

Trust Diversity Data Book 2023

Data as at 31st March 2023

Addendum to the Trust's
Diversity & Inclusion
Annual Report 2023



Comments and Queries about this information?

Please contact: Lesley Faux, Trust Diversity & Inclusion Lead

E-mail: Diversity@combined.nhs.uk or contact on MS Teams

- Thank you for reviewing our **Trust Diversity and Inclusion Databook** as part of our 2023 Diversity & Inclusion Annual Report.

- This information helps us to understand in more detail both the **people who work for us** and the **people we serve**.
- It is one of the ways that the Trust meets its requirements under the **Equality Act 2010** and our associated **Public Sector Equality Duty (PSED)**.



- Our workforce data is based on our **regular workforce** (ie excludes bank staff, agency workers and third party contractors, except where specifically stated). Bank worker age, disability, ethnicity and gender data is provided as separate charts.
- Our service user data is based on information held in our Lorenzo system on service user encounters. (Data from IAPTUS and HALO is not included).
- Directorate level workforce and service user data is available **on request** (provided separately to Directorate leadership teams).
- This data is intended to **raise further questions** and should be used by those inside and outside the organisation to prompt further consideration about how inclusive we are as an organisation for people from different equality groups and with different characteristics. **Please ask us if you require further information. Contact: Diversity@combined.nhs.uk**

A large, stylized rainbow graphic with thick, overlapping bands of color (pink, purple, blue, green, yellow) arching across the top half of the slide.

PART ONE:

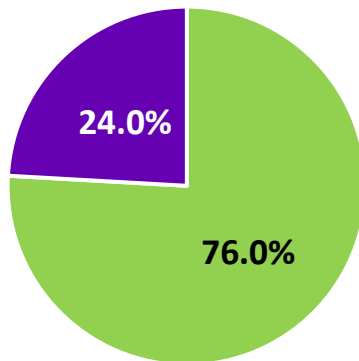
Workforce Demographic Profile as at 31st March 2023

Trust Employees

(NB bank workers and third party
workers excluded, unless specifically
stated)

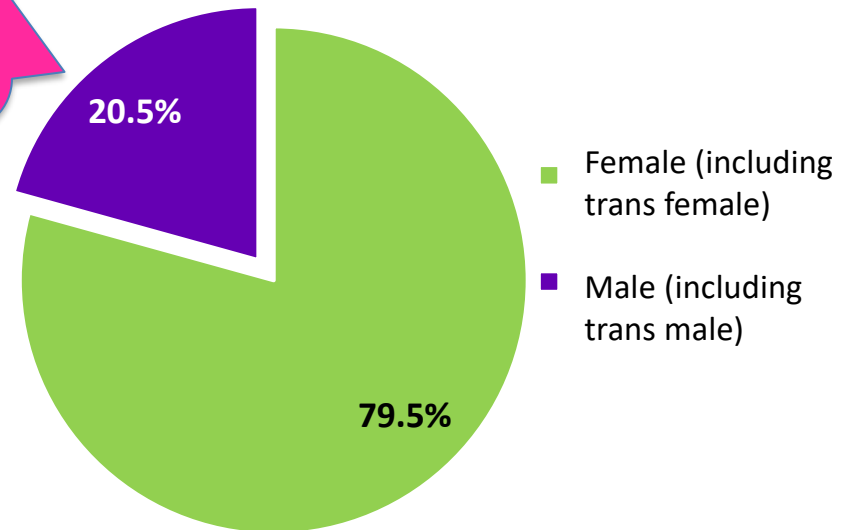
Workforce Profile: Gender

Bank Workers Gender
31st March 2023 (n=329)



Only one in five of our regular employees are male, compared to one in four of our bank workers.

Trust Workforce Gender Profile
as at 31st March 2023 (n=1,871)



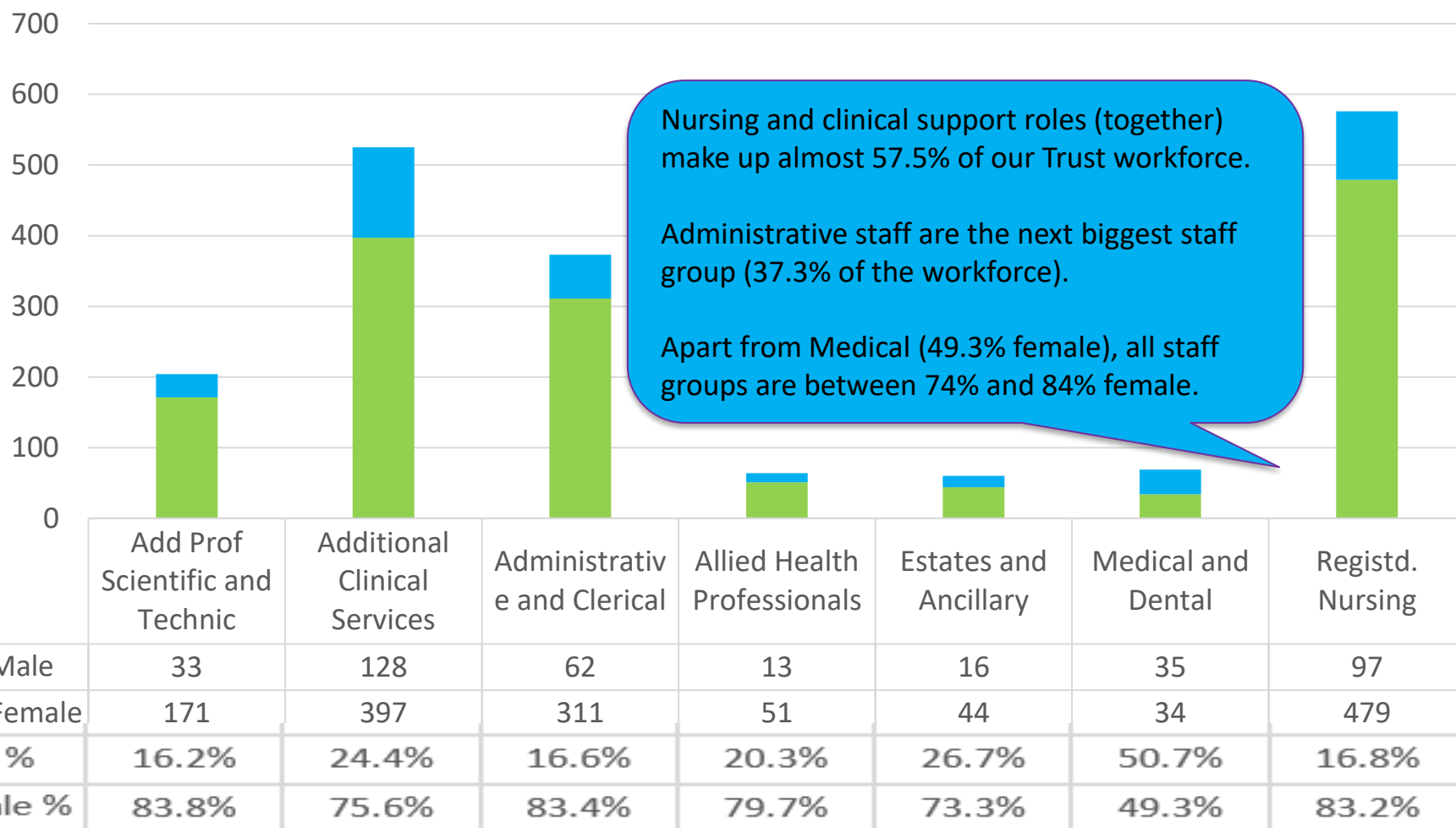
(female total = 1487; male total = 384)

We are also increasingly moving to greater recognition and inclusiveness of non-binary and other gender identities, however this is not yet reflected in the Electronic Staff Record (ESR).

