

Trust Diversity Data Book 2024

Data as at 31st March 2024

Addendum to the Trust's
Inclusion and Belonging
Annual Report 2024



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 2024 Inclusion and Belonging 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 regular workforce headcount increased in 2023-24 to **1,935 as at 31.3.24**, from 1871 at 31.3.23 (1,712 WTE).
- Service user data is based on information held in our Lorenzo Electronic Patient Record (EPR) system on service user encounters. (Data from IAPTUS and HALO is not included).
- This year, key Directorate level workforce and service user data is included (further details may be made available on request).
- 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 if you require further information. Contact: Diversity@combined.nhs.uk**

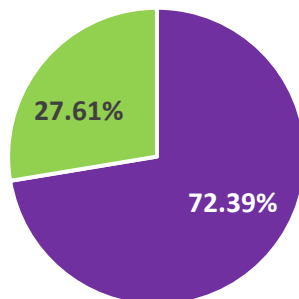
PART ONE: Workforce Demographic Profile as at 31st March 2024

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



Workforce Profile: Gender*

Bank Workers Gender
31st March 2024 (n=326)



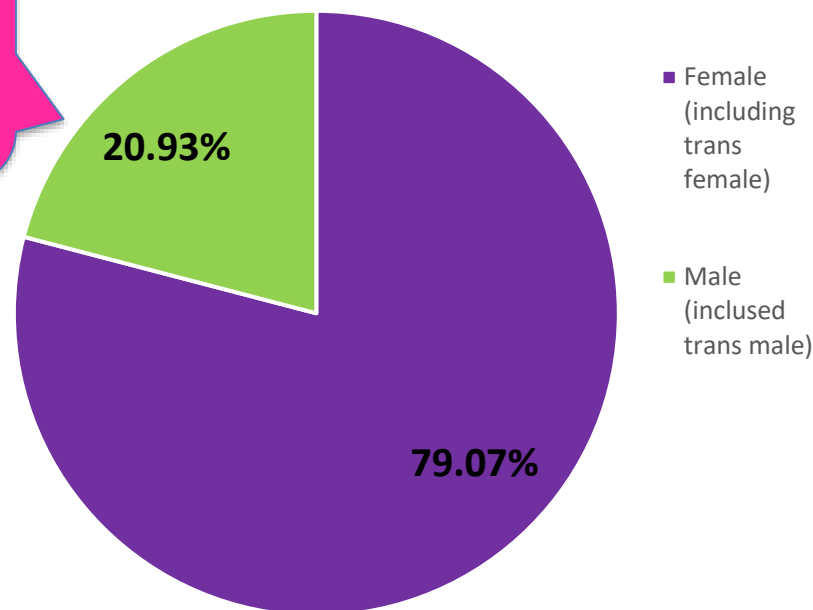
■ Female ■ Male



Only **one in five** of our regular employees are male.

This increases to more than one in four for bank workers.

Trust Workforce Gender Profile
as at 31st March 2024 (n=1,935)



■ Female
(including trans female)

■ Male
(included trans male)

** The Electronic Staff Record does not currently hold data on trans and non-binary identities. This situation is being reviewed nationally and we hope we will soon be able to gather this information. At Combined, we hope to encourage more people to feel comfortable and safe to be open about recording their sexual orientation and being free to be their authentic selves at work.*

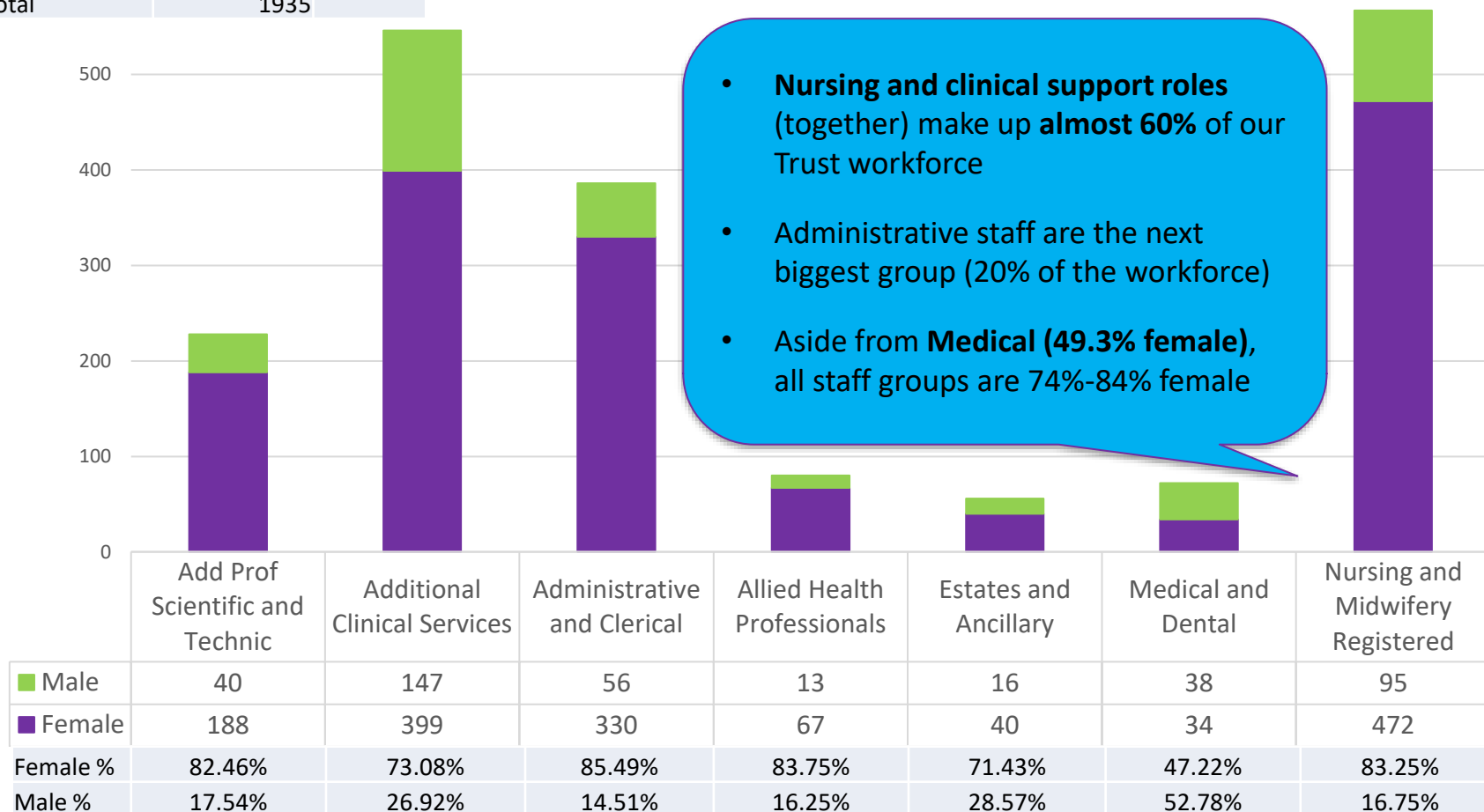
NB Data may differ slightly from our Gender Pay Report Data due to variations in the reporting requirements and date of pulling of information.



Staff Groups by Gender

Gender - regular wf	Total	%
Female	1530	79.07%
Male	405	20.93%
Grand Total	1935	

Staff Groups by Gender* as at 31st March 2024 (n=1,935)

