

## Workforce Equality Monitoring Information

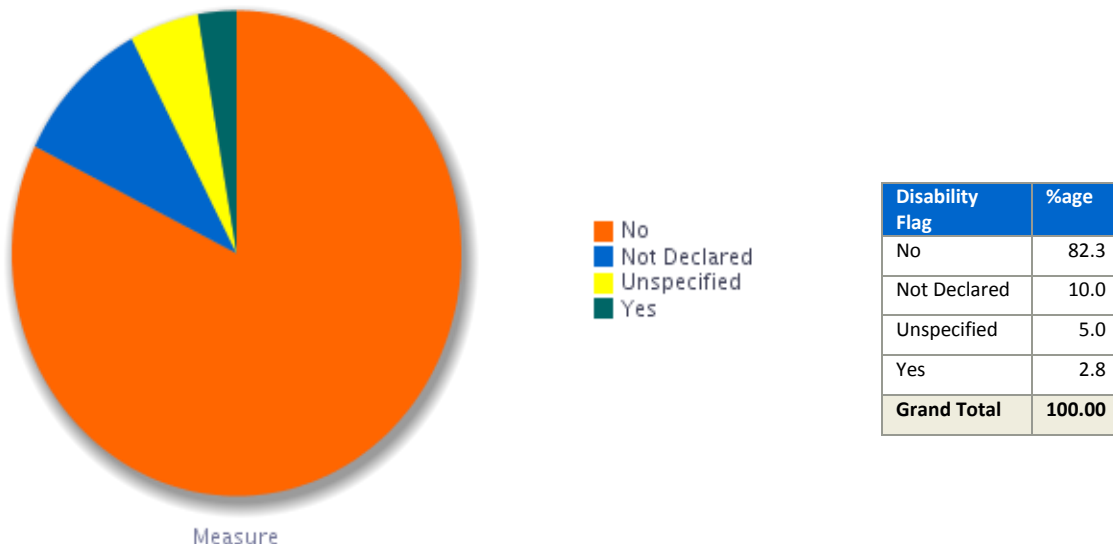
At the United Lincolnshire Hospitals NHS Trust we firmly believe that well supported staff provide better care for patients. In the Trust we monitor staff equality information, as required under the Public Sector Equality Duty, in an anonymised manner. This information helps us to understand the needs and requirements of our workforce, so that we can do our utmost to support their specific needs and make the reasonable adjustments required.

The workforce equality information is analysed by a number of the protected characteristics identified in the Equality Act 2010. The current Electronic Staff Record (ESR) system allows for data reporting on all the protected characteristics except Gender Reassignment. The ESR system is a national system and the Trust has raised with the software provider that future system upgrades need to provide the function to record Gender Reassignment status.

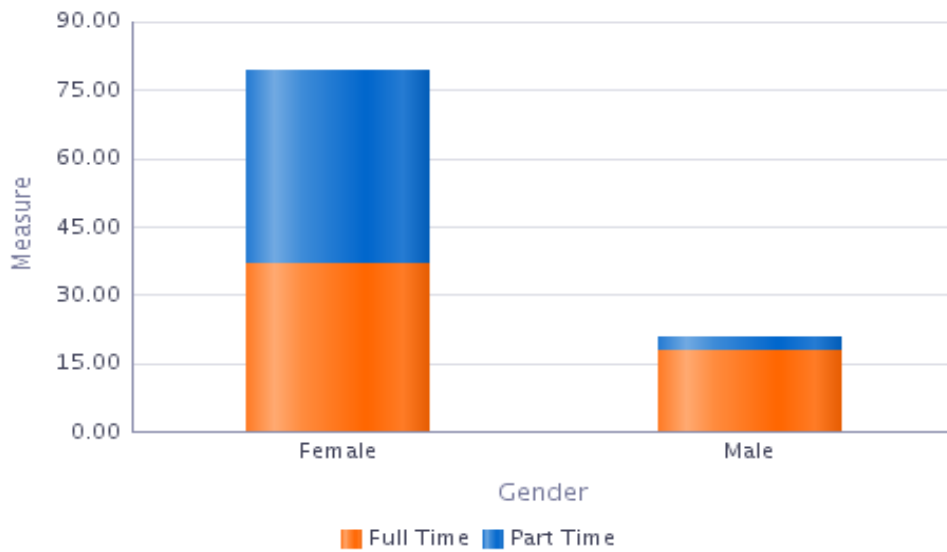
There is no requirement for the Trust to report on the protected characteristic Pregnancy and Maternity. However, the Trust is able to report on the number of people who have requested maternity / paternity leave.

