Annual Workforce Equality Report

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Introduction

Workforce data from 1st April 2024 – 31st March 2025 is summarised below with respect to the following protected characteristics:

- Gender

- Age

- Religion/belief

- Sexual orientation

- Ethnicity – the term Ethnic and Cultural Minority (ECM) is used to refer to staff who are not white.

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.

This data is presented to:

- Promote discussion in directorates about equality, diversity and inclusion for our staff.

- Highlight issues, for example in teams with a lack of diversity, and negative Staff Survey outcomes.

- Raise awareness of EDI interventions, training, and support which is available.

Achievements

In 2025 LPT have worked hard to promote equality, diversity and inclusion for our colleagues in a variety of ways:

- ✓ **Together Against Racism** Group anti-racist strategy which includes actions on inclusive recruitment, career development, addressing racist abuse, improving equality data, developing cultural competency, community engagement and service user involvement.

- ✓ **Reverse Mentoring for Inclusion** scheme

- ✓ **EDI development** available across the LLR system, including:
  - ✓ Active Bystander Programme
  - ✓ Deaf Awareness and British Sign Language training
  - ✓ Developing Diverse Leadership and Developing Diverse Senior Leadership

- ✓ Disability Awareness, LGBT+ Awareness and Race and Cultural Intelligence **Learning Sets**

- ✓ **Reasonable Adjustments** Clinics and guidance for managers

- ✓ **Zero Tolerance to Abuse** initiative

- ✓ **Staff Support Networks**

- ✓ **Directorates** have arrangements in place to ensure that EDI issues are progressed, to ensure the best possible outcomes for staff and patients.

- ✓ **EDI Ambassadors** in FYPCLDA and CHS

- ✓ Use of the **Inclusive Decision-Making Framework** (equality impact assessments).

- ✓ **Equality Delivery System** workshops to hear colleagues' views about how our equality is going. These workshops also gave us the chance to feed back on how colleagues' ideas have been taken forward (you said, we did).

2024/25 EDI Workforce Data

Representation: LPT compared to LLR

Employee Relations

Staff Survey

Bank Staff

Recruitment

Summary & Next Steps

How to use this report:

- Go into presentation mode

- Red slides show the core data for each topic. Click to access each topic using the red buttons.

- Each topic slide has buttons on the right-hand side where you can access more detailed data if required: breakdowns by professional group, band, and directorate.

- Click Home Page or Back to return to a previous page.

Representation: how representative of LLR is our LPT workforce?

	LPT 2025 & (2024)	LLR (March 2021 Census)
Female	**81.6%** (81.2%)	**50.5%**
Ethnic & Cultural Minority (ECM)	**33.1%** (29.7%)	**27.5%**
Disabled	**11.7%** (9.4%)	**16.2%**
Religious • Atheist • Christian • Muslim • Hindu • Sikh • Other	**21.1%** (21.1%) **49.9%** (49.0%) **7.2%** (7.1%) **8.7%** (9.0%) **3.2%** (3.2%) **10.0%** (10.6%)	**36.5%** **41.5%** **9.7%** **8.7%** **2.7%** **0.9%**
LGB+	**4.5%** (4.4%)	**3.0%**

What the data shows

7028 substantive staff members are included in the figures. Only those who have declared that protected characteristic are included in each row.

LPT's demographics have not changed significantly since 2024, except for increases in the percentage of ECM and Disabled staff. This may be both because of recruitment, and also more people sharing their protected characteristics on ESR (only 2.6% of staff have not shared their ethnicity, compared to 3.2% last year; 10.9% of staff have not disclosed a disability status, compared to 13% last year).

LPT's workforce is more religious, LGB+, ethnically and culturally diverse, and female than the local population.

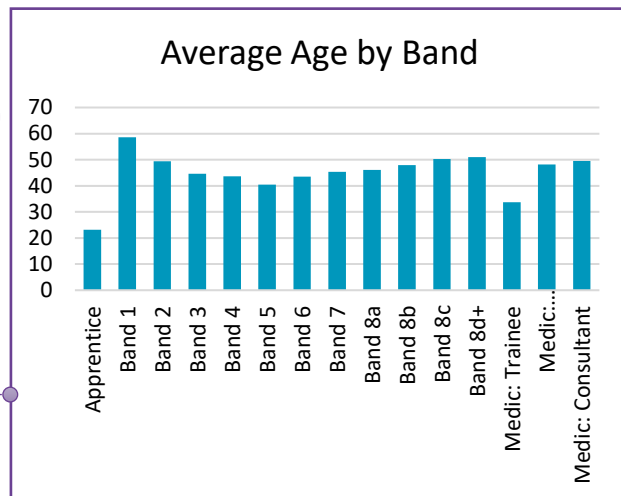Table: green – over-representation; red – under-representation

Representation: how representative of LLR is our LPT workforce?
Bands

Age

Average Age by Band

Sex

Sex by Band

Legend: Female, Male

Belief

Religious Belief by Band

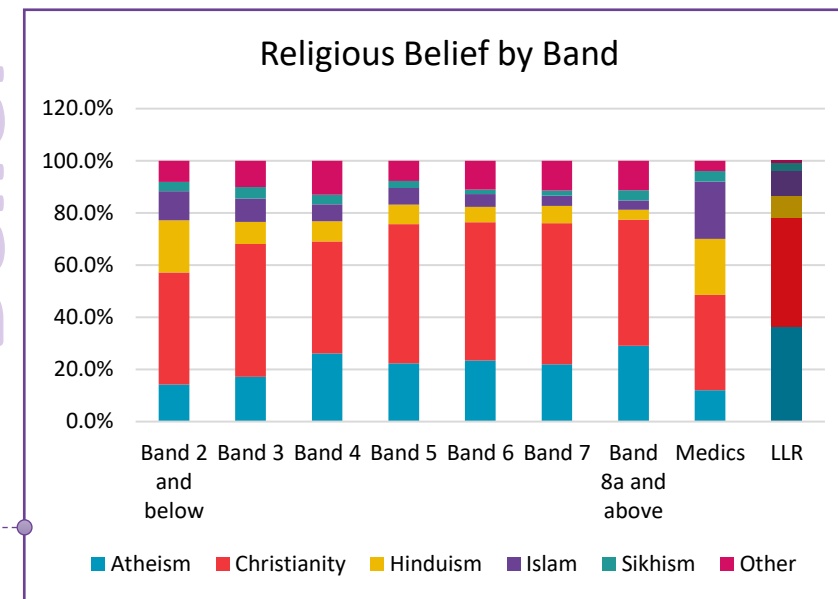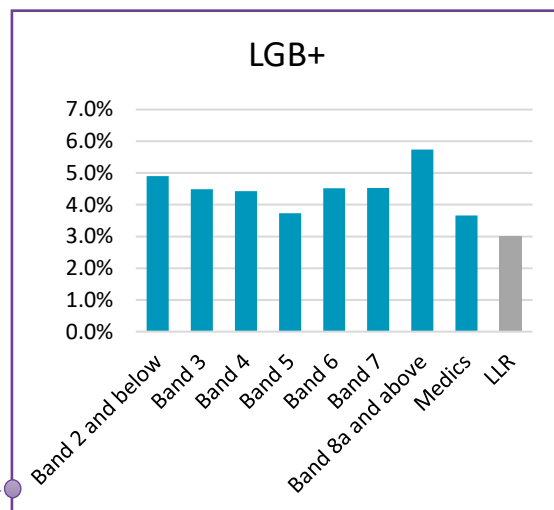Legend: Atheism, Christianity, Hinduism, Islam, Sikhism, Other

Sexual Orientation

LGB+
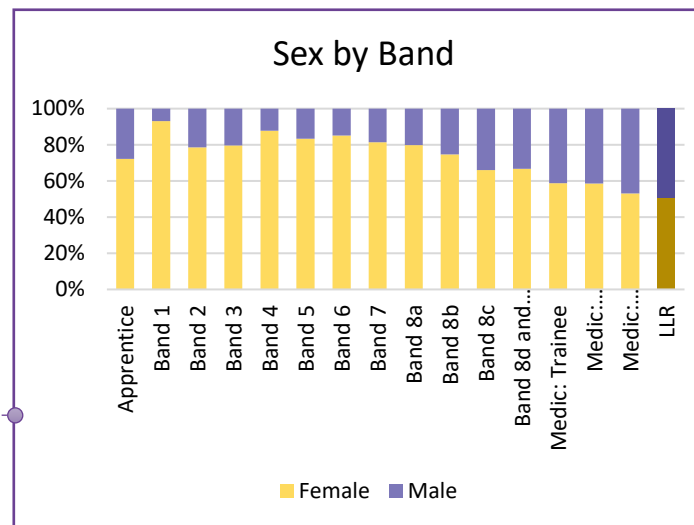
What the data shows

There have been no significant changes to the workforce age profile since last year. Overall, LPT's workforce has an average age of 46. Staff are on average younger in bands which represent common entry points into the NHS: apprentices, Band 5, Trainee Medics.

There are higher proportions of male staff at higher bands, and in medical roles.

There is religious diversity across all bands, but this is particularly the case for Bands 2 and below, and Medics. Bands 5 and above have workforce profiles most like the local population. Atheism is less common in LPT's workforce than the LLR population, and "Other" religions are much more common in LPT than in the LLR population.
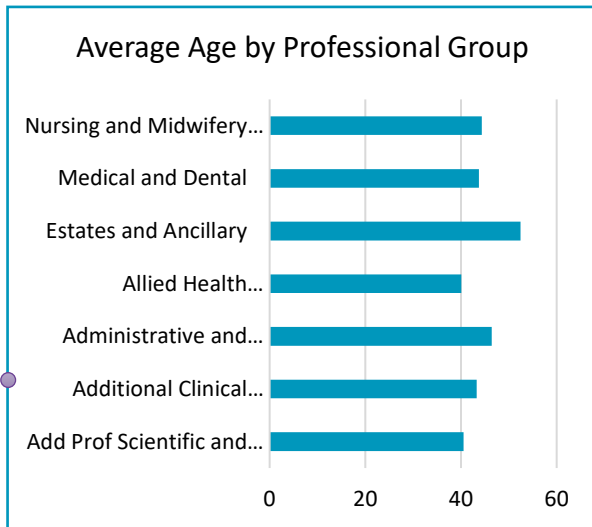
LGB+ staff are slightly more prevalent at Bands 2 and below, and Bands 8A and above, and less prevalent within the medical workforce and at Band 5. All Bands see a higher percentage of LGB+ people than the local population.
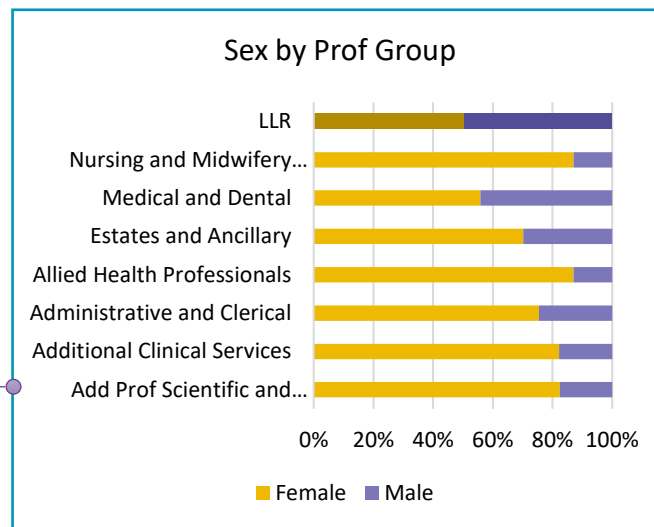
Representation: how representative of LLR is our LPT workforce?
Professional Groups

