Royal Papworth Hospital
NHS Foundation Trust

Equality and diversity report

The Trust is committed to tackling inequality of opportunity and eliminating discrimination - both within the workforce and in the provision of services. The Trust has a legal responsibility under the Equality Act 2010 to:

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

The nine protected characteristics are:

- Age
- Disability
- Ethnicity
- Gender
- gender reassignment
- marriage & civil partnership
- pregnancy & maternity
- religion or belief
- sexual orientation

We publish information to demonstrate compliance with the general duty at least annually and prepare and publish equality objectives every 4 years.

The Trust takes due regard for equality by undertaking equality impact assessments for equality analysis when reviewing policies or when planning changes to services as part of organisational change processes to ensure our functions and services are not discriminatory. The Trust recognises that a richly diverse workforce, representative of the population we serve, will better identify the needs both of our staff and patients and that staff perform best at work when they can be themselves. This report sets out profile of our workforce and the actions we take to promote workforce and service equality and diversity across the Trust.

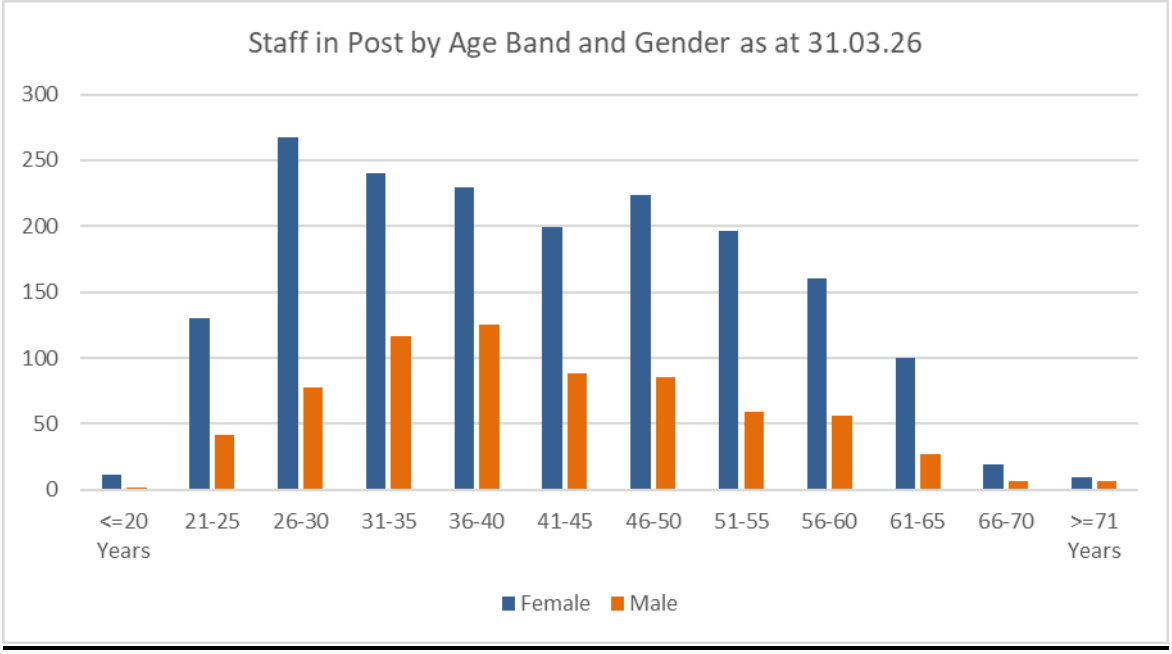
Workforce Profile – 31st March 2026

The following overview of the profile of our workforce is taken from data held on the Electronic Staff Record and is self-declared by the member of staff.

The hospital had 2477 employees at 31st March 2026, excluding hosted services, of which, 1776 were full time employees and 701 were part time.

Gender

Gender	Full Time		Part Time		Grand Total	
	Headcount	% of Full Time	Headcount	% of Part Time	Headcount	% of Workforce
Female	1195	67.29%	589	84.02%	1784	72.02%
Male	581	32.71%	112	15.98%	693	27.98%
Grand Total	**1776**	**100.00%**	**701**	**100.00%**	**2477**	**100.00%**
% of Total Workforce who are FT & PT:		**71.70%**		**28.30%**		



