

Mersey & West Lancashire Teaching Hospitals NHS Trust

Public Sector Equality Duty (PSED) Workforce Data Report 2022-2023

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1. Introduction

At Mersey & West Lancashire Teaching Hospitals NHS Trust (MWL) we recognise that equality of opportunity is fundamental to developing the organisational culture needed to support a diverse and inclusive workforce. The focus of our work is as a teaching and learning Trust therefore we are committed to continuing to learn about our own staff and helping to develop and nurture their talents as individuals.

MWL was formed in July 2023 following the merger of Southport & Ormskirk Hospitals NHS Trust (S&O), and St Helens and Knowsley Teaching Hospitals NHS Trust (STHK). This report covers the pre-merger period, however, we have chosen to provide the 2023 data for the new Trust were possible. Historical trended data within this report is only provided for the Legacy STHK Trust.

This report gives an overview of all workforce demographics by protected characteristics for the year ending 2022-2023. It provides a detailed snapshot of who we are, according to group characteristic. By analysing this data across the Trust, we gain insight into how and where barriers may present for our colleagues, and a picture of where and when strategic interventions may have the most impact.

This document supports the Trust's Annual Report (also available on the Trust's website) by providing detailed and transparent high-level employee demographic data for the financial, year 2023-2024.

The data presented in this report includes an organisation-wide breakdown of our workforce by protected characteristic including:

Mersey and West Lancashire Teaching Hospitals NHS Trust (MWL)

- Staff in Post (31st March 2023)
- Staff in Post by Agenda for Change Pay Band (31st March 2023)
- Staff in Post by Staff Group (31st March 2023)

Legacy St Helens & Knowsley Teaching Hospital NHS Trust (STHK)

- New starters (1st April 2022 – 31st March 2023)
- Leavers (1st April 2022 – 31st March 2023)

Historic trended data is for the Legacy STHK Trust with the 2023 data reported for MWL with the exception for starter and leaver data. This is indicated within the tables.

1.1. Policy and Legal Context

At Mersey & West Lancashire Teaching Hospitals NHS Trust we recognise our obligation to fulfil our statutory duties in relation to equality, diversity, and inclusion, as detailed in the Equality Act 2010 and the accompanying Public Sector Equality Duty. The Act requires that the Trust publishes sufficient information to demonstrate that, in the exercise of its functions, it has a due regard to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and to

- Foster good relations between people who share a relevant protected characteristic and those who do not.

This document forms the Workforce element of this duty and should be read in conjunction with the accompanying Patient Experience profile published on the Equality and Diversity section of the Trust website.

1.2. Monitoring Information

The Trust routinely collects equality monitoring data from staff members and uses this information to ensure that its employment processes, procedures, and opportunities are applied and functioning in a manner that are fair and accessible to all.

1.3. Data Format

All data within this report is presented as percentages (%), which are calculated from the whole workforce inclusive of Unknown, unless otherwise stated.

The data tables include the proportion (%) of the workforce within each equality category for 2020 to 2023 to allow for trending.

As the data used for this report contains a mix of Legacy STHK data and data from MWL it is not possible to include the 1 Year and 5 Year data trends where MWL data is presented. Where data is for STHK only, this data is reported.

Table 1 shows an example of how the data is presented, with the workforce population presented as a percentage for each year (columns 1-3), the change in the workforce population between 2022 and 2023 expressed as a percentage (STHK only), and the 5 year change between 2019 and 2023 (STHK Only). The year change may related to the change in headcount (#) or percentage (%).

Table 1: Data Presentation Example

2021 March 31 st STHK only	2022 March 31 st STHK Only	2023 March 31 st MWL	1 Year Change 22-23 STHK Only	5 Year change 19-23 STHK Only
The % workforce on the 31 st March 2020.	The % workforce on the 31 st March 2021.	The % workforce on the 31 st March 2023.	The change in the proportion of the workforce that has changed from 2022 to 2023.	The change in the proportion of the workforce that has changed from 2019 to 2023.

1.4. EDI Data Categories

The equality data categories included within this report are shown in Table 2 below.

Table 2: Equality Categories / Protected Characteristics

Characteristic	Categories
Age	The aged bands of 16-30, 31-40, 41-50, 51-60, 61 plus
Disability status	<ul style="list-style-type: none"> • Yes: if a disability has been disclosed in the staff record • No: if no disability has been disclosed

Characteristic	Categories
Disability Type	Learning disability/difficulty, Long-standing illness, Mental Health Condition, Other, Physical Impairment, Sensory Impairment, Yes - Unspecified
Ethnicity 2 Ways	Comparison between BME v White. BME is taken to mean all those identifying as Asian, Black, and Other ethnicity. White means White British, White Irish, White Other, Gypsy/Traveller.
Ethnicity 4 Ways	<ul style="list-style-type: none"> • Comparison between Asian, Black, Other, and White. • Asian means Bangladeshi, Chinese, Indian, Pakistani, Asian Other, and Mixed White & Asian. • Black means African, Caribbean, Black Other, Mixed White & Black African, and Mixed White & Black Caribbean. • Other means Arab, Other Ethnicity, Mixed Other. • White means White British, White Irish, White Other, Gypsy/Traveller.
Ethnicity 16 Ways	Comparison between the 16 ethnic categories, as based on the Census. No data is reported from the staff record system for Arab and Gypsy/Traveller and therefore are excluded where reported.
Religious Belief 2 Ways	<ul style="list-style-type: none"> • Religious is taken to mean Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Other, Sikhism • No Religion is taken to mean Atheism or No Religion
Religious Belief 9 Ways	Comparing Atheism, Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Other, Sikhism
Sex	Comparing Female v Male.
Sexual Orientation	Comparing Heterosexual v Lesbian, Gay, Bisexual, and Other Sexuality (LGBO)
Unknown	Where unknown is reported, this is a combination of Undeclared, Declined, Blank.

Gender Reassignment is not a recorded category within the Electronic Staff Record and therefore no data is included within the report.

1.5. Workforce Data Categories

The Summary and Total Headcount sections of the report provide EDI data for:

- **MWL Substantive workforce**, that being the main workforce who work at Whiston hospital, St Helens hospital, Newton Hospital, Southport Hospital, Ormskirk Hospital and other sites
- **STHK Bank workforce**, that being the zero hour workers who work for the Trust, providing short term/one-off cover. Note: at Legacy Southport and Ormskirk bank workers are sourced from 'NHS Professionals' and therefore are not included.
- **Lead Employer**, that being the trainee doctors who are employed by MWL (MWL provides employment services such as HR services, payroll, pensions etc), but who are placed across the country in Health Education England Deaneries.

Data presented for Agenda for Change Pay Band, Staff Group, Department, New Staff, and Leavers is only for the Substantive workforce (does not include Bank or Lead Employer).

The Agenda for Change Pay Scale is the 9 band pay scale for non-medical employees. This includes all admin and clerical staff, nurses, estates, technicians and lab staff, and allied healthcare roles.

The Staff Groups refer to the way posts are categorised and are Add Prof Scientific and Technician; Additional Clinical Services; Administrative and Clerical; Allied Health Professionals; Estates and Ancillary; Healthcare Scientists; Medical and Dental; and Nursing and Midwifery Registered.

Departments refer to the Level 4 (top tier) departments within the STHK Trust structure Only, also known as the care groups. These are Clinical Support Services; Community Services; Corporate Services; Medical Care Group; Medirect; Non-Clinical Support; and Surgical Care Group. The organisational structure of S&O during the reporting period is not comparable and has therefore been omitted to allow for trending data to be retained.

1.5.1. Data suppression

To ensure data protection and anonymity, only percentages are reported. Where there are less than 10 people in the total sample, the data has been omitted.

1.6. Additional Equality Data

Additional workforce equality data, information and analysis is available in the following reports / documents:

- Equality Delivery System (EDS) Annual Report,
- Gender Pay Gap Report,
- Workforce Race Equality Standard (WRES) Report,
- Workforce Disability Equality Standard (WDES) Report,

These reports can be accessed from the Trust's website by clicking on the following links:

- STHK: <https://www.sthk.nhs.uk/annual-reporting>
- S&O: <https://so.merseywestlancs.nhs.uk/annual-reporting>

1.7. National Census 2021

The National Census results from 2021 are the most complete and up to date collection of population statistics within the UK. Table 3 outlines a sample of total population equality breakdown for Local Authority areas, Liverpool City Region, and England and Wales.

The data refers to the 16 plus, resident population, where resident population means that the individual had lived in the UK or was expected to live in the UK for 12 months or more during the census year.

Census data is often used to measure how inclusive an organisation is in relation to the local source population where job applicants are pulled from, and for the Trust, to compare against the local patient population.

Census data is used both for benchmarking and target setting in equality initiatives, although the Trust's workforce is significantly influenced by the demographic trends within professions, education/university trends, and international recruitment initiatives.

Table 3: National Census 2021

	St Helens	Knowsley	Southport	Ormskirk	Liverpool City Region	England & Wales
BME	3.5%	4.7%	0.6%	1.6%	7.9%	18.3%
Non-UK National Identity	3.2%	3.4%	6.1%	2.6%	6.1%	9.7%
Female	50.9%	52.2%	51.5%	54.7%	51.4%	51.0%
Male	49.1%	47.8%	48.5%	45.3%	48.6%	49.0%
LGBO	2.7%	2.3%	-	-	3.2%	3.2%
Trans	0.4%	0.3%	-	-	0.5%	0.5%
Christian	62.3%	66.6%	58.5%	60.4%	59.7%	46.2%
Other Religion	1.7%	0.2%	2.2%	0.3%	0.4%	10.7%
No Religion	31.2%	27.2%	33.5%	31.7%	31.4%	37.2%

2. Summary Data

Summary of total workforce, reporting the minority workforce group:

Table 4: Workforce Summary

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% Disabled	3.19%	3.34%	3.62%	4.48%		
	% BME	9.62%	9.96%	11.60%	12.65%		
	% Religious	68.54%	67.42%	68.63%	70.38%		
	% LGBO	2.31%	2.52%	2.53%	3.00%		
	% Female	81.82%	82.07%	82.26%	80.41%		
	% Male	18.18%	17.93%	17.74%	19.59%		
Bank	% Disabled	2.54%	3.18%	3.44%	3.87%		
	% BME	12.85%	11.24%	11.52%	14.97%		
	% Religious	62.71%	63.33%	64.08%	66.40%		
	% LGBO	3.22%	3.90%	3.96%	4.43%		
	% Female	80.01%	82.67%	83.80%	81.87%		
	% Male	19.99%	17.33%	16.20%	18.13%		
Lead Employer	% Disabled	1.65%	1.84%	1.94%	2.04%		
	% BME	52.04%	55.19%	58.67%	61.29%		
	% Religious	62.35%	63.91%	66.55%	66.55%		
	% LGBO	2.46%	2.69%	2.92%	3.01%		
	% Female	58.63%	57.77%	57.54%	57.19%		
	% Male	41.37%	42.23%	42.46%	42.81%		
Total	% Disabled	2.32%	2.59%	2.78%	3.29%		
	% BME	30.51%	31.69%	34.05%	34.52%		
	% Religious	64.31%	64.84%	66.56%	68.75%		
	% LGBO	2.58%	2.91%	3.05%	3.26%		
	% Female	70.39%	70.68%	70.83%	70.43%		
	% Male	29.61%	29.32%	29.17%	29.57%		

3. Total Workforce by EDI, MWL, Bank, Lead Employer

3.1. Age

Table 5: Age Workforce

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% 16-30	20.53%	20.48%	19.43%	18.96%		
	% 31-40	22.47%	23.62%	23.99%	23.79%		
	% 41-50	23.40%	22.74%	22.25%	22.13%		
	% 51-60	25.87%	25.20%	25.71%	25.49%		
	% 61 plus	7.73%	7.96%	8.62%	9.64%		
Bank	% 16-30	37.81%	36.85%	35.50%	34.23%		
	% 31-40	28.28%	25.33%	25.73%	26.93%		
	% 41-50	16.33%	16.89%	16.47%	15.51%		
	% 51-60	13.26%	15.48%	15.90%	15.51%		
	% 61 plus	4.32%	5.45%	6.40%	7.35%		
Lead Employer	% 16-30	37.87%	35.36%	32.93%	33.62%		
	% 31-40	52.33%	54.13%	56.25%	55.72%		
	% 41-50	8.86%	9.42%	9.61%	9.41%		
	% 51-60	0.91%	1.07%	1.19%	1.23%		
	% 61 plus	0.03%	0.02%	0.02%	0.02%		
Total	% 16-30	32.60%	31.20%	29.68%	28.17%		
	% 31-40	37.96%	38.47%	39.80%	38.43%		
	% 41-50	14.92%	15.11%	14.85%	15.41%		
	% 51-60	11.21%	11.59%	11.68%	13.00%		
	% 61 plus	3.31%	3.63%	3.99%	4.99%		

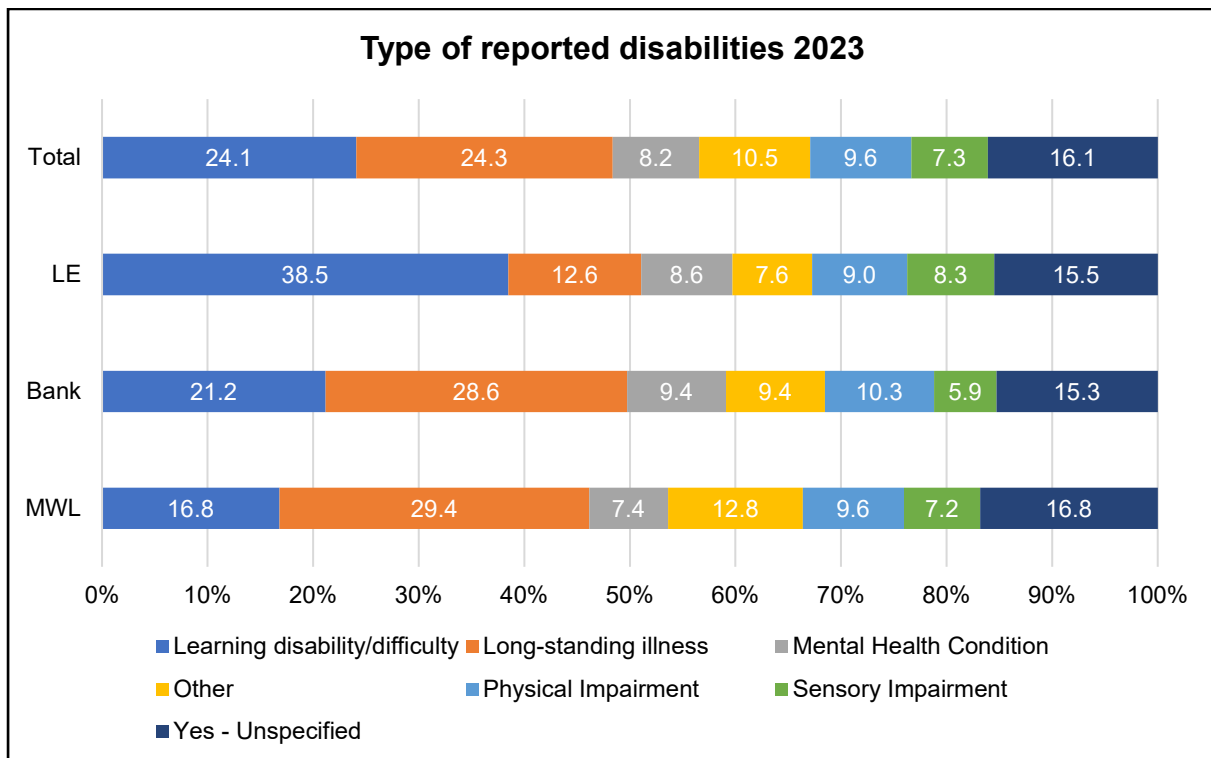
3.2. Disability

A disability is defined as a “physical or mental impairment, which has a substantial, long term, adverse effect on a person’s ability to carry out normal day-to-day activities”. To be included within this data an employee must have disclosed that they consider themselves to have a disability in the Electronic Staff Record (ESR).

The types of disability reported are the categories used in ESR.

Table 6: Disability Workforce

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% No	96.81%	96.66%	96.38%	95.52%		
	% Yes	3.19%	3.34%	3.62%	4.48%		
Bank	% No	97.46%	96.82%	96.56%	96.13%		
	% Yes	2.54%	3.18%	3.44%	3.87%		
Lead Employer	% No	98.35%	98.16%	98.06%	97.96%		
	% Yes	1.65%	1.84%	1.94%	2.04%		
Total	% No	97.68%	97.41%	97.22%	96.71%		
	% Yes	2.32%	2.59%	2.78%	3.29%		



Graph 1: Type of reported disabilities 2023 (MWL, Bank, LE, Total)

3.3. Ethnicity / Race

3.3.1. Ethnicity 2 Ways

Table 7: Ethnicity Workforce 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% BME	9.62	9.96	11.60	12.65%		
	% Unknown	0.80%	4.95%	1.28%	5.95%		
	% White	89.58%	85.10%	87.12%	81.40%		
Bank	% BME	12.85%	11.24%	11.52%	14.97%		
	% Unknown	3.27%	6.57%	3.79%	4.41%		
	% White	83.89%	82.19%	84.70%	80.62%		
Lead Employer	% BME	52.04%	55.19%	58.67%	61.29%		
	% Unknown	4.02%	3.00%	2.34%	2.16%		
	% White	43.94%	41.81%	38.99%	36.56%		
Total	% BME	30.51%	31.69%	34.05%	34.52%		
	% Unknown	2.88%	4.39%	2.38%	4.00%		
	% White	66.61%	63.92%	63.57%	61.48%		

Note: BME stands for Black and Minority Ethnic. The NHS data categorisation continues to use this acronym. However, BME is synonymous with the term BAME, Black, Asian & Minority Ethnic, and POC, People of Colour, or Global Majority. The term 'White' includes White British as well as White minority groups.

3.3.2. Ethnicity 4 Ways

Table 8: Ethnicity Workforce 4 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% Asian	7.36%	7.15%	8.27%	9.21%		
	% Black	1.44%	1.82%	2.32%	2.22%		
	% Other	0.82%	0.98%	1.01%	1.22%		
	% Unknown	0.80%	1.80%	1.28%	5.95%		
	% White	89.58%	88.24%	87.12%	81.40%		
Bank	% Asian	9.18%	7.70%	7.46%	9.51%		
	% Black	2.30%	2.29%	2.85%	3.73%		
	% Other	1.36%	1.25%	1.20%	1.73%		
	% Unknown	3.27%	3.64%	3.79%	4.41%		
	% White	83.89%	85.12%	84.70%	80.62%		
Lead Employer	% Asian	34.96%	35.59%	36.95%	37.93%		
	% Black	11.55%	13.44%	14.65%	15.40%		
	% Other	5.52%	6.16%	7.06%	9.97%		
	% Unknown	4.02%	3.00%	2.34%	2.16%		
	% White	43.94%	41.81%	38.99%	36.56%		
Total	% Asian	20.89%	20.76%	21.77%	21.93%		
	% Black	6.44%	7.43%	8.33%	8.30%		
	% Other	3.17%	3.50%	3.95%	4.29%		
	% Unknown	2.88%	2.78%	2.38%	4.00%		
	% White	66.61%	65.53%	63.57%	61.48%		

Note: The categories Asian, Black, Other and White are based on section categories used within the National Census and subsequently all ethnicity/race-based data collection. "Mixed" ethnicity are incorporated into the relevant BME group, e.g. White & Asian is included in "Asian".

