

Annual Health Inequalities and Inclusion report 2022/23			
Meeting	Board of Directors		
Date	16/08/2023	Agenda Item	15
Lead Director	Paula Simpson, Chief Nurse & Claus Madsen, Chief People Officer		
Author(s)	Neil Perris, Head of Inclusion & Health Equity; Emma Ashley, Head of HR (Wellbeing & Engagement)		
Action required (please select the appropriate box)			
To Approve <input checked="" type="checkbox"/>	To Discuss <input type="checkbox"/>	To Assure <input checked="" type="checkbox"/>	
Purpose			
<p>This report is to provide assurance and to seek Board approval for publication of the Trust's public facing Inclusion Annual Report for 2022/23. This report includes content previously presented to the People & Culture Committee and Quality & Safety Committee, alongside summaries of other key reports/workstreams to demonstrate our compliance against statutory duties</p>			
Executive Summary			
<p>This report reviews our strategic approach to inclusion, summarises key inclusion focussed activities for both population and workforce during 22/23, including work on our AIS (Accessible Information Standard) compliance, data collection for protected characteristics, key accreditations, reviews workforce diversity data, Equality Delivery System (2022), Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard (WDES) and Gender Pay Gap summaries and sets priorities for 23/24. Some of above mentioned are or will be made publicly available in full on our website, to meet our statutory requirements within defined timeframes.</p>			
Risks and opportunities:			
None identified			
Quality/inclusion considerations:			



Quality & Equality Impact Assessment completed and attached No.

The purpose of the paper is to provide external assurance around our Inclusion and equality performance and compliance with our statutory duties

Financial/resource implications:

Upload to Website – no proposal to physically print any copies – no financial implications

The Trust Vision – To be a population health focused organisation specialising in supporting people to live independent and healthy lives. The Trust Objectives are:

- Populations – We will support our populations to thrive by optimising wellbeing and independence
- People – We will support our people to create a place they are proud and excited to work
- Place - We will deliver sustainable health and care services within our communities enabling the creation of healthy places

Please select the top three Trust Strategic Objectives and underpinning goals that this report relates to, from the drop-down boxes below.

Populations - Safe care and support every time	People - Better employee experience to attract and retain talent	Place - Improve the health of our population and actively contribute to tackle health inequalities
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The Trust Social Value Intentions

Does this report align with the Trust social value intentions? Yes.

If Yes, please select all of the social value themes that apply:

- Community engagement and support**
- Purchasing and investing locally for social benefit**
- Representative workforce and access to quality work**
- Increasing wellbeing and health equity**
- Reducing environmental impact**

Board of Directors is asked to consider the following action

To be assured of actions undertaken around Inclusion/Health Equity and to approve the Inclusion Annual Report 2022/23 for publication on the Trust Website

Report history (Please include history of where the paper has been presented prior to reaching this meeting, including the title of the meeting, the date, and a summary of the outcome)



Submitted to	Date	Brief summary of outcome
Inclusion & Health Inequalities Steering Group	31/07/23	Draft report discussed and agreed



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**Wirral Community
Health and Care**
NHS Foundation Trust

Inclusion Annual Report

2022/23

Board of Directors

16 August 2023

Contents

- Inclusion and health inequalities strategy
- Summary of population focussed inclusion activity
- Overview of workforce focussed inclusion activity
- Workforce Inclusion Data
- Assurance and compliance against statutory duties
- Priorities for 23/24
- Appendix 1: Equality Act & Public Sector Equality duty summary



The Equality Act 2010

This report brings together a number of data sources in summary form to evidence our compliance with section Public Sector Equality Duty which is detailed in Section 149 Equality Act 2010



Inclusion & Health Inequalities Strategy 2022-2027

Wirral Community Health & Care NMHS Foundation Trust has a 5 year organisational strategy which outlines our vision **is to be a population-health focused organisation specialising in supporting people to live independent and healthy lives.** There are a range of supporting strategies that underpin the Organisational strategy including Quality, Digital, People and Inclusion & Health Inequalities strategies. The Inclusion & Health Inequalities Strategy contains our equality objectives for this period. Detailed delivery plans are developed each year for our Quality & People strategies which include specific actions to support our Inclusion and Inequalities ambitions.

Our Strategies can be accessed [here](#)

Inclusion and Health Inequalities strategy overview

Access

Delivery of an annual positive action programme targeting access or recruitment or retention of underrepresented communities.

Experience

Attainment of appropriate inclusion charter marks and year on year improvements in the level of award.

Outcomes

Development of the inclusion and inequalities dashboard to demonstrate improvements across the domains of access, experience and outcomes.

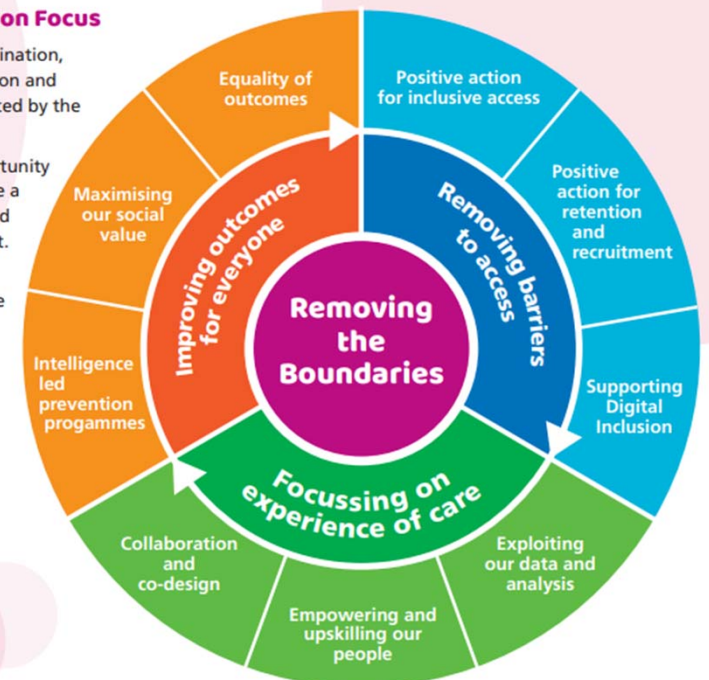
Tackling Inequalities through improved access and enhanced experience resulting in more equitable outcomes for the people we serve delivered by a diverse workforce who feel valued and supported.

Equality and Inclusion Focus

Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations between people who share a protected characteristic and people who do not share it.



Summary of population focussed inclusion activity

This section of the report describes some of the work and our achievements focussed on our patients and the wider population we serve

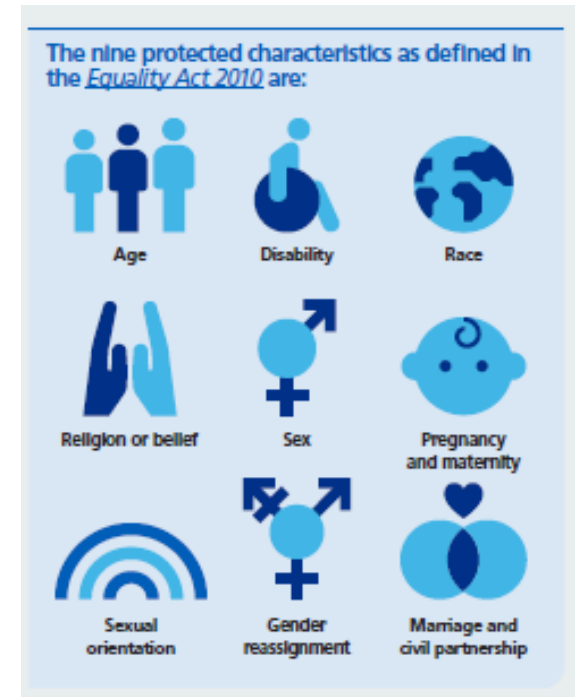
Inclusion – Key successes, 2022/23

We will...	Inclusion Priority	Key successes and ongoing development	
Focussing on our population health impact using Core20 PLUS 5 principles	Focussing on our population health impact using Core20 PLUS 5 principles	<ul style="list-style-type: none"> • Development of waiting list prioritisation tool • Service distribution model based on need and deprivation e.g. Community Nursing 	<ul style="list-style-type: none"> • Utilise Indices of Multiple Deprivation to support waiting list prioritisation at service level • Service modelling based on need and deprivation to inform organisational developments
Developing a culture of inclusiveness and empower positive allyship	Developing a culture of inclusiveness and empower positive allyship	<ul style="list-style-type: none"> • Delivery of a successful pilot reciprocal mentoring scheme • Continued development of staff networks • Rainbow Pin Badge Accreditation • Signed Armed Forces Covenant, Bronze DERS 	<ul style="list-style-type: none"> • Evaluation of the reciprocal mentoring project to inform future iterations of the scheme working with staff who share other protected characteristics • Continue to develop and support the staff networks
Developing the Equality, Diversity and Inclusion (EDI) skills and knowledge of our workforce	Developing the Equality, Diversity and Inclusion (EDI) skills and knowledge of our workforce	<ul style="list-style-type: none"> • Deaf and LGBTQ staff awareness sessions (x6) • Strong staff networks (BAME, LGBTQ+, Ability, Working Carers, Armed Forces) 	<ul style="list-style-type: none"> • 65+ Inclusion Champions supported to be EDI advocates in services across the Trust

Information about the people we serve.

To help us understand the people we care we collect information about you and your preferences and characteristics such as age, gender, religion, ethnicity, sexual orientation any disabilities or impairments you may have. We use this information to make sure we communicate well with you, we make adjustments in how we deliver our services to you to take account of your needs. We also use this data to monitor which groups of people are accessing our service and who is less able to, and use this to inform how and where we deliver our services, targeting those at most disadvantage.

All of this information is all held confidentially within the organisation. This information supports us in our compliance with our Public Sector Equality Duties and the Accessible Information Standard (AIS) ensuring we treat people fairly and equitably and we communicate in a way that supports people with disabilities or impairments.



