NHS
The Royal Orthopaedic Hospital
NHS Foundation Trust

Equality Data 2021for The Royal Orthopaedic Hospital

To be reviewed by SE&OD committee

Equality data overview

This report outlines the equality data for staff and patients at The Royal Orthopaedic Hospital. The data covers the period February 1st 2019 to January 31st 2020.

As part of the Trust's Public Sector Equality Duty (PSED) equality data for staff and patients must be made available to the public via the website, following review and sign off by Trust Board members. It is therefore requested that the Staff Experience and OD committee undertake this review on behalf of the Board.

The information is split into staff data first and then patients. The sub titles link to the nine protected characteristics themes under the Equality Act 2010. These nine protected characteristics are:

Age
Gender
Religious belief
Ethnicity
Disability
Marital and Civil partnership
Pregnancy and Maternity *
Sexual orientation
Transgender *

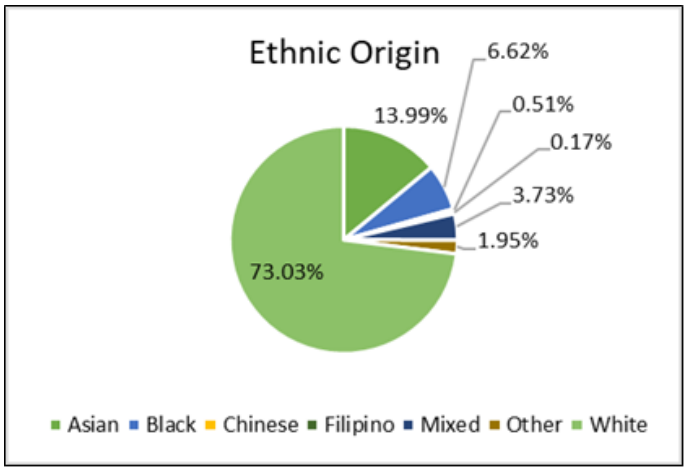
Overall the data is generally stable from the previous year. Any exceptions are noted under the particular characteristics.

This information will also be included in the annual Equality and Diversity report with further narrative linked to equality objectives and actions.

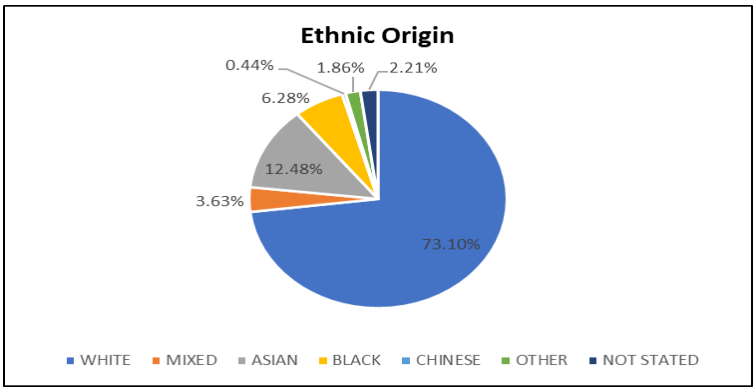
Workforce information

In this section, staff data is presented for the six of the protected characteristics: Ethnicity, Religion Belief, Age, Gender, Disability and Sexual Orientation are included. There is no detailed information recorded for Transgender staff members, Marriage and Civil Partnership, Pregnancy and Maternity.

