



Oxford Health  
NHS Foundation Trust



# Equality Report

## FY16-FY18

<b>Contents</b>	<b>Page</b>
1. Introduction	3
2. The use of this report	3
3. Relationship with the Public Sector Equality Duty	3
4. Diversity challenges	3
5. Progress on the EDS2 (Equality Delivery System)	4
6. Workforce equality monitoring	5
Section 1: Gender	6
Section 2: Age	8
Section 3: Ethnicity	12
Section 4: Disability	17
Section 5: Sexual orientation	19
Section 6: Religion/ Belief	21
7. Improving data collection	24

## 1. Introduction

This summary report provides an analysis of the diversity profile of the workforce at Oxford Health NHS Foundation Trust (OHFT).

The report draws on our obligation to meet our Equality Information Publishing Duty under the Equality Act 2010 to publish information annually relating to employees who share a protected characteristic.

It establishes the benchmark data information for subsequent analysis of our annual workforce data collection across all the protected characteristics.

## 2. The use of this report

This report will be used along with other workforce profile data to help monitor progress and demonstrate the impact of our equality and diversity policies and procedures, particularly in terms of:

- setting equality and diversity priorities, and measuring progress
- assessing how the trust's policies and practices impact on equality
- benchmarking our diversity profile with that of the sector or relevant parts of the sector
- reporting annually, or as required, to stakeholders, including funders, patient groups and the wider community.

These activities all support the strategic planning, monitoring and assessments required to address the workforce-related priorities and the monitoring and reporting requirements of the Public Sector Equality Duty.

## 3. Relationship with the Public Sector Equality Duty

The Public Sector Equality Duty, which was created by the Equality Act 2010 (Specific Duties) Regulations 2011 require organisations to publish:

- their equality objectives, at least every four years
- information to demonstrate their compliance with the equality duty, at least annually.

## 4. Diversity challenges

The new workforce diversity challenges include demonstrating compliance with the new Public Sector Equality Duty. They are associated with:

- compliance with the Workforce Race Equality Standard (WRES)
- compliance with the new Workforce Disability Equality Standard (WDES)
- improving data quality by reducing the number of 'unknowns' in religion, sexual orientation and disability categories in particular.

This creates the need for accurate information and effective systems to help identify equality objectives and demonstrate progress towards meeting them.

## 5. Progress on the EDS2 (Equality Delivery System)

We have been using the NHS Equality Delivery System to develop our equalities work. This framework has helped us to identify our equality priorities and consolidate the progress we have made to date which can be attributed to a number of relationships, practices and initiatives involving a diverse range of stakeholders, sector agencies and partnerships.

The details below outline the work at Oxford Health in relation to meeting the public sector equality duties to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people from all the protected characteristics.

1. A Trust-wide EDI Strategy with associated action plans for race, disability, gender and sexual orientation equality
2. EDI Steering Group chaired by the Chief Executive with representation of senior leaders
3. Equal Opportunities Policy with associated Procedural Guidance for supporting employees with disabilities, trans employees and service users and for interpreting & translation
4. Annual equality and diversity conference
5. Three staff network groups for race, disability and LGBT+ equality
6. A range of training and staff development programmes
7. Interpreting provision for face-to-face, telephony and BSL language support
8. Rainbow lanyards and badges for staff
9. EDI pages and resources on the staff intranet
10. Browse-aloud facility for people with visual impairment
11. Fair Treatment at Work Facilitators who support staff who are experiencing or witnessing bullying or harassment in the workplace
12. We are accredited as a Disability Confident Employer and are working to achieve Level 3: Disability Confident Leader
13. Occupational Health Team that supports with reasonable adjustments.

## 6. Workforce Equality Monitoring

All aspects of the monitoring data reveal relevant information about the workforce – its composition and its attitudes.

The tables below show the percentage and count of respondents who chose the 'Prefer not to say' option or remain 'Undefined' under these categories.

31/03/2018	'Prefer not to say' / Not Declared	31/03/2018	'Undefined'
Religion/ Belief	15.8% or 997 people	Religion/ Belief	16.1% or 1014 people
Sexual orientation	11.7% or 740 people	Sexual orientation	16.7% or 1054 people
Disability	6.0% or 382 people	Disability	22.4% or 1422 people
Ethnicity	2.5% or 159 people	Ethnicity	2.6% or 167 people

31/03/2018	Total
Religion/ Belief	2011 people
Disability	1804 people
Sexual orientation	1794 people
Ethnicity	326 people

'Religion and Belief' has by far the largest proportion of total 'Unknowns', followed by disability and sexual orientation.

It would not be prudent to make an assumption as to why this is the case without further research. However, one can only presume that it may be the combination of sensitivity and/ or insecurity of disclosing personal information which by their very nature may not be perceptible even by an observing eye for these characteristics.

Nevertheless, in order to improve data quality by reducing the number of 'Unknowns' generally and, in all the above categories in particular, it is recommended that we:

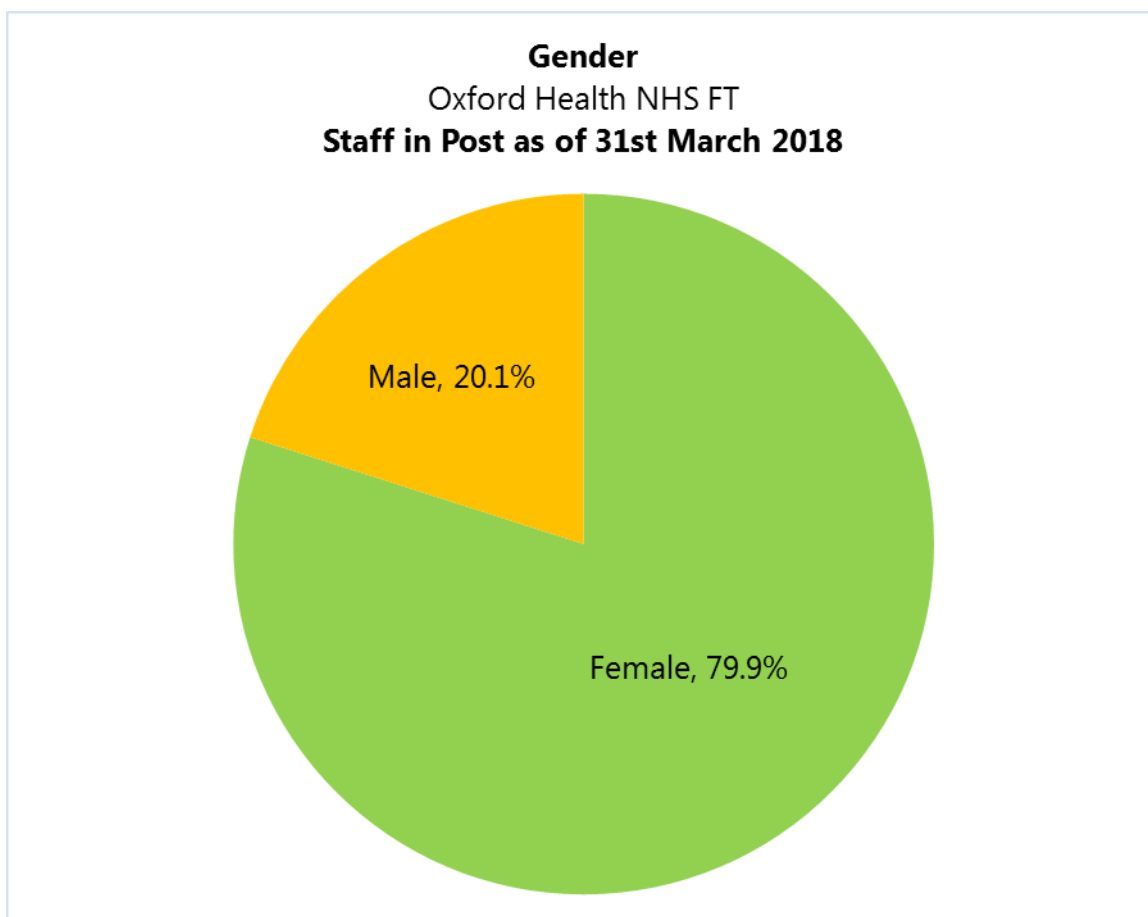
- deliver targeted training
- raise better awareness of the reasons for monitoring
- consult staff on how to increase responses and reduce 'No' preferences
- make the issue an agenda item in staff or team meetings
- run awareness campaigns well in advance of any survey going live to allow opportunities for discussion and explanation.

