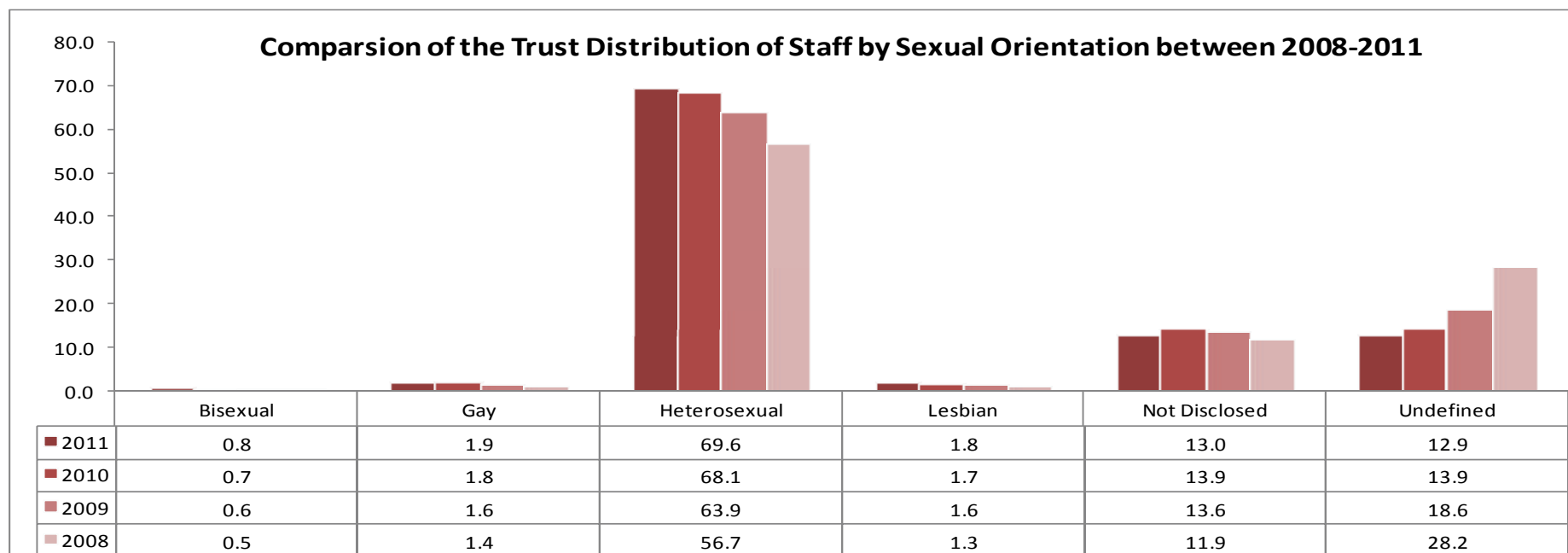


A) Workforce — Sexual Orientation

A6.2 Comparison of the trust distribution by sexual orientation between 2008-2011



Tables A6 and A6.1 show both the percentage and the total figures of staff by Band and sexual orientation. Figure A6.2 shows that through improved confidence in collecting data and a more robust collection process the Trust have reduced the staff total for undefined sexual orientation by 1% since 2010, totalling a reduction of 15.3% since work began in 2008. Providing a consequential increase across the remaining categories, Bisexual (+0.1%), Gay (+0.1%), Heterosexual (+1.5%) and Lesbian (0.1%).

Table A6.1 highlights the reduction of any apparent barriers in the declaration of sexual orientation for staff of a Gay, Bisexual or lesbian orientation. This has been evidenced through the introduction of an online self reporting form, our stonewall Workplace Equality result and our internal staff survey experiential questions. There is a positive overrepresentation of LGB staff against the Trust workforce average of 4.5% within band 6 (6.5%) and band 7 (4.8%). This trend continues within the leadership roles, 8a (5.5%), 8b (6.2%), 8c (7%) 8d (8.7%) and TUPE transfers (8.7%) generating figures that are close or inline with the expected figures produced by Stonewall of 5-7% for Gay, Bisexual or Lesbian employees within the workplace.

It appears from the figures under 'Do Not Wish to Disclose' (13%) and 'Undefined' (12.9%) that although there has been improvement since 2010 in reducing stigma there is still more work that needs to be done in removing the problems associated with disclosure