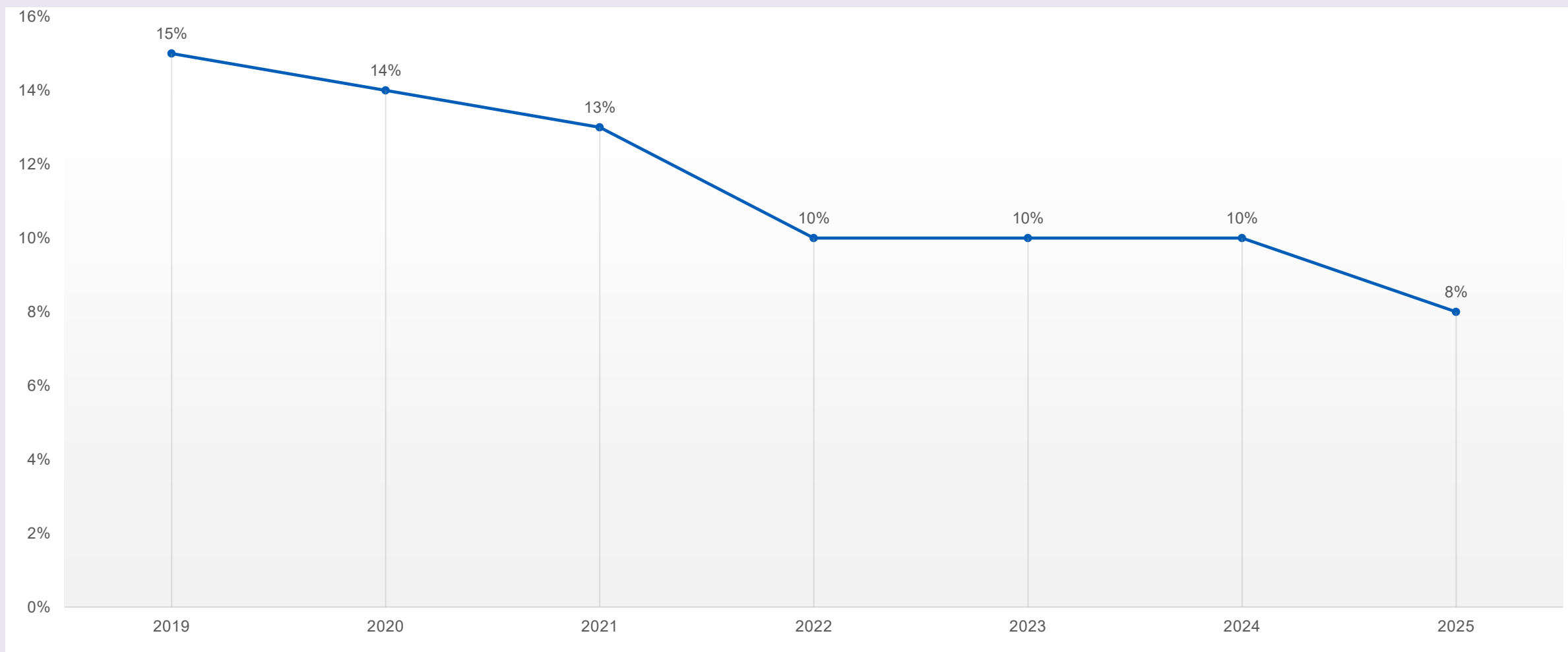


Sexual Orientation Workforce Equality Standard (SOWES)

SOWES

- **The Trust developed the SOWES in 2019 to ensure we were measuring the experience of LGB staff in the organisation**
- **The Indicators mirror the WRES and WDES, which are mandated standards in the NHS contract**
- **2022 staff survey result have provided some data on the experience of staff that identify as sex not the same as assigned by birth, this has continued in the 2024 results with 13 staff identifying as not the same sex as assigned at birth**
- **5% of staff identify as LGB (412 staff members)**
- **Trust locality Census comparison – Heterosexual: 90.71%, Gay/Lesbian: 1.4%, Bisexual: 1.21%, not stated: 6.4%, other(not listed): 0.55%,**

