



**Warrington and Halton
Teaching Hospitals**
NHS Foundation Trust

EDI Annual Report

**Warrington and Halton Teaching
Hospitals NHS Foundation Trust**

2023 to 2024



**Working
Together**



Excellence



Inclusive



Kind



**Embracing
Change**

A note on language

Glossary of terms

Throughout this report a number of terms are utilised, they include:

- WHH – Warrington and Halton Teaching Hospitals NHS Foundation Trust
- PSED – Public Sector Equality Duty
- BAME / BME – Black, Asian and Minority Ethnic (definitions utilised by NHS England through reporting of the Workforce Race Equality Standard)
- WRES – Workforce Race Equality Standard
- WDES – Workforce Disability Equality Standard



Introduction

Background

As public sector organisations, all NHS Trusts are required to demonstrate how they meet the Public Sector Equality Duty as outlined in section 149 of the Equality Act 2010. The general duties of the Public Sector Equality Duty require organisations to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The specific duties of the Public Sector Equality Duty also define how Trusts must:

- Publish information outlining how the Trust complies with the 'General' Duty on an annual basis
- Publish data on the Trust workforce which should reflect relevance to the local population.

The Workforce Equality Analysis Report looks at the personal demographics of individuals currently working at Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) and those entering or leaving the workforce. In addition to meeting the requirements of the Public Sector Equality Duty, the information in this report allows us to:

- Understand what the diversity of the Trust's workforce looks like at a snapshot in time.
- Monitor the effectiveness of our Workforce Equality, Diversity and Inclusion Strategy and related policies and processes.
- Make improvements in our employment policies and practices to ensure all staff have equal opportunities to employment, development and a good employment experience.



Introduction

About the organisation

The Trust comprises of three acute care hospitals, across two sites in the boroughs of Warrington and Halton:

1. Warrington Hospital
2. Nightingale Building
3. Captain Sir Tom Moore Building

Our vital statistics for 2022/23:

- We employ around 4,900 people, comprising of 52 nationalities
- We serve a population of 330,000 people across the boroughs of Warrington and Halton
- We provided 122,000 episodes of emergency care
- We delivered 85,007 individual new outpatient appointments
- We delivered 58,045 procedures and stays
- We delivered around 3,000 babies in hospital and in the community
- We have an annual turnover of over £333 million



Data Reporting Principles

Measurements and indicators

This report measures various indicators based on the requirements of PSED outlined in the Equality Act 2010. They are demonstrated in the below table:

Indicator	Dataset
Workforce Profile	<ul style="list-style-type: none"> ▪ Staff group ▪ Agenda for Change pay banding ▪ Medical and Dental staff by role ▪ Nursing and Midwifery staff by role ▪ Breakdown by protected characteristic

The data in the table allows the Trust to identify any areas for improvement if individuals suffer a detriment because of any policies, procedures or processes.

Headcount

Effective 31 December 2023, the headcount of the Trust was 4985 – this includes staff employed on both permanent, fixed term, bank and locum contracts

Data Sources

A variety of data sources have been used to collate the information in this report, they include:

- NHS Electronic Staff Record (ESR)
- Office of National Statistics (ONS)
- 2021 Census



Data Reporting Principles

Data Presentation

In relation to the presentation of the data, there are key considerations to be aware of, as illustrated below:

- **Headcount** - Any headcounts of five or less will be shared without the headcount number included, this is to avoid individuals being identified. In most cases, percentages will be provided to promote staff confidentiality and ensure compliance with information governance standards. This is particularly pertinent for data associated with specific staff groups.
- **Ethnicity profiles** - The term Black, Asian and Minority Ethnic (BAME) within this report complies with the definition under the Race Relations (Amendment) Act (2000), superseded by the Equality Act 2010 and therefore encompasses:
 - Asian or Asian British (Indian, Pakistani, Bangladeshi and Any other Asian background)
 - Black or Black British (Caribbean, African, Black British and Any other Black background)
 - Chinese or any other ethnic group
 - Mixed (White and Black Caribbean, White and Black African, White and Asian, Black and Asian and other Mixed background)
 - White Irish, White European, Other White background
- **Unknown definitions** - For the parameters of this report, any data referenced as below, will be categorised as 'Unknown':
 - Unknown
 - Not stated
 - Unspecified
 - Not declared
 - Prefer not to answer
 - No information available

Workforce Overview

Profile of workforce by staff group and pay band

To offer a comparison, this information will be presented alongside the previous reporting year in some instances. The data for this section of the report will be taken from our organisational Electronic Staff Record list at a snapshot date of 31st December 2022 and 31st December 2023. This data does not include bank staff and therefore represents a headcount of 4563 staff.