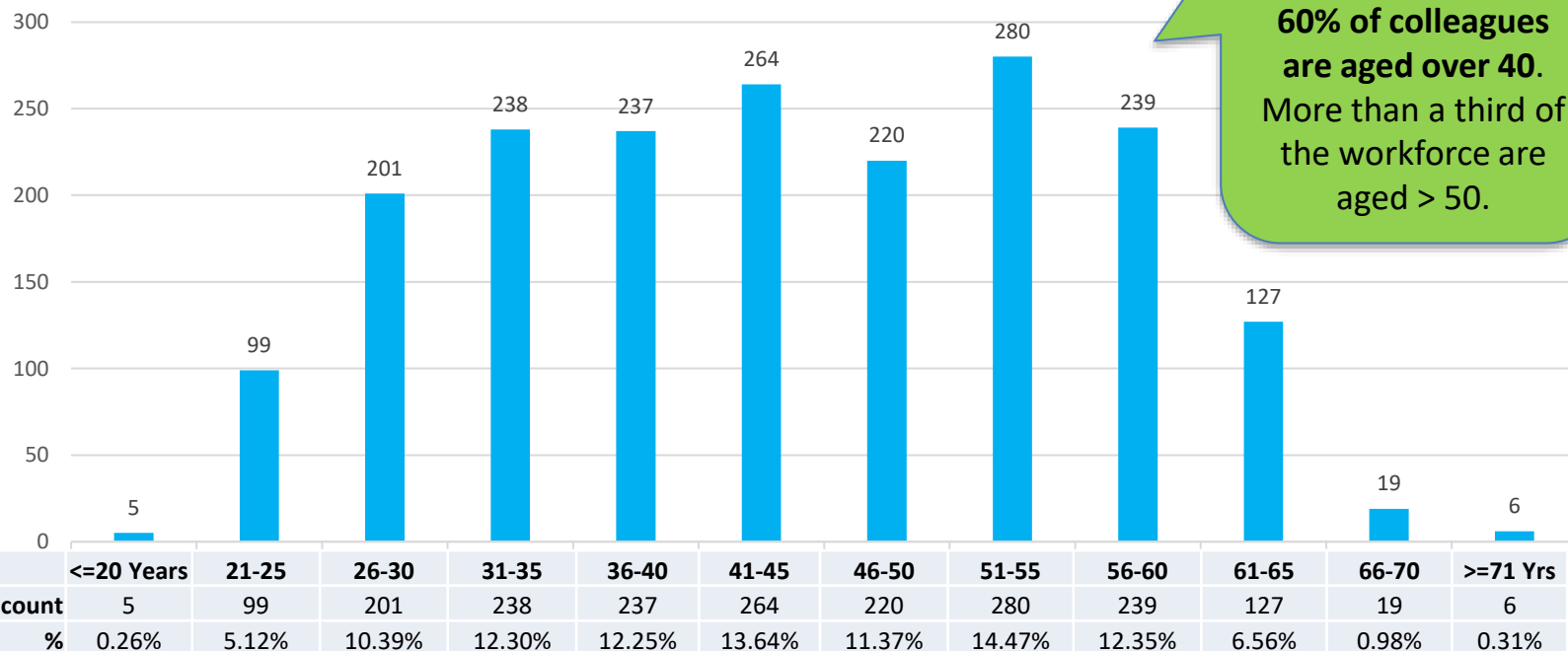


*We are also increasingly moving to greater recognition and inclusiveness of non-binary and other gender identities, however this is not yet reflected in the Electronic Staff Record (ESR).



Workforce Age Profile

Trust Age Profile
as at the 31st March 2024 (n=1,935)

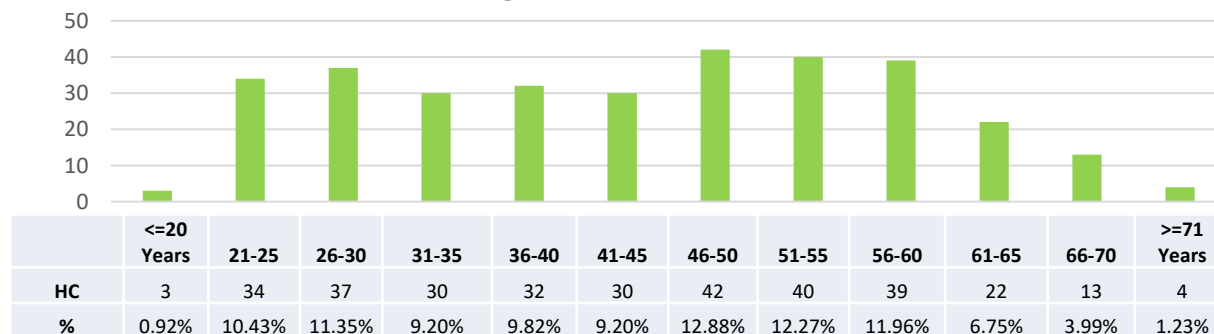


We have an ageing workforce.

60% of colleagues are aged over 40.

More than a third of the workforce are aged > 50.

Bank Workers Age Profile as at 31st March 2024 (n=326)



Our bank workers have very similar age profile, also with almost 60% over 40

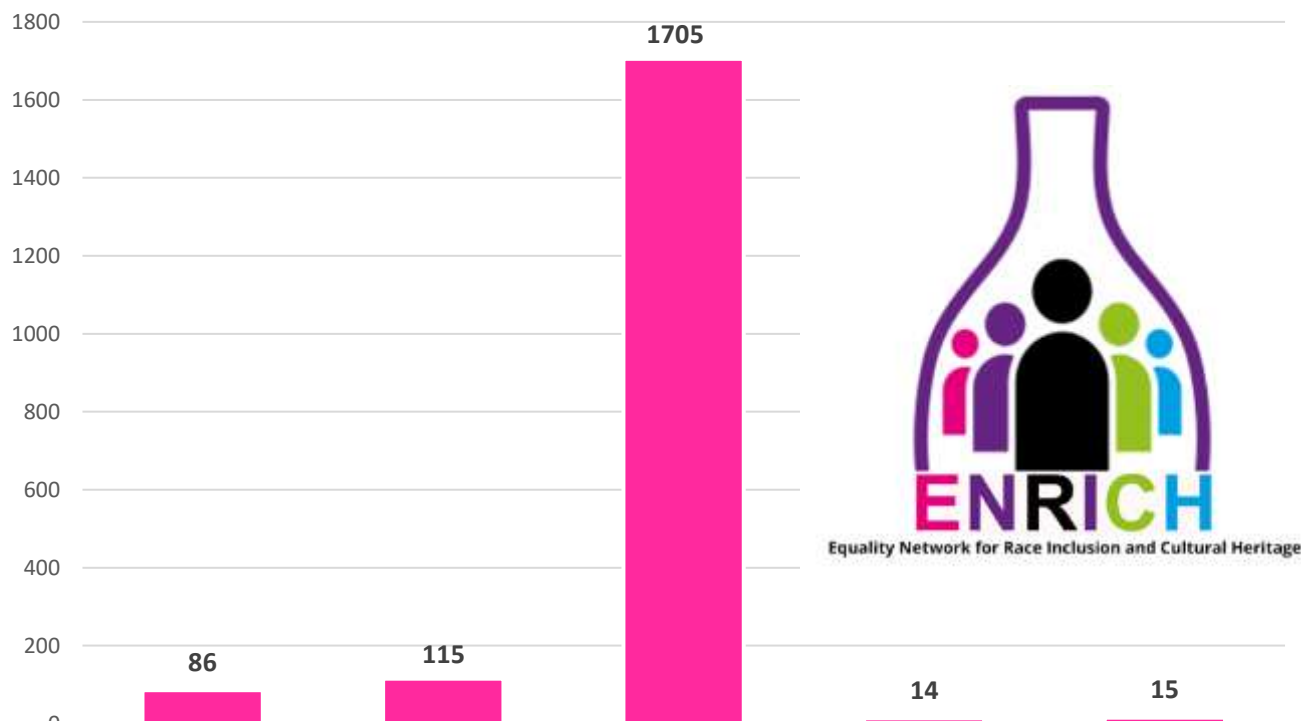


Workforce Ethnicity Data

Global Majority heritage colleagues made up of **11.11%** of the regular workforce as at 31.3.24.

This almost matches our local population (11.17% from the 2021 census)

Workforce Ethnicity
as at 31st March 2024 (n=1,935)

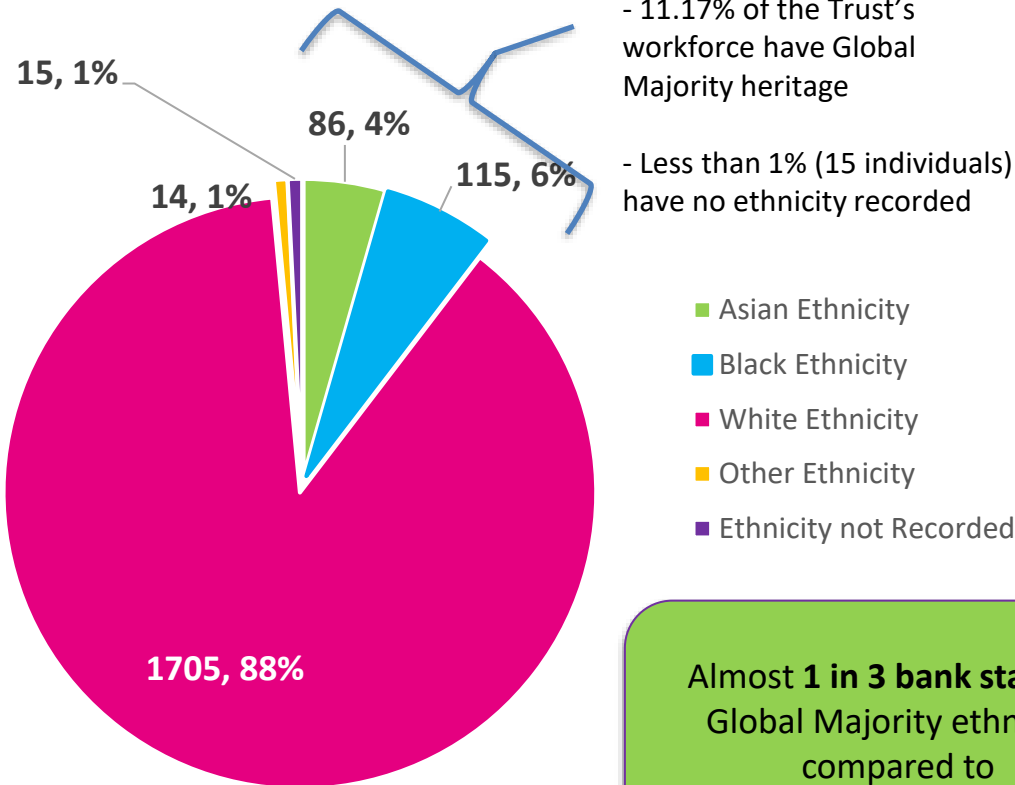


Ethnicity Group	Asian Ethnicity	Black Ethnicity	White Ethnicity	Other Ethnicity	Not Recorded
Headcount	86	115	1705	14	15
%	4.44%	5.94%	88.11%	0.72%	0.78%

