

| Annual Equality and Inclusion Report2019/2020 - Statistics |
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This document presents York Teaching Hospital Facilities Management workforce statistics in addition to those presented in the Workforce Race Equality Standard, Workforce Disability Equality Standard, and Gender Pay Gap submissions and reports. These statistics form the basis of current and future activity.

All data has been extracted on a snapshot date of 31/03/2020. Any date ranges used are for the financial year 2019/2020, unless otherwise stated.

**2. Summary of Results**

* Staff in post headcount = **1,044**
* New starters (ex. TUPE transfer) = **229**
* Leavers (ex. TUPE transfer) = **131**
* % of temporary staff (i.e. bank staff on zero hours contract) = **89**
* % staff Aged under 30 = **11.69%**
* % staff Aged 30 – 50 = **39.37%**
* % staff Aged over 50 = **48.94%**
* % staff BAME = **6.23%**
* % staff none BAME = **93.77%**
* % of staff identifying as disabled = **2.49%**
* % of staff identifying as lesbian, gay or bisexual = **0.77%**
* % of staff identifying as heterosexual = **55.84%**
* % of staff disclosing their religion or belief = **51.53%**

3. Profile by Religion

3.1 Staff profile by religion (graph):

3.2 Staff profile by religion (table format below):

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Religion and Belief** | **Number of staff March 2020** | **% total staff March 2020** | **Number of staff part time 2020** | **Number of staff full time 2020** |
| **Atheism** | 94 | 9% | 52 | 42 |
| **Buddhism** | 2 | 0.19% | 1 | 1 |
| **Christianity** | 382 | 39.59% | 251 | 131 |
| **I do not wish to disclose my religion/belief** | 506 | 48.47% | 326 | 180 |
| **Islam** | 6 | 0.57% | 3 | 3 |
| **Other** | 54 | 5.17% | 32 | 22 |
| Total | 1,044 | 100% | 665 | 379 |

3.3 Workforce profile of religion and pay band:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Religion** | **Number of staff below band 6** | **% staff below band 6** | **Number of staff band 6 and above and personal pay scale** | **% of staff band 6 and above and personal pay scale** |
| **Atheism** | 87 | 8.9% | 7 | 10.61% |
| **Buddhism** | 2 | 0.2% | 0 | 0% |
| **Christianity** | 352 | 35.99% | 30 | 45.45% |
| **I do not wish to disclose my religion/belief** | 479 | 48.98% | 27 | 40.91% |
| **Islam** | 6 | 0.61% | 0 | 0% |
| **Other** | 52 | 5.32% | 2 | 3.03% |
| **Total staff** | **978** | **100%** | **66** | **100%** |

3.4 Religious split of temporary staff:

|  |  |
| --- | --- |
| **Religious Belief** | **Count of Religious Belief** |
| Atheism | 6 |
| Buddhism | 2 |
| Christianity | 27 |
| I do not wish to disclose my religion/belief | 39 |
| Other | 7 |
| Unspecified | 8 |
| **Total** | **89** |

3.6 Bank (temporary) staff religion profile (graph below):

3.7 Leavers profile by religion (graph):

3.8 Leavers profile by religion (table format):

|  |  |  |
| --- | --- | --- |
| **Religion** | **Total number of staff leaving Trust** | **% staff leaving** |
| **Atheism** | 12 | 9.16% |
| **Christianity** | 43 | 32.82% |
| **I do not wish to disclose my religion/belief** | 46 | 35.11% |
| **Islam** | 1 | 0.76% |
| **Other** | 13 | 9.92% |
| **Unspecified (unknown)** | 16 | 12.21% |
| **Total staff** | **131** | **100%** |

4. Profile by Age

4.1 Profile of workforce age (graph below):

4.2 Profile of workforce age 2019-2020 (table format below)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age** | **Number of staff March 2020** | **% total staff March 2020** | **Number of staff part time 2020** | **Number of staff full time 2020** |
| **<=25 years** | 49 | 4.69% | 27 | 22 |
| **26-30** | 73 | 6.99% | 43 | 30 |
| **31-35** | 100 | 9.58% | 68 | 32 |
| **36-40** | 94 | 9% | 57 | 37 |
| **41-45** | 87 | 8.33% | 54 | 33 |
| **46-50** | 130 | 12.45% | 72 | 58 |
| **51-55** | 166 | 15.90% | 83 | 83 |
| **56-60** | 170 | 16.28% | 122 | 48 |
| **>=61 years** | 175 | 16.76% | 139 | 36 |
| **Total** | **1,044** | **100%** | **665** | **379** |