The following is based on workforce equality monitoring information as at 30 November 2016

### Disability

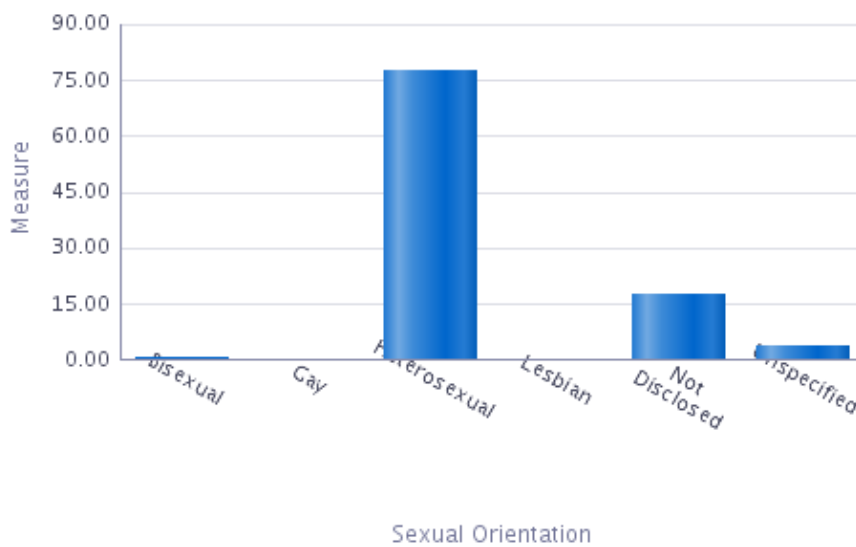


## Gender



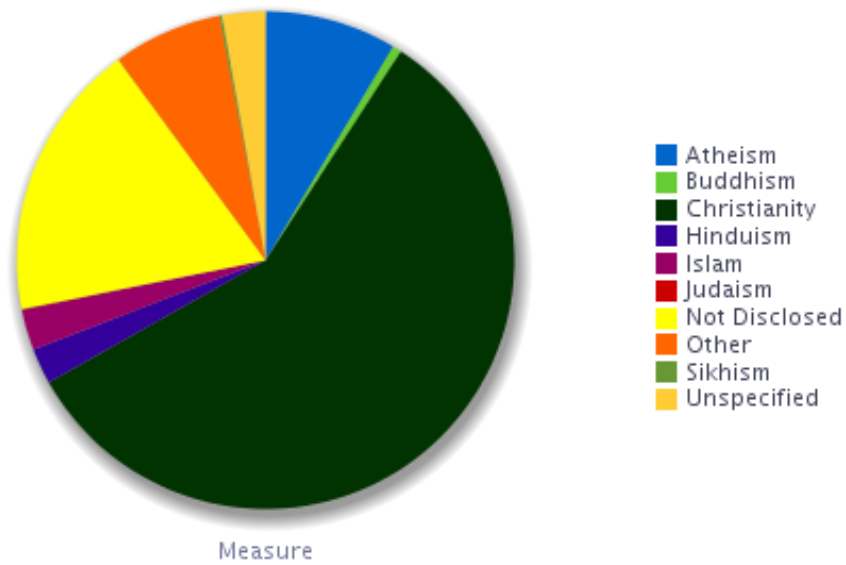
	%age	%age
	Female	Male
Part Time	42.4	3.1
Full Time	36.8	17.7
<b>Grand Total</b>	<b>79.2</b>	<b>20.8</b>

