

Ethnicity @ LTHT - Staff

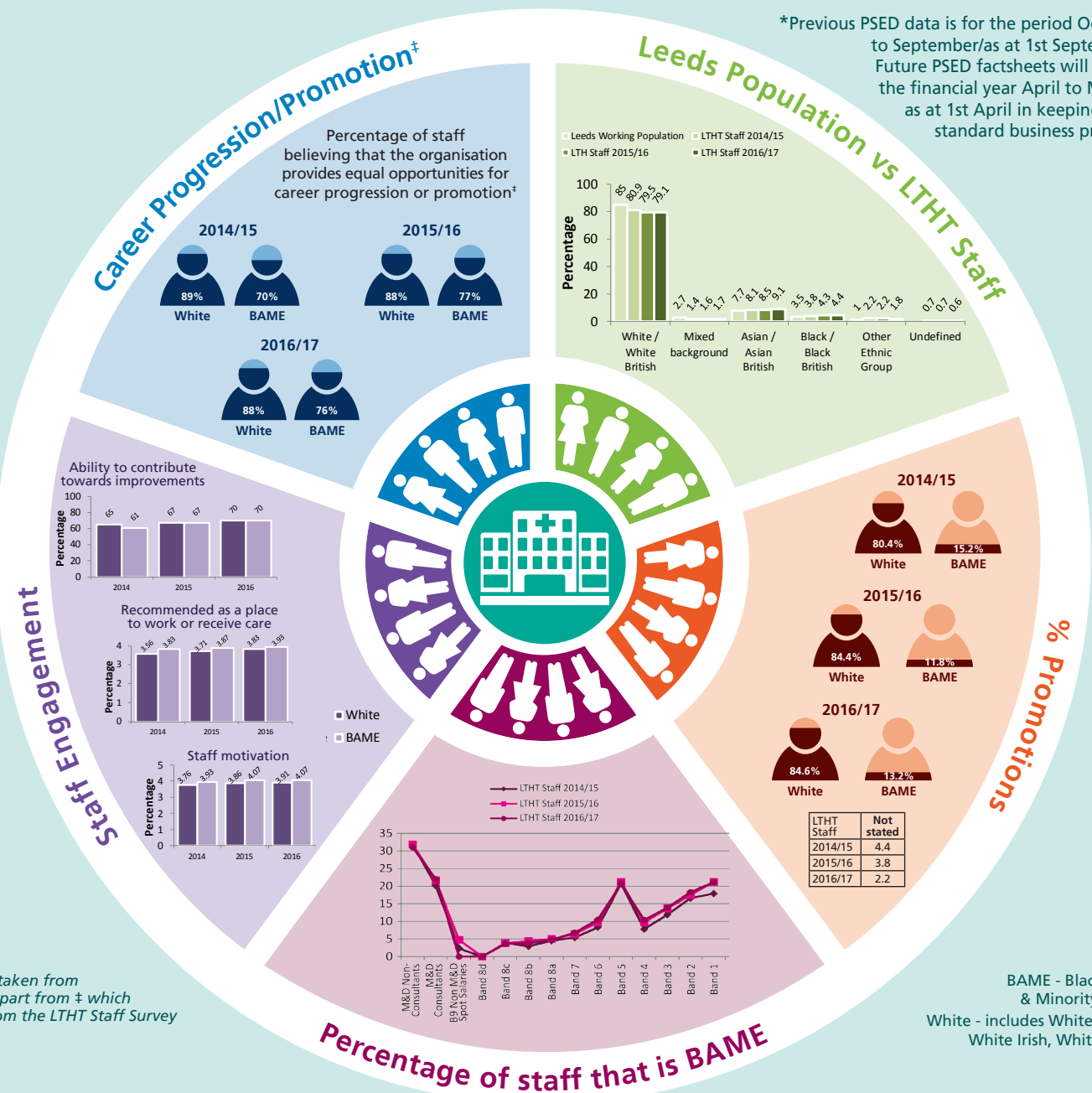
April 2016 - March 2017*



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 apart from ‡ which is taken from the LTHT Staff Survey

BAME - Black Asian & Minority Ethnic
White - includes White British, White Irish, White Other

Key Findings

- It is pleasing to note that the numbers of BAME staff employed at LTHT broadly reflect the local population with a high proportion in the medical and dental workforce, however, there is not the level of consistency we would expect in the spread of BAME staff across grades.
- BAME staff tell us on the Staff Survey that they are less likely to believe that there are equal opportunities for promotion at LTHT. There has been a slight increase in the percentage of BAME staff receiving a promotion from 2015/16.
- Regarding our staff engagement measures, our BAME staff overall report that their experiences are the same or better than that of our white staff, which has been consistent for three continuous years.

Key Actions

- Work with the BAME staff network to develop and promote learning opportunities to support BAME staff to progress in the organisation.
- Focus the role models/champions programme to highlight staff who have been promoted within the organisation.
- Roll out the programme of HR and Unconscious Bias training to support managers in making fair and equitable decisions.
- Formalise and make sure equal access to "stretch assignments" such as acting up, secondments, shadowing to ensure a level pre-interview playing field.
- Hold a series of events in 2017 to celebrate and promote the Leeds Way, to demonstrate the value LTHT places in our staff.