Information about the people we serve – data recording compliance

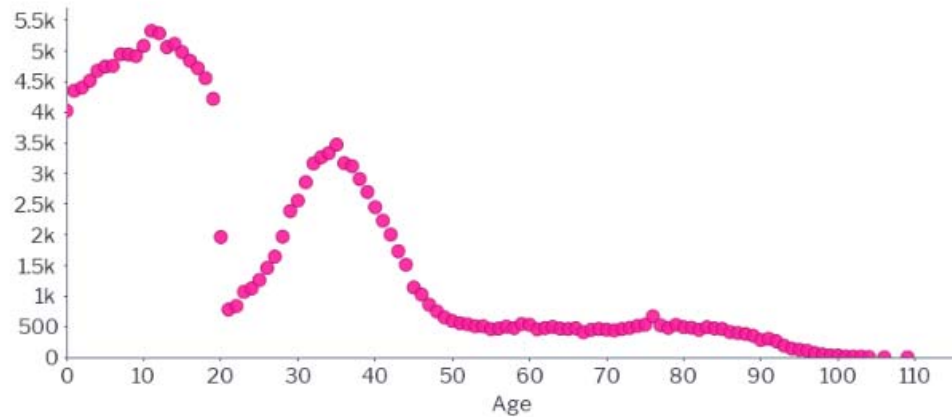
This shows the % of all patient records that have the following protected characteristics recorded. This information helped us to evidence the need to improve our data collection. This is the position on 31 March 2023



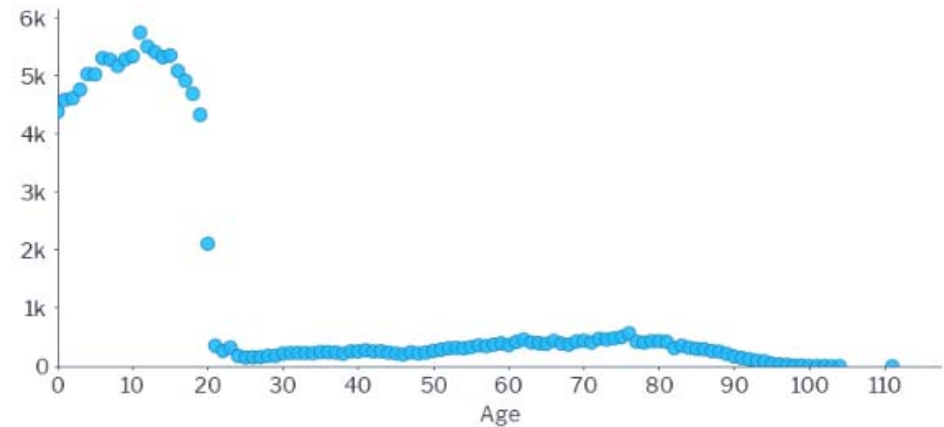
Information about the people we serve – Age range of our patients

This shows the number of patients in each age banding that we saw in 2022/23 (split by gender)

Age Range (Females)



Age Range (Males)



Information about the people we serve – other protected characteristics

This shows the % of patients we saw in 2022/23 by a range of protected characteristics

Gender	%	Total
Female	58.3%	175,764
Male	41.7%	125,898
Other	0.0%	15
Unknown	0.0%	23

Religion Category	Total Patients	%
Buddhist	68	0.2%
Christian	22,217	70.8%
Hindu	278	0.9%
Jewish	26	0.1%
Muslim	702	2.2%
None	7,988	25.5%
Other	36	0.1%
Sikh	49	0.2%

Information about the people we serve – other protected characteristics

This shows the % of patients we saw in 2022/23 by a range of protected characteristics

Ethnic Category	Total Patients	%
Asian or Asian British - Any other background	1,059	0.7%
Asian or Asian British - Bangladeshi	520	0.3%
Asian or Asian British - Indian	864	0.6%
Asian or Asian British - Pakistani	296	0.2%
Black or Black British - African	453	0.3%
Black or Black British - Any other background	106	0.1%
Black or Black British - Caribbean	101	0.1%
Mixed - Any other mixed background	29,407	19.7%
Mixed - White & Asian	896	0.6%
Mixed - White & Black African	473	0.3%
Mixed - White & Black Caribbean	582	0.4%
Other Ethnic Groups - Any other Ethnic Group	660	0.4%
Other Ethnic Groups - Chinese	504	0.3%
White - Any other background	5,098	3.4%
White - British	107,527	72.1%
White - Irish	500	0.3%

NB. The number and % of patients we saw from a 'Mixed – Any other mixed background' is inaccurate to an unavoidable data error when patients ethnicity is mapped over from 2001 census data resulting the inclusion of many White British individuals into this cohort.

This highlights the need for us to refresh the protected characteristic data we hold for patients

Information about the people we serve – other protected characteristics

This shows the % split of patients we saw in 2022/23 by a range of protected characteristics

Sexual Orientation	Total Patients	%
Bisexual	12	0.3%
Gay or Lesbian	26	0.7%
Heterosexual or Straight	2,991	77.6%
Not known (sexual orientation not recorded)	724	18.8%
Not stated (person asked but declined to provide a response about their sexual orientation)	85	2.2%
Other sexual orientation not listed	6	0.2%
Person asked and does not know or is not sure (about their sexual orientation)	8	0.2%

Data collection template

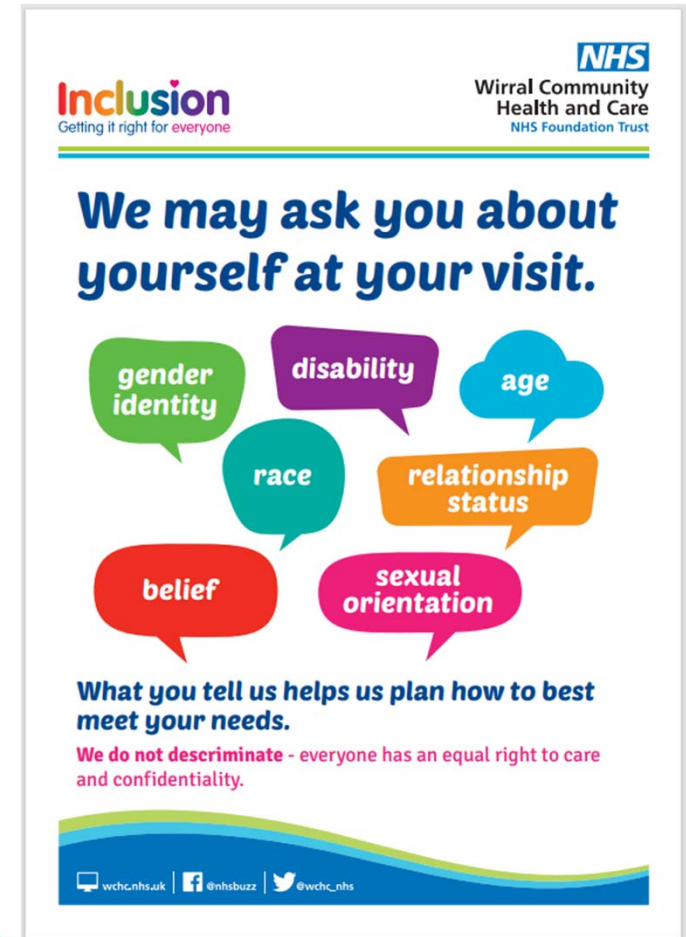
- At the start of the year we undertook a Quality Improvement project to improve the collection of protected characteristics data and to clarify and improve how we record and act upon communication needs of our patients & carers as a result of disability and impairment.
- To do this we developed a single form which will appear on every patients electronic health record. We have asked staff to complete this for every patient we see either face to face or via telephone or video.
- We have monitored whether the form is being completed across the year and as you can see we have seen big improvements . There is still a way to go to reach our 90% target so our efforts will continue during 2023/24

Total AIS Templates Completed Last 12 Months



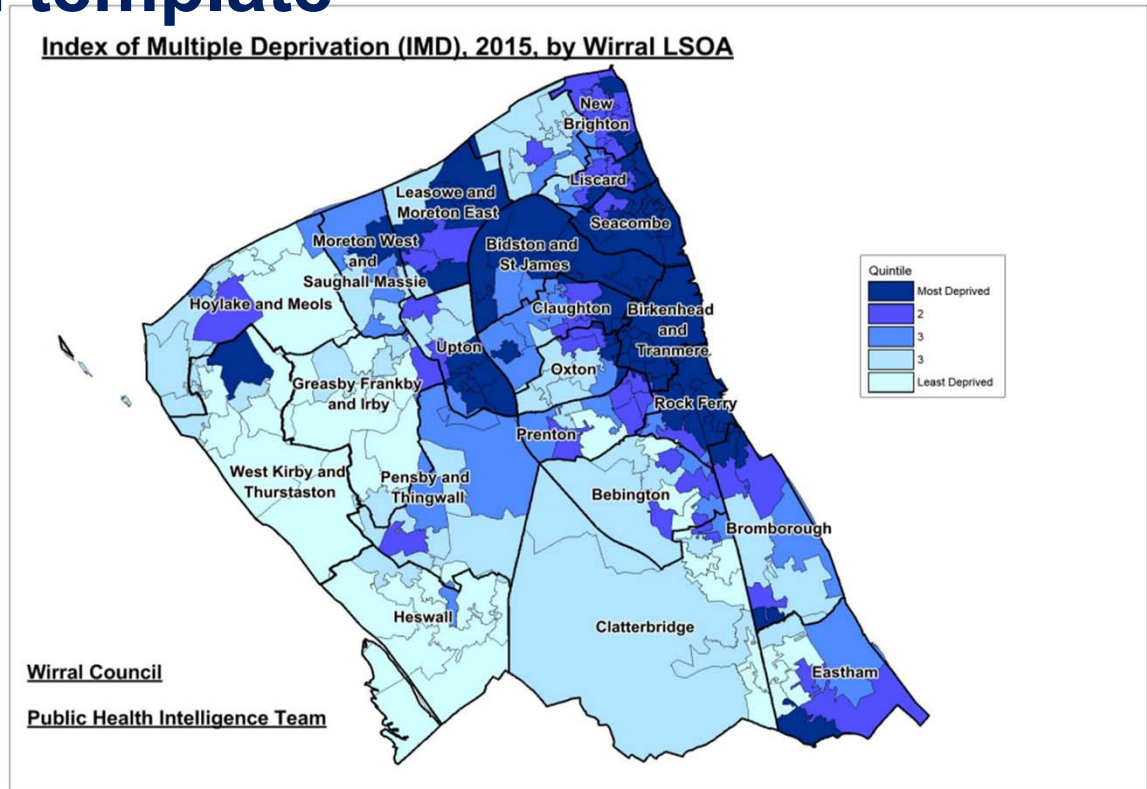
ALS/Inclusion information template

- Progress towards 90% completion rate target in some services has been good but others less so – further targeted support for teams to embed into practice is being provided on an ongoing basis
- We have also started work with others health & social care providers to develop an ‘Always Event’ to co-produce public facing materials (short video & poster) to support patients in understanding the why we ask for this information.



