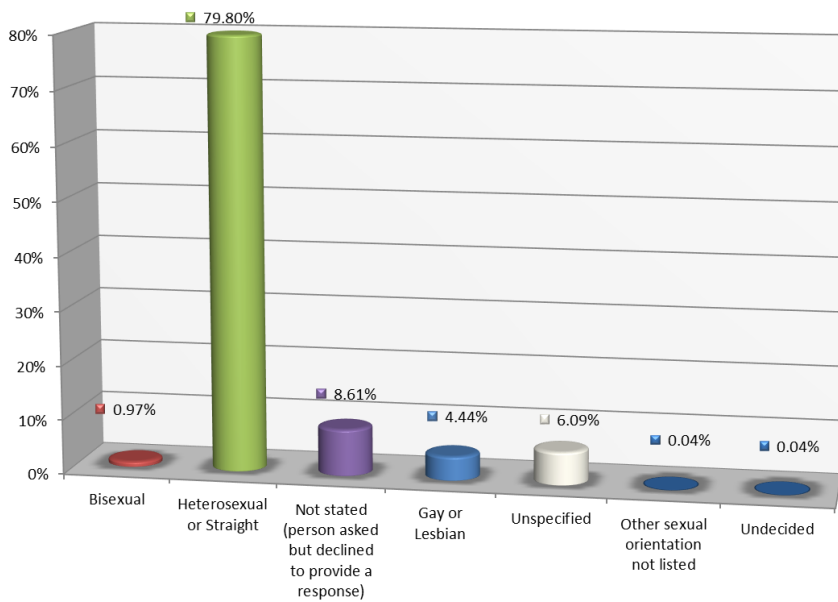


Annual Employment Monitoring Information

Sexual Orientation:

Data Source: ESR as at
31st December 2020

Current Staff: Sexual Orientation By %

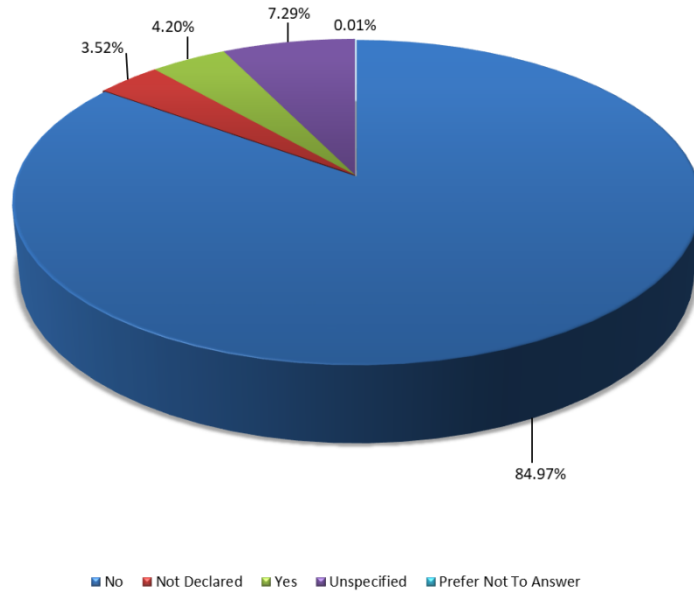


The gay and lesbian categories has increased again from 4.24% to 4.44% staff this year. The rate remains lower than what would be expected of the general population. The figures for bisexual staff have also increased. There has been a continued reduction in non disclosure from over 20% at the end of 2017 to 18.63% and then 16.57% in 2019 and 14.7% this year.

Disability

Data Source: ESR as at
31st December 2020

Current Staff: Disability By %

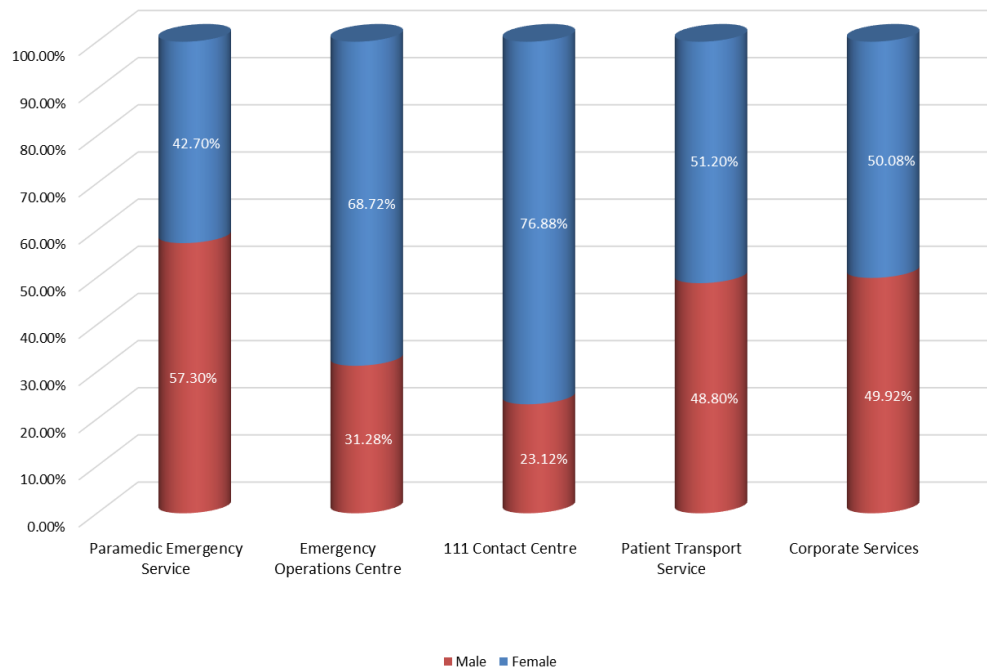


Staff disclosure of a disability had been consistently rising year by year and rose from 3.80% in 2019 to 4.20% in 2020. Those not disclosing their status as disabled or otherwise has decreased from nearly 16% just under 12% in 2019 and in 2020 it had further decreased to 10.81%

Gender

Data Source: ESR as at
31st December 2020

Current Staff: Gender By Service Lines



Female staff now account for 50.76% of the workforce within NWAS. The female proportion has increased in all the 4 operational services like PES, EOC, 111 and PTS:

- PES increased by 1.7%
- EOC increased by 0.8%,
- 111 increased by 3.2%
- PTS increased by 0.9 %

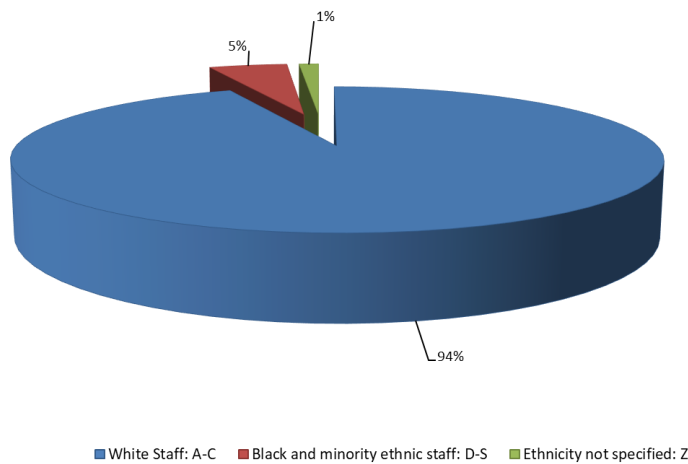
There is significant increase in 111 services and reflects the significant recruitment in 111 over the last 12 months. The graph above shows clear differences in where staff work within the Trust, as it has in previous years. Corporate Services and Patient Transport Service appears to have a good level of gender balance.

Note about Trans applicants and staff: It is not possible for new starters to declare their gender to the Trust as anything other than male or female on the electronic systems used as part of the recruitment process. Staff and candidates have declared their status as transgender to the Trust over the last 12 months, but it is not possible to record this information with only the two binary measures on the electronic systems at this time and no option to record trans status. Therefore there is no information published about this currently; there is also the potential initially that the numbers will be so small as to be personally identifiable.

