

Equality and diversity workforce monitoring report

2024 - 2025

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Introduction

This report provides equality information in line with the requirements of the Public Sector Equality Duty, under the Equality Act 2010. The Public Sector Equality Duty aims to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The characteristics protected by the Equality Act are:

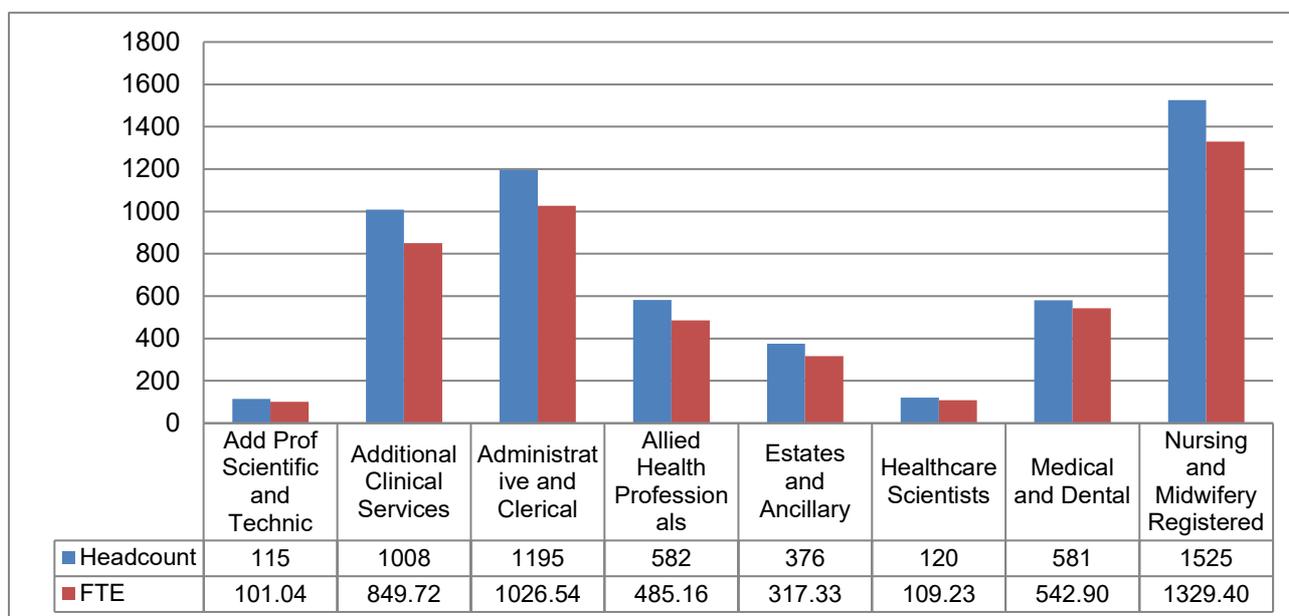
- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Where data is available, this report provides a snapshot of the Trust's workforce and patient demographics for appropriate protected characteristics on 31 March 2025 alongside employee relations data and recruitment data for the year 1 April 2024 – 31 March 2025.

Workforce profile by staff group

The Trust's total headcount as of 31 March 2025 was 5502. Registered nurses and midwives continue to be the largest staff group, accounting for 28% of total staff in the Trust, followed by administrative and clerical and additional clinical services, accounting for 22% and 18% of total staff, respectively.

Graph 1: Workforce by staff group as at 31 March 2025



Workforce profile by ethnicity

Colleagues from the Global Majority (Black, Asian and Minority Ethnic/ BME) account for 20% of the workforce population, an increase from 18.4% in 2024. The full figures are as followed:

- Percentage of White staff: 74.79%
- Percentage of Asian or Asian British staff: 11.83%
- Percentage of Black or Black British staff: 3.13%
- Percentage of Mixed staff: 1.27%
- Percentage of Other Ethnic Groups: 3.80%
- Percentage of Not stated/Undefined: 5.18% (this is the percentage of staff who have not shared or updated their ethnicity via ESR).

