NHS Bristol NHS Group Bristol | Weston

Bristol NHS Foundation Trust

Equity Diversity and Inclusion Data

Demographic Report 2026

Report Author

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1. Introduction

The purpose of this report is to provide a data set baseline position for Equity Diversity & Inclusion (EDI) Demographic data at the beginning of the first quarter of the year 2025/2026 and draw a comparison with the last four year's data, in order to inform the actions required to achieve the ambition to be a fully inclusive employer.

To comply with the Public Sector Equality Duty, public authorities must publish accessible information that shows how they are complying with the general duty. The equality information we publish should:

- be enough to allow EHRC, as well as service users, staff, regulators and other interested parties, to assess how our organisation is performing in the area of equality
- help us to explain how and why you have made certain decisions
- make it clear how we have complied with the general duty
- give the public the information they need to hold us to account for your performance on equality

As part of this duty we must include data about the protected characteristics of our employees.

Language

Global Majority: We have adopted the term “Global Majority” to describe colleagues who identify as Black, Asian, Multiple Heritage, Gypsy, Roma, Traveller (GRT) or other ethnically minoritised identities.

Global Majority represents the diverse human backgrounds that comprise most of the world's population. Chosen by the population it represents.

This change reflects our aim to move away from terms like “ethnic minority” or “BME” which are terms forced on minority ethnic groups to combine their experiences. The term “BME” is used only when referencing official NHS England WRES titles, as this is the terminology they use.

Sex: Sex refers to the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones and their interactions. Gender refers to a social construction relating to behaviours and attributes based on labels of masculinity and femininity; gender identity is a personal, internal perception of oneself and so the gender category someone identifies with may not match the sex they were assigned at birth. Within ESR we have Sex data available for colleagues but not a person’s gender identity.

2. Demographic Executive Summary

This report presents the EDI Demographic Data for Bristol NHS Foundation Trust, drawing on legacy data from University Hospitals Bristol and Weston (UHBW) and North Bristol Trust (NBT) prior to organisational merger. A high-level summary is provided below, with detailed indicator analysis included in the appendix.

Overall Position

Bristol NHS Foundation Trust continues to become a more diverse organisation, with sustained growth in the representation of Global Majority colleagues, increasing numbers of colleagues identifying as disabled, and a workforce that reflects a broad range of faiths, beliefs and sexual orientations. The workforce remains predominantly female and maintains a balanced age profile, with strong representation across both early-career and experienced staff groups.

The most significant demographic change continues to be increasing ethnic diversity across the Trust. Representation of Global Majority colleagues has grown substantially over recent years and now forms a significant proportion of the workforce. However, this diversity is not yet reflected consistently across all organisational levels, with Global Majority colleagues remaining underrepresented within senior leadership pay bands when compared with overall workforce representation.

The proportion of colleagues identifying as disabled has continued to increase year on year, demonstrating positive progress in disclosure and representation. However, representation remains significantly below that of the local working-age population, suggesting there may be barriers to recruitment, retention, progression and disclosure that require further

consideration. Despite improvements, a notable proportion of colleagues continue not to disclose disability status.

The Trust benefits from a diverse faith and belief community and a workforce with varied sexual orientations. However, disclosure rates for religion and belief, sexual orientation and disability remain comparatively low, limiting the organisation's ability to fully understand workforce diversity and the experiences of different staff groups. Building trust and confidence in data disclosure therefore remains an important priority.

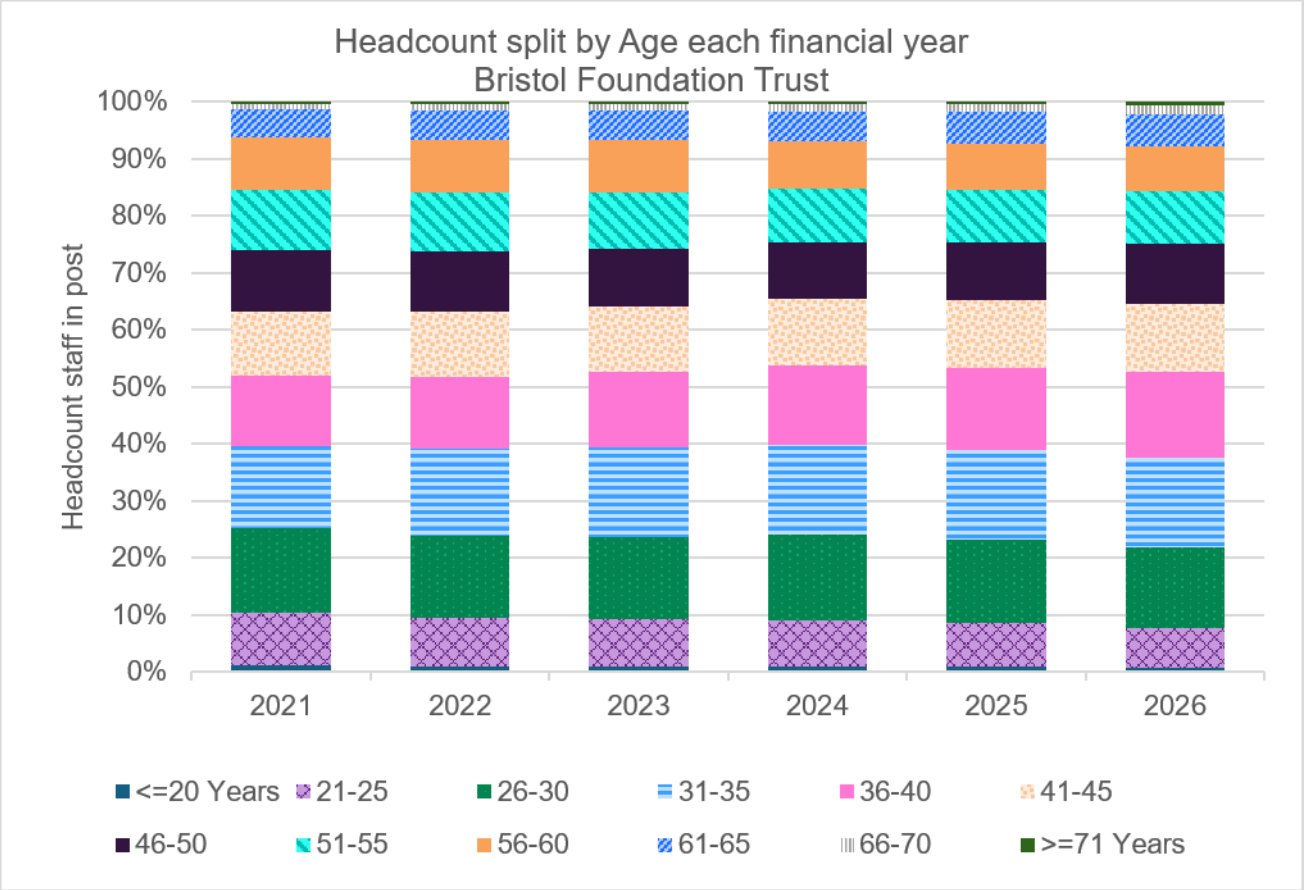
The workforce remains predominantly female, consistent with wider NHS workforce trends. While female representation is strong across most pay bands, workforce demographics indicate that continued attention should be given to progression and representation at the most senior levels to ensure leadership diversity reflects the wider workforce. The Trust's age profile remains stable, with the largest proportion of colleagues aged between 26 and 40 and a gradual increase in colleagues aged over 60, supporting a diverse mix of skills, experience and perspectives.

