

Appendix to the UHNM Annual Equality, Diversity and Inclusion Report 2022-23

Workforce and Service User Demographic Information

As at 31st March 2023



Workforce and Patient Demographic Data 2022-23

Thank you for reviewing our organisational diversity and inclusion data. By monitoring our workforce and service user demographic data it helps us to understand better the people who work for us and those that we provide a service to, to help us ensure that we provide the best possible working environment and meet the needs of our patients and service users.

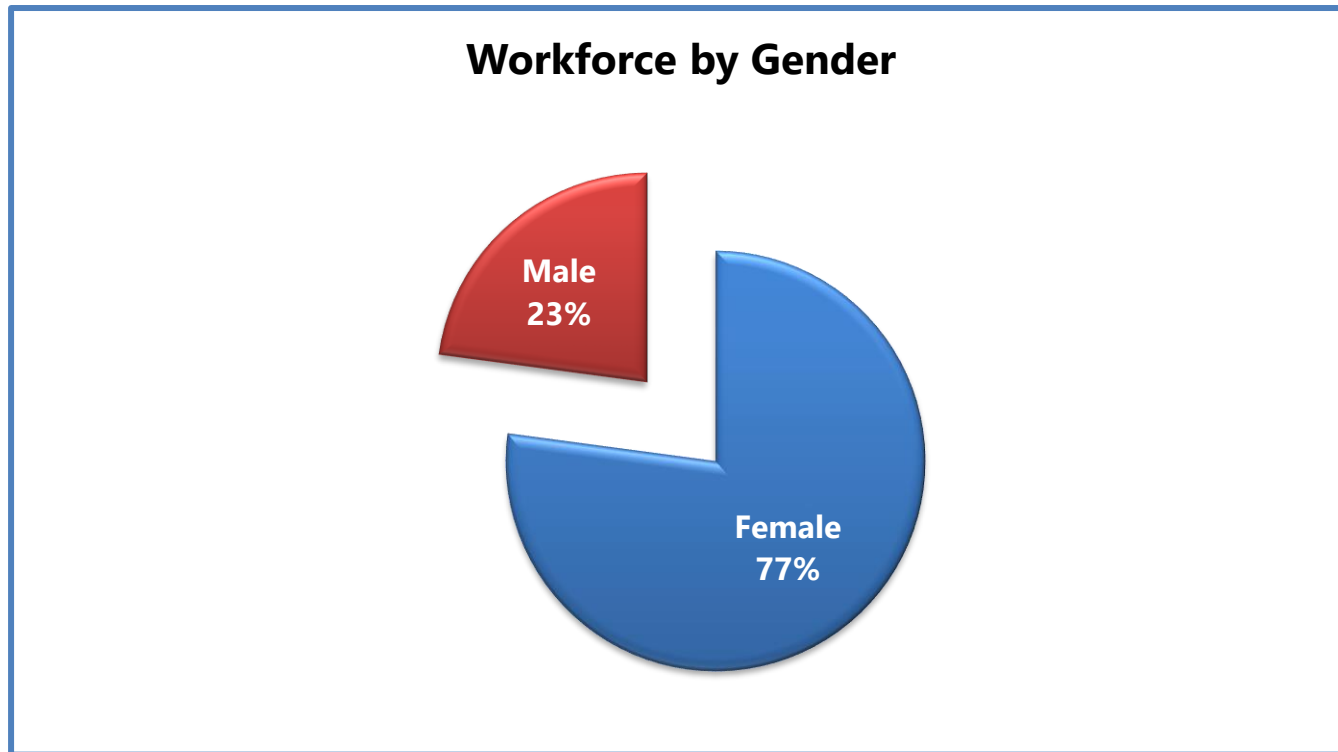
By providing this information it is also one of the ways in which we demonstrate our requirements under the Equality Act, and the associated Public Sector Equality Duty.

Please note that the workforce data is based on our regular workforce in post on 31st March 2023 (i.e. excludes bank staff, agency workers and third party contractors).

Our service user data is based on information held in our electronic patient system which has recorded activity during 2022-23.

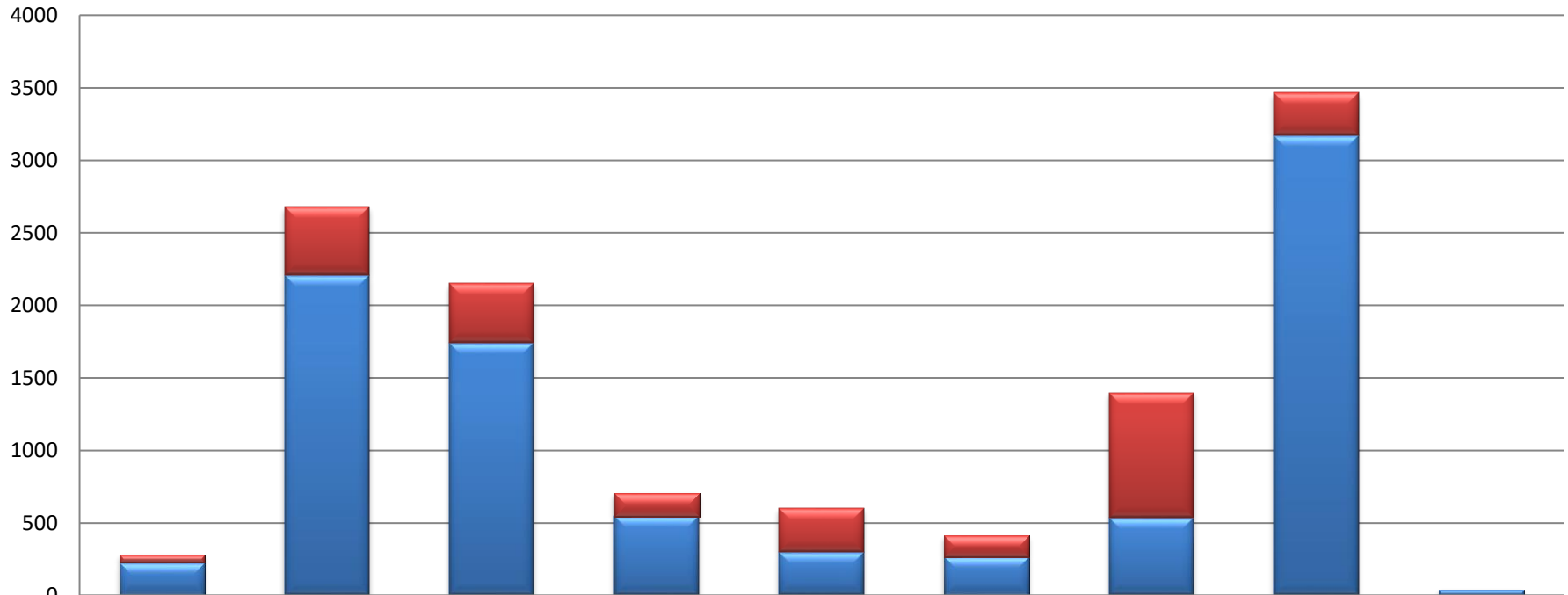
This data is intended to prompt discussion about how inclusive we are as an organisation. Please contact the Equality and Inclusion team at UHNM for further information or to ask a question: charlotte.lees@uhnm.nhs.uk

