

Workforce Equality Report 2023/24

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Summary: Key Points

These analyses were undertaken in relation to the Trust's public sector equality duty as prescribed by the Equality Act 2010. The following report will be published on LPT's public-facing website by March 2025, to comply with the requirements of NHS organisations outlined in the Public Sector Equality Duty.

Workforce data from 1st April 2023 – 31st March 2024 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](#).

Where there are headcount figures below 11, these have been redacted to preserve anonymity.

In 2024 LPT have worked hard to promote equality, diversity and inclusion for our colleagues in a variety of ways:

- Together Against Racism: LPT has worked in collaboration with our buddy trust, Northamptonshire Healthcare NHS Foundation Trust, on our 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.
- Our Reverse Mentoring scheme continued to grow with more people taking part as mentors and mentees from across health and social care in Leicester, Leicestershire and Rutland. The 6th cohort will open for applications in November 2024. 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. Celebration Events have highlighted the mutual benefits mentees and mentors receive from this programme.
- We have worked with other LLR 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
 - Development and launch of the Inclusive Decision-Making Framework for impactful inclusivity-focused equality impact assessments for all policy and service development work.
 - Deaf Awareness and British Sign Language training for frontline colleagues
 - Developing You, Developing Me and Developing Diverse Leadership CPD programmes, and LPT's targeted We Nurture programme for Ethnic and Cultural Minority staff.
- We have established Disability Awareness Learning Sets, and LGBT+ Awareness Learning Sets, available for all to improve our cultural understanding and appreciation of the importance of diversity and understanding people's lived experiences.

- Focus on reasonable adjustments in response to staff feedback. We have launched a task and finish group and host regular clinics to help individuals and managers take practical steps to implementing reasonable adjustments appropriate for their specific circumstances.
- Our Zero Tolerance to Abuse initiative continues 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, Diwali, Black History Month, Disability Awareness Month, Dyslexia Awareness Week, and many more).
- Directorates have arrangements in place to ensure that EDI issues are progressed through established decision-making and networks to ensure the best possible outcomes for staff and patients.

Section 1: Pay bands

A total of 6719 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 5.

Figures refer to percentages of staff who have shared their personal information only, for each characteristic.

LPT employee data is based on March 2024 figures. This can be compared to 2021 Census data from LLR.

TABLE 1: WORKFORCE DEMOGRAPHICS, MARCH 2023 AND 2024

	LPT (March 2023) (excludes staff where this characteristic is "Not Stated")	LPT (March 2024) (excludes staff where this characteristic is "Not Stated")	LLR (March 2021 Census)
Female	81.6%	81.2%	50.5%
Ethnic and Cultural Minority	26.9%	29.7%	27.5%
Disabled	7.8%	9.4%	16.2%
Religious:			
• Atheist	19.0%	21.1%	36.5%
• Christian	50.7%	49.0%	41.5%
• Muslim	6.4%	7.1%	9.7%
• Hindu	8.9%	9.0%	8.7%
• Sikh	3.1%	3.2%	2.7%
• Other	12.0%	10.6%	0.9%
Lesbian, Gay, Bisexual or Other sexual orientation (not heterosexual)	3.9%	4.4%	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 2: AVERAGE AGE BY BAND

AFC BAND	AVERAGE AGE
APPRENTICE	23
BAND 1	58
BAND 2	46
BAND 3	45
BAND 4	43
BAND 5	41
BAND 6	43
BAND 7	45
BAND 8A	46
BAND 8B	48

BAND 8C	50
BAND 8D	52
BAND 9	49
MEDICAL TRAINEE	34
CAREER GRADE	47
CONSULTANT	49
SENIOR MEDICAL MANAGER	51
VSM	53

Religion/Belief

As with last year, Christianity is the most common recorded religion/belief of staff at all bands. However, Islam and Atheism have increased since last year. Other religions' representations have not changed significantly since last year. In general, the proportion of atheists increases as the bands increase. The proportion of religious staff, especially Hindus and Muslims, decreases as the bands increase. The exception is for Medics, who have a range of religious beliefs likely due to the ethnic diversity of that staff group.

