



King's College Hospital
NHS Foundation Trust

King's Workforce Sexual Orientation Equality Standard Report

2024

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Background Information

King's College Hospital NHS Foundation Trust demonstrates our commitment to diversity, equality and inclusion by making it one of our four headline ambitions in our BOLD vision (Brilliant people, Outstanding care, Leaders in research, innovation and education, and Diversity, equality and inclusion at the heart of everything we do). We recognise the value of our staff and their diversity and aim to ensure that our workforce is representative of the communities we serve.

Currently, numerous disparities exist in diversity and inclusion, particularly concerning areas such as disciplinary actions, experiences of discrimination, access to career advancement opportunities, and instances of bullying and harassment. The Workforce Race Equality Standard (WRES) and the Workforce Disability Standard (WDES) analyse the experience of staff with these protected characteristics, and action plans developed to address these disparities. However, the experience of our staff based on sexual orientation and gender identity (gender reassignment) is not currently known or reported on; there is currently no national statutory or mandatory reporting guideline for Workforce Sexual Orientation.

The Workforce Sexual Orientation Equality Standard (WSOES) is therefore being established at King's to ensure employees of all sexual orientations have equal access to career opportunities, experience fair and equal treatment in the workplace, and are free from harm. This report will therefore demonstrate in detail how the Trust is complying with the Public Sector Equality Duty.

Evidence shows that a workforce that is respected, included and valued helps to deliver high-quality patient care, increased patient satisfaction and better patient safety; it also leads to more innovative and efficient organisations. We plan to produce this report annually in line with the WRES and WDES reports and publish this report, recommendations and any associated action plans on our Trust website. The report will be supported through the implementation of the Rainbow Badges Programme, which King's is committed to.

In this report, the abbreviation LGB+ will be used to refer to people who identify as Lesbian, Gay, Bisexual, and other sexual orientations. These sexual orientations have been grouped together to ensure the anonymity of the individuals within the trust, as well as to allow for more statistically significant comparison across the Employee Record System (ESR) data, NHS Staff Survey data, and National Census 2021 data.

Currently, ESR does not allow for trans status or identities outside of the binary (i.e. male/female) to be recorded. As many of the indicators within this report rely on this data, we are unable to report fully on trans and non-binary experience. There are active calls for this to be updated nationally by the Department for Health and Social Care. However, it is important to us that we take steps to understand the experience of our trans and non-binary colleagues. Therefore, we have included some of the data that is available to us from the NHS Staff Survey. Key indicators have been outlined from page 16 of this report.



Reporting Indicators

WSOES reports written by other NHS Trusts (University Hospitals of Morecambe Bay, and Kent Community Health) have helped inform our approach. Indicators used are aligned to the WRES and WDES, as well as additional indicators agreed with our LGBTQ+ Staff Network, King's & Queers.

These indicators align to the key interventions outlined within **NHS England's equality, diversity and inclusion improvement plan** to address the negative experiences of staff with individual protected characteristics, namely gender reassignment and sexual orientation. Our reporting of the experience of sexual orientation and trans colleagues will enable an informed approach when setting goals and targets to fulfil our responsibilities under this improvement plan.

It is important to note data around the following three key indicators was not available to integrate into this report:

- Likelihood of appointment
- Likelihood of entering disciplinary
- Access to training and CPD

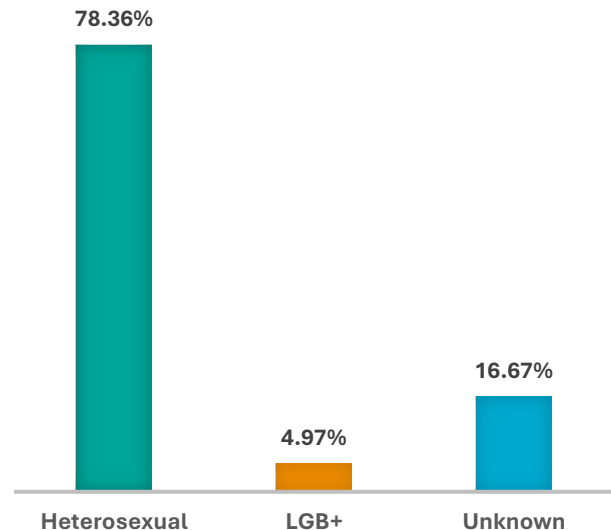
We are aiming to have access to this data from 2025 onwards.

Our Colleagues

When we collected our data on 31 March 2024, 83.33% of staff had self-reported their sexual orientation, 4.25% more than the 79.08% who self-reported in March 2022. As 16.67% of colleagues have not self-reported their sexual orientation, data we have used for these indicators may not truly reflect the experience of all lesbian, gay, bisexual, and other sexual orientation (LGB+) colleagues.

A total of 14,758 colleagues made up our workforce with 733 (**4.97%**) colleagues self-reporting that they are lesbian, gay, bisexual, or other sexual orientations (LGB+) on ESR.

When comparing ESR data to other demographics, sexual orientation has the highest rate of not declaring (16.67%), followed by religion (14.24%), disability (9.18%), and ethnicity (7%).








Contents

Background Information	1
Reporting Indicators	2
Our Colleagues.....	2
Key Findings	2
Indicator 1 – Representation	3
Indicator 2 – Board voting membership	4
Indicator 3 – Likelihood of Appointment.....	4
Indicator 4 – Likelihood of entering disciplinary	4
Indicator 5 – Access to training and CPD.....	4
Indicator 6 – Fairness in career progression	5
Indicator 7a – Bullying and harassment from patients / service users, their relatives or other members of the public	6
Indicator 7b – Bullying and harassment from managers.....	7
Indicator 7c – Bullying and harassment from colleagues	8
Indicator 8a – Physical violence from patients / service users, their relatives or other members of the public.....	9
Indicator 8b – Physical violence from managers	10
Indicator 8c – Physical violence from other colleagues.....	11
Indicator 9a – Unwanted behaviour of a sexual nature from patients / service users, their relatives or other members of the public	12
Indicator 9b – Unwanted behaviour of a sexual nature from colleagues.....	13
Indicator 10 – Leaving the organisation in the next 12 months	14
Indicator 11 – Feeling safe to speak up	15
Trans Colleague Experience	16
Our Commitment	20
Appendices	21
Appendix A.....	21
Appendix B.....	21
Appendix C	22
Appendix D	22
Appendix E.....	23
Appendix F	23



Key Findings

<p>ESR declaration rates for Sexual Orientation are lower across the Trust compared to: Ethnicity, Disability, and Religion</p> 	<p>LGB+ colleagues experience higher rates of <u>bullying, harassment or abuse</u></p>  <p>compared to heterosexual colleagues</p>	<p>LGB colleagues report experiencing <u>physical violence</u></p> <p>1.51x compared to heterosexual colleagues from <u>patients</u></p> <p>Declining since 2019</p>	<p>Colleagues whose sexual orientation is not listed report experiencing <u>physical violence</u></p> <p>6.69x compared to heterosexual colleagues from <u>managers</u></p> <p><u>Doubled</u> since 2022</p>
<p>Bisexual colleagues report experiencing <u>physical violence</u></p> <p>3.77x compared to heterosexual colleagues from <u>managers</u></p> <p><u>Tripled</u> since 2022</p>	<p>LGB+ colleagues reporting an experience of <u>physical violence from managers</u></p> <p>is increasing </p> <p><u>2023 is worst year so far</u></p>	<p>Bisexual colleagues report experiencing <u>physical violence</u></p> <p>1.75x compared to heterosexual colleagues from <u>colleagues</u></p> <p><u>Doubled</u> since 2019</p>	<p>Colleagues whose sexual orientation is not listed report experiencing <u>physical violence</u></p> <p>4.75x compared to heterosexual colleagues from <u>colleagues</u></p> <p><u>Doubled</u> since 2019</p>
<p>Bisexual colleagues experience <u>unwanted sexual behaviour</u></p> <p>2.15x from <u>patients</u></p> <p>compared to heterosexual colleagues</p>	<p>Gay or lesbian colleagues experience <u>unwanted sexual behaviour</u></p> <p>2.18x from <u>colleagues</u></p> <p>compared to heterosexual colleagues</p>	<p>LGB+ colleagues are consistently more likely to <u>look for a job in a new organisation in the next 12 months</u></p> <p>compared to heterosexual colleagues</p>	<p>Trans colleagues report experiencing <u>bullying harassment and abuse</u></p> <p>1.85x from <u>managers</u> 1.65x from <u>colleagues</u></p> <p>compared to cisgender colleagues</p>
<p>Trans colleagues report experiencing <u>physical violence</u></p> <p>18x from <u>managers</u> 6.67x from <u>colleagues</u></p> <p>compared to cisgender colleagues</p>	<p>Trans colleagues report experiencing <u>unwanted sexual behaviour</u></p> <p>2.11x from <u>patients</u> 3.4x from <u>colleagues</u></p> <p>compared to cisgender colleagues</p>	<p>Trans colleagues are <u>34%</u> less likely to feel safe when speaking up than cisgender colleagues</p>	<p>Trans colleagues are <u>26%</u> less likely to believe career progression is fair than cisgender colleagues</p>

Source: NHS Staff Survey 2023

Response rates:

Sexual orientation

Heterosexual: <5751

Gay or lesbian: <285

Bisexual: <144

Other sexual orientation not listed: <48

Prefer not to say: <465

Gender Identity

Cisgender: <6133

Transgender: <52

Prefer not to say: <251



Indicator 1 – Representation

% of LGB+ colleagues in AfC Bands 2-9, VSM, Consultant, Non-Consultant Career Grades & Training Grades compared with colleagues in the overall workforce.

Since 31/03/2022, the proportion of LGB+ colleagues working for KCH overall has increased year-on-year. Overall declaration rates have also increased year-on-year.

Number of staff is shown in brackets.

