

**Mersey & West Lancashire Teaching Hospitals NHS Trust**

# **Public Sector Equality Duty (PSED) Workforce Data Report 2023-2024**

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# 1. Introduction

At Mersey & West Lancashire Teaching Hospitals NHS Trust (MWL) we recognise that equality of opportunity is fundamental to developing the organisational culture needed to support a diverse and inclusive workforce. The focus of our work is as a teaching and learning Trust therefore we are committed to continuing to learn about our own staff and helping to develop and nurture their talents as individuals.

This report provides an overview of all workforce demographics by protected characteristics for the year ending 2023-2024. It provides a detailed snapshot of who we are, according to group characteristic. By analysing this data across the Trust, we gain insight into how and where barriers may present for our colleagues, and a picture of where and when strategic interventions may have the most impact.

This document supports the Trust's Annual Report (also available on the Trust's website) by providing detailed and transparent high-level employee demographic data for the financial, year 2023-2024.

The data presented in this report includes an organisation-wide breakdown of our workforce by protected characteristic including:

- Staff in Post for the Trust, Bank, Lead Employer, and Total,
- Staff in Post for the Trust by Agenda for Change Pay Band,
- Staff in Post for the Trust by Staff Group and by Organisational Divisions,
- New Starters for the Trust,
- Leavers for the Trust.

## 1.1. Policy and Legal Context

At Mersey & West Lancashire Teaching Hospitals NHS Trust (the Trust), we recognise our obligation to fulfil our statutory duties in relation to equality, diversity and inclusion, as detailed in the Equality Act 2010 and the accompanying Public Sector Equality Duty. The Act requires that the Trust publishes sufficient information to demonstrate that, in the exercise of its functions, it has a due regard to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and to
- Foster good relations between people who share a relevant protected characteristic and those who do not.

This document forms the Workforce element of this duty and should be read in conjunction with the accompanying Patient Experience profile published on the Equality and Diversity section of the Trust website.

## 1.2. Monitoring Information

The Trust routinely collects equality monitoring data from staff members and uses this information to ensure that its employment processes, procedures, and opportunities are applied and functioning in a manner that are fair and accessible to all.

### 1.3. Data Format

All data within this report is presented as percentages (%), which are calculated from the whole workforce population inclusive of Unknown, unless otherwise stated.

The data tables include the proportion (%) of the workforce within each equality category for 2023 to 2024 to allow for comparison. Due to the formation of MWL in 2023, data for previous years Legacy Trusts has been omitted.

Table 1 provides an example of how the data is presented in the main tables. Where 2 years of data is not available (for example, the Organisations Division Structure only came into effect in 2024) the tables will omit the arrow and 1 year change columns.

**Table 1: Data Presentation Example**

2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
The % population on the 31st March 2023	The % population on the 31st March 2024	Arrowing indicating a increase or decrease in the population percentage between 2023 and 2024	The change in the number of employees from 2023 to 2024 in this category, expressed as a percentage. A positive number indicates a increase, and negative number indicates a decrease in headcount.

### 1.4. EDI Data Categories

The equality data categories included within this report are shown in Table 2 below.

**Table 2: Equality Categories / Protected Characteristics**

Characteristic	Categories
<b>Age</b>	The aged bands of 16-30, 31-40, 41-50, 51-60, 61 plus
<b>Disability status</b>	<ul style="list-style-type: none"> <li>• Yes: if a disability has been disclosed in the electronic staff record (ESR)</li> <li>• No: if no disability has been disclosed</li> </ul>
<b>Disability Type</b>	<ul style="list-style-type: none"> <li>• Learning disability/difficulty,</li> <li>• Long-standing illness,</li> <li>• Mental Health Condition,</li> <li>• Other,</li> <li>• Physical Impairment,</li> <li>• Sensory Impairment,</li> <li>• Yes - Unspecified</li> </ul>
<b>Ethnicity 2 Ways</b>	<ul style="list-style-type: none"> <li>• Comparison between BME v White.</li> <li>• BME is taken to mean all those identifying as Asian, Black, and Other ethnicity.</li> </ul>

Characteristic	Categories
	<ul style="list-style-type: none"> <li>White means White British, White Irish, White Other, Gypsy/Traveller.</li> </ul>
<b>Ethnicity 4 Ways</b>	<ul style="list-style-type: none"> <li>Comparison between Asian, Black, Other, and White.</li> <li>Asian means Bangladeshi, Chinese, Indian, Pakistani, Asian Other, and Mixed White &amp; Asian.</li> <li>Black means African, Caribbean, Black Other, Mixed White &amp; Black African, and Mixed White &amp; Black Caribbean.</li> <li>Other means Arab, Other Ethnicity, Mixed Other.</li> <li>White means White British, White Irish, White Other, Gypsy/Traveller.</li> </ul>
<b>Ethnicity 16 Ways</b>	Comparison between the 16 ethnic categories, as based on the Census. No data is reported from the staff record system for Arab and Gypsy/Traveller and therefore are excluded where reported.
<b>Gender Reassignment</b>	<i>Gender Reassignment is not a recorded category within the Electronic Staff Record and therefore no data is included within the report</i>
<b>Religious Belief 2 Ways</b>	<ul style="list-style-type: none"> <li>Religious is taken to mean Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Other, Sikhism</li> <li>No Religion is taken to mean Atheism or No Religion</li> </ul>
<b>Religious Belief 9 Ways</b>	Comparing Atheism, Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Other, Sikhism
<b>Sex</b>	Comparing Female v Male.
<b>Sexual Orientation</b>	Comparing Heterosexual v Lesbian, Gay, Bisexual, and Other Sexuality (LGBO)
<b>Unknown</b>	Where unknown is reported, this is a combination of Undeclared, Declined, Blank.

### 1.5. Workforce Data Categories

The Total workforce data is provided for the main Trust/MWL workforce (the substantive workforce), those who are registered on the Trust's internal Bank, those engaged by the Lead Employer function, and then a total.

These are defined as:

- **Trust/MWL Substantive workforce**, that being the main workforce who work at Whiston hospital, St Helens hospital, Newton Hospital, Southport Hospital, Ormskirk Hospital and other sites
- **Bank workforce**, that being the zero-hour workers who work for the Trust, providing short term/one-off cover. Note: at Legacy Southport and Ormskirk bank workers are sourced from 'NHS Professionals' and therefore are not included in this data set.
- **Lead Employer workforce**, that being the trainee doctors who are employed by MWL to provide employment services such as HR services, payroll, pensions etc, but who are placed across the country in Health Education England Deaneries.

Data presented for Agenda for Change Pay Band, Staff Group, and Organisational Division's, is only for the Substantive Trust/MWL workforce (does not include Bank or Lead Employer).

### 1.5.1. Agenda for Change

The Agenda for Change Pay Scale is the 9 band pay scale for non-medical employees. This includes all admin and clerical staff, nurses, estates, technicians and lab staff, and allied healthcare roles.

### 1.5.2. Staff Groups

The Staff Groups refer to the way posts are categorised and are

**Table 3: Staff Group categories**

Staff Group	Example of roles
Add Prof Scientific and Technic	Chaplain, Counsellor, Optometrist, Pharmacist, Physician Associate.
Additional Clinical Services	Healthcare Assistant, Maternity Support Worker, Phlebotomist, Trainee Clinical Scientist, Trainee Pharmacist.
Administrative and Clerical,	Clerical Workers, Finance roles, HR roles, IT roles, Estates roles, Governance roles.
Allied Health Professionals	Dietitian, Occupational Therapist, Orthoptist, Physiotherapist, Radiographer.
Estates and Ancillary	Cleaner, Cook or Chef, Painter or Decorator, Porter.
Healthcare Scientists	Clinical Scientist, Healthcare Science Practitioner, Sonographer, Specialist Biomedical Scientist.
Medical and Dental	Foundation Year 1&2, Speciality Doctor, Consultant.
Nursing and Midwifery	Nurse, Midwife, Matron, Sister/Charge Nurse.

### 1.5.3. Organisational Divisions

In 2024 the Trusts new Divisional structure came into effect. These top tier departments are:

**Table 4: Organisational Division categories**

Division	Example of departments
Clinical Support Services & Community	Cancer Services, Dietetics, Pathology, Physiotherapy, Radiology, Therapy Services.
Corporate Services	Estates and Facilities, Finance & Information, Human Resources, IT.
Medicine & Urgent Care	A&E, Acute Medicine, Cardiology, Dermatology, Endoscopy, Gastro, Oncology, Rheumatology
Medirest	Car Parking, Catering, Domestic Services, Porters, Security, Transport Services.
Surgery	Anaesthetics, Audiology, Burns, Fracture Clinic, Intensive Care, Orthopaedics, Theatres
Women & Children's	Gynaecology, Obstetrics, Paediatrics

#### 1.5.4. Data suppression

To ensure data protection and anonymity, only percentages are reported. Where there are less than 10 people in the total sample, the data has been omitted.

### 1.6. Additional Equality Data

Additional workforce equality data, information and analysis is available in the following reports / documents:

- Equality Delivery System (EDS) Annual Report,
- Statutory Pay Gap Report,
- Workforce Disability Equality Standard (WDES) Report,
- Workforce Race Equality Standard (WRES) Report,

These reports can be accessed from the Trust's website by clicking on the following links:

<https://www.merseywestlancs.nhs.uk/mwl-edi>

### 1.7. National Census 2021

The National Census results from 2021 are the most complete and up to date collection of population statistics within the UK. Table 3 outlines a sample of total population equality breakdown for Local Authority areas, Liverpool City Region, and England and Wales.

The data refers to the 16 plus, resident population, where resident population means that the individual had lived in the UK or was expected to live in the UK for 12 months or more during the census year.

Census data is often used to measure how inclusive an organisation is in relation to the local source population where job applicants are pulled from, and for the Trust, to compare against the local patient population.

Census data is used both for benchmarking and target setting in equality initiatives, although the Trust's workforce is significantly influenced by the demographic trends within professions, education/university trends, and international recruitment initiatives.

**Table 5: National Census 2021**

	St Helens	Knowsley	Southport	Ormskirk	Liverpool City Region	England & Wales
BME	3.5%	4.7%	0.6%	1.6%	7.9%	18.3%
Non-UK National Identity	3.2%	3.4%	6.1%	2.6%	6.1%	9.7%
Female	50.9%	52.2%	51.5%	54.7%	51.4%	51.0%
Male	49.1%	47.8%	48.5%	45.3%	48.6%	49.0%
LGBO	2.7%	2.3%	-	-	3.2%	3.2%
Trans	0.4%	0.3%	-	-	0.5%	0.5%
Christian	62.3%	66.6%	58.5%	60.4%	59.7%	46.2%
Other Religion	1.7%	0.2%	2.2%	0.3%	0.4%	10.7%
No Religion	31.2%	27.2%	33.5%	31.7%	31.4%	37.2%



## 2. Summary Data

Summary of total population, reporting the minority population group:

**Table 6: Population Summary**

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	<b>% Disabled</b>	4.48%	6.07%	↑	39.36%
	<b>% BME</b>	12.65%	15.04%	↑	22.14%
	<b>% Religious</b>	70.38%	71.91%	↑	4.95%
	<b>% LGBO</b>	3.00%	3.08%	↑	5.40%
	<b>% Female</b>	80.41%	80.04	↓	2.25%
	<b>% Male</b>	19.59%	19.96	↑	4.67%
<b>Bank</b>	<b>% Disabled</b>	3.87%	4.28%	↑	27.60%
	<b>% BME</b>	14.97%	18.05%	↑	39.17%
	<b>% Religious</b>	66.40%	66.77%	↑	16.02%
	<b>% LGBO</b>	4.43%	4.35%	↓	13.18%
	<b>% Female</b>	81.87%	78.80	↓	11.05%
	<b>% Male</b>	18.13%	21.20	↑	34.89%
<b>Lead Employer</b>	<b>% Disabled</b>	2.04%	2.47%	↑	26.51%
	<b>% BME</b>	61.29%	64.03%	↑	9.08%
	<b>% Religious</b>	66.55%	69.99%	↑	6.98%
	<b>% LGBO</b>	3.01%	3.13%	↑	8.72%
	<b>% Female</b>	57.19%	57.20	↑	4.41%
	<b>% Male</b>	42.81%	42.80	↓	4.38%
<b>Total</b>	<b>% Disabled</b>	3.29%	4.18%	↑	33.37%
	<b>% BME</b>	34.52%	36.97%	↑	13.24%
	<b>% Religious</b>	68.75%	70.07%	↑	7.76%
	<b>% LGBO</b>	3.26%	3.35%	↑	8.65%
	<b>% Female</b>	70.43%	69.85	↓	4.86%
	<b>% Male</b>	29.57%	30.15	↑	7.81%

### 3. Total Population by EDI, MWL, Bank, Lead Employer

#### 3.1. Age

Table 7: Age Population

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	<b>% 16-30</b>	18.96%	18.98%	↑	2.86%
	<b>% 31-40</b>	23.79%	24.31%	↑	5.01%
	<b>% 41-50</b>	22.13%	21.69%	↑	0.69%
	<b>% 51-60</b>	25.49%	24.55%	↓	<b>-1.08%</b>
	<b>% 61 plus</b>	9.64%	10.47%	↑	11.56%
<b>Bank</b>	<b>% 16-30</b>	34.23%	34.14%	↓	15.07%
	<b>% 31-40</b>	26.93%	29.23%	↑	25.21%
	<b>% 41-50</b>	15.98%	16.43%	↑	18.66 %
	<b>% 51-60</b>	15.51%	13.13%	↓	<b>-2.34%</b>
	<b>% 61 plus</b>	7.35%	7.07%	↓	10.96%
<b>Lead Employer</b>	<b>% 16-30</b>	33.62%	32.54%	↓	1.02%
	<b>% 31-40</b>	55.72%	57.10%	↑	7.00%
	<b>% 41-50</b>	9.41%	9.14%	↓	1.39%
	<b>% 51-60</b>	1.23%	1.21%	↓	2.67%
	<b>% 61 plus</b>	0.02%	0.02%	↔	<b>-33.33%</b>
<b>Total</b>	<b>% 16-30</b>	28.17%	27.85%	↓	4.56%
	<b>% 31-40</b>	38.43%	39.56%	↑	8.82%
	<b>% 41-50</b>	15.41%	15.19%	↓	4.22%
	<b>% 51-60</b>	13.00%	12.15%	↓	<b>-1.20%</b>
	<b>% 61 plus</b>	4.99%	5.25%	↑	11.30%

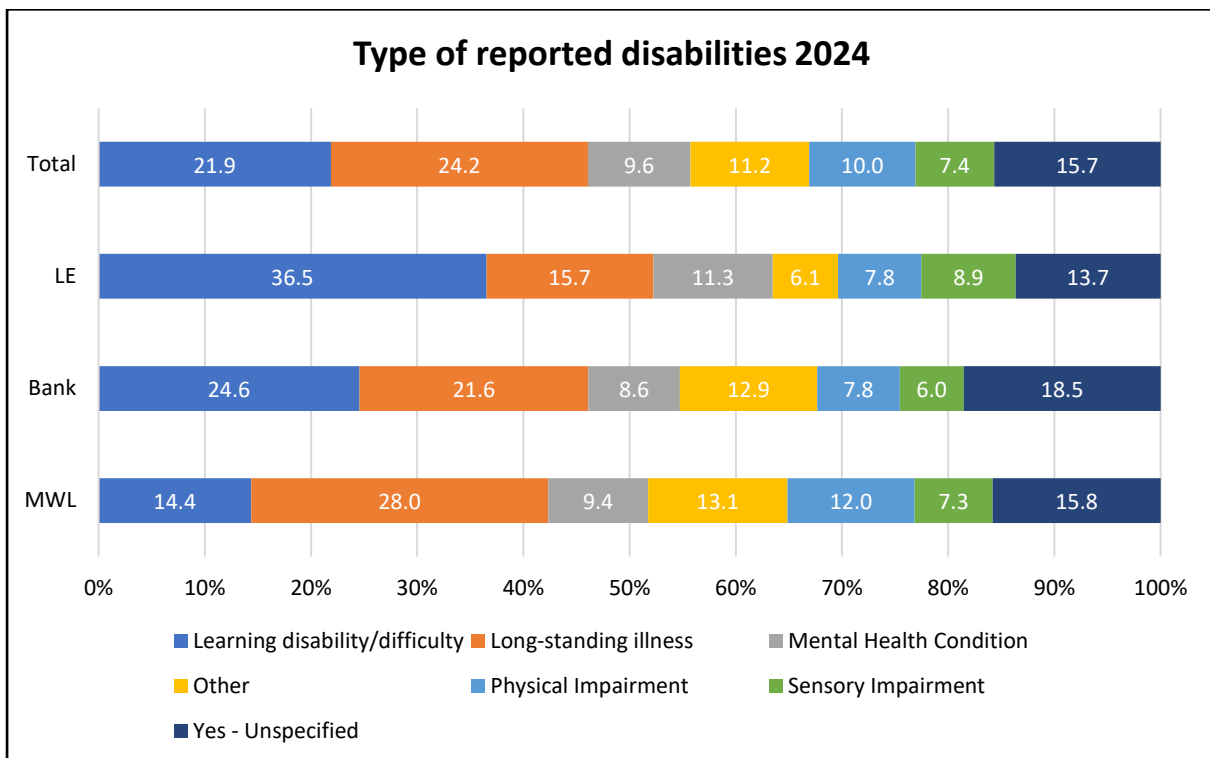
### 3.2. Disability

A disability is defined as a “physical or mental impairment, which has a substantial, long term, adverse effect on a person’s ability to carry out normal day-to-day activities”. To be included within this data an employee must have disclosed that they consider themselves to have a disability during onboarding or via the Electronic Staff Record (ESR).

