



Equality Report

FY18-FY20

December 2020

Contents	Page
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	7
Section 2: Age	9
Section 3: Ethnicity	15
Section 4: Disability	20
Section 5: Sexual orientation	22
Section 6: Religion/Belief	24
7. Improving data collection	27

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 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 commissioners, 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. These 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 networks 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. Promotional and awareness-raising resources, e.g. rainbow lanyards, badges, leaflets, etc.
9. EDI pages and resources on the staff intranet
10. Browse-aloud facility for people with visual impairment
11. Fair Treatment at Work Facilitators support staff who are experiencing or witnessing bullying or harassment in the workplace
12. Accredited as a Disability Confident Employer and 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.

31/03/2019 (Workforce – 6729)	'Prefer not to say' / Not Declared (A)	'Undefined' (B)	Total unspecified (A + B)
Religion/Belief	18.0% 1208 people	11.9% 802 people	29.9% 2010 people
Sexual Orientation	13.2% 891 people	12.6% 847 people	25.8% 1738 people
Disability	7.7% 520 people	16.1% 1081 people	23.8% 1601 people
Ethnicity	4.0% 266 people	1.4% 96 people	5.4% 362 people

31/03/2020 (Workforce – 6966)	'Prefer not to say' / Not Declared (A)	'Undefined' (B)	Total unspecified (A + B)
Religion/Belief	17.8% 1238 people	10.0% 696 people	27.8% 1934 people
Sexual Orientation	13.0% 908 people	10.7% 747 people	23.8% 1655 people
Disability	7.7% 536 people	12.9% 898 people	20.6% 1434 people
Ethnicity	4.5% 314 people	1.5% 105 people	6.0% 419 people

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

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.

Please note:

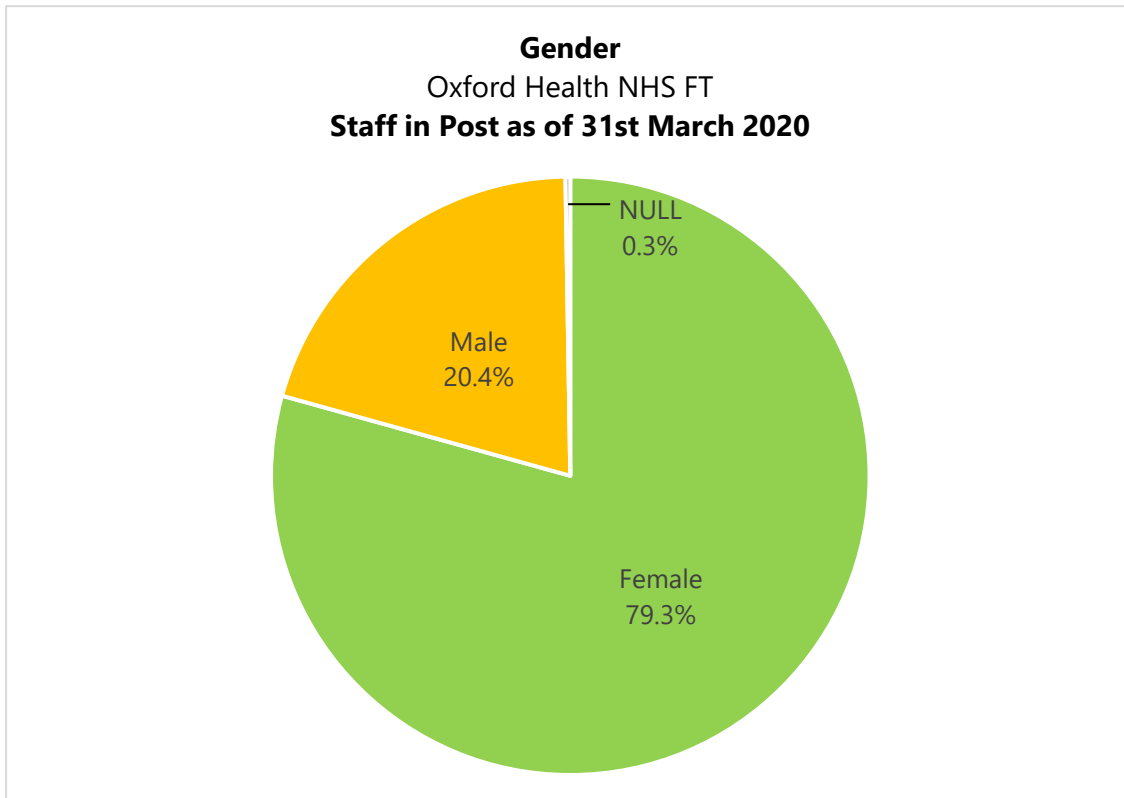
The data presented in this Equality Report is a snapshot of all staff in substantive roles and zero-hours staff on 31st March 2020. This report does not include honorary staff.

Section 1: Gender

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

Gender (Largest first)	31/03/2018		31/03/2019		31/03/2020	
	Count	Percentage	Count	Percentage	Count	Percentage
Female	5068	79.9%	5324	79.1%	5525	79.3%
Male	1272	20.1%	1405	20.9%	1423	20.4%
Null	-	-	-	-	18	0.3%
Total	6340	100.0%	6729	100.0%	6966	100.0%

This chart shows the gender profile of employees who were in post at the end of the financial year 2019/20:



The chart below provides a breakdown of the gender profile across the occupational groups in 2020:

Occupational Group	Male	Female	Null
Add prof scientific and Technical	104	551	1
Additional clinical services	395	1223	3
Administrative and clerical	295	1266	5
Allied health professionals	76	466	0
Estates and ancillary	100	181	1
Medical and dental	228	277	2
Null	0	1	0
Nursing and midwifery registered	224	1532	6
Students	1	28	0
TOTAL	1423	5525	18

The main observations are:

1. The workforce gender profile remains predominantly female.
2. Numbers for both male and female employees have increased by 201 women and 18 men, albeit the female workforce continues to 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 51% 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	31/03/2018		31/03/2019		31/03/2020		Difference between 2019 and 2020
	Count	%	Count	%	Count	%	
15-19	21	0.3%	24	0.4%	28	0.4%	+4
20-24	285	4.5%	323	4.8%	402	5.8%	+79
25-29	669	10.6%	677	10.1%	730	10.5%	+53
30-34	711	11.2%	799	11.9%	836	12.0%	+37
35-39	768	12.1%	777	11.5%	812	11.7%	+35
40-44	801	12.6%	862	12.8%	884	12.7%	+22
45-49	838	13.2%	894	13.3%	925	13.3%	+31
50-54	898	14.2%	917	13.6%	898	12.9%	-19
55-59	761	12.0%	811	12.1%	801	11.5%	-10
60-64	416	6.6%	455	6.8%	463	6.7%	+8
65-69	127	2.0%	140	2.1%	123	1.8%	-17
70-74	36	0.6%	41	0.6%	39	0.6%	-2
75-79	8	0.1%	8	0.1%	8	0.1%	0
80-84	1	0.0%	1	0.0%	1	0.0%	0

