



Liverpool University Hospitals
NHS Foundation Trust

Workforce Profile 2020/21

LIVING OUR VALUES



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Introduction

What is the Annual Workforce Profile?

The Annual Workforce Profile is information on the protected characteristics of the staff employed by the Trust. Information 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 2020 to March 2021.

Purpose of Annual Workforce Profile Report

The Annual Patient Profile is produced for a number of reasons. The most important reasons include to:

- To understand what the diversity of the Trust'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.

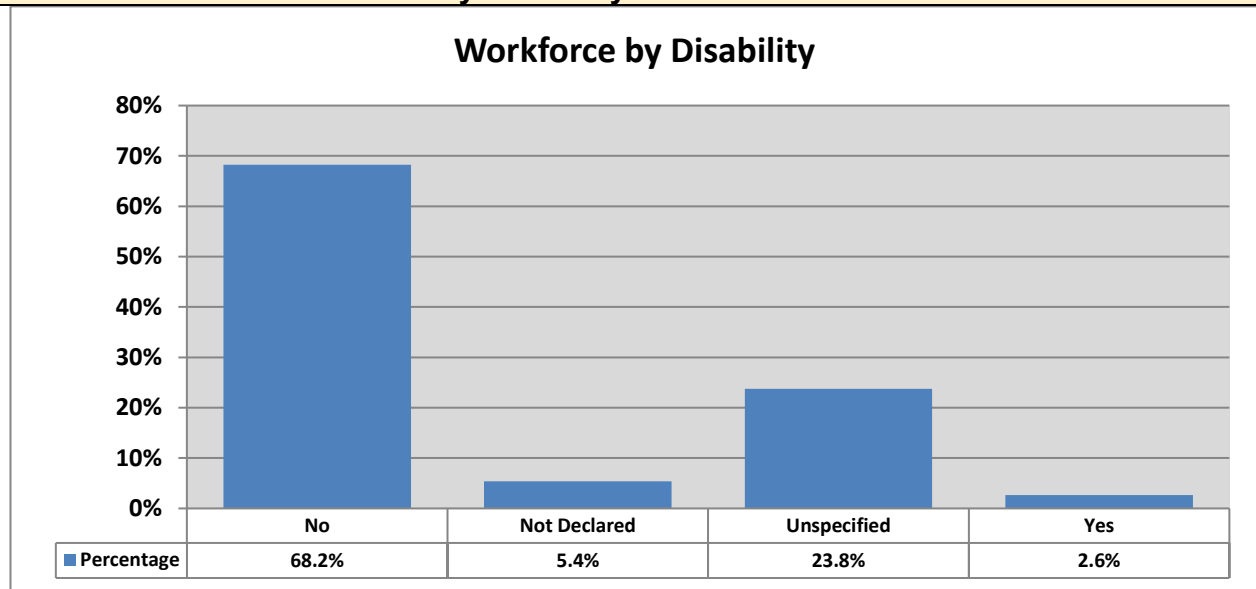
Workforce Profile Data

Workforce Composition

Table 1.1 – Trust Workforce by Age												Commentary and Analysis	
<p style="text-align: center;">Workforce by Age</p>												<p>This graph outlines the age profile of the Trust’s workforce. There is wide spread of age ranges within the Trust’s workforce. The largest age group are 21-25 year olds at just over 13%, followed by 51-55 year olds. Our youngest staff members (people 20 and under) make up just 1.8% of the workforce. While at the older end staff over 60 make up 8.4% of the workforce.</p>	
	<=20 Years	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70		>=71 Years
■ Percentage	1.8%	10.8%	13.3%	11.7%	11.3%	10.6%	10.6%	11.4%	10.2%	6.1%	1.8%		0.5%

Table 1.2 – Trust Workforce by Disability

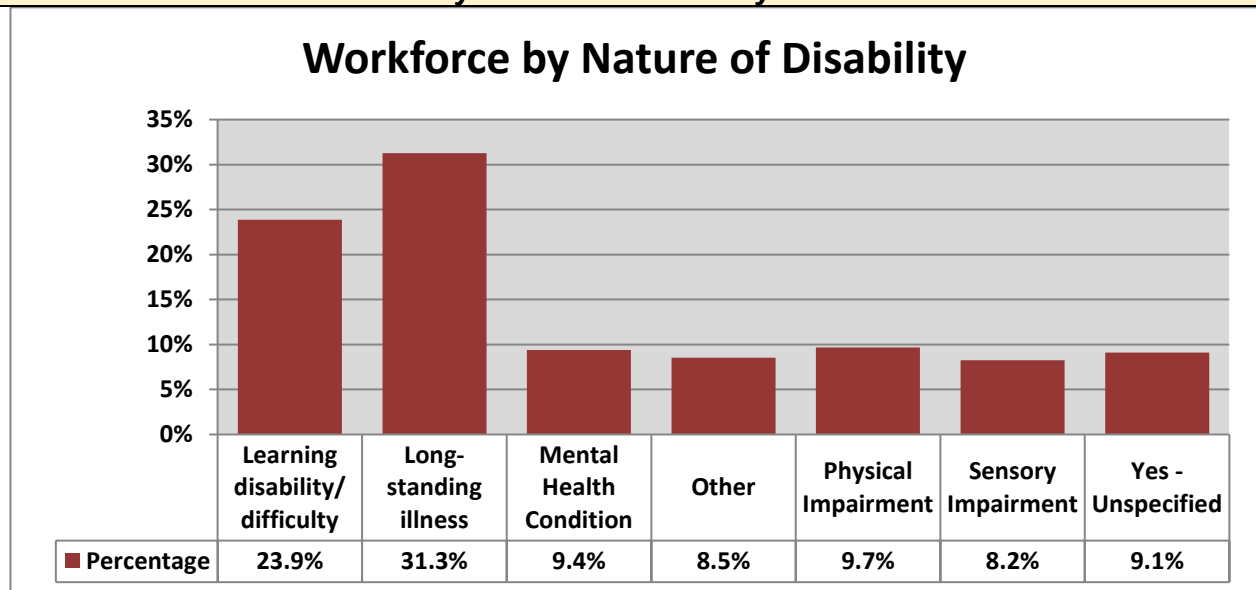
Commentary and Analysis



This graph outlines the Trust’s workforce by disability. Staff who have declared a disability make up 2.6% of the Trust’s workforce. There is a large proportion of staff who have not stated whether or not they have a disability (29.2%). Thus this data need to be treated with caution.

