



Lancashire &  
South Cumbria  
NHS Foundation Trust

# Equality & Diversity Report

2019/2020

# Equality & Diversity Report

## What is this data about?



The data in this report provides a basic overview of our workforce in relation to the personal characteristics protected by the Equality Act 2010.

We publish this information annually as part of our Public Sector Equality Duty and you will always be able to find the March 31st snapshot on our Trust website.

However, publishing the data is not enough! We want to take positive action to improve the diversity of our workforce and live up to our reputation as one of the Inclusive Top 50 UK Employers.

If you would like to know about our approach to Equality, Diversity and Inclusion, you can find that in our [Equality and Diversity Statement of Intent 2015-20](#) and there is lots of other information on our Trust website too.

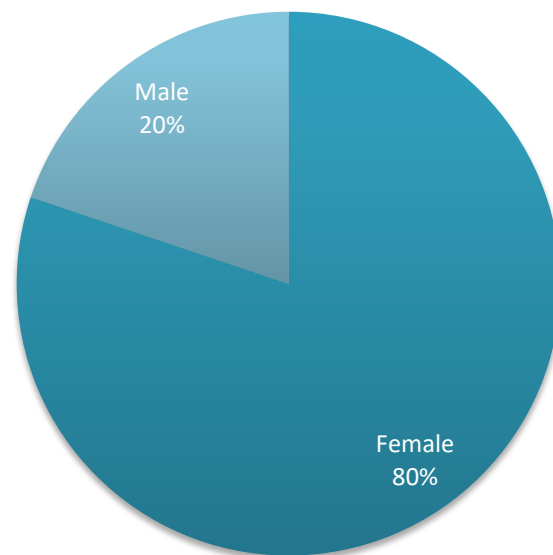
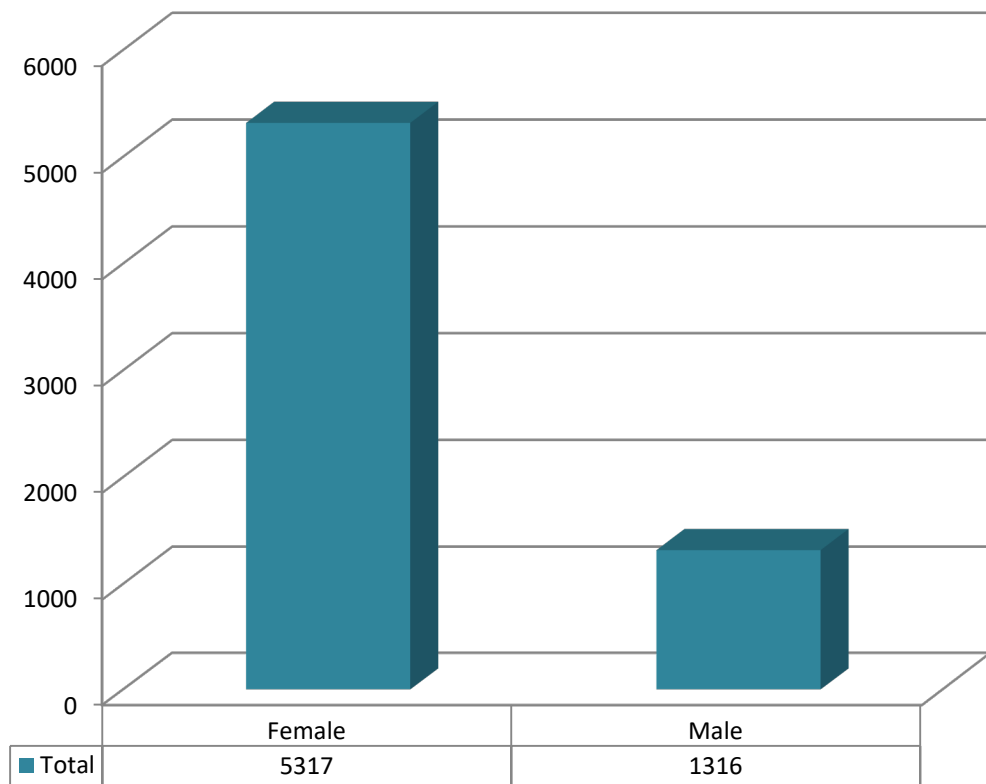
For details on anything you have read about, to share ideas or talk to us about what we are up to then please contact one of us on the email addresses below:

[joanna.harrison@lancashirecare.nhs.uk](mailto:joanna.harrison@lancashirecare.nhs.uk)



