

Request title: Christian workers and service users

Date of Response: 21st August 2015

Further to your Freedom of Information request, the Trust has answered your questions in the order they appear in your request.

Request

We are writing to ask the following:

- A. What diversity questions you ask your workforce and service users to identify protected characteristics under the Equality Act 2010?
- B. What questions you ask about religion within this?
- C. What proportion of your workforce and service users respectively identify as Christian based on what sample?

If this request can be covered by the annual diversity breakdown you publish on your workforce and service users by protected characteristic then a copy of, or a link to this, would be welcomed.

Reply:

Further to your Freedom of Information request. The Trust has answered your questions in the order they appear in your request.

- A) **Workforce:** The Trust does not regularly ask the workforce to identify protected characteristics, as defined under the Equality Act 2010. Applicants who participate in the recruitment process are asked some equality & diversity questions on their application, but this is kept confidential and does not form part of the selection criteria. The Trust also undertake an Annual Staff Survey and participants are asked to complete a section relating to Equality & Diversity
Service users: as with all NHS trusts, we maintain a specific record of patients age, gender, religion/belief, marital/civil partnership status. Clinical documentation also indicates any relevant disability identified, and pregnancy when relevant.
- B) **Workforce:** Participants are asked to state their religion.
Service users: patients are invited to self-define their faith or belief status using an extended subset of the SNOMED classifications, with over 80 options included.
- C) **Workforce:** The information provided from the above processes is not reviewed with the intention of identifying how many applicants/ participants identify as Christian, therefore, the Trust is unable to answer this question.
Service users: The term 'Christian' is quite broad and there is some ambiguity as to what might be considered to fall within this group (in terms of minority sects etc). However, based on a sample of 57,000 service users from April to August last year, 60.19% identified themselves as Christian.