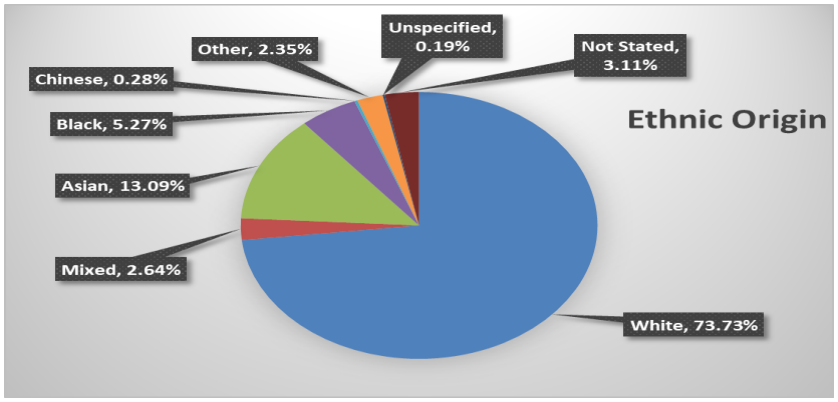
Ethnicity 2021



Ethnicity 2020

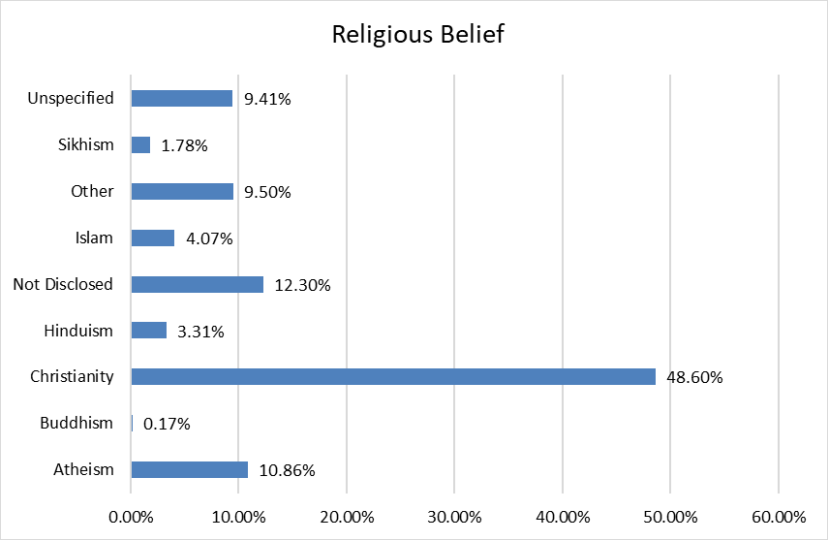


Ethnicity 2019

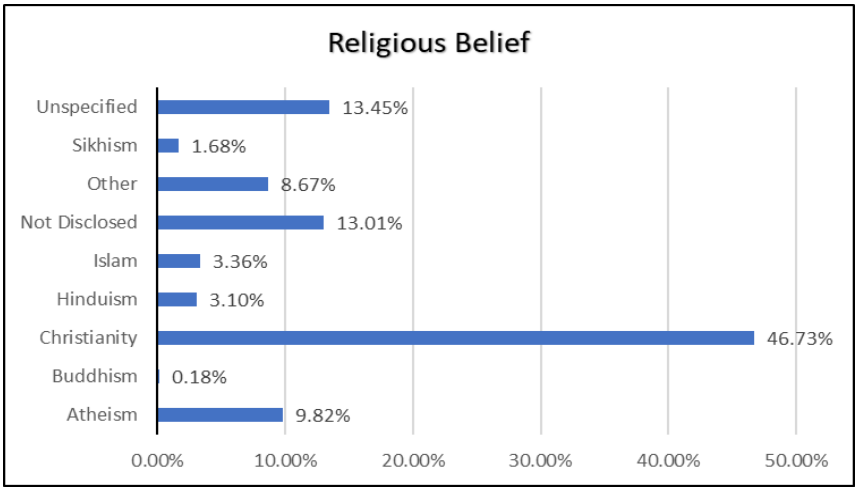


There has been no significant change in the different percentages for each of the ethnic groups with the current percentage for White at 73.10%. The census data for Northfield (2011), local to the hospital shows a marked difference for White at 82%. For the wider area of Birmingham, the census data is significantly different at 52%. This may indicate that candidates and new employees are being attracted to the Trust from outside the immediate area for advertised roles.

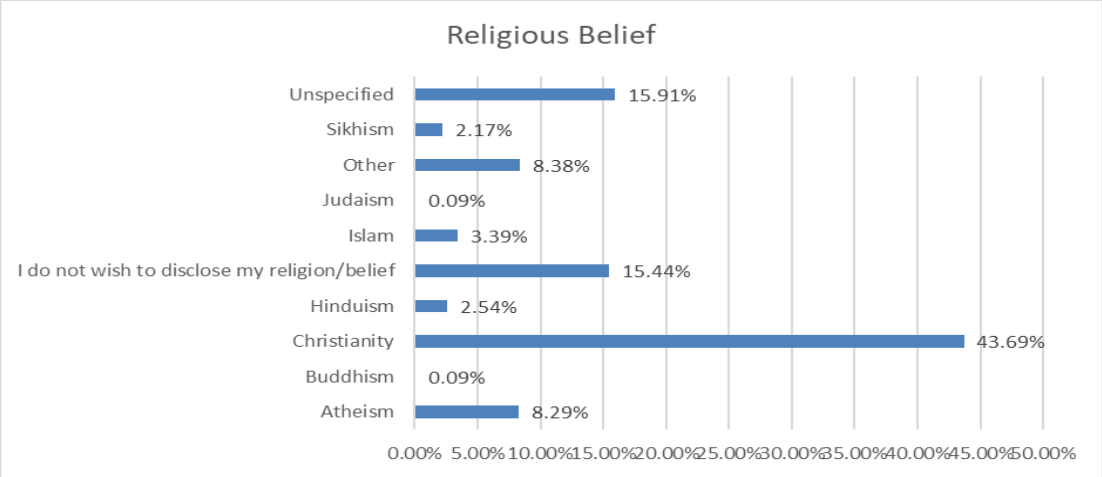
Religious Belief 2021



Religious Belief 2020

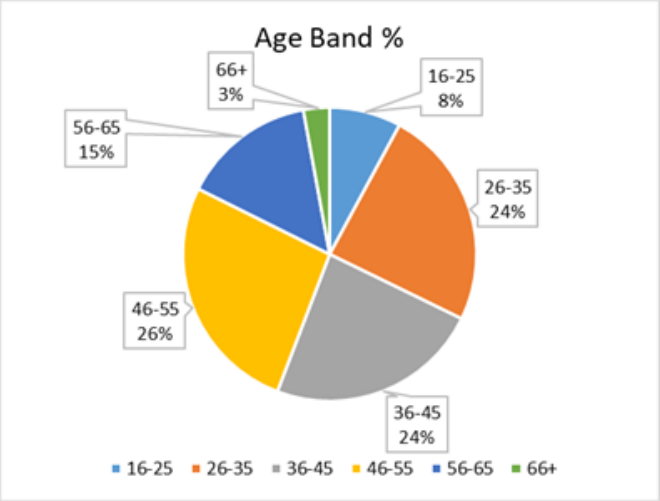


Religious Belief 2019

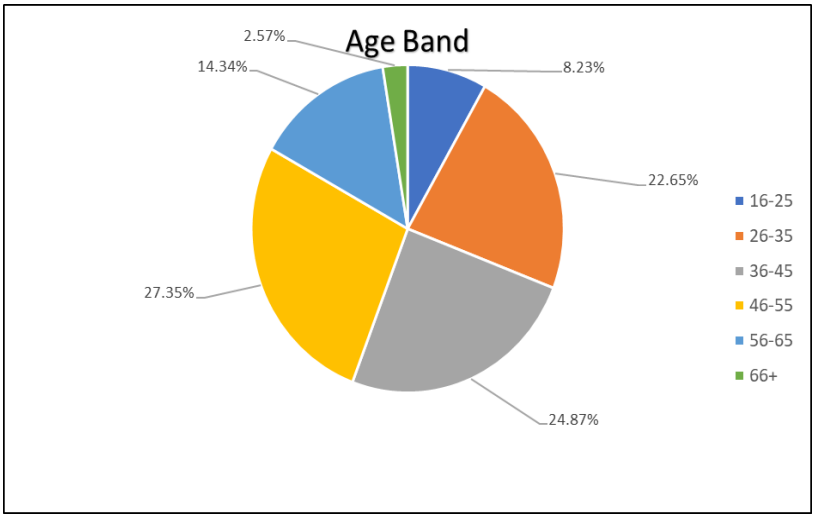


The Trust has a diverse workforce as highlighted by the data above. The Faith room at the Trust is also equipped to accommodate a range of different faiths and beliefs.

