



St Andrew's
HEALTHCARE



Diversity & Inclusion Report

2024 – 2025



Our purpose is hope.

#WeAreSTAH

About St Andrew's

St Andrew's Healthcare is a Charity that provides specialist mental healthcare for people with complex mental health needs.

People who work at the Charity, and who are supported by our services, come from diverse backgrounds and have different needs. Some patients need short-term, intensive support following a mental health crisis or breakdown, and some people stay with us for longer periods; for these individuals we can provide not just medical interventions, but therapy and support to help them get their lives back on track.

We provide care across several services. Our headquarters is in Northampton, but we also have hospitals in Birmingham and Essex, and two residential homes - Winslow and Broom Cottage in Nottinghamshire and Derbyshire - which provides specialist locally-focused mental healthcare.

At St Andrew's, we know that diversity is one of our greatest strengths, contributing positively to our success and most importantly, to the care we provide for our patients. We are proud to foster a workplace where diversity is celebrated, and equity is actively promoted.



Transforming lives together

This report presents our colleague inclusion and diversity data for 2024–2025, along with an update on the meaningful steps we're taking to advance equity and belonging across our organisation.

Our Commitment

As a Charity, we have a clear commitment to being an inclusive employer and take great pride in our diversity and inclusion initiatives. Guided by our CARE values (Compassion, Accountability, Respect and Excellence), we strive to ensure that every individual feels respected, empowered, and supported from the moment they join us.

The Charity is proud to host four staff networks that play a vital role in supporting our workforce's wellbeing and advancing our commitment to an inclusive and diverse organisation. The co-chairs from these networks form part of STEER, our Employee Forum, where key issues are raised and discussed.



Our Diversity Summary

Ethnicity



43%

of our staff are from ethnic minority backgrounds, an increase of 5% from 2024

21%

of our senior leaders are from ethnic minority backgrounds

Ethnicity Disclosure

80% an 11% increase since 2022

Gender Pay Gap

2.9%

Compared to National average of **12.8%**

Gender Breakdown



Age



There is a balanced distribution across the age bands

Disability

4% of permanent employees have declared a disability

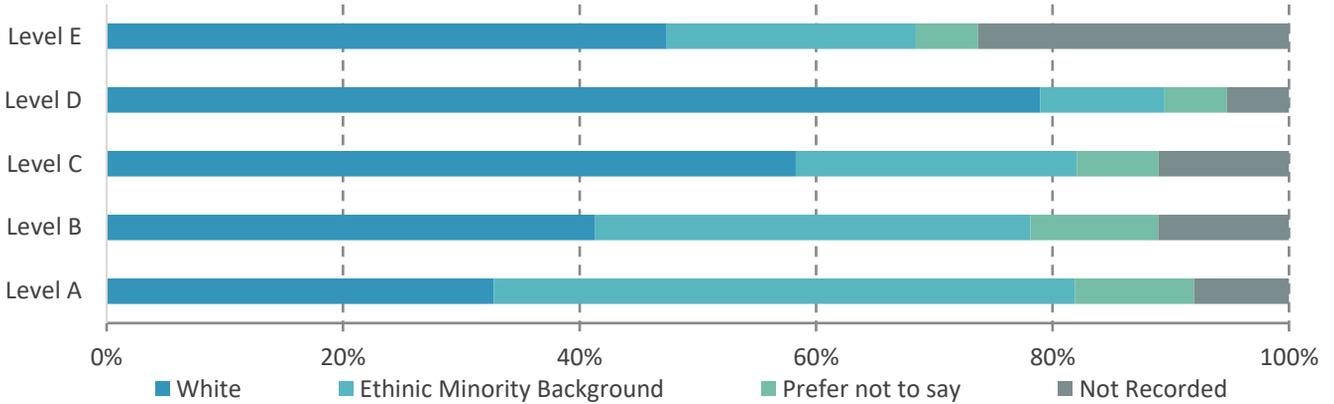
Sexual Orientation

4% of our staff have declared their sexual orientation as LGBTQ+

Our Diversity Data

All roles are grouped into career levels from A to E, with E representing the most senior roles.

