



# Equality Report

# FY19-FY21

As of 31 March 2021

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## 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 disability, gender, race and sexual orientation equality
2. The EDI Steering Group leads on the equality and diversity work at the Trust. It is made up of senior leaders and representatives from the Directorates, staff-side colleagues, staff equality networks and allies. The EDI Steering Group ensures compliance with the legal duties and the various regulatory obligations to continually improve organisational culture, the quality of care to service users, and the employment experience of all staff. The EDI Steering Group reports into the People, Leadership and Culture (PLC) Committee, and is accountable to the Trust Board.
3. Equal Opportunities Policy with associated Procedural Guidance for supporting employees with disabilities; transgender employees and service users; and for provision of interpreting and translation services
4. Annual equality and diversity conference
5. Staff equality networks for: disability; gender; LGBT+; race; and religion & spirituality
6. Staff equality support groups for: autism; dyslexia; mental health; men; women; trans & non-binary; gypsy, roma and traveller; and international staff
7. An extensive range of training and staff development programmes
8. Interpreting provision for face-to-face, telephony and BSL language support
9. Promotional and awareness-raising resources, e.g. rainbow and sunflower lanyards, badges, posters, leaflets, newsletters, etc.
10. Full suite of resources and information on the staff EDI intranet pages
11. Accessibility page on the website which contains details about the ReachDeck (formerly known as Browse-Aloud) facility for people with visual impairment, and the Access Guides
12. Fair Treatment at Work Facilitators who support staff who are experiencing or witnessing bullying or harassment in the workplace

13. Accredited as a Disability Confident Employer and working to achieve Level 3: Disability Confident Leader
14. Patient experience and involvement leads who work with service users and communities to improve the health outcomes for people from specific protected characteristic groups
15. Occupational Health Team that supports with reasonable adjustments

Please note: The profile information for Oxfordshire and Buckinghamshire under each of the protected characteristics will be updated with the 2021 census data as soon as this becomes available.

## 6. Workforce Equality Monitoring

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

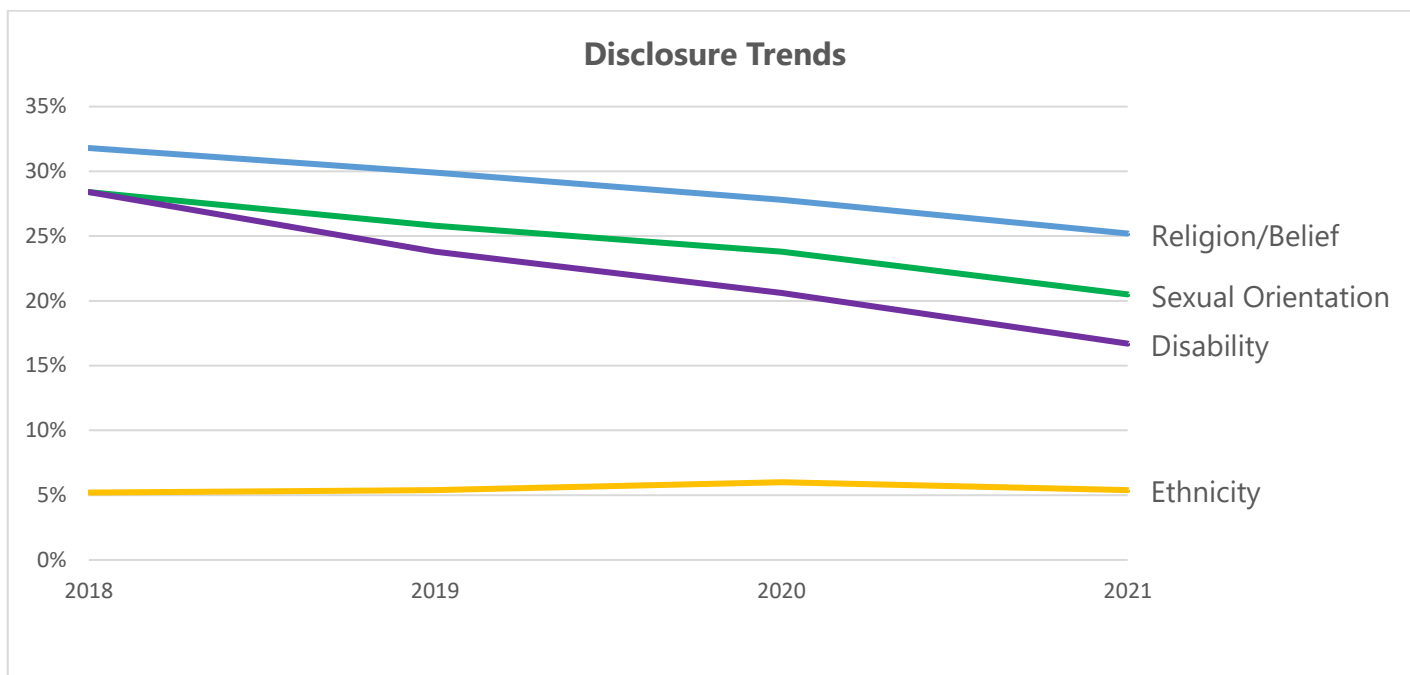
The tables below show the percentage and count of respondents who chose the 'Prefer not to say' option or remain 'Undefined' under these categories.

Religion/Belief	31/03/2019 (Workforce 6729)	31/03/2020 (Workforce – 6966)	31/03/2021 (Workforce – 7450)
'Prefer not to say' / Not Declared (A)	<b>18.0%</b> 1208 people	<b>17.8%</b> 1238 people	<b>16.9%</b> 1260 people
'Undefined' (B)	<b>11.9%</b> 802 people	<b>10.0%</b> 696 people	<b>8.2%</b> 614 people
<b>Total unspecified (A + B)</b>	<b>29.9%</b> 2010 people	<b>27.8%</b> 1934 people	<b>25.2%</b> 1874 people
<b>Difference</b>	<b>-1.9%</b>	<b>-2.1%</b>	<b>-2.6%</b>

Sexual Orientation	31/03/2019	31/03/2020	31/03/2021
'Prefer not to say' / Not Declared (A)	<b>13.2%</b> 891 people	<b>13.0%</b> 908 people	<b>11.5%</b> 858 people
'Undefined' (B)	<b>12.6%</b> 847 people	<b>10.7%</b> 747 people	<b>9.0%</b> 668 people
<b>Total unspecified (A + B)</b>	<b>25.8%</b> 1738 people	<b>23.8%</b> 1655 people	<b>20.5%</b> 1526 people
<b>Difference</b>	<b>-2.6%</b>	<b>-2.0%</b>	<b>-3.3%</b>

Disability	31/03/2019	31/03/2020	31/03/2021
'Prefer not to say' / Not Declared (A)	<b>7.7%</b> 520 people	<b>7.7%</b> 536 people	<b>6.2%</b> 461 people
'Undefined' (B)	<b>16.1%</b> 1081 people	<b>12.9%</b> 898 people	<b>10.5%</b> 780 people
<b>Total unspecified (A + B)</b>	<b>23.8%</b> 1601 people	<b>20.6%</b> 1434 people	<b>16.7%</b> 1241 people
<b>Difference</b>	<b>-4.6%</b>	<b>-3.2%</b>	<b>-3.9%</b>

Race/Ethnicity	31/03/2019	31/03/2020	31/03/2021
'Prefer not to say' / Not Declared (A)	<b>4.0%</b> 266 people	<b>4.5%</b> 314 people	<b>3.9%</b> 290 people
'Undefined' (B)	<b>1.4%</b> 96 people	<b>1.5%</b> 105 people	<b>1.5%</b> 114 people
<b>Total unspecified (A + B)</b>	<b>5.4%</b> 362 people	<b>6.0%</b> 419 people	<b>5.4%</b> 404 people
<b>Difference</b>	<b>+0.2%</b>	<b>+0.6%</b>	<b>-0.6%</b>



