** | 3,955 | 126 | 67 | 565 | 4,713 |
| *83.9%* | *2.7%* | *1.4%* | *12.0%* |

The results show that:

* The “Unknown” figure has been reducing over recent years. In 2020 it was 15%, 13.6% in 2021 and 12% in 2022. That’s a decrease of 3% in 3 years.
* The number of LGBT staff continues to increase slightly and was at 4.1% (193) by year end 2022. In 2021 these figures were 3.6% (165) and 3.5% (158) in 2020. Over the 3 years that’s an increase of 0.6%.
  1. **PAY**
     1. **Pay by Disability**

The current number of staff in post (excluding medical staff) is 4543.

The table below shows staff split by pay band**.**

***Table 8 – Pay by Disability excluding medical staff***

|  |  |  |
| --- | --- | --- |
| **Pay Band** | **With Disability** | **Total Staff in Post** |
| Band 1 | 1 | 2 |
| *50.0%* |
| Band 2 | 46 | 543 |
| *8.5%* |
| Band 3 | 98 | 986 |
| *9.9%* |
| Band 4 | 33 | 407 |
| *8.1%* |
| Band 5 | 75 | 665 |
| *11.3%* |
| Band 6 | 79 | 1,029 |
| *7.7%* |
| Band 7 | 40 | 551 |
| *7.3%* |
| Band 8a | 24 | 220 |
| *10.9%* |
| Band 8b | 6 | 83 |
| *7.2%* |
| Band 8c | 1 | 31 |
| *3.2%* |
| Band 8d | 1 | 19 |
| *5.3%* |
| Band 9 |  |  |
|  |
| Not AfC |  | 7 |
|  |
| **Grand Total** | **404** | **4,543** |
| ***8.9%*** |

The results show that:

* Percentage of staff employed with a disability was reported as 8.9% in 2022. This has increased from the previous year, from 8.5% in 2021 and 6.6% in 2020. An increase of 2.3% over 3 consecutive years.
* Band 3, 5 and 6 are reported to have high number of staff with a reported disability compared to other pay bands. This is a similar trend to 2021 data.
  + 1. **Pay by Race**

***Table 9 – Pay by Race excluding medical staff***

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Band** | **Asian** | **Black** | **Chinese or Other** | | **Mixed** | **White** | **Unknown** | **Grand Total** |
| Band 1 |  |  |  |  | | 2 |  | 2 |
|  |  |  |  | | *100.0%* |  |
| Band 2 | 31 | 22 | 10 | 4 | | 475 | 1 | 543 |
| *5.7%* | *4.1%* | *1.8%* | *0.7%* | | *87.5%* | *0.2%* |
| Band 3 | 42 | 30 | 6 | 11 | | 897 |  | 986 |
| *4.3%* | *3.0%* | *0.6%* | *1.1%* | | *91.0%* |  |
| Band 4 | 17 | 29 | 9 | 1 | | 351 |  | 407 |
| *4.2%* | *7.1%* | *2.2%* | *0.2%* | | *86.2%* |  |
| Band 5 | 26 | 64 | 4 | 15 | | 552 | 4 | 665 |
| *3.9%* | *9.6%* | *0.6%* | *2.3%* | | *83.0%* | *0.6%* |
| Band 6 | 22 | 33 | 9 | 17 | | 947 | 1 | 1,029 |
| *2.1%* | *3.2%* | *0.9%* | *1.7%* | | *92.0%* | *0.1%* |
| Band 7 | 15 | 12 | 5 | 8 | | 511 |  | 551 |
| *2.7%* | *2.2%* | *0.9%* | *1.5%* | | *92.7%* |  |
| Band 8a | 10 |  |  | 2 | | 205 | 3 | 220 |
| *4.5%* |  |  | *0.9%* | | *93.2%* | *1.4%* |
| Band 8b | 2 | 1 |  | 1 | | 78 | 1 | 83 |
| *2.4%* | *1.2%* |  | *1.2%* | | *94.0%* | *1.2%* |
| Band 8c | 1 |  |  |  | | 30 |  | 31 |
| *3.2%* |  |  |  | | *96.8%* |  |
| Band 8d |  |  |  |  | | 19 |  | 19 |
|  |  |  |  | | *100.0%* |  |
| Band 9 |  |  |  |  | |  |  | - |
|  |  |  |  | |  |  |
| Not AfC | 1 |  |  |  | | 6 |  | 7 |
| *14.3%* |  |  |  | | *85.7%* |  |
| **Grand Total** | **166** | **191** | **43** | **59** | | **4,073** | **10** | **4,543** |
| ***3.7%*** | ***4.2%*** | ***0.9%*** | ***1.3%*** | | ***89.7%*** | ***0.2%*** |

