

# Equality Diversity and Inclusion Annual Report (2020-2021) Public Sector Equalities Duty

Living our values *every day*



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## Foreword

We are proud to publish our annual equality diversity and inclusion report, in line with the public sector equalities duty.

We want our NHS services to be fair, accessible and appropriate for our patients, their carers and visitors, and we wish to demonstrate the strides we are making not only to embed equality within our world class care values, but also equity. Equally we want our staff to be able to bring their whole selves to work and thrive in the working environment. We have lots of challenges ahead and whilst we meet those we need to work together, listen to and respect each other. Our Trust Board, through the Equality and Diversity Committee, is monitoring our progress and we will continue to report regularly and openly on the developments we make against our inclusion agenda.



**Jo Farrar, Chief Executive**

“Delivering high quality care is at the forefront of everything we do at Kingston Hospital and as an inclusive organisation, we benefit greatly from the creativity and talents of all our people. In ‘Living our values everyday’ principles of equality, diversity and inclusion must be embedded in our day-to-day practice, so we no longer think of it in isolation but as an integral part of what we do.”



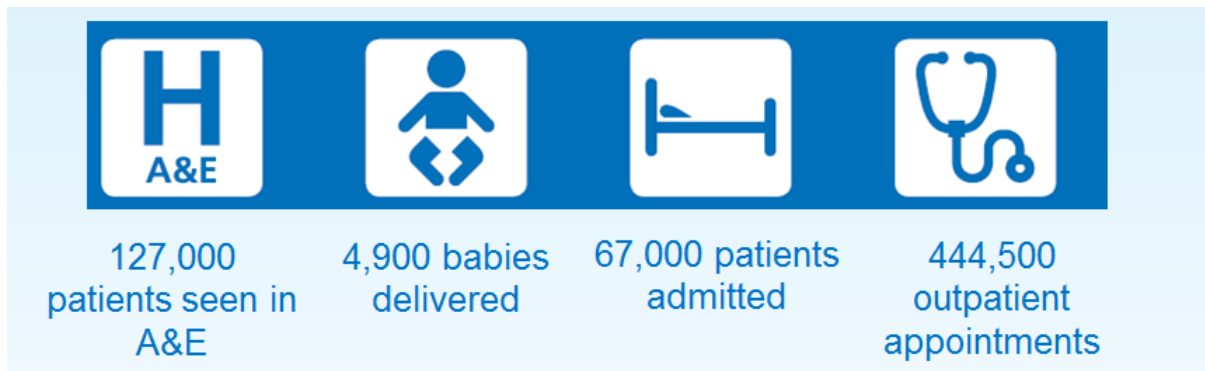
**Rita Harris, Non-Executive Director**

## About Kingston Hospital

We are a district general hospital supporting around 350,000 people in Kingston, Richmond, Elmbridge (Surrey), Merton, Wandsworth and Sutton. We were the first acute Trust in South West London to gain Foundation Trust status when we were authorised in May 2013.

In late 2018 the Care Quality Commission (CQC), one of our regulators, rated our services as “Outstanding” for overall quality and leadership.

We care for more than half a million patients a year, including:



Our main site is the Kingston Hospital site, but we also run a number of outpatients clinics in the community, including in Raynes Park, Surbiton, Queen Mary’s Roehampton and Teddington. We employ around 3,200 staff supported by 300 staff employed by ISS and 350 volunteers.

We cover 5 main boroughs:

- Kingston Upon Thames
- Richmond Upon Thames
- Merton
- Roehampton and Putney
- East Elmbridge

- We provide a full range of diagnostic and treatment services and have a national reputation for innovative developments in healthcare, particularly in ‘patient-focused’ care across our services including emergency, day surgery and maternity services. Staff are committed to providing quality healthcare, working hard to ensure that we build up a wide range of clinical services.
- We manage our clinical services through two divisions – Emergency Services (Unplanned Care) and Specialist Services (Planned Care).

## Living our values

We aim to make these values ‘what we do’ – to inspire, develop and support every one of us to live our values, every patient, every colleague, every day.



**Caring** “We promise to care for you like family. We put what matters to patients at the heart of designing and delivering care by...”

- Putting patients at the heart of everything we do
- Showing kindness, compassion, and empathy
- Being welcoming to all and caring for our patients as individuals



**Safe** “You will always feel in safe hands. We make the safety of patients and staff our **priority by...**”

- Providing a clean, safe and appropriate environment and practice
- Striving for the best possible clinical care
- Listening to and acting on concerns



**Responsible** “We will take responsibility and keep you informed. We take responsibility for the hospital, its services and reputation to provide the best possible outcomes for patients by...”

- Keeping patients informed with timely and clear communication
- Listening to patients, their families and carers, and keeping our word
- Taking personal responsibility



**Value Each Other** “We will work together as a supportive team. We value each other’s contribution by...”

- Respecting and appreciating each other
- Communicating clearly and effectively
- Valuing the benefits of partnership working



**Inspiring** “We always strive to empower each other to develop and deliver improvements to benefit our patients by....”

- Inspiring people to be the best they can be
- Encouraging ideas and learning from what works and what doesn’t work
- Embracing innovation to shape future services

## Purpose of Report

Kingston Hospital NHS Foundation Trust is required under the Equality Act 2010 and Public Sector Equalities Duty, to publish their equality objectives and data on how we will work towards the implementation of equality, diversity and human rights.

Equality Act (2010) - Public Sector Equality Duties (PSED)

The Equality Act received Royal Assent on 8 April 2010. It harmonises and consolidates existing equality legislation to ensure that there is no discrimination against groups of people with protected characteristics.



The Equality Act 2010 creates a general duty on the NHS, when carrying out their functions to have due regard to:

- 1) **The need to eliminate discrimination, harassment, and victimisation**
- 2) **The need to advance equality of opportunity between persons who share a relevant protected characteristic and those who do not**
- 3) **The need to foster good relations between people who share a relevant protected characteristic and people who do not (which will therefore cover good relations between people of different faiths and between people who have a religious faith and those who do not).**

## The Act

- Places another duty on the NHS and other public bodies to have due regard to the desirability of carrying out their functions, in a way that is designed to reduce the inequalities of outcome which result from inequalities.
- Provides protection from “prohibited conduct” for groups of people with protected characteristics. Examples of prohibited conduct includes direct discrimination, indirect discrimination, associative discrimination, perceptive discrimination, harassment and victimisation.
- Allows positive action to be carried out, as a means by which the NHS can give additional support, to some disadvantaged groups. Some people with protected characteristics are disadvantaged or under-represented in some areas of life or have needs linked to their characteristic. They may need extra help or encouragement if they are to have the same chances as everyone else. The positive action provision enables public sector organisations to take proportionate steps to help people overcome their disadvantages or to meet their needs.

## Human Rights Act (1998)

The Human Rights Act 1998 is the legislation which protects human rights in the UK through specific “articles” which go beyond the nine protected characteristics to outlaw discrimination on all grounds.

As a public authority the Trust must ensure that none of our policies, procedures or strategies infringes the human rights of staff or patients. In practice this means treating individuals with fairness, respect, equality, dignity and autonomy whilst also safeguarding the rights of the wider community when developing policies and procedures and carrying out our functions.

This report is to publish Equality Data for both staff and patients from April 2020 to March 2021. Analysis of the data will assist the Trust in embedding initiatives into its Equality, Diversity, and Inclusion (EDI) Strategy and People Strategy over a given period.

## Kingston's achievements

- Launched our [Equality and Diversity Strategy 2019-2021 - Kingston Hospital](#)
- Growing our existing staff networks and establishing new ones
- Embarking on a reverse mentoring program for BAME staff
- Launched a pool of diversity champions
- Piloting BAME representation at interview panels for bands 7 and above
- Launched the Rainbow Badge initiative within the Trust in support of our LGBT+ patients and staff
- The Trust is compliant against all its national reporting including Gender Pay Gap, Workforce Race Equality Standard, Workforce Disability Equality Standard and implemented actions plans to assist with further improvements. All our reports can be found on our trust website [Equality, diversity and inclusion reports - Kingston Hospital](#)
- Offered compassionate leadership training to all managers and supported an independent self-compassion programme for all staff to help support them at work
- Strengthened the Equality, Diversity & Inclusion function to provide direct support to staff on a range of issues around race and culture, disability and bullying and harassment
- Establishing Learning Disability and Patient Involvement Collaboratives that have provided opportunities for service users and staff to come together to discuss and explore issues and actions
- Continued to identify and 'flag' people with an accessible information need
- Chaplaincy Services - The Chaplaincy Department continues to offer high quality pastoral and spiritual care to all patients, clients, carers and staff within the Trust and is available to all and welcomes referrals from colleagues and carers alike.