% of staff not declared sexual orientation

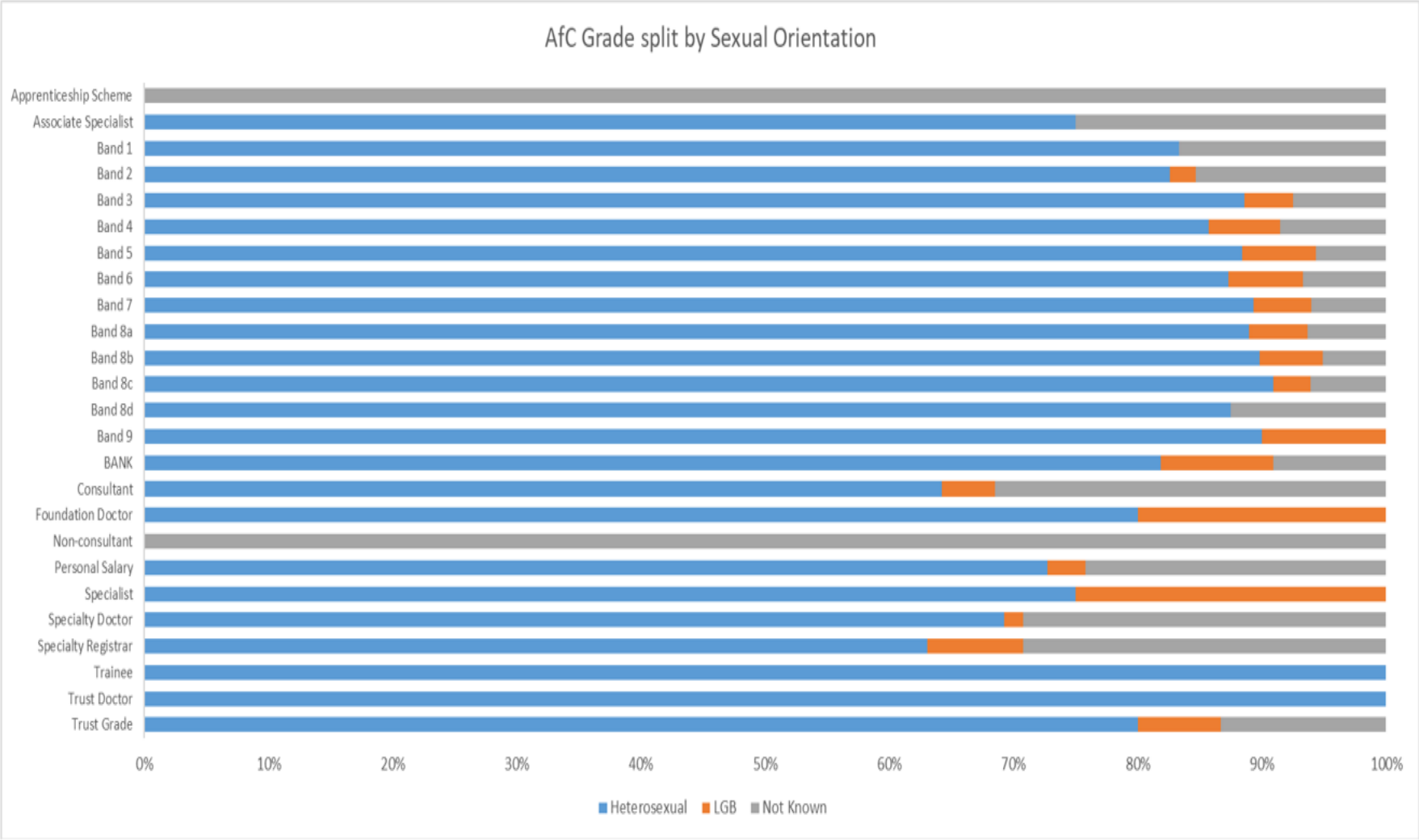
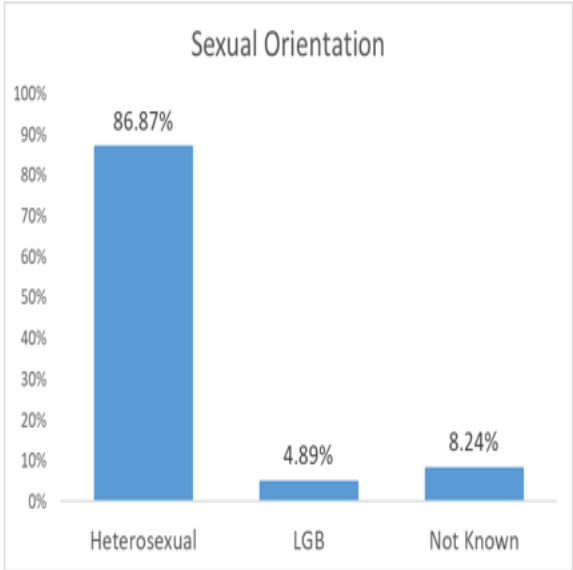


7304 staff identified as heterosexual, 412 identified as LGB, 15 identified as undecided, 685 did not declare

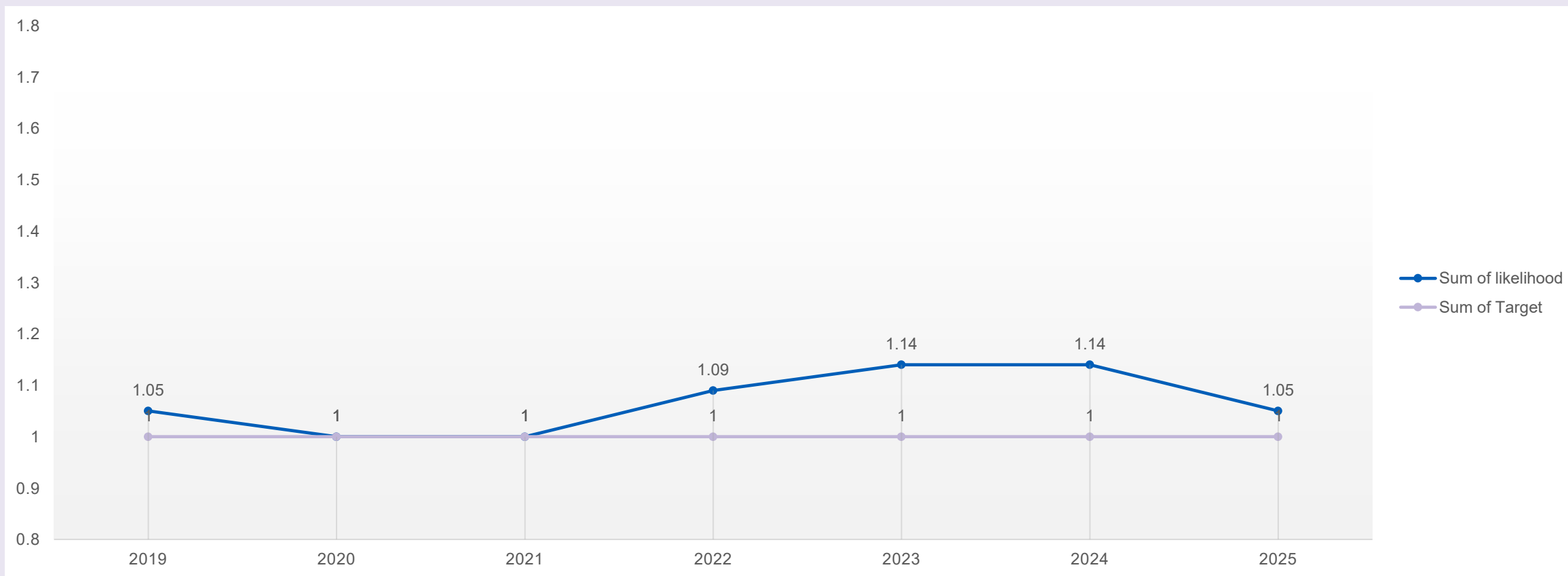
Indicator 1 – Workforce sexual orientation

