

Public Sector Equality Duty (PSED) Workforce Information Report

2021-2022

A decorative graphic at the bottom of the page consisting of several overlapping, curved bands of color. From top to bottom, the colors are orange, light blue, magenta, and teal. The bands are curved and overlap each other, creating a sense of movement and depth.

Contents

1. Introduction	4
1.1. Policy and Legal Context	4
1.2. Monitoring Information	4
1.2.1. Data Format.....	5
1.2.2. EDI Data Categories	5
1.2.3. Workforce Data Categories.....	6
1.2.4. Data suppression.....	7
1.3. Additional Equality Data.....	7
1.4. National Census 2021	7
2. Summary Data.....	9
3. STHK, Bank, Lead Employer Total Population by EDI	10
3.1. Age.....	10
3.2. Disability	11
3.3. Ethnicity / Race.....	11
3.3.1. Ethnicity 2 Ways	11
3.3.2. Ethnicity 4 Ways	12
3.3.3. Ethnicity 16 Ways	13
3.4. Religion 2 Ways.....	16
3.5. Religion 9 Ways.....	16
3.6. Sex	18
3.7. Sexual Orientation	19
3.7.1. LGBO of Known Sexuality.....	19
4. STHK Substantive, Agenda for Change Pay Band by EDI	20
4.1. Age.....	20
4.2. Disability	22
4.3. Ethnicity 2 Ways	23
4.4. Religion 2 Ways.....	25
4.5. Sex	26
4.6. Sexual Orientation	28
5. STHK Substantive, Staff Group by EDI	29
5.1. Age.....	29
5.2. Disability	30
5.3. Ethnicity 2 Ways	31
5.4. Religion 2 Ways.....	32

5.5.	Sex	32
5.6.	Sexual Orientation	33
6.	STHK Substantive, Level 4 Department by EDI	34
6.1.	Age	34
6.2.	Disability	35
6.3.	Ethnicity 2 Ways	36
6.4.	Religion 2 Ways.....	36
6.5.	Sex	37
6.6.	Sexual Orientation	38
7.	STHK Substantive, New Starters by EDI.....	39
7.1.	Age	39
7.2.	Disability	40
7.3.	Ethnicity 2 & 4 Ways	41
7.4.	Religion 2 Ways.....	42
7.5.	Sex	44
7.6.	Sexual Orientation	46
8.	STHK Substantive, Leavers by EDI.....	47
8.1.	Age	47
8.2.	Disability	48
8.3.	Ethnicity 2 & 4 Ways	49
8.4.	Religion 2 Ways.....	50
8.5.	Sex	51
8.6.	Sexual Orientation	52
9.	Tables Index	53
10.	Graphs Index.....	54

1. Introduction

At St Helens and Knowsley NHS Teaching Hospitals Trust (STHK) we recognise that equality of opportunity is fundamental to developing the organisational culture needed to support a diverse and inclusive workforce. The focus of our work is as a teaching and learning trust therefore we are committed to continuing to learn about our own staff and helping to develop and nurture their talents as individuals.

This report gives an overview of all workforce demographics by protected characteristics for the year ending 2021-2022. It provides a detailed snapshot of who we are, according to group characteristic. By analysing this data across STHK, we gain insight into how and where barriers may present for our colleagues, and a picture of where and when strategic interventions may have the most impact.

This document supports the Trust's Annual Report (also available on the trust's website) by providing detailed and transparent high-level employee demographic data for the financial year 2021-2022.

The data presented in this report includes an organisation-wide breakdown of our workforce by protected characteristic including:

- Staff in Post (31st March 2022)
- Staff in Post by Agenda for Change Pay Band (31st March 2022)
- New starters (1st April 2021 – 31st March 2022)
- Leavers (1st April 2021 – 31st March 2022)

1.1. Policy and Legal Context

At St Helens and Knowsley NHS Teaching Hospitals Trust (STHK) (the Trust), we recognise our obligations to fulfil our statutory duties in relation to equality diversity and inclusion, as detailed in the Equality Act 2010 and the accompanying Public Sector Equality Duty. The Act required that the Trust publishes sufficient information to demonstrate that, in the exercise of its functions, it has a due regard to:

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

This document forms the Workforce element of this duty and should be read in conjunction with the accompanying Patient Experience profile published on the Equality and Diversity section of the Trust website.

1.2. Monitoring Information

The Trust routinely collects equality monitoring data from staff members and uses this information to ensure that its employment processes, procedures, and opportunities are applied and functioning in a manner that are fair and accessible to all.

1.2.1. Data Format

All data within this report is presented as percentages (%), which are calculated from the whole population, inclusive of Unknown, unless otherwise stated.

The data tables include the proportion (%) of the population within each equality category for 2020, 2021 and 2022 to allow for trending. In addition, the change in the proportion of the population within each equality group is reported for 1 year change, and a 5 year change, e.g.

Table 1: Example

2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
The % population on the 31 st March 2020.	The % population on the 31 st March 2021.	The % population on the 31 st March 2022.	The change in the proportion of the population that has changed from 2021 to 2022. This is not reporting the change in the number of people.	The change in the proportion of the population that has changed from 2018 to 2022. This is not reporting the change in the number of people.

Where the 1 Year Change in numbers is reported, this is the percentage change in the total headcount between 2021 and 2022. Where a decrease is reported, if this is negative change it is coloured **red**, if it is a positive change it is coloured **green**.

1.2.2. EDI Data Categories

The equality data categories included within this report are:

Table 2: Equality Categories

Age	The aged bands of 16-30, 31-40, 41-50, 51-60, 61 plus
Disability status	<ul style="list-style-type: none"> • Yes: if a disability has been disclosed in the staff record • No: if no disability has been disclosed
Ethnicity 2 Ways	Comparison between BME v White. BME is taken to mean all those identifying as Asian, Black, and Other ethnicity. White means White British, White Irish, White Other, Gypsy/Traveller.
Ethnicity 4 Ways	<ul style="list-style-type: none"> • Comparison between Asian, Black, Other, and White. • Asian means Bangladeshi, Chinese, Indian, Pakistani, Asian Other, and Mixed White & Asian. • Black means African, Caribbean, Black Other, Mixed White & Black African, and Mixed White & Black Caribbean. • Other means Arab, Other Ethnicity, Mixed Other. • White means White British, White Irish, White Other, Gypsy/Traveller.
Ethnicity 16 Ways	Comparison between the 16 ethnic categories, as based on the Census. No data is reported from the staff record system for

	Arab and Gypsy/Traveller and therefore are excluded where reported.
Religious Belief 2 Ways	<ul style="list-style-type: none"> • Religious is taken to mean Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Other, Sikhism • No Religion is taken to mean Atheism or No Religion
Religious Belief 9 Ways	Comparing Atheism, Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Other, Sikhism
Sex	Comparing Female v Male.
Sexual Orientation	Comparing Heterosexual v Lesbian, Gay, Bisexual, and Other Sexuality (LGBO)
Unknown	Where unknown is reported, this is a combination of Undeclared, Declined, Blank.

Gender Reassignment is not a recorded category within the Electronic Staff Record and therefore no data is included within the report.

1.2.3. Workforce Data Categories

The Summary and Total Headcount sections of the report provide EDI data for:

- **STHK Substantive workforce**, that being the main workforce who work at Whiston hospital, St Helens hospital, and other sites,
- **STHK Bank workforce**, that being the zero hour workers who work for the Trust Bank service, providing short term/one-off cover.
- **Lead Employer**, that being the trainee doctors who are employed by STHK who provides employment services (HR services, payroll, pensions etc), but who are placed across the country in Health Education England Deaneries.

Data presented for Agenda for Change Pay Band, Staff Group, Department, New Staff, and Leavers is only for the STHK Substantive workforce.

The Agenda for Change Pay Bands is the 9 point pay scale for non-medical employees. This includes all admin and clerical staff, nurses, estates, technicians and lab staff, and allied healthcare roles.

The Staff Groups refer to the way posts are categories and are Add Prof Scientific and Technic; Additional Clinical Services; Administrative and Clerical; Allied Health Professionals; Estates and Ancillary; Healthcare Scientists; Medical and Dental; and Nursing and Midwifery Registered.

Departments refer to the Level 4 (top tier) departments within the Trust structure, also known as the care groups. These are Clinical Support Services; Community Services; Corporate Services; Medical Care Group; Medirect; Non-Clinical Support; and Surgical Care Group.

1.2.4. Data suppression

To ensure data protection and anonymity, only percentages are reported. Where there are less than 10 people in the total sample, the data has been omitted.

1.3. Additional Equality Data

Additional workforce equality data, information and analysis is available in the following reports / documents:

- Equality Delivery System 2 (EDS2) Report,
- Gender Pay Gap Report,
- Workforce Race Equality Standard (WRES),
- Workforce Disability Equality Standard (WDES),

These reports can be accessed from the Trust's website by clicking on the following link:

<https://www.sthk.nhs.uk/annual-reporting>

1.4. National Census 2021

The National Census results from 2021 are the most complete and up to date collections of population statistics within the UK. Table 3 outlines a sample of total population equality breakdown for St Helens, Knowsley, Liverpool City Region, and England and Wales.

The data refers to the 16 plus, resident population, where resident population means that the individual had lived in the UK, or was expected to live in the UK for 12 months or more during the census year.

Census data is often used to measure how inclusive a organisation is in relation to the local source population where job applicants are pulled from, and for the Trust, to compare against the local patient population.

Census data is used both for benchmarking and target setting in equality initiatives, although the Trusts workforce is significantly influenced by the demographic trends within professions, education/university trends, and international recruitment initiatives.

Table 3: National Census 2021

	St Helens	Knowsley	Liverpool City Region	England & Wales
BME	3.5%	4.7%	7.9%	18.3%
Non-UK National Identity	3.2%	3.4%	6.1%	9.7%
Female	50.9%	52.2%	51.4%	51.0%
Male	49.1%	47.8%	48.6%	49.0%
LGBO	2.7%	2.3%	3.2%	3.2%
Trans	0.4%	0.3%	0.5%	0.5%
Christian	62.3%	66.6%	59.7%	46.2%

Other Religion	1.7%	0.2%	0.4%	10.7%
No Religion	31.2%	27.2%	31.4%	37.2%

2. Summary Data

Table 4: Population Summary

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% Disabled	3.19%	3.34%	3.62%	+8.57%	+26.70
	% BME	9.62%	9.96%	11.60%	+16.53%	+51.03%
	% Religious	68.54%	67.42%	68.63%	+1.79%	+4.16%
	% LGBO	2.31%	2.52%	2.53%	+0.26%	+27.68%
	% Female	81.82%	82.07%	82.26%	+0.23%	+0.55%
	% Male	18.18%	17.93%	17.74%	-1.07%	-2.49%
STHK Bank	% Disabled	2.54%	3.18%	3.44%	+8.44%	+75.89
	% BME	12.85%	11.24%	11.52%	+2.49%	-10.28%
	% Religious	62.71%	63.33%	64.08%	+1.19%	+12.59%
	% LGBO	3.22%	3.90%	3.96%	+1.66%	+55.55%
	% Female	80.01%	82.67%	83.80%	+1.37%	+8.88%
	% Male	19.99%	17.33%	16.20%	-6.52%	-29.67%
Lead Employer	% Disabled	1.65%	1.84%	1.94%	+5.36 %	+76.03
	% BME	52.04%	55.19%	58.67%	+6.31%	+23.58%
	% Religious	62.35%	63.91%	66.55%	+4.13%	+10.81%
	% LGBO	2.46%	2.69%	2.92%	+8.67%	+75.55%
	% Female	58.63%	57.77%	57.54%	-0.40%	-8.16%
	% Male	41.37%	42.23%	42.46%	+0.55%	+13.69%
Total	% Disabled	2.32%	2.59%	2.78%	+7.16%	+38.42%
	% BME	30.51%	31.69%	34.05%	+7.43%	+44.82%
	% Religious	64.31%	64.84%	66.56%	+2.65%	+7.90%
	% LGBO	2.58%	2.91%	3.05%	+5.05%	+53.26%
	% Female	70.39%	70.68%	70.83%	+0.20%	-3.83%
	% Male	29.61%	29.32%	29.17%	-0.49%	+10.72%

3. STHK, Bank, Lead Employer Total Population by EDI

3.1. Age

Table 5: Age Population

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% 16-30	20.53%	20.48%	19.43%	++5.11%	+0.48%
	% 31-40	22.47%	23.62%	23.99%	+1.56%	+14.45%
	% 41-50	23.40%	22.74%	22.25%	-2.16%	-15.09%
	% 51-60	25.87%	25.20%	25.71%	+2.03%	-2.60%
	% 61 plus	7.73%	7.96%	8.62%	+8.26%	+21.37%
STHK Bank	% 16-30	37.81%	36.85%	35.50%	-3.66%	-10.84%
	% 31-40	28.28%	25.33%	25.73%	+1.56%	-5.84%
	% 41-50	16.33%	16.89%	16.47%	-2.48%	-4.54%
	% 51-60	13.26%	15.48%	15.90%	+2.68%	+34.21%
	% 61 plus	4.32%	5.45%	6.40%	+17.55%	+70.28%
Lead Employer	% 16-30	37.87%	35.36%	32.93%	-6.87%	-22.42%
	% 31-40	52.33%	54.13%	56.25%	+3.91%	+14.19%
	% 41-50	8.86%	9.42%	9.61%	+2.05%	+23.97%
	% 51-60	0.91%	1.07%	1.19%	+11.16%	+137.24%
	% 61 plus	0.03%	0.02%	0.02%	-6.26%	-53.97%
Total	% 16-30	32.60%	31.20%	29.68%	-4.87%	-8.77%
	% 31-40	37.96%	38.47%	39.80%	+3.45%	+21.21%
	% 41-50	14.92%	15.11%	14.85%	-1.75%	-14.48%
	% 51-60	11.21%	11.59%	11.68%	+0.86%	-13.67%
	% 61 plus	3.31%	3.63%	3.99%	+9.80%	+6.76%

3.2. Disability

Table 6: Disability Population

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% No	96.81%	96.66%	96.38%	-0.30%	-0.79%
	% Yes	3.19%	3.34%	3.62%	+8.57%	+26.70%
STHK Bank	% No	97.46%	96.82%	96.56%	-0.28%	-1.52%
	% Yes	2.54%	3.18%	3.44%	+8.44%	+75.89%
Lead Employer	% No	98.35%	98.16%	98.06%	-0.10%	-0.85%
	% Yes	1.65%	1.84%	1.94%	+5.36%	+76.03%
Total	% No	97.68%	97.41%	97.22%	-0.19%	-0.79%
	% Yes	2.32%	2.59%	2.78%	+7.16%	+38.42%

A disability is defined as a “physical or mental impairment, which has a substantial, long term, adverse effect or a person’s ability to carry our normal day-to-day activities”. To be included within this data an employee must have disclosed that they consider themselves to have a disability during onboarding or via the Electronic Staff Record (ESR).

3.3. Ethnicity / Race

3.3.1. Ethnicity 2 Ways

Table 7: Ethnicity Population 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% BME	9.62	9.96	11.60	+16.53%	+51.03%
	% Unknown	0.80%	4.95%	1.28%	-74.18%	+112.78%
	% White	89.58%	85.10%	87.12%	+2.38%	-5.01%
STHK Bank	% BME	12.85%	11.24%	11.52%	+2.49%	-10.28%
	% Unknown	3.27%	6.57%	3.79%	-42.42%	+20.57%
	% White	83.89%	82.19%	84.70%	+3.05%	+0.80%
Lead Employer	% BME	52.04%	55.19%	58.67%	+6.31%	+23.58%
	% Unknown	4.02%	3.00%	2.34%	-21.96%	-40.95%
	% White	43.94%	41.81%	38.99%	-6.75%	-19.71%
Total	% BME	30.51%	31.69%	34.05%	+7.43%	+44.82%
	% Unknown	2.88%	4.39%	2.38%	-45.79%	-1.69%
	% White	66.61%	63.92%	63.57%	-0.54%	-14.17%

Note: BME stands for Black and Minority Ethnic. The NHS data categorisation continues to use this acronym. However, BME is synonymous with the term BAME, Black, Asian & Minority Ethnic, and POC, People of Colour.

3.3.2. Ethnicity 4 Ways

Table 8: Ethnicity Population 4 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% Asian	7.36%	7.15%	8.27%	+15.66%	+46.42%
	% Black	1.44%	1.82%	2.32%	+27.45%	+105.04%
	% Other	0.82%	0.98%	1.01%	+2.69%	+12.16%
	% Unknown	0.80%	1.80%	1.28%	-29.16%	+112.78%
	% White	89.58%	88.24%	87.12%	-1.27%	-5.01%
STHK Bank	% Asian	9.18%	7.70%	7.46%	-3.08%	-13.64%
	% Black	2.30%	2.29%	2.85%	+24.46%	+24.01%
	% Other	1.36%	1.25%	1.20%	-3.57%	-36.61%
	% Unknown	3.27%	3.64%	3.79%	+4.03%	+20.57%
	% White	83.89%	85.12%	84.70%	-0.50%	+0.80%
Lead Employer	% Asian	34.96%	35.59%	36.95%	+3.81%	+10.88%
	% Black	11.55%	13.44%	14.65%	+9.06%	+52.53%
	% Other	5.52%	6.16%	7.06%	+14.71%	+55.51%
	% Unknown	4.02%	3.00%	2.34%	-21.96%	-40.95%
	% White	43.94%	41.81%	38.99%	-6.75%	-19.71%
Total	% Asian	20.89%	20.76%	21.77%	+4.85%	+31.76%
	% Black	6.44%	7.43%	8.33%	+12.09%	+84.41%
	% Other	3.17%	3.50%	3.95%	+12.84%	+59.79%
	% Unknown	2.88%	2.78%	2.38%	-14.48%	-1.69%
	% White	66.61%	65.53%	63.57%	-2.98%	-14.17%

Note: The categories Asian, Black, Other and White are based on section categories used within the National Census and subsequently all ethnicity/race based data collection.

