

## 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.

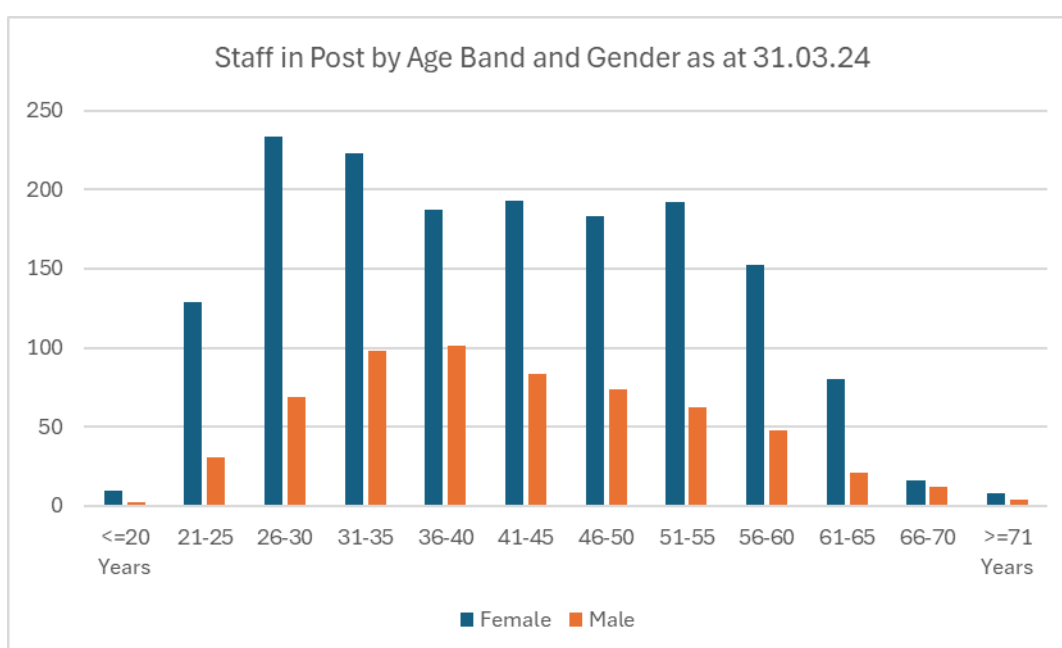
### **Workforce Profile – 31<sup>st</sup> March 2024**

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 2211 employees at 31st March 2024, excluding hosted services, of which, 1644 were full time employees and 567 were part time.

**Gender**

Gender	Full Time		Part Time		Grand Total	
	Headcount	% of Full Time	Headcount	% of Part Time	Headcount	% of Workforce
Female	1115	67.82%	491	86.60%	1606	72.64%
Male	529	32.18%	76	13.40%	605	27.36%
<b>Grand Total</b>	<b>1644</b>	<b>100.00%</b>	<b>567</b>	<b>100.00%</b>	<b>2211</b>	<b>100.00%</b>
<b>% of Total Workforce who are FT &amp; PT:</b>		<b>74.36%</b>			<b>25.64%</b>	