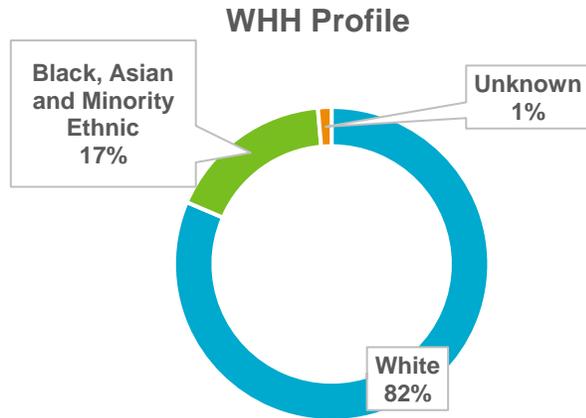
Total Workforce by Staff Group	2022		2023	
	Headcount	%	Headcount	%
Add Prof Scientific and Technical	151	3%	132	3%
Additional Clinical Services	844	18%	846	19%
Administrative and Clerical	990	21%	994	22%
Allied Health Professionals	388	9%	390	8%
Estates and Ancillary	439	10%	442	10%
Healthcare Scientists	114	2%	120	3%
Medical and Dental	343	12%	362	8%
Nursing and Midwifery Registered	1188	24%	1274	28%
Students	2	0%	3	0%

Agenda for Change Pay Banding	2022	2023
Band 1	76	67
Band 2	1160	1068
Band 3	491	563
Band 4	344	345
Band 5	745	811
Band 6	679	695
Band 7	504	526
Band 8a	168	168
Band 8b	52	63
Band 8c	31	31
Band 8d	15	15
Band 9	9	7

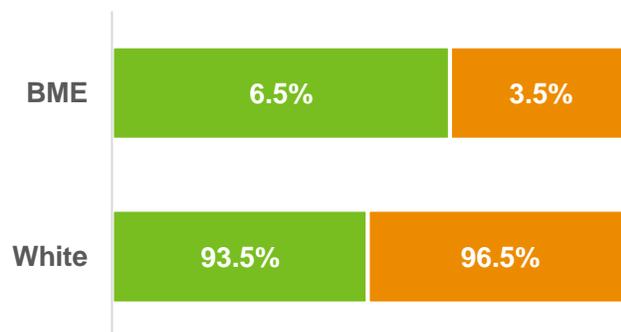


Workforce Overview

Profile of staff by ethnicity



Local Population (Census 2021)



■ Warrington ■ Halton

Analysis of data:

- The known ethnicity profile for the Trust remains high at 98%, made up of 81% White and 17% Black, Asian and Minority Ethnic. This is a **3% increase** in the workforce profile of Black, Asian and Minority Ethnic staff since 2022
- When split by staff group, an **improvement has been made across all staff groups** since reporting in 2022, for the percentage of Black, Asian and Minority Ethnic staff
- Compared to the local population, collated from the Census 2021, **WHH has a higher representation of diversity for ethnicity**, and this continues to improve year on year

Ethnicity Split by Staff Group	White		Black, Asian & Minority Ethnic	
	2022	2023	2022	2023
Add Prof Scientific and Technical	91%	84%	9%	15%
Additional Clinical Services	90%	87%	9%	12%
Administrative and Clerical	96%	96%	3%	4%
Allied Health Professionals	90%	88%	9%	11%
Estates and Ancillary	92%	90%	8%	10%
Healthcare Scientists	84%	83%	16%	18%
Medical and Dental	44%	42%	55%	56%
Nursing and Midwifery Registered	78%	72%	19%	25%
Students				

Red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has remained the same, and green indicates an increase.