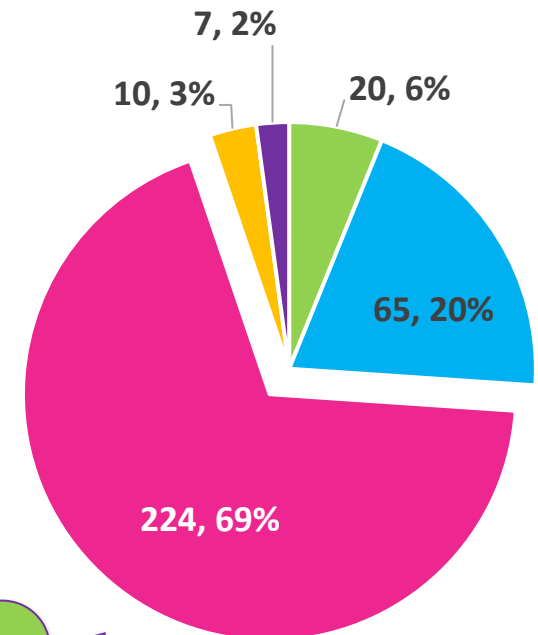
NB Data may differ slightly from our Workforce Race Equality Standard (WRES) data due to variations in the reporting requirements and date of pulling of information.

Workforce Ethnicity Data

Substantive Workforce Ethnicity
as at 31st March 2024 (n=1,935)



Bank Only Workers Ethnicity
(n=326)



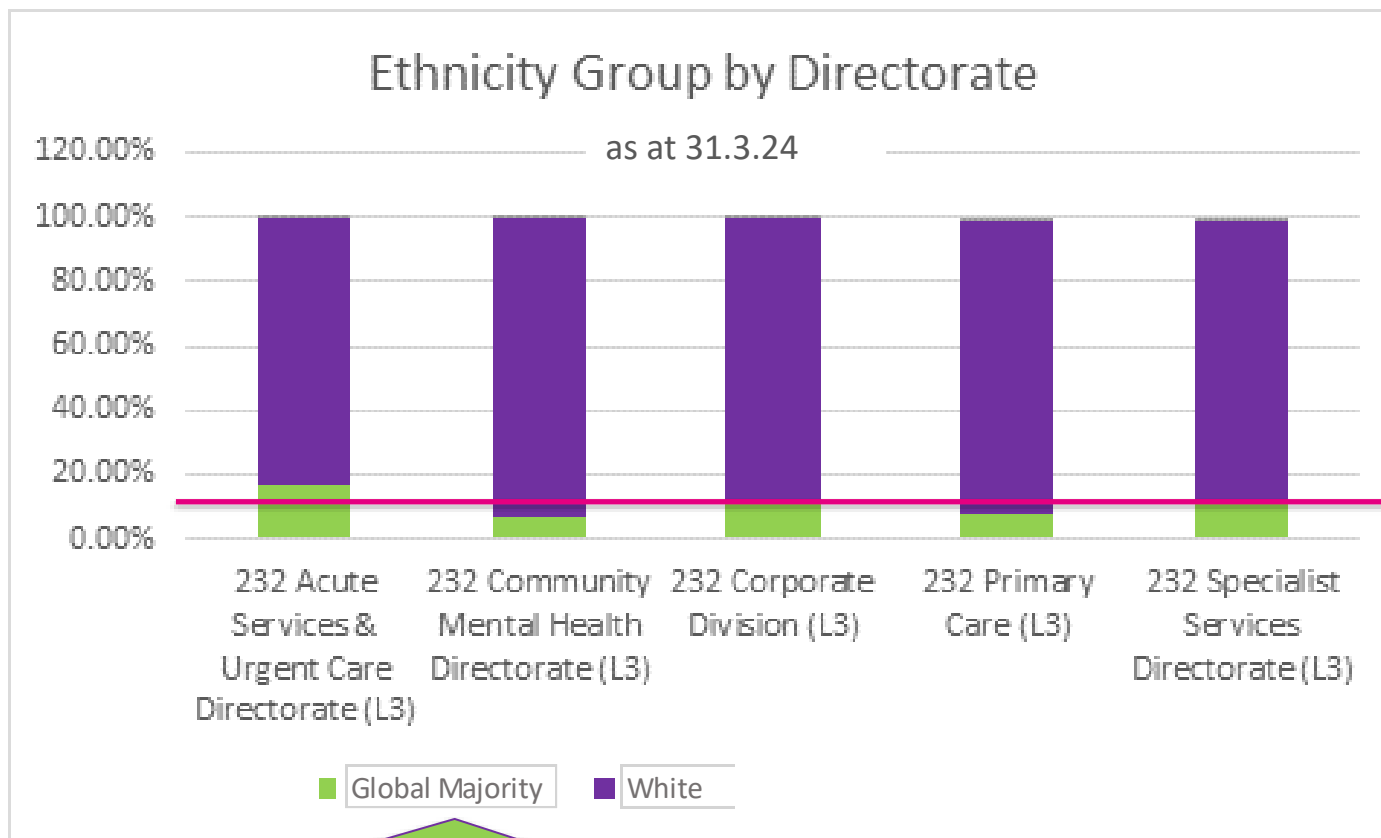
Almost **1 in 3 bank staff** has
Global Majority ethnicity,
compared to
1 in 9 in our regular workforce

A much larger proportion of our Bank
Only workers have Global Majority
heritage (29.1%)



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 Ethnicity Data by Directorate



It is noted that there is variation in ethnic diversity in our Trust Directorates. Acute and Urgent Care Directorate exceed the local population rate, while our Community and Primary Care Directorates under-represent

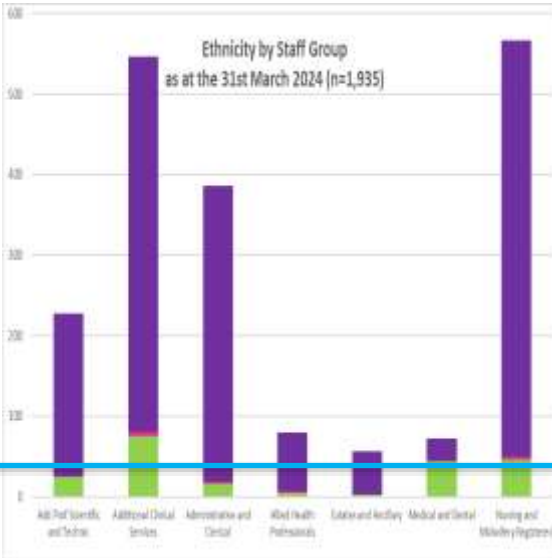
Specific Global Majority Identities represented in the Trust