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 team meetings
- run awareness campaigns well in advance of any survey going live to allow opportunities for discussion and education

**Please note:**

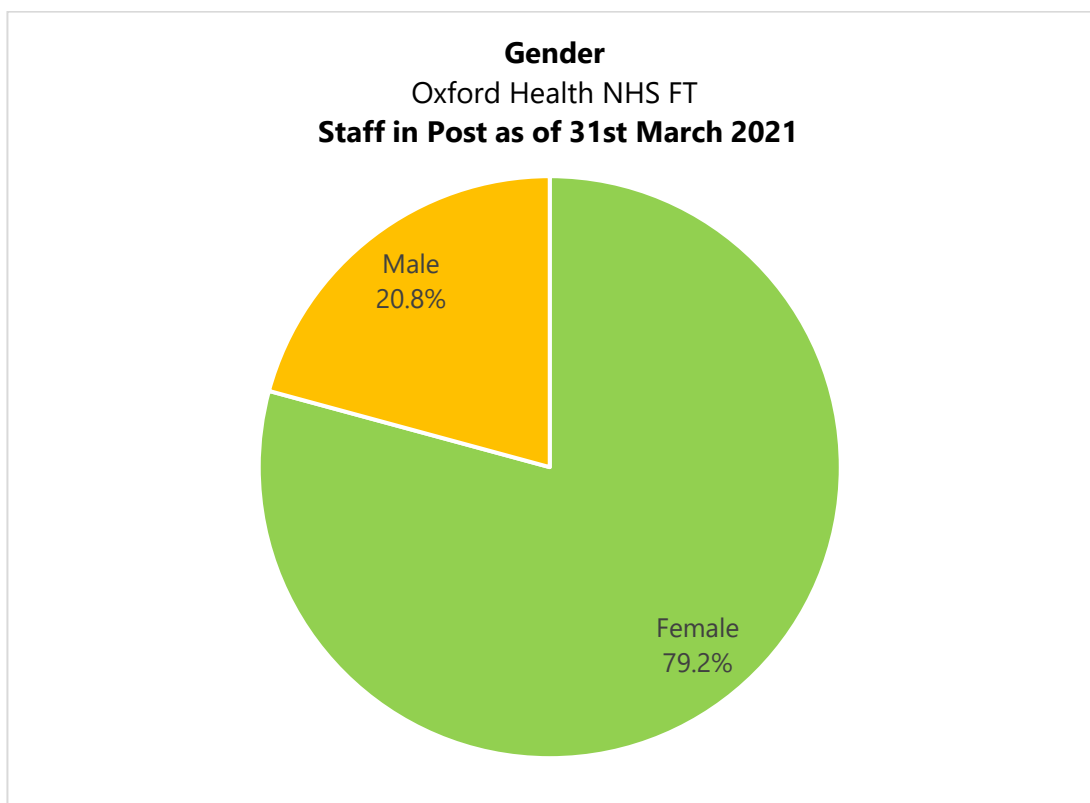
The data presented in this Equality Report is a snapshot of all staff in substantive roles and zero-hours staff on 31st March 2021. This report does not include honorary staff.

## Section 1: Gender

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

Gender (Largest first)	31/03/2019		31/03/2020		31/03/2021	
	Count	Percentage	Count	Percentage	Count	Percentage
<b>Female</b>	5324	79.1%	5525	79.3%	5902	79.2%
<b>Male</b>	1405	20.9%	1423	20.4%	1548	20.8%
<b>Null</b>	-	-	18	0.3%	-	-
<b>Total</b>	6729	100.0%	6966	100.0%	7450	100.0%

This chart shows the gender profile of employees who were in post as of 31<sup>st</sup> March 2021:





The chart below provides a breakdown of the gender profile across the occupational groups in 2021:

Occupational Group	Female	Male
Add Prof Scientific and Technic	615	127
Additional Clinical Services	1419	454
Administrative and Clerical	1281	306
Allied Health Professionals	498	79
Estates and Ancillary	178	118
Medical and Dental	253	222
NULL	2	1
Nursing and Midwifery Registered	1592	234
Students	64	7
<b>TOTAL</b>	<b>5902</b>	<b>1548</b>

#### The main observations are:

1. The workforce gender profile remains predominantly female.
2. Numbers for both male and female employees have increased by 377 women and 125 men, albeit the female workforce continues to outnumber the male workforce by almost 5:1.
3. The trust has a higher representation of female staff than male staff. To put the above profile into context, the Office for National Statistics estimates that approximately 51% of England's population, and 77% of the NHS workforce is female (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. Introduce 'Positive Action' training and strategies to promote improve gender balance in the workforce.
2. Work with education providers and careers advisors to promote and increase the uptake of males in the health and caring professions.

## Section 2: Age

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

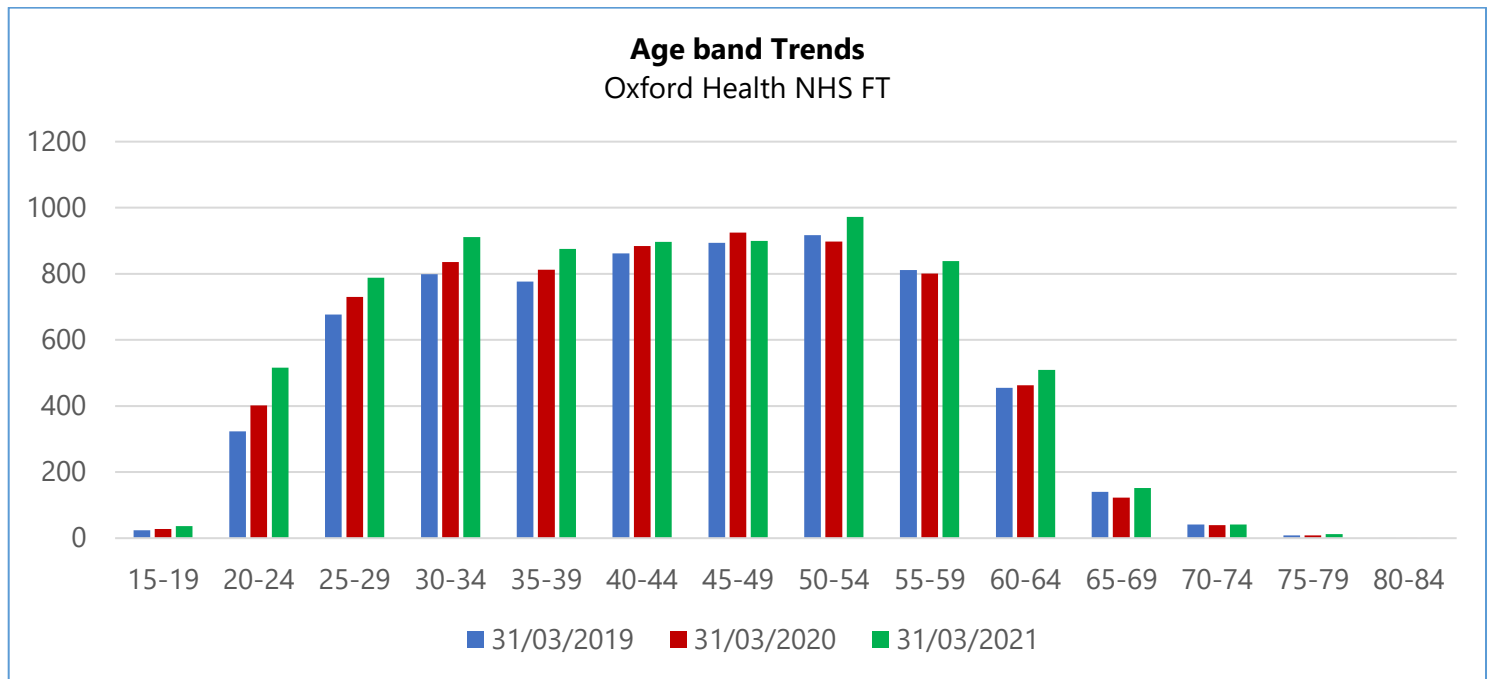
Age	31/03/2019		31/03/2020		31/03/2021		Difference between 2020 and 2021
<b>15-19</b>	24	0.4%	28	0.4%	37	0.5%	+9
<b>20-24</b>	323	4.8%	402	5.8%	516	6.9%	+114
<b>25-29</b>	677	10.1%	730	10.5%	788	10.6%	+58
<b>30-34</b>	799	11.9%	836	12.0%	911	12.2%	+75
<b>35-39</b>	777	11.5%	812	11.7%	875	11.7%	+63
<b>40-44</b>	862	12.8%	884	12.7%	897	12.0%	+13
<b>45-49</b>	894	13.3%	925	13.3%	900	12.1%	-25
<b>50-54</b>	917	13.6%	898	12.9%	972	13.1%	+74
<b>55-59</b>	811	12.1%	801	11.5%	839	11.3%	+38
<b>60-64</b>	455	6.8%	463	6.7%	509	6.8%	+46
<b>65-69</b>	140	2.1%	123	1.8%	152	2.0%	+29
<b>70-74</b>	41	0.6%	39	0.6%	41	0.6%	+2
<b>75-79</b>	8	0.1%	8	0.1%	12	0.2%	+4
<b>80-84</b>	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 525 employees.