Total Workforce	31/03/2022 (13,750)	31/03/2023 (14,421)	31/03/2024 (14,758)
% LGB+	4.09% (562)	4.59% (663)	4.97% (734)
Declaration Rates	79.21% (10,898)	79.08% (11,406)	83.33% (12,294)

	% LGB+ (31/03/2022)	% LGB+ (31/03/2023)	% LGB+ (31/03/2024)
Bands 2-4	3.91%	4.04%	4.45%
Bands 5-6	4.69%	4.91%	5.41%
Band 7-8b	4.31%	5.09%	5.27%
Band 8c to VSM	4.21%	5.60%	6.84%
Consultants	3.51%	3.15%	3.21%
Non-Consultant Career Grades	1.56%	2.05%	2.04%
Training Grades	2.60%	5.29%	5.50%
Other	0.00%	0.00%	0.00%
TOTAL	4.08%	4.59%	4.97%

0% in post	>0.5% Increase	>0.5% Decrease	No change
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According to the National Census 2021, LGB+ residents across Lambeth, Lewisham, Southwark, Bromley, and Bexley make up 8.25%, 8.08%, 6.14%, 2.73%, and 2.11% of the population respectively. Our Denmark Hill site serves Lambeth, Lewisham and Southwark, and our PRUH and South Sites serve Bromley and Bexley.

LGB+ people make up **5.08%** of our staff group based at Denmark Hill, and **4.65%** of our staff group based at PRUH. This means that despite sustained increases each year, our workforce is not yet representative of the communities we serve at Denmark Hill (average 7.49%). However, our workforce is over representative of the PRUH and South Sites communities that we serve (average 2.42%).



Indicator 2 – Board voting membership

% difference of LGB+ colleagues between our Board voting membership compared to our overall workforce.

Since 2021 there has been no visible LGB+ representation on our Board voting membership, despite the proportion of LGB+ colleagues overall increasing consistently year-on-year. Based on our current data, we do not have any LGB+ representation at Board level although some members have not yet shared their sexual orientation on ESR. As such a small number of colleagues are involved, changes in appointments can have a significant impact on reported proportions.

Indicator 3 – Likelihood of Appointment

Relative likelihood of LGB+ candidates being appointed from shortlisting compared to that of heterosexual candidates across all posts.

Data for this indicator was not accessible at the time of reporting.

Indicator 4 – Likelihood of entering disciplinary

Relative likelihood of LGB+ colleagues entering the formal disciplinary process, compared to heterosexual colleagues, as measured by entry into a formal disciplinary investigation (across a 2-year reporting period).

Data for this indicator was not accessible at the time of reporting.

Indicator 5 – Access to training and CPD

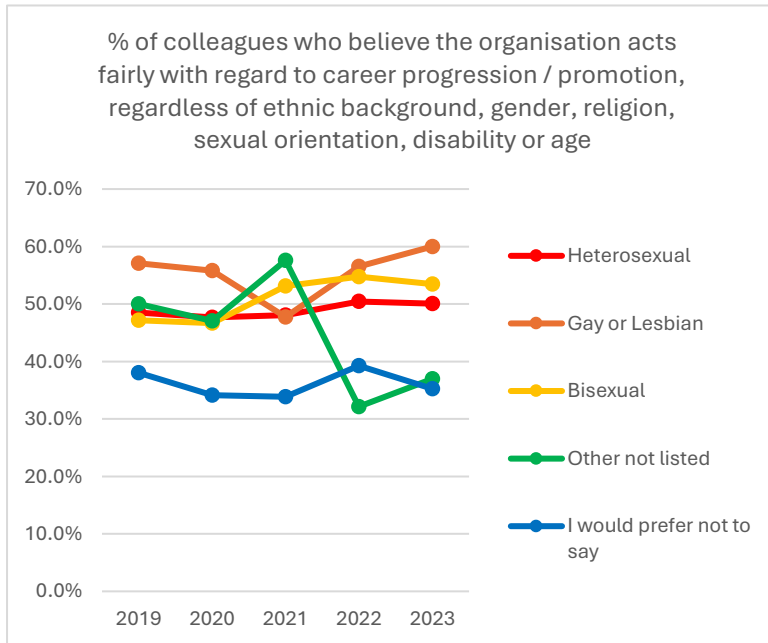
Relative likelihood of LGB+ colleagues accessing non-mandatory training and CPD, compared to heterosexual colleagues.

Data for this indicator was not accessible at the time of reporting.



Indicator 6 – Fairness in career progression

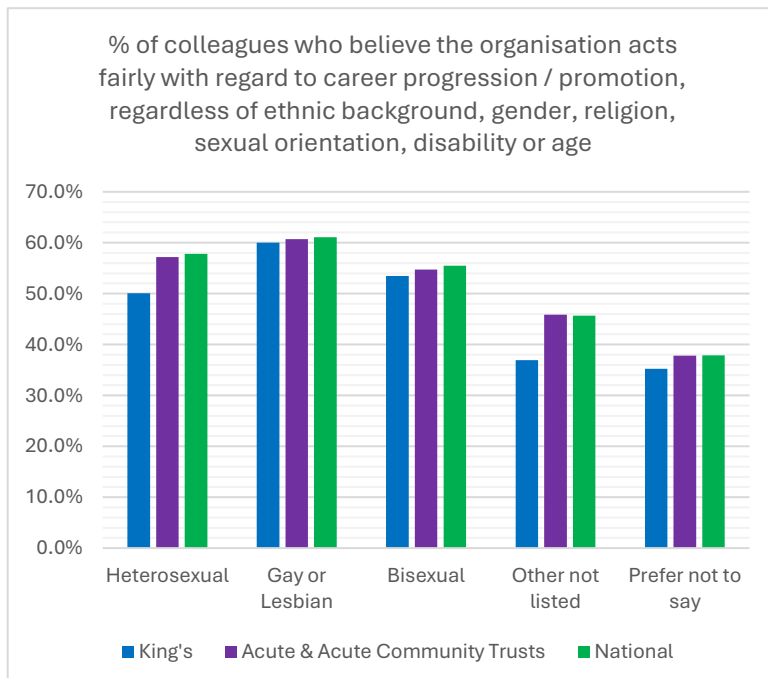
% of LGB+ colleagues who believe that the organisation provides equal opportunities for career progression and/or promotion.



Over the last five years, the perception of equal opportunities for career progression and/or promotion for gay or lesbian and bisexual colleagues is consistently higher than heterosexual colleagues.

The experience of colleagues who described their sexual orientation as 'other not listed' deteriorated significantly between 2021 and 2022 (-25.5%), with a marginal improvement between 2022 and 2023 (+4.1%).

Colleagues who chose not to share their sexual orientation consistently believe the organisation does not act fairly compared to heterosexual colleagues.



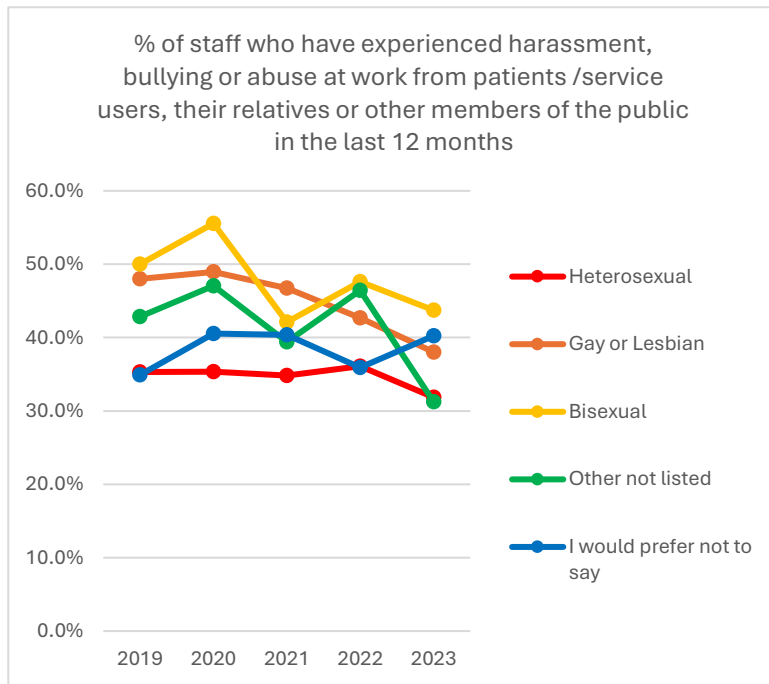
When looking at our most recent data from the 2023 Staff Survey, the experience of our colleagues compared to the national average, and for Acute and Acute Community Trusts, is much poorer.

The notable differences compared nationally are with colleagues whose sexual orientation is not listed (8.7% worse), and heterosexual staff (7.7% worse).



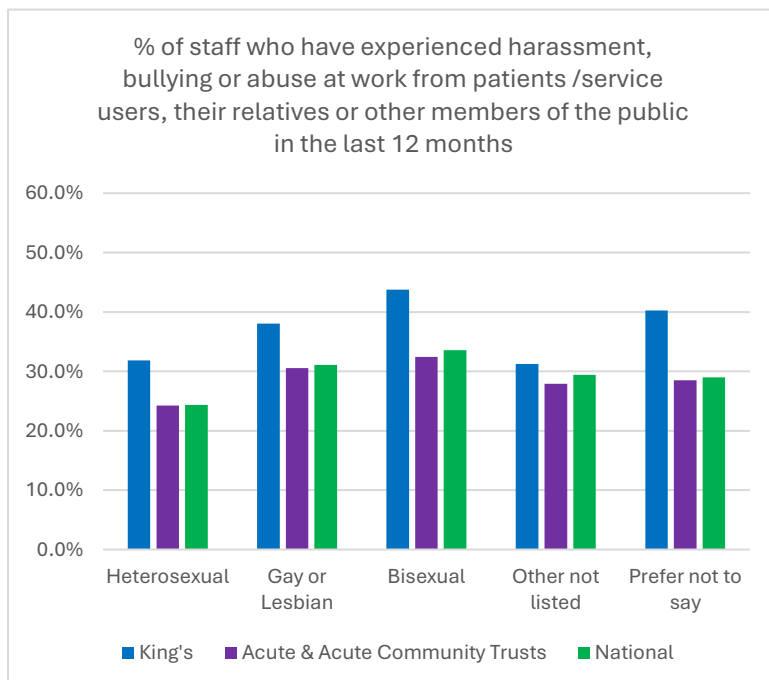
Indicator 7a – Bullying and harassment from patients / service users, their relatives or other members of the public

% of LGB+ colleagues who experienced harassment, bullying, or abuse at work from patients / service users, their relatives, or other members of the public, compared to heterosexual colleagues.



