

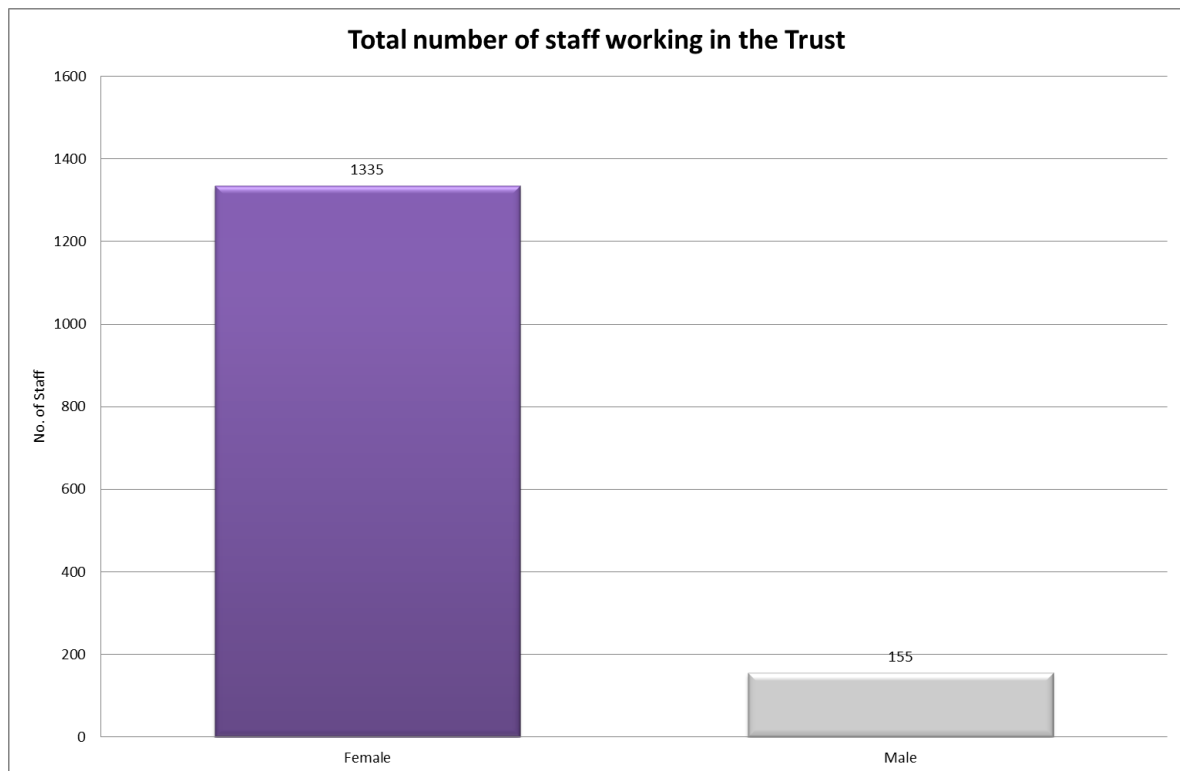
Workforce Profile Report

January 2018

This report is compiled from data available via Electronic Staff Record (ESR) at the beginning of January 2018

The population of Liverpool is estimated to be 50.48% female and 49.51% male; this figure is not reflected in the Trusts workforce, which as shown above is 90% female, with only 10% of our staff being male. This has not changed since the 2016 report, this showed just over 11% of staff were male with 89% of staff female.

Fig 1. Total number of staff in the Trust:



It is not uncommon in healthcare services to find a significantly higher proportion of female staff due to the high numbers of female nurses, midwives and administration and clerical staff employed in healthcare, which are predominantly female orientated roles.

Fig 2. Total numbers of staff working full time and part time (all staff):

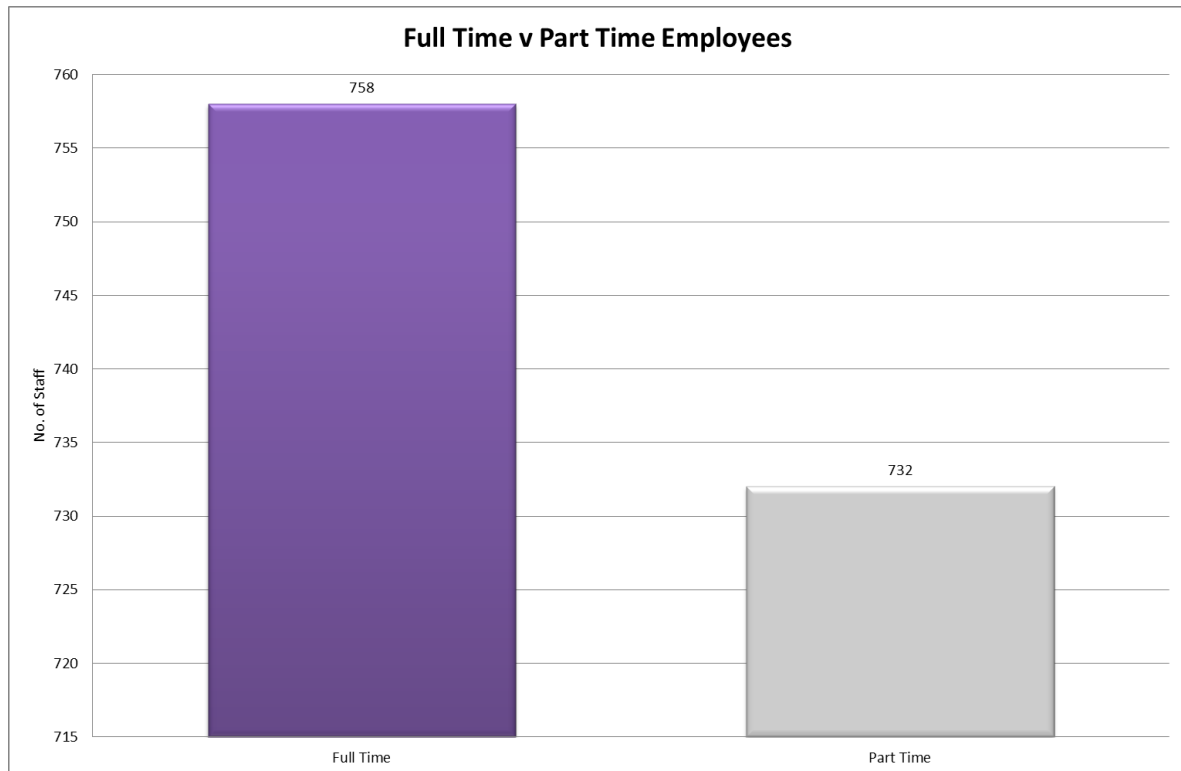


Fig 3. Full time employees (female v male):

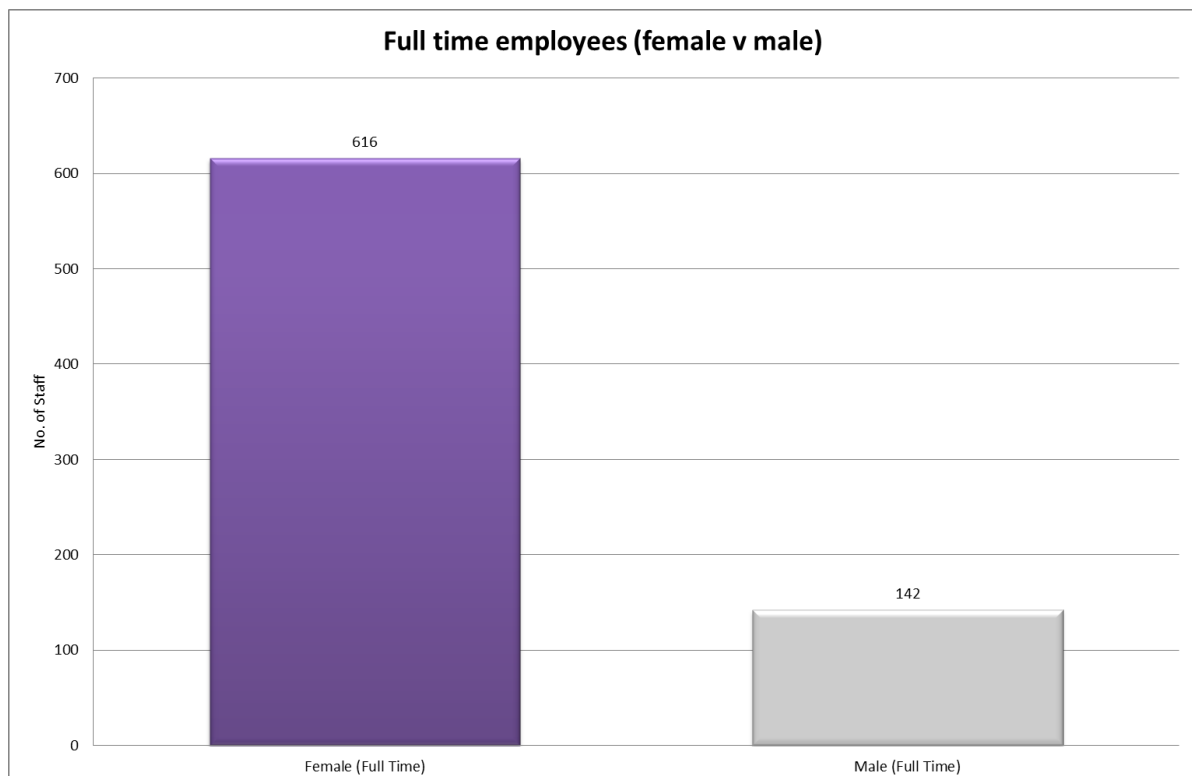


Fig 4. Part time employees (female v male)