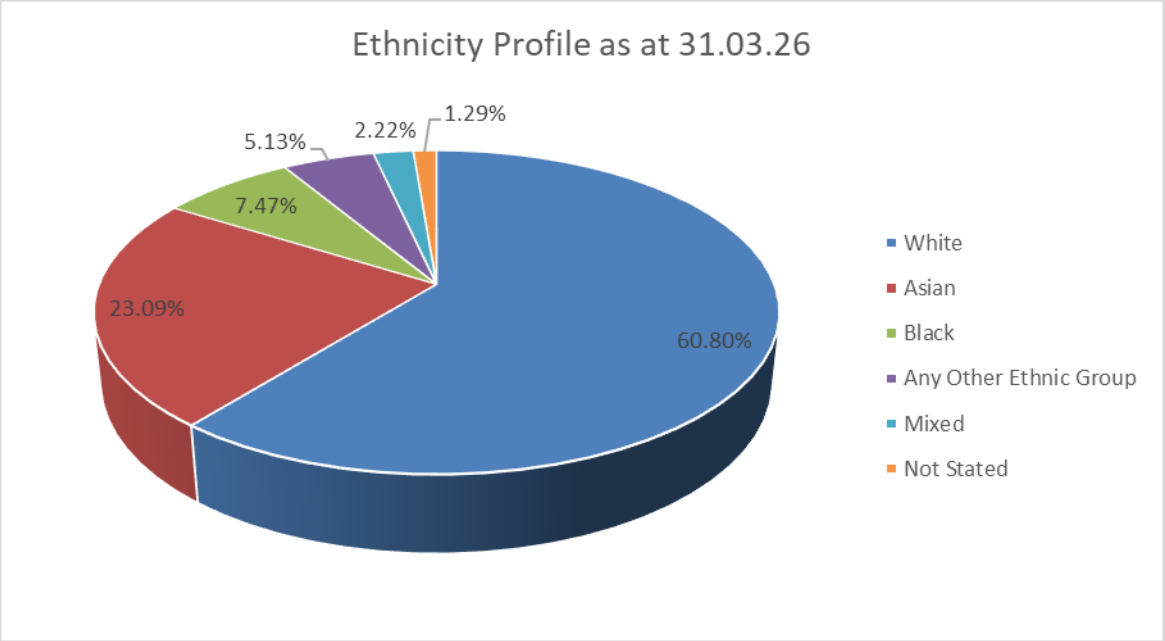
Age Band	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
<=20 Years	11	0.62%	2	0.29%	13	0.52%
21-25	130	7.29%	42	6.06%	172	6.94%
26-30	267	14.97%	78	11.26%	345	13.93%
31-35	240	13.45%	117	16.88%	357	14.41%
36-40	229	12.84%	125	18.04%	354	14.29%
41-45	199	11.15%	88	12.70%	287	11.59%
46-50	224	12.56%	85	12.27%	309	12.47%
51-55	196	10.99%	59	8.51%	255	10.29%
56-60	160	8.97%	56	8.08%	216	8.72%
61-65	100	5.61%	27	3.90%	127	5.13%
66-70	19	1.07%	7	1.01%	26	1.05%
>=71 Years	9	0.50%	7	1.01%	16	0.65%
Grand Total	**1784**	**100.00%**	**693**	**100.00%**	**2477**	**100.00%**
% of Total Workforce who are Female & Male:		**72.02%**		**27.98%**		

Gender Pay Gap

The Trust has complied with the reporting requirements in relation to the gender pay gap and have developed an action plan to ensure that we better understand historical reasons for the gender balance in particular areas, that we share data with our staff and that we put in place measures, including training and support, that will allow us to address issues that are identified.

Royal Papworth Hospital NHS FT	ORDINARY PAY										BONUS PAY			
	Mean pay gap %	Median Pay gap %	Quartile 4 (Top quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 2 (lower middle quartile)		Quartile 1 (Lower quartile)		Mean Bonus pay gap %	Median Bonus Pay gap %	Proportion of males and females receiving a bonus payment	
Year ending			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
2025	20.78%	9.33%	42.50%	57.50%	20.10%	79.90%	24.92%	75.08%	27.43%	72.57%	44.88%	46.09%	5.44%	0.65%

Ethnicity



Ethnicity	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
White	1169	65.53%	337	48.63%	1506	60.80%
Asian	358	20.07%	214	30.88%	572	23.09%
Black	124	6.95%	61	8.80%	185	7.47%
Any Other Ethnic Group	78	4.37%	49	7.07%	127	5.13%
Mixed	39	2.19%	16	2.31%	55	2.22%
Not Stated	16	0.90%	16	2.31%	32	1.29%
Grand Total	**1784**	**100.00%**	**693**	**100.00%**	**2477**	**100.00%**

Disability

Disability	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
No	1494	83.74%	577	83.26%	2071	83.61%
Not Declared	165	9.25%	82	11.83%	247	9.97%
Prefer Not To Answer	9	0.50%	2	0.29%	11	0.44%
Yes	116	6.50%	32	4.62%	148	5.97%
Grand Total	**1784**	**100.00%**	**693**	**100.00%**	**2477**	**100.00%**

Sexual Orientation

Sexual Orientation	Headcount	% of Workforce
Heterosexual or Straight	2086	84.21%
Not stated (person asked but declined to pro	277	11.18%
Bisexual	61	2.46%
Gay or Lesbian	40	1.61%
Other sexual orientation not listed	8	0.32%
Undecided	5	0.20%
Grand Total	**2477**	**100.00%**

Religious Belief

Religious Belief	Headcount	% of Workforce
Christianity	1241	50.10%
I do not wish to disclose my religion/belief	472	19.06%
Atheism	392	15.83%
Other	150	6.06%
Hinduism	96	3.88%
Islam	86	3.47%
Buddhism	33	1.33%
Judaism	4	0.16%
Sikhism	3	0.12%
Grand Total	**2477**	**100.00%**