The experience of harassment, bullying or abuse from patients / service users, their relatives or other members of the public for LGB+ colleagues has improved since 2019, particularly for gay or lesbian colleagues who have consistently improved since 2020 (-10%).

However, LGB+ experience is generally worse than that of heterosexual colleagues.



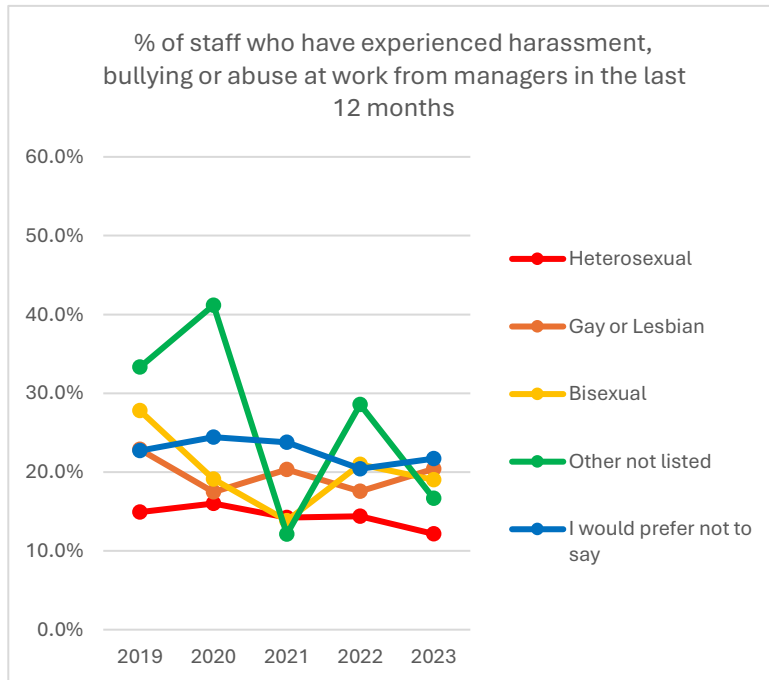
When looking at our most recent data from the 2023 Staff Survey, the experience of our colleagues compared to the national average, and for Acute and Acute Community Trusts, is significantly poorer.

The biggest differences of experience when compared nationally are colleagues who chose not to share (11.3% worse) and bisexual colleagues (10.2% worse).



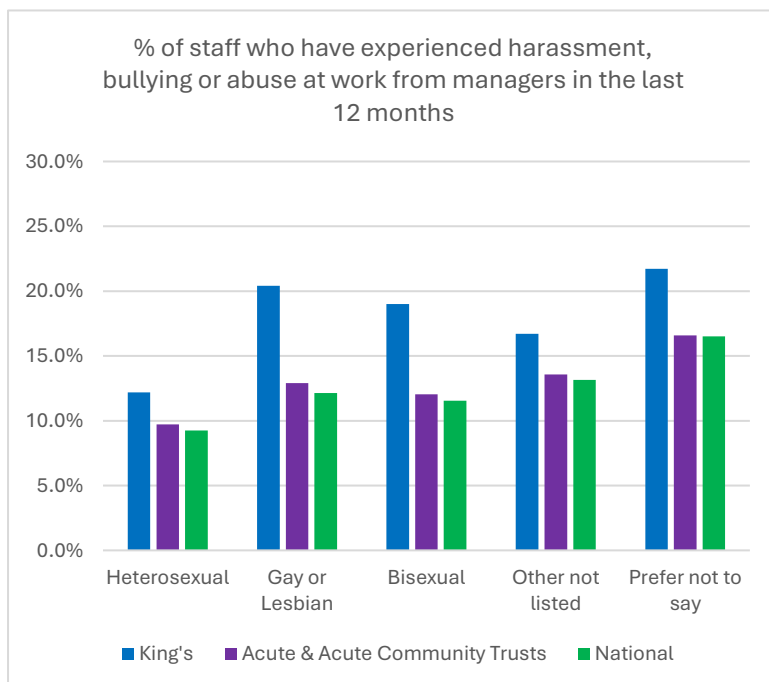
Indicator 7b – Bullying and harassment from managers

% of LGB+ colleagues who experienced harassment, bullying, or abuse at work from their manager/s, compared to heterosexual colleagues.



The experience of harassment, bullying or abuse from managers for LGB+ colleagues is consistently worse than that of heterosexual colleagues.

The experience of colleagues who have other sexual orientations not listed has fluctuated significantly since in five years but is generally improving (-16.7% since 2019).



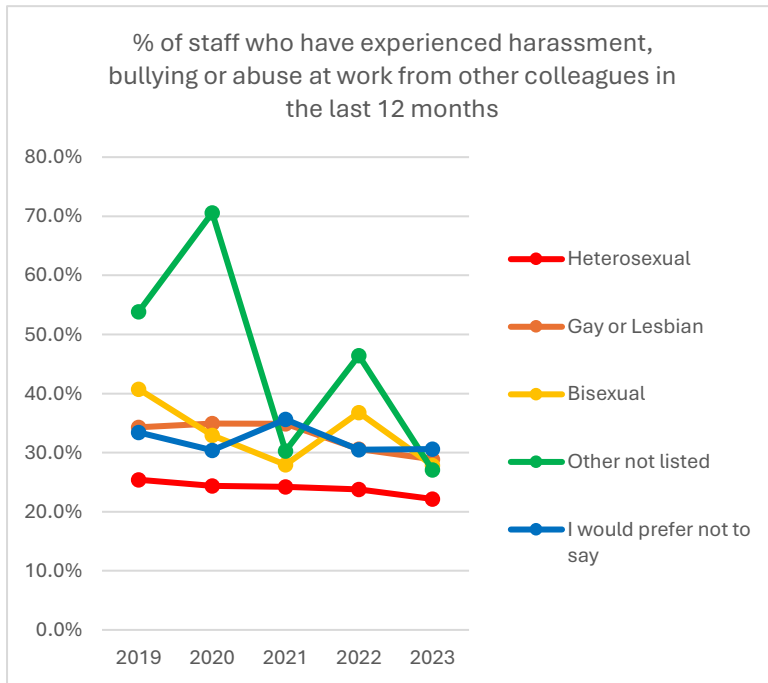
When looking at our most recent data from the 2023 Staff Survey, the experience of our colleagues compared to the national average, and for Acute and Acute Community Trusts, is significantly poorer.

The biggest differences of experience when compared nationally are gay or lesbian colleagues (8.3% worse), bisexual colleagues (7.5% worse), and those who chose not to share (5.2% worse).



Indicator 7c – Bullying and harassment from colleagues

% of LGB+ colleagues who experienced harassment, bullying, or abuse at work from other colleagues, compared to heterosexual colleagues.



Since 2019, improvements are being seen in the experience for gay or lesbian colleagues (-5.4%), bisexual colleagues, (-12.9%), and colleagues whose sexual orientation is not listed (-26.8%).

However, the experience of harassment, bullying or abuse from colleagues for LGB+ colleagues is consistently worse than that of heterosexual colleagues.



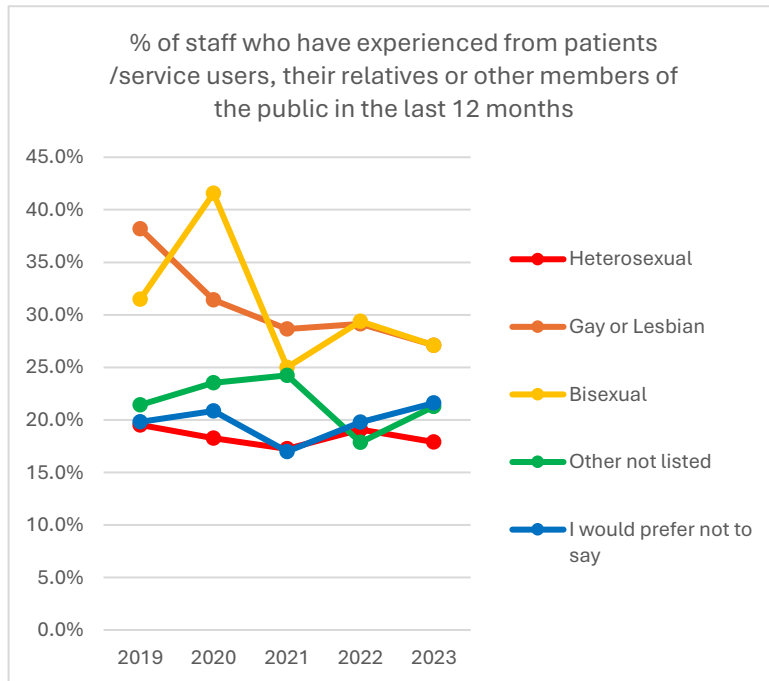
When looking at our most recent data from the 2023 Staff Survey, the experience of our colleagues compared to the national average, and for Acute and Acute Community Trusts, is significantly poorer.

The highest differences of experience when compared nationally are gay or lesbian colleagues (7.3% worse), those who chose not to share (6.1% worse), and bisexual colleagues (5.4% worse).



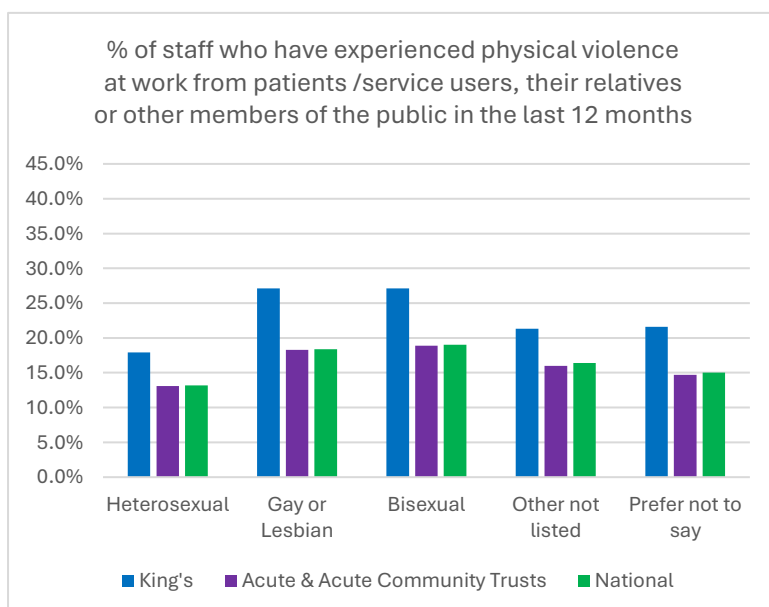
Indicator 8a – Physical violence from patients / service users, their relatives or other members of the public

% of LGB+ colleagues who experienced physical violence from patients / service users, their relatives, or other members of the public, compared to heterosexual colleagues.