The results show that:

* The results in table 9 show that the ethnic mix of the Trust is not reflected in the higher bandings.
* This means that a large proportion of the ethnic mix workforce are working at band 6 and below.
* Band 3, 5 and 6 appear to hold the most Asian and Black ethnical workforce compared to other pay bands.
  + 1. **Pay by Sex**

***Table 10 – Pay by Sex excluding medical staff***

|  |  |  |  |
| --- | --- | --- | --- |
| **Pay Band** | **Female** | **Male** | **Grand Total** |
| Band 1 |  | 2 | 2 |
|  | *100.0%* |
| Band 2 | 433 | 110 | 543 |
| *79.7%* | *20.3%* |
| Band 3 | 816 | 170 | 986 |
| *82.8%* | *17.2%* |
| Band 4 | 324 | 83 | 407 |
| *79.6%* | *20.4%* |
| Band 5 | 556 | 109 | 665 |
| *83.6%* | *16.4%* |
| Band 6 | 846 | 183 | 1,029 |
| *82.2%* | *17.8%* |
| Band 7 | 437 | 114 | 551 |
| *79.3%* | *20.7%* |
| Band 8a | 159 | 61 | 220 |
| *72.3%* | *27.7%* |
| Band 8b | 61 | 22 | 83 |
| *73.5%* | *26.5%* |
| Band 8c | 20 | 11 | 31 |
| *64.5%* | *35.5%* |
| Band 8d | 12 | 7 | 19 |
| *63.2%* | *36.8%* |
| Band 9 |  |  |  |
|  |  |
| Not AfC | 2 | 5 | 7 |
| *28.6%* | *71.4%* |
| **Grand Total** | **3,664** | **872** | **4,536** |
| ***80.8%*** | ***19.2%*** |

The results in table 10 above show the following:

* The Trust total gender split, excluding medical staff, is approximate 81%/19% female to male.
* Bands 2, 3 and 5 had a higher proportion of female to male staff than the overall figure but are not dissimilar to the Trust profile.
* However, as the pay band increases, this split changes and female staff are under-represented in the higher bands compared with the Trust profile.
* The small numbers in the higher bands can skew the results and may not be significant.

This is better appreciated in figure 5 below. The number of staff in the higher bands is small which may artificially skew the figures but as can be seen from the chart, these bands have a higher percentage of male staff than the overall Trust profile.

***Figure 5 – Pay by Sex excluding medical staff***

* 1. **RECRUITMENT, SELECTION & APPOINTED**

Data source for applications and shortlisting was taken from NHS Jobs, whilst the appointment data is taken from Trust ESR. This means there is some disparity in the way data is categorised which in turn makes direct analysis difficult. Trust appointment data is compared to 2021 data to establish any trends.

* + 1. **Applications, Shortlisted & Appointed by Age**

***Table 11 – Application to Selection by Age - Data source NHS jobs***

|  |  |  |
| --- | --- | --- |
| Age Band | Applications | Shortlisted |
| Under 24 years | 1590  17.66% | 719  15.16% |
| 24-44 years | 5577  61.93% | 2795  58.92% |
| 45-59 years | 1611  17.89% | 1086  22.89% |
| 60-75 years | 145  1.61% | 113  2.38% |
| 75+ years | 1  0.01% | 1  0.02% |
| Undisclosed | 81  0.90% | 30  0.63% |
| Grand Total | 9005  100.00% | 551  100.00% |

The above table shows:

* Age band 24-44 applied for post the most of which just under half were shortlisted.

When looking at the table below, it’s important to note that the number of staff starting employment with the Trust in comparison to shortlisting is higher. This is due to international recruitment and doctors in training rotation not captured in NHS jobs data.