Overall, Bristol NHS Foundation Trust's key demographic challenge is not workforce diversity itself, but ensuring equitable representation, progression and inclusion across all levels of the organisation. Continued focus on inclusive culture, workforce data quality, disclosure confidence and diverse leadership pipelines will be essential to achieving the Trust's ambition of becoming a fully inclusive employer.

Board takeaway: Workforce diversity continues to strengthen across most protected characteristics; however, disparities in senior-level representation and ongoing disclosure challenges remain the Trust's principal strategic priorities.

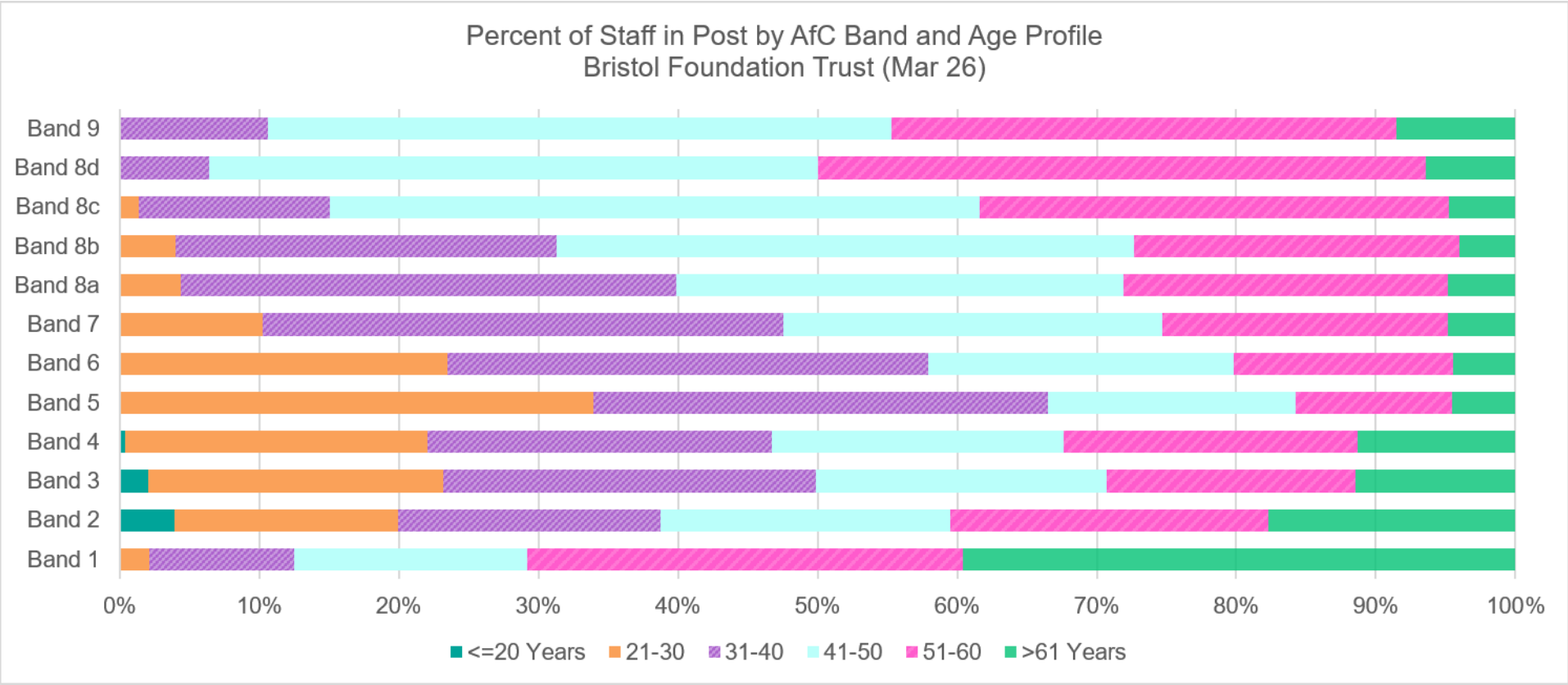
2. Detailed Demographic Data

Age



Age Group	2026 Headcount	%
<=20 Years	210	0.8%
21-25	1740	6.9%
26-30	3515	14.0%
31-35	3985	15.9%
36-40	3779	15.1%
41-45	2994	11.9%
46-50	2621	10.4%
51-55	2344	9.3%
56-60	1984	7.9%
61-65	1415	5.6%
66-70	394	1.6%
>=71 Years	127	0.5%
	25108	**100.0%**

The Trust's age profile remains broadly consistent year on year, with the largest proportion of colleagues aged between 26 and 40. Growth continues to be seen in the 31–45 age groups, while the number of colleagues aged over 60 has also increased steadily. The data suggests a balanced workforce with a strong mid-career population and an increasingly age-diverse workforce overall.