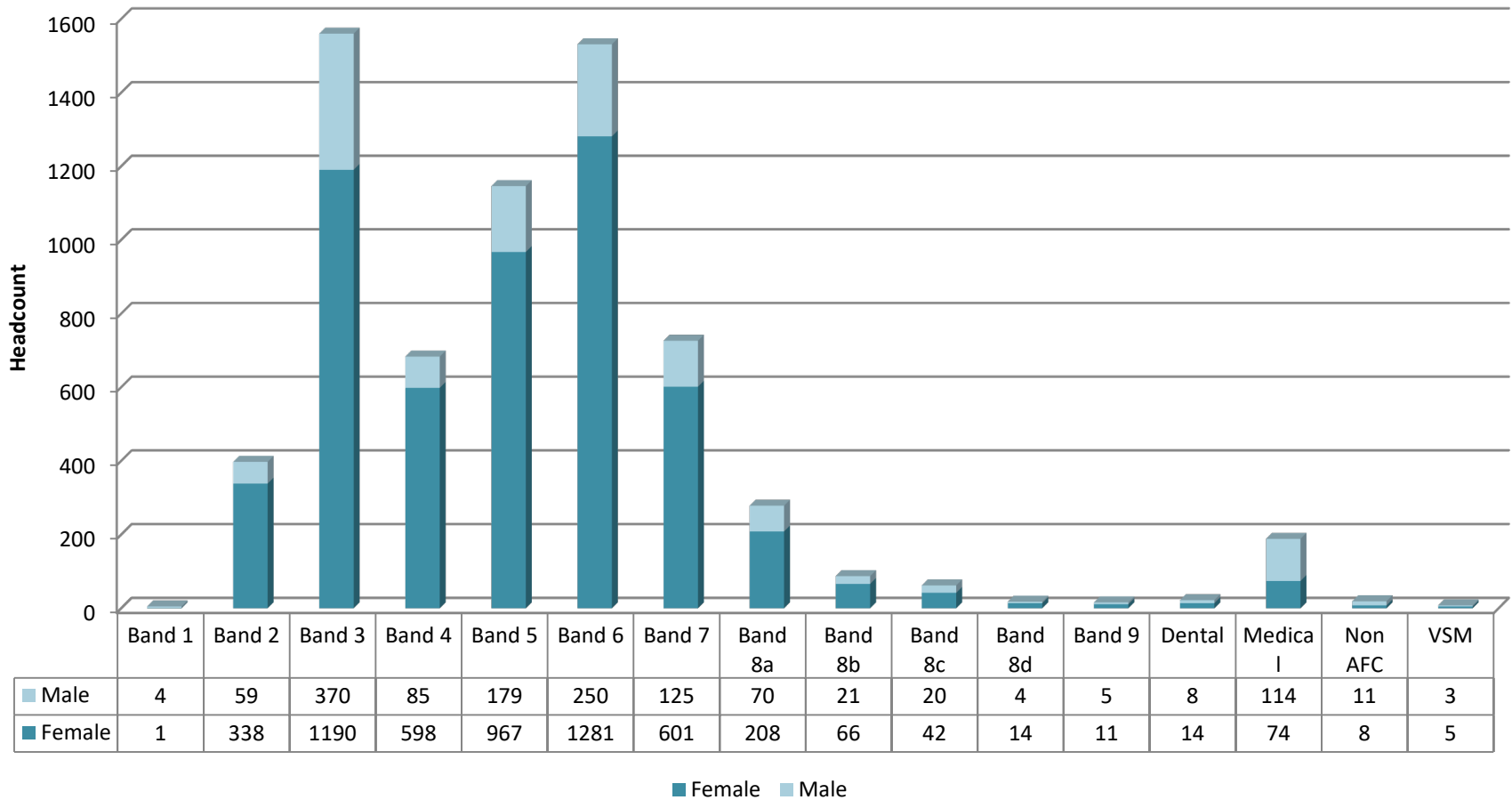
# Equality & Diversity Report

## Gender Split



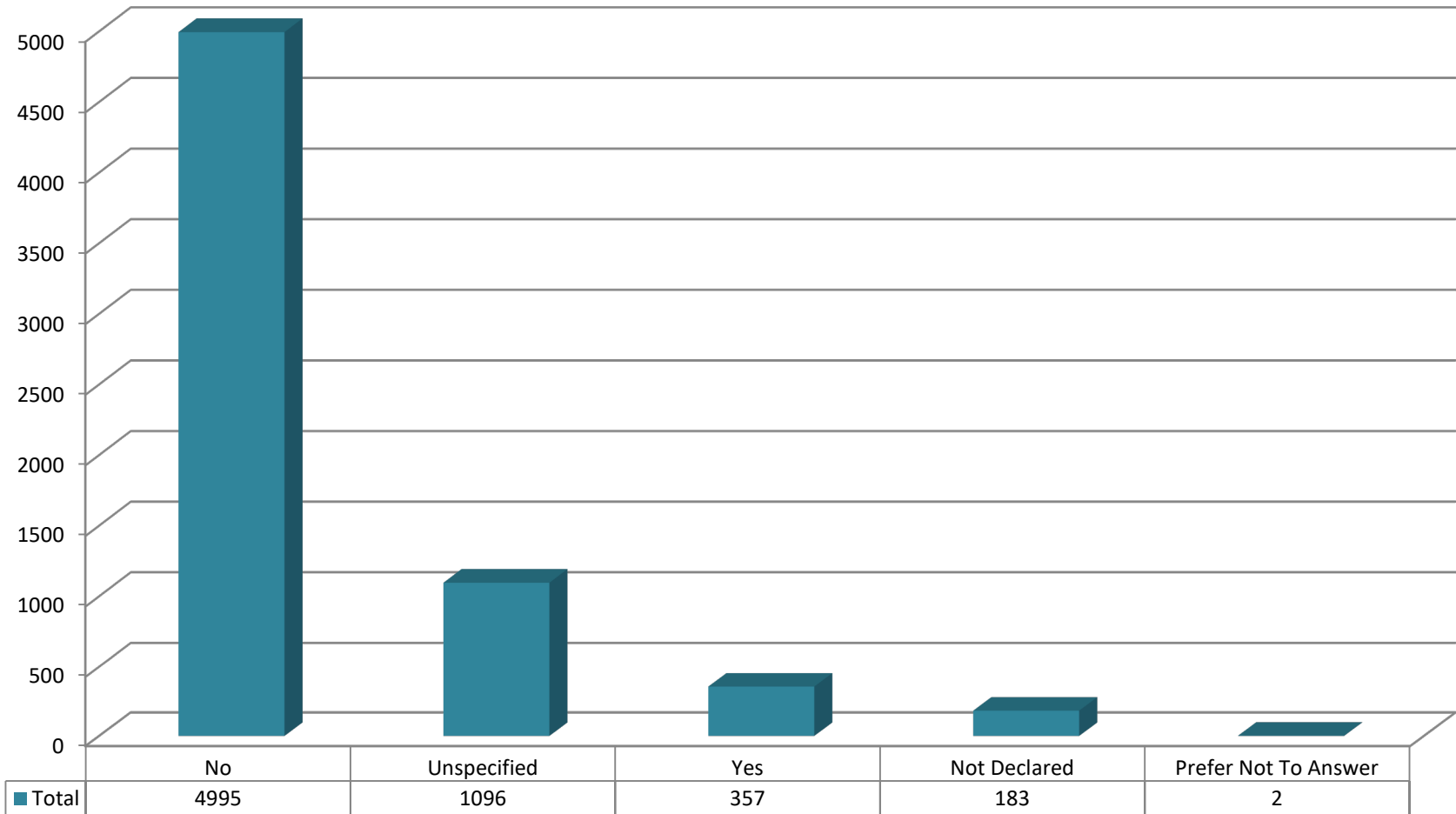
# Equality & Diversity Report

## Gender Split by Band



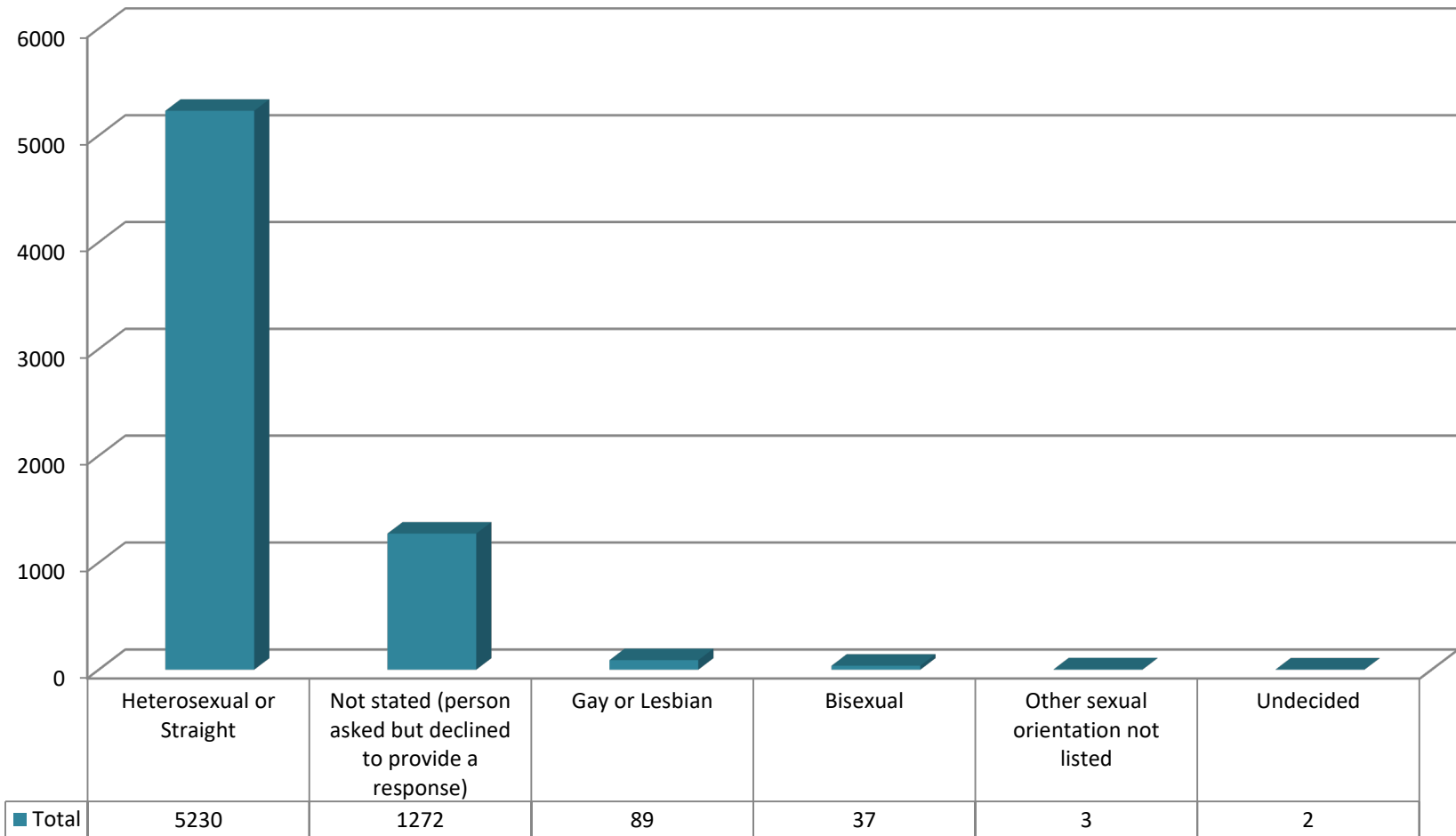
