



Lancashire Care
NHS Foundation Trust

Equality & Diversity Report

2017/2018

Report Prepared by Emma Allen & Phil Connolly

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:

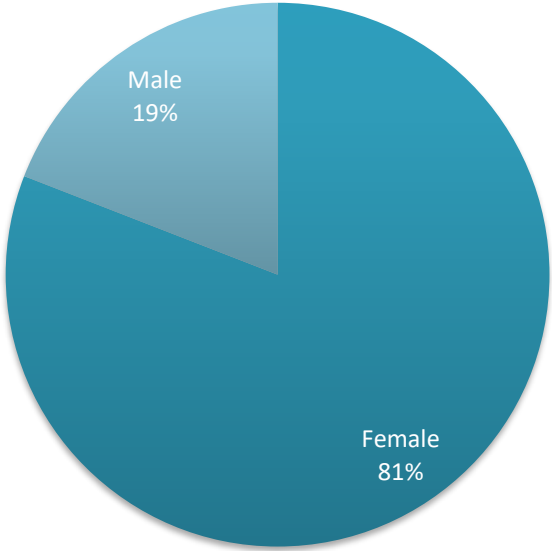
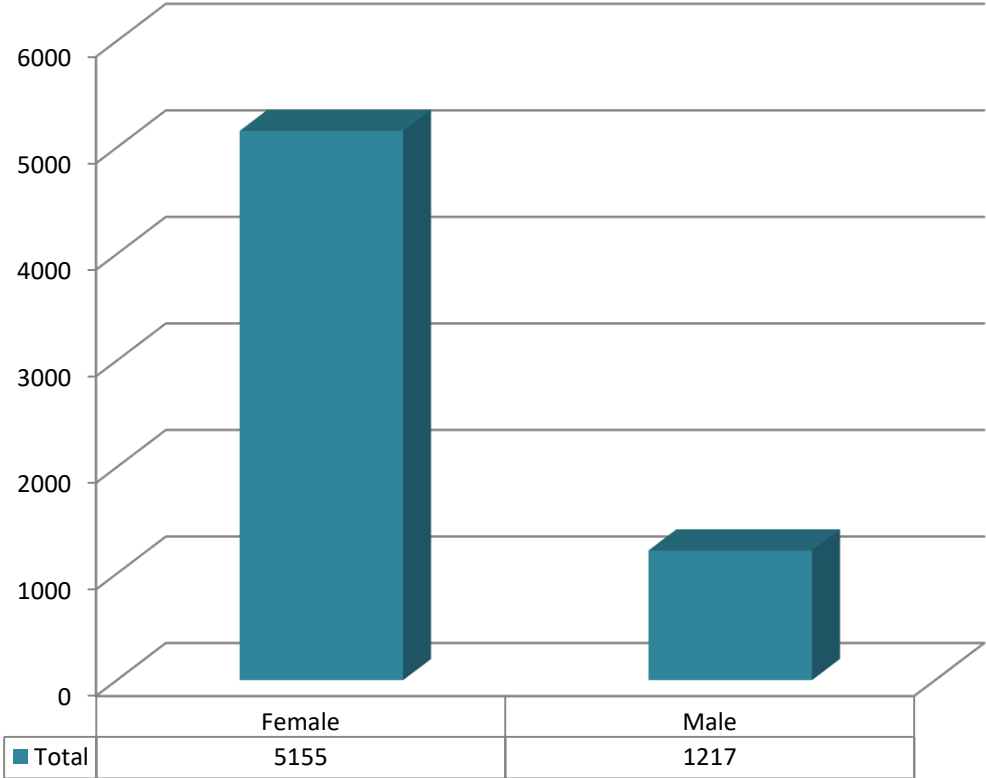
emma.allen2@lancashirecare.nhs.uk

