



The Christie
NHS Foundation Trust

Workforce Equality Profile 2019/2020

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Introduction

What is the Workforce Profile?

The annual Workforce Profile is information on the protected characteristics of the staff employed by the Trust. Information is presented on the Trust's workforce covers:

- Composition of the workforce
- Composition of the workforce by pay band or grade

It is published once per year covering the period of an operational year (April to March) in the following year. This report relates to the period April 2019 to March 2020.

Purpose of the Workforce Profile

The Workforce Profile is produced to:

- Understand what the diversity of The Christie's workforce looks like
- Monitor the effectiveness of our equality, diversity and inclusion policies and processes in relation to the workforce
- To help us to make improvements in our employment policies and practices to ensure all staff have equal opportunities to employment, development and a good employment experience
- Comply with our legal duties in relation to the Public Sector Equality Duty, under the Equality Act 2010.

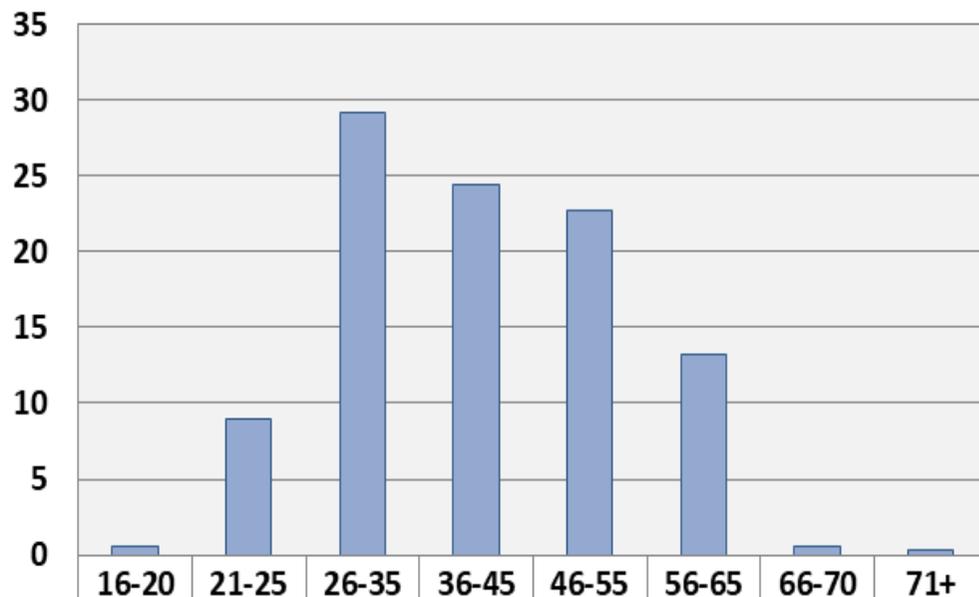
The Data Collection Process

All the information contained in this report is taken from the Trust Electronic Staff Record (ESR) system. Staff provide this information to the Trust on appointment and can be updated by staff themselves or on their behalf with their permission.

Table 1 – The Composition of the Trust Workforce

Table 1.1 – Trust Workforce Composition by Age **Commentary and Analysis**

Workforce by Age



■ Percentage	0.6	9	29.2	24.4	22.7	13.2	0.6	0.3
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The workforce contains staff from all age ranges. Very few staff are employed within the lowest and highest age groups. In terms of the youngest age group only 0.6% of staff are 16 -20 years of age. At the opposite end of the age spectrum, 0.9% are aged 66 and over.

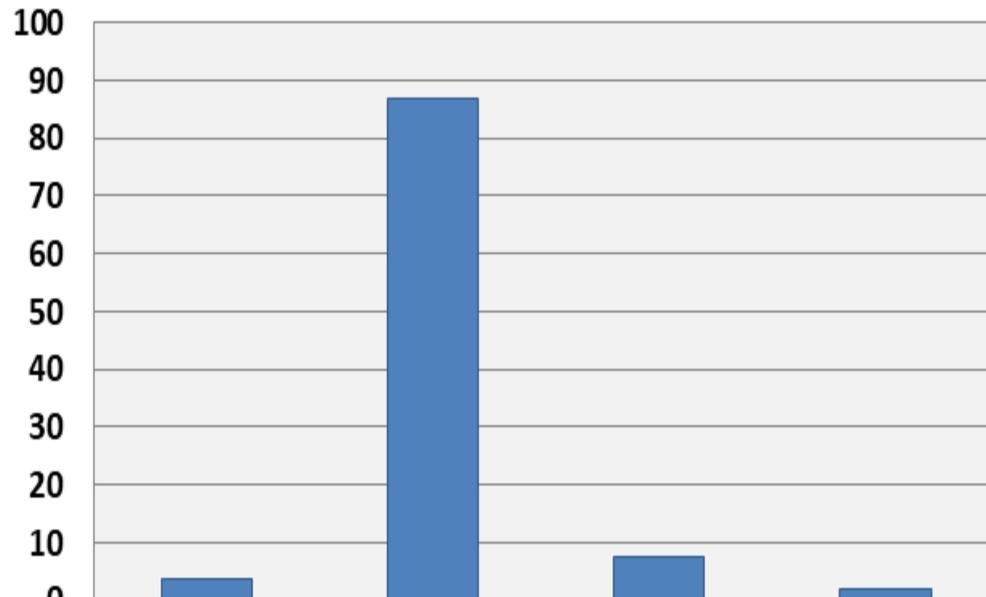
The largest age group within the workforce are 26-35 olds and the second largest group are 36-45 year olds.

It cannot be assumed that this age structure is true for all occupations and further investigation may be required.

Table 1.2 – Trust Workforce Composition by Disability

Commentary and Analysis

Workforce by Disability



	Yes	No	Not Declared	Unspecified
■ Percentage	3.6	87	7.5	1.8

Table 1.2 provides information on disabilities that our staff have declared/reported.

The data shows that nearly 4% of the workforce have declared that they have a disability. 7.5% of the workforce have not declared if they do or do not have a disability.

The number of staff declaring that they have a disability is lower than that in the general population.

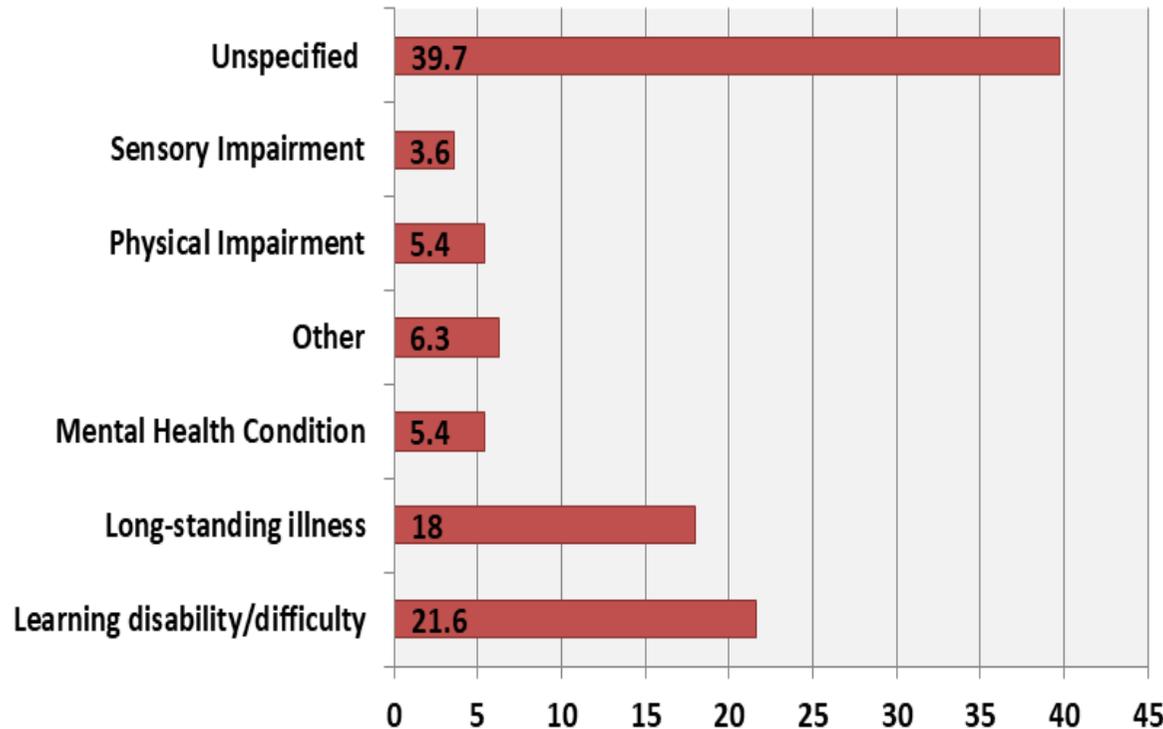
Future Action

The Trust needs to take action to increase the declaration rates amongst staff. Also to increase the number of disabled staff within the workforce.

Table 1.2a – Trust Workforce , The Nature of Staff Disabilities

Commentary and Analysis

Workforce - Nature of Staff Disabilities (%)



Information regarding the nature of disabilities amongst the workforce is presented in this table.

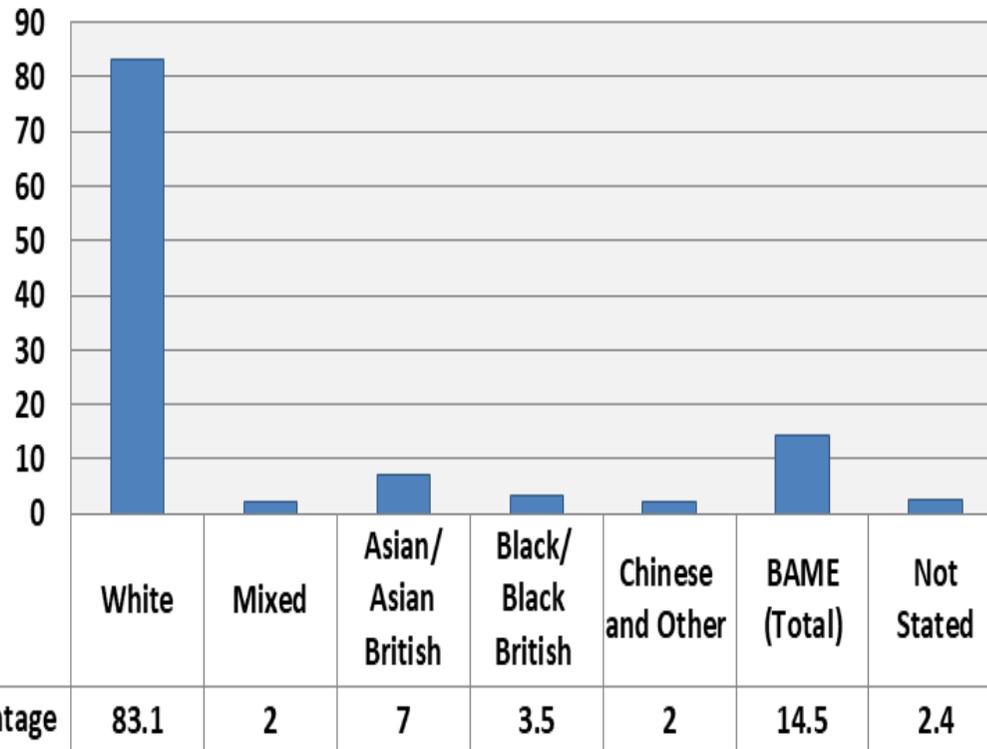
It is important to note that nearly 40% of staff declaring that they have a disability have not stated the nature of their disability.