Indicator	Data Item			SEXUAL ORIENTATION HETRO		SEXUAL ORIENTATION LGB		SEXUAL ORIENTATION UNDECIDED		SEXUAL ORIENTATION NOT DECLARED	
				Figure	%	Figure	%	Figure	%	Figure	%
Percentage of staff in each of the AfC bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in in the overall workforce	1a) Non Clinical workforce	1	Under Band 1	0	0%	0	0%	0	0%	0	0%
		2	Band 1	10	83%	0	0%	0	0%	2	17%
		3	Band 2	392	82%	10	2%	2	0%	73	15%
		4	Band 3	529	93%	13	2%	1	0%	27	5%
		5	Band 4	328	89%	9	2%	1	0%	32	9%
		6	Band 5	172	91%	8	4%	0	0%	8	4%
		7	Band 6	117	88%	5	4%	0	0%	11	8%
		8	Band 7	122	92%	5	4%	0	0%	6	5%
		9	Band 8a	53	93%	1	2%	0	0%	3	5%
		10	Band 8b	43	90%	2	4%	0	0%	3	6%
		11	Band 8c	16	89%	0	0%	0	0%	2	11%
		12	Band 8d	11	92%	0	0%	0	0%	1	8%
		13	Band 9	2	100%	0	0%	0	0%	0	0%
		14	VSM	25	76%	1	3%	0	0%	7	21%
	1b) Clinical workforce of which Non Medical	15	Under Band 1	7	64%	0	0%	0	0%	4	36%
		16	Band 1	0	0%	0	0%	0	0%	0	0%
		17	Band 2	10	91%	0	0%	0	0%	1	9%
		18	Band 3	1211	87%	67	5%	2	0%	117	8%
		19	Band 4	299	83%	32	9%	0	0%	28	8%
		20	Band 5	853	88%	62	6%	4	0%	52	5%
		21	Band 6	1560	87%	110	6%	4	0%	116	6%
		22	Band 7	889	89%	46	5%	1	0%	64	6%
		23	Band 8a	234	88%	15	6%	0	0%	16	6%
		24	Band 8b	85	89%	6	6%	0	0%	4	4%
		25	Band 8c	102	89%	4	4%	0	0%	8	7%
		26	Band 8d	11	79%	0	0%	0	0%	3	21%
		27	Band 9	6	86%	1	14%	0	0%	0	0%
		28	VSM	0	0%	0	0%	0	0%	0	0%
	OR which Medical & Dental	29	Consultants	110	67%	6	4%	0	0%	49	30%
		30	of which Senior medical manager	0	0%	0	0%	0	0%	0	0%
		31	Non-consultant career grade	107	65%	9	5%	0	0%	48	29%
		32	Trainee grades	0	0%	0	0%	0	0%	0	0%
		33	Other	0	0%	0	0%	0	0%	0	0%
				7304	87%	412	5%	15	0%	685	8%

Indicator 1 – Workforce sexual orientation



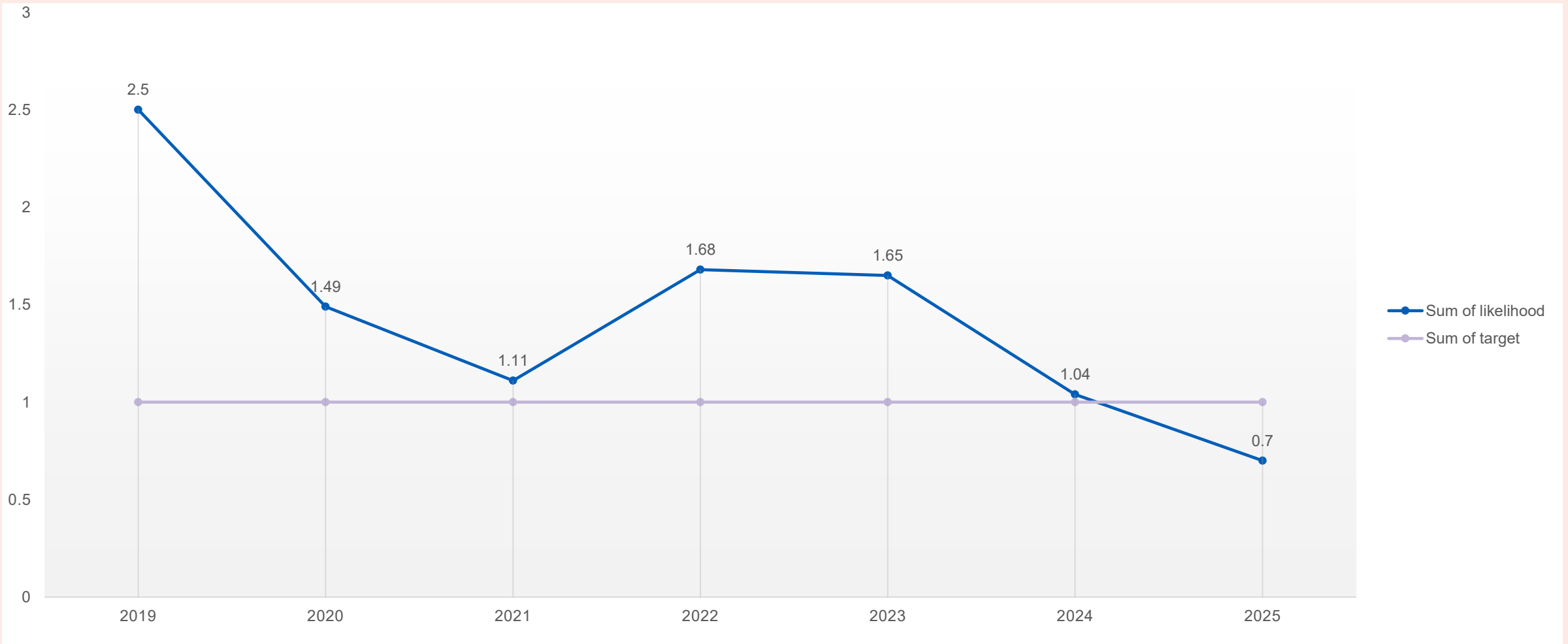
Recruitment – likelihood of a heterosexual applicant being appointed from shortlisting compared to LBG applicant