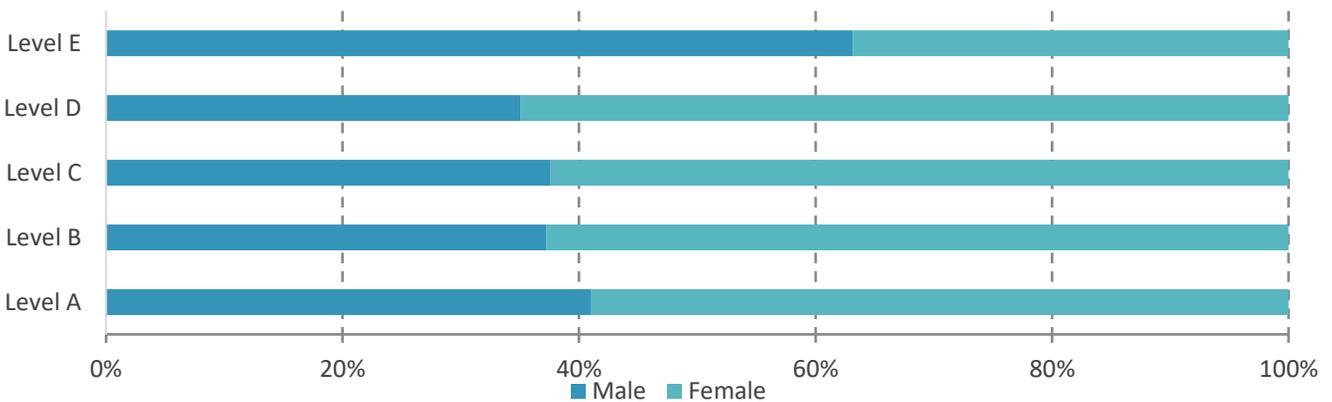
Ethnicity



Overall, **43%** of employees within St Andrew's are from an ethnic minority background including **21%** of senior leaders.

In comparison, the NHS workforce comprises **31%** of staff from ethnic minority backgrounds. This demonstrates a strong level of diversity across the organisation.

Gender

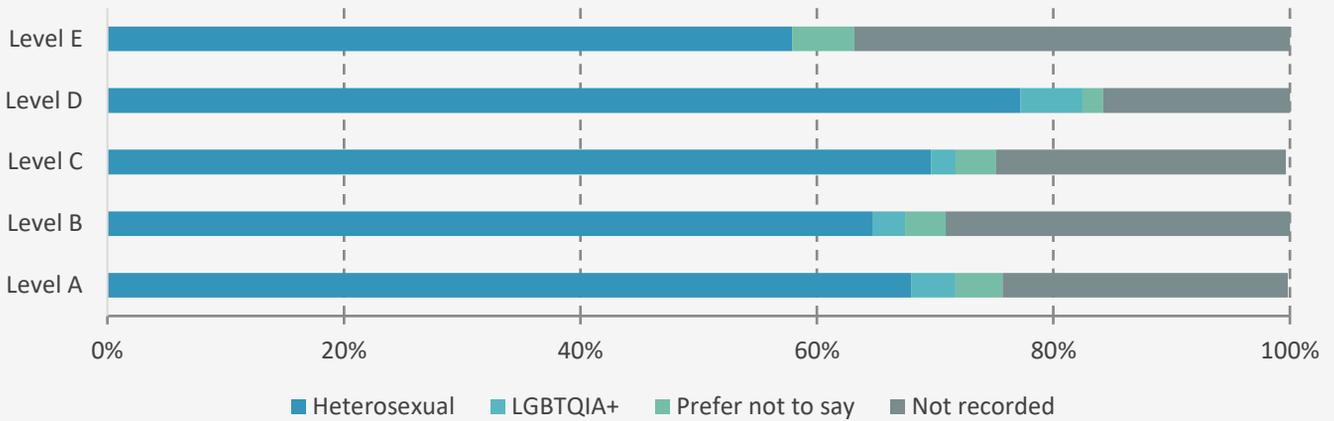


Across the Charity, **60%** of colleagues are female and **40%** male. This indicates a relatively balanced gender distribution compared to the NHS, where approximately 75% of the workforce female and 25% male.

