

# Meeting the general equality duty

## **Title: Staff Survey**

### **Which of the three aims is this information relevant to?**

**Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**

**Advance equality of opportunity between people who share a protected characteristic and those who do not.**

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

### **How does this information help us to show we are paying due regards to advancing equality?**

Buckinghamshire Healthcare NHS Trust participates annually in the NHS National staff survey. The survey takes place between October and December and includes a number of questions that are relevant to the equality agenda. The questions included in the survey are about equality of opportunity, fair access to career progression, bullying and harassment and adequate adjustments for staff with disability.

All NHS Trust's in England are required to participate in the survey – in 2015 all staff were invited to participate in the survey in our Trust, rather than a random selection of 850 staff from across all demographic and protected characteristic groups, as in all previous years.

It's important to be aware that the national survey results aim to benchmark Trusts for their responses and provide national averages as such, some data is weighted to compensate for Trust differences. Rarely are two Trusts exactly the same in terms of size, staffing mixes or provision. Some of the following data is weighted and some is not weighted i.e "raw" results. The results document has been annotated accordingly to help highlight these differences.

A key part of the Trust's work in 2016-17 to address Equality & Diversity issues identified through the Staff Survey will be through our participation in the NHS Employers' Diversity & Inclusion Partner Programme for 2016-17.

## Background

The survey was sent out to 741,000 staff in 297 NHS organisations. In total, 299,000 staff responded, which is the highest ever number of staff responding. This is partly due to a greater number of organisations surveying all their staff through a census and some doing the survey on-line. Despite this, the response rate of 41 per cent is lower than in 2014 (42 per cent) perhaps reflecting the impact of the Staff Friends and Family Test. The data in the national results is weighted to reflect the distribution of staff. This information is also provided to set the context of response rates locally.

The area where results show there is still work to do across the NHS is bullying and harassment. However, this may be associated with a change to the wording on this question in the survey. The change enables us to breakdown figures for bullying by managers and staff which helps to further clarify the source. Overall, results showed a marginal increase across the NHS of staff reporting bullying and harassment from 23.5% in 2014 to 24.8% in 2015.

## Trust Results

In 2015, all BHT staff were invited to participate in the NHS National staff survey (paper questionnaire). 52% of staff responded, a higher response rate than the national average of 41% for combined acute and community trusts and an increase over previous years' participation rates of 44% in 2014 and 47% in 2013.

The Trust results for reporting of violence, bullying and harassment as well equality and diversity issues are very similar to the national picture. The following questions are the Equality and Diversity questions asked in the national survey and the data is un-weighted but benchmarked against other combined acute and community Trusts. As the core staff survey questionnaire in 2015 changed significantly, not all questions are directly comparable and the survey centre removed the specific question relating to equality and diversity training.

### **National staff survey Q16 – does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?**

In this question, 87% of staff agreed that the Trust acts fairly with regard to progression/promotion, this is the same as the national average for combined acute and community trusts is 87% and is better than the trust's score of 84% in 2014.

### **Q17a, b and c – asks staff if, in the last 12 months, they've personally experienced discrimination at work from patients and service users, members of the public, manager/ team leader or other work colleagues and what were the reasons for the discrimination (ethnicity, religion, disability, gender, sexual orientation, age or other).**

Q17a, the Trust is ranked worse than average with average with 6% of staff saying they had experienced discrimination from patients, service users or members of the public against an average of 4% for combined trusts.

Q17b, the Trust score, that 7% of staff reported having experienced discrimination from managers, team leaders or other colleagues and compares, is the same as the average for other combined trusts

Q17c asks about the reasons for discrimination, which are broken down as follows:

| Trust   |                    | Your Trust<br>in 2015 | Average<br>(median) for<br>acute Trusts | Your<br>in 2014 |
|---|--------------------|-----------------------|---|-----------------|
| % saying they had experienced discrimination on the grounds of: |                    |                       |   |                 |
| Q17c  | Ethnic background  | 5                     | 3                                       | 6               |
| Q17c  | Gender             | 2                     | 2                                       | 2               |
| Q17c  | Religion           | 0                     | 0                                       | 1               |
| Q17c  | Sexual orientation | 0                     | 0                                       | 0               |
| Q17c  | Disability         | 1                     | 1                                       | 0               |
| Q17c  | Age                | 1                     | 2                                       | 2               |
| Q17c  | Other reason(s)    | 3                     | 3                                       | 4               |

These findings are consistent with our results in 2014, with no statistically significant changes.

A copy of the 2015 staff survey questionnaire is provided [here](#) for information.

