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Section 1

Inclusion and Health Inequalities Strategy 2022-2027



Wirral Community Health and Care NHS Foundation Trust has a 5-year organisational strategy which outlines our vision to be a population-health focused organisation specialising in supporting people to live independent and healthy lives. We are now into the third year of delivery of this strategy.

There are a range of supporting strategies that underpin the Organisational strategy including Quality, Digital, People and Inclusion and Health Inequalities strategies. The Inclusion and Health Inequalities Strategy contains our equality objectives for this period. Detailed delivery plans are developed each year for our Quality and People strategies which include specific actions to support our Inclusion and Inequalities ambitions. Progress on the delivery plans for these two strategies is included in this report.

To support Inclusive leadership throughout the organisation being led from the top, each of the board members have Equality, Diversity and Inclusion objectives to meet.

Our Strategies can be accessed [here](#)



Section 2

Overview of population focussed inclusion activity



To help us understand the people we care for we collect information about you and your preferences and characteristics such as age, gender, religion, ethnicity, sexual orientation and any disabilities or impairments you may have.

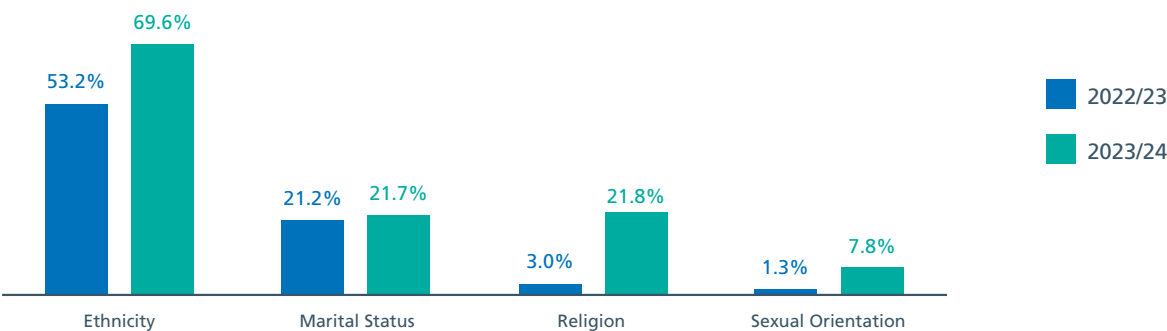
We use this information to make sure we communicate well with you; we make adjustments in how we deliver our services to you to take account of your needs.

We also use this data to monitor which groups of people are accessing our services and who is less able to, and we use this to inform how and where we deliver our services, targeting those at most disadvantage. You may be asked some of these questions when you attend for your appointment, or in advance of this via text message or via the telephone and you can of course choose not to answer any or all of these, but it helps us if you do choose to answer.

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.

We have been making ongoing improvements to how and when we collect this information and ensuring that we only ask you when we first see you and then periodically to make sure nothing has changed. The chart below shows as a percentage of all patient records, how many have the patients’ details recorded under a range of characteristics. The chart shows an improvement for the 2023/24 period compared to the 2022/23 period.

Protected Characteristics Recording



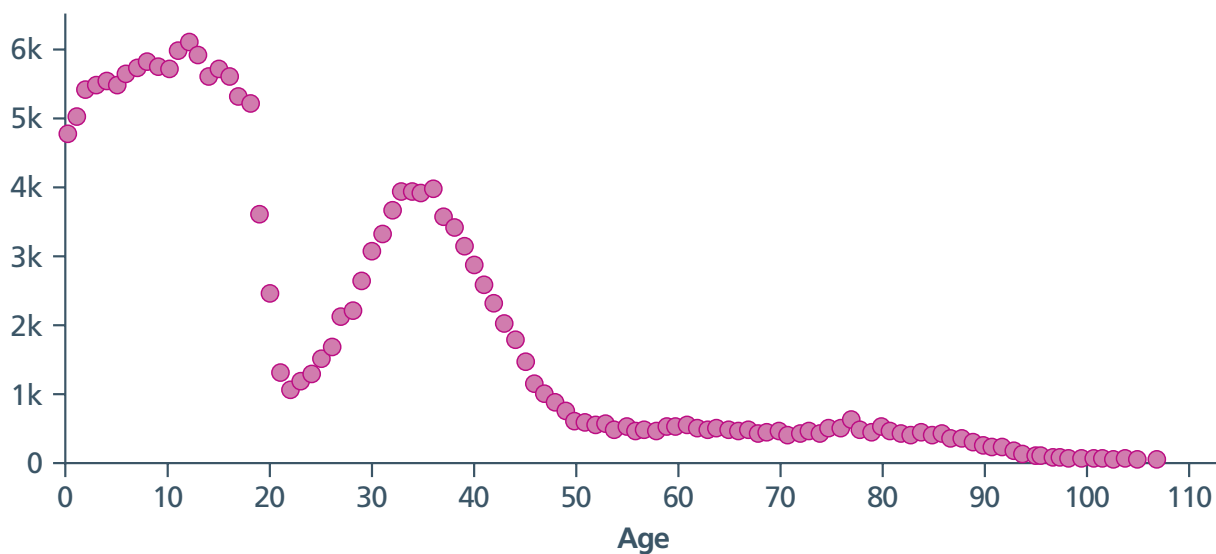
Year	Ethnicity	Marital Status	Religion	Sexual Orientation
2022/23	53.2%	21.2%	3.0%	1.3%
2023/24	69.6%	21.7%	21.8%	7.8%