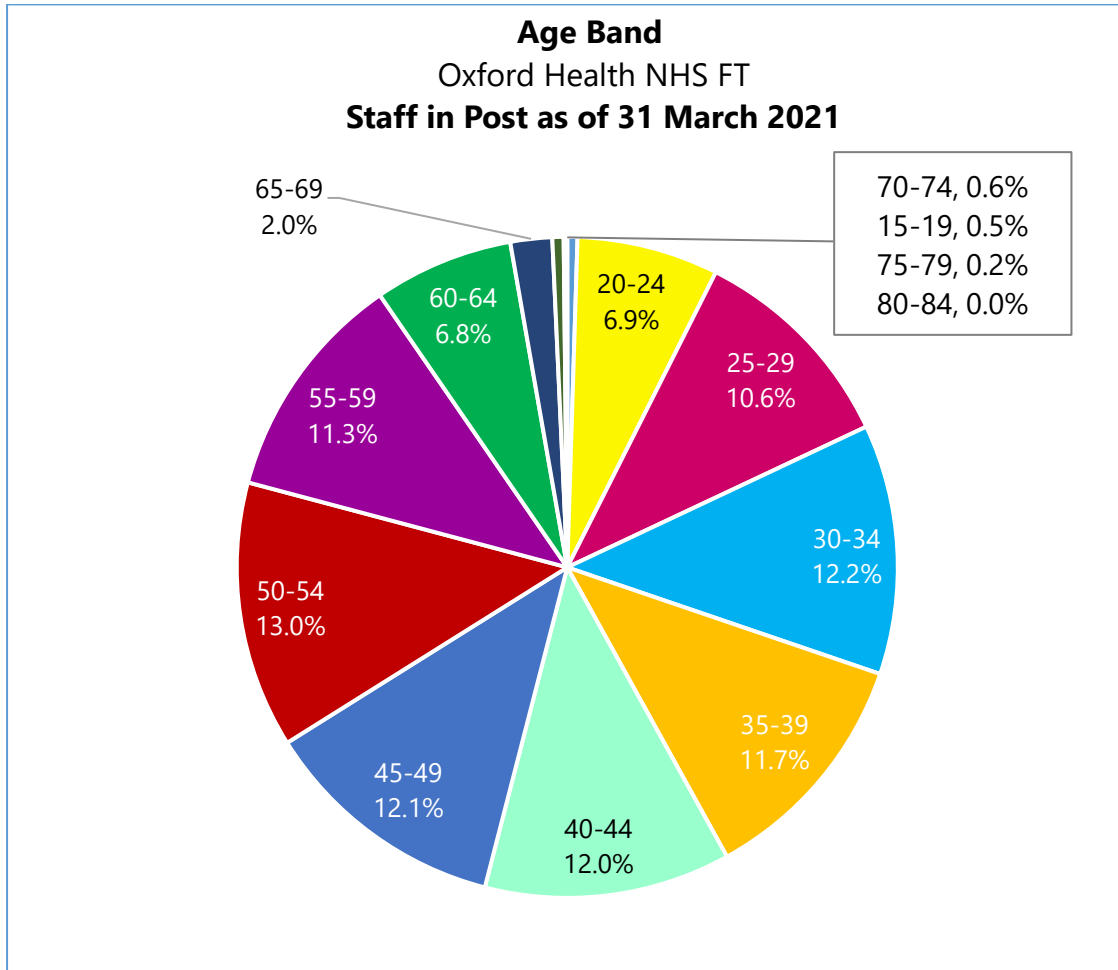
The chart below shows the age bands of the workforce in order of 'largest first' to 'smallest last'. The sections in grey depicts the age groups where there has been some movement in the order – otherwise, all other age categories have remained in the same order over the three years.

31/03/2019			31/03/2020			31/03/2021		
Age (largest first)	Count	%	Age (largest first)	Count	%	Age (largest first)	Count	%
<b>50-54</b>	917	13.6%	<b>45-49</b>	925	13.3%	<b>50-54</b>	972	13.0%
<b>45-49</b>	894	13.3%	<b>50-54</b>	898	12.9%	<b>30-34</b>	911	12.2%
<b>40-44</b>	862	12.8%	<b>40-44</b>	884	12.7%	<b>45-49</b>	900	12.1%
<b>55-59</b>	811	12.1%	<b>30-34</b>	836	12.0%	<b>40-44</b>	897	12.0%
<b>30-34</b>	799	11.9%	<b>35-39</b>	812	11.7%	<b>35-39</b>	875	11.7%
<b>35-39</b>	777	11.5%	<b>55-59</b>	801	11.5%	<b>55-59</b>	839	11.3%
<b>25-29</b>	677	10.1%	<b>25-29</b>	730	10.5%	<b>25-29</b>	788	10.6%
<b>60-64</b>	455	6.8%	<b>60-64</b>	463	6.7%	<b>20-24</b>	516	6.9%
<b>20-24</b>	323	4.8%	<b>20-24</b>	402	5.8%	<b>60-64</b>	509	6.8%
<b>65-69</b>	140	2.1%	<b>65-69</b>	123	1.8%	<b>65-69</b>	152	2.0%
<b>70-74</b>	41	0.6%	<b>70-74</b>	39	0.6%	<b>70-74</b>	41	0.6%
<b>15-19</b>	24	0.4%	<b>15-19</b>	28	0.4%	<b>15-19</b>	37	0.5%
<b>75-79</b>	8	0.1%	<b>75-79</b>	8	0.1%	<b>75-79</b>	12	0.2%
<b>80-84</b>	1	0.0%	<b>80-84</b>	1	0.0%	<b>80-84</b>	1	0.0%

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



This chart shows the age groups of employees who were in post as of 31 March 2021:



Age	Analysis
<b>15-19</b>	<p>This age group represent one of the smallest staff groups at around 0.5% or 37 in headcount. 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.</p> <p>The trend over the three years shows a minimal year on year increase, 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.</p>
<b>20-24</b>	This age band has had the highest <b>increase</b> of 114 (1.1%) compared to the 2020 report.
<b>25-29</b>	There has been an <b>increase</b> of 58, and continues to make up around 10.5% of the workforce.
<b>30-34</b>	This age band has seen the second highest <b>increase</b> of 75 (0.2%), and now constitutes the second largest proportion of the workforce at 12.2%.
<b>35-39</b>	With the fourth highest <b>increase</b> of 63 in headcount, this age group makes up 11.7% of the workforce.
<b>40-44</b>	This age band has only had an <b>increase</b> of 13 – half the increase seen in 2020, but continues to make up just over 12% of the workforce.
<b>45-49</b>	This is the only age band that has seen a <b>decrease</b> in this reporting period with a drop of 25 (1.2%), but still represents the third largest workforce age group.
<b>50-54</b>	With the third highest <b>increase</b> of 74 (0.1%), this age band now makes up the largest proportion of the workforce at 13%.
<b>55-59</b>	There has been an <b>increase</b> of 38 compared to the drop of 10 in 2020, and now makes up just over 11% of the workforce.
<b>60-64</b>	Compared to the modest increases in the past, this age group has had a notable <b>increase</b> of 46 (0.1%) and now makes up just under 7.0% of the workforce.
<b>65-69</b>	From a drop in the previous year, this age band has actually seen an <b>increase</b> of 29 (0.2%) and now represents over 2.0% the workforce.
<b>70-74</b>	There has been an <b>increase</b> of 2 to 41.
<b>75-79</b>	There has been an <b>increase</b> of 4 to 12.
<b>80-84</b>	This age group remains the <b>same</b> as in previous years at 1.

There have been a number of changes in the way younger people in particular are entering into NHS professions, leading to a visible difference in workforce diversity in terms of age:

- The trust's apprenticeship schemes are offering alternative routes to completing higher education degree level qualifications. More young people are now opting to complete apprenticeships closer to home rather than opting for the traditional university route away from home.
- The application process for higher education apprenticeship programmes have been improved and are now more inclusive. For example, the IAPT services have reviewed how they use shortlisting criteria other than previous qualifications gained. Previously, they would look to only recruiting applicants with a degree or Master's in psychology which significantly impacted individuals from particular protected characteristic groups. But with the introduction of a Level 6 programme, they have revised the process which is leading to a marked difference.

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 grow specialist skills in-house.

## Section 3: Ethnicity

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

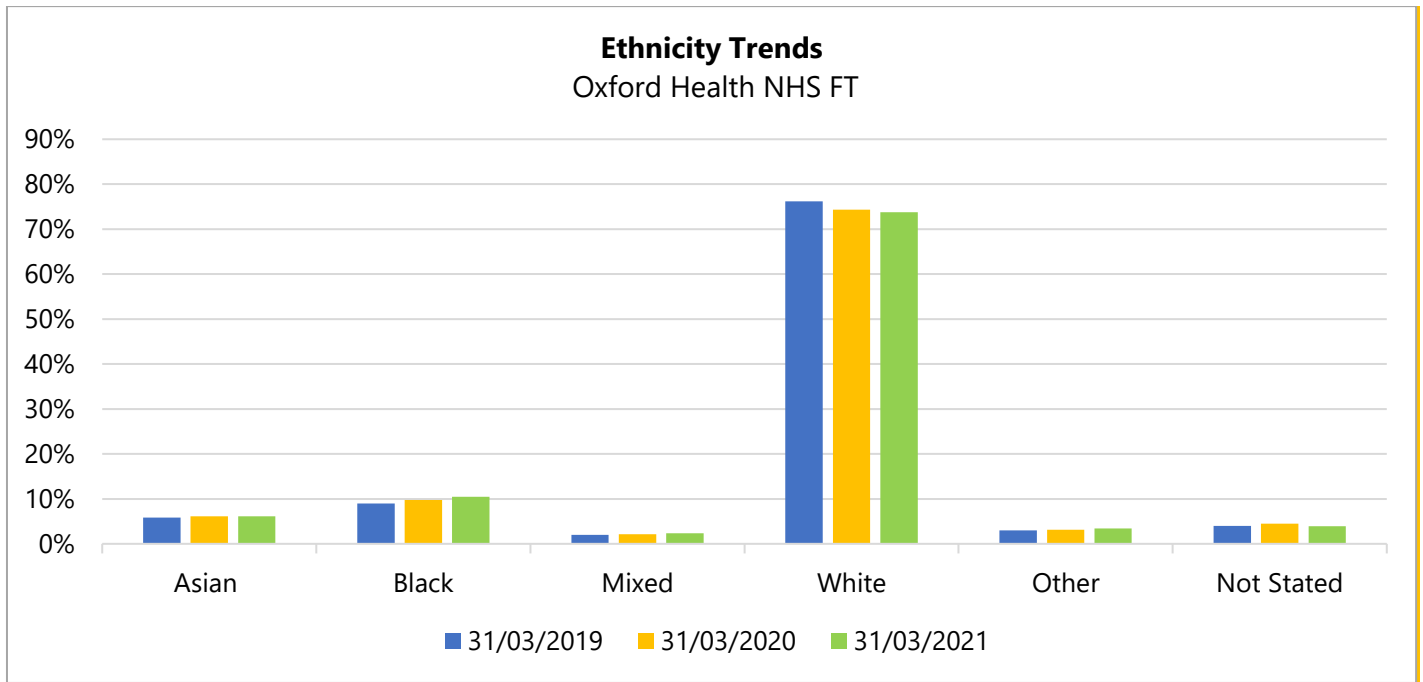
Ethnicity	31/03/2019		31/03/2020		31/03/2021	
	Count	Percentage	Count	Percentage	Count	Percentage
<b>Asian or Asian British - Indian</b>	178	2.7%	201	2.9%	223	3.0%
<b>Asian or Asian British - Pakistani</b>	83	1.2%	90	1.3%	97	1.3%
<b>Asian or Asian British - Bangladeshi</b>	18	0.3%	15	0.2%	20	0.3%
<b>Asian or Asian British - Any other Asian background</b>	113	1.7%	121	1.7%	118	1.6%
<b>Black or Black British - Caribbean</b>	73	1.1%	79	1.1%	93	1.2%
<b>Black or Black British - African</b>	503	7.5%	565	8.1%	655	8.8%
<b>Black or Black British - Any other Black background</b>	30	0.5%	35	0.5%	31	0.4%
<b>Chinese</b>	33	0.49%	31	0.5%	30	0.4%
<b>Mixed - White &amp; Black Caribbean</b>	31	0.5%	42	0.6%	48	0.6%
<b>Mixed - White &amp; Black African</b>	28	0.4%	27	0.4%	27	0.4%
<b>Mixed - White &amp; Asian</b>	34	0.5%	39	0.6%	43	0.6%
<b>Mixed - Any other mixed background</b>	42	0.6%	43	0.6%	57	0.8%
<b>White - British</b>	4596	68.3%	4625	66.4%	4906	65.9%
<b>White - Irish</b>	94	1.4%	87	1.3%	87	1.2%
<b>White - Any other White background</b>	437	6.5%	466	6.7%	503	6.8%
<b>Any Other Ethnic Group</b>	74	1.1%	83	1.2%	108	1.4%
<b>Undefined</b>	96	1.4%	105	1.5%	114	1.5%
<b>Not Stated</b>	266	4.0%	314	4.5%	290	3.9%