At a most senior level (E) **37%** of colleagues are female, which is below the workforce demographic and a continued area of focus.

Our Diversity Data

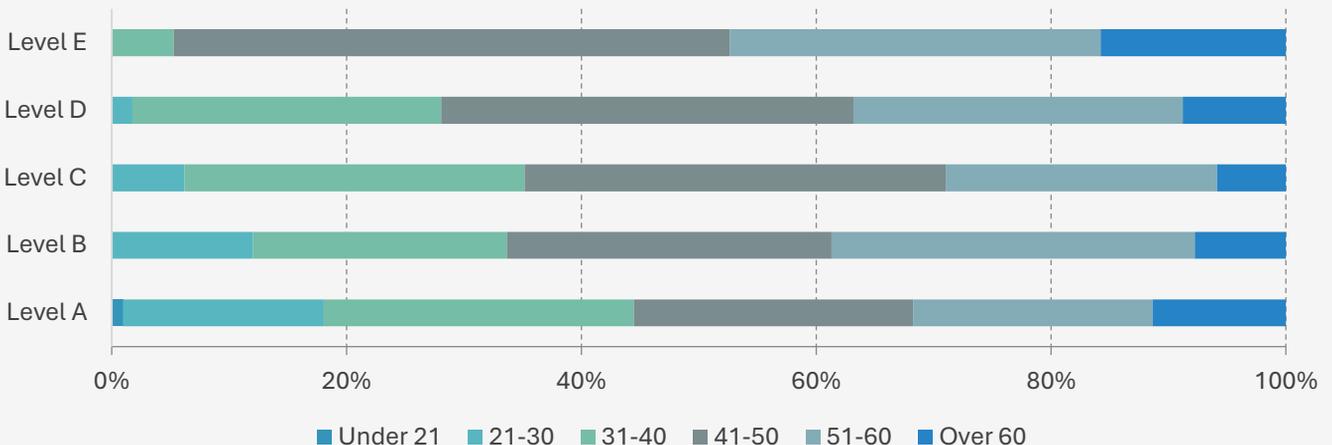
Sexual Orientation



Currently, **3%** of colleagues have disclosed their sexual orientation as LGBTQ+, including **5%** of leaders. This compares to 4.4% within the NHS.

The introduction of a new HR system in 2025/26 will provide employees with a simpler way to disclose protected characteristics, helping to reduce the proportion of records marked as 'Not Recorded'.

Age

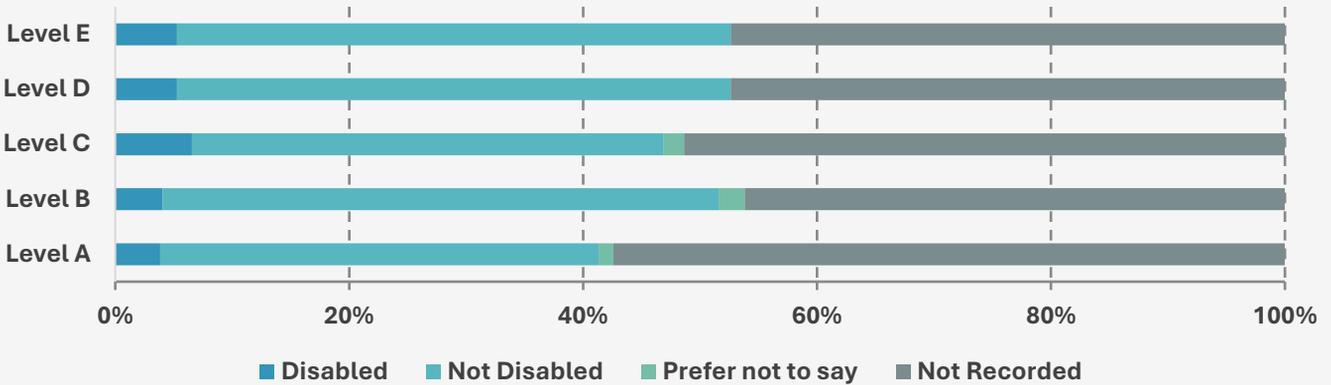


At St Andrew's, the age distribution is broadly balanced, with most staff in the mid-career age group.