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

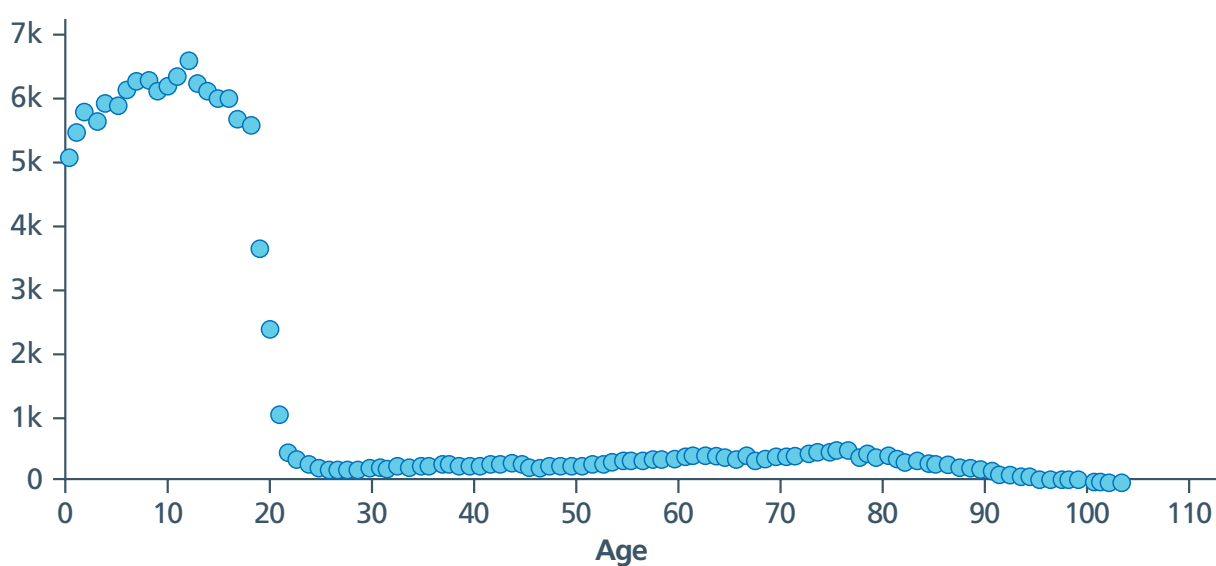
The following section shows information about the people who are using our services. We split this information into groups of characteristics that are protected under law by the Equality Act 2010, commonly called the “Protected Characteristics”.

This shows the number of patients in each age banding that we saw in 2023/24 (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 2023/24 by a range of protected characteristics.

Gender	%	Total
Female	58.5	201,154
Male	41.5	142,588
Other	0.0	16
Unknown	0.0	24

Religion category	Total patients	%
Buddhist	99	0.4
Christian	19,732	70.6
Hindu	333	1.2
Jewish	20	0.1
Muslim	871	3.1
None	6,763	24.2
Other	68	0.2
Sikh	50	0.2

Ethnic category	Total patients	%
Asian or Asian British - any other background	1,098	1.1
Asian or Asian British - Bangladeshi	379	0.4
Asian or Asian British - Indian	1,146	1.1
Asian or Asian British - Pakistani	348	0.3
Black or Black British - African	877	0.9
Black or Black British - any other background	99	0.1
Black or Black British - Caribbean	200	0.2
Mixed - any other mixed background	4,786	4.6
Mixed - White and Asian	787	0.8
Mixed - White and Black African	486	0.5
Mixed - White and Black Caribbean	393	0.4
Other Ethnic Groups - any other ethnic group	812	0.8
Other Ethnic Groups - Chinese	433	0.4
White - any other background	3,855	3.7
White - British	86,929	84.4
White - Irish	383	0.4

Sexual Orientation	Total patients	%
Bisexual	25	0.1
Gay or Lesbian	255	1.2
Heterosexual or Straight	18,922	87.6
No known (sexual orientation not recorded)	1,167	5.4
Not stated (person asked but declined to provide a response about their sexual orientation)	1,104	5.1
Other sexual orientation not listed	126	0.6
Person asked and does not know or is not sure (about their sexual orientation)	6	0.0

Accessibility and Inclusion Template

In 2022/23 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 the communication needs of patients and carers that result from disability and impairment.

To do this we developed a single form which appears on every patient's electronic health record. We have asked staff to complete this for every patient we see either face to face or via telephone or video.

During 2023/24 we continued to monitor completion rates across our services, setting an ambition at the start of the year to have the template completed for 90% of all new patient contacts. Whilst we have continued to make progress toward this ambition in 2023/24 there is still work for us to do to achieve this level of performance and we are redoubling our efforts to improve on the 65% rate across our 8 localities.

Health Inequalities Waiting List Tool

During 2023/24 we have developed, piloted, and rolled out a tool to be used by our services to support with managing our waiting lists in a way that helps us to reduce potential health inequalities and allows us to better prioritise those who are most in need whilst waiting for a service.

Patients receive a pre-appointment questionnaire whilst on the waiting list for these services. This is texted out to the patient who can complete it on their smartphone, tablet or computer, or call us to assist with completing it over the telephone.

The tool is aligned to the National Core 20 Plus 5 model and Patient Safety Incident Response Framework (PSIRF) and has been implemented in 12 of our services. Work will continue during 2024/25 to refine this approach and to understand and evaluate the overall impact of the tool on health inequalities.

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 reservists, and military families contribute to the Trust and our country.

To support this work, we established the Armed Forces Community Working Group to include those with lived experience, led by an Executive, Management and 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, Cheshire and Wirral Partnership NHS Foundation Trust, Primary care colleagues and more.

During 2023/24 the Working Group focussed on delivery of actions to the Defence Employer Recognition Scheme (DERS) Accreditation and has been successful in building on our work the previous year to upgrade our accreditation to the Silver DERS level.

The working group has also undertaken some groundwork to support the establishment of an Armed Forces Community Staff Network to support those members of our workforce who are a part of this community.



EMPLOYER RECOGNITION SCHEME

SILVER AWARD 2023

Proudly supporting those who serve.



Inclusion Events and Campaigns

A number of Events and Campaigns throughout the 2023/24 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.

Menopause network - in October 2023 to celebrate Menopause Day a number of awareness raising events were held including a café style get together in-person across two sites and online health sessions.

LGBTQ+ Pride - the Trust formally supported New Brighton Pride in August 2023. Supported from our LGBTQ+ staff network, our Sexual Health Wirral service and our colleagues in Sahir (a local HIV support organisation) ensured that we celebrated the diversity in our communities and our workforce showing positive allyship to our LGBTQ+ colleagues, friends, families and to LGBTQ+ communities where we provide services.

LGBT+ History Month (Feb 24). We produced an infographic to support staff with understanding the issues faced by the LGBTQ+ community and to understand some of the language and terminology currently in use around this community.

Staff Network Celebration event and understanding allyship - in December 2023 all of our staff networks came together for a half day celebration event to celebrate our individual and collective successes over the last 12 months and to reflect on and celebrate our intersectionality. We were joined by the Trust board who were able to share in our celebrations and to contribute to our work on defining how 'allyship' should look and feel within our organisation.

Carers Awareness week - during carers week (June 2023) the Working Carers staff network and the HR team supported an Information Stand in St Catherine's Health Centre. The stall was supporting unpaid carers within the organisation or people who use our services, to identify themselves as a carer. We shared a wealth of information about the support available to carers across Wirral and to carers who are also a part of our workforce. This information included the carer's passport, useful apps, and information about our policies and procedures that support staff with caring responsibilities.

Ability Network - the group has welcomed new members during the year and widened to include neurodivergent staff. This has highlighted the need to increase awareness and promote access to shared resources and learning. The group has contributed to the review of the following policies: managing attendance, reasonable adjustments, navigating access to work processes and flexible working.


