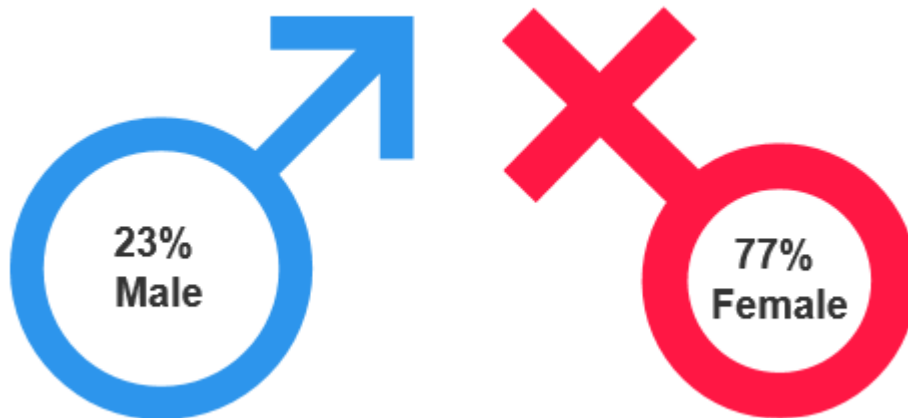


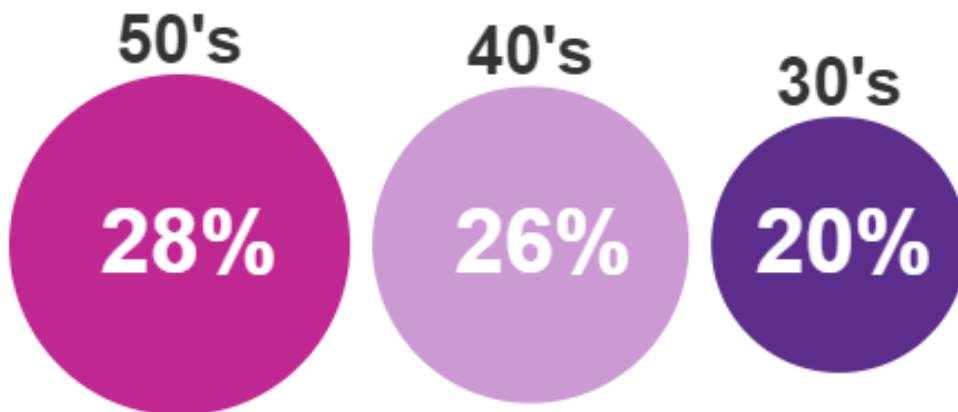
# Gender



The Trust has a predominantly female workforce and the ratio of male to female has not significantly changed for some years.

Currently **77%** of our workforce is female and **23%** are male.

# Age



## Largest age brackets employed by EPUT

The most highly populated age bands are made up of the ages 50's, 40's and 30's staff.

This equates to 74% of our workforce which is something that we are addressing in our Retention Plan.

We will look at how we can develop our workforce in the lower age ranges in preparation for the future retention issues.

# Disability

**3%**  
of staff declared a  
disability

**220 (3%)** staff are identified during this reporting period.

This is the same as last year's figure.

We believe it is likely that there may be a higher proportion of staff employed with long term conditions that could be considered to have a disability but are not as recorded as such. This includes mental health conditions and other chronic long term conditions.

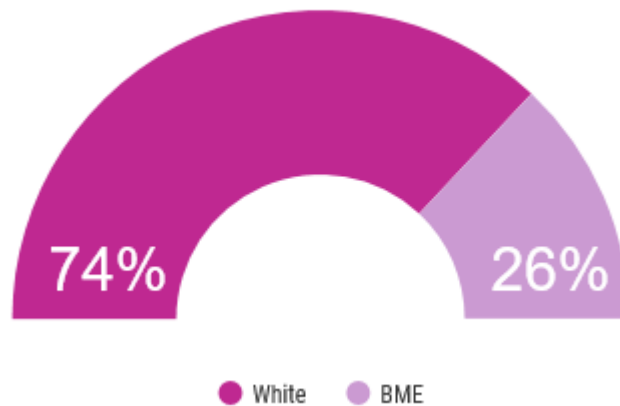
# Sexual Orientation

**2%**  
of staff declared  
their sexual  
orientation as  
Lesbian, Gay or  
Bisexual

The highest proportion of staff declaring their sexual orientation is **Heterosexual (71%)**

17% of staff chose not to declare their sexual orientation.