In comparison, the NHS report a similar pattern, though St Andrews is slightly weighted to older age groups.

Our Diversity Data

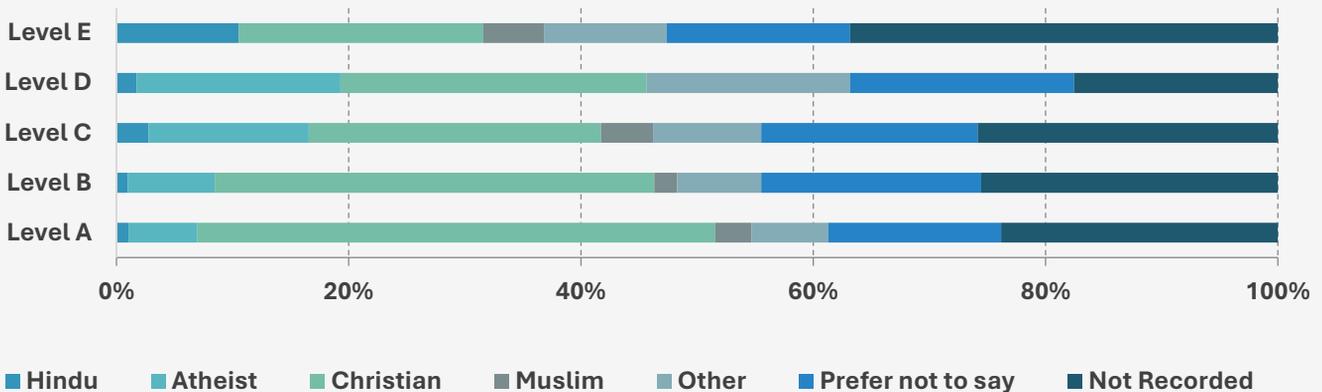
Disability



Currently, **4%** of employees have disclosed a disability, which is unchanged from 2024.

This compares to 7.4% within the NHS. The introduction of a new HR system and disclosure campaign in 2026 will support increased disclosure.

Faith



Faith disclosure rates have increased for the third consecutive year, with **59%** of colleagues now disclosing, up from 53% in 2024.

However, this remains below the NHS benchmark, where 75% of the workforce have disclosed their faith.

Gender Pay Gap Report

DIFFERENCE BETWEEN GROSS HOURLY EARNINGS FOR MEN AND WOMEN	Median <i>Middle</i>			Mean <i>average</i>		
	2025	2024	2023	2025	2024	2023
St Andrew's Healthcare	2.9%	3.0%	1.9%	3.9%	4.1%	4.9%
National	12.8%	13.1%	14.2%	13.2%	13.8%	13.2%

This year we have seen our median pay gap reduce slightly from **3.0%** to **2.9%**, this is compared to the latest published national average of **12.8%**.

We continue to have a pay gap due to a higher proportion of male colleagues working unsociable hours which attracts an additional payment. Excluding duty pay results in a zero median gap, which highlights our continued commitment to equal pay.