NB Data may differ slightly from our Gender Pay Report Data due to variations in the reporting requirements and date of pulling of information.

Staff Groups by Gender

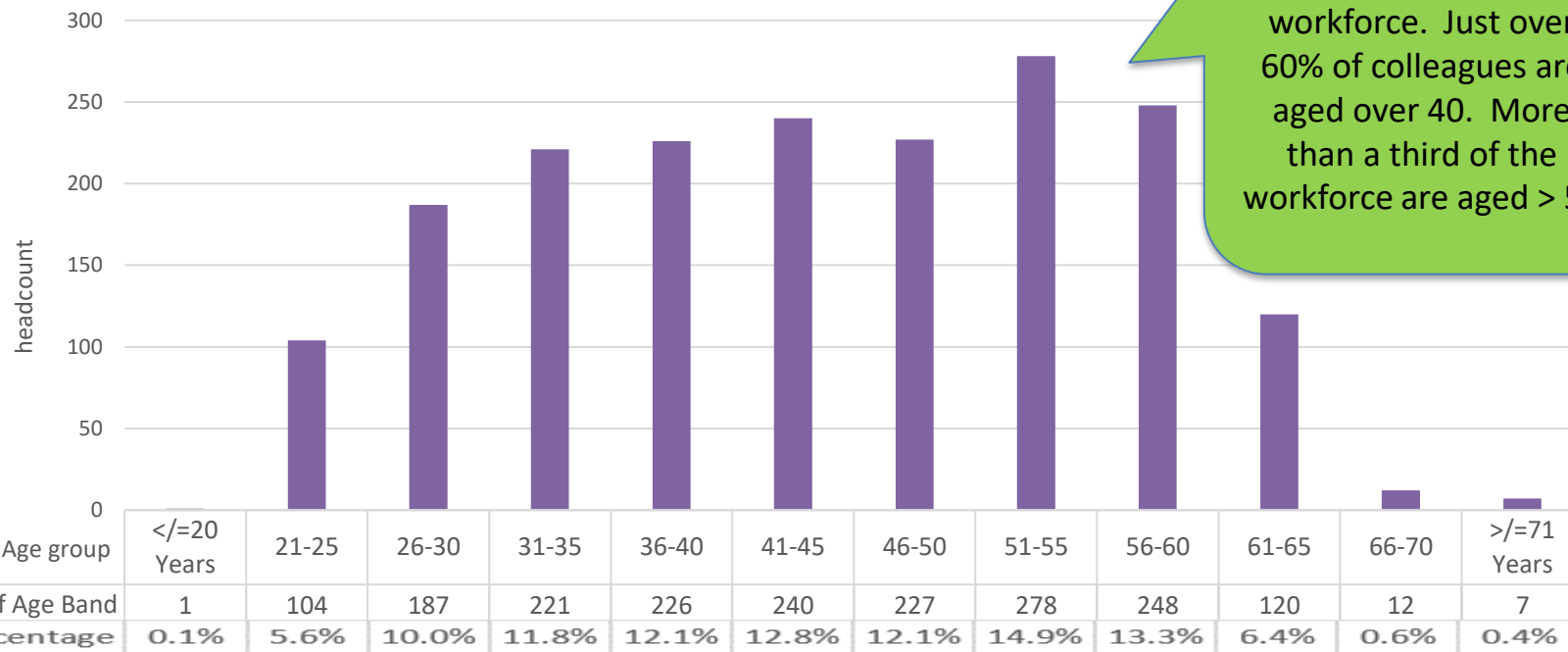
as at 31 Mar 2023 (n=1,871)



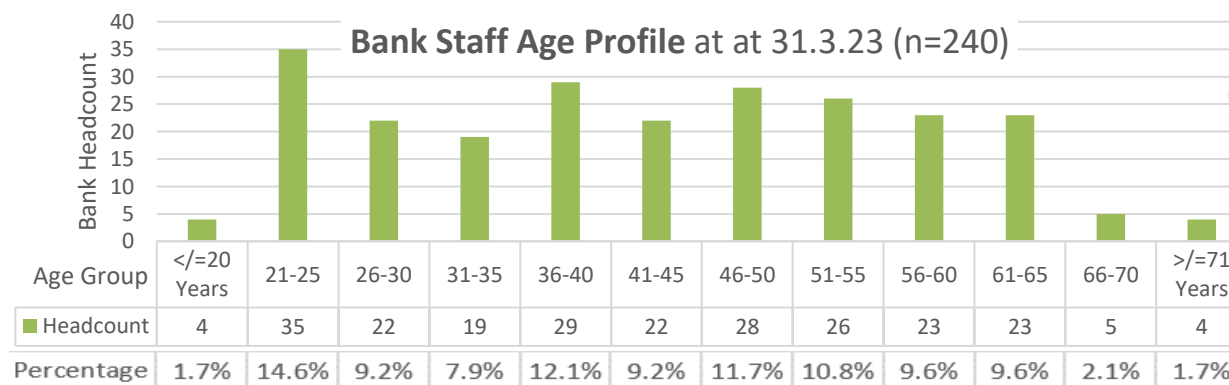
(female total = 1487; male total = 384)

Workforce Age Profile

Trust Age Profile
as at 31 March 2023 (n=1,871)



Bank Staff Age Profile at at 31.3.23 (n=240)

