

## Cambridge University Hospitals NHS Foundation Trust workforce profile, as at 31 March 2022

### Introduction

This report outlines the profile of the workforce at Cambridge University Hospitals NHS Foundation Trust (CUH) as a snapshot in time at 31 March 2022, as part of the Trust's obligations under the Public Sector Equality Duty and the Equality Act 2010.

Data in this report has been obtained from the Trust's Electronic Staff Record (ESR) and its accuracy and completeness is therefore dependent on the personal characteristic information that staff have chosen to share. Work is ongoing to improve the data recorded about staff across all protected characteristics and encourage staff to share this information.

Total staff headcount at 31 March 2022 was 11,799. This includes all staff contracted to Cambridge University Hospitals, and does not include bank or agency staff, those on honorary contracts or staff employed by the Addenbrooke's Charitable Trust.

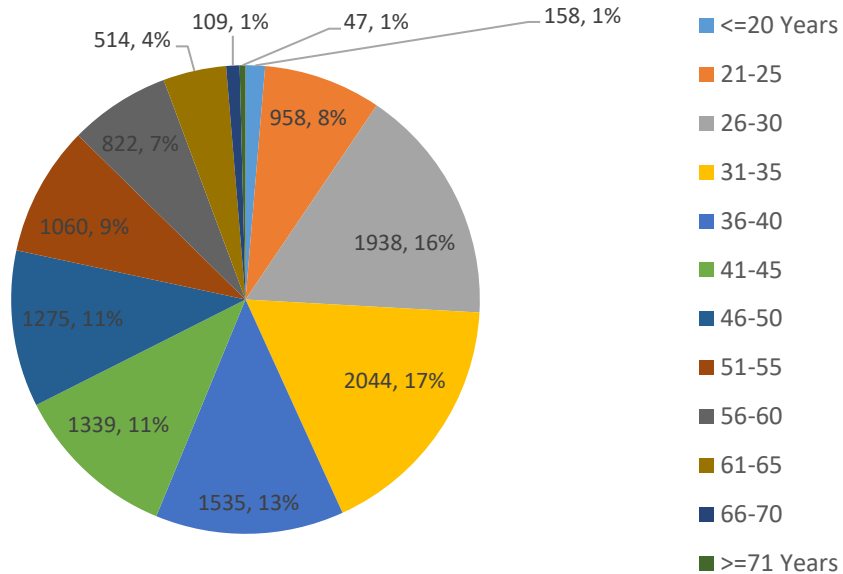
The following sections detail the staff profile, overall and by pay band, by six of the protected characteristics within the Equality Act 2010: age, disability, ethnic origin, gender, religious belief and sexual orientation. Where highlighting the spread by individual pay bands could identify individual staff with particular protected characteristics because numbers are low, pay bands have been grouped together in clusters. Where headcount is less than 10 within these clusters, figures have been removed and replaced with an asterisk (\*) to maintain confidentiality.

## Age

Table 1: staff in post by age and pay band as at 31 March 2022

	<=20	21-30	31-40	41-50	51-60	61-70	>=71	TOTAL
<b>Apprentice</b>	7	8	1	0	1	1	0	<b>18</b>
<b>Band 2</b>	116	404	271	260	221	110	13	<b>1395</b>
<b>Band 3</b>	26	307	286	211	205	94	8	<b>1137</b>
<b>Band 4</b>	6	250	211	177	197	80	10	<b>931</b>
<b>Band 5</b>	1	912	831	416	282	99	2	<b>2543</b>
<b>Band 6</b>	0	536	624	390	277	79	5	<b>1911</b>
<b>Band 7</b>	0	165	452	429	274	68	0	<b>1388</b>
<b>Band 8a</b>	0	30	141	166	105	18	0	<b>460</b>
<b>Band 8b</b>	0	1	29	66	38	12	0	<b>146</b>
<b>Band 8c</b>	0	0	17	40	35	6	1	<b>99</b>
<b>Band 8d</b>	0	0	4	14	9	2	0	<b>29</b>
<b>Band 9</b>	0	0	8	14	12	3	0	<b>37</b>
<b>Directors VSM</b>	0	0	3	6	5	4	0	<b>18</b>
<b>M&amp;D Trainee</b>	2	227	389	49	6	0	2	<b>675</b>
<b>M&amp;D Career Grade</b>	0	56	145	39	16	2	0	<b>258</b>
<b>M&amp;D Consultant</b>	0	0	167	337	199	45	6	<b>754</b>
<b>TOTAL</b>	<b>158</b>	<b>2896</b>	<b>3579</b>	<b>2614</b>	<b>1882</b>	<b>623</b>	<b>47</b>	<b>11799</b>

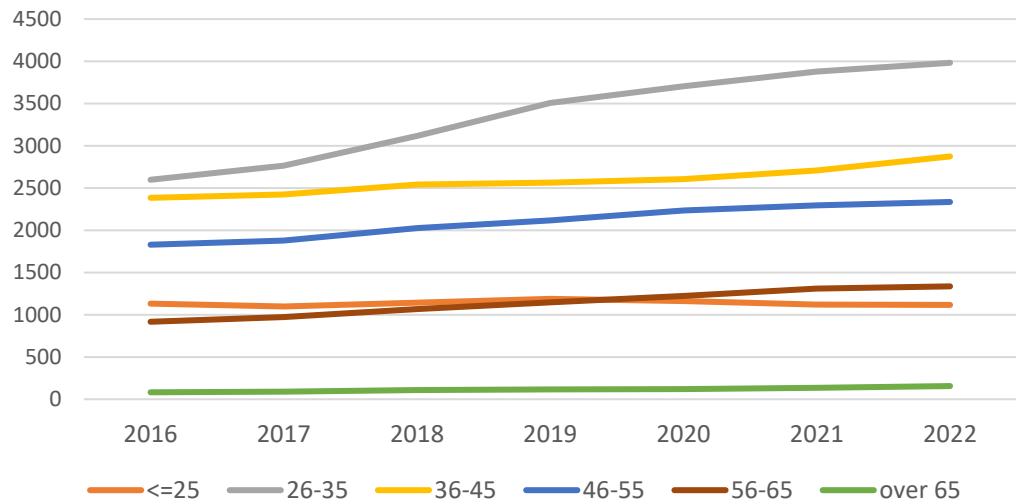
**Staff in post as at 31 March 2022 by age group**



*Chart 1: Staff in post as at 31 March 2022 by age*

The largest age group in the workforce is now those aged 31-35 (17.3%) followed by 26-30 (16.4%).