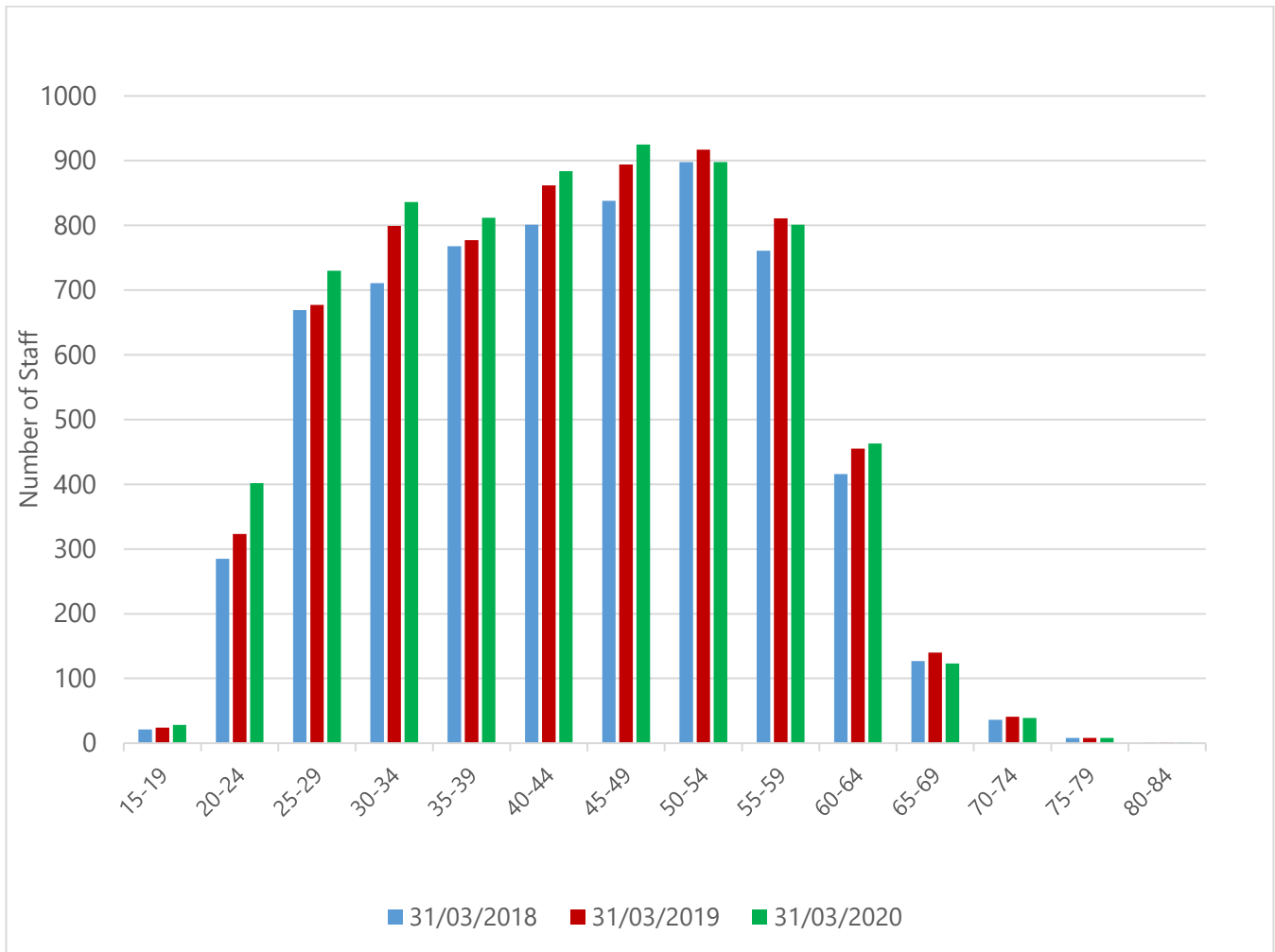
There has been an increase in most age groups in this reporting period, representing a total rise in the overall workforce by 269 employees.

The chart below shows the age bands of the workforce in order of 'largest first' to 'smallest last'. The section in grey between the two bold lines depicts the only age groups where there has been some movement in the order – otherwise, all other age categories have remained in the same order over the three years.

