



**Countess of Chester Hospital
NHS Foundation Trust**

Equality and Diversity Annual Report (2021)

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1.0 Introduction

1.1 About this report

Fundamental values of dignity and respect underpin the Countess of Chester Hospital NHS Foundation Trust (CoCH). If these are to be achieved, our employees must have equal freedoms to flourish and achieve. The workplace is an important place to start; our employees are our greatest asset. Within numerous offices, wards and workplaces across West Cheshire and Chester, people with different characteristics are brought together. Delivering high-quality services with professionalism helps to fight stereotypes, reduce prejudice and change attitudes within wider society.

An inclusive workplace is an important tool to begin to address wider social fragmentation and community cohesion. This can be achieved by addressing employment related inequalities across the Equality Act 2010 defined protected characteristics – age, disability, sex(gender), race, religion or belief, pregnancy and marriage, sexual orientation, gender reassignment and civil partnership and marriage.

Employment and workforce opportunities are varied and numerous. They include opportunities for caring, leisure and respite, fair work conditions (including health and safety) and freedom to unionise or join professional bodies.

This report looks at the profiles of people accessing workforce and employment related opportunities at CoCH, based on requirements defined within the new single equality duty and related elements within other equality and employment legislation. It accompanies the Equality Diversity and Human Rights Assurance report (2022).

Information from this report will help inform the revised equality strategy, as directed by the requirements of the new public sector single equality duty, which came into effect on 5 April 2011, legislation following from the equality Act 2010. This report refers to the period 1 January 2021 to 30 December 2021 (unless otherwise indicated).

1.2 About the organisation

The Countess of Chester Hospital NHS Foundation Trust consists of a 600 bedded large district General Hospital, which provides its services on the Countess of Chester Health Park, and a 64 bedded Intermediate Care Service at Ellesmere Port Hospital. The Trust has over 5,000 staff and provides a range of medical services to more than 445,000 patients per year from areas covering Western Cheshire, Ellesmere Port, Neston and North Wales.

Our aim is to be the preferred hospital of choice for our traditional community, and a preferred hospital of choice for patients from a wider area, and to continue to provide a comprehensive, high quality, and accessible range of emergency and elective services to all our patients. We want our patients to be assured that they will receive their care as rapidly as possible in a first-class environment, be treated with courtesy and dignity, and be confident that the outcome of their clinical care will be of the highest standards and safety.

1.3 Single Equality Duty

The Trust meets its statutory obligations and has published an Equality Duty Assurance Report (EDAR) for 2022, outlining how it will sustain this. In March 2022, the Workforce Equality Analysis Report (WEAR) for 2021 is published. The Trust has embedded equality analysis into the review and development of policies, functions, services and planning will be informed by the data. The Trust has continued to build an inclusive engagement framework with stakeholders from across the protected characteristics.

1.4 Workforce Race Equality Standard, Workforce Disability Equality Standards and other monitoring drivers

The key drivers behind monitoring workforce related opportunities are:

- Reducing Inequalities, within national, regional and local policy
- Statutory, meeting the legal requirements governing public bodies
- Meeting the Care Quality Commission outcomes for quality and safety
- NHS Workforce Race Equality Standard (WRES) launched in July 2015
- NHS Workforce Disability Equality Standard (WDES) launched in July 2019
- Equality and Human Rights Commission (EHRC) codes of practice
- Guidelines and directives from the Government Equalities Office (GEO)

1.5 Key Principles

The diversity of our workforce enriches everyone and allows the Trust to deliver high quality services. There are three overall key principles when considering and delivering employment related opportunities:

1. Our employees have diverse needs shaped through circumstance and resource (e.g. a carer may require more flexible working)
2. Our role as an employer gives us powers to tackle wider accumulation of disadvantage through targeted interventions ('positive action'), E.g., bespoke leadership programmes for under-represented groups.
3. Our employees should not experience unlawful disadvantage because of their age, disability status, sex, race, religion or belief, gender identity, civil, sexual orientation or pregnancy and maternity status.