The demographic characteristics of the staff who responded in the sample are as follows:

|                           | Number<br>questionnaires<br>returned | Percentage of<br>survey<br>respondents |
|---------------------------|--------------------------------------|--|
| <b>Age group</b>          |                                      |  |
| Between 16 and 30         | 438                                  | 15%                                    |
| Between 31 and 40         | 529                                  | 19%                                    |
| Between 41 and 50         | 716                                  | 25%                                    |
| 51 and over               | 1151                                 | 41%                                    |
| Did not specify           | 41                                   |  |
| <b>Gender</b>             |                                      |  |
| Male                      | 459                                  | 16%                                    |
| Female                    | 2345                                 | 84%                                    |
| Did not specify           | 71                                   |  |
| <b>Ethnic background</b>  |                                      |  |
| White                     | 2308                                 | 82%                                    |
| Black and minority ethnic | 502                                  | 18%                                    |
| Did not specify           | 65                                   |  |
| <b>Disability</b>         |                                      |  |
| Disabled                  | 471                                  | 17%                                    |
| Not disabled              | 2306                                 | 83%                                    |
| Did not specify           | 98                                   |  |

## Detailed breakdown by protected characteristics

All the responses below should be read in the context of the Trust demographics and it is worth noting the workforce profile of the organisation. This detail is set out in the separate Workforce Report, but for ease of reference, some key statistics are included here:

Gender: 82% Female      18% Male

Disability: 2% of staff declare that they have a disability

Ethnicity: 21% BME      60% White British

Age: 69% 50 and under      31% 51 and over

### KF 21 (Q16) Percentage of respondents believing that the trust provides equal opportunities for career progression or promotion

| Characteristics                 | 2015 staff survey results (%) | 2014 staff survey results (%) |
|---------------------------------|-------------------------------|-------------------------------|
| Male                            | 83                            | 74                            |
| Female                          | 88                            | 87                            |
| Disabled                        | 82                            | 80                            |
| White British                   | 91                            | 87                            |
| Black and Minority Ethnic (BME) | 70                            | 69                            |
| 16-30                           | 89                            | 91                            |
| 31-40                           | 83                            | 88                            |
| 41-50                           | 84                            | 77                            |
| 51+                             | 90                            | 87                            |

The key result is the difference in results for BME and White Staff. Addressing this difference is a Trust priority for 2016-17/

In comparison with the 2014 results, overall the results in 2015 have been more positive with just two areas showing a less positive position over the previous year; in the younger age categories 16-30 and 31-40.

### KF 20 (Q17a,b) Percentage of respondents experiencing discrimination at work in the last 12 months

| Characteristics                 | 2015 staff survey results (%) | 2014 staff survey results (%) |
|---------------------------------|-------------------------------|-------------------------------|
| Male                            | 14                            | 15                            |
| Female                          | 11                            | 12                            |
| Disabled                        | 17                            | 14                            |
| White British                   | 8                             | 10                            |
| Black and Minority Ethnic (BME) | 24                            | 25                            |
| 16-30                           | 13                            | 9                             |
| 31-40                           | 14                            | 17                            |
| 41-50                           | 13                            | 20                            |
| 51+                             | 8                             | 9                             |

BME are the staff group reporting the greatest levels of experiencing discrimination. Disabled staff also report comparatively high levels and an increase from 2014. The younger age category also saw an increase in discrimination from 2014 levels.

**Q17a Percentage of respondents experiencing harassment, bullying or abuse from patients, service users or members of the public in the last 12 months**

| Characteristics                 | 2015 staff survey results (%) | 2014 staff survey results (%) |
|---------------------------------|-------------------------------|-------------------------------|
| Male                            | 26                            | 25                            |
| Female                          | 31                            | 29                            |
| Disabled                        | 36                            | 38                            |
| White British                   | 30                            | 29                            |
| Black and Minority Ethnic (BME) | 32                            | 29                            |
| 16-30                           | 32                            | 28                            |
| 31-40                           | 28                            | 22                            |
| 41-50                           | 33                            | 37                            |
| 51+                             | 29                            | 27                            |

The Trust's results overall have deteriorated when compared to the 2014 survey results, with only two areas seeing improvements - disabled staff and staff in the 41-50 age group. When we correlated the staff survey data with other data available we found that 324 incidents were recorded on the DATIX system in 2015 which fall under the category abuse of staff by patients. DATIX is an electronic recording system for incidents.

**Q17b Percentage of respondents experiencing harassment, bullying or abuse from staff in the last 12 months**

| Characteristics                 | 2015 staff survey results (%) | 2014 staff survey results (%) |
|---------------------------------|-------------------------------|-------------------------------|
| Male                            | 24                            | 24                            |
| Female                          | 25                            | 26                            |
| Disabled                        | 31                            | 38                            |
| White British                   | 25                            | 27                            |
| Black and Minority Ethnic (BME) | 24                            | 25                            |
| 16-30                           | 19                            | 23                            |
| 31-40                           | 25                            | 23                            |
| 41-50                           | 27                            | 29                            |
| 51+                             | 26                            | 28                            |

The results are fairly similar to our results in 2014, with little variation between the different groups. Disabled staff reported the highest levels of bullying, harassment or abuse, however, there was a 7% improvement from 2014.