Workforce Profile: Gender



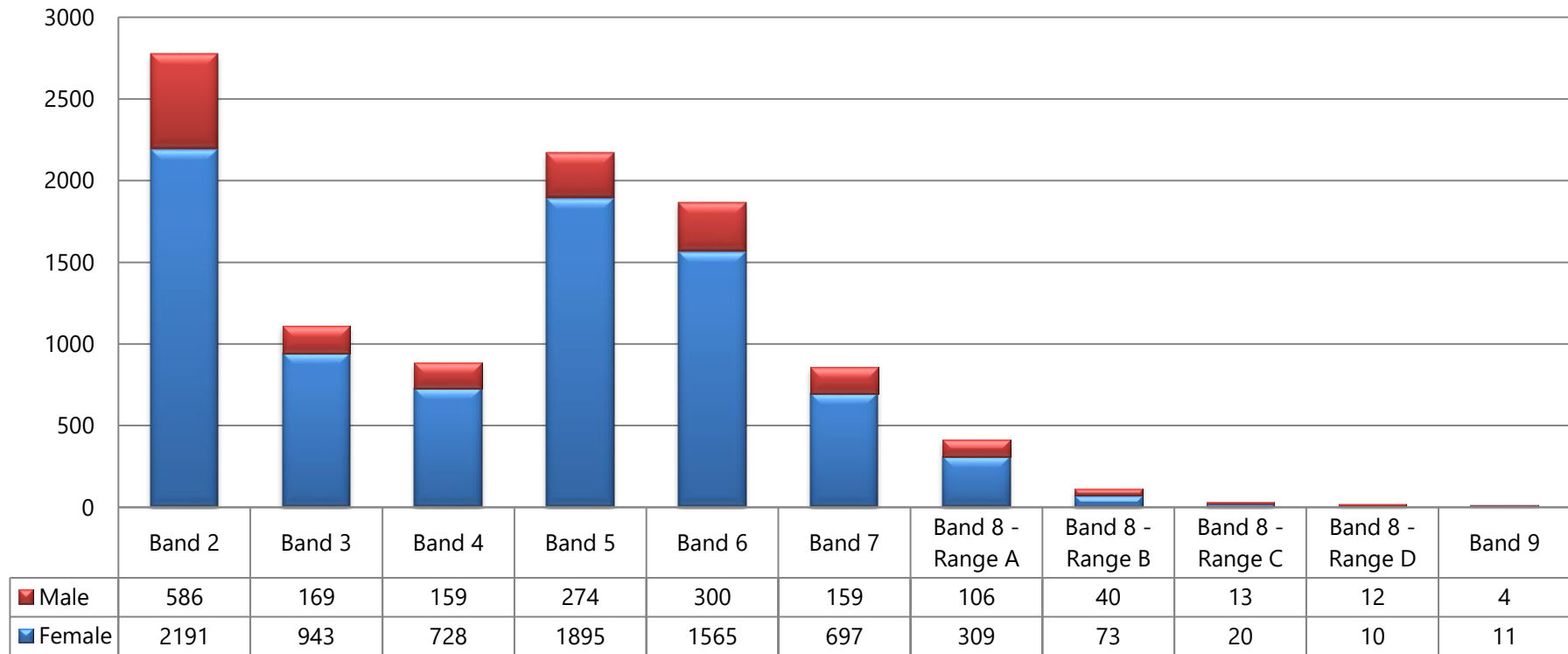
Our workforce is predominately female, matching the national profile of the NHS. This changes for Medical & Dental staff, where over 65% of this staff group are male. We report every year on our Gender Pay Gap

