

Freedom of Information Request

Ref: 20-329

24 September 2020

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we hold some the information you are requesting
 1. **Name and contact of the diversity lead for Bristol and Weston sites and their scope of work**
This post is currently vacant, the scope of our work is to deliver the strategy plan within the D&I strategy.

2. Diversity statistics for –

2.1 Emergency department staff directly involved in frontline care at WGH

<u>Age Profile</u>	21-Sep-20	
	Head Count	%
21 - 25	8	9.2%
26 - 30	16	18.4%
31 - 35	6	6.9%
36 - 40	13	14.9%
41 - 45	9	10.3%
46 - 50	10	11.5%
51 - 55	13	14.9%
56 - 60	9	10.3%
61 - 65	3	3.4%
TOTAL	87	100.0%

<u>Gender</u>	21-Sep-20	
	Head Count	%
Female	67	77.0%
Male	20	23.0%
TOTAL	87	100.0%

<u>Ethnicity</u>	21-Sep-20
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	Head Count	%
A White - British	69	79.3%
B White - Irish	1	1.1%
C White - Any other White background	3	3.4%
D Mixed - White & Black Caribbean		0.0%
E Mixed - White & Black African		0.0%
F Mixed - White & Asian		0.0%
G Mixed - Any other mixed background		0.0%
H Asian or Asian British - Indian	7	8.0%
J Asian or Asian British - Pakistani		0.0%
K Asian or Asian British - Bangladeshi		0.0%
L Asian or Asian British - Any other Asian background		0.0%
M Black or Black British - Caribbean		0.0%
N Black or Black British - African	1	1.1%
P Black or Black British - Any other Black background	1	1.1%
R Chinese		0.0%
S Any Other Ethnic Group	3	3.4%
Z Not Stated	2	2.3%
TOTAL	87	100.0%

<u>Religious Belief</u>	21-Sep-20	
	Head Count	%
Atheism	15	17.24%
Buddhism		0.00%
Christianity	31	35.63%
Hinduism	1	1.15%
I do not wish to disclose my religion/belief	15	17.24%
Islam	1	1.15%
Jainism		0.00%
Judaism		0.00%
Other	7	8.05%
Sikhism		0.00%
Undefined	17	19.54%
TOTAL	87	100.00%

2.2 Medical consultants, junior doctors, trainees, nursing staff etc. involved in inpatient care at WGH.

Staff in Post Diversity Profile

Data Point 21 September 2020

Head Count

584

TOTAL STAFF

All Substantive (e.g. excluding Bank Only staff, zero hour Locums)

<u>Age Profile</u>	21-Sep-20	
	Head Count	%
16 - 20	2	0.3%

21 - 25	56	9.6%
26 - 30	91	15.6%
31 - 35	78	13.4%
36 - 40	73	12.5%
41 - 45	80	13.7%
46 - 50	59	10.1%
51 - 55	69	11.8%
56 - 60	48	8.2%
61 - 65	24	4.1%
66 - 70	4	0.7%
71 - 75	0	0.0%
76 - 80	0	0.0%
81 - 85	0	0.0%
TOTAL	584	100.0%

<u>Gender</u>	21-Sep-20	
	Head Count	%
Female	442	75.7%
Male	142	24.3%
TOTAL	584	100.0%

<u>Ethnicity</u>	21-Sep-20	
	Head Count	%
A White - British	319	54.6%
B White - Irish	1	0.2%
C White - Any other White background	65	11.1%
D Mixed - White & Black Caribbean	1	0.2%
E Mixed - White & Black African	3	0.5%
F Mixed - White & Asian	3	0.5%
G Mixed - Any other mixed background	4	0.7%
H Asian or Asian British - Indian	93	15.9%
J Asian or Asian British - Pakistani	5	0.9%
K Asian or Asian British - Bangladeshi	4	0.7%
L Asian or Asian British - Any other Asian background	25	4.3%
M Black or Black British - Caribbean	1	0.2%
N Black or Black British - African	11	1.9%
P Black or Black British - Any other Black background	2	0.3%
R Chinese	2	0.3%
S Any Other Ethnic Group	15	2.6%
Z Not Stated	30	5.1%
TOTAL	584	100.0%

<u>Religious Belief</u>	21-Sep-20	
	Head Count	%

Atheism	62	10.6%
Buddhism	3	0.5%
Christianity	215	36.8%
Hinduism	16	2.7%
I do not wish to disclose my religion/belief	107	18.3%
Islam	17	2.9%
Jainism	0	0.0%
Judaism	2	0.3%
Other	44	7.5%
Sikhism	0	0.0%
Undefined	118	20.2%
TOTAL	584	100.00%