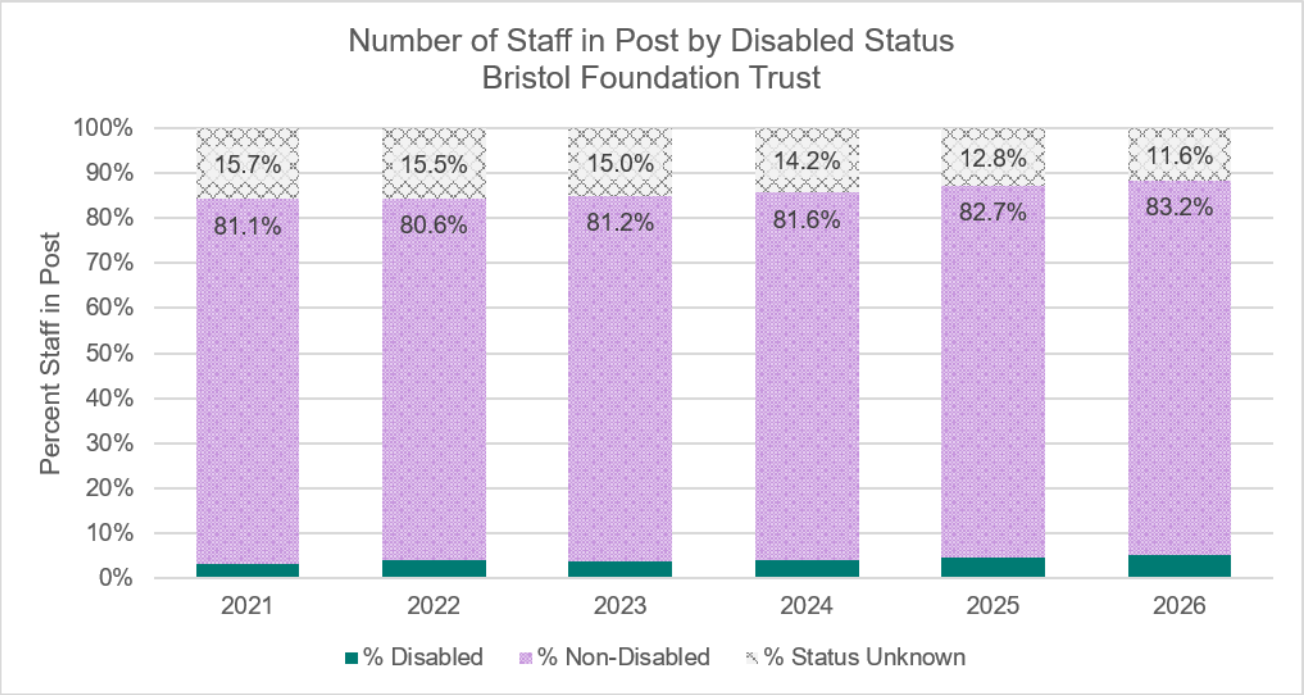


The age profile by pay band demonstrates a strong correlation between age and seniority. Younger colleagues are predominantly employed in Bands 2–5, while representation in senior pay bands increases with age. Bands 8b–9 are primarily occupied by colleagues aged 41 and above, reflecting the experience and career progression typically required to reach senior leadership and specialist roles.

Strategic Commentary

The Trust's age profile remains broadly balanced, with strong representation across both early-career and experienced age groups. The continued growth in colleagues aged over 60 provides valuable experience and organisational knowledge but may also have implications for future retirement patterns, succession planning and workforce sustainability. Maintaining a healthy pipeline of younger colleagues alongside effective retention of experienced staff will be important to support long-term workforce resilience.

Disabled Status

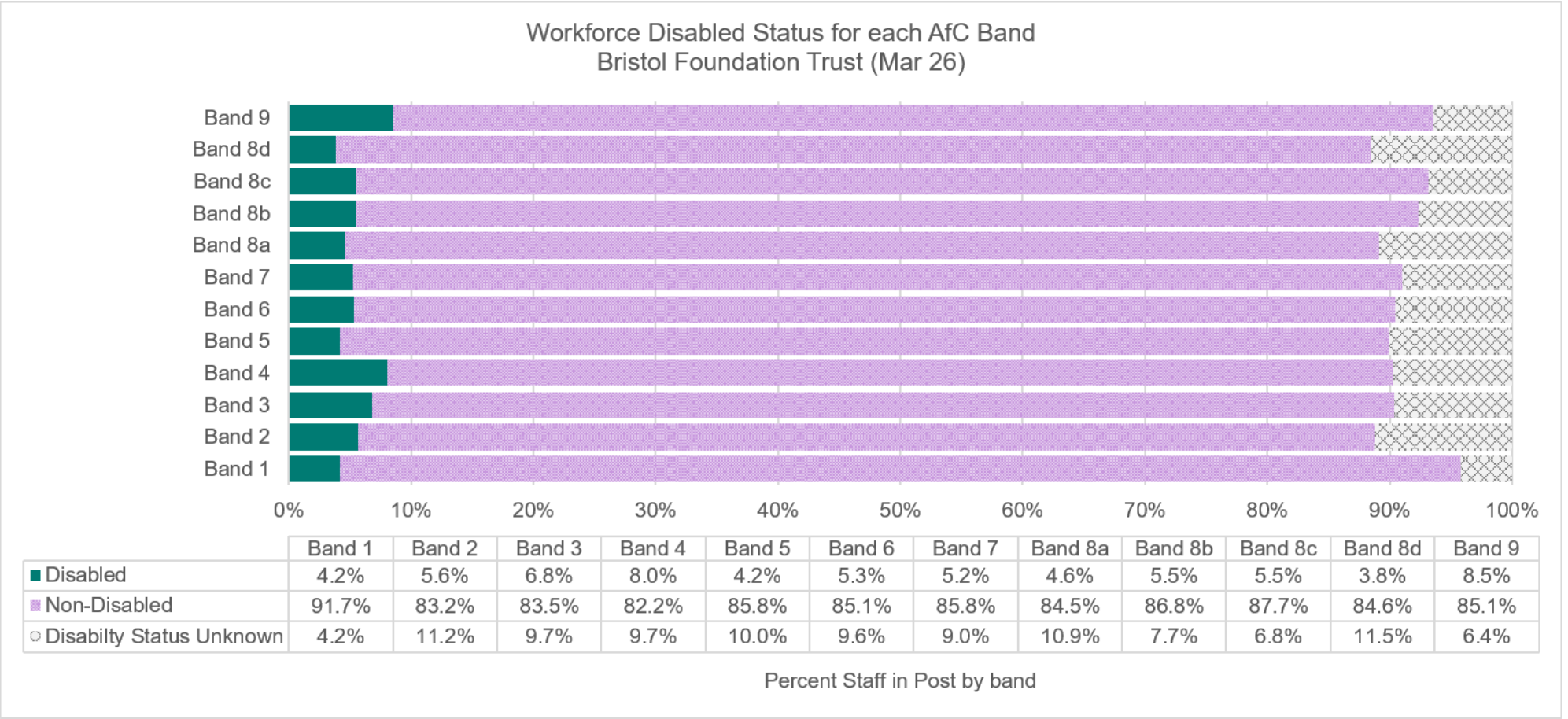


Year	Disabled	% Disabled	Non-Disabled	% Non-Disabled	Disabled Status Unknown	% Status Unknown
2021	697	3.2%	17517	81.1%	3393	15.7%
2022	831	3.9%	17401	80.6%	3348	15.5%
2023	854	3.8%	18230	81.2%	3359	15.0%
2024	999	4.1%	19816	81.6%	3456	14.2%
2025	1124	4.5%	20613	82.7%	3183	12.8%
2026	1292	5.1%	20896	83.2%	2920	11.6%

The proportion of disabled colleagues has marginally increased from 2021 to 2026 but this is still significantly below the working age population of Bristol in the census 2021.