2. Data and Reporting Principles

2.1 Measurement and Indicators

This report sets out the measurements from various indicators driven by the requirements of the Equality Act 2010, which replaced the previous duties for race, disability and gender, when the new single equality duty came into effect on 5 April 2011. The indicators used are presented below. The headings in bold indicate the legal requirements and the sub-headings indicate how we present the information:

- Numbers of staff in post**
 - By salary pay band

- Applicants for employment, and promotion**
 - Applications and Shortlisting
 - Promotions

- Staff who benefit or suffer detriment as a result of performance assessment procedures**
 - Managing poor performance policy usage

- Staff who are involved in grievance procedures**
 - Grievance policy usage
 - Bullying and Harassment policy usage

- Staff who are the subject of disciplinary procedures**
 - Disciplinary policy usage

- staff who commence and cease employment**
 - Starters and Leavers equality monitoring

- Staff in Training**
 - Ethnicity analysis

2.2 General Reporting Principles

In December 2012, the Cheshire online demographics portal Data Observatory Research and Intelligence Collaborative (DORIC) disaggregated data from the national ONS 2011 census in Cheshire sectors, for Local Authority domains. The ONS sourced report records the Cheshire West and Chester population to be 329,708¹. There is a projected increase of 8% by 2029².

The presentation of data within this report uses the ONS Census 2011. In rare instances, calculations for proportions where the required detailed information a protected groups is not available, alternative research may be cited.

2.3 Overall staffing levels

The overall staff headcount for the reporting is **5865**.

¹ ONS National Census 2011; Source - DORIC Local Authority interim overview profiles [DORIC Online](#) (Dec. 2012)

² Cheshire West and Chester Council 2011 – [Population forecasts report](#); Jan 2011, (p2)

These numbers include all those on Permanent and Fixed Term contracts and those employed jointly with other organisations.

2.4 Data Sources

The data used in this report is sourced from:

- Electronic Staff Record (ESR)
- NHS Jobs records
- OLM (Oracle Learning Management)
- NHS Staff Survey

Within ESR certain protected characteristics may have data quality gaps, where staff have been given the option not to disclose. This is a common dynamic across most NHS organisations. Low numbers of staff who have experienced formal procedures during their employment mean that any comparative analysis will not have high statistical value.

2.5 Data Presentation

Data presentation generally includes a comparison with baseline information.

- Baselines for staff categories (whether pay band, job-type etc.) is usually against the overall Trust staff profiles.
- The baseline for overall Trust profile is the West Cheshire and Chester population at large.
- In certain cases, national data sets or estimations based on commissioned research into protected characteristics may be utilised.

3.0 Workforce

3.1 Workforce profile

Black and Minority Ethnic (BAME)

The term black and minority ethnic (BAME) is used in this report to refer to people from the following ethnic groups:

- Asian or Asian British**
(Indian, Pakistani, Bangladeshi, and any other Asian Background)
- Black or Black British**
(Caribbean, African, and any other Black Background)
- Chinese or any other ethnic group**
- Mixed**
(White and Black Caribbean, White and Black African, White and Asian, Any other Mixed background)
- White Irish, White European, Other White background**

White British

As per '16+1' census ethnicity classification, the term 'White' used in this report refers to 'White British'. Although other ethnic groups such as 'White Irish' or 'White European' are referenced as 'White', these ethnic groupings are classified as Black and Minority Ethnic (BAME) groupings, under the definitions of the Race Relations (Amendment) Act (2000).

3.2 Headcount Summary

Any headcounts of 5 or less is shaded, with the number deleted, to avoid individuals being identified. In most cases in this report, percentages will be presented to further promote staff confidentiality and sound information governance standards.

4.0 Equality demographics

4.1 Numbers of Staff in Post

Headcount is recorded as at the end of December 2021. This figure relates to all primary assignments i.e., all staff in employment across all medical and non-medical staff groupings and staff employed in training.

Band/Pay Grade	Headcount	%
Ad-Hoc Non-Afc	38	0.65%
Band 1	93	1.59%
Band 2	2037	34.73%
Band 3	520	8.87%
Band 4	290	4.94%
Band 5	985	16.79%
Band 6	639	10.90%
Band 7	364	6.21%
Band 8A	140	2.39%
Band 8B	26	0.44%
Band 8C	20	0.34%
Band 8D	6	0.10%
Band 9	7	0.12%
M&D Career Grade	102	1.74%
M&D Consultant	263	4.48%
M&D Doctors in Training	335	5.71%
Grand Total	5865	100.00%

4.2 Ethnicity

Ethnicity	Headcount
BAME	10.72%
Not Stated	2.32%
White	86.96%
Grand Total	100.00%

