

TRUST BOARD OF DIRECTORS

Subject:	Equality, Diversity and Inclusion (EDI) Annual Report	Date:	4 th July 2024
Prepared By:	Ali Pearson, People EDI Lead		
Approved By:	Jacqueline Read, Associate Director of People (Operations), Deborah Kearsley, Deputy Director of People		
Presented By:	Deborah Kearsley, Deputy Director of People		

Purpose

The Equality, Diversity and Inclusion Report provides an annual update to the Trust Board of Directors providing assurance that the Statutory Duties as outlined in the Public Sector Duty have been met.	Approval	
	Assurance	X
	Update	
	Consider	

Strategic Objectives

Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community
	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	
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

This paper and annual report has been virtually circulated to members of the People Committee.

Acronyms

EDI - Equality, Diversity and Inclusion

Executive Summary

Summary

The Trust is required to report to the Board annually it's EDI activity for both colleagues and patients. This report, which will be published on the Trust website, demonstrates that the Trust is meeting it's obligations under the Public Sector Equality Duty.

The Report

The report describes how the Trust govern EDI within the Trust and describes the mandatory reporting that has been completed in the 2023/2024 year as required by the Government and NHS England and signposts to where this information has been published.

The report provides an overview of the workforce based on Ethnicity, Gender, Disability, Age and Sexual Orientation and describes how various departments have worked during 2023/2024 to support the EDI agenda in the Trust.

The Annual report highlights services offered to patients who have additional needs to ensure their care is not compromised in any way because 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 2023/2024 to raise the profile of EDI and to raise awareness of particular topics on the agenda, for example, Race Equality and Disability within the workplace.

To conclude

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;

- Ongoing support for patients through Safeguarding, Spiritual and Pastoral Care team and also Translation and Interpreting services
- A relaunch of Staff Networks to provide a new approach to network operations with the aim of providing more effective ways for members to engage in network activity. We have also seen membership increase by 11% in the last year.
- The Trust have embedded Staff Networks as a safe place for colleagues to receive support when we relaunched the Trust CARE Values.
- The Trust are delighted to host an inaugural Project SEARCH graduation with two interns gaining employment in the Trust.
- The Trust have reviewed the Allyship in Sherwood training and have now trained almost 100 colleagues.
- The Trust have published the first Trans and Non-Binary Policy and Guidance and have reviewed and updated the Reasonable Adjustment guidance.
- The Trust have continued to deliver a range of awareness raising events and communications including;
 - PRIDE where the Trust had a dedicated stand at Nottinghamshire PRIDE for the first time
 - REACH OUT! with special guest Professor Laura Serrant OBE
 - Launched the NHS Health Passport during Disability History Month
 - Updated the one world flag art to celebrate the diversity of our workforce
 - Development of an EDI Engagement Calendar to enable all teams across the Trust to be aware of key EDI dates during the calendar year
 - Reviewed and improved Trust EDI Intranet pages
 - Hosted a virtual coffee break for International Women's Day
 - Delivered a very well attended Neurodiversity lunch and learn session during Neurodiversity week in March

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

In the meantime, the ongoing work associated with Equality, Diversity and Inclusion will continue to be reported to the People Wellbeing and Belonging Sub-Cabinet.

Recommendation

To take assurance as Trust Board on the delivery of the EDI agenda throughout the Trust in line with the Public Sector Equality Duty.