AIS/Inclusion information template

- Work commenced on developing a pilot Internal weighting tool aligned to the National Core 20 Plus 5 model and Patient Safety Incident Response Framework (PSIRF)
- Tool will be implemented 2023/24 supporting waiting list management based on a risk stratification and a prioritisation process, ensuring those with the greatest health inequalities can be seen sooner.



Armed forces community inclusion

- The Trust signed the Armed Forces Covenant in June 2022, confirming our commitment to support the armed forces recognising the value serving personnel, both regular and reservist, and military families contribute to the Trust and our country.
- To support this work we established Armed Forces Community Working Group to include those with lived experience, led by an Executive, Management & Clinical leads.
- The work of the group has included ongoing partnership development work and engagement with other related local networks and partners Including Poppy Factory, CWP, Primary care colleagues etc..
- Engagement with Step Into Health, a national programme supporting veterans into Health & Social care roles



Armed forces community inclusion

- During the year the Working Group focussed on delivery of actions to achieve Veterans Covenant Healthcare Alliance (VCHA) 'Veteran Aware' status and the Defence Employer Recognition Scheme (DERS) Accreditation (Bronze, Silver & Gold) over the next few years
- Achieved Bronze DERS (Dec 2022)
- Achieved Veteran Aware (VCHA) accreditation (April 2023)
- Silver DERS submitted and awaiting result



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

LGBTQ+ Inclusion - NHS Rainbow Pin Badge

- Lesbian, Gay, Bisexual and Transgender people still experience inequalities in care, and discrimination and intolerance when accessing health & social care service. The Trust is committed to ensuring that our organisation is inclusive and welcoming to people regardless of their gender identify or sexual orientation, whether you are a patient or a member of the workforce. In order to help us improve, in 2022/23 we undertook the NHS Rainbow Badge (Phase 2) programme.
- This is an assessment and accreditation model which allows Trusts to demonstrate their commitment to reducing barriers to healthcare for LGBT people, whilst evidencing the good work they have already undertaken.
- During the development of this model, consultation has taken place with patients and professionals over the course of 5 focus groups. We have an engaged patient voices group who will also support the pilot evaluation process.



LGBTQ+ NHS Rainbow Pin Badge

The assessment involved the following processes:

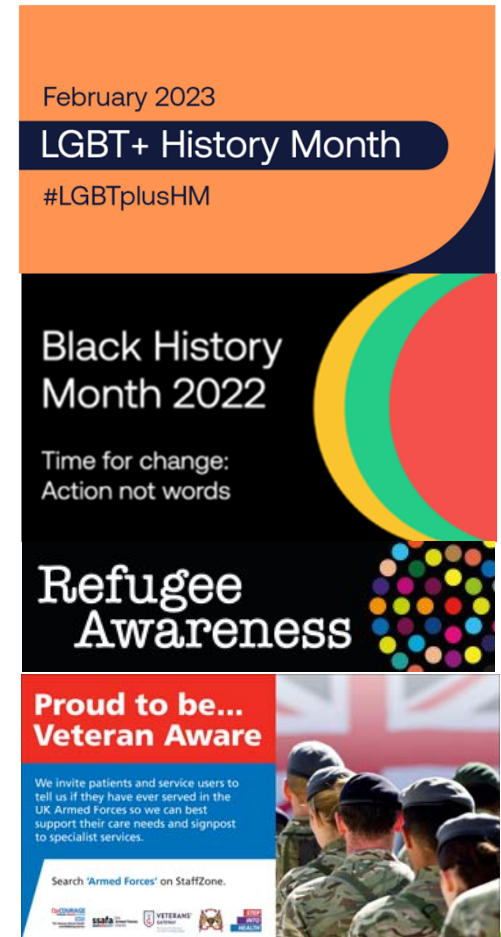
- Policy review
 - Staff survey
 - Patient survey
 - Services Survey
 - Workforce assessment
-
- The work was supported by the Involvement of the trusts LGBTQ+ Staff Network
 - **Bronze Level accreditation** achieved January 2023,
 - The Trust accreditation report which gave recommendations for further improvement to allow us to attain Silver and then Gold accreditation. There is now ongoing implementation of recommendations, aiming for Silver late 23/24



Inclusion Events & Campaigns

A number of Event and Campaign throughout the 2022/23 period have been hosted by the Trust aimed at encouraging both staff and members of the public to celebrate diversity with us, and to embed inclusive practices to ensure that we are getting it right for everyone.

- LGBTQ+ Pride, WCHC Trust Representation at Liverpool, St Helens, Chester & New Brighton
- LGBT+ History Month (Feb 23)
- Black History Month (Oct 22)
- Refugee awareness campaign,
- Pronouns campaign, incl. a Vlog for staff to support their understanding of the use of pronouns

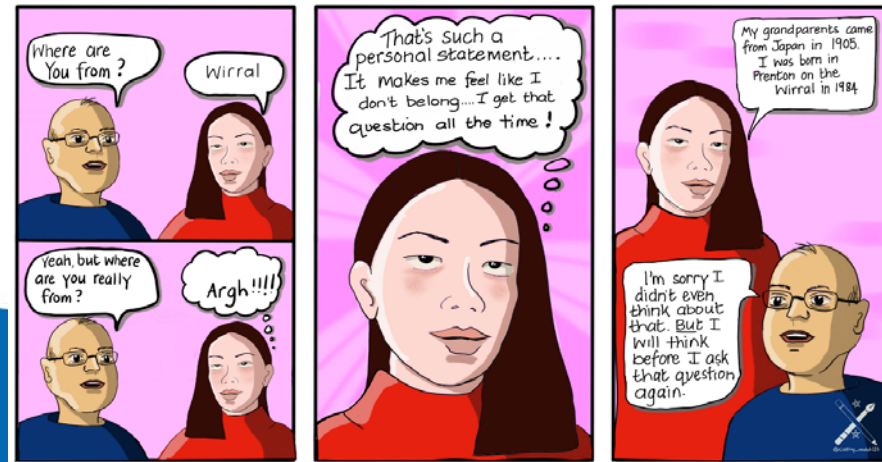


Inclusion Events & Campaigns

- Armed forces community - posters, banner, Staffzone content, e-learning, self declaration on ESR
- Inclusion Leaflet for staff
- Staff network promotion campaigns
- Microaggressions campaign



VETERAN AWARE



Cheshire & Merseyside NHS Prevention Pledge

Despite dramatic improvements over the last 20 years, Cheshire and Merseyside continues to experience widespread preventable illness and inequalities in health.

It is widely acknowledged that a renewed focus on prevention measures is needed at scale to help address the gaps. To assist NHS Trusts in Cheshire and Merseyside to strengthen and scale up population-level prevention priorities, NHS Cheshire and Merseyside's Population Health Board has worked with public health charity Health Equalities Group to develop an NHS Prevention Pledge for Trusts in Cheshire and Merseyside.

The NHS Prevention Pledge is underpinned by 14 'core commitments' that have been developed through extensive consultation with representatives from provider trusts, NHS England, local authority public health teams, Office for Health Improvement and Disparities, and third sector organisations across the region.

Wirral Community Health & Care NHS Foundation Trust signed up to the pledge in 2022/23

C&M NHS Prevention Pledge - progress

1 Prioritize long term focus on prevention, early intervention, embed it in governance. Appoint Exec Sponsor, MECC (make every contact count) prevention is everybody's business.

2 Create conditions to support service managers & staff to take a Quality Improvement approach to review & transform services to embed prevention.

3 Use Marrow principles, develop approaches to prevention, work with partners in place to address inequalities, deliver local priorities and prevention plans (as per NHS Plan & COVID rec).

4 Work in partnership of common prevention pathways across Trusts work on prevention that reduces the impact of disease through lifestyle advice and cardiac or stroke rehabilitation programmes.

Cheshire & Merseyside: NHS Prevention Pledge

11 Review food & drink provision make it healthier, consistent & affordable, limit access to high fat/sugar/salt content. Encourage access to fresh water & encourage reusable bottle refills.

12 Support the sub-regional physical activity strategy, promote & create opportunities for people to be physically active, on & off site and in line with active travel & sustainable management plans.

5 Increase social value by establishing anchor practices, that positively impact on the wider determinants of health AND climate health. Use Social responsibility in procurement and purchasing supplies.

9 Ensure a smoke free environment, linked to support to stop smoking for patients and staff who need it.

13 Sign up to the 'Prevention Concordat for Better Mental Health for All' and to embed the Prevention Concordat across health & care policies and practices.

10 Workplace health programmes, foster org culture that promotes workplace resilience, creates opportunities for staff to eat well, be active, reduce harm from alcohol, tobacco & promote MH well-being.

8 Support workforce development, train staff in brief advice & referral in supporting people to eat well, be physically active, reduce harm from tobacco and alcohol and promote mental well-being.

14 Monitor the progress of the pledge against all commitments. And to publishing the results of our progress at regular intervals.

- Mapping session undertaken (Aug 22) which helped us to identify good practice to build on.
- We then developed our pledges and action tracker and completion of Audit & Validation Tool (Oct 22 – March 23)
- The pledge links strongly to the ambitions in our strategies and is reflected in our delivery plans
- The Pledge contributes to a number of key priorities for the Trust including: Population Health, Workforce Health & Wellbeing, Social Value and it supports our role as an Anchor Institution

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NHS Foundation Trust

Overview of workforce focussed inclusion activity

A decorative graphic at the bottom of the slide consisting of a wavy shape with a color gradient from dark blue on the left to light green on the right.