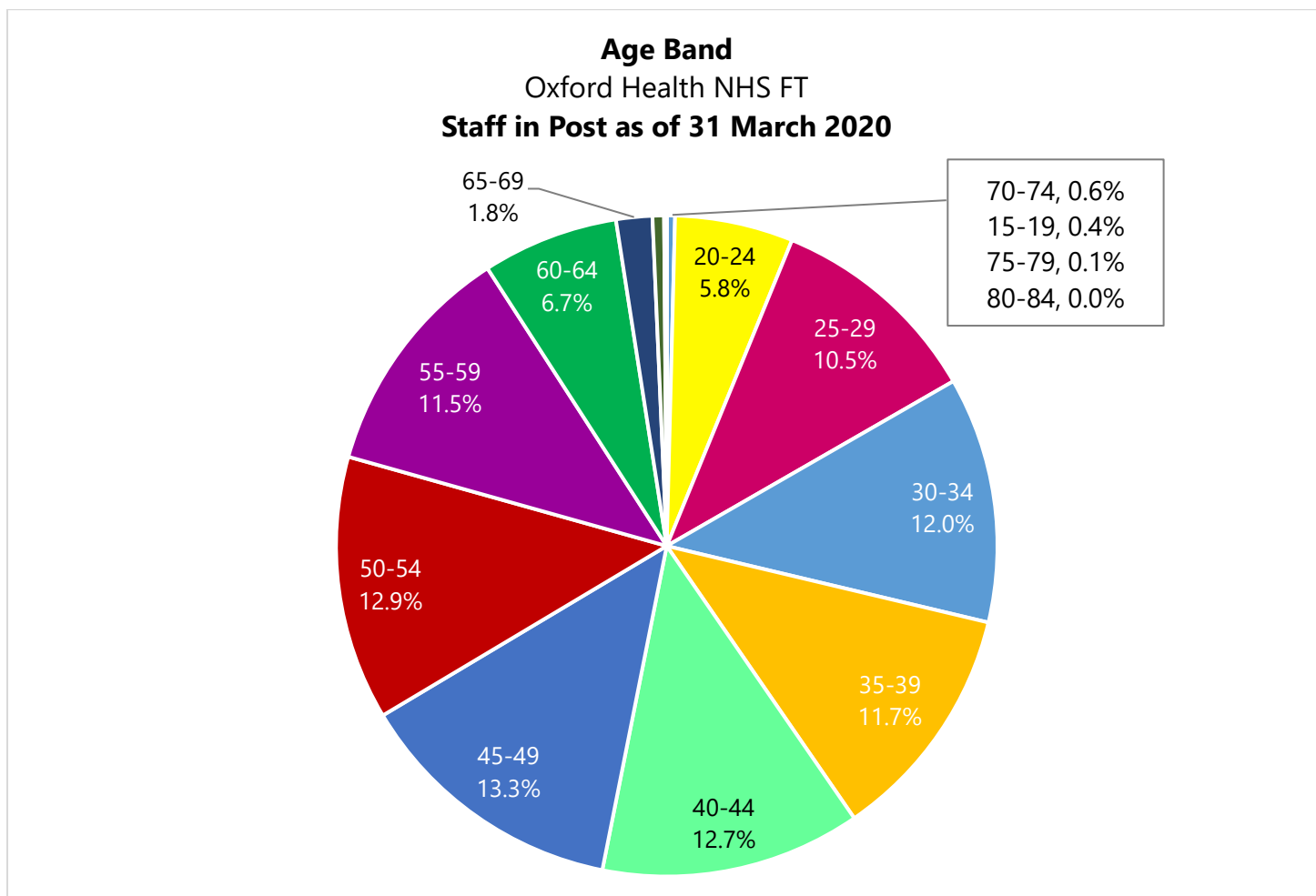
31/03/2018			31/03/2019			31/03/2020		
Age (largest first)	Count	%	Age (largest first)	Count	%	Age (largest first)	Count	%
50-54	898	14.2%	50-54	917	13.6%	45-49	925	13.3%
45-49	838	13.2%	45-49	894	13.3%	50-54	898	12.9%
40-44	801	12.6%	40-44	862	12.8%	40-44	884	12.7%
35-39	768	12.1%	55-59	811	12.1%	30-34	836	12.0%
30-34	711	11.2%	30-34	799	11.9%	35-39	812	11.7%
55-59	761	12.0%	35-39	777	11.5%	55-59	801	11.5%
25-29	669	10.6%	25-29	677	10.1%	25-29	730	10.5%
60-64	416	6.6%	60-64	455	6.8%	60-64	463	6.7%
20-24	285	4.5%	20-24	323	4.8%	20-24	402	5.8%
65-69	127	2.0%	65-69	140	2.1%	65-69	123	1.8%
70-74	36	0.6%	70-74	41	0.6%	70-74	39	0.6%
15-19	21	0.3%	15-19	24	0.4%	15-19	28	0.4%
75-79	8	0.1%	75-79	8	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 March 2020:



The main age diversity features are as follows:

Age	Analysis
16-24	Staff aged under-25 represent one of the smallest staff groups at around 6.2%. 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. However, the 20-24 age band has had the single largest increase of 79 (1.0%) in this reporting period.
25-29	There has been an increase of 53 in this age band, representing the second largest increase in this reporting period and now making up 10.5% of the workforce.
30-34	At 12%, there has been an increase of 37 – less than half of the increase seen in 2019 when it represented the single largest rise in an age band.
35-39	This age band has had a notable increase of 35 in headcount over this reporting period and now makes up 11.7% of the workforce.

40-44	This age band has had an increase of 22 – less than a third of the increase seen in 2019 when it represented the second largest increase in an age band, but still makes up 12.7% of the workforce.
45-49	This age band has had an increase of 31 in headcount and now constitutes the largest proportion of the workforce at 13.3%.
50-54	Although this age band makes up the second largest proportion of the workforce, it has had the largest decrease of 19 (0.7%) and now stands at 12.9%,
55-59	There has been a fall of 10 (0.6%) compared to the increase of 50 in 2019, and now presents 11.5% of the workforce.
60-64	This age band has had a modest increase of 8 compared to the increase of 39 in 2019, and represents 6.7% of the workforce.
65-69	With the second largest decrease of 17, this age band now represents a workforce of 1.8%.
70-84	There has been a small decrease of 2 in this age band and continues to make up just 0.7% of the workforce.

Improving age diversity represents a significant equality challenge and priority 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

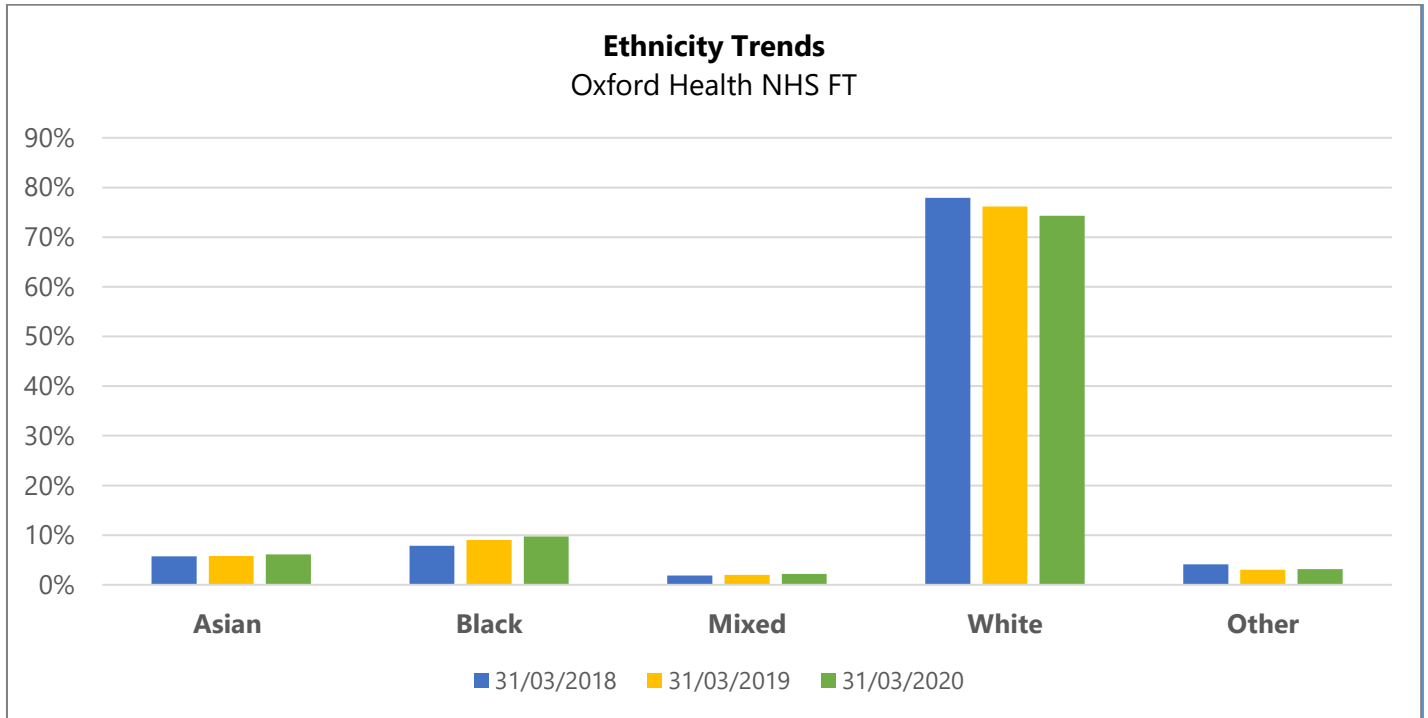
The results in the following chart show the ethnic profile of staff:

Ethnicity	31/03/2018		31/03/2019		31/03/2020	
	Count	Percentage	Count	Percentage	Count	Percentage
Asian or Asian British-Indian	171	2.71%	178	2.65%	201	2.89%
Asian or Asian British-Pakistani	71	1.12%	83	1.23%	90	1.29%
Asian or Asian British-Bangladeshi	19	0.30%	18	0.27%	15	0.22%
Asian or Asian British- Any other Asian background	101	1.60%	113	1.68%	121	1.74%
Black or Black British-Caribbean	72	1.14%	73	1.08%	79	1.13%
Black or Black British-African	391	6.19%	503	7.48%	565	8.11%
Black or Black British- Any other Black background	33	0.52%	30	0.45%	35	0.50%
Chinese	26	0.41%	33	0.49%	31	0.45%
Mixed - White & Black Caribbean	28	0.44%	31	0.46%	42	0.60%
Mixed - White & Black African	27	0.43%	28	0.42%	27	0.39%
Mixed - White & Asian	26	0.41%	34	0.51%	39	0.56%
Mixed - Any other mixed background	36	0.57%	42	0.62%	43	0.62%
White – British	4424	70.02%	4596	68.30%	4625	66.39%
White – Irish	89	1.41%	94	1.40%	87	1.25%
White - Any other White background	409	6.47%	437	6.49%	466	6.69%
Any Other Ethnic Group	69	1.09%	74	1.10%	83	1.19%
Undefined	167	2.64%	96	1.43%	105	1.51%
Not Stated	159	2.52%	266	3.95%	314	4.51%

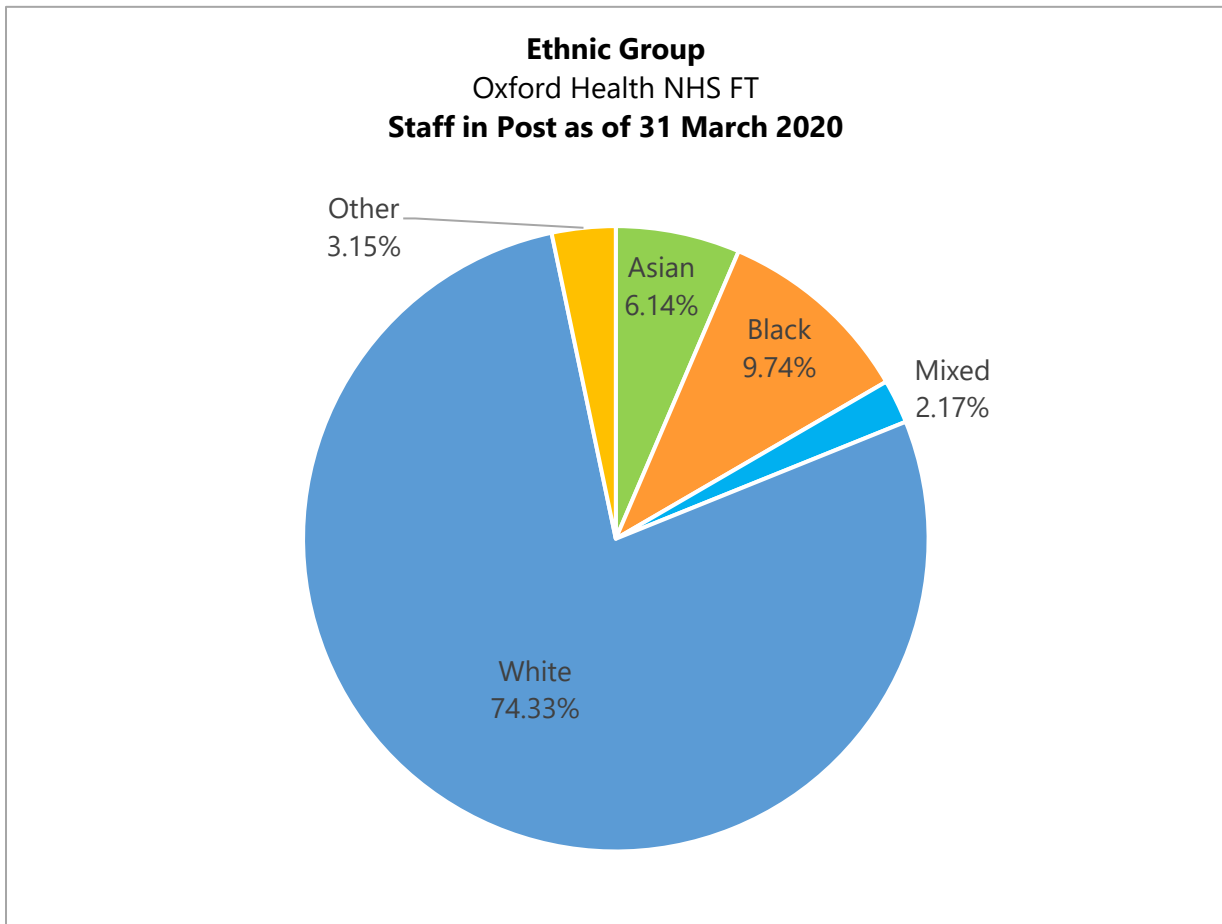
The chart below shows the ethnicity of the workforce in order of 'largest first' to 'smallest last':