Of those staff who did state the nature of their disability, the largest group were people with a learning disability/difficulty (21.6%). The second largest group were people with a long standing illness. The smallest groups were people with sensory impairments and people with physical impairments.

Table 1.3 – Trust Workforce Composition by Ethnicity

Commentary and Analysis

Workforce by Ethnicity



This table provides information on the ethnicity of The Christie’s workforce by the broad ethnic categories.

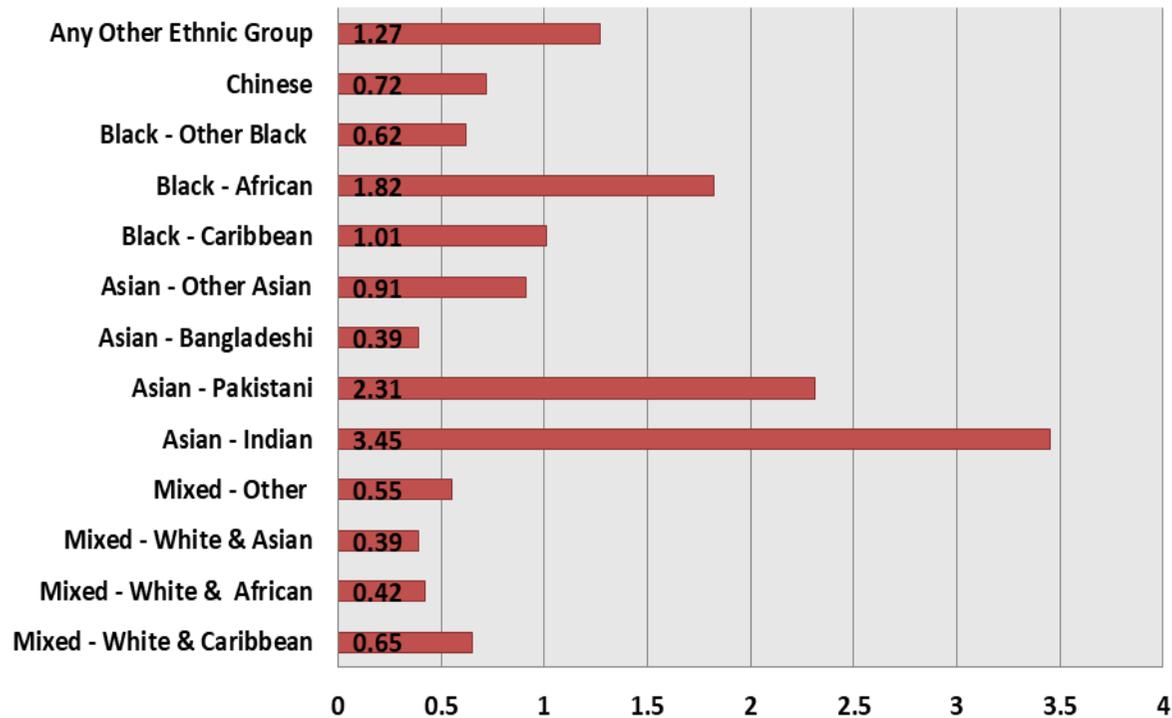
The majority of staff are from a white ethnic background (83.1%). Our records show that that Black, Asian and minority ethnic staff make up 14.5% of the Christie workforce. Within the ethnic minority groups, the Asian/Asian British group is the largest group (7%), followed by the Black/Black British ethnic group (3.5%).

The numbers of staff for whom the Trust has no ethnicity recorded is 2.4%. This percentage has fallen in recent years, which means that the data is more reliable.

Table 1.3a – Trust Workforce Composition BAME Breakdown

Commentary and Analysis

Workforce BAME Breakdown (%)



This table provides information on the ethnicity of the Trust’s Black, Asian and Minority Ethnic (BAME) using the narrow ethnic groups that provide a greater level of detail.

The largest ethnic minority group within the Trust’s workforce are people from an Asian-Indian background (3.45%) followed by the Asian-Pakistani group (2.31%). The third largest group are people of Black – African group. There are a range of smaller ethnic minority groups within the workforce.

Table 1.4 – Trust Workforce Composition by Religion or Belief

Commentary and Analysis

Workforce by Religion (%)

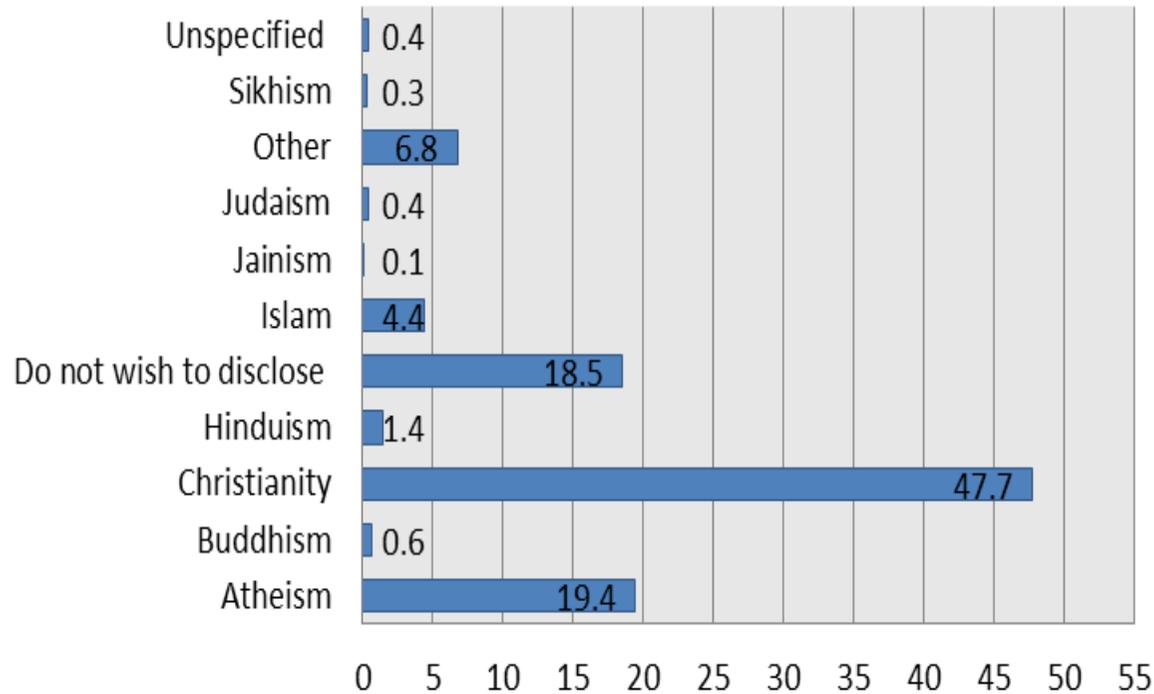


Table 1.4 provides information on the religion beliefs of The Christie workforce.

The largest religious group are Christians (47.7%). The second largest group are people who say they are Atheist (19.4%).

18.5% of staff did not wish to disclose information regarding their religion or belief, which has an impact on the quality of the data that is held.

Table 1.5 – Trust Workforce Composition by Sex

Commentary and Analysis

Workforce by Sex

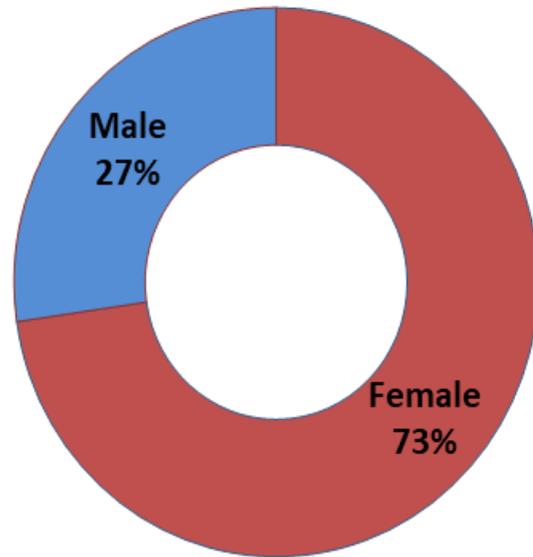


Table 1.5 provides a breakdown of the Christie's workforce by sex.

The Trust has a predominately female workforce (72.7%). Males make up 27.3% of the workforce. This is a typical employment pattern within the NHS.

Table 1.6 – Trust Workforce Composition by Sexual Orientation

Commentary and Analysis

Workforce by Sexual Orientation

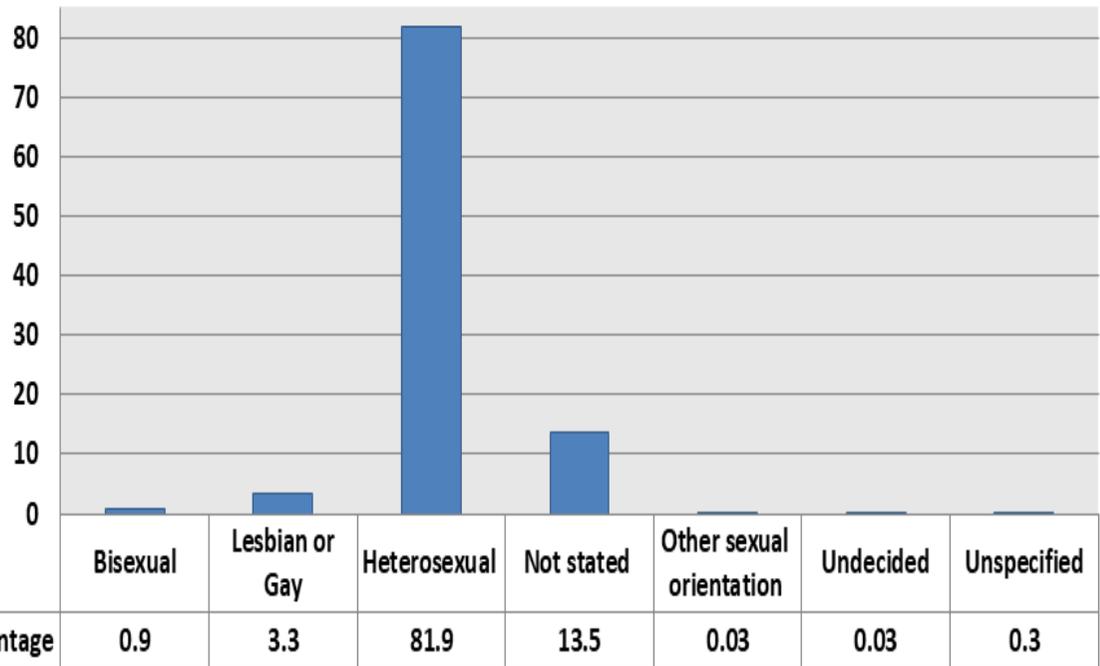


Table 1.6 presents information on the sexual orientation of The Christie’s workforce.

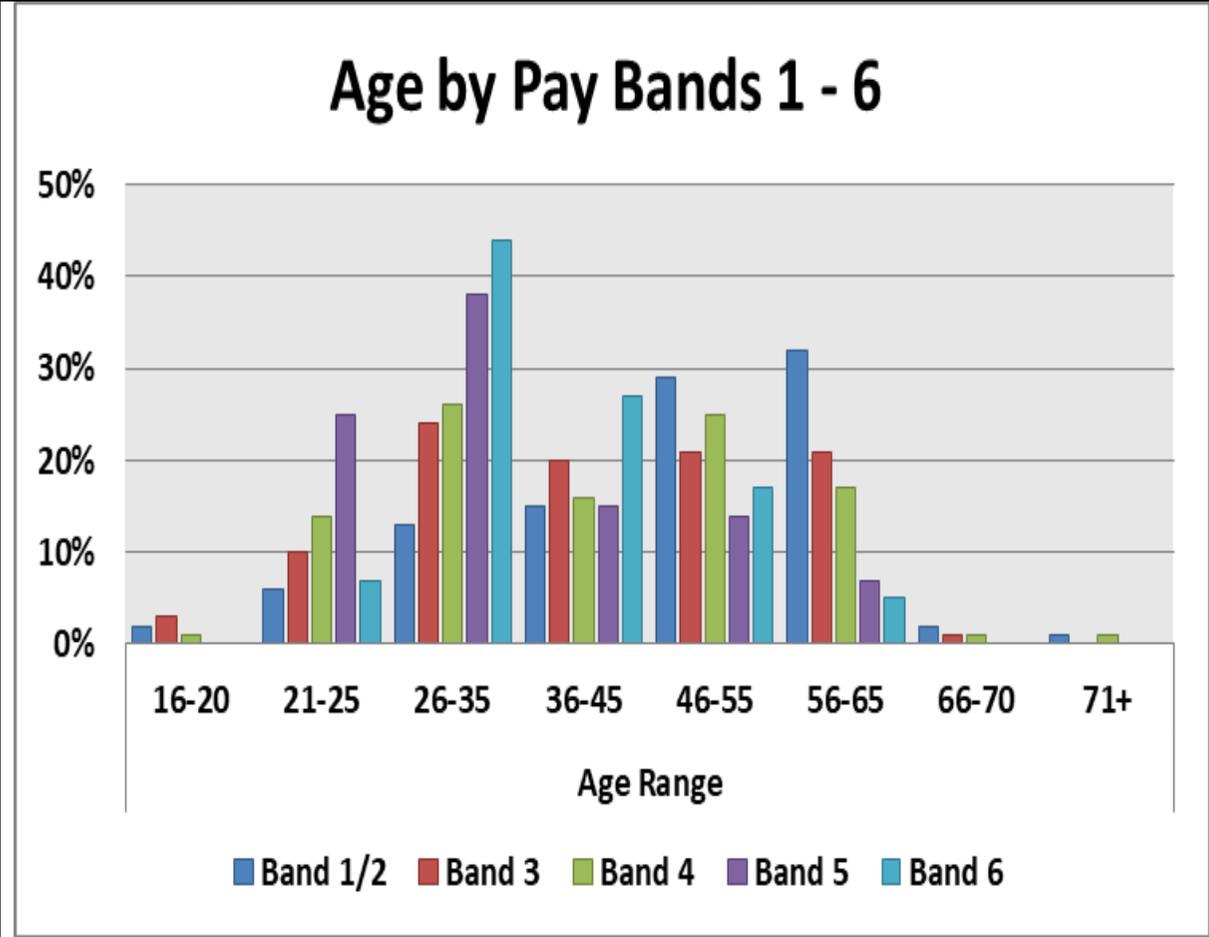
According to workforce records, the largest group of staff within the workforce are heterosexual (81.9%).

3.3% of the workforce stated that they are lesbian or gay and 0.9% are bi-sexual. The total of the lesbian, gay and bi-sexual workforce is 4.2%.

13.5% of staff did not state any information about their sexual orientation. This has an impact on the quality and reliability of the data that is held.

Table 2 – The Workforce by Agenda for Change (AfC) Pay Band/Medical Grade

Table 2.1a Age of the Workforce in AfC Pay Bands 1- 6



Commentary and Analysis

In general the workforce is younger in the lower pay bands than in the more senior ones. However this is not the case for bands 5 and 6. This may be due to the large number of qualified clinical staff in these bands, whose pay grades start at band 5.

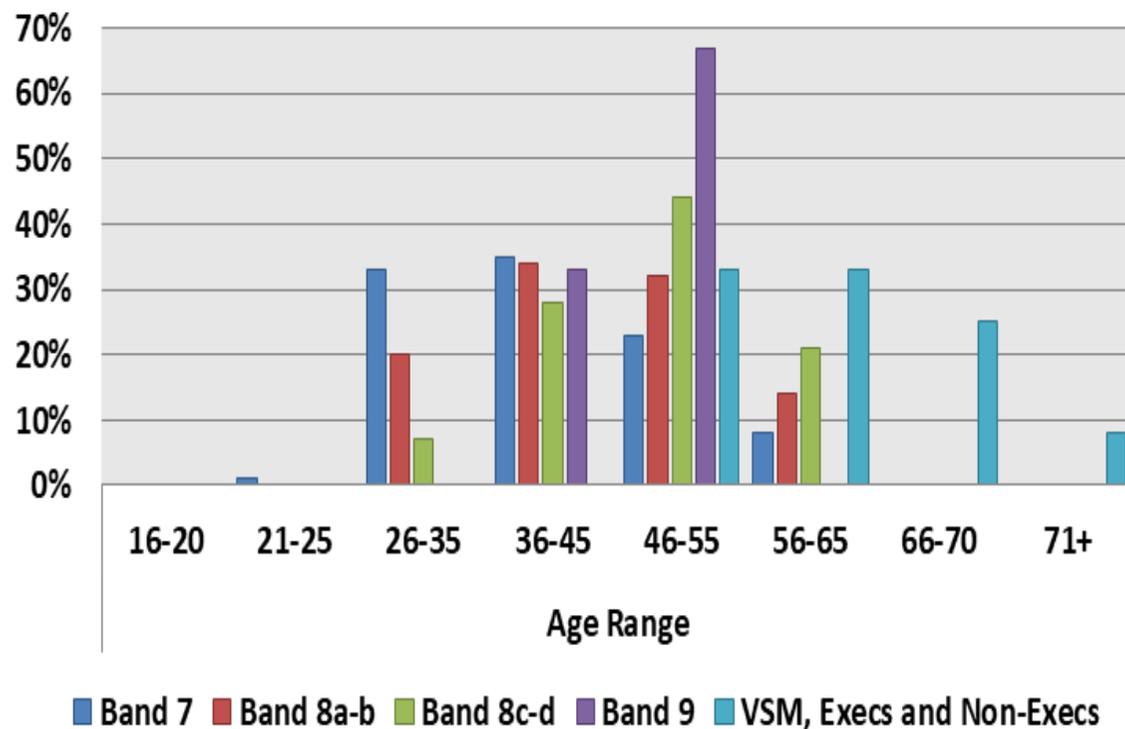
In the 16-20 age range, staff are in bands 1-4. The same is true for the 66-70 age range.

For Bands 1-2, the percentage of staff in each age range increases from 16-20 (2%) through to 56-65 (32%) then falls back 2% for the 66-70 age range. For band 3, there is a more even spread across the age ranges, with the peak being 26-35 (24%).

Table 2.1b Age of the Workforce in AfC Pay Bands 7- VSM

Commentary and Analysis

Age by Pay Bands 7- 9 and VSM



The data in the table show that the workforce is older in the Agenda for Change (AfC) and Very Senior Managers (VSM). In general the higher the pay band, the older the workforce is.

