



**West Suffolk**  
NHS Foundation Trust

# Equality and diversity monitoring report

2023-2024

# Equality and diversity workforce monitoring report 2023-2024

## Introduction

This report provides equality information in line with the requirements of the Public Sector Equality Duty, under the Equality Act 2010. The Public Sector Equality Duty aims to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The characteristics protected by the Equality Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

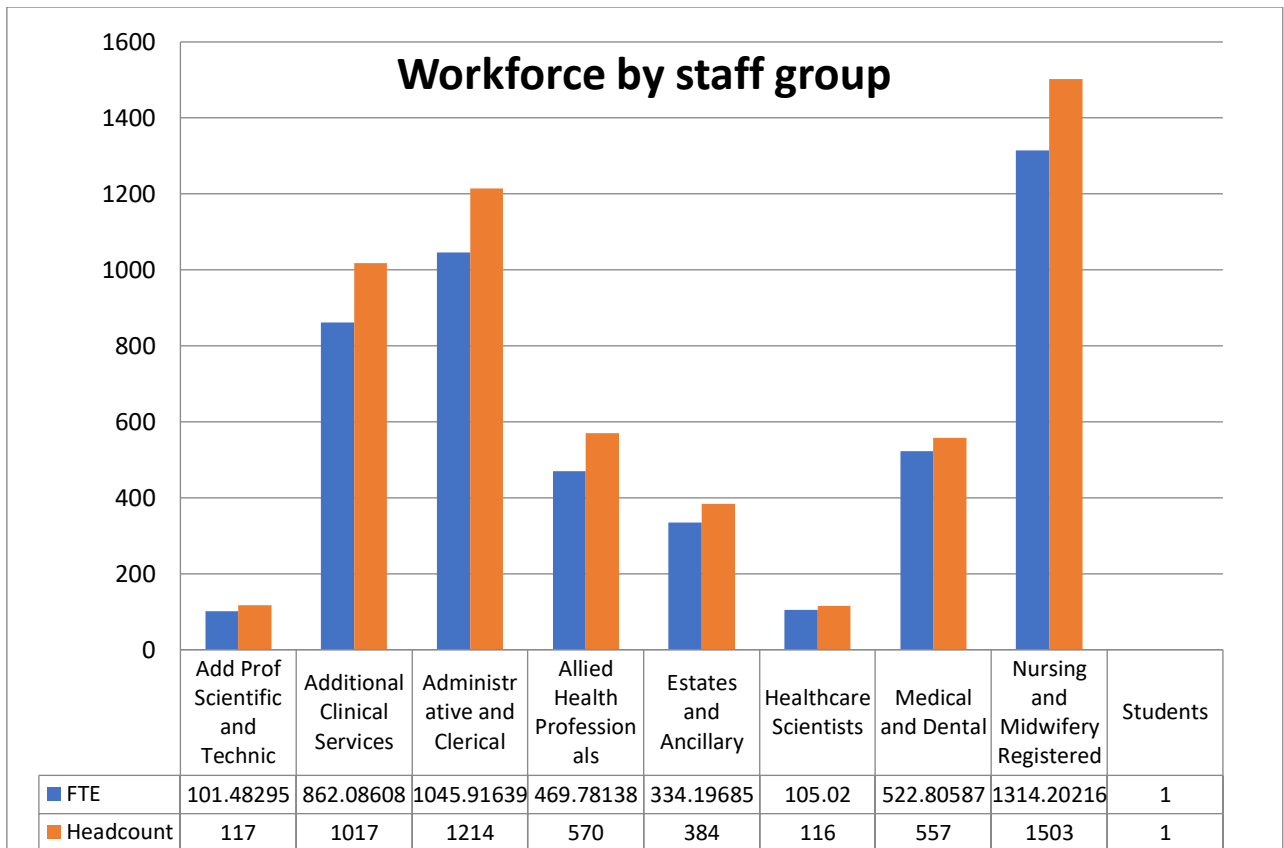
Where data is available, this report provides a snapshot of the Trust's workforce and patient demographic for appropriate protected characteristics on 31 March 2024 alongside employee relations data and recruitment data for the year 1 April 2023 – 31 March 2024.

This report should be read in conjunction with the 2023-2024 WRES and WDES summaries reports, which includes an update on the Trust's inclusion workplan.

## Workforce

### 1. Workforce profile by staff group

- 1.1 The Trust's total headcount as of 31 March 2024 was 5479. Registered nurses and midwives continue to be the largest single staff group, accounting for almost 30% of total staff in the Trust, followed closely by administrative and clerical and additional clinical services.



## 2. Workforce profile by ethnicity

### 2.1

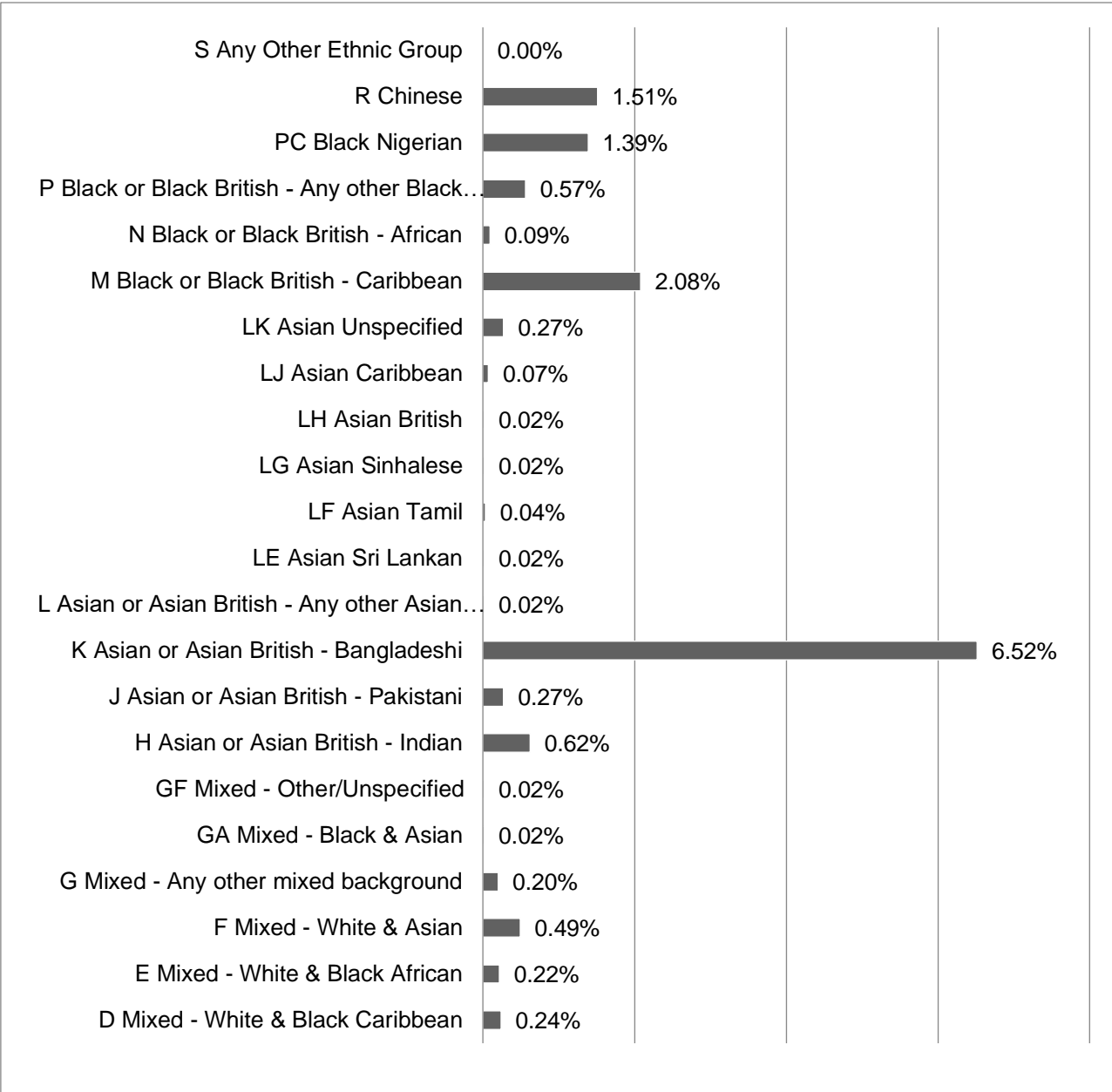
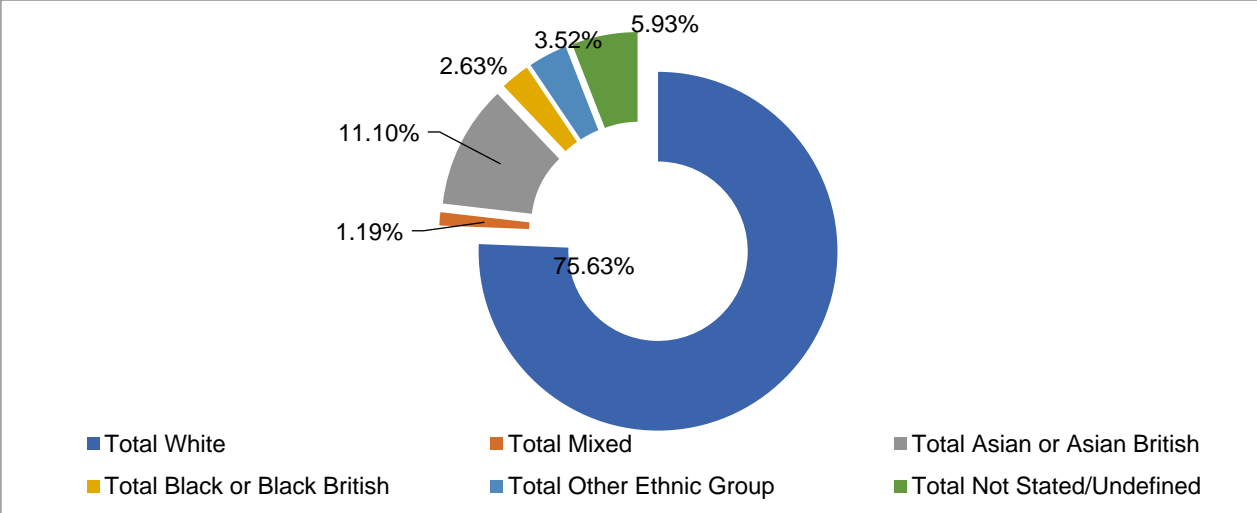
Ethnic minority groups account for 18.43% of total Trust workforce and 13.57% of total trust 2022 Staff Survey respondents.

