



**The Christie**  
NHS Foundation Trust

# **Workforce Equality Profile 2023**

The Christie NHS Foundation Trust

April 2023 – V.01

If you have questions about this report, please email  
[the-christie.equality@nhs.net](mailto:the-christie.equality@nhs.net)

## Contents

Overview.....	3
Age.....	4
Trust Workforce Composition - Age .....	4
Pay Bands 1-6 by Age.....	5
Pay Bands 7 – Very Senior Management by Age.....	6
Medical Pay Bands by Age .....	7
Gender .....	8
Trust Workforce Composition - Gender .....	8
Pay Bands 1-6 by Gender .....	9
Pay Bands 7 - Very Senior Management by Gender.....	10
Medical Pay Bands by Gender.....	11
Disability .....	12
Trust Workforce Composition - Disability.....	12
Pay Bands 1-VSM by Disability .....	13
Medical Pay Bands by Disability .....	15
Ethnicity .....	16
Trust Workforce Composition - Ethnicity .....	16
Pay Bands 1-6 by Ethnicity .....	17
Pay Bands 7 - Very Senior Management by Ethnicity.....	18
Medical Pay Bands by Ethnicity.....	19
Sexual Orientation.....	20
Trust Workforce Composition – Sexual Orientation .....	20
Pay Bands 1-6 by Sexual Orientation.....	21
Pay Bands 7 - Very Senior Management by Sexual Orientation .....	22
Medical Pay Bands by Sexual Orientation .....	23
Religious Belief.....	24
Trust Workforce Composition – Religious Belief.....	24
Pay Bands 1-6 by Religious Belief.....	25
Pay Bands 7 - Very Senior Management by Religious Belief.....	26
Medical Pay Bands by Religious Belief.....	27
Conclusions and Next Steps .....	<b>Error! Bookmark not defined.</b>



## Overview

The annual Workforce Profile is information on the equality characteristics of the staff employed by the Trust. The information that is presented on the Trust's workforce covers:

- Composition of the workforce
- Composition of the workforce by pay band or grade

It is published once per year covering the period of an operational year (April to March). This report relates to the period April 2022 to March 2023.

The Workforce Profile is produced to:

- Understand what the diversity of The Christie's workforce looks like
- Monitor the effectiveness of our equality, diversity and inclusion policies and processes in relation to the workforce
- To help us to make improvements in our employment policies and practices to ensure all staff have equal opportunities to employment, development and a good employment experience
- Comply with our legal duties in relation to the Public Sector Equality Duty, under the Equality Act 2010.

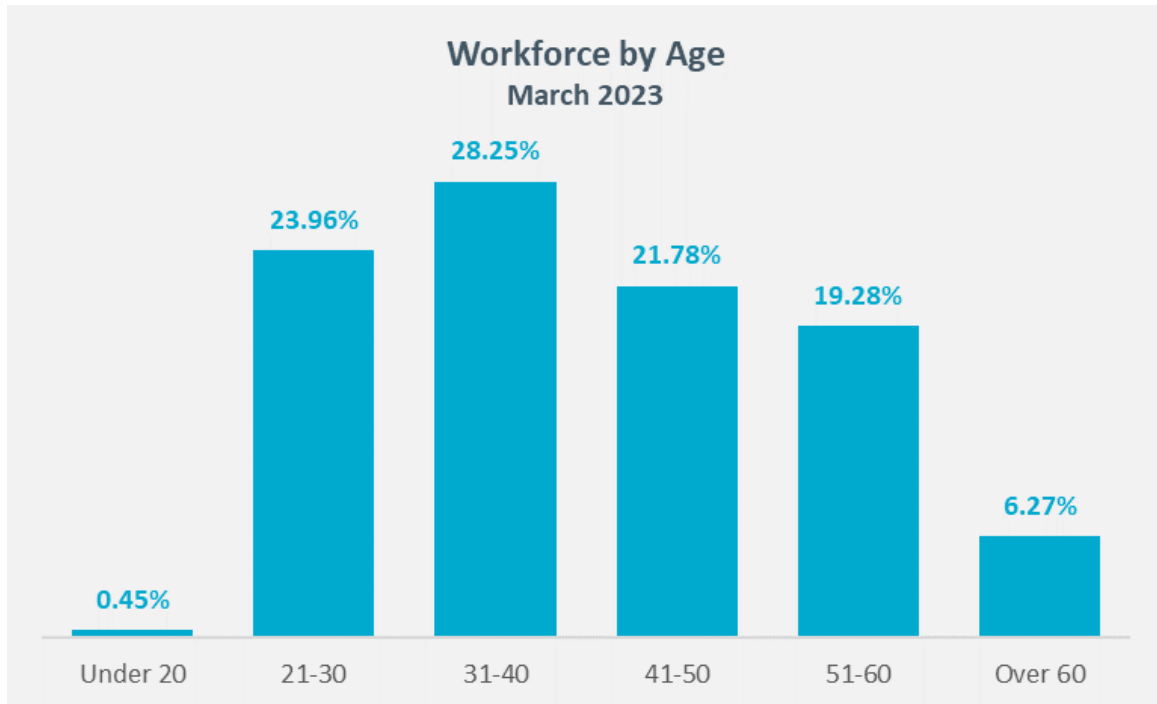
All of the information contained in this report is taken from the Trust Electronic Staff Record (ESR) system. Staff provide this information to the Trust on appointment and staff can update the information themselves or have the information updated on their behalf with their permission. The Trust has recently started to collect information on Armed Forces Status – this will be included from the next reporting year. The Trust acknowledges that there are system limitations on collecting data for gender outside of the binary.



## Age

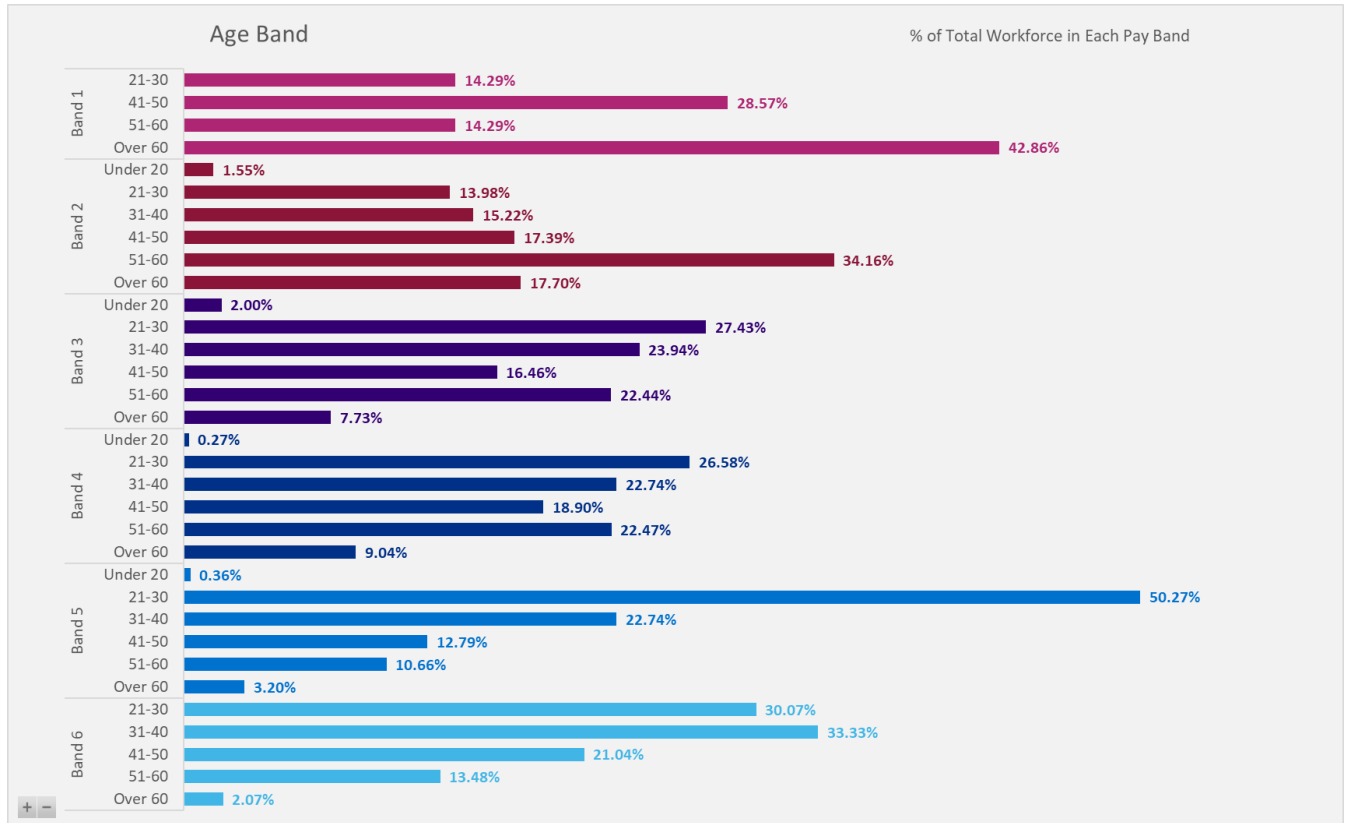
### Trust Workforce Composition - Age

The majority of the Trust's workforce (over 73%) are between 21-50 years of age. 28.25% of the Trust's workforce are 31-40. The least represented age is Under 20 (0.45%) followed by Over 60 (6.27%).