Age

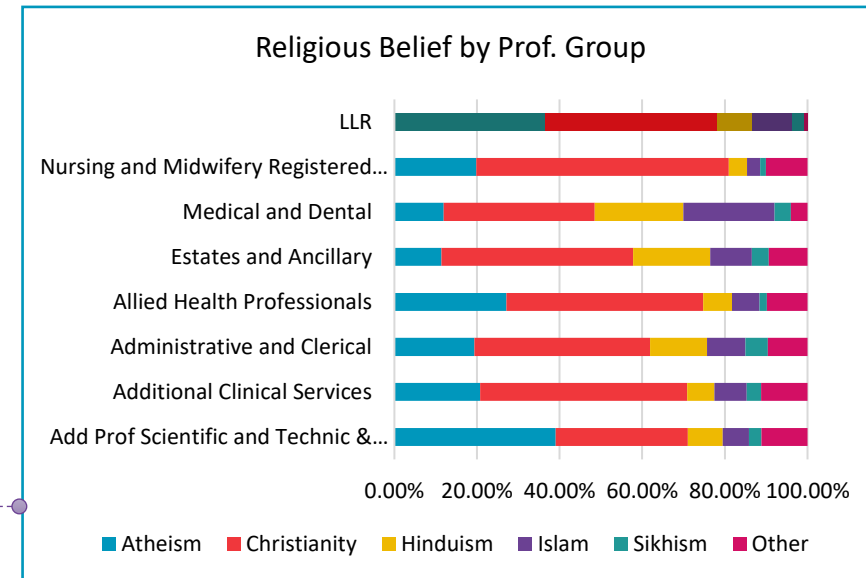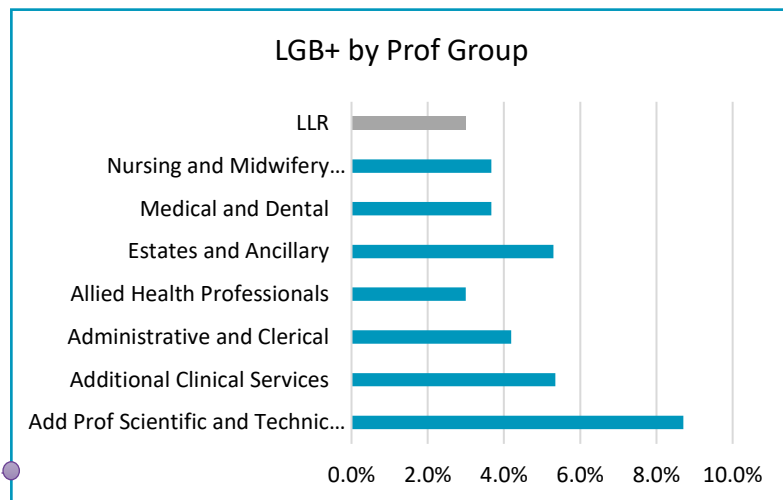### Average Age by Professional Group

- Nursing and Midwifery...
- Medical and Dental
- Estates and Ancillary
- Allied Health...
- Administrative and...
- Additional Clinical...
- Add Prof Scientific and...

(axis: 0, 20, 40, 60)

Sex

Sex by Prof Group

- LLR
- Nursing and Midwifery...
- Medical and Dental
- Estates and Ancillary
- Allied Health Professionals
- Administrative and Clerical
- Additional Clinical Services
- Add Prof Scientific and...

(axis: 0%, 20%, 40%, 60%, 80%, 100%)

■ Female ■ Male

Belief

Religious Belief by Prof. Group

- LLR
- Nursing and Midwifery Registered...
- Medical and Dental
- Estates and Ancillary
- Allied Health Professionals
- Administrative and Clerical
- Additional Clinical Services
- Add Prof Scientific and Technic &...

(axis: 0.00%, 20.00%, 40.00%, 60.00%, 80.00%, 100.00%)

■ Atheism ■ Christianity ■ Hinduism ■ Islam ■ Sikhism ■ Other

Sexual Orientation

LGB+ by Prof Group

- LLR
- Nursing and Midwifery...
- Medical and Dental
- Estates and Ancillary
- Allied Health Professionals
- Administrative and Clerical
- Additional Clinical Services
- Add Prof Scientific and Technic...

(axis: 0.0%, 2.0%, 4.0%, 6.0%, 8.0%, 10.0%)

What the data shows

The average age of Estates & Facilities staff is older than other professional groups, with Admin & Clerical as the next oldest group on average. Medical staff are most closely representative of the LLR gender split. For Nursing in particular, there is a large proportion of female staff.

There is religious diversity across all professional groups. Christianity is more prevalent in Nursing, Islam in Medical, and Hinduism in Medical and Estates & Facilities, compared to the LLR population.
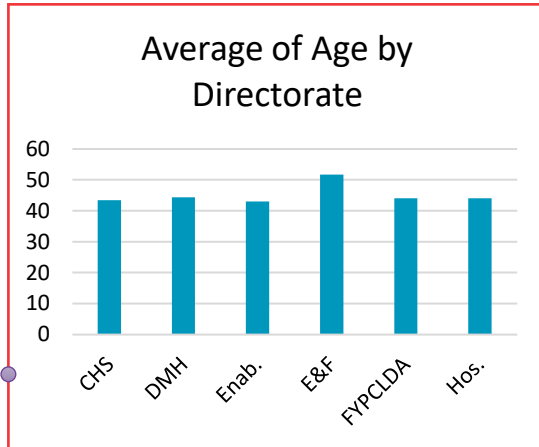
LGB+ staff are more common in Additional Professional Scientific & Technical roles (e.g. Clinical Psychologists), and less common in Allied Health Professions. Except AHPs, all staff groups have a higher proportion of LGB+ people than the local population.

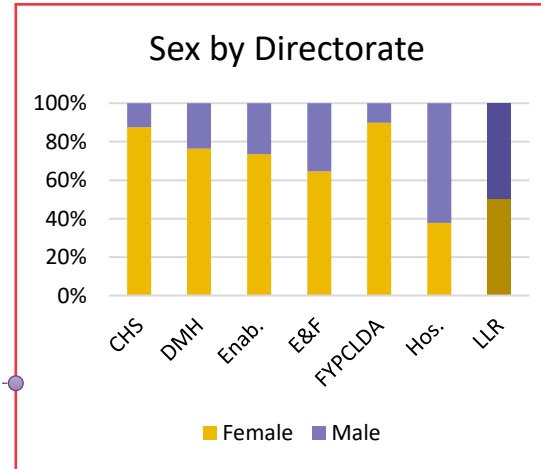# Representation: how representative of LLR is our LPT workforce?
Directorates

Age

Average of Age by Directorate

Sex

Sex by Directorate

Legend: Female, Male

Belief

Religious Belief by Directorate

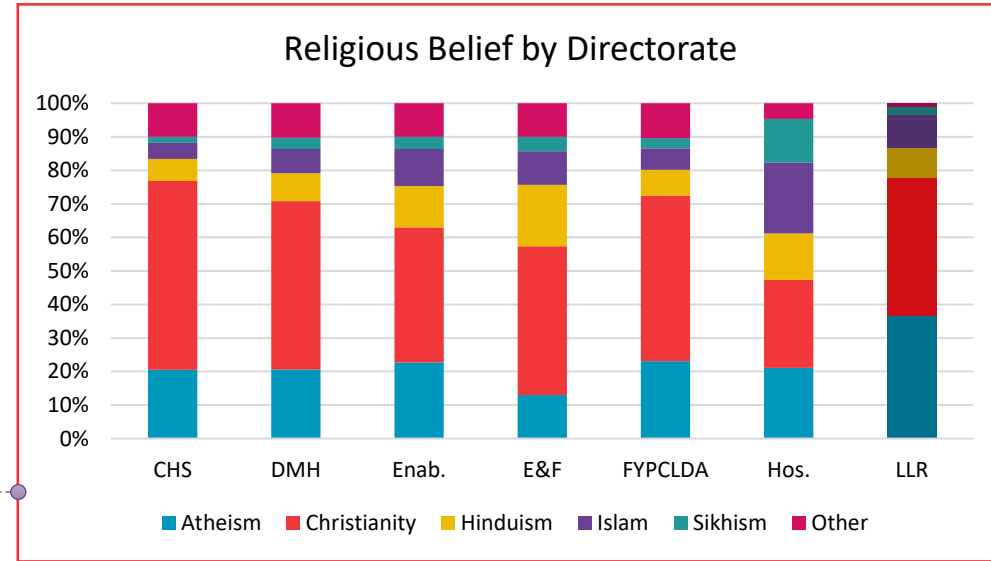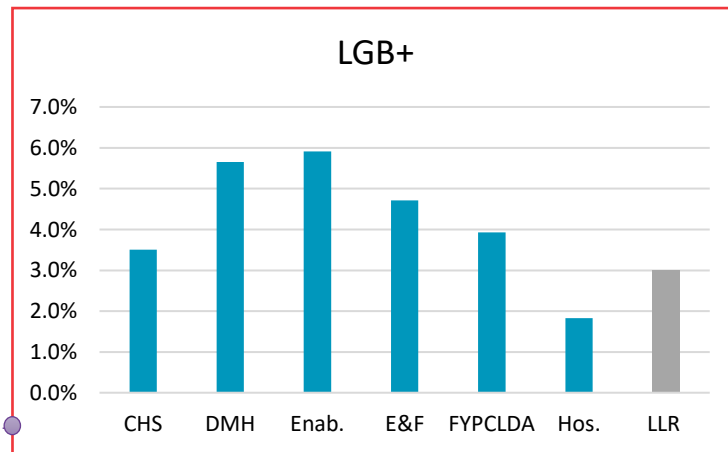Legend: Atheism, Christianity, Hinduism, Islam, Sikhism, Other

Sexual Orientation

LGB+

What the data shows

Age doesn't vary much between directorates. E&F has a slightly older average workforce than other services.

Clinical directorates have a higher proportion of women than non-clinical services. Hosted services is the only area with more men than women.

There is more religious diversity in Enabling, E&F and Hosted services, compared to the clinical directorates.

LGB+ staff are more common in DMH, Enabling, and E&F. However, all directorates except Hosted have a higher proportion of LGB+ staff than the local population.

Staff Survey: how do results differ between groups?

