

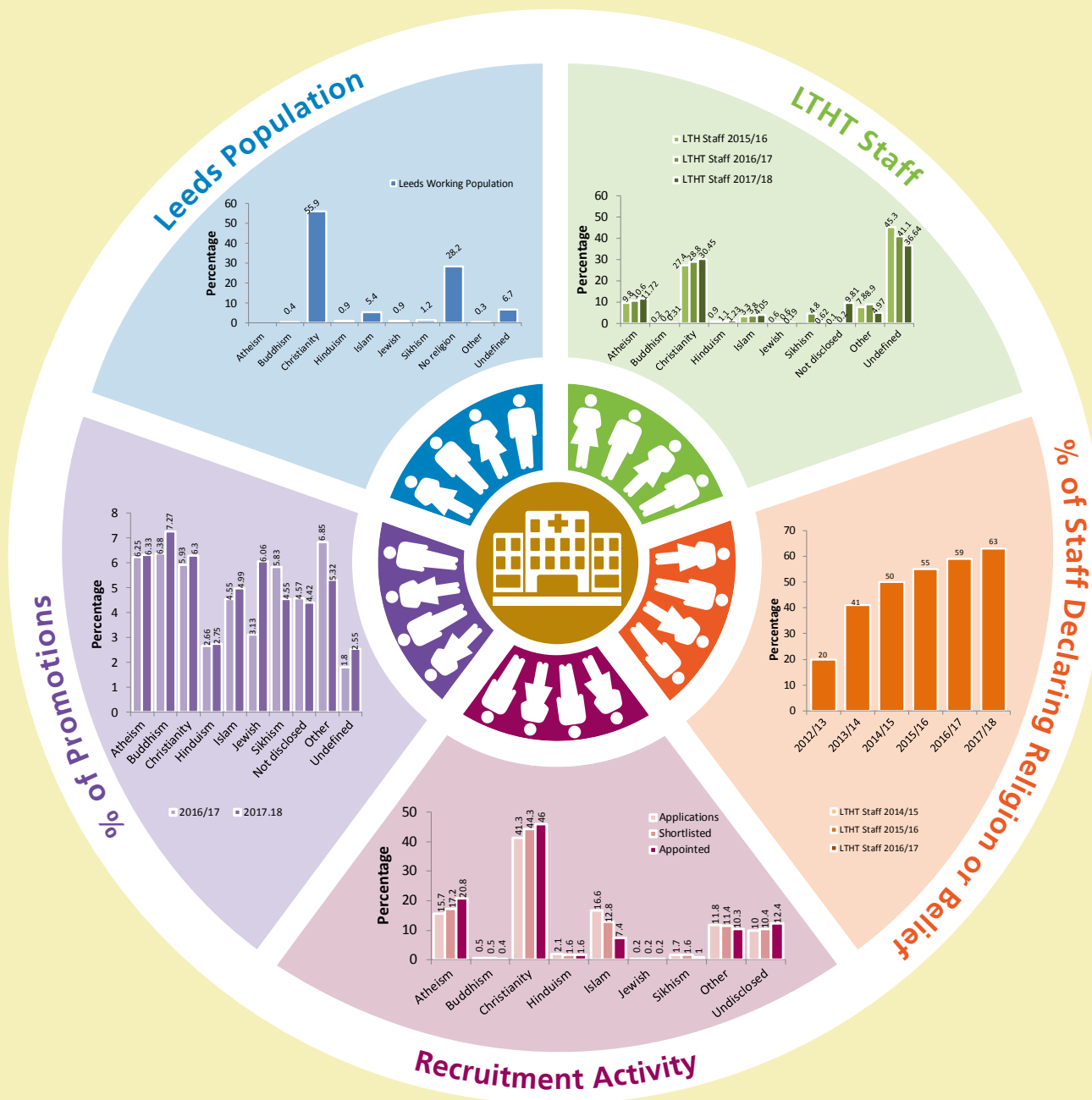
Religion/Belief @ LTHT - Employees

April 2017 - March 2018



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. 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 the actions we plan to take to ensure all our staff are treated fairly, in respect of religion or belief.



Key Findings

- The number of staff declaring their religion or belief has increased from 8% in 2011/12 to 59% in 2016/17 to 63% in 2017/18.
- The overall percentage of appointed candidates from non-Christian religions or beliefs is significant in comparison to the Leeds working population. However, there is a 'drop off' within the recruitment process of a number of religion/belief groups, especially Islam.
- Promotions are evident across all religion/belief groups and latest data shows a positive percentage change. However, Hinduism and Islam are consistently low in comparison.
- Staff from religious groups that make up a smaller proportion of LTHT staff were last year reported least likely to have had an appraisal and complete training. This year the data shows a significant improvement.

Key Actions

- Continue to improve the information we hold about staff through the roll out of the Electronic Staff Record (ESR) self service module and employee on boarding system for new starters.
- Further analysis and investigation into the 'drop off' within religion/belief groups, especially Islam.
- The Resourcing Service is reviewing the training provided for recruitment and is working collaboratively with the Trust's BAME group to ensure all training supports diversity and to identify other suitable action.
- Continue to provide staff training on completing a quality appraisal, including bespoke on request and enhancements to the current training films. Furthermore, the post appraisal survey will be enhanced to gather timely information by CSU to improve the quality of appraisals.
- Continue to use the National Leadership Academy tool 'Maximising Potential Conversations' in our processes and training.