16.0% of the working-age population in Bristol had long-term physical or mental health conditions or illnesses that limited their day-to-day activities (5.7% said they were limited a lot and 10.3% said they were limited a little).

There is still a large proportion of colleagues who have not disclosed whether they identify as disabled, which could indicate a lack of confidence or trust that the organisation will treat colleagues fairly if they disclose.



	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
Disabled	4.2%	5.6%	6.8%	8.0%	4.2%	5.3%	5.2%	4.6%	5.5%	5.5%	3.8%	8.5%
Non-Disabled	91.7%	83.2%	83.5%	82.2%	85.8%	85.1%	85.8%	84.5%	86.8%	87.7%	84.6%	85.1%
Disabilty Status Unknown	4.2%	11.2%	9.7%	9.7%	10.0%	9.6%	9.0%	10.9%	7.7%	6.8%	11.5%	6.4%

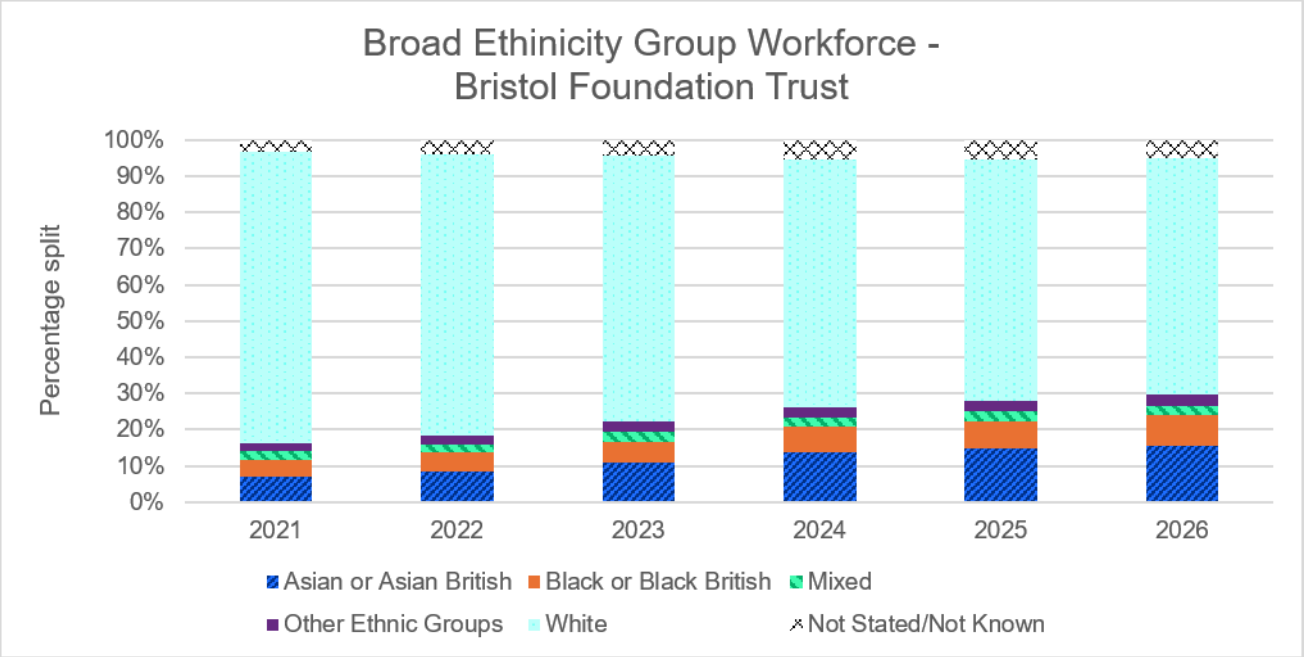
Disabled colleagues are least represented in Bands 1, 5, 8a and 8d. Non-disclosure rates are high across the Trust at all AfC bands.

Strategic Commentary

Whilst the proportion of colleagues identifying as disabled continues to increase, representation remains substantially below local population benchmarks. This may indicate that barriers continue to exist in attracting, retaining or supporting disabled colleagues, although improvements in disclosure are likely to account for some of the observed increase. The continued level of non-disclosure suggests that building colleague confidence in sharing disability information and accessing workplace support should remain a priority. Further analysis of recruitment, progression and retention outcomes may help identify opportunities to improve equity for disabled colleagues.

Ethnicity

Please also see the Trust's Workforce Races Equality Standard (WRES) report, for further detailed ethnicity analysis.