The experience of physical violence at work by patients or service users, their relatives or other members of the public for gay or lesbian and bisexual colleagues is consistently worse than that of colleagues with a sexual orientation not listed and those who chose not to share.

LGB+ experience is generally worse than that of heterosexual colleagues.



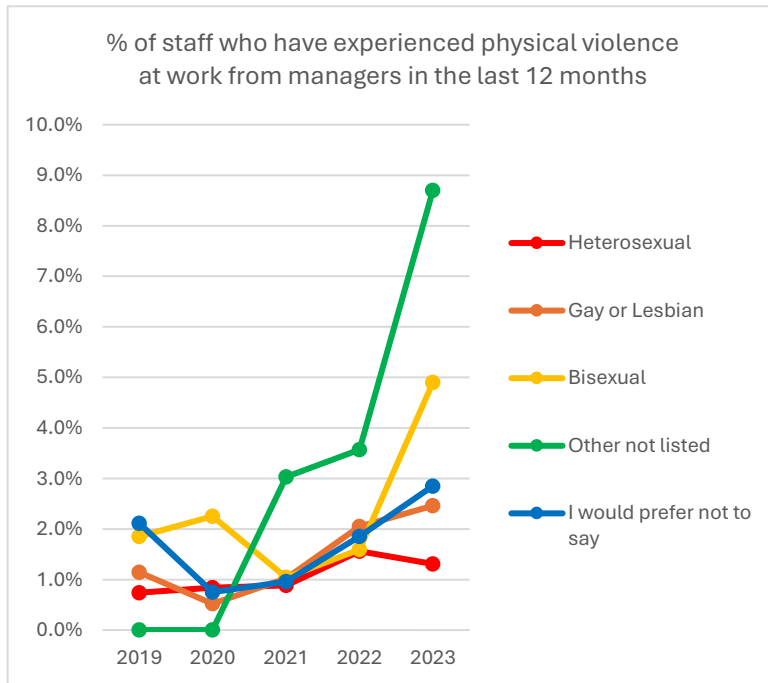
When looking at our most recent data from the 2023 Staff Survey, the experience of our colleagues compared to the national average, and for Acute and Acute Community Trusts, is significantly poorer.

The biggest differences in experience when compared nationally are gay or lesbian colleagues (8.7% worse), bisexual colleagues (8.1% worse), those who chose not to share (6.6% worse), followed by colleagues whose sexual orientation is not listed (4.9% worse).



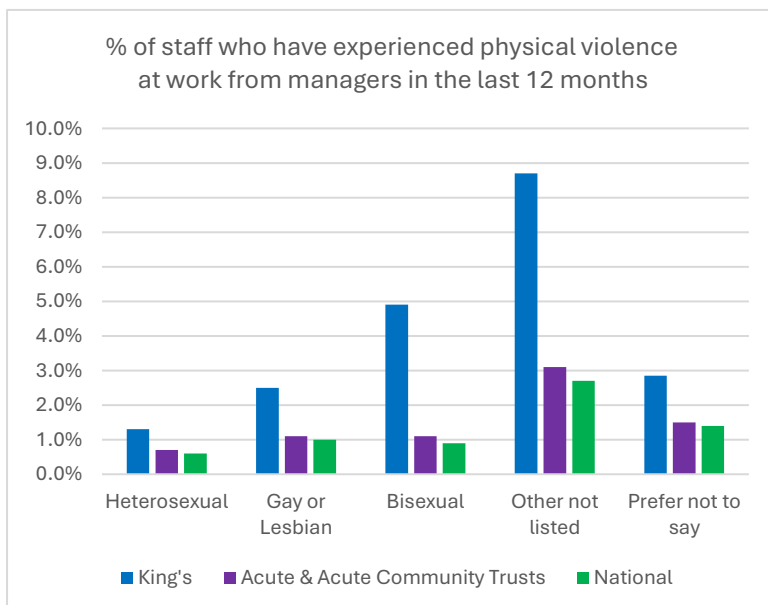
Indicator 8b – Physical violence from managers

% of LGB+ colleagues who experienced physical violence from managers compared to heterosexual colleagues.



The experience of physical violence at work by managers for LGB+ colleagues is significantly worsening over time and is generally worse than that of heterosexual colleagues.

The number of colleagues who experienced physical violence from managers and whose sexual orientation is not listed more than doubled in 2023 compared to 2022, and the number of bisexual colleagues who experienced physical violence tripled in 2023 compared to 2022. LGB+ colleagues experienced the worst physical violence from managers in 2023.



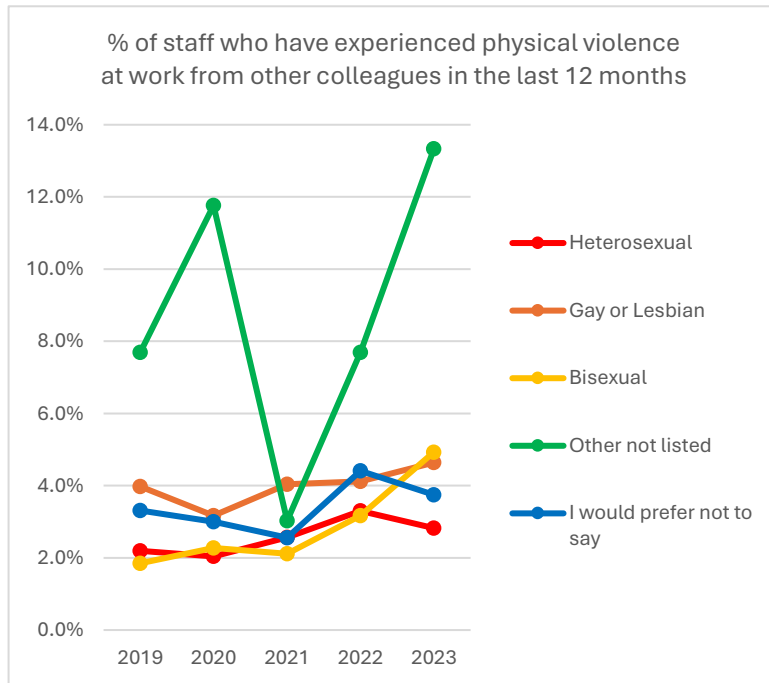
When looking at our most recent data from the 2023 Staff Survey, the experience of our colleagues compared to the national average, and for Acute and Acute Community Trusts, is significantly worse.

The biggest differences in experience when compared nationally are colleagues whose sexual orientation is not listed (6% worse), bisexual colleagues (4% worse), and gay or lesbian and those who chose not to share (both 1.5% worse).



Indicator 8c – Physical violence from other colleagues

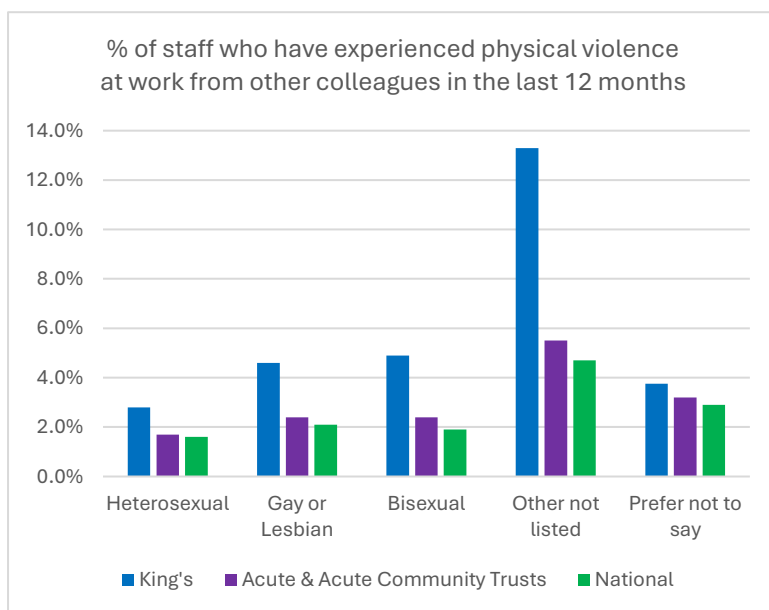
% of LGB+ colleagues who experienced physical violence from other colleagues compared to heterosexual colleagues.



The experience of physical violence at work from other colleagues for LGB+ colleagues is worsening over time and is generally worse than that of heterosexual colleagues.

The number of colleagues who experienced physical violence from colleagues and whose sexual orientation is not listed has significantly fluctuated but has worsened overall (+5.6%) and is significantly worse than all other sexual orientations.

The number of bisexual colleagues experiencing physical violence from other colleagues has more than doubled since 2019.



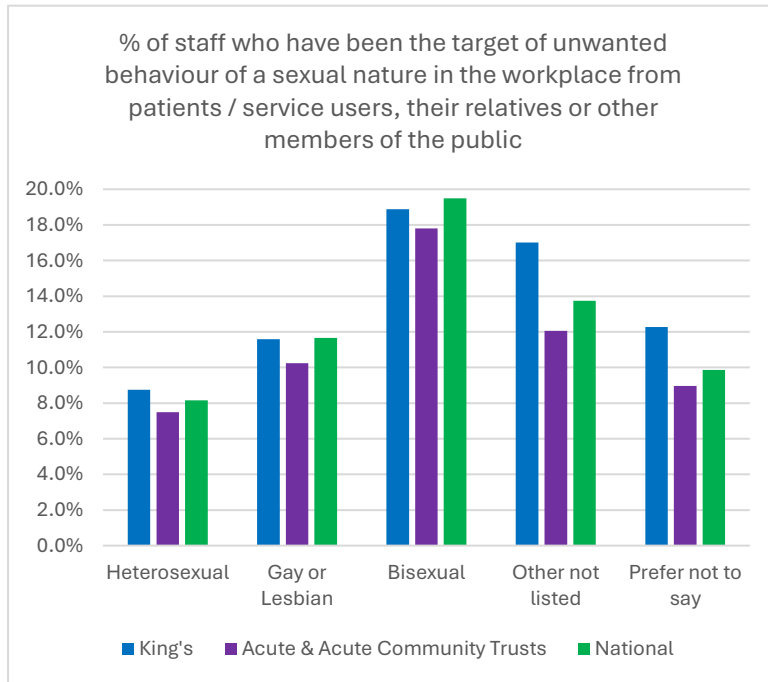
When looking at our most recent data from the 2023 Staff Survey, the experience of our colleagues compared to the national average, and for Acute and Acute Community Trusts, is significantly worse.

