

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.

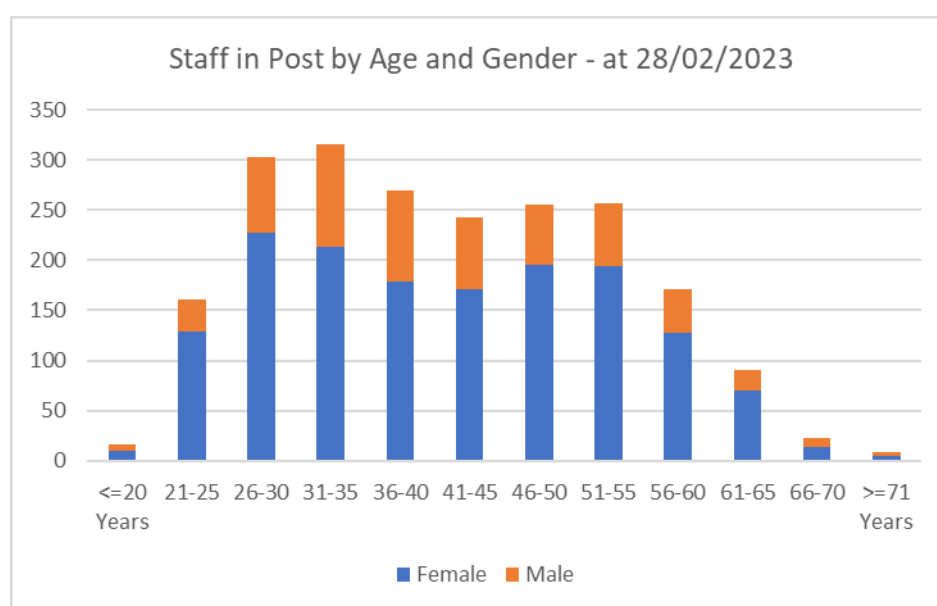
Workforce Profile – 28 February 2023

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 2114 employees at 28th February 2023, excluding hosted services, of which, 1574 were full time employees and 540 were part time.

Gender

Gender	Full Time		Part Time		Grand Total	
	Workforce	% of Full Time	Workforce	% of Part Time	Workforce	% of Workforce
Female	1060	67.34%	476	88.15%	1536	72.66%
Male	514	32.66%	64	11.85%	578	27.34%
Grand Total	1574	100.00%	540	100.00%	2114	100.00%



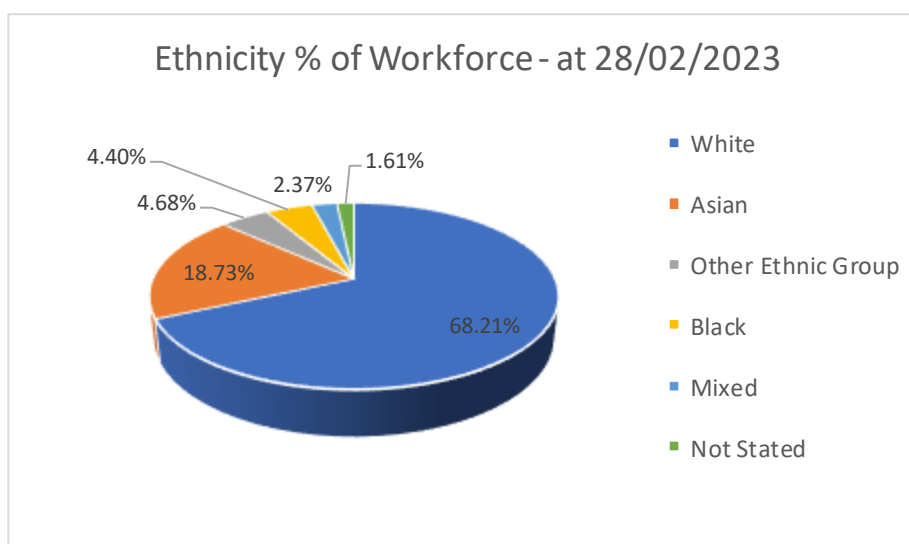
Age Band	Female		Male		Grand Total	
	Workforce	% Female	Workforce	% Male	Workforce	%
<=20 Years	10	0.65%	6	1.04%	16	0.76%
21-25	129	8.40%	32	5.54%	161	7.62%
26-30	227	14.78%	76	13.15%	303	14.33%
31-35	213	13.87%	103	17.82%	316	14.95%
36-40	179	11.65%	91	15.74%	270	12.77%
41-45	171	11.13%	72	12.46%	243	11.49%
46-50	196	12.76%	59	10.21%	255	12.06%
51-55	194	12.63%	63	10.90%	257	12.16%
56-60	128	8.33%	43	7.44%	171	8.09%
61-65	70	4.56%	21	3.63%	91	4.30%
66-70	14	0.91%	9	1.56%	23	1.09%
>=71 Years	5	0.33%	3	0.52%	8	0.38%
Grand Total	1536	100.00%	578	100.00%	2114	100.00%

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.

Royal 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 bonus	
			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
	25.21%	17.22%	43.05%	56.95%	21.05%	78.95%	20.64%	79.36%	23.00%	77.00%	61.58%	80.00%	6.31%	0.64%

Ethnicity



Disability

Disability Category	Female		Male		Grand Total	
	Workforce	% Female	Workforce	% Male	Workforce	%
No	1197	77.93%	437	75.61%	1634	77.29%
Not Declared	276	17.97%	120	20.76%	396	18.73%
Prefer Not to Answer	4	0.26%	1	0.17%	5	0.24%
Mental Health Condition	7	0.46%	4	0.69%	11	0.52%
Unspecified	1	0.07%	0	0.00%	1	0.05%
Yes - Unspecified	22	1.43%	8	1.38%	30	1.42%
Long-standing illness	14	0.91%	2	0.35%	16	0.76%
Other	2	0.13%	0	0.00%	2	0.09%
Learning disability/difficulty	6	0.39%	3	0.52%	9	0.43%
Sensory Impairment	3	0.20%	2	0.35%	5	0.24%
Physical Impairment	3	0.20%	1	0.17%	4	0.19%
Hearing	1	0.07%	0	0.00%	1	0.05%
Grand Total	1536	100.00%	578	100.00%	2114	100.00%

Sexual Orientation

Sexual Orientation	Workforce	% of Workforce
Heterosexual or Straight	1658	78.43%
Not stated (person asked but declined to provide a response)	382	18.07%
Bisexual	35	1.66%
Gay or Lesbian	27	1.28%
Other sexual orientation not listed	7	0.33%
Undecided	5	0.24%
Grand Total	2114	100.00%

Religious Belief

Religious Belief	Workforce	% of Workforce
Atheism	324	15.33%
Buddhism	22	1.04%
Christianity	1018	48.16%
Hinduism	49	2.32%
I do not wish to disclose my religion/belief	518	24.50%
Islam	50	2.37%
Judaism	5	0.24%
Other	126	5.96%
Sikhism	2	0.09%
Grand Total	2114	100.00%