



East Suffolk and  
North Essex  
NHS Foundation Trust



# *Equality, Diversity and Inclusion*

Annual compliance report  
to the Equality Act 2010  
2018–2019

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## FOREWORD



### CLARE CONAGHAN, DIRECTOR OF HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT

I am delighted to present our first Equality, Diversity and Inclusion Review and Compliance Report for the East Suffolk and North Essex NHS Foundation Trust (ESNEFT). As the new Director of Human Resources and Organisational Development for ESNEFT, with executive responsibility for Equality, Diversity and Inclusion, I am committed and passionate that whatever we do makes a positive difference for all staff.

Our Equality Compliance report provides details of our workforce and service data as required by Equality Act 2010 (specific duties). It needs to be recognised that we are at the beginning of our EDI journey as a recently merged organisation, we know there will be challenges along the way. We are committed to working with all our strategic partners, regionally and nationally, to improve equality outcomes for all.

The publication of this report is one of our core responsibilities under the Equality Act 2010 and supports the delivery of the general Public Sector Equality Duty (PSED). As the lead Director for EDI, my focus is not only on compliance, we want to add real value to the lives of our communities and staff by removing any barriers that may exist. At ESNEFT we celebrate difference and harness it for the benefit of our patients and staff. We want all our diverse groups of staff to feel fully engaged and supported within the workplace.

We know that there is a direct link between outstanding care and good staff experience. Making sure EDI is embedded into our organisation is critical as it affects upon patient care, patient safety as well as organisational efficiency. The EDI agenda will be a key principle of our People and Organisational Development Strategy that we are currently developing. This will set out our ambition is to be a model employer. We know that in order for our organisation to develop, we have to be an inclusive employer with a diverse and representative workforce at all levels. The importance of inclusion is embedded into the NHS Five Year Forward View (FYFV); NHS Long Term Plan (LTP) and the recently published interim NHS People Plan.

I am confident that Inclusion is going to be integral to all activities to ensure we provide the best health and care services to the diverse communities we serve.

## Executive Summary

The focus of this report is to provide a high level summary of our workforce and service use data. It is a compliance requirement under the Equality Act 2010 (Section 149: specific duties). Publication of this information will ensure that East Suffolk and North Essex NHS Foundation Trust (ESNEFT) has met its legal requirement.

This report covers data from the 1 July 2018 to 30 November 2019. We want our EDI work to add value to everything we do, we want it to help drive our performance and to enable us to meet our commitment and passion to make a difference to the lives of our staff, service users, carers, patients and the diverse communities we serve. ESNEFT is committed to being a local, regional and national System Leader in the area of EDI. The key findings from our data analysis in this report are:

### **Workforce profile:**

- Improving data quality across all our demographic profiles by improving disclosure rates for our workforce in terms of sexual orientation (63% of data for sexual orientation is unrecorded) and disability (66.7% of disability data is not recorded). Our data indicates that our disclosure rate is disproportionately low.
- Underrepresentation of BAME colleagues at pay Band 6 and above (developing and implementing a robust WRES Action Plan)
- Our largest group of staff is aged 26 to 30, however the greater majority of our staff are aged 41+ as a whole.

### **Service user data:**

- We do not presently capture data information on disability, gender reassignment or sexual orientation. The protected characteristic of pregnancy is not reported on for patient data. Our service profile is broadly representative of our local population however work is needed to understand the patient experience for all groups. There is considerable data that is unknown for the protected characteristic of religion and belief and ethnicity data indicating an under representation of BAME and minority faith communities.
- The gender profile shows women being over represented in our Inpatient and Outpatient Services. A&E services show a somewhat proportional level of access between men and women (49% and 51% respectively).

In addition to the data, we are very proud to report the on the work of our LGBTQ+ Friends Staff Network has made a real impact in organisation and the local community. For the next twelve months our three key strategic priorities will be to:

- Better understand our equality data
- Improve our EDI governance and ensure compliance related all mandatory work streams.
- Facilitate an inclusive and compassionate culture for the organisation through the development of Inclusive Staff Networks

With the publication of this report we are confident that we have complied with the Public Sector Equality Duty, but we recognise that further work is required to enhance our performance in this area.

## INTRODUCTION

This is the first Equality Information Compliance Report for East Suffolk and North Essex NHS Foundation Trust (ESNEFT) as a newly merged organisation. In July 2018, ESNEFT came into existence as a result of a merger between in Colchester Hospital University NHS Foundation Trust and Ipswich Hospital NHS Trust. We provide hospital and community healthcare across a wide geographical area with a diverse population of approximately 800,000 residents. The purpose of the report is to ensure we comply with the duties laid out in the Public Sector Equality, (Section 149: Equality Act 2010); to ensure that as organisation and employer we are:

- Eliminating unlawful discrimination, harassment and victimisation and any other conduct
- Advancing equality of opportunity between people who share a protected characteristic; and people who do not share it;
- Fostering good relations

The information contained within this report provides an overview of the Trust's equality and diversity data across the nine protected characteristics for our workforce and service user's data as laid out in the specific duties of the law. This report will form the basis of our developing our **Equality, Diversity and Inclusion Implementation Plan 2020 – 2021 and our Trust Equality Objectives 2020-2024**. Subsequent reports will be provide further information and provide year on year progress updates.

### What is the Public Sector Equality Duty?

The Public Sector Equality Duty (PSED) supports good decision-making by ensuring the Trust considers how people who have protected characteristics will be affected by our activities, helping us to deliver policies and services which are efficient and effective, accessible to all and which meet different people's needs. The report covers data relating to the protected characteristics. The protected characteristics covered by the Equality Duty are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race (this includes ethnic or national origins, colour or nationality)
- Religion or belief
- Sex
- Sexual Orientation

## Why is Equality data and information important?

The purpose of equality data is to provide a measurement framework to enable organisations, specifically public sector bodies, to know where discrimination and exclusion exists. Equality data can shed light on groups that are at risk of discrimination. This report considers equality information held about our staff and service users broadly in terms of our Workforce profile and Service user profile.

Our EDI work starts with understanding our staff and working with our leadership community to establish a culture of inclusion leadership in the organisation. As a newly merged organisation we will use this opportunity to enhance our staff and patient experience by using the data we hold to identify barriers that may exist for specific groups of staff. We know that when staff experience is good patient experience and health outcomes improve. A key focus of our work is to robustly understand our equality data in relation to workforce and service users.

As this is our first compliance report, we have focused on providing a high level summary of the workforce and service user information by protected characteristics. We are committed to improving our data quality in relation to capturing information about protected characteristics for staff and service users and this will be a core part of EDI work streams. In future years we will look to extend the data provided to ensure we include a broader view of the workforce data that covers:

- Recruitment
- Leavers
- Sickness
- Employee Relations (Sickness absences, Capability, Bullying and Harassment, Disciplinary and Grievance)
- Promotions
- Training
- NHS Staff Survey and Staff Friends & Family Test Results

For service delivery, we would also seek to extend the information and data we will provide data to ensure it covers our:

- Patient experience data (Friends and Family Test results) and any patient surveys
- Complaints and PALS data
- Volunteers, Governors and members demographic profile.