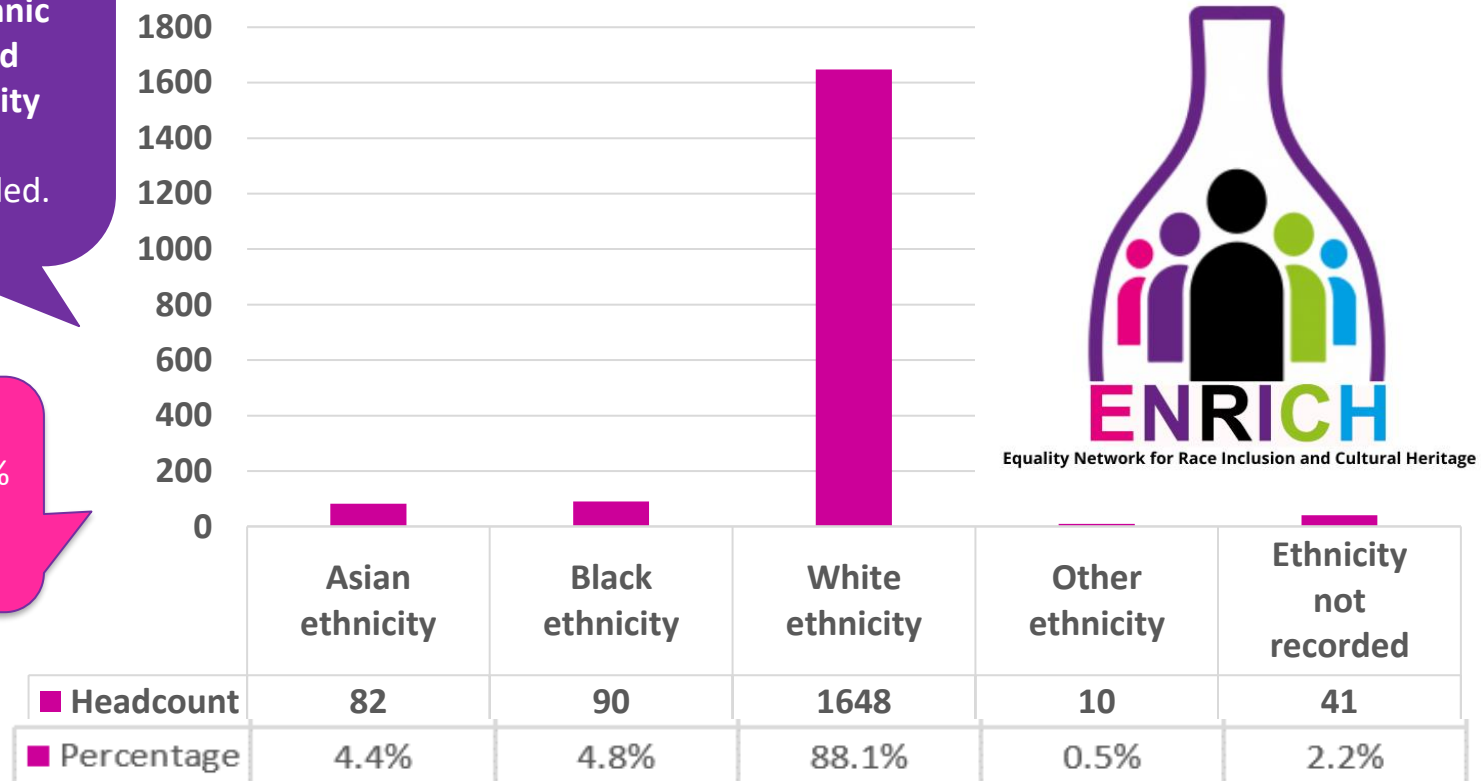


Workforce Ethnicity Data

Our workforce is now made up of **9.9% of colleagues with ethnic diverse heritage** and **90.1% white ethnicity** (after 'ethnicity unknown' is) excluded.

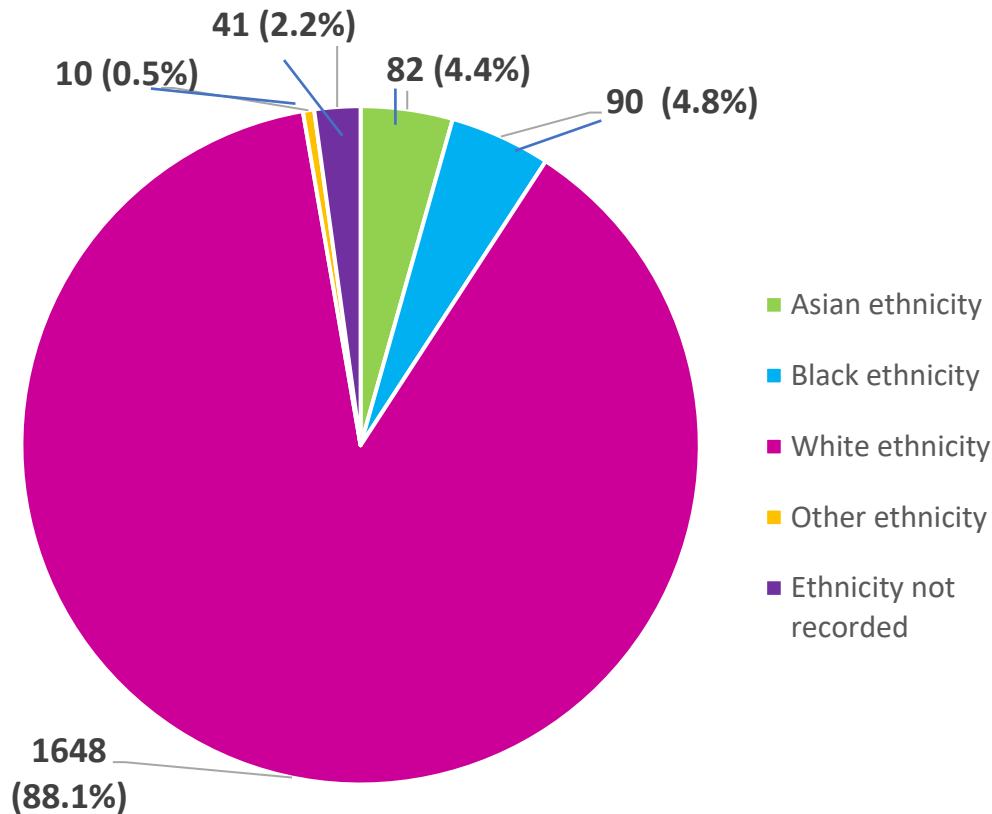
Our local population is **13.5%** (according to the 2021 census).

Substantive Workforce Ethnicity (n=1,871)

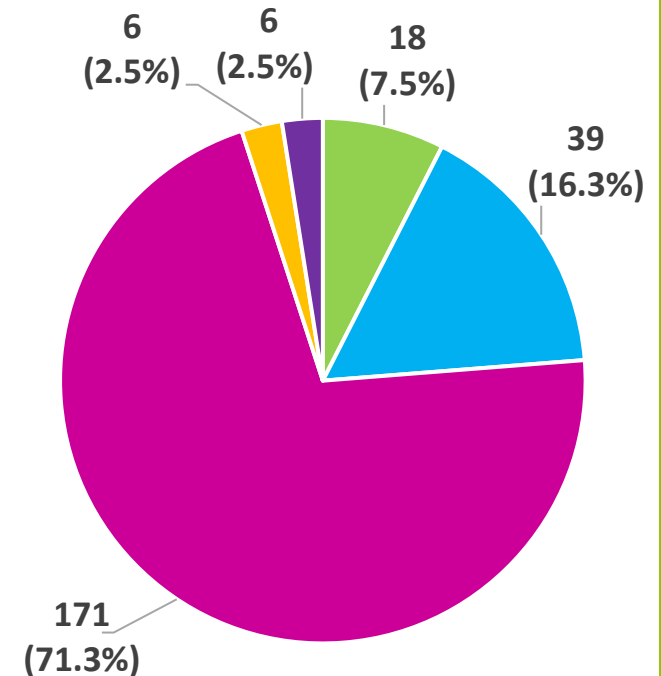


Workforce Ethnicity Data

Substantive Workforce Ethnicity as at 31.3.23
(n=1871)



Bank Only Workforce Ethnicity
(n=240)



One in 4 bank staff has ethnic diverse, which is a much higher rate than in our substantive workforce, where 1 in 10 have ethnic diverse heritage



NB Data may differ slightly from our Workforce Race Equality Standard (WRES) data due to variations in the reporting requirements and date of pulling of information.