Workforce Overview

Profile of staff by ethnic origin

Ethnic Origin	Headcount	%
A White - British	3569	78.22%
B White - Irish	37	0.81%
C White - Any other White background	94	2.06%
C2 White Northern Irish	1	0.02%
C3 White Unspecified	1	0.02%
CA White English	5	0.11%
CB White Scottish	0	0.00%
CC White Welsh	2	0.04%
CF White Greek	0	0.00%
CH White Turkish	1	0.02%
CP White Polish	2	0.04%
CX White Mixed	1	0.02%
CY White Other European	5	0.11%
D Mixed - White & Black Caribbean	13	0.28%
E Mixed - White & Black African	13	0.28%
F Mixed - White & Asian	18	0.39%
G Mixed - Any other mixed background	13	0.28%
GA Mixed - Black & Asian	1	0.02%
GE Mixed - Asian & Chinese	1	0.02%
GF Mixed - Other/Unspecified	0	0.00%
H Asian or Asian British - Indian	275	6.03%
J Asian or Asian British - Pakistani	54	1.18%
K Asian or Asian British - Bangladeshi	6	0.13%

Ethnic Origin	Headcount	%
L Asian or Asian British - Any other Asian background	113	2.48%
LA Asian Mixed	8	0.18%
LD Asian East African	1	0.02%
LE Asian Sri Lankan	2	0.04%
LH Asian British	2	0.04%
LK Asian Unspecified	19	0.42%
M Black or Black British - Caribbean	11	0.24%
N Black or Black British - African	79	1.73%
P Black or Black British - Any other Black background	9	0.20%
PC Black Nigerian	2	0.04%
PE Black Unspecified	5	0.11%
R Chinese	36	0.79%
S Any Other Ethnic Group	69	1.51%
SC Filipino	18	0.39%
SD Malaysian	2	0.04%
SE Other Specified	10	0.22%
Z Not Stated	66	1.44%

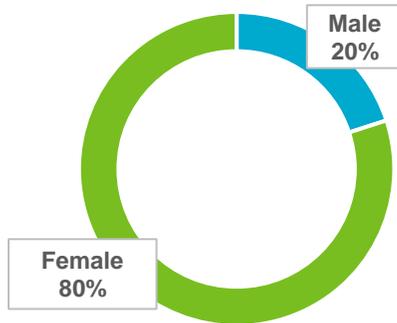
N.B. Recording descriptors for ethnic origin are collated from NHS England (NHS Digital)



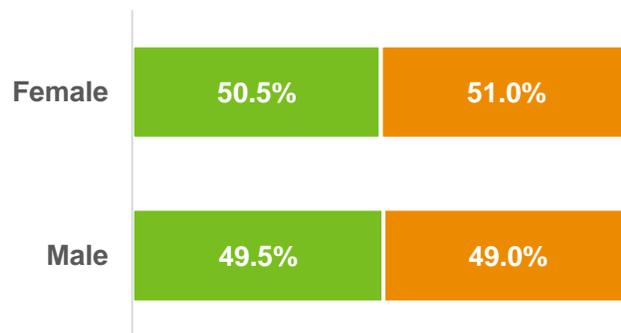
Workforce Overview

Profile of staff by sex

WHH Profile



Local Population (Census 2021)



■ Warrington ■ Halton

Analysis of data:

- The Trust's overall staff profile split by sex **remains at 80% female and 20% male** which is in-line with the national average across NHS England
- When split by staff group, a general trend can be seen of a **decrease in the percentage of female employees across departments** with an average decrease of 1%. The **largest decrease was in Estates and Ancillary (3%)**
- Compared to the local population, collated from the Census 2021, **WHH has a significantly higher representation of females**, which again is in keeping with the NHS as a whole

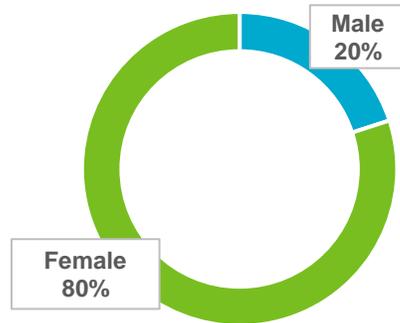
Sex Split by Staff Group	Female			Male		
	2022	2023		2022	2023	
Add Prof Scientific and Technical	76%	75%	Red	24%	25%	Green
Additional Clinical Services	89%	89%	Amber	11%	11%	Amber
Administrative and Clerical	85%	84%	Red	15%	16%	Green
Allied Health Professionals	79%	79%	Amber	21%	21%	Amber
Estates and Ancillary	62%	59%	Red	38%	41%	Green
Healthcare Scientists	65%	64%	Red	35%	36%	Green
Medical and Dental	36%	38%	Green	64%	62%	Red
Nursing and Midwifery Registered	93%	93%	Amber	7%	7%	Amber
Students						

Red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has remained the same, and green indicates an increase.