3.3.3. Ethnicity 16 Ways

3.3.3.1. Trust Substantive

Table 9: Trust Substantive Ethnicity Workforce 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Asian Bangladeshi	0.10%	0.12%	0.07%	0.12%		
% Asian Chinese	0.30%	0.25%	0.33%	0.29%		
% Asian Indian	4.23%	4.28%	5.10%	5.73%		
% Asian Other	1.99%	1.85%	1.99%	2.14%		
% Asian Pakistani	0.56%	0.49%	0.61%	0.62%		
% Black African	1.19%	1.45%	1.71%	1.59%		
% Black Caribbean	0.00%	0.01%	0.12%	0.13%		
% Black Other	0.11%	0.12%	0.16%	0.12%		
% Mixed Other	0.11%	0.16%	0.16%	0.31%		
% Mixed White & Asian	0.18%	0.16%	0.18%	0.28%		
% Mixed White & Black African	0.08%	0.15%	0.15%	0.16%		
% Mixed White & Black Caribbean	0.06%	0.09%	0.18%	0.21%		
% Other Ethnicity	0.71%	0.82%	0.85%	1.00%		
% Unknown	0.80%	1.80%	1.28%	5.95%		
% White British	86.82%	85.69%	84.85%	78.63%		
% White Irish	1.14%	0.94%	0.85%	0.85%		
% White Other	1.62%	1.61%	1.43%	1.85%		

3.3.3.2. Trust Bank

Table 10: STHK Bank Ethnicity Workforce 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Asian Bangladeshi	0.18%	0.14%	0.09%	0.24%		
% Asian Chinese	0.59%	0.44%	0.39%	0.48%		
% Asian Indian	4.60%	4.10%	4.11%	5.30%		
% Asian Other	2.50%	1.99%	1.79%	2.20%		
% Asian Pakistani	0.88%	0.62%	0.66%	0.91%		
% Black African	1.53%	1.59%	2.01%	2.88%		

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Black Caribbean	0.15%	0.06%	0.14%	0.20%		
% Black Other	0.13%	0.14%	0.22%	0.20%		
% Mixed Other	0.46%	0.38%	0.32%	0.54%		
% Mixed White & Asian	0.44%	0.40%	0.41%	0.36%		
% Mixed White & Black African	0.26%	0.32%	0.34%	0.32%		
% Mixed White & Black Caribbean	0.20%	0.18%	0.14%	0.12%		
% Other Ethnicity	0.92%	0.86%	0.88%	1.21%		
% Unknown	3.27%	3.64%	3.79%	4.41%		
% White British	80.07%	82.03%	82.11%	77.64%		
% White Irish	1.42%	1.23%	0.97%	1.21%		
% White Other	2.39%	1.87%	1.61%	1.77%		

3.3.3.3. [Trust Lead Employer](#)

Table 11: Trust Lead Employer Ethnicity Workforce 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Asian Bangladeshi	1.63%	1.71%	1.82%	1.81%		
% Asian Chinese	3.17%	2.95%	2.83%	2.70%		
% Asian Indian	11.95%	11.75%	12.39%	12.91%		
% Asian Other	5.05%	5.00%	5.21%	5.46%		
% Asian Pakistani	11.89%	12.95%	13.51%	13.72%		
% Black African	9.65%	11.35%	12.15%	13.11%		
% Black Caribbean	0.49%	0.55%	0.49%	0.43%		
% Black Other	0.27%	0.26%	0.52%	0.39%		
% Mixed Other	1.65%	1.60%	1.57%	1.66%		
% Mixed White & Asian	1.27%	1.23%	1.19%	1.30%		
% Mixed White & Black African	0.90%	1.00%	1.17%	1.16%		
% Mixed White & Black Caribbean	0.23%	0.28%	0.32%	0.31%		
% Other Ethnicity	3.88%	4.55%	5.50%	6.33%		
% Unknown	4.02%	3.00%	2.34%	2.16%		
% White British	37.61%	35.55%	32.97%	30.69%		

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% White Irish	1.27%	1.37%	1.40%	1.31%		
% White Other	5.07%	4.90%	4.62%	4.56%		

3.3.3.4. Trust All

Table 12: Trust All Ethnicity Workforce 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Asian Bangladeshi	0.84%	0.88	0.91	0.89%		
% Asian Chinese	1.73%	1.58%	1.54%	1.39%		
% Asian Indian	7.99%	7.78%	8.35%	8.83%		
% Asian Other	3.56%	3.38%	3.48%	3.04%		
% Asian Pakistani	6.02%	6.43%	6.78%	6.45%		
% Black African	5.29%	6.17%	6.77%	6.91%		
% Black Caribbean	0.27%	0.28%	0.30%	0.28%		
% Black Other	0.19%	0.19%	0.34%	0.25%		
% Mixed Other	0.92%	0.90%	0.87%	0.95%		
% Mixed White & Asian	0.75%	0.72%	0.72%	0.76%		
% Mixed White & Black African	0.51%	0.59%	0.68%	0.75%		
% Mixed White & Black Caribbean	0.17%	0.20%	0.24%	0.63%		
% Other Ethnicity	2.26%	2.60%	3.07%	3.39%		
% Unknown	2.88%	2.78%	2.38%	4.00%		
% White British	61.92%	61.09%	59.44%	57.34%		
% White Irish	1.26%	1.21%	1.14%	1.12%		
% White Other	3.43%	3.23%	2.99%	3.03%		

Note: These categories are based on the National Census ethnicity/categories for England and Wales. Arab and Gypsy/Traveller categories are omitted from the tables because no data has been reported against these within the ESR data set.

3.3.4. Religion 2 Ways

Table 13: Religions Workforce 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% No Religion	9.10%	9.72%	9.51%	10.42%		
	% Unknown	22.36%	22.86%	21.87%	19.19%		
	% Religious	68.54%	67.42%	68.63%	70.38%		
Bank	% No Religion	11.51%	15.36%	11.98%	11.85%		
	% Unknown	25.78%	21.31%	23.93%	21.76%		
	% Religious	62.71%	63.33%	64.08%	66.40%		
Lead Employer	% No Religion	13.58%	13.75%	14.68%	15.46%		
	% Unknown	24.06%	22.34%	18.77%	16.24%		
	% Religious	62.35%	63.91%	66.55%	68.30%		
Total	% No Religion	11.77%	12.89%	12.56%	12.90%		
	% Unknown	23.93%	22.27%	20.87%	18.35%		
	% Religious	64.31%	64.84%	66.56%	68.75%		

3.3.5. Religion 9 Ways

3.3.5.1. Trust Substantive

Table 14: Trust Substantive Religions Workforce

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Atheism	9.10%	9.67%	9.51%	10.42%		
% Buddhism	0.27%	0.24%	0.27%	0.32%		
% Christianity	59.58%	57.97%	58.39%	59.50%		
% Hinduism	1.60%	1.68%	1.96%	2.16%		
% Islam	1.54%	1.65%	1.81%	1.95%		
% Jainism	0.02%	0.01%	0.03%	0.02%		
% Judaism	0.08%	0.06%	0.04%	0.09%		
% Other	5.37%	5.74%	6.05%	6.25%		
% Sikhism	0.08%	0.06%	0.07%	0.10%		
% Unknown	22.36%	22.91%	21.87%	19.19%		

3.3.5.2. Trust Bank

Table 15: Trust Bank Religions Workforce

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Atheism	11.51%	12.36%	11.98%	11.85%		
% Buddhism	0.33%	0.18%	0.22%	0.36%		
% Christianity	51.95%	53.08%	53.41%	52.16%		
% Hinduism	1.47%	1.21%	1.20%	1.63%		
% Islam	2.17%	1.63%	1.76%	2.34%		
% Jainism	0.00%	0.00%	0.00%	0.02%		
% Judaism	0.00%	0.02%	0.02%	0.08%		
% Other	6.69%	7.16%	7.45%	9.73%		
% Sikhism	0.11%	0.06%	0.04%	0.08%		
% Unknown	25.78%	24.31%	23.93%	21.76%		

3.3.5.3. Trust Lead Employer

Table 16: Trust Lead Employer Religions Workforce

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Atheism	13.58%	13.75%	14.68%	15.46%		
% Buddhism	1.62%	1.64%	1.83%	1.89%		
% Christianity	27.69%	27.69%	27.56%	27.06%		
% Hinduism	6.74%	6.79%	6.94%	7.38%		
% Islam	18.75%	20.41%	23.57%	26.16%		
% Jainism	0.22%	0.16%	0.17%	0.14%		
% Judaism	0.33%	0.26%	0.28%	0.25%		
% Other	5.77%	5.84%	5.07%	4.08%		
% Sikhism	1.25%	1.12%	1.11%	1.35%		
% Unknown	24.06%	22.34%	18.78%	16.25%		

3.3.5.4. Trust All

Table 17: Trust All Religions Workforce

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
% Atheism	11.77%	12.21%	12.56%	12.9%		
% Buddhism	0.93%	0.89%	1.00%	1.02%		
% Christianity	42.72%	42.52%	42.50%	43.87%		
% Hinduism	4.01%	4.00%	4.16%	4.37%		
% Islam	9.86%	10.54%	12.19%	12.70%		
% Jainism	0.11%	0.08%	0.09%	0.07%		
% Judaism	0.18%	0.14%	0.15%	0.16%		
% Other	5.85%	6.10%	5.91%	5.92%		
% Sikhism	0.64%	0.56%	0.56%	0.65%		
% Unknown	23.93%	22.95%	20.88%	18.35%		

3.3.6. Sex

Table 18: Sex Workforce

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% Female	81.82%	82.07%	82.26%	80.41%		
	% Male	18.18%	17.93%	17.74%	19.59%		
Bank	% Female	80.01%	82.67%	83.80%	81.87%		
	% Male	19.99%	17.33%	16.20%	18.13%		
Lead Employer	% Female	58.63%	57.77%	57.54%	57.19%		
	% Male	41.37%	42.23%	42.46%	42.81%		
Total	% Female	70.39%	70.68%	70.83%	70.43%		
	% Male	29.61%	29.32%	29.17%	29.57%		

Note: Sex is the name of the protected characteristic, not gender. To match the naming conventions used throughout the report, only sex is used. Sex as a characteristic means boy/man/male/men and girls/woman/female/women.

The characteristic of Gender Reassignment, is not included within this report because of ESR data limitations.

3.3.7. Sexual Orientation

Table 19: Sexual Orientation Workforce

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Trust	% Hetero	76.10	76.29	78.13	82.20%		
	% LGBO	2.31%	2.52%	2.53%	3.00%		
	% Unknown	21.59%	21.19%	19.34%	14.80%		
Bank	% Hetero	73.13%	76.14%	76.55%	77.72%		
	% LGBO	3.22%	3.90%	3.96%	4.43%		
	% Unknown	23.65%	19.96%	19.48%	17.85%		
Lead Employer	% Hetero	77.99%	79.67%	81.81%	83.93%		
	% LGBO	2.46%	2.69%	2.92%	3.01%		
	% Unknown	19.55%	17.64%	15.27%	13.06%		
Total	% Hetero	76.34%	77.86%	79.52%	82.16%		
	% LGBO	2.58%	2.91%	3.05%	3.26%		
	% Unknown	21.08%	19.23%	17.43%	14.58%		

3.3.7.1. LGBO of known sexuality

Table 20 outlines the proportion of staff who have disclosed being Lesbian, Gay, Bisexual or Other sexuality when the “Unknowns” have been removed from the calculation. For large population groups, this may be more reflective of the likely LGBO population in the workforce.

Table 20: LGBO of Known Sexuality Population

	2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
	STHK	STHK	STHK	MWL		
Trust	2.94%	3.20%	3.13%	3.52%		
Bank	4.22%	4.87%	4.92%	5.39%		
Lead Employer	3.06%	3.26%	3.44%	3.46%		
Total	3.27%	3.60%	3.70%	3.82%		

4. Agenda for Change Pay Band by EDI, MWL Substantive

The data presented in this section only refers to the main MWL workforce and does not include Bank staff or Lead Employer staff. Agenda for Change is the national NHS pay structure for non-medical employees.

Band 9 has been removed because the total population is less than 10.

4.1. Age

Table 21: AfC Pay Band by Age

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
1	% 16-30	1.08%	1.15%	0.00%	0.00%		
	% 31-40	8.60%	9.20%	10.00%	11.48%		
	% 41-50	18.28%	16.09%	10.00%	8.20%		
	% 51-60	46.24%	47.13%	51.43%	45.90%		
	% 61 plus	25.81%	26.44%	28.57%	34.43%		
2	% 16-30	14.59%	15.24%	14.84%	14.89%		
	% 31-40	18.57%	18.31%	17.91%	17.35%		
	% 41-50	20.85%	19.69%	19.19%	18.93%		
	% 51-60	33.54%	34.04%	33.27%	30.97%		
	% 61 plus	12.44%	12.73%	14.78%	17.86%		
3	% 16-30	20.65%	23.42%	19.11%	16.43%		
	% 31-40	18.55%	18.73%	17.96%	17.51%		
	% 41-50	20.81%	19.56%	21.26%	21.03%		
	% 51-60	29.35%	26.86%	28.16%	30.32%		
	% 61 plus	10.65%	11.43%	13.51%	14.71%		
4	% 16-30	14.29%	22.24%	15.48%	15.95%		
	% 31-40	19.83%	20.14%	23.68%	23.42%		
	% 41-50	29.42%	23.99%	24.41%	21.61%		
	% 51-60	29.42%	26.62%	29.14%	30.54%		
	% 61 plus	7.04%	7.01%	7.29%	8.48%		
5	% 16-30	34.16%	32.03%	30.81%	31.45%		
	% 31-40	23.94%	26.05%	27.93%	29.71%		
	% 41-50	20.91%	20.96%	19.37%	17.63%		
	% 51-60	16.76%	16.16%	16.70%	15.66%		

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
	% 61 plus	4.23%	4.80%	5.18%	5.60%		
6	% 16-30	23.82%	23.60%	23.78%	30.59%		
	% 31-40	31.14%	33.79%	32.05%	28.73%		
	% 41-50	22.08%	19.93%	20.72%	26.84%		
	% 51-60	18.73%	18.56%	19.71%	29.42%		
	% 61 plus	4.22%	4.12%	3.74%	4.57%		
7	% 16-30	8.98%	9.21%	11.93%	10.44%		
	% 31-40	24.87%	26.67%	25.27%	28.73%		
	% 41-50	32.47%	32.06%	28.57%	26.84%		
	% 51-60	28.67%	27.14%	29.67%	29.42%		
	% 61 plus	5.01%	4.92%	4.55%	4.57%		
8a	% 16-30	5.68%	5.42%	5.17%	5.51%		
	% 31-40	32.95%	28.08%	30.60%	26.67%		
	% 41-50	26.70%	31.53%	32.33%	35.36%		
	% 51-60	30.11%	29.06%	25.86%	27.54%		
	% 61 plus	4.55%	5.91%	6.03%	4.93%		
8b	% 16-30	0.00%	0.00%	0.00%	1.40%		
	% 31-40	16.67%	24.66%	17.50%	20.98%		
	% 41-50	31.67%	30.14%	35.00%	33.57%		
	% 51-60	45.00%	38.36%	40.00%	40.56%		
	% 61 plus	6.67%	6.85%	7.50%	3.50%		
8c	% 16-30	0.00%	0.00%	0.00%	0.00%		
	% 31-40	13.04%	8.00%	14.29%	8.33%		
	% 41-50	47.83%	48.00%	42.86%	27.78%		
	% 51-60	39.13%	40.00%	39.29%	25.00%		
	% 61 plus	0.00%	4.00%	3.57%	5.56%		
8d	% 16-30	0.00%	0.00%	0.00%	0.00%		
	% 31-40	23.08%	14.29%	18.75%	12.50%		
	% 41-50	23.08%	21.43%	37.50%	41.67%		
	% 51-60	38.46%	50.00%	37.50%	37.50%		

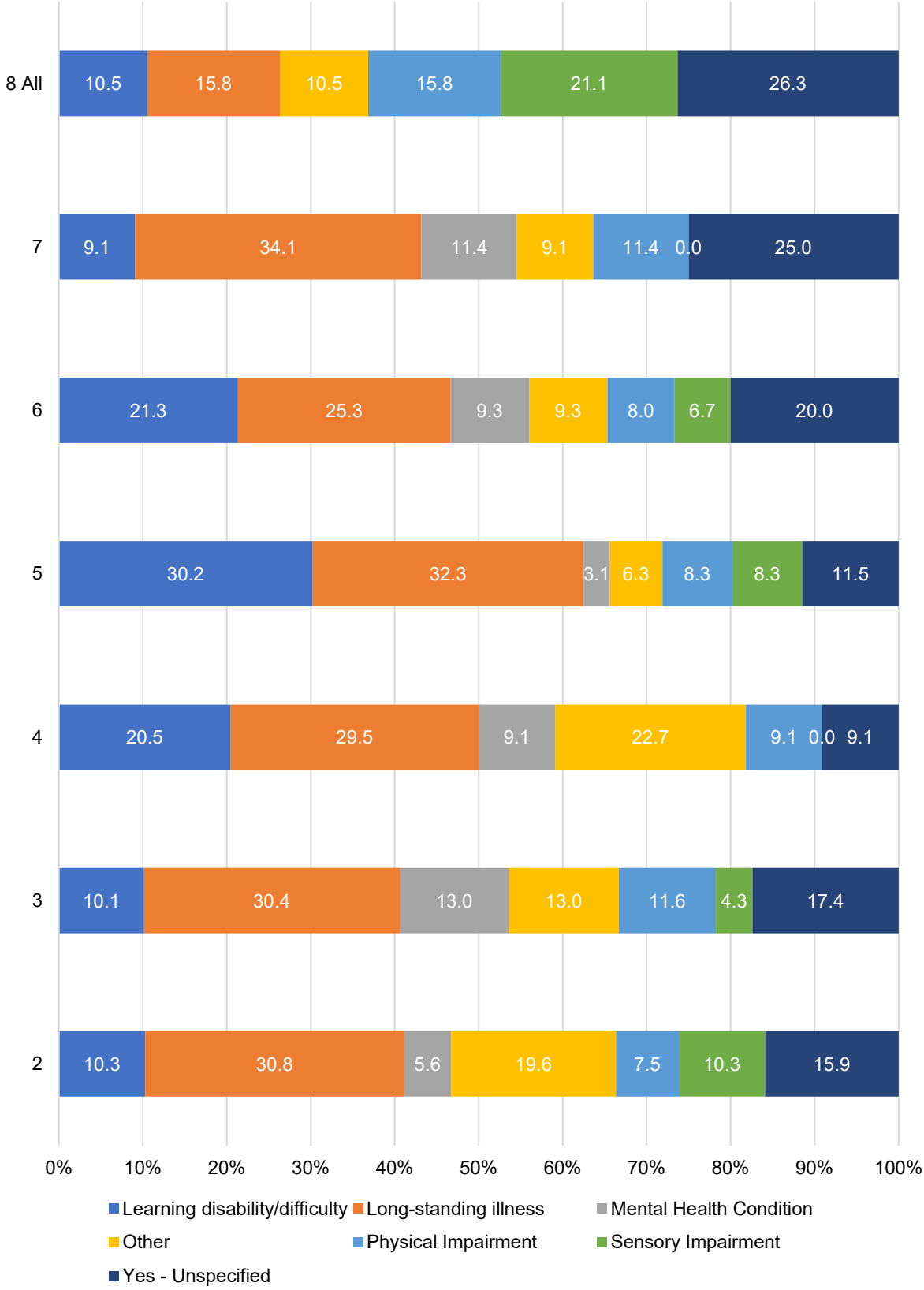
		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
	% 61 plus	15.38%	14.29%	6.25%	8.33%		

