

LGBTQ+ workforce report 2024

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Background

This report has been created for the second year running to go alongside the national mandated reporting of WDES (Workforce Disability Equality Standard) and WRES (Workforce Race Equality Standard) to gain insight of staff demographics and experiences in the context of their sexual orientation and gender identity.

A 2022 survey from the BMA (British Medical Association) and GLADD (The association of LGBTQ+ Doctors and Dentists)¹ found that 43% of gay, lesbian, bisexual and queer respondents had experienced homophobia or biphobia in the past two years and 59% of trans respondents had experienced transphobia within the same timeline. Particularly commonplace, are low level microaggressions with 94% of LGBTQ+ respondents having heard or overheard homophobic or biphobic ‘jokes’ and 81% of trans respondents having heard or overheard transphobic ‘jokes’.

While this study looked into the experienced of medical staff in particular, we can see from staff survey results that LGBTQ+ staff across the NHS are more likely to report facing physical violence, bullying and harassment and discrimination in the workplace than other staff. For the first time in 2023, staff survey participants were also asked if they have been the target of at least one incident unwanted behaviour of a sexual nature, for which LGBTQ+ colleagues reported higher results than other staff members.²

Analysis

The workforce data from this report is taken from a snapshot on **31st March 2024**. The staff survey results are taken from the latest staff survey that took place at the end of 2023. This report excludes bank staff.

Workforce Data

The total number of staff employed by Royal Devon as of 31st March 2024 is **13,869**, of which **2.2%** are LGBTQ+ (including the category ‘Other sexual orientation not listed’). **25.22%** of staff preferred not to disclose their sexual orientation and **7.90%** had not input any option on ESR.

Below are the percentage breakdowns compared with the 2023 LGBTQ+ report.

	2023	2024
<i>Heterosexual</i>	69.81%	64.68%
<i>Gay/Lesbian</i>	1.24%	1.17%
<i>Bisexual</i>	1.00%	0.87%
<i>Other</i>	0.15%	0.16%
<i>Prefer not to say</i>	21.09%	25.22%
<i>Unknown</i>	6.71%	7.90%

As we can see from the above there has been a reduction in most categories, the notable exceptions being a **4.13%** increase in the percentage of staff not wishing to disclose their sexual orientation and a **1.19%** increase in staff not entering any option on ESR.

¹ <https://www.bma.org.uk/media/6340/bma-sogi-report-2-nov-2022.pdf>

² <https://www.nhsstaffsurveys.com/results/interactive-results/>

As with the previous years reporting, there is no option to record staff gender identity onto ESR; only male/female are used to enable mandatory Gender Pay Gap reporting.

Staff Survey Data

Disclosure rates for staff survey demographics tend to be more complete than ESR records; however, it is important to recognise that the responses only represent a proportion of the overall workforce. Below are the groupings for sexual orientation and gender identity for the previous two years, as reported in the NHS Staff Survey.

	2022	2023
<i>Heterosexual</i>	88.31%	88.43%
<i>Gay/Lesbian</i>	2.18%	2.00%
<i>Bisexual</i>	1.90%	2.22%
<i>Other</i>	0.39%	0.54%
<i>Prefer not to say</i>	6.21%	5.97%

	2022	2023
<i>Cisgender</i>	94.54%	94.50%
<i>Not cisgender</i>	0.32%	0.41%
<i>Prefer not to say</i>	2.23%	2.61%

Please note that, due to small numbers within some of the groupings, caution should be taken when interpreting the below respondent numbers:

	2022	2023
<i>Heterosexual</i>	4126	4103
<i>Gay/Lesbian</i>	102	93
<i>Bisexual</i>	89	103
<i>Other</i>	18	25
<i>Prefer not to say</i>	290	227

	2022	2023
<i>Cisgender</i>	4417	4385
<i>Not cisgender</i>	15	19
<i>Prefer not to say</i>	104	121

Bullying, Harassment, or Abuse

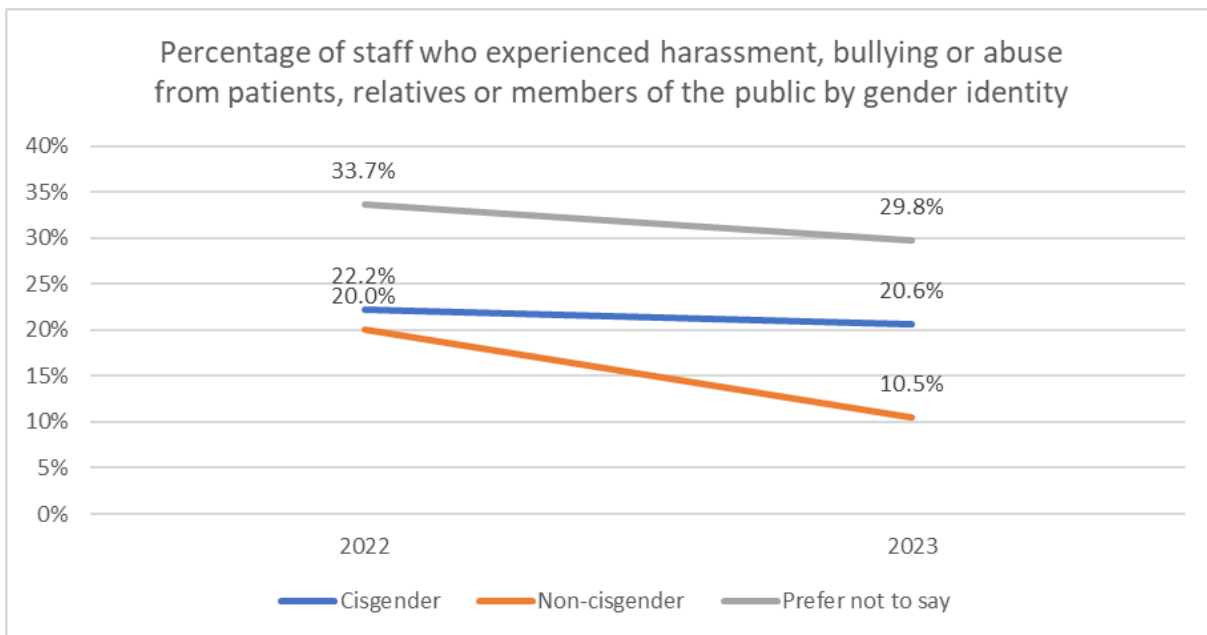
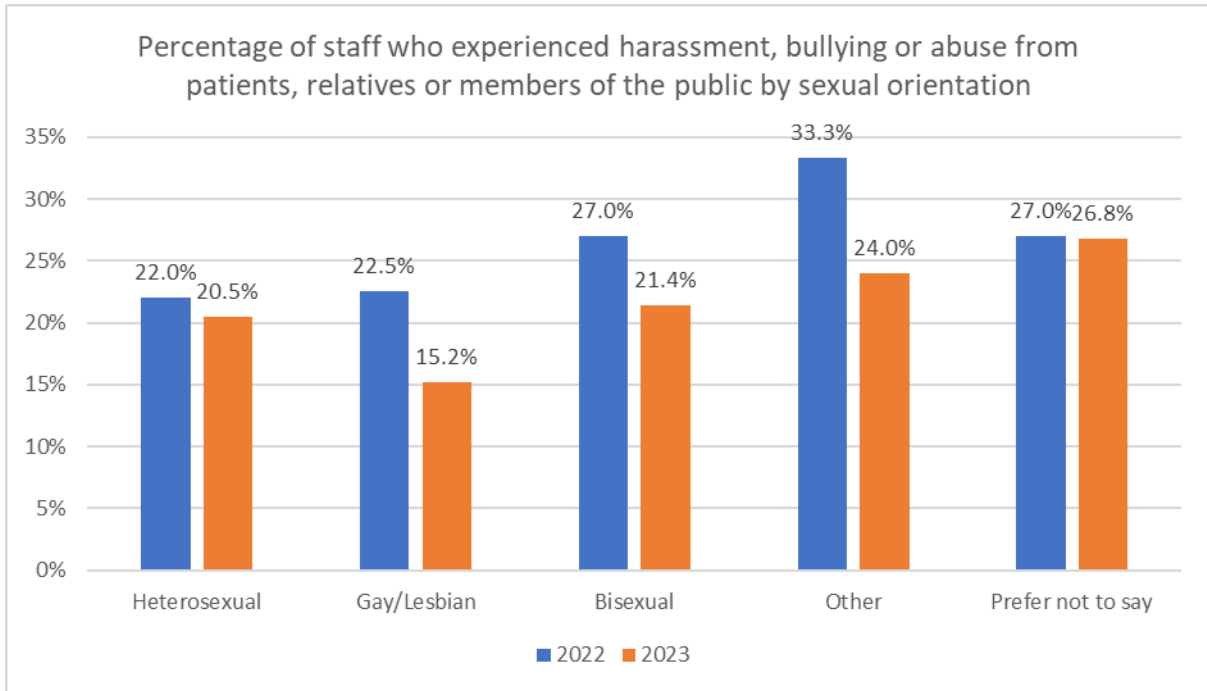
Please note that due to a national issue with the staff survey³ the results for this section contain a statistical bias and may not be accurate. An estimated 4% (184) of responses were affected by this issue.

