

Sheffield Teaching Hospitals Annual Equality and Human Rights Report 2011-2012

Supplementary Information

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Section 1 - Staff Data and Information

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1. Staff Profile

Staff Profile - Headcount/Percentage		13871			
AGE	Number on 31/3/12	Percentage on 31/3/12	Sheffield Population	Percentage on 31/3/11	Percentage Change 2011-2012
Under 20	150	1.08%	23.45%	1.11%	-0.03%
20 to 29	2529	18.23%	17.62%	19.28%	-1.05%
30 to 39	3463	24.97%	13.09%	24.65%	0.31%
40 to 49	3916	28.23%	14.09%	28.15%	0.08%
50 to 54	1832	13.21%	6.04%	12.21%	1.00%
55 to 59	1254	9.04%	5.08%	8.79%	0.25%
60 to 64	582	4.20%	5.15%	4.41%	-0.22%
65 and Over	145	1.05%	15.48	1.39%	-0.34%
DISABILITY	Number on 31/3/12	Percentage on 31/3/12	Sheffield Population - see note*	Percentage on 31/3/11	Percentage Change 2011-2012
Yes	242	1.74%	20.62%	0.74%	1.00%
No	4512	32.53%	79.38%	8.82%	23.71%
Not Stated	9117	65.73%	0%	90.43%	-24.71%
ETHNICITY	Number on 31/3/12	Percentage on 31/3/12	Sheffield Population (2009)**	Percentage on 31/3/11	Percentage Change 2011-2012
<i>Total Headcount</i>	13871	-	-	14364	-493
White - British	11260	81.18%	83.05%	80.76%	0.42%
White - Irish	91	0.66%	0.60%	0.68%	-0.03%
White - Any other White background	515	3.71%	2.27%	4.03%	-0.32%
White Unspecified	0	0.00%	-	0.00%	0.00%
Mixed - White & Black Caribbean	49	0.35%	0.79%	0.31%	0.05%
Mixed - White & Black African	50	0.36%	0.22%	0.35%	0.01%
Mixed - White & Asian	53	0.38%	0.62%	0.38%	0.00%
Mixed - Any other mixed background	69	0.50%	0.46%	0.50%	0.00%
Asian or Asian British - Indian	372	2.68%	2.32%	2.72%	-0.03%
Asian or Asian British - Pakistani	225	1.62%	3.25%	1.40%	0.22%
Asian or Asian British - Bangladeshi	18	0.13%	0.66%	0.14%	-0.01%
Asian or Asian British - Any other Asian background	166	1.20%	0.80%	1.18%	0.02%
Black or Black British - Caribbean	123	0.89%	1.10%	0.86%	0.02%
Black or Black British - African	455	3.28%	1.19%	3.21%	0.07%
Black or Black British - Any other Black background	26	0.19%	0.20%	0.20%	-0.01%
Chinese	80	0.58%	1.32%	0.58%	0.00%
Any Other Ethnic Group	117	0.84%	1.15%	0.83%	0.02%
Not Stated	202	1.46%	0.00%	1.88%	-0.42%

RELIGION OR BELIEF	Number on 31/3/12	Percentage on 31/3/12	Sheffield Population (ONS Nov 04)	Percentage on 31/3/11	Percentage Change 2011-2012
Atheism	876	6.32%	17.90%		
Buddhism	22	0.16%	0.21%		
Christianity	3753	27.06%	68.55%		
Hinduism	92	0.66%	0.33%		
Islam	223	1.61%	4.64%		
Jainism	3	0.02%	not available		
Judaism	5	0.04%	0.15%		
Sikhism	14	0.10%	0.15%		
Other	547	3.94%	0.24%		
Prefer not to say	2097	15.12%	not available		
Undefined	6239	44.98%	7.82%		
Not Reported in 2011					
Gender	Number on 31/3/12	Percentage on 31/3/12	Sheffield Population (Jan 2012)	Percentage on 31/3/11	Percentage Change 2011-2012
Female	10606	76.46%	50.28%	76.41%	0.05%
Male	3265	23.53%	49.72%	23.59%	-0.06%
SEXUAL ORIENTATION	Number on 31/3/12	Percentage on 31/3/12	Estimated UK Population see notes***	Percentage on 31/3/11	Percentage Change 2011-2012
Heterosexual	5542	39.95%	-		
Lesbian, Gay or Bisexual Staff	93	0.67%	5% - 7%		
Prefer not to say	1826	13.16%	-		
Undefined	6410	46.21%	-		
Not Reported in 2011					

Notes

*self assessment of whether or not a person has a limiting long-term illness, health problem or disability which limits their daily activities or the work they can do, including problems that are due to old age

** Ethnicity figures are for the whole population, there has been a significant increase over the last few years in the number of young people of Asian or Asian British - Pakistani ethnicity