# Equality & Diversity Report

## Disability



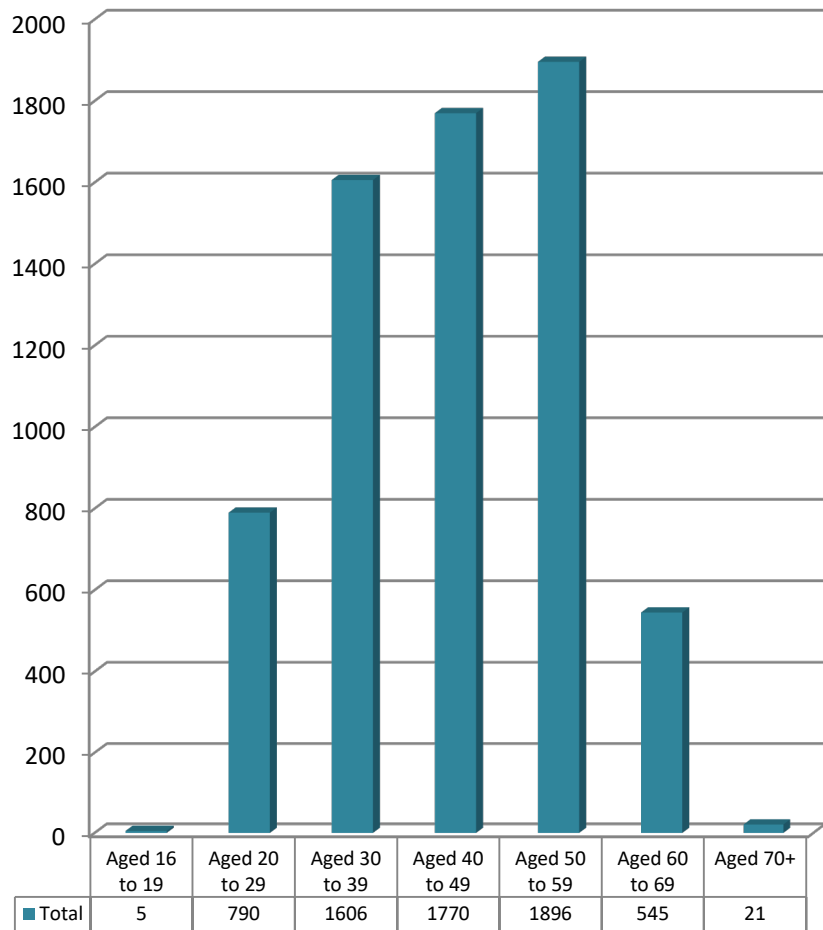
# Equality & Diversity Report

## Sexual Orientation

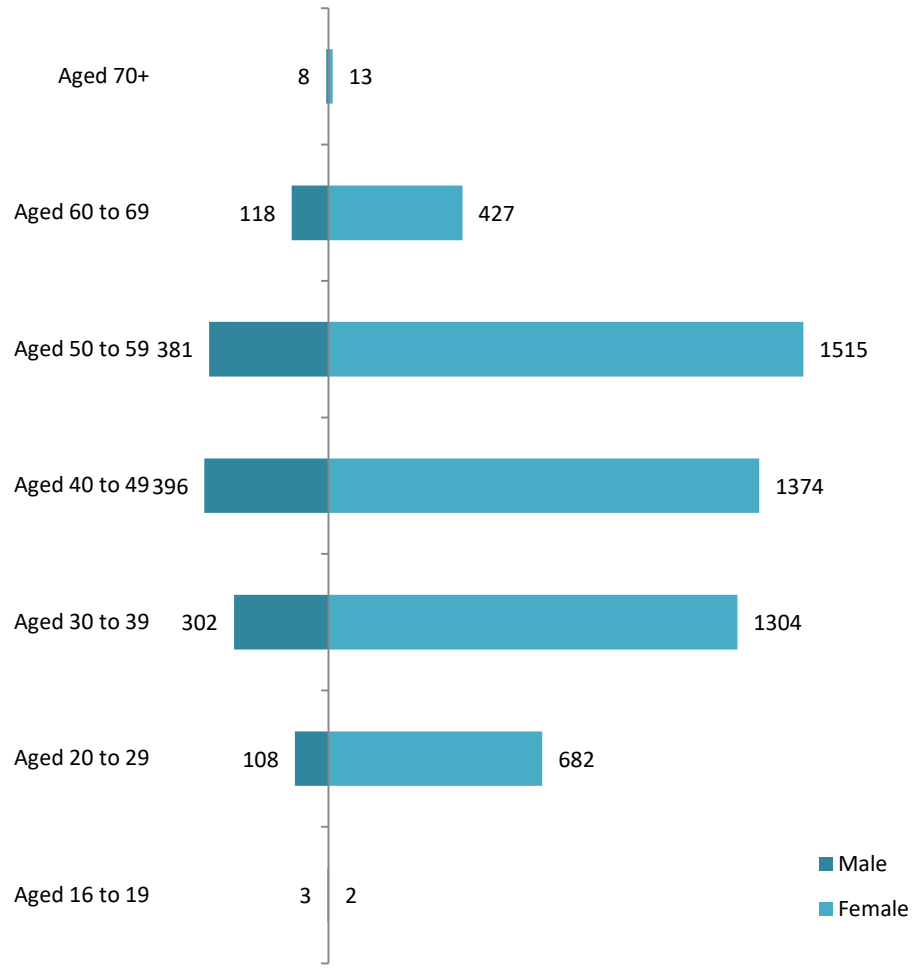


# Equality & Diversity Report

## Age Range