Workforce Ethnic Origin

Substantive Workforce Headcount as at 31st March 2023

Ethnicity	Headcount	Percentage
A White - British	1,609	86.0%
B White - Irish	9	0.5%
C White - Any other White background	28	1.5%
C2 White Northern Irish	1	0.1%
CA White English	1	0.1%
D Mixed - White & Black Caribbean	7	0.4%
E Mixed - White & Black African	5	0.3%
F Mixed - White & Asian	6	0.3%
GD Mixed - Chinese & White	1	0.1%
H Asian or Asian British - Indian	34	1.8%
J Asian or Asian British - Pakistani	21	1.1%
K Asian or Asian British - Bangladeshi	6	0.3%
L Asian or Asian British - Any other Asian background	10	0.5%
LA Asian Mixed	1	0.1%
LK Asian Unspecified	3	0.2%
M Black or Black British - Caribbean	4	0.2%
N Black or Black British - African	65	3.5%
P Black or Black British - Any other Black background	7	0.4%
PD Black British	1	0.1%
PE Black Unspecified	1	0.1%
S Any Other Ethnic Group	4	0.2%
SE Other Specified	6	0.3%
Unspecified	3	0.2%
Z Not Stated	38	2.0%
Grand Total	1,871	100.0%

The Trust's substantive workforce represents the following ethnicities, as recorded in ESR

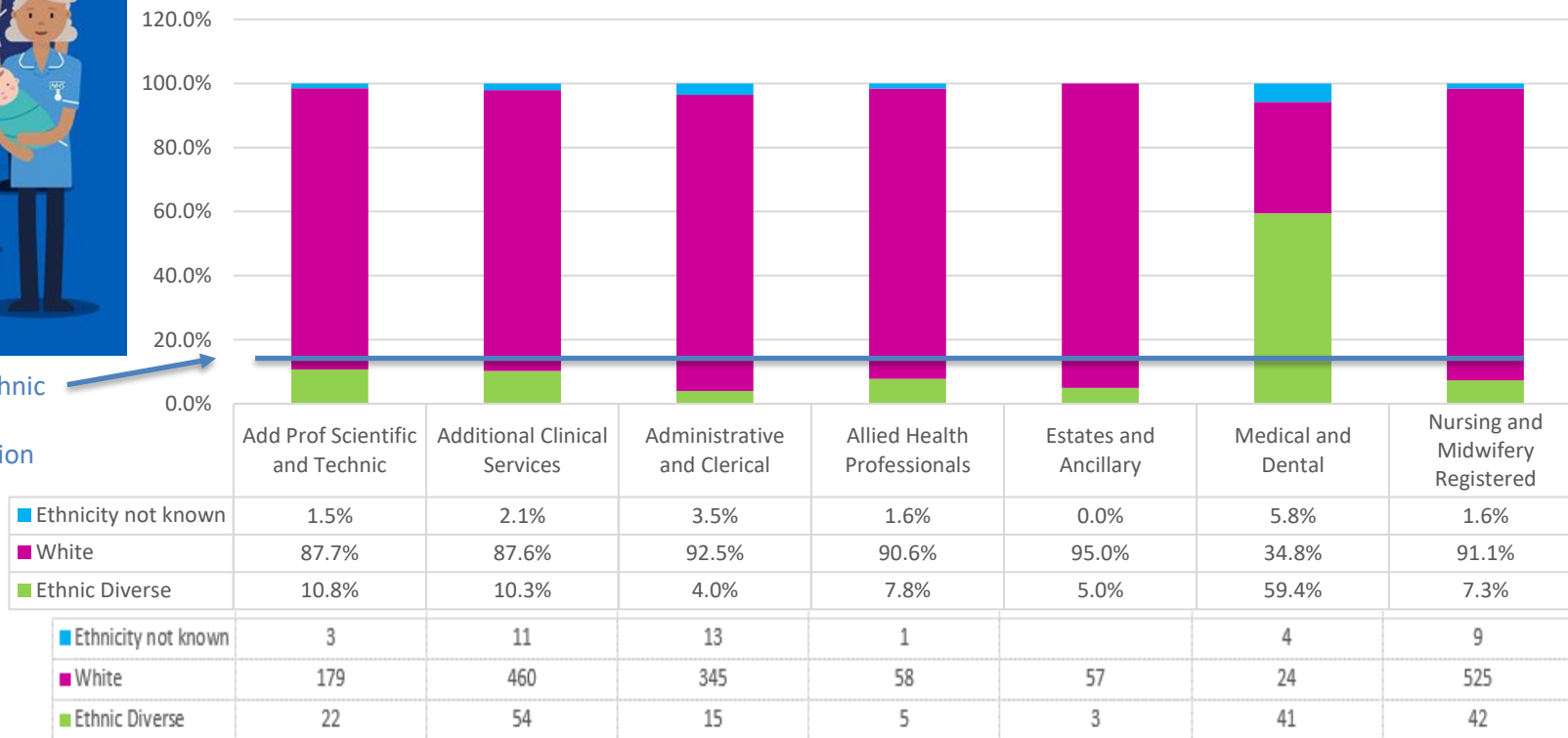


Workforce Ethnicity by Staff Group



Local Ethnic
Diverse
population

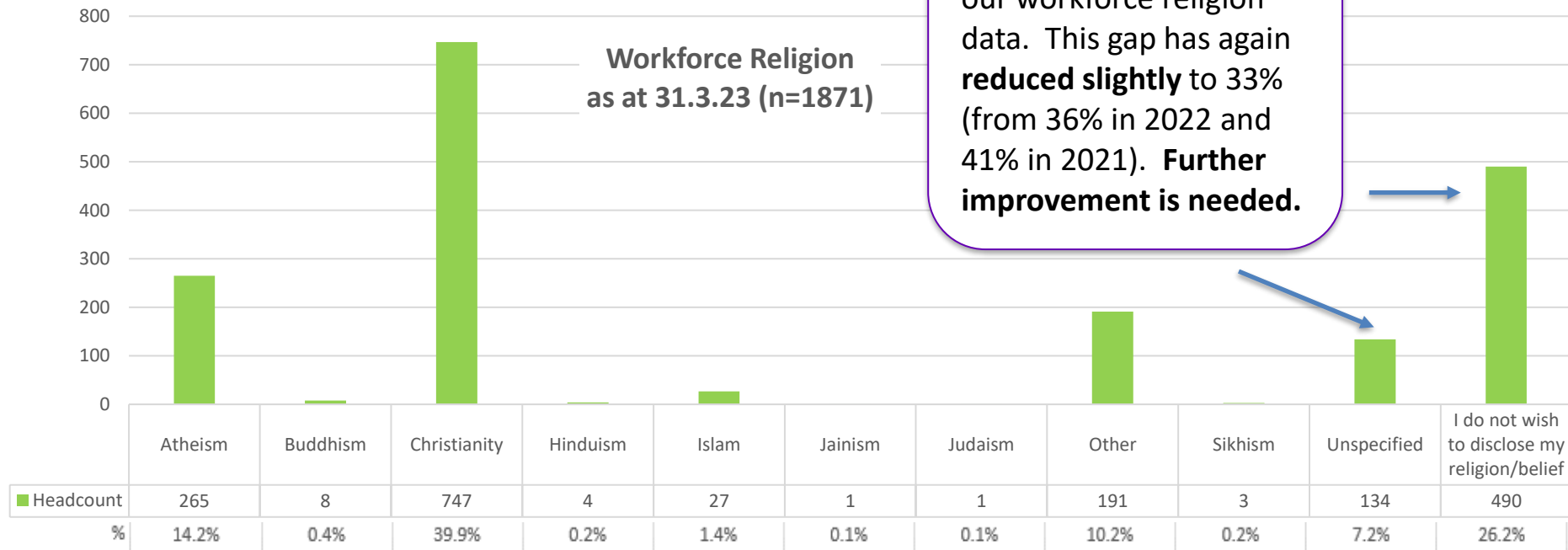
Ethnicity by Staff Group
as at 31.3.23 (n=1871)



%

headcount

Workforce Religion & Belief

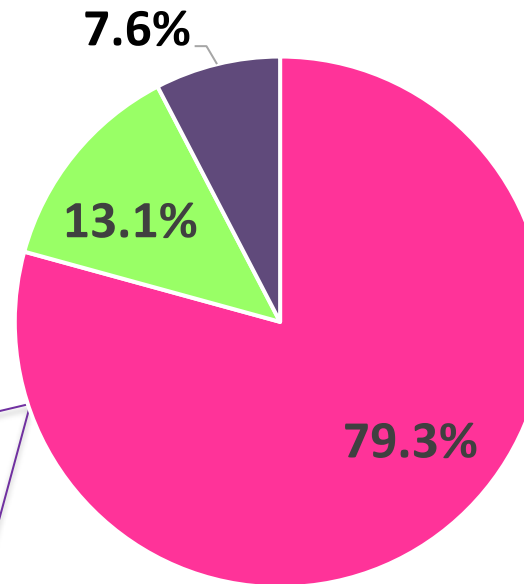


Christianity is the most common religion in the Trust workforce, but this accounts for only 40% of Trust staff. 14% of staff report they are atheist (no belief in religion). 10% report holding another religion, outside of the core religions listed.