Whilst White groups make up 75.63% of the total workforce, this is not necessarily reflected across all staff groups:

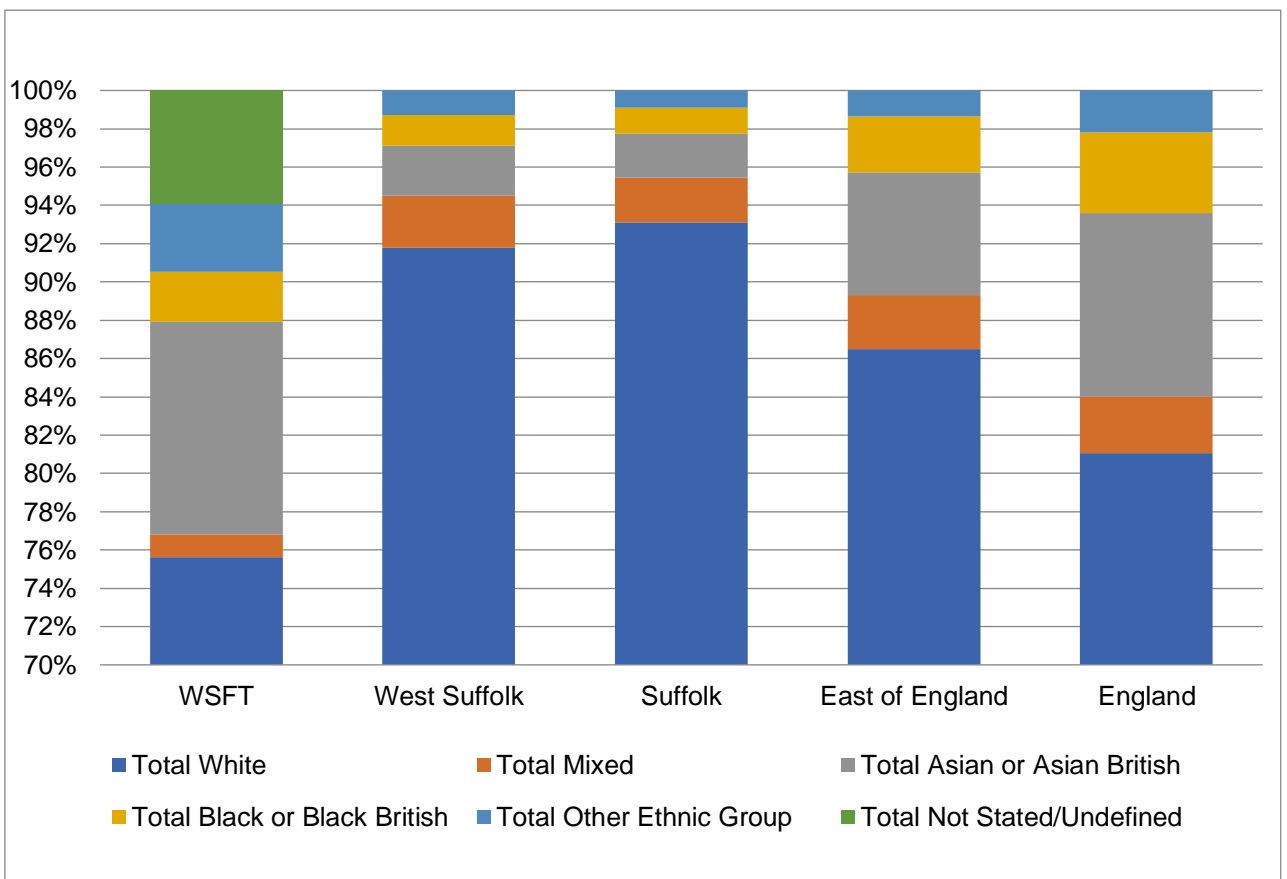
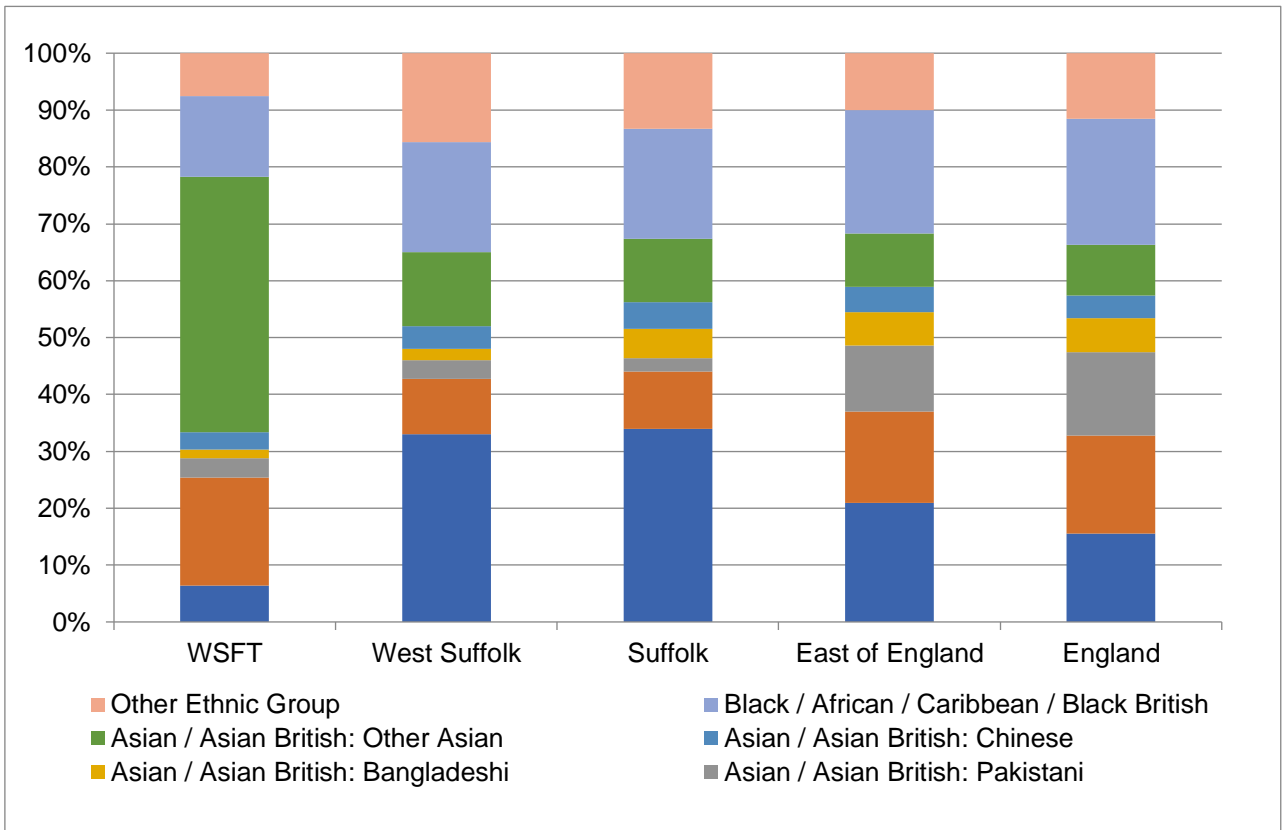
Staff Group	BME	White	Not Stated
Add Prof Scientific and Technic	8.55%	87.18%	4.27%
Additional Clinical Services	12.98%	81.71%	5.31%
Administrative and Clerical	4.94%	91.02%	4.04%
Allied Health Professionals	13.51%	82.28%	4.21%
Estates and Ancillary	10.94%	85.16%	3.91%
Healthcare Scientists	20.69%	64.66%	14.66%
Medical and Dental	42.73%	48.83%	8.44%
Nursing and Midwifery Registered	28.41%	64.01%	7.58%
Students	0.00%	100.00%	0.00%

*It should be noted that only one student was recorded under the 'student' staff group. The other students working at WSFT are included in the other staff groups.*

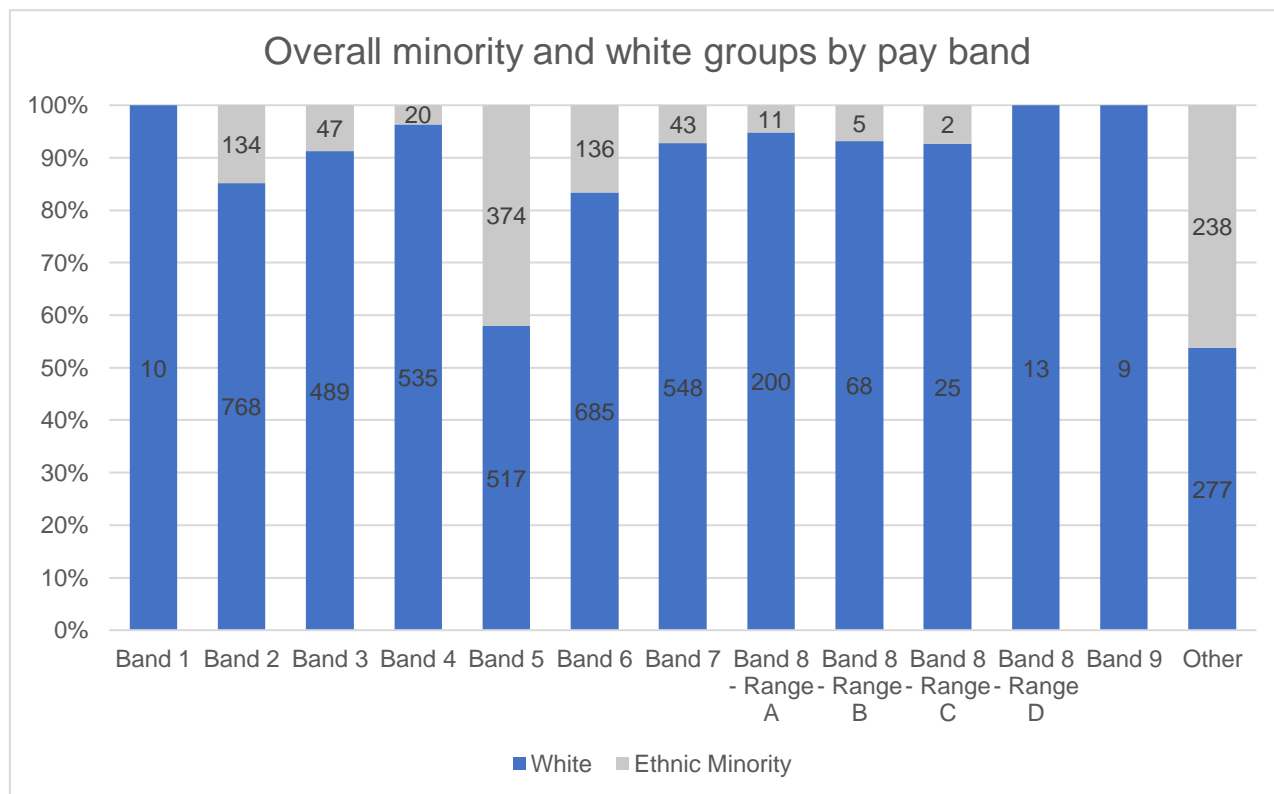
Overall, 19.60% of those staff choosing to disclose their ethnicity stated that they were from a minority ethnic group. Currently 94.06% of the workforce has chosen to disclose their ethnicity.



