

Annual Equality and Inclusion Report - Our statistics

This document presents our workforce statistics other than those that can already be found in the WRES, WDES and GPG submissions and reports. These statistics form the basis of current and future activity.

All data has been extracted from ESR on a snapshot date of 31/03/2020. Any date ranges used are of financial year 19/20, unless otherwise stated.

- Staff in post headcount = 8,034
- New starters (ex. TUPE transfer + trainee M&D) during 01/04/2019 – 31/03/2020 = 1,042
- % of staff revealing sexual orientation = 63.9%
- % of staff identifying as lesbian, gay or bisexual = 1.62%
- % of new starters identifying as lesbian, gay or bisexual during 01/04/2019 – 31/03/2020 = 2.66%
- % of staff identifying as heterosexual = 62.19%
- % of staff disclosing religion/belief = 61.80%%
- % of Christians = 39.54%
- % of staff where religion/belief is undefined (i.e. 'other/unspecified') = 23.75%
- % of new starters disclosing religion as Christianity during 01/04/2019 – 31/03/2020 = 43.26%
- % of new starters practicing other religions during 01/04/19-31/03/20, split by staff group (0% = nil return):

Staff Group								
Religious/ Belief	Add Prof Scientific &Technic	Additional Clinical Services	Administrativ e & Clerical	Allied Health Professionals	Estates & Ancillary	Healthcare Scientists	Medical & Dental	Nursing & Midwifery Registered
Atheism	12.12%	20.82%	20.90%	26.76%	17.76%	20.83%	11.11%	13.07%
Buddhism	3.03%	0.77%	0.00%	0.00%	0.00%	0.00%	2.22%	0.00%
Hinduism	0.00%	1.54%	0.00%	0.00%	0.00%	0.00%	5.56%	0.50%
I do not wish to disclose my religion/belief	12.12%	23.39%	23.77%	14.08%	29.61%	4.17%	10.00%	26.13%
Islam	0.00%	1.29%	1.64%	2.82%	0.66%	8.33%	33.33%	0.50%
Other	9.09%	12.34%	7.38%	7.04%	9.87%	25.00%	3.33%	10.05%
Unspecified	0.00%	0.26%	0.82%	1.41%	0.00%	0.00%	3.33%	0.50%

- % of non-Christian religions/beliefs across the Trust, split by staff group (0% = nil return):

Staff Group								
Religion/Belief	Add Prof Scientific & Technic	Additional Clinical Services	Admin & Clerical	Allied Health Professionals	Estates & Ancillary	Healthcare Scientists	Medical & Dental	Nursing & Midwifery Registered
Atheism	12.26%	13.00%	12.94%	16.47%	2.08%	15.92%	14.78%	11.21%
Buddhism	0.32%	0.50%	0.05%	0.00%	0.00%	0.00%	2.46%	0.00%
Hinduism	0.00%	0.50%	0.22%	0.33%	0.00%	1.00%	4.93%	0.39%
I do not wish to disclose my religion/belief	20.00%	22.25%	18.82%	24.29%	27.08%	13.93%	16.92%	21.33%
Islam	1.61%	0.45%	0.49%	0.50%	2.08%	3.48%	12.42%	0.04%
Judaism	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.21%	0.00%
Other	9.03%	8.97%	4.91%	4.66%	10.42%	7.96%	3.21%	5.43%
Sikhism	0.00%	0.00%	0.11%	0.17%	0.00%	0.00%	0.54%	0.00%
Unspecified	18.39%	13.85%	21.09%	17.30%	16.67%	29.35%	15.74%	17.90%

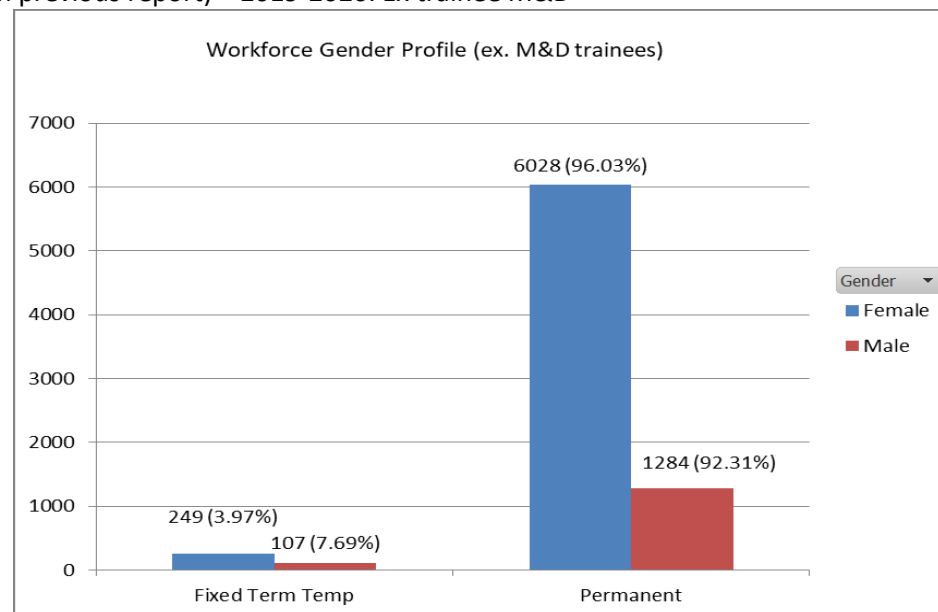
- Workforce age profile vs pay band (headcount per pay band):

	Age Band												
Pay Band	<=20 Years	21- 25	26- 30	31- 35	36- 40	41- 45	46- 50	51- 55	56- 60	61- 65	66- 70	>=71 Years	Grand Total
Associate Specialists				2		5		10	5	3			25
Consultants				14	58	88	75	67	49	25	7	1	384
M&D Trainees		66	142	112	29	12	3		1		1		366
Personal Salary					1	1	1	4	4	3			14
Specialty Doctors			3	16	18	16	7	4	7	3	1	2	77
Trust Doctors		3	20	29	16	5	2	1	2	2	1		81
XN01									2	2			4
XN02	16	66	83	87	101	84	130	167	196	83	20	4	1037
XN03	4	46	107	93	79	53	112	89	109	36	7	2	737
XN04	1	17	46	57	44	67	81	81	76	34	6	1	511
XN05		4	20	23	25	20	20	22	20	11	1		166
XN06		2	11	15	11	9	22	26	15	6	2	2	121
XN07		2	7	9	19	22	20	22	12	6			119
XN08			2	7	20	16	14	13	5	1			78
XN09				2	3	3	5	8	5				26
XN10				1	3	1	4	5	3				17
XN11			1		3	1	1	3	2	2			13
XN12					1				1				2
XR02	17	91	110	105	59	71	76	69	50	34	11	1	694
XR03		3	15	16	19	15	20	21	26	9	4	1	149
XR04		9	18	14	7	9	11	13	10	4	1		96
XR05		180	247	183	144	146	129	134	133	82	9	1	1388
XR06		46	149	200	184	158	172	143	111	27	4		1194
XR07		13	40	57	81	93	92	85	55	35	4		555
XR08			5	13	26	24	23	26	15	2			134
XR09					2	4	5	8	3				22
XR10				2	2	1	4	7		1			17
XR11					1	1	3		2				7
Grand Total	38	548	1026	1057	956	925	1032	1028	919	411	79	15	8034

