**WORKFORCE SEXUAL ORIENTATION EQUALITY STANDARD**

**2019/2020**



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| --- | --- | --- | --- |
|  | 1. Background narrative  a. Any issues of completeness of data |  | |
|  |
| b. Any matters relating to reliability of comparisons with previous years |
|  |
| 2. Total numbers of staff  a. Employed within this organisation at the date of the report |
| 7049 (data from 31st March 2020) |
| b. Proportion of LGB staff employed within this organisation at the date of the report |
| 3% |
|  | 3. Self-reporting  a. The proportion of total staff who have self-reported their sexual orientation |  | |
| 86% |
| b. Have any steps been taken in the last reporting period to improve the level of self-reporting by sexual orientation |
| No |
| c. Are any steps planned during the current reporting period to improve the level of self-reporting by sexual orientation |
| Yes |
| 4. Workforce data  a. What period does the organisation’s workforce data refer to? |
| Data as of 31st March 2020 |
|  | 5. Are there any other factors or data which should be taken into consideration in assessing progress? | |  |
|  | |

**SEXUAL ORIENTATION WORKFORCE EQUALITY STANDARD**

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| --- | --- | --- | --- | --- | --- | --- |
|  | **Indicator**. | **Data for reporting year** | **Data for previous year** | **Narrative – the implications of the data and any additional background explanatory narrative** | **Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective** | **Target date and person responsible** |
|  | **For each of these four workforce indicators, compare the data for LGB staff and heterosexual staff.** |  |  |  |  |  |
| 1 | Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff. | Please see appendix 1 at the end of the document for 2020 data. | Please see appendix 1 at the end of the document for 2019 data. | 14% of staff have not declared their sexual orientation. In order to fully understand the experiences of LGB staff the organisation must focus on increasing the demographic data for sexual orientation. | Develop a campaign which will include a review process to ensure that staff know the importance of why demographic data is collected on ESR and the confidentiality of this information. | AH Q4 |
| 2. | Relative likelihood of staff being appointed from shortlisting across all posts. | Heterosexual people and LGB people are equally likely to be appointed compared to LGB people. | Heterosexual staff are 1.05 times more likely to be appointed from shortlisted posts than LGB staff. | There has been an improvement from last year. |  |  |
| 3. | Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from last two year rolling average of the current year and the previous year. | LGB staff are 1.49 times more likely to enter disciplinary than heterosexual | LGB staff are 2.5 times more likely to enter the formal disciplinary process than heterosexual staff. | There has been an improvement in this indicator. However LGB staff are still more likely to enter disciplinary processes. | HR to involve the Equality & Diversity and Human Rights team when a LGB staff member is potentially entering the formal disciplinary or capability process. | LH LC  ongoing |
| 4. | Relative likelihood of staff accessing non-mandatory training and CPD. | LGB staff and heterosexual people are equally likely to respond positively on the staff FFT question on the question:   |  | | --- | | I am able to access job relevant non-mandatory training and/or Continuing Professional Development opportunities | | Heterosexual staff and LGB staff are equally likely to access non-mandatory training and CPD. | No action required as data suggests equal likelihood of access to non-mandatory training and CPD for LGB and heterosexual staff. |  |  |
|  | **National NHS Staff Survey indicators (or equivalent**).  For each of the four staff survey indicators, compare the outcomes of the responses for LGB and heterosexual staff. |  |  |  |  |  |
| 5. | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. | Gay Man 38.2%  Gay Woman (Lesbian) 33.3%  Bisexual 26.7%  Heterosexual (straight) 28.9% | Gay Man 36%  Gay Woman (Lesbian) 26%  Bisexual 40%  Heterosexual (straight) 26% | There are higher levels of harassment and bullying for gay men and gay women compared to heterosexual and bisexual staff.  There has been an increase from last year for gay men and gay women but a decrease for bisexual people. | Develop and implement an anti-discrimination campaign, which will include a poster campaign to highlight the issue of verbal abuse to staff from service users, relatives, carers and the general public.  Undertake a detailed analysis of the staff survey information looking at different localities and job specialities.  Develop anti-discrimination training sessions on how to address discrimination, bullying and abuse aimed at all staff.  Deliver anti-discrimination training to the Dignity at Work Champions.  Evaluate the procedure for addressing verbal aggression towards staff by patients, carers and relatives using a survey to those who have been involved in verbal abuse incidents.  Develop locality based action plans to address discrimination.  EDHR Locality Leads to promote the procedure for addressing verbal aggression towards staff by patients, carers and relatives | AH Communications Team  Q3  LC KJ  Q3  LC Q4  LC Q3  SJ Q3  EDHR Locality Leads Q3  EDHR Locality Leads  ongoing |
| 6. | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months. | Gay Man 23.5%  Gay Woman (Lesbian) 20.9%  Bisexual 20%  Heterosexual (straight) 14.8% | Gay Man 18%  Gay Woman (Lesbian) 16%  Bisexual 17%  Heterosexual (straight) 15% | LGB staff report higher levels of harassment, bullying or abuse from staff than heterosexual staff. Gay men report the highest levels.  LGB staff reporting harassment, bullying or abuse has increased from last year. | Develop and implement an anti-discrimination campaign, which will include a poster campaign to highlight the issue of verbal abuse to staff from service users, relatives, carers and the general public.  Include a section on LGB in the new Trans training for staff.  Undertake a detailed analysis the staff survey information looking at different localities and job specialities.  Develop anti-discrimination training sessions on how to address discrimination, bullying and abuse aimed at all staff.  Deliver anti-discrimination training to the Dignity at Work Champions.  Evaluate the procedure for addressing verbal aggression towards staff by patients, carers and relatives using a survey to those who have been involved in verbal abuse incidents.  Develop locality based action plans to address discrimination.  EDHR Locality Leads to promote the procedure for addressing verbal aggression towards staff by patients, carers and relatives | AH Communications Team  Q3  AH LC Q3  LC KJ Q3  LC Q4  LC Q3  SJ Q3  EDHR Locality Leads Q3  EDHR Locality Leads ongoing |
| 7. | KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion. | Gay Man 85.7%  Gay Woman (Lesbian) 87.5%  Bisexual 81%  Heterosexual (straight) 89.7% | Gay Man 91%  Gay Woman (Lesbian) 100%  Bisexual 80%  Heterosexual (straight) 92% | LGB staff are less likely than heterosexual staff to believe that the Trust provides equal opportunities for career progression or promotion | Undertake a detailed analysis the staff survey information looking at different localities and job specialities. | LC KJ Q3 |
| 8. | Q17. In the last 12 months have you personally experienced discrimination at work from any of the following?  b) Manager/team leader or other colleagues. | Gay Man 8.8%  Gay Woman (Lesbian) 11.6%  Bisexual 6.9%  Heterosexual (straight) 5.1% | Gay Man 4%  Gay Woman (Lesbian) 0%  Bisexual 17%  Heterosexual (straight) 5% | LGB staff are more likely to report higher levels of discrimination by their manager/team leader. Gay women report the highest levels. | Develop anti-discrimination training sessions on how to address discrimination, bullying and abuse aimed at all staff.  Deliver anti-discrimination training to the Dignity at Work Champions.  Review the Equality & Diversity and Human Rights information within the leadership and management training. | LC Q4  LC Q3  SJ AW Q3 |
|  | **Board representation indicator**:  For this indicator, compare the difference for LGB staff and heterosexual staff |  |  |  |  |  |
| 9. | |  | | --- | | Percentage difference between (i) the organisations’ Board voting membership and its overall workforce and (ii) the organisations’ Board executive membership and its overall workforce | |  | | Percentage difference between organisations boards voting membership and its overall workforce = +5%  Percentage difference between organisations board executive membership and its overall workforce = +11% | Percentage difference between organisations boards voting membership and its overall workforce = +8%  Percentage difference between organisations board executive membership and its overall workforce = +12.5% |  |  |  |
| 10 | The staff engagement score on the National Staff Survey for LGB staff, compared to heterosexual staff and the overall engagement score for the organisation. (out of 10) | Gay Man 7  Gay Woman (Lesbian) 7.2  Bisexual 7.5  Heterosexual (straight) 7.1  Organisation average 7.0 | Gay Man 7.3  Gay Woman (Lesbian) 7.7  Bisexual 7  Heterosexual (straight) 7.3 |  | Undertake a review of LGB staff engagement, seeking views on how LGB staff would like to engage with the organisation on key issues including discrimination.  Develop a working group to celebrate PRIDE within the organisation. | SJ Q3/4  AH LGBT DEG Q4 |