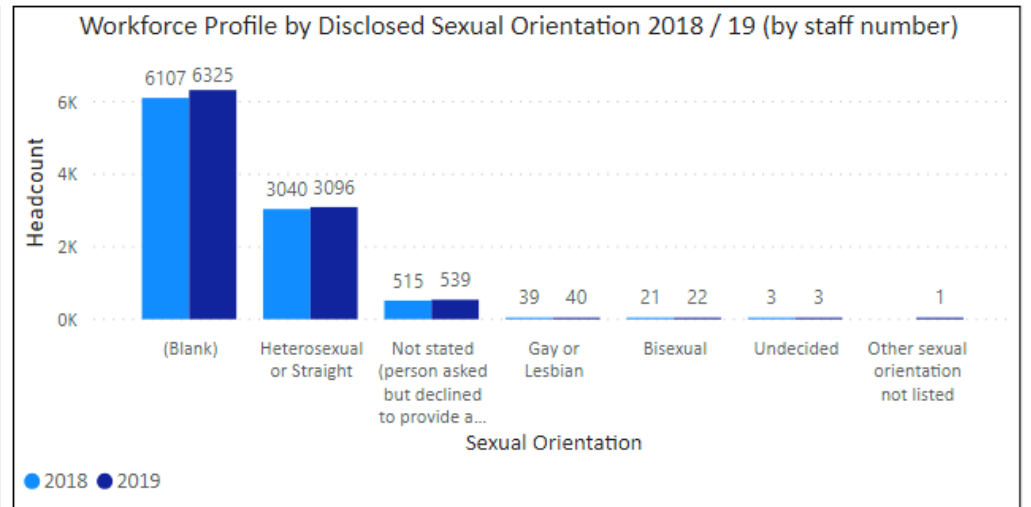
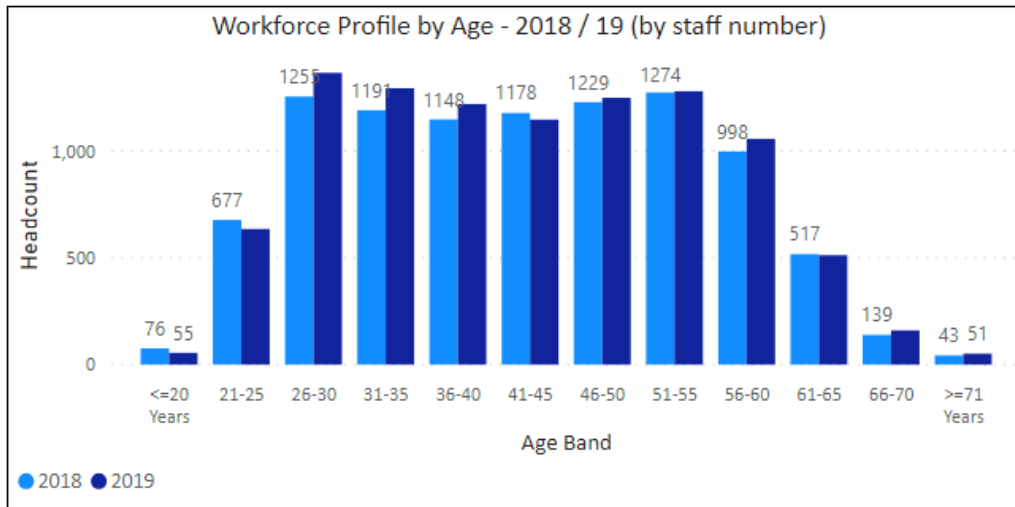
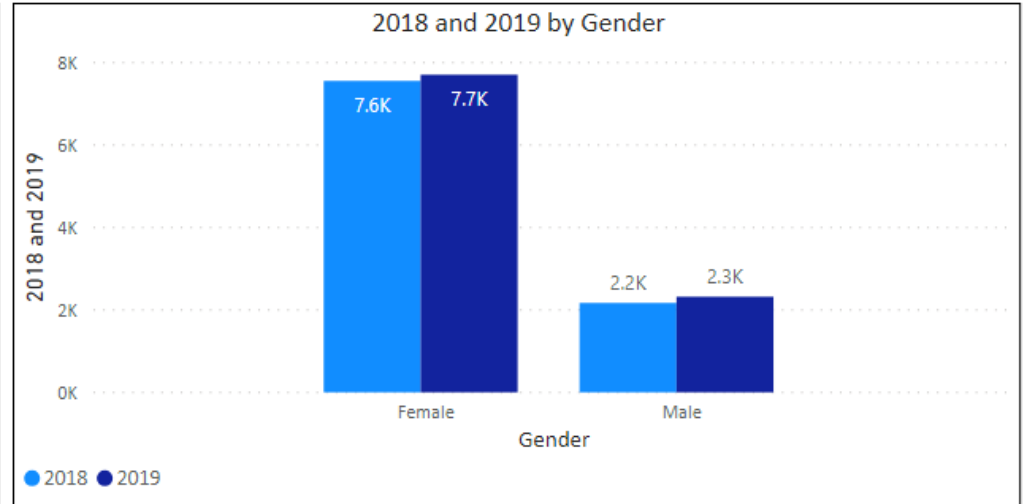
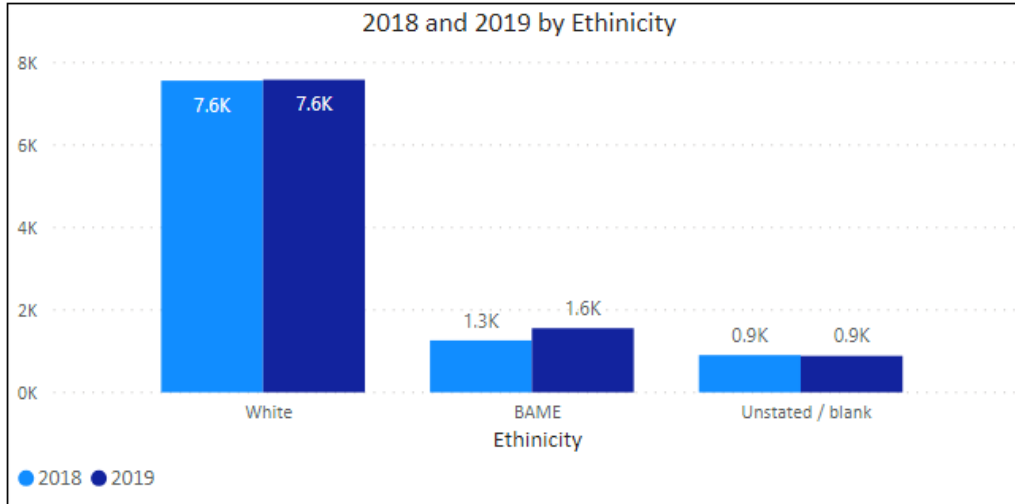
In addition to this we will look to use equality data to help inform any Equality Analysis undertaken by the organisation.

## Our workforce data

This report provides information and data for the period from 1 July 2018 to 31 March 2019. The rationale for providing the data from the 1<sup>st</sup> July 2018 is that is when the two organisations merged to form ESNEFT.

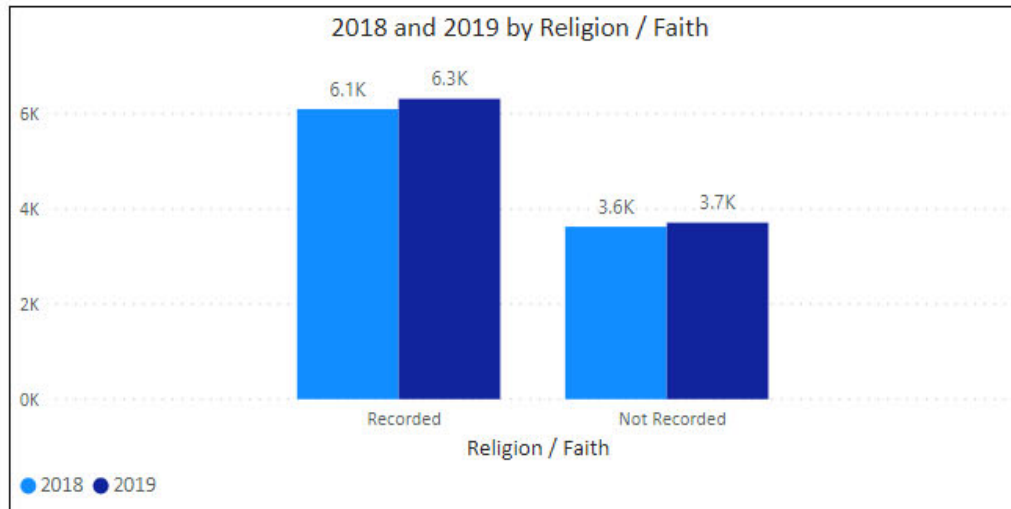
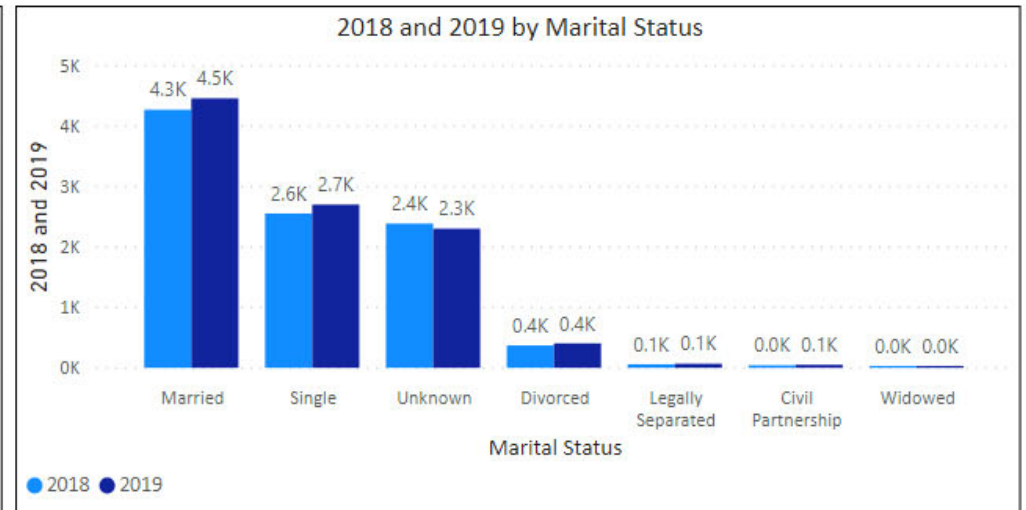
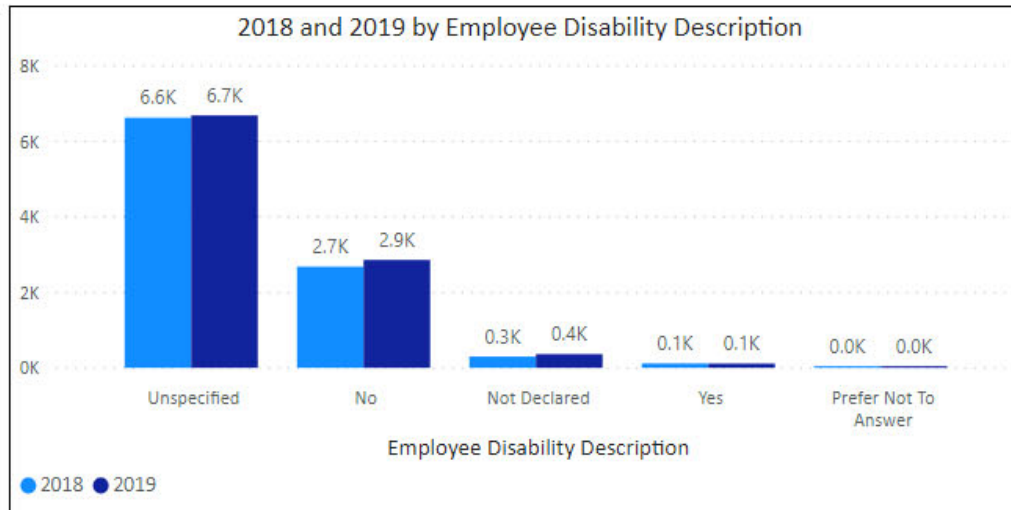
This section of this report focuses on workforce analysis and what we have considered in order to have a better insight into our organisation and its culture. This report provides an overview on key workforce equality and diversity data. We will use comparative data from the year before the merger to help us to identify an accurate baseline of our workforce. There are some important points to note on data analysis for protected characteristics and considers the proportion of personal information disclosed for each protected characteristic. It should be noted that some protected characteristics are not recorded on the ESR (such as gender re-assignment). In addition, disability is not differentiated between physical and mental health.

