



**Maidstone and
Tunbridge Wells**
NHS Trust

Ref: FOI/GS/ID 6840

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net
www.mtw.nhs.uk

20 July 2021

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Sexual orientation workforce data.

You asked:

I would like to request under FOI the following data:

1. As at the 31st March 2021 total workforce in each AFC pay band, Medical and Exec/Non-exec categories broken down by each of the following:*

- a. Gay or lesbian*
- b. Bisexual*
- c. Heterosexual or straight*
- d. Other not listed*
- e. Undecided*
- f. Did not disclose*
- g. Not known*
- h. Total*

2. For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:

- a. Gay or lesbian*
- b. Bisexual*
- c. Heterosexual or straight*
- d. Other not listed*
- e. Undecided*
- f. Did not disclose*
- g. Not known*
- h. Total*

3. For the financial year 20/21 the number of leavers by:

- a. Gay or lesbian*
- b. Bisexual*
- c. Heterosexual or straight*

- d. Other not listed
- e. Undecided
- f. Did not disclose
- g. Not known
- h. Total

Trust response:

1.

MTW Permanent Workforce	Bisexual	Gay	Heterosexual or Straight	Lesbian	I do not wish to disclose	Gay or Lesbian	Other sexual orientati	Undecided	Not stated	Total
AFC Band 1	2		3		0	21	0	0	11	37
AFC Band 2	19		812		233	10	1	0	128	1203
AFC Band 3	7		553		121	10	2	1	72	766
AFC Band 4	3		392		46	4	0	1	49	495
AFC Band 5	13		755		251	6	0	0	76	1101
AFC Band 6	5		697		112	10	0	1	52	877
AFC Band 7	3		557		89	14	0	1	54	718
AFC Band 8a	0		172		28	3	0	0	11	214
AFC Band 8b	0		62		17	0	0	0	5	84
AFC Band 8c	0		20		4	0	0	0	1	25
AFC Band 8d	0		15		5	0	0	0	0	20
AFC Band 9	0		7		1	0	0	0	0	8
Consultant	1		274		99	1	0	0	21	396
Others Staffing	0		10		3	0	0	0	3	16
Total	53	0	4329	0	1009	79	3	4	483	5960

2.

Please note: The applications are completely anonymised when shortlisted and the equal opportunity section is never shown to the shortlisters or interview panels.

Medical:

Sexual Orientation	All applications	Shortlisted	Appointed
Bisexual	8	2	2
Gay	2	0	0
Heterosexual or Straight	937	75	35
Lesbian	0	0	0
I do not wish to disclose my sexual orientation	31	7	6
Gay or Lesbian	1	0	0
Other sexual orientation not listed	1	0	0
Undecided	2	0	0
Not stated	7	6	6
Total	989	90	49

AFC:

	Total applications	Total shortlisted	Total appointed
Bisexual	504	148	46
Gay	105	43	13
Heterosexual or Straight	15985	5058	1614
Lesbian	57	20	8
I do not wish to disclose my sexual orientation	720	61	61
Gay or Lesbian	137	44	15

Other sexual orientation not listed	23	4	2
Undecided	35	7	4
Not stated	365	246	214
Total	17931	5901	2088

3.

Sexual Orientation	2020/21 Leavers	
	No.	%
Bisexual	9	0.6
Gay	0	0.0
Heterosexual or Straight	1047	70.3
Lesbian	0	0.0
I do not wish to disclose my sexual orientation	0	0.0
Gay or Lesbian	17	1.1
Other sexual orientation not listed	1	0.1
Undecided	0	0.0
Not stated	415	27.9
Total	1489	100