

**SEXUAL ORIENTATION WORKFORCE EQUALITY STANDARD**

**2022/2023**

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|  | 1. Background narrative  a. Any issues of completeness of data |  |
| The Pulse survey does not include a question about CPD and non-mandatory training as the staff FFT did therefore information from the staff survey has been used for indicator 4. |
| b. Any matters relating to reliability of comparisons with previous years |
|  |
| 2. Total numbers of staff  a. Employed within this organisation at the date of the report |
| 7927 (data from 31st March 2023) |
| b. Proportion of LGB staff employed within this organisation at the date of the report |
| 4% |
|  | 3. Self-reporting  a. The proportion of total staff who have self-reported their sexual orientation |  |
| 90% |
| b. Have any steps been taken in the last reporting period to improve the level of self-reporting |
| Yes |
| c. Are any steps planned during the current reporting period to improve the level of self-reporting |
| Yes |
| 4. Workforce data  a. What period does the organisation’s workforce data refer to |
| Data as of 31st March 2023 |
|  | 5. Are there any other factors or data which should be taken into consideration in assessing progress? |  |
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**KEY:**

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| Green = Improvement from the previous year |
| Amber = Remains the same or similar to previous year |
| Red = Decline from previous year |

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|  | **Indicator** | **Data for 2023** | **Data**  **2022** | **Data for**  **2021** | **Data for 2020, 2019, 2018, 2017** | **Narrative – the implications of the data and any additional background explanatory narrative** |
|  | For each of these four workforce indicators, compare the data for LGB staff and heterosexual staff. |  |  |  |  |  |
| 1 | Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff. | Please see appendix 1 at the end of the document |  |  |  | 10% of staff have not declared their sexual orientation, this is the same as last years data. |
| 2. | Relative likelihood of staff being appointed from shortlisting across all posts. | 1.14 | Heterosexual people are 1.09 times more likely to be appointed compared to LGB people. | Heterosexual people and LGB people are equally likely to be appointed compared to LGB people. | 2020  Heterosexual people and LGB people are equally likely to be appointed compared to LGB people.  2019  Heterosexual staff are 1.05 times more likely to be appointed from shortlisted posts than LGB staff. | The data shows a similar picture of the previous years. There is little difference in the likelihood of heterosexual people being appointed from shortlisting compared to LBG people. |
| 3. | Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from last two year rolling average of the current year and the previous year. | 1.65 | LGB staff are **1.68** times more likely to enter disciplinary than heterosexual. | LGB staff are 1.11 times more likely to enter disciplinary than heterosexual. | 2020  LGB staff are 1.49 times more likely to enter disciplinary than heterosexual  2019  LGB staff are 2.5 times more likely to enter the formal disciplinary process than heterosexual staff. | This indicator is similar to last years, with LGB staff being 1.65 times more likely to enter disciplinary processes. |
| 4. | Relative likelihood of staff accessing non-mandatory training and CPD. | LGB staff and heterosexual people are equally likely to report that they have access to the right learning and development opportunities when they need to. | |  | | --- | | LGB staff and heterosexual people are equally likely to report that they have access to the right learning and development opportunities when they need to. | | LGB staff and heterosexual people are equally likely to respond positively on the staff FFT question on the question:   |  | | --- | | I am able to access job relevant non-mandatory training and/or Continuing Professional Development opportunities | | 2020  LGB staff and heterosexual people are equally likely to respond positively on the staff FFT question on the question:   |  | | --- | | I am able to access job relevant non-mandatory training and/or Continuing Professional Development opportunities |   2019  Heterosexual staff and LGB staff are equally likely to access non-mandatory training and CPD. | This indicator has been taken from a response to the staff survey Q20e due to the new Pulse survey not including a relevant question.  The indicator continues to show that LGB report that they have the same results as heterosexual staff regarding having the right learning and developmental opportunities. |
|  | National NHS Staff Survey indicators (or equivalent).  For each of the four staff survey indicators, compare the outcomes of the responses for LGB and heterosexual staff. |  |  |  |  |  |
| 5. | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. | Gay Man or  Gay Woman (Lesbian) **27.8%**  Bisexual **28.2%**  Heterosexual (straight) **22.7%**  **Gender Identity**  Same as assigned at birth  **23.1%**  Not the same as assigned at birth  **54.4%**  Prefer not to say  **19.2%** | 2021  Gay Man or  Gay Woman (Lesbian) **33%**  Bisexual **33.3%**  Heterosexual (straight) **23.4%** | 2020  Gay Man or  Gay Woman (Lesbian) **32.4%**  Bisexual **33.3%**  Heterosexual (straight) **23.7%** | 2019  Gay Man 38.2%  Gay Woman (Lesbian) 33.3%  Bisexual 26.7%  Heterosexual (straight) 28.9%  2018  Gay Man 36%  Gay Woman (Lesbian) 26%  Bisexual 40%  Heterosexual (straight) 26% | LGB staff continue to report higher levels of harassment and bullying from patients, relatives or the public compared to heterosexual staff.  In the 2022 staff survey results we were able to gather data regarding staff who are not the same gender as assigned at birth as 11 people identified in this way.  Those who identified as gender not the same as assigned at birth were more likely to report experiencing harassment and bullying from patients, relatives or the public |
