WeCare
Our vision, values and behaviours
WELCOMING | ENGAGING | COLLABORATIVE | ACCOUNTABLE | RESPECTFUL | EQUITABLE

NHS
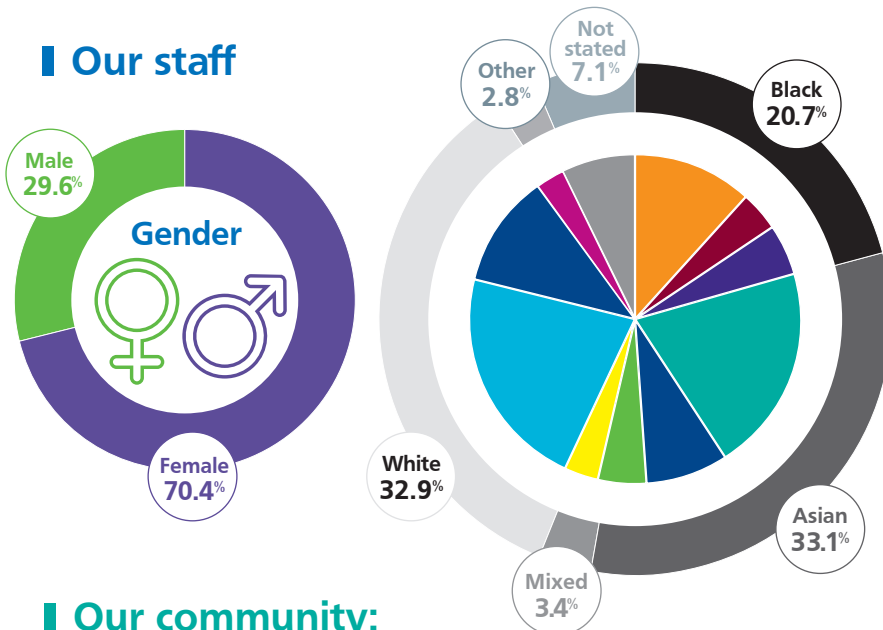Barts Health
NHS Trust

Diversity
at Barts Health NHS Trust
Our staff and patients

The Barts Health workforce is one of the most diverse in the NHS, and serves some of the most diverse communities in the country. These are badges we wear with pride as we work to ensure that all of us feel included in all we do, and are respected for who we are. One way we can do this is through communications that are tailored to our different audiences, and celebrate our differences.

Below is a summary of who we are in relation to age, ethnicity, gender and religion. In addition, 4% of our workforce has a disability and 4% identify as LGBTQ+.
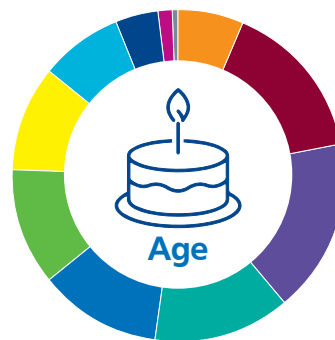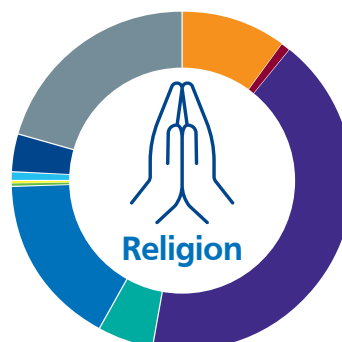
■ Our staff

Gender
Male 29.6%
Female 70.4%

Not stated 7.1%
Other 2.8%
Black 20.7%
White 32.9%
Mixed 3.4%
Asian 33.1%

Ethnicity	%
Black African	11.7%
Black Caribbean	4.0%
Black Other	5.0%
South Asian (Indian, Pakistani, Bangladeshi	20.4%
South east and East Asian (Chinese, Filipino, Malaysian)	7.9%
Asian Other	4.8%
Mixed	3.4%
White British	21.7%
White Other	11.2%
Other	2.8%
Not stated	7.1%