The biggest differences of experience when compared nationally are colleagues whose sexual orientation is not listed (8.6% worse), bisexual colleagues (3% worse), and gay or lesbian colleagues (2.5% worse).



Indicator 9a – Unwanted behaviour of a sexual nature from patients / service users, their relatives or other members of the public

% of LGB+ colleagues who experienced unwanted behaviour of a sexual nature in the workplace from patients / service users, their relatives or other members of the public.



In 2023, a new question was added to the Staff Survey at King's, asking for staff experience based on unwanted behaviour of a sexual nature in the workplace from both patients and colleagues. This question has not been previously asked so no data is available to compare previous years.

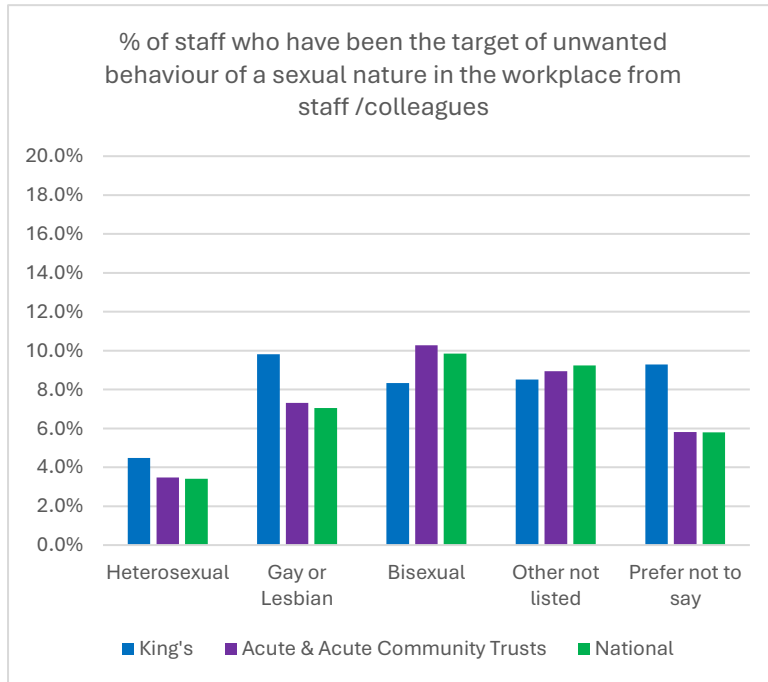
LGB+ colleagues report significantly higher rates of unwanted behaviour of a sexual nature in the workplace than heterosexual colleagues.

Bisexual staff consistently report the highest percentages across all three settings, followed by colleagues who said their sexual orientation is not listed.



Indicator 9b – Unwanted behaviour of a sexual nature from colleagues

% of LGB+ colleagues who experienced unwanted behaviour of a sexual nature in the workplace from staff/colleagues.



LGB+ colleagues report higher rates of unwanted behaviour of a sexual nature from colleagues across all settings compared to heterosexual staff. This is in line with the National and Acute & Acute Community Trust trend.

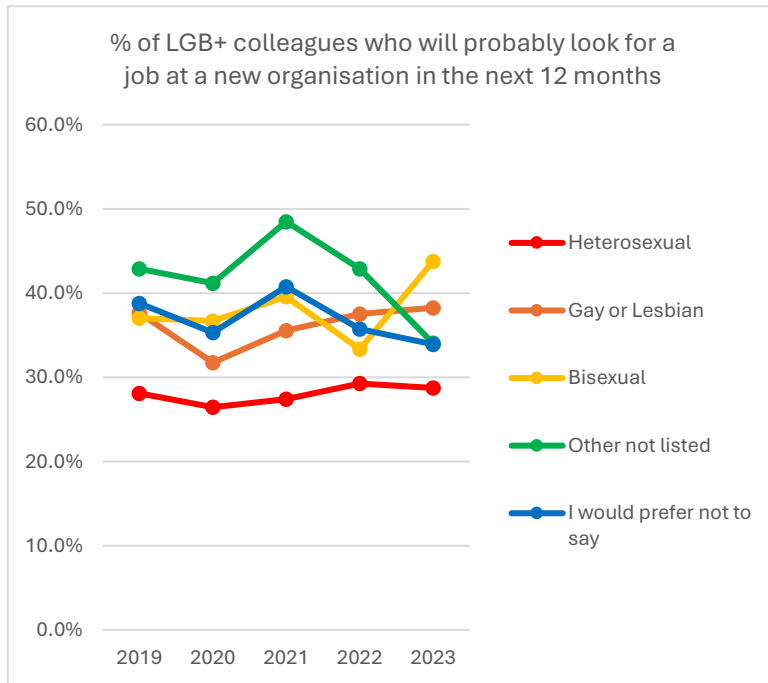
However, gay or lesbian colleagues at King's report the highest percentage, followed closely by those who did not wish to share their sexual orientation. Bisexual colleagues experience less compared nationally, but still more than heterosexual colleagues.

The largest differences compared nationally are those who preferred not to share (3.5% worse), and gay or lesbian (2.8% worse).



Indicator 10 – Leaving the organisation in the next 12 months

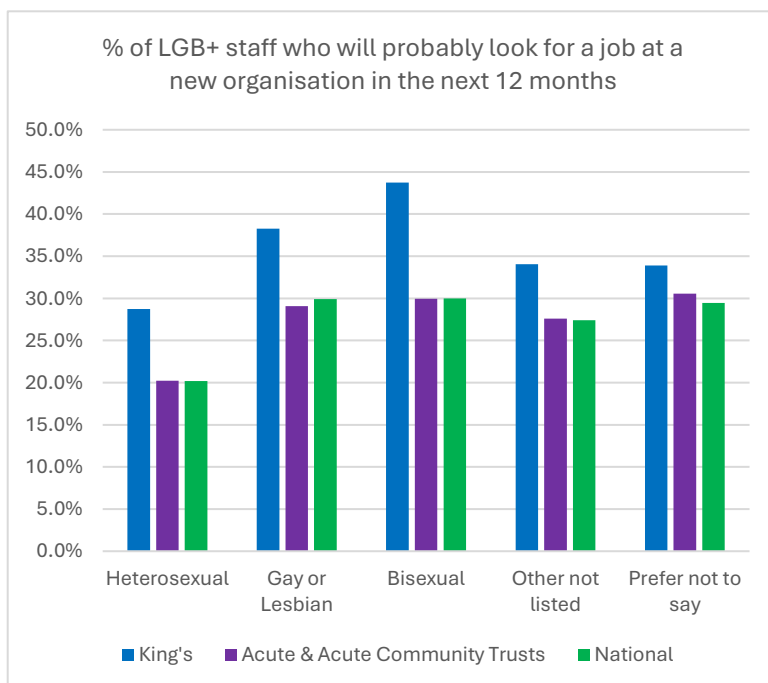
% of LGB+ colleagues who will probably look for a job at a new organisation in the next 12 months, compared to heterosexual colleagues.



LGB+ colleagues consistently show higher intentions to look for a new job in the next 12 months compared to heterosexual staff, with notable fluctuations over a five-year period.

Staff whose sexual orientation is not listed exhibited significant variation, with the highest percentage in 2021 but a notable decrease through to 2023.

Gay or lesbian colleagues and bisexual colleagues are showing increasing rates of job-seeking intentions on average.



When looking at our most recent data from the 2023 Staff Survey, King's shows higher percentages of all staff regardless of sexual orientation intending to look for new jobs compared to Acute and Acute Community Trusts and the National average.

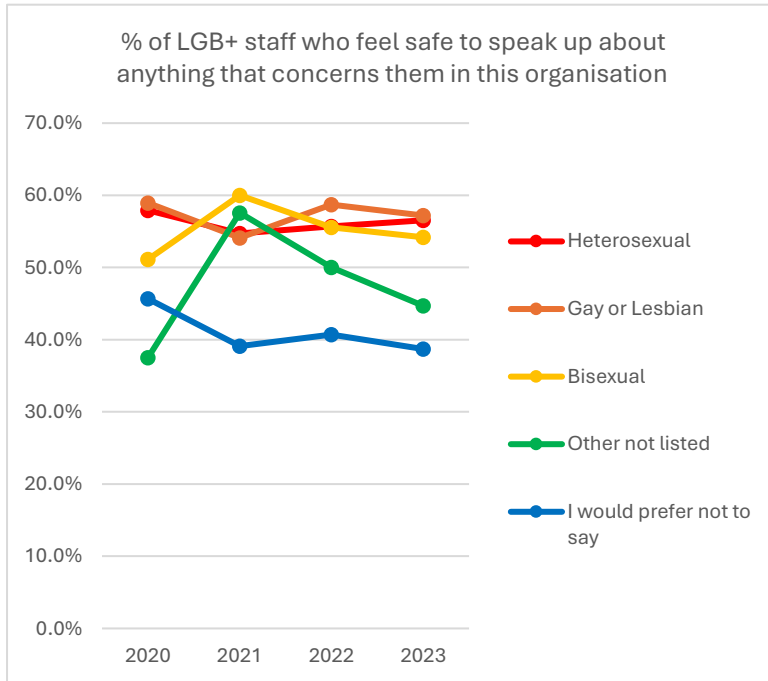
The largest difference compared nationally is seen in bisexual colleagues (13.8% worse).

However, LGB+ colleagues are more likely to consider looking for new jobs in the next 12 months compared to heterosexual staff across all settings.



