

Equality, Diversity and Inclusion Annual Report 2024-2025

May 2025



**Ali Abdoul Wahidi Abdoul, Interim Head of EDI and
Philip Abraham, Senior EDI Compliance & Assurance Manager**



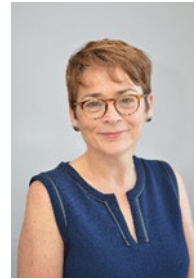
Contents

1. Foreword	3
2. Executive summary	4
2.1 Introduction	4
2.2 Regional Anti-Racism Strategy	4
2.3 EDI Team	5
3. Achievements and highlights in 2024 - 2025	6
4. Legislation and oversight	18
4.1 The Equality Act 2010	18
4.2 Public Sector Equality Duty	18
4.3 General Duty	18
4.4 Equality Delivery System	18
5. Equality Within the Trust: Highlighting major projects implemented in 2024 - 2025	
5.1 Transformational Reciprocal Mentoring for Inclusion Programme:	22
5.2 Neurodiversity Programme	222
5.3 Line Managers Development Programme- Inclusion in Action	232
5.4 Cultural Ambassadors Programme	Error! Bookmark not defined. 3
5.5 Accessible information standard (AIS)	233
5.6 Recruitment Audit - No more Tick Boxes – Fair Recruitment	233
5.7 Respectful Relationships & Sexual Safety Training	23
5.8 Spotlight On	25
6. Staff Networks	27
7. Workforce demographic	31
8. Patient and public equality projects	34
9. National and System Working (Integrated Care System)	35
10. 2025-2026 Objectives	38

1. Foreword

Welcome to Royal Papworth Hospital's 2024-2025 Equality Diversity and Inclusion (EDI) Annual Report which provides a summary of the work undertaken over the past year.

The drivers for publishing this report is to both celebrate the achievements of the last year and to be transparent and accountable for the work we still have to do. It is a way to communicate to our employees, patients, partners and stakeholders, the 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.



At the core of our values and workforce strategy is our ambition to provide staff with a positive working experience and build an inclusive culture. 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 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.

During 2024/25 the Trust Board, following a series of workshops, developed a vision for Inclusive Leadership and Leadership Behaviour Framework. This is an important step for the organisation and is a very visible demonstration of the Trust Board's commitment to building an inclusive culture where all staff are supported to fulfil their potential. Two leadership events were held to share the vision and work together to embed this across the whole organisation.

This report not only looks back at the work we have done over the last year, it also sets out the work that lies ahead, and our commitment to fostering an environment where everyone can thrive, irrespective of their differences.

I would like to thank the EDI team for their outstanding contribution over 2024-2025 and to the staff networks who play such a vital role in sharing the experiences of staff and leading on putting in place practical steps to help us improve.

A handwritten signature in dark ink that reads "O. Monkhouse".

Oonagh Monkhouse
Director of Workforce and OD

2. Executive summary

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 2024 and 31 March 2025 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.

In this report we provide an insight into the work that we have focused on in 2024-2025 which links directly to the priority areas highlighted in the Workforce Strategy.

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**

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 and groups. Further information on these networks is provided later in this paper. There are Chairs/Co-Chairs and Deputy Chairs attached to the networks, who work closely with the EDI Team.

Over the past year there has been leadership changes for two of the Networks, who now have Co-Chairing arrangements, and increasing representation among clinical staff.

Along with the Staff Network leads in 2024-2025, the EDI team comprises of the Head of EDI, Senior EDI Compliance and Assurance Manager and a part-time bank EDI administrator.

The EDI team is dedicated to creating an environment where all staff, patients and carers have equal opportunities and fair access to services. This commitment aligns with our Workforce and Trust Strategy, local and national compliance, and the National EDI Improvement Plan.



Scan to find out more
about our networks

Staff network leads

Race Equality Network



Victor Taph
Co-chair



Sunanda Billur
Co-chair



Adama Fofana
Co-chair



Czarmaine Nicholson
Deputy chair

Women's Network



Katie Morrish
Co-chair



Jackie Pettitt
Co-chair



Siobhan Singh
Deputy chair
(On maternity leave)



Gemma Bibby
Deputy chair
(Maternity cover)

Disability and Difference and Working Carers Network



Trevor McLeese
Co-chair

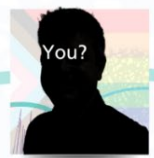


Tamannah Shameem
Co-chair



Rachel Murdoch
Co-chair

LGBT+ Network



Vacant
Chair

EDI team



Ali Abodul
Head of Equality,
Diversity and
Inclusion (Interim)



Philip Abraham
Senior EDI
Compliance and
Assurance Manager.



Deniz Dalsar
Bank EDI
Administration
Support

3. Achievements and highlights in 2024 - 2025

Key highlights and achievement

- April 2024 - Neurodiversity event
- April 2024 - System leadership and culture programme with Above Difference (completed 30/04/2024)
- May 2024 - Mental Health awareness week event – Virtual (17/05/2024)
- May 2024 - English lessons
- May 2024 - Women's Network Lunch (22/05/2024)
- May 2024 - Menopause guidance notes
- June 2024 - Pride Month
- June 2024 - Annual EDI report published
- July 2024 - South Asian Heritage Month event (31/07/2024)
- August 2024 - Menopause discussion virtual event
- September 2024 - TRMIP Cohort 2 celebration events (24/09/2024 and 25/09/2024)
- September 2024 - G2E equality impact assessment (EIA training (Sept & Oct training dates))
- September 2024 - ICS Anti-Racism workshops
- October 2024 - Black History Month Reclaiming Narratives (24/10/2024)
- October 2024 - TRMIP Cohort 3 – Applications open
- October 2024 - Menopause Café in the Atrium (18/10/2024)
- November 2024 - Diwali celebrations (08/11/2024) atrium, music, dance performances, food.
- November 2024 - NHSE's Disability and Wellbeing Network annual webinar (20/11/2024)
- December 2024 - Women's Network drop-in café (17/12/2024)
- January 2025 - SignLive & AccessAble re-instated
- January 2025 - Respectful Relationships & Sexual Safety training (sessions)
- January 2025 - TRMIP Cohort 3 started
- February 2025 - LGBTQ+ History month, webinar with That's Ace! In collaboration with CUH
- February 2025 - Race Equality Week #EveryActionMatters – bring and share lunch, tabletop conversation starters and "let's talk" online celebration event (03/02/2025)
- February 2025 - World Cancer Day atrium stand "United by Unique" (04/02/2025)
- March 2025 - International Women's Day celebration event Atrium with Woman's Network, nominations for inspiring women, cupcakes, fruit baskets
- March 2025 - Neurodiversity webinar with Lexxic (17/03/2025)
- March 2025 - Neurodiversity Celebration Week Event (19/03/2025)
- March 2025 – Launch of Neurodiversity Programme (19/03/2025)
- March 2025 - Springboard Women's Development Programme
- March 2025 - Ramadan (stand in Atrium) care packages, information and virtual meetings for awareness and supporting staff

EDI events 2024-2025

April 2024

Disability & Difference and Working Carers Network

Catch up on our recent neurodiversity event
An inspiring session

This event features Antonio Bottiglieri, FTSU Guardian and Lead for Clinical Education and Asma Begum, mother to 18 year old Ashraf who has severe autism and ADHD.

Visit our network pages

Integrated Care System

Leadership and culture programme launched
Supporting the development of a culturally intelligent and inclusively led service

After 18 months of planning and preparation, our integrated care system (Cambridgeshire and Peterborough) has launched a leadership and culture programme.

This programme has been designed to support the development of a culturally intelligent and inclusively led service.

There are three cohorts, and they will all go through an intense journey over the next three months. One of these cohorts include members of our Board, demonstrating the importance of leading from the front.

Our Board members attending are: Jag Ahluwalia, Elish Midlane, Donagh Monkhouse and Harvey McEnroe.

What will Jag, Elish, Donagh and Harvey be doing?

System leadership and culture programme
Programme has now concluded, but positive change continues

Over the past year the System EDI team has been working with Above Difference to design and create a more inclusive values-based culturally intelligent leadership programme.

Donagh Monkhouse, as the workforce director leading on the EDI workstream in the system, and Onika Patrick-Rodhouse, Head of EDI, leading on the leadership and management strand of the anti-racism strategy within the EDI System workstream, have both been heavily involved with helping design, procure and plan the programme.

After lots of preparation the programme launched in January. The programme is bespoke drew together four models:

- Cultural intelligence (CQ) which is the capability to work and relate effectively across diverse cultural contexts
- Value driven/strengths-based leadership which focuses on values, behaviour and attitudes while building internal resilience
- Inclusive leadership
- Change leadership

The programme explored issues of leadership, influence, culture and personal effectiveness and was designed with three cohorts in mind.

Cohort A is designed for senior leaders who sit on the organisation's board. Our cohort consisted of Chair Dr Jag Ahluwalia, chief executive Elish Midlane, medical director Dr Ian Smith, director of workforce and OD Donagh Monkhouse and COO Harvey McEnroe.