***estimated by the UK government accurate figures not available

*** For information the number of same sex couples estimated in Sheffield in 2004 = 0.20%

2. Staff Group – Percentage

	Add Prof Sci & Tech			Add Clinical Services			Admin & Clerical			Allied Health Prof			Estates & Ancillary			Healthcare Scientists			Medical & Dental			Nursing & Midwifery Registered		
	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011	2009	2010	2011
White British & White Irish	87.21%	86.01%	85.46%	86.75%	87.70%	89.05%	92.64%	92.83%	92.85%	93.99%	93.61%	93.60%	78.71%	77.65%	77.61%	85.83%	86.30%	86.31%	53.10%	54.63%	55.58%	79.79%	80.22%	81.06%
Any Other White Background & White Unspecified	4.70%	5.28%	4.97%	3.36%	3.24%	2.89%	1.96%	1.86%	1.50%	3.17%	3.28%	2.94%	4.65%	4.12%	3.86%	4.09%	3.01%	3.07%	9.52%	8.48%	8.56%	4.20%	4.00%	3.43%
Mixed White / Black Caribbean & Mixed White/ Black African	0.48%	0.49%	?	0.65%	0.62%	0.52%	0.40%	0.36%	0.41%	0.00%	0.00%	0.00%	1.07%	1.39%	1.69%	0.27%	0.82%	0.84%	0.48%	0.54%	0.54%	0.73%	0.67%	0.65%
Mixed White and Asian	0.36%	0.37%	0.13%	0.35%	0.29%	0.21%	0.22%	0.15%	0.22%	0.17%	0.17%	0.17%	0.46%	0.51%	0.53%	0.00%	0.00%	0.00%	1.02%	1.02%	1.02%	0.32%	0.34%	0.35%
Any other mixed background	0.24%	0.25%	0.26%	0.30%	0.38%	0.31%	0.36%	0.36%	0.37%	0.67%	0.52%	0.52%	0.41%	0.36%	0.53%	0.54%	0.55%	0.28%	0.78%	1.14%	0.96%	0.41%	0.51%	0.53%
Asian British - Indian / Pakistani / Bangladeshi / & any other Asian background	3.38%	3.68%	4.08%	2.96%	2.62%	2.38%	2.14%	2.15%	2.28%	1.00%	1.21%	1.38%	1.48%	1.75%	1.69%	4.90%	5.75%	6.42%	21.82%	21.48%	21.94%	5.30%	5.22%	5.38%
Black or Black British Caribbean & Black or Black British African any other Black background	1.93%	2.21%	2.30%	3.36%	3.38%	3.31%	0.91%	0.95%	1.12%	0.50%	0.69%	0.87%	7.91%	8.75%	9.48%	2.18%	1.37%	1.68%	2.53%	2.77%	2.47%	6.85%	6.59%	6.53%
Chinese	0.60%	0.86%	1.02%	0.15%	0.10%	0.00%	0.15%	0.18%	0.26%	0.00%	0.00%	0.00%	0.51%	0.51%	0.42%	0.54%	0.82%	0.84%	1.93%	2.17%	2.23%	0.46%	0.48%	0.43%
Any other ethnicity	0.36%	0.25%	0.26%	0.40%	0.38%	0.36%	0.22%	0.18%	0.19%	0.00%	0.00%	0.17%	0.61%	0.77%	0.74%	0.82%	0.82%	0.56%	3.25%	3.19%	3.19%	0.78%	0.79%	0.83%
Not stated	0.72%	0.61%	0.51%	1.71%	1.29%	0.98%	1.02%	0.98%	0.79%	0.50%	0.52%	0.35%	4.19%	4.17%	3.44%	0.82%	0.55%	0.00%	5.55%	4.57%	3.50%	1.17%	1.18%	0.83%

3. People Who Left The Organisation

Leavers - Number of cases		1200			
AGE	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (771)	Percentage Change 2011-2012	
Under 20	22	1.83%	3.63%	-1.80%	
20 to 29	289	24.08%	28.92%	-4.84%	
30 to 39	189	15.75%	17.77%	-2.02%	
40 to 49	177	14.75%	15.69%	-0.94%	
50 to 54	57	4.75%	4.28%	0.47%	
55 to 59	111	9.25%	8.43%	0.82%	
60 to 64	177	14.75%	13.23%	1.52%	
65 and Over	178	14.83%	8.04%	6.79%	
1018					
DISABILITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (771)	Percentage Change 2011-2012	
Yes	21	1.75%	1.69%	0.06%	
No	233	19.42%	Not Specified in 2011		
Not Stated	946	78.83%			
ETHNICITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (771)	Percentage Change 2011-2012	
White - British	974	81.17%	80.16%	1.01%	
White - Irish	15	1.25%	0.26%	0.99%	
White - Any other White background	37	3.08%	4.54%	-1.46%	
White Unspecified		0.00%	0.00%	0.00%	
Mixed - White & Black Caribbean	4	0.33%	0.39%	-0.06%	
Mixed - White & Black African	4	0.33%	0.52%	-0.19%	
Mixed - White & Asian	7	0.58%	0.52%	0.06%	
Mixed - Any other mixed background	7	0.58%	0.91%	-0.32%	
Asian or Asian British - Indian	25	2.08%	2.20%	-0.12%	
Asian or Asian British - Pakistani	14	1.17%	1.56%	-0.39%	
Asian or Asian British - Bangladeshi	4	0.33%	0.00%	0.33%	
Asian or Asian British - Any other Asian background	8	0.67%	0.39%	0.28%	
Black or Black British - Caribbean	14	1.17%	1.04%	0.13%	
Black or Black British - African	45	3.75%	4.28%	-0.53%	
Black or Black British - Any other Black background	4	0.33%	0.65%	-0.32%	
Chinese	7	0.58%	0.65%	-0.07%	
Any Other Ethnic Group	8	0.67%	0.91%	-0.24%	
Not Stated	23	1.92%	1.04%	0.88%	
Gender	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (771)	Percentage Change 2011-2012	
Female	911	75.92%	73.93%	1.99%	
Male	289	24.08%	26.07%	-1.99%	
SEXUAL ORIENTATION	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (771)	Percentage Change 2011-2012	
Heterosexual	355	29.58%	Not Reported in 2011		
Lesbian, Gay or Bisexual Staff	5	0.42%			
Prefer not to say	167	13.92%			
Undefined	673	56.08%			