Workforce Gender by Staff Group



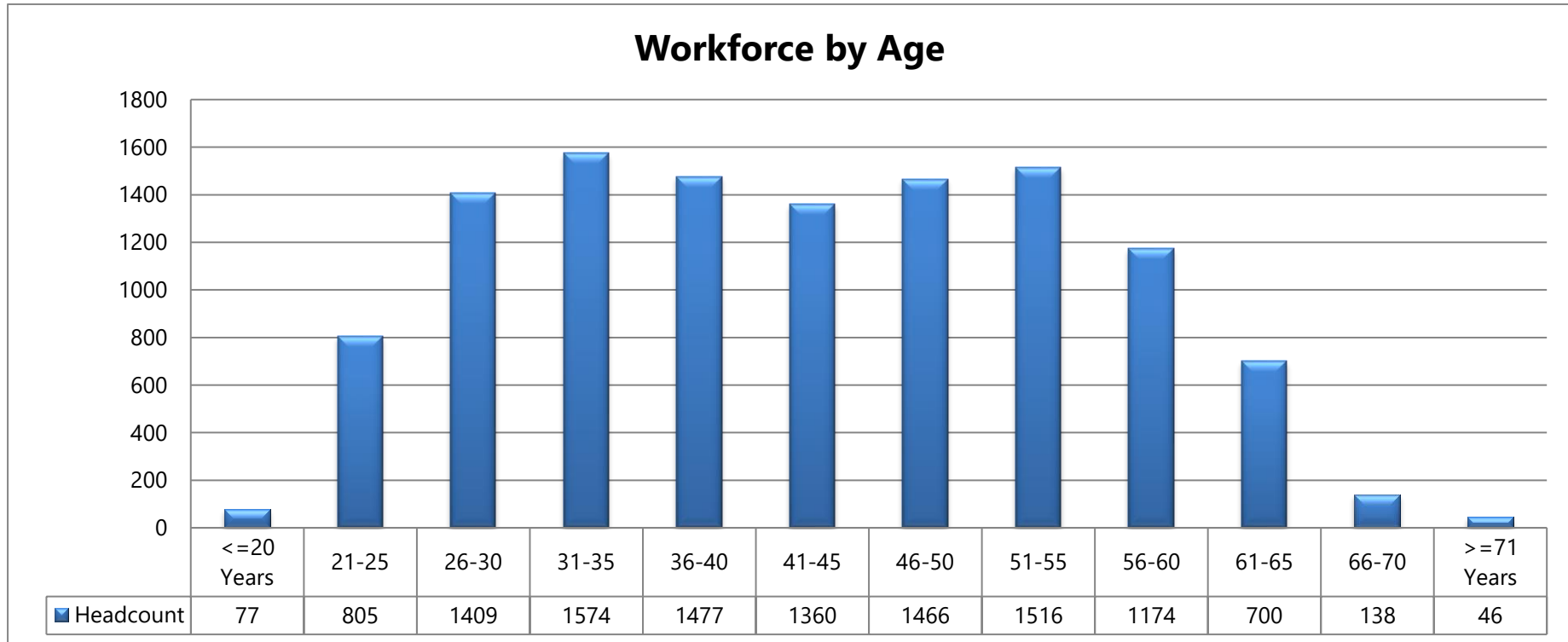
	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Students
Male	56	469	408	162	306	146	862	294	2
Female	226	2209	1744	544	297	267	537	3172	41

Workforce Gender by Agenda for Change Pay Bands



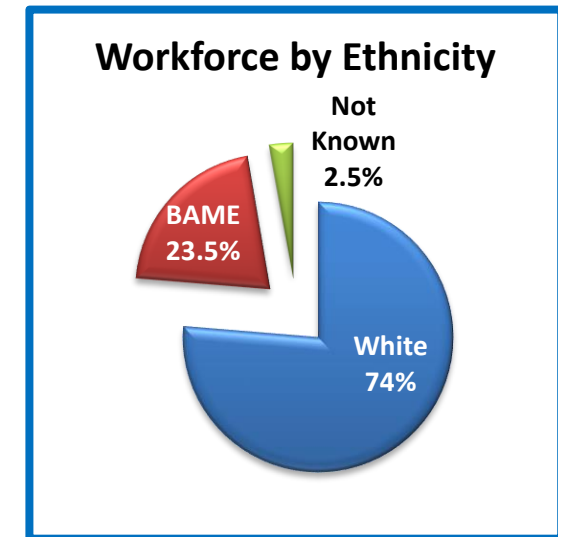
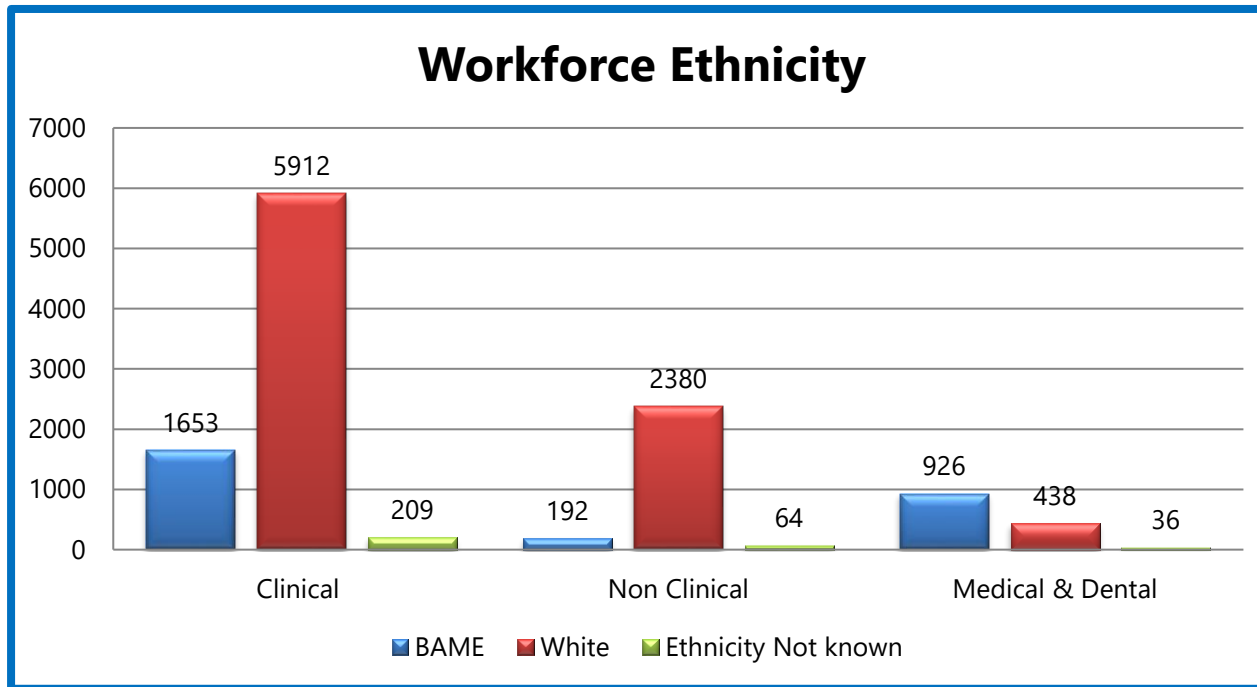
As an organisation we are increasingly moving towards greater recognition and inclusiveness of all gender identities, however these are not yet reflected on the national Electronic Staff Record.

Workforce Profile: Age



Our workforce is well distributed across the age ranges, with smaller numbers in < 25 years reflecting degree entry requirements for many of our clinical roles.

