



**The Clatterbridge  
Cancer Centre**  
NHS Foundation Trust

Clatterbridge Road  
Bebington  
Wirral  
CH63 4JY

Tel: 0151 556 5000  
Web: [www.clatterbridgecc.nhs.uk](http://www.clatterbridgecc.nhs.uk)

Date: 3<sup>rd</sup> August 2021

**Re: Freedom of Information Request Ref: 198-2021**

Thank you for your email dated the 9<sup>th</sup> July 2021, requesting information in relation to sexual orientation workforce data.

The information that you require is as follows:

**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:**

**Gay or lesbian  
Bisexual  
Heterosexual or straight Other  
not listed  
Undecided  
Did not disclose Not  
known  
Total**

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

**Gay or lesbian  
Bisexual  
Heterosexual or straight Other  
not listed  
Undecided  
Did not disclose Not  
known  
Total**

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

**Gay or lesbian  
Bisexual**

**Heterosexual or straight** **Other**  
**not listed**  
**Undecided**  
**Did not disclose**  
**Not known**  
**Total**

**Please provide data in Excel**

**Please find our completed response spreadsheet attached.**

Should you require any further information please do not hesitate to contact me on the email address provided below.

Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for this to be investigated internally.

If you are dissatisfied with the information you have received, you have the right to ask for an internal review.

Both processes will be handled in accordance with our Trust's Freedom of Information Policy and the Freedom of Information Act 2000.

Internal investigation and internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Freedom of Information Review, The Clatterbridge Cancer Centre NHS Foundation Trust, Clatterbridge Road, Bebington, Wirral, CH63 4JY

If you are not satisfied with the outcome of the internal investigation/review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

**In order for us to ensure customer satisfaction and to monitor compliance with the Freedom of Information Act 2000, we would be grateful if you could take a couple of minutes to complete a short feedback form via the link below:**

**<https://www.surveymonkey.co.uk/r/H39RFMM>**

# Appendix 1

\* Exempt under 840. Personal Information

Please note in accordance with the Data Protection Act 2018 our Trust is unable to release all of the information requested. The Clatterbridge Cancer Centre NHS Foundation Trust (CCC) is a relatively small Trust and by providing this level of detail where the number of staff is less than or equal to five, or where providing totals would disclose these small numbers, this increases any 'potential' risk of this data becoming identifiable information and thereby contravening one or more of the Data Protection Principles by releasing it into the public domain. Confidentiality is expected in such matters. This information is therefore exempt under Section 40: Personal Information, of the Freedom of Information Act 2000. The areas where this exemption has been applied are shown below:

## Staff in post on 01.03.2021

Sexual Orientation	Exec	Medical	NonExec	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Grand Total
Bisexual	0	Exempt under 8.40	0	0	Exempt under 8.40	0	Exempt under 8.40	Exempt under 8.40	Exempt under 8.40	0	0	0	0	0	11
Gay or Lesbian	0	Exempt under 8.40	0	Exempt under 8.40	Exempt under 8.40	Exempt under 8.40	8	Exempt under 8.40	8	Exempt under 8.40	Exempt under 8.40	0	0	0	26
Heterosexual or Straight	8	84	Exempt under 8.40	118	187	153	228	218	188	83	34	10	9	Exempt under 8.40	1288
Not stated (person asked but declined to provide a response)	0	11	Exempt under 8.40	12	30	18	24	28	45	20	8	Exempt under 8.40	Exempt under 8.40	0	200
Other sexual orientation not listed	0	0	0	0	0	0	0	Exempt under 8.40	0	0	0	0	0	0	Exempt under 8.40
Undecided	0	0	0	0	0	0	Exempt under 8.40	0	Exempt under 8.40	0	0	0	0	0	Exempt under 8.40
Unspecified	0	Exempt under 8.40	0	Exempt under 8.40	Exempt under 8.40	8	Exempt under 8.40	Exempt under 8.40	Exempt under 8.40	Exempt under 8.40	Exempt under 8.40	0	0	0	25
(blank)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grand Total</b>	<b>8</b>	<b>82</b>	<b>8</b>	<b>134</b>	<b>235</b>	<b>Exempt under 8.40</b>	<b>284</b>	<b>258</b>	<b>247</b>	<b>108</b>	<b>46</b>	<b>Exempt under 8.40</b>	<b>Exempt under 8.40</b>	<b>Exempt under 8.40</b>	<b>1683</b>

## Shortlisted Candidates April 2020 - March 2021

Sexual Orientation	All applications	Shortlisted
Heterosexual or Straight	8584	1152
Bisexual	121	28
I do not wish to describe my sexual orientation	223	61
Gay or Lesbian	233	35
Other sexual orientation not listed	16	Exempt under 8.40
Undecided	17	Exempt under 8.40
Unspecified	43	Exempt under 8.40
<b>Total</b>	<b>7288</b>	<b>1274</b>

## New Starters April 2020 - March 2021

Sexual Orientation	Count
Bisexual	8
Gay or Lesbian	8
Heterosexual or Straight	307
Not stated (person asked but declined to provide a response)	26
Undecided	Exempt under 8.40
<b>Grand Total</b>	<b>Exempt under 8.40</b>

## Leavers April 2020 - March 2021

Sexual Orientation	Count
Bisexual	Exempt under 8.40
Gay or Lesbian	8
Heterosexual or Straight	182
Not stated (person asked but declined to provide a response)	38
Unspecified	Exempt under 8.40
<b>Grand Total</b>	<b>230</b>