Percentage of staff who experienced harassment, bullying or abuse from patients, relatives, or members of the public

Sexual orientation	2022	2023
<i>Heterosexual</i>	22.0%	20.5%↓
<i>Gay/Lesbian</i>	22.5%	15.2%↓
<i>Bisexual</i>	27.0%	21.4%↓
<i>Other</i>	33.3%	24.0%↓
<i>Prefer not to say</i>	27.0%	26.8%↓

Gender identity	2022	2023
<i>Cisgender</i>	22.5%	20.6%↓
<i>Not cisgender</i>	20.0%	10.5%↓
<i>Prefer not to say</i>	33.7%	29.8%↓

³ <https://www.nhsstaffsurveys.com/static/cb25daf2e7e2b7e1115b0aad5e3483c/NHS-Staff-Survey-2023-Additional-information-regarding-data-collection-issue.pdf>

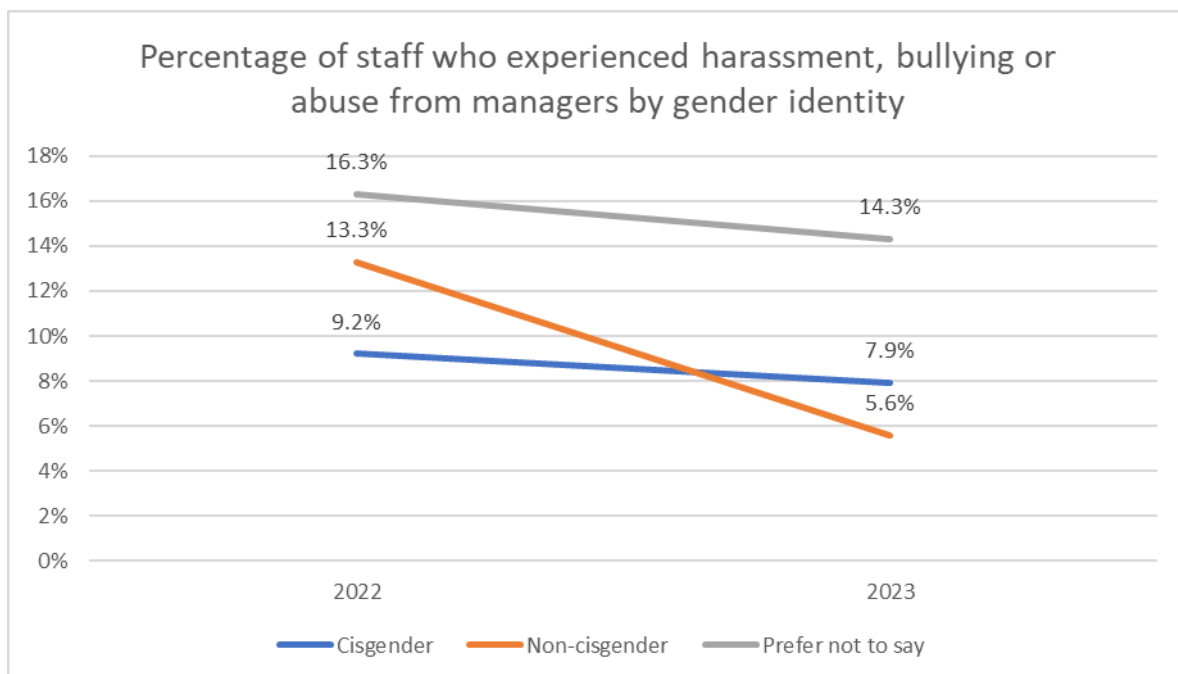
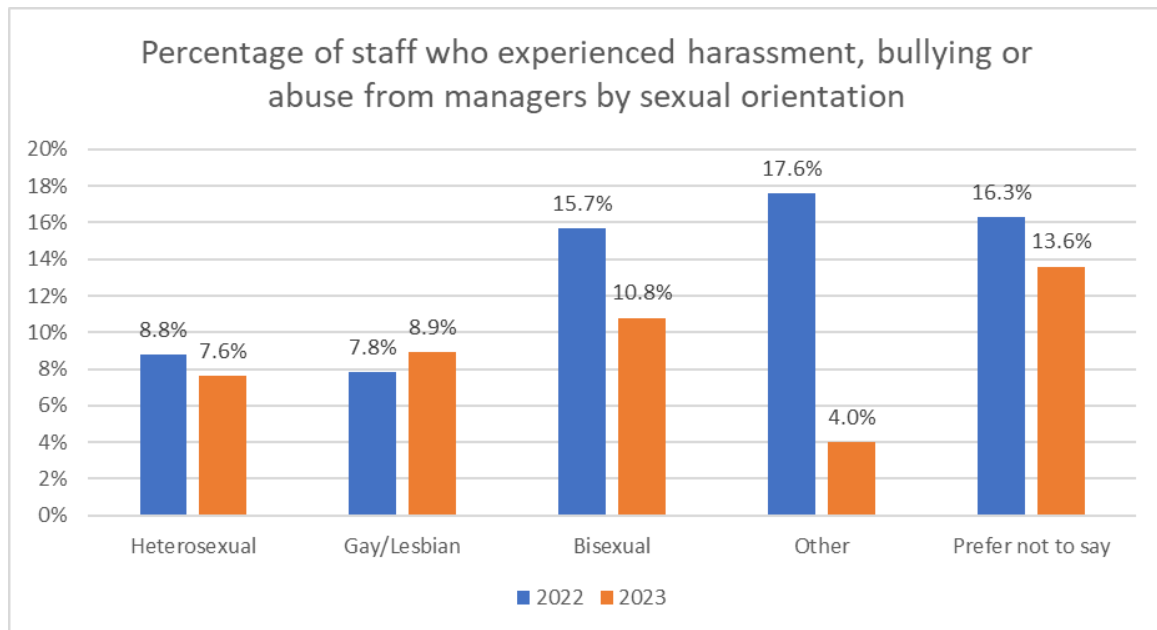


Experiences of harassment, bullying or abuse by the public has decreased across all groupings, most notably for those of an 'other' sexual orientation (**9.3%** reduction) and for non-cisgender staff (**9.5%** reduction). Gay and lesbian staff now report lower rates than heterosexual, staff with all other groupings being above. Those who prefer not to disclose report the worst experiences across both sexual orientation and gender identity.

Percentage of staff who experienced harassment, bullying or abuse from managers

Sexual orientation	2022	2023
Heterosexual	8.8%	7.6%↓
Gay/Lesbian	7.8%	8.9%↑
Bisexual	15.7%	10.8%↓
Other	17.6%	4.0%↓
Prefer not to say	16.3%	13.6%↓

Gender identity	2022	2023
Cisgender	9.2%	7.9%↓
Not cisgender	13.3%	5.6%↓
Prefer not to say	16.3%	14.3%↓

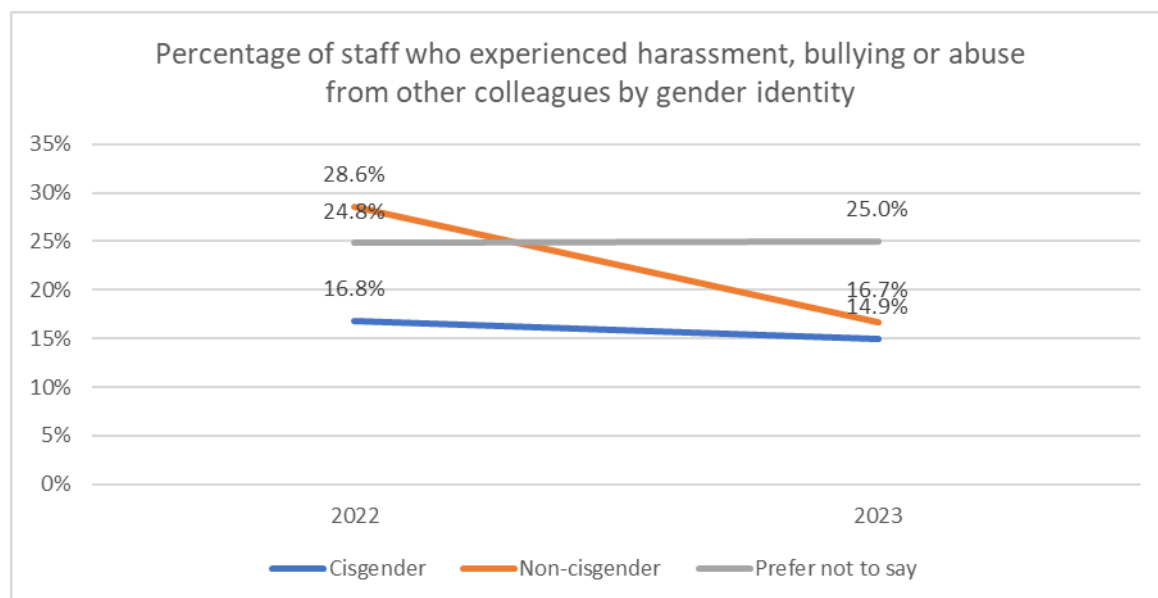
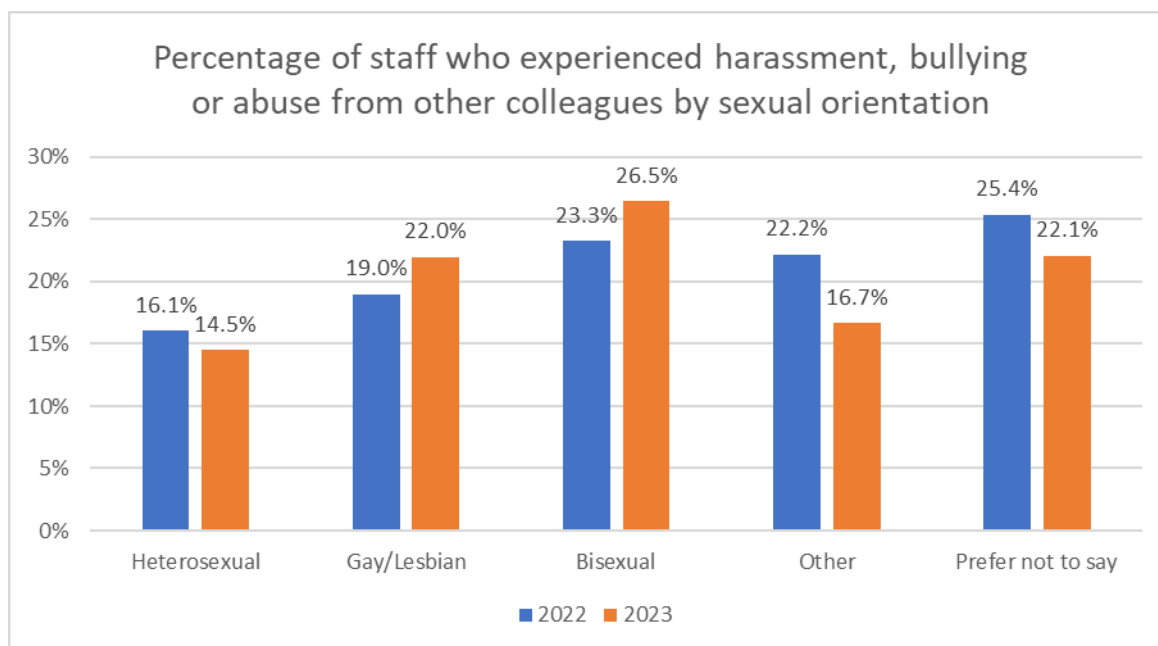