Workforce Accreditations

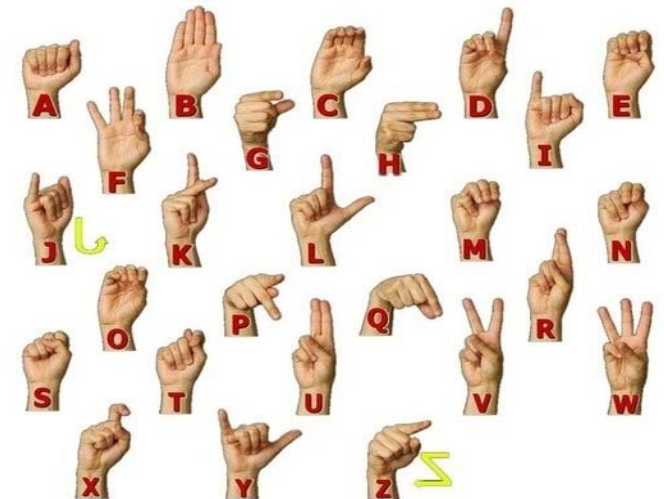
The trust has continued its work to achieve a range of standards and accreditations focussed on ensuring that we are an inclusive organisation for our Workforce and the following accreditations have been achieved or maintained during 2022/23

- Disability Confident Employer
- Mindful Employer
- Menopause Pledge (NW NHSE case study submitted- developing the Menopause staff network)
- Rainbow Pin Badge (Bronze awarded)
- Veteran Aware (VCHA) and Bronze Defence Employer Recognition Scheme

Inclusion Learning & Development

Ensuring our people have the relevant knowledge skills and competencies to deliver our Inclusion and Health Inequality ambitions is a key deliverable in our strategies. In 2022/23 we have achieved the following outcomes

- 97.1% compliance with Mandatory EDI Learning (Apr 23)
- Over 120+ staff attended 6 online learning sessions around d/Deaf Awareness and LGBTQ+ Inclusion during 22/23
- eLearning sourced to support Armed Forces Community inclusion
- Implemented the Oliver McGowan Mandatory Training for Learning Disabilities and Autism – the Trust achieved 71% compliance with the eLearning by the end of the year.



Inclusion Champions

The Trust has continued to identify, recruit & support the Inclusion champions within our workforce. The champions role is to:

- Attend our bi-monthly Inclusion Champion Forums
- Be a point of contact for matters around E&D and Inclusion in your service
- Be an active ally to those facing disadvantage or discrimination
- Champion improved data collection of people using their services
- Contribute to and attend health days, a
- Attend our Partnership Forum and link i
- Promote and support the trust Staff Net

We currently have over 60 people registered



Inclusion
Getting it right for everyone

Inclusion & Partnership Forum

The **Inclusion & Partnership forum has continue to meet online throughout 2022/23**. It is an open meeting for key stakeholder organisations and our services who meet every other month to share key updates and service developments, share intelligence and information about potentially excluded populations and share resources and opportunities. The Forum has resulted in fantastic outcomes and partnerships including, amongst others:

- The Involvement of the PoppyFactory in our Armed Forces Working Group providing a wealth of specialist knowledge and support to the work of the group helping us to become Armed Forces Friendly organisation
- We have partnered with Autism Together and Mencap Wirral to help us deliver our new training programme to support Health & Social Care staff to better understand the needs of patients with autism and/or learning disabilities, leading to employment opportunities for some of the individuals they support.



Engagement Forums

The trust also has two Engagement forums, **Involve** and **Your Voice** who support the organisation in our quality improvement work by ensuring we consult with and involve both under 18's (Involve) and adults (Your Voice) in the codesign of our services.

Both groups have been meeting on a regular basis throughout 2022/23. We have focussed our recruitment to the groups on recruiting a diverse range of individuals to better reflect the diversity in the communities we service. They have both been involved in the development of a number of initiatives and service developments including:

- The establishment of the contact hub and Chat Health in our 0-19/25 services across Wirral, Cheshire East, Knowsley and St Helens
- The co-production of a Wirral wide information resource to support families and carers to navigate local services effectively when their loved one enters the palliative care pathway.

Staff Networks update

- Meeting schedules and attendance were reviewed to support attendance
- Advertising on screen savers and new pop up poster available to use
- Staff networks were represented at our Celebration event
- We have Link staff network membership into enrichment opportunities for appraisal conversations
- We have a newly established Menopause Network



BAME Staff Network activity

The network:

- celebrated Black History Month
- supported a campaign aimed at raising awareness of microaggressions and their impact, including a vlog of a reflection on the subject by the chair of the network and our exec sponsors
- supported the review of our WRES data and the production and delivery of our WRES action plan
- delivered a refugee awareness session and content for staff intranet



Ability Staff Network activity

The network:

- Continued to attract new members of staff
- Recruited a new Chairperson
- Contributed to the development of a reasonable adjustment process
- Helped review the access to work process for staff
- The network supported the review of our WDES data and the production and delivery of our WDES action plan
- A network member attended the Disability summit bringing back examples of good practice



LGBTQ+ Staff Network activity

The network:

- Supported PRIDE celebrations across Wirral, St Helens, Liverpool & Chester
- Supported the celebration of LGBTQ+ History month including content for the staff intranet
- Contributed to the campaign to promote the use of Pronouns by staff across the trust including production of a vlog for staff
- Supported the engagement and promotion during the Rainbow Pin Badge Assessment



Working Carer's Staff Network activity

The network:

- Continued to grow its membership providing support to more members of staff
- Reviewed carers support plan with HR colleagues
- Supported the Trust celebration event where they promoted the benefits and purpose of the network



Menopause Network activity

The newly established network:

- worked collaboratively to develop a Menopause policy for the Trust
- planned and delivered a well attended Menopause café event
- Has developed training and awareness sessions around good menopause management and how staff can be supported



Workforce Inclusion Data

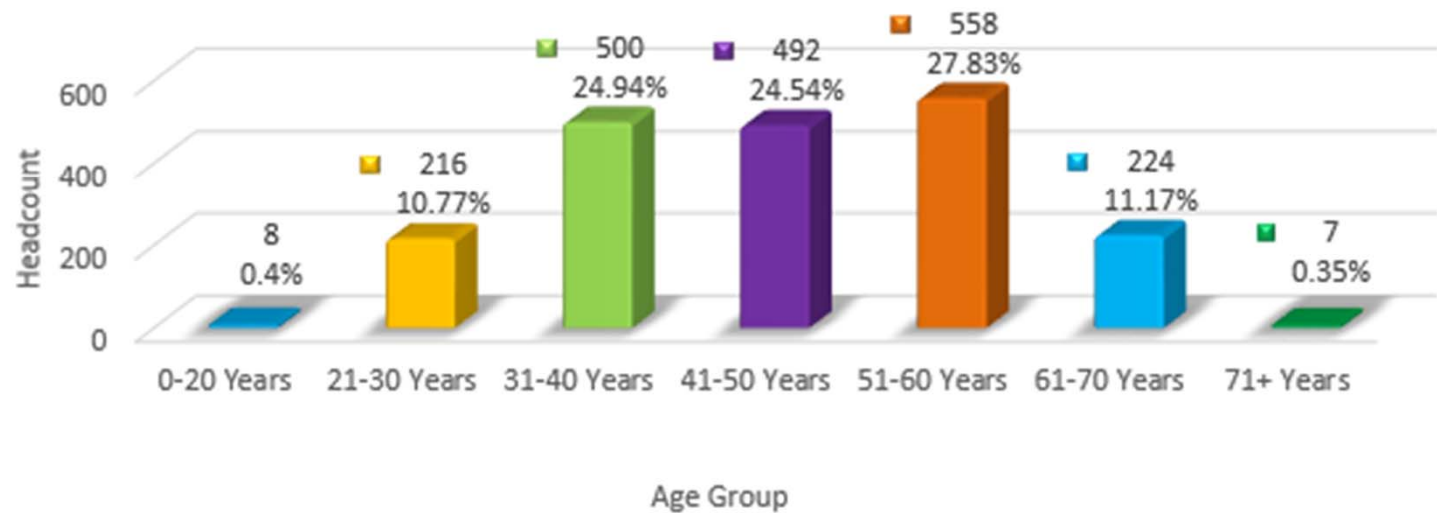
Reporting is a requirement of the public sector equality duty. The next few slides tell us a bit more about the make up and profile of the workforce. Where possible we have compared to 2021 census data available [here](#)

As of 31 March 2023 we had 2005 employees

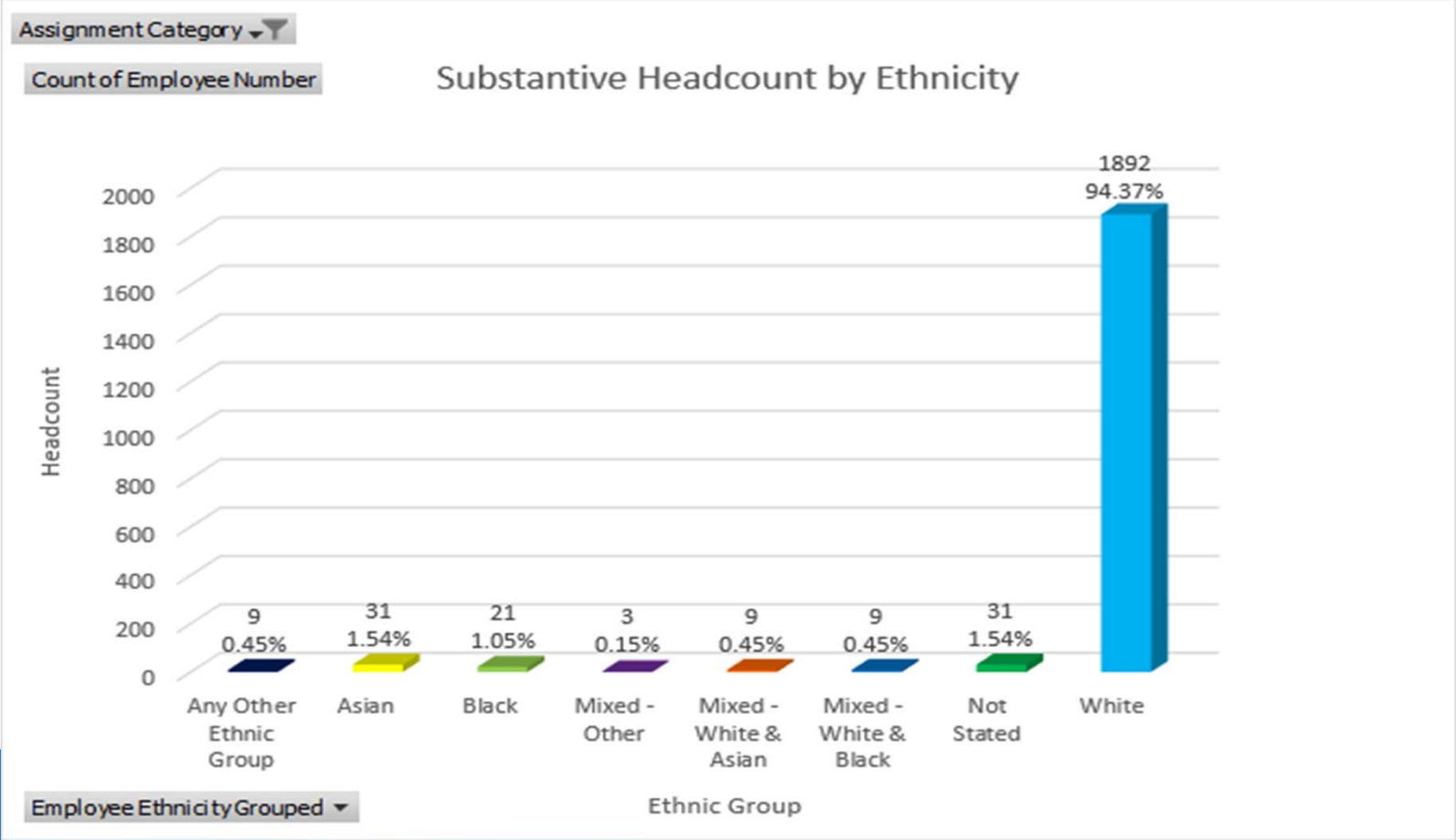
This was an increase from 31 March 2022 of 1,979