**APPENDIX 1**

**DETAILED STAFF BREAKDOWN SEXUAL ORIENTATION 31st March 2019**

**DETAILED STAFF BREAKDOWN SEXUAL ORIENTATION 31st March 2020**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | **Clinical staff %** | | |
| **Band** | **Heterosexual** | | **LGB** | **Not Declared** |
| **1-4** | 82% | | 3% | 15% |
| **5-7** | 84% | | 3% | 13% |
| **8 ab** | 82% | | 3% | 15% |
| **8cd** | 84% | | 1% | 14% |
| **9** | 50% | | 0% | 50% |
| **VSM** | 0% | | 0% | 0% |
| **Medics** | 55% | | 1% | 44% |
|  | | **Non-clinical staff %** | | |
| **Band** | **Heterosexual** | | **LGB** |  |
| **1-4** | 83% | | 1% | 16% |
| **5-7** | 87% | | 3% | 10% |
| **8ab** | 91% | | 2% | 7% |
| **8cd** | 75% | | 0% | 25% |
| **9** | 0% | | 0% | 0% |
| **VSM** | 50% | | 4% | 46% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | **Clinical staff %** | | |
| **Band** | **Heterosexual** | | **LGB** | **Not Declared** |
| **1-4** | 84% | | 3% | 13% |
| **5-7** | 84% | | 4% | 12% |
| **8 ab** | 84% | | 4% | 12% |
| **8cd** | 86% | | 1% | 13% |
| **9** | 0% | | 0% | 100% |
| **VSM** | 100% | | 0% | 0% |
| **Medics** |  | |  |  |
|  | | **Non-clinical staff %** | | |
| **Band** | **Heterosexual** | | **LGB** | **Not Declared** |
| **1-4** | 83% | | 1% | 16% |
| **5-7** | 88% | | 2% | 10% |
| **8ab** | 91% | | 1% | 8% |
| **8cd** | 82% | | 0% | 18% |
| **9** | 0 | | 0 | 0 |
| **VSM** | 45% | | 0% | 55% |