Global Majority identities recorded in ESR as at 31.3.24

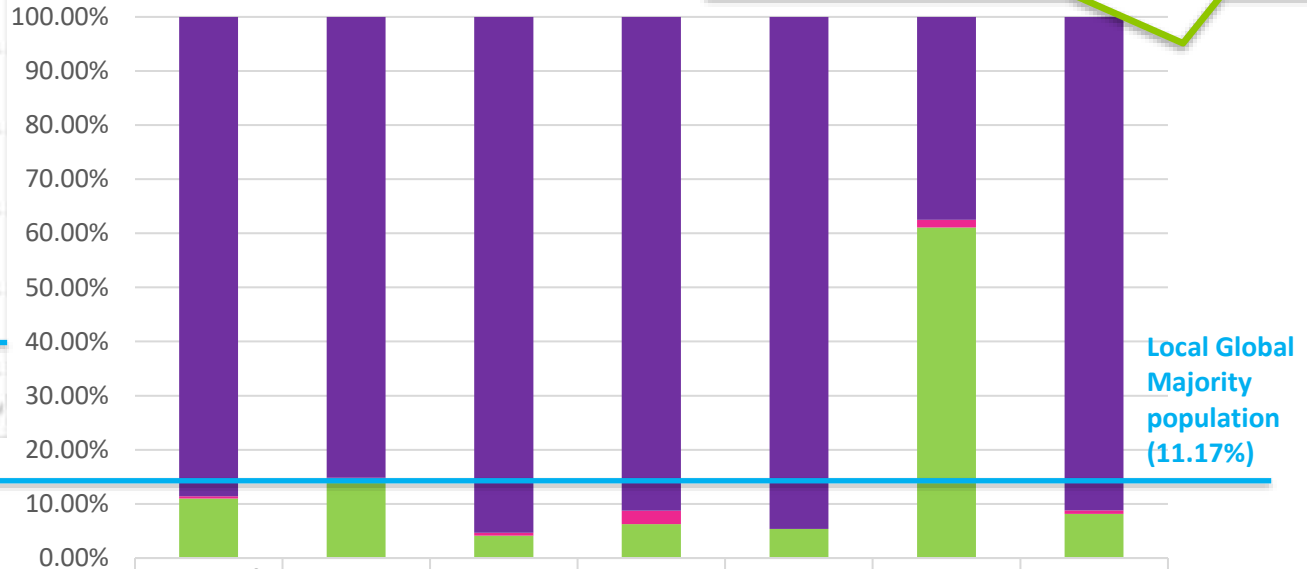


Workforce Ethnicity by Staff Group

Global Majority heritage is not equitably spread through staff groups. Some groups under-represent and others over-represent.



Ethnicity by Staff Group
as at the 31st March 2024 (n=1,935)



Local Global
Majority
population
(11.17%)

	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Medical and Dental	Nursing and Midwifery Registered
White	88.60%	85.16%	95.34%	91.25%	94.64%	37.50%	91.18%
Ethnicity not Recorded	0.44%	0.92%	0.52%	2.50%	0.00%	1.39%	0.71%
Global Majority	10.96%	13.92%	4.15%	6.25%	5.36%	61.11%	8.11%

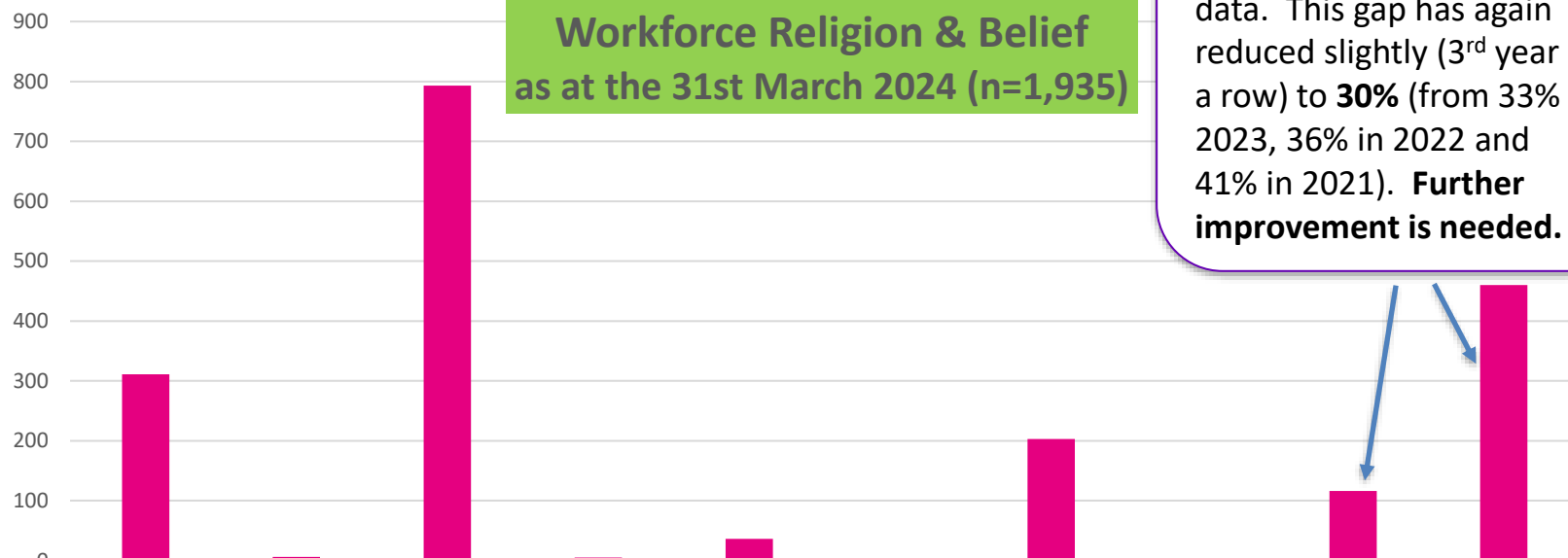
White	202	465	368	73	53	27	517
Ethnicity Not Recorded HC	1	5	2	2		1	4
Global Majority HC	25	76	16	5	3	44	46
Total HC	228	546	386	80	56	72	567



Workforce Religion & Belief

Sizeable gaps remain in our workforce religion data. This gap has again reduced slightly (3rd year in a row) to **30%** (from 33% in 2023, 36% in 2022 and 41% in 2021). **Further improvement is needed.**

Workforce Religion & Belief
as at the 31st March 2024 (n=1,935)



	Atheism	Buddhism	Christianity	Hinduism	Islam	Judaism	Other	Sikhism	Not recorded	Not disclosed
Headcount	311	6	793	5	36	3	203	2	116	460
Headcount %	16.07%	0.31%	40.98%	0.26%	1.86%	0.16%	10.49%	0.10%	5.99%	23.77%

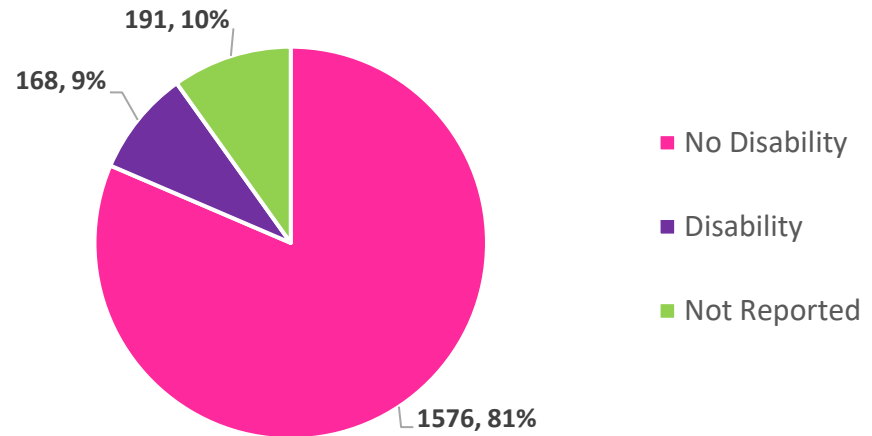
Christianity is the most common religion in the Trust workforce, but this accounts for only 41% of Trust staff. 16% of staff report they are atheist (compared to 14% in 2023). 10.5% have a different religion.



Workforce Disability

- **168 staff (8.7%)** have declared a disability. This is **up** from 143 staff (7.6%) in 2023.
- We do not know the disability status of 191 staff (10%), down from 245 (10%) in 2023.
- We continue work to create a culture of inclusion where differently abled staff feel safe and supported to record that they have a disability, neuro-difference and/or long-term health condition.

