



**Tees, Esk and Wear Valleys**  
NHS Foundation Trust

# **SEXUAL ORIENTATION WORKFORCE EQUALITY STANDARD**

**2021/2022**

|  |  |  |
|--|--|--|
|  | <p>1. Background narrative</p> <p>a. Any issues of completeness of data</p>  |  |
|  | <p>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.</p> |  |
|  | <p>b. Any matters relating to reliability of comparisons with previous years</p>   |  |
|  | <p>2. Total numbers of staff</p> <p>a. Employed within this organisation at the date of the report</p>   |  |
|  | <p>7633 (data from 31<sup>st</sup> March 2022)</p>   |  |
|  | <p>b. Proportion of LGB staff employed within this organisation at the date of the report</p>  |  |
|  | <p>4 %</p>   |  |
|  | <p>3. Self-reporting</p> <p>a. The proportion of total staff who have self-reported their sexual orientation</p>   |  |
|  | <p>90%</p>   |  |
|  | <p>b. Have any steps been taken in the last reporting period to improve the level of self-reporting</p>  |  |
|  | <p>Yes</p>   |  |
|  | <p>c. Are any steps planned during the current reporting period to improve the level of self-reporting</p>   |  |
|  | <p>Yes</p>   |  |
|  | <p>4. Workforce data</p> <p>a. What period does the organisation's workforce data refer to</p>   |  |
|  | <p>Data as of 31<sup>st</sup> March 2022</p>   |  |
|  | <p>5. Are there any other factors or data which should be taken into consideration in assessing progress?</p>  |  |
|  |  |  |

**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                     |

**SEXUAL ORIENTATION WORKFORCE EQUALITY STANDARD**

|   | Indicator  | Data for reporting year 2022                                       | Data for previous year 2021  | Data for 2020, 2019, 2018, 2017 | Narrative – the implications of the data and any additional background explanatory narrative   | Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective   | Target date and person responsible                            |
|---|--|--|--|---------------------------------|--|--|---|
|   | 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- | Please see appendix 1 at the end of the document for 2021/22 data. | Please see appendix 1 at the end of the document for 2020/21 data. |                                 | 10% of staff have not declared their sexual orientation compared to 13% in 2021. In order to fully understand the experiences of LGB staff the organisation must continue to focus on increasing the demographic data for sexual orientation.<br><br>The percentage of staff in non-clinical roles identifying as LGB is lower than in clinical roles. | Deliver a staff mid-career leadership programme for staff from protected characteristics which will include stretch/shadowing/developmental opportunities.<br><br>Run a campaign to encourage staff to complete their demographic information on ESR.<br><br>Analyse leavers information to identify any patterns or trends. | Q3 22/23<br>MB SD<br><br>Q4 22/23<br>AH<br><br>Q4 22/23<br>LC |

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|    | clinical and for clinical staff.   |  |   |  |   |  |  |
| 2. | Relative likelihood of staff being appointed from shortlisting across all posts.   | 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. | <p>2020<br/>Heterosexual people and LGB people are equally likely to be appointed compared to LGB people.</p> <p>2019<br/>Heterosexual staff are 1.05 times more likely to be appointed from shortlisted posts than LGB staff.</p> | 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. | <p>Pilot a virtual interview platform (AYMMI), removing bias from the recruitment process.</p> <p>Run a pilot project exploring age bias in recruitment, identify learning for bias for other protected characteristic groups such as sexual orientation.</p> <p>Compare recruitment data to the 2021 Census data to identify if the organisation is recruiting a diverse workforce that reflects the local communities.</p> | <p>Q4 22/23<br/>LH SD</p> <p>Q4 22/23<br/>LH SD</p> <p>Q3 22/23<br/>LC</p> |
| 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 | LGB staff are <b>1.68</b> times more likely to enter disciplinary than heterosexual.   | LGB staff are 1.11 times more likely to enter disciplinary than heterosexual.                 | <p>2020<br/>LGB staff are 1.49 times more likely to enter disciplinary than heterosexual</p> <p>2019<br/>LGB staff are 2.5 times more likely to enter the formal disciplinary</p>  | This indicator has worsened from last year, with LGB staff being 1.68 times more likely to enter disciplinary processes.  | <p>Work with the rainbow network to try and understand this data further.</p> <p>Analyse the disciplinary data.</p>  | <p>Q3 22/23<br/>AH LC</p> <p>Q3 22/23<br/>LC</p>                           |

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|    | current year and the previous year.   |   |  | process than heterosexual staff.  |   |  |                   |
| 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 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<br>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<br><br>2019<br>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. | Explore developing a more robust way to gather this data including exploring the information available on Workpal. | Q4 22/23<br>LC KA |
|    | National NHS Staff Survey indicators (or equivalent). For each of the four staff survey indicators, compare |   |  |   |   |  |                   |

