Equality Report FY20-FY22

As of 31 March 2022

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1. Introduction

This summary report provides an analysis of the diversity profile of the workforce at Oxford Health NHS Foundation Trust (OHFT).

The report draws on our obligation to meet our Equality Information Publishing Duty under the Equality Act 2010 to publish information annually relating to employees who share a protected characteristic.

It establishes the benchmark data for subsequent analysis of our annual workforce data collection across all the protected characteristics.

2. The use of this report

This report will be used along with other workforce profile data to help monitor progress and demonstrate the impact of our equality and diversity policies and procedures, particularly in terms of:

- setting equality and diversity priorities and measuring progress

- assessing how the trust's policies and practices impact on equality

- benchmarking our diversity profile with that of the sector, or relevant parts of the sector

- reporting annually, or as required, to stakeholders, including commissioners, patient groups and the wider community

These activities all support the strategic planning, monitoring, and assessments required to address the workforce-related priorities and the monitoring and reporting requirements of the Public Sector Equality Duty.

3. Relationship with the Public Sector Equality Duty

The Public Sector Equality Duty, which was created by the Equality Act 2010 (Specific Duties) Regulations 2011 require organisations to publish:

- their equality objectives, at least every four years

- information to demonstrate their compliance with the equality duty, at least annually

4. Diversity challenges

The new workforce diversity challenges include demonstrating compliance with the new Public Sector Equality Duty. These are associated with:

- compliance with the Workforce Race Equality Standard (WRES)

- compliance with the Workforce Disability Equality Standard (WDES)

- compliance with the Gender Pay Gap reporting duties

This creates the need for accurate information and effective systems to help identify equality objectives and demonstrate progress towards meeting them.

5. Progress on the EDS2 (Equality Delivery System)

We have been using the NHS Equality Delivery System to develop our equalities work. This framework has helped us to identify our equality priorities and consolidate the progress we have made to date which can be attributed to a number of relationships, practices, and initiatives involving a diverse range of stakeholders, sector agencies, and partnerships.

The details below outline the work at Oxford Health in relation to meeting the public sector equality duties to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations between people from all the protected characteristics.

1. A Trust-wide EDI Strategy with associated action plans for disability, gender, race, and sexual orientation equality

2. The EDI Steering Group leads on the equality and diversity work at the Trust. It is made up of senior leaders and representatives from the directorates, staff-side colleagues, staff equality networks, and allies. The EDI Steering Group ensures compliance with the legal duties and the various statutory obligations to continually improve organisational culture, the quality of care to service users, and the employment experience of all staff. The EDI Steering Group reports into the People, Leadership, and Culture (PLC) Committee, and is accountable to the Trust Board

3. Equal Opportunities Policy with associated Procedural Guidance for supporting employees with disabilities; transgender employees and service users; and for provision of interpreting and translation services

4. Annual equality and diversity conference

5. Staff equality networks for: disability; gender; LGBT+; race; and religion and spirituality

6. Staff equality support groups for: autism; dyslexia; mental health; physical disabilities and health conditions; men; women; trans and non-binary; menopause; gypsy, roma, and traveller; and international staff

7. An extensive suite of training and staff development programmes

8. Interpreting provision for face-to-face, telephony, and BSL language support

9. Promotional and awareness-raising resources, e.g. rainbow and sunflower lanyards, badges, posters, leaflets, newsletters, etc.

10. Resources, information, and gudies on the staff EDI intranet pages

11. Accessibility page on the website which contains details about the ReachDeck (formerly known as Browse-Aloud) facility for people with visual impairment, and the Access Guides

12. Working towards re-accreditation of Level 2: Disability Confident Employer and to achieve Level 3: Disability Confident Leader

13. Patient experience and involvement leads who work with service users and communities to improve the health outcomes for people from specific protected characteristic groups

14. Occupational Health Team that supports with reasonable adjustments

15. Health and well-being programmes to support staff

Please note: The profile information for Oxfordshire and Buckinghamshire under each of the protected characteristics will be updated with the 2021 census data as soon as this becomes available.

6. Workforce Equality Monitoring

All aspects of the monitoring data reveal relevant information about the workforce – its composition and its attitudes.

The tables below show the percentage and count of respondents who chose the 'Prefer not to say' Option, or remain 'Undefined' under these categories.

Religion/Belief	31/03/2020 (Workforce: 6966)	31/03/2021 (Workforce: 7450)	31/03/2022 (Workforce: 7551)
'Prefer not to say' / Not Declared (A)	17.8% 1238 people	16.9% 1260 people	17.0% 1289 people
'Undefined' (B)	10.0% 696 people	8.2% 614 people	7.3% 550 people
Total unspecified (A + B)	27.8% 1934 people	25.2% 1874 people	24.3% 1839 people
Difference	-2.1%	-2.6%	-0.9%

Sexual Orientation	31/03/2020	31/03/2021	31/03/2022
'Prefer not to say' / Not Declared (A)	13.0% 908 people	11.5% 858 people	11.3% 853 people
'Undefined' (B)	10.7% 747 people	9.0% 668 people	7.6% 572 people
Total unspecified (A + B)	23.8% 1655 people	20.5% 1526 people	18.9% 1425 people
Difference	-2.0%	-3.3%	-1.6%

Disability	31/03/2020	31/03/2021	31/03/2022
'Prefer not to say' / Not Declared (A)	7.7% 536 people	6.2% 461 people	6.1% 460 people
'Undefined' (B)	12.9% 898 people	10.5% 780 people	9.0% 683 people
Total unspecified (A + B)	20.6% 1434 people	16.7% 1241 people	15.1% 1143 people
Difference	-3.2%	-3.9%	-1.6%

Race/Ethnicity	31/03/2020	31/03/2021	31/03/2022
'Prefer not to say' / Not Declared (A)	4.5% 314 people	3.9% 290 people	4.0% 302 people
'Undefined' (B)	1.5% 105 people	1.5% 114 people	1.8% 135 people
Total unspecified (A + B)	6.0% 419 people	5.4% 404 people	4.8% 437 people
Difference	+0.6%	-0.6%	-0.6%

Disclosure Trends
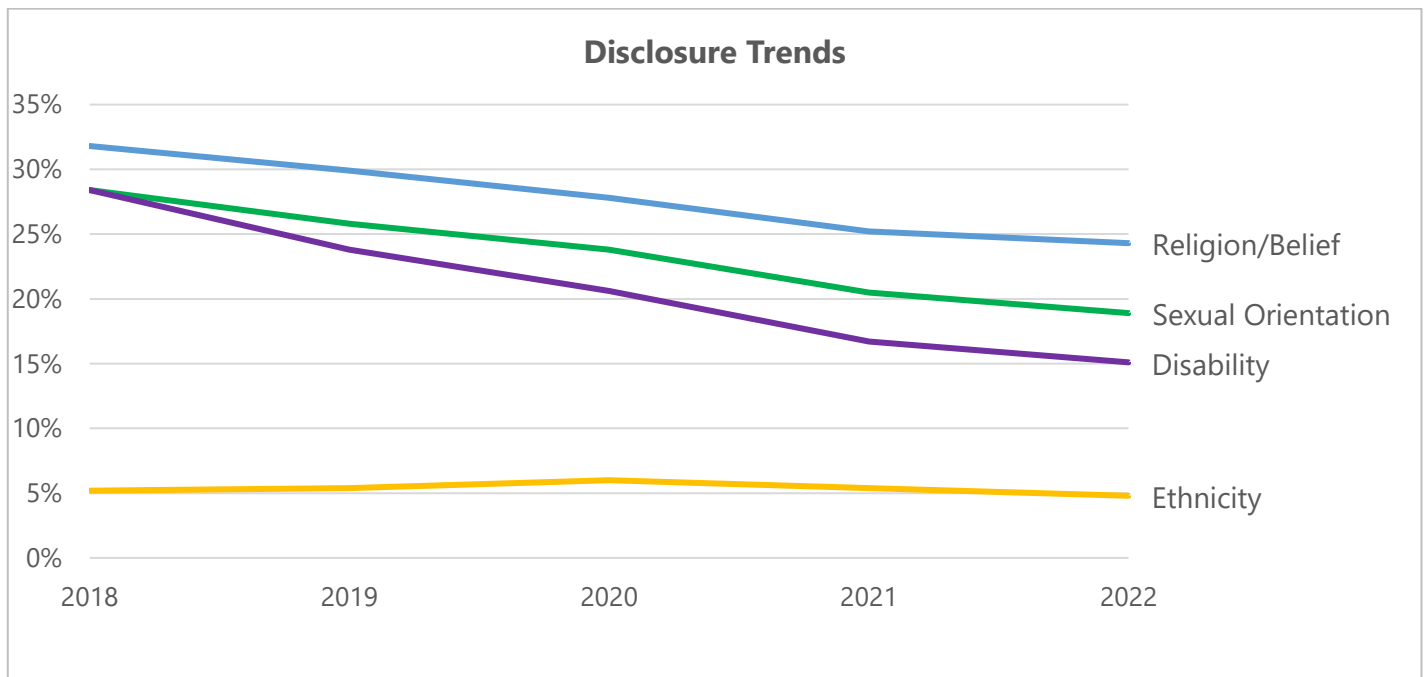
Religion and Belief has by far the largest proportion of total 'Unknowns', followed by sexual orientation and disability.