**KF 22 (Q14a) Percentage of respondents experiencing violence from patient, service users or members of the public in the last 12 months**

| Characteristics | 2015 staff survey results (%) | 2014 staff survey results (%) |
|-----------------|-------------------------------|-------------------------------|
| Male            | 16                            | 8                             |
| Female          | 16                            | 14                            |
| Disabled        | 14                            | 13                            |
| White British   | 15                            | 12                            |

|                                 |    |    |
|---------------------------------|----|----|
| Black and Minority Ethnic (BME) | 19 | 13 |
| 16-30                           | 28 | 17 |
| 31-40                           | 18 | 11 |
| 41-50                           | 15 | 17 |
| 51+                             | 11 | 9  |

Compared with our 2014 results, there has been a really negative movement across all characteristics experiencing violence from patients, service users or the public with the 41-50 age groups the only group experiencing a decrease and the 16-30 age groups experiencing over a 10% increase.

When compared nationally, the Trust ranks as just above (worse than) average compared with all acute and community trusts.

When we correlated the staff survey data with other data available we found that the 139 incidents were recorded on the DATIX system in 2015 as “physical”. The DATIX system doesn’t currently have the functionality to record all protected characteristics of staff reporting incidents, however, it does have some as can be seen. Staff including managers can record incidents of any abuse, harassment, bullying or violence perpetrated by patients, service user or visitors, or staff on staff.

#### **KF 23 (Q14b-c) Percentage of respondents experiencing violence from staff in the last 12 months**

| <b>Characteristics</b>          | <b>2015 staff survey results (%)</b> | <b>2014 staff survey results (%)</b> |
|---------------------------------|--------------------------------------|--------------------------------------|
| Male                            | 2                                    | 2                                    |
| Female                          | 2                                    | 3                                    |
| Disabled                        | 3                                    | 3                                    |
| White British                   | 2                                    | 2                                    |
| Black and Minority Ethnic (BME) | 3                                    | 5                                    |
| 16-30                           | 2                                    | 0                                    |
| 31-40                           | 2                                    | 2                                    |
| 41-50                           | 2                                    | 5                                    |
| 51+                             | 2                                    | 3                                    |

There hasn’t been a significant change in the number of violent incidents experienced by staff from other work colleagues, as reported in the survey. However, notably BME staff experiencing violence reduced from 5% in 2014 to 3% in 2015 as did staff in the 41-50 age group. Results for staff in the 16-30 age group increased from zero in 2014 to 2% in 2015.

When we consider this data alongside formal employee relations cases of violence, abuse, bullying and harassment, we have found no correlation between these records and findings from the staff survey.

The overall Trust ratings for these key findings are set out below

|   | 2015 score | 2014 score | Change | Statistically significant? |
|---|------------|------------|--------|----------------------------|
| <b>Violence and harassment</b>  |            |            |        |                            |
| * KF22. % experiencing physical violence from patients, relatives or the public in last 12 mths             | 15         | 13         | 1      | No                         |
| * KF23. % experiencing physical violence from staff in last 12 mths   | 2          | 3          | 0      | No                         |
| KF24. % reporting most recent experience of violence  | 51         | 49         | 2      | No                         |
| * KF25. % experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 mths | 28         | 29         | -1     | No                         |
| * KF26. % experiencing harassment, bullying or abuse from staff in last 12 mths                             | 25         | 28         | -3     | No                         |
| KF27. % reporting most recent experience of harassment, bullying or abuse                                   | 38         | 40         | -2     | No                         |

|   | Change since 2014 survey | Ranking, compared with all combined acute and community trusts in 2015 |
|---|--------------------------|--|
| <b>Violence and harassment</b>  |                          |  |
| * KF22. % experiencing physical violence from patients, relatives or the public in last 12 mths             | • No change              | ! Above (worse than) average   |
| * KF23. % experiencing physical violence from staff in last 12 mths   | • No change              | ! Above (worse than) average   |
| KF24. % reporting most recent experience of violence  | • No change              | • Average  |
| * KF25. % experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 mths | • No change              | • Average  |
| * KF26. % experiencing harassment, bullying or abuse from staff in last 12 mths                             | • No change              | • Average  |
| KF27. % reporting most recent experience of harassment, bullying or abuse                                   | • No change              | • Average  |

The Trust rankings in all these key findings are average and the Trust did not witness any statistically significant changes over its 2014 scores.