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|    | <u>the outcomes of the responses for LGB and heterosexual staff.</u>  |  |  |  |   |   |   |
| 5. | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. | 2021<br>Gay Man or Gay Woman (Lesbian) <b>33%</b><br>Bisexual <b>33.3%</b><br>Heterosexual (straight) <b>23.4%</b>   | 2020<br>Gay Man or Gay Woman (Lesbian) <b>32.4%</b><br>Bisexual <b>33.3%</b><br>Heterosexual (straight) <b>23.7%</b> | 2019<br>Gay Man 38.2%<br>Gay Woman (Lesbian) 33.3%<br>Bisexual 26.7%<br>Heterosexual (straight) 28.9%<br><br>2018<br>Gay Man 36%<br>Gay Woman (Lesbian) 26%<br>Bisexual 40%<br>Heterosexual (straight) 26% | LGB staff continue to report higher levels of harassment and bullying from patients, relatives or the public compared to heterosexual staff.  | Relaunch the hate campaign. Having a specific focus on homophobia.<br><br>Launch and promote the hate crime checklist to improve prosecution rates.<br><br>Analyse Datix information related to SO to understand the experiences of staff and trends. | Q3 22/23<br>AH<br><br>Q2 22/23<br>SD<br><br>Q3 22/23<br>AH LC |
| 6. | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.                         | 2021<br>Gay Man or Gay Woman (Lesbian) <b>16.2%</b><br>Bisexual <b>20.8%</b><br>Heterosexual (straight) <b>13.6%</b> | 2020<br>Gay Man or Gay Woman (Lesbian) <b>17.6%</b><br>Bisexual <b>30%</b><br>Heterosexual (straight) <b>15.2%</b>   | 2019<br>Gay Man 23.5%<br>Gay Woman (Lesbian) 20.9%<br>Bisexual 20%<br>Heterosexual (straight) 14.8%<br><br>2018<br>Gay Man 18%   | LGB staff report higher levels of harassment, bullying or abuse from staff than heterosexual staff. Bisexual staff report the highest levels.<br><br>The percentages for LGB and Heterosexual staff have reduced this year. | Run 4 LGBTQ+ training sessions for staff.<br><br>Work with the Rainbow network to understand the experiences of LGB staff also to include the experiences of trans and non-binary staff.  | Q4 22/23<br>AH LC<br><br>Q3 22/23<br>AH LC                    |

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|    |  |  |  | Gay Woman (Lesbian) 16%<br>Bisexual 17%<br>Heterosexual (straight) 15%   |   |  |                                      |
| 7. | KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion. | Gay Man or Gay Woman (Lesbian) <b>66.4%</b><br>Bisexual <b>49.1%</b><br>Heterosexual (straight) <b>62.3%</b> | 2020<br>Gay Man or Gay Woman (Lesbian) <b>62.2%</b><br>Bisexual <b>56.7%</b><br>Heterosexual (straight) <b>64.9%</b> | 2019<br>Gay Man or Gay Woman (Lesbian) 67.5%<br>Bisexual 56.7%<br>Heterosexual (straight) 63.8%<br><br>2018<br>Gay Man or Gay Woman (Lesbian) 80.9%<br>Bisexual 66.7%<br>Heterosexual (straight) 69.3% | Bisexual staff are less likely than gay men, gay women and heterosexual staff to believe that the Trust provides equal opportunities for career progression or promotion.<br>The percentage of gay men and gay women has improved whilst bisexual staff worsened. | Analyse the LGBTQ+ leadership programme pilot feedback to understand staff's experiences.<br><br>Explore the demand for a second LGBTQ+ leadership programme | Q2 22/23<br>AH<br><br>Q3 22/23<br>AH |
| 8. | Q17. In the last 12 months have you personally   | 2021<br>Gay Man or   | 2020<br>Gay Man or   | 2019<br>Gay Man 8.8%   | Bisexual staff continue to be more likely to report experiencing  | Explore with the psychology department running a survey to understand experiences of   | Q3 22/23<br>AH                       |