Table 1.2a – The Workforce by Nature of Disability

Commentary and Analysis

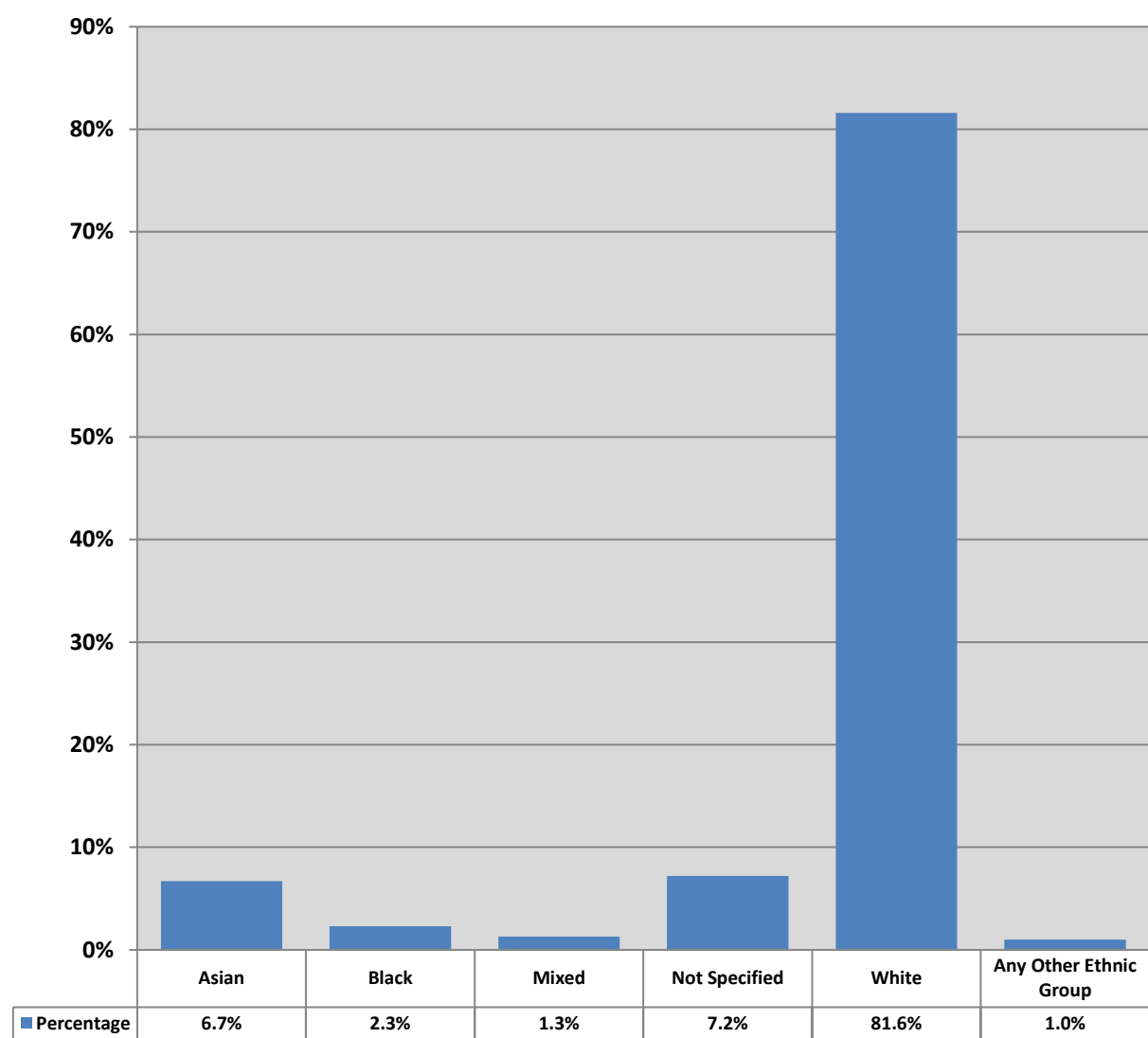


This graph looks at the nature of the disabilities of staff who have declared that they have one or more disabilities. The largest group are people with long standing illness (31.3%), followed by people learning disability/difficulty (23.9%).

Table 1.3 – Trust Workforce by Ethnicity

Commentary and Analysis

Workforce by Ethnicity



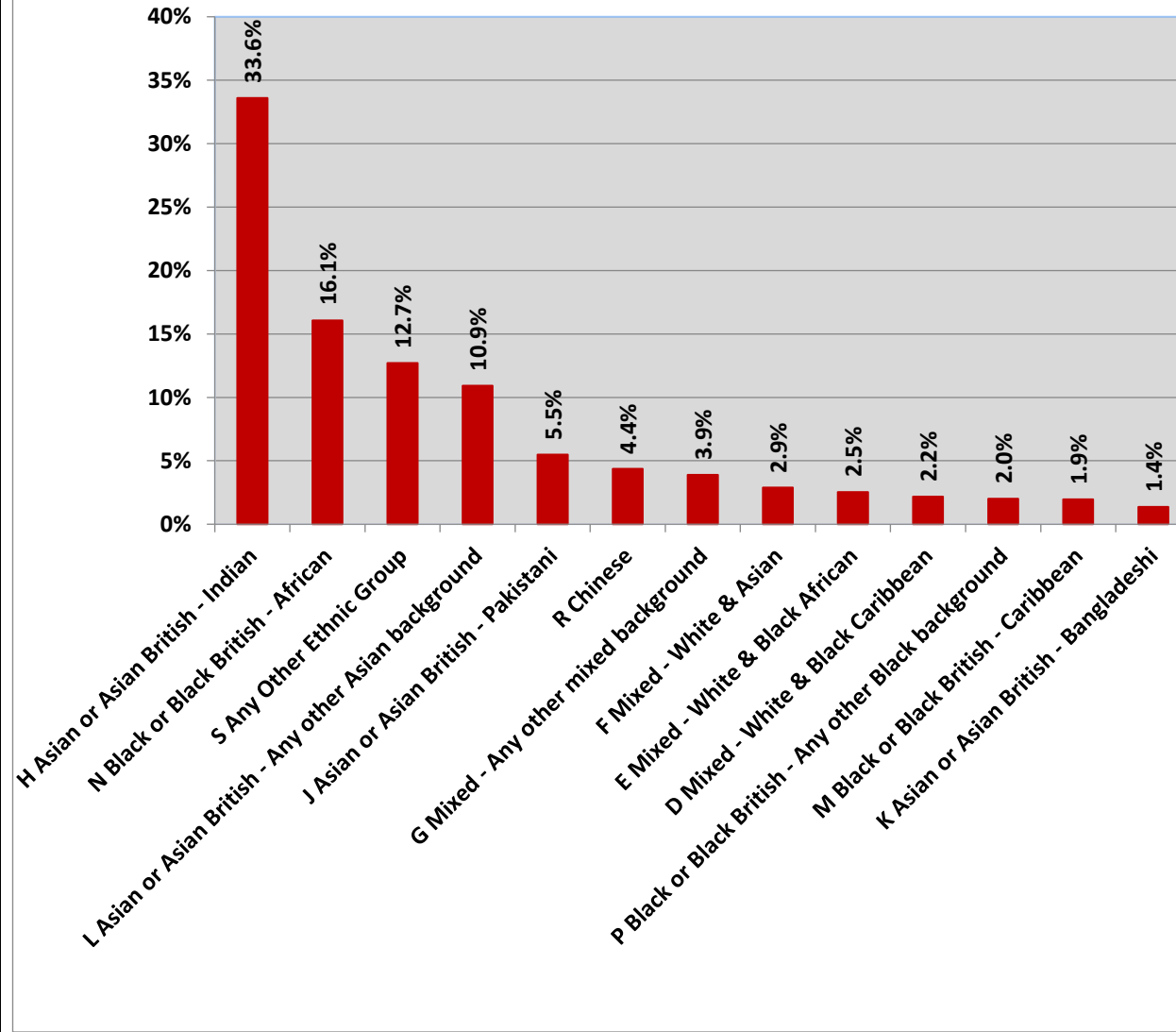
This graph outlines the ethnicity profile of the Trust's workforce by the broad ethnic profiles.

The majority of staff are from a white ethnic background (81.6%). Our records show that Black, Asian and minority ethnic staff make up 11.3% of LUHFTs workforce. Within the ethnic groups, Asian/Asian British is the largest at 6.7% followed by Black/Black British 2.3%.

Table 1.3a – Breakdown of the Ethnic Minority Workforce

Commentary and Analysis

Workforce Ethnic Minority Breakdown



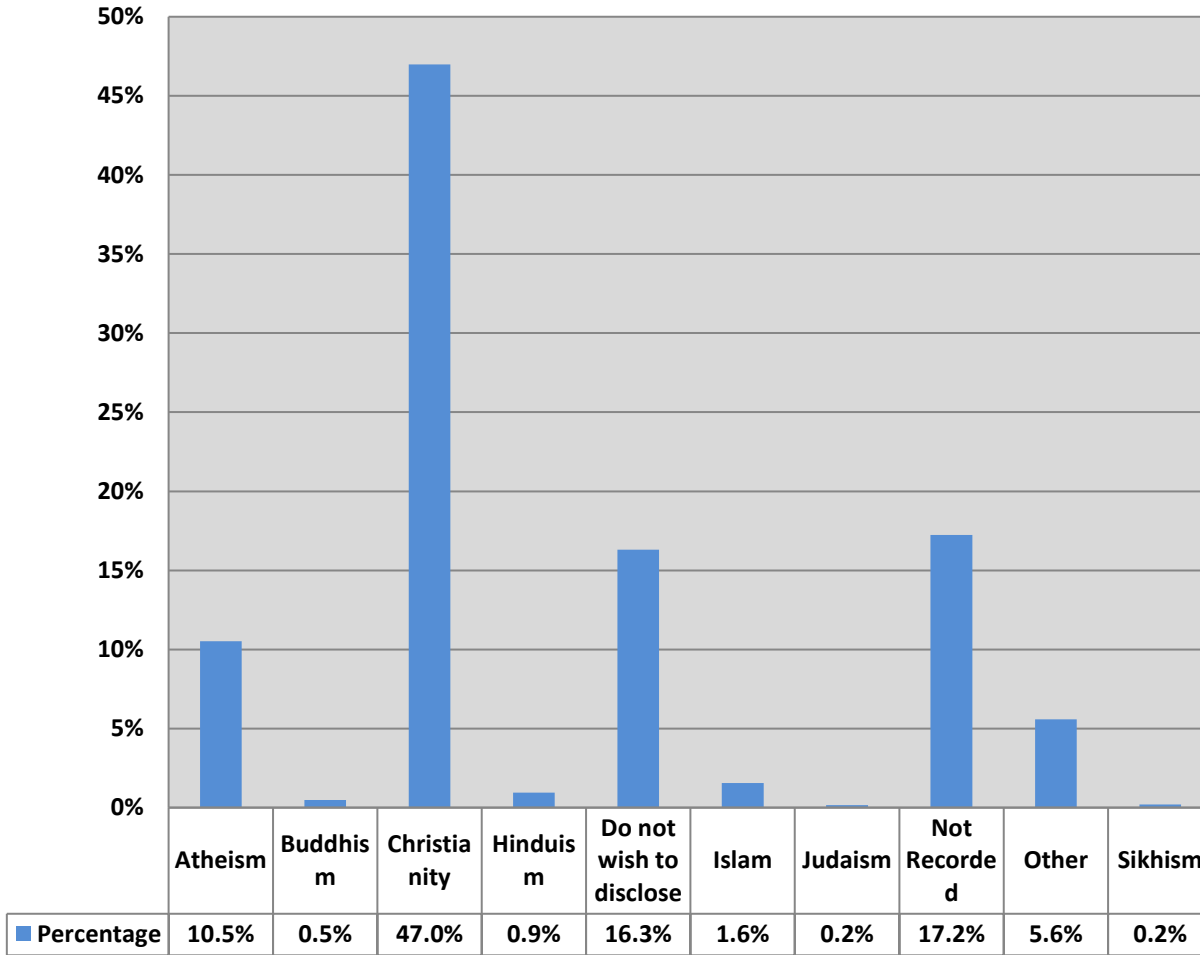
This table provides a breakdown of the different ethnic groups within the Trust.

The largest ethnic minority group within the Trusts workforce are people from an Asian- Indian background at 33.6%, followed by Black-African at 16.1%.

Table 1.4 – Trust Workforce by Religion and Belief

Commentary and Analysis

Workforce by Religion



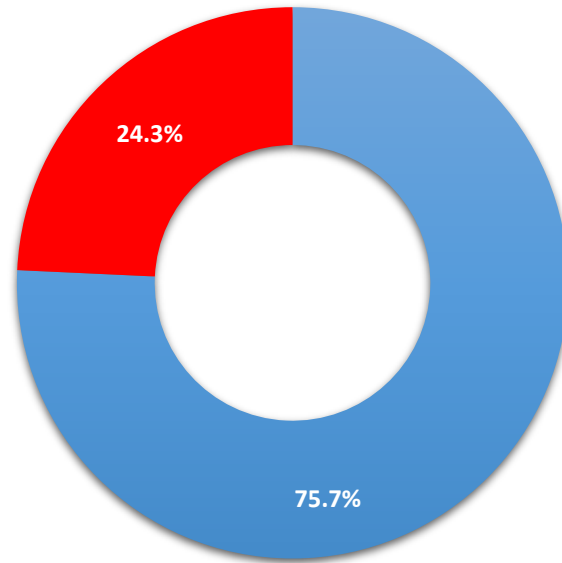
This table provides information on the religious beliefs of our workforce.

The largest religious group is Christianity at 47%. There is a high number of staff who have not recorded their religious beliefs (17.2%) or do not wish to disclose (16.3%) which has an impact on the quality of this data.

Table 1.5 – Trust Workforce by Sex

Commentary and Analysis

Workforce by Sex



■ Female ■ Male

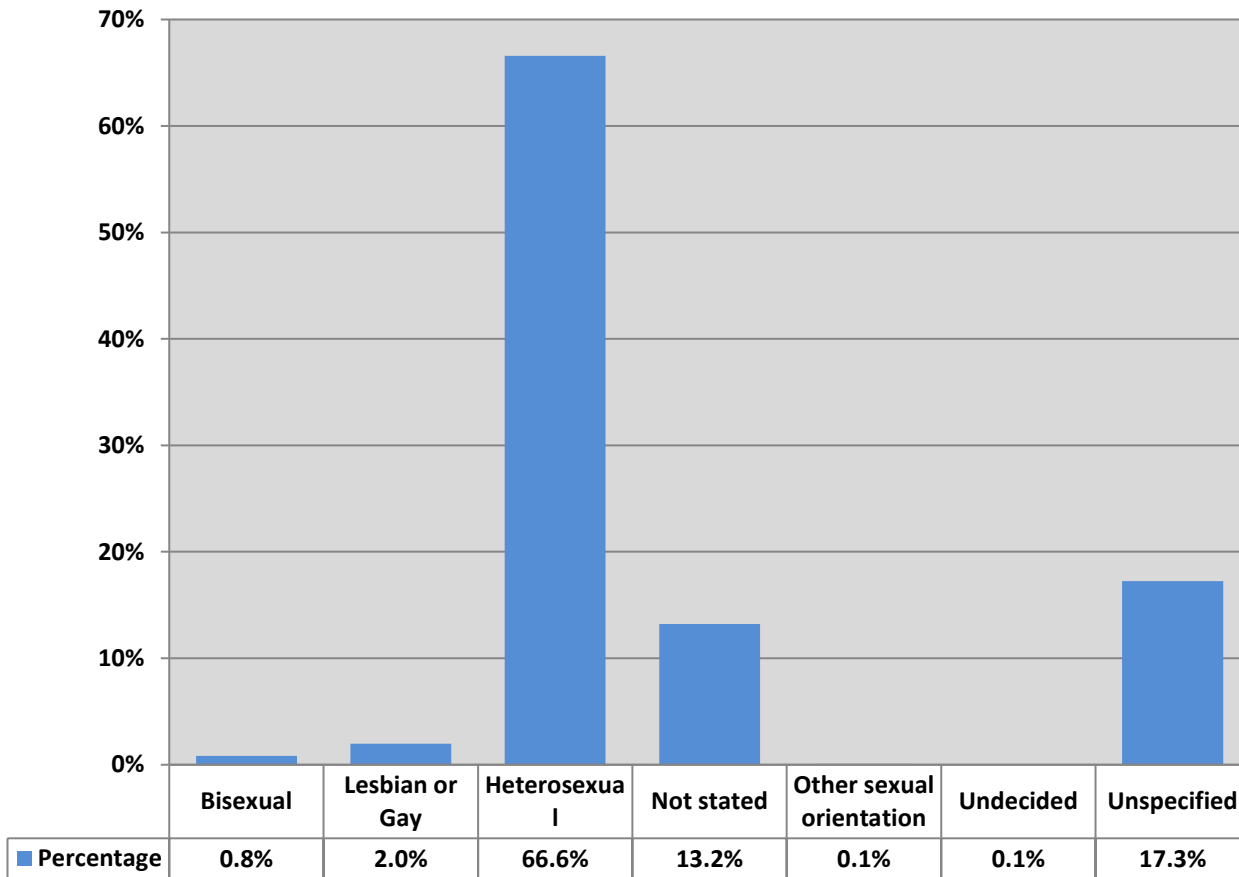
This table provides a breakdown of the workforce by sex.

Similar to other NHS organisations, the Trust has a predominantly female workforce at 75.7%.

Table 1.6 – Trust Workforce by Sexual Orientation

Commentary and Analysis

Workforce by Sexual Orientation



This table provides information on the sexual orientation of LUHFT’s workforce.

According to the electronic staff record, the largest group is heterosexual at 66.6%.

