

Introduction

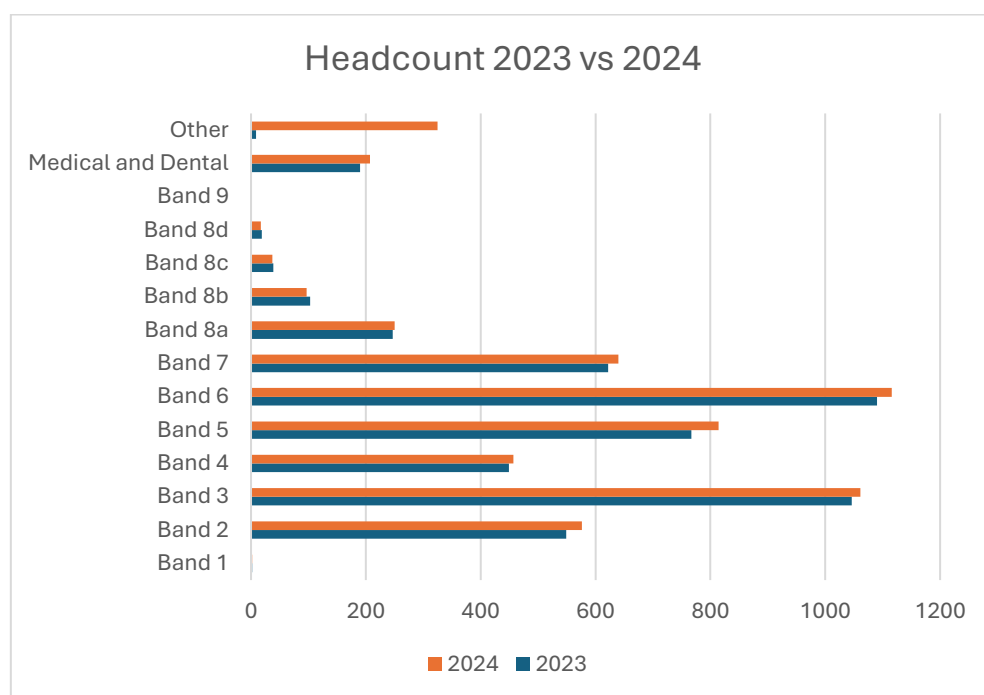
The NHS commits to several key objectives in its Public Sector Equality Duty (PSED) report to ensure compliance with the Equality Act 2010. Public authorities, including the NHS, must report and publish their PSED reports annually to demonstrate progress in eliminating discrimination, advancing equality, and fostering good relations.

The report typically includes detailed data on workforce demographics, equality objectives, and progress towards these goals. It also outlines specific initiatives and strategies to address health inequalities and improve equity, diversity, and inclusion across the NHS.

This report presents a detailed analysis of workforce monitoring data based on two fiscal years (1 April 2023 to 31 March 2024, and 1 April 2024 to 31 March 2025), examining key protected characteristics—gender, race/ethnicity, age, disability, sexual orientation, and religious belief—alongside training, and incident reporting. This is the first time we are sharing insights on recruitment, selection and appointment trends based on 2024 data. The Trust is submitting its gender and ethnicity pay gap reports ahead of schedule for 2025 / 2026, reinforcing our commitment to transparency and workforce equity. This early submission allows timely analysis, enabling proactive steps to address disparities.

Workforce headcount

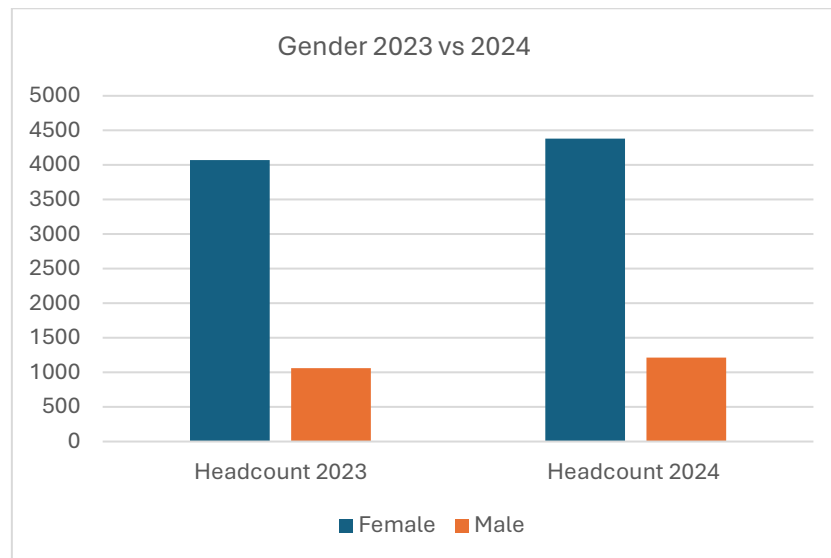
The Trust's overall headcount grew by **9.07%**, rising from **5,133 employees in 2023** to **5,599 in 2024**. This increase was significantly influenced by the **acquisition of Cheswold Park Hospital**.



Most pay bands experienced growth, including increases in: **medical and dental (+8.95%), band 5 (+6.13%) and band 2 (+4.92%)**

However, minor reductions were observed in **bands 8b, 8c, and 8d.**

Gender

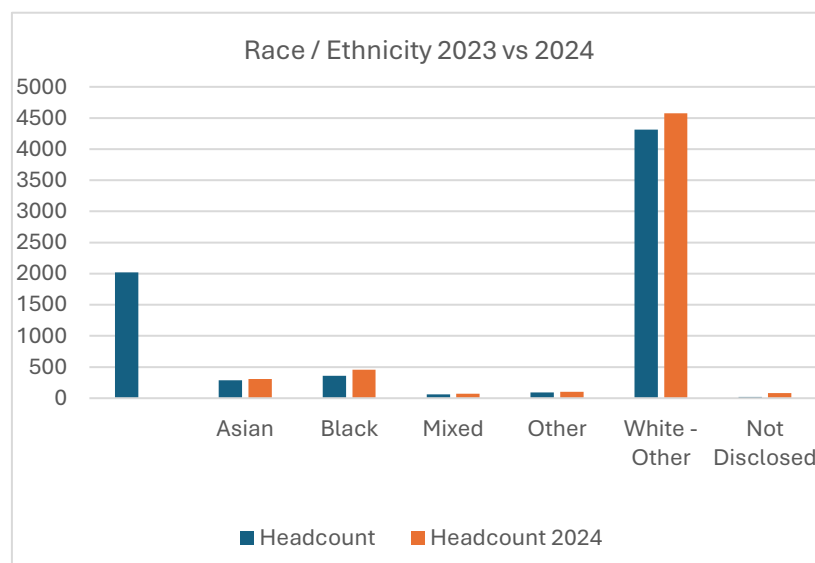


- The **female workforce increased by 311 employees (+7.64%)**
- The **male workforce increased by 155 employees (+14.61%)**

While **females remain the majority (78.28%)**, the proportion of male employees has increased from **20.66% in 2023** to **21.72% in 2024**, indicating a gradual move towards greater gender balance.