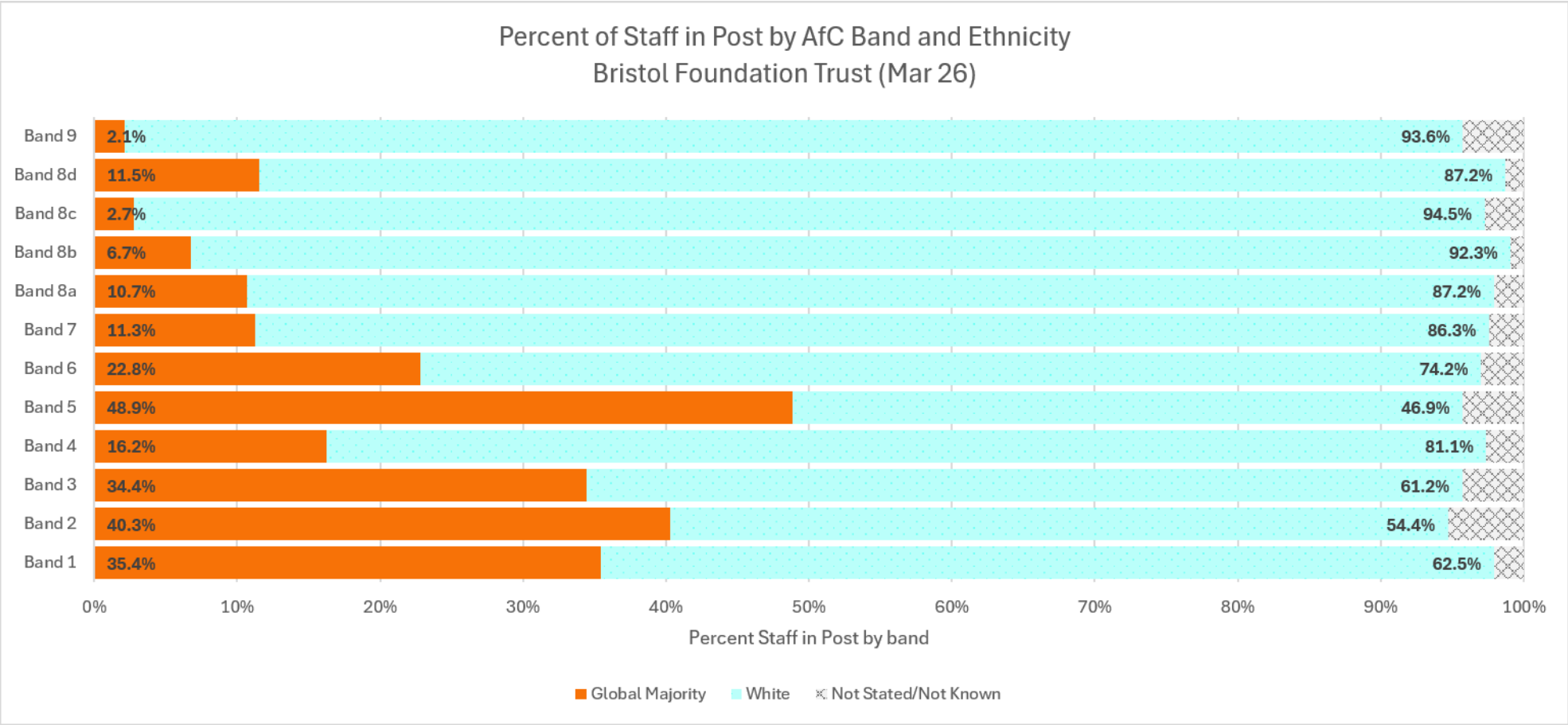


Number of colleagues by ethnicity grouping

Year	Asian or Asian British	Black or Black British	Multiple Heritage	Other Ethnic Groups	White	Not Stated/Not Known
2021	1495	1040	497	466	17398	711
2022	1833	1108	519	501	16745	874
2023	2486	1270	608	602	16476	1001
2024	3370	1674	638	694	16582	1313
2025	3660	1907	658	726	16585	1384
2026	3938	2072	647	774	16411	1266

Proportion of each ethnicity grouping per year

Year	Asian or Asian British	Black or Black British	Multiple Heritage	Other Ethnic Groups	White	Not Stated/Not Known
2021	6.9%	4.8%	2.3%	2.2%	80.5%	3.3%
2022	8.5%	5.1%	2.4%	2.3%	77.6%	4.1%
2023	11.1%	5.7%	2.7%	2.7%	73.4%	4.5%
2024	13.9%	6.9%	2.6%	2.9%	68.3%	5.4%
2025	14.7%	7.7%	2.6%	2.9%	66.6%	5.6%
2026	15.7%	8.3%	2.6%	3.1%	65.4%	5.0%