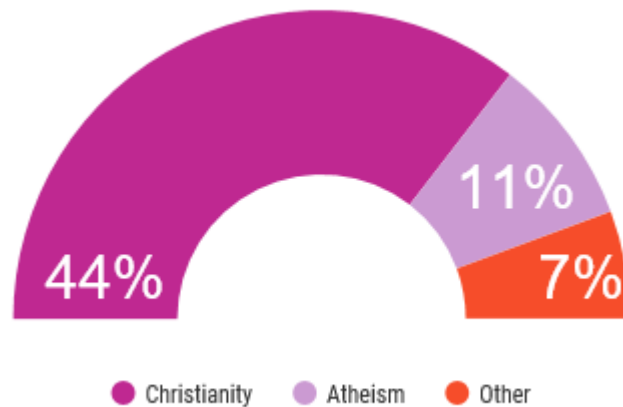
# Ethnicity



This shows that **26%** of our workforce is from a BAME background, which in comparison to our local population (12%) is positive.

The most highly populated banding for BAME staff is Medical & Dental which is commensurate with the NHS as a whole.

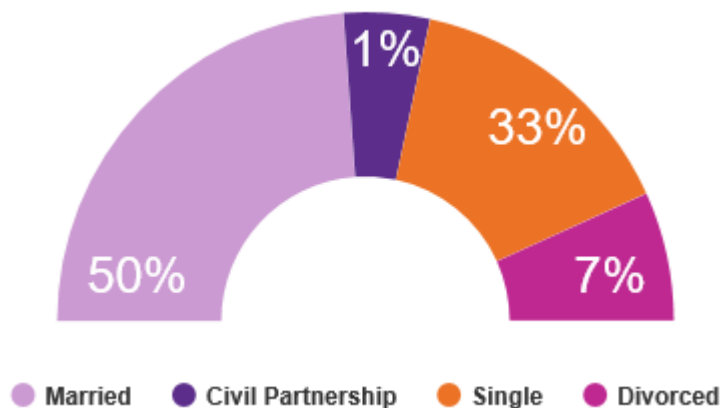
# Religion or Belief



The most highly represented religious belief within the workforce is **Christianity**.

There is a high proportion of staff choosing not to disclose their religious belief (**23%**).

# Marriage and Civil Partnership



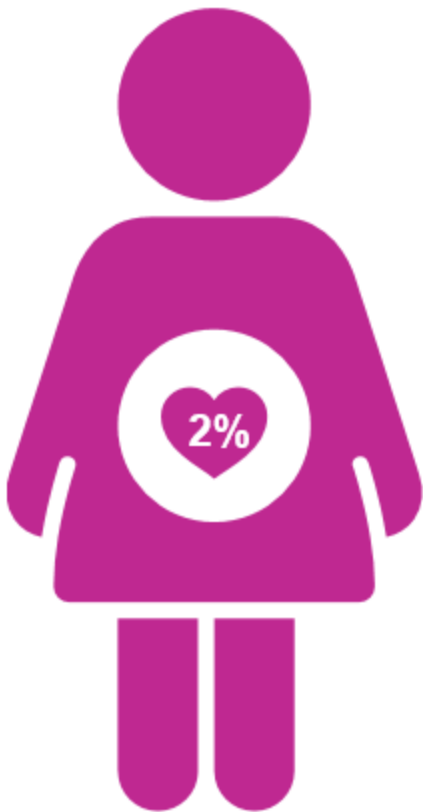
**50%** of employees are married and **1%** are in a civil partnership

**33%** of employees are single

**7%** of employees are divorced

**5%** of employees status is unknown

# Pregnancy or maternity



**105**  
employees were on  
maternity or  
adoption leave



# Gender reassignment

This data is not currently available.

NHS England are currently leading a piece of work to develop consistent national data standards relating to all aspects of the protected characteristics for the NHS, including gender reassignment.