



Equality, Diversity, and Inclusion

Annual Report

Part B: Community and Workforce

demographics



1st April 2025 to 31st March 2026



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Introduction



This document forms part of our Annual Report for Public Sector Equality Duty and Equality and Human Rights Commission.

It looks at the demographics of our health and social care workforce, as well as the population living in Frimley Integrated Care System (ICS). We have looked at these groups by Protected Characteristics, which are set out in the [Equality Act \(2010\)](#).

NHS Frimley ICS covers five main 'Places': **Royal Borough of Windsor and Maidenhead**, **Slough**, **Bracknell Forest**, **Surrey Heath** and **North East Hampshire and Farnham** (comprising Hart, Rushmoor and Waverley Local Authority Districts).



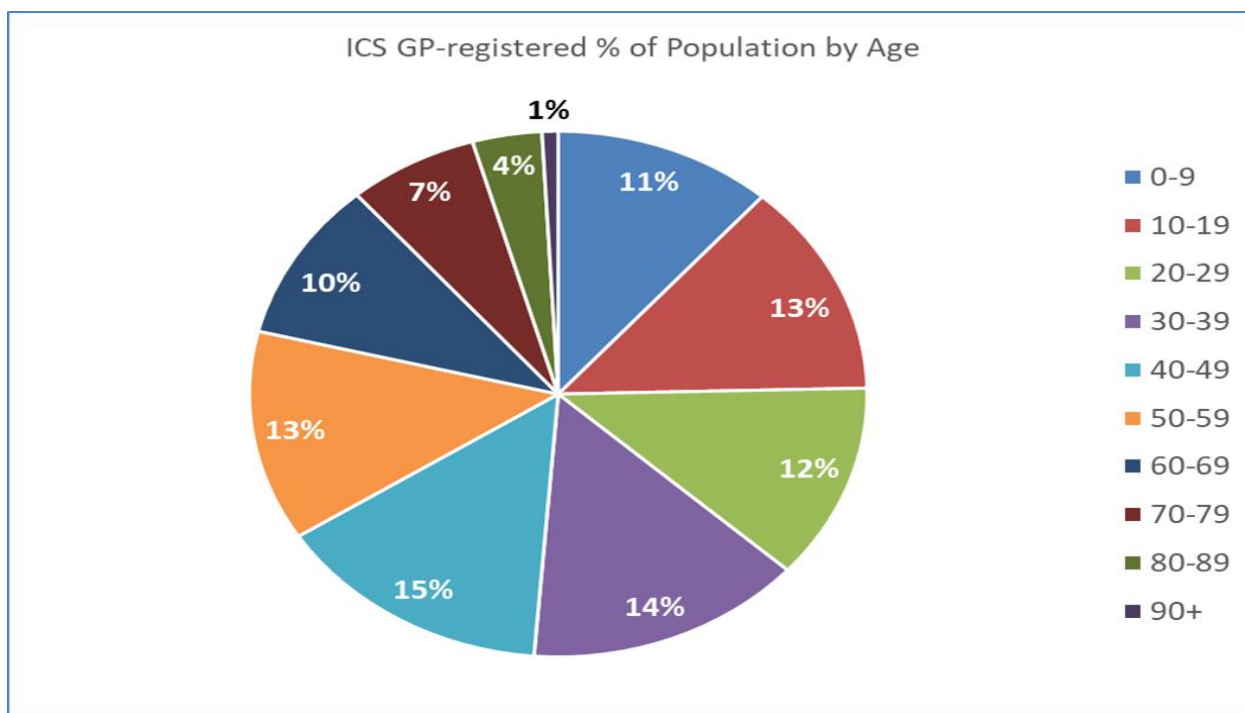
Our Communities

Frimley ICS is privileged to have a bespoke database known as Connected Care. It links information from our General Practice surgeries and other key providers so that we can identify areas of deprivation, or where there are high instances of people living in different protected characteristic groups. For other reporting, the latest (2021) Census data is used.

Age

Data from our Connected Care system shows that:

- Nearly a quarter of our GP-registered population are Children and Young People under the age of 20.
- Our population are distributed fairly equally between the ages of 20 and 59 years.
- We can see a decline in patient numbers from the age of 60 years.
- This trend is consistent with data that was analyzed in January 2024.



Disability

Census data from 2021 shows that:

- 9% of our residential population have declared themselves to have a disability that limits their daily activities a little.



- 5% of our residential population have a disability that limits their daily activities a lot.

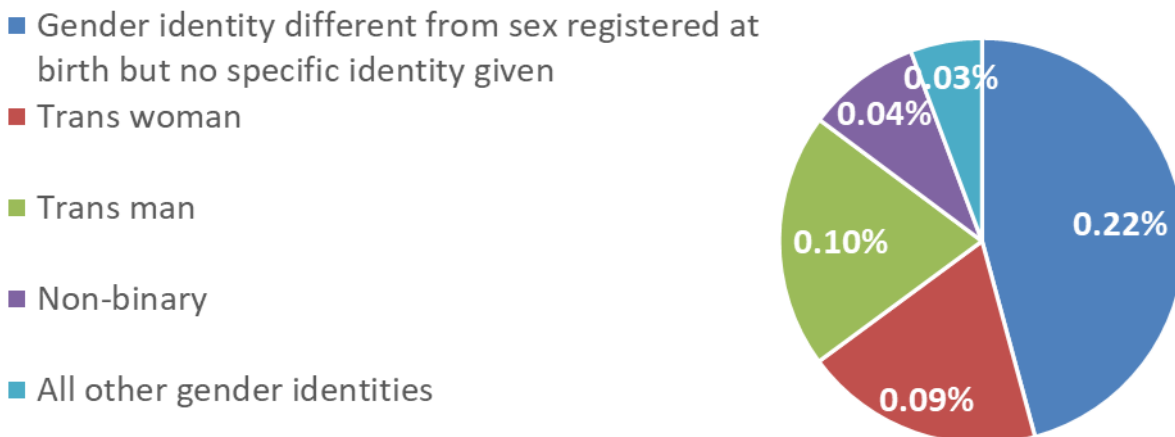
Frimley ICS Residential Population by Disability Status



