

# Workforce Equality Report 2022/23

## Contents

Governance table .....	<b>Error! Bookmark not defined.</b>
Summary: Key Points .....	1
Section 1: Pay bands .....	3
Age .....	3
Religion/Belief .....	4
Sexual Orientation .....	4
Section 2: Staff Survey 2022 .....	5
Gender .....	5
Age .....	5
Religion/Belief .....	6
Sexual Orientation .....	7
Section 3: Recruitment .....	8
Section 4: Increments .....	9
Section 5: Employee relations casework .....	11
Section 6: Bank staff .....	11
Staff Demographics .....	11
Bank Staff Survey .....	<b>Error! Bookmark not defined.</b>
Employee Relations .....	12
Section 7: Ongoing Work .....	12

## Summary: Key Points

Workforce data from 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023 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 11, these have been redacted to preserve anonymity.

## Section 1: Pay bands

A total of 6227 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.

LPT employee data is based on March 2023 figures. This can be compared to 2021 Census data from LLR.

	LPT (March 2023)	LLR (March 2021 Census)
Female	81.6%	50.5%
Black, Asian or minority ethnic	26.9%	27.5%
Disabled	7.8%	16.2%
Religious:		
• Atheist	19.0%	36.5%
• Christian	50.7%	41.5%
• Muslim	6.4%	9.7%
• Hindu	8.9%	8.7%
• Sikh	3.1%	2.7%
• Other	12.0%	0.9%
Lesbian, Gay, Bisexual or Other sexual orientation (not heterosexual)	3.9%	3.0%

## Age

There have been no significant changes to the workforce age profile since last year. 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	22
BAND 1	59
BAND 2	48
BAND 3	45
BAND 4	44
BAND 5	41
BAND 6	43
BAND 7	45
BAND 8A	47
BAND 8B	49
BAND 8C	49
BAND 8D	51
BAND 9	51
MEDICAL TRAINEE	34
CAREER GRADE	47

<b>CONSULTANT</b>	49
<b>SENIOR MEDICAL MANAGER</b>	50
<b>VSM</b>	52

## Religion/Belief

As with last year, Christianity is the most common recorded religion/belief of staff at all bands. However, atheism has increased across all band groups with the exception of 8B+. Other religions' representations have not changed significantly since last year. There still 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.

20.1% of people have chosen not to disclose their religious belief or lack of religious belief (1250/6227), up from 19.6% 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)
<b>TOTAL</b>	<b>19.0%</b> (947/4977)	<b>50.7%</b> (2525/4977)	<b>8.9%</b> (441/4977)	<b>6.3%</b> (316/4977)	<b>3.1%</b> (152/4977)	<b>12.0%</b> (596/4977)
<b>Apprentice - Band 4</b>	16.8%	46.6%	11.8%	7.6%	3.9%	13.3%
<b>Bands 5 - 6</b>	20.2%	54.8%	6.2%	4.8%	2.4%	11.6%
<b>Band 7 - 8A</b>	21.5%	56.4%	5.9%	3.4%	1.9%	10.8%
<b>Band 8B+</b>	31.6%	43.9%	R	R	R	13.5%
<b>Medics</b>	10.5%	36.3%	20.5%	23.2%	R	R

## 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.

15.9% of people have chosen not to disclose their sexual orientation (992/6227).

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

	LGB+	Heterosexual
<b>TOTAL</b>	3.9% (203/5235)	96.1% (5032/5235)
<b>Apprentice - Band 4</b>	4.5%	95.5%
<b>Bands 5 - 6</b>	3.2%	96.9%
<b>Band 7 - 8A</b>	4.2%	95.8%
<b>Band 8B+</b>	R	R
<b>Medics</b>	R	R

3.9% of the workforce who have disclosed their sexual orientation have described themselves as LGB+, up from 3.5% of LPT staff last year. 15.9% of staff have not disclosed their sexual orientation, down from 17.0% last year.