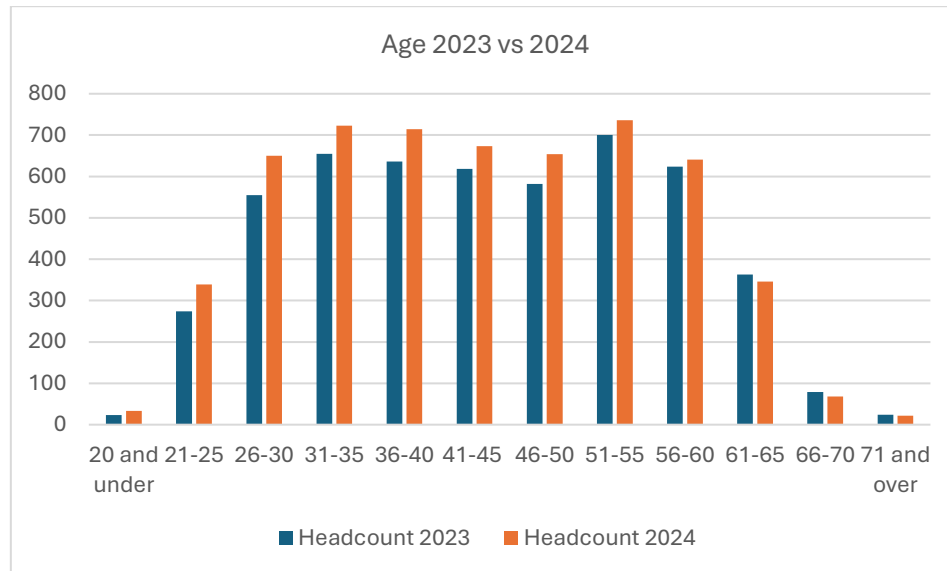
Race / ethnicity

All ethnic groups experienced workforce growth, particularly **Black employees**, who saw a **notable increase**.



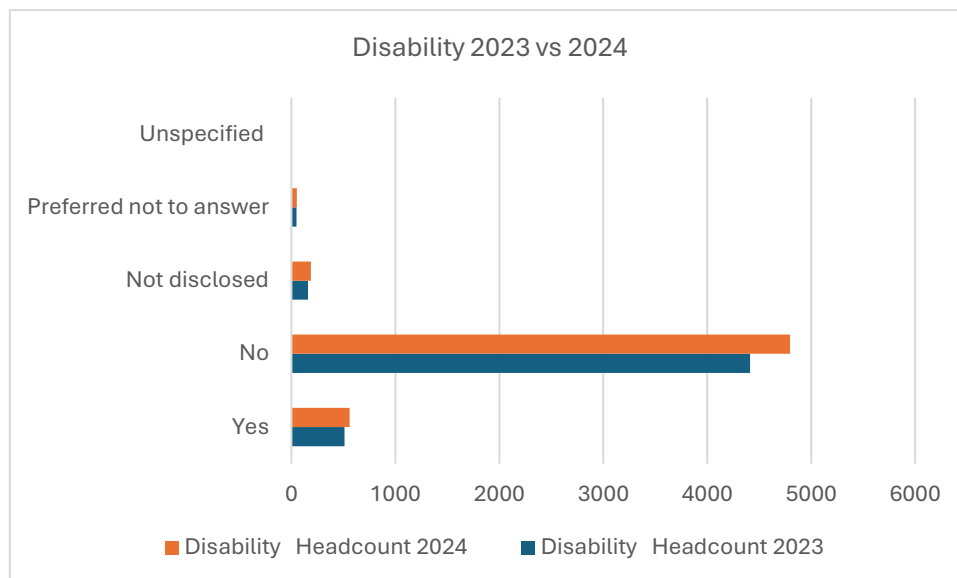
Age

A balanced mix of **different age groups** was maintained. Growth was observed across nearly all age groups, particularly among **employees aged 20 and under**.



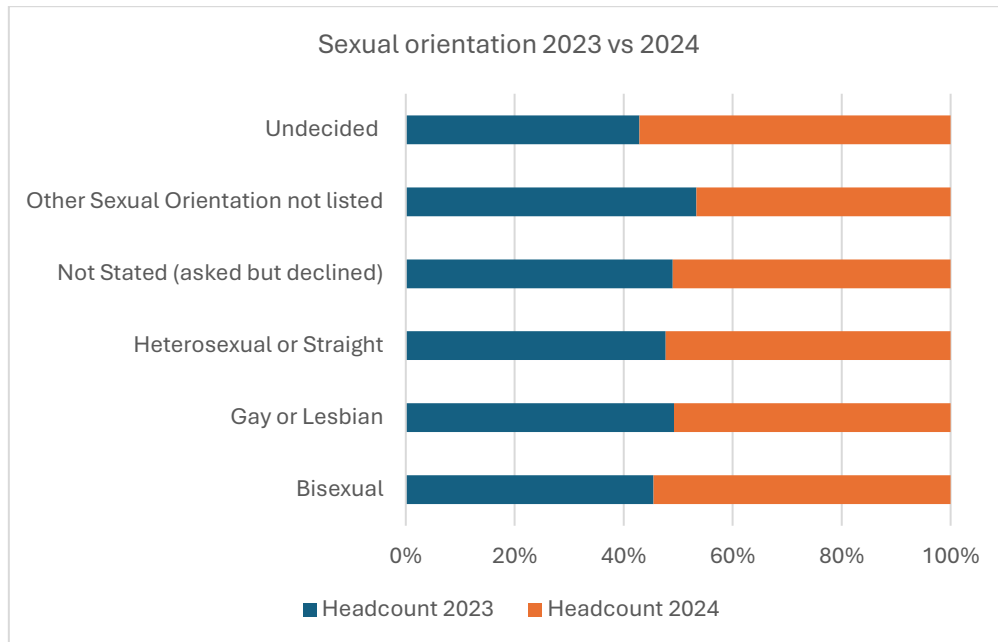
Disability reporting

The number of employees reporting a disability increased from **512 in 2023** to **560 in 2024**.