It would not be prudent to make an assumption as to why this is the case without further research. However, one can only presume that it may be the combination of sensitivity and/or insecurity of disclosing personal information which by their very nature may not be perceptible even by an observing eye for these characteristics.

Nevertheless, in order to improve data quality by reducing the number of 'Unknowns' generally and, in all the above categories in particular, it is recommended that we:

- deliver targeted training
- raise better awareness of the reasons for monitoring
- consult staff on how to increase responses and reduce 'No' preferences
- make the issue an agenda item in team meetings
- run awareness campaigns well in advance of any survey going live to allow opportunities for discussion and education

Please note:

The data presented in this Equality Report is a snapshot of all staff in substantive roles and zero-hours staff on 31st March 2022. This report does not include honorary staff.

Section 1: Gender

The results in the following chart show the gender profile of staff:

Gender (Largest first)	31/03/2020		31/03/2021		31/03/2022	
Female	5525	79.3%	5902	79.2%	6018	79.7%
Male	1423	20.4%	1548	20.8%	1533	20.3%
Null	18	0.3%	-	-	-	-
Total	6966	100.0%	7450	100.0%	7551	100.0%

This chart shows the gender profile of employees who were in post as of 31st March 2022:

Gender
Oxford Health NHS FT
Staff in Post as of 31st March 2022

Male
20.3%

Female
79.7%
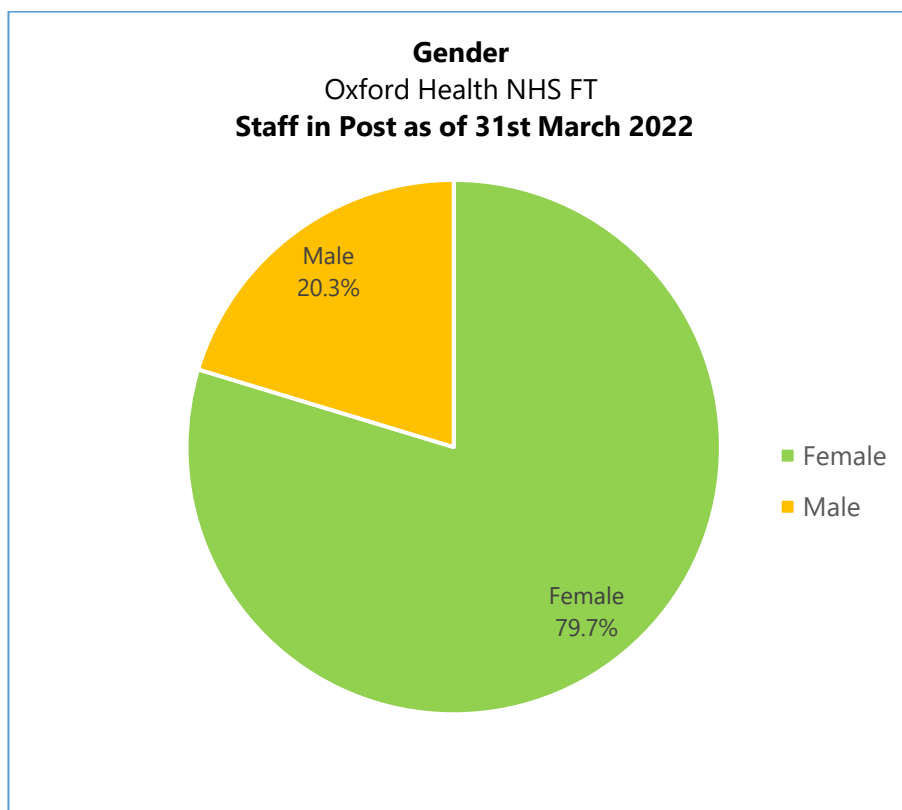
■ Female
■ Male

The chart below provides a breakdown of the gender profile across the occupational groups in 2022:

Occupational Group	Female	Male
Add Prof Scientific and Technic	656	134
Additional Clinical Services	1403	439
Administrative and Clerical	1354	316
Allied Health Professionals	513	71
Estates and Ancillary	175	114
Medical and Dental	278	222
Nursing and Midwifery Registered	1611	236
Students	28	1
TOTAL	**6018**	**1533**

The main observations are:

1. The workforce gender profile remains predominantly female.
2. The number for female employees has increased by 116, and the number of male employees as decreased by 15; the female workforce continues to outnumber the male workforce by almost 5:1.
3. The trust has a higher representation of female staff than male staff. To put the above profile into context, the Office for National Statistics estimates that approximately 51% of England's population, and 77% of the NHS workforce is female (NHS Employers).

Gender Profile for Oxfordshire and Buckinghamshire:
The gender profile across the two counties is consistent with the national averages, with men at 49% and women at 51%.

Recommendations for action:
1. Introduce 'Positive Action' training and strategies to promote improve gender balance in the workforce.
2. Work with education providers and careers advisors to promote and increase the uptake of males in the health and caring professions.

Section 2: Age

The results in the following charts show the age profile of staff:

Age	31/03/2020		31/03/2021		31/03/2022		Difference between 2021 and 2022
15-19	11	0.2%	37	0.5%	32	0.4%	-5
20-24	243	3.5%	516	6.9%	499	6.6%	-17
25-29	676	9.7%	788	10.6%	843	11.2%	+55
30-34	823	11.8%	911	12.2%	963	12.8%	+52
35-39	790	11.3%	875	11.7%	870	11.5%	-5
40-44	859	12.3%	897	12.0%	933	12.4%	+36
45-49	904	13.0%	900	12.1%	928	12.3%	+28
50-54	913	13.1%	972	13.0%	928	12.3%	-44
55-59	873	12.5%	839	11.3%	839	11.1%	0
60-64	582	8.4%	509	6.8%	513	6.8%	+4
65-69	213	3.1%	152	2.0%	145	1.9%	-7
70-74	58	0.8%	41	0.6%	43	0.6%	+2
75-79	14	0.2%	12	0.2%	15	0.2%	+3
80-84	1	0.0%	1	0.0%	0	0.0%	-1
85-89	1	0.0%	0	0.0%	0	0.0%	0
Unknown	4	0.1%	0	0.0%	0	0.0%	0

There has been an increase in seven age groups in this reporting period, representing a total rise in the overall workforce by 180 employees.
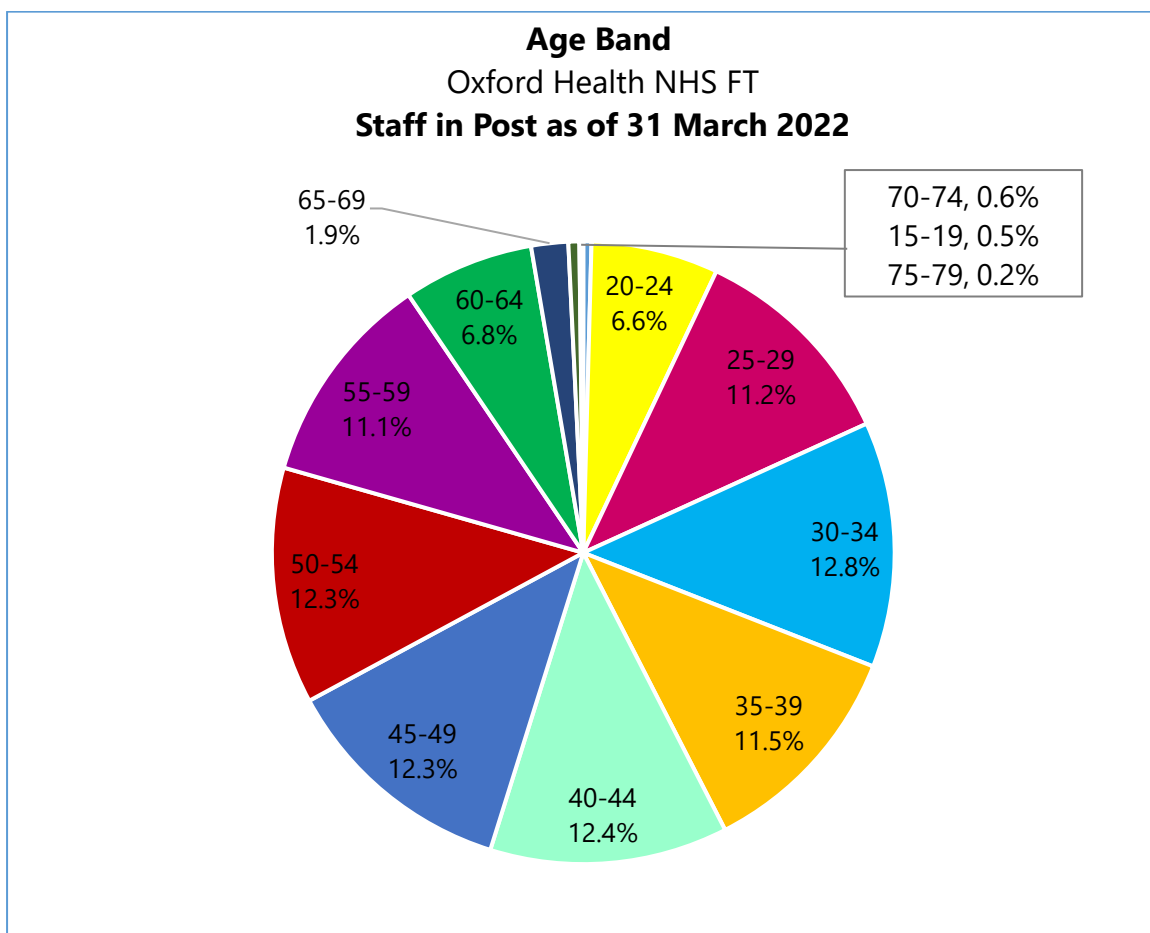
The chart below shows the age bands of the workforce in order of 'largest first' to 'smallest last'. The sections in grey depicts the age groups where there has been some movement in the order – otherwise, all other age categories have remained in the same order over the three years.