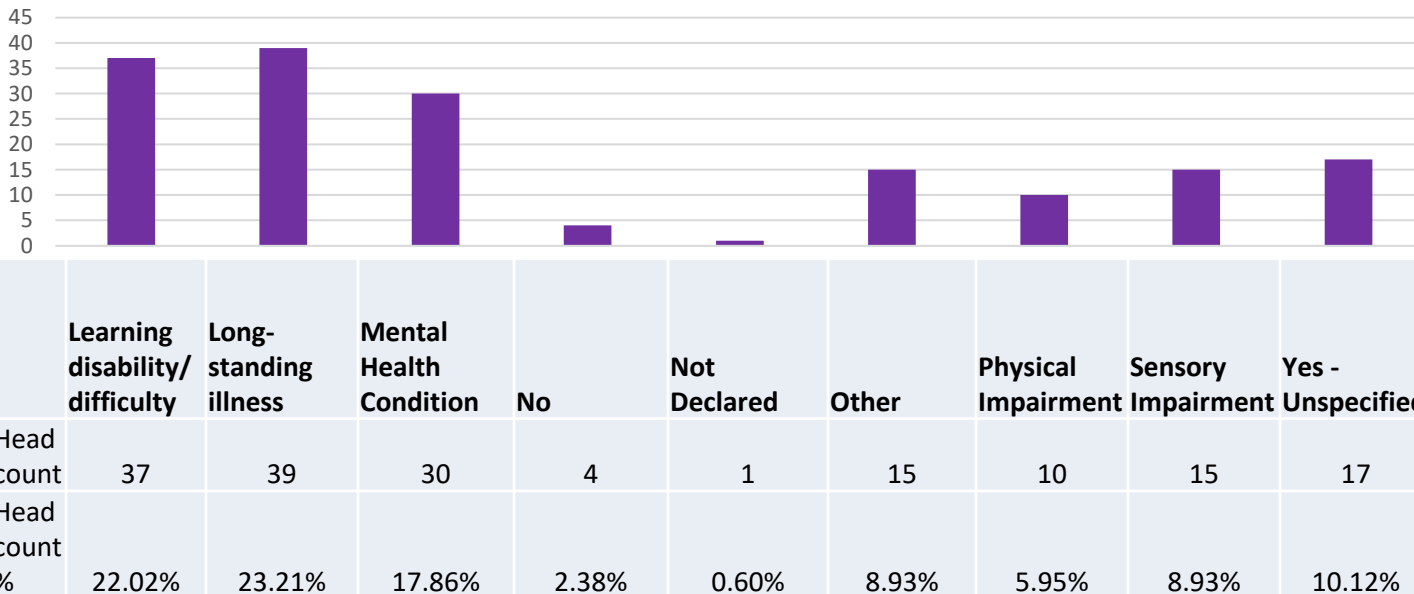
**Workforce Disability Status
as at 31st March 2024 (n=1,935)**



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

Nature of Main Disability Declared

Declared Workforce Disabilities
as at 31.3.24 (n=168)



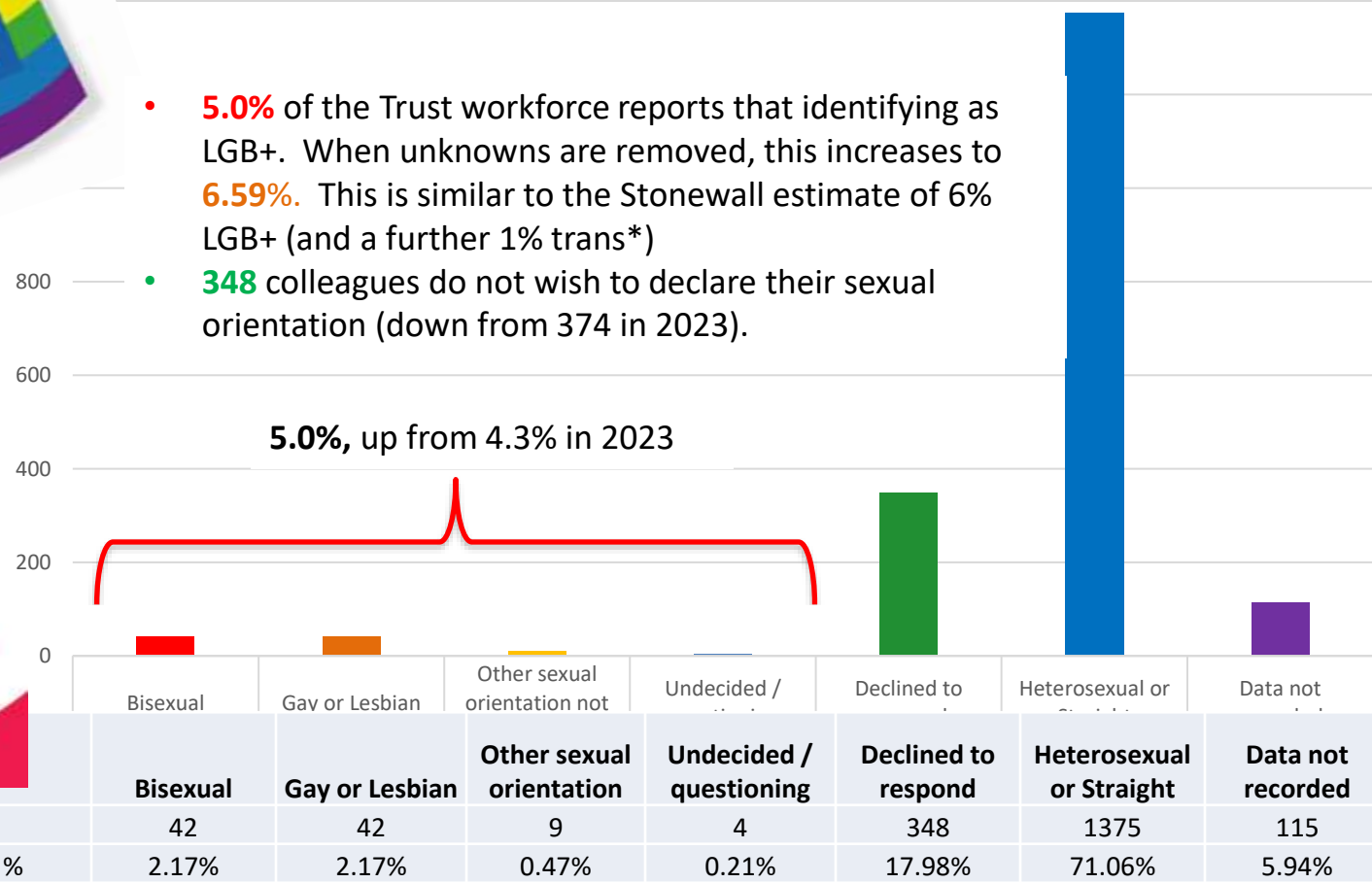
The largest group is 'long standing illness', closely followed by 'learning disability/difficulty'. It is noted that ESR does not enable staff to record more than one disability, nor to record neurodiversity as a category. As a result, it is not possible to identify the extent of neurodiversity in the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

Workforce Sexual Orientation

Workforce Sexual Orientation
as at the 31st March 2024 (n=1,935)



- **5.0%** of the Trust workforce reports that identifying as LGB+. When unknowns are removed, this increases to **6.59%**. This is similar to the Stonewall estimate of 6% LGB+ (and a further 1% trans*)
- **348** colleagues do not wish to declare their sexual orientation (down from 374 in 2023).



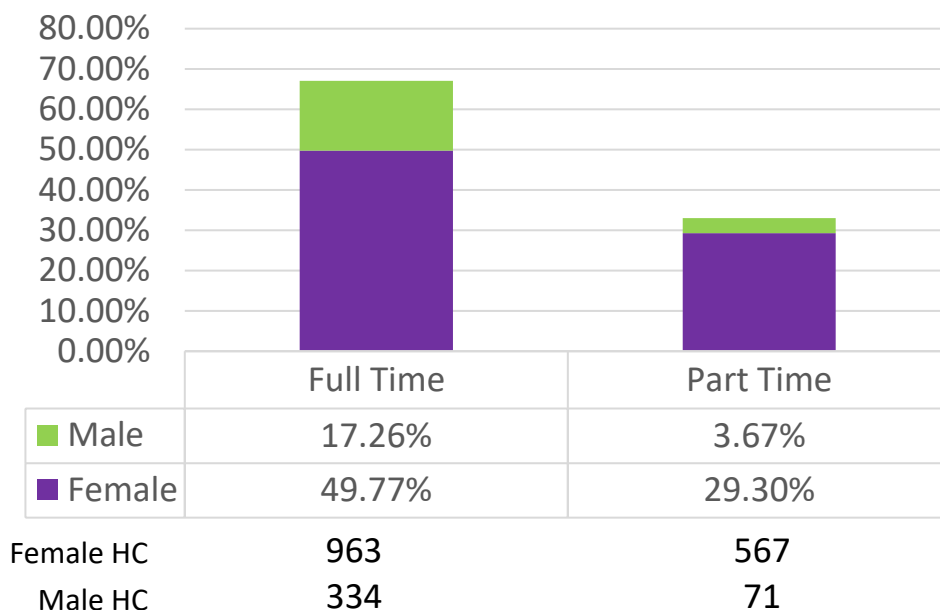
* The Electronic Staff Record does not currently hold data on trans and non-binary identities. This situation is being reviewed nationally and we hope we will soon be able to gather this information. At Combined, we hope to encourage more people to feel comfortable and safe to be open about recording their sexual orientation and being free to be their authentic selves at work.