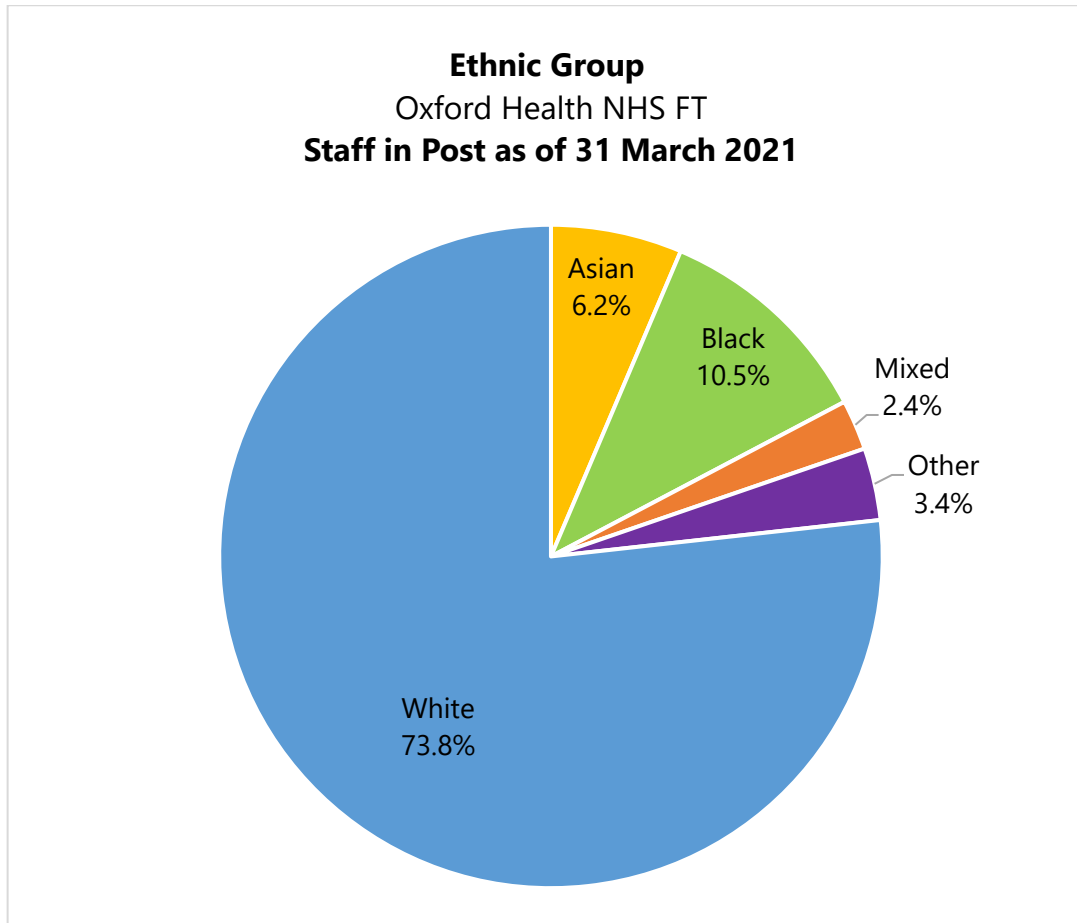
The chart below shows the ethnicity of the workforce in order of 'largest first' to 'smallest last':

31/03/2019			31/03/2020			31/03/2021		
Ethnicity (Largest first)	Count	%	Ethnicity (Largest first)	Count	%	Ethnicity (Largest first)	Count	%
White - British	4596	68.3%	White - British	4625	66.4%	White - British	4906	65.9%
Black or Black British - African	503	7.5%	Black or Black British - African	565	8.1%	Black or Black British - African	655	8.8%
White - Any other White background	437	6.5%	White - Any other White background	466	6.7%	White - Any other White background	503	6.8%
Not Stated	266	4.0%	Not Stated	314	4.5%	Not Stated	290	3.9%
Asian or Asian British - Indian	178	2.7%	Asian or Asian British - Indian	201	2.9%	Asian or Asian British - Indian	223	3.0%
Asian or Asian British - Any other Asian background	113	1.7%	Asian or Asian British - Any other Asian background	121	1.7%	Asian or Asian British - Any other Asian background	118	1.6%
Undefined	96	1.4%	Undefined	105	1.5%	Undefined	114	1.5%
White - Irish	94	1.4%	Asian or Asian British - Pakistani	90	1.3%	Black or Black British - Caribbean	93	1.2%
Asian or Asian British - Pakistani	83	1.2%	White - Irish	87	1.3%	Asian or Asian British - Pakistani	97	1.3%
Any Other Ethnic Group	74	1.1%	Any Other Ethnic Group	83	1.2%	White - Irish	87	1.2%
Black or Black British - Caribbean	73	1.1%	Black or Black British - Caribbean	79	1.1%	Any Other Ethnic Group	108	1.4%
Mixed - Any other mixed background	42	0.6%	Mixed - Any other mixed background	43	0.6%	Mixed - Any other mixed background	57	0.8%
Mixed - White & Asian	34	0.5%	Mixed - White & Black Caribbean	42	0.6%	Mixed - White & Black Caribbean	48	0.6%
Chinese	33	0.5%	Mixed - White & Asian	39	0.6%	Mixed - White & Asian	43	0.6%
Mixed - White & Black Caribbean	31	0.5%	Black or Black British - Any other Black background	35	0.5%	Black or Black British - Any other Black background	31	0.4%
Black or Black British - Any other Black background	30	0.5%	Chinese	31	0.5%	Chinese	30	0.4%
Mixed - White & Black African	28	0.4%	Mixed - White & Black African	27	0.4%	Mixed - White & Black African	27	0.4%
Asian or Asian British - Bangladeshi	18	0.3%	Asian or Asian British - Bangladeshi	15	0.2%	Asian or Asian British - Bangladeshi	20	0.3%

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



This chart shows the ethnic groups of employees who were in post as of 31 March 2021:



The main features of staff ethnic diversity are:

1. The majority of the workforce is 'White British', making up nearly 66% of the workforce.
2. This represents a difference of 57.1% with the largest ethnic minority group: Black/Black British – African which is at 8.8% or 655 in headcount.
3. The total for White British, Irish and Other White background is just over 73.9% (5,496 in count) for 2020/21.

### **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:**

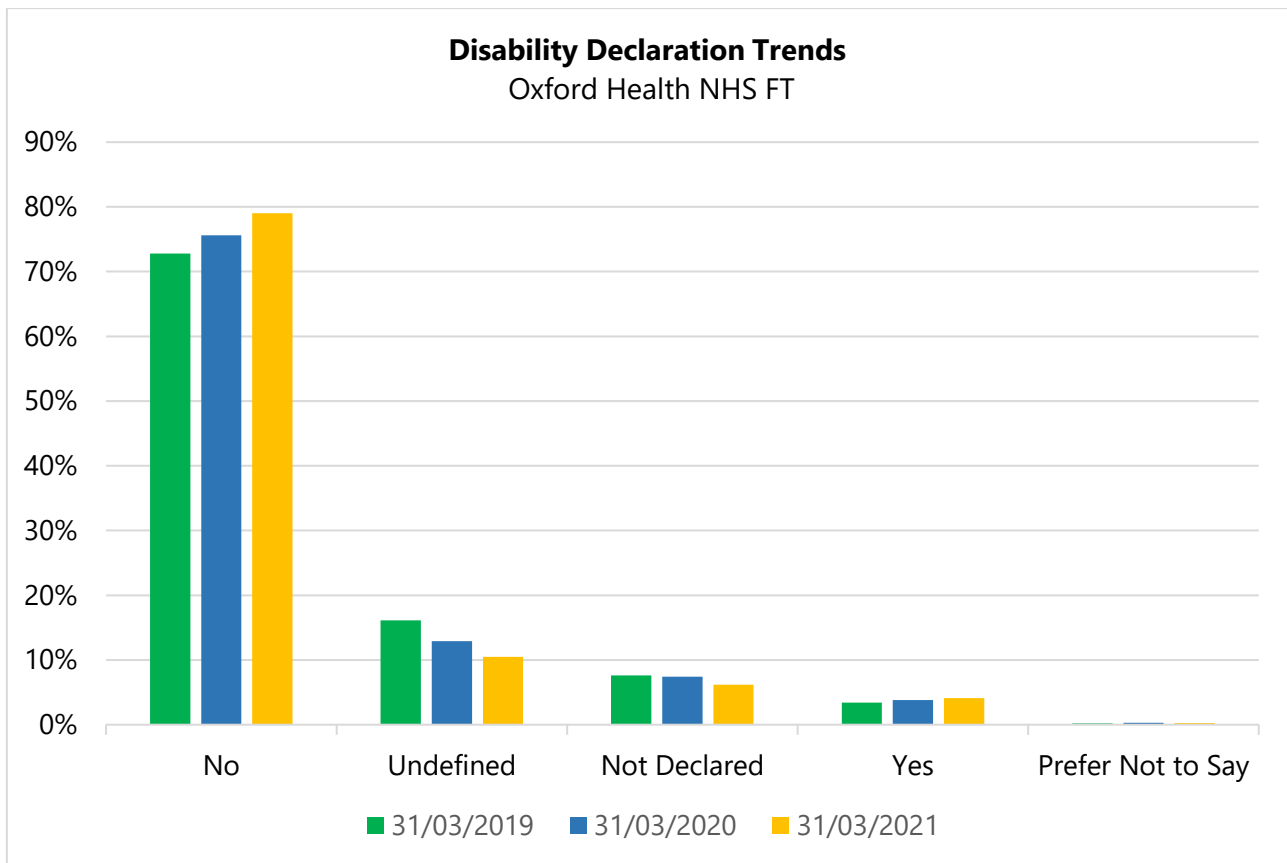
1. Work on the WRES Action Plan to improve the experience and opportunities for BAME staff.
2. Use Sections 158 and 159 of the Equality Act 2010: 'Using Positive Action in Recruitment and Promotion' to implement strategies for diversifying the workforce, particularly at the senior levels of the trust.

## Section 4: Disability

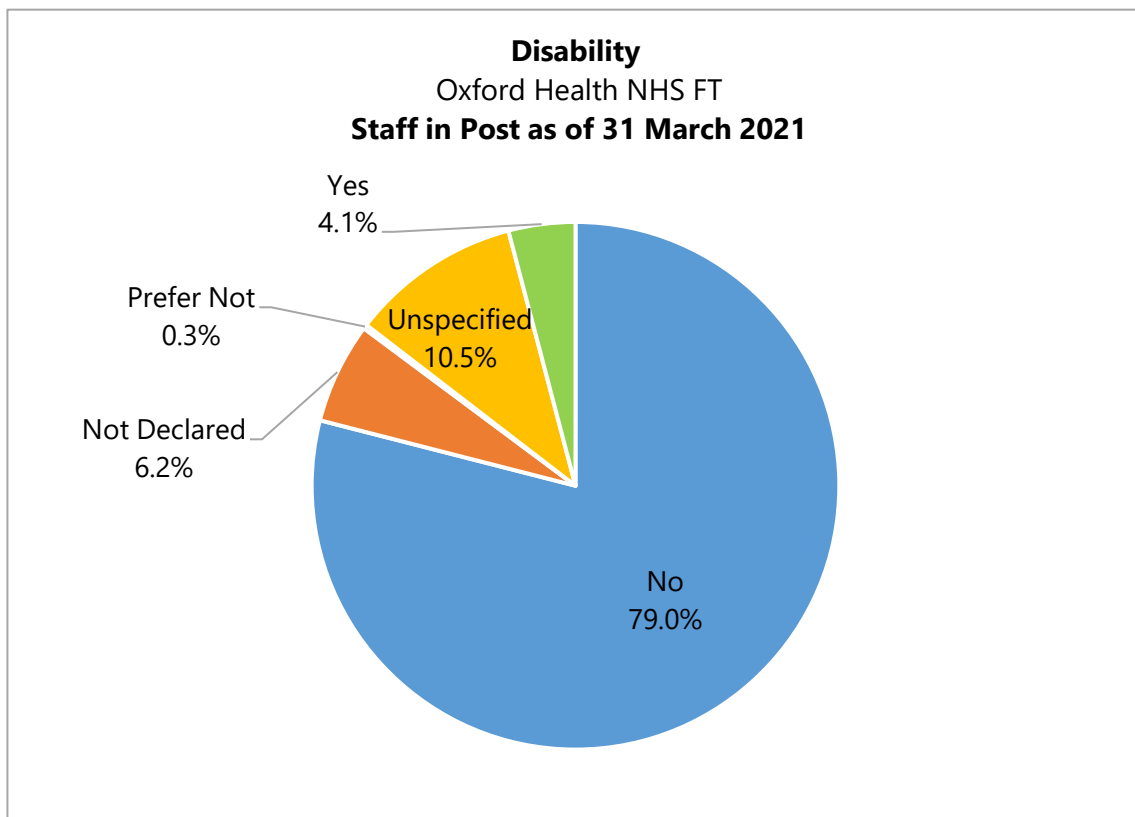
The results in the following charts show the disability profile of staff:

Disability (Largest first)	31/03/2019		31/03/2020		31/03/2021	
<b>No</b>	4896	72.8%	5266	75.6%	5885	79.0%
<b>Undefined</b>	1081	16.1%	898	12.9%	780	10.5%
<b>Not Declared</b>	509	7.6%	518	7.4%	461	6.2%
<b>Yes</b>	232	3.4%	266	3.8%	305	4.1%
<b>Prefer Not to Say</b>	11	0.2%	18	0.3%	19	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 as of 31 March 2021:



The main features are:

1. 4.1% of the workforce has declared a disability. This represents an increase of 0.3% from 3.8% of staff declaring in 2020, and 3.4% 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 17% (1,260 in count) – approximately one-sixth 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:

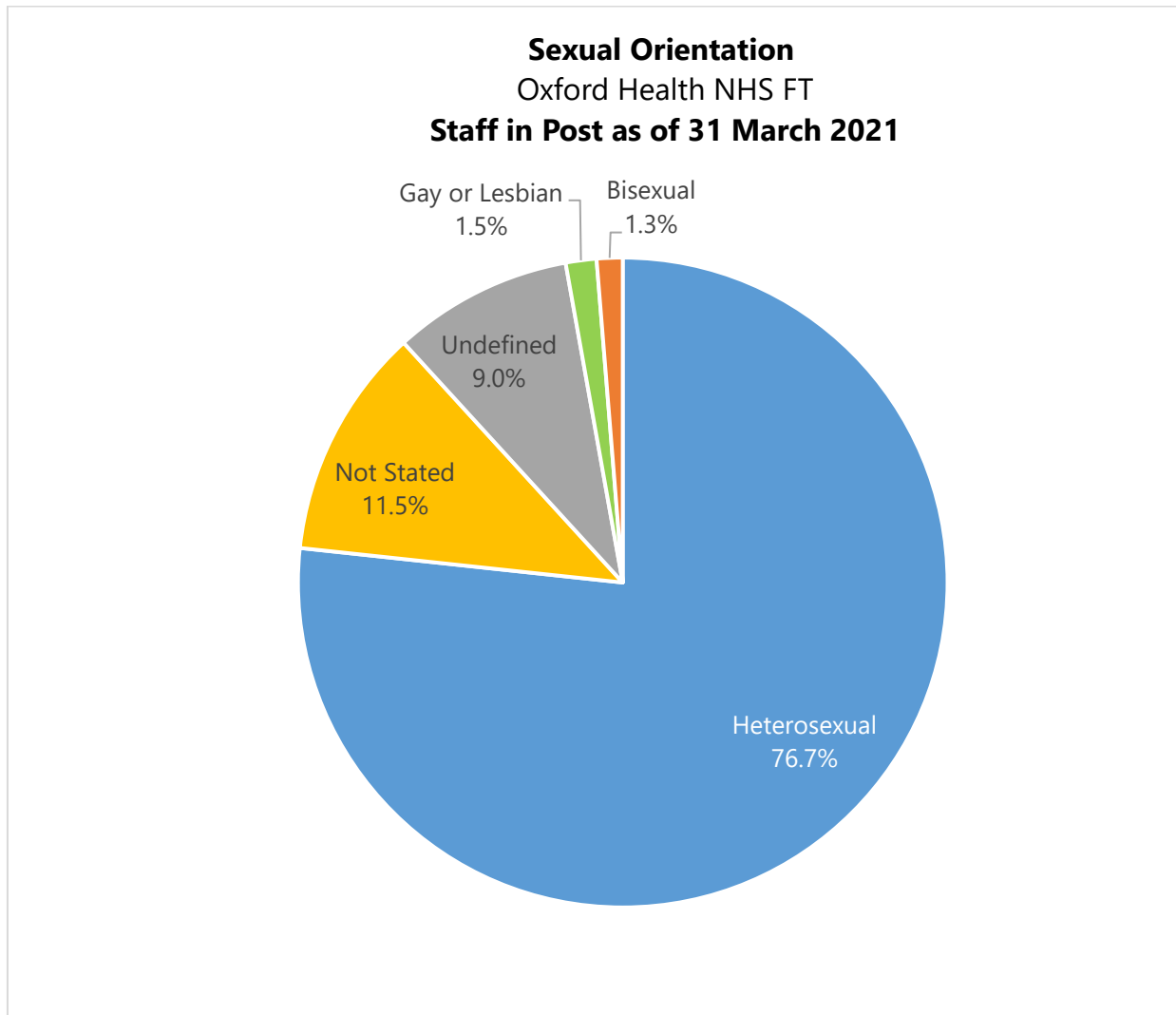
1. Inculcate a positive culture of disclosing disabilities.
2. Improve disabled employees' confidence that disclosing a disability would lead to them receiving appropriate support thereby maximising their effectiveness in the workplace.
3. Work to move from Level 2 'Disability Confident Employer' to 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	
<b>Heterosexual</b>	4838	71.9%	<b>Heterosexual</b>	5128	73.6%	<b>Heterosexual</b>	5714	76.7%
<b>Not Stated</b>	891	13.2%	<b>Not Stated</b>	908	13.0%	<b>Not Stated</b>	858	11.5%
<b>Undefined</b>	847	12.6%	<b>Undefined</b>	747	10.7%	<b>Undefined</b>	668	9.0%
<b>Gay or Lesbian</b>	98	1.5%	<b>Gay or Lesbian</b>	114	1.6%	<b>Gay or Lesbian</b>	114	1.5%
<b>Bisexual</b>	55	0.8%	<b>Bisexual</b>	69	1.0%	<b>Bisexual</b>	96	1.3%

This chart shows the sexual orientation profile of employees who were in post as of 31 March 2021:



The main features are:

1. 'Heterosexual/ Straight' makes up the largest proportion of the workforce at 76.7% or 5714 in headcount.
2. Although there has been a decrease, numbers for non-disclosure remain high: the total for 'Undefined' and 'Not stated' is 20.5% (1,526 in count) – just over a fifth of the workforce.
3. The combined total for lesbian, gay and bisexual is 2.8% (210 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.