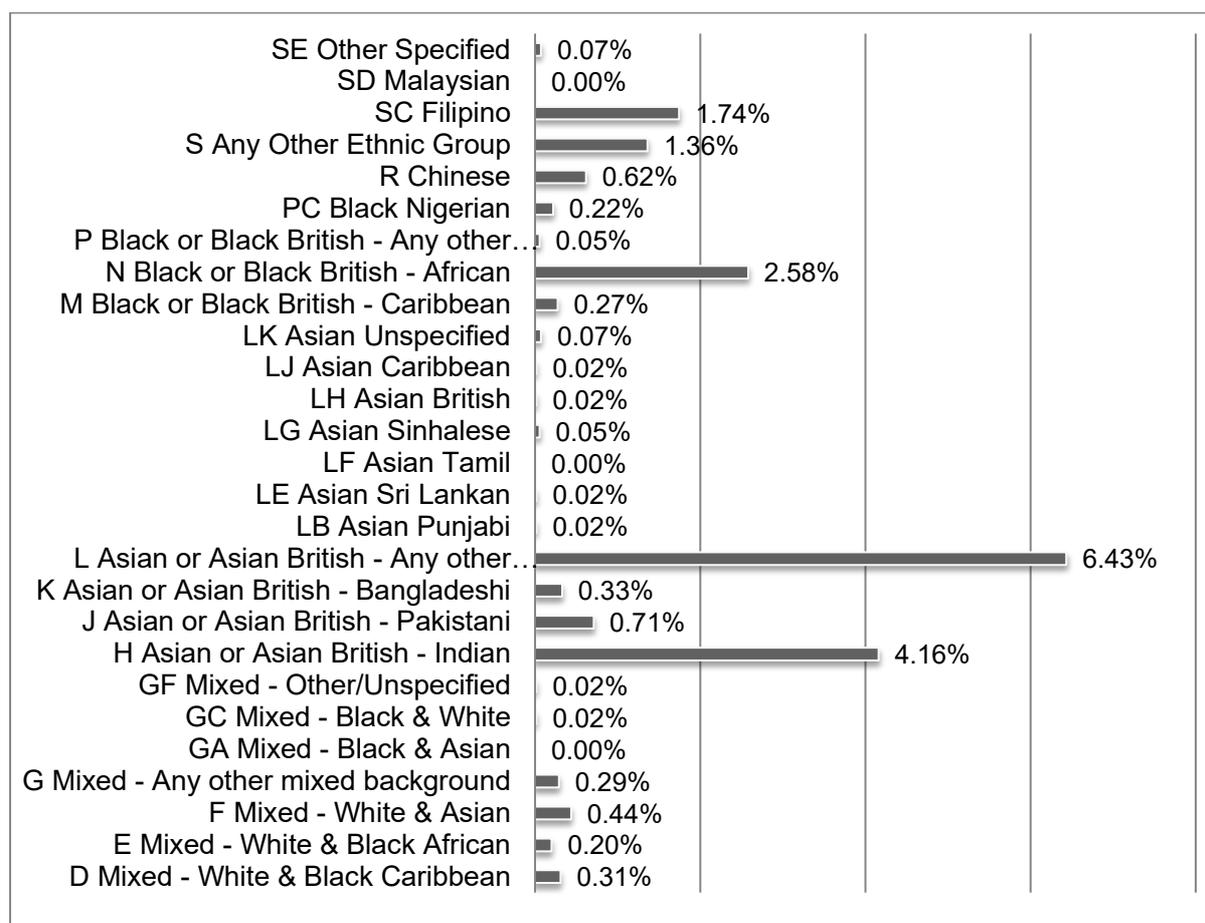
This demographic data is not necessarily reflected across all staff groups. Table 1 below highlights that staff from the Global Majority are under presented in all staff groups, other than: Healthcare Scientists, Medical and Dental and Nursing and Midwifery.