**TO DEVELOP INCLUSIVE AND  
COMPASSIONATE LEADERSHIP**

**TO PROMOTE STAFF AND PATIENT  
ENGAGEMENT AND PARTNERSHIPS**



**TO ENSURE IMPROVEMENT IN  
EQUALITY OUTCOMES**

## To develop inclusive and compassionate leadership

### We will:

- Provide innovative and inclusive ways to support leadership development at all levels
- Promote and drive compassionate leadership to become the normal way to behave
- Reduce barriers to education, training, and career development

## Promote staff and patient engagement and partnerships

### We will:

- Continue to actively engage with, promote, support and encourage the work of our staff networks (MEGA, Pride Kingston and Kingston Ability)
- Celebrate diversity through a range of different activities that seek to engage staff through listening events and interactive webinars.
- Provide opportunities for feedback and involvement that are inclusive of the range of people using our services

## To ensure improvements in equality outcomes

### We will:

- Mainstream equality and diversity actions to support the delivery of our equality outcomes
- Identify specific actions required for improved patient experience through the patient experience committee (PEC)
- Define a set of performance indicators related to equality and diversity and measure ourselves against these

# Appendix 1

## Workforce Data as of November 2021

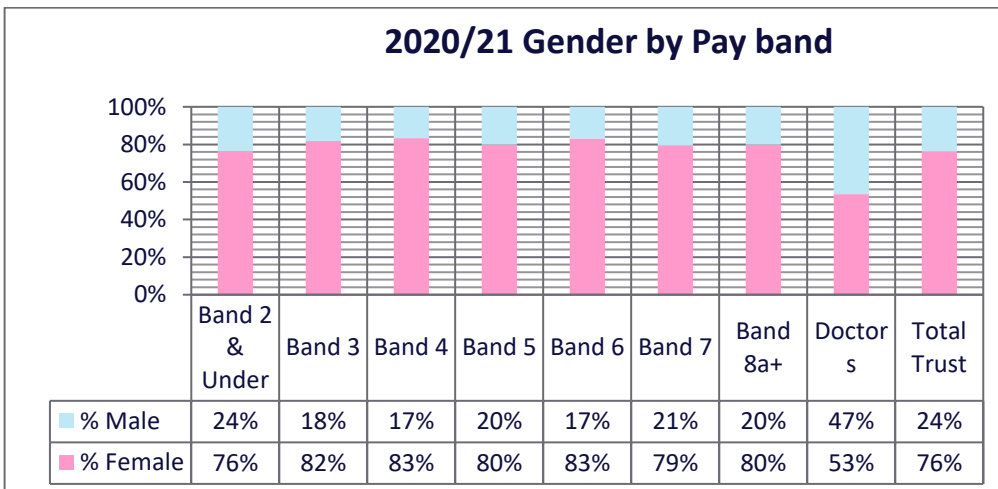
### Workforce by Gender

Gender: Band	Female	Male	Total	% Female	% Male
Band 2 & Under	389	121	510	76%	24%
Band 3	252	56	308	82%	18%
Band 4	199	40	239	83%	17%
Band 5	520	130	650	80%	20%
Band 6	527	107	634	83%	17%
Band 7	311	81	392	79%	21%
Band 8a+	248	62	310	80%	20%
Doctors	308	268	576	53%	47%
<b>Total Trust</b>	<b>2,754</b>	<b>865</b>	<b>3,619</b>	<b>76%</b>	<b>24%</b>

Band 8a	160	33	193	83%	17%
Band 8b	41	10	51	80%	20%
Band 8c	22	8	30	73%	27%
Band 8d	12	5	17	71%	29%
Band 9	6	1	7	86%	14%
VSM	7	5	12	58%	42%

Consultants	114	120	234	49%	51%
Locum Consultants	13	12	25	52%	48%
Doctors In Training	127	78	205	62%	38%
Trust Grade Doctors	37	35	72	51%	49%
Career Grade Doctors	17	23	40	43%	58%

Gender: Staff Group	Female	Male	Total	% Female	% Male
Add Prof Scientific and Technic	85	19	104	82%	18%
Additional Clinical Services	423	93	516	82%	18%
Administrative and Clerical	642	219	861	75%	25%
Allied Health Professions	164	41	205	80%	20%
Estates and Ancillary	19	25	44	43%	57%
Healthcare Scientists	62	23	85	73%	27%
Medical & Dental	308	268	576	53%	47%
Nursing & Midwifery Registered	1,046	177	1,223	86%	14%
Students	5	-	5	100%	0%
<b>Total Trust</b>	<b>2,754</b>	<b>865</b>	<b>3,619</b>	<b>76%</b>	<b>24%</b>



Kingston Hospital has a significant female heavy workforce, with a 76% total compared to male staff which stands at 24%. Due to this, the female staff dominate across all the pay bands. Throughout all staff groups, only the Consultants, Career Grade Doctors and Estate and Ancillary staff have a higher percentage of male staff.

## Workforce by Ethnicity

Ethnicity: Staff Group	White	Mixed	Asian	Black	Chinese	Any Other Ethnic	Not Stated	No Data	Total	% White	% Mixed	% Asian	% Black	% Chinese	% Any Other	% Not stated	%no Data	% BME
Add Prof Scientific and Technic	61	2	20	14	2	3	2	-	620	10%	0%	3%	2%	0%	0%	0%	0%	6.6%
Additional Clinical Services	262	26	98	90	4	28	7	1	516	51%	5%	19%	17%	1%	5%	1%	0.2%	47.7%
Administrative and Clerical	593	29	109	90	4	21	13	2	861	69%	3%	13%	10%	0%	2%	2%	0.2%	29.4%
Allied Health Professions	140	10	28	14	2	7	2	2	205	68%	5%	14%	7%	1%	3%	1%	1%	29.8%
Estates and Ancillary	32	2	5	3	-	2	-	-	44	73%	5%	11%	7%	0%	5%	0%	0%	27.3%
Healthcare Scientists	48	1	23	4	1	6	2	-	85	56%	1%	27%	5%	1%	7%	2%	0%	41.2%
Medical & Dental	283	36	157	26	13	39	19	3	576	49%	6%	27%	5%	2%	7%	3%	1%	47.0%
Nursing & Midwifery Registered	596	27	237	74	7	275	7	-	1,223	49%	2%	19%	6%	1%	22%	1%	0%	50.7%
Students	5	-	-	-	-	-	-	-	5	100%	0%	0%	0%	0%	0%	0%	0%	0.0%
<b>Total Trust</b>	<b>2,020</b>	<b>133</b>	<b>677</b>	<b>315</b>	<b>33</b>	<b>381</b>	<b>52</b>	<b>8</b>	<b>3,619</b>	<b>56%</b>	<b>4%</b>	<b>19%</b>	<b>9%</b>	<b>1%</b>	<b>11%</b>	<b>1%</b>	<b>0.2%</b>	<b>43%</b>

Ethnicity: Band	White	Mixed	Asian	Black	Chinese	Any Other Ethnic	Not Stated	No Data	Total	% White	% Mixed	% Asian	% Black	% Chinese	% Any Other	% Not stated	%no Data	% BME
Band 2 & Under	273	24	91	85	3	26	6	2	510	53.5%	5%	18%	17%	1%	5%	1%	0.4%	45%
Band 3	194	20	41	28	4	19	2	-	308	63.0%	6%	13%	9%	1%	6%	1%	0%	36%
Band 4	160	6	39	30	-	1	3	-	239	66.9%	3%	16%	13%	0%	0%	1%	0%	32%
Band 5	248	16	148	47	2	185	2	2	650	38.2%	2%	23%	7%	0%	28%	0%	0.3%	61%
Band 6	341	21	124	53	7	78	10	-	634	53.8%	3%	20%	8%	1%	12%	2%	0%	45%
Band 7	279	7	45	26	2	27	6	-	392	71.2%	2%	11%	7%	1%	7%	2%	0%	27%
Band 8a+	242	3	32	20	2	6	4	1	310	78.1%	1%	10%	6%	1%	2%	0%	0.3%	20%
Doctors	283	36	157	26	13	39	19	3	576	49.1%	6%	27%	5%	2%	7%	1%	1%	47%
<b>Total Trust</b>	<b>2,020</b>	<b>133</b>	<b>677</b>	<b>315</b>	<b>33</b>	<b>381</b>	<b>52</b>	<b>8</b>	<b>3,627</b>	<b>56%</b>	<b>4%</b>	<b>19%</b>	<b>9%</b>	<b>1%</b>	<b>11%</b>	<b>1%</b>	<b>0.2%</b>	<b>42%</b>

Ethnicity: Band	White	BAME	Not Stated
Band 2	273	229	8
Band 3	194	112	2
Band 4	160	76	3
Band 5	248	398	4
Band 6	341	283	10
Band 7	279	107	6
Band 8a+	242	63	5
Doctors	283	271	22
<b>Total Trust</b>	<b>2,020</b>	<b>1,539</b>	<b>60</b>

Band 8a	145	2	25	11	2	6	2	-	193	75%	1%	13%	6%	1%	3%	1%	0%	24%
Band 8b	45	-	1	4	-	-	1	-	51	88%	0%	2%	8%	0%	0%	2%	0%	10%
Band 8c	20	1	4	4	-	-	1	-	30	67%	3%	13%	13%	0%	0%	3%	0%	30%
Band 8d	16	-	-	1	-	-	-	-	17	94%	0%	0%	6%	0%	0%	0%	0%	6%
Band 9	6	-	1	-	-	-	-	-	7	86%	0%	14%	0%	0%	0%	0%	0%	14%
VSM	10	-	1	-	-	-	-	1	12	83%	0%	8%	0%	0%	0%	0%	8%	8%

