

Humber Teaching NHS Foundation Trust

# Equality, Diversity and Inclusion

Annual Report 2023 – 2024



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# 1.0

## Equality, diversity and inclusion opening statement

Treating everyone fairly is a fundamental principle upheld by the Trust. We believe in EDI (Equality and Diversity Inclusion) because we acknowledge that a diverse workforce offers a wealth of benefits. A diverse workforce brings fresh ideas, diverse backgrounds, and unique perspectives, which have the potential to not only enhance the experience for our staff but also improve the quality of care to our patients, service users, and carers. As an organisation with a diverse workforce, we gain invaluable insights that facilitate our efforts 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:

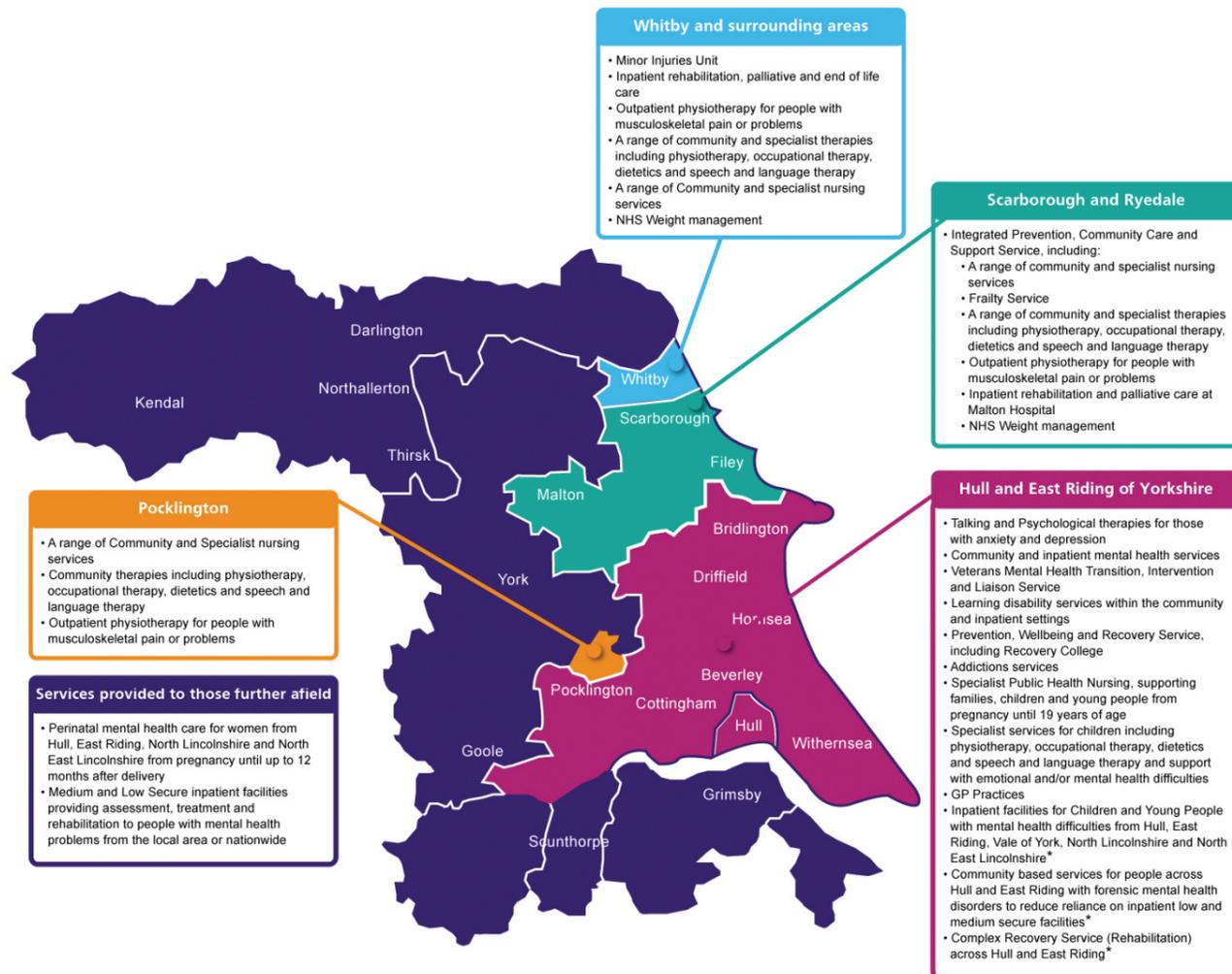
- 1** Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- 2** Advance equality of opportunity between people who share a protected characteristic and those who do not.
- 3** Foster good relations between people who share a protected characteristic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

Moving forward into 2024/25, the Trust and all of its key stakeholders will remain dedicated to prioritising and delivering key national priorities with unwavering focus. One crucial area of attention will be addressing the inequalities highlighted by the pandemic in a structured and robust manner. This commitment is an integral component of our ongoing journey as a compassionate and inclusive employer.

# 2.0

## Introduction to Humber Teaching NHS Foundation Trust

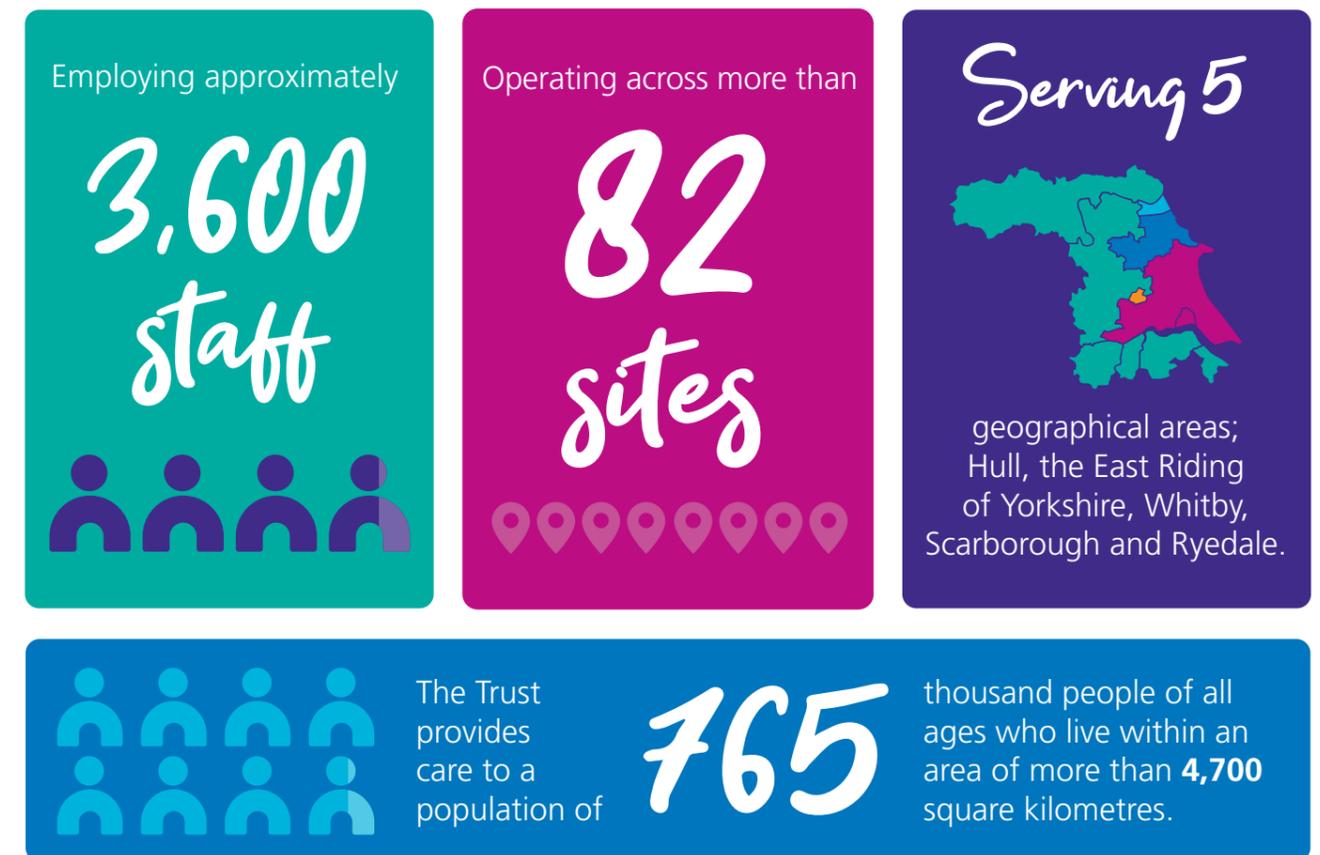
Humber Teaching NHS Foundation Trust provides a broad range of services across a wide geographical area.