Gender

Census data from 2021 shows that 93.5% of our residents state their gender identity is the same as the sex they were registered at birth. Of the remaining 6.5% of our residents, 5.94% chose not to answer the question. The remaining 0.56% of our residents identify as follows:

Frimley ICS Residential Population by Gender Identity

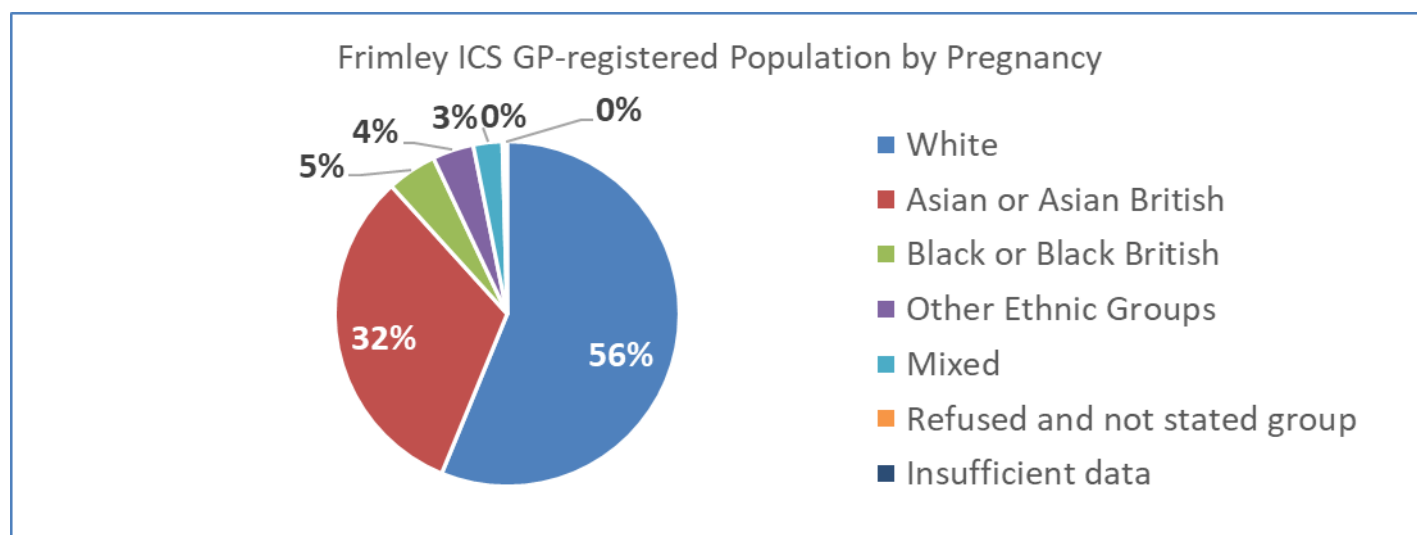




Marriage and Civil Partnership Pregnancy and Maternity

Connected Care data shows that 1.3% of GP-registered patients are pregnant or have been pregnant within the last 12 months of January 2025.

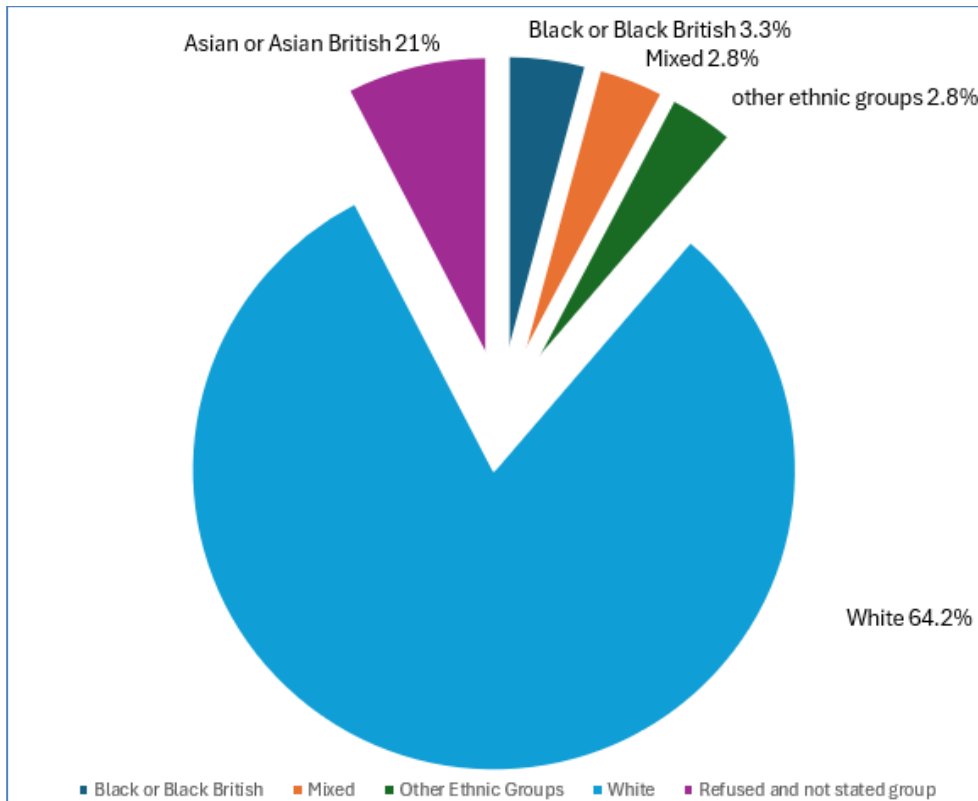
The ethnicity of our pregnant patients remains similar to 2025, as shown below:



Race and Ethnicity

The data presented in this section for 2025 is taken from our Connected Care data system. It represents patients registered with General Practices in the Frimley ICS geography.

Ethnicity	# Population	% of Population
Asian or Asian British	167,214	21.0%%
Black or Black British	26,208	3.3%
Mixed	21,944	2.8%
Other Ethnic Groups	22,080	2.8%
White	511,801	64.2%
Refused and not stated group	50,632	6.0%
Total	797,096	100.0%



- NHS Frimley’s population registered with GP practices
- The B.A.M.E. population is 237,446 is a representation of 28.8% of the Frimley population
- The white population is 511,801 is a representation of 64.2% of the total Frimley population

A population of 50,632 is a representation of 6.0% of the Frimley population are those who have refused or not stated their ethnicity



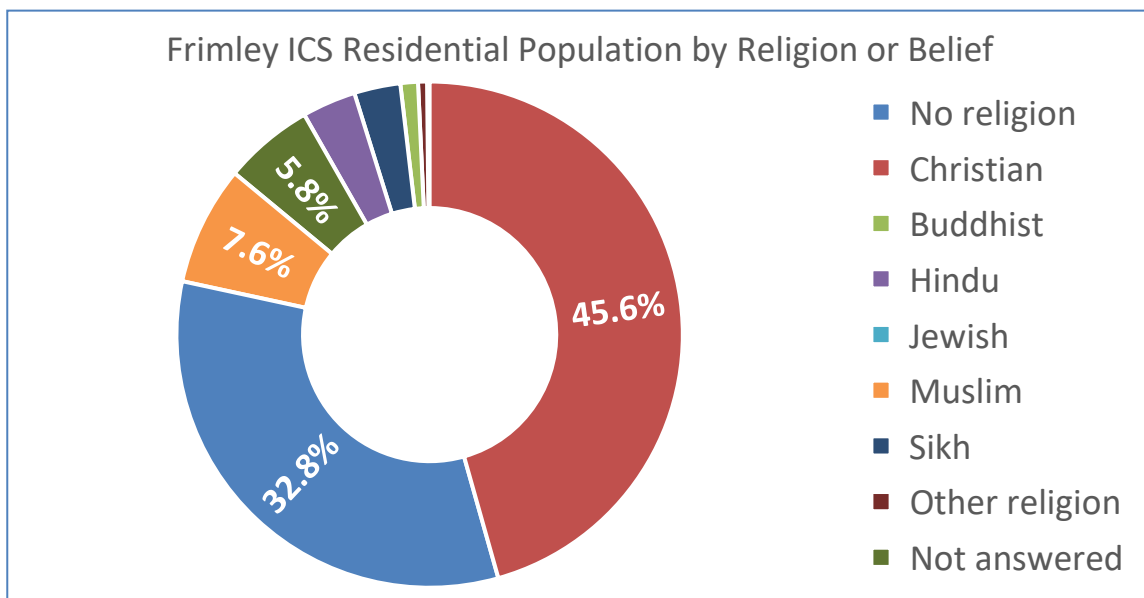
Religion or Belief

Census data from 2021 shows that over 45% of our residential population are Christian, while just under 33% reported having no religion.

We have a higher number of Muslim residents than the national average, and most of this population live in and around Slough.

The majority of our Sikh community also live in Slough, although the opening of a new Gurdwara in Surrey Heath in late 2024 may influence this demographic.

The majority of our Buddhist residents live in Rushmoor.

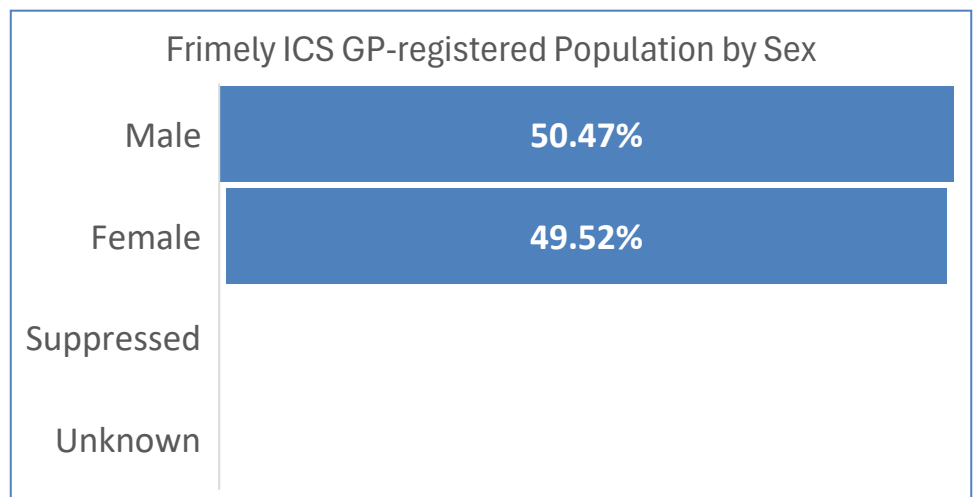


Sex

Data from this year is similar to 2024. We have a higher population of males than females.