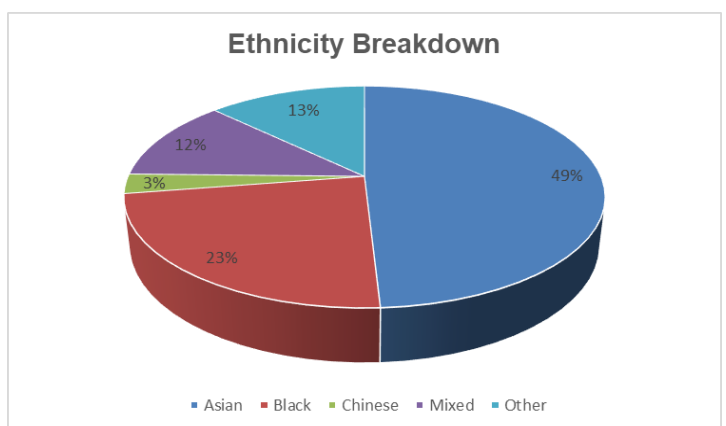
The *known* ethnicity profile of the Countess of Chester Hospital NHS Foundation Trust has remained at just under 98% in 2021. This record thereby provides increased assurance of accuracy throughout the workforce analysis. Gaps in the *known* status in any of the protected characteristics can hinder statistical analysis and data presentation.

The highest ethnicity is 'White British' at just under 87%. This is a 2% increase since 2020, as the overall percentage of BAME staff has risen slightly from 7% in 2019 to just over 8% in 2020 and to almost 11% in 2021.

The BAME population in West Cheshire and Chester according to the Office for National Statistics (ONS) 2011 Census amounts to 5.3% of the total population³. The BAME staff population when compared to the total workforce figures at COCH, is higher than the BAME West Cheshire and Chester wider community. This demonstrates for yet another year, that there is a staff body at CoCH which is more ethnically diverse than the local population.

BAME Groupings - Ethnicity status break down

White 'Other European' including Irish has reduced significantly from 34% to 13%. The South Asian BAME grouping (Indian, Pakistani, and Bangladeshi) remains the largest within the Black and Minority Ethnic profile, accounting for 49% of all BAME staff groups 10% higher than the year before. This ethnicity status has been the highest within the BAME groupings for the past eight years.



Mixed race ethnicity status has increased slightly to 12% from 9%. Defined visible BAME staff groups under Workforce Race Equality Standard (WRES) amount to approximately 66% of the total number of staff identifying as BAME, which is like previous records.

There are significantly higher percentages of BAME staff in medical positions. At Consultant level*, they represent 38%, with *Not recorded* status at 3.04%. In Junior Doctor posts BAME employees represent 56.86% in 2021 with *Not recorded* at 3.9%. A comparison matrix between Consultant and other doctors is shown overleaf.

In non-medical staff categories, on BAME employees hold 22.28% of bands 1-4 posts. They hold 17.16% of bands 5, 3.44% of band 6 posts and 6.43 % of bands 7-8a roles.

With regard to BAME representation of staff in leadership roles in COCH, Medical positions remain the strongest example at 38% in medical leadership roles.

³ ONS National Census 2011; Source - DORIC Local Authority interim overview profiles [DORIC Online](#) (Dec. 2012)

Medical Staffing Analysis: Staff Grade Doctors and Consultants by Ethnicity:

Payband	Asian	Black	Chinese	Mixed	Other	White (incl. other white background)	Not Stated
Consultant	26.61%	2.38%	1.52%	1.9%	5.38%	59.17%	3.04%
Staff Grade/ alt Doctors	36.26%	5.88%	1.98%	4.90%	7.96%	39.10%	3.92%

The Trust decided to compare the career progression of its medical employee profile in terms of ethnicity for 2021.

In the medical staffing band groups – *Consultants* and *other doctors* - the number of Consultants who identify as BAME has decreased to 38% in 2021 from 48% in 2020. The number of other grade doctors who identify as BAME has increased from 49% in 2020 to almost 56% in 2021.

South Asian employees remain the highest ethnic groupings outside of *White British* in both medical groups.

4.3 Gender

	Female	Male
Ad-Hoc Non-Afc	0.44%	0.20%
Band 1	1.18%	0.41%
Band 2	29.14%	5.59%
Band 3	7.09%	1.77%
Band 4	4.18%	0.77%
Band 5	14.51%	2.28%
Band 6	9.43%	1.47%
Band 7	5.12%	1.09%
Band 8A	1.82%	0.56%
Band 8B	0.27%	0.17%
Band 8C	0.29%	0.05%
Band 8D	0.05%	0.05%
Band 9	0.05%	0.07%
M&D Career Grade	0.89%	0.85%
M&D Consultant	1.59%	2.90%
M&D Doctors in Training	2.71%	3.00%
Grand Total	78.76%	21.24%

Almost 79% of the workforce is female in 2021, a slight decrease from 80% for the first time since 2016. This percentage of women in post compared to men is much higher in AFC pay bands with significant percentage differences between men and women to reflect the 80/20 ratio. However, this difference in percentage begins to decline significantly from Band 7 upwards compared to lower bands. There is a higher male representation in bands 8a to 9, although the number of posts is much fewer. Overall, with regard to non-medical leadership positions, women in the COCH workforce still represent more than the local female population for Cheshire West and Chester, which is recorded at 51.3%⁴.