Abuse from the public

Abuse from managers
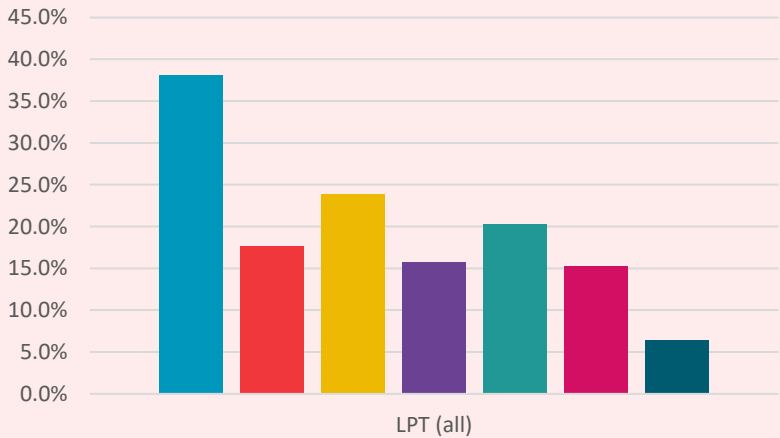
Abuse from colleagues

Flexible working

Career progression

Discrimination

Staff Survey: 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?
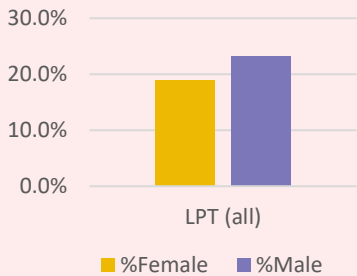
Belief

- % Any Other Religion (not inc. Jewish - too few responses)
- % Buddhist
- % Christian
- % Hindu
- % Muslim
- % No Religion
- % Sikh

Sex

LPT (all)

- %Female
- %Male

Sexual orientation

LPT (all)

- %Hetero
- %LGB+
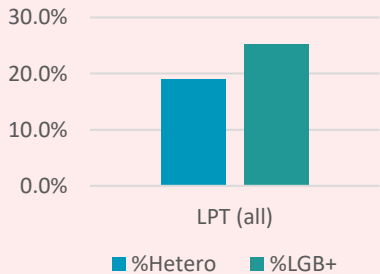
What the data shows

Staff most at risk of abuse from patients, relatives, and members of the public are:

- "Other" religions not otherwise stated (not including Judaism – insufficient data)
- Christian
- Muslim
- Male
- LGB+
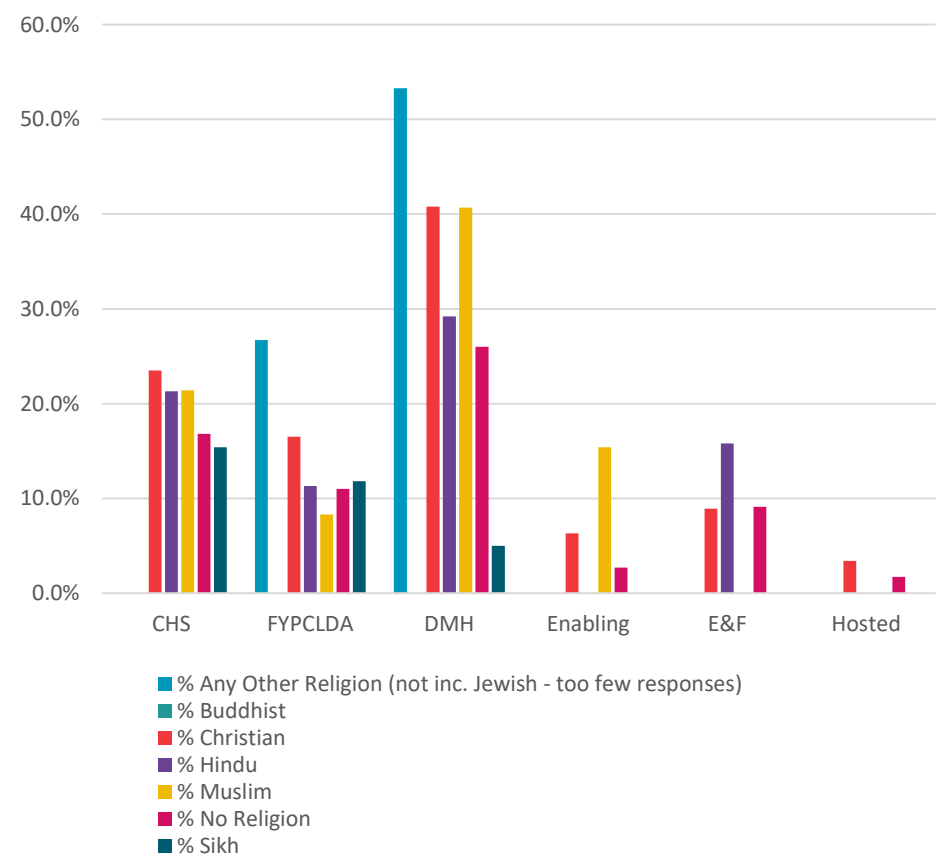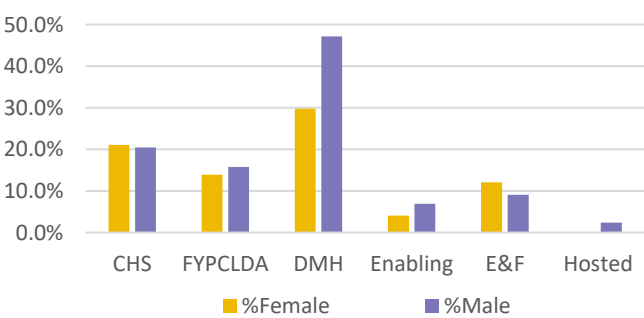- Disabled (from WDES data)
- Black (based on WRES data)

Belief

Chart legend (Belief):
- % Any Other Religion (not inc. Jewish - too few responses)
- % Buddhist
- % Christian
- % Hindu
- % Muslim
- % No Religion
- % Sikh

Categories: CHS, FYPCLDA, DMH, Enabling, E&F, Hosted

Sex

Legend: %Female, %Male

Categories: CHS, FYPCLDA, DMH, Enabling, E&F, Hosted

Sexual orientation

Legend: %Hetero, %LGB+

Categories: CHS, FYPCLDA, DMH, Enabling, E&F, and Hosted

What the data shows

In CHS, Christian, Hindu and Muslim staff, and LGB+ staff, are most likely to experience abuse from the public. There are no trends with respect to sex.

In FYCPLDA, staff from "Other" religions, Christians, and LGB+ staff are most likely to experience abuse from the public. Men are slightly more likely.

In DMH, staff from "Other" religions, Christians, and Muslims, are most likely to experience abuse from the public, as well as men. There are no trends with respect to sexual orientation.

In Enabling services, Hindus and men are most likely to experience abuse. In Estates & Facilities, Hindu staff and women are most likely to experience this abuse. Data is insufficient for Hosted services, where very few staff members experience abuse from the public. There are no trends with respect to sexual orientation.

Staff Survey

Staff Survey: In the last 12 months, have you personally experienced harassment, bullying or abuse at work from managers?
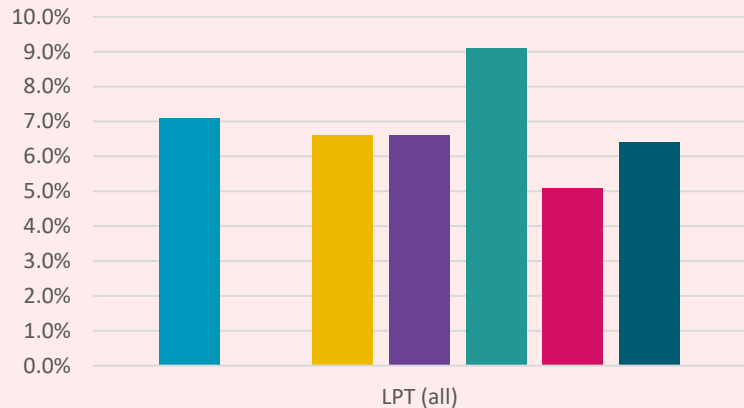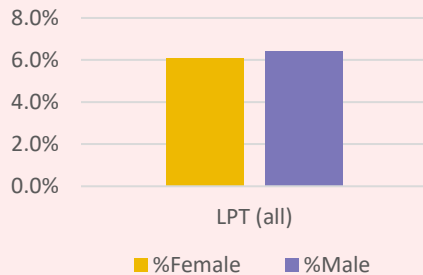
Belief

Legend:
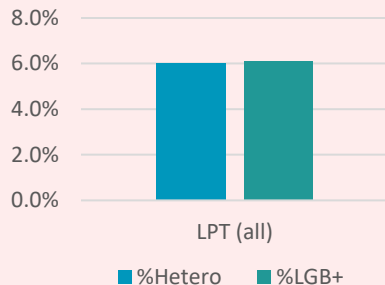- % Any Other Religion (not inc. Jewish - too few responses)
- % Buddhist
- % Christian
- % Hindu
- % Muslim
- % No Religion
- % Sikh

Sex

LPT (all)
- %Female
- %Male

Sexual orientation

LPT (all)
- %Hetero
- %LGB+

What the data shows

Staff most likely to report abuse from managers are:

- Muslim
- Disabled (from WDES data)
- Black (from WRES data)

Directorates
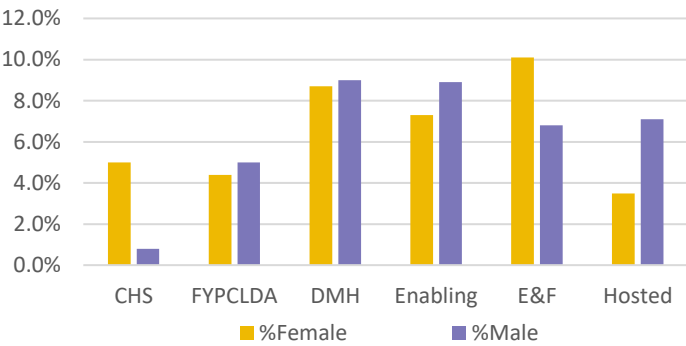
Home Page   **Staff Survey**