Our male population has increased by around 0.04% (about 320 people).

Our female population has decreased by 0.03% (approximately 240 people).

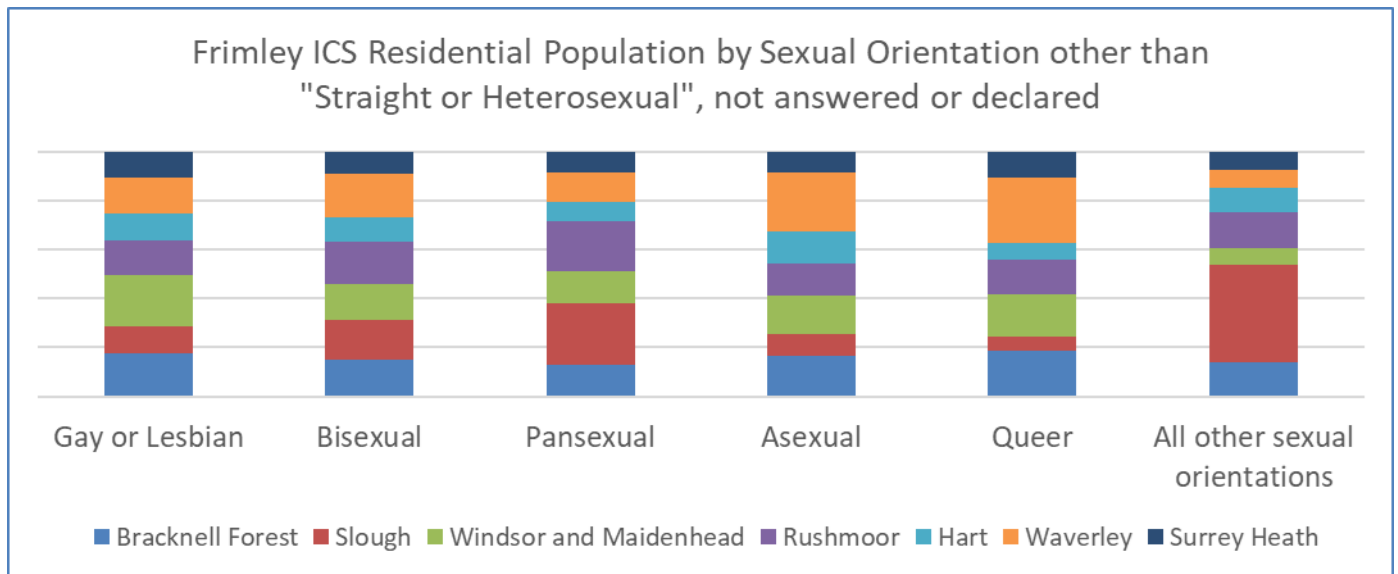




Sexual Orientation

Census data from 2021 shows that 90% of our residential population are Heterosexual, while a further 7.3% of our residential population did not answer or declare their sexual orientation.

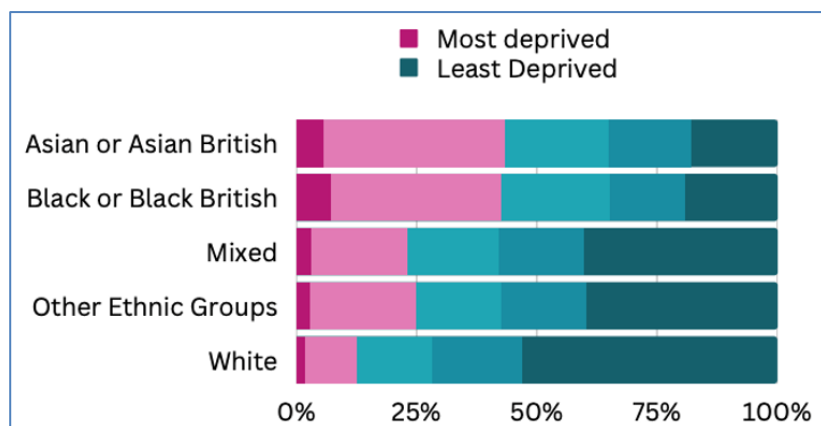
The remaining 2.4% of our residential population identified as above. Our largest demographics in this chart sit within the “Gay or Lesbian” and “Bisexual” categories. Windsor and Maidenhead Place hosts the largest population of people who are not heterosexual, followed by Rushmoor and Bracknell Forest Places respectively.



Socio-economic vulnerabilities & deprivation

Frimley ICS enjoys an internationally diverse population across health and social care. Around 3% of our population live in the most deprived areas of England. Of those living in deprivation, over 30% of residents are from Black, Asian and Minority Ethnicity backgrounds.

Our Gypsy Roma Traveler community are seven times more likely, and our Nepalese community are three times more likely to live in deprivation than our white community.