629 LGB applicants shortlisted; 120 LGB applicants offered posts
7845 Heterosexual applicants shortlisted; 1588 Heterosexual applicants offered posts

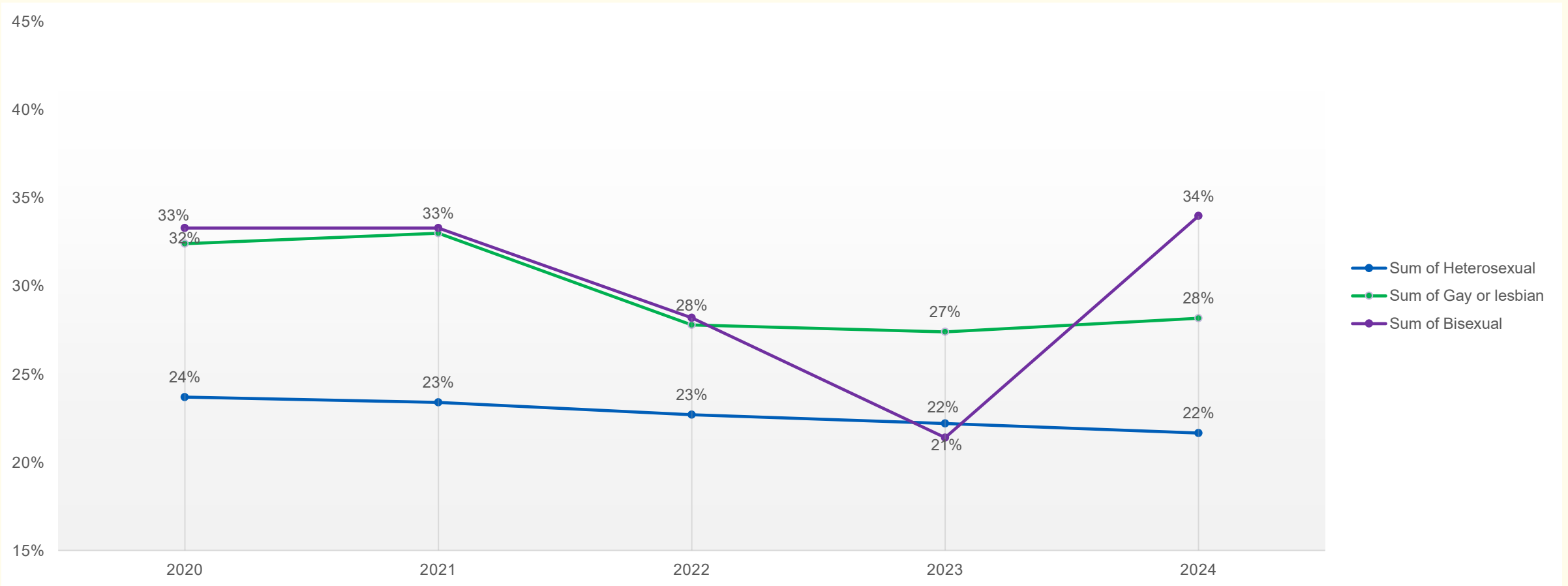
The purple line indicates a likelihood of 1 which would mean there is no difference in the likelihood.

Disciplinary – likelihood of LGB staff entering the disciplinary processes compared to heterosexual staff



The purple line indicates a likelihood of 1 which would mean there is no difference in the likelihood.

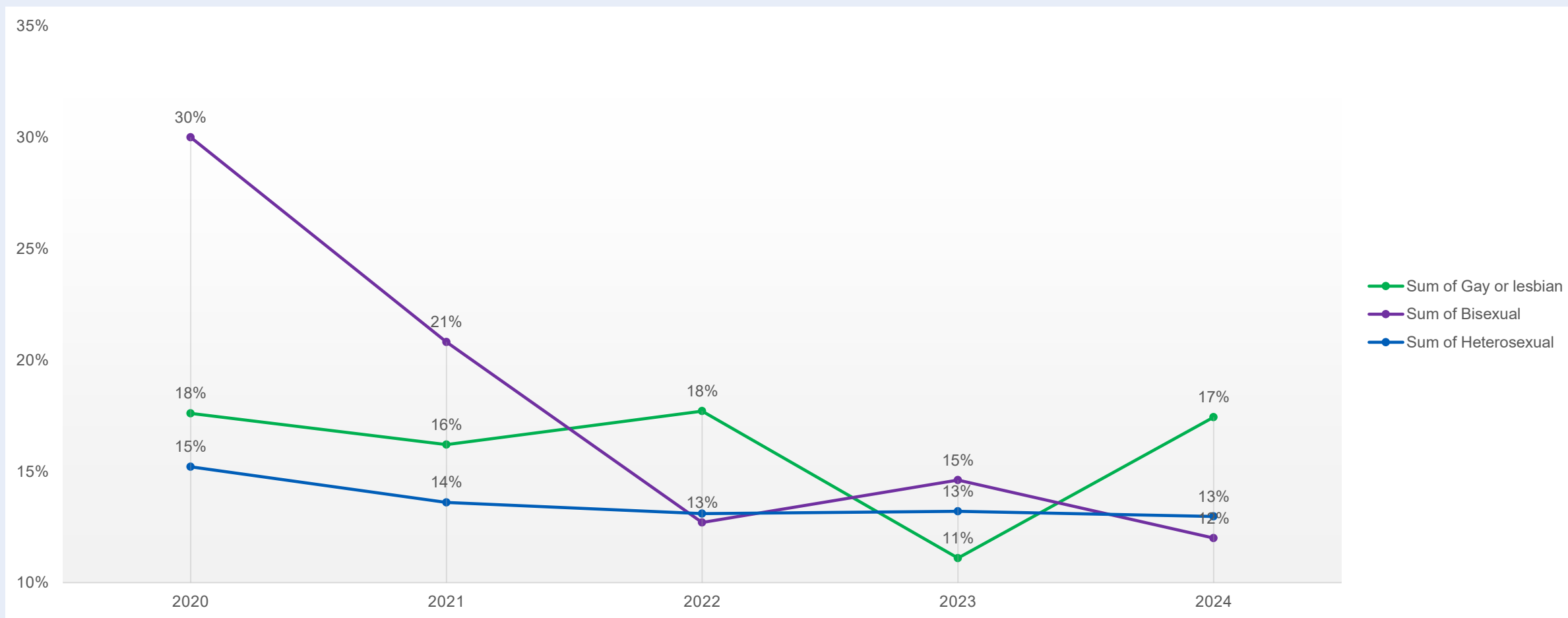
Indicator 5 - % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.



