

Board of Directors Meeting in Public - Cover Sheet

Subject:	Equality, Diversity and Inclusion (EDI) Annual Report		Date: 1 June 2023		
Prepared By:	Ali Pearson, People Equality, Diversity and Inclusion Lead				
Approved By:	Rob Simcox, Director of People				
Presented By:	Rob Simcox, Director of People				
Purpose					
This report is being presented to provide a summary of the Equality, Diversity and Inclusion activity that has taken place during 2022/2023.				Approval	X
				Assurance	
				Update	X
				Consider	
Strategic Objectives					
Provide outstanding care in the best place at the right time	Improve health and well-being within our communities	Empower and support our people to be the best they can be	To continuously learn and improve	Sustainable use of resources and estate	Work collaboratively with partners in the community
X	X	X	X	x	x
Principal Risk					
PR1	Significant deterioration in standards of safety and care				X
PR2	Demand that overwhelms capacity				
PR3	Critical shortage of workforce capacity and capability				X
PR4	Failure to achieve the Trust's financial strategy				
PR5	Inability to initiate and implement evidence-based Improvement and innovation				X
PR6	Working more closely with local health and care partners does not fully deliver the required benefits				
PR7	Major disruptive incident				
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change				
Committees/groups where this item has been presented before					
People Cabinet People, Culture and Improvement Committee					
Acronyms					
EDI – Equality, Diversity and Inclusion AfC – Agenda for Change WRES – Workforce Race Equality Standard WDES – Workforce Disability Equality Standard CQC – Care Quality Commission EDS – Equality delivery System LGBTQ+ - Lesbian, Gay, Bisexual, Trans and Questioning EqIA – Equality Impact Assessments AGM – Annual General Meeting SFH – Sherwood Forest Hospitals ICS – Integrated Care System					

DWP – Department for Work and Pensions
ICB – Integrated Care Board
LD – Learning Disabilities

Executive Summary

Background

The Trust is required to report to the Board annually its EDI activity for colleagues and patients. This report, which will be published on the Trust website, also enables us to demonstrate that we are meeting our obligations under the Public Sector Equality Duty.

The report describes how we govern Equality, Diversity and Inclusion within the Trust and describes the mandatory reporting that has been completed in the 2022/2023 year as required by the Government and/or NHS England and Improvement and signposts to where this information has been published.

The report provides an overview of our workforce based on Ethnicity, Gender, Disability, Age and Sexual Orientation and we describe what various departments have worked on during 2022/2023 to support the EDI agenda in the Trust.

The report highlights the services we offer to patients who have additional needs to ensure their care is not compromised in any way as a result of their needs, including but not limited to, translation services, accessibility and chaplaincy.

The report also provides a summary of the events that have taken place during 2022/2023 to raise the profile of EDI and to raise awareness of particular topics on the agenda, for example, Race Equality.

The highlight report

This reports provides a two-page summary of the key highlights from the last 12-months and will be published alongside the main report as a summary.

Summary

Whilst it has been another challenging year for the Trust, we have maintained a focus on EDI and have seen some great achievements in the last 12-months, including;

- Held our inaugural REACH OUT! event to celebrate the diversity within Sherwood
- Our Chaplaincy team have engaged with over 7,000 patients and visitors
- We made over 2,500 interpreting arrangements for our patients
- We have seen positive movement in our Gender Pay Gap Report, WRES and WDES results
- Membership to our staff networks increased in the last year and we have launched our Women in Sherwood network
- We have developed an Allyship training session and delivered to over 50 colleagues since launch.

We are once again very proud of the work that has been achieved and detailed within the report and look forward to reporting to you next year.

Recommendation

Trust board are to note the progress associated with Equality, Diversity and Inclusion agenda, approve the annual report and support the ongoing work associated with Equality, Diversity and Inclusion will continue to be reported to the People Cabinet and People, Culture and Improvement Committee who oversee this work.