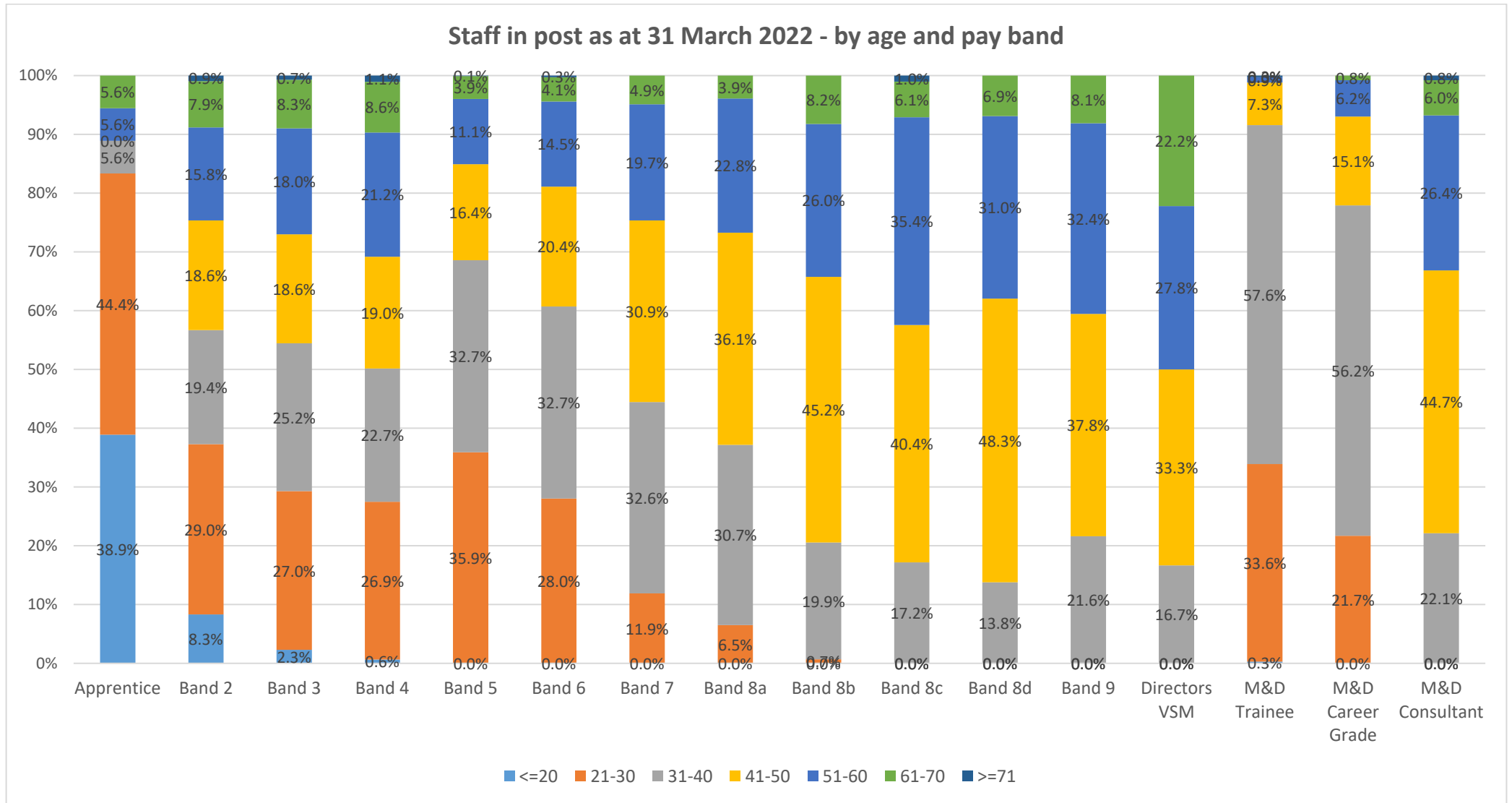
**Staff in post 2016-2022 by age**



*Chart 2: Staff in post 2016-2022 by age*

All age groups except the under 25s have increased in number since 2016, with the 36-45 age group seeing the sharpest increase in headcount.

Chart 3: Staff in post as at 31 March 2022, age profile by pay band



As would be expected, the age profile of the workforce generally increases with progression through the pay bands, with those aged 30 and under primarily concentrated in pay bands 7 and below. In contrast, the distribution of those aged 51-70 is more evenly spread throughout the range of pay bands.

## Disability

Table 2: staff in post by recorded disability and pay band group as at 31 March 2022

	Recorded a disability	Recorded no disability	Unknown	TOTAL
Apprentices & Bands 1-4	230	2765	486	3481
Bands 5-7	222	4525	1095	5842
Bands 8a-8d	23	549	162	734
Band 9 & VSM	1	41	13	55
M&D - Trainee	11	536	128	675
M&D - Career grade	4	236	18	258
M&D - Consultant	7	568	179	754
<b>TOTAL</b>	<b>498</b>	<b>9220</b>	<b>2081</b>	<b>11799</b>

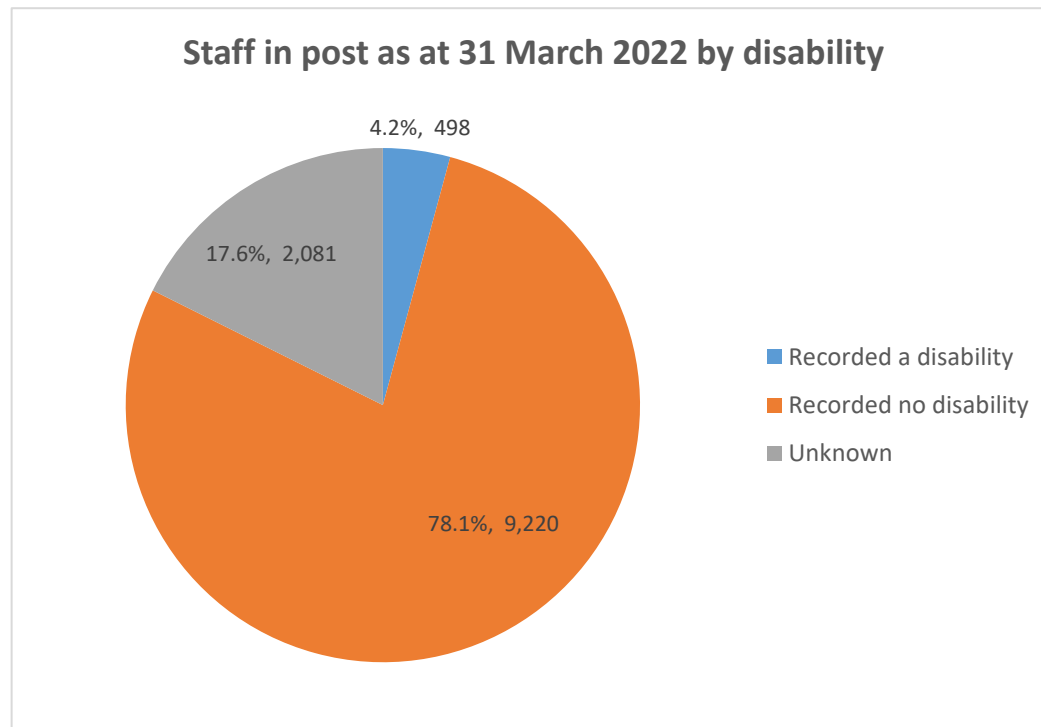
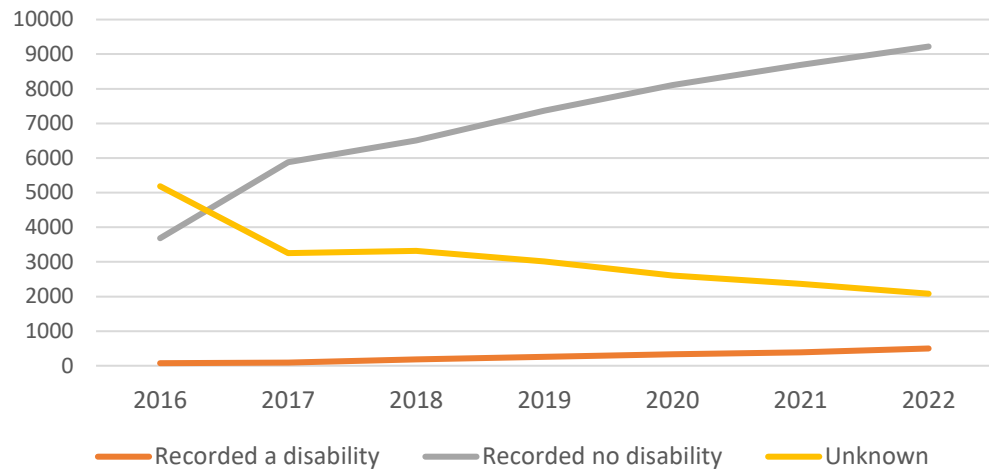


Chart 4: Staff in post as at 31 March 2022 by recorded disability

4.2% of the workforce have recorded a disability, up from 3.4% last year. A significant proportion (17.6%, down from 20.4% last year) are unknown but only 29 (0.2%) of staff have actively stated that they prefer not to say.

This compares with 20.5% of staff who stated they have a disability or health condition in the annual staff survey and 22% of the national working age population (23% locally in Cambridgeshire, according to the 2011 population census).

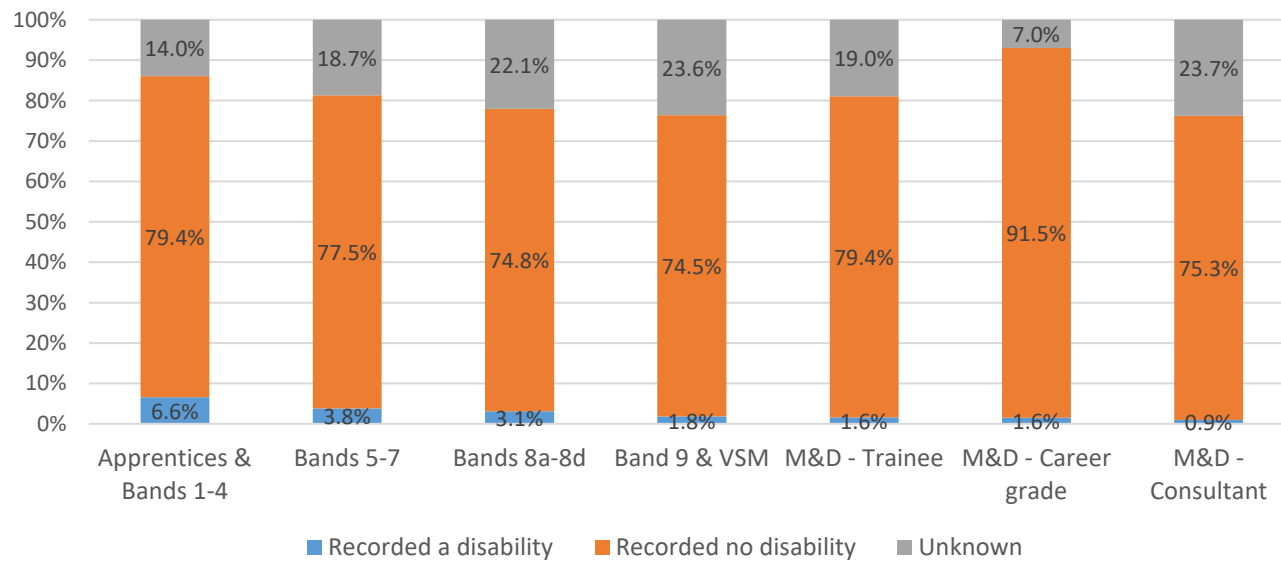
**Staff in post 2016-2022 by disability**



*Chart 5: Staff in post 2016-2022 by recorded disability*

Numbers of those recording a disability has steadily increased since 2016, with the number of those recorded as unknown continuing to decrease.