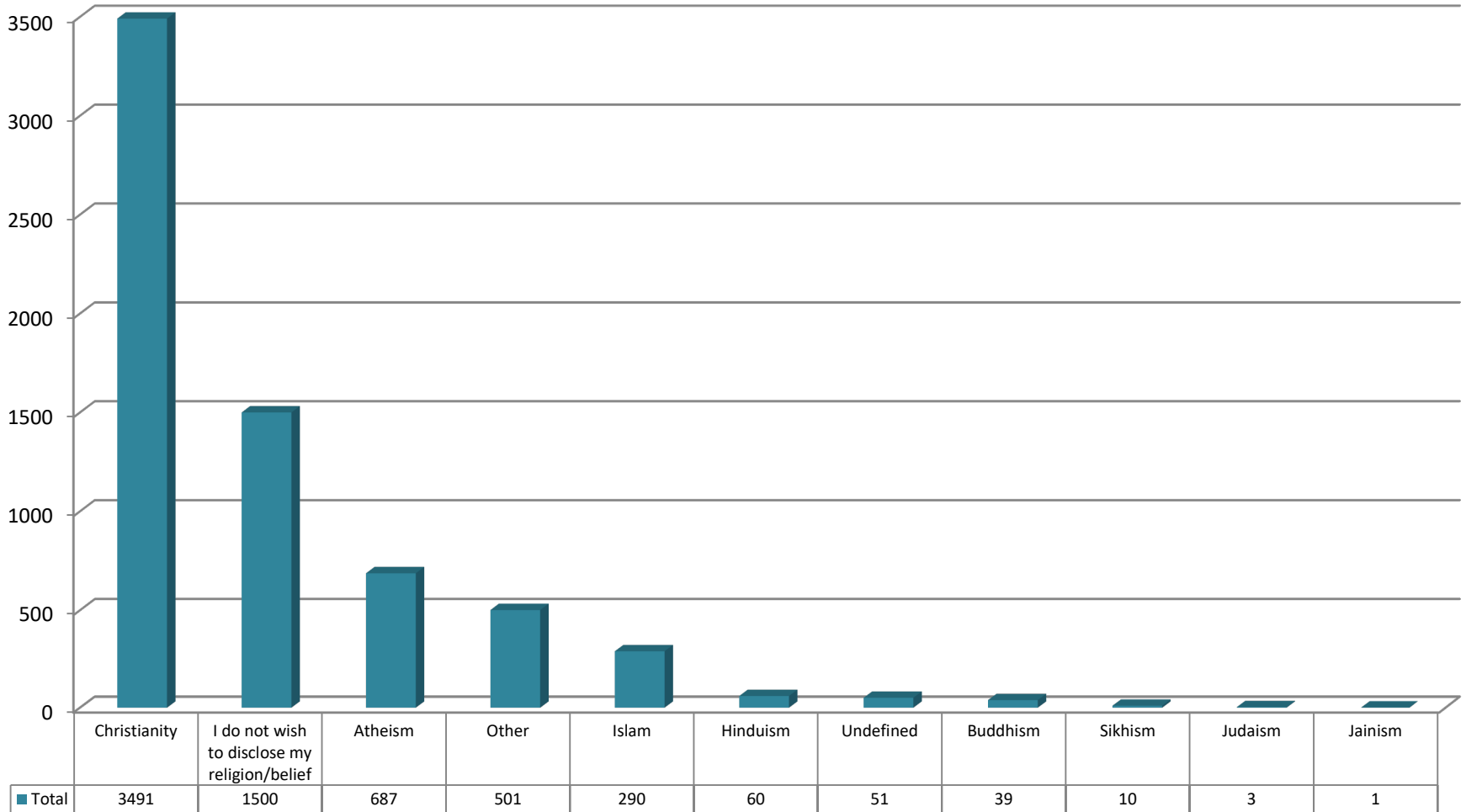


## Age Range by Gender



# Equality & Diversity Report

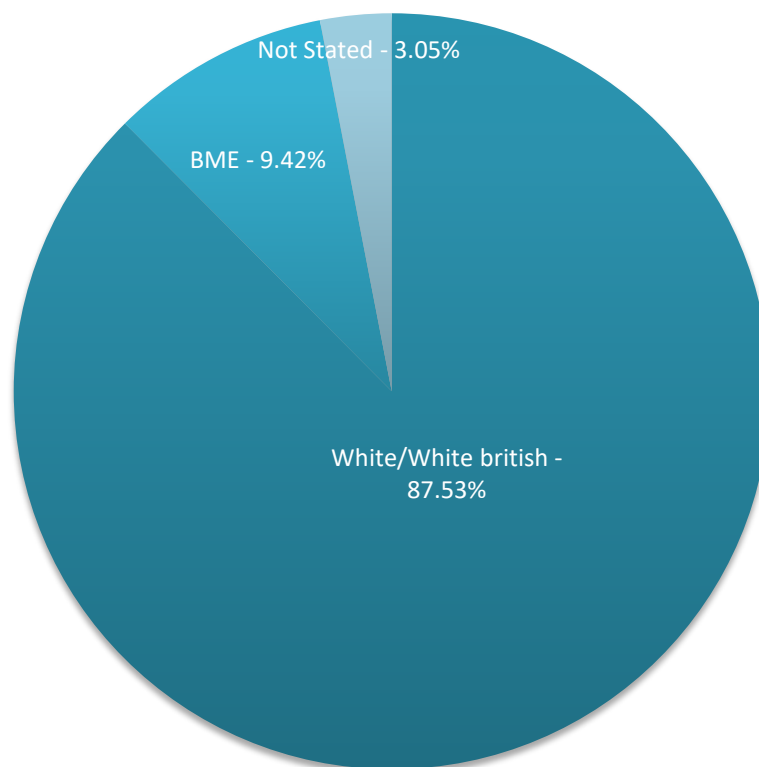
## Religious Belief





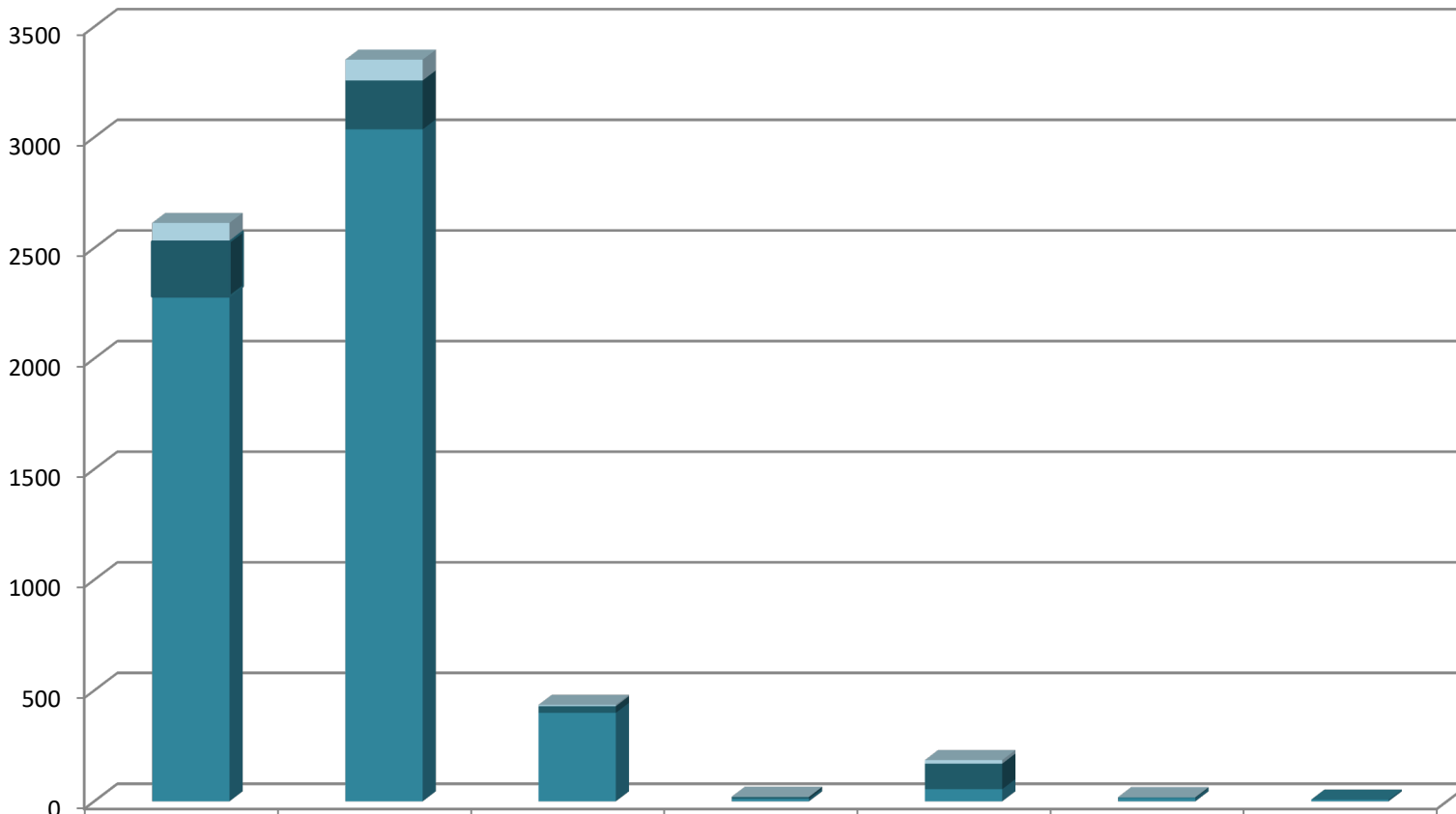