Cohort B is designed for leaders who report to executive/board level directors. Our cohort consisted of deputy director of workforce and OD Laraine Howard Jones, divisional operational director for thoracic and ambulatory Zia Robinson, divisional operational director of STG Jane Speed, head of EDI Onika Patrick-Rodhouse and assistant director of quality and risk, Louise Palmer.

Cohort C (pictured above) is designed for leaders from Black, Asian and minority ethnic backgrounds. Staff network chairs/co-chairs/legislators and cultural ambassadors. Our cohort consisted of CCA nurse and staff governor Joanne Mckenzie, CCA nurse and REN Chair Victor Tapah, ward sister and cultural ambassador Sophie Parker and clinical lead for theatres and cultural ambassador Helen Navales.

The programme officially completed on Tuesday (30 April), however the three cohorts will be meeting sometime in May to discuss a strategy in how they implement their learning.

May 2024

Disability & Difference and Working Carers Network

Catch up on: Mental Health Awareness Week event
Movement - moving more for our mental health

Being active is an important component of maintaining our mental health. Often many of us struggle to get enough exercise.

We had three great speakers who shared their encouragement and advice.

Catch up by clicking the video.

Race Equality Network

English lessons
Last chance to submit your interest

Our staff networks work really hard to help colleagues across the Trust through initiatives, opportunities and training.

The Race Equality Network (REN) has been working in collaboration with the EDI team to offer English lessons to staff.

If you would like to improve your English language skills, there are three remaining spaces for staff to join group English language lessons provided by Bell. Lessons are planned to start in June and will take place once a week.

If you are interested in these sessions and have had conversation with your line manager, please fill out the form by clicking the button below.

Please fill out the form by **Friday 1 June**.

I am interested in English lessons

Women's Network


Women's Network lunch

Our Women's Network held a drop-in lunch yesterday (22 May) for all staff.

It was lovely to see everyone that came and there were some great discussions.

The networks will be arranging more of these sessions so do keep an eye out - everyone is welcome.

[How to join a staff network](#)



Menopause guidance notes
 Now live

The health and wellbeing team have worked with the Women's Network and employee relations team to develop guidance notes for managers to support staff to find mutually beneficial arrangements allowing employees to remain in employment with the support they require.

- The document recognises that symptoms can be physical or psychological and outlines support provisions that are available.
- The document also seeks to educate line managers and increase their awareness of the menopause and any related issues so they can support employees and make appropriate adjustments.

[Access the guidance notes, further information, resources and support on menopause and perimenopause](#)

June 2024

LGBT + Network

Happy Pride Month
 Celebrating the LGBT+ community

Pride Month is held in June of each year and celebrates the LGBT+ community in tribute to the 1969 Stonewall riots in New York.

Cambridge Pride is returning to Jesus Green in Cambridge city centre on Saturday 15 June.

Throughout the year, our [LGBT+ staff network](#) aims 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, patients and visitors.

New members to the network are always welcome.



[Cambridge Pride - further info](#)

EDI Team

Annual EDI report published

This report provides a summary of the work undertaken over the past year and is to celebrate the achievements of the last year and to also be transparent and accountable for the work we still have to do.

It is a way to communicate to our employees, patients, partners, and stakeholders, the 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.

Do take the time to have a look through if you can. If you have any queries, please email papworth.edi@nhs.net

[Access the report](#)

Race Equality Network

Overseas staff focus group
 Share your insights

Join us for an engaging focus group session with our international team members, hosted by Oonagh Monkhouse, Director of Workforce and Organisational Development. Chief nurse Maura Screation will also be joining

Your feedback is crucial in shaping our future strategies, and this focus group provides a unique opportunity to voice your opinions. By participating, you'll have the chance to connect with colleagues from across the Trust, fostering collaboration and shared understanding.

There are two sessions taking place:

Wednesday 19 June 09:00 - 10:30 on Microsoft Teams
Wednesday 26 June 10:30 - 12:00 in person

If you would like to join either session, please email rosary.hall@nhs.net for joining details.

July 2024

Race Equality Network

South Asian Heritage Month
Event: 'Free to Be Me, Wednesday 31 July 13:00 - 14:30, room 89, HLRI

This South Asian Heritage Month we invite you to experience authentic South Asian cuisine, engage with an esteemed keynote speaker, and explore an exhibit representing our own South Asian staff and more.

Guest speakers:

- Harprit Hockley**, Director of Culture and Organisational Development, Norfolk and Suffolk NHS Foundation Trust.
 - Harprit started a career in communications and engagement in the private sector where she acquired her relationship skills and collaborative approach.
- Natasha Ramnarine**, Transformation Lead for Community Services South East London Integrated Care System and Owner of Natty's Saturday Kitchen
 - Natasha's passion for cooking led her to start Natty's Saturday Kitchen, a popular weekend cooking pop up which quickly gained a following with people of Caribbean descent and people interested in ethnic food. Natasha promotes the beauty of diversity and culture through cuisine.

Find out more about South Asian Heritage Month

South Asian Heritage Month
by Onika Patrick-Redhead, Head of EDI

On the 31 July, the EDI Team, and Race Equality Network organised the first face to face event around South Asian Heritage month.

After the initial introductions we saw the chief executive, Eilish Midlane, officially open the event alongside our Chairman, welcoming warmly some over 30 multi discipline staff members and our two external key note speakers.

As our speakers shared their personal journeys, detailing the cultural nuances, challenges, and triumphs they faced in their personal life and careers, I felt a mix of emotions wash over me. There was pride in helping provide this platform, empathy for the obstacles they had overcome, and inspiration drawn from their resilience.

Their stories highlighted both the progress we've made in diversity and inclusion and the work that still lies ahead. I observed colleagues from various backgrounds engaging in meaningful dialogue, bridging gaps in understanding, and fostering a more inclusive environment.

This event finally closed with our deputy director of workforce and OD, Lorraine Howard-Jones thanking and acknowledging the impact of the event as it went beyond mere representation; it was a powerful demonstration of the unique perspectives and invaluable contributions of South Asians to our healthcare system. It underscored the importance of intersectionality in our EDI efforts, recognising that individuals navigate multiple identities simultaneously.

Reflecting on the event, I recognised its ripple effects: inspiring other underrepresented groups, encouraging allies, and potentially influencing policy and practice here at Royal Papworth. The experience left me personally energised and more determined than ever to continue championing diversity, equality, equity, and inclusion.

August 2024

Women's Network

Women's Network - menopause discussion
[Catch up here](#)

Menopause Video Quiz - Questions

1. What's the average age of menopause in the UK?
2. How many people are affected by menopause symptoms at work?
3. How many women experience menopause symptoms?
4. What is perimenopause?
5. True/False: Menopause only happens to women over the age of 45
6. Why might someone go through an early menopause?
7. What are the 3 key hormones that play a part in the menopause transition? (up to 3 points)
8. Name at least 3 lifestyle changes someone should consider to support them through menopause? (up to 3 points)

www.cglic.org.uk

September 2024

Transformational Reciprocal Mentoring for Inclusion Programme: Cohort 2 Celebration Event

Transformational reciprocal mentoring for inclusion programme
Cohort 2 celebration events

The transformational reciprocal mentoring for inclusion programme (TRMIP) is designed to help Royal Papworth in working to create a culture that is high-performing, just, compassionate, inclusive and equitable and it also fits in with our continuous improvement aims.

Event one: Tuesday 24 September, 11:30 - 13:30 - all welcome, atrium

Members of cohort 2 will be in the atrium to showcase the transformational reciprocal programme and their personal experiences, and how we can encourage all staff to get involved in our inclusion and diversity movement across the organisation.

There will be tea, coffee and cake and a variety of stands focusing on:

- What the programme is all about and what else is going on in the organisation in relation to EDI
- Why the cohort members joined the programme
- The cohort members' stories and what is next for them
- What you can do and how you can get involved

Event two: Wednesday 25 September - invite only, HLRI

Our members will share insight and programme outcomes with invited execs, non-execs and organisational development leads externally, across the system and region.

Transformational Reciprocal Mentoring for Inclusion Programme

Last week we held two celebration events to showcase the work that our second cohort has undertaken since joining the programme.

Last Thursday's event was held in the HLRI where external colleagues from across the region were in attendance to learn from our experiences.

Prior to that (Wednesday), we held an event in the atrium for staff where the focus was on sharing stories. The buzz and energy levels were contagious, and interest levels in joining our third cohort have been high as a result.

If you are passionate about affecting genuine and sustainable change in our areas of focus - race, gender and disability - please consider applying.

Expression of interest form

Equality Impact Assessment

Integrated Care System

G2E equality impact assessment (EIA) training
By undertaking EIAs, we can create a more equitable environment for all of our employees, clients, and stakeholders, fostering a culture of respect and inclusion.

The programme aims to

- Promote equality and inclusion:** By identifying potential impacts on various groups, EIAs help to promote fairness and inclusivity within the organisation and its activities.
- Ensure legal compliance:** Conducting EIAs helps organisations comply with equality legislation, such as the Equality Act 2010, and avoid potential legal challenges.
- Enhance decision making:** EIAs provide a structured approach to assessing the implications of decisions, leading to more informed and equitable outcomes.
- Improve transparency and accountability:** Documenting the EIA process and findings enhances organisational transparency and accountability, demonstrating a commitment to equality.
- Prevent discrimination:** Identifying and addressing potential negative impacts early in the decision-making process helps to prevent discrimination and promote positive change.

Session one – Thursday 26 September 2024 – 10:00 - 15:00
Session two – Thursday 3 October 2024 – 10:00 - 15:00
Session three – Thursday 10 October 2024 – 10:00 - 15:00

If you're interested, and can make ALL the above dates please register your interest by Tuesday 17 September by contacting the EDI team.

[Register your interest](#)

East of England - anti-racism: empathy and equity programme

The programme is a four-part facilitated workshop that focuses on shared understanding of what it means to be anti-racist and the cultural shift required to address racial inequalities and establish an inclusive culture across our region. There will be an element of self-reflection.

There are only 40 places available on this cohort and attendees will be required to:

- Watch pre-recorded video
- Join four x two-hour live discussion workshops (virtual)
- Complete a reflective workbook after each workshop
- Certificate of completion on completion of all four workshops

[Find out more](#)

October 2024

Race Equality Network

Powerful and inspiring 'Reclaiming Narratives' conversation Staff from across trust joined panellists in engaging Black History Month event

Advancing conversations around racial equity in healthcare was the theme at a special event to mark Black History Month, organised by our Race Equality Network (REN) and EDI team.

'Reclaiming Narratives' saw a four-strong panel of distinguished keynote speakers sharing varied and insightful perspectives to a room full of staff.

Between them Karen Daber, Marcus Riddell, Michelle Cox and Morvia Gooden brought compelling insights into the experiences and contributions of Black Britons to the UK.

Eilish Midlane, Chief Executive and Oonagh Monkhouse, Director of Workforce and Organisational Development provided engaging and impact remarks at the start and end of the session, with both expressing pride in championing these discussions and their dedication to fostering positive change.

Onika Patrick-Redhead, Head of EDI, said: "This event proved to be a powerful and inspiring gathering, further strengthening our community's dedication to inclusive excellence."

"The panel's thought-provoking presentations challenged conventional narratives, sparked meaningful dialogue, and highlighted the importance of amplifying authentic Black voices, especially within the healthcare system."

"The event's success was evident in the engaging discussions that followed, bringing together staff from across Royal Papworth to share experiences and perspectives on creating a more inclusive NHS."

[Watch the 'Reclaiming Narratives' session](#)



Women's Network

Menopause cafe in the atrium
Friday 18 October 11:30-13:30

Come and have a chat about all things menopause with members of the Women's Network. Find out about the menopause working group and what our plans are for the organisation to support the menopause agenda.

Do you know about the perimenopause and menopause support page on the health and wellbeing hub?



Transformational Reciprocal Mentoring for Inclusion Programme Applications Cohort 3

Transformational Reciprocal Mentoring for Inclusion Programme

Cohort 3 - now open for applications

Module 1- Tuesday 14 and Wednesday 15 January 2025
 Module 2 - Tuesday 20 and Wednesday 21 May 2025
 Module 3 - Tuesday 22 and Wednesday 23 July 2025
 Module 3.5 - Tuesday 7 October 2025
 Module 4 - Monday 20 and Tuesday 21 January 2026

The transformational reciprocal mentoring programme aims to address inequity.

The programme brings together pairs of employees from different backgrounds and encourages them to learn from one another and explore how they can create a positive change and a more inclusive workplace.

If you are passionate about affecting genuine and sustainable change in our areas of focus - race, gender and disability - please consider applying.

Expression of interest form



November 2024

Race Equality Network



Diwali celebrations

Our hospital atrium was alive with song, dance and colour last Friday (8 November) when our staff came together to celebrate Diwali.

Critical care nurses Angeetha and Shiny, and theatre nurse Priya treated the watching crowd to some lively and energetic dancing, accompanied by the daughters of fellow nurses Jili and Divya.

Music and dance performance are vital parts of Diwali celebrations, which are a time to celebrate the triumph of good over evil and light over darkness. Sand art called Rangoli was created and candles were lit by Maura Screation, Chief Nurse, Jennifer Whisken, Deputy Chief Nurse and Lorraine Howard-Jones, Deputy Director of Workforce.

Thank you to all involved in the event and we hope everyone enjoyed their Diwali celebrations.

Integrated Care System

NHSE's Disability and Wellbeing Network annual webinar **For Disability History Month**

For Disability History Month, NHS England Disability and Wellbeing (DaWN) Network will be hosting in the style of TEDx event on Wednesday 20 November between 14:00 and 15:00 via MS Teams.

The event will have three members of the DaWN network sharing thought-provoking talks on the theme of community.

The speakers are to be confirmed, however they will all be delivering a ten-minute talk and following this, there will be a 30-minute Q&A.

If you're interested in attending, please register using the link below and joining instructions will be sent nearer the time.

[Register your interest](#)

December 2024

Women's Network

Equality, diversity and inclusion

Find out more about EDI and our staff

Women's Network drop-in Christmas cafe
Tuesday 17 December, 10:00 - 11:00, atrium

All staff are welcome to join the Network at this festive event.
Come and say hello and enjoy a mince pie.

Find out more about the Women's Network

Festivities at Royal Papworth

Folk singing, colouring and a cuppa - as Christmas approaches we've seen a number of different festive activities taking place around the hospital

Miscellany Folk Singers visited us earlier this week to sing some Christmas carols for our staff, patients and visitors. The group sing in Victorian-style costumes and includes our very own Elani from clinical education.

Wellbeing facilitators Sally and Lily took time to visit our wards and critical care to distribute some colourful festive posters, completed by staff and visitors in recent weeks.

The artwork, which has been laminated, will be put up in the rooms of patients who will be staying at Royal Papworth over Christmas, hopefully providing a small piece of festive cheer.

Our Women's Network held a Christmas café in the atrium, offering an opportunity for staff and visitors to enjoy mince pies, a cuppa and a chat.

Finally, thank you to our partners at OCS for offering a Christmas menu for staff and visitors who visited the restaurant on selected days last week.

Thank you to everyone involved in organising, attending or partaking in any of these festive activities. Watch out for even more this Friday 20 December, including Papworth Pullover Day and Royal Papworth Charity's Christmas concert in the atrium at 11:00.



January 2025

Disability & Difference and Working Carers Network



Find out more about EDI and our staff



Need a BSL interpreter?

Service available at this location.



- Scan the QR code with your phone's camera app.
- Follow the instructions to connect with an interpreter.



AccessAble

Your Accessibility Guide

SignLive re-instated

We are pleased to re-introduce and re-instate SignLive, a service that offers real-time British Sign Language (BSL) interpretation through video calls.

This can be easily accessed via mobile devices or tablets and provides our deaf and hard of hearing patients with the support and information they need during their visits.

You will also find a SignLive video displaying on the large atrium screen which explains this service to visitors in BSL.

Did you know about AccessAble?

AccessAble is a detailed access guide designed to enhance patient experience and has over six million users.

This tool helps reduce anxiety for patients and carers when visiting a new place, ultimately leading to better care.


Flyers with a QR code will be available at reception, outpatients and day ward. To access the guides, users will simply need to scan the QR code to launch our trust page.

We also have links to AccessAble on our public website.

[View our guides](#)

If you have any questions about SignLive or AccessAble, please contact the [EDI team](#).

Women's Network



Find out more about EDI and our staff

Respectful relationships and sexual safety training for all staff

[Book now - limited spaces available](#)

Following your feedback gathered in the national staff survey, via our Freedom to Speak Up Guardian and through our Women's Network, we are pleased to be running training to support staff who experience or witness sexual misconduct in the workplace.

These two-hour training sessions aim to promote a safe and supportive work environment by enhancing awareness of professional boundaries, responsibilities, and obligations.

Dates for training

See below for dates and further details on which cohort you should join.

The programme will be delivered in three cohorts. You only need to attend one session of the applicable cohort.

For further information please contact the EDI team on papworth.edi@nhs.net

Cohort 1: for women and females (opt-in)

- Friday 14 February 14:30-16:30
- Thursday 20 March 14:00-16:00

Cohort 2: for all staff

- Thursday 16 January 10:00-12:00
- Thursday 20 February 10:00-12:00

Cohort 3: for line managers and clinical leads

- Friday 17 January 10:00-12:00
- Friday 21 February 10:00-12:00 — fully booked
- Friday 21 March 10:00-12:00 — fully booked

[Find out more and book your place](#)

Transformational Reciprocal Mentoring for Inclusion Programme Cohort 3



LGBT+ History Month

February 2025

LGBT+ History Month, provides a perfect opportunity to reflect upon the strides we have made regarding wider inclusion, specifically within the UK/NHS. The theme for LGBT+ History Month 2025 is Activism and Social Change. At Royal Papworth, we should all be proud of the work our colleagues have done from our LGBT+ Staff Network.

LGBT+ History Month

February 2025

LGBT+ History Month, provides a perfect opportunity to reflect upon the strides we have made regarding wider inclusion, specifically within the UK/NHS. The theme for LGBT+ History Month 2025 is Activism and Social Change. At Royal Papworth, we should all be proud of the work our colleagues have done from our LGBT+ Staff Network.

Royal Papworth, in collaboration with CUH, have partnered with The Kite Trust to provide three webinars. These are designed to help our colleagues to broaden their knowledge of experiences, language, and terminology in an accessible and easy to digest format.

LGBTQ+ 101, Wednesday 12 February, 12:00 – 13:00

The Joys of Gender Diversity – Trans and Non-Binary Awareness, Thursday 20 February, 12:00 – 13:00

That's Ace! – An introduction to Asexuality and Aromance, Wednesday 26 February, 13:00 – 14:00

[How to join each webinar](#)

[More about LGBT+ History Month](#)

Also available

Supporting the LGBT+ workforce and making the NHS a more inclusive place to work, Friday 7 February, 14:00 -16:00

The webinar will cover:

- What challenges do the NHS LGBT+ workforce face?
- How to ensure an environment free from harassment and discrimination for the LGBT+ workforce?
- How to make the NHS a more inclusive place to work for the LGBT+ workforce?
- What are the best ways to support career progression for LGBT+ staff, ensuring equitable opportunities?
- How best to evaluate and measure the level of support the LGBT+ workforce receives and how inclusive our workplaces are.
- How to develop and use LGBT+ workplace equality standards

[Join the webinar](#)

Race Equality Network

Race Equality Week - #EveryActionMatters

Two upcoming events

Race Equality Network (REN) – bring and share lunch

Monday 3 February, 11:00-14:00, HLRI room 097

This will be an occasion to discuss and share experiences, fostering a sense of community and understanding among colleagues. If possible, please bring a dish that represents your culture or heritage to share with others. All staff are welcome.

'Let's Talk' Race Equality Week Celebration Event Featuring Felicia Kwaku, OBE.

Monday 3 February, 12:30 - 14:00, online

In celebration of Race Equality Week 2025, we are pleased to announce that on Monday (3 February) Integrated Care Northamptonshire will be holding a virtual event featuring keynote speaker Felicia Kwaku, OBE.

During the Covid pandemic, Felicia helped to identify Covid trends where Black, Asian and Minority Ethnic nurses and midwives were dying in more significant numbers than any other group. As chair of the national group of Black, Asian and Minority Nurses, Felicia and the team recognised the 'Time to Act' which resulted in life-saving, life-enhancing and life-changing actions that impacted healthcare professionals regionally, nationally, and globally. Their actions counted, it changed people's lives, and gave people hope. Felicia will also provide further insight into work being conducted around war, conflict, slavery, international education, workforce and safeguarding. Register to join the event below.

[Find out more about Race Equality Week](#)

[Register for 'Let's Talk'](#)



Race Equality Week -

#EveryActionMatters

Race Equality Network (REN) – bring and share lunch


This was an occasion to discuss and share experiences, fostering a sense of community and understanding among colleagues. All staff were welcome and we will be organising more of these events in the future - so keep an eye out for dates!

[Find out more about Race Equality Week](#)



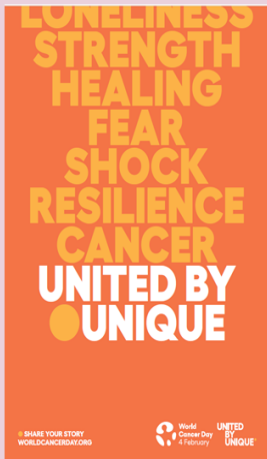
[Find out more about EDI and our staff](#)

Women's Network



Equality, diversity
and inclusion

Find out
more about
EDI and our
staff



World Cancer Day atrium stand

Organised by the [Womens Network](#)
Tuesday 4 February, 09:00 - 13:00

The theme for this year's World Cancer Day is 'United by Unique' which encourages people to share their personal cancer stories and focuses on ensuring that cancer care remains patient and family centred.

The stand will be a great opportunity to raise awareness about cancer and the different support services available to patients and families.

The stall will provide valuable information on Royal Papworth's lung cancer services, ways to reduce your risk of cancer, and how to access local cancer support services.

We are also collaborating with our thoracic oncology specialist nurses, smoking cessation team, and Maggie's Cambridge – a cancer charity based on the biomedical site that supports Royal Papworth patients.

It would be great to have a broad representation of different cancers at the stand, so please help spread the word to any staff members who may be interested in getting involved and get in touch with [Jemma Redfern](#), Clinical Nurse Tracker - Cancer Transformation, Thoracic Oncology.

Thank you!

World Cancer Day

Atrium stand and sharing experiences









The theme for this year's World Cancer Day was 'United by Unique' which is about telling the unique human stories that lay behind every cancer diagnosis.

The atrium stand organised by the [Womens Network](#) was a great opportunity to raise awareness about cancer and the different support services available to patients and families. It provided valuable information on Royal Papworth's lung cancer services, ways to reduce your risk of cancer, and how to access local cancer support services

Our thoracic oncology specialist nurses, smoking cessation team, and Maggie's Cambridge – a cancer charity based on the Campus that supports Royal Papworth patients - also joined.

March 2025

Women's Network



International Women's Day (IWD)

Hosted by the Women's network

This event was not just a celebration but a call to action for all of us to come together, support one another and inspire change.

Held last Friday, (7 March), the event saw enthusiastic participation from the event aimed to ensure that more women in our Trust felt supported, inspired, and empowered. Participants had the opportunity to connect with colleagues, share their stories and be part of a movement that celebrates and uplifts women.

The event featured a variety of resources, activities, and support, including:

- **Recognising colleagues:** 78 nominations were received for inspirational female colleagues across the Trust
- **Belonging:** A world map [display](#) showcased participants' heritage.
- **Neurodiversity stall:** provided valuable insights, meaningful interactions and offered a comprehensive understanding of neurodiversity in women.
- **Inspiring reads:** Books from our library [Library services](#) :: [Royal Papworth Hospital](#)



- **Research:** R&D topics.
- **Wellbeing:** Menopause and useful resources.
- **Work-life balance:** Flexible working.
- **Support:** Fertility and IVF information.
- **Life-saving skills:** Resus demonstrations.
- **Financial info:** Pensions.

Additionally, in a gesture of inclusivity and appreciation, fruit boxes were distributed to our night staff who were unable to participate in the day's activities.

Thank you to everyone who made this IWD event memorable and impactful. Your participation reflects the spirit of empowerment and progress.

Springboard Women's development programme

Has IWD inspired you to build yourself a more positive attitude at home and work? If [so](#) then the Springboard programme is here to support you.

[Find out more and book your place](#)



Women's Network

Springboard women's development programme

What is Springboard?

Springboard is an award-winning personal development programme for women who want to take control over their lives, become more assertive, increase their confidence and build themselves a more positive attitude in both their work and home lives. The programme gives women the time to reflect, share, and most importantly, set achievable goals for now and the future.

Who is Springboard for?

Designed for women from all backgrounds, ages and stages of life.

What results can you expect?

The results are different for everyone, as women come to the workshops with their own set of objectives. Some want to develop their career, improve their life skills and make changes in their working lives.

Other women focus on results in their personal life, such as sorting out difficult relationships, improving health, dealing with stress and gaining better work/life balance.

Cohort dates

1. Wednesday 14 May
2. Wednesday 18 June
3. Wednesday 16 July
4. Wednesday 13 August

Attendance at all four workshops is essential for completion of the programme. Please ensure you have agreed attendance with your line manager before applying. The cost of the programme will be paid for by the trust.

[Find out more and book your place](#)

Disability & Difference and Working Carers Network



Race Equality Network



4. Legislation and oversight

4.1 The Equality Act 2010

The Equality Act 2010 legally protects people from discrimination, harassment and victimisation. 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 their protected characteristics:

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

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 (EDS22)

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. 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.

Following the very comprehensive approach taken in 2023-24 across all three Domains, the decision was taken by the Trust to review only Domain 3 (Inclusive Leadership) in 2024-25. The primary reason for this is the insufficient duration between the establishment of the Trust action plans from the previous review and the scheduled next review. This limited timeframe did not allow for a comprehensive assessment of the progress and impact of the action plans in Domains 1 and 2.

Domain 3 asks the Trust to have third-party involvement in reviewing and rating how inclusive our leadership is. On the 19th of November 2024, RPH's EDI team along with the Deputy Director of Workforce & OD, held a peer review with Cambridgeshire and Peterborough NHS Foundation Trust (CPFT) and North West Anglia Foundation Trust (NWAFT). The team engaged with its OD leads and Union reps, who helped aid in this peer review.

Our 2024 report and 2025/26 Action Plan are published on our website.

4.5 Workforce Race Equality Standard (WRES)

The WRES was launched and mandated for all NHS Trusts in 2015-2016. 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.

The Trust produces a yearly WRES report that provides assurance that the Trust is complying with the requirements under the NHS Workforce Race Equality Standard (WRES). This report, which can be accessed via the staff intranet or the Trust main website, contains the Trust WRES data set from 2023/2024 submitted to NHS England in May 2024. It assesses where improvements have been made, and highlights any gaps and specific focus areas. It allows us to understand the experiences of our staff and support positive changes for all existing employees.

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 Trust produces a yearly WDES report that provides assurance that the Trust is complying with the requirements under the NHS Workforce Disability Equality Standard (WDES). The report, which can be accessed via the staff intranet or the Trust main website, contains the Trust WDES data set from 2023/2024 submitted to NHS England in May 2024. It assesses where improvements have been made, and highlights any gaps and specific focus areas. It allows us to understand the experiences of our disabled staff and support positive changes for all existing employees. For instance, over the past year, we have conducted targeted communication campaigns to encourage staff to update their ESR disability status. These efforts have included discussions at staff inductions, weekly NewsBites articles (internal weekly communication) and internal all-staff briefings.

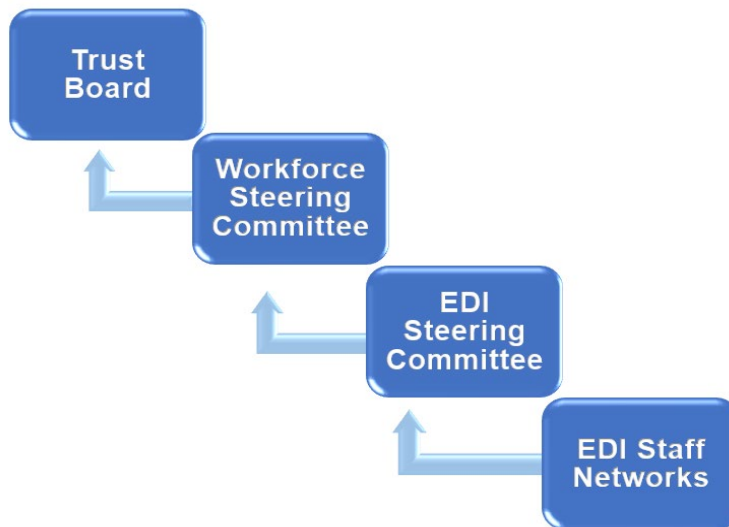
4.7 Gender Pay Gap (GPG)

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 gap 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 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.

The Trust produces a yearly Gender Pay Gap report that provides assurance that the Trust is complying with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report, which can be accessed via the staff intranet or the Trust main website and the Government website gender pay gap service, contains the Trust Gender Pay Gap data set from 2023/2024.

4.8 EDI Governance



In the Governance structure outlined above, the foundation consists of the EDI Team and Staff Networks, which drive the execution of RPH's values by fostering inclusivity and innovation in their respective areas. Both report to the EDI Steering Committee, a group of individuals with significant expertise in equality, diversity and inclusion. The committee ensures the Trust adheres to legislative and regulatory requirements and guides, evaluates and supports the initiatives from the EDI Staff Networks. It serves as a conduit, conveying their voices to higher governance levels.

The EDI Steering Committee's proposals and feedback are reviewed by the Workforce Committee, a sub-committee of the Trust Board.

At the top of the structure is RPH's Trust Board, the ultimate decision-making body. This governance structure promotes a transparent, inclusive, and collaborative system, empowering each level while upholding the principles of EDI and integrating the new National EDI Improvement plan, which includes specific high-impact actions from the Board.

5.1 Transformational Reciprocal Mentoring for Inclusion Programme: Cohort 3

We continue to build on the priorities set out in the East of England Anti-Racism Strategy. We have started delivering a three cohort Transformational Reciprocal Mentoring for Inclusion Programme with cohorts 1 and 2 concluded in July 2023 and September 2023 respectively.

The delivery of the Transformational Reciprocal Mentoring Programme for Inclusion cohort 3 has started on 14th January 2025.

- It is made up of 4 modules and will continue until January 2026. Up to 33 participants have joined the programme.
- Managers of participants are invited to participate in a development session on 1st May 2025.

Chek-in sessions for Cohort 1 and 2 participants to support them continue their learning and how they can contribute to enacting change are also planned

- 10th June – This is an in-person session.
- 08th October – This is an in-person session.

The programme is being delivered by Dr Eden Charles and Louisa Hardiman from People Opportunities, who specialise in equality and diversity, leadership development and positive workplace development.

5.2 Neurodiversity Programme

This comprehensive programme represents a significant step forward in RPH's commitment to creating an inclusive workplace that supports and empowers neurodivergent employees. It was officially launched on the 17th of March 2025, which coincided with the Neurodiversity Celebration Week 2025. The programme is made up of the delivery of 2 webinars for all staff, 4 training sessions for line managers and two neurodiversity guides (Neurodiversity Guide for HR & Neurodiversity Guide for Managers). These webinars covered key topics such as understanding neurodiversity, practical support and adjustments, and strategies for creating a neuro-inclusive workplace.

Neurodiversity Celebration Event – Wednesday 19th March 2025. Following the first webinar on Monday 17th March 2025, we invited colleagues to join us for a celebration event at the Atrium on Wednesday 19th March, from 11:00 to 14:00. This event provided an opportunity to come together, share experiences, and champion neurodiversity within our workplace, at the same time celebrate Neurodiversity Celebration Week 2025. We also launched the Neurodiversity training for line managers and two neurodiversity guides, which will be made available in our intranet in due course.

5.3 Line Managers Development Programme- Inclusion in Action

Since its establishment in June 2022, the Inclusion in Action component of the Trust's Line Managers Development Programme has evolved. While the key headings have remained consistent, some content has been updated to emphasise inclusive, values-based leadership and its significance. A crucial aspect of the Compassionate and Collective Leadership Programme is cultivating confident and skilled line managers who compassionately lead and develop their teams, embedding inclusion and equality in their decision-making.

In January 2024, the content was reviewed and refined further, incorporating feedback from 2023 and drawing on new academic insights from the EDI and Learning and Development teams.

The Inclusion In Action Modules looks at:

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

5.4 Cultural Ambassadors Programme

In alignment with 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, the Trust continues to implement the RCN Cultural Ambassador Programme introduced in 2022/23.

In 2024-2025, the Cultural Ambassador role at RPH has extended to their support for the recruitment processes for roles at Band 8a and above. The EDI Team participated in up to 18 interviews following requests for support in interviews by recruitment leads.

5.5 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 number of initiatives including investment in both BSL training for staff and SignLive, both of which are discussed further in this report.

5.6 Recruitment Audit - No more Tick Boxes – Fair Recruitment

The Trust continues to implement the Recruitment Audit - No More Tick Boxes – Fair Recruitment. During 2024/25 we have been working on implementing an audit approach for our recruitment processes. Further work is required to embed this approach and it will be one of the actions in our 2025 - 2026 Workforce Workplan.

5.7 Sexual Safety Charter, Respectful relationships & Sexual Safety Training Update

As of December 2023, RPH committed to be part of the sexual safety charter and have begun to actively work through what this means in practice. You can also find RPH on the list of Organisations who are committed to this work [here](#) . During 2024/25 we have progressed the following actions:

- The Sexual Safety Task and Finish Group (SSTFG) was established and ToR agreed.
- The current Abuse Violence and Aggression Procedure is being reviewed to ensure that sexual safety is appropriately addressed in the procedure.
- The Sexual Safety Task and Finish Group has focused on the following:
 - Reviewing the 10 principles of the Charter and identifying what is required to meet each principle
 - Develop and draft an action plan which acts as a self-assessment tool to identify any gaps
 - Review and agree the Sexual Safety Task and Finish Group Terms of Reference
 - Develop a comms plan to raise awareness of the Charter and legislation
 - Consider, and seek more feedback from the attendees of the Respectful Relationships training
 - Consider how each of the 10 principles of the Sexual Safety Charter and related elements of the action plan link and support the EDI Improvement Plan High Impact Actions, most specifically High Impact Action 6, which is about ensuring that we *“create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur”*.
- Work has started to review the workplan and our approach to addressing violence, abuse and aggression in light of the updated Violence Prevention and Reduction Standard and new legislation coming into effect in 2025 on harassment.

During 2024/25 we provided a programme of training on Respectful Relationships and Safety training, the programme was delivered in three cohorts, with staff needing only to attend one session of the applicable cohort. It received positive feedback and was attended by 119 people.

Cohort 1: For women and females (opt-in), focusing on professional boundaries, creating safe, inclusive environments, managing workplace relationships, addressing uncomfortable behaviours, and support to speak up / mentor others.

Cohort 2: For all other staff. This session covers similar topics as cohort 1, with the addition of light touch obligations reporting, personal accountability, allyship, self-awareness, and reflective tools.

Cohort 3: For line managers and clinical leads, focused on their responsibilities as a leader, overseeing safe working and addressing concerns.

The Sexual Safety Task and Finish Group are gathering feedback from relevant stakeholders and considering the next steps and how we best support managers and staff in understanding and addressing Sexual Safety in RPH.

5.8 Spotlight on

Welcome to the new co-chairs of the Race Equality Network



Adama Fofana, Health Advisor, Treating Tobacco Dependency

"I've taken on this role because I am passionate about using the knowledge and skills, I gained during the Transformational Reciprocal Mentoring for Inclusion programme to support others. That experience taught me the importance of understanding different perspectives and working collaboratively to create an inclusive environment. I'm looking forward to collaborating with others to develop initiatives that make a real difference. I'm also excited about supporting colleagues, learning from their experiences, and being part of a team that's committed to making Royal Papworth Hospital more inclusive and equitable."



Sunanda Billur, Deputy Sister, ECMO specialist and Cardiac Surgery Specialist, CCA

"I have taken this role to understand more about the issues faced by staff from diverse backgrounds. As a Network and Trust we can create a culture and safe environment that's helps everyone to contribute with full potential. I want to help others to bring their best to the trust as everyone feels valued and respected. I am looking forward to working with the EDI team and across the Trust and continue to support cultural events and initiatives."

Welcome to the new co-chairs of the Disability and Difference & Working Carers Network



Tamannah Shameem, Infection Prevention and Control HCSW and Fit Tester

"I have taken on this role because I care deeply about creating a workplace where everyone feels included, respected, and supported. This network plays a key role in creating that sense of belonging, challenging stigma, and encouraging open, compassionate conversations that lead to meaningful change. I am looking forward to collaborating with colleagues across the hospital to help make positive changes and support our staff better."



Rachel Murdoch, Healthcare Science Co-ordinator/Administrator

"I have taken on this role because I am passionate about inclusion, I believe in the power of lived experience to drive meaningful change, and I want to amplify the voices of those who are often underrepresented. This network is important to me because it recognises and values difference, fosters a sense of belonging, and ensures that no one is left to navigate challenges alone - especially those that affect their wellbeing and work-life balance. As someone with personal experience of disability, I know how vital it is to be seen, heard, and supported especially in the workplace. I'm looking forward to building a vibrant and inclusive community where people feel safe sharing their experiences, knowing they'll be met with empathy and action."

Existing Network Co-Chairs Driving EDI Forward



Trevor McLeese
Co-chair



Victor Tapah
Co-chair



Czarmaine Nicholson
Deputy chair



Katie Morrish
Co-chair



Jackie Pettitt
Co-chair



Siobhan Singh
Deputy chair
(On maternity leave)

Our sincere appreciation to the co-chairs of the Disability, Race and Women's Staff Networks for their dedicated service, leadership and invaluable contributions to the advancement of the Trust's Equality, Diversity and Inclusion agenda and initiatives. Their commitment has played a pivotal role in fostering a more inclusive and transparent environment, while also supporting the personal and professional development of their network members and colleagues across the Trust.

Though the path to progress is ongoing, every initiative, large or small, that they have helped shape, stands as a testament to their vision, passion and impact. Their efforts continue to inspire and uplift, reminding us that meaningful change is built through collective action and shared purpose. We are truly grateful for their continued dedication and the lasting difference they are making across our Trust.

Thank you



Jack Fellows Clinical coding Team Leader

On behalf of the entire EDI team the Director of Workforce and OD and the Head of EDI, we want to extend our heartfelt thanks to Jack Fellows on their incredible leadership and dedication over the past four years.

Their hard work as the LGBT+ network chair and co-chair has made a significant impact on Royal Papworth Hospital. Under their guidance, the network has grown into a safe and supportive community for our LGBT+ staff, creating a welcoming space where everyone can express themselves freely and authentically. Their vision and passion have made a lasting difference, and we are truly grateful for the time and effort they have invested in this important role. Thank you for your exceptional leadership and for leaving a positive legacy for future generations within our network. We wish you all the best in your future endeavours!



Gerrie Powell-Jones Clinical coding Team Leader

On her departure, Head of EDI, Onika Patrick-Redhead said:

"I am so thankful to Gerrie for all her hard work and unwavering commitment to creating an inclusive workplace for all our staff, especially those from the Disability and Difference & Working Carers Network, she led.

Her collaborative approach ensured that all perspectives were heard and valued, whether in policy discussions with senior leadership or in supporting individual members. While the EDI team will miss her thoughtful leadership and warm presence, Gerrie's legacy of inclusion and belonging will continue to shape our culture here at Royal Papworth Hospital"

6. Staff Networks

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/Co-chair/Deputy Chair, that are supported by the EDI team. They each have an Executive Director sponsor, and we promote and celebrate the achievements of the Networks through our communication channels.

Staff Network	Membership	Current Chairs/Co-Chairs/Deputy Chairs	Executive Sponsor/ NED
Race Equality Network (REN)	112 members	Sunanda Billur (Co-Chair) Adama Fofana (Co-Chair) Victor Tapah (Co-Chair) Czarmaine Nicholson (Deputy Chair)	Cynthia Conquest Diane Leacock
LGBT+ Network	35 members	Stephen Parish (stepped down)	Maura Screation
Disability and Difference & Working Carers (DaD)	47 members	Gerrie Powell-Jones (Co-Chair – stepped down) Trevor McLeese (Co-Chair) Tamannah Shameem (Co-Chair) Rachel Murdoch (Co-Chair)	Sophie Harrison
Women's Network	106 members	Katie Morrish (Co-Chair) Jackie Pettit (Co-Chair) Siobhan Singh (Co-Chair- on maternity) Gemma Bibby (Co-Chair - Interim)	Amanda Fadero

6.1 Networks progress review for 2024-2025

Disability and Difference and Working Carers Network

Building on the discussions held in a previous meeting, the Network's Executive Sponsor, together with the Network Chair and Head of EDI, reviewed the strategy and refined the purpose as outlined below.

- The purpose of this Strategy is to lay out the Network aims and action plan for the next 5 years, showing how we will help develop as an organisation and improve the lives of both those working for the Trust and those under our care.
- This Strategy supports the achievement of the Trust's 2020-25 Strategy, specifically the third strategic objective to offer a positive staff experience, and demonstrates a commitment from the Trust to build on its values of compassion, collaboration, and excellence in the following ways:

Compassion – the Trust is committed to treating all its staff and patients with compassion, respect/ kindness, and fairness.

Collaboration – the Trust recognises best results are achieved by listening to the full diversity of voices in the Trust.

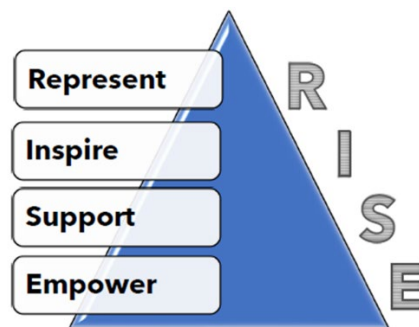
Excellence – the Trust strives to be a leading employer and to constantly improve through engagement, collaboration and vision.

2024-2025 Highlights:

- April 2024 - Neurodiversity event
- May 2024 - Mental Health awareness week event – Virtual (17/05/2024)
- January 2025 - SignLive & AccessAble re-instated
- March 2025 - Neurodiversity webinar (17/03/2025) with Lexxic
- March 2025 - Neurodiversity Celebration Week (19/03/2025)
- March 2025 – Launch of Neurodiversity Programme (19/03/2025)
- Recruit and support new network Co-Chairs.

Women's Network

The Women's Network, describes its 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.

2024-2025 Highlights:

- May 2024 - Women's Network Lunch (22/05/2024)
- May 2024 - Menopause guidance notes
- August 2024 - Menopause discussion virtual event
- October 2024 - Menopause Café in the Atrium (18/10/2024)
- December 2024 - Women's Network drop-in café (17/12/2024)

- January 2025 - Respectful Relationships & Sexual Safety training (sessions)
- February - World Cancer Day atrium stand “United by Unique” (04/02/2025)
- March 2025 – International Women’s Day celebration event Atrium with Woman’s Network, nominations for inspiring women, cupcakes, fruit baskets
- March 2025 – Springboard Women’s Development Programme

LGBT+ Network

The purpose of the 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. This include:

- 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.

2024-2025 Highlights:

- June 2024 - Pride Month
- February - LGBTQ+ History month, webinar with That’s Ace! In collaboration with CUH
- Trans Procedure socialisation master class rollout plan (currently on hold)

Race Equality Network

The REN 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 BME 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 BME 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 BME background in the organisation.

2024-2025 Highlights:

- May 2024 - English lessons
- July 2024 - South Asian Heritage Month event (31.07.24)
- October 2024 - Black History Month Reclaiming Narratives (24.10.24)
- November 2024 - Diwali celebrations (08.11.24) atrium, music, dance performances, food.
- February - Race Equality Week #EveryActionMatters – bring and share lunch, tabletop conversation starters and “let’s talk” online celebration event (03.02.25)
- March 2025 - Ramadan (stand in Atrium) care packages, information and virtual meetings for awareness and supporting staff
- Recruit and support new network Co-Chairs.
- International Women’s Day.

7. Workforce demographic

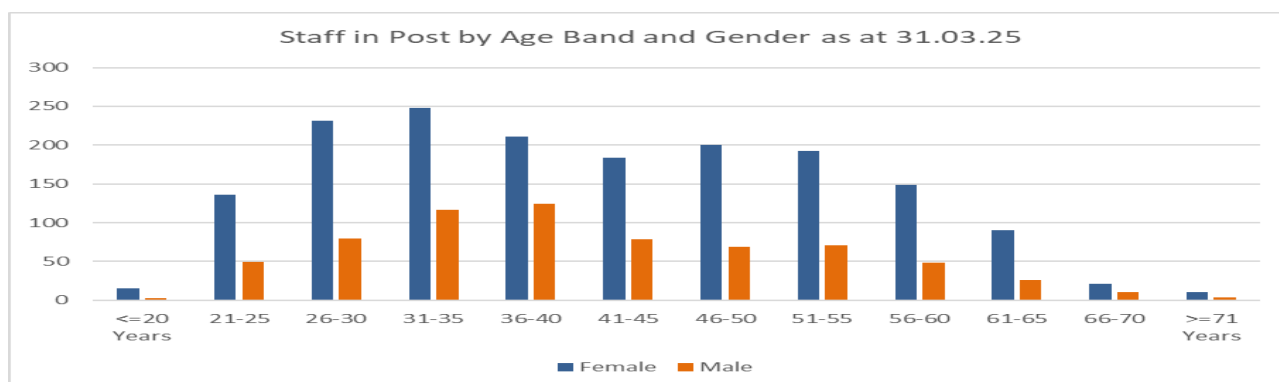
Workforce Profile – 31st March 2025

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 members of staff. The hospital had 2367 employees as of 31st March 2025, excluding hosted services, of which, 1763 were full time employees and 604 were part time.

Gender

Gender	Full Time		Part Time		Grand Total	
	Headcount	% of Full Time	Headcount	% of Part Time	Headcount	% of Workforce
Female	1173	66.53%	514	85.10%	1687	71.27%
Male	590	33.47%	90	14.90%	680	28.73%
Grand Total	1763	100.00%	604	100.00%	2367	100.00%
% of Total Workforce who are FT &		74.48%			25.52%	

Age



Age Band	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
<=20 Years	15	0.89%	3	0.44%	18	0.76%
21-25	136	8.06%	49	7.21%	185	7.82%
26-30	231	13.69%	80	11.76%	311	13.14%
31-35	248	14.70%	117	17.21%	365	15.42%
36-40	211	12.51%	124	18.24%	335	14.15%
41-45	184	10.91%	79	11.62%	263	11.11%
46-50	200	11.86%	69	10.15%	269	11.36%
51-55	192	11.38%	71	10.44%	263	11.11%
56-60	149	8.83%	48	7.06%	197	8.32%
61-65	90	5.33%	26	3.82%	116	4.90%
66-70	21	1.24%	10	1.47%	31	1.31%
>=71 Years	10	0.59%	4	0.59%	14	0.59%
Grand Total	1687	100.00%	680	100.00%	2367	100.00%
% of Total Workforce who are Female & M		71.27%			28.73%	

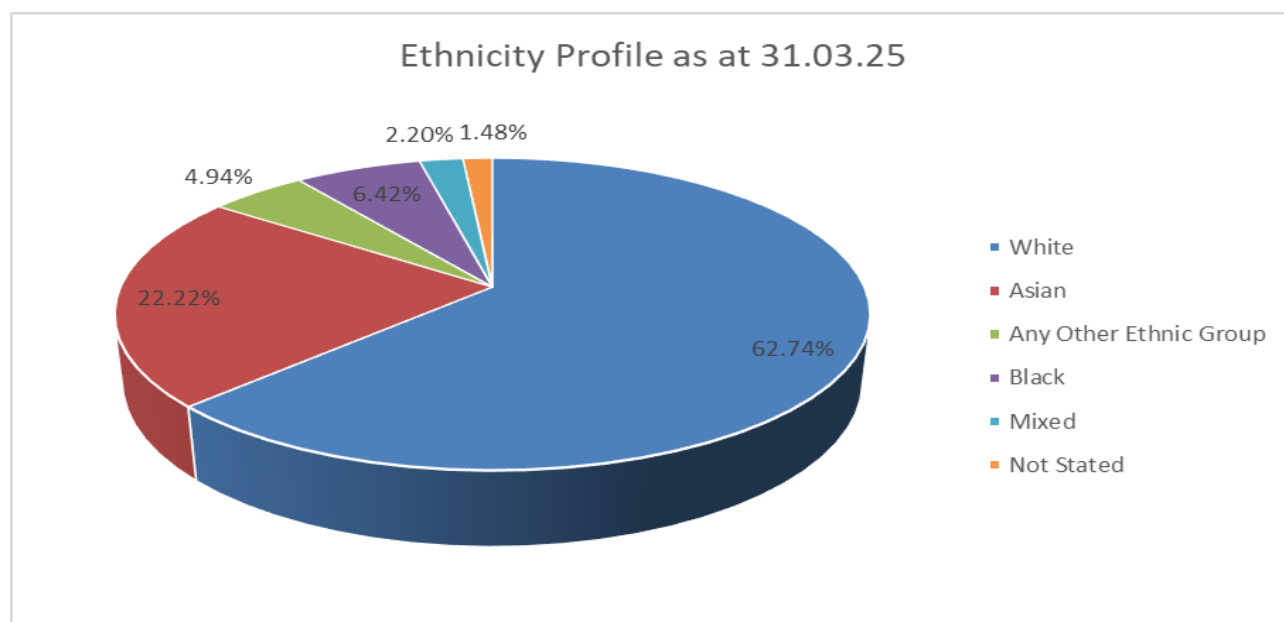
Gender Pay Gap

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 payment	
Year ending			Men	Women	Men	Women	Men	Women	Men	Women			Men	Women
2024	21.69%	11.09%	42.27%	57.73%	19.18%	80.82%	23.33%	76.67%	26.39%	73.61%	51.86%	41.63%	9.64%	2.16%

Ethnicity

Ethnicity	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
White	1144	67.81%	341	50.15%	1485	62.74%
Asian	326	19.32%	200	29.41%	526	22.22%
Any Other Ethnic Group	71	4.21%	46	6.76%	117	4.94%
Black	95	5.63%	57	8.38%	152	6.42%
Mixed	35	2.07%	17	2.50%	52	2.20%
Not Stated	16	0.95%	19	2.79%	35	1.48%
Grand Total	1687	100.00%	680	100.00%	2367	100.00%



Disability

Disability	Female		Male		Grand Total	
	Headcount	% of Female	Headcount	% of Male	Headcount	% of Workforce
No	1404	83.22%	556	81.76%	1960	82.81%
Not Declared	176	10.43%	95	13.97%	271	11.45%
Prefer Not To Answer	8	0.47%	2	0.29%	10	0.42%
Yes	99	5.87%	27	3.97%	126	5.32%
Grand Total	1687	100.00%	680	100.00%	2367	100.00%

Sexual Orientation

Sexual Orientation	Headcount	% of Workforce
Heterosexual or Straight	1973	83.35%
Not stated (person asked but declined to provide a response)	293	12.38%
Bisexual	48	2.03%
Gay or Lesbian	41	1.73%
Other sexual orientation not listed	8	0.34%
Undecided	4	0.17%
Grand Total	2367	100.00%

Religious Belief

Religious Belief	Headcount	% of Workforce
Christianity	1166	49.26%
I do not wish to disclose my religion/belief	478	20.19%
Atheism	381	16.10%
Other	134	5.66%
Hinduism	85	3.59%
Islam	83	3.51%
Buddhism	30	1.27%
Sikhism	5	0.21%
Judaism	4	0.17%
Jainism	1	0.04%
Grand Total	2367	100.00%

8. Patient and public equality projects

8.1 SignLive

Following a sustained dip in usage over a period exceeding six months, the SignLive service was reinstated in Jan 2025 to ensure continued accessibility and support for our patients. While the decline in engagement was notable during that period, it is encouraging to report that overall utilisation of the service for the year April 2024 to March 2025 surpassed that of the previous year (April 2023 to March 2024). This positive trend reflects a renewed commitment to inclusive communication and the ongoing efforts to meet the diverse needs of our patients.



8.2 AccessAble

The AccessAble service is now enhanced with a bespoke QR code designed specifically for our Trust. This strategic enhancement significantly streamlines access to vital accessibility information, making it easier and more convenient for patients and visitors to plan their visits. By removing barriers and improving navigation, this initiative meaningfully enhances the experience of our disabled patients, ensuring they have timely access to essential resources that support a more accessible, dignified and comfortable visit. This reflects our ongoing commitment to creating an inclusive environment where every individual feels welcomed and supported.



9. National and System Working (Integrated Care System)

9.1 System leadership and culture programme

This leadership development programme advanced our commitment to equity, diversity, and inclusion through a series of targeted masterclasses across three cohorts.

- Cohort A focused on building inclusive leadership foundations, enhancing cultural competence, and aligning inclusive practices with strategic health and wellbeing goals.
- Cohort B addressed the needs of marginalized communities, equipping leaders to foster psychological safety, challenge bias, and drive systemic change.
- Cohort C developed leaders as advocates for inclusion, emphasizing value-driven leadership, resilience, and empowerment to influence organisational culture.

Each cohort concluded with a planning and implementation session to embed learning into practice. The programme has strengthened leadership capability and supported a more inclusive, culturally intelligent organisation.

System leadership and culture programme

Programme has now concluded, but positive change continues

Over the past year the System EDI team has been working with Above Difference to design and create a more inclusive values-based culturally intelligent leadership programme.

Oonagh Monkhouse, as the workforce director leading on the EDI workstream in the system, and Onika Patrick-Redhead, Head of EDI, leading on the leadership and management strand of the anti-racism strategy within the EDI System workstream, have both been heavily involved with helping design, procure and plan the programme.



After lots of preparation the programme launched in January. The programme is bespoke drew together four models:

- Cultural intelligence (CQ) which is the capability to work and relate effectively across diverse cultural contexts
- Value driven/strengths-based leadership which focuses on values, behaviour and attitudes while building internal resilience
- Inclusive leadership
- Change leadership

The programme explored issues of leadership, influence, culture and personal effectiveness and was designed with three cohorts in mind.

Cohort A is designed for senior leaders who sit on the organisation's board. Our cohort consisted of Chair Dr Jag Ahuwalla, chief executive Eilish Midlane, medical director Dr Ian Smith, director of workforce and OD Oonagh Monkhouse and COO Harvey McEnroe.

Cohort B is designed for leaders who report to executive/board level directors. Our cohort consisted of deputy director of workforce and OD Lorraine Howard Jones, divisional operational director for thoracic and ambulatory Zoe Robinson, divisional operational director of STA Jane Speed, head of EDI Onika Patrick-Redhead and assistant director of quality and risk, Louise Palmer.

Cohort C (pictured above) is designed for leaders from Black, Asian and minority ethnic backgrounds, staff network chairs/co-chairs/deputies and cultural ambassadors. Our cohort consisted of CCA nurse and staff governor Josevine McClean, CCA nurse and REN Chair Victor Tapah, ward sister and cultural ambassador Sophie Parker and clinical lead for theatres and cultural ambassador Helen Navales.

The programme officially completed on Tuesday (30 April), however the three cohorts will be meeting sometime in May to discuss a strategy in how they implement their learning.

9.2 East of England – Anti-racism: Empathy and Equity programme

The East of England Anti-Racism, Empathy and Equity Programme represented a pivotal step in advancing inclusive leadership and systemic change across the region. The programme addressed the pervasive impacts of racism, both overt and structural - on individuals, communities and organisational culture. With a strong emphasis on effective data monitoring, it equipped participants with the tools to identify disparities and implement evidence-based interventions. Central to the programme was the development of intentional leadership and proactive allyship, enabling participants to lead with purpose and accountability. By examining the interconnected nature of identities through the lens of intersectionality and confronting the specific harms of anti-Blackness, the programme fostered a deeper sense of belonging and equity. This initiative reaffirmed our commitment to building a fairer, more empathetic and inclusive environment for all.

The programme consisted of 4 insightful & impactful workshops

1. Racism and its multiple impacts
2. Effective data monitoring
3. Leading with intent & proactive allyship
4. Intersectionality, anti-blackness, & belonging

East of England - anti-racism: empathy and equity programme

The programme is a four-part facilitated workshop that focuses on attendees understanding what it means to be anti-racist and the cultural shift required to address racial inequalities and sustain an inclusive culture across our region. There will be an element of self-study.

There are only 40 places available on this cohort and attendees will be required to:

- Watch pre-recorded videos
- Join four x two-hour live discussion workshops (virtual)
- Complete a reflective workbook after each workshop
- Certificate of completion on completion of all four workshops



[Find out more](#)

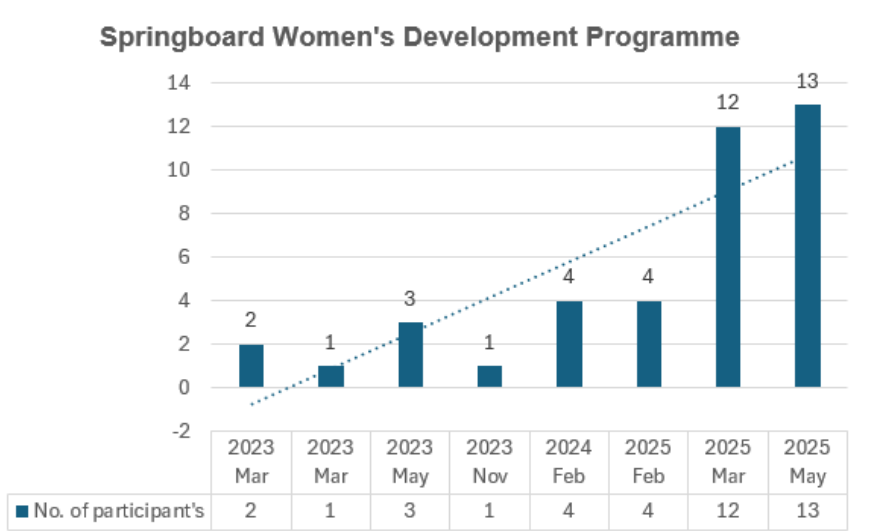
9.3 Springboard Women's Development Programme

Springboard is an award-winning personal development programme for women who want to take control over their lives, become more assertive, increase their confidence and build themselves a more positive attitude in both their work and home lives. The programme gives women the time to reflect, share, and most importantly, set achievable goals for now and the future.

Designed for women from all backgrounds, ages and stages of life.

The results are different for everyone, as women come to the workshops with their own set of objectives. Some want to develop their career, improve their life skills and make changes in their working lives. Other women focus on results in their personal life, such as sorting out difficult relationships, improving health, dealing with stress and gaining better work/life balance.

We sincerely thank all our remarkable female colleagues who have enrolled in the current cohort's, **making them the most enrolled cohort's to date**. Your enthusiasm and commitment are truly appreciated.



10. 2025-2026 Objectives

Throughout the past year, promoting Equality, Diversity and Inclusion (EDI) has been a priority for the Trust; fostering a more inclusive culture and environment, ensuring each RPH team member feels seen, heard, and valued. The EDI Staff Networks have been integral, driving initiatives resulting in substantial, positive changes across the Trust. The commitment and dedication of every individual including the commitment of our Trust Board have been key to this progress, proving our combined strength is our greatest asset.

While celebrating these achievements, the journey towards full equality, equity, diversity and inclusion is ongoing. Refining strategies, pushing boundaries and continuously improving practices in the coming year remain commitments. The challenges faced have only reinforced our determination.

Focusing on EDI will continue to be a top priority, as it is essential for creating a workplace where everyone can thrive and contribute their best. Efforts will be made to further enhance EDI initiatives, gather feedback from diverse perspectives and implement actionable plans to address any gaps or areas of improvement.

Looking to 2025-2026. our equality objectives are:

- We will ensure that the engagement process for developing the Trust's Five-Year Strategy to encompass how we address equality and health inequalities in the development and implementation of the new strategy.
- We will build our governance processes for Health Inequalities.
- We will take positive action to improve diversity in the ethnicity composition of the Trust Board when the opportunity arises.
- We will continue to develop the Transformational Reciprocal Mentoring for Inclusion Programme and work with present and past participants to effect positive change in the organisation in support of our vision for inclusive leadership.
- We will continue to embed our Board level vision for inclusive leadership and build this into the behaviour and decision-making processes for the Board.
- 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 continue to support, promote and value the contribution of staff networks.
- We will embed the role of cultural ambassador in employee relations processes.
- 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. We will pilot an anonymous reporting app for staff.
- We will support Divisions/Directorates to access and understand their EDI data, how it fits within their governance and how they develop local plans.
- We will continue to demonstrate our commitment to equality, diversity and inclusion and address racial disparities in recruitment, training and development opportunities, career progression, promotion, disciplinary and grievance procedures and pay.