Our workforce age profile is in line with the North West population figures (e.g. Wirral Median 44yrs)

Substantive Headcount by Age Group

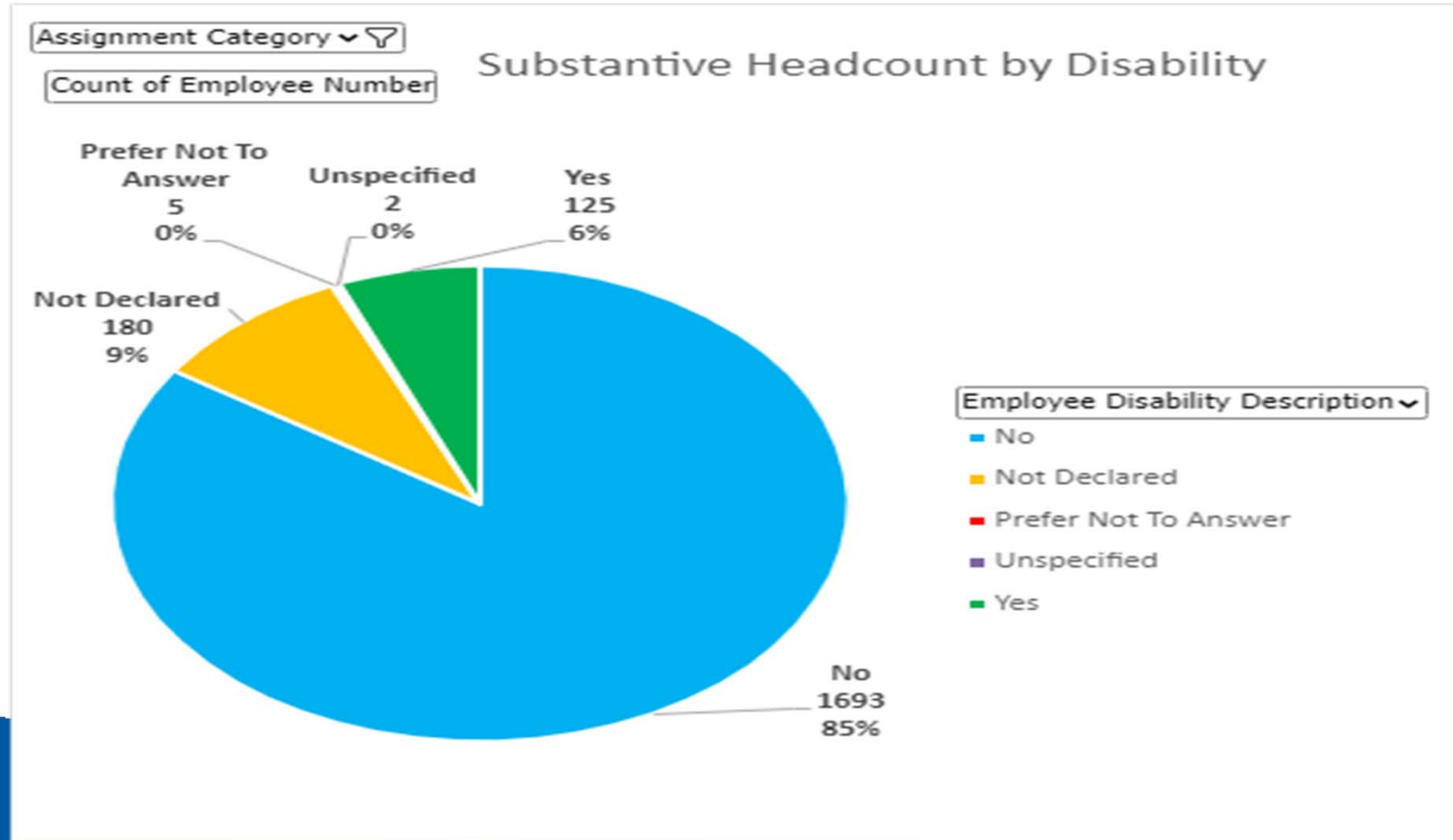


BME staff increased from 3.6% March 2022 to 4.1% in March 2023.

