



Staffordshire and Stoke-on-Trent Integrated Care Board Workforce Diversity Profile Report 2022

This report was produced by the Mlcsu Equality Diversity and Inclusion Team December 2022

Introduction

This will be Staffordshire and Stoke-on-Trent Intergrated Care Boards (ICB) first workforce diversity profile report since transitioning from Clinical Commissioning Boards in July 2022. Public authorities with over 150 employees must consider how their activities as employers affect staff and publish information on the outcomes for staff. This should include publishing disaggregated data by each protected characteristic including in the following areas as good practice:

- the overall workforce composition including the seniority/pay grade of staff
- recruitment outcomes for staff in respect of protected characteristics

This report will focus on the two above areas with workforce other related activities e.g., training, inclusion, experience and wellbeing being captured and published in the ICB's Equality Diversity Inclusion Annual and Equality Delivery System reports in early 2023. Any resulting actions will form part of the ICB's Equality Action Plan.

This year's report will serve as a baseline to measure the diversity of staff across the full range of NHS pay grades . This report will be presented to the ICB General Purpose and Resources Group (GPRC) who has part of their role has delegated responsibilities to ensure the ICB, as an employer, demonstrates due regard to the Equality Acts. Public Sector Equality Duties, implementation, oversight and monitoring of the ICB's EDI strategy, training, and associated action plans. The report will also be shared with the ICB's Staff Networks and Staff Engagement Group

The staff figures and data within this report are taken from the NHS Electronic Staff Record (ESR) data base. Staffordshire and Stoke-on-Trent demographic profile data is taken from the Together We're Better Health and Care in Staffordshire and Stoke on Trent - Options appraisal data pack. Where other data is used it will be sourced.

The report provides a profile of ICB staff in post as of the 30.09.2022 which at that point totalled 300. To be able to produce staff data the ICB have replaced staff numbers with percentages as to make it difficult to identify certain staff member with a specific protected characteristic. It is worth considering that when working with relatively small figures, small changes in staff numbers can substantially alter the demographic profile of a workforce.

At a Staffordshire and Stoke-on-Trent system level the ICB continue to work with NHS and wider partners to make the local area a better place to work in a movement towards an 'one workforce' approach where the greatest impact can be had by affecting change across the whole local workforce collaboratively.

Summary of findings

The reasons for over or under representation of the ICB workforce by protected characteristics across all pay bands can be attributed to a range of cultural, social and economic factors these could include:

- Conscious and/or unconscious bias within the recruitment process .
- Roles which have historically been taken up by a specific characteristic profile
- The nature of the work and size of the organisation
- Demographics of the local communities
- Organisational Culture

This is not an exhaustive list. A further understanding may be gained through continual monitoring, staff surveys, and through assessing policies, processes, and functions for bias towards a characteristic over another. As we start the journey working collaboratively across the system, there will be opportunities to further our understanding and reduce inequality in the workforce. One consistent trend identified was that Non-Agenda for Change (Afc) staff non-disclosure rates are higher than other pay band groups.

Age: Age ranges 16-19 and 20-24 years are not so well represented in the ICB Workforce.

Disability: People with a disability are not represented within the ICB workforce as a proportion of the population of Staffordshire and Stoke. The highest percentage staff band not declaring if they have a disability or not, is Non-Afc (Very Senior Managers) 10.42%.

Gender Re-assignment: Data is not collected for this characteristic. No National agreement on the collection of data or what question/s to ask.

Marriage and Civil Partnership: Civil relationships were reported to be at 0.33% this is above the combined Staffordshire and Stoke-on-Trent (SSoT) profile figure of 0.2%. 63% of the ICB workforce identified as being married which is higher than the (SSoT) profile figure of 50%. The highest percentage staff band range where marital status is unknown is Non-Afc (Very Senior Managers) 16.67%.

Pregnancy and Maternity: Data is not currently collected.

Summary of findings

Race: 88.3% of the workforce identifies as White which is lower than Staffordshire and Stoke-on-Trent (SSoT) population profile of 94%. Asian ethnicity of 8.33% is higher than the SSoT combined population average of 4%. Asian staff are positively represented (29.17%) at the non-Afc pay bands. Black staff are represented in the middle of the ICB broad pay band ranges and overall are slightly underrepresented when compared to their population size has a whole (1%).

While certain ethnic groups are positively represented at senior positions within the ICB, data has shown this varies across roles e.g Board and/or Executive Team positions, departments and/or directorates. The highest percentage staff band not stating their Race, was Non-Afc (Very Senior Managers/Professionals) 2%.

Religion and Belief: Staff who identify as Christian is 43.3% less than the (SSoT) population average of 67%, Non-disclosure among staff is 37% overall. Islam is slightly below the (SSoT) population average. Sikhism, Hinduism Buddhism and other religious groups are representative. A significant figure in relation to religion and belief is the percentage of Non-Afc (very senior managers/professional) who did not wish to disclose this information 87%.

Sex (Female – Male): When we compare the NHS National workforce figure of 76.7% female 23.3 male % this is very similar to the ICB staff figure of 75.67% female and 24.33% male. This is also reflected at Pay Band levels 8a-9 . When looking at the most senior (non-AfC) roles, male staff are significantly overrepresented as a proportion of the ICB workforce 56%. Males are also significantly underrepresented at both pay band groupings 1-4 (2.78%) and 5-7 (11.8%) respectively when measured against their overall workforce size of 24.33% .

Sexual Orientation: Staff who identified as LGB are found in the middle broad pay band ranges 8a-9 (1.63%). A total of 70.3 % of staff identified as Heterosexual or Straight. 28% were asked but declined to provide their sexual orientation status of the 28% who declined to disclose. This makes it difficult to establish if the workforce is representative of the National estimated figure of 3.1% of the population over 16 years of age. 66.7% of staff in Non-Afc roles did not state this characteristic.

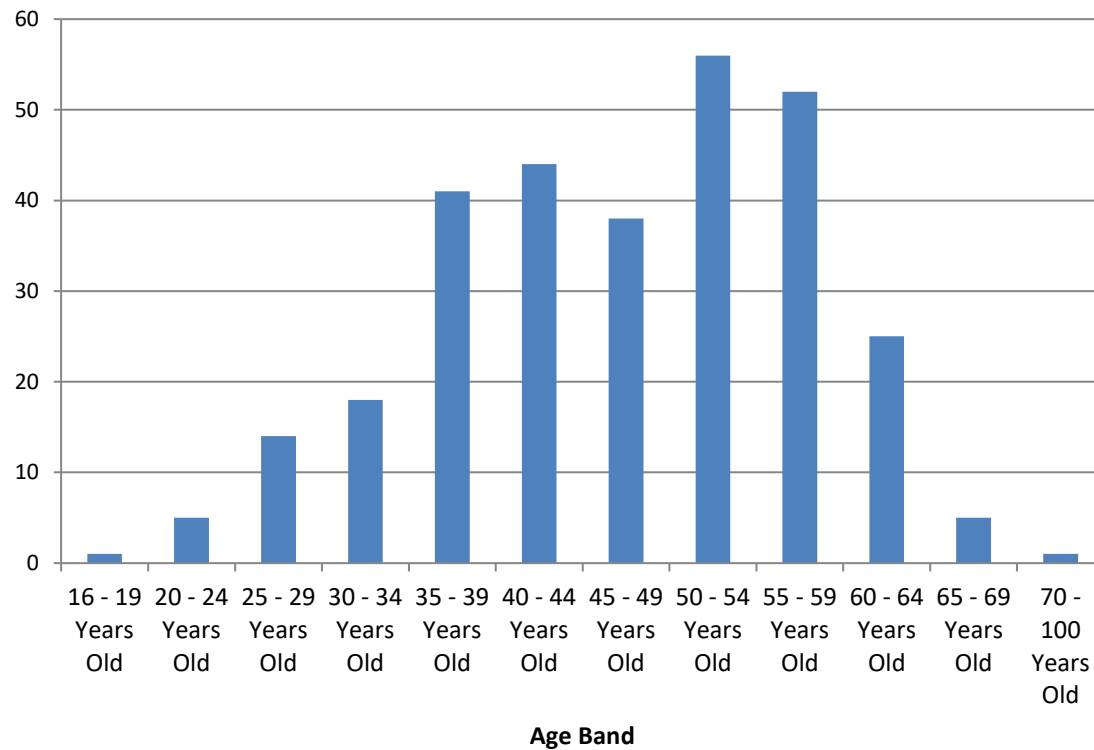
Full Time and Part Time Participation : Age, Disability Religion and Belief Race Pregnancy and Maternity are all determining factors to consider in better understanding the dynamics of full and part time working arrangements. While ensuring organisational operating needs are met, assuring due regard to equality of opportunity between the protected characteristics is given