3.3.3. Ethnicity 16 Ways

3.3.3.1. STHK Substantive

Table 9: STHK Substantive Ethnicity Population 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Asian Bangladeshi	0.10%	0.12%	0.07%	-37.70%	+110.30%
% Asian Chinese	0.30%	0.25%	0.33%	+28.99%	+42.36%
% Asian Indian	4.23%	4.28%	5.10%	+19.12%	+74.87%
% Asian Other	1.99%	1.85%	1.99%	+7.71%	+1.55%
% Asian Pakistani	0.56%	0.49%	0.61%	+23.84%	+43.71%
% Black African	1.19%	1.45%	1.71%	+18.17%	+105.83%
% Black Caribbean	0.00%	0.01%	0.12%	+697.39%	+124.32%
% Black Other	0.11%	0.12%	0.16%	+37.05%	+131.33%
% Mixed Other	0.11%	0.16%	0.16%	-0.33%	+2.81%
% Mixed White & Asian	0.18%	0.16%	0.18%	+8.73%	+101.89%
% Mixed White & Black African	0.08%	0.15%	0.15%	-0.33%	+110.30%
% Mixed White & Black Caribbean	0.06%	0.09%	0.18%	+99.35%	+68.24%
% Other Ethnicity	0.71%	0.82%	0.85%	+3.30%	+14.16%
% Unknown	0.80%	1.80%	1.28%	-29.16%	+112.78%
% White British	86.82%	85.69%	84.85%	-0.99%	-5.06%
% White Irish	1.14%	0.94%	0.85%	-9.82%	-18.73%
% White Other	1.62%	1.61%	1.43%	-11.40%	+9.13%

3.3.3.2. STHK Bank

Table 10: STHK Bank Ethnicity Population 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Asian Bangladeshi	0.18%	0.14%	0.09%	-37.50%	-63.93%
% Asian Chinese	0.59%	0.44%	0.39%	-26.67%	-57.68%
% Asian Indian	4.60%	4.10%	4.11%	+108.18%	+20.15%
% Asian Other	2.50%	1.99%	1.79%	+13.64%	-34.42%
% Asian Pakistani	0.88%	0.62%	0.66%	+23.33%	-28.82%
% Black African	1.53%	1.59%	2.01%	+119.61%	+26.75%
% Black Caribbean	0.15%	0.06%	0.14%	+100.00%	+15.43%
% Black Other	0.13%	0.14%	0.22%	+300.00%	+130.86%
% Mixed Other	0.46%	0.38%	0.32%	+20.00%	-30.74%

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Mixed White & Asian	0.44%	0.40%	0.41%	+91.67%	+10.62%
% Mixed White & Black African	0.26%	0.32%	0.34%	+90.00%	+9.66%
% Mixed White & Black Caribbean	0.20%	0.18%	0.14%	+33.33%	-23.05%
% Other Ethnicity	0.92%	0.86%	0.88%	+6.52%	-38.52%
% Unknown	3.27%	3.64%	3.79%	+108.91%	+20.57%
% White British	80.07%	82.03%	82.11%	+76.45%	+1.83%
% White Irish	1.42%	1.23%	0.97%	+31.71%	-23.99%
% White Other	2.39%	1.87%	1.61%	+32.35%	-23.61%

3.3.3.3. *STHK Lead Employer*

Table 11: STHK Lead Employer Ethnicity Population 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Asian Bangladeshi	1.63%	1.71%	1.82%	+6.26%	+6.70%
% Asian Chinese	3.17%	2.95%	2.83%	-4.13%	-9.65%
% Asian Indian	11.95%	11.75%	12.39%	+5.50%	-4.73%
% Asian Other	5.05%	5.00%	5.21%	+4.26%	+8.76%
% Asian Pakistani	11.89%	12.95%	13.51%	+4.27%	+42.01%
% Black African	9.65%	11.35%	12.15%	+7.09%	+48.99%
% Black Caribbean	0.49%	0.55%	0.49%	-11.09%	-6.24%
% Black Other	0.27%	0.26%	0.52%	+101.42%	+21.34%
% Mixed Other	1.65%	1.60%	1.57%	-2.35%	+10.97%
% Mixed White & Asian	1.27%	1.23%	1.19%	-3.35%	+1.11%
% Mixed White & Black African	0.90%	1.00%	1.17%	+17.87%	+189.31%
% Mixed White & Black Caribbean	0.23%	0.28%	0.32%	+12.52%	+231.40%
% Other Ethnicity	3.88%	4.55%	5.50%	+20.72%	+75.59%
% Unknown	4.02%	3.00%	2.34%	-21.96%	-40.95%
% White British	37.61%	35.55%	32.97%	-7.24%	-21.14%
% White Irish	1.27%	1.37%	1.40%	+2.23%	-12.94%
% White Other	5.07%	4.90%	4.62%	-5.69%	-10.19%

3.3.3.4. STHK All

Table 12: STHK All Ethnicity Population 16 Ways

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Asian Bangladeshi	0.84%	0.88	0.91	+3.58%	+30.33%
% Asian Chinese	1.73%	1.58%	1.54%	-2.38%	+5.40%
% Asian Indian	7.99%	7.78%	8.35%	+7.26%	+23.72%
% Asian Other	3.56%	3.38%	3.48%	+3.19%	+9.49%
% Asian Pakistani	6.02%	6.43%	6.78%	+5.41%	+74.47%
% Black African	5.29%	6.17%	6.77%	+9.58%	+82.84%
% Black Caribbean	0.27%	0.28%	0.30%	+8.08%	+24.64%
% Black Other	0.19%	0.19%	0.34%	+82.02%	+66.71%
% Mixed Other	0.92%	0.90%	0.87%	-2.77%	+26.14%
% Mixed White & Asian	0.75%	0.72%	0.72%	-0.93%	+29.32%
% Mixed White & Black African	0.51%	0.59%	0.68%	+15.99%	+174.55%
% Mixed White & Black Caribbean	0.17%	0.20%	0.24%	+17.45%	+96.61%
% Other Ethnicity	2.26%	2.60%	3.07%	+18.22%	+72.85%
% Unknown	2.88%	2.78%	2.38%	-14.48%	-1.69%
% White British	61.92%	61.09%	59.44%	-2.71%	-14.92%
% White Irish	1.26%	1.21%	1.14%	-5.62%	-12.59%
% White Other	3.43%	3.23%	2.99%	-7.20%	+3.13%

Note: These categories are based on the National Census ethnicity/categories for England and Wales. Arab and Gypsy/Traveller categories are omitted from the tables because no data has been reported against these within the ESR data set.

3.4. Religion 2 Ways

Table 13: Religions Population 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% No Religion	9.10%	9.72%	9.51%	-2.16%	+18.58%
	% Unknown	22.36%	22.86%	21.87%	-4.36%	-16.22%
	% Religious	68.54%	67.42%	68.63%	+1.79%	+4.16%
STHK Bank	% No Religion	11.51%	15.36%	11.98%	-21.98%	+21.24%
	% Unknown	25.78%	21.31%	23.93%	+12.30%	-27.91%
	% Religious	62.71%	63.33%	64.08%	+1.19%	+12.59%
Lead Employer	% No Religion	13.58%	13.75%	14.68%	+6.77%	+16.30%
	% Unknown	24.06%	22.34%	18.77%	-16.00%	-31.30%
	% Religious	62.35%	63.91%	66.55%	+4.13%	+10.81%
Total	% No Religion	11.77%	12.89%	12.56%	-2.56%	+23.89%
	% Unknown	23.93%	22.27%	20.87%	-6.25%	-25.90%
	% Religious	64.31%	64.84%	66.56%	+2.65%	+7.90%

3.5. Religion 9 Ways

3.5.1. STHK Substantive

Table 14: STHK Substantive Religions Population

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Atheism	9.10%	9.67%	9.51%	-1.71%	+18.58%
% Buddhism	0.27%	0.24%	0.27%	+12.13%	-15.88%
% Christianity	59.58%	57.97%	58.39%	+0.72%	+0.36%
% Hinduism	1.60%	1.68%	1.96%	+16.43%	+63.29%
% Islam	1.54%	1.65%	1.81%	+9.55%	+38.69%
% Jainism	0.02%	0.01%	0.03%	+99.35%	-15.88%
% Judaism	0.08%	0.06%	0.04%	-25.25%	-36.91%
% Other	5.37%	5.74%	6.05%	+5.37%	+28.23%
% Sikhism	0.08%	0.06%	0.07%	+24.59%	+40.20%
% Unknown	22.36%	22.91%	21.87%	-4.54%	-16.22%

3.5.2. STHK Bank

Table 15: STHK Bank Religions Population

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Atheism	11.51%	12.36%	11.98%	-3.07%	+21.24%
% Buddhism	0.33%	0.18%	0.22%	+18.98%	-23.05%
% Christianity	51.95%	53.08%	53.41%	+0.63%	+12.44%
% Hinduism	1.47%	1.21%	1.20%	-0.35%	+1.76%
% Islam	2.17%	1.63%	1.76%	+7.96%	-12.98%
% Jainism	0.00%	0.00%	0.00%	0.00%	-100.00%
% Judaism	0.00%	0.02%	0.02%	-10.76%	-42.29%
% Other	6.69%	7.16%	7.45%	+4.02%	+30.88%
% Sikhism	0.11%	0.06%	0.04%	-40.51%	-80.76%
% Unknown	25.78%	24.31%	23.93%	-1.54%	-27.91%

3.5.3. STHK Lead Employer

Table 16: STHK Lead Employer Religions Population

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Atheism	13.58%	13.75%	14.68%	+6.77%	+16.30%
% Buddhism	1.62%	1.64%	1.83%	+11.65%	+26.42%
% Christianity	27.69%	27.69%	27.56%	-0.45%	-4.56%
% Hinduism	6.74%	6.79%	6.94%	+2.14%	-6.51%
% Islam	18.75%	20.41%	23.57%	+15.47%	+54.73%
% Jainism	0.22%	0.16%	0.17%	+4.79%	-27.12%
% Judaism	0.33%	0.26%	0.28%	+7.65%	-20.73%
% Other	5.77%	5.84%	5.07%	-13.10%	+10.70%
% Sikhism	1.25%	1.12%	1.11%	-0.68%	-41.88%
% Unknown	24.06%	22.34%	18.78%	-15.92%	-31.24%

3.5.4. STHK All

Table 17: STHK All Religions Population

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Atheism	11.77%	12.21%	12.56%	+2.90%	+23.89%
% Buddhism	0.93%	0.89%	1.00%	+12.49%	+38.10%

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
% Christianity	42.72%	42.52%	42.50%	-0.04%	-5.46%
% Hinduism	4.01%	4.00%	4.16%	+3.94%	+19.25%
% Islam	9.86%	10.54%	12.19%	+15.57%	+84.72%
% Jainism	0.11%	0.08%	0.09%	+10.11%	-16.44%
% Judaism	0.18%	0.14%	0.15%	+3.23%	-9.17%
% Other	5.85%	6.10%	5.91%	-3.11%	+20.94%
% Sikhism	0.64%	0.56%	0.56%	-0.33%	-27.05%
% Unknown	23.93%	22.95%	20.88%	-9.01%	-25.87%

3.6. Sex

Table 18: Sex Population

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% Female	81.82%	82.07%	82.26%	+0.23%	+0.55%
	% Male	18.18%	17.93%	17.74%	-1.07%	-2.49%
STHK Bank	% Female	80.01%	82.67%	83.80%	+1.37%	+8.88%
	% Male	19.99%	17.33%	16.20%	-6.52%	-29.67%
Lead Employer	% Female	58.63%	57.77%	57.54%	-0.40%	-8.16%
	% Male	41.37%	42.23%	42.46%	+0.55%	+13.69%
Total	% Female	70.39%	70.68%	70.83%	+0.20%	-3.83%
	% Male	29.61%	29.32%	29.17%	-0.49%	+10.72%

3.7. Sexual Orientation

Table 19: Sexual Orientation Population

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	% Hetero	76.10	76.29	78.13	+2.42	+8.29
	% LGBO	2.31%	2.52%	2.53%	+0.26%	+27.68%
	% Unknown	21.59%	21.19%	19.34%	-8.74%	-25.24%
STHK Bank	% Hetero	73.13%	76.14%	76.55%	+0.55%	+15.67%
	% LGBO	3.22%	3.90%	3.96%	+1.66%	+55.55%
	% Unknown	23.65%	19.96%	19.48%	-2.41%	-37.70%
Lead Employer	% Hetero	77.99%	79.67%	81.81%	+2.69%	+11.93%
	% LGBO	2.46%	2.69%	2.92%	+8.67%	+75.55%
	% Unknown	19.55%	17.64%	15.27%	-13.45%	-39.52%
Total	% Hetero	76.34%	77.86%	79.52%	+2.13%	+11.79%
	% LGBO	2.58%	2.91%	3.05%	+5.05%	+53.26%
	% Unknown	21.08%	19.23%	17.43%	-9.37%	-35.15%

3.7.1. LGBO of Known Sexuality

Table 20 outlines the proportion of staff who have disclosed being Lesbian, Gay, Bisexual or Other sexuality when the “Unknowns” have been removed from the calculation. For large population groups, this may be more reflective of the likely LGBO population in the workforce.

Table 20: LGBO of Known Sexuality Population

	2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
STHK	2.94%	3.20%	3.13%	-2.04%	+17.35%
STHK Bank	4.22%	4.87%	4.92%	+1.05%	+32.77%
Lead Employer	3.06%	3.26%	3.44%	+5.63%	+54.87%
Total	3.27%	3.60%	3.70%	+2.75%	+35.73%

4. STHK Substantive, Agenda for Change Pay Band by EDI

The data presented in this section only refers to the main STHK workforce and does not include Bank staff or Lead Employer staff. Agenda for Change is the national NHS pay structure for non-medical employees.

Band 9 has been removed because the total population is less than 10.