Workforce Profile: Ethnicity



23.5% of our workforce is from a Black, Asian or minority ethnic (BAME) background, a 2.5% increase on the previous year

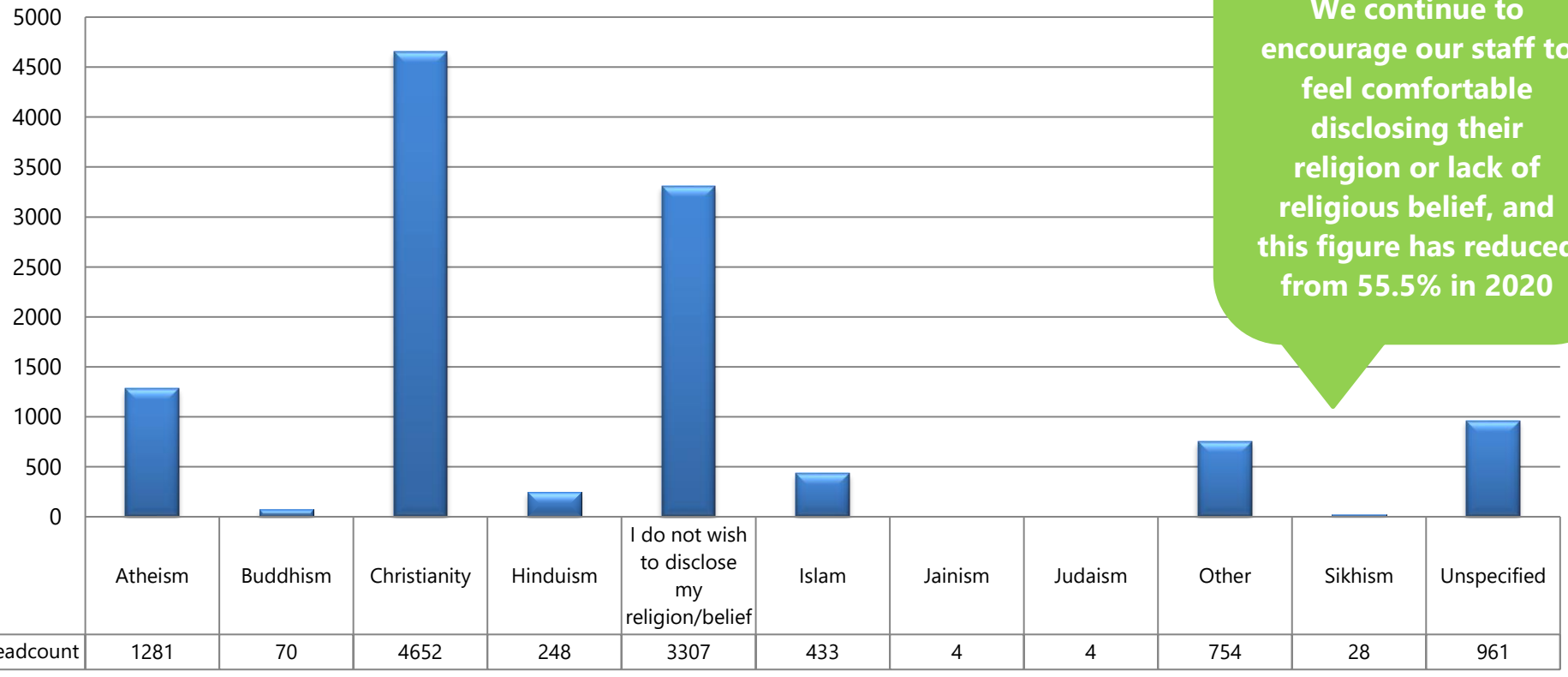
Workforce by Ethnic Background:

Nationality	Count								
		Bangladeshi	18	Latvian	6	Japanese	3	Gabonese	1
		South African	16	Slovak	6	Libyan	3	Guinean	1
British	9436	Sudanese	15	Belgian	5	New Zealander	3	Indonesian	1
Indian	751	Ghanaian	13	Bulgarian	5	Russian	3	Maldivian	1
Filipino	277	Fijian	12	Czech	5	Slovenian	3	Namibian	1
Pakistani	99	Chinese	12	Iraqi	5	Swedish	3	Northern Irish	1
English	91	German	10	Malawian	5	Afghan	2	Norwegian	1
Zimbabwean	72	Canadian	10	Maltese	5	Bahraini	2	Senegalese	1
Nigerien	61	Jamaican	9	Austrian	4	Brazilian	2	Seychellois	1
Romanian	59	Croatian	8	French	4	Ethiopian	2	Sierra Leonean	1
Irish	55	Burmese	8	Gambian	4	Motswana	2	Somali	1
Polish	51	Guyanese	8	Palestinian	4	Omani	2	South Korean	1
Egyptian	49	Iranian	7	Scottish	4	Syrian	2	Surinamese	1
Sri Lankan	46	American	7	Singaporean	4	Thai	2	Swiss	1
Nigerian	45	Dutch	7	Ugandan	4	Bahamian	1	Tanzanian	1
Italian	44	Hungarian	7	Ukrainian	4	Bruneian	1	Trinidadian	1
Portuguese	42	Jordanian	7	Welsh	4	Central African	1	Vietnamese	1
Malaysian	33	Kenyan	7	Zambian	4	Comoran	1	Yemeni	1
Nepalese	21	Lithuanian	6	Cameroonian	3	Congolese	1		
Greek	20	Australian	6	Danish	3	Cypriot	1		
Spanish	19	Eritrean	6	Hong Kong	3	Estonian	1		

Colleagues from around the globe work at UHNM, with 100 different nationalities represented!