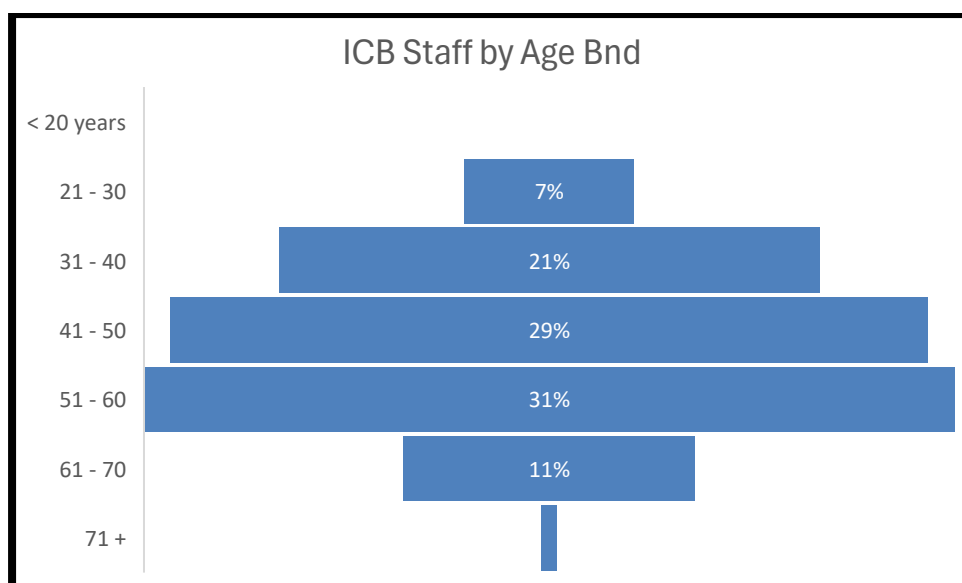
Our Workforce

In order to remain comparative with last year's report, our workforce data was pulled on 31st March 2025. On this date we had 489 members of staff. This includes all members of staff on permanent, fixed term and bank staff.

We have segmented the data by protected characteristic, drawing comparisons to last year's report to develop a narrative of our Organisational Change programme

Age

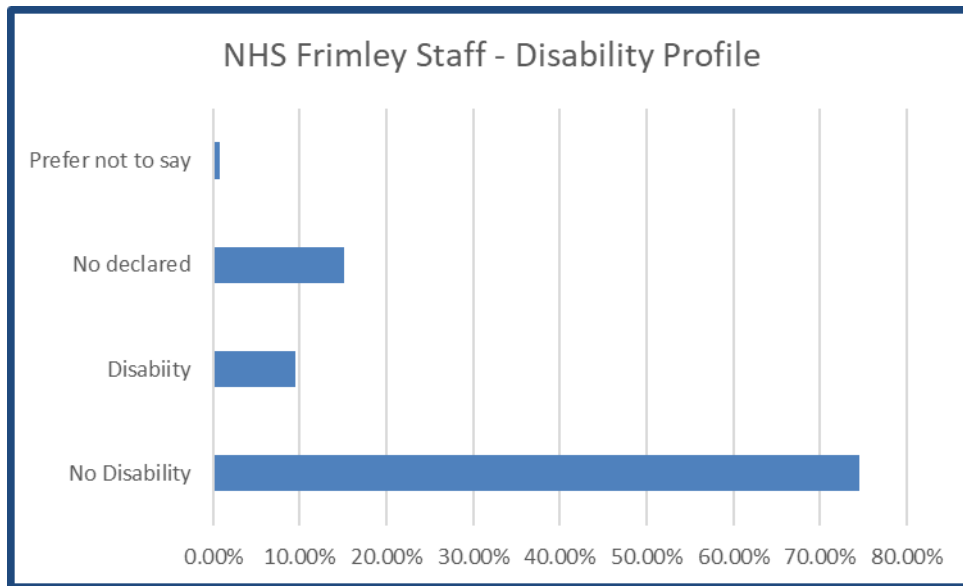
Similarly to last year's report, the majority of our workforce are between 31 and 61 years of age.



We have seen a small decrease in the 61-70 age group from 12% to 11%. The age bands 21-3- and 31-60 age groups have largely remained the same.