Harassment, bullying and abuse has reduced from last year across all groups aside from Gay/Lesbian who report a **1.1%** increase. The largest decrease was for those under 'other' who reported a **13.6%** decrease and have gone from the highest group to the lowest. For gender identity non-cisgender respondents have the largest decrease of **7.7%**.

Percentage of staff who experienced harassment, bullying or abuse from other colleagues

Sexual orientation	2022	2023
<i>Heterosexual</i>	16.1%	14.5%↓
<i>Gay/Lesbian</i>	19.0%	22.0%↑
<i>Bisexual</i>	23.3%	26.5%↑
<i>Other</i>	22.2%	16.7%↓
<i>Prefer not to say</i>	25.4%	22.1%↓

Gender identity	2022	2023
<i>Cisgender</i>	16.8%	14.9%↓
<i>Not cisgender</i>	28.6%	16.7%↓
<i>Prefer not to say</i>	24.8%	25.0%↑

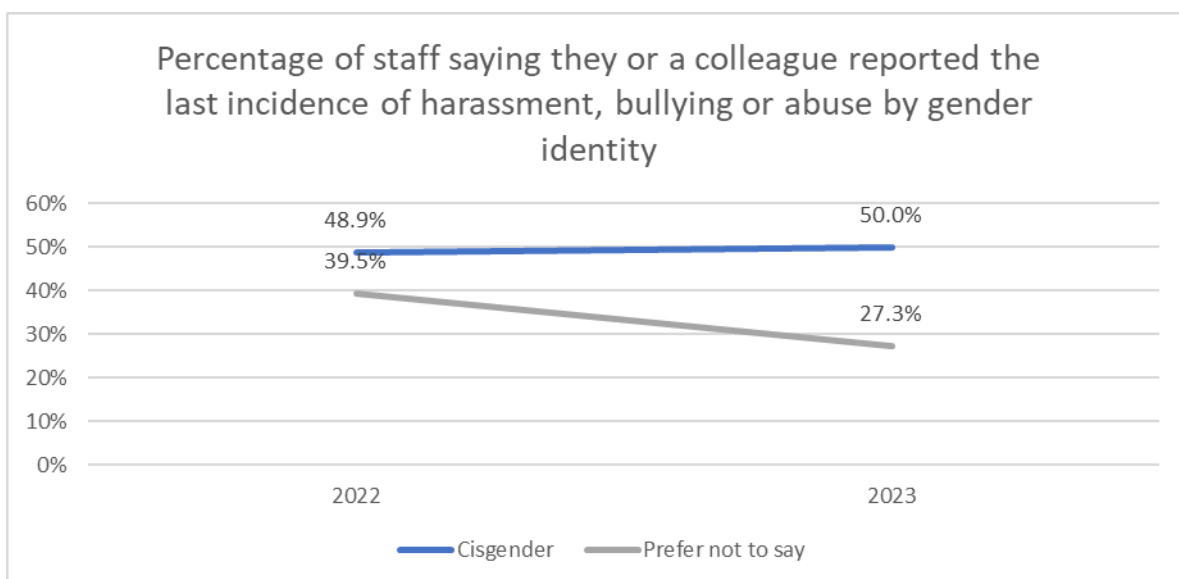
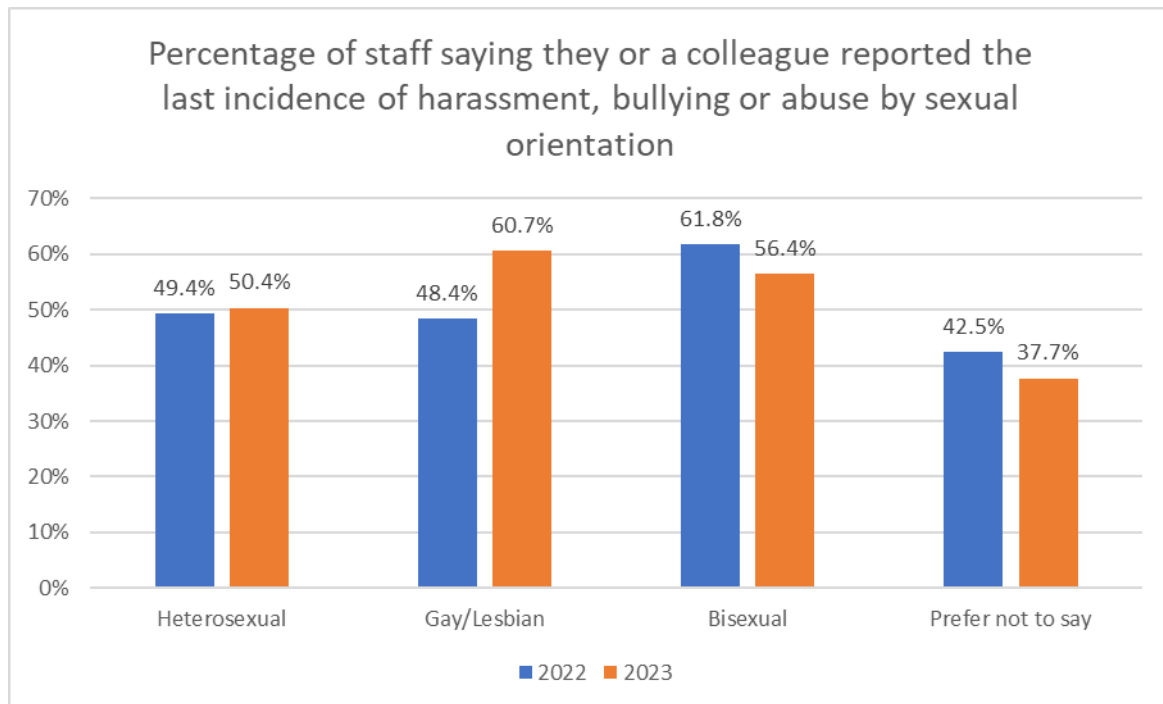


There have been mixed results for bullying, harassment, or abuse from other colleagues with reductions for heterosexual, those who prefer not to say and other. Increases have been noted for gay/lesbian and bisexual colleagues. Again, the largest reduction for gender identity has been for non-cisgender colleagues (**11.9%** reduction).

Percentage of staff saying they or a colleague reported the last incidence of harassment, bullying or abuse

Sexual orientation	2022	2023
<i>Heterosexual</i>	49.4%	50.4% ↑
<i>Gay/Lesbian</i>	48.4%	60.7% ↑
<i>Bisexual</i>	61.8%	56.4% ↓
<i>Other</i>	*	*
<i>Prefer not to say</i>	42.5%	37.7% ↓

Gender identity	2022	2023
<i>Cisgender</i>	48.9%	50.0% ↑
<i>Not cisgender</i>	*	*
<i>Prefer not to say</i>	39.5%	27.3% ↓