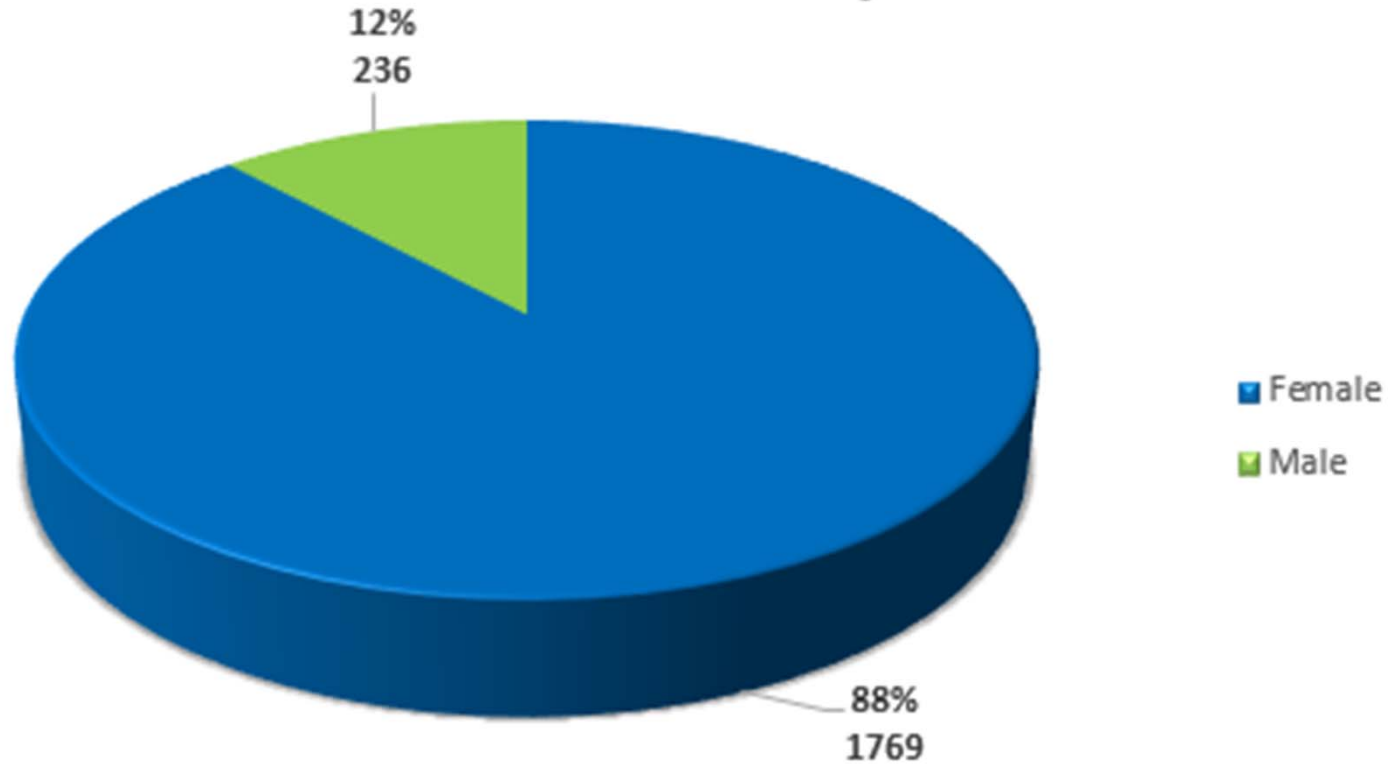


Declaration rates have improved from 4.6% in March 2022 to 6.2% in March 2023

This compares to a Wirral figure for Disabled (under Equality Act) of 22.2%



Substantive Headcount by Gender

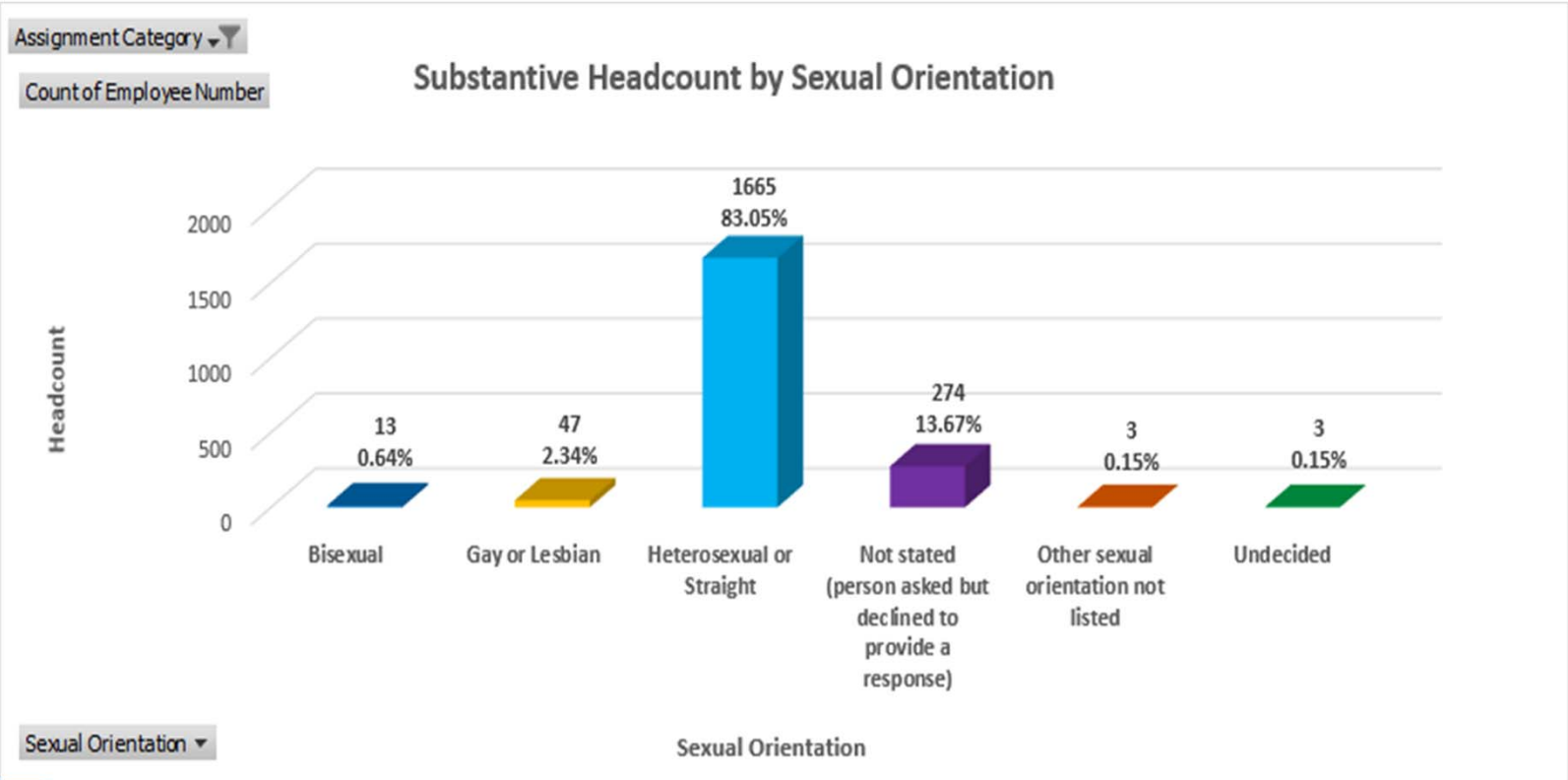


This has not changed from March 2022 to March 2023. Trans/non-binary status is not recordable in ESR.

This compares to Wirral 51.6% Female

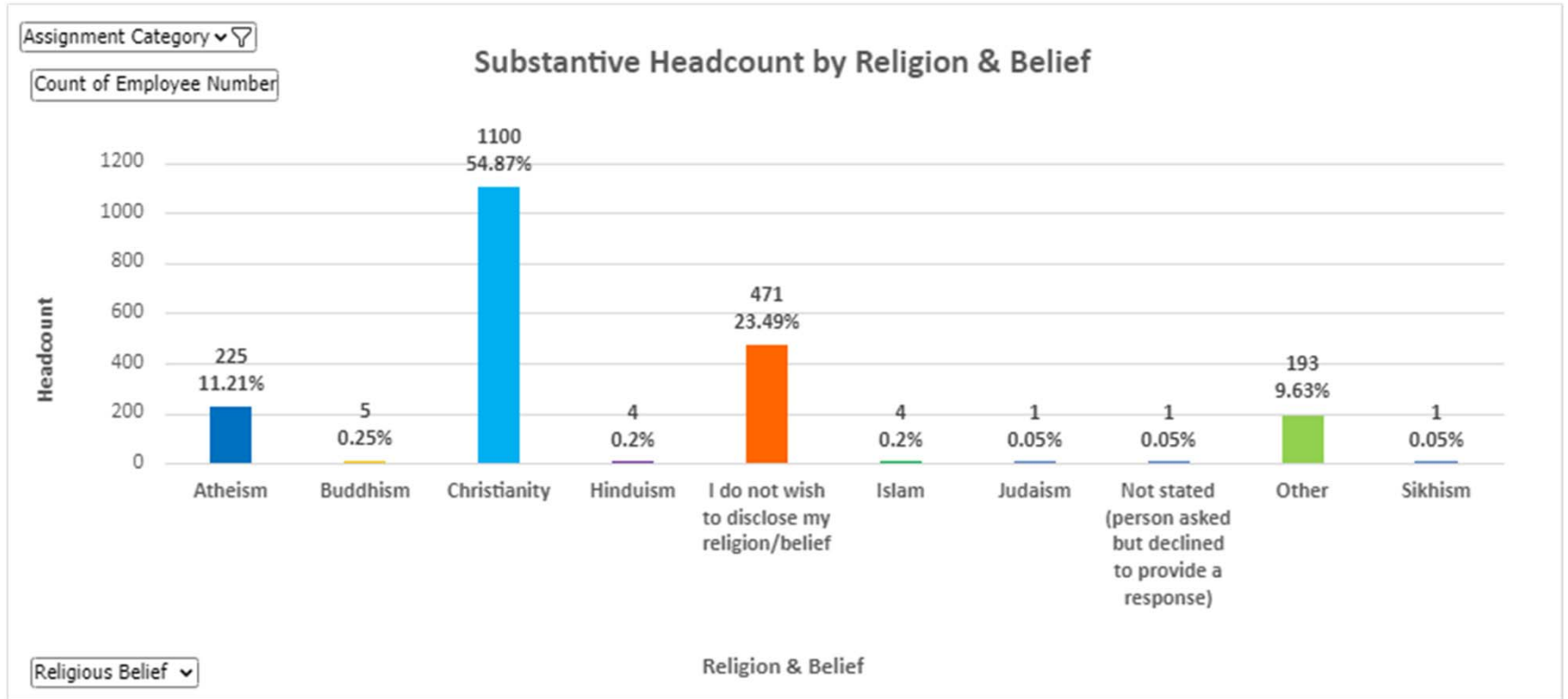
This has not significantly changed since March 2022

This compares to Wirral 90.65% straight/heterosexual



This has not significantly changed since March 2022

This compares to 55% Christian on Wirral



Disciplinary cases 2022 - 2023

	Ethnicity	Sex	Disability
9 cases total	8 white British	8 female	0 disabled
	1 BME	1 male	1 not disabled
			8 not stated
patient related - 5 out of 9 cases patient related incidents			

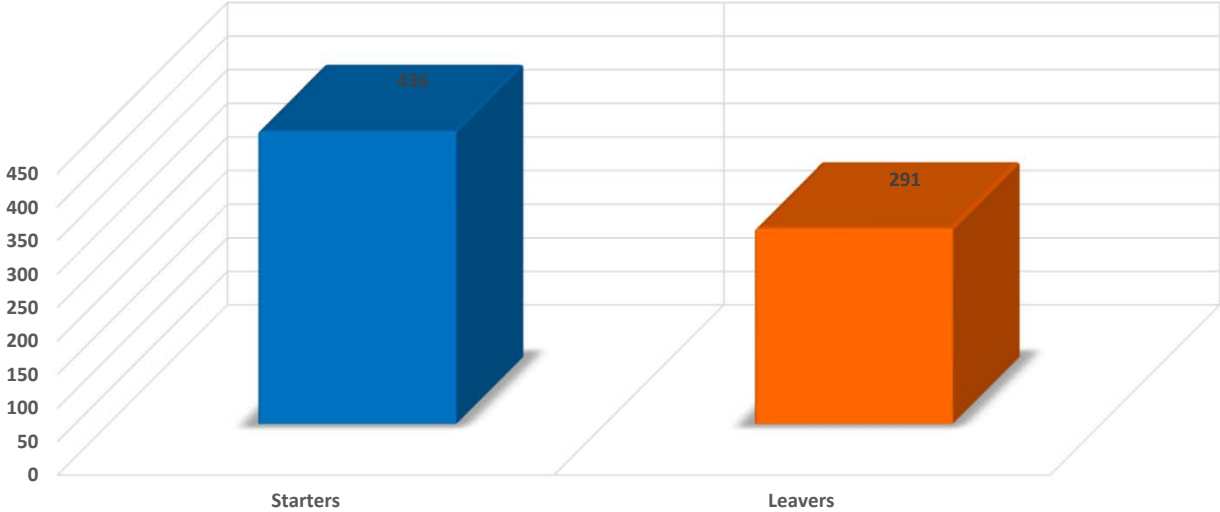
Starters and leavers

The next few slides tell us a bit more about the make up and profile of new starters in the organisation and those that have left the organisation, by protected characteristic