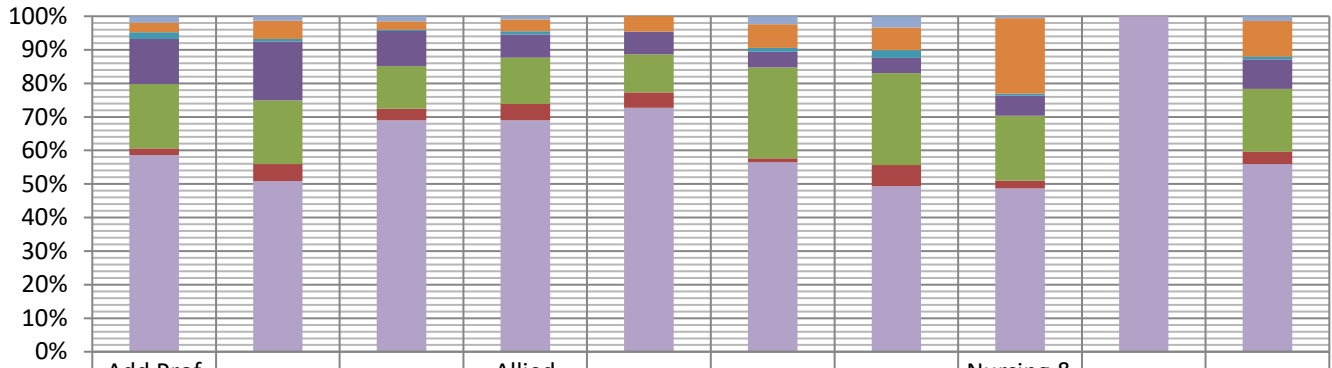
Consultants	125	9	66	7	7	17	3	-	234	53%	4%	28%	3%	3%	7%	1%	0%	45%
Locum Consultants	10	1	6	1	-	2	3	2	25	40%	4%	24%	4%	0%	8%	12%	8%	40%
Doctors In Training	114	17	40	11	6	7	10	-	205	56%	8%	20%	5%	3%	3%	5%	0%	40%
Trust Grade Doctors	19	8	29	6	-	8	1	1	72	26%	11%	40%	8%	0%	11%	1%	1%	71%
Career Grade Doctors	15	1	16	1	-	5	2	-	40	38%	3%	40%	3%	0%	13%	5%	0%	58%

The data above shows from a total of 3619 staff, 42% identified as Black or Minority Ethnic (BME) and 56% as White. Kingston Hospital has a high percentage of Asian (19%) and ‘Any Other’ (11%) staff.

From band 7 to VSM level, excluding Doctors, the percentage of BME staff at these pay bands shows a significant decline; averaging at 17.4% (band 7: 392, band 8+: 310, band 8a: 193, band 8b: 51, band 8c: 30, band 8d: 17, band 9: 7 and VSM: 12). Compared to 45% (510) of BME staff at band 2 or under and 61% (650) at band 5. At bands 8d, 9 and VSM, out of a possible 36 staff, 32 identified as White, 3 BME and 1 no data.

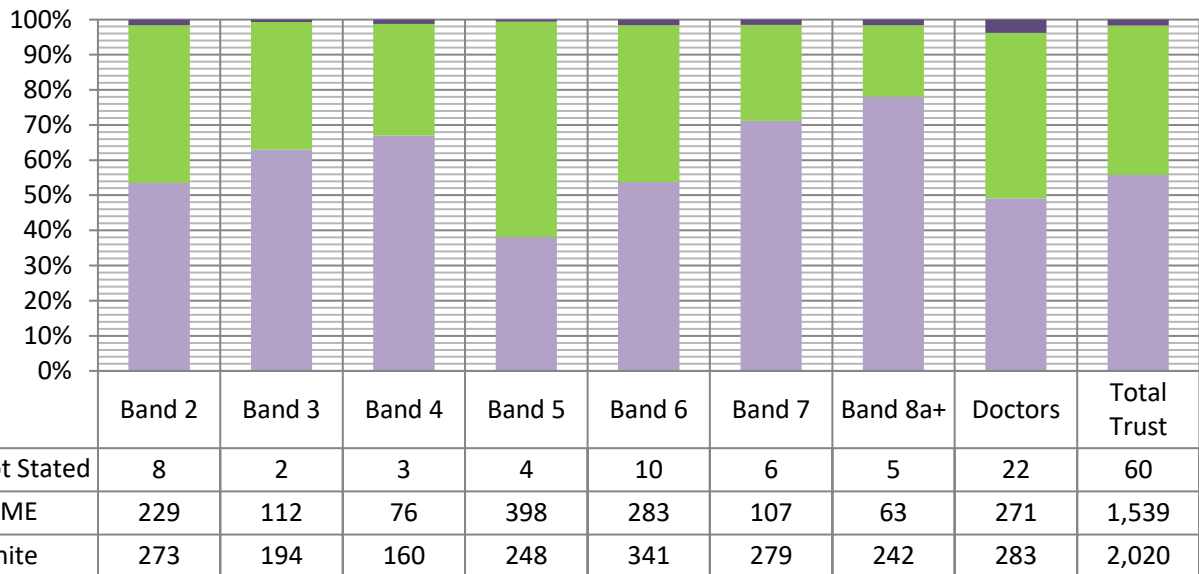
In contrast, Consultants, Locum Consultants, Doctors in Training, Trust Grade Doctors and Career Grade Doctors shows a much more diverse workforce in terms of ethnicity, with 71% of Doctors in Training coming from a Black or Minority Ethnic background.

**2020/21 Ethnicity by Staff Group**



	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical & Dental	Nursing & Midwifery Registered	Students	Total Trust
■ % Not stated	0%	1%	2%	1%	0%	2%	3%	1%	0%	1%
■ % Any Other	0%	5%	2%	3%	5%	7%	7%	22%	0%	11%
■ % Chinese	0%	1%	0%	1%	0%	1%	2%	1%	0%	1%
■ % Black	2%	17%	10%	7%	7%	5%	5%	6%	0%	9%
■ % Asian	3%	19%	13%	14%	11%	27%	27%	19%	0%	19%
■ % Mixed	0%	5%	3%	5%	5%	1%	6%	2%	0%	4%
■ % White	10%	51%	69%	68%	73%	56%	49%	49%	100%	56%