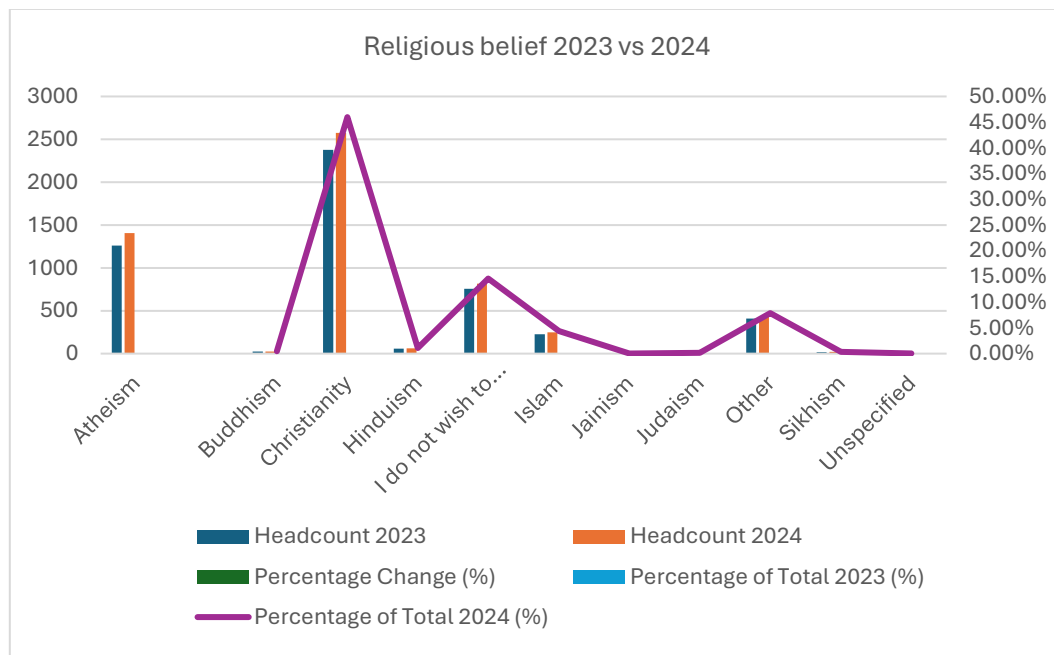
Sexual orientation

Disclosure rates increased across most categories, with notable growth in employees identifying as **bisexual**.



Religious belief

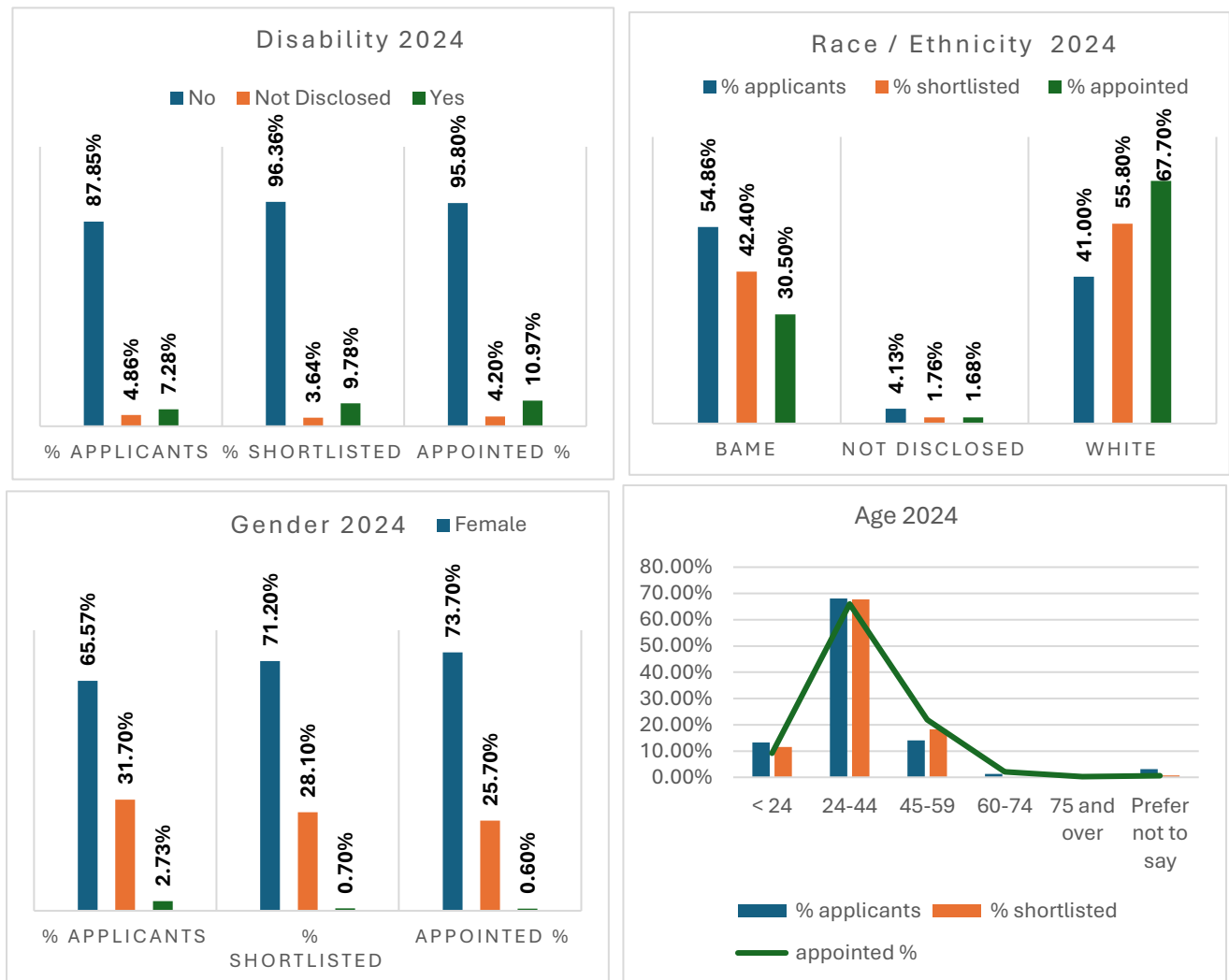
All religious belief categories saw increases, with **Christianity and Atheism** remaining the most reported identities.



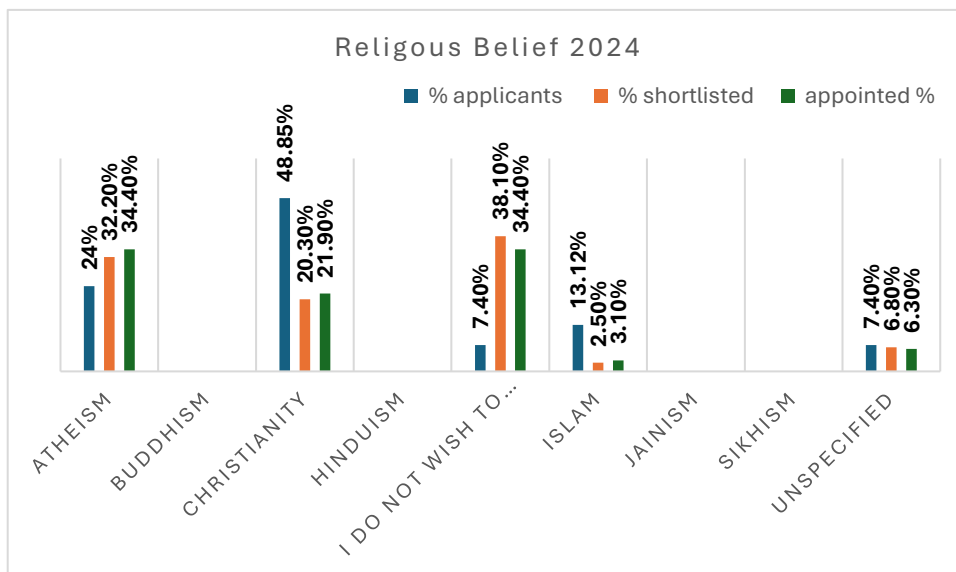
Recruitment, selection, and appointments

The introduction of a **recruitment and selection dashboard in 2024** provided the first full dataset on recruitment trends:

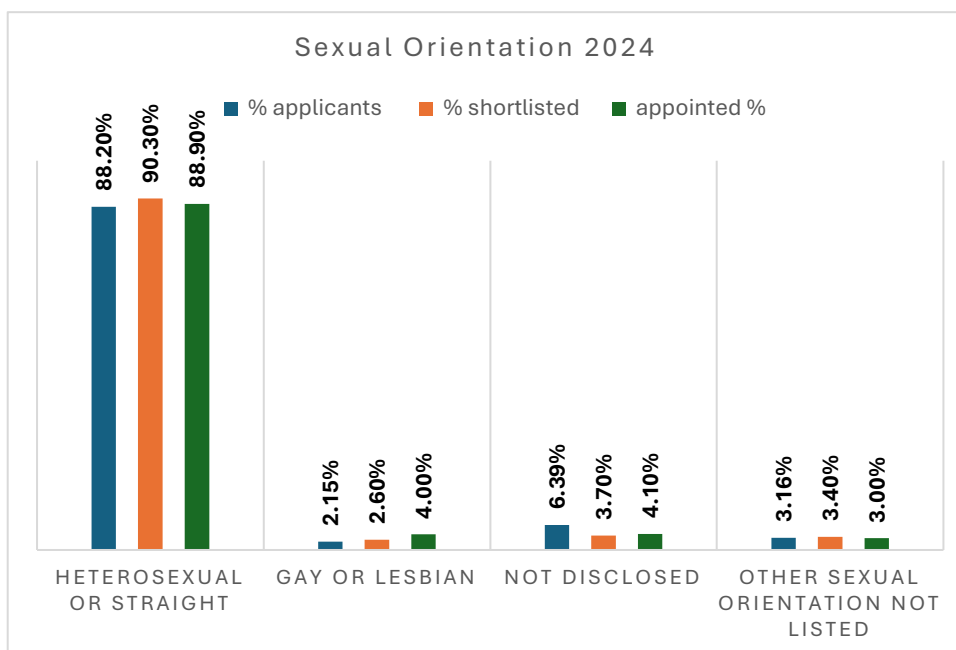
- **Ethnic minority (BAME) applicants, shortlisted candidates, and appointments maintained steady ratios**
- **Women continued to experience higher shortlisting and appointment rates**