## Section 2: Staff Survey 2022

For the 2022 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 (8.5% 245/2896 in 2022, down from 9.6% 271/2827 in 2021). The amount of discrimination reported has also decreased (6.6% 192/2891 in 2022, down from 7.9% 224/2839 in 2021). Satisfaction with flexible working has improved (70.1% positive responses 2037/2906 in 2022, up from 68.5% 1946/2843 in 2021).

### Gender

Men were slightly more likely to experience bullying, harassment or abuse from patients/the public (20.9% women, 22.8% men) or managers (7.7% women, 9.9% men). Women were slightly more likely to experience this from other colleagues (13.8% women, 11.4% men). There were no stark differences between men and women's responses about discrimination at work when looking only at gender differences.

However, 13.2% of BAME women reported discrimination, making them around 3 times as likely to experience this than white women (4.5%), and nearly twice as likely as BAME men (7.4%) or white men (6.9%).

BAME women were also less likely to respond positively about career progression opportunities (54.2% positive) compared to white women (70.1% positive) or men (BAME 60.3% positive, white 62.0% positive).

As with last year, men were slightly more positive about flexible working opportunities (70.8% positive responses from women, 72.2% from men). Women were more positive about the fairness of career development opportunities (67.0% women, 61.3% men).

### Age

When asked about discrimination at work and bullying, harassment, or abuse from patients or the public, age seemed to have no significant impact on responses. Older people were more likely to report bullying, harassment or abuse from managers and from colleagues (see tables below).

In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?

Age Band	%Yes
21-30	3.4%
31-40	6.9%
41-50	9.4%
51-65	10.3%

In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from colleagues?

Age Band	%Yes
21-30	7.3%
31-40	13.7%
41-50	13.5%
51-65	16.5%

This pattern was also seen when colleagues were asked about discrimination:

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

Age Band	%Yes
21-30	2.9%
31-40	8.1%
41-50	6.1%
51-65	7.2%

41 to 50 year olds were the most satisfied with flexible working opportunities (74.2% positive) with other age groups between 68% and 69% positive.

People of different ages were also similarly likely to say the organisation acts fairly with regard to career progression / promotion.

## Religion/Belief

In line with last year's survey, Christians and people of no religion were more likely to report bullying, harassment, or abuse from patients or the public than people of Muslim or Hindu faiths. (Those of other faiths are not included here due to small numbers).

In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?

Religion/Belief	%Yes
No Religion	20.2%
Christian	22.4%
Hindu	15.5%
Muslim	17.6%

Christians were also the most likely group to experience this from other colleagues.

In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?

Religion/Belief	%Yes
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No Religion	11.6%
Christian	14.3%
Hindu	13.9%
Muslim	12.1%

Sikhs were the most likely group to be positive about flexible working opportunities. Last year, Hindus were the most positive (77.4%), but this has now reversed and they are the group who responded least positively.

How satisfied are you with the opportunities for flexible working patterns?

Religion/Belief	%Yes
No Religion	70.3%
Christian	72.0%
Hindu	69.5%
Muslim	73.1%
Sikh	79.1%

As with last year, Christians were the most likely group to be positive about career progression compared to Muslims as the least.

Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?

Religion/Belief	%Yes
No Religion	66.5%
Christian	69.4%
Hindu	58.5%
Muslim	54.6%
Sikh	61.9%

When asked about discrimination, trends were similar to last year in that people with no religion experienced the least discrimination, compared to much higher levels for Hindus and Muslims.

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

Religion/Belief	%Yes
No Religion	4.3%
Christian	5.8%
Hindu	13.2%
Muslim	12.1%

## Sexual Orientation

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

- Bullying, harassment or abuse from patients or the public (31.3% of LGB+ people, compared to 20.2% of heterosexual people). The gap has worsened since last year (31.9%, 22.2%).
- Bullying, harassment or abuse from managers (10.2% of LGB+ people, compared to 7.9% of heterosexual people). This gap has improved since last year (14.9%, 8.7%).
- Bullying, harassment or abuse from other colleagues (17.3% LGB+, 13.0% heterosexual). Last year there was no difference.
- Discrimination from managers or colleagues: 9.4% of LGB+ colleagues; 6.0% of heterosexual colleagues.