The types of disability reported are the categories used in ESR.

**Table 8: Disability Population**

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	% No	95.52%	93.93%	↓	1.01%
	% Yes	4.48%	6.07%	↑	39.36%
<b>Bank</b>	% No	96.13%	95.72%	↓	14.88%
	% Yes	3.87%	4.28%	↑	27.60%
<b>Lead Employer</b>	% No	97.96%	97.53%	↓	3.94%
	% Yes	2.04%	2.47%	↑	26.51%
<b>Total</b>	% No	96.71%	95.85%	↓	4.76%
	% Yes	3.29%	4.15%	↑	33.37%



Graph 1: Type of reported disabilities 2024 (MWL, Bank, LE, Total)

### 3.3. Ethnicity / Race

The NHS continues to use the term “Black & Minority Ethnic” (BME) within its data reporting systems and to avoid confusion, this terminology has been replicated within this report.

This acronym is synonymous with Black, Asian & Minority Ethnic (BAME), People of Colour (PoC), or Global Majority. It may also be synonymous with the terms Ethnic Minority or Minority Ethnic community when excluding the White minority groups of White Irish, Gypsy & Traveller, and White Other.

The term ‘White’ includes White British, White Irish, Gypsy & Traveller, and White Other groups unless otherwise stated.

#### 3.3.1. Ethnicity 2 Ways

**Table 9: Ethnicity Population 2 Ways**

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	<b>% BME</b>	12.65%	15.04%	↑	22.14%
	<b>% Unknown</b>	5.95%	3.51%	↓	<b>-39.52%</b>
	<b>% White</b>	81.40%	81.45%	↑	2.80%
<b>Bank</b>	<b>% BME</b>	14.97%	18.05%	↑	39.17%
	<b>% Unknown</b>	4.41%	6.95%	↑	81.74%
	<b>% White</b>	80.62%	75.00%	↓	7.32%
<b>Lead Employer</b>	<b>% BME</b>	61.29%	64.03%	↑	9.08%
	<b>% Unknown</b>	2.16%	1.72%	↓	<b>-16.73%</b>
	<b>% White</b>	36.56%	34.25%	↓	-2.20%
<b>Total</b>	<b>% BME</b>	34.52%	36.97%	↑	13.24%
	<b>% Unknown</b>	4.00%	3.40%	↓	<b>-10.12%</b>
	<b>% White</b>	61.48%	59.63%	↓	2.55%

### 3.3.2. Ethnicity 4 Ways

**Table 10: Ethnicity Population 4 Ways**

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	% Asian	9.21%	10.98%	↑	22.44%
	% Black	2.22%	2.59%	↑	19.74%
	% Other	1.22%	1.47%	↑	24.22%
	% Unknown	5.95%	3.51%	↓	-39.52%
	% White	81.40%	81.45%	↑	2.80%
<b>Bank</b>	% Asian	9.51%	11.31%	↑	37.29%
	% Black	3.73%	4.94%	↑	52.97%
	% Other	1.73%	1.80%	↑	19.77%
	% Unknown	4.41%	6.95%	↑	81.74%
	% White	80.62%	75.00%	↓	7.32%
<b>Lead Employer</b>	% Asian	37.93%	38.88%	↑	7.02%
	% Black	15.40%	16.32%	↑	10.64%
	% Other	9.97%	8.84%	↓	15.84%
	% Unknown	2.16%	1.72%	↓	-16.73%
	% White	36.56%	34.25%	↓	-2.20%
<b>Total</b>	% Asian	21.93%	23.20%	↑	11.83%
	% Black	8.30%	9.03%	↑	14.98%
	% Other	4.29%	4.75%	↑	17.03%
	% Unknown	4.00%	3.40%	↓	-10.12%
	% White	61.48%	59.63%	↓	2.55%

Note: The categories Asian, Black, Other and White are based on section categories used within the National Census and subsequently all ethnicity/race-based data collection. "Mixed" ethnic groups have been incorporated into the relevant BME group, e.g. White & Asian is included in "Asian".

### 3.3.3. Ethnicity 16 Ways

#### 3.3.3.1. Trust Substantive

**Table 11: Trust Substantive Ethnicity Population 16 Ways**

	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
% Asian Bangladeshi	0.12%	0.11%	↓	-7.69%
% Asian Chinese	0.29%	0.32%	↑	13.33%
% Asian Indian	5.73%	7.34%	↑	31.56%
% Asian Other	2.14%	2.24%	↑	7.56%
% Asian Pakistani	0.62%	0.70%	↑	16.92%
% Black African	1.59%	1.96%	↑	26.35%
% Black Caribbean	0.13%	0.13%	↓	0.00%
% Black Other	0.12%	0.13%	↑	7.69%
% Mixed Other	0.31%	0.30%	↓	-3.03%
% Mixed White & Asian	0.28%	0.26%	↓	-3.45%
% Mixed White & Black African	0.16%	0.17%	↑	5.88%
% Mixed White & Black Caribbean	0.21%	0.19%	↓	-4.55%
% Other Ethnicity	1.00%	1.19%	↑	21.90%
% Unknown	5.95%	3.51%	↓	-39.52%
% White British	78.63%	78.55%	↓	2.62%
% White Irish	0.85%	0.83%	↓	0.00%
% White Other	1.85%	2.08%	↑	15.46%

### 3.3.3.2. Trust Bank

**Table 12: Trust Bank Ethnicity Population 16 Ways**

	<b>2023 March 31st</b>	<b>2024 March 31st</b>	<b>↑↓</b>	<b>1 Year # Change 23 to 24</b>
% Asian Bangladeshi	0.24%	0.23%	↓	8.33%
% Asian Chinese	0.48%	0.51%	↑	20.83%
% Asian Indian	5.30%	6.74%	↑	46.77%
% Asian Other	2.20%	2.51%	↑	32.11%
% Asian Pakistani	0.91%	1.33%	↓	68.89%
% Black African	2.88%	3.72%	↑	48.95%
% Black Caribbean	0.20%	0.19%	↓	10.00%
% Black Other	0.20%	0.21%	↑	20.00%
% Mixed Other	0.54%	0.44%	↓	-7.41%
% Mixed White & Asian	0.36%	0.31%	↓	0.00%
% Mixed White & Black African	0.32%	0.37%	↑	31.25%
% Mixed White & Black Caribbean	0.12%	0.14%	↑	33.33%
% Other Ethnicity	1.21%	1.36%	↑	30.00%
% Unknown	4.41%	6.95%	↑	81.74%
% White British	77.64%	72.25%	↓	7.37%
% White Irish	1.21%	1.01%	↓	-3.33%
% White Other	1.77%	1.73%	↓	12.50%

### 3.3.3.3. Trust Lead Employer

**Table 13: Trust Lead Employer Ethnicity Population 16 Ways**

	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
% Asian Bangladeshi	1.81%	2.03%	↑	16.74%
% Asian Chinese	2.70%	2.69%	↓	4.26%
% Asian Indian	12.91%	13.09%	↑	5.84%
% Asian Other	5.46%	5.71%	↑	9.31%
% Asian Pakistani	13.72%	14.04%	↑	6.87%
% Black African	13.11%	14.00%	↑	11.44%
% Black Caribbean	0.43%	0.46%	↑	9.43%
% Black Other	0.39%	0.37%	↓	0.00%
% Mixed Other	1.66%	1.62%	↓	1.97%
% Mixed White & Asian	1.30%	1.31%	↑	5.03%
% Mixed White & Black African	1.16%	1.22%	↑	9.93%
% Mixed White & Black Caribbean	0.31%	0.28%	↓	-5.26%
% Other Ethnicity	6.33%	7.21%	↑	19.04%
% Unknown	2.16%	1.72%	↓	-16.73%
% White British	30.69%	28.63%	↓	-2.59%
% White Irish	1.31%	1.22%	↓	-3.13%
% White Other	4.56%	4.40%	↓	0.725



### 3.3.3.4. Trust All

**Table 14: Trust All Ethnicity Population 16 Ways**

	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
% Asian Bangladeshi	0.89%	0.97%	↑	15.04%
% Asian Chinese	1.39%	1.39%	↔	6.01%
% Asian Indian	8.83%	9.73%	↑	16.59%
% Asian Other	3.04%	3.81%	↑	32.62%
% Asian Pakistani	6.45%	6.64%	↑	8.80%
% Black African	6.91%	7.55%	↑	15.55%
% Black Caribbean	0.28%	0.28%	↔	7.79%
% Black Other	0.25%	0.25%	↔	4.29%
% Mixed Other	0.95%	0.90%	↓	0.38%
% Mixed White & Asian	0.76%	0.73%	↓	1.43%
% Mixed White & Black African	0.75%	0.66%	↓	-5.83%
% Mixed White & Black Caribbean	0.63%	0.22%	↓	-62.64%
% Other Ethnicity	3.39%	3.85%	↑	20.06%
% Unknown	4.00%	3.40%	↓	-10.12%
% White British	57.34%	55.58%	↓	2.54%
% White Irish	1.12%	1.03%	↓	-2.27%
% White Other	3.03%	3.02%	↓	5.37%

Note: These categories are based on the National Census ethnicity/categories for England and Wales. Arab and Gypsy/Traveller categories are omitted from the tables because no data has been reported against these within the ESR data set.

### 3.3.4. Religion 2 Ways

Table 15: Religions Population 2 Ways

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
Trust	% No Religion	10.42%	11.03%	↑	8.78%
	% Unknown	19.19%	17.05%	↓	-8.73%
	% Religious	70.38%	71.91%	↑	4.95%
Bank	% No Religion	11.85%	12.29%	↑	19.73%
	% Unknown	21.76%	20.94%	↓	11.02%
	% Religious	66.40%	66.77%	↑	16.02%
Lead Employer	% No Religion	15.46%	15.57%	↑	5.14%
	% Unknown	16.24%	14.44%	↓	-7.16%
	% Religious	68.30%	69.99%	↑	6.98%
Total	% No Religion	12.90%	13.25%	↑	8.66%
	% Unknown	18.35%	16.68%	↓	-3.92%
	% Religious	68.75%	70.07%	↑	7.76%

### 3.3.5. Religion 9 Ways

#### 3.3.5.1. Trust Substantive

Table 16: Trust Substantive Religions Population

	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
% Atheism	10.42%	11.03%	↑	8.78%
% Buddhism	0.32%	0.42%	↑	32.35%
% Christianity	59.50%	60.03%	↑	3.65%
% Hinduism	2.16%	2.52%	↑	19.82%
% Islam	1.95%	2.08%	↑	9.27%
% Jainism	0.02%	0.02%	↔	0.00%
% Judaism	0.09%	0.10%	↑	22.22%
% Other	6.25%	6.66%	↑	9.45%
% Sikhism	0.10%	0.08%	↓	-10.00%
% Unknown	19.19%	17.05%	↓	-8.73%

### 3.3.5.2. Trust Bank

**Table 17: Trust Bank Religions Population**

	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
% Atheism	11.85%	12.29%	↑	19.73%
% Buddhism	0.36%	0.40%	↑	27.78%
% Christianity	52.16%	50.83%	↓	12.44%
% Hinduism	1.63%	2.57%	↑	81.48%
% Islam	2.34%	3.34%	↑	64.66%
% Jainism	0.02%	0.03%	↑	100.00%
% Judaism	0.08%	0.09%	↑	25.00%
% Other	9.73%	9.41%	↓	11.59%
% Sikhism	0.08%	0.10%	↑	50.00%
% Unknown	21.76%	20.94%	↓	20.94%

### 3.3.5.3. Trust Lead Employer

**Table 18: Trust Lead Employer Religions Population**

	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
% Atheism	15.46%	15.57%	↑	5.14%
% Buddhism	1.89%	1.93%	↑	6.49%
% Christianity	27.06%	26.09%	↓	0.67%
% Hinduism	7.38%	7.39%	↑	4.56%
% Islam	26.16%	28.92%	↑	15.44%
% Jainism	0.14%	0.18%	↑	35.29%
% Judaism	0.25%	0.35%	↑	50.00%
% Other	4.08%	3.78%	↓	-3.41%
% Sikhism	1.35%	1.35%	↔	4.24%
% Unknown	16.25%	14.44%	↓	-7.16%

### 3.3.5.4. Trust All

**Table 19: Trust All Religions Population**

	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
% Atheism	12.90%	13.25%	↑	8.66%
% Buddhism	1.02%	1.07%	↑	10.95%
% Christianity	43.87%	43.45%	↓	4.71%
% Hinduism	4.37%	4.65%	↑	12.58%
% Islam	12.70%	14.02%	↑	16.71%
% Jainism	0.07%	0.09%	↑	35.00%
% Judaism	0.16%	0.21%	↑	41.86%
% Other	5.92%	5.94%	↑	6.17%
% Sikhism	0.65%	0.64%	↓	4.47%
% Unknown	18.35%	16.68%	↓	-3.92%

### 3.4. Sex

**Table 20: Sex Population**

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	% Female	80.41%	80.04	↓	2.25%
	% Male	19.59%	19.96	↑	4.67%
<b>Bank</b>	% Female	81.87%	78.80	↓	11.05%
	% Male	18.13%	21.20	↑	34.89%
<b>Lead Employer</b>	% Female	57.19%	57.20	↑	4.41%
	% Male	42.81%	42.80	↓	4.38%
<b>Total</b>	% Female	70.43%	69.85	↓	4.86%
	% Male	29.57%	30.15	↑	7.81%

Note: Sex is the name of the protected characteristic, not gender. To match the naming conventions used throughout the report, only sex is used. Sex as a characteristic means boy/man/male/men and girls/woman/female/women.

The characteristic of Gender Reassignment, is not included within this report because of ESR data limitations.

### 3.5. Sexual Orientation

**Table 21: Sexual Orientation Population**

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	% Hetero	82.20%	84.88%	↑	6.07%
	% LGBO	3.00%	3.08%	↑	5.40%
	% Unknown	14.80%	12.05%	↓	-16.41%
<b>Bank</b>	% Hetero	77.72%	79.05%	↑	17.34%
	% LGBO	4.43%	4.35%	↓	13.18%
	% Unknown	17.85%	16.61%	↓	7.34%
<b>Lead Employer</b>	% Hetero	83.93%	85.99%	↑	6.96%
	% LGBO	3.01%	3.13%	↑	8.72%
	% Unknown	13.06%	10.88%	↓	-13.05%
<b>Total</b>	% Hetero	82.16%	84.22%	↑	8.39%
	% LGBO	3.26%	3.35%	↑	8.65%
	% Unknown	14.58%	12.43%	↓	-9.87%

#### 3.5.1. LGBO of known sexuality

Table 22 outlines the proportion of staff who have disclosed being Lesbian, Gay, Bisexual or Other sexuality when the “Unknowns” have been removed from the calculation. For large population groups, this may be more reflective of the likely LGBO population in the workforce.

**Table 22: LGBO of Known Sexuality Population**

		2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Trust</b>	% LGBO	3.52%	3.50%	↓	5.40%
<b>Bank</b>	% LGBO	5.39%	5.21%	↓	13.18%
<b>Lead Employer</b>	% LGBO	3.46%	3.51%	↑	8.72%
<b>Total</b>	% LGBO	3.82%	3.83%	↑	8.65%

## 4. Agenda for Change Pay Band by EDI, MWL Substantive

The data presented in this section only refers to the main MWL workforce and does not include Bank staff or Lead Employer staff. Agenda for Change is the national NHS pay structure for non-medical employees.

Band 9 has been removed for data suppression reasons.

### 4.1. Age

Table 23: AfC Pay Band by Age

Band	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
1	% 16-30	0.00%	0.00%	↔	-
	% 31-40	11.48%	9.62%	↓	-28.57%
	% 41-50	8.20%	13.46%	↑	40.00%
	% 51-60	45.90%	48.08%	↑	-10.71%
	% 61 plus	34.43%	28.85%	↓	-28.57%
2	% 16-30	14.89%	15.71%	↑	7.14%
	% 31-40	17.35%	18.43%	↑	7.84%
	% 41-50	18.93%	17.51%	↓	-6.07%
	% 51-60	30.97%	29.12%	↓	-4.53%
	% 61 plus	17.86%	19.23%	↑	9.29%
3	% 16-30	16.43%	17.24%	↑	13.19%
	% 31-40	17.51%	16.57%	↓	2.06%
	% 41-50	21.03%	20.84%	↓	6.87%
	% 51-60	30.32%	29.37%	↓	4.46%
	% 61 plus	14.71%	15.98%	↑	17.18%
4	% 16-30	15.95%	17.17%	↑	9.22%
	% 31-40	23.42%	20.96%	↓	-9.18%
	% 41-50	21.61%	22.07%	↑	3.66%
	% 51-60	30.54%	32.11%	↑	6.67%
	% 61 plus	8.48%	8.92%	↑	6.67%
5	% 16-30	31.45%	30.28%	↓	-5.26%
	% 31-40	29.71%	31.45%	↑	4.17%
	% 41-50	17.63%	17.31%	↓	-3.39%
	% 51-60	15.66%	15.31%	↓	-3.81%
	% 61 plus	5.60%	5.65%	↑	-0.82%
6	% 16-30	30.59%	21.12%	↓	3.34%
	% 31-40	28.73%	28.16%	↓	1.73%
	% 41-50	26.84%	22.83%	↓	-5.11%

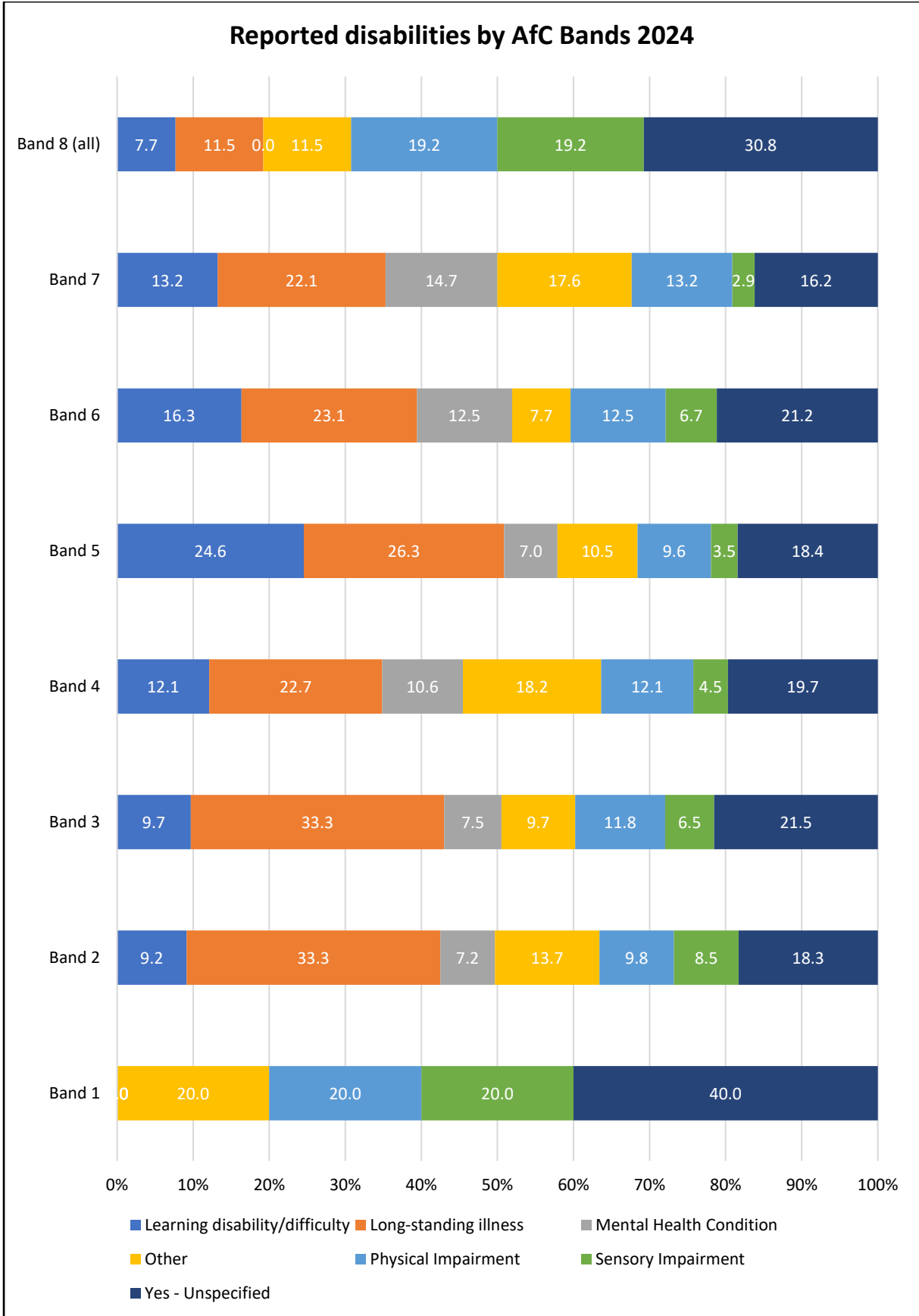
Band	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
	% 51-60	29.42%	21.87%	↓	-2.14%
	% 61 plus	4.57%	6.02%	↑	27.54%
<b>7</b>	% 16-30	10.44%	10.15%	↓	4.76%
	% 31-40	28.73%	29.80%	↑	11.76%
	% 41-50	26.84%	27.68%	↑	11.11%
	% 51-60	29.42%	27.21%	↓	-0.34%
	% 61 plus	4.57%	5.17%	↑	21.74%
<b>8a</b>	% 16-30	5.51%	5.49%	↓	15.79%
	% 31-40	26.67%	30.92%	↑	34.78%
	% 41-50	35.36%	32.67%	↓	7.38%
	% 51-60	27.54%	23.94%	↓	1.05%
	% 61 plus	4.93%	6.98%	↑	64.71%
<b>8c</b>	% 16-30	1.40%	0.00%	↓	-100.00%
	% 31-40	20.98%	20.14%	↓	-6.67%
	% 41-50	33.57%	33.81%	↑	-2.08%
	% 51-60	40.56%	41.73%	↑	0.00%
	% 61 plus	3.50%	4.32%	↑	20.00%
<b>8c</b>	% 16-30	0.00%	2.33%	↑	0.00%
	% 31-40	8.33%	13.95%	↑	-14.29%
	% 41-50	27.78%	46.51%	↑	42.86%
	% 51-60	25.00%	34.88%	↑	15.38%
	% 61 plus	5.56%	2.33%	↓	0.00%
<b>8d</b>	% 16-30	0.00%	0.00%	↔	-
	% 31-40	12.50%	8.33%	↓	-33.33%
	% 41-50	41.67%	33.33%	↓	-20.00%
	% 51-60	37.50%	50.00%	↑	33.33%
	% 61 plus	8.33%	8.33%	↔	0.00%

## 4.2. Disability

Table 24: AfC Pay Band by Disability

Band	Disability	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
1	% NO	93.44%	90.38%	↓	-17.54%
	% YES	6.56%	9.62%	↑	25.00%
2	% NO	95.45%	93.59%	↓	-0.45%
	% YES	4.55%	6.41%	↑	42.99%
3	% NO	93.77%	92.22%	↓	6.06%
	% YES	6.23%	7.78%	↑	34.78%
4	% NO	95.02%	92.64%	↓	-1.07%
	% YES	4.98%	7.36%	↑	50.00%
5	% NO	95.59%	94.68%	↓	-2.55%
	% YES	4.42%	5.32%	↑	18.75%
6	% NO	94.83%	92.89%	↓	-1.31%
	% YES	5.17%	7.11%	↑	38.67%
7	% NO	95.83%	93.73%	↓	5.61%
	% YES	4.37%	6.27%	↑	54.55%
8a	% NO	95.94%	95.76%	↓	16.01%
	% YES	4.06%	4.24%	↑	21.43%
8b	% NO	99.30%	95.68%	↓	-6.34%
	% YES	0.7%	4.32%	↑	500.00%
8c	% NO	97.22%	97.67%	↑	20.00%
	% YES	2.78%	2.33%	↓	0.00%
8d	% NO	87.50%	91.67%	↑	4.76%
	% YES	12.50%	8.33%	↓	0.00%





Graph 2: Reported disabilities by AfC band 2024

### 4.3. Ethnicity 2 Ways

Table 25: AfC Pay Band by Ethnicity 2 Ways

Band	Ethnicity	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
1	% BME	0.00%	0.00%	↑	0.00%
	% White	70.10%	100.00%	↑	-63.64%
2	% BME	5.02%	7.88%	↑	59.32%
	% White	88.90%	87.64%	↓	0.10%
3	% BME	3.79%	4.27%	↑	21.43%
	% White	90.79%	92.55%	↑	9.94%
4	% BME	3.17%	3.57%	↑	14.29%
	% White	94.34%	94.54%	↑	1.68%
5	% BME	25.23%	30.33%	↑	18.18%
	% White	66.76%	66.26%	↓	-2.34%
6	% BME	7.16%	9.91%	↑	39.42%
	% White	88.22%	87.49%	↓	-0.08%
7	% BME	4.67%	5.07%	↑	17.02%
	% White	91.65%	92.71%	↑	9.00%
8a	% BME	8.12%	7.98%	↓	14.29%
	% White	86.38%	89.53%	↑	20.47%
8b	% BME	2.28%	2.88%	↑	33.33%
	% White	88.89%	92.09%	↑	-4.48%
8c	% BME	2.78%	4.65%	↑	100.00%
	% White	88.89%	90.70%	↑	21.88%
8d	% BME	4.17%	0.00%	↓	-100.00%
	% White	87.50%	100.00%	↑	14.29%

Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

#### 4.4. Religion 2 Ways

Table 26: AfC Pay Band by Religion 2 Ways

Band	Religion	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
1	% None	6.56%	7.69%	↑	0.00%
	% Religious	47.54%	50.00%	↑	-10.34%
2	% None	7.70%	7.88%	↑	3.87%
	% Religious	69.16%	71.01%	↑	4.24%
3	% None	9.66%	10.63%	↑	18.69%
	% Religious	71.93%	71.80%	↓	7.65%
4	% None	10.75%	12.49%	↑	17.89%
	% Religious	70.02%	71.35%	↑	3.39%
5	% None	10.28%	10.22%	↓	-2.23%
	% Religious	73.46%	75.78%	↑	1.50%
6	% None	12.53%	13.81%	↑	10.99%
	% Religious	68.73%	69.38%	↑	1.70%
7	% None	13.82%	13.84%	↑	7.91%
	% Religious	69.78%	71.86%	↑	10.97%
8a	% None	10.14%	12.47%	↑	42.86%
	% Religious	73.91%	74.31%	↑	16.86%
8b	% None	9.09%	11.51%	↑	23.08%
	% Religious	68.53%	66.91%	↑	-5.10%
8c	% None	13.89%	9.30%	↓	-20.00%
	% Religious	77.78%	79.07%	↑	21.43%
8d	% None	8.33%	8.33%	↔	0.00%
	% Religious	79.17%	83.33%	↑	5.26%

Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

#### 4.5. Sex

Table 27: AfC Pay Band by Sex

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
1	% Female	88.52%	86.54%	↓	-16.67%
	% Male	11.48%	13.46%	↑	0.00%
2	% Female	81.28%	79.72%	↓	-0.42%
	% Male	18.72%	20.28%	↑	10.00%
3	% Female	84.30%	83.26%	↓	6.53%
	% Male	15.70%	16.74%	↑	14.94%
4	% Female	85.63%	84.73%	↓	0.40%
	% Male	14.37%	15.27%	↑	7.87%
5	% Female	87.10%	87.21%	↑	-1.48%
	% Male	12.90%	12.79%	↓	-2.49%
6	% Female	84.44%	85.65%	↓	2.20%
	% Male	15.56%	14.35%	↓	-7.08%
7	% Female	84.00%	84.32%	↑	8.17%
	% Male	16.00%	15.68%	↓	5.59%
8a	% Female	82.03%	83.04%	↑	17.67%
	% Male	17.97%	16.96%	↓	9.68%
8b	% Female	67.83%	69.78%	↑	0.00%
	% Male	32.17%	30.22%	↓	-8.70%
8c	% Female	72.22%	67.44%	↓	11.54%
	% Male	27.78%	32.56%	↑	40.00%
8d	% Female	54.17%	62.50%	↑	15.38%
	% Male	45.83%	37.50%	↓	-18.18%

## 4.6. Sexual Orientation

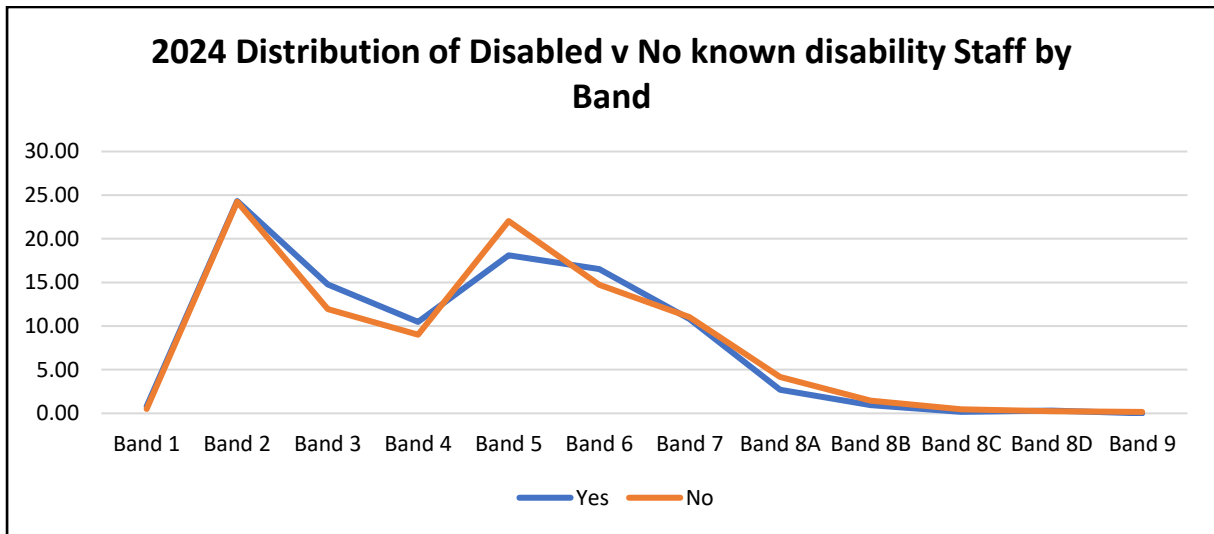
**Table 28: AfC Pay Band by Sexual Orientation**