Table 1: Staff groups by ethnic group

Staff Group	Global Majority	White	Not Stated
Add Prof Scientific and Technic	7.83%	91.30%	0.87%
Additional Clinical Services	14.68%	80.95%	4.37%
Administrative and Clerical	6.03%	91.38%	2.59%
Allied Health Professionals	13.75%	83.51%	2.75%
Estates and Ancillary	12.77%	83.51%	3.72%
Healthcare Scientists	20.00%	65.83%	14.17%
Medical and Dental	44.41%	44.41%	11.19%
Nursing and Midwifery Registered	30.36%	63.28%	6.36%

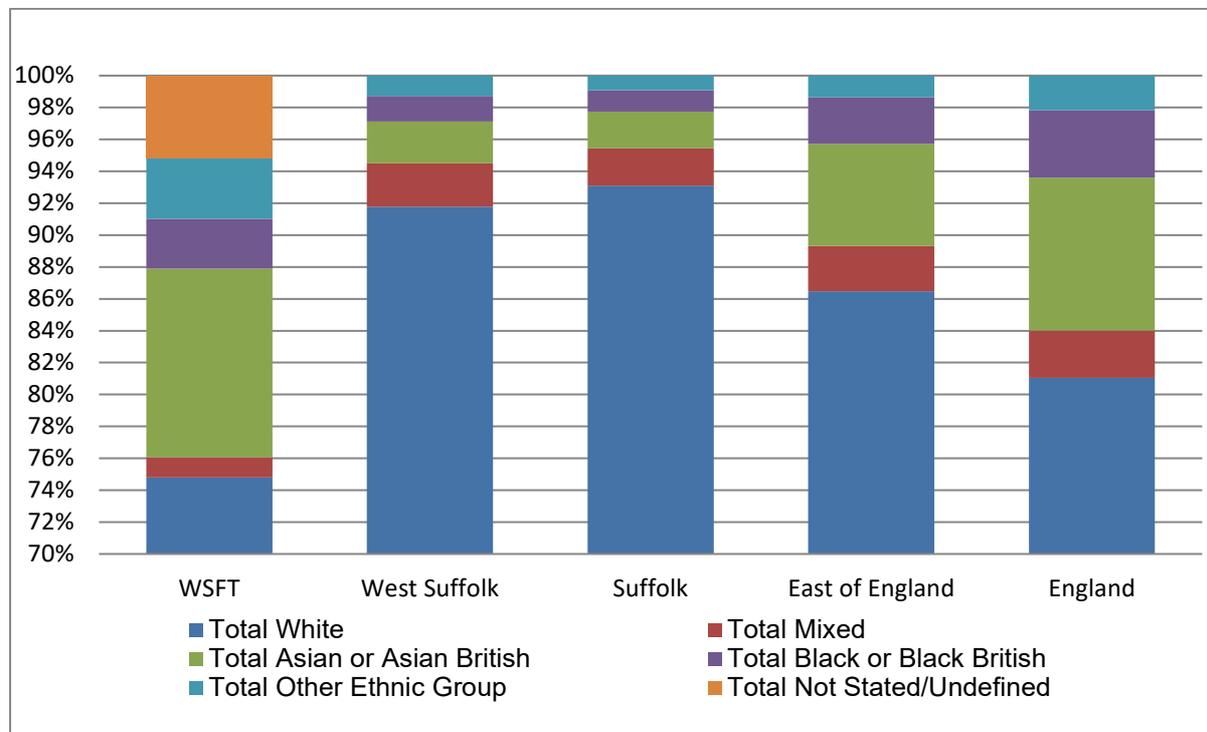
Graph 2 below provides a more detailed breakdown of our Global Majority workforce. From this data, it can be observed that 6.4% are Asian/Asian British- other, 4.1% are Asian/Asian British-Indian, 2.6% are Black/Black British-African, and 1.7% are Filipino.