| 6. | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months. | Gay Man or  Gay Woman (Lesbian) **17.7%**  Bisexual **12.7%**  Heterosexual (straight) **13.1%**  **Gender Identity**  Same as assigned at birth  **13.3%**  Not the same as assigned at birth  **36.4%**  Prefer not to say  **26.4%** | 2021  Gay Man or  Gay Woman (Lesbian) **16.2%**  Bisexual **20.8%**  Heterosexual (straight) **13.6%** | 2020  Gay Man or  Gay Woman (Lesbian) **17.6%**  Bisexual **30%**  Heterosexual (straight) **15.2%** | 2019  Gay Man 23.5%  Gay Woman (Lesbian) 20.9%  Bisexual 20%  Heterosexual (straight) 14.8%  2018  Gay Man 18%  Gay Woman (Lesbian) 16%  Bisexual 17%  Heterosexual (straight) 15% | Gay men and gay women report higher levels of harassment, bullying or abuse from staff.  There has been the biggest improvement for bisexual staff results.  Those who identified as gender not the same as assigned at birth were more likely to report experiencing harassment and bullying from staff. |
| 7. | KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion. | Gay Man or  Gay Woman (Lesbian) **65.6%**  Bisexual **67.1%**  Heterosexual (straight**) 64.1%**  **Gender Identity**  Same as assigned at birth  **63.4%**  Not the same as assigned at birth  **72.7%**  Prefer not to say  **23.6%** | Gay Man or  Gay Woman (Lesbian) **66.4%**  Bisexual **49.1%**  Heterosexual (straight**) 62.3%** | 2020  Gay Man or  Gay Woman (Lesbian) **62.2%**  Bisexual **56.7%**  Heterosexual (straight**) 64.9%** | 2019  Gay Man or  Gay Woman (Lesbian) 67.5%  Bisexual 56.7%  Heterosexual (straight) 63.8%  2018  Gay Man or Gay Woman (Lesbian) 80.9%  Bisexual 66.7%  Heterosexual (straight) 69.3% | The percentage of gay men and gay women has worsened whist bisexual and heterosexual staff has improved.  There has been the biggest improvement for bisexual staff results.  People who selected prefer not to say (gender identity) have the lowest scores regarding feeling the Trust offers equal opportunities to career progression and promotion. |
| 8. | Q17. In the last 12 months have you personally experienced discrimination at work from any of the following?  b) Manager/team leader or other colleagues. | Gay Man or  Gay Woman (Lesbian) **9.3%**  Bisexual **7%**  Heterosexual (straight) **5.1%**  **Gender Identity**  Same as assigned at birth  **5.3%**  Not the same as assigned at birth  **27.3%**  Prefer not to say  **11%** | 2021  Gay Man or  Gay Woman (Lesbian) **6.8%**  Bisexual **12.7%**  Heterosexual (straight) **5.8%** | 2020  Gay Man or  Gay Woman (Lesbian) **5.4%**  Bisexual **23.3%**  Heterosexual (straight) **6%** | 2019  Gay Man 8.8%  Gay Woman (Lesbian) 11.6%  Bisexual 6.9%  Heterosexual (straight) 5.1%  2018  Gay Man 4%  Gay Woman (Lesbian) 0%  Bisexual 17%  Heterosexual (straight) 5% | Gay men & women and bisexual staff continue to be more likely to report experiencing discrimination at work.  There has been an improvement again this year for bisexual staff results.  Those who identified as gender not the same as assigned at birth were much more likely to report experiencing discrimination from managers or other colleagues. |
|  | Board representation indicator:  For this indicator, compare the difference for LGB staff and heterosexual staff |  |  |  |  |  |
| 9. | |  | | --- | | Percentage difference between (i) the organisations’ Board voting membership and its overall workforce and (ii) the organisations’ Board executive membership and its overall workforce | |  | | 2023  Percentage difference between organisations boards voting membership and its overall workforce = -4.2%  Percentage difference between organisations board executive membership and its overall workforce =  -4.2% | 2022  Percentage difference between organisations boards voting membership and its overall workforce = **-3.9%**  Percentage difference between organisations board executive membership and its overall workforce = **-3.9%** | 2021  Percentage difference between organisations boards voting membership and its overall workforce = +5%  Percentage difference between organisations board executive membership and its overall workforce = +11% | 2020  Percentage difference between organisations boards voting membership and its overall workforce = +5%  Percentage difference between organisations board executive membership and its overall workforce = +11%  2019  Percentage difference between organisations boards voting membership and its overall workforce = +8%  Percentage difference between organisations board executive membership and its overall workforce = +12.5% | There is no one on the board who has identified as LGB.  All board members have declared their sexual orientation, which is an improvement from last year. |
| 10. | The staff engagement score on the National Staff Survey for LGB staff, compared to heterosexual staff and the overall engagement score for the organisation. (out of 10) | Gay Man or  Gay Woman (Lesbian) **6.6**  Bisexual **6.9**  Heterosexual (straight) **6.9** | 2021  Gay Man or  Gay Woman (Lesbian) **6.5**  Bisexual **6.4**  Heterosexual (straight) **6.9** | 2020  Gay Man or  Gay Woman (Lesbian) **7**  Bisexual **6.7**  Heterosexual (straight) **7.2** | 2019  Gay Man 7  Gay Woman (Lesbian) 7.2  Bisexual 7.5  Heterosexual (straight) 7.1  2018  Gay Man 7.3  Gay Woman (Lesbian) 7.7  Bisexual 7  Heterosexual (straight) 7.3 | LG staff have lower engagement scores than heterosexual staff, engagement scores have decreased for LGB and heterosexual staff. |