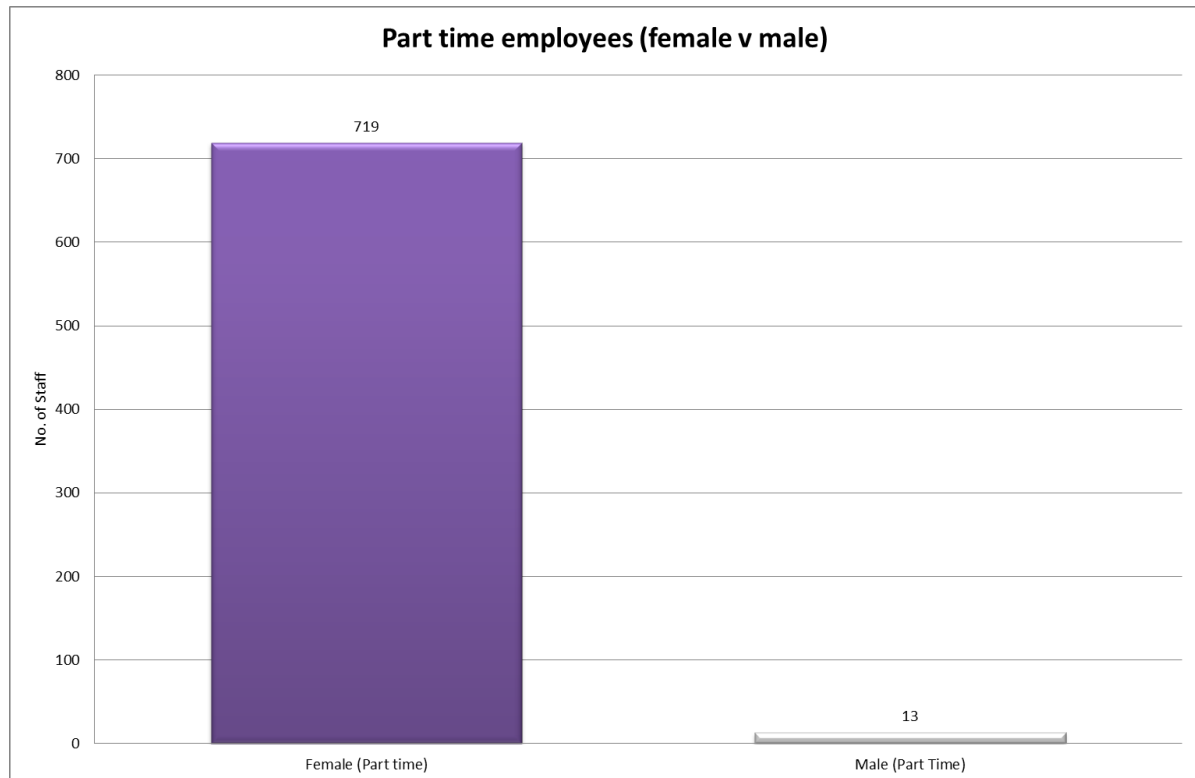


Fig 5. Full time v part time (women only):

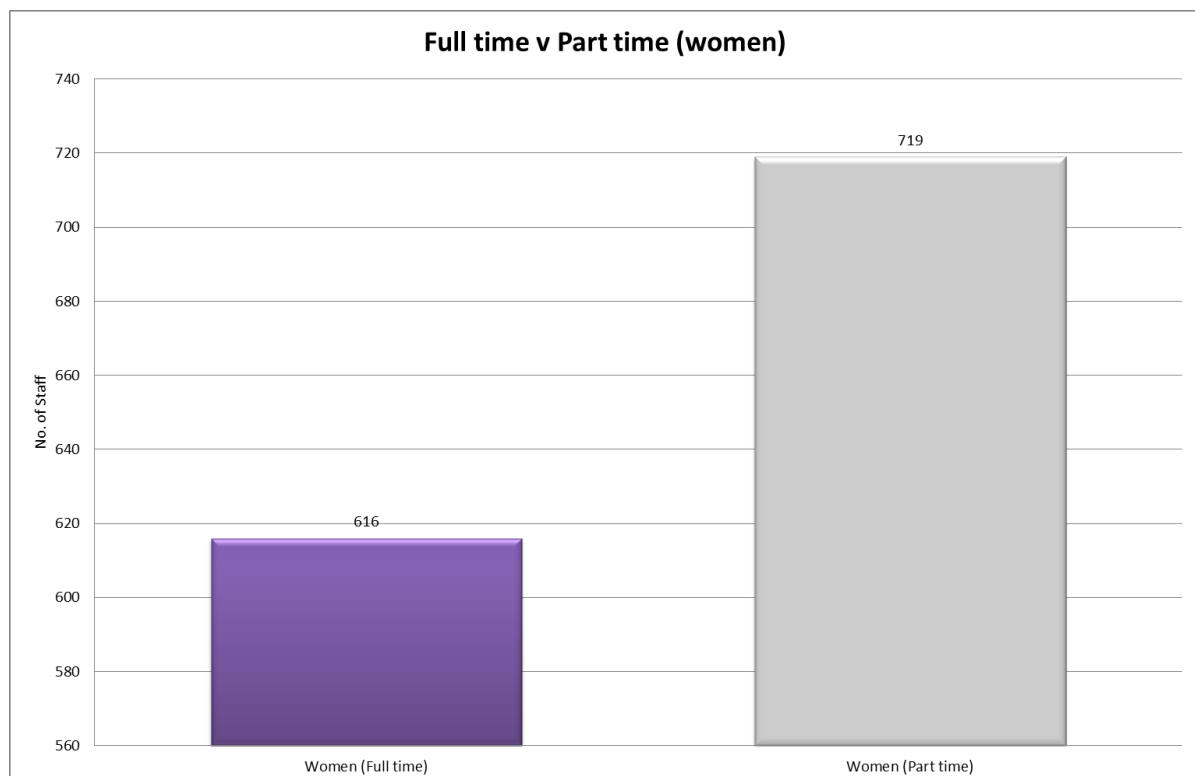


Fig 6. Full time v part time (men only):