In medical staffing, men account for 65% of all Consultant positions – with the percentage of women in these posts accounting for 35%. Female doctors account for around 49% of the Speciality Doctor posts/Associate Specialist posts (Trust grade and ad hoc).

⁴ ONS National Census 2011; Source - DORIC Local Authority interim overview profiles [DORIC Online](#) (Dec. 2012)

4.4 Disability

Disability	Headcount
No	81.84%
Not Declared	15.16%
Yes	3.00%
Grand Total	100.00%

The percentage of staff who indicate they are disabled in 2021 is 3%, same as 2020. The number of staff who indicated they do not have a disability reduced slightly by under 1% in 2021 to 81.84%

Disability status '*not declared*' increased slightly to 15.16%, from 14.68 in 2020. The overall *known status* of staff remains close to 85%, same as 2020. The estimated percentage of disabled people living in West Cheshire and Chester is 14% (3), although the percentage of people living in West Cheshire and Chester claiming disability living allowance is assessed as 5.5% of the total population⁵.

The record reflects the NHS profile that there is still an under declaration of employees indicating they are disabled. Studies commissioned by the Equality & Human Rights Commission, NHS England and Disability organisations show that disabled people are more likely to face discrimination in society, so this may be a contributing factor.

CoCH has an inclusive disability equality group, with representatives from many local external disability organisations within its cohort and a robust disability equality policy, with extensive guidance on making reasonable adjustments for disabled employees. Throughout 2021, it has been working with DIAL House West (Chester), Occupational Health and Wellbeing, on engaging with staff who have a long-term condition or disability through interactive forums, on their experiences of working within the Trust.

In the past year, the Trust has established a Disability and Wellbeing Network for staff (DAWN) and a Neurodiversity staff network.

In 2021 training sessions have continued to run for managers on how to provide effective reasonable adjustments for staff. Sessions include how to support employees with disabilities, staff passports and unconscious bias training.

CoCH has attained the *Disability Confident Employer* accreditation. The Disability Confident framework has replaced the previous '*Two Ticks: Positive about Disabled People*' charter mark, which assesses an organisation for its commitments to disabled people.

⁵ ONS National Census 2011; Source - DORIC Local Authority interim overview profiles [DORIC Online](#) (Dec. 2012)

4.5 Age

Age band by %

Age	Headcount
<=20 Years	1.94%
21-30	23.50%
31-40	26.00%
41-50	19.97%
51-60	20.66%
61-70	7.14%
>=71 Years	0.78%
Total	100.00%

Overall there are few changes to the data in 2021 compared to previous years. Representing the highest percentage of the workforce is age band 31-40, though there is little difference between the age groups 21-60. The age band 71 years plus is the lowest at 0.78%.

Employees aged 60 years and over account for almost 8% of the total workforce in 2021. The repeal of default retirement age of 65 in the public sector (2011)⁶ indicates that workforce analysts should bear this in mind. Given the accepted link between age and acquired disability, the Trust will be guided by its disability equality policy in assessing reasonable adjustments for disabled employees.

⁶ Employment Equality (Repeal of Retirement Age Provisions) Regulations (2011)

4.6 Religion or Belief

Religion	Headcount
Atheism	15.43%
Buddhism	0.38%
Christianity	50.43%
Hinduism	1.23%
I do not wish to disclose my religion/belief	21.11%
Islam	1.98%
Judaism	0.05%
Other	9.33%
Sikhism	0.03%
Total	100%

'*Christianity*' remains the predominant religion or belief at 50.43%. '*Atheism*' has increased from 14.26% in 2020 to 15.43% in 2021. The figure for Cheshire West and Chester is '*Christianity*' at 70%, with '*No religion*' at 22% and '*not stated*' 6.5%⁷ *Did not wish to disclose* has decreased significantly from 24.50% in 2020 to 21/11%.

Known status in 2011 was only 26.88% but in 2021 it has moved on significantly to 78.89%. The efforts to encourage self-disclosure across all the protected characteristics where there are gaps in data will continue at COCH.

4.7 Sexual Orientation

Sexuality	Headcount
Bisexual	0.65%
Gay or Lesbian	1.64%
Heterosexual or Straight	82.40%
Not stated (person asked but declined to provide a response)	15.11%
Other sexual orientation not listed	0.12%
Undecided	0.09%
Total	100%

There is little change within the data for 2021 from 2020.

The highest sexual orientation '*Heterosexual*' accounts for 82.40%, up slightly from 81.26% in 2020. Combined percentages for staff identifying as '*Lesbian*', '*Gay*' and '*Bisexual*' (LGB) have increased from 1.83% in 2020 to 2.29 in 2021. The national estimation for people identifying as LGB is between 5-7%⁸. There are no population census records for the Local Authority domain and the national 2011 ONS census did not ask for sexual orientation status. There was a slight difference in the percentage of staff who *did not wish to disclose*, which decreased from 16.77% in 2020 to 15.11% in 2021.

⁷ ONS National Census 2011; Source - DORIC Local Authority interim overview profiles [DORIC Online](#) (Dec. 2012)

⁸ ONS National Census 2011; Source - DORIC Local Authority interim overview profiles [DORIC Online](#) (Dec. 2012)

COCH is obtaining a more accurate data capture regarding staff sexual orientation status. COCH in 2021 can show it knows almost 85% of its employees' sexual orientation status, compared with only 32% in 2011.

In February 2020, the Trust joined the NHS Rainbow Badge scheme, set up its LGBT+ Staff Network, and increased its LGBT+ representatives to cover Ellesmere Port Hospital, Emergency Department, and Children's Unit.

In 2021 the LGBTQ+ has played an active role in supporting staff and promoting training.

5. Workforce dynamics

NOTE: The time period indicated is for 2020. Unlike other data sets outlined in this equality analysis, figures for ‘Starters’ and ‘Leavers’ may not match up, due to workforce changes during this time.

5.1 New starters profile

Ethnicity

Ethnicity	Headcount
BAME	24.26%
Not Stated	2.68%
White	73.06%
Grand Total	100.00%

In 2021 the percentage of new BAME starters has increased significantly to 24.26% from 12% in 2020. The number of BAME starters is higher than the figure of 10.72% in the established BAME workforce. The largest BAME ethnic group were *South Asian*, at 11% of the total starters, followed by *Black* at 8%.

This is not unexpected, given that the Trust began overseas recruitment in 2020, and has since employed 198 new starters from different countries.

Age

Age	Headcount
<=20 Years	7.67%
21-30	37.91%
31-40	27.92%
41-50	12.40%
51-60	10.62%
61-70	3.48%
Total	100%

37.91% of new starters in 2021 were in age bands 21 to 30 years, a decrease of over 6% since 2020, however this was reflected in an increase in new starters aged 31-49 at 27.92, increasing from 22.65% in 2020. Starters aged 61 years decreased very slightly by 0.06% from 2020.

Disability

Disability	Headcount
No	79.21%
Not Declared	17.57%
Yes	3.21%
Total	100%

The *known* disability status for new starters has increased in 2021 compared to 2020, with 'not declared' decreasing from over 24% to 17.57%. The number of new starters declaring that they have a disability decreased slightly from 3.85% in 2020 to 3.21% in 2021. This is slightly more than the current number of staff declaring that they have a disability status within the total workforce profile which is 3%. The percentage of starters who stated they do not have a disability or long-term condition increased from 71.34% to 79.21%.

Sexual Orientation

Sexuality	Headcount
Bisexual	1.52%
Gay or Lesbian	3.12%
Heterosexual or Straight	87.96%
Not stated (person asked but declined to provide a response)	5.53%
Other sexual orientation not listed	1.68%
Undecided	0.18%
Total	100%

The *known* sexuality status is recorded at 94.97% in 2021, an increase from 86.13% in 2020. Only 5.53% of new starters opted not to disclose their sexual orientation in 2021 compared to almost 14% in 2020.

The combined number for starters who identify as *Lesbian Gay* or *Bisexual* (LGB) has risen to 4.64% compared to 3% in 2020. This is a figure significantly higher than that which is found in the established workforce of 2.29%.

Heterosexual starters amounted to 87.96% in 2021 a 5.68% increase from 2020.

Gender

Gender	Female	Male
Total	74.04%	25.96%

The percentage of Male starters has increased significantly in 2021 to 25.96% from 20.65% in 2020, whereas women fell to 74.04% from 79.36%. This is the first significant change in new starters gender dynamics for several years.