***Table 12 – Appointed by Age and Care Group – Data source ESR***

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Area** | **19 & under** | **20-29** | **30-39** | **40-49** | **50-59** | **60-69** | **70+** | **Grand Total** |
| Adult and Older People MH | 4 | 63 | 59 | 24 | 34 | 15 |  | 199 |
| *2.0%* | *31.7%* | *29.6%* | *12.1%* | *17.1%* | *7.5%* |  |
| Barnsley Integrated Services | 1 | 51 | 38 | 34 | 19 | 15 | 1 | 159 |
| *0.6%* | *32.1%* | *23.9%* | *21.4%* | *11.9%* | *9.4%* | *0.6%* |
| CAMHS and Children |  | 32 | 30 | 17 | 8 | 2 |  | 89 |
|  | *36.0%* | *33.7%* | *19.1%* | *9.0%* | *2.2%* |  |
| Forensic Services | 2 | 29 | 14 | 11 | 10 | 1 | 1 | 68 |
| *2.9%* | *42.6%* | *20.6%* | *16.2%* | *14.7%* | *1.5%* | *1.5%* |
| Learning Disabilities and Adult ASD and ADHD |  | 11 | 11 | 8 | 4 | 2 |  | 36 |
|  | *30.6%* | *30.6%* | *22.2%* | *11.1%* | *5.6%* |  |
| Support Services |  | 36 | 37 | 20 | 24 | 10 |  | 127 |
|  | *28.3%* | *29.1%* | *15.7%* | *18.9%* | *7.9%* |  |
| **Sub-total** | **7** | **222** | **189** | **114** | **99** | **45** | **2** | **678** |
| ***1.0%*** | ***32.7%*** | ***27.9%*** | ***16.8%*** | ***14.6%*** | ***6.6%*** | ***0.3%*** |
| Medical Staff |  | 6 | 18 | 8 | 4 | 2 |  | 38 |
|  | *15.8%* | *47.4%* | *21.1%* | *10.5%* | *5.3%* |  |
| **Grand Total** | **7** | **228** | **207** | **122** | **103** | **47** | **2** | **716** |
| ***1.0%*** | ***31.8%*** | ***28.9%*** | ***17.0%*** | ***14.4%*** | ***6.6%*** | ***0.3%*** |

The above table shows:

* A larger proportion of the staff been appointed in post in Adult & Older People MH Care Group are aged between 20-39. This is a similar trend in CAMHS & Children Care Group & Support Services.
* Forensic Services appointed 42.6% of staff from age group 20-29. The other age groups are much lower. This trend is similar to Barnsley Integrated Services, where they appointed 32.1% of staff from age group 20-29.
* In 2022 the Trust appointed 60.6% (411) new staff in age band 20-39 (excluding medics).
* In 2022, there had been a slight increase in the number of starters falling in the 59 and over age bands (21.1%, 129 in 2021 compared with 18.2%, 121 in 2020). This correlates with the Trust Staff in Post figures.
* For medical staff, the number of new appointments had slightly increased from 31 to 38. However, this number was much higher in 2020 at 56 new starters.
* In the 20-29 age band the figure of new appointments of medical staff had decreased from 21 in 2020 to 6 in 2021 and at present remains static at 6 in 2022.
  + 1. **Applications, Shortlisted & Appointed by Disability**

***Table 13 – Application to Selection by Disability - Data source NHS jobs***

|  |  |  |
| --- | --- | --- |
| Disability | Applications | Shortlisted |
| No | 8176  90.79% | 4284  90.30% |
| Yes | 588  6.53% | 340  7.17% |
| Undisclosed | 122  1.35% | 58  1.22% |
| Prefer not to say | 119  1.32% | 62  1.31% |
| Grand Total | 9005  100.00% | 4744  100.00% |

The above table shows:

* Of the applicants disclosing a disability, almost half were shortlisted.

Table 14 shows the number and percentage of appointments who have stated they consider themselves to have a disability.

***Table 14 – Appointed by Disability and Care Groups – Data source ESR***

|  |  |  |
| --- | --- | --- |
| **Area** | **Appointed** | |
| **Staff with Disability** | **Total** |
| Adult and Older People MH | 22 | 199 |
| *11.1%* |
| Barnsley Integrated Services | 21 | 159 |
| *13.2%* |
| CAMHS and Children | 10 | 89 |
| *11.2%* |
| Forensic Services | 6 | 68 |
| *8.8%* |
| Learning Disabilities and Adult ASD and ADHD | 5 | 36 |
| *13.9%* |
| Support Services | 7 | 127 |
| *5.5%* |
| **Sub-total** | **71** | **678** |
| ***10.5%*** |
| Medical Staff | 3 | 38 |
| *10.3%* |
| **Grand Total** | **74** | **716** |
| ***10.3%*** |

The above table shows:

* Barnsley Integrated Services and Learning Disabilities / Adult ASD / ADHD Care Groups appointed a high percentage of staff with a disability compared to other Care Groups.
  + 1. **Recruitment, Selection & Appointed by Race**

***Table 15 – Application to Selection by Race - Data source NHS jobs***

|  |  |  |
| --- | --- | --- |
| Ethnicity | Applications | Shortlisted |
| White | 5630  62.52% | 3409  71.86% |
| Asian | 1410  15.66% | 499  10.52% |
| Black | 1305  14.49% | 566  11.93% |
| Mixed | 261  2.90% | 132  2.78% |
| Other / undisclosed | 399  4.43% | 138  2.91% |
| Grand Total | 9005 | 4744 |

The above table shows:

* The percentage total for each ethnic group compared to the total number of applications/shortlisted applications
* A third of applications from Asian ethnic group were shortlisted.
* The ratio from application to shortlisting for black ethnic group was higher to that of Asian origin.