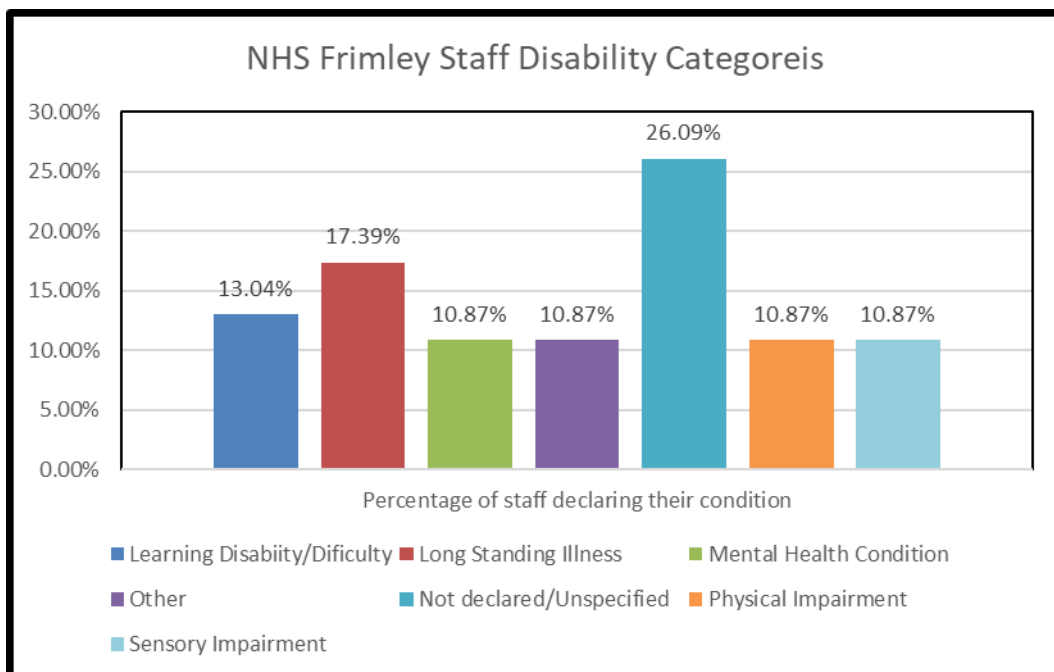
Disability



The disability profile of NHS Frimley ICB’s workforce remains broadly consistent with the previous reporting period. The majority of staff 74.59% report that they do not have a disability.

15.16% of staff have not declared their disability status, while a further 0.82% have chosen not to disclose this information.

The proportion of staff reporting a disability has decreased slightly, from 10% in the previous year to 9.43% in the current reporting period.





Disability Profile of the Workforce

An analysis of workforce disability data indicates that, of the 46 employees who responded, a range of disabilities and long-term conditions are represented. The largest proportion of employees 26.1%, did not declare their disability or selected “not declared/unspecified”. This highlights the importance of continuing to promote a supportive and inclusive culture in which staff feel confident to disclose disabilities where appropriate.

Among employees who disclosed a disability or condition, long-standing illness represents the highest category 17.4%, followed by learning disabilities or learning difficulties 13.0%.

Mental health conditions account for 10.9% of respondents, reflecting the growing recognition of mental health as a key equality consideration within the workforce.

Physical impairments and sensory impairments each account for 10.9%, while a further 10.9% identified as having another disability or condition not captured within the specified categories. This demonstrates the diverse nature of disabilities within the workforce and reinforces the need for flexible, individualised approaches to reasonable adjustments.

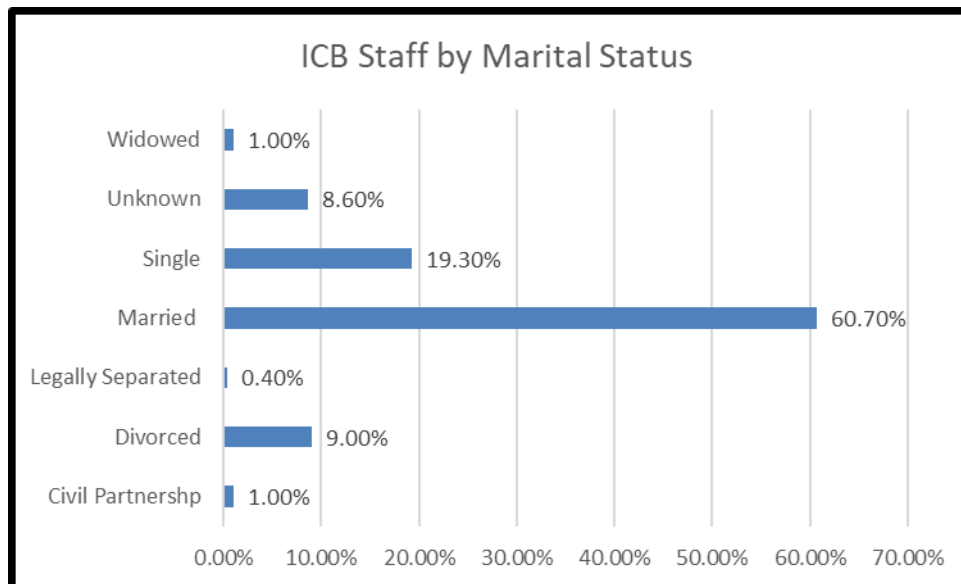
Overall, this data supports NHS Frimley’s ongoing commitment under the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity, and foster good relations for disabled staff. Continued focus will be placed on encouraging disclosure, reviewing reasonable adjustment processes, and ensuring that workplace policies and practices remain inclusive and responsive to the needs of all employees.

Gender Reassignment

The data collected in our Electronic Staff Record (ESR) continues not to report gender outside of the male/female binary. It prevents us from understanding the full makeup of our workforce. It also prevents us from understanding how we can attract talent from this protected characteristic group to come and work with us. This has been escalated to NHS England through EDI and National LGBTQ+ Staff Network channels.