Staff Survey: abuse from managers
Directorates

Belief
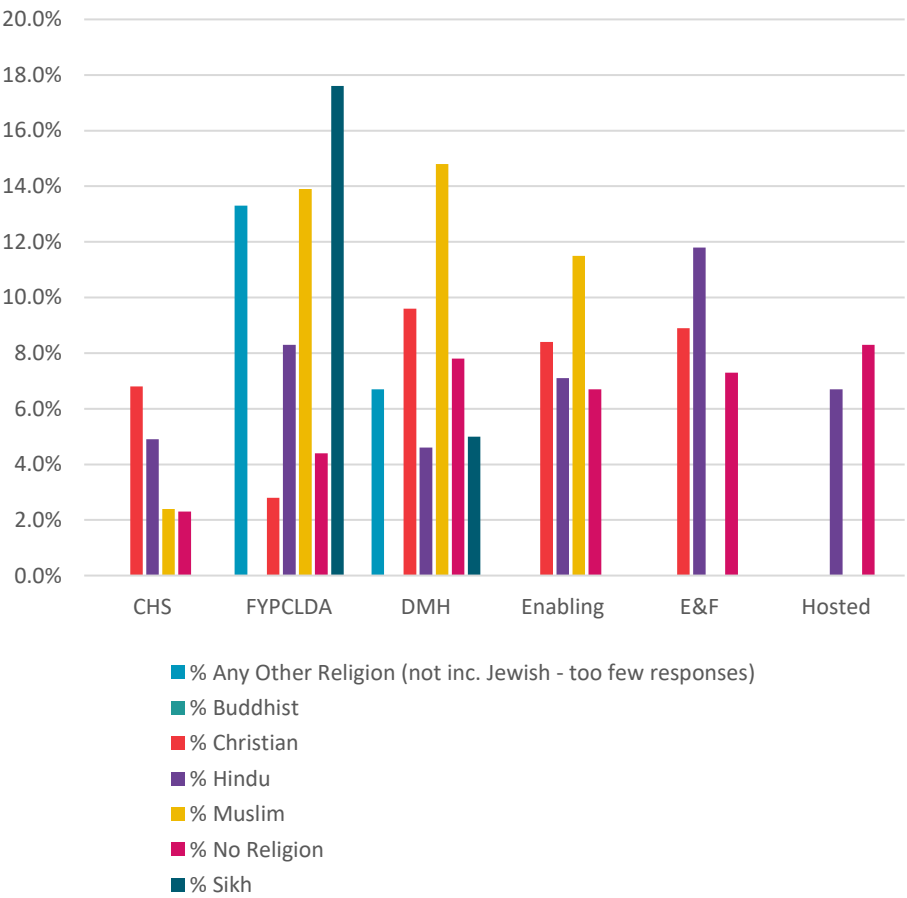
Sex

Sexual orientation

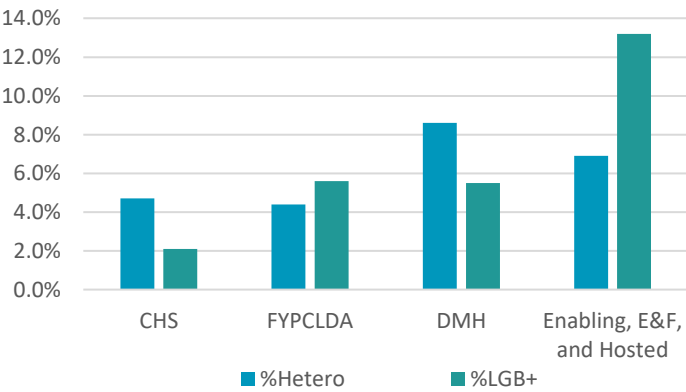**Staff Survey**

What the data shows

In CHS, Christian and Hindu staff, heterosexual staff, and women, are most likely to experience abuse from managers.

In FYCPLDA, staff from "Other" religions, Muslims, Sikhs, and LGB+ staff are most likely to experience abuse from managers. Men are slightly more likely.

In DMH, Muslims and heterosexual staff are most likely to experience abuse from managers. There are no trends with respect to sex.
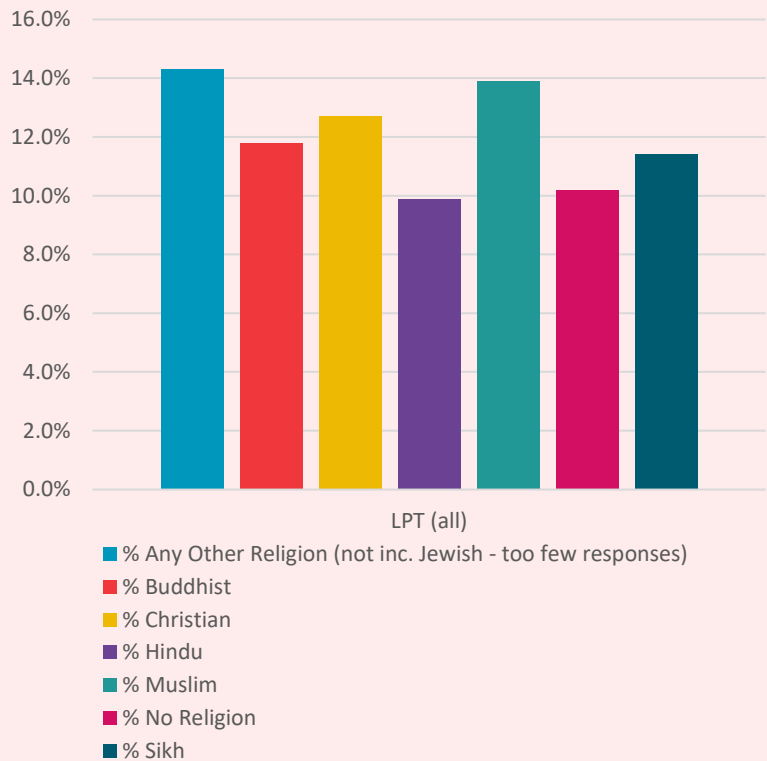
In Enabling services, Muslims and men are more likely to experience abuse. In Estates & Facilities, Hindu staff and women are most likely to experience this abuse. In Hosted services, abuse is more likely towards Hindus and those of no religion, with men more likely to report experiencing this kind of abuse. LGB+ staff are also more likely to experience abuse from managers, compared to heterosexual staff.

Staff Survey: In the last 12 months, have you personally experienced harassment, bullying or abuse at work from colleagues?
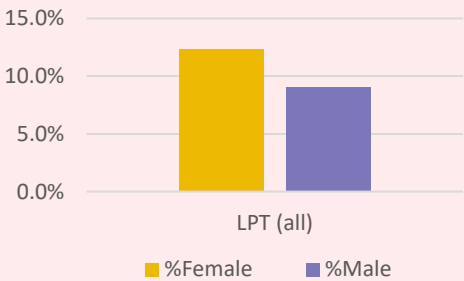
Belief

- ■ % Any Other Religion (not inc. Jewish - too few responses)
- ■ % Buddhist
- ■ % Christian
- ■ % Hindu
- ■ % Muslim
- ■ % No Religion
- ■ % Sikh

Sex

LPT (all)

- ■ %Female
- ■ %Male

Sexual orientation

LPT (all)

- ■ %Hetero
- ■ %LGB+

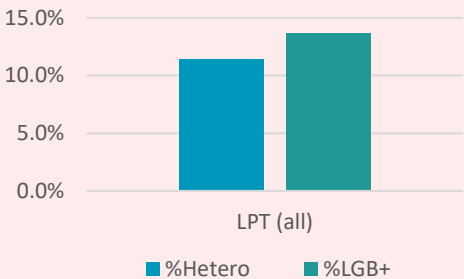### What the data shows

Staff most likely to report abuse from colleagues are:

- Female
- LGB+
- "Other" religions and Muslim
- Disabled (from WDES data)
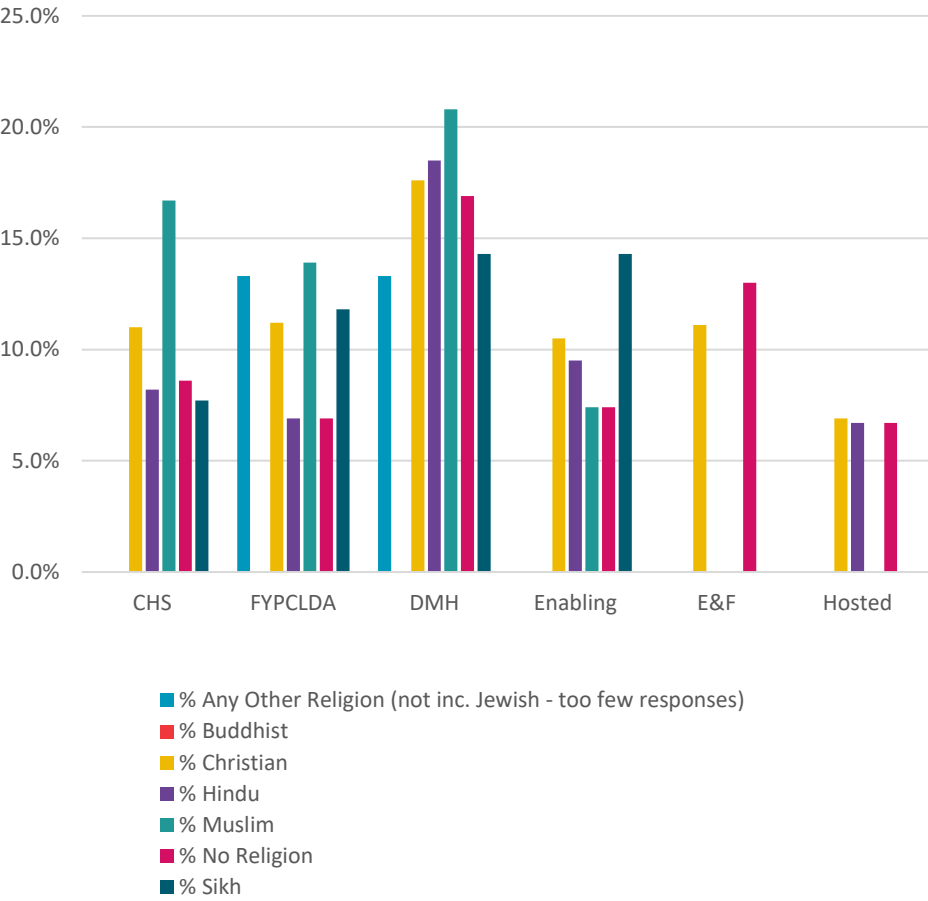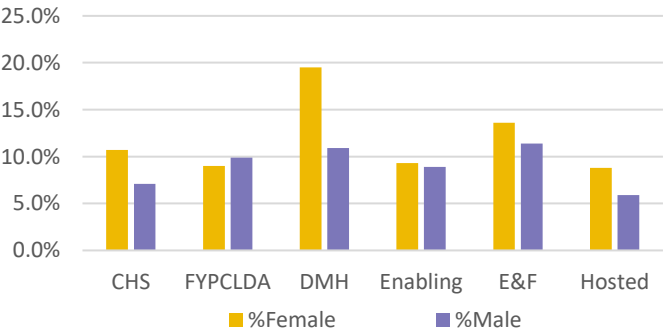- Mixed ethnicity backgrounds (from WRES data)

Home Page

Staff Survey
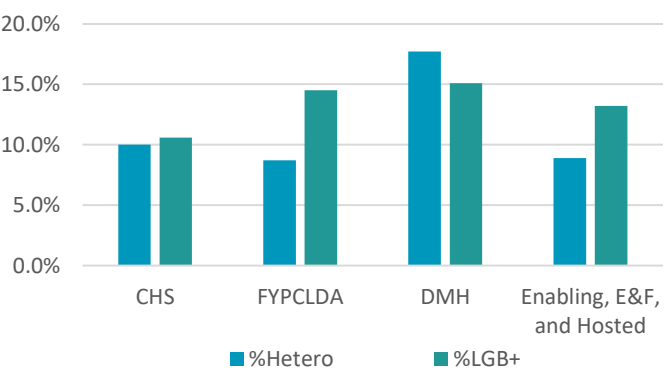
Staff Survey: abuse from colleagues
Directorates

Belief

- % Any Other Religion (not inc. Jewish - too few responses)
- % Buddhist
- % Christian
- % Hindu
- % Muslim
- % No Religion
- % Sikh