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>1</b>	% Hetero	44.26%	48.08%	↑	-7.41%
	% LGBO	3.28%	3.85%	↑	0.00%
<b>2</b>	% Hetero	78.69%	81.61%	↑	5.30%
	% LGBO	3.15%	2.93%	↓	-5.41%
<b>3</b>	% Hetero	85.20%	87.28%	↑	10.49%
	% LGBO	2.80%	3.01%	↑	16.13%
<b>4</b>	% Hetero	84.39%	86.62%	↑	4.16%
	% LGBO	1.92%	2.56%	↑	35.29%
<b>5</b>	% Hetero	83.01%	86.37%	↑	2.38%
	% LGBO	3.67%	3.31%	↓	-11.25%
<b>6</b>	% Hetero	83.75%	85.58%	↑	2.96%
	% LGBO	3.67%	2.87%	↓	20.00%
<b>7</b>	% Hetero	83.30%	86.25%	↑	11.58%
	% LGBO	3.38%	3.32%	↓	5.88%
<b>8a</b>	% Hetero	85.51%	88.28%	↑	20.00%
	% LGBO	3.48%	3.24%	↓	8.33%
<b>8b</b>	% Hetero	78.32%	79.86%	↑	-0.89%
	% LGBO	3.50%	3.60%	↑	0.00%
<b>8c</b>	% Hetero	91.67%	88.37%	↓	15.15%
	% LGBO	5.56%	2.33%	↓	0.00%
<b>8d</b>	% Hetero	83.33%	91.67%	↑	10.00%
	% LGBO	12.50%	0.00%	↓	-100.00%

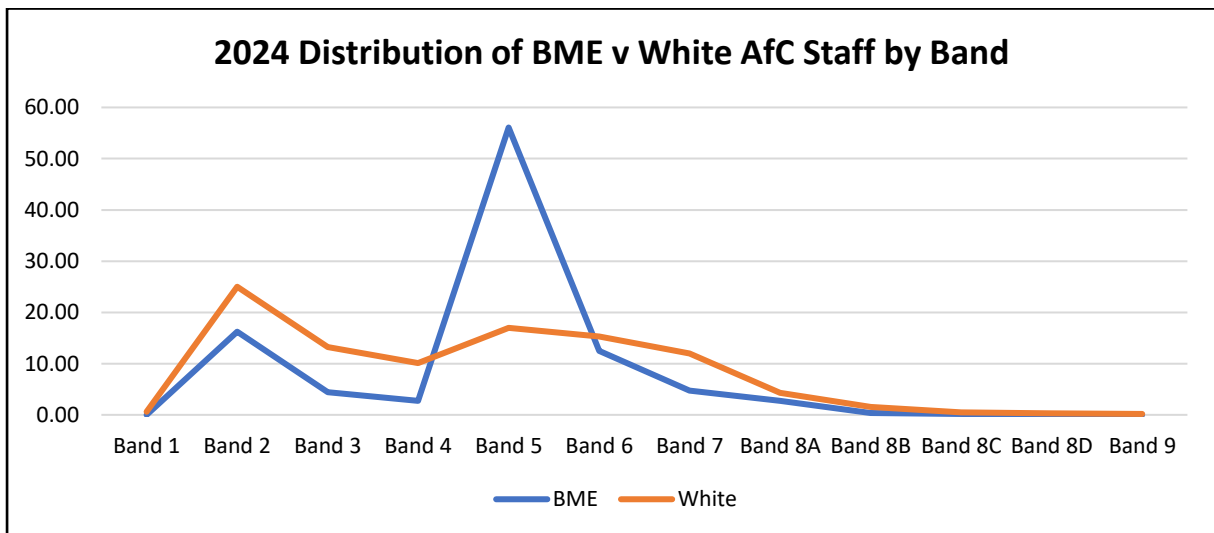
Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

#### 4.7. Graphs: Distribution by Grade

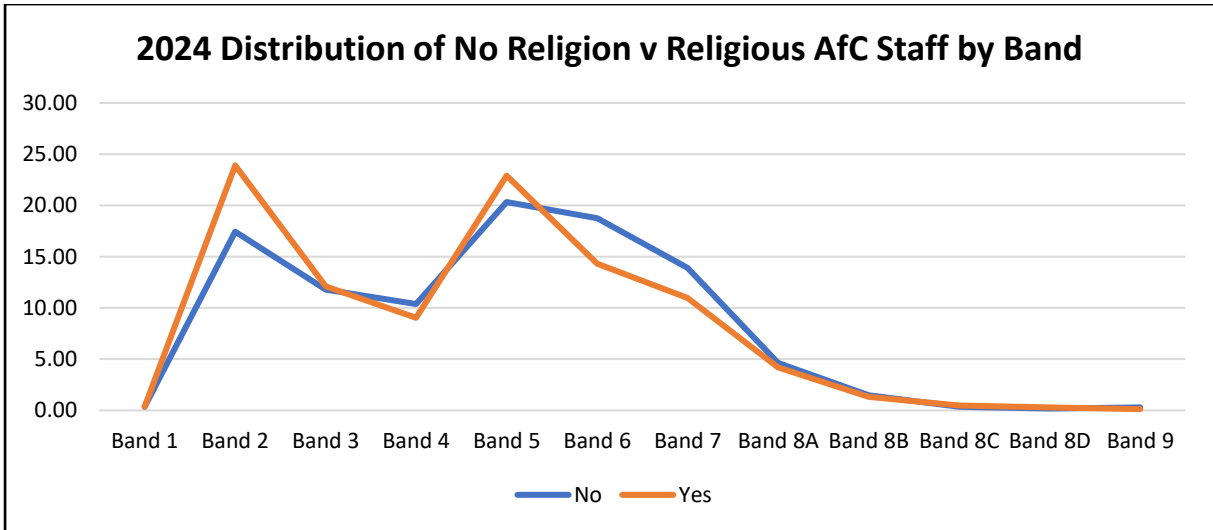
The following graphs compare the distribution of each population group across the pay bands to identify whether they are equally distributed or not.



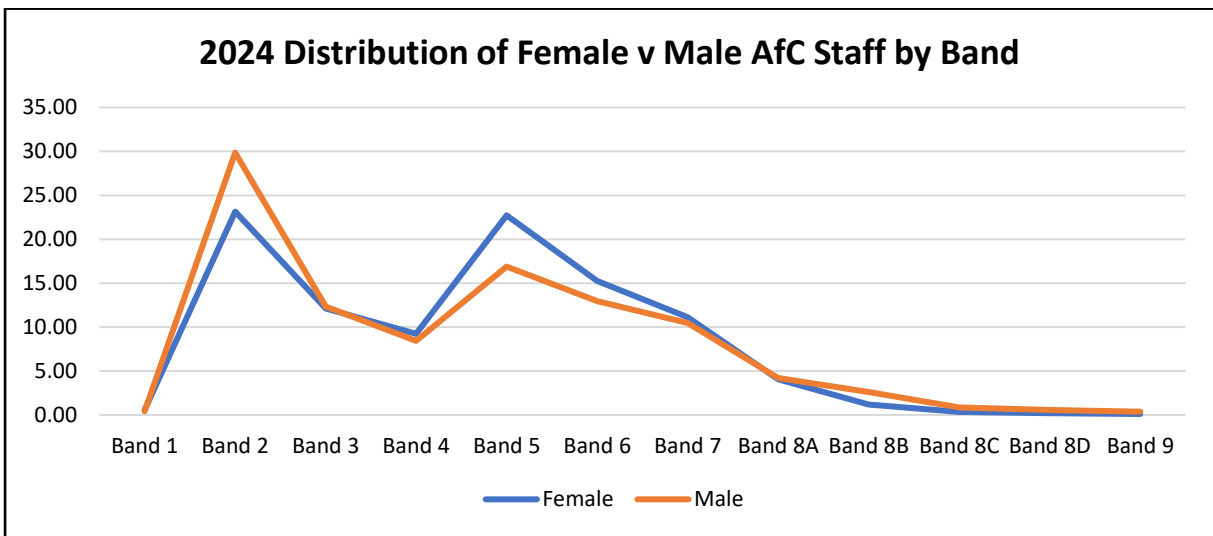
Graph 3: Distribution of Disability Yes and Non Disability staff within AfC Pay Bands 2024



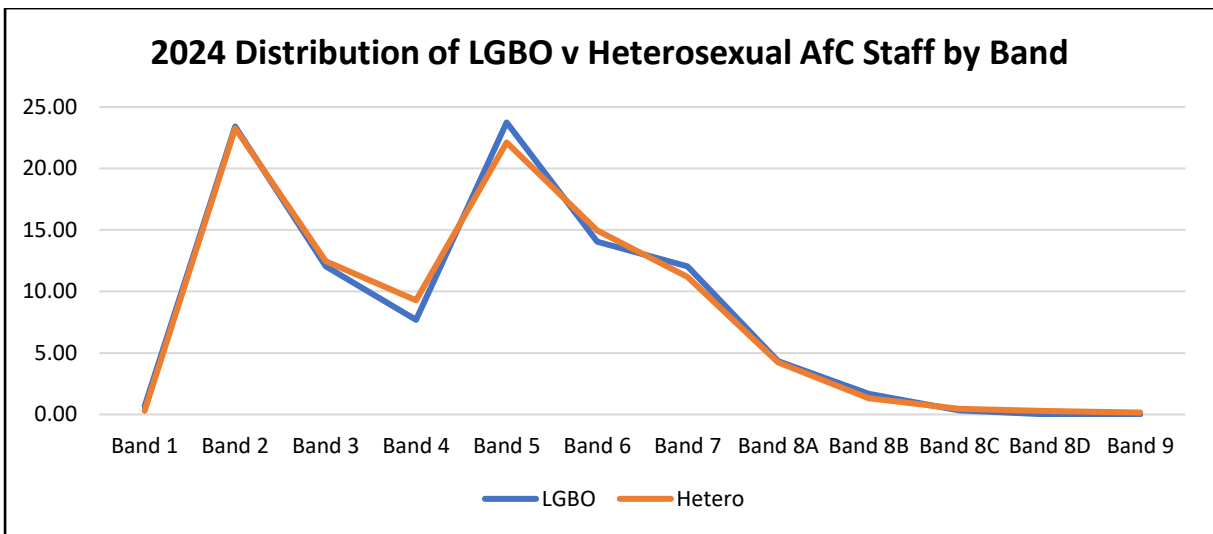
Graph 4: Distribution of BME and White staff within AfC Pay Bands 2024



Graph 5: Distribution of No Religion and Religious staff within AfC Pay Bands 2024



Graph 6: Distribution of Female and Male staff within AfC Pay Bands 2023



Graph 7: Distribution of LGBO and Heterosexual staff within AfC Pay Bands 2024

## 5. Staff Group by EDI, MWL Substantive

The Staff Groups reported in this section are:

<b>Staff Group</b>	<b>Example of roles</b>
Add Prof Scientific and Technic	Chaplain, Counsellor, Optometrist, Pharmacist, Physician Associate.
Additional Clinical Services	Healthcare Assistant, Maternity Support Worker, Phlebotomist, Trainee Clinical Scientist, Trainee Pharmacist.
Administrative and Clerical,	Clerical Workers, Finance roles, HR roles, IT roles, Estates roles, Governance roles.
Allied Health Professionals	Dietitian, Occupational Therapist, Orthoptist, Physiotherapist, Radiographer.
Estates and Ancillary	Cleaner, Cook or Chef, Painter or Decorator, Porter.
Healthcare Scientists	Clinical Scientist, Healthcare Science Practitioner, Sonographer, Specialist Biomedical Scientist.
Medical and Dental	Foundation Year 1&2, Speciality Doctor, Consultant.
Nursing and Midwifery	Nurse, Midwife, Matron, Sister/Charge Nurse.



## 5.1. Age

Table 29: Staff Group by Age

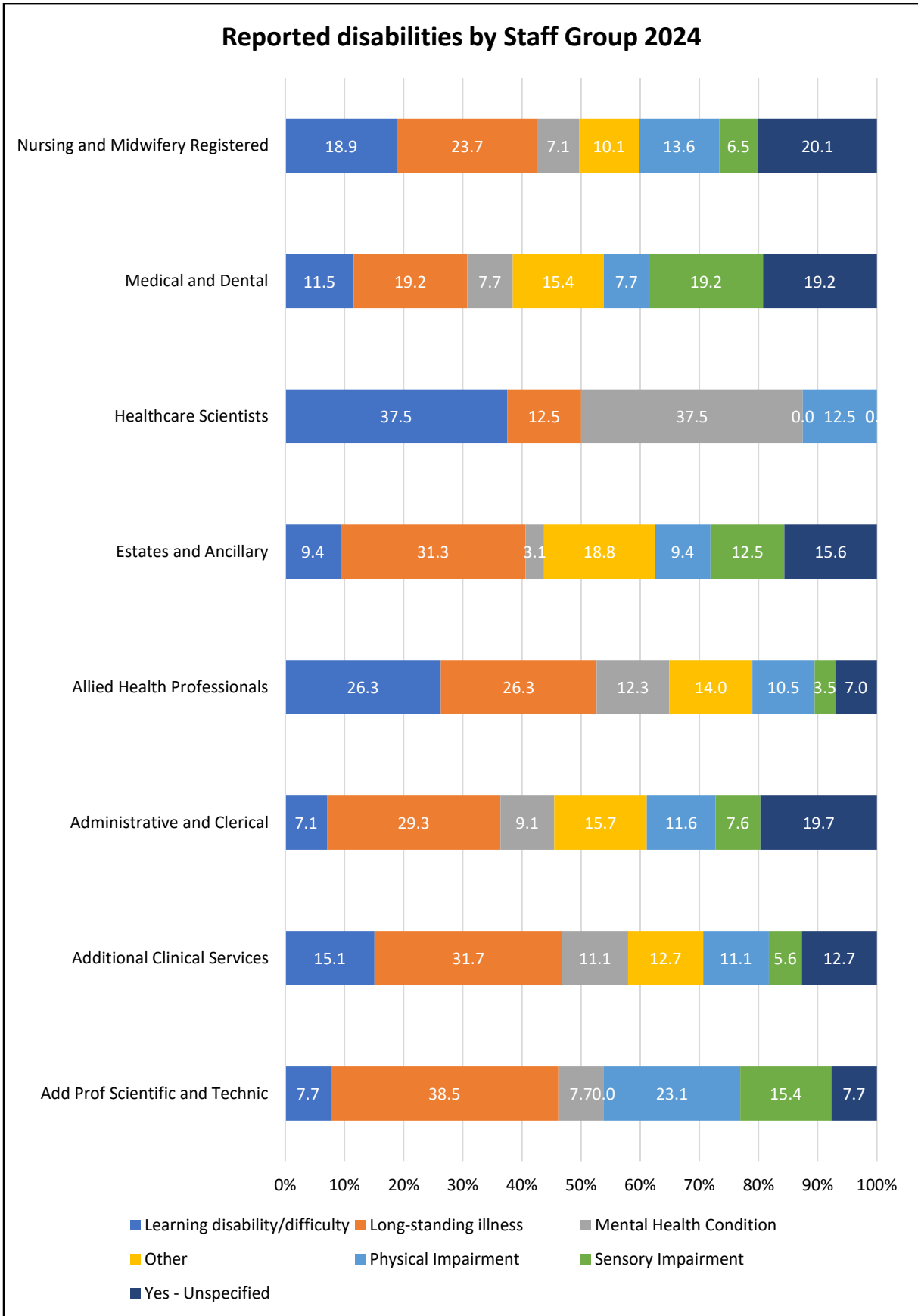
Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
<b>Add Prof Scientific and Technic</b>	% 16-30	21.59%	28.28%	↑	21.05%
	% 31-40	32.20%	32.38%	↑	-7.06%
	% 41-50	20.45%	16.39%	↓	-25.93%
	% 51-60	20.83%	18.03%	↓	-20.00%
	% 61 plus	4.92%	4.92%	↔	-7.69%
<b>Additional Clinical Services</b>	% 16-30	19.23%	19.24%	↑	3.58%
	% 31-40	21.50%	22.71%	↑	9.38%
	% 41-50	21.54%	20.86%	↓	0.23%
	% 51-60	25.68%	25.08%	↓	1.15%
	% 61 plus	12.05%	12.11%	↑	4.08%
<b>Administrative and Clerical</b>	% 16-30	14.20%	15.57%	↑	15.09%
	% 31-40	19.79%	19.41%	↓	2.97%
	% 41-50	21.34%	20.33%	↓	0.00%
	% 51-60	32.23%	31.13%	↓	1.43%
	% 61 plus	12.44%	13.57%	↓	14.53%
<b>Allied Health Professionals</b>	% 16-30	29.23%	27.74%	↓	2.63%
	% 31-40	32.92%	32.01%	↓	5.14%
	% 41-50	21.85%	22.76%	↑	12.68%
	% 51-60	14.15%	14.65%	↑	11.96%
	% 61 plus	1.85%	2.84%	↑	66.67%
<b>Healthcare Scientists</b>	% 16-30	21.20%	20.70%	↓	0.00%
	% 31-40	27.60%	26.95%	↓	0.00%
	% 41-50	24.40%	25.39%	↑	6.56%
	% 51-60	22.00%	20.31%	↓	-5.45%
	% 61 plus	4.80%	6.64%	↑	41.67%
<b>Estates and Ancillary</b>	% 16-30	4.21%	4.62%	↑	6.25%
	% 31-40	13.42%	10.87%	↓	-21.57%
	% 41-50	17.63%	17.53%	↓	-3.73%
	% 51-60	38.82%	38.04%	↓	-5.08%
	% 61 plus	25.92%	28.94%	↑	8.12%
<b>Medical and Dental</b>	% 16-30	23.54%	20.70%	↓	0.00%
	% 31-40	23.42%	26.95%	↑	0.00%
	% 41-50	27.78%	25.39%	↓	6.56%
	% 51-60	18.60%	20.31%	↑	-5.45%

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
	% 61 plus	6.66%	6.64%	↓	41.67%
Nursing and Midwifery Registered	% 16-30	21.91%	23.91%	↑	6.83%
	% 31-40	27.80%	23.69%	↓	6.37%
	% 41-50	22.65%	26.86%	↑	1.65%
	% 51-60	22.19%	17.58%	↓	-0.62%
	% 61 plus	5.46%	7.97%	↑	25.86%

## 5.2. Disability

Table 30: Staff Group by Disability

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
Add Prof Scientific and Technic	% NO	93.56%	94.26%	↑	-6.88%
	% YES	6.44%	5.74%	↓	-17.65%
Additional Clinical Services	% NO	95.72%	93.73%	↓	1.39%
	% YES	4.28%	6.27%	↑	51.72%
Administrative and Clerical	% NO	94.03%	91.72%	↓	2.41%
	% YES	5.97%	8.28%	↑	45.77%
Allied Health Professional	% NO	93.38%	91.61%	↓	6.10%
	% YES	6.62%	8.39%	↑	37.21%
Healthcare Scientists	% NO	96.45%	95.52%	↓	-4.09%
	% YES	3.55%	4.48%	↑	22.22%
Estates and Ancillary	% NO	96.80%	96.88%	↑	2.48%
	% YES	3.20%	3.13%	↓	0.00%
Medical and Dental	% NO	98.62%	97.16%	↓	3.61%
	% YES	1.38%	2.84%	↑	116.67%
Nursing and Midwifery	% NO	95.92%	94.70%	↓	-0.03%
	% YES	4.08%	5.30%	↑	31.34%



Graph 8: Reported disabilities by Staff Group 2024

### 5.3. Ethnicity 2 Ways

Table 31: Staff Group by Ethnicity 2 Ways

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
Add Prof Scientific and Technic	% BME	9.85%	11.07%	↑	3.85%
	% White	82.20%	85.66%	↑	-3.69%
Additional Clinical Services	% BME	6.30%	8.88%	↑	46.09%
	% White	88.44%	87.41%	↓	2.34%
Administrative and Clerical	% BME	2.48%	3.16%	↑	33.90%
	% White	92.90%	93.88%	↑	6.11%
Allied Health Professional	% BME	6.31%	9.10%	↑	56.10%
	% White	88.31%	88.48%	↑	8.36%
Estates and Ancillary	% BME	3.95%	4.62%	↑	13.33%
	% White	88.55%	89.67%	↑	-1.93%
Healthcare Scientists	% BME	11.60%	13.67%	↑	20.69%
	% White	85.60%	84.77%	↓	1.40%
Medical and Dental	% BME	46.50%	50.44%	↑	14.07%
	% White	43.97%	43.23%	↓	3.39%
Nursing and Midwifery	% BME	18.56%	22.10%	↑	20.53%
	% White	75.25%	74.98%	↓	0.89%

### 5.4. Religion 2 Ways

Table 32: Staff Group by Religion 2 Ways

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
Add Prof Scientific and Technic	% None	14.02%	16.80%	↑	10.81%
	% Religious	67.42%	67.21%	↓	-7.87%
Additional Clinical Services	% None	8.80%	9.41%	↑	10.61%
	% Religious	70.44%	72.16%	↑	6.08%
Administrative and Clerical	% None	11.01%	12.36%	↑	17.94%
	% Religious	70.29%	70.87%	↑	5.86%
Allied Health Professional	% None	18.62%	17.35%	↓	0.83%
	% Religious	64.46%	66.71%	↑	11.93%
	% None	5.79%	5.84%	↑	-2.27%

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
Estates and Ancillary	% Religious	64.34%	65.22%	↑	-1.84%
Healthcare Scientists	% None	16.00%	17.19%	↑	10.00%
	% Religious	59.20%	62.89%	↑	8.78%
Medical and Dental	% None	12.17%	17.19%	↑	10.00%
	% Religious	68.66%	62.89%	↓	8.78%
Nursing and Midwifery	% None	9.20%	12.34%	↑	6.60%
	% Religious	74.58%	70.63%	↓	8.19%

## 5.5. Sex

Table 33: Staff Group by Sex

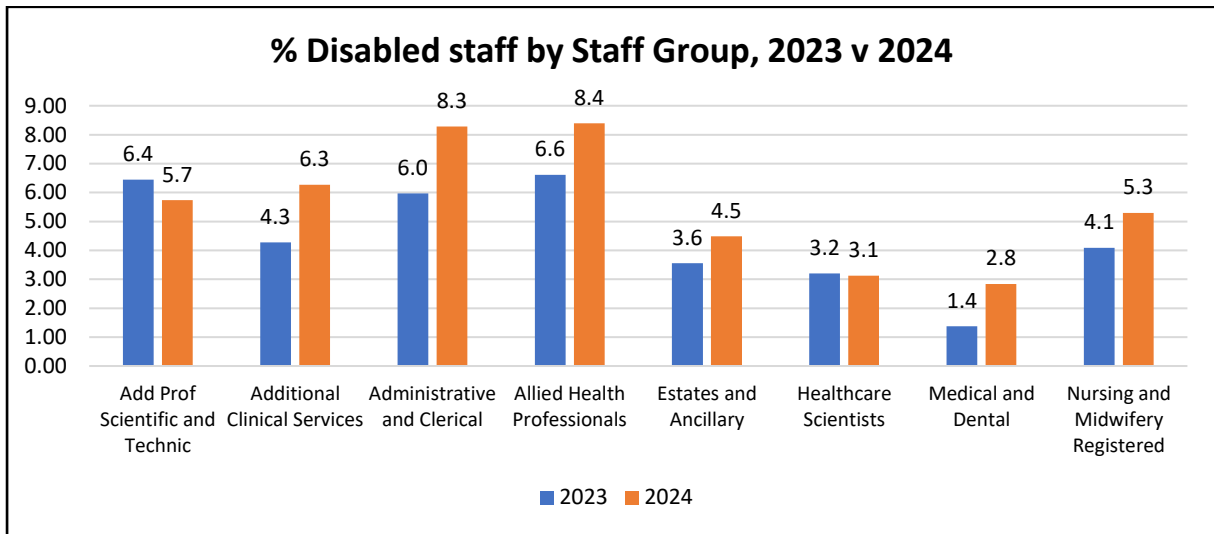
Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
Add Prof Scientific and Technic	% Female	78.79%	78.28%	↓	-8.17%
	% Male	21.21%	21.72%	↑	-5.36%
Additional Clinical Services	% Female	86.47%	83.99%	↓	0.57%
	% Male	13.53%	16.01%	↑	22.55%
Administrative and Clerical	% Female	80.88%	80.79%	↓	4.88%
	% Male	19.12%	19.21%	↑	5.49%
Allied Health Professional	% Female	78.15%	78.66%	↑	8.86%
	% Male	21.85%	21.34%	↓	5.63%
Estates and Ancillary	% Female	61.32%	60.73%	↓	-4.08%
	% Male	38.68%	39.27%	↑	-1.70%
Healthcare Scientists	% Female	68.40%	67.58%	↓	1.17%
	% Male	31.60%	32.42%	↑	5.06%
Medical and Dental	% Female	42.59%	42.90%	↑	5.93%
	% Male	57.41%	57.10%	↓	4.60%
Nursing and Midwifery	% Female	92.29%	92.87%	↑	1.88%
	% Male	7.71%	7.13%	↓	-6.32%

## 5.6. Sexual Orientation

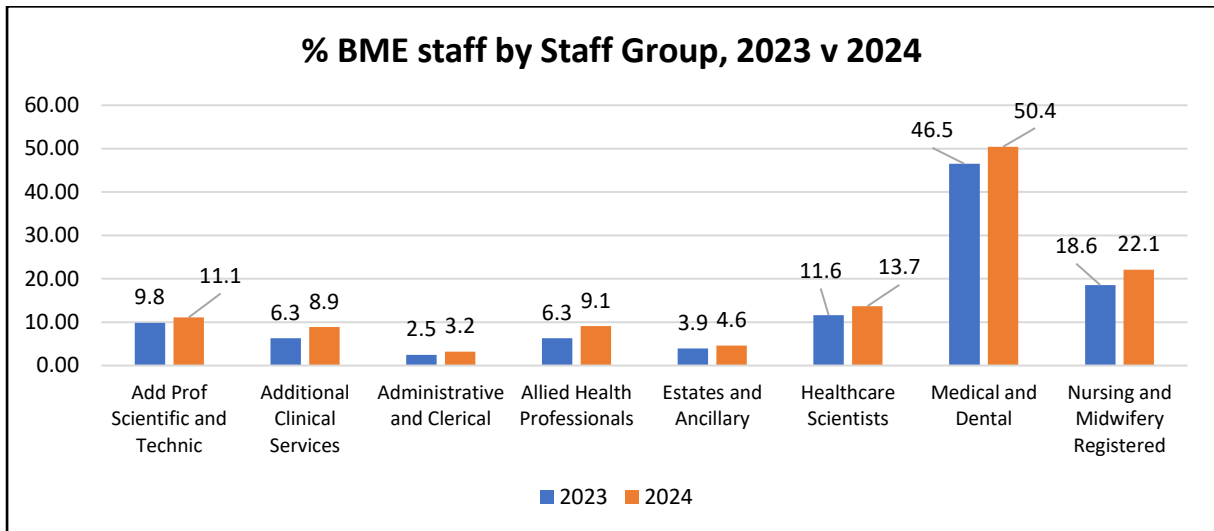
Table 34: Staff Group by Sexual Orientation

Bane	Age	2023 March 31st	2024 March 31st	↑↓	1 Year # Change 23 to 24
Add Prof Scientific and Technic	% Hetero	84.47%	84.84%	↑	-7.17%
	% LGBO	2.65%	2.46%	↓	-14.29%
Additional Clinical Services	% Hetero	81.41%	84.18%	↑	7.07%
	% LGBO	2.95%	2.90%	↓	1.67%
Administrative and Clerical	% Hetero	85.21%	87.56%	↑	7.89%
	% LGBO	2.73%	3.00%	↑	15.38%
Allied Health Professional	% Hetero	85.69%	87.77%	↑	10.77%
	% LGBO	5.38%	4.84%	↓	-2.86%
Estates and Ancillary	% Hetero	69.74%	72.69%	↑	0.94%
	% LGBO	3.82%	3.80%	↓	-3.45%
Healthcare Scientists	% Hetero	73.20%	79.30%	↑	10.93%
	% LGBO	2.40%	2.73%	↑	16.67%
Medical and Dental	% Hetero	82.20%	83.52%	↑	6.84%
	% LGBO	2.64%	3.60%	↑	43.48%
Nursing and Midwifery	% Hetero	83.21%	86.21%	↑	4.91%
	% LGBO	2.68%	2.62%	↓	-1.14%

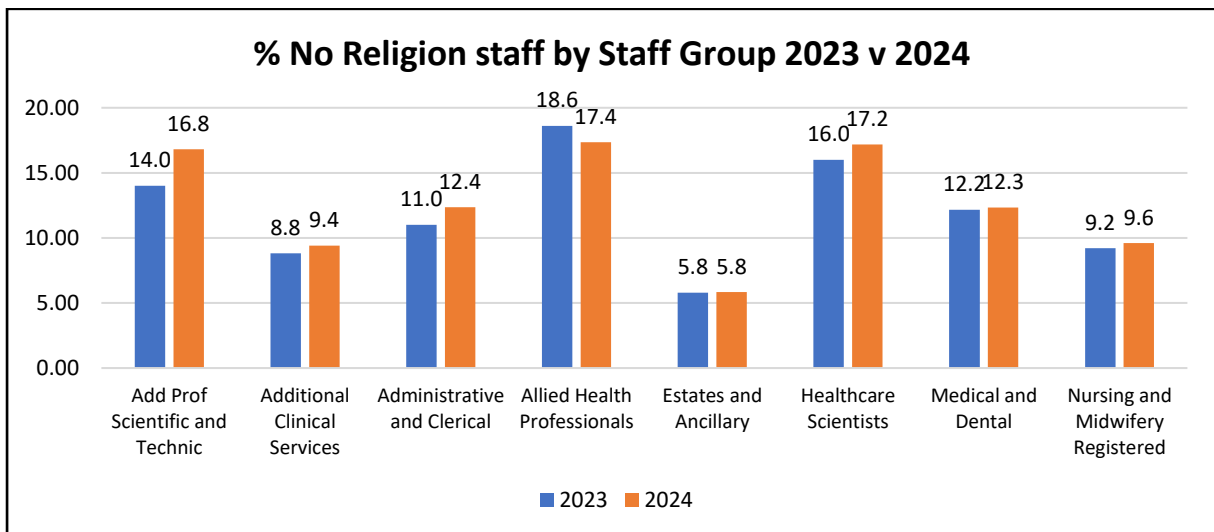
## 5.7. Graphs: Staff Group



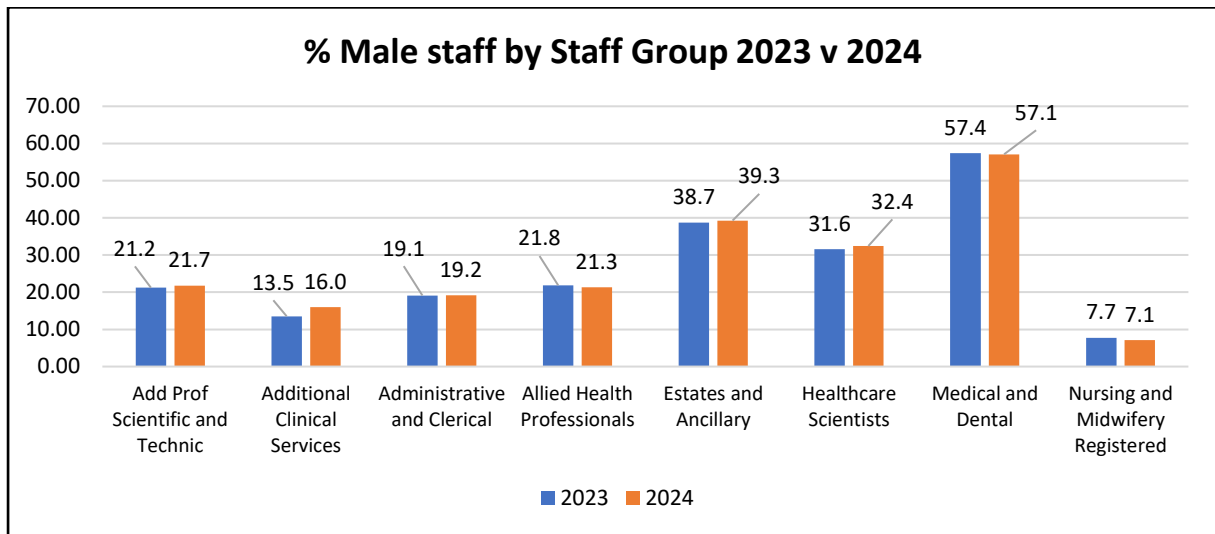
Graph 9: % Disabled staff by Staff Group 2023 v 2024