Marriage or Civil Partnership



Marital Status Profile of the Workforce

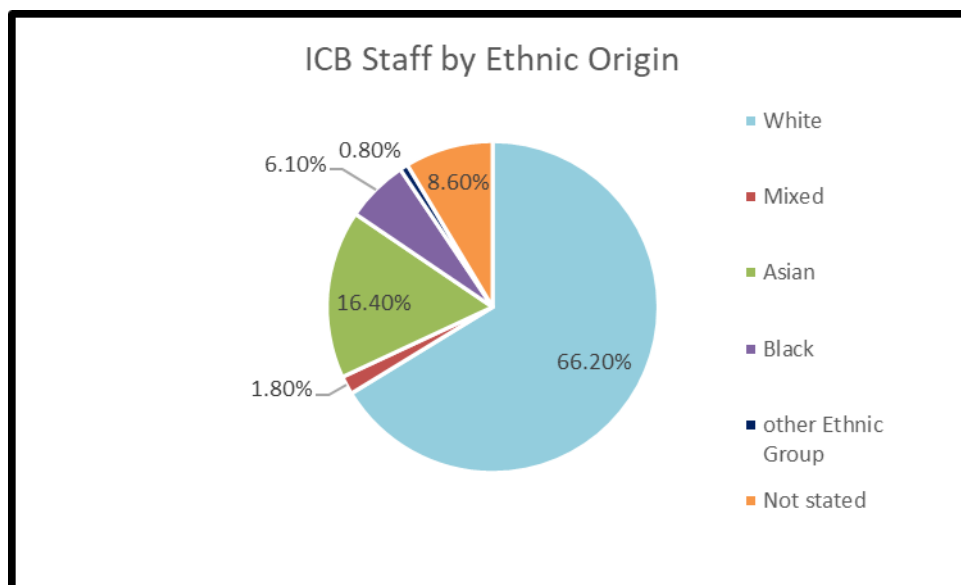
Workforce equality monitoring data indicates that, of the 488 employees who provided a response, the majority are married, representing 60.7%. Employees who are single account for 19.3%, while 9.0% identified as divorced.

Smaller proportions of employees are in a civil partnership 1.0%, are widowed 1.0%, or are legally separated 0.4%. A further 8.6% of employees selected “unknown”, highlighting the importance of continuing to encourage accurate and complete equality monitoring information.

Although marital status is not a protected characteristic under the Equality Act 2010, this data provides useful contextual insight into workforce diversity. In line with the Public Sector Equality Duty, NHS Frimley will continue to ensure that policies, procedures, and access to flexible working and support arrangements are applied fairly and consistently, supporting an inclusive working environment for all staff.



Race



Workforce equality monitoring data shows that, of the 488 staff who provided a response, the majority identify as White, representing 66.2%. Staff from Asian ethnic backgrounds account for 16.4%, while 6.1% identify as Black. A further 1.8% of staff identify as being from a Mixed ethnic background, and 0.8% identify as belonging to another ethnic group.

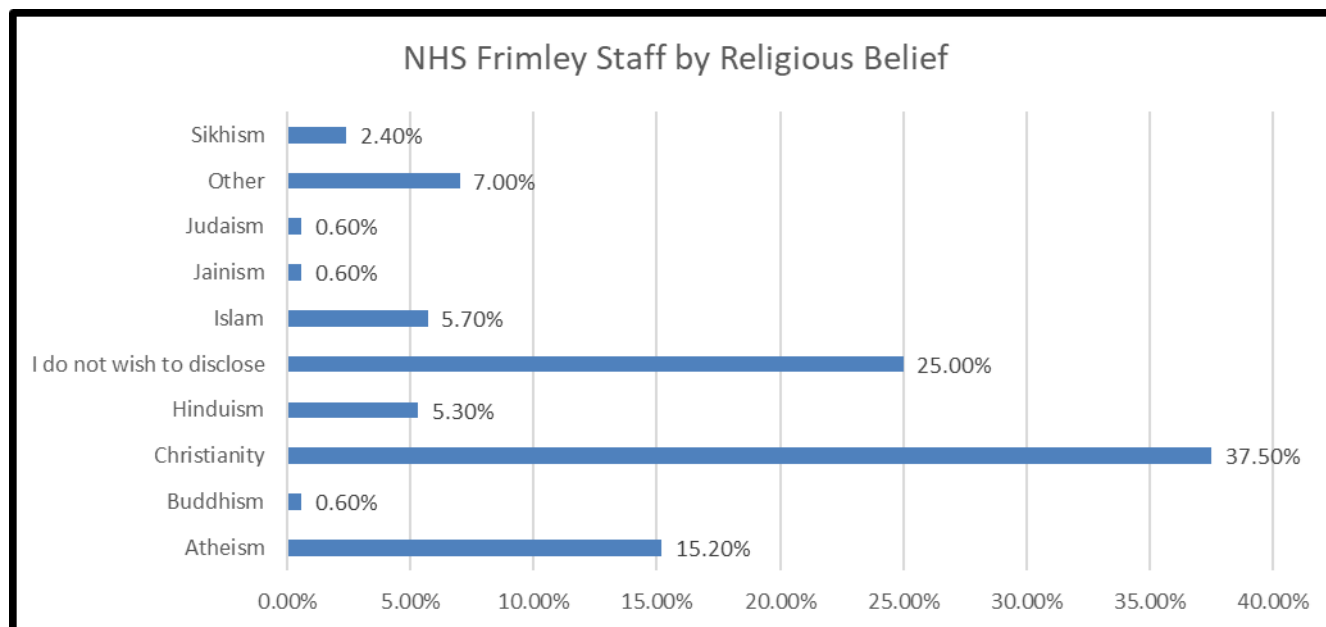
A proportion of staff 8.6%, selected “not stated”, highlighting the continued importance of encouraging accurate and complete equality monitoring information to support effective analysis and action planning.

This data demonstrates the ethnic diversity within the workforce and supports NHS Frimley’s ongoing commitment under the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity, and foster good relations between people from different ethnic backgrounds. NHS Frimley will continue to review workforce data alongside relevant benchmarks, promote inclusive recruitment and progression practices, and support initiatives that address disparities and improve representation across all staff groups.

Completion rates for ethnicity data have improved by 2%, which may indicate increased staff confidence and trust in how equality monitoring information is used to inform the ICB’s EDI strategy. This improvement aligns with the ICB’s Anti-Racism Alliance commitments and reflects the ongoing work of the EDI team and the B.A.M.E. Network in promoting engagement and inclusion.