## Sexual Orientation



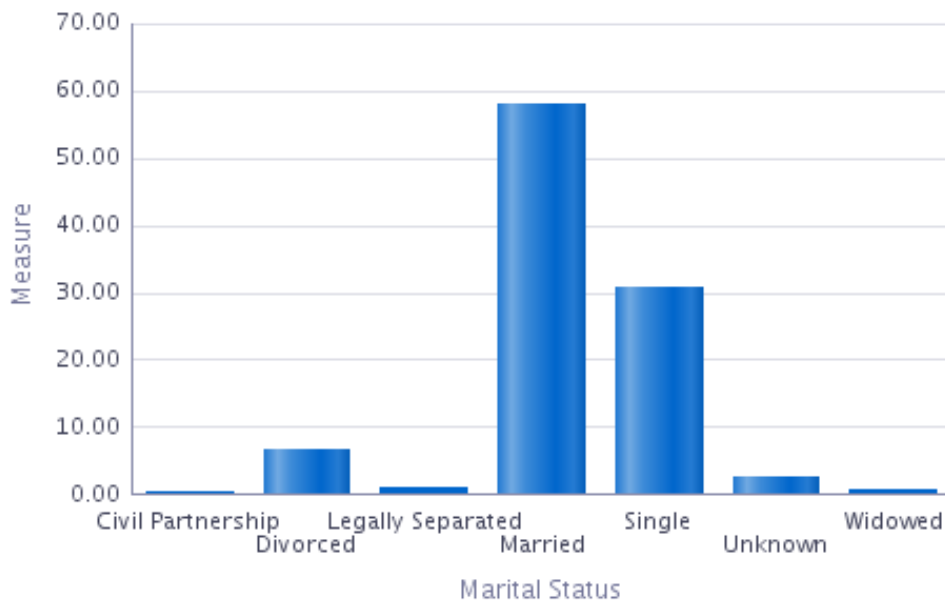
	%age
Bisexual	0.53
Gay	0.50
Heterosexual	77.56
Lesbian	0.33
Not Disclosed	17.57
Unspecified	3.52
<b>Grand Total</b>	<b>100.00</b>

## Religion



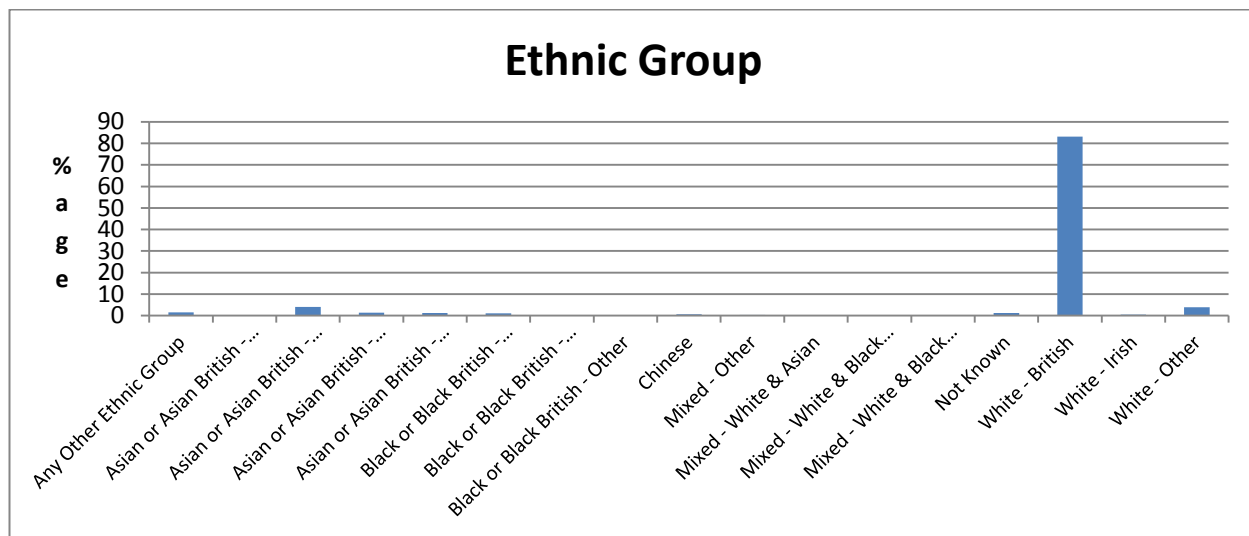
Religious Belief	%
Atheism	8.57
Buddhism	0.58
Christianity	57.68
Hinduism	2.32
Islam	2.65
Judaism	0.04
Not Disclosed	18.07
Other	7.13
Sikhism	0.16
Undefined	2.80
<b>Grand Total</b>	<b>100.00</b>

