

Equality Monitoring 2018

Why do we need to collect equality information?

Effective monitoring is a requirement for the NHS as part of the Equality Act 2010. The Public Sector Equality Duty (PSED) has two parts. The first is the General Duty and requires the Trust to have due regard to eliminate discrimination, promote equal opportunity and promote good relations between people with and without protected characteristics. We also need to understand the impact of our policies and practices on people with protected characteristics which are race, sex, disability, sexual orientation, gender reassignment, religion or belief, age, marriage and civil partnership, pregnancy and maternity.

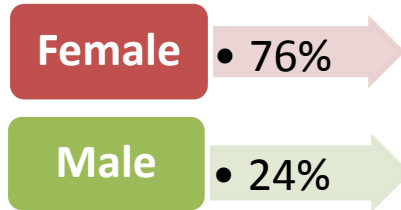
Equality monitoring of service delivery helps us to understand which groups are using our services. By comparing the results of equality monitoring we can determine if levels of satisfaction with the service are the same for all groups and if not then we must consider actions to change this. Patients and staff are asked to provide their data on a voluntary basis, it is stored anonymously and used confidentially, it is not used to identify anyone. We encourage everyone to provide this information. Collecting and analysing equality information is an important way for us to develop this understanding to help us identify what we need to change to improve our services to patients and staff.

NBT Equality Monitoring Staff and Patients

Below you will find the equality monitoring data for staff and patients. Some of the figures do not add up to 100% because they have been rounded up or because the information as not been given.

North Bristol Trust Workforce Equality Data 2018

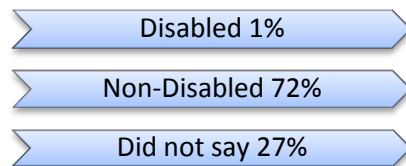
Workforce by Gender



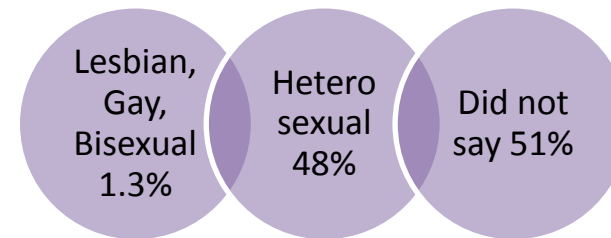
Workforce by Ethnicity



Workforce by Disability*



Workforce by Sexual Orientation*

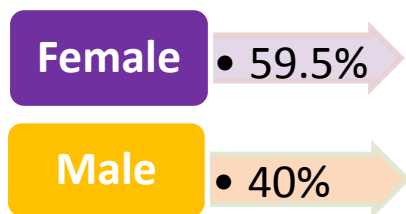


Religion and Belief	Percentage
Christianity	26%
Atheism	7%
Other	4%
Islam	1%
Hinduism	0.4%
Judaism	0.4%
Buddhism	0.3%
Jainism	0.2%
Sikhism	0.1%
I do not wish to disclose my religion/belief/not declared	60%

Age	Percentage
Up to 25	1%
26 - 35	27%
36 - 45	24%
46 - 55	23%
56 - 65	18%
66 and Over	5%

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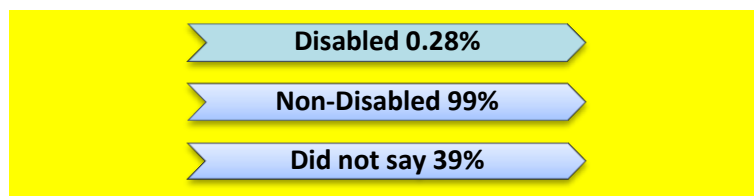
Patients by Gender



Patients by Ethnicity



Patients by Disability*



*People With Learning Disabilities only.

Religion and Belief	Percentage
Christianity	25.00
Atheism	0.002
Other	0.35
Islam	0.5
Hinduism	0.12
Judaism	0.12
Buddhism	0.05
Jainism	0.03
Sikhism	0.13
I do not wish to disclose my religion/belief/not declared	74.00

Age	Percentage
Under 18	3%
18-54	50%
55-64	14%
65-74	16%
75-84	12%
85+	5%