Workforce Disability

- **143 staff (7.6%)** have declared a disability. This is up from 6.2% in 2022.
- We **do not know the disability status of 245 staff (13.1%)**. 188 of these have not completed the field, 57 have stated they prefer not to say.
- We work to create a culture of inclusion where staff feel safe and supported to declare their disability, neuro-difference or long-term health conditions.

Workforce Reported Disability Status
as at 31.3.23 (n=1871)

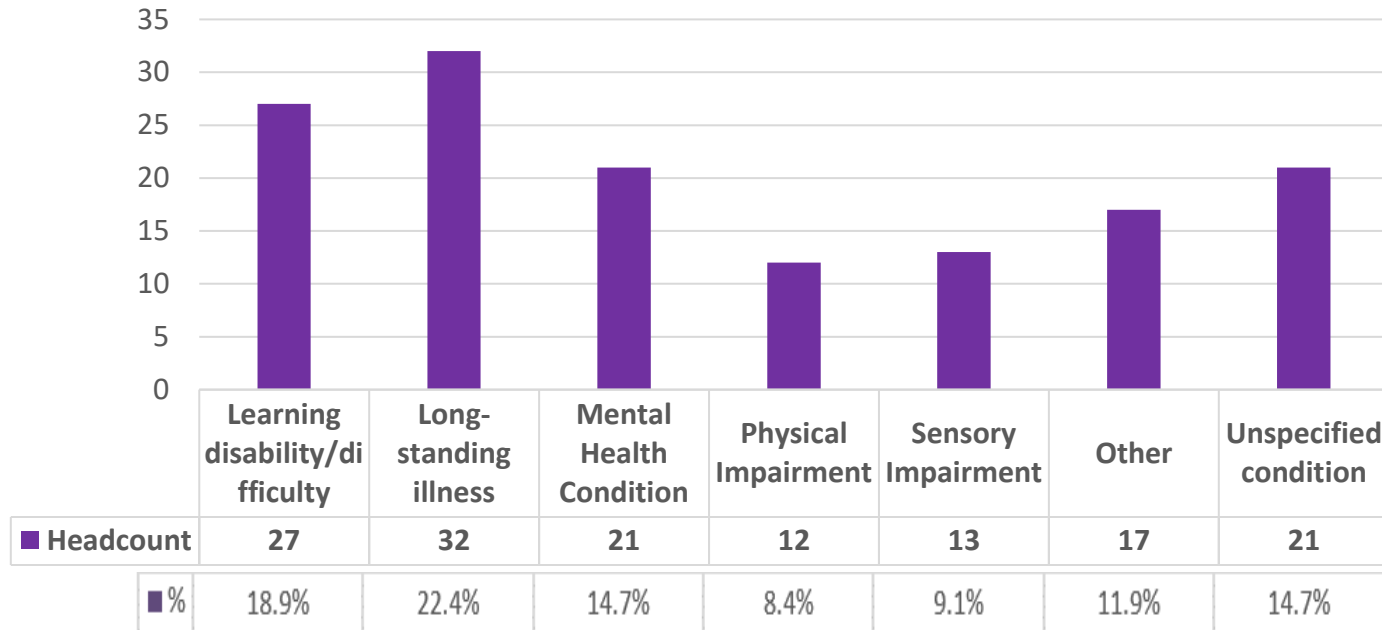


Disability Status	Headcount
No Disability	1483
Not Reported	245
Disability	143



Nature of Main Disability Declared

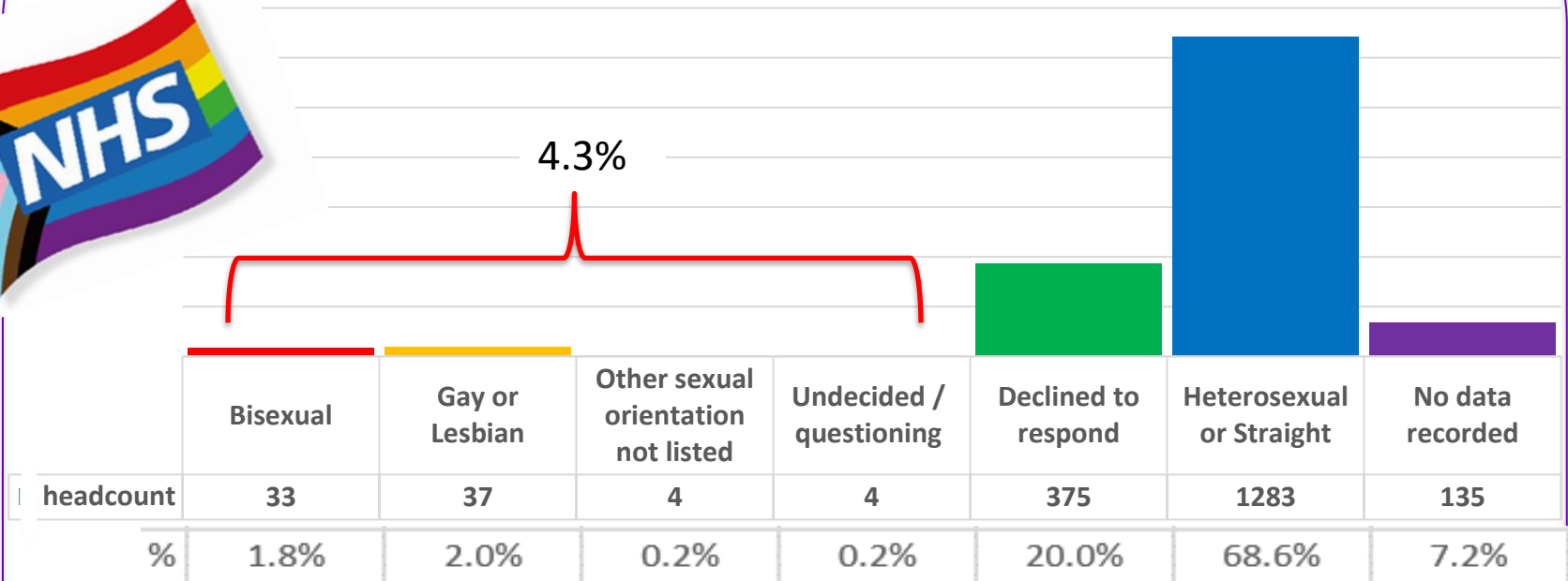
Declared Workforce Disabilities



The largest group is 'long standing illness', closely followed by 'learning disability/difficulty'. It is noted that ESR does not enable staff to record more than one disability, nor to record neurodiversity. As a result, it is not possible to identify the extent of neurodiversity in the workforce. Some estimates suggest this may be as high as 15-20%.