The charts below compare the overall ethnicity profiles for the Trust against census data for West Suffolk, Suffolk, East of England and England as a whole.



Paybands 2 - 6 show a larger distribution of ethnic minority groups, with the largest being in Band 5. There are fewer people from an ethnic minority in pay bands 8b and above, with a wider distribution in other bands.



Data from Acute and Community Trusts in Suffolk and North East Essex highlights the lack of ethnic diversity within senior nursing teams. The following data illustrates a decrease significant decrease in the percentage of BME colleagues senior nursing roles after Band 5, emphasising that there is a glass ceiling preventing career progression for BME nurses within our Trust.

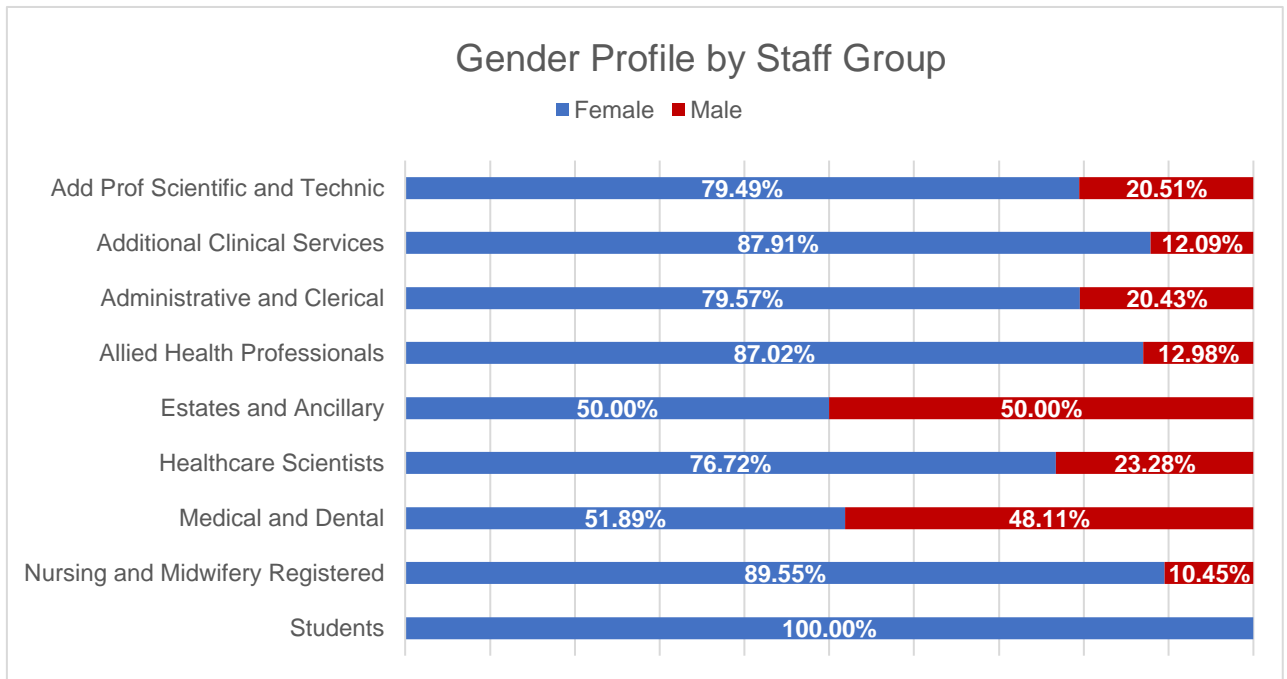
*The percentage of nurses at each Band by ethnicity*

Nursing Grade	White	BME
Band 5	45%	55%
Band 6	77%	23%
Band 7	91%	9%
Band 8-9	92%	8%

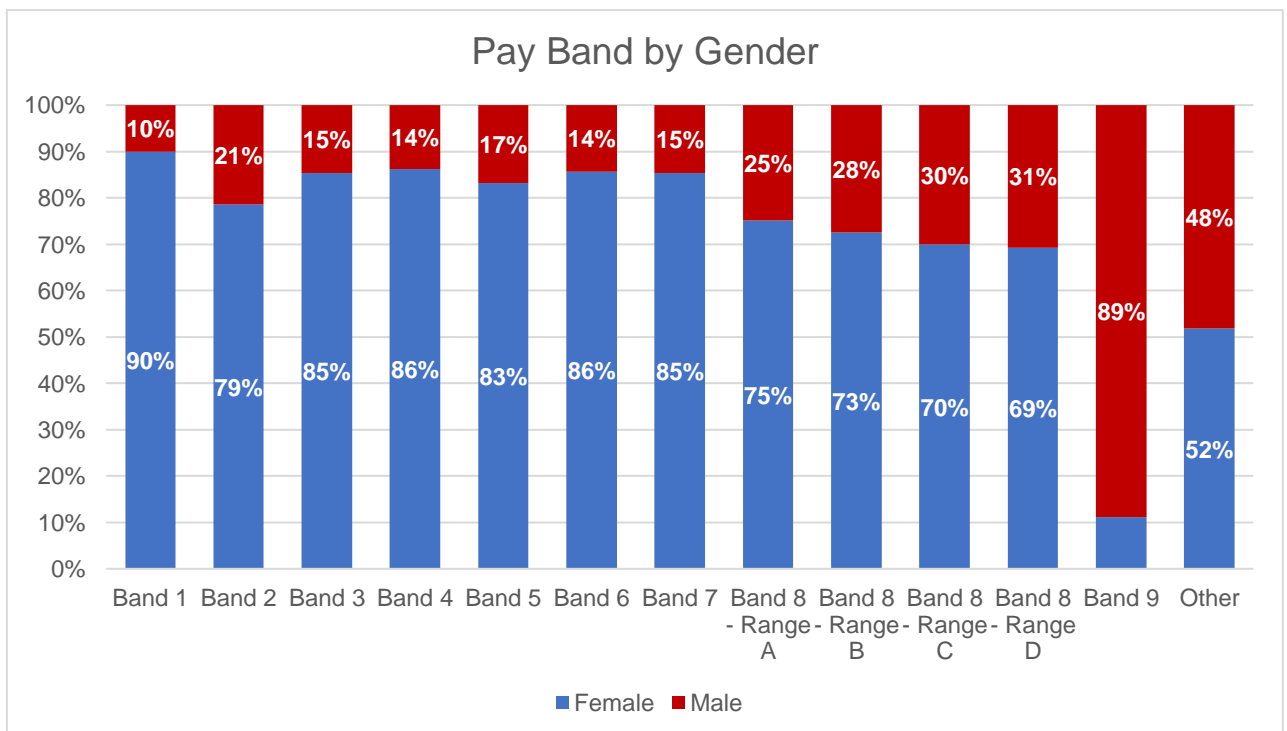
### 3. Workforce profile by gender

- 3.1 79.69% of the Trust's workforce is female, with the majority of these staff working in Nursing, Admin and Healthcare Support posts. Male staff members represent 20.31% of the workforce with a more even distribution in the medical and dental roles (Female 51.89%, Male 48.11%) and Estates and Ancillary roles (Female 50%, Male 50%).

Female staff members work almost equally part-time (38.35%) and full-time (41.34%), with the remaining 17.61% of male staff members working full-time and 2.70% part-time. Overall, 58.95% of Trust staff work full-time, with 41.05% working part-time.