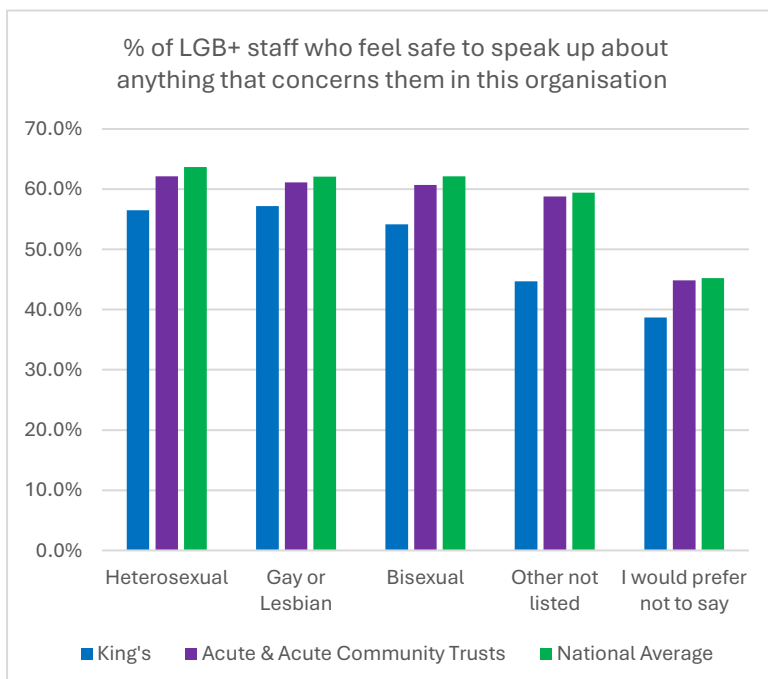
Indicator 11 – Feeling safe to speak up

% of LGB+ colleagues who feel safe to speak up about anything that concerns them at King's.



In three of the previous four years, gay or lesbian staff have reported the most confidence in feeling safe to speak up, while those who chose not to share their sexual orientation reported the lowest.

Those whose sexual orientation is not listed showed significant fluctuations, indicating some variability in perceived safety to speak up. Heterosexual and bisexual staff show more stable trends with some year-to-year variations.



When looking at our most recent data from the 2023 Staff Survey, all staff at King's regardless of sexual orientation report lower confidence in feeling safe to speak up about concerns compared to other settings.

Bisexual staff, colleagues whose sexual orientation is not listed, and those who chose not to share report the least confidence in feeling safe to speak up when compared to Acute and Acute Community Trusts and the National average.

Heterosexual staff generally report the most confidence in feeling safe to speak up across all settings.



Trans Colleague Experience

Currently, ESR does not allow for trans status or identities outside of the binary (i.e. man/woman) to be recorded. As some of the indicators within this report rely on this data, we are unable to report fully on trans and non-binary experience. However, it is important that we take steps to understand the experience of our trans and non-binary colleagues. Therefore, we have included some the data that is available to us from the NHS Staff Survey (NSS).

There is not enough data from the past five years to determine a trend, so data from the most recent Staff Survey (2023) has been included here as a snapshot. We anticipate there will be five years' worth of data to establish a trend once results from the 2025 Staff Survey are available; that is assuming enough staff complete the survey for data to be made accessible.

We know that this data may not portray the experience of all trans and non-binary colleagues at King's, especially as we know not all trans or non-binary colleagues feel comfortable sharing this information through the Staff Survey. Despite this, we felt it important to share the data we do have available to enable us to build a baseline from which to work on and develop moving forwards.

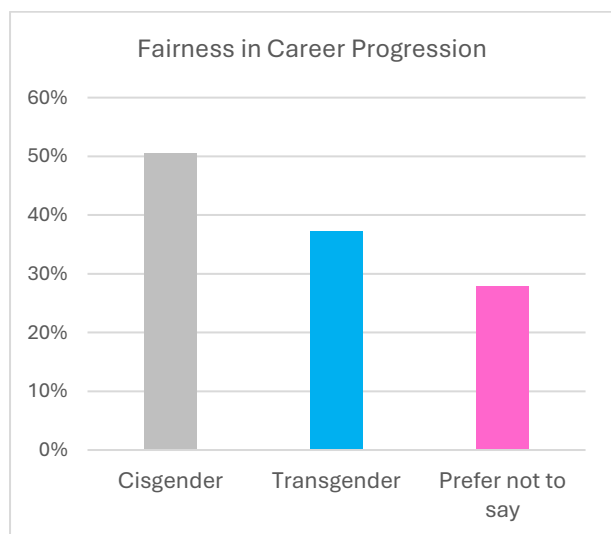
Please note, the data displayed uses the gender identity dataset which asked the responder whether their gender identity is the same as the sex they were assigned at birth with yes (cisgender), no (transgender), and prefer not to say. This is because the gender dataset alone does not clearly differentiate the experience of cisgender or transgender people when asking for gender i.e., we must not assume all trans people will identify under the category "prefer to self-describe" – some may have chosen the gender which they identify as e.g. female, male with no further differentiation. It is important to recognise this to ensure transparency when analysing the data.

A guide for NHS leaders on how to understand the needs of trans and non-binary colleagues and provide high-quality allyship, informed by research conducted by the Health and Care LGBTQ+ Leaders Network in collaboration with the LGBT Foundation, has been published by the NHS Confederation. Over half of the survey respondents reported that they had experienced transphobia at work. When given suggestions of pastoral support that might be useful after experiencing transphobia, 44% of survey respondents would like the opportunity to have a conversation with an independent workplace advocate, such as a Respect and Civility Facilitator or Freedom to Speak Up Guardian.

In 2022, King's launched our [Supporting Trans and Non-Binary Staff Policy](#), which provides guidance and best practice advice to enable the Trust, managers and staff to understand the needs of people who are trans and to ensure that we are supporting staff and providing outstanding care to patients. This policy will ensure that there is a comprehensive and consistent approach to addressing the needs of trans staff, so it is important that all staff are aware of its content and are able to access the up-to-date version.



Fairness in Career Progression (NSS 2023)

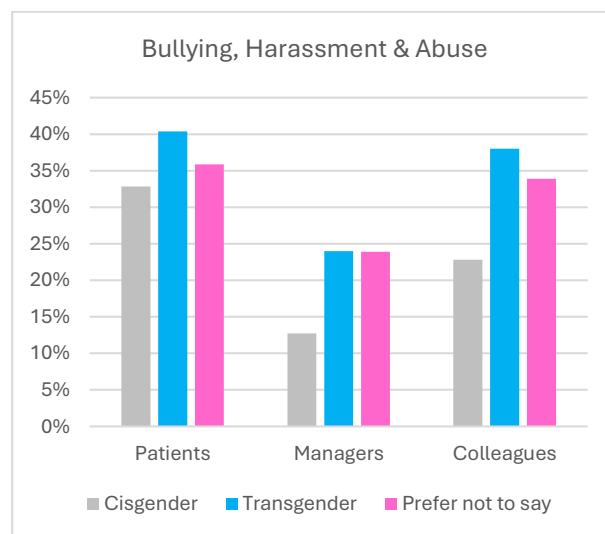


Compared to cisgender colleagues, transgender colleagues report they are 26% less likely, and those who chose not to share their gender identity are 44% less likely, to believe that career progression is fair regardless of ethnic background, gender, religion, sexual orientation, disability or age.

When comparing to the national average and to other acute and acute community trusts (appendix a), all staff at King's are less likely to feel safe when speaking up at work. This trend is particularly severe for transgender staff and those who chose not to disclose their gender identity:

- Prefer not to say: 28% at King's vs. 31% nationally and in acute trusts.
- Transgender: 37% at King's vs. 46% nationally and in acute trusts.
- Cisgender: 50% at King's vs. 57% nationally and in acute trusts.

Bullying, harassment & abuse (NSS 2023)



Compared to cisgender colleagues, transgender colleagues report experiencing bullying, harassment, and abuse 1.21 times more from patients, 1.85 times more from managers, and 1.65 times more from other colleagues.

When comparing to the national average and to other acute and acute community trusts (appendix b), transgender staff at King's report significantly higher levels of bullying, harassment and abuse:

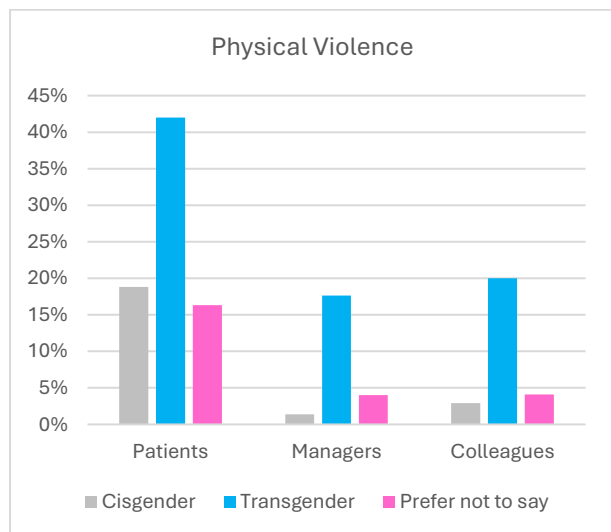
- From patients: 40% at King's vs. 32-31% nationally and in acute trusts.
- From managers: 24% at King's vs. 15%-14% nationally and in acute trusts.
- From colleagues: 38% at King's vs. 25% nationally and in acute trusts.

Cisgender colleagues report relatively low levels of bullying, harassment and abuse, with the highest percentage from patients (33% at King's vs. 25% nationally and in acute trusts).

In all cases, King's reports higher percentages of bullying, harassment and abuse than the national and acute averages.



Physical violence (NSS 2023)



Compared to cisgender individuals, transgender individuals report experiencing physical violence 2.21 times more from patients, 18 times more from managers, and 6.67 times more from colleagues.