joanna.harrison@lancashirecare.nhs.uk



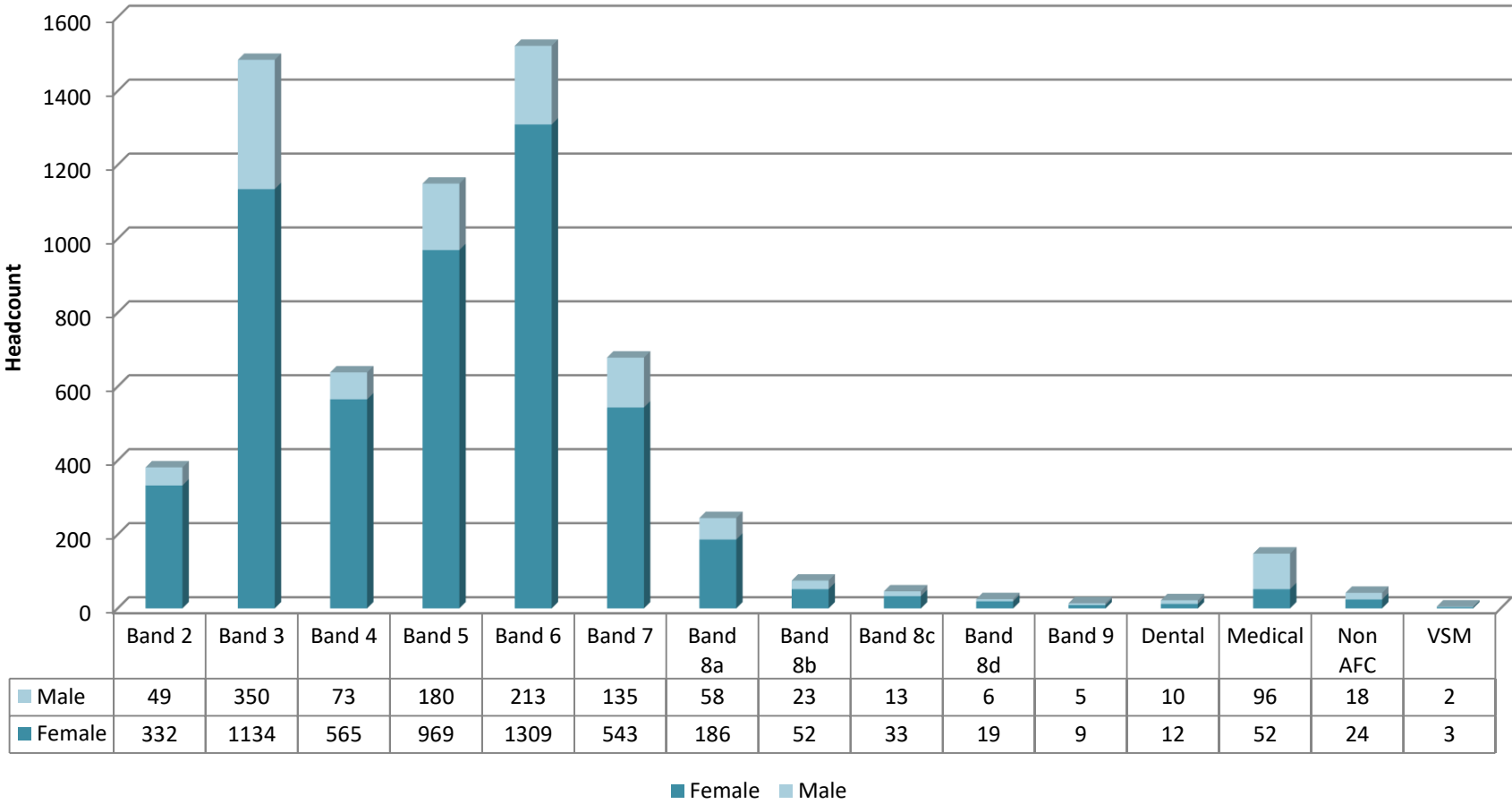
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Gender Split