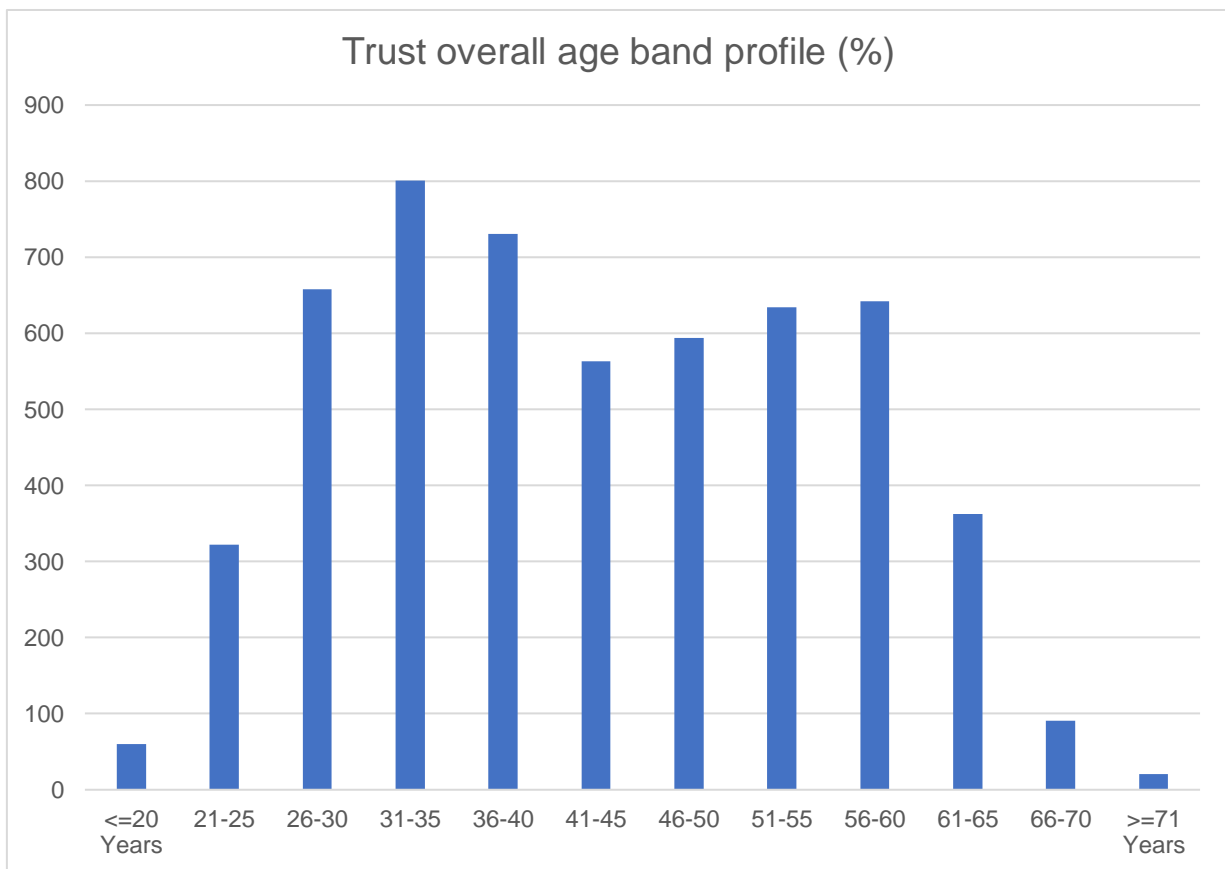
Pay band data by gender displays an approximate reflection of the Trust's general 80/20 gender split. At band 8 and above the distribution of male/female staff at higher bands starts to change and we start to see an increase in the number of male senior staff.



#### 4. Workforce profile by age

4.1 The average age for staff within the Trust is 42.47 years old. For female staff it is 42.74 and for male staff, 41.55

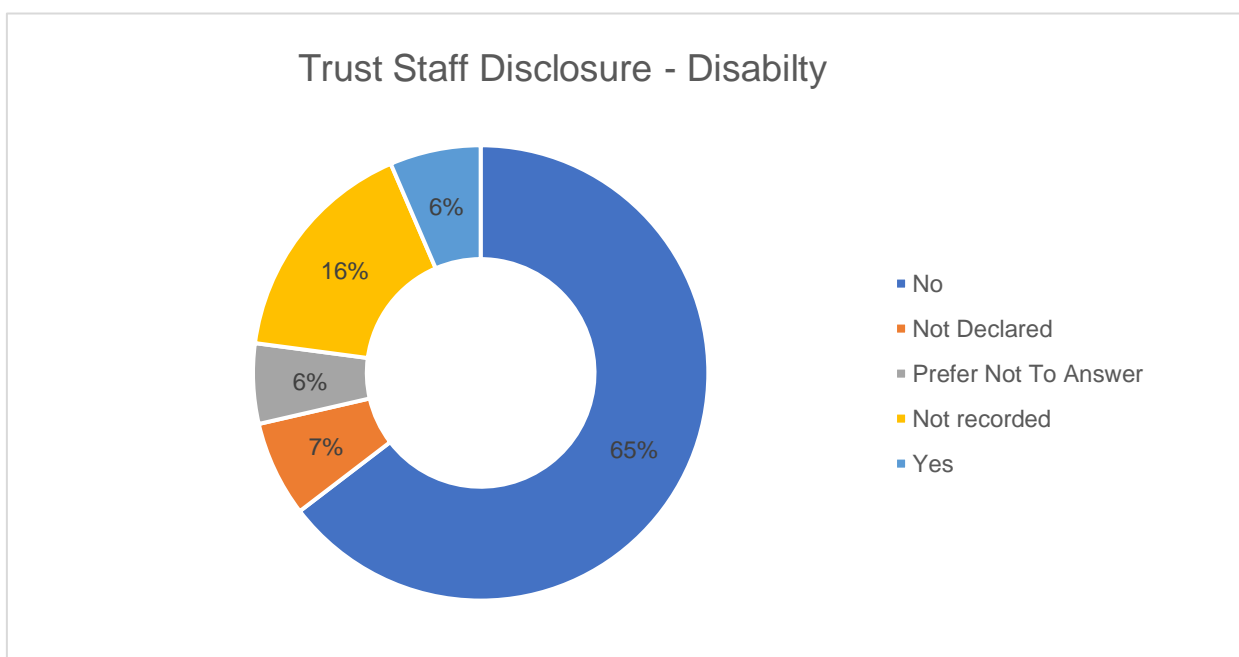
- Approximately 46% of the workforce falls within the 36 – 55 age group.
- There are 474 employees over 60, 21 of these are over the age of 71.





## 5. Workforce profile by disability and health condition

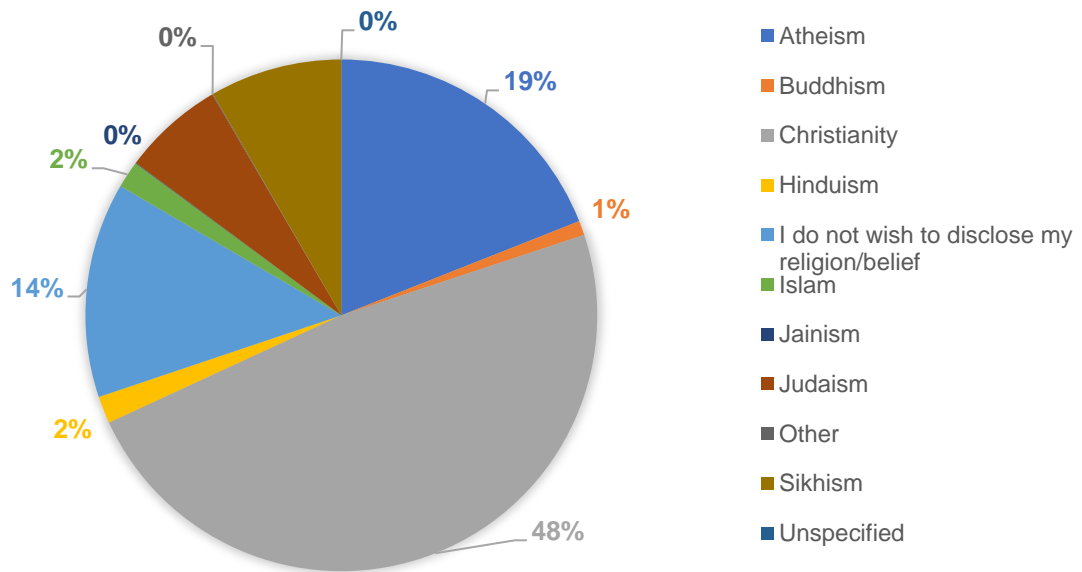
- 5.1 Trust data shows that 6.46% of staff members have a recorded having a disability. 64.61% are recorded as not having a disability, 5.69% preferring not to answer, while almost 23.23% of data is unrecorded or not declared.



## 6. Workforce profile by religious belief

- 6.1 The Trust currently shows a diverse range of faiths, with fewer staff choosing not to disclose their religion.

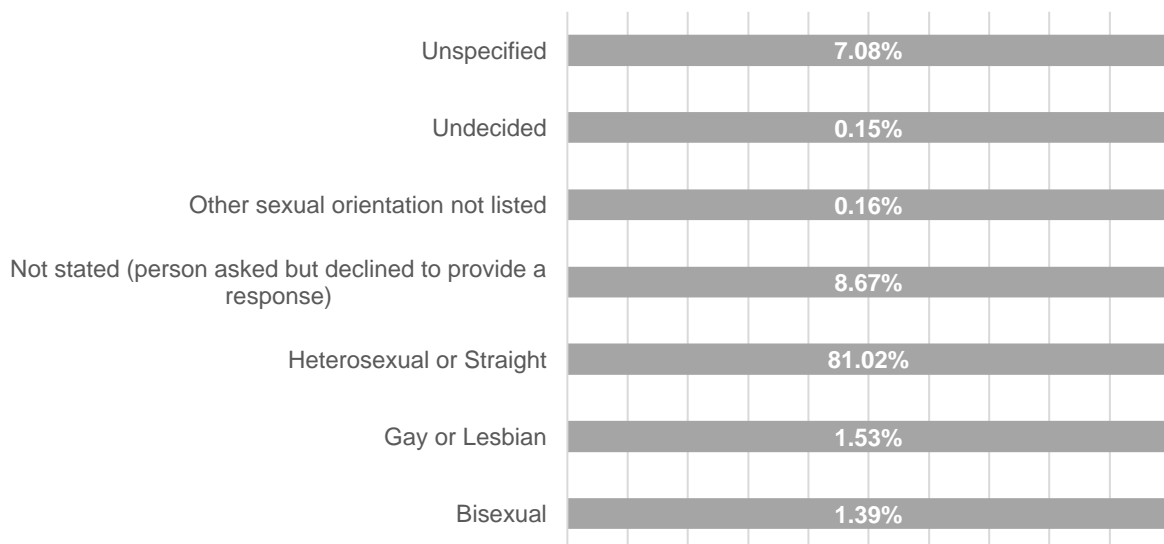
## TRUST STAFF DISCLOSURE - RELIGIOUS BELIEF



### 7. Workforce profile by sexual orientation

7.1 More staff members have chosen to disclose their sexual orientation since last year, with the number of staff choosing not to disclose decreasing by 1.5% from the previous year.

#### Trust Staff Disclosure - Sexual orientation (%)





## 8. Employee relations data

- 8.1 All formal investigations for disciplinary, capability, grievance, bullying, harassment and recruitment complaints are monitored for age, ethnicity, gender and disability to identify any trends that may indicate discrimination. Sickness absence is monitored separately. 'Investigations' listed are those where a member of staff was investigated under the managing conduct policy with no further action taken following the investigation.

In 2023/24, the Trust conducted a total of 52 formal investigations as follows:

	Number of cases
Investigation	19
Disciplinary	9 out of 19 investigations led to a disciplinary
Capability	9
Grievance	18
Probations	6
Bullying & Harassment	0
Recruitment Discrimination	0
<b>TOTAL</b>	<b>52</b>

43 of these investigations (82%) involved colleagues from a White background, with seven cases (13%) involving colleagues from an ethnic minority background. This is approximately proportionate to the workforce demographic.

11 of these cases (21%) involved a colleague with a disability. This does not give cause for concern in relation to the workforce demographic.

40 cases (77%) involved female colleagues and 12 cases (23%) involved male colleagues. This is slightly disproportionate compared to the workforce demographic (79% female, 21% male). However, the low numbers of formal cases mean this level of disproportionality is unlikely to be statistically significant and caution should therefore be exercised in drawing conclusions.

The age range of colleagues involved in investigations was 25-69.

Due to the small number of individuals involved in each category of investigation, it is not possible to provide further analysis of the protected characteristics without compromising confidentiality.

No significant trends or causes for concern have been identified during the analysis.

## 9. Key actions arising from this report:

### Gender:

**Action: Identify and implement actions to specifically support the career development and succession planning for women within our Trust.**

Although there is a larger percentage of women within our workforce than men (women = 80%, men = 20%), there are more proportionally more men than women in more senior, higher paying jobs in comparison to the overall workforce demographic. This is impacting on the gender pay gap at the Trust, as it is for this reason why a pay gap exists.

Further information on this can be seen in the Trust's gender pay gap report 2023-2024

### Ethnicity

**Action: Increase ethnicity disclosure rates**

**Action: work with senior midwives and nurses to highlight the Trust's data around a glass ceiling preventing BME nurses progressing within our organisation. Deliver training for all recruiting nurses and midwives that focusses upon: implicit bias, inclusive recruitment, system racism, white privilege, white fragility, allyship, active bystander.**

**Action: explore and implement further actions (including actions that use positive action initiatives) to support the career progression of BME colleagues within our Trust, particularly BME colleagues at Band 5 (and above).**

### Disability

**Action: Increase disability disclosure rates**

## 10. Conclusion

The data presented here complements the gender pay gap report, the ethnicity pay gap report and our WRES and WDES summary report. Actions to address the key highlights arising from this report are included below. A more substantial explanation of actions in place can be found within the Trust's Workforce EDI annual report 2024. Progress on all EDI actions will be monitored by the Trust's Involvement Committee twice a year through the Workforce EDI annual report and a mid-year report.

## 11 Data sources for this report

- 11.1 Electronic staff record (ESR) / Oracle Business Intelligence (BI):  
Standard workforce figures for staff groups as at 31-March-2024  
Trust diversity statistics as at 31-March-2024, for protected characteristics

Office for National Statistics (ONS):  
Census information 2021  
Population ethnicity profile 2021

# Patients

## Introduction

Patient data is presented by two sources: data from our electronic patient record system detailing recorded details of our inpatients, emergency department attenders, outpatient attendances and community patients by gender, ethnicity and age group; and inpatient satisfaction surveys by self-recorded details by age group, ethnicity, disability, sexual orientation, religion or belief and pregnancy status.

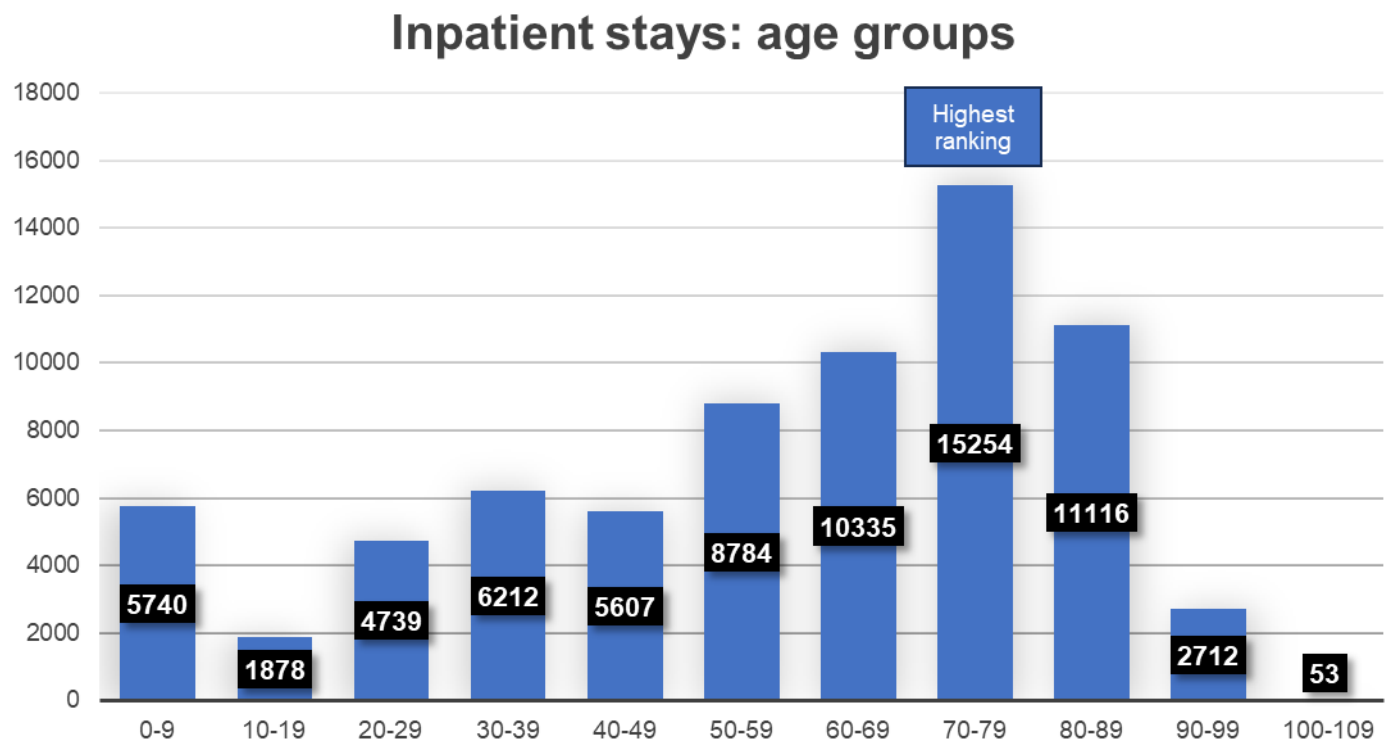
Between 1 April 2023 and 31 March 2024:

- 73,614 people had an inpatient stay.
- 402,574 people attended outpatient appointments.
- 85,037 people attended the emergency department.
- 23,120 people were seen by a community team.
- 4,735 inpatient surveys were completed. Around 50% of patients opted to select 'N/A' for all questions related to protected characteristics.

There may be some disparities between totals due to some records showing 'not known'.

### 11. Inpatients by age group

Data provided by the organisation's Information Team using our electronic patient record system:

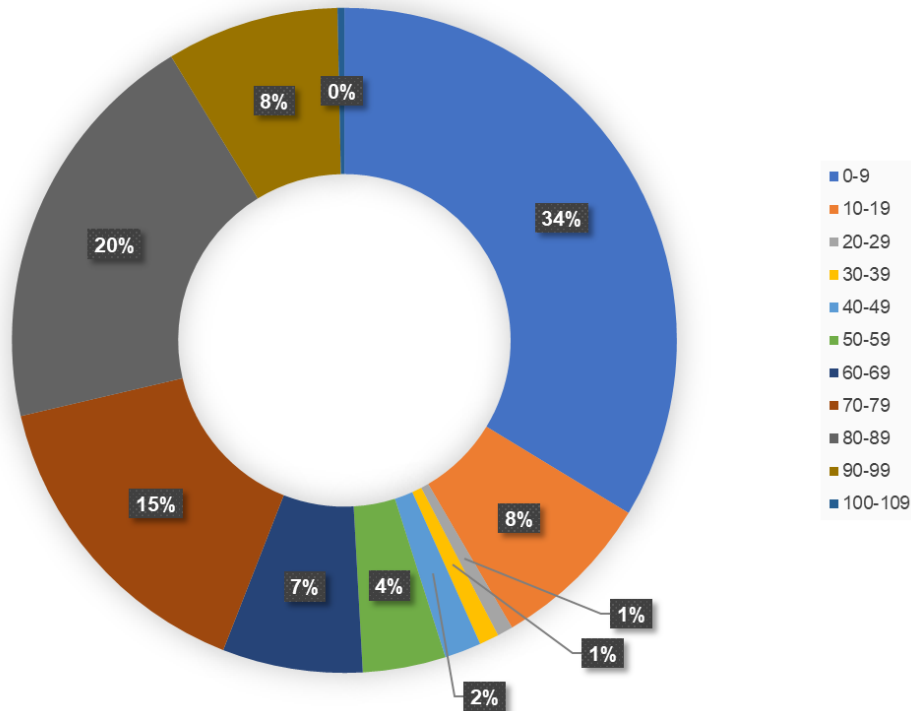


12.