2020/21 Ethnicity by Payband

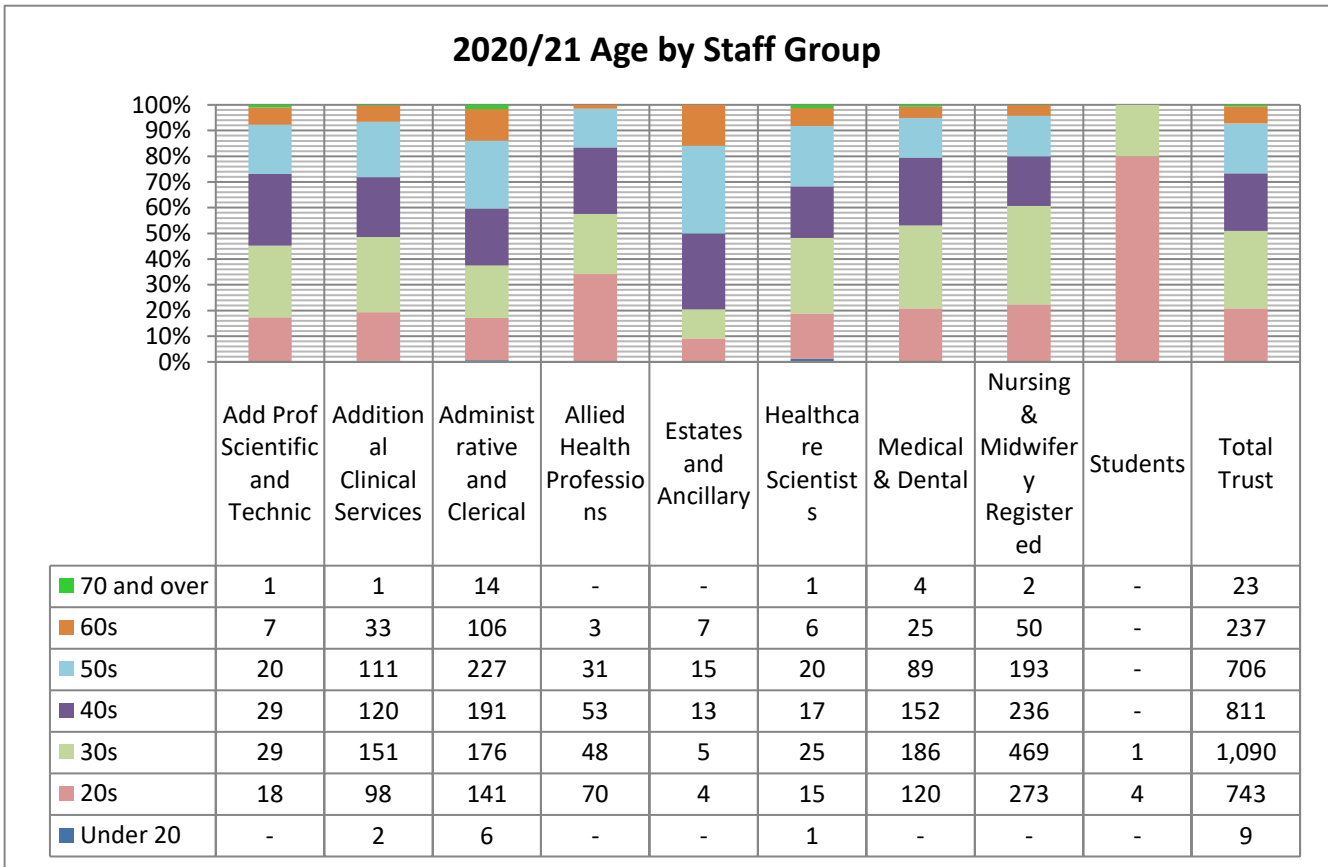


### Workforce by AGE

Age: Staff Group	Under 20	20s	30s	40s	50s	60s	70 and over	Total	Under 20	20	30	40	50	60	70 and over	Under 40	over 60s
Add Prof Scientific and Technic	-	18	29	29	20	7	1	104	0%	17%	28%	28%	19%	7%	1.0%	45%	8%
Additional Clinical Services	2	98	151	120	111	33	1	516	0%	19%	29%	23%	22%	6%	0.2%	49%	7%
Administrative and Clerical	6	141	176	191	227	106	14	861	1%	16%	20%	22%	26%	12%	1.6%	38%	14%
Allied Health Professions	-	70	48	53	31	3	-	205	0%	34%	23%	26%	15%	1%	0.0%	58%	1%
Estates and Ancillary	-	4	5	13	15	7	-	44	0%	9%	11%	30%	34%	16%	0.0%	20%	16%
Healthcare Scientists	1	15	25	17	20	6	1	85	1%	18%	29%	20%	24%	7%	1.2%	48%	8%
Medical & Dental	-	120	186	152	89	25	4	576	0%	21%	32%	26%	15%	4%	0.7%	53%	5%
Nursing & Midwifery Registered	-	273	469	236	193	50	2	1,223	0%	22%	38%	19%	16%	4%	0.2%	61%	4%
Students	-	4	1	-	-	-	-	5	0%	80%	20%	0%	0%	0%	0.0%	100%	0%
<b>Total Trust</b>	<b>9</b>	<b>743</b>	<b>1,090</b>	<b>811</b>	<b>706</b>	<b>237</b>	<b>23</b>	<b>3,619</b>	<b>0%</b>	<b>20.5%</b>	<b>30%</b>	<b>22%</b>	<b>20%</b>	<b>7%</b>	<b>0.6%</b>	<b>50.9%</b>	<b>7.2%</b>

Out of a total of 3619 staff, 20.5% (743) are aged 20-30, 30% (1,090) 30-40, 22% (811) 40-50 and 20% (706) 50-60 years old. Only 7.2% of staff are aged 60 or over and less than 1% are under 20 years old. The majority of 'over 60's' (16%) work in Estates and Ancillary or Administrative and Clerical roles (14%) and 61% of Nursing and Midwifery Registered staff are under 40.

16-30	40-50	60+	16-30	40-50	60+
47	49	8	45%	47%	8%
251	231	34	49%	45%	7%
323	418	120	38%	49%	14%
118	84	3	58%	41%	1%
9	28	7	20%	64%	16%
41	37	7	48%	44%	8%
306	241	29	53%	42%	5%
742	429	52	61%	35%	4%
5	-	-	100%	0%	0%
1,842	1,517	260	51%	42%	7%



Between 2020-2021 the only staff recorded as being under the age of 20 worked in Additional Clinical Services, Administrative and Clerical Healthcare Scientists roles. No staff over the age of 70 were recorded as working in Allied Health Professions, Estates and Ancillary or Student roles.

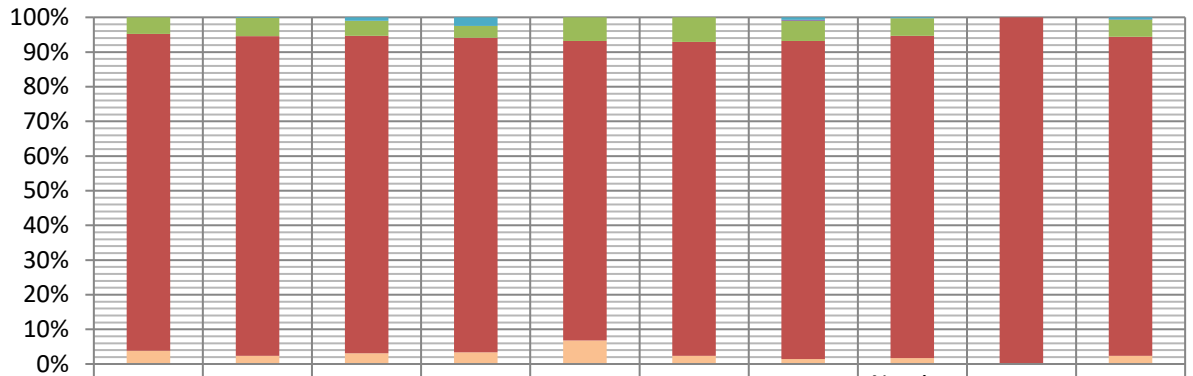
## Workforce by Disability

Disability: Staff Group	Yes	No	Not Declared	Prefer not to Answer	Unspecified	Total	Yes	No	Not Declared	Prefer not to Answer	Unspecified
Add Prof Scientific and Technic	4	95	5	-	-	104	4%	91%	5%	0%	0%
Additional Clinical Services	12	476	27	-	1	516	2%	92%	5%	0%	0.2%
Administrative and Clerical	27	788	37	-	9	861	3%	92%	4%	0%	1%
Allied Health Professions	7	186	7	-	5	205	3%	91%	3%	0%	2%
Estates and Ancillary	3	38	3	-	-	44	7%	86%	7%	0%	0%
Healthcare Scientists	2	77	6	-	-	85	2%	91%	7%	0%	0%
Medical & Dental	8	529	33	2	4	576	1%	92%	6%	0.3%	1%
Nursing & Midwifery Registered	21	1,137	62		3	1,223	2%	93%	5%	0%	0.2%
Students	-	5	-	-	-	5	0%	100%	0%	0%	0%
<b>Total Trust</b>	<b>84</b>	<b>3,331</b>	<b>180</b>	<b>2</b>	<b>22</b>	<b>3,619</b>	<b>2%</b>	<b>92%</b>	<b>5%</b>	<b>0.06%</b>	<b>0.6%</b>

In 2020 to 2021, only 84 (2%) staff identified as having a disability, 180 (5%) chose to not declare, 2 (0.06%) preferred not to answer and 22 (0.6%) went unspecified. 7% of Estates and Ancillary staff declared having a disability, with the same percentage of staff from this staff group recording as 'not declared'. It's important we encourage our staff to disclose their disability, this will help us in supporting them further in the working environment, putting in place reasonable adjustments where possible. This would also help to provide a more accurate representation of our workforce.



### 2020/21 Disability by Staff Group



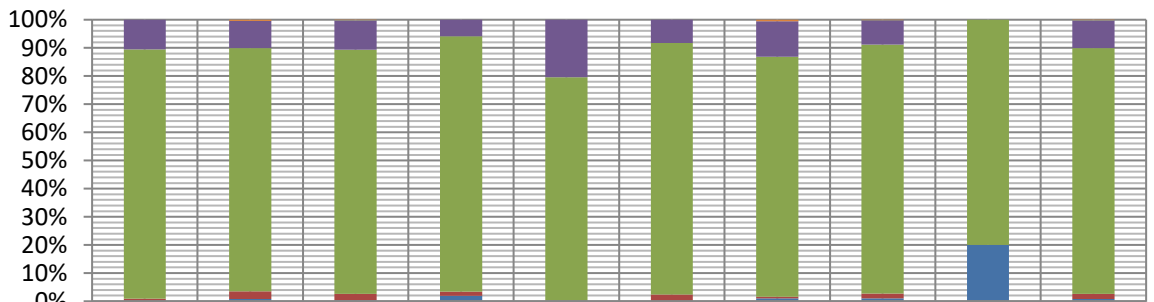
	Add Prof Scientific and Technic	Addition al Clinical Services	Administ rative and Clerical	Allied Health Professio ns	Estates and Ancillary	Healthca re Scientist s	Medical & Dental	Nursing & Midwifer y Register ed	Students	Total Trust
Unspecified	-	1	9	5	-	-	4	3	-	22
Prefer not to Answer	-	-	-	-	-	-	2		-	2
Not Decalred	5	27	37	7	3	6	33	62	-	180
No	95	476	788	186	38	77	529	1,137	5	3,331
Yes	4	12	27	7	3	2	8	21	-	84

### Workforce by Sexual Orientation

Sexual Orientation: Staff Group	Bi Sexual	Gay or Lesbian	Heterosexual or Straight	Declined to respond	Undecided	Unspecified	Total	Bi Sexual	Gay or Lesbian	Heterosexual or Straight	Declined to respond	Undecided	Unspecified
Add Prof Scientific and Technic	-	1	92	11	-	-	104	0%	1%	88%	11%	0%	0%
Additional Clinical Services	4	14	446	50	-	2	516	1%	3%	86%	10%	0%	0%
Administrative and Clerical	3	20	746	89	1	2	861	0.3%	2%	87%	10%	0.1%	0.2%
Allied Health Professions	4	3	186	12	-	-	205	2%	1%	91%	6%	0%	0%
Estates and Ancillary	-	-	35	9	-	-	44	0%	0%	80%	20%	0%	0%
Healthcare Scientists	-	2	76	7	-	-	85	0%	2%	89%	8%	0%	0%
Medical & Dental	6	3	491	73	-	3	576	1%	1%	85%	13%	0%	1%
Nursing & Midwifery Registered	12	21	1,082	105	1	2	1,223	1%	2%	88%	9%	0.1%	0.2%
Students	1	-	4	-	-	-	5	20%	0%	80%	0%	0%	0%
<b>Total Trust</b>	<b>30</b>	<b>64</b>	<b>3,158</b>	<b>356</b>	<b>2</b>	<b>9</b>	<b>3,619</b>	<b>1%</b>	<b>2%</b>	<b>87%</b>	<b>10%</b>	<b>0.06%</b>	<b>0.2%</b>

The data above shows that only (94) 3% of staff identified as gay, lesbian or bisexual, compared to 87% of staff members who are recorded as heterosexual or straight. A significant 356 individuals, 10% of staff declined to respond.

