

Workforce Equality Data 20/21

Sexual orientation, Gender Pay Gap, Disability and Race

Sexual Orientation 2020

LGB staff accounts for 2.61% of the workforce.

- **Bullying by patients - gay/lesbian staff 29.2% and bisexual 50% compared to heterosexual 21%**
- **Bullying by staff – gay/lesbian staff 20.8% and bisexual 22.7% compared to heterosexual 15%**
- **Bullying by managers – gay/lesbian staff 12.5% and bisexual 18.2% compared to heterosexual 7.9%**
- **Belief in equality of opportunity – gay/lesbian staff 85.7%, and bisexual 75.5% compared to heterosexual 85.5%**

22% of the workforce have not disclosed their sexual orientation.

Reference: Staff survey results 2020 <https://www.nhsstaffsurveys.com/Page/1105/Latest-Results/NHS-Staff-Survey-Results/>

Gender Pay Gap 2022

Workforce on 31 March 2021



20% male

80% female

Mean gender pay gap is 7.6%
Median gender pay gap is -5.8%



£17.98
For Males



£16.62
For Females

Average hourly pay

Mean bonus gender pay gap is 11.1%

0.17% of females and 1.53% of males received

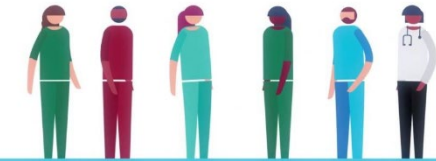


NHS Workforce Disability Equality Standard Results 2020/21



84% of Disabled staff felt that the Trust made adequate
Reasonable Adjustments

55% of Disabled Staff did not feel that their work was **valued**. 9% more Disabled staff experienced an incident of **bullying, harassment or abuse** from the public than non-Disabled staff



+ **Representation**
6% of the workforce,
Have shared that they
have a disability or long
term health condition in
ESR

Disabled staff are 0.00 times more likely to enter into **formal capability processes** and Non-Disabled staff are 0.9 more likely to be **appointed** after shortlisting than Disabled Staff.

NHS Workforce Race Equality Standard Results 20/21



Equal Opportunities

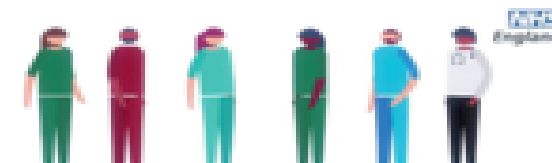
24% fewer BAME than White staff believe the Trust offers equality of opportunity for career progression and promotion.

Bullying, Harassment and Abuse

9.7% more BAME than White staff experienced, bullying, harassment or abuse from patients, their relatives or the public;

4.8% more BAME staff than White staff experienced it from other staff.

BAME staff are **2.76** times more likely to enter into **formal disciplinary processes** than White Staff.



+

Representation

21% of the workforce, **19%** of staff in bands 8a and above, are from a Black, Asian or Ethnic Minority Background.



BAME staff report a **3.5 times higher** percentage of discrimination than white staff.