|    |  |   |   |   |  |   |                          |
|----|--|---|---|---|--|---|--------------------------|
|    | <p>experienced discrimination at work from any of the following?<br/> b) Manager/team leader or other colleagues.</p>  | <p>Gay Woman (Lesbian) <b>6.8%</b><br/> Bisexual <b>12.7%</b><br/> Heterosexual (straight) <b>5.8%</b></p>  | <p>Gay Woman (Lesbian) <b>5.4%</b><br/> Bisexual <b>23.3%</b><br/> Heterosexual (straight) <b>6%</b></p>  | <p>Gay Woman (Lesbian) 11.6%<br/> Bisexual 6.9%<br/> Heterosexual (straight) 5.1%</p> <p>2018<br/> Gay Man 4%<br/> Gay Woman (Lesbian) 0%<br/> Bisexual 17%<br/> Heterosexual (straight) 5%</p>                     | <p>discrimination at work. This has decreased to 12.7% from 23.3% last year.</p>   | <p>bisexual staff. This information would be included in relevant training.</p> |                          |
|    | <p>Board representation indicator:<br/> For this indicator, <u>compare the difference for LGB staff and heterosexual staff</u></p>   |   |   |   |  |   |                          |
| 9. | <p>Percentage difference between (i) the organisations' Board voting membership and its overall workforce and (ii) the organisations' Board executive membership and its overall workforce</p> | <p>2022<br/> Percentage difference between organisations boards voting membership and its overall workforce = - <b>3.9%</b></p> <p>Percentage difference between organisations board executive membership and its overall</p> | <p>2021<br/> Percentage difference between organisations boards voting membership and its overall workforce = +5%</p> <p>Percentage difference between organisations board executive membership and its overall</p> | <p>2020<br/> Percentage difference between organisations boards voting membership and its overall workforce = +5%</p> <p>Percentage difference between organisations board executive membership and its overall</p> | <p>There is no one on the board who has identified as LGB.<br/> 7 board members have not declared their sexual orientation (asked but declined to provide a response or blank)</p> | <p>Request all board members update their demographic data on ESR.</p>          | <p>Q3 22/23<br/> SDS</p> |



|     |  |   |   |  |  |   |                |
|-----|--|---|---|--|--|---|----------------|
|     |  | workforce = -<br><b>3.9%</b>  | workforce =<br>+11%   | workforce =<br>+11%  |  |   |                |
|     |  |   |   | 2019<br>Percentage<br>difference<br>between<br>organisations<br>boards voting<br>membership<br>and its overall<br>workforce =<br>+8%                                     |  |   |                |
|     |  |   |   | Percentage<br>difference<br>between<br>organisations<br>board<br>executive<br>membership<br>and its overall<br>workforce =<br>+12.5%                                     |  |   |                |
| 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) | 2021<br>Gay Man or<br>Gay Woman<br>(Lesbian) <b>6.5</b><br>Bisexual <b>6.4</b><br>Heterosexual<br>(straight) <b>6.9</b> | 2020<br>Gay Man or<br>Gay Woman<br>(Lesbian) <b>7</b><br>Bisexual <b>6.7</b><br>Heterosexual<br>(straight) <b>7.2</b> | 2019<br>Gay Man 7<br>Gay Woman<br>(Lesbian) 7.2<br>Bisexual 7.5<br>Heterosexual<br>(straight) 7.1<br><br>2018<br>Gay Man 7.3<br>Gay Woman<br>(Lesbian) 7.7<br>Bisexual 7 | LGB staff have lower engagement scores than heterosexual staff, engagement scores have decreased for LGB and heterosexual staff. | Undertake consultation on what staff want from the Rainbow network. | Q3 22/23<br>AH |

|  |  |  |  |                                |  |  |  |
|--|--|--|--|--------------------------------|--|--|--|
|  |  |  |  | Heterosexual<br>(straight) 7.3 |  |  |  |
|--|--|--|--|--------------------------------|--|--|--|

## APPENDIX 1

### STAFF BREAKDOWN SEXUAL ORIENTATION 31<sup>st</sup> March 2022

|        | 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            |

### STAFF BREAKDOWN SEXUAL ORIENTATION 31<sup>st</sup> March 2021

|        | Clinical Staff %     |     |              |
|--------|----------------------|-----|--------------|
| Band   | Heterosexual         | LGB | Not Declared |
| 1-4    | 83%                  | 4%  | 13%          |
| 5-7    | 86%                  | 4%  | 12%          |
| 8ab    | 84%                  | 5%  | 11%          |
| 8cd    | 87%                  | 3%  | 10%          |
| 9      | 100%                 | 0%  | 0%           |
| VSM    | 100%                 | 0%  | 0%           |
| Medics | 63%                  | 2%  | 35%          |
|        | Non-clinical staff % |     |              |
| Band   | Heterosexual         | LGB | Not Declared |
| 1-4    | 85%                  | 1%  | 14%          |
| 5-7    | 89%                  | 2%  | 9%           |
| 8ab    | 92%                  | 1%  | 7%           |
| 8cd    | 82%                  | 0%  | 18%          |
| 9      | 0                    | 0   | 0            |
| VSM    | 42%                  | 0   | 58%          |