



Equality and Diversity Annual Report 2020-21





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1. Introduction

As set out in the NHS Long Term Plan, respect, equality and diversity are central to changing culture and are at the heart of the NHS workforce implementation plan.

At North Tees and Hartlepool NHS Foundation Trust, we continue to work towards meeting our legal requirements as set out by the Public Sector Equality Duty (PSED). This report is compiled from information provided by different departments across the organisation and seeks to highlight the good practice, numerous initiatives and key achievements for the period 1 April 2020 to 31 March 2021.

The Trust acknowledges all protected characteristics to be of equal importance, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We are committed to challenging discrimination and promoting equality both as an employer and a provider of health care services. We aim to make sure that equality and diversity is at the centre of our work, and is embedded into our core business activities.

As a provider of health care services, we aim to meet the changing needs of diverse communities and provide access for all in an environment where individuality is respected and promoted. As an employer we will continue to focus on creating an organisational culture in which staff feel able to challenge unlawful discrimination and promote equality.



Alan Sheppard
Chief People Officer

2. Strategic Overview

Equality and Diversity – The Continued Vision

The Workforce Committee provides the strategic direction for equality and diversity within the organisation, with operational support from the Trust's Culture Group. One of the main responsibilities of the Workforce Committee is to ensure that the Trust strives to achieve best practice across the organisation in a fair and equitable manner, ranging from employment practices through to service delivery and redesign.

The Workforce Committee is chaired by the Chief People Officer and has representation from across the organisation including a Non-Executive Director, representatives from the Workforce and Education departments, Senior Medical Staff, Senior Nursing Staff and Care Group leads.

The Trust is represented at an ICS level through membership of the Equality and Diversity Delivery Group and the regional Equality, Diversity and Human Rights Group, where representatives from local Trusts meet to share ideas and best practice with the aim of ensuring that various Trusts across the system work together to achieve a consistent and high level approach to implementing local and national equality and diversity practices.

The Trust holds the Disability Confident employer status, which recognises our commitment to removing inequality and ensuring fairness and equity in relation to recruitment and employment processes. This is reflected further within Trust policies and practices, all of which are assessed from an equality perspective.

Our Equality, Diversity and Inclusion Champions/Network Chairs



Michelle Taylor
Workforce Lead



Elizabeth Morrell
Employee Relations



Nicola Hogarth
Employee Relations



Michael Swinbourne
Age (Older) Network
Chair /Champion



Kristopher Bell
Ability Network
Chair/Champion



Stuart Harper-Reynolds
LGBTQ Staff Network
Chair/Champion



Sushil Munakhya
BAME Network
Chair/Champion



Shooney Dar
Multi-faith Network
Chair/Champion



Samantha Eaton
Women's Network
Chair/Champion

3. Staff Networks

At North Tees and Hartlepool NHS Foundation Trust, we are proud of our strong reputation within the Equality, Diversity and Inclusion (EDI) agenda and we are committed to creating a more diverse and inclusive culture, where our staff can come to work in a supportive working environment, which is strengthened by a framework of comprehensive workforce policies.

It is important that, as a caring and compassionate employer, we understand how it feels to work for this Trust and particularly, how an individual's lived experience may be influenced by one or more protected characteristic(s) and to allow our leadership teams to learn about the real impact of policy and practice.

One way of understanding this is through the development of staff networks and we have committed to develop a network for each of the following groups:

- Black and Minority Ethnicity (BAME)
- Lesbian, Gay, Bi-sexual and Transgender (LGBT+)
- Disability
- Age (Older)
- Age (Younger)
- Multi-faith
- Women
- Men

It is intended that our networks will offer a place for staff to come together, share experiences and facilitate learning and development. Networks can also assist in the shaping and delivery of organisational strategy and policy, working with us to improve staff experience on specific issues relating to each network.