4.1. Age

Table 21: AfC Pay Band by Age

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
1	% 16-30	1.08%	1.15%	0.00%	-100.00%	-100.00%
	% 31-40	8.60%	9.20%	10.00%	+8.75%	-14.83%
	% 41-50	18.28%	16.09%	10.00%	-37.86%	-55.09%
	% 51-60	46.24%	47.13%	51.43%	+9.13%	+32.32%
	% 61 plus	25.81%	26.44%	28.57%	+8.07%	+35.71%
2	% 16-30	14.59%	15.24%	14.84%	-2.57%	-9.61%
	% 31-40	18.57%	18.31%	17.91%	-2.15%	+0.53%
	% 41-50	20.85%	19.69%	19.19%	-2.50%	-16.99%
	% 51-60	33.54%	34.04%	33.27%	-2.28%	+5.07%
	% 61 plus	12.44%	12.73%	14.78%	+16.12%	+34.70%
3	% 16-30	20.65%	23.42%	19.11%	-18.39%	+2.74%
	% 31-40	18.55%	18.73%	17.96%	-4.13%	+3.22%
	% 41-50	20.81%	19.56%	21.26%	+8.72%	-14.94%
	% 51-60	29.35%	26.86%	28.16%	+4.85%	-8.57%
	% 61 plus	10.65%	11.43%	13.51%	+18.13%	+64.70%
4	% 16-30	14.29%	22.24%	15.48%	-30.39%	+16.53%
	% 31-40	19.83%	20.14%	23.68%	+17.57%	+23.88%
	% 41-50	29.42%	23.99%	24.41%	+1.73%	-21.86%
	% 51-60	29.42%	26.62%	29.14%	+9.48%	-3.83%
	% 61 plus	7.04%	7.01%	7.29%	+4.01%	+20.22%
5	% 16-30	34.16%	32.03%	30.81%	-3.80%	-8.02%
	% 31-40	23.94%	26.05%	27.93%	+7.22%	+19.76%
	% 41-50	20.91%	20.96%	19.37%	-7.60%	-10.97%
	% 51-60	16.76%	16.16%	16.70%	+3.34%	-1.50%
	% 61 plus	4.23%	4.80%	5.18%	+8.06%	+16.05%
6	% 16-30	23.82%	23.60%	23.78%	+0.79%	+17.63%
	% 31-40	31.14%	33.79%	32.05%	-5.15%	+13.89%

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
	% 41-50	22.08%	19.93%	20.72%	+3.98%	-19.73%
	% 51-60	18.73%	18.56%	19.71%	+6.19%	-11.51%
	% 61 plus	4.22%	4.12%	3.74%	-9.37%	+5.22%
7	% 16-30	8.98%	9.21%	11.93%	+29.59%	+38.34%
	% 31-40	24.87%	26.67%	25.27%	-5.22%	+6.11%
	% 41-50	32.47%	32.06%	28.57%	-10.89%	-17.18%
	% 51-60	28.67%	27.14%	29.67%	+9.31%	+1.76%
	% 61 plus	5.01%	4.92%	4.55%	-7.48%	+16.69%
8a	% 16-30	5.68%	5.42%	5.17%	-4.55%	+33.62%
	% 31-40	32.95%	28.08%	30.60%	+8.99%	+10.31%
	% 41-50	26.70%	31.53%	32.33%	+2.54%	-15.07%
	% 51-60	30.11%	29.06%	25.86%	-11.02%	+2.79%
	% 61 plus	4.55%	5.91%	6.03%	+2.08%	+16.92%
8b	% 16-30	0.00%	0.00%	0.00%	0.00%	0.00%
	% 31-40	16.67%	24.66%	17.50%	-29.03%	+26.88%
	% 41-50	31.67%	30.14%	35.00%	+16.14%	-3.33%
	% 51-60	45.00%	38.36%	40.00%	+4.29%	-14.07%
	% 61 plus	6.67%	6.85%	7.50%	+9.50%	+117.50%
8c	% 16-30	0.00%	0.00%	0.00%	0.00%	0.00%
	% 31-40	13.04%	8.00%	14.29%	+78.57%	+200.00%
	% 41-50	47.83%	48.00%	42.86%	-10.71%	0.00%
	% 51-60	39.13%	40.00%	39.29%	-1.79%	-25.00%
	% 61 plus	0.00%	4.00%	3.57%	-10.71%	0.00%
8d	% 16-30	0.00%	0.00%	0.00%	0.00%	0.00%
	% 31-40	23.08%	14.29%	18.75%	+31.25%	0.00%
	% 41-50	23.08%	21.43%	37.5%0	+75.00%	-10.00%
	% 51-60	38.46%	50.00%	37.5%0	-25.00%	-35.71%
	% 61 plus	15.38%	14.29%	6.25%	-56.25%	0.00%

4.2. Disability

Table 22: AfC Pay Band by Disability

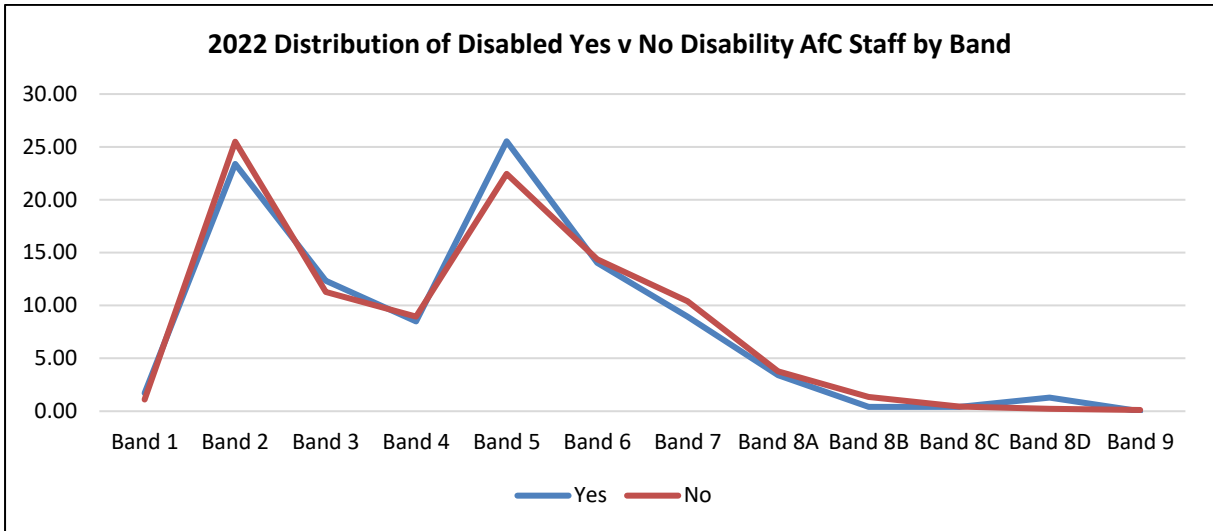
		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
1	% NO	94.62%	95.40%	94.29%	-1.17%	-2.15%
	% YES	5.38%	4.60%	5.71%	+24.29%	+56.83%
2	% NO	97.03%	96.74%	96.48%	-0.27%	-0.89%
	% YES	2.97%	3.26%	3.52%	+7.93%	+32.74%
3	% NO	96.61%	96.83%	95.83%	-1.03%	-1.20%
	% YES	3.39%	3.17%	4.17%	+31.52%	+38.89%
4	% NO	95.95%	96.15%	96.36%	+0.22%	+0.09%
	% YES	4.05%	3.85%	3.64%	-5.45%	-2.32%
5	% NO	96.09%	95.57%	95.68%	+0.11%	-0.79%
	% YES	3.91%	4.43%	4.32%	-2.45%	+21.45%
6	% NO	96.65%	96.56%	96.26%	-0.31%	-1.03%
	% YES	3.35%	3.44%	3.74%	+8.75%	+36.78%
7	% NO	97.24%	97.46%	96.70%	-0.78%	-0.64%
	% YES	2.76%	2.54%	3.30%	+29.81%	+23.50%
8a	% NO	94.89%	97.04%	96.55%	-0.51%	-0.89%
	% YES	5.11%	2.96%	3.45%	+16.67%	+33.62%
8b	% NO	100.00%	98.63%	98.75%	+0.12%	+0.48%
	% YES	0.00%	1.37%	1.25%	-8.75%	-27.50%
8c	% NO	95.65%	96.00%	96.43%	+0.45%	-3.57%
	% YES	4.35%	4.00%	3.57%	-10.71%	0.00%
8d	% NO	92.31%	85.71%	81.25%	-5.21%	-2.50%
	% YES	7.69%	14.29%	18.75%	31.25%	+12.50%

4.3. Ethnicity 2 Ways

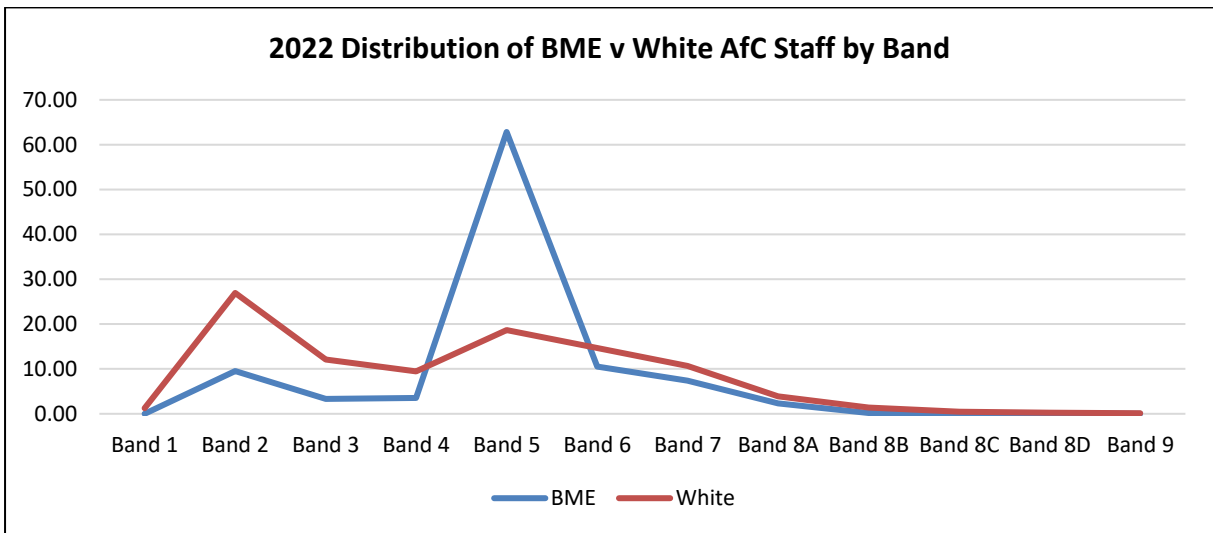
Table 23: AfC Pay Band by Ethnicity 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
1	% BME	1.08%	1.15%	0.00%	-100.00%	-100.00%
	% White	98.92%	94.25%	100.00%	+6.10%	+1.65%
2	% BME	2.21%	2.19%	3.13%	+42.87%	+70.29%
	% White	97.09%	93.54%	95.91%	+2.53%	-1.56%
3	% BME	1.61%	2.48%	2.44%	-1.48%	+74.47%
	% White	97.74%	91.46%	96.70%	+5.72%	-1.33%
4	% BME	4.26%	2.45%	3.28%	+33.72%	+181.31%
	% White	95.31%	90.72%	96.17%	+6.02%	-2.69%
5	% BME	17.64%	20.22%	23.25%	+15.00%	+79.07%
	% White	81.80%	73.58%	74.66%	+1.47%	-13.95%
6	% BME	5.21%	4.47%	6.12%	+36.89%	+44.41%
	% White	93.92%	90.49%	92.53%	+2.25%	-2.69%
7	% BME	4.84%	5.24%	5.97%	+13.89%	+81.57%
	% White	94.47%	91.43%	93.09%	+1.82%	-2.92%
8a	% BME	4.55%	4.43%	5.17%	+16.67%	+60.34%
	% White	94.89%	91.13%	93.97%	+3.11%	-1.59%
8b	% BME	3.33%	2.74%	1.25%	-54.38%	-27.50%
	% White	96.67%	95.89%	98.75%	+2.98%	+0.48%
8c	% BME	4.35%	4.00%	3.57%	-10.71%	-25.00%
	% White	95.65%	92.00%	96.43%	+4.81%	+1.25%
8d	% BME	0.00%	0.00%	6.25%	0.00%	0.00%
	% White	100.00%	85.71%	93.75%	+9.38%	-6.25%

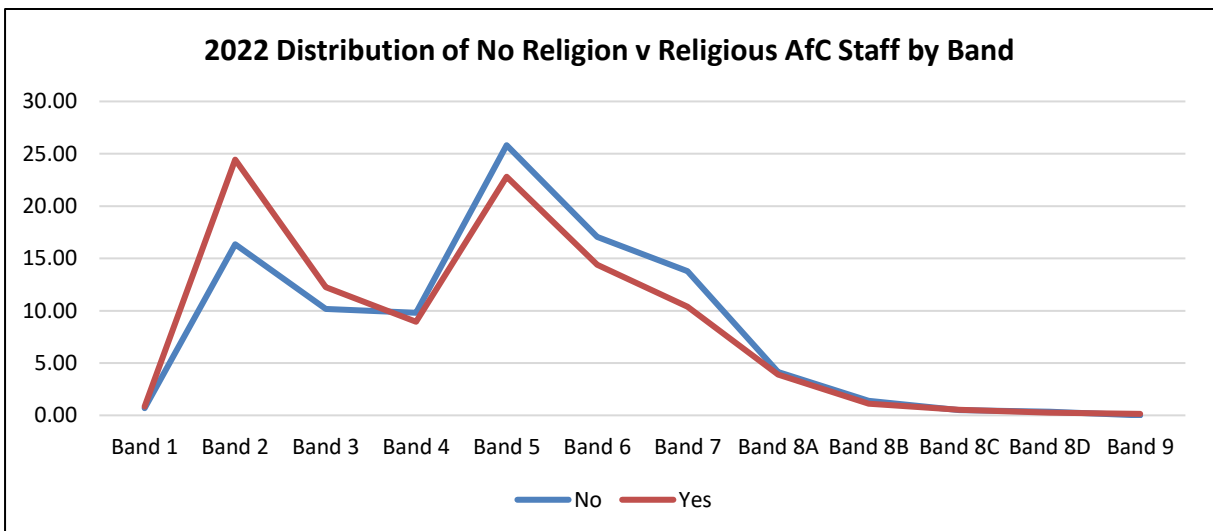
Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.



Graph 1: Distribution of Disability Yes and Non Disability staff within AfC Pay Bands 2022



Graph 2: Distribution of BME and White staff within AfC Pay Bands 2022



Graph 3: Distribution of No Religion and Religious staff within AfC Pay Bands 2022

4.4. Religion 2 Ways

Table 24: AfC Pay Band by Religion 2 Ways

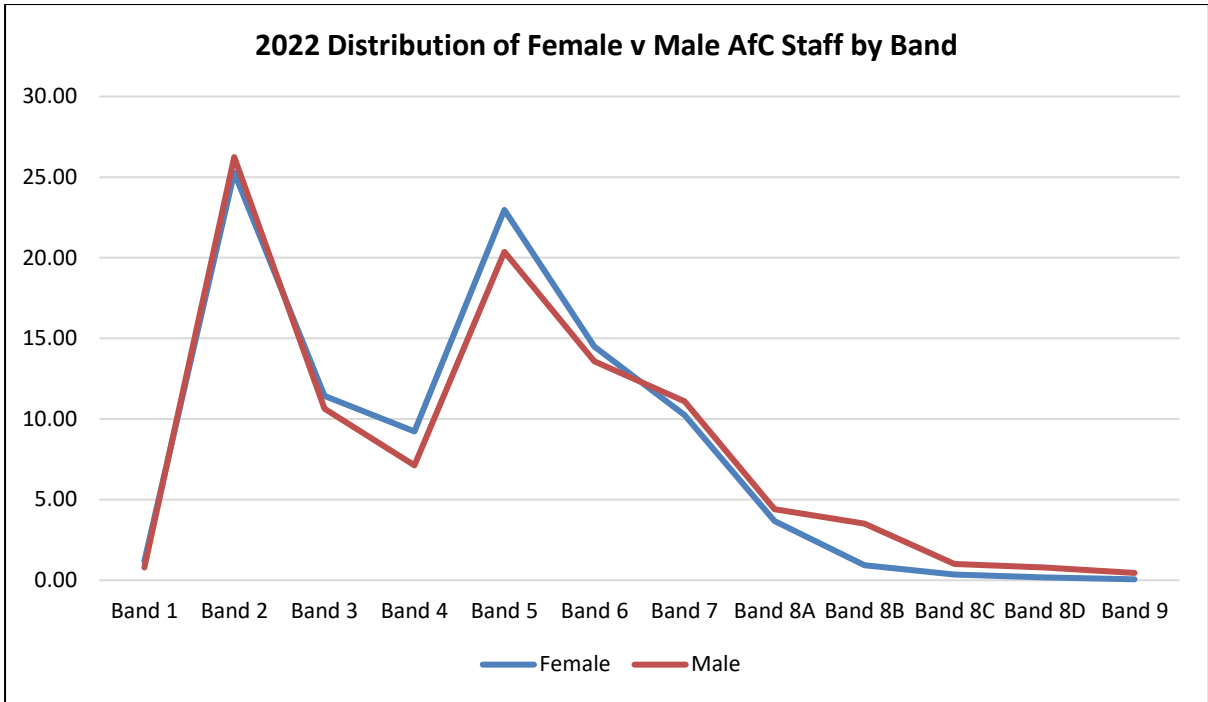
		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
1	% None	5.38%	5.75%	5.71%	-0.57%	+76.43%
	% Religious	50.54%	47.13%	50.00%	+6.10%	-14.24%
2	% None	5.75%	5.96%	6.08%	+2.05%	+8.61%
	% Religious	64.94%	64.95%	66.03%	+1.65%	+5.61%
3	% None	9.03%	9.50%	8.48%	-10.81%	-7.86%
	% Religious	72.10%	71.90%	74.28%	+3.31%	+7.34%
4	% None	7.89%	11.38%	10.38%	-8.79%	+48.47%
	% Religious	69.51%	64.10%	68.85%	+7.42%	+7.80%
5	% None	10.45%	10.92%	10.80%	-1.13%	+19.78%
	% Religious	72.39%	70.18%	69.33%	-1.22%	-2.65%
6	% None	10.30%	11.91%	11.21%	-5.89%	+5.22%
	% Religious	69.73%	68.16%	68.86%	+1.03%	+2.44%
7	% None	9.15%	9.52%	12.56%	+31.87%	+56.82%
	% Religious	71.33%	70.32%	68.92%	-1.99%	+1.09%
8a	% None	13.07%	12.32%	10.34%	-16.00%	-5.68%
	% Religious	68.75%	67.98%	71.12%	+4.62%	+10.24%
8b	% None	10.00%	10.96%	10.00%	-8.75%	+93.33%
	% Religious	58.33%	56.16%	58.75%	+4.60%	-12.63%
8c	% None	8.70%	4.00%	10.71%	+167.86%	+12.50%
	% Religious	82.61%	80.00%	78.57%	-1.79%	+10.00%
8d	% None	15.38%	14.29%	12.50%	-12.50%	-62.50%
	% Religious	76.92%	78.57%	68.75%	-12.50%	+37.50%

Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

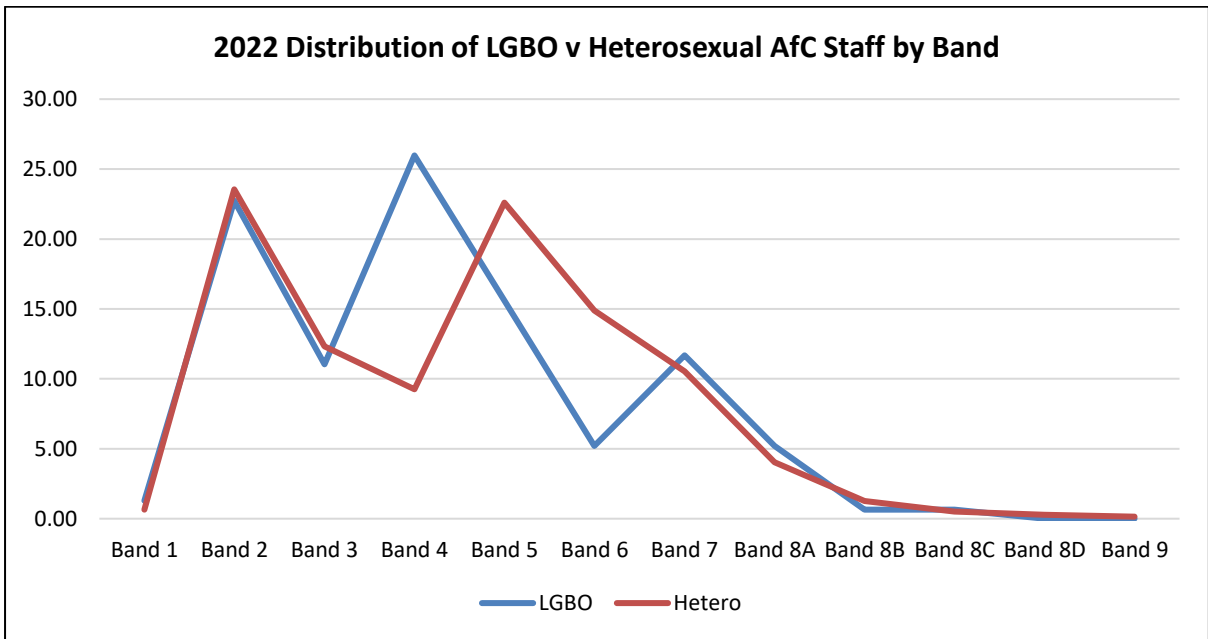
4.5. Sex

Table 25: AfC Pay Band by Sex

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
1	% Female	91.40%	91.95%	90.00%	-2.12%	-3.35%
	% Male	8.60%	8.05%	10.00%	+24.29%	+45.29%
2	% Female	84.84%	85.27%	85.16%	-0.13%	+2.89%
	% Male	15.16%	14.73%	14.84%	+0.74%	-13.86%
3	% Female	85.81%	85.95%	86.49%	+0.63%	-0.58%
	% Male	14.19%	14.05%	13.51%	-3.87%	+3.89%
4	% Female	85.93%	87.92%	88.52%	+0.69%	+1.00%
	% Male	14.07%	12.08%	11.48%	-5.04%	-7.11%
5	% Female	88.11%	87.53%	87.04%	-0.56%	+0.22%
	% Male	11.89%	12.47%	12.96%	+3.90%	-1.46%
6	% Female	85.36%	85.34%	86.41%	+1.26%	-1.17%
	% Male	14.64%	14.66%	13.59%	-7.31%	+8.13%
7	% Female	85.84%	85.71%	84.62%	-1.28%	+0.26%
	% Male	14.16%	14.29%	15.38%	+7.69%	-1.42%
8a	% Female	83.52%	82.27%	83.19%	+1.12%	-1.57%
	% Male	16.48%	17.73%	16.81%	-5.21%	+8.57%
8b	% Female	58.33%	56.16%	61.25%	+9.05%	+7.65%
	% Male	41.67%	43.84%	38.75%	-11.60%	-10.10%
8c	% Female	65.22%	64.00%	67.86%	+6.03%	+42.50%
	% Male	34.78%	36.00%	32.14%	-10.71%	-38.64%
8d	% Female	46.15%	42.86%	56.25%	+31.25%	+35.00%
	% Male	53.85%	57.14%	43.75%	-23.44%	-25.00%



Graph 4 Distribution of Female and Male staff within AfC Pay Bands 2022



Graph 5: Distribution of LGBO and Heterosexual staff within AfC Pay Bands 2022

4.6. Sexual Orientation

Table 26: AfC Pay Band by Sexual Orientation

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
1	% Hetero	44.09%	40.23%	44.29%	+10.08%	-20.73%
	% LGBO	2.15%	2.30%	2.86%	+24.29%	+41.14%
2	% Hetero	69.17%	70.28%	72.42%	+3.05%	+9.28%
	% LGBO	1.71%	1.82%	2.24%	+23.16%	+60.05%
3	% Hetero	83.39%	81.96%	85.06%	+3.78%	+8.22%
	% LGBO	1.94%	3.31%	2.44%	-26.11%	+35.70%
4	% Hetero	77.61%	77.06%	81.06%	+5.19%	+10.74%
	% LGBO	1.28%	1.75%	1.28%	-27.19%	+9.40%
5	% Hetero	79.97%	78.97%	78.19%	-0.99%	+2.52%
	% LGBO	2.55%	2.66%	2.88%	+8.39%	+20.06%
6	% Hetero	77.05%	79.50%	80.97%	+1.86%	+7.97%
	% LGBO	3.23%	2.75%	2.72%	-1.13%	-0.52%
7	% Hetero	79.97%	78.73%	79.43%	+0.90%	+5.99%
	% LGBO	2.25%	2.54%	2.83%	+11.26%	+96.59%
8a	% Hetero	79.55%	79.80%	83.62%	+4.78%	+8.92%
	% LGBO	3.41%	4.43%	3.45%	-22.22%	+33.62%
8b	% Hetero	75.00%	75.34%	76.25%	+1.20%	+0.51%
	% LGBO	1.67%	1.37%	1.25%	-8.75%	-27.50%
8c	% Hetero	82.61%	80.00%	89.29%	+11.61%	+10.29%
	% LGBO	4.35%	4.00%	3.57%	-10.71%	+100.00%
8d	% Hetero	84.62%	85.71%	81.25%	-5.21%	+8.33%
	% LGBO	0.00%	0.00%	0.00%	+0.00%	+0.00%

Note: Unknowns are not presented in the table for presentation purposes. All numbers will add up to 100% with Unknowns added.

5. STHK Substantive, Staff Group by EDI

The Staff Groups reported in this section are: Add Prof Scientific and Technical, Additional Clinical Services, Administrative and Clerical, Allied Health Professional, Estates and Ancillary, Healthcare Scientists, Medical and Dental and Nursing and Midwifery.

Healthcare Scientists has been removed because the total population is less than 10.

5.1. Age

Table 27: Staff Group by Age

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Add Prof Scientific and Technic	% 16-30	26.92%	27.27%	26.15%	-4.10%	-3.92%
	% 31-40	30.77%	29.09%	30.00%	+3.13%	+12.50%
	% 41-50	16.35%	20.91%	19.23%	-8.03%	-11.24%
	% 51-60	21.15%	18.18%	21.54%	+18.46%	+14.03%
	% 61 plus	4.81%	4.55%	3.08%	-32.31%	-44.62%
Additional Clinical Services	% 16-30	19.42%	24.29%	18.72%	-22.95%	+1.53%
	% 31-40	19.81%	19.82%	21.43%	+8.14%	+10.16%
	% 41-50	21.61%	20.37%	21.50%	+5.55%	-8.63%
	% 51-60	28.43%	25.46%	26.37%	+3.57%	-9.76%
	% 61 plus	10.73%	10.05%	11.97%	+19.12%	+28.07%
Administrative and Clerical	% 16-30	14.22%	14.17%	15.47%	+9.21%	+6.34%
	% 31-40	20.94%	21.18%	20.45%	-3.46%	+8.88%
	% 41-50	25.38%	23.82%	22.97%	-3.57%	-22.68%
	% 51-60	30.93%	31.49%	31.47%	-0.04%	+6.75%
	% 61 plus	8.53%	9.34%	9.63%	3.12%	+28.94%
Allied Health Professionals	% 16-30	35.89%	33.73%	32.86%	-2.56%	-4.52%
	% 31-40	30.14%	34.91%	34.27%	-1.81%	+0.63%
	% 41-50	20.33%	18.63%	18.31%	-1.73%	-4.65%
	% 51-60	11.24%	10.38%	12.68%	+22.15%	+24.95%
	% 61 plus	2.39%	2.36%	1.88%	-20.38%	-13.62%
Estates and Ancillary	% 16-30	2.98%	3.26%	2.64%	-19.17%	-40.58%
	% 31-40	13.30%	13.99%	13.91%	-0.55%	+16.73%
	% 41-50	19.27%	17.02%	16.07%	-5.58%	-27.61%
	% 51-60	44.50%	45.22%	43.65%	-3.49%	+3.20%
	% 61 plus	19.95%	20.51%	23.74%	+15.74%	+23.92%
	% 16-30	31.49%	22.78%	23.14%	+1.61%	-3.93%

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Medical and Dental	% 31-40	22.28%	25.56%	25.97%	+1.63%	+26.97%
	% 41-50	24.68%	28.33%	26.33%	-7.09%	-16.67%
	% 51-60	16.76%	18.15%	18.90%	+4.17%	+1.44%
	% 61 plus	4.79%	5.19%	5.65%	+9.04%	+8.16%
Nursing and Midwifery Registered	% 16-30	22.93%	22.27%	21.72%	-2.46%	-2.89%
	% 31-40	25.40%	26.68%	27.08%	+1.52%	+17.26%
	% 41-50	24.25%	24.17%	23.14%	-4.29%	-14.00%
	% 51-60	22.87%	21.82%	22.60%	+3.57%	-6.07%
	% 61 plus	4.55%	5.06%	5.46%	+7.92%	+52.94%

5.2. Disability

Table 28: Staff Group by Disability

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Add Prof Scientific and Technic	% NO	95.19%	95.45%	96.15%	+0.73%	+1.21%
	% YES	4.81%	4.55%	3.85%	-15.38%	-23.08%
Additional Clinical Services	% NO	97.42%	97.52%	97.15%	-0.39%	+0.30%
	% YES	2.58%	2.48%	2.85%	+15.16%	-9.24%
Administrative and Clerical	% NO	96.05%	95.56%	95.15%	-0.42%	-2.14%
	% YES	3.95%	4.44%	4.85%	+9.10%	+74.91%
Allied Health Professional	% NO	94.74%	94.58%	94.13%	-0.47%	-3.06%
	% YES	5.26%	5.42%	5.87%	+8.19%	+102.46%
Estates and Ancillary	% NO	97.48%	97.90%	97.60%	-0.31%	-0.06%
	% YES	2.52%	2.10%	2.40%	+14.31%	+2.64%
Medical and Dental	% NO	99.45%	98.70%	98.41%	-0.30%	-0.91%
	% YES	0.55%	1.30%	1.59%	+22.67%	+133.22%
Nursing and Midwifery	% NO	96.65%	96.60%	96.35%	-0.26%	-0.34%
	% YES	3.35%	3.40%	3.65%	+7.34%	+9.86%

5.3. Ethnicity 2 Ways

Table 29: Staff Group by Ethnicity 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Add Prof Scientific and Technic	% BME	8.65%	8.18%	13.85%	+69.23%	+211.54%
	% White	91.35%	87.27%	86.15%	-1.28%	-9.84%
Additional Clinical Services	% BME	2.98%	3.03%	4.38%	+44.78%	+61.25%
	% White	96.24%	91.53%	94.57%	+3.32%	-1.93%
Administrative and Clerical	% BME	1.39%	1.93%	2.39%	+23.75%	+158.76%
	% White	98.06%	92.72%	96.81%	+4.41%	-2.06%
Allied Health Professional	% BME	3.11%	3.54%	5.63%	+59.25%	+72.77%
	% White	96.41%	90.80%	93.66%	+3.15%	-2.08%
Estates and Ancillary	% BME	0.92%	1.17%	0.96%	-17.70%	+2.64%
	% White	98.85%	95.80%	97.84%	+2.13%	-1.24%
Medical and Dental	% BME	42.54%	44.63%	46.82%	+4.91%	+13.19%
	% White	54.88%	52.59%	50.88%	-3.25%	-10.80%
Nursing and Midwifery	% BME	14.54%	15.22%	17.05%	+12.05%	+64.90%
	% White	84.91%	79.68%	81.30%	+2.03%	-9.02%

5.4. Religion 2 Ways

Table 30: Staff Group by Religion 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Add Prof Scientific and Technic	% None	11.54%	11.82%	8.46%	-28.40%	-10.41%
	% Religious	66.35%	67.27%	68.46%	+1.77%	+1.84%
Additional Clinical Services	% None	6.89%	8.47%	7.31%	-13.68%	+24.64%
	% Religious	68.68%	66.55%	69.80%	+4.88%	+6.00%
Administrative and Clerical	% None	9.02%	9.53%	10.76%	+12.88%	+16.44%
	% Religious	69.07%	69.35%	69.59%	+0.34%	+5.11%
Allied Health Professional	% None	14.59%	16.27%	17.61%	+8.19%	+31.33%
	% Religious	68.66%	66.51%	64.32%	-3.29%	-8.49%
Estates and Ancillary	% None	4.36%	4.43%	3.84%	-13.37%	+26.32%
	% Religious	51.61%	51.52%	54.20%	+5.21%	+6.89%
Medical and Dental	% None	14.55%	12.96%	10.25%	-20.95%	+7.35%
	% Religious	64.46%	64.81%	68.55%	+5.76%	+13.82%
Nursing and Midwifery	% None	8.39%	9.06%	8.96%	-1.07%	+11.46%
	% Religious	74.55%	72.02%	71.85%	-0.24%	+0.45%

5.5. Sex

Table 31: Staff Group by Sex

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Add Prof Scientific and Technic	% Female	74.04%	75.45%	76.92%	+1.95%	+5.70%
	% Male	25.96%	24.55%	23.08%	-5.98%	-15.23%
Additional Clinical Services	% Female	88.65%	88.71%	89.07%	+0.41%	+0.71%
	% Male	11.35%	11.29%	10.93%	-3.20%	-5.45%
Administrative and Clerical	% Female	82.80%	82.29%	81.74%	-0.67%	-1.14%
	% Male	17.20%	17.71%	18.26%	+3.12%	+5.42%
Allied Health Professional	% Female	80.62%	79.95%	80.05%	+0.12%	-5.59%
	% Male	19.38%	20.05%	19.95%	-0.47%	+31.12%
Estates and Ancillary	% Female	69.95%	69.93%	69.78%	-0.21%	+0.23%
	% Male	30.05%	30.07%	30.22%	+0.49%	-0.52%
Medical and Dental	% Female	44.01%	42.41%	46.29%	+9.15%	+13.78%
	% Male	55.99%	57.59%	53.71%	-6.74%	-9.45%

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Nursing and Midwifery	% Female	92.38%	92.34%	92.45%	+0.12%	+0.14%
	% Male	7.62%	7.66%	7.55%	-1.41%	-1.67%

5.6. Sexual Orientation

Table 32: Staff Group by Sexual Orientation

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Add Prof Scientific and Technic	% Hetero	77.88%	77.27%	73.85%	-4.43%	-2.26%
	% LGBO	2.88%	3.64%	3.85%	+5.77%	+73.08%
Additional Clinical Services	% Hetero	73.53%	73.43%	77.24%	+5.19%	+11.01%
	% LGBO	1.96%	2.41%	2.44%	+1.11%	+36.51%
Administrative and Clerical	% Hetero	80.58%	81.78%	83.47%	+2.07%	+8.21%
	% LGBO	1.66%	2.25%	2.32%	+3.12%	+88.68%
Allied Health Professional	% Hetero	84.69%	84.43%	84.27%	-0.19%	+0.69%
	% LGBO	3.35%	4.01%	4.23%	+5.39%	+16.62%
Estates and Ancillary	% Hetero	52.98%	53.61%	56.12%	+4.67%	+10.17%
	% LGBO	1.83%	1.86%	1.92%	+2.88%	+17.30%
Medical and Dental	% Hetero	76.80%	75.56%	78.27%	+3.59%	+12.54%
	% LGBO	3.31%	3.15%	3.00%	-4.59%	+1.66%
Nursing and Midwifery	% Hetero	78.66%	78.28%	79.01%	+0.93%	+5.30%
	% LGBO	2.47%	2.30%	2.24%	-2.68%	+0.16%

6. STHK Substantive, Level 4 Department by EDI

Level 4 Departments are the top tier organisational structure within the Trust. Also known as Care Groups, the departments reported in this section are:

- Clinical Support Services
- Community Services
- Corporate Services
- Medical Care Group
- Medirect
- Non-Clinical Support
- Surgical Care Group