31/03/2020			31/03/2021			31/03/2022		
Age (largest first)	Count	%	Age (largest first)	Count	%	Age (largest first)	Count	%
50-54	913	13.1%	50-54	972	13.0%	30-34	963	12.8%
45-49	904	13.0%	30-34	911	12.2%	40-44	933	12.4%
55-59	873	12.5%	45-49	900	12.1%	50-54	928	12.3%
40-44	859	12.3%	40-44	897	12.0%	45-49	928	12.3%
30-34	823	11.8%	35-39	875	11.7%	35-39	870	11.5%
35-39	790	11.3%	55-59	839	11.3%	25-29	843	11.2%
25-29	676	9.7%	25-29	788	10.6%	55-59	839	11.1%
60-64	582	8.4%	20-24	516	6.9%	60-64	513	6.8%
20-24	243	3.5%	60-64	509	6.8%	20-24	499	6.6%
65-69	213	3.1%	65-69	152	2.0%	65-69	145	1.9%
70-74	58	0.8%	70-74	41	0.6%	70-74	43	0.6%
75-79	14	0.2%	15-19	37	0.5%	15-19	32	0.4%
15-19	11	0.2%	75-79	12	0.2%	75-79	15	0.2%
Unknown	4	0.1%	80-84	1	0.0%	80-84	0	0.0%
80-84	1	0.0%	85-89	0	0.0%	85-89	0	0.0%
85-89	1	0.0%	Unknown	0	0.0%	Unknown	0	0.0%

The chart below shows the age trends over the three year period:

Age band Trends
Oxford Health NHS FT
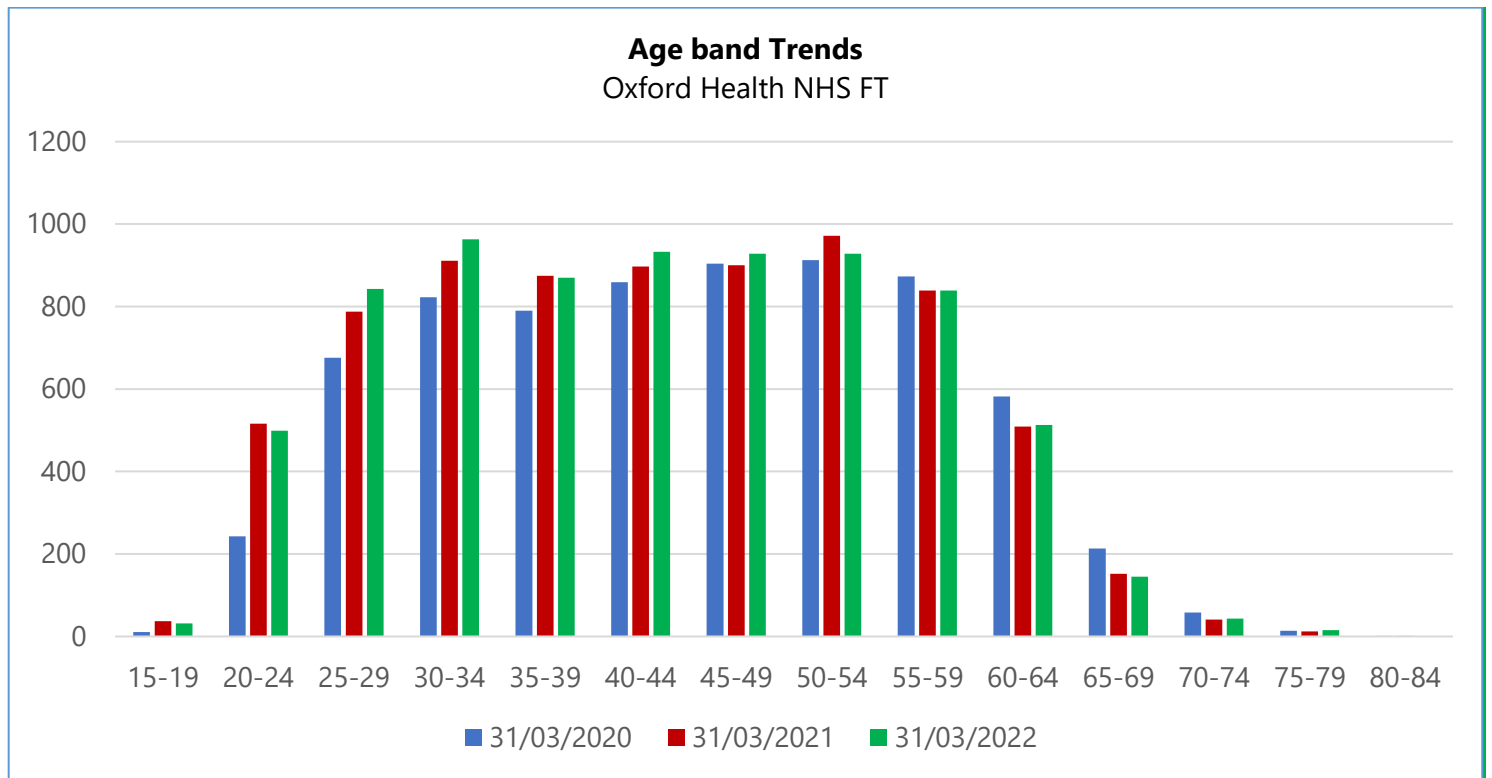
This chart shows the age groups of employees who were in post as of 31 March 2022:

Age Band
Oxford Health NHS FT
Staff in Post as of 31 March 2022

Age	Analysis
15-19	This age group represent one of the smallest staff groups at around 0.4% or 32 in headcount. This is probably explained by the time it takes to gain a clinical qualification which means that they are usually in their mid-twenties when they take up post. The trend over the three years shows a minimal year on year increase, but nothing that can be said to amount to a shift. Shortage of younger staff joining and remaining in the workforce could be helping to maintain a persistent older age profile.
20-24	This age band has had a **decrease** of 17 compared to the 2021 report and makes up 6.6% of the workforce
25-29	This age band has seen the highest **increase** of 55, and makes up around 11.2% of the workforce.
30-34	This age band has seen the second highest **increase** of 52, and now makes up the largest proportion of the workforce at 12.8%.
35-39	Although this age band has had a **decrease** of 5, its percentage of the workforce remains the same at 11.5%.
40-44	This age band has had an **increase** of 36 and makes up the second largest proportion of the workforce at 12.4%.
45-49	This age band has seen an **increase** of 28 and makes up 12.3% of the workforce.
50-54	This age band has had the largest **decrease** of 44 and has fallen from the top place for the first time, but still constitutes the third largest proportion of the workforce.
55-59	There has been been **no change** in workforce since 2021, and makes up 11.1% of the workforce.
60-64	This age band has seen an **increase** of 4 and still represents 6.8% of the workforce.
65-69	Following a continued fall, this age band has had a **decrease** of 7 and represents 1.9% the workforce.
70-74	There has been an **increase** of 2 and the remains the same at 0.6%.
75-79	There has been an **increase** of 3 and represents the smallest staff group at 0.2%.
80-84	This age group has no staff member.