- Age profile of new starters 01/04/19-31/03/20 = (display % in table format):

	Age Band											
Pay Band	<=20 Years	21- 25	26- 30	31- 35	36- 40	41- 45	46- 50	51- 55	56- 60	61- 65	>=71 Years	Grand Total
Associate Specialists				1								1
Consultants				8	15	6	5	1	6	3		44
Personal Salary								2	1	1		4
Specialty Doctors			3	4	8	5	2	1		1		24
Trust Doctors		3	10	4	1	3						21
XN02	9	41	23	15	14	12	10	23	18	12		177
XN03	2	20	13	14	11	6	8	13	14	2	1	104
XN04		40	38	36	9	5	5	7	3	4		147
XN05		2	5	3		1	2			2		15
XN06		2	1		1	1		1	1	3		10
XN07			1	1	1	2			2	1		8
XN08					1	1						2
XN09				1		1	2					4
XN10				1								1
XN11					1							1
XR02	10	34	18	18	8	13	8	6	5	10		130
XR03		2		2	2	1		1	1			9
XR04		4	5	6	4		1	2	1	1		24
XR05		57	33	23	16	13	9	14	19	4	1	189
XR06		11	10	15	6	14	6	10	5	2		79
XR07			3	4	7	8	4	1	3	1		31
XR08				2	2	1		2	3			10
XR09					1		1	1				3
XR10				1				2				3
XR11							1					1
Grand Total	21	216	163	159	108	93	64	87	82	47	2	1042

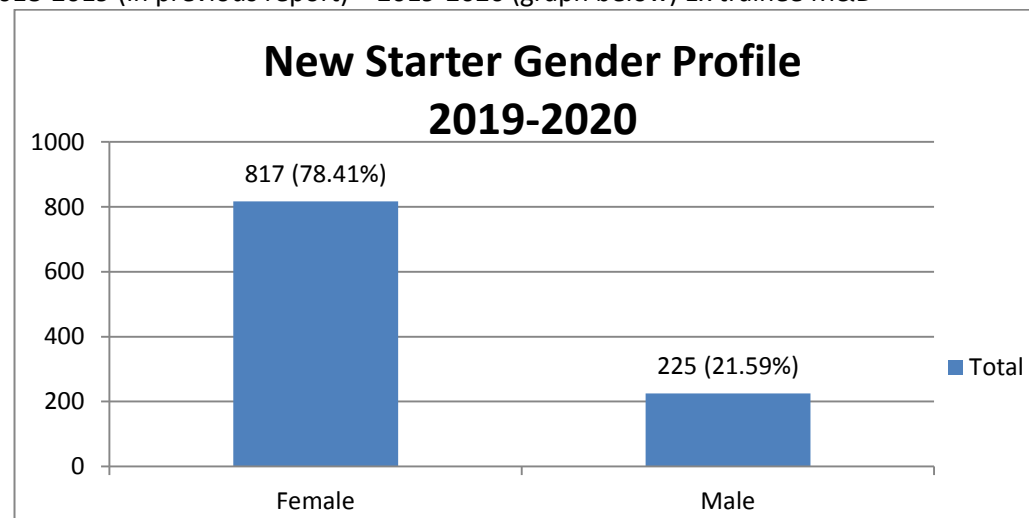
- Staff gender profile (graph) 2018-2019 (in previous report) + 2019-2020. Ex trainee M&D



- Staff gender profile (table below). Ex trainee M&D

Gender	Number of staff March 2020	% total staff March 2020	Number of staff part time 2020	Number of staff full time 2020	Number of staff March 2019	% total staff March 2019	Number of staff part time 2019	Number of staff full time 2019
Female	6,469	80.52%	3,211	3,258	In previous report	In previous report	In previous report	In previous report
Male	1,565	19.48%	257	1,308	In previous report	In previous report	In previous report	In previous report
Total	8,034	100%	3,468	4,566	In previous report	In previous report	In previous report	In previous report

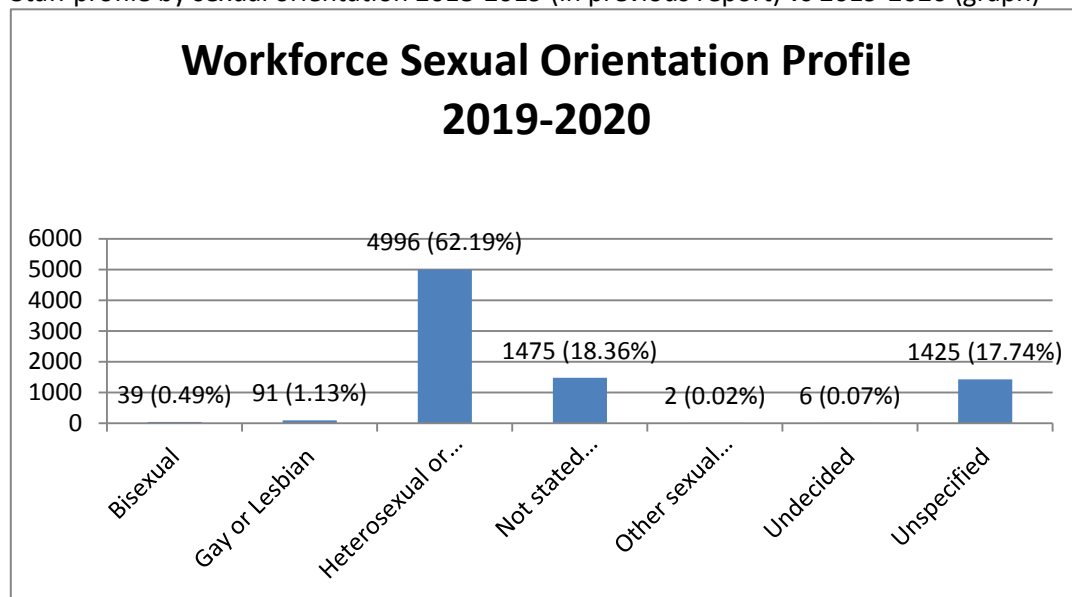
- New starters gender profile during 2018-2019 (in previous report) + 2019-2020 (graph below) Ex trainee M&D