▌ Our community: Population health

- **Social isolation and loneliness** is high in our local areas and has an important impact on wellbeing.
- **146.6 per 100,000** people subject to Mental Health Act
- **Food insecurity:**
  13.4% - 16.9% are worried about getting food, worse than the national average.
- **Migration and mobility:**
  The high rate of turnover of our population, both within the UK and internationally, is likely to continue and net inwards migration may well increase from 2023 relative to 2020/21.
- **Population growth** is estimated to increase **1 - 1.5%** over the next 5-10 years.
- The proportion of people aged 65+ is projected to increase from **8.5%** in 2021 to **9.7%** by 2026.
- **Age standardised mortality** is highest in South Asian and Black ethnic groups from circulatory diseases.
- People working in manual occupations and mixed ethnic groups are likely to smoke. Contributing to high local mortality rates from diseases including COPD and lung cancer.

BH6823

Age

Age	%
25 and below	6.7%
26 - 30	14.4%
31 - 35	17.2%
36 - 40	13.3%
41 - 45	12.0%
46 - 50	11.1%
51 - 55	10.4%
56 - 60	8.2%
61 - 65	4.4%
66 - 70	1.5%
71 and over	0.4%

Religion

Religion	%
Atheism	10%
Buddism	1.0%
Christianity	41.9%
Hinduism	5.1%
Islam	16.6%
Jainism	0.1%
Judaism	0.5%
Sikhism	0.8%
Other	3.6 %
Non-disclosure*	20.3%

* I do not wish to disclose my religion/belief

WeCare
Our vision, values and behaviours
WELCOMING · ENGAGING · COLLABORATIVE · ACCOUNTABLE · RESPECTFUL · EQUITABLE

NHS
Barts Health
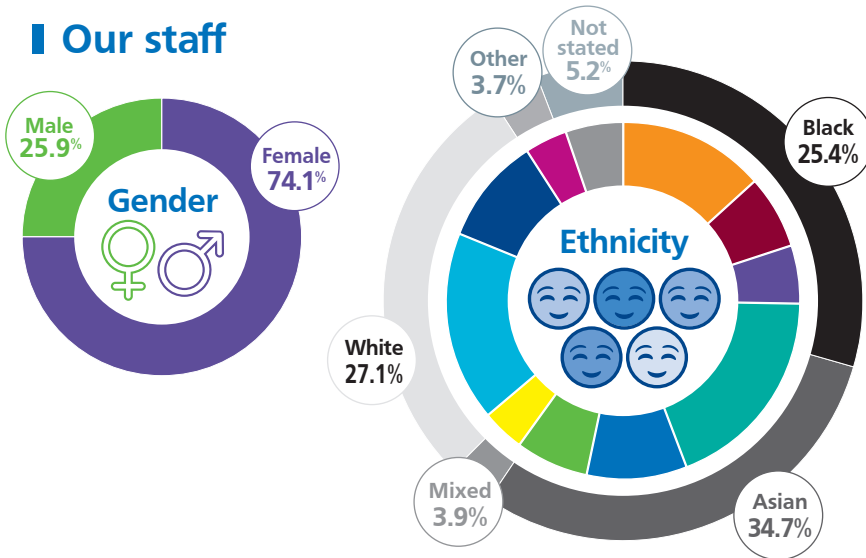NHS Trust

Diversity
at **Whipps Cross Hospital**
Our staff and patients

The Barts Health workforce is one of the most diverse in the NHS, and serves some of the most diverse communities in the country. These are badges we wear with pride as we work to ensure that all of us feel included in all we do, and are respected for who we are. One way we can do this is through communications that are tailored to our different audiences, and celebrate our differences.

Below is a summary of who we are in relation to age, ethnicity, gender and religion.