Age

The Intergrated Care Boards workforce profile by age varies across pay bands. Most staff are found in the 5 highlighted age groups ranging from 35 – 59 which makes up 77% of the workforce. 10.33% of staff are over 60 year of age with 6.6% of the workforce representing staff under the age of 30. There does not appear to be any concerns regarding staff declaring this information around this characteristic.

Despite being one of the biggest employers in England, only 6 per cent of the NHS workforce is under 25 (<https://www.kingsfund.org.uk/blog/2022/02>).The workforce dynamics of an ICB differs when compared with NHS Provider Trusts. There are proportionately higher numbers of senior non-clinical positions. This may be one reason why there are lower numbers of staff in the under 25 age range.

**Staffs and SoT ICB Workforce 30/09/2022 :
By Age Band**



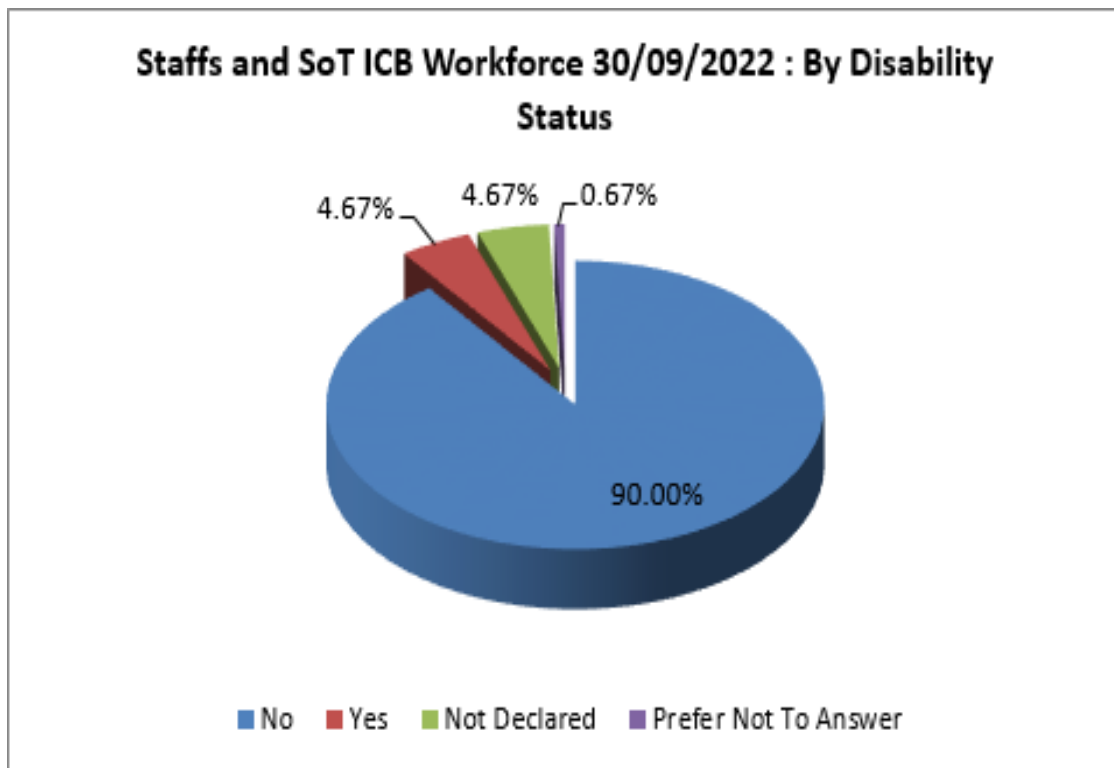
Age Band	% Headcount by Pay Band				Grand Total
	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-AfC	
16 - 19 Years	2.78%	0.00%	0.00%	0.00%	0.33%
20 - 24 Years	2.78%	4.30%	0.00%	0.00%	1.67%
25 - 29 Years	19.44%	6.45%	0.81%	0.00%	4.67%
30 - 34 Years	8.33%	7.53%	4.88%	4.17%	6.00%
35 - 39 Years	13.89%	11.83%	18.70%	4.17%	13.67%
40 - 44 Years	2.78%	11.83%	18.70%	18.75%	14.67%
45 - 49 Years	13.89%	10.75%	15.45%	8.33%	12.67%
50 - 54 Years	13.89%	18.28%	20.33%	18.75%	18.67%
55 - 59 Years	13.89%	19.35%	17.89%	14.58%	17.33%
60 - 64 Years	5.56%	8.60%	3.25%	22.92%	8.33%
65 - 69 Years	0.00%	1.08%	0.00%	8.33%	1.67%
70 - 100 Years Old	2.78%	0.00%	0.00%	0.00%	0.33%

Disability

A well-documented national figure of around 20% of the population as having a disability, this is reflected across Staffordshire and Stoke on Trent (SSoT) combined population figure of 19%. Stoke on Trent's has the highest figure (23%) During this reporting period 4.67% of ICB of staff identified as having a disability 4.67% of ICB staff did not declare this information, with 0.67% preferring not to answer this question. Assuming staff who did not declare or preferred not to answer to having a disability, added to staff who did declare this would only total 10% nearly half of the Staffordshire and Stoke on Trent average of 19%.

The highest percentage staff band not declaring if they have a disability or not, was Non-Afc (Very Senior Managers)

The data shows that people with a disability are not represented within the ICB workforce as a proportion of the population.