## Section 1: Gender

The results in the following chart show the gender profile of staff:

Gender (Largest first)	31/03/2016		31/03/2017		31/03/2018	
	Count	Percentage	Count	Percentage	Count	Percentage
<b>Female</b>	4963	82.0%	4831	81.5%	5068	79.9%
<b>Male</b>	1092	18.0%	1098	18.5%	1272	20.1%
<b>Total</b>	6055	100.0%	5929	100.0%	6340	100.0%

This chart shows the gender profile of employees who were in post at the end of the financial year 2017/18:



The chart below provides a breakdown of the gender profile across the occupational groups over the three year period:

Staff group	Year	Female	Male
<b>Add prof scientific and Technic</b>	2016	399	97
	2017	427	97
	2018	469	100
	<b>Total</b>	<b>1295</b>	<b>294</b>
<b>Additional clinical services</b>	2016	1029	272
	2017	967	286
	2018	1098	347
	<b>Total</b>	<b>3094</b>	<b>905</b>
<b>Administrative and clerical</b>	2016	1050	59
	2017	1016	57
	2018	1058	55
	<b>Total</b>	<b>3124</b>	<b>171</b>
<b>Allied health professionals</b>	2016	181	95
	2017	185	98
	2018	176	97
	<b>Total</b>	<b>542</b>	<b>290</b>
<b>Estates and ancillary</b>	2016	181	95
	2017	185	98
	2018	176	97
	<b>Total</b>	<b>542</b>	<b>290</b>
<b>Medical and dental</b>	2016	180	227
	2017	172	205
	2018	260	217
	<b>Total</b>	<b>612</b>	<b>649</b>
<b>Nursing and midwifery registered</b>	2016	1488	10
	2017	1428	11
	2018	1430	8
	<b>Total</b>	<b>4346</b>	<b>29</b>
<b>Students</b>	2016	47	10
	2017	53	11
	2018	44	8
	<b>Total</b>	<b>144</b>	<b>29</b>

#### The main observations are:

1. The workforce gender profile remains predominantly female.
2. Numbers for both male and female employees have increased by at least 200 in headcount, albeit the female workforce outnumber the male workforce by almost 4:1.
3. The trust has a higher representation of female staff than males. To put the above profile into context, the Office for National Statistics estimates that approximately 46% of England's population is female and 77% of the NHS workforce is women (NHS employers).

#### Gender Profile for Oxfordshire and Buckinghamshire:

The gender profile across the two counties is consistent with the national averages, with men at 49% and women at 51%.

#### Recommendations for action:

1. Work with education providers and careers advisors to promote and increase the uptake of males in the health and caring professions.
2. Improve the employment opportunities for people who propose to undergo, are undergoing or have undergone gender reassignment.

## Section 2: Age

The results in the following charts show the age profile of staff:

Age	31/03/2016		31/03/2017		31/03/2018	
15-19	18	0.3%	27	0.5%	21	0.3%
20-24	276	4.6%	271	4.6%	285	4.5%
25-29	637	10.5%	642	10.8%	669	10.6%
30-34	680	11.2%	672	11.3%	711	11.2%
35-39	743	12.3%	702	11.8%	768	12.1%
40-44	719	11.9%	735	12.4%	801	12.6%
45-49	874	14.4%	784	13.2%	838	13.2%
50-54	866	14.3%	849	14.3%	898	14.2%
55-59	726	12.0%	727	12.3%	761	12.0%
60-64	367	6.1%	372	6.3%	416	6.6%
65-69	116	1.9%	107	1.8%	127	2.0%
70-74	31	0.5%	37	0.6%	36	0.6%
75-79	1	0.0%	3	0.1%	8	0.1%
80-84	1	0.0%	1	0.0%	1	0.0%

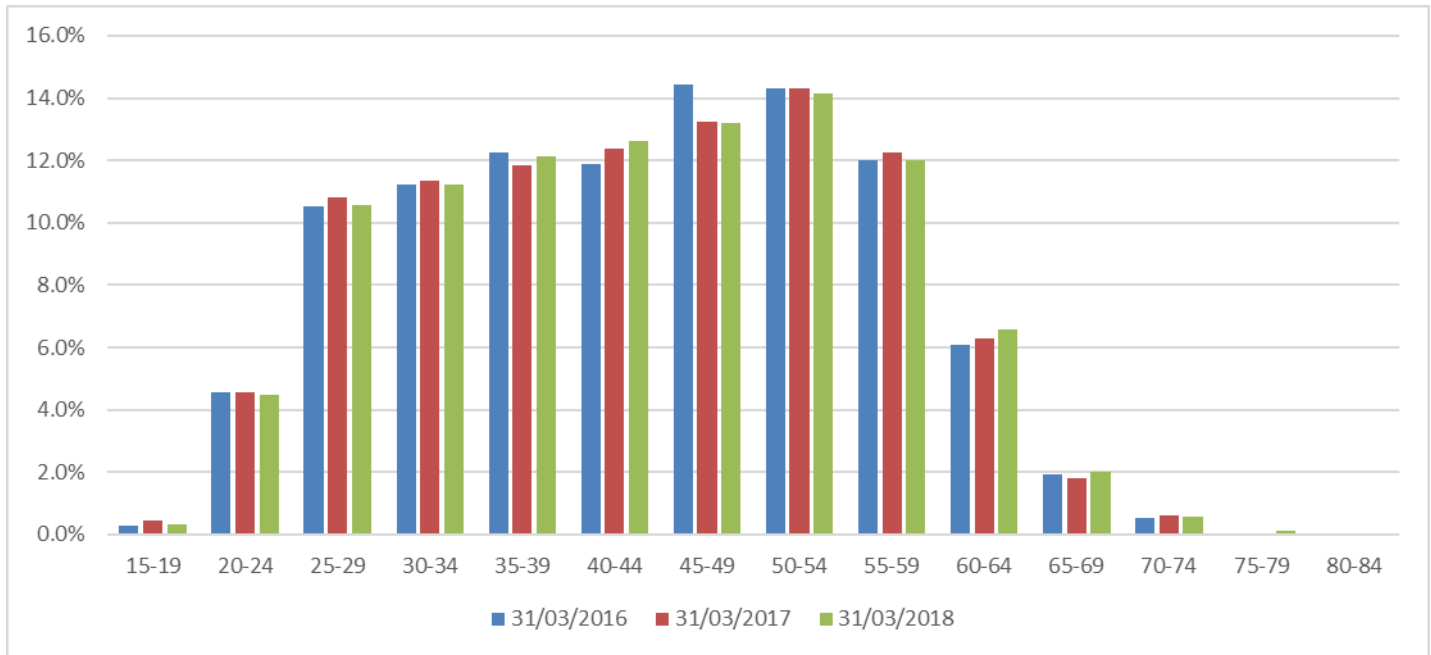
The chart below shows the age bands of the workforce in order of 'largest first' to 'smallest last'. There has been no shift in the 'size' order of the age categories below the bold line in grey over the three year reporting period.