**APPENDIX 1**

**STAFF BREAKDOWN SEXUAL ORIENTATION 31st March 2022**

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| --- | --- | --- | --- |
|  | **Clinical Staff %** | | |
| **Band** | **Heterosexual** | **LGB** | **Not Declared** |
| **1-4** | 84% (1516) | 5% (86) | 11% (193) |
| **5-7** | 88% (2844) | 4% (144) | 8% (294) |
| **8ab** | 85% (283) | 5% (17) | 9% (30) |
| **8cd** | 86% (96) | 5% (5) | 9% (10) |
| **9** | 100% (1) | 0% | 0% |
| **VSM** | 75% (15) | 0% | 25% (5) |
| **Medics** | 61% (161) | 4% (10) | 35% (91) |
|  | **Non-clinical staff %** | | |
| **Band** | **Heterosexual** | **LGB** | **Not Declared** |
| **1-4** | 86% (1182) | 2% (22) | 12% (169) |
| **5-7** | 91% (336) | 2% (9) | 7% (24) |
| **8ab** | 90% (82) | 1% (1) | 8% (7) |
| **8cd** | 75% (18) | 0% | 25% (6) |
| **9** | 0 | 0 | 0 |
| **VSM** | 0 | 0 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Clinical Staff %** | | |
| **Band** | **Heterosexual** | **LGB** | **Not Declared** |
| **1-4** | 83% (1569) | 5% (99) | 12% (224) |
| **5-7** | 88% (2952) | 5% (156) | 7% (249) |
| **8ab** | 88% (309) | 5% (18) | 7% (25) |
| **8cd** | 85% (92) | 3% (3) | 12% (13) |
| **9** | 100% (5) | 0% | 0% |
| **VSM** | 75% (3) | 0% | 25% (1) |
| **Medics** | 64% (166) | 5% (12) | 31% (81) |
|  | **Non-clinical staff %** | | |
| **Band** | **Heterosexual** | **LGB** | **Not Declared** |
| **1-4** | 86% (1200) | 2% (31) | 12% (170) |
| **5-7** | 90% (345) | 3% (11) | 8% (29) |
| **8ab** | 90% (93) | 2% (2) | 8% (8) |
| **8cd** | 90% (27) | 0% | 10% (3) |
| **9** | 50% (1) | 50% (1) | 0 |
| **VSM** | 71% (12 | 6% (1) | 24% (4) |