Graph 2: Details of our Global Majority workforce



Graphs 3 and 4 below compare the overall workforce ethnicity profiles for the Trust against census data for West Suffolk, Suffolk, East of England and England as a whole.

Graph 3: Workforce by ethnic group compared to local and national demographics 1



Graph 4: Workforce by ethnic group compared to local and national demographics 2

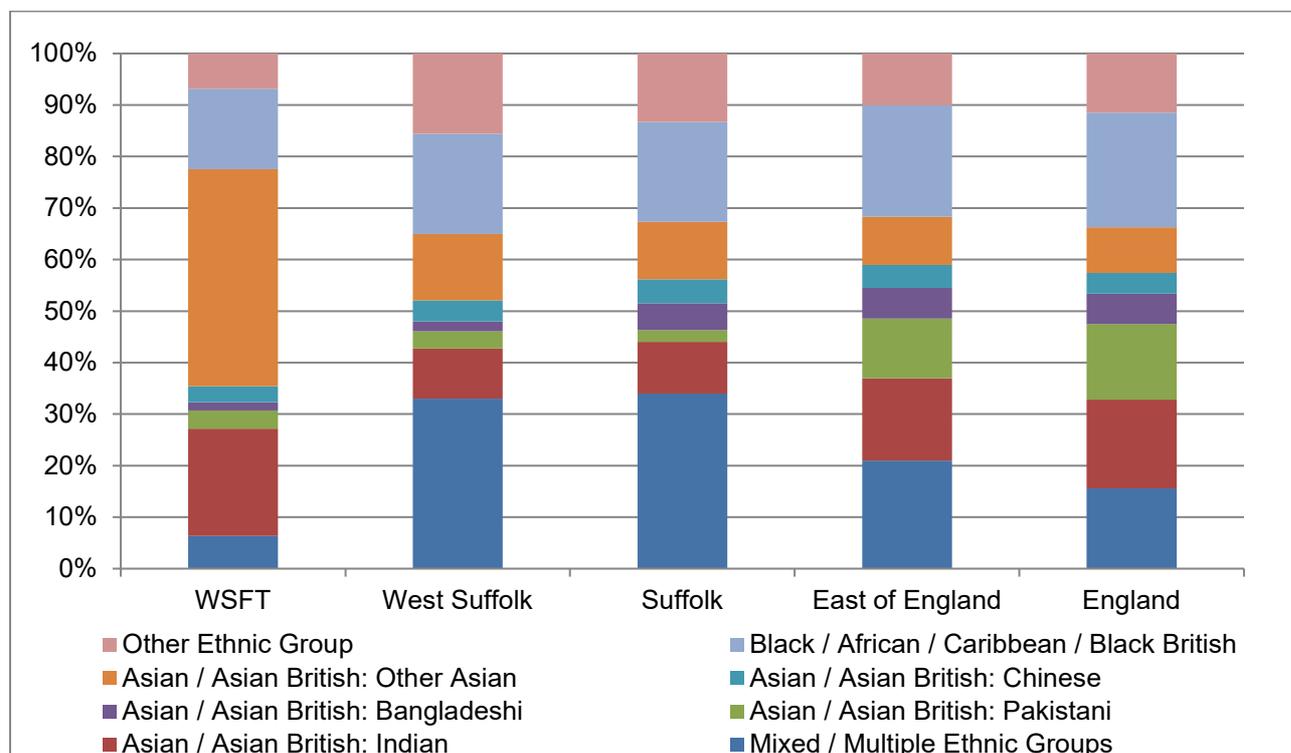


Table 2 indicates that pay bands 2 - 6 show a larger number of Global Majority colleagues, with most of these colleagues within Band 5 roles. From this point, as the band increases, the percentage of Global Majority staff decreases. There are much fewer people from the Global Majority in band 8a and above.