Current Staff: Ethnicity

Data Source: ESR as at
31st December 2020

Ethnicity of current staff in NWAS



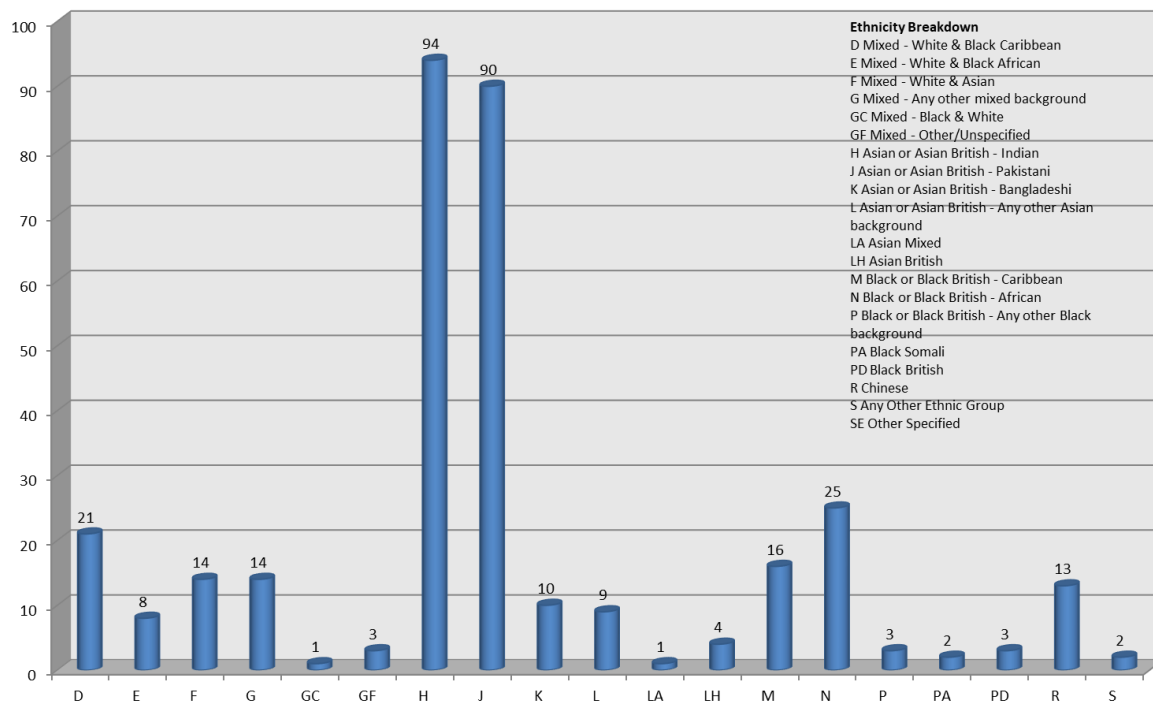
The percentage and overall number of staff from non-white groups has increased from 4.28% to 4.59 % in 2019 and over the 12 month period it had further increase to 4.99%.

NWAS retains good disclosure rates for ethnicity. Not stated or unspecified now stands at 1.25% in 2020, showing continuous reduction in last few years. The rate of non-disclosure information was 1.31% in 2019, a reduction from 1.86% in 2018. This is well below the NHS average for non-disclosure rates.

Breakdown of current staff from non-white groups

Data Source: ESR as at 31st December 2020

Ethnicity of current staff: Black and minority ethnic group



The following provides some narrative on the position in relation to other protected characteristics.

Religion – Following the previous pattern, non-disclosure rates for religion have again reduced, this time from 21.98% to 20.48%

Marital Status – The number of staff for whom the Trust does not know their marital status has reduced again from 348 to 325 over this last year. While this does not appear to cause the Trust any problems, it is important that the Pensions Team are kept up to date with details by employees.

Age – The age of the workforce in various parts of the Trust has again shown a similar pattern to the previous year. The 45-54 age range again has the highest proportion of staff equating to just over 27% of staff.

Data source - All workforce data has been taken from the national NHS Employee Staff Record system at 31st December 2020.