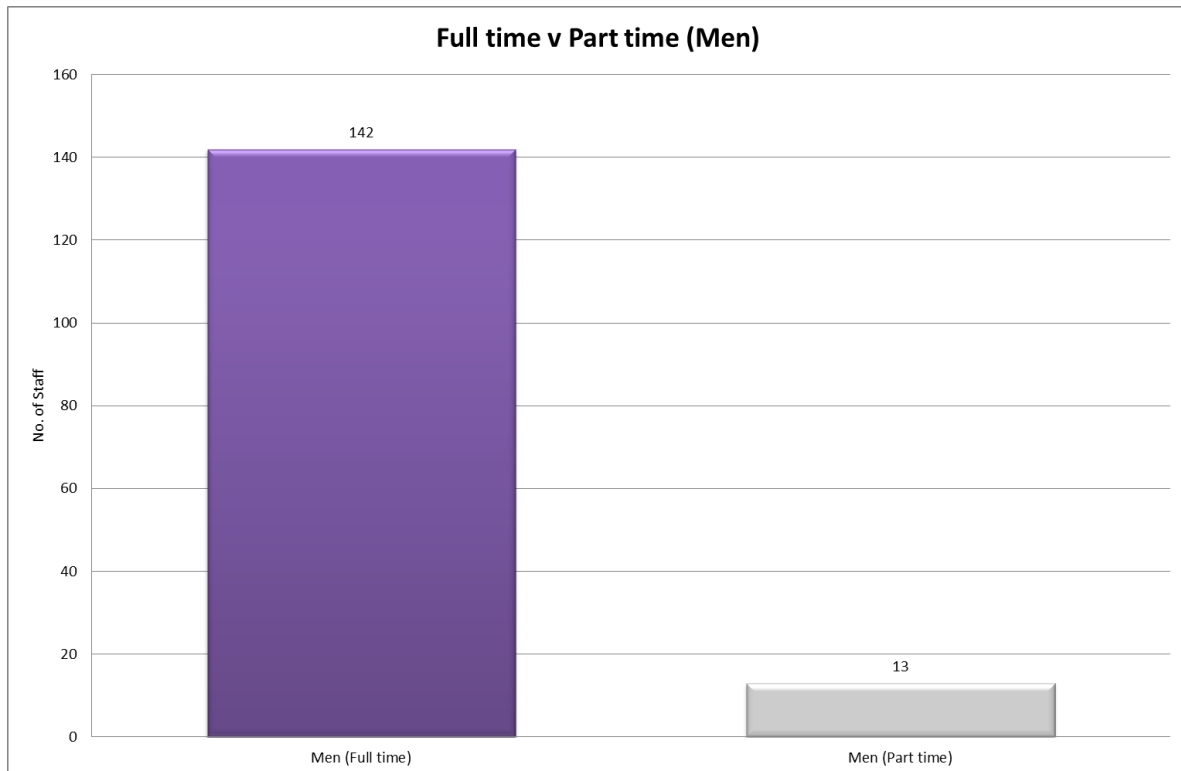


Figure 5 shows 46% of female staff working full time and 54% working part time; this figure has stayed constant for the past four years.

The figures for male men are significantly different, with only 8% of men employed on a part time basis, compared to 92% working full time.

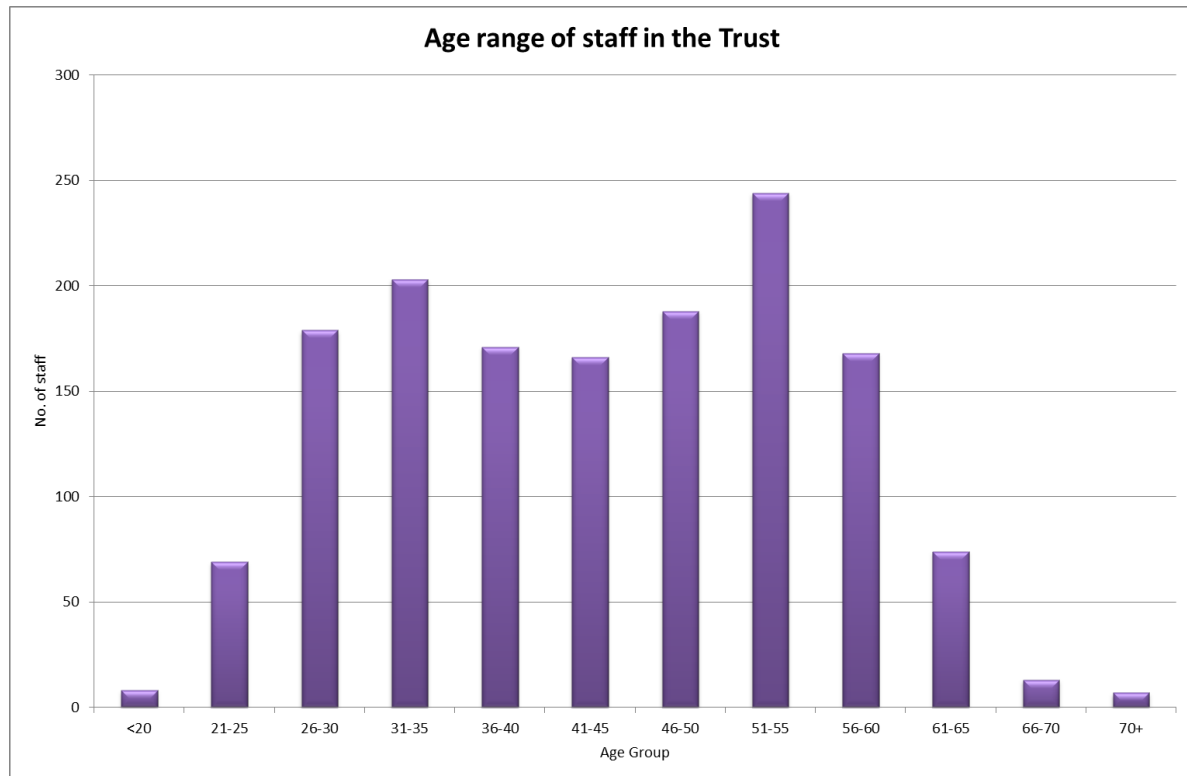
The figures shown will reflect a significant number of female staff who will have chosen to work part time due to:

- Caring responsibilities for their children
- Caring responsibilities for other dependants
- Nursing and midwifery staff who have chosen flexible retirement, and are now working part time hours.
- A significant number of women are employed in administration and clerical roles, which are far more likely to be offered as part time posts than other roles in the Trust.

The profile of male employees working full time/part time is significantly different than that of our female staff, with only 8% of male employees working part time compared to 46% of female staff working part time.

Traditionally men are far more likely to work full time than women, as it is more likely that women will work part time when raising a family than men.

Fig 7. Age range of staff in the Trust:



Local population age structure (mid-year estimates 2017)

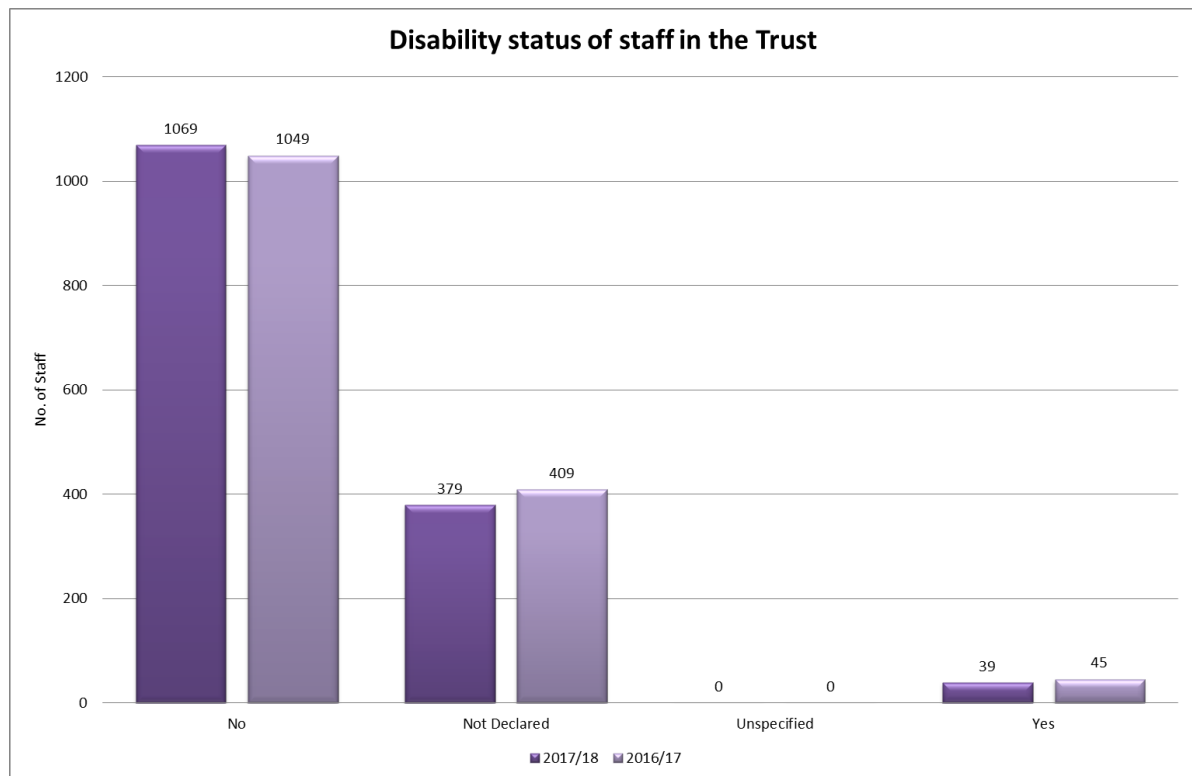
Liverpool's resident population was estimated at 466,415 in the latest mid-year population estimates (2017). The city's overall population has been steadily increasing by 6% since 2002.

The biggest change in the age profile is seen in the 56-65 age group which has reduced by 5%. This may be related to the offering of a MARS scheme over the last 2 years. This correlates with the fact that in total, 58% of staff are aged over 40 years, this has reduced from 66% last year.