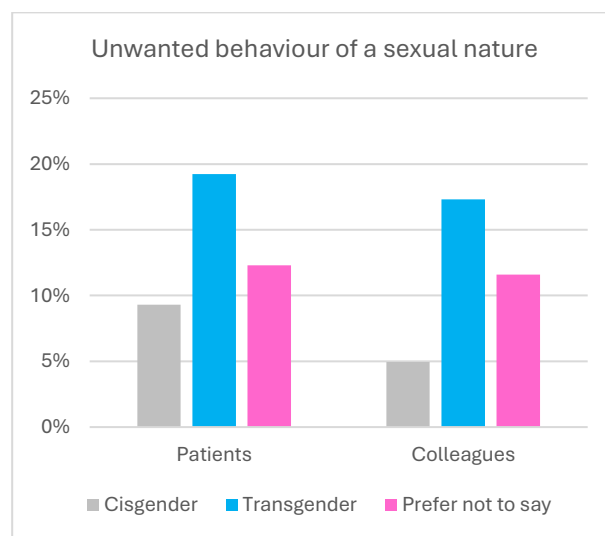
Transgender colleagues experience physical violence at work at significantly higher rates compared to cisgender staff, with the biggest difference seen with violence from managers (17%).

When comparing to the national average and to other acute and acute community trusts (appendix c), transgender staff at King's report significantly higher levels of physical violence, indicating a worrying disparity:

- From patients: 42% at King's vs. 21% nationally and in acute trusts.
- From managers: 18% at King's vs. 4%-5% nationally and in acute trusts.
- From colleagues: 20% at King's vs. 6% nationally and in acute trusts.

Cisgender colleagues report relatively low levels of physical violence, with the highest percentage from patients (19% at King's vs. 13% nationally and in acute trusts).

Unwanted behaviour of a sexual nature (NSS 2023)



Compared to cisgender individuals, transgender individuals report unwanted behaviour of a sexual nature in the workplace 2.11 times more from patients, and 3.4 times more from colleagues.

Transgender colleagues experience unwanted behaviour of a sexual nature in the workplace at significantly higher rates compared to cisgender staff, with the biggest difference seen from colleagues (12%).

When comparing to the national average and to other acute and acute community trusts (appendix d), transgender staff at King's report significantly higher levels of unwanted sexual behaviour at work from both patients and colleagues:

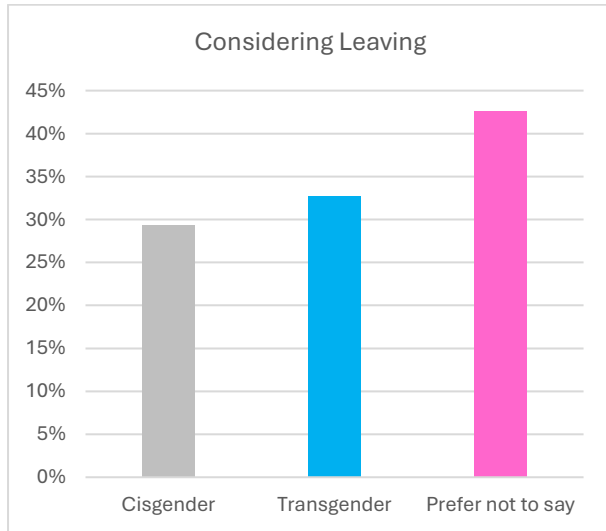
- From patients: 19% at King's vs. 15-14% nationally and in acute trusts.
- From colleagues: 17% at King's vs. 10%-11% nationally and in acute trusts.

Cisgender colleagues report consistently lower levels of unwanted sexual behaviour at work:

- From patients: 9% at King's vs. 9-8% nationally and in acute trusts.
- From colleagues: 5% at King's vs. 4% nationally and in acute trusts.



Considering Leaving (NSS 2023)



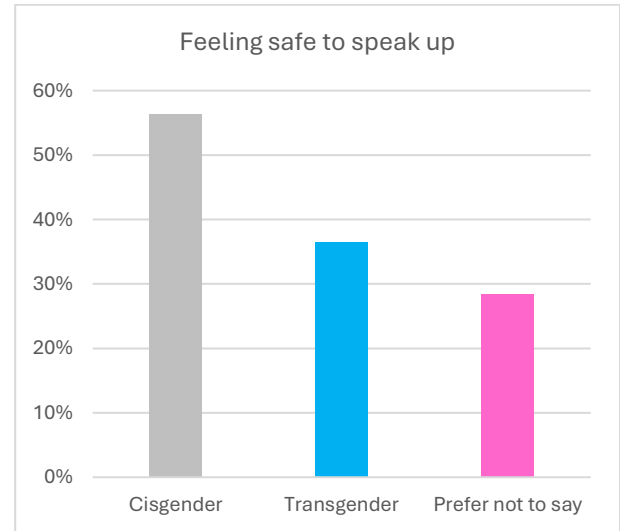
Compared to cisgender colleagues, transgender colleagues are likely to look for a new job 1.14 times more, and those who chose not to share are 1.48 times more likely.

7 out of 20 trans colleagues are likely to look for a new job, compared to 6 out of 20 for cisgender colleagues, while the rate is 9 out of 20 colleagues who chose not to share their gender identity.

When comparing to the national average and to other acute and acute community trusts (appendix e), staff at King's are more likely to look for a new job in a different organisation within 12 months:

- Prefer not to say: 43% at King's vs. 36-35% nationally and in acute trusts.
- Transgender: 33% at King's vs. 30-29% nationally and in acute trusts.
- Cisgender: 29% at King's vs. 21% nationally and in acute trusts.

Speaking Up (NSS 2023)



Compared to cisgender colleagues, transgender colleagues are 34% less likely to feel safe when speaking up, and those who chose not to share their gender identity are 50% less likely to feel safe when speaking up.

When comparing to the national average and to other acute and acute community trusts (appendix f), all staff at King's are less likely to feel safe when speaking up at work. This trend is particularly severe for transgender staff:

- Transgender: 37% at King's vs. 58-57% nationally and in acute trusts.
- Prefer not to say: 28% at King's vs. 36-35% nationally and in acute trusts.
- Cisgender: 56% at King's vs. 63-62% nationally and in acute trusts.



Our Commitment

The findings of this report have been presented to the Executive Board, which has committed to an annual publication of this report. Although there has been some progress in enhancing the experiences of LGBTQ+ individuals at King's, significant work remains.

Key initiatives undertaken to address disparities include:

- Enhancing Care Groups' data literacy through People Analytics
- Ongoing campaigns encouraging staff to wear NHS Rainbow Badges
- Development and publication of an anti-discrimination statement
- Sponsorship of the LGBTQ+ Network by two Trust Executives
- Introduction of a Supporting Trans and Non-binary Staff Policy

Our LGBTQ+ network will continue its engagement with the NHS Rainbow Badges Programme, applying the NHS Confederation's [Health and Care LGBTQ+ Inclusion Framework](#) and the [NHS equality, diversity and inclusion improvement plan](#), to further embed LGBTQ+ inclusivity across our organisation.

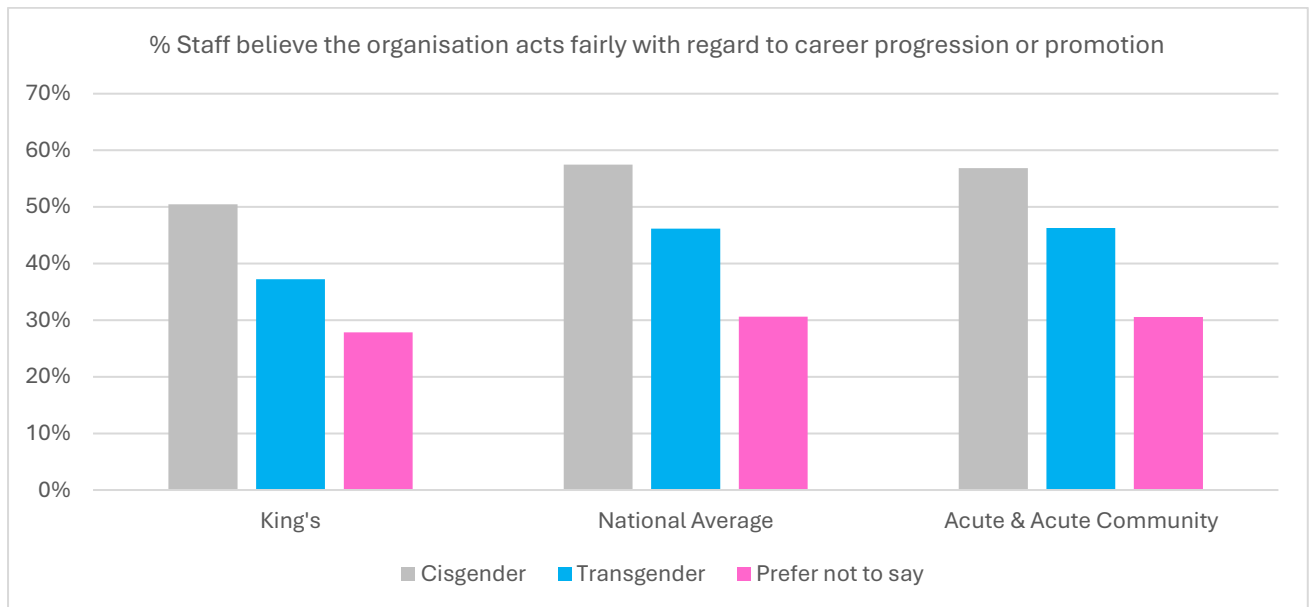
We recognise that individuals have diverse and intersecting identities, and that multiple forms of inequality may intersect, creating additional barriers. The Trust's implementation of the WRES, WDES and Gender Pay Gap Actions will support our ongoing efforts to make Diversity, Equality and Inclusion central to our work.