Age (Largest first)	31/03/2016		Age (Largest first)	31/03/2017		Age (Largest first)	31/03/2018	
45-49	874	14.4%	50-54	849	14.3%	50-54	898	14.2%
50-54	866	14.3%	45-49	784	13.2%	45-49	838	13.2%
35-39	743	12.3%	40-44	735	12.4%	40-44	801	12.6%
55-59	726	12.0%	55-59	727	12.3%	35-39	768	12.1%
40-44	719	11.9%	35-39	702	11.8%	55-59	761	12.0%
30-34	680	11.2%	30-34	672	11.3%	30-34	711	11.2%
25-29	637	10.5%	25-29	642	10.8%	25-29	669	10.6%
60-64	367	6.1%	60-64	372	6.3%	60-64	416	6.6%
20-24	276	4.6%	20-24	271	4.6%	20-24	285	4.5%
65-69	116	1.9%	65-69	107	1.8%	65-69	127	2.0%
70-74	31	0.5%	70-74	37	0.6%	70-74	36	0.6%
15-19	18	0.3%	15-19	27	0.5%	15-19	21	0.3%
75-79	1	0.0%	75-79	3	0.1%	75-79	8	0.1%
80-84	1	0.0%	80-84	1	0.0%	80-84	1	0.0%

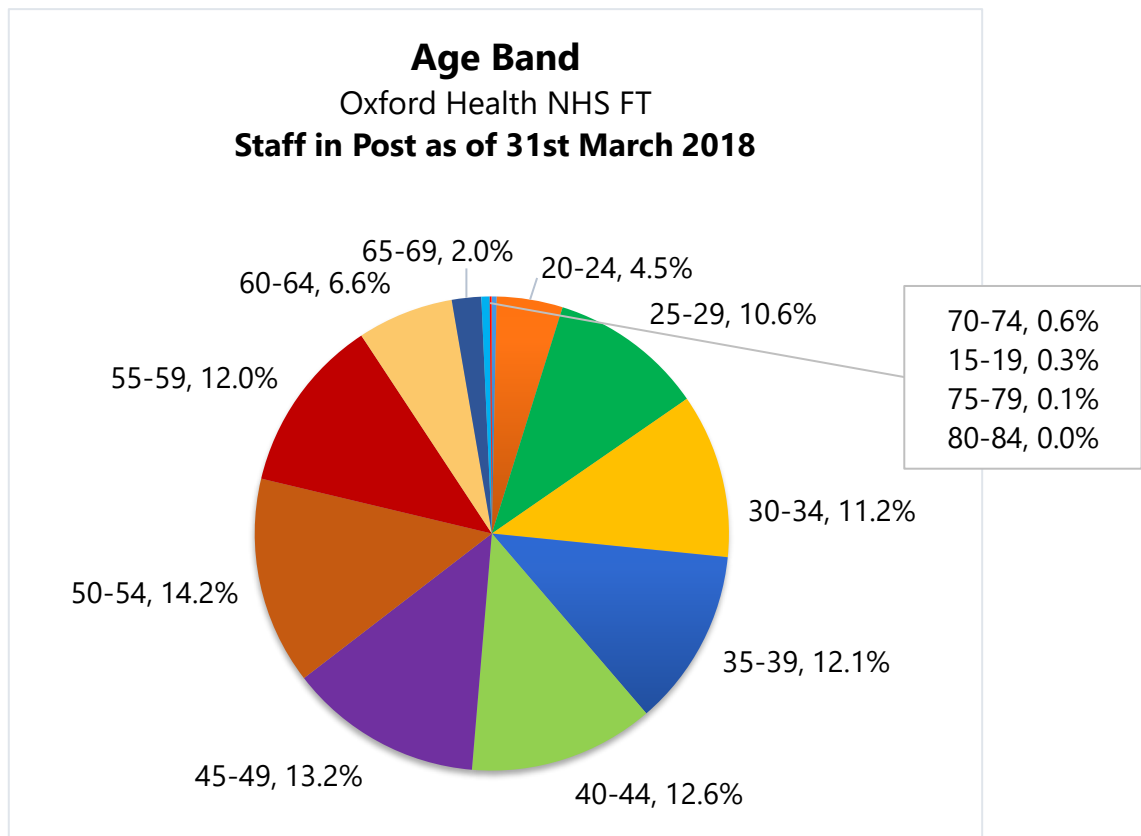


The chart below shows the age trends over the three year period:

**Age Band Trends**  
Oxford Health NHS FT



This chart shows the age groups of employees who were in post as of 31<sup>st</sup> March 2018:



The main age diversity features are as follows:

Age	Ana
<b>16-24</b>	Staff aged under-25 represent one of the smallest staff groups at around 4.8%. This is probably explained by the time it takes to gain a clinical qualification, which means that they are usually in their mid-twenties when they take up post. The trend over the three year period shows a little fluctuation but nothing that can be said to amount to a shift. Shortage of younger staff joining and remaining in the workforce could be helping to maintain a persistent older age profile.
<b>25-29</b>	There has been an increase of 32 in headcount in this age band over this period but remains static at around 10.5%.
<b>30-34</b>	There has been an increase of 31 in headcount in this age band over this period but remains static at around 11%.
<b>35-39</b>	There has been an increase of 25 in headcount in this age band over this period but remains static at around 12%.
<b>40-44</b>	This age band has had the largest increase over the three year period going up by 0.7% (82 in headcount) and now makes up around 12.5% of the workforce.
<b>45-49</b>	Even though this age band represents the largest decrease with a fall of 1.2%, it consistently constitutes the second largest proportion of the workforce at around 13.2%.
<b>50-54</b>	There has been an increase of 32 in headcount in this age band over the three year period but remains static at around 14% and makes up the largest proportion of the workforce at 14.2%.
<b>55-59</b>	There has been an increase of 35 in headcount in this age band over the three year period but remains static at around 12%.
<b>60-64</b>	This age band has had the second largest increase over the three year period – up by 0.5% (49 in headcount) and now represents 6.6% of the workforce.
<b>65+</b>	There has been an increase in every age band and represent a workforce of 2.7%.

Improving age diversity represents one of the significant equality challenges *and* opportunities for the organisation.

Although the under-representation of the under-30's may be indicative of some challenges in the recruitment and retention of this age group, it does also present a potential opportunity.

It is very unlikely that there will be a major change in the age profile of the workforce in the foreseeable future, so OHFT needs to take full advantage and benefit from the valuable experience and knowledge that exists in the upper ends of the age spectrum, namely 45+ age groups, by embedding 'succession planning' within the HR Workforce Strategy.

By doing so, the trust will shift from a model of 'Human Resource' to 'Human Capital.'

### Age profile for Oxfordshire:

Oxfordshire's population has aged since the 2001 census, due to the older age groups experiencing greater growth than younger groups. From 2001 to 2011:

- The 65-and-over population grew by 18%
- The number of people aged 85 and over increased by 30%
- The number of people in their 30's in the county has declined by 12%
- The number of children aged 4 and under has grown by 13%.

### Age profile for Buckinghamshire:

- More than a fifth of births (21%) were to women from non-white backgrounds in 2005-08
- 16.7% of the Buckinghamshire population was aged over 65, compared to 16.3% in England in 2011, and up from 14.5% in 2001
- By 2025 the proportion of those aged over 65 is expected to rise to more than a fifth (21.7%) of the total population in Buckinghamshire
- 2.2% of the Buckinghamshire population were aged 85+ in 2011, the same proportion as in England. Between 2011 and 2025, the numbers of people aged 85+ is projected to increase by 84% (to 3.9% of the total population).