Workforce Sexual Orientation

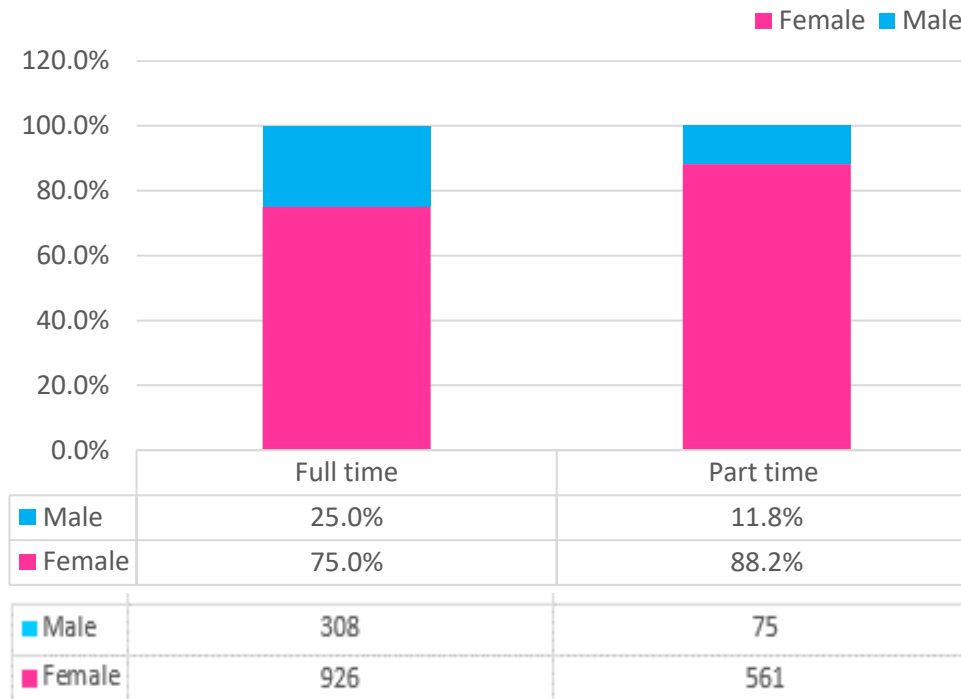
Workforce Sexual Orientation as at 31.3.23 (n=1871)



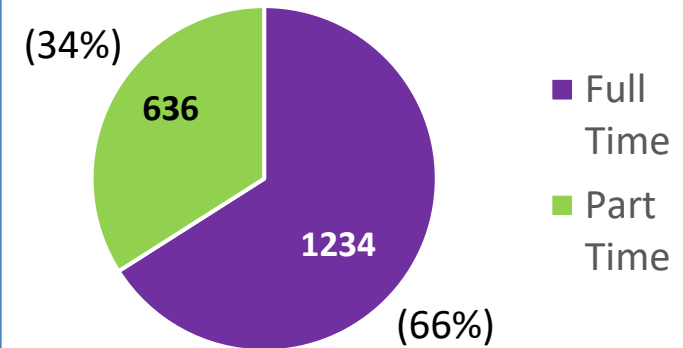
- After unknowns are excluded, **5.7% of the Trust workforce has declared that they are LGBT+ or questioning.** This is up from 5.0% in 2022 and is getting closer to the rate suggested by Stonewall for the UK population of 7%.
- We have closed the **data gap from 9.5% to 7.2% of staff since 2022.**
- **375 staff do not wish to declare** their sexual orientation (similar to 2022 & 2021).
- We would like to encourage more people to feel comfortable and safe to be open about recording their sexual orientation

Full-Time : Part-Time Working

Full Time: Part Time Working by Gender




Trust Full Time - Part Time Working



	Full time	Part time
Female	62.3%	37.7%
Male	80.4%	19.6%

- 75% of full time workers are female & 25% male. For part-time workers, 88.2% are female.
- Overall 66% of the workforce work full time (64% in 2021).
- 38% of female workers are part time, compared to 20% for men.



A large, stylized rainbow graphic composed of several thick, overlapping brushstrokes in shades of pink, purple, blue, green, and yellow, arching across the top left of the slide.

PART TWO: Service User Data 2022-23

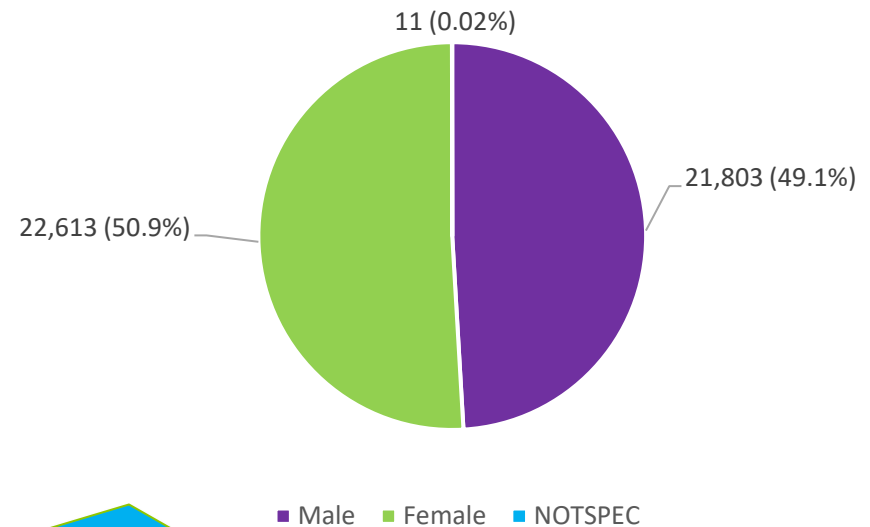
NB Our service user data is based on information held in our Lorenzo system on service user encounters. (Data from IAPTUS and HALO is not included). Data is not available for Primary Care Directorate.

Service User Gender

We hope to soon be able to record gender identities other than male and female (eg non-binary or other gender identity) but our Electronic Patient Record does not currently enable us to do this effectively at present. This remains a work in progress in discussion with national NHS system developers.



Gender of Patients & Service Users Accessing Services 1st April 2022 – 31st March 2023, n= 44,427



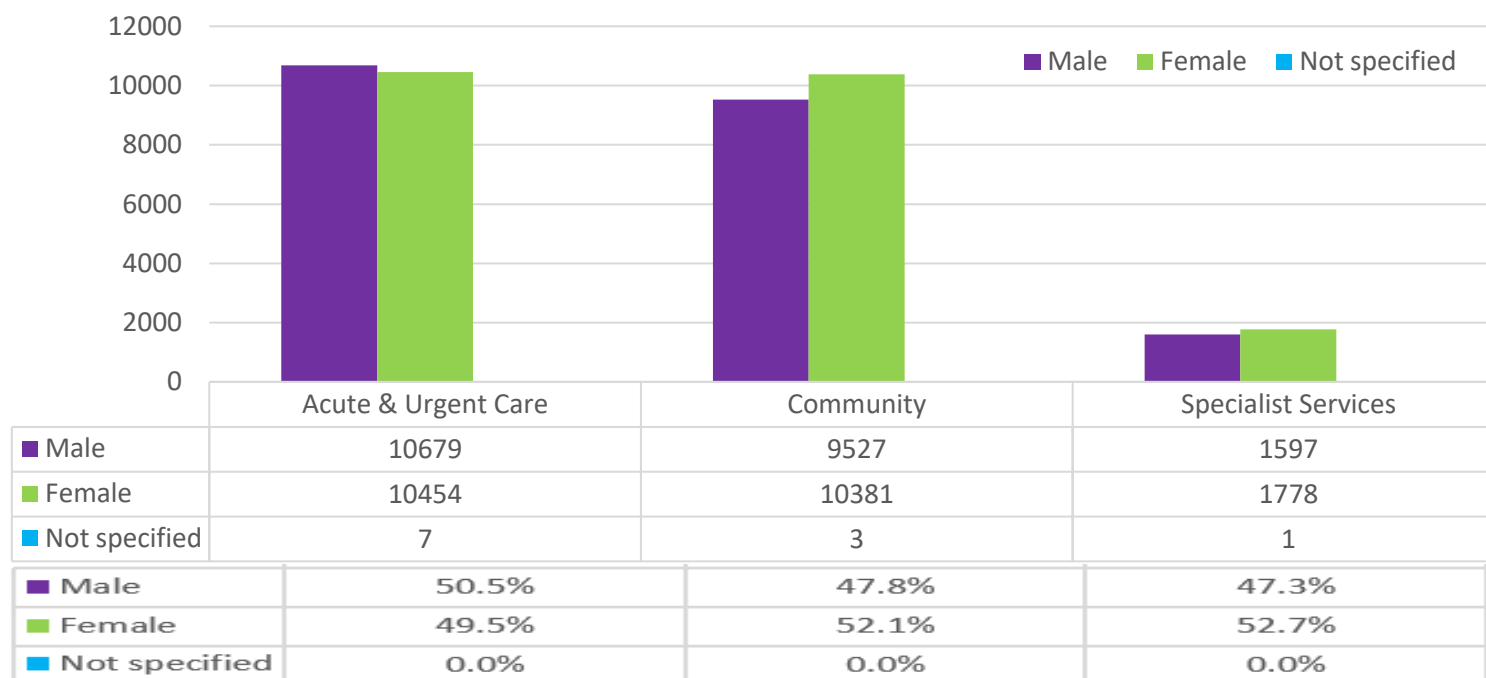
The gender recorded for our service users is fairly evenly split, female to male, slightly more female (51%) than male (49%).
11 patients did not have their gender specified.