The tables below show the ethnic mix of appointments to the Trust.

***Table 16 – Appointed by Race and Care Groups – Data source ESR***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Area** | **Asian** | **Black** | **Chinese or Other** | **Mixed** | **White** | **Unknown** | **Grand Total** |
| Adult and Older People MH | 16 | 28 |  | 9 | 146 |  | 199 |
| *8.0%* | *14.1%* |  | *4.5%* | *73.4%* |  |
| Barnsley Integrated Services | 1 | 2 | 2 | 1 | 153 |  | 159 |
| *0.6%* | *1.3%* | *1.3%* | *0.6%* | *96.2%* |  |
| CAMHS and Children |  | 3 | 1 | 2 | 83 |  | 89 |
|  | *3.4%* | *1.1%* | *2.2%* | *93.3%* |  |
| Forensic Services | 1 | 17 | 1 | 1 | 47 | 1 | 68 |
| *1.5%* | *25.0%* | *1.5%* | *1.5%* | *69.1%* | *1.5%* |
| Learning Disabilities and Adult ASD and ADHD | 1 | 2 | 1 |  | 32 |  | 36 |
| *2.8%* | *5.6%* | *2.8%* |  | *88.9%* |  |
| Support Services | 13 | 5 | 5 |  | 102 | 2 | 127 |
| *10.2%* | *3.9%* | *3.9%* |  | *80.3%* | *1.6%* |
| **Sub-total** | **32** | **57** | **10** | **13** | **563** | **3** | **678** |
|  | *4.7%* | *8.4%* | *1.5%* | *1.9%* | *83.0%* | *0.4%* |  |
| Medical Staff | 17 | 6 | 1 | 2 | 11 | 1 | 38 |
| *44.7%* | *15.8%* | *2.6%* | *5.3%* | *28.9%* | *2.6%* |
| **Grand Total** | **49** | **63** | **11** | **15** | **574** | **4** | **716** |
| ***6.8%*** | ***8.8%*** | ***1.5%*** | ***2.1%*** | ***80.2%*** | ***0.6%*** |

Table above shows.

* From all the ethnic minority groups, the Trust had appointed more black staff compared to Asian 8.4%/4.7% (excluding medical staff)
* The Trust had appointed 112 staff (excluding medics) in 2022 from Asian, Black, Chinese or other and mixed ethnic group compared to 79 in 2021.
* The Trust appointed 32 staff from Asian ethnicity in 2022 (excluding medics) and in 2021 this again was 32.
* In 2022 the Trust appointed 57 new Black staff (excluding medics). This is over 50% increase compared to 2021 where the Trust appointed 26 new black staff (excluding medical staff)
* Adult & Older People MH and Forensic Services have a high percentage of new Black staff appointed compared to other Care Groups
* Adult & Older People MH and Support Services have a higher percentage of new Asian staff appointed compared to other care groups.
* The Trust had no new appointments in 2022 working in our CAMHS and Children Care Group of Asian origin.
* Total percentage of Asian staff starting employment in 2022 was reported at 4.7%. This is a decrease from 2021 data which was 5.5% (excluding medical staff)
* Total percentage of Black staff starting employment in 2022 was reported at 8.4%. This is an increase from 2021 data which was reported as 4.5%, almost double. (Excluding medical staff)
* Adult and Older People MH Care Group appointed the greatest number of staff (199) in 2022 compared to the other Care Groups. 53 of which were from Asian or Black Ethnic origin.
* Barnsley Integrated Services appointed 153 staff in 2022, of which only 6 were from an ethnic minority.
  + 1. **Recruitment, Selection & Appointed by Religious / Belief**

***Table 17 – Application to Selection by Religious / Belief - Data source NHS jobs***

|  |  |  |
| --- | --- | --- |
| Religion / Belief | Applications | Shortlisted |
| Any other religion | 82  0.91% | 44  0.93% |
| Atheism | 2444  27.14% | 1440  30.35% |
| Buddhism | 48  0.53% | 20  0.42% |
| Christianity | 3796  42.15% | 2044  43.09% |
| Hinduism | 216  2.40% | 74  1.56% |
| Islam | 1039  11.54% | 392  8.26% |
| Judaism | 17  0.19% | 2  0.04% |
| Other | 530  5.89% | 306  6.45% |
| Sikhism | 36  0.40% | 18  0.38% |
| Undisclosed | 797  8.85% | 404  8.52% |
| Grand Total | 9005  100.00% | 4744  100.00% |

The above table shows:

* Half of Sikhism applications were shortlisted.
* Over a third of applications from those who reported their religion as Islam were shortlisted.
* Approximately a third of applications with their religion/belief recorded as Hinduism were shortlisted.
* Over half of applications with Christianity listed as their religion/belief were shortlisted.

