

Religion/Belief @ LTHT - Staff

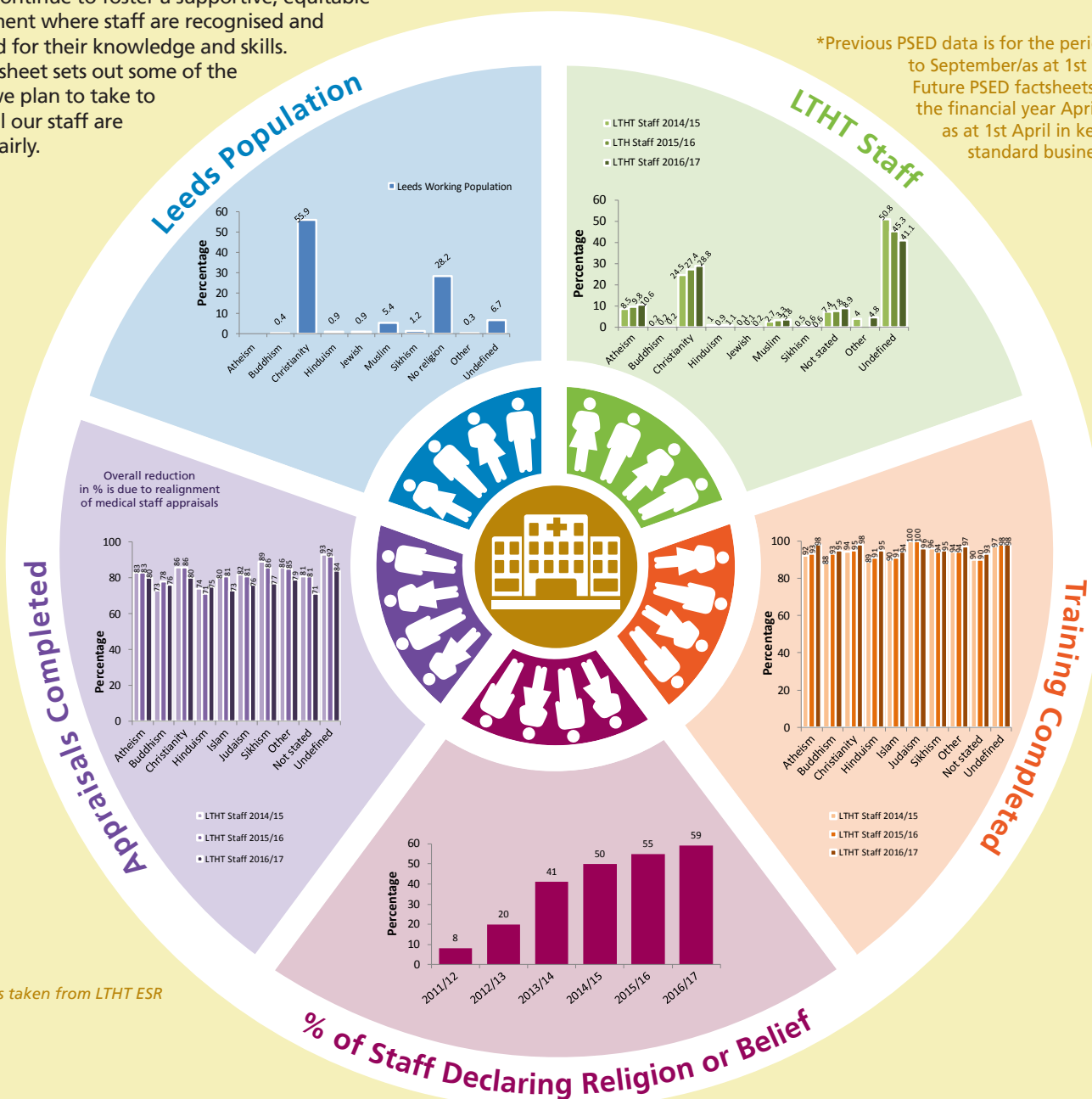
April 2016 - March 2017*

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

Key Findings

- The number of staff declaring their religion or belief has increased from 8% in 2011/12 to 59% in 2016/17.
- Staff from religious groups that make up a smaller proportion of LTHT staff, are least likely to have had an appraisal (Islam, Hinduism, Buddhism, Judaism and Sikhism) and completed training (Islam, Buddhism, Sikhism, Hinduism and Judaism).
- Training completion has gradually increased across all religious beliefs across the last three years with the exception of Judaism and Sikhism where there has been a slight decrease.

Key Actions

- Continue to improve the information we hold about staff through the roll out of the Electronic Staff Record (ESR) self service module.
- The roll out of the employee onboarding system will improve the capture of staff information for new starters.
- 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 appraisers will be provided to ensure all staff receive a quality appraisal.
- Monitor training and appraisal completion rates across all religious beliefs, to track the trend.

Disability @ LTHT - Staff 2016/17

Whilst the numbers of staff who tell us if they have a disability is increasing, we are aware that the data we hold in ESR is not accurate enough to draw conclusions. 20% of our staff tell us on our staff survey that they have a disability, these staff report that their experiences are not as positive as staff who report that they do not have a disability. We have a Health and Wellbeing Strategy in place for 2016-18 which focuses on supporting staff with a disability.