Protected Characteristic	Analysis
<b>Age</b>	The relatively high proportion of staff in older age groups, the majority of our staff are aged 41+ (55%) we therefore have an increasing ageing workforce. 37% of our workforce is aged 26 – 40 and our younger age group (under 20 to 25) make up 8%. The age group 26 – 30 is our largest group. The Trust seeks to increase its attractiveness to people of all age groups through a range of measures, including the widespread provision of work experience opportunities and apprenticeships, and the promotion of flexible working.
<b>Disability</b>	ESR records shows approximately 1.04% of staff have declared that they have a disability. We therefore have a low number of staff declaring themselves to have a disability and a high nondisclosure rate (64%). The proportion of staff who state they have a disability when completing the National Staff Survey (2019) is shown as 16% and therefore this indicates this is an area to be focused on.
<b>Gender (Sex)</b>	Female staff make up 77% of the workforce and 23% are male, which is consistent with the national gender profile of the NHS, although the gender split of our local population is 49% Male: 51% Female
<b>Ethnicity race</b>	<p>For the purposes of this report, the Trust has combined staff categories as Asian, Black, Mixed, Other, White and Undisclosed. The White category incorporates staff that identify as White British, White Irish and Any Other White background. BAME includes staff who identify as Asian (Indian, Pakistani, Bangladeshi), Mixed (White Black/Asian), Black (Caribbean, African) and Other (Chinese and Any Other). This is in line with the Office of National Statistics' Census categories</p> <p>The analysis shows that 79.1%% of the workforce identify as White compared with 16% BAME staff. We do not know the ethnicity of 14% of our staff. We employ an ethnically diverse workforce in comparison to the local populations of Essex and Suffolk. Data shows a significant underrepresentation of BAME colleagues from Bands 6+.</p>
<b>Marriage &amp; Civil partnership</b>	The majority of our workforce is married (45%) however, 23% of our data is unknown, 4% is divorced and 1% are in civil partnerships.
<b>Religion</b>	The majority of staff for whom we have information categorise themselves as Christian 47.5%. We do not know the religious status of 37%. Minority faith communities make up 16% of our workforce.
<b>Sexual Orientation</b>	The majority of staff for whom we have information categorise themselves as heterosexual (84%). A significant portion of staff (14%) do not have their sexual orientation status recorded, therefore no further conclusions can be drawn. Less than 1% of our workforce identify as LGBTQ+