### Recommendations for action:

1. In light of the above data, use the information for effective succession and workforce planning
2. Improve attracting and retaining staff under 25 in the workforce as it is currently one of the smallest staff representative groups
3. Establish initiatives such as coaching, mentoring and work experience placements to increase the age diversity of the sector workforce
4. Maintain and develop specialist skills and expertise by retaining established specialists' knowledge and skills through shadowing and informal mentoring activities with older workers to help to grow specialist skills in-house.

## Section 3: Ethnicity

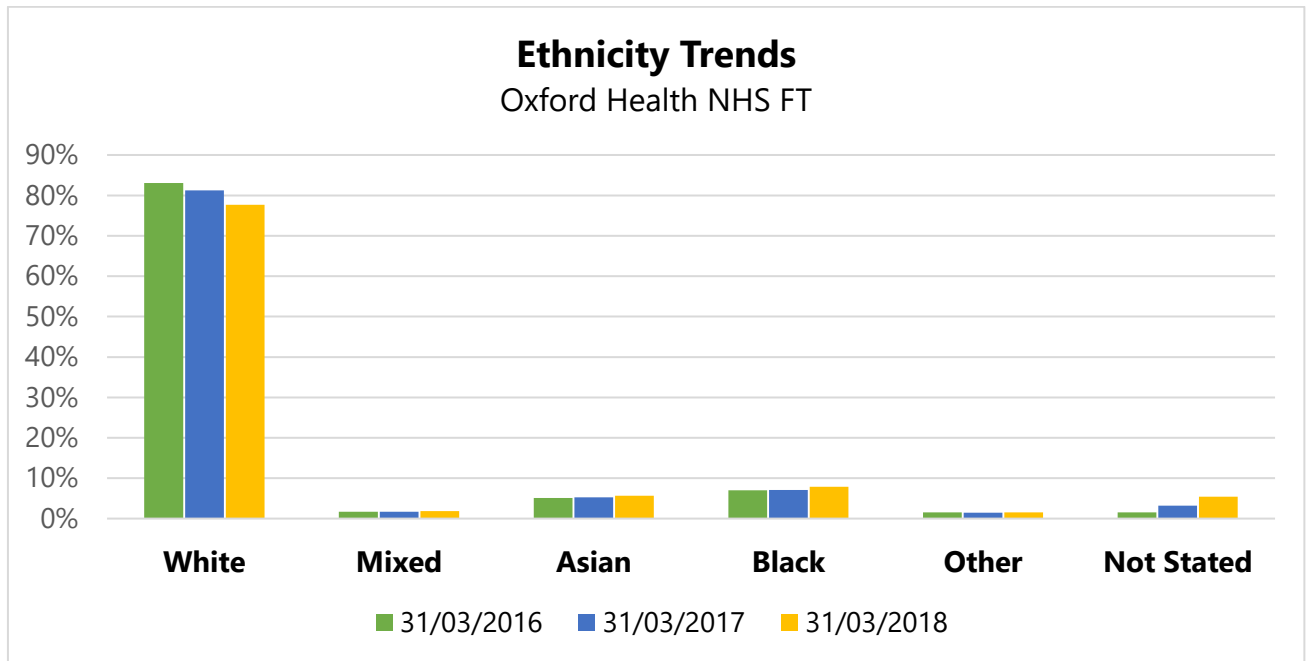
The results in the following chart show the ethnic profile of staff:

Ethnicity	31/03/2016		31/03/2017		31/03/2018	
	Count	Percentage	Count	Percentage	Count	Percentage
White - British	4560	75.28%	4387	72.13%	4424	70.02%
White - Irish	107	1.77%	96	1.58%	89	1.41%
White - Any other White background	363	5.99%	383	6.30%	409	6.47%
Mixed - White & Black Caribbean	23	0.38%	20	0.33%	28	0.44%
Mixed - White & Black African	22	0.36%	23	0.38%	27	0.43%
Mixed - White & Asian	24	0.40%	25	0.41%	26	0.41%
Mixed - Any other mixed background	33	0.54%	35	0.58%	36	0.57%
Asian or Asian British-Indian	160	2.64%	162	2.66%	171	2.71%
Asian or Asian British-Pakistani	52	0.86%	61	1.00%	71	1.12%
Asian or Asian British-Bangladeshi	13	0.21%	13	0.21%	19	0.30%
Asian or Asian British- Any other Asian background	84	1.39%	89	1.46%	101	1.60%
Black or Black British-Caribbean	73	1.21%	68	1.12%	72	1.14%
Black or Black British-African	336	5.55%	333	5.48%	391	6.19%
Black or Black British- Any other Black background	16	0.26%	22	0.36%	33	0.52%
Chinese	29	0.48%	26	0.43%	26	0.41%
Any Other Ethnic Group	64	1.06%	62	1.02%	69	1.09%
Undefined	12	0.20%	159	2.61%	167	2.64%
Not Stated	86	1.42%	118	1.94%	159	2.52%

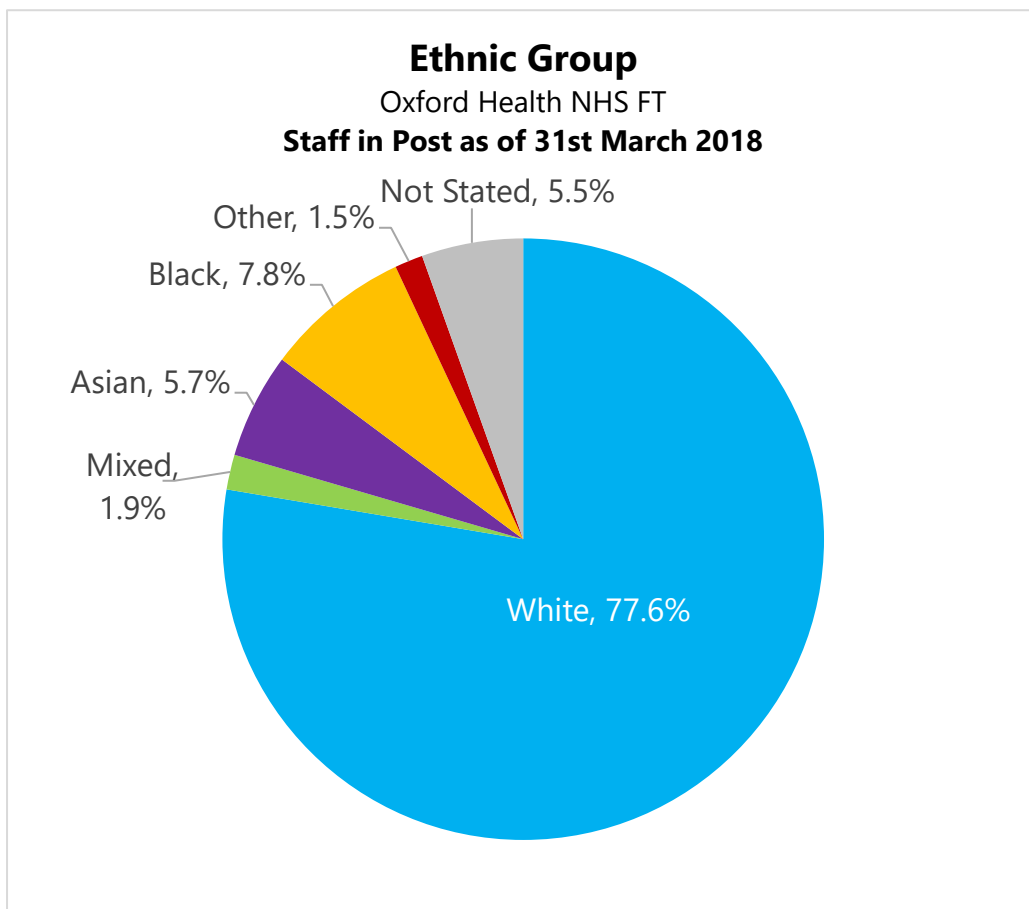
The chart below shows the ethnicity of the workforce in order of 'largest first' to 'smallest last':