Table 2: Number of White staff and Global Majority staff at each band

Band	Number of White staff	Number of Global Majority staff
1	9	0
2	392	75
3	827	128
4	537	25
5	510	395
6	691	150
7	559	50
8a	214	12
8b	65	6
8c	26	3
8d	13	0
9	9	0
Other	263	258

Workforce profile by gender

79% of the Trust's workforce is female and there is larger female representation in all but two staff groups. Male staff members represent 21% of the workforce with a more even distribution in the medical and dental roles (female 52.2%, Male 47.9%) and Estates and Ancillary roles (Female 47.9%, Male 52.1%).

Table 3: Gender profile by staff group

Staff Group	Female	Male
Add Prof Scientific and Technical	77.39%	22.61%
Additional Clinical Services	86.01%	13.99%
Administrative and Clerical	79.33%	20.67%
Allied Health Professionals	86.60%	13.40%
Estates and Ancillary	47.87%	52.13%
Healthcare Scientists	76.67%	23.33%
Medical and Dental	52.15%	47.85%
Nursing and Midwifery Registered	89.97%	10.03%
Students	79.15%	20.85%

In terms of flexible working, 42.6% of our workforce work part-time and 57.4% work full time. Female staff members work almost equally full-time (39.8%) and part-time (39.4%) with 17.7% of male staff members working full-time and 3.2% part-time.

Table 4: Total number and percentage of staff working full time and part time hours by gender

Working pattern	Total number	%
Full time	3159	57.42
Female	2188	39.77
Male	971	17.62
Part time	2343	42.58
Female	2167	39.39
Male	176	3.20

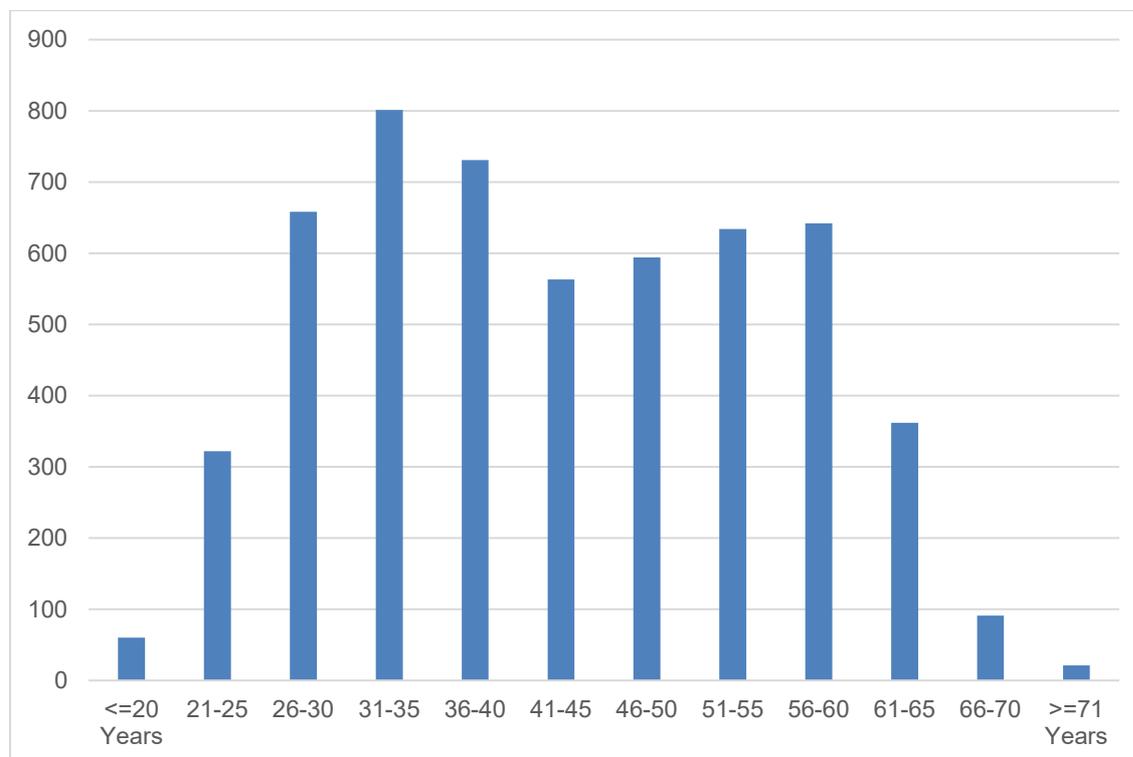
Agenda for change (AfC) pay band data by gender is a general reflection of the Trust's general 80/20 gender split. At band 8 and above the distribution of male/female staff at higher bands starts to change and we start to see an increase in the number of male senior staff. This is particularly significant at band 9.