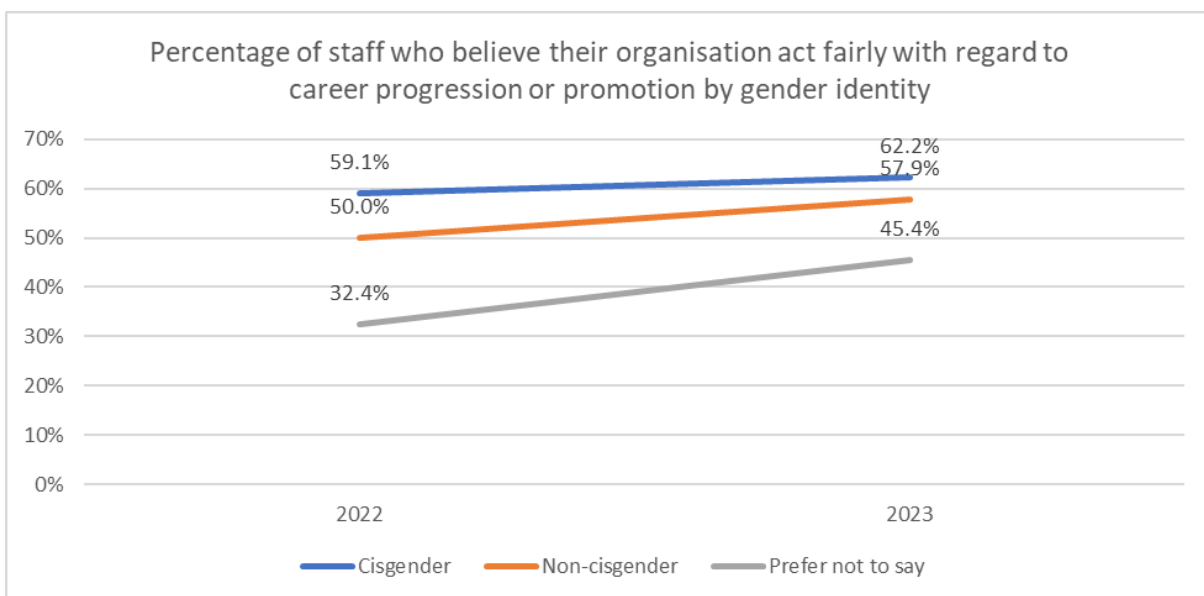
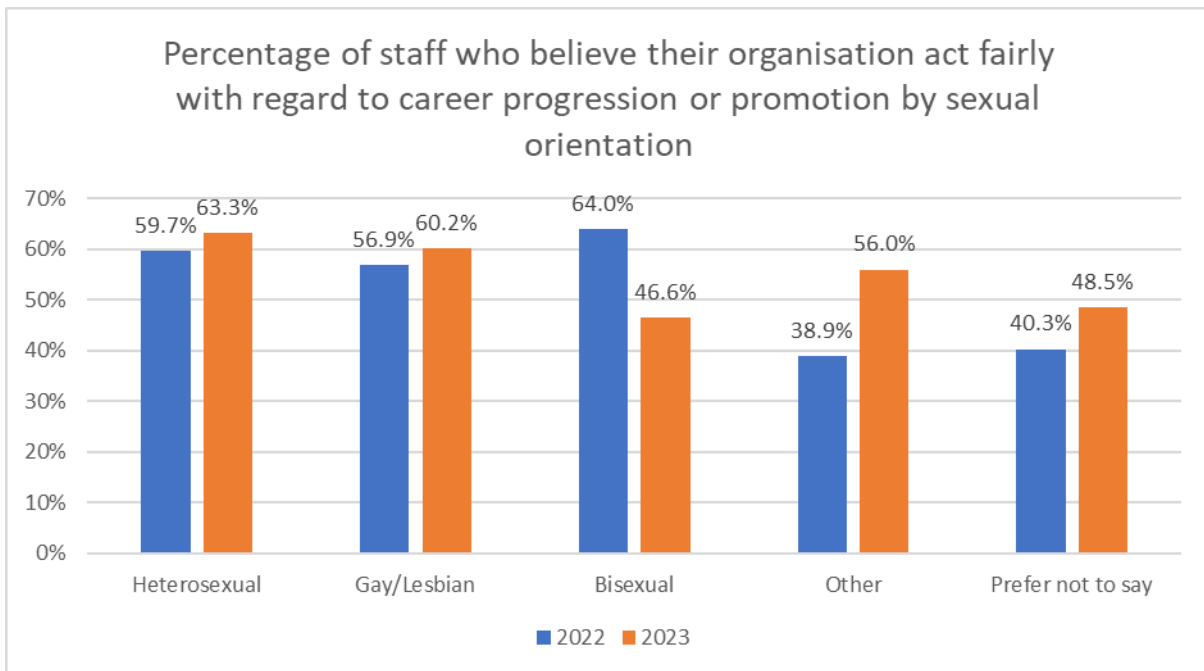
Reporting of harassment, bullying or abuse has reduced for bisexual colleagues (by **5.4%**) and those who prefer not to disclose (by **4.8%**). However, this has increased for gay/lesbian and heterosexual

staff. Those who prefer not to say have the lowest rates of disclosure for both sexual orientation and gender identity.

Percentage of staff who believe their organisation act fairly with regard to career progression or promotion

Sexual orientation	2022	2023
Heterosexual	59.7%	63.3%↑
Gay/Lesbian	56.9%	60.2%↑
Bisexual	64.0%	46.6%↓
Other	38.9%	56.0%↑
Prefer not to say	40.3%	48.5%↑

Gender identity	2022	2023
Cisgender	59.1%	62.2%↑
Not cisgender	50.0%	57.9%↑
Prefer not to say	32.4%	45.4%↑



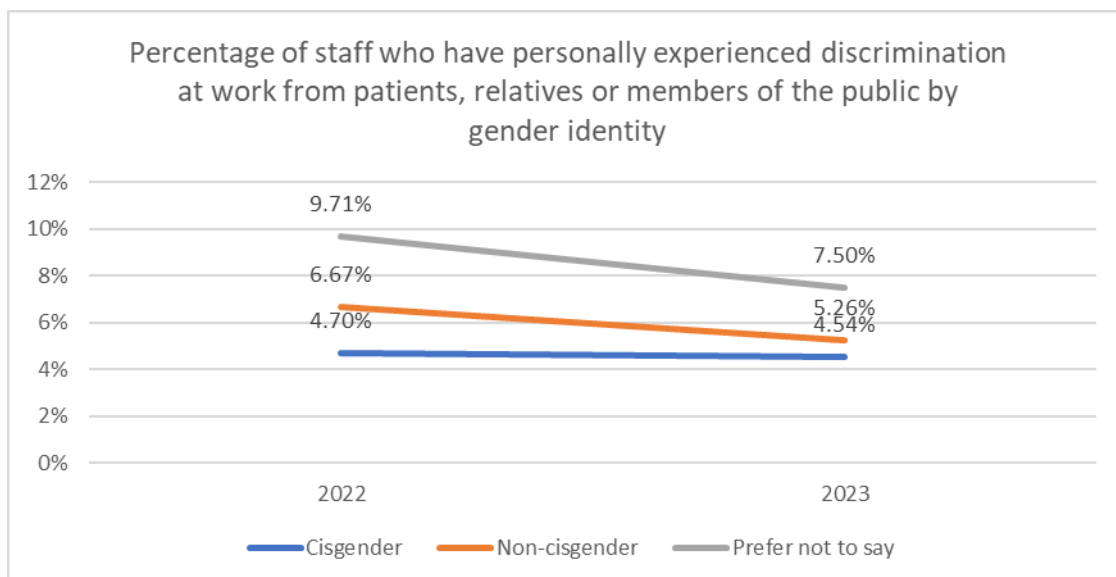
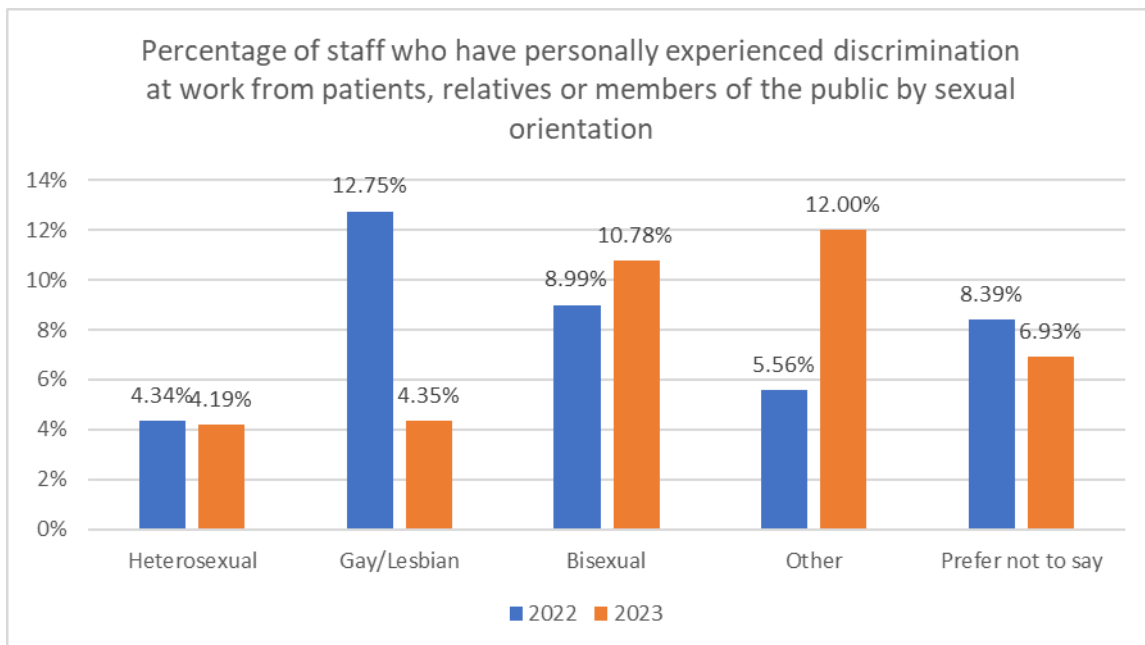
All groupings have improved from previous years with regards to fairness of career progression/promotion with the exception of bisexual colleagues who have reported a **17.4%** decrease.