There have been a number of changes in the way younger people in particular are entering into NHS professions, leading to a visible difference in workforce diversity in terms of age:

- The trust's apprenticeship schemes are offering alternative routes to completing higher education degree level qualifications. More young people are now opting to complete apprenticeships closer to home rather than opting for the traditional university route away from home.
- The application process for higher education apprenticeship programmes have been improved and are now more inclusive. For example, the IAPT services have reviewed how they use shortlisting criteria other than previous qualifications gained. Previously, they would look to only recruiting applicants with a degree or Master's in psychology which significantly impacted individuals from particular protected characteristic groups. But with the introduction of a Level 6 programme, they have revised the process which is leading to a marked difference.

Improving age diversity represents a significant equality challenge and priority for the organisation.

Although the under-representation of the under-30's may be indicative of some challenges in the recruitment and retention of this age group, it does also present a potential opportunity.

It is very unlikely that there will be a major change in the age profile of the workforce in the foreseeable future, so OHFT needs to take full advantage and benefit from the valuable experience and knowledge that exists in the upper bands of the age spectrum, namely 45+ age groups, by embedding 'succession planning' within the HR Workforce Strategy.

By doing so, the trust will shift from a model of 'Human Resource' to 'Human Capital.'

Age profile for Oxfordshire:

Oxfordshire's population has aged since the 2001 census, due to the older age groups experiencing greater growth than younger groups. From 2001 to 2011:

- The 65-and-over population grew by 18%.
- The number of people aged 85 and over increased by 30%.
- The number of people in their 30's in the county has declined by 12%.
- The number of children aged 4 and under has grown by 13%.

Age profile for Buckinghamshire:

- More than a fifth of births (21%) were to women from non-white backgrounds in 2005-08.
- 16.7% of the Buckinghamshire population was aged over 65, compared to 16.3% in England in 2011, and up from 14.5% in 2001.
- By 2025 the proportion of those aged over 65 is expected to rise to more than a fifth (21.7%) of the total population in Buckinghamshire.
- 2.2% of the Buckinghamshire population were aged 85+ in 2011, the same proportion as in England. Between 2011 and 2025, the numbers of people aged 85+ is projected to increase by 84% (to 3.9% of the total population).

Recommendations for action:

1. In light of the above data, use the information for effective succession and workforce planning.

2. Improve attracting and retaining staff under 25 in the workforce as it is currently one of the smallest staff representative groups.

3. Establish initiatives such as coaching, mentoring and work experience placements to increase the age diversity of the sector workforce.

4. Maintain and develop specialist skills and expertise by retaining established specialists' knowledge and skills through shadowing and informal mentoring activities with older workers to help grow specialist skills in-house.

Section 3: Ethnicity

The results in the following chart show the ethnic profile of staff:

| Ethnicity	31/03/2020		31/03/2021		31/03/2022	
	Count	%	Count	%	Count	%
Asian or Asian British - Indian	197	2.8%	223	3.0%	232	3.1%
Asian or Asian British - Pakistani	89	1.3%	97	1.3%	115	1.5%
Asian or Asian British - Bangladeshi	15	0.2%	20	0.3%	20	0.3%
Asian or Asian British - Any other Asian background	115	1.7%	118	1.6%	114	1.5%
Black or Black British - Caribbean	79	1.1%	93	1.2%	93	1.2%
Black or Black British - African	560	8.0%	655	8.8%	692	9.2%
Black or Black British - Any other Black background	35	0.5%	31	0.4%	34	0.5%
Chinese	31	0.4%	30	0.4%	39	0.5%
Mixed - White & Black Caribbean	42	0.6%	48	0.6%	50	0.7%
Mixed - White & Black African	27	0.4%	27	0.4%	25	0.3%
Mixed - White & Asian	38	0.5%	43	0.6%	48	0.6%
Mixed - Any other mixed background	43	0.6%	57	0.8%	64	0.8%
White - British	4617	66.3%	4906	65.9%	4889	64.7%
White - Irish	86	1.2%	87	1.2%	83	1.1%
White - Any other White background	461	6.6%	503	6.8%	489	6.5%
Any Other Ethnic Group	80	1.1%	108	1.4%	127	1.7%
Undefined	138	2.0%	114	1.5%	135	1.8%
Not Stated	312	4.5%	290	3.9%	302	4.0%

The chart below shows the ethnicity of the workforce in order of 'largest first' to 'smallest last':

31/03/2020			31/03/2021			31/03/2022		
Ethnicity (largest first)	Count	%	Ethnicity (largest first)	Count	%	Ethnicity (largest first)	Count	%
White - British	4617	66.3%	White - British	4906	65.9%	White - British	4889	64.7%
Black or Black British - African	560	8.0%	Black or Black British - African	655	8.8%	Black or Black British - African	692	9.2%
White - Any other White background	461	6.6%	White - Any other White background	503	6.8%	White - Any other White background	489	6.5%
Not Stated	312	4.5%	Not Stated	290	3.9%	Not Stated	302	4.0%
Asian or Asian British - Indian	197	2.8%	Asian or Asian British - Indian	223	3.0%	Asian or Asian British - Indian	232	3.1%
Asian or Asian British - Any other Asian background	115	1.7%	Asian or Asian British - Any other Asian background	118	1.6%	Undefined	135	1.8%
Undefined	138	2.0%	Undefined	114	1.5%	Any Other Ethnic Group	127	1.7%
Asian or Asian British - Pakistani	89	1.3%	Black or Black British - Caribbean	93	1.2%	Asian or Asian British - Pakistani	115	1.5%
White - Irish	86	1.2%	Asian or Asian British - Pakistani	97	1.3%	Asian or Asian British - Any other Asian background	114	1.5%
Any Other Ethnic Group	80	1.1%	White - Irish	87	1.2%	Black or Black British - Caribbean	93	1.2%
Black or Black British - Caribbean	79	1.1%	Any Other Ethnic Group	108	1.4%	White - Irish	83	1.1%
Mixed - Any other mixed background	43	0.6%	Mixed - Any other mixed background	57	0.8%	Mixed - Any other mixed background	64	0.8%
Mixed - White & Black Caribbean	42	0.6%	Black or Black British - Any other Black background	31	0.42%	Mixed - White & Black Caribbean	50	0.7%
Mixed - White & Asian	38	0.5%	Mixed - White & Black Caribbean	48	0.64%	Mixed - White & Asian	48	0.6%
Black or Black British - Any other Black background	35	0.5%	Mixed - White & Asian	43	0.58%	Chinese	39	0.5%
Chinese	31	0.4%	Chinese	30	0.40%	Black or Black British - Any other Black background	34	0.5%
Mixed - White & Black African	27	0.4%	Mixed - White & Black African	27	0.36%	Mixed - White & Black African	25	0.3%
Asian or Asian British - Bangladeshi	15	0.2%	Asian or Asian British - Bangladeshi	20	0.3%	Asian or Asian British - Bangladeshi	20	0.3%

The chart below shows the ethnicity trends over the three year period:

Ethnicity Trends
Oxford Health NHS FT
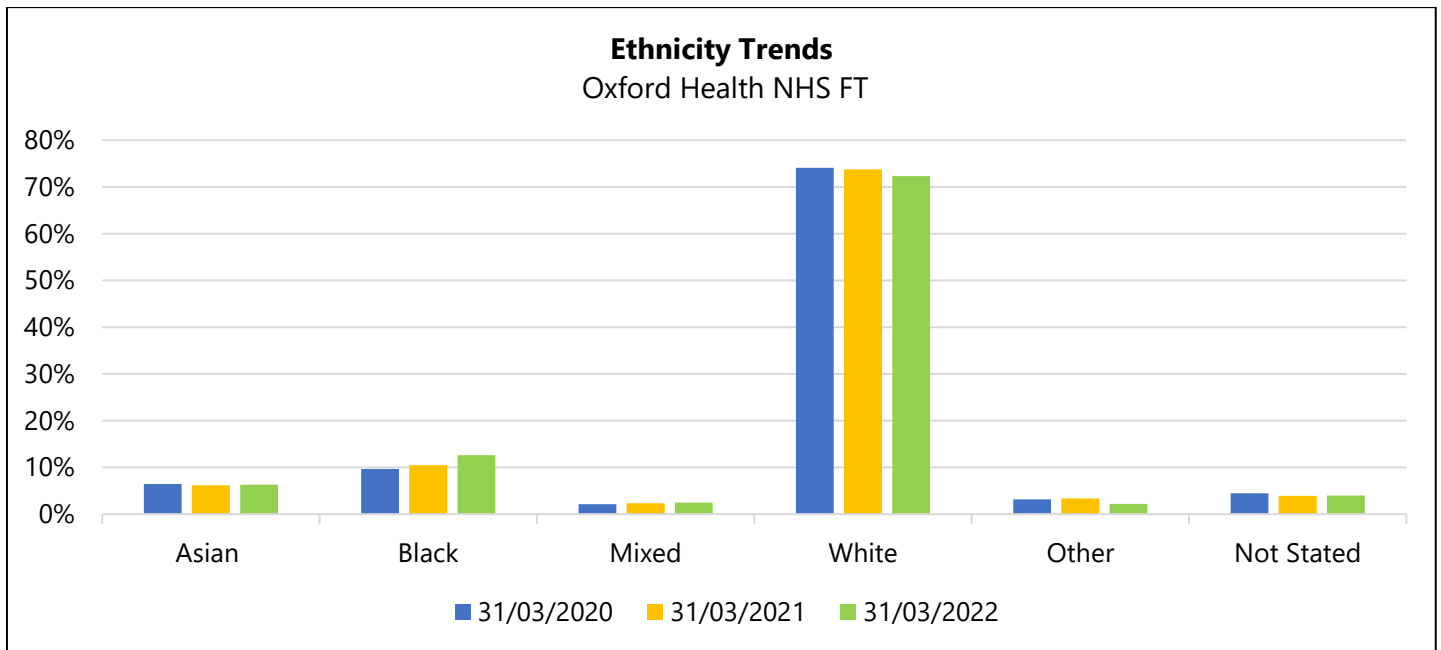
This chart shows the ethnic groups of employees who were in post as of 31 March 2022:

Ethnic Group
Oxford Health NHS FT
Staff in Post as of 31 March 2022
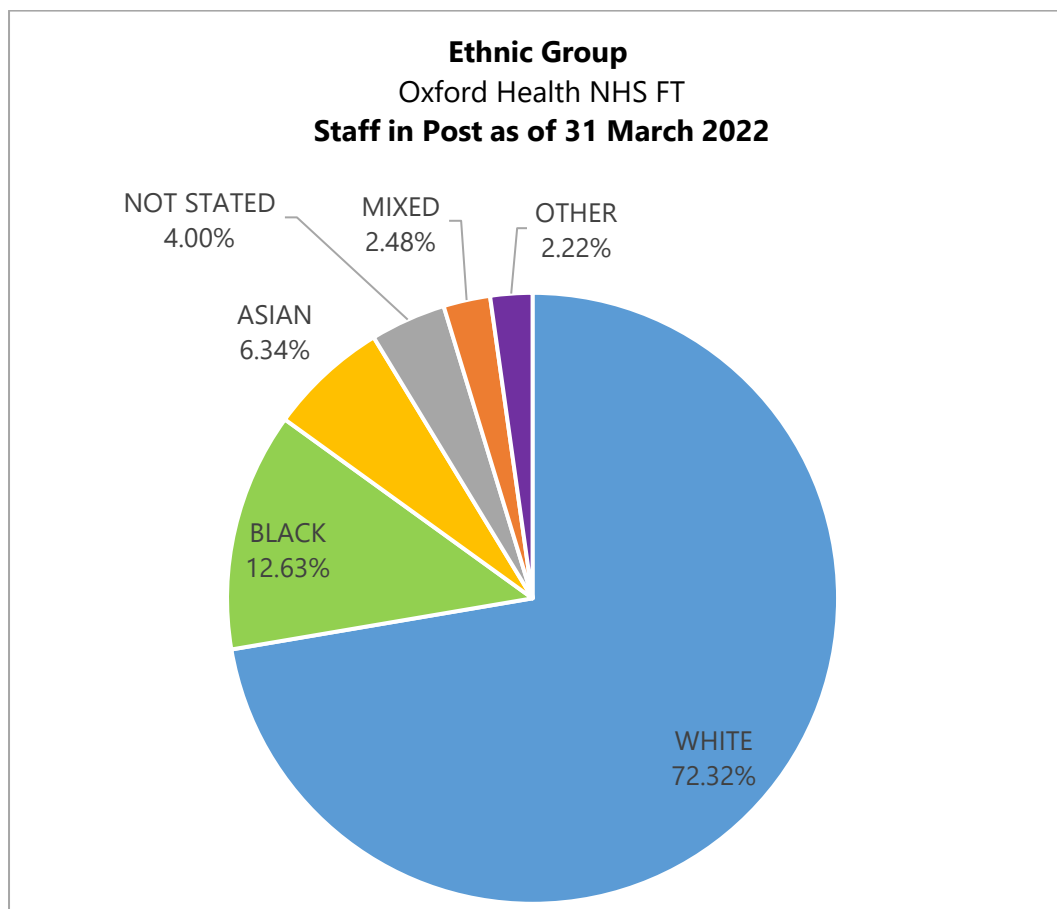
The main features of staff ethnic diversity are:

1. The majority of the workforce is 'White British', making up nearly 65% of the workforce.

2. This represents a difference of 55.5% with the largest ethnic minority group: Black/Black British – African which is at 9.2% or 692 in headcount.

3. The total for White British, Irish and Other White background is just over 72.3% (5,461 in count).

Race and ethnicity profile for Oxfordshire:

1. 83.6% of the population are White British.

2. The ethnic composition of Oxfordshire has changed since the 2001 Census. All of the county's black or minority ethnic communities have grown, and now account for 9.2% of the population (up from 4.9%).

3. There has been a growth in people from white backgrounds other than British or Irish, who now account for 6.3% of the population (up from 4% in 2001). Much of this increase is explained by a movement of people from the countries which joined the EU in 2004 and 2007. In 2011, 13,000 residents in Oxfordshire were born in these countries, with more than half born in Poland (7,500 people, 2,700 residents in Oxford and 2,300 in Banbury).

4. People from White Gypsy or Irish Traveller backgrounds make up 0.1% of the county, and this is the same proportion across all the districts aside from west Oxfordshire, where 0.2% of the population classify themselves as such.

5. 4.8% of the population are from Asian backgrounds, twice the 2001 figure of 2.4%.

6. People from Asian communities form the largest minority ethnic group in the county, and most come from Indian or Pakistani backgrounds (2.45%).

7. The proportion from all Black backgrounds has more than doubled, from 0.8% to 1.75% of the county's population.

8. People from mixed ethnic backgrounds account for 2% of the population (up from 1.2% in 2001).

9. Just over 9% of households in Oxford do not have any one member who speaks English as a main language. This is over double the figure for the county as a whole.

Race and ethnicity profile for Buckinghamshire:

1. 86.4% are from a white ethnic group in 2011, slightly higher than 85.4% in England as a whole.

2. 13.6% of the population are from a non-white ethnic background, increasing from 7.9% in 2001.

3. The number of people from non-white ethnic groups has increased by 82% between 2001 (37,691 people) and 2011 (68,600 people).

4. 8.6% of the population are from Asian/ Asian British ethnic group.

5. After White British, the next largest ethnic group in Buckinghamshire is Pakistani, with 4.2% of the population, and 7.6% of the population in Wycombe.

6. 2.4% are from a mixed/ multiple ethnic group.

7. 2.1% are from a black/ black British ethnic group.

8. Almost one in five (19%) of people living in Wycombe District Council are from a non-white ethnic group, mainly Asian or Black ethnicities, compared to 16% in south Bucks, 10% in Aylesbury Vale and 9% in Chiltern.

9. In south Buckinghamshire, the largest ethnic group is Indian with 7.1% of the population.

10. White Other (white excluding British or Irish) ethnicities are the largest ethnic groups in Aylesbury Vale and Chiltern.

11. 12.9% of the population of Buckinghamshire had been born outside the UK in the 2011 census.

12. 2.5% of households in Buckinghamshire have no people who speak English as their main language, this rises to 3.4% in Wycombe.