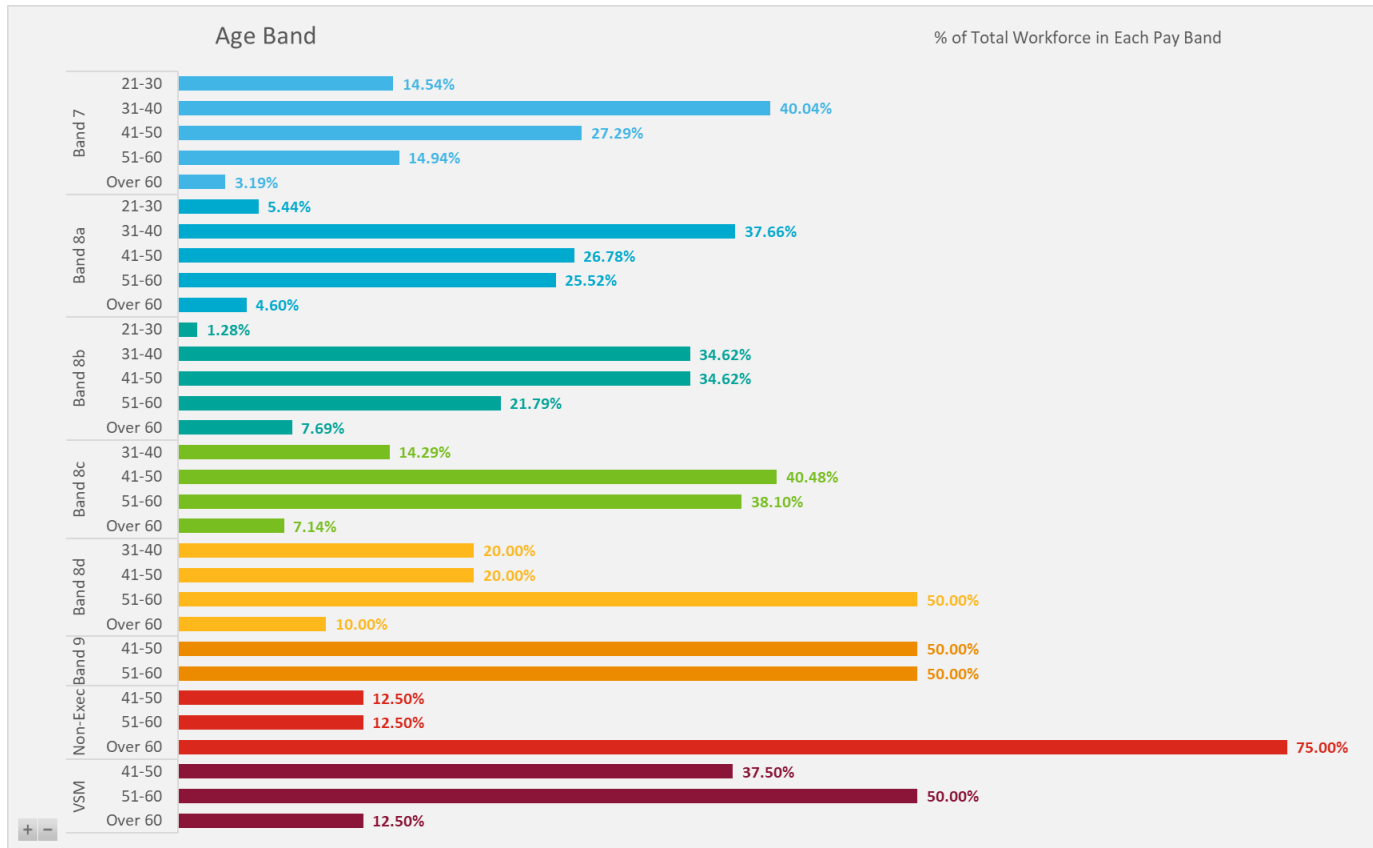
## Pay Bands 1-6 by Age

In pay Bands 1-6 overall there are more staff between 21 and 30 than any other age bracket (27.10%). The “Under 20” bracket has very low representation in each of the bands. The band with the highest representation for the “Under 20” group within Bands 1-6 is Band 3 at 2%. In contrast, the pay band with the highest representation for the “21-30” group within Bands 1-6 is Band 5 at 50.27%.



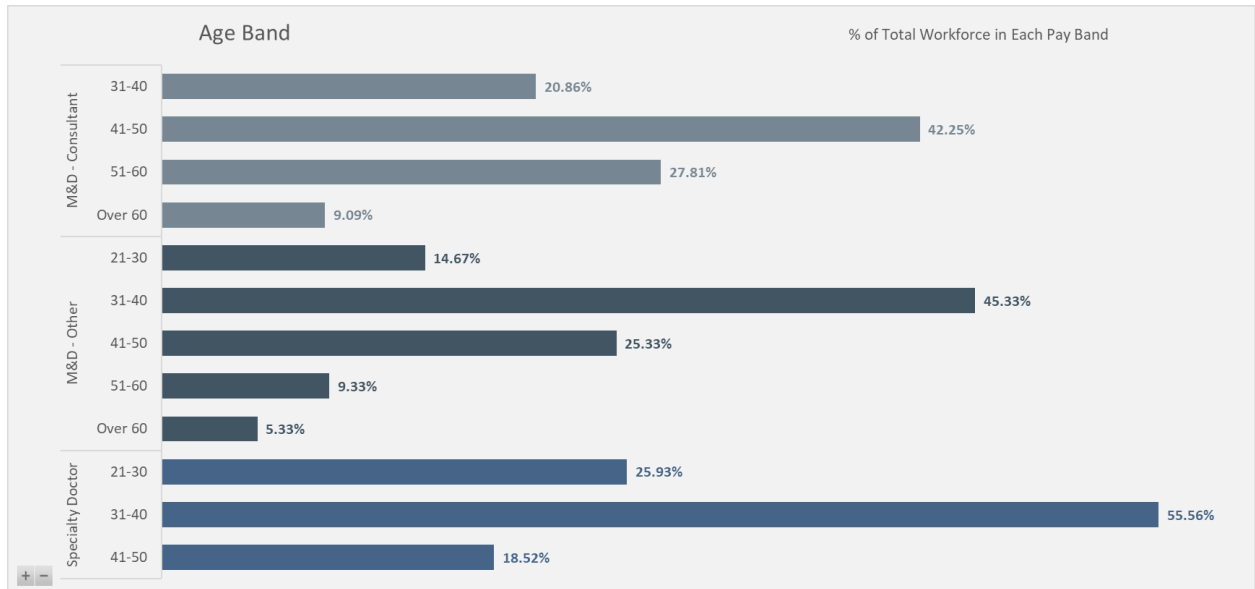
## Pay Bands 7 – Very Senior Management by Age

In pay Bands 7-VSM (Very Senior Management) overall there are more staff between 51 and 60 than any other age bracket (32.98%). There are no staff members in the “Under 20” age bracket in pay bands 7-VSM. The pay band with the lowest representation (outside of the “Under 20” age bracket) is “21-30” with 2.66%. The highest representation for the “21-30” age bracket is in Band 7 at 14.54%. In contrast, the bands with the highest representation for the “51-60” age bracket within Bands 7-VSM are Bands 8d, 9, and VSM all with 50.00%.



## Medical Pay Bands by Age

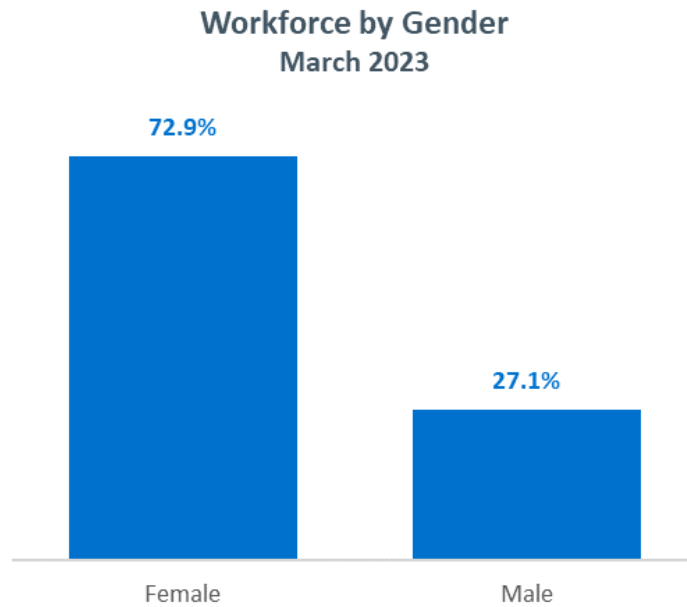
In the medical pay bands overall there are more staff between 31 and 40 than any other age bracket (40.58%). There are no staff members in the “Under 20” age bracket in the medical pay bands. The pay band with the lowest representation (outside of the “Under 20” age bracket) is “Over 60” with 4.81%. The highest representation for the “Over 60” age bracket is in the “M&D – Consultant” band at 9.09%. In contrast, the pay band with the highest representation for the “31-40” age bracket within the “Speciality Doctor” band all with 55.56%.