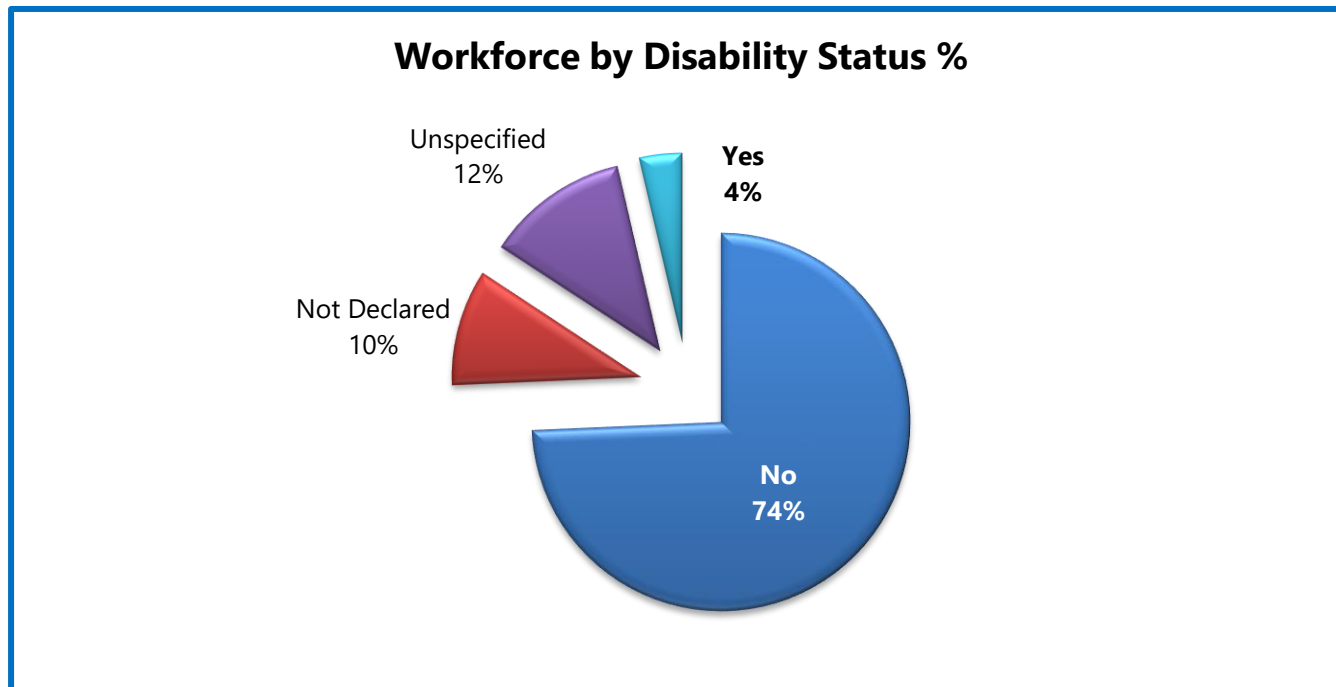
Workforce Profile: Religion

Workforce by Religious Belief



Religion and Belief data is not held for 36% of our workforce. We continue to encourage our staff to feel comfortable disclosing their religion or lack of religious belief, and this figure has reduced from 55.5% in 2020

Workforce Profile: Disability

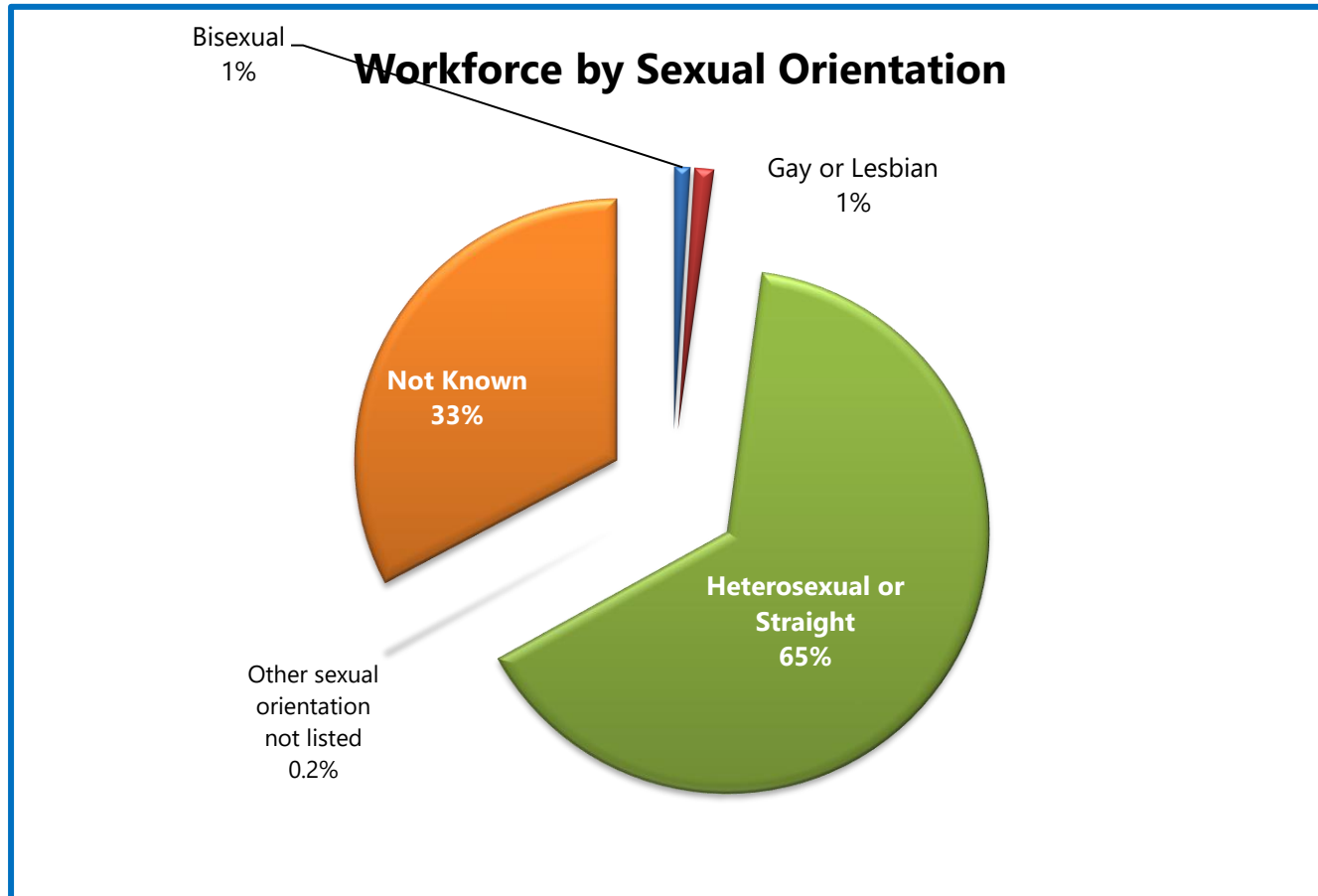


3.7% (433 people) have shared that they have a disability on ESR, this is an increase of 0.9% (or 114 people compared to last year). In comparison 24.3% of respondents in our 2022 Staff Survey stated they held a physical or mental health condition or illness lasting or expected to last 12 months or more