Cheshire and Merseyside NHS Prevention Pledge

Wirral Community Health and Care NHS Foundation Trusts has continued to support and actively strive to put 'prevention first' in line with the commitments we have made under the Cheshire and Merseyside NHS Prevention Pledge


The NHS Prevention Pledge is underpinned by 14 'core commitments' (below) 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 (OHID), and third sector organisations across the region.

Wirral Community Health and Care NHS Foundation Trust signed up to the pledge in 2022/23 and has worked on delivering 11 of the commitments during 2023/24. This will be extended to include all 14 commitments during 2024/25.

The pledge links strongly to the ambitions in our strategies and is reflected in our delivery plans. As a result, the pledge contributes to key priorities for the Trust including; Population Health, Health Inequalities; Workforce Health and Wellbeing, Social Value and supporting our role as an Anchor Institution.



CHESHIRE & MERSEYSIDE NHS PREVENTION PLEDGE



<p>1 Prioritise long-term focus on prevention, early intervention, embed it in governance. Appoint Exec Sponsor, MECC (make every contact count) prevention is everybody's business</p>	<p>2 Create conditions to support service managers & staff to take a Quality improvement approach to review & transform services to embed prevention.</p>		<p>11 Review food & drink provision make it healthier, convenient & affordable. Limit access to high fat/sugar/salt content. Increase access to fresh water & encourage reusable bottle refills.</p>
<p>3 Use Marmot principles; develop approaches to prevention, work with partners 'at place' to address inequalities, deliver local priorities and prevention plans (as per NHS Plan & COVID rec)</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>6 Adopt & embed a MECC approach, increase the number of brief or very brief interventions, supporting people to eat well, be physically active, reduce harm from alcohol & tobacco, promote mental well-being</p>	<p>9 Ensure a smoke free environment, linked to support to stop smoking for patients and staff who need it</p>	<p>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.</p>
<p>7 Work with primary care, LA, Voluntary sector to refer to non clinical support via social prescribing, build community capacity to reduce GP, A&E, hospitalisation, medication use and social care</p>	<p>10 Workplace health programmes, foster org culture that promote workplace resilience, creates opportunities for staff to eat well, be active, reduce harm from alcohol, tobacco & promote MH well-being</p>	<p>14 Monitor the progress of the pledge against all commitments And to publishing the results of our progress at regular intervals.</p>	

Section 3

Overview of workforce focussed inclusion activity



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 2023/24

- Disability Confident Employer
- Mindful Employer
- Menopause Pledge
- Rainbow Pin Badge
- Veteran Aware (VCHA)
- Silver Defence Employer Recognition Scheme (awarded May 2023)



Inclusion Learning and 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 2023/24 we have achieved the following outcomes.

- 97.9% compliance with Mandatory Equality Diversity and Inclusion Learning
- The trust has been working with local organisations who support people with Learning Disabilities (LD) and Autism to implement the Oliver McGowan Mandatory Training for LD and Autism. The training is delivered in two parts, the first is eLearning and the second is a workshop delivered by people who have lived experience of LD and Autism. The Trust rolled out the eLearning part of this training in 2023/24 and achieved a compliance rate of 96.65% (March 2024). In 2024/25 the Trust will start delivering the workshop part of the training.
- 4 x LGBTQ+ and Trans awareness sessions have been delivered across the Trust to support staff understanding of the evolving language used around this community and to understand the experience of LGBTQ+ community members in accessing services and being part of the organisation's workforce so we are able to be more inclusive and respectful.
- We currently have over 70 inclusion champions within the organisation and they have continued to meet on a bi-monthly basis to share best practice around Equality, Diversity and Inclusion and to share with their teams information and experiences to support our understanding of vulnerable or excluded people and communities.
- 'Values into Action' session for all staff with Aftathought (early October 2023) – as part of our Festival of Leadership, during October-November 2023, they delivered some thought-provoking drama sessions where they brought to life how our day-to-day

interactions impact on each other and the care we provide to the communities we serve – demonstrating that great leadership is all about ‘leading self’ and understanding the power of role modelling and the ripple effect that has on others.

- The 5 staff networks and representatives from the Equity, Diversity and Inclusion team and Human Resources team celebrated the achievements of the networks at a celebration event in December 2023. This event also initiated our work on defining what ‘Allyship’ was for us all and helped us to define the behaviours we would like to see amongst our colleagues, ensuring that respect and kindness is fostered for everyone.
- Immediately following the Staff Network Celebration Event the EDI team and the Staff Network Chairs joined the full Trust Board to share and celebrate the work of the networks over the year and to discuss the role that the Board have in leading the organisation by sharing and discussing the emerging vision for active allyship within the organisation.
- This work was then used to inform the developments of two sessions of training around ‘Microaggression and Allyship’ to be delivered later in 2024, supporting the launch of the Trust’s Behavioural Standards Framework.

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 co-design of our services.

Both groups have been meeting on a regular basis throughout 2023/24. We have focussed our recruitment to the groups on recruiting a diverse range of individuals to better reflect the diversity in the communities we serve.

Both forums have been involved in a range of initiatives and reviews of public facing information resources and provide invaluable feedback supporting the services to ensure their quality improvements are effective and meaningful to the patient. For example, the Your Voice group were engaged with the development of a ‘Clinical Photography’ leaflet and a ‘Your Catheter’ leaflet and have provided detailed feedback, ensuring the voice of the patient was reflected in the material. The group were also consulted on a range of quality improvements implemented at Community Intermediate Care Centre relating to nutrition and hydration.

Celebration and Sharing Events

As a showcase opportunity for our services who have undertaken Quality Improvement Projects and as an opportunity to celebrate and share these innovations and improvements with others, we run Celebration and Sharing events twice a year. During 2023/24 we had two successful events in the main atrium area of St Catherine’s Health Centre. These events are a great opportunity for services to show how they are improving

in order to better patient outcomes. These improvements often include a focus on access to services for all, ensuring that the patient experience is also positive and that we are able to deliver better outcomes for everyone. We were also joined by a range of key stakeholder organisations at our Celebration and Sharing events including organisations such as DA Languages, Signalise Cooperative, Age UK, Healthwatch, and others who we work with to ensure we make our services accessible and appropriate for the diverse individuals who may need them.

Staff Networks update

The trust has 5 staff network groups and is currently supporting the formation of a sixth Armed Forces Community Staff Network.

Our staff networks provide important peer support and a sense of belonging for staff who share a particular protected characteristic or other vulnerability. Alongside the important function of support for members, the network also provides important steer and challenge to the organisation around its strategic direction, with a wide range of policies and procedures going to some or all of the staff networks for consultation and feedback. This helps to ensure that the Trust remains an inclusive and supportive organisation for everyone to work in but also ensures that the policies that impact on patients and service users are also inclusive and put prevention first, ensuring we do all that is possible to tackle health inequalities.