- New starters gender profile (table below) Ex trainee M&D 2019-2020

	Total new staff during the year	% of new staff during the year
Female	817	78.41%
Male	225	21.59%
Total	1,042	100%

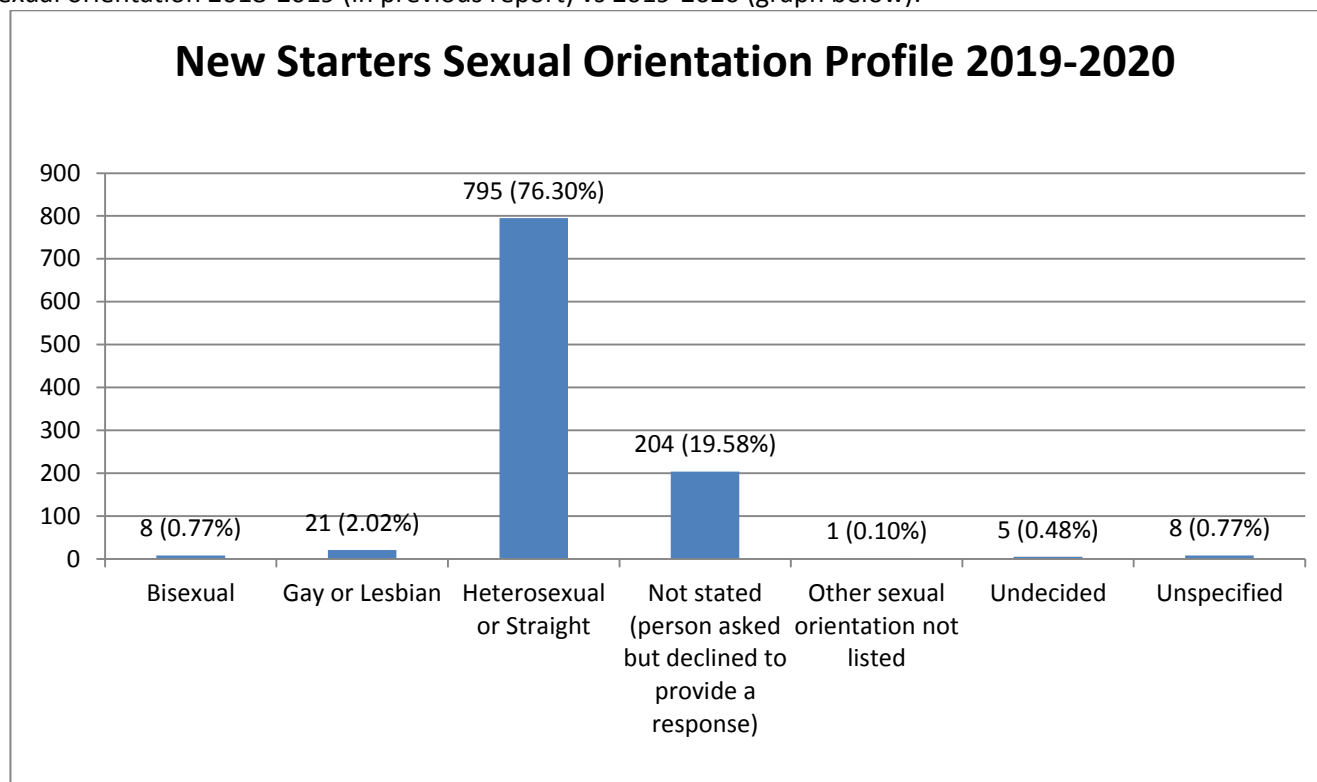
- Staff profile by sexual orientation 2018-2019 (in previous report) vs 2019-2020 (graph)



- Staff profile by sexual orientation 2019-2020 (table format)

Sexual Orientation	Number of staff March 2020	% total staff March 2020	Number of staff part time 2020	Number of staff full time 2020	Number of staff March 2019	% total staff March 2019	Number of staff part time 2019	Number of staff full time 2019
Bisexual	39	0.49%	To protect anonymity of staff the part / full time analysis cannot be shown here		In previous report	In previous report	To protect anonymity of staff the part / full time analysis cannot be shown here	
Gay or Lesbian	91	1.13%						
Heterosexual	4,996	62.19%			In previous report	In previous report		
I do not wish to disclose my sexual orientation	1,475	18.36%			In previous report	In previous report		
Other sexual orientation not listed	2	0.02%			In previous report	In previous report		
Undecided	6	0.07%			In previous report	In previous report		
Unspecified (unknown)	1,425	17.74%			In previous report	In previous report		
Total	8,034	100%			In previous report	In previous report		

- New starters profile by sexual orientation 2018-2019 (in previous report) vs 2019-2020 (graph below):