Total Data gap: 24% 15

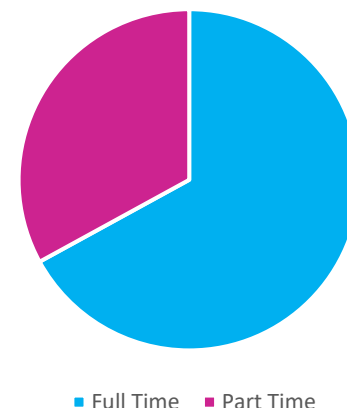


Full-Time : Part-Time Working

Full Time : Part Time Contracts by Gender
31.3.24 (n=1,935)



Full-time : Part-time contracts at NSCHT
31.3.24 (n=1,935)

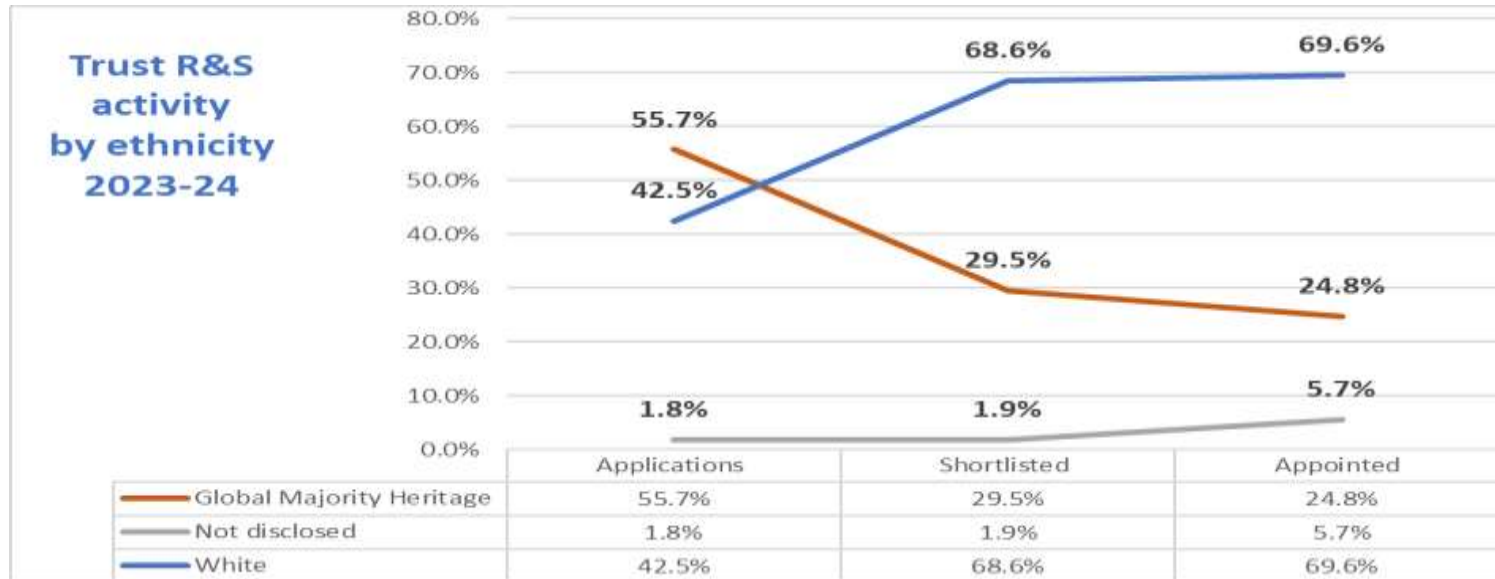


- 67% of Trust staff work full-time, 33% part-time
- The proportion of the workforce working part-time is slowly increasing (66% in 2023, 64% in 2021)
- 37% of female workers are part-time, compared to 17.5% for male workers.



Recruitment and Selection - Ethnicity

Disability through the Trust R&S Process 2023-24

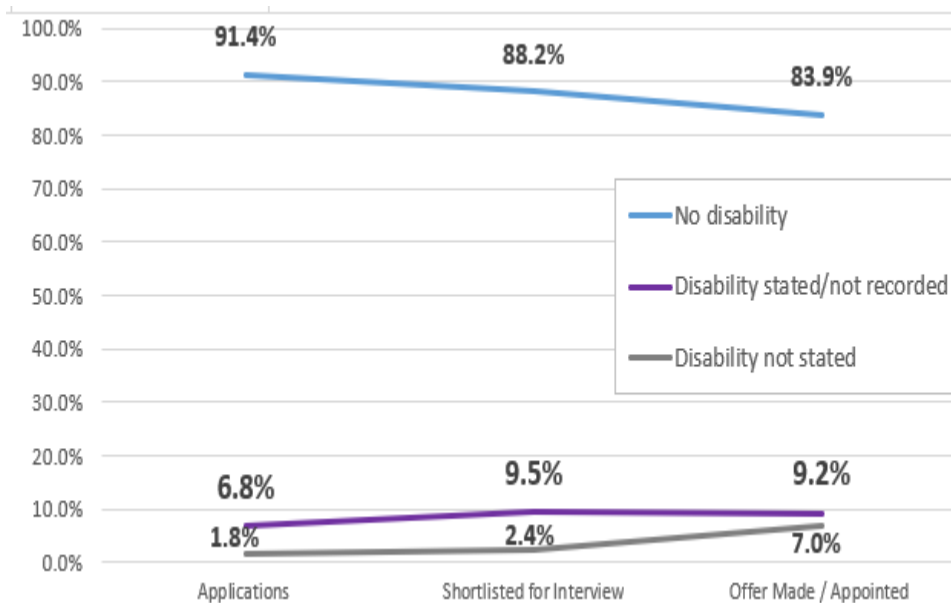


	Headcount			Percentages		
2023-24	Applications	Shortlisted	Appointed	Applications	Shortlisted	Appointed
Global Majority Heri	3843	612	149	55.7%	29.5%	24.8%
not disclosed	124	40	34	1.8%	1.9%	5.7%
white	2931	1422	418	42.5%	68.6%	69.6%
TOTAL	6898	2074	601	100.0%	100.0%	100.0%
2022-23	Applications	Shortlisted	Appointed	Applications	Shortlisted	Appointed
Global Majority Heri	1176	397	106	55.7%	29.5%	24.8%
not disclosed	111	73	45	1.8%	1.9%	5.7%
white	3193	1719	523	42.5%	68.6%	69.6%
TOTAL	4480	2189	674	100.0%	100.0%	100.0%

Recruitment and Selection - Disability

Trust Recruitment 2023-24	headcount		
	Applications	Shortlisted	Appointed
No disability	6305	1829	504
Disability (yes)	469	196	55
Disability not stated/recorded	124	49	42
	6898	2074	601
	percentages		
	Applications	Shortlisted	Appointed
No disability	91.4%	88.2%	83.9%
Disability (yes)	6.8%	9.5%	9.2%
Disability not stated/recorded	1.8%	2.4%	7.0%
	100.00%	100.00%	100.00%

Disability through the
Trust R&S Process 2023-24



PART TWO: Service User Data as at 31st March 2024

Please note: 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.

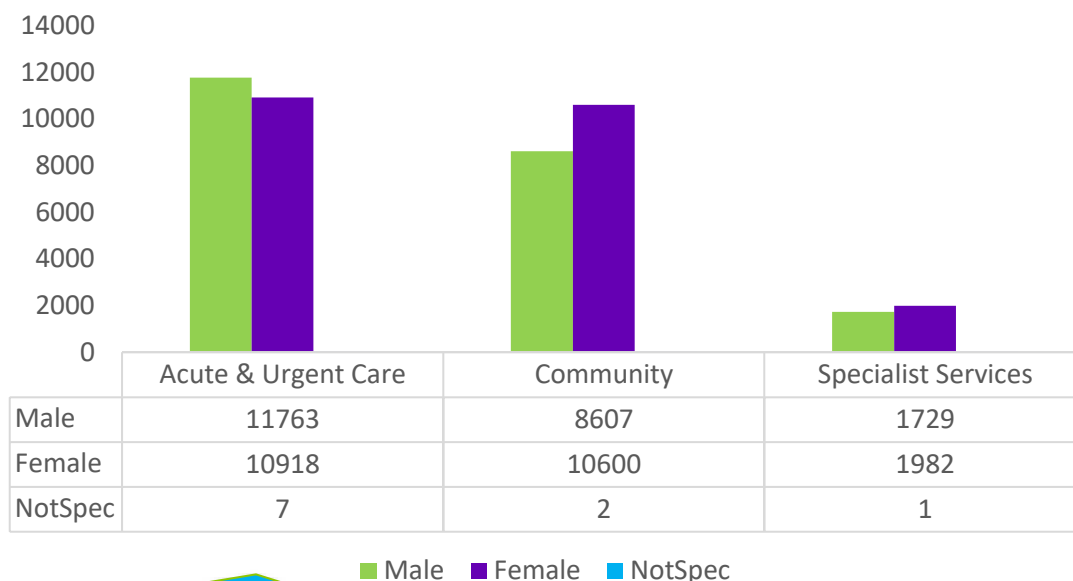


Service User Gender

Similar to the situation in the Electronic Staff Record, the Electronic Patient Record (EPR) does not yet facilitate recording of gender identities other than male and female (eg non-binary or other gender identity). This position is set to change during 24-25. We look forward to being able to report on the identified gender of all our service users.



