

**Board of Directors Meeting in Public**

<b>Subject:</b>	Equality and Diversity Annual Report	<b>Date:</b> 3 <sup>rd</sup> June 2021		
<b>Prepared By:</b>	Ali Pearson, Equality and Diversity and Inclusion Lead			
<b>Approved By:</b>	Clare Teeney - Director of People			
<b>Presented By:</b>	Robert Simcox – Deputy Director of People			
<b>Purpose</b>				
This document provides an annual overview of work the associated with the wider Equality and Diversity and Inclusion agenda and reference to the early progress of the newly appointed Trusts Equality and Diversity and Inclusion Lead role			<b>Approval</b>	
			<b>Assurance</b>	<b>X</b>
			<b>Update</b>	
			<b>Consider</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care</b>	<b>To promote and support health and wellbeing</b>	<b>To maximise the potential of our workforce</b>	<b>To continuously learn and improve</b>	<b>To achieve better value</b>
<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		<b>X</b>		
<b>Risks/Issues</b>				
<b>Financial</b>	Improving productivity and workforce utilisation and impact			
<b>Patient Impact</b>	Maintain safe staffing levels and a good patient experience			
<b>Staff Impact</b>	Improve working lives			
<b>Services</b>	Staffing levels impact service and bed availability			
<b>Reputational</b>	SFH recommended as a great place to work			
<b>Committees/groups where this item has been presented before</b>				
Shared and approved through the Trusts People and Inclusion Cabinet				
<b>Executive Summary</b>				
<b>Background</b>				
<p>The enclosed Equality, Diversity and Inclusion Annual Report providing the Trust Board with an update on the work of the Trust's People, Diversity &amp; Inclusion sub-cabinet and an update from the EDI Lead following commencement in post in March 2021</p> <p>In summary the document captures areas of key achievements across the past 12months, and, that include:</p> <ul style="list-style-type: none"> <li>• New workforce EDI strategy and associated work plan developed and published</li> <li>• New EDI Charter shared across the system promoting partnership working</li> <li>• New EDI Awareness training for managers and all staff designed and delivery has commenced Trust-wide</li> <li>• Trust recognised in the national WRES report as one of the top Trust's for development opportunities for colleagues from ethnic minority communities</li> <li>• Covid-19 vaccination support for Black and Ethnic Minority colleagues resulting in national acknowledgment (NHSE/I &amp; PHE) for the success of our programme</li> </ul>				

- Lead and co-lead appointed to the Ethnic Minority staff network (formally BAME staff network)
- Co-lead appointed to the LGBT+ staff network
- LGBT+ rainbow crossing installed at Kings Mill Hospital

Looking forward across 2021/22 will aim to focus on improving inclusivity for colleagues at the Trust with a focus on reducing race inequalities, that will be captured as a Trust breakthrough objective and be developed in conjunction Nottingham & Nottinghamshire ICS and regional leads to implement the Midlands Race Equality Strategy within the Trust.

### **Recommendation**

The board are asked to take assurance from the document and the progress made during 2020/2021 associated with the Equality, Diversity and inclusion agenda.