## Gender

### Trust Workforce Composition - Gender

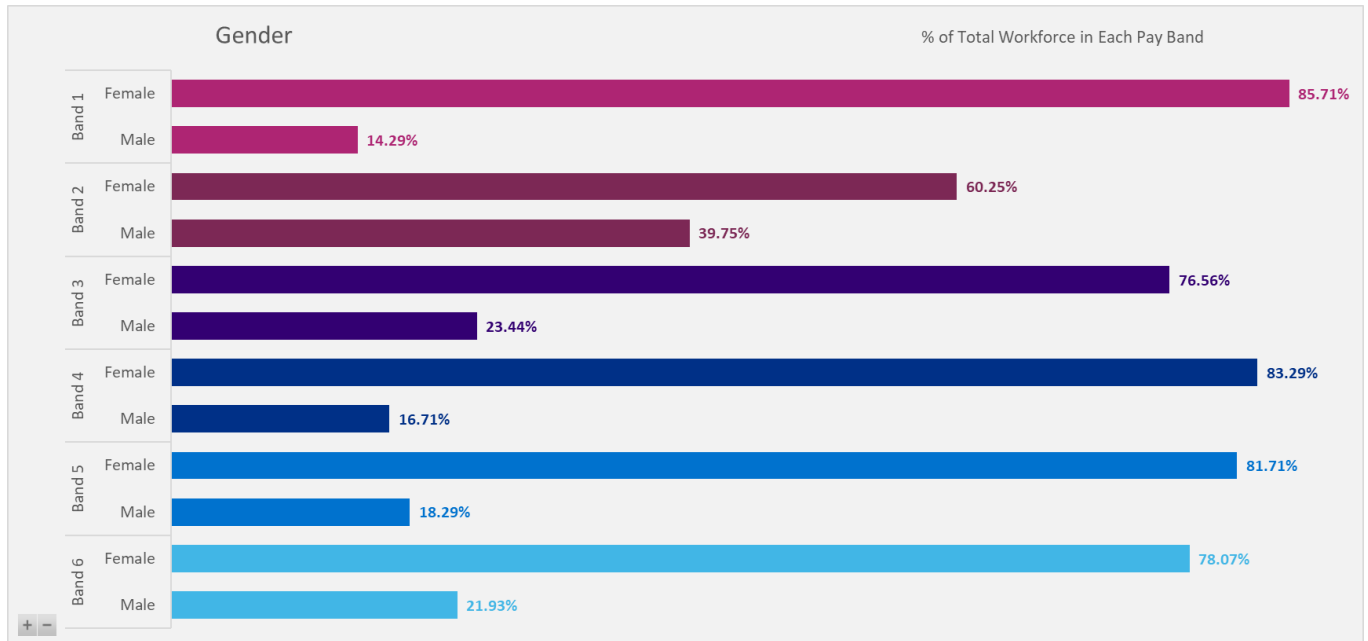
The Trust has a predominately female workforce (72.86%). Males make up 27.14% of the workforce. This is a typical employment pattern within the NHS.





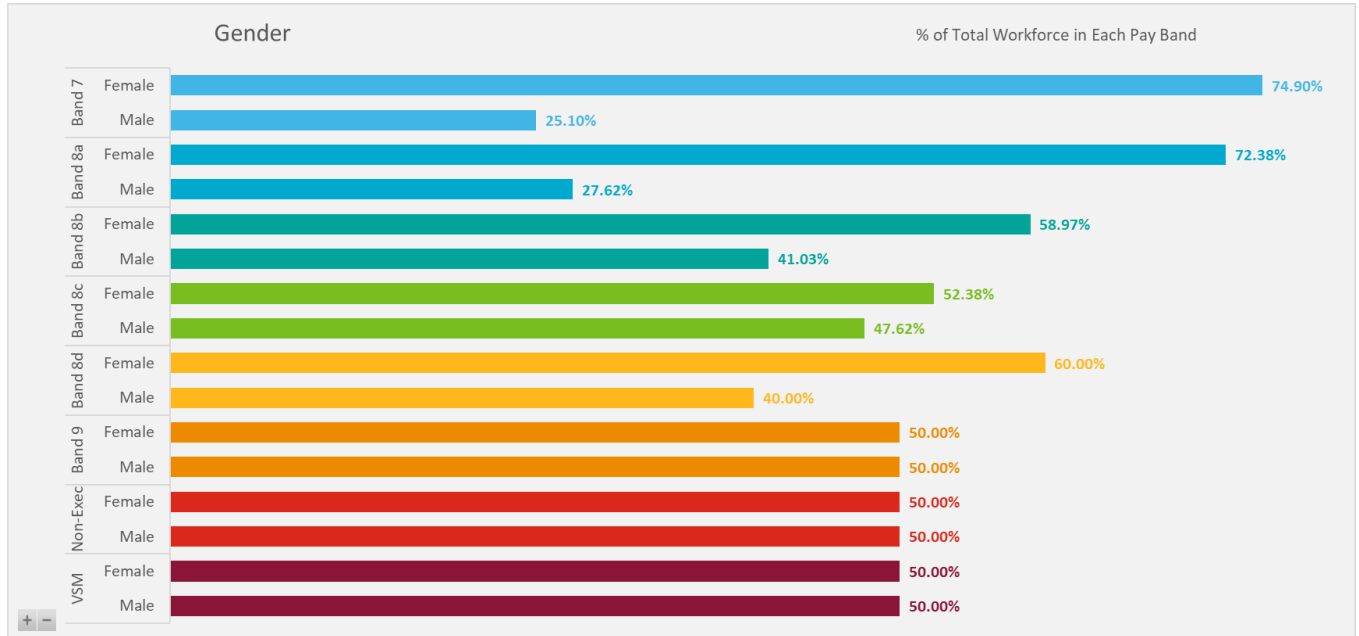
## Pay Bands 1-6 by Gender

In bands 1-6, 78% are Female and 22% are Male. Within Bands 1-6 the highest representation for Males is at Band 2 with 39.75% and the lowest representation is at Band 1 with 14.29%.



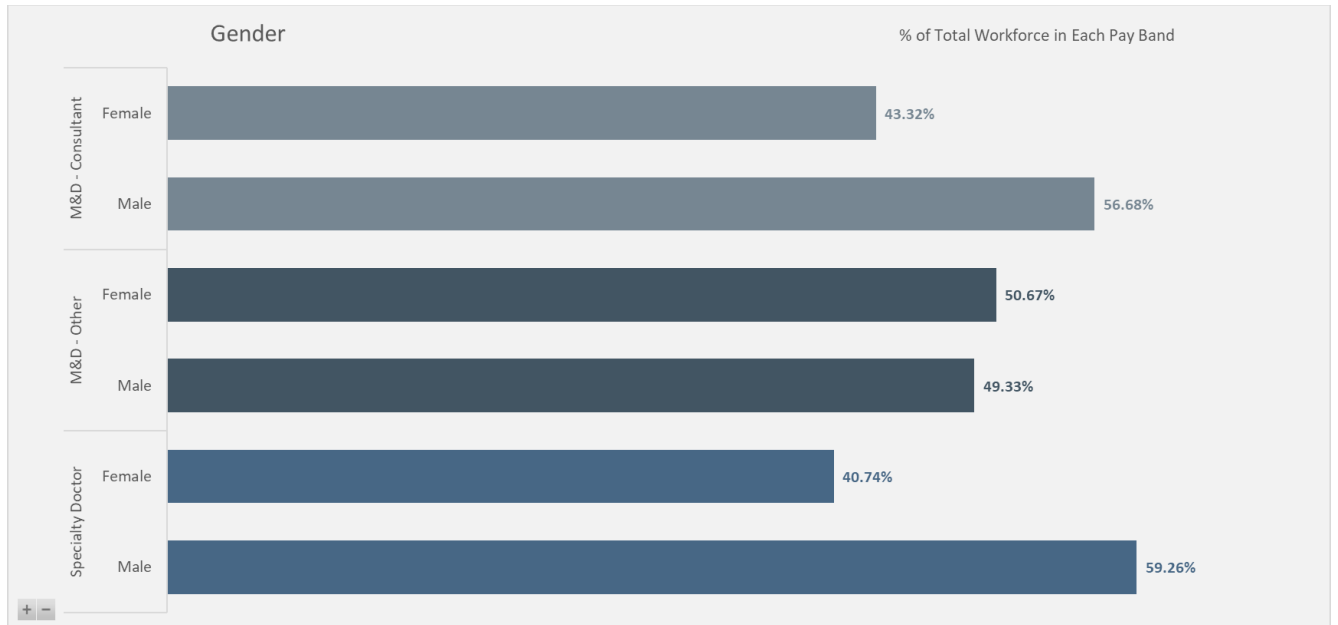
## Pay Bands 7 - Very Senior Management by Gender

In pay bands 7-VSM, 59% are Female and 41% are Male. Within pay bands 7-8c, the representation of Females decreases as the pay bands increase, until Band 8d where this increases to 60%. In pay bands 9, VSM, and Non-Exec there is a 50% male and 50% female split.



## Medical Pay Bands by Gender

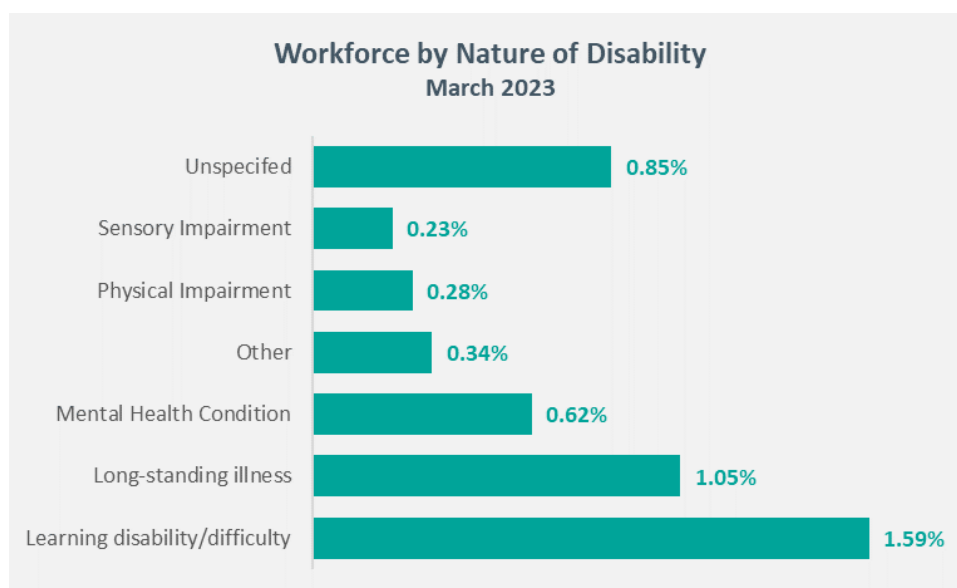
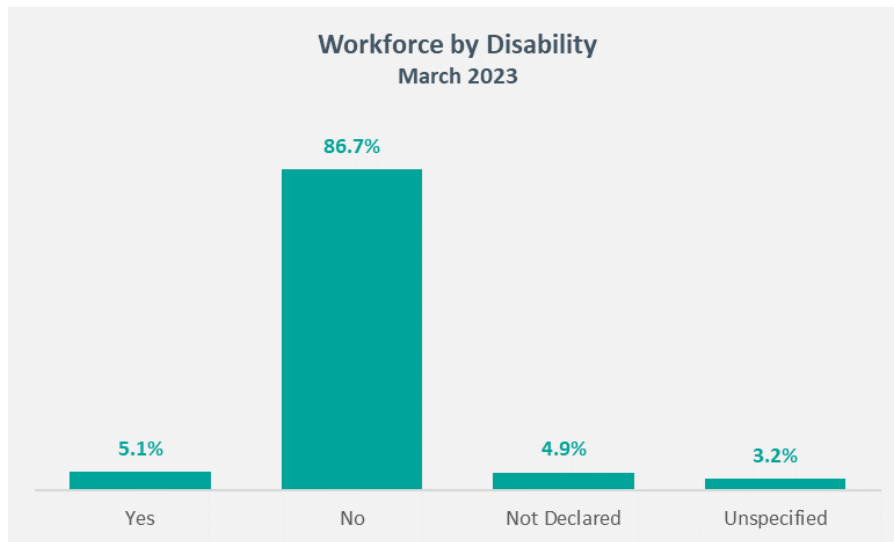
In the medical pay bands, 45% are female and 55% are male. Females have the lowest representation in the “Speciality Doctor” band at 40.74%, and the highest representation in the “M&D – Other” band at 50.67%.



## Disability

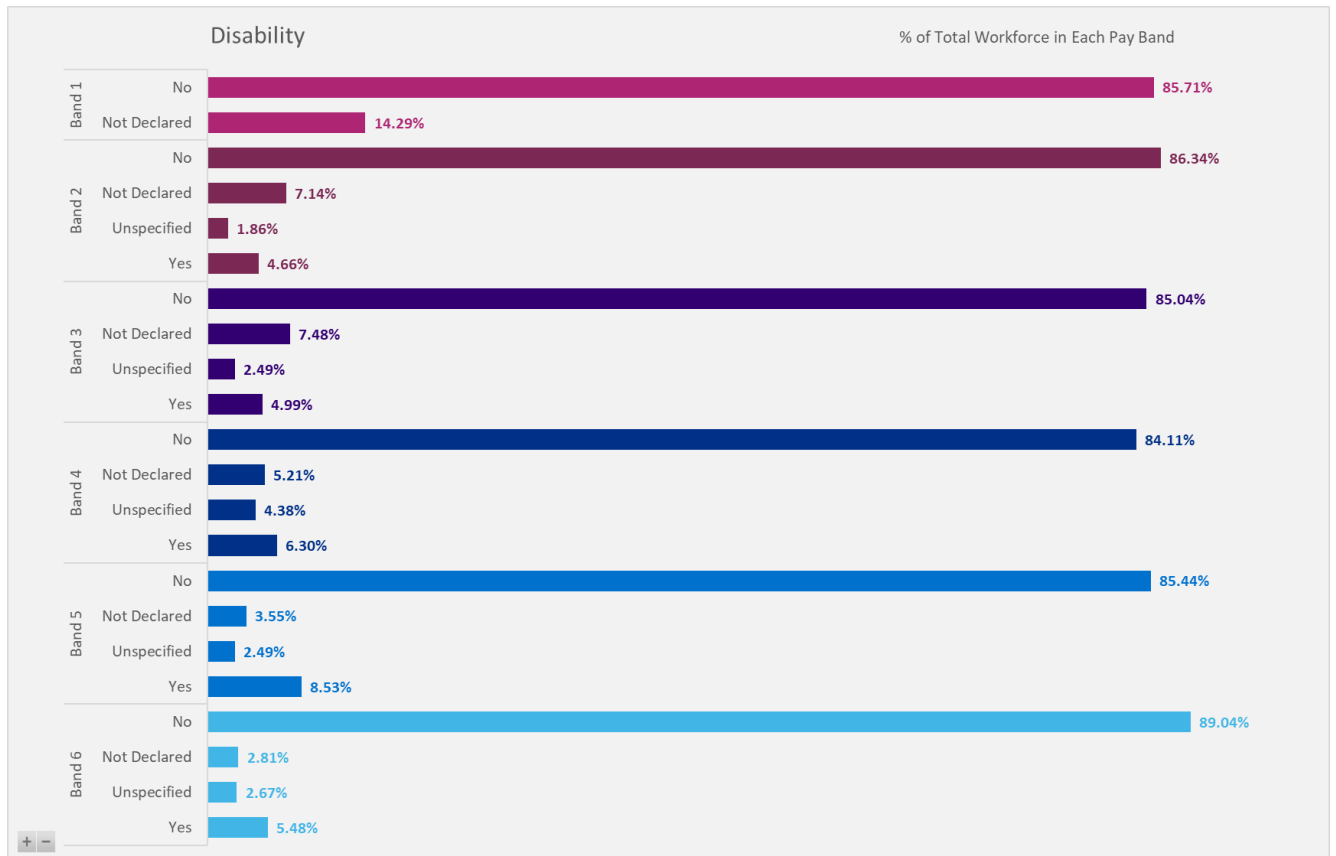
### Trust Workforce Composition - Disability

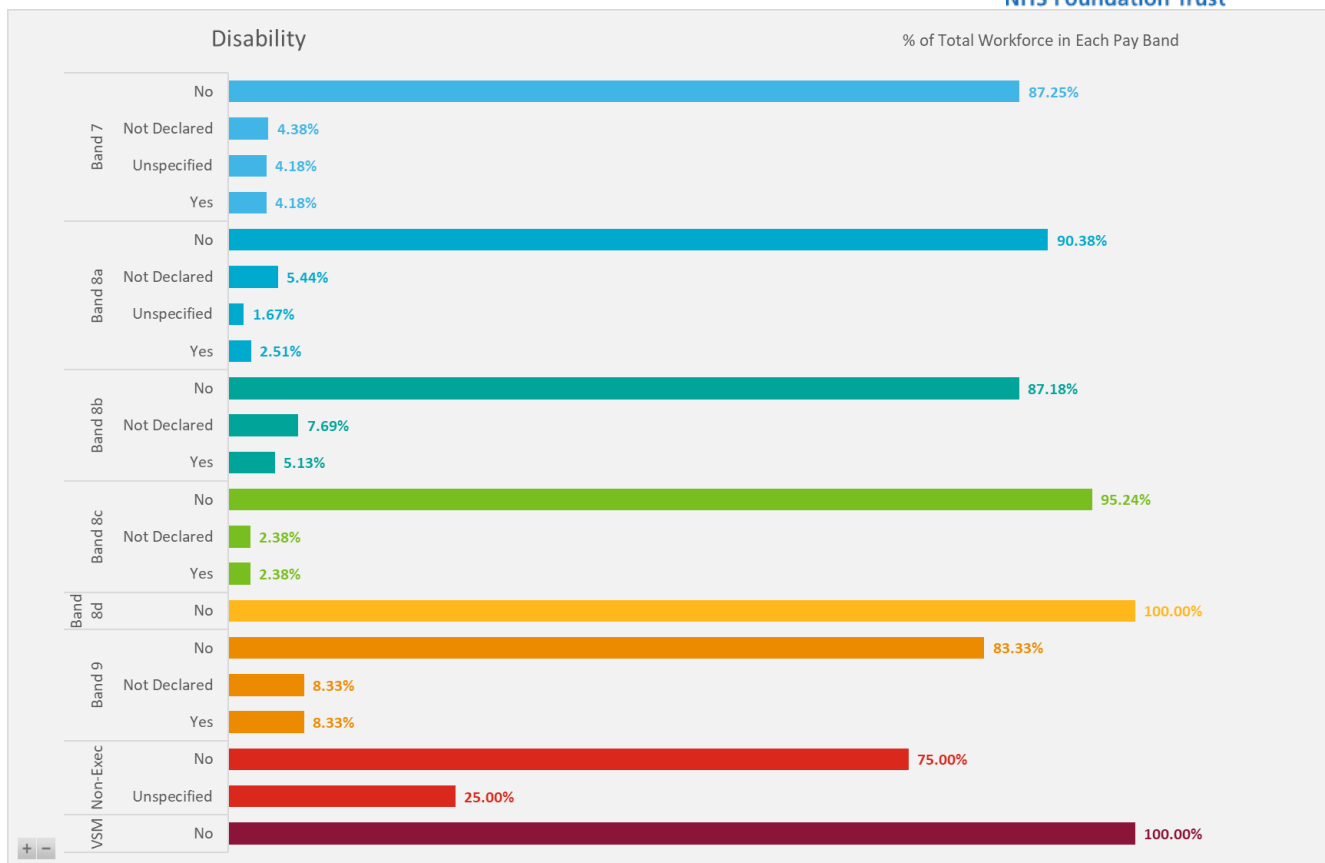
The data shows that 4.94% of the workforce have “not declared” their disability status. 5.11% of staff have declared that they have a disability, and 3.21% have not specified whether they have a disability (declined to provide the information). 32% of those who declared a disability stated “Learning Disability / Difficulty” as the nature of Disability and 21.14% stated “Long-Standing Illness”. 17.14% did not specify the nature of their disability.



## Pay Bands 1-VSM by Disability

The pay bands with the highest percentage of “not declared” (unknown disability status) are Band 1 (14.29%) and Band 9 (8.33%). The pay bands with the highest percentage of staff who declared that they have a disability are Band 5 (8.53%) and Band 9 (8.33%). No staff in the Non-Exec or Very Senior Management pay bands have declared a disability. The higher pay bands have a lower percentage of staff who declared a disability than the lower pay bands.





## Medical Pay Bands by Disability

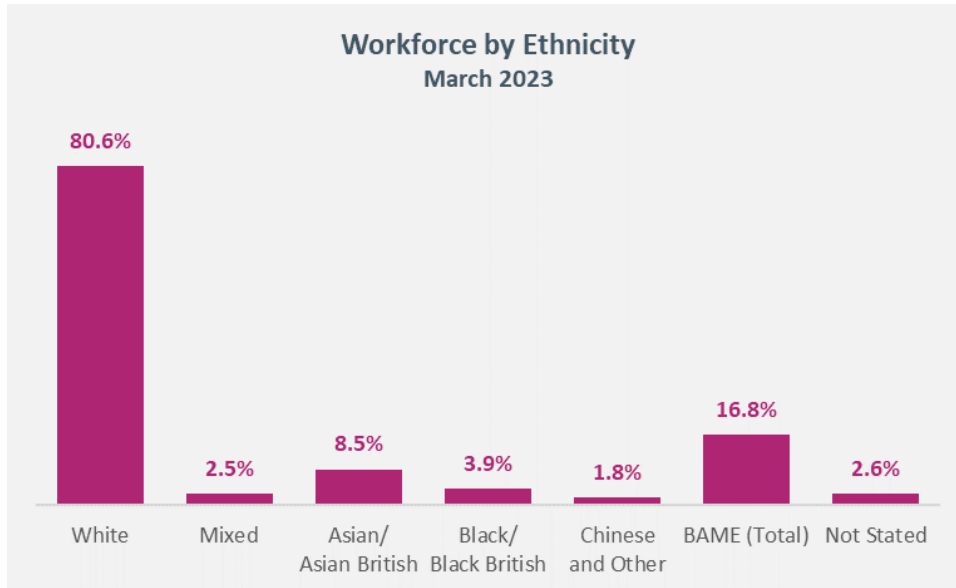
In the medical pay bands, 0.53% of staff declared a disability: 1.6% staff in the “M&D - Consultant” pay band and no staff in “M&D – Other” or “Speciality Doctor” pay bands have declared a disability. 4.19% of staff in medical pay bands have an unknown disability status, and 7.37% of staff in medical pay bands refused to disclose their disability status.



## Ethnicity

### Trust Workforce Composition - Ethnicity

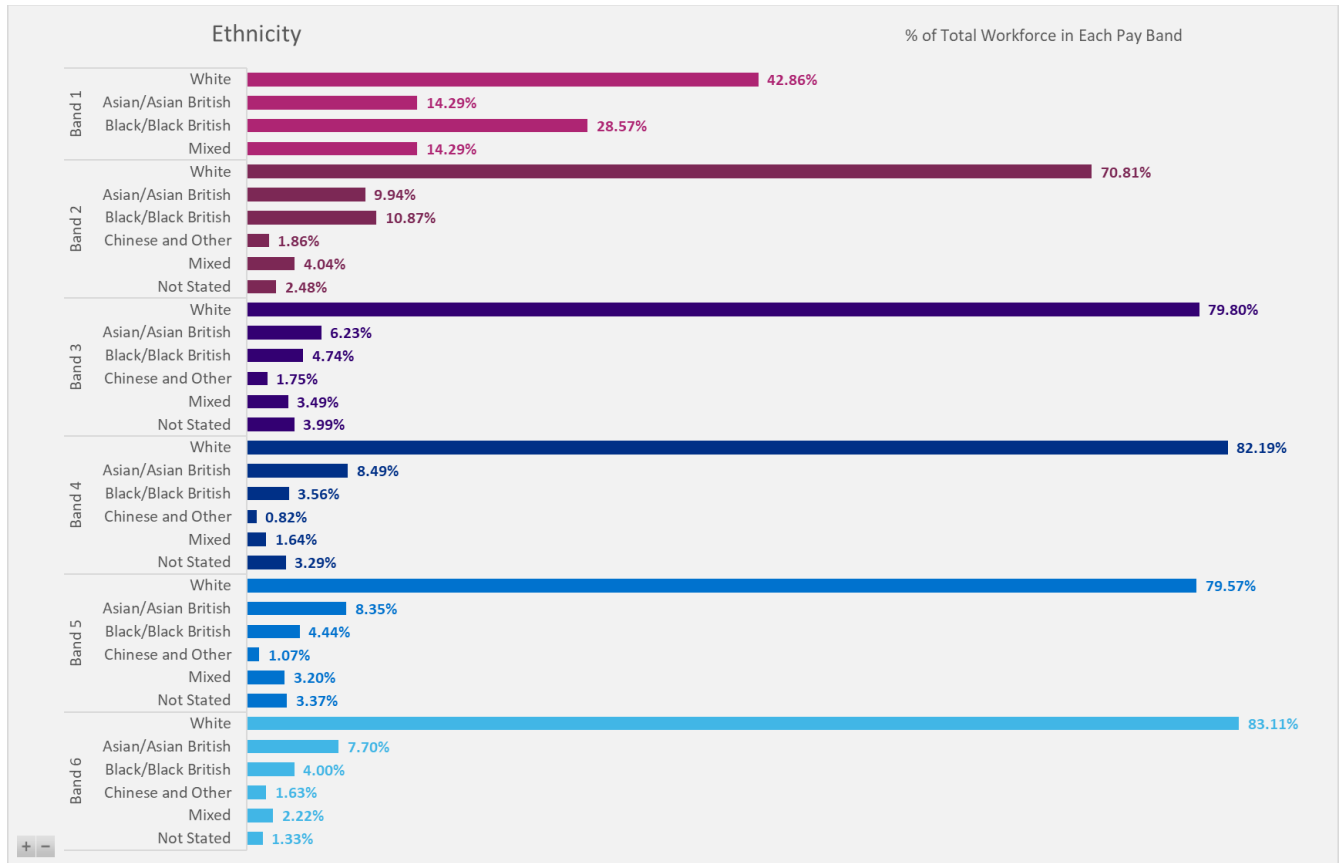
The data shows that 2.64% of staff have not provided their ethnicity data. In the Trust, 8.46% of staff are Asian / Asian British, 3.92% are Black / Black British, and 80.61% are White.





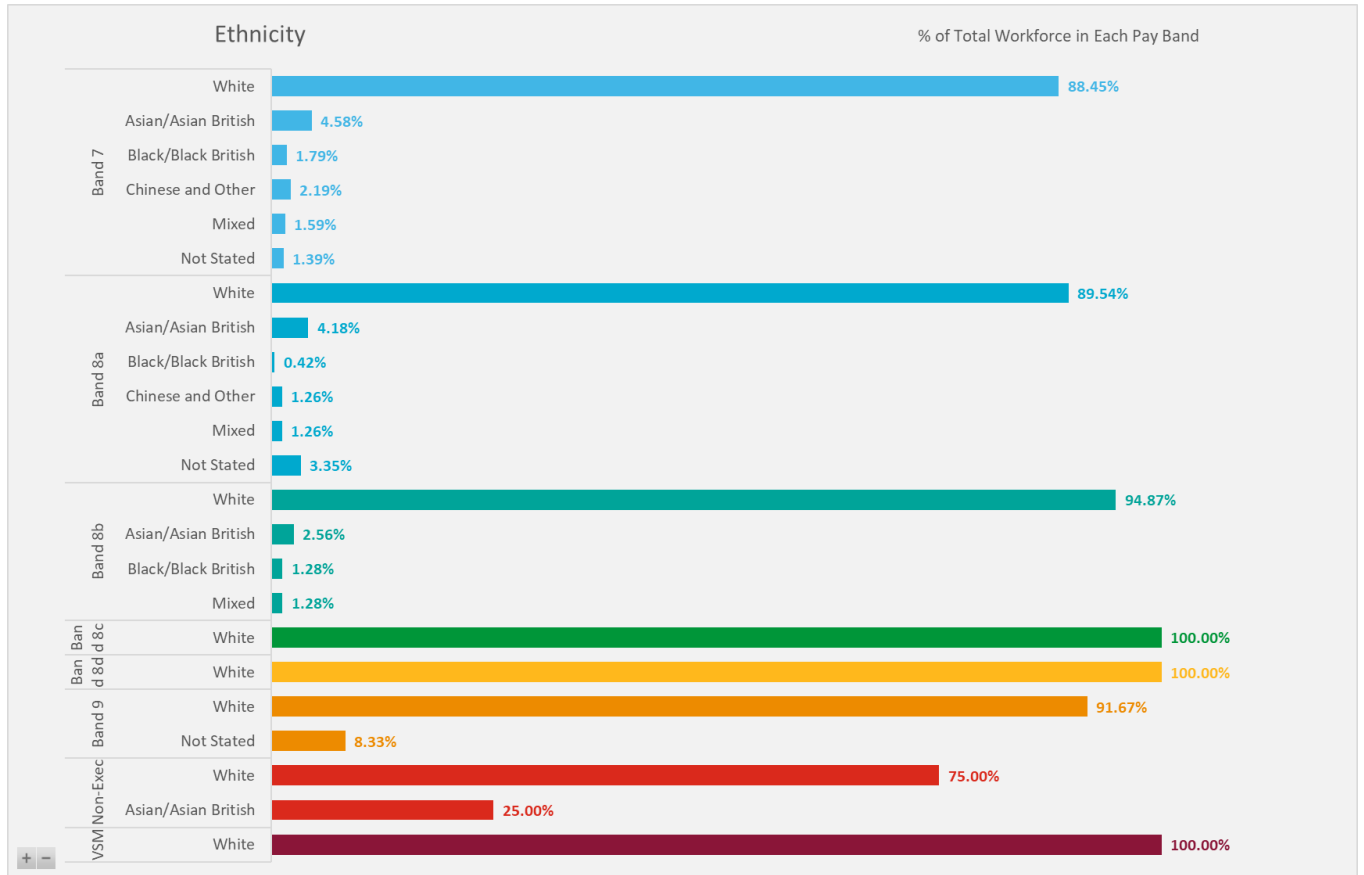
## Pay Bands 1-6 by Ethnicity

In pay bands 1-6, 9.17% of staff are Asian / Asian British, 9.36% are Black / Black British, and 73.06% are White. The data shows that in pay bands 1-6, Band 1 has the highest percentage of staff who are Asian / Asian British (14.29%) and Black / Black British (28.57%).



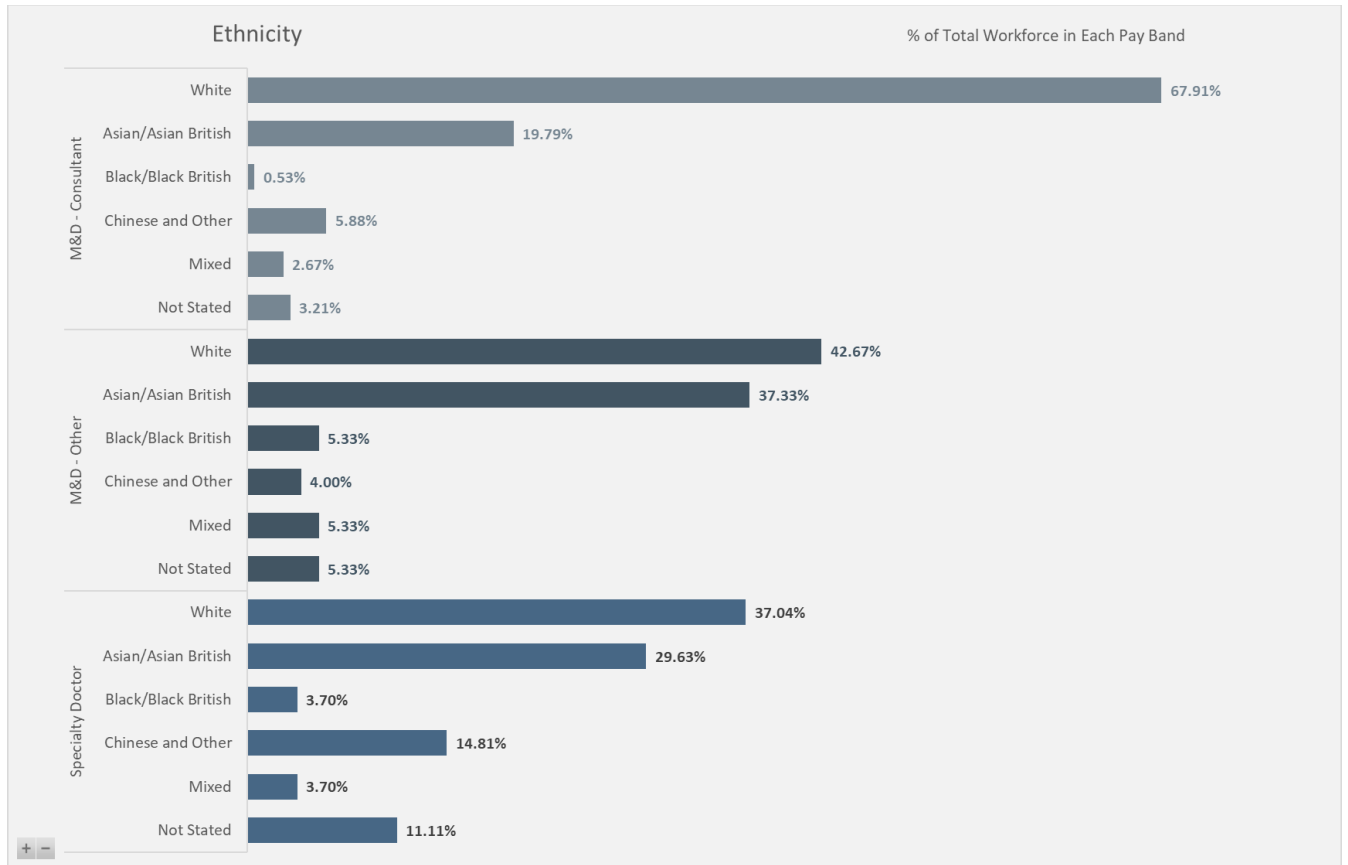
## Pay Bands 7 - Very Senior Management by Ethnicity

In pay bands 7-VSM, the percentage of Asian / Asian British staff is 4.54% (compared to 9.17% in bands 1-6), and the percentage of Black / Black British staff is 0.44% (compared to 9.36% in bands 1-6). 92.45% of staff in pay bands 7-VSM are White. The data shows that the higher the pay band, the higher the percentage of White staff. There are no Black / Black British staff or Asian / Asian British staff in pay bands 8c, 8d, or VSM.



## Medical Pay Bands by Ethnicity

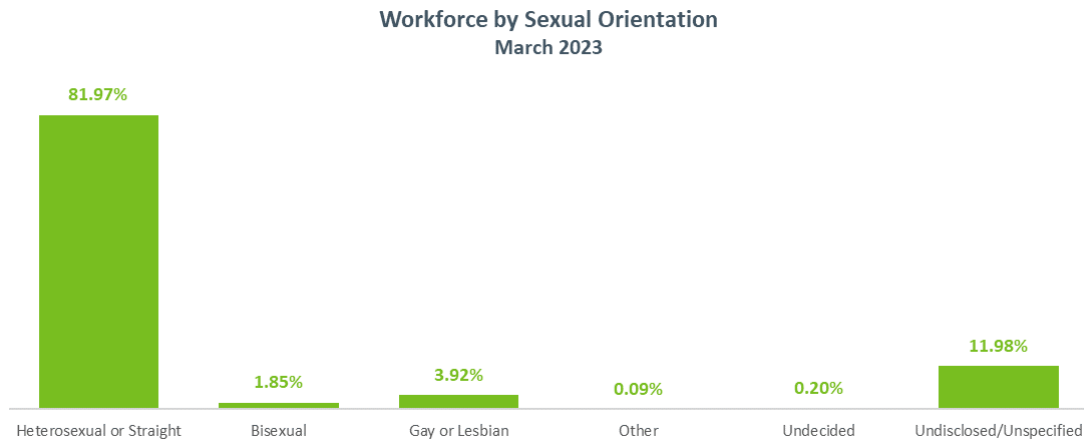
In the medical pay bands, 28.92% of staff are Asian / Asian British, 3.19% are Black / Black British, and 49.21% are White. The medical pay band with the highest non-disclosure of ethnicity (not stated) is Speciality Doctor at 11.11%.



## Sexual Orientation

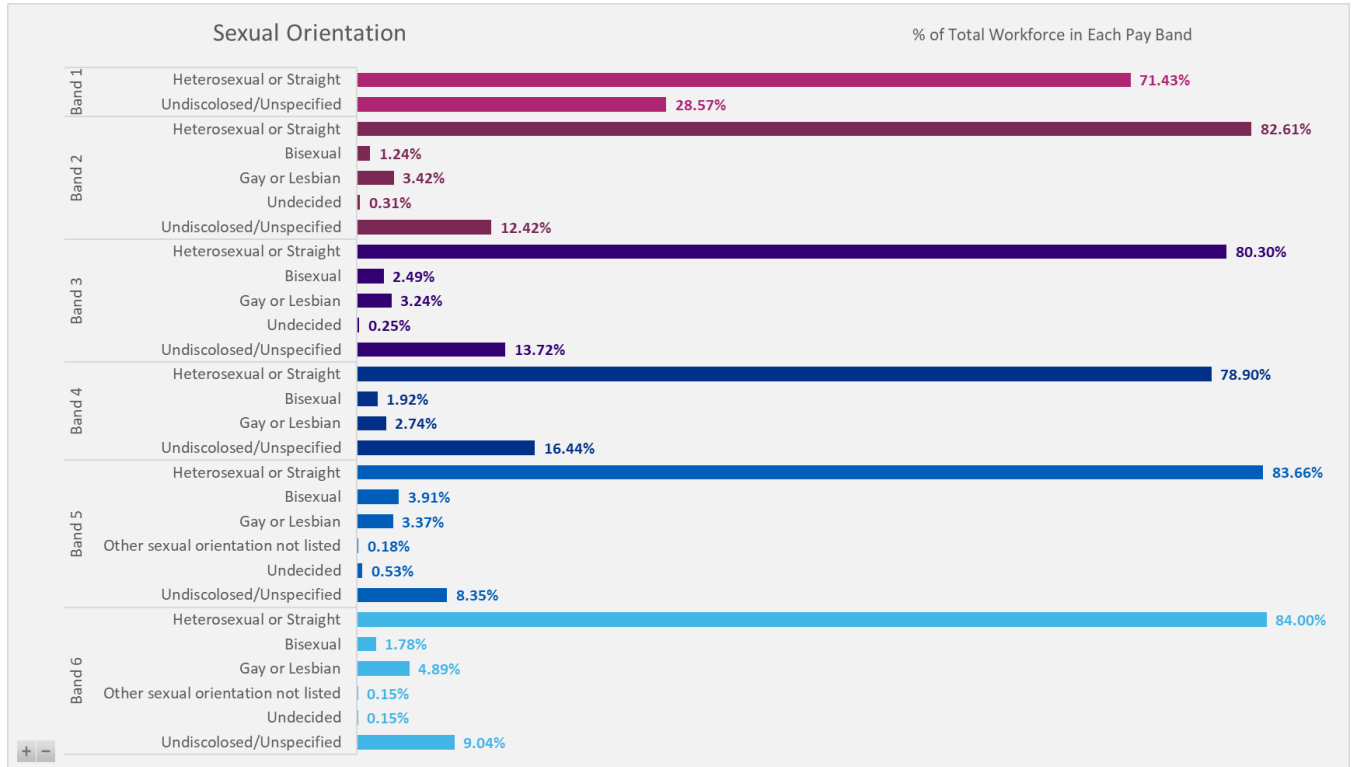
### Trust Workforce Composition – Sexual Orientation

The data shows that 11.98% of the Trust have not disclosed their sexual orientation. 81.97% of staff are Heterosexual / Straight, and 5.86% of the Trust are Bisexual, Gay or Lesbian, or another sexual orientation.



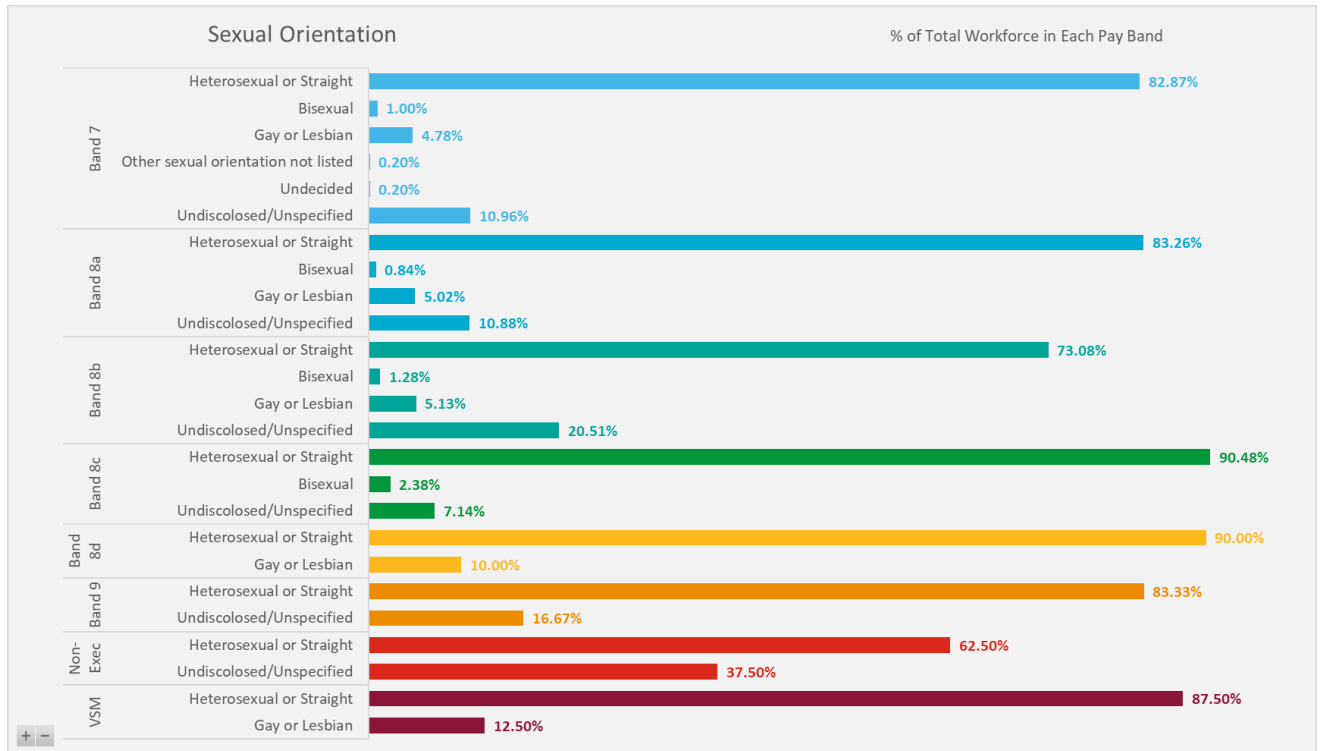
## Pay Bands 1-6 by Sexual Orientation

In pay bands 1-6, 1.87% of staff are Bisexual, 2.94% Gay or Lesbian, and 80.15% are Heterosexual / Straight. 14.76% have not disclosed their Sexual Orientation. A higher percentage of staff in pay bands 5 and 6 are Bisexual, Gay and Lesbian staff than in bands 1-4.



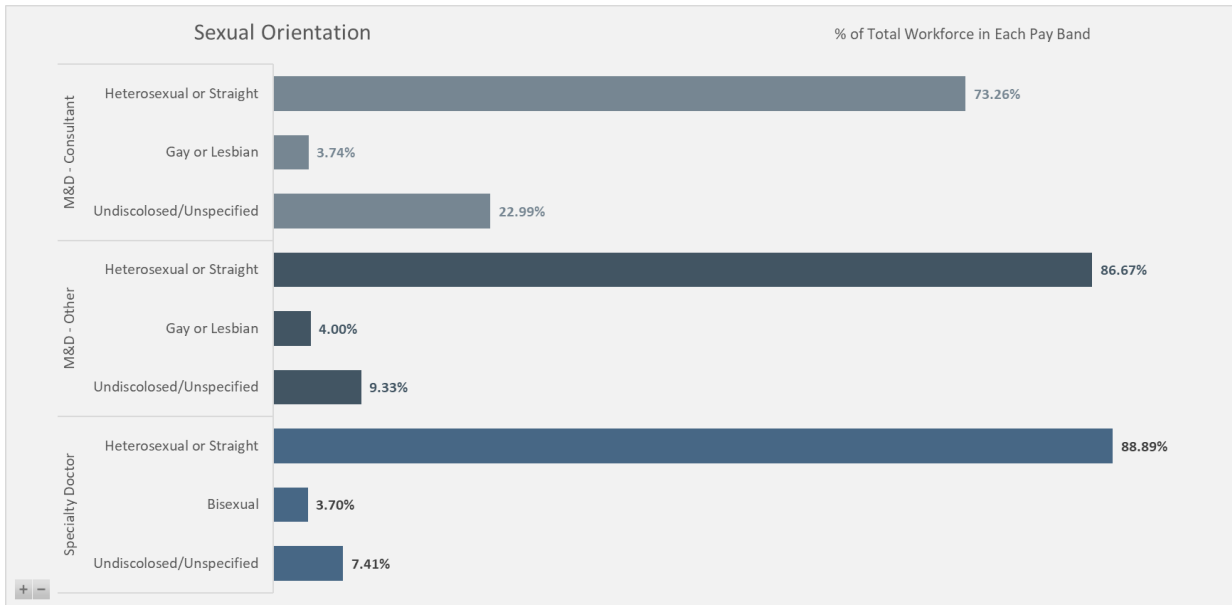
## Pay Bands 7 - Very Senior Management by Sexual Orientation

In pay bands 7-VSM, 0.69% of staff are Bisexual (in comparison to 1.87% of staff in bands 1-6), 4.67% are Gay or Lesbian (in comparison to 2.94% in bands 1-6), and 81.67% are heterosexual / straight (compared to 80.15% of staff in bands 1-6). There are no Bisexual staff from bands 8d-VSM.



## Medical Pay Bands by Sexual Orientation

In the medical pay bands, 1.23% of staff are Bisexual, 2.58% are Gay or Lesbian, and 82.94% are Heterosexual / Straight.



## Religious Belief

### Trust Workforce Composition – Religious Belief

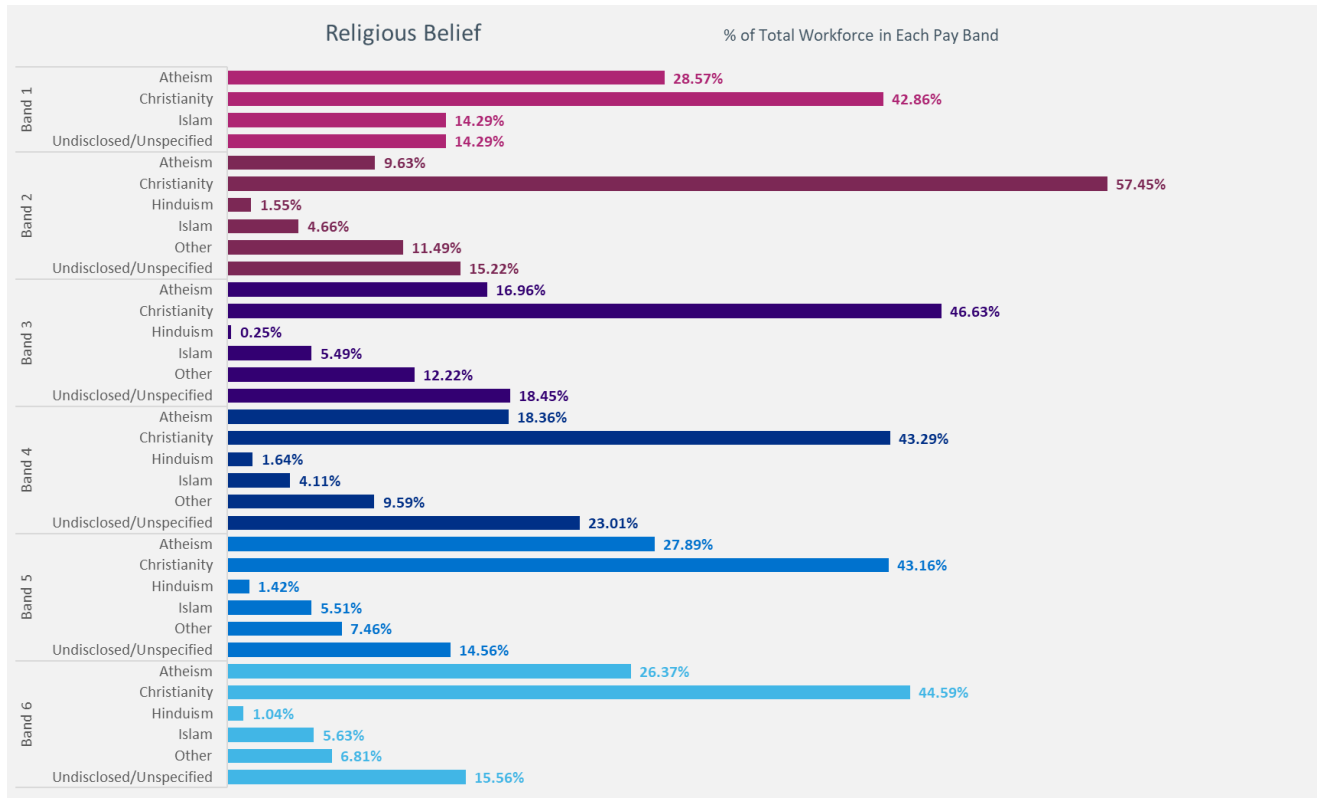
The data shows that 17.75% of staff have not disclosed their religious belief. 59.91% of staff have declared a religious belief, and 22.35% of staff are Atheist.





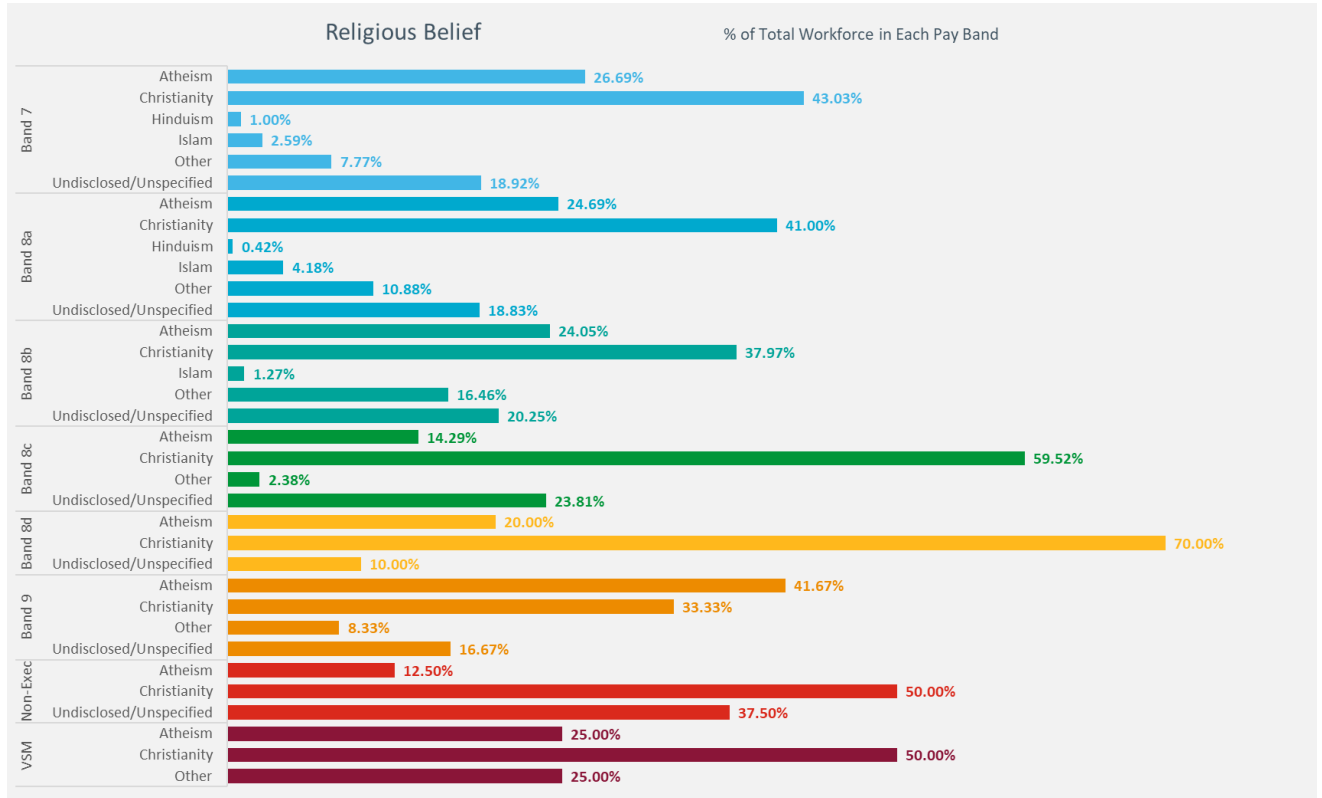
## Pay Bands 1-6 by Religious Belief

In pay bands 1-6, 16.85% have not declared a religious belief, 21.30% of staff are Atheist, 46.33% are Christian, 0.98% are Hindu, 6.62% are Muslim, and 7.93% have another religious belief.



## Pay Bands 7 - Very Senior Management by Religious Belief

In pay bands 7-VSM, 18.25% have not declared a religious belief, 23.61% of staff are Atheist, 48.11% are Christian, 0.18% are Hindu, 1.01% are Muslim, and 8.85% have another religious belief. The data shows that Muslim and Hindu staff are not represented from bands 8c-VSM. 37.50% of non-Execs have not disclosed or specified their religious belief.



## Medical Pay Bands by Religious Belief

In medical pay bands, 15.38% of staff have not declared a religious belief, 20.05% of staff are Atheist, 28.42% are Christian, 14.45% are Hindu, 17.27% are Muslim, and 4.44% have another religious belief. The Speciality Doctor pay band has the highest percentage of Hindu (18.52%) and Muslim (25.93%) staff of all pay bands.