The Trust needs to ensure that it protects its entire workforce from violence, abuse, harassment and bullying regardless of the perpetrator.

## Reports

A copy of the 2015 sample key findings report (weighted and benchmarked as previously explained) is provided here for further interrogation:

Benchmarked [Report](#)

## Action Plans

Each of the divisions has a staff survey lead in place and they have been working hand in hand with the divisional HR Best Practices managers to share the results across their divisions and to develop our local service delivery units (SDU's), departmental and divisional action plans.

The Trust has identified a number of key areas for improvement at an organisational level to address the results from the 2015 staff survey. Once such area identified for improvement is around staff experiencing discrimination at work from managers/team leaders or other colleagues. Embedding our values and behaviours and the rollout of our "STOP it" training,

alongside other actions such as our listening service, telephone hotline and promoting our raising concerns and speak out safely campaigns, will deliver improvements in this area over the next two years.

A progress rated report (RAG – Red, Amber, Green) which looks at each of the questions in the survey is helpful in highlighting those departments where discrimination and violence and abuse may be evident. This information has been provided to the divisional staff survey leads and HR Best Practice Managers. A copy of the RAG report is available [here](#).

### **Dignity and respect at work listening service**

In 2015, the Trust launched the listening service with the support of volunteer listeners. The aim of the listening service is to engender trust, that the Trust is taking harassment and bullying seriously and to provide support to staff members. Intelligence from the listening service, which is anonymised, is shared with the Trust HR and Workforce Committee. This was an initiative which originated in the health and wellbeing action group which supports staff to stay well at work. Despite promoting awareness of this support mechanism to date there have been only four calls to the line. A communications plan is in place for 2016/17 to raise awareness.

### **DATIX**

We have extrapolated data from the reports from the H&S committee to correlate the findings from the staff survey. A total number of 350 incidents were reported in 2015.

### **Violence, abuse, harassment and bullying**

In the staff survey, the percentage of staff experiencing violence at work from patients, service users, relatives or other members of the public remained consistent with the results in 2014 and in this key finding we are ranked as above (worse than) average when compared against other combined trusts. When we look at question relating to whether staff or their colleagues had reported an incident of violence 68% said they or a colleague had, compared with an average of 66% for combined acute and community trusts. This is an improvement over the trust score of 63% in 2014.

When we look at the percentage of staff experiencing harassment and bullying at work from patients service users, relatives or other members of the public, the 2015 results were again consistent with the 2014 results and ranked as average when compared with other combined trusts. However the number of staff experiencing harassment and bullying from staff improved from the 2014 results and we rank average compared with other combined trusts.

### **Workforce Race Equality Standard – (WRES)**

For the first time in 2015 the NHS has published the Workforce Race Equality Standard as part of the National Staff Survey. The Trust results are set out in the following table:

|      |  |       | Your Trust in 2015 | Average (median) for combined acute and community trusts | Your Trust in 2014 |
|------|--|-------|--------------------|--|--------------------|
| KF25 | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months    | White | 30%                | 28%  | 29%                |
|      |  | BME   | 32%                | 26%  | 29%                |
| KF26 | Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months                                | White | 25%                | 24%  | 27%                |
|      |  | BME   | 24%                | 26%  | 25%                |
| KF21 | Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion       | White | 91%                | 89%  | 87%                |
|      |  | BME   | 70%                | 74%  | 69%                |
| Q17b | In the 12 last months have you personally experienced discrimination at work from manager/team leader or other colleagues? | White | 5%                 | 5%   | 8%                 |
|      |  | BME   | 13%                | 13%  | 18%                |

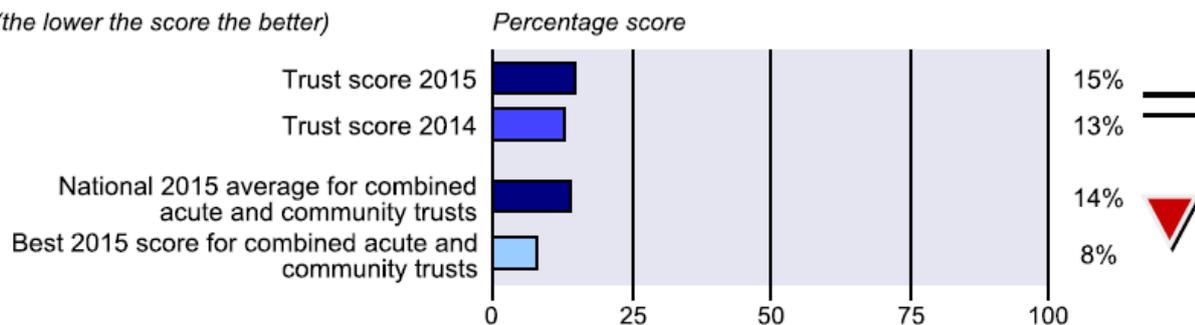
Of these four metrics, KF21 and Q17b are included in the overall Trust priorities for 2016-17 as the difference in the results between white and BME staff are of particular concern. A WRES action plan is being developed and can be viewed via our September Trust Board Papers when published or via our equality and diversity public webpages.