Staff Survey

Sex

- %Female
- %Male

Sexual orientation

- %Hetero
- %LGB+

What the data shows

In CHS, Muslim staff, and women, are most likely to experience abuse from colleagues. There are no trends with respect to sexual orientation.
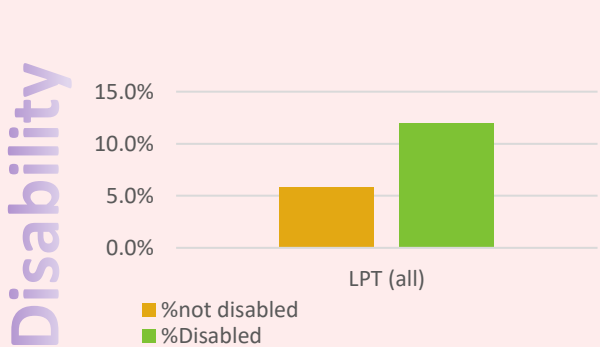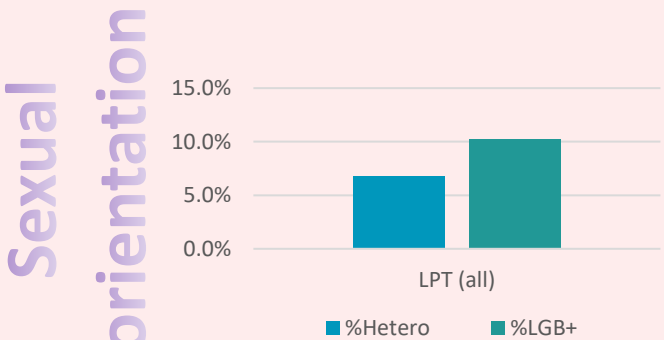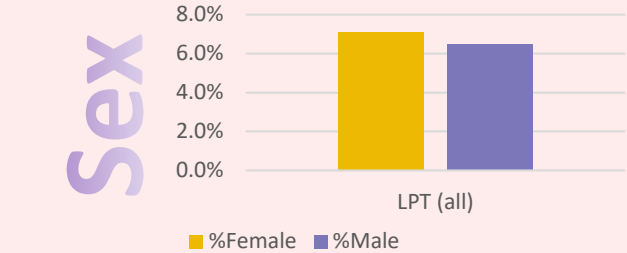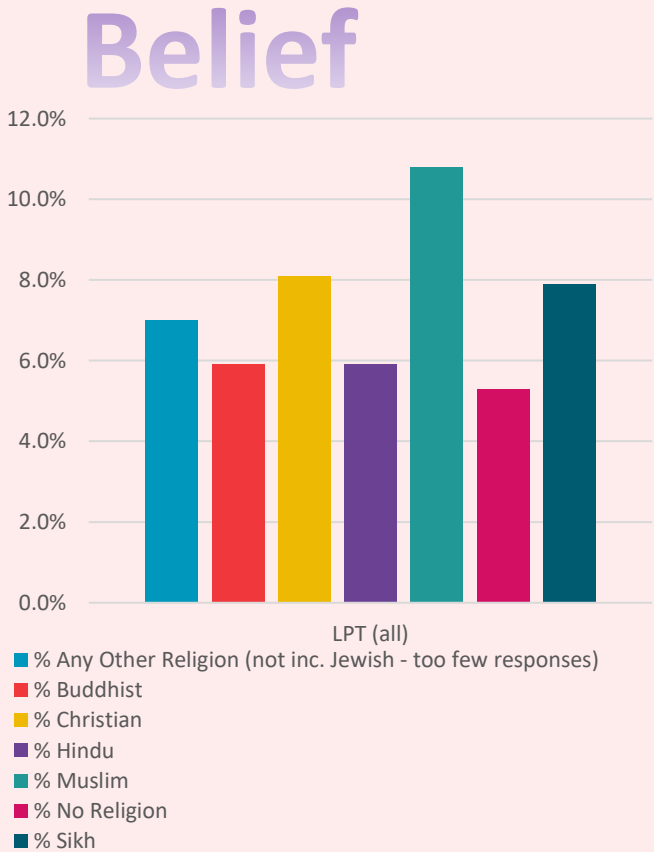
In FYCPLDA, staff from "Other" religions, Muslims, and LGB+ staff are most likely to experience abuse from colleagues. Men are slightly more likely.

In DMH, Muslims and heterosexual staff are slightly more likely to experience abuse from colleagues. Women are more likely to experience this. Abuse is more common than in other directorates overall.

In Enabling services, Sikh staff are more likely to experience abuse. In Estates & Facilities, Christian and atheist staff and women are most likely to experience this abuse. In Hosted services, abuse is more likely towards Christians, Hindus and those of no religion, with women more likely to report experiencing this kind of abuse. LGB+ staff are also more likely to experience abuse from managers, compared to heterosexual staff.

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

Belief

LPT (all)

- ■ % Any Other Religion (not inc. Jewish - too few responses)
- ■ % Buddhist
- ■ % Christian
- ■ % Hindu
- ■ % Muslim
- ■ % No Religion
- ■ % Sikh

Sex

LPT (all)

- ■ %Female ■ %Male

Sexual orientation

LPT (all)

- ■ %Hetero ■ %LGB+

Disability

LPT (all)

- ■ %not disabled
- ■ %Disabled

What the data shows

Staff most likely to experience discrimination from other staff are:

- Muslim
- Disabled
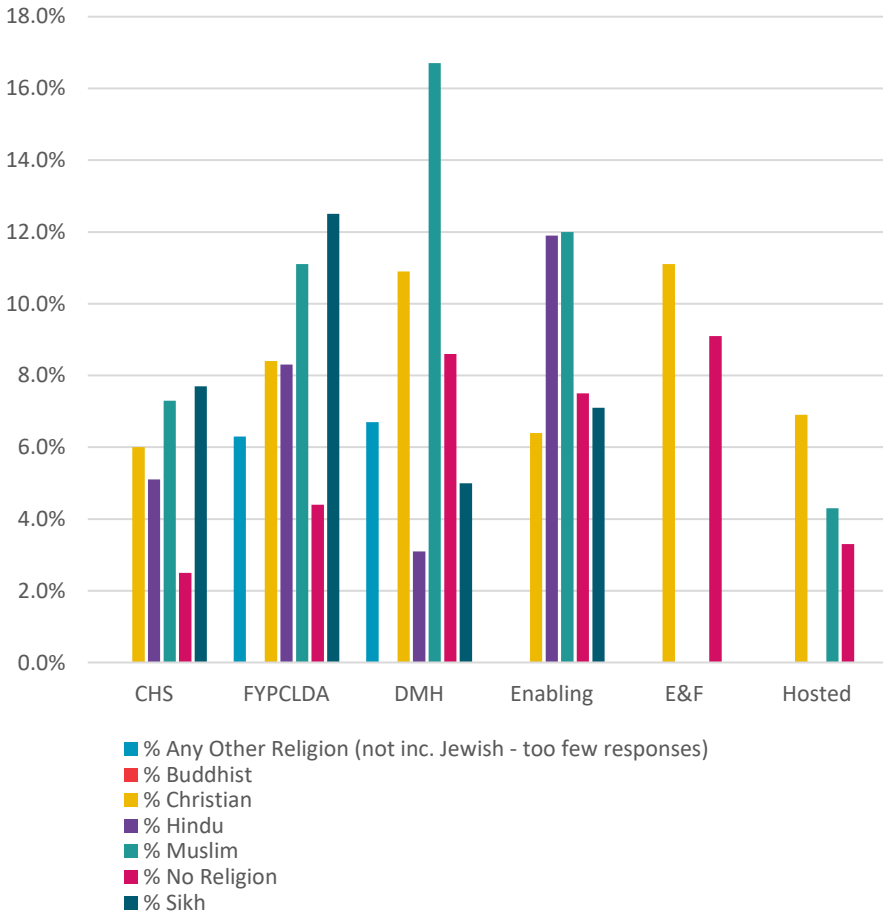- From ethnic and cultural minority backgrounds (from WRES data)

Belief

Legend:
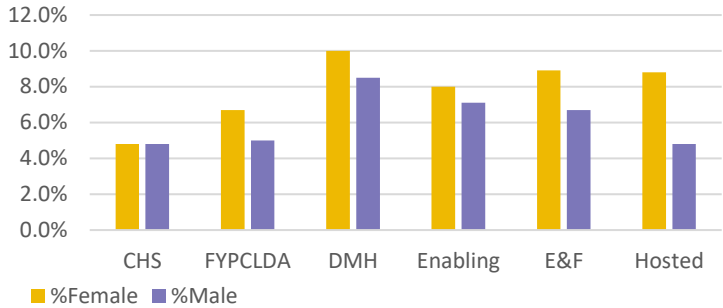- % Any Other Religion (not inc. Jewish - too few responses)
- % Buddhist
- % Christian
- % Hindu
- % Muslim
- % No Religion
- % Sikh

Staff Survey

Sex

- %Female
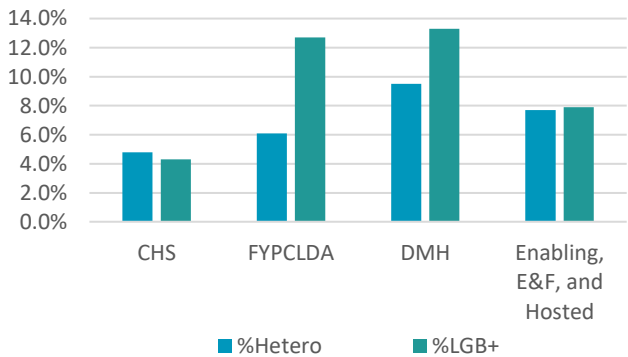- %Male

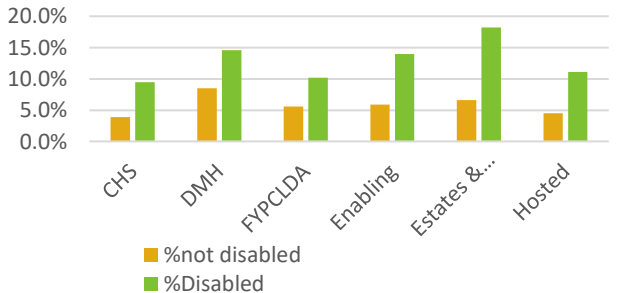## Sexual orientation

- %Hetero
- %LGB+

Disability

- %not disabled
- %Disabled

What the data shows

In CHS, Sikh & Muslim staff, those with disabilities, are most likely to experience discrimination. There are no trends with respect to sexual orientation or sex.

In FYCPLDA, Muslims, women, LGB+ staff and those with disabilities are most likely to experience discrimination.

In DMH, Muslims, women, LGB+ and staff with disabilities are most likely to experience discrimination.

In Enabling services, Hindu and Muslim staff are more likely to experience discrimination, as well as those with disabilities. In Estates & Facilities, Christian and atheist staff and women are most likely to experience this. In Hosted services, discrimination is more likely towards Christians, women, and those with disabilities. There are no trends with respect to sexual orientation.