Recruitment, selection, and appointments continued



Training



Participation rates

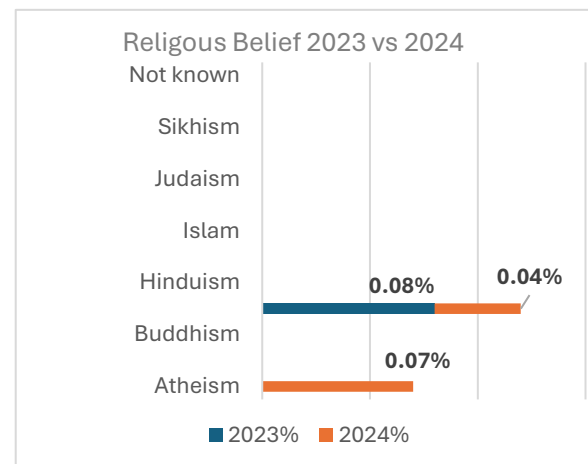
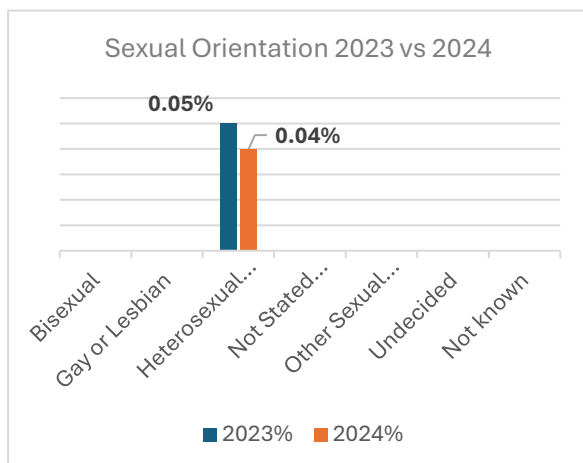
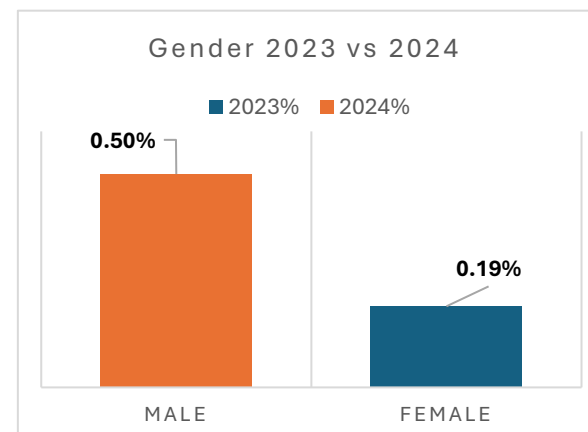
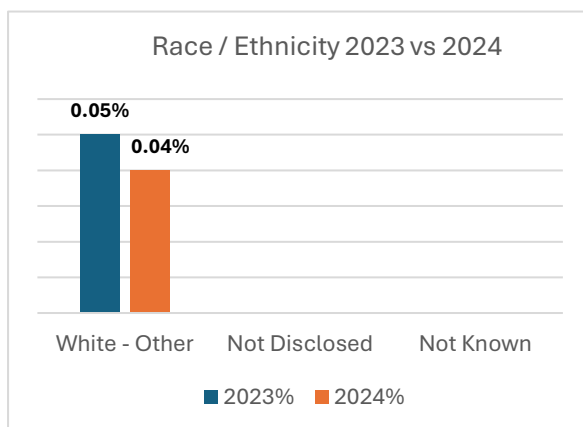
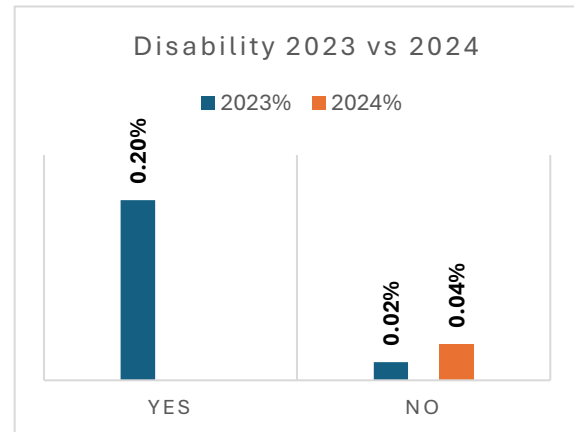
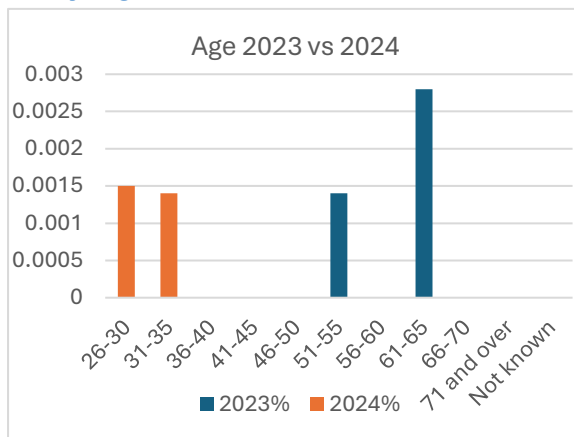
Participation in **non-mandatory training and CPD** remained consistent across most groups. However, **declines were observed among certain minority categories**, indicating a need for tailored interventions. We will include all protected characteristics in our next report.