<b>Ethnicity (Largest first)</b>	<b>31/03/2016</b>		<b>Ethnicity (Largest first)</b>	<b>31/03/2017</b>		<b>Ethnicity (Largest first)</b>	<b>31/03/2018</b>	
White - British	4560	75.28%	White - British	4387	72.13%	White - British	4424	70.02%
White - Any other White background	363	5.99%	White - Any other White background	383	6.30%	White - Any other White background	409	6.47%
Black or Black British- African	336	5.55%	Black or Black British- African	333	5.48%	Black or Black British- African	391	6.19%
Asian or Asian British- Indian	160	2.64%	Asian or Asian British- Indian	162	2.66%	Asian or Asian British- Indian	171	2.71%
White - Irish	107	1.77%	Undefined	159	2.61%	Undefined	167	2.64%
Not Stated	86	1.42%	Not Stated	118	1.94%	Not Stated	159	2.52%
Asian or Asian British- Any other Asian background	84	1.39%	White - Irish	96	1.58%	Asian or Asian British- Any other Asian background	101	1.60%
Black or Black British- Caribbean	73	1.21%	Asian or Asian British- Any other Asian background	89	1.46%	White - Irish	89	1.41%
Any Other Ethnic Group	64	1.06%	Black or Black British- Caribbean	68	1.12%	Black or Black British- Caribbean	72	1.14%
Asian or Asian British- Pakistani	52	0.86%	Any Other Ethnic Group	62	1.02%	Asian or Asian British- Pakistani	71	1.12%
Mixed - White & Black African	22	0.36%	Asian or Asian British- Pakistani	61	1.00%	Any Other Ethnic Group	69	1.09%
Mixed - Any other mixed background	33	0.54%	Mixed - Any other mixed background	35	0.58%	Mixed - Any other mixed background	36	0.57%
Chinese	29	0.48%	Chinese	26	0.43%	Black or Black British- Any other Black background	33	0.52%
Mixed - White & Asian	24	0.40%	Mixed - White & Asian	25	0.41%	Mixed - White & Black Caribbean	28	0.44%
Mixed - White & Black Caribbean	23	0.38%	Mixed - White & Black African	23	0.38%	Mixed - White & Black African	27	0.43%
Black or Black British- Any other Black background	16	0.26%	Black or Black British- Any other Black background	22	0.36%	Chinese	26	0.41%
Asian or Asian British- Bangladeshi	13	0.21%	Mixed - White & Black Caribbean	20	0.33%	Mixed - White & Asian	26	0.41%
Undefined	12	0.20%	Asian or Asian British- Bangladeshi	13	0.21%	Asian or Asian British- Bangladeshi	19	0.30%

The chart below shows the ethnicity trends over the three year period:



This chart shows the ethnic groups of employees who were in post at the end of the financial year 2017/18:



The main features of staff ethnic diversity are:

1. The majority of the workforce is 'White British', constituting just over three quarters of the workforce at just over 77%.
2. This represents a difference of 71% with the largest ethnic minority group: Black/ Black British – African which is at 6.19%.
3. The total for White British, Irish and other White background is 77.9% (4,922 in count) for 2017/18.
4. The total BME (black and minority ethnic) staff (excluding White British, Irish and other White background) is 16.9% (1070 in count) for 2017/18.
5. There is no one single representative ethnic minority group.
6. This is in comparison to the national figures which show that 12% of England's working population and 19% of the NHS workforce is BME.

### **Race and ethnicity profile for Oxfordshire:**

1. 83.6% of the population are White British.
2. The ethnic composition of Oxfordshire has changed since the 2001 Census. All of the county's black or minority ethnic communities have grown, and now account for 9.2% of the population (up from 4.9%).
3. There has been a growth in people from white backgrounds other than British or Irish, who now account for 6.3% of the population (up from 4% in 2001). Much of this increase is explained by a movement of people from the countries which joined the EU in 2004 and 2007. In 2011, 13,000 residents in Oxfordshire were born in these countries, with more than half born in Poland (7,500 people, 2,700 residents in Oxford and 2,300 in Banbury).
4. People from White Gypsy or Irish Traveller backgrounds make up 0.1% of the county, and this is the same proportion across all the districts aside from west Oxfordshire, where 0.2% of the population classify themselves as such.
5. 4.8% of the population are from Asian backgrounds, twice the 2001 figure of 2.4%.
6. People from Asian communities form the largest minority ethnic group in the county, and most come from Indian or Pakistani backgrounds (2.45%).
7. The proportion from all Black backgrounds has more than doubled, from 0.8% to 1.75% of the county's population.
8. People from mixed ethnic backgrounds account for 2% of the population (up from 1.2% in 2001).
9. Just over 9% of households in Oxford do not have any one member who speaks English as a main language. This is over double the figure for the county as a whole.

**Race and ethnicity profile for Buckinghamshire:**

1. 86.4% are from a white ethnic group in 2011, slightly higher than 85.4% in England as a whole.
2. 13.6% of the population are from a non-white ethnic background, increasing from 7.9% in 2001.
3. The number of people from non-white ethnic groups has increased by 82% between 2001 (37,691 people) and 2011 (68,600 people).
4. 8.6% of the population are from Asian/ Asian British ethnic group.
5. After White British, the next largest ethnic group in Buckinghamshire is Pakistani, with 4.2% of the population, and 7.6% of the population in Wycombe.
6. 2.4% are from a mixed/ multiple ethnic group.
7. 2.1% are from a black/ black British ethnic group.
8. Almost one in five (19%) of people living in Wycombe District Council are from a non-white ethnic group, mainly Asian or Black ethnicities, compared to 16% in south Bucks, 10% in Aylesbury Vale and 9% in Chiltern.
9. In south Buckinghamshire, the largest ethnic group is Indian with 7.1% of the population.
10. White Other (white excluding British or Irish) ethnicities are the largest ethnic groups in Aylesbury Vale and Chiltern.
11. 12.9% of the population of Buckinghamshire had been born outside the UK in the 2011 census.
12. 2.5% of households in Buckinghamshire have no people who speak English as their main language, this rises to 3.4% in Wycombe.

**Recommendation for action:**

1. Use Sections 158 and 159 of the Equality Act 2010: 'Using Positive Action in Recruitment and Promotion' to implement strategies for diversifying the workforce, particularly for the top ends of the trust.