**Community patients by age group**

The following data is provided by the Community Information Team:

**Community patients' age groups**

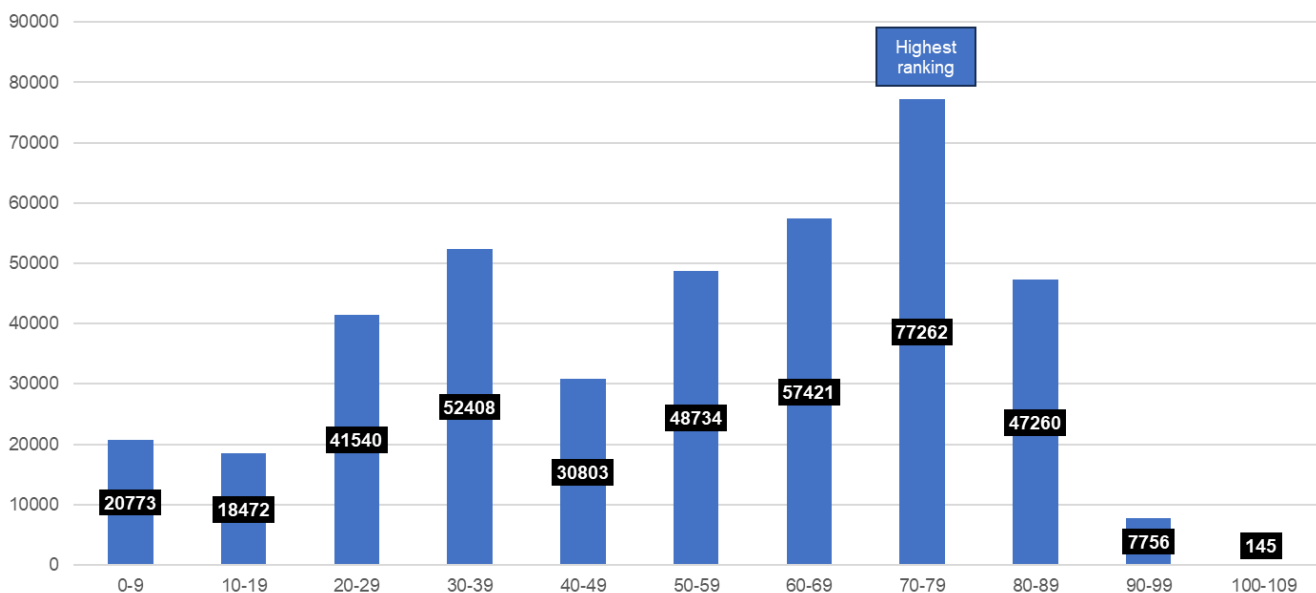


34% of our community patients are aged between 0-9 which is the highest percentage age group. This is due to our integrated community paediatrics service which covers the whole of Suffolk. With regards to adult services, the majority of our patients are between 80 and 89 years old.

13.

**Outpatients by age group**

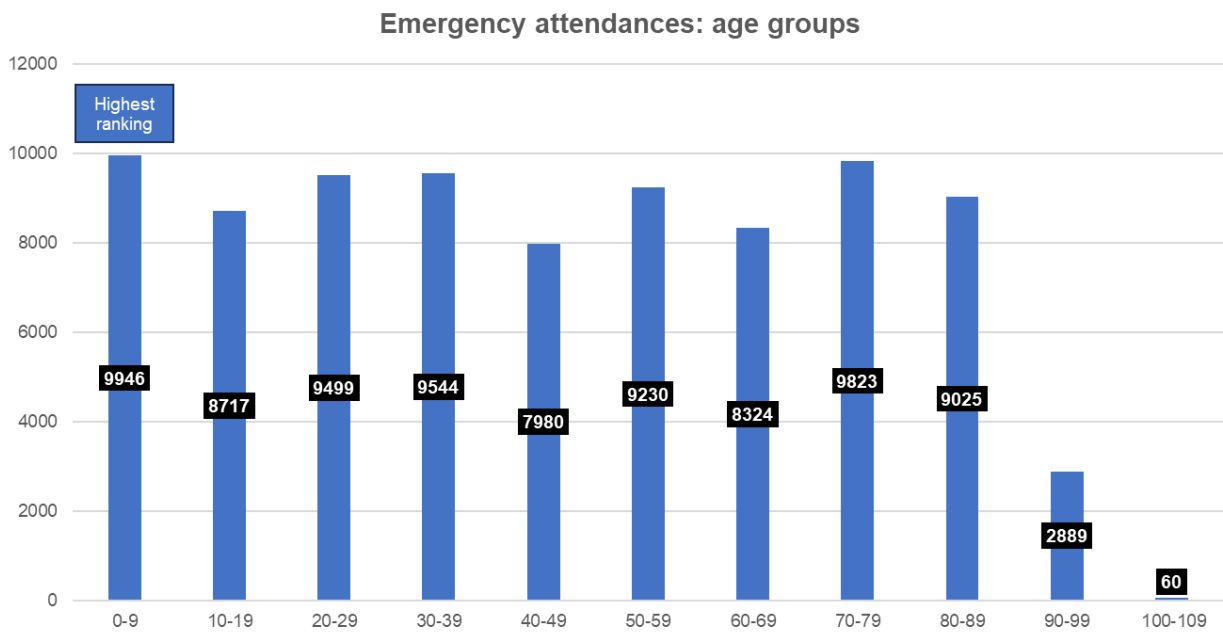
**Outpatient attendances: age groups**







#### 14. Emergency attendances by age group

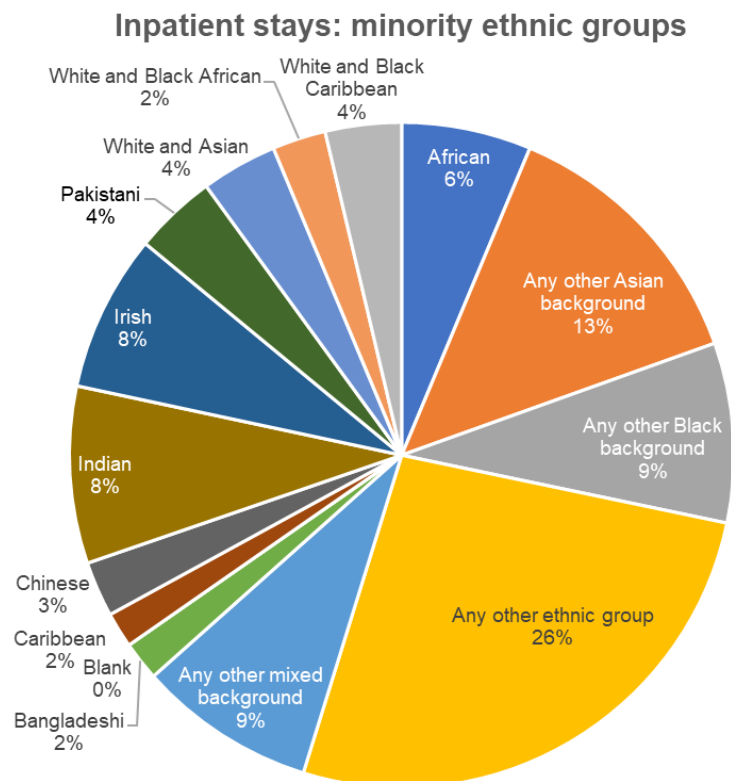


#### 15. Inpatients by ethnicity

When analysing the ethnicity of all inpatients:

- 82% of inpatients were recorded as 'White British'
- 9% were recorded as 'not stated'
- 6% were recorded as 'any other White background'

Due to the volume of data, all other ethnic categories are  $\leq 1\%$  therefore the following chart displays minority ethnic groups only (exclusion of the top three categories above).



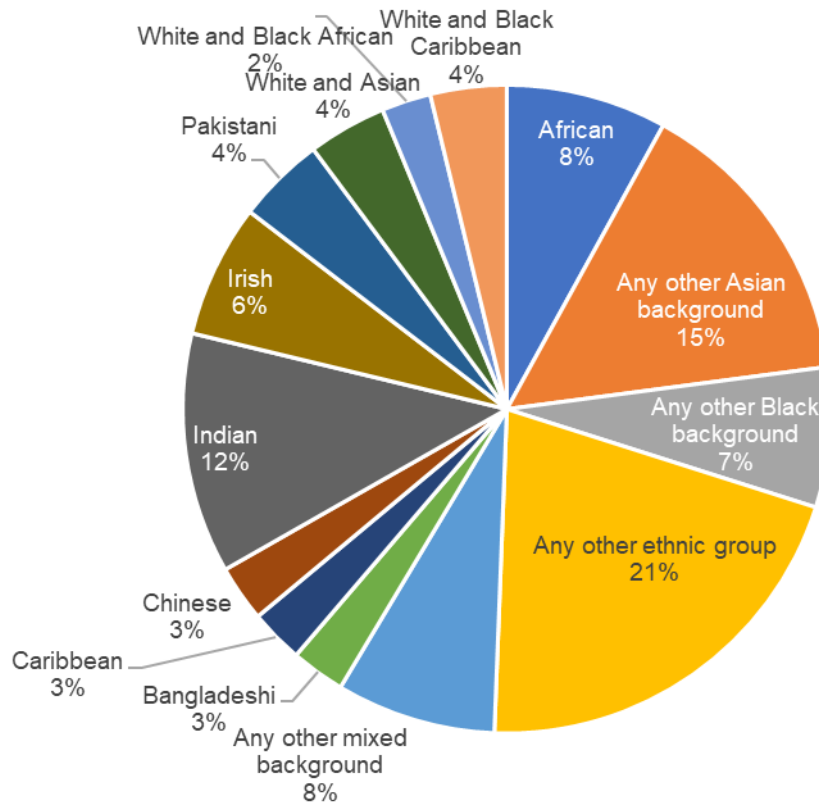
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### Outpatient attendances: minority ethnic groups