Workforce Overview

Profile of staff by sex – Gender Pay Gap reporting

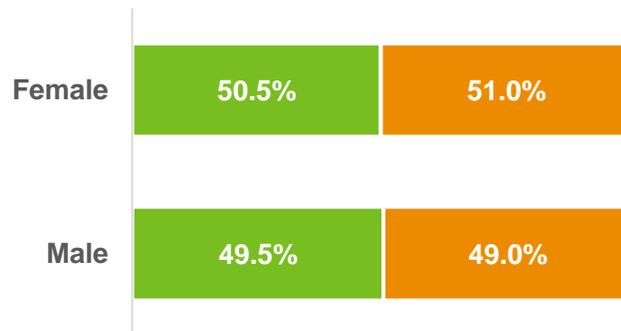
WHH Profile



Analysis of data:

- The biggest difference between the 2022 and the 2023 GPG was in Q3 in the table below by **nearly 1% (decrease for females, increase for males)**. This was also the **greatest shift towards an equal representation across the Trust**, i.e. one that matches the Trust’s Workforce Profile
- Female employees are still **significantly under-represented in Q4** compared to the Trust profile – it in fact **deteriorated slightly by 0.04%**
- As seen when looking at the ESR data, compared to the local population, collated from the Census 2021, **WHH has a higher representation of females**, with the profile figures changing by **1% (decrease for females, increase for males)**

Local Population (Census 2021)



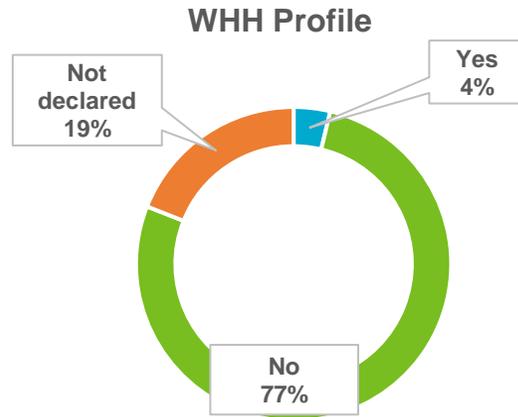
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Sex Split by Pay Quartile	Female			Male		
	2022	2023		2022	2023	
Mean Hourly Rate	£16.86	£17.67	Green	£21.92	£22.64	Green
Median Hourly Rate	£14.67	£15.39	Green	£16.52	£16.99	Green
Lower Quartile (Q1)	82.86%	82.88%	Green	17.14%	17.12%	Red
Lower Middle Quartile (Q2)	83.47%	82.07%	Red	16.53%	17.93%	Green
Upper Middle Quartile (Q3)	84.02%	83.06%	Red	15.98%	16.94%	Green
Upper Quartile (Q4)	71.72%	71.68%	Red	28.28%	28.32%	Green

Red indicates a decrease in percentage from 2022 to 2023 and green indicates an increase.

Workforce Overview

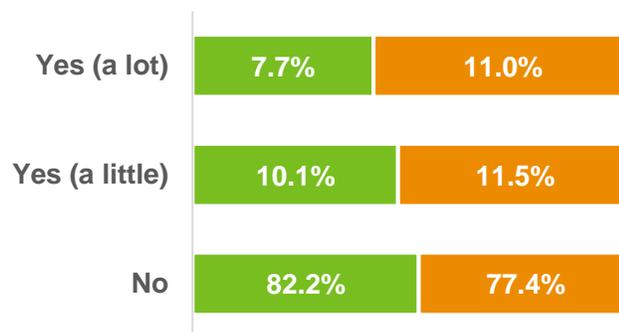
Profile of staff by disability



Analysis of data:

- There is a general trend across departments of **improvement in disability disclosure** at the Trust. In December 2022, the 'Not declared' group made up 24% of the workforce compared to **19% in December 2023**
- **Every staff group saw the 'Not declared' percentage drop**, the smallest being by 4% and the biggest by 8% - an **average decrease of 4.88%**
- As the percentage of 'No' responses improved across the board, **most people that updated their information do not have or consider themselves to have a disability**
- Largely the respondents that answered 'Yes' by Staff Group stayed the same which could imply **people that already disclosed did not retract that information** – suggests that new starters aren't disclosing their disability status

Local Population (Census 2021)



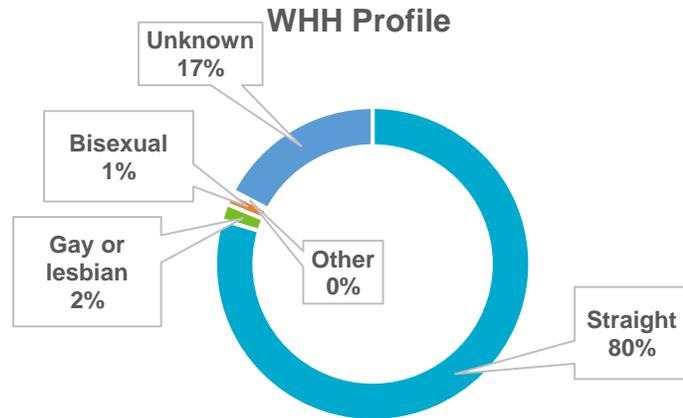
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Disability Split by Staff Group	Yes		No		Not declared	
	2022	2023	2022	2023	2022	2023
Add Prof Scientific and Technical	2%	1%	79%	84%	19%	15%
Additional Clinical Services	4%	4%	73%	79%	23%	17%
Administrative and Clerical	6%	6%	70%	74%	24%	20%
Allied Health Professionals	3%	4%	72%	76%	25%	20%
Estates and Ancillary	3%	3%	68%	76%	29%	21%
Healthcare Scientists	4%	4%	71%	75%	25%	21%
Medical and Dental	1%	1%	68%	72%	31%	27%
Nursing and Midwifery Registered	3%	3%	75%	79%	22%	18%
Students	0%	0%	100%	67%	0%	33%

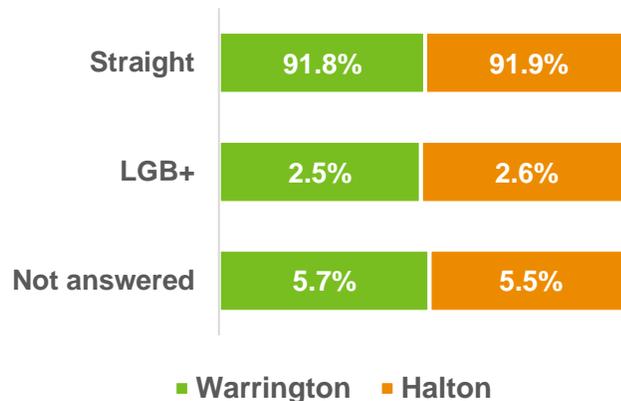
For the 'Yes' and 'No' columns, red indicates a decrease in percentage from 2022 to 2023, and green indicates an increase. This is swapped around for 'Not declared' so that green indicates an improvement in disability disclosure rates and red indicates a worsening in disability disclosure rates.

Workforce Overview

Profile of staff by sexual orientation



Local Population (Census 2021)



Analysis of data:

- The percentage of 'Straight' identifying people in 2022 was 78% compared to 80% in 2023, and the 'Unknown' in 2022 was 19% compared to 17% in 2023. This combined with an increase in people identifying as straight across all Staff Groups implies **2% of the 'Unknown' population have updated their EDI data and identify as 'Straight'**
- There was **no overall change** in the percentage of **people that identify as LGB+** in the WHH profile and minimal change when split by Staff Group
- Compared to the local population, **WHH has a greater diversity by sexual orientation** though it has a **far larger percentage of unknown responses**

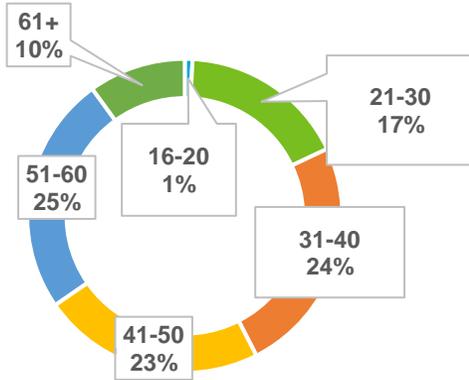
Sex ¹ Oriena Split by Staff Group	Straight		Gay/Lesbian		Bisexual		Unknown	
	2022	2023	2022	2023	2022	2023	2022	2023
Add Prof Scientific and Technical	83%	87%	3%	3%	2%	1%	12%	8%
Additional Clinical Services	77%	80%	2%	2%	2%	2%	19%	16%
Administrative and Clerical	79%	81%	1%	1%	1%	1%	19%	17%
Allied Health Professionals	75%	79%	2%	2%	2%	1%	21%	18%
Estates and Ancillary	75%	77%	0%	0%	1%	1%	24%	22%
Healthcare Scientists	82%	83%	1%	1%	0%	0%	17%	16%
Medical and Dental	72%	73%	3%	2%	1%	1%	24%	24%
Nursing and Midwifery Registered	79%	80%	2%	2%	1%	1%	18%	17%
Students								

For the 'Straight', 'Gay/Lesbian' and 'Bisexual' columns, red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has stayed the same, and green indicates an increase. This is swapped around for 'Unknown' so that green indicates an improvement in sexual orientation disclosure rates and red indicates a worsening in sexual orientation disclosure rates.

Workforce Overview

Profile of staff by age

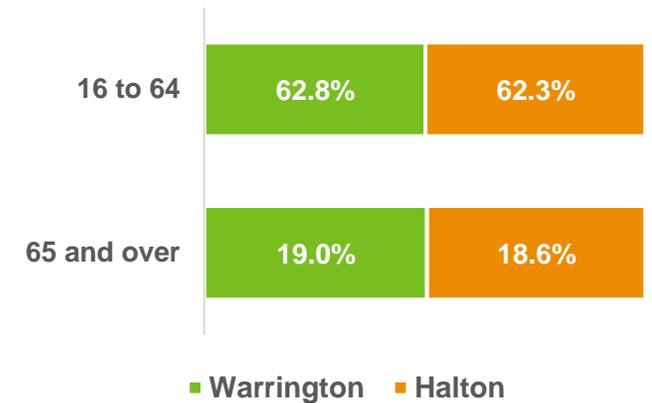
WHH Profile



Analysis of data:

- The overall Trust profile has **not changed dramatically**. Compared to 2022, the '21 to 30' age group has **decreased by 1%** and the '31 to 40' age group has **increased by 1%**
- Compared to the local population, **WHH has a higher representation of 16-to-60-year old's** who account for 89.74% of the workforce

Local Population (Census 2021)



Age Split by Staff Group	16-20		21-30		31-40		41-50		51-60		61+	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Add Prof Scientific and Technical	0%	3%	6%	5%	3%	3%	2%	3%	1%	2%	2%	2%
Additional Clinical Services	57%	75%	20%	18%	17%	17%	20%	18%	17%	18%	21%	18%
Administrative and Clerical	33%	11%	14%	14%	17%	17%	22%	22%	30%	29%	28%	32%
Allied Health Professionals	0%	0%	13%	13%	12%	10%	8%	8%	6%	6%	4%	4%
Estates and Ancillary	10%	8%	4%	3%	5%	6%	8%	8%	14%	14%	23%	23%
Healthcare Scientists	0%	3%	4%	4%	4%	4%	2%	3%	2%	2%	1%	1%
Medical and Dental	0%	0%	10%	11%	7%	7%	10%	9%	6%	6%	6%	6%
Nursing and Midwifery Registered	0%	0%	29%	32%	34%	36%	27%	28%	24%	24%	15%	14%
Students	0%	0%	0%	1%	3%	0%	0%	0%	0%	0%	0%	0%

Red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has remained the same, and green indicates an increase.

Workforce Overview (including Bank staff)

