

Workforce Equality Report 2021/22

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Summary: Key Points

Workforce data from 1st April 2021 – 31st March 2022 is summarised below with respect to the following protected characteristics:

- Gender
- Age
- Religion/belief
- Sexual orientation

Data is not available for gender reassignment or pregnancy/maternity.

Analyses of ethnicity and disability data can be found in the Workforce Race Equality Standard and Workforce Disability Equality Standard reports. Analyses of gender pay gap data can be found in the Gender Pay Gap report. These can all be found [here](#).

Where there are headcount figures below 10, these have been redacted to preserve anonymity.

Section 1: Pay bands and working hours

A total of 5691 staff members were included in the figures below. This includes individuals' primary assignments only, excluding anyone out on external secondment. Bank staff are considered separately below in Section 6.

Figures refer to percentages of staff who have shared their personal information only, for each characteristic. The percentage of staff who have not shared their details is given for each characteristic separately.

LPT employee data is based on March 2022 figures. This can be compared to 2021 Census data from LLR (the most up to date Census information available).

- 50.5% of Leicester, Leicestershire and Rutland are female (2021 Census), compared to 81.9% of our LPT workforce (March 2022).
- As of 2021, 27.5% of LLR's population was from a Black, Asian, or minority ethnic background. In 2022, LPT's workforce included 25.6% Black, Asian and minority ethnic colleagues.
- In 2021, 16.2% of the population of LLR had a disability as defined by the Equality Act 2010. In March 2022, 6.4% of LPT's workforce shared that they had a disability via ESR.
- In 2021, of those who shared their religion/belief across LLR, 36.5% of people had no religion, 41.5% were Christian, 9.7% were Muslim, 8.7% were Hindu, 2.7% were Sikh, 0.9% were of other religions. LPT has a lower proportion of Muslim and Hindu staff as of March 2022, as well as those of no religion, but a higher proportion of Sikhs, Christians and those of other religions.
- In 2021, 3.0% of people said they were LGB+ (Lesbian, Gay, Bisexual or Other). 3.5% of LPT's workforce who shared their sexual orientation were part of the LGB+ community in March 2022.

Age

There have been no significant changes to the workforce age profile since last year. Unsurprisingly, the proportion of older people increases as pay band increases, reflecting the fact that people typically move up the pay bands as they progress in their careers over time. The average age of people in each pay band is given below. Overall, LPT's workforce has an average age of 44.

TABLE 1: AVERAGE AGE BY BAND

AFC BAND	AVERAGE AGE
APPRENTICE	26
BAND 2	46
BAND 3	45
BAND 4	43
BAND 5	42
BAND 6	43
BAND 7	46
BAND 8A	48
BAND 8B	48
BAND 8C	49
BAND 8D	51
BAND 9	56
MEDIC NON-CONSULTANT	37

CONSULTANT	48
DIRECTOR/SENIOR MANAGER	53

Religion/Belief

Christianity is the most common recorded religion/belief of staff at all bands. There doesn't appear to be any significant change to the proportion of different religious groups as bands increase. The exception is for Medics, where only just over a quarter of staff are Christian; there is a higher proportion of Hindus and Muslims, but this is to be expected due to the ethnic diversity of that staff group. These trends have not changed since last year.

TABLE 3: PERCENTAGES OF STAFF IN EACH BAND BY RELIGION/BELIEF (OF THOSE WHO HAVE SHARED)

	Atheism (% of band)	Christianity (% of band)	Hinduism (% of band)	Islam (% of band)	Sikhism (% of band)	Other (% of band)	In addition, Not Stated
TOTAL	17.4% (795/4573)	52.8% (2416/4573)	8.2% (376/4573)	5.8% (264/4573)	3.2% (145/4573)	12.6% (577/4573)	19.6% (1118/5691)
Apprentice - Band 4	15.7%	48.8%	10.6%	6.8%	4.0%	14.0%	19.5%
Bands 5 - 6	17.7%	57.4%	5.9%	4.2%	2.5%	12.3%	19.8%
Band 7 - 8A	18.8%	57.1%	6.3%	4.0%	2.4%	11.2%	19.9%
Band 8B+	33.1%	45.3%	R%	R%	R%	13.7%	17.3%
Medics	12.2%	34.4%	20.6%	20.6%	R%	R%	19.6%

Sexual Orientation

There are no particular findings when looking at the proportion of each sexual orientation at each pay band. People from the LGB+ community are fairly equally represented across the pay bands. There is a higher proportion of medics who have not shared their sexual orientation compared to other bands.

TABLE 4: PERCENTAGES OF STAFF IN EACH BAND BY SEXUAL ORIENTATION (OF THOSE WHO HAVE SHARED)

	LGB+	Heterosexual	In addition, Not Stated
TOTAL	3.5% (165/4721)	96.5% (4556/4721)	17.0% (970/5691)
Apprentice - Band 4	3.9%	96.1%	17.5%
Bands 5 - 6	2.9%	97.1%	15.6%
Band 7 - 8A	3.8%	96.2%	17.4%
Band 8B+	R%	R%	17.3%
Medics	R%	R%	25.0%

3.5% of the workforce who have disclosed their sexual orientation have described themselves as LGB+, compared to the 2.2% of the population (ONS, 2018), and up from 3.1% of LPT staff last year. 17.0% of staff have not disclosed their sexual orientation, slightly down from 17.7% last year.

Section 2: Staff Survey 2021

For the 2021 Staff Survey, reports of bullying, harassment and abuse have remained fairly static since last year for substantive staff, with slight decreases in the percentage of staff reporting bullying, harassment or abuse particularly from managers (9.6% 271/2827 in 2021, and 11.1% 306/2750 in 2020). The amount of discrimination reported has remained much the same (7.9% 224/2839 in 2021, and 7.8% 214/2742 in 2020). Satisfaction with flexible working and reasonable adjustments has remained much the same (68.5% 1946/2843 and 79.9% 366/458 positive responses in 2021 respectively).

Gender

There were no significant differences in men and women's responses when asked about bullying, harassment or abuse from patients, the public, managers, or colleagues. There were also no stark differences between men and women's responses about discrimination at work. Men were more positive about flexible working opportunities (73.0% 297/407 of men, 68.7% 1583/2304 of women). Women were more positive about the opportunities for career development (57.7% 236/409 of men, 66.0% 1519/2300 of women).

Age

When asked about discrimination at work and bullying, harassment, or abuse from patients or the public, older people were more likely to report bullying, harassment or abuse from managers (12.0% 123/1022 of people 51 to 65, compared to 6.8% 39/575 of people 31 to 40) and from colleagues (16.5% 167/1015 of people 51 to 65, compared to 10.9% 38/350 of people aged 21 to 30).

People over 50 were slightly less likely to be satisfied with flexible working opportunities than people aged 50 and below (70.9% of people 50 and below responded positively, compared to 64.7% of those over 50).

People of different ages were also equally likely to say the organisation acts fairly with regard to career progression / promotion and offering reasonable adjustments.

Religion/Belief

Christians and people of no religion were more likely to report bullying, harassment, or abuse from patients or the public than people of Muslim, Hindu, or Sikh faiths (23.4% of Christians and atheists, compared to 15.7% of Muslims, Hindus, and Sikhs).

Hindus were the most likely group to be positive about flexible working opportunities (77.4% 144/186) compared to Muslims (58.8% positive, 50/85). This may, at least in part, be due to differences in staff group: according to ESR, 65% of Hindus worked in non-clinical roles, compared to just 44.6% of Muslims.

Christians were the most likely group to be positive about career progression (66.7% 775/1162) compared to Muslims (58.1% positive, 50/86).

When asked about discrimination, trends were similar to last year in that 6.8% of people with no religion said they had been discriminated against (73/1076); compared to 9.6% of Hindus (18/188).

Sexual Orientation

LGB+ people were more likely than heterosexual people to experience:

- Bullying, harassment or abuse from patients or the public (31.9% 37/116 of LGB+ people, compared to 22.2% 559/2522 of heterosexual people).
- Bullying, harassment or abuse from managers (14.9% 17/114 of LGB+ people, compared to 8.7% 217/2502 of heterosexual people). This discrepancy has worsened since last year.

There was no significant difference between responses depending on sexual orientation in terms of bullying, harassment or abuse from colleagues, flexible working opportunities, or career development.

When staff were specifically asked about discrimination, in common with last year's trend, 12.3% LGB+ people said they had experienced this (14/114) compared to just 7.4% of heterosexual people (185/2512).

Section 3: Recruitment

Data was gathered from jobs advertised between 1st April 2021 – 31st March 2022. Where protected characteristic data is recorded for applicants, these figures inform the findings below.

When considering all applications made, 6.5% of women were successfully recruited, compared to 3.6% of men. Women were 1.79 times more likely to be recruited than men.

Statistically, a likelihood ratio above 1.25 would be considered significant.

The following figures include just those applications which were shortlisted, and therefore will have met the essential criteria of the job role. When considering just those applications which were successfully shortlisted, women were 1.32 times more likely to be recruited than men, up from last year (1.14). The likelihood increased for women at bands 6 and above (women 1.74 times more likely to be appointed than men).

Gender – all bands	%recruited from shortlisting
Female	13.6%
Male	10.3%

Single people were 1.43 times more likely to be recruited than people who were divorced or legally separated. Last year, there was no difference.

Marital Status	%recruited from shortlisting
Divorced/Legally separated	9.4%
Married/Civil partnership	12.6%
Single	13.4%
Widowed	R%

There were no significant trends in likelihood of recruitment based on age group.

People who were LGB+ (lesbian, gay, bisexual, or other) were 1.21 times more likely to be recruited compared to heterosexual people. This is in contrast to last year, when the trend was reversed with heterosexual people being 1.22 times more likely to be appointed than LGB+ people. Neither is statistically significant.

Sexual Orientation	%recruited from shortlisting
LGB+	15.3%
Heterosexual	12.7%

Atheists were 1.37 times more likely to be recruited compared to people with a religion or faith, a similar position to last year when the figure was 1.18.

Atheists were 1.84 times more likely to be recruited than Muslims in particular.

Religion/Belief	%recruited from shortlisting
Atheism	15.9%
Christianity	12.1%
Hinduism	9.1%
Islam	8.6%
Other	15.3%
Sikhism	9.4%

Section 4: Increments

Increments were awarded automatically without the need for an appraisal due to Covid in 2021/22. This ceased in July 2022. Next year, a full analysis will be completed to compare relative likelihoods of staff to successfully get their increment, comparing different protected characteristics.

Section 5: Employee relations casework

(redacted)

Section 6: Bank staff

There were 1435 Bank only staff members as at 31st March 2022. This does not include anyone recorded on ESR as Inactive Not Worked.

Staff Demographics

Staff working solely on the Bank are, on average, a similar age to those working substantively (45.7 years old on average, compared to 44 years old on average for substantive staff). Our Bank workforce also has a similar gender split to our substantive workforce, with 79.2% of bank staff being women, compared to 81.9% of substantive staff.

Bank staff are more likely to:

- Be from a Black, Asian or minority ethnic background (42.7% of bank staff compared to 25.6% of substantive staff of known ethnicity).
- Be religious (11.9% of bank staff who have declared their beliefs are atheist, compared to 17.4% of substantive staff). 44.4% of bank staff have not shared their religion or belief, compared to just 19.6% of substantive staff.

Bank staff are less likely to:

- Have shared that they have a disability (4.5% of bank staff who have declared their disability status are Disabled, compared to 6.4% of substantive staff). 42.7% of bank staff have not shared their disability status, compared with just 16.9% of substantive staff.
- Have shared that they are LGB+ (2.6% of bank staff who have declared their sexual orientation are LGB+, compared to 3.5% of substantive staff). 43.8% of bank staff have not shared their sexual orientation, compared to just 17.0% of substantive staff.

Due to the high proportion of bank staff who have not shared their personal demographic information, efforts should be made to improve the rates of data collection if accurate conclusions are to be drawn from this information.

Bank Staff Survey

The 2021 Bank staff survey shows similar trends to those seen in the Staff Survey.

On the Bank, Additional Clinical Services were most likely to experience bullying, harassment or abuse from patients or the public (41.8% of respondents, 23/55) compared to substantive staff where nursing and medical staff were most likely to report this (31.7%, 269/848 and 36.4%, 32/88 respectively).

Bank staff are slightly less likely to report experiencing bullying, harassment or abuse from managers (6.4% 11/171) than substantive staff (9.6% 271/2827). However, Bank staff are more likely to report this from colleagues (19.4% 33/170 Bank staff, compared to 14.8% 417/2814 substantive staff).

No particular age group gave significantly different responses to any other, for any of the questions about bullying, harassment, abuse.

There were also no significant differences between men and women's responses when asked about bullying, harassment and abuse from patients/the public, managers, or colleagues.

Those with a religion or belief were more likely to report discrimination at work. Religious people were also slightly more likely to report bullying, harassment or abuse from patients/the public, and from colleagues.

Due to insufficient response numbers, no data is available to analyse the difference between heterosexual and LGB+ Bank staff responses.

Employee Relations

(redacted)

Section 7: Ongoing Work

In 2022 LPT have worked hard to promote equality, diversity and inclusion for our colleagues in a variety of ways:

- Together Against Racism: our senior leaders have led this Trust-wide commitment to create a truly inclusive Trust for our colleagues, patients and service users. Each Director set themselves a personal pledge. Virtual masterclasses with external speakers exploring racism in collaboration with our buddy Trust, Northamptonshire Healthcare NHS Foundation Trust, have provided us with the opportunity to learn and improve together.
- Our Reverse Mentoring scheme continued to grow with more people taking part as mentors and mentees from across Leicester, Leicestershire and Rutland. This programme gives people the chance to share their lived experience of race, sexual orientation, gender, and disability and mentor someone more senior than themselves, opening up opportunities and creating discussions.
- We have run Race and Cultural Intelligence Learning Sets available for all to improve our cultural understanding and appreciation of the way in which race and ethnicity impact people's lived experience in our society.
- We have been successful in joining the NHS Employers Diversity in Health and Care Partners Programme, through which we will be working with NHS organisations across the country to learn about best practice and share what has worked well for us.
- We have relaunched our Zero Tolerance to Abuse initiative to encourage staff to report incidences of abuse and hate crime they experience from patients or the public, and provide support from a variety of channels to help.
- Our Staff Support Networks have continued to meet, providing peer support and the opportunity to celebrate key events (International Women's Day, South Asian Heritage Month, Black History Month, Disability Awareness Month, and many more). We have also launched a brand-new Neurodiversity Staff Support Network which has been developed by staff themselves in response to a demand for a specific space for people to discuss their lived experience of neurodiversity.