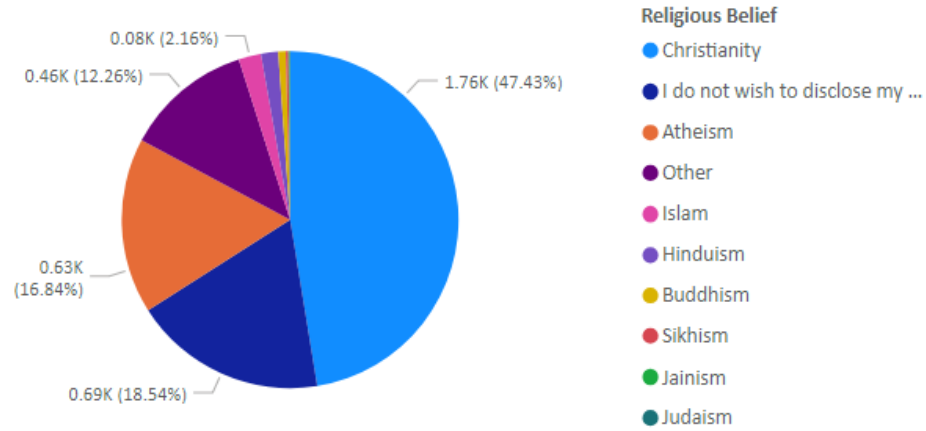




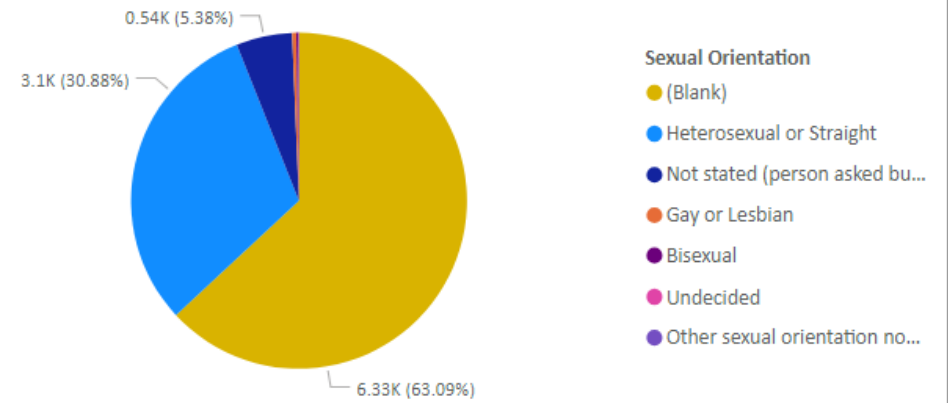
## 2018 / 2019 Comparison



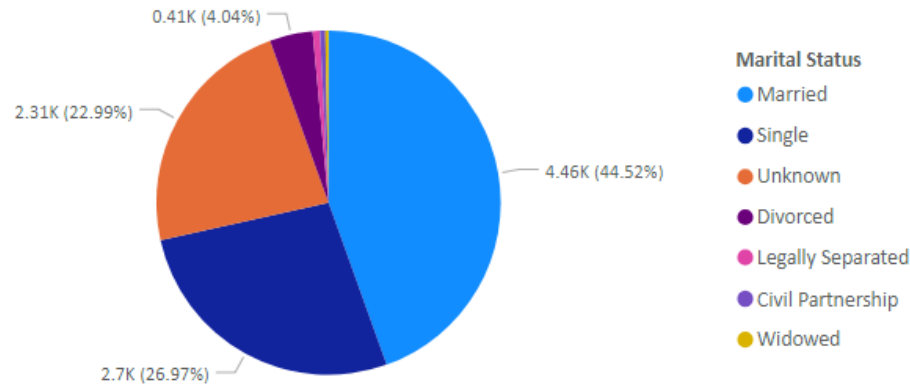
% Staff Disclosing Religious Belief



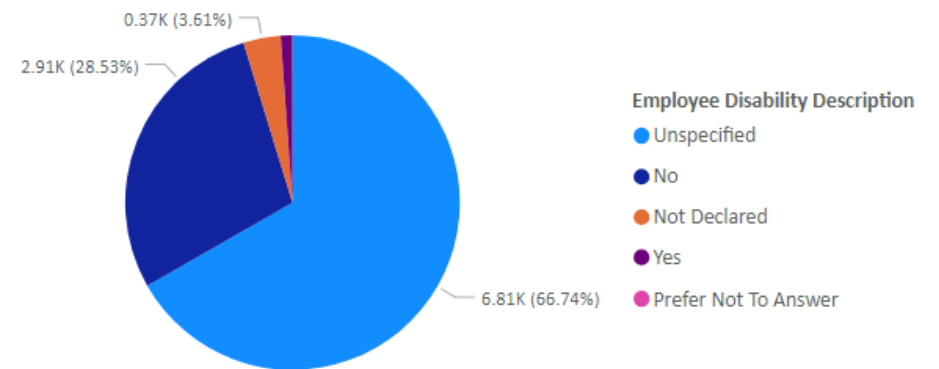
% Staff Disclosing Sexual Orientation



Workforce Profile by Marital Status / Civil Partnership

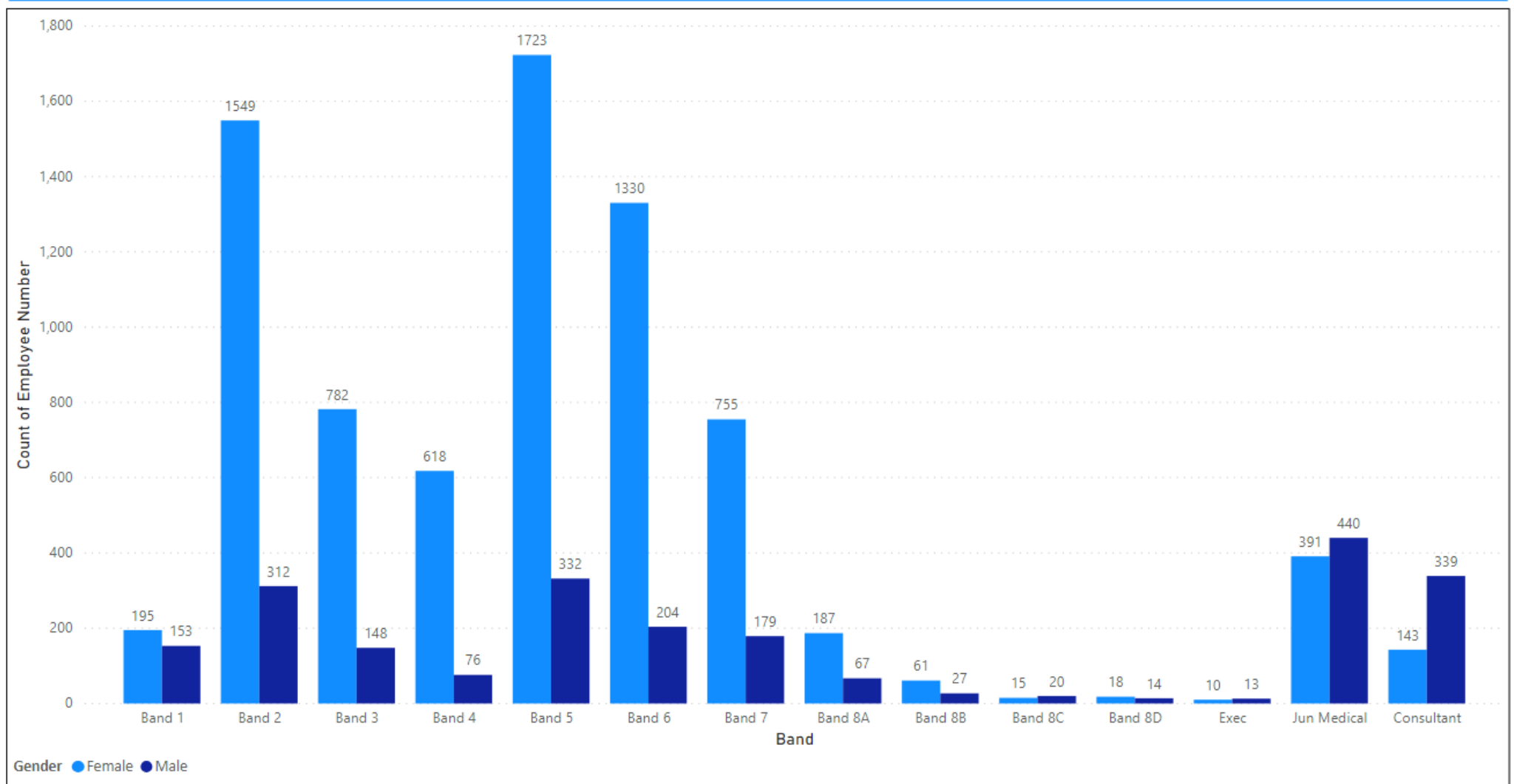


Workforce Profile by Disability Disclosure



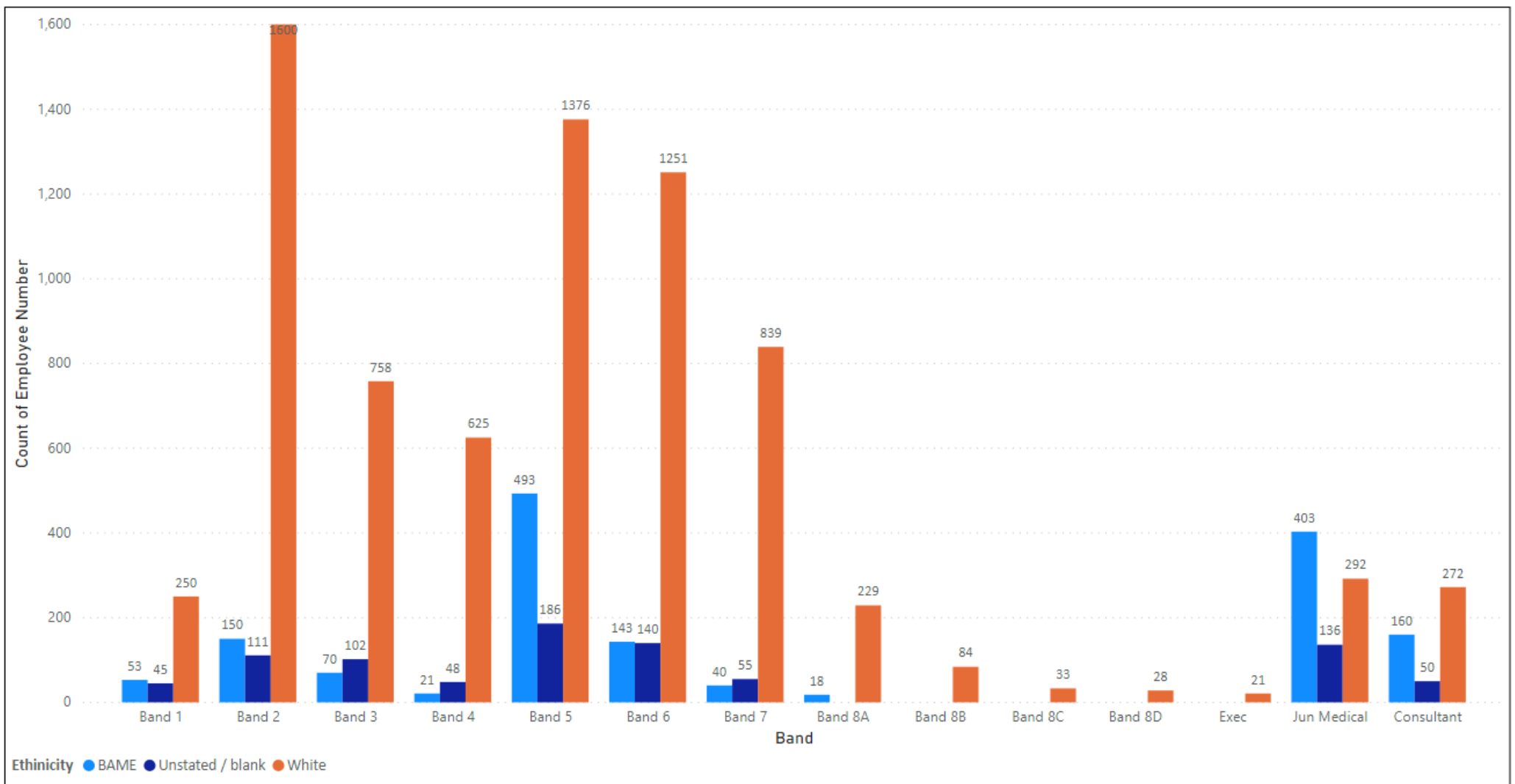
# Band split by Gender

2019



# Band split by Ethnicity

2019



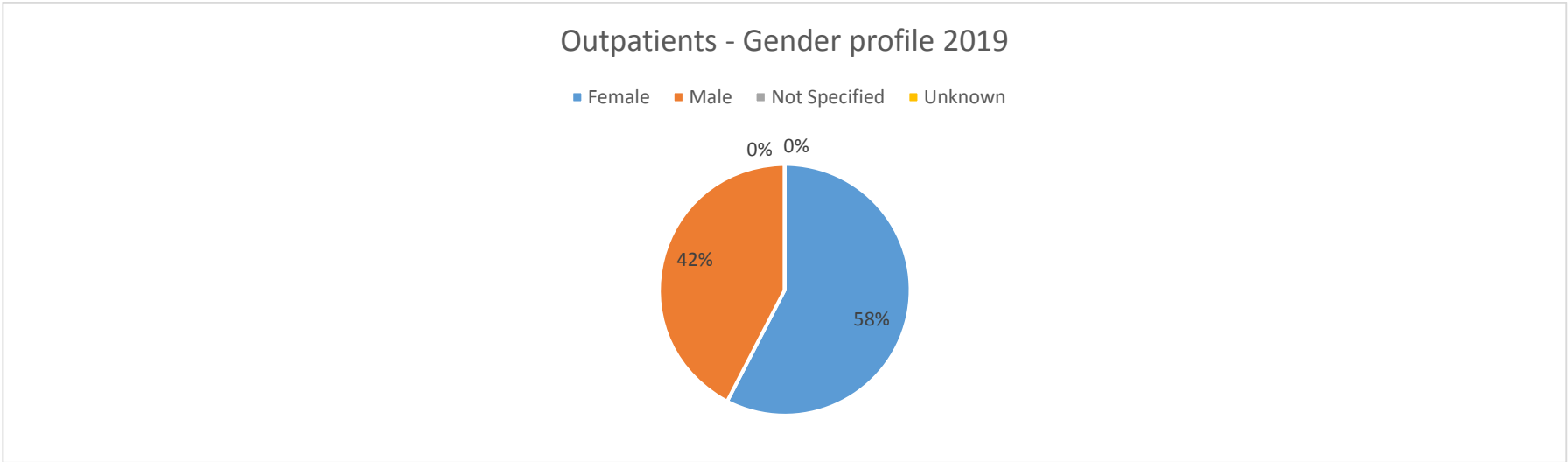
## Our Service Users data

This section focuses specifically on the demographic profile of our service users. The data looks at all Inpatient attendances, Outpatient appointments and A&E attendances. The data used to produce the service user profiles in this section comes from our electronic patient records. The data in this report pertains to the following protected characteristics:

- Age
- Race (ethnicity)
- Religion or belief <sup>1</sup>
- Sex
- Marriage and civil partnership

We do not presently capture data information on disability, gender reassignment or sexual orientation, increasingly NHS Trust across the system collect this demographic information. The protected characteristic of pregnancy is not reported on for patients. We have provided data for both merged organisations from 01 April 2018 to 30 November 2019.

Service area	Analysis
<b>Outpatients</b>	Our data shows that more females to males are accessing our Outpatients. The gender profile for Suffolk and Essex is approximately 50/50 which means that women are 16% more represented in our service user profile for this service. The majority of service users accessing outpatient service are those aged 60 – 79 (they make up 34%) of the service user profile. The data shows 79% the service users identify as White and 4% of our service profile BAME. 10% of our ethnicity data for service users is unknown. 42% of the service user data for religion and belief is unknown. Christian denominations make up 44% of the data recorded, 7% are other faith groups. The data show that 20% of the data is unknown regarding marriage status.