One of the smallest groups of staff in the Trust are aged 16 - 25 years, with 5% of all staff falling into this age group. This is much lower than the numbers in this age group in Liverpool, where 16.21% of the local population fall into this age group. The numbers of students and young professionals resident in Liverpool are partly responsible for such large numbers of the resident population found between the ages of 16 and 24 years.

The two largest age groups in the Trust are 31 - 35 and 51 - 55 years of age.

Fig 8. Disability status of staff in the Trust



There is minimal change in this data since 2017 report.

Fig 9. Marital Status of staff in the Trust:

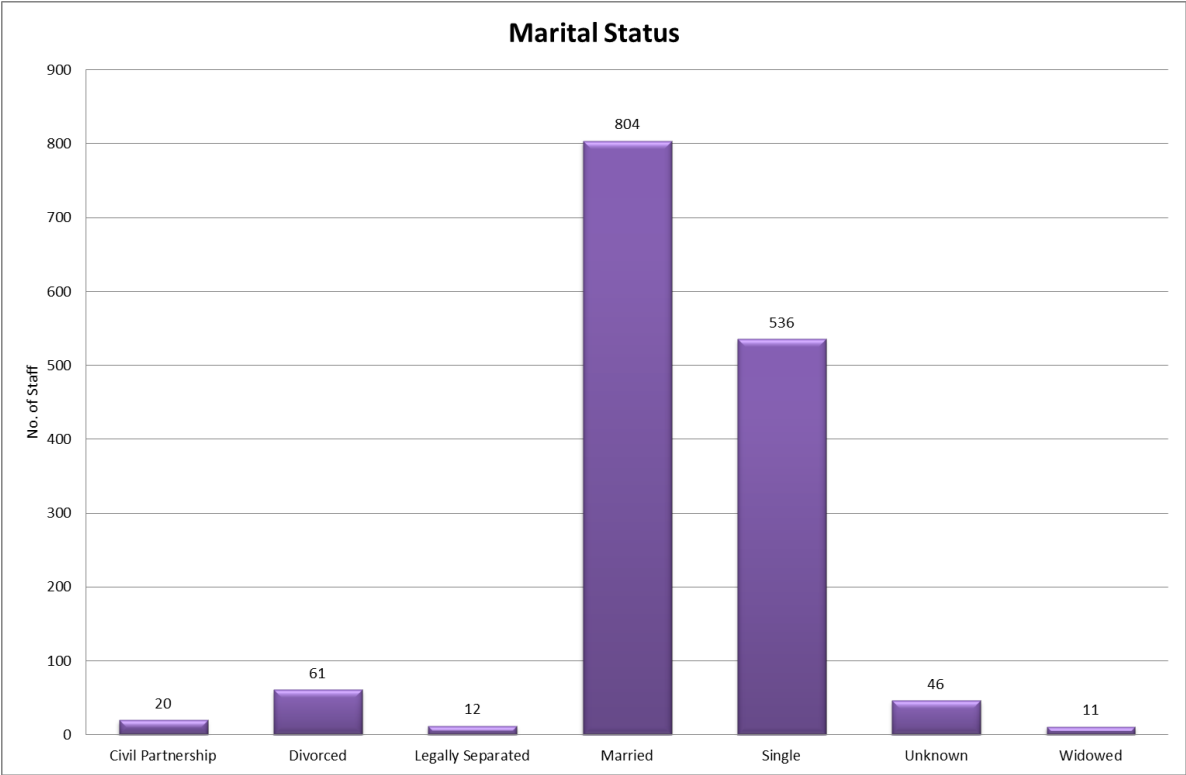


Fig 10. Sexual Orientation of staff in the Trust:

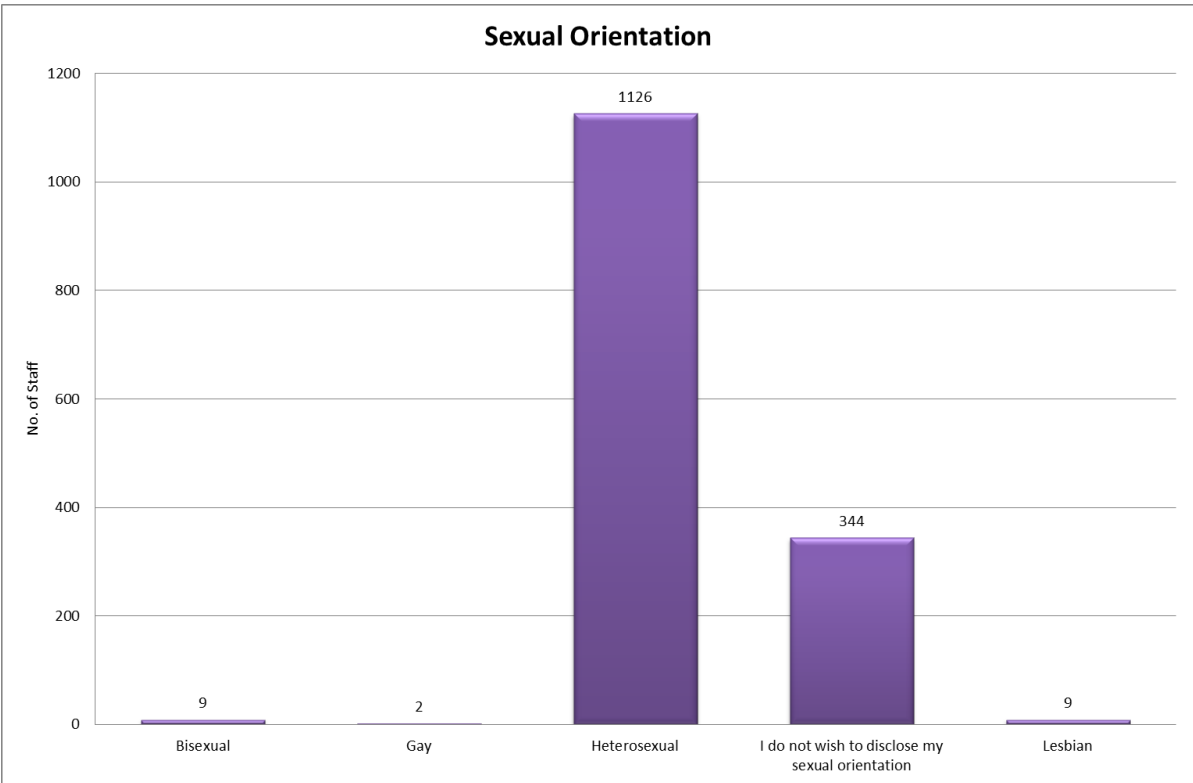
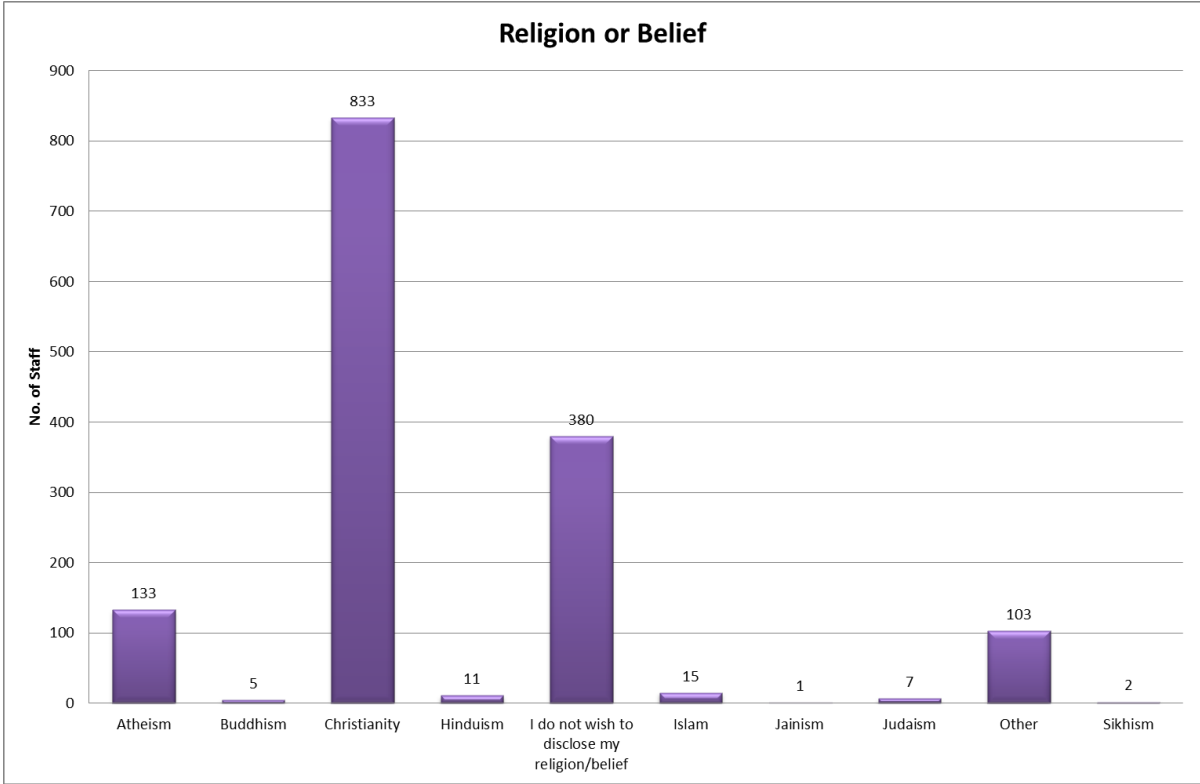
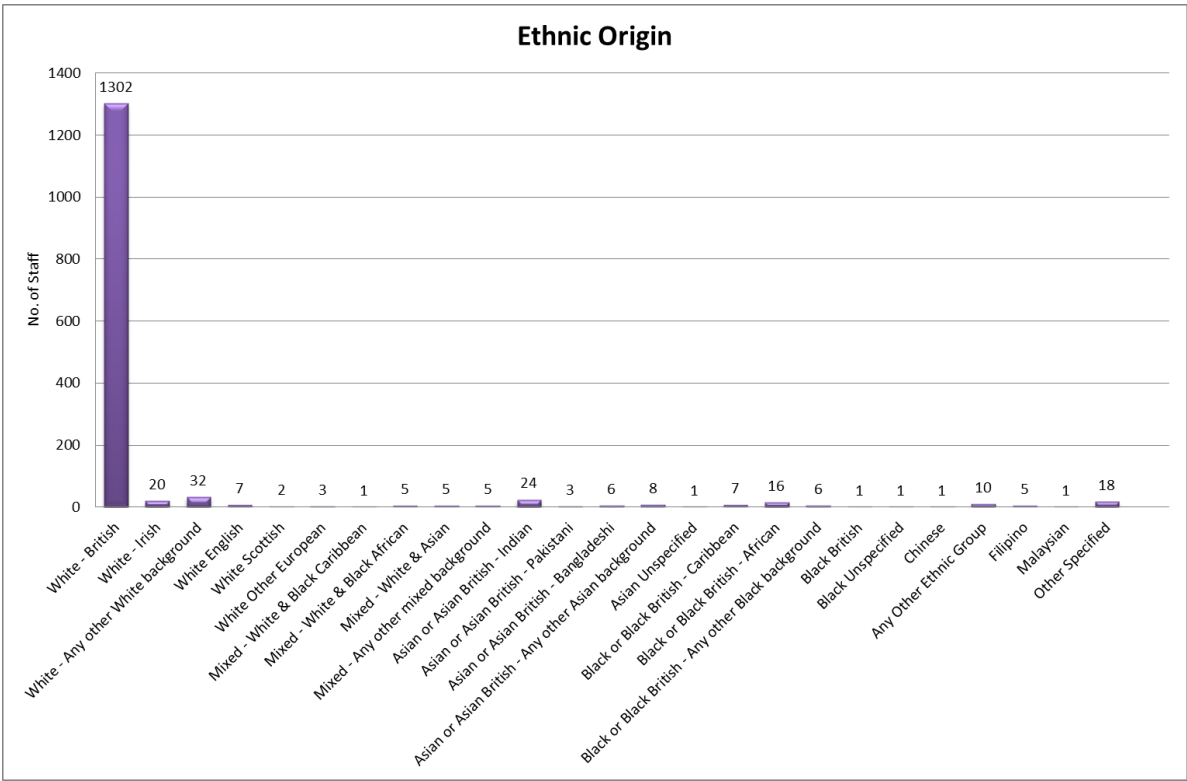