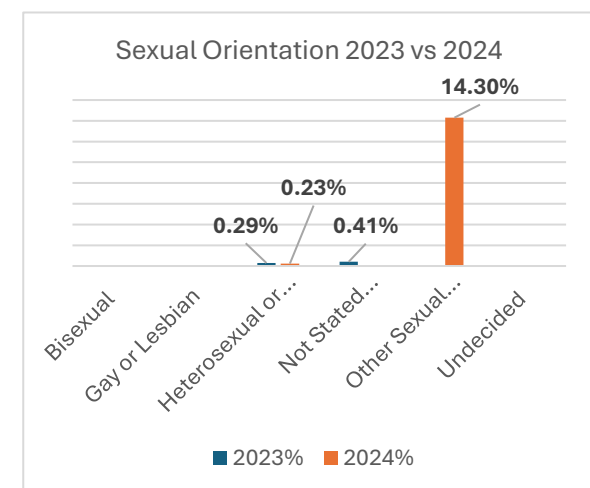
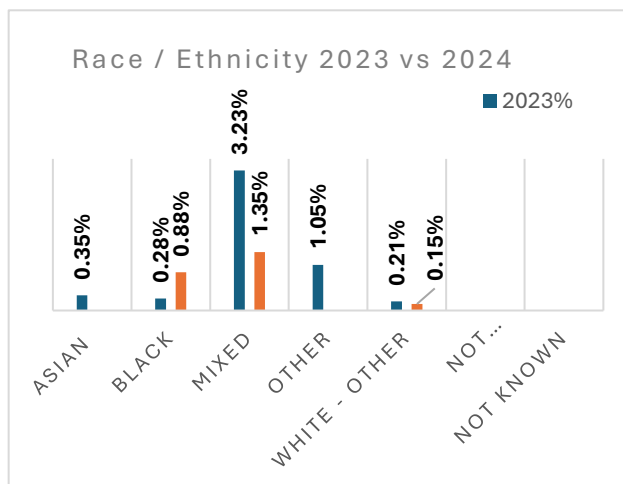
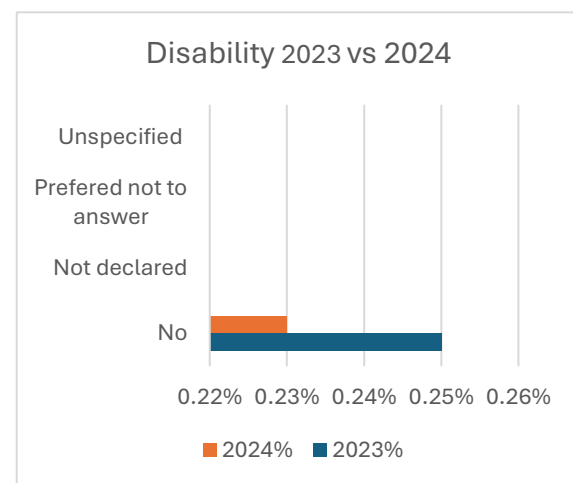
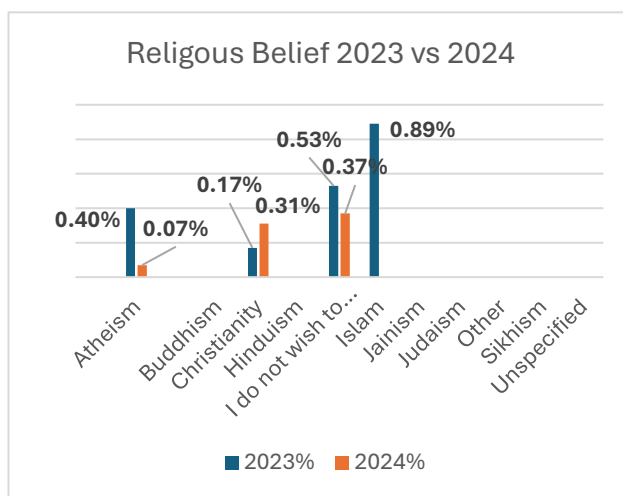
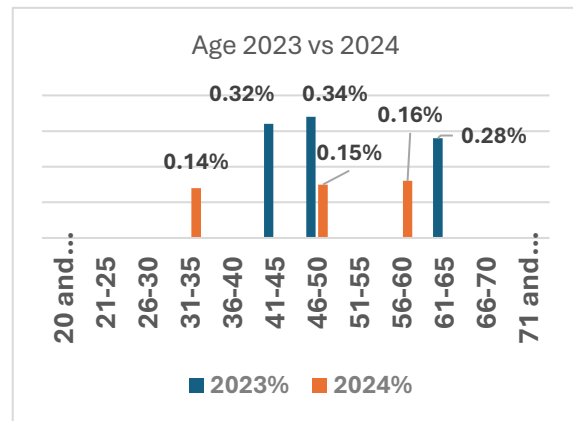
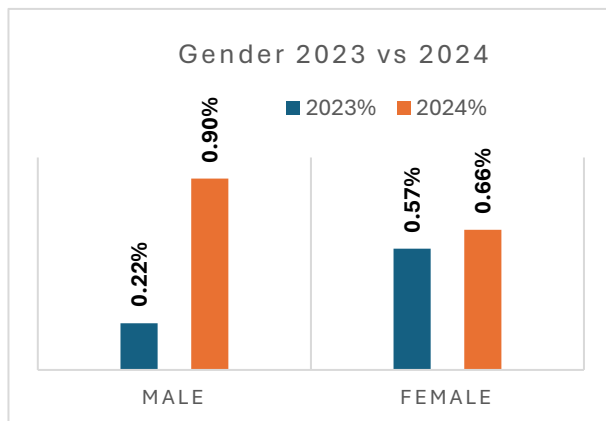
Bullying, harassment, disciplinary, and grievance incidents

Reported incidents remain **low across all categories**, though **gender-related disciplinary cases saw minor increases**. Maintaining proactive policies will ensure a respectful workplace culture.