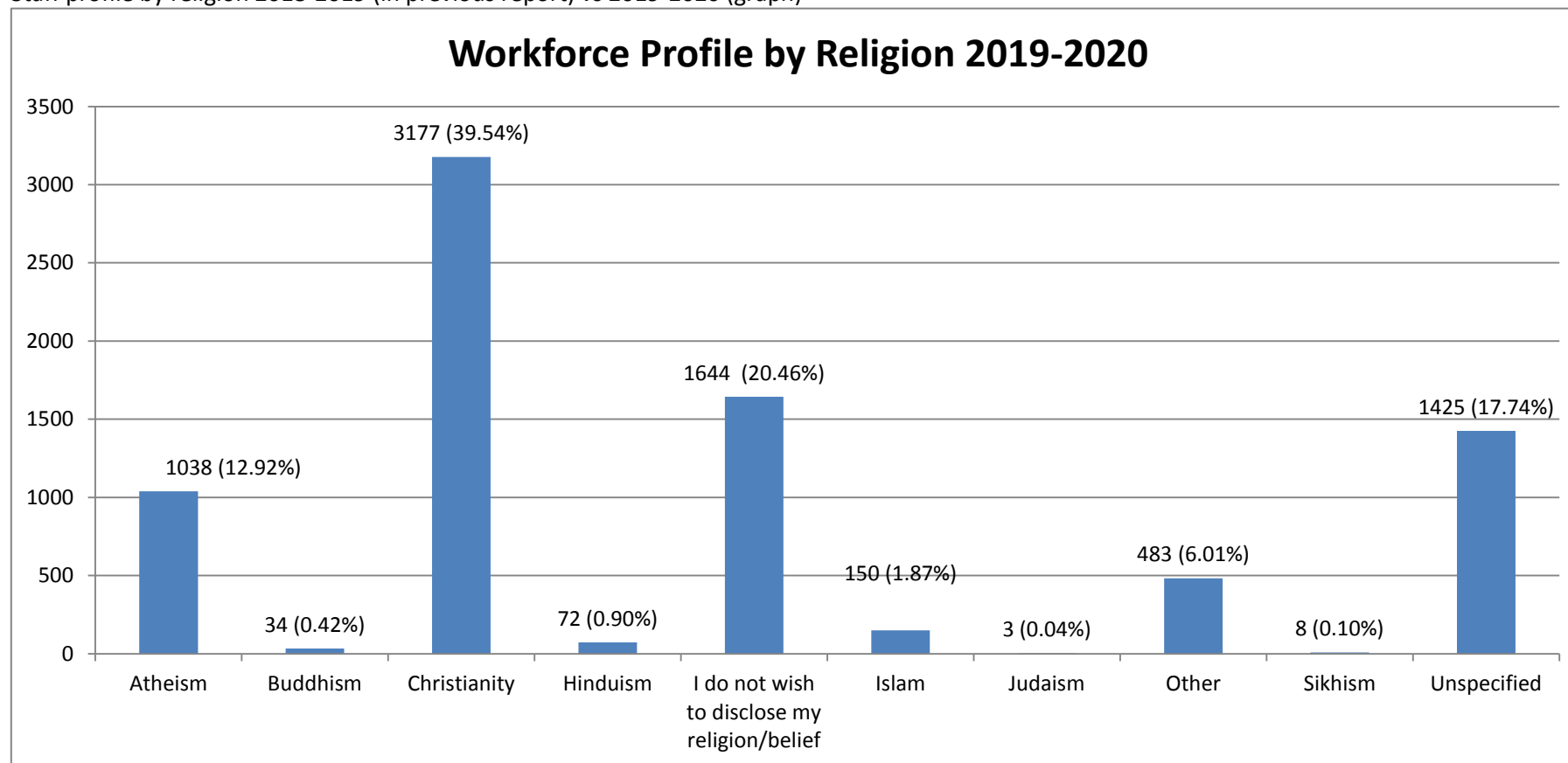
- New starters profile by sexual orientation 2019-2020 (table format)

	Total new staff during the year	% of new staff during the year
Bisexual	8	0.77%
Gay or Lesbian	21	2.02%
Heterosexual	795	76.30%
I do not wish to disclose my sexual orientation	204	19.58%
Other sexual orientation not listed	1	0.10%
Undecided	5	0.48%
Unspecified (unknown)	8	0.77%
Total	1,042	100%

- Pay band by sexual orientation (table below)

	Number of staff below band 6	% staff below band 6	Number of staff band 6 and above, personal pay scale and Medical & Dental	% of staff band 6 and above	Total	Total %
Bisexual	26	0.54%	13	0.40%	39	0.49%
Gay or Lesbian	48	1.00%	43	1.32%	91	1.13%
Heterosexual	3,025	63.26%	1,971	60.61%	4996	62.19%
I do not wish to disclose my sexual orientation	908	19.00%	567	17.44%	1475	18.36%
Other sexual orientation not listed	1	0.02%	1	0.03%	2	0.02%
Undecided	4	0.08%	2	0.06%	6	0.07%
Unspecified (unknown)	770	16.10%	655	20.14%	1425	17.74%
Total staff	4,782	100%	3,252	100%	8,034	100%

- Staff profile by religion 2018-2019 (in previous report) vs 2019-2020 (graph)



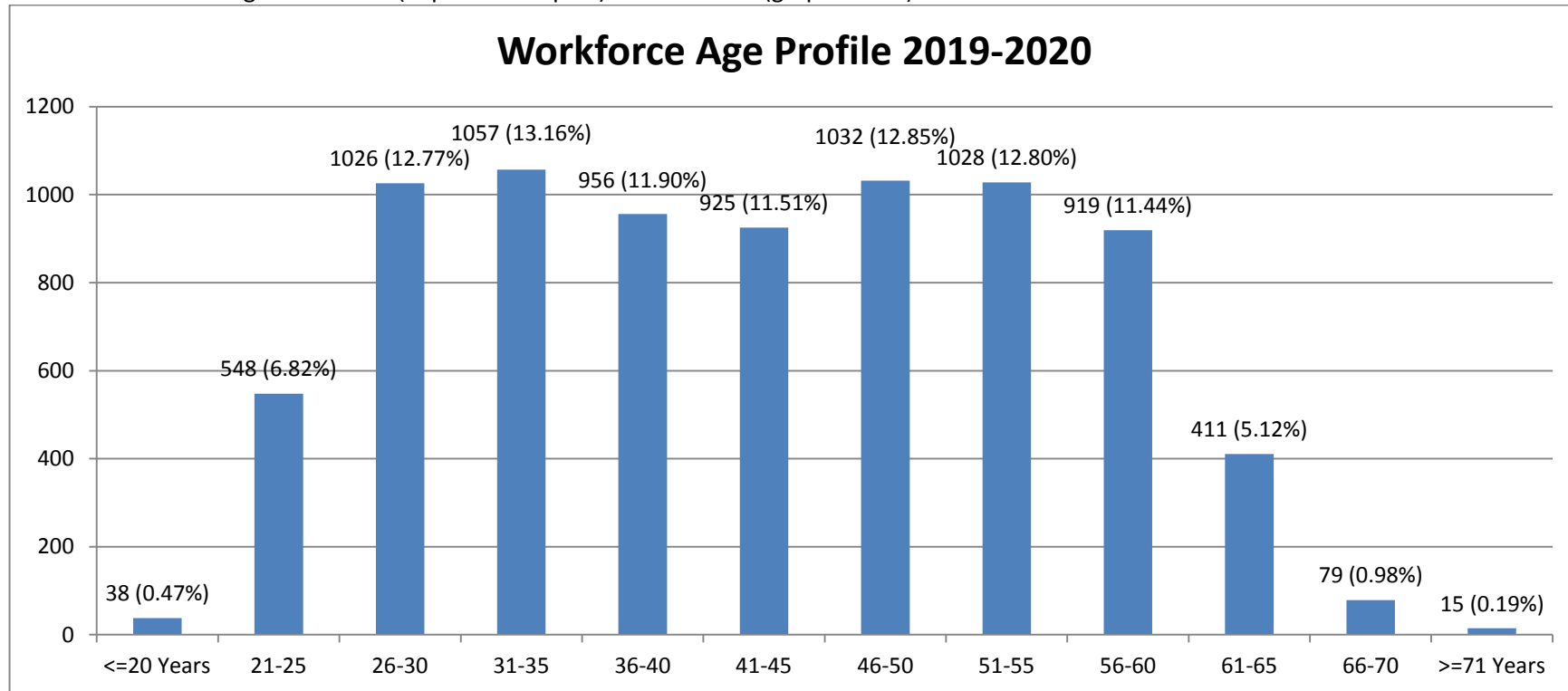
• Staff profile by religion 2019-2020 (table format below)