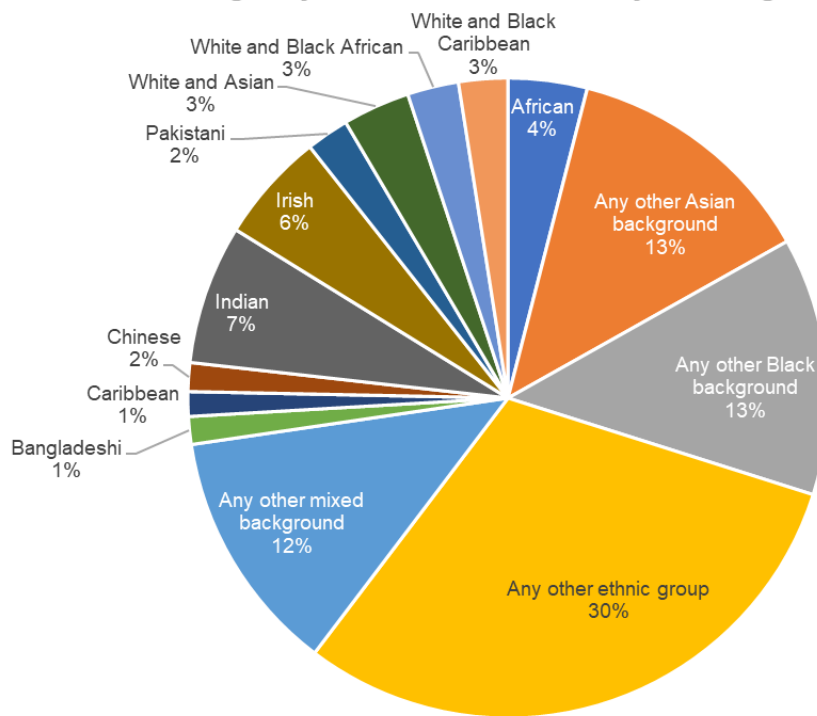
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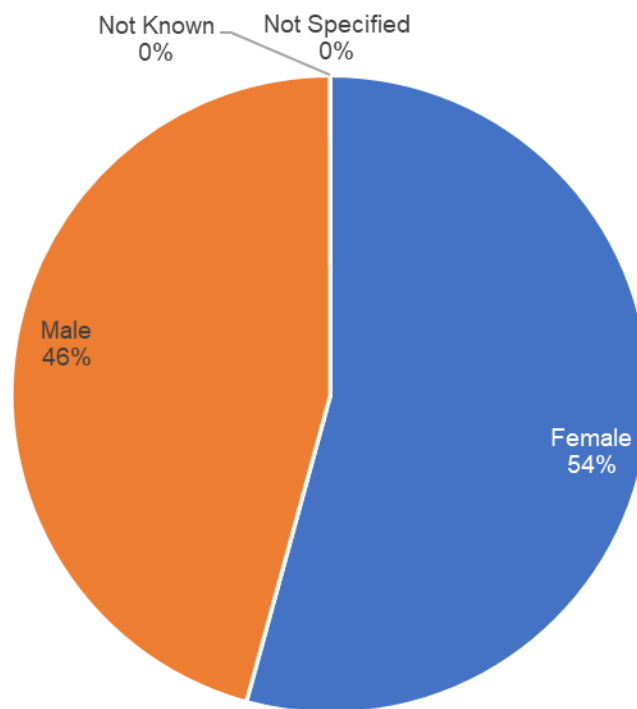
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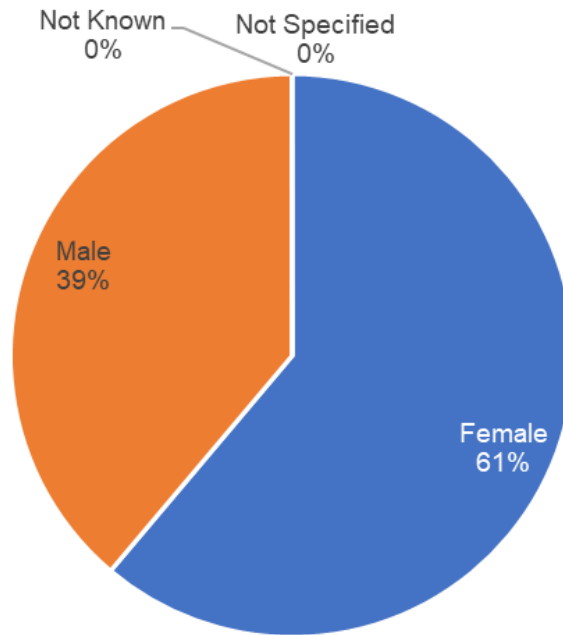
### 18. Inpatients by gender

#### Inpatient stays: gender



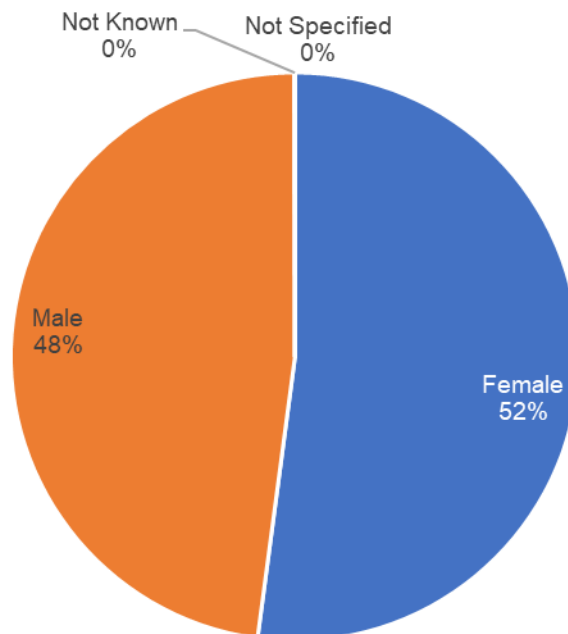
19. Outpatients by gender

Outpatient attendances: gender

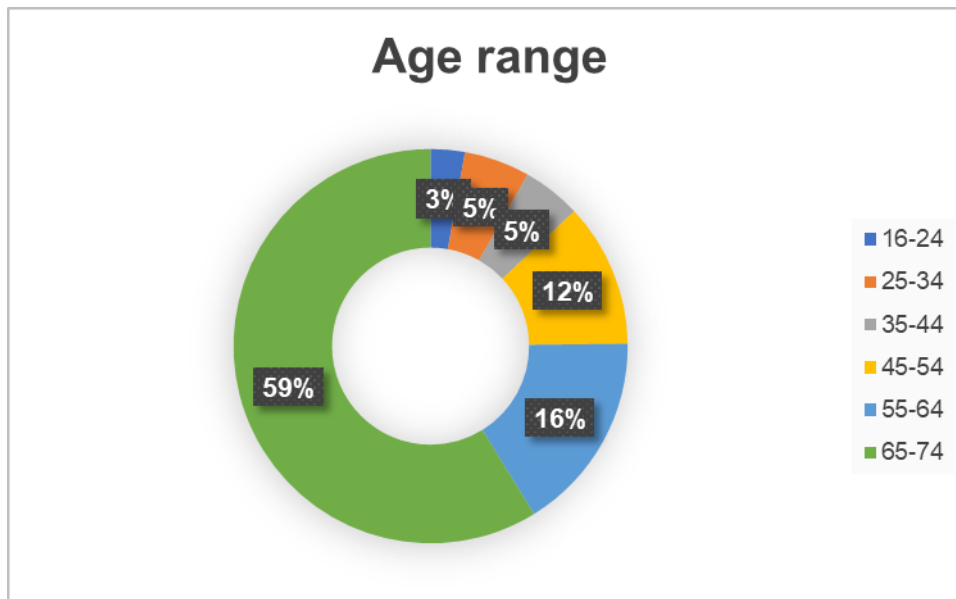


20. Emergency attendances by gender

Emergency attendances: gender



## 21. Inpatient satisfaction survey returns by age group



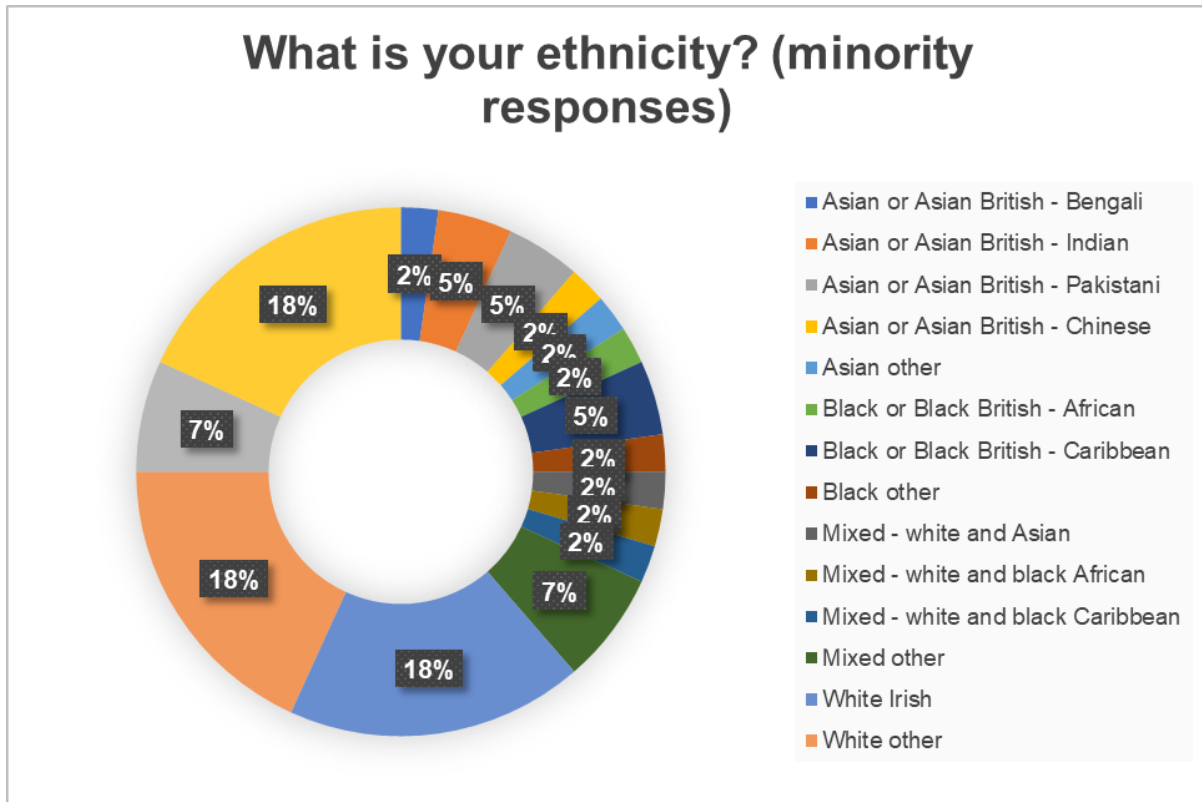
Following last year's report, we added further breakdowns from the previous option of 65+ to include:

- 65-74
- 75-84
- 85-94
- 95 and over

It should be noted however that for the period in question, the response rate was 0% for the last 3 categories above.