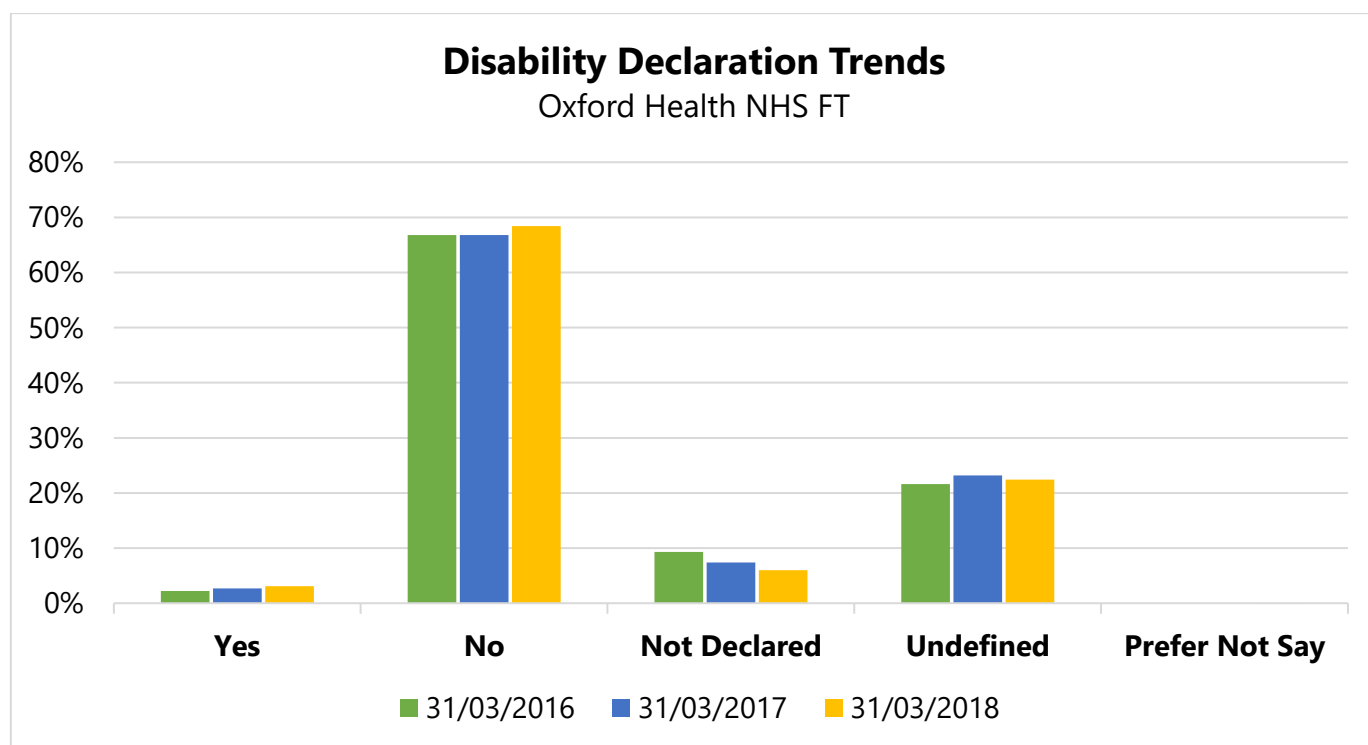


## Section 4: Disability

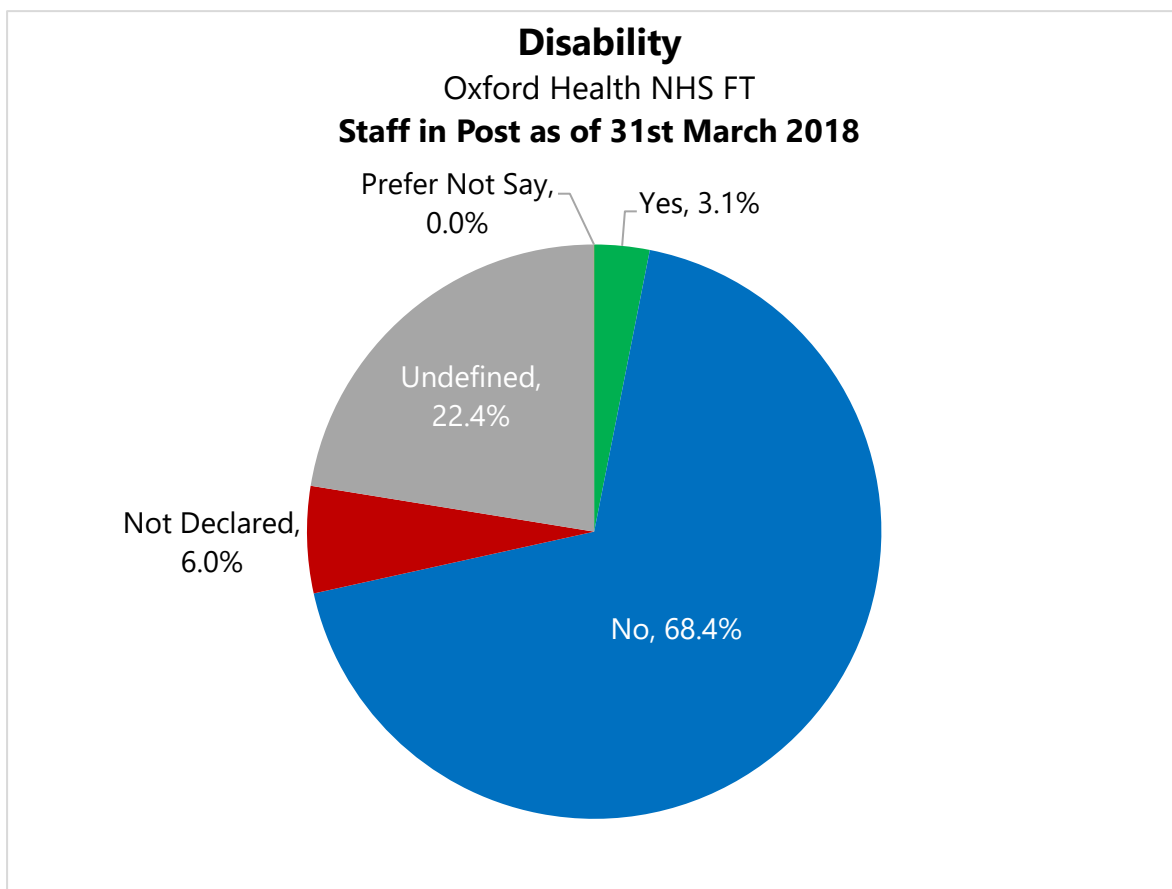
The results in the following charts show the disability profile of staff:

Disability (Largest first)	31/03/2016		31/03/2017		31/03/2018	
<b>No</b>	4045	66.8%	3960	66.8%	4339	68.4%
<b>Undefined</b>	1310	21.6%	1374	23.2%	1422	22.4%
<b>Not Declared</b>	564	9.3%	437	7.4%	381	6.0%
<b>Yes</b>	136	2.2%	158	2.7%	197	3.1%
<b>Prefer Not to Say</b>		0.0%		0.0%	1	0.0%

The chart below shows the disability trends over the three year period:



This chart shows the disability/ non-disability profile of employees who were in post at the end of the financial year 2017/18:



The main features are:

1. Just over 3% of the workforce has a disability
2. Although there has been a decrease, numbers for non-disclosure remain high: the total for 'Undefined' and 'Not Declared' is 28.4% (1,803 in count) – under a third of the workforce
3. This is in comparison to the national figures which show that 14% of England's working population are disabled, 2% of NHS workforce is disabled and 45% have not disclosed their disability in the NHS.

#### Recommendations for action:

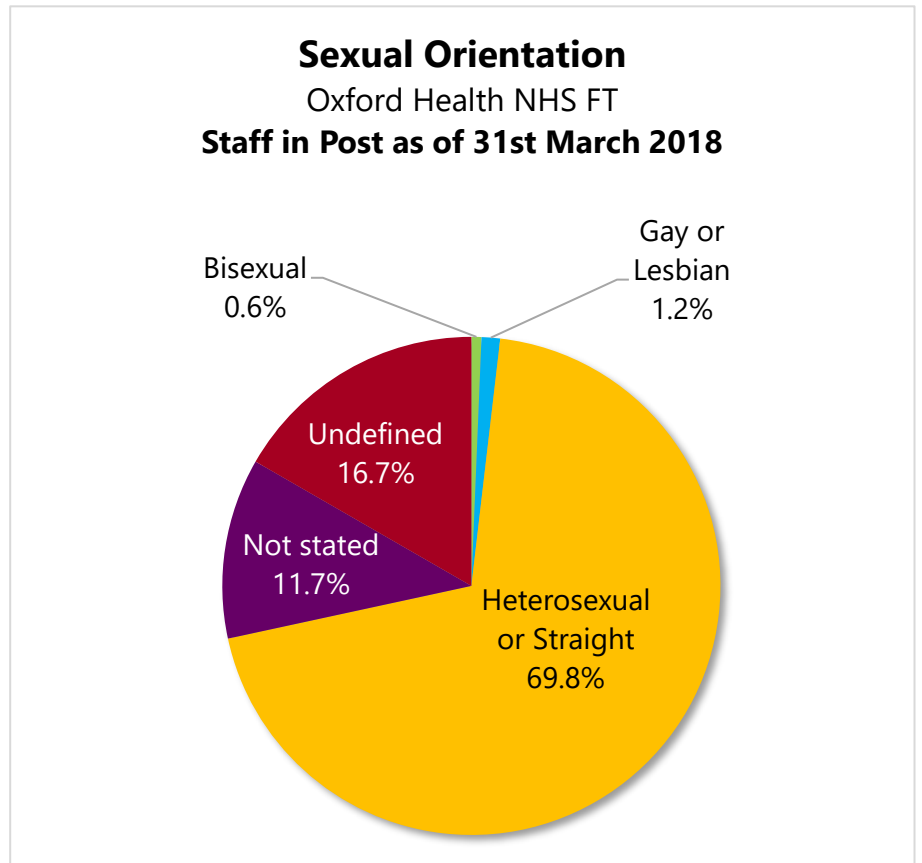
1. Inculcate a positive culture of disclosing disabilities
2. Improve disabled employees' confidence that disclosing a disability would lead to them receiving appropriate support thereby maximising their effectiveness in the workplace.

## Section 5: Sexual orientation

The results in the following charts show the sexual orientation diversity of staff:

Sexual orientation (Largest first)	31/03/2016		Sexual orientation (Largest first)	31/03/2017		Sexual orientation (Largest first)	31/03/2018	
<b>Heterosexual</b>	4177	69.0%	<b>Heterosexual</b>	4148	68.2%	<b>Heterosexual</b>	4407	69.8%
<b>Undefined</b>	912	15.1%	<b>Undefined</b>	1048	17.2%	<b>Undefined</b>	1054	16.7%
<b>Not Stated</b>	857	14.1%	<b>Not Stated</b>	786	12.9%	<b>Not Stated</b>	740	11.7%
<b>Gay or Lesbian</b>	75	1.2%	<b>Gay or Lesbian</b>	66	1.1%	<b>Gay or Lesbian</b>	76	1.2%
<b>Bisexual</b>	36	0.6%	<b>Bisexual</b>	34	0.6%	<b>Bisexual</b>	41	0.6%

This chart shows the sexual orientation profile of employees who were in post at the end of the financial year 2017-2018:



The main features are:

1. Heterosexual/ Straight makes up the largest proportion of staff
2. Although there has been a decrease, numbers for non-disclosure remain high: the total for 'Undefined' and 'Not stated' is 28.4% (1,794 in count) – just under a third of the workforce
3. The combined total for lesbian, gay and bisexual is 1.8% (117 in count)
4. This is in comparison to 1% of the NHS workforce whose sexuality is not heterosexual and 47% has not disclosed their sexuality.

**Recommendation for action:**

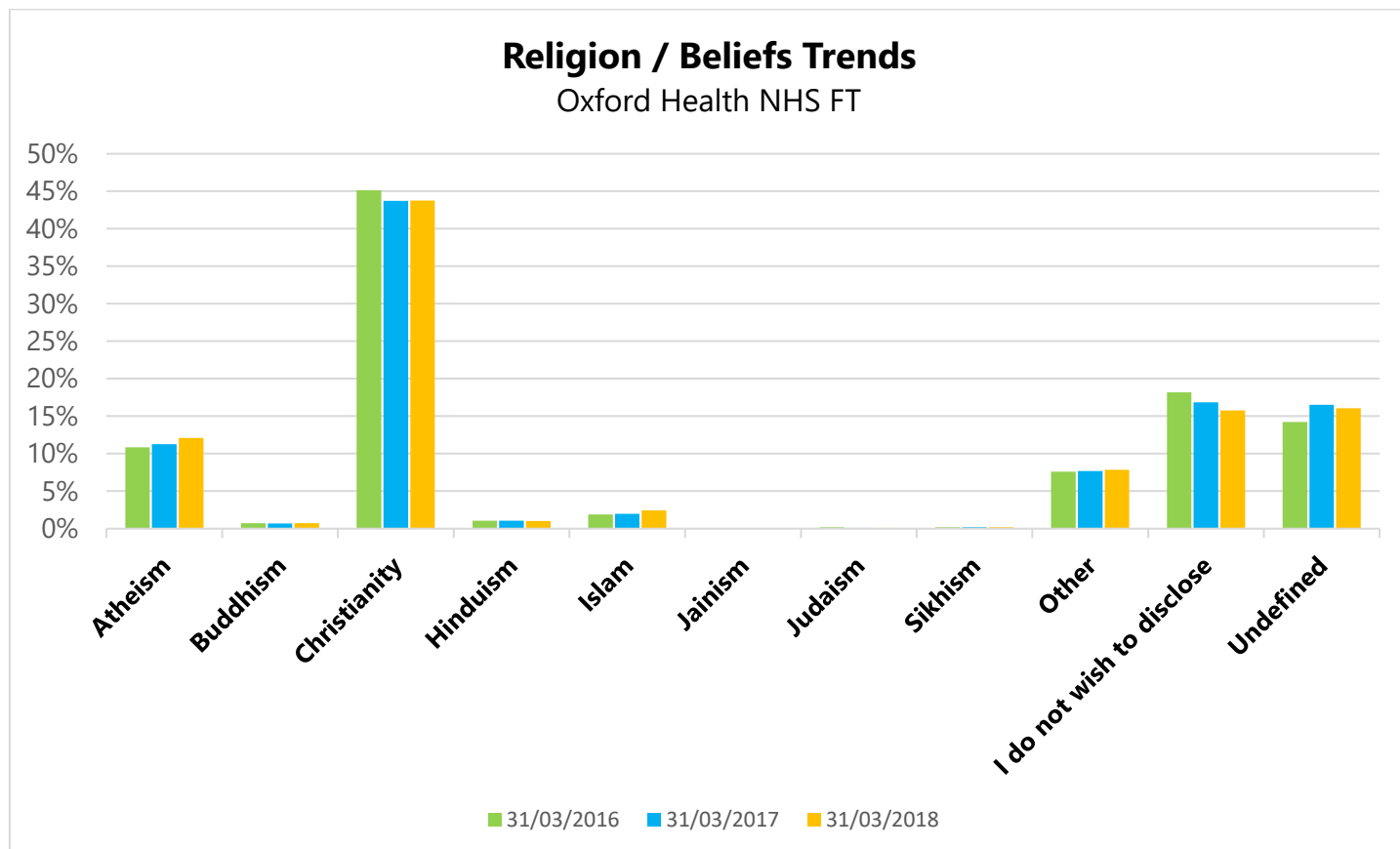
1. Continue to work on Stonewall's Workplace Equality Index (WEI) to improve inclusion in the workplace for LGB people.

