

## Equality and diversity report

The Trust is committed to tackling inequality of opportunity and eliminating discrimination - both within the workforce and in the provision of services. The Trust has a legal responsibility under the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between persons who share a relevant characteristic and those who do not.

The nine protected characteristics are:

- Age
- Disability
- Ethnicity
- Gender
- gender reassignment
- marriage & civil partnership
- pregnancy & maternity
- religion or belief
- sexual orientation

We publish information to demonstrate compliance with the general duty at least annually and prepare and publish equality objectives every 4 years.

The Trust takes due regard for equality by undertaking equality impact assessments for equality analysis when reviewing policies or when planning changes to services as part of organisational change processes to ensure our functions and services are not discriminatory. The Trust recognises that a richly diverse workforce, representative of the population we serve, will better identify the needs both of our staff and patients and that staff perform best at work when they can be themselves. This report sets out profile of our workforce and the actions we take to promote workforce and service equality and diversity across the Trust.

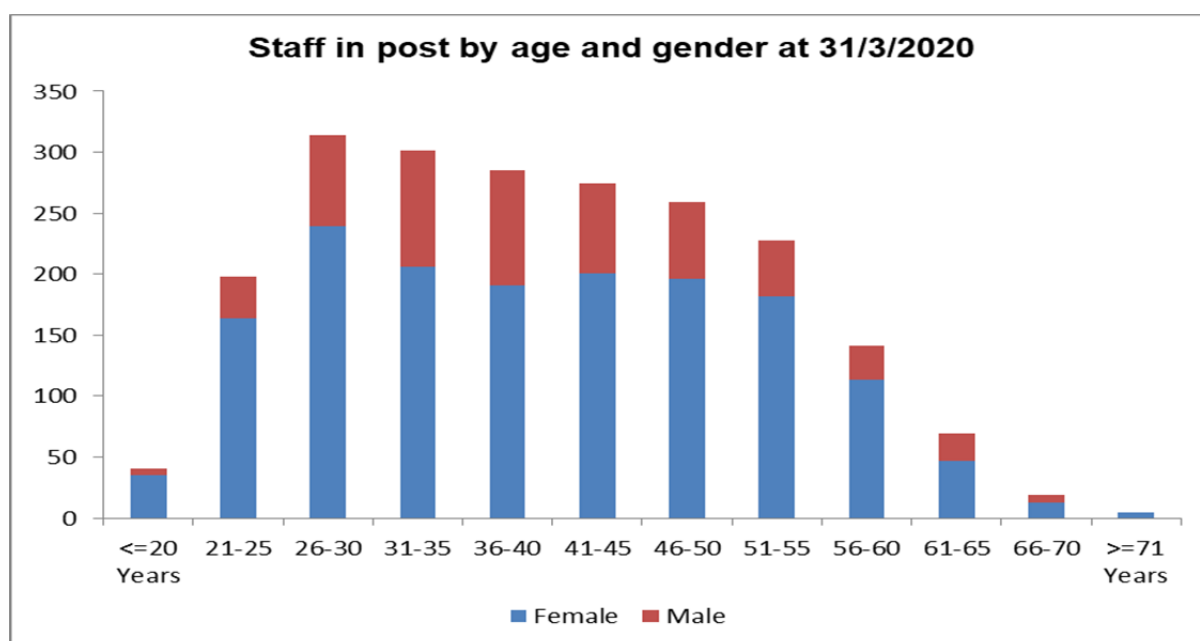
### **Workforce Profile – 31 March 2020**

The following overview of the profile of our workforce is taken from data held on the Electronic Staff Record and is self-declared by the member of staff.

The hospital had 2134 employees at 31<sup>st</sup> March 2020, excluding hosted services, of which, 1570 were full time employees and 564 were part time.

## Gender

| Gender             | Full Time   |                | Part Time  |                | Grand Total |                |
|--------------------|-------------|----------------|------------|----------------|-------------|----------------|
|                    | Workforce   | % of Full Time | Workforce  | % of part time | Workforce   | % of workforce |
| Female             | 1084        | 69.0%          | 508        | 90.1%          | 1592        | 74.6%          |
| Male               | 486         | 31.0%          | 56         | 9.9%           | 542         | 25.4%          |
| <b>Grand Total</b> | <b>1570</b> | <b>100.0%</b>  | <b>564</b> | <b>100.0%</b>  | <b>2134</b> | <b>100.0%</b>  |



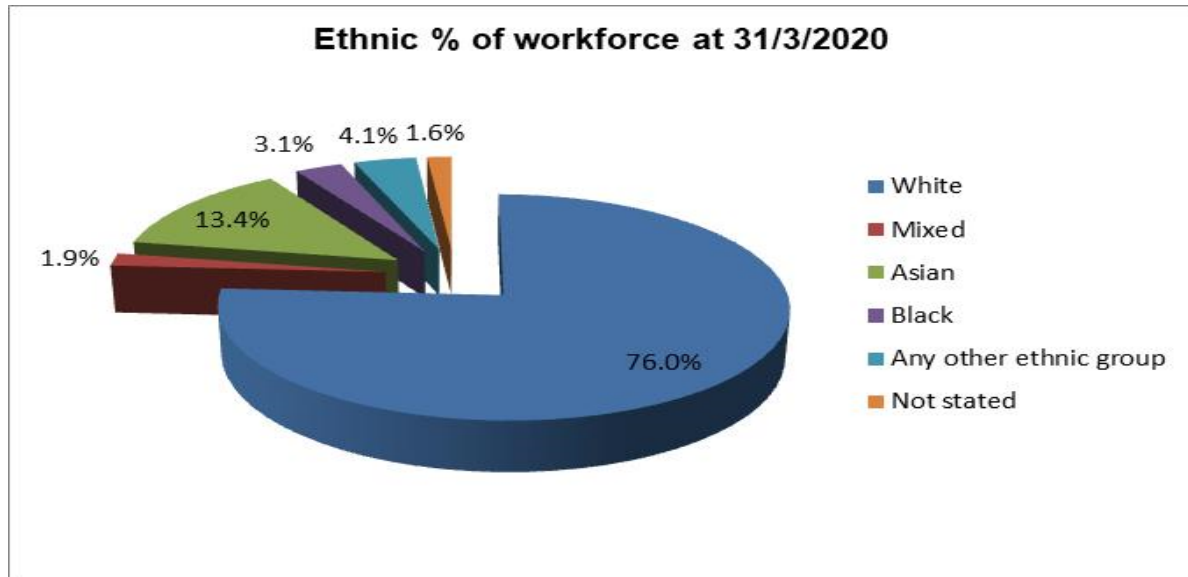
| Age Band           | Female      |               | Male       |               | Total       |               |
|--------------------|-------------|---------------|------------|---------------|-------------|---------------|
|                    | Workforce   | female        | Workforce  | % Male        | Total       | %             |
| <=20 Years         | 35          | 2.2%          | 6          | 1.1%          | 41          | 1.9%          |
| >=71 Years         | 5           | 0.3%          | 0          | 0.0%          | 5           | 0.2%          |
| 21-25              | 164         | 10.3%         | 34         | 6.3%          | 198         | 9.3%          |
| 26-30              | 239         | 15.0%         | 75         | 13.8%         | 314         | 14.7%         |
| 31-35              | 206         | 12.9%         | 95         | 17.5%         | 301         | 14.1%         |
| 36-40              | 191         | 12.0%         | 94         | 17.3%         | 285         | 13.4%         |
| 41-45              | 201         | 12.6%         | 73         | 13.5%         | 274         | 12.8%         |
| 46-50              | 196         | 12.3%         | 63         | 11.6%         | 259         | 12.1%         |
| 51-55              | 182         | 11.4%         | 46         | 8.5%          | 228         | 10.7%         |
| 56-60              | 113         | 7.1%          | 28         | 5.2%          | 141         | 6.6%          |
| 61-65              | 47          | 3.0%          | 22         | 4.1%          | 69          | 3.2%          |
| 66-70              | 13          | 0.8%          | 6          | 1.1%          | 19          | 0.9%          |
| <b>Grand Total</b> | <b>1592</b> | <b>100.0%</b> | <b>542</b> | <b>100.0%</b> | <b>2134</b> | <b>100.0%</b> |

## Gender Pay Gap

The Trust has complied with the reporting requirements in relation to the gender pay gap and have developed an action plan to ensure that we better understand historical reasons for the gender balance in particular areas, that we share data with our staff and that we put in place measures, including training and support, that will allow us to address issues that are identified.