4. BME Staff Band And Non BME Staff Band Comparison

BME Banding Breakdown	2009-10	2010-11	2011-12
Total BME Headcount	1776	1817	1803
Total BME Staff %	12.44%	12.65%	13.00%
Band 1	12.56%	13.65%	14.86%
Band 2	11.20%	10.62%	9.48%
Band 3	2.53%	2.59%	2.33%
Band 4	1.58%	1.60%	1.72%
Band 5	31.19%	30.54%	29.56%
Band 6	9.12%	8.70%	9.04%
Band 7	1.41%	1.93%	2.16%
Band 8a	0.28%	0.50%	0.72%
Band 8b	0.17%	0.17%	0.17%
Band 8c	0.17%	0.11%	0.11%
Band 8d	0.00%	0.00%	0.00%
Band 9	0.06%	0.06%	0.06%
Senior Managers	0.00%	0.00%	0.00%
M&D Staff	29.73%	29.55%	29.78%
Non BME Banding Breakdown	2009-10	2010-11	2011-12
Total Non BME Breakdown	12502	12547	12068
Total Non BME Staff %	87.56%	87.35%	87.00%
Band 1	10.21%	10.27%	10.39%
Band 2	19.88%	19.34%	18.45%
Band 3	7.39%	7.41%	7.23%
Band 4	7.07%	6.89%	7.13%
Band 5	20.49%	20.91%	20.89%
Band 6	14.02%	13.72%	13.75%
Band 7	7.94%	8.36%	8.63%
Band 8a	2.28%	2.26%	2.33%
Band 8b	0.89%	1.10%	1.11%
Band 8c	0.27%	0.23%	0.26%
Band 8d	0.15%	0.17%	0.17%
Band 9	0.24%	0.26%	0.25%
Senior Managers	0.11%	0.13%	0.12%
M&D Staff	9.05%	8.97%	9.29%

5. Disciplinary – (where numbers are less than ten numbers are not provided)

Disciplinary - Number of cases:		242		
AGE	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (222 cases)	Percentage Change 2011-2012
Under 20	1	2.07%	3.15%	-1.09%
20 to 29	5	20.25%	21.62%	-1.37%
30 to 39	5	20.66%	22.97%	-2.31%
40 to 49	7	30.99%	28.38%	2.61%
50 to 54	4	13.22%	12.16%	1.06%
55 to 59	3	7.85%	6.76%	1.09%
60 to 64	2	4.55%	3.60%	0.94%
65 and Over	1	0.41%	1.35%	-0.94%
DISABILITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (222 cases)	Percentage Change 2011-2012
Yes	1	4.96%	0.45%	4.51%
No	5	18.60%	Not specified 2011	
Not Stated	18	76.45%		
ETHNICITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (222 cases)	Percentage Change 2011-2012
White - British	19	78.51%	71.62%	6.89%
White - Irish	0	0.00%	0.45%	-0.45%
White - Any other White background	1	2.48%	4.05%	-1.57%
White Unspecified	0	0.00%	0.00%	0.00%
Mixed - White & Black Caribbean	0	0.00%	1.35%	-1.35%
Mixed - White & Black African	0	0.83%	0.45%	0.38%
Mixed - White & Asian	0	0.41%	1.35%	-0.94%
Mixed - Any other mixed background	0	0.83%	0.90%	-0.07%
Asian or Asian British - Indian	0	1.24%	2.25%	-1.01%
Asian or Asian British - Pakistani	0	1.65%	2.70%	-1.05%
Asian or Asian British - Bangladeshi	0	0.00%	0.00%	0.00%
Asian or Asian British - Any other Asian background	0	0.00%	0.45%	-0.45%
Black or Black British - Caribbean	0	2.89%	0.90%	1.99%
Black or Black British - African	3	7.85%	9.91%	-2.06%
Black or Black British - Any other Black background	0	0.00%	0.00%	0.00%
Chinese	0	0.00%	0.45%	-0.45%
Any Other Ethnic Group	0	1.24%	1.35%	-0.11%
Not Stated	1	2.07%	1.80%	0.26%
Gender	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (222 cases)	Percentage Change 2011-2012
Female	17	69.83%	63.51%	6.32%
Male	7	30.17%	36.49%	-6.32%
SEXUAL ORIENTATION	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (222 cases)	Percentage Change 2011-2012
Heterosexual	7	28.51%	Not Reported in 2011	
Lesbian, Gay or Bisexual Staff	0	1.65%		
Prefer not to say	5	10.33%		
Undefined	10	59.50%		