## Section 6: Religion/ Belief

The results in the following charts show the religion and belief diversity of staff:

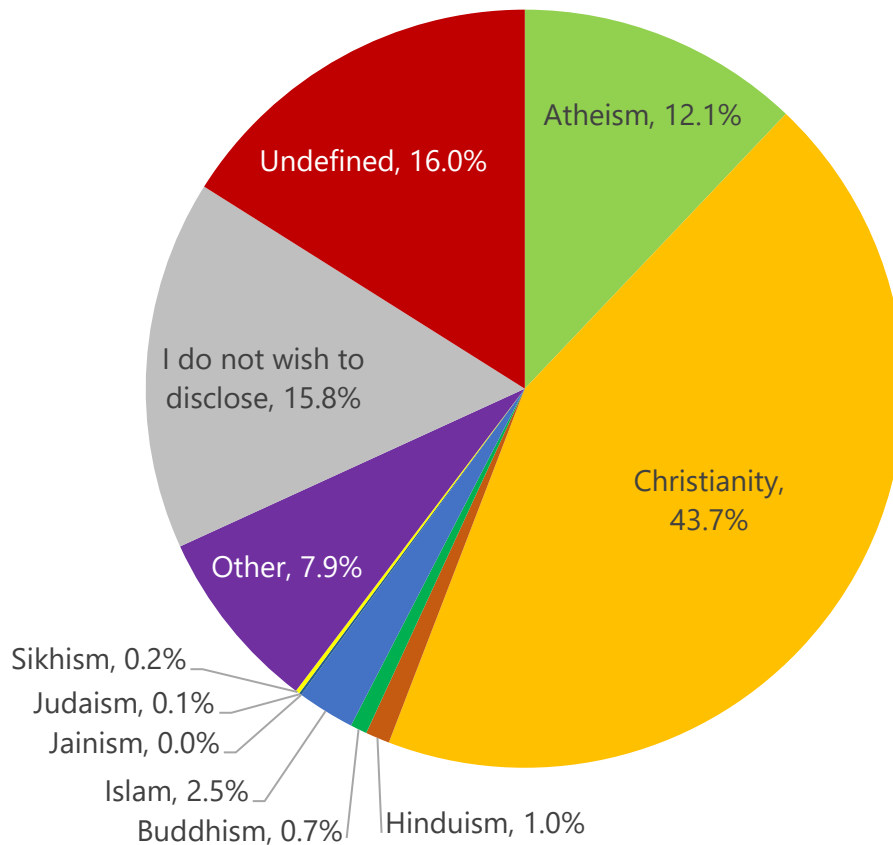
Religion / belief	31/03/2016		Religion / belief	31/03/2017		Religion / belief	31/03/2018	
<b>Christianity</b>	2734	45.1%	<b>Christianity</b>	2658	43.7%	<b>Christianity</b>	2764	43.7%
<b>I do not wish to disclose</b>	1101	18.2%	<b>I do not wish to disclose</b>	1025	16.9%	<b>Undefined</b>	1014	16.0%
<b>Undefined</b>	861	14.2%	<b>Undefined</b>	1005	16.5%	<b>I do not wish to disclose</b>	997	15.8%
<b>Atheism</b>	658	10.9%	<b>Atheism</b>	685	11.3%	<b>Atheism</b>	764	12.1%
<b>Other</b>	460	7.6%	<b>Other</b>	467	7.7%	<b>Other</b>	496	7.9%
<b>Islam</b>	114	1.9%	<b>Islam</b>	120	2.0%	<b>Islam</b>	155	2.5%
<b>Hinduism</b>	63	1.0%	<b>Hinduism</b>	65	1.1%	<b>Hinduism</b>	65	1.0%
<b>Buddhism</b>	43	0.7%	<b>Buddhism</b>	41	0.7%	<b>Buddhism</b>	45	0.7%
<b>Sikhism</b>	12	0.2%	<b>Sikhism</b>	10	0.2%	<b>Sikhism</b>	11	0.2%
<b>Judaism</b>	10	0.2%	<b>Judaism</b>	6	0.1%	<b>Judaism</b>	7	0.1%
<b>Jainism</b>	1	0.0%	<b>Jainism</b>	0	0.0%	<b>Jainism</b>	0	0.0%

The chart below shows the religion/ belief trends over the three year period.



This chart shows the religion/ belief profile of employees who were in post at the end of the financial year 2017/18:

**Religion / Belief**  
Oxford Health NHS FT  
**Staff in Post as of 31st March 2018**



The main observations are:

1. The majority of the staff population is 'Christian' at just under 44%.
2. The total for 'I do not wish to disclose' and 'Undefined' remains high at 31% - a third of the workforce.
3. The category of 'Atheism' has had the largest increase over the three period going up by 1.2 % or 106 in headcount and now makes up around 12% of the workforce.
4. The 'Other' category has also increased by 0.3% or 36 in headcount and now makes up 7.9 of the workforce.
5. The category of 'Islam' has had the second largest increase – going up by 0.6% or 41 in headcount and now represents a workforce of 2.5%.
6. The total for Islam, Hinduism, Buddhism, Sikhism and Judaism is 4.5% or 283 in headcount.
7. This is in comparison to those in England's working population, those in the NHS workforce, and the populations of Oxfordshire and Buckinghamshire whose religious belief is as follows: (see opposite page).

	England's working population (ONS)	NHS workforce	Oxfordshire (Census 2011)	Buckinghamshire (Census 2011)	Oxford Health NHS FT
Christianity	61%	37%	60%	60.5%	43%
Islam	4%	2%	2.4%	5.1%	2.5%
Hinduism	2%	1%	0.6%	1.2%	1.0%
Undisclosed	7%	48%	7%	7%	31.8%
Buddhism			0.5%	0.4%	0.7%
Judaism			0.3%	0.3%	0.1%
Sikhism			0.2%	0.9%	0.2%
Atheism			28%	24%	12%
Other			0.4%	0.4%	7.9%

### Recommendation for action:

1. Improve understanding and confidence for disclosing this characteristic in order to reduce the number of 'unknowns'.

## 7. Improving data collection

Although there is good practice already in place to capture workforce information, it would be desirable to increase the level of detail by incorporating the following into current monitoring systems:

**1. Race/ Ethnicity:** include the following specific ethnicities in line with the Census:

- Arab
- Gypsy/ Roma
- Irish Traveller
- White: European

**2. Disability:** disaggregate disability into types of impairment:

- Sensory impairment: Hearing impairment
- Sensory impairment: Visual impairment
- Physical impairment: Mobility impairment
- Physical impairment: Physical co-ordination difficulties
- Physical impairment: Reduced physical capacity
- Physical impairment: Progressive or long-term illness
- Learning difficulties, for example dyslexia
- Mental health: Mental health
- Communication: Speech impairment
- Communication: BSL user
- Unknown/ Undiagnosed disability

Include the following questions in relation to disability:

- *If you do consider yourself to have a disability, have you informed Human Resources?*
- *Are you a carer of a child or adult who has a disability?*

**3. Transgender:** include a question on transgender identity

**4. Religion/ Belief:** disaggregate into the following:

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Humanist



- Jewish
- Muslim
- Pagan
- Sikh
- Spiritualist
- Other
- Prefer not to say

**5. Occupational information:** include the following questions:

- What is your length of service at the trust in years?
- Which one of these categories best describes your role at the Trust? (Enlist the occupational categories to choose from)
- What hours do you work: Full-time/ Part-time?

**6.** Disaggregate, drill down and intersect the acquired data further to give a clearer analysis of the information, for example, intersect age with ethnicity and disaggregate across the directorates and service provision.

**7.** In all employment decisions and matters, consider the impact on organisational culture and quality of provision.

**Alternative formats of this Report are available on request. These include other languages, large print, Braille or email.**

**For all enquiries and requests, please contact the Head of Inclusion at:**

Oxford Health NHS Foundation Trust  
Trust Headquarters  
Warneford Hospital  
Warneford Lane  
Headington  
Oxford  
OX3 7JX

Switchboard 01865 901000  
Email [enquiries@oxfordhealth.nhs.uk](mailto:enquiries@oxfordhealth.nhs.uk)  
Website [www.oxfordhealth.nhs.uk](http://www.oxfordhealth.nhs.uk)