▌ Our staff

Gender
Male 25.9%
Female 74.1%

Ethnicity
Not stated 5.2%
Other 3.7%
Black 25.4%
White 27.1%
Mixed 3.9%
Asian 34.7%

Ethnicity	%
Black African	13.5%
Black Caribbean	6.7%
Black Other	5.2%
South Asian (Indian, Pakistani, Bangladeshi)	18.8%
South east and East Asian (Chinese, Filipino, Malaysian)	9.4%
Asian Other	6.5%
Mixed	3.9%
White British	17.2%
White Other	9.9%
Other	3.7%
Not stated	5.2%

▌ Our community: Waltham Forest

Socioeconomic groups and deprivation
- **15%** residents report being limited due to health
- **74%** adults economically active
- **3.5%** adults with no formal qualification
- **43%** children (after housing costs) living in poverty (35% UK)
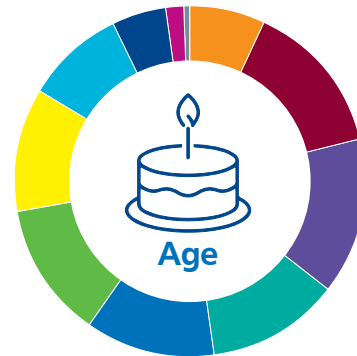- **Unemployment x4 times higher** among BAME groups

Protected characteristics
- **24%** age 0-19 (younger than average population)
- **52%** White ǀ **17%** Black ǀ **23%** Asian ǀ **10%** Mixed Other
- Top 5 countries of origin for residents born overseas are: **Romania** ǀ **Hungary** ǀ Poland ǀ **Bulgaria** ǀ **Lithuania**
- Language: **78%** English ǀ **10%** Multiple European (1 in 4 residents aged 3+ do not speak English as their main language)
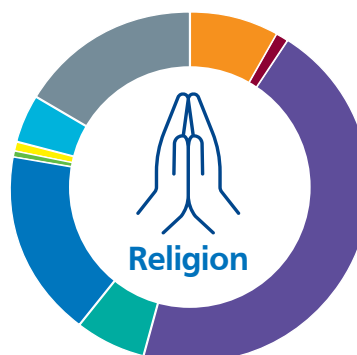
Geography
- **9.1%** over crowded households
- **19.2%** households renting from Local Authority or Housing Association

Population health
- **15% of adults report having depression and anxiety**
- Life expectancy of males is **79**, females is **84**
- **58.6%** adults classified as overweight/obese

Age

Age	%
25 and below	7.4%
26 - 30	14.4%
31 - 35	16.1%
36 - 40	11.5%
41 - 45	11.4%
46 - 50	11.8%
51 - 55	10.9%
56 - 60	9.4%
61 - 65	5.0%
66 - 70	1.7%
71 and over	0.3%

Religion

Religion	%
Atheism	7.3%
Buddism	1.1%
Christianity	40.5%
Hinduism	5.7%
Islam	15.6%
Jainism	0.0%
Judaism	0.5%
Sikhism	0.6%
Other	4.0 %
Non-disclosure*	14.7%