Recommendation for action:

1. Work on the WRES Action Plan to improve the experience and opportunities for BAME staff.

2. Use Sections 158 and 159 of the Equality Act 2010: 'Positive Action in Recruitment and Promotion' to implement strategies for diversifying the workforce, particularly at the senior levels of the trust.
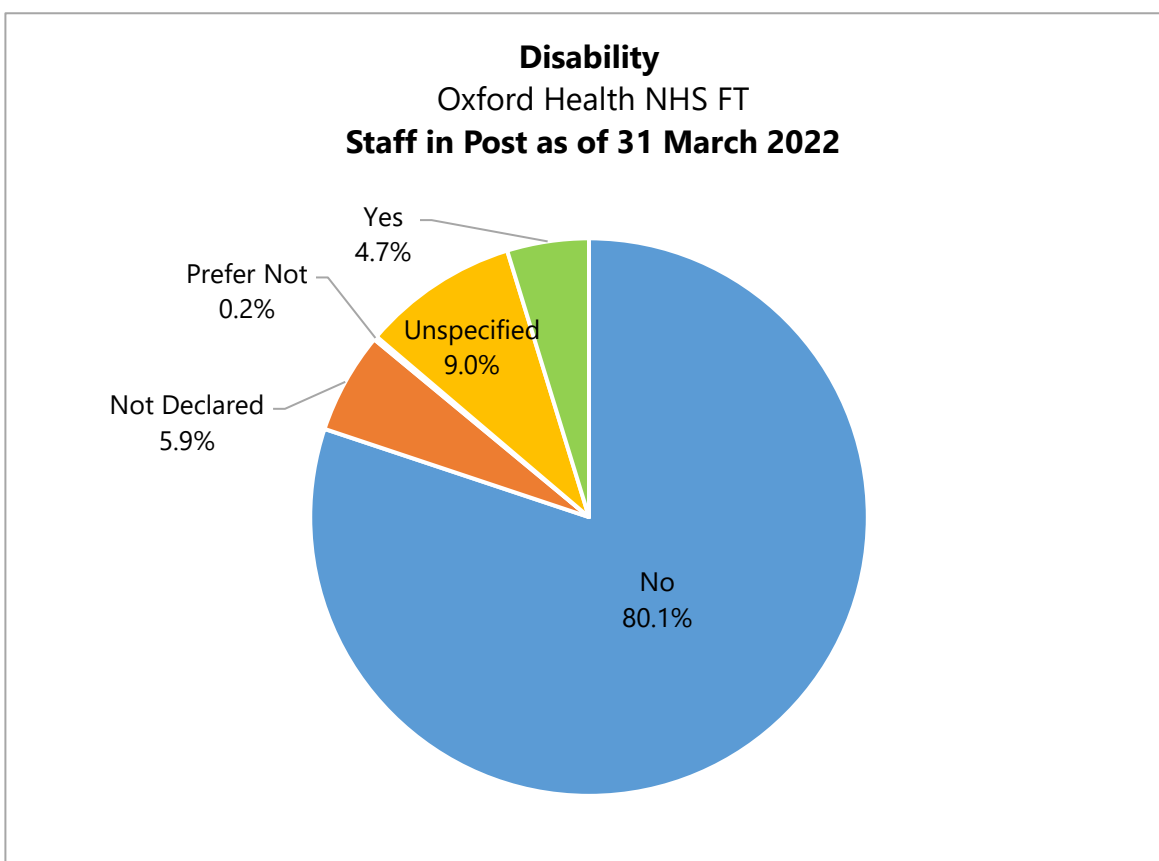
Section 4: Disability

The results in the following charts show the disability profile of staff:

Disability (Largest first)	31/03/2020		31/03/2021		31/03/2022	
No	5237	75.2%	5885	79.0%	6050	80.1%
Undefined	928	13.3%	780	10.5%	683	9.0%
Not Declared	515	7.4%	461	6.2%	444	5.9%
Yes	267	3.8%	305	4.1%	358	4.7%
Prefer Not to Say	18	0.3%	19	0.3%	16	0.2%

The chart below shows the disability trends over the three year period:
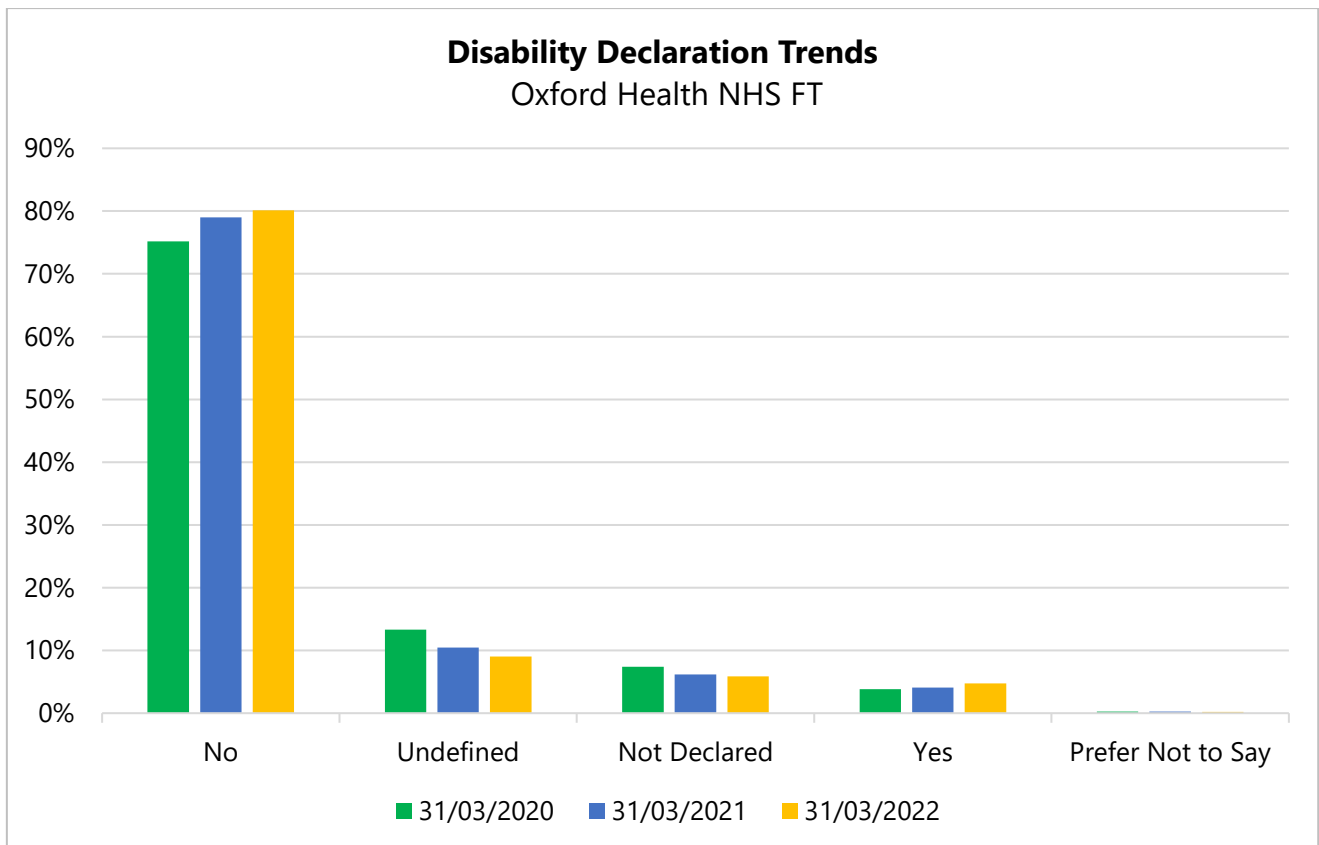
This chart shows the disability/non-disability profile of employees who were in post as of 31 March 2022:

Disability
Oxford Health NHS FT
Staff in Post as of 31 March 2022

Yes 4.7%
Prefer Not 0.2%
Unspecified 9.0%
Not Declared 5.9%
No 80.1%

The main features are:

1. 4.7% of the workforce has declared a disability. This represents an increase of 0.6% from 4.1% of staff declaring in 2021.

2. Although there has been a decrease, numbers for non-disclosure remain high: the total for 'Undefined', 'Not Declared' and 'Prefer not to say' is 15.1% (1,143 in count) – approximately one-sixth of the workforce.

3. This is in comparison to the national figures which show that 21% of working age adults are disabled, 3.7% of NHS workforce is disabled, and 21.3% have not disclosed their disability in the NHS.

Recommendations for action:

1. Inculcate a positive culture of disclosing disabilities.

2. Improve disabled employees' confidence that disclosing a disability would lead to them receiving appropriate support thereby maximising their effectiveness in the workplace.

3. Work to move from Level 2 'Disability Confident Employer' to Level 3 'Disability Confident Leader.'

4. Work on the WDES Action Plan to improve the experience and opportunities for disabled staff.

Section 5: Sexual Orientation

The results in the following charts show the sexual orientation diversity of staff:

Sexual Orientation (Largest first)	31/03/2020		Sexual Orientation (Largest first)	31/03/2021		Sexual Orientation (Largest first)	31/03/2022	
Heterosexual	5102	73.6%	Heterosexual	5714	76.7%	Heterosexual	5844	77.4%
Not Stated	897	13.0%	Not Stated	858	11.5%	Not Stated	853	11.3%
Undefined	767	10.7%	Undefined	668	9.0%	Undefined	572	7.6%
Gay or Lesbian	114	1.6%	Gay or Lesbian	114	1.5%	Gay or Lesbian	122	1.6%
Bisexual	68	1.0%	Bisexual	96	1.3%	Bisexual	118	1.6%
Undecided	12		Undecided			Undecided	28	0.4%
Other sexual orientation not listed	5		Other sexual orientation not listed			Other sexual orientation not listed	14	0.2%