6. Grievance (where numbers are less than ten numbers are not provided)

Grievance - Number of cases:		32		
AGE	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (35 cases)	Percentage Change 2011-2012
Under 20	█	0.00%	0.00%	0.00%
20 to 29	█	18.75%	8.57%	10.18%
30 to 39	█	6.25%	28.57%	-22.32%
40 to 49	█	40.63%	37.14%	3.48%
50 to 54	█	15.63%	14.29%	1.34%
55 to 59	█	12.50%	8.57%	3.93%
60 to 64	█	6.25%	2.86%	3.39%
65 and Over	█	0.00%	0.00%	0.00%
DISABILITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (35 cases)	Percentage Change 2011-2012
Yes	█	6.25%	0.00%	6.25%
No	█	9.38%	Not specified 2011	
Not Stated	█	84.38%		
ETHNICITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (35 cases)	Percentage Change 2011-2012
White - British	█	75.00%	74.29%	0.71%
White - Irish	█	0.00%	0.00%	0.00%
White - Any other White background	█	3.13%	5.71%	-2.59%
White Unspecified	█	0.00%	0.00%	0.00%
Mixed - White & Black Caribbean	█	3.13%	2.86%	0.27%
Mixed - White & Black African	█	0.00%	0.00%	0.00%
Mixed - White & Asian	█	0.00%	0.00%	0.00%
Mixed - Any other mixed background	█	3.13%	0.00%	3.13%
Asian or Asian British - Indian	█	3.13%	0.00%	3.13%
Asian or Asian British - Pakistani	█	0.00%	2.86%	-2.86%
Asian or Asian British - Bangladeshi	█	0.00%	0.00%	0.00%
Asian or Asian British - Any other Asian background	█	0.00%	0.00%	0.00%
Black or Black British - Caribbean	█	0.00%	0.00%	0.00%
Black or Black British - African	█	6.25%	5.71%	0.54%
Black or Black British - Any other Black background	█	0.00%	0.00%	0.00%
Chinese	█	0.00%	0.00%	0.00%
Any Other Ethnic Group	█	3.13%	2.86%	0.27%
Not Stated	█	3.13%	5.71%	-2.59%
Gender	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (35 cases)	Percentage Change 2011-2012
Female	█	78.13%	71.43%	6.70%
Male	█	21.88%	28.57%	-6.70%
SEXUAL ORIENTATION	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (35 cases)	Percentage Change 2011-2012
Heterosexual	█	28.13%	Not Reported in 2011	
Lesbian, Gay or Bisexual Staff	█	0.00%		
Prefer not to say	█	3.13%		
Undefined	█	68.75%		

7. Bullying and Harassment (where numbers are less than ten numbers are not provided)

Bullying & Harassment - Number of cases:		24		
AGE	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (10 cases)	Percentage Change 2011-2012
Under 20	█	0.00%	0.00%	0.00%
20 to 29	█	12.50%	10.00%	2.50%
30 to 39	█	4.17%	20.00%	-15.83%
40 to 49	█	45.83%	40.00%	5.83%
50 to 54	█	25.00%	20.00%	5.00%
55 to 59	█	12.50%	0.00%	12.50%
60 to 64	█	0.00%	10.00%	-10.00%
65 and Over	█	0.00%	0.00%	0.00%
DISABILITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (10 cases)	Percentage Change 2011-2012
Yes	█	0.00%	0.00%	0.00%
No	█	25.00%	Not specified 2011	
Not Stated	█	75.00%		
ETHNICITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (10 cases)	Percentage Change 2011-2012
White - British	█	62.50%	50.00%	12.50%
White - Irish	█	4.17%	0.00%	4.17%
White - Any other White background	█	4.17%	0.00%	4.17%
White Unspecified	█	0.00%	0.00%	0.00%
Mixed - White & Black Caribbean	█	0.00%	10.00%	-10.00%
Mixed - White & Black African	█	8.33%	0.00%	8.33%
Mixed - White & Asian	█	0.00%	0.00%	0.00%
Mixed - Any other mixed background	█	0.00%	0.00%	0.00%
Asian or Asian British - Indian	█	0.00%	10.00%	-10.00%
Asian or Asian British - Pakistani	█	0.00%	0.00%	0.00%
Asian or Asian British - Bangladeshi	█	0.00%	0.00%	0.00%
Asian or Asian British - Any other Asian background	█	0.00%	0.00%	0.00%
Black or Black British - Caribbean	█	0.00%	0.00%	0.00%
Black or Black British - African	█	8.33%	30.00%	-21.67%
Black or Black British - Any other Black background	█	0.00%	0.00%	0.00%
Chinese	█	0.00%	0.00%	0.00%
Any Other Ethnic Group	█	0.00%	0.00%	0.00%
Not Stated	█	12.50%	0.00%	12.50%
Gender	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (10 cases)	Percentage Change 2011-2012
Female	█	83.33%	80.00%	3.33%
Male	█	16.67%	20.00%	-3.33%
SEXUAL ORIENTATION	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (10 cases)	Percentage Change 2011-2012
Heterosexual	█	29.17%	Not Reported in 2011	
Lesbian, Gay or Bisexual Staff	█	0.00%		
Prefer not to say	█	29.17%		
Undefined	█	41.67%		

