

## EQUALITY AND DIVERSITY REPORT

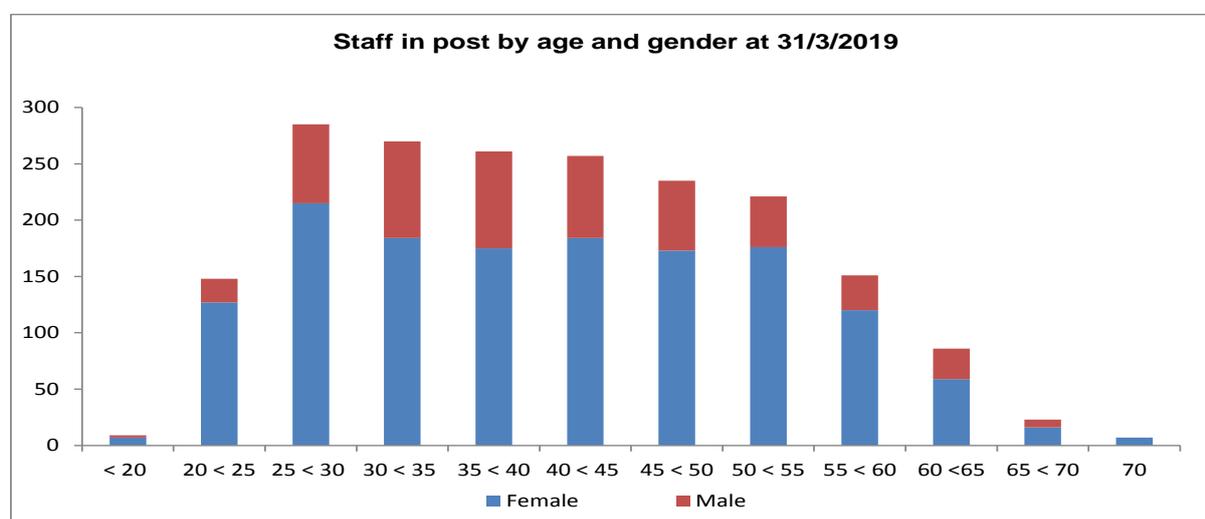
### Gender

The Hospital had 1953 employees at 31<sup>st</sup> March 2019, excluding hosted services, of which, 1400 were full time employees and 553 were part time.

Gender	Full Time		Part Time		Total Workforce	
	Wofkforce	% of Full time	Wofkforce	% of part-time	Wofkforce	% of workforce
Female	942	67.29%	501	90.60%	1443	73.89%
Male	458	32.71%	52	9.40%	510	26.11%
Grand Total	1400	100.00%	553	100.00%	1953	100.00%

### Age by Gender

The age profile of the workforce gender is as follows:



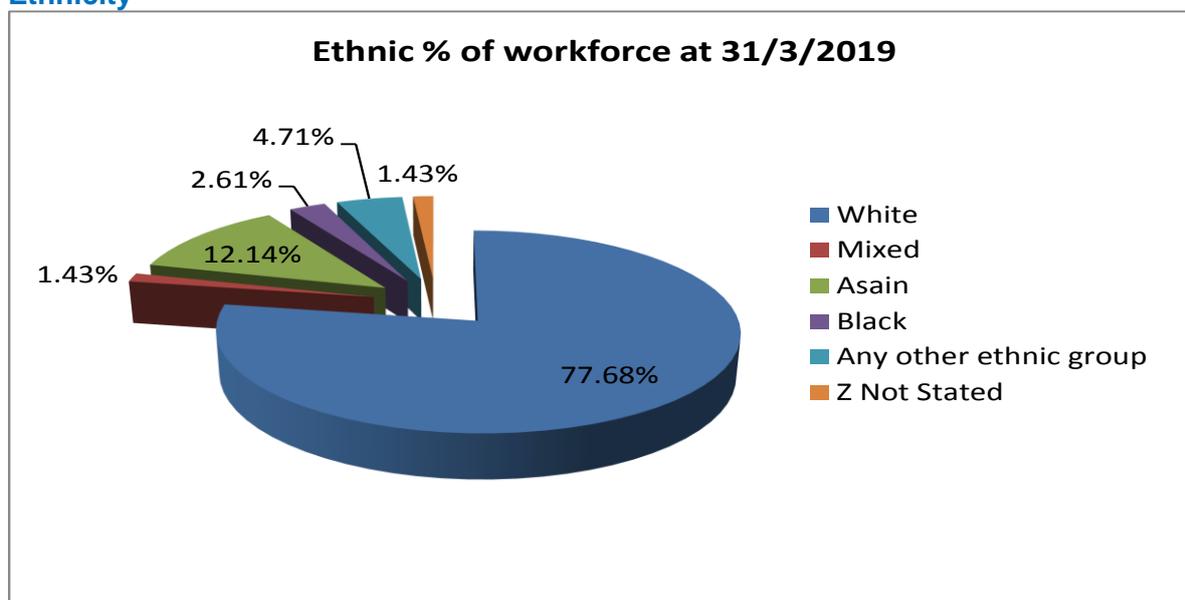
Age band	Female	Male	Total	% of staff
< 20 years	7	2	9	0.46%
20 < 25 years	127	21	148	7.58%
25 < 30 years	215	70	285	14.59%
30 < 35 years	184	86	270	13.82%
35 < 40 years	175	86	261	13.36%
40 < 45 years	184	73	257	13.16%
45 < 50 years	173	62	235	12.03%
50 < 55 years	176	45	221	11.32%
55 < 60 years	120	31	151	7.73%
60 < 65 years	59	27	86	4.40%
65 < 70 years	16	7	23	1.18%
70 years and over	7		7	0.36%
<b>Grand Total</b>	<b>1443</b>	<b>510</b>	<b>1953</b>	<b>100.00%</b>

## Gender Pay Gap

The Trust has complied with the new 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.

Gender pay published for 31/3/2018														
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	
			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
	25.96%	10.25%	40.42%	59.58%	18.38%	81.62%	23.79%	76.21%	25.95%	74.05%	46.21%	78.86%	7.39%	0.72%

## Ethnicity



## Sexual Orientation

<b>Sexual orientation</b>	<b>Total</b>	<b>% of workforce</b>
Bisexual	16	0.82%
Gay or Lesbian	12	0.61%
Heterosexual or Straight	1341	68.66%
Not stated (person asked but declined to provide a response)	360	18.43%
Other sexual orientation not listed	2	0.10%
Undecided	1	0.05%
Undefined	221	11.32%
<b>Grand Total</b>	<b>1953</b>	<b>100.00%</b>

## Disability

<b>Disabled</b>	<b>Female</b>		<b>Male</b>		<b>Grand Total</b>	
	<b>Wofkforce</b>	<b>% of workforce</b>	<b>Wofkforce</b>	<b>% of workforce</b>	<b>Wofkforce</b>	<b>% of workforce</b>
No	938	48.03%	328	16.79%	1266	64.82%
Not Declared	126	6.45%	76	3.89%	202	10.34%
Prefer Not To Answer	3	0.15%		0.00%	3	0.15%
Undefined	324	16.59%	94	4.81%	418	21.40%
Yes	52	2.66%	12	0.61%	64	3.28%
<b>Grand Total</b>	<b>1443</b>	<b>73.89%</b>	<b>510</b>	<b>26.11%</b>	<b>1953</b>	<b>100.00%</b>

## Religious belief

<b>Religious belief</b>	<b>Total</b>	<b>% of workforce</b>
Christianity	886	45.37%
I do not wish to disclose my religion/belief	396	20.28%
Atheism	251	12.85%
Undefined	220	11.26%
Other	129	6.61%
Islam	31	1.59%
Hinduism	30	1.54%
Buddhism	9	0.46%
Judaism	1	0.05%
<b>Grand Total</b>	<b>1953</b>	<b>100.00%</b>