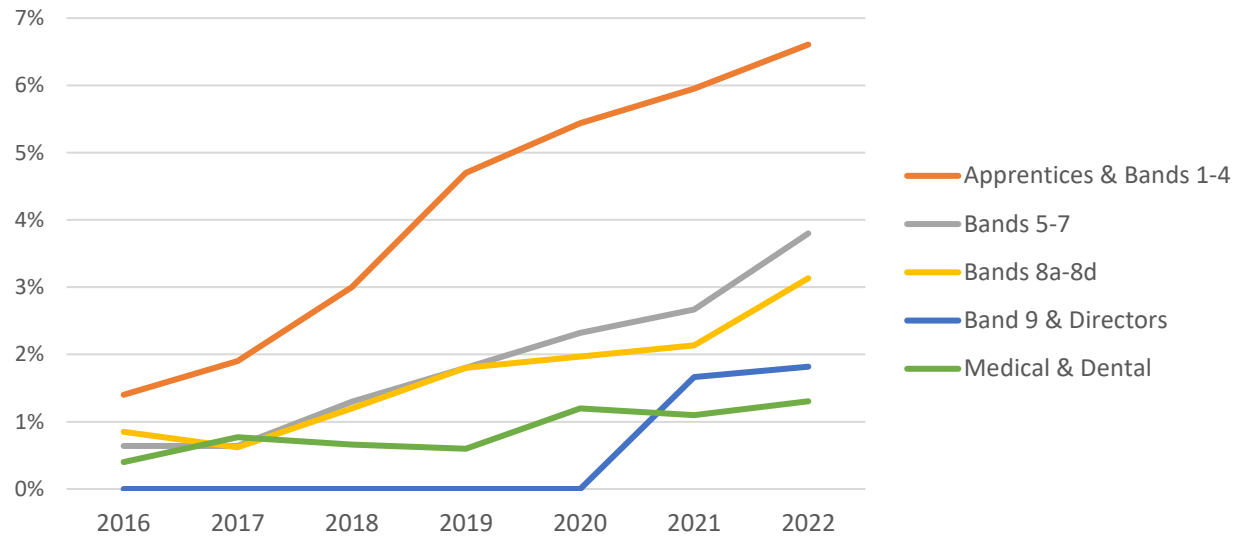
**Staff in post as at 31 March 2022 by disability and pay band grouping**



*Chart 6: Staff in post as at 31 March 2022, recorded disability by pay band group*

Staff recording a disability are much more likely to be found in the lower pay bands (apprentices and Bands 1-4), with the proportion decreasing as seniority increases.

### Staff in post 2016-2022 - disabled staff as % of pay band grouping



*Chart 7: Staff in post 2016- 2022, recorded disability by pay band group*

The percentage of staff sharing that they have a disability in each pay band group has increased since 2016, with Medical and Dental dipping slightly in 2021.

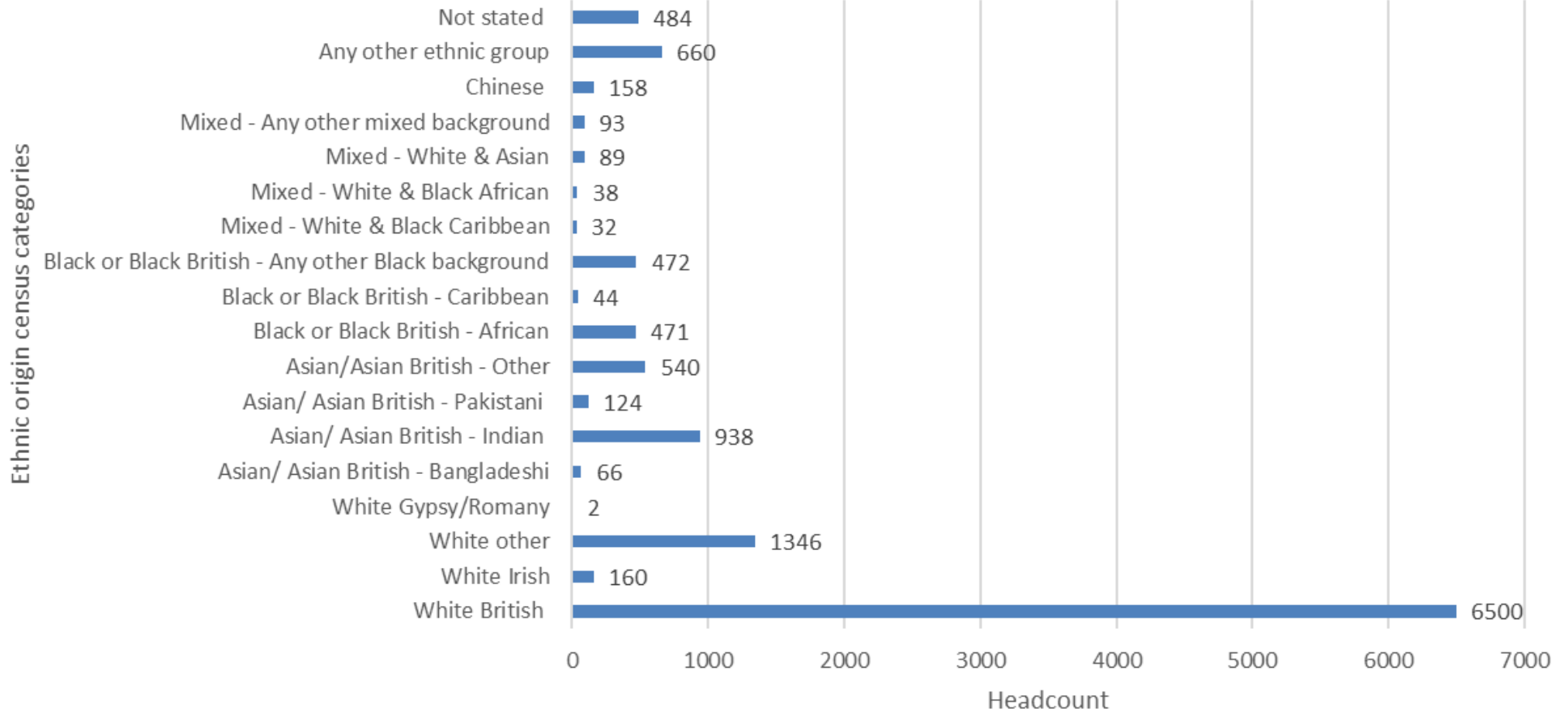
## Ethnic Origin

Table 4: staff in post as at 31 March 2022 by ethnic origin (White and BME) and pay band

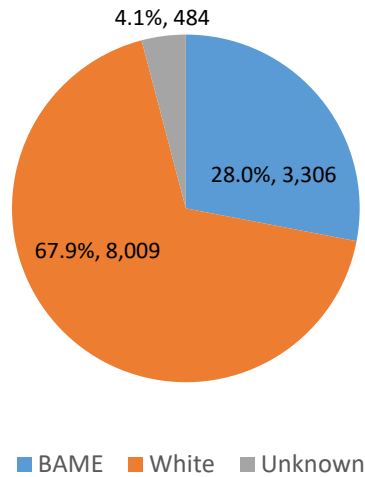
Ethnic origin	BME	White	Unknown	TOTAL
Apprentice	3	15	0	18
Band 2	325	1020	50	1395
Band 3	303	806	28	1137
Band 4	118	796	17	931
Band 5	1184	1219	140	2543
Band 6	472	1344	95	1911
Band 7	176	1176	36	1388
Band 8A	52	404	4	460
Band 8B	13	133	0	146
Band 8C	12	85	2	99
Band 8D	1	27	1	29
Band 9	2	35	0	37
Directors VSM	1	15	2	18
M&D - Trainee	276	330	69	675
M&D - Career Grade	146	102	10	258
M&D - Consultant	222	502	30	754
<b>TOTAL</b>	<b>3,306</b>	<b>8,009</b>	<b>484</b>	<b>11,799</b>



## Staff profile by ethnic origin as at 31 March 2022



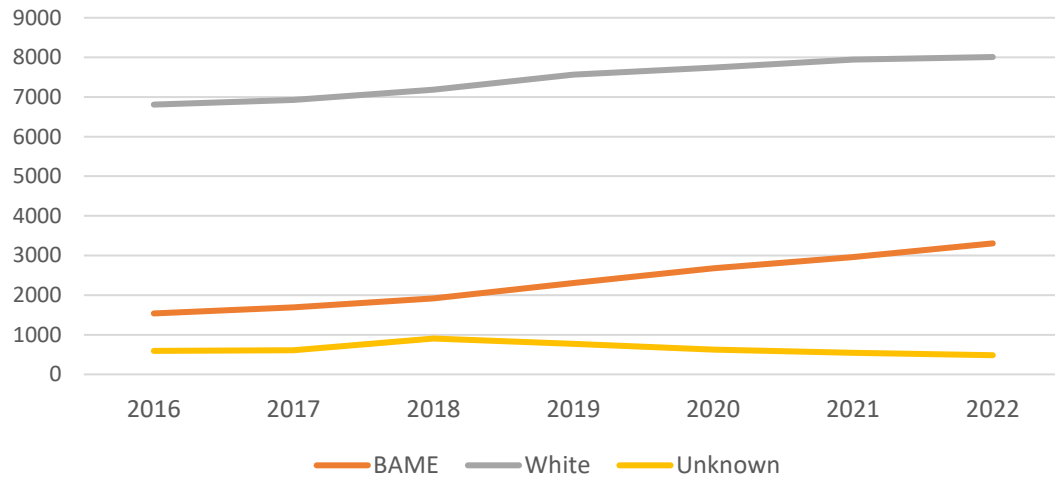
**Staff in post as at 31 March 2022 by ethnic origin**



*Chart 9: staff in post as at 31 March 2022 by ethnic origin (White and BME)*

28% of CUH staff describe their ethnic origin as Black, Asian or another ethnic minority, a much greater proportion than locally in Cambridgeshire (7.4% based on the 2021 census). 67.9% of staff describe their ethnic origin as White.

**Staff in post 2016-2022  
Ethnic origin**

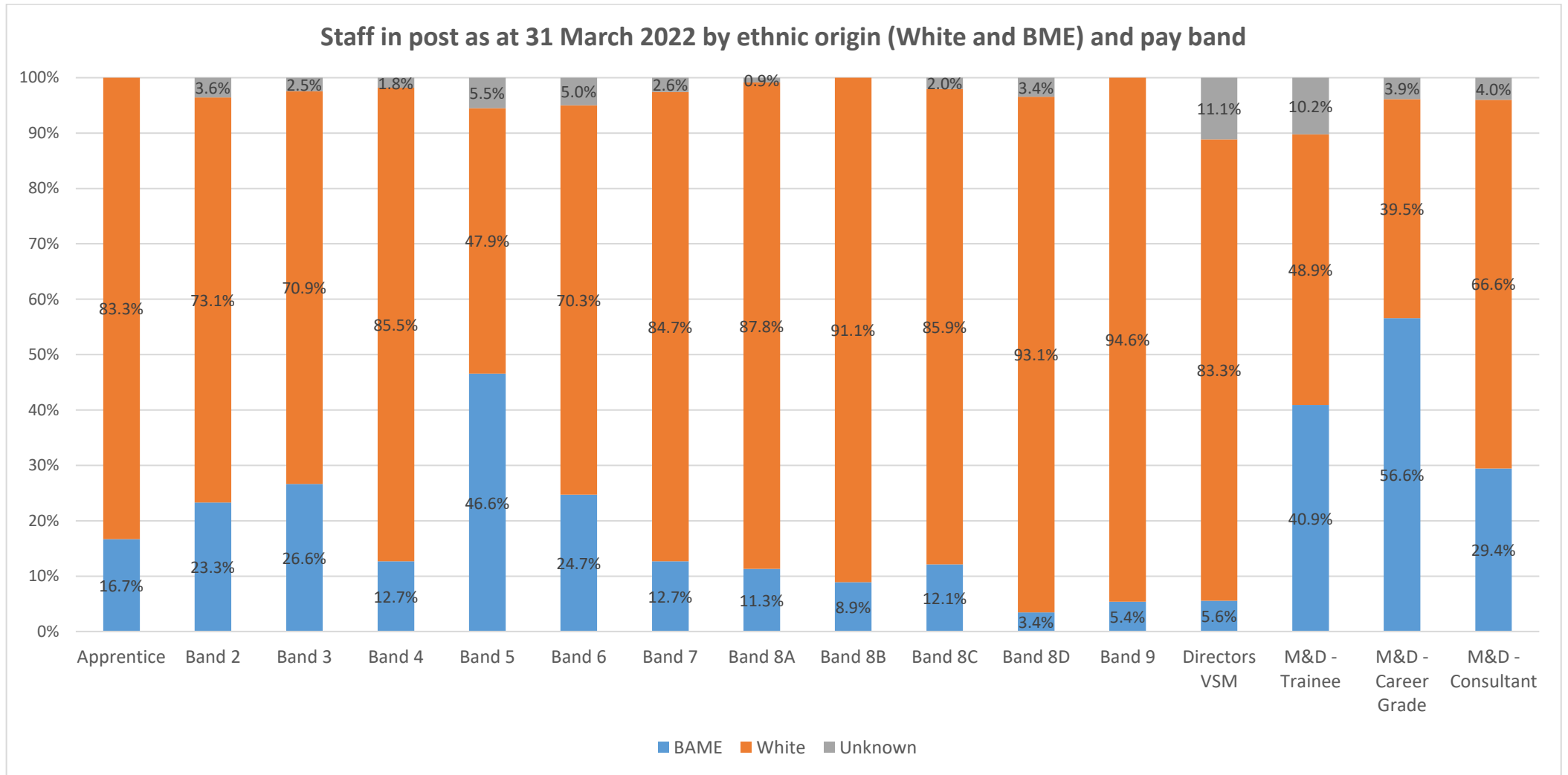


*Chart 10: staff in post 2016-2022 by ethnic origin (White and BME)*

Proportionally the number of BME staff is increasing at a faster rate than the number of White staff.

The number of staff without their ethnicity recorded continues to decrease since 2018.

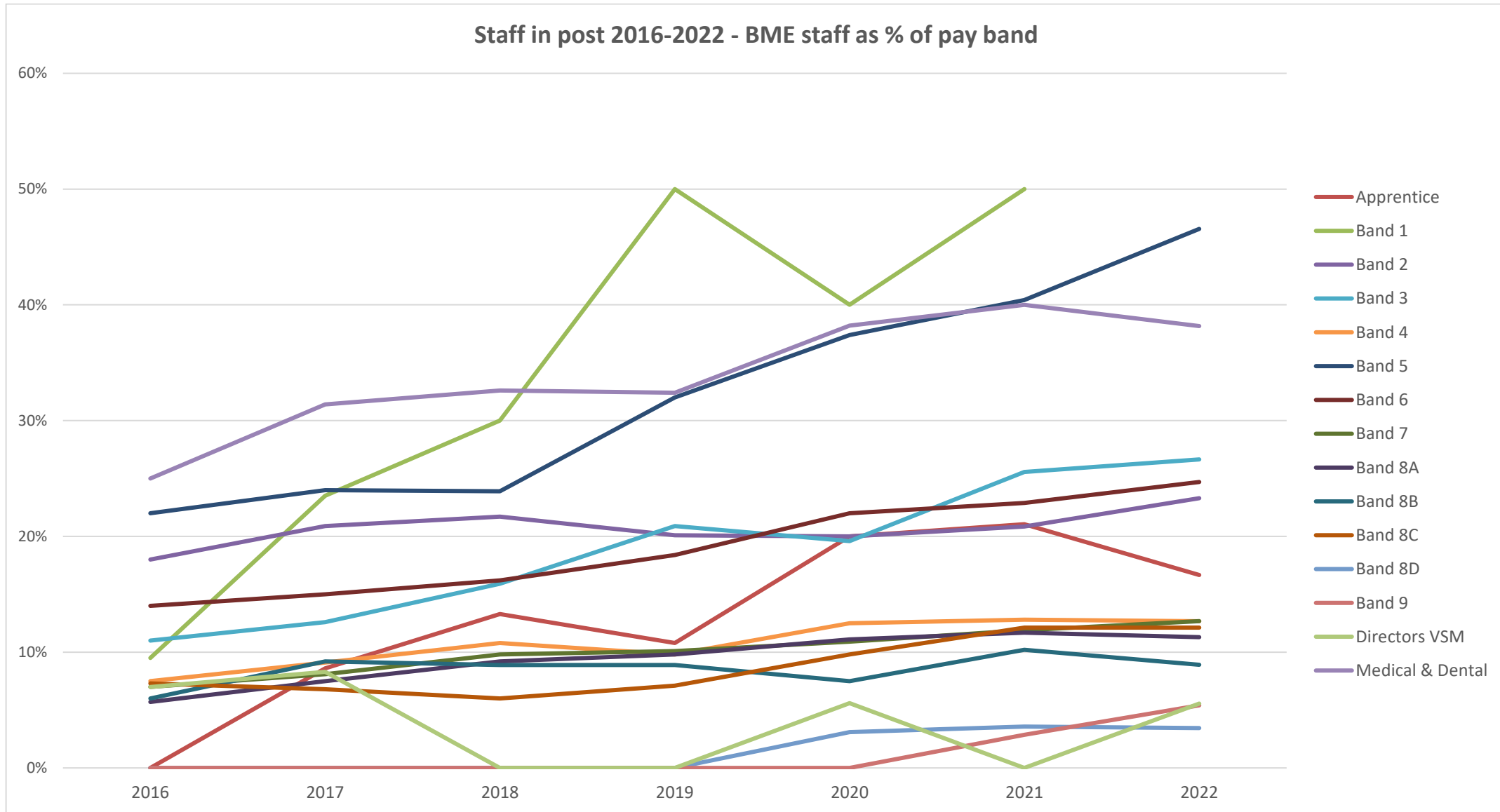
Chart 11: Staff in post as at 31 March 2022, ethnic origin (White and BME) by pay band



High proportions of BME staff are seen particularly at Band 5 and in the more junior medical and dental roles, with a much lower proportion in each of the more senior pay bands.

As part of the WRES Model Employer targets, CUH should be aiming for 1 in 4 posts to be held by an individual from a BME background, based on the overall profile of the workforce.

Chart 12: Staff in post 2016- 2022, BME staff by pay band



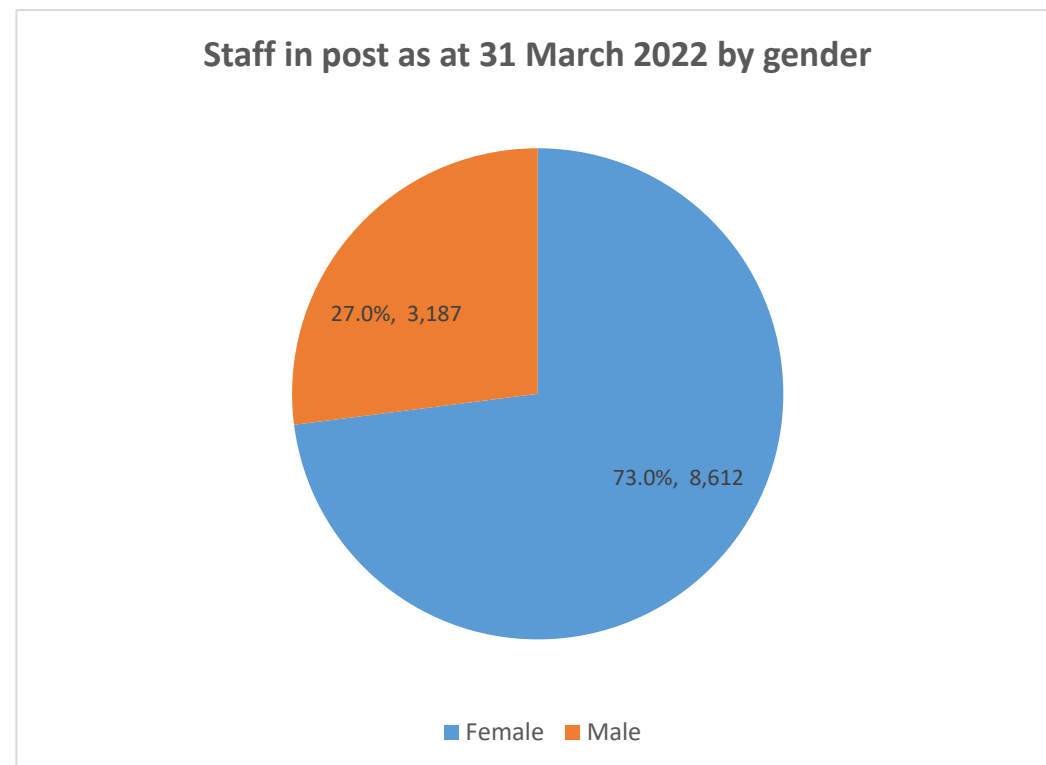
The percentage of BME staff has steadily increased in many pay bands, although with a drop in band 4 and some senior management roles (8a, 8b, 8d). There is an increase in the proportion of VSM and Band 9 staff from BME backgrounds, albeit still much lower than the 25.8% of the overall workforce.

## Gender

Table 9: staff in post as at 31 March 2022 by gender and pay band

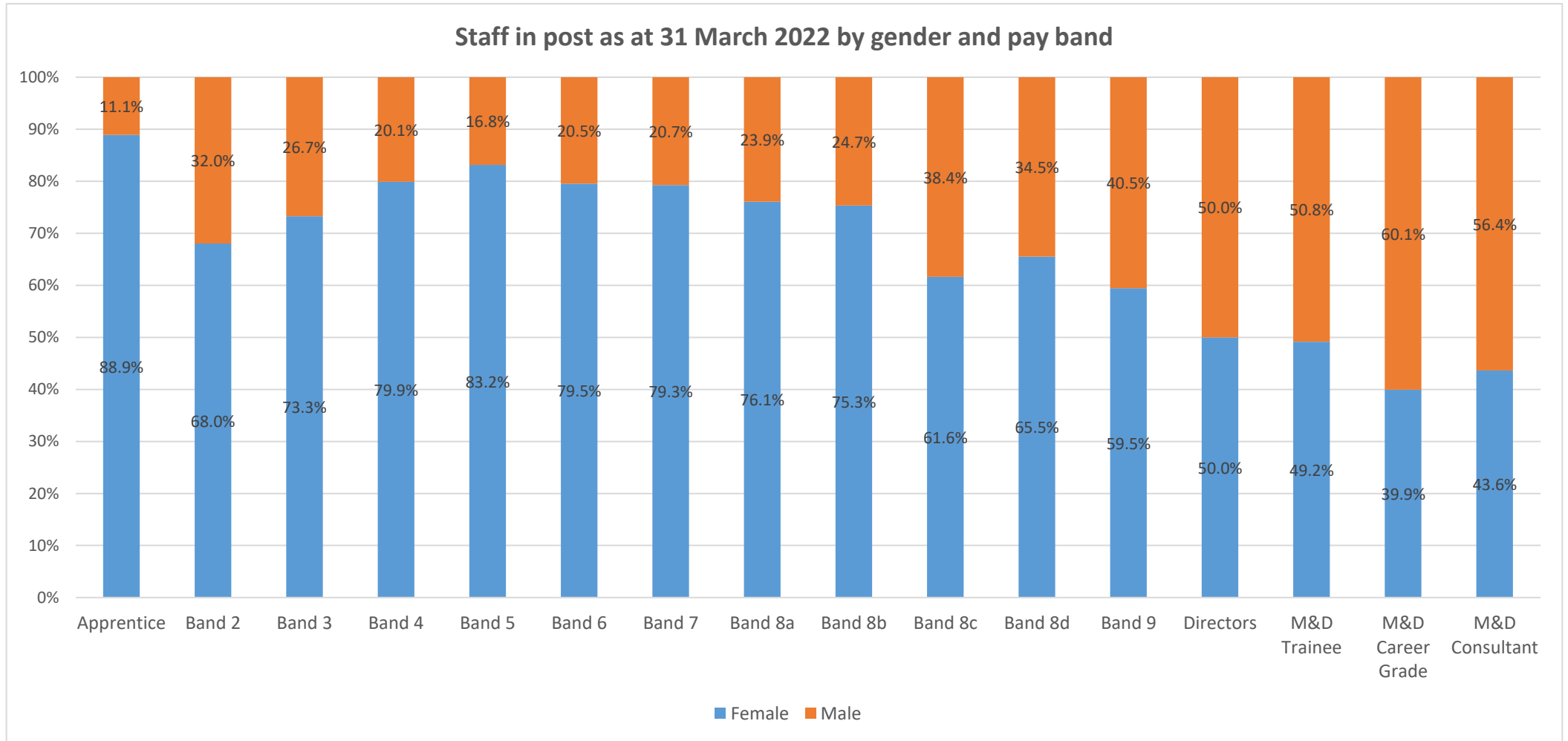
	Female	Male	TOTAL
<b>Apprentice</b>	16	2	18
<b>Band 2</b>	949	446	1395
<b>Band 3</b>	833	304	1137
<b>Band 4</b>	744	187	931
<b>Band 5</b>	2115	428	2543
<b>Band 6</b>	1520	391	1911
<b>Band 7</b>	1100	288	1388
<b>Band 8a</b>	350	110	460
<b>Band 8b</b>	110	36	146
<b>Band 8c</b>	61	38	99
<b>Band 8d</b>	19	10	29
<b>Band 9</b>	22	15	37
<b>Directors</b>	9	9	18
<b>M&amp;D Trainee</b>	332	343	675
<b>M&amp;D Career Grade</b>	103	155	258
<b>M&amp;D Consultant</b>	329	425	754
<b>TOTAL</b>	<b>8,612</b>	<b>3,187</b>	<b>11,799</b>

Chart 13: staff in post as at 31 March 2022 by gender

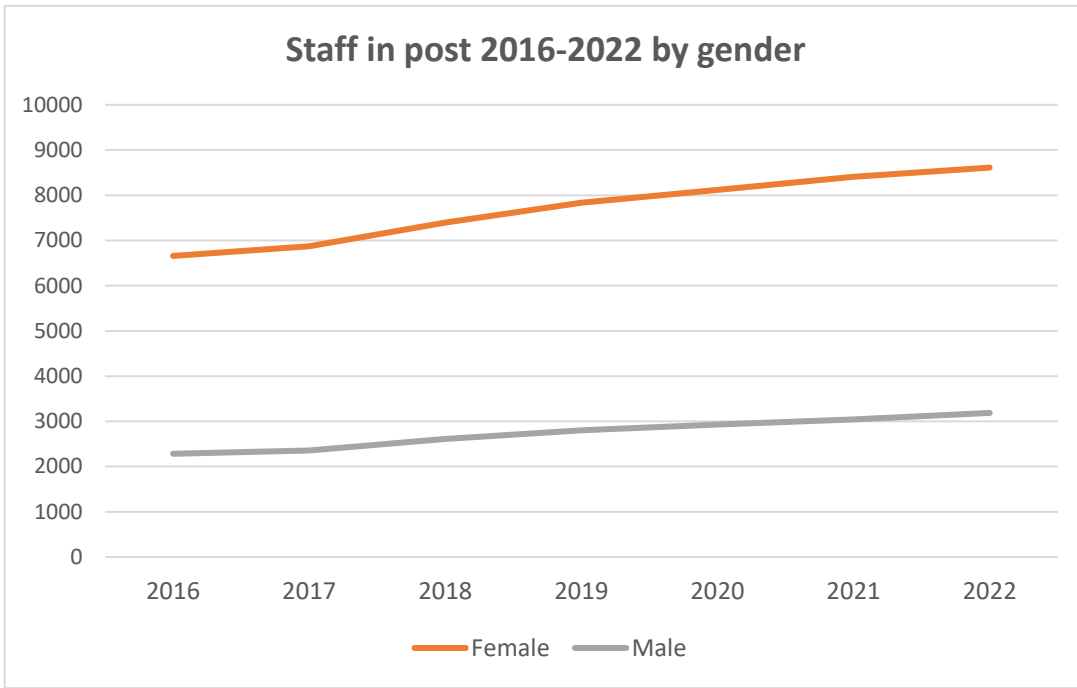


73.0% of CUH staff are female, compared with 27.0% male. The Electronic Staff Record does not currently have fields to record different gender identities and we therefore do not have data about non-binary staff beyond the male/female options available.

Chart 14: staff in post as at 31 March 2022 by gender and pay band



While the CUH workforce is majority female, this is exaggerated in Bands 4-8B, and still a majority in the more senior pay bands although the proportion of males increases from Band 8c and above. There is a 50:50 split at Director level. Males make up the majority of the workforce at Career Grade and Consultant Medical and Dental staff.



*Chart 15: staff in post 2016-2022 by gender*

Numbers of both male and female staff have increased approximately in proportion since 2016, with very little variance in proportion of male and female staff.

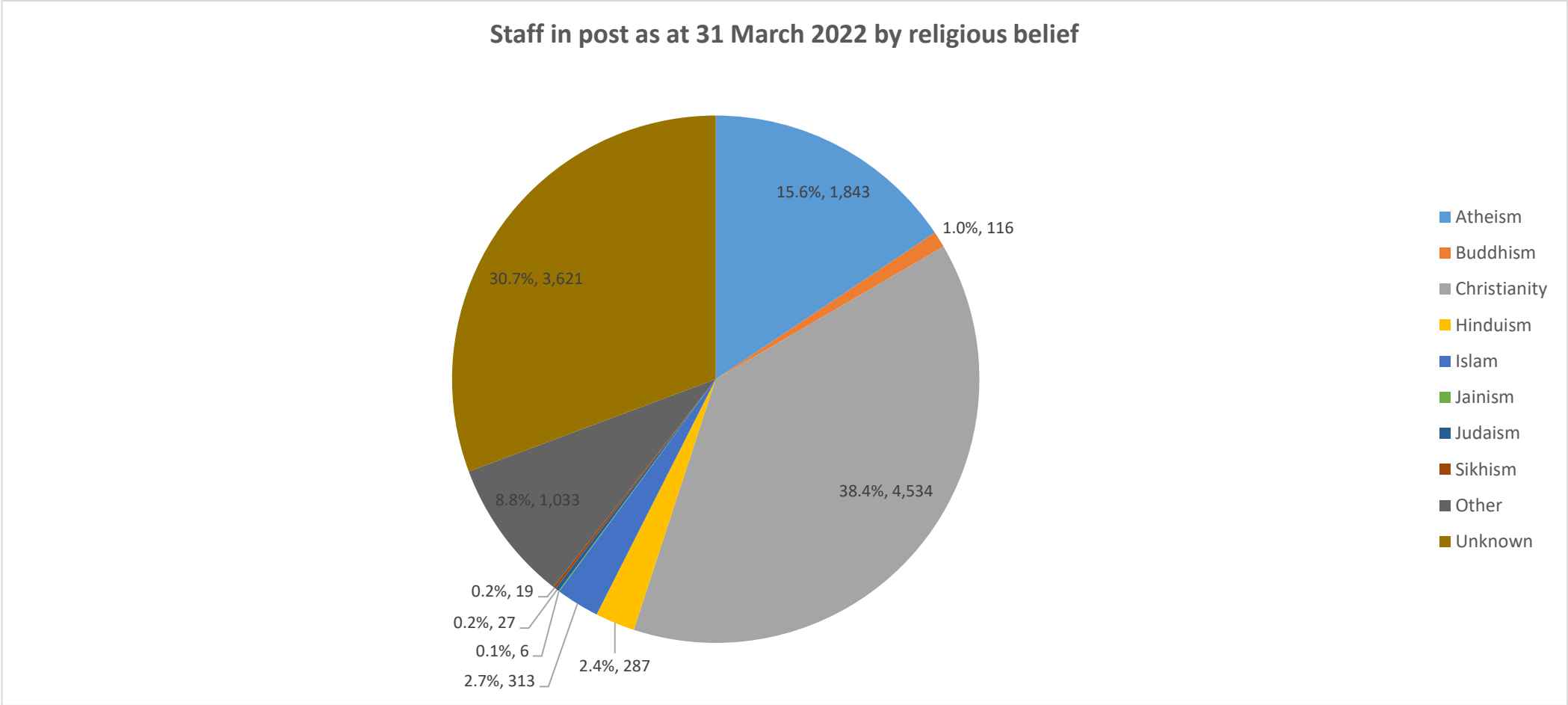
## Religious belief

Table 10: staff in post as at 31 March 2022 by religious belief and pay band

	Atheism	Buddhism	Christianity	Hinduism	Islam	Jainism	Judaism	Sikhism	Other	Unknown	TOTAL
Apprentice	4		5		1				5	3	18
Band 2	225	9	529	22	25				137	448	1395
Band 3	164	12	490	24	22		3	2	132	288	1137
Band 4	177	3	355	11	27		3	1	111	243	931
Band 5	325	12	1083	52	53	2	2	3	204	807	2543
Band 6	347	10	847	32	28		2	2	160	483	1911
Band 7	272	6	554	16	8	1	5	3	131	392	1388
Band 8a	92	1	183	10	5	1		1	40	127	460
Band 8b	21		63	1			2	1	19	39	146
Band 8c	17		37	1	2				8	34	99
Band 8d	3		13	1					3	9	29
Band 9	1	18							2	16	37
Directors	4		3				1		3	7	18
M&D Trainee	97	20	170	53	71		2	1	29	232	675
M&D Career Grade	30	16	61	29	51		3	1	8	59	258
M&D Consultant	64	9	141	35	20	2	4	4	41	434	754
<b>TOTAL</b>	<b>1,843</b>	<b>116</b>	<b>4,534</b>	<b>287</b>	<b>313</b>	<b>6</b>	<b>27</b>	<b>19</b>	<b>1,033</b>	<b>3,621</b>	<b>11,799</b>
CUH %	15.6%	1.0%	38.4%	2.4%	2.7%	0.1%	0.2%	0.2%	8.8%	30.7%	
Cambs 2011 census %	30.4%	0.5%	58.2%	0.7%	1.4%		0.3%	0.1%		8.3%	