Staff in Post Diversity Profile

Head Count

Data Point 21 September 2020

46

CONSULTANTS

All Substantive (e.g. excluding Bank Only staff, zero hour Locums)

Age Profile	21-Sep-20	
	Head Count	%
16 - 20		0.0%
21 - 25		0.0%
26 - 30		0.0%
31 - 35		0.0%
36 - 40	3	6.5%
41 - 45	6	13.0%
46 - 50	7	15.2%
51 - 55	15	32.6%
56 - 60	11	23.9%
61 - 65	2	4.3%
66 - 70	2	4.3%
71 - 75		0.0%
76 - 80		0.0%
81 - 85		0.0%
TOTAL	46	100.0%

Gender	21-Sep-20	
	Head Count	%
Female	9	19.6%
Male	37	80.4%
TOTAL	46	100.0%

Ethnicity	21-Sep-20	
	Head Count	%
A White - British	18	39.1%
B White - Irish		0.0%

C White - Any other White background	9	19.6%
D Mixed - White & Black Caribbean		0.0%
E Mixed - White & Black African		0.0%
F Mixed - White & Asian		0.0%
G Mixed - Any other mixed background		0.0%
H Asian or Asian British - Indian	10	21.7%
J Asian or Asian British - Pakistani	2	4.3%
K Asian or Asian British - Bangladeshi		0.0%
L Asian or Asian British - Any other Asian background		0.0%
M Black or Black British - Caribbean		0.0%
N Black or Black British - African	2	4.3%
P Black or Black British - Any other Black background		0.0%
R Chinese	1	2.2%
S Any Other Ethnic Group	2	4.3%
Z Not Stated	2	4.3%
TOTAL	46	100.0%

Religious Belief	21-Sep-20	
	Head Count	%
Atheism	2	4.3%
Buddhism		0.0%
Christianity	7	15.2%
Hinduism	4	8.7%
I do not wish to disclose my religion/belief	7	15.2%
Islam	5	10.9%
Jainism		0.0%
Judaism		0.0%
Other	1	2.2%
Sikhism		0.0%
Undefined	20	43.5%
TOTAL	46	100.00%

Staff in Post Diversity Profile

Head Count

Data Point 21 September 2020

110

OTHER MEDICAL STAFF (Career & Trainee grades)

All Substantive (e.g. excluding Bank Only staff, zero hour Locums)

Age Profile	21-Sep-20	
	Head Count	%
16 - 20		0.0%
21 - 25	25	22.7%
26 - 30	41	37.3%
31 - 35	23	20.9%
36 - 40	11	10.0%
41 - 45	7	6.4%
46 - 50	2	1.8%

51 - 55	1	0.9%
56 - 60		0.0%
61 - 65		0.0%
66 - 70		0.0%
71 - 75		0.0%
76 - 80		0.0%
81 - 85		0.0%
TOTAL	110	100.0%

<u>Gender</u>	21-Sep-20	
	Head Count	%
Female	56	50.9%
Male	54	49.1%
TOTAL	110	100.0%

<u>Ethnicity</u>	21-Sep-20	
	Head Count	%
A White - British	58	52.7%
B White - Irish		0.0%
C White - Any other White background	10	9.1%
D Mixed - White & Black Caribbean	1	0.9%
E Mixed - White & Black African	2	1.8%
F Mixed - White & Asian	1	0.9%
G Mixed - Any other mixed background	1	0.9%
H Asian or Asian British - Indian	11	10.0%
J Asian or Asian British - Pakistani	2	1.8%
K Asian or Asian British - Bangladeshi	1	0.9%
L Asian or Asian British - Any other Asian background	4	3.6%
M Black or Black British - Caribbean		0.0%
N Black or Black British - African	5	4.5%
P Black or Black British - Any other Black background		0.0%
R Chinese	1	0.9%
S Any Other Ethnic Group	6	5.5%
Z Not Stated	7	6.4%
TOTAL	110	100.0%

<u>Religious Belief</u>	21-Sep-20	
	Head Count	%
Atheism	27	24.5%
Buddhism	2	1.8%
Christianity	31	28.2%
Hinduism	9	8.2%
I do not wish to disclose my religion/belief	25	22.7%
Islam	8	7.3%

Jainism		0.0%
Judaism	1	0.9%
Other	5	4.5%
Sikhism		0.0%
Undefined	2	1.8%
TOTAL	110	100.00%