4.3 Workforce age profile vs pay band (headcount per pay band):

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Age Band** | | | | | | | | | | | |  |
| **Pay band** | <=20 Years | 21-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61-65 | 66-70 | >=71 Years | **Total** |
| Band 1 |  | 5 | 25 | 33 | 32 | 30 | 31 | 40 | 51 | 55 | 12 | 2 | 316 |
| Band 2 | 8 | 25 | 27 | 50 | 39 | 41 | 66 | 78 | 84 | 60 | 8 | 3 | 489 |
| Band 3 |  | 6 | 7 | 8 | 13 | 9 | 8 | 15 | 14 | 12 |  |  | 92 |
| Band 4 | 1 | 2 | 7 | 2 | 2 | 2 | 6 | 8 | 2 | 6 | 2 |  | 40 |
| Band 5 |  | 1 | 3 | 3 | 4 | 2 | 2 | 13 | 7 | 5 |  | 1 | 41 |
| Band 6 |  |  | 3 | 1 | 3 | 1 | 8 | 4 | 7 | 3 | 1 |  | 31 |
| Band 7 |  | 1 | 1 | 3 | 1 |  | 5 | 5 | 2 | 3 |  |  | 21 |
| Band 8 - Range A |  |  |  |  |  | 2 | 2 | 2 | 1 |  |  |  | 7 |
| Band 8 - Range B |  |  |  |  |  |  | 1 |  | 1 |  |  |  | 2 |
| Band 8 - Range C |  |  |  |  |  |  | 1 | 1 |  |  |  |  | 2 |
| Other (personal salary) |  |  |  |  |  |  |  |  | 1 | 2 |  |  | 3 |
| **Total** | 9 | 40 | 73 | 100 | 94 | 87 | 130 | 166 | 170 | 146 | 23 | 6 | 1044 |

4.4 New starter’s age profile (graph below):

4.5 New starters age profile (table format):

|  |  |  |
| --- | --- | --- |
|  | Total new staff during the year | % new staff during the year |
| <= 25 years | 42 | 18.34% |
| 26-30 | 20 | 8.37% |
| 31-35 | 35 | 15.28% |
| 36-40 | 18 | 7.86% |
| 41-45 | 14 | 6.11% |
| 46-50 | 19 | 8.30% |
| >=51 years | 81 | 35.37% |
| Total | 229 | 100% |

4.6 Age profile of new starters (table format):

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Age band** | | | | | | | | | |  |
| **Pay band** | <=20 Years | 21-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61-65 | **Total** |
| SQ00 |  |  |  |  |  |  |  |  |  | 1 | 1 |
| XN01 |  |  |  |  |  |  |  | 1 |  |  | 1 |
| XN02 | 12 | 27 | 16 | 34 | 13 | 12 | 16 | 24 | 32 | 10 | 196 |
| XN03 |  | 2 |  |  | 3 |  | 1 | 3 | 1 | 1 | 11 |
| XN04 |  |  | 4 |  | 1 |  |  |  | 1 | 2 | 8 |
| XN05 |  | 1 |  | 1 |  |  |  | 2 | 2 |  | 6 |
| XN06 |  |  |  |  | 1 |  | 1 |  |  |  | 2 |
| XN07 |  |  |  |  |  |  | 1 |  |  |  | 1 |
| XN08 |  |  |  |  |  | 2 |  |  | 1 |  | 3 |
| **Total** | 12 | 30 | 20 | 35 | 18 | 14 | 19 | 30 | 37 | 14 | 229 |

4.7 Age profile of temporary staff (display table below):

|  |  |
| --- | --- |
| **Age Band** | **Count of Age Band** |
| <=20 Years | 7 |
| 21-25 | 7 |
| 26-30 | 13 |
| 31-35 | 18 |
| 36-40 | 10 |
| 41-45 | 6 |
| 46-50 | 3 |
| 51-55 | 7 |
| 56-60 | 12 |
| 61-65 | 4 |
| 66-70 | 2 |
| **Total** | **89** |

4.8 Bank (temporary) staff age profile all staff:

4.9 Leavers age profile 2018-2019 (in previous report) vs 2019-2020 (graph below)

4.10 Leavers age profile (table format):

|  | Total number of staff leaving Trust | % staff leaving |
| --- | --- | --- |
| Age |  |  |
| <= 30 years | 25 | 19.08% |
| 31-35 | 13 | 9.92% |
| 36-40 | 16 | 12.21% |
| 41-45 | 9 | 6.87% |
| 46-50 | 9 | 6.87% |
| 51-55 | 19 | 14.50% |
| 56-60 | 19 | 14.50% |
| >= 61 years | 21 | 16.03% |
| Total | 131 | 100% |

5. Profile by Sexual Orientation

5.1 Staff profile by sexual orientation (graph):

5.2 Staff profile by sexual orientation (table format):

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sexual Orientation** | **Number of staff March 2020** | **% total staff March 2020** | **Number of staff part time 2020** | **Number of staff full time 2020** |
| **Bisexual** | 1 | 0.10% | To protect anonymity of staff the part / full time analysis cannot be shown here | |
| **Gay or Lesbian** | 7 | 0.67% |
| **Heterosexual** | 583 | 55.84% |
| **I do not wish to disclose my sexual orientation** | 451 | 43.20% |
| **Other sexual orientation not listed** | 1 | 0.10% |
| **Undecided** | 1 | 0.10% |
| **Total** | **1,044** | **100%** |

5.3 New starters profile by sexual orientation (graph below):

5.4 New starters profile by sexual orientation (table format):

|  |  |  |
| --- | --- | --- |
|  | **Total new staff during the year** | **% of new staff during the year** |
| **Bisexual** | 1 | 0.44% |
| **Gay or Lesbian** | 5 | 2.18% |
| **Heterosexual** | 174 | 75.98% |
| **I do not wish to disclose my sexual orientation** | 42 | 18.34% |
| **Other sexual orientation not listed** | 2 | 0.87% |
| **Undecided** | 1 | 0.44% |
| **Unspecified (unknown)** | 4 | 1.75% |
| **Total** | **229** | **100%** |

5.5 Pay band by sexual orientation (table below):

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Number of staff below band 6** | **% staff below band 6** | **Number of staff band 6 and above, personal pay scale and Medical & Dental** | **% of staff band 6 and above** | **Total** | **Total %** |
| **Bisexual** | 0 | 0% | 1 | 1.52% | 1 | 0.10% |
| **Gay or Lesbian** | 7 | 0.72% | 0 | 0% | 7 | 0.67% |
| **Heterosexual** | 543 | 55.52% | 40 | 60.61% | 583 | 55.84% |
| **I do not wish to disclose my sexual orientation** | 426 | 43.56% | 25 | 37.88% | 451 | 43.19% |
| **Other sexual orientation not listed** | 1 | 0.10% | 0 | 0% | 1 | 0.10% |
| **Undecided** | 1 | 0.10% | 0 | 0% | 1 | 0.10% |
| **Total staff** | **978** | **100%** | **66** | **100%** | **1,044** | **100%** |

5.6 Leavers sexual orientation profile (graph):

5.7 Leavers sexual orientation profile (table format):

|  |  |  |
| --- | --- | --- |
|  | Total leavers during the year | % of leavers during the year |
| **Gay or Lesbian** | 2 | 1.53% |
| **Heterosexual** | 72 | 54.96% |
| **I do not wish to disclose my sexual orientation** | 41 | 31.30% |
| **Unspecified (unknown)** | 16 | 12.21% |
| **Total** | **131** | **100%** |

6. Profile by Ethnicity

6.1 Workforce ethnicity profile (graph):

6.2 Workforce ethnicity profile (table):

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ethnicity** | **Number of staff March 2020** | **% total staff March 2020** | **Number of staff part time 2020** | **Number of staff full time 2020** |
| Asian or Asian British (any Asian background) | 9 | 0.86% | 7 | 2 |
| Black or Black British (any black background) | 4 | 0.38% | 1 | 3 |
| Mixed (any mixed background) | 3 | 0.29% | 0 | 3 |
| Not Stated | 41 | 3.93% | 30 | 11 |
| Other (any other BAME background) | 6 | 0.57% | 3 | 3 |
| Unspecified | 2 | 0.19% | 2 | 0 |
| White (any white background) | 979 | 93.77% | 622 | 357 |
| Total | 1,044 | 100% | 665 | 379 |

6.3 New starter’s ethnicity (graph below):

6.4 New starter’s ethnicity (table format):

|  |  |  |
| --- | --- | --- |
| **Ethnicity** | **Total new staff during the year** | **% of new staff during the year** |
| Asian or Asian British (any Asian background) | 3 | 1.31% |
| Mixed (any mixed background) | 1 | 0.44% |
| Not Stated | 15 | 6.55% |
| Unspecified | 7 | 3.06% |
| White (any white background) | 203 | 88.65% |
| **Total** | **229** | **100%** |

6.5 Leavers ethnicity (graph):

7. Profile by Gender

7.1 Gender split of temporary staff (table below):

|  |  |
| --- | --- |
| **Gender** | **Count of bank staff** |
| Female | 46 |
| Male | 43 |
| **Grand Total Bank Staff** | **89** |

7.2 Leavers by gender (graph):

7.3 Leavers by gender (table format):

|  |  |  |
| --- | --- | --- |
|  | Total number of staff leaving Trust | % staff leaving |
| Gender |  |  |
| Female | 75 | 57.25% |
| Male | 56 | 42.75% |
| Total | 131 | 100% |

7.4 Bank (temporary) staff gender profile (graph):