Discrimination

Percentage of staff who have personally experienced discrimination at work from patients, relatives, or members of the public

Sexual orientation	2022	2023
<i>Heterosexual</i>	4.34%	4.19%↓
<i>Gay/Lesbian</i>	12.75%	4.35%↓
<i>Bisexual</i>	8.99%	10.78%↑
<i>Other</i>	5.56%	12.00%↑
<i>Prefer not to say</i>	8.39%	6.93%↓

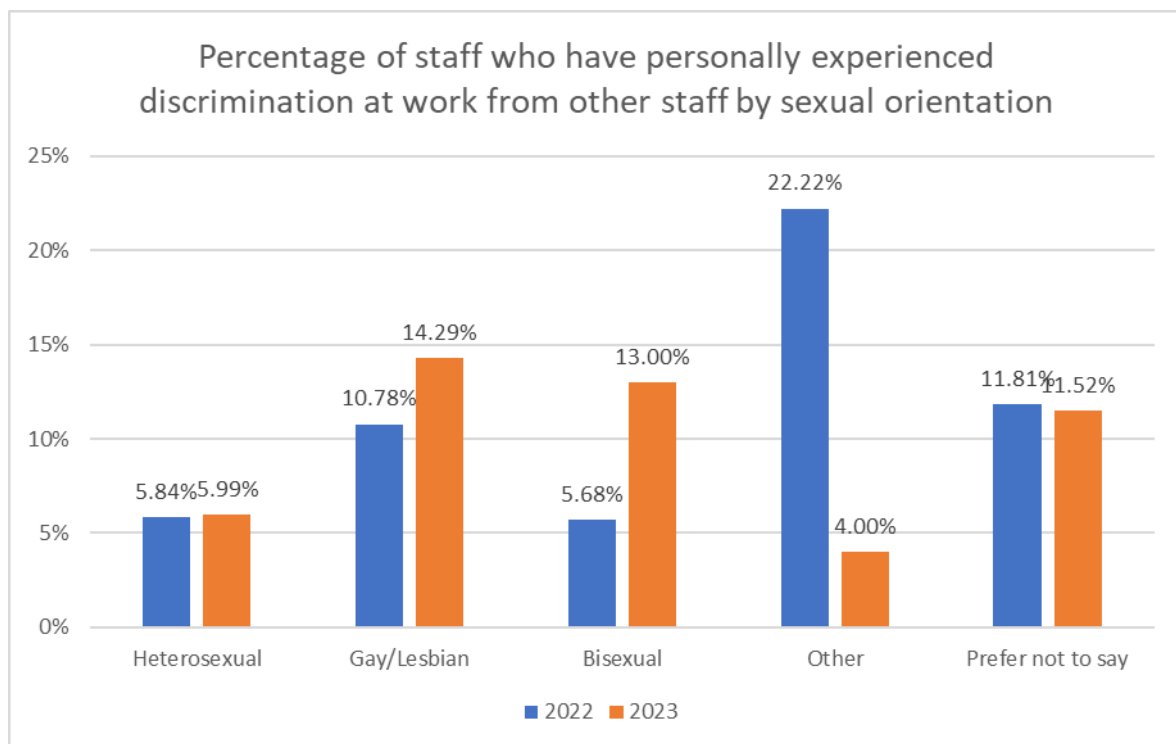
Gender identity	2022	2023
<i>Cisgender</i>	4.70%	4.54%↓
<i>Not cisgender</i>	6.67%	5.26%↓
<i>Prefer not to say</i>	9.71%	7.50%↓

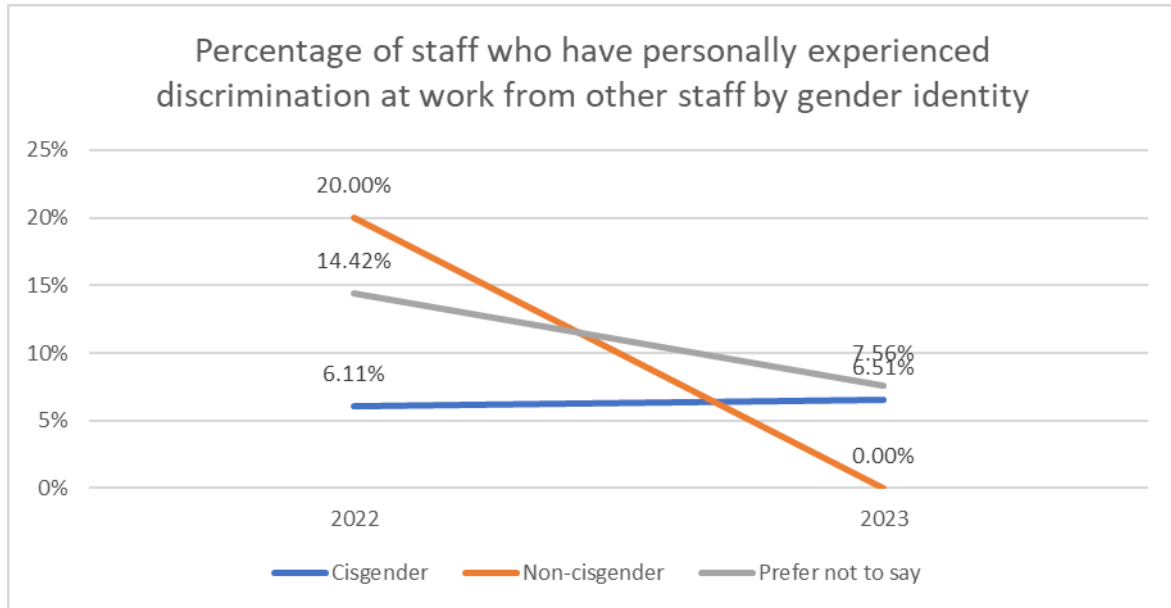


Most notably, reports of discrimination from the public have increased for bisexual (1.79% increase) and other (6.44% increase), now making them the highest grouping. There has also been a significant (8.4% decrease) in gay/lesbian staff in reporting discrimination. All groupings of gender identity report declining rates of discrimination from the public.

Percentage of staff who have personally experienced discrimination at work from other staff

Sexual orientation	2022	2023	Gender identity	2022	2023
<i>Heterosexual</i>	5.84%	5.99%↑	<i>Cisgender</i>	6.11%	6.51%↑
<i>Gay/Lesbian</i>	10.78%	14.29%↑	<i>Not cisgender</i>	20.00%	0.00%↓
<i>Bisexual</i>	5.68%	13.00%↑	<i>Prefer not to say</i>	14.42%	7.56%↓
<i>Other</i>	22.22%	4.00%↓			
<i>Prefer not to say</i>	11.81%	11.52%↓			

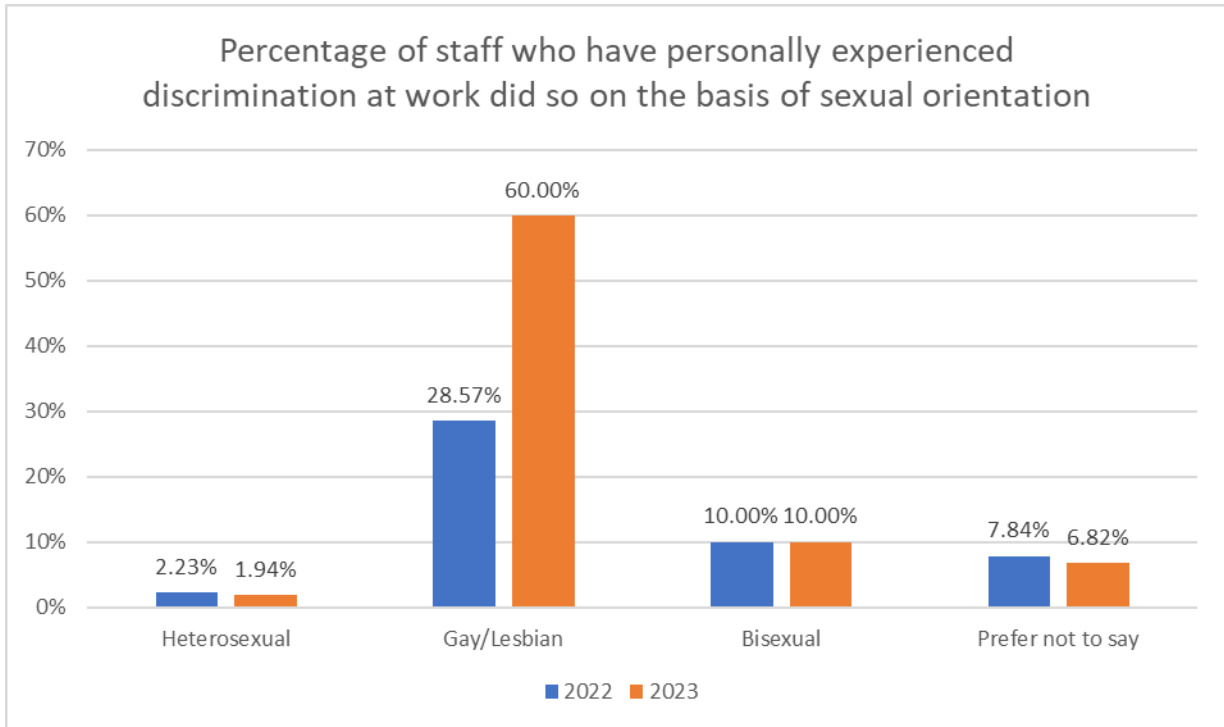




Results for discrimination by other staff have increased for gay/lesbian (**3.51%** increase) and are now the highest group and bisexual colleagues (**7.32%** increase). There have been significant reductions for 'other' (**18.22%** decrease) and non-cisgender staff (**20.00%** decrease).

Percentage of staff who have personally experienced discrimination at work did so on the basis of sexual orientation

Sexual orientation	2022	2023
<i>Heterosexual</i>	2.23%	1.94% ↓
<i>Gay/Lesbian</i>	28.57%	60.00% ↑
<i>Bisexual</i>	10.00%	10.00%
<i>Other</i>	*	*
<i>Prefer not to say</i>	7.84%	6.82% ↓



Of the staff that have experienced discrimination, gay/lesbian staff are the most likely to feel that it was on the basis of their sexual orientation for the second year running and report a **31.43%** increase from the previous year. All other groupings have seen a slight reduction or remained the same.