We do not currently have the option to record other gender identities in our Electronic Patient Record.

Service User Gender by Directorate

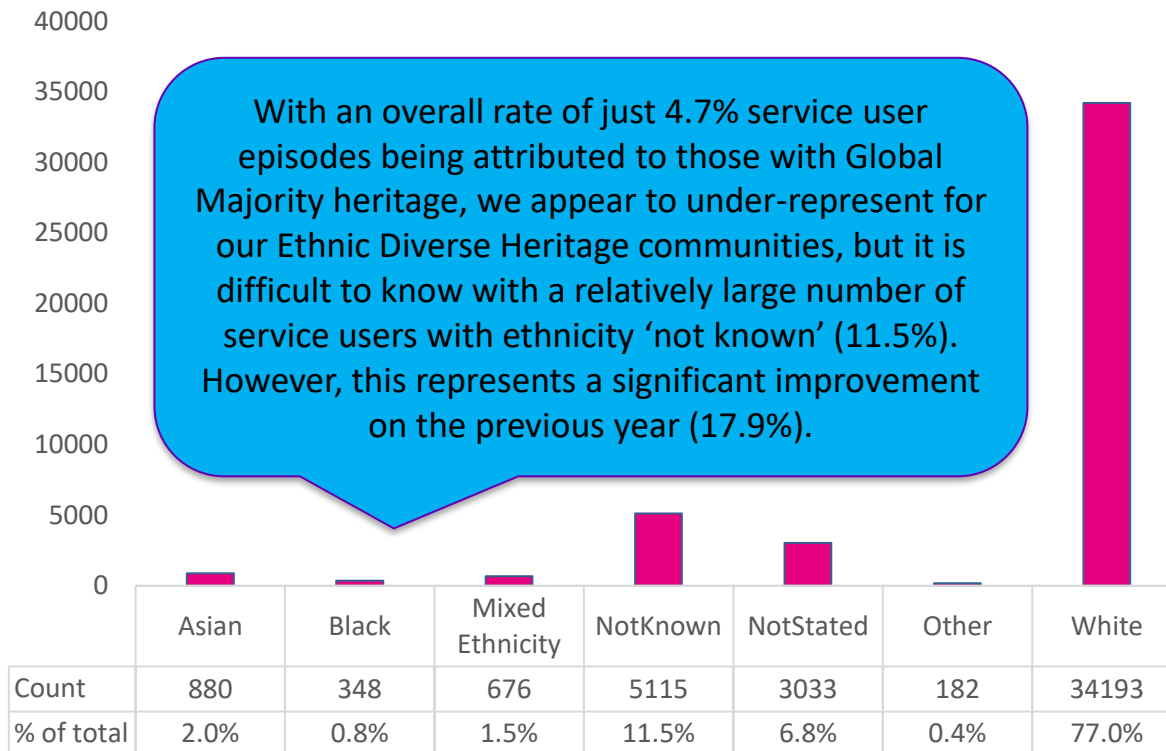
Slightly more females than males access services in our Community and Specialist Directorates, and slightly more males than females in Acute & Urgent Care.

Service User Gender by Directorate



Service User Ethnicity

Service User Ethnicity 2022-23 (N=44,427)

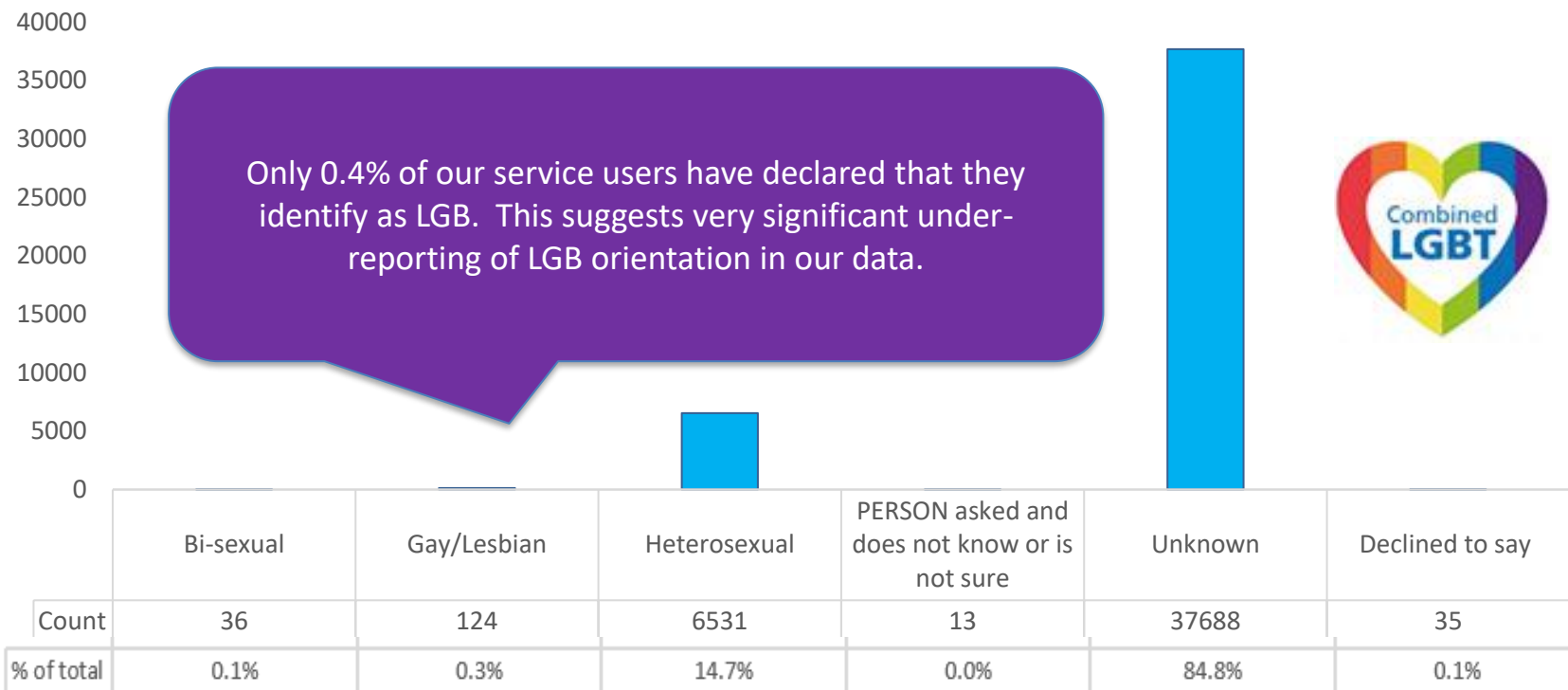


According to the 2021 census, our local population is 13.5% Ethnic Diverse / Global Majority backgrounds