Religion and Belief	Number of staff March 2020	% total staff March 2020	Number of staff part time 2020	Number of staff full time 2020	Number of staff March 2019	% total staff March 2019	Number of staff part time 2019	Number of staff full time 2019
Atheism	1,038	12.92%	337	701	In previous report	In previous report	In previous report	In previous report
Buddhism	34	0.42%	8	26	In previous report	In previous report	In previous report	In previous report
Christianity	3,177	39.54%	1,397	1,780	In previous report	In previous report	In previous report	In previous report
Hinduism	72	0.90%	10	62	In previous report	In previous report	In previous report	In previous report
I do not wish to disclose my religion/belief	1,644	20.46%	789	855	In previous report	In previous report	In previous report	In previous report
Islam	150	1.87%	15	135	In previous report	In previous report	In previous report	In previous report
Judaism	3	0.04%	1	2	In previous report	In previous report	In previous report	In previous report
Other	483	6.01%	200	283	In previous report	In previous report	In previous report	In previous report
Sikhism	8	0.10%	0	8	In previous report	In previous report	In previous report	In previous report
Unspecified (unknown)	1,425	17.74%	711	714	In previous report	In previous report	In previous report	In previous report
Total	8,034	100%	3,468	4,566	In previous report	In previous report	In previous report	In previous report

• Workforce profile of religion and pay band

Religion	Number of staff below band 6	% staff below band 6	Number of staff band 6 and above and personal pay scale	% of staff band 6 and above and personal pay scale	Number of staff in Medical & Dental Grade	% of Staff in Medical & Dental grade
Atheism	600	12.55%	300	12.79%	138	14.79%
Buddhism	10	0.21%	1	0.04%	23	2.47%
Christianity	1,977	41.34%	931	40%	269	28.83%
Hinduism	20	0.42%	6	0.26%	46	4.93%
I do not wish to disclose my religion/belief	1,042	21.79%	445	19.72%	157	16.83%
Islam	22	0.46%	12	0.51%	116	12.43%
Judaism	1	0.02%	0	0%	2	0.21%
Other	340	7.11%	113	4.92%	30	3.22%
Sikhism	0	0%	3	0.12%	5	0.54%
Unspecified (unknown)	770	16.10%	508	21.64%	147	15.76%
Total staff	4,782	100%	2,319	100%	933	100%

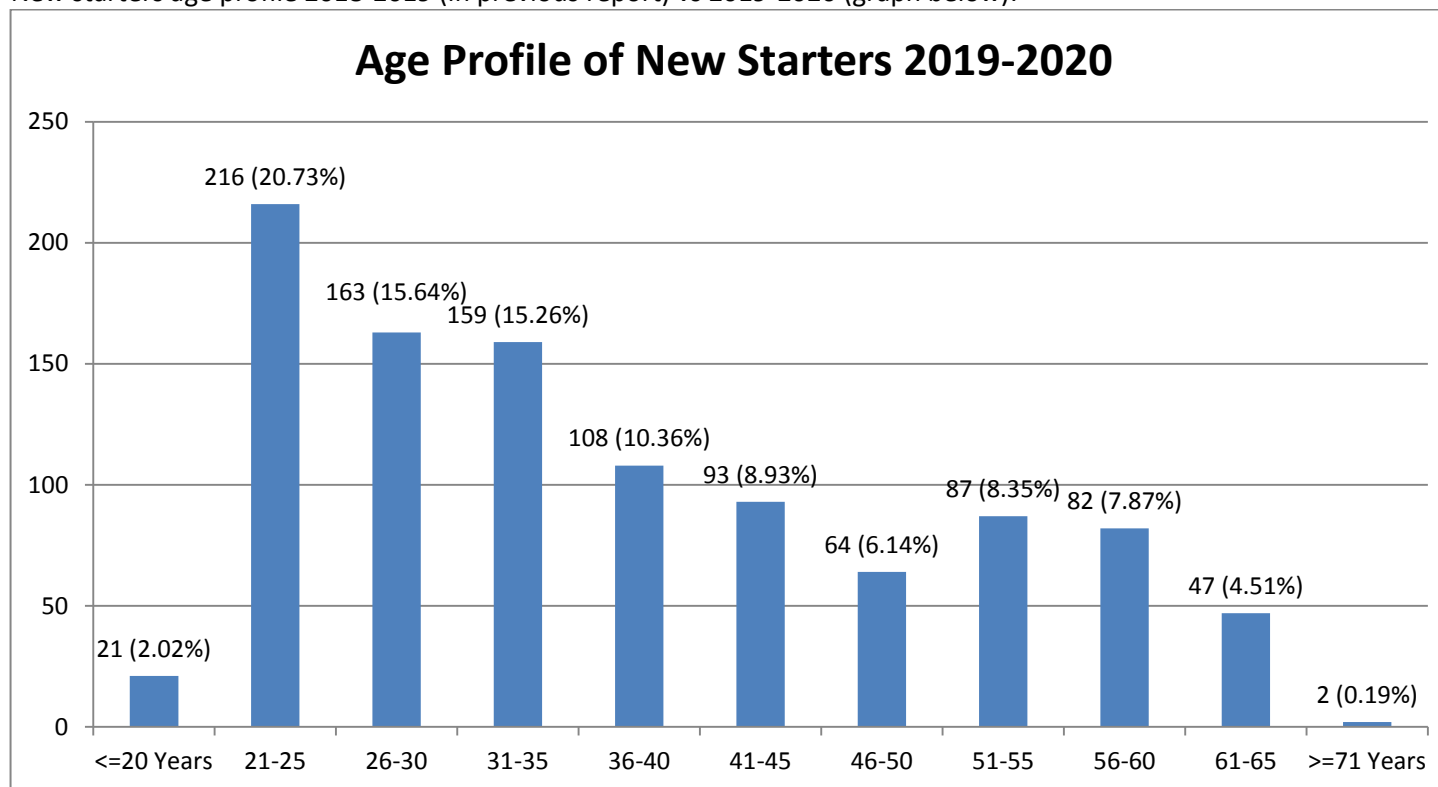
- Profile of workforce age 2018-2019 (in previous report) vs 2019-2020 (graph below)