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

Belief

100.0%

50.0%

0.0%

LPT (all)

- ■ % Any Other Religion (not inc. Jewish - too few responses)
- ■ % Buddhist
- ■ % Christian
- ■ % Hindu
- ■ % Muslim
- ■ % No Religion
- ■ % Sikh

Sex

80.0%
60.0%
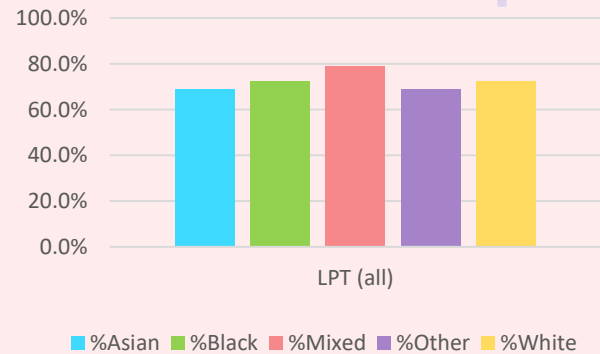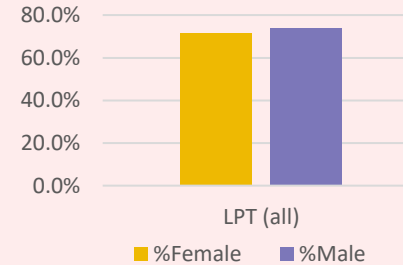40.0%
20.0%
0.0%

LPT (all)

- ■ %Female
- ■ %Male

Sexual orientation

80.0%
60.0%
40.0%
20.0%
0.0%

LPT (all)

- ■ %Hetero
- ■ %LGB+

Ethnic Group

100.0%
80.0%
60.0%
40.0%
20.0%
0.0%

LPT (all)

- ■ %Asian
- ■ %Black
- ■ %Mixed
- ■ %Other
- ■ %White

Disability

80.0%
60.0%
40.0%
20.0%
0.0%

LPT (all)

- ■ %not disabled
- ■ %Disabled
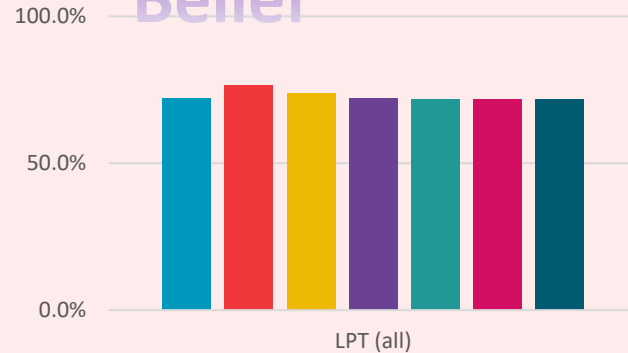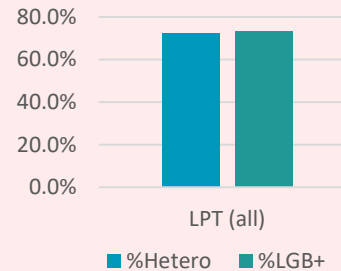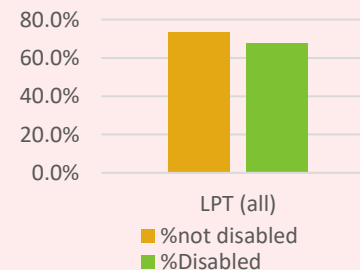
What the data shows

There are no clear trends with regards to religion/belief. Buddhist staff are slightly more likely to be satisfied with flexible working arrangements, but there is no religion/belief which scores lower than others for this metric.

There are no trends with respect to sexual orientation.

Those who are dissatisfied with flexible working are more likely to be:
- Asian or Other ethnicity
- Disabled
- Female (slightly)

Directorates

Staff Survey: flexible working
Directorates

Belief

Legend:
- % Any Other Religion (not inc. Jewish - too few responses)
- % Buddhist
- % Christian
- % Hindu
- % Muslim
- % No Religion
- % Sikh

Ethnic Group

Legend: %Asian, %Black, %Mixed, %Other, %White

Sex

Legend: %Female, %Male
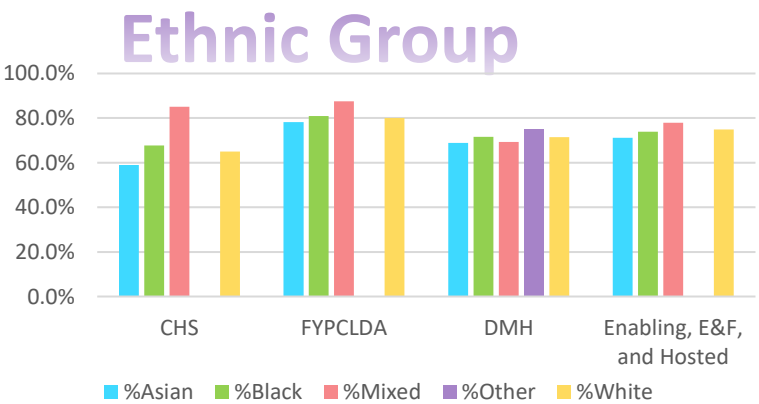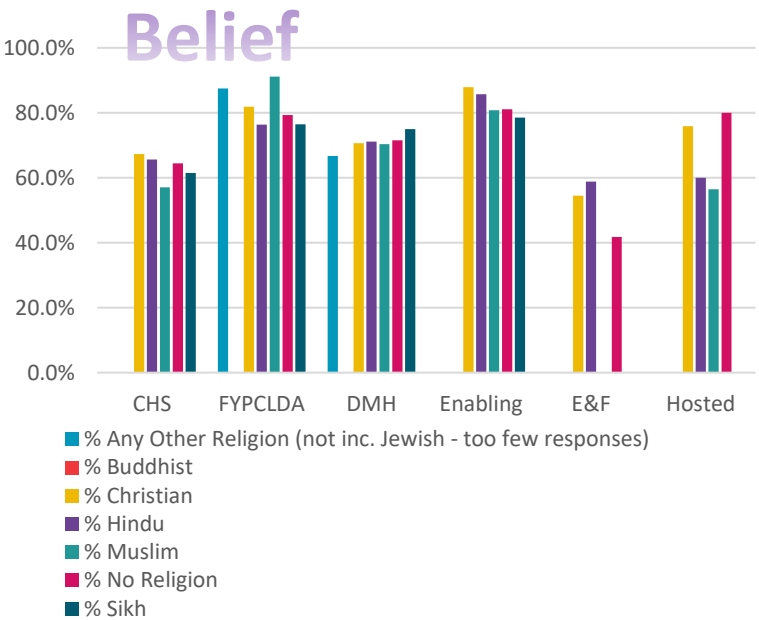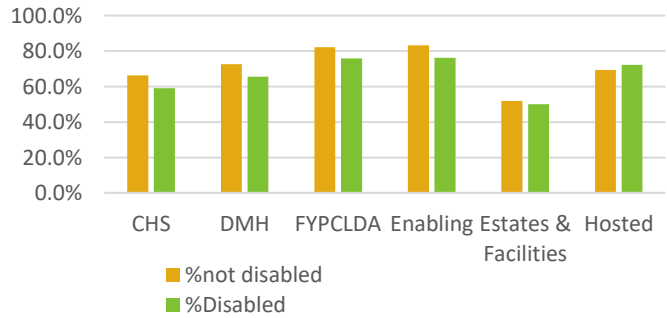
Sexual orientation

Legend: %Hetero, %LGB+

Disability

Legend: %not disabled, %Disabled

Staff Survey
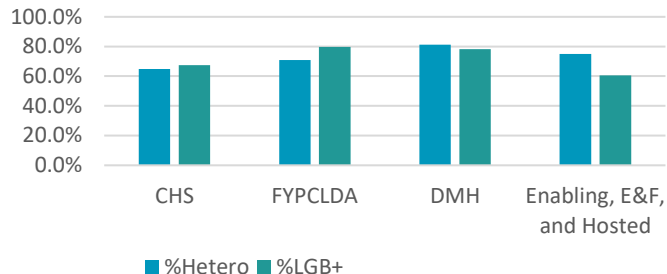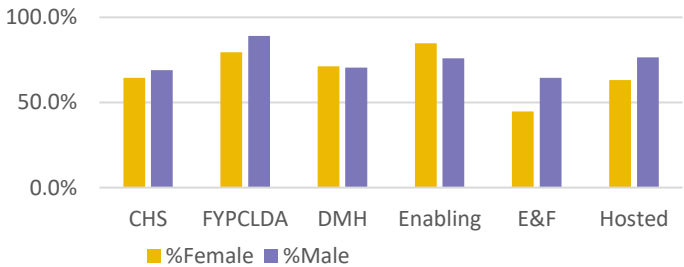
What the data shows

In CHS, there are no trends relating to religion/belief or sexual orientation when it comes to satisfaction with flexible working. Disabled staff and women are both slightly less likely to be happy with flexible working arrangements. Asian and white staff are the ethnic groups least likely to be happy with this.

In FYPCLDA, the following groups report the least satisfaction with flexible working: Hindus, Sikhs, Asian staff, women, heterosexual staff, and those with disabilities.

In DMH, there do not appear to be any trends for this metric with respect to religion/belief, ethnic group, sex, or sexual orientation. Disabled staff are less likely to be happy with flexible working than non-disabled staff.

In Enabling services, the following groups report the least satisfaction with flexible working: Sikhs, men, and those with disabilities. For E&F, those least satisfied are: atheists and women. For Hosted: Hindus, Muslims, women. In Enabling, E&F, and Hosted services as a whole, LGB+ staff are also less satisfied with flexible working opportunities than heterosexual staff.

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

Belief
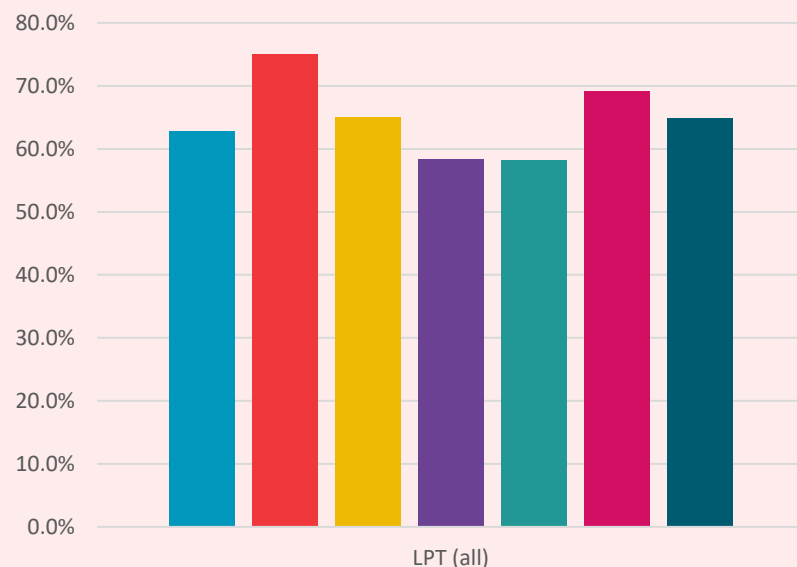
LPT (all)

- ■ % Any Other Religion (not inc. Jewish - too few responses)
- ■ % Buddhist
- ■ % Christian
- ■ % Hindu
- ■ % Muslim
- ■ % No Religion
- ■ % Sikh

Sex

LPT (all)

- ■ %Female
- ■ %Male

Sexual orientation

LPT (all)
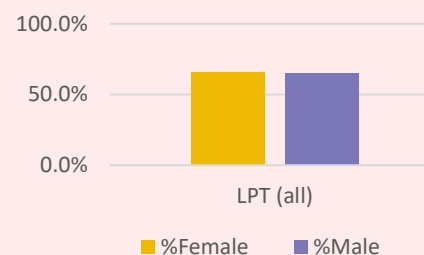
- ■ %Hetero
- ■ %LGB+

What the data shows

Staff least likely to feel career opportunities are fair are:

- Those of "Other" religions, Hindu, Muslim
- Heterosexual (slightly less likely than LGB+ staff)
- From ethnic and cultural minority backgrounds (from WRES data)
- Disabled (slightly) (from WDES data).

