



St Andrew's
HEALTHCARE



Diversity & Inclusion Report 2023-2024



Our purpose is hope.

#WeAreSTAH

Our Commitment

We're committed to inclusion in all its forms. We know that diversity is one of our greatest strengths, contributing positively to our success and, most importantly, to the care we provide for our patients.

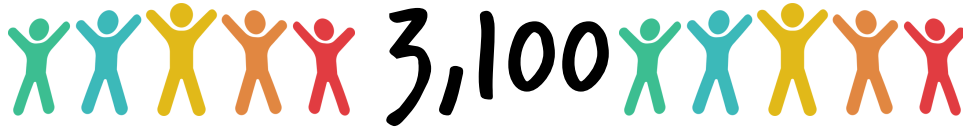
We are extremely proud of our diversity and promote equity through numerous different channels. We strive to create an environment where inclusion and diversity are part of our foundations. We live by our CARE values and these apply to each individual who comes into our Charity.

This report sets out our colleague inclusion and diversity data for 2023-2024, alongside an update on our work to support inclusion.

Our Strategy

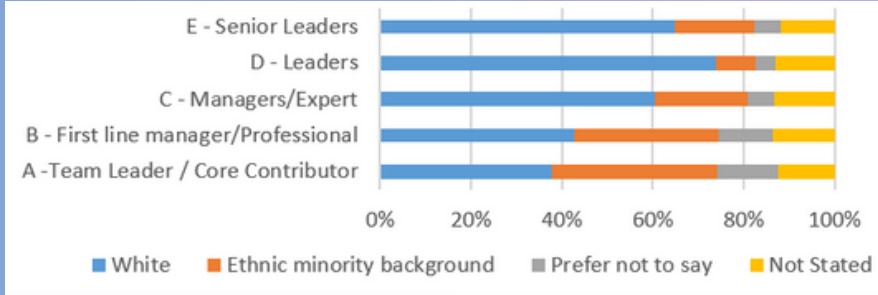


Our Diversity Data



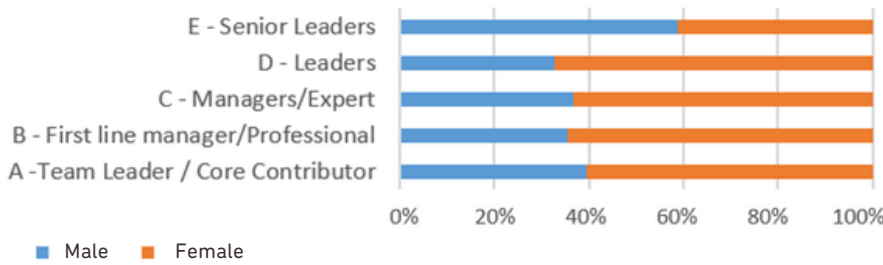
Total number of permanent employees

Ethnicity



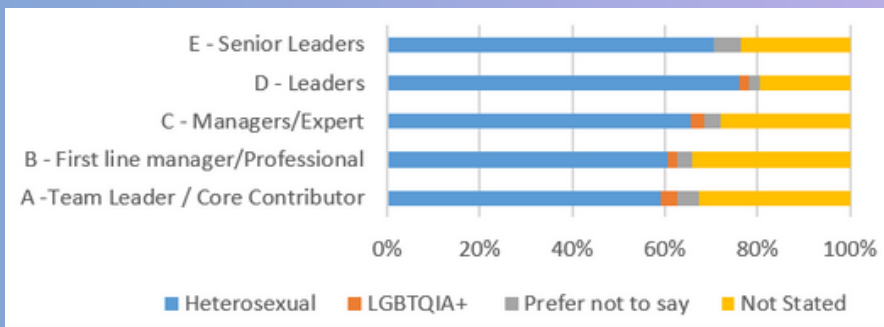
33% of colleagues and 21% of our Senior Leaders are from Ethnic Minority backgrounds.