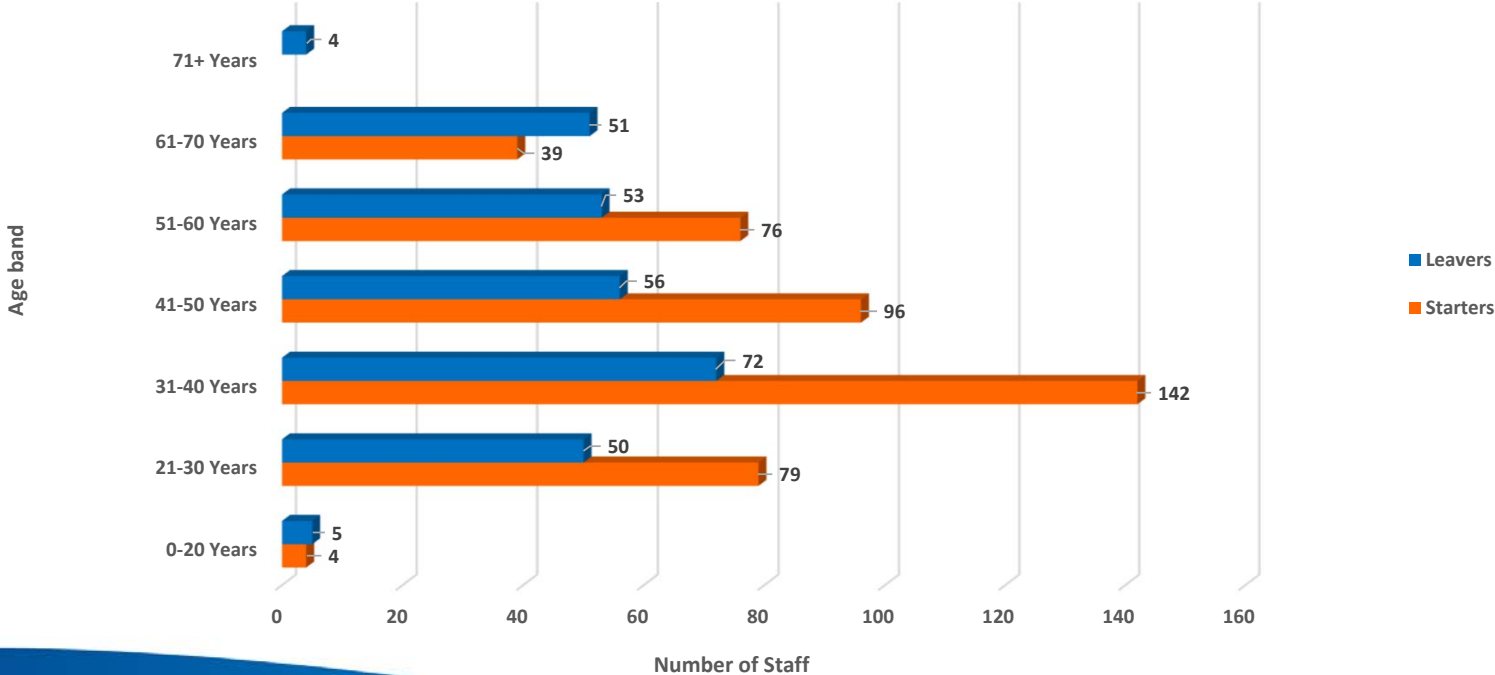
During 2022/2023 291 left the trust and 435 people joined

Number of Staff

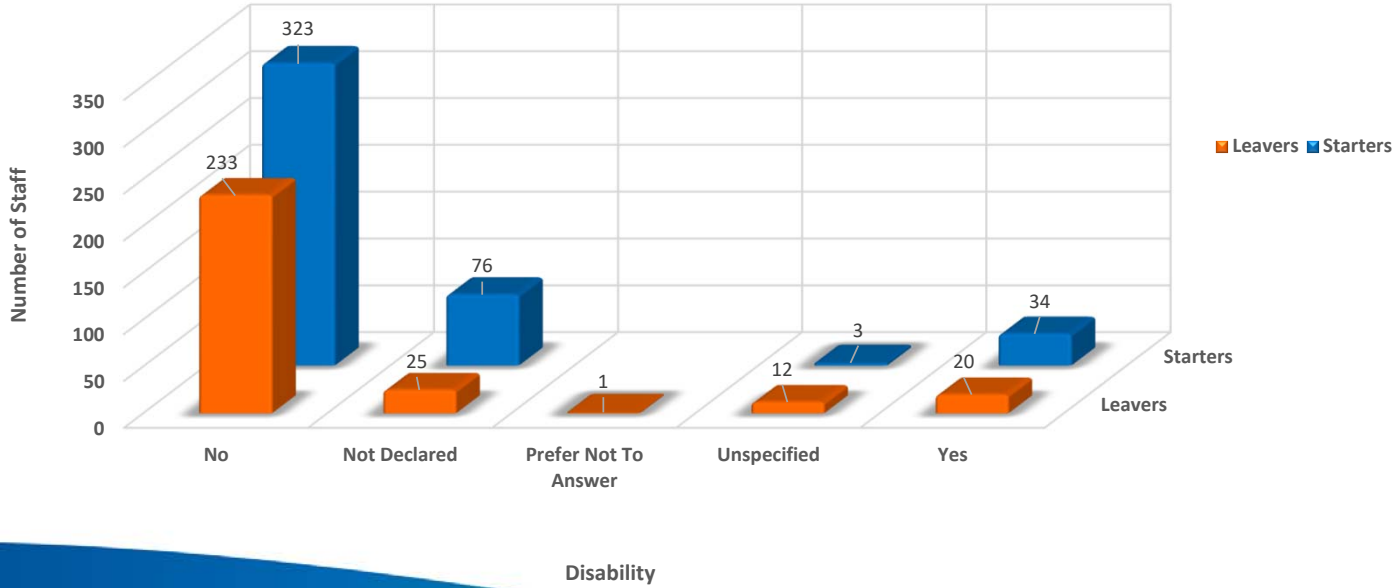
Substantive Total of Leavers & Starters



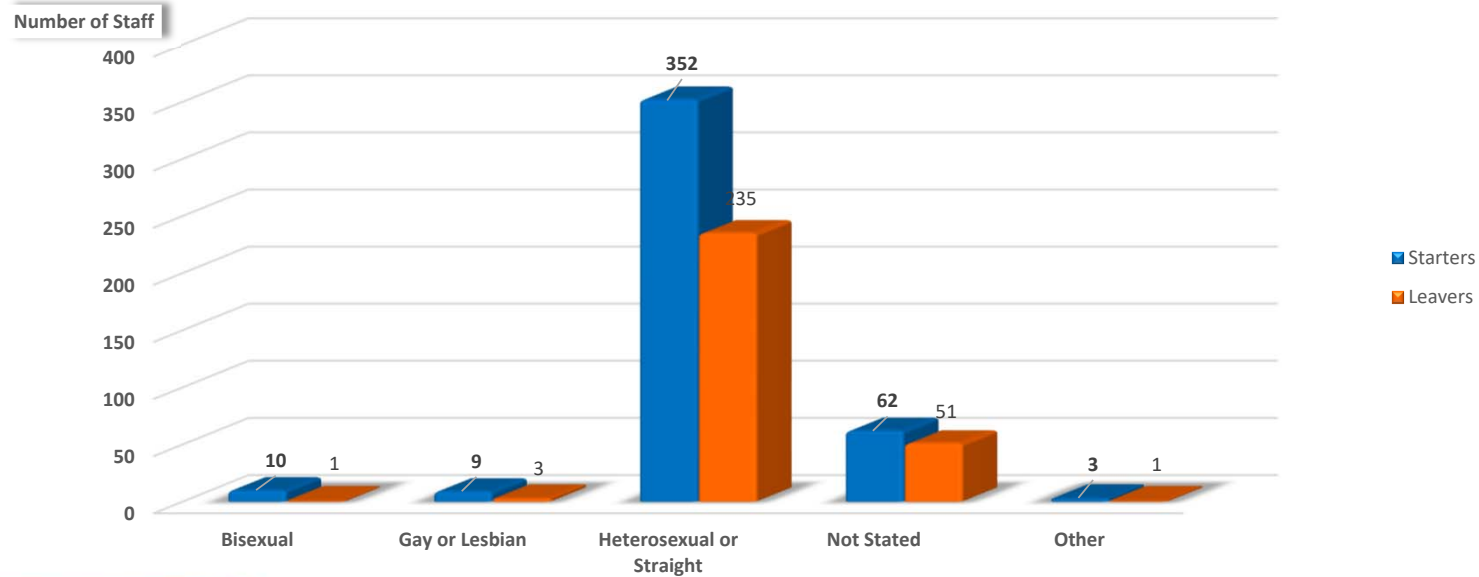
Substantive Starters & Leavers by Age Band



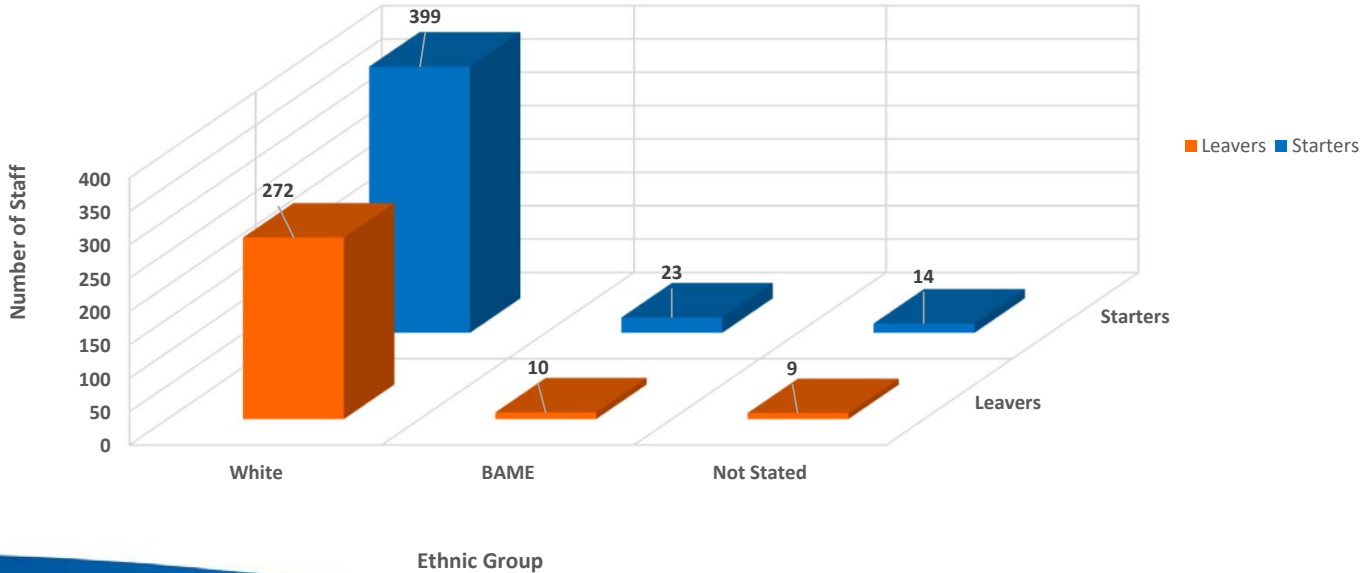
Substantive Starters & Leavers by Disability