31/03/2018			31/03/2019			31/03/2020		
Ethnicity (Largest first)	Count	%	Ethnicity (Largest first)	Count	%	Ethnicity (Largest first)	Count	%
White – British	4424	70.02%	White - British	4596	68.30%	White - British	4625	66.39%
White - Any other White background	409	6.47%	Black or Black British - African	503	7.48%	Black or Black British - African	565	8.11%
Black or Black British- African	391	6.19%	White - Any other White background	437	6.49%	White - Any other White background	466	6.69%
Asian or Asian British- Indian	171	2.71%	Not Stated	266	3.95%	Not Stated	314	4.51%
Undefined	167	2.64%	Asian or Asian British - Indian	178	2.65%	Asian or Asian British - Indian	201	2.89%
Not Stated	159	2.52%	Asian or Asian British - Any other Asian background	113	1.68%	Asian or Asian British - Any other Asian background	121	1.74%
Asian or Asian British- Any other Asian background	101	1.60%	Undefined	96	1.43%	Undefined	105	1.51%
White - Irish	89	1.41%	White - Irish	94	1.40%	Asian or Asian British - Pakistani	90	1.29%
Black or Black British- Caribbean	72	1.14%	Asian or Asian British - Pakistani	83	1.23%	White - Irish	87	1.25%
Asian or Asian British- Pakistani	71	1.12%	Any Other Ethnic Group	74	1.10%	Any Other Ethnic Group	83	1.19%
Any Other Ethnic Group	69	1.09%	Black or Black British - Caribbean	73	1.08%	Black or Black British - Caribbean	79	1.13%
Mixed - Any other mixed background	36	0.57%	Mixed - Any other mixed background	42	0.62%	Mixed - Any other mixed background	43	0.62%
Black or Black British- Any other Black background	33	0.52%	Mixed - White & Asian	34	0.51%	Mixed - White & Black Caribbean	42	0.60%
Mixed - White & Black Caribbean	28	0.44%	Chinese	33	0.49%	Mixed - White & Asian	39	0.56%
Mixed - White & Black African	27	0.43%	Mixed - White & Black Caribbean	31	0.46%	Black or Black British - Any other Black background	35	0.50%
Chinese	26	0.41%	Black or Black British - Any other Black background	30	0.45%	Chinese	31	0.45%
Mixed - White & Asian	26	0.41%	Mixed - White & Black African	28	0.42%	Mixed - White & Black African	27	0.39%
Asian or Asian British- Bangladeshi	19	0.30%	Asian or Asian British - Bangladeshi	18	0.27%	Asian or Asian British - Bangladeshi	15	0.22%

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 2019/20:



The main features of staff ethnic diversity are:

1. The majority of the workforce is 'White British', making up over 66% of the workforce.
2. This represents a difference of 58.2% with the largest ethnic minority group: Black/Black British – African which is at 8.11% or 565 in headcount.
3. The total for White British, Irish and Other White background is just over 74% (5,178 in count) for 2018/19.

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:

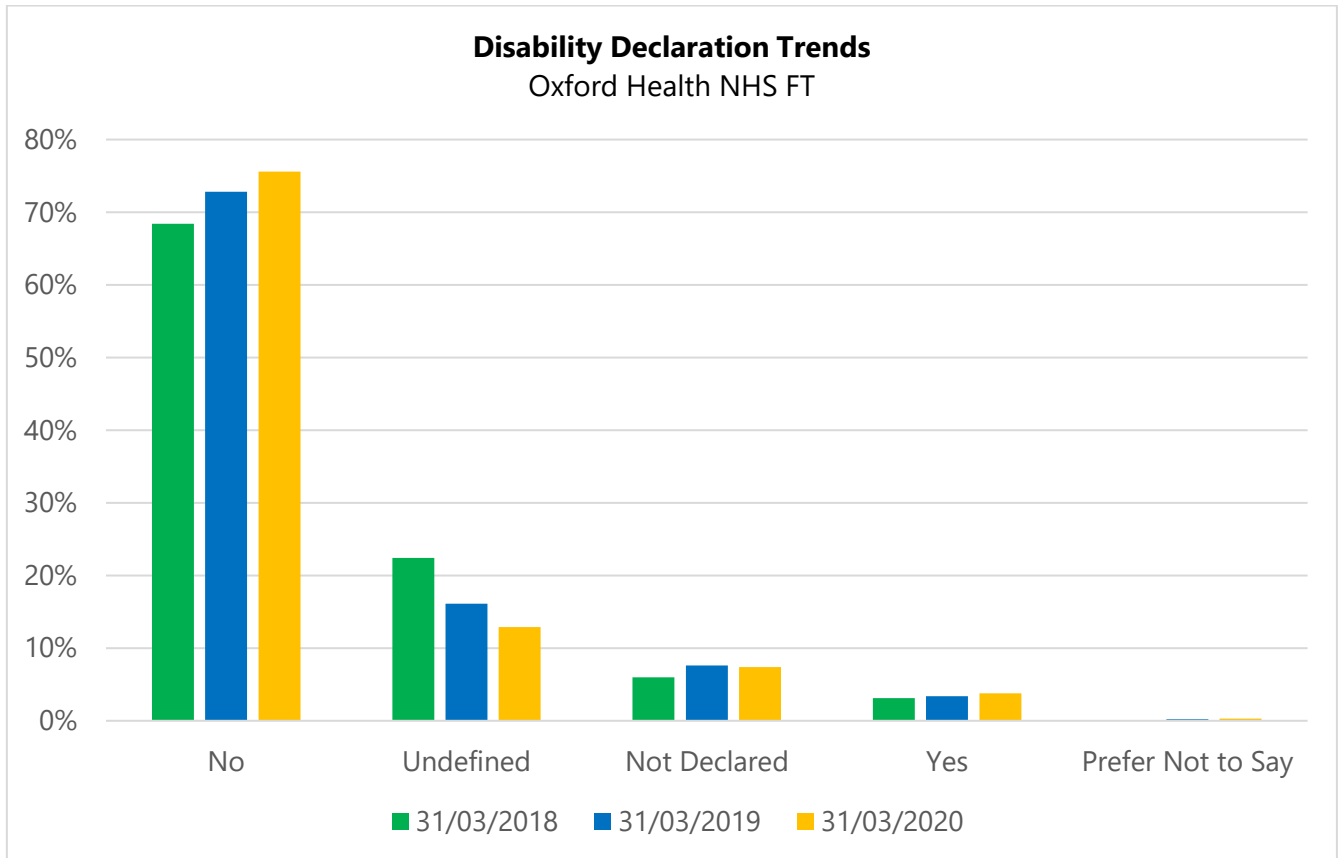
1. Work on the WRES Action Plan to improve the experience and opportunities for BME staff.
2. Use Sections 158 and 159 of the Equality Act 2010: 'Using Positive Action in Recruitment and Promotion' to implement strategies for diversifying the workforce, particularly for the top ends of the trust.