6.1. Age

Table 33: Department by Age

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Clinical Support Services	% 16-30	26.43%	26.08%	24.90%	-4.53%	+1.26%
	% 31-40	22.81%	24.53%	24.17%	-1.46%	+3.28%
	% 41-50	22.56%	21.35%	21.60%	+1.14%	-8.80%
	% 51-60	23.23%	22.90%	23.21%	+1.33%	+2.33%
	% 61 plus	4.97%	5.13%	6.12%	+19.27%	+8.46%
Community Services	% 16-30	7.96%	11.43%	10.87%	-4.92%	+13.32%
	% 31-40	17.40%	21.85%	22.24%	+1.80%	+38.18%
	% 41-50	28.32%	27.23%	26.49%	-2.72%	-12.12%
	% 51-60	31.27%	27.06%	28.35%	+4.78%	-14.65%
	% 61 plus	15.04%	12.44%	12.05%	-3.08%	+10.00%
Corporate Services	% 16-30	20.40%	23.78%	16.69%	-29.83%	+16.47%
	% 31-40	24.24%	24.09%	24.80%	+2.97%	+12.08%
	% 41-50	24.36%	21.95%	23.77%	+8.29%	-23.82%
	% 51-60	24.83%	23.98%	28.00%	+16.75%	+6.13%
	% 61 plus	6.18%	6.20%	6.74%	+8.77%	+13.18%
Medical Care Group	% 16-30	26.14%	25.19%	25.44%	+1.00%	+2.08%
	% 31-40	23.95%	24.50%	25.60%	+4.51%	+12.78%
	% 41-50	23.71%	23.92%	22.81%	-4.65%	-13.87%
	% 51-60	21.45%	21.29%	20.40%	-4.14%	-6.06%
	% 61 plus	4.75%	5.11%	5.74%	+12.49%	+37.59%
Medirect	% 16-30	2.38%	2.75%	2.29%	-16.56%	-45.85%
	% 31-40	13.49%	13.74%	14.33%	+4.30%	+17.73%
	% 41-50	19.31%	16.76%	16.05%	-4.25%	-30.28%

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
	% 51-60	44.97%	46.43%	43.27%	-6.81%	+4.84%
	% 61 plus	19.84%	20.33%	24.07%	+18.39%	+24.63%
Non-Clinical Support	% 16-30	12.00%	12.90%	10.81%	-16.22%	-13.51%
	% 31-40	16.00%	22.58%	21.62%	-4.25%	+29.73%
	% 41-50	16.00%	16.13%	10.81%	-32.97%	-48.11%
	% 51-60	40.00%	32.26%	40.54%	+25.68%	+21.62%
	% 61 plus	16.00%	16.13%	16.22%	+0.54%	-2.70%
Surgical Care Group	% 16-30	17.70%	16.93%	17.21%	+1.64%	-4.74%
	% 31-40	22.96%	24.52%	24.32%	-0.79%	+20.73%
	% 41-50	23.25%	22.82%	21.46%	-5.98%	-16.18%
	% 51-60	27.04%	26.22%	27.14%	+3.51%	-4.90%
	% 61 plus	9.05%	9.51%	9.87%	+3.79%	+28.98%

6.2. Disability

Table 34: Department by Disability

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Clinical Support Services	% NO	95.45%	95.60%	95.49%	-0.12%	-1.18%
	% YES	4.55%	4.40%	4.51%	+2.53%	+33.91%
Community Services	% NO	96.17%	96.81%	95.76%	-1.09%	+0.58%
	% YES	3.83%	3.19%	4.24%	+32.92%	-11.47%
Corporate Services	% NO	95.80%	95.63%	94.63%	-1.05%	-1.89%
	% YES	4.20%	4.37%	5.37%	+22.92%	+51.47%
Medical Care Group	% NO	97.27%	97.13%	97.10%	-0.03%	-0.36%
	% YES	2.73%	2.87%	2.90%	+1.07%	+13.97%
Medirest	% NO	97.35%	97.80%	97.42%	-0.39%	+0.07%
	% YES	2.65%	2.20%	2.58%	+17.34%	-2.52%
Non-Clinical Support	% NO	100.00%	100.00%	100.00%	0.00%	0.00%
	% YES	0.00%	0.00%	0.00%	0.00%	0.00%
Surgical Care Group	% NO	97.74%	97.17%	97.02%	-0.15%	-0.73%
	% YES	2.26%	2.83%	2.98%	+5.20%	+31.46%

6.3. Ethnicity 2 Ways

Table 35: Department by Ethnicity 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Clinical Support Services	% BME	5.56%	5.54%	6.93%	+25.04%	+35.88%
	% White	93.27%	88.92%	91.78%	+3.22%	-1.39%
Community Services	% BME	7.08%	5.21%	5.77%	+10.79%	-11.29%
	% White	91.45%	87.56%	91.17%	+4.12%	-2.12%
Corporate Services	% BME	5.13%	4.98%	4.69%	-5.90%	+175.29%
	% White	93.36%	86.59%	94.06%	+8.63%	-3.90%
Medical Care Group	% BME	13.61%	14.57%	17.83%	+22.38%	+62.73%
	% White	85.86%	81.70%	80.91%	-0.97%	-8.73%
Medirest	% BME	1.06%	1.10%	0.86%	-21.78%	-18.77%
	% White	98.68%	95.60%	97.99%	+2.50%	-0.96%
Non-Clinical Support	% BME	0.00%	0.00%	0.00%	0.00%	0.00%
	% White	100.00%	100.00%	100.00%	0.00%	0.00%
Surgical Care Group	% BME	13.18%	14.84%	16.05%	+8.19%	+48.93%
	% White	86.37%	81.71%	83.18%	+1.80%	-6.52%

6.4. Religion 2 Ways

Table 36: Department by Religion 2 Ways

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Clinical Support Services	% None	12.29%	13.53%	13.86%	+2.45%	+31.19%
	% Religious	66.16%	66.01%	66.08%	+0.09%	+4.99%
Community Services	% None	5.31%	7.56%	7.30%	-3.47%	+136.86%
	% Religious	71.09%	66.72%	67.57%	+1.27%	+1.71%
Corporate Services	% None	11.07%	12.09%	12.80%	+5.84%	+17.19%
	% Religious	69.46%	66.57%	67.66%	+1.64%	-1.86%
Medical Care Group	% None	10.04%	9.47%	8.86%	-6.38%	+14.17%
	% Religious	71.84%	71.49%	71.50%	+0.02%	+2.15%
Medirest	% None	4.50%	4.40%	4.01%	-8.74%	+16.64%
	% Religious	50.53%	49.73%	53.01%	+6.60%	+6.58%
Non-Clinical Support	% None	8.00%	9.68%	8.11%	-16.22%	-2.70%
	% Religious	72.00%	74.19%	70.27%	-5.29%	+5.41%

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Surgical Care Group	% None	6.84%	7.81%	7.39%	-5.42%	+2.28%
	% Religious	69.85%	68.63%	71.26%	+3.84%	+7.45%

Note: For presentation purposes “Unknowns” are not reported in the table. All numbers will add up to 100% with Unknowns,

6.5. Sex

Table 37: Department by Sex

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Clinical Support Services	% Female	82.49%	82.15%	82.03%	-0.15%	-0.14%
	% Male	17.51%	17.85%	17.97%	+0.68%	+0.67%
Community Services	% Female	89.38%	90.42%	92.70%	+2.52%	+2.92%
	% Male	10.62%	9.58%	7.30%	-23.79%	-26.49%
Corporate Services	% Female	72.96%	74.80%	72.46%	-3.13%	-2.51%
	% Male	27.04%	25.20%	27.54%	+9.28%	+7.28%
Medical Care Group	% Female	85.32%	85.08%	85.23%	+0.17%	-0.11%
	% Male	14.68%	14.92%	14.77%	-0.98%	+0.63%
Medirest	% Female	67.99%	67.86%	67.62%	-0.35%	-0.54%
	% Male	32.01%	32.14%	32.38%	+0.73%	+1.15%
Non-Clinical Support	% Female	48.00%	41.94%	35.14%	-16.22%	-15.68%
	% Female	52.00%	58.06%	64.86%	+11.71%	+11.20%
Surgical Care Group	% Male	84.33%	83.92%	84.56%	+0.76%	+0.86%
	% Female	82.49%	82.15%	82.03%	-0.15%	-0.14%

6.6. Sexual Orientation

Table 38: Department by Sexual Orientation

		2020 March 31st	2021 March 31st	2022 March 31st	1 Year Change 21-22	5 Year change 18-22
Clinical Support Services	% Hetero	77.53%	78.97%	80.34%	+2.89%	+10.13%
	% LGBO	2.95%	3.34%	3.63%	+9.76%	+24.42%
Community Services	% Hetero	76.40%	76.13%	78.61%	+2.21%	+11.97%
	% LGBO	1.18%	1.68%	1.02%	-40.00%	-25.64%
Corporate Services	% Hetero	84.03%	81.61%	83.66%	-8.84%	+2.22%
	% LGBO	2.10%	2.74%	2.97%	-3.70%	+109.49%
Medical Care Group	% Hetero	78.85%	78.26%	79.16%	+6.09%	+6.17%
	% LGBO	2.67%	2.87%	2.68%	-2.00%	+17.41%
Medirest	% Hetero	51.32%	50.82%	53.58%	+1.08%	+7.73%
	% LGBO	2.12%	2.20%	2.29%	+0.00%	+23.78%
Non-Clinical Support	% Hetero	76.00%	80.65%	75.68%	+12.00%	+6.84%
	% LGBO	0.00%	0.00%	0.00%	0.00%	0.00%
Surgical Care Group	% Hetero	73.93%	74.75%	77.55%	+6.52%	+9.65%
	% LGBO	1.92%	1.87%	1.99%	+9.09%	+35.11%

Note: For presentation purposes “Unknowns” are not reported in the table. All numbers will add up to 100% with Unknowns added.

7. STHK Substantive, New Starters by EDI

New starters mean employees who started their employment from the 1st April to the 31st March of the relevant year.

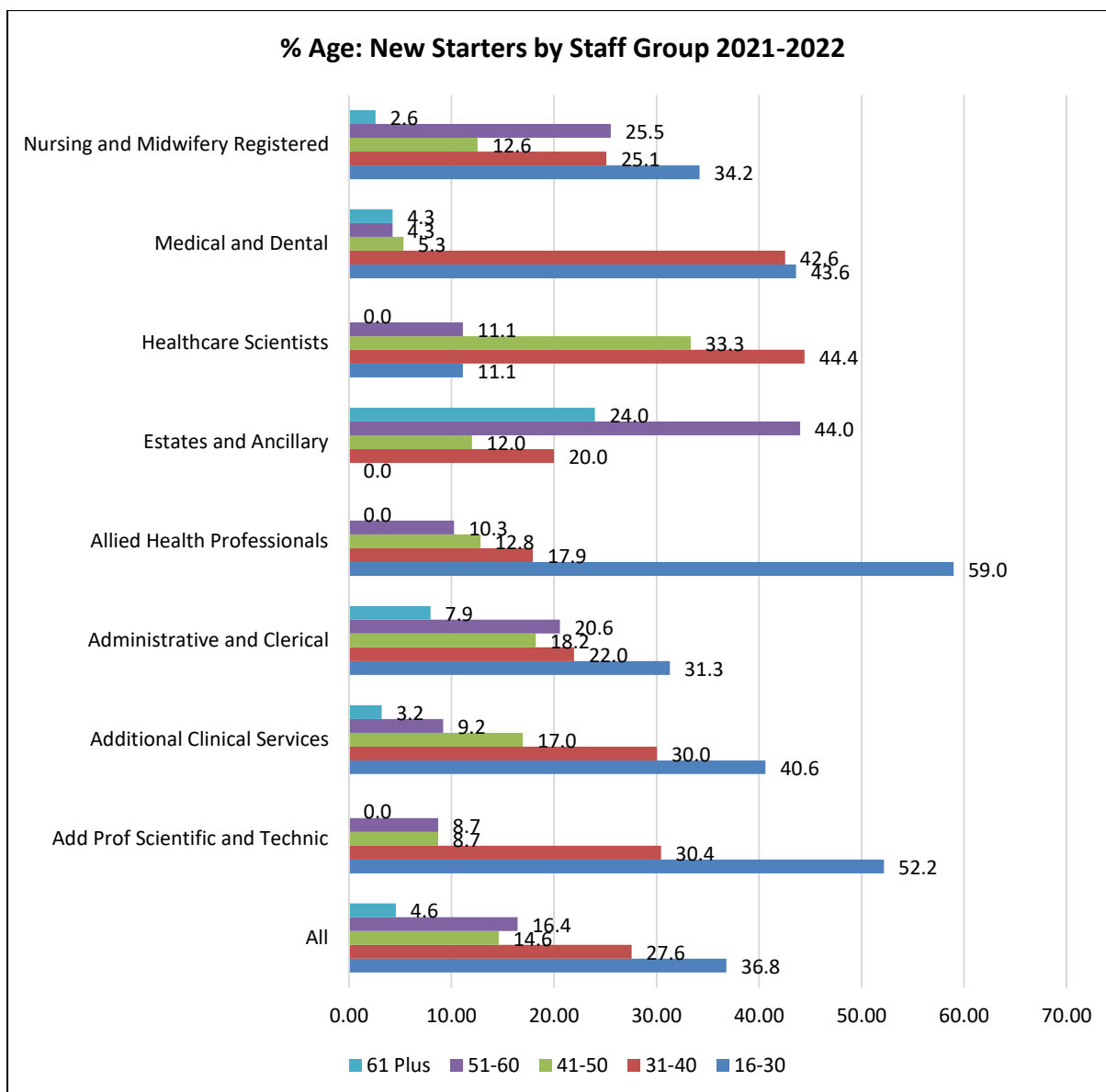
Table 39: Total number of New Starters

	2019-2020	2020-2021	2021-2022
Total number of new starters	816	1223	918

7.1. Age

Table 40: New Starters by Age

	1 st April 2019-31 st March 2020	1st April 2020-31st March 2021	1st April 2021-31st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% 16-30	37.87%	42.03%	36.82%	-34.24%	-12.39%
% 31-40	22.30%	23.96%	27.56%	-13.65%	+15.04%
% 41-50	14.83%	15.21%	14.60%	-27.96%	-4.02%
% 51-60	19.85%	13.57%	16.45%	-9.04%	+21.19%
% 61 plus	5.15%	5.23%	4.58%	-34.38%	-12.57%

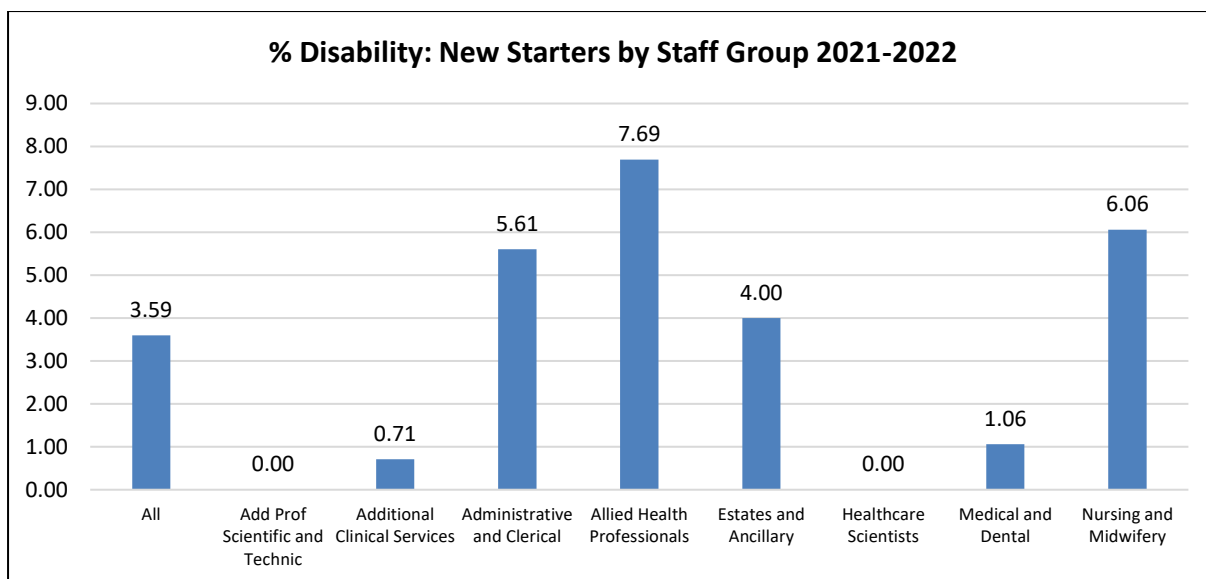


Graph 6: % Age New Starters by Staff Group 2021-2022

7.2. Disability

Table 41: New Starters by Disability

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
No Disability	96.69%	96.16%	96.41%	-24.74%	+0.26%
Yes Disabled	3.31%	3.84%	3.59%	-29.79%	-6.46%