We recognise that some individuals may identify with more than one characteristic and therefore it is both right and important that our networks allow the opportunity for intersectionality. To this aim, we aim to bring together all networks on an annual basis, and we have scheduled quarterly meetings for the network chairs as a means of peer support and to discuss any shared objectives/actions.

Our Network Chairs are also members of our strategic Workforce Committee. By adopting a collective approach, we will ensure greater equity and impact, which is underpinned by a strong commitment to listen, understand, support and improve the experience of our staff, acknowledging the different needs of protected characteristics.

4. Public Sector Equality Duty (PSED)

The principles of equality and diversity have been incorporated throughout the Trust, with inclusion of EDI considerations within business plans, ensuring that equality impact assessments are completed to a consistent standard, and that these are considered when implementing new and amended services, and workforce practices and policies.

As a Trust, we continue to seek to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups;
- Foster good relations between different groups;
- Seek to improve existing practices, embed new initiatives and enhance our equality and diversity activity.

We are continuing to work towards achieving the objectives identified in line with the specific duties of PSED.

Our current objectives are:

- To engage with our patients, the local community and various stakeholders, in line with the requirements of EDS2, to ensure the effective provision of services;
- To enable our staff to work alongside patients and carers to determine realistic, reasonable adjustments to deliver safe, effective care to people with literacy problems, learning difficulties and dementia.
- To promote equality, diversity and inclusion across the trust.
- To explore and reduce the discrimination experienced by our staff, as identified by the NHS annual staff survey, through the development of proactive measures and support mechanisms to be implemented trust-wide.

We aim to review our equality objectives for 2021/22, ensuring that focus is given on issues that are of particular importance to the organisation, based on feedback from our stakeholders.

5. Equality Delivery System 2

In 2012/13, the Department of Health reviewed and revised the Equality Delivery System (EDS) with a view to make it smarter and simpler to use. The review brought about the launch of EDS2, which retains much of the original framework however encourages local adaptation with a focus on local issues. It also prompts learning and sharing of good practice throughout the trust.

We have worked closely with our stakeholders, both internal and external to the Trust, in relation to the implementation of the Equality Delivery System (EDS2).

EDS2 enables us to provide focus for areas requiring further attention, to ensure all identified equality issues are addressed for all protected characteristics, as recognised by the Equality Act 2010.

We are not complacent and we know there is still much work to do. We will continue to work with service users, carers, staff, other organisations and members of the public to ensure that we are consistently fair and that our services meet the needs of our diverse communities.

This can only be achieved by working together to eliminate inequality wherever it exists and to promote fairness and inclusion in everything we do. This includes:

- Access to Trust services;
- The provision of Trust services;
- The delivery of Trust services, and;
- Employment.

6. Workforce Race Equality Standard (WRES)

The Workforce Race Equality Standard (WRES) was introduced as part of the NHS Standard Contract in 2015 and seeks to tackle one particular aspect of equality – the consistently less favourable treatment of those who identify themselves as Black, Asian or from a Minority Ethnic background.

National research shows that those individuals who are from a Black, Asian or Minority Ethnic background are:

- less likely to be appointed for jobs once shortlisted;
- less likely to be selected for training and development programmes;
- more likely to experience harassment, bullying or abuse;
- more likely to be disciplined and dismissed.

The WRES consists of nine metrics which consider the fairness of how BAME staff are treated. Trusts must report on the metrics annually and implement an action plan to address any disparities highlighted by the information, in an attempt to try and close the gap between the experience of BAME staff as compared to White staff.

The Trust's WRES report for 2020 is available on our website and can be found here:

<https://www.nth.nhs.uk/about/equality-diversity>

A summary of the results for 2020 is shown in the table overleaf. The baseline data has been extracted and calculated to determine a response to each of the nine WRES indicators.

