



Royal Devon
University Healthcare
NHS Foundation Trust

Public Sector Equality Duty

2025

Inclusion Team



Background

The Public Sector Equality duty (PSED) requires public authorities to have due regard to certain equality considerations when exercising their functions. It ensures that those organisations consider how their functions will affect people with different protected characteristics. It also requires public bodies to monitor the impact of what we do on those with protected characteristics

The relevant protected characteristics covered by the PSED are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

2024 workforce data for this report is taken from a snapshot date of 31/12/2024 with the exception of leavers data which covers the period 01/01/2024-31/12/2024, where possible this is compared with previous years data to enable monitoring over time.

Section one deals only with those staff with a permanent contract while section three is for staff who only have a bank contract (substantive staff with a bank contract will only be included in section one)

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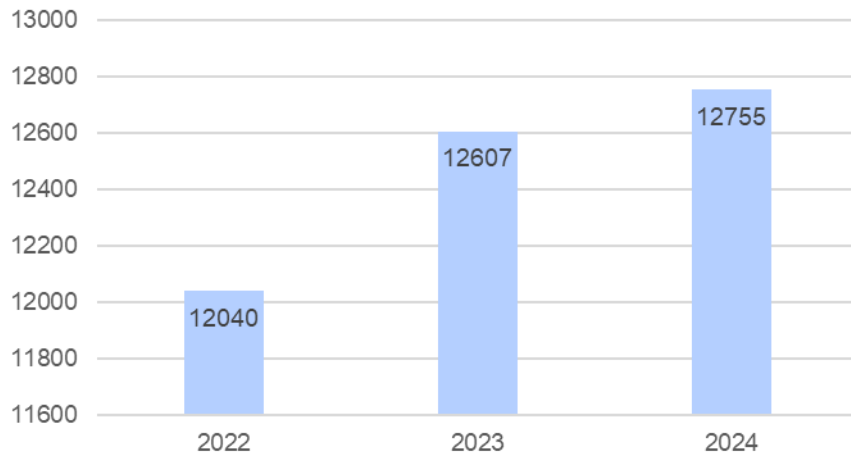
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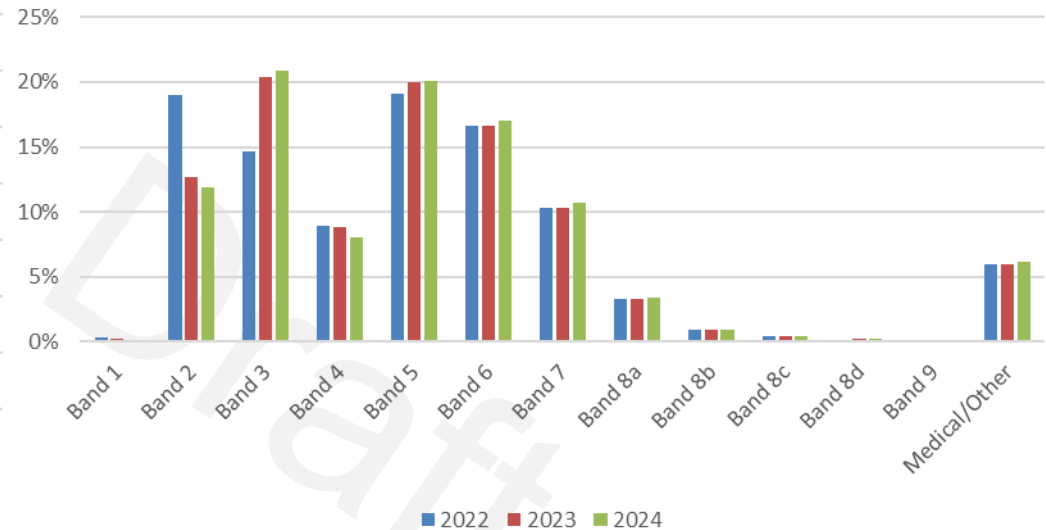
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1a. Overall workforce trend and pay bands

Total workforce headcount



% of workforce by pay band

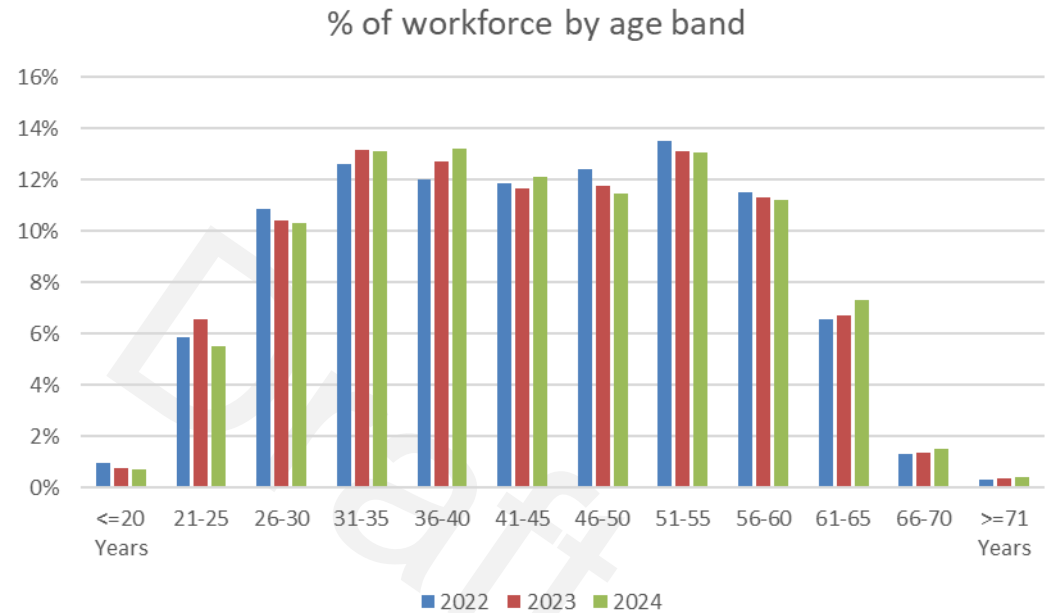


	2022	2023	2024
Headcount	12040	12607	12755
% increase year on year		4.71%	1.17%

- Workforce headcount has increased year on year with a **5.94%** increase from 2022 to 2024
- Over the 3 year period shown the most notable decrease has been a **7.17%** decrease in band 2
- The majority of substantive staff in 2024 are in bands 3-7
- Medical and other staff (including very senior managers) has remained consistent during this 3 year time period

1b. Workforce profile by age

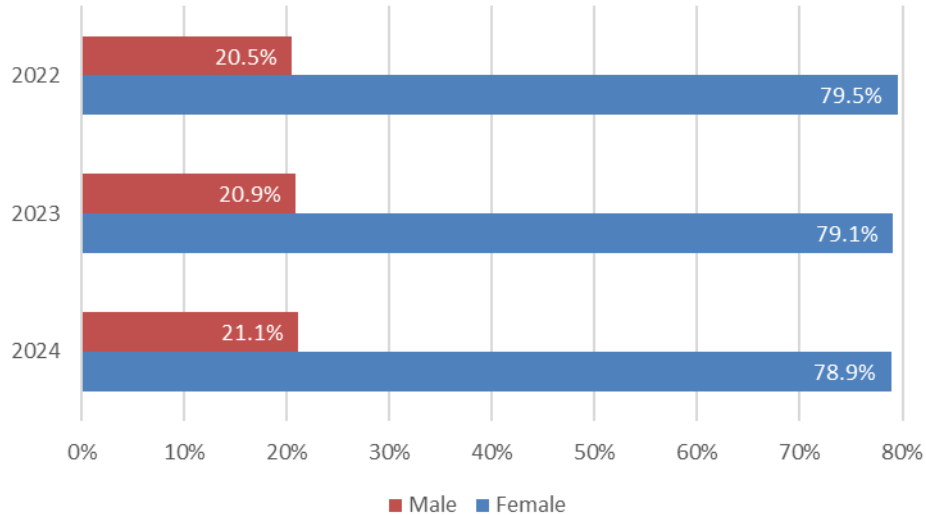
Age band	2022	2023	2024
<=20 Years	119	96	91
21-25	710	829	704
26-30	1306	1317	1315
31-35	1522	1658	1671
36-40	1447	1602	1687
41-45	1431	1474	1548
46-50	1495	1487	1465
51-55	1627	1654	1669
56-60	1390	1426	1429
61-65	794	848	933
66-70	157	171	192
>=71 Years	42	45	51



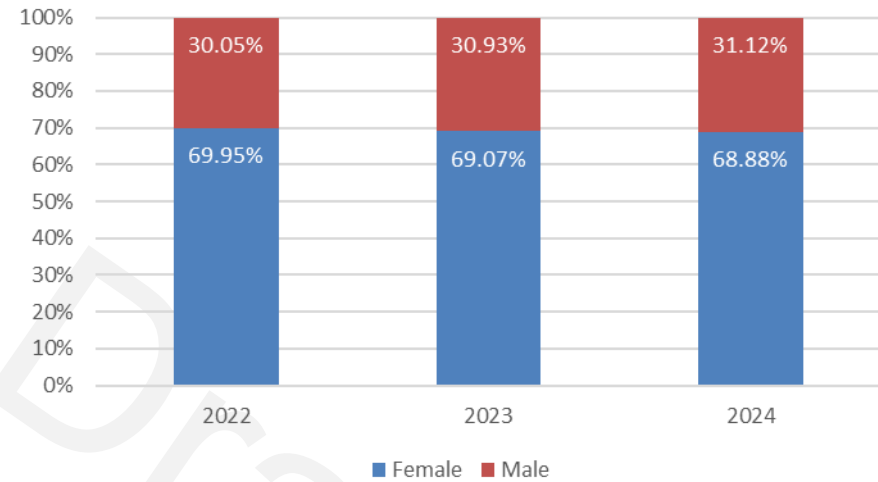
- Since 2022 there has been the most notable decrease in the percentage of staff within the 21-25, 26-30 and 46-50 age bands, however these decreases are all under 1%.
- The most notable increase has been in the age band 36-40 with a **1.21%** increase between 2022 and 2024

1c. Workforce profile by gender

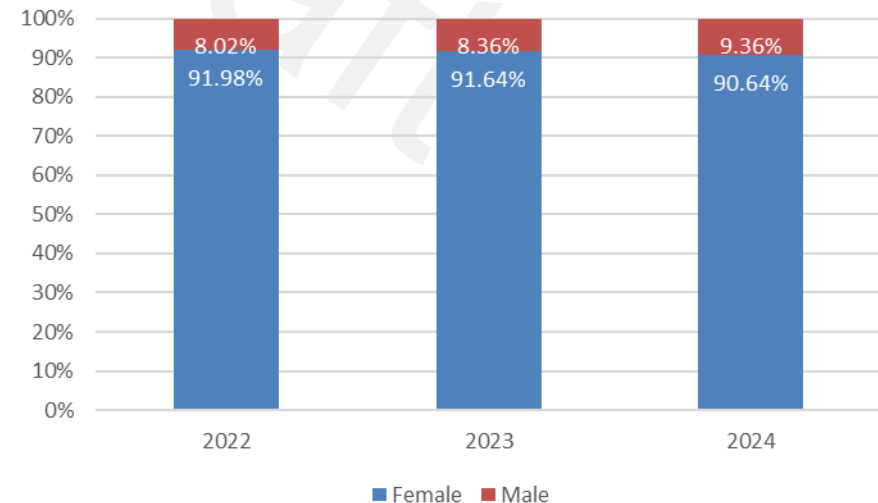
% of workforce by gender



% of full time workforce by gender



% of part time workforce by gender



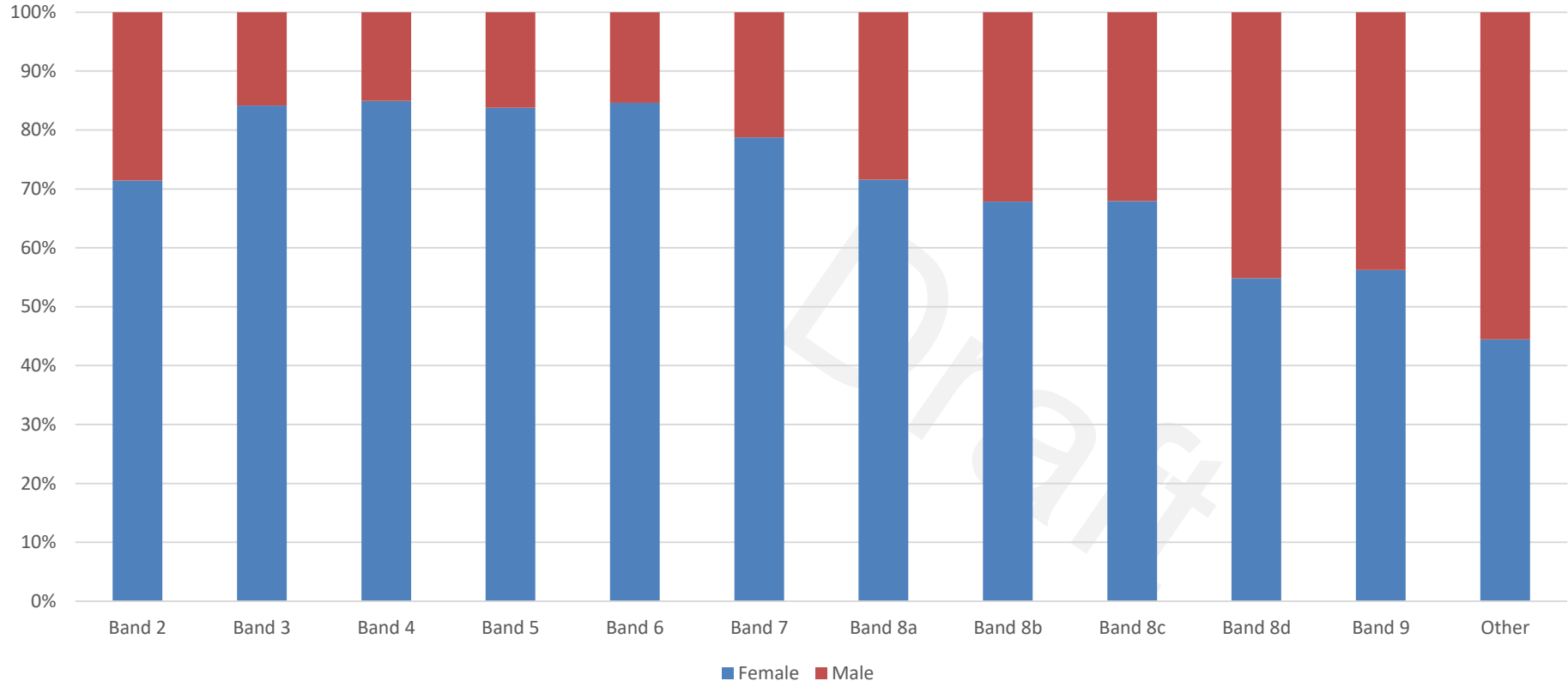
There has been a decrease in female staff (**0.6%**) since 2022 with the same increase in male staff

Our workforce remains predominantly female

In 2024 the percentage of females lowers by **10%** when looking at full time work only and increases by **11.7%** for part time work

1c. Workforce profile by gender continued

Pay bands by gender split



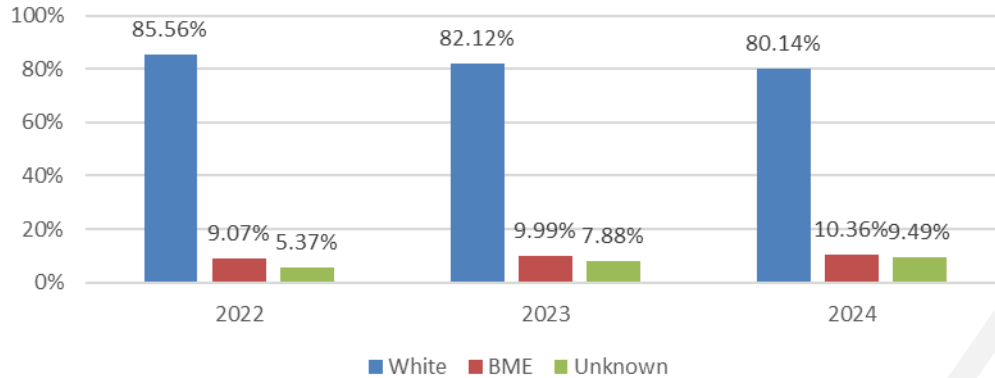
2024 data above shows male representation is above workforce average at band 2 and bands 8a-9

The 'other' pay band which includes medical and dental staff along with very senior managers has the highest proportion of male staff at **55.54%**

Female representation is highest for band 4 at **84.95%**

1d. Workforce profile by ethnicity

% total workforce by ethnicity grouping

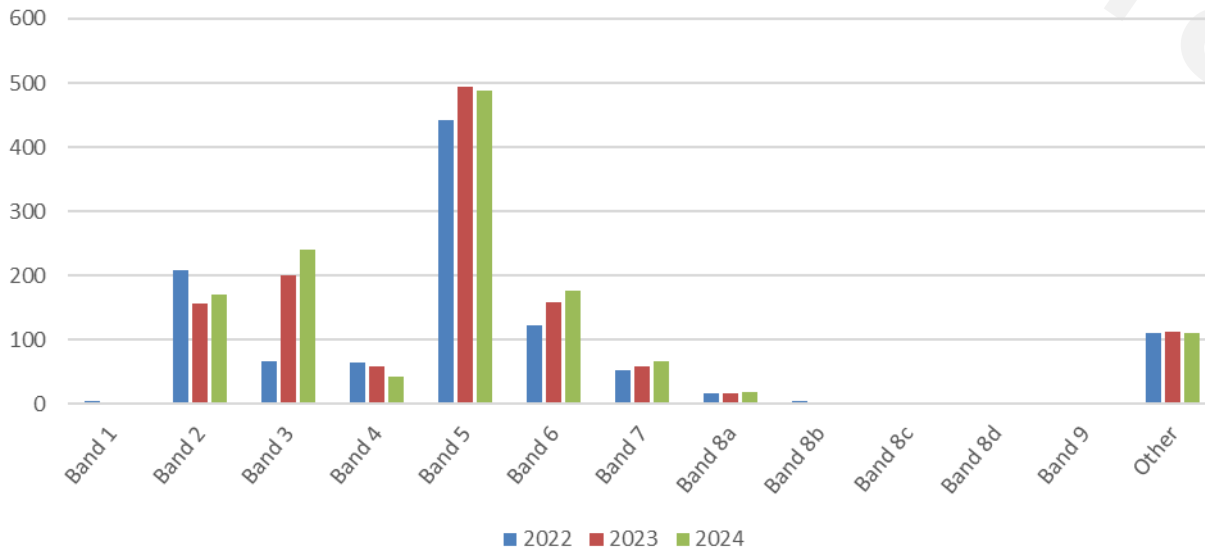


BME representation has increased by **1.29%** across the Trust since 2022 and it remains significantly above the local Devon population as a whole

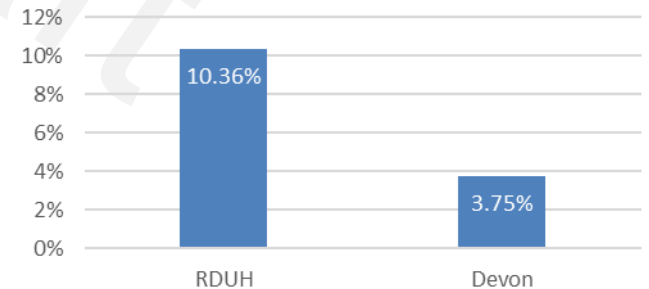
Improving data quality in ESR by decreasing the amount of staff with unknown demographic details would enable a more accurate picture

Our annual WRES reports which look at workforce and staff survey information by ethnicity can be found [here](#)

BME representation by pay bands

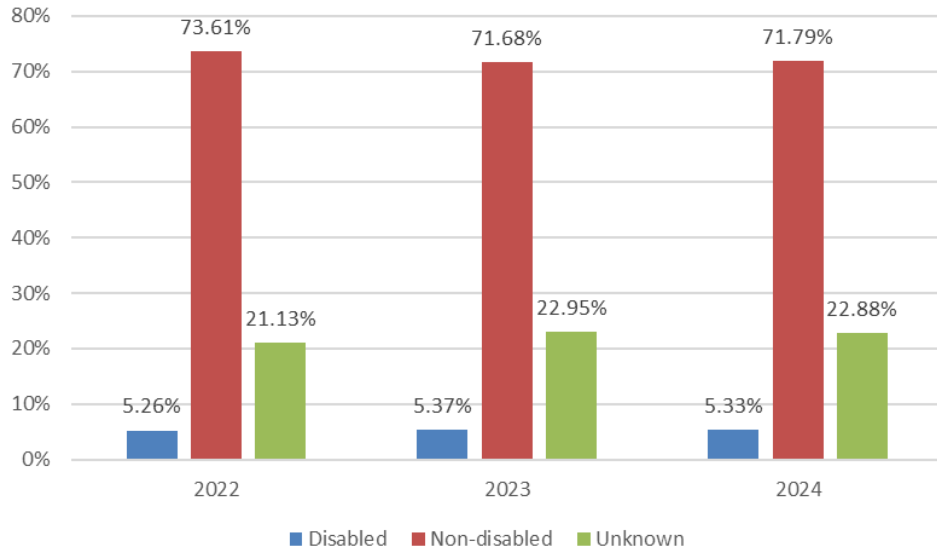


% of BME workforce compared to BME % of working age population in Devon

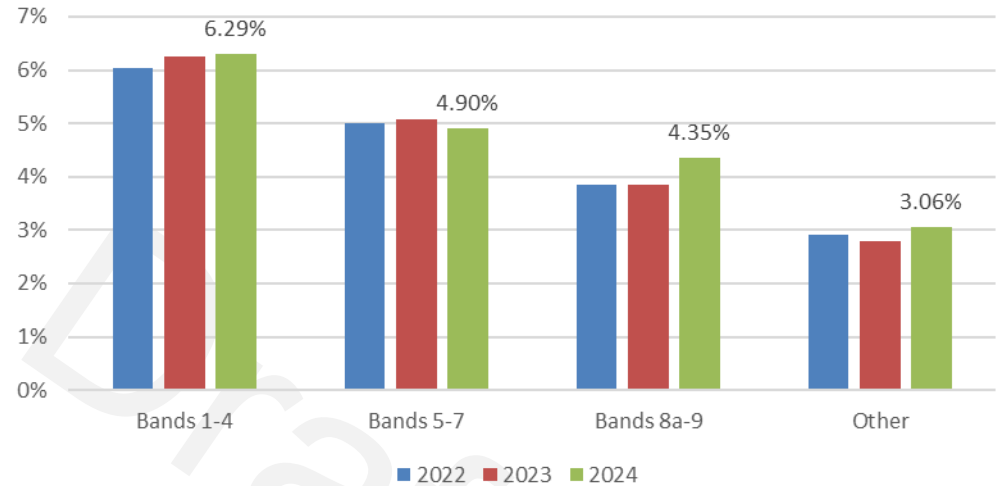


1e. Workforce profile by disability

% of workforce by disability status



Disabled staff representation in pay clusters



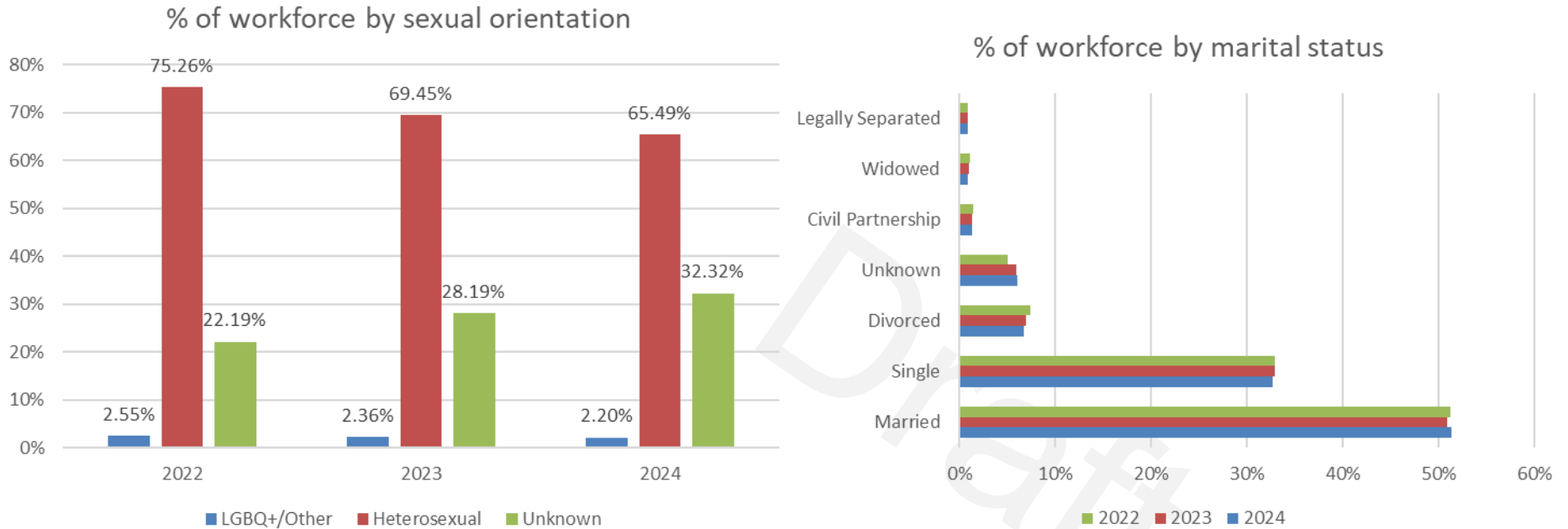
The proportion of disabled staff at Royal Devon has increased slightly from 2022 to 2024 with a decrease from 2023-24

Disabled staff have the biggest representation in pay bands 1-4 (**0.96%** above workforce average) and the lowest representation in medical/other with **-2.27%** below average.

Improving data quality in ESR by decreasing the amount of staff with unknown disability status would enable a more accurate picture

Our annual WDES reports which look at workforce and staff survey information by disability status can be found [here](#)

1f. Workforce profile by sexual orientation and marital status



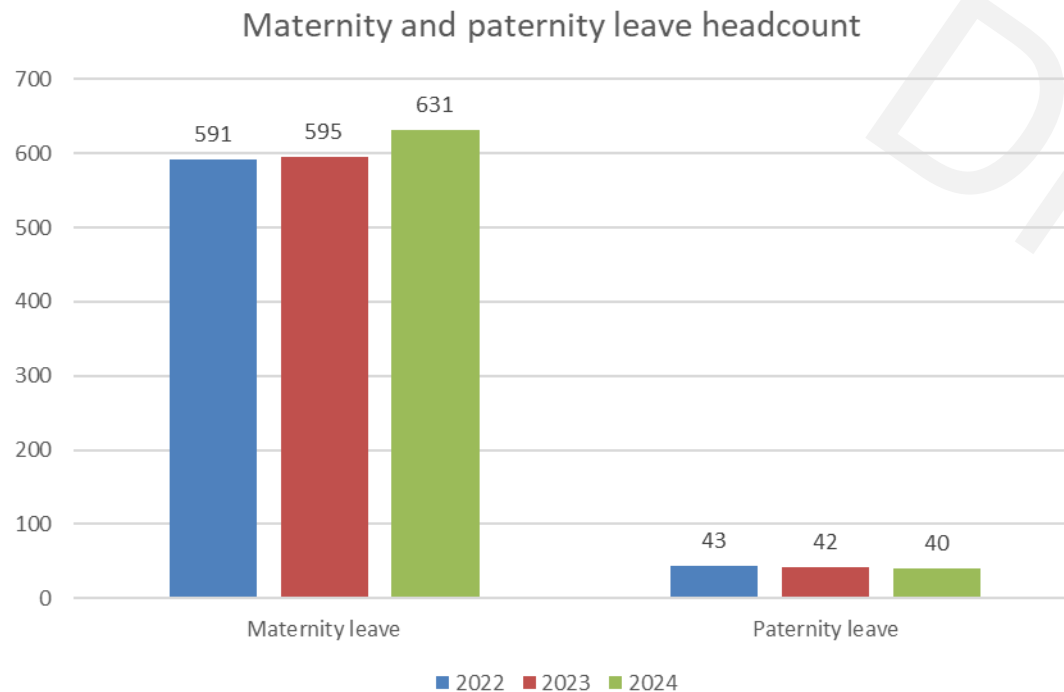
Staff with an unknown sexual orientation has increased **10.13%** since 2022, decreasing this number will enable a more accurate picture for monitoring

Additionally we also publish an annual LGBTQ+ workforce report using data from ESR and the staff survey, you can find these reports on our website [here](#)

1g. Workforce profile by gender identity and pregnancy/maternity

Currently ESR does not allow for the recording of gender identity or reassignment so we are unable to supply this information

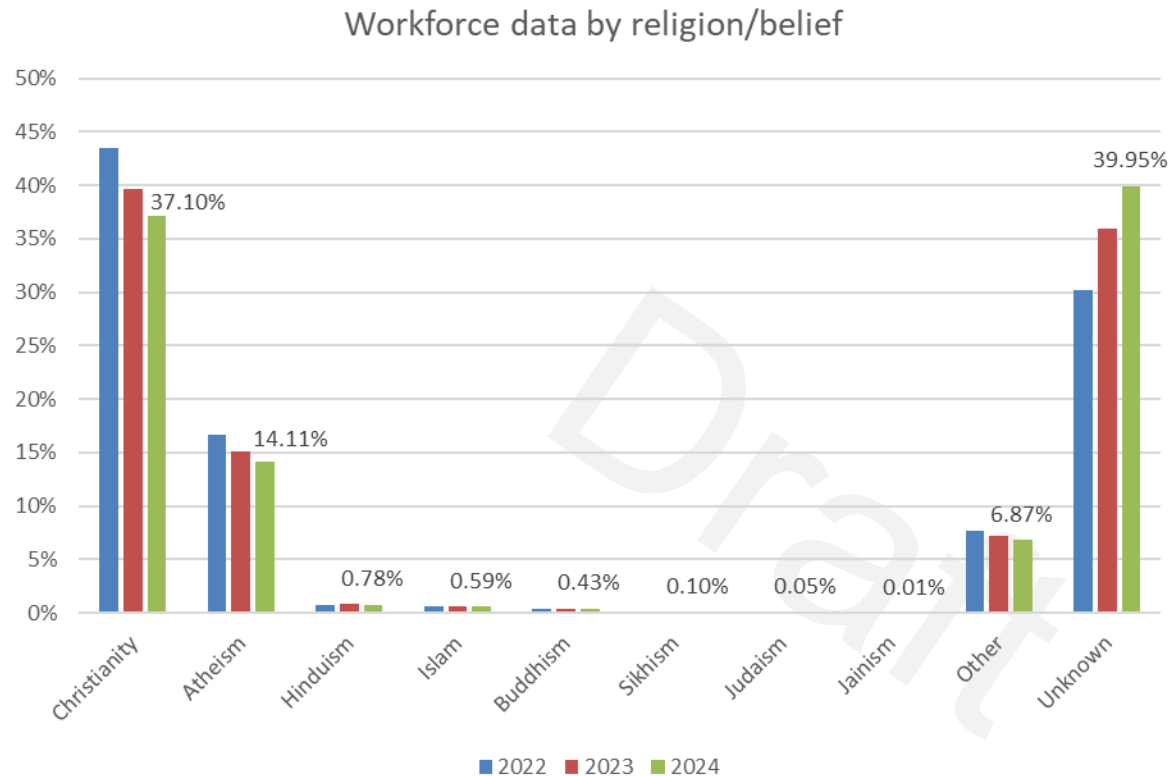
However, gender identity is one aspect of the annual LGBTQ+ workforce report we publish using data from the staff survey, you can find these reports on our website [here](#)



There has been an increase in those taking maternity leave in 2024 while paternity leave has remained consistent

The Trust offers maternity, new parent support leave (formally paternity), adoption and guardianship leave for staff along with provisions for fertility treatment and ante/post natal care detailed in our Family Leave & Pay Policy

1h. Workforce profile by religion or belief

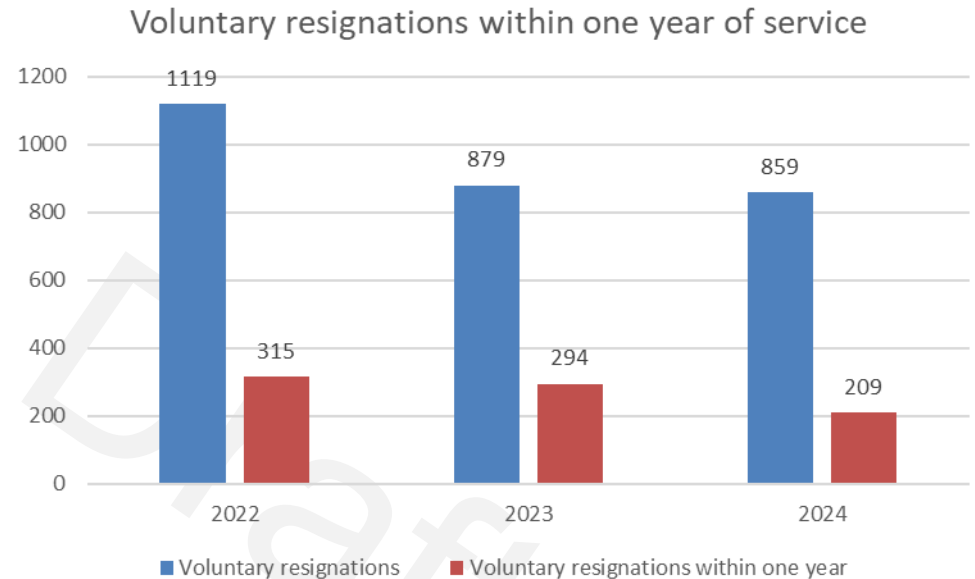
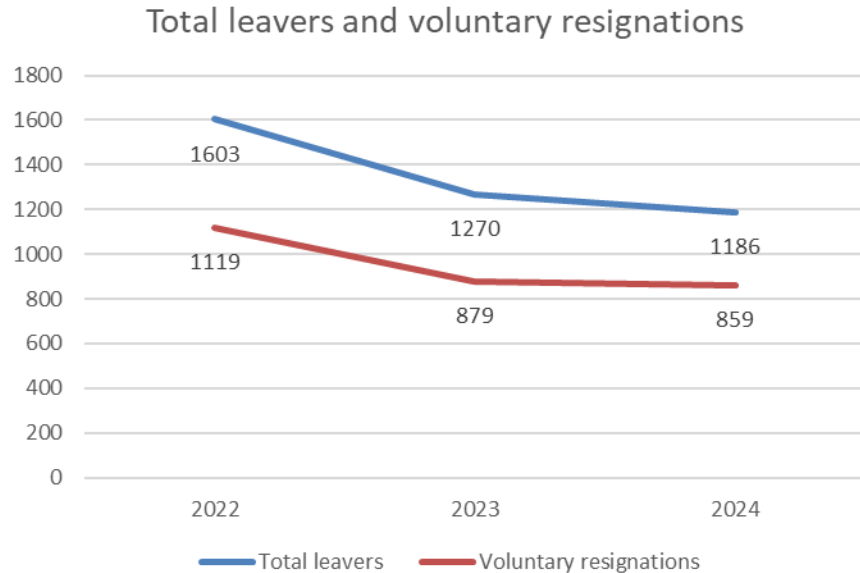


Staff with an unknown religious belief became the majority in 2024, decreasing this number will enable a more accurate picture for monitoring

Staff identifying as Christian or Atheist has been decreasing since 2022 by **6.39%** and **2.58%** respectively

Additionally we also publish an annual Religion and Faith workforce report using data from ESR and the staff survey, you can find these reports on our website [here](#)

2a. Overall leavers and voluntary resignations



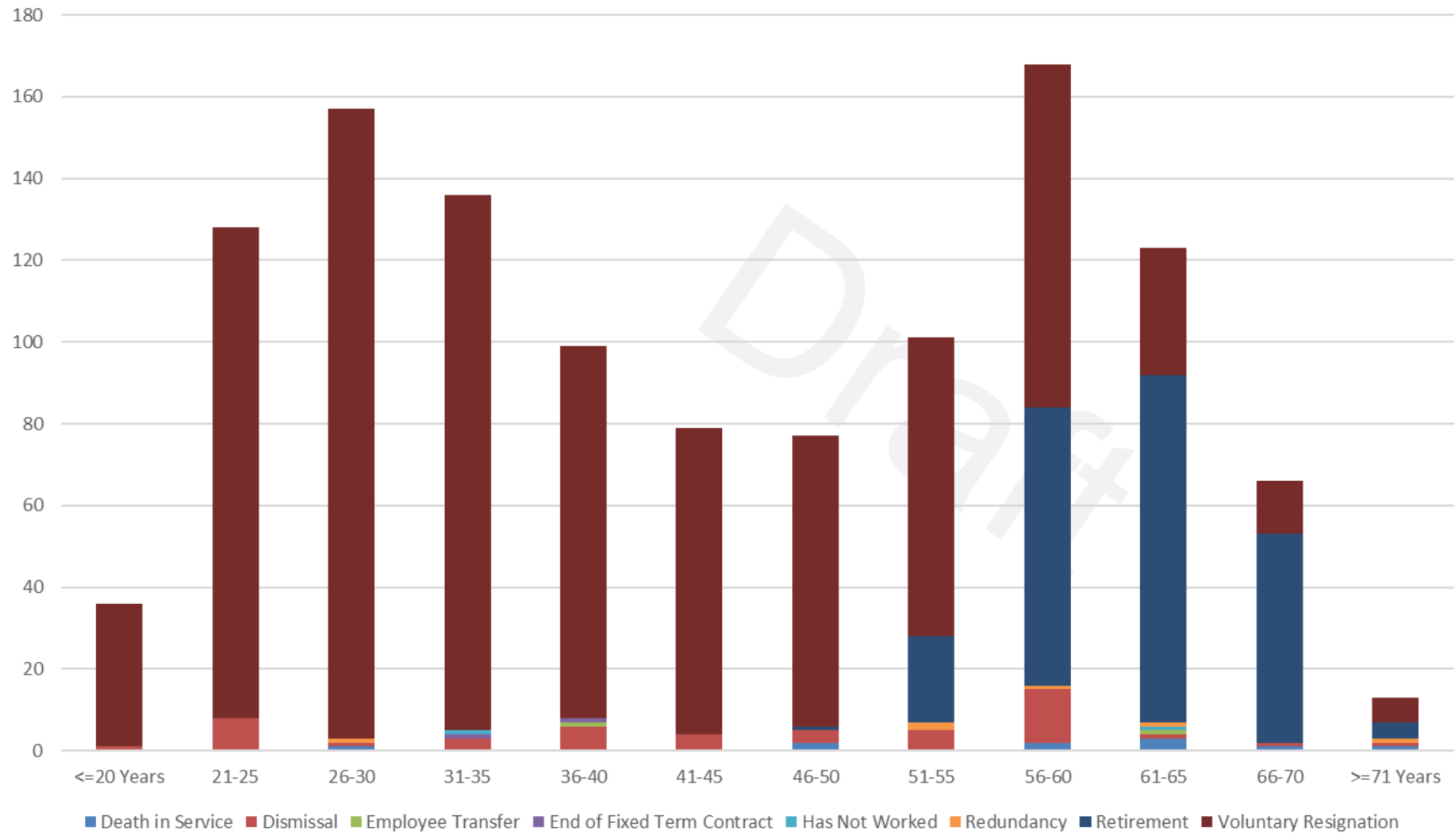
The headcount of leavers has continuously decreased in the period 2022-2024 despite an increase in overall workforce headcount

Voluntary resignations are the most common reason for leaving

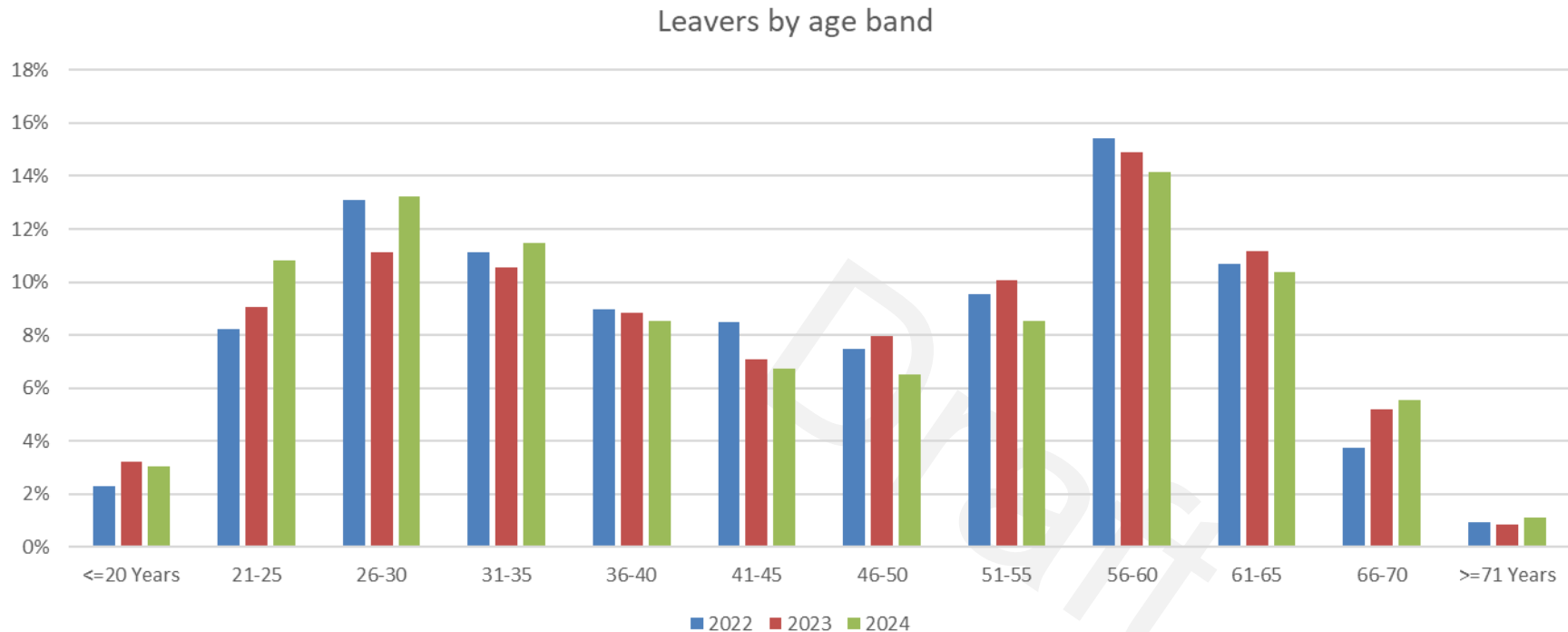
Voluntary resignation reasons	2022-2024 total
Other/Not known	890
Work Life Balance	561
Relocation	529
Promotion	219
Health	186

2b. Leavers by age

Leaving reasons by age band



2b. Leavers by age continued



There has been an increase in leavers aged 21-35 in 2024 compared to 2023, most notably for those aged 26-30

The age band 26-30 made up **17.69%** of all voluntary resignations in 2024 most notably for Relocation, Work life balance and Promotion

2c. Leavers by gender



The proportion of female leavers has been decreasing since 2022 and is now more in line with overall workforce representation

While the top 5 voluntary resignation reasons are the same for male and female in 2024, women are more likely compared to males to cite:

- Work Life Balance (**3.94%** increase)
- Child dependants (**3.13%** increase)
- Adult dependants (**1.03%** increase)

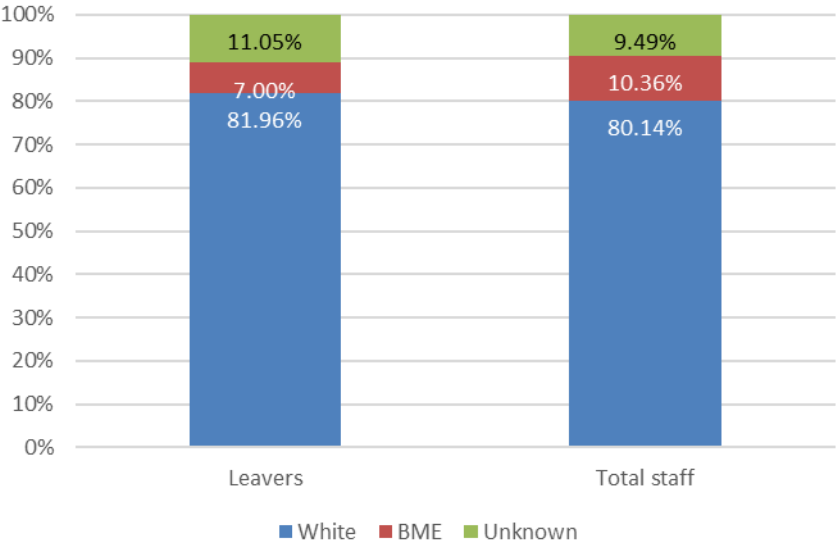
Male leavers, compared to females are more likely to cite:

- Pay and reward related (**3.10%** increase)
- Health (**2.50%** increase)
- Promotion (**1.77%** increase)

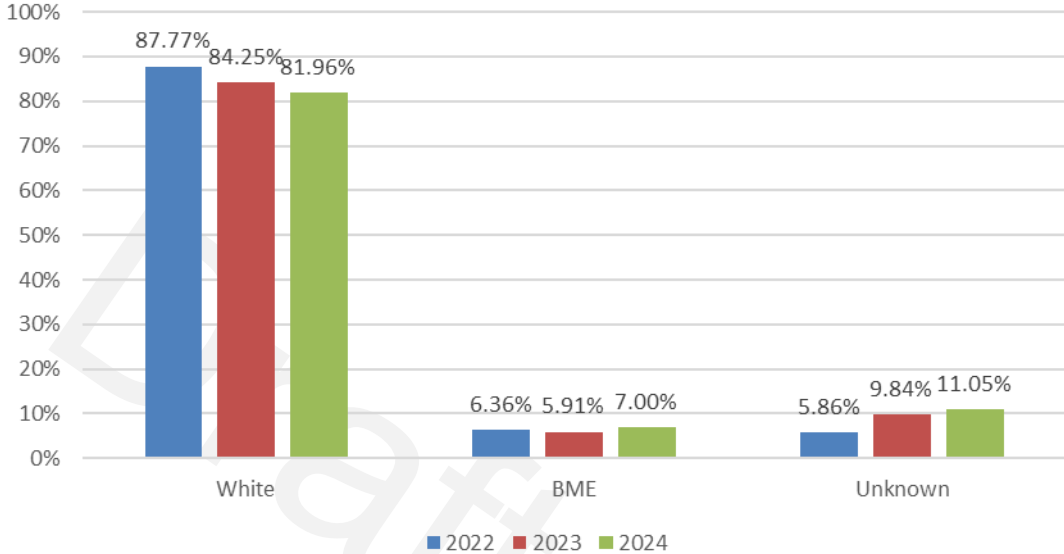
2024 data	Total Leavers	Voluntary resignations	% of voluntary resignations	Voluntary resignations within 1 year	% of voluntary resignations within 1 year
Female	932	681	79.28%	131	72.38%
Male	254	178	20.72%	50	27.62%

2d. Leavers by ethnicity

2024 leavers and total workforce by ethnicity grouping



Leavers by ethnic grouping



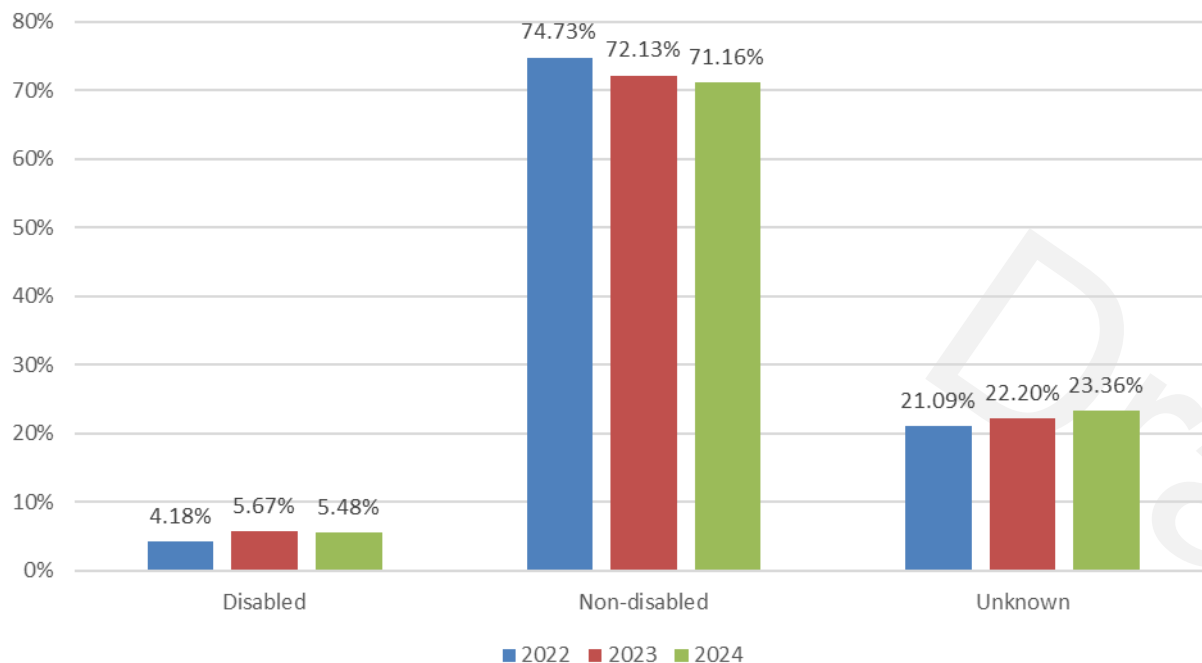
2024 data	Total Leavers	Voluntary resignations	% of voluntary resignations	Voluntary resignations within 1 year	% of voluntary resignations within 1 year
White	972	677	78.81%	129	71.27%
BME	83	70	8.15%	14	7.73%
Unknown	131	112	13.04%	38	20.99%

The proportion of BME leavers has increased slightly in 2024 but constitutes a lower percentage than the overall workforce

The top 3 reasons for voluntary resignation remain the same for all ethnicity groupings