# Equality & Diversity Report

## Ethnicity Split



# Equality & Diversity Report

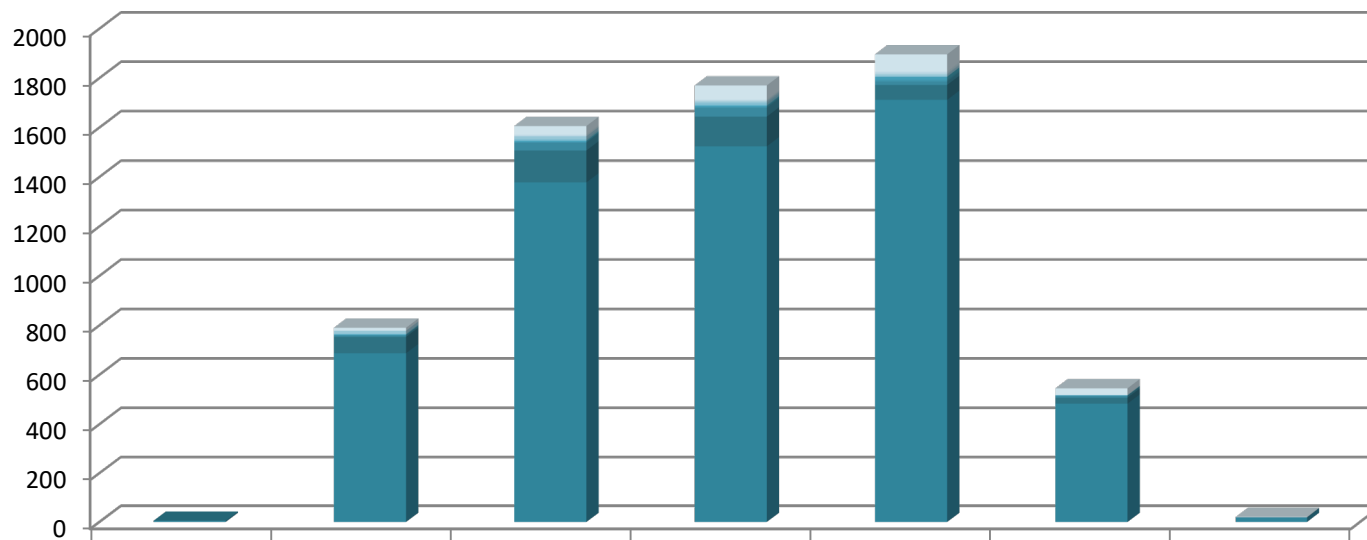
## Ethnicity by Band



	Band 1 - 4	Band 5 - 7	Band 8a - 9	Dental	Medical	Non AFC	VSM
Not Stated	84	94	6	1	16	1	
BME	248	221	30	8	115	3	
White/White british	2281	3036	399	12	55	15	8

# Equality & Diversity Report

## Ethnicity by Age Range



	Aged 16 to 19	Aged 20 to 29	Aged 30 to 39	Aged 40 to 49	Aged 50 to 59	Aged 60 to 69	Aged 70+
Not Stated - Not Stated		11	35	58	70	27	1
BME - Other		1	6	4	8		1
BME - Mixed - White & Black African		1	1	4	4		
BME - Mixed - White & Asian		11	11	6	7		
BME - Mixed - Any other mixed background		3	6	8	2	2	
BME - Filipino			1	2			
BME - Chinese		1	2	2			
BME - Black or Black Caribbean		2	4	2	13	1	
BME - Black or Black British		1	1	5	6		
BME - Black or Black African		6	32	35	14	8	1
BME - Asian/Asian british		66	129	120	60	24	1
White/White british - White/White british	5	687	1378	1524	1712	483	17