* I do not wish to disclose my religion/belief

WeCare
Our vision, values and behaviours

WELCOMING · ENGAGING · COLLABORATIVE · ACCOUNTABLE · RESPECTFUL · EQUITABLE

NHS
Barts Health
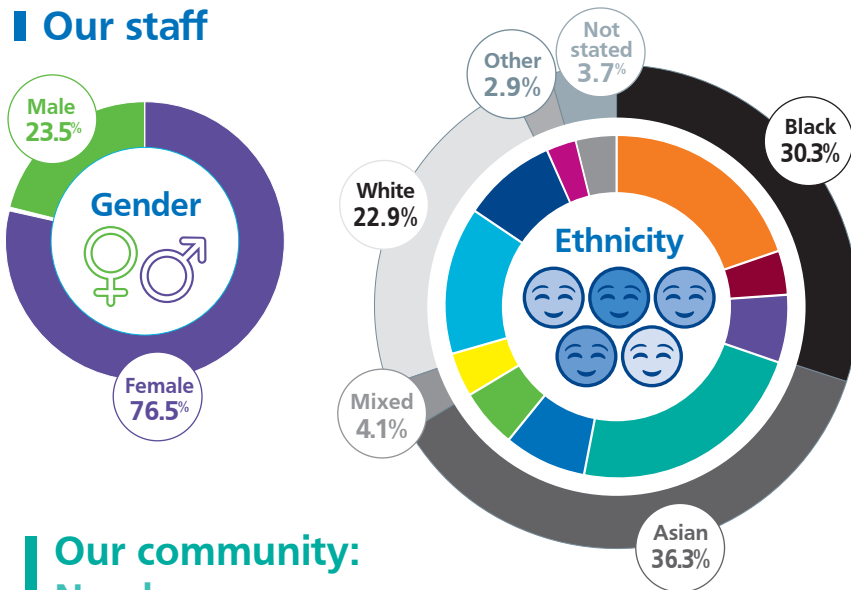NHS Trust

Diversity
at Newham Hospital
Our staff and patients

The Barts Health workforce is one of the most diverse in the NHS, and serves some of the most diverse communities in the country. These are badges we wear with pride as we work to ensure that all of us feel included in all we do, and are respected for who we are. One way we can do this is through communications that are tailored to our different audiences, and celebrate our differences.

Below is a summary of who we are in relation to age, ethnicity, gender and religion.

Our staff

Gender
- Male 23.5%
- Female 76.5%

Ethnicity
- Not stated 3.7%
- Other 2.9%
- White 22.9%
- Mixed 4.1%
- Asian 36.3%
- Black 30.3%

Ethnicity	%
Black African	19.9%
Black Caribbean	4.1%
Black Other	6.3%
South Asian (Indian, Pakistani, Bangladeshi)	22.9%
South east and East Asian (Chinese, Filipino, Malaysian)	7.8%
Asian Other	5.6%
Mixed	4.1%
White British	13.9%
White Other	8.8%
Other	2.9%
Not stated	3.7%

Our community: Newham

Socioeconomic groups and deprivation
- **20%** of 16-65 year olds on universal credit
- **76%** adults economically active
- **6%** adults with no formal qualification
- **49%** children living in low income households
- **24.5%** of residents earn below the Living Wage
- **48.3** households in temporary accommodation per 1,000
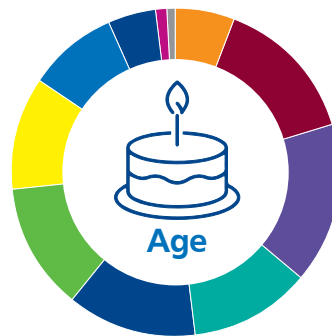
Protected characteristics
- **35%** Christian ︱ **35%** Muslim
- **38%** of population under 30
- Language: **65%** English
- **31%** White ︱ **17.5%** Black ︱ **42%** Asian ︱ **5%** Mixed

Geography
- **25%** over-crowded households
- **28%** households renting from Local Authority or Housing Association
- **7%** of deaths attributable to poor air quality

Population health
- **10%** of adults report having depression and anxiety
- Life expectancy of males is **80**, females is **83**
- **61%** adults classified as overweight/obese

Age

Age	%
25 and below	7.4%
26 - 30	12.8%
31 - 35	14.7%
36 - 40	13.1%
41 - 45	12.6%
46 - 50	11.3%
51 - 55	11.6%
56 - 60	8.9%
61 - 65	5.6%
66 - 70	1.5%
71 and over	0.6%

Religion

Religion	%
Atheism	5.9%
Buddism	0.7%
Christianity	49.0%
Hinduism	6.7%
Islam	17.5%
Jainism	0.1%
Judaism	0.4%
Sikhism	1.1%
Other	3.1 %
Non-disclosure*	15.4%