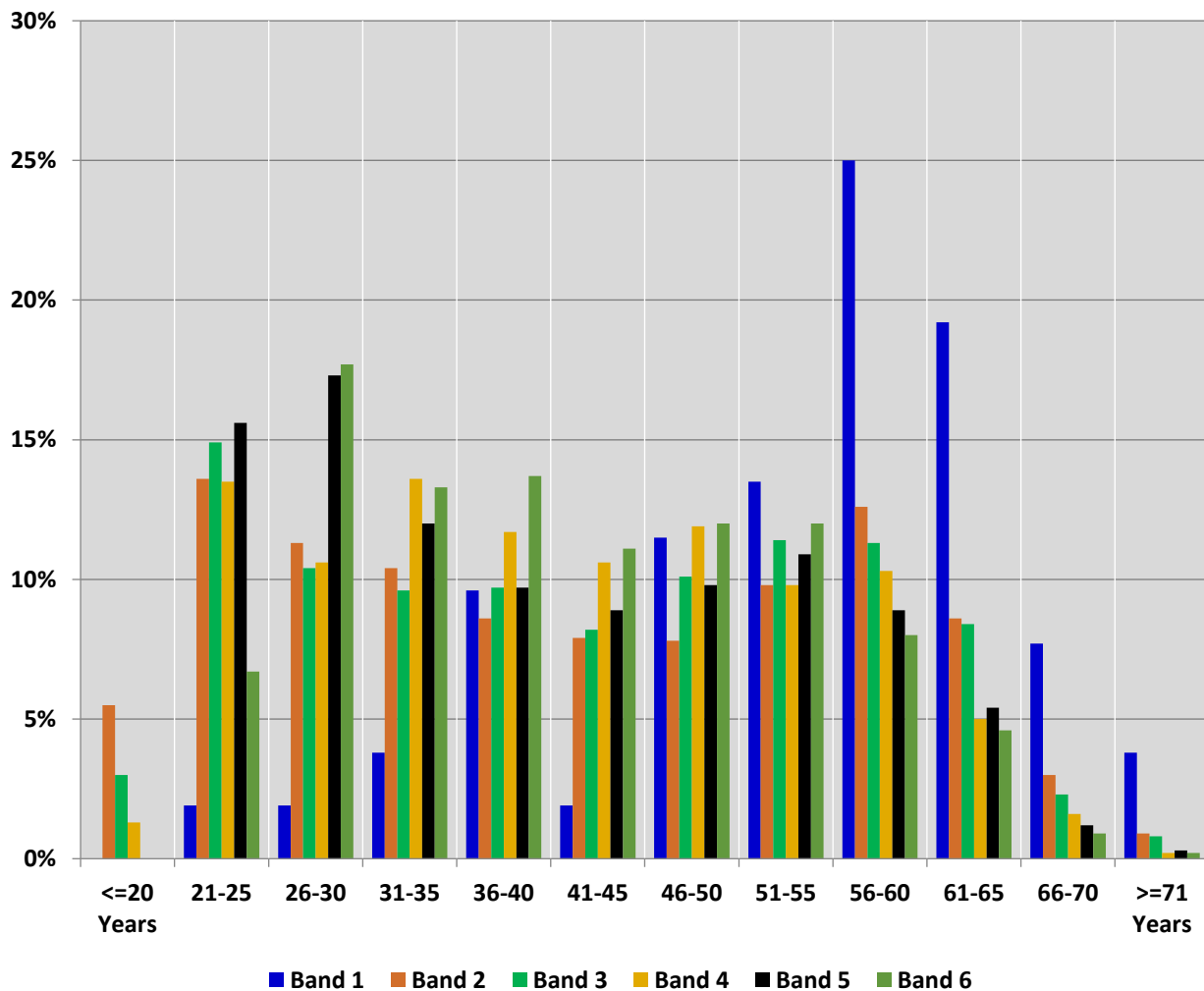
2% of the workforce stated they are lesbian or gay and 0.8% is bi-sexual.

There is a large percentage of the workforce who have not updated their sexual orientation (30.5%) and therefore this has an impact on the quality of the data.

Workforce by Agenda for Change Pay Band or Medical Grade

Table 2.1a – Trust Workforce by Age, Bands 1-6

Age by Pay Bands 1 - 6



Commentary and Analysis

This table provides further analysis of age in pay bands 1 – 6.

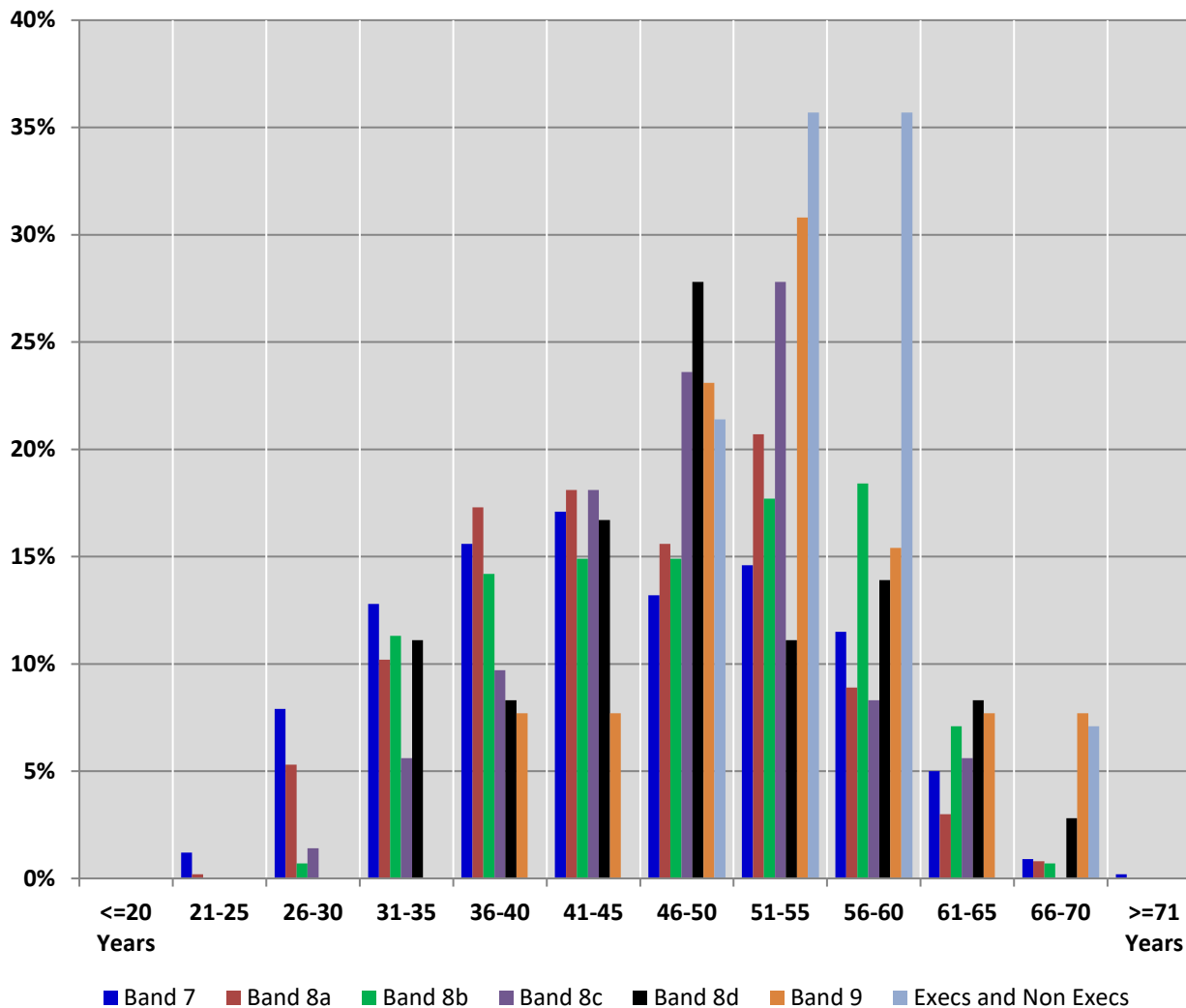
In general, the workforce tends to be younger in the lower age bands. However, there are large numbers in Bands 5 and 6 as this is when qualified clinical staff pay grades start.

