

# Gender @ LTHT - Staff

April 2016 - March 2017\*



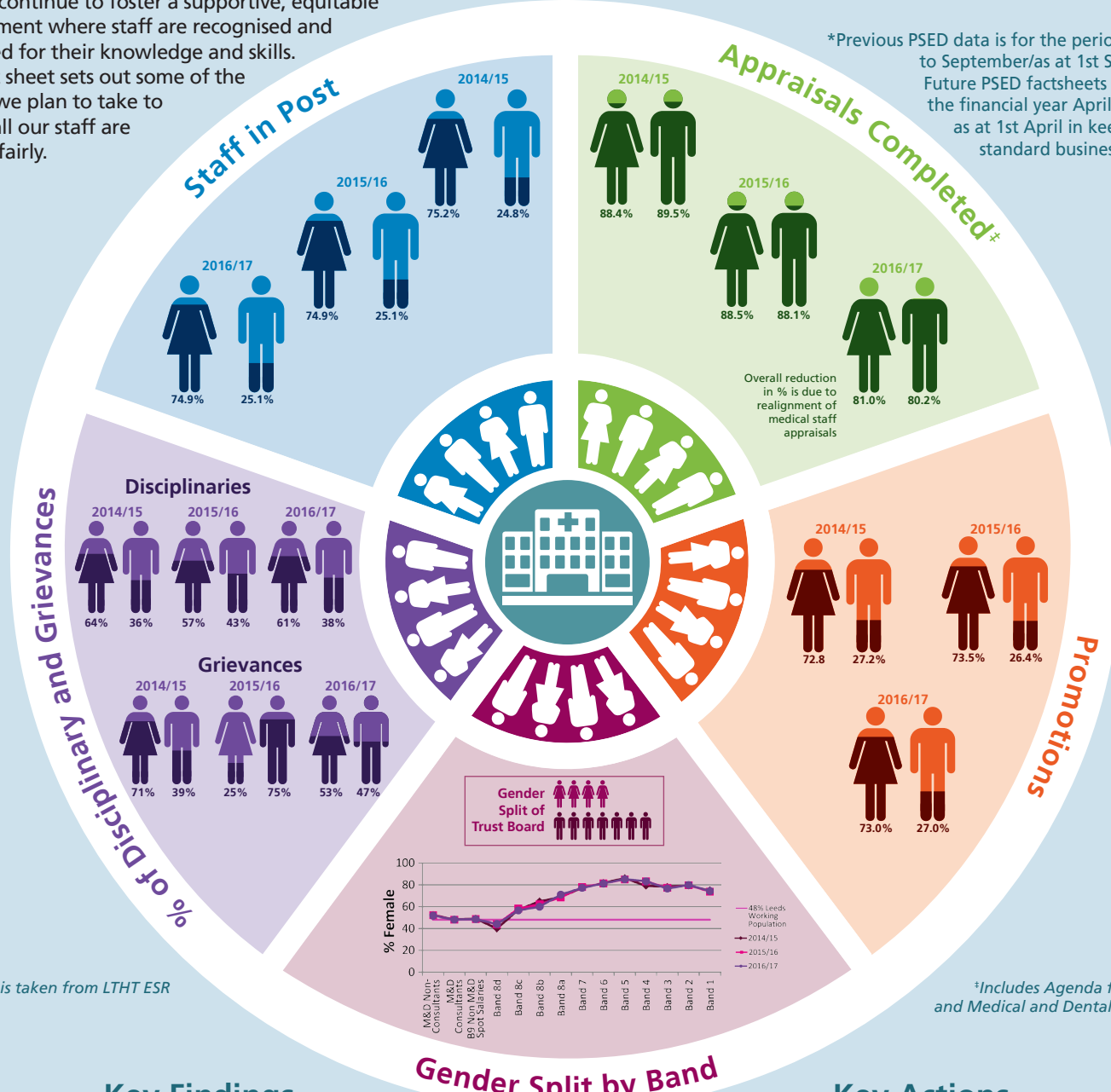
The Leeds Teaching Hospitals  
NHS Trust

Leeds Teaching Hospitals are proud to be one of the most diverse employers in Leeds, employing staff across all protected groups. Women are well represented at Board level and in senior positions and BAME staff make up a larger proportion of the workforce than would be expected from our local population.

We will continue to foster a supportive, equitable environment where staff are recognised and rewarded for their knowledge and skills.

This fact sheet sets out some of the actions we plan to take to ensure all our staff are treated fairly.

\*Previous PSED data is for the period October to September/as at 1st September. Future PSED factsheets will be for the financial year April to March/as at 1st April in keeping with standard business practice.



All data is taken from LTHT ESR

<sup>‡</sup>Includes Agenda for Change and Medical and Dental appraisals

## Key Findings

- Women make up 75% of the Trust's workforce, there is a roughly even gender split in the most senior roles. The proportion of women varies across the paybands.
- As at 1st April 2017, the gender split of the Trust's Board was 6:7. This included one temporary acting up position held by a woman.
- Men were more likely to have been involved in a disciplinary or grievance than women, the percentage of men involved in a disciplinary has increased from 36% of the total in 2014/15, 43% in 2015/16 to 47% in 2016/17.
- We are seeing excellent rates of appraisal completion in both genders and good levels of satisfaction with the quality of appraisals.
- New Shared Parental Leave legislation gives men the right to take parental leave. We are not seeing our male staff take up this option in the numbers we would expect, but it has increased from 1% to 4% over the last six months.

## Key Actions

- Continue the Trust's talent management programme Talent@ Leeds. Use the Leeds Female Leaders Network to encourage women to step into leadership roles.
- Publish the Trust's Gender Pay Gap Report in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- Pay due regard to gender in the providing of relevant leadership opportunities, including the recently launched NHS Insight Improvement Programme and Shadow Board Programme.
- Roll out the Trust's HR training for managers to ensure that HR processes are applied equitably.
- A series of briefing sessions have been rolled out and will continue to engage staff with the appraisal process and highlight the importance of preparing for and receiving appraisals. In addition, further training for managers will be provided to ensure all staff receive a quality appraisal.
- Raise awareness of shared parental leave entitlements through our training and communications.

## Sexual Orientation @ LTHT - Staff 2016/17

Whilst the numbers of staff who tell us their sexual orientation is increasing, we are aware that the data we hold in ESR is not accurate enough to draw conclusions. Activity is on-going in reducing the gap at the same time as ensuring the work environment is a fair and equitable place for our lesbian, gay, bisexual and questioning staff and LGBTQ allies. We continue to work with Yorkshire MESMAC and have become a Stonewall Diversity Champion to assist us on this continuous journey.