### 2020/21 Sexual Orientation by Staff Group



	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professions	Estates and Ancillary	Healthcare Scientists	Medical & Dental	Nursing & Midwifery Registered	Students	Total Trust
Unspecified	-	2	2	-	-	-	3	2	-	9
Undecided	-	-	1	-	-	-	-	1	-	2
Declined to respond	11	50	89	12	9	7	73	105	-	356
Heterosexual or Straight	92	446	746	186	35	76	491	1,082	4	3,158
Gay or Lesbian	1	14	20	3	-	2	3	21	-	64
Bi Sexual	-	4	3	4	-	-	6	12	1	30

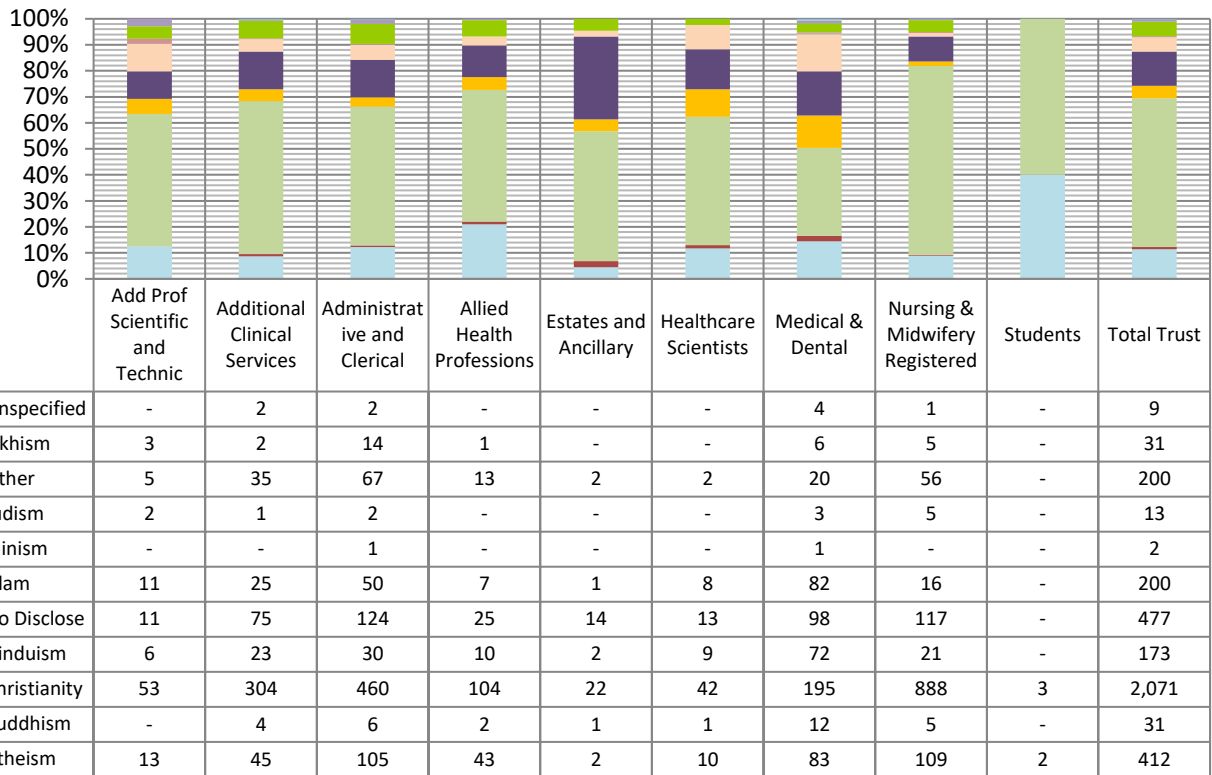
From the data collected, 94 staff members identified as gay, lesbian or bisexual, with no significant trend within any of the staff groups.

It is hoped with the support of our PRIDE Kingston staff network, we can support our staff to feel confident and comfortable in disclosing their sexual orientation and in turn, helping to provide a more accurate data representation for our workforce.

### Workforce by Religious Belief

Religious Belief: Staff Group	Atheism	Buddhism	Christianity	Hinduism	No Disclose	Islam	Jainism	Judism	Other	Sikhism	Unspecified	Total	Atheism	Buddhism	Christianity	Hinduism	No Disclose	Islam	Jainism	Judism	Other	Sikhism	Unspecified
Add Prof Scientific and Technic	13	-	53	6	11	11	-	2	5	3	-	104	13%	0%	51%	6%	11%	11%	0%	2%	5%	3%	0%
Additional Clinical Services	45	4	304	23	75	25	-	1	35	2	2	516	9%	1%	59%	4%	15%	5%	0%	0.2%	7%	0.4%	0.4%
Administrative and Clerical	105	6	460	30	124	50	1	2	67	14	2	861	12%	1%	53%	3%	14%	6%	0.1%	0.2%	8%	2%	0.2%
Allied Health Professions	43	2	104	10	25	7	-	-	13	1	-	205	21%	1%	51%	5%	12%	3%	0%	0%	6%	0.5%	0%
Estates and Ancillary	2	1	22	2	14	1	-	-	2	-	-	44	5%	2%	50%	5%	32%	2%	0%	0%	5%	0%	0%
Healthcare Scientists	10	1	42	9	13	8	-	-	2	-	-	85	12%	1%	49%	11%	15%	9%	0%	0%	2%	0%	0%
Medical & Dental	83	12	195	72	98	82	1	3	20	6	4	576	14%	2%	34%	13%	17%	14%	0.2%	1%	3%	1%	1%
Nursing & Midwifery Registered	109	5	888	21	117	16	-	5	56	5	1	1,223	9%	0%	73%	2%	10%	1%	0%	0.4%	5%	0.4%	0.1%
Students	2	-	3	-	-	-	-	-	-	-	-	5	40%	0%	60%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Total Trust</b>	<b>412</b>	<b>31</b>	<b>2,071</b>	<b>173</b>	<b>477</b>	<b>200</b>	<b>2</b>	<b>13</b>	<b>200</b>	<b>31</b>	<b>9</b>	<b>3,619</b>	<b>11%</b>	<b>1%</b>	<b>57%</b>	<b>5%</b>	<b>13%</b>	<b>6%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>6%</b>	<b>1%</b>	<b>0.2%</b>

**2020/21 Religious Belief by Staff Group**



The data above shows 57% (2071) of staff identified Christianity as being their religious belief. Christianity was the dominating religious belief across all staff groups. 11% (421) recorded Atheism as their religious belief, 6% (200) identify as Islamic and 5% (173) identify Hinduism as their religious belief. 13% (477) of staff have chosen not to disclose, 0.2% (9) people chose not to specify and 6% (200) of staff chose 'other'.