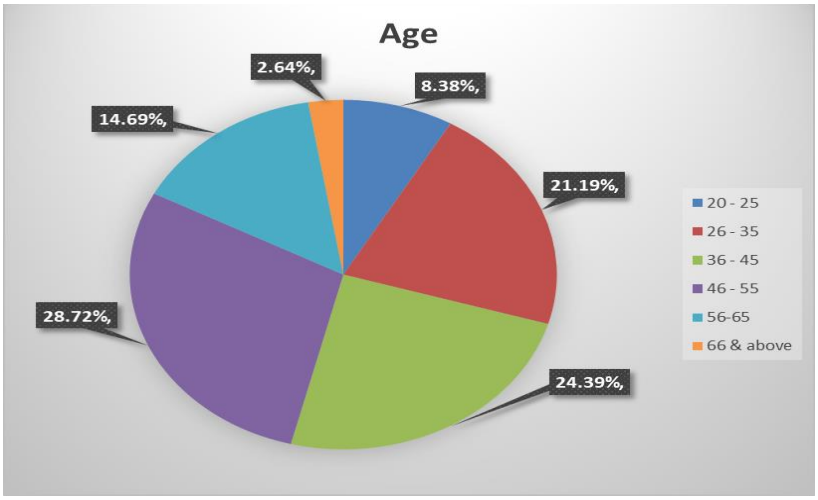
Age 2021



Age 2020

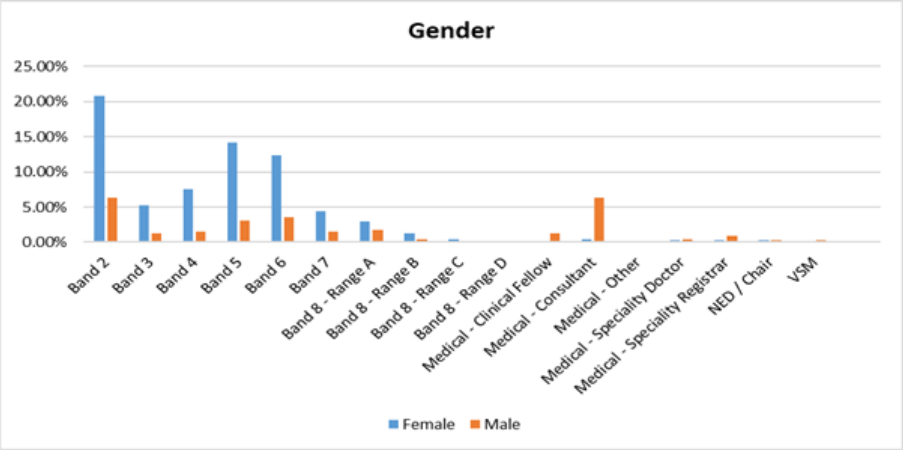


Age 2019

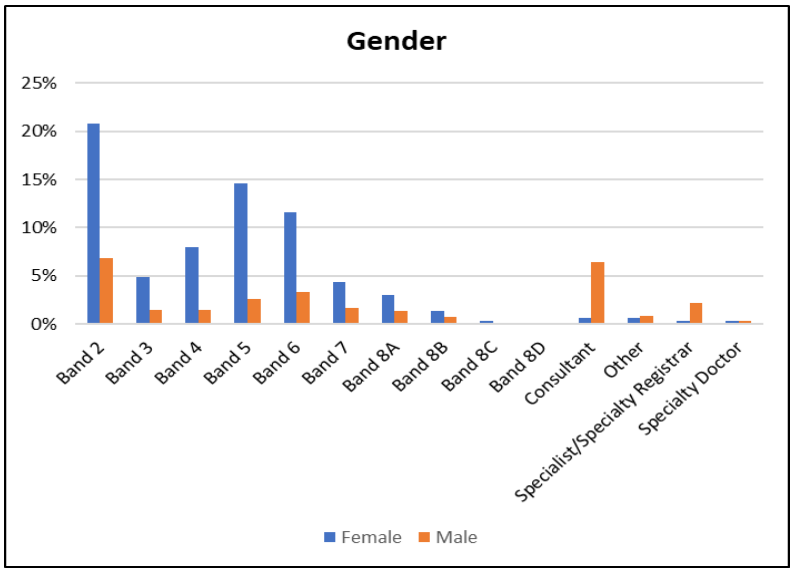


The Age data is broadly in line with the breakdown of percentages for the NHS Workforce. It is noted that a large proportion of staff 44%% are aged 46years and above which should be considered when looking at development and succession opportunities.

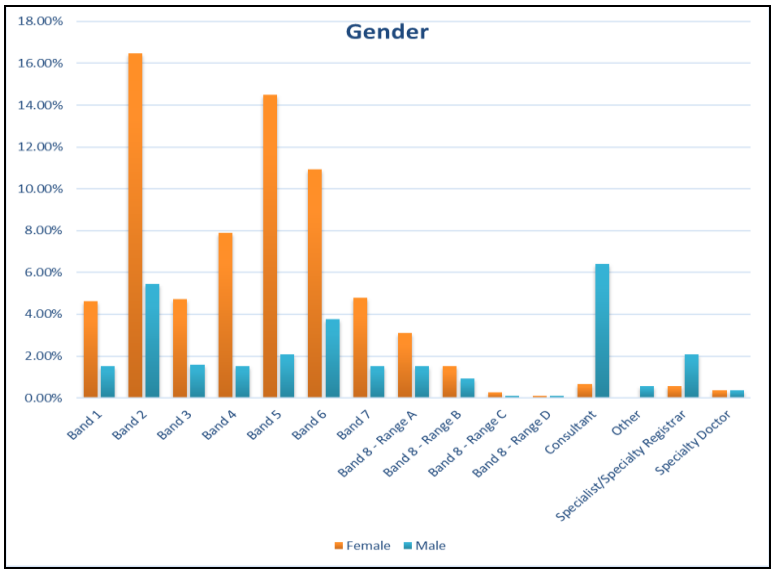
Gender 2021



Gender 2020

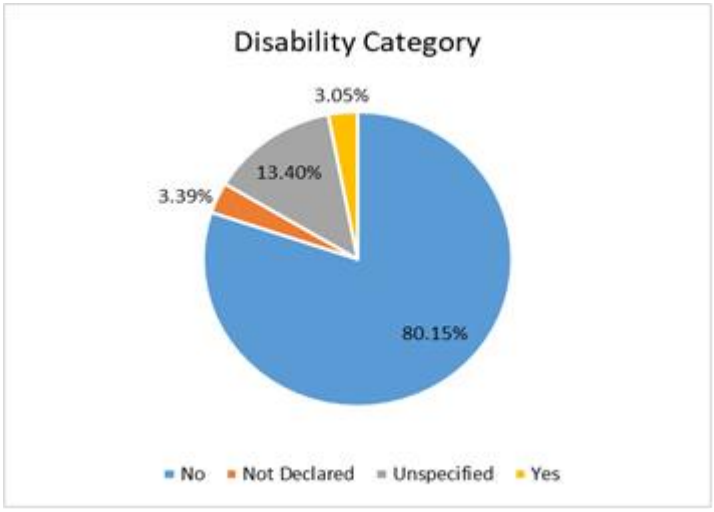


Gender 2019

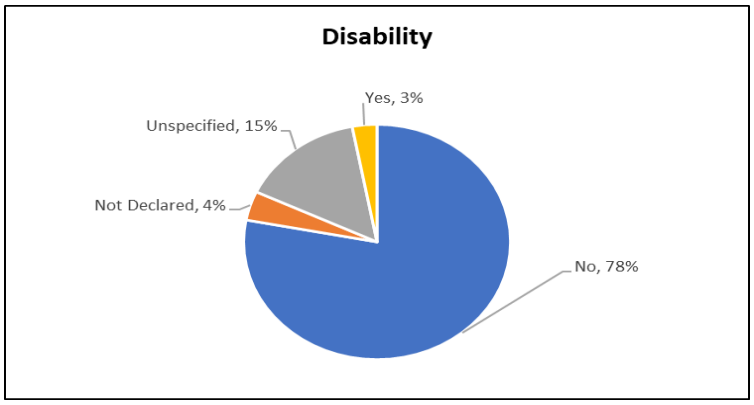


Comparing the data from 2019, it shows an increase in females at Band 2 which is mostly due to the consolidation of Band 1 and Band 2 in 2019.