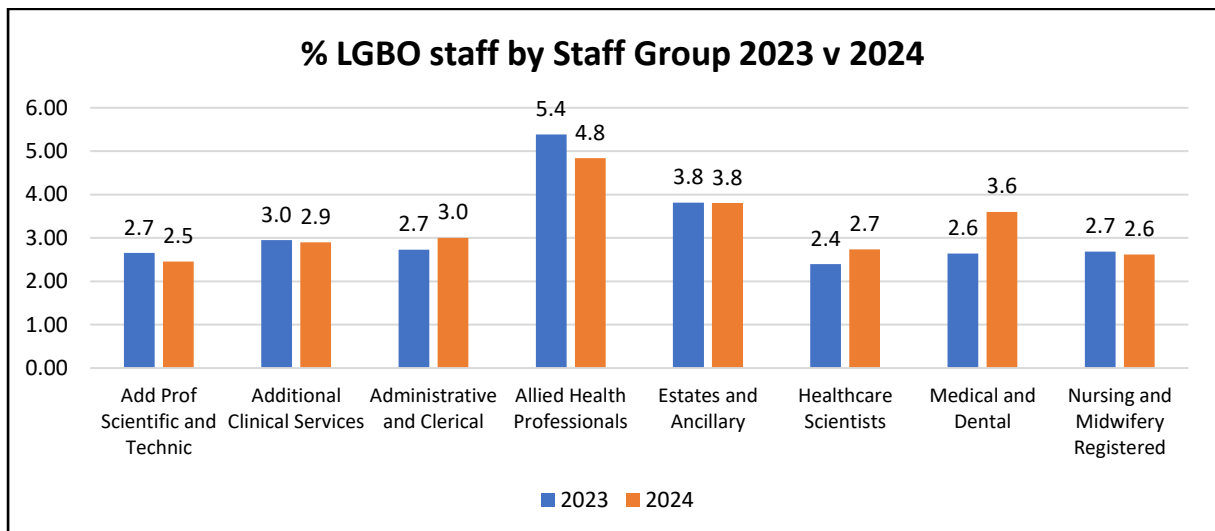
Graph 10: % BME staff by Staff Group, STHK 2022 v MWL 2023



Graph 11: % No Religion staff by Staff Group 2023 v 2024



Graph 12: % Male staff by Staff Group 2023 v 2024



Graph 13: % LGBO staff by Staff Group 2023 v 2024



## 6. Division by EDI

The organisational structure of the legacy STHK and Legacy S&O Trusts was not directly comparable, and with the new Divisional Structure introduced in 2024, this section only includes data for March 2024.

The Organisational Divisional Structure is:

Division	Example of departments
Clinical Support Services & Community	Cancer Services, Dietetics, Pathology, Physiotherapy, Radiology, Therapy Services.
Corporate Services	Estates and Facilities, Finance & Information, Human Resources, IT.
Medicine & Urgent Care	A&E, Acute Medicine, Cardiology, Dermatology, Endoscopy, Gastro, Oncology, Rheumatology
Medirest	Car Parking, Catering, Domestic Services, Porters, Security, Transport Services.
Surgery	Anaesthetics, Audiology, Burns, Fracture Clinic, Intensive Care, Orthopaedics, Theatres
Women & Children's	Gynaecology, Obstetrics, Paediatrics

### 6.1. Age

Table 35: Divisions by Age

	% 16-30	% 31-40	% 41-50	% 51-60	% 61 plus
<b>Clinical Support &amp; Community</b>	19.61%	22.72%	20.73%	25.95%	10.99%
• <i>Clinical Support</i>	22.01%	23.02%	20.11%	24.69%	10.17%
• <i>Community</i>	12.12%	21.79%	22.66%	29.87%	13.56%
<b>Corporate</b>	15.35%	21.22%	21.66%	28.75%	13.01%
• <i>Chief Executive</i>	14.89%	12.77%	21.28%	36.17%	14.89%
• <i>Estates and Facilities</i>	7.69%	11.67%	19.36%	35.28%	25.99%
• <i>Finance &amp; Information</i>	18.63%	28.76%	22.88%	23.20%	6.54%
• <i>Human Resources</i>	25.45%	24.65%	21.67%	21.47%	6.76%
• <i>IM&amp;T</i>	7.83%	22.87%	24.20%	30.96%	14.23%
• <i>Medical Director</i>	30.56%	11.11%	19.44%	30.56%	8.33%
• <i>Non-Clinical Support</i>	6.82%	22.73%	11.36%	43.18%	15.91%
• <i>Nursing Director</i>	9.14%	20.30%	23.35%	35.03%	12.18%
<b>Medicine &amp; Urgent Care</b>	23.86%	29.17%	21.30%	18.96%	6.72%
• <i>Medicine</i>	23.29%	27.64%	21.62%	20.49%	6.97%
• <i>Urgent Care</i>	24.93%	31.75%	20.57%	16.42%	6.33%
<b>Medirest</b>	2.45%	11.01%	16.21%	39.14%	31.19%
<b>Surgery</b>	16.98%	24.90%	23.32%	24.76%	10.04%
<b>Women's &amp; Children's.</b>	20.34%	24.42%	23.90%	22.75%	8.60%

## 6.2. Disability

**Table 36: Divisions by Disability**

	<b>% No</b>	<b>% Yes</b>
<b>Clinical Support &amp; Community</b>	92.37%	7.63%
• <i>Clinical Support</i>	92.33%	7.67%
• <i>Community</i>	92.50%	7.50%
<b>Corporate</b>	92.02%	7.98%
• <i>Chief Executive</i>	97.87%	2.13%
• <i>Estates and Facilities</i>	94.69%	5.31%
• <i>Finance &amp; Information</i>	93.14%	6.86%
• <i>Human Resources</i>	89.46%	10.54%
• <i>IM&amp;T</i>	93.24%	6.76%
• <i>Medical Director</i>	83.33%	16.67%
• <i>Non-Clinical Support</i>	97.73%	2.27%
• <i>Nursing Director</i>	88.83%	11.17%
<b>Medicine &amp; Urgent Care</b>	95.03%	4.97%
• <i>Medicine</i>	95.00%	5.00%
• <i>Urgent Care</i>	95.05%	4.95%
<b>Medirest</b>	96.33%	3.67%
<b>Surgery</b>	95.56%	4.44%
<b>Women's &amp; Children's.</b>	94.55%	5.45%

### 6.3. Ethnicity 2 Ways

**Table 37: Divisions by Ethnicity 2 Ways**

	<b>% BME</b>	<b>% White</b>
<b>Clinical Support &amp; Community</b>	8.47%	88.27%
• <i>Clinical Support</i>	8.18%	88.95%
• <i>Community</i>	9.38%	86.15%
<b>Corporate</b>	5.86%	89.61%
• <i>Chief Executive</i>	2.13%	85.11%
• <i>Estates and Facilities</i>	7.16%	82.76%
• <i>Finance &amp; Information</i>	2.61%	95.10%
• <i>Human Resources</i>	7.36%	91.05%
• <i>IM&amp;T</i>	3.91%	91.46%
• <i>Medical Director</i>	16.67%	75.00%
• <i>Non-Clinical Support</i>	2.27%	97.63%
• <i>Nursing Director</i>	7.11%	89.85%
<b>Medicine &amp; Urgent Care</b>	24.97%	71.21%
• <i>Medicine</i>	26.27%	69.33%
• <i>Urgent Care</i>	22.95%	74.18%
<b>Medirest</b>	1.53%	96.94%
<b>Surgery</b>	23.74%	73.39%
<b>Women's &amp; Children's.</b>	8.81%	87.63%

## 6.4. Religion 2 Ways

**Table 38: Divisions by Religion 2 Ways**

	<b>% No Religion</b>	<b>% Religious</b>
<b>Clinical Support &amp; Community</b>	13.06%	68.94%
• <i>Clinical Support</i>	14.98%	67.59%
• <i>Community</i>	7.07%	73.16%
<b>Corporate</b>	13.68%	69.01%
• <i>Chief Executive</i>	17.02%	68.19%
• <i>Estates and Facilities</i>	9.81%	70.29%
• <i>Finance &amp; Information</i>	17.97%	65.36%
• <i>Human Resources</i>	16.30%	68.39%
• <i>IM&amp;T</i>	12.46%	54.41%
• <i>Medical Director</i>	5.56%	86.11%
• <i>Non-Clinical Support</i>	15.91%	68.18%
• <i>Nursing Director</i>	9.64%	77.66%
<b>Medicine &amp; Urgent Care</b>	9.57%	75.99%
• <i>Medicine</i>	9.23%	76.65%
• <i>Urgent Care</i>	10.19%	74.78%
<b>Medirest</b>	3.98%	57.49%
<b>Surgery</b>	9.07%	74.87%
<b>Women's &amp; Children's.</b>	11.01%	72.96%

Note: For presentation purposes "Unknowns" are not reported in the table. All numbers will add up to 100% with Unknowns,

## 6.5. Sex

**Table 39: Department by Sex**

	<b>% Female</b>	<b>% Male</b>
<b>Clinical Support &amp; Community</b>	84.56%	15.44%
• <i>Clinical Support</i>	82.94%	17.06%
• <i>Community</i>	89.61%	10.39%
<b>Corporate</b>	65.33%	34.67%
• <i>Chief Executive</i>	74.47%	25.53%
• <i>Estates and Facilities</i>	49.34%	50.66%
• <i>Finance &amp; Information</i>	66.67%	33.33%
• <i>Human Resources</i>	77.14%	22.86%
• <i>IM&amp;T</i>	51.25%	48.75%
• <i>Medical Director</i>	80.56%	19.44%
• <i>Non-Clinical Support</i>	36.36%	63.64%
• <i>Nursing Director</i>	85.28%	14.72%
<b>Medicine &amp; Urgent Care</b>	84.16%	15.84%
• <i>Medicine</i>	64.22%	35.78%
• <i>Urgent Care</i>	76.77%	23.23%
<b>Medirest</b>	64.22%	35.78%
<b>Surgery</b>	76.77%	23.23%
<b>Women's &amp; Children's.</b>	95.28%	4.72%

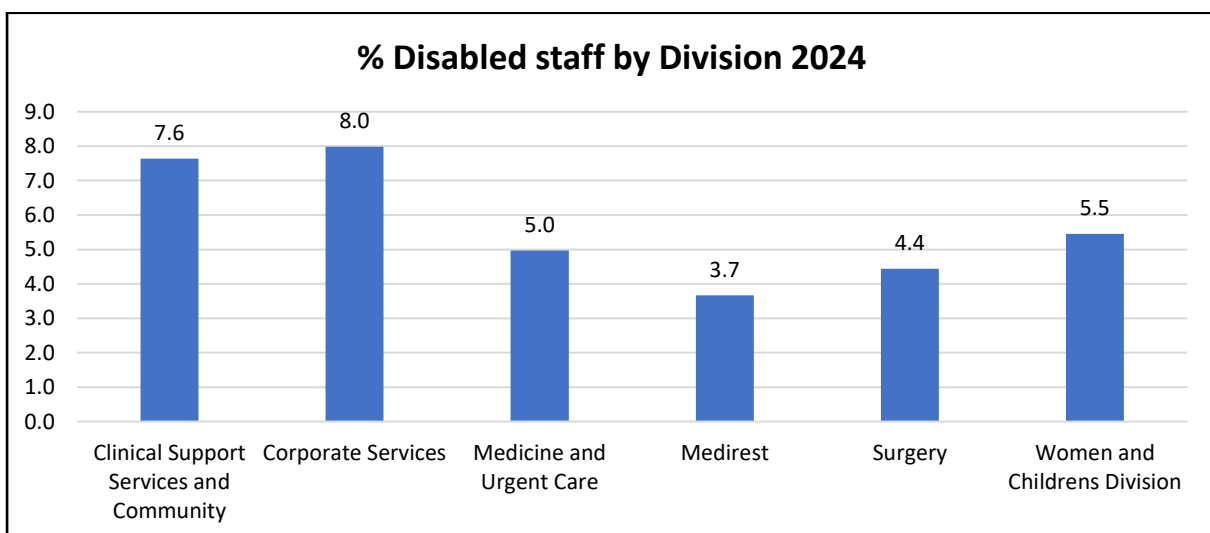
## 6.6. Sexual Orientation

Table 40: Department by Sexual Orientation

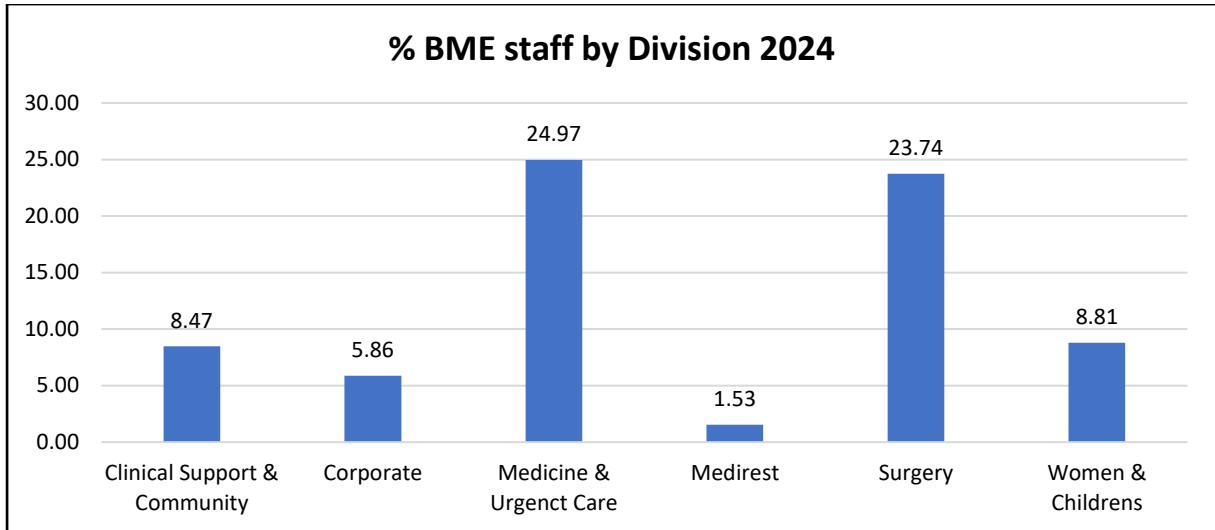
	% LGBO	% Hetero
<b>Clinical Support &amp; Community</b>	2.94%	85.43%
• <i>Clinical Support</i>	3.47%	85.48%
• <i>Community</i>	1.30%	85.28%
<b>Corporate</b>	3.91%	86.71%
• <i>Chief Executive</i>	4.26%	87.23%
• <i>Estates and Facilities</i>	3.18%	83.82%
• <i>Finance &amp; Information</i>	2.94%	89.54%
• <i>Human Resources</i>	4.37%	88.87%
• <i>IM&amp;T</i>	4.63%	84.70%
• <i>Medical Director</i>	5.56%	88.89%
• <i>Non-Clinical Support</i>	0.00%	100.00%
• <i>Nursing Director</i>	5.08%	85.28%
<b>Medicine &amp; Urgent Care</b>	3.41%	85.90%
• <i>Medicine</i>	3.04%	86.60%
• <i>Urgent Care</i>	4.06%	84.67%
<b>Medirest</b>	3.98%	58.72%
<b>Surgery</b>	2.41%	84.78%
<b>Women's &amp; Children's.</b>	2.20%	86.06%

Note: For presentation purposes "Unknowns" are not reported in the table. All numbers will add up to 100% with Unknowns added