Staff Survey Responses: heterosexual – 3056, gay or lesbian 110, bisexual 103

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
heterosexual staff 23%, gay or lesbian staff 28%, bisexual staff 30%

% of staff experiencing harassment, bullying or abuse from colleagues in the last 12 months

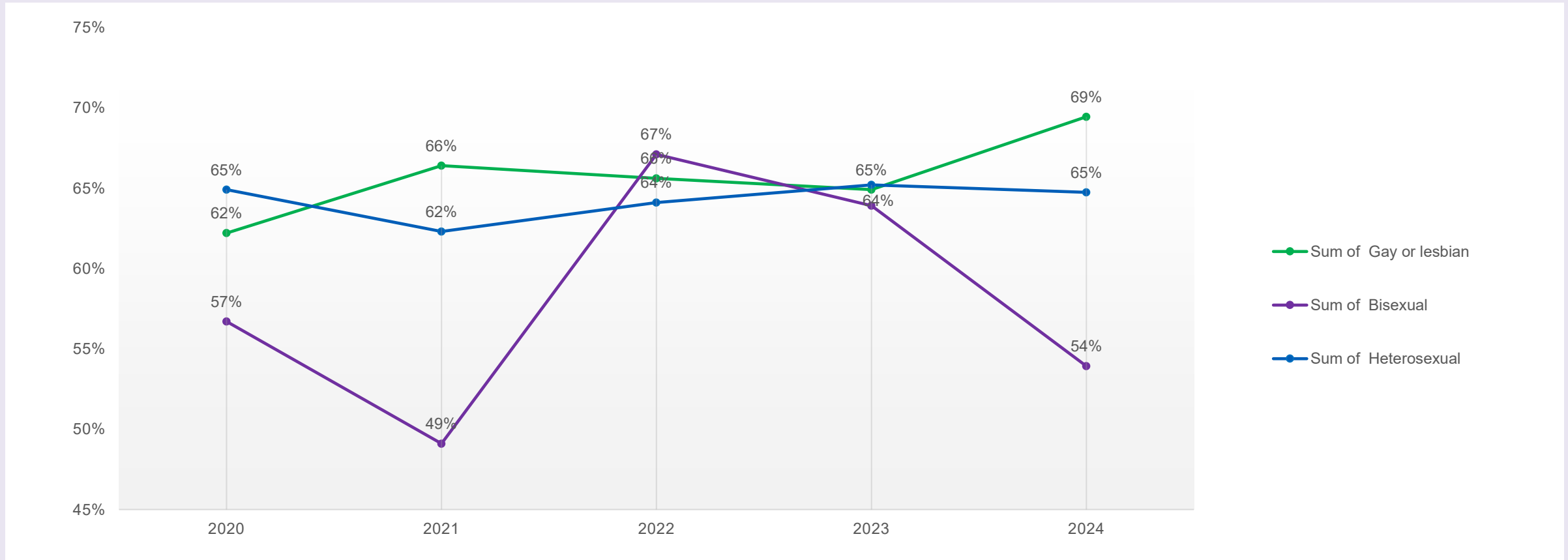


Staff Survey Responses: heterosexual – 3023, gay or lesbian 109, bisexual 100

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =

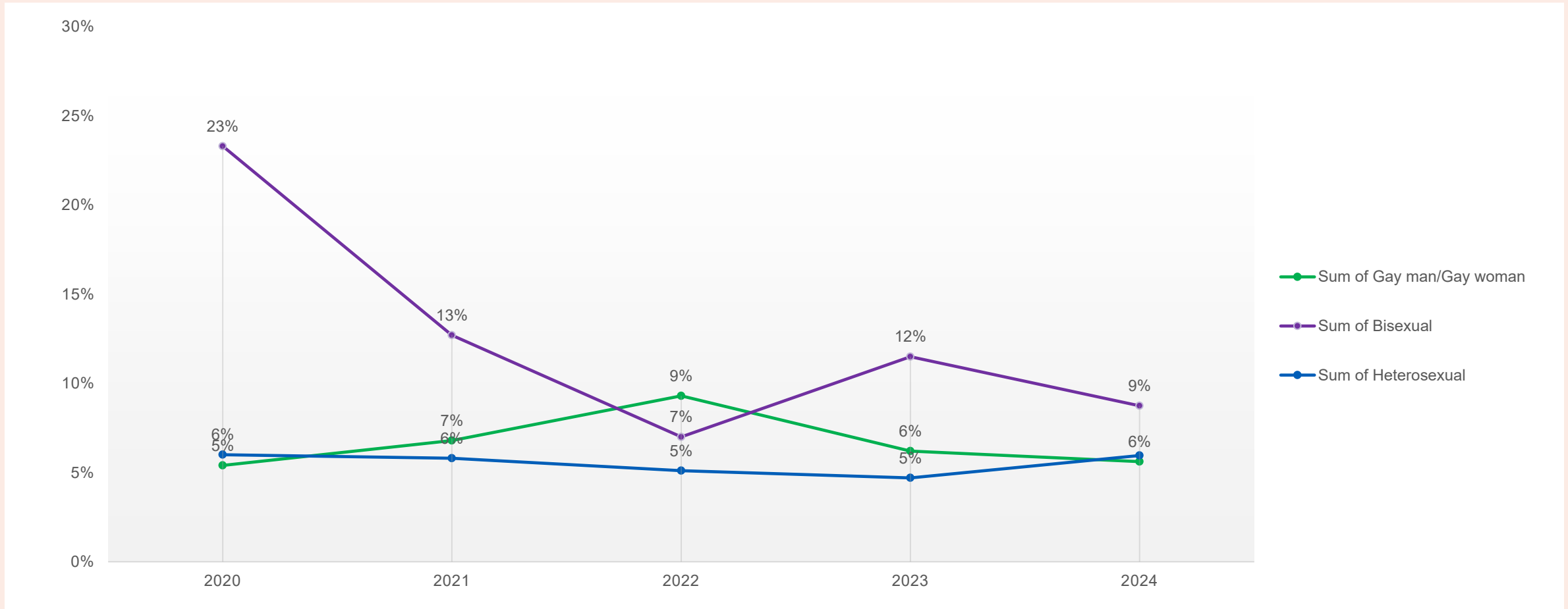
heterosexual staff 13%, gay or lesbian staff 17%, bisexual staff 16%