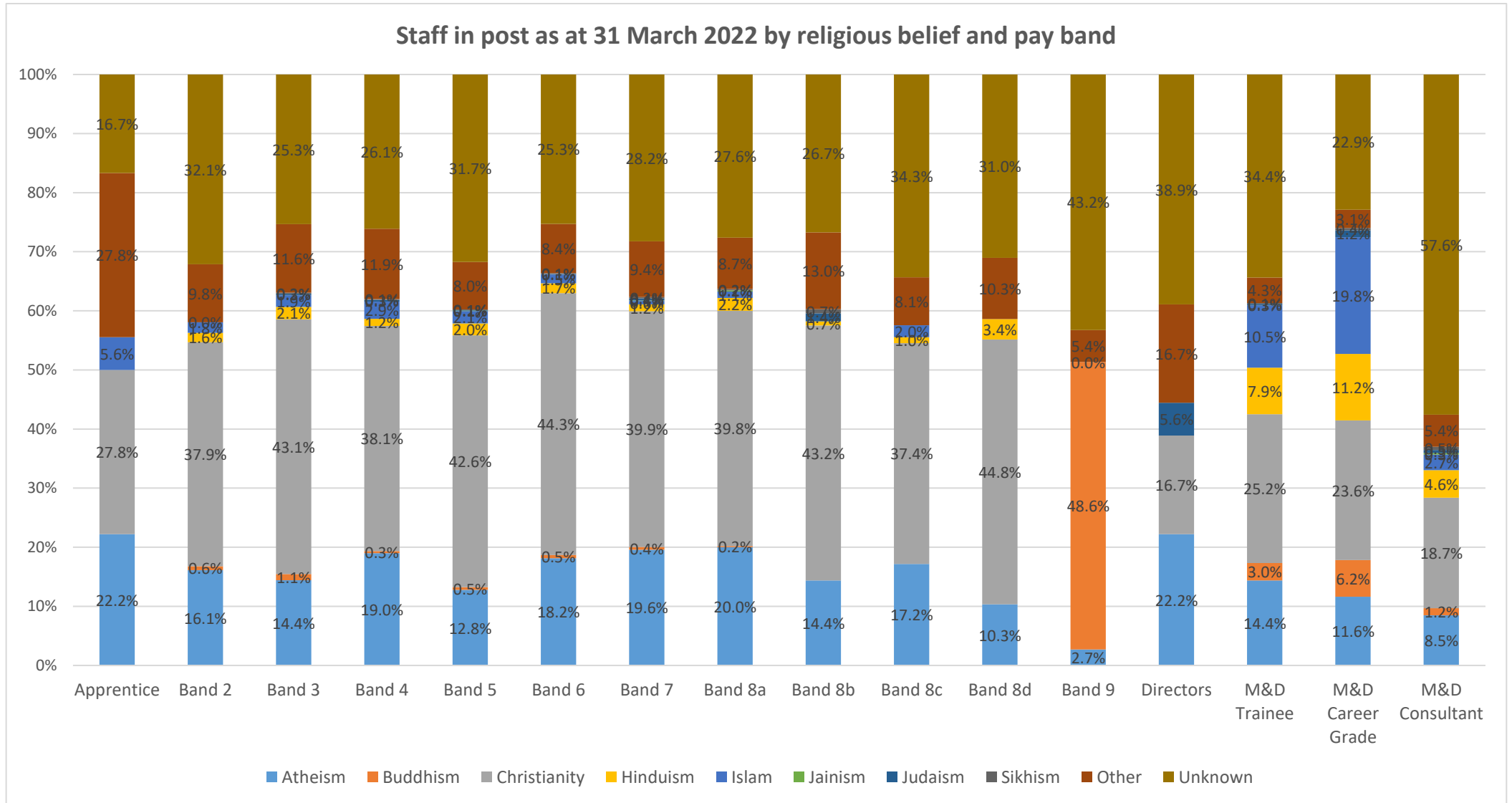


Chart 16: staff in post as at 31 March 2022 by religious belief

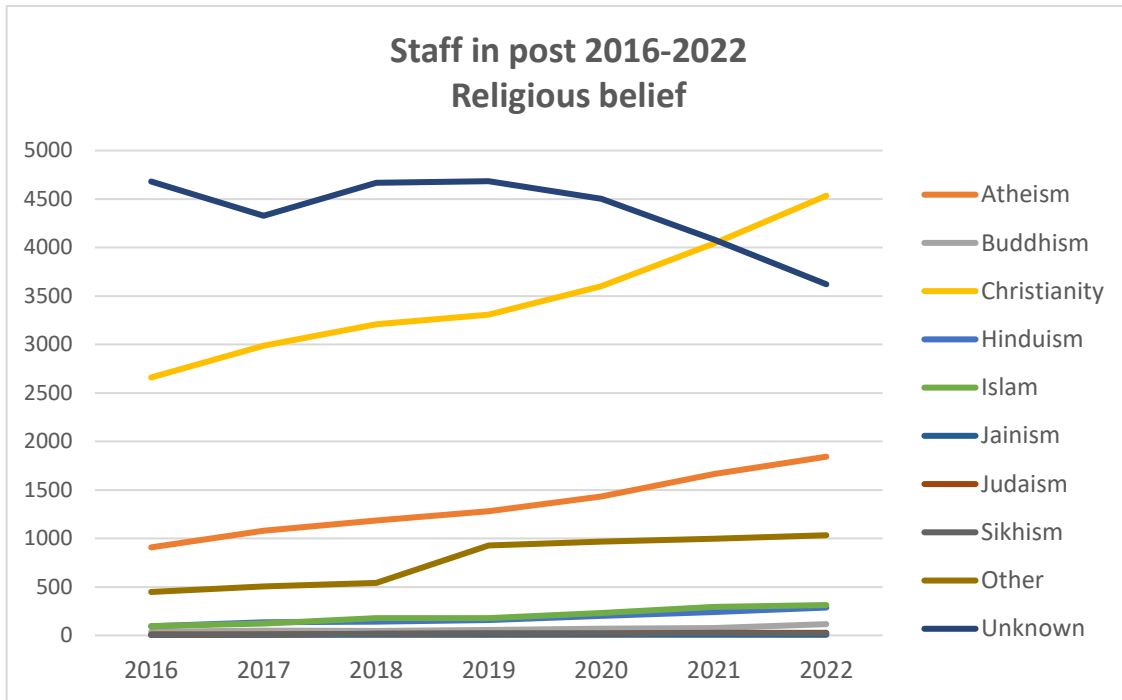


Where religious belief is recorded, the highest proportion of CUH staff state they are Christian (38.4%), followed by Atheist (15.6%) and Other (8.8%). A significant proportion (21.2%) of staff actively choose not to record their religion, although this is down from 24.4% in 2021.

Chart 17: staff in post as at 31 March 2022, by religious belief and pay band



Religious belief is reasonably evenly spread throughout the pay bands with the exception of a greater proportion of atheists at Director and apprentice level. Those working at Band 9, Director, Trainee and Consultant level are least likely to record their religious belief.



*Chart 18: staff in post 2016-22 by religious belief*

The majority of religions or beliefs have increased in line with the increase in the overall workforce, with a more significant increase in the proportion of Christians. There has been a steady decrease in the number of unknowns in recent years.

## Sexual orientation

Table 11: staff in post as at 31 March 2022 by sexual orientation and pay band grouping

	Bisexual	Gay or Lesbian	Heterosexual or Straight	Other sexual orientation not listed	Undecided	Unknown	TOTAL
<b>Apprentices and Bands 1-4</b>	57	52	2,504	10	9	849	<b>3,481</b>
<b>Bands 5-7</b>	76	86	4,081	12	10	1,577	<b>5,842</b>
<b>Bands 8a-8d, 9 and Directors</b>	4	12	571			202	<b>789</b>
<b>Medical &amp; Dental</b>	14	20	1,047	1		605	<b>1,687</b>
<b>TOTAL</b>	<b>151</b>	<b>170</b>	<b>8203</b>	<b>23</b>	<b>19</b>	<b>3233</b>	<b>11799</b>