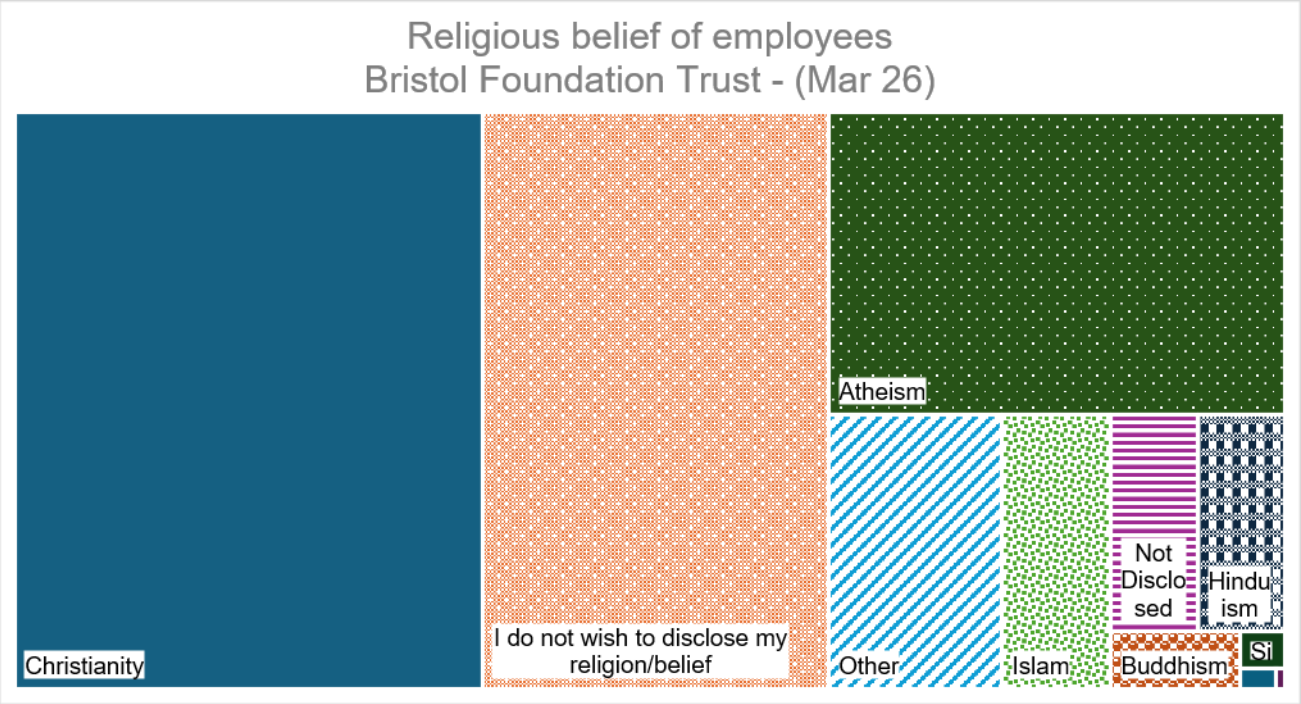


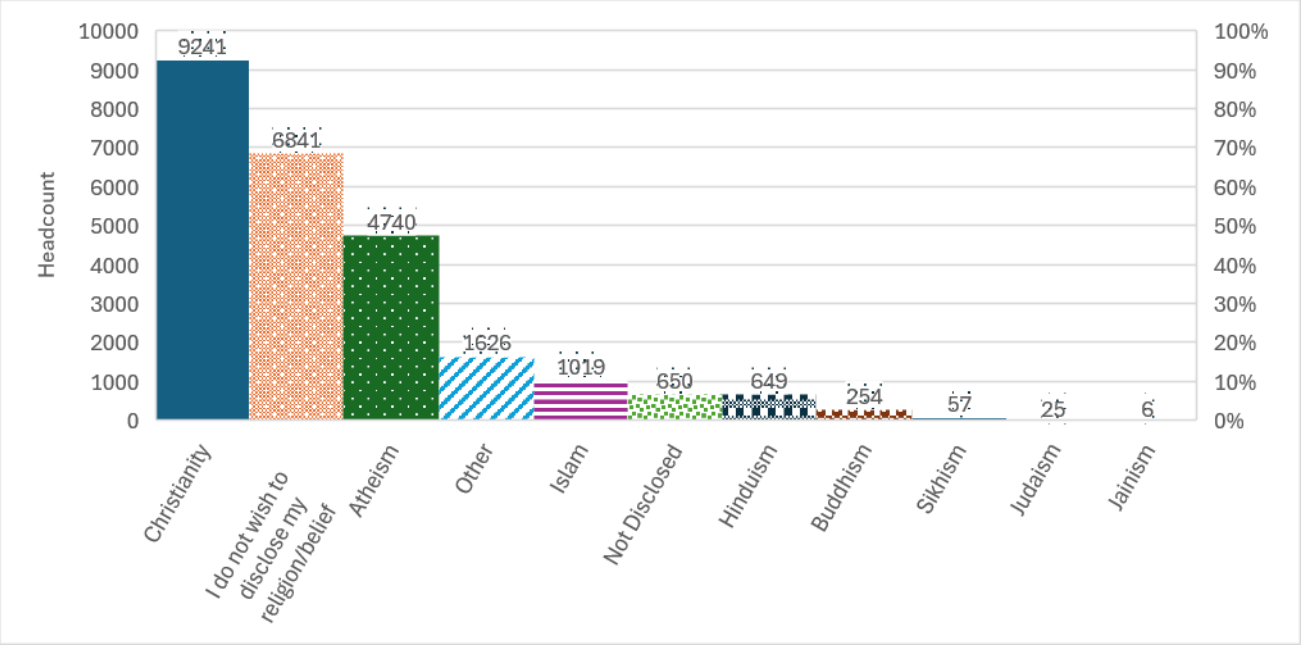
Although overall global majority representation is increasing year on year, there remains significant inequalities with representation in mid-level and senior leadership roles being low compared to the trust's overall average.

Strategic Commentary

The Trust has made significant progress in increasing ethnic diversity across the workforce. However, the distribution of Global Majority colleagues across pay bands indicates that improvements in workforce representation have not yet translated into equivalent representation within senior leadership roles. This highlights the importance of continuing to strengthen inclusive recruitment, talent management, sponsorship and career development initiatives to ensure that leadership diversity more closely reflects the wider workforce over time.