Gender



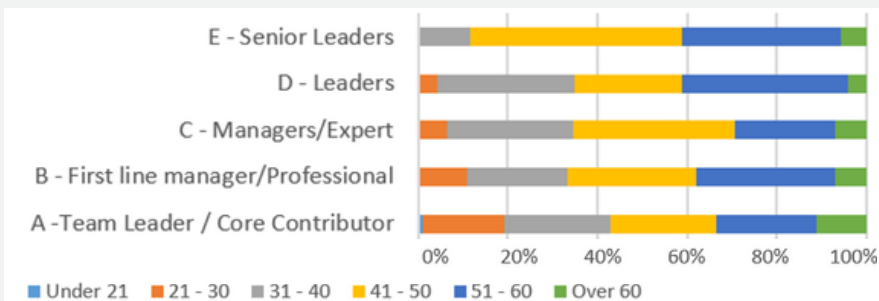
Charity-wide, 62% of colleagues are female, 38% of colleagues are male.

Sexual orientation



Of our permanent colleagues, 3% have declared their sexual orientation as LGBTQ+, this includes 2% of our leaders. Overall, our declaration rate has increased by 4%.

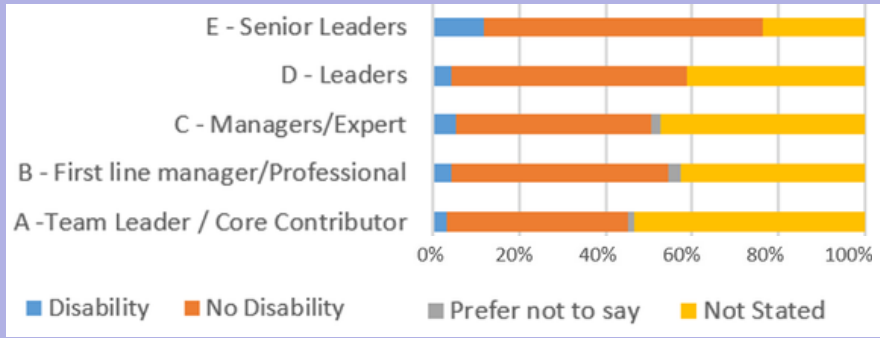
Age



There is a balanced distribution across the core age ranges; this has remained comparable to the prior year.

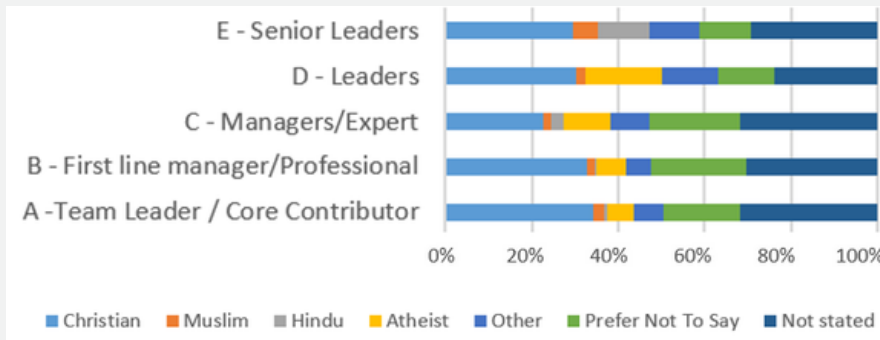
Where applicable, data based on 75% disclosure rate.

Disability



Of our permanent colleagues, 4% have declared a disability which is an increase of 1% from the prior year.

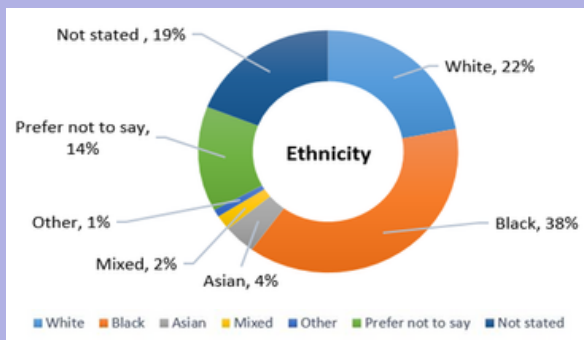
Faith



Faith disclosure rates have increased for the second consecutive year, with 50% of permanent colleagues disclosing their faith.

Employee Relations

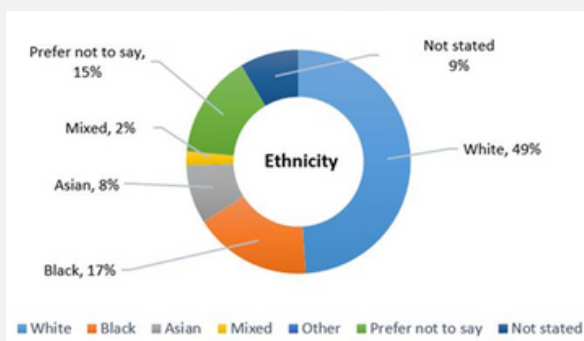
Disciplinary cases



This year saw a slight increase of 3.5% of cases (including appeals), compared to the previous year.

This graph reflects the ethnicity of individuals who have been through the disciplinary process.

Grievance cases



This year saw a 27% decrease the number of grievance cases.

This graph reflects the ethnicity of individuals who have raised a grievance.

Gender & ethnicity pay gap reports

Gender

We have a 3% pay difference for gender due to higher proportions of male staff working unsociable hours which attracts a higher level of pay.

Difference between gross hourly earnings for men and women	Median Middle			Mean average		
	2024	2023	2022	2024	2023	2022
St Andrew's	3%	2%	3%	4%	5%	12%
National	TBC	14%	15%	TBC	13%	14%

Ethnicity

Our ethnicity pay gap shows the difference in average pay between ethnic minority and non-ethnic groups across the organisation.

We have a negative median pay gap, which means that ethnic minority employees have a higher overall hourly rate when compared to non-ethnic minority colleagues.

Difference between gross hourly earnings for ethnic minority colleagues	Median Middle			Mean average		
	2024	2023	2022	2024	2023	2022
St Andrew's	-3.7%	-1%	3%	6.8%	9.4%	12%

This is due to a higher proportion of black colleagues working unsociable hours which attracts duty pay.



Looking at base pay alone, we have 0% pay gap across both gender and ethnicity.

How we are supporting inclusion

Our staff networks

Our four staff networks help to support, embed and develop an inclusive culture at St Andrew's. They provide an avenue to have your say, celebrate diversity and inclusion, be an ally and support others.



UNITY supports the experiences of people from diverse backgrounds working in healthcare.

Our WiSH network is committed to supporting and empowering women in the workforce.



Our PRIDE Network supports people who identify as lesbian, gay, bisexual, transgender, queer (or questioning), intersex and asexual, as well as allies.



DAWN, our Disability and Wellbeing Network, aims to support and help colleagues with visible and non-visible differences in the workplace.



"I am passionate about ensuring all staff feel fairly treated, respected and supported and wish to offer an opportunity to build a community which welcomes us all inclusively."

Sarah Ward-Greef, PRIDE Network Co-Chair / Leadership Development Facilitator

"Inclusion, in my opinion, is about more than just diversity; it's about creating an atmosphere of mutual respect, teamwork, and development and I am happy to be part of that journey here at St Andrew's."

Gift Chingwena, UNITY Network Co-Chair / HCA





"We are proud of the changes that have been implemented already and are committed to exploring ideas and improvements for a sustained equitable workplace."

Claire Jones, WiSH Network Co-Chair / General Manager - Operational Support

"The right for us all to experience a fair and inclusive working environment sits close to my heart. I feel very lucky to be in a position to help build the kind of inclusive community where every person feels accepted and their contributions in all their diversity are celebrated."

Dr Inga Stewart, DAWN Network Co-Chair / Head of Progressive Neurological Conditions



Our 2024 employee survey, Your Voice, shows positive engagement across the organisation in relation to diversity and inclusion, with 83% of colleagues having positive experiences.

STEER - St Andrew's Employee Engagement Representatives

STEER includes a group of employee representatives from across the Charity who work together to help St Andrew's improve engagement, develop its culture and ensure that the views of all staff are heard.



Our priorities for the next year include...

- Creating a focussed calendar of events across all of our Networks with support from Executive Sponsors
- Further developing the voice of our STEER committee
- Continuing our work towards Menopause-friendly accreditation
- Increasing the number of Reverse mentors across our Charity.

