

Freedom of Information Report **FOI / 11208**

Question (dated: 09/07/2021)
Requestor Category: whatdotheyknow

As at the 31st March 2021* total workforce in each AFC pay band, Medical and Exec/Non exec categories broken down by each of the following:

Gay or lesbian
Bisexual
Heterosexual or straight
Other not listed
Undecided
Did not disclose
Not known
Total

2. For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:

Gay or lesbian
Bisexual
Heterosexual or straight
Other not listed
Undecided
Did not disclose
Not known
Total

3. For the financial year 20/21 the number of leavers by:

Gay or lesbian
Bisexual
Heterosexual or straight
Other not listed
Undecided
Did not disclose
Not known
Total

Response – Salford Royal NHS Foundation Trust

1) As at the 31st March 2021* total workforce in each AFC pay band, Medical and Exec/Non exec categories broken down by each of the following:

Gay or lesbian
Bisexual
Heterosexual or straight
Other not listed
Undecided
Did not disclose
Not known
Total

Please see attached document

2. For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:

***Data as at July 2021**

		Non-medical							
Equal ops category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Sexual Orientation	Not stated	20	19	18	15	0.14	95	94.74	83.33
	Heterosexual or Straight	12765	3879	2612	820	90.04	30.39	67.34	31.39
	Gay or Lesbian	521	163	105	42	3.67	31.29	64.42	40
	Bisexual	305	76	48	13	2.15	24.92	63.16	27.08
	Other sexual orientation not listed	41	<10	<10	<10	0.29	17.07	42.86	33.33
	Undecided	52	14	<10	<10	0.37	26.92	64.29	44.44
	I do not wish to disclose my sexual orientation	473	144	98	29	3.34	30.44	68.06	29.59
Total		14177	4302	2893	924	100	30.34	67.25	31.94

		Medical							
Equal ops category	Answer	Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Sexual Orientation	Not stated	<10	<10	<10	<10	0.72	88.89	100	62.5
	Heterosexual or Straight	1189	170	121	59	94.74	14.3	71.18	48.76
	Gay or Lesbian	13	<10	<10	<10	1.04	38.46	60	66.67
	Bisexual	<10	<10	0	0	0.4	20	0	0
	Other sexual orientation not listed	<10	0	0	0	0.08	0	0	0
	Undecided	<10	0	0	0	0.16	0	0	0
	I do not wish to disclose my sexual orientation	36	<10	<10	<10	2.87	22.22	100	50
Total		1255	192	140	70	100	15.3	72.92	50

3. For the financial year 20/21 the number of leavers by:

	Total Number
Bisexual	15
Gay or Lesbian	45
Heterosexual or Straight	1240
Not stated (person asked but declined to provide a response)	245
Other sexual orientation not listed	<10
Undecided	<10
Grand Total	1547

In line with the Office of National Statistics, where statistical numbers are less than 10; identification of any such cohort needs to be considered. Therefore, the Trust feels it appropriate to apply an exemption under section 40 (2) of the Freedom of Information Act and has not supplied any figures that are below 10.

Response – Pennine Acute Hospitals NHS Trust

1) As at the 31st March 2021* total workforce in each AFC pay band, Medical and Exec/Non exec categories broken down by each of the following:

Gay or lesbian

Bisexual

Heterosexual or straight

Other not listed

Undecided

Did not disclose

Not known

Total

Please see attached document

2. For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:

***Data as at July 2021**

Equal ops category	Answer	Non-medical							
		Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Sexual Orientation	Not stated	33	32	30	28	0.32	96.97	93.75	93.33
	Heterosexual or Straight	9472	2545	1595	569	91.99	26.87	62.67	35.67
	Gay or Lesbian	296	103	57	26	2.87	34.8	55.34	45.61
	Bisexual	146	32	20	<10	1.42	21.92	62.5	35
	Other sexual orientation not listed	32	<10	<10	0	0.31	25	37.5	0
	Undecided	33	<10	<10	<10	0.32	24.24	50	25
	I do not wish to disclose my sexual orientation	285	82	51	13	2.77	28.77	62.2	25.49
Total		10297	2810	1760	644	100	27.29	62.63	36.59

Equal ops category	Answer	Medical							
		Applied	Shortlisted	Interview attended	Appointed	Applied %	Shortlisted %	Interview attended %	Appointed %
Sexual Orientation	Not stated	36	35	31	23	2.08	97.22	88.57	74.19
	Heterosexual or Straight	1650	92	65	21	95.21	5.58	70.65	32.31
	Gay or Lesbian	15	<10	<10	<10	0.87	13.33	100	50
	Bisexual	<10	<10	<10	0	0.35	33.33	50	0
	Other sexual orientation not listed	<10	<10	<10	0	0.06	100	100	0
	Undecided	<10	0	0	0	0.06	0	0	0
	I do not wish to disclose my sexual orientation	24	<10	<10	0	1.38	12.5	33.33	0
Total		1733	135	101	45	100	7.79	74.81	44.55

3. For the financial year 20/21 the number of leavers by:

	Total Number
Bisexual	13
Gay or Lesbian	34
Heterosexual or Straight	1402
Not stated (person asked but declined to provide a response)	280
Other sexual orientation not listed	<10
Undecided	<10
Grand Total	1731

In line with the Office of National Statistics, where statistical numbers are less than 10; identification of any such cohort needs to be considered. Therefore, the Trust feels it appropriate to apply an exemption under section 40 (2) of the Freedom of Information Act and has not supplied any figures that are below 10.