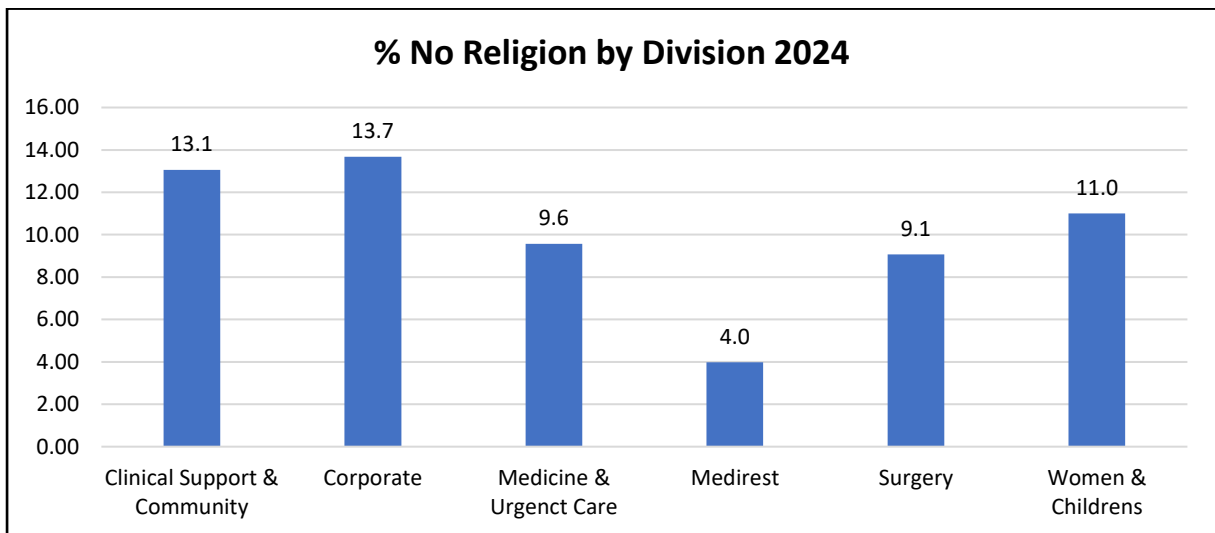
## 6.7. Graphs: Division



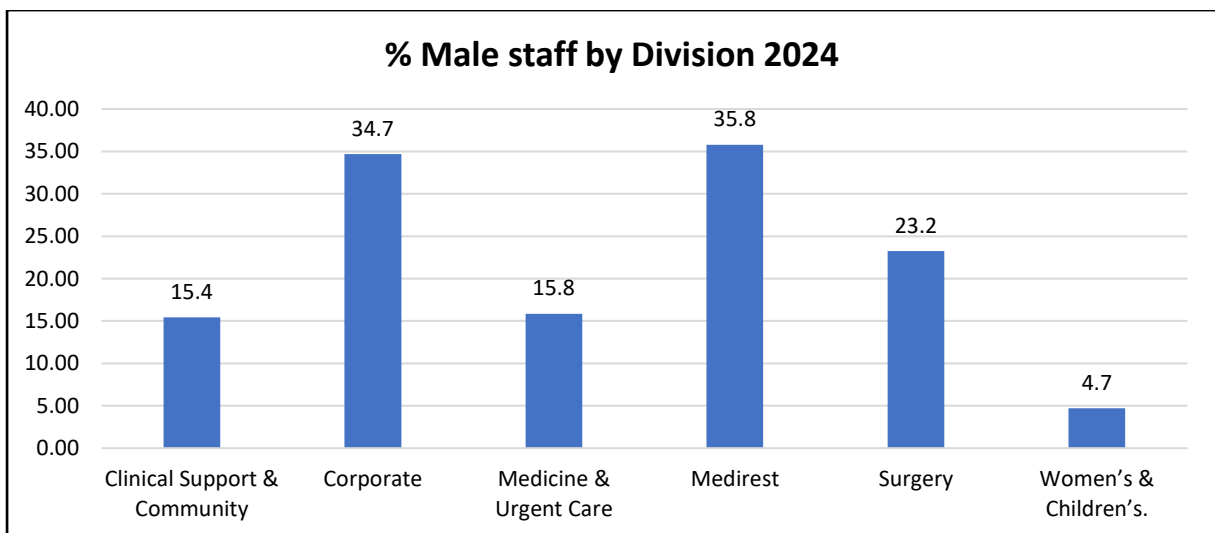
Graph 14: % Disabled staff by Division 2024



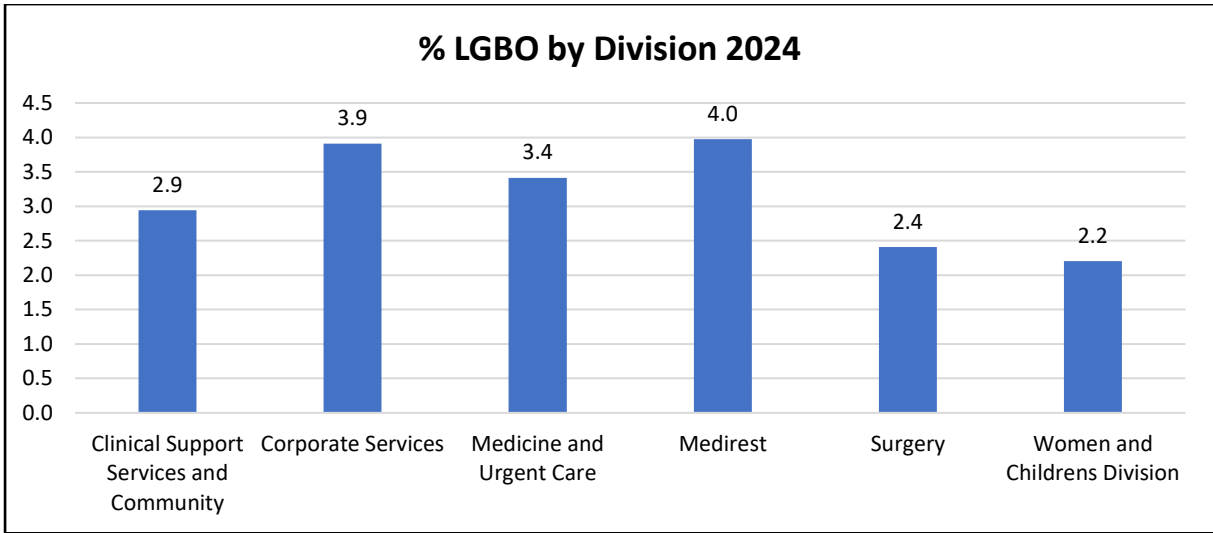
Graph 15: % BME staff by Division 2024



Graph 16: % No Religion staff by Division 2024



Graph 17: % Male staff by Division 2024



Graph 18: % LGBO staff by Division 2024



## 7. New Starters by EDI, MWL Substantive

New starters mean employees who started their employment at the Trust between the 1<sup>st</sup> April and the 31<sup>st</sup> March of the relevant year. From the 1<sup>st</sup> April 2023 to the 30<sup>th</sup> March 2024 there was 1438 new starters.

### 7.1. Age

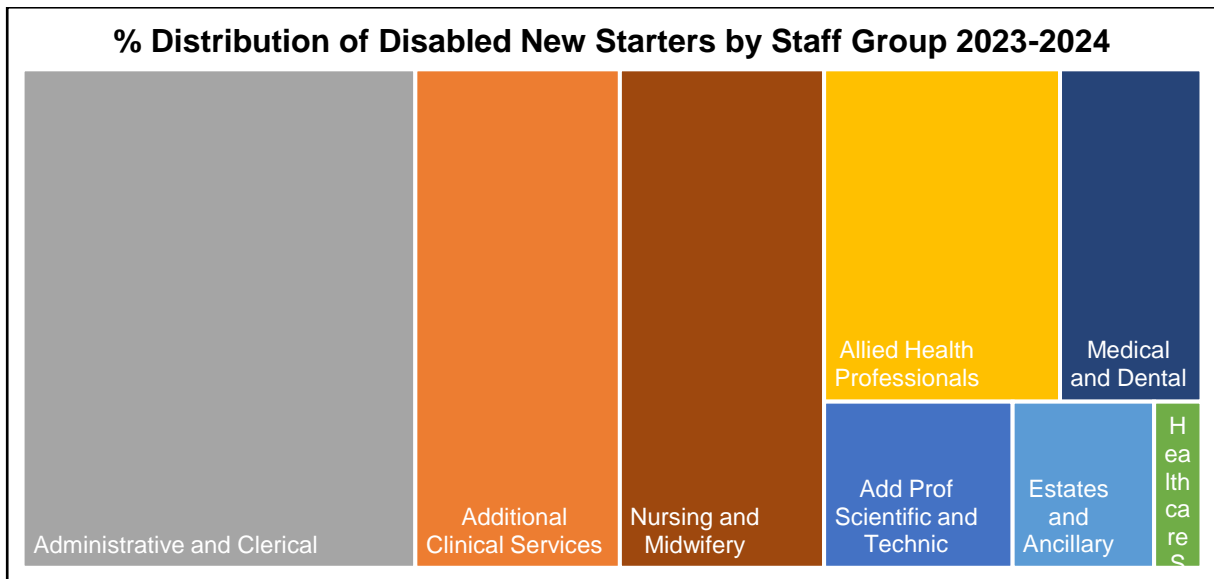
**Table 41: New Starters by Age**

	<b>% 16-30</b>	<b>%31-40</b>	<b>% 41-50</b>	<b>% 51-60</b>	<b>% 61 plus</b>
<b>Trust</b>	40.71%	26.17%	13.64%	14.89	4.59%
<b>Add Prof Scientific and Technic</b>	58.14%	16.28%	13.95%	6.98	4.65%
<b>Additional Clinical Services</b>	41.69%	29.27%	13.58%	11.48	3.98%
<b>Administrative and Clerical</b>	39.00%	18.94%	13.37%	21.45	7.24%
<b>Allied Health Professionals</b>	61.63%	18.60%	11.63%	8.14	0.00%
<b>Estates and Ancillary</b>	20.34%	8.47%	18.64%	28.81	23.73%
<b>Healthcare Scientists</b>	25.00%	33.33%	25.00%	6.67	0.00%
<b>Medical and Dental</b>	46.01%	39.26%	10.43%	2.45	1.84%
<b>Nursing and Midwifery</b>	34.38%	29.86%	14.93%	19.10	1.74%

### 7.2. Disability

**Table 42: New Starters by Disability**

	<b>% Yes</b>	<b>% No</b>
<b>Trust</b>	5.22%	94.78%
<b>Add Prof Scientific and Technic</b>	9.30%	90.70%
<b>Additional Clinical Services</b>	3.04%	96.96%
<b>Administrative and Clerical</b>	6.93%	93.04%
<b>Allied Health Professionals</b>	11.63%	88.37%
<b>Estates and Ancillary</b>	5.08%	94.92%
<b>Healthcare Scientists</b>	8.33%	91.67%
<b>Medical and Dental</b>	3.68%	96.32%
<b>Nursing and Midwifery</b>	4.51%	95.49%

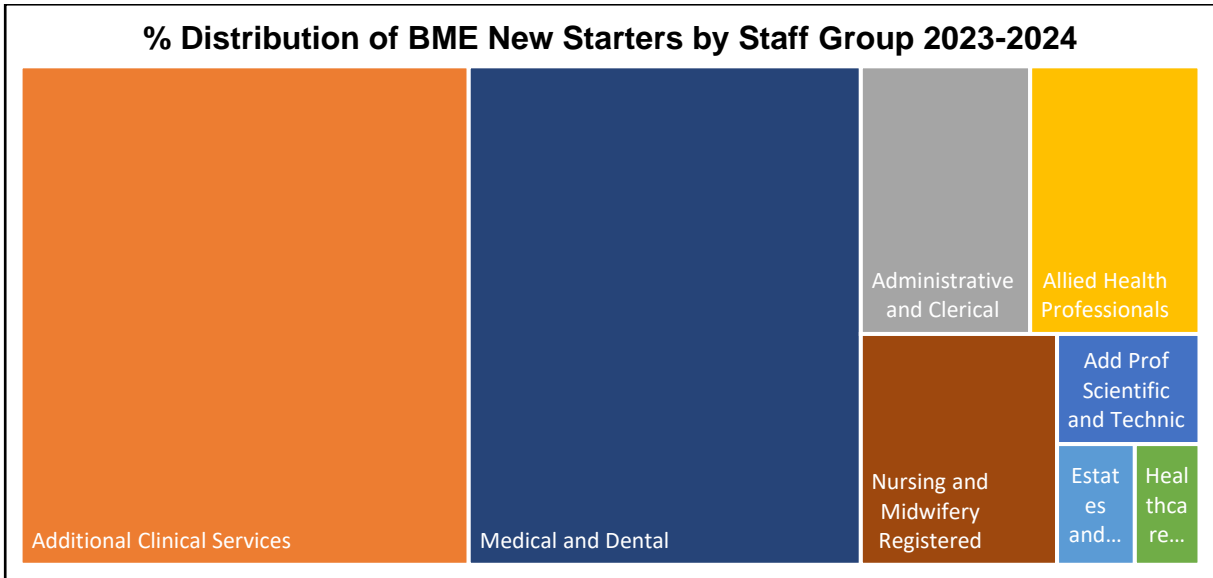


Graph 19: % Distribution of Disabled New Starters by Staff Group 2023-2024

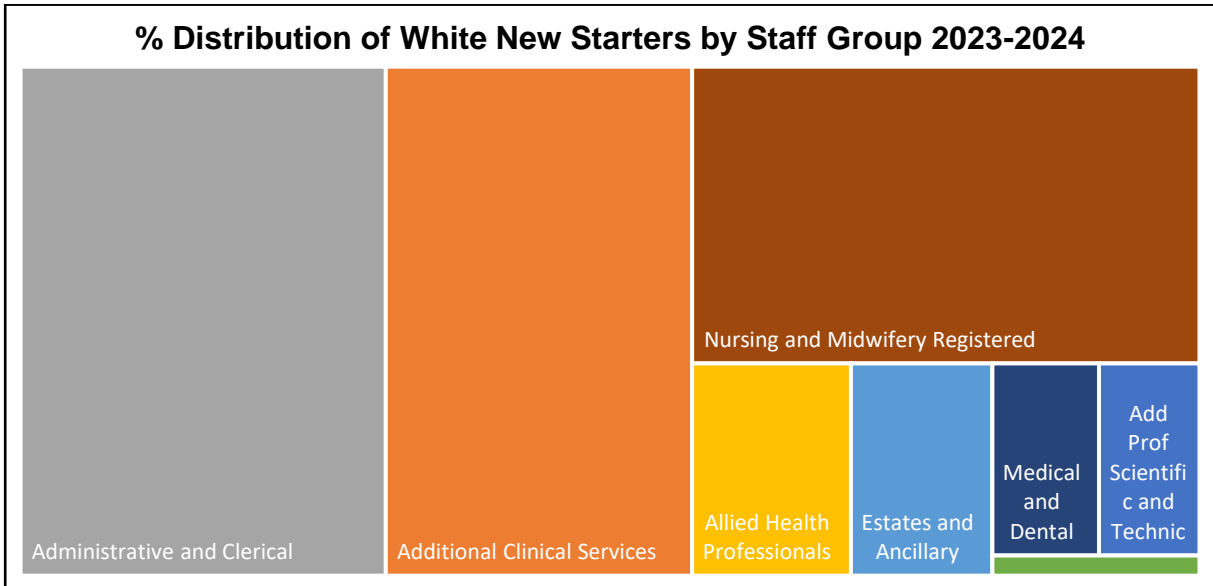
### 7.3. Ethnicity 2 Ways

Table 43: New Starters by Ethnicity

	<b>% BME</b>	<b>% White</b>
<b>Trust</b>	26.15%	69.40%
<b>Add Prof Scientific and Technic</b>	23.26%	74.42%
<b>Additional Clinical Services</b>	33.49%	60.66%
<b>Administrative and Clerical</b>	8.08%	86.07%
<b>Allied Health Professionals</b>	33.72%	65.12%
<b>Estates and Ancillary</b>	10.17%	84.75%
<b>Healthcare Scientists</b>	41.67%	58.33%
<b>Medical and Dental</b>	76.69%	20.86%
<b>Nursing and Midwifery</b>	10.07%	86.81%