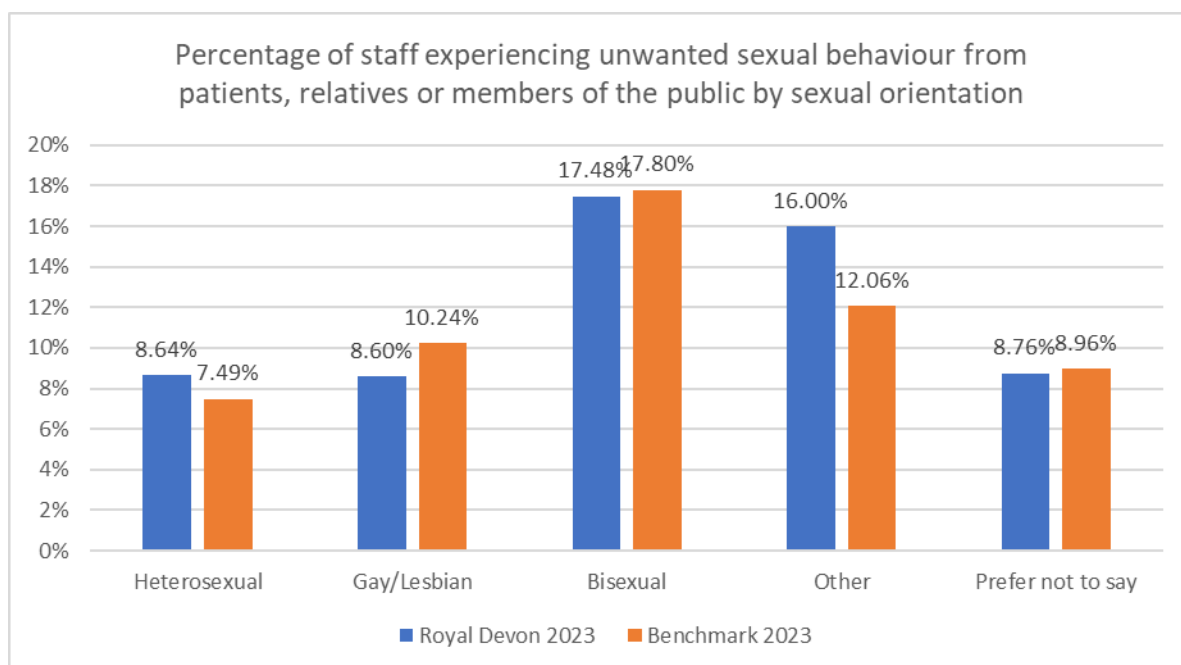
Unwanted Sexual Behaviour

As this year’s survey was the first to include questions regarding unwanted sexual behaviour, national benchmarking for acute and acute and community has also been included. Indicators next to Royal Devon’s results indicate if the Trust is above or below this benchmark.

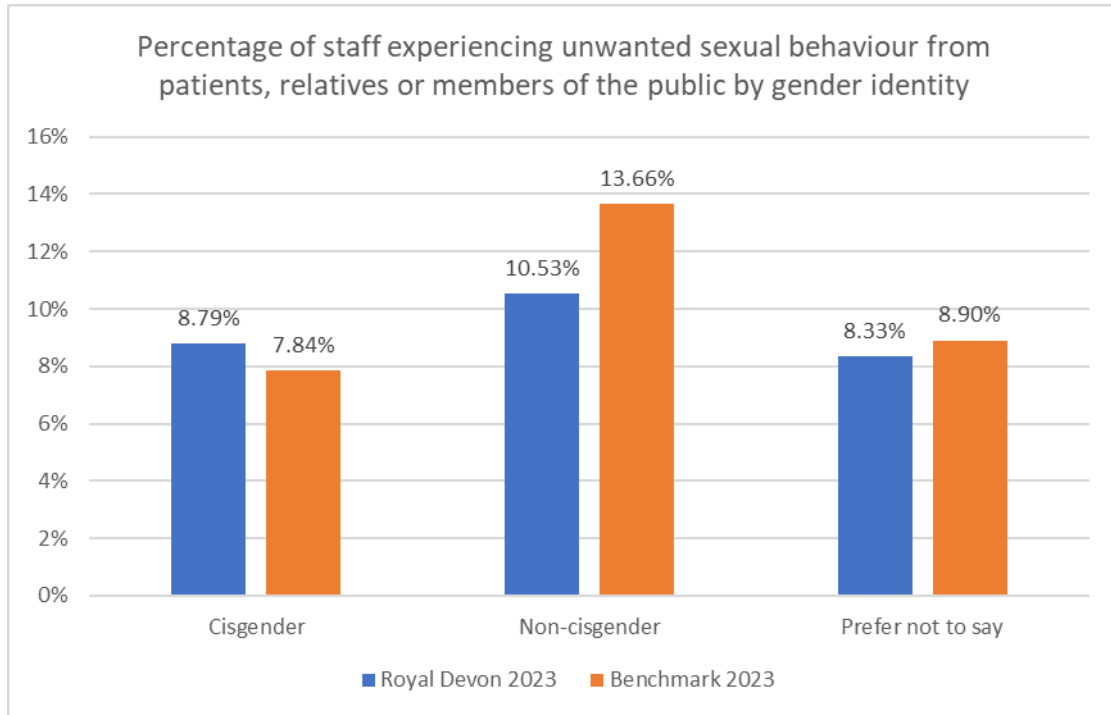
Percentage of staff experiencing unwanted sexual behaviour from patients, relatives, or members of the public

Sexual orientation	RDUH	Benchmark
<i>Heterosexual</i>	8.64%↑	7.49%
<i>Gay/Lesbian</i>	8.60%↓	10.24%
<i>Bisexual</i>	17.48%↓	17.80%
<i>Other</i>	16.00%↑	12.06%
<i>Prefer not to say</i>	8.76%↓	8.96%

Gender identity	RDUH	Benchmark
<i>Cisgender</i>	8.79%↑	7.84%
<i>Not cisgender</i>	10.53%↓	13.66%
<i>Prefer not to say</i>	8.33%↓	8.90%



Reports of unwanted sexual behaviour from the public are the highest for bisexual staff at Royal Devon; although slightly below benchmarking. Heterosexual staff and most notably ‘other’ report experiences above benchmarking.

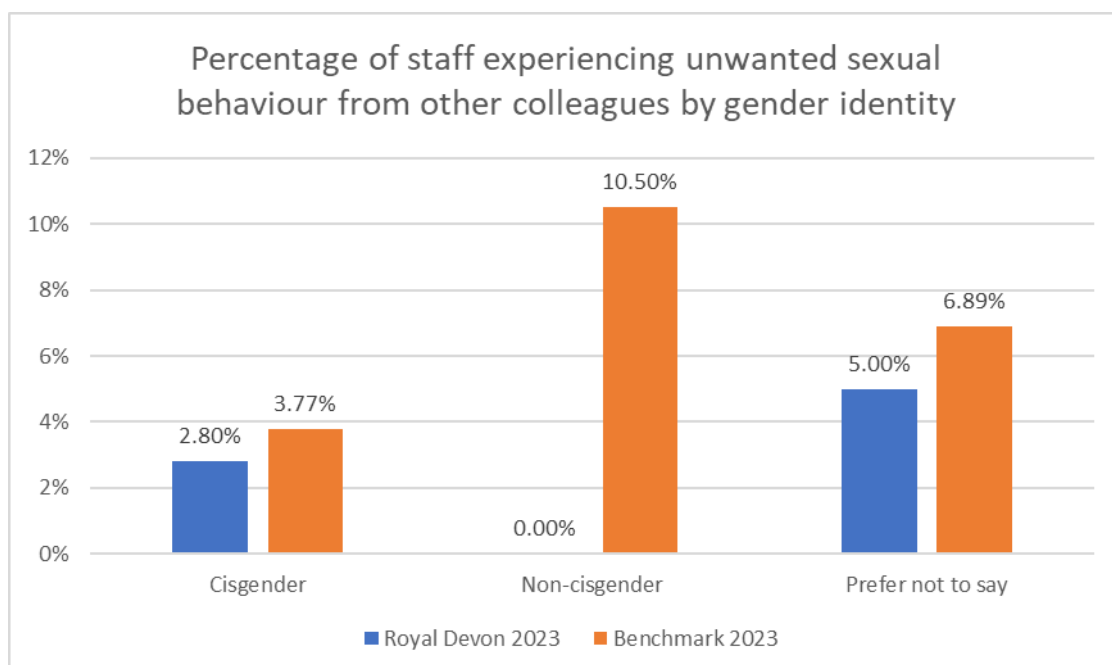
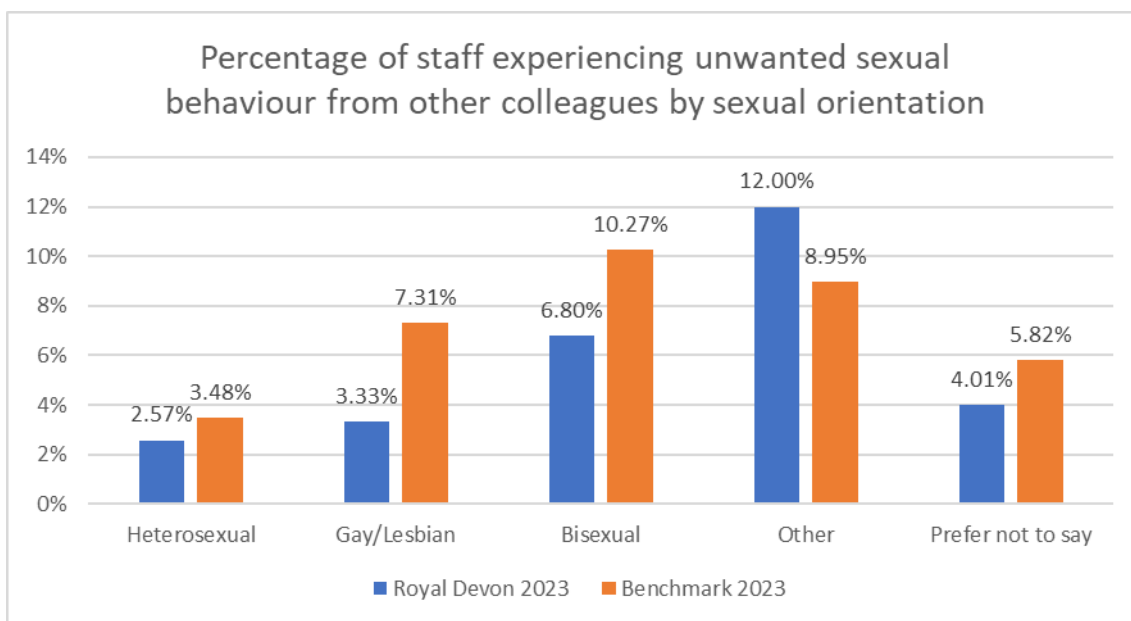


In line with benchmarking, non-cisgender staff are the most likely to report unwanted sexual behaviour from the public, although Royal Devon are **3.13%** below benchmarking. Comparatively the Trust is **0.95%** above benchmarking for cisgender staff.