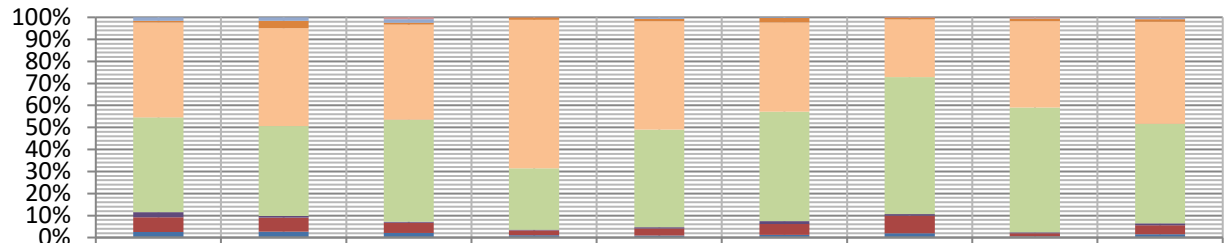
## Workforce by Marital Status

	Civil Partnership	Divorced	Separated	Married	Single	Unknown	Widowed	Unspecified	Total	Civil Partnership	Divorced	Separated	Married	Single	Unknown	Widowed	Unspecified
Band 2 & Under	13	34	12	219	220	4	8	-	510	3%	7%	2%	43%	43%	1%	2%	0%
Band 3	8	20	2	126	137	10	5	-	308	3%	6%	1%	41%	44%	3%	2%	0%
Band 4	5	11	1	111	103	2	4	2	239	2%	5%	0%	46%	43%	1%	2%	1%
Band 5	7	14	2	181	438	6	-	1	649	1%	2%	0%	28%	67%	1%	0%	0.2%
Band 6	6	20	4	281	312	7	4		634	1%	3%	1%	44%	49%	1%	1%	0%
Band 7	5	19	5	195	159	8	1		392	1%	5%	1%	50%	41%	2%	0.3%	0%
Band 8a+	6	25	2	193	81	2	-	1	309	2%	8%	1%	62%	26%	1%	0%	0.3%
Doctors	3	8	3	326	226	7	1	2	576	1%	1%	1%	57%	39%	1%	0.2%	0.3%
<b>Total Trust</b>	<b>53</b>	<b>151</b>	<b>31</b>	<b>1,632</b>	<b>1,676</b>	<b>46</b>	<b>23</b>	<b>6</b>	<b>3,618</b>	<b>1%</b>	<b>4%</b>	<b>1%</b>	<b>45%</b>	<b>46%</b>	<b>1%</b>	<b>1%</b>	<b>0.2%</b>
Band 8a	5	11	1	117	58	1	-	-	193	3%	6%	1%	61%	30%	1%	0%	0%
Band 8b	-	10		27	14	-	-	-	51	0%	20%	0%	53%	27%	0%	0%	0%
Band 8c	-	-		26	4	-	-	-	30	0%	0%	0%	87%	13%	0%	0%	0%
Band 8d	-	2		12	2	-	-	1	17	0%	12%	0%	71%	12%	0%	0%	6%
Band 9	-	-		5	1	1	-	-	7	0%	0%	0%	71%	14%	14%	0%	0%
VSM	1	2	1	6	2		-	-	12	8%	17%	8%	50%	17%	0%	0%	0%
Consultants	2	2	1	194	33	1	1	-	234	1%	1%	0%	83%	14%	0%	0.4%	0%
Locum Consultants	-	1	1	14	8	1	-	-	25	0%	4%	4%	56%	32%	4%	0%	0%
Doctors In Training	1	-	1	46	152	3	-	2	205	0%	0%	0%	22%	74%	1%	0%	1%
Trust Grade Doctor	-	3		42	25	2	-	-	72	0%	4%	0%	58%	35%	3%	0%	0%
Carerr Grade Doctor	-	2		30	8	-	-	-	40	0%	5%	0%	75%	20%	0%	0%	0%

In 2020 to 2021 45% of staff were married and 46% single. 4% of staff recorded being divorced, 1% recorded as being in a civil partnership, 1% were separated and 1% are widowed. 52 people chose not to specify or were recorded as unknown.

There were no significant trends to identify across staff groups, except for the highest result for staff members who identified as single came from Doctors in Training, with a total of 74% (152).

**2020/21 Marital Status by pay band**



	Band 2 & Under	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a+	Doctors	Total Trust
Unspecified	-	-	2	1			1	2	6
Widowed	8	5	4	-	4	1	-	1	23
Unknown	4	10	2	6	7	8	2	7	46
Single	220	137	103	438	312	159	81	226	1,676
Married	219	126	111	181	281	195	193	326	1,632
Separated	12	2	1	2	4	5	2	3	31
Divorced	34	20	11	14	20	19	25	8	151
Civil Partnership	13	8	5	7	6	5	6	3	53

**Workforce by Gender Reassignment**

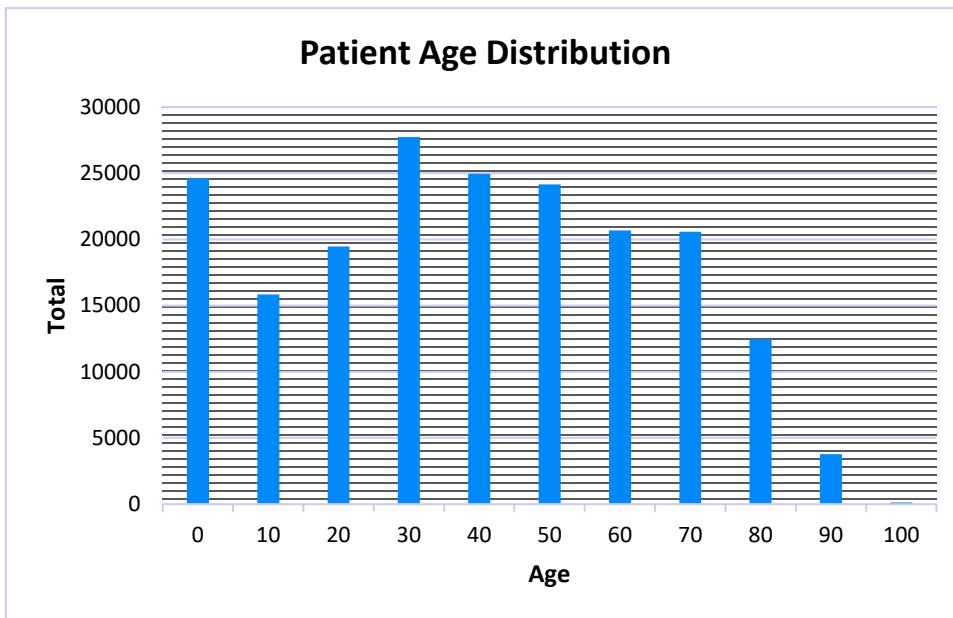
The Trust does not have sufficient workforce information at present on gender reassignment to run meaningful workforce reports on this protected characteristic. We fully recognise that for many people, undergoing gender reassignment can be a very sensitive time. We strive to foster an inclusive and accepting culture and are working to ensure that the appropriate support is in place for all our employees to be able to disclose their data under this protected characteristic in a confident way. We are also reviewing our internal systems to capture gender expression and multiple gender identities. We will be looking at ways to sensitively collect this data and improve the experiences of staff who identify under this protected characteristic.

## **Volunteers**

For the period April 2020 - March 2021 we have appointed 133 volunteers of which 60 have left.

The number of volunteers appointed is unusually low for a year-long period. Prior to Covid19, we anticipated the recruitment of 300-400 volunteers. Post March 2020, we experienced unusually low numbers of enquiries to volunteer. We made the decision to continue to recruit volunteers, not knowing when they would be eligible to commence in role. Between March 2020 and June 2021, we did not have any active volunteers onsite within the Trust and only a handful of digitally active volunteers.

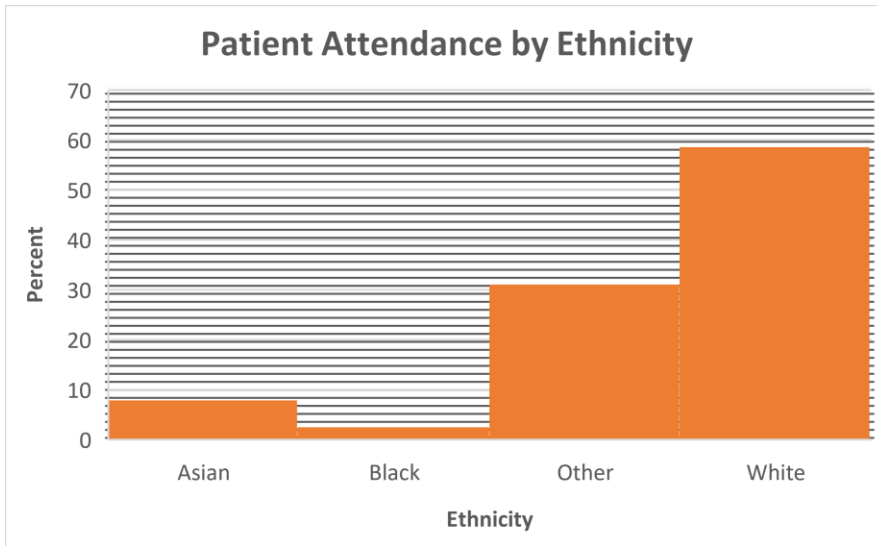
The attrition of 60 volunteers is therefore lower than we would have expected. It indicates that the majority of our 400 strong volunteer-force were willing to continue to wait loyally until they were once again eligible to volunteer under Trust guidelines. This is reflected once again in our healthy recruitment numbers, appropriating 60 volunteers per recruitment cycle following the reinstatement of volunteers active on site from June 2021.