Appendices

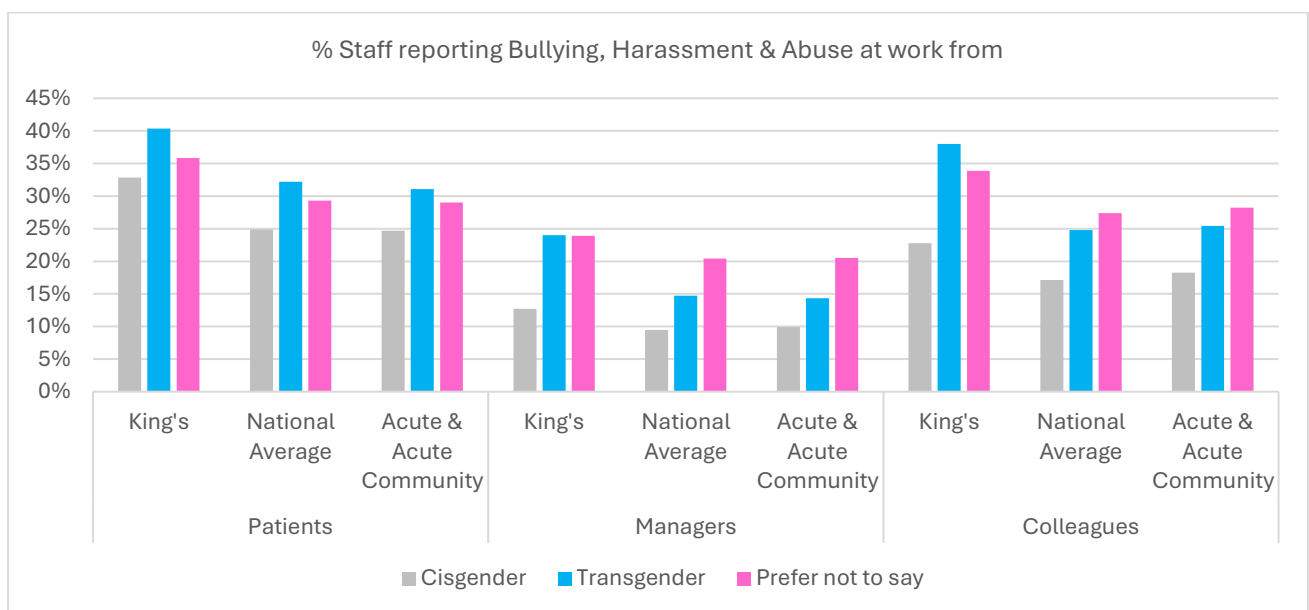
Appendix A

Fairness in career progression at King's compared to the National Average and other Acute and Acute Community Trusts.



Appendix B

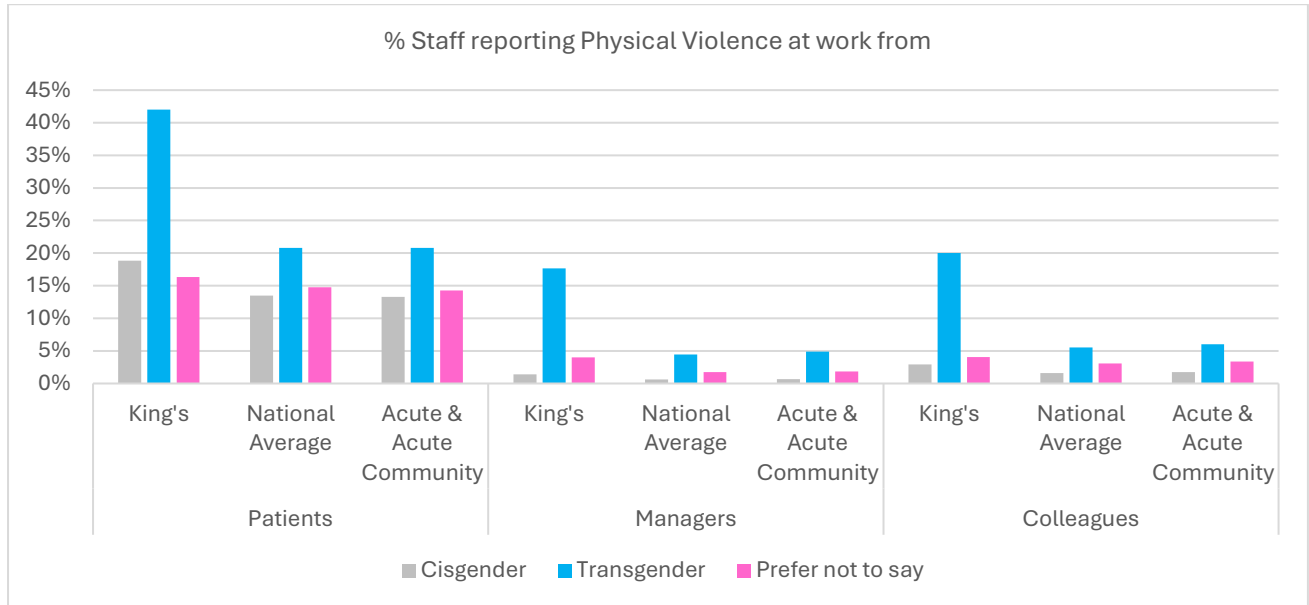
% of Staff reporting bullying, harassment and abuse at work from patients, managers, and other colleagues at King's compared to the National Average and other Acute and Acute Community Trusts.





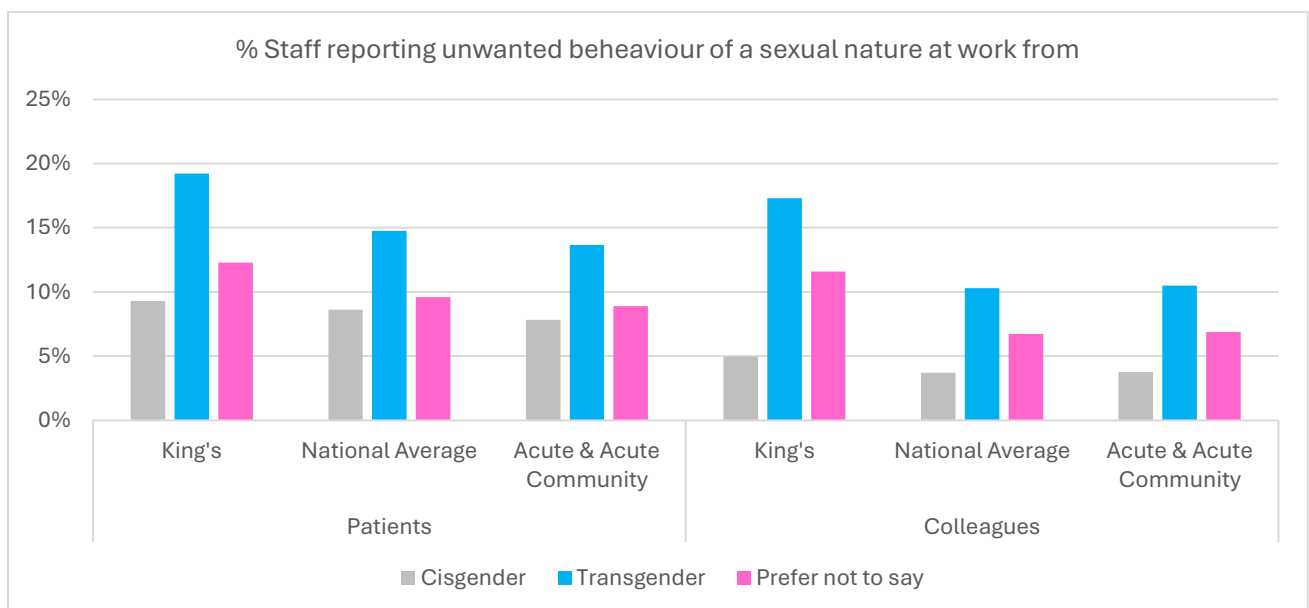
Appendix C

% of Staff reporting physical violence at work from patients, managers, and other colleagues at King's compared to the National Average and other Acute and Acute Community Trusts.



Appendix D

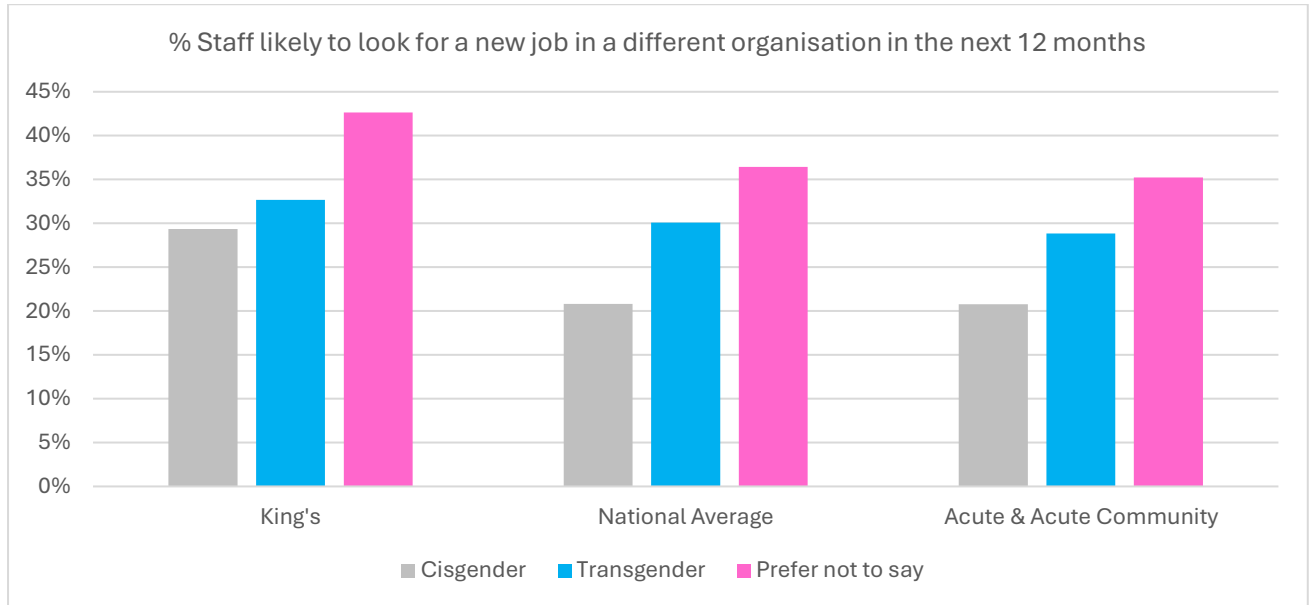
% of Staff reporting unwanted sexual behaviour at work from patients or colleagues (including managers) at King's compared to the National Average and other Acute and Acute Community Trusts.





Appendix E

% of Staff at King's likely to look for a new job in a different organisation in the next 12 months compared to the National Average and other Acute and Acute Community Trusts.



Appendix F

% of Staff at King's who feel safe to speak up about anything that concerns them compared to the National Average and other Acute and Acute Community Trusts.