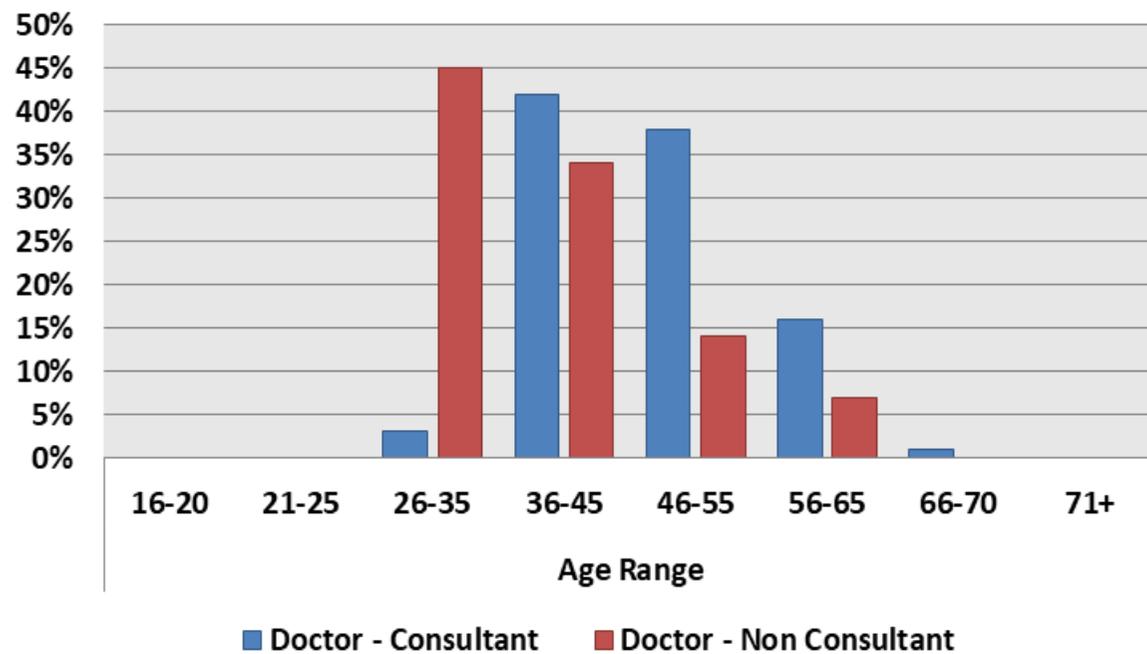
If we look at band 9, there are no staff under the age of 36-45. For VSM, there are no staff under the age of 46-55.

The most common age for band 7 is 36-45 (35%) closely followed by 26-35 olds (33%). There are no Band 7 staff amongst 16-20 years olds and the same is true staff 66 years and over. Amongst Band 7 staff only 1% of the workforce aged 21-25.

Table 2.1b Age of the Medical Workforce by Doctor Pay Grades

Commentary and Analysis

Age by Doctor Grades



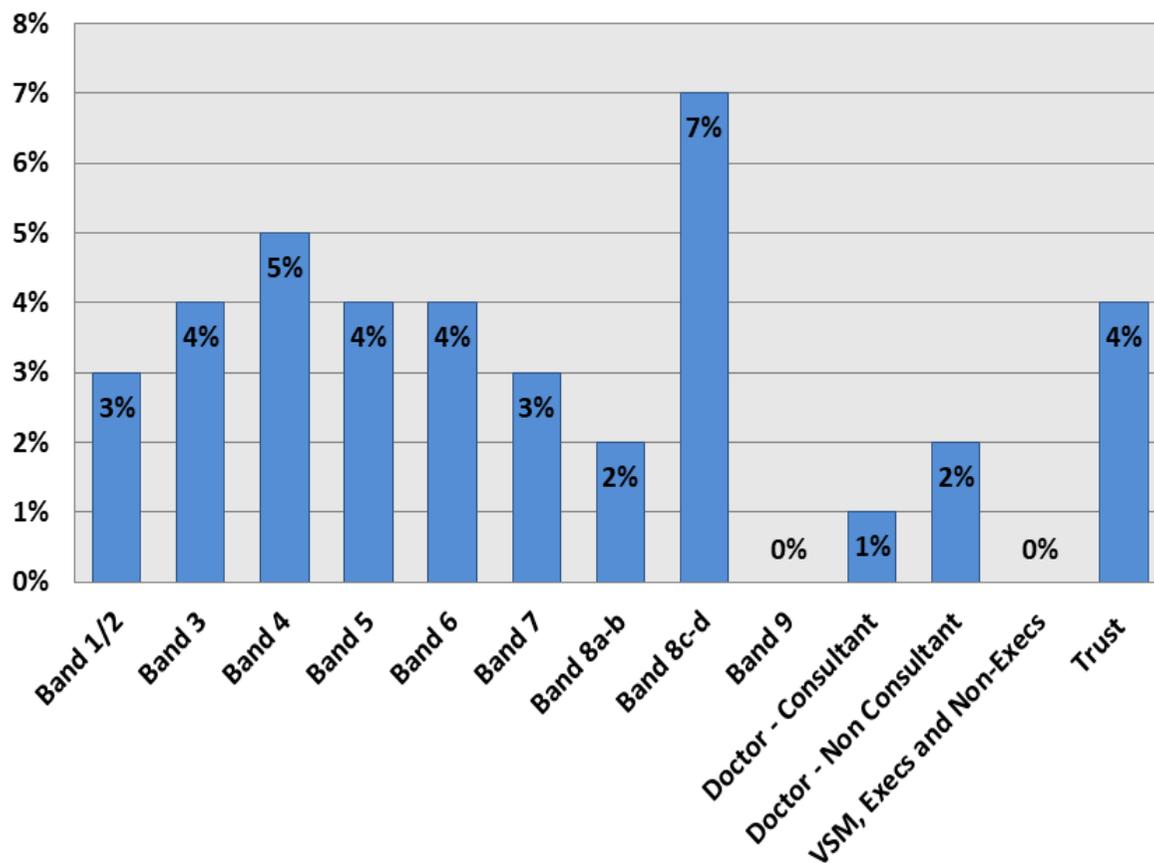
In general the non-consultant doctors are younger than consultants. As the age ranges increase, the proportion of non-consultant doctors reduced. There are no non-consultant grade doctors under the age of 26 or over the age of 65 employed by the Trust.

In contrast, the overwhelming proportion of consultant grade doctors are with the age ranges 36-45 (48%) and 46-55 (38%).

Table 2.2a Disability and Pay Band of the Workforce

Commentary and Analysis

Disabled Staff by Pay Band/Grade



The Trust has 4% of its workforce with a recorded disability. There is reasonable representation of disabled staff in most bands. Only pay bands 5 and 8c-d are above the Trust average. Bands 3, 5, and 6 have the average proportion of disabled staff. All other bands have below the average. There is less than 1% in band 9 and no disabled staff in the VSM group.

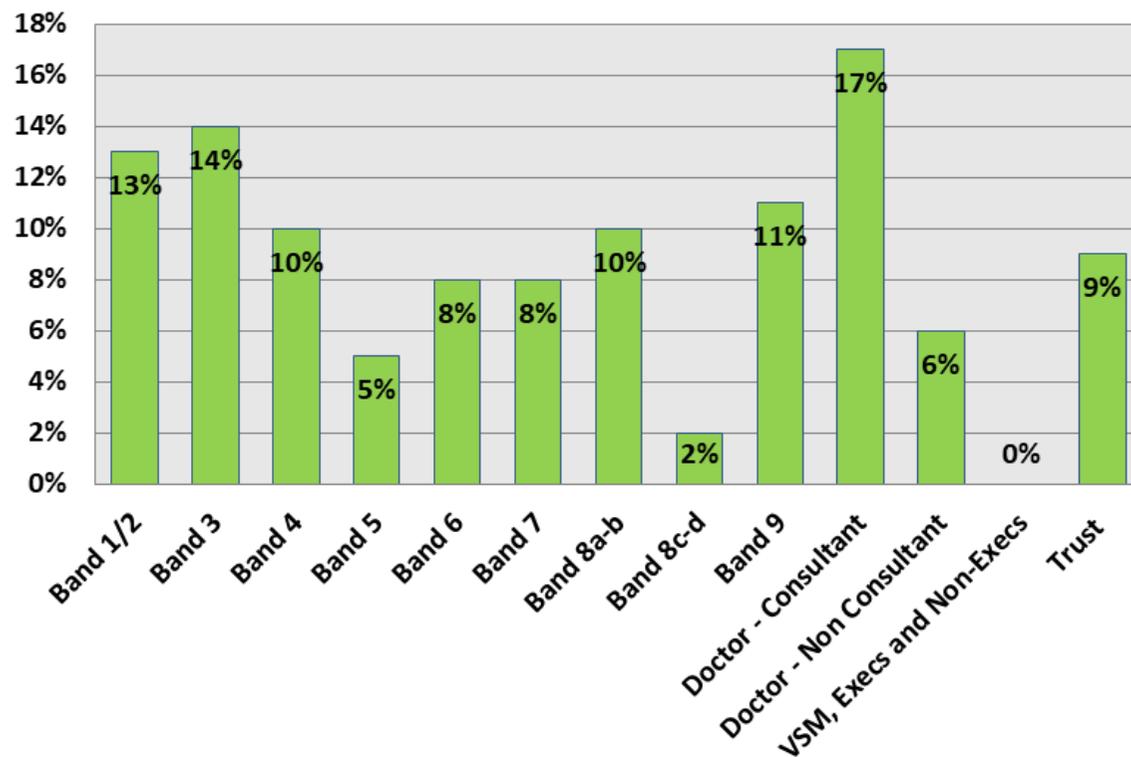
Consultant doctors have 1% recorded disability and 2% for non-consultant grade doctors.

As mentioned previously, the level of recording of disability within the workforce needs to be improved, which means that the data should be treated with some caution.

Table 2.2b Unknown Disability Status by Pay Band/Grade

Commentary and Analysis

Staff With Unknown Disability Status buy Pay Band/Grade



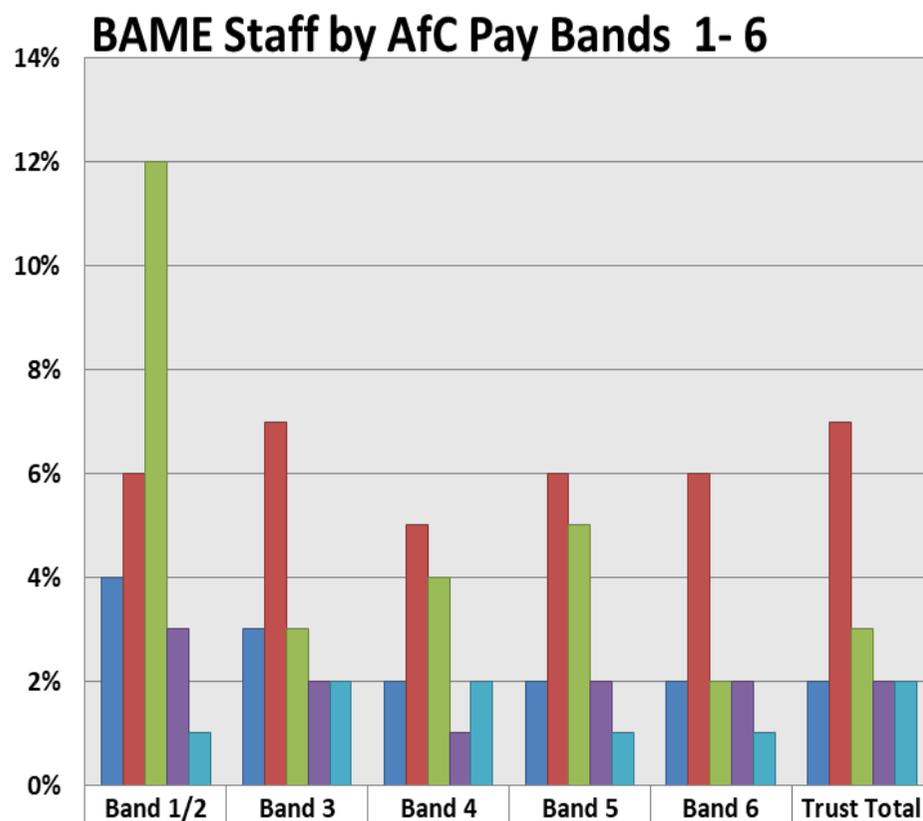
9% of staff have not stated whether they have a disability or not. There is varying levels of 'not known' disability status across the pay bands and grades.