Service User Sexual Orientation

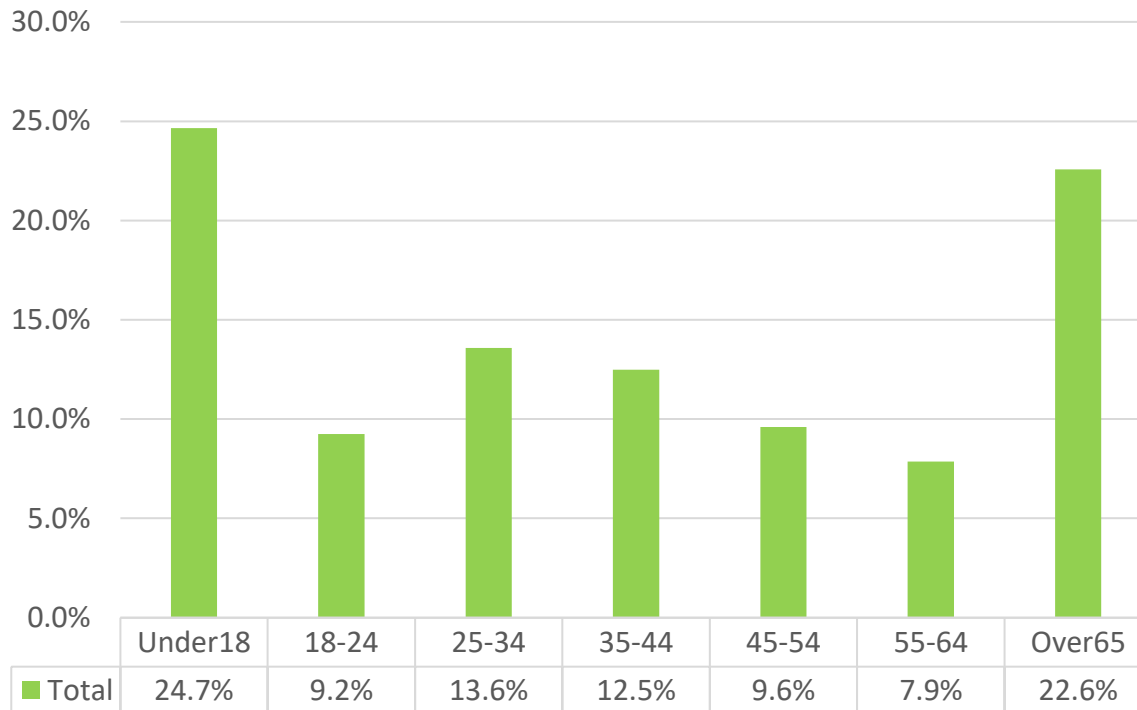
Sexual Orientation 2022-23 (n=44,427)



The Trust still has a very sizable gap in its LGB service user data, with 89% of records (37,688 service users) not being completed. This must be a priority for action in 2023-24.

Age of our Service Users

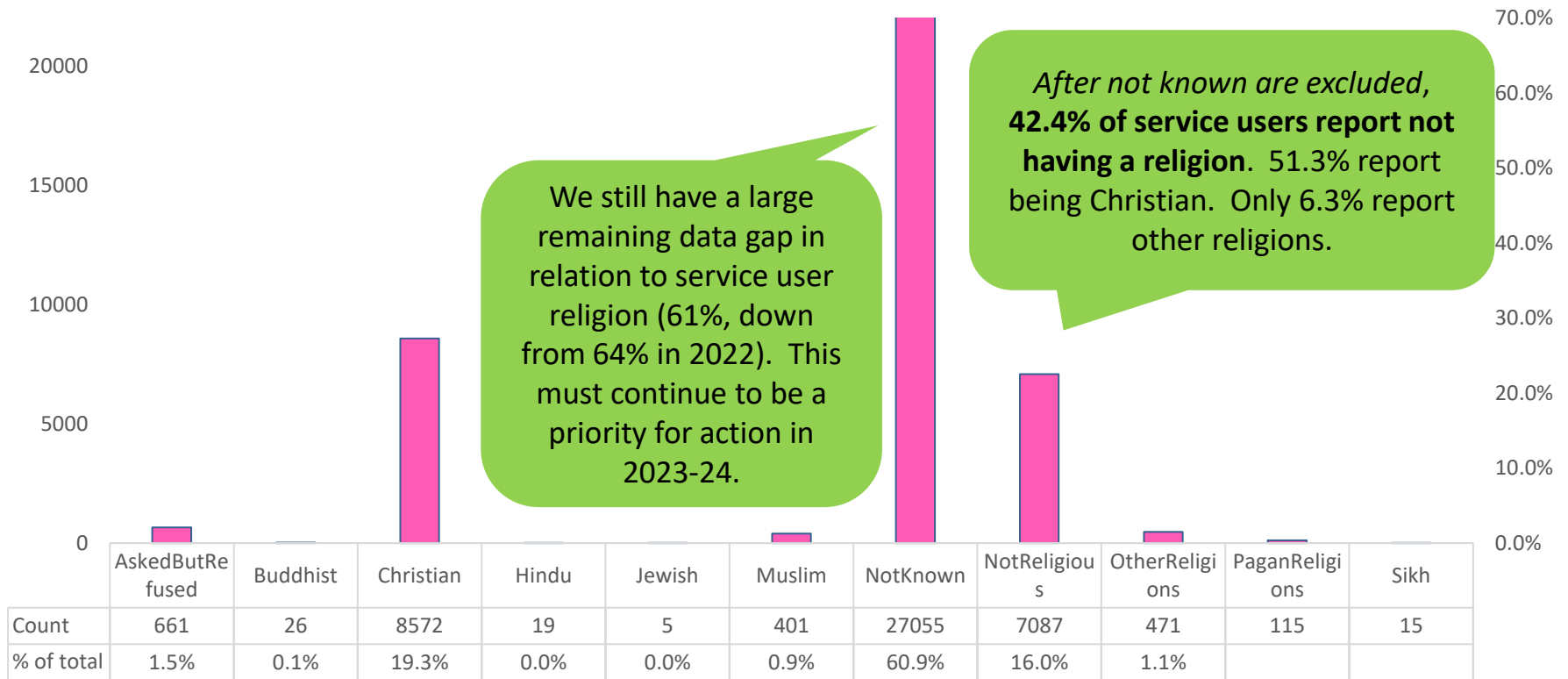
Service User Age Range 2022-23
(n=44,427)



Nearly half (47.3%)
of our service users
seen in 2022-23
were either under
18 or over 65.

Service User Religion

Trust Service User Religion 2022-23 (n=44,427)



Further Information

If you have any queries about this data or require any further information, please contact:

Lesley Faux

Diversity & Inclusion Lead

Email: Diversity@combined.nhs.uk