

Agenda Item 02.iii

Report to:	Trust Board of Directors	Date: 01 May 2025
Report from:	Oonagh Monkhouse, Director of Workforce and OD Ali Abdoul, Interim Head of EDI	
Principal Objective/ Strategy and Title:	The Trust is required, by legislation and regulatory requirements, to report publicly the following information: <ul style="list-style-type: none"> • Gender Pay Gap Audit Report and Action Plan • Workforce Race Equality Standard Action Plan • Workforce Disability Equality Standard Action Plan • Equality Delivery System Report and Action Plan 	
Board Assurance Framework Entries:	Staff Engagement Recruitment Retention	
Regulatory Requirement	NHSE EDI Improvement Action Plan Equality Act Public Sector Equality Duty Workforce Race Equality Scheme Workforce Disability Equality Scheme Equality Delivery System Well Led	
Equality Considerations:	As per the regulatory requirements set out above.	
Key Risks:	Staff engagement, staff retention	
For:	To review and recommend to the Trust Board for approval	

1. Purpose

- Gender Pay Gap Audit
 - Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women's average pay across the organisation.
 - The gender pay gap is the difference between the average earnings of men and women.
 - The gender pay gap report must include:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of men in the organisation receiving a bonus payment
 - Proportion of women the organisation receiving a bonus payment
 - Proportion of men and women in each quartile pay band
 - The attached report sets out the data and action plan that we are required to publish on our website by the 5th April 2025. The implementation of the plan will be led by the EDI team in liaison with the Woman's Network.
- Workforce Race Equality Standard Action Plan
 - Since 2015 all NHS organisations have been required to demonstrate how they are addressing race equality issues in a range of workforce factors through the Workforce

Race Equality Standard (WRES). The WRES requires NHS trusts to self-assess against nine indicators of workplace experience and opportunity. Four indicators relate specifically to workforce data, four are based on data from the national NHS staff survey questions, and one considers BME representation on boards.

- We are required to submit data on an annual basis and publish an action plan to reduce the inequalities on the grounds of ethnicity indicated within the WRES indicators on our Trust Website.
 - The 25/26 action plan is presented to the Committee for discussion and recommendation to the Trust Board.
- **Workforce Disability Standard Action Plan**
 - The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. NHS organisations use the metrics data to develop and publish an action plan. As with the WRES the indicators relate to workforce data and data from the national NHS staff survey questions.
 - The 25/26 action plan is presented to the Committee for discussion and recommendation to the Trust Board.
 - **Equality Delivery System (EDS) Action Plan**
 - The EDS is a data-driven system with the goal of enabling NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination while meeting the requirements of the Equality Act 2010.
 - EDS considers all protected characteristics under the Equality Act 2010 and also considers health inequalities
 - Implementation of EDS2 is a requirement on both NHS commissioners and NHS provider organisations.
 - The Committee reviewed the 2024/25 report at the January meeting. The attached report now includes the proposed action plan for 2025/26.

The Trust Board of Directors is requested to:

- Approve the reports and action plans as recommended by the Workforce Committee
- Note that the reports will be published on the Trust's website.