<b>Inpatients</b>	Our data shows that more females to males are accessing our inpatient services The gender profile for show that woman are 8% more represented in our service user profile for this service. The majority of service users accessing inpatient service are those aged 60 – 80+ (they make up 54%) of the service user profile. The data shows 80% the service users identify as White and 4% of our service profile BAME indicating under presentation of BAME communities and 9% of our ethnicity data for service users is unknown. The faith profile for Inpatients is similar that of Outpatients services with 42% of the service user data for religion and belief is unknown and 6% of are not religious and Christian denominations make up 44% of the data recorded.
<b>A&amp;E</b>	Our data shows that more females to males are accessing our A&E services. However at a more proportional level. The gender profile is 49% male and 51% female for this service which is closer to our local demographics. The majority of service users accessing A&E services are those aged 17 -39 (they make up 27%) of the service user profile and this distinctly different to other services. The data shows 77% the service users identify as White and 6% of our service profile BAME indicating under presentation of BAME communities and 16% of our ethnicity data for service users is unknown. The faith profile for A&E services differs from Inpatient and Outpatient services, with 53% of the service user data for religion and belief being unknown and 5% of are not religious and Christian denominations make up 43% of the data recorded.



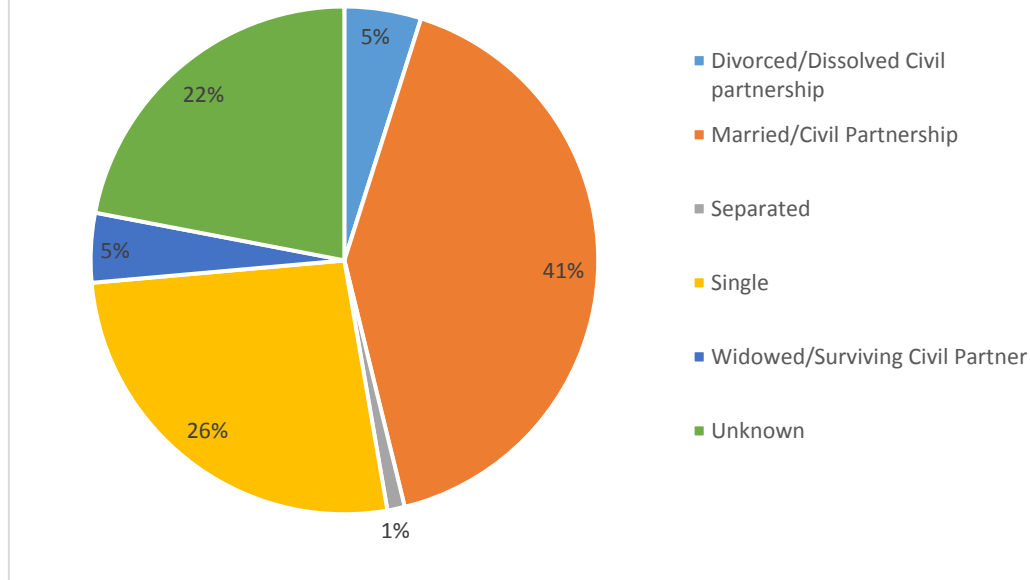
Outpatients	ESNEFT		
Genders	2018	2019	Total
Female	57.2%	57.6%	57.6%
Male	42.8%	42.4%	42.4%
Not Specified	0.0%	0.0%	0.0%
Unknown	0.0%	0.0%	0.0%

Outpatient Age Profile 2019



Outpatients	ESNEFT		
Age Band	2018	2019	Total
<16	12.8%	12.8%	12.8%
17-39	19.7%	19.8%	20.0%
40-59	19.5%	19.1%	19.5%
60-79	34.1%	34.3%	34.0%
80+	13.8%	14.0%	13.7%

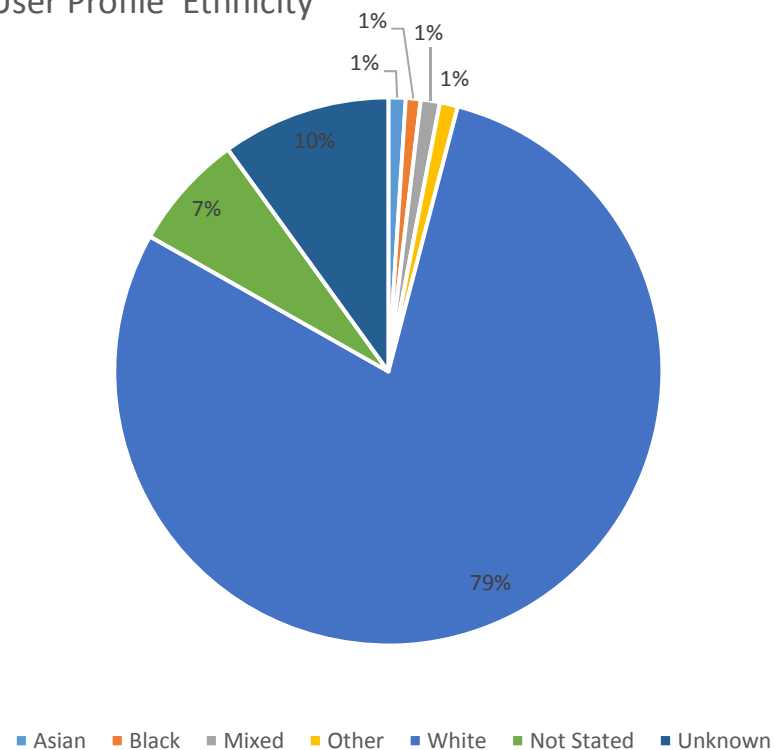
Outpatients Marital Status Profile 2019



Outpatients	ESNEFT	
Marital Status	2018	2019
Divorced/Dissolved Civil partnership	5.0%	4.9%
Married/Civil Partnership	42.1%	41.3%
Separated	1.1%	1.1%
Single	26.6%	26.3%
Widowed/Surviving Civil Partner	4.7%	4.4%
Unknown	20.5%	22.0%