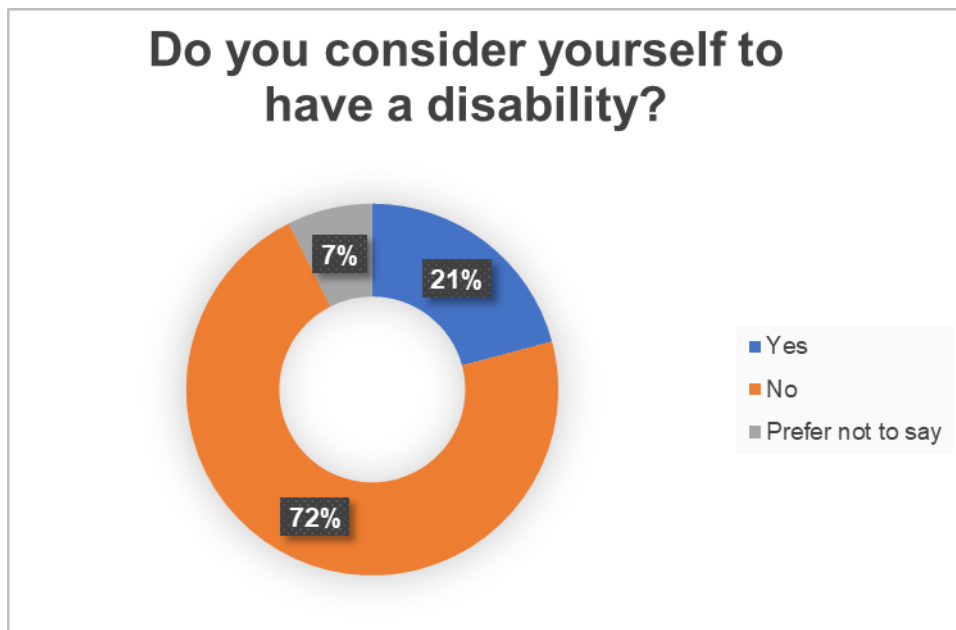
59% of patients were aged between 65 and 74 with the second highest ranking being the age range of 55-64.

22. Inpatient satisfaction survey returns by ethnicity



44.8% of respondents were people of White British ethnicity. Further analysis has been undertaken on those in minority ethnic groups (in this case, all other groups listed above). White Irish, White other and Asian or Asian British – Chinese, made up the 2<sup>nd</sup> highest number of respondents with 18% each.

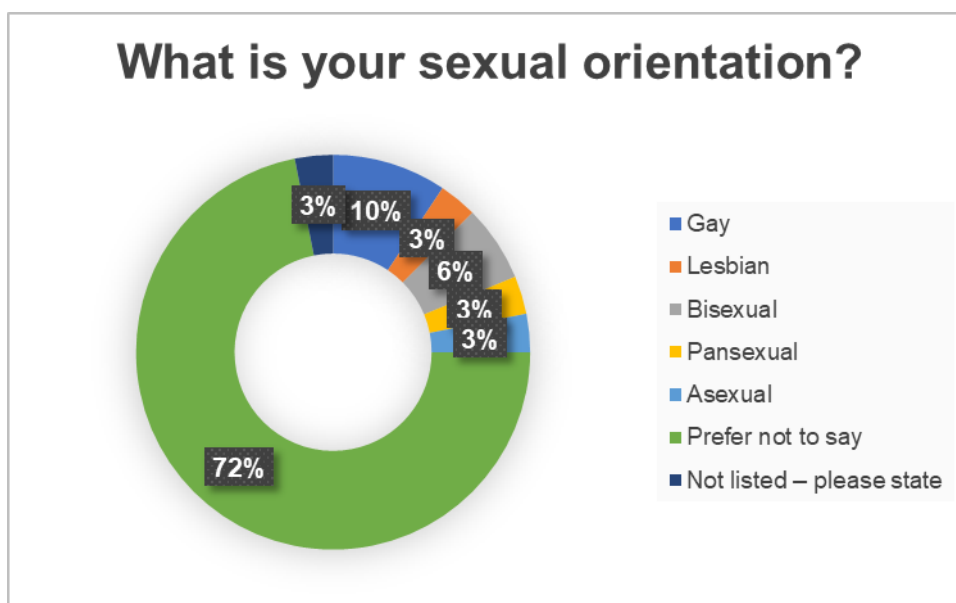
### 23. Inpatient satisfaction survey returns by disability



72% of respondents stated they did not consider themselves to have a disability, and 21% stated that they do have a disability. 7% of respondents selected 'prefer not to say'. This percentage is slightly higher than national averages found in the 2021 census data (Office for National Statistics, 2021) whereby 17.7% of people residing in England are disabled under the Equality Act (2010).

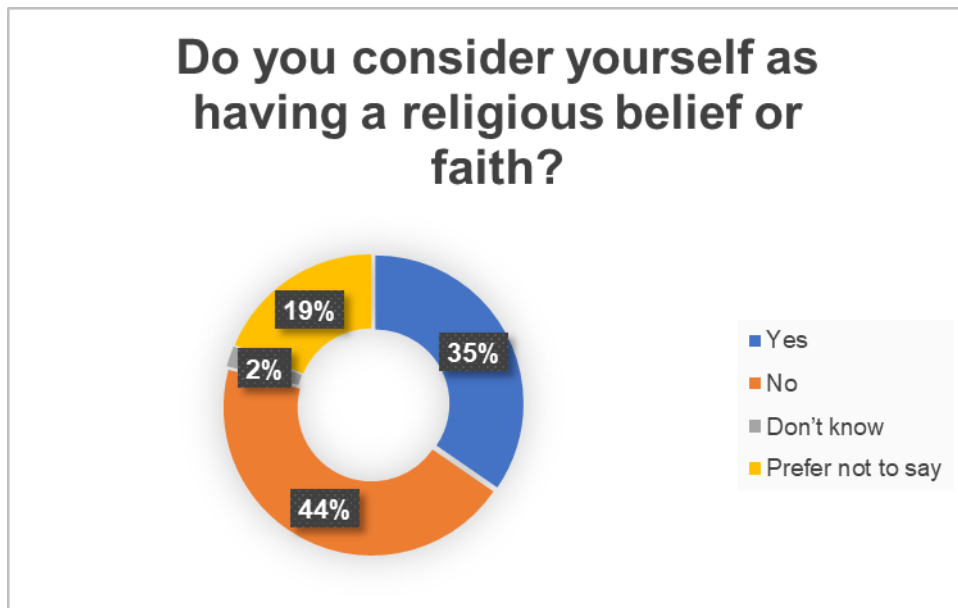
Of the respondents who were happy to disclose their disability, the majority stated that they had mobility or walking issues, followed by COPD and arthritis.

### 24. Inpatient satisfaction survey returns by sexual orientation



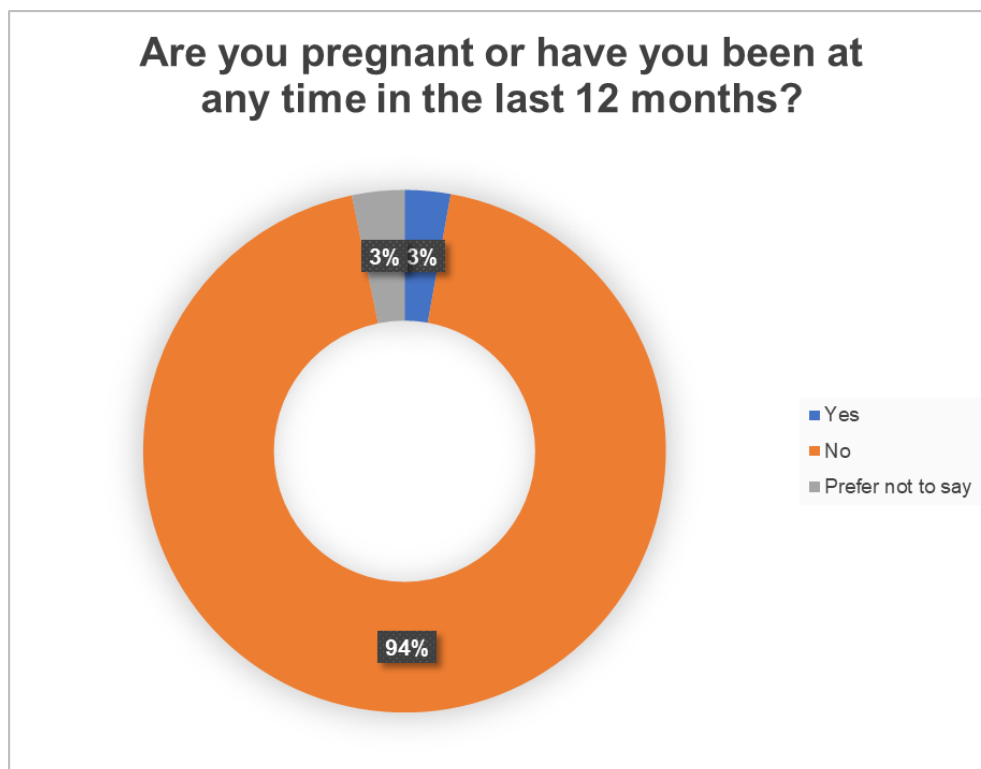
45.2% of respondents stated that they were heterosexual/straight. 72% of respondents preferred not to say, and the 3<sup>rd</sup> highest category was gay.

25. Inpatient satisfaction survey returns by religion or faith



44% of respondents did not consider themselves as having a religious belief or faith, and of the 35% who stated that they did, responses were Christian, Roman Catholic, Muslim and Hindu.

26. Inpatient satisfaction survey returns by pregnancy status



94% of respondents were not and have not been pregnant in the last 12 months. 3% of respondents disclosed that they were pregnant at the time of responding or had been pregnant in the past year.



## **27. Conclusion**

Further work is required to ensure experiences of those with protected characteristics can be analysed and disparities better understood. We are also working with our information team to include all protected characteristics data from our electronic patient record system in future, as well as exploring solutions to improve accurate recording and refrain from recording 'not known' wherever possible.

It was noted that around 50% of inpatients completing the inpatient survey chose not to answer the questions around protected characteristics (selecting N/A as a response). Work will therefore go into explaining to patients why we ask the questions, the importance of recording this information and what we have done or are doing to improve the experience of patients with protected characteristics.