% of staff who believe the Trust acts fairly with regards to career progression and promotion



Staff Survey Responses: heterosexual – 3049, gay or lesbian 108, bisexual 102
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts
=
heterosexual staff 60%, gay or lesbian staff 63%, bisexual staff 57%

% have personally experienced discrimination at work from manager/team leader or other colleagues In the last 12 months



Staff Survey Responses: heterosexual – 3025, gay or lesbian 107, bisexual 103

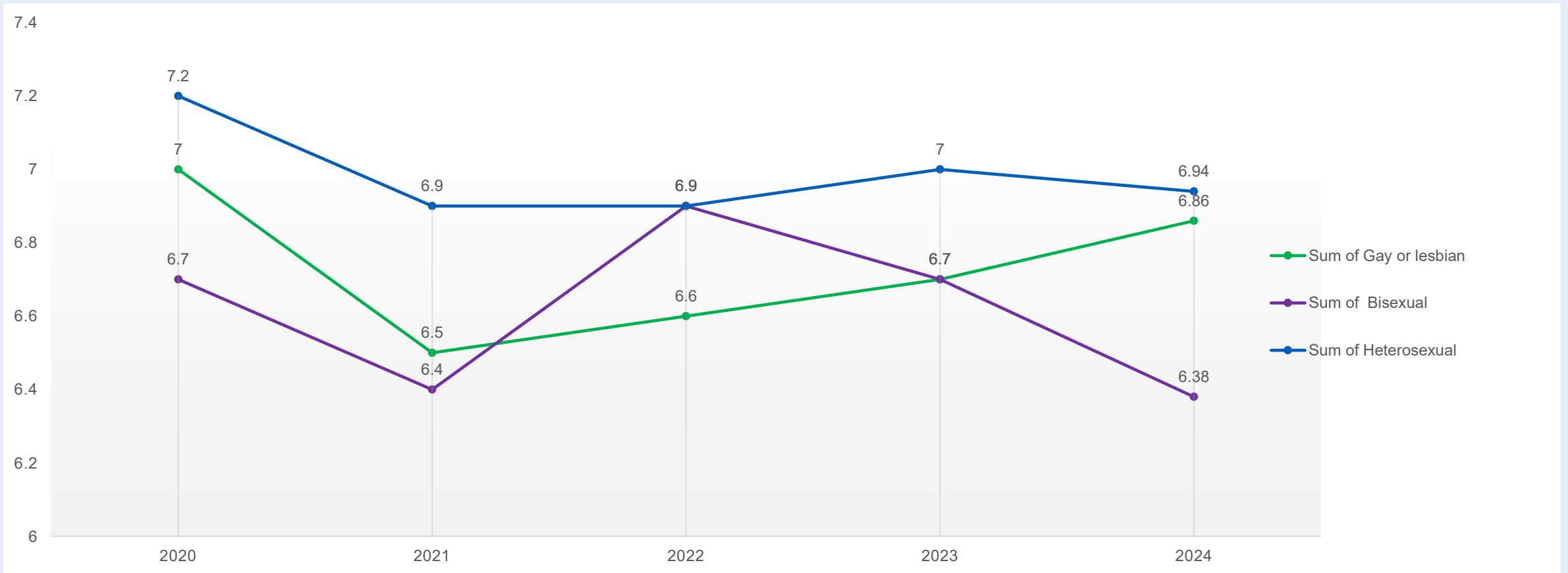
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =

heterosexual staff 7%, gay or lesbian staff 10%, bisexual staff 11%

Board Sexual Orientation Diversity

- **No one on the Board identifies as Lesbian, Gay or Bisexual**
- **- 5% Workforce difference**