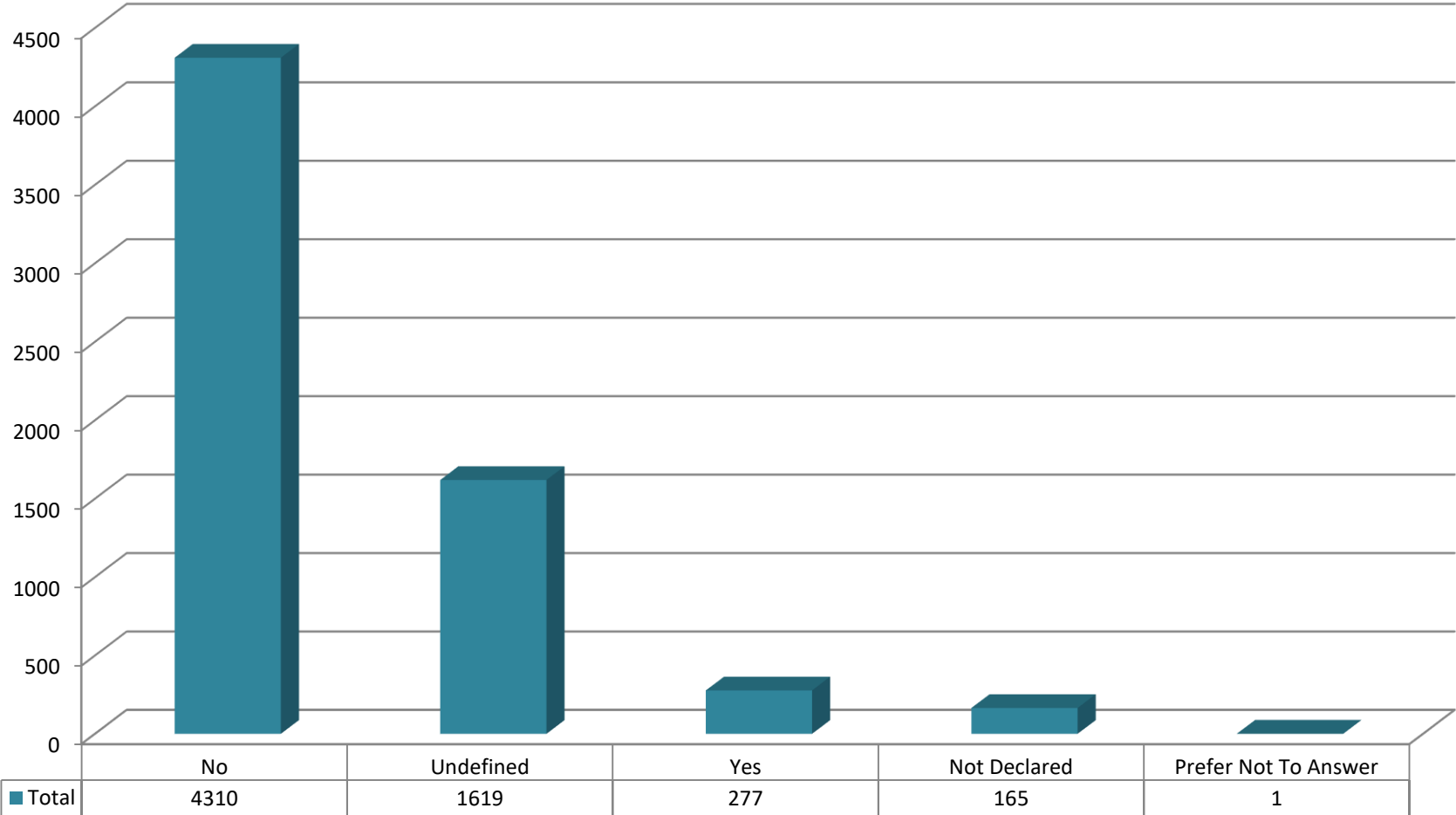
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Gender Split by Band