Religion and Belief



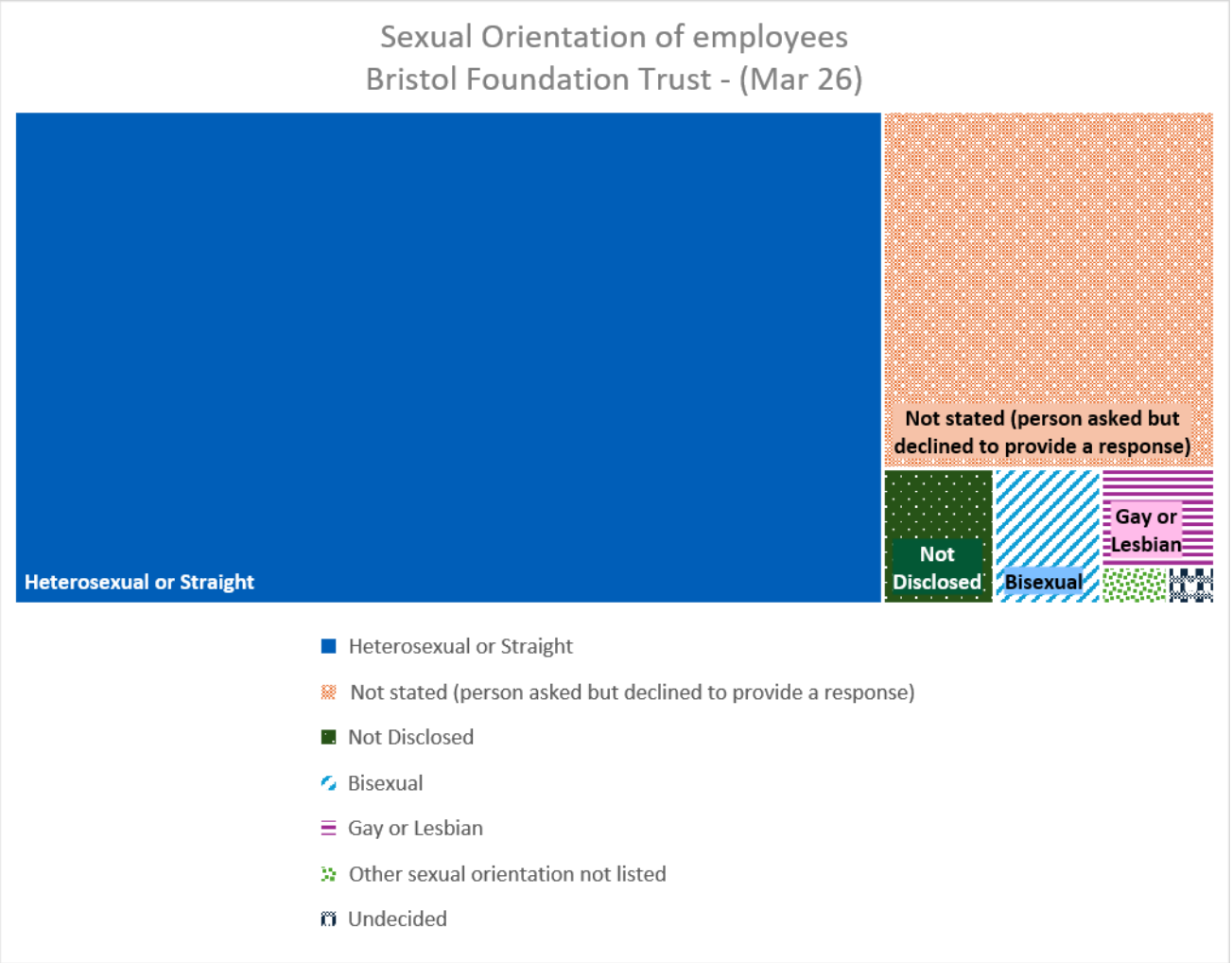


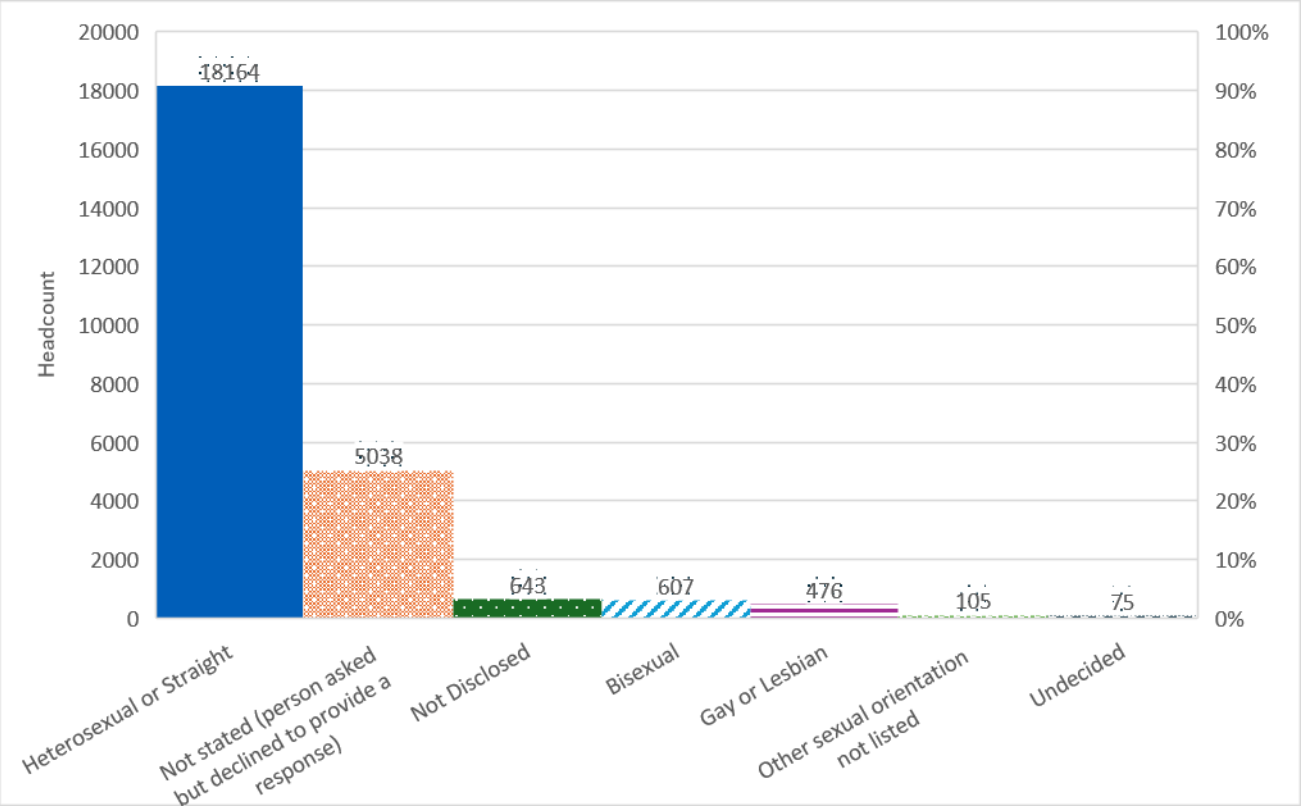
Religion or Belief	Headcount	%
Christianity	9241	36.8%
I do not wish to disclose my religion/belief	6841	27.2%
Atheism	4740	18.9%
Other	1626	6.5%
Not Disclosed	650	2.6%
Islam	1019	4.1%
Hinduism	649	2.6%
Buddhism	254	1.0%
Sikhism	57	0.2%
Judaism	25	0.1%
Jainism	6	0.0%
All Staff	25108	

Strategic Commentary

The data demonstrates that the Trust benefits from a diverse faith and belief community, reflecting the diversity of both its workforce and the communities it serves. However, a significant proportion of colleagues choose not to disclose their religion or belief, limiting the organisation's ability to fully understand representation and employee experience across faith groups. Continued efforts to foster an inclusive culture and build confidence in demographic disclosure will support a more complete understanding of workforce diversity.