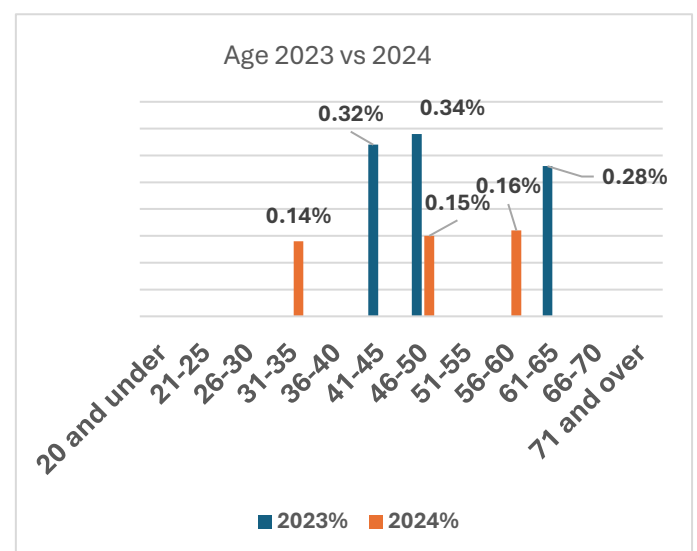
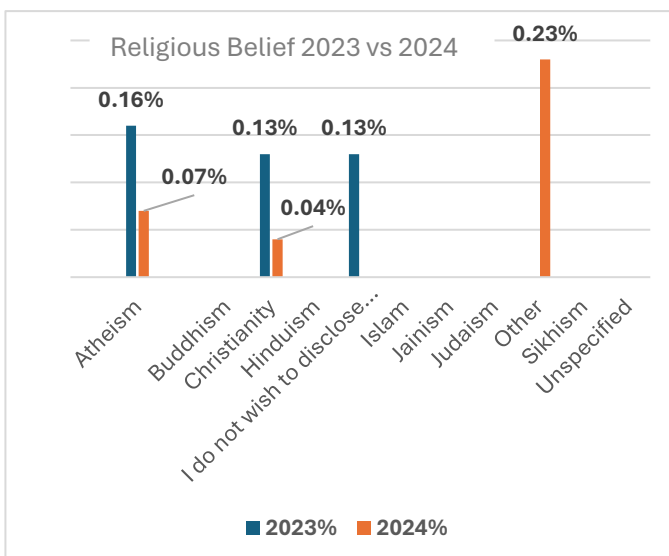
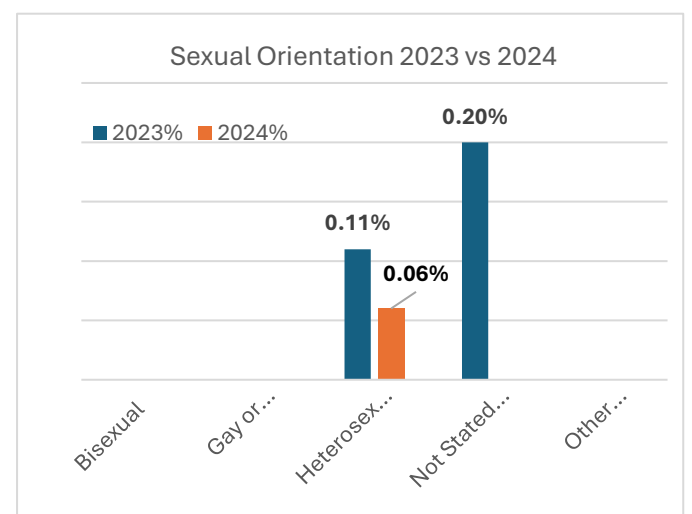
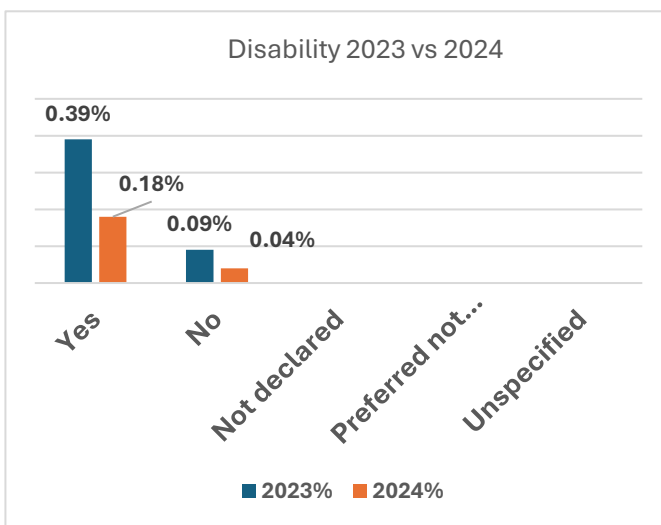
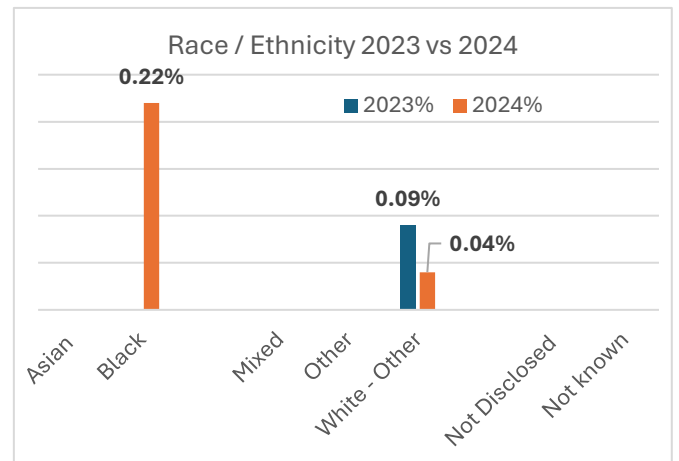
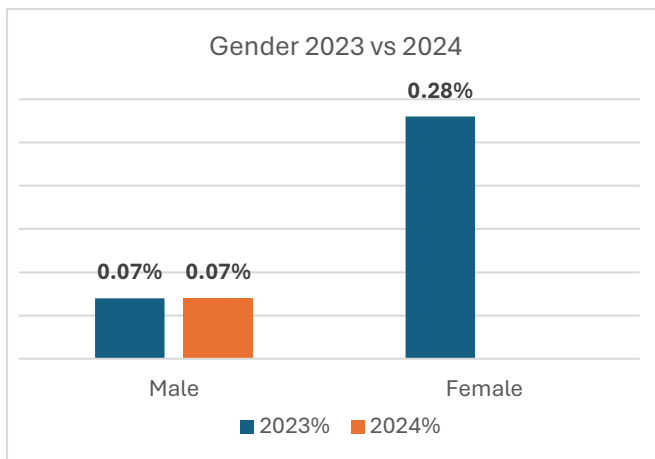
Bullying and harassment incidents



Disciplinary incidents



Grievance incidents



Gender pay gap (March 2025) – averages and medians

In the March 2025 snapshot, **male employees had higher average and median hourly pay than female employees** at SWYPFT:

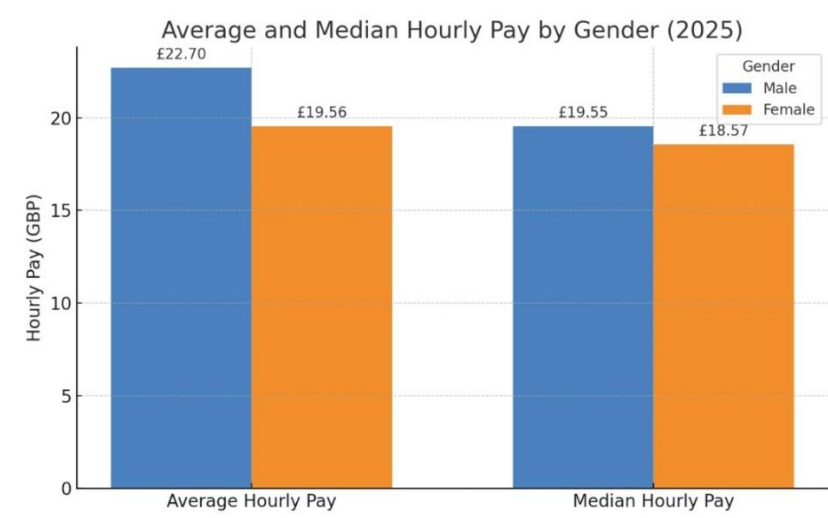


Figure 1: Average vs median hourly pay by gender (SWYPFT, 2025). Men's mean hourly rate is £22.70 vs £19.56 for women, a difference of £3.15 (13.9% gap). The median hourly pay is £19.55 for men and £18.57 for women, a £0.98 difference (5.0% gap).