- Profile of workforce age 2019-2020 (table format below)

Age	Number of staff March 2020	% total staff March 2020	Number of staff part time 2020	Number of staff full time 2020	Number of staff March 2019	% total staff March 2019	Number of staff part time 2019	Number of staff full time 2019
<=25 years	586	7.29%	88	498	In previous report	In previous report	In previous report	In previous report
26-30	1,026	12.77%	261	765	In previous report	In previous report	In previous report	In previous report
31-35	1,057	13.16%	422	635	In previous report	In previous report	In previous report	In previous report
36-40	956	11.90%	455	501	In previous report	In previous report	In previous report	In previous report
41-45	925	11.51%	425	500	In previous report	In previous report	In previous report	In previous report
46-50	1,032	12.85%	440	592	In previous report	In previous report	In previous report	In previous report
51-55	1,028	12.79%	480	548	In previous report	In previous report	In previous report	In previous report
56-60	919	11.44%	531	388	In previous report	In previous report	In previous report	In previous report
>=61 years	505	6.29%	366	139	In previous report	In previous report	In previous report	In previous report
Total	8,034	100%	3,468	4,566	In previous report	In previous report	In previous report	In previous report

- New starters age profile 2018-2019 (in previous report) vs 2019-2020 (graph below):



- New starters age profile 2019-2020 (table format)

	Total new staff during the year	% new staff during the year
<= 25 years	237	22.74%
26-30	163	15.64%
31-35	159	15.26%
36-40	108	10.36%
41-45	93	8.93%
46-50	64	6.14%
>=51 years	218	20.92%
Total	1,042	100%

- Leavers (ex. TUPE transfer + trainee M&D) during 01/04/2019 – 31/03/2020 = 822
- % of Christians who left Trust during 01/04/19-31/03/20 = 37.59%
- % of disabled staff leaving the Trust during 01/04/19-31/03/20 = 3.28%
- % of temporary staff (i.e. bank staff on zero hours contract) = 1,131

- Gender split of temporary staff (display table below):

Gender	Count of bank staff
Female	930
Male	201
Grand Total	
Bank Staff	1131

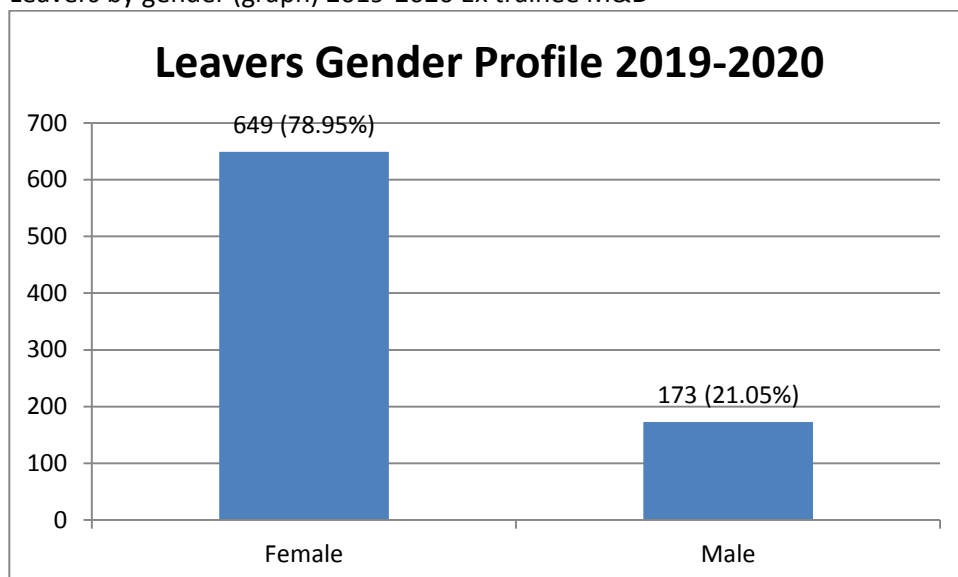
- Age profile of temporary staff (display table below):

Age Band	Count of Age Band
<=20 Years	40
21-25	149
26-30	199
31-35	137
36-40	114
41-45	87
46-50	94
51-55	74
56-60	107
61-65	78
66-70	37
>=71 Years	15
Grand Total	
Bank Staff	1131

- Religious split of temporary staff (display table)

Religion	Count of Religion
Atheism	188
Buddhism	11
Christianity	502
Hinduism	10
I do not wish to disclose my religion/belief	252
Islam	28
Jainism	1
Judaism	2
Other	82
Unspecified	55
Grand Total Bank Staff	1131

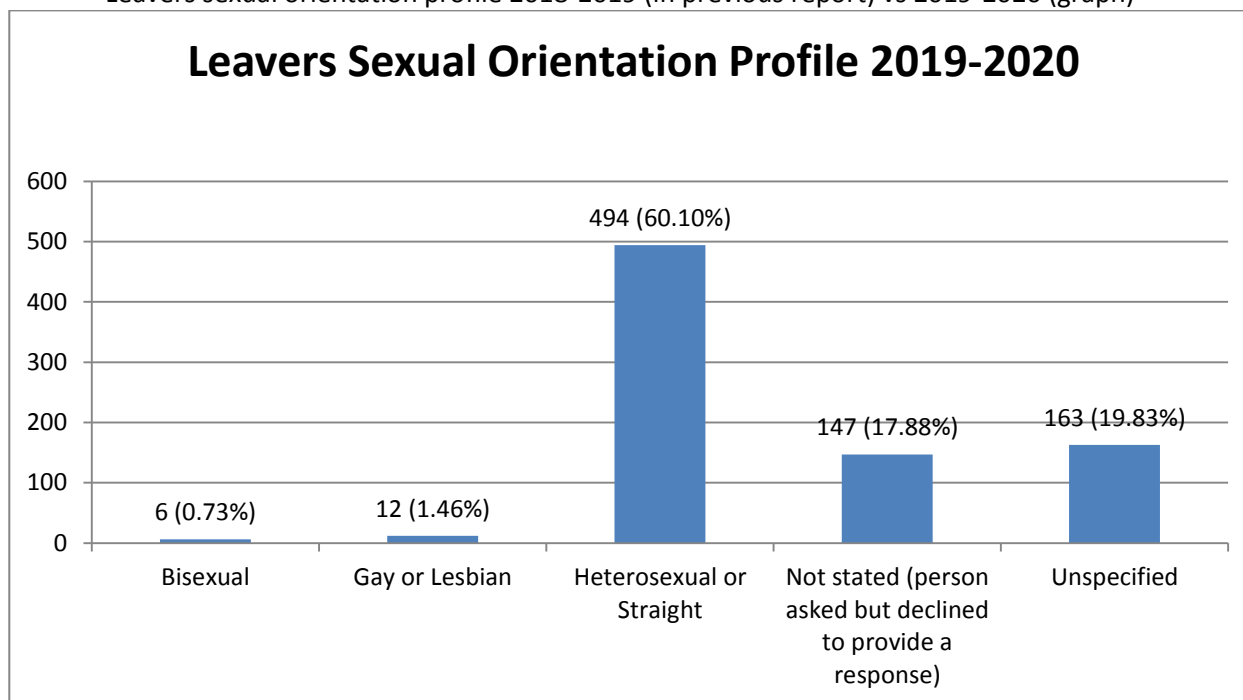
- Leavers by gender (graph) 2019-2020 Ex trainee M&D