This is a change from the overall workforce profile.

Pay Bands

Band	Headcount
Ad-Hoc Non-Agenda for Change	2.94%
Band 1	0.09%
Band 2	37.38%
Band 3	16.15%
Band 4	1.96%
Band 5	9.37%
Band 6	5.26%
Band 7	3.21%
Band 8A	1.69%
Band 8B	0.45%
Band 8C	0.27%
Band 9	0.36%
M&D Career Grade	2.59%
M&D Consultant	3.84%
M&D Doctors in Training	14.45%
Total	100%

The number of new starters at band 2 remained the highest in 2021 at 37.38% in 2021 compared with 29.98% in 2020.

There was a rise in Consultant new starters from 2.47% to 3.84%

Band 5 numbers fell from 13.71% in 2020 to 9.37%, however there was minimal change in other grades.

Religion

Religion and Belief	Headcount
Christianity	48.71%
Atheism	19.45%
I do not wish to disclose my religion/belief	14.45%
Other	9.55%
Islam	4.01%
Hinduism	2.68%
Buddhism	0.62%
Sikhism	0.36%
Judaism	0.18%
Total	100%

Overall, there are some statistical variations in this year's *religion or belief* status of Starters profile. The *known* status of religion or belief has increased from 77.35% in 2020 to 85.5% in 2021.

The '*Christianity*' group remains the highest religion or belief at 48.79% in 2021 and has increased from 41.29% in 2020. There was a increase in belief grouping *Atheists* from 21.88% in 2020 to 19.45% in 2021, there was minimal percentage change in remaining religious groups.

5.2 Staff leavers profile

Ethnicity

Ethnicity	Headcount
Asian	6.47%
Black	1.37%
Chinese	0.39%
Mixed	1.37%
Other	3.14%
White	87.25%
Total	100.00%

In 2021, there was an increase in the ethnicity group *White British* who were leavers, moving from 83.92% in 2020 to 87.25% in 2021. The number of leavers from Black and Minority Ethnic groups (*BAME*) decreased from 13.19% in 2020 to 12.75% in 2021 with no leavers having declared 'ethnicity not given' in 2021.

Age

Age	Headcount
<=20 Years	3.73%
21-30	31.57%
31-40	20.00%
41-50	11.96%
51-60	19.80%
61-70	12.35%
>=71 Years	0.59%
Total	100%

The highest age group leavers were the 21-30 years age bands, which is the like previous years. They accounted for 31.57% of the leavers. This is above our staff in post percentage which stands at 23.50%. Leavers aged 31-40 featured lower than the overall staff in post at 20% compared to their 26% representation. Significantly, there are less leavers in age range 41-50% at 11.96% than the overall representation in workforce of 19.97%.

Disability

Disability	Headcount
No	89.02%
Not Declared	8.63%
Yes	2.35%
Total	100%

The number of leavers who did not declare their disability status has decreased significantly by 4.05% from 12.68% in 2020 to 8.63% this year. Disabled leavers amounted to 2.65% of leavers, a decrease of 1.54% on 2020. Staff leavers who stated that they do not have a disability increased by 5.69%.

Sexual Orientation

Sexuality	Headcount
Bisexual	1.37%
Gay or Lesbian	1.57%
Heterosexual	84.12%
Not stated (person asked but declined to provide a response)	12.75%
Undecided	0.20%
Total	100%

In 2021 Lesbian Gay Bisexual and other combined grouping accounted for 2.94% of leavers, similar to 2.35% in 2020 and in line with our overall workforce representation. Heterosexuals represent 84.12% of all leavers, an increase of 4.73% from 2020. 12.75% stated that they did not want to disclose their sexual orientation, a decrease from 17.36% in 2020. The known sexual orientation status of leavers now accounts for 87.25% compared with 82.64% in 2020.

Gender

Female	Male
76.09%	24.31%

Male leavers accounted for 24.31% of leavers and women 76.09%. This is slightly higher portion of leavers who are male in comparison to their overall workforce representation at 21.24%

Religion and Belief

Religion	Headcount
Christianity	47.84%
I do not wish to disclose my religion/belief	21.37%
Atheism	16.08%
Other	7.65%
Islam	3.33%
Hinduism	2.94%
Buddhism	0.39%
Judaism	0.20%
Sikhism	0.20%
Total	100%

There was little change in the leavers who had given their religion or belief status in the 2020 to 2021. Christianity remained the highest declared belief system at 47.84. The percentage of leavers of each religion or belief were in line with the representation of overall staff workforce.