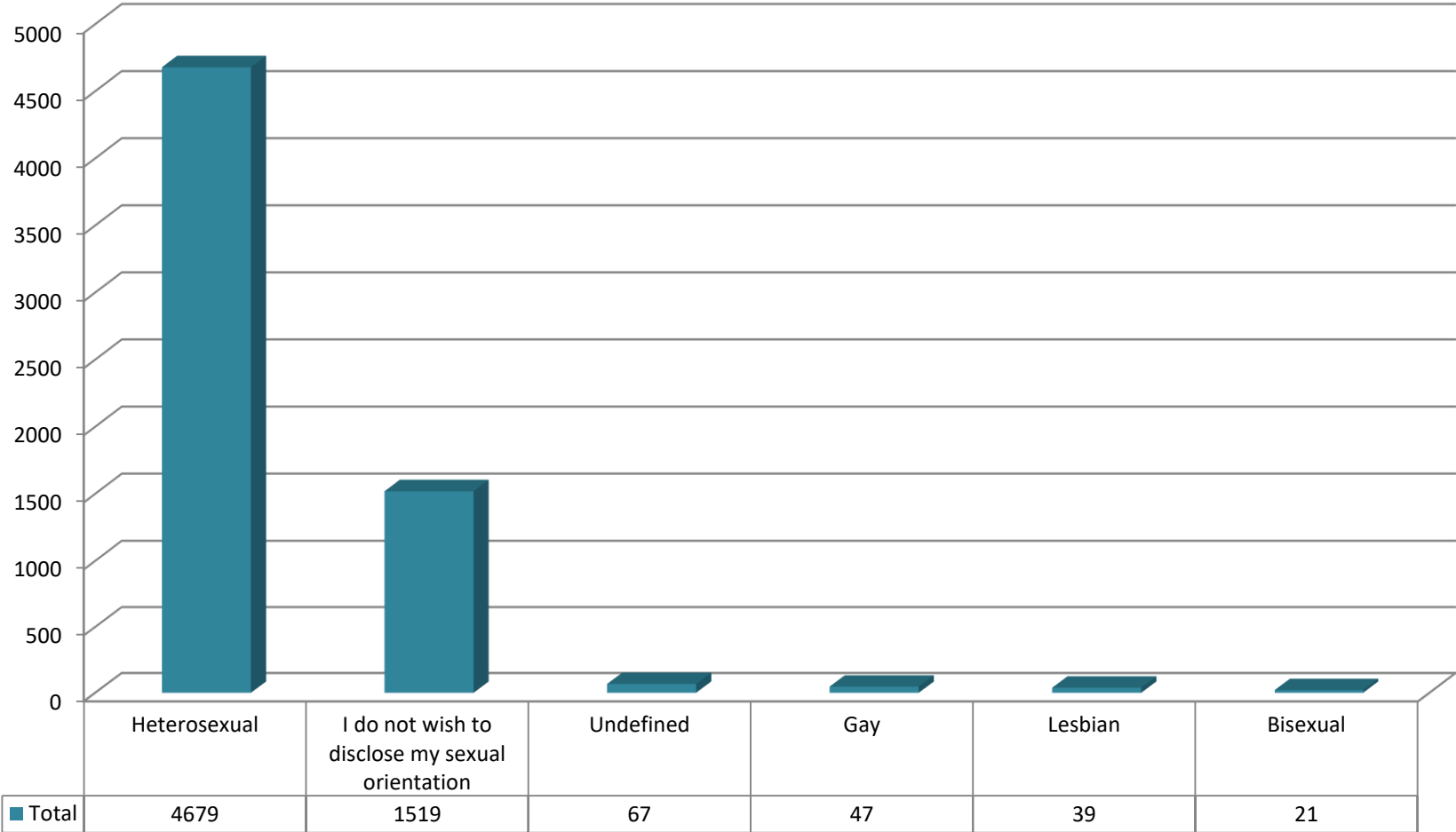
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Disability



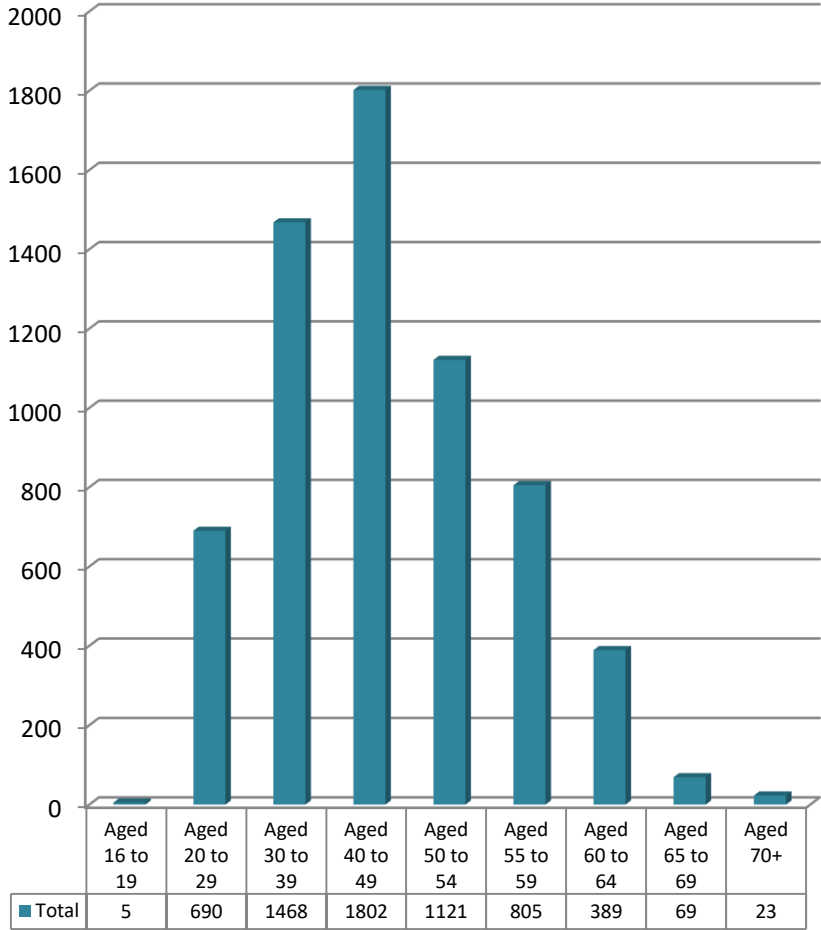
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Sexual Orientation