| Papworth Hospital NHS FT | ORDINARY PAY   |                  |                           |        |                                    |        |                                    |        |                             |        | BONUS PAY            |                        |   |        |
|--------------------------|----------------|------------------|---------------------------|--------|------------------------------------|--------|------------------------------------|--------|-----------------------------|--------|----------------------|------------------------|---|--------|
|                          | Mean pay gap % | Median Pay gap % | Quartile 4 (Top quartile) |        | Quartile 3 (Upper Middle Quartile) |        | Quartile 2 (lower middle quartile) |        | Quartile 1 (Lower quartile) |        | Mean Bonus pay gap % | Median Bonus Pay gap % | Proportion of males and females receiving a |        |
|                          |                |                  | Male                      | Female | Male                               | Female | Male                               | Female | Male                        | Female |                      |                        | Male  | Female |
|                          | 25.02%         | 7.84%            | 40.41%                    | 59.59% | 18.35%                             | 81.65% | 23.51%                             | 76.49% | 25.98%                      | 74.02% | 42.51%               | 66.67%                 | 6.91%                                       | 0.73%  |

## Ethnicity



## Disability

| Disability Category            | Female      |                | Male       |                | Grand Total |                |
|--------------------------------|-------------|----------------|------------|----------------|-------------|----------------|
|                                | Workforce   | % of Full Time | Workforce  | % of part time | Workforce   | % of workforce |
| Learning disability/difficulty | 1           | 0.1%           | 0          | 0.0%           | 1           | 0.0%           |
| Mental Health Condition        | 1           | 0.1%           | 1          | 0.2%           | 2           | 0.1%           |
| No                             | 1095        | 68.8%          | 355        | 65.5%          | 1450        | 67.9%          |
| Not Declared                   | 158         | 9.9%           | 100        | 18.5%          | 258         | 12.1%          |
| Other                          | 1           | 0.1%           |            | 0.0%           | 1           | 0.0%           |
| Physical Impairment            | 4           | 0.3%           |            | 0.0%           | 4           | 0.2%           |
| Prefer Not to Answer           | 3           | 0.2%           |            | 0.0%           | 3           | 0.1%           |
| Sensory Impairment             | 3           | 0.2%           | 1          | 0.2%           | 4           | 0.2%           |
| Unspecified                    | 278         | 17.5%          | 75         | 13.8%          | 353         | 16.5%          |
| Yes - Unspecified              | 48          | 3.0%           | 10         | 1.8%           | 58          | 2.7%           |
| <b>Grand Total</b>             | <b>1592</b> | <b>100.0%</b>  | <b>542</b> | <b>100.0%</b>  | <b>2134</b> | <b>100.0%</b>  |

## Sexual Orientation

| Sexual Orientation   | Workforce   | % of workforce |
|--|-------------|----------------|
| Heterosexual or Straight                                     | 1545        | 72.4%          |
| Not stated (person asked but declined to provide a response) | 363         | 17.0%          |
| Unspecified  | 173         | 8.1%           |
| Bisexual   | 23          | 1.1%           |
| Gay or Lesbian   | 20          | 0.9%           |
| Undecided  | 7           | 0.3%           |
| Other sexual orientation not listed                          | 3           | 0.1%           |
| <b>Grand Total</b>   | <b>2134</b> | <b>100.0%</b>  |

## Religious Belief

| Religious Belief                             | Workforce   | % workforce   |
|--|-------------|---------------|
| Christianity                                 | 1014        | 47.5%         |
| I do not wish to disclose my religion/belief | 440         | 20.6%         |
| Atheism                                      | 281         | 13.2%         |
| Unspecified                                  | 174         | 8.2%          |
| Other  | 143         | 6.7%          |
| Hinduism                                     | 37          | 1.7%          |
| Islam  | 31          | 1.5%          |
| Buddhism                                     | 12          | 0.6%          |
| Judaism                                      | 2           | 0.1%          |
| <b>Grand Total</b>                           | <b>2134</b> | <b>100.0%</b> |

## Disability

| Disability Category         | Female    |                | Male      |                | Grand Total |                |
|-----------------------------|-----------|----------------|-----------|----------------|-------------|----------------|
|                             | Workforce | % of Full Time | Workforce | % of part time | Workforce   | % of workforce |
| With disability declared    | 58        | 3.64%          | 12        | 2.21%          | 70          | 3.28%          |
| Not declared/unspecified/No | 1534      | 96.36%         | 530       | 97.79%         | 2064        | 96.72%         |
| Total workforce             | 1592      | 100.00%        | 542       | 100.00%        | 2134        | 100.00%        |