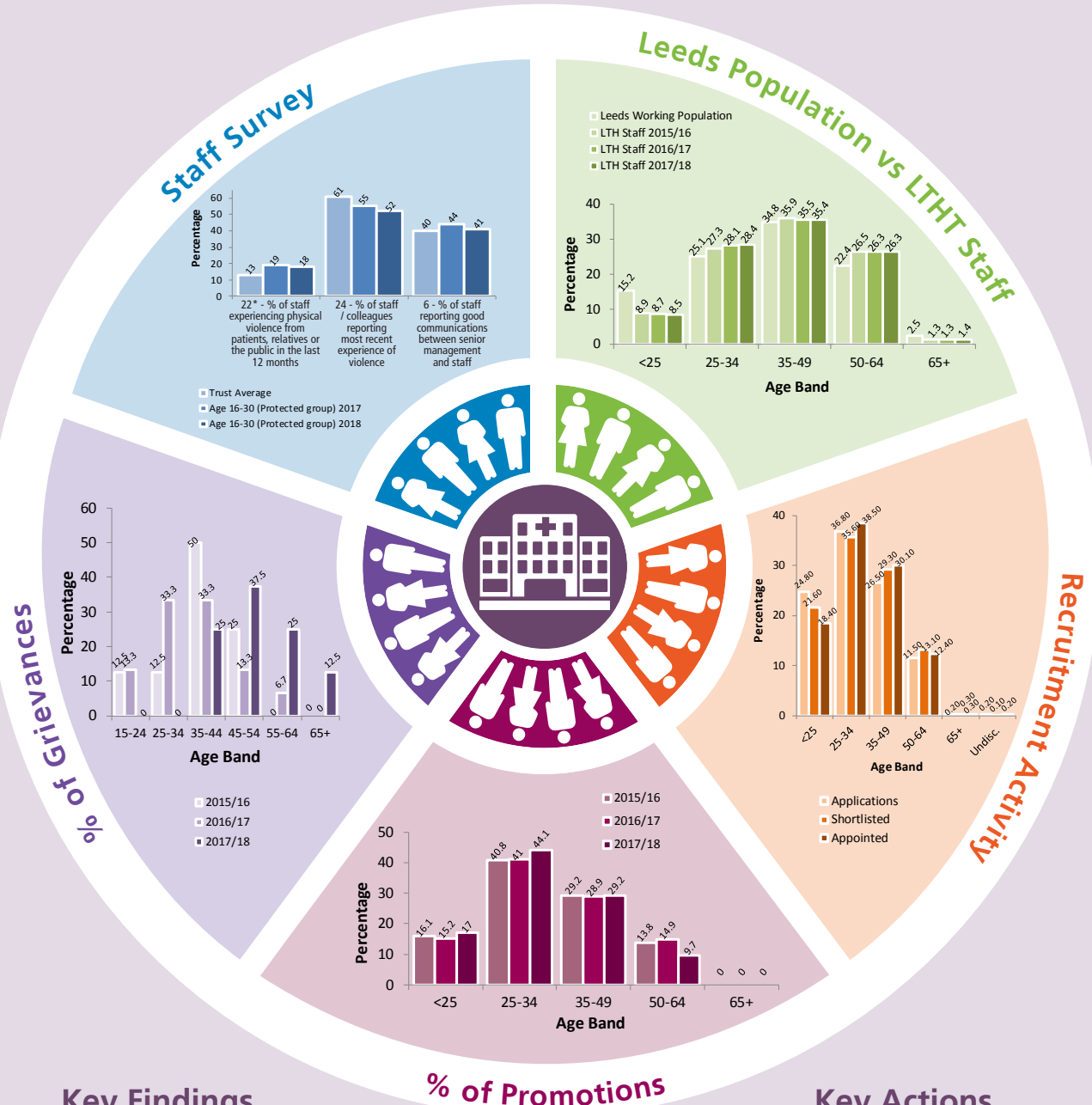


Age @ LTHT - Employees

April 2017 - March 2018

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 age.



Key Findings

- There has been a significant positive change in the percentage of Under 25 staff in post and promotions and we are appointing at a higher rate compared to the Leeds Working Population. However, Under 25 are under-represented compared to the Leeds Working Population and there is a 'drop off' at each stage of the recruitment process.
- We are shortlisting and appointing 65 and Over at a higher rate compared to applications received. However, 65 and Over are under-represented compared to the Leeds Working Population and there being a significant negative change in the percentage of promotions.
- The number of grievances, are small and in turn year-on-year change significant. However, recent data shows there were no grievances involving staff under 35 when last year this age group accounted for 44% all grievances. By comparison, the most grievances came from staff aged between 45 to 54 at 37%, which is a 19% increase from last year. This is against a Trust population of 23%.
- 16 to 30 year old staff consistently tell us in the staff survey that they experience physical violence from patients, relatives or the public. However, the same age group consistently tell us in the same survey that there is good communications between senior management and staff. Furthermore, 'staff / colleagues reporting most recent experience of violence' is one of the most improved areas for our 16 to 30 year old staff.

Key Actions

- Continuation of programme of schools engagement, work experience, internships and apprenticeships to highlight and provide opportunities in healthcare to young people. LTHT was awarded the Fair Train Bronze award for work experience programmes in August 2017, signed up as a Child Friendly Leeds Employer and is on the project board of NHS Employers Apprenticeships for All Program.
- The Trust is working on a number of pan-Leeds initiatives to look at improving the recruitment of young people from local areas to the hospitals, including the Anchor Initiative in collaboration with Leeds City Council and the newly formed Leeds Health and Care Academy.
- Further analysis and investigation into Under 25's drop off at each stage of the recruitment process.
- 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.
- Continue to implement 'Retire and Return' opportunities.