Click for more detail

Directorates

Home Page

Staff Survey

Belief

Legend:
- █ % Any Other Religion (not inc. Jewish - too few responses)
- █ % Buddhist
- █ % Christian
- █ % Hindu
- █ % Muslim
- █ % No Religion
- █ % Sikh

Sex

- ■ %Female   ■ %Male

Sexual orientation

- ■ %Hetero   ■ %LGB+

Staff Survey
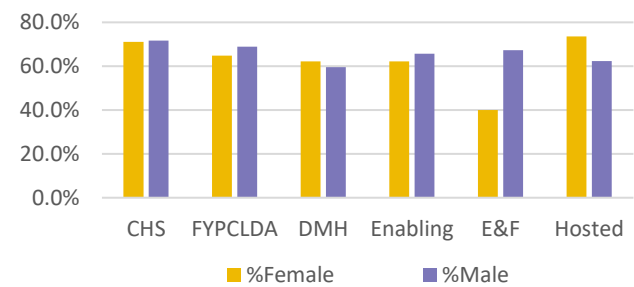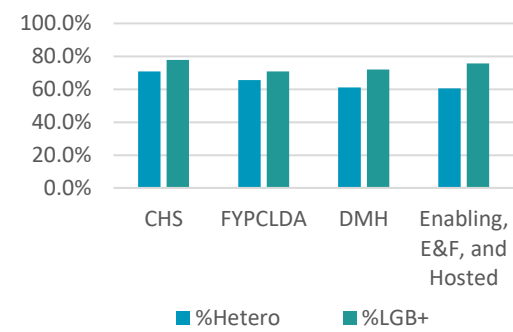
What the data shows

In CHS, Muslim staff are the least likely to feel career progression is fair. There are no trends with respect to sex.

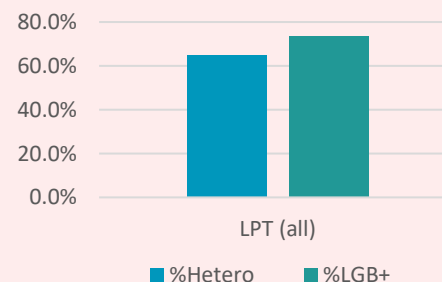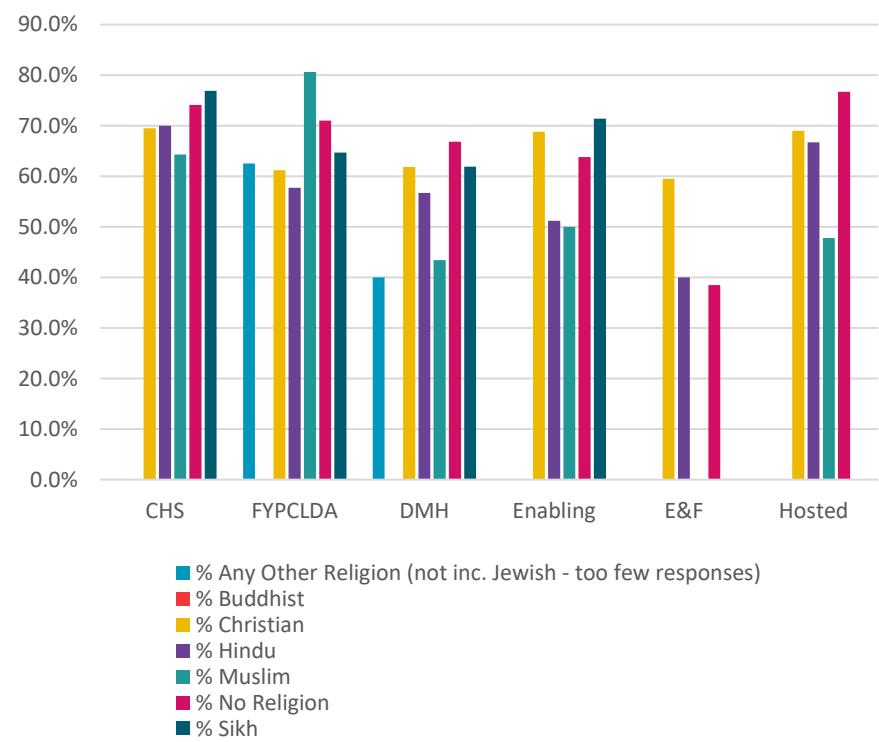In FYCPLDA, Muslim staff are the religion most likely to feel career progression is fair; less so, Christians and Hindus. Women are slightly less likely to feel career progression is fair compared to men.
In DMH, those of "Other" religions and Muslims, are least likely to feel career progression is fair. There are no trends with respect to sex.

In Enabling services, Hindu and Muslim staff are least likely to feel career progression is fair. In Estates & Facilities, Hindu and atheist staff are most likely to feel this way. In addition, there is a significant difference in terms of sex: women are far less likely to feel career progression is fair in E&F than men are. In Hosted services, Muslim staff and men are least likely to feel career progression is fair.

Throughout all directorates, heterosexual staff are also less likely to feel career progression is fair, compared to LGB+ staff.

Recruitment: how do applicants fare, depending on protected characteristics?

	Group most likely to be recruited from shortlisting, and by how many times	
	All bands	**Bands 8A+**
Sex	Female, 1.67	Female, 1.36
Sexual orientation	LGB+, 1.20	*insufficient data*
Age	41 and older, 1.22	40 and under, 1.31
Religion	"Other" religions, 1.48 Atheism, 1.40	Religious, 1.66

Successful applicants (% of those shortlisted)

What the data shows

A likelihood ratio of between 0.8 – 1.25 times is statistically equal.

A ratio of over 1.25 suggests that group is more likely to be recruited than other groups.

The following groups are most likely to be recruited:
• Female
• Atheist or "Other" religion
At Band 8A+:
• Female
• 40 and under
• Religious

Note: data combines NHS Jobs and Jobtrain vacancies. Due to data limitations, for NHS Jobs, a successful applicant is one who receives an offer. For Jobtrain, a successful applicant is one who starts in post.
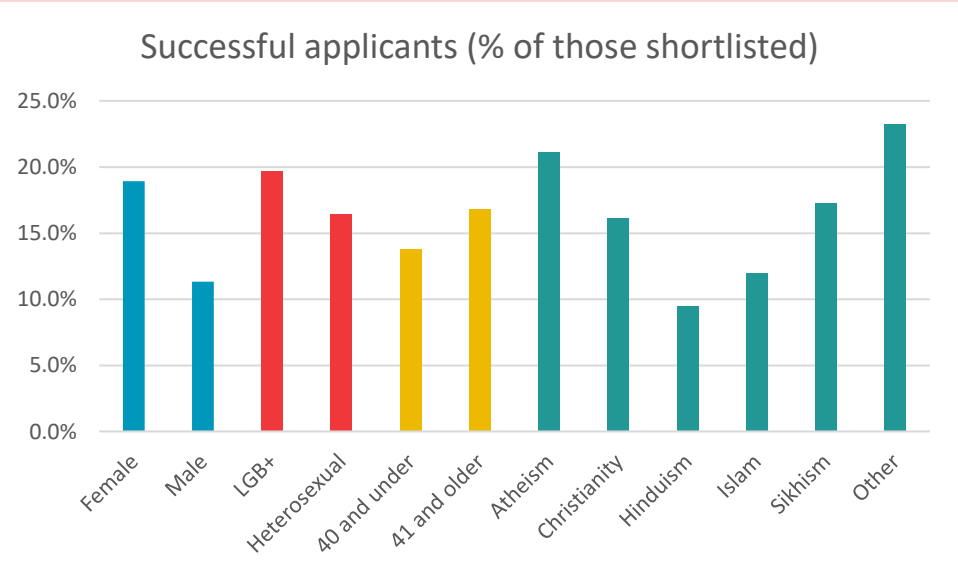
CHS

DMH

FYCPLDA

Enab, Hos, E&F

Recruitment: how do applicants fare?
CHS

	Group most likely to be recruited from shortlisting, and by how many times compared to other group/s
Sex	Female, 1.62
Sexual orientation	Heterosexual, 1.83
Age	41 and over, 1.05
Religion	Atheist, 1.23
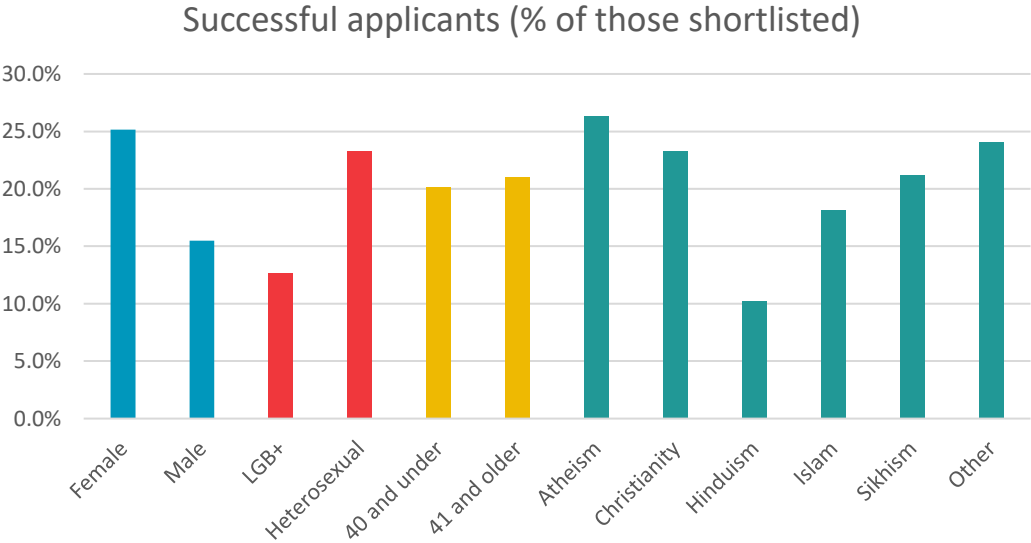
Successful applicants (% of those shortlisted)

What the data shows

A likelihood ratio of between 0.8 – 1.25 times is statistically equal.

A ratio of over 1.25 suggests that group is more likely to be recruited than other groups.

The following groups are most likely to be recruited:
- Female
- Heterosexual

LGB+ applicants, men, and Hindu applicants are less likely to be successful at interview.

Note: data combines NHS Jobs and Jobtrain vacancies. Due to data limitations, for NHS Jobs, a successful applicant is one who receives an offer. For Jobtrain, a successful applicant is one who starts in post.