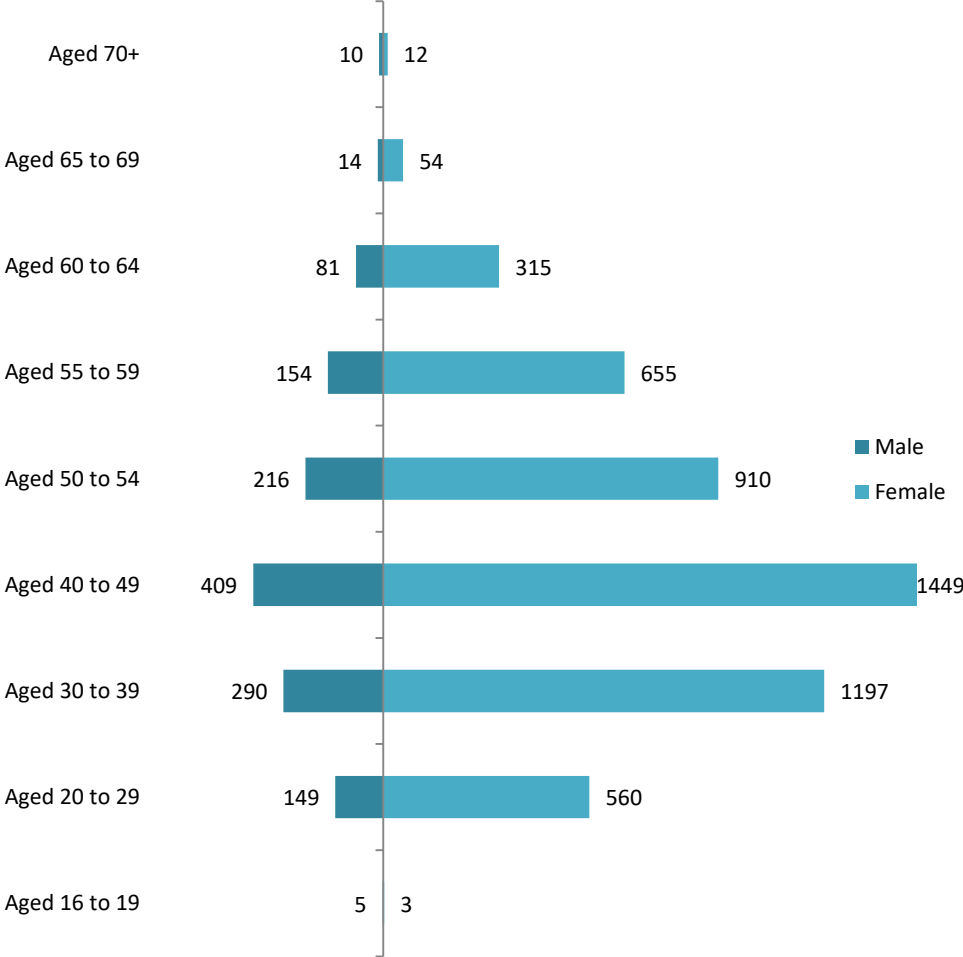


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Age Range

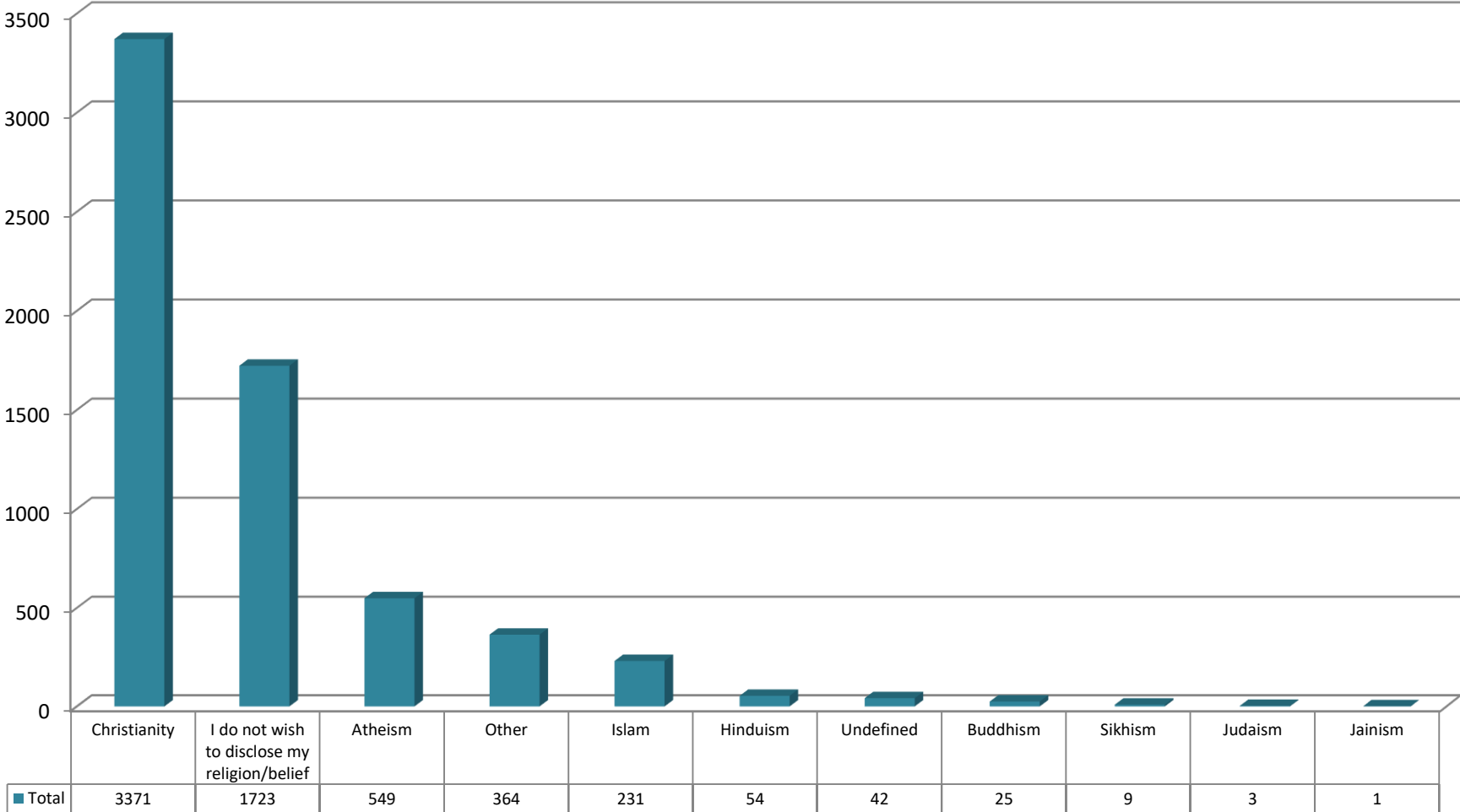


Age Range by Gender



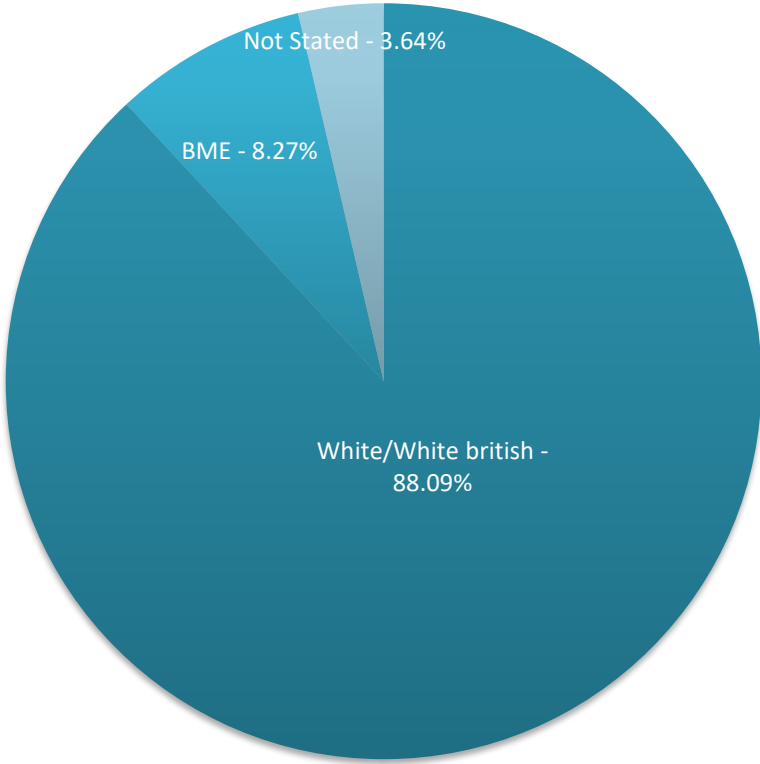
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Religious Belief



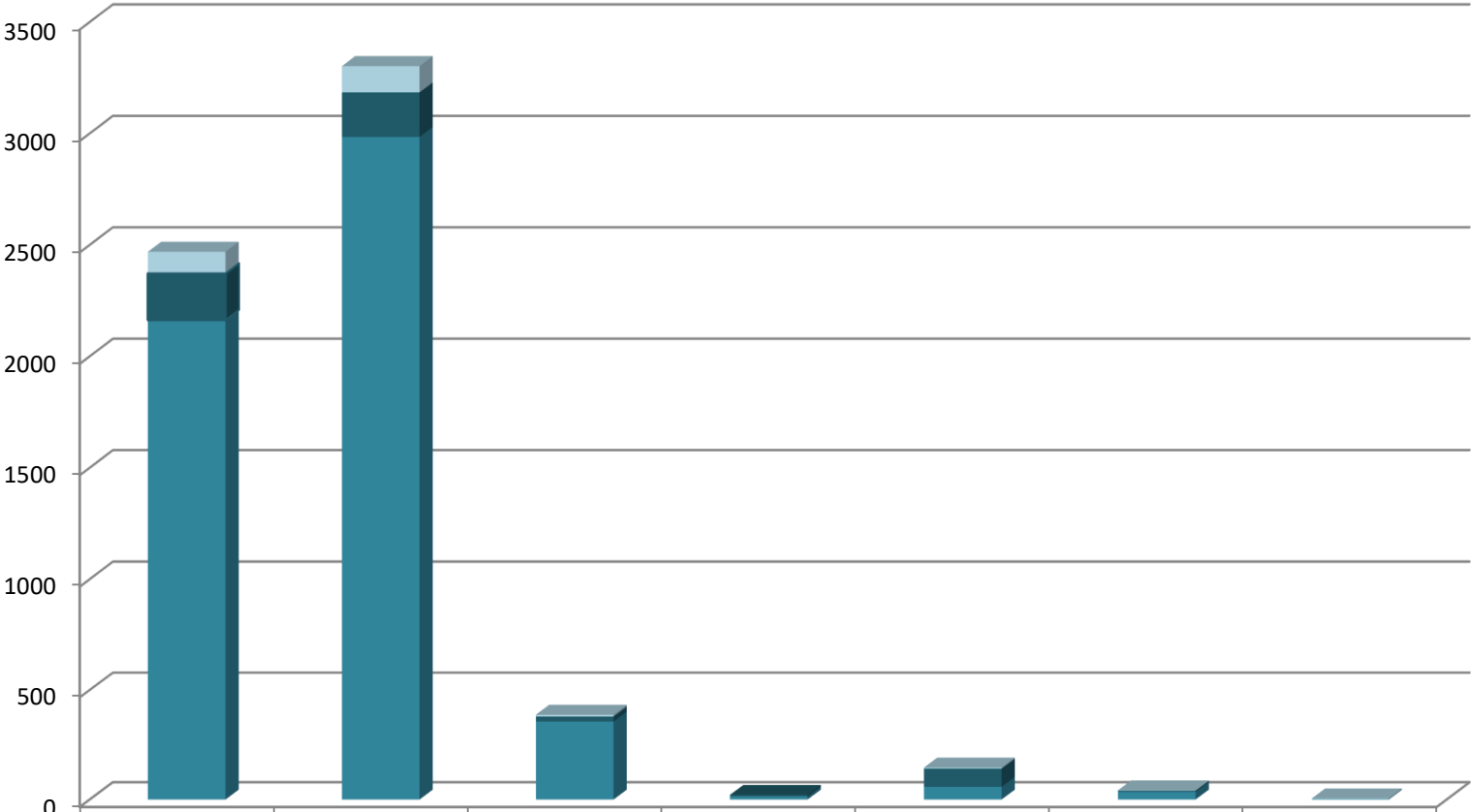
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Ethnicity Split



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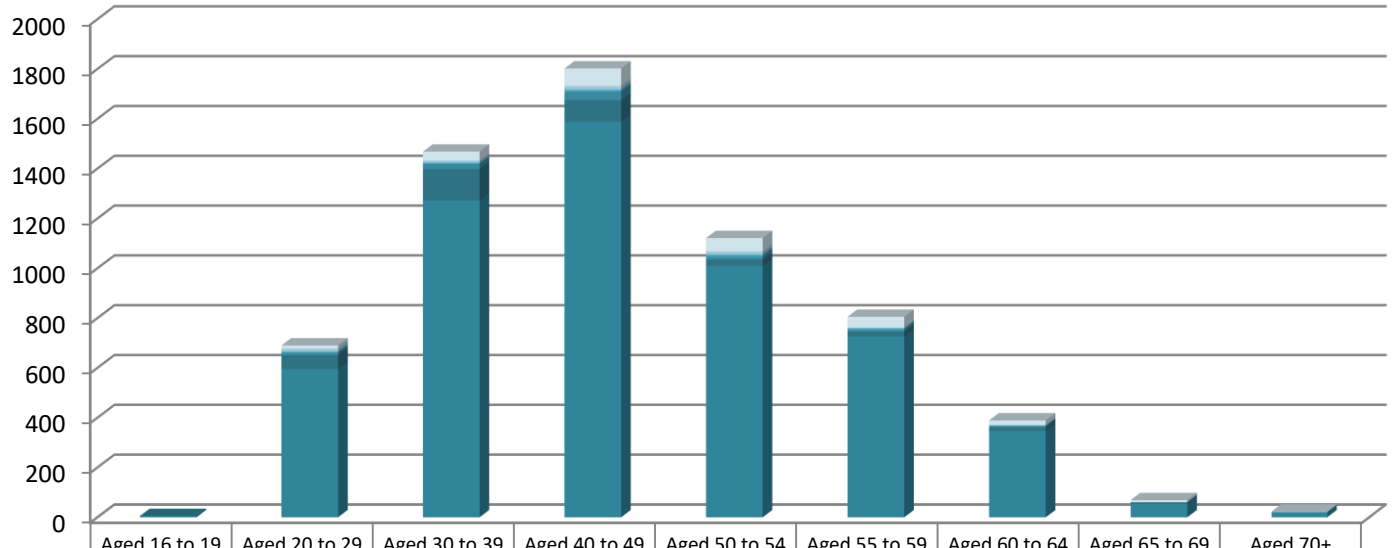
Ethnicity by Band



	Band 1 - 4	Band 5 - 7	Band 8a - 9	Dental	Medical	Non AFC	VSM
Not Stated	97	118	8		5	2	2
BME	209	200	23	7	83	5	
White/White british	2163	2984	356	14	58	35	3

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Ethnicity by Age Range



	Aged 16 to 19	Aged 20 to 29	Aged 30 to 39	Aged 40 to 49	Aged 50 to 54	Aged 55 to 59	Aged 60 to 64	Aged 65 to 69	Aged 70+
Not Stated - Not Stated		11	34	67	51	41	18	8	2
BME - Other		2	2	4	4	3		1	
BME - Mixed - White & Black African		2	1	4	1		1		
BME - Mixed - White & Asian		9	5	7	9	3			
BME - Mixed - Any other mixed background		1	4	4	3		2		
BME - Filipino		2		2					
BME - Chinese		2	1	1	1				
BME - Black or Black Caribbean			2	4	6	4	2		
BME - Black or Black British		1	1	3	3	4	1		
BME - Black or Black African		9	20	31	8	5	4		1
BME - Asian/Asian british		56	126	88	26	19	15	7	
White/White british - White/White british	5	595	1272	1587	1009	726	346	53	20