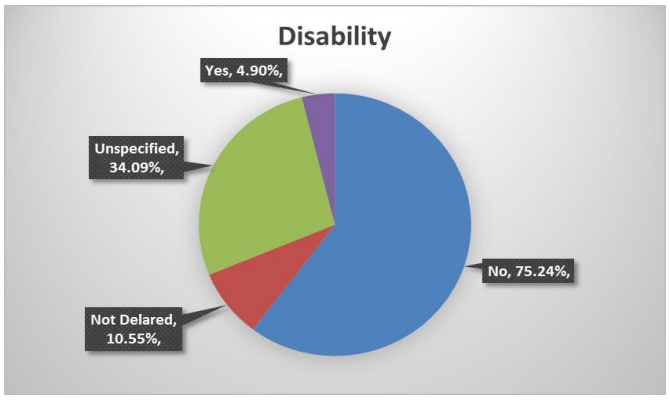
Disability 2021



Disability 2020



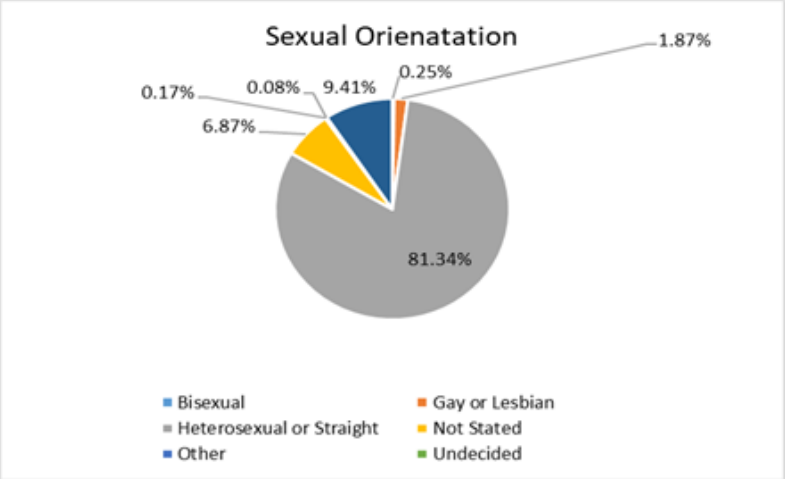
Disability 2019



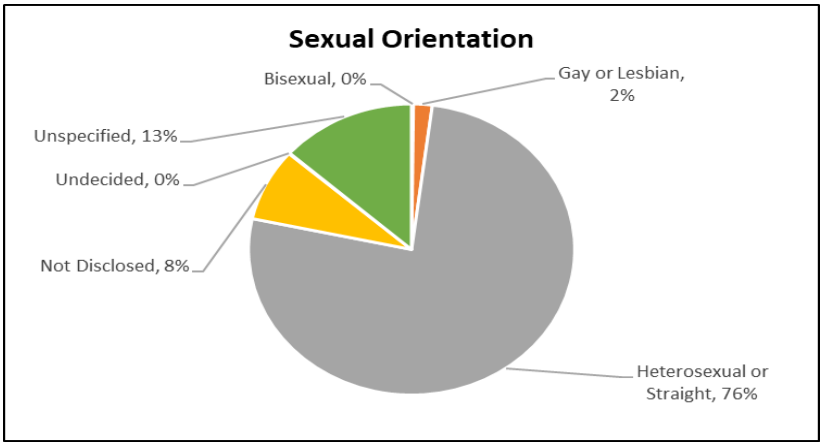
The percentage of staff members who have disclosed disabled has decreased from 4.90% to 3%. The newly formed Disability forum is looking at ways to encourage staff to declare their disability.