Section 4: Disability

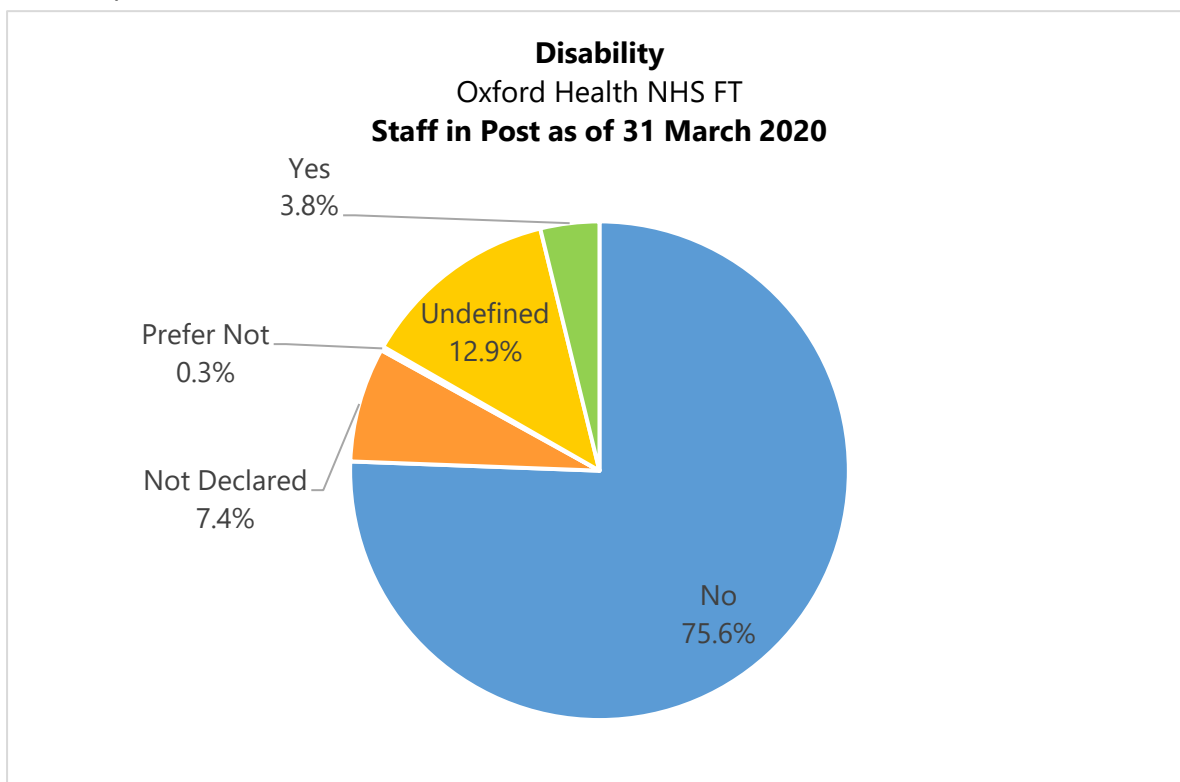
The results in the following charts show the disability profile of staff:

Disability (Largest first)	31/03/2018		31/03/2019		31/03/2020	
No	4339	68.4%	4896	72.8%	5266	75.6%
Undefined	1422	22.4%	1081	16.1%	898	12.9%
Not Declared	381	6.0%	509	7.6%	518	7.4%
Yes	197	3.1%	232	3.4%	266	3.8%
Prefer Not to Say	1	0.0%	11	0.2%	18	0.3%

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 2019/20.



The main features are:

1. 3.8% of the workforce has declared a disability. This is an increase from 3.4% of those declaring in 2019.
2. Although there has been a decrease, numbers for non-disclosure remain high: the total for 'Undefined', 'Not Declared' and 'Prefer not to say' is 20.6% (1,434 in count) – under a quarter of the workforce.
3. This is in comparison to the national figures which show that 14% of England's working population is disabled, 2% of NHS workforce is disabled and 45% have not disclosed their disability in the NHS.

Recommendations for action:

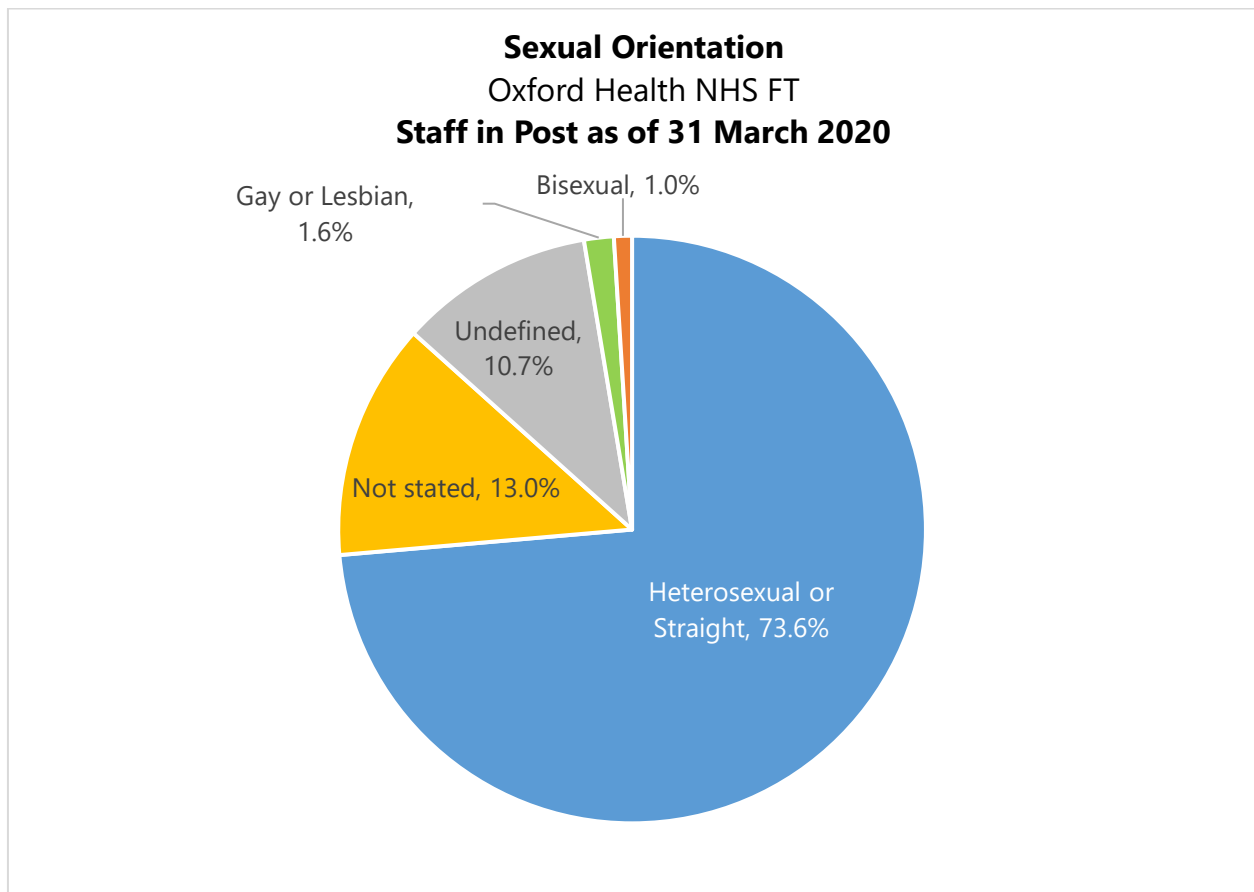
1. Inculcate a positive culture of disclosing disabilities.
2. Improve disabled employees' confidence that disclosing a disability would lead to them receiving appropriate support thereby maximising their effectiveness in the workplace.
3. Work to move from Level 2 'Disability Confident Employer' to Level 3 'Disability Confident Leader'.
4. Work on the WDES Action Plan to improve the experience and opportunities for Disabled staff.