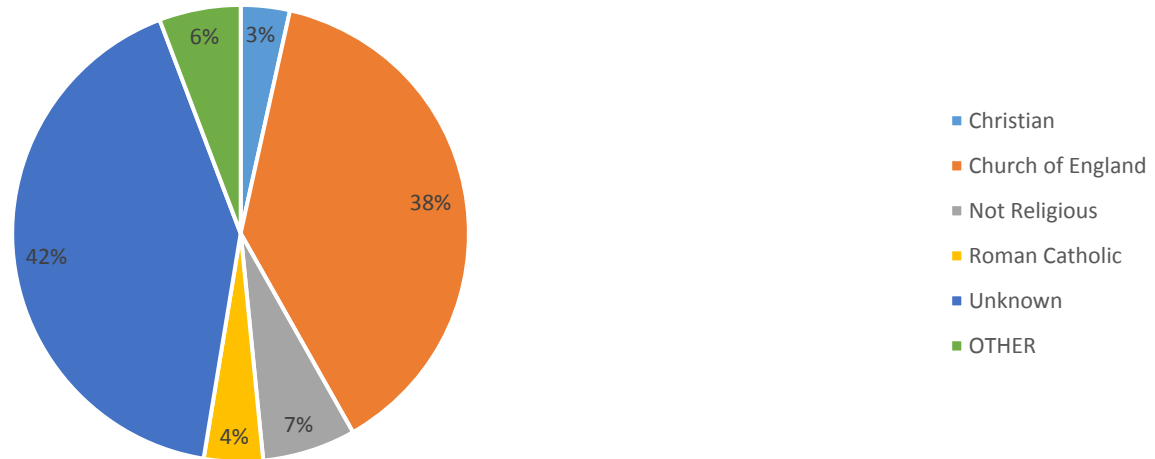


Outpatients Service User Profile Ethnicity

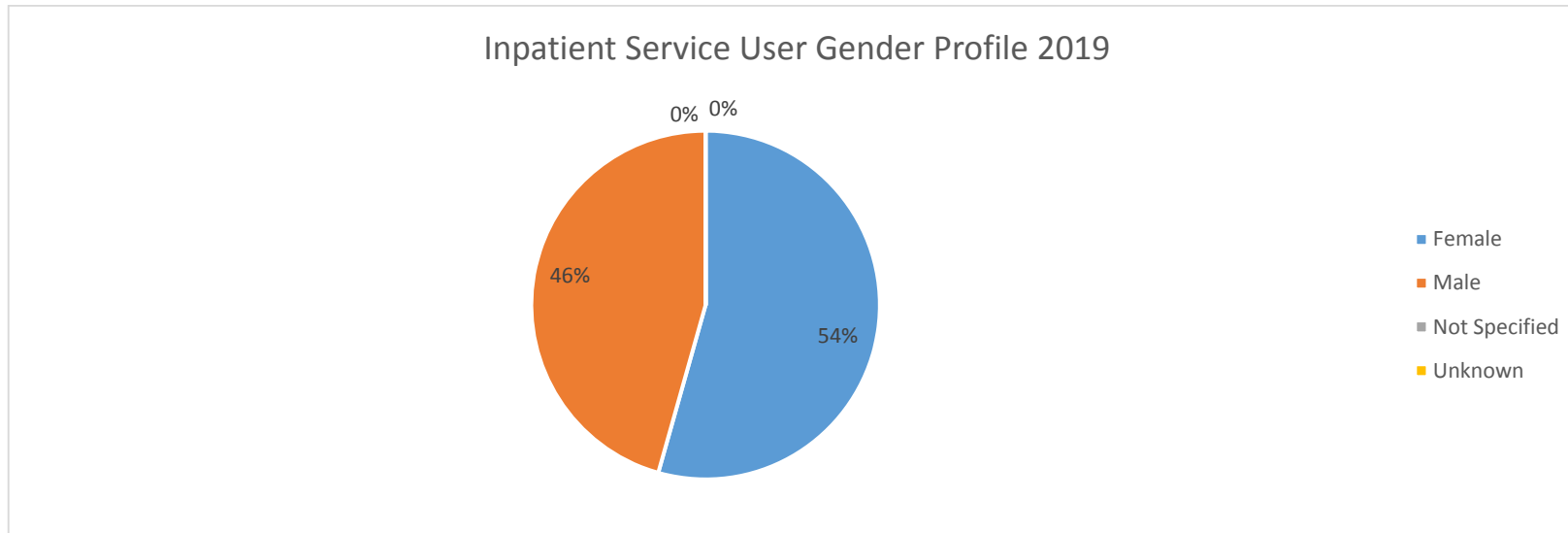


Outpatients	ESNEFT	
Ethnicity	2018	2019
Asian	1.0%	1.0%
Black	0.9%	0.9%
Mixed	1.1%	1.1%
Other	1.0%	1.1%
White	80.2%	79.1%
Not Stated	6.7%	6.8%
Unknown	9.1%	10.0%

Outpatients Service User - Religion and Faith Profile 2019

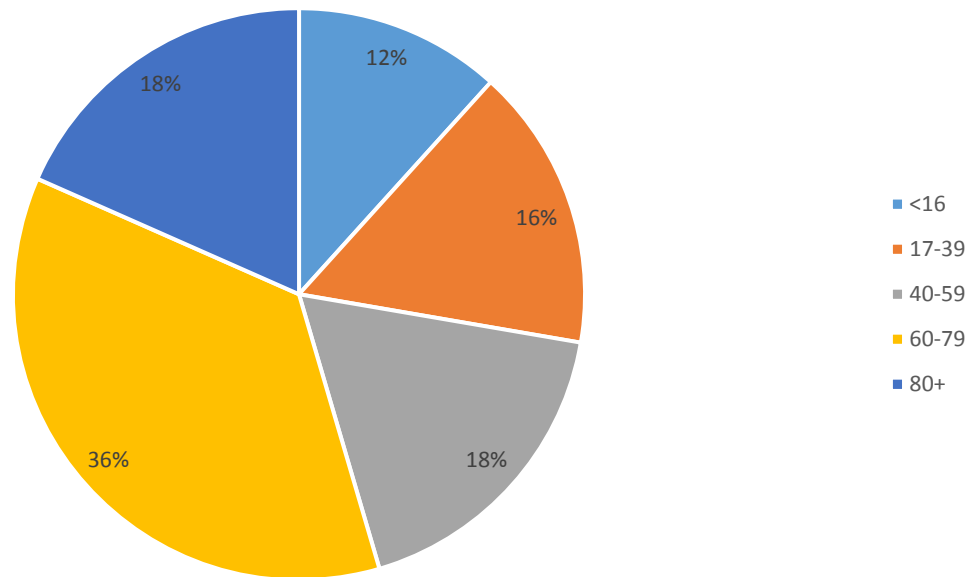


Outpatients	ESNEFT	
Religion - Grouped Categories > 1%	2018	2019
Christian	3.6%	3.5%
Church of England	39.0%	38.3%
Not Religious	6.0%	6.6%
Roman Catholic	4.3%	4.2%
Unknown	41.3%	41.6%
OTHER	5.8%	5.8%



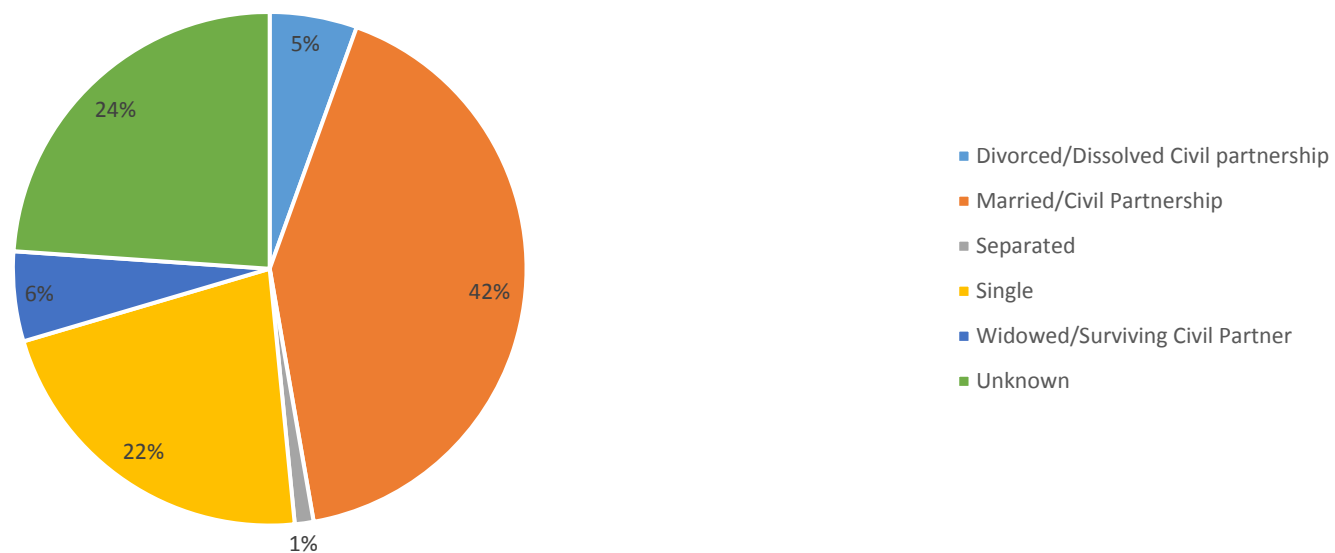
Inpatients	ESNEFT	
Genders	2018	2019
Female	54.0%	54.4%
Male	46.0%	45.6%
Not Specified	0.0%	0.0%
Unknown	0.0%	0.0%

Inpatient Service User Profile by age

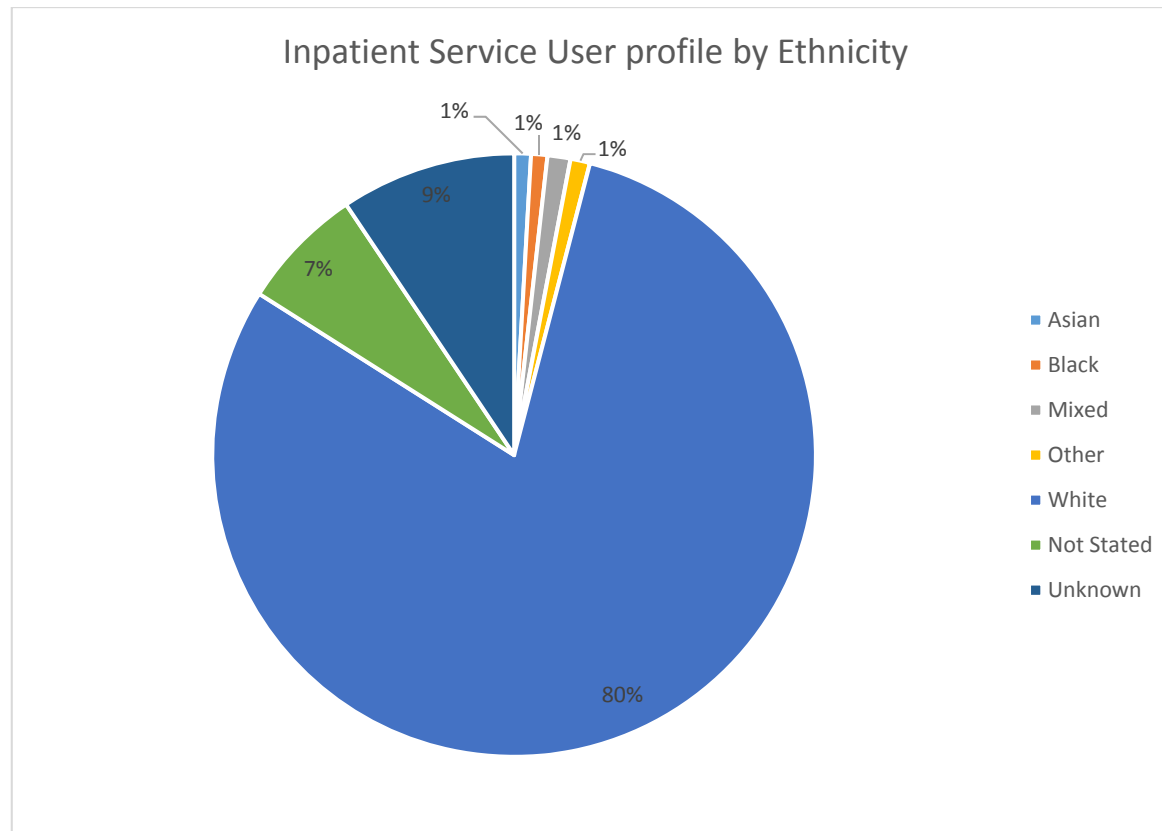


Inpatients	ESNEFT	
Age Band	2018	2019
<16	12.5%	11.7%
17-39	16.2%	16.0%
40-59	17.7%	17.7%
60-79	35.9%	36.2%
80+	17.7%	18.4%

Inpatient Service User Profile by Maritus Status

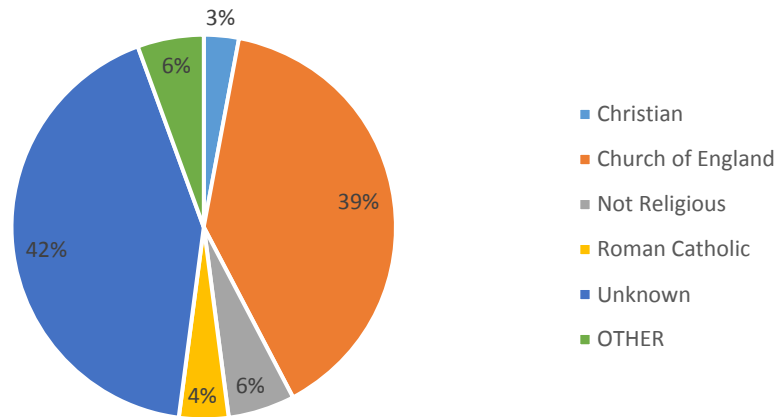


Inpatients	ESNEFT	
	2018	2019
Marital Status		
Divorced/Dissolved Civil partnership	5.4%	5.5%
Married/Civil Partnership	41.7%	41.8%
Separated	1.2%	1.2%
Single	23.0%	22.0%
Widowed/Surviving Civil Partner	5.9%	5.6%
Unknown	22.7%	23.9%

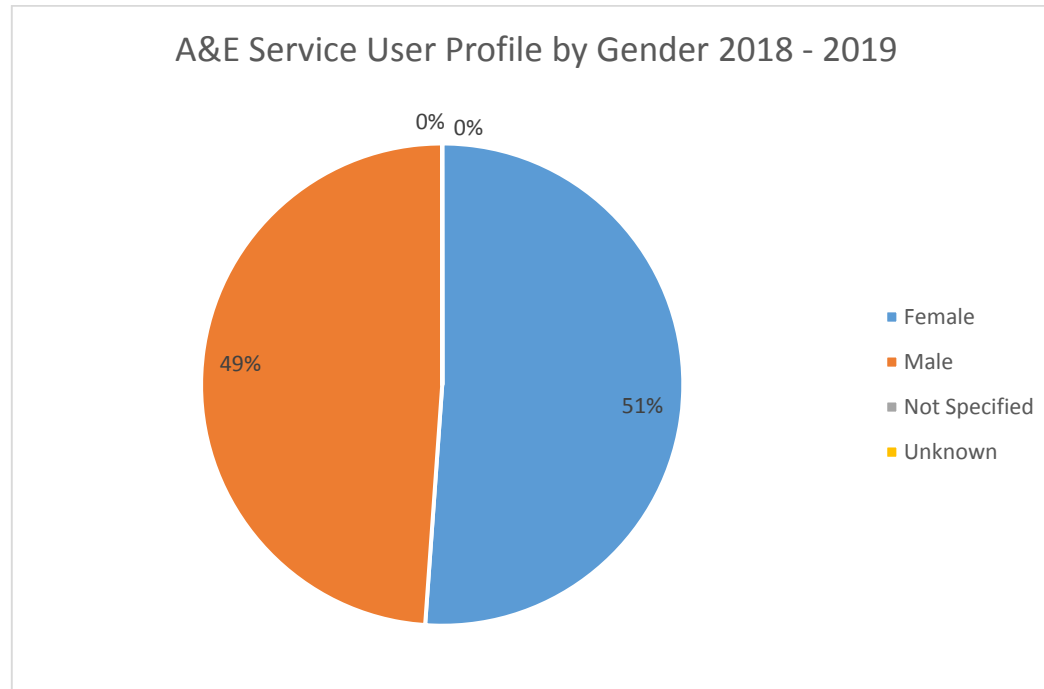


Inpatients	ESNEFT	
Ethnicity	2018	2019
Asian	0.9%	0.9%
Black	0.8%	0.9%
Mixed	1.2%	1.2%
Other	0.9%	1.0%
White	80.9%	79.9%
Not Stated	6.4%	6.6%
Unknown	8.7%	9.4%

Inpatient Service User Religion and Faith Profile



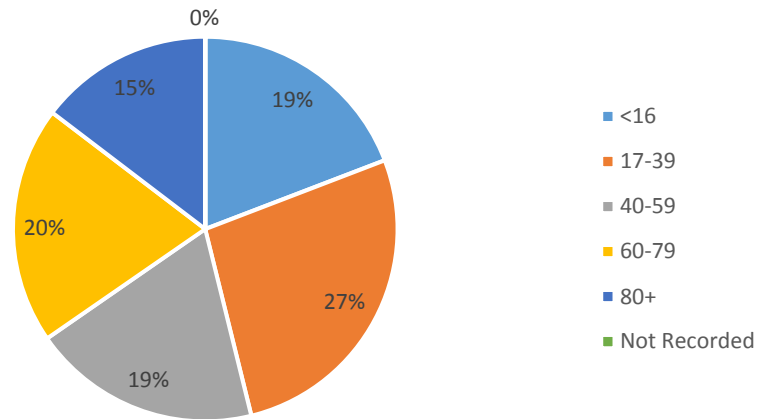
Inpatients	ESNEFT	
Religion - Grouped Categories > 1%	2018	2019
Christian	3.1%	2.9%
Church of England	39.6%	39.4%
Not Religious	5.9%	5.6%
Roman Catholic	4.4%	4.2%
Unknown	41.4%	42.3%
OTHER	5.6%	5.6%



A&E	ESNEFT	
	2018	2019
Genders		
Female	51.0%	51.1%
Male	49.0%	48.9%
Not Specified	0.0%	0.0%
Unknown	0.0%	0.0%

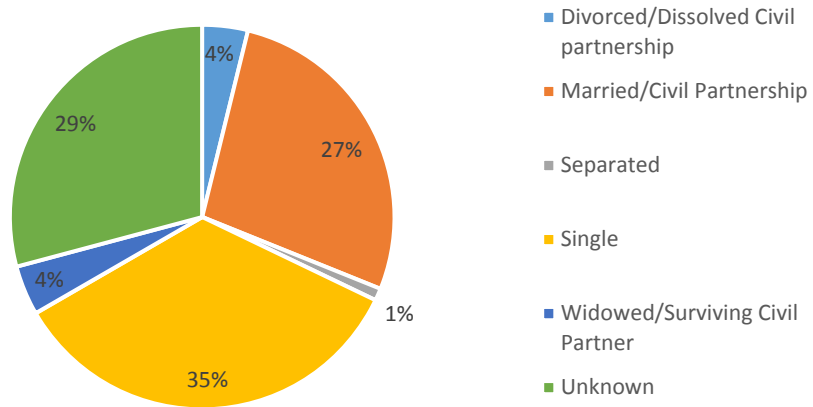


A&E Service User Profile by Age 2018 - 2019

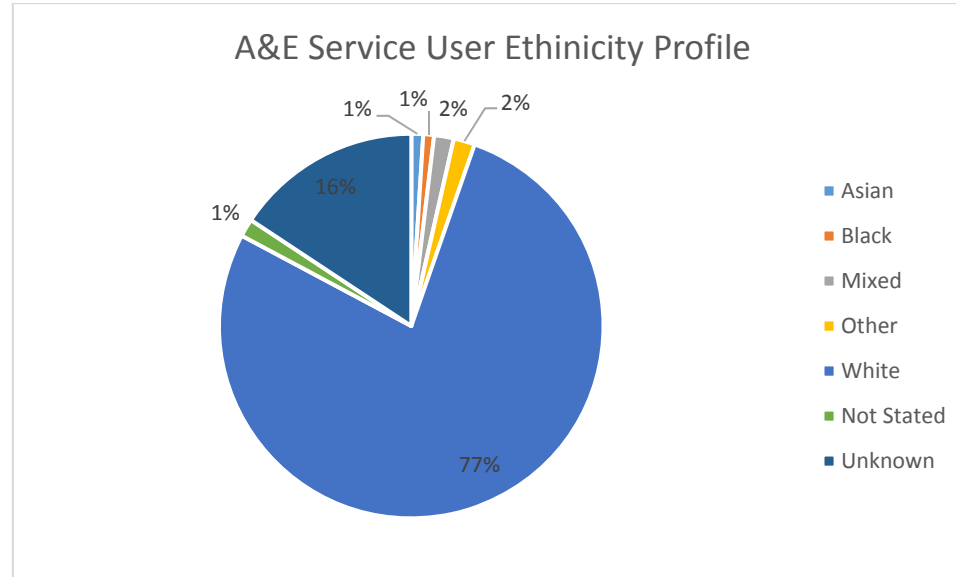


A&E	ESNEFT	
Age Band	2018	2019
<16	19.4%	19.2%
17-39	27.8%	27.0%
40-59	19.1%	19.2%
60-79	19.4%	20.0%
80+	14.2%	14.6%
Not Recorded	0.0%	0.0%

A&E Profile by Marital Status 2018 -2019

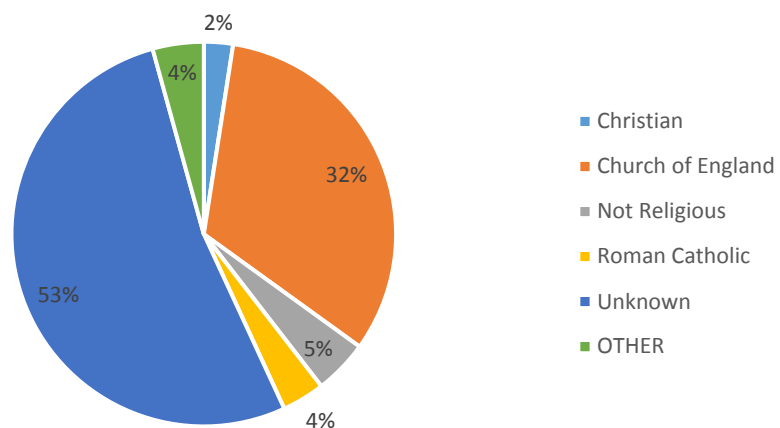


A&E	ESNEFT	
Marital Status	2018	2019
Divorced/Dissolved Civil partnership	3.9%	3.8%
Married/Civil Partnership	27.2%	27.3%
Separated	1.0%	1.0%
Single	35.8%	34.5%
Widowed/Surviving Civil Partner	4.4%	4.2%
Unknown	27.7%	29.2%



A&E	ESNEFT	
Ethnicity	2018	2019
Asian	1.0%	1.0%
Black	0.9%	0.9%
Mixed	1.6%	1.7%
Other	1.5%	1.8%
White	78.5%	77.4%
Not Stated	1.6%	1.5%
Unknown	14.9%	15.7%

A&E Service User Profile by Religion and Belief



A&E	ESNEFT	
Religion - Grouped Categories > 1%	2018	2019
<b>TOTAL</b>	191,948	130,782
Christian	2.6%	2.4%
Church of England	32.5%	32.5%
Not Religious	5.0%	4.6%
Roman Catholic	3.6%	3.6%
Unknown	51.9%	52.6%
OTHER	4.4%	4.3%

## Conclusion

Over the next year, the Trust will be focused on embedding diversity and inclusion into core business activity. This report has provided key findings from our equality data for staff and service users

We are confident that this report provides assurance that we are committed to complying with our PSED duties as outlined in the Equality Act 2010. We recognise the need to continue to progress by:

- Strengthening our governance for EDI
- Embedding an inclusive and compassionate leadership culture
- Effective use of equality Data.

We will continue to ensure our equality work is evidence-based and measurable with more effective use of our equality data to identify areas of concern and take action and plan appropriately. We will work on our recording of demographic data for our services and staff. This will improve the Trust's ability to analyse clinical activity and outcomes by these protected characteristics and any workforce planning.

We are committed to ensuring compliance with equality legislation and specifically meeting Public Sector Equality Duties. We will continue to progress with the delivery of the Trust's Equality Objectives 2020 - 2024. We are committed to implementing NHS Equality Workforce Standards, the EDS2 and the Accessible Information Standard, and we will commence to work towards implementing the Sexual Orientation Monitoring Standard.

This report serves to support our commitment to assure our local communities, strategic partners and stakeholders that we are committed to complying with legislation and are encouraged with the progress we have achieved over the past year.