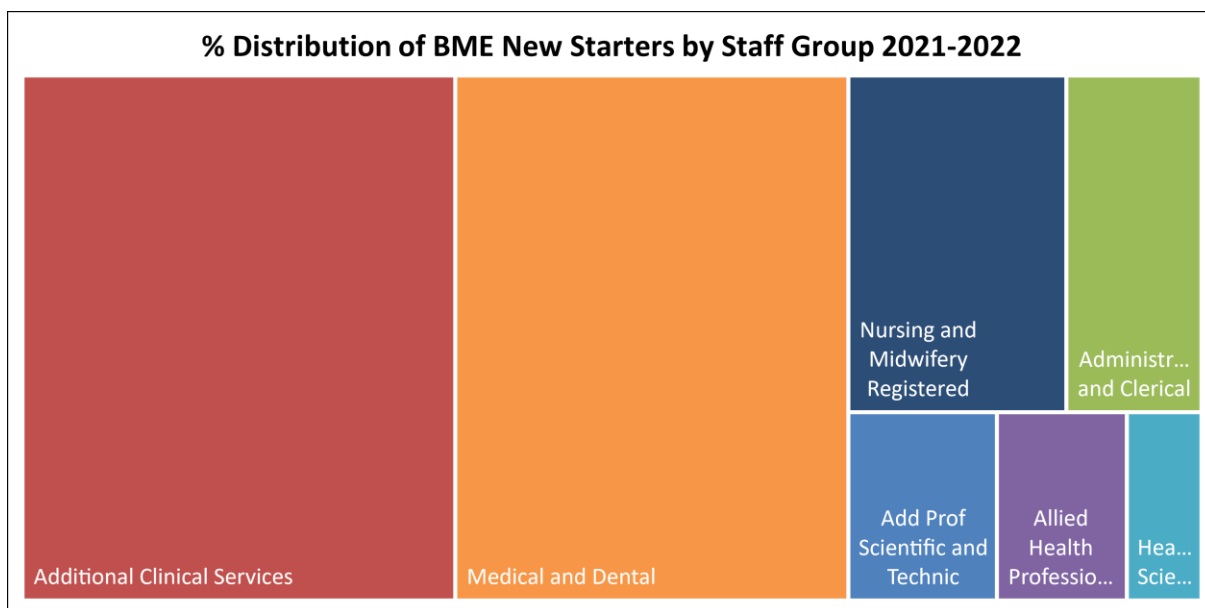


Graph 7: % Disability New Starters by Staff Group 2021-2022

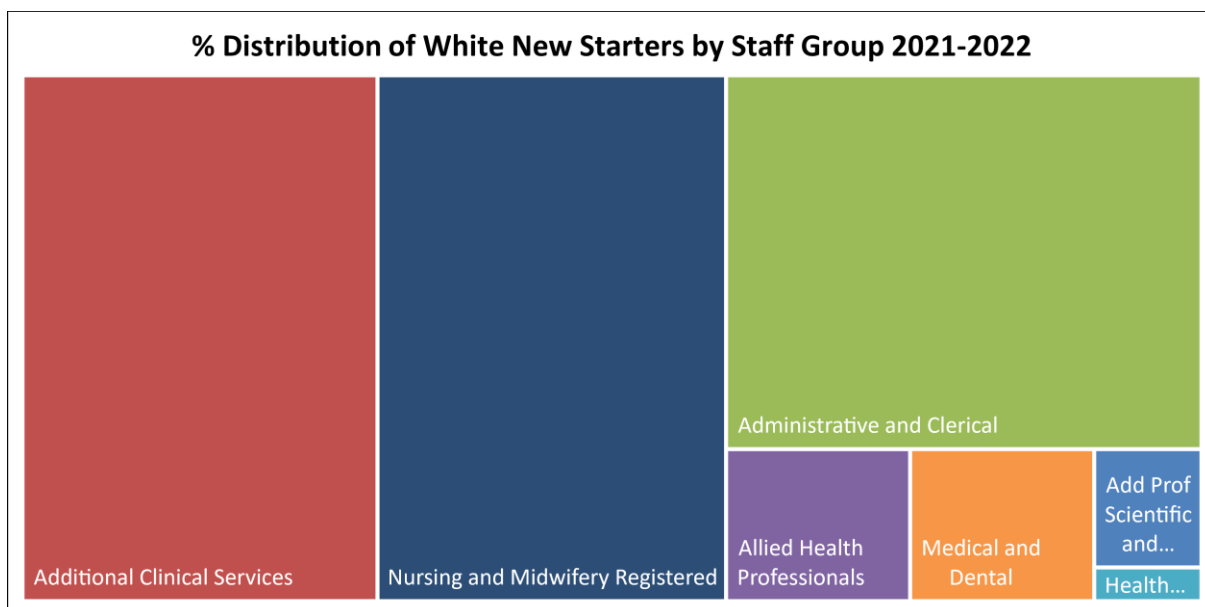
7.3. Ethnicity 2 & 4 Ways

Table 42: New Starters by Ethnicity

	1 st April 2019-31 st March 2020	1st April 2020-31 st March 2021	1st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% BME	14.46%	12.35%	19.28%	+17.22%	+56.16%
% Unknown	2.94%	9.73%	3.16%	-75.63%	-67.53%
% White	82.60%	77.92%	77.56%	-25.29%	-0.47%
% Asian	8.70%	6.62%	11.66%	+32.10%	+75.99%
% Black	4.17%	4.58%	5.66%	-7.14%	+23.71%
% Other	1.59%	1.14%	1.96%	+28.57%	+71.29%
% Unknown	2.94%	9.73%	3.16%	-75.63%	-67.53%
% White	82.60%	77.92%	77.56%	-25.29%	-0.47%



Graph 8: % Distribution of BME New Starters by Staff Group 2021-2022

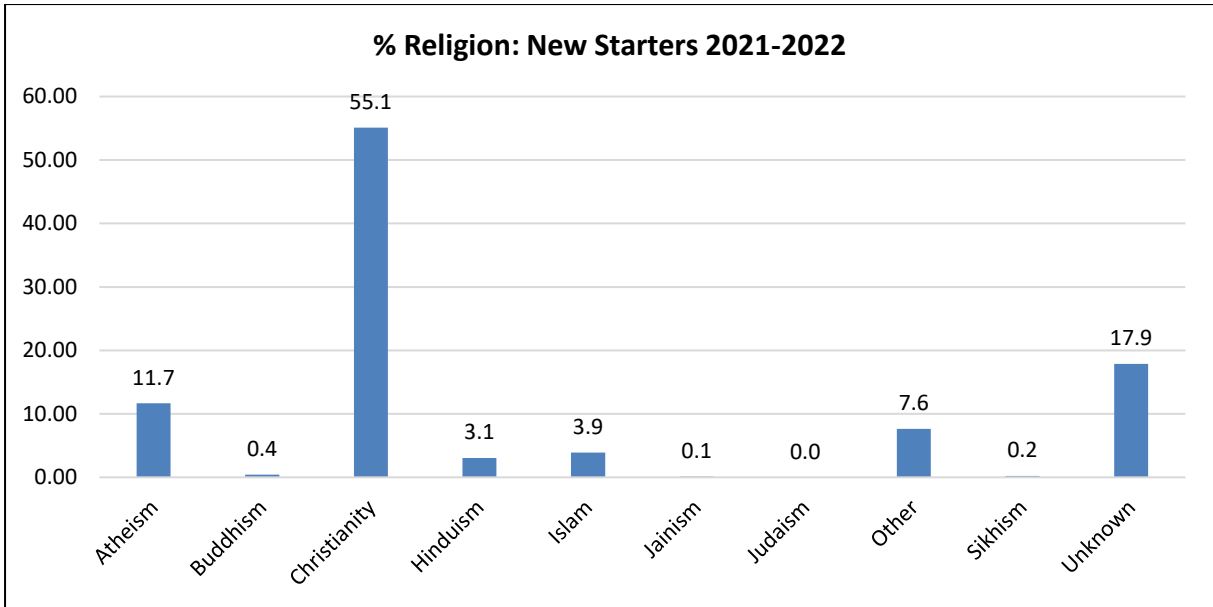


Graph 9: % Distribution of White New Starters by Staff Group 2021-2022

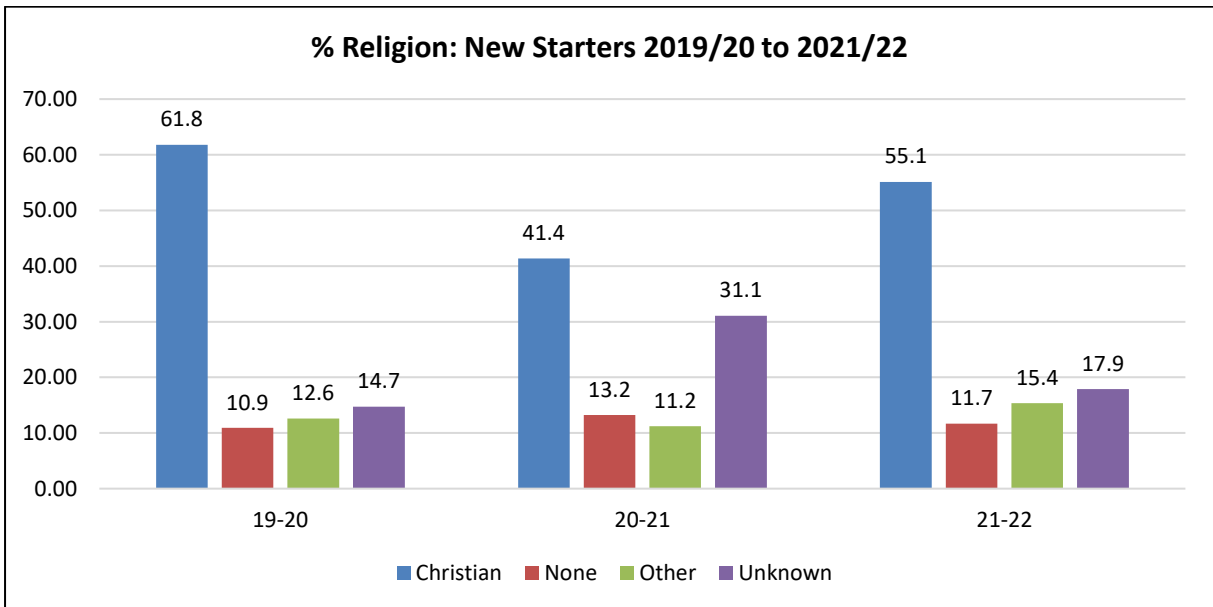
7.4. Religion 2 Ways

Table 43: New Starters by Religion

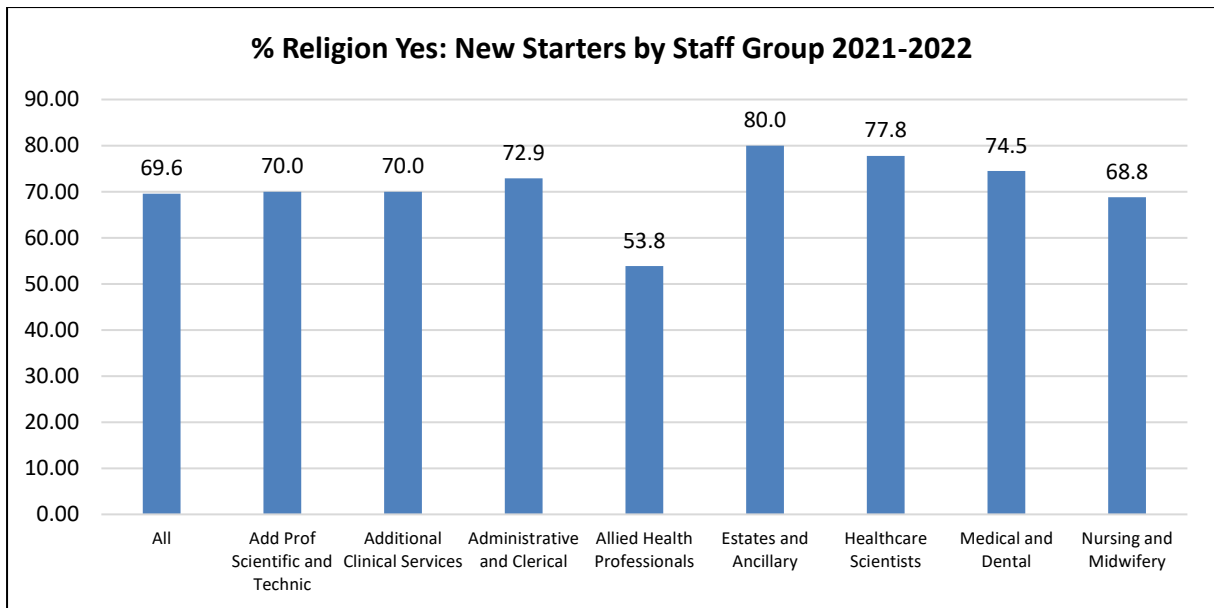
	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% None	10.91%	13.25%	11.66%	-33.95%	-12.01%
% Unknown	14.71%	31.07%	17.86%	-56.84%	-42.50%
% Religious	74.39%	55.68%	70.48%	-4.99%	+26.57%