Service User Gender by Directorate 2023-24
(n = 45,609)



The Trust supported slightly more female (52%) than male (48%) service users in 23-24. [In 2023, this was 51%:49% respectively.] Ten service users did not have a gender recorded.

Service User Gender by Directorate

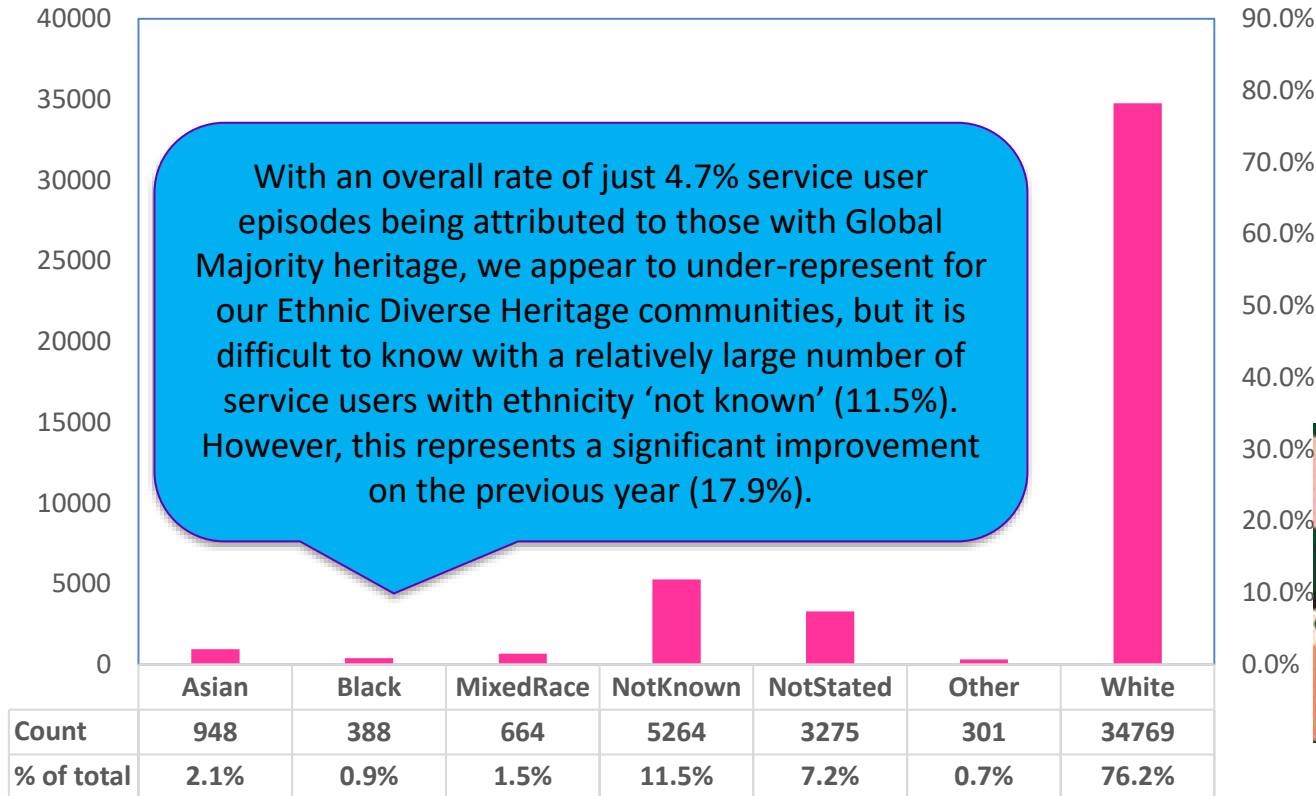
Service User Gender by Directorate 2023-24
(n = 45,609)



Slightly more males than females access services in our Acute & Urgent Care Directorate, and slightly more females than males accessed our Community and Specialist Directorates in 2023-24.

Service User Ethnicity

Service User Ethnicity 2023-24
(n = 45,609)



Just 5% of service users supported in 2023-24 were recorded as having Global Majority heritage. This is **well below** our local population of 11.17%.



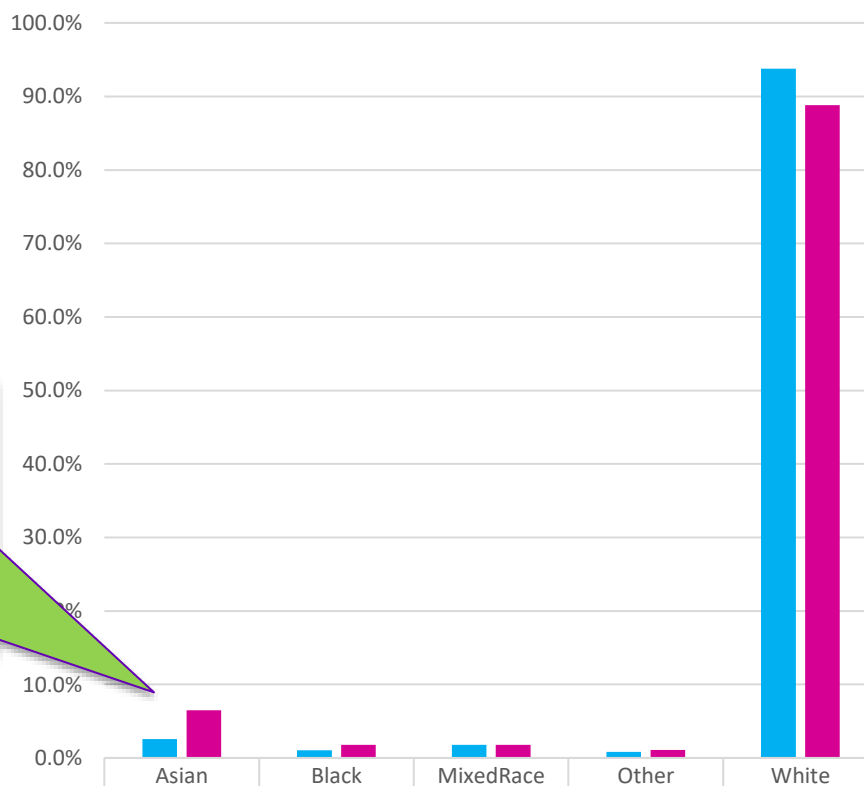
Ethnicity Data Gap of
18.7% (8,539 service users)

Ethnicity Data Gap	Acute & Urgent Care	Community	Specialist Services
No. of Service Users	650	502	184
% gap	2.86%	2.61%	4.96%



Service User Ethnicity compared to local population

**Service User Ethnicity 23-24
compared to Local Population (Census 2021)**



Asian is the most under-represented ethnicity in accessing our Trust services compared to the local area population

Compared to our local population, the Trust under-represents for Asian, Black and Other ethnicities and over-represents for White.