2e. Leavers by disability status

Total leavers by disability status 2022-2024



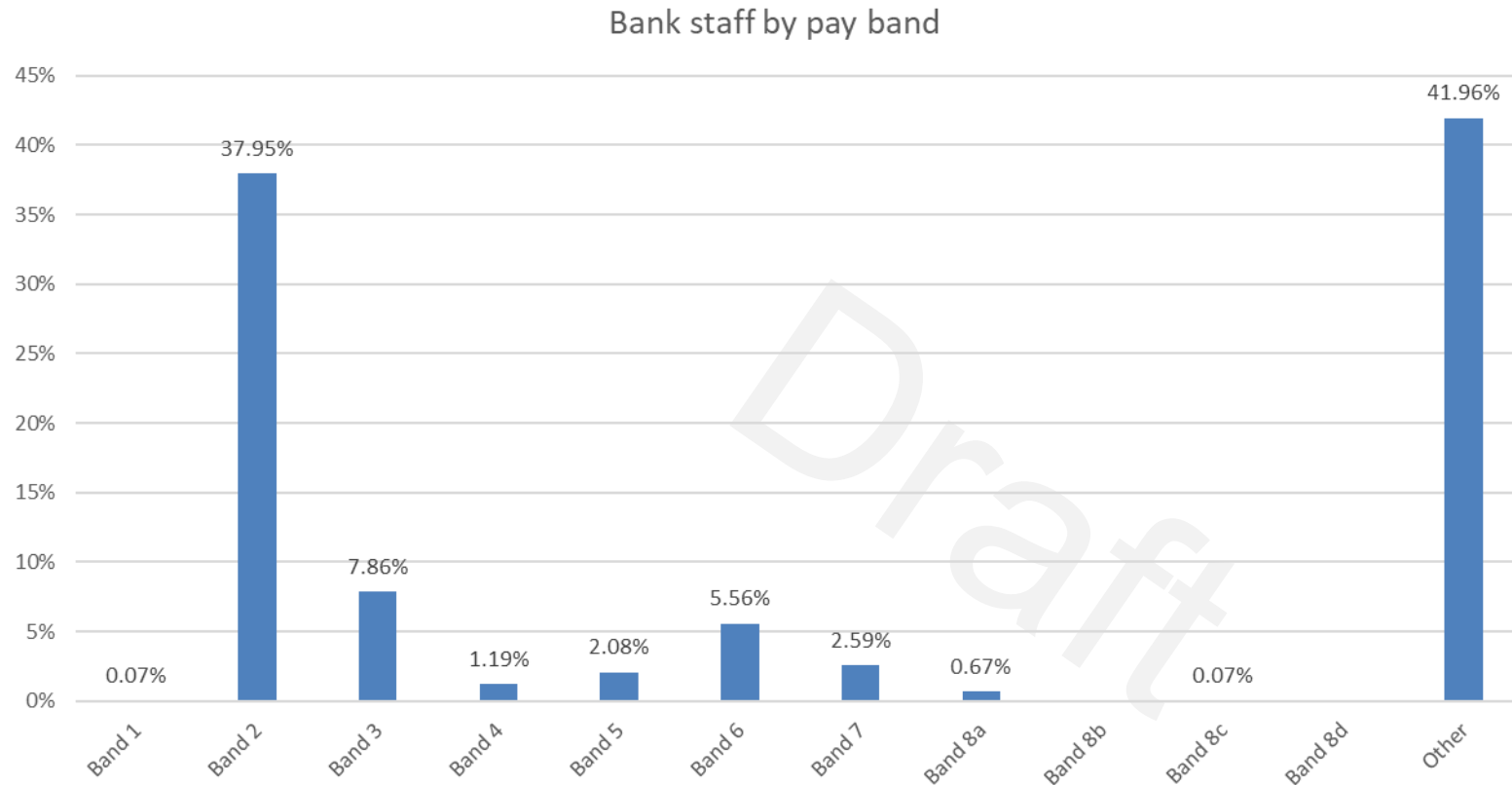
The proportion of disabled leavers and with an unknown disability status is slightly higher than the overall workforce

In 2024, of voluntary resignations, **21.74%** of disabled staff cite health as a reason which is **15.11%** higher than non disabled staff.

Disabled staff are also **6.21%** more likely to cite lack of opportunities as their reason compared to non-disabled staff

2024 data	Total Leavers	Voluntary resignations	% of voluntary resignations	Voluntary resignations within 1 year	% of voluntary resignations within 1 year
Disabled	65	46	5.36%	11	6.08%
Non-disabled	844	603	70.20%	111	61.33%

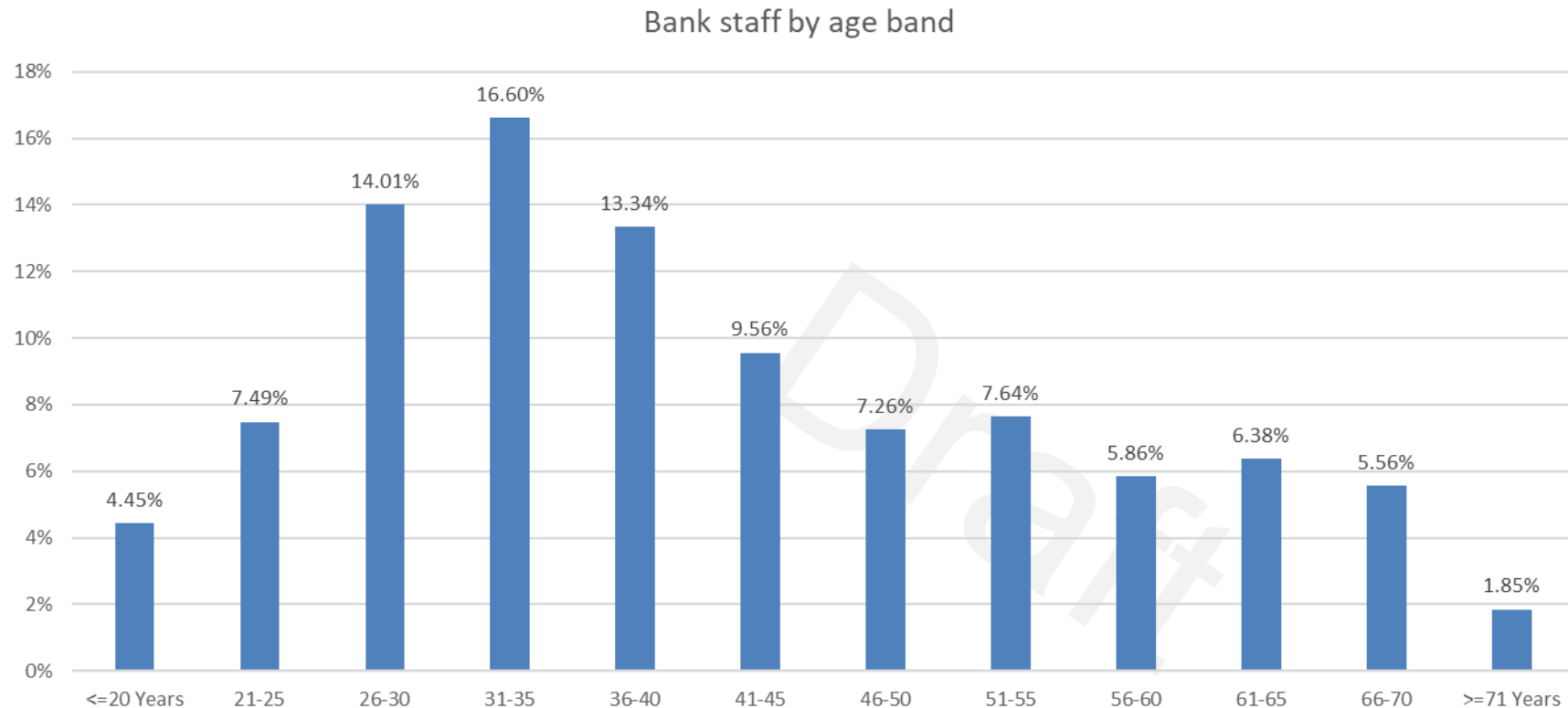
3a. Bank workforce and pay bands



There were **1349** bank staff in 2024

The majority of bank staff are either at Medical/Other or Band 2

3b. Bank workforce by age

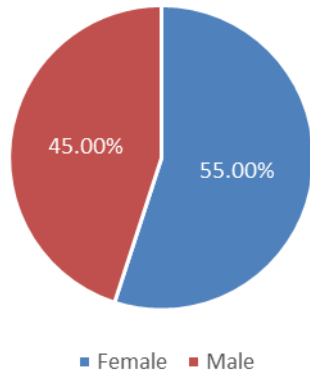


Bank staff are more represented than substantive staff in the lower and upper age bands

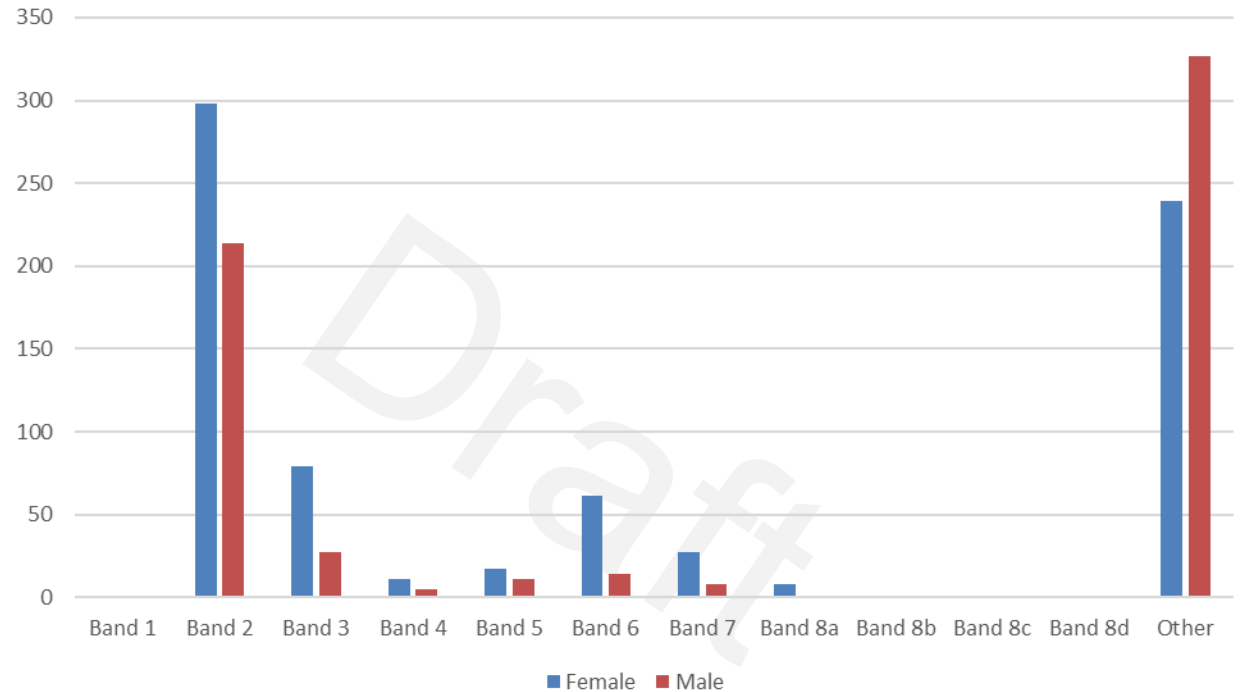
Bank staff are **3.73%** more likely to be aged <=20 years old and **-5.45%** less likely to be 51-55 year old compared with substantive staff