Section 5: Sexual Orientation

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

Sexual Orientation (Largest first)	31/03/2018		Sexual Orientation (Largest first)	31/03/2019		Sexual Orientation (Largest first)	31/03/2020	
Heterosexual	4407	69.8%	Heterosexual	4838	71.9%	Heterosexual	5128	73.6%
Undefined	1054	16.7%	Not stated	891	13.2%	Not stated	908	13.0%
Not Stated	740	11.7%	Undefined	847	12.6%	Undefined	747	10.7%
Gay or Lesbian	76	1.2%	Gay or Lesbian	98	1.5%	Gay or Lesbian	114	1.6%
Bisexual	41	0.6%	Bisexual	55	0.8%	Bisexual	69	1.0%

This chart shows the sexual orientation profile of employees who were in post at the end of the financial year 2019/20:



The main features are:

1. 'Heterosexual/ Straight' makes up the largest proportion of the workforce at 73.6% or 5128 in headcount.
2. Although there has been a decrease, numbers for non-disclosure remain high: the total for 'Undefined' and 'Not stated' is 23.7% (1,655 in count) – just under a quarter of the workforce
3. The combined total for lesbian, gay and bisexual is 2.6% (183 in count)
4. This is in comparison to 1% of the NHS workforce whose sexuality is not heterosexual and 47% have not disclosed their sexuality.

Recommendation for action:

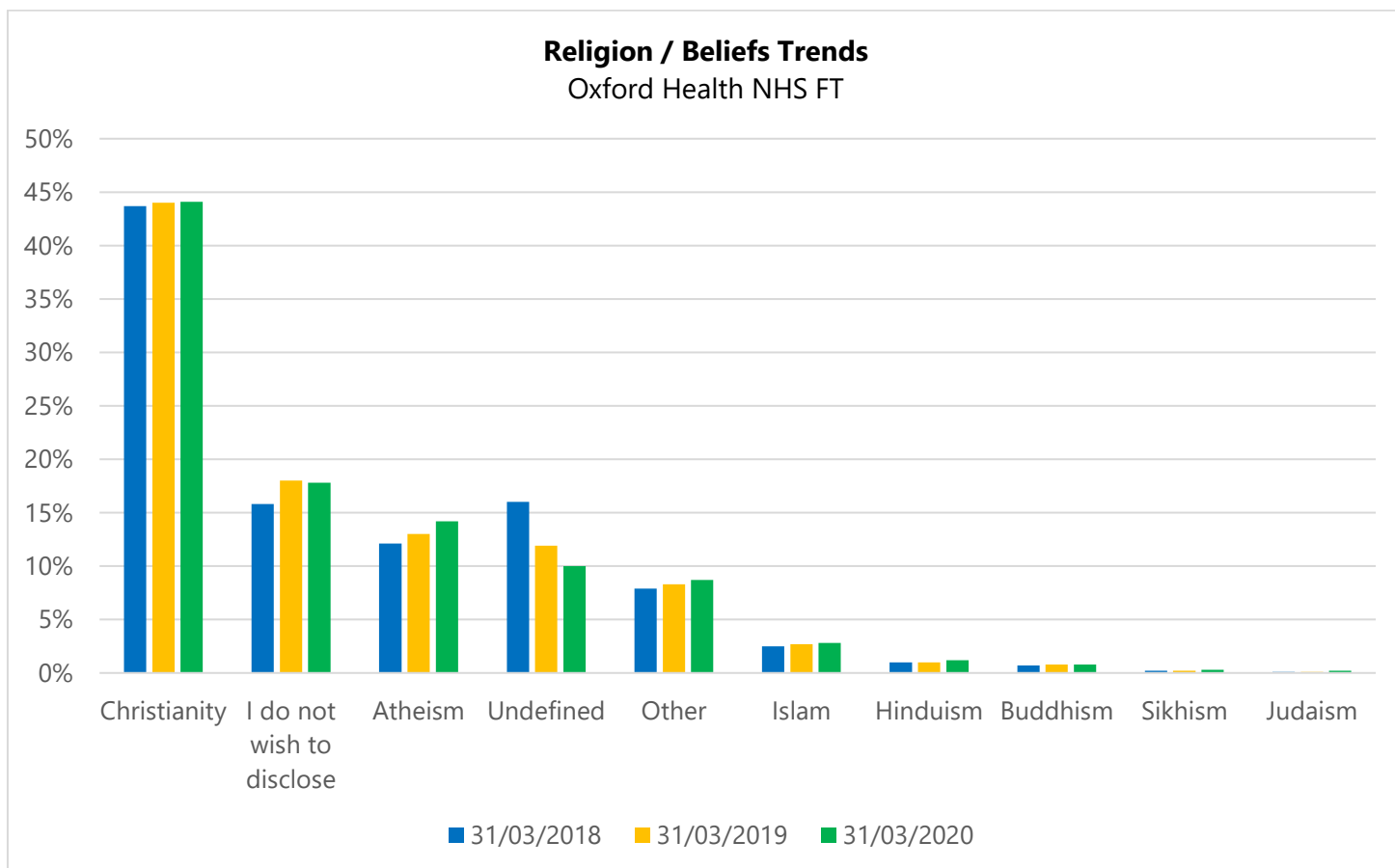
1. Continue to work on Stonewall's Workplace Equality Index (WEI) to improve inclusion in the workplace for LGB people.