Pay Band

Band	Headcount
Ad-Hoc Non-Afc	2.55%
Band 1	1.18%
Band 2	24.71%
Band 3	10.78%
Band 4	8.24%
Band 5	13.53%
Band 6	11.18%
Band 7	5.69%
Band 8A	3.53%
Band 8B	0.78%
Band 8C	0.39%
Band 8D	0.20%
M&D Career Grade	2.94%
M&D Consultant	4.31%
M&D Doctors in Training	10.00%
Total	100%

Band 2 accounted for the majority of all leavers at 24.71% in 2021, with band 5 second most likely group to leave at 13.53%. The percentage of Band 5 leavers increased to 13.53% in 2021 compared to 11.75% in 2020.

5.3 Recruitment profile

Applications and Shortlisting

It is important to note that no equality monitoring data is provided to recruiters throughout the shortlisting process. Monitoring information remains confidential until shortlisting has taken place.

Ethnicity

	Applications %	Shortlisting %
White	50.91	80.70
BAME	47.76	17.96
I do not wish to disclose my ethnic origin	1.33	1.34
Total	100%	100%

Less BAME staff were shortlisted in proportion to the numbers of white applicants who were shortlisted

It is relevant that from TRAC, a high volume of BAME applicants are received for doctor posts from overseas, that may not be eligible for shortlisting due to immigration restrictions.

Age

Age	Applications %	Shortlisting %
Under 20	3.0	4.3
21-30	38.6	31.6
31 - 40	34.1	26.7
41 - 50	14.1	20.4
51 - 60	8.7	14.7
61 - 70	1.6	2.1
Total	100	100

Most age bands were shortlisted in proportion to applications, with fewer numbers in age band 21-40 shortlisted than in other age groupings

Disability

Disability	Applications %	Shortlisted %
No	94.9	93.9
Yes	3.1	4.7
I do not wish to disclose whether or not I have a disability	2.0	1.4
Total	100	100

3.1% of shortlisted applicants declared a disability, and at shortlisting stage proportionately more people who declared a disability were shortlisted than those with no disability declared.

The Trust maintained Disability Confident Employer status in 2021 and therefore it is encouraging evidence that the Trust is meeting disability equality obligations, especially with regard to a guarantee that disabled applicants who meet the minimum criteria are shortlisted.

Disabled applicants are identified where *reasonable adjustments* for interviews are required, although disabled applicants need not disclose a disability before an offer of employment

Religion

Religion	Applications %	Shortlisted %
Atheism	11.8	18.9
Buddhism	1.1	1.0
Christianity	51.9	49.4
Hinduism	4.8	1.7
Islam	13.8	6.8
Jainism	0.1	0.1
Judaism	0.1	0.1
Sikhism	0.2	0.2
Other	8.4	10.6
I do not wish to disclose my religion/belief	7.8	11.1
Total	100	100

With regard to *religion or belief*, those identifying as *Christian* and *Atheist* were the largest religious groups to be shortlisted in 2021.

Sexual Orientation

Sexual Orientation	Applications %	Shortlisted %
Heterosexual	92.3	91.8
Gay or Lesbian	1.9	3
Bisexual	1.6	1.8
Other sexual orientation not listed	0.4	0.5
Undecided	0.3	0.4
I do not wish to disclose my sexual orientation	3.5	2.5
Total	100	100

The percentage of applicants from across the sexual orientation categories, were shortlisted in proportion, with higher numbers of people identifying as Gay or Lesbian being shortlisted than those in other groups.

Gender

Gender	Applications %	Shortlisted %
Male	36.3	27.4
Female	63.5	72.3
Total	100	100

Across the gender categories, more women made the shortlist for interview following application, in comparison to men

5.4 Promotion profile

Payband

Promoted to Payband	%
Ad-Hoc Non-AFC	0.86%
Band 2	6.34%
Band 3	12.97%
Band 4	6.34%
Band 5	29.39%
Band 6	21.90%
Band 7	14.12%
Band 8A	4.32%
Band 8B	1.44%
Band 8C	0.86%
M&D Career Grade	0.29%
M&D Consultant	1.15%
Grand Total	100.00%

More staff were promoted to bands 5 and 6 than to other bandings. This is a change from 2020, where more staff were promoted to bands 2 and 5.