4.2. Disability

Table 22: AfC Pay Band by Disability

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
1	% NO	94.62%	95.40%	94.29%	93.44%		
	% YES	5.38%	4.60%	5.71%	6.56%		
2	% NO	97.03%	96.74%	96.48%	95.45%		
	% YES	2.97%	3.26%	3.52%	4.55%		
3	% NO	96.61%	96.83%	95.83%	93.77%		
	% YES	3.39%	3.17%	4.17%	6.23%		
4	% NO	95.95%	96.15%	96.36%	95.02%		
	% YES	4.05%	3.85%	3.64%	4.98%		
5	% NO	96.09%	95.57%	95.68%	95.59%		
	% YES	3.91%	4.43%	4.32%	4.42%		
6	% NO	96.65%	96.56%	96.26%	94.83%		
	% YES	3.35%	3.44%	3.74%	5.17%		
7	% NO	97.24%	97.46%	96.70%	95.83%		
	% YES	2.76%	2.54%	3.30%	4.37%		
8a	% NO	94.89%	97.04%	96.55%	95.94%		
	% YES	5.11%	2.96%	3.45%	4.06%		
8b	% NO	100.00%	98.63%	98.75%	99.30%		
	% YES	0.00%	1.37%	1.25%	0.7%		
8c	% NO	95.65%	96.00%	96.43%	97.22%		
	% YES	4.35%	4.00%	3.57%	2.78%		
8d	% NO	92.31%	85.71%	81.25%	87.50%		
	% YES	7.69%	14.29%	18.75%	12.50%		

Reported Disabilities by AfC Band 2023



Graph 2: Reported disabilities by AfC band 2023

4.3. Ethnicity 2 Ways

Table 23: AfC Pay Band by Ethnicity 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
1	% BME	1.08%	1.15%	0.00%	0.00%		
	% White	98.92%	94.25%	100.00%	70.10%		
2	% BME	2.21%	2.19%	3.13%	5.02%		
	% White	97.09%	93.54%	95.91%	88.90%		
3	% BME	1.61%	2.48%	2.44%	3.79%		
	% White	97.74%	91.46%	96.70%	90.79%		
4	% BME	4.26%	2.45%	3.28%	3.17%		
	% White	95.31%	90.72%	96.17%	94.34%		
5	% BME	17.64%	20.22%	23.25%	25.23%		
	% White	81.80%	73.58%	74.66%	66.76%		
6	% BME	5.21%	4.47%	6.12%	7.16%		
	% White	93.92%	90.49%	92.53%	88.22%		
7	% BME	4.84%	5.24%	5.97%	4.67%		
	% White	94.47%	91.43%	93.09%	91.65%		
8a	% BME	4.55%	4.43%	5.17%	8.12%		
	% White	94.89%	91.13%	93.97%	86.38%		
8b	% BME	3.33%	2.74%	1.25%	2.28%		
	% White	96.67%	95.89%	98.75%	88.89%		
8c	% BME	4.35%	4.00%	3.57%	2.78%		
	% White	95.65%	92.00%	96.43%	88.89%		
8d	% BME	0.00%	0.00%	6.25%	4.17%		
	% White	100.00%	85.71%	93.75%	87.50%		

Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

4.4. Religion 2 Ways

Table 24: AfC Pay Band by Religion 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
1	% None	5.38%	5.75%	5.71%	6.56%		
	% Religious	50.54%	47.13%	50.00%	47.54%		
2	% None	5.75%	5.96%	6.08%	7.70%		
	% Religious	64.94%	64.95%	66.03%	69.16%		
3	% None	9.03%	9.50%	8.48%	9.66%		
	% Religious	72.10%	71.90%	74.28%	71.93%		
4	% None	7.89%	11.38%	10.38%	10.75%		
	% Religious	69.51%	64.10%	68.85%	70.02%		
5	% None	10.45%	10.92%	10.80%	10.28%		
	% Religious	72.39%	70.18%	69.33%	73.46%		
6	% None	10.30%	11.91%	11.21%	12.53%		
	% Religious	69.73%	68.16%	68.86%	68.73%		
7	% None	9.15%	9.52%	12.56%	13.82%		
	% Religious	71.33%	70.32%	68.92%	69.78%		
8a	% None	13.07%	12.32%	10.34%	10.14%		
	% Religious	68.75%	67.98%	71.12%	73.91%		
8b	% None	10.00%	10.96%	10.00%	9.09%		
	% Religious	58.33%	56.16%	58.75%	68.53%		
8c	% None	8.70%	4.00%	10.71%	13.89%		
	% Religious	82.61%	80.00%	78.57%	77.78%		
8d	% None	15.38%	14.29%	12.50%	8.33%		
	% Religious	76.92%	78.57%	68.75%	79.17%		

Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

4.5. Sex

Table 25: AfC Pay Band by Sex

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
1	% Female	91.40%	91.95%	90.00%	88.52%		
	% Male	8.60%	8.05%	10.00%	11.48%		
2	% Female	84.84%	85.27%	85.16%	81.28%		
	% Male	15.16%	14.73%	14.84%	18.72%		
3	% Female	85.81%	85.95%	86.49%	84.30%		
	% Male	14.19%	14.05%	13.51%	15.70%		
4	% Female	85.93%	87.92%	88.52%	85.63%		
	% Male	14.07%	12.08%	11.48%	14.37%		
5	% Female	88.11%	87.53%	87.04%	87.10%		
	% Male	11.89%	12.47%	12.96%	12.90%		
6	% Female	85.36%	85.34%	86.41%	84.44%		
	% Male	14.64%	14.66%	13.59%	15.56%		
7	% Female	85.84%	85.71%	84.62%	84.00%		
	% Male	14.16%	14.29%	15.38%	16.00%		
8a	% Female	83.52%	82.27%	83.19%	82.03%		
	% Male	16.48%	17.73%	16.81%	17.97%		
8b	% Female	58.33%	56.16%	61.25%	67.83%		
	% Male	41.67%	43.84%	38.75%	32.17%		
8c	% Female	65.22%	64.00%	67.86%	72.22%		
	% Male	34.78%	36.00%	32.14%	27.78%		
8d	% Female	46.15%	42.86%	56.25%	54.17%		
	% Male	53.85%	57.14%	43.75%	45.83%		

4.6. Sexual Orientation

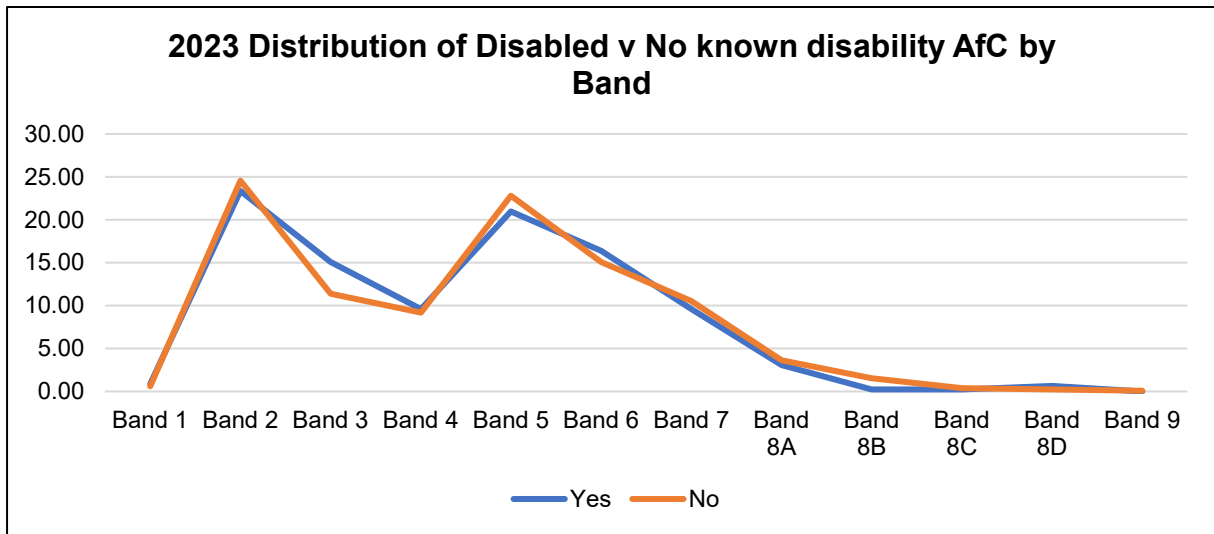
Table 26: AfC Pay Band by Sexual Orientation

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
1	% Hetero	44.09%	40.23%	44.29%	44.26%		
	% LGBO	2.15%	2.30%	2.86%	3.28%		
2	% Hetero	69.17%	70.28%	72.42%	78.69%		
	% LGBO	1.71%	1.82%	2.24%	3.15%		
3	% Hetero	83.39%	81.96%	85.06%	85.20%		
	% LGBO	1.94%	3.31%	2.44%	2.80%		
4	% Hetero	77.61%	77.06%	81.06%	84.39%		
	% LGBO	1.28%	1.75%	1.28%	1.92%		
5	% Hetero	79.97%	78.97%	78.19%	83.01%		
	% LGBO	2.55%	2.66%	2.88%	3.67%		
6	% Hetero	77.05%	79.50%	80.97%	83.75%		
	% LGBO	3.23%	2.75%	2.72%	3.67%		
7	% Hetero	79.97%	78.73%	79.43%	83.30%		
	% LGBO	2.25%	2.54%	2.83%	3.38%		
8a	% Hetero	79.55%	79.80%	83.62%	85.51%		
	% LGBO	3.41%	4.43%	3.45%	3.48%		
8b	% Hetero	75.00%	75.34%	76.25%	78.32%		
	% LGBO	1.67%	1.37%	1.25%	3.50%		
8c	% Hetero	82.61%	80.00%	89.29%	91.67%		
	% LGBO	4.35%	4.00%	3.57%	5.56%		
8d	% Hetero	84.62%	85.71%	81.25%	83.33%		
	% LGBO	0.00%	0.00%	0.00%	12.50%		

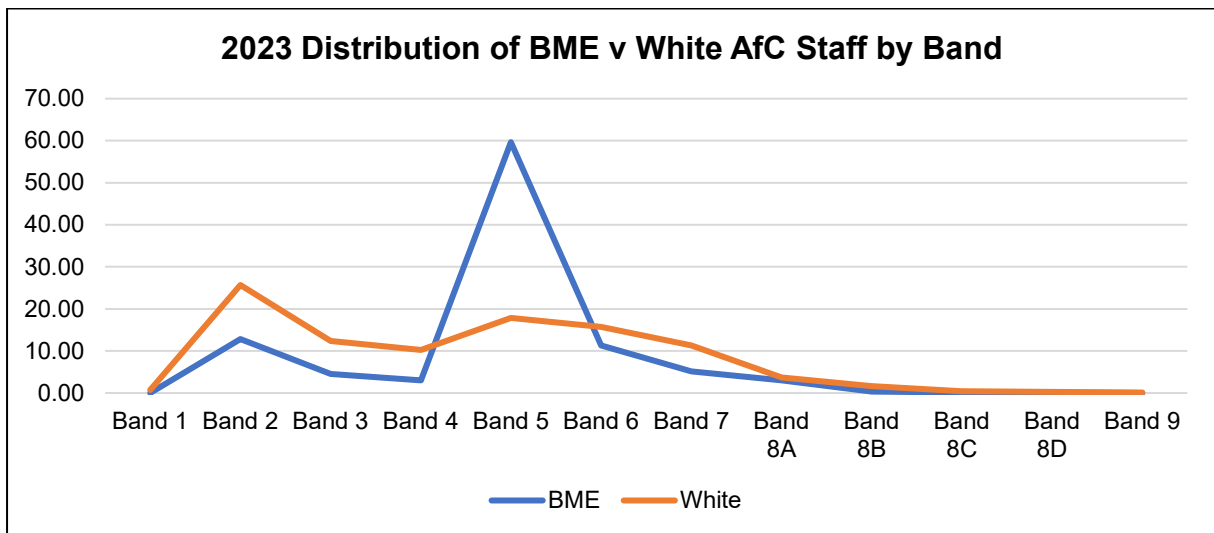
Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

4.7. Graphs: Distribution by Grade

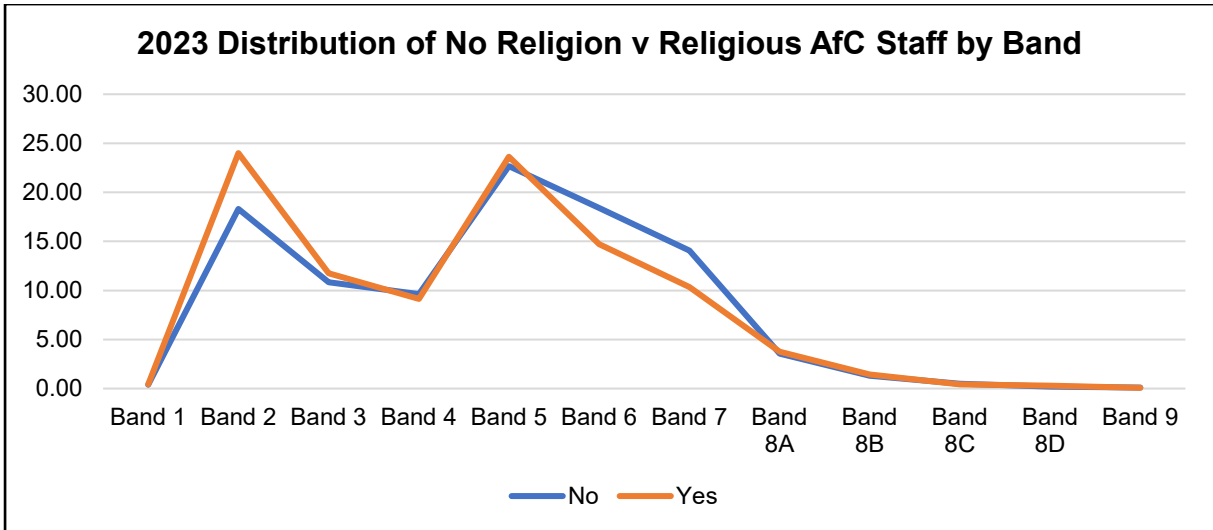
The following graphs compare the distribution of each workforce group across the pay bands to identify whether they are equally distributed or not.



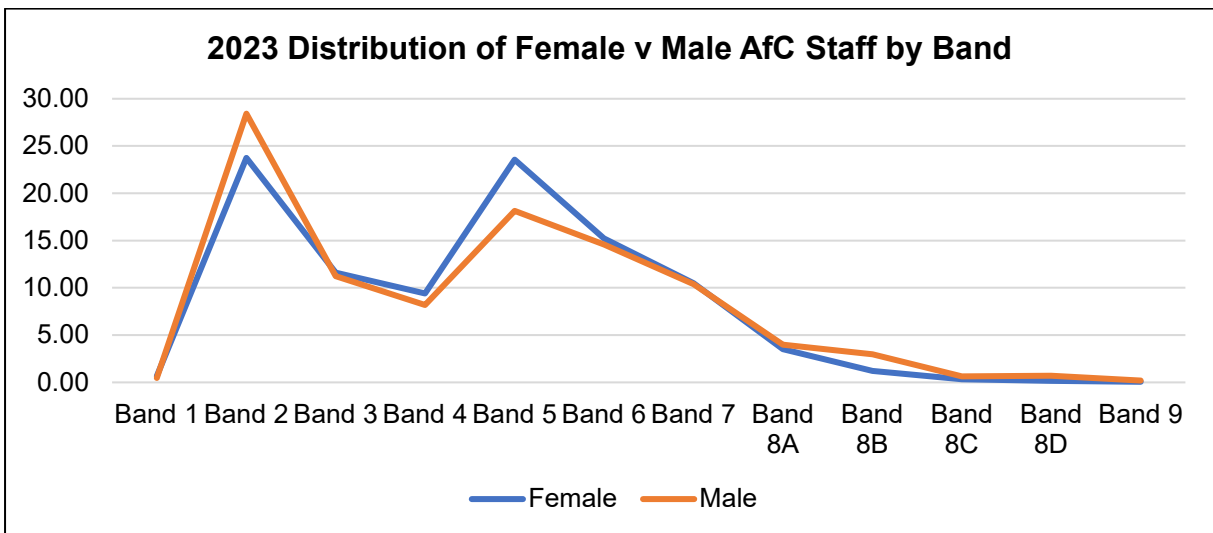
Graph 3: Distribution of Disability Yes and Non Disability staff within AfC Pay Bands 2023



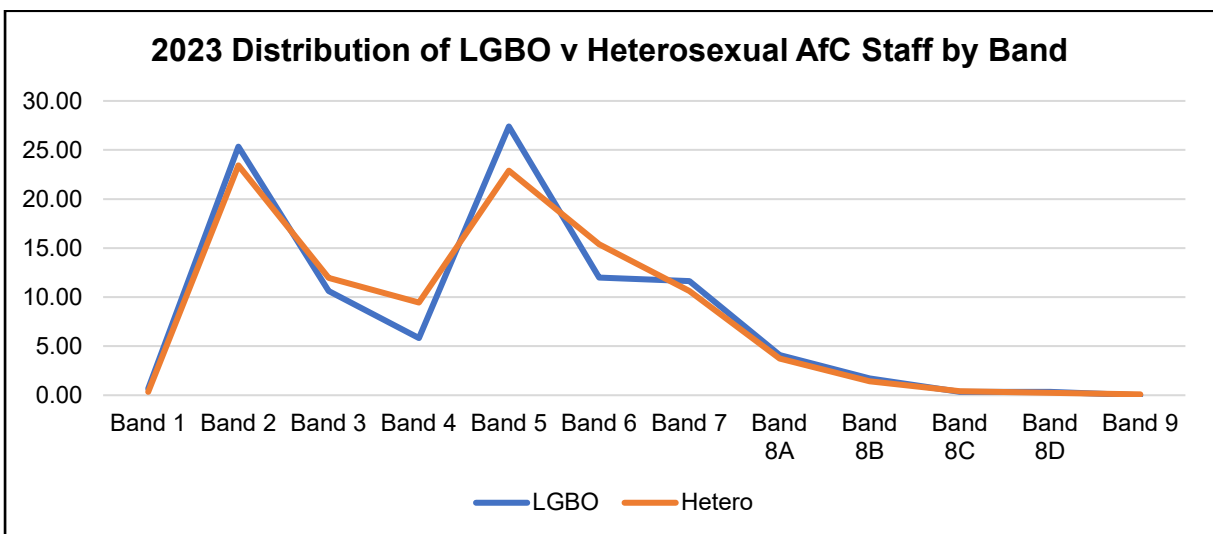
Graph 4: Distribution of BME and White staff within AfC Pay Bands 2023



Graph 5: Distribution of No Religion and Religious staff within AfC Pay Bands 2023



Graph 6: Distribution of Female and Male staff within AfC Pay Bands 2023



Graph 7: Distribution of LGBO and Heterosexual staff within AfC Pay Bands 2023

5. Staff Group by EDI, MWL Substantive

The Staff Groups reported in this section are: Add Prof Scientific and Technical, Additional Clinical Services, Administrative and Clerical, Allied Health Professional, Estates and Ancillary, Healthcare Scientists, Medical and Dental and Nursing and Midwifery.