WRES Indicators for North Tees and Hartlepool NHS Foundation Trust: 2017-2021

Wres Indicator		2017	2018	2019	2020	2021	
1	Percentage of BME staff	Overall	9.0%	10.0%	11.0%	11.0%	11.0%
		VSM	0.0%	0.0%	0.0%	0.0%	0.0%
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	0.74	0.58	0.86	0.99	3.24	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	0.33	0.9	0.76	0.69	0.93	
4	Relative likelihood of white staff accessing non-mandatory training and continuous professional development (CPD) compared to BME staff	0.6	0.89	0.67	0.77	1.16	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BME	39.1%	36.0%	37.5%	42.3%	28.1%
		White	26.6%	29.2%	26.9%	28.0%	24.8%
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	20.0%	28.0%	31.3%	33.8%	29.2%
		White	19.8%	22.5%	18.3%	18.4%	20.4%
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	BME	89.9%	80.0%	85.7%	77.4%	82.4%
		White	90.8%	94.0%	91.4%	90.2%	88.9%
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues	BME	15.9%	14.0%	8.5%	11.7%	14.6%
		White	5.1%	5.0%	4.4%	4.3%	5.1%
9	BME Board membership	7.1%	6.7%	6.7%	5.3%	5.6%	

7. Workforce Disability Equality Standard (WDES)

The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for Disabled people working, or seeking employment, in the National Health Service (NHS). The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change.

The WDES first came into force on 1 April 2019 as part of the NHS Standard Contract and consists of ten specific metrics which consider the fairness of how disabled staff feel they are treated by the organisation. NHS Organisations are required to report on the metrics annually and the information obtained is used to implement local action plans to address any disparities in the metrics and to demonstrate progress against the indicators of disability equality.

The Trust's WDES report for 2020 is available on our website and can be found here:

<https://www.nth.nhs.uk/about/equality-diversity/>

A summary of the results for North Tees and Hartlepool NHS Foundation Trust is shown in the table overleaf. The baseline data has been extracted and calculated to determine a response to each of the ten WDES indicators.

WDES Indicators for North Tees and Hartlepool NHS Foundation Trust: 2019-2021

Wdes Indicator		2019	2020	2021	
1	Percentage of staff with a disability or long term health condition	Overall	2.0%	2.0%	2.0%
		Non-clinical	2.0%	2.0%	2.0%
		Clinical	2.0%	2.0%	2.0%
2	The relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	1.64	1.34	0.94	
3	The relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	0	0	0	
4	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Staff with a disability or LTC	35.4%	35.5%	29.6%
		Staff without	26.7%	27.8%	24.1%
5	Percentage of staff experiencing harassment, bullying or abuse from manager in last 12 months	Staff with a disability or LTC	16.3%	14.2%	18.3%
		Staff without	5.8%	7.3%	7.5%
6	Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Staff with a disability or LTC	33.7%	21.5%	23.4%
		Staff without	12.4%	14.7%	13.8%
7	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Staff with a disability or LTC	51.2%	45.9%	54.3%
		Staff without	52.9%	46.3%	47.3%
8	Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	Staff with a disability or LTC	84.4%	83.3%	80.9%
		Staff without	92.1%	90.3%	90.0%
9	Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Staff with a disability or LTC	43.8%	35.7%	39.0%
		Staff without	19.2%	24.0%	24.9%
10	Percentage of staff satisfied with the extent to which their organisation values their work	Staff with a disability or LTC	36.7%	40.7%	36.9%
		Staff without	53.4%	54.1%	53.3%
11	Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	Staff with a disability or LTC	66.7%	77.4%	74.2%
12	Staff engagement score (0-10)	Staff with a disability or LTC	6.50	6.7	6.7
		Staff without	7.2	7.3	7.3
		Overall	7.1	7.2	7.1
13	Disabled/LTC Board membership	0.0%	0.0%	0.0%	

8. Gender Pay Gap

The Trust complies with the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.

Our gender pay gap report as of 31 March 2020 (the snap shot date) shows the Trust has an average pay gap of 35.67%, and a median pay gap of 22.