The highest number of Band 1 posts is within the 56-60 age bracket (25%).

Table2.1b – Trust Workforce by Age, Bands 7-9 and Execs and Non Execs

Commentary and Analysis

Age by Pay Bands 7 - 9 and Execs & Non Execs



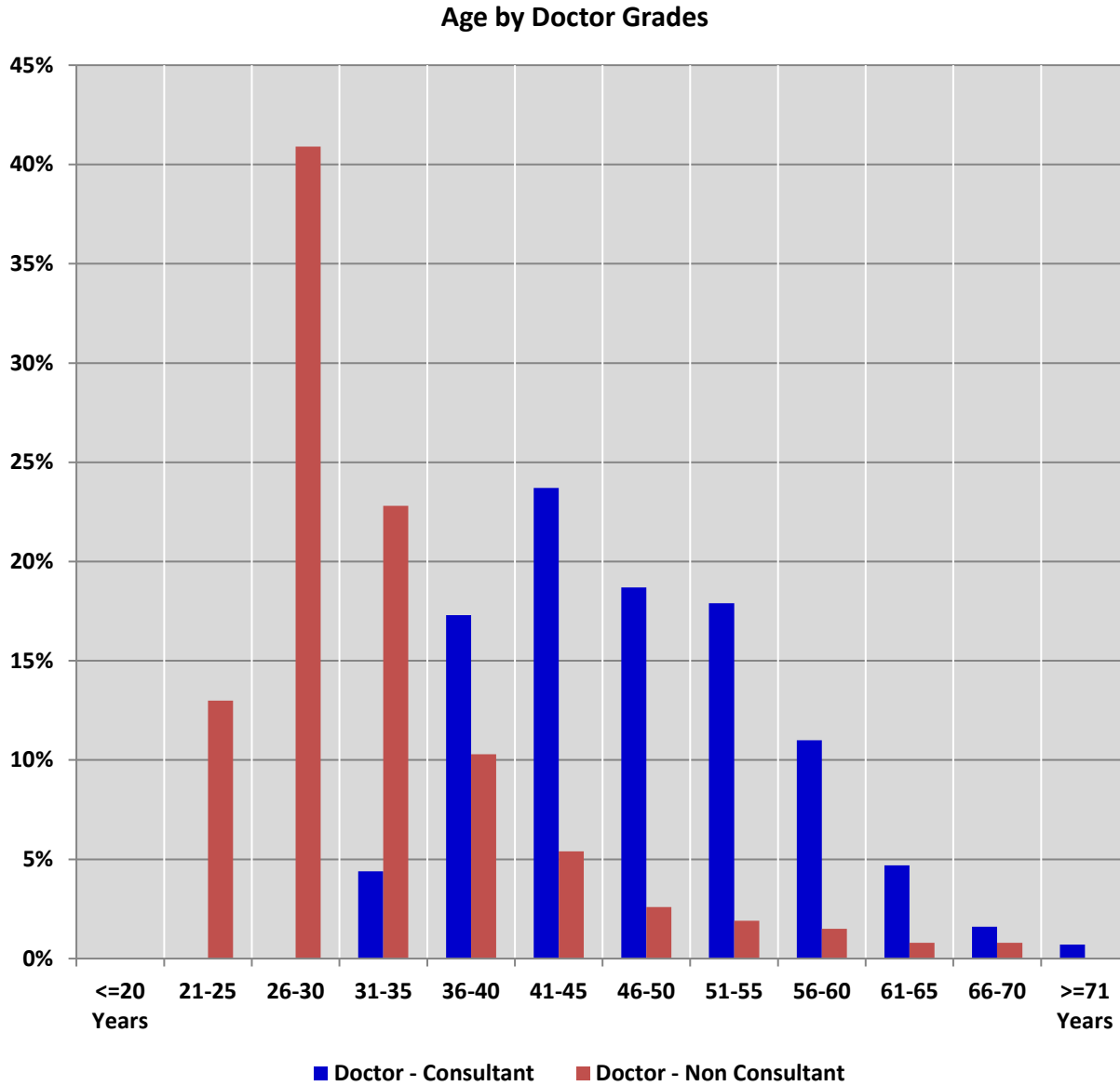
The data in the table shows that the workforce is older in the Agenda for Change (AfC) and Execs and Non-Execs. In general the higher the pay band, the older the workforce is.

If we look at Bands 9 and 8d, there are no staff under the age of 36. For Execs and Non Execs, there are no staff under the age of 46.

Age 41 – 45 has the highest number of Band 7 staff, closely followed by 36-40. There are no Band 7 staff below the age of 21. We have a small number of Band 7 staff over the age of 66 (1.1%).

Table 2.1c – Trust Doctors by Age and Grade

Commentary and Analysis



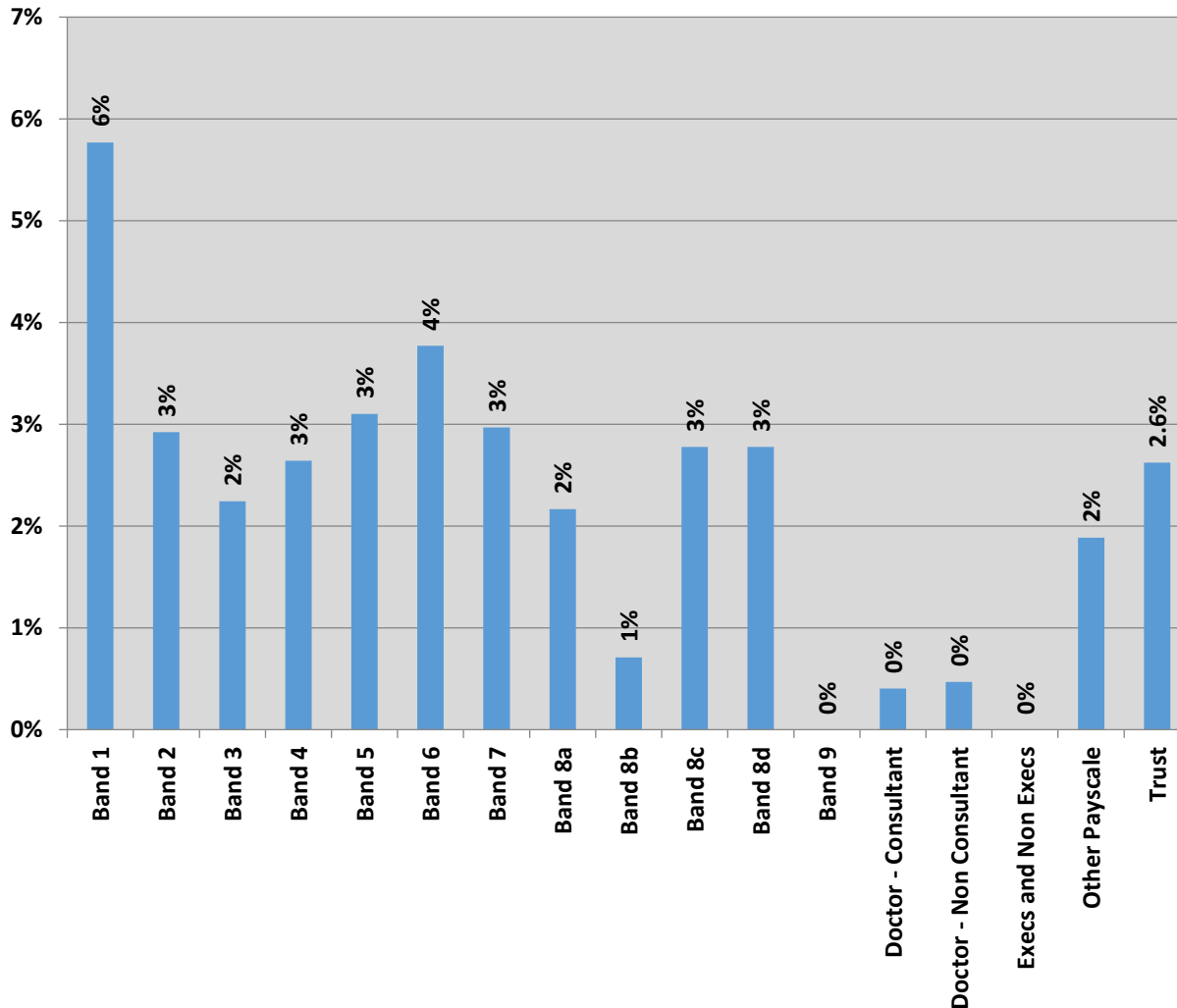
Overall, non-consultant doctors are younger than consultants. We can see that as the age ranges increase, the proportion of non-consultant reduces.