The highest level of unknown disability status is amongst doctor consultants. Amongst Agenda for Change pay bands, bands 1-4, 8a-b and 9 are above the Trust average.

The lowest levels of unknown disability status are amongst VSM, Exec and Non-Exec and band 8c-8d.

Table 2.3a The Ethnic Diversity of Staff in Bands 1-6

Commentary and Analysis



This chart outlines the ethnic diversity of the Christie workforce in Agenda for Change pay bands 1-6.

Taking into account the information in this chart and in chart 2.3b, there is greater ethnic diversity in the lower Agenda for Change pay bands. As you go up the pay bands there is less ethnic diversity than in the proceeding band. The only exception to this is band 5 and VSM on the next chart. Bands 1-2 have highest levels of ethnic diversity. Band 6 has the lowest levels.

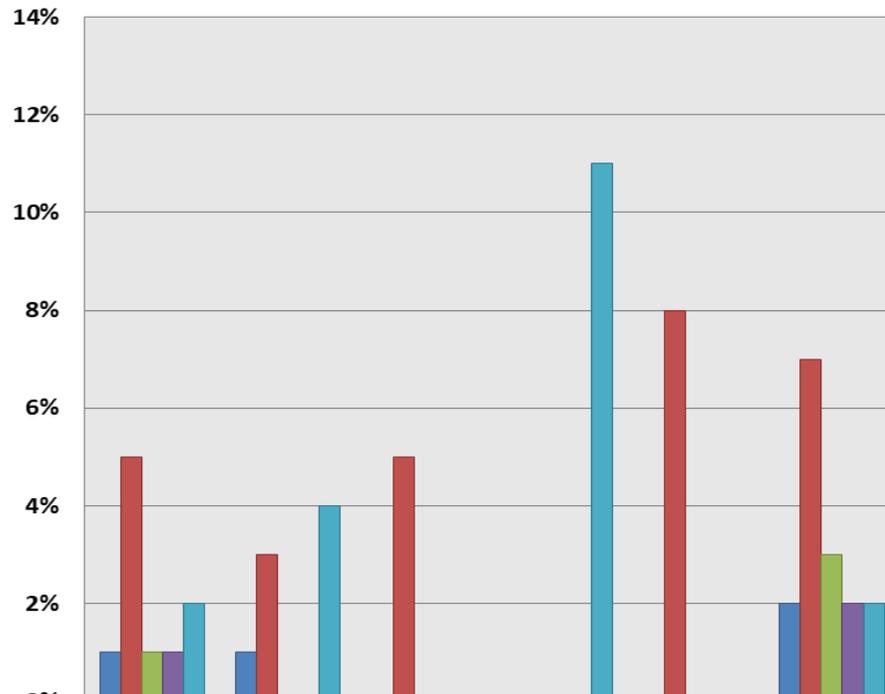
The largest ethnic minority group of staff within the Christie are people of Asian or British Asian background (7%). This is followed by people from the Black or Black British group (3%).

The Black or Black British group is the largest ethnic minority group in bands 1 and 2. The Asian or Asian ethnic group is the largest ethnic minority group in all other pay bands.

	Band 1/2	Band 3	Band 4	Band 5	Band 6	Trust Total
Mixed	4%	3%	2%	2%	2%	2%
Asian or Asian British	6%	7%	5%	6%	6%	7%
Black or Black British	12%	3%	4%	5%	2%	3%
Chinese & other ethnic groups	3%	2%	1%	2%	2%	2%
Not Stated	1%	2%	2%	1%	1%	2%

Table 2.3b

BAME Staff by AfC Pay Bands 7-9 and VSM



	Band 7	Band 8a-b	Band 8c-d	Band 9	VSM, Execs and Non-Execs	Trust Total
Mixed	1%	1%	0%	0%	0%	2%
Asian or Asian British	5%	3%	5%	0%	8%	7%
Black or Black British	1%	0%	0%	0%	0%	3%
Chinese & other ethnic groups	1%	0%	0%	0%	0%	2%
Not Stated	2%	4%	0%	11%	0%	2%

Commentary and Analysis

This chart shows outlines the ethnic diversity of the Christie workforce in Agenda for Change pay bands 7-9 and the Very Senior Manager (VSM) group.

There is much less ethnic diversity in the higher pay grades compared to bands 1- 6.

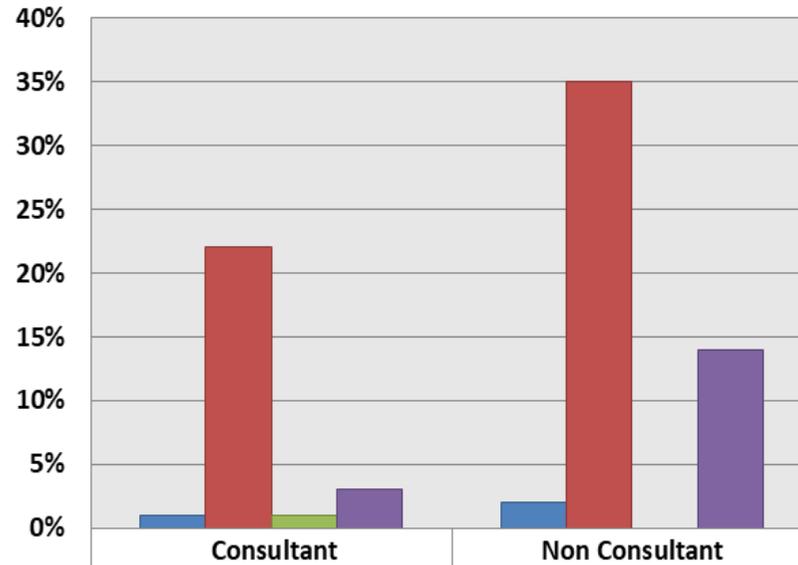
There are less than 1% Black staff within Bands 8a and 8b, and none in bands 8c and above.

The Asian group also has lower percentages in the higher pay bands and none in Band 9.

Table 2.3c The BAME Medical Workforce by Pay Grade

Commentary and Analysis

BAME Doctors by Pay Grade



	Consultant	Non Consultant
Mixed	1%	2%
Asian or Asian British	22%	35%
Black or Black British	1%	0%
Chinese & other ethnic groups	3%	14%

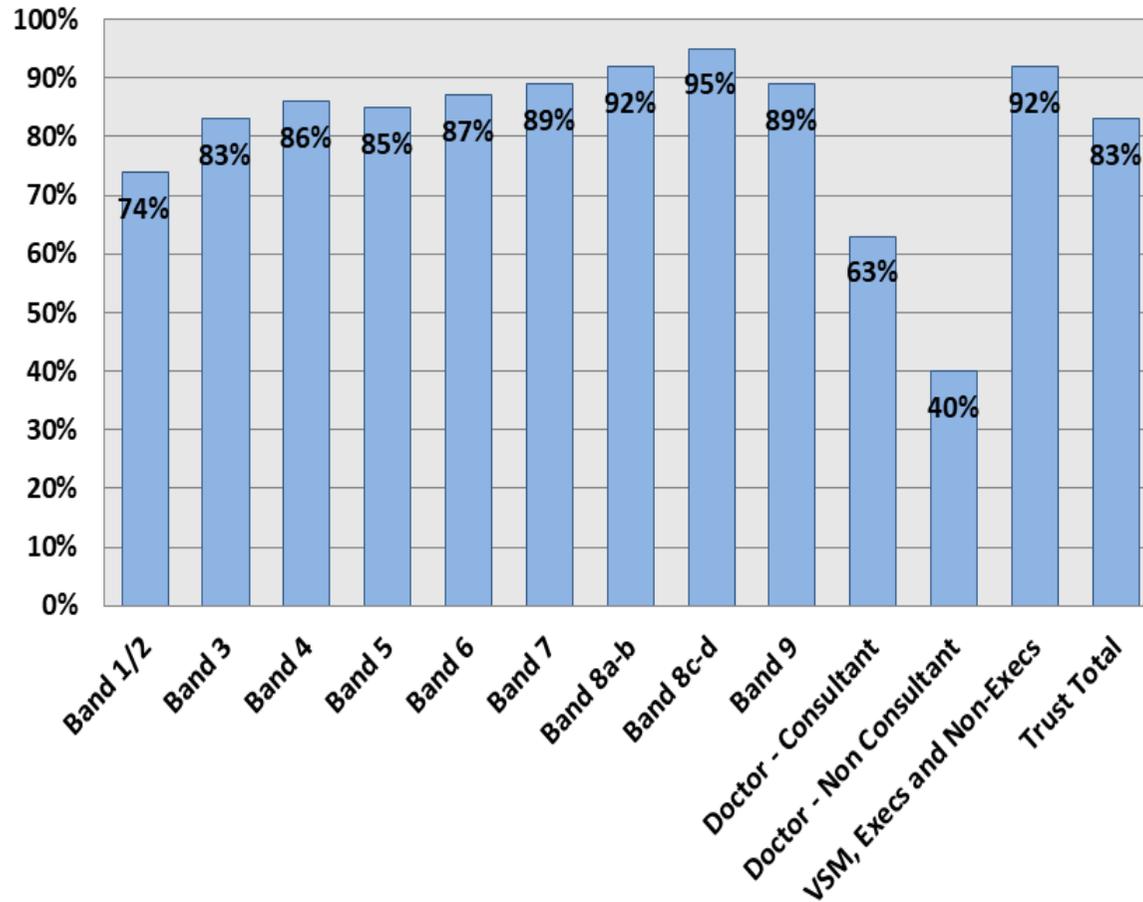
There is a higher level of ethnic diversity in some regards amongst the medical workforce compared to the non-medical workforce. However there is not the same broad ethnic diversity that we see in the most ethnically diverse parts of the Christie workforce.