Graph 10: % New Starters by Religion 2021-2022



Graph 11: % Religion New Starters 2019/20 – 2021/2022

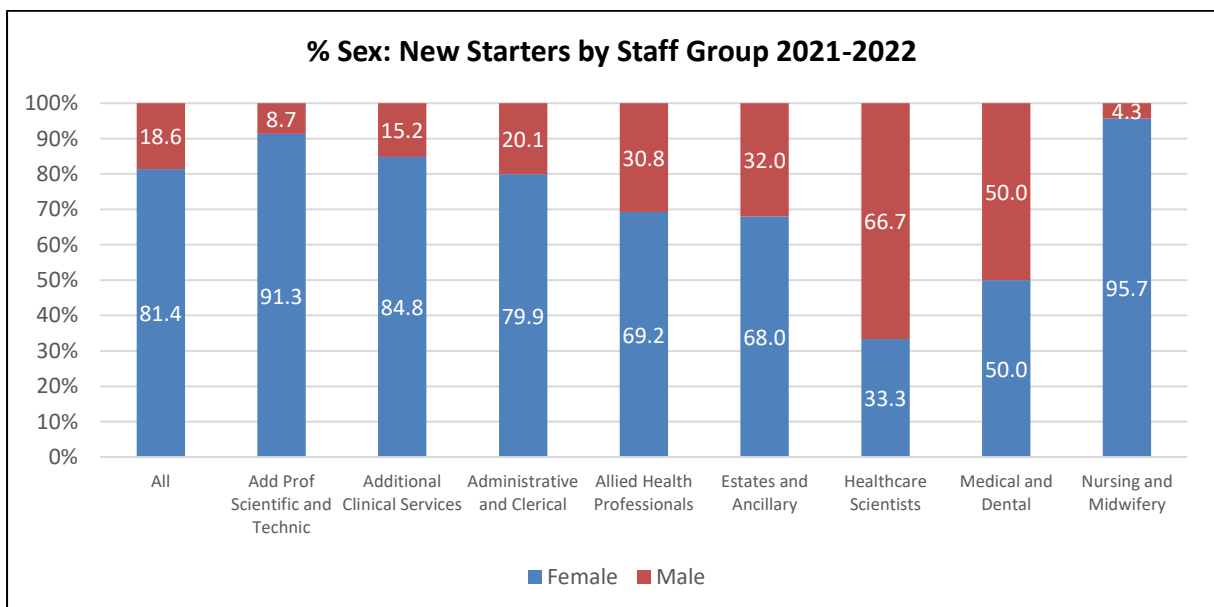


Graph 12: % Religion Yes New Starters by Staff Group 2021-2022

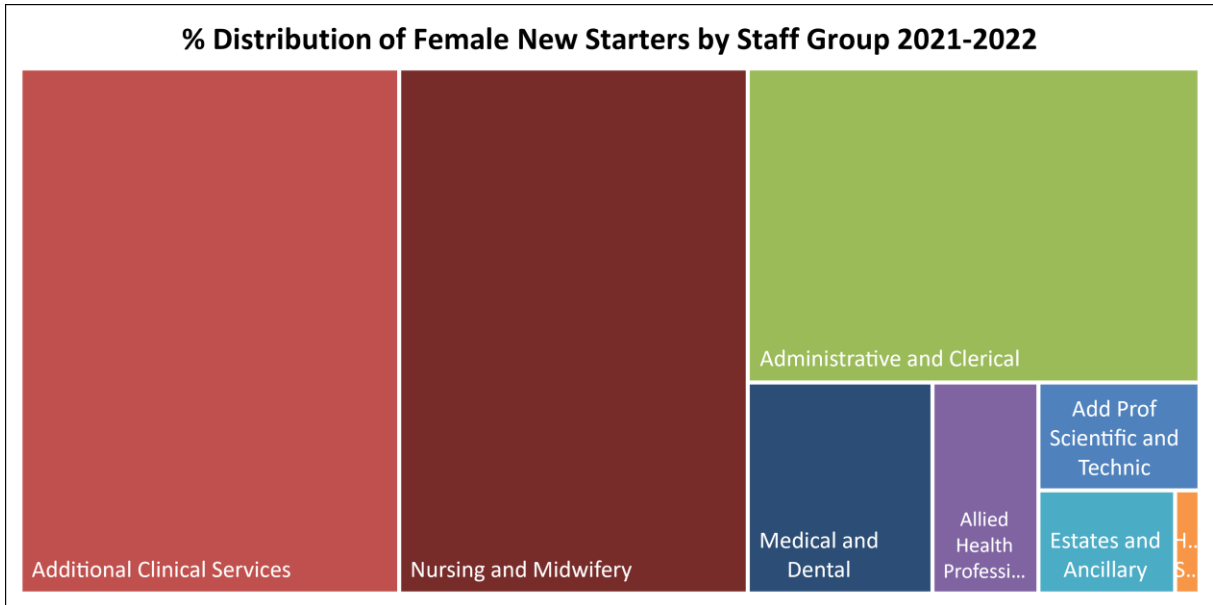
7.5. Sex

Table 44: New Starters by Sex

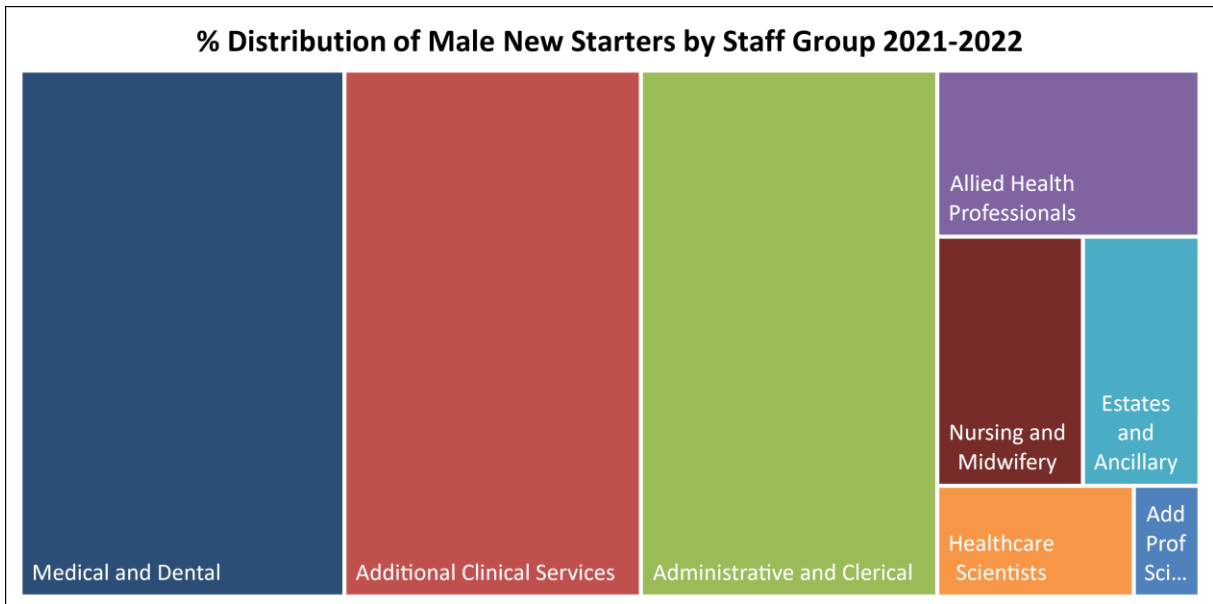
	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% Female	80.76%	82.01%	81.37%	-25.52%	-0.78%
% Male	19.24%	17.99%	18.63%	-22.27%	+3.55%



Graph 13: % Sex New Starters by Staff Group 2021-2022



Graph 14%: Distribution of Female New Starters by Staff Group 2021-2022

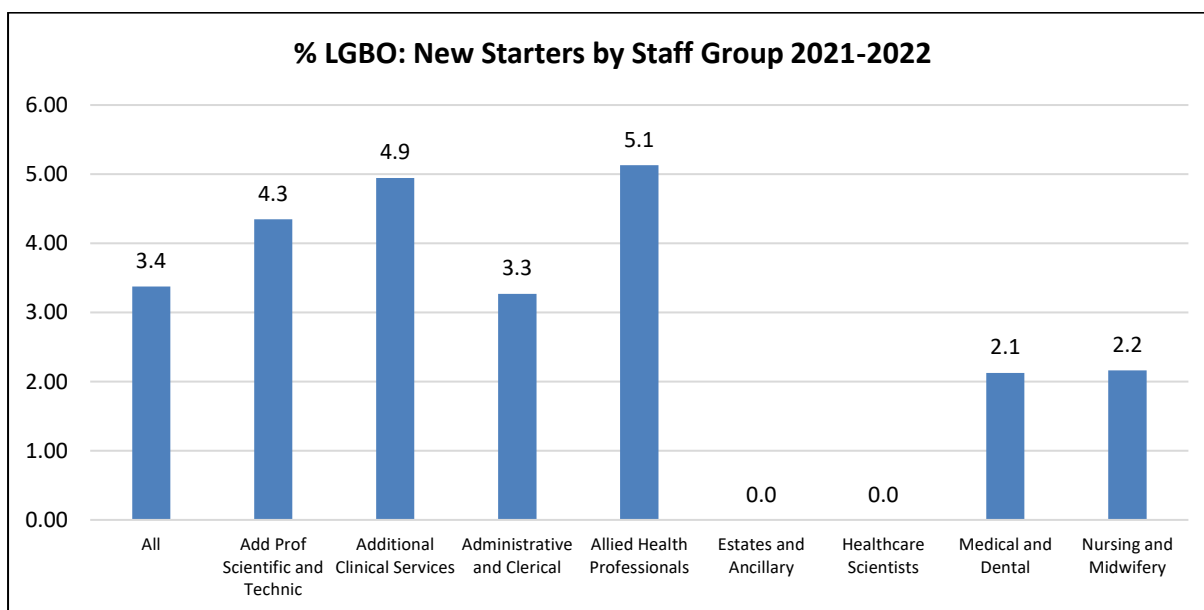


Graph 15: % Distribution of Male New Starters by Staff Group 2021-2022

7.6. Sexual Orientation

Table 45: New Starters by Sexual Orientation

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% Hetero	86.40%	71.87%	86.38%	-9.78%	+20.19%
% LGBO	2.33%	3.19%	3.38%	-20.51%	+5.90%
% Unknown	11.27%	24.94%	10.24%	-69.18%	-58.94%



Graph 16: % LGBO New Starters by Staff Group 2021-2022

8. STHK Substantive, Leavers by EDI

A “Leaver” is a person who left their employment at the Trust between the 1st April and the 31st March each year. The reasons for leaving are:

- Death in Service
- Dismissal
- Employee Transfer
- End of Fixed Term Contract
- Flexi Retirement
- Redundancy
- Retirement
- Voluntary Early Retirement
- Voluntary Resignation

Leaver’s data presented in this report is for **posts** and not **people**. What this means is that where a person holds more than 1 post, they will be double counted within the population data and the equality data analysis.

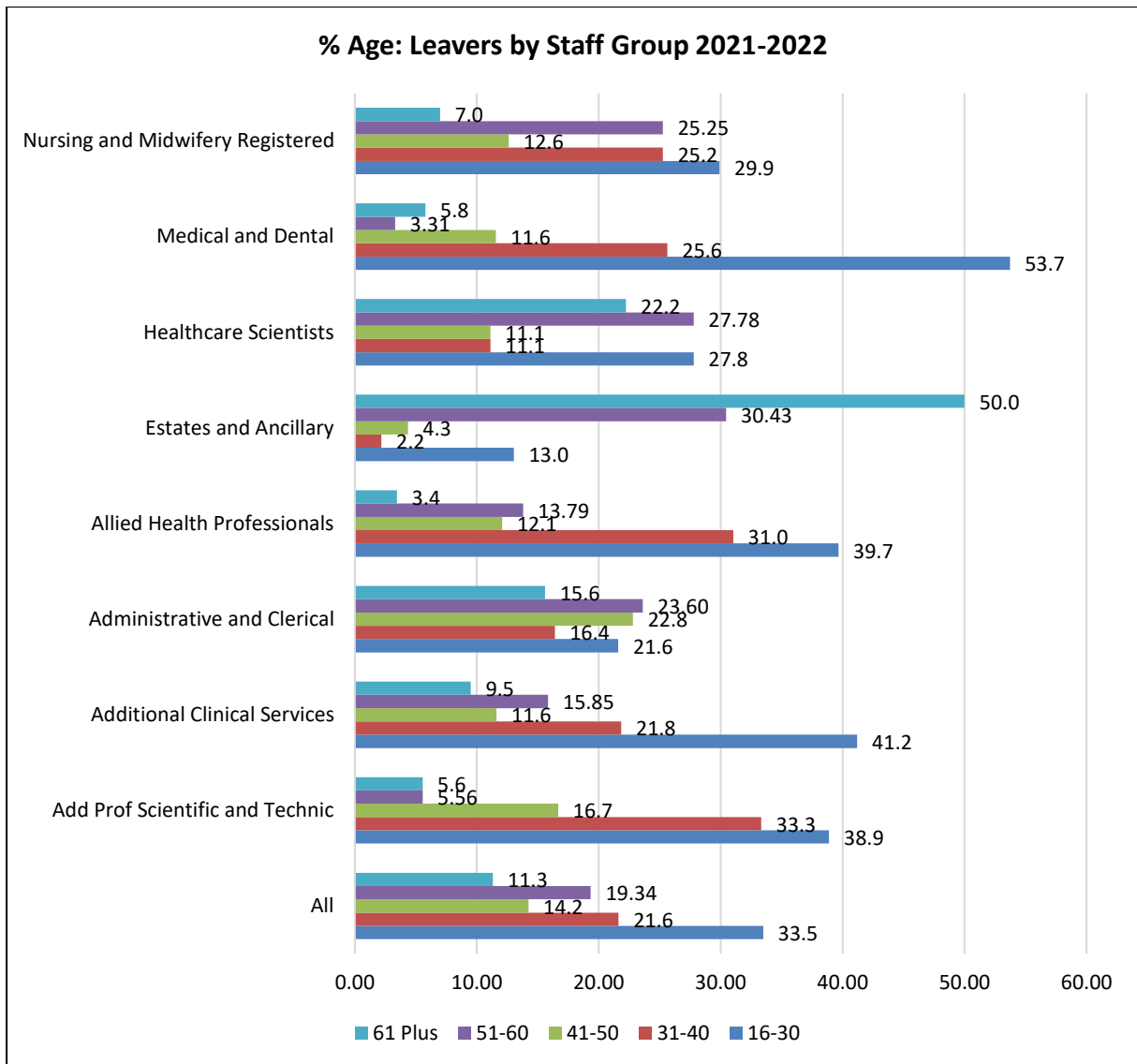
Table 46: Total number of leavers

	2019-2020	2020-2021	2021-2022
Total number of leavers	721	1046	1096

8.1. Age

Table 47: Leavers by Age

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% 16-30	30.65%	45.60%	33.49%	-23.06%	-26.57%
% 31-40	20.25%	17.69%	21.62%	+28.11%	+22.26%
% 41-50	12.34%	9.27%	14.23%	+60.82%	+53.49%
% 51-60	25.38%	16.54%	19.34%	+22.54%	+16.95%
% 61 plus	11.37%	10.90%	11.31%	+8.77%	+3.81%

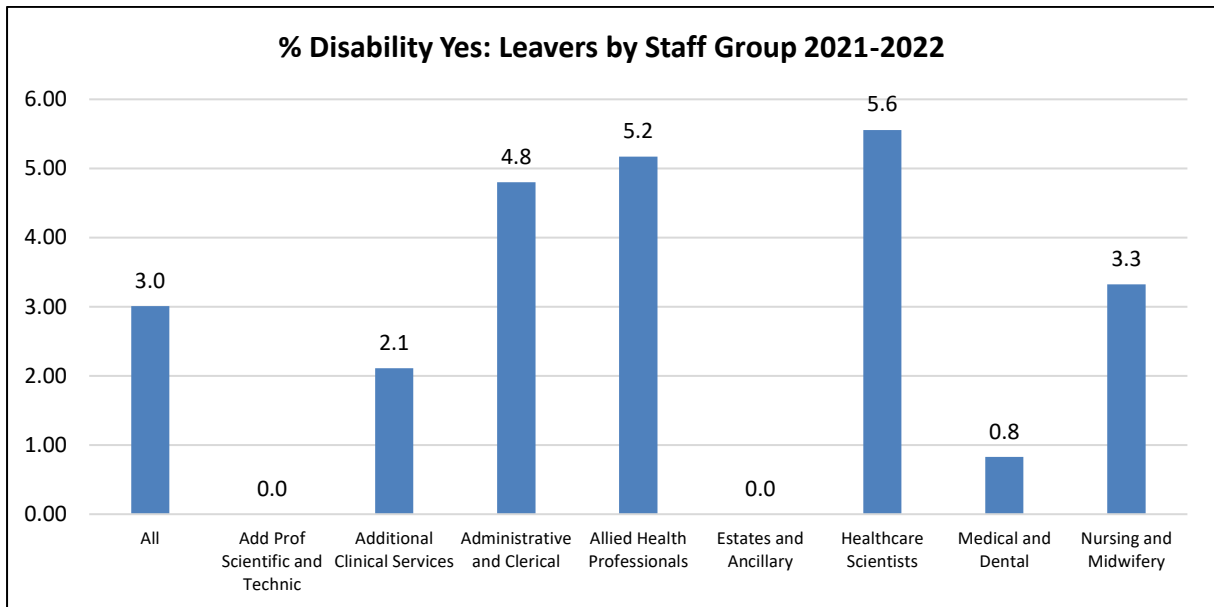


Graph 17: % Age Leavers by Staff Group 2021-2022

8.2. Disability

Table 48: Leavers by Disability

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
No Disability	96.67	96.37	96.99	+5.46	+0.65
Yes Disabled	3.33	3.63	3.01	-13.16	-17.12

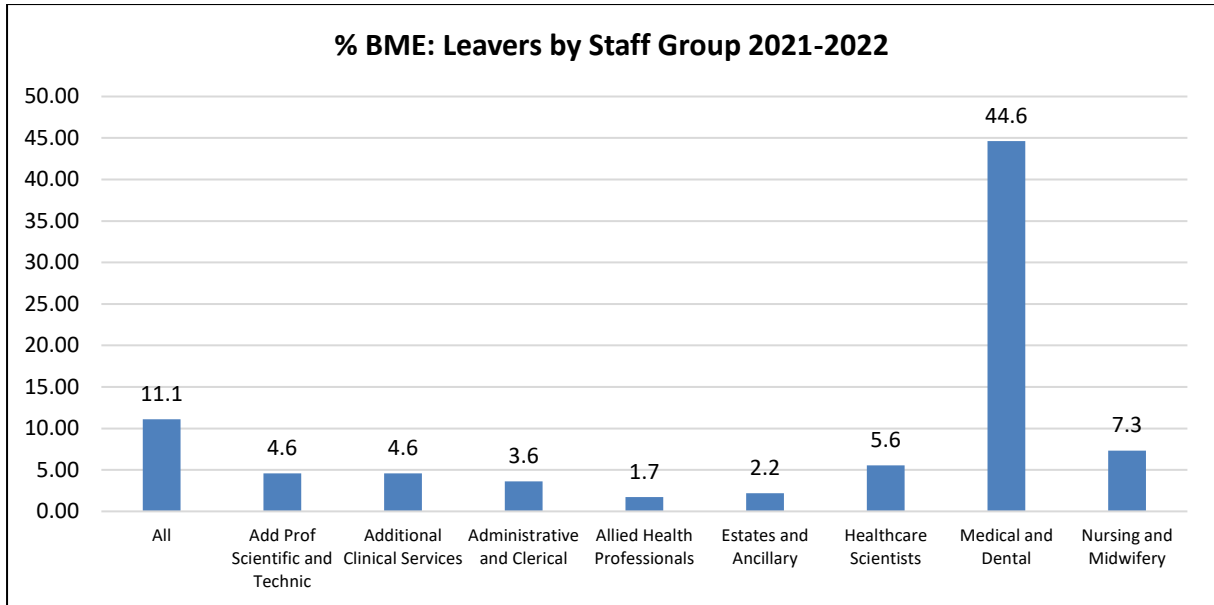


Graph 18: % Disability Yes Leavers by Staff Group 2021-2022

8.3. Ethnicity 2 & 4 Ways

Table 49: Leavers by Ethnicity

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% BME	10.40%	9.94%	9.40%	-0.96%	-5.48%
% Unknown	1.11%	6.12%	2.55%	-56.25%	-58.25%
% White	88.49%	83.94%	88.05%	+9.91%	+4.89%
% Asian	5.13%	6.50%	4.84%	-22.06%	-25.61%
% Black	2.91%	2.77%	2.74%	+3.45%	-1.27%
% Other	2.36%	0.67%	1.82%	+185.71%	+172.68%
% Unknown	1.11%	6.12%	2.55%	-56.25%	-58.25%
% White	88.49%	83.94%	88.05%	+9.91%	+4.89%