Sexual orientation 2020

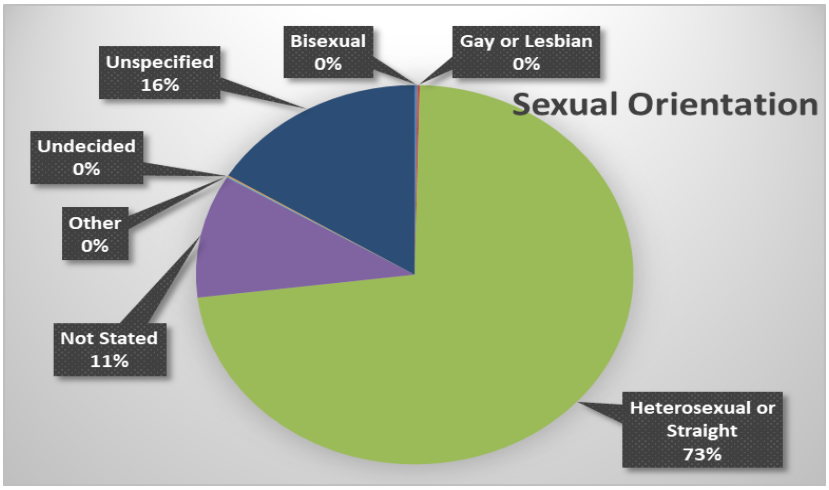
Sexual Orientation 2021



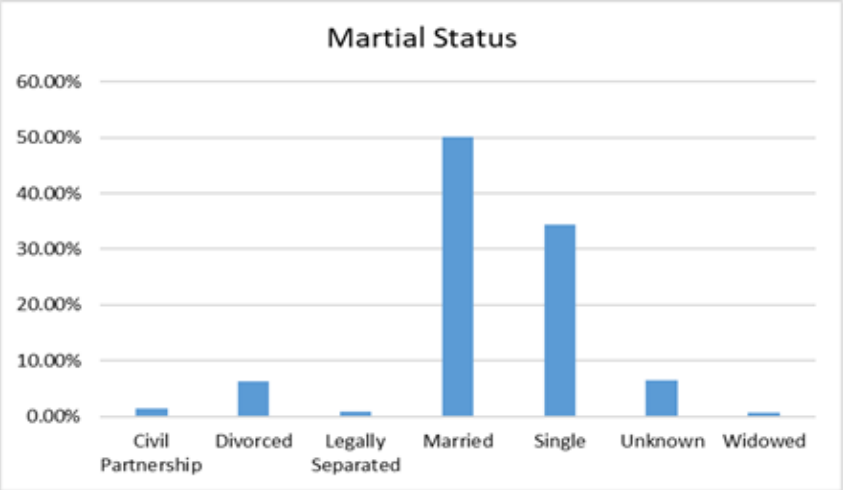
Sexual Orientation 2020



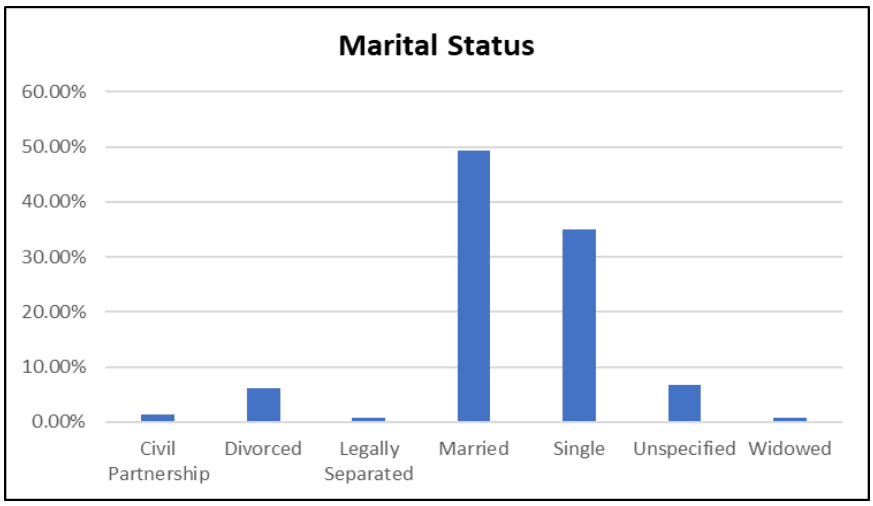
Sexual Orientation 2019



Marital Status 2021



Marital status 2020

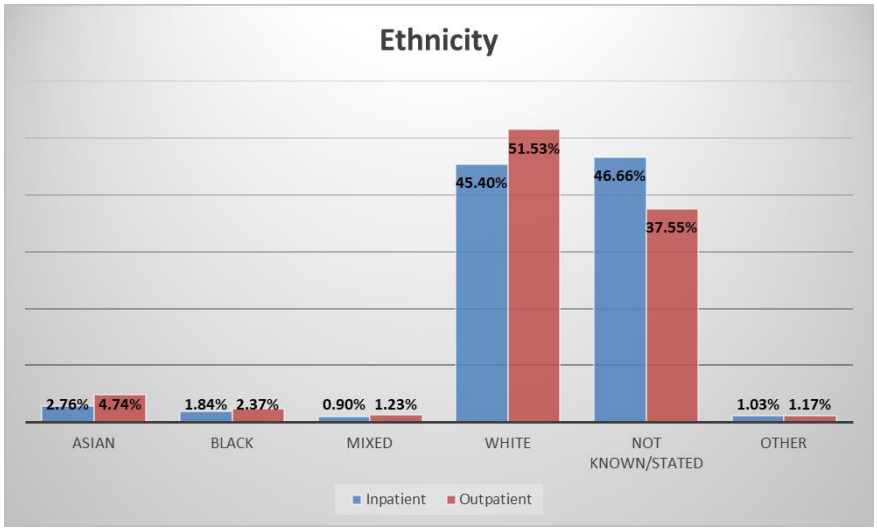


Marital Status was first reported on in 2020.

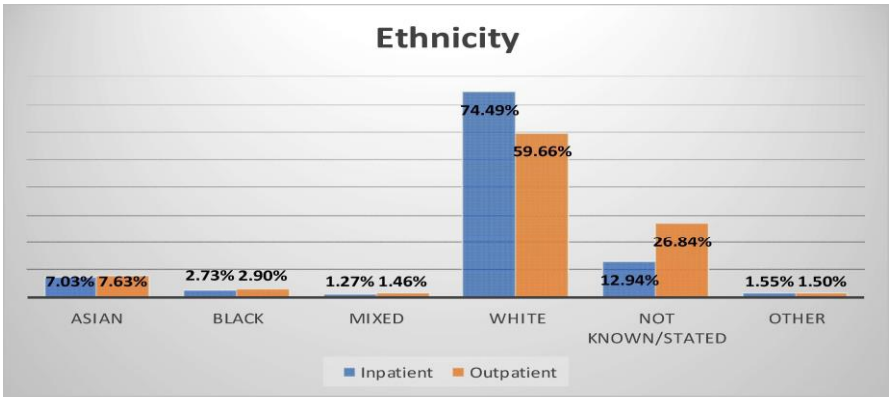
Patient data

The data shown below for patients is taken from February 2019 to January 2018. There is no detailed information recorded for Transgender staff members, Marriage and Civil Partnership, Pregnancy and Maternity.