Due to the size of the Healthcare Scientist workforce, this category has been omitted for data protection purposes.

5.1. Age

Table 27: Staff Group by Age

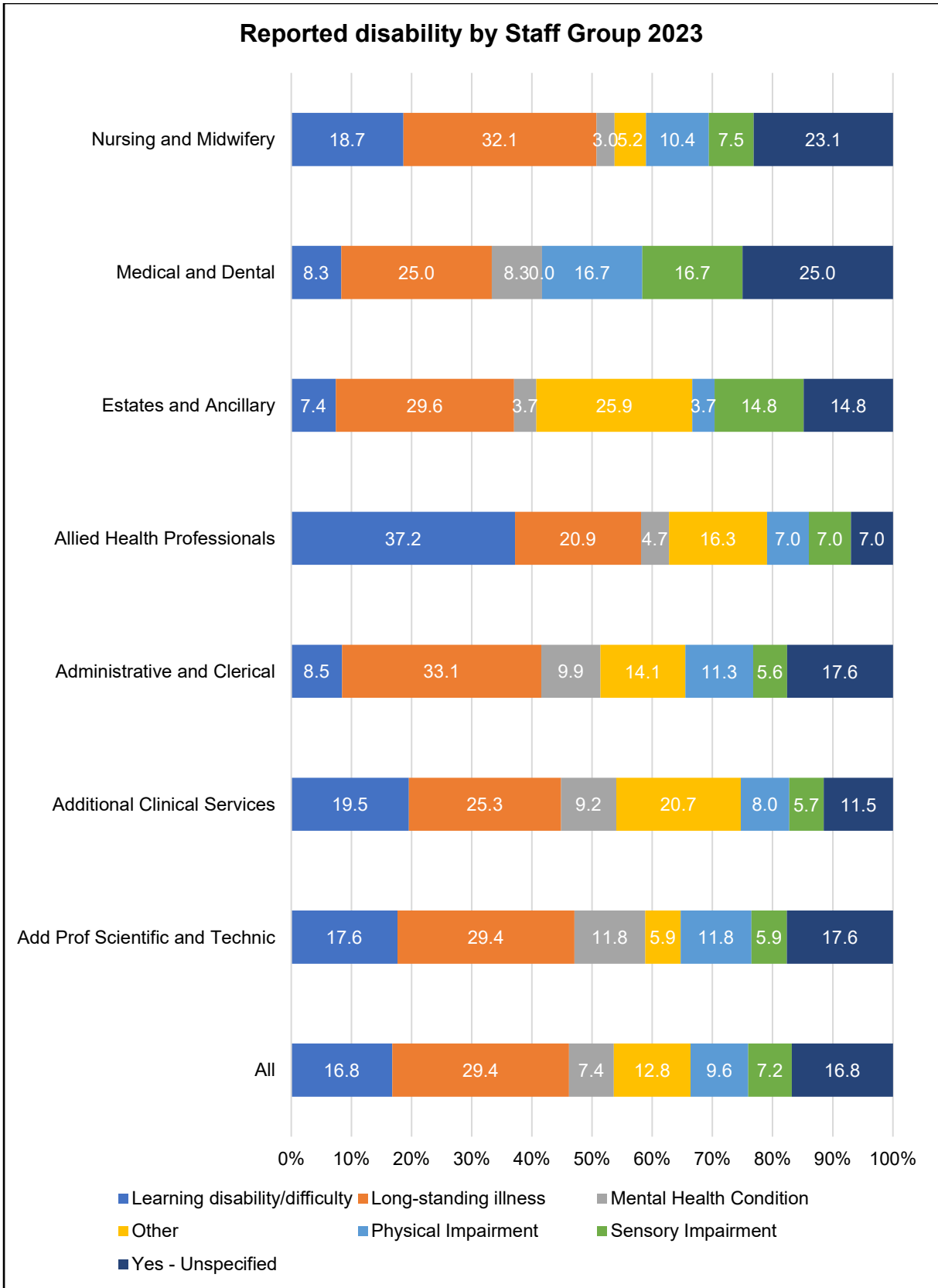
		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHL	MWL		
Add Prof Scientific and Technic	% 16-30	26.92%	27.27%	26.15%	21.59%		
	% 31-40	30.77%	29.09%	30.00%	32.20%		
	% 41-50	16.35%	20.91%	19.23%	20.45%		
	% 51-60	21.15%	18.18%	21.54%	20.83%		
	% 61 plus	4.81%	4.55%	3.08%	4.92%		
Additional Clinical Services	% 16-30	19.42%	24.29%	18.72%	19.23%		
	% 31-40	19.81%	19.82%	21.43%	21.50%		
	% 41-50	21.61%	20.37%	21.50%	21.54%		
	% 51-60	28.43%	25.46%	26.37%	25.68%		
	% 61 plus	10.73%	10.05%	11.97%	12.05%		
Administrative and Clerical	% 16-30	14.22%	14.17%	15.47%	14.20%		
	% 31-40	20.94%	21.18%	20.45%	19.79%		
	% 41-50	25.38%	23.82%	22.97%	21.34%		
	% 51-60	30.93%	31.49%	31.47%	32.23%		
	% 61 plus	8.53%	9.34%	9.63%	12.44%		
Allied Health Professionals	% 16-30	35.89%	33.73%	32.86%	29.23%		
	% 31-40	30.14%	34.91%	34.27%	32.92%		
	% 41-50	20.33%	18.63%	18.31%	21.85%		
	% 51-60	11.24%	10.38%	12.68%	14.15%		
	% 61 plus	2.39%	2.36%	1.88%	1.85%		
Estates and Ancillary	% 16-30	2.98%	3.26%	2.64%	4.21%		
	% 31-40	13.30%	13.99%	13.91%	13.42%		
	% 41-50	19.27%	17.02%	16.07%	17.63%		
	% 51-60	44.50%	45.22%	43.65%	38.82%		

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHL	MWL		
	% 61 plus	19.95%	20.51%	23.74%	25.92%		
Medical and Dental	% 16-30	31.49%	22.78%	23.14%	23.54%		
	% 31-40	22.28%	25.56%	25.97%	23.42%		
	% 41-50	24.68%	28.33%	26.33%	27.78%		
	% 51-60	16.76%	18.15%	18.90%	18.60%		
	% 61 plus	4.79%	5.19%	5.65%	6.66%		
Nursing and Midwifery Registered	% 16-30	22.93%	22.27%	21.72%	21.91%		
	% 31-40	25.40%	26.68%	27.08%	27.80%		
	% 41-50	24.25%	24.17%	23.14%	22.65%		
	% 51-60	22.87%	21.82%	22.60%	22.19%		
	% 61 plus	4.55%	5.06%	5.46%	5.46%		

5.2. Disability

Table 28: Staff Group by Disability

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Add Prof Scientific and Technic	% NO	95.19%	95.45%	96.15%	93.56%		
	% YES	4.81%	4.55%	3.85%	6.44%		
Additional Clinical Services	% NO	97.42%	97.52%	97.15%	95.72%		
	% YES	2.58%	2.48%	2.85%	4.28%		
Administrative and Clerical	% NO	96.05%	95.56%	95.15%	94.03%		
	% YES	3.95%	4.44%	4.85%	5.97%		
Allied Health Professional	% NO	94.74%	94.58%	94.13%	93.38%		
	% YES	5.26%	5.42%	5.87%	6.62%		
Estates and Ancillary	% NO	97.48%	97.90%	97.60%	96.45%		
	% YES	2.52%	2.10%	2.40%	3.55%		
Medical and Dental	% NO	99.45%	98.70%	98.41%	98.62%		
	% YES	0.55%	1.30%	1.59%	1.38%		
Nursing and Midwifery	% NO	96.65%	96.60%	96.35%	95.92%		
	% YES	3.35%	3.40%	3.65%	4.08%		



Graph 8: Reported disabilities by Staff Group 2023

5.3. Ethnicity 2 Ways

Table 29: Staff Group by Ethnicity 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Add Prof Scientific and Technic	% BME	8.65%	8.18%	13.85%	9.85%		
	% White	91.35%	87.27%	86.15%	82.20%		
Additional Clinical Services	% BME	2.98%	3.03%	4.38%	6.30%		
	% White	96.24%	91.53%	94.57%	88.44%		
Administrative and Clerical	% BME	1.39%	1.93%	2.39%	2.48%		
	% White	98.06%	92.72%	96.81%	92.90%		
Allied Health Professional	% BME	3.11%	3.54%	5.63%	6.31%		
	% White	96.41%	90.80%	93.66%	88.31%		
Estates and Ancillary	% BME	0.92%	1.17%	0.96%	3.95%		
	% White	98.85%	95.80%	97.84%	88.55%		
Medical and Dental	% BME	42.54%	44.63%	46.82%	46.50%		
	% White	54.88%	52.59%	50.88%	43.97%		
Nursing and Midwifery	% BME	14.54%	15.22%	17.05%	18.56%		
	% White	84.91%	79.68%	81.30%	75.25%		

5.4. Religion 2 Ways

Table 30: Staff Group by Religion 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Add Prof Scientific and Technic	% None	11.54%	11.82%	8.46%	14.02%		
	% Religious	66.35%	67.27%	68.46%	67.42%		
Additional Clinical Services	% None	6.89%	8.47%	7.31%	8.80%		
	% Religious	68.68%	66.55%	69.80%	70.44%		
Administrative and Clerical	% None	9.02%	9.53%	10.76%	11.01%		
	% Religious	69.07%	69.35%	69.59%	70.29%		
Allied Health Professional	% None	14.59%	16.27%	17.61%	18.62%		
	% Religious	68.66%	66.51%	64.32%	64.46%		
Estates and Ancillary	% None	4.36%	4.43%	3.84%	5.79%		
	% Religious	51.61%	51.52%	54.20%	64.34%		
Medical and Dental	% None	14.55%	12.96%	10.25%	12.17%		
	% Religious	64.46%	64.81%	68.55%	68.66%		
Nursing and Midwifery	% None	8.39%	9.06%	8.96%	9.20%		
	% Religious	74.55%	72.02%	71.85%	74.58%		

5.5. Sex

Table 31: Staff Group by Sex

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Add Prof Scientific and Technic	% Female	74.04%	75.45%	76.92%	78.79%		
	% Male	25.96%	24.55%	23.08%	21.21%		
Additional Clinical Services	% Female	88.65%	88.71%	89.07%	86.47%		
	% Male	11.35%	11.29%	10.93%	13.53%		
Administrative and Clerical	% Female	82.80%	82.29%	81.74%	80.88%		
	% Male	17.20%	17.71%	18.26%	19.12%		
Allied Health Professional	% Female	80.62%	79.95%	80.05%	78.15%		
	% Male	19.38%	20.05%	19.95%	21.85%		
	% Female	69.95%	69.93%	69.78%	61.32%		

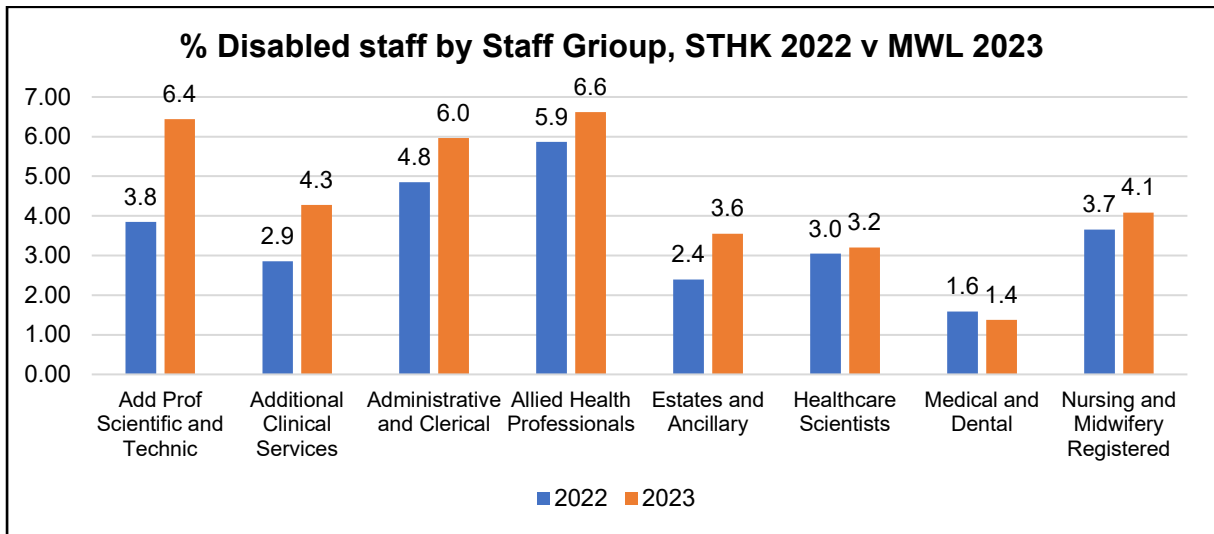
		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Estates and Ancillary	% Male	30.05%	30.07%	30.22%	38.68%		
Medical and Dental	% Female	44.01%	42.41%	46.29%	42.59%		
	% Male	55.99%	57.59%	53.71%	57.41%		
Nursing and Midwifery	% Female	92.38%	92.34%	92.45%	92.29%		
	% Male	7.62%	7.66%	7.55%	7.71%		

5.6. Sexual Orientation

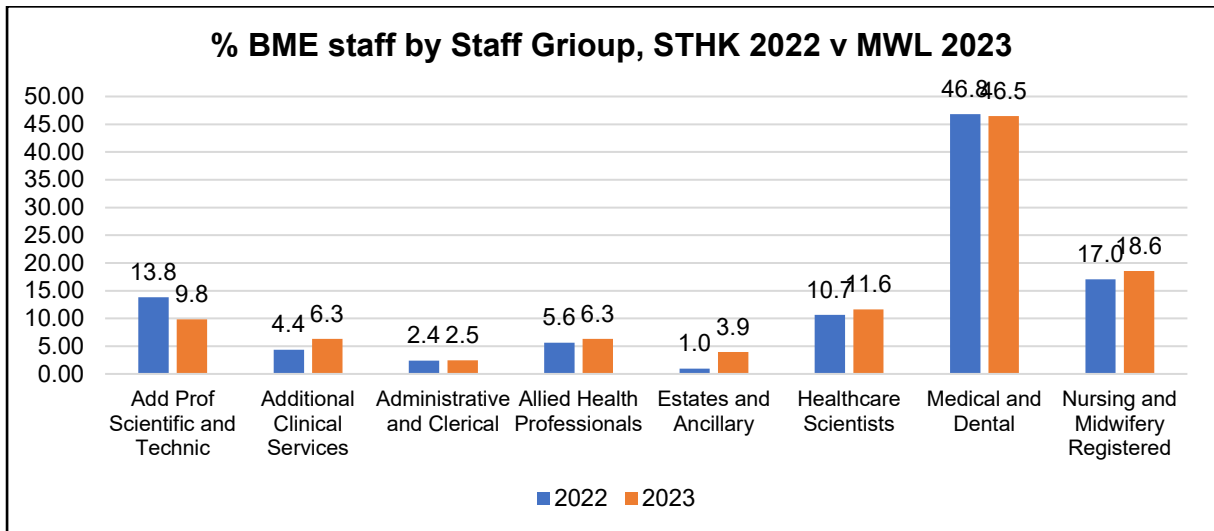
Table 32: Staff Group by Sexual Orientation

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	MWL		
Add Prof Scientific and Technic	% Hetero	77.88%	77.27%	73.85%	84.47%		
	% LGBO	2.88%	3.64%	3.85%	2.65%		
Additional Clinical Services	% Hetero	73.53%	73.43%	77.24%	81.41%		
	% LGBO	1.96%	2.41%	2.44%	2.95%		
Administrative and Clerical	% Hetero	80.58%	81.78%	83.47%	85.21%		
	% LGBO	1.66%	2.25%	2.32%	2.73%		
Allied Health Professional	% Hetero	84.69%	84.43%	84.27%	85.69%		
	% LGBO	3.35%	4.01%	4.23%	5.38%		
Estates and Ancillary	% Hetero	52.98%	53.61%	56.12%	69.74%		
	% LGBO	1.83%	1.86%	1.92%	3.82%		
Medical and Dental	% Hetero	76.80%	75.56%	78.27%	82.20%		
	% LGBO	3.31%	3.15%	3.00%	2.64%		
Nursing and Midwifery	% Hetero	78.66%	78.28%	79.01%	83.21%		
	% LGBO	2.47%	2.30%	2.24%	2.68%		

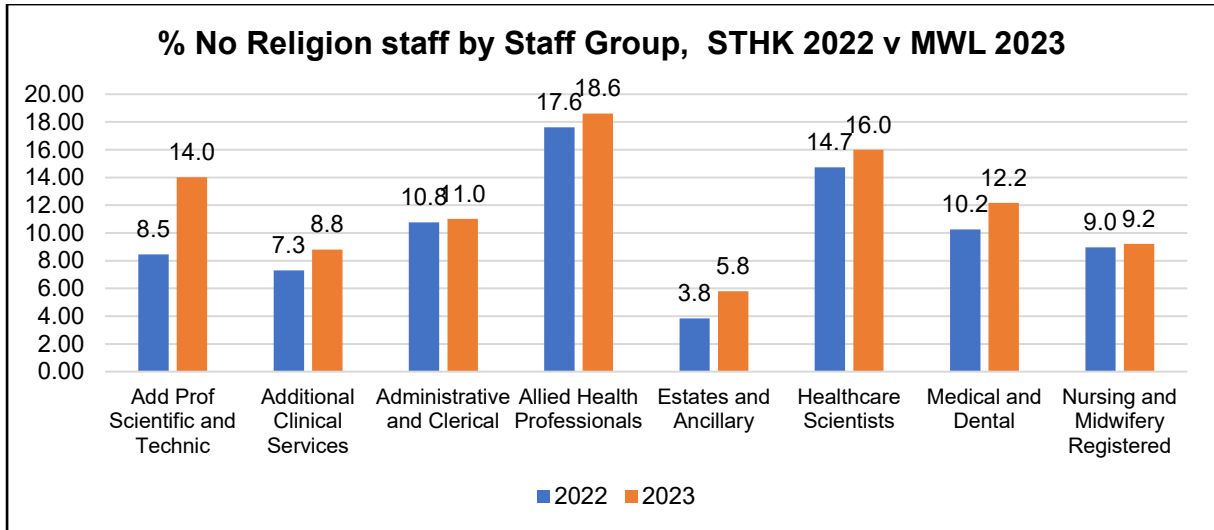
5.7. Graphs: Staff Group



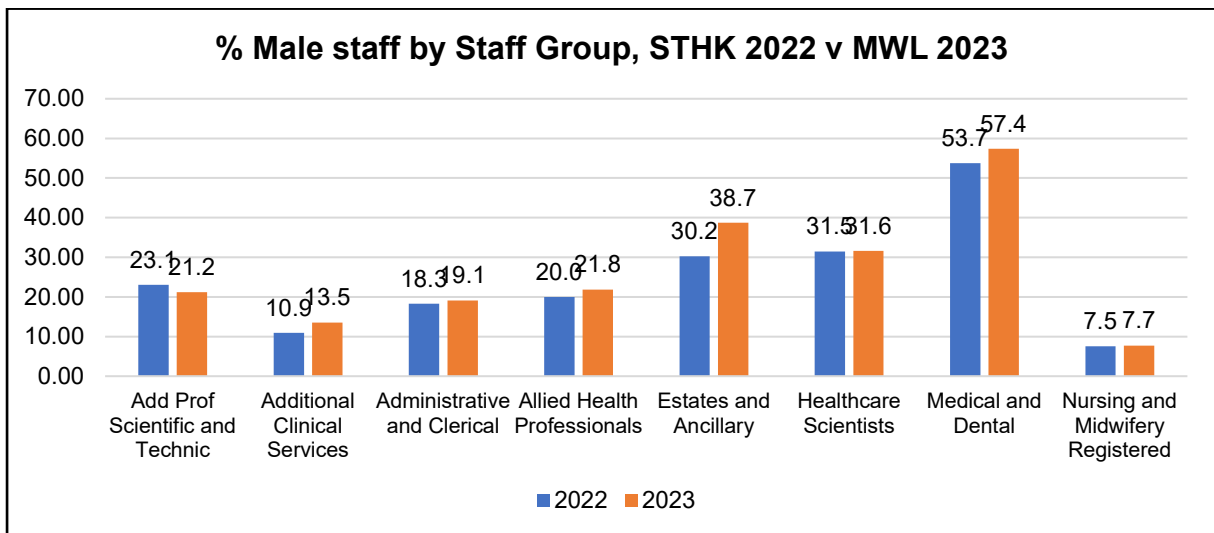
Graph 9: % Disabled staff by Staff Group, STHK 2022 v MWL 2023



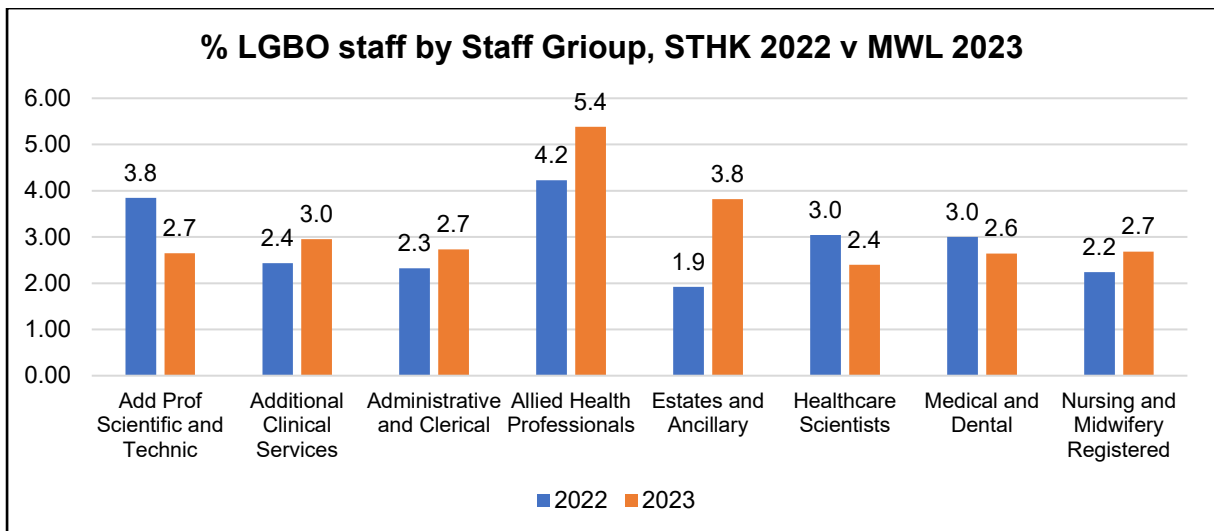
Graph 10: % BME staff by Staff Group, STHK 2022 v MWL 2023



Graph 11: % No Religion staff by Staff Group, STHK 2022 v MWL 2023



Graph 12: % Male staff by Staff Group, STHK 2022 v MWL 2023



Graph 13: % LGBO staff by Staff Group, STHK 2022 v MWL 2023

6. Level 4 Department by EDI, STHK Legacy Substantive

The organisational structure of legacy STHK and Legacy S&O are not the same. As such, for the purposes of this report, data based on the level 4 structure for “MWL” is not possible to report. Therefore, this section only reports data for Legacy STHK.

Level 4 Departments are the top tier organisational structure within the Legacy STHK Trust. Also known as Care Groups, the departments reported in this section are:

- Clinical Support Services
- Community Services
- Corporate Services
- Medical Care Group
- Medirest
- Non-Clinical Support
- Surgical Care Group

6.1. Age

Table 33: Department by Age

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
Clinical Support Services	% 16-30	26.43%	26.08%	24.90%	25.14%	0.95%	0.11%
	% 31-40	22.81%	24.53%	24.17%	24.43%	1.08%	2.68%
	% 41-50	22.56%	21.35%	21.60%	20.61%	-4.57%	-8.70%
	% 51-60	23.23%	22.90%	23.21%	23.65%	1.92%	2.41%
	% 61 plus	4.97%	5.13%	6.12%	6.17%	0.70%	13.69%
Community Services	% 16-30	7.96%	11.43%	10.87%	11.51%	5.95%	34.73%
	% 31-40	17.40%	21.85%	22.24%	20.10%	-9.61%	7.67%
	% 41-50	28.32%	27.23%	26.49%	25.09%	-5.28%	-13.84%
	% 51-60	31.27%	27.06%	28.35%	29.73%	4.84%	-5.12%
	% 61 plus	15.04%	12.44%	12.05%	13.57%	12.61%	9.98%
Corporate Services	% 16-30	20.40%	23.78%	16.69%	15.69%	-5.94%	8.07%
	% 31-40	24.24%	24.09%	24.80%	25.56%	3.05%	-1.66%
	% 41-50	24.36%	21.95%	23.77%	25.03%	5.28%	-4.63%
	% 51-60	24.83%	23.98%	28.00%	27.15%	-3.04%	-1.34%
	% 61 plus	6.18%	6.20%	6.74%	24.22%	-2.49%	14.69%
	% 16-30	26.14%	25.19%	25.44%	26.19%	2.96%	-1.19%
	% 31-40	23.95%	24.50%	25.60%	25.88%	1.10%	10.04%

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
Medical Care Group	% 41-50	23.71%	23.92%	22.81%	21.94%	-3.83%	-12.41%
	% 51-60	21.45%	21.29%	20.40%	19.99%	-2.03%	-2.95%
	% 61 plus	4.75%	5.11%	5.74%	6.00%	4.40%	38.60%
Medirect	% 16-30	2.38%	2.75%	2.29%	2.64%	15.14%	-35.95%
	% 31-40	13.49%	13.74%	14.33%	12.90%	-9.94%	9.23%
	% 41-50	19.31%	16.76%	16.05%	17.01%	6.00%	-23.57%
	% 51-60	44.97%	46.43%	43.27%	39.30%	-9.18%	-9.47%
	% 61 plus	19.84%	20.33%	24.07%	28.15%	16.97%	52.95%
Non- Clinical Support	% 16-30	12.00%	12.90%	10.81%	6.98%	-35.47%	-46.51%
	% 31-40	16.00%	22.58%	21.62%	23.26%	7.56%	78.29%
	% 41-50	16.00%	16.13%	10.81%	4.65%	-56.98%	-78.60%
	% 51-60	40.00%	32.26%	40.54%	48.84%	20.47%	40.41%
	% 61 plus	16.00%	16.13%	16.22%	16.28%	0.39%	-6.40%
Surgical Care Group	% 16-30	17.70%	16.93%	17.21%	19.22%	11.66%	6.93%
	% 31-40	22.96%	24.52%	24.32%	23.78%	-2.24%	10.56%
	% 41-50	23.25%	22.82%	21.46%	20.77%	-3.18%	-13.86%
	% 51-60	27.04%	26.22%	27.14%	26.25%	-3.28%	-6.84%
	% 61 plus	9.05%	9.51%	9.87%	9.98%	1.12%	21.28%

6.2. Disability

Table 34: Department by Disability

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
Clinical Support Services	% NO	95.45%	95.60%	95.49%	93.83%	-0.12%	-2.14%
	% YES	4.55%	4.40%	4.51%	6.17%	2.53%	49.98%
Community Services	% NO	96.17%	96.81%	95.76%	94.33%	-1.09%	-0.97%
	% YES	3.83%	3.19%	4.24%	5.67%	32.92%	19.45%
Corporate Services	% NO	95.80%	95.63%	94.63%	93.00%	-1.05%	-2.79%
	% YES	4.20%	4.37%	5.37%	7.00%	22.92%	61.59%
Medical Care Group	% NO	97.27%	97.13%	97.10%	97.08%	-0.03%	-0.31%
	% YES	2.73%	2.87%	2.90%	2.92%	1.07%	11.50%
Medirest	% NO	97.35%	97.80%	97.42%	97.07%	-0.39%	-0.19%
	% YES	2.65%	2.20%	2.58%	2.93%	17.34%	6.74%
Non- Clinical Support	% NO	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%
	% YES	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Surgical Care Group	% NO	97.74%	97.17%	97.02%	96.56%	-0.15%	-1.14%
	% YES	2.26%	2.83%	2.98%	3.44%	5.20%	48.15%

6.3. Ethnicity 2 Ways

Table 35: Department by Ethnicity 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
Clinical Support Services	% BME	5.56%	5.54%	6.93%	8.20%	18.28%	48.71%
	% White	93.27%	88.92%	91.78%	90.48%	-1.42%	-2.81%
Community Services	% BME	7.08%	5.21%	5.77%	7.04%	22.04%	-3.21%
	% White	91.45%	87.56%	91.17%	90.21%	-1.06%	-2.04%
Corporate Services	% BME	5.13%	4.98%	4.69%	5.30%	13.16%	197.30%
	% White	93.36%	86.59%	94.06%	93.74%	-0.33%	-3.68%
Medical Care Group	% BME	13.61%	14.57%	17.83%	19.63%	10.08%	62.70%
	% White	85.86%	81.70%	80.91%	79.19%	-2.12%	-9.57%
Medirest	% BME	1.06%	1.10%	0.86%	1.76%	104.69%	113.49%
	% White	98.68%	95.60%	97.99%	96.77%	-1.25%	-2.15%
Non- Clinical Support	% BME	0.00%	0.00%	0.00%	2.33%	0.00%	0.00%
	% White	100.00%	100.00%	100.00%	97.67%	-2.33%	-2.33%
Surgical Care Group	% BME	13.18%	14.84%	16.05%	17.44%	8.69%	38.04%
	% White	86.37%	81.71%	83.18%	81.43%	-2.10%	-6.48%

6.4. Religion 2 Ways

Table 36: Department by Religion 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
Clinical Support Services	% None	12.29%	13.53%	13.86%	15.38%	10.96%	35.21%
	% Religious	66.16%	66.01%	66.08%	66.06%	-0.05%	10.85%
Community Services	% None	5.31%	7.56%	7.30%	6.36%	-12.92%	43.50%
	% Religious	71.09%	66.72%	67.57%	71.65%	6.03%	13.21%
Corporate Services	% None	11.07%	12.09%	12.80%	12.73%	-0.58%	17.52%
	% Religious	69.46%	66.57%	67.66%	69.46%	2.66%	4.45%
Medical Care Group	% None	10.04%	9.47%	8.86%	9.89%	11.62%	6.10%
	% Religious	71.84%	71.49%	71.50%	72.89%	1.94%	16.01%
Medirest	% None	4.50%	4.40%	4.01%	4.11%	2.35%	24.54%

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
	% Religious	50.53%	49.73%	53.01%	55.13%	4.01%	18.05%
Non-Clinical Support	% None	8.00%	9.68%	8.11%	11.63%	43.41%	33.72%
	% Religious	72.00%	74.19%	70.27%	69.77%	-0.72%	14.62%
Surgical Care Group	% None	6.84%	7.81%	7.39%	7.68%	3.85%	12.21%
	% Religious	69.85%	68.63%	71.26%	72.20%	1.31%	17.82%

Note: For presentation purposes “Unknowns” are not reported in the table. All numbers will add up to 100% with Unknowns,

6.5. Sex

Table 37: Department by Sex

		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
Clinical Support Services	% Female	82.49%	82.15%	82.03%	82.20%	-0.15%	-0.14%
	% Male	17.51%	17.85%	17.97%	17.80%	0.68%	0.67%
Community Services	% Female	89.38%	90.42%	92.70%	92.44%	2.52%	2.92%
	% Male	10.62%	9.58%	7.30%	7.56%	-23.79%	-26.49%
Corporate Services	% Female	72.96%	74.80%	72.46%	71.69%	-3.13%	-2.51%
	% Male	27.04%	25.20%	27.54%	28.31%	9.28%	7.28%
Medical Care Group	% Female	85.32%	85.08%	85.23%	85.39%	0.17%	-0.11%
	% Male	14.68%	14.92%	14.77%	14.61%	-0.98%	0.63%
Medirest	% Female	67.99%	67.86%	67.62%	65.69%	-0.35%	-0.54%
	% Male	32.01%	32.14%	32.38%	34.31%	0.73%	1.15%
Non-Clinical Support	% Female	48.00%	41.94%	35.14%	37.21%	-16.22%	-15.68%
	% Female	52.00%	58.06%	64.86%	62.79%	11.71%	11.20%
Surgical Care Group	% Male	84.33%	83.92%	84.56%	84.65%	0.76%	0.86%
	% Female	82.49%	82.15%	82.03%	15.35%	-3.96%	-4.47%

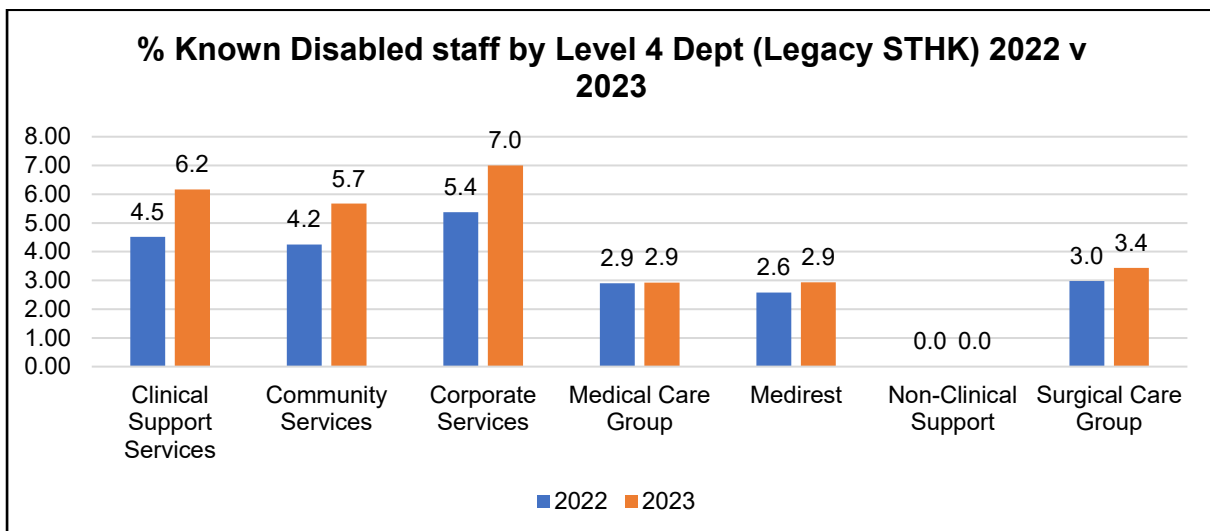
6.6. Sexual Orientation

Table 38: Department by Sexual Orientation

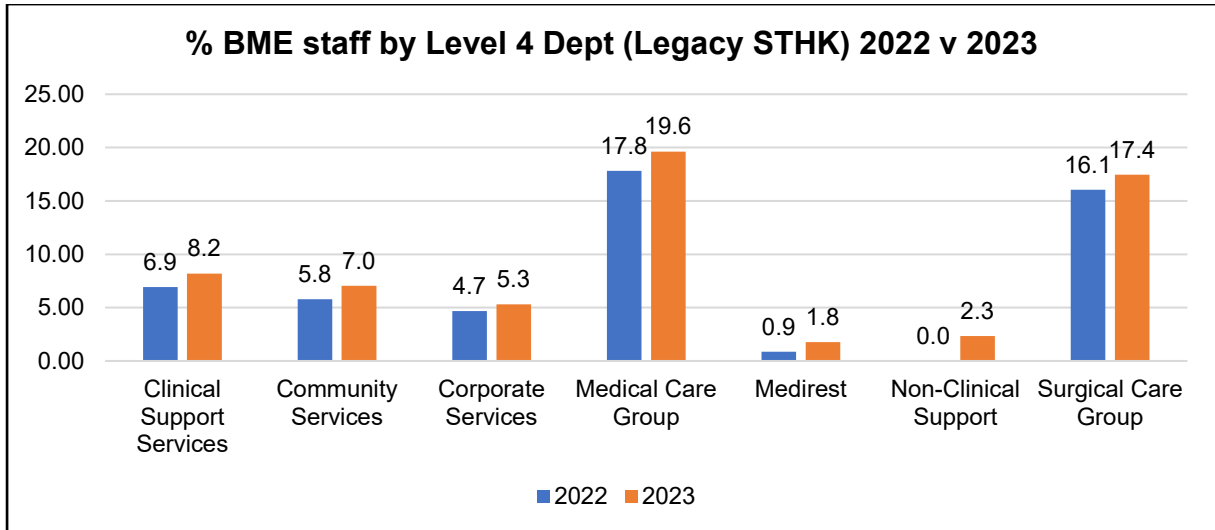
		2020 March 31st	2021 March 31st	2022 March 31st	2023 March 31st	1 Year Change 22-23	5 Year change 19-23
		STHK	STHK	STHK	STHK	STHK	STHK
Clinical Support Services	% Hetero	77.53%	78.97%	80.34%	81.58%	1.54%	8.55%
	% LGBO	2.95%	3.34%	3.63%	4.68%	29.17%	48.71%
Community Services	% Hetero	76.40%	76.13%	78.61%	80.41%	2.30%	10.00%
	% LGBO	1.18%	1.68%	1.02%	1.37%	34.94%	8.59%
Corporate Services	% Hetero	84.03%	81.61%	83.66%	85.58%	2.30%	2.56%
	% LGBO	2.10%	2.74%	2.97%	3.61%	21.34%	157.30%
Medical Care Group	% Hetero	78.85%	78.26%	79.16%	81.75%	3.28%	5.89%
	% LGBO	2.67%	2.87%	2.68%	3.33%	24.29%	47.76%
Medirest	% Hetero	51.32%	50.82%	53.58%	56.30%	5.08%	13.86%
	% LGBO	2.12%	2.20%	2.29%	3.81%	66.31%	73.46%
Non-Clinical Support	% Hetero	76.00%	80.65%	75.68%	79.07%	4.49%	6.98%
	% LGBO	0.00%	0.00%	0.00%	2.33%	0.00%	0.00%
Surgical Care Group	% Hetero	73.93%	74.75%	77.55%	79.87%	2.99%	9.78%
	% LGBO	1.92%	1.87%	1.99%	2.15%	8.13%	19.47%

Note: For presentation purposes “Unknowns” are not reported in the table. All numbers will add up to 100% with Unknowns added