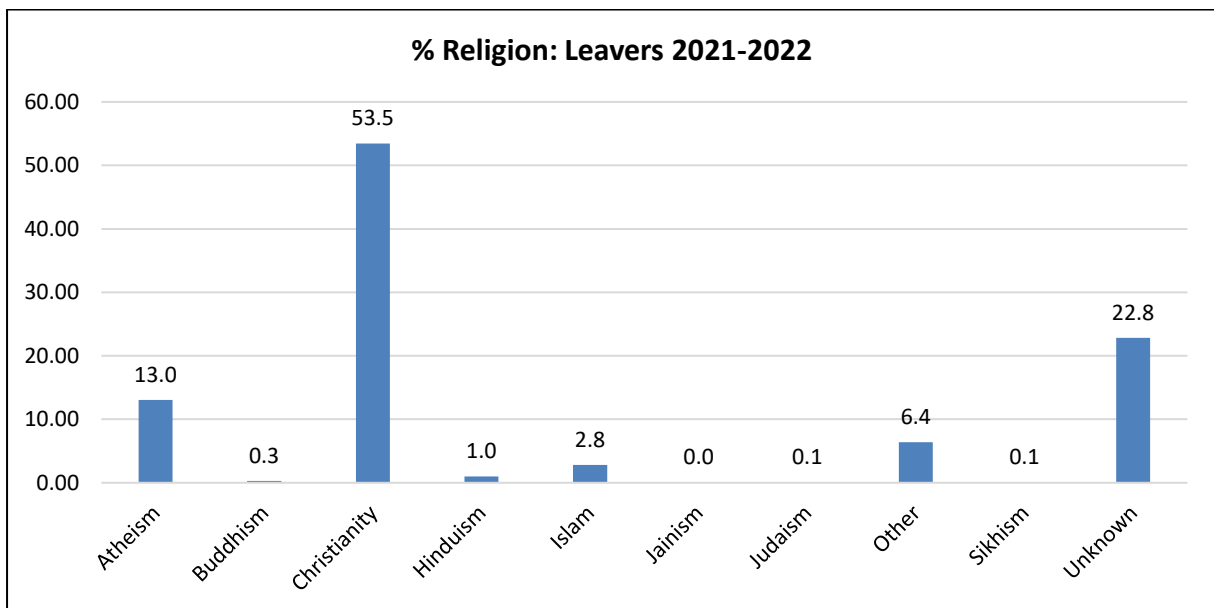


Graph 19: % BAME Leavers by Staff Group 2021-2022

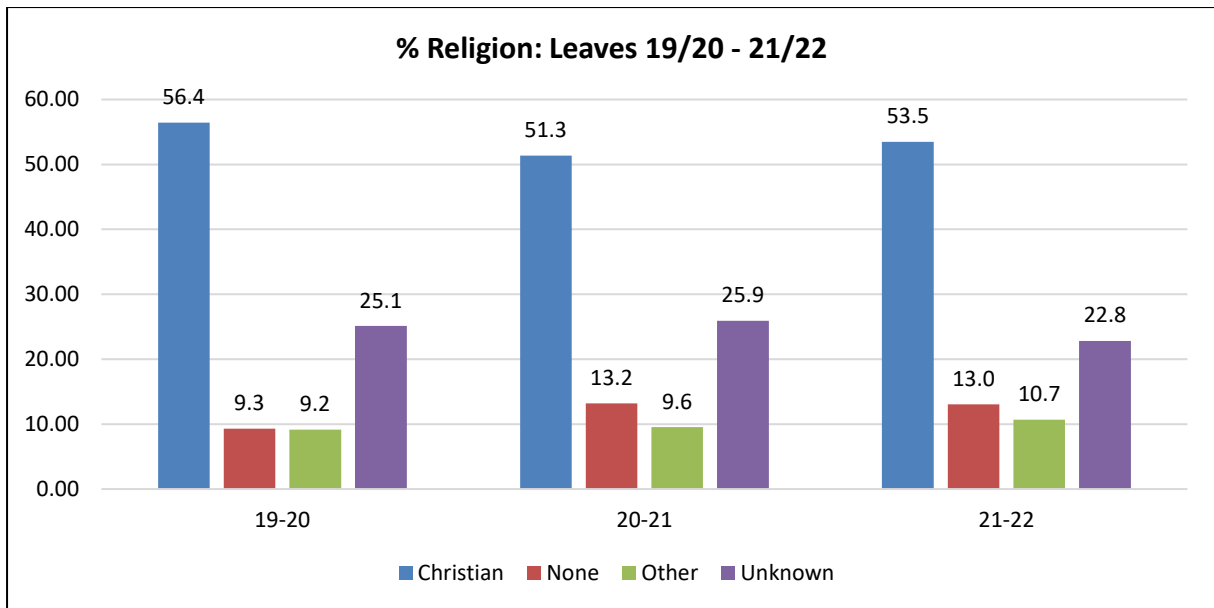
8.4. Religion 2 Ways

Table 50: Leavers by Religion

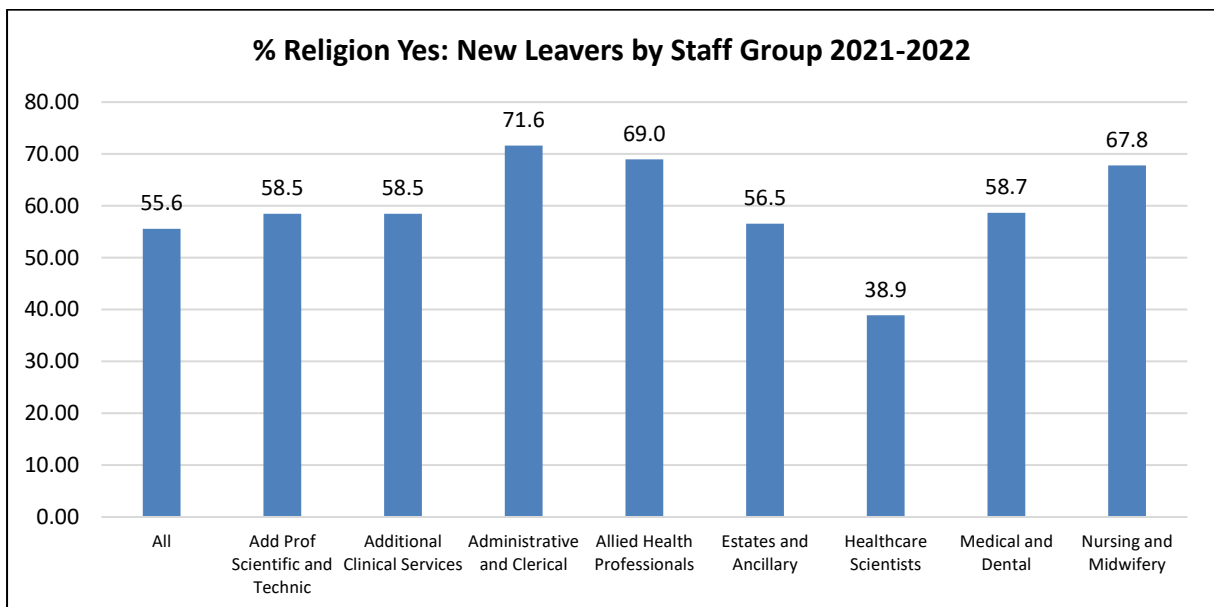
	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% None	9.29%	13.19%	13.05%	+3.62%	-1.10%
% Unknown	25.10%	25.91%	22.81%	-7.75%	-11.96%
% Religious	65.60%	60.90%	64.14%	+10.36%	+5.33%



Graph 20: % Leavers by Religion 2021-2022



Graph 21: % Leavers by Religion 2019/20 – 2021/22

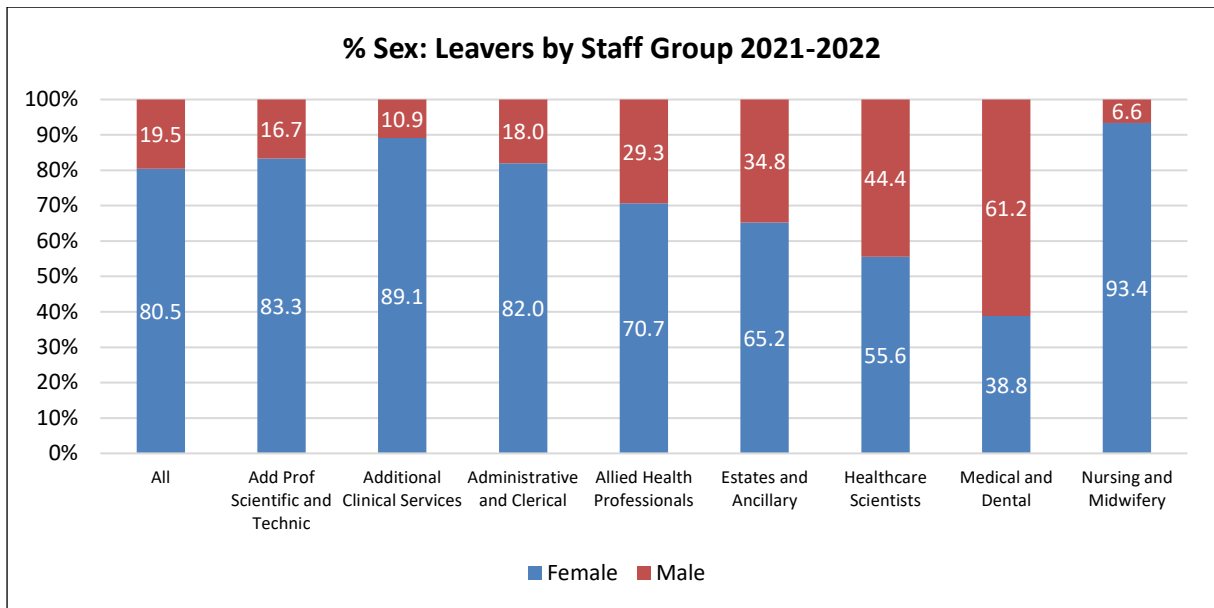


Graph 22: % Religion Yes Leavers by Staff Group 2021-2022

8.5. Sex

Table 51: Leavers by Sex

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% Female	77.67%	81.17%	80.47%	+3.89%	-0.85%
% Male	22.33%	18.83%	19.53%	+8.63%	+3.67%

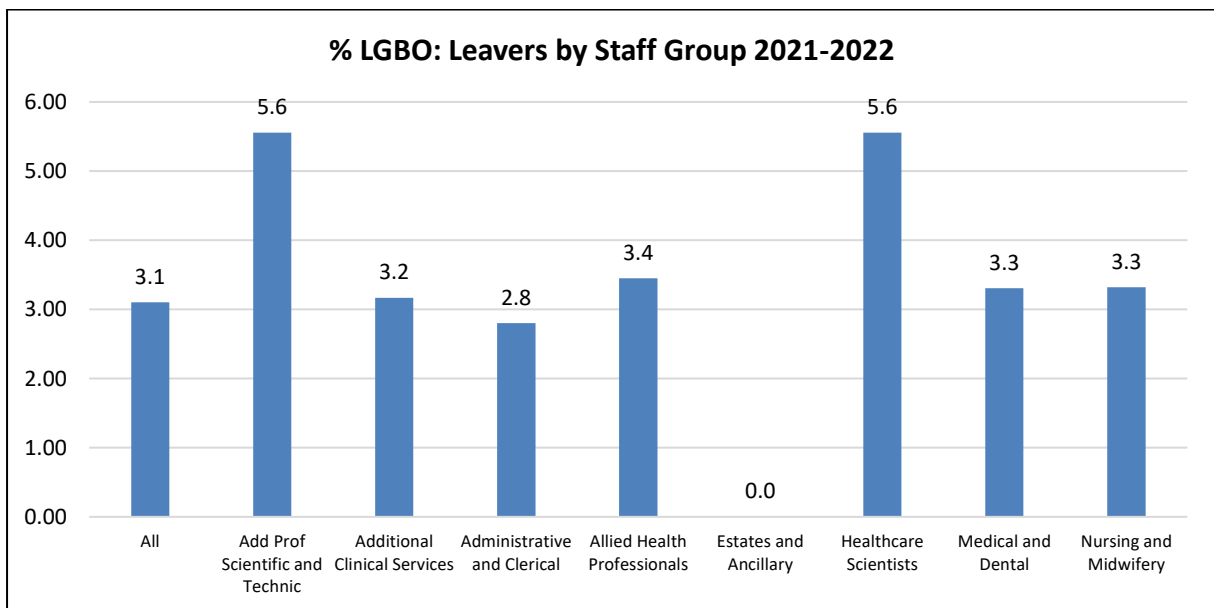


Graph 23: % Sex Leavers by Staff Group 2021-2022

8.6. Sexual Orientation

Table 52: Leavers by Sexual Orientation

	1 st April 2019-31 st March 2020	1 st April 2020-31 st March 2021	1 st April 2021-31 st March 2022	1 Year Change 21-22 #	1 Year Change 21-22 %
% Hetero	73.65%	74.67%	77.46%	+8.71%	+3.75%
% LGBO	3.19%	2.49%	3.10%	+30.77%	+24.80%
% Unknown	23.16%	22.85%	19.43%	-10.88%	-14.94%



Graph 24: % LGBO Leavers by Staff Group 2021-2022

9. Tables Index

Table 1: Example	5
Table 2: Equality Categories	5
Table 3: National Census 2021	7
Table 4: Population Summary	9
Table 5: Age Population	10
Table 6: Disability Population	11
Table 7: Ethnicity Population 2 Ways	11
Table 8: Ethnicity Population 4 Ways	12
Table 9: STHK Substantive Ethnicity Population 16 Ways	13
Table 10: STHK Bank Ethnicity Population 16 Ways.....	13
Table 11: STHK Lead Employer Ethnicity Population 16 Ways	14
Table 12: STHK All Ethnicity Population 16 Ways.....	15
Table 13: Religions Population 2 Ways	16
Table 14: STHK Substantive Religions Population	16
Table 15: STHK Bank Religions Population	17
Table 16: STHK Lead Employer Religions Population.....	17
Table 17: STHK All Religions Population	17
Table 18: Sex Population	18
Table 19: Sexual Orientation Population	19
Table 20: LGBO of Known Sexuality Population	19
Table 21: AfC Pay Band by Age.....	20
Table 22: AfC Pay Band by Disability	22
Table 23: AfC Pay Band by Ethnicity 2 Ways	23
Table 24: AfC Pay Band by Religion 2 Ways	25
Table 25: AfC Pay Band by Sex.....	26
Table 26: AfC Pay Band by Sexual Orientation	28
Table 27: Staff Group by Age.....	29
Table 28: Staff Group by Disability	30
Table 29: Staff Group by Ethnicity 2 Ways	31
Table 30: Staff Group by Religion 2 Ways.....	32
Table 31: Staff Group by Sex.....	32
Table 32: Staff Group by Sexual Orientation	33
Table 33: Department by Age	34
Table 34: Department by Disability.....	35
Table 35: Department by Ethnicity 2 Ways.....	36
Table 36: Department by Religion 2 Ways	36
Table 37: Department by Sex.....	37
Table 38: Department by Sexual Orientation.....	38
Table 39: Total number of New Starters.....	39
Table 40: New Starters by Age	39
Table 41: New Starters by Disability.....	40
Table 42: New Starters by Ethnicity	41
Table 43: New Starters by Religion	42
Table 44: New Starters by Sex.....	44
Table 45: New Starters by Sexual Orientation.....	46
Table 46: Total number of leavers.....	47
Table 47: Leavers by Age	47
Table 48: Leavers by Disability	48
Table 49: Leavers by Ethnicity	49
Table 50: Leavers by Religion.....	50
Table 51: Leavers by Sex	51
Table 52: Leavers by Sexual Orientation.....	52

10. Graphs Index

Graph 1: Distribution of Disability Yes and Non Disability staff within AfC Pay Bands 2022	24
Graph 2: Distribution of BME and White staff within AfC Pay Bands 2022	24
Graph 3: Distribution of No Religion and Religious staff within AfC Pay Bands 2022.....	24
Graph 4: Distribution of Female and Male staff within AfC Pay Bands 2022.....	27
Graph 5: Distribution of LGBO and Heterosexual staff within AfC Pay Bands 2022	27
Graph 6: % Age New Starters by Staff Group 2021-2022	40
Graph 7: % Disability New Starters by Staff Group 2021-2022.....	41
Graph 8: % Distribution of BME New Starters by Staff Group 2021-2022.....	42
Graph 9: % Distribution of White New Starters by Staff Group 2021-2022	42
Graph 10: % New Starters by Religion 2021-2022	43
Graph 11: % Religion New Starters 2019/20 – 2021/2022	43
Graph 12: % Religion Yes New Starters by Staff Group 2021-2022	44
Graph 13: % Sex New Starters by Staff Group 2021-2022.....	44
Graph 14: Distribution of Female New Starters by Staff Group 2021-2022	45
Graph 15: % Distribution of Male New Starters by Staff Group 2021-2022.....	45
Graph 16: % LGBO New Starters by Staff Group 2021-2022	46
Graph 17: % Age Leavers by Staff Group 2021-2022	48
Graph 18: % Disability Yes Leavers by Staff Group 2021-2022	49
Graph 19: % BAME Leavers by Staff Group 2021-2022.....	50
Graph 20: % Leavers by Religion 2021-2022.....	50
Graph 21: % Leavers by Religion 2019/20 – 2021/22	51
Graph 22: % Religion Yes Leavers by Staff Group 2021-2022.....	51
Graph 23: % Sex Leavers by Staff Group 2021-2022.....	52
Graph 24: % LGBO Leavrs by Staff Group 2021-2022.....	52