Engagement Scores



Staff Survey Responses: heterosexual – 3072, gay or lesbian 110, bisexual 103

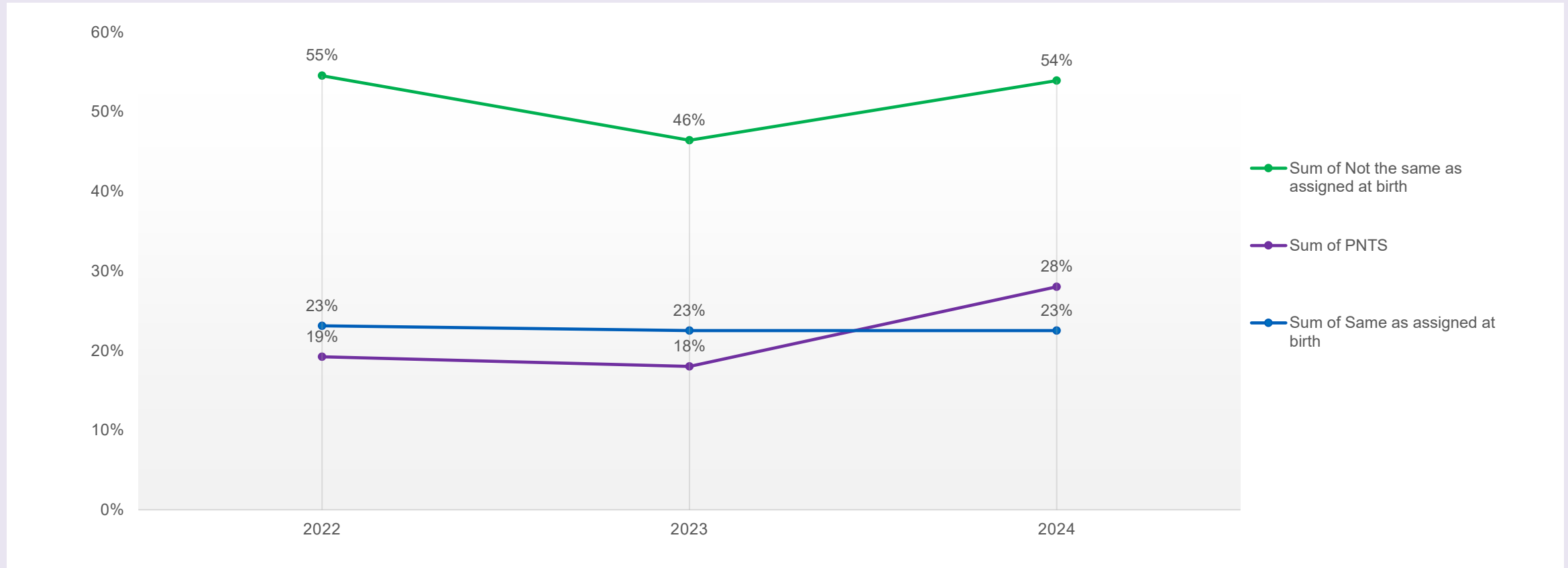
The score for the staff engagement theme is derived from the nine questions, grouped into three themes:
motivation; involvement; and advocacy.

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
heterosexual staff 7.13%, gay or lesbian staff 6.9%, bisexual staff 6.74%

Gender Identity

- 13 staff identifying as not the same sex as assigned at birth completed the staff survey

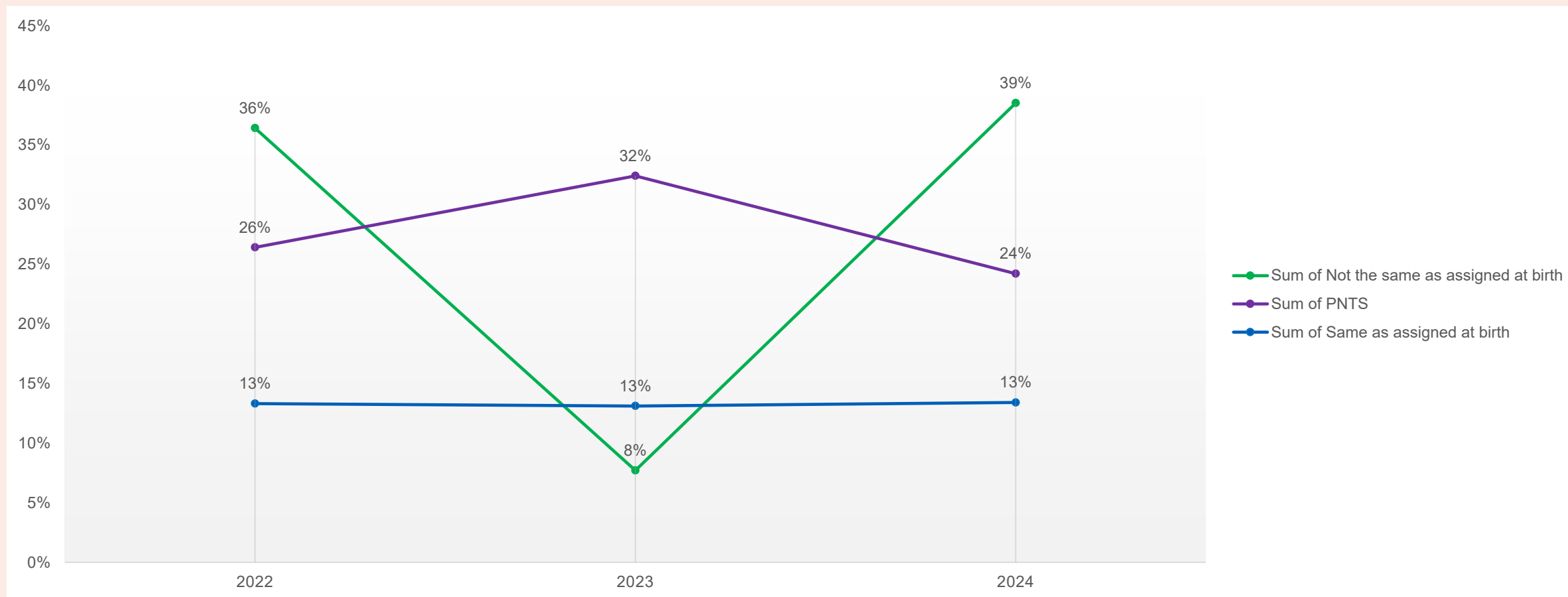
% of staff experiencing harassment, bullying or abuse from patients, relatives or public in the last 12 months



Staff survey responses -Not the same as assigned at birth 13, prefer not to say (PNTS) 100, same as assigned at birth 3497

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
Staff identifying as same as assigned at birth 23%, Staff identifying as not the same as assigned at birth 33%