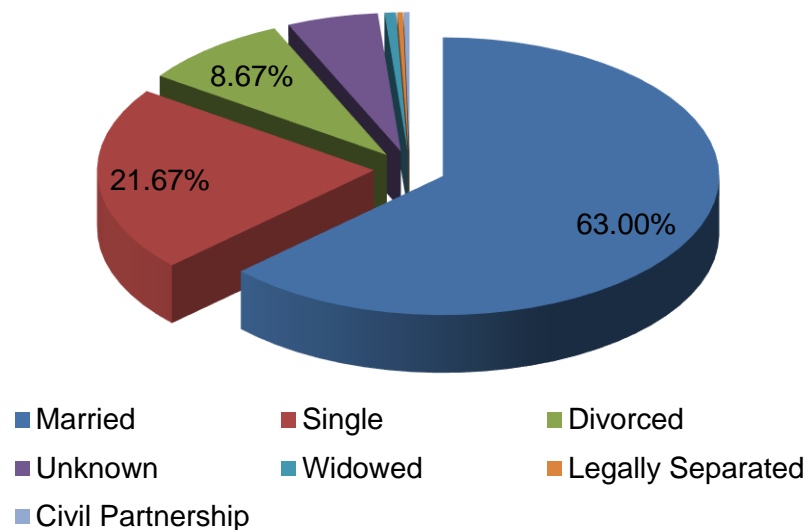
% Headcount by Pay Band

Disability Status	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-AfC	Grand Total
No	91.67%	88.17%	92.68%	85.42%	90.00%
Yes	2.78%	7.53%	4.07%	2.08%	4.67%
Not Declared	2.78%	4.30%	3.25%	10.42%	4.67%
Prefer Not To Answer	2.78%	0.00%	0.00%	2.08%	0.67%

Marriage and Civil Partnership (Marital Status)

The percentage figure of ICB staff identifying as being in a civil relationship for this reporting period was 0.33% this is above the combined Staffordshire and Stoke-on-Trent (SSoT) profile figure of 0.2%. 63% of the ICB workforce identified as being married which is higher than the (SSoT) profile figure of 50%. The marital status of 5.3% of ICB staff is unknown.

Staffs and SoT ICB Workforce 30/09/2022 : By Marital Status



Marital Status	% Headcount by Pay Band				Grand Total
	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-AfC	
Married	50.00%	58.06%	63.41%	81.25%	63.00%
Single	41.67%	26.88%	20.33%	0.00%	21.67%
Divorced	5.56%	12.90%	8.94%	2.08%	8.67%
Unknown	2.78%	1.08%	4.88%	16.67%	5.33%
Widowed	0.00%	1.08%	0.81%	0.00%	0.67%
Legally Separated	0.00%	0.00%	0.81%	0.00%	0.33%
Civil Partnership	0.00%	0.00%	0.81%	0.00%	0.33%

Race

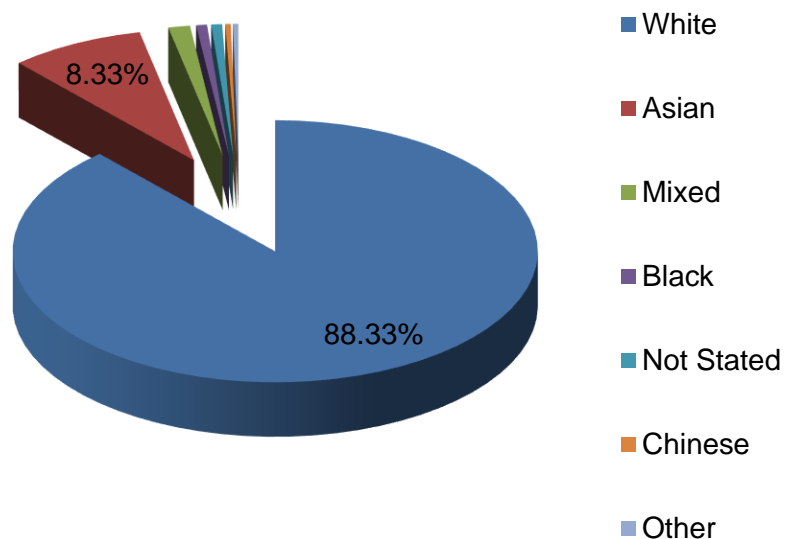
Population by race varies across the nine boroughs of Staffordshire and Stoke on Trent with low level figures of 2% in some areas rising to 10% and 11% in East Staffordshire and Stoke –on-Trent respectfully. The total of (SSoT) non-white population represents 6.3% of the total population. The total Black African and African Caribbean population represent 1% of the Staffordshire and Stoke-on Trent population, with all Mixed/multiple ethnicity people also representing 1.3 % of the population.

The report provides a profile of ICB workforce based on broad ethnic groups types.88.3% of the workforce identifies as White which is lower than Staffordshire and Stoke-on-Trent (SSoT) population profile of 94%.

ICB staff profile by Asian ethnicity of 8.33% is higher than the SSoT combined population average of 4%. When looking at the percentage of Asian staff by pay band you will see that this group is positively represented (29.17%) at the higher 8a-9 and non-Afc pay bands.

Black staff are represented in the middle of the ICB broad pay band ranges and overall are slightly underrepresented when compared to their population size has a whole (1%). As mentioned at the top of this report It is worth considering that when working with relatively small figures, small changes in staff numbers can substantially alter the demographic profile of a workforce.

Staffs and SoT ICB Workforce 30/09/2022 :
By Ethnicity



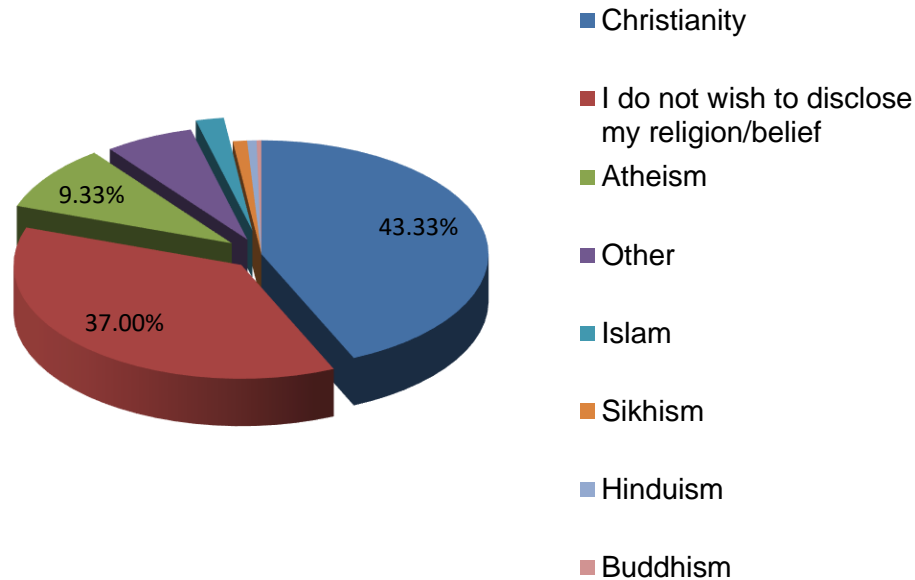
Ethnic Category	% Headcount by Pay Band				Grand Total
	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-Afc	
White	91.67%	95.70%	89.43%	68.75%	88.33%
Asian	2.78%	2.15%	6.50%	29.17%	8.33%
Mixed	5.56%	1.08%	0.81%	0.00%	1.33%
Black	0.00%	1.08%	0.81%	0.00%	0.67%
Not Stated	0.00%	0.00%	0.81%	2.08%	0.67%
Chinese	0.00%	0.00%	0.81%	0.00%	0.33%
Other	0.00%	0.00%	0.81%	0.00%	0.33%

Religion and Belief

Based on the Together We're Better Health and Care Data pack, the majority population of Staffordshire and Stoke-on-Trent (67%) identify as Christian. The next highest percentage are people who identify as having no religion (23%). This is followed by 6% of the population who did not state their religion. Across Staffordshire and Stoke-on-Trent (SSoT) the average percentage of the population who identify their religion as Islam is 2.4%. There are two areas where this figure is significantly higher East Staffordshire and Stoke-on-Trent, 6% respectively. Religions including Sikhism, Hinduism, Buddhism and other religious beliefs each represented less than 0.5% of the population

When looking at religious beliefs across the ICB workforce and across pay bands Christianity is 23% less than the (SSoT) average, non-disclosure is 37% overall. Islam is slightly below the (SSoT) population average. Sikhism, Hinduism, Buddhism and other religious groups are representative. A significant figure in relation to religion and belief is the percentage of Non-Afc (very senior managers) who did not wish to disclose this information 87%. The overall number of staff who did not wish to disclose being 37%.