Disability Status	Count (headcount)
Disabled	424
Not Disabled	8,706
Not Declared	1,158
Unspecified	1,426
Prefer Not To Say	28

The number of records where staff have not disclosed their disability status has improved from 41% in 2020 to 22% in 2023. We are working to close this gap further by raising awareness of disability and encouraging colleagues to feel comfortable and safe to disclose a health condition and have the right support in place

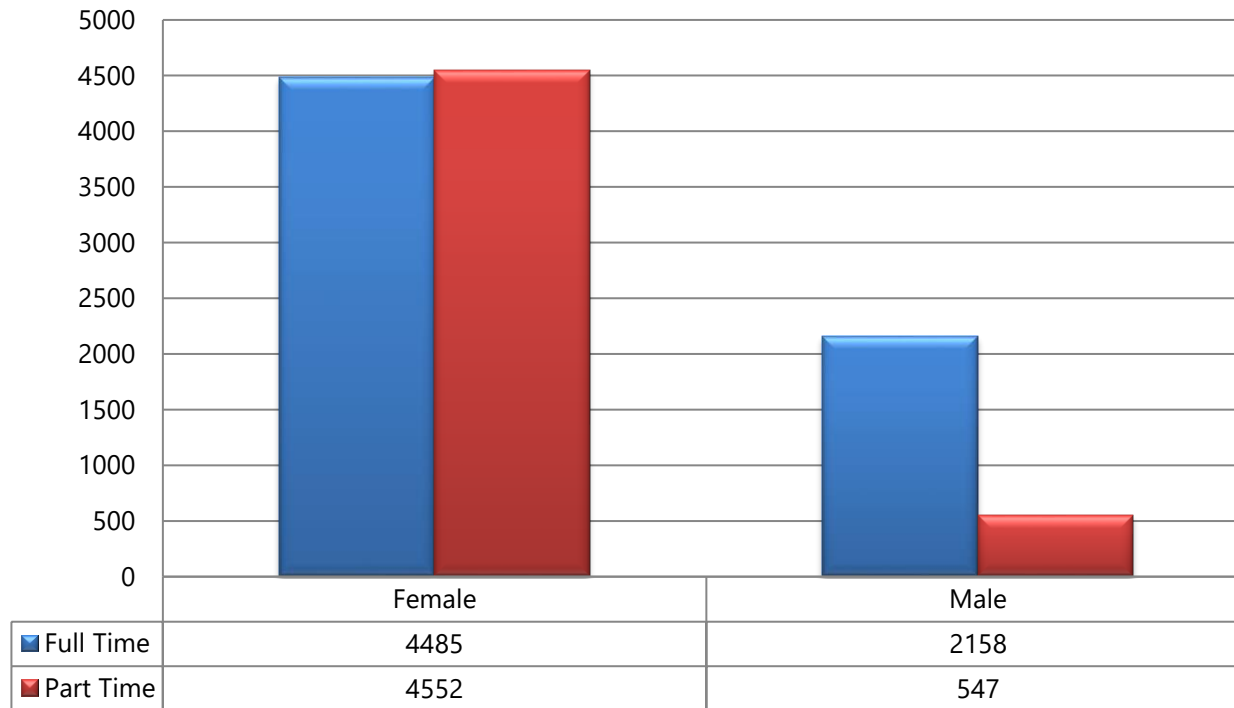
Workforce Profile: Sexual Orientation



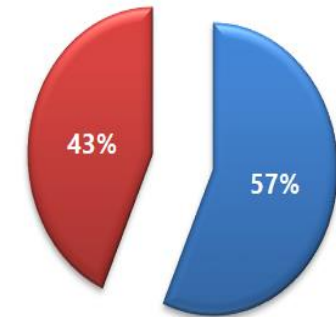
We have a gap of 32.8% of the workforce for where no sexual orientation status is recorded. This has reduced from 39% last year. 3.4% of our workforce identify as Lesbian, Gay or Bisexual (LGB), when the unknowns are excluded. This compares to the national census data of 3.2% of the population being LGB

Workforce Profile: Full Time/Part Time

Workforce by Employment Category

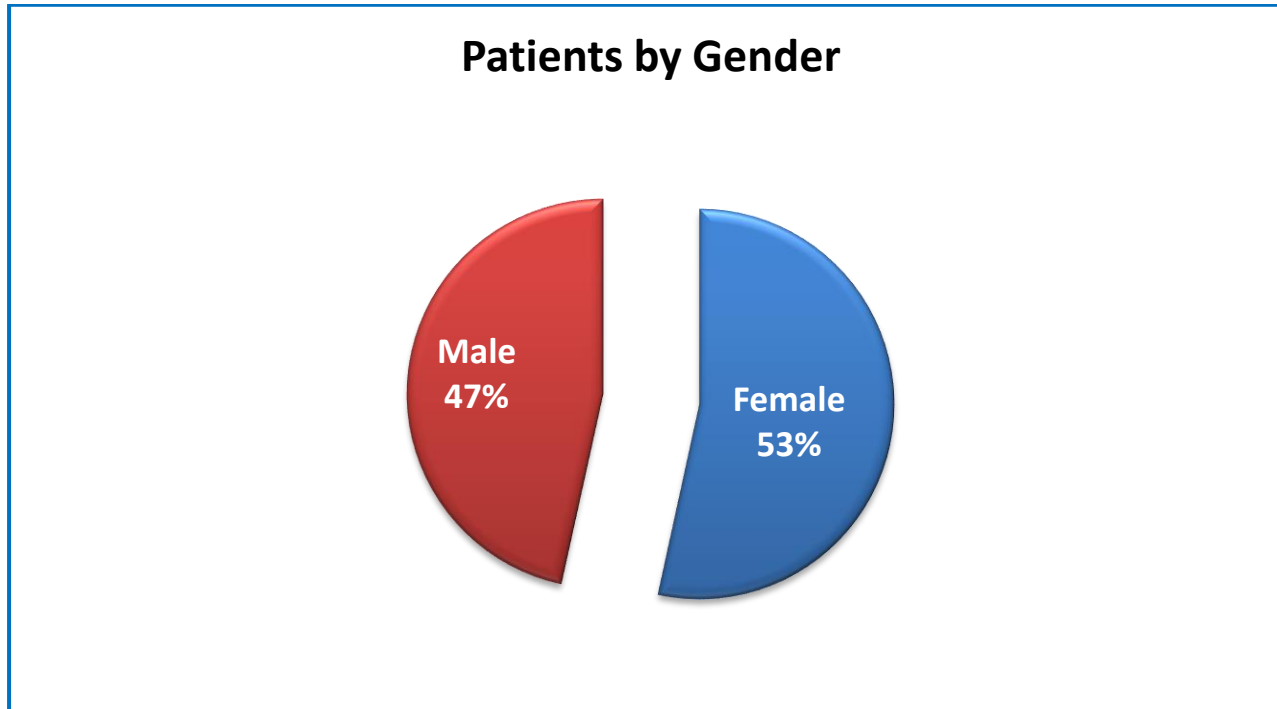


Workforce by Contracted Hours Status



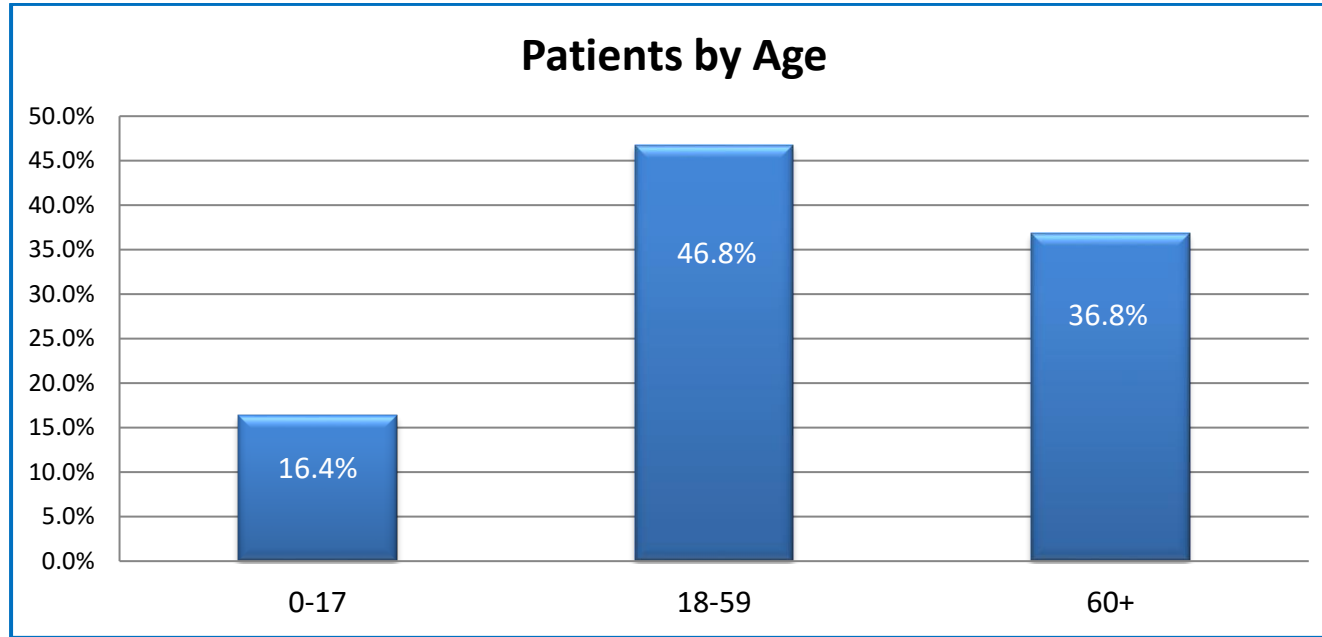
57% of our workforce are employed in full time roles, with females more likely to work part time than men. We continue to promote flexible and agile working and all Trust vacancies are advertised as available for flexible working arrangements

Patient Profile: Gender



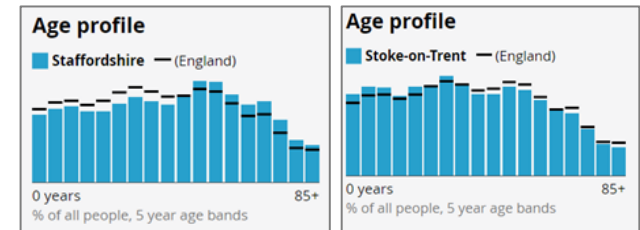
	Female	Male	Indeterminate	Not Specified	Unknown	Total
%	53.40%	46.55%	0.01%	0.01%	0.03%	100.00%
number	166,312	144,989	46	31	84	311462

Patient Profile: Age



53% of patients accessing our services were aged either 17 years or younger and over 60 years

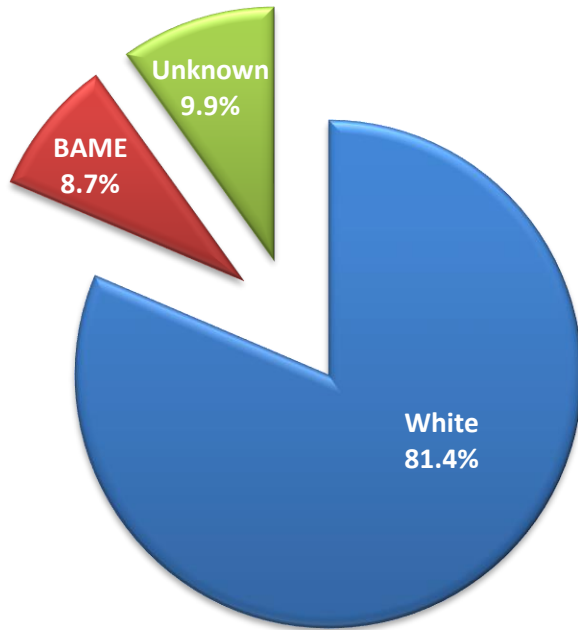
The 2021 Census age profile:



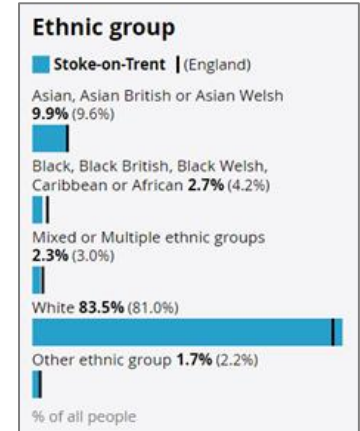
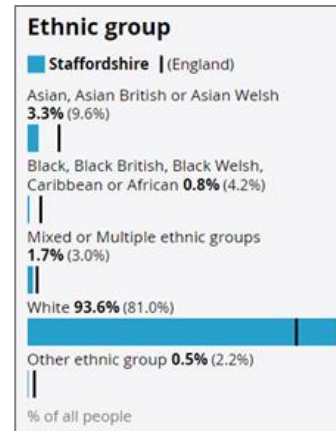
Age Band	0 - 17	18 - 59	60 +	Total
Number	50,983	145,728	114,751	311,462
%	16.37%	46.79%	36.84%	100.00%

Patient Profile: Ethnicity

Patients by Ethnic Background



According to the 2021 census there is an ethnically diverse population in Staffordshire of 6.3%, and this increases to 16.6% in Stoke on Trent.

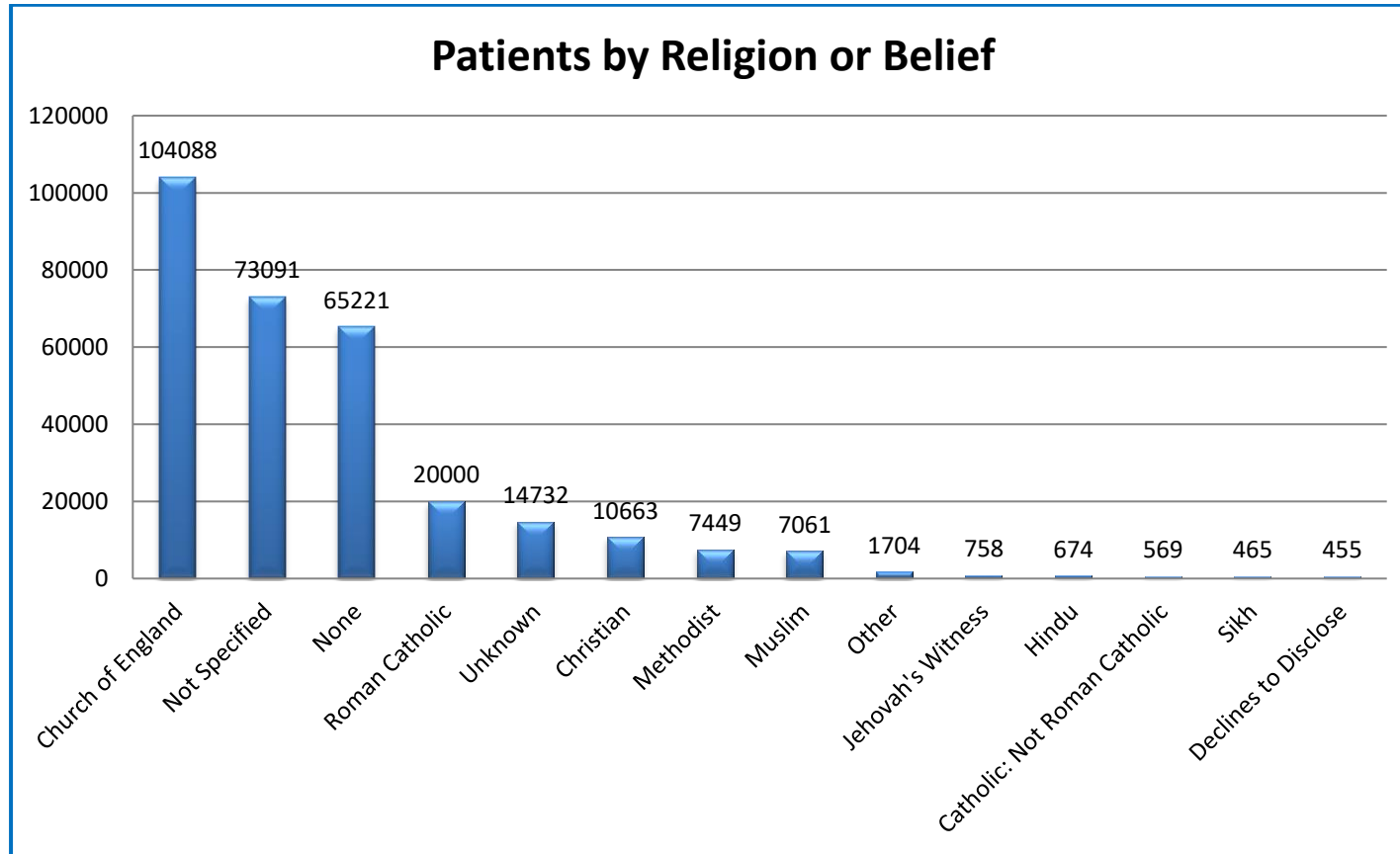


*BAME is a term used to describe people from a Black, Asian and Minority Ethnic background.

Ethnic Background – Detail

Ethnicity	Total Patients	Percentage (%)
African	1,585	0.51%
Any Other Asian Background	2,483	0.80%
Any Other Black Background	751	0.24%
Any other ethnic group	2,573	0.83%
Any Other Mixed Background	2,537	0.81%
Any other White background	5,340	1.71%
Bangladeshi	445	0.14%
Caribbean	506	0.16%
Chinese	510	0.16%
Indian	1,992	0.64%
Not Set	21	0.01%
Not Specified	10,994	3.53%
Not Stated	9647	3.10%
Pakistani	5812	1.87%
Unknown	10,097	3.24%
White & Asian	1210	0.39%
White & Black African	608	0.20%
White & Black Caribbean	856	0.27%
White British	252,598	81.10%
White Irish	897	0.29%
Grand Total	311,462	100.00%

Patient Profile: Religion



This chart shows the most common responses received from our patients when asked to declare their religion or belief