Sexual Orientation



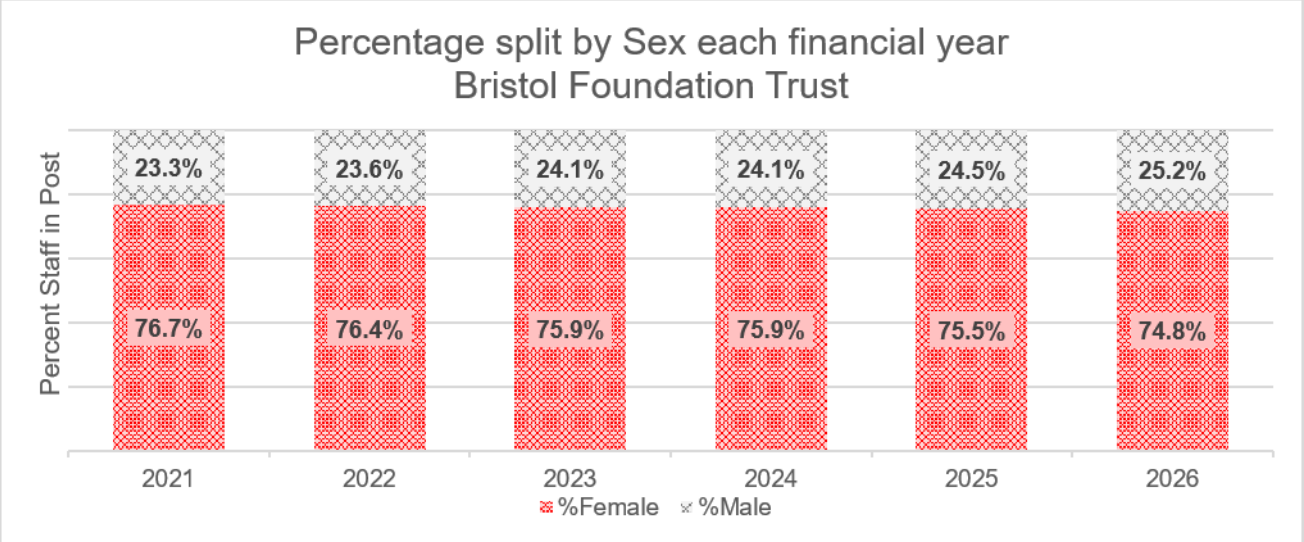


Sexual orientation	Headcount	%
Heterosexual or Straight	18164	72.3%
Not stated (person asked but declined to provide a response)	5038	20.1%
Not Disclosed	643	2.6%
Bisexual	607	2.4%
Gay or Lesbian	476	1.9%
Other sexual orientation not listed	105	0.4%
Undecided	75	0.3%
All Staff	25108	

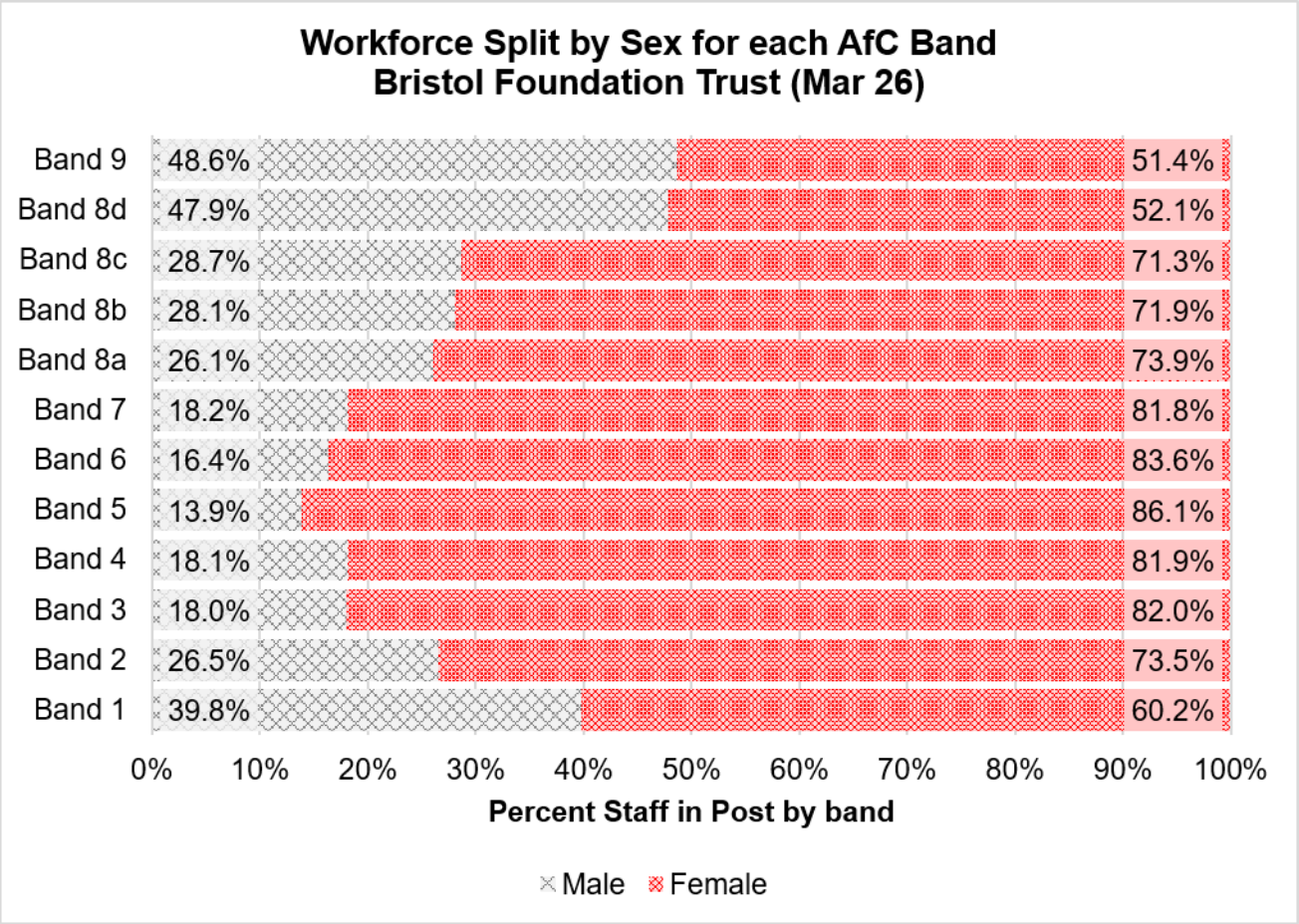
Strategic Commentary

The Trust has a diverse workforce in relation to sexual orientation, with colleagues identifying across a range of sexual orientations. However, over one fifth of colleagues choose not to disclose this information, indicating that disclosure confidence remains a challenge. Improving understanding of LGBT+ colleague experiences through engagement activity, staff networks and workforce data will help ensure that inclusion initiatives remain evidence-based and responsive to workforce needs.

Sex



Year	Female **headcount**	Female **%**	Male **headcount**	Male **%**
2021	16565	76.7%	5042	23.3%
2022	16484	76.4%	5096	23.6%
2023	17034	75.9%	5409	24.1%
2024	18426	75.9%	5845	24.1%
2025	18825	75.5%	6095	24.5%
2026	18785	74.8%	6323	25.2%



The proportion of Males in the Trust is marginally increasing year on year. Male colleagues are underrepresented in Bands 3 to 7 compared to the Trust's average. Female representation remains strong across the workforce but is less pronounced within the most senior grades, suggesting further consideration of progression patterns may be warranted

Strategic Commentary

The Trust continues to reflect the wider NHS workforce, with women representing approximately three-quarters of all colleagues. Whilst female representation remains strong across most pay bands, the workforce profile indicates that representation becomes less pronounced at the most senior grades. Continued monitoring of progression, promotion and career development outcomes will help ensure that leadership opportunities remain equitable and that senior leadership demographics continue to evolve in line with the wider workforce.