Percentage of staff experiencing unwanted sexual behaviour from other colleagues

Sexual orientation	RDUH	Benchmark
<i>Heterosexual</i>	2.57%↓	3.48%
<i>Gay/Lesbian</i>	3.33%↓	7.31%
<i>Bisexual</i>	6.80%↓	10.27%
<i>Other</i>	12.00%↑	8.95%
<i>Prefer not to say</i>	4.01%↓	5.82%

Gender identity	RDUH	Benchmark
<i>Cisgender</i>	2.80%↓	3.77%
<i>Not cisgender</i>	0.00%↓	10.50%
<i>Prefer not to say</i>	5.00%↓	6.89%



The Trust are below benchmarking for all groups of sexual orientation and gender identity, with the exception of 'other' sexual orientation, who are **3.05%** above benchmarking. Most notably for Royal Devon, gay/lesbian staff are **3.98%** below benchmarking and no non-cisgender colleagues reported experiencing unwanted sexual behaviour from staff.

People Promise Scores

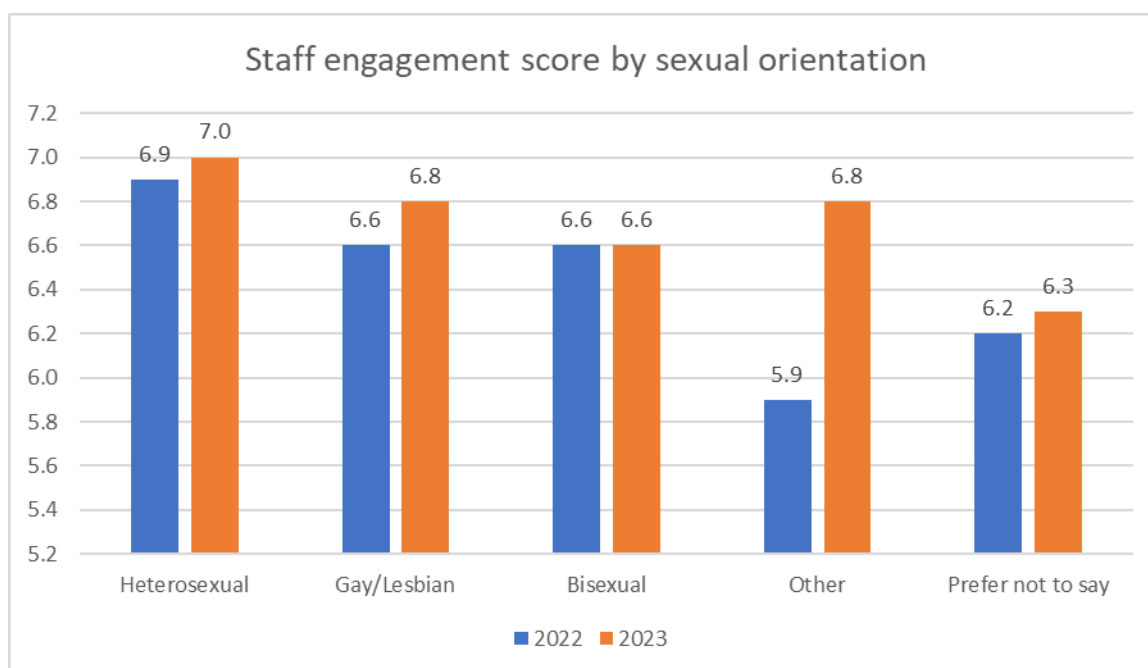
As part of the staff survey, People Promise elements pertaining to what we wish to see from our Trust as a place to work have been identified which are calculated from sub-scores. These sub-scores utilise responses to several questions relating to the sub-score theme. Below is the data from 3 of these sub-scores for the groupings previously mentioned, all rated on a scale of 0-10.

Staff Engagement

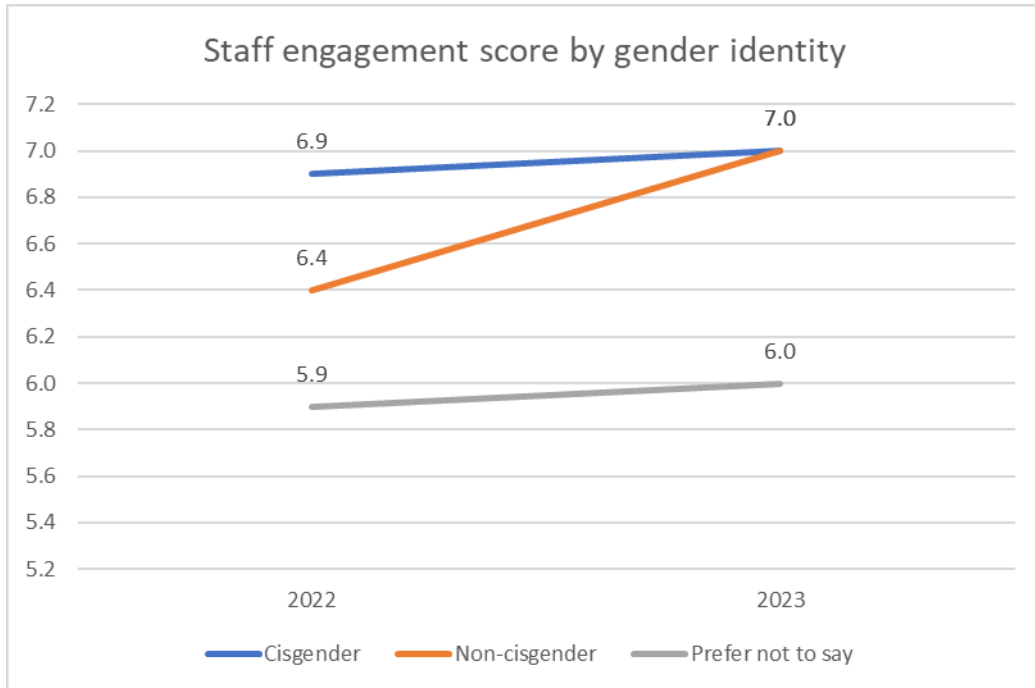
Staff engagement is a theme identified from the scores of questions relating to motivation, involvement, and advocacy. The Trust combined average for 2023 was **7.0** (6.8 in 2022).

Sexual orientation	2022	2023
<i>Heterosexual</i>	6.9	7.0↑
<i>Gay/Lesbian</i>	6.6	6.8↑
<i>Bisexual</i>	6.6	6.6
<i>Other</i>	5.9	6.8↑
<i>Prefer not to say</i>	6.2	6.3↑

Gender identity	2022	2023
<i>Cisgender</i>	6.9	7.0↑
<i>Not cisgender</i>	6.4	7.0↑
<i>Prefer not to say</i>	5.9	6.0↑



Staff engagement scores have improved for all groupings of sexual orientation (with the exception of bisexual colleagues for who it remained the same as the previous year). Most notably, staff under 'other' report a **0.9** increase. Heterosexual staff report the highest level of staff engagement for the second year.