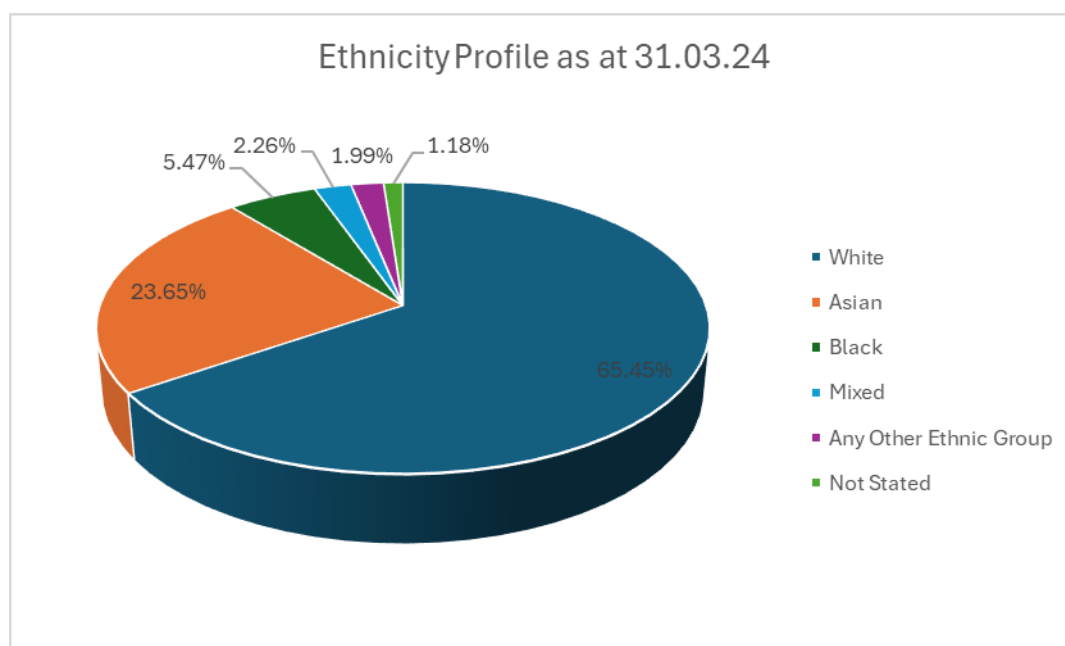
Age Band	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
<=20 Years	10	0.62%	2	0.33%	12	0.54%
21-25	129	8.03%	31	5.12%	160	7.24%
26-30	233	14.51%	69	11.40%	302	13.66%
31-35	223	13.89%	98	16.20%	321	14.52%
36-40	187	11.64%	101	16.69%	288	13.03%
41-45	193	12.02%	83	13.72%	276	12.48%
46-50	183	11.39%	74	12.23%	257	11.62%
51-55	192	11.96%	62	10.25%	254	11.49%
56-60	152	9.46%	48	7.93%	200	9.05%
61-65	80	4.98%	21	3.47%	101	4.57%
66-70	16	1.00%	12	1.98%	28	1.27%
>=71 Years	8	0.50%	4	0.66%	12	0.54%
<b>Grand Total</b>	<b>1606</b>	<b>100.00%</b>	<b>605</b>	<b>100.00%</b>	<b>2211</b>	<b>100.00%</b>
<b>% of Total Workforce who are Female &amp; Male:</b>		<b>72.64%</b>			<b>27.36%</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.

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 payment	
			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
Year ending														
2023	21.66%	11.07%	40.15%	59.85%	21.57%	78.43%	21.97%	78.03%	23.91%	76.09%	49.13%	34.31%	11.08%	1.97%

### Ethnicity



Ethnicity	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
White	1118	69.61%	329	54.38%	1447	65.45%
Asian	334	20.80%	189	31.24%	523	23.65%
Black	77	4.79%	44	7.27%	121	5.47%
Mixed	37	2.30%	13	2.15%	50	2.26%
Any Other Ethnic Group	25	1.56%	19	3.14%	44	1.99%
Not Stated	15	0.93%	11	1.82%	26	1.18%
<b>Grand Total</b>	<b>1606</b>	<b>100.00%</b>	<b>605</b>	<b>100.00%</b>	<b>2211</b>	<b>100.00%</b>

### Disability

Disability	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
Hearing	1	0.06%	0	0.00%	1	0.05%
Learning disability/difficulty	8	0.50%	2	0.33%	10	0.45%
Long-standing illness	23	1.43%	5	0.83%	28	1.27%
Mental Health Condition	15	0.93%	2	0.33%	17	0.77%
No	1280	79.70%	483	79.83%	1763	79.74%
Not Declared	240	14.94%	104	17.19%	344	15.56%
Other	3	0.19%		0.00%	3	0.14%
Physical Impairment	4	0.25%	1	0.17%	5	0.23%
Prefer Not to Answer	8	0.50%	0	0.00%	8	0.36%
Sensory Impairment	3	0.19%	2	0.33%	5	0.23%
Yes - Unspecified	21	1.31%	6	0.99%	27	1.22%
<b>Grand Total</b>	<b>1606</b>	<b>100.00%</b>	<b>605</b>	<b>100.00%</b>	<b>2211</b>	<b>100.00%</b>

### Sexual Orientation

Sexual Orientation	Headcount	% of Workforce
Heterosexual or Straight	1788	80.87%
Not stated (person asked but declined to provide a response)	346	15.65%
Bisexual	39	1.76%
Gay or Lesbian	27	1.22%
Other sexual orientation not listed	6	0.27%
Undecided	5	0.23%
<b>Grand Total</b>	<b>2211</b>	<b>100.00%</b>

### Religious Belief

Sexual Orientation	Headcount	% of Workforce
Christianity	1090	49.30%
I do not wish to disclose my religion/belief	491	22.21%
Atheism	346	15.65%
Other	123	5.56%
Islam	66	2.99%
Hinduism	64	2.89%
Buddhism	22	1.00%
Judaism	4	0.18%
Sikhism	4	0.18%
Jainism	1	0.05%
<b>Grand Total</b>	<b>2211</b>	<b>100.00%</b>