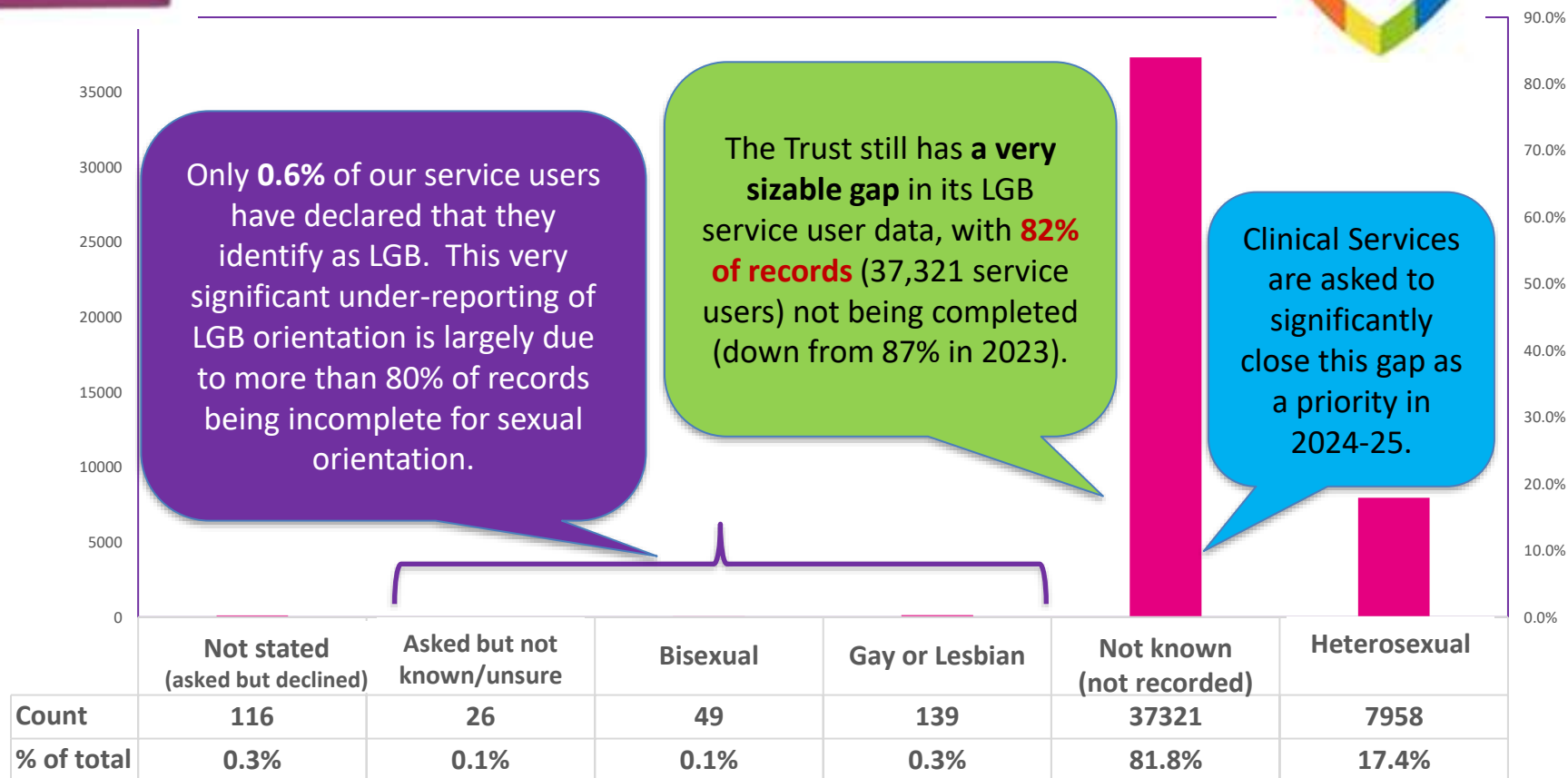
Trust Service Users	2.6%	1.0%	1.8%	0.8%	93.8%
Overall Trust Footprint / Local Population	6.5%	1.8%	1.8%	1.1%	88.8%
Difference	-3.9%	-0.8%	0.0%	-0.3%	+5.0%



Service User Sexual Orientation



Service User Sexual Orientation 2023-24 (n = 45,609)



	NotKnown (not recorded)	Number Service Users	% Gap
Acute & Urgent Care	20,539	22,688	90.53%
Community	13,471	19,209	70.13%
Specialist Services	3,311	3,712	89.20%



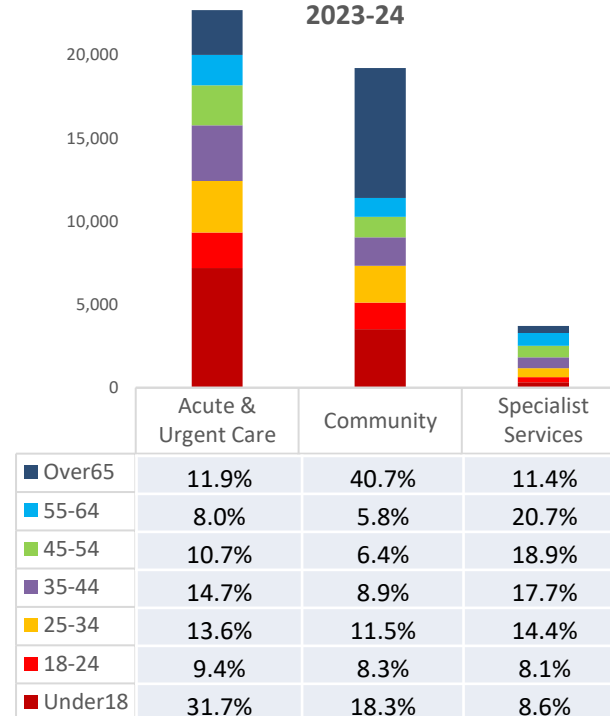
Age of our Service Users

Service User Age Range 2023-24 (n = 45,609)



	Under18	18-24	25-34	35-44	45-54	55-64	Over65
Acute & Urgent Care	7,189	2,141	3,085	3,345	2,419	1,815	2,694
Community	3,512	1,590	2,214	1,716	1,237	1,121	7,819
Specialist Services	321	302	536	657	703	770	423
Total	11,022	4,033	5,835	5,718	4,359	3,706	10,936

Service User Age Range by Directorate 2023-24

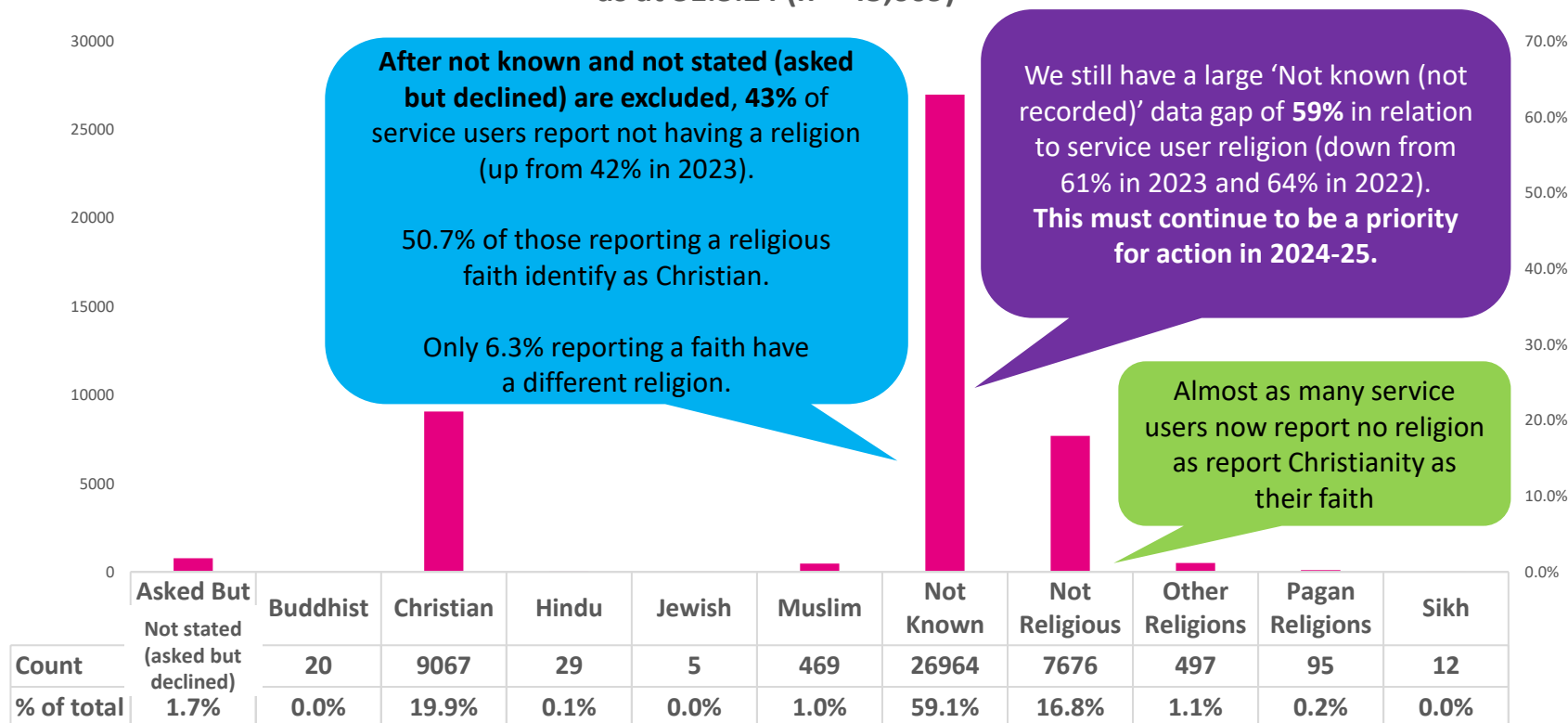


Nearly half (48.1%) of our service users seen in 2023-24 were either under 18 (24.0%) or over 65 (24.2%).

Service User Religion

Service User Religion 2023-24

as at 31.3.24 (n = 45,609)



	Not Known (not recorded)	All Service Users	% Gap
Acute & Urgent Care	16133	22688	71.1%
Community	8675	19209	45.2%
Specialist Services	2156	3712	58.1%
Total Gap	26964	45609	59.1%

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