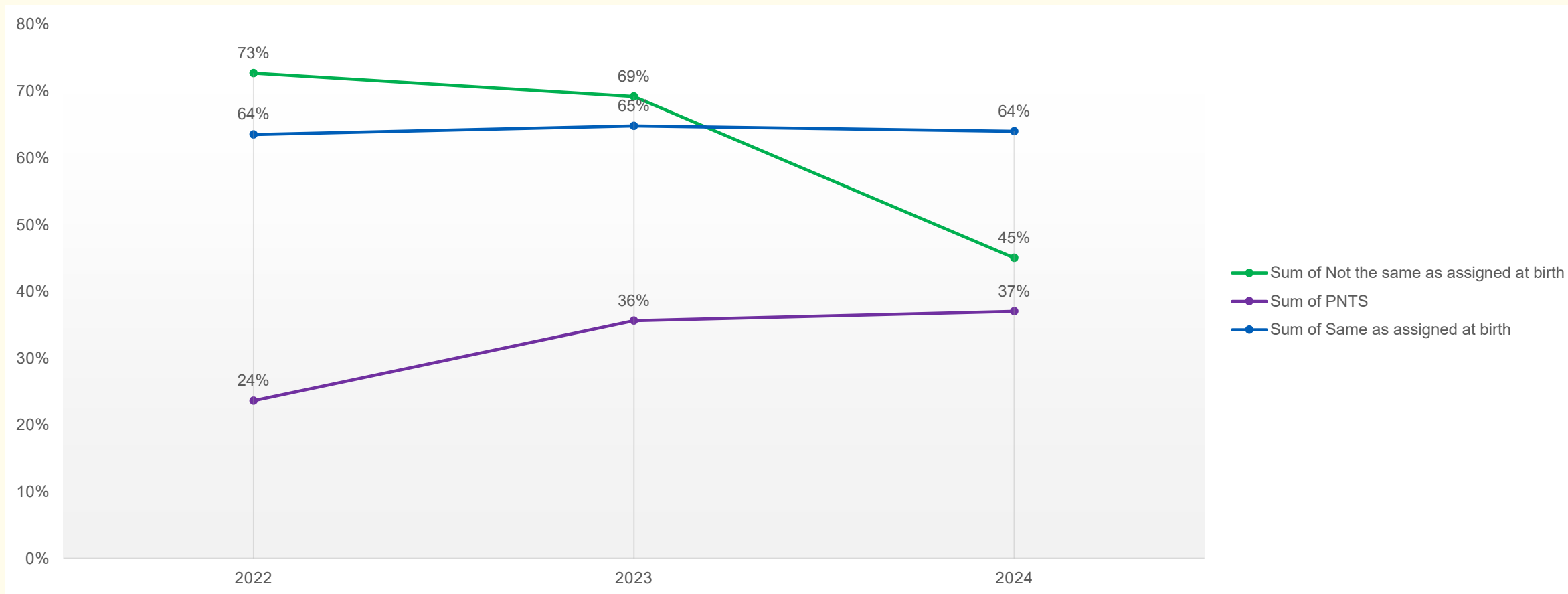
% of staff experiencing harassment, bullying or abuse from colleagues in the last 12 months



Staff survey responses -Not the same as assigned at birth 13, prefer not to say (PNTS) 99, same as assigned at birth 3334

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
Staff identifying as same as assigned at birth 14%, Staff identifying as not the same as assigned at birth 19%

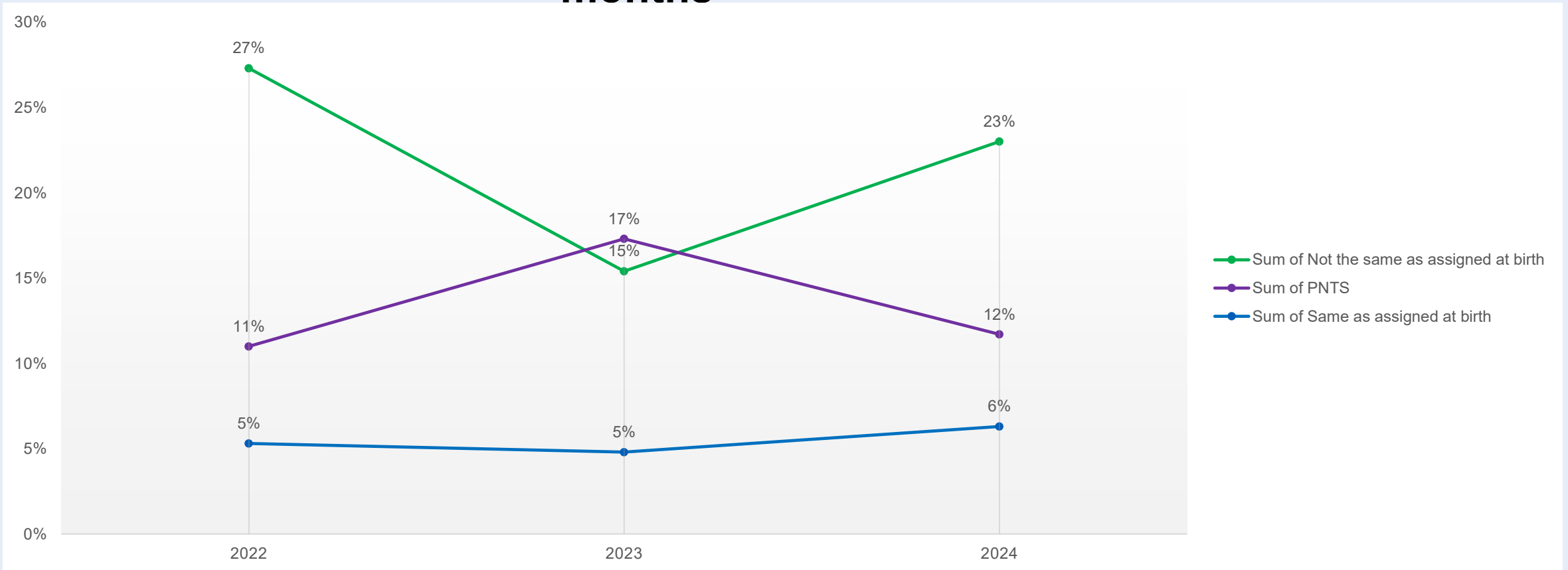
% of staff the believe the Trust acts fairly with regards to career progression and promotion



Staff survey responses -Not the same as assigned at birth 13, prefer not to say (PNTS) 104, same as assigned at birth 3364

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
Staff identifying as same as assigned at birth 60%, Staff identifying as not the same as assigned at birth 47%

% have personally experienced discrimination at work from manager/team leader or other colleagues In the last 12 months



Staff survey responses -Not the same as assigned at birth 13, prefer not to say (PNTS) 103, same as assigned at birth 3339

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
Staff identifying as same as assigned at birth 7%, Staff identifying as not the same as assigned at birth 18%