* I do not wish to disclose my religion/belief
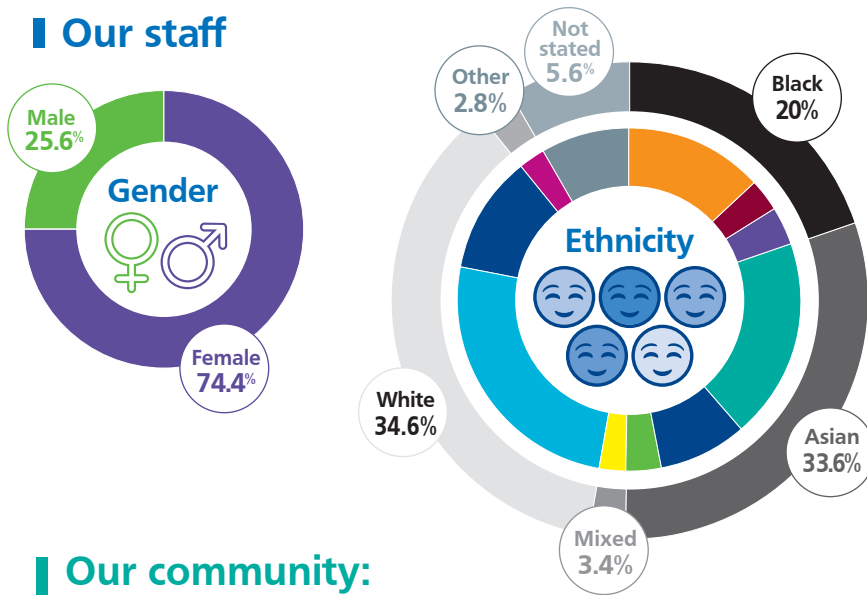
BH6823

Diversity

at The Royal London and Mile End Hospital

Our staff and patients

The Barts Health workforce is one of the most diverse in the NHS, and serves some of the most diverse communities in the country. These are badges we wear with pride as we work to ensure that all of us feel included in all we do, and are respected for who we are. One way we can do this is through communications that are tailored to our different audiences, and celebrate our differences.

Below is a summary of who we are in relation to age, ethnicity, gender and religion.

▮ Our staff

Gender
Male 25.6%
Female 74.4%

Ethnicity
Not stated 5.6%
Other 2.8%
Black 20%
White 34.6%
Asian 33.6%
Mixed 3.4%

Ethnicity	%
Black African	11.5%
Black Caribbean	3.2%
Black Other	5.3%
South Asian (Indian, Pakistani, Bangladeshi)	20.8%
South east and East Asian (Chinese, Filipino, Malaysian)	8.6%
Asian Other	4.2%
Mixed	3.4%
White British	23.4%
White Other	11.2%
Other	2.8%
Not stated	5.6%

▮ Our community: Tower Hamlets

Socioeconomic groups and deprivation
- **66**% of households have no car
- **63**% adults economically active
- **16**% adults with no formal qualification
- **51**% children living in low income households
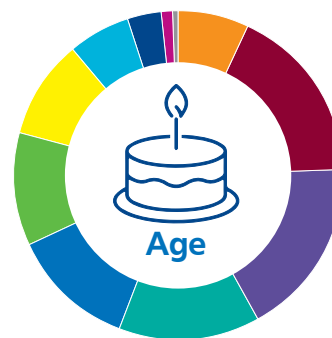- **25**% of population are 0-19 year olds

Protected characteristics
- **40**% Muslim
- **13**% of residents have a disability
- Language: **66**% English **|** **18**% Bengali
- **35**% Bangladeshi **|** **39**% White **|** **7**% Black (incl. **72.9**%) BAME
- **3rd** highest Chinese population in England and Wales

Geography
- **16**% over-crowded households
- **36**% households renting from Local Authority or Housing Association
- **40**% of residents live in areas of unacceptable air pollution

Population health
- **16.1**% of adults report having depression and anxiety
- Life expectancy of males is **80**, females is **83**
- **52**% adults classified as overweight/obese