Gender

Grade	Female	Male
Band 2	86.36%	13.64%
Band 3	84.44%	15.56%
Band 4	86.36%	13.64%
Band 5	87.25%	12.75%
Band 6	85.53%	14.47%
Band 7	85.71%	14.29%
Band 8A	93.33%	6.67%
Band 8B	40.00%	60.00%
Band 8C	66.67%	33.33%
M&D Career Grade	0.00%	100.00%
M&D Consultant	25.00%	75.00%
Grand Total	84.73%	15.27%

More information on gender pay is included in our Gender Pay Gap report

Age

Age	Headcount
<=20 Years	5.76%
21-30	34.01%
31-40	34.87%
41-50	14.12%
51-60	10.37%
61-70	0.86%
Grand Total	100.00%

More staff aged between 21-40 were promoted.

Sexual Orientation

Sexuality	Headcount
Gay or Lesbian	2.02%
Heterosexual or Straight	85.01%
Not stated (person asked but declined to provide a response)	12.97%
Grand Total	100.00%

Promotions for Sexual Orientation were aligned to overall staff percentage for each group.

Disability

Disability	Headcount
No	85.30%
Not Declared	12.39%
Yes	2.31%
Grand Total	100.00%

The percentage of disabled staff promoted was slightly below the representative staff group of nearly 3%

Ethnicity

Ethnicity	Headcount
BAME	13.83%
Not Stated	1.15%
White	85.01%
Grand Total	100.00%

The percentage of BAME staff promoted was higher than the representative staff group percentage, meaning more BAME staff were proportionately promoted than their white colleagues.

Religion and Belief

Religion	Headcount
Atheism	20.75%
Christianity	50.14%
Hinduism	0.29%
I do not wish to disclose my religion/belief	19.89%
Islam	0.86%
Other	8.07%
Grand Total	100.00%

The percentage of staff from different religions being promoted differed from being representative of those staff groups, with more staff who identified as being atheist being promoted than in comparison with other groups.

5.5 Formal procedures profile

Grievances

Gender	%
Female	71%
Male	29%
Grand Total	100%

Age	%
26-30	13%
31-35	13%
36-40	13%
41-45	17%
46-50	4%
51-55	21%
56-60	7%
61-65	4%
Grand Total	100%

Disability	%
No	63%
Not Declared	29%
Yes	8%
Grand Total	100.00%

Religion and Belief	%
Atheism	8%
Christianity	42%
Hinduism	4%
I do not wish to disclose my religion/belief	42%
Other	4%
Grand Total	100%

Sexual Orientation	%
Heterosexual or Straight	62%
Not stated (person asked but declined to provide a response)	38%
Grand Total	100%

Ethnicity	%
White - British	88%
BAME	8%
Not Known	4%
Grand Total	100%

The data shows that the protected characteristic of any person who brings forward a grievance does not indicate that the principle of raising a grievance is identifiable with them having protected group status e.g. disability or ethnicity.

The percentage of protected characteristics was in line with the overall workforce, with the exception of disability, that at 8.3%, was higher than the overall workforce declaration of 3%; i.e., grievance numbers amongst disabled staff is proportionately higher than able bodied staff.

It is important to note the overall low numbers of grievances at 24 therefore any minimal change can have a significant effect on the overall percentage.

Bullying & Harassment

The protected characteristic breakdown in this area is statistically insignificant, given the relatively few instances of performance management in the year 2021.

Cases brought forward under *grievances* or allegations of *bullying and harassment* are based purely on the number that are raised under the relevant policies and therefore do not take into account outcomes as to whether these are upheld, withdrawn, or found to have no case to answer.

Disciplinary

Disability	%
No	85%
Not Declared	13%
Yes	2%
Grand Total	100%

Gender	%
Female	67
Male	33
Grand Total	100%

Ethnicity	%
White - British	96.0%
BAME	4.0%
Grand Total	100%

Religion	%
Atheism	13.00%
Christianity	45%
I do not wish to disclose my religion/belief	33%
Other	9%
Grand Total	100%

Age	%
<=20 Years	2.00%
21-25	13.00%
26-30	10.00%
31-35	4.00%
36-40	8.00%
41-45	10.00%
46-50	17.00%
51-55	17.00%
56-60	13.00%
61-65	6.00%
Grand Total	100.00%

Sexual Orientation	%
Gay or Lesbian	2%
Heterosexual or Straight	79%
Not known	19%
Grand Total	100%

48 disciplinary cases were invoked in 2021 and were investigated. In all instances, staff counselling was offered.

Percentages are mostly similar to those found in the workforce profile.

No findings indicate overtly disproportionate representation of staff from protected groups coming under formal disciplinary proceedings.

Performance Management

The protected characteristic breakdown in this area is statistically insignificant, given the relatively few instances of performance management in the year 2021