There are no consultant doctors under the age of 31 and the overwhelming proportion of consultant grade doctors are within the age ranges 41-45 (23.7%) and 46-50 (18.7%).

Table 2.2 – Trust Workforce by Disability and Pay Band/Grade

Commentary and Analysis

Disabled Staff by Pay Grade



The Trust has 2.6% of its workforce with a recorded disability. Bands 1 and 6 have the highest proportion of disabled staff. There are no disabled staff in Bands 9 and the VSM (Very Senior Manager) group.

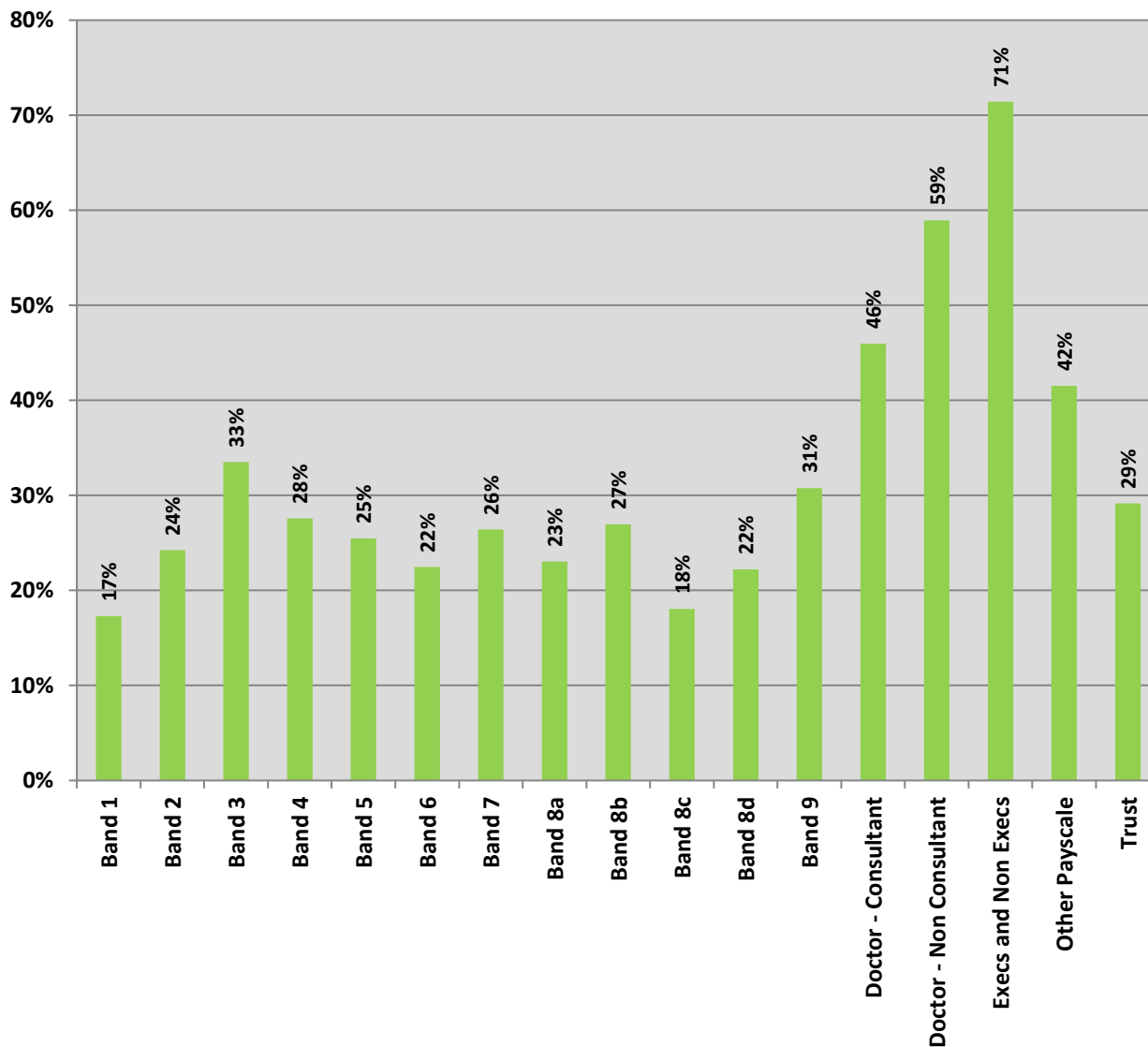
Consultant doctors have 1% recorded disability and 2% for non-consultant doctors.

The low levels of disability reporting within the Trust impacts the quality of this data.

Table 2.2a – Trust Staff with a Unknown Disability Status by Pay Band/Grade

Commentary and Analysis

Staff with Unknown Disability Status by Pay Grade



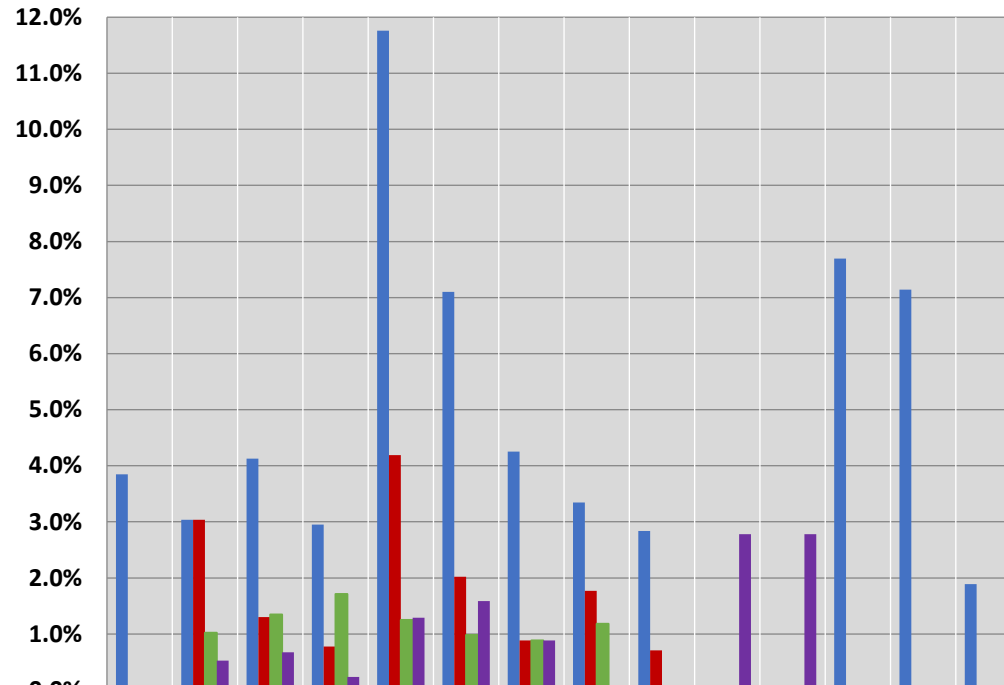
This graph shows the distribution of unknown disability status in the Trust.

The highest level of unknown disability is amongst Execs and Non Execs and both Consultant and Non-Consultant groups. The lowest levels of unknown disability status are amongst AfC Bands 8c and 1.