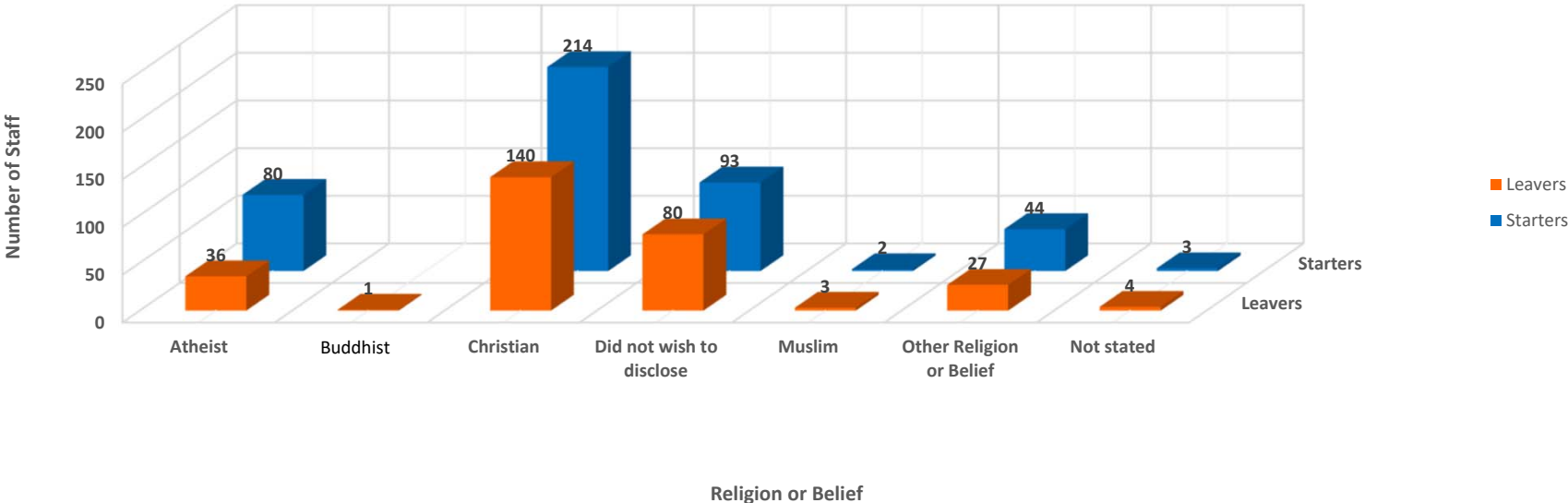
Substantive Leavers & Starters by Sexual Orientation



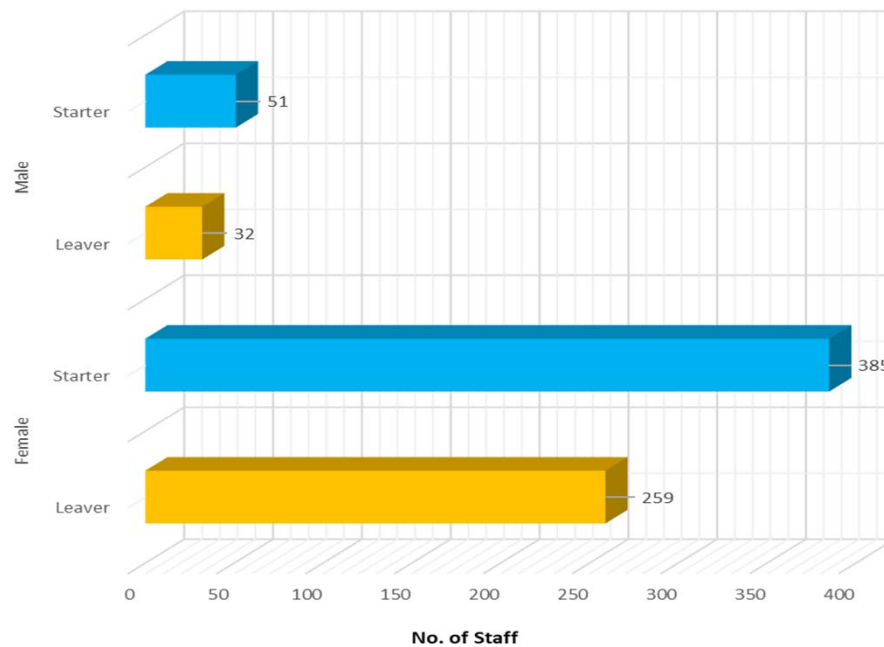
Substantive Starters & Leavers by Ethnicity



Substantive Starters & Leavers by Religion & Belief



Substantive Starters & Leavers by Gender



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Assurance and compliance against statutory duties

Equality Delivery System 2022

- The Equality Delivery System (EDS2022) is designed to support local and regional NHS organisations to help them fully develop inclusive services in response to the NHS Long Term Plan.
- In 2022/23 we implemented the newly developed third version of the EDS which is a simplified, updated, and easier-to-use version than the second version, EDS2.
- The EDS process was undertaken alongside local or place-based partnerships of NHS and local authority commissioners, providers and others; and ultimately Integrated Care Systems (ICSs).
- EDS now supports the outcomes of the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES)

Equality Delivery System 2022

- The EDS now supports organisations to look at the physical impact of discrimination, stress and inequality, providing an opportunity for organisations to support a healthier and happier workforce, which will in turn increase the quality of care provided for patients and service users.
- The EDS comprises eleven outcomes across three Domains
 1. Commissioned or provided services
 2. Workforce health and well-being
 3. Inclusive leadership.

Equality Delivery System 2022

- Services examined this year were:
 - Adults & Children's Bladder & Bowel Service
 - Community Cardiology
- WCHC rated as '**Achieving**' across all three domains, and '**Achieving**' overall
- '**Achieving**' is the second highest rating of four possible ratings. The framework can be seen in full [NHS England » Equality Delivery System 2022](#)
- Improvement actions identified are incorporated into Inclusion delivery plans and service improvement plans for 23/24
- The full report and the accessible summary report are [available here](#)

Workforce Race Equality Standard (WRES)

- The annual report and action plan were completed with involvement from the BAME staff Network
- The data was submitted to the national team in August 2022 and published on the external website in October 2022.
- 9 indicators - based on data from staff survey and % BME staff in the trust using ESR, disciplinarys, applications and appointed staff and board membership
- Key actions for 22/23
 - improve the awareness of issues faced by BME staff
 - increase the number of BME staff recruited to the trust.
 - Progress the Model Employer Action Plan identified national actions relating to race disparity in the NHS

Workforce Disability Equality Standard (WDES)

- The annual report and action plan were completed with involvement from the Ability staff Network
- The data was submitted to the national team in August 2022 and published on the external website in October 2022.
- 10 indicators - based on data from staff survey and % disabled staff in the trust using ESR, capability, applications and appointed staff and board membership
- Key actions for 22/23
 - improve the awareness of issues faced by disabled staff
 - increase the number of disabled staff recruited to the trust.

Gender Pay Gap

Is the average difference between how much men and women are paid in an organisation. We must find and compare:

- the average difference between men and women's hourly and bonus pay
- the percentage of men and women in the highest, middle and lowest pay groups in a company
- Companies with more than 250 employees have to declare their gender pay gap data which needs to be published within 1 year of the data

Gender Pay Gap – 31st March 2023

- The Trust have a legal duty to publish gender pay gap results onto the [Gov.uk website](#) and also on the trust's [own website](#).
- The results for 2022/23 for **the mean average** hourly rate demonstrate a **pay gap of 10.37%**.
- The second measure **is the median** difference with a **0.18% gap**, a slight increase compared to 2022.
- The trust has a female dominated workforce with females representing 88.08% of the workforce.
- The trust performs well overall in this area and benchmarks positively to other NHS trusts.

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Inclusion priorities for 2023/24



Inclusion strategy priorities review

Inclusion strategy priority 22/23	Proposed inclusion strategy action 23/24
<p>ACCESS We are committed to making our workforce reflect the diverse populations we serve through positive action and engagement with our communities and our people</p>	<p>Deliver a positive action programme targeting access to NHS careers of underrepresented communities aligned to WRES and WDES data analysis</p>
	<p>Engage proactively with underrepresented communities and VCFSE sector to identify and remove barriers to Trust vacancies, including support for participation in programmes such as Step into Health (armed forces recruitment support), VCHA and Defence Employer Recognition Scheme and the NHS rainbow Pin Badge accreditation</p>
	<p>Refine and implement the waiting list prioritisation tool. This tool will be implemented during 2023/24 to support the waiting list management through guiding clinical decisions based on a risk stratification and a prioritisation process, helping services ensure those with the greatest health inequalities can be seen sooner.</p>

Inclusion strategy priorities review

Inclusion strategy priority 22/23	Proposed inclusion strategy action 23/24
<p>EXPERIENCE We create an environment of positive allyship within the workforce to ensure we are comfortable to bring our whole selves to work and feel equipped and empowered to tackle discrimination, promote inclusion, and reduce inequalities.</p>	<p>Working with Staff Networks and inclusion champions and being led by the principles of Core20Plus5, we will develop and implement a planned calendar of Inclusion and Health Inequality/Awareness based event and campaigns which will be supported across the Trust.</p>
	<p>Continue to support the ongoing development of the existing Staff Networks and explore the potential for the creation of new networks (Armed forces community, Faith)</p>
	<p>We will ensure all Staff Networks have a nominated and actively engaged Executive Sponsor</p>
	<p>Working with our Staff Network we will develop our approach to encouraging positive allyship across the trust</p>

People strategy priorities review

People strategy priority 22/23	Proposed people strategy action 23/24
<p>Ensure existing training aimed at senior leaders and line managers is underpinned by principles that promote a positive culture, equality, inclusion, fairness and justice.</p>	<p>Continue to embed the training as part of the leadership qualities framework</p>
<p>Develop and launch cultural awareness training for managers and staff.</p>	<p>Initiate targeted recruitment for entry level roles/career pathways – in particular in areas of high deprivation according to Core20Plus5 – and ensure that recruitment panels are diverse and that at least some members of the recruitment panel have been trained in cultural awareness</p>
<p>Identify opportunities to increase diversity of senior roles (8a and above) including Positive action approaches.</p>	<p>Attain Bronze status of North-West BAME Assembly Anti Racist Framework by March 2024</p> <p>Scoping out a concept for an Associate BAME NED Development role for the Board.</p>