Fig 11. Religion or Belief of the Trust:



There is minimal change in this data since 2016 report.

Fig 12. Ethnic Origin of staff in Trust:



Ethnicity of Trust staff compared to ethnicity of the local community (source: Mid-year population estimates 2017).

The resident population of Liverpool is 466,415

The White/White British population of Liverpool = 409,128 = 87.71% of the population

The BME population of Liverpool = 57,287 = 12.28% of the population

Table 1. Ethnic population of Liverpool by resident community 2017 compared to ethnicity of staff at Liverpool Women's NHS Foundation Trust

Resident communities	2017 mid year estimates (%)	Liverpool Women's staff January 2011 (%)	Liverpool Women's staff January 2012 (%)	Liverpool Women's staff January 2015 (%)	Liverpool Women's staff January 2016 (%)	Liverpool Women's staff January 2017 (%)	Liverpool Women's staff January 2018 (%)
White (including Irish)	87.71	91.3	92	89.57	91.58	91	92
Black and other racial minority communities	12.28	7.2	8	10.53	8.42	9	8

Table 2. Black and other ethnic minority communities profile (Liverpool Women's compared to the population of Liverpool)

Resident communities	2017 mid year estimates (%)	Liverpool Women's staff January 2011 (%)	Liverpool Women's staff January 2012 (%)	Liverpool Women's staff January 2015 (%)	Liverpool Women's staff January 2016 (%)	Liverpool Women's staff January 2017 (%)	Liverpool Women's staff January 2018 (%)
Mixed heritage communities	2.5	0.84	1	1.17	0.39	1.2	2
Asian or Asian British	4.2	2.62	3	2.58	2.6	2.6	2
Black or Black British	2.6	1.4	1.5	1.85	2	2	2
other ethnic group	2.9	0.3	0.2	3.4	1.43	3.2	2

The table above shows that since the previous report the number of staff from mixed heritage groups and 'other' ethnic groups has slightly increased, with the numbers of Asian/Asian British and Black/Black British employees remaining the same as last year.

Gender reassignment

Due to the fact that data regarding gender reassignment (previous gender history) is protected sensitive information transgender, and the risk of breaching a potentially very small number of staff

member's confidentiality in addition to their Human Rights the Trust has made the decision not to report on transgender status of staff in this (or any other) report.

Pregnancy and Maternity:

The Trust does not collect data on members of staff who are pregnant, although data is collected on staff on maternity leave.

At present, there are 49 members of staff on maternity or adoption leave.

Pay Band Information

Fig 13. All staff, all pay bands:

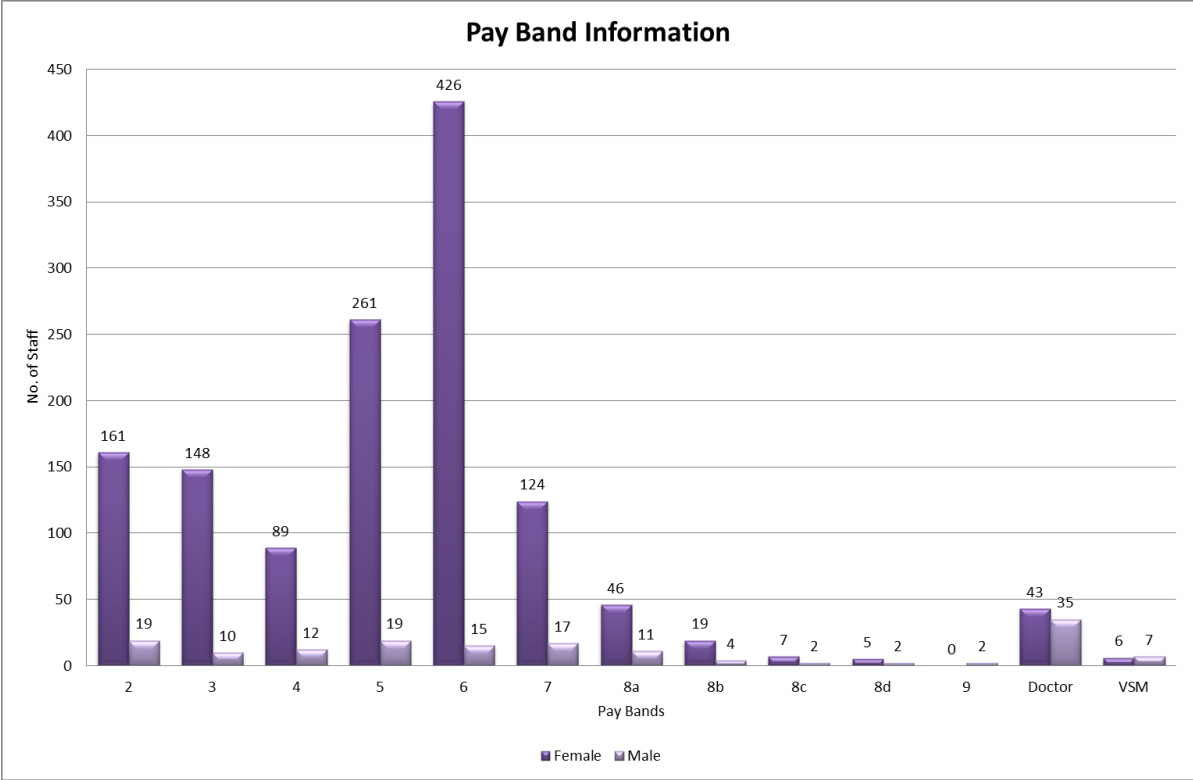
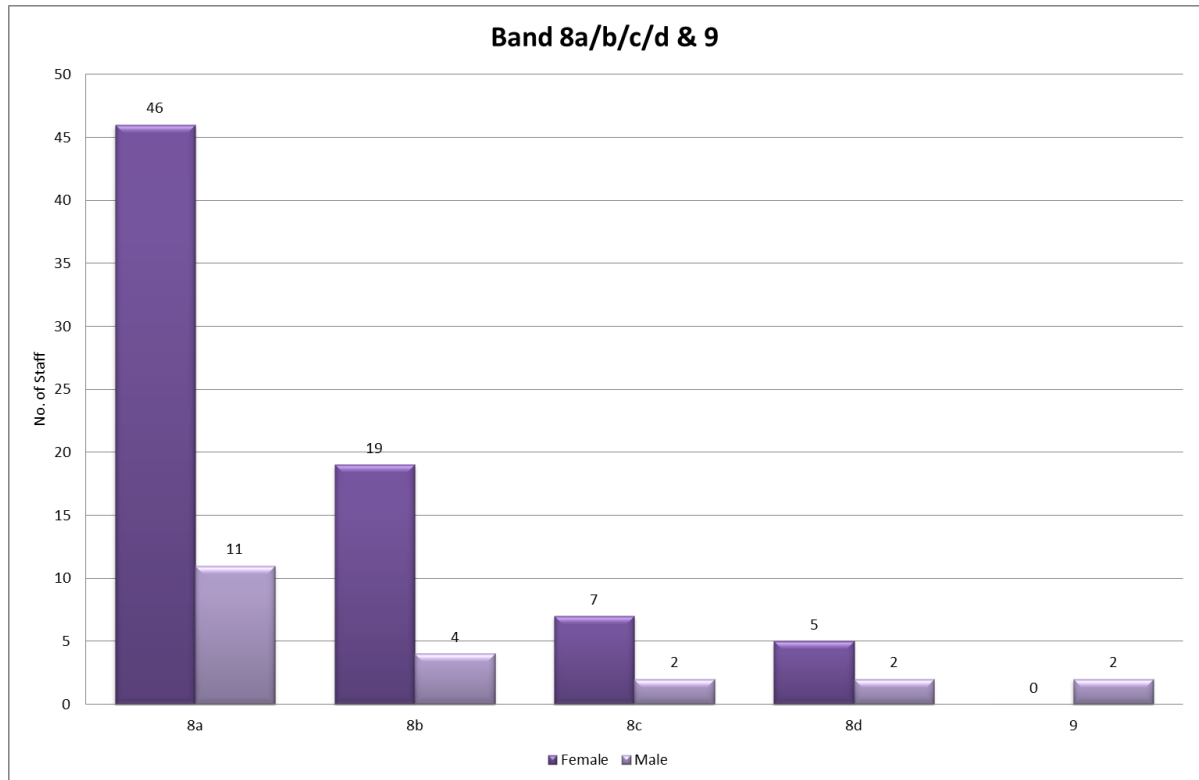


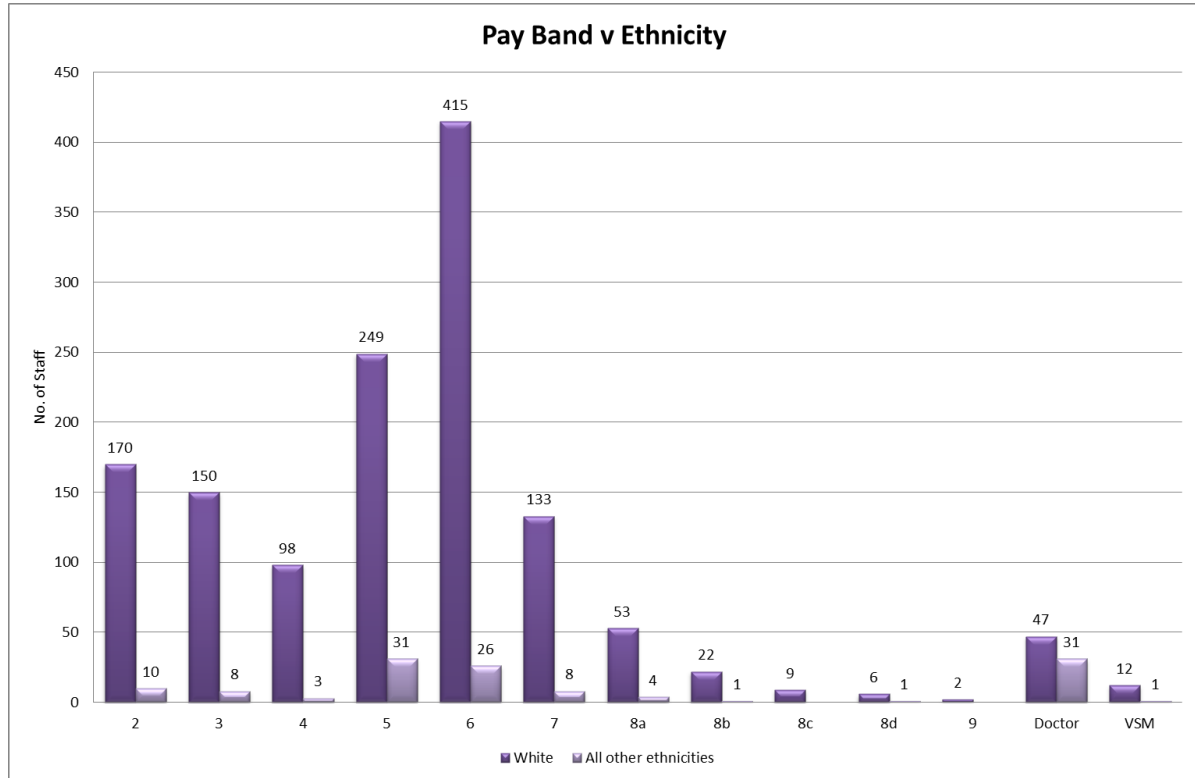
Fig 14. Staff at Pay Band 8a/b/c/d & 9:



There is a significant difference seen between male and female employees across pay band 8 (a/b/c/d) & 9. Female B8/9 equates to 5.76% of the overall female workforce, while Male B8/9 equates to 13.5% of the overall male workforce. These roles are usually associated with senior management positions, both clinical and non-clinical.

Pay Band and Ethnicity:

Fig 15. Pay Band and Ethnicity:



There is minimal change in this data since 2017 report.

Fig 16. Formal procedures in the Trust (01/12/16 – 01/12/17)

