



Board of Directors Diversity monitoring summary

November 2025

Comparison of trust board data with local census data

The summary below uses the data collected from directors and broadly compares it with local (Somerset West and Taunton) census data from 2021 via the Office for National Statistics.

Indicator	Somerset census 2021 overview	Directors at RHT
Gender identity	48.6% Male 51.4% Female	In this area the board is highly reflective of the local community.
Age	[16.6% 15 years and under] 57.7% 16 to 64 years (22.3% are 25-44yrs) 25.7% 65 and over	In this area the board is somewhat reflective of the local (adult) community, there is opportunity to increase the membership of younger directors.
Disability	82.4% were recorded as not having a disability.	In this area the board is not reflective of the local community.
Sexual orientation	89.9% were recorded as heterosexual. 2.59% were recorded as LGB+	In this area of the board is reflective of the local community.
Ethnicity	95.6% identified as White 2.0% identified as Asian 0.5% identified as Black 1.3% identified as mixed ethnicity 0.5% identified as other ethnic group	In this area the make-up of the board is fairly reflective of the local community. The board would welcome greater representation from ethnic minorities.
Religion	41.9% identified as having no religion 49.6% identified as Christian 1.9% identified as other religions 6.6% did not answer	In this area the board is fairly reflective of the local community.
Highest level of qualification	32.5% held a level 4 or above (foundation degree to post graduate level) 42.2% held a qualification at level 1, 2 (GCSE or equivalent), or 3 (A-Level or equivalent) 6.0% held an apprenticeship 16.4% reported as having no qualifications	In this area there is some difference between the make-up of the board and the local community which the board will give consideration as new directors are recruited.
Eligibility, when at school, for free school meals	50.4% of households were not recorded as deprived in any way. 49.6% of households recorded some level of deprivation	In this area there is some difference between the make-up of the board and the local community which the board will give consideration as new directors are recruited.

Other indicators

Indicator	Directors at RHT
Promixity of residence to the college (location of trust board meetings)	There is good representation from across the local community in terms of geographical areas the board are drawn from.
Experience of school as a parent or carer	There is representation from all categories in terms of school and parental experience.
Type of school attended between ages of 11 and 16	Given that schools within the RHT are state funded the board have a high level of representation in this area.
Experience of the care system	In this area there is some difference between the make-up of the board and the local community which the board will give consideration as new directors are recruited.