- Leavers by gender table format:

	Total number of staff leaving Trust	% staff leaving
Gender		
Female	649	78.95%
Male	173	21.05%
Total	822	100%

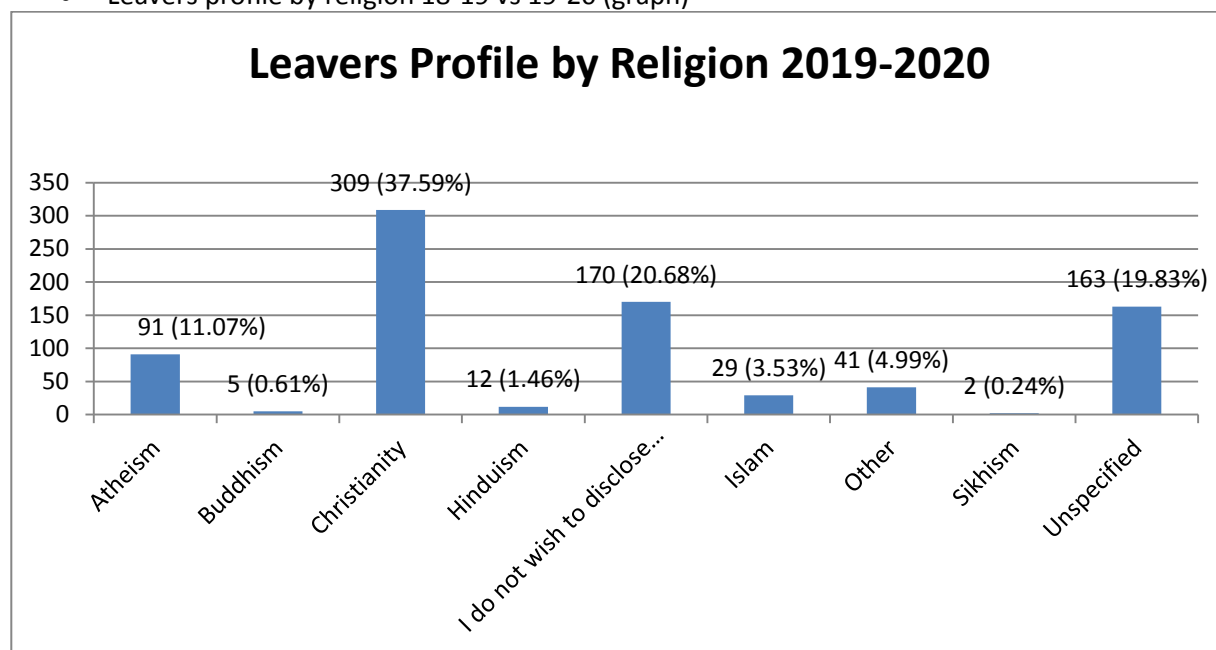
- Leavers sexual orientation profile 2018-2019 (in previous report) vs 2019-2020 (graph)



- Leavers sexual orientation profile 2019-2020 (table format)

	Total leavers during the year	% of leavers during the year
Bisexual	6	0.73%
Gay or Lesbian	12	1.46%
Heterosexual	494	60.10%
I do not wish to disclose my sexual orientation	147	17.88%
Unspecified (unknown)	163	19.83%
Total	822	100%

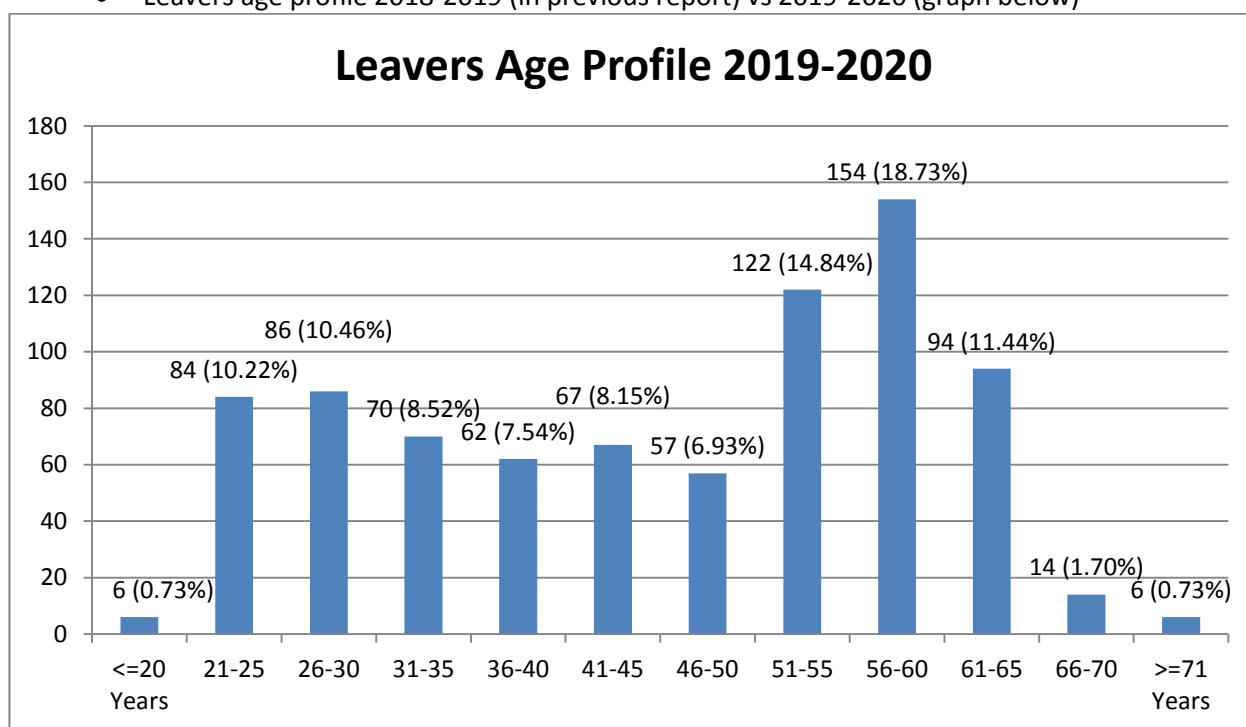
- Leavers profile by religion 18-19 vs 19-20 (graph)