8. Capability (where numbers are less than ten numbers are not provided)

Capability - Number of cases:		29		
AGE	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (28 cases)	Percentage Change 2011-2012
Under 20	■	3.45%	0.00%	3.45%
20 to 29	■	6.90%	35.71%	-28.82%
30 to 39	■	20.69%	21.43%	-0.74%
40 to 49	■	17.24%	14.29%	2.96%
50 to 54	■	34.48%	10.71%	23.77%
55 to 59	■	6.90%	10.71%	-3.82%
60 to 64	■	6.90%	7.14%	-0.25%
65 and Over	■	3.45%	0.00%	3.45%
DISABILITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (28 cases)	Percentage Change 2011-2012
Yes	■	10.34%	0.00%	10.34%
No	■	31.03%	Not specified 2011	
Not Stated	■	58.62%		
ETHNICITY	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (28 cases)	Percentage Change 2011-2012
White - British	■	89.66%	75.00%	14.66%
White - Irish	■	0.00%	0.00%	0.00%
White - Any other White background	■	3.45%	0.00%	3.45%
White Unspecified	■	0.00%	0.00%	0.00%
Mixed - White & Black Caribbean	■	0.00%	0.00%	0.00%
Mixed - White & Black African	■	0.00%	0.00%	0.00%
Mixed - White & Asian	■	0.00%	0.00%	0.00%
Mixed - Any other mixed background	■	3.45%	0.00%	3.45%
Asian or Asian British - Indian	■	0.00%	0.00%	0.00%
Asian or Asian British - Pakistani	■	0.00%	10.71%	-10.71%
Asian or Asian British - Bangladeshi	■	0.00%	0.00%	0.00%
Asian or Asian British - Any other Asian background	■	0.00%	0.00%	0.00%
Black or Black British - Caribbean	■	0.00%	3.57%	-3.57%
Black or Black British - African	■	0.00%	7.14%	-7.14%
Black or Black British - Any other Black background	■	0.00%	0.00%	0.00%
Chinese	■	0.00%	3.57%	-3.57%
Any Other Ethnic Group	■	0.00%	0.00%	0.00%
Not Stated	■	3.45%	0.00%	3.45%
Gender	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (28 cases)	Percentage Change 2011-2012
Female	■	82.76%	78.57%	4.19%
Male	■	17.24%	21.43%	-4.19%
SEXUAL ORIENTATION	Number on 31/3/12	Percentage on 31/3/12	Percentage 2011 (28 cases)	Percentage Change 2011-2012
Heterosexual	■	44.83%	Not Reported in 2011	
Lesbian, Gay or Bisexual Staff	■	3.45%		
Prefer not to say	■	27.59%		
Undefined	■	24.14%		

9. Recruitment- due to changes in the way that the report is run to collect this data comparisons with 2011 data would not be accurate and are therefore not included