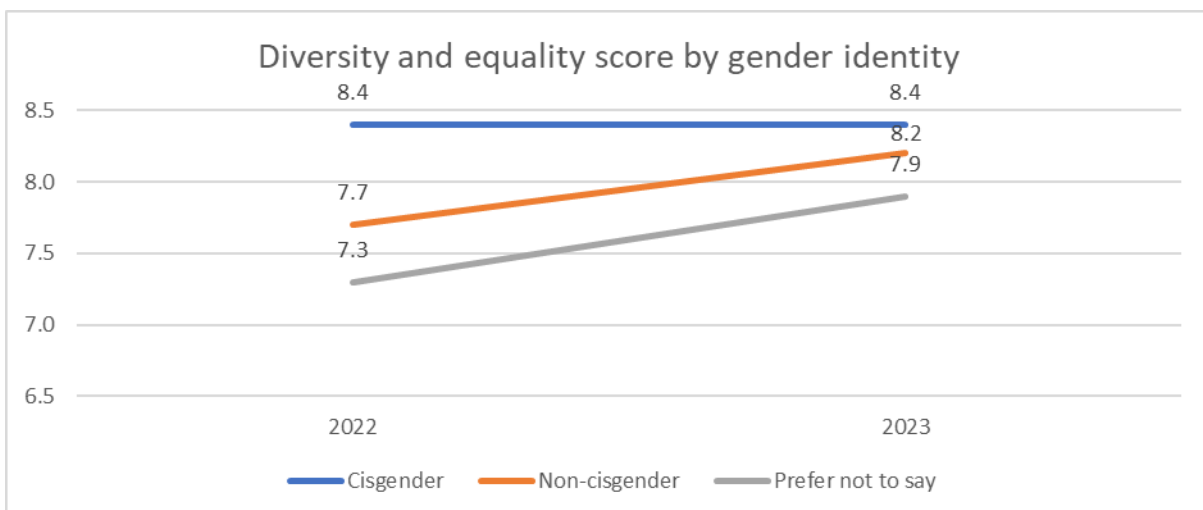
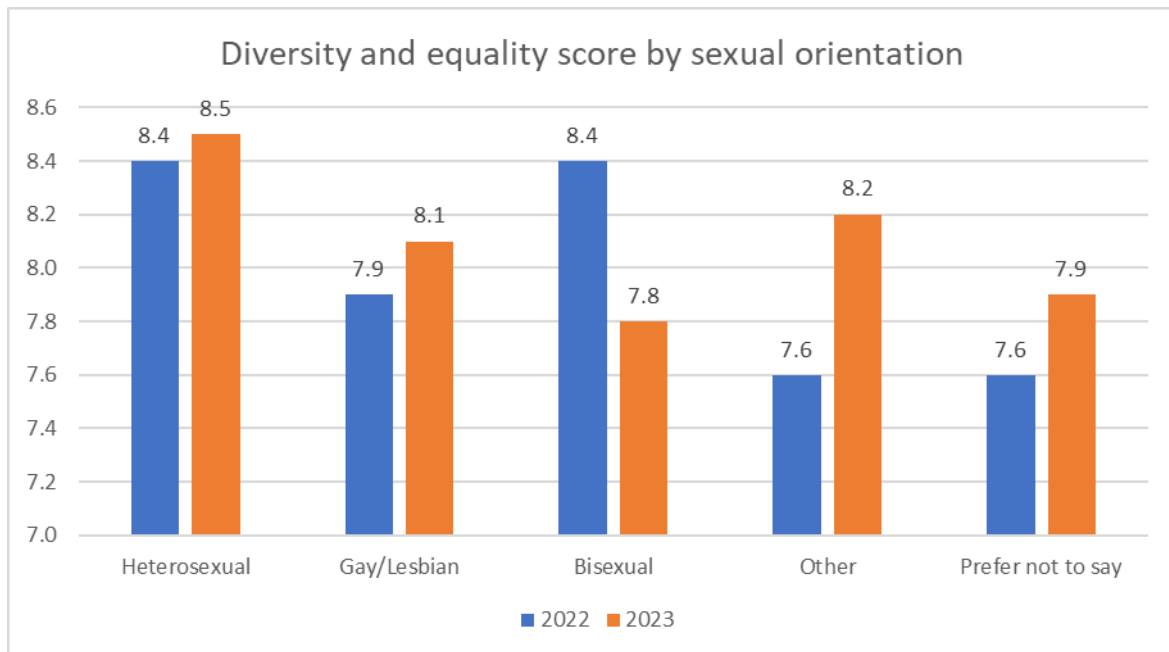
All groupings of gender identity have increased their staff engagement score from the previous year, most notably non-cisgender staff who report a **0.6** increase compared with the previous years survey.

Diversity and Equality

The diversity and equality score involves questions about staff facing discrimination at work and if the organisation respects individual differences. The Trust overall score in 2023 is **8.4** (8.3 in 2022).

Sexual orientation	2022	2023
<i>Heterosexual</i>	8.4	8.5↑
<i>Gay/Lesbian</i>	7.9	8.1↑
<i>Bisexual</i>	8.4	7.8↓
<i>Other</i>	7.6	8.2↑
<i>Prefer not to say</i>	7.6	7.9↑

Gender identity	2022	2023
<i>Cisgender</i>	8.4	8.4
<i>Not cisgender</i>	7.7	8.2↑
<i>Prefer not to say</i>	7.3	7.9↑



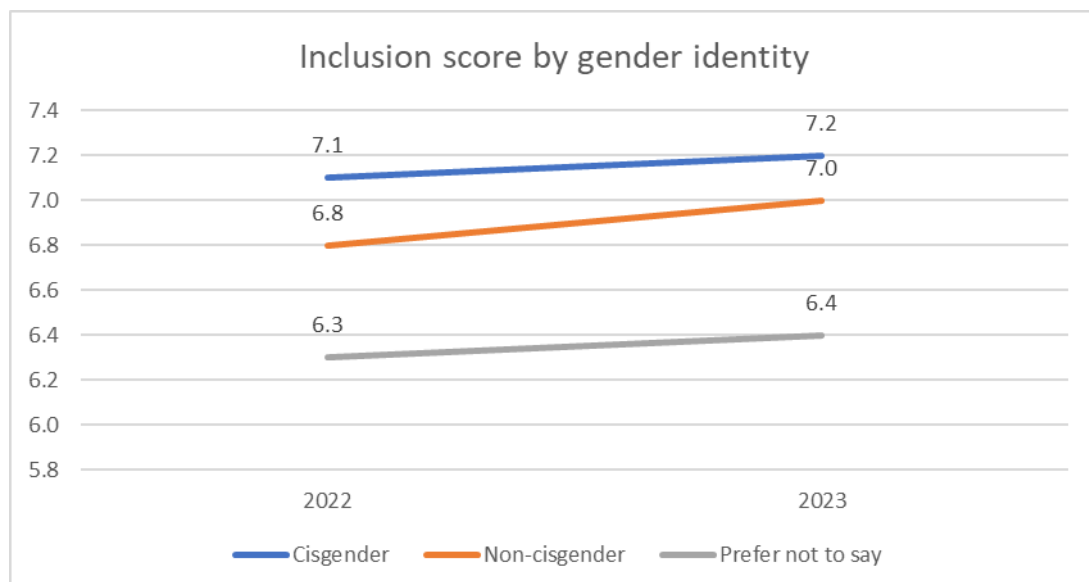
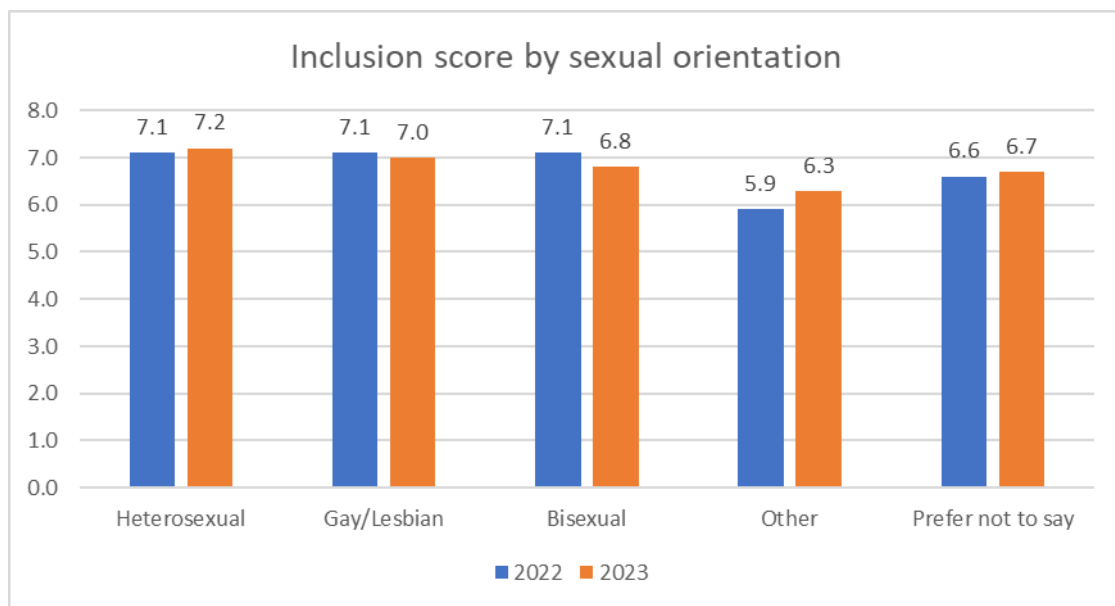
The diversity and equality subscore has increased for all groupings of sexual orientation and gender identity, aside from bisexual staff who report a decrease of **0.6** and cisgender where it has stayed the same as previous years reporting.

Inclusion

The inclusion sub-score relates to how valued staff feel by their team and how their colleagues treat each other, the Trust average in 2023 is **7.2** (7.1 in 2022).

Sexual orientation	2022	2023
<i>Heterosexual</i>	7.1	7.2↑
<i>Gay/Lesbian</i>	7.1	7.0↓
<i>Bisexual</i>	7.1	6.8↓
<i>Other</i>	5.9	6.3↑
<i>Prefer not to say</i>	6.6	6.7↑

Gender identity	2022	2023
<i>Cisgender</i>	7.1	7.2↑
<i>Not cisgender</i>	6.8	7.0↑
<i>Prefer not to say</i>	6.3	6.4↑



The inclusion score has increased for all gender identities and most sexual orientations with the exceptions of a **0.1** reduction for gay/lesbian respondents and a **0.3** reduction for bisexual staff.

Key Issues

- Incidences of discrimination are higher and belief in fair career progression remains lower for non-heterosexual staff, particularly bisexual colleagues.
- Of the staff that have experienced discrimination, gay/lesbian staff are overwhelmingly more likely to feel that it was on the basis of their sexual orientation than other groups.
- Unwanted sexual harassment from both the public and other staff are higher among non-heterosexual and non-cisgender groups.
- People promise scores have mostly improved across all groupings aside from bisexual respondents.

Proposals and Actions

This report is currently not carried out widely across the NHS, meaning that we are only able to compare the experience of our staff year on year without a national benchmark. In some categories, the dataset available is fairly small, meaning that we do not have the level of accuracy that we would like when developing our plans. However, there are clear indications of some of the work we need to do including:

- Roll out inclusion training across Royal Devon with a focus on the importance of LGBTQ+ staff experiences and intersectionality.
- Continue to work on developing our culture and ways of speaking up to ensure staff have confidence in our systems.
- Support the Trust in developing their ways of working regarding sexual safety in the workplace.
- Increase information regarding data recording and understand where there might be gaps or reluctance to share personal information and how we can bridge them.
- Look to understand the experiences of our staff identifying as bisexual to ensure our processes, systems and people understand the impact of biphobia.