The largest ethnic group represented within the medical workforce is the Asian or Asian British group, followed by Chinese or other ethnic groups.

Table 2.3d The White Workforce by Pay Band/Grade

Commentary and Analysis

Staff of White Ethnicity by Pay Band/Grade



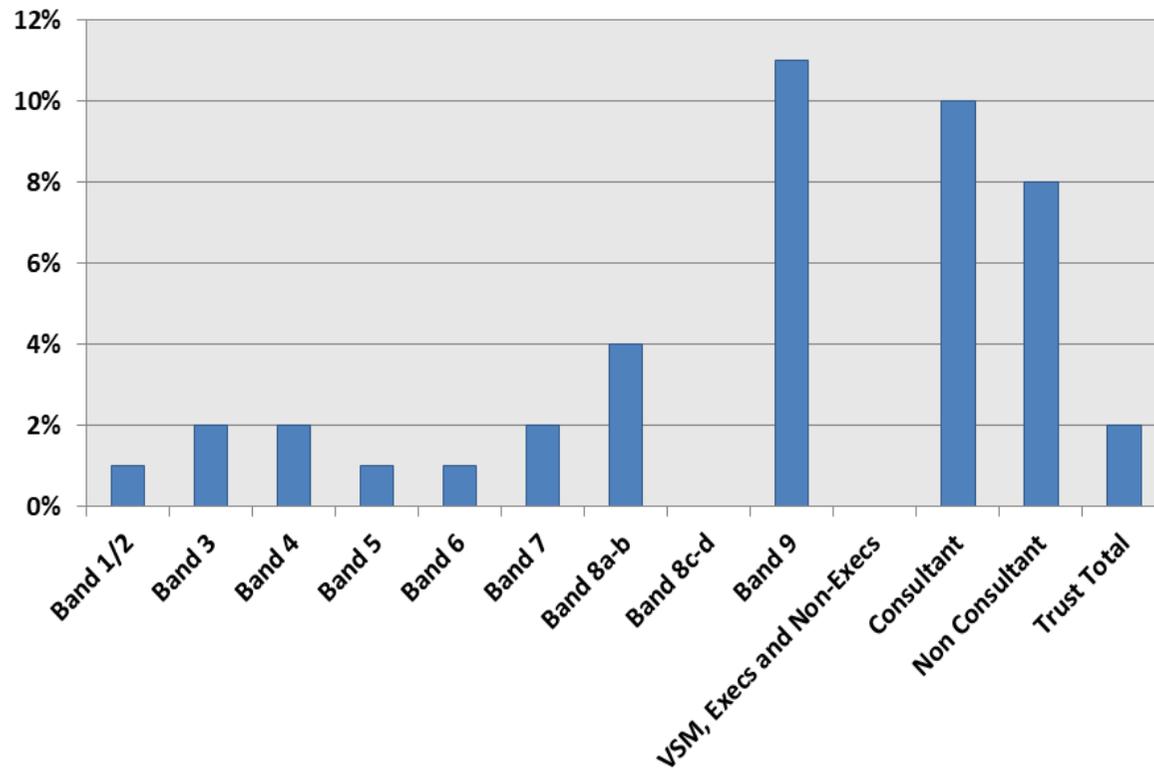
White staff are in the majority in all pay bands and grades/grades apart from amongst non-consultant grade doctors. The medical workforce has the lowest percentage of white staff in both grades.

In general, the higher the pay band, the greater percentage of white staff are represented.

Table 2.3e Staff Whose Ethnicity is Unknown by Pay Band/Grade

Commentary and Analysis

Staff That Have Not Stated Their Ethnicity by Pay Band/Grade



Overall only 2% of staff have not stated their ethnicity according to Trust staff records. This is an improvement on previous years. However this is not evenly spread across the pay bands/grades.

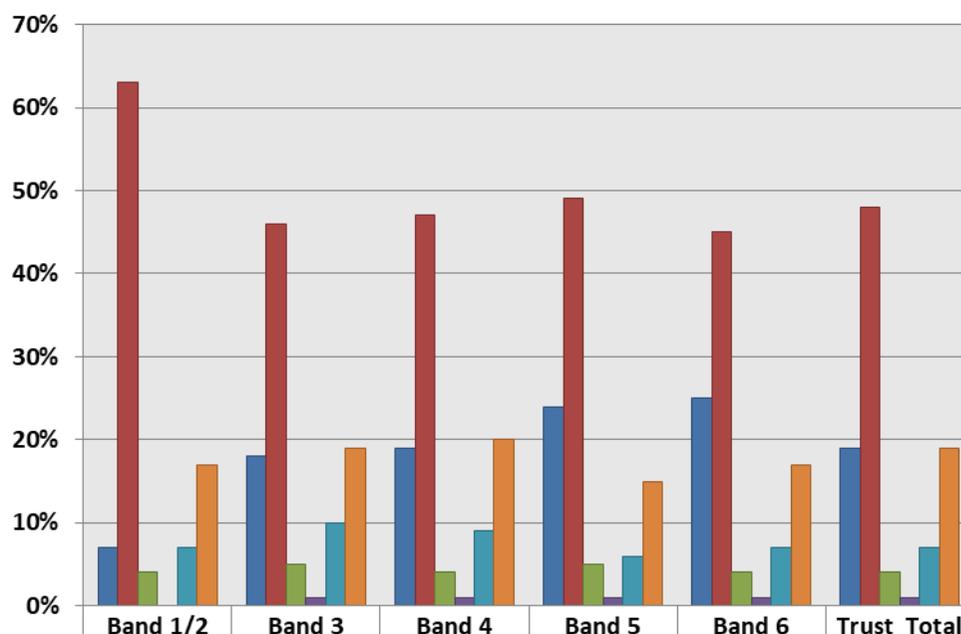
Staff within the higher pay bands are less likely to state their ethnicity compared to staff in the lower pay bands. Band 9 has the highest level of staff not to state their ethnicity (11%). This does not apply to bands 8c-d and VSM groups, in which less than 1% of staff have not stated their ethnicity.

There is also higher levels of non-declaration of ethnicity amongst the medical workforce; consultant doctors have the second highest level within the workforce (10%).

Table 2.4a The Religion/Belief of Staff in Pay Bands 1-6

Commentary and Analysis

Staff Religion/Belief by Pay Bands 1-6



	Band 1/2	Band 3	Band 4	Band 5	Band 6	Trust Total
Atheism	7%	18%	19%	24%	25%	19%
Christianity	63%	46%	47%	49%	45%	48%
Islam	4%	5%	4%	5%	4%	4%
Hinduism	0%	1%	1%	1%	1%	1%
Other	7%	10%	9%	6%	7%	7%
I do not wish to disclose/unspecified	17%	19%	20%	15%	17%	19%

■ Atheism ■ Christianity ■ Islam ■ Hinduism ■ Other ■ I do not wish to disclose/unspecified

This chart outlines the religion or belief of staff in Agenda for Change pay bands 1-6. It should be noted that a number of faith groups with staff at less than 1% have not been included.

Christian staff are the largest group, and are more or less evenly represented in all bands, with the exception of bands 1 and 2, which has the highest proportion of Christian (63%).

Staff who state they are Atheists are the second largest group. Bands 1-2 have the lowest percentage of Atheists and then the proportion rises for each band, with band 6 having the highest proportion (25%).

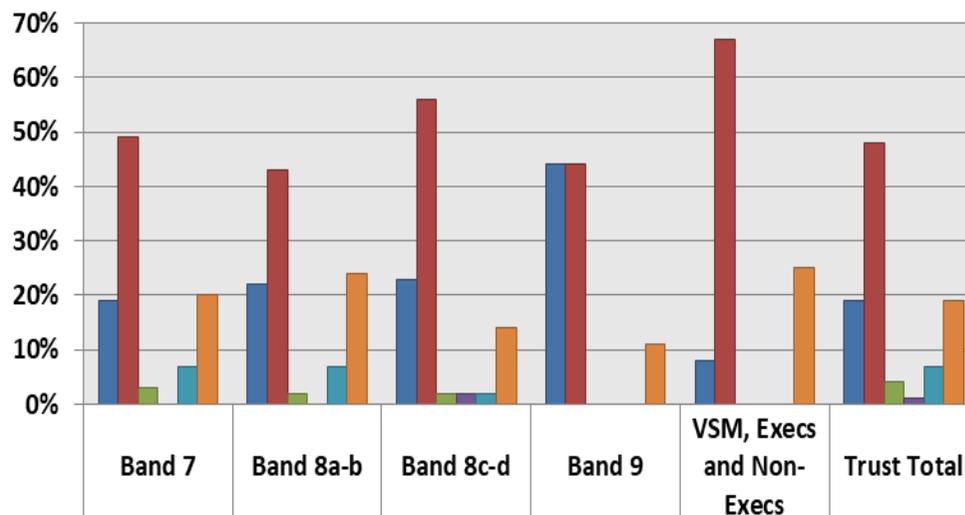
Muslim staff are represented broadly in line with the overall Trust average (4%) in each of these pay bands.

Staff who have not stated what their faith/belief is are a significant group in each pay band 1-6.

Table 2.4b The Religion/Belief of Staff in Pay Bands 7-VSM

Commentary and Analysis

Staff Religion/Belief by Pay Bands 7 - VSM



	Band 7	Band 8a-b	Band 8c-d	Band 9	VSM, Execs and Non-Execs	Trust Total
Atheism	19%	22%	23%	44%	8%	19%
Christianity	49%	43%	56%	44%	67%	48%
Islam	3%	2%	2%	0%	0%	4%
Hinduism	0%	0%	2%	0%	0%	1%
Other	7%	7%	2%	0%	0%	7%
I do not wish to disclose/unspecified	20%	24%	14%	11%	25%	19%

■ Atheism ■ Christianity ■ Islam ■ Hinduism ■ Other ■ I do not wish to disclose/unspecified

This chart outlines the religion or belief of staff in the higher Agenda for Change pay bands 7-9 and VSM. It should be noted that a number of faith groups with staff less than 1% have not been included.

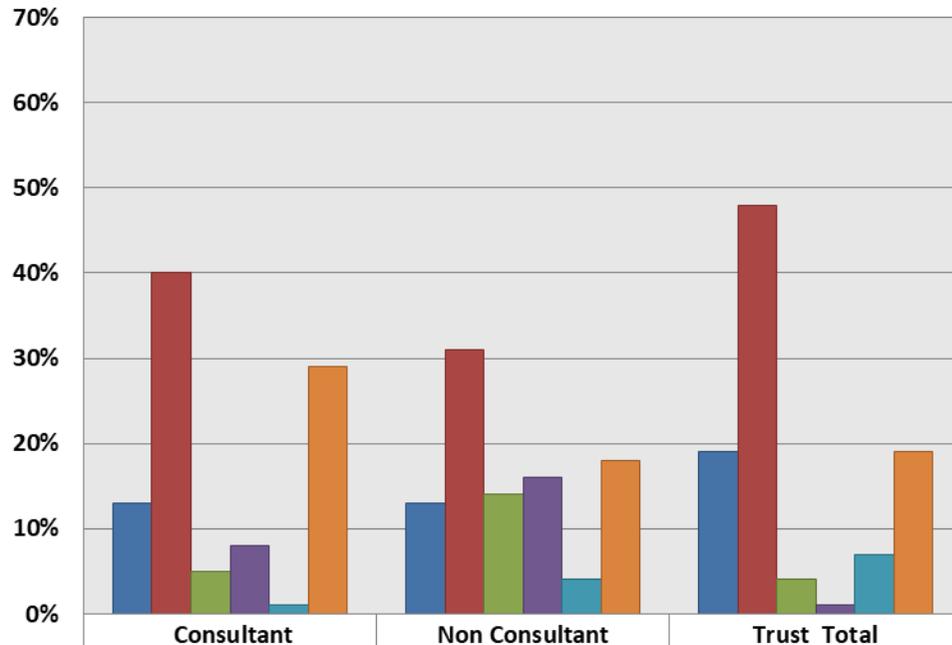
There is less diversity in the faith groups represented in the higher Agenda for Change pay bands compared to bands 1-6.

The highest percentage of people not wishing to provide information regarding their religion or belief is within the VSM pay band (25%). Within the VSM pay band there is also the highest number of people identifying as Christians (67%) within any pay band.

Table 2.4c Doctors Religion/Belief by Pay Grade

Commentary and Analysis

Doctors Religion/Belief by Pay Grade



	Consultant	Non Consultant	Trust Total
■ Atheism	13%	13%	19%
■ Christianity	40%	31%	48%
■ Islam	5%	14%	4%
■ Hinduism	8%	16%	1%
■ Other	1%	4%	7%
■ I do not wish to disclose/unspecified	29%	18%	19%

This chart sets out the religion and belief of the Trust doctors by pay grade.

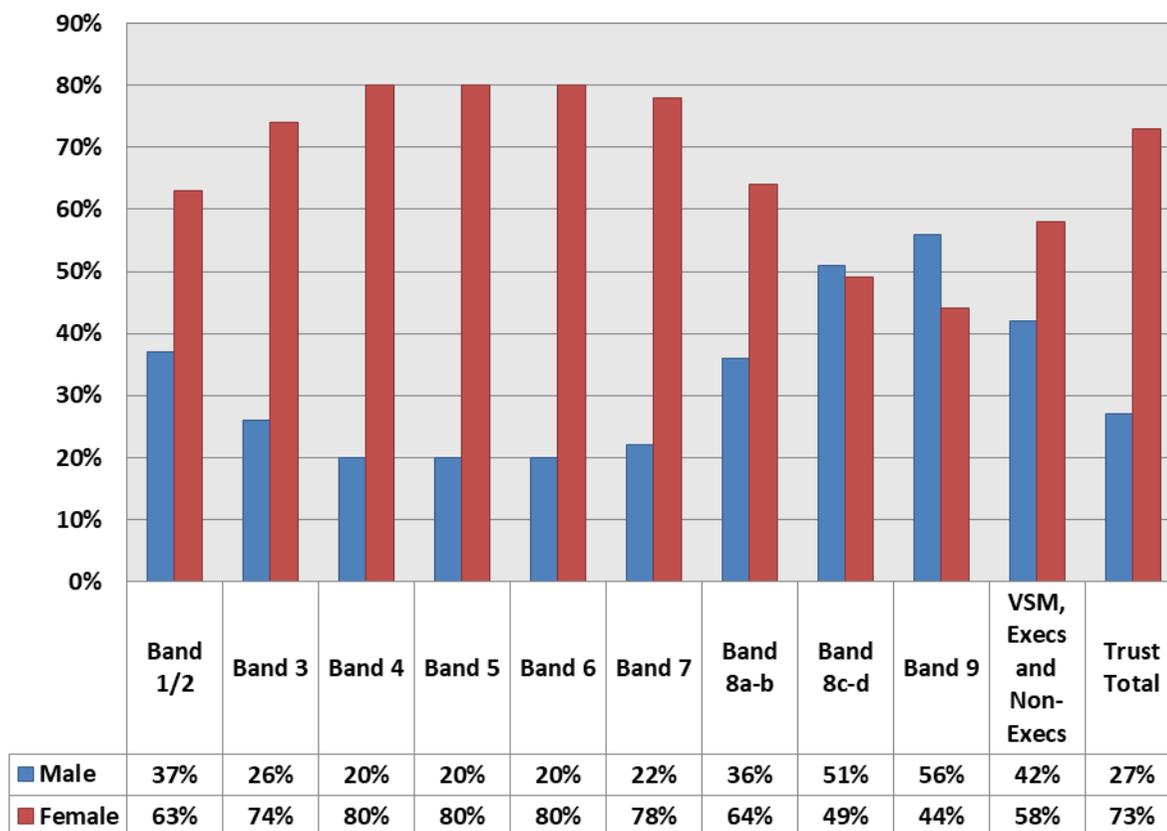
There is a higher level of faith diversity amongst the Trust doctors compared to the rest of the workforce. There is a higher level of faith diversity in the non-consultant grade compared to consultants.

The greater faith diversity is as a result of higher levels of Hindu and Muslim staff.

Table 2.5a The Sex of the Workforce by Pay AfC Bands and VSM

Commentary and Analysis

Staff Sex by Agenda for Change Pay Band



This chart show the Christie workforce analysed by sex and pay band or grade.

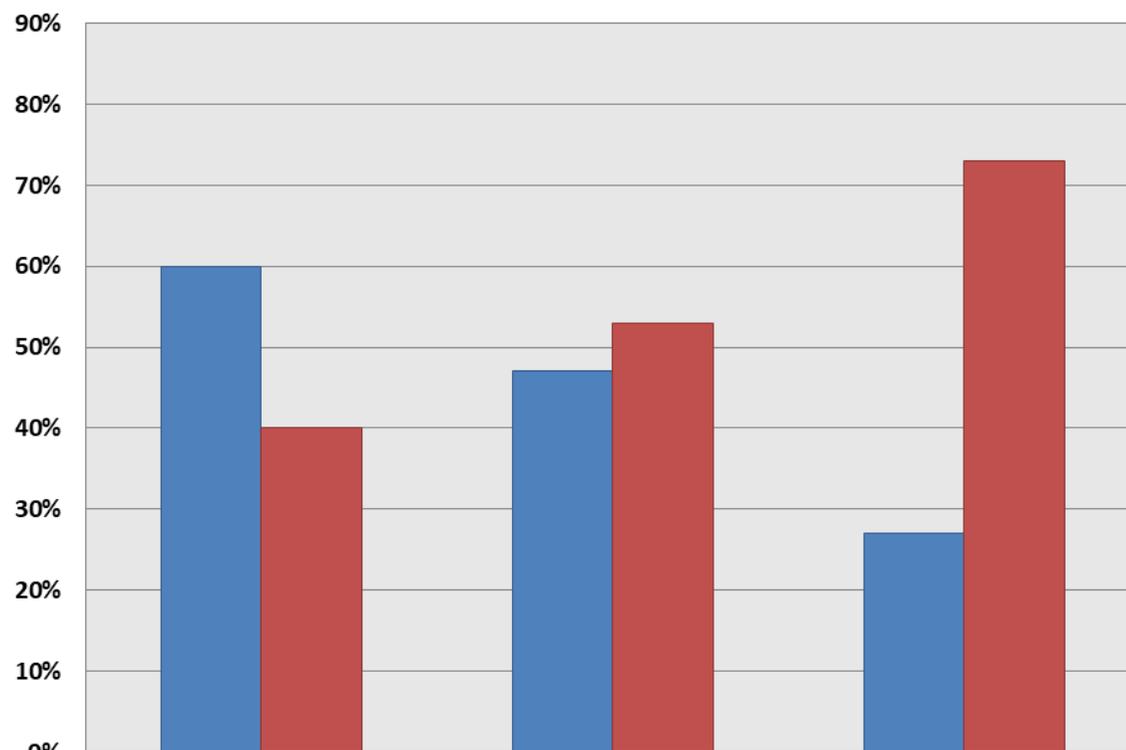
The Christie workforce is predominantly female (as outlined in Chart 1.5). Females are in the majority in all the Agenda for Change (AfC) and VSM pay bands and bands 8c – 9.

The male employment pattern is more complex than that for females. Whilst only forming 27% of the workforce overall, males are in the majority in pay bands 8c-9. Males represent a significant proportion of staff in bands 1-2. This falls in band 3, is at the lowest levels with bands 4-6 and then starts to rise from band 7 (22%), peaking at Band 9 (56%).

Table 2.5b Doctors by Sex and Pay Grade

Commentary and Analysis

Doctors within the Christie by Sex and Pay Grade



	Doctor - Consultant	Doctor - Non Consultant	Trust Total
Male	60%	47%	27%
Female	40%	53%	73%

This chart outlines the sex of doctors by pay band grades.

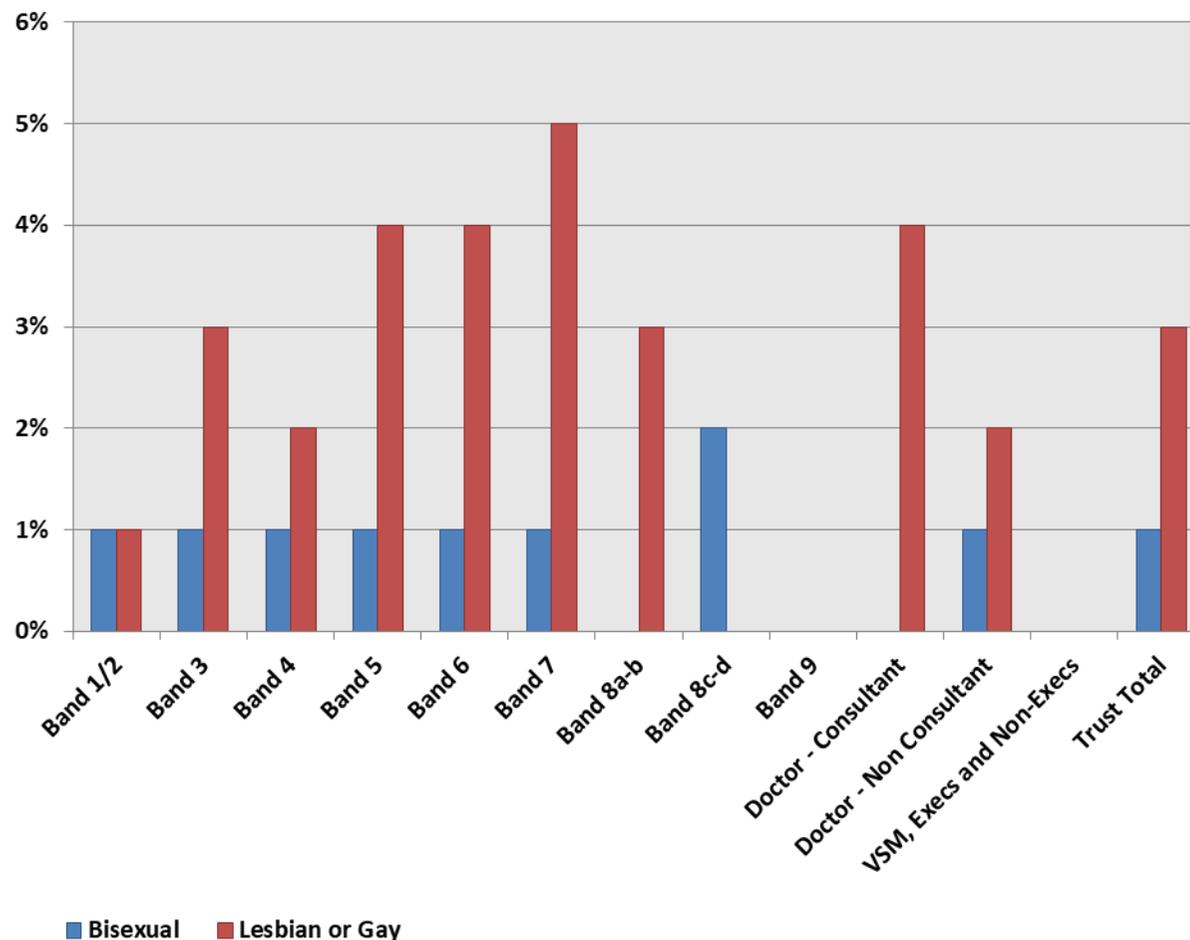
The medical workforce has a higher percentage of males than the overall workforce.

Males make up 60% of the Trust consultants. In the non-consultant grades females are in the majority (53%).

Table 2.6a Lesbian, Gay or Bisexual Staff by Pay Band/Grade

Commentary and Analysis

Lesbian, Gay or Bisexual Staff by Pay Band/Grade



This chart indicates percentage of staff who have stated their sexual orientation as either lesbian, gay or bi-sexual.

According to Trust data, there are lesbian, gay and bisexual staff in all pay bands and grades with the exception of Band 9.

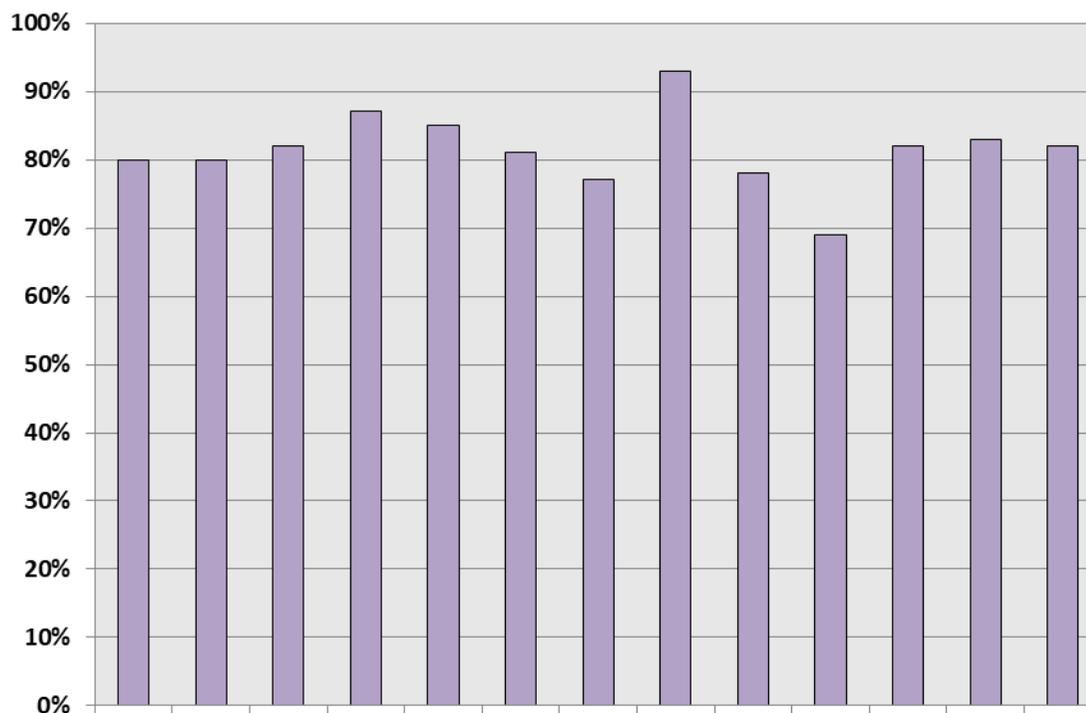
The data shows that there is a higher percentage of staff who identity as lesbian/gay compared to bisexual people across all pay bands and grades, with the exception of bands 8c-d. In these bands there are no staff recorded as identifying as lesbian or gay.

Amongst the Trust's medical consultants, there is a higher percentage of lesbian or and gay staff, but no staff who identify as bisexual. The non-consultant doctors indicate a lower than Trust average of staff who state their sexuality as being lesbian or gay and average numbers for being bisexual.

Table 2.6b Heterosexual Staff by Pay Band/Grade

Commentary and Analysis

Heterosexual Staff by Pay Band/ Grade



	Band 1/2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a-b	Band 8c-d	Band 9	Docto r - Consu ltant	Docto r - Non Consu ltant	VSM, Execs and Non- Execs	Trust Total
Heterosexual	80%	80%	82%	87%	85%	81%	77%	93%	78%	69%	82%	83%	82%

This chart shows the percentages of staff who identify as heterosexual.

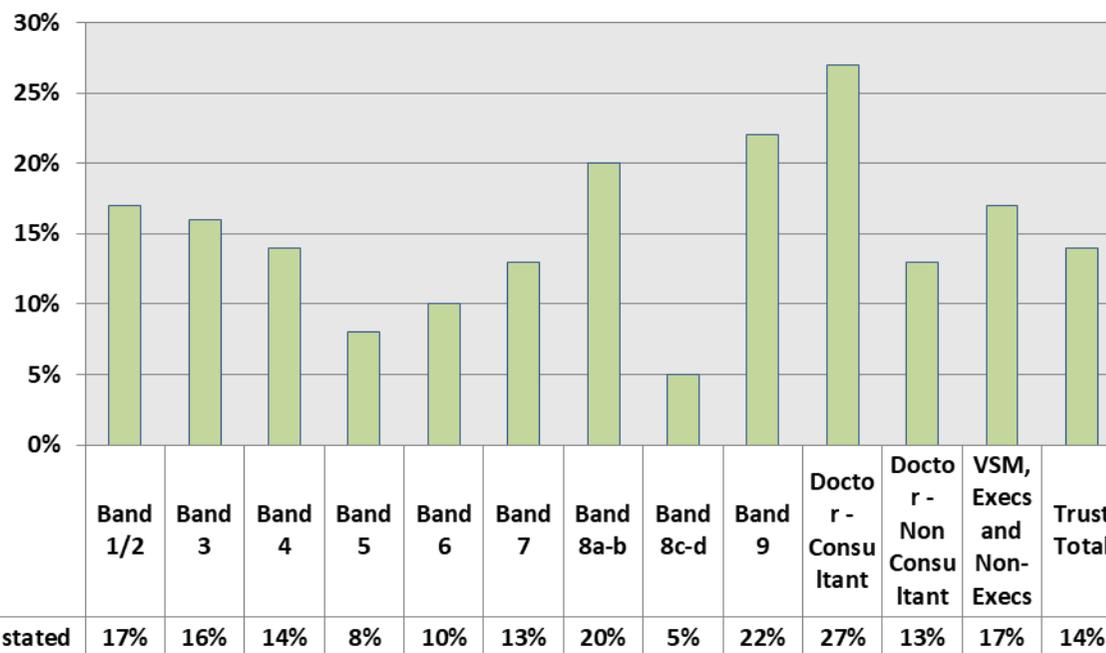
There are staff across all pay bands and grades that identify as heterosexual.

The level of variation is small between most bands. The exception to this is amongst the Trust medical consultants where the percentage is 69% compared to a Trust average of 82%.

Table 2.6c

Commentary and Analysis

Staff Who Have Not Stated Their Sexual Orientation by Pay Band/Grade



This chart sets out percentages of staff who have not provided any information regarding their sexual orientation by pay band or grade.

14% of Trust staff have not provided any information regarding their sexual orientation. The overall pattern is a mixed one with higher than average levels in in bands 1-3, bands 8a-b, 9, amongst consultant grade doctors and staff in the VSM grade.

The highest percentage is the consultant grade (27%). The next highest grade band is 9. In contrast bands 8c-8d have the lowest at 5%.