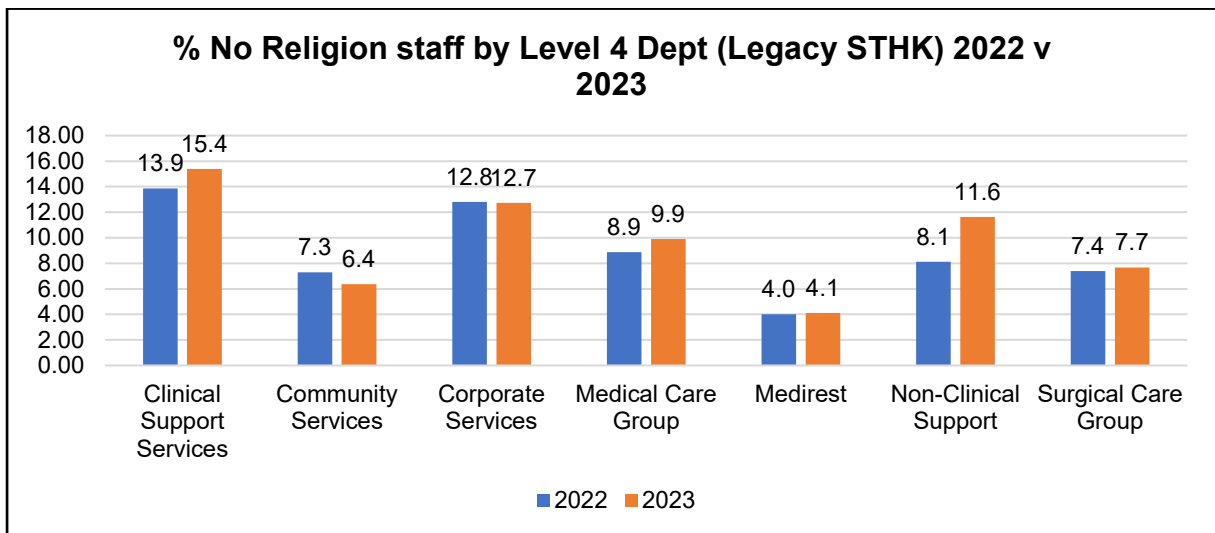
6.7. Graphs: Level 4 Department



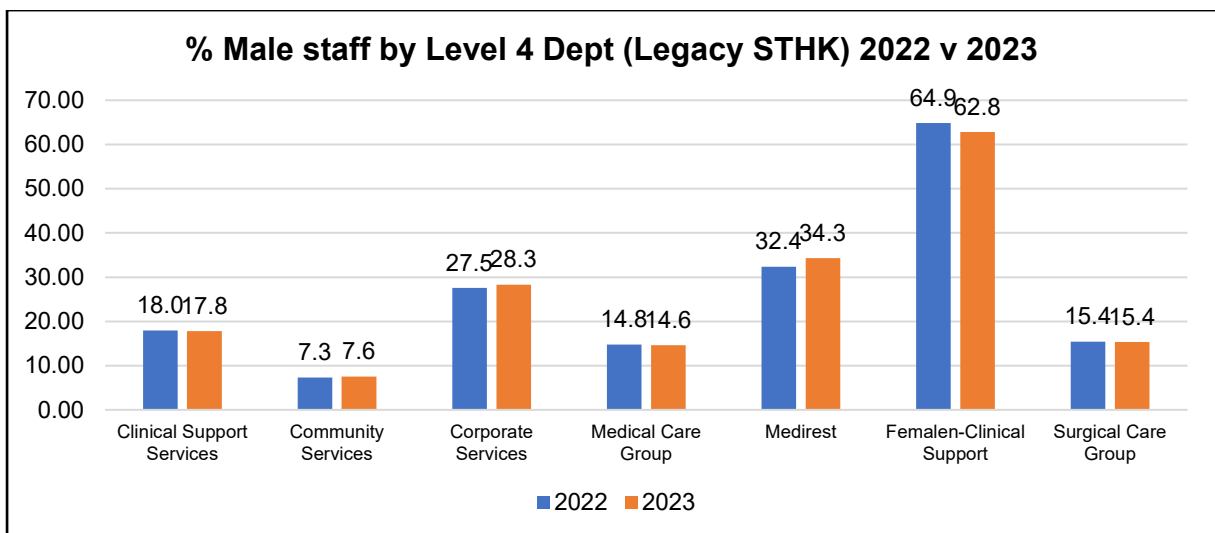
Graph 14: % Disabled staff by Level 4 Department, STHK Legacy 2022 v 2023



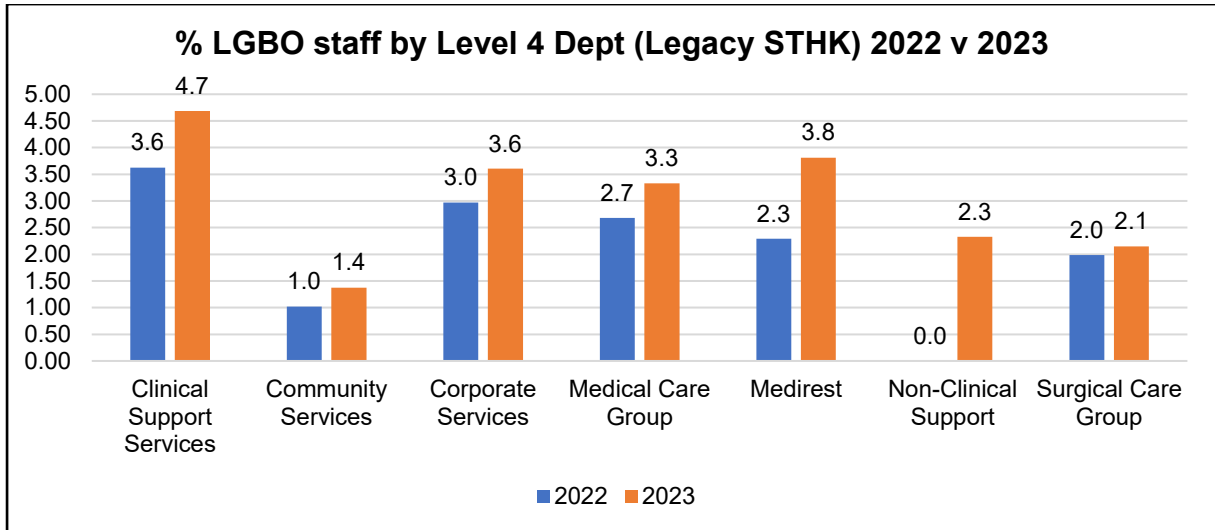
Graph 15: % BME staff by Level 4 Department, STHK Legacy 2022 v 2023



Graph 16: % No Religion staff by Level 4 Department, STHK Legacy 2022 v 2023



Graph 17: % Male staff by Level 4 Department, STHK Legacy 2022 v 2023



Graph 18: % LGBO staff by Level 4 Department, STHK Legacy 2022 v 2023

7. New Starters by EDI, STHK Legacy Substantive

New starters mean employees who started their employment at the Trust between the 1st April and the 31st March of the relevant year.

Table 39: Total number of New Starters

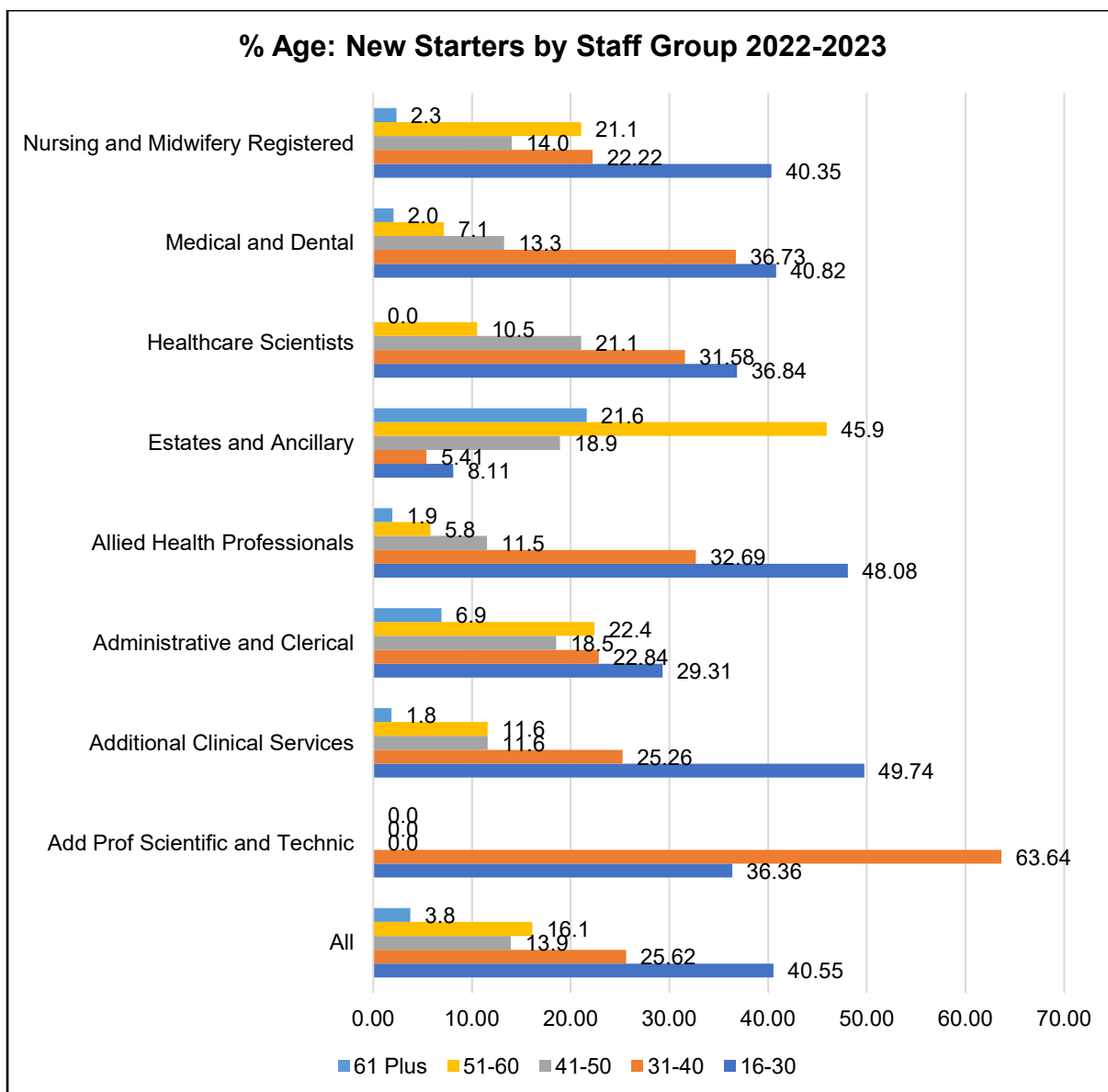
	2019-2020	2020-2021	2021-2022	2022-2023
Total number of new starters	816	1223	918	1011

7.1. Age

Table 40: New Starters by Age

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% 16-30	37.87%	42.03%	36.82%	40.55%	21.30%	10.14%
% 31-40	22.30%	23.96%	27.56%	25.62%	2.37%	-7.05%
% 41-50	14.83%	15.21%	14.60%	13.95%	5.22%	-4.46%
% 51-60	19.85%	13.57%	16.45%	16.12%	7.95%	-1.98%
% 61 plus	5.15%	5.23%	4.58%	3.76%	-9.52%	-17.85%

Note: The 1 year change between 2022 and 2023 is reported both as a change in Headcount (#), and as a change in the percentage (%)

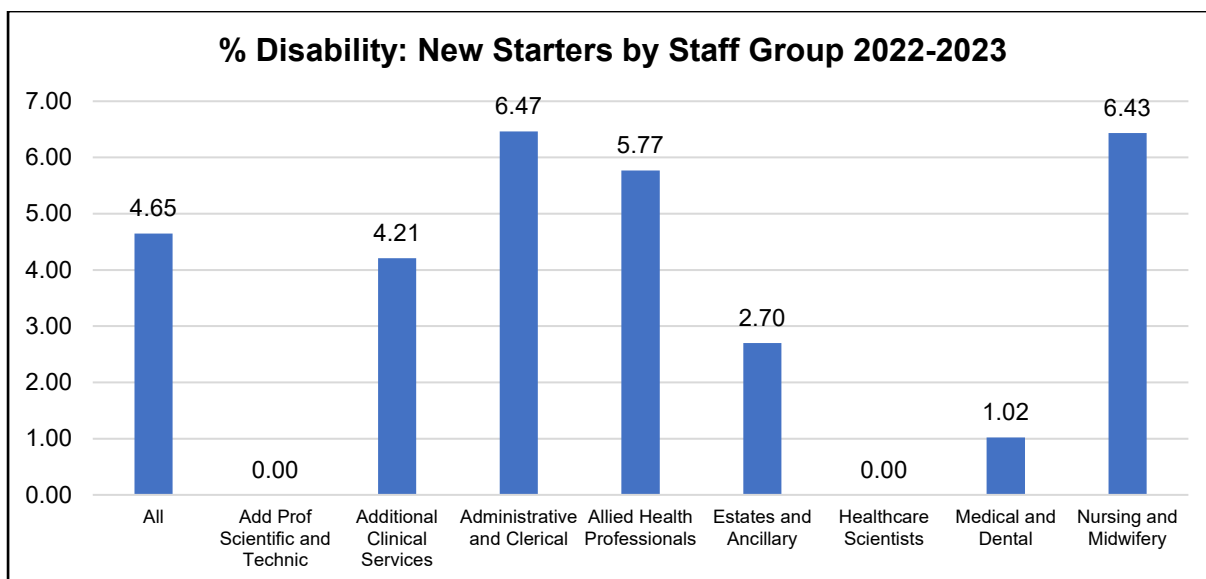


Graph 19: % Age New Starters by Staff Group 2022-2023

7.2. Disability

Table 41: New Starters by Disability

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
No Disability	96.69%	96.16%	96.41%	95.35%	8.93%	-1.09%
Yes Disabled	3.31%	3.84%	3.59%	4.65%	42.42%	29.32%

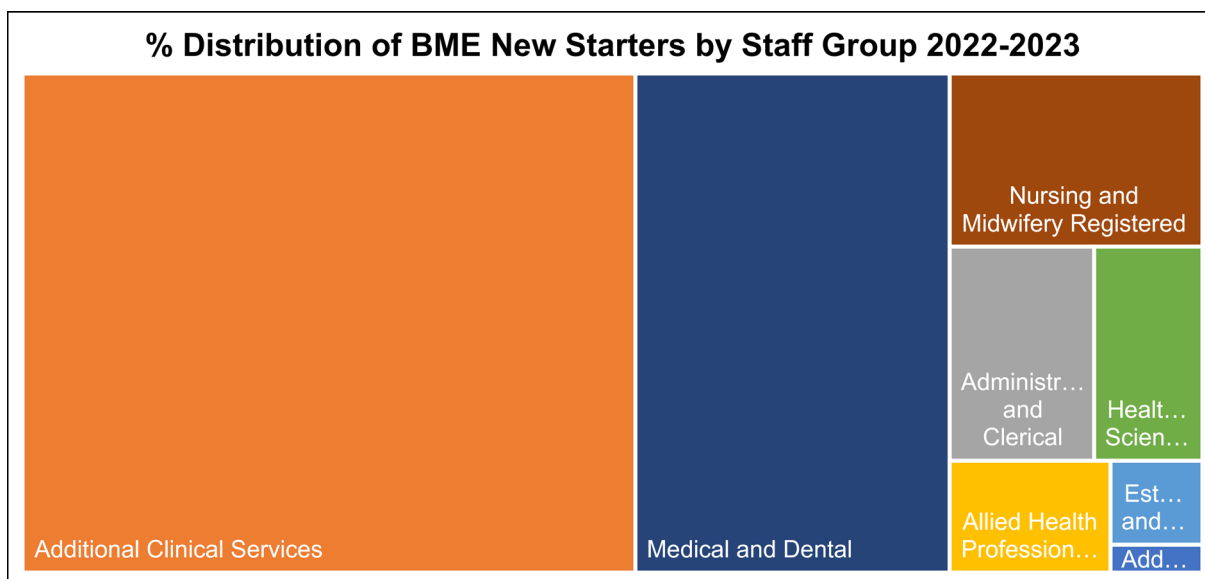


Graph 20: % Disability New Starters by Staff Group 2022-2023

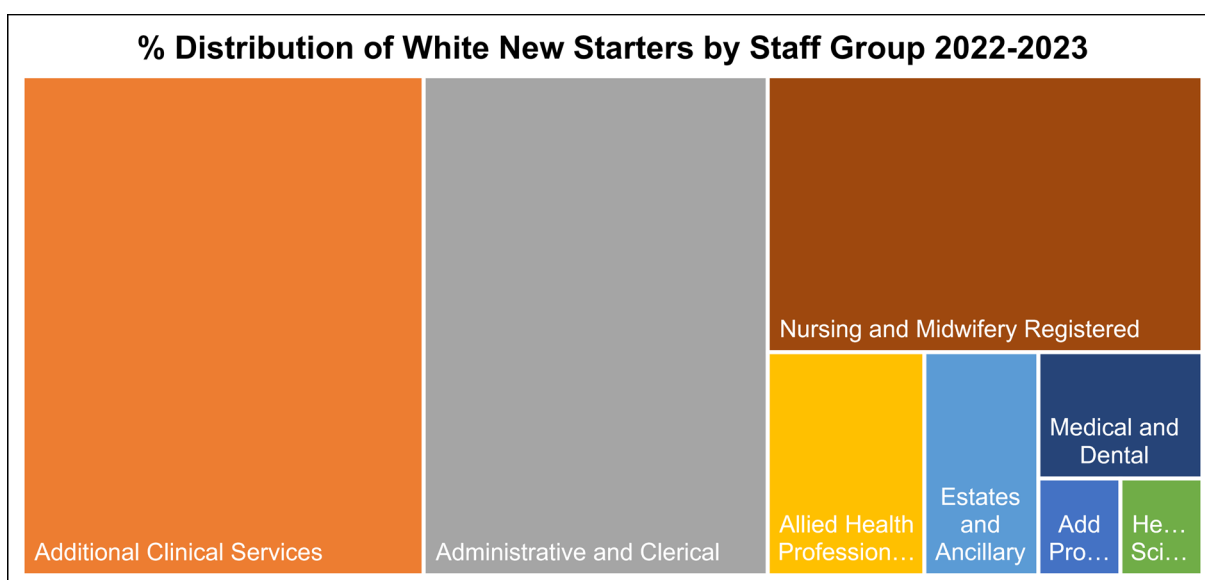
7.3. Ethnicity 2 & 4 Ways

Table 42: New Starters by Ethnicity

	1st April 2019-31st March 2020	1st April 2020-31st March 2021	1st April 2021-31st March 2022	1st April 2022-31st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% BME	14.46%	12.35%	19.28%	22.75%	29.94%	17.99%
% Unknown	2.94%	9.73%	3.16%	3.26%	13.79%	3.33%
% White	82.60%	77.92%	77.56%	73.99%	5.06%	-4.61%
% Asian	8.70%	6.62%	11.66%	16.82%	58.88%	44.26%
% Black	4.17%	4.58%	5.66%	3.86%	-25.00%	-31.90%
% Other	1.59%	1.14%	1.96%	2.08%	16.67%	5.93%
% Unknown	2.94%	9.73%	3.16%	3.26%	13.79%	3.33%
% White	82.60%	77.92%	77.56%	73.99%	5.06%	-4.61%



