

# Sex\* @ LTHT - Employees

April 2017 - March 2018

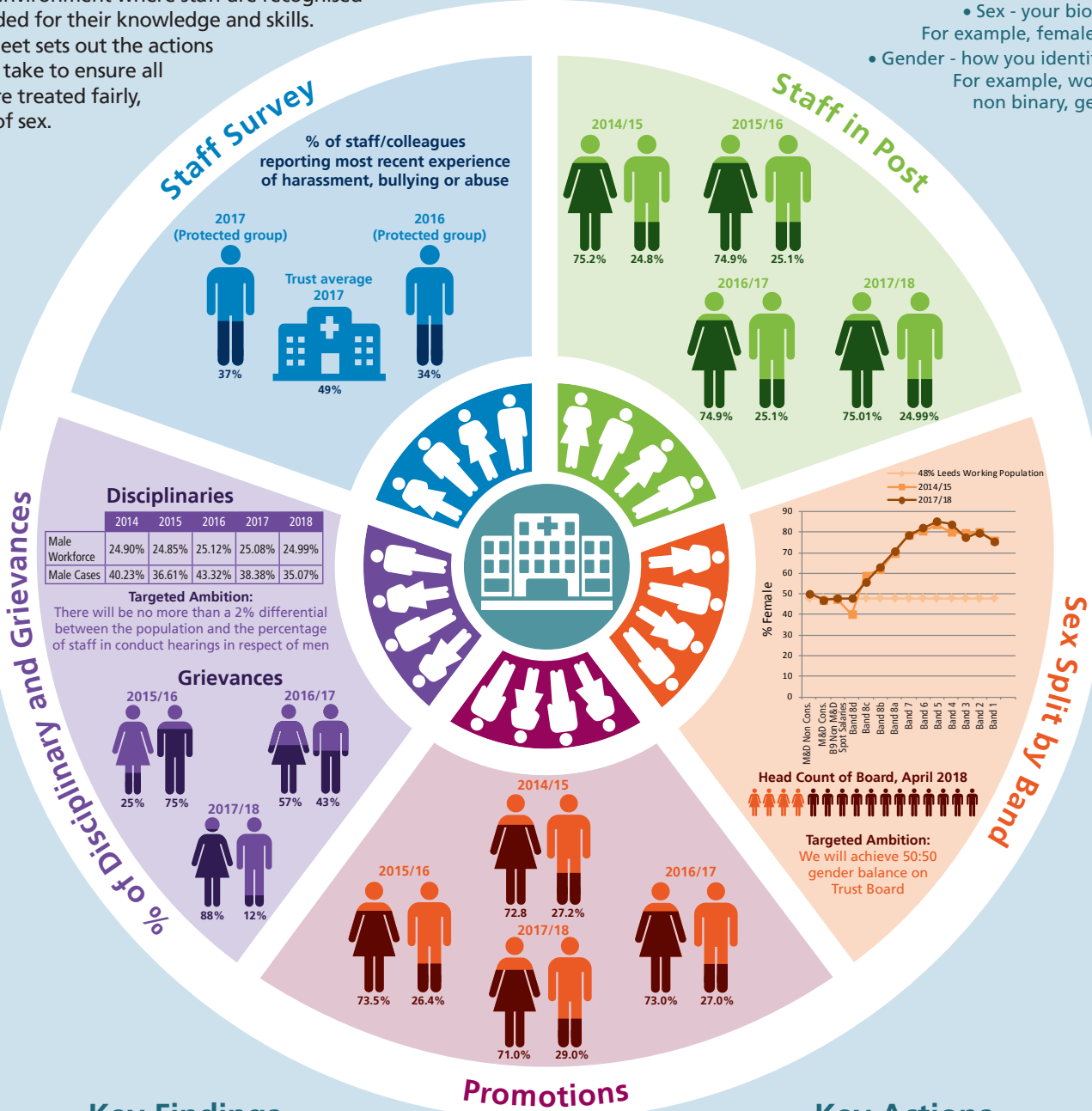


The Leeds Teaching Hospitals  
NHS Trust

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 sex.

\*LTHT acknowledges a distinct difference between sex and gender:

- Sex - your biological sex. For example, female and male.
- Gender - how you identify yourself. For example, woman, man, non binary, gender fluid.



## Key Findings

- Females make up 75% of the Trust's workforce. This follows a 6% increase in females across the workforce, including a 9.3% increase in females at bands 8a - 9 (although not an increase in all those bands).
- Once within the organisation, females are promoted at a similar rate to males, albeit at a slightly lower rate and the recent percentage change shows the promotion of males increasing at double the rate of that of females.
- As at 1st April 2018, the sex split of the Trust's Board is 4:12, which is a drop of 21%. However, it must be noted that the Chair, Chief Nurse/ Deputy Chief Executive and Chief Medical Officer are all female.
- The number of grievances and conduct cases are small and in turn year-on-year change significant. However, recent data shows:
  - Males are still disproportionately represented in terms of conduct processes in comparison to the Trust population. However, there is a 5% reduction in comparison to last year
  - There has been a significant change in the sex of those staff which have taken out a grievance. The number of grievances taken out by males has fallen from 43% to only 12%.
- Men consistently tell us through the NHS Staff Survey that they are less likely to report the most recent experience of harassment, bullying or abuse. However, the year-on-year percentage change shows a positive percentage change of 8.82%.

## Key Actions

- Use the Female Leaders network to encourage women to progress more quickly into leadership roles.
- To continue to use the National Leadership Academy tool 'Maximising Potential Conversations' in our processes and training delivery.
- To raise the profile of the necessity to objectively and fairly assign stretch assignments at internal senior management forums in clinical and non-clinical areas.
- Roll out newly launched Leading Care programmes, which are aimed at developing leadership capability for nurses and AHPs in Bands 5, 6 and 7.
- Explore how we can attract more males into the organisation at the lower bands, to create a more even sex balance.
- Take account of sex in the provision of leadership opportunities, including the NHS Insight Improvement Programme and Shadow Board Programme.
- Continue our commitment to the 50/50 by 2020 initiative, encouraging an even sex split at Board level
- Offer workshop sessions to Consultants to encourage Clinical Excellence Awards from across the workforce.
- Build capacity and capability and improve the demographic profile of Dignity At Work Champions and Advisors.
- Continue to raise awareness of shared parental leave entitlements and flexible working opportunities through our training and communications.
- Republish the 'Trust's Gender Pay Gap Report' in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.