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

The Trust employs approximately 3,600 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 new Patient and Carer Experience Five Year Forward Plan (2023 to 2028) came into effect, following Board ratification, in September 2023. The strategy 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 'Operational Plan on a Page' for 24/25 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 continued progress made in workforce representation, over the last four 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 diverse heritage, disability or long-term condition 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 LGBT+ inclusion.



Trust wide	% of workforce that is Diverse	% of workforce that is disabled	% of workforce that is LGBTQ+	% of workforce that is female	% of workforce that is part-time	% of workforce aged over 50
March 2024	7.19%	9.14%	4.50%	79.34%	33.43%	34.54%
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%



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.

# 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 being from a diverse heritage. We recognise there is more to do, especially at more senior levels.

During the period of 2023/2024 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:

### Diverse representation in the Workforce

During the year the Trust has seen representation across the workforce increase from 6% to 7.34%. We have also seen an improvement in the number of diverse staff in band 7 and 8a roles in both clinical and non-clinical roles. Similarly, the Board continues to be representative of the communities we serve with a 12.5% diverse membership.

The Trust has seen representation across the workforce increase to

# 7.34%



### Refreshed People Strategy for the Organisation

In 2023 the Trust developed a new People Strategy to take the Trust forward for the next five years. Coproduced in collaboration with stakeholders the new people Strategy ensures inclusivity and respect are at the heart of the Trust people operations.



## Addressing Bullying, Harassment and Discrimination

### Respect Campaign

Our Respect campaign was launched on the 1st November 2023, with a range of 9 different 'Report It' posters were displayed in the workplace, this a part of developing a positive and safe workplace culture.

This campaign has focused on developing a safe culture to report 'staff to staff' incidents of bullying, harassment or discrimination, towards all people, but with particular emphasis on reaching underrepresented groups, namely but not limited to, the LGBTQ+ community, those with a disability or long-term condition and colleagues from ethnically diverse backgrounds.

In addition, a 'Report It' intranet page has been developed as a resource hub, hosting all relevant information, contact details and policies.

Since the launch we have seen a 70% increase in referrals for bullying, harassment, and discrimination. This has allowed colleagues in the HR Operations team to address these issues with a fair and equitable approach. So too has it allowed us to monitor the equality data of those making referrals and analyse statistics, themes, and areas of concern. This increase in referrals may have contributed to the increased reporting of bullying and harassment by staff from diverse cultural backgrounds in the staff survey and demonstrate that the Trust is creating a safe space culture to report bullying and harassment.

**9** different 'Report It' posters were displayed in the workplace, this a part of developing a positive and safe workplace culture.



### No Excuse for Abuse Task and Finish Group

Through collaboration with our staff networks, it was identified that staff with a protected characteristic, especially those staff from ethnic minority backgrounds, those with a disability or long-term condition, and those from the LGBTQ+ community, were experiencing higher rates of bullying, harassment and discrimination from patients, carers and service users.

The Trust believes everyone has a duty to behave in an acceptable and appropriate manner. Staff have a right to work, as patients have a right to be treated, in an environment that is properly safe and secure.

To that end, a 'No Excuse for Abuse' task and finish group met in February 2024 which was supported by senior leaders and with representation from People and OD, EDI, H&S (LSMS) and the Race Equality Staff Network.

The result was the drafting of guidance for managers and staff. This guidance was designed to bring together a range of information from multiple sources into one document to provide a process and expectations. The aim is that this guidance will reduce underreporting reporting of all incidents and ensure a consistent approach to supporting staff who have received aggression from patients, carers and service users.

Moving forward, the Trust will undertake listening exercises to ensure this draft guidance is consulted on by a wide range of stakeholders from across the Trust prior to a launch and embedding process.

## Strengthening our Staff Networks

At the Trust we have three staff networks including the Race Equality Network, Disability Staff Network, and the Rainbow Alliance (LGBTQ+ staff network). Our staff networks provide a safe and practical space where generating and sharing new ideas, and exchanging information can be expressed in an informal environment. They also provide peer support, networking opportunities and social activities. Their activities can help to open the door to changing the culture within the Trust.

During the year, we reviewed the terms of reference for our staff networks to support them to reach their goals. We introduced an EMT Sponsor from the executive leadership team who would attend meetings and support in the escalation of issues as they arise.

We introduced monthly meetings between the Associate Director of People and OD, the network executive sponsor and the EDI lead in order to take feedback from the networks and address those issues escalated in network meetings.

We have continued to provide a budget of £5000 for each staff network to help them to put on engagement events. In March the Rainbow Alliance put on a face-to-face event with a range of guest speakers to celebrate International Trans Visibility Day.



## Learning and Development

In April the Learning and Development team launched our own in house bullying and harassment awareness training for managers and leaders. This training will utilise Trust WRES data on bullying and harassment which can be contextualised within the training to ensure all colleagues are aware of the WDES/WRES findings regarding bullying and harassment.

## Equality, Diversity and Inclusion Objectives for the Board

In March, a development session was held with the Board to establish a range of EDI objectives linked to the Trust EDI workstreams and strategies. A paper went to EMT which finalised the EDI objectives for all Board members including the Chief Executive and Chair for the appraisal window for 24/25.

## Ethnicity Pay Gap Analysis

This year, for the first time, the Trust undertook an ethnicity pay gap analysis. The resulting report found that there we no negative pay gaps between staff from ethnic minority backgrounds and their white colleagues. The report is currently being reviewed by our governance committees and will be published on our Trust website in due course.



## National Celebrations and commemorations

As a part of our ongoing work to inform and educate colleagues, across the past 12 months, the Trust has provided a range of informative articles via our weekly global staff email that offer informative guidance about Ramadan, Eid, Black History Month and commemorated Martin Luther King Day and Stephen Lawrence Day.



## Developing Cultural Awareness

### Reverse mentoring

The Trust introduced a new Reverse Mentoring programme for the organisation, as part of the wider Mentoring programme for the organisation. The purpose is to create meaningful mentor/mentee relationships that assists in generating a greater awareness of issues relevant to equality, diversity and inclusion amongst senior leaders and provides an opportunity to develop a greater understanding of the experiences of staff from diverse groups on a more personal level. Moving forward the Trust will work to raise awareness of the reverse mentoring offer and look to recruit a bank of trained mentors with live experience to work with senior leaders.

### Inclusive Language Guidance

The Trust developed inclusive language guidance which has been presented at the Senior Leadership Forum and plans are in place to provide wider coverage across the organisation to support fostering better relations between the protected characteristics as well as supporting improved cultural awareness understanding. One of the topics includes how the organisation is moving away from the use of outdated terminology such as BAME (Black, Asian and Minority Ethnic) in line with guidance from the Governments Race Disparity Advisory Group. This will support the organisation to move towards more inclusive language when referring to the wide range of diversity in the workforce, and wider community.

## Recruitment Deep Dive

A Recruitment deep dive report was developed which places an EDI lens on our recruitment activities over the previous six months based upon the protected characteristics. Insight from this report was shared with HR Business Partners who take this information into their workforce planning meetings to discuss underrepresentation with actions to support diverse recruitment strategies. This forms part of our work to ensure our EDI objectives are known in the areas and can support our organisational EDI aims.



## Caring for people of different faiths

In collaboration with faith leaders and wider stakeholders, the Trust Chaplain and the Patient and Carer Experience Team developed guidance on caring for people of different faiths. It is the responsibility the Trust to actively promote and develop the spiritual well-being of adults and young people in its care. This extensive guidance is designed to provide support to staff as well as patients, carers, and service users in supporting spiritual well-being.

## Making EDI a priority for the Organisation

### Act Against Racism Charter

During the year, the Trust signed up to the Royal Society of Psychiatrists Act Against Racism Charter. The campaign guidance provides a framework of 15 actions to support Trusts to effectively address racism and was developed with Medical Directors, the NHS Race and Health Observatory, and the expertise of a working group. In the Trust this work is led by the Executive Medical Director, coordinated by our EDI Lead and the Board are provided assurance as to our progress via a quarterly Board EDI assurance report.