Ethnicity Pay Gap Report

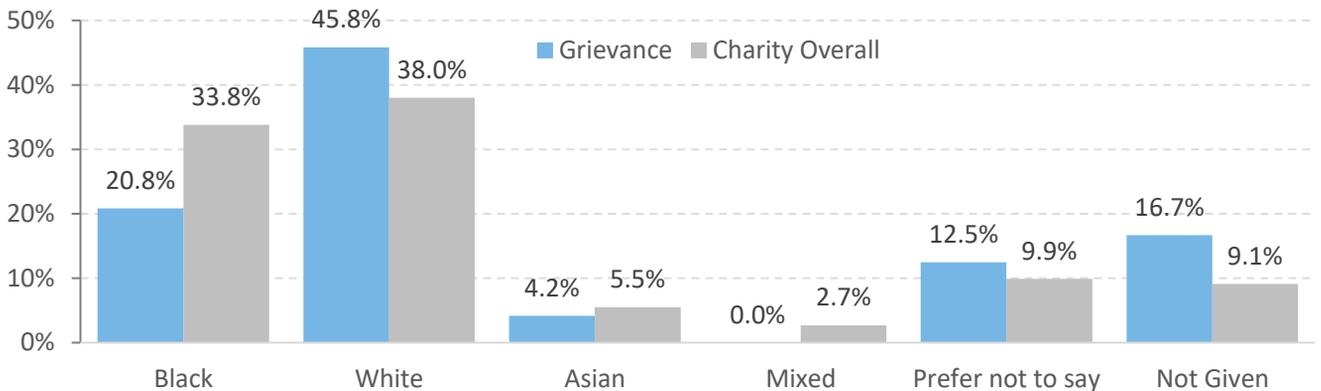
DIFFERENCE BETWEEN GROSS HOURLY EARNINGS FOR WHITE AND BAME STAFF	Median <i>Middle</i>			Mean <i>Average</i>		
	2025	2024	2023	2025	2024	2023
St Andrew's Healthcare	-2.7%	-3.7%	-1.0%	8.8%	6.8%	9.4%

Our median Ethnicity pay gap is currently **-2.7%**, which means that our median hourly rate is higher for colleagues from an ethnic minority background.

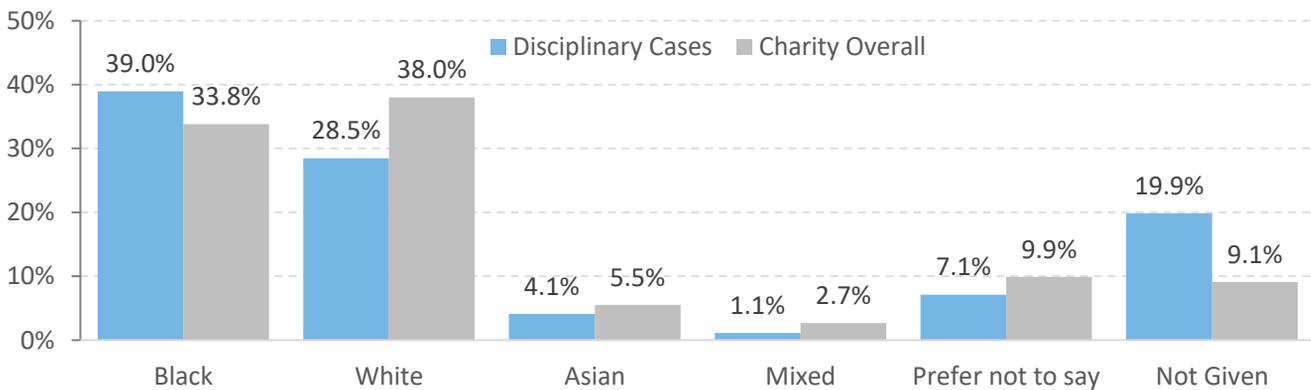
Grievance Cases

The below charts show the ethnicity of individuals in formal grievance or disciplinary cases between the 1 April 2024 and 31 March 2025.

Grievance cases raised by colleagues from an ethnic minority background remain consistent with previous years, while White colleagues continue to be overrepresented.



Disciplinary Cases



Disciplinary cases involving colleagues from an ethnic minority background remains similar to last year.

For Black colleagues, the trend is also consistent and above the workforce representation, making this a continued focus for the Charity.