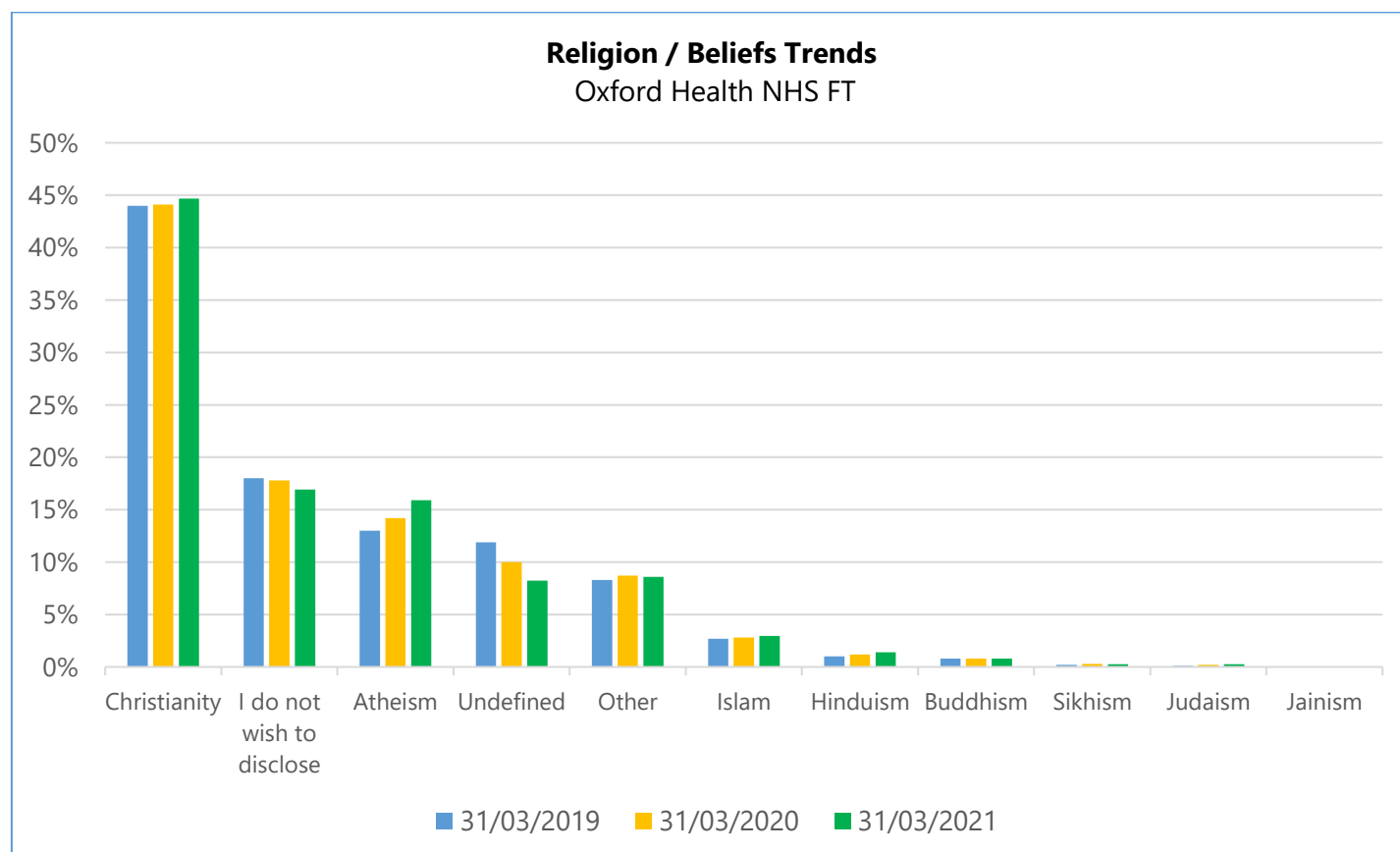


## Section 6: Religion/Belief

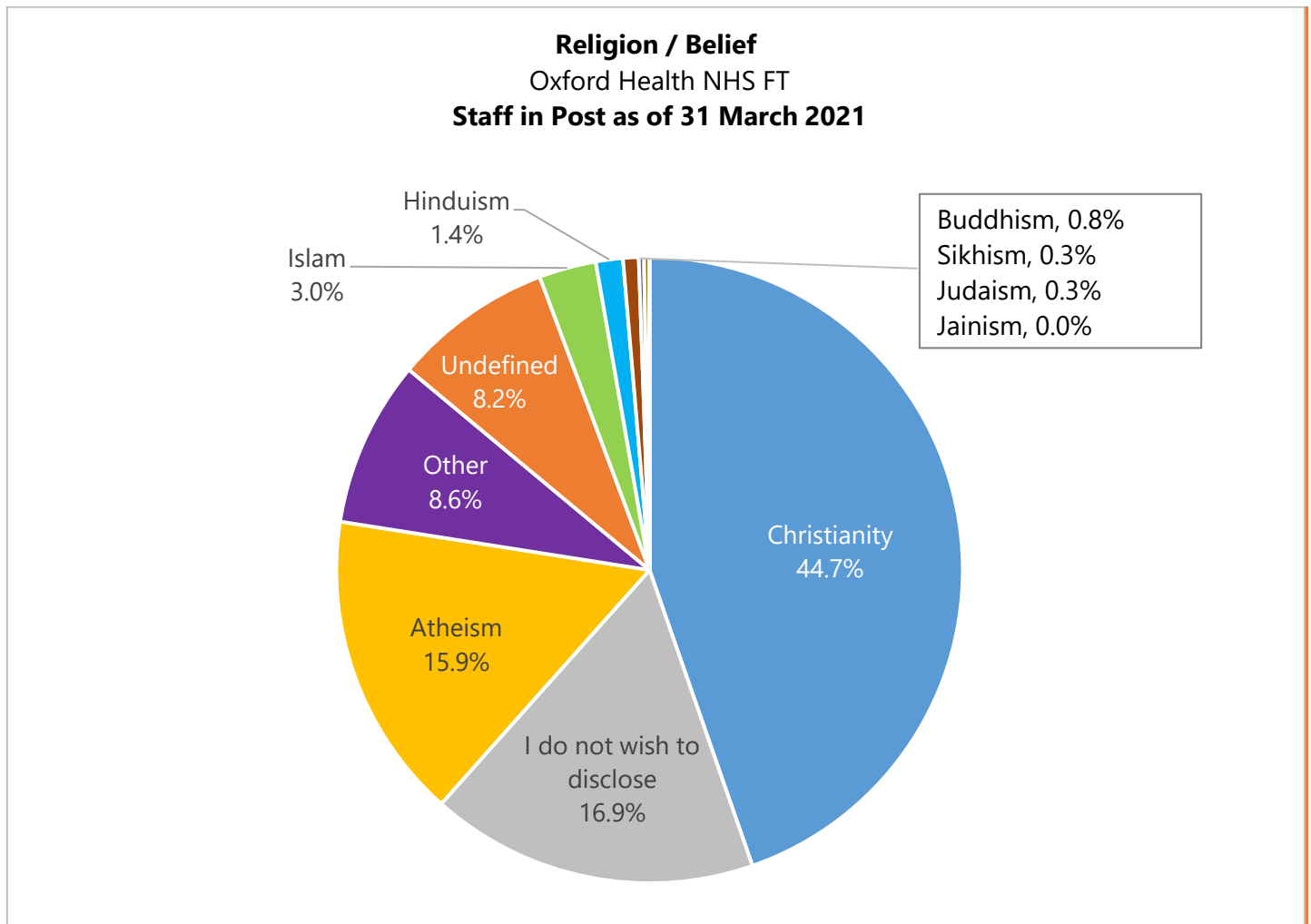
The results in the following charts show the religion and belief diversity of staff:

Religion/ Belief	31/03/2019		Religion/ Belief	31/03/2020		Religion/ Belief	31/03/2021	
<b>Christianity</b>	2961	44.0%	<b>Christianity</b>	3075	44.1%	<b>Christianity</b>	3328	44.7%
<b>I do not wish to disclose</b>	1208	18.0%	<b>I do not wish to disclose</b>	1238	17.8%	<b>I do not wish to disclose</b>	1260	16.9%
<b>Atheism</b>	877	13.0%	<b>Atheism</b>	987	14.2%	<b>Atheism</b>	1184	15.9%
<b>Undefined</b>	802	11.9%	<b>Undefined</b>	696	10.0%	<b>Other</b>	639	8.6%
<b>Other</b>	557	8.3%	<b>Other</b>	607	8.7%	<b>Undefined</b>	614	8.2%
<b>Islam</b>	181	2.7%	<b>Islam</b>	195	2.8%	<b>Islam</b>	220	3.0%
<b>Hinduism</b>	67	1.0%	<b>Hinduism</b>	84	1.2%	<b>Hinduism</b>	104	1.4%
<b>Buddhism</b>	54	0.8%	<b>Buddhism</b>	54	0.8%	<b>Buddhism</b>	60	0.8%
<b>Sikhism</b>	13	0.2%	<b>Sikhism</b>	18	0.3%	<b>Sikhism</b>	20	0.3%
<b>Judaism</b>	9	0.1%	<b>Judaism</b>	12	0.2%	<b>Judaism</b>	20	0.3%
<b>Jainism</b>	0	0.0%	<b>Jainism</b>	0	0.0%	<b>Jainism</b>	1	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 on 31<sup>st</sup> March 2021:



The main observations are:

1. The majority of the staff population is 'Christian' at 45%.
2. The total for 'I do not wish to disclose' and 'Undefined' has remained high at 25.1% (1,874 staff) – just over a quarter of the workforce.
3. 'Atheism' has seen an increase of 1.7% or 197 in headcount in this reporting period.
4. The total for Islam, Hinduism, Buddhism, Sikhism, Judaism and Jainism is 5.7% or 425 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 (2021)
Christianity	61%	37%	60%	60.5%	44.7%
Islam	4%	2%	2.4%	5.1%	3.0%
Hinduism	2%	1%	0.6%	1.2%	1.4%
Undisclosed	7%	48%	7%	7%	16.9%
Buddhism			0.5%	0.4%	0.8%
Judaism			0.3%	0.3%	0.3%
Sikhism			0.2%	0.9%	0.3%
Atheism			28%	24%	15.9%
Other			0.4%	0.4%	8.6%

### 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.

**Please contact us if you would like the information in another language or different format.**

**Arabic** يُرجى الاتصال بنا إذا كنتم ترغبون في الحصول على المعلومات بلغة أخرى أو بتسيق مختلف.

আপনি এই তথ্য অন্য ভাষায় বা আলাদা আকারে **Bengali**

পেতে চাইলে অনুগ্রহ করে আমাদের সাথে যোগাযোগ করুন।

**Urdu** اگر آپ یہ معلومات دیگر زبان یا مختلف فارمیٹ میں چاہتے ہیں تو برائے مہربانی ہم سے رابطہ کریں۔

**Chinese** 若要以其他語言或格式提供這些資訊，請與我們聯繫

**Polish** Aby uzyskać informacje w innym języku lub w innym formacie, skontaktuj się z nami.

**Portuguese** Queira contactar-nos se pretender as informações noutra idioma ou num formato diferente.

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