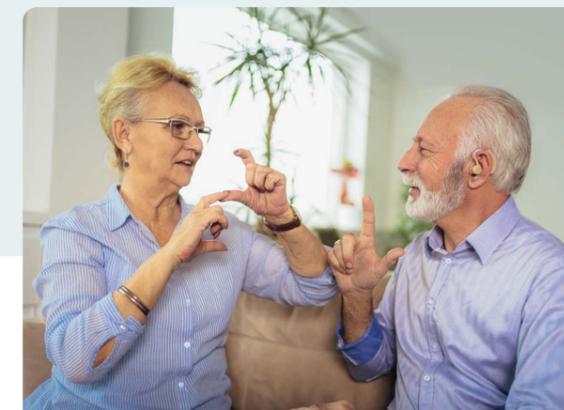
### EDI Assurance Reporting to the Board

This year the Trust introduced a quarterly EDI Assurance Report for EMT and the Board. This extensive report is designed to assure the Trusts Leadership of the progress against all our EDI workstreams, including the Workforce Race Equality Standard, the Workforce Disability Equality Standard, the Gender and Ethnicity Pay gap report, NHS England EDI Improvement Plan, the Act Against Racism Charter, and the impact of the Respect campaign.

## Access to Work Framework

The Trust ratified a new Access to Work framework that help staff get or stay in work if they have a physical or mental health condition or disability. This work was supported by the Trusts Disability Staff Network. Access to Work could give support with:

- specialist equipment and assistive software
- support workers, like a BSL interpreter, a job coach or a travel buddy
- costs of travelling to work, if staff cannot use public transport
- adaptations to staff members vehicle so they can get to work
- physical changes to staff's workplace



## NHS Rainbow Badge scheme accreditation

In December 2022 the Trust signed up to the rainbow badge scheme and are currently working with the LGBT+ 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 was announced in November of 2023, where the Trust was awarded initial stage accreditation. The resultant action plan will inform EDI workstreams for the coming year.

## Stakeholder Consultation

The Trust consulted with staff networks on a range of equality related initiatives such as new policies, the Respect campaign, Access to Work procedures and guidance, Rainbow Badge Accreditation Scheme, Hull PRIDE and the supporting trans patients policy.

### 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:

- In September the Trust launched our Patient and Carer Experience Five Year Forward plan (2023 to 2028) including a suite of accessible resources to support the roll out of the plan.
- The Trust is proud to share that we have been re-accredited as Veteran Aware. We were originally accredited in May 2020 where we met standards laid down by the Veterans Covenant Healthcare Alliance (VCHA).
- To acknowledge our commitment as a Veteran's Aware organisation, in the Summer we co-produced four principles with our Veteran's forum members:
  - To be an employer who supports the Armed Forces Community by offering programmes such as 'Step into Health' to develop careers in the NHS.
  - To continue to promote the flexible working opportunities and roles available in the Trust to meet the needs of the individual and the Trust through existing Trust opportunities including the Veterans forum, Armed Forces Community Navigator, Reservists and 'Step into Health'.

- To ensure staff undertake training to raise awareness of the specific needs of the Armed Forces Community and requirements of the Armed Forces Covenant.
- To continue to identify the Armed Forces Community at first point of contact and staff are able to signpost individuals to relevant services.
- 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 Equality, Diversity, Inclusion 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.
- 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.
- Work continues to strengthen the collection of demographical data collection.
- This September saw the completion of a film to promote the Homeless Mental Health Team and the great work it does. Also, it shares key messages to help to break the stigma surrounding the homeless community to improve experiences of care. The film was shared at the September Trust Board meeting and can be

viewed here: <https://youtu.be/Lt33ilap0LM>

- Work continues to identify carers and signpost them for support; the Carer's Dashboard has been enhanced to provide additional information at team and divisional level and monthly prompts are sent to all divisions to access their team level data.
- Virtual and face-to-face services were and continue to be hosted by the Trust Chaplain.
- 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.
- The Patient and Carer Experience Team brought together staff, patients, service users and carers to celebrate diversity and show our support to the community by attending Hull Pride 2023. We hosted a stand in the Health Marquee and participated in the Pride in Hull march.



- July saw the launch of the Youth Recovery and Wellbeing College which was marked by a celebration event which took place in the Trust's Lecture Theatre.

- The Humber Youth Action Group (HYAG) continues to grow and has excess of 40 young people on its membership, enabling young people to learn about the Trust as well as to shape and co-produce services and develop new skills and knowledge.



- The Humber NHS cadets programme launched in November. There are two age groups: fourteen- to sixteen-year-olds and sixteen to eighteen. The programme provides young people 'who are less likely to have such opportunities' the chance to meet our staff, learn about their roles and career choices, examine important health topics, develop beneficial new skills, meet new people, grow in confidence and consider a future career within our organisation.
- Since the launch of our Experts by Experience (EbE) initiative in January 2023 twenty-eight individuals have applied to join our bank of Experts by Experience. EbE are people with experience of using services as either a patient, service user or a carer and once registered on our

EbE Bank, will be remunerated for undertaking activities with the Trust.

- The Children's Services division has co-produced a Young Peoples Co-production and Participation toolkit for Staff: The toolkit provides important information, tips, and resources to support staff by helping to embed a culture within the Children's Services division around the importance of listening to the voices of young people and their lived experience to shape and improve the care we deliver.
- The Contact Point in the Child and Adolescent Mental Health Services (CAMHS) team has been remodelled to help ensure young people experience less duplication, less waiting and better communication when navigating the contact point. HYAG members gave their views and experiences to support with the restructure.
- To ensure that young people within the local community recognise signs of abusive behaviour and to enable them to have easy access to reliable sources of information and support, the HYAG have worked in collaboration with the Trust's Communications Team to devise an engaging White Ribbon marketing campaign which has been shared with local school and colleges.
- The Forensic Services division has upgraded computers and installed software (equivalent to Microsoft Office) and several service users are now registered for online courses with the Trust Recovery College and other

colleges including the Open University degree level courses.



- A poster has been co-produced to raise awareness of the support available for people experiencing mental health difficulties. It is hoped that the leaflet will raise awareness of the different support services available, which in time will help to alleviate pressures in the system to help reduce the need to attend Emergency Department facilities for support when for example, the individual would like someone to talk to.
- An Emergency Department Streaming Project has been introduced where a focus group was held to discuss experiences of waiting in the Emergency Department when needing mental health support to identify ideas around creating a supportive environment in the new space and a name for the new waiting area.

# 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 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.

driven forward in a structured 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 Associate Director of People 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.

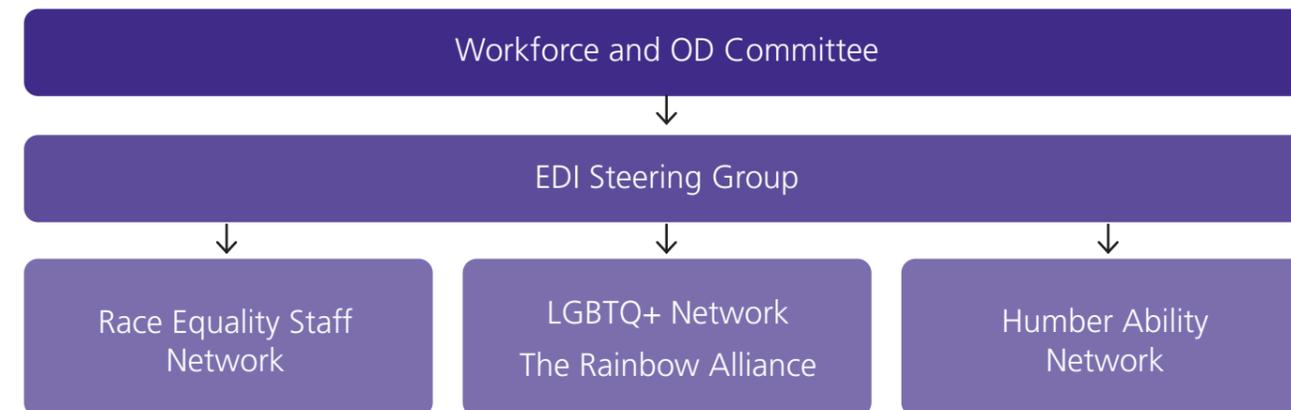


### Workforce Equality Diversity and Inclusion Steering Group

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



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 manner.



### 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. This year we introduced EDI objectives into Board member appraisals to further embed EDI throughout the organisation.

#### 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. This year we introduced EDI objectives into EMT members appraisals to further embed EDI throughout the organisation.

#### 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.
- Treat all colleagues and patients with respect and civility.
- 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

#### 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, Organisational Delivery Group, Executive Management Team 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, Organisational Delivery Group, Executive Management Team, 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 + (LGBT+) forum
- Peel Street Project network
- Hull Sisters
- Hull Interfaith Group
- Trust forums including Patient and Carer Experience Forums, Veterans Forum and Humber Co-production Network
- Humber Staff Networks including: 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+ staff network, known as the Rainbow Alliance, with the Head of Corporate Affairs acting as the executive sponsor.



- The Race Equality staff network, with the Executive Director of Nursing, Allied Health and Social Care Professionals acting as the executive sponsor.
- Humber Ability Group (for staff with long term health conditions and Disabilities), with the Executive Director of Finance acting as the executive sponsor.

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 a budget, 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 Human Rights Level 1 course every

three years. This is a national level course aligned to the Core Skills Training Framework (CSTF) which sets out an acceptable minimum standard of competence. As of March 2024, compliance with the training is 97.55%.

## New Starters

EDI features on the Corporate Induction programme to ensure that from the outset all new employees are aware of the Trust's commitment to the Equality, Diversity and Inclusion agenda. This includes an overview of how the Trust undertakes inclusion initiatives, our Trust workforce demographical data and an introduction to the Staff Networks.

# 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. In summary there are no areas undeveloped, no areas graded as developing, four areas graded as achieving and eleven areas graded as excellent. The EDS2 is considered and agreed by the Trust Board each year.

### 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 staff from diverse communities and white staff. It ensures that the Trust evaluates the experiences of its diverse 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 staff from diverse backgrounds have been heard and acted upon in relation to the Trust's commitment to improving race equality.

Information about the Trust's WRES and the full report can be located on the Trust [website](#).

## Summary of Progress in 2023

WRES Indicator	Description
1	Percentage of staff in each AfC Bands 1-9 and VSM compared to overall workforce
	<p>214 of the staff in the Trust come from Black, Asian and Ethnic Minority backgrounds which is 6% of the overall workforce.</p> <p>In terms of improvements there has been a 50% 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 at bands 7 and in clinical roles however there is recognition that this remains and area of focus for all bands in the clinical workforce.</p>
2	Relative likelihood of BAME staff being appointed from shortlisting
	<p>The ratio of 0.78 shows applicants from Black, Asian and Ethnic Minority backgrounds are more likely to be shortlisted compared to applicants declaring themselves as White. The national guidance states that anything between 0.80 and 1.25 is in the non-adverse range, so this is in favour of BAME candidates.</p>
3	Relative likelihood of staff entering a formal disciplinary process
	<p>This metric is consistent with the 2022 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	Relative likelihood of staff accessing non-mandatory training and CPD
	<p>This year's ratio of 1.01 indicates that BAME staff are as 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>21.2% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from patients, relatives or the public which is a 9.2% improvement on last year's figure. The BAME figure reported nationally in the NHS staff survey is 30.4%, showing the Trust is significantly better for this indicator.</p>
6	Percentage of staff experiencing harassment, bullying or abuse from staff
	<p>25.8% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from staff represents a 0.3% increase from last year's figure and is 8.7% higher than White staff. However, there has been a steady decline since 2018 when the figure was 29.7% and the Trust compares favourably to the national figure of 27.7%.</p>
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion
	<p>47% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported that the Trust provides equal opportunities for career progression or promotion. Whilst acknowledging there is still work to do, this represents a 0.6% improvement over the previous year, and is 0.6% better the national figure of 46.4%.</p>
8	Percentage of staff personally experiencing discrimination at work by manager/team leader or other colleagues
	<p>16.7% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported they personally experience discrimination at work by a manager/team represents an improvement of 1.5% on the previous year. However, this figure is still 0.1% above the national average of 16.6%, so will be an area of focus in 2023/24.</p>
9	% difference between the organisations' Board voting membership and its overall workforce
	<p>Black, Asian and Ethnic Minority staff representation on the Trust board (voting membership) improved to 15.4%, this represents a significant improvement and is better than the national figure as reported in the national WRES report in 2022.</p>

The Trust undertook a number of initiatives during the year and as a result demonstrated better results than the national average in 8 of the 9 indicators. Trust scores improved on 2022 in three of the indicators (where one remained only 0.1% worse than the national figure), showing a positive trajectory, although more work remains. A notable achievement is that the Trust remained a top performing Trust for WRES indicator 2, 'Relative likelihood of hiring staff from shortlisting'.

## Action Plan from 2023 WRES Report

No.	Action
1	ED&I Workforce Lead, in collaboration with HRBPs, to review advertising strategy for band 7 - VSM roles in order to 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.
2	Launch the 'Report it' anti-bullying campaign across the Trust (this will be aimed at patients and service users as well as staff). In line with Trust policies, 'Report It' posters will be displayed in all service areas, with links to key policy documents and staff contacts.
3	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 BME staff.
4	Through our governance structures, support and empower our Race Equality Staff Network to work with BME staff on the development of the WRES action plan, and development opportunities to enable it to maximise the impact and the involvement of all BME colleagues, so they are valued and thrive within an inclusive and compassionate workplace.
5	Continue to deliver Trust bullying and harassment awareness training for managers, using Trust WRES data to contextualise concerns with organisational priorities.
6	Continue to drive the process to reduce the number of 'unspecified' entries in staff records to continually improve accuracy of our workforce data on ethnicity.
7	Ensure high visibility of the Trust Behavioural Standards framework to maintain high expectations of staff in their interactions with colleagues.

## 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 following information provides insight into Humber Teaching NHS Foundation Trust's current position against the Workforce Disability Equality Standard (WDES) Metrics. Humber Teaching NHS Foundation Trust has demonstrated a number of key improvements in the past 12 months when compared to other NHS Trusts. A copy of the 2023 WDES report can be found on the Trust [website](#).

## Summary of Progress in 2023

WDES Metric	Description
1	<b>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.</b>  Disabled representation in the workforce has improved on the previous year. 8.34% of the workforce identifies as being disabled which is an increase on the previous year's figure of 6.77%, 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	<b>Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts</b>  The relative likelihood of disabled staff being appointed from shortlisting is 0.97 which is an improvement on the previous year of 1.11. The Trust is doing better than the nationally reported figure of 1.11. A figure below 1.0 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting.
3	<b>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</b>  The relative likelihood of disabled staff entering the formal capability process has increased to 1.27, however this represents 1 member of staff and demonstrates that disabled staff are not disadvantaged by the Trust's formal disciplinary processes.
4a	<b>Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months</b>  32.2% of 370 disabled staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months. Despite a 2.2% deterioration from the previous year, this is better than the national figure of 33.1%. Despite being better than the national figure, it is still 10% higher than for colleagues without a disability/LTC and this is something that should be closely monitored in 2023/24.
4b	<b>Staff experiencing harassment, bullying or abuse from managers in the last 12 months</b>  11.7% of 367 disabled staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from a manager in the last 12 months. This is a decrease of 2.1% on 2022 figure but is significantly better than the national figure of 16.4%.
4c	<b>Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months</b>  22.6% of 367 disabled staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from other colleagues in the last 12 months. This is an increase of 2.2% on 2022 figure; however, it is better the national figure of 25%.

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

70.5% of 149 disabled staff that completed the NHS Staff Survey reported the last time they experienced harassment, bullying or abuse at work they or a colleague reported it. This represents an improvement of 11.8% on the previous year and this is significantly better than the national figure of 51%.

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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52.6% of 371 disabled staff that completed the NHS Staff Survey believe the Trust provides equal opportunity for career progression or promotion. This represents a slight decline of 1% on the previous year but is better than the national figure of 51.7%.

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.
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17.3% of 271 disabled staff that completed the NHS Staff Survey believe they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. This represents an improvement of 7.1% on the previous year and is better than the national average of 28%.

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.
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41.8% of 371 disabled staff that completed the NHS Staff Survey were satisfied with the extent to which the Trust values their work. This represents a decline of 3.5% on the previous year, however it is higher than the national figure 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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79.6% of 226 disabled staff that completed the NHS Staff Survey believe the Trust has made adequate adjustments to enable them to carry out their work, a decrease of 2.8% on the previous year. However, this is better than the national figure of 73%.

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 in line with the national figure of 6.4.

10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce
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All Trust board members have up to date ESR Records, however there is no disability representation in its membership.

During 2022-2023 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.

## Action Plan from 2023 WDES Report

No.	Action
1	ED&I Workforce Lead in collaboration with HRBPs to review advertising strategy for band 8c - VSM roles in order to ensure roles are advertised widely and targeted towards disabled individuals, improve advert quality with regard to diversity, and ensure band 7+ roles are advertised to diverse candidates.
2	Launch the 'Report it' anti-bullying campaign across the Trust (this will be aimed at patients and service users as well as staff). In line with Trust policies, 'Report It' posters will be displayed in all service areas, with links to key policy documents and staff contacts.
3	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 disabled staff.
4	Through our governance structures, support and empower our Humber Disability Staff Network to work with disabled staff on the development of the WDES action plan, and development opportunities to enable it to maximise the impact and the involvement of all disabled colleagues, so they are valued and thrive within an inclusive and compassionate workplace.
5	Continue to deliver Trust bullying and harassment awareness training for managers.
6	Continue to drive the process to reduce the number of 'unspecified' in staff records to continually improve accuracy of our workforce data on disability.
7	Ensure high visibility of the Trust Behavioural Standards framework to maintain high expectations of staff in their interactions with colleagues.

## 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. Subsequent reports (published in 2019, 2020 and 2021, 2022) were informed by 'snapshot data' as of 31st March for each previous reporting year. The 2023 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, at the time of the report 78.79% of the workforce were 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 was **13.2%**  
an increase on 2022 (11.4%)

The Trust's median gender pay gap was **6%**  
an increase on 2022 (1%)

The proportion of males receiving a bonus is **1.26%**  
and lower than 2022 (1.27%)

The proportion of females receiving a bonus is **0.26%**  
and smaller than 2022 (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 2022.

## 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.

## Actions from 2023

**1** Deliver and monitor female participation in Career Confidence Coaching sessions that focus on supporting our female colleagues through their career journey in the organisation.

**2** Moving away from equal distribution local clinical excellence awards and implement 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 existing strategy, tools, resources and local promotion and recruitment practices to engage and employ applicants and retain employees from all communities.

**4** Embed and monitor the newly launched mentoring programme to take an intersectional approach to identifying collaborative actions that will support pay equality 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. The aim of the Standard is to ensure that patients, service users, carers and parents with information or communication needs relating to a disability, impairment or sensory loss receive information in a format they can understand and any communication support they need to enable them to access services appropriately.

The Trust has Accessible Information Standard guidance which sets out the general steps to be taken to ensure any information and communication support needs that are related to disability, impairment or sensory loss of patients/service users and/or their parents/carers are met. This includes needs for:

- Information in a ‘non-standard’, alternative or specific format
- Use of specific or alternative contact methods
- Arrangement of support from a communication professional (e.g. a British Sign Language Interpreter or a deafblind manual interpreter); and
- Support to communicate in a different or particular way or to use communication aids (e.g. to lip-read or use a hearing aid).

This guidance document sets out the Trust’s obligations under the NHS Accessible Information Standard and how it intends to

achieve compliance with the Standard.

During the initial assessment clinicians identify if a patient or service user or carer has additional communication needs. 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 Widgeit. 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 several 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. The three key providers used by the Trust are; Hull City Council who provides services to our patients in the Hull and East Riding area, The Big Word for individuals living in the Whitby, Scarborough and Ryedale region and Language Line who provides video interpreters to the teams who have the highest volume of patients who speak English as their second language.

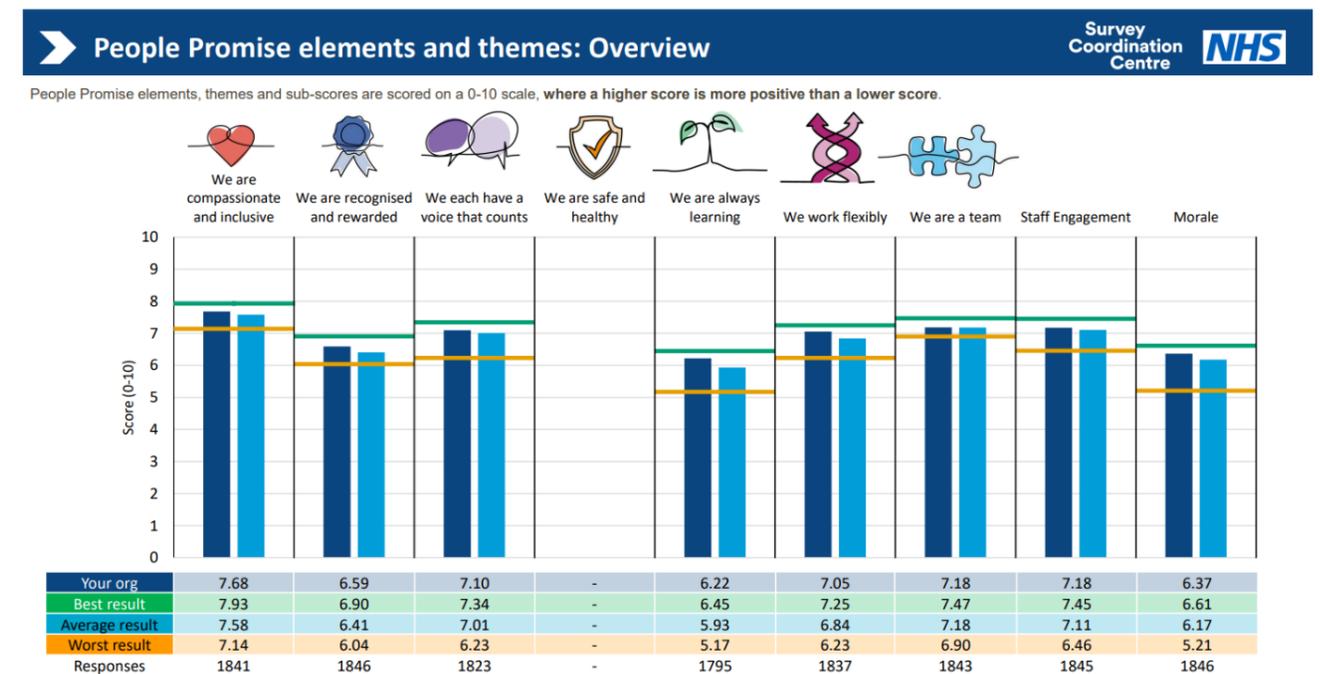
# 6.0

## NHS National Staff Survey (NSS)

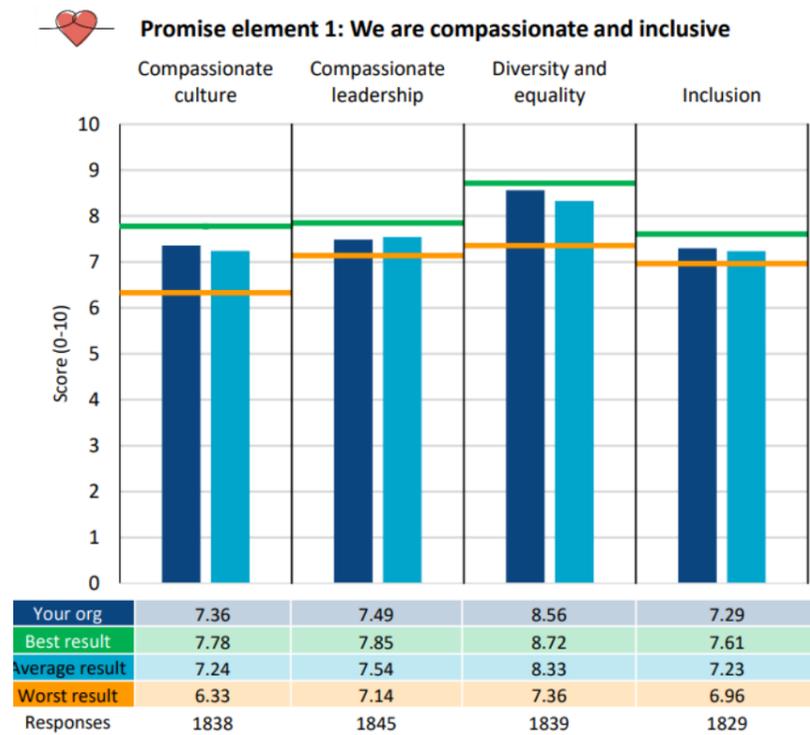
In the 2023 Trust National Staff Survey (NSS) the response rate was 56%, a significant improvement on the previous year of 43.9%. The median response rate for the benchmark group was 52%.

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.

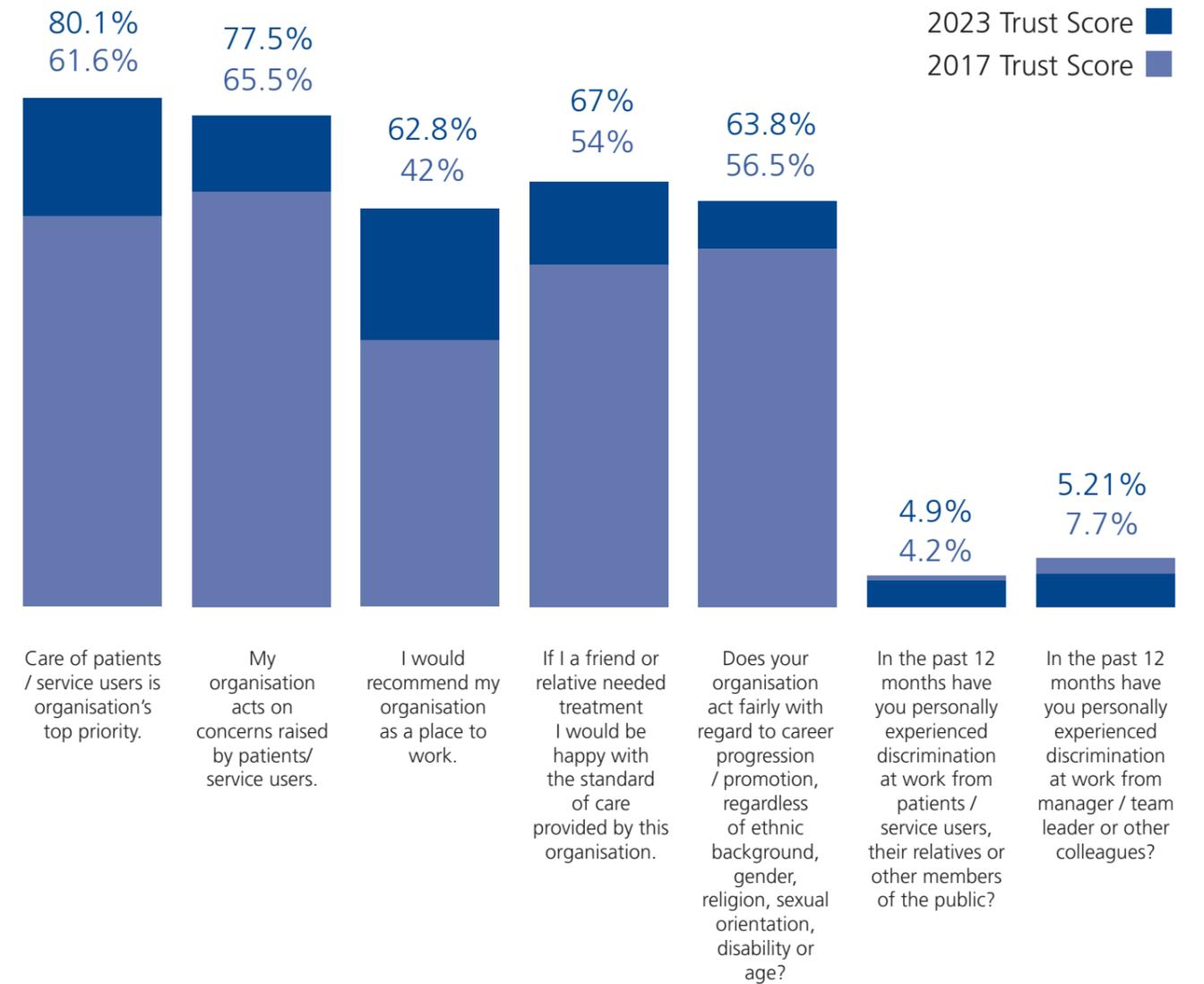
The Trust’s score against each of the seven elements of the People Promise are outlined below alongside the two key themes, staff engagement and morale, that remained from the previous NSS. The results of the 2023 staff survey demonstrate the Trust scores higher than national comparison figures in all but one people promise theme, and matches the national average on one theme.



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.

# 7.0

## Positive Assurance

Over the course of the year, the Trust has continued to meet its commitments to the Equality, Diversity and Inclusion agenda. The primary highlights of the year have included:

- During the year the Trust has seen representation across the workforce increase from 6% to 7.34%. We have also seen an improvement in the number of diverse staff in band 7 and 8a roles in both clinical and non-clinical roles. Similarly, the Board continues to be representative of the communities we serve with a 12.5% diverse membership.
- The Trust developed a new People Strategy to take the Trust forward for the next five years. Coproduced in collaboration with stakeholders the new People Strategy ensures inclusivity and respect are at the heart of the Trust people operations.
- The Respect campaign was launched on the 1st November 2023, with a range of 9 different 'Report It' posters which were displayed in the workplace, this a part of developing a positive and safe workplace culture. Since the launch we have seen a 70% increase in referrals for bullying, harassment, and discrimination.

- EDI objectives linked to Trust EDI workstreams, and strategies were agreed for all Board members including the Chief Executive and Chair for the appraisal window for 24/25.
- The Trust introduced a quarterly EDI Assurance Report for EMT and the Board. This extensive report is designed to assure the Trust's leadership of the progress against all our EDI workstreams, including the Workforce Race Equality Standard, the Workforce Disability Equality Standard, the Gender and Ethnicity Pay gap report, NHS England EDI Improvement Plan, the Act Against Racism Charter, and the impact of the Respect campaign.

- A Recruitment deep dive report was developed which places an EDI lens on our recruitment activities over the previous six months based upon the protected characteristics. Insight from this report is shared with HR Business Partners who took this information into their workforce planning meetings to discuss underrepresentation with actions to support diverse recruitment strategies. This forms part of our work to ensure our EDI objectives are known in the areas and can support our organisational EDI aims.

As we move into 2024-2025, the Trust's commitment to Equality, Diversity and Inclusion is outlined in the Equality Objectives 2024-25 (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 2024 is presented. The following observations are noted:

#### Age

In line with the wider NHS the Trust employs a multigenerational workforce. The Trust is moving forward with its plans to increase those in the lower age bands via apprenticeship schemes and career development roles.

Age Band	Headcount	%	FTE
<=20 Yrs	31	0.77	17.41
21-25	267	6.66	230.33
26-30	384	9.57	322.25
31-35	493	12.29	395.33
36-40	541	13.49	430.06
41-45	432	10.77	358.72
46-50	446	11.12	367.00
51-55	533	13.29	443.82
56-60	485	12.09	357.39
61-65	301	7.50	183.15
66-70	71	1.77	36.21
>=71 Yrs	27	0.67	10.29
<b>Grand Total</b>	<b>4,011</b>	<b>100.00</b>	<b>3151.96</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 Disability Staff Network to develop a positive and supportive narrative and actions to support our disabled staff.

Disability Flag	Headcount	%	FTE
No	2,971	74.07	2386.78
Not declared	506	12.62	350.41
Prefer not to answer	40	1.00	33.74
Unspecified	139	3.47	76.47
Yes	355	8.85	304.55
<b>Grand total</b>	<b>4,011</b>	<b>100.00</b>	<b>3151.96</b>

#### Religion and Belief

The Trusts data continues to demonstrate a high number of not disclosed.

Religious Belief	Headcount	%	FTE
Atheism	905	22.56	763.52
Buddhism	17	0.42	12.70
Christianity	1,592	39.69	1231.15
Hinduism	13	0.32	11.23
Islam	38	0.95	27.95
Judaism	1	0.02	0.80
Not disclosed	1,016	25.33	758.80
Other	404	10.07	333.01
Sikhism	3	0.07	3.00
Unspecified	22	0.55	9.81
<b>Grand total</b>	<b>4,011</b>	<b>100.00</b>	<b>3151.96</b>

### Marriage and Civil Partnership

The Trust data is consistent with previous years and demonstrates little change.

Marital Status	Headcount	%	FTE
Civil partnership	62	1.55	51.69
Divorced	275	6.86	220.40
Legally separated	55	1.37	47.52
Married	1,963	48.94	1504.82
Single	1,389	34.63	1122.92
Unknown	159	3.96	126.18
Unspecified	58	1.45	42.68
Widowed	50	1.25	35.74
<b>Grand total</b>	<b>4,011</b>	<b>100.00</b>	<b>3151.96</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.

Gender	Headcount	%	FTE
Female	3,191	79.6	2472.65
Male	820	20.4	679.32
<b>Grand Total</b>	<b>4,011</b>	<b>100.0</b>	<b>3151.96</b>

### Sexual Orientation

In recent years the Trust has seen an increase in the overall number of staff from the LGBTQ+ community where the figure in 2019 was 0.5%. There is still a higher proportion of not disclosed data.

Sexual Orientation	Headcount	%	FTE
Bisexual	77	1.92	68.21
Gay or Lesbian	81	2.02	71.12
Heterosexual or Straight	3,174	79.13	2533.64
Not disclosed	636	15.86	451.68
Other sexual orientation not listed	19	0.47	16.64
Undecided	6	0.15	5.00
Unspecified	18	0.45	5.67
<b>Grand total</b>	<b>4,011</b>	<b>100.00</b>	<b>3151.96</b>

### Race

The Trust is proud to attract employees from a wide range of diverse heritage and thereby contribute to the cultural diversity of the region.

Ethnic Group	Headcount	%	FTE
A White - British	3,295	82.15%	2645.45
B White - Irish	19	0.47%	15.10
C White - Any other White background	62	1.55%	48.27
C3 White Unspecified	3	0.07%	2.71
CA White English	16	0.40%	10.21
CB White Scottish	1	0.02%	1.00
CC White Welsh	1	0.02%	1.00
CF White Greek	1	0.02%	1.00
CK White Italian	1	0.02%	1.00
CP White Polish	4	0.10%	3.99
CQ White ex-USSR	1	0.02%	1.00
CX White Mixed	1	0.02%	1.00
CY White Other European	4	0.10%	3.30
D Mixed - White & Black Caribbean	8	0.20%	6.88
E Mixed - White & Black African	10	0.25%	6.64
F Mixed - White & Asian	12	0.30%	8.04
G Mixed - Any other mixed background	15	0.37%	12.60
GD Mixed - Chinese & White	2	0.05%	2.00
H Asian or Asian British - Indian	35	0.87%	29.00
J Asian or Asian British - Pakistani	12	0.30%	10.00
K Asian or Asian British - Bangladeshi	6	0.15%	5.60
L Asian or Asian British - Any other Asian background	7	0.17%	4.76
LA Asian Mixed	1	0.02%	0.20
LE Asian Sri Lankan	1	0.02%	0.00

LG Asian Sinhalese	1	0.02%	1.00
LH Asian British	1	0.02%	1.00
M Black or Black British - Caribbean	11	0.27%	10.76
N Black or Black British - African	167	4.16%	110.51
P Black or Black British - Any other Black background	10	0.25%	7.00
PC Black Nigerian	17	0.42%	9.78
PD Black British	4	0.10%	0.61
R Chinese	6	0.15%	4.17
S Any Other Ethnic Group	12	0.30%	8.92
SC Filipino	2	0.05%	1.90
SD Malaysian	1	0.02%	1.00
SE Other Specified	3	0.07%	3.00
Unspecified	11	0.27%	4.00
Z Not Stated	247	6.16%	167.57
<b>Grand Total</b>	<b>4,011</b>	<b>100%</b>	<b>3151.96</b>

# Appendix 3

## Progress on Objectives 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 for the period 2023 to 2025.

Priorities	Outcome	Progress Over the Past Twelve Months
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.	<ul style="list-style-type: none"> <li>A presentation on Demographical Data Collection was shared at the Senior Leadership Forums in January and July 2023 and divisional team meetings over the year.</li> <li>A Protected Characteristics Project Group has been created where a Protected Characteristics Standard Operating Procedure has been developed.</li> <li>A Patient/Service User self-capture digital offer has been factored into the new SystmOne Electronic Patient Record (EPR) project plans. Bedigital will take this forwards.</li> <li>Demographic data has been used to analyse DNA rates in Talking Therapies by age, ethnicity, gender, sexuality and deprivation decile, identifying higher DNA rates in working age adults. Demographic data has been used by the Perinatal Mental Health Service to identify lower referral rates among ethnic minority communities, which is informing a QI project on building better connections with these communities. This information will also be used to support Major Transformation Projects in the Trust and we will continue to look at how this information can be used effectively. Current focus is on improving recording of data so that it is robust and meaningful. Current Trust recording of mandated information is 40%.</li> <li>The staff intranet Health Inequalities pages (launched February 2024) includes tips for staff on using data, including Trust data to explore health inequalities. Future updates to the pages will include explicit reference to using demographic data as the data quality improves.</li> </ul>
2. To further enhance our faith offer to ensure inclusivity.	A strengthened offer to accommodate individual's religious practices.	<ul style="list-style-type: none"> <li>An awareness session to celebrate Diwali-Diwali (Hindu) took place across the Trust from 12 November 2023. Diwali is a festival lasting one to five days and is a festival of light coinciding with the darkest night of the lunar month. To celebrate Diwali the Trust ran a series of activities including; Inpatient units took part in art and craft activities including lantern making.</li> </ul>

2. Cont.

Trust Chaplain (Eve Rose) visited several units to offer support in lantern making and celebrate Diwali with our patients, service users and staff. Patients and service users in our Mental Health inpatient units and community hospital wards enjoyed a Diwali menu. A local knit and natter group made lanterns which were displayed in our Trust headquarters.

- An awareness session to celebrate Vesakha Puga-Wesak-Buddha day will start on the 23 May 2024. This celebrates the birth and enlightenment and final passing away of Gautama Buddha.
- The Trust Chaplain continues to host services across the year including; Easter, Eid, Armistice Day and the Trust's Christmas Carol Service. This year's Easter Service will take place at Messingham Hall Farm and will focus on 'Who is My Neighbour?'
- The Trust Chaplain and Race Equality Network Chair have both joined the Hull Interfaith Group.
- The Trust is looking into the feasibility to provide a prayer space in Westlands Inpatient Unit Garden – one idea is a meditative walk for multi faiths.
- A prayer space has been captured on the list of considerations within the Mental Health Inpatient Services business case.
- A prayer space within the Humber Centre business case has been approved and the multi-faith room redesign will be co-produced with the Patient Council for a safe haven.

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.	<ul style="list-style-type: none"> <li>• The Trust Chair, Assistant Director of Patient and Carer Experience and Co-production and Senior Partnerships and Strategy Manager attended a Ladies Befriending Session ran by the Peel Project in September. A further visit to the Ladies Befriending Group has been arranged to discuss health inequalities.</li> <li>• The Trust Chaplain has refreshed the Caring for People of Different Faiths guide where the Peel Project supported with the review.</li> <li>• The Patient and Carer Experience Manager and Partnerships and Strategy team met with Hull Sisters to look at how the Trust can engage and network with the group moving forwards.</li> <li>• The Trust Chaplain arranged a Hull Mosque visit in September as part of the 'Visit my Mosque 2023'.</li> </ul>
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.	<ul style="list-style-type: none"> <li>• In November the interpretation and translation services guidelines for The Bigword (Whitby, Scarborough &amp; Ryedale) and Hull City Council (Hull and East Riding) guidelines were reviewed and refreshed to set out a clear procedure to accessing interpretation and translation services for patients, service users and carers, ensuring they will receive information in a format that they can understand, and support they need to enable them to communicate with our services appropriately.</li> <li>• Refer to priority number 2 "To further enhance our faith offer to ensure inclusivity" for further updates on this priority.</li> </ul>

## Progress Against Workforce Equality Objectives 2023/24

No.	2023/24 Objective	Comments/Progress to date
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	<ul style="list-style-type: none"> <li>In the period between 1st April 2023 and 1st October 2023 the percentage of male applicants was 33.0%, and males appointed to roles at the Trust was 22.7% which is higher than male representation at the Trust which is 20.48%</li> <li>Recruitment deep dive report developed that examines shortlisting and appointment against all protected characteristics, with biannual reporting for assurance moving forward. This report provides insight and targeted recruitment actions for divisions and taken into areas by HRBPs, with bespoke actions agreed in areas. A new EDI bulletin has been developed to ensure the EDI lead and HRBPs can collaborate on actions for divisions.</li> </ul>
2.	To achieve the NHS Rainbow Badge Accreditation	<ul style="list-style-type: none"> <li>We have successfully been accredited by the LGBT Foundation for the NHS Rainbow Badge Scheme, we are at the initial stage and have been provided with an action plan that will inform our EDI workstreams moving forward.</li> <li>The Trust is ambitious to progress to bronze accreditation, and the improvement action plan provided by the LGBT Foundation will be actioned in collaboration with the Trust LGBTQ+ staff network, and our divisional areas, in EDI workstreams over the coming year.</li> <li>Moving forward, our Respect campaign focusses on minimising specific discrimination based on gender identity, gender expression or gender history.</li> </ul>
3.	To deliver upon the actions following the NCFD cultural audit, by implementing a Respect campaign.	<ul style="list-style-type: none"> <li>Our Respect campaign was launched in November, a range of 9 different 'Report It' posters were displayed in the workplace, this a part of developing a positive and safe workplace culture.</li> <li>This campaign has focused on developing a safe culture to report 'staff to staff' incidents of bullying, harassment or discrimination, towards all people, but with particular emphasis on reaching underrepresented groups, namely but not limited to, the LGBTQ+ community, those with a disability or long-term condition and colleagues from ethnically diverse backgrounds.</li> <li>In addition, a 'Report It' intranet page has been developed as a resource hub, hosting all relevant information, contact details and policies.</li> </ul>
4.	Move from disability confident employer to disability confident leader status.	<ul style="list-style-type: none"> <li>Our work to become a Disability Confident Leader will be actioned in our 2024/25 EDI workstreams to give our new Access to Work arrangements time to be embedded, work with the newly embedded Occupational Health team, and to take time to understand the challenges faced by colleagues with a disability or long-term condition when requesting reasonable adjustments. A collaborative working group with the Staff Disability network will support the application.</li> </ul>