Graph 21: % Distribution of BME New Starters by Staff Group 2022-2023

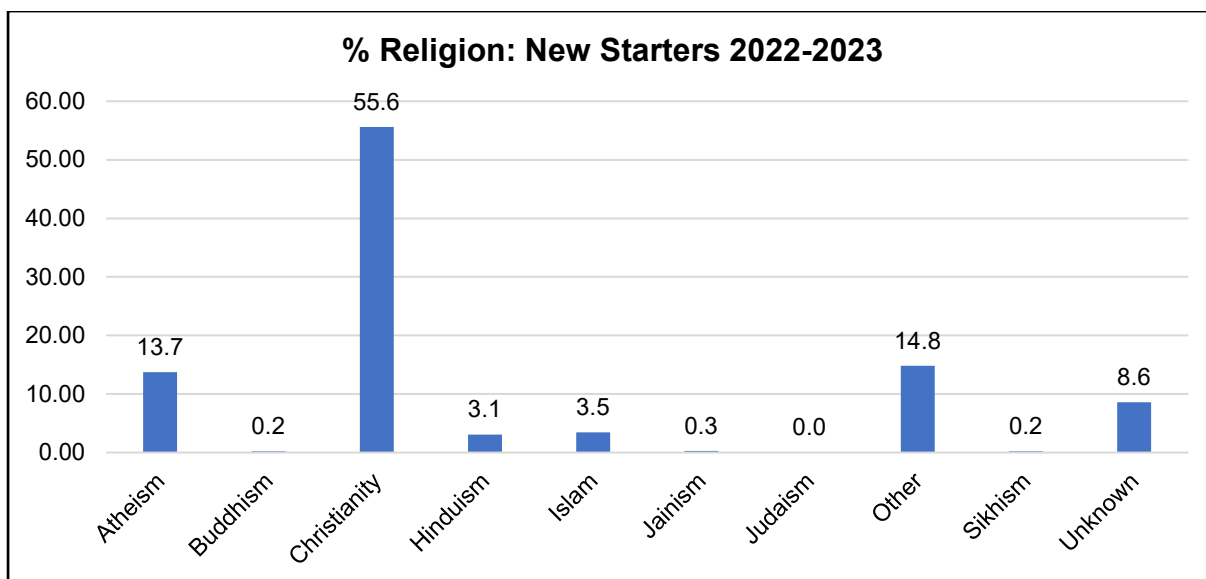


Graph 22: % Distribution of White New Starters by Staff Group 2022-2023

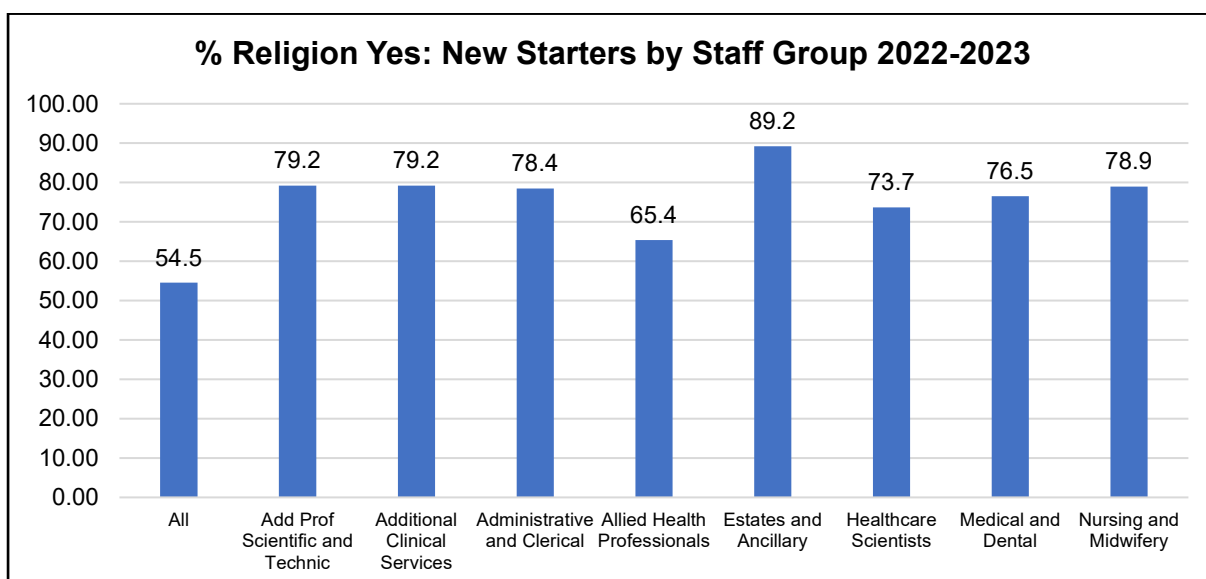
7.4. Religion 2 Ways

Table 43: New Starters by Religion

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% None	10.91%	13.25%	11.66%	13.95%	31.78%	19.65%
% Unknown	14.71%	31.07%	17.86%	8.61%	-46.95%	-51.83%
% Religious	74.39%	55.68%	70.48%	77.45%	21.02%	9.89%



Graph 23: % New Starters by Religion 2022-2023

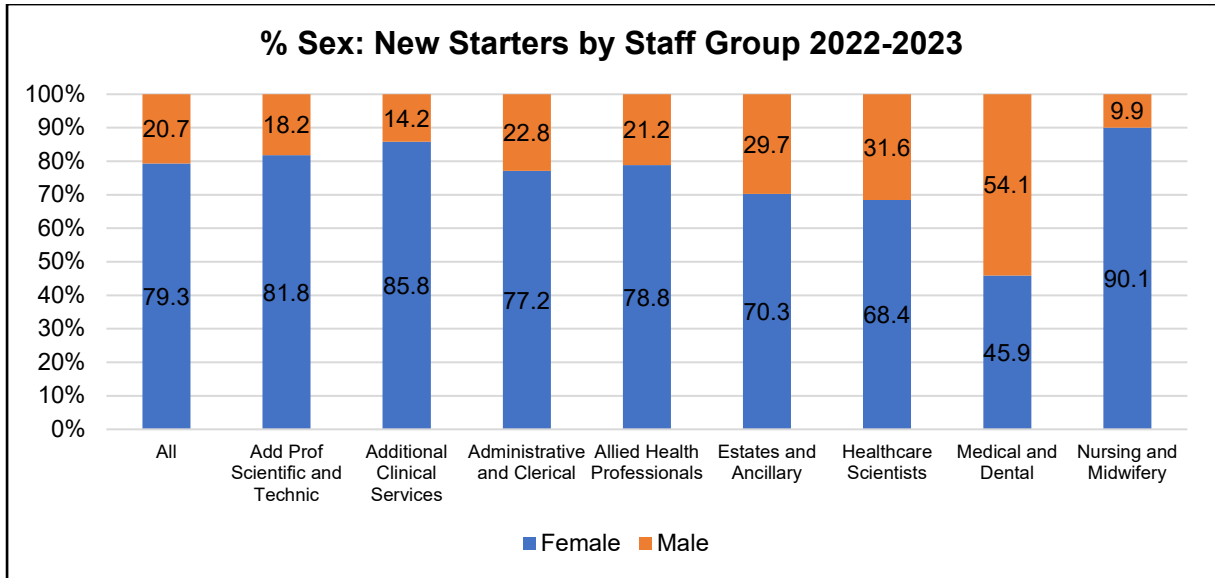


Graph 24: % Religion Yes New Starters by Staff Group 2022-2023

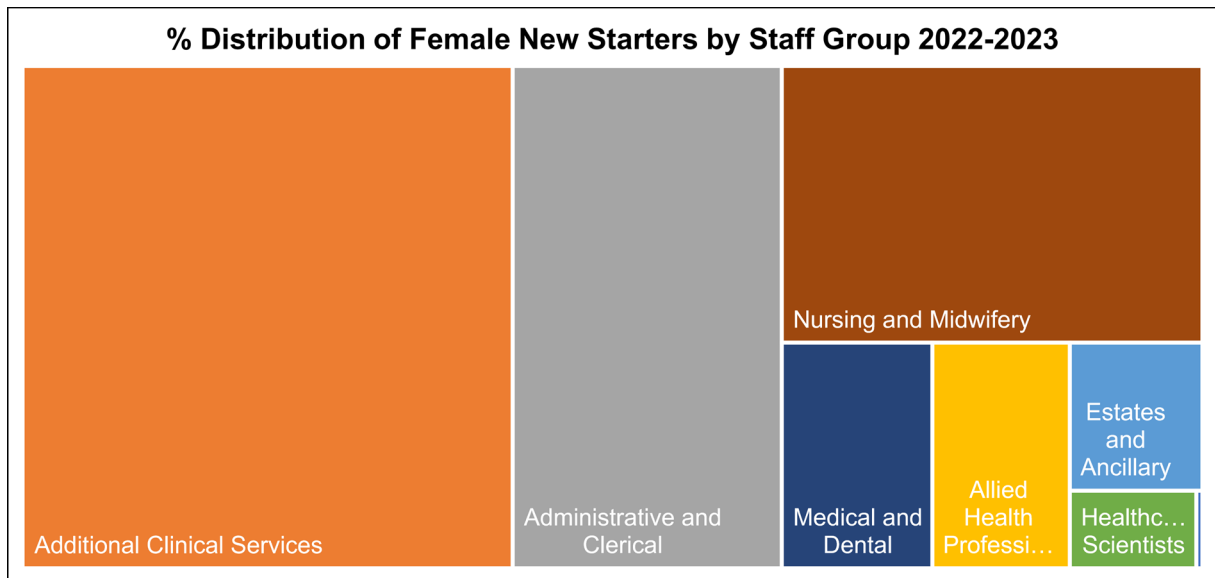
7.5. Sex

Table 44: New Starters by Sex

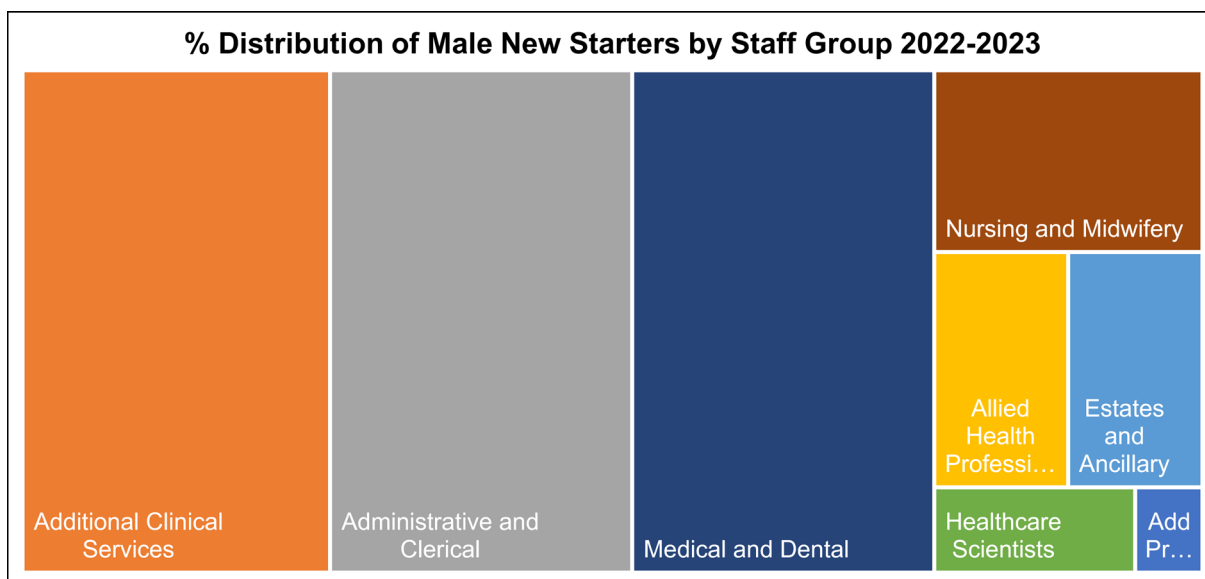
	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% Female	80.76%	82.01%	81.37%	79.33%	7.36%	-2.51%
% Male	19.24%	17.99%	18.63%	20.67%	22.22%	10.98%



Graph 25: % Sex New Starters by Staff Group 2022-2023



Graph 26: Distribution of Female New Starters by Staff Group 2022-2023

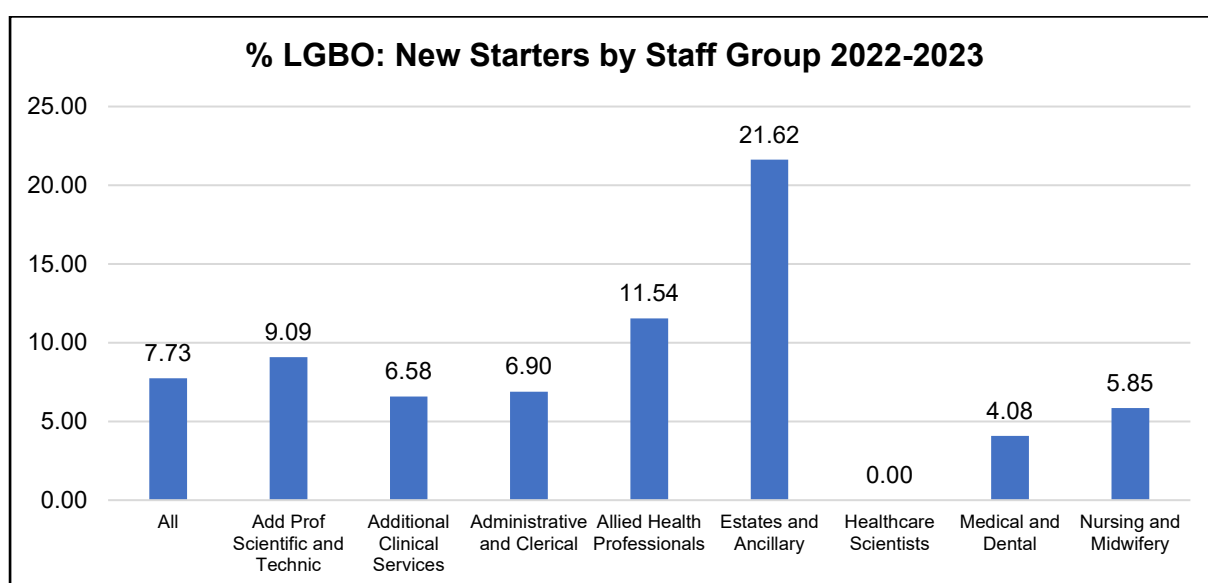


Graph 27: % Distribution of Male New Starters by Staff Group 2022-2023

7.6. Sexual Orientation

Table 45: New Starters by Sexual Orientation

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% Hetero	86.40%	71.87%	86.38%	98.15%	13.62%	13.62%
% LGBO	2.33%	3.19%	3.38%	7.73%	129.03%	129.03%
% Unknown	11.27%	24.94%	10.24%	4.25%	-58.51%	-58.51%



Graph 28: % LGBO New Starters by Staff Group 2022-2023

8. Leavers by EDI, STHK Legacy Substantive

A “Leaver” is a person who left their employment at the Trust between the 1st April and the 31st March each year. The reasons for leaving are:

- Death in Service
- Dismissal
- Employee Transfer
- End of Fixed Term Contract
- Flexi Retirement
- Redundancy
- Retirement
- Voluntary Early Retirement
- Voluntary Resignation

Leaver data presented in this report is for **posts** and not **people**. What this means is that where a person holds more than 1 post, they will be double counted within the workforce data and the equality data analysis.

Table 46: Total number of leavers

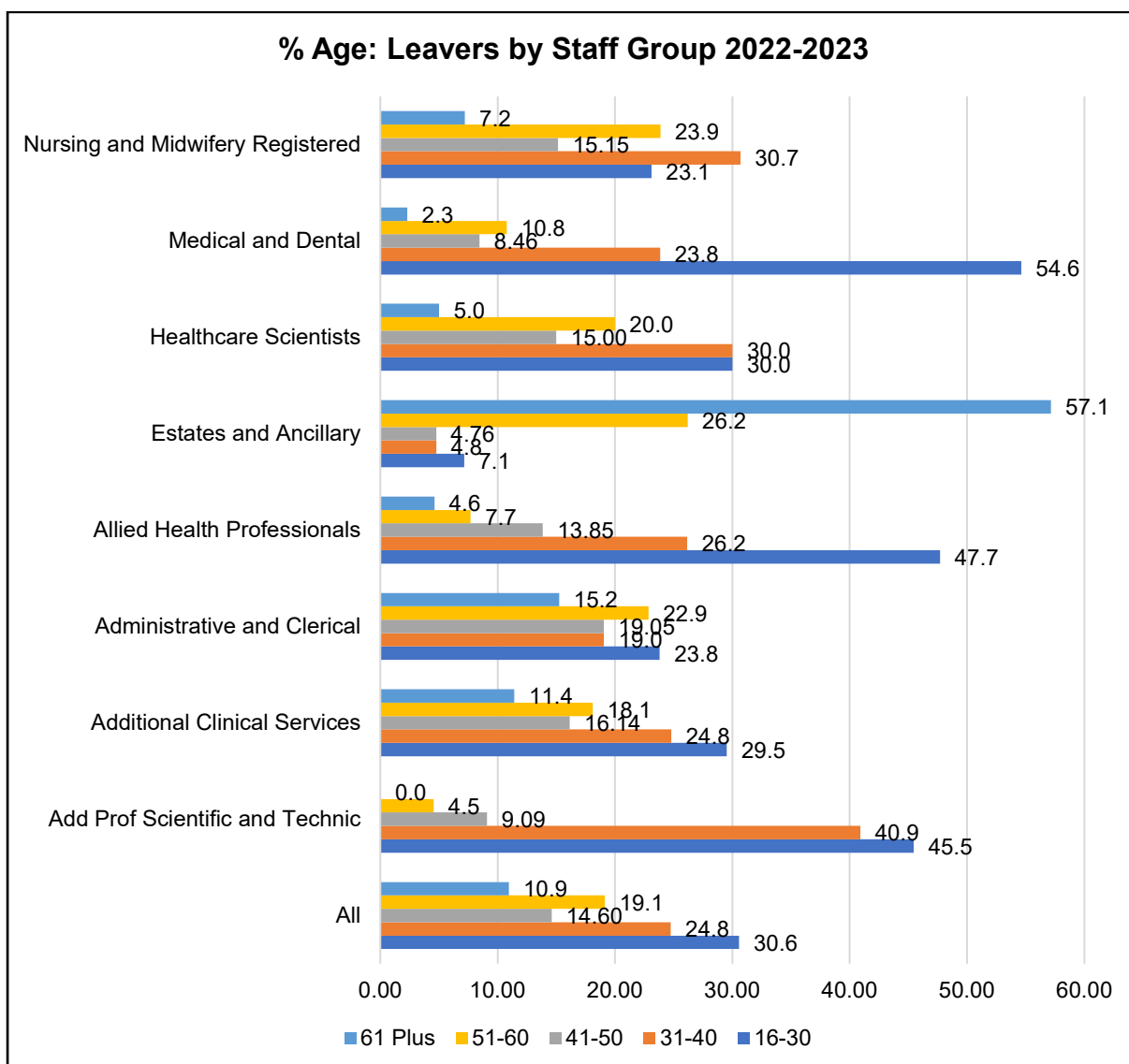
	2019-2020	2020-2021	2021-2022	2022-2023
Total number of leavers	721	1046	1096	1014