**Staffs and SoT ICB Workforce 30/09/2022 :
By Religious Belief**



Religious Belief	% Headcount by Pay Band				Grand Total
	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-AfC	
Christianity	55.56%	47.31%	51.22%	6.25%	43.33%
I do not wish to disclose	30.56%	27.96%	28.46%	81.25%	37.00%
*Atheism	2.78%	13.98%	10.57%	2.08%	9.33%
Other	8.33%	8.60%	4.88%	4.17%	6.33%
Islam	2.78%	1.08%	1.63%	4.17%	2.00%
Sikhism	0.00%	1.08%	1.63%	0.00%	1.00%
Hinduism	0.00%	0.00%	0.81%	2.08%	0.67%
Buddhism	0.00%	0.00%	0.81%	0.00%	0.33%

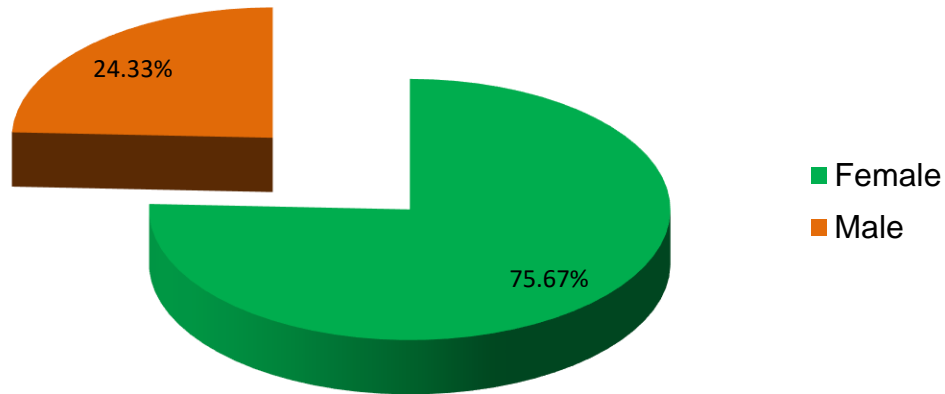
Sex (Female Male)

Men and women both make up 50% of the overall Staffordshire and Stoke-on-Trent (SSoT) population.

Health and Social Care is one of the public sectors where women thrive in terms of representation. The NHS workforce totals 1.3 million staff, of which 76.7% are women (2021 NHS England) This figure of 76.7% is almost identical with the ICB workforce demographic of 75.7% of the workforce being women and 24.3% men. While the NHS has traditionally been a female dominated sector these figures are not represented at the senior levels.

When we compare the NHS National workforce figure of 76.7% female 23.3 male % it is closely representative at Pay Band levels 8a-9 . When looking at the most senior (non-AfC) roles, male staff are significantly overrepresented as a proportion of the ICB workforce 56%. Males are also significantly underrepresented at both pay band groupings 1-4 (2.78%) and 5-7 (11.8% respectively).

**Staffs and SoT ICB Workforce 30/09/2022 :
By Gender**



% Headcount by Pay Band

	% Headcount by Pay Band				
Sex (Female Male)	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-AfC	Grand Total
Female	97.22%	88.17%	72.36%	43.75%	75.67%
Male	2.78%	11.83%	27.64%	56.25%	24.33%

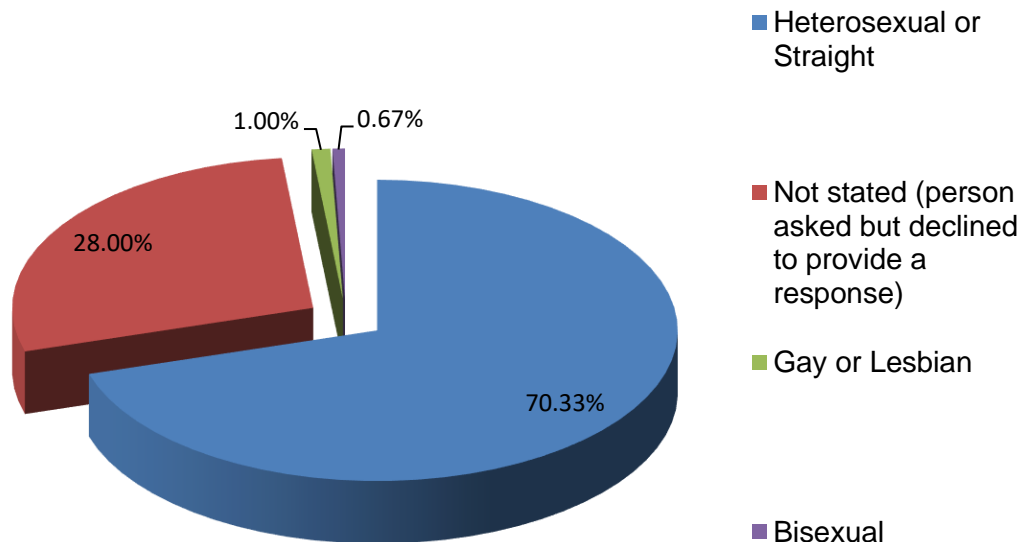
Sexual Orientation

The proportion of the UK population aged 16 years and over identifying as heterosexual or straight was 93.6% in 2020; there has been a decreasing trend since the series began in 2014.

An estimated 3.1% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2020, an increase from 2.7% in 2019 and almost double the percentage from 2014 (1.6%). (ONS Sexual orientation, UK: 2020)

Staff who identified as LGB are found in the middle broad pay band ranges 8a-9 (1.63%). A total of 70.3 % of staff identified as Heterosexual or Straight. 28% were asked but declined to provide their sexual orientation status of the 28% who declined to disclose 66.7% were staff in the most senior Non-AfC roles.

**Staffs and SoT ICB Workforce 30/09/2022 :
By Sexual Orientation**



% Headcount by Pay Band

Sexual Orientation	% Headcount by Pay Band				Grand Total
	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-AfC	
Heterosexual or Straight	72.22%	79.57%	77.24%	33.33%	70.33%
Not stated	27.78%	17.20%	21.14%	66.67%	28.00%
Gay or Lesbian	0.00%	1.08%	1.63%	0.00%	1.00%
Bisexual	0.00%	2.15%	0.00%	0.00%	0.67%

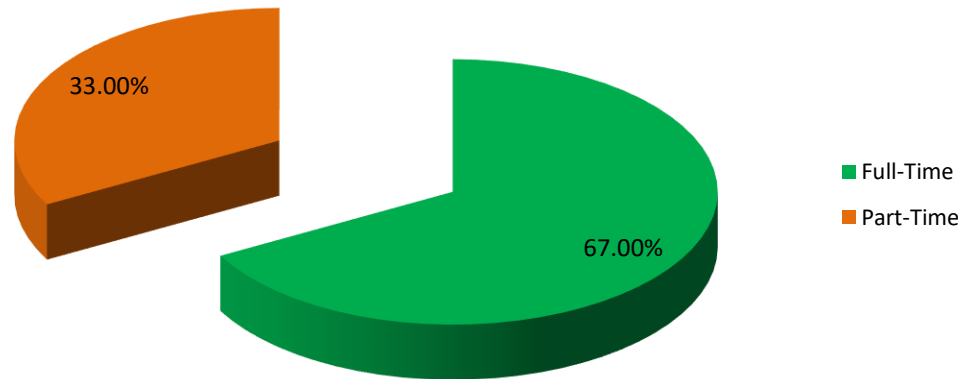
Full Time and Part Time Participation

When analysing this data it is important to consider the demographics of participation. Disaggregating this data for example by sex (female male) this can provide a range of meaningful data around working habits that can be attributed to historical factors such as:

- The organisations operating structures
- preferred part time working arrangements for women with families or who have carer commitments..
- Though women have traditionally occupied Part-Time roles Non AfC for Change staff or highly specialised roles which are sessional are predominantly occupied by males. It may be that women with young families with similar expertise choose not to supplement their current salary/remuneration.
- It is important to consider the various types and roles available as well as other considerations within the organisation and the different gender profiles that occur within specific roles.

Age, Disability Religion and Belief may also be determining factors to consider in better understanding the dynamics of full and part time working arrangements and ensuring due regard to equality of opportunity between the protected characteristics.

**Staffs and SoT ICB Workforce 30/09/2022 :
By Full-Time Part-Time Participation**



Participation	% Headcount by Pay Band				Grand Total
	Band 1 - 4	Band 5 - 7	Band 8a - 9	Non-AfC	
Full-Time	66.67%	81.72%	73.17%	22.92%	67.00%
Part-Time	33.33%	18.28%	26.83%	77.08%	33.00%

Considerations/Recommendations

- The ICB are currently undergoing an assessment of its approach to race equality at a leadership level through the RACE Equality Code
- As the ICB is a new organisation it will not be required to publish its first Gender Pay Gap report until April 2024
- Consider (SMART) action to address or rationalise the disparity between female and male staff at Non-Afc levels where women occupy 43.75% of roles while representing 75.67% of the ICB workforce.
- Non-Afc Staff should be encouraged to complete equality monitoring data forms or update their ESR records
- Consider (SMART) action to increase the representation of under 25 year age staff within the ICB (SMART) from 2%
- Consider (SMART) action to increase representation or disclosure of staff with a disability within the ICB from 4.67%
- Consideration should be given to system/regional activity to avoid duplication of actions unless individual organisational intervention is deemed required.

Staffordshire and Stoke-on-Trent Integrated Care Board

Recruitment process data by Protected
Characteristics July – September 2022



Summary of findings

The information below provides data around the ICB recruitment process data by Protected Characteristics from July – September 2022 (Q2). There were total of 152 applicants 40 were short listed 23 were interviewed and 6 were appointed. The information provides a breakdown of these applicants by protected characteristics and how they fared within the recruitment process. For periods October –December (Q3) there were no staff appointments (1 conditional offer). The low number being a direct result of the Management of Change/ICB Restructure consultation.

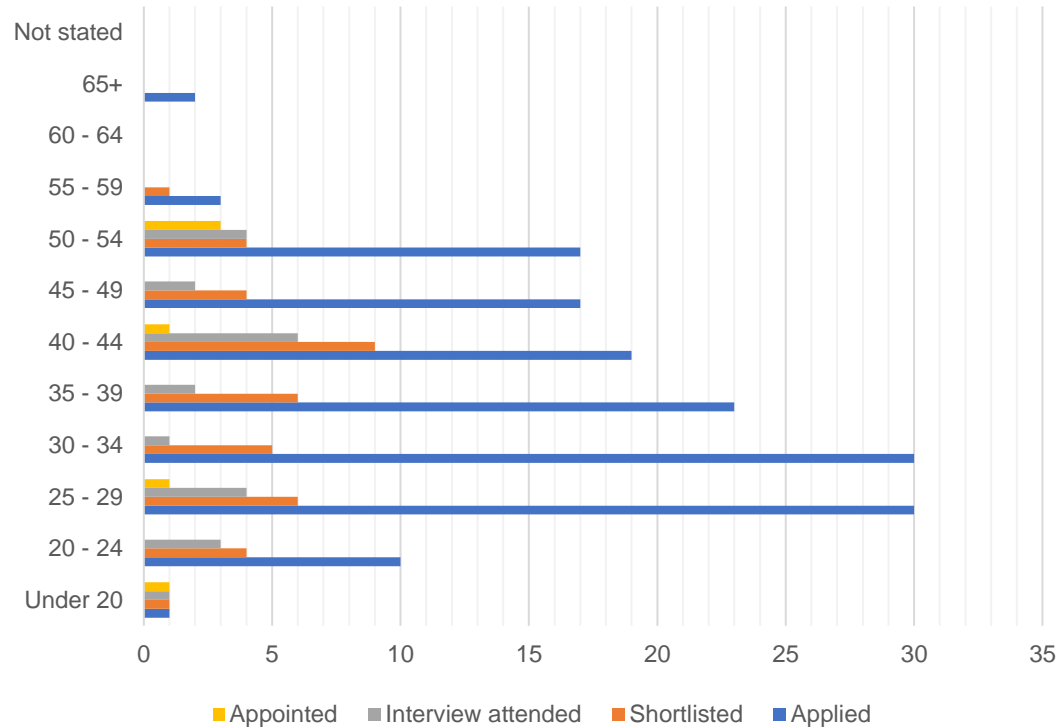
As this will be the first time the ICB has produced and published this information, no clear messaging, analysis or comparisons can be drawn from this first set of data. It should be used as a baseline for identifying any future trends where potential disparities between certain protected groups may exist during the recruitment process, where any such disparities be mitigated or rationalised.

- Age:** The majority of the 152 applicants came from the 25 - 39 age range, though most appointments came from the 50 – 54 age range.
- Disability:** 11 identified as having a disability of which 6 met the ‘essential criteria’ as described in the person specification and were shortlisted under the guaranteed interview scheme, 4 applicants attended an interview though none were appointed.
- Gender Re-assignment:** During this reporting period no applicants identified as Transgender.
- Marriage and Civil Partnership** Of the 152 applicants who applied 72 identified as being married of which 21 were short listed, 11 interviewed and 5 appointed. Applicants who identified as being in a civil partnership totalled 3 none of which were shortlisted, interviewed. The remain appointment was from a applicant who identified as single
- Pregnancy and Maternity:** At the point of receiving this data information on pregnancy and/or maternity status is not requested or collated.
- Race:** Of the 6 successful applicants who were offered positions none identified has Black, Asian. We currently collect data on people of Chinese origin separately. Some other data sets include this group within the wider “Asian Category”.
- Religion and Belief** At the point of receiving this data information is not requested or collated
- Sex (Female – Male):** Of the 152 applicants 29 female of which 17 interviewed and 5 appointed. 11 males were shortlisted of which 6 were interviewed and 1 appointed.
- Sexual Orientation:** Of the 152 applicants 22 who identified as heterosexual were interviewed with 6 being appointed. Applicants who identified as LGB or not listed totalled 6 of which 1 was short listed though not appointed. 3 applicants who did not wish to disclose their sexual orientation, 1 was shorted listed but not appointed.
- Convictions:** Of the 152 applications made during this reporting period no applicants indicated that they may or may not have a conviction. There were 17 applicants who did not state if they may or may not have a conviction, of which one was appointed.
- Job advertisement Source** There was only one identifiable Equality and Diversity recruitment source that being “The Diversity Group Jobsite.” No applications came from sources which have associations with any specific protected characteristics.

Age

All applicants provided this information and represented a broad range of age groups. The majority of the 152 applicants came from the 25 - 39 age range, though most appointments came from the 50 - 54 age range. One applicant (under 20) applied and was appointed. Of the 10 applicants from the 20-24 age range, 3 were interviewed, though none were appointed.

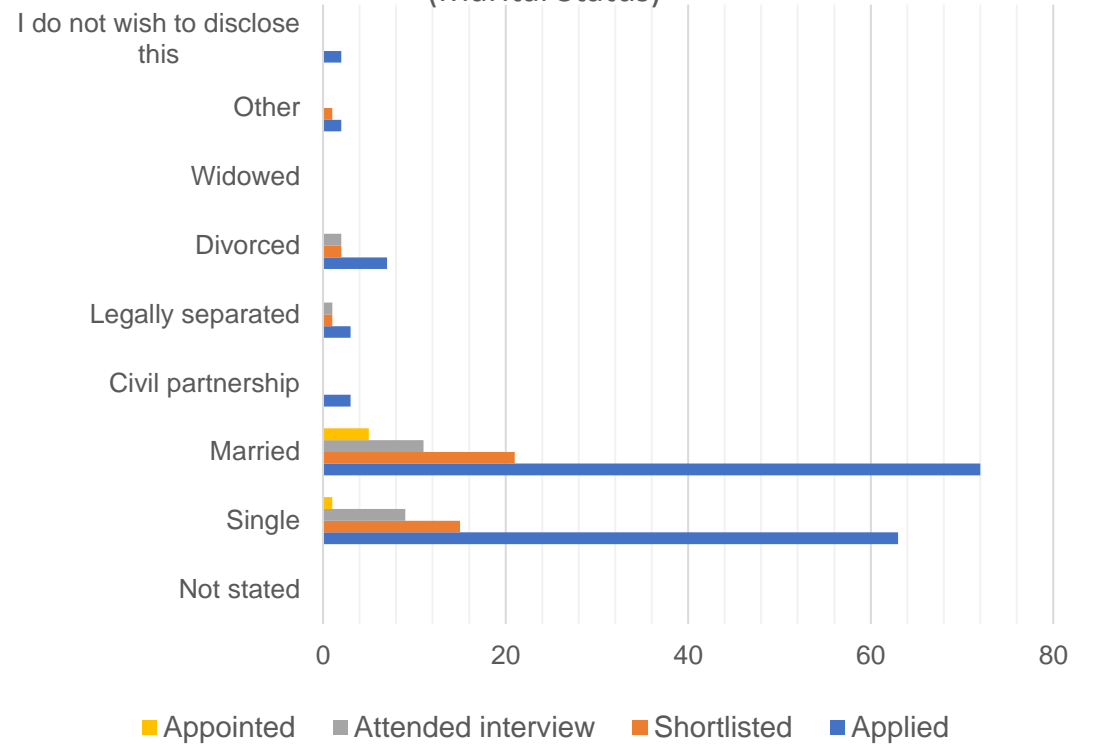
Applicants by Age



Marriage and Civil Partnership

Of the 152 applicants the majority identified as either married or single. 72 applicants identified as married of which 21 were shortlisted, 11 attended an interview and 5 appointed. There were 3 applicants who identified as being in a civil partnership none of which were shortlisted.

Applicants by Marriage and Civil Partnership (Marital Status)

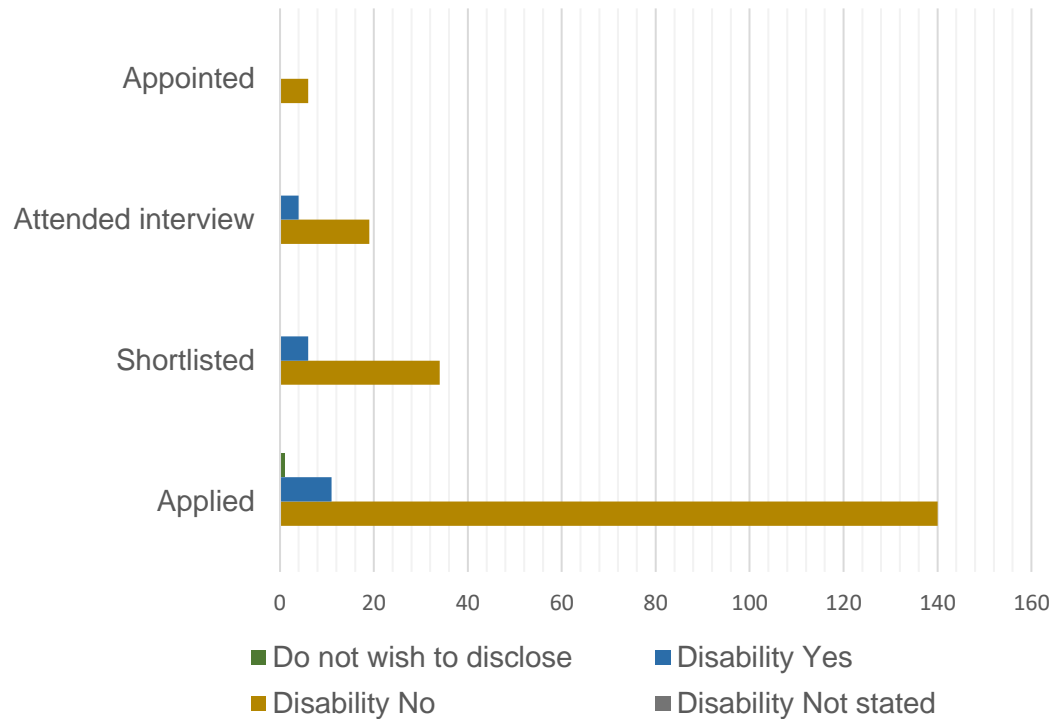


Disability

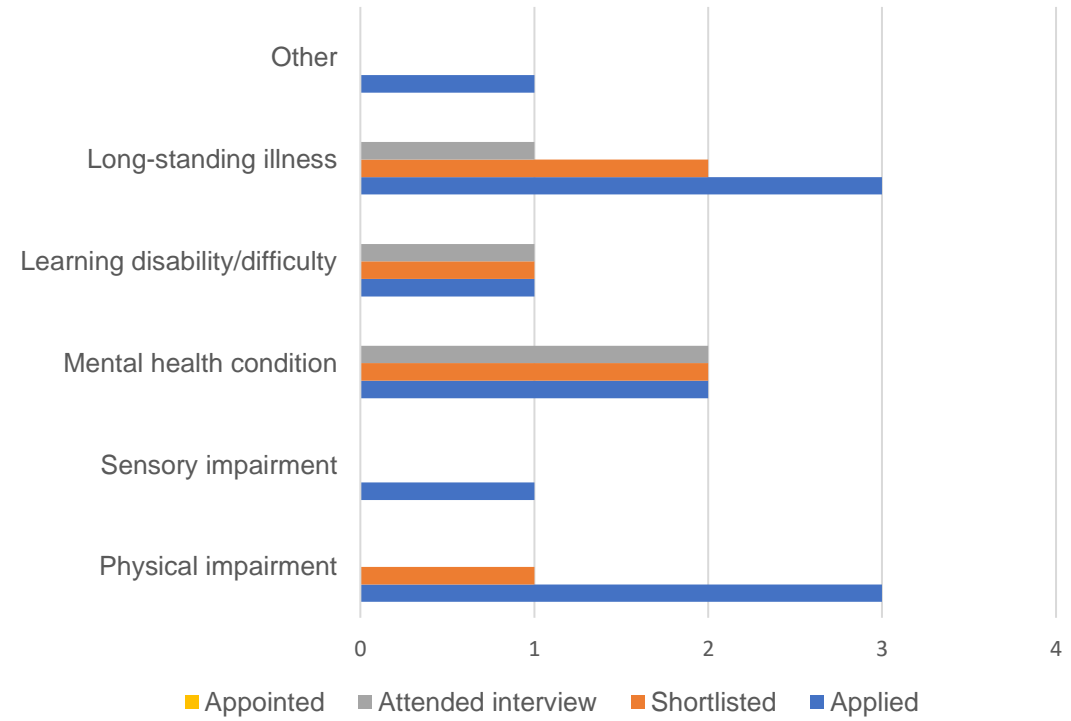
Of the 152 applicants 11 identified as having a disability of which 6 met the 'essential criteria' as described in the person specification and were shortlisted under the guaranteed interview scheme, 4 applicants attended an interview though none were appointed.

Of the 11 applicants who identified as having a disability the table below provides more specific detail regarding their specific disability.

Applicants by Disability



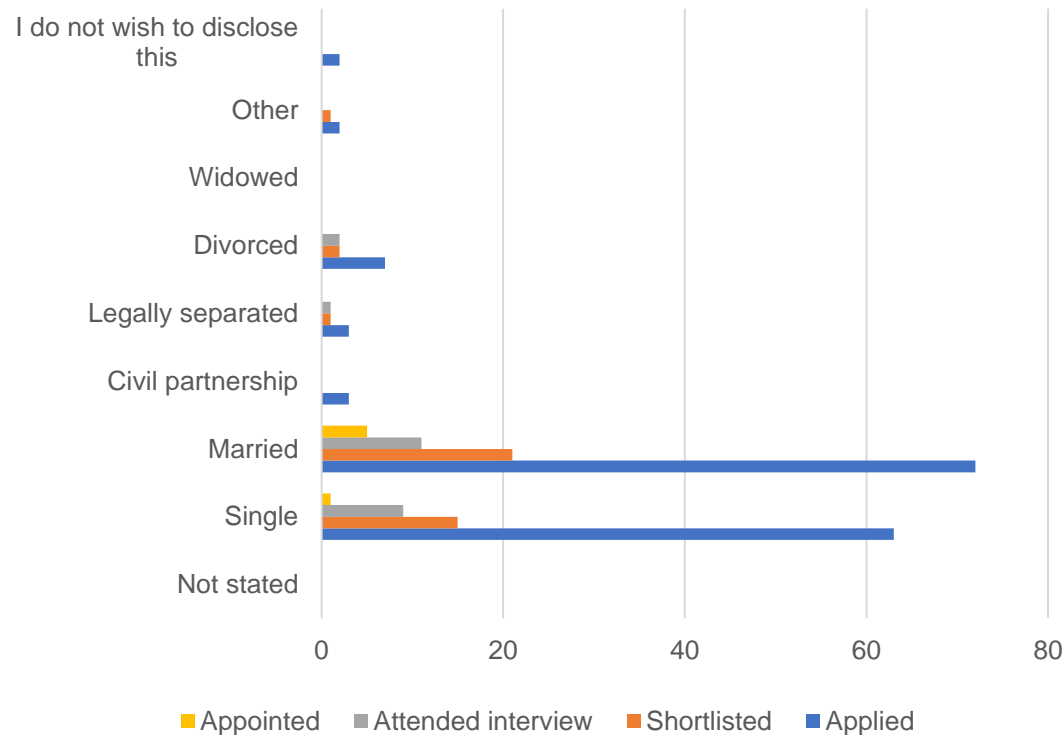
Applicants by Specific Disability



Marriage and Civil Partnership

Of the 152 applicants the majority identified as either married or single. 72 applicants identified as married of which 21 were shortlisted, 11 attended an interview and 5 appointed. There were 3 applicants who identified as being in a civil partnership no of which were shortlisted. The remaining successful applicant identified as single.

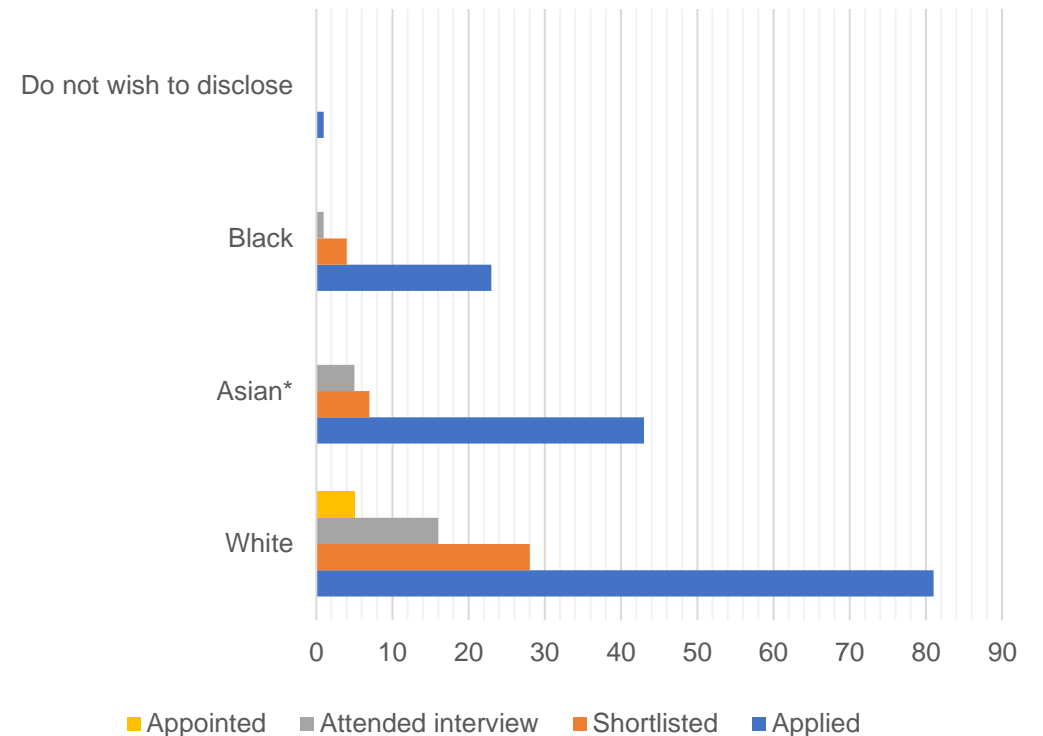
Applicants by Marital Status



Race

The information though collated by specific ethnic origins the data has been presented by broad ethnic groups

Applicants by Broad Ethnic Group

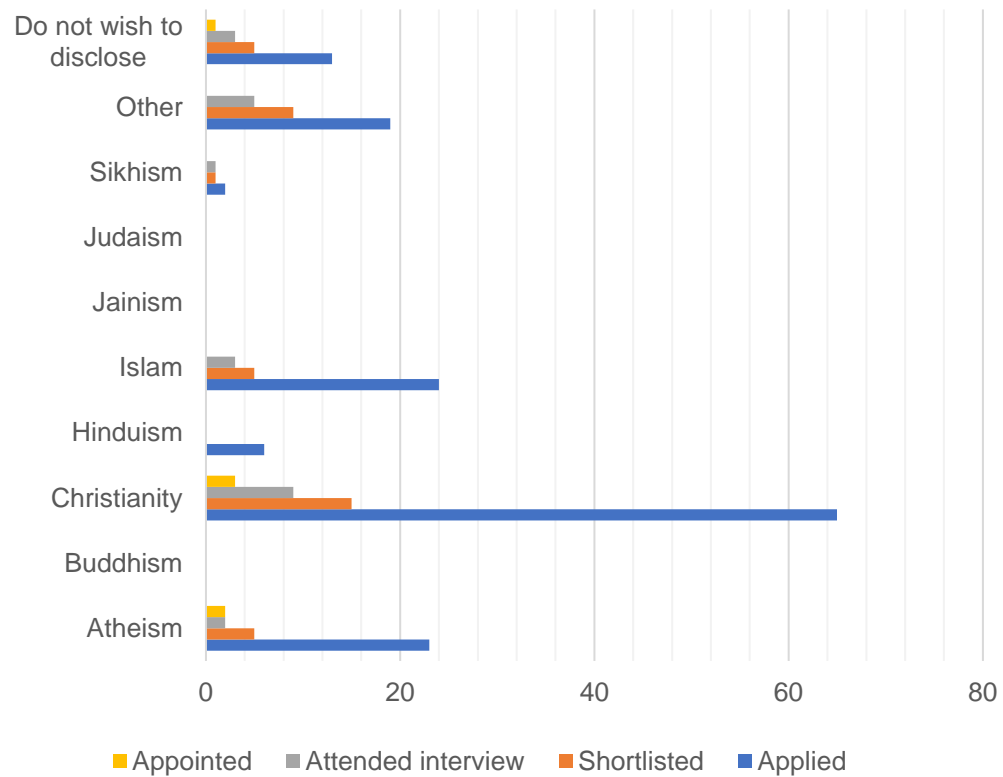


*The Census Bureau defines a person of the Asian race as “having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.”

Religion or Belief

The majority of applicants identified their religion as Christianity. Applicants who were appointed came from Christian, Atheist religions or belief systems with not wishing to disclose

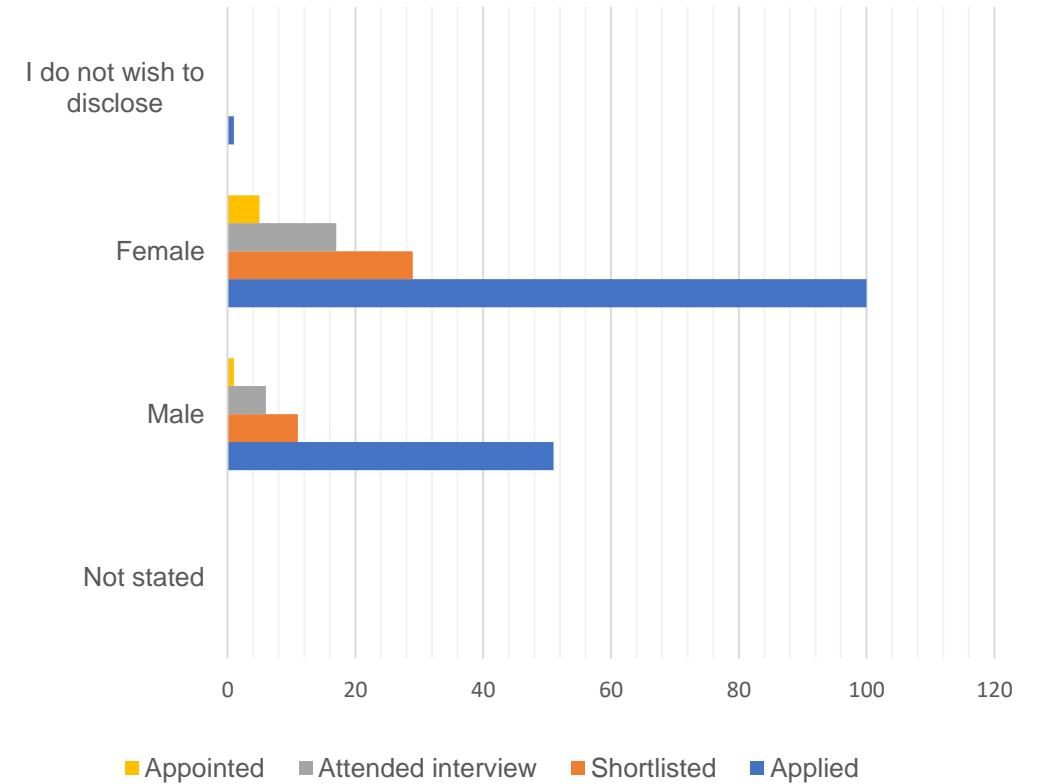
Applicants by Religion or Belief



Sex (Female Male)

Of the 152 applicants all but one identified their sex, with one applicant who did not wish to disclose this information.

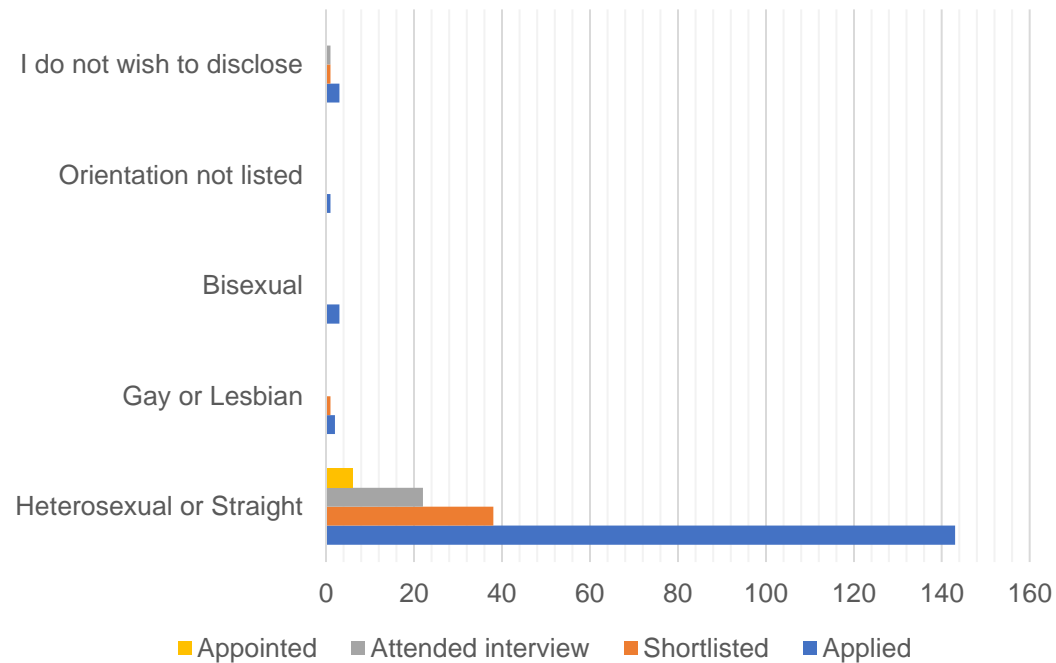
Applicants by Sex (Female and Male)



Sexual Orientation

Of the 152 applicants, 143 identified as Heterosexual or Straight of which 38 were shortlisted, 22 interviewed and 6 appointed. Applicants identifying as Gay, Lesbian, Bisexual or orientation not listed totalled 6 of which 1 was short listed though not appointed. There were 3 applicants who did not wish to disclose their sexual orientation, 1 was shorted listed but not appointed.

Applicants by Sexual Orientation



Job advertisement source

The majority of job applications come from NHS job websites 45.4% with 19.7% from Indeed Recruitment. Of the possible 40 listed sources applications came from 10 of them. There was only one identifiable Equality and Diversity recruitment source that being “The Diversity Group Jobsite.”

Where applicants sourced job advertisements