Table 2.3 – Ethnic Minority Staff by Agenda for Change Banding

Commentary and Analysis

Ethnic Minority Staff by AfC Band and Execs & Non Execs



	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Execs and Non Execs	Other
Asian	3.8%	3.0%	4.1%	3.0%	11.8%	7.1%	4.3%	3.3%	2.8%	0.0%	0.0%	7.7%	7.1%	1.9%
Black	0.0%	3.0%	1.3%	0.8%	4.2%	2.0%	0.9%	1.8%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Mixed	0.0%	1.0%	1.3%	1.7%	1.2%	1.0%	0.9%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Any Other Ethnic Group	0.0%	0.5%	0.7%	0.2%	1.3%	1.6%	0.9%	0.0%	0.0%	2.8%	2.8%	0.0%	0.0%	0.0%

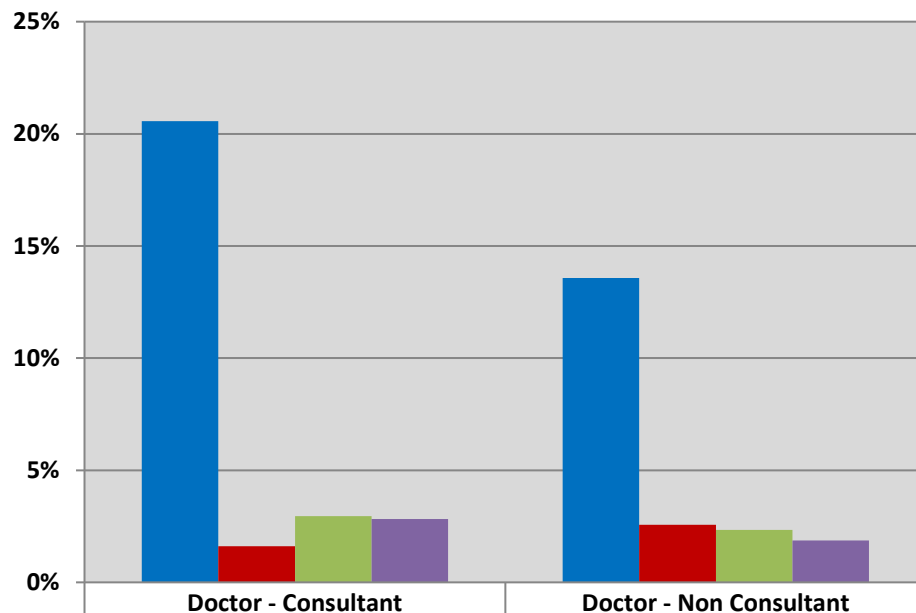
This chart outlines the ethnic diversity of LUHFTs workforce in both Agenda for Change pay bands and Exec/Non Exec groups.

The greatest diversity is within Bands 5 – 7. The least diverse groups are Bands 8c and 8d.

Table 2.3a – Trust Ethnic Minority Doctors by Pay Grade

Commentary and Analysis

Ethnic Minority Doctors by Pay Grade



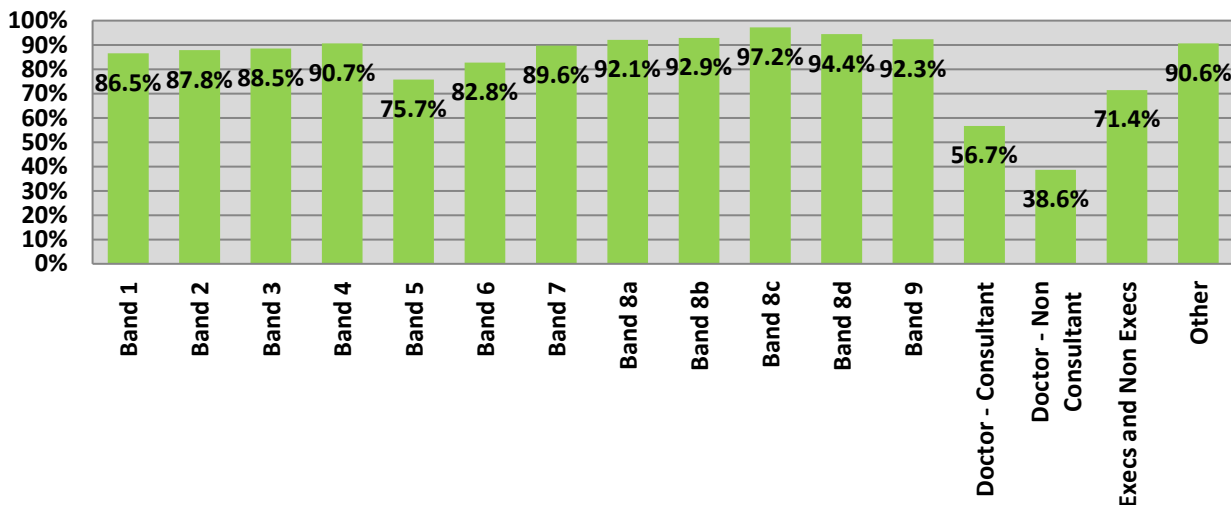
There are higher levels of ethnic diversity amongst the medical workforce compared to the non-medical workforce.

The largest ethnic group represented within the medical workforce is the Asian/Asian British group, followed by other ethnic groups within the Consultant group and Black/Black British within the Non-Consultant group.

	Doctor - Consultant	Doctor - Non Consultant
■ Asian	20.6%	13.6%
■ Black	1.6%	2.6%
■ Mixed	3.0%	2.3%
■ Any Other Ethnic Group	2.8%	1.9%