Our staff networks are:

- Ability Staff Network (including long term conditions, disabilities and neurodiversity)
- Black Asian and Minority Ethnic (BAME) Staff Network
- Lesbian Gay Bisexual Trans Queer/Questioning + (LGBTQ+) Staff Network
- Menopause Staff Network
- Working Carers Staff Network

Each of our staff networks benefit from an executive sponsor. The sponsors are rotated on an annual basis and regularly attend their nominated network. They are committed to gaining a deeper understanding of the groups' lived experience and representing their network at the board level providing escalation of any identified issues to their exec and non-exec colleagues.

Section 4

Workforce Inclusion Data

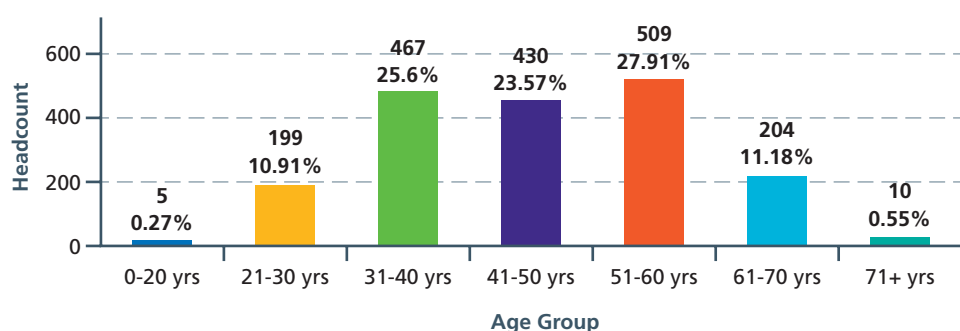


Reporting is a requirement of the public sector equality duty. The next few pages tell you a bit more about the make-up and profile of the workforce. Where possible we have compared to 2021 census data available [here](#).

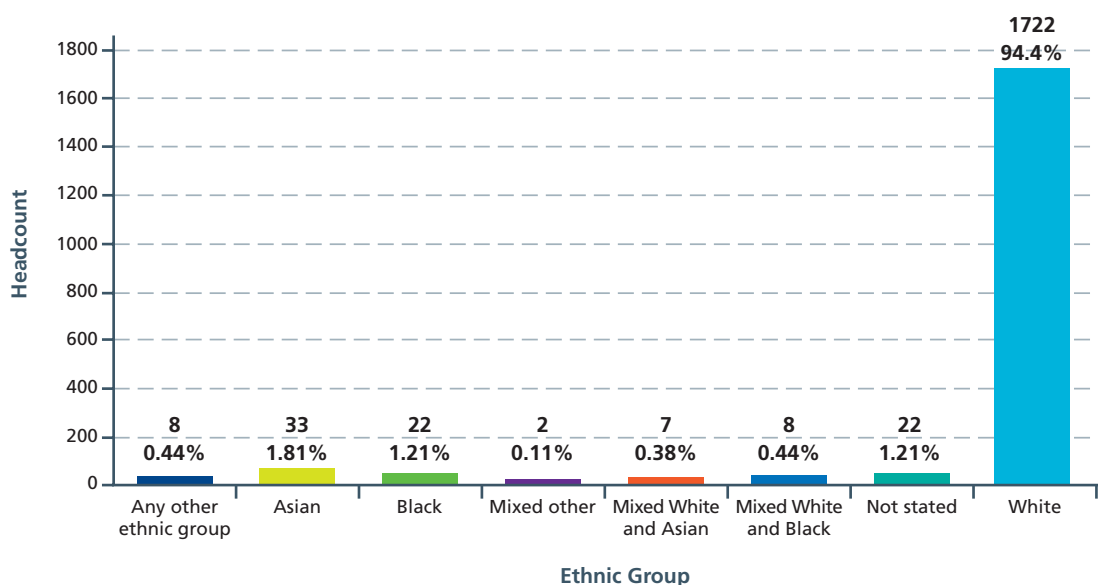
Workforce diversity

This information has been generated from our Electronic Staff Record (ESR) system and shows data as of 31 March 2024.

Substantive headcount by age group

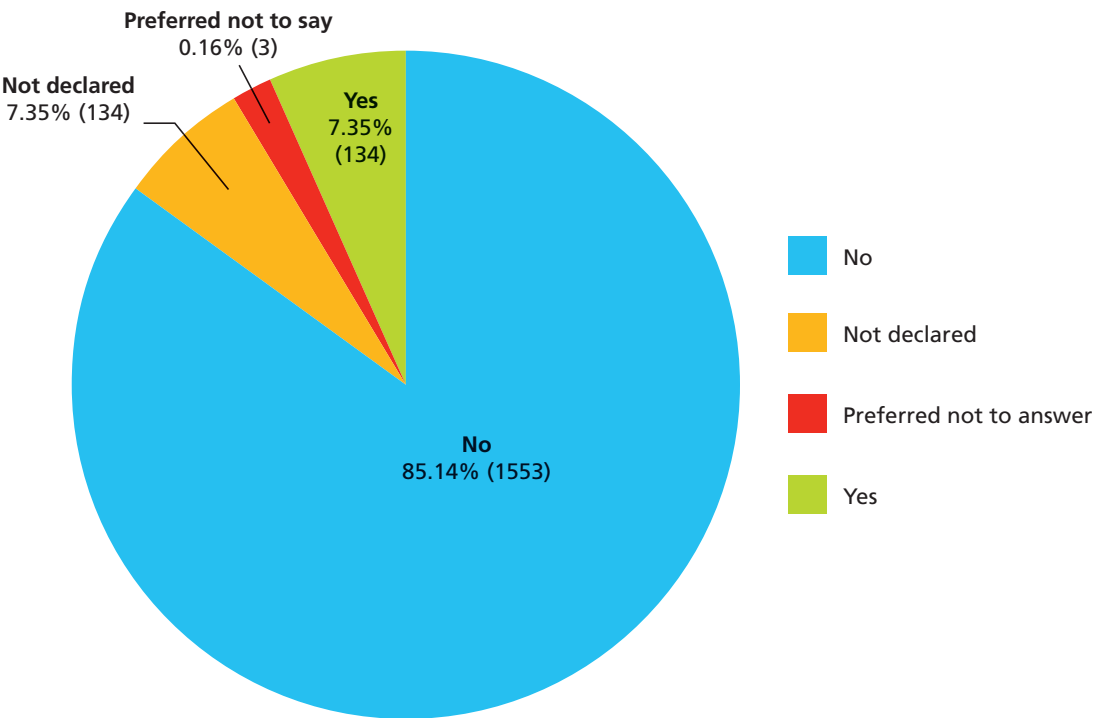


Substantive headcount by ethnicity



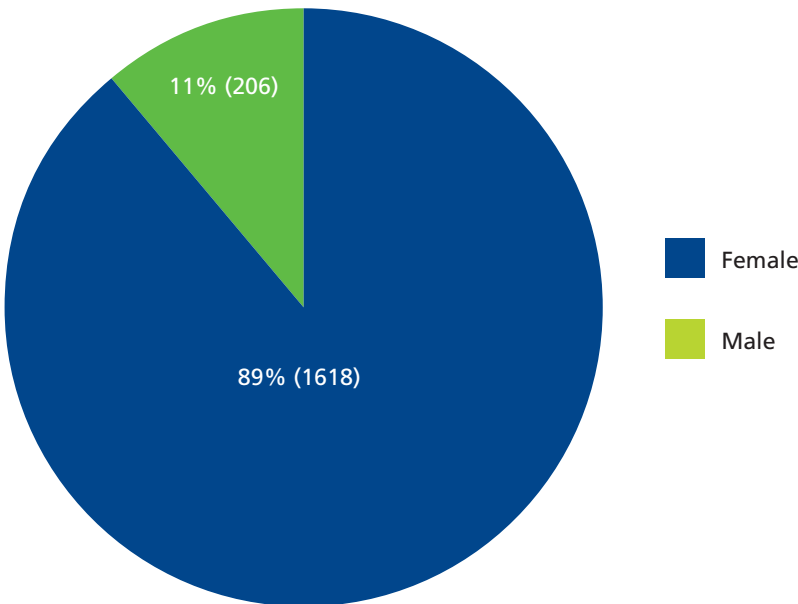
BAME staff increased from 4.1% March 2023 to 4.4% in March 2024.

Substantive headcount by disability



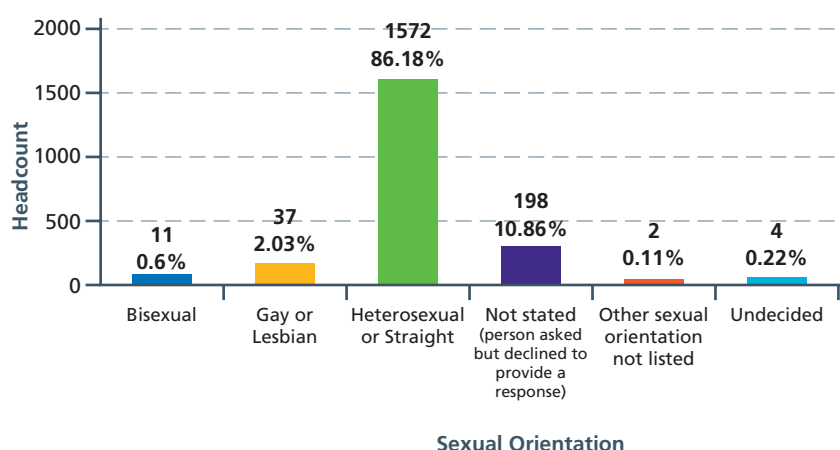
Declaration rates have improved from 6.2% in March 2023 to 7.35% in March 2024. This compares to a Wirral figure for Disabled (under Equality Act) of 22.2%.

Substantive headcount by gender



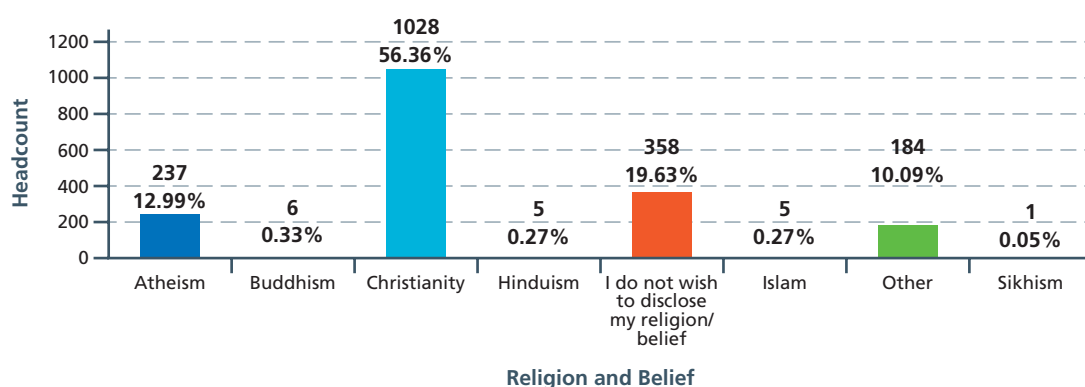
This has not changed from March 2023 to March 2024. This compares to Wirral 51.6% Female. Trans/non-binary status is not recordable in ESR.

Substantive headcount by sexual orientation



This has not significantly changed since March 2023 and this compares to Wirral 90.65% straight/heterosexual.

Substantive headcount by religion and belief



The measure for Christianity for the Trust has not significantly changed from March 2023 and is at 56.36% which compares to a Wirral Population figure of 55.0%. Staff with the religion and belief of Islam / Muslim is 0.27% compared to the Wirral 1.00% and has gone up by 0.05% from 2023.

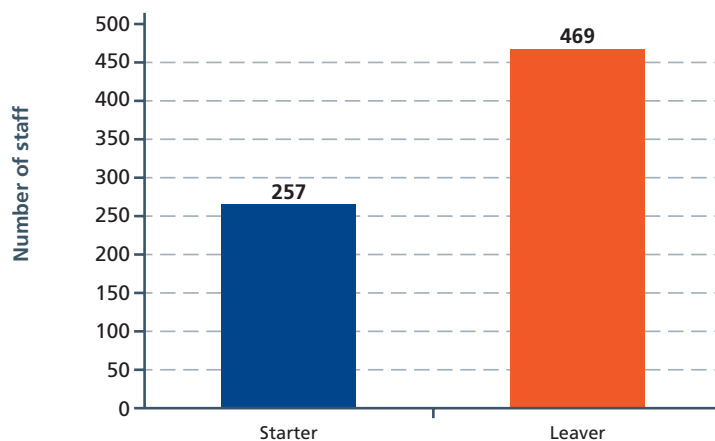
Disciplinary cases

Cases	Ethnicity	Sex	Disability
12 in total	11 white British	9 female	1 disabled
	1 white Irish		
	0 BAME	3 male	9 not disabled
			2 not stated
Patient related: 2 out of 12 cases patient related incidents			