Recruitment - Headcount	12535		4223		360	
	Applicants		Shortlisted		Appointed	
AGE	Number 2012	%	Number 2012	%	Number 2012	%
Under 20	731	5.83%	296	7.01%	47	13.06%
20 to 29	6036	48.15%	1856	43.95%	163	45.28%
30 to 39	2715	21.66%	910	21.55%	55	15.28%
40 to 49	2068	16.50%	790	18.71%	60	16.67%
50 to 54	677	5.40%	252	5.97%	19	5.28%
55 to 59	248	1.98%	98	2.32%	13	3.61%
60 to 64	56	0.45%	20	0.47%	2	0.56%
65 and Over	4	0.03%	1	0.02%	1	0.28%
Not stated	0	0.00%	0	0.00%	0	0.00%
	Applicants		Shortlisted		Appointed	
DISABILITY	Number 2012	%	Number 2012	%	Number 2012	%
Yes	468	3.73%	194	4.59%	13	3.61%
No	11980	95.57%	4004	94.81%	333	92.50%
Not Stated/Declared	87	0.69%	25	0.59%	14	3.89%
	Applicants		Shortlisted		Appointed	
ETHNICITY	Number 2012	%	Number 2012	%	Number 2012	%
White - British	8029	64.05%	3218	76.20%	290	80.56%
White - Irish	127	1.01%	69	1.63%	4	1.11%
White - Any other White background	503	4.01%	91	2.15%	7	1.94%
White Unspecified	0	0.00%	0	0.00%	0	0.00%
Mixed - White & Black Caribbean	93	0.74%	33	0.78%	4	1.11%
Mixed - White & Black African	36	0.29%	7	0.17%	0	0.00%
Mixed - White & Asian	73	0.58%	23	0.54%	1	0.28%
Mixed - Any other mixed background	57	0.45%	17	0.40%	3	0.83%
Asian or Asian British - Indian	916	7.31%	176	4.17%	1	0.28%
Asian or Asian British - Pakistani	781	6.23%	150	3.55%	6	1.67%
Asian or Asian British - Bangladeshi	97	0.77%	14	0.33%	3	0.83%
Asian or Asian British - Any other Asian background	258	2.06%	47	1.11%	3	0.83%
Black or Black British - Caribbean	105	0.84%	33	0.78%	3	0.83%
Black or Black British - African	1039	8.29%	264	6.25%	29	8.06%
Black or Black British - Any other Black background	56	0.45%	10	0.24%	1	0.28%
Chinese	64	0.51%	15	0.36%	3	0.83%
Any Other Ethnic Group	167	1.33%	26	0.62%	2	0.56%
Not Stated	134	1.07%	30	0.71%	0	0.00%
	Applicants		Shortlisted		Appointed	
Gender	Number 2012	%	Number 2012	%	Number 2012	%
Female	8404	67.04%	3021	71.54%	245	68.06%
Male	4123	32.89%	1199	28.39%	115	31.94%
Not Stated	8	0.06%	3	0.07%	0	0.00%
	Applicants		Shortlisted		Appointed	
SEXUAL ORIENTATION	Number 2012	%	Number 2012	%	Number 2012	%
Heterosexual	11193	89.29%	3698	87.57%	303	84.17%
Lesbian, Gay or Bisexual Staff	283	2.26%	87	2.06%	4	1.11%
Prefer not to say/Undefined	1059	8.45%	438	10.37%	53	14.72%

Section 2 - Patient Data and Information

Contents

1. Age
2. Ethnicity
3. Disability
4. Pregnancy and Maternity
5. Religion
6. Women and Men
7. Sexual Orientation
8. Gender Reassignment
9. Marriage and Civil Partnership
10. Other Information about People Who Use Our Services
 - Care Quality Commission Reports
 - Complaints and Compliments
 - Surveys

1. The Age of people who use our service

Information about the Age of people who use Trust services is known for all patients.

Age Group	Inpatients or Day Cases	Outpatients	Accident and Emergency	% of Sheffield population (over 15 yrs)
16 -24	9.19%	10.59%	20.19%	20.26%
25 - 49	29.46%	33.89%	37.76%	41.76%
50 – 59 females & 50 – 64 males	15.31%	16.02%	13.70%	16.03%
60+ females & 64+ males	46.04%	39.50%	28.35%	21.94%

2. The Ethnic Background of people who use our services

We collect information about the ethnicity of people who use our services. We have this information for 80 to 85% of inpatients and outpatients and 65-70% of people who visit Accident and Emergency services.

ETHNIC GROUP	ALL PATIENTS			PATIENTS FROM SHEFFIELD			Sheffield population
	Inpatients & Day Cases	Outpatients	Accident and Emergency attendances	Inpatients & Day Cases	Outpatients	Accident and Emergency attendances	
WHITE	81.28%	78.35%	59.67%	82.47%	78.97%	60.23%	85.92%
MIXED BACKGROUND	0.83%	0.76%	0.58%	1.06%	0.93%	0.59%	2.08%
INDIAN	0.49%	0.54%	0.34%	0.58%	0.61%	0.35%	2.32%
PAKISTANI	2.32%	2.50%	2.07%	3.07%	3.23%	2.19%	3.25%
BANGLADESHI	0.24%	0.25%	0.18%	0.32%	0.33%	0.19%	0.66%
OTHER ASIAN BACKGROUND	0.51%	0.54%	0.42%	0.65%	0.67%	0.44%	0.80%
BLACK CARRIBEAN	0.74%	0.85%	0.56%	0.96%	1.09%	0.59%	1.10%
BLACK AFRICAN	0.74%	0.86%	0.45%	0.97%	1.08%	0.47%	1.19%
BLACK – OTHER	0.17%	0.17%	0.16%	0.22%	0.22%	0.17%	0.20%
OTHER ETHNIC GROUP	1.51%	1.84%	1.30%	2.04%	2.41%	1.37%	2.47%
NOT KNOWN	11.18%	13.34%	34.28%	7.66%	10.63%	33.41%	0.00%

3. People who have a Disability who use our services

Some information is known about specific disabilities people who use our services may have. For example patients who have a learning disability, sight or hearing impairment. We have this information for a total of **6427** patients.