LGB+ colleagues were more positive than heterosexual colleagues when asked about career development (69.8% LGB+, 66.3% heterosexual).

There was no significant difference between responses depending on sexual orientation in terms of flexible working opportunities (53.9% LGB+, 53.7% heterosexual).

### Section 3: Recruitment

Data was gathered from jobs advertised between 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023. Where protected characteristic data is recorded for applicants, these figures inform the findings below.

The following figures include just those applications which were shortlisted, and therefore will have met the essential criteria of the job role. Unlike last year, due to changes in the NHS Jobs system, data for whom was recruited is not available; data for people made offers is used instead. In addition, internal candidates are missing from the “offers made” figures. Percentages will therefore not be comparable with last year, but likelihood ratios can still be compared to last year’s figures. Statistically, a likelihood ratio above 1.25 would be considered significant.

As stated in the WDES and WRES:

- Non-disabled people were 0.97 times more likely than Disabled to people to be made an offer from shortlisting.
- White applicants were 1.32 times more likely than BAME applicants to be made an offer from shortlisting.

Women were 1.29 times more likely to be made an offer than men, similar to last year (1.32). The likelihood increased for women at bands 5 and above: women were 1.45 times more likely to be appointed than men, although this has reduced since last year.

Gender – all bands	%made offer from shortlisting
Female	37.7%
Male	29.1%

There were no significant trends with respect to marital status.

Marital Status	%made offer from shortlisting
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Divorced/Legally separated	36.1%
Married/Civil partnership	33.2%
Single	37.8%
Widowed	R%

There were no significant trends in likelihood of recruitment based on age group up to age 60, but applicants aged 60-74 years old were 1.34 times more likely to be recruited than those aged 45-59. Last year there were no significant trends with respect to age.

Age group	%made offer from shortlisting
Under 24 years	38.8%
24-44 years	36.6%
45-59 years	33.3%
60-74 years	44.6%

As in previous years, there are no significant trends relating to sexual orientation.

Sexual Orientation	%made offer from shortlisting
LGB+	40.1%
Heterosexual	35.6%

Unlike last year, atheists were not significantly more likely to be recruited than those applicants with a religious belief. However, atheists were 1.56 times more likely to be recruited than Hindus in particular. Trends seem to change year on year, as last year atheists were 1.84 times more likely to be recruited than Muslims.

Religion/Belief	%made offer from shortlisting
Atheism	39.43%
Christianity	34.60%
Hinduism	25.31%
Islam	31.95%
Other	41.67%
Sikhism	33.57%

## Section 4: Increments

Increments were awarded automatically without the need for an appraisal due to Covid in 2021/22. This ceased in July 2022. Data below relates to increments awarded between April 2022 and March 2023, so for the majority of the year this was done in the usual way, not the automatic process.

In 2022/23, where people missed their increment this was always due to the appraisal not being completed on time. No one had an unsuccessful appraisal recorded due to a live written warning, or any other reason. People already at the top of the band are not included in figures below.

There were no significant differences in people's likelihood of getting their increment depending on marital status, sexual orientation, or disability status.

<b>Marital Status</b>	<b>%got increment</b>
Divorced/Legally separated	62.28%
Married/Civil partnership	63.67%
Single	62.56%

<b>Sexual Orientation</b>	<b>%got increment</b>
LGB+	64.29%
Heterosexual	63.02%

<b>Disability?</b>	<b>%got increment</b>
Disabled	61.05%
Not disabled	63.95%

There were small differences depending on gender, with women more likely to receive their increment than men.

<b>Gender</b>	<b>%got increment</b>
Female	63.92%
Male	58.90%

Younger people were more likely to get their increment than older people.

<b>Age group</b>	<b>%got increment</b>
30 and under	64.98%
31-45	64.27%
46-60	60.51%
61 and over	55.41%

There were some differences by religion/belief. Hindus and atheists were more likely to get their increment than Sikhs and Muslims.

<b>Religion/Belief</b>	<b>%got increment</b>
Atheism	65.34%
Christianity	62.76%
Hinduism	67.07%

Islam	60.80%
Other	61.11%
Sikhism	51.56%

White and Asian people were more likely to get their increment than Black people or people of Mixed ethnicity.

<b>White/BAME</b>	%got increment
BAME	60.65%
White	63.68%

<b>Ethnic Group</b>	%got increment
Asian	63.89%
Black	55.36%
Mixed	57.81%
Other	R%
White	63.68%

## Section 5: Employee relations casework – redacted

## Section 6: Bank staff

There were 881 Bank only staff members as at 31<sup>st</sup> March 2022. This only includes those classed as “active” by the national Bank Workforce Race Equality Standard definition: “workers whom at the time of data capture have undertaken paid work/training within the last six-month period”, i.e. 1<sup>st</sup> October 2022 – 31<sup>st</sup> March 2023.

### Staff Demographics

Staff working solely on the Bank are, on average, slightly older than those working substantively (47.9 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 80.3% of bank staff being women, compared to 81.6% of substantive staff.

Bank staff are more likely to:

- Be from a Black, Asian or minority ethnic background (48.8% of bank staff compared to 26.9% of substantive staff of known ethnicity). This is an increase since last year when 42.7% of bank staff were from a BAME background.
- Be Christian (60.6% of bank staff who have declared their beliefs are Christian, compared to 50.7% of substantive staff). 20.9% of bank staff have not shared their religion or belief, similar to 20.1% of substantive staff.

Bank staff are less likely to:

- Have shared that they have a disability (4.4% of bank staff who have declared their disability status are Disabled, similar to last year’s 4.5%, and compared to 7.8% of substantive staff). 17.7% of bank staff have not shared their disability status, compared with just 15% of substantive staff.

- Have shared that they are LGB+ (2.7% of bank staff who have declared their sexual orientation are LGB+, similar to last year's 2.6%, compared to 3.9% of substantive staff). 19.6% of bank staff have not shared their sexual orientation, compared to 15.9% of substantive staff.

## Employee Relations – redacted

### Section 7: Ongoing Work

In 2023 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. LPT has worked in collaboration with our buddy trust, Northamptonshire Healthcare NHS FT, on this strategy which includes actions on inclusive recruitment, career development, addressing racist abuse, improving equality data, developing cultural competency, community engagement and service user involvement.
- Our Reverse Mentoring scheme continued to grow with more people taking part as mentors and mentees from across Leicester, Leicestershire and Rutland. The 5<sup>th</sup> cohort is due to open for applications. 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 worked with other partner organisations to deliver EDI strategies across the LLR system, including:
  - Active Bystander Programme to develop colleagues' skills in recognising and addressing bullying and harassment
  - Working together on the Equality Delivery System domain 1 (services)
  - We have worked with the ICB to create a new and improved Equality Impact Assessment template and toolkit which puts inclusive engagement with stakeholders at the heart of any service change, policy, or process.
  - Deaf Awareness and British Sign Language training for frontline colleagues
- We have continued to run Race and Cultural Intelligence Learning Sets, and established Disability Awareness Learning Sets, available for all to improve our cultural understanding and appreciation of the importance of diversity and understanding people's lived experiences.
- We were a partner of the NHS Employers Diversity in Health and Care Partners Programme, through which shared best practice with other NHS organisations across the country to learn and develop our EDI strategy.
- A group has been established to look at the reasonable adjustments and Access to Work process, to make improvements based on feedback received from our staff networks.
- We are about to pilot a simple form for patients to complete to tell us their protected characteristics, in the hope this will improve reporting rates.
- We have continued 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. We have held staff listening events to understand the barriers to reporting, and have established a Zero Tolerance Project Group to address these.

- 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, Dyslexia Awareness Week, and many more).
- Each clinical directorate has a regular meeting to discuss equality, diversity and inclusion relating to patients and colleagues.