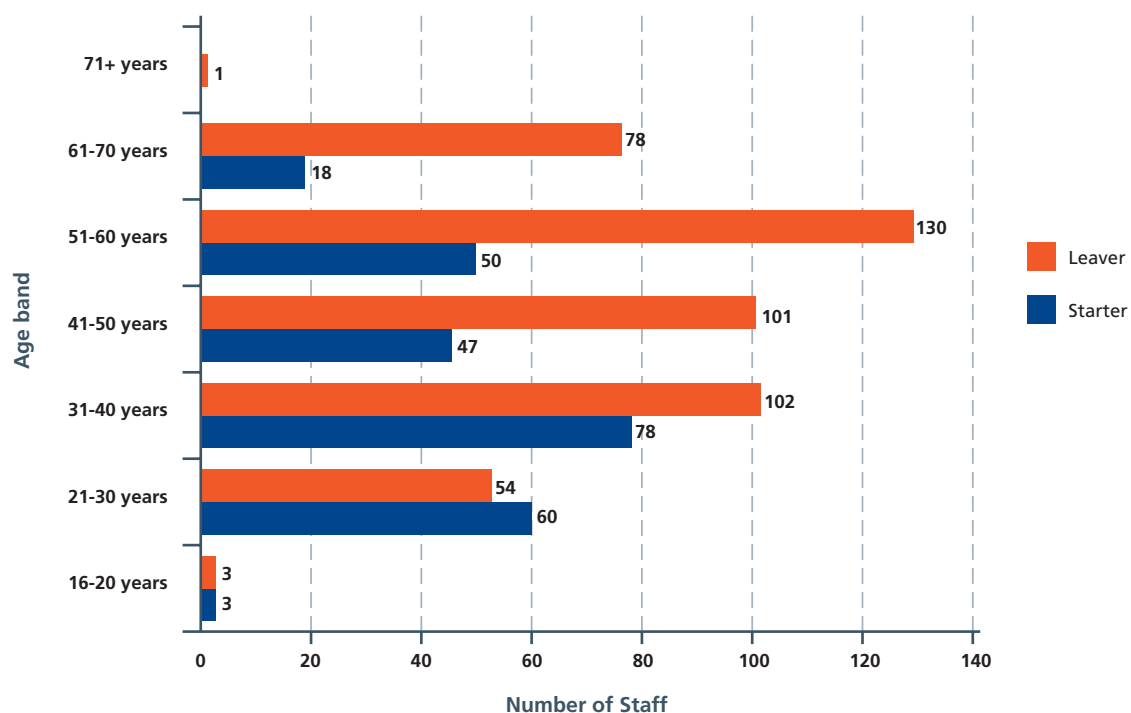
Starters and leavers

The following graphs tell you 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. In 2023 the Trust transferred the Adult Social Care contract back to Wirral Council, which explains the high number of leavers. This accounts for 224 of the leavers.

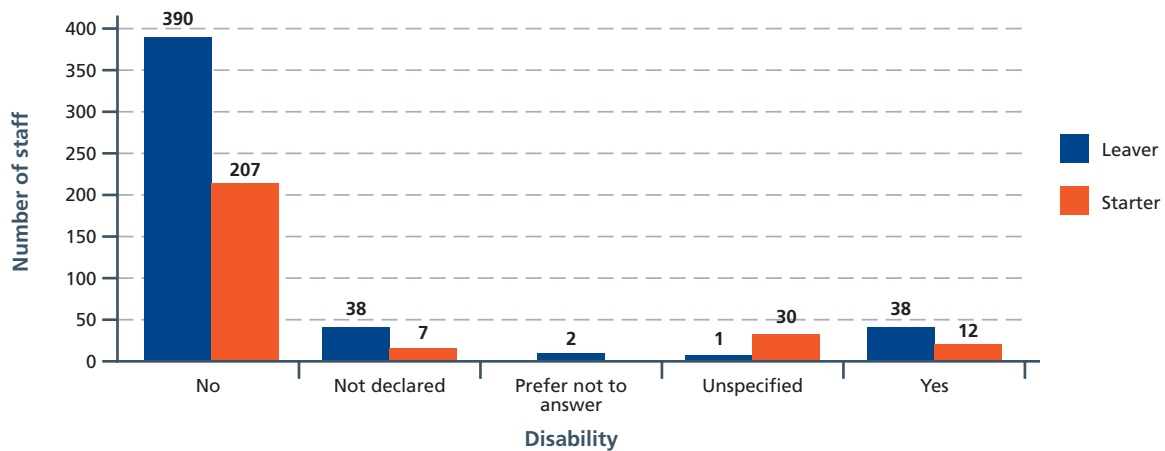
Substantive total of leavers and starters



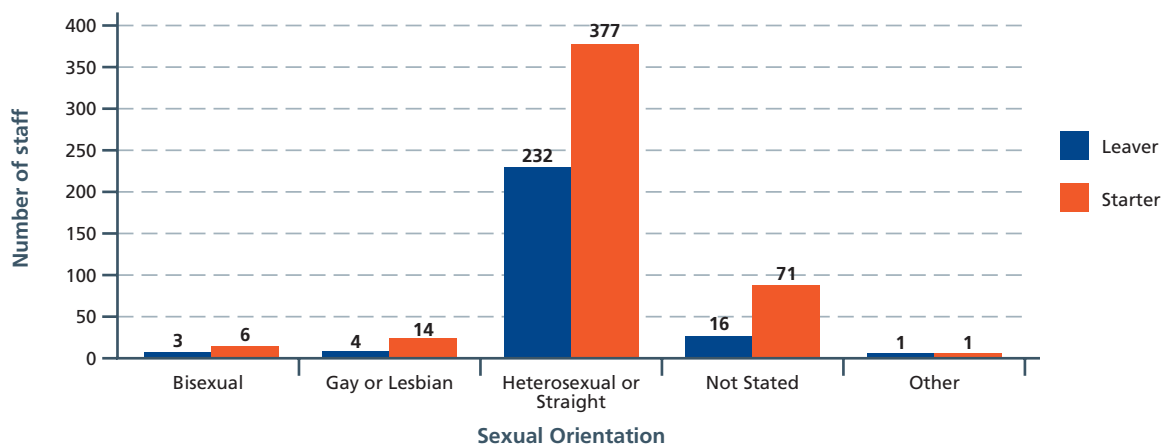
Substantive total of leavers and starters by age