Age

Age	%
25 and below	6.9%
26 - 30	15.3%
31 - 35	19.3%
36 - 40	14.3%
41 - 45	11.9%
46 - 50	10.5%
51 - 55	9.9%
56 - 60	7.0%
61 - 65	3.2%
66 - 70	1.3%
71 and over	0.3%

Religion

Religion	%
Atheism	11.5%
Buddism	1.1%
Christianity	40.8%
Hinduism	4.4%
Islam	17.5%
Jainism	0.1%
Judaism	0.7%
Sikhism	0.7%
Other	3.6%
Non-disclosure*	19.6%

* I do not wish to disclose my religion/belief

BH6823

WeCare
Our vision, values and behaviours
WELCOMING · ENGAGING · COLLABORATIVE · ACCOUNTABLE · RESPECTFUL · EQUITABLE
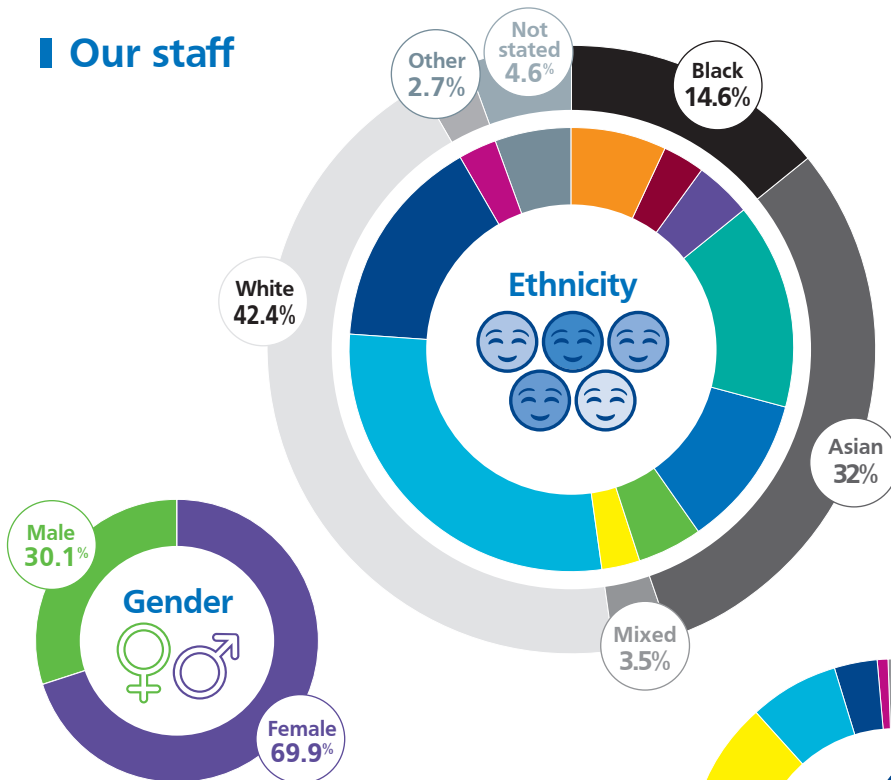
NHS
Barts Health
NHS Trust

Diversity
at St Bartholomew's
Our staff and patients

The Barts Health workforce is one of the most diverse in the NHS, and serves some of the most diverse communities in the country. These are badges we wear with pride as we work to ensure that all of us feel included in all we do, and are respected for who we are. One way we can do this is through communications that are tailored to our different audiences, and celebrate our differences.

Below is a summary of who we are in relation to age, ethnicity, gender and religion.