Graph 20: % Distribution of BME New Starters by Staff Group 2023-2024

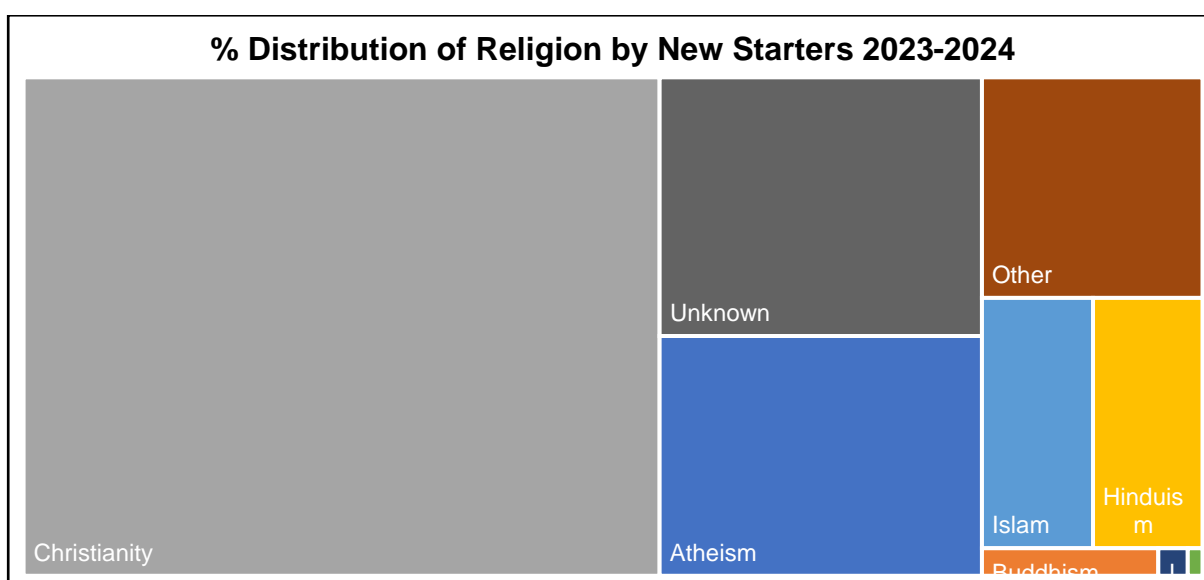


Graph 21: % Distribution of White New Starters by Staff Group 2023-2024

## 7.4. Religion 2 Ways

Table 44: New Starters by Religion

	% None	% Religious
Trust	13.14%	72.67%
Add Prof Scientific and Technic	20.93%	58.14%
Additional Clinical Services	9.84%	75.88%
Administrative and Clerical	15.60%	71.31%
Allied Health Professionals	13.95%	69.77%
Estates and Ancillary	8.47%	61.02%
Healthcare Scientists	8.33%	83.33%
Medical and Dental	10.43%	82.82%
Nursing and Midwifery	16.32%	69.10%

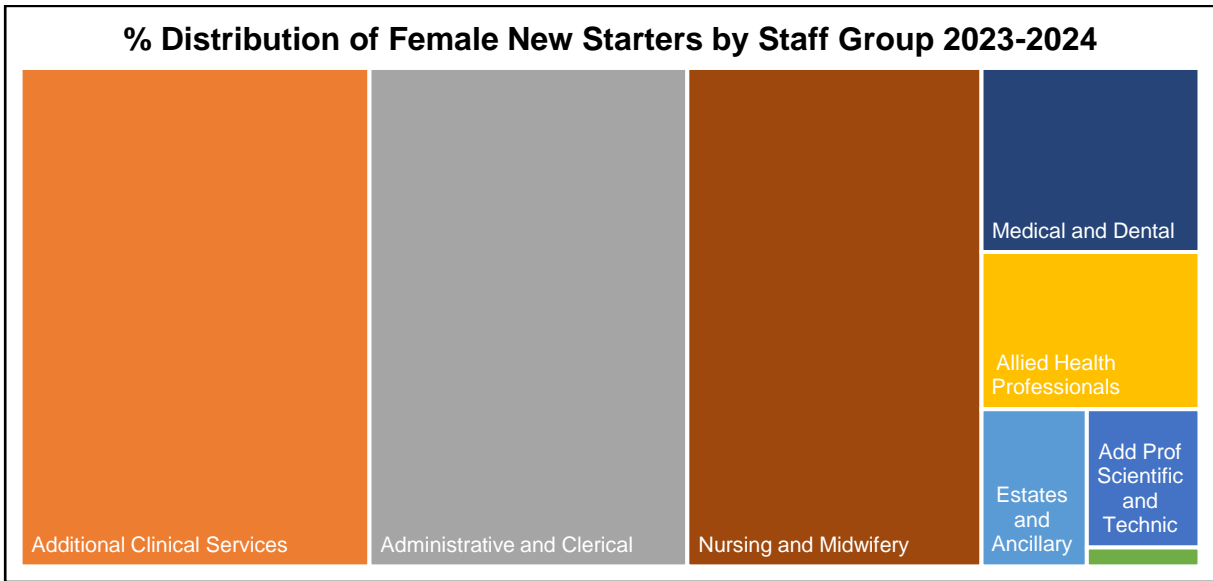


Graph 22: % New Starters by Religion 2023-2024

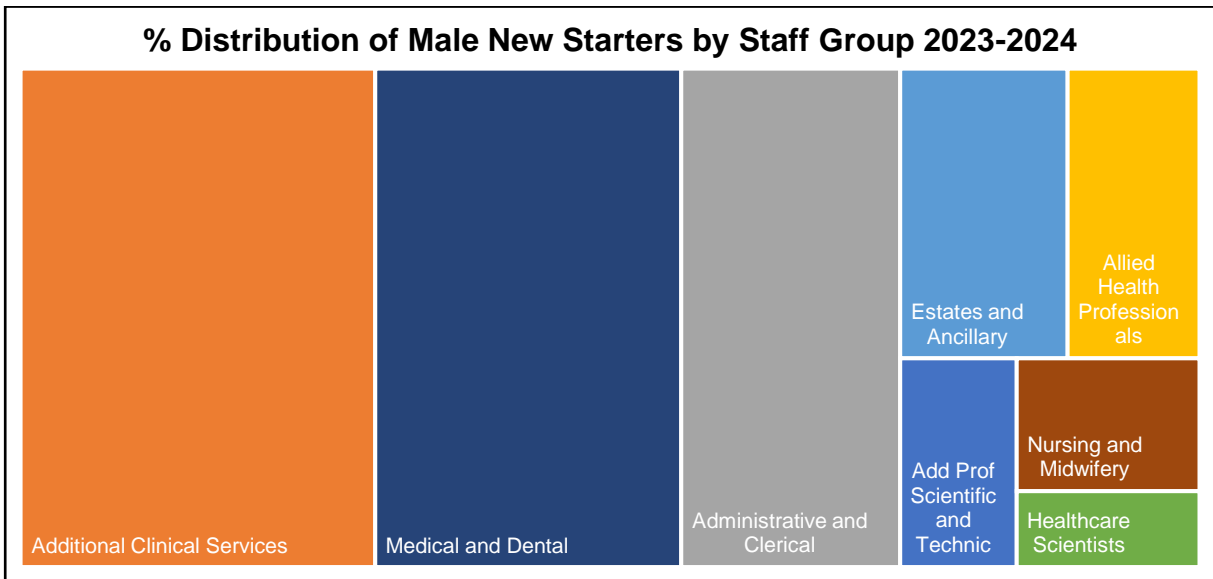
## 7.5. Sex

Table 45: New Starters by Sex

	% Female	% Male
Trust	76.43%	23.57%
Add Prof Scientific and Technic	67.44%	32.56%
Additional Clinical Services	76.11%	23.89%
Administrative and Clerical	82.45%	17.55%
Allied Health Professionals	74.42%	25.58%
Estates and Ancillary	52.54%	47.46%
Healthcare Scientists	33.33%	66.67%
Medical and Dental	46.01%	53.99%
Nursing and Midwifery	95.14%	4.86%



Graph 23%: Distribution of Female New Starters by Staff Group 2023-2024

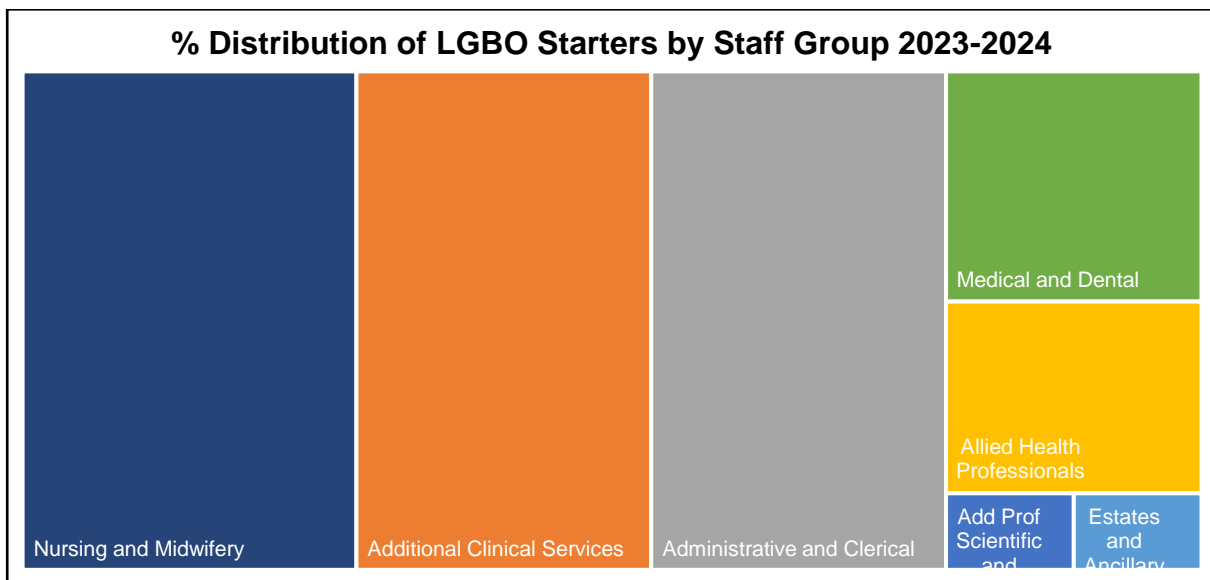


Graph 24: % Distribution of Male New Starters by Staff Group 2023-2024

## 7.6. Sexual Orientation

**Table 46: New Starters by Sexual Orientation**

	<b>% LGBO</b>	<b>% Hetero</b>
<b>Trust</b>	4.17%	89.01%
<b>Add Prof Scientific and Technic</b>	2.33%	88.37%
<b>Additional Clinical Services</b>	3.51%	87.82%
<b>Administrative and Clerical</b>	4.18%	89.69%
<b>Allied Health Professionals</b>	5.81%	59.53%
<b>Estates and Ancillary</b>	1.69%	83.05%
<b>Healthcare Scientists</b>	0.00%	100.00%
<b>Medical and Dental</b>	3.68%	90.80%
<b>Nursing and Midwifery</b>	5.90%	89.58%



*Graph 25: % Distribution of LGBO New Starters by Staff Group 2023-2024*

## 8. Leavers by EDI, MWL Substantive

A “Leaver” is a person who left their employment at the Trust between the 1<sup>st</sup> April and the 31<sup>st</sup> March each year. The reasons for leaving are:

- Death in Service
- Dismissal
- Employee Transfer
- End of Fixed Term Contract
- Flexi Retirement
- Redundancy
- Retirement
- Voluntary Early Retirement
- Voluntary Resignation

Leaver data presented in this report is for **posts** and not **people**. What this means is that where a person holds more than 1 post, they will be double counted within the population data and the equality data analysis. From the 1<sup>st</sup> April 2023 to the 31<sup>st</sup> March 2024 there was 1395 leavers.

### 8.1. Age

Table 47: Leavers by Age

	% 16-30	%31-40	% 41-50	% 51-60	% 61 plus
<b>Trust</b>	29.75%	24.80%	13.26%	19.50%	12.69%
<b>Add Prof Scientific and Technic</b>	20.59%	50.00%	2.94%	17.65%	8.82%
<b>Additional Clinical Services</b>	28.52%	21.48%	17.11%	18.79%	14.09%
<b>Administrative and Clerical</b>	23.05%	17.38%	15.25%	23.05%	21.28%
<b>Allied Health Professionals</b>	40.63%	33.33%	13.54%	10.42%	2.08%
<b>Estates and Ancillary</b>	5.71%	18.57%	10.00%	21.43%	44.29%
<b>Healthcare Scientists</b>	14.29%	23.81%	28.57%	28.57%	4.76%
<b>Medical and Dental</b>	53.62%	33.33%	7.73%	4.35%	0.97%
<b>Nursing and Midwifery</b>	26.17%	24.87%	12.44%	27.20%	9.33%

### 8.2. Disability

Table 48: Leavers by Disability

	% Yes	% No
<b>Trust</b>	5.81%	94.19%
<b>Add Prof Scientific and Technic</b>	20.59%	79.41%
<b>Additional Clinical Services</b>	5.03%	94.97%
<b>Administrative and Clerical</b>	8.87%	91.13%
<b>Allied Health Professionals</b>	92.71%	7.29%
<b>Estates and Ancillary</b>	2.86%	97.14%
<b>Healthcare Scientists</b>	14.29%	85.71%
<b>Medical and Dental</b>	0.48%	99.52%
<b>Nursing and Midwifery</b>	5.44%	94.56%

### 8.3. Ethnicity 2 Ways

Table 49: Leavers by Ethnicity

	<b>% BME</b>	<b>% White</b>
Trust	14.77%	77.28%
Add Prof Scientific and Technic	26.47%	64.71%
Additional Clinical Services	6.04%	86.58%
Administrative and Clerical	4.26%	87.94%
Allied Health Professionals	10.42%	84.38%
Estates and Ancillary	1.43%	85.71%
Healthcare Scientists	33.33%	66.67%
Medical and Dental	52.66%	35.27%
Nursing and Midwifery	10.10%	83.42%

### 8.4. Religion 2 Ways

Table 50: Leavers by Religion

	<b>% None</b>	<b>% Religious</b>
Trust	12.33%	69.25%
Add Prof Scientific and Technic	2.94%	70.59%
Additional Clinical Services	9.73%	67.11%
Administrative and Clerical	10.64%	74.47%
Allied Health Professionals	19.79%	62.50%
Estates and Ancillary	4.29%	61.43%
Healthcare Scientists	14.29%	57.14%
Medical and Dental	17.39%	70.53%
Nursing and Midwifery	13.73%	69.43%

### 8.5. Sex

Table 51: Leavers by Sex

	<b>% Female</b>	<b>% Male</b>
Trust	76.92%	23.08%
Add Prof Scientific and Technic	79.41%	20.59%
Additional Clinical Services	83.89%	16.11%
Administrative and Clerical	81.21%	18.79%
Allied Health Professionals	70.83%	29.17%
Estates and Ancillary	54.29%	45.71%
Healthcare Scientists	38.10%	61.90%
Medical and Dental	49.76%	50.24%
Nursing and Midwifery	90.67%	9.33%



## 8.6. Sexual Orientation

**Table 52: Leavers by Sexual Orientation**

	<b>% LGBO</b>	<b>% Hetero</b>
<b>Trust</b>	4.30%	82.94%
<b>Add Prof Scientific and Technic</b>	0.00%	91.18%
<b>Additional Clinical Services</b>	4.70%	81.21%
<b>Administrative and Clerical</b>	3.55%	86.52%
<b>Allied Health Professionals</b>	12.50%	77.08%
<b>Estates and Ancillary</b>	1.43%	68.57%
<b>Healthcare Scientists</b>	0.00%	76.19%
<b>Medical and Dental</b>	1.93%	88.41%
<b>Nursing and Midwifery</b>	4.92%	82.38%

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