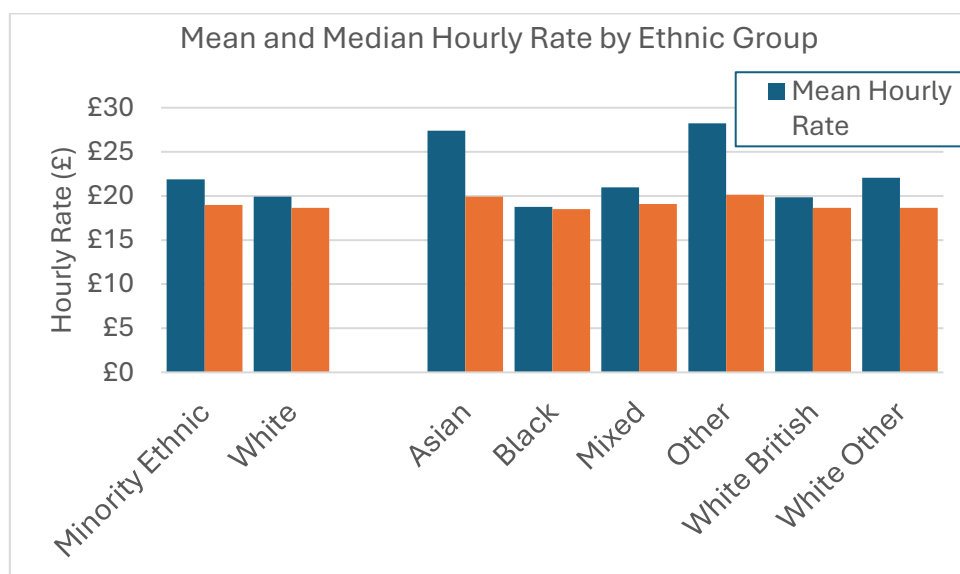
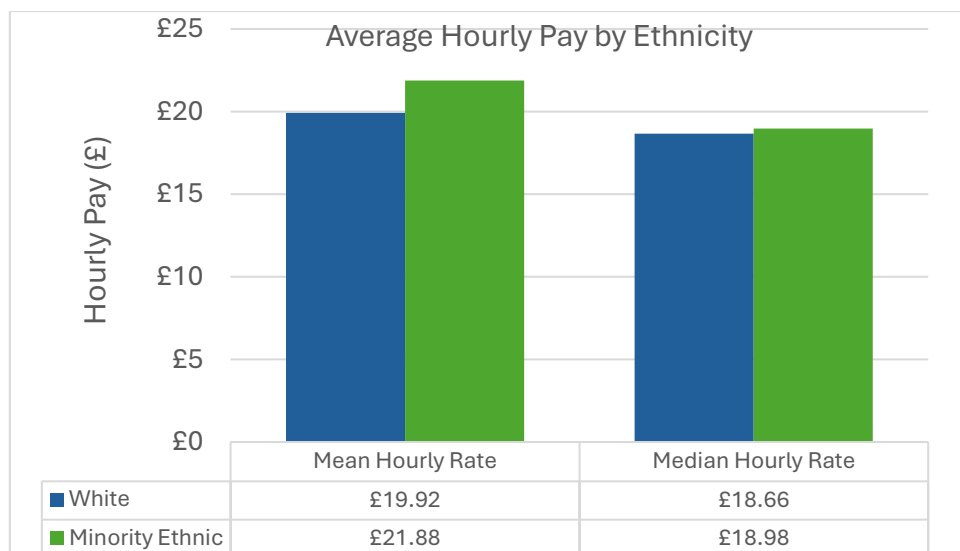
- **Mean hourly pay (2025):** Men £22.70, Women £19.56 – **pay gap 13.9%** (women earn 86p for every £1 men earn on average).
- **Median hourly pay (2025):** Men £19.55, Women £18.57 – **pay gap 5.0%** (at the midpoint, women earn 95p for every £1 men earn).

These figures indicate that while the average pay gap is sizeable (driven by more men in higher-paid roles, as discussed later), the median gap is much smaller. A low median gap suggests that at the middle of the pay distribution, male and female earnings are relatively close. This often reflects the effect of national NHS pay scales which ensure similar pay for equivalent roles, combined with the Trust's workforce composition.

Ethnicity pay gap (March 2025) – averages and medians

The ethnicity pay gap analysis highlights earnings disparities among different ethnic groups. Produced for the first time ahead of the reporting schedule, it provides key statistics, explores contributing factors, and offers recommendations to promote workplace fairness and equal opportunities for all.

Analysis of March 2025 data shows that minority ethnic staff at South West Yorkshire Partnership NHS FT have a higher mean hourly pay (£21.88) than White staff (£19.92). However, this overall advantage masks disparities by specific groups: for example, staff identifying as Black earn the lowest mean pay (£18.76) while Other and Asian staff earn substantially more (around 28 £/hr).



Mean and median pay by ethnicity (2025): compares mean and median hourly pay for each ethnic group (Asian, Black, Mixed, Other, White British, White Other). This highlights that Other and Asian staff have the highest pay, while Black staff have the lowest.

Comparative analysis with regional and national Trusts

Benchmarking workforce trends, gender and race pay gap analysis against **regional and national NHS Trusts**, the data shows:

- **9.07%** headcount increase **aligns** with national expansion rates
- **Male** workforce **growth exceeds** national averages
- **Black** and **Asian** employee growth aligns favourably with national diversity trends
- Benchmarking **gender pay gap** performance across Yorkshire and the Humber NHS Trusts, SWYPFT stands out for its relatively low mean and median gaps, especially when compared to regional peers.

Recommendation

We will use the workforce insights to create one comprehensive EDI improvement plan. This way, we can address all issues together and have a clear strategy for improving equity, diversity, and inclusion in our organisation.

Conclusion

The 2024 workforce monitoring data reflects meaningful progress in organisational diversity and pay equity, positioning SWYPFT as a leader in the region. The Trust's notable reduction in the median pay gap, alongside improvements in ethnic minority staff earnings, demonstrates a commitment to equity. However, disparities continue, particularly in senior role representation and within specific ethnic minority groups.

Addressing these gaps requires targeted strategies to ensure equitable access to training and career progression opportunities. It is also essential to look at our end-to-end employment journey right the way from marketing and awareness of the Trust and its opportunities (to encourage a diverse applicant pool), to opportunities for progression and development. Strengthening pathways for advancement, particularly for underrepresented groups, will be essential in sustaining the Trust's progress. By continuing to refine its approach, SWYPFT can build on its success and lead regional efforts toward inclusive, transparent workforce equity.

Comparing workforce trends and pay against national NHS benchmarks underlines the Trust's **proactive approach to workforce diversity**. Continuous improvements will ensure **compliance with PSED obligations** while reinforcing an **inclusive workplace culture**.