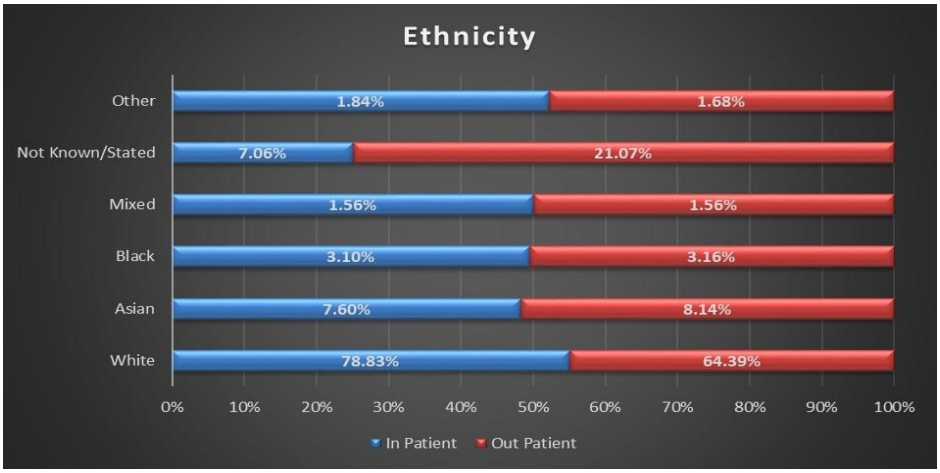
Ethnicity 2021



Ethnicity 2020

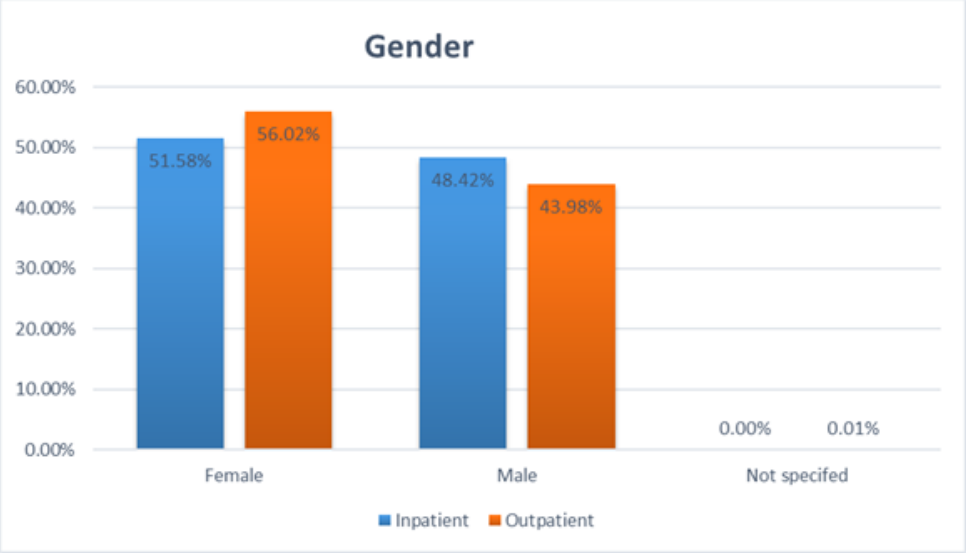


Ethnicity 2019

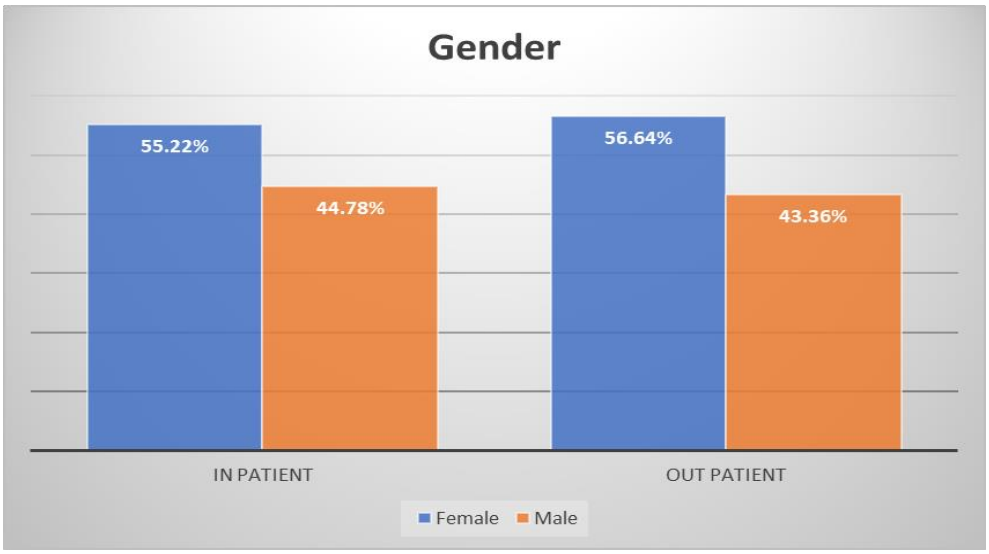


The data reflects a difference between ethnicity of staff (White 74.4%) and patient 78.83%.