Age Range	Total	Proportion in Range
0	24616	12.6
10	15847	8.2
20	19462	10
30	27726	14.3
40	24964	12.8
50	24152	12.4
60	20687	10.6
70	20587	10.6
80	12486	6.4
90	3772	1.9
100	130	0.07
	194429	100

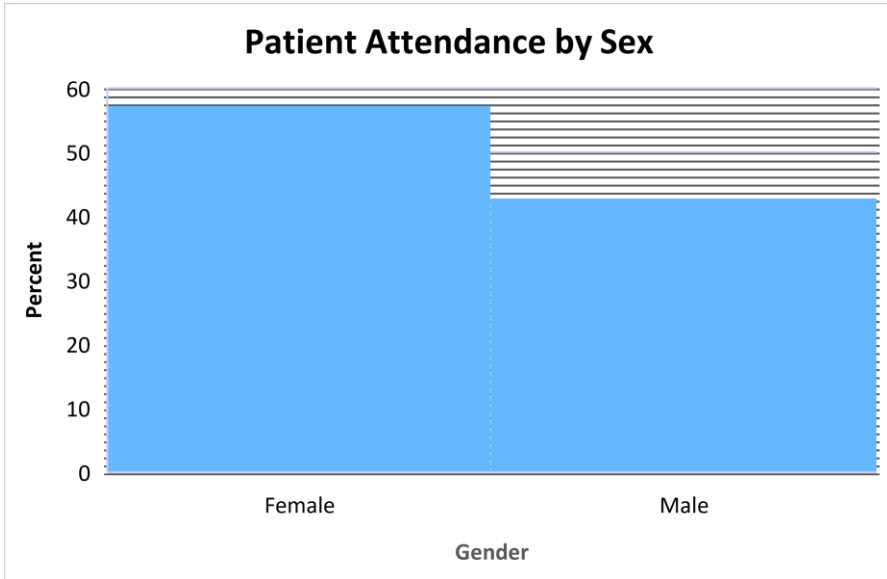
The data above provides a breakdown of patients who accessed the trust's services between January 2021 and December 2021. It shows that 30- 40-year-olds make up the highest proportion of service users. Patients between 40- 60 years old also score highly, closely followed by 0–1-year-olds. Patients aged 80-100+ accounted for the lowest proportion of service users during this period.





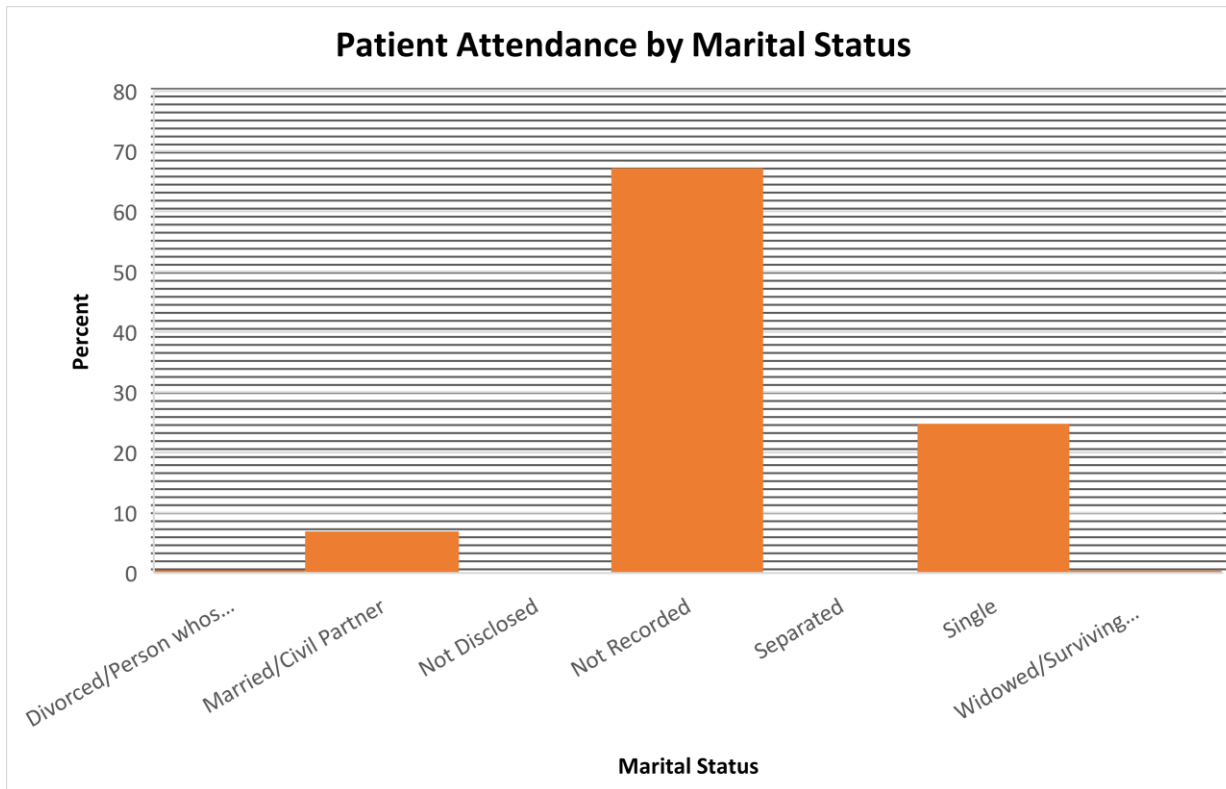
Racial Origin	Total	Percentage
Asian	15326	7.9
Black	4828	2.5
Other	60453	31.1
White	113825	58.5
	194432	

The data above shows 58.5% of our patients who visited the trust in 2021 identified as White, 7.9% identified as Asian and 2.5% identified as Black, showing a total of 10.4% as BME. It is acknowledged that further work needs to be done to encourage accurate recording of patient ethnicity



Sex Description	Number	Percentage
Female	111232	57.2
Male	83117	42.8
	194349	100

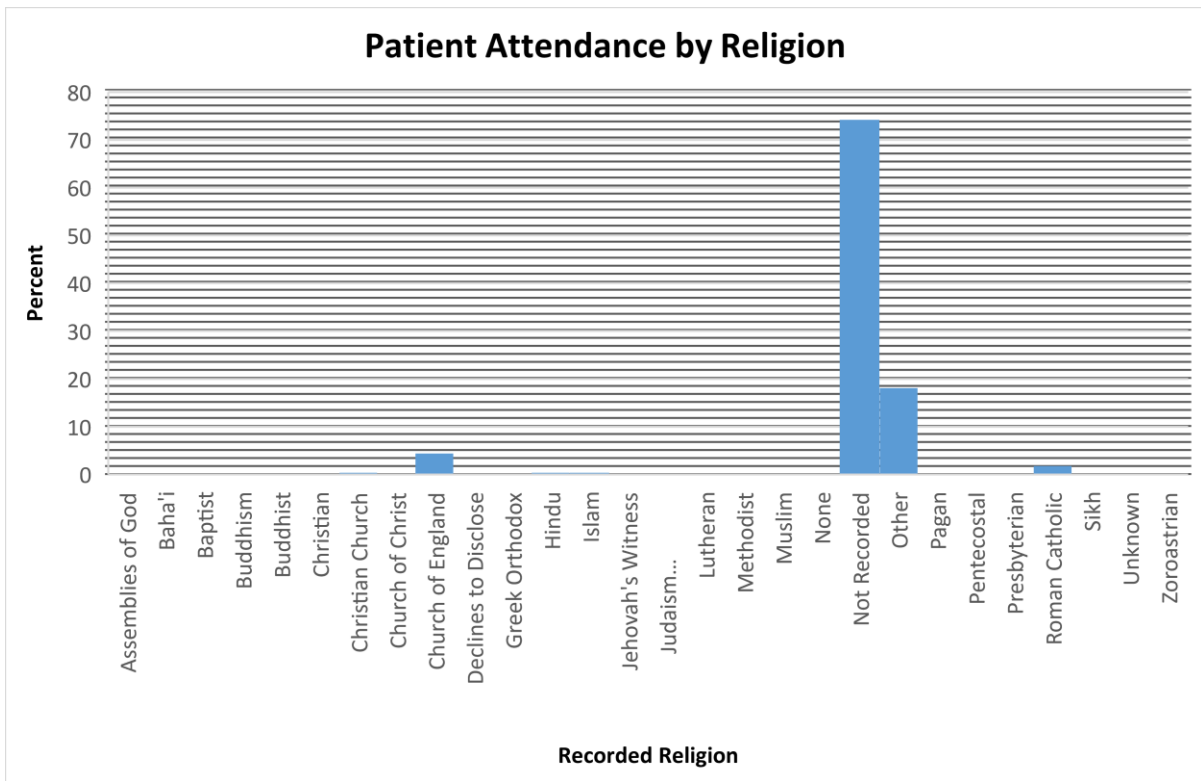
From January 2021 to December 2021, 57.2% of patients identified as female and 42.8% of patients identified as male.



Marital Status	Number	Percentage
Divorced/Person whose Civil Partnership has been dissolved	945	0.49
Married/Civil Partner	13408	6.9
Not Disclosed	259	0.1
Not Recorded	130733	67.2
Separated	200	0.1
Single	48163	24.8
Widowed/Surviving Civil Partner	724	0.4
	194432	100

The data above shows most patients attending the trust in 2021 were single at 24.8%. However, with 67.2% of patient's marital status unrecorded, this data is likely to be unreliable. Further work needs to be done to ensure accurate recording.