3c. Bank workforce by gender

2024 bank staff by gender split



2024 bank staff headcount by gender and pay band



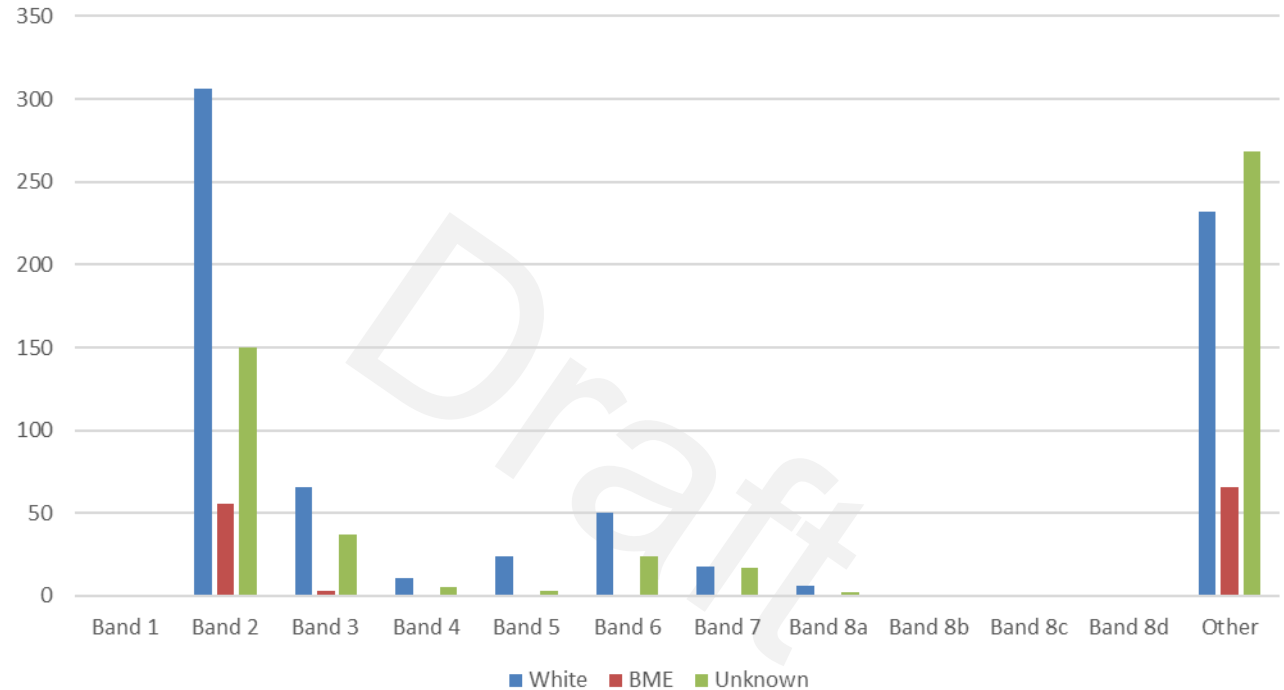
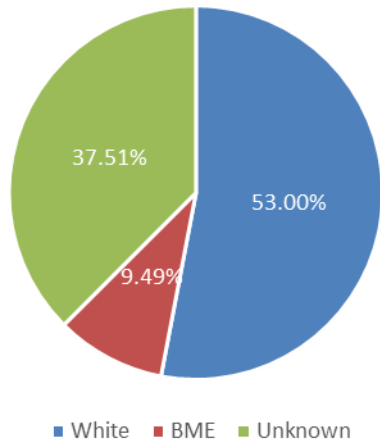
The majority of bank staff are male which is inverse to the substantive workforce

Female bank staff are more likely to be on agenda for change pay banding with the majority of medical/other pay scales being male

3d. Bank workforce by ethnicity

2024 bank staff headcount by ethnicity and pay band

2024 bank staff by ethnicity split

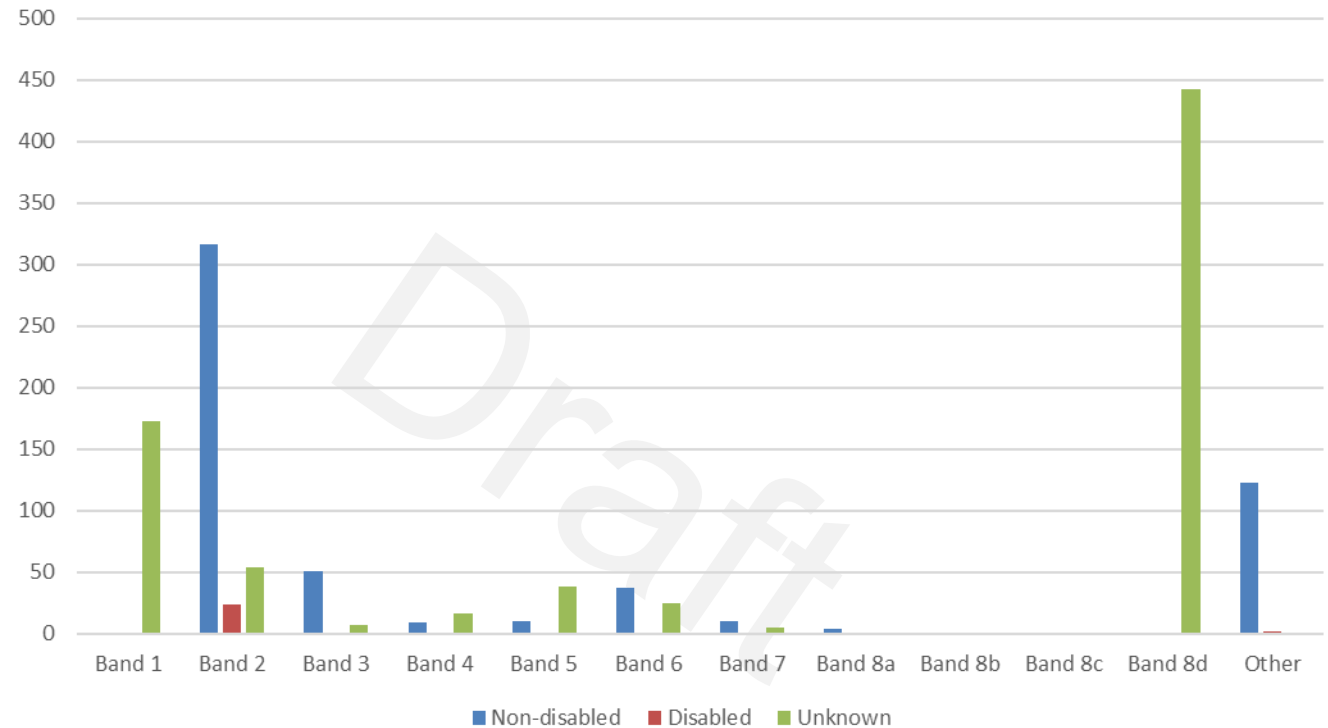
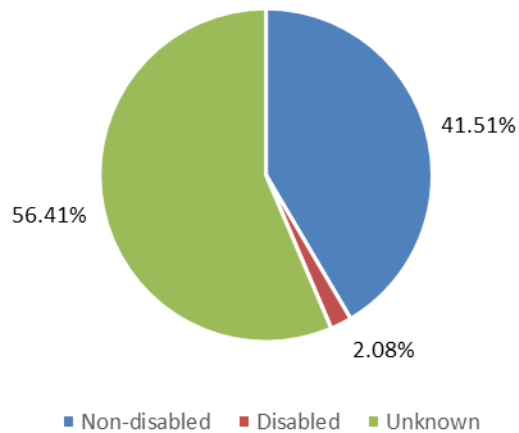


BME bank staff make up a slightly lower % compared to substantive staff while the proportion of those with an unknown ethnicity is higher

3e. Bank workforce by disability status

2024 bank staff headcount by disability and pay band

2024 bank staff by disability split



The majority of bank staff have an unknown disability status on ESR making analysis difficult