***Table 18 – Appointed by Religious / Belief and Care Groups – Data source ESR***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Atheism** | **Christianity** | **Islam** | **Other\*** | **Unknown** | **Grand Total** |
| Appointment | 195 | 320 | 48 | 73 | 80 | 716 |
| *27.2%* | *44.7%* | *6.7%* | *10.2%* | *11.2%* |

The above table shows:

* Staff who started employment with the Trust from Christianity group was 44.7%. This was almost the same rate at 2021 data which was at 43.4%
* 16.9% of new appointments belong to a religion other that Christianity. This is lower than 2021 data which was reported as 19.8%
* Data reported as Unknown has increased from 8.3% in 2021 to 11.2% in 2022
* A higher number of new staff state they have no religion (Atheism) 195 compared to 2021 data 174
  + 1. **Recruitment, Selection & Appointed by Sexual Orientation**

***Table 19 – Application to Selection by Sexual Orientation - Data source NHS jobs***

|  |  |  |
| --- | --- | --- |
| Sexual Orientation | Applications | Shortlisted |
| Heterosexual | 8082  89.75% | 4274  90.09% |
| LGBT | 543  6.03% | 306  6.45% |
| Undisclosed | 380  4.22% | 164  3.46% |
| Grand Total | 9005  100.00% | 4744  100.00% |

The above table shows:

* Almost half of all LGBT applications were shortlisted
* Applications not disclosing their sexual orientation has dropped from 2021 data from 559 to 380 in 2022

***Table 20 – Appointed by Sexual Orientation – Data source ESR***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Heterosexual** | **Gay or Lesbian** | **Bisexual** | **Unknown** | **Grand Total** |
| Starters | 644 | 26 | 22 | 24 | 716 |
| *89.9%* | *3.6%* | *3.1%* | *3.4%* |

The above table shows:

* New staff reporting as LGBT is higher than that of 2021 data – 48 2022 / 34 2021
* The percentage of LGBT starters (6.7%) is slightly higher that the Staff in Post, but this may be because new staff are more willing to state their sexual orientation compared with existing staff.
  1. **STAFF TRAINING**

The training information covered in this, and other sections includes only non-mandatory training sessions which took place during the calendar year 2022. This information is for staff employed at any point during the period even where they have subsequently left the Trust before the end of the year. The data includes medical staff but excludes bank staff.

There was a total of 4572 training sessions completed by 2392 staff, this gives an average number of 1.9 sessions per staff member for the Trust.

Table 21 below shows these training sessions split by area including medical staff.

The difference in the staff figure and average is explained by staff accessing training in different areas.

***Table 21 – Staff Training by Area***

|  |  |  |  |
| --- | --- | --- | --- |
| **Area** | **Courses** | **Staff** | **Average** |
| Adult and Older People MH | 1,994 | 1,008 | 2.0 |
| Barnsley Integrated Services | 852 | 470 | 1.8 |
| CAMHS and Children | 488 | 265 | 1.8 |
| Forensic Services | 411 | 204 | 2.0 |
| Learning Disabilities and Adult ASD and ADHD | 259 | 132 | 2.0 |
| Support Services | 456 | 246 | 1.9 |
| **Sub-total** | **4,460** | **2,325** | **1.9** |
| Medical Staff | 112 | 67 | 1.7 |
| **Grand Total** | **4,572** | **2,392** | **1.9** |

The above table shows:

* Unlike previous years when medical staff have attended most courses, in 2022 Learning Disabilities & Adult ASD & ADHD alongside Adult & Older People MH and Forensic Services staff had attended 2.0 courses on average.
* Medical staff attend the least non-mandatory training with an average of 1.7.
  + 1. **Staff Training by Disability**

***Table 22 – Staff Training by Disability and area***

|  |  |  |  |
| --- | --- | --- | --- |
| **Area** | **Yes** | **No or Unknown** | **Grand Total** |
| Adult and Older People MH | 305 | 2,646 | 2,951 |
| *10.3%* | *89.7%* |
| Barnsley Integrated Services | 167 | 1,131 | 1,298 |
| *12.9%* | *87.1%* |
| CAMHS and Children | 66 | 660 | 726 |
| *9.1%* | *90.9%* |
| Forensic Services | 41 | 601 | 642 |
| *6.4%* | *93.6%* |
| Learning Disabilities and Adult ASD and ADHD | 53 | 326 | 379 |
| *14.0%* | *86.0%* |
| Support Services | 30 | 184 | 214 |
| *14%* | *86%* |
| **Sub-total** | **662** | **5,548** | **6,210** |
| ***10.7%*** | ***89.3%*** |
| Medical Staff | 13 | 184 | 197 |
| *6.6%* | *93.4%* |
| **Grand Total** | **675** | **6,062** | **6,737** |
| ***10.0%*** | ***90.0%*** |

Of the 6,737 courses, 675 were attended by staff who consider themselves to have a disability.

This represents 10% of all courses taken and is slightly higher than the total percentage of Trust staff who have stated they are disabled (8.8%).

* + 1. **Staff Training by Race**

***Table 23 – Staff Training by Race and area***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Area** | **Asian** | **Black** | **Chinese or Other** | **Mixed** | **White** | **Unknown** | **Grand Total** |
| Adult and Older People MH | 166 | 214 | 7 | 83 | 2,476 | 5 | 2,951 |
| *5.6%* | *7.3%* | *0.2%* | *2.8%* | *83.9%* | *0.2%* |
| Barnsley Integrated Services | 11 | 24 | 9 | 11 | 1,242 | 1 | 1,298 |
| *0.8%* | *1.8%* | *0.7%* | *0.8%* | *95.7%* | *0.1%* |
| CAMHS and Children | 3 | 22 | 7 | 16 | 678 |  | 726 |
| *0.4%* | *3.0%* | *1.0%* | *2.2%* | *93.4%* |  |
| Forensic Services | 13 | 110 | 8 | 11 | 493 | 7 | 642 |
| *2.0%* | *17.1%* | *1.2%* | *1.7%* | *76.8%* | *1.1%* |
| Learning Disabilities and Adult ASD and ADHD | 21 | 20 | 11 | 4 | 323 |  | 379 |
| *5.5%* | *5.3%* | *2.9%* | *1.1%* | *85.2%* |  |
| Support Services | 27 | 16 | 12 | 20 | 469 |  | 544 |
|  | *5.0%* | *2.9%* | *2.2%* | *3.7%* | *86.2%* |  |  |
| **Sub-total** | **241** | **406** | **54** | **145** | **5,681** | **13** | **6,540** |
|  | ***3.7%*** | ***6.2%*** | ***0.8%*** | ***2.2%*** | ***86.9%*** | ***0.2%*** |  |
| Medical Staff | 101 | 16 | 16 | 5 | 59 |  | 197 |
|  | *51.3%* | *8.1%* | *8.1%* | *2.5%* | *29.9%* |  |  |
| **Grand Total** | **342** | **422** | **70** | **150** | **5,740** | **13** | **6,737** |
| ***5.1%*** | ***6.3%*** | ***1.0%*** | ***2.2%*** | ***85.2%*** | ***0.2%*** |

***Figure 6 – Trust SIP (Staff in Post) by Race***

The results show that:

* The percentage of courses attended by White staff is slightly less than the Trust profile (White Staff in Post 87.7% / Training White staff 85.2%)
* 5.1% of Asian staff accessed training. This is less than the Staff in Post percentage which is 5.3%
* 6.3% of black staff accessed training in 2022. This is 2.1% higher than Black Staff in Post profile.
* In year 2022, 14.6% of staff from BAME backgrounds undertook courses. This was higher than the BAME Staff in Post profile (12.1%). These figures are including medical staff.
* 8.1% of black medical staff undertook courses. This is 2.8% higher than our black medical Staff in Post profile which currently is at 5.3%
  + 1. **Staff Training by Sexual Orientation**

***Table 24 – Staff Training by Sexual Orientation and area***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Area** | **Heterosexual** | **Gay or Lesbian** | **Bisexual** | **Unknown** | **Grand Total** |
| Adult and Older People MH | 2,525 | 91 | 55 | 280 | 2,951 |
| *85.6%* | *3.1%* | *1.9%* | *9.5%* |
| Barnsley Integrated Services | 1,090 | 51 | 32 | 125 | 1,298 |
| *84.0%* | *3.9%* | *2.5%* | *9.6%* |
| CAMHS and Children | 641 | 41 | 20 | 24 | 726 |
| *88.3%* | *5.6%* | *2.8%* | *3.3%* |
| Forensic Services | 500 | 46 | 20 | 76 | 642 |
| *77.9%* | *7.2%* | *3.1%* | *11.8%* |
| Learning Disabilities and Adult ASD and ADHD | 319 | 15 | 20 | 25 | 379 |
| *84.2%* | *4.0%* | *5.3%* | *6.6%* |
| Support Services | 443 | 15 | 9 | 77 | 544 |
|  | *81.4%* | *2.8%* | *1.7%* | *14.2%* |  |
| **Sub-total** | **5,518** | **259** | **156** | **607** | **6,540** |
|  | ***84.4%*** | ***4.0%*** | ***2.4%*** | ***9.3%*** |  |
| Medical Staff | 165 | 6 | 3 | 23 | 197 |
|  | *83.8%* | *3.0%* | *1.5%* | *11.7%* |  |
| **Grand Total** | **5,683** | **265** | **159** | **630** | **6,737** |
| ***84.4%*** | ***3.9%*** | ***2.4%*** | ***9.4%*** |

The results show that.

* 6.3% of LGBT staff accessed training in 2022. Trust LGBT staff profile was 4.1%.
* Generally, there does not appear to be any significant differences between the percentage of courses taken up and the Trust profile for sexual orientation.
  1. **DISCIPLINARY**

There were 29 disciplinaries that started during the audit period. As the numbers are low, the protective characterises information is shown at Trust level.

The very low number of disciplinary investigations can skew the figures and may make comparisons of little value.

***Table 25 – Disciplinaries by area***

|  |  |  |  |
| --- | --- | --- | --- |
| **Area** | **Disciplinaries** | **Staff in Post** | **Percentage of SIP** |
| Adult and Older People MH | 16 | 1,584 | 1.0% |
| *55.2%* |
| Barnsley Integrated Services | 3 | 1,194 | 0.3% |
| *10.3%* |
| CAMHS and Children | 2 | 358 | 0.6% |
| *6.9%* |
| Forensic Services | 4 | 436 | 0.9% |
| *13.8%* |
| Learning Disabilities and Adult ASD and ADHD | 1 | 189 | 0.5% |
| *3.4%* |
| Medical Staff | 0 | 169 | 0.0% |
|  |  |
| Support Services | 3 | 783 | 0.4% |
| *10.3%* |
| **Grand Total** | **29** | **4,713** | **0.6%** |
|  |

The results show that.

* The area with the highest number of disciplinaries were in Adult and Older People MH at 16 cases. that’s 1.0% of SIP in that area.
* There were no disciplinaries in medical staff in this audit period.
* 2022 saw 9 more disciplinaries compared to that of 2021.
* Generally, there does not appear to be any significant differences between the percentage of courses taken up and the Trust profile for sexual orientation.

***Table 26 – Disciplinaries by Race***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Asian** | **White** | **Chinese or Other** | **Grand Total** |
| Disciplinaries | 3 | 25 | 1 | 29 |
| *10.3%* | *86.2%* | *3.4%* |

The results show that.

* 1 Chinese or Other staff member was involved in a disciplinary in 2022.
* 86.2% of disciplinaries were from White staff. This is slightly lower than White SIP percentage which was 87.7%.
* 10.3% of Asian staff were involved in disciplinary which is double the percentage of Asian SIP which was at 5.3% in 2022.

***Table 27 – Disciplinaries by Religion/Belief***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Atheism** | **Christianity** | **Other\*** | **Islam** | **Unknown** | **Grand Total** |
| Disciplinaries | 2 | 12 | 7 | 3 | 5 | 29 |
| *6.9%* | *41.4%* | *24.1%* | *17.2%* | *10.3%* |

As previously pointed out, the small numbers make any conclusions trivial, however the table shows that,

* Based on the figures, fewer staff who had stated they are Christian or in the Other\* group have been involved in investigations compared with the Trust profile (46% and 11% respectively)
* Staff in the Islam religious group have a higher incidence compared with the Trust profile (4%).

***Table 28 – Disciplinaries by Sex***

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** | **Grand Total** |
| Disciplinaries | 17 | 12 | 29 |
| *58.6%* | *41.4%* |

The results show that.

* Of the 29 staff involved, the gender split was 58.6%/41.1%. The gender split for all Trust staff was approximately 79%/21%.
* This could be seen to indicate that there is a much higher incidence, compared with the Trust profile, of men being involved in disciplinary investigations. However, the very small numbers means that little confidence can be placed in any conclusions.

***Table 29 – Disciplinaries by Sexual Orientation***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Heterosexual** | **Gay/Lesbian** | **Unknown** | **Grand Total** |
| Disciplinaries | 25 | 1 | 3 | 29 |
| *86.2%* | *3.4%* | *10.3%* |

The results show that.

* In 2022 there was 1 LGBT staff involved in a disciplinary investigation.
* The Unknown percentage is lower compared with the Trust profile of 12.0%
* The very low numbers make it difficult to come to any conclusions.

**ACTION plan - 2023**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Action** | **Lead** | **When** | **Status** | **Measure** |
| 1. Continue to strengthen inclusive recruitment and retention practices in line with the recruitment and retention plan within the People Strategy, taking into account workforce equality data and employee experience data | Richard Butterfield (Recruitment & Retention) | Ongoing | Work is underway to review and identify actions to support inclusive recruitment and retention practices.  Working towards increasing our recruitment from local communities and the development of workforce being representative of the communities   * Commissioned Touchstone MH voluntary organisation to support inclusive recruitment across the MHLDA collaborative looking at new ways to support the application and selection processes. * The Trust remains committed to Project Search in partnership with Mid Yorkshire Hospitals NHS Trust.  The project is a pre-employment programme which helps young people with learning disabilities gain the skills they need to obtain meaningful paid employment * Growth of the International Recruitment of Nurses programme and other professions international programmes * New Onboarding and applicant tracking system due to be launched later in 2023 which will provide improved data and insights * Focus on maximising internal transfer scheme to support staff mobility and retention * Implementation of stay conversations to gather feedback on employee experience and support which helps to retain talent in the Trust and create a great place to work for all * Use of feedback from exit questionnaires to inform retention action plans | Workforce equality reporting  WDES/WRES  Turnover/Retention  Internal transfers  Monitored through our Great Place to Work Strategy and delivery plan |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Action** | **Lead** | **When** | **Status** | **Measure** |
| 1. Support the development of the Trust’s disability network and implementation of actions identified in the WDES | Iffath Hussain – Diversity, Inclusion & Belonging Lead | From April 2023 & ongoing | Diversity, Inclusion & Belonging Lead new to role in Feb 2023. Providing allyship and support the disability network chair. | WDES  Staff Survey |
| 1. Roll out the Trust’s approach to bullying and harassment based on developing cultures of civility and respect. | Diane Taylor (People Operations) | Ongoing – Policy developed by October 2023 | * A Bullying and harassment Task group is in place to support culture change approach. * Focus groups engaged with staff/managers to understand their experience of the policy. Research completed for restorative practice organisation * Draft policy has been developed and shared with key stakeholders for feedback. * Further work planned for June 2023 to engage move to implementation of Trust wide restorative practice approach. Restorative practice and bystander training has been sourced to support the roll out of the programme | ER case reviews  Staff Survey  WRES/WDES |
| 1. Continue to evolve the Trust’s ‘Race Forward’ group and support the implementation of actions to reduce and support staff experiencing harassment, bullying or abuse from patients, relatives or the public | Darryl Thompson | Ongoing and actions developed by the Group | * Group meets on a regular basis to identify additional actions which support a culture of respect, free from harassment or abuse. * Group is leveraging existing processes, practices and ways of working to shape a culture of respect including incident reporting, equity guardians, freedom to speak up, reflective/clinical supervision etc. | Staff survey  Incident Reports  WRES/WDES |
| 1. Develop inclusive people practices which support employee engagement and wellbeing | Head of People Experience | Ongoing and responding to staff experience and feedback | * New People Experience team established. Team will lead work to drive improvements for people experience across employee lifecycle * A comprehensive review and redesign of employee wellbeing offerings is complete. Health and wellbeing resource are available through occupational health and other wellbeing resources and support including physical, mental, financial, and social wellbeing. | WRES/WDES  Staff Survey |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Action** | **Lead** | **When** | **Status** | **Measure** |
| 1. Review the Trust’s flexible working arrangements across clinical services and ensure all roles have the potential for flexible working, unless there are exceptional circumstances | Diane Taylor (People Operations) | March 2024 | * Flexible working policy in place; continue * Promoting flexible working is part of retention plans | Staff survey |
| 1. Ensure Leadership and Management development pathways provides for inclusive learning experiences | Head of People Experience | Review March 2024 | * A review of our Leadership & Management Development pathways and learning offerings is underway to ensure that we enable access leadership learning for all at every career stage. * We promote the West Yorkshire Health & Care Partnership Fellowship programme (formerly the BAME fellowship) as a development, enabling colleagues from ethnic minorities to develop careers. * Reciprocal Mentoring programme continues in the Trust, with mentoring pairs engaged year on year since the original pilot in 2019/20 * In 2023, we are engaging in a programme of work to focus on the development of an inclusive leadership culture and identify opportunities to further embed principles of equality, diversity and inclusion into practice across the Trust | WRES/WDES  Staff Survey |
| 1. Equality reporting and action plans monitored and reviewed by EIIC subcommittee of the Board | EIIC Sub Committee Chair | Meeting cadence in place |  |  |