Staff in Post Diversity Profile

Head Count

Data Point 21 September 2020

219

REGISTERED NURSING

All Substantive (e.g. excluding Bank Only staff, zero hour Locums)

<u>Age Profile</u>	21-Sep-20	
	Head Count	%
16 - 20		0.0%
21 - 25	11	5.0%
26 - 30	30	13.7%
31 - 35	35	16.0%
36 - 40	31	14.2%
41 - 45	44	20.1%
46 - 50	20	9.1%
51 - 55	27	12.3%
56 - 60	12	5.5%
61 - 65	8	3.7%
66 - 70	1	0.5%
71 - 75		0.0%
76 - 80		0.0%
81 - 85		0.0%
TOTAL	219	100.0%

<u>Gender</u>	21-Sep-20	
	Head Count	%
Female	200	91.3%
Male	19	8.7%
TOTAL	219	100.0%

<u>Ethnicity</u>	21-Sep-20	
	Head Count	%
A White - British	114	52.1%
B White - Irish		0.0%
C White - Any other White background	18	8.2%
D Mixed - White & Black Caribbean		0.0%
E Mixed - White & Black African		0.0%
F Mixed - White & Asian	2	0.9%
G Mixed - Any other mixed background	2	0.9%
H Asian or Asian British - Indian	57	26.0%

J Asian or Asian British - Pakistani	1	0.5%
K Asian or Asian British - Bangladeshi		0.0%
L Asian or Asian British - Any other Asian background	6	2.7%
M Black or Black British - Caribbean	1	0.5%
N Black or Black British - African	2	0.9%
P Black or Black British - Any other Black background		0.0%
R Chinese		0.0%
S Any Other Ethnic Group	2	0.9%
Z Not Stated	14	6.4%
TOTAL	219	100.0%

<u>Religious Belief</u>	21-Sep-20	
	Head Count	%
Atheism	16	7.3%
Buddhism		0.0%
Christianity	90	41.1%
Hinduism	3	1.4%
I do not wish to disclose my religion/belief	39	17.8%
Islam	1	0.5%
Jainism		0.0%
Judaism	1	0.5%
Other	18	8.2%
Sikhism		0.0%
Undefined	51	23.3%
TOTAL	219	100.00%

Staff in Post Diversity Profile

Head Count

Data Point 21 September 2020

209

NURSING ASSISTANTS

All Substantive (e.g. excluding Bank Only staff, zero hour Locums)

<u>Age Profile</u>	21-Sep-20	
	Head Count	%
16 - 20	2	1.0%
21 - 25	20	9.6%
26 - 30	20	9.6%
31 - 35	20	9.6%
36 - 40	28	13.4%
41 - 45	23	11.0%
46 - 50	30	14.4%
51 - 55	26	12.4%
56 - 60	25	12.0%
61 - 65	14	6.7%
66 - 70	1	0.5%
71 - 75		0.0%
76 - 80		0.0%

81 - 85	0.0%
TOTAL	209 100.0%

<u>Gender</u>	21-Sep-20	
	Head Count	%
Female	177	84.7%
Male	32	15.3%
TOTAL	209	100.0%

<u>Ethnicity</u>	21-Sep-20	
	Head Count	%
A White - British	129	61.7%
B White - Irish	1	0.5%
C White - Any other White background	28	13.4%
D Mixed - White & Black Caribbean		0.0%
E Mixed - White & Black African	1	0.5%
F Mixed - White & Asian		0.0%
G Mixed - Any other mixed background	1	0.5%
H Asian or Asian British - Indian	15	7.2%
J Asian or Asian British - Pakistani		0.0%
K Asian or Asian British - Bangladeshi	3	1.4%
L Asian or Asian British - Any other Asian background	15	7.2%
M Black or Black British - Caribbean		0.0%
N Black or Black British - African	2	1.0%
P Black or Black British - Any other Black background	2	1.0%
R Chinese		0.0%
S Any Other Ethnic Group	5	2.4%
Z Not Stated	7	3.3%
TOTAL	209	100.0%

<u>Religious Belief</u>	21-Sep-20	
	Head Count	%
Atheism	17	8.1%
Buddhism	1	0.5%
Christianity	87	41.6%
Hinduism		0.0%
I do not wish to disclose my religion/belief	36	17.2%
Islam	3	1.4%
Jainism		0.0%
Judaism		0.0%
Other	20	9.6%
Sikhism		0.0%
Undefined	45	21.5%
TOTAL	209	100.00%

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Director of Corporate Governance
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust