NHS
Royal Papworth Hospital
NHS Foundation Trust

disability confident
EMPLOYER

Race Equality Network

LGBT+ Network

Women's Network

Disability and Difference and Working Carers Network

NHS Trust
Royal Papworth Hospital
NHS Foundation Trust
Bronze Award

#NHSRainbowBadge

NHS

Equality, Diversity and Inclusion Annual Report 2022/2023

May 2023

Onika Patrick-Redhead - Head of EDI

Compassion
Excellence
Collaboration

Contents

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1. Foreword

Welcome to Royal Papworth Hospital's (RPH) first Equality Diversity and Inclusion (EDI) Annual Report 22/23.

As the Director of Workforce and Organisational Development, I'm honoured to write a few words on the importance of this EDI Annual Report which provides a summary of the work undertaken over the past year.

EDI plays a crucial role in shaping a workforce that is not just productive but also inclusive and reflective of the diverse society in which we live. This report is more than a documentation of numbers and statistics; it serves as a mirror reflecting our commitment to creating an equitable and diverse environment where every voice matters, and each individual's unique strengths are recognised and fostered.

At the core of our values and workforce strategy is our ambition to provide staff with a positive working experience. The foundation of this is providing equality of opportunity to all our staff, irrespective of their age, race, gender, disability, religion, or sexual orientation. It means we are working to enable all staff to fulfil their potential by providing a working environment where they can feel valued for what they bring to the Trust, achieve a work-life balance, and feel engaged in their work.

This annual EDI Report provides the opportunity to reflect on the progress we have made and to be transparent and accountable for the work we still have to do. It is a tool that communicates to our employees, patients, partners, and stakeholders, the concrete steps we are taking to achieve our EDI goals. It allows us to transparently showcase our journey, achievements, and challenges; strengthening our dedication to continually developing and improving.

Over the past year we have worked closely with partners in the Cambridgeshire and Peterborough Integrated Care System and NHS England – East of England region to advance our EDI related workstreams; sharing achievements and struggles and learning from each other.

Lastly, the EDI Annual Report is not just about looking inward but also looking forward. The data and insights it provides, empowers us to set ambitious yet achievable goals for the future, to anticipate emerging trends and to ensure RPH continues to lead in promoting equality, diversity, and inclusion.

As we present this report, we want to appreciate the progress we have made at RPH, understand the work that lies ahead, and recommit ourselves to the ongoing work of fostering an environment where everyone can thrive, irrespective of their differences.

I would like to thank the wonderful EDI team for their outstanding contribution over 22/23 and to the staff networks who play such a vital role in amplifying the experiences of staff and leading on putting in place practical steps to help us improve.

O. Monkhouse

Oonagh Monkhouse
Director of Workforce and OD

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2.1 Introduction

The purpose of this report is to provide an overview of the Equality, Diversity and Inclusion (EDI) activities that have taken place between 1 April 2022 and 31 March 2023 by Royal Papworth NHS Foundation Trust (RPH) and show how the Trust monitors the work being undertaken to achieve the Trust's equality objectives, and against legislative and equality standards in the NHS.

Royal Papworth Hospital is committed to promoting equality, diversity, and inclusion (EDI) and human rights with the highest possible standards of care and outcomes for patients and staff. We aspire to being an organisation that tackles inequalities, and we know that embedding equality, diversity, and inclusion is critical to achieving our strategic objectives.

EDI is a focal and integral aspect of the Trusts Workforce Strategy. One of the six themes in this strategy is "Belonging and Inclusion for All - ensuring we are an organisation where everyone is welcome, everyone is respected, everyone can grow, and everyone feels their voices are heard".

We will seek to create an inclusive environment that is supportive of our diverse workforce and be an employer of choice, delivering compassionate care to all communities we serve.

2.2 Regional Anti-Racism Strategy

In 2021 the East of England (NHSE) launched an Anti-Racism Strategy, "Making anti-racism a reality". The Strategy set out a clear vision and principles and linked to the NHS Long term peoples plan, Workforce Race Equality Standards, the lived experiences of staff, Covid, and Phase 3 recovery plans and planning guidance. This Trust signed up to working to implementing this Strategy and integrating it into our Trust strategies and work plans.

The Strategy set out three priority areas for action, which RPH aligned our EDI workplan to.

Leadership and management

Talent and career progression

Racial harassment and abuse from patients/public

In this paper we provide an insight into the work that we have focused on in 22/23 which links directly to the priority areas highlighted in the Strategy.

2.3 EDI Team

Over the last 12 months the Trust has made a continuous effort to move the equality agenda forward, working closely with our four staff networks. Further information on these networks is provided later in this paper. There are four Chairs and Deputy Chairs attached to the networks, who work closely with the EDI Team.

Along with the Staff Network leads the EDI teams comprises of the Head of EDI Onika Patrick-Redhead and the Staff Network and Compliance Officer Chanel Anyanwu.

The EDI team are committed to providing an environment where all staff, patients and carers experience equality of opportunity and equity in access to services.

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3. Achievements and highlights in 2022 - 2023

Key highlights and achievement

- May 2022: launch of Cultural Ambassadors Cohort 2.
- May 2022: 3 staff members were shortlisted for the National BAME Health and Care Awards.
- June 8th, 2022: the Transformational Reciprocal Mentoring Programme was successfully launched. With Chief Exec at the time Stephen Posey opening the Programme.
- June 22nd: the Trust Re-Launched the Disability and Difference Network (DaD) and it expanded its remit to become the Disability and Difference and Working Carers Network.
- June 2022: as part of the Line Managers Development Programme, EDI team co-produced and delivered an Inclusion in Action module.
- June 2022: launch of the health Purple Passport.
- July 2022: Trans awareness training cohort 2 was launched.
- July 2022: Critical Care Transformational Programme work- Culture and Civility Workstream, 11-week workshops around Microaggression and civility.
- July 2022: staff network leads involved in the recruitment of RPH's new CEO.
- August 2022: the second annual Staff Network's picnic- please see picture below.
- September 2022: for National Inclusion week, the Staff Networks raised £577.42 for RPH's Charity, through a joint event.
- October 2022: the EDI Network Strategy completed.
- November 2022: the Women's Network hosted a talk about domestic violence in collaboration with Cambridge Rape Crisis Centre.
- November 2022:RPH was awarded the Rainbow Badge Bronze Award.
- December 2022: the Staff Network Chair for the LGBT+ Network won the award for the Trust Equality, Diversity, and Inclusion Award.
- January 2023: a pilot of pronouns on name badges was launched with the Research and Development Team.
- February 2023: the framework and governance structure for the Cultural Ambassadors was agreed and published.
- March 202: the NHSE National WRES team reviewed RPH's WRES 22/23 Action plan and the Trust was awarded a score of 3, for the excellent range of monitored interventions and direction and vision from leadership.

Photos of some highlights and EDI events 22-23

EDI Network's Second Annual Picnic, Jesus Green, Cambridge

LGBT+ History Month Event

EDI Networks raise £577.42 for RPH's Charity

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Re-launch of Disability and Difference and working carers Network

Women's Network 16 days of Action Against domestic Violence

Diwali Celebrations

4. Legislation and oversight

4.1 The Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone. It is against the law to discriminate against someone because of:

o age
o disability
o gender reassignment
o marriage and civil partnership
o pregnancy and maternity
o race
o religion or belief
o sex
o sexual orientation

These are called protected characteristics.

4.2 Public Sector Equality Duty

The Public Sector Equality Duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. Employers are required to publish their equality objectives, at least every four years and information to demonstrate our compliance with the public sector equality duty. These are demonstrated in the form of our Workforce Race Equality Standards, Workforce Disability Equality Standards, Gender Pay Gap Action Plans.

4.3 General Duty

Organisations must have regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between different groups.

4.4 Equality Delivery System

The Equality Delivery System (EDS) is a system that helps NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010. It provides a framework for NHS organisations in England - in active conversations with patients, public, staff, staff networks, community groups and trade unions

- to review and develop their approach in addressing health inequalities through three domains: Services, Workforce and Leadership. It is driven by data, evidence, engagement, and insight.

RPH is required to carry out EDS reviews, creating improvement plans and act on completed EDS reviews and their action plans in conjunction with our WRES WDES and GPG action plans. EDS reviews should be carried out annually with the result of the review published on organisation websites by 28th February. The improvement tool focuses on three domains, the first domain looks at how we provide services to our patients, i.e., looking at access, if their needs are met, experience etc. Domain two looks at the health and wellbeing of RPH's workforce, and domain three requires the Trust to look at its Inclusive leadership in partnership with another organisation. As a result of the disruption arising from the Covid-19 pandemic Trusts were given the option of deferring this review in 2022/23. RPH deferred our review and will be undertaking a full process in 23/24.

4.5 Workforce Race Equality Standard (WRES)

The WRES was launched and mandated for all NHS Trusts in 2015/16. WRES provides performance indicators for the working experiences of staff from minority ethnic backgrounds. It was introduced to ensure employees from Black Minority Ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

Built around nine indicators, the WRES provides a robust reporting framework that comprises of:

1.Workforce indicators 1-4 covering recruitment, promotion, career progression and staff development.

2.Staff Survey indicators 5-8 covering harassment, bullying or abuse from managers, colleagues, patients, relatives, or the public.

3.Board representation indicator 9 which specifically measures BME representation at Board level.

The requirement is for results to be published annually to support organisations, particularly those with lower scores, to continuously improve standards, and to produce active action plans that can help with these improvements. Trusts can compare their performance with others in the same region or providing similar services.

RPH's data for 22/23 indicates that we need to focus and prioritise three areas:

•Indicator 8: discrimination from a manager/team leader or other colleagues in last 12 months against BME staff.

•Indicator 1: Career progression in clinical roles (middle to upper levels).

•Indicator 1: Career progression in clinical roles (lower to upper levels).

For 22/23 the National WRES team reviewed and provided feedback to every Trust on their published action plan. Our review and feedback is as follows:

"The WRES team have reviewed your trust's action plan that was submitted at the end of October 2022. Your trust Royal Papworth Hospital NHS Foundation Trust was awarded a score of 3.00. The scoring is as per the CQC 4-point award system (0 = 'inadequate', 1 = 'requires improvement', 2 = 'good', and 3 = 'outstanding').

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This provides feedback on how we feel your plan aligns with your trust specific WRES data that was shared with you earlier this year. In particular we found that….. Excellent range of monitored interventions and direction and vision from leadership."

4.6 Workforce Disability Equality Standard (WDES)

The NHS Workforce Disability Equality Standard (WDES) was launched on 1 April 2019. The overall aim is to make the NHS an exemplar employer for disabled people and to address the issues they face in the workplace.

WDES is a set of ten specific measures (metrics) that enable NHS organisations to compare the experiences of Disabled and non-disabled staff. This information is then to be used by the organisation to develop a local action plan and enable them to demonstrate progress against the indicators of disability equality. Key areas covered include:

•   Representation across pay bands.

•   Recruitment.

•   Involvement in formal capability processes, and

•   Experiences of bullying and harassment.

The WDES enables us as an organisation to understand the experiences of our Disabled staff and support positive changes for all existing employees. Over the past year we have done targeted communication campaigns to encourage staff to update their ESR disability status, such as speaking about it at staff inductions, weekly newsbite articles (internal weekly communication) and internal All Staff briefings.

4.7 Gender Pay Audit

By law, men and women must get equal pay for doing 'equal work'. This is work that equal pay law classes as the same, similar, equivalent or of equal value. This means someone must not get less pay compared to someone who is both: the opposite sex. The gender pay audit looks at the difference in the average earnings between men and women in an organisation, taking account of the full range of jobs and salaries. This is expressed as a percentage of men's earnings e.g.; women earn 15% less than men.

Public sector employers with more than 250 employees are mandated to publish the outputs of the annual pay audit along with an action plan on their website. This cycle continues each year with organisations being required to maintain the data on their website for three years in order to show the progress made.

If a workplace has a particularly high gender pay gap the expectation is that organisation consider the underlying causes to take steps to reduce the gap and ensure that the organisation can demonstrate that it is a fair and progressive employer.

Royal Papworth action plan for 22/23 focuses on flexible working, career progression and Clinical Excellence Awards.

4.8 EDI Governance
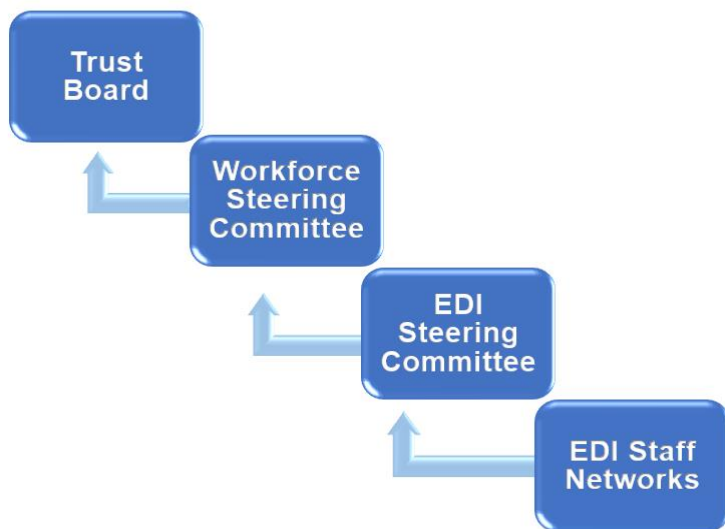
In the Governance structure above, the foundation is made up of the EDI Staff Networks who are the driving force behind the execution of RPH's values, working to ensure inclusivity and innovation within their respective areas. They report to the EDI Steering Committee, a team composed of individuals with significant expertise in Equality, Diversity, and Inclusion. The committee's role, in addition to ensuring that the Trust complies with legislative and regulatory requirements, is to guide, evaluate, and support the initiatives produced by the EDI Staff Networks, acting as a link in conveying their voices to the upper governance levels.

The EDI Steering Committee's proposals and feedback are reviewed by the Workforce Committee which is a Sub-Committee of the Trust Board.

Finally, at the top of the structure is RPH's Trust Board, the ultimate decision-making body. This governance structure seeks to ensure a transparent, inclusive, and collaborative governance system, empowering each level while upholding the principles of EDI at its core.

5. Equality Within the Trust: Highlighting major projects implemented in 2022/23

5.1 Transformational Reciprocal Mentoring Programme:

Building on the priorities set out in the East of England Anti-Racism Strategy, we launched a unique change intervention called the Transformational Reciprocal Mentoring Programme.

The transformational reciprocal mentoring model is a systemic change intervention which aims to address inequity within organisations and systems. The approach to reciprocal mentoring, developed by People Opportunities, is both innovative and built upon a proven theoretical and practical framework.

After an extensive and thorough recruitment process, 24 staff members were selected for this 12-month programme (12 pairs), this includes the Chief Executive and other Executive Directors. The programme, which launched in June 2022, consists of 4 two-day workshops which provide an exciting, collaborative, and participatory learning experience. Outside of these workshops the pairs work together to build meaningful relationships that enable them to identify positive actions that they can take to address inequity and discrimination within the organisation.

Ten months into the programme and the feedback from the participants is extremely positive, please see some feedback below. There has also been recognition that there is better understanding of the ways in which power works at a conscious and unconscious level and increasing confidence in talking to and challenging power in ways that lead to positive outcomes, within the pairs.

The programme is being formally reviewed by an external company in order to assess its impact and provide an evidence base as to whether it should be more widely rolled out to other NHS organisations.

Quotes from participants:

"I strongly believe, the programme will bring about real changes in the trust. We aim to achieve real changes through reciprocal mentoring. I also see a glimpse of hope. I now know there are real people in the trust whom I can reach out to. I am increasingly positive that management, too, is listening for the first time. Although it is just the beginning, I feel more empowered and optimistic that this programme will help bring about radical changes in trust."

"This programme is allowing us to share ideas and challenge the way we think in any given situation. We try out difficult conversations or challenge our thoughts in our confidential space knowing we will get sound advice from the other half of the partnership, perhaps giving us ideas and direction that we wouldn't necessarily have thought of ourselves. We are that critical friend to each other."

5.2 Line Managers Development Programme- Inclusion in Action

A key element of the Compassionate and Collective Leadership Programme is developing confident and competent line managers who compassionately lead and develop their staff, ensuring inclusion and equality is embedded in their decision making. In June 2022 a 9-

month Line Managers Development Programme was launched and as part of that programme the EDI team created and delivered the following four modules, collectively called Inclusion in Action.

This looked at:

- The Equality Act
- Building Cultural Awareness
- Understanding the Impact of Inclusion
- Linking EDI to all we do.

5.3 Cultural Ambassadors Programme

The RCN Cultural Ambassador Programme was developed, and launched in 2014 by the RCN West Midlands leadership team, in partnership with internal and external equality and inclusion expertise. Its initial intention was to ensure that staff from a Black Asian Minority Ethnic (BAME) background were treated fairly in disciplinary and grievance hearings by questioning and interrupting systems and processes that leave BAME staff having poorer outcomes and experiences than their white colleagues. After testing and pilot programmes, it was identified that the role could be expanded to include other HR processes and other protected characteristics.

The role of Cultural Ambassadors has been introduced into the Trust as part of the Trust's implementation of the Workforce Race Equality Standards (WRES), Workforce Disability Equality Standards (WDES) action plan, and the East of England's Anti-Racism Strategy. In 2022/23 we recruited and trained 11 Cultural Ambassadors and have worked with them to develop a protocol of how they will undertake their role.

The role of the Cultural Ambassador at RPH is to assist managers in the consideration of any complaints or allegations raised against BAME and other staff members with known protected characteristics, thereby ensuring no conscious/unconscious cultural or discriminatory bias is influencing management decision making in the consideration of such matters. They also will be involved in the recruitment process for roles at Band 8a and above.

The EDI team has created a Cultural Ambassador's framework, and along with the Employee Relations team has also published a governance structure and process to govern the programme.

5.4 The Disability Purple Passport

The NHS 'Purple Passport' was launched in 2018 as part of a package of measures to support staff living with a disability. It provides a framework for staff living with a disability and their line manager to have a conversation about any reasonable adjustments that the member of staff may request and to ensure there is a record of agreed adjustments if there are line management changes.

The passport can be a place to store any information the member of staff feels is important in regard to a disability, long term health condition, mental health issue or learning.

This passport will be monitored to see how effective and impactful it is, through the DaD and Working Carers Network.

5.5 Pronouns badges (Preferred Pronouns)

In November 2022, the research and development team in collaboration with the LGBT+ staff Network started trialling the use of name badges that are pronoun inclusive. The badges have been well received and uptake in staff wanting to be part of the trial has been great. In February 2023 after the trial phase more teams across the Trust have been requesting to use these name badges.

5.6 Accessible information standard (AIS)

The Accessible Information Standard (AIS) aims to make sure that people who have a disability, impairment or sensory loss are provided with information that they can easily read or understand so they can communicate effectively with health and social care services. It is the responsibility of all staff to:

- Identify and record individual need: Finding out if someone has any information or communication needs and record them if they do.
- Share and check individual needs: Passing on information about someone's needs to people who are looking after them. It also means checking their needs are met to the best of our capacity, every time they come to the service.
- Take action/meeting their needs: Making sure that the person's needs are met, for example sending them information in the right format or providing the communication support they need (i.e., arranging for translation/interpretation services).

The Trust has invested in a few initiatives to make sure we support in this area, RPH has invested in both BSL training for staff, and SignLive, both are discussed further in this report.

5.7 Equality Impact Assessment (EIA)

Equality Impact Assessments, (EIA) ensure that our policies, services, and legislation do not discriminate against anyone and that, where possible, we promote equality of opportunity.

The equality impact assessment is a systematic and evidence-based tool, which enables us to consider the likely impact of work on different groups of people. Completion of equality impact assessments is a legal requirement under race, disability, and gender equality legislation.

In March 2023 the trusts EIA was reviewed and updated to reflect a more user-friendly workable document.

5.8 Civility and Microaggression Training

In May 2022, the Critical Care Transformation Implementation Group officially set up a Culture and Civility Workstream subtitled "You can't be you without me". Within that workstream the EDI team, in collaboration with the Freedom to Speak up Team and

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Learning and Development team, developed and delivered Civility and Microaggression sessions.

This training was aligned with the Trust staff survey results, the WRES and WDES results, and the East of England Anti-Racism strategy's key priorities. The training aims to increase staff awareness of their impact on others, creating a stronger sense of teams, creating psychological safety, support line managers to know how to manage difficult conversation and situations, and develop leadership and critical thinking skills.

Following positive feedback staff from the wider organisation have requested this training is made available to their teams and a programme of sessions has been planned for 23/24.

5.9 No more Tick Boxes – Fair Recruitment

No More Tick Boxes is a report by Roger Kline that has strong links to the East of England Anti-Racism Strategy. It brings together a range of research evidence to suggest practical steps NHS employers can take to reduce inequalities and remove bias in staff recruitment and career progression. It specifically focuses on the treatment of female, disabled and BAME staff.

Written for practitioners, it summarises some of the research evidence on fair recruitment and career progression and provides recommendations for improving each stage of recruitment and career progression. The practitioner's guide that sits alongside this report is called "If your face fits".

In the later part of 2022, RPH started formally reviewing its recruitment practices, the No more Tick boxes and its practitioner guide "If your face fits", has been used to guide how we can debias our recruitment practices. A major revision of our Recruitment and Selection Procedure and training was completed.

5.10 Disability Confident Accreditation

RPH has been awarded the Level 2 Disability Confident Employer status. The Disability Confident Scheme supports employers to support disabled people and the talents they can bring to the workplace.

 At each level of the process employers commit to take actions that will make a difference to disabled employment. As part of the accreditation process all organisations complete a self-assessment around two themes: keeping and developing the workforce and employing people with disabilities.

The Disability Confident Scheme provides an employer with the examples, confidence and skills that are needed to recruit, retain, and develop disabled employees. We hope to apply for level 3 status in 2026.

6. Staff Networks

6.1 The Trust has four staff networks who play an important role in giving a voice to the experience of staff and in helping the Trust to improve equality, diversity, and inclusion. The Networks each have a Chair and Deputy Chair and they hold bimonthly meetings that are open to all staff.

They each have an Executive Director sponsor and we promote and celebrate the achievements of the Networks through our communication channels. Following feedback from Network Chairs and Deputies we formalised the arrangements for paid time off to undertake their role. We keep this under review. We also introduced a temporary Network Support Officer role funded through the Royal Papworth Charity grant for the Compassionate and Collective Leadership Programme. Key aspects of this role are to support the networks with communication and promotion and to help them implement their plans. The Networks have worked together to develop a five-year strategy which will be presented to the Board when it is finalised.

Staff Network	Membership	Chairs/Deputy Chairs	Executive Sponsor/ NED
Black Asian Minority Ethnic (BAME)	90 members	Judith Machiwenyika Czarmaine Nicholson	Cynthia Conquest Diane Leacock
LGBT+ Network	35 members	Jack Fellows Vicky Halliday	Maura Screaton
Disability and Difference and Working Carers (DaD)	41 members	Gerrie Powell-Jones Trevor McLeese	Tim Glenn
Women's Network	47 members	Amy Chadwick Katie Morrish	Amanda Fadero

6.2 Networks progress review for 22/23

<u>Disability and Difference and Working Carers Network:</u>

The Network describes their purpose as:
- Promoting equality and diversity – enable staff to feel able to 'bring their whole selves to work' without feeling of discrimination.
- Building a reputation – show that the organisation values its disabled staff, those with long term health needs and Working Carers and patients, and therefore makes the organisation more attractive both as a place to work and to receive treatment.
- Allowing staff to develop skills – provide role models of success within the organisation, networking opportunities and development of skills through career development programmes.
- Improving communication – provide a point of contact between staff and the organisation so that they can work together effectively on policies and other issues.
- Enabling legal compliance – networks ensure that Trust policies consider the perspective and needs of disabled staff, those with long term health conditions and Working carers and that legal commitments are upheld.

22/23 Highlights:

- The implementation of SignLive in Outpatients. They are keen to see how it is utilised and would like to see it available in other clinical areas.
- Commissioning sign language training and making it available for staff. This has proved very popular and is fully subscribed.
- Improving the availability of wheelchairs for patients.
- Highlighting and amplifying the experiences of neurodivergent staff.

Women's Network

This is the newest Network, and it describes it purpose as:
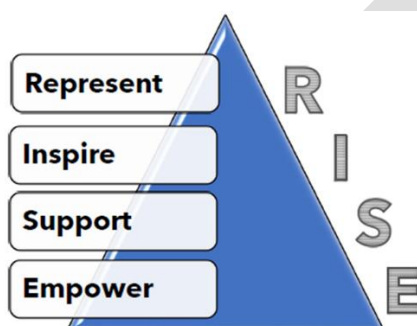
R   REPRESENT:

To provide a platform for the voice and views of women from RPH to be represented within the organisation.

I   INSPIRE:

To provide a range of opportunities including talks, guest speakers, and learning events to inspire women and facilitate personal and professional development and fulfilment.

S   SUPPORT:

To provide a shared safe space to talk about, share, listen and learn from the lived experiences and interests of women from RPH.

E   EMPOWER:

To empower all staff to be active allies of women, driving forward a cultural and behavioural shift across the organisation to enhance women's experience of working at RPH.

22/23 Highlights:

- Good engagement and attendance at meetings.
- Virtual event on 16 days against domestic violence.
- Running four Virtual Cafes that provided a safe place to discuss and share experiences with others in the same situation. Topics covered were Coping with Menopause, The New World of Working from Home, Managing Carer Responsibilities and Work, Living/working with Menopausal Women.

- International Women's Day event.
- Raising and advocating for the provision of free sanitary care provision for staff which has been implemented with the support of the Royal Papworth Charity.
- Advising on the development of the Gender Pay Audit action plan.

LGBT+ Network

The purpose of this Network is to promote the interests of LGBT+ staff, identify ways of challenging discrimination and stereotyping among colleagues and patients, and to promote mutual support to LGBT+ staff. It aims to:
- Promote equality and diversity – enable staff to feel able to 'bring their whole selves to work' without fear of discrimination.
- Builds reputation – Show that the organisation values its LGBT+ employees and patients, and therefore makes the organisation more attractive both as a place to work and to receive treatment.
- Sense of community and involvement – provide a safe space for employees to meet other members of the LGBT+ community, to talk and raise concerns, and to get involved with events and policy affecting the community.
- Allow staff to develop skills – Provide role models of success within the organisation, networking opportunities and development of skills through career development programmes.
- Enhances communication – Provide a point of contact between the LGBT+ community and the organisation so that they can work together effectively on policies and other issues.
- Enable legal compliance –ensure that Trust policies consider the perspective and needs of the LGBT+ community and that legal commitments to the community are upheld.

22/23 Highlights:

- The Network led the Rainbow Badge assessment process, and the Trust achieved a bronze level award. There was very helpful feedback and recommendations on what we need to do to improve, and these have been incorporated into the network's strategy.
- Commissioned several Trans Awareness training sessions which were very well attended and had good feedback from attendees.
- Led the development of a Trans Procedure which covers staff and patient issues.
- Organised several very well received webinars for LGBT+ History months.
- Organised a staff picnic during the summer – this is the second year of this lovely event.
- Influenced the implementation of gender-neutral toilet facilities.
- Worked with the EDI team to produce information for staff on the use of pronouns in communication.
- Hosted several drop-in sessions to boost engagement and involvement.
- Pronoun Badge

<u>Black and Asian Minority Ethnic Network</u>

The Network's aim is to ensure that the Trust becomes an outstanding organisation, embracing all staff from diverse background, and allowing them to grow and reach their maximum potential in a compassionate and inclusive environment, where the Trust Values of Compassion, Collaboration and Excellence are fully embedded. It works to do this by:

- Supporting the Trust in meeting its commitment to equality, diversity and inclusivity through the development, revision and implementation of policies and procedures
- Collaborating with the Stakeholders in formulating strategies to address inequalities and identify accessible and appropriate mechanisms of accountability.
- Providing a platform for all BAME staff to feel empowered by developing their leadership skills through coaching, training, and mentoring and enable to achieve career progression.
- Recognising the talent, potential and significant contributions of the BAME Staff to help the Trust make fully informed decisions in advancing its strategic aims and objectives, as well as promoting positive staff experience.
- Raising awareness and eliminating the bullying, harassment, microaggression and discrimination experienced by staff from BAME background in the organisation.

22/23 Highlights:

- Celebrated Black History Month by running several well attended webinars.
- Facilitated and supported several staff to tell their stories at Trust Board.
- Supporting the revision of the Violence and Aggression Procedure.
- Overseeing the implementation and updating of the 22/23 WRES action plan.
- Commissioned funding for English classes for staff whose first language isn't English.
- Initiated review into fair pay for experienced overseas staff, brining it in line with experienced staff from the UK.
- Commissioned funding for Cultural Ambassadors. Trained by the Royal College of Nursing. These ambassadors will assist managers in the consideration of any complaints or allegations raised against BAME and other staff members with known protected characteristics, thereby ensuring no conscious/unconscious cultural or discriminatory bias is influencing management decision making in the consideration of such matters.
- Instrumental into the recruitment of staff onto the Transformational Reciprocal Mentoring.
- Phonetic Spelling of names, the Network has championed, and encouraged staff to put the phonetic spelling of their name in their email signatures, recognising the pronunciation of ones' name as important.

Workforce Profile – 28 February 2023

The following overview of the profile of our workforce is taken from data held on the Electronic Staff Record and is self-declared by the member of staff.

The hospital had 2114 employees at 28th February 2023, excluding hosted services, of which, 1574 were full time employees and 540 were part time.

Gender

Gender	Full Time		Part Time		Grand Total	
	Workforce	% of Full Time	Workforce	% of Part Time	Workforce	% of Workforce
Female	1060	67.34%	476	88.15%	1536	72.66%
Male	514	32.66%	64	11.85%	578	27.34%
Grand Total	**1574**	**100.00%**	**540**	**100.00%**	**2114**	**100.00%**

Staff in Post by Age and Gender - at 28/02/2023

Equality Diversity and Inclusion Annual Report 2022-23
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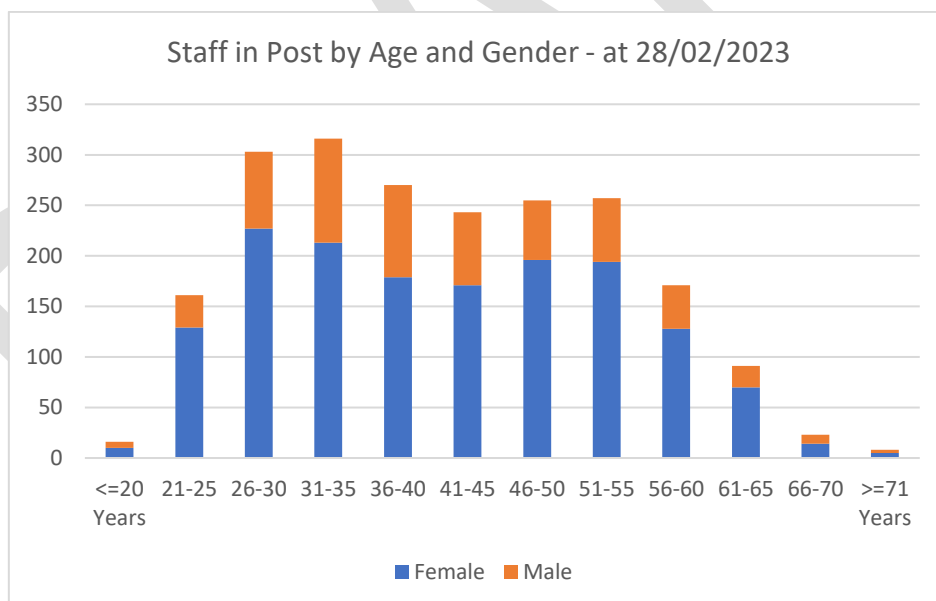
Age Band	Female		Male		Grand Total	
	Workforce	% Female	Workforce	% Male	Workforce	%
<=20 Years	10	0.65%	6	1.04%	16	0.76%
21-25	129	8.40%	32	5.54%	161	7.62%
26-30	227	14.78%	76	13.15%	303	14.33%
31-35	213	13.87%	103	17.82%	316	14.95%
36-40	179	11.65%	91	15.74%	270	12.77%
41-45	171	11.13%	72	12.46%	243	11.49%
46-50	196	12.76%	59	10.21%	255	12.06%
51-55	194	12.63%	63	10.90%	257	12.16%
56-60	128	8.33%	43	7.44%	171	8.09%
61-65	70	4.56%	21	3.63%	91	4.30%
66-70	14	0.91%	9	1.56%	23	1.09%
>=71 Years	5	0.33%	3	0.52%	8	0.38%
Grand Total	1536	100.00%	578	100.00%	2114	100.00%

Gender Pay Gap

The Trust has complied with the reporting requirements in relation to the gender pay gap and have developed an action plan to ensure that we better understand historical reasons for the gender balance in particular areas, that we share data with our staff and that we put in place measures, including training and support, that will allow us to address issues that are identified.

Royal Papworth Hospital NHS FT	ORDINARY PAY										BONUS PAY			
	Mean pay gap %	Median Pay gap %	Quartile 4 (Top quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 2 (lower middle quartile)		Quartile 1 (Lower quartile)		Mean Bonus pay gap %	Median Bonus Pay gap %	Proportion of males and females receiving a bonus	
			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
	25.21%	17.22%	43.05%	56.95%	21.05%	78.95%	20.64%	79.36%	23.00%	77.00%	61.58%	80.00%	6.31%	0.64%

Ethnicity

Ethnicity % of Workforce - at 28/02/2023

- White 68.21%
- Asian 18.73%
- Other Ethnic Group 4.68%
- Black 4.40%
- Mixed 2.37%
- Not Stated 1.61%

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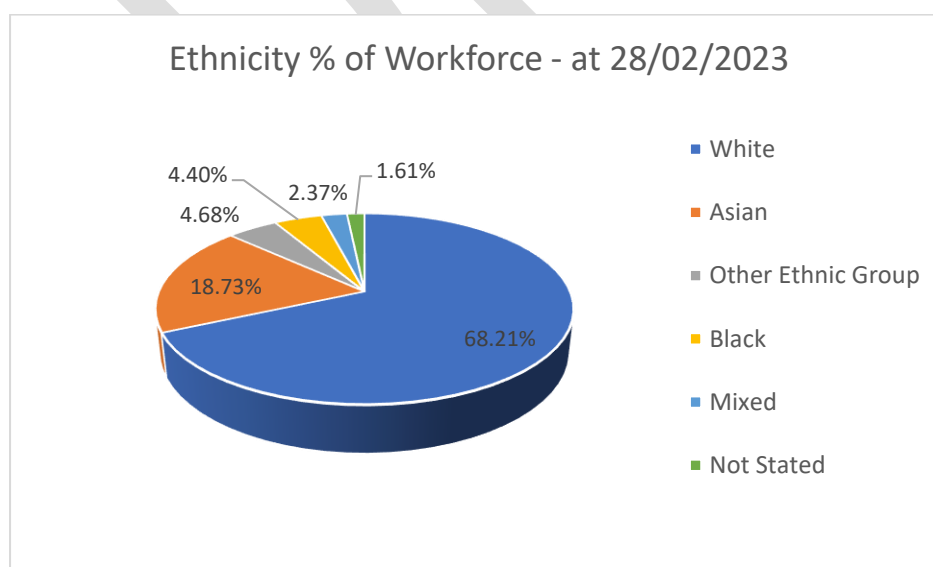
Disability

Disability Category	Female		Male		Grand Total	
	Workforce	% Female	Workforce	% Male	Workforce	%
No	1197	77.93%	437	75.61%	1634	77.29%
Not Declared	276	17.97%	120	20.76%	396	18.73%
Prefer Not to Answer	4	0.26%	1	0.17%	5	0.24%
Mental Health Condition	7	0.46%	4	0.69%	11	0.52%
Unspecified	1	0.07%	0	0.00%	1	0.05%
Yes - Unspecified	22	1.43%	8	1.38%	30	1.42%
Long-standing illness	14	0.91%	2	0.35%	16	0.76%
Other	2	0.13%	0	0.00%	2	0.09%
Learning disability/difficulty	6	0.39%	3	0.52%	9	0.43%
Sensory Impairment	3	0.20%	2	0.35%	5	0.24%
Physical Impairment	3	0.20%	1	0.17%	4	0.19%
Hearing	1	0.07%	0	0.00%	1	0.05%
Grand Total	**1536**	**100.00%**	**578**	**100.00%**	**2114**	**100.00%**

Sexual Orientation

Sexual Orientation	Workforce	% of Workforce
Heterosexual or straight	1658	78.43%
Not stated (person asked but declined to provide a response)	382	18.07%
Bisexual	35	1.66%
Gay or Lesbian	27	1.28%
Other sexual orientation not listed	7	0.33%
Undecided	5	0.24%
Grand Total	**2114**	**100.00%**

Religious Belief

Religious Belief	Workforce	% of Workforce
Atheism	324	15.33%
Buddhism	22	1.04%
Christianity	1018	48.16%
Hinduism	49	2.32%
I do not wish to disclose my religion/belief	518	24.50%
Islam	50	2.37%
Judaism	5	0.24%
Other	126	5.96%
Sikhism	2	0.09%
Grand Total	**2114**	**100.00%**

8. Patient and public equality projects

8.1 SignLive

SignLive is a video-based interpreter service which quickly connects a BSL user with a BSL interpreter 24/7. The Trust's trial commenced in March 23 and the EDI team will monitor the waiting times for interpreters.

The service is being piloted in the Outpatients Department and will be reviewed in March 2024 to see the impact.

8.2 British Sign Language

RPH has 14 staff members being trained at Level 1 in British Sign Language (BSL). This Level 1 qualification is split into three units:

BSL101 - Introduction to BSL
BSL102 - Conversational BSL
BSL103 - Communicate in BSL about everyday life.

This training should help our nursing and admin staff deliver safe and effective care to our patients. RPH believes that this will help patients who are hard of hearing or deaf feel less isolated. RPH is committed to monitoring staff experience around this service.

8.3. AccessAble

AccessAble, was set up in 2000 by Dr Gregory Burke who, as a result of his own experiences as a wheelchair user, found that getting around was harder due to the total lack of useful information on venues' websites. He launched a website to collate accessibility information for disabled people, carers and wheelchair users, which includes restaurants, airports, hotels, hospitals, toilets and more.

In 2019, on moving to the new facilities on the Cambridge University Campus, RPH joined forces with AccessAble. The guides for the hospital let patients know what access will be like when they visit, the route they use getting in and what is available inside, availability of disabled car parking, height of doors etc.

Estates work closely in making sure the Trust is assessed by AccessAble and that we are up to date with our guide information.

9. Conclusion

As we conclude this annual report, it is important to reflect on our accomplishments in promoting Equality, Diversity, and Inclusion (EDI) throughout the past year. We have made significant progress with implementing initiatives to foster a more inclusive environment and aiming to ensuring that each member of our RPH team feels seen, heard, and valued. Our EDI Staff Networks have been integral to these developments, driving initiatives that have resulted in substantial, positive changes across the board. The commitment and dedication of every individual have been key to our progress, proving once again that our combined strength is our greatest asset.

However, while we celebrate these achievements, we are also mindful that the journey towards full equality, equity, diversity, and inclusion is ongoing. We remain committed to refining our strategies, pushing boundaries, and continuously improving our practices in the coming year. The challenges we have faced have only reinforced our determination, and we are excited about the opportunities that await us. With the unwavering support of our EDI Steering Committee, Workforce Steering Committee, and the Trust Board, we are confident in our ability to build an even more inclusive and diverse RPH.

10. 23/24 Objectives

Looking to 23/24

Our equality objectives are:

- We will ensure all Executive and Non-Executive Directors to have specific, measurable individual EDI objectives that articulates their individual and collective accountability for our progress on EDI.
- We will embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity as well as equity of career progression opportunities for staff of all protected characteristics.
- We will ensure that we have comprehensive induction, onboarding and development programmes for internationally recruited staff that encompasses both professional and pastoral support for these colleagues.
- We will revise the policy framework for addressing abuse, violence and aggression against staff and develop a training and communication programme to support implementation of the policy.
- We will continue to support, promote, and value the contribution of staff networks.
- We will develop and support a cohort of Cultural Ambassadors and integrate this role into our employee relations and recruitment processes to remove any potential bias in those processes.
- We will run further cohorts of the Transformational Reciprocal Mentoring Programme and promote and communicate the goals and outcomes of the programme.
- We will ensure that we have accessible, well- known and flexible routes for staff to raise concerns and that we respond in a timely way to concerns. We will ensure that we respond to staff who raise concerns in a timely way and that we utilise and share the learning from the concerns raised.

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