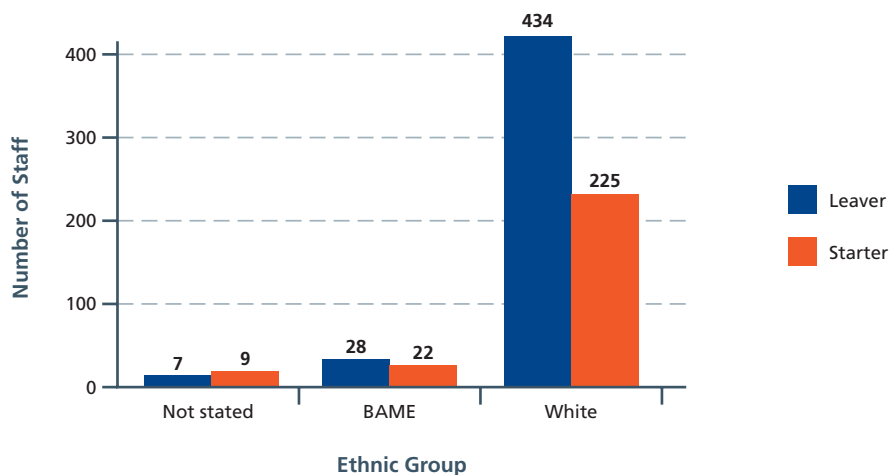
Substantive total of leavers and starters by disability



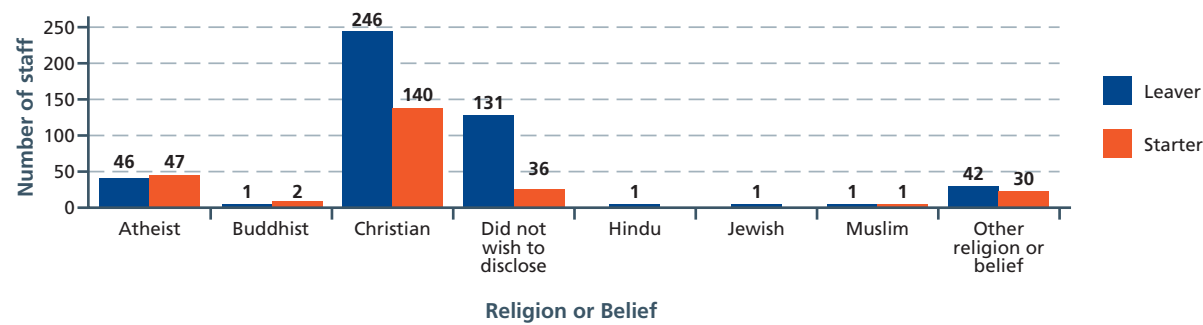
Substantive total of leavers and starters by sexual orientation



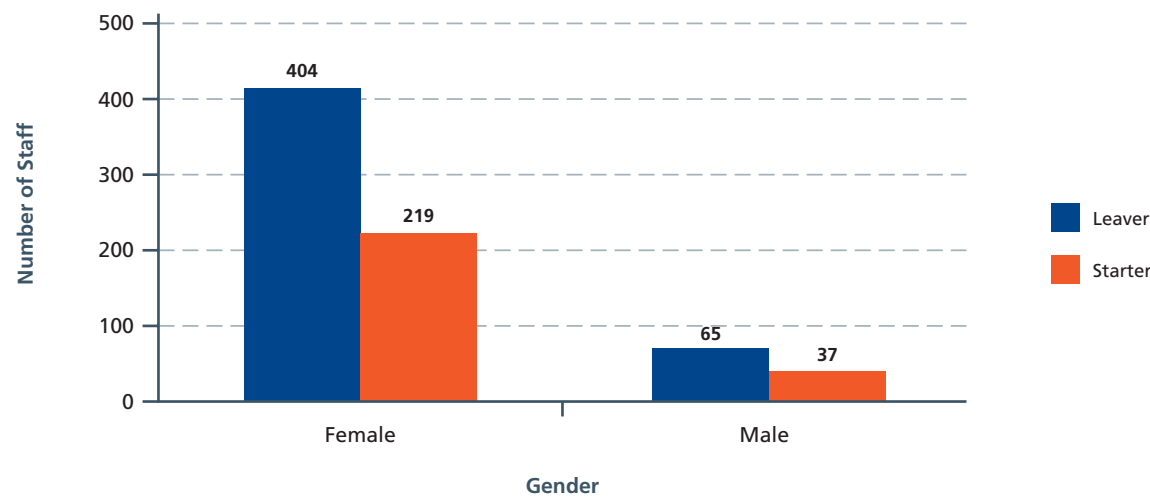
Substantive total of leavers and starters by ethnicity



Substantive total of leavers and starters by religion or belief



Substantive total of leavers and starters by gender



Recruitment - positive action

During 2023/24 the Trust continued to support positive action in relation to increasing diversity through its inclusive recruitment programmes.

For disabled applicants we renewed our accreditation with the Disability Confident Scheme at Employer level status.

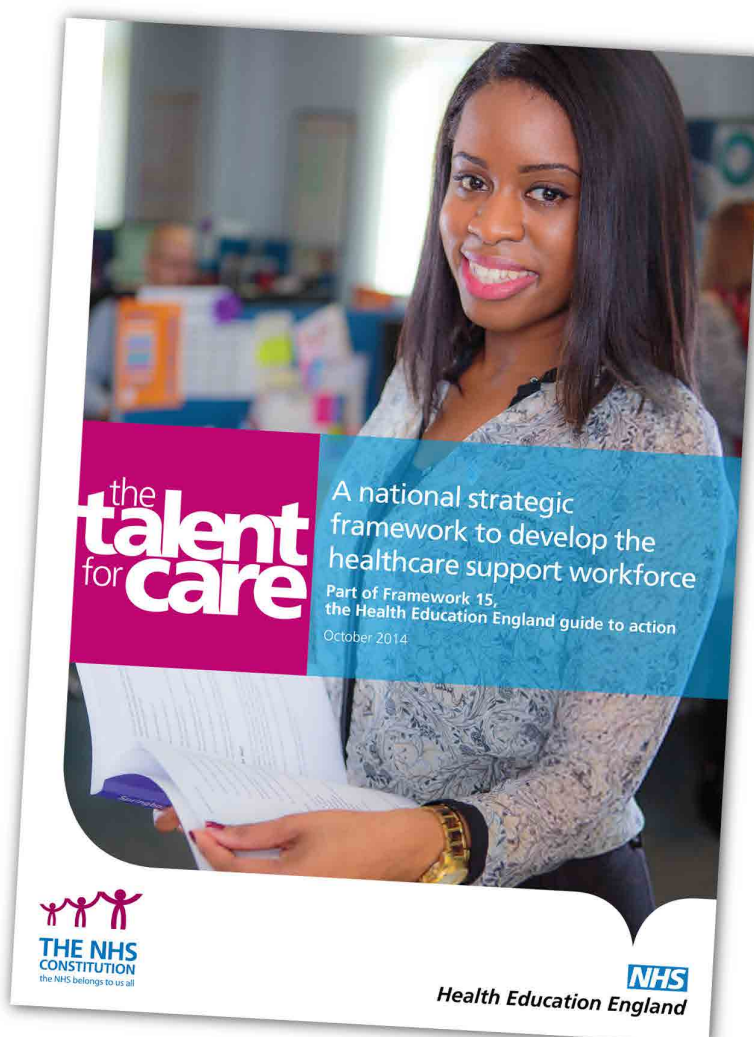
For those applicants who state they meet the Armed Forces status when applying for roles will have guaranteed interview scheme implemented if they meet the essential criteria for roles and this resulted in 160 applicants being offered interviews.