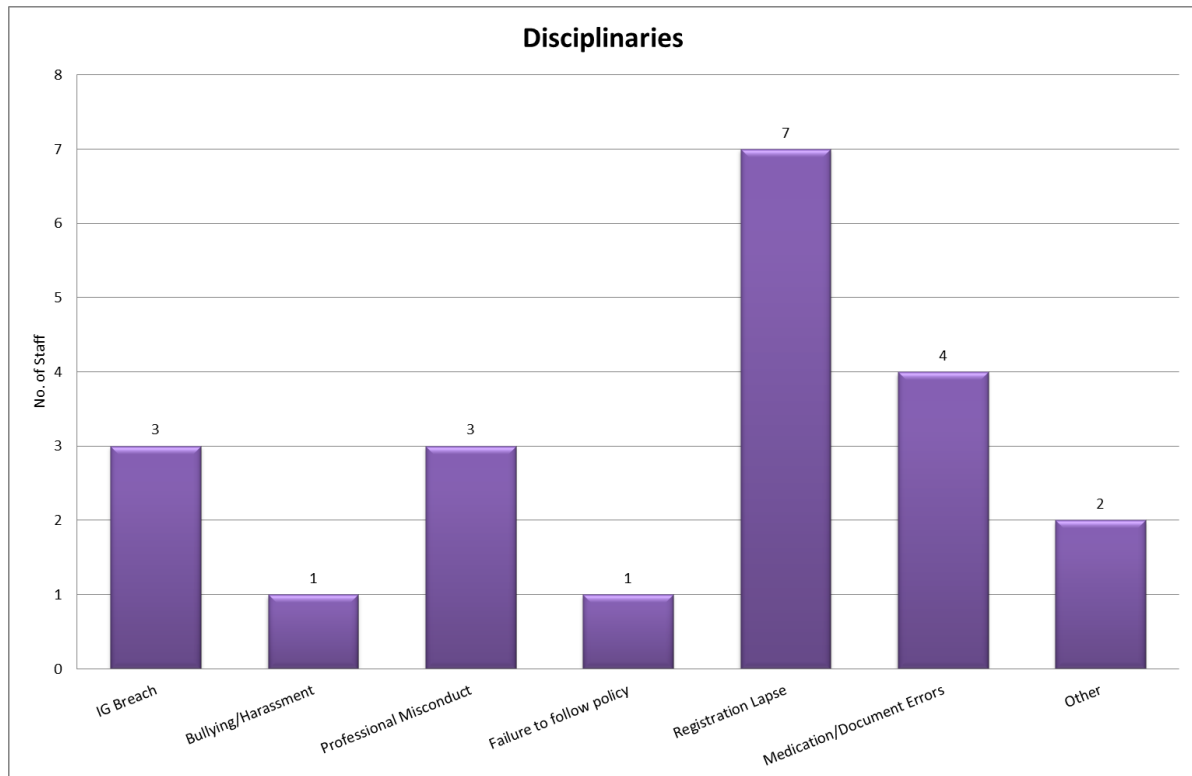


Fig 16 shows the number and breakdown of reasons for formal disciplinary procedures in the Trust over a 12 month period.

Recruitment and Selection Activity: includes Applications, Shortlisting & Appointments Recruitment and selection data is collected from all stages of the recruitment and selection process from 31-Dec-2016 to 31-Dec-2017.

Fig 17. Gender of Applicants:

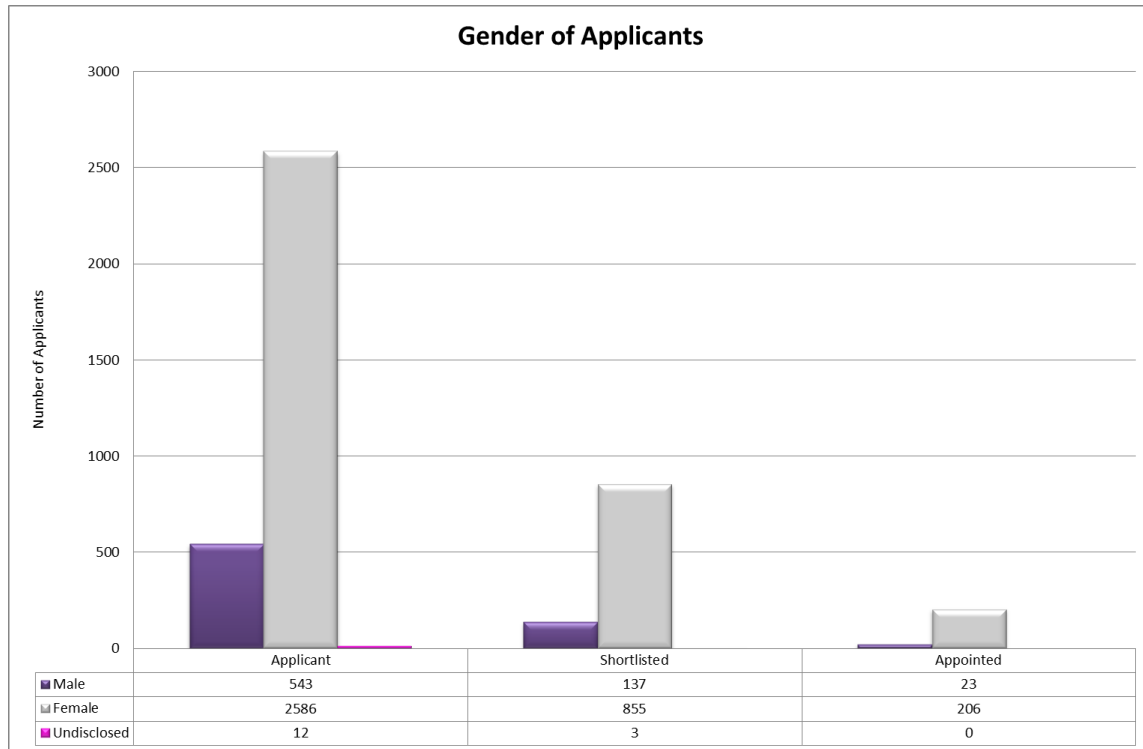


Fig 18. Disability of Applicants:

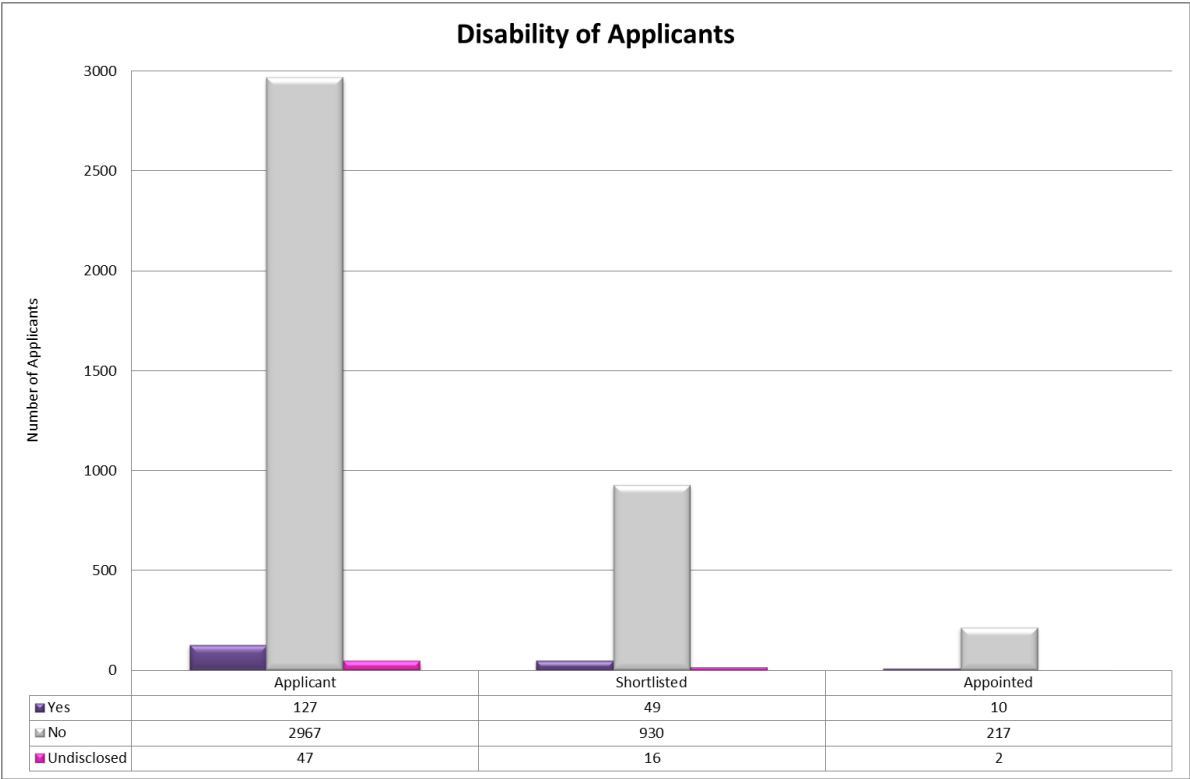


Fig 19. Ethnicity of Applicants:

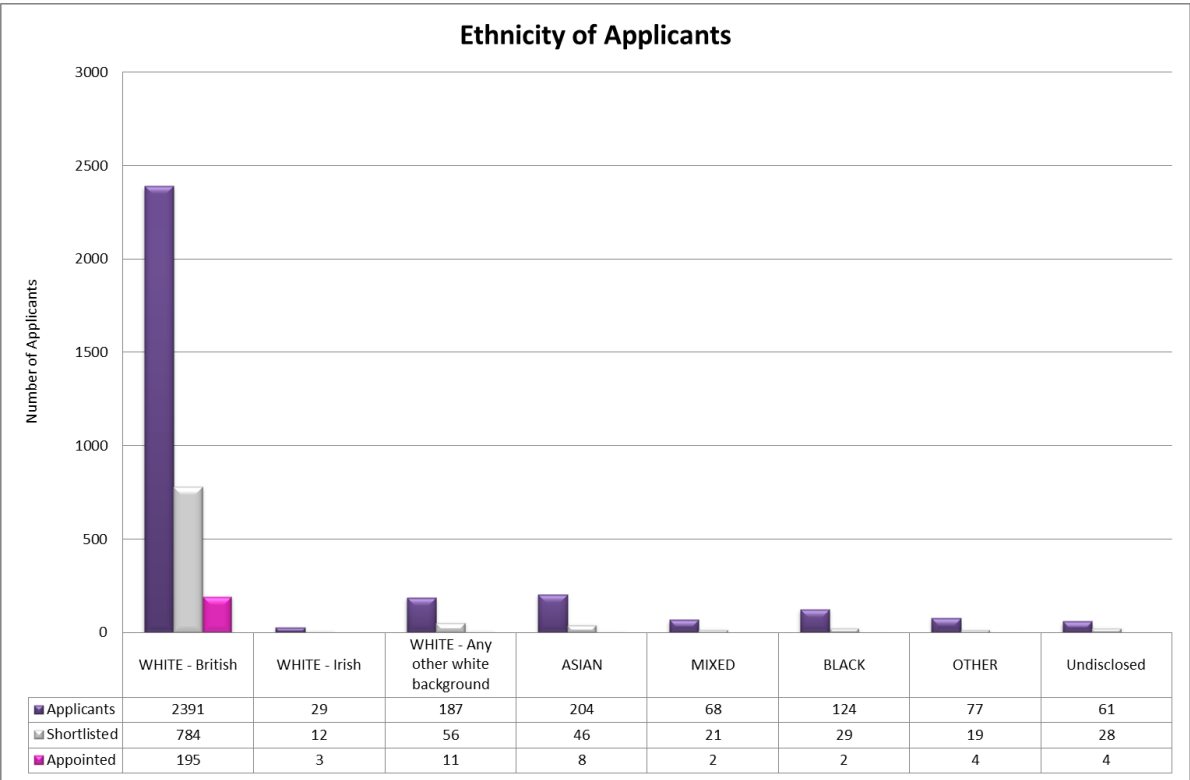


Fig 20. Age Range of Applicants:

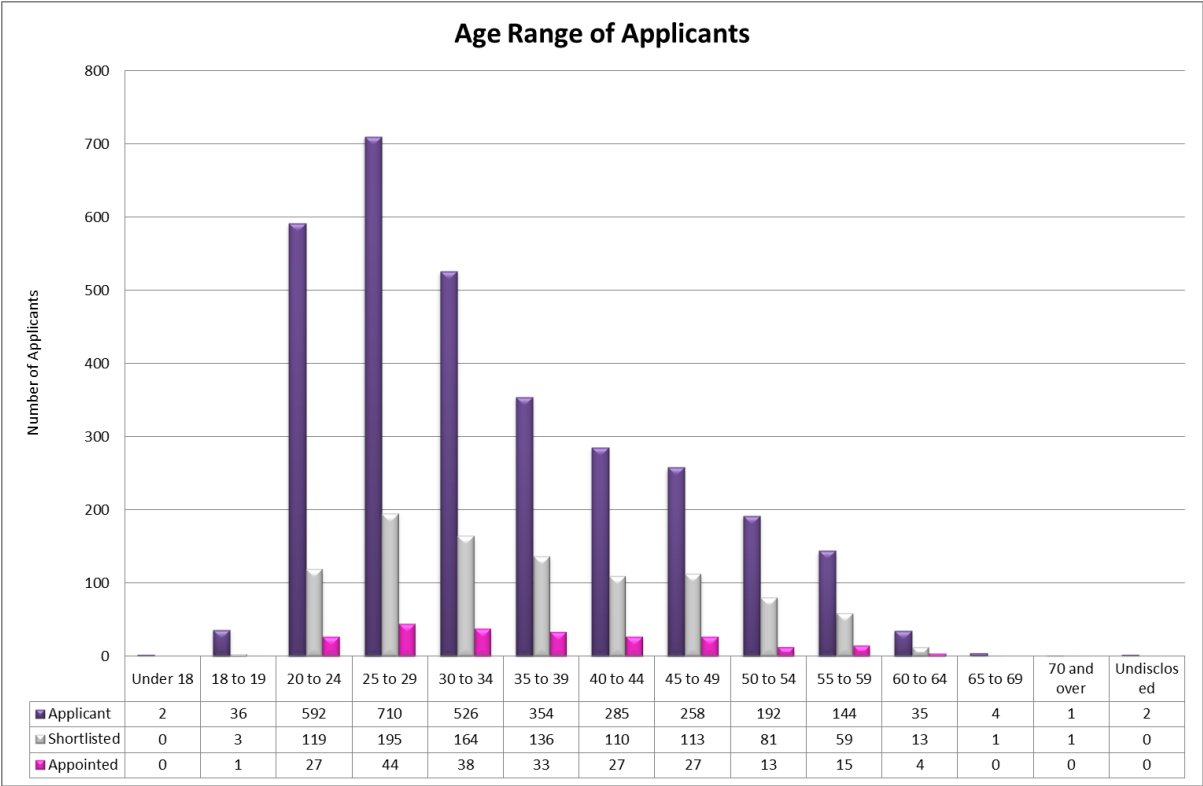


Fig 21. Sexual Orientation of Applicants:

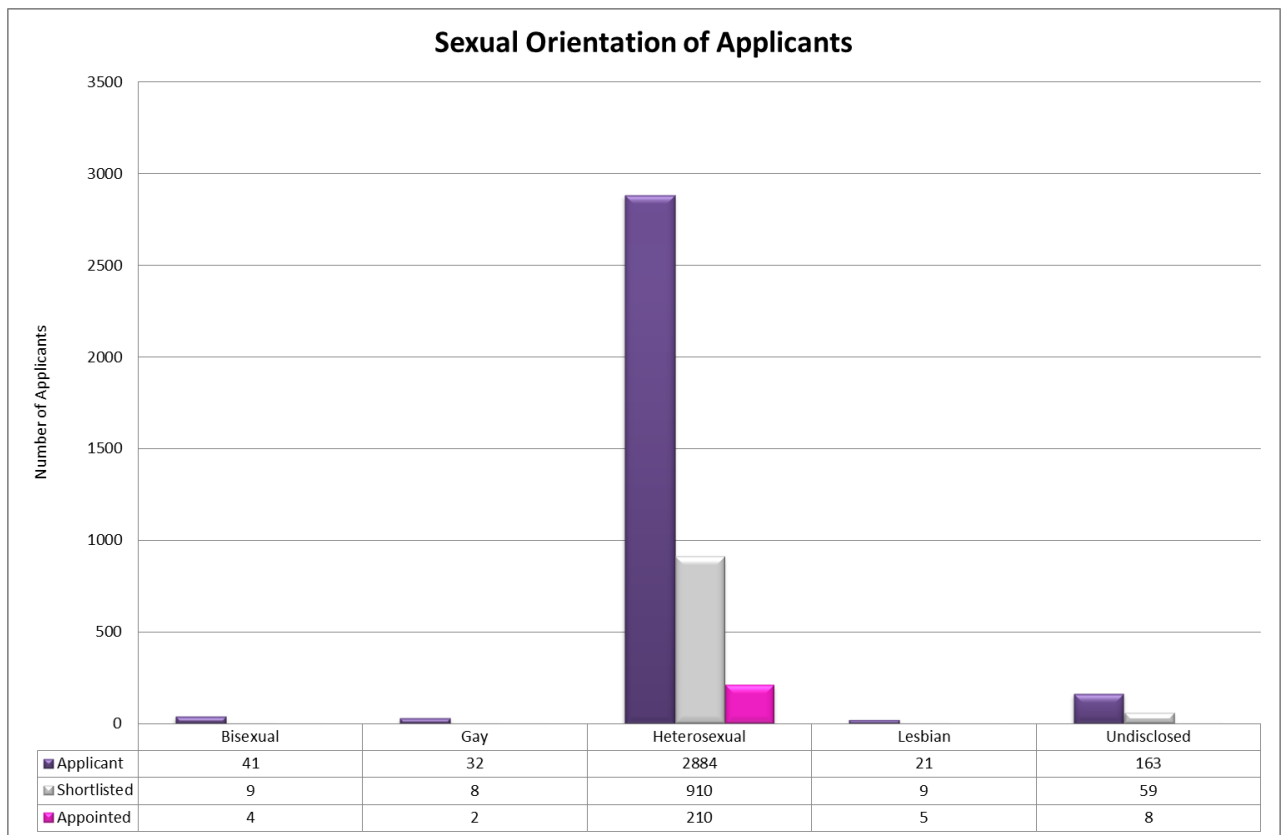


Fig 22. Religion or Belief of Applicants:

