Workforce Equality, Diversity, and Inclusion
Annual Report
2023-2024

Foreword

Here at Milton Keynes University Hospital, we are committed to ensuring that Equality, Diversity and Inclusion (EDI) is at the heart of everything we do.

Like every NHS organisation, MKUH has an immensely diverse workforce comprising of many different cultures and backgrounds. This brings with it the benefits of so many different perspectives, experiences and identities. I firmly believe that when an organisation fosters a safe and inclusive workplace with team members who have a diverse range of backgrounds and cultures, this in turn leads to better and safer services for our patients.

Equality, Diversity and Inclusion are all interconnected, but they are not interchangeable nor are they mutually exclusive. Equality is about ensuring that every single person who works for us has equal opportunities and chances within our hospital. Diversity means we acknowledge people's differences in a variety of ways, from their backgrounds to the way they identify themselves. And Inclusion means we embrace and value these differences in the knowledge that this leads to a stronger and more inclusive place to work and be treated as a patient.

I am very proud of the way MKUH staff work tirelessly to ensure that EDI is at the heart of everything we do. In the past year, we have taken further steps to ensure EDI remains centre-stage. I am pleased to note that we now have eight different staff networks, each one sponsored by a member of the executive team. We have undertaken a cultural review by race equality expert, Research fellow and acclaimed author Roger Kline, which will lead us into a more in-depth analysis on EDI in the future. We have signed up to NHS England's Sexual Safety Charter. We make a point of celebrating many different occasions – from Black History Month to Armed Forces Day and South Asian heritage month – all of which encourage staff from other backgrounds to learn more about their colleagues' culture and experiences.

While we have taken great strides over the last 12 months, there is still much more we can do and this report highlights just some of the ways we are seeking to improve experiences for every single colleague and patient moving forward.

I hope you find this report both encouraging and enlightening, reflecting the importance I place on leading a diverse and inclusive workforce with positive results.

Joe Harrison

Joe Harrison
Chief Executive
Milton Keynes University Hospital

Context

Milton Keynes is a culturally diverse community which is growing at pace, with the population increasing by 15.3% between 2011 and 2021 as per the national census data[1].

As one of the largest employers in the area, Milton Keynes University Hospital (MKUH), is committed to creating a diverse workforce that is truly representative of the population we serve, where we celebrate difference, value everyone's contribution and where people of all backgrounds can thrive.

We value the diversity of our workforce and the range of knowledge, skills and experience our people bring to our work. We strive to create a working environment that promotes inclusion and gives everyone a sense of belonging.

MKUH is committed to providing services that meet each individual's needs, treating everyone with the compassion and respect they deserve.

Our vision and values act as principles to guide us in our thinking and actions. **Our equality objectives serve to promote these standards.**

Purpose

MKUH as a public sector body, is governed by the Equality Act 2010 and the Public Sector Equality Duty (PSED) in relation to its equality duties.

As part of these duties, we are required to publish equality information to demonstrate our compliance with the general equality duty on an annual basis. This report therefore includes the equality monitoring data for our workforce for the period 01 April 2023 to 31 March 2024.

Our workforce data forms part of the information we collate, monitor, and publish to help us embed equality considerations within our employment policies and practices and meet our responsibilities under the duty to;

- Promote equality, diversity, inclusion and belonging
- Eliminate discrimination and harassment
- Promote equality of opportunities
- Foster good relations between different groups within our workforce

This report outlines our achievements around equality, diversity, and inclusion highlighting the key pieces of work we have undertaken in the past year and states the future direction of the work around this agenda, with an action plan detailing key actions for the next year in Appendix A.

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[1] Census 2021 | Milton Keynes City Council (milton-keynes.gov.uk)

Equality, Diversity & Inclusion Strategy 2021-2024[2]

Corporate Objectives

Improving patient safety	Improving patient experience	Improving clinical effectiveness

Ambition

We will become an exemplar organisation for equality, diversity and inclusion

What Success Looks Like

Desirable place to work / preferred place to work for all people from diverse backgrounds	All our people are able to be their best	Individually and collectively, we add value to our patients, service users and communities of all diverse backgrounds	We are recognised as a diverse, inclusive, flexible organisation known for its 'Kind Culture'

Delivered by

Trust Board Actions	Staff Equality Networks	Divisional Actions	Internal and External Communications	Individual Actions

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[2] Equality-Diversity-and-Inclusion-Strategy-2021---2024.pdf (mkuh.nhs.uk)

TheMKWay

NHS
Milton Keynes
University Hospital
NHS Foundation Trust

Our Year at a Glance …

Neurodiversity Network launched

Gender pay gap reduced to 11.6%

Eight Staff Networks in place

Cultural review undertaken by Roger Kline, Research Fellow

Executive Sponsor secured for each Network

Training rolled out for Staff Networks Chairs & Deputies

Celebration of National Staff Networks Day

Approx. 200 employees engaged in Cultural Awareness Training

Signed up to the NHS England Sexual Safety Charter

Network Events held including the First Celebration of Windrush Day

N.B Roger Kline is a Research Fellow and author of reports on Race Equality in the NHS including 'The Snowy White Peaks of the NHS'

NHS Improvement Plan Six High Impact Actions

The EDI Improvement Plan sets out six targeted actions to address direct and indirect prejudice and discrimination, that exists through behaviour, policies, practices and cultures against certain groups and individuals across the NHS workforce.

Objectives

Action 1: Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable

- Every board and executive team member must have EDI objectives that are specific, measurable, achievable, relevant, and timebound (SMART) and be assessed against these as part of their annual appraisal process

- Board members should be able to demonstrate how organisational data and lived experience have been used to improve culture

- NHS boards must review relevant data to establish EDI areas of concern and prioritise actions. Progress will be tracked and monitored via the Board Assurance Framework

Objectives

Action 2: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity

- Create and implement a talent management plan to improve the diversity of executive and senior leadership teams

- Evidence progress of implementation

- Implement a plan to widen recruitment opportunities within local communities, aligned to the NHS Long Term Workforce Plan. This should include the creation of career pathways into the NHS such as apprenticeship programmes and graduate management training schemes

Objectives

Action 3: Develop and implement an improvement plan to eliminate pay gaps

- Implement the 'Mend the Gap' review recommendations for medical staff and develop a plan to apply those recommendations to senior non-medical workforce

- Analyse data to understand pay gaps by protected characteristic and put in place an improvement plan. This will be tracked and monitored by NHS boards. Reflecting the maturity of current data sets, plans should be in place for sex and race by 2024, disability by 2025 and other protected characteristics by 2026

- Implement an effective flexible working policy including advertising flexible working options on organisations' recruitment campaigns

Objectives

Action 4: Develop and implement an improvement plan to address health inequalities within the workforce

- Line managers and supervisors should have regular effective wellbeing conversations with their teams

- Work in partnership with community organisations, facilitated by ICBs working with NHS organisations and arm's length bodies, such as the NHS Race and Health Observatory. For example, local educational and voluntary sector partners can support social mobility and improve employment opportunities across healthcare

Objectives

Action 5: Implement a comprehensive induction, onboarding and development programme for internationally-recruited staff

- Before they join, ensure international recruits receive clear communication, guidance and support around their conditions of employment; including clear guidance on latest Home Office immigration policy, conditions for accompanying family members, financial commitment and future career options.

- Create comprehensive onboarding programmes for international recruits, drawing on best practice. The effectiveness of the welcome, pastoral support and induction can be measured from, for example, turnover, staff survey results and cohort feedback

- Line managers and teams who welcome international recruits must maintain their own cultural awareness to create inclusive team cultures that embed psychological safety

- Give international recruits access to the same development opportunities as the wider workforce. Line managers must proactively support their teams, particularly international staff, to access training and development opportunities. They should ensure that personal development plans focus on fulfilling potential and opportunities for career progression

Objectives

Action 6: Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur

- Review data by protected characteristic on bullying, harassment, discrimination and violence. Reduction targets must be set and plans implemented to improve staff experience year-on-year.

- Review disciplinary and employee relations processes. This may involve obtaining insights on themes and trends from Trust solicitors. There should be assurances that all staff who enter into formal processes are treated with compassion, equity and fairness, irrespective of any protected characteristics. Where the data shows inconsistency in approach, immediate steps must be taken to improve this.

- Ensure safe and effective policies and processes are in place to support staff affected by domestic abuse and sexual violence (DASV). Support should be available for those who need it, and staff should know how to access it.

- Create an environment where staff feel able to speak up and raise concerns, with steady year-on-year improvements. Boards should review this by protected characteristic and take steps to ensure parity for all staff

- Provide comprehensive psychological support for all individuals who report that they have been a victim of bullying, harassment, discrimination or violence

- Have mechanisms to ensure staff who raise concerns are protected by their organisation.

Objectives in green have been achieved, all other objectives are in progress.

Staff Networks

At MKUH we are proud to have active staff networks that support our diverse community. We recognise they are essential to enhancing a culture of inclusivity, ensuring people can bring their whole selves to work and contribute to improving life at work for underrepresented groups and individuals.

The Trust is committed to making the organisation a more inclusive place to work and are looking into how we can better support our staff networks. As part of this, each network at MKUH has an Executive Sponsor who guides the groups and ensures their voices are heard. All networks are also involved in the Inclusion Leadership Council (ILC) which is led by the Trust chair.

Currently, our Trust has eight staff networks, each at varying stages of development:

BAME Network

The Black, Asian and Minority Ethnic (BAME) network believes that, in order for every individual to reach their full potential, there must be no fear of discrimination or prejudice and a belief that career opportunities or experience of work is not predetermined by ethnicity, nationality or colour. In support of this they have been working with Roger Kline on his cultural review to support this agenda at board level.

Over the past year, the network ran a number of events in support and recognition of BME employees including sessions for Black History Month under the theme of 'Saluting our Sisters', and a webinar celebrating Windrush Day, with a focus on staff sharing their lived experiences.

The network has continued to provide invaluable guidance and support to staff including through the promotion of freedom to speak up, coaching on interview techniques and encouraging continuous professional development (CPD) in order to create a safer and more inclusive workplace.

Currently the network is involved in a system level project aimed at addressing the disparities for global majority nurses, midwives, nursing associates and healthcare workers with regard to career progression for staff within the BAME community. This involves supporting a sustainable workforce plan across BLMK ICS and wider NHS.

Alice Holland,
BAME Network Chair

Women's Network

The MKUH Women's network provides a space for women not just to share their experiences, but also to become advocates for behaving differently in the workplace.
Over the last year the Women's Network has grown significantly, doubling in size. Some of the key work undertaken includes;

- Fostered an inclusive and safe environment for members to share their lived experiences and learn from one another, ensuring this is fed back to the Trust.
- Hosted an International Women's Day event featuring sessions on boundary setting, burnout, and a relaxing sound bath.
- With the support of UNISON, launched a project to provide period supplies for the MKUH team.
- Gathered input from members on important issues such as the staff survey results, gender pay gap report, and menopause, and shared several policies for member comments to ensure their voices are heard.

**Charlotte Naqvi,
Women's Network Chair**

Ability Network

The Ability network is a friendly and supportive group which is keen to raise awareness of disability equality and share experiences. There is a lot of experience amongst people in the network of living with a range of disabilities, both visible and hidden. Members aim to draw on their shared experience to influence decisions to ensure that MKUH creates a positive workplace that is inclusive for everyone.

**Stephanie Jones,
Ability Network Chair**

Neurodiversity Network

The Neurodiversity network is the newest staff network having only been launched in March 2023. The network is open to all staff and volunteers who define themselves as neurodivergent and to allies who support the aims and objectives of the network.

The network aims to create a supportive working environment and policy framework for neurodivergent colleagues and to encourage all staff within the Trust to understand issues particularly affecting neurodivergent employees.

Over the next year the network will be focusing on;

- Developing a communication strategy to ensure all members are informed and engaged, with regular meetings and workshops for employees
- Enhancing awareness and education around neurodiversity within MKUH through a series of educational events including guest lectures, workshops and training sessions that cover topics such as recognising and supporting neurodiverse colleagues, the benefits of a neurodiverse workforce and strategies for inclusive practice
- Advocating for policy changes and the implementation of supportive practices that benefit neurodiverse staff within the Trust, providing them with the necessary resources and adjustments to thrive in their roles
- Establishing a formal support system, including a mentoring programme and peer support group for neurodiverse staff

Nicola Dryden,
Neurodiversity Network Chair

Carers Network

The Trust is in the process of supporting the set-up of a Carers network. It is currently a virtual network, and the aim is for this to develop into an inclusive group that supports staff at MKUH who are also carers.

The Carers network will offer peer to peer support and access to information and advice. This will help staff successfully manage the sometimes-conflicting demands of work and the carer's role.

Armed Forces Network (AFSN)

The AFSN is a safe, supportive network for those who have served, those still serving (reservists), their families, and anyone who is passionate about supporting them. As one of the newer staff networks they continue to grow year on year.

In the last year the network worked alongside the wider Trust to achieve the Ministry of Defence (MOD) Employer Recognition Scheme Gold Award as part of the Trust's ongoing commitment to supporting the armed forces community. This involved working with the Trust to ensure 'forces friendly' HR policies to support reservists with special leave so they can attend their mandatory annual military training, and spouses of those who are deployed on military operations.

They celebrated their service during Armed Forces Week in June and Reserves Day, with military organisations and reserve forces units invited in to raise awareness about the support available to the veterans in our local community.

Many members have now undertaken MH England's Armed Forces MH First Aid course and are now embedded 'Armed Forces Champions' within various departments, supporting colleagues and patients.

The network also recently achieved Fighting With Prides 'Pride in Veterans Standards' accreditation which supports those who were historically dismissed from service based on their sexuality and seeks to raise awareness around the issue.

JJ Hrycak
Armed Forces Network Chair

Faith and Belief Network

The Faith and Belief network is in the process of relaunching and is currently looking for a chair and deputy chair to support its agenda and help grow its membership base.

The network is passionate about celebrating all faiths and beliefs and in the last year has worked with wards to publicise the range of festivals and celebrations celebrated by the MKUH community through the use of faith and belief calendars.

Pride Network

The Pride network is a group of individuals from across the Trust who self-identify as being LGBTQ+ or are an ally of LGBTQ+ individuals.

The core aim of the network is to promote equality, diversity, inclusion and Pride in our LGBTQ+ staff and to assist MKUH to deliver better services for all, both staff and patients. The network wants to improve the working lives of LGBTQ+ staff by empowering them to feel safe and able to be "out" at work allowing all staff to bring their whole selves to work, which will benefit both colleagues and patients.

**Catherine Crossan,
Pride Network Chair**

Compliance Reporting

NHS Equality Delivery System (EDS)

The Equality Delivery System (EDS) is the foundation of equality improvement within the NHS and is an accountable improvement tool for organisations in England, to review and develop their approach to addressing health inequalities through three domains; Services, Workforce and Leadership.

Trusts are required to undertake an EDS assessment each year and for 2022/23 the Organisations EDS Rating was 16 – Developing.

The key actions to be undertaken following the publication of this report include;

- Review Trust equality impact assessments to ensure documents are fit for purpose, regularly reviewed and managers are appropriately trained
- Roll-out Behaviours Policy and Procedure
- Continue to roll-out Cultural Awareness training across the Trust

You can find the report on the Trust's EDS assessment for 2022/2023, which was published in February 2024, here: Equality-Delivery-System-EDS-Summary-Report-2023.pdf (mkuh.nhs.uk)

Workforce Race Equality Standard (WRES)

The Workforce Race Equality Standards (WRES) are a collection of 9 metrics created to highlight any differences between the experience and treatment of white staff and BME staff in the NHS.

Trusts are expected to show progress against these metrics which include recruitment opportunities, likelihood of entering the disciplinary process and accessing non-mandatory training, in order to improve workforce equality and create a more inclusive environment.

Trusts are required to report and publish data on each metric on an annual basis.

The key findings from the 2023/2024 WRES are;

- The number of BME employees employed at the Trust has increased, but BME representation remains lower in more senior positions, although this has improved from the previous year in bands 6 – 8b.
- As with the previous year, a high proportion of the medical and dental workforce have chosen not to declare their ethnicity.
- BME candidates are less likely to be appointed from shortlisting than white candidates.
- BME employees are more likely to enter the formal disciplinary process than white employees.
- BME employees are more likely to access non-mandatory training and CPD than white employees.

The key actions to be undertaken following the publication of this report include;

- Continue to support the ongoing development of the BAME Network
- Continue to implement values-based recruitment practices and develop recruitment training covering best practice and unconscious bias to provide managers with a 'license to recruit'
- Implement a Fair and Just Culture panel to assess the need, independently and consistently for formal disciplinary action

You can find the full report covering the 01 April 2023 to 31 March 2024 here: MKUH-Workforce-Race-Equality-Standard-WRES-Report-2023-24.pdf

Workforce Race Disability Standard (WDES)

The Workforce Disability Equality Standards (WDES) are a collection of 10 metrics that aim to compare the workplace and career experiences of disabled and non-disabled staff.

Trusts are expected to show progress against these metrics which include recruitment opportunities and likelihood of entering the capability process, in order to improve workforce equality and create a more inclusive environment.

Trusts are required to report and publish data on each metric on an annual basis.

The key findings from the 2023/2024 WDES are;

- Following focused work by the Trust to increase disability declaration rates the number of employee's declaring they have a disability increased from the previous year
- As with the previous year, a high proportion of the medical and dental workforce have chosen not to declare their disability status
- Disabled candidates are less likely to be appointed from shortlisting than those without disabilities
- Disabled employees are over twice as likely to enter into a formal capability process than non-disabled employees. It is important to note this figure is based on a sample size of only 5 cases and that there has only been one formal capability case against a disabled employee in the past 2 years

The key actions to be undertaken following the publication of this report include;

- Continue to support the ongoing development of both the Ability and Neurodiversity networks
- Continue to work towards Disability Confident Level 3 (Leader) status
- Roll-out reasonable adjustment training for line managers and further promote the use of Employee Passports to ensure employees have the appropriate support to undertake their roles

You can find the full report covering the 01 April 2023 to 31 March 2024 here: MKUH-Workforce-Disability-Equality-Standard-WDES-Report-2023_-24.pdf

Gender Pay Gap

As MKUH employs more than 250 staff the Trust is required under the Equality Act 2010, to publish information on its gender pay audit.

The key findings from the 2023/2024 Gender Pay Gap report are;

- Gender pay gap reducing year on year, with the median gap moving from 20% in 2020 to 11.6% in 2024

The key actions to be undertaken following the publication of this report include;

- Review of senior role job adverts, ensuring gender decoder utilised and flexible working promoted on all adverts
- Encourage female career progression through coaching and mentoring, and positive action initiatives
- Implement Sexual Safety at Work Policy to address and prevent further challenges for females at work

You can find the full report covering the 01 April 2023 to 31 March 2024 here: MKUH-Gender-Pay-Gap-Report-2023-24.pdf

Action	Deadline	How will we measure success?
Continue to raise awareness of WRES and WDES metrics by creating and distributing infographic posters to be shared with staff networks, staff side representatives, and with staff in their departments.	Oct-24	Increased awareness of the Trust's position
Implement a staff network for international nurses to support those who have recently moved to the UK to commence employment.	Mar-25	Network to be up and running with elected leadership
Continue to roll out cultural awareness training to identified areas to educate employees on diversity and inclusion, discrimination, unconscious bias, microaggressions and empathy.	Ongoing	Attendance at sessions. Reduction in employee relations cases related to discrimination in these areas
Review Trust equality impact assessments to ensure documents are fit for purpose, regularly reviewed and managers are appropriately trained.	Mar-25	EQI template reviewed & updated Training rolled out on how to complete robust & accurate EQIs
Development and roll-out of a communications and education campaign on the subject of allyship.	Dec-24	Improved awareness of issues faced by underrepresented groups and how to support them
Development of Behaviours Policy and Procedure to incorporate the Trust's Behaviours Framework in addition to outlining the responsibilities of all employees to challenge poor behaviour and specific statements re racism, homophobia, transphobia, sexism, ableism etc.	Dec-24	Reduction in discrimination, bullying, harassment against BAME colleagues. Increase in incidents being reported
Implement values-based recruitment practices and develop detailed recruitment training covering recruitment best practice and bias in the recruitment process to provide managers with a 'license to recruit'.	Dec-24	Improved shortlisting of BAME colleagues. Improved staff survey scores in questions related to discrimination.
Implement a Fair and Just Culture panel to assess the need, independently and consistently, for formal disciplinary action, pushing for matters to be dealt with informally where appropriate, ensuring an ED&I team representative sits on the panel.	Dec-24	Reduction in formal disciplinary cases. Consistent and proportionate outcomes for instances of misconduct
Implement a new Talent Management Programme as part of The MKWay, ensuring visibility and access for BAME colleagues.	Mar-25	Increased BAME representation in senior bands/roles. Improved CPD metrics. Improved Staff Survey score on equal opportunities for development
Roll out workplace adjustment training for line managers to ensure they are equipped to identify and implement reasonable adjustments for their teams.	Jan-25	Improved staff survey score regarding reasonable adjustments.
Undertake a review of appraisal paperwork to ensure that it is accessible and fit for purpose for employees with disabilities	Dec-24	Improvement in staff survey results around appraisals.
Continue to undertake initiatives that build leadership portfolio to apply for and gain Disability Confident Leader Status	Mar-27	Successful application for leadership Status.
Undertake a deep dive into gender pay gap data, reviewing each band/grade and staff group, utilising this data to co-produce an action plan with the Women's Network incorporating the Mend the Gap themes/recommendations	Oct-24	Development and delivery of action plan. Improvement of GPG metrics.

Action	Deadline	How will we measure success?
Produce an ethnicity pay gap report to explore the impact of inequalities and lack of representation at senior levels	Oct-24	Review of GPG ethnicity data. Increase of BAME colleagues within senior bands
Create a talent management pathway for women, which offers coaching and mentoring, including reverse mentoring opportunities.	Mar-25	Increased representation of women within senior bands
Implement a Sexual Safety at Work Policy to address and prevent further challenges for females at work.	Dec-24	Published policy Reduction in sexual harassment cases
Share gender pay gap data with departments to ensure this is considered and helps form objectives and priorities in workforce and succession planning.	Oct-24	Robust workforce plans that include career development and succession plans for staff
Review of senior role job adverts, ensuring gender decoder utilised and flexible working promoted on all adverts	Oct-24	Increased applications by Women for more senior positions

Appendix B - Workforce Profile

Ethnicity

Ethnic Group	Headcount	%
A White - British	1,999	45.32
B White - Irish	32	0.73
C White - Any other White background	252	5.71
C2 White Northern Irish	2	0.05
CA White English	11	0.25
CF White Greek	2	0.05
CK White Italian	2	0.05
CP White Polish	7	0.16
CQ White ex-USSR	1	0.02
CX White Mixed	1	0.02
CY White Other European	13	0.29
D Mixed - White & Black Caribbean	21	0.48
E Mixed - White & Black African	36	0.82
F Mixed - White & Asian	15	0.34
G Mixed - Any other mixed background	32	0.73
GA Mixed - Black & Asian	1	0.02
GF Mixed - Other/Unspecified	3	0.07
H Asian or Asian British - Indian	555	12.58
J Asian or Asian British - Pakistani	98	2.22
K Asian or Asian British - Bangladeshi	35	0.79
L Asian or Asian British - Any other Asian background	132	2.99
LA Asian Mixed	1	0.02
LB Asian Punjabi	1	0.02

LC Asian Kashmiri	1	0.02
LD Asian East African	1	0.02
LE Asian Sri Lankan	15	0.34
LF Asian Tamil	4	0.09
LG Asian Sinhalese	2	0.05
LH Asian British	2	0.05
LK Asian Unspecified	15	0.34
M Black or Black British - Caribbean	64	1.45
N Black or Black British - African	605	13.72
P Black or Black British - Any other Black background	36	0.82
PA Black Somali	5	0.11
PC Black Nigerian	17	0.39
PD Black British	4	0.09
PE Black Unspecified	3	0.07
R Chinese	46	1.04
S Any Other Ethnic Group	82	1.86
SC Filipino	41	0.93
SD Malaysian	1	0.02
SE Other Specified	21	0.48
Unspecified	36	0.82
Z Not Stated	158	3.58
Grand Total	**4,411**	**100.00**

Disability

Disability	Headcount	%
No	3,723	84.40
Not Declared	123	2.79
Prefer Not To Answer	12	0.27
Unspecified	295	6.69
Yes	258	5.85
Grand Total	**4,411**	**100.00**

Gender

	Female %	Male %
Part Time	32.46	3.51
Full Time	46.38	17.64
Total	**78.85**	**21.15**

Sexual Orientation

Sexual Orientation	Headcount	%
Bisexual	61	1.38
Gay or Lesbian	50	1.13
Heterosexual or Straight	3,759	85.22
Not Disclosed	366	8.30
Other sexual orientation not listed	7	0.16
Undecided	5	0.11
Unspecified	163	3.70
Grand Total	**4,411**	**100.00**

Religion

Religious Belief	Headcount	%
Atheism	550	12.47
Buddhism	31	0.70
Christianity	2,298	52.10
Hinduism	235	5.33
Islam	297	6.73
Jainism	3	0.07
Judaism	5	0.11
Not Disclosed	473	10.72
Other	265	6.01
Sikhism	25	0.57
Unspecified	229	5.19
Grand Total	**4,411**	**100.00**