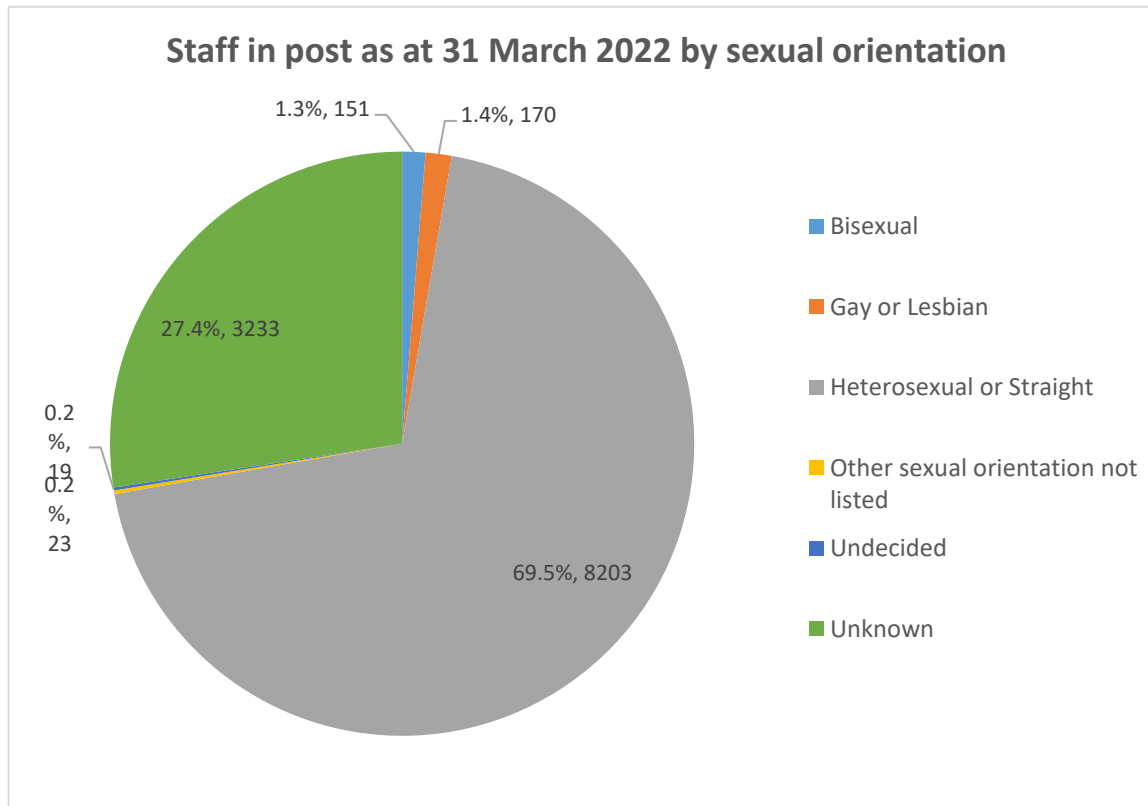
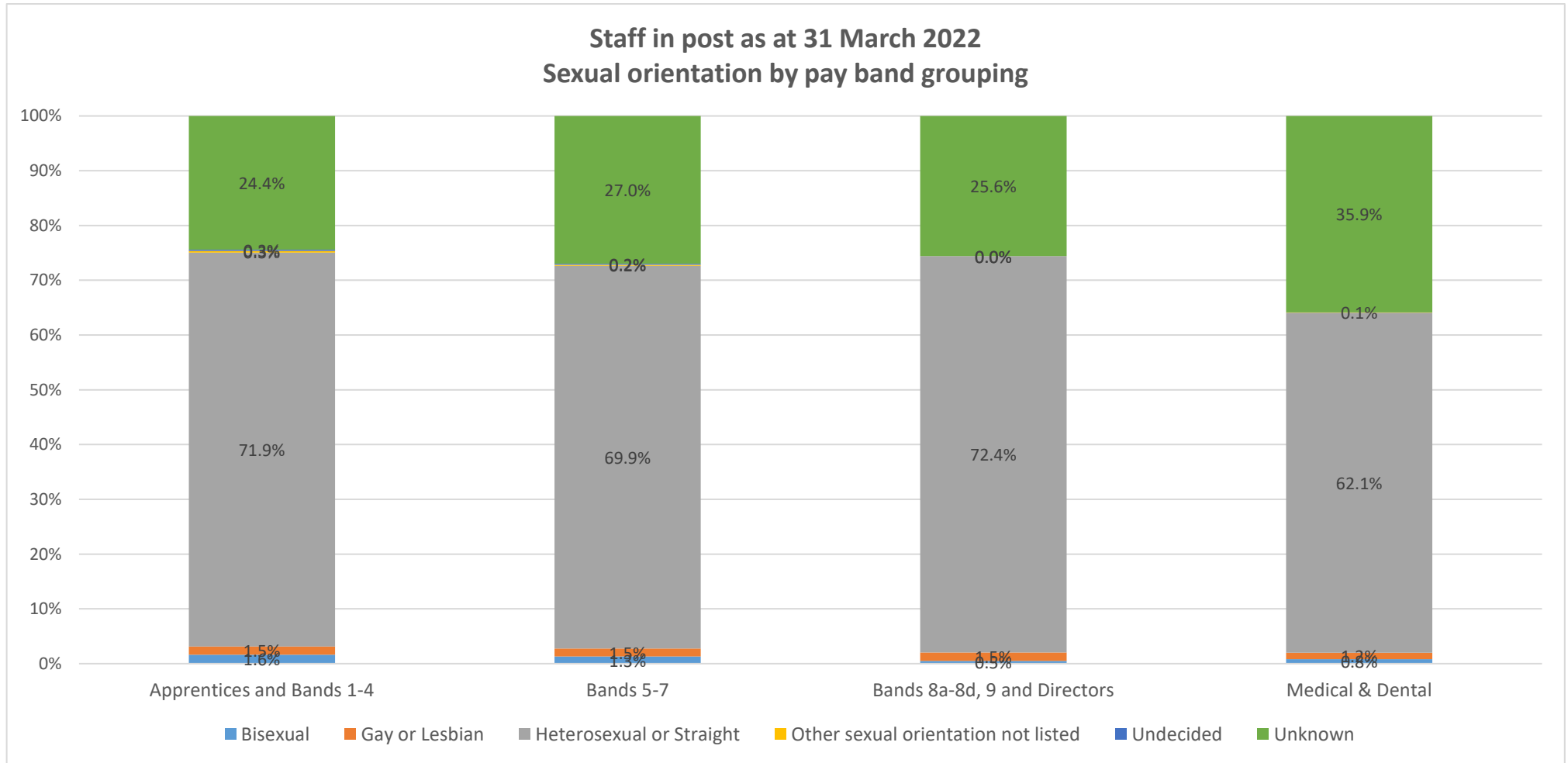


Chart 19: staff in post as at 31 March 2022 by sexual orientation

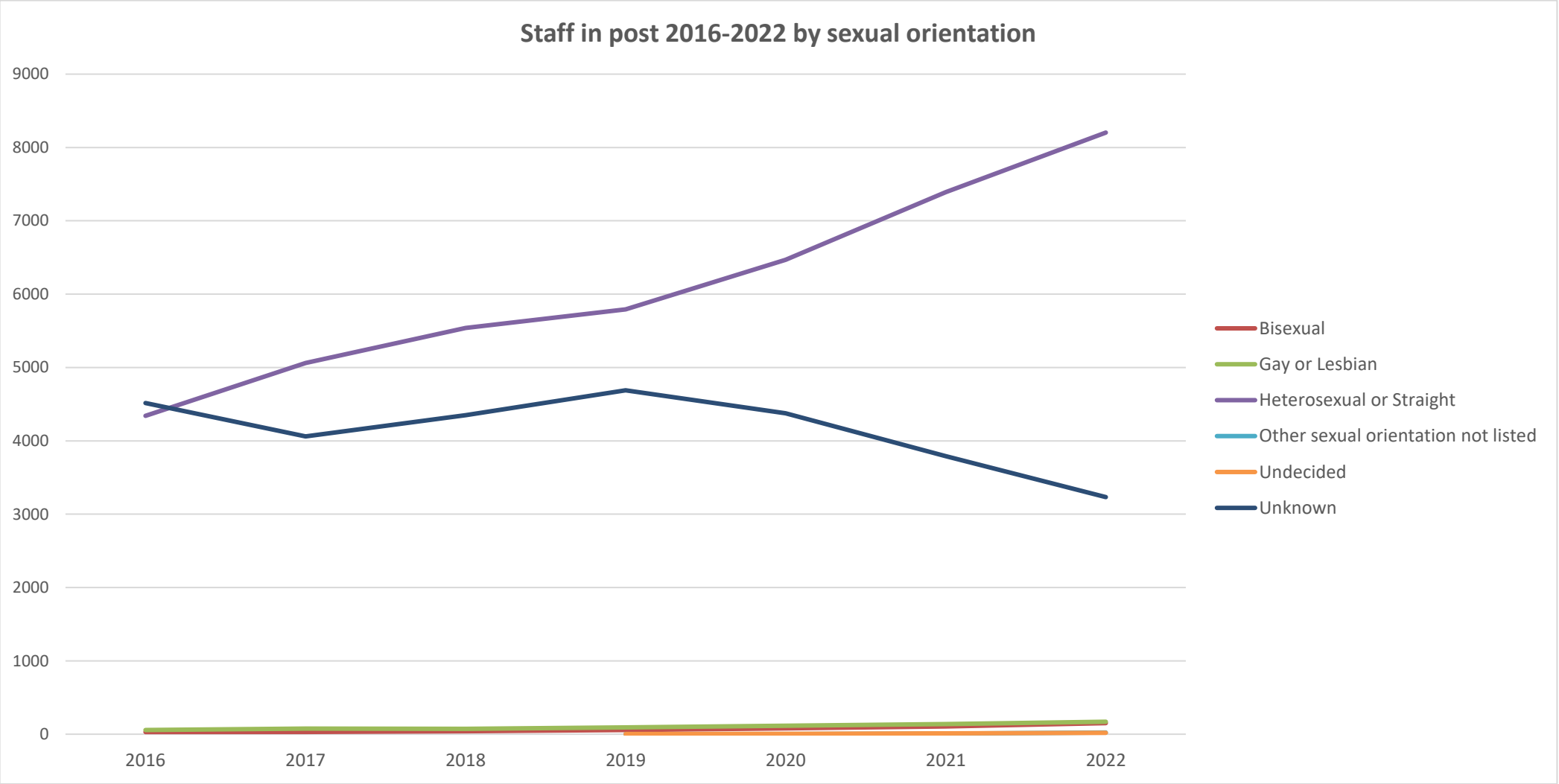
1.3% of staff have recorded their sexual orientation as bisexual, 1.4% as gay or lesbian with 0.4% as undecided or another sexual orientation. This compares to the Stonewall estimate that 5-7% of the UK population identify as lesbian, gay or bisexual. Each of these proportions has increased slightly compared to 2021.

Chart 20: staff in post as at 31 March 2022 by sexual orientation and pay band grouping



The significant number of unknowns and low numbers recorded of sexual orientation other than heterosexual or straight mean conclusions cannot satisfactorily be drawn about the spread of sexual orientations across pay band groupings. There are no obvious differences within the data we do have.

Chart 21: staff in post 2016-2022 by sexual orientation



Number of staff stating that their sexual orientation is bisexual, gay or lesbian, undecided or another sexual orientation not listed have increased, albeit in small numbers, since 2016. The number of staff choosing not to share this information has decreased.