No.	2023/24 Objective	Comments/Progress to date
5.	ED&I Workforce Lead, in collaboration with HRBPs, to review advertising strategy for band 7 - VSM	<ul style="list-style-type: none"> <li>Since December 2023, the EDI Lead reviews job roles advertised on NHS Jobs on a monthly basis for language, quality and accuracy of information. Findings are shared with the HR Business partners, with targeted EDI actions for workforce planning purposes and establish what new channels for advertising have been exploited such as Pink Jobs, and Stonewalls Proud Employer portal.</li> </ul>
6.	Launch the 'Report it' anti-bullying campaign across the Trust	<ul style="list-style-type: none"> <li>See action 3 for progress review</li> </ul>
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 BME, Disabled and LGBTQ+ staff.	<ul style="list-style-type: none"> <li>Prior to intakes of the Humber High Potential Development Scheme, the Leadership and Senior Leadership programmes in April 2024, the full range of communications channels were used to promote and provide information to all staff about the development opportunities. This included targeted communications to our staff networks, managers newsletter and EDI MS teams channels to reach a more diverse candidate base. The Trust was successful in attracting underrepresented candidates from our staff networks.</li> </ul>
8.	Through our governance structures, support and empower our Race Equality, LGBTQ+ and Disability Staff Networks to work with BME and Disabled staff on the development of the WRES/ WDES action plan, and development opportunities.	<ul style="list-style-type: none"> <li>The Workforce Race Equality Standard (WRES) and the Workforce Disability Equality Standard (WDES) data is drawn down after March 31st 2024, and the raw data will be taken to the Race Equality and Disability Staff Network meetings in May 2024 to facilitate coproduction with the analysis and action planning to inform our EDI workstreams in 2024/25.</li> </ul>
9.	Continue to deliver Trust bullying and harassment awareness training for managers.	<ul style="list-style-type: none"> <li>In 2024, the external training is moving to an internal delivery model. Following the Trusts revised policy on Bullying and Harassment the internal Bullying &amp; Harassment for Leaders and Managers training is a brand-new course and is being piloted in April. It will provide practical steps and conscientious guidance to help prevent, identify, and confidently confront bullying and harassment at work. It will provide leaders and managers with information, knowledge and understanding of Bullying &amp; Harassment for staff in the workplace.</li> </ul>

No.	2023/24 Objective	Comments/Progress to date
10.	Continue to drive the process to reduce the number of 'unspecified' entries in staff records.	<ul style="list-style-type: none"> <li>The Trust continued its focus on the accuracy of the workforce equality data and has seen a continuation in the reduction in the number of unspecified entries in ESR for ethnicity, disability or sexual orientation. As part of the onboarding process for any new employee, the recruitment team must ensure that EDI data is collated. In addition, the importance of collecting this data is discussed at Corporate Induction and all employees can update their own records on ESR and they are sent annual reminders to update.</li> <li>This is in addition to receiving several emails to remind new starters to provide the information. Employees do have the option to choose not to declare their information however the above measures are designed to improve our data quality and minimise the number of unspecified records. In February 2024 there were 17 ESR records showing unspecified data, an improvement on March 2023 when that figure was 86.</li> </ul>
11.	Ensure high visibility of the Trust Behavioural Standards framework.	<ul style="list-style-type: none"> <li>'Being Humber' standards are interwoven into the new people strategy, into our leadership development programmes, values-based recruitment and the Respect campaign.</li> <li>Work is currently being undertaken with the OD team to link the Trust Behavioural Standards framework to inclusive language guidance provided in support for teams.</li> <li>The first collaborative training event with OD and EDI took place on 19th January.</li> </ul>
12.	Deliver and monitor female participation in Career Confidence Coaching sessions	<ul style="list-style-type: none"> <li>On March 8th, 2024, the Trust celebrated the Big Conversation event in support of International Women's Day. At the event the Trust promoted its coaching, mentoring and leadership development opportunities with stories from candidates and discussion around empowering women to develop and growing our own leaders. From the event a number of candidates requested information on the Trusts development opportunities.</li> <li>The Trust has a coaching and mentoring offer designed to support candidates to grow and develop in their careers and participation is monitored and reviewed regularly.</li> <li>We are supporting the Humber and North Yorkshire Health and Care Partnership's coaching network, which is for anyone working or volunteering in health and social care across Humber, North Yorkshire and West Yorkshire.</li> <li>The Trust promoted the Health and Care Women Leaders Network led by the NHS Confederation in the global email W/C 23rd Oct. Communications channels included Trust Global email, WOD MS Teams, Equality Network MS Teams, Trust Local email and the manages Newsletter.</li> </ul>

No.	2023/24 Objective	Comments/Progress to date
13.	Moving away from equal distribution local clinical excellence awards and implement an assessment-based approach	<ul style="list-style-type: none"> <li>Whilst processes have been agreed for competitive rounds for 24/25 awards, there is an indication that LCEA processes will cease under new pay award arrangements for consultants.</li> </ul>
14.	Ongoing analysis of recruitment EDI data	<ul style="list-style-type: none"> <li>Recruitment deep dive report developed and ongoing. This report provides insight and targeted recruitment actions for divisions and taken into areas by HRBPs, with bespoke actions agreed in areas. A new EDI bulletin has been developed to ensure the EDI lead and HRBPs can collaborate on actions for divisions.</li> </ul>
15.	Embed and monitor the newly launched mentoring programme to take an intersectional approach to identifying collaborative actions	<ul style="list-style-type: none"> <li>The Trust has developed a comprehensive mentoring offer, through the Trusts Mentoring Hub currently there are 19 trained female mentors available for colleagues to work with. Alongside this the Trust are seeking mentors to establish a reverse mentoring offer, with information available via the mentoring hub, and a wide range of communication methods used to inform colleagues of the benefits of reverse mentoring.</li> </ul>
16.	Develop a succession planning process	<ul style="list-style-type: none"> <li>A new template has been developed that will support the Trusts workforce planning activities to ensure succession planning around female leaders is central to future recruitment plans.</li> </ul>

## Workforce Equality Objectives 2024/25

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.	2024/25 Objective	Driver
1.	Fulfil the requirements of the NHSE EDI Improvement plan and support the board to realise high impact action 1.	NHSE EDI Improvement Plan
2.	Utilise the July 2024 Trust Non-Executive Director recruitment window as an opportunity to further diversify the Board. The EDI Lead will represent staff (in capacity as Staff Governor) on NED recruitment stakeholder panel.	WRES/WDES/ Gender Pay Gap
3.	Following the success of the Respect campaign, embed the Respect framework as business-as-usual practice, raising the profile for the ambitions of the work and further drive up a safe reporting culture.	Staff Survey/ WRES/ WDES/Gender Pay Gap/ NHSE EDI Improvement Plan
4.	Consult with stakeholders on the 'No Excuse for Abuse' task and finish group on the guidance framework that seeks to address patient to staff bullying, harassment and aggression from patients. Further see this launched and embedded by March 2025.	Staff Survey/ WRES/ WDES
5.	Effective delivery of a working group to examine harm caused by formal investigations process and implement proportionate actions to address via multi stakeholder involvement.	Staff Survey/ WRES/ WDES
6.	Effective delivery of a staff experience working group which will examine issues of discrimination and belonging and implement proportionate actions to address via multi stakeholder involvement.	Staff Survey/ WRES/ WDES
7.	EDI lead to work with the Executive Medical Director to realise the ambitions of the Act Against Racism Charter and embed inclusive practice across the organisation, providing regular assurance to EMT and the Board.	WRES/ NHSE EDI Improvement Plan
8.	Realise the ambitions of the Rainbow Badge Accreditation action plan provided as by the LGBT Foundation and embedded across the organisation by March 2025.	Staff Survey/ Rainbow Badge Accreditation Scheme
9.	Implement the requirements of the Disability Confident Leader programme with a view to being awarded with improved status by March 2025.	WDES/ Staff Survey



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