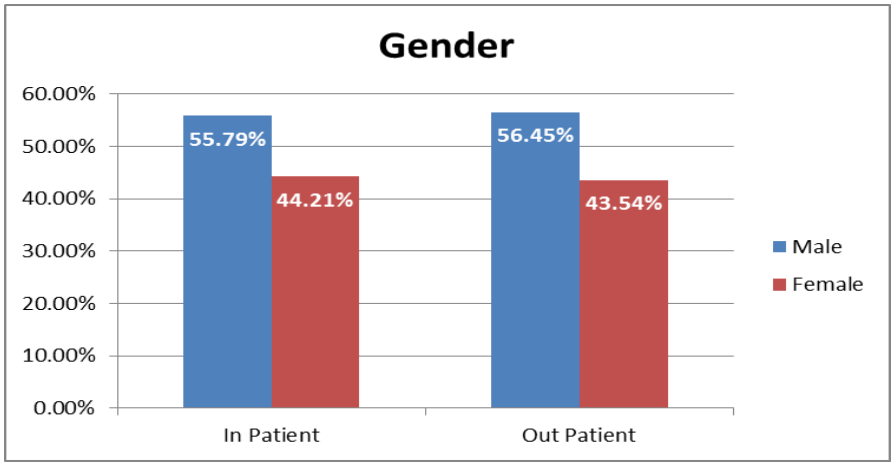
Gender 2021



Gender 2020

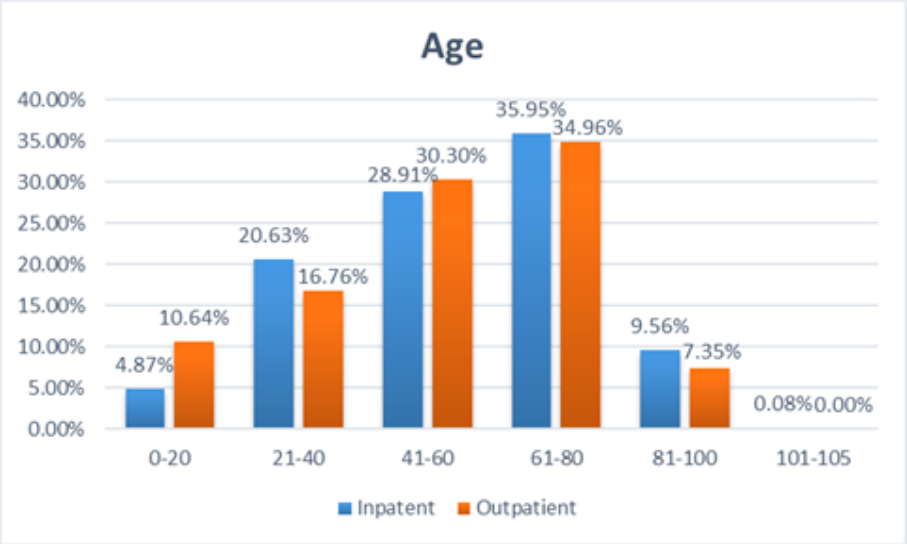


Gender 2019

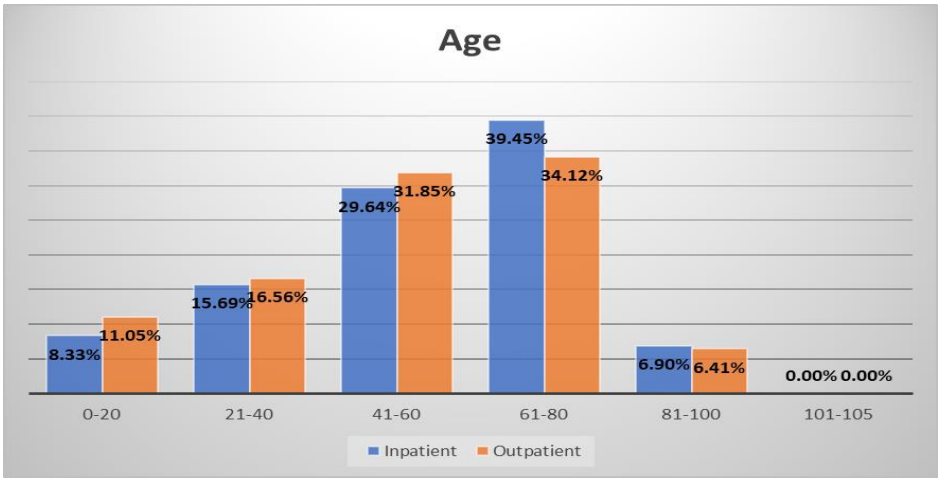


Feedback from patients does not identify any issues around Gender.

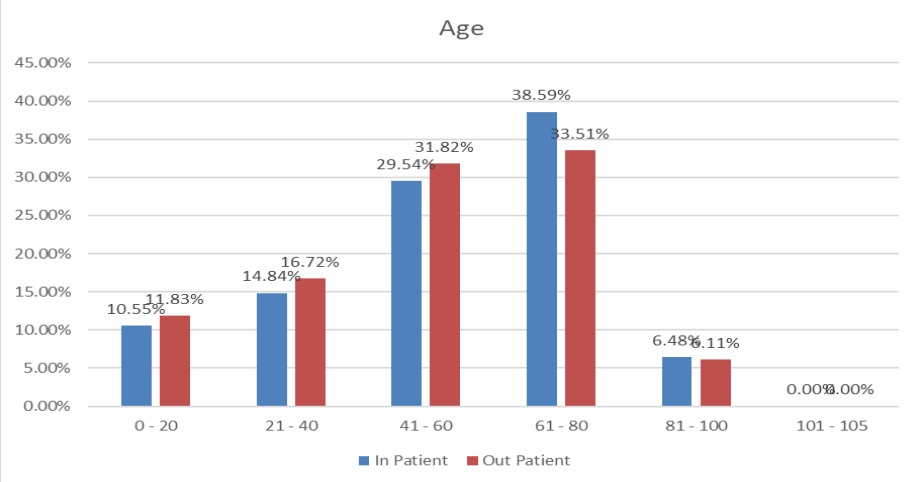
Age 2021



Age 2020



Age 2019



This data is relative stable. There is a slight decrease in inpatients 0-20 years but this is linked to the paediatric services being transferred to Birmingham Children's Hospital.

Patient Language spoken 2021

	Inpatient data		Outpatient data	
Spoken Language	**count**	**%**	**count**	**%**
English	5824	88.35%	33786	85.85%
Arabic	8	0.12%	121	0.31%
Bengali	10	0.15%	76	0.19%
Kurdish	7	0.11%	43	0.11%
Lithuanian	6	0.09%	20	0.05%
Not Specified	602	9.13%	4176	10.61%
Panjabi; Punjabi	29	0.44%	217	0.55%
Polish	18	0.27%	121	0.31%
Urdu	37	0.56%	341	0.87%
Persian	5	0.08%	41	0.10%
Pushto; Pashto	4	0.06%	23	0.06%
Romanian; Moldavian; Moldovan	3	0.05%	46	0.12%
Russian	2	0.03%	14	0.04%
Slovak	2	0.03%	16	0.04%

Patient Language spoken 2020

	Inpatient data		Outpatient data	
Row Labels	count	%	count	%
English	9930	86.26%	41811	83.93%
Arabic	25	0.22%	165	0.33%
Bengali	13	0.11%	91	0.18%
Gujarati	13	0.11%	41	0.08%
Kurdish	9	0.08%	56	0.11%
Not Specified	1253	10.88%	6211	12.47%
Panjabi; Punjabi	61	0.53%	286	0.57%
Persian	9	0.08%	56	0.11%
Polish	38	0.33%	165	0.33%
Romanian; Moldavian; Moldovan	7	0.06%	47	0.09%
Somali	7	0.06%	51	0.10%
Turkish	3	0.03%	7	0.01%
Urdu	78	0.68%	467	0.94%

Patient Language spoken 2019

	In Patient		Out Patient		Total Count	Total %
Spoken Language	Count	%	Count	%	Count	%
English	9994	89.30%	41922	87.82%	51916	88.10%
Not Specified	882	7.88%	4189	8.78%	5071	8.61%
Urdu	78	0.70%	425	0.89%	503	0.85%
Panjabi; Punjabi	57	0.51%	271	0.57%	328	0.56%
Polish	34	0.30%	141	0.30%	175	0.30%
Arabic	22	0.20%	146	0.31%	168	0.29%
Bengali	16	0.14%	80	0.17%	96	0.16%
Somali	11	0.10%	51	0.11%	62	0.11%
Gujarati	10	0.09%	41	0.09%	51	0.09%
Persian	7	0.06%	47	0.10%	54	0.09%
Hindi	6	0.05%	27	0.06%	33	0.06%
Italian	6	0.05%	17	0.04%	23	0.04%

Patient feedback highlights communication as being one of the barriers to treatment. The work on the Accessible Information continues to improve communication channels for patients.

Religious beliefs 2021

	Inpatient data		Outpatient data	
Row Labels	count	%	count	%
Celtic Christian	362	5.49%	2684	6.82%
Church of England	293	4.44%	2314	5.88%
Patient Religion Unknown	5473	83.02%	30777	78.20%
Roman Catholic	173	2.62%	1320	3.35%
Muslim	76	1.15%	653	1.66%
Atheist	41	0.62%	275	0.70%
Not Religious	48	0.73%	289	0.73%
Agnostic	23	0.35%	176	0.45%
Sikh	18	0.27%	180	0.46%
Religion not given - PATIENT refused	16	0.24%	127	0.32%
Arya Samaj Hindu	15	0.23%	145	0.37%
Methodist	10	0.15%	90	0.23%
Baptist	7	0.11%	43	0.11%
Jewish	8	0.12%	45	0.11%