19.2% of people have chosen not to disclose their religious belief or lack of religious belief (1291/6719), down from 20.1% last year.

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

	Atheism	Christianity	Hinduism	Islam	Sikhism	Other
TOTAL	21.1%	49.0%	9.0%	7.1%	3.2%	10.6%
Band 7 and above only	24.5%	53.2%	5.4%	3.6%	2.6%	10.8%

Sexual Orientation

4.4% of the workforce who have disclosed their sexual orientation have described themselves as LGB+, up from 3.9% of staff last year.

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, including more than a third of Consultants.

14.1% of people (946/6719) have chosen not to disclose their sexual orientation, down from 15.9% last year.

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

	LGB+	Heterosexual
TOTAL	4.4%	95.6%
Band 7 and above only	4.8%	95.2%

Section 2: Staff Survey 2023

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?

19.3% of staff said yes (improvement since 2022, 21.5%)

Those who report harassment, bullying or abuse from the public are disproportionately:

- Male (22.8% of men report this; 18.3% of women). For men this is similar to last year, for women it is slightly better.
- Muslim (24.2% of Muslims; 21.7% of Christians; 16.8% no religion; 13.8% Hindus). There has been an improvement for all religions in this metric, except Muslims who reported more harassment from patients/the public in 2023. In 2022, 17.6% of Muslims said they had experienced this.
- Ethnic and Cultural Minority (22.1% of ECM respondents; 18.5% of white respondents). This is a slightly worse position than last year, when 20.6% of ECM respondents said yes.
- Disabled (24.8% of Disabled respondents; 17.0% of non-disabled respondents). This is an improvement on last year, when 28.4% Disabled respondents said yes.

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

6.8% of staff said yes (improvement since 2022, 8.5%)

Gender and religion alone seem to have no impact on likelihood of being subject to abuse at work from managers.

Those who report harassment, bullying or abuse from managers are disproportionately:

- LGB+ (10.5% of LGB+ respondents; 6.3% of heterosexual respondents). This is similar to last year for LGB+ staff.
- Ethnic and Cultural Minority (8.1% of ECM respondents; 6.3% of white respondents). This is an improvement on last year when 9.2% of ECM respondents said yes.
- Disabled (10.2% of Disabled respondents; 5.3% of non-disabled respondents). This is an improvement on last year, when 14.7% Disabled respondents said yes.

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

12.4% of staff said yes (improvement since 2022, 13.8%)

Gender alone seems to have no impact on likelihood of being subject to abuse at work from colleagues.

Those who report harassment, bullying or abuse from colleagues are disproportionately:

- Hindu (14.9% of Hindu respondents; 12.8% Muslim; 12.1% Christian; 10.9% of no religion). For most groups this is similar to last year, except Christians who have seen an improvement from 14.3%.
- LGB+ (18.9% of LGB+ respondents; 11.5% of heterosexual respondents). The gap has widened since last year, when 17.3% of LGB+ and 13.0% of heterosexual staff reported this.
- Ethnic and Cultural Minority (15.1% of ECM respondents; 11.6% of white respondents). This is very similar to last year.

- Disabled (17.1% of Disabled respondents; 10.4% of non-disabled respondents). This is an improvement on last year, when 22.5% Disabled respondents said yes.

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

6.6% of staff said yes (same as 2022).

Gender alone seems to have no impact on likelihood of being subject to discrimination.

Those who report discrimination are disproportionately:

- Hindu or Muslim (10.7% of Hindu respondents; 9.5% Muslims; 6.7% Christians; 4.0% of no religion). This is slightly worse for Christians compared to 2022, but an improvement for all other groups.
- LGB+ (11.1% of LGB+ respondents; 6.0% of heterosexual respondents). This is a worse position for LGB+ staff, up from 9.4% in 2022.
- Ethnic and Cultural Minority (12.4% of ECM respondents; 4.8% of white respondents). This is slightly better than last year when 13.1% of ECM respondents said yes.
- Disabled (11.3% of Disabled respondents; 4.6% of non-disabled respondents).

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

71.4% of staff said they are satisfied (improvement since 2022, 70.1%)

Gender alone seems to have no impact on likelihood of satisfaction with flexible working patterns.

Those who report being dissatisfied are disproportionately:

- Hindu (68.1% of Hindu respondents are satisfied; 72.9% Christians; 72.2% of no religion; 71.4% Muslims; 69.7% Sikhs). This is similar to 2022.
- LGB+ (68.7% of LGB+ respondents; 72.3% of heterosexual respondents are satisfied). For heterosexual staff this is similar to 2022; for LGB+ staff this is a worsened position compared to 75.0% in 2022.
- Ethnic and Cultural Minority (69.4% of ECM respondents; 72.1% of white respondents are satisfied). This is similar to 2022.
- Disabled (68.0% of Disabled respondents; 73.1% of non-disabled respondents are satisfied).

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

65.4% of staff said yes (improvement since 2022, 64.6%)

Sexual orientation alone seems to have no impact on responses to this question.

Those who say yes are disproportionately:

- Female (63.9% of men responded positively; 67.0% of women). For men, this is an improvement on 2022.
- Christian or atheist (59.7% of Hindus responded positively; 60.5% Muslims; 62.1% Sikhs; 67.4% Christians; 68.8% of no religion). This is an improvement for most groups, especially Muslims up from 54.6% last year.
- White (55.9% of ECM respondents responded positively; 68.6% of white respondents). ECM staff's responses have improved slightly on last year, however, when 54.1% said yes.
- Not disabled (59.7% of Disabled respondents; 68.0% of non-disabled respondents said yes). This is similar to 2022.

Section 3: Recruitment

Data was gathered from jobs advertised between 1st April 2023 – 31st March 2024. 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. As was the case last year, internal candidates are missing from the “offers made” figures, due to limitations of the NHS Jobs system. Statistically, a likelihood ratio above 1.25 would be considered significant.

As stated in the WDES and WRES:

- Disabled and non-disabled people were equally likely to be appointed from shortlisting.
- White applicants were 1.35 times more likely than ECM applicants to be made an offer from shortlisting, similar to last year.

Women were 1.26 times more likely to be made an offer than men, similar to last year (1.29). At Bands 7 and above, however, women and men were equally likely to be made an offer. This is in contrast to last year when women were more likely to be made an offer when shortlisted for roles Band 7 and above.

Gender – all bands	%made offer from shortlisting
Female	39.3%
Male	31.2%

Trends with respect to marital status fluctuate each year. This year, Divorced/Separated applicants were more likely to be offered roles than Married or Single applicants.

Marital Status	%made offer from shortlisting
Civil Partnership	41.1%
Divorced	45.6%
Legally separated	44.4%
Married	35.0%
Single	37.8%
Widowed	32.4%

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

Age group	%made offer from shortlisting
Under 24 years	43.2%
24-44 years	35.0%
45-59 years	38.2%
60-74 years	40.0%

LGB+ applicants were slightly more likely to be made offers than heterosexual applicants.

Sexual Orientation	%made offer from shortlisting
LGB+	43.0%
Heterosexual	36.7%

Like last year, atheists were the most likely group to be recruited. In particular, they were twice as likely to be recruited as Hindus, and 1.53 times more likely to be recruited than Muslims.

Religion/Belief	%made offer from shortlisting
Atheism/no religion	46.5%
Christianity	37.9%
Hinduism	22.9%
Islam	30.3%
Sikhism	34.1%
Any other religion	34.7%

Section 4: Employee relations casework – numbers redacted for publication

Numbers are small so any conclusions should be considered with this in mind.

For disciplinaries:

- Men were nearly 3 times more likely to go through a disciplinary than women (similar to last year).
- As shown in the WRES, Ethnic and Cultural Minority staff were more than 1.5 times more likely to enter a disciplinary process than white staff (similar to last year).
- Like last year, there were no significant trends with regards to religious belief.
- LGB+ staff were nearly 3 times more likely to go through a disciplinary than heterosexual staff, but numbers are very small so this figure changes year on year.
- Disabled staff were more than 2.5 times more likely to go through a disciplinary process than staff without a disability. This should be monitored over the course of a few years to see if this is an ongoing trend (numbers were too small last year to come to any conclusions).
- There were also no significant findings relating to age.

For performance management:

- Men were more likely to go through a performance management process than women, nearly 2 times.
- As shown in the WDES, disabled staff were twice as likely to go through performance management than staff without a disability.
- There were no trends with respect to religious belief or sexual orientation this year due to small numbers.
- Ethnic and Cultural Minority staff were more than 3 times more likely to go through formal performance management than white staff, up from last year.
- The average age of people going through performance management was younger than LPT's workforce average age of 44.

Section 5: Bank staff

There were 886 Bank only staff members as at 31st March 2024. 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. 1st October 2023 – 31st March 2024.

Staff Demographics

Staff working solely on the Bank are, on average, slightly older than those working substantively (46.6 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 78.8% of bank staff being women, compared to 81.2% of substantive staff.

Bank staff are more likely to:

- Be from a Ethnic and Cultural Minority background (56.1% of bank staff compared to 29.7% of substantive staff of known ethnicity). This is an increase since last year when 48.8% of bank staff were from a ECM background.
- Be Christian (61.6% of bank staff who have declared their beliefs are Christian, compared to 49.0% of substantive staff). 20.3% of bank staff have not shared their religion or belief, similar to 19.2% of substantive staff.

Bank staff are less likely to:

- Have shared that they have a disability (5.7% of bank staff who have declared their disability status are Disabled, up from last year’s 4.4%, and compared to 9.4% of substantive staff). 16.1% of bank staff have not shared their disability status, compared with just 13% of substantive staff.
- Have shared that they are LGB+ (3.4% of bank staff who have declared their sexual orientation are LGB+, up from last year’s 2.7%, compared to 4.4% of substantive staff). 17.4% of bank staff have not shared their sexual orientation, compared to 14.1% of substantive staff.

Employee Relations – numbers redacted for publication

The number of Bank staff members subject to formal disciplinary investigations in 2023/24 was lower than last year. Numbers are small so should be interpreted with this in mind.

Of the disciplinary cases,

- In previous years, ECM bank staff have been more likely to go through a formal disciplinary process than White staff (over 7 times more likely in 2022/23). In 2023/24, however, ECM staff are nearly 1.3 times more likely to go through a disciplinary. Due to small numbers the significance of this will need to be assessed over the next few years to see if this trend is maintained. There have been fewer disciplinary investigations into ECM staff this year, whereas the number of investigations into white staff has remained similar.
- Men are nearly twice as likely to go through a formal disciplinary than women, down from last year.
- There were no significant findings relating to disability, religion or sexual orientation due to small numbers.

Section 6: Summary & Next Steps

Directorates are asked to:

- Consider how to continue the positive work which has been enabled through the directorate EDI Groups, and increase the reach and impact of this work in the coming months.
- Identify Staff Survey hotspots and take appropriate actions.
- Consider staff listening events to hear from colleagues about what is working well, and what could support them better.
- Embed the Zero Tolerance process in all teams so everyone feels empowered to report abuse. Ensure managers know how and when they will need to take action.
- 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 training available on EDI, including the Race Equality, Disability Equality, and LGBT+ Equality Learning Sets; Sexual Harassment Awareness training; Active Bystander Programme; and others.
- Promote Reverse Mentoring and encourage applications from a range of people
- Advertise CPD opportunities such as Developing You, Developing Me and Developing Diverse Leadership programmes
- Continue Together Against Racism work, focusing on key workstreams of inclusive recruitment, career development, addressing racist abuse, improving equality data, and developing cultural competency
- Equality, Diversity & Inclusion team to work with Quality Improvement team to embed EDI in the QI process for the benefit of colleagues as well as patients.
- 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.