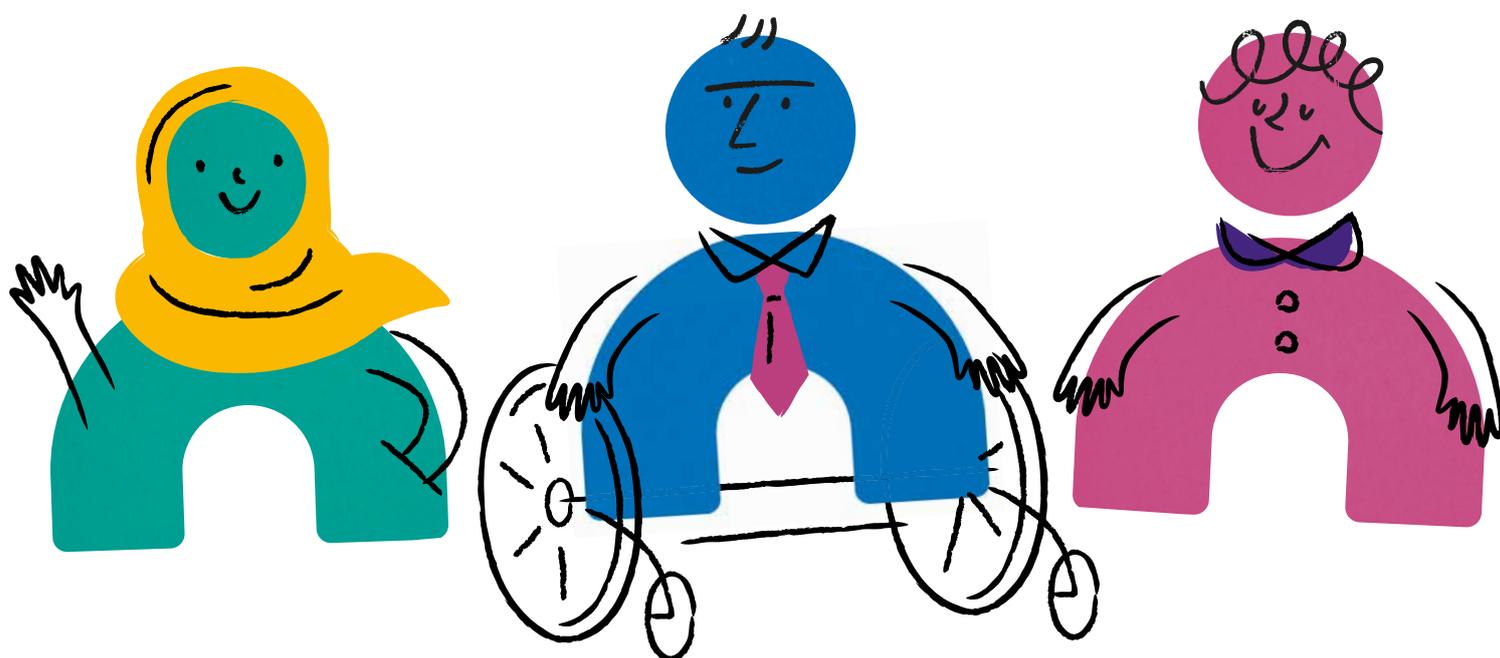


Humber Teaching NHS Foundation Trust

# Equality, Diversity and Inclusion

Annual Report 2022–2023



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# 1.0

## Equality, diversity and inclusion opening statement

Treating everyone fairly is a core value of the Trust. We invest in EDI because we appreciate that a diverse workforce can bring new ideas, backgrounds and perspectives to the organisation and not only improve the experience for our staff but the quality of care to our patients, service users and carers.

Being an organisation with a diverse workforce brings many valuable insights to enhance workforce diversity.

Humber Teaching NHS Foundation Trust, as a public sector body, is governed by the Equality Act 2010 and the Public Sector Equality Duty (section 149 of the Equality Act 2010) in relation to its equality duties.

The general duties are:

- 1** Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- 2** Advance equality of opportunity between people who share a protected characteristic and those who do not.
- 3** Foster good relations between people who share a protected characteristic and those who do not.

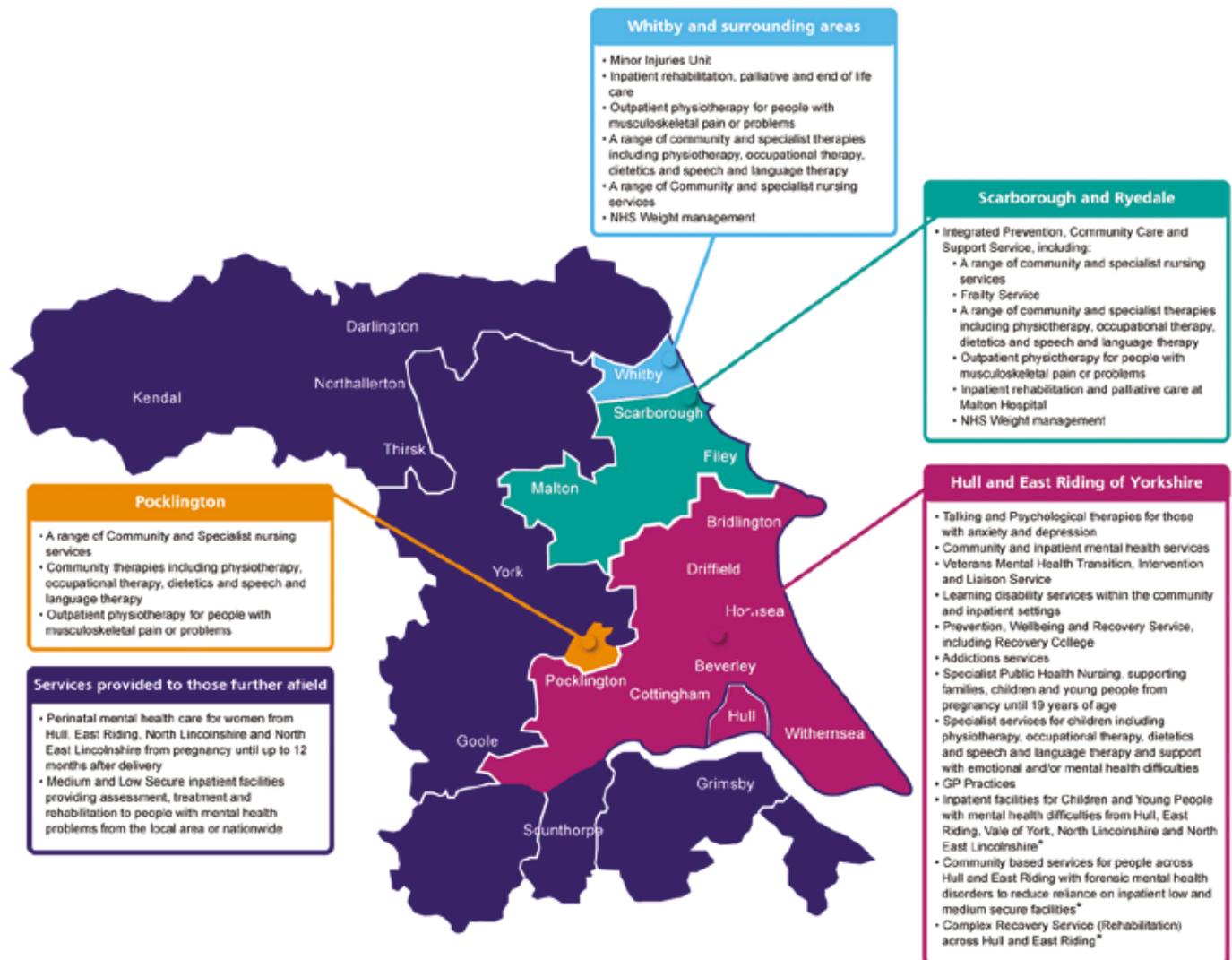
Through the experience of the pandemic, the Trust continued to deliver a range of services across a wide geographical area and in addition, delivered upon important milestones to ensure patients, service users and staff were actively supported.

As we move into 2023/24 the Trust, and all key stakeholders will continue to prioritise and deliver key national priorities, with a clear focus on ensuring the inequalities highlighted by the pandemic are addressed in a structured and robust manner as we continue on our journey as a compassionate and inclusive employer.

# 2.0

## Introduction to Humber Teaching NHS Foundation Trust

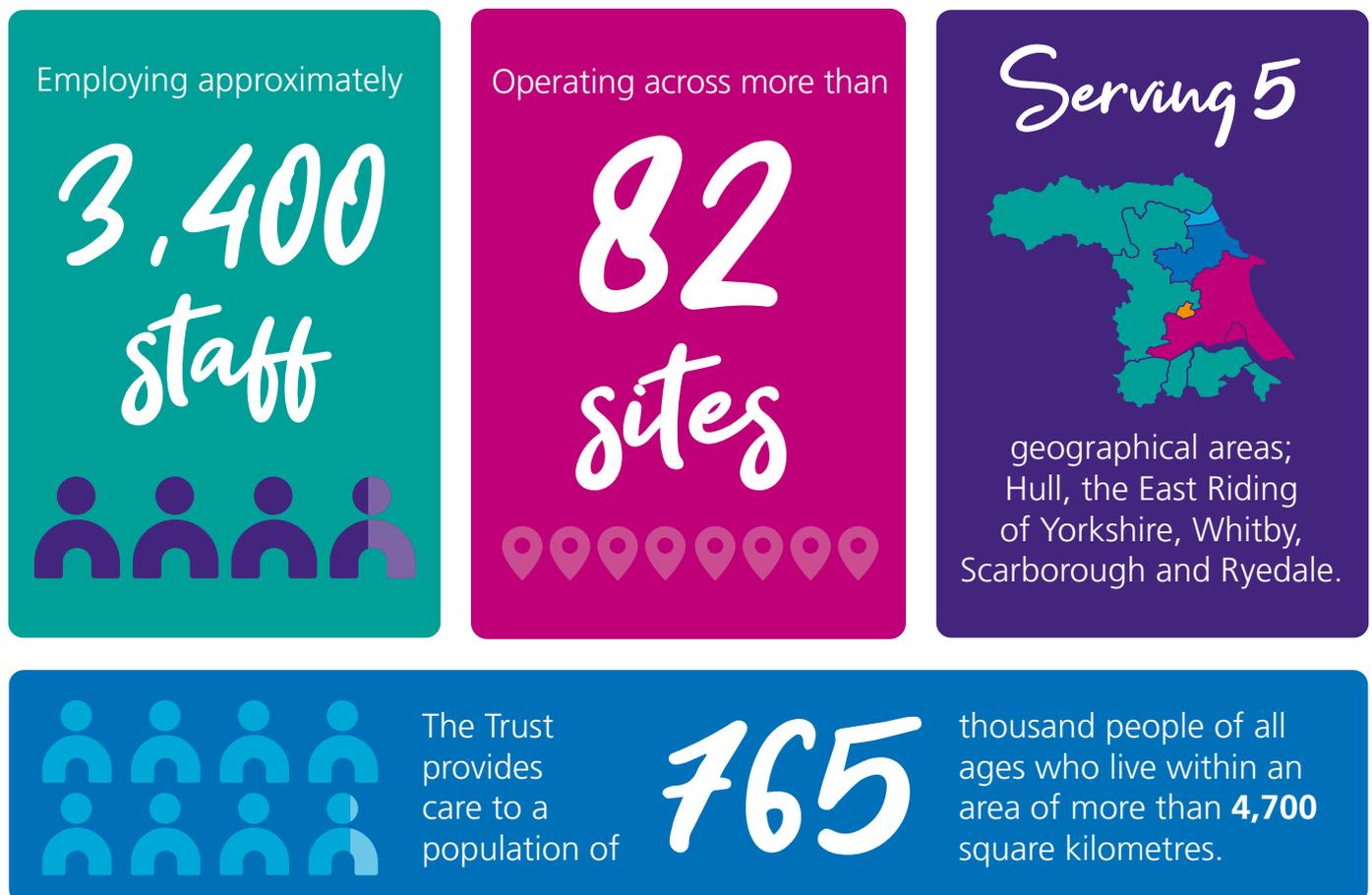
Humber Teaching NHS Foundation Trust provides a broad range of services across a wide geographical area.



Services marked with an asterisk \* are new services for 2020/2021

The Trust employs approximately 3,400 staff across 82 sites at locations throughout five geographical areas; Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale. The Trust provides care to a population of 765 thousand people of all ages who live within an area of more than 4,700 square kilometres, which contains some areas of isolated rurality, dispersed major settlements and pockets of significant deprivation.

As a teaching Trust, we work closely with our major academic partners; Hull York Medical School and University of Hull and other educational establishments. This close working relationship enables us to nurture the future generation of doctors, nurses and other health care professionals. Our workforce is paramount to delivering high quality care for our patients, and the organisation strives to be an employer of choice locally and one which offers long term employment opportunities combined with structured personal and professional development.



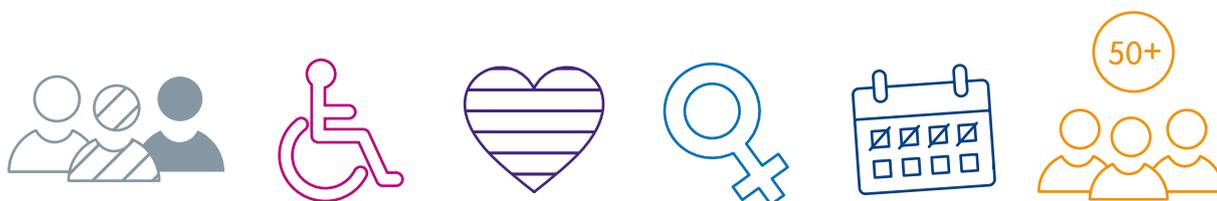
The Patient and Carer Experience strategy (2018 to 2023) defines how Humber Teaching NHS Foundation Trust will engage with people, listen and respond to their experiences so that we can improve patient and carer experience and satisfaction within our services. The Humber Way is about continuing to engage and involve patients, service users, carers and staff in the design and delivery of our services. In 2018 the strategy was designed to support delivery of the Trust vision and values, as shown below. The new PACE Five Year Forward Plan (2023 to 2028) comes into effect, following Board ratification, in September 2023. The 'Operational Plan on a Page' for 23/24 is currently under development but will provide further detail on the Trust's Strategic Goals.

## Humber Teaching NHS Foundation Trust Workforce Demographics

The table below demonstrates the progress made in workforce representation, over the last couple of years. Having a reliable and accurate workforce dataset ensures that the Trust is able to identify where we need action to improve representation and to better reflect the communities we serve.

Notably, the Trust has made significant progress since November 2021 in terms of improving representation in the workforce from a range of communities such as those from a black and global majority community, disability and LGBTQ+.

This demonstrates that our pragmatic response to the actions set out in the Workforce Race Equality Standard and Workforce Disability Equality Standard have shown a number of successes, so too has our work around LGBTQ+ inclusion.



Trust wide	% of workforce that is BAME	% of workforce that is disabled	% of headcount that is LGBTQ+	% of workforce that is female	% of workforce that is part-time	% of workforce aged over 50
March 2023	6.22%	8.19%	3.92%	79.17%	33.37%	34.65%
November 2022	5.85%	7.66%	4.00%	79.25%	34.44%	35.14%
November 2021	4.73%	6.66%	3.0%	78.4%	43.0%	37.0%



The Trust has made significant progress in terms of improving representation in the workforce from a range of communities such as those from a black and global majority community, disability and LGBTQ+.

# 3.0

## Key achievements during the last 12 months

Humber Teaching NHS Foundation Trust is committed to the development of a diverse and inclusive workforce that attracts and engages talented individuals from all backgrounds. We want to be recognised as an organisation that embraces diversity and inclusion.

Since 2021 the Trust has demonstrated its commitment to this aim by striving to achieve increased representation across our workforce of staff that identify as being LGBTQ+, disabled or BAME. We recognise there is more to do, especially at more senior levels.

During the period of 2022/2023 the Trust introduced a wide range of initiatives to meet local equality objectives and worked towards meeting the required standards within the Public Sector Equality Duty, these included:

### National Centre for Diversity FREDIE Assessment

The National Centre for Diversity (NCFD) was commissioned to conduct a cultural audit within the Trust to understand how inclusive the Trust is and recommend any areas for improvement.

Similarly, they reviewed the 'Zero-tolerance' approach to bullying and harassment to support the Trust with a more pro-active and potentially a more preventative approach through a 'Respect campaign,' which will be delivered later in 2023.



## Improving EDI Data Quality

The Trust carried out a full review of the data accuracy process and developed a procedure for reducing unspecified data entries. This involved introducing data quality checks at multiple points of the employment journey. This now includes welcome calls when candidates are navigating the initial stages of the onboarding process, which is also used as an opportunity to gather EDI data, as well as through monthly reports and subsequent contact. Where there are outstanding, or unspecified equality data entries, contact is made to support employees to update their own records via ESR and notices on ESR remind staff to update records every 12 months. Monthly reports are generated for the recruitment team and the flexible workforce team so that they can chase up outstanding equality data information.

As an additional measure to support the data quality agenda, in 2022 the Trust introduced an EDI portlet on ESR to support the workforce with the verification of personal information.



## Recruitment and Selection

Over the past year there has been a drive to ensure recruiting managers have access to recruitment and selection training which has a focus on enhancing workforce diversity through recruitment practices.

**133** managers attended this between April 2022 and March 2023.



## Leadership and Development

The Trust offers a range of leadership and development opportunities that include: Leadership and Senior Leadership programmes and the Humber High Potential Development Scheme, of which a place is allocated to each staff network.

## Essential Leadership Skills Training

The Trust invested in a leadership and management trainer in 2022, intended to drive up day to day management capability across a number of key management themes, notably, performance management, recruitment and selection and undertaking challenging conversations. All courses developed have been underpinned by the Trust behavioural standards and respond to intelligence provided from the National Staff Survey.

**85** managers attended this between April 2022 and March 2023.



## Bullying and Harassment Training for Managers

To date, bullying and harassment training has been offered via an external provider, however the Trust have developed a learning proposal to bring this offer in-house.

Given it will be an internal offer, we will be able to tailor the training to meet the Trust's needs and ensure we deliver the appropriate number of sessions to meet demand. Similarly, with an in-house training offer, the WDES and WRES data on bullying and harassment can be contextualised within the training to ensure all colleagues are aware of the WDES/WRES findings regarding bullying and harassment. During the timeframe, 15 managers attended the training.

**Holding difficult conversations** 25 managers have attended between April 2022 and March 2023.

**Humber High Potential Development Scheme** (there have been 3 cohorts since its launch in 2021).

**PROUD Senior Leadership Development Programme (Bands 8a+)** 73 leaders have completed the programme; 13 leaders are currently going through the programme; 11 leaders are on the waiting list for the next cohort.

**PROUD Leadership Development Programme (Bands 3-7)** 142 leaders have completed the programme; 58 leaders are currently going through the programme; 84 leaders are on the waiting list for the next cohort.

25  
attendees

3  
cohorts

73  
leaders  
completed

142  
leaders  
completed

## Empowering our Staff Networks

A review was undertaken of staff networks and a number of changes agreed to accommodate allies, ensure consistency of approach, and make sure support and leadership from the Executive Team is provided to each of the Trust Networks. Each network now has improved terms of reference and a joint approach to chairing the networks with support from the Executive team.

Currently, the Trust operates three staff networks - LGBTQ+, Disability, and Race Equality. Each is supported by a member of the Executive Management Team. All network chairs have been offered the opportunity to attend the NHS England Staff Network Chair Development Programme. Each network has the opportunity to nominate a person for the Trust High Potential Development Scheme and we have actively supported BAME staff with applications to the NHS Leadership Academy Step Up Programme.

## NHS Rainbow Badge scheme Accreditation

In December 2022 the Trust signed up to the rainbow badge scheme and are currently working with the LGBTQ+ Foundation through a policy review, patient and staff surveys, a services survey and a workforce assessment to evaluate how we have engaged with the LGBTQ+ community. The outcome of our assessment will be announced in August of 2023, where we will be awarded bronze, silver or gold accreditation.

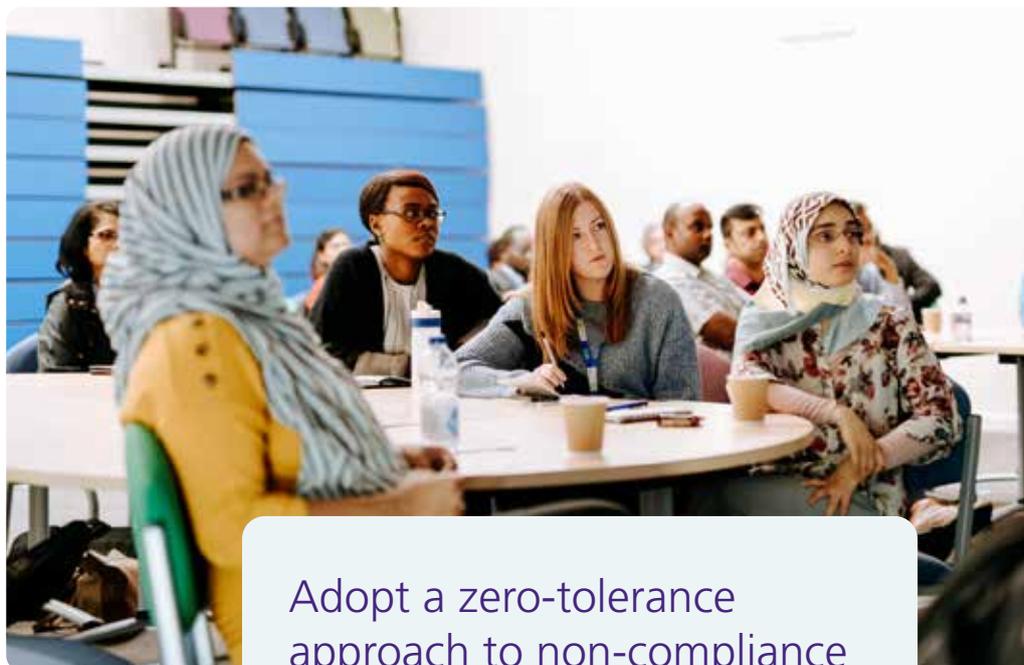
## Digitising Flexible Working Request Process

Requests for flexible working were moved to the ESR system as a digital solution for improving the efficiency of the process and providing more accurate data.

**293** During the time period the Trust received 293 flexible working requests.

## Reverse Mentoring

In October 2022, a costed proposal was taken to EMT that provided a range of options to provide reverse mentoring across the Trust. The key output of reverse mentoring is to support wider long-term cultural change in an organisation by creating relationships that bridge the gap between the organisational hierarchy and supports senior leaders to expand their understanding of the experiences of diverse staff members facilitating long-term change through the sharing of experiences.



## Adopt a zero-tolerance approach to non-compliance with ED&I training

A monthly report was commissioned that analysed compliance of Trust wide mandatory training in Human Rights and Equality and Diversity. This provided a breakdown by division and directorate and provided the detail as to the staff who were outstanding EDI training. The most recent report indicated the Trust had an overall compliance rate of just under 98%. Where staff are outstanding, the EDI Partner worked with stakeholders to ensure timely completion of mandatory training.

## Review and revision of the Disciplinary Policy and Procedure.

A comprehensive review of the disciplinary policy and procedure was undertaken that included the addition of template letters and forms. This ensures best practice is followed, providing clarity for those undertaking disciplinary procedures, as well as consistency of approach and ensuring fairness in outcomes.

## Improved advertising strategy for band 8c – VSM vacancies

A process has been implemented where job roles for band 8c – VSM are reviewed by the HR Business Partner's to ensure inclusive language is used throughout and that roles are promoted as widely as possible, targeting diverse communities such as those who identify as LGBTQ+, BAME and disabled.



## ED&I Recruitment Deep Dive

A bi-annual report was commissioned that analysed recruitment data in TRAC, examining applications, shortlisting, and appointments across the protected characteristics to identify any barriers or bias in the recruitment process. This report is delivered to divisional partners to influence recruitment and retention plans with support of the HR Business Partner.

## Communications strategy

The Trust developed a range of communications for the workforce to support and encourage wider diversity awareness on festivals and events, specifically, Ramadan, Diwali, Hanukkah, NHS Employers Equality, Diversity and Human Rights Week and Trans Visibility Day.

This included celebrating national events such as Black History Month in October 2022, LGBT History month in February 2022, International Women's Day in March 2022 and PRIDE Month in June 2022.

Two report covers are displayed against a purple background. The cover on the left is for the 'NHS Workforce Disability Equality Standard (WDES) Annual Report 2023'. It features a cartoon illustration of a person in a wheelchair and a person with a green head. The cover on the right is for the 'NHS Workforce Race Equality Standard (WRES) Annual Report 2023'. It features a cartoon illustration of three diverse people with different skin tones and head coverings. Both covers include the NHS logo and the text 'Humber Teaching NHS Foundation Trust'.

## Stakeholder Consultation

The Trust consulted with staff networks on a range of equality related national returns such as the Workforce Race Equality Standard and the Workforce Disability Equality Standard as well as engaging the networks on workforce policy development.

### 3.1 Patient and Carer Experience (PACE) Equalities Milestones

Over the past twelve months the Trust undertook a wide range of initiatives to meet with Trust equality and diversity objectives to ensure the Trust works towards the Public Sector Equality Duty, these included:

- The Equality, Diversity, Inclusion and Inequalities Operational Group continues to meet on a regular basis, with representation from all four Divisions and Corporate Services to share best practice and support new initiatives
- The Trust supported Hull Pride 2022 by facilitating a stand at the event and participating in the Pride march across the city. A few young people attended the event to represent the Trust from the Trust's Humber Youth Action Group (HYAG) and SMASH team
- Virtual services continue to be hosted by the Trust Chaplain.
- Development of a co-produced Youth Recovery and Wellbeing College, offering virtual participation session for young people to support their emotional wellbeing and self-care has commenced
- The Humber Youth Action Group continues to grow, enabling young people to learn about the Trust as well as to shape and co-produce services and develop new skills and knowledge
- Plans are in place to launch the Humber NHS cadets programme, with the aim to involve groups of young people who are less frequently heard or less engaged with services, to learn more about the Trust and explore a career in healthcare
- Panel Volunteers continue to sit on interview panels across all services in the Trust to give an opportunity for members of the public to influence recruitment and selection decisions
- More teams have recruited an Armed Forces Community Navigator (AFCN) and are sharing the wealth of resources available to support the military community and their family and friends
- The Trust has strengthened the Brand Centre by introducing guidance on writing Accessible Information, designing patient information and offering information in alternative formats
- A clinical template for collecting demographical data including Protected Characteristics and Health Inequalities went live in November 2022 together with an information brochure to explain the importance of collecting this information
- The Patient and Carer Experience training programme including eight modules was introduced for staff and members of the public to complete. The modules provide information on the different opportunities available for everyone to get involved in and can be accessed via the Recovery College website



- Launch of a bespoke children’s Neurodiversity website to increase children’s and families access to key information about the service
- Breastfeeding project in Bridlington focussed on increasing rates in areas of deprivation which had very low uptake rates, despite the known health benefits for both parties
- Introduction of a Homelessness Navigator role (under Inclusion Health) working with a hard-to-reach group with complex needs referred by Local Authority homelessness team
- Introduction of an ‘Experiences of Homelessness’ working group to strengthen relationships with people who are either living with or have lived experience of homelessness through patient, service user, carer and staff participation by ensuring everyone has a voice, and to raise awareness of the issues surrounding homelessness to enhance the support the Trust can provide
- Strengthened approach to the identification of carers and signposting for support by ensuring all divisions are accessing the Trust’s Carer’s Dashboard, which informs how many patients and service users have a carer identified at team level and are offered support when needed
- A passport for young people transitioning from Child to Adult Mental Health Services has been co-produced

- Earlier this year, the Trust commenced phase 2 of the Scale, Spread and Embed national project which involves digital processing of the Friends and Family Test (FFT) data to drive improvements in patient experience. Market Weighton is the pilot site for this initiative, phase 2 will be the remaining GP practices followed by all services across the Trust

- Talking Mats have been introduced in the Trust’s Learning Disability Services. They come in two formats (digital and physical) and include a range of images and tiles to describe most situations that may be encountered in everyday life. It is anticipated that by providing an alternative and effective means of communication will improve the way in which our service users can express their needs from both a medical and a social perspective
- Additional iPads have been purchased to help our Learning Disabilities patients when accessing Microsoft Teams meetings. Patients are now able to attend virtual meetings with support from the Engagement Lead for Learning Disabilities and Autism. Workshops and other feedback sessions have realised increased engagement since the iPads have been introduced.

- New work which has been developed in partnership with patients, service users, carers and individuals with lived experience can display our Trust’s Co-production logo. It is a great way to add value and recognition to the hard work and support that goes on behind the scenes to co-produce work and to showcase where co-production has taken place



# 4.0

## Equality, Diversity and Inclusion Governance Structures

The Trust has governance, regulatory frameworks and mechanisms in place to ensure that assurance is provided in relation to the discharge of equality duties. The EDI governance structure reflects our approach to making sure there is a clear leadership commitment to support the delivery of our EDI strategy. It reflects the important relationships and collaboration between key stakeholder groups, whose common purpose it is to make sure that EDI is considered in all our work.

### Workforce

#### Workforce and OD Committee

The purpose of the Workforce and OD Committee is to provide strategic overview and provide assurance to the Trust Board that there is an effective system of governance and internal control across workforce and organisational development that supports the Trust to deliver its strategic objectives and provide high quality care. This includes Workforce, ED&I and staff health and wellbeing.

manner. The group leads and drives the change required in relation to the workforce inclusion agenda in active support of the Trust's objectives.

This group meets on a quarterly basis, is chaired by the Deputy Director of Workforce and OD and is attended by the staff network chairs and other key stakeholders including representation from all service areas of the Trust. This group reports into the Workforce and OD Committee and provides regular updates and assurance on progress against objectives.



#### Workforce Equality Diversity and Inclusion Steering Group

The Workforce Equality, Diversity and Inclusion Steering Group brings together key stakeholders in the Trust to ensure that Equality, Diversity and Inclusion work is driven forward in a structured



The group leads and drives the change required in relation to the workforce inclusion agenda in active support of the Trust's objectives.



## Embedding EDI in Our Work – Roles and Responsibilities

### Our Board

The Trust Board is our governing body. It is responsible for the overall control of our organisation, including agreeing this report and holding the Executives to account for its delivery.

### Executive Management Team

The Chief Executive and Executive Directors form the Trust Executive Management Team (EMT).

Directors have the authority to set the EDI priorities in their business areas. They are also accountable to the Chief Executive for making sure the resources are in place to deliver the EDI priorities. Directors are responsible for providing their teams with the support and understanding they need to deliver EDI through their work.

### Management and Line Managers

Managers and line managers are responsible for delivering the EDI

strategy and for understanding and raising the importance of EDI in their business areas. They must make sure that all staff are aware of and engaged with these priorities, and that they understand how our approach to EDI fits the overall Trust vision and strategic plan.

### All Employees

Everyone is responsible for making sure they:

- Uphold the equalities and human rights legislation.
- Maintain compliance with EDI mandatory training.
- Contribute to an inclusive working culture that celebrates the diversity of their colleagues and the people using our services.
- Everyone has a responsibility to 'live' our Humber values and to bring these to life through their work and interactions with other people both inside and outside of the organisation.

### Patients and Service Users and Carers

Equality, Diversity and Inclusion (EDI) is a regular agenda item at the Trust's Patient and Carer Experience (PACE) forums. A six-monthly update is presented to the Quality and Patient Safety (QPAS) group and Quality Committee within the Patient and Carer Experience (including Complaints and Feedback) report.

An annual update is presented to the Quality and Patient Safety (QPAS) group, Quality Committee and Trust Board within the Patient and Carer Experience Annual Report (including Complaints and Feedback).

## Community Consultation through Networks

The Trust ensures decision making regarding Equality, Diversity and Inclusion is in consultation with the community through a range of local and regional networks, these include:

- Local groups such as the Equality, Diversity and Inclusion Partnership
- Regional groups such as the Yorkshire and Humber Regional E&D leads network
- Hull and East Riding Lesbian, Gay, Bisexual and Transgender + (LGBTQ+) forum
- Peel Street Project network
- Humber Staff Networks inc. Race Equality, LGBTQ+ and Disability Staff Equality Networks

It is recognised that staff equality networks are an excellent mechanism through which the general duties of the Equality Act 2010 can be supported in relation to staff from the protected groups and other groups at potential risk of inequality.

The Trust currently has three established staff networks:

- LGBTQ+ (Lesbian, gay, bisexual and transgender) staff network, known as the Rainbow Alliance, with the Director of Workforce and OD acting as the executive sponsor.
- The Race Equality staff network, with the Medical Director acting as the executive sponsor.



- Humber Ability Group (for staff with long term health conditions and Disabilities), with the Chief Operating Officer acting as the executive sponsor.

aligned to the Core Skills Training Framework (CSTF) which sets out an acceptable minimum standard of competence.

The importance of staff networks has been formally recognised at a national level and articulated in the NHS People Plan. Each of the Staff Networks have access to admin resources to support them and terms of reference have been established to provide a framework to support these networks and the delivery of their aims.

## EDI Training

It is a statutory and mandatory requirement for all employees and workers at the Trust to complete the Health Education England E-learning Equality, Diversity and Inclusion course every three years. This is a national level course

## New Starters

EDI features on the Corporate Induction programme to ensure that from the outset all employees are aware of the Trust's commitment to the Equality, Diversity and Inclusion agenda. The Corporate Induction is also used as a platform to introduce the Staff Networks to the organisation's new recruits.

# 5.0

## Statutory and Mandatory Duties – NHS Standard Contract

### 5.1 Implementation of the NHS Equality Delivery System (EDS2)

Completion of the EDS2 is a requirement of both NHS Commissioners and NHS Providers in the NHS Standard Contract. It is an annual requirement to upload data to the system and from there a summary report is produced.

EDS2 is a toolkit designed around four primary goals, and grades are given against each:

- **Goal 1** – Better health outcomes
- **Goal 2** – Improved patient access and experience
- **Goal 3** – A representative and supported workforce
- **Goal 4** – Inclusive leadership

The EDS2 is implemented in a three-staged process:

- Self-assessment
- Peer reviewed assessment
- Stakeholder Reviewed assessment

The Trust is given gradings against each of the primary goals in March of each year. The gradings can be seen in the report below however in summary there are 0 areas undeveloped, 0 areas graded as developing, 5 areas graded as achieving and 11 areas graded as excellent.

### 5.2 Implementation of the NHS Workforce Race Equality Standard (WRES)

The Workforce Race Equality Standard (WRES) is designed to help NHS organisations understand and actively address differences in the experience between Black, Asian and Minority Ethnic (BAME) and white staff. It ensures that the Trust evaluates the experiences of its BAME workforce and set actions for improvement.

The WRES comprises of nine indicators; indicators 1 – 4 are taken from the Trust's HR data systems; indicators 5 – 8 are taken from the national NHS Staff Survey and indicator 9 pertains to the Trust's senior leadership.

The WRES provides a robust reporting framework and supports NHS organisations to address and close any gaps through the development and implementation of action plans for improvement.

The WRES was implemented in 2015 and since 2020, through the establishment of the Race Equality Staff Network, the voices of BAME members of staff have been heard and acted upon in relation to the Trust's commitment to improving race equality.

Information about the Trust's WRES can be located on the Trust **website**.

The Trust completed and submitted its WRES and WDES to NHS England in 2022 and is on track to do the same in 2023 from 1st July. The WRES report covering the period 2022/23 can be accessed on the Trust's website once ratified by the Board.

## Summary of Progress in 2022

WRES Indicator	Description
1	<p><b>Percentage of staff in each AfC Bands 1-9 and VSM compared to overall workforce.</b></p>
<p>168 out of the staff in the Trust come from Black, Asian and Ethnic Minority backgrounds which is 5.3% of the overall workforce.</p> <p>In terms of improvements there has been a 21% increase in Clinical Trainee Grade Black, Asian and Ethnic Minority staff.</p> <p>Whilst there is no significant change from last year in representation across the bandings, the data presents a requirement to focus on improving the representation of staff from Black, Asian and Ethnic Minority backgrounds specifically across the non-clinical workforce, specifically band 7 and above, where there is no Black, Asian and Ethnic Minority representation</p> <p>The data is showing some minor improvement in the representation of BAME staff in bands 4-7 in clinical roles however there is recognition that this remains and area of focus for all bands in the clinical workforce.</p>	
2	<p><b>Relative likelihood of BAME staff being appointed from shortlisting.</b></p>
<p>The 1.26 ratio this year shows that there has been a decline in the numbers of people from Black, Asian and Ethnic Minority backgrounds being appointed from shortlisting from 0.64 in 2020/21. However, the Trust figure remains significantly better than the national figure of 1.61, with North-East and Yorkshire region reporting 1.7. In the national WRES standard report for 2021 the Trust presents as one of the top ten best performing for this indicator. The national guidance is that anything between 0.80 and 1.25 is in the non-adverse range.</p>	
3	<p><b>Relative likelihood of staff entering a formal disciplinary process.</b></p>
<p>This metric is consistent with the 2021 report and shows that there is no significant difference in the likelihood of entering into a formal disciplinary between White staff and Black and Ethnic Minority Staff. The Trust remains better than the nationally reported figure 1.14 for this indicator.</p>	
4	<p><b>Relative likelihood of staff accessing non-mandatory training and CPD.</b></p>
<p>BAME staff are 0.91 times more likely to access non-mandatory training and CPD in the Trust which is within the non-adverse range as set out in the national WRES report. This demonstrates equality of access and shows a more positive position than the national figure of 1.14 and the North East and Yorkshire figure of 1.07.</p>	

WRES Indicator	Description
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public.
<p>The figure of 30.4% of Black, Asian and Ethnic Minority staff experiencing harassment, bullying or abuse from patients, relatives or the public is a 6.4% rise on last year's figure. The BAME average reported nationally in the NHS staff survey is 29.2%, showing the Trust is marginally worse than average for this indicator. This needs to be a focus in 2022/23.</p>	
6	Percentage of staff experiencing harassment, bullying or abuse from staff.
<p>The figure of 25.5% of Black, Asian and Ethnic Minority staff experiencing harassment, bullying or abuse from staff represents a 1.5% increase from last year's figure and is 7.4% higher than White staff. However, there has however been a steady decline since 2017 when the figure was 38.1% and the Trust compares favourably to the national average figure reported in the 2021 WRES report of 27.6%.</p>	
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion.
<p>46.4% of Black, Asian and Ethnic Minority staff believe that the Trust provides equal opportunities for career progression or promotion. Whilst acknowledging there is still work to do, this represents a 4.7% improvement in 2020, and is above the national average of 44.4%.</p>	
8	Percentage of staff personally experiencing discrimination at work by manager/team leader or other colleagues.
<p>This year's figure of 18.2% of the Trust's Black, Asian and Ethnic Minority staff reporting that they personally experience discrimination at work by a manager/team represents a marginal improvement from 18.4% in 2020. However, this figure is below the national average of 17%, so will be an area of focus in 2022/3.</p>	
9	% difference between the organisations' Board voting membership and its overall workforce.
<p>In 2021, Black, Asian and Ethnic Minority staff representation on the Trust board (voting membership) was 0%. This will be a focus on 2022/23.</p>	

A copy of the Workforce Race Equality Standard Report 2022 can be accessed [here](#).

Trust performance in a number of the indicators is better than the NHS average. Whilst we would like to be leading in all indicators, the focus and attention will be on those areas that are below the national average, or in relation to indicator 1, where representation is at its lowest. As such, the focus of the action plan will be around the following areas:-

- Representation at Band 7 and above in the Trust;
- Those who believe they have experienced harassment, bullying or abuse from the public an, patients and service users in last 12 months;
- Those who believe they have experienced discrimination at work from their manager / team leader or other colleagues in last 12 months.

During the period 2021-2022 the Trust also embarked on a number of important strategic initiatives which should have a direct impact on improving the experience of Black, Asian and Minority Ethnic staff and lead to an improvement in the WRES data.

No.	initiative
1	Reduce the number of 'unspecified' in staff records to improve equality data quality.
2	Deliver bullying and harassment awareness training for managers.
3	Quarterly workforce E&D deep dive report.
4	Investigations Toolkit to be produced to ensure consistency and fairness of approach.
5	Review and revise the Disciplinary Policy and Procedure. To include template letters and forms.
6	ED&I Recruitment Deep Dive (from data in TRAC).
7	Move requesting flexible working process to ESR.
8	Review and revise the Bullying and Harassment Policy and Procedure.
9	IT solution for Job Evaluation in the Trust.
10	Explore the NHS Rainbow Badge scheme.
11	Review and revise the Trust Behavioural Standards.
12	Produce a Trust 22/23 Equality, Diversity, and Inclusion Annual Report.
13	Quarterly workforce E&D deep dive report.
14	Produce a Gender Pay Gap Report 2022/3.
15	Review and revise the Job Evaluation policy and procedure and toolkit.
16	Provide career coaching and mentoring for staff and self-confidence sessions to increase the confidence for women to apply for promotion.
17	Produce a costed proposal for reverse mentoring.
18	To continue to promote the Humber High Potential Development Scheme to BAME and disabled staff.
19	To continue to promote the Leader and Senior Leadership programmes to BAME and disabled staff.
20	To continue to promote NHSI targeted development to our BAME and disabled staff.
21	ED&I Workforce Lead to review the advertising strategy for band 8c – VSM roles to ensure roles are promoted as widely as possible and targeting those who are BAME and/or disabled.
22	To develop a 'respect' campaign across the Trust (this will be aimed at patients and service users as well as staff). To adopt a zero-tolerance approach to staff not completing their ED&I training.

## 5.3 Implementation of the NHS Workforce Disability Equality Standard (WDES)

In 2019 NHS England launched the Workforce Race Disability Standard (WDES). Similar to the WRES, the WDES is mandated by the NHS Standard Contract and applies to all NHS Trusts and Foundation Trusts.

The WDES is a data-based standard that uses a series of ten measures (metrics) to improve the experiences of Disabled staff in the NHS. All of the metrics draw from existing data sources (recruitment dataset, ESR, NHS Staff Survey, local HR data) with the exception of one; metric 9b asks for narrative evidence of actions taken, to be written into the Trust's WDES annual report.

The metrics have been developed to capture information relating to the workplace and career experiences of Disabled staff in the NHS.

### The metrics are:

No.	Metric
1	% of staff in pay bands or medical subgroups and VSMs compared with the % of staff in the overall workforce.
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.
3	Relative likelihood of disabled staff compared to non-disabled staff entering the capability process as measured by entry into the formal capability procedure.
4	a) % of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: i) Patients/Service users their relatives or other members of the public ii) Managers iii) Other colleagues b) % of disabled staff compared to non-disabled staff saying that the last time they experienced harassment bullying or abuse at work they, (or a colleague) reported it
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
6	Percentage of disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
7	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
9	a) The staff engagement score for disabled staff, compared to non-disabled staff. b) Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (Yes) or (No).
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> <li>• By voting membership of the Board</li> <li>• By Executive membership of the Board</li> </ul>

The following information provides insight into Humber Teaching NHS Foundation Trust’s current position against the Workforce Disability Equality Standard (WDES) Metrics.

The Humber Teaching NHS Foundation Trust has demonstrated a number of key improvements in the past 12 months when compared to other NHS Trusts:

## Summary of Progress in 2022

WDES Metric	Description
1	Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce.

Disabled representation in the workforce remains similar to the previous year. 6.77% of the workforce identifies as being disabled which is a small increase on the previous year’s figure of 6.7%, however there continues to be no disabled staff represented across pay bands 8c – VSM in non-clinical roles and there has been a decline in cluster 7 clinical roles for staff with a disability or long-term condition.

2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.
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The relative likelihood of disabled staff being appointed from shortlisting is 1.1 which is a decline on the previous year of 0.18. The Trust aligns to the nationally reported figure of 1.11.

3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
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The relative likelihood of disabled staff entering the formal capability process continues to be extremely low and demonstrates that disabled staff are not disadvantaged by the Trusts formal disciplinary processes.

4a	Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months.
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30% of disabled staff reported experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months. Despite a 1% deterioration from the previous year, this is still better than the national average of 33%.

4b	Staff experiencing harassment, bullying or abuse from managers in the last 12 months.
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13.8% of disabled staff reported experiencing harassment, bullying or abuse from a manager in the last 12 months. This is a decrease of 2.3% on 2020 figure and is better than the national average of 17.2%.

4c	Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.
----	---

20.4% of disabled staff reported experiencing harassment, bullying or abuse from other colleagues in the last 12 months. This is an increase of 4.7% on 2020 figure but is still below the national average of 25.3%. given the increase, this needs to be closely monitored in 2022/23.

WDES Metric	Description
4d	Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months.

58.7% of disabled staff reported the last time they experienced harassment, bullying or abuse at work they or a colleague reported it. this is better than the national average of 49.7%.

5	Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.
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53.8% of disabled staff believe the Trust provides equal opportunity for career progression or promotion. This is better than the national average of 51%.

6	Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
---	--

24.4% of disabled staff believe they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. This is better than the national average of 30.2%.

7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
---	---

45.3% of disabled staff were satisfied with the extent to which the Trust values their work. This is better than the national average of 34.7%.

8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
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82.4% of disabled staff believe the Trust has made adequate adjustments to enable them to carry out their work, an increase on 80.5% in 2020. This is better than the national average.

9	The staff engagement score for Disabled staff, compared to non-disabled staff.
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The engagement score of disabled staff (6.7) is better than the national average of 6.45.

10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce.
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The Trust board has gone through some changes over the past 12 months where new additions have undeclared ESR disability declarations, and this is being resolved through data cleansing.

A copy of the Workforce Disability Equality Standard Report 2022 can be accessed [here](#).

During 2021-2022 the Trust embarked on a number of important strategic initiatives which were intended to have a direct impact on improving the experience of disabled staff and lead to improvement in the WDES data.

Trust performance in most indicators is better than the NHS average. Whilst we would like to be leading in all indicators, the focus and attention will be on those areas that are below the national average, or in relation to indicator 1, where representation is at its lowest. As such, the focus of the action plan will be around the following areas:-

- Improving representation, particularly at Band 8c to VSM in the Trust

The above areas of focus are included in a WDES action plan for the Trust over the next 12 months which is intended to address these areas of focus.

No.	initiative
1	Reduce the number of 'unspecified' in staff records to improve equality data quality.
2	Deliver bullying and harassment awareness training for managers.
3	Quarterly workforce E&D deep dive report.
4	Investigations Toolkit to be produced to ensure consistency and fairness of approach.
5	Review and revise the Disciplinary Policy and Procedure. To include template letters and forms.
6	ED&I Recruitment Deep Dive (from data in TRAC).
7	Move requesting flexible working process to ESR.
8	Review and revise the Bullying and Harassment Policy and Procedure.
9	IT solution for Job Evaluation in the Trust.
10	Explore the NHS Rainbow Badge scheme.
11	Review and revise the Trust Behavioural Standards.
12	Produce a Trust 22/23 Equality, Diversity, and Inclusion Annual Report.
13	Quarterly workforce E&D deep dive report.
14	Produce a Gender Pay Gap Report 2022/3.
15	Review and revise the Job Evaluation policy and procedure and toolkit.
16	Provide career coaching and mentoring for staff and self-confidence sessions to increase the confidence for women to apply for promotion.
17	Produce a costed proposal for Reverse Mentoring.
18	To continue to promote the Humber High Potential Development Scheme to BAME and disabled staff.
19	To continue to promote the Leader and Senior Leadership programmes to BAME and disabled staff.
20	To continue to promote NHSI targeted development to our BAME and disabled staff.
21	ED&I Workforce Lead to review the advertising strategy for band 8c - VSM roles to ensure roles are promoted as widely as possible and targeting those who are BAME and/or disabled.
22	To develop a 'respect' campaign across the Trust (this will be aimed at patients and service users as well as staff). To adopt a zero-tolerance approach to staff not completing their ED&I training.

## 5.4 Gender Pay Gap Report

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31st March 2017, has made it a statutory requirement for organisations with 250 or more employees to report their gender pay gap annually by 31st March, as of 31st March the previous year.

The Gender Pay Gap report for Humber Teaching NHS Foundation Trust (HTFT), is a welcome addition to the workforce data that the Trust uses to monitor diversity and informs our decision-making regarding workforce inequalities.

The workforce at the Trust is predominantly female, which is in common with the wider NHS. The Trust has a good track record of promoting diversity within the workforce. The Trust uses this data to recognise that inequalities continue to exist and drive the actions that we take to address those inequalities.

The first report was published in 2018 and was informed by 'snapshot data' as of 30th March 2017. The second, third and fourth reports (published in 2019, 2020 and 2021) were informed by 'snapshot data' as of 31st March for each previous reporting year. This year's report is informed by 'snapshot data' as of 31st March 2022.

The report must include:

- The mean and median gender pay gaps
- The mean and median gender bonus gaps

- The proportion of men and women who received bonuses
- The proportions of male and female employees in each pay quartile

The gender pay gap shows the difference in the average pay between all men and women in the workforce. The gender pay gap is different to equal pay. Equal pay is regarding pay differences between men and women who carry out the same, or similar, jobs or for work of equal value. It is unlawful to pay people unequally on the basis of gender. It is possible to have pay equality but still have a significant gender pay gap.

The Trust is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability.

On this basis, the Trust has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above), the Agenda for Change pay framework is designed to support NHS Trusts in ensuring NHS employees are paid equally and this is fully embedded within the Trust.

The Trust has a largely female workforce, like many other NHS organisations, with 78.79% of the workforce being female, and 21.21% male. This was an increase of 0.5% more women in the organisation, compared to the previous year.

In summary, the Trust's Gender Pay Gap shows us that:

The Trust's mean gender pay gap is **13.2%**

an increase on 2021 (11.4%)

The Trust's median gender pay gap is **6%**

an increase on 2021 (1%)

The Trust's mean bonus gender pay gap is **-11.48%**

which is an improvement since 2021 (-21.41%)

The Trust's median bonus gender pay gap is **50%**

and is the same as in 2021

The proportion of males receiving a bonus is **1.26%**

and lower than 2021 (1.27%)

The proportion of females receiving a bonus is **0.26%**

and smaller than 2021 (0.27%)

The gender pay gap trend for Humber Teaching NHS Foundation Trust is decreasing, despite a slight rise from the previous year. The mean gender pay gap was 13.2% in March 2022, representing an increase in the gap of 1.8 percentage points. The median gender pay gap has increased to 6% in March 2022, equating to an increase of 5 percentage points since March 2021.

## Clinical Excellence Awards

As an organisation we do honour existing Clinical Excellence Award (CEA) payments, which are recognised practice across the NHS.

CEAs are nationally recognised discretionary payments that are awarded to Medical Consultant colleagues who have contributed exceptional clinical skills and expertise to improve the quality of care in the NHS. The CEAs are awarded to attract and retain highly skilled clinical colleagues within the NHS.

The only people reported to have received bonus pay are Medical Staff who have received Clinical Excellence Awards. This was distributed equally across 30 Consultants, with 18 being male and 12 female.

The Trust recognises that it has further work to do in positively impacting the gender pay gap position and has developed a draft revised action plan to support this ongoing work.

The draft revised action plan will be submitted to the Trust's Workforce and OD Committee for further scrutiny to ensure that we focus on those things that our data and insight are telling us need attention.

In this coming year, we intend to focus on:

**1** Delivering Career Confidence Coaching sessions that focus on supporting our female colleagues through their career journey in the organisation, monitoring participation and targeting promotion as appropriate.

**2** Moving away from equal distribution local clinical excellence awards and implementing an assessment-based approach to ensure fairness and proportionality in awarding clinical excellence payments.

**3** Ongoing analysis of recruitment EDI data to refine inclusive recruitment practices, building on the existing strategy, tools, resources and local promotion and recruitment practices required to attract applicants and retain employees from all communities.

**4** Embed and monitor the newly launched mentoring programme to take an intersectional approach to identifying actions that will support pay equality and encouraging increased uptake from female staff.

**5** Develop a succession planning process to provide balance in the promotion, succession planning and development opportunities.

## 5.5 NHS Accessible Information Standard (AIS)

The AIS came into effect for all NHS organisations in July 2016. In order to ensure that the Trust complies with the standard, clinicians identify if a patient or service user or carer has additional communication needs during the initial assessment. The information is captured within the patient record to inform teams of any communication needs. An alert is placed on the patient's record and is visible for clinicians to see.



In December 2018 the Trust purchased Reachdeck (formerly known as Browsealoud) software for the website. Reachdeck is a solution for making information accessible to patients, service users and carers with learning difficulties, dyslexia, mild visual impairments and those with English as a second language. The website can now be translated into 99 languages and read aloud in 40 of the most commonly spoken languages in the world. Any of the website content can be converted into an audio file and listened to offline. Also, distractions can be blocked or removed from the page allowing the individual to focus on the most important information.

The Trust has strengthened the Brand Centre by introducing guidance on writing Accessible Information, designing patient information and offering information in alternative formats.

The Trust has access to Healthwatch Read Right panels (Hull Healthwatch and East Riding Healthwatch) who provide feedback on our patient information.

The Trust Learning Disability (LD) Service has access to an information sheet including hints and tips for making information accessible and the service has a subscription to Widgit. The community and inpatient LD staff have access to Speech and Language Therapy Services who can advise on specific accessible information for a patient centred approach.

## 5.6 Interpretation and Translation Services

The Trust has access to three organisations that provide interpreter and translation services support to individuals accessing our services who have a difficulty in hearing or seeing, or there is a difficulty in understanding a particular language. Hull City Council provides these services to our patients in the Hull and East Riding area and The Big Word for individuals living in the Whitby, Scarborough and Ryedale region. Language Line provides video interpreters to the teams who have the highest volume of patients who speak English as their second language.

6.0

# NHS National Staff Survey (NSS)

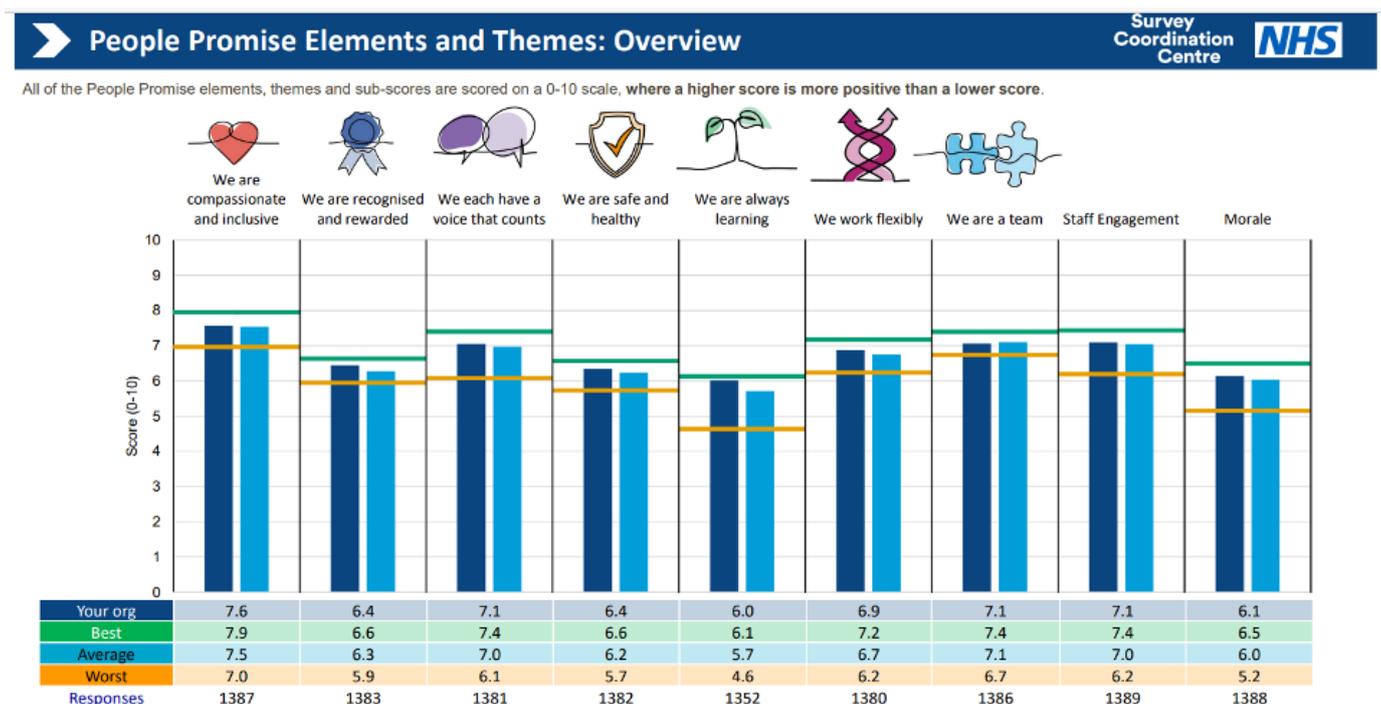
In 2022 the Trust National Staff Survey (NSS) response rate was 44%, a slight decrease on the previous year of 44.1%.

The NSS responses are considered in each of the EDI reports as addressed in section 5 of this report. Indicators and metrics in the WRES and WDES take data from the NSS. In 2021 the NSS questions were aligned to the NHS People Promise.

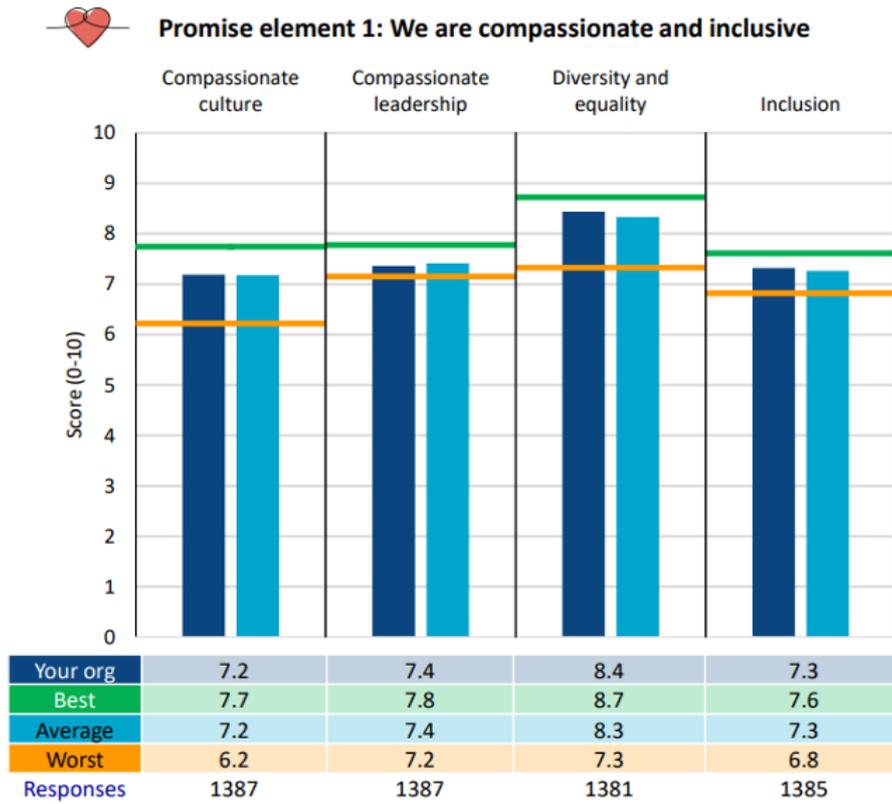
The People Promise sets out, in the words of our NHS people, the things that would most improve our working experience.

The Trust’s score against each of the seven elements of the People Promise are outlined below alongside the two key themes, staff engagement and morale, that remained from the previous NSS.

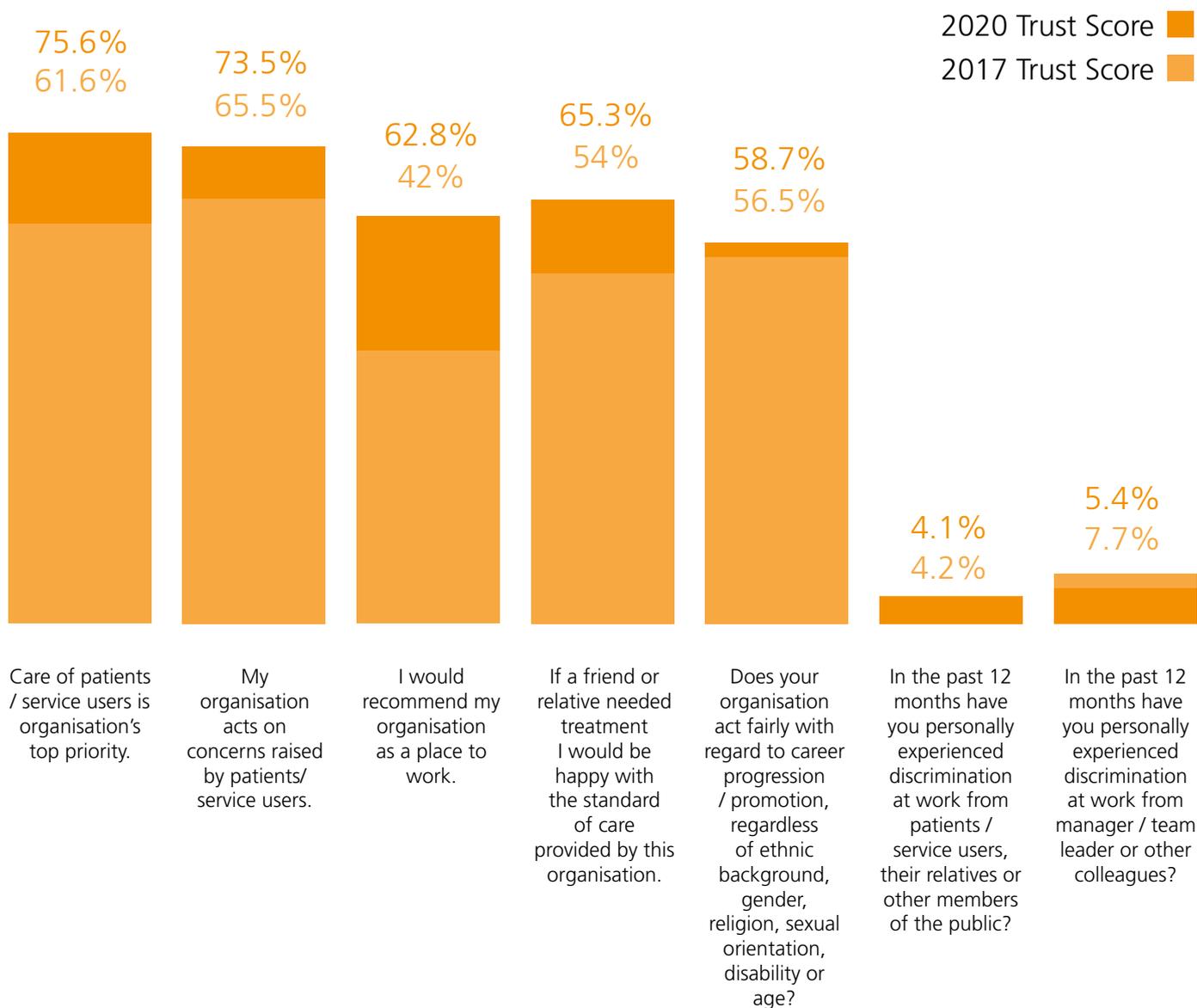
In the 2022 National Staff Survey the Trust reported results above the National average score in all the People Promise theme areas as well as being recognised as the third most improved in the country for the question ‘would recognise the organisation as a place to work.’



In relation to the People Promise ‘We are compassionate and inclusive’ the below infographics show the Trusts scores in summary:



Analysis of the questions relevant to the People Promise area 'We are Compassionate and Inclusive' are outlined below and demonstrates the journey of the Trust, recognising that there are still some areas of focus.



The NSS responses have been analysed to division/directorate level and are in the process of being disseminated into those areas to enable collaborative and proactive actions to be established and carried out. Each division is held accountable for their NSS scores via accountability reviews and objective setting.

# F.O

## Conclusions

As in the previous year, 2022/23 has been a particularly challenging year for the Trust and the wider NHS, as we have responded to the challenges of the COVID-19 pandemic and other significant workforce challenges that followed.

However, despite this, the Trust has continued to meet its commitments to the Equality, Diversity and Inclusion agenda.

The Trust is refreshing its People Strategy during 2023 which includes the Equality, and Diversity Workforce Strategy for the organisation.

Of the Equality, Diversity and Inclusion successes in 2022/23, the primary highlights of the year have been:

- The Trust has made significant progress since November 2021 in improving representation in the Trusts workforce from a range of communities such as those from a black and global majority community (+1.59%), disability (+1.53%) and LGBTQ+ (+1%).
- The strengthening of our staff networks through revised Terms of Reference and governance as well as the establishment of the Disability network

- The National Centre for Diversity (NCFD) carried out a cultural assessment to enable the Trust to better understand its progress across the EDI agenda. An outcome of the audit is the delivery of a 'report it' campaign in summer/autumn 2023, to embed a safe culture of reporting at the Trust
- The Trust's behavioural framework was re-launched in October 2022 as 'Being Humber' which embeds Equality and Diversity standards
- Mentoring Scheme launched at the Trust in February 2023 with a Reverse Mentoring scheme running alongside.
- A deep dive analysis was undertaken examining EDI data in TRAC from recruitment campaigns highlighting opportunities for improvement

As we move into 2023-2024, the Trust's commitment to Equality, Diversity and Inclusion is articulated in the Equality Objectives 2023-24 (Appendix 3).

This provides assurance that work on the EDI agenda will continue to ensure that Humber Teaching NHS Foundation Trust and key stakeholders in the Integrated Care Board (ICB) continue to evolve as inclusive providers of services and as an inclusive employer.



# Appendix 1

## EDI data relating to the Yorkshire and Humber Region

In East Riding of Yorkshire, the population size has increased by 2.4%, from around 334,200 in 2011 to 342,200 in 2021.

In the 2021 Census, we have seen minor changes to the local demographics.

Ethnic identity across the East Riding of Yorkshire in 2021		
Ethnic origin	Percentage	% Change since 2011
Asian, Asian British or Asian Welsh	1.1	+0.2
Black, Black British, Black Welsh, Caribbean or African	0.3	+0.1
Mixed or multiple ethnic groups	0.9	+0.2
White	97.3	-0.7
Other ethnic groups	0.3	+0.2

Gender Identity of people over the age of 16 across East Riding of Yorkshire in 2021		
Gender identity	Percentage	% Change since 2011
Gender identity the same as their sex registered at birth	94.62	Not measured in 2011
A gender identity different from their sex registered at birth	0.29	Not measured in 2011
Did not answer	5.09	Not measured in 2011

Sexual orientation of people over the age of 16 across East Riding of Yorkshire in 2021		
Sexual orientation	Percentage	% Change since 2011
Straight or heterosexual	91.22	Not measured in 2011
Lesbian, gay, bisexual, or other (LGBTQ+)	2.01	Not measured in 2011
Did not answer	6.77	Not measured in 2011

Religion of people across East Riding of Yorkshire in 2021		
Religion	Percentage	% Change since 2011
No Religion	39.1	+15.7
Christian	53.3	-14.7
Buddhist	0.3	0
Hindu	0.1	0
Jewish	0.1	0
Muslim	0.6	+0.2
Sikh	0.1	0
Other	0.4	+0.2
Not answered	6	-1.3

Disability of people across East Riding of Yorkshire in 2021		
Disability	Percentage	% Change since 2011
Disabled under the equality act: day-to-day activities limited a lot	6.7	-1.4
Disabled under the equality act: day-to-day activities limited a little	10	+0.3
No disabled	83.3	+1.1

Age of people across East Riding of Yorkshire in 2021		
Age	Percentage	% Change since 2011
aged 15 years and under	15.8	-0.9
aged 16 to 64 years	57.8	-4.2
aged 65 years and over	26.4	+5.1

Sex of people across East Riding of Yorkshire in 2021		
Sex	Percentage	% Change since 2011
Female	51	-0.2
Male	49	+0.2

# Appendix 2

## EDI data relating to the workforce of Humber Teaching NHS Foundation Trust

In the data report below, the workforce data of the Trust as at 31st March 2023 is presented. The following observations are noted:

### Age

In general terms the Trust accepts that it employs an ageing workforce and is developing plans to increase those in the lower age bands via apprenticeship schemes and career development roles.

Age Band	Headcount	%	FTE
<=20 Yrs	20	0.53	12.67
21-25	266	7.04	234.65
26-30	362	9.58	310.26
31-35	448	11.86	367.49
36-40	456	12.07	374.65
41-45	419	11.09	351.38
46-50	473	12.52	393.19
51-55	530	14.03	446.56
56-60	447	11.83	328.76
61-65	261	6.91	160.30
66-70	66	1.75	33.16
>=71 Yrs	30	0.79	12.15
<b>Grand Total</b>	<b>3,778</b>	<b>100.00</b>	<b>3,025.22</b>

### Disability

The Trust has seen an increase in the number of staff who are declaring their disability in workforce data however it remains a challenge to enable disabled staff to feel comfortable and confident to disclose. The Trust will continue to raise the profile of the Humber Ability Group to develop a positive and supportive narrative and actions to support our disabled staff.

Disability Flag	Headcount	%	FTE
No	2,761	73.08	2,261.84
Not declared	488	12.92	345.11
Prefer not to answer	36	0.95	31.15
Unspecified	194	5.13	122.29
Yes	299	7.91	264.83
<b>Grand total</b>	<b>3,778</b>	<b>100.00</b>	<b>3,025.22</b>

### Religion and Belief

Religious Belief	Headcount	%	FTE
Atheism	812	21.49	696.22
Buddhism	17	0.45	11.68
Christianity	1,479	39.15	1,170.51
Hinduism	16	0.42	13.21
Islam	32	0.85	25.88
Judaism	3	0.08	1.80
Not disclosed	1,038	27.47	782.36
Other	370	9.79	317.90
Sikhism	3	0.08	3.20
Unspecified	8	0.21	2.44
<b>Grand total</b>	<b>3,778</b>	<b>100.00</b>	<b>3,025.22</b>

## Marriage and Civil Partnership

Marital Status	Headcount	%	FTE
Civil partnership	49	1.30	45.98
Divorced	260	6.88	213.63
Legally separated	67	1.77	57.09
Married	1,849	48.94	1,434.78
Single	1,317	34.84	1,088.67
Unknown	122	3.23	104.99
Unspecified	68	1.80	46.49
Widowed	46	1.22	33.58
<b>Grand total</b>	<b>3,778</b>	<b>100.00</b>	<b>3,025.22</b>

## Sex

Like most, if not all, NHS organisations, the Trust employs a majority female workforce (approx. 79%). Compared to the local population demography, this is by far the largest variance. As an act of positive action, the Trust is advised to consider promoting career opportunities to the local male population.

	Female	Male
Part time	35.89	4.95
Full time	43.70	15.46

## Sexual Orientation

Sexual Orientation	Headcount	%	FTE
Bisexual	61	1.61	52.84
Gay or Lesbian	71	1.88	62.85
Heterosexual or Straight	2,930	77.55	2,405.24
Not disclosed	691	18.29	487.84
Other sexual orientation not listed	16	0.42	14.00
Unspecified	9	0.24	2.44
<b>Grand total</b>	<b>3,778</b>	<b>100.00</b>	<b>3,025.22</b>

## Race

The Trust is proud to attract employees from a range of ethnic backgrounds and thereby contribute to the cultural diversity of the county.

Ethnic Group	Headcount	%	FTE
A White – British	3,133	82.93	2,561.10
B White – Irish	19	0.50	16.50
C White – Any other White background	57	1.51	46.56
C3 White Unspecified	3	0.08	2.71
CA White English	14	0.37	9.82
CB White Scottish	1	0.03	1.00
CC White Welsh	1	0.03	1.00
CF White Greek	1	0.03	1.00
CK White Italian	1	0.03	1.00
CP White Polish	5	0.13	4.99
CQ White ex-USSR	1	0.03	1.00
CX White Mixed	1	0.03	1.00
CY White Other European	2	0.05	1.80
D Mixed – White & Black Caribbean	9	0.24	7.52
E Mixed – White & Black African	11	0.29	8.80
F Mixed – White & Asian	10	0.26	7.23
G Mixed – Any other mixed background	10	0.26	8.65
GC Mixed – Black & White	1	0.03	0.76
GD Mixed Chinese & White	2	0.05	2.00
H Asian or Asian British – Indian	31	0.82	26.00
J Asian or Asian British – Pakistani	13	0.34	10.68
K Asian or Asian British – Bangladeshi	6	0.16	5.80
L Asian or Asian British – Any other Asian background	7	0.19	4.51
LA Asian Mixed	1	0.03	0.40
LG Asian Sinhalese	1	0.03	1.00

# Appendix 3

## Progress on Objectives 2022/23 and New Objectives for 2023/24

### Patient, Service Users and Carer Equality Objectives 2023/24

A face-to-face workshop was held on 18 May 2023 where patients, service users, carers, staff and partner organisations participated in group work to share what matters most to them in relation to Equality, Diversity and Inclusion. From the workshop feedback, the following priorities have been identified for the Trust to progress during 2023/24.

No.	Priorities	Outcome
1	To strengthen patient demographical data collection to tailor care that meets individual needs.	An enhanced approach to deliver bespoke tailored care to meet individual needs.
2	To further enhance our faith offer to ensure inclusivity.	A strengthened offer to accommodate individual's religious practices.
3	To continue to build and sustain relationships with our diverse communities to fully understand the challenges people face and how we can support to overcome them.	A culture where relationships with our diverse communities are embedded and sustained.
4	To introduce cultural celebration weeks to educate and support people to understand cultural differences.	A greater understanding of the cultural differences including beliefs, behaviours and practices unique to ethnicity and race.

Over the past year the Trust has been delivering on the patient, service user and carer priorities identified in a workshop that took place on 7 April 2022.

The table below highlights progress made on the priorities over the past twelve months.

No.	Objective	Outcome
1	To increase the voice of individuals from all backgrounds by offering more flexibility and different approaches when engaging with the Trust.	<ul style="list-style-type: none"> <li>• The Trust continues to use Reachdeck (formerly called Browsealoud) accessibility tool on the website.</li> <li>• An online Friends and Family Test survey is now available on the Trust website and can be converted into many languages using the website's Reachdeck toolbar. To support the online form, information on how to access the online form is available on the website in seven of the Trust's most popular languages.</li> <li>• Learning Disability services have health action plans, positive behaviour support plans and accessible plans in paper format and electronic format.</li> <li>• Learning Disability services have the 'My Health Guide' on tablets for Learning Disability patients to allow them to share their own information.</li> <li>• Trust Strategy produced and available in Easy Read.</li> <li>• Patient and Carer Experience forums and events taking place virtually via MS Teams and face to face.</li> <li>• Additional iPads have been purchased to help our Learning Disabilities patients access Microsoft Teams meetings. Patients are now able to attend virtual meetings with support from the Engagement Lead for Learning Disabilities and Autism. Workshops and other feedback sessions have realised an increase in engagement since the iPads have been introduced.</li> <li>• Talking Mats have been introduced in the Trust's Learning Disability Services. They come in two formats (digital and physical) and include a range of images and tiles to describe most situations that may be encountered in everyday life.</li> </ul>
2	To improve digital inclusion methods to support individual needs.	<ul style="list-style-type: none"> <li>• The Trust continues to use Microsoft Teams when engaging with the public. Patient and Carer Experience forums and the Humber Youth Action Group are using this platform which is proving to encourage accessible participation across all age ranges.</li> <li>• Children's and Young Peoples services are using Canva to create marketing resources and social media assets.</li> <li>• MS Forms have been introduced across all services to create surveys to support the gathering of information and experiences to help shape and improve our services and the care we deliver.</li> <li>• Several services are using the Bridgit Care App to support patients, services users and carers (including young people and their families), to access support, care plans and information.</li> </ul>

No.	Objective	Outcome
		<ul style="list-style-type: none"> <li>• ChatHealth – The East Riding 0-19 Service has introduced ChatHealth. ChatHealth is a confidential text messaging platform for young people aged 11-19 (up to 25 for those with special educational needs and disabilities) to access specialist school nursing support and easily accessible information.</li> <li>• Parentline – Both the Hull and East Riding 0-19 service are launching Parentline which is a confidential text messaging system for parents and carers and will provide families with an accessible way to access specialist health visiting advice and support, as well as reliable information. This is especially valuable to more vulnerable parents who may wish to remain anonymous when seeking advice and support.</li> <li>• Learning Disability services have health action plans, positive behaviour support plans and accessible plans in paper format and electronic format.</li> <li>• Learning Disability services have the 'My Health Guide' on tablets for Learning Disability patients to allow them to share their own information.</li> <li>• The Carers Champion training is accessible for all Trust staff via ESR. The training helps identify unpaid carers, raise awareness in our services, families or community and helps individuals to signpost a carer to the support available from local carers support organisations.</li> <li>• Talking Mats have been introduced in the Trust's Learning Disability Services. They come in two formats (digital and physical) and include a range of images and tiles to describe most situations that may be encountered in everyday life. It is anticipated that by providing an alternative and effective means of communication will improve the way in which our service users can express their needs from both a medical and a social perspective.</li> <li>• The Trust gave away goody bags at Hull Pride 2022 to everyone who completed a short survey to share their views on how they would like to be engaged with the Trust during the next five years. Responses helped to inform the Trust's Patient and Carer Experience Five Year Forward Plan (2023 to 2028).</li> </ul>
3	To further develop systems and processes to encourage young people to actively engage with the Trust.	<ul style="list-style-type: none"> <li>• The Trust's Humber Youth Action Group continues to grow from strength to strength enabling young people to shape and co-produce services as well as provide an opportunity for individuals to learn about the Trust and develop new skills and knowledge.</li> <li>• There are plans in place to launch the Humber NHS cadets programme, with the aim to involve groups of young people who are less frequently heard or less engaged with services, to learn more about the Trust and consider a career in healthcare.</li> <li>• Development of a coproduced Youth Recovery and Wellbeing College is underway and will offer virtual participation sessions for young people to support their emotional wellbeing and self-care.</li> </ul>

No.	Objective	Outcome
4	To continue to strengthen data collection processes to better understand the demographics of the people accessing our services.	<ul style="list-style-type: none"> <li>In November 2022 the Trust launched a clinical template for collecting demographical data including protected characteristics and health inequalities. The template has been designed to improve the quality of demographical data reported into the Trust's clinical systems (SystemOne and Lorenzo). It is anticipated that this additional template will support staff to ask more qualitative questions about an individual's protected characteristics and/or health inequalities. By asking additional questions will provide the Trust with more robust demographical data about our patients and service users which will help to inform the Trust on who our patients and service users are. This will help the organisation to engage and involve our wider community in Trust activities (e.g. forums and quality improvement initiatives).</li> </ul>

## Progress Against Workforce Equality Objectives 2022/23

2022/23 Objectives	Progress made
The application of rigor and transparency in the negotiations of starting salaries for medical staffing posts.	Process for agreeing starting salaries established and made clear during 2022/23.
Deliver Recruitment and Selection training for managers.	Recruitment and Selection Training delivered internally to recruiting managers covering ED&I issues within the recruitment process.
Deliver Bullying and Harassment awareness training to managers.	Scope of internal Bullying and Harassment Training under development, with access to external provision throughout 2022/23.
Revise the Clinical Excellence Awards (CEA) Policy to ensure that it is transparent and eliminates potential bias. From 2022 these are referred to as Clinical Impact Awards.	Clinical Excellence Awards have been agreed as equal distribution for 23/24, with work underway to deliver Clinical Excellence Awards through competitive rounds going forward. A policy and process currently in development.
Introduce a mentoring scheme across the Trust.	Mentoring Scheme launched at the Trust in February 2023 with a Reverse Mentoring scheme running alongside.
Provide career coaching.	Career Coaching for women is being explored to be delivered in 23/24.
Continue to improve the recording of personal data and protected characteristics.	The Trust has made significant progress since November 2021 in improving representation in the Trusts workforce from a range of communities such as those from a black and global majority community (+1.59%), disability (+1.53%) and LGBTQ+ (+1%).
Campaign to communicate the range of ways in which colleagues can speak up relevant to the concerns they have.	The National Centre for Diversity (NCFD) carried out a cultural assessment to enable the Trust to better understand its progress across the EDI agenda. An outcome of the audit is the delivery of a 'report it' campaign in summer/autumn 2023, to embed a safe culture of reporting at the Trust.
Revise the disciplinary policy and procedure.	A revised disciplinary policy was launched in 22/23.
Revise the bullying and harassment policy and procedure.	A revised bullying and harassment policy was launched in 22/23.
Revise the sickness management policy and procedure.	A revised managing attendance policy was launched in 22/23.
Amend the Trust behavioural standards to expand on the Equality and Diversity standards.	The Trust's behavioural framework was re-launched in October 2022 as 'Being Humber' which embeds Equality and Diversity standards.
Chair of the Workforce and OD Committee to periodically attend the Trust Equality and Diversity (Workforce) Group.	The Steering Group welcomed the Chair of the Workforce & OD Committee on a number of occasions throughout 2022/23.

## Workforce Equality Objectives 2023/24

The following workforce equality actions have been developed through analysis of Trust data and reporting of the Gender Pay Gap, the Workforce Race Equality Standard (WRES), the Workforce Disability Standard (WDES) as well as the Staff Survey.

No.	2023/24 Objective	Outcome	Driver
1	Analysis of applications to work for the Trust show that males, and disabled people are underrepresented compared to the communities we serve. Targeted recruitment and advertising actions to be established to attract those underrepresented to the Trust.	Improving the representation of males, and disabled people in the workforce will bring the Trust in line with the communities we serve.	WDES/ Gender Pay Gap
2	To achieve the NHS Rainbow Badge Accreditation.	Accreditation with NHS Rainbow Badge Scheme will demonstrate the Trust has a workplace culture that is fully inclusive of the LGBTQ+ community.	Staff Survey
3	To deliver upon the actions following the NCFD cultural audit, by implementing a Respect campaign.	Delivery of a 'report it' campaign with the aim of providing support to report incidents by ensuring respect and dignity is at the heart of what we do.	WRES/ WDES
4	Move from disability confident employer to disability confident leader status.	Accreditation as a Disability Confident Leader will demonstrate the Trust has a workplace culture that is fully inclusive of the disabled community and reinforces the excellent progress made in the Trusts WDES metrics.	WDES
5	ED&I Workforce Lead, in collaboration with HRBPs, to review advertising strategy for band 7 – VSM.	This will ensure roles are advertised widely and targeted towards more diverse candidates, improve advert quality with regard to diversity, and ensure band 7+ roles are advertised to diverse candidates.	WDES/ WRES
6	Launch the Respect anti bullying campaign across the Trust.	This will be aimed at patients and service users as well as staff. In line with Trust policies, Respect posters will be displayed in all service areas, with links to key policy documents and staff contacts.	WDES/ WRES
7	Use available communications channels to showcase success stories and promote the Humber High Potential Development Scheme, the Leadership and Senior Leadership programmes, and NHSI targeted development to our BAME, Disabled and LGBTQ+ staff.	This will ensure our development opportunities are made widely available to all colleagues with protected characteristics.	WDES/ WRES

No.	2023/24 Objective	Outcome	Driver
8	Through our governance structures, support and empower our Race Equality, LGBTQ+ and Disability Staff Networks to work with BAME and Disabled staff on the development of the WRES/ WDES action plan, and development opportunities.	This will enable our staff networks to maximise the impact and the involvement of all Disabled, LGBTQ+ and BAME colleagues, so they are valued and thrive within an inclusive and compassionate workplace.	WDES/ WRES/Staff Survey
9	Continue to deliver Trust bullying and harassment awareness training for managers.	Through using Trust WRES/WDES data to contextualise concerns with organisational priorities we can improve the understanding of bullying and harassment and its reporting across the Trust.	WDES/ WRES/Staff Survey
10	Continue to drive the process to reduce the number of 'unspecified' entries in staff records.	This will allow the Trust to continually improve the accuracy of our workforce data around protected characteristics.	WDES/ WRES/Staff Survey
11	Ensure high visibility of the Trust Behavioural Standards framework.	This will ensure the Trust maintains high expectations of staff in their interactions with colleagues.	WDES/ WRES/Staff Survey
12	Deliver and monitor female participation in Career Confidence Coaching sessions.	This ensure that we have a focus on supporting our female colleagues through their career journey in the organisation.	Gender Pay Gap
13	Moving away from equal distribution local clinical excellence awards and implement an assessment-based approach.	This will ensure fairness and proportionality in awarding clinical excellence payments.	Gender Pay Gap
14	Ongoing analysis of recruitment EDI data.	This will ensure we refine inclusive recruitment practices, building on existing strategy, tools, resources and local promotion and recruitment practices to engage and employ applicants and retain employees from all communities.	Gender Pay Gap
15	Embed and monitor the newly launched mentoring programme to take an intersectional approach to identifying collaborative actions.	This will support pay equality encouraging increased uptake from female staff.	Gender Pay Gap
16	Develop a succession planning process.	This will provide balance in the promotion, succession planning and development opportunities.	Gender Pay Gap



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