Religious beliefs 2020

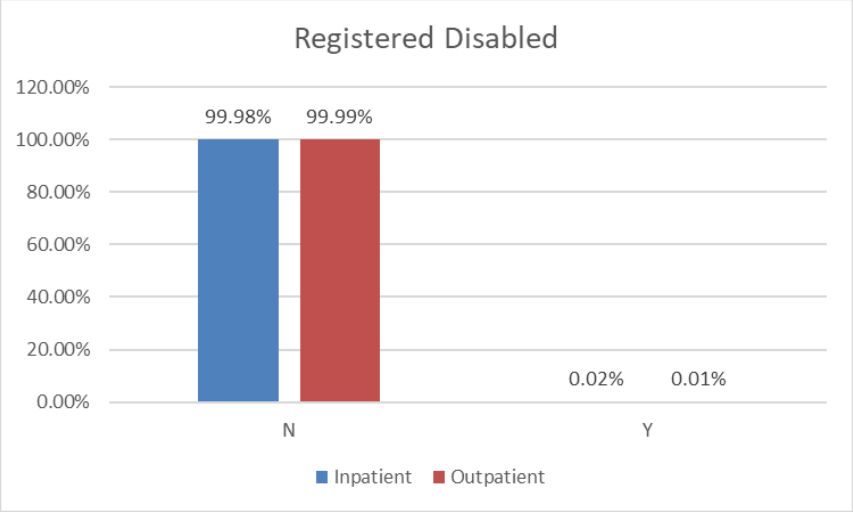
	Total count	Total %
Row Labels		
Christian	9767	19.95%
Atheist	510	0.83%
Celtic Christian	5105	8.32%
Church of England	4231	6.90%
Jehovah's Witness	70	0.11%
Jewish	72	0.12%
Methodist	163	0.27%
Muslim	1316	2.15%
Not Religious	572	0.93%
Patient Religion Unknown	45197	73.70%
Religion not given - PATIENT refused	264	0.43%
Roman Catholic	2407	3.92%
Sikh	370	0.60%

Religious beliefs 2019

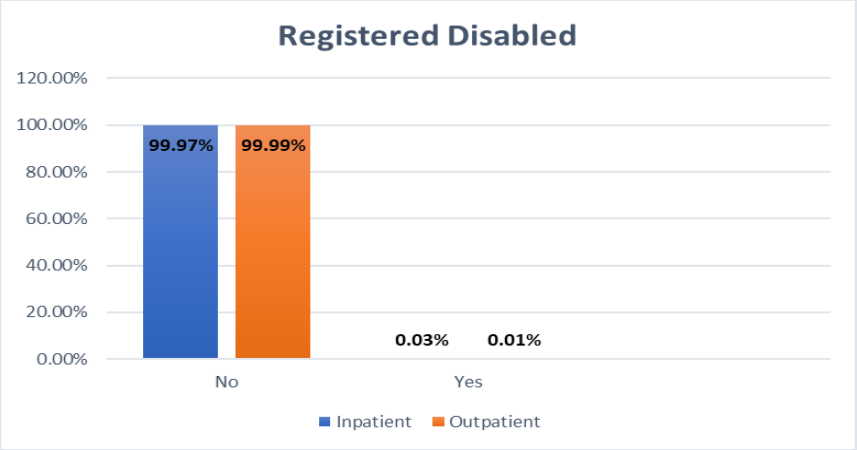
Religion	count	%
Christian	3373450	60.22
Buddhist	16649	0.30
Hindu	72247	1.29
Jewish	4621	0.08
Muslim	376152	6.71
Sikh	133681	2.39
Other religion	25654	0.46
No religion	1230910	21.97
Religion not stated	368483	6.58

There has been an significant increase in the number of patients 'Not stating' religion. This may in part be due to the impact of GDPR.

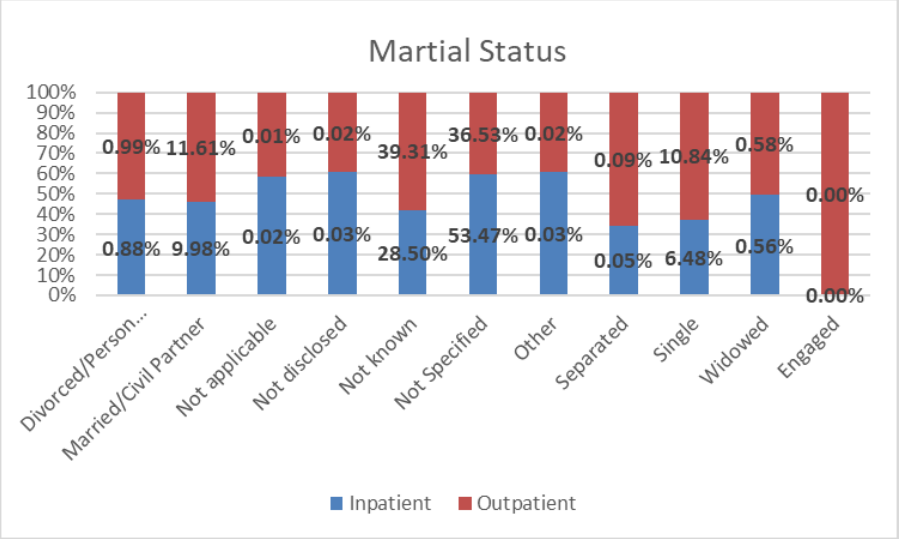
Registered Disabled 2021



Registered Disabled 2020



Marital Status 2021



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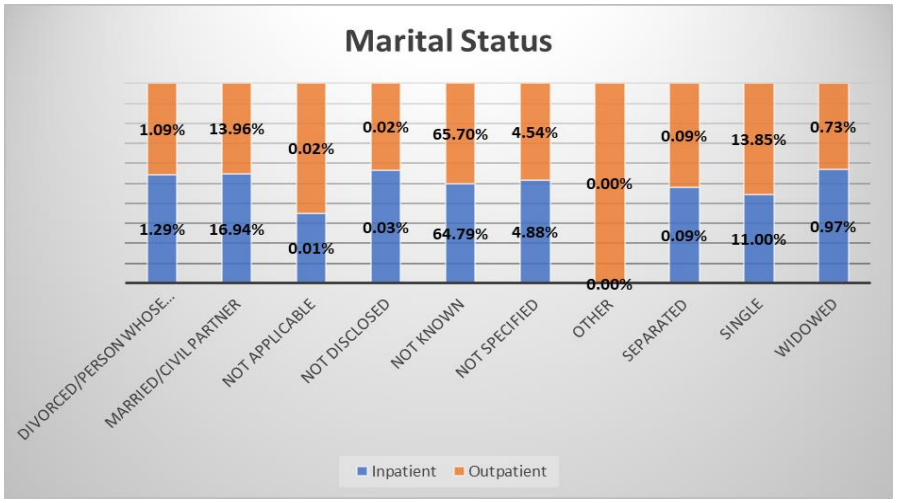

This is the first time that Registered Disabled and Marital Status have been reported. There is therefore no comparison data to be reported.

The Royal Orthopaedic Hospital NHS

NHS Foundation Trust