Recruitment: how do applicants fare?
DMH

	Group most likely to be recruited from shortlisting, and by how many times compared to other group/s
Sex	Female, 1.69
Sexual orientation	LGB+, 1.72
Age	41 and older, 1.04
Religion	Other religions, 2.10
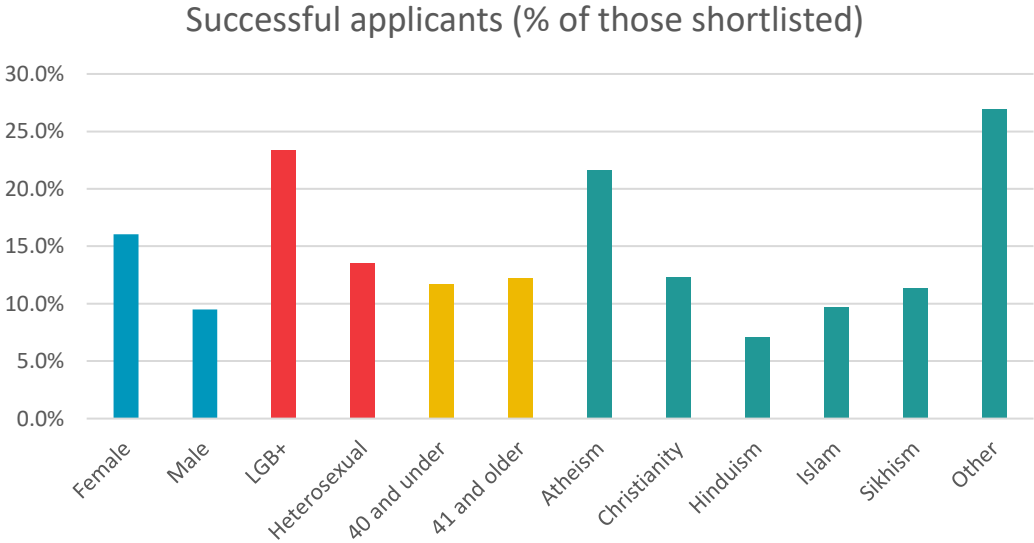
Successful applicants (% of those shortlisted)

What the data shows

A likelihood ratio of between 0.8 – 1.25 times is statistically equal.

A ratio of over 1.25 suggests that group is more likely to be recruited than other groups.

A ratio of below 0.8 suggests the group is less likely to be recruited than other groups.

The following groups are most likely to be recruited:
- Female
- LGB+
- "Other" religions

Heterosexual applicants, men, and people of religions except those classified as "Other", are less likely to be successful at interview.

Note: data combines NHS Jobs and Jobtrain vacancies. Due to data limitations, for NHS Jobs, a successful applicant is one who receives an offer. For Jobtrain, a successful applicant is one who starts in post.
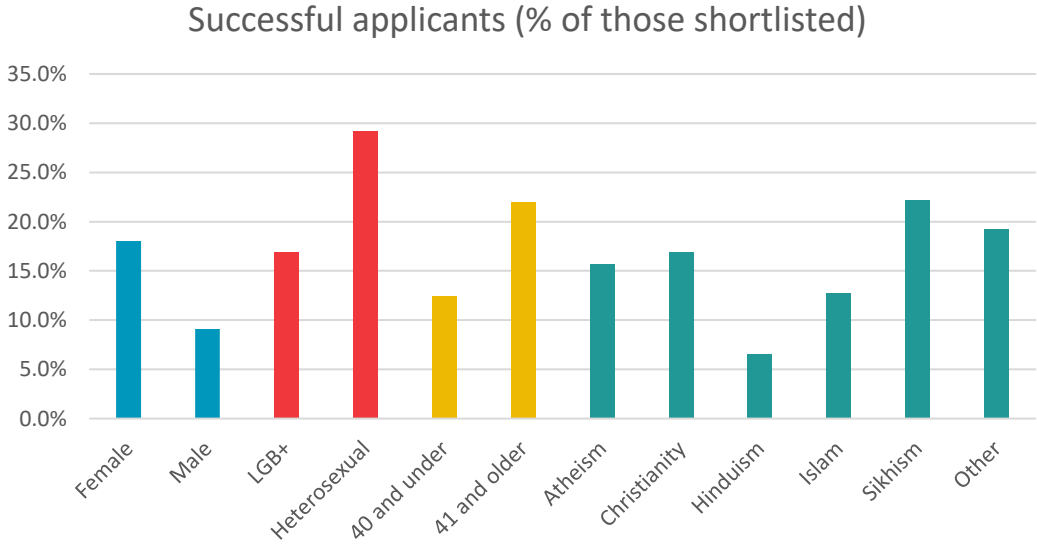
Back to Representation

Recruitment: how do applicants fare?
FYPCLDA

	Group most likely to be recruited from shortlisting, and by how many times compared to other group/s
Sex	Female, 1.98
Sexual orientation	Heterosexual, 1.73
Age	41 and older, 1.77
Religion	Sikhism, 1.49

Successful applicants (% of those shortlisted)

What the data shows

A likelihood ratio of between 0.8 – 1.25 times is statistically equal.

A ratio of over 1.25 suggests that group is more likely to be recruited than other groups.

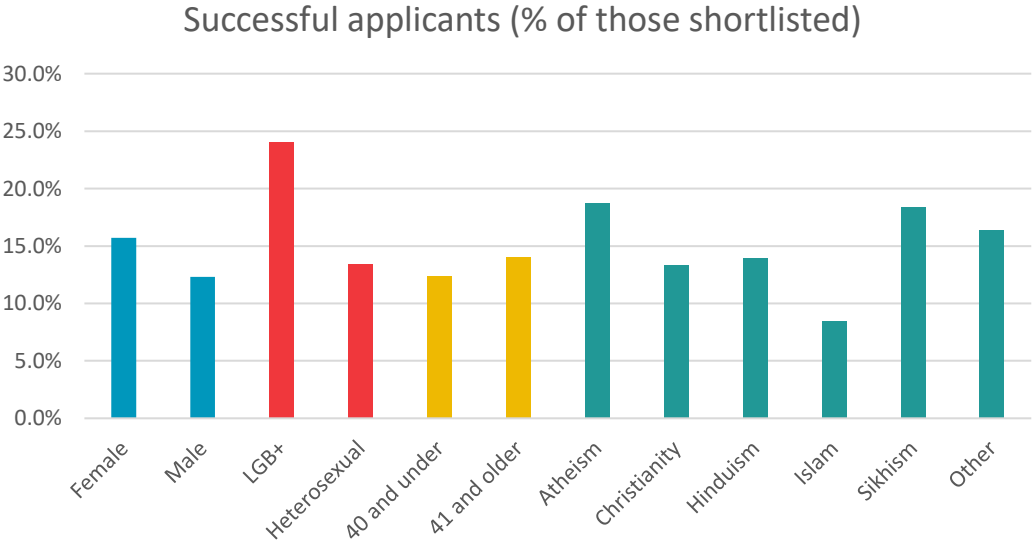The following groups are most likely to be recruited:
- Female
- Heterosexual
- 41 and older
- Sikh

LGB+ applicants, men, and Hindu applicants are less likely to be successful at interview.

Note: data combines NHS Jobs and Jobtrain vacancies. Due to data limitations, for NHS Jobs, a successful applicant is one who receives an offer. For Jobtrain, a successful applicant is one who starts in post.

Recruitment: how do applicants fare?
Enabling, Hosted, and Estates & Facilities

	Group most likely to be recruited from shortlisting, and by how many times compared to other group/s
Sex	Female, 1.28
Sexual orientation	LGB+, 1.79
Age	41 and older, 1.13
Religion	Atheism, 1.44

Successful applicants (% of those shortlisted)

What the data shows

A likelihood ratio of between 0.8 – 1.25 times is statistically equal.

A ratio of over 1.25 suggests that group is more likely to be recruited than other groups.

The following groups are most likely to be recruited:
- Female (slightly)
- LGB+
- Atheist

Heterosexual applicants, and Muslim applicants, are less likely to be successful at interview.

Note: data combines NHS Jobs and Jobtrain vacancies. Due to data limitations, for NHS Jobs, a successful applicant is one who receives an offer. For Jobtrain, a successful applicant is one who starts in post.

Employee Relations: do protected characteristics impact formal disciplinary and performance cases?

	Relative likelihood of entering disciplinary	Relative likelihood of entering capability
Sex	Men **2.45** times more likely than women 1.3% men and 0.5% women go through process.	Men **4.16** times more likely than women 2% men and 0.5% women go through process.
Ethnicity	ECM staff **1.59** times more likely than white staff 0.9% ECM and 0.6% white staff go through process.	ECM staff **2.23** times more likely than white staff 1.2% ECM and 0.5% white staff go through process.
Disability	Disabled staff **1.43** times more likely than non-disabled 1% Disabled staff and 0.7% non-disabled staff go through process.	Disabled staff **2.52** times more likely than non-disabled 1.6% Disabled staff and 0.7% non-disabled staff go through process.
Religion/Belief	Religious staff **1.56** times more likely than atheists 0.5% atheists and 0.7% religious staff go through process.	No significant differences 0.6% atheists and 0.7% religious staff go through process.
Sexual orientation	*Insufficient data*	LGB+ **2.43** times more likely than heterosexual 1.8% LGB+ and 0.7% heterosexual staff go through process.

What the data shows

When looking at disciplinary process, the following groups are more likely to enter a formal process:
- Men
- ECM staff
- Disabled staff
- Those with a religion/belief

When looking at capability (performance management) processes:
- Men
- ECM staff
- Disabled staff
- LGB+ staff

Are more likely to enter a formal process.

Bank Staff: representation and employee relations cases

REPRESENTATION	LPT bank 2025 (2024)	LPT subst. 2025	LLR (March 2021 Census)
Female	**75.6%** (78.8%)	81.6%	50.5%
Ethnic & Cultural Minority (ECM)	**61.3%** (56.1%)	33.1%	27.5%
Disabled	**7.0%** (5.7%)	11.7%	16.2%
Religious • Atheist • Christian • Muslim • Hindu • Sikh • Other	**9.3%** (11.1%) **64.7%** (61.6%) **11.8%** (10.3%) **7.3%** (8.5%) **2.1%** (2.7%) **4.6%** (5.8%)	21.1% 49.9% 7.2% 8.7% 3.2% 10.0%	36.5% 41.5% 9.7% 8.7% 2.7% 0.9%
LGB+	**3.1%** (3.4%)	4.5%	3.0%

EMPLOYEE RELATIONS	Relative likelihood of entering disciplinary	Relative likelihood of entering capability
Sex	Men **2.86** times more likely than women 9.5% men and 3.3% women go through process	N/A – Bank staff not managed under this policy
Ethnicity	ECM staff **2.99** times more likely than white staff 6.6% ECM and 2.2% white bank staff go through process	
Disability	*Insufficient data*	
Religion/Belief	*Insufficient data*	
Sexual orientation	*Insufficient data*	

What the data shows

989 active bank-only staff members are included in the figures. Only those who have declared that protected characteristic are included in each row.

Bank staff are less likely to be atheists, disabled, female, or LGB+ compared to substantive staff. Bank staff are more likely to be Christian, Muslim, and ECM than substantive staff are.

Men are nearly 3 times as likely as women to enter a formal disciplinary process. This trend has been consistent in previous years. ECM staff are 3 times as likely as white staff. This represents an improvement, to some extent, compared to 2022/23 when ECM bank staff were more than 7 times more likely to enter a formal disciplinary process than white bank staff. Numbers for other characteristics are too small to provide reliable comparisons.

Next Steps & Summary

Directorates are asked to:

Increase the impact and reach of the directorate EDI Groups

Identify Staff Survey hotspots and take appropriate actions. Consider staff listening events.

Embed the Zero Tolerance process

Review the Inclusive Decision-Making Framework and how it relates to staff where change is happening in teams.

Continue to promote Staff Networks
Assess how well reasonable adjustments are applied in teams, and if there is any further support required.

The next steps for the organisation are to:

Continue to publicise EDI training and CPD opportunities

Promote Reverse Mentoring and encourage applications from a range of people

Continue Together Against Racism work, focusing on key workstreams of inclusive recruitment, career development, and addressing racist abuse

Work on the Equality Delivery System domains 2 (health & wellbeing) and 3 (inclusive leadership) to identify how better to support colleagues across the Trust in these areas.

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