Religion or Belief



Religion and Belief Profile of the Workforce

Workforce equality monitoring data shows a diverse range of religious beliefs among the 488 staff who provided a response. The largest proportion identify as Christian, representing 37.5%, while 15.2% identify with no religion (Atheism). Staff identifying as Hindu 5.3%, Islam 5.7%, Sikh 2.3%, Buddhism 0.6%, Jainism 0.6%, Judaism 0.6% or other religions 7.0%, further demonstrate the variety of beliefs within the workforce.

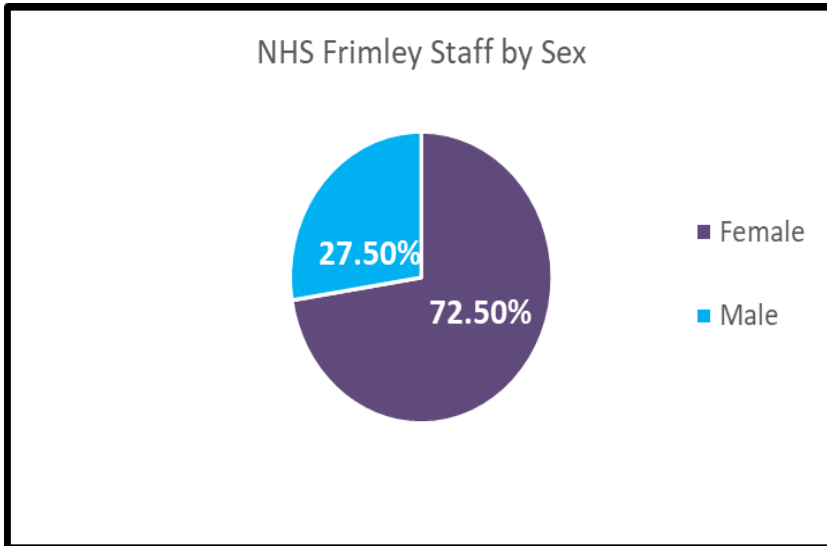
A significant proportion of staff 25.2%, chose not to disclose their religion or belief, highlighting the ongoing importance of creating a culture in which employees feel confident to share equality monitoring information.

Religion and belief is a protected characteristic under the Equality Act 2010, this data provides valuable insight into the workforce profile and supports NHS Frimley's commitment under the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity, and foster good relations. The ICB continues to ensure that policies, working practices, and support mechanisms respect all beliefs and promote inclusion across the organisation.



Sex

Sex Profile of the Workforce

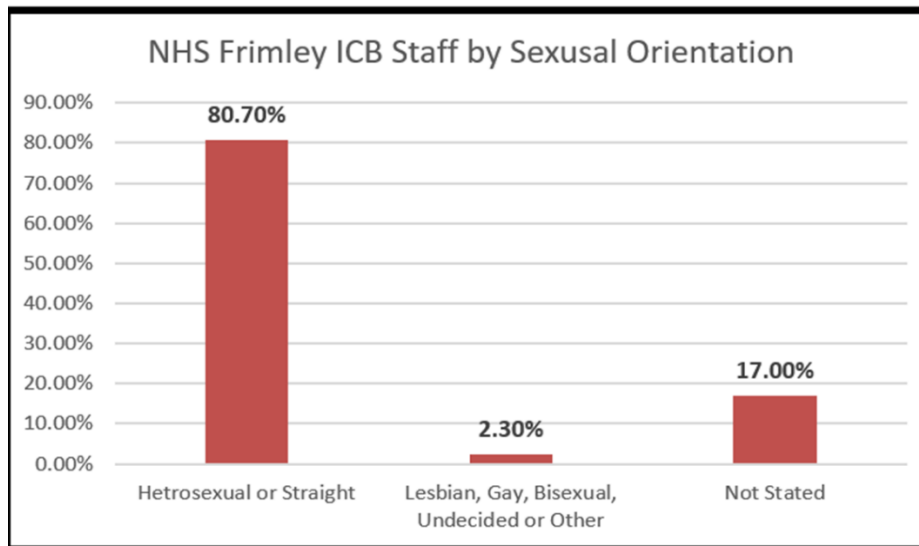


Workforce equality monitoring data indicates that, of the 488 staff who provided a response, the majority are female, representing 72.5%, while 27.5% are male. Compared to the previous reporting period, the proportion of male staff has risen by 1.5%, while the proportion of female staff has correspondingly fallen by 1.5%.

This profile reflects the gender distribution across the organisation and provides important context for workforce planning, engagement, and equality initiatives.

Sex is a protected characteristic under the Equality Act 2010, and NHS Frimley remains committed to ensuring that policies, practices, and opportunities are applied fairly and consistently, supporting gender equality across all areas of employment, including recruitment, development, flexible working, and progression.

Sexual Orientation



As at 31st March 2025, the majority of respondents identified as Heterosexual/Straight, accounting for 80.7% of the total. The proportion of individuals identifying as Lesbian, Gay, Bisexual, Undecided, or Other has slightly decreased from 3% to 2.3%, which may be attributed to the recent organisational change programme that NHS Frimley underwent. Notably, the percentage of respondents who did not state their sexual orientation has continued to decline, dropping from 19% in 2024–25 to 17% as of 31st March 2025, reflecting an ongoing improvement in engagement with equality monitoring.