This chart shows the sexual orientation profile of employees who were in post as of 31 March 2022:
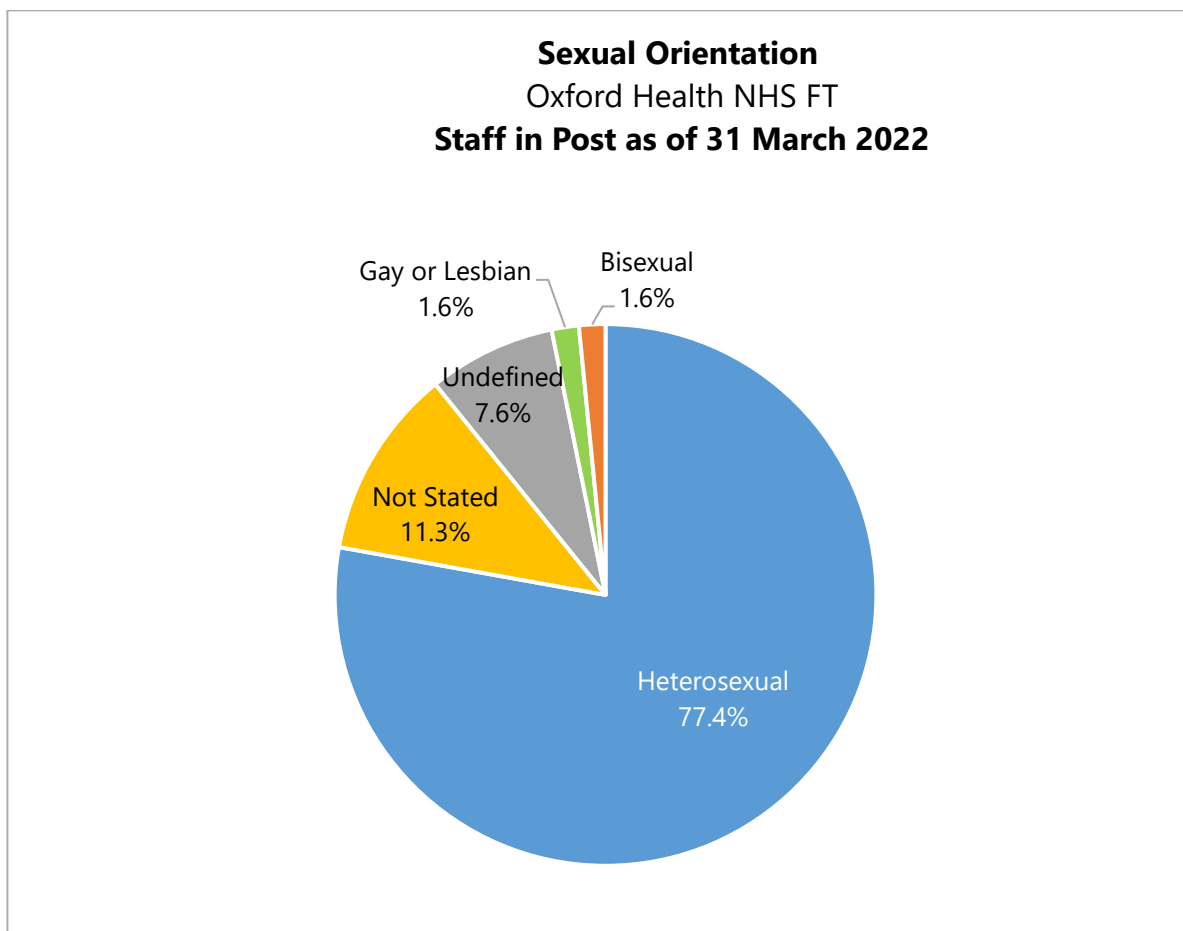
The main features are:

1. 'Heterosexual/ Straight' makes up the largest proportion of the workforce at 77.4% or 5844 in headcount.

2. Although there has been a decrease, numbers for non-disclosure remain high: the total for 'Undefined' and 'Not stated' is 18.9% (1,425 in count) – just over a fifth of the workforce.

3. The combined total for lesbian, gay, and bisexual is 3.2% (240 in count).

4. This is in comparison to 1% of the NHS workforce whose sexuality is not heterosexual and 47% have not disclosed their sexuality.

**Recommendation for action:**

1. Institute the 'LGBT+ Inclusion Framework' for NHS Trusts to improve the workforce and workplace experience of LGBT+ people.
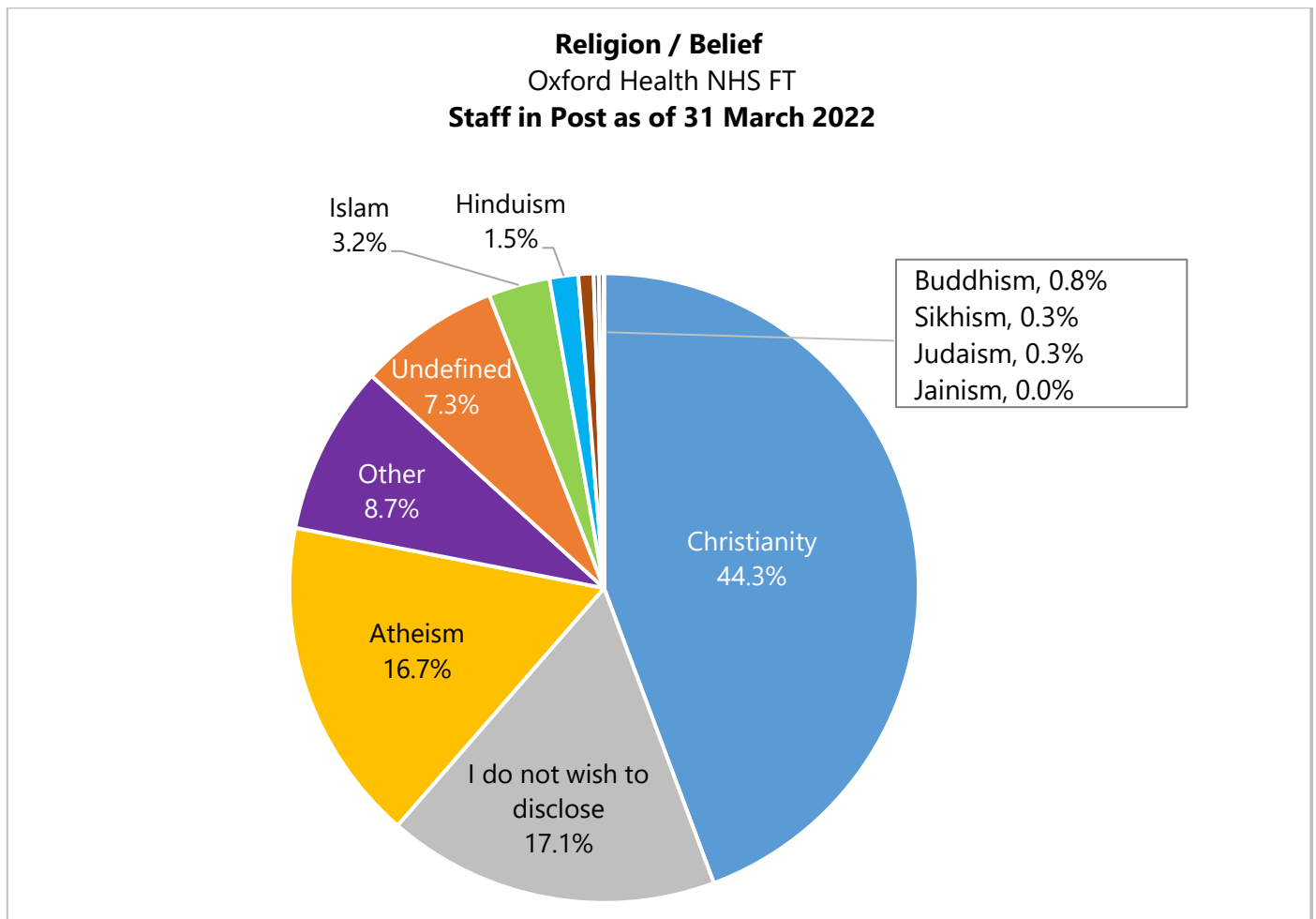
Section 6: Religion/Belief

The results in the following charts show the religion and belief diversity of staff:

31/03/2019			31/03/2020			31/03/2021		
Religion/Belief	Count	%	Religion/Belief	Count	%	Religion/Belief	Count	%
Christianity	3068	44.0%	Christianity	3328	44.7%	Christianity	3347	44.3%
I do not wish to disclose	1226	17.6%	I do not wish to disclose	1260	16.9%	I do not wish to disclose	1289	17.1%
Atheism	981	14.1%	Atheism	1184	15.9%	Atheism	1259	16.7%
Undefined	731	10.5%	Other	639	8.6%	Other	657	8.7%
Other	603	8.7%	Undefined	614	8.2%	Undefined	550	7.3%
Islam	190	2.7%	Islam	220	3.0%	Islam	239	3.2%
Hinduism	84	1.2%	Hinduism	104	1.4%	Hinduism	111	1.5%
Buddhism	53	0.8%	Buddhism	60	0.8%	Buddhism	59	0.8%
Sikhism	17	0.2%	Sikhism	20	0.3%	Sikhism	20	0.3%
Judaism	12	0.2%	Judaism	20	0.3%	Judaism	19	0.3%
Jainism	0	0.0%	Jainism	1	0.0%	Jainism	1	0.0%

The chart below shows the religion/belief trends over the three year period.