## Marital Status



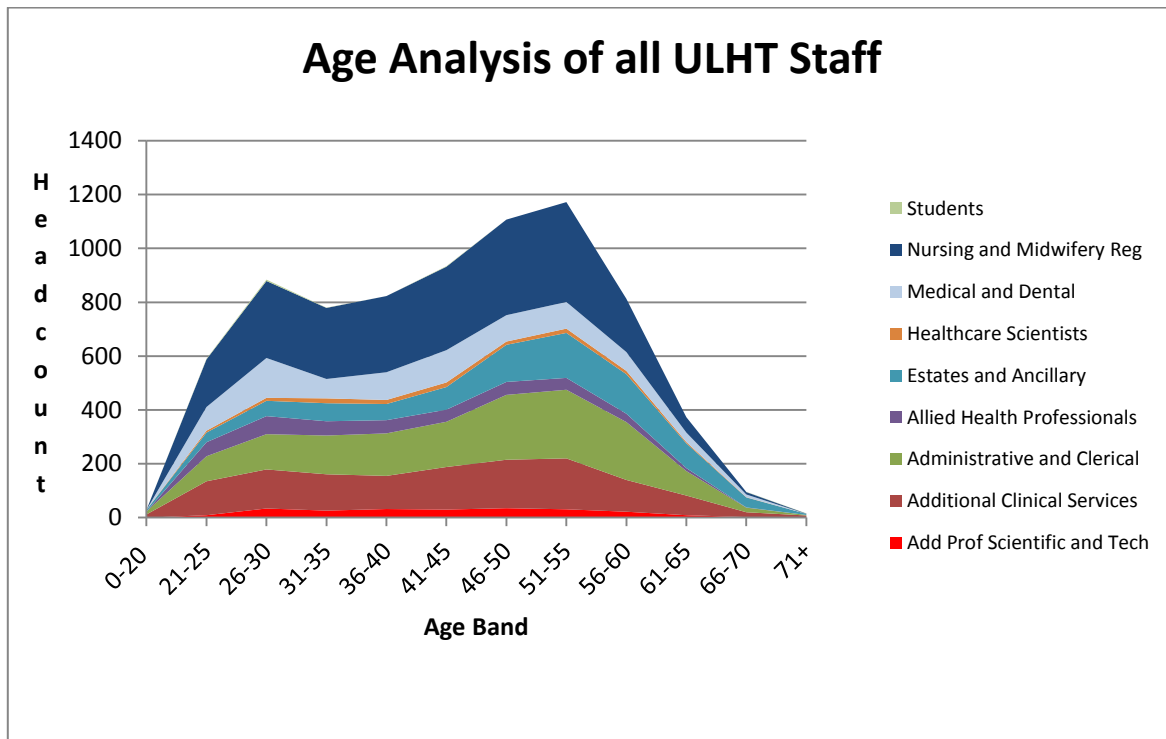
Marital Status	%age
Civil Partnership	0.45
Divorced	6.70
Legally Separated	0.88
Married	57.84
Single	30.78
Unknown	2.55
Widowed	0.81
<b>Grand Total</b>	<b>100.00</b>

# Ethnicity



Ethnicity	%
Any Other Ethnic Group	1.48
Asian or Asian British - Bangladeshi	0.09
Asian or Asian British - Indian	4.02
Asian or Asian British - Other	1.43
Asian or Asian British - Pakistani	1.27
Black or Black British - African	1.06
Black or Black British - Caribbean	0.21
Black or Black British - Other	0.20
Chinese	0.66
Mixed - Other	0.39
Mixed - White & Asian	0.14
Mixed - White & Black African	0.13
Mixed - White & Black Caribbean	0.14
Not Known	1.30
White - British	83.10
White - Irish	0.43
White - Other	3.93
<b>Grand Total</b>	<b>100.00</b>

## Age Profile by Staff Group (Excludes Bank Staff)



Age Band												Total
0-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71+	
0.38%	7.75%	11.61%	10.24%	10.81%	12.27%	14.54%	15.39%	10.68%	4.90%	1.25%	0.20%	100.00%

Initial analysis of the data, when cross-referenced with Staff Survey data, indicates that the non-disclosure rates are higher in the Trust's Electronic Staff Record system for the protected characteristics:

- Disability
- Religion and Belief
- Sexual Orientation

As the Trust continues to promote and develop its work around equality, diversity and inclusion, particular engagement with staff who identify with these protected characteristics is to be commenced.