We continued to use positive action to increase the number of BME staff within the Trust and for senior roles which are Band 8a and above applicants have the guaranteed interview scheme implemented if they meet the essential criteria for roles and this resulted in 6 applicants being offered interviews.

Widening participation

Widening Participation and Access is part of NHS England's 'Talent for Care' agenda which aims to help people Get Ready, Get In, Get On and Go Further in their careers in the NHS.

The activity we have achieved is in the table overleaf. Our Widening participation Lead post was only established at the end of the 2023/24 period and elements of the programme started after the period for this report, so activity shows zero against a number of metrics, however there has been significant progress since and this will be reported in the 2024-25 report.



	Sub-theme	Metrics	Activity 23/24	Proposed target 24/25
4A	NHS career and familiarisation sessions	Number of sessions	15	18
4B		Staff hours spent	47	36
4C		Number of student contacts (est. average 20 per session)	186	360
5A	Work placements	Weeks of meaningful work placements provided (10 people supported on 1 week placement over a 4 week time period)	0	10
5B		Number of people supported on meaningful work placements	0	10
5C		Weeks of meaningful work placements provided - targeted areas (1 week placement. 4 weeks block x 5 people)	0	4
5D		Number of people supported on meaningful work placements - targeted areas	0	4
6A	Pre-employment programmes	Weeks of pre-employment programmes provided (7 week placement and 6 week Prince's Trust placement. 13 weeks x 15 people (20 max per programme but 15 reflects possible DNAs))	0	195
6B		Number of people supported on pre-employment programmes	0	30
6C		Weeks of pre-employment programmes provided - targeted areas *changed to reflect 50% of people from targeted areas*	0	91
6D		Number of people supported on pre-employment programmes - targeted areas	0	14

As part of our social value aims we are starting to collate and analyse data relating to where our staff live and work. We intend in our next report (2024/25) to include this analysis on representative workforce and widening participation.

NHS Cadets programme

The NHS Cadets Programme was established and funded in 2019 as a joint programme between NHS England and St John Ambulance.

It aims to provide opportunities for young people to explore roles in healthcare, specifically widening access to under-represented groups. Our NHS Cadets programme operates in Wirral, Knowsley and St Helens. The infographic below shows some of the activity data from the programme for 2023/24.



Our key stakeholders for our NHS Cadets programme:



Section 5

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 2023/24 we implemented the third version (EDS2022) 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 and 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).

The EDS now assists organisations in looking 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 wellbeing.
3. Inclusive leadership.

Services examined this year for Domain 1 were:

- Adult Learning Disability Speech and Language Service
- Sexual Health Service
- 0-19 Neurodevelopmental Team

The Trust was rated **'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 at [NHS England/Equality Delivery System 2022](#).

Improvement actions identified are incorporated into Trust-wide delivery plans and service improvement plans for 2024/25.

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 May 2024 and, in line with requirements, will be published on the external website in October 2024.

9 indicators - based on data from the annual national NHS Staff Survey and % BME staff in the Trust using ESR, disciplinarys, applications and appointed staff and board membership.

Based on WRES data for 2023/24 key actions for 2024/25 were identified as:

- improve the awareness of issues faced by BME staff
- increase the ethnic diversity of the workforce
- support the trust achieving the North West BAME Assembly anti-racism framework

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 May 2024 and, in line with requirements, will be published on the external website in October 2024.

10 indicators - based on data from the annual national NHS Staff Survey and % disabled staff in the Trust using ESR, capability, applications and appointed staff and board membership.

Based on WDES data for 2023/24 key actions for 2024/25 were identified as:

- improve the awareness of issues faced by disabled and neurodiverse staff
- promote the awareness and utilisation of reasonable adjustments

Gender Pay Gap

Gender Pay Gap is a measure of 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 the organisation

All companies, including NHS organisations, with more than 250 employees have to declare their gender pay gap data which needs to be published within 1 year of the data.

The results for 2023/24 (31st March 2024) for the mean average hourly rate demonstrate a pay gap of 8.59%. The second measure is the median difference with a 0.56% gap, a slight increase compared to 2023.

Download the full Gender Pay Gap Report in our [Publications](#).

Access all reports on the Government website: [Gender pay gap for Wirral Community Health and Care NHS Foundation Trust](#).

Race Pay Gap

Race Pay Gap is a measure of the average difference between how much staff from different ethnic backgrounds are paid in an organisation.

We must find and compare:

- the average difference between staff from a BME background and white staff hourly and bonus pay
- the percentage of BME and white staff in the highest, middle and lowest pay groups in the organisation

This is now a requirement as part of the NHS England Equality, Diversity and Inclusion Improvement Plan and this is the first year the Trust has undertaken a Race Pay Gap analysis. The report is not yet available but will be published on the Trust website in October 2024.

Section 6

Inclusion Priorities 2024/25



Our priorities

The following priorities have been identified for 2024/25 from our People Strategy, our Quality Strategy and our Inclusion and Health Inequalities Strategy and their delivery plans.

- Roll out of the Oliver McGowan Mandatory Training on Learning Disability and Autism so that 20% of our staff receive the level 2 training, prioritising our service who see most people with Learning Disability or Autism by 31.03.25
- Continue to develop better ways to collect and manage data about protected characteristics, disabilities or impairments and reasonable adjustments, ensuring compliance with the Accessible Information Standard (AIS)
- We will further develop and evaluate our approach to waiting list management to ensure we are actively tackling health inequalities
- We will continue to work with our providers and other key stakeholders, including members of the communities we are supporting, to improve our Interpretation and Translation service helping to remove barriers for those with language or sensory impairments
- Develop and launch cultural awareness training for managers and staff, utilising the behavioural standards framework and including reference to the importance of allyship and the identification of different examples of discrimination
- We will demonstrate our commitment to becoming an Anti-racist organisation by developing and launching our Anti-racism statement and implementing the North West BAME Assembly Anti-racism framework and achieve the bronze status by 31.03.25



Inclusion

Getting it right for everyone