- Leavers profile by religion 2019-2020 (table format)

Religion	Total number of staff leaving Trust	% staff leaving
Atheism	91	11.07%
Buddhism	5	0.61%
Christianity	309	37.59%
Hinduism	12	1.46%
I do not wish to disclose my religion/belief	170	20.68%
Islam	29	3.53%
Other	41	4.99%
Sikhism	2	0.24%
Unspecified (unknown)	163	19.83%
Total staff	822	100%

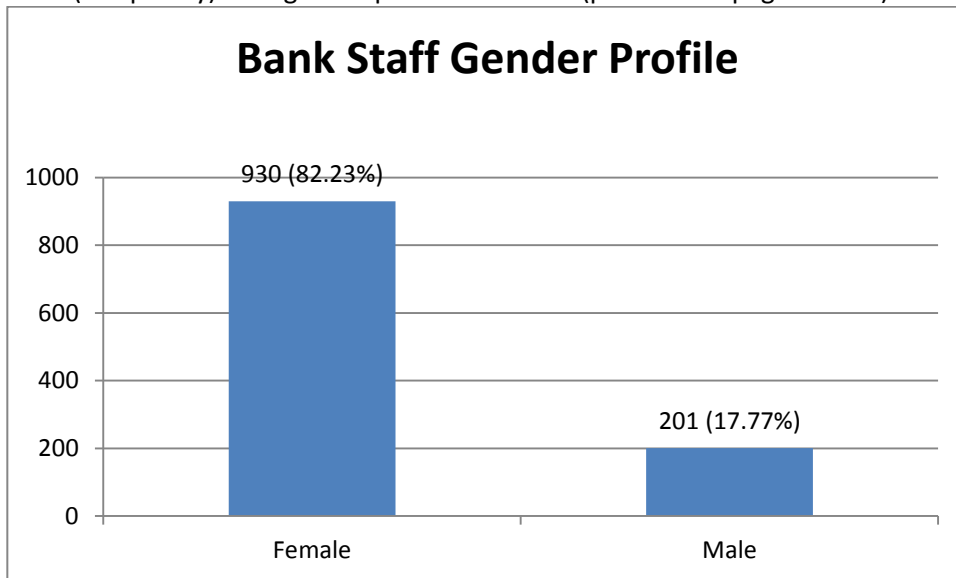
- Leavers age profile 2018-2019 (in previous report) vs 2019-2020 (graph below)



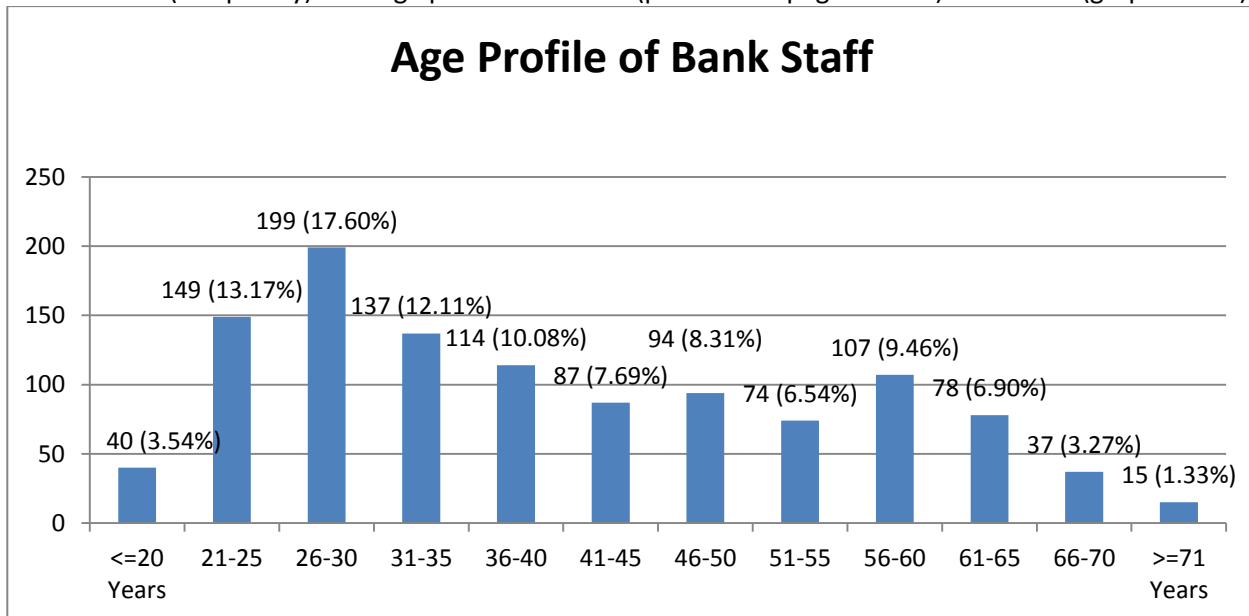
- Leavers age profile 2019-2020 (table format)

Age	Total number of staff leaving Trust	% staff leaving
<= 30 years	176	21.41%
31-35	70	8.52%
36-40	62	7.54%
41-45	67	8.15%
46-50	57	6.93%
51-55	122	14.84%
56-60	154	18.73%
>= 61 years	114	13.87%
Total	822	100%

- Bank (temporary) staff gender profile all staff % (provided in pages above) vs bank % (graph below):



- Bank (temporary) staff age profile all staff % (provided in pages above) vs bank % (graph below):



- Bank (temporary) staff religion profile all staff % (provided in pages above) vs bank % (graph below):