Religion



Religion	Assemblies of God	Baha'i	Baptist	Buddhism	Buddhist	Christian	Christian Church	Church of Christ	Church of England	Declines to Disclose	Greek Orthodox	Hindu	Islam	Jehovah's Witness	Judaism (Jewish, Hebrew)	Lutheran	Methodist	Muslim	None	Not Recorded	Other	Pagan	Pentecostal	Presbyterian	Roman Catholic	Sikh	Unknown	Zoroastrian
Number	1	3	16	31	3	95	686	1	8541	6	27	693	816	44	78	1	27	59	101	144189	35216	2	3	7	3473	108	203	2
Percentage	0.0005	0.002	0.008	0.02	0.002	0.05	0.4	0.0005	4.4	0.003	0.01	0.4	0.4	0.02	0.04	0.0005	0.01	0.03	0.05	74.2	18.1	0.001	0.001	0.004	1.8	0.06	0.1	0.001
Total	194432																											

From January 2021 to December 2021, data collection from patients regarding their religious beliefs was poor. 74.2% of responses were not recorded, therefore no sound conclusion can be drawn from this data and further work is required to encourage accurate data collection for this protected characteristic. Data is currently not available to identify patients accessing the service across the following protected characteristics:

- Disability
- Gender Reassignment
- Sexual Orientation
- Pregnancy/Maternity

## Appendix 3

### Our Local Population

#### Kingston Hospital covers 5 main boroughs:

• Kingston Upon Thames • Richmond Upon Thames • Merton • Roehampton and Putney and • East Elmbridge, below is a snapshot of the population demographics we serve.

**Kingston Upon Thames** is The Royal Borough of Kingston upon Thames in South West London and has the smallest population of any borough in London after Kensington and Chelsea and is the seventh smallest borough in terms of geographical area.

There are **176,107** people living in the borough according to the Office for National Statistics (ONS) of these:

- 21.7% are children/young people (0 to 17 years old),
- 65% are people of working age (18 to 64 years old) and
- 13.3% are aged 65 or over.

Like much of London, when compared to England, Kingston has a young population with a median age of 36.2 years. Despite this young profile, there are a considerable number of residents living into their 90s and beyond.

Just over two thirds (69%) of Kingston residents are white with almost one-third (31%) are from black, Asian and minority ethnic (BAME) communities, comprising of Asian ethnicity 20%, mixed ethnicity 5%, black ethnicity 3.1%, Arab 2.1% and other ethnic groups 1.4% (2017).

The 2011 Census results put Kingston's Korean population at 2.2% of the borough total. The Korean population proportion in New Malden is estimated to be the largest in Europe due to Kingston's high Korean, Sri Lankan and Tamil populations these groups make up 50% of the Asian/Asian British Category - this is almost double the London average of 26%.

The BAME population in Kingston is projected to increase to 36% over the next decade (from 2017 to 2027), with the greatest increase in the Asian ethnic group. 39% of children and young people aged 20 years and under are from BAME groups and this cohort is projected to increase to 44.7% by 2027. 15.2% of people aged 65 and above are from BAME groups and this is projected to increase to 21.4% by 2027.

### ***Richmond Upon Thames***

Most residents in the Richmond borough are White British, this proportion has fallen from 78.72% in 2001 to 66.8% in 2019. The borough is less ethnically diverse than London but generally more diverse than England overall with some notable exceptions.

<https://data.kingston.gov.uk/wp-content/uploads/2018/06/RBK-PHK-ReportANNEX-FINAL-1.pdf>

<https://www.datarich.info/population/>

London has a considerably higher proportion of people in the ethnic group Asian/Asian British: Pakistani (3% London compared to 0.9% Richmond) and the ethnic groups of Black Caribbean (0.5% in Richmond compared to 3.8% in London) and Black African (1% in Richmond compared to 7.2% in London).

There are 199,419 people living in the Borough, with a dominantly female population (51%). The highest age group is 35 to 44 and 70 years and older accounts for 11% of the population compared to London where it is 8.3%.

### ***Roehampton and Putney***

West Putney is a ward in Wandsworth and includes areas of Putney and Roehampton. In the 2011 census the population of West Putney was 14,742 and is made up of approximately 53% females and 47% males. The average age of people in West Putney is 37, while the median age is lower at 34. 62.1% of people living in West Putney were born in England.

35.6% of people are married and 36.2% are single and have never married or been in a registered same sex partnership, 9.0% are separated or divorced.

The top 3 occupations listed by people in West Putney are Professional 26.8%, Associate professional and technical 19.5%, Managers, directors and senior officials 14.2% and Business, media and public service professionals 12.2%.

The religious make up of West Putney is 58.4% Christian, 23.1% No religion, 6.0% Muslim, 1.3% Hindu, 1.1% Buddhist, 0.8% Jewish, 0.2% Sikh, 0.1% Agnostic.

## **Merton**

In 2014, just over half the borough was female (50.6%) and the borough had a similar age profile to London as a whole. One in three households in Merton were 'single households' (individuals living alone), which is the most common type of household in the borough. This is closely followed by 'family households with dependent children' which make up one in four households in the borough – nearly half of Merton residents live in these households.

Based on the Greater London Authority (GLA) trend-based projections, Merton's population is projected to increase by 13,245 people between 2014 and 2020. A significant feature of Merton's projected population in 2020 is the changing age profile of the borough's residents, with the most notable growth in those under the age of 16 years and those over 50 years old, with a decline in the proportion of people between the age of 25-35 years old. Looking at the ratio between the working age and non-working age populations (the age dependency ratio) we see a slight decrease in the proportion of the working age population from 69% in 2011 to 67.5% in 2014.

The ethnic composition of the borough is forecast to change, with the proportion of people from a Black, Asian & Minority Ethnic (BAME) background increasing from 37% in 2014 to 40% in 2020. The GLA population projection data for 2014 shows Merton's current BAME population to be 76,188. At the time of the 2011 Census, BAME groups in Merton made up 35.1% of the 3 Data taken from <http://west-putney.localstats.co.uk/censusdemographics/england/london/wandsworth/west-putney>

Data taken from <https://www.merton.gov.uk/jsna/merton-the-place-and-the-people/the-people> shows the population was lower than the percentage for London (40.2%).

## **East Elmbridge**

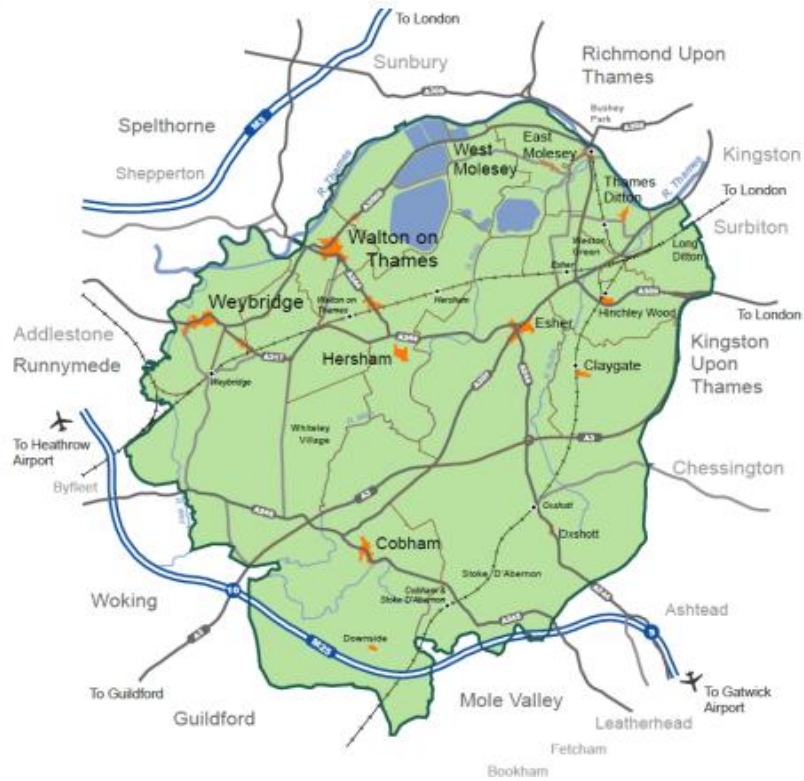
In 2017, Elmbridge had a population of 132,670. The ethnic composition of the borough was that 12.8% of people were from a Black, Asian & Minority Ethnic (BAME) background. 9.7% of this group were designated as non-white ethnic groups with 1.9% Indian. 79.9% were designated as White British which is just higher than the English average of 79.8%.

## Map of Elmbridge Borough

### KEY

-  Motorway
-  A Roads
-  B Roads
-  Railway
-  Rivers
-  Ward Boundary
-  Borough Boundary
-  Town & Village Centres
-  Open Water
-  Railway Stations

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59.6% of the population were of working age and 19.9% were over 65 years of age. The average age of people in Elmbridge is 40, while the median age is also 40. Females were again the largest percentage at 51.7%. Religion in Elmbridge was recorded as 64.2% Christian, 1.2% Hindu, 1.8% Muslim with 6.8% recorded as Other. 23.4% stated they had no religion. 93.4% of people living in Elmbridge speak English. The other top languages spoken are 0.7% Polish, 0.5% Korean, 0.4% Spanish, 0.4% French, 0.3% German, 0.3% Portuguese, 0.3% Italian, 0.3% Arabic, 0.2% Dutch. The top 3 occupations listed by people in Elmbridge were Professional (24.4%), Managers, directors and senior officials (18.7%), and Associate professional and technical (17.7%)

Data taken from <https://www.elmbridge.gov.uk/council/population-and-demographics>