## Weighted Data

### Violence and harassment

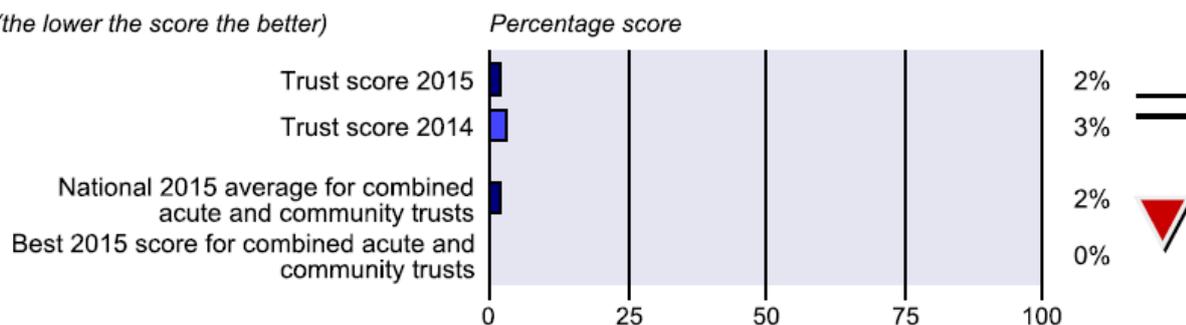
#### KEY FINDING 22. Percentage of staff experiencing physical violence from patients, relatives or the public in last 12 months

(the lower the score the better)



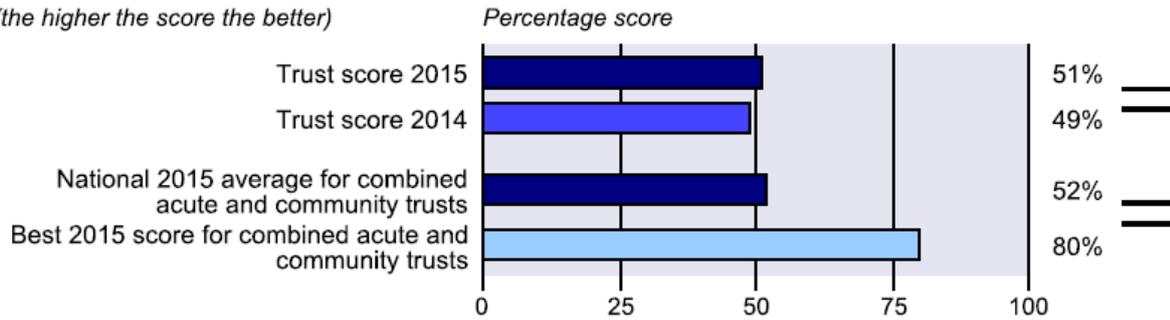
#### KEY FINDING 23. Percentage of staff experiencing physical violence from staff in last 12 months

(the lower the score the better)



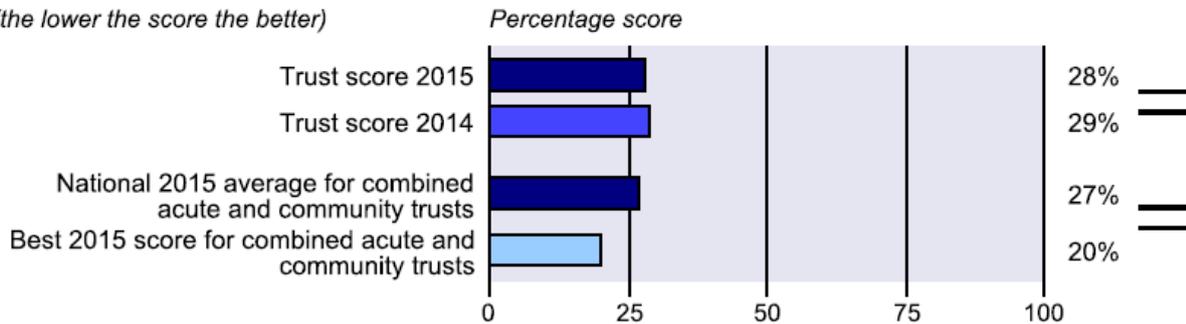
**KEY FINDING 24. Percentage of staff / colleagues reporting most recent experience of violence**

*(the higher the score the better)*



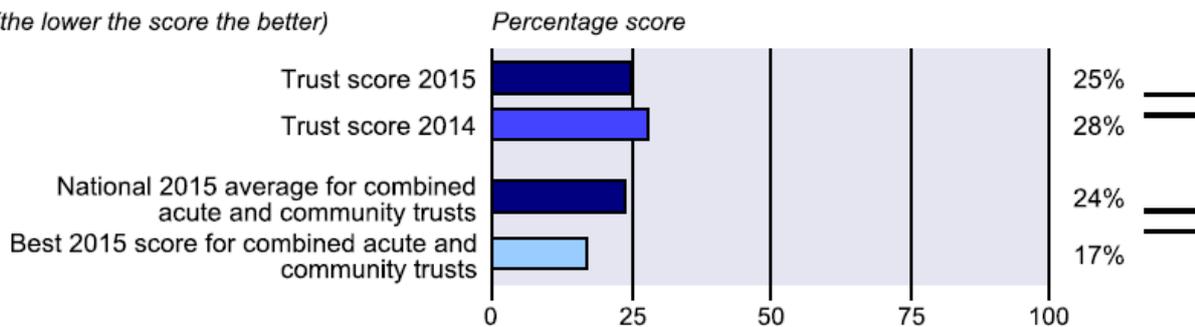
**KEY FINDING 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**

*(the lower the score the better)*



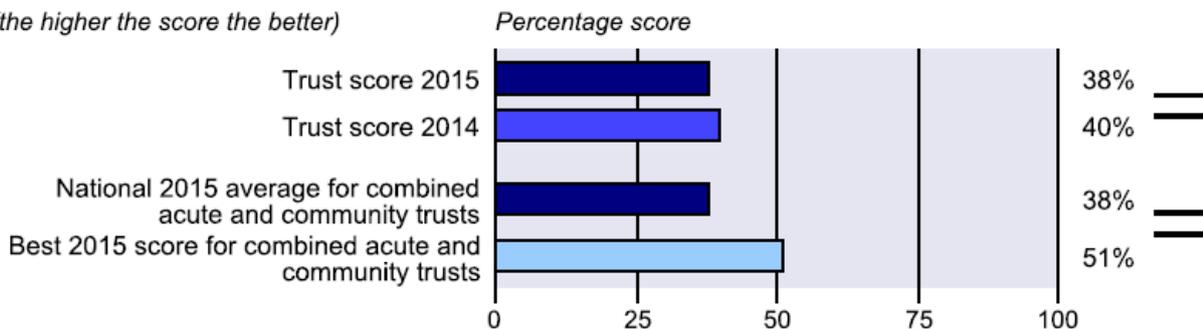
**KEY FINDING 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months**

*(the lower the score the better)*



**KEY FINDING 27. Percentage of staff / colleagues reporting most recent experience of harassment, bullying or abuse**

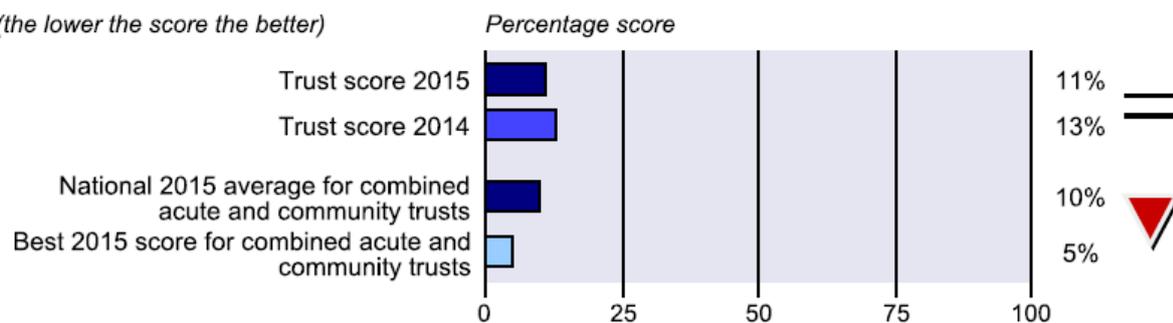
*(the higher the score the better)*



## ADDITIONAL THEME: Equality and diversity

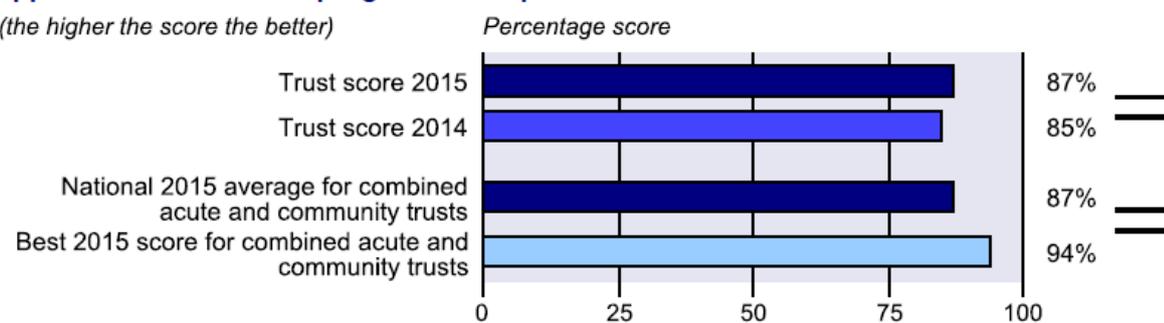
### KEY FINDING 20. Percentage of staff experiencing discrimination at work in last 12 months

(the lower the score the better)



### KEY FINDING 21. Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

(the higher the score the better)



## Un-weighted data

|   |   | Your Trust<br>in 2015 | Average<br>(median) for<br>combined<br>acute and<br>community<br>trusts | Your Trust<br>in 2014 |
|---|---|-----------------------|---|-----------------------|
| <b>Experiencing and reporting physical violence at work</b>   |   |                       |   |                       |
| % experiencing physical violence at work from patients / service users, their relatives or other members of the public in last 12 months... |   |                       |   |                       |
| Q14a  | Never   | 84                    | 86  | 87                    |
| Q14a  | 1 to 2 times  | 10                    | 9   | 8                     |
| Q14a  | 3 to 5 times  | 3                     | 3   | 4                     |
| Q14a  | 6 to 10 times   | 1                     | 1   | 1                     |
| Q14a  | More than 10 times  | 2                     | 1   | 1                     |
| % experiencing physical violence at work from managers in last 12 months...   |   |                       |   |                       |
| Q14b  | Never   | 99                    | 99  | -                     |
| Q14b  | 1 to 2 times  | 1                     | 0   | -                     |
| Q14b  | 3 to 5 times  | 0                     | 0   | -                     |
| Q14b  | 6 to 10 times   | 0                     | 0   | -                     |
| Q14b  | More than 10 times  | 0                     | 0   | -                     |
| % experiencing physical violence at work from other colleagues in last 12 months...   |   |                       |   |                       |
| Q14c  | Never   | 98                    | 98  | -                     |
| Q14c  | 1 to 2 times  | 2                     | 1   | -                     |
| Q14c  | 3 to 5 times  | 0                     | 0   | -                     |
| Q14c  | 6 to 10 times   | 0                     | 0   | -                     |
| Q14c  | More than 10 times  | 0                     | 0   | -                     |
| Q14d  | (If YES to Q14a, Q14b or Q14c) % saying the last time they experienced an incident of physical violence, either they or a colleague had reported it | 68                    | 66  | 63                    |

|   |   | Your Trust<br>in 2015 | Average<br>(median) for<br>combined<br>acute and<br>community<br>trusts | Your Trust<br>in 2014 |
|---|---|-----------------------|---|-----------------------|
| <b>Experiencing and reporting harassment, bullying and abuse at work</b>  |   |                       |   |                       |
| % experiencing harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public in last 12 months... |   |                       |   |                       |
| Q15a  | Never   | 70                    | 73  | 72                    |
| Q15a  | 1 to 2 times  | 19                    | 17  | 16                    |
| Q15a  | 3 to 5 times  | 7                     | 6   | 8                     |
| Q15a  | 6 to 10 times   | 2                     | 2   | 2                     |
| Q15a  | More than 10 times  | 2                     | 2   | 2                     |
| % experiencing harassment, bullying or abuse at work from managers in last 12 months...   |   |                       |   |                       |
| Q15b  | Never   | 86                    | 87  | -                     |
| Q15b  | 1 to 2 times  | 9                     | 9   | -                     |
| Q15b  | 3 to 5 times  | 2                     | 2   | -                     |
| Q15b  | 6 to 10 times   | 1                     | 1   | -                     |
| Q15b  | More than 10 times  | 1                     | 1   | -                     |
| % experiencing harassment, bullying or abuse at work from other colleagues in last 12 months...   |   |                       |   |                       |
| Q15c  | Never   | 82                    | 82  | -                     |
| Q15c  | 1 to 2 times  | 13                    | 13  | -                     |
| Q15c  | 3 to 5 times  | 3                     | 3   | -                     |
| Q15c  | 6 to 10 times   | 1                     | 1   | -                     |
| Q15c  | More than 10 times  | 1                     | 1   | -                     |
| Q15d  | (If YES to Q15a, Q15b or Q15c) % saying the last time they experienced an incident of harassment, bullying or abuse, either they or a colleague had reported it               | 46                    | 44  | 46                    |
| <b>Equal opportunities</b>  |   |                       |   |                       |
| Q16   | % saying the organisation acts fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age | 87                    | 87  | 84                    |
| <b>Discrimination</b>   |   |                       |   |                       |
| Q17a  | % saying they had experienced discrimination from patients / service users, their relatives or other members of the public in the last 12 months                              | 6                     | 4   | 5                     |
| Q17b  | % saying they had experienced discrimination from their manager / team leader or other colleagues in the last 12 months   | 7                     | 7   | 9                     |
| % saying they had experienced discrimination on the grounds of:   |   |                       |   |                       |
| Q17c  | Ethnic background   | 5                     | 3   | 6                     |
| Q17c  | Gender  | 2                     | 2   | 2                     |
| Q17c  | Religion  | 0                     | 0   | 1                     |
| Q17c  | Sexual orientation  | 0                     | 0   | 0                     |
| Q17c  | Disability  | 1                     | 1   | 0                     |
| Q17c  | Age   | 1                     | 2   | 2                     |
| Q17c  | Other reason(s)   | 3                     | 3   | 4                     |

## BACKGROUND DETAILS

|                          |   | Your Trust<br>in 2015 | Average<br>(median) for<br>combined<br>acute and<br>community<br>trusts | Your Trust<br>in 2014 |
|--------------------------|---|-----------------------|---|-----------------------|
| <b>Age group</b>         |   |                       |   |                       |
| Q23b                     | Between 16 and 30   | 15                    | 15  | 13                    |
| Q23b                     | Between 31 and 40   | 19                    | 20  | 18                    |
| Q23b                     | Between 41 and 50   | 25                    | 28  | 23                    |
| Q23b                     | 51 and over   | 41                    | 38  | 47                    |
| <b>Gender</b>            |   |                       |   |                       |
| Q23a                     | Male  | 16                    | 19  | 15                    |
| Q23a                     | Female  | 84                    | 81  | 85                    |
| <b>Ethnic background</b> |   |                       |   |                       |
| Q24                      | White   | 82                    | 90  | 84                    |
| Q24                      | Mixed   | 2                     | 1   | 1                     |
| Q24                      | Asian / Asian British   | 10                    | 5   | 8                     |
| Q24                      | Black / Black British   | 4                     | 1   | 5                     |
| Q24                      | Chinese   | 1                     | 0   | 1                     |
| Q24                      | Other   | 2                     | 1   | 1                     |
| <b>Sexuality</b>         |   |                       |   |                       |
| Q25                      | Heterosexual (straight)   | 92                    | 92  | 90                    |
| Q25                      | Gay Man   | 1                     | 1   | 1                     |
| Q25                      | Gay Woman (lesbian)   | 0                     | 1   | 0                     |
| Q25                      | Bisexual  | 1                     | 0   | 1                     |
| Q25                      | Other   | 1                     | 0   | 0                     |
| Q25                      | Preferred not to say  | 6                     | 6   | 9                     |
| <b>Religion</b>          |   |                       |   |                       |
| Q26                      | No religion   | 28                    | 29  | 25                    |
| Q26                      | Christian   | 60                    | 58  | 61                    |
| Q26                      | Buddhist  | 1                     | 0   | 1                     |
| Q26                      | Hindu   | 2                     | 1   | 1                     |
| Q26                      | Jewish  | 0                     | 0   | 0                     |
| Q26                      | Muslim  | 3                     | 2   | 2                     |
| Q26                      | Sikh  | 0                     | 0   | 1                     |
| Q26                      | Other   | 1                     | 1   | 0                     |
| Q26                      | Preferred not to say  | 5                     | 5   | 9                     |
| <b>Disability</b>        |   |                       |   |                       |
| Q27a                     | % saying they have a long-standing illness, health problem or disability  | 17                    | 17  | 22                    |
| Q27b                     | If long-standing disability (YES to Q27a and if adjustments felt necessary), % saying their employer has made adequate adjustment(s) to enable them to carry out their work | 74                    | 73  | 73                    |

Fewer staff declared they had a long standing illness, health problem or disability than in 2014 and the proportion of staff reporting having had adequate adjustments was consistent with the 2014 results and with the national average for combined trusts.

It is worth noting that the proportion of staff saying that they have a long-standing illness, health problem or disability is 17%, significantly higher than the 2% of staff who have declared that they are disabled.

The figures also show that there is more to do to improve the proportion of these staff who felt that the Trust made adequate adjustments.