8.1. Age

Table 47: Leavers by Age

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% 16-30	30.65%	45.60%	33.49%	30.57%	-15.53%	-8.70%
% 31-40	20.25%	17.69%	21.62%	24.75%	5.91%	14.47%
% 41-50	12.34%	9.27%	14.23%	14.60%	-5.13%	2.54%
% 51-60	25.38%	16.54%	19.34%	19.13%	-8.49%	-1.09%
% 61 plus	11.37%	10.90%	11.31%	10.95%	-10.48%	-3.24%

Note: The 1 year change between 2022 and 2023 is reported both as a change in Headcount (#), and as a change in the percentage (%)

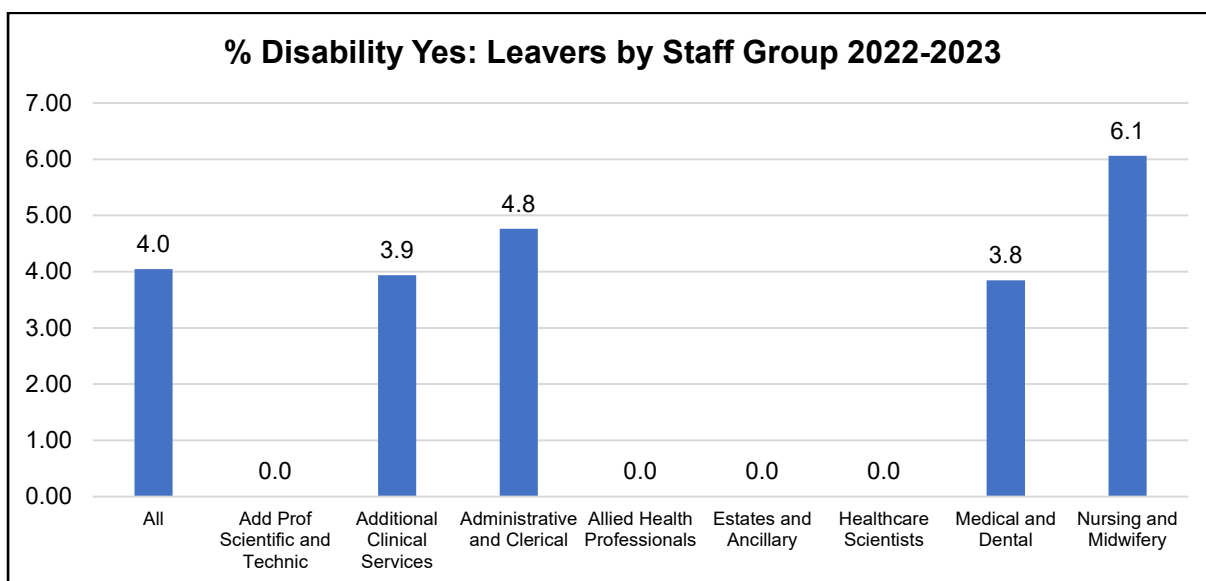


Graph 29: % Age Leavers by Staff Group 2022-2023

8.2. Disability

Table 48: Leavers by Disability

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
No Disability	96.67%	96.37%	96.99%	95.96%	-8.47%	-1.06%
Yes Disabled	3.33%	3.63%	3.01%	4.04%	24.24%	34.29%

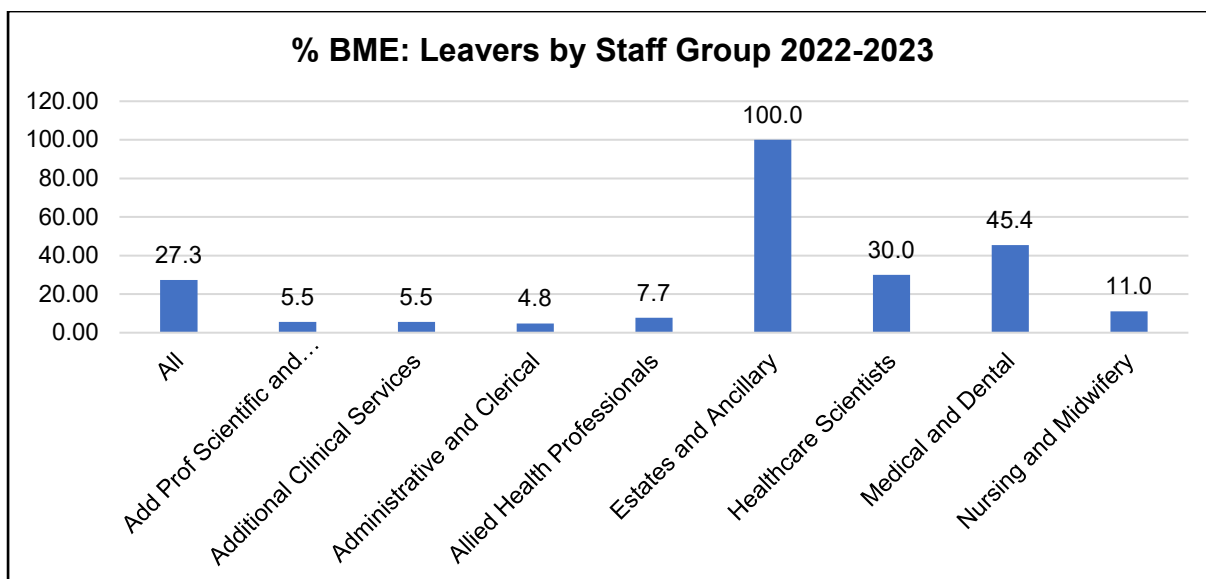


Graph 30: % Disability Yes Leavers by Staff Group 2022-2023

8.3. Ethnicity 2 & 4 Ways

Table 49: Leavers by Ethnicity

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% BME	10.40%	9.94%	9.40%	12.82%	26.21%	36.42%
% Unknown	1.11%	6.12%	2.55%	5.03%	82.14%	96.87%
% White	88.49%	83.94%	88.05%	85.21%	-10.47%	-3.23%
% Asian	5.13%	6.50%	4.84%	8.28%	58.49%	71.31%
% Black	2.91%	2.77%	2.74%	3.06%	3.33%	11.69%
% Other	2.36%	0.67%	1.82%	1.48%	-25.00%	-18.93%
% Unknown	1.11%	6.12%	2.55%	1.97%	-28.57%	-22.80%
% White	88.49%	83.94%	88.05%	85.21%	-10.47%	-3.23%

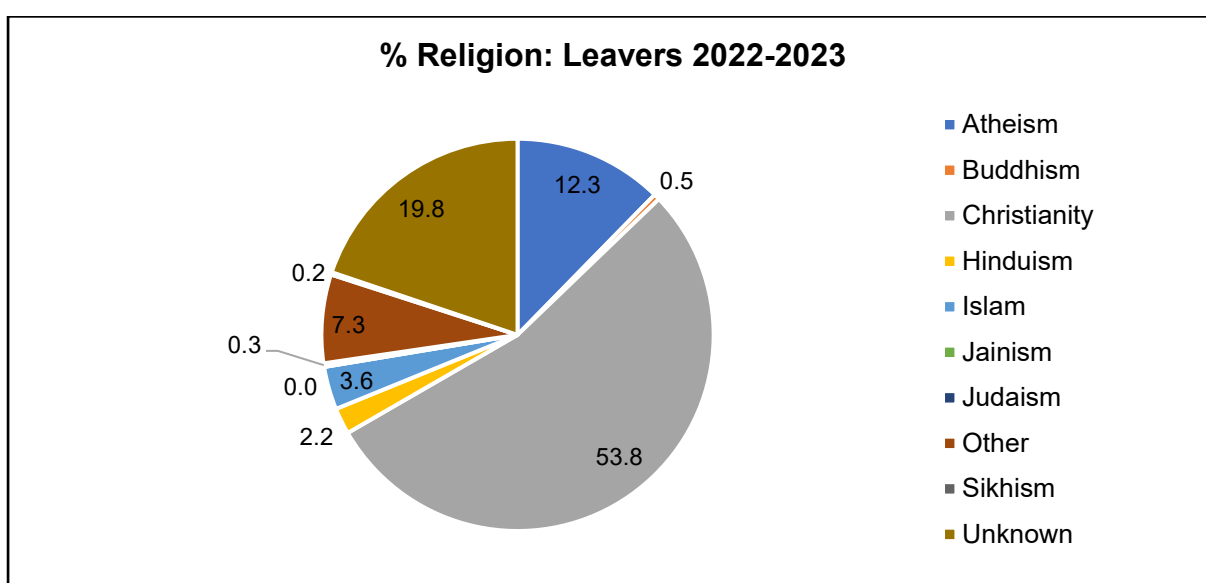


Graph 31: % BAME Leavers by Staff Group 2022-2023

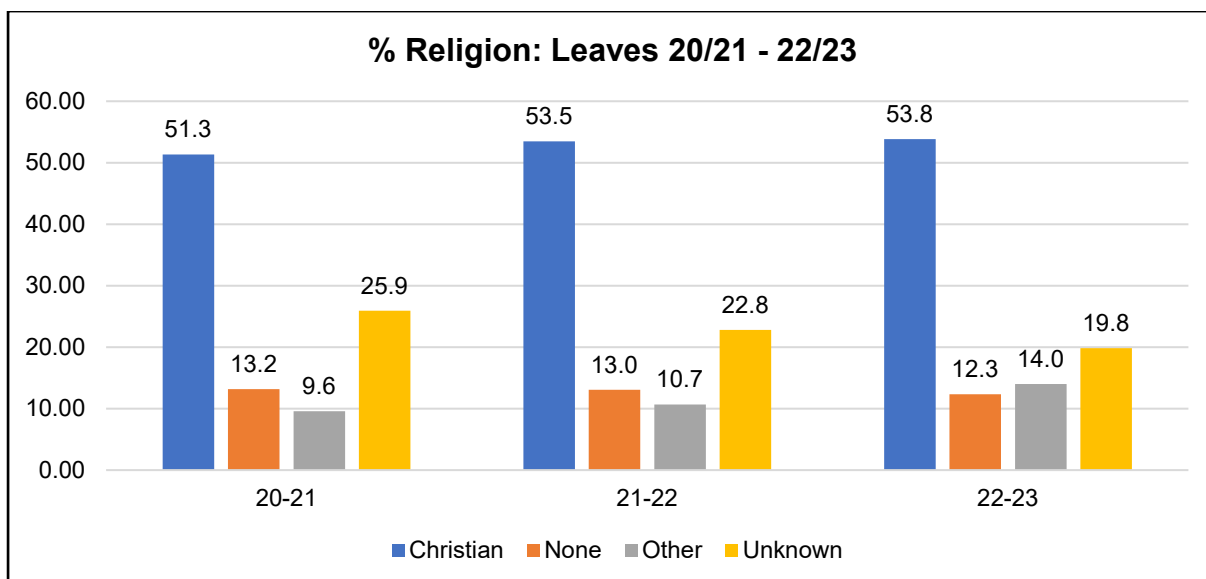
8.4. Religion 2 Ways

Table 50: Leavers by Religion

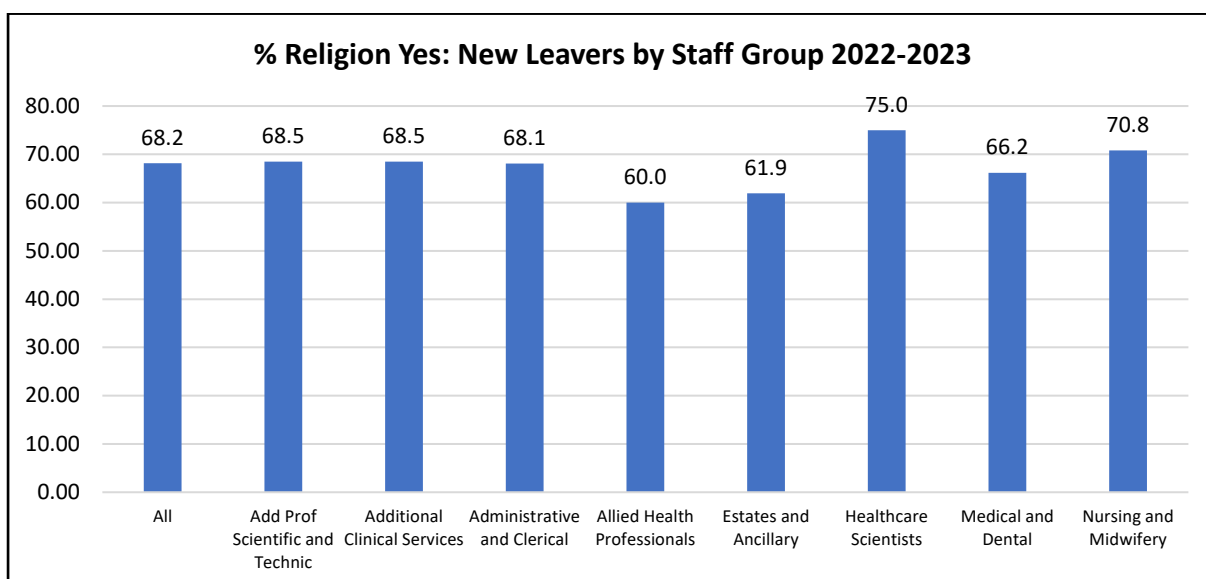
	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% None	9.29%	13.19%	13.05%	12.33%	-12.59%	-5.52%
% Unknown	25.10%	25.91%	22.81%	19.82%	-19.60%	-13.10%
% Religious	65.60%	60.90%	64.14%	67.85%	-2.13%	5.78%



Graph 32: % Leavers by Religion 2022-2023



Graph 33: % Leavers by Religion 2020/2021 – 2022/23

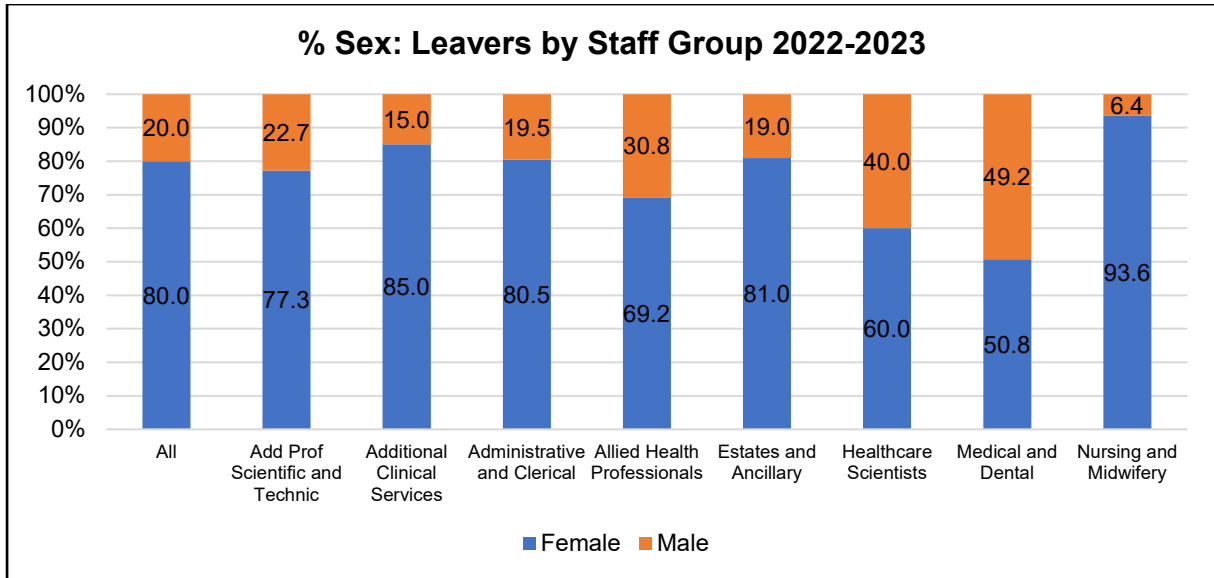


Graph 34: % Religion Yes Leavers by Staff Group 2022-2023

8.5. Sex

Table 51: Leavers by Sex

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% Female	77.67%	81.17%	80.47%	79.98%	-8.05%	-0.61%
% Male	22.33%	18.83%	19.53%	20.02%	-5.14%	2.53%

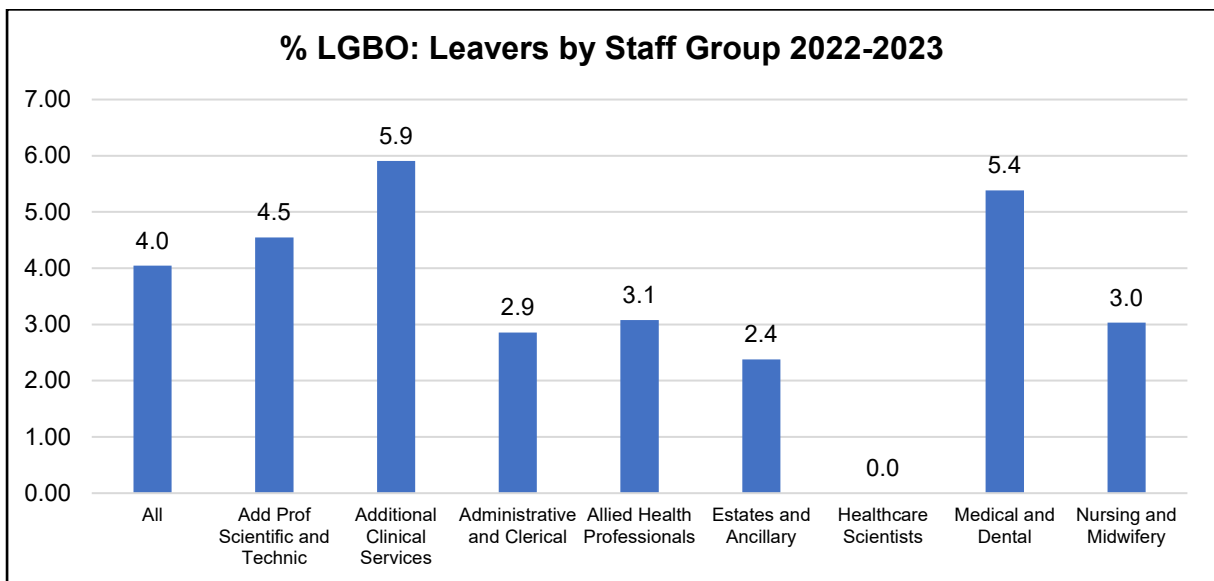


Graph 35: % Sex Leavers by Staff Group 2022-2023

8.6. Sexual Orientation

Table 52: Leavers by Sexual Orientation

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 st April 2022-31 st March 2023	1 Year Change 22-23 #	1 Year Change 22-23 %
	STHK	STHK	STHK	STHK	STHK	STHK
% Hetero	73.65%	74.67%	77.46%	79.68%	-4.83%	2.87%
% LGBO	3.19%	2.49%	3.10%	4.04%	20.59%	30.34%
% Unknown	23.16%	22.85%	19.43%	16.27%	-22.54%	-16.27%



Graph 36: % LGBO Leavers by Staff Group 2022-2023

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