▮ Our staff

Ethnicity chart:
Not stated 4.6%
Other 2.7%
Black 14.6%
White 42.4%
Asian 32%
Mixed 3.5%

Ethnicity

Gender:
Male 30.1%
Female 69.9%

Ethnicity	%
Black African	7.4%
Black Caribbean	3.0%
Black Other	4.2%
South Asian (Indian, Pakistani, Bangladeshi)	16.8%
South east and East Asian (Chinese, Filipino, Malaysian)	10.7%
Asian Other	4.5%
Mixed	3.5%
White British	26.5%
White Other	15.9%
Other	2.7%
Not stated	4.6%

▮ Our community: City of London

Socioeconomic groups and deprivation
- **3%** children living in low income households
- **115** violent offences per 1000 population
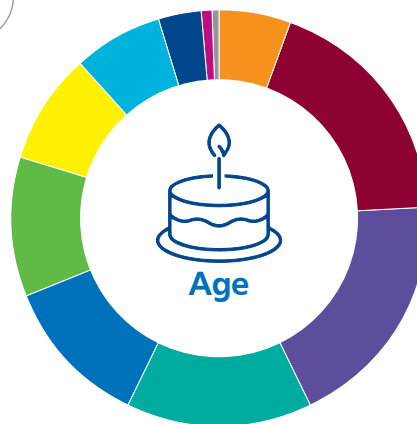- **79%** adults economically active
- **4%** unemployed

Protected characteristics
- Language: **78%** English | **6%** multiple European
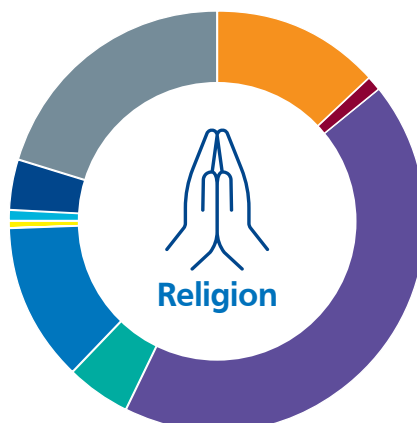- **69%** White | **17%** Asian | **5%** Mixed | **3%** Black

Geography
- Inner urban London

Population health
- **11%** of adults report having depression and anxiety
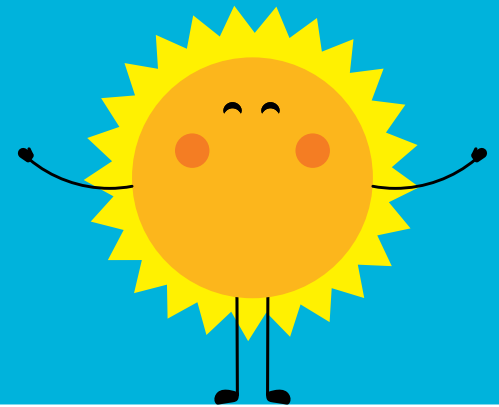- **45%** adults classified as overweight/obese

Age

Age	%
25 and below	6.2%
26 - 30	15.8%
31 - 35	19.5%
36 - 40	13.7%
41 - 45	11.3%
46 - 50	10.7%
51 - 55	9.4%
56 - 60	7.7%
61 - 65	4.3%
66 - 70	1.0%
71 and over	0.4%

Religion

Religion	%
Atheism	13.3%
Buddism	1.0%
Christianity	43.2%
Hinduism	4.8%
Islam	12.3%
Jainism	0.1%
Judaism	0.6%
Sikhism	0.7%
Other	3.9%
Non-disclosure*	20.2%

* I do not wish to disclose my religion/belief

BH6823

Diversity
in our community

Children and young people

Children and young people in our local areas face significant health inequalities and many deprivation-related risks to their health throughout their infancy, childhood and adolescence in our boroughs:

- **Babies** are more likely to be born underweight than the London and England averages.

- **Infants** are less likely to receive essential vaccinations than the England average, which can increase future outbreaks and hospital admissions.

- **Young people** in many of our local areas are at increased risk of secondary school fixed period exclusions, entry to the youth justice system, youth homelessness and teenage pregnancy.

- **Adolescent** mental health is also a key concern.

BH6823