4. People who use our Pregnancy and Maternity services

We know how many people who use our pregnancy and maternity services, but we do not have information about the numbers of people who are pregnant who use our services outside of the maternity services area.

5. The Religion of people who use our service

We collect information about the Religion of people who use Trust services but people are not always asked for this information.

6. The percentage of Women and Men who use our services

We collect information about how many men and how many women access our services so we know this for all patients.

7. Sexual Orientation of people who use our services

We do not regularly collect information about the sexual orientation of people who use our services. For some services it may be important that this information is known to make sure that people are getting equal access to services so this in an area we will look into in the future.

8. Gender Reassignment

The number of people in this protected group using our services is very small and we do not intend to publish information about the numbers of people in this group. From time to time we receive complaints from people because they believe that they have received a poor standard of service linked to gender reassignment. We have made some changes to the way that we support people in this group as a result of the information received from complaints.

9. Marriage & Civil Partnership

This information is collected for all people who use our services and is recorded for approximately 90 -97% of people.

10. Other Information about People Who Use Our Services

Health services collect information which can help to decide if people have equal access to services and if their experiences of services are positive. Information is also used to plan how to improve the quality of services.

- **Use of Interpreting Services**

	Main Languages requested for face to face Interpreting		Main Languages requested for telephone Interpreting		Main Languages requested for Interpreting overall	
	2010/11	2011/12	2010/11	2011/12	2010/11	2011/12
1	Arabic	Arabic	Slovak	Slovak	Slovak	Slovak
2	Slovak	Slovak	Arabic	Arabic	Arabic	Arabic
3	Somali	Urdu	Mandarin	Somali	Somali	Somali
4	Urdu	Polish	Somali	Mandarin	Mandarin	Urdu
5	Polish	Somali	Polish	Urdu	Urdu	Polish

	Number of Bookings
British Sign Language	362

- **Care Quality Commission Reports**

The Care Quality Commission expects NHS organisations to take account of Equality and Human Rights in all that they do. The Care Quality Commission expects hospitals to consider the evidence they have to support this and when they inspect hospitals and care services this is one of the areas they will look at. The Trust is currently meeting all of the Care Quality Commission Standards; please see the link below for inspection information.

<http://www.cqc.org.uk/directory/rhqng>

- **Complaints and Compliments**

We keep information about complaints. One of the areas we keep information about is how many complaints were related to discrimination. Last time a full annual report was completed there were no complaints based on discrimination.

- **Feedback from Surveys**

Adult Inpatient Survey - 2011 follow the link below to see the full results of the survey

<http://www.nhssurveys.org/surveys/644>

The breakdown by ethnicity age and gender of people responding was:

Gender (percentage)	
Male	54%
Female	46%

Age Group (percentage)	
Aged 35 and younger	8%
Aged 36-50	13%
Aged 51-65	28%
Aged 66 and older	51%

Ethnic group (percentage)	
White	92%
Multiple ethnic group	0%
Asian or Asian British	3%
Black or Black British	1%
Arab or other ethnic group	0%
Not known	3%

Outpatient Survey – 2011 - Follows the link below to see the full results of the survey

<http://www.nhssurveys.org/surveys/624>

The breakdown by ethnicity age and gender of people responding was:

Gender (percentage)	
Male	43%
Female	57%

Age Group (percentage)	
Aged 35 and younger	8%
Aged 36-50	13%
Aged 51-65	31%
Aged 66 and older	49%

Ethnic group (percentage)	
White	95%
Mixed	0%
Asian or Asian British	0%
Black or Black British	2%
Chinese or other ethnic group	0%
Not known	3%

Maternity Survey 2010 - Follows the link below to see the full results of the survey
<http://www.nhssurveys.org/surveys/575>

The breakdown by ethnicity age of people responding was:

Age Group (percentage)	
Aged 16-18	1%
Aged 19-24	18%
Aged 25-29	19%
Aged 30-34	35%
Aged 35 and over	27%

Ethnic group (percentage)	
White	85 %
Mixed	1 %
Asian or Asian British	7 %
Black or Black British	3%
Chinese or other ethnic group	3%
Not known	1%

- **Quality Improvement Priorities**

All Foundation Trusts identify Quality Improvement Priorities. When looking at where to prioritise quality improvements equality is one of the factors which are considered. The Trust plans for improvements in 2011/12 included a focus on Age by focusing on improving the care received by older people using Trust services. More information can be found from p.20 of the Trust Annual Report <http://www.sth.nhs.uk/about-us/official-publications/annual-report-and-accounts>

- **Annual Report**

The Trusts main Annual Report also contains information about the Trusts work on Equality and Human Rights this can be found from p.62 of this report <http://www.sth.nhs.uk/about-us/official-publications/annual-report-and-accounts>

Section 3 - Annual Action Plan

This section contains an update on the Trust's Annual Equality and Human Rights Action Plan 2011/12

Equality and Human Rights Action Plan – June 2011 – April 2012

	Action	Lead/ Timescale	Equality Duty Link	Outcome/milestones	Progress
1. Objective – Transition To New Legislative Framework and NHS Equality Delivery System (NHS EDS)					
1.1	Update the Trust Equality Impact Analysis processes and procedures so they meet current legislation and guidance	Equality and Human Rights Manager. September 2011	1,2	Trust policy and procedure in place. Trust Policy and procedure implemented	Completed
1.2	Update the Trust Equality and Human Rights Internet page	Equality and Human Rights Manager September 2011	1,2,3	Up to date site with usable resources	Completed
1.3	Facilitate engagement opportunities with internal and external stakeholders to identify Trust equality objectives	Equality and Human rights Manager April 2012	2,3	Trust outcomes and EDS grading is a informed by engagement with staff and patients	Equality Engagement meetings established with NHS partners – engagement event held
1.4	Produce a Trust Equality and Human Rights Strategy	Chair of the Equality and Human Rights Steering Group April 2012	1,2,3	Strategy Ratified	Incorporated within updated general Trust Strategy – Equality Objectives identified and agreed

2. Objective - *Better Health Outcomes For All* (NHS EDS)

2.1	Review and respond to commissioning contract requirements relevant to Equality and Human Rights	Contract Lead April 2012	1,2,3	Contract Compliant	Annual report forwarded to NHS Sheffield. STH contract department contacted to advise that this has been completed – will liaise with LJ as required
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3. Objective - *Improved Patient Access and Experience* (NHS EDS)

3.1	Complete a plan to take forward project work already started to develop the Trust PAS system to address barriers that may be faced by some groups (for example provision of letters in usable formats)	Equality and Human rights Manager April 2012	1,2	Plan in place	LJ attending PAS meeting which is looking at flags. Outline plan agreed - potential system being mocked up and tested. Human input into any potential system still needs review – <i>action to be carried forward</i>
3.2	Review the scope of current collection and use of patient data relevant to Equality and Human Rights taking account of guidance issued by the Equality and Human Rights Commission.	Equality and Human rights Manager April 2012	1,2	Review completed	Broad review completed further review identified as one of the Trusts equality Objectives

4. Objective - *Empowered, engaged and well-supported staff* (NHS EDS)

4.1	Produce a report for the Trust Equality & Human Rights Steering group on current provision of E & D mandatory training and development including identification of lead Directorates and roles.	Equality and Human rights Manager October 2011	1,2,3	Report completed and reviewed by Equality and Human Rights Steering Group	Mandatory training matrix updated and on mandatory training system. ILM workshop for leaders developed and implemented. Induction changes planned. Leaflet produced and in use
4.2	Complete update of policies and procedures in line with the HR plan completed in response to the Trust equality review and the Equality Act 2010	HR Assistant Director April 2012	1,2	Update complete	HR group established – data review part of 2012/13 work plan initial review completed review of policies on HR action plan – review carried forward
4.3	Complete the staff data refresh	HR Assistant Director April 2012	1,2	Agreed annual progress on data refresh completed	HR group established – data review part of 2012/13 work plan initial review completed Currently on target annual target 2012 /13 target agreed
4.4	Complete the 2011 Stonewall Equality Index	HR Assistant Director September April 2012	1,2,3	Index completed	Equality Index results available to be fed into strategy development Not completed – agreed to complete in 2012 (which reported on by Stonewall in 2013)
4.5	Review the scope of current collection and use of workforce data relevant to Equality and Human Rights taking into account guidance issued by the Equality and Human Rights Commission	Equality and Human rights Manager April 2012	1,2,3	Review Completed	HR group established – data review part of 2012/13 work plan initial review completed Specific guidance from EHRC no longer being developed.

4.6	Facilitate development of BME, LGBT and DISABILITY and OVERSEAS staff network groups	HR Assistant Director April 2012	3	Development of groups started	HR group established SNG's to be reviewed through group Leads identified for all groups
5. NHS EDS Objective - Inclusive leadership at all levels					
5.1	Update the Trust intranet site	Equality and Human Rights Manager September 2011	2,3	Update completed	Completed
5.2	Identify joint working opportunities with other NHS and where relevant social care organisations	Equality and Human rights Manager October 2011	2,3	Range of joint working opportunities identified	joint objectives agreed through equality engagement group and incorporated into Equality Objectives
5.3	Review effectiveness of the operational leads group	Equality and Human rights Manager March 2012	1,2,3	Review completed	Review Started – revised completion date October 2012 Review planned to start early new year
5.4	Review the new NHS national E&D leadership competency framework To inform (as relevant) the Trust leadership strategy and processes.	Co coordinated by Equality and Human Rights Manager April 2012	1,2,3	Review completed re: Leadership MSC Trust leadership programme Appraisal development	LJ undertook ILM module linked to framework (via SHSC) Framework reviewed and noted available for incorporation into leadership programmes