Table 2.3b – White Staff by Pay band or Grade

White Staff by Pay Band/Grade

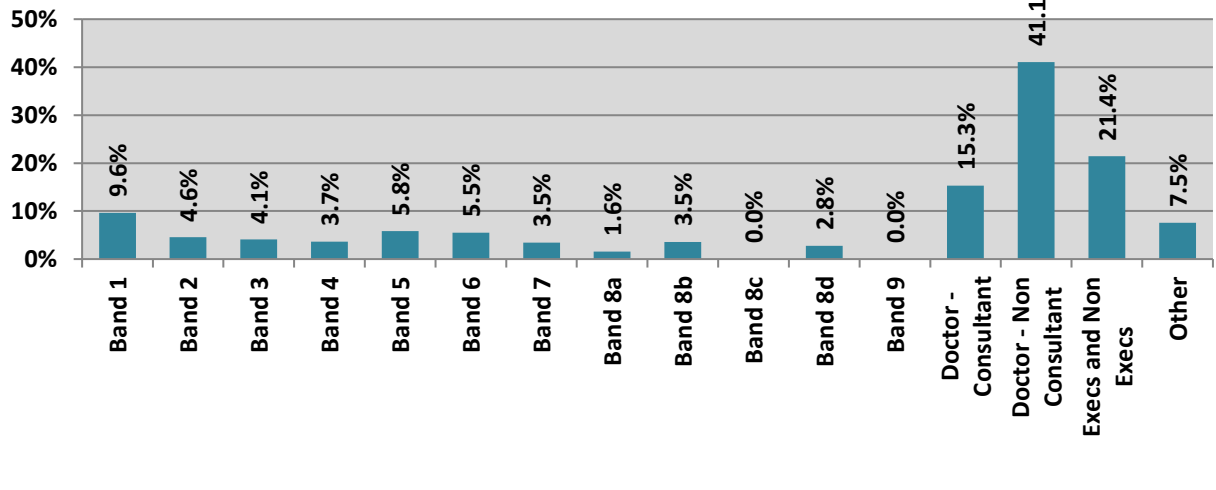


Commentary and Analysis

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

Table 2.3c – Trust Staff Ethnicity Unknown

Staff Without a Recorded Ethnicity by Pay Grade



Commentary and Analysis

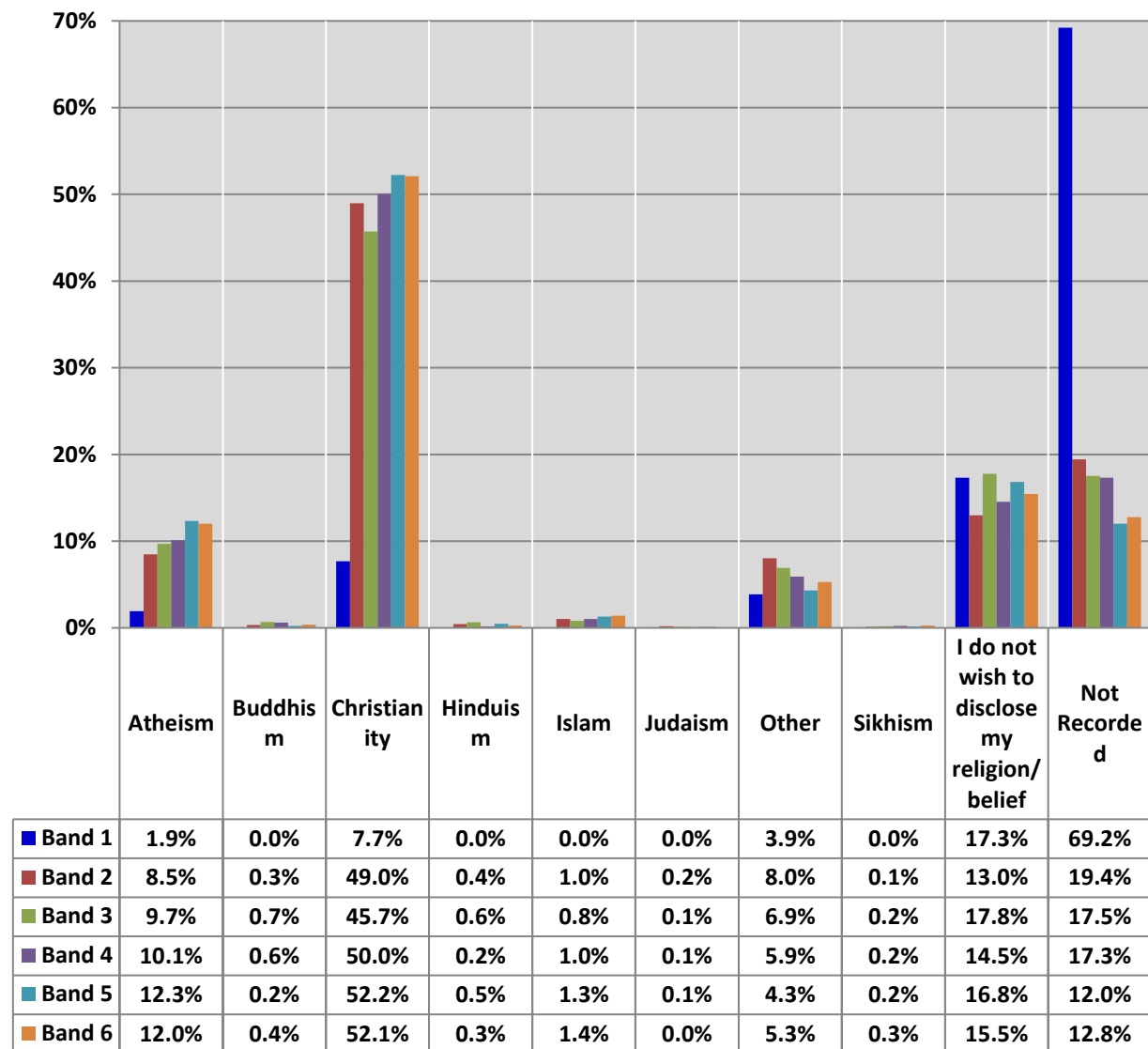
Staff within higher pay bands are less likely to state their ethnicity compared to staff in lower pay bands.

There are high levels of non-declaration of ethnicity amongst the medical workforce; non-consultant doctors have the highest level within the workforce.

Table 2.4a – Trust Staff by Religion and Belief Pay Bands 1-6

Commentary and Analysis

Staff Religion by Bands 1 - 6



This chart outlines the religion or belief of staff in Agenda for Change pay bands 1 – 6.

Christian staff are the largest group and are distributed evenly across all pay bands with the exception of Band 1 (7.7%).

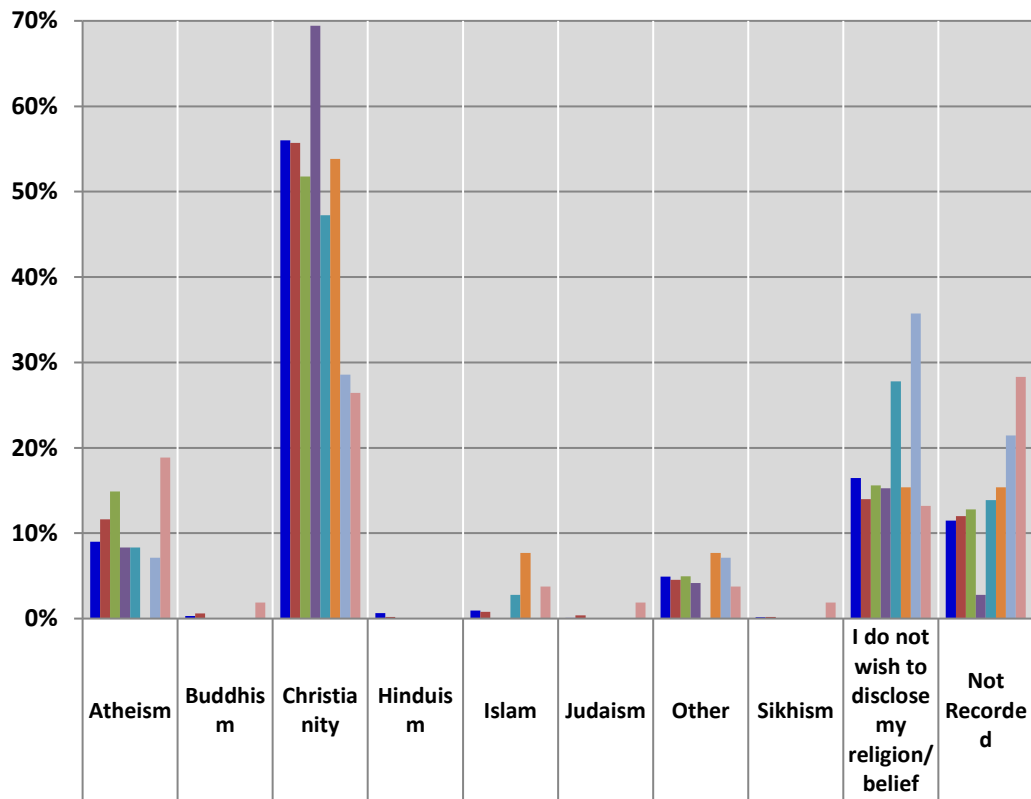
Staff who state they are Atheists are the second largest group with Bands 5/6 having the highest proportion.

Staff who have not stated what their faith/belief is are a significant group within each of the pay bands.

Table 2.4b – Trust Staff by Religion and Belief Pay Bands 7-9 and Execs and non Execs

Commentary and Analysis

Staff Religion by Bands 7-9 and Execs & Non Execs



This chart outlines the religion of belief of staff in the higher Agenda for Change pay bands 7 – 9 and Execs/Non Execs,

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

The highest percentage of people not wishing to disclose information regarding their religion or belief is within the Exec/Non Exec pay band (35.7%)

	Atheism	Buddhism	Christianity	Hinduism	Islam	Judaism	Other	Sikhism	I do not wish to disclose my religion/belief	Not Recorded
Band 7	9.0%	0.3%	56.0%	0.6%	1.0%	0.1%	4.9%	0.2%	16.5%	11.5%
Band 8a	11.6%	0.6%	55.7%	0.2%	0.8%	0.4%	4.5%	0.2%	14.0%	12.0%
Band 8b	14.9%	0.0%	51.8%	0.0%	0.0%	0.0%	5.0%	0.0%	15.6%	12.8%
Band 8c	8.3%	0.0%	69.4%	0.0%	0.0%	0.0%	4.2%	0.0%	15.3%	2.8%
Band 8d	8.3%	0.0%	47.2%	0.0%	2.8%	0.0%	0.0%	0.0%	27.8%	13.9%
Band 9	0.0%	0.0%	53.9%	0.0%	7.7%	0.0%	7.7%	0.0%	15.4%	15.4%
Execs and Non Execs	7.1%	0.0%	28.6%	0.0%	0.0%	0.0%	7.1%	0.0%	35.7%	21.4%
Other Payscale	18.9%	1.9%	26.4%	0.0%	3.8%	1.9%	3.8%	1.9%	13.2%	28.3%