Religion / Beliefs Trends
Oxford Health NHS FT
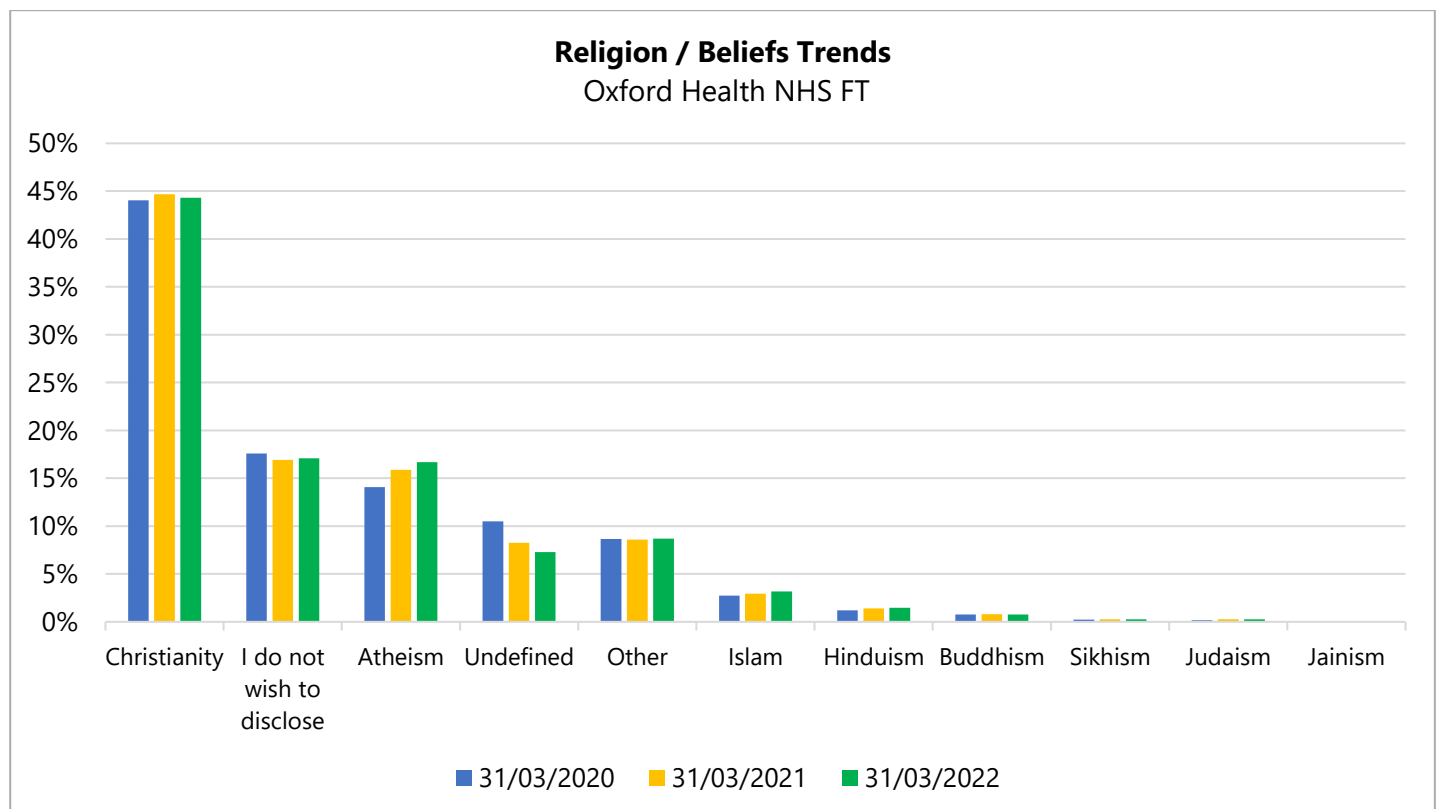
This chart shows the religion/belief profile of employees who were in post on 31st March 2022:

Religion / Belief
Oxford Health NHS FT
Staff in Post as of 31 March 2022

Islam
3.2%

Hinduism
1.5%

Buddhism, 0.8%
Sikhism, 0.3%
Judaism, 0.3%
Jainism, 0.0%

Undefined
7.3%

Other
8.7%

Christianity
44.3%

Atheism
16.7%

I do not wish to
disclose
17.1%

The main observations are:

1. The majority of the staff population is 'Christian' at 44.3%.

2. The total for 'I do not wish to disclose' and 'Undefined' has remained high at 24.4% (1,839 in count) – just over a quarter of the workforce.

3. 'Atheism' has seen an increase of 0.8% or 75 in headcount in this reporting period.

4. The total for Islam, Hinduism, Buddhism, Sikhism, Judaism and Jainism is 6.1% or 449 in headcount.

5. This is in comparison to those in England's working population, those in the NHS workforce, and the populations of Oxfordshire and Buckinghamshire whose religious belief is as follows:

	England's working population (ONS)	NHS workforce	Oxfordshire (Census 2011)	Buckingham-shire (Census 2011)	Oxford Health NHS FT (2022)
Christianity	61%	37%	60%	60.5%	44.3%
Islam	4%	2%	2.4%	5.1%	3.2%
Hinduism	2%	1%	0.6%	1.2%	1.5%
Undisclosed	7%	48%	7%	7%	17.1%
Buddhism			0.5%	0.4%	0.8%
Judaism			0.3%	0.3%	0.3%
Sikhism			0.2%	0.9%	0.3%
Atheism			28%	24%	16.7%
Other			0.4%	0.4%	8.7%
Undefined					7.3%

Recommendation for action:

1. Improve understanding and confidence for disclosing this characteristic in order to reduce the number of 'unknowns'.

7. Improving data collection

Although there is good practice already in place to capture workforce information, it would be desirable to increase the level of detail by incorporating the following into current monitoring systems:

1. **Race/ Ethnicity:** include the following specific ethnicities in line with the Census:
   - Arab
   - Gypsy / Roma
   - Irish Traveller
   - White: European

2. **Disability:** disaggregate disability into types of impairment:

   - Sensory impairment: Hearing impairment
   - Sensory impairment: Visual impairment
   - Physical impairment: Mobility impairment
   - Physical impairment: Physical co-ordination difficulties
   - Physical impairment: Reduced physical capacity
   - Physical impairment: Progressive or long-term illness
   - Learning difficulties, for example dyslexia
   - Mental health: Mental health
   - Communication: Speech impairment
   - Communication: BSL user
   - Unknown/ Undiagnosed disability

   Include the following questions in relation to disability:

   - *If you do consider yourself to have a disability, have you informed Human Resources?*
   - *Are you a carer of a child or adult who has a disability?*

3. **Transgender:** include a question on transgender identity

4. **Religion/ Belief:** disaggregate into the following:

   - Agnostic
   - Atheist
   - Buddhist
   - Christian
   - Hindu
   - Humanist

- Jewish

- Muslim

- Pagan

- Sikh

- Spiritualist

- Other

- Prefer not to say

5. **Occupational information:** include the following questions:

   - What is your length of service at the trust in years?

   - Which one of these categories best describes your role at the Trust? (Enlist the occupational categories to choose from)

   - What hours do you work: Full-time / Part-time?

6. Disaggregate, drill down and intersect the acquired data further to give a clearer analysis of the information, for example, intersect age with ethnicity and disaggregate across the directorates and service provision.

7. In all employment decisions and matters, consider the impact on organisational culture and quality of provision.

Please contact us if you would like the information in another language or different format.

Arabic يُرجى الاتصال بنا إذا كنتم ترغبون في الحصول على المعلومات بلغة أخرى أو بتنسيق مختلف.

Bengali আপনি এই তথ্য অন্য ভাষায় বা আলাদা আকারে পেতে চাইলে অনুগ্রহ করে আমাদের সাথে যোগাযোগ করুন।

Urdu اگر آپ یہ معلومات دیگر زبان یا مختلف فارمیٹ میں چاہتے ہیں تو برائے مہربانی ہم سے رابطہ کریں۔

Chinese 若要以其他語言或格式提供這些資訊，請與我們聯繫

Polish Aby uzyskać informacje w innym języku lub w innym formacie, skontaktuj się z name.

Portuguese Queira contactar-nos se pretender as informações noutro idioma ou num formato diferente.

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