Our Staff Networks



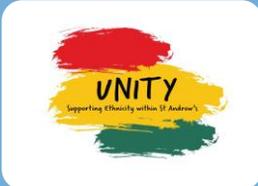
PRIDE

Uplifting LGBTQ+ colleagues and promoting inclusive practices



DAWN

Advocates for wellbeing and neurodiversity, supporting visible and non-visible differences



UNITY

Championing the experiences of people from diverse backgrounds in healthcare



WiSH Network

Advancing gender equality and supporting women throughout the organisation

Key Highlights of 2024/25

- Various events across Black History Month, Mental Health Awareness Week, and International Women's Day
- PRIDE events at the Summer Fayre
- Launching a support group for Men's Mental Health
- Working with Carers UK to support working carers
- Running Listening sessions across our sites, wards and departments

Hearing from our Network Co-Chairs

Janelle Leone, EDI & Wellbeing Coordinator and PRIDE Co-Chair

"I am proud to support such a diverse and inspiring organisation. Working with the other staff networks we have learned so much, grown as a community, and dedicated our time to ensuring that St. Andrew's Healthcare continues to embrace and value the people who care for our patients and service users. We are excited and ready to deliver support to everyone we connect with, building a culture where every individual feels recognised, supported, and empowered."



Dr Inga Stewart, Head of Progressive Neuro Conditions and DAWN Co-Chair, PCREF Champion

"The members of the DAWN network are passionate about living the values of genuine inclusion. It has been particularly exciting to share our second series of the #ComingToWorkWith campaign this year. The campaign is made up of a series of short films focusing on the diverse characteristics that colleagues identify with. Our aim is to start the conversation flowing, to break down stigma and to celebrate our diverse needs and gifts as a St Andrew's community."



Hearing from our Network Co-Chairs

Felicity Watson - Project Manager and WiSH Co- Chair

"The network has grown immensely over the last few years and we look forward to seeing which themes and discussions arise from our workforce each year to help drive our plans of improvement plus being able to look available data that can support these plans."



Cheryl Nyabezi, Clinical Inequalities Lead for Birmingham, UNITY Co-Chair and PCREF Champion

"I am passionate about reducing inequalities and embedding equity for all minoritised groups across our Charity. It has been a pleasure to work alongside the UNITY network members, progressing equality and driving positive change together. I am particularly excited about the Patient and Carer Race Equality Framework (PCREF) and the steps we are taking to launch impactful anti-racism initiatives. These efforts are more than projects, they represent a shared commitment to meaningful, lasting cultural change that promotes fairness and inclusion for all utilising our Mental health services and to everyone that works hard to provide the excellent care to our patients."



Freedom to Speak Up

Freedom to Speak Up plays a vital role in fostering an inclusive, equitable, and supportive environment across our Charity. By providing a safe and confidential space for colleagues to raise concerns, share ideas, and speak openly, this service helps build trust and transparency at every level of the organisation.

Through its work, Freedom to Speak Up strengthens psychological safety, boosts confidence, and promotes a culture where every voice matters.

It empowers staff to contribute to positive change, ensuring that our workplace remains respectful, fair, and focused on wellbeing for all.



This commitment aligns with our core values and reinforces our dedication to creating a working environment where people feel heard, valued, and supported- every day.



Our Future Priorities

We will continue to build awareness of our Staff Networks across the Charity. The key focus areas for each network during 2025-26 are:

PRIDE – Events and groups to support LGBTQ+ colleagues and allies

DAWN – Introduce a Carers Passport and increasing support

UNITY - Launch a Charity wide Anti-Racism Campaign and linked staff support

WiSH – Submitting a menopause application for charity accreditation

We will also:

- Run wellbeing and listening sessions across all sites.
- Continue to support staff to speak up.
- Continue to increase STEER membership from our clinical areas.
- Continue to improve data monitoring to assess the impact of employee relations cases on ethnic minority colleagues (working closely with the UNITY Network)
- Introduce a new HR system and run a campaign to increase the disclosure of protected characteristics.
- Introduce a new leadership development programme and increase access to career development support.