Table 5: AfC pay band by gender

AfC pay band	Female	Male
1	89%	11%
2	65%	35%
3	86%	14%
4	86%	14%
5	85%	15%
6	85%	15%
7	85%	15%
8a	74%	26%
8b	75%	25%
8c	67%	33%
8d	62%	38%
9	11%	89%
Other	52%	48%

Workforce profile by age

Graph 5 shows the age profile of the Trust's workforce.



Workforce profile by disability and health condition

Our data highlights that 7% of colleagues have shared that they have a disability or long-term health condition via ESR. 68% have shared that they do not have a disability or long-term health condition, 5% of colleagues preferred not to share this information and 20% of staff have not updated their data or answered the question inviting them to do so.

Workforce profile by religious belief/faith

Workforce religion/faith declaration data is as followed:

Atheism: 19%
Buddhism: 1%
Christianity: 49%
Hinduism: 2%
Prefer not to say: 13%
Islam: 2%
Jainism: 0%
Judaism: 1%
Other: 7%
Sikhism: 2%
Undisclosed: 4%

Workforce profile by sexual orientation

Workforce sexual orientation data is as followed:

Bisexual: 1.31%
Gay or lesbian: 1.53%
Heterosexual or straight: 82.52%
Other: 0.22%
Undecided: 0.18%
Not stated: 14.25

Employee relations data

All formal investigations for disciplinary, capability, grievance, bullying, harassment and recruitment complaints are monitored for age, ethnicity, gender and disability to identify any trends that may indicate discrimination. Sickness absence is monitored separately. 'Investigations' listed are those where a member of staff was investigated under the managing conduct policy with no further action taken following the investigation.

In 2024/25, the Trust conducted a total of 44 formal investigations, and the categories of these can be seen in Table 6.

Table 6: The number of formal investigations by category

	Number of cases
Investigation	15
Disciplinary	7
Capability	7
Grievance	14
Probations	1
Bullying & Harassment	0
Recruitment Discrimination	0
TOTAL	44

31 of these investigations (70%) involved colleagues from a White background, with 7 (16%) cases involving colleagues from the global majority. The remaining cases involved colleagues who did not share their ethnicity.

10 of these cases (23%) involved colleagues with a disability, 7 of which were mental health related.

26 (59%) cases involved female colleagues, and 18 (41%) cases involved male colleagues. This is slightly disproportionate compared to the workforce demographic (79% female, 21% male). However, the low number of formal cases mean this level of disproportionality is unlikely to be statistically significant and caution should therefore be exercised in drawing conclusions.

The age range of colleagues involved in investigations was 23-63.

Due to the small number of individuals involved in each category of investigation, it is not possible to provide further analysis of the protected characteristics without compromising confidentiality.

No significant trends or causes for concern have been identified during the analysis.

Conclusion

The data presented here provides demographical information and context to support upcoming reports including: WRES and WDES summary report and pay

gap reporting. Relevant actions to address the underrepresentation of and inequalities for groups with protected characteristics, particularly in more senior roles, are included within the agreed EDI priorities for 2025 and existing areas of work.

Data sources for this report

Electronic staff record (ESR) / Oracle Business Intelligence (BI):
Standard workforce figures for staff groups as at 31-March-2024
Trust diversity statistics as at 31-March-2024, for protected characteristics

Office for National Statistics (ONS):
Census information 2021
Population ethnicity profile 2021