Section 6: Religion/Belief

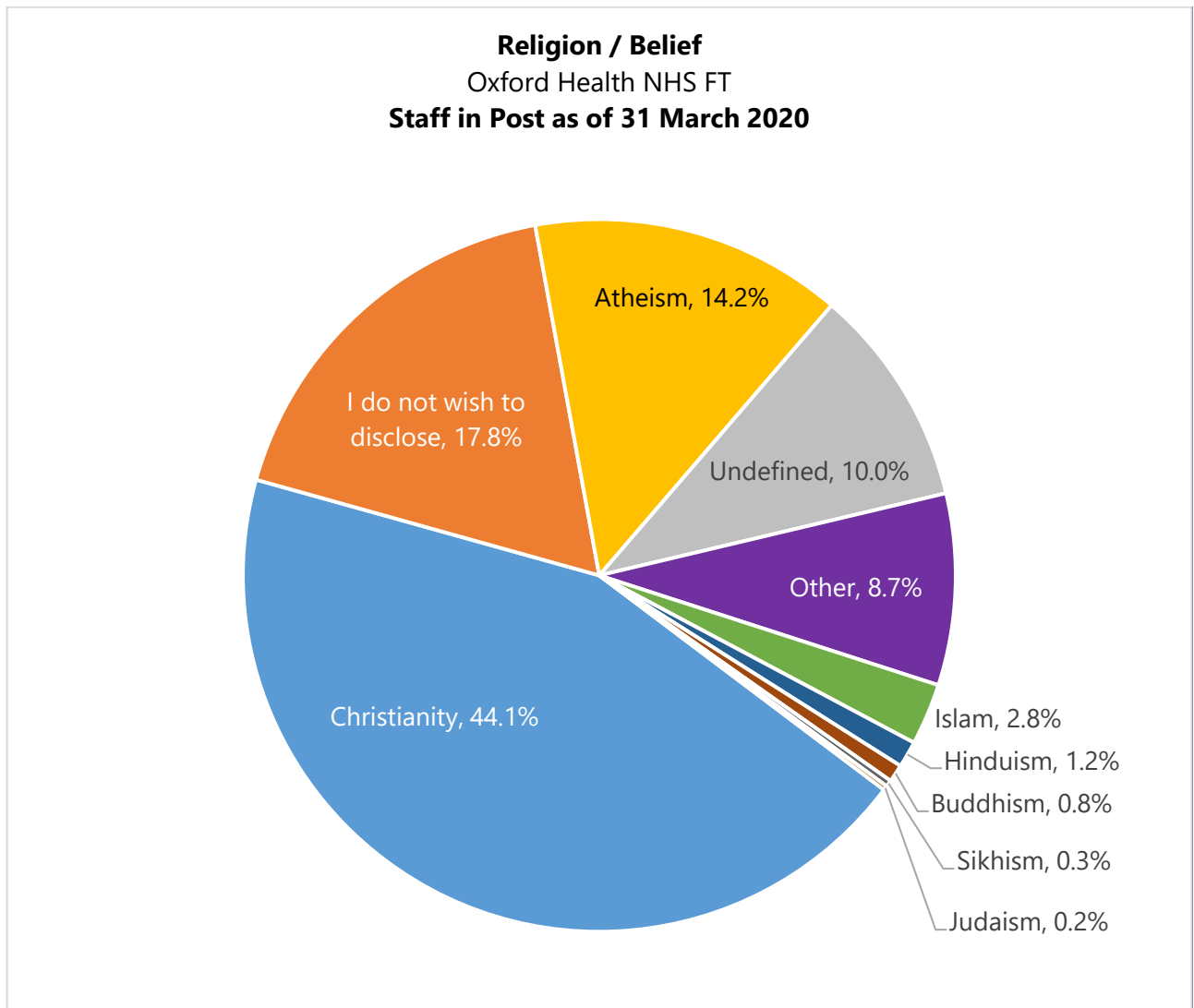
The results in the following charts show the religion and belief diversity of staff:

Religion/ Belief	31/03/2018		Religion/ Belief	31/03/2019		Religion/ Belief	31/03/2020	
Christianity	2764	43.7%	Christianity	2961	44.0%	Christianity	3075	44.1%
Undefined	1014	16.0%	I do not wish to disclose	1208	18.0%	I do not wish to disclose	1238	17.8%
I do not wish to disclose	997	15.8%	Atheism	877	13.0%	Atheism	987	14.2%
Atheism	764	12.1%	Undefined	802	11.9%	Undefined	696	10.0%
Other	496	7.9%	Other	557	8.3%	Other	607	8.7%
Islam	155	2.5%	Islam	181	2.7%	Islam	195	2.8%
Hinduism	65	1.0%	Hinduism	67	1.0%	Hinduism	84	1.2%
Buddhism	45	0.7%	Buddhism	54	0.8%	Buddhism	54	0.8%
Sikhism	11	0.2%	Sikhism	13	0.2%	Sikhism	18	0.3%
Judaism	7	0.1%	Judaism	9	0.1%	Judaism	12	0.2%

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 2019/20:



The main observations are:

1. The majority of the staff population is 'Christian' at 44%.
2. The total for 'I do not wish to disclose' and 'Undefined' remains high at 27.8% or 1,934 in count – over a quarter of the workforce
3. 'Atheism' has seen an increase of 1.2% or 110 in headcount in this reporting period.
4. The total for Islam, Hinduism, Buddhism, Sikhism and Judaism is 5.3% or 363 in headcount.
5. 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:

	England's working population (ONS)	NHS workforce	Oxfordshire (Census 2011)	Buckinghamshire (Census 2011)	Oxford Health NHS FT (2019)
Christianity	61%	37%	60%	60.5%	44.1%
Islam	4%	2%	2.4%	5.1%	2.8%
Hinduism	2%	1%	0.6%	1.2%	1.2%
Undisclosed	7%	48%	7%	7%	17.8%
Buddhism			0.5%	0.4%	0.8%
Judaism			0.3%	0.3%	0.2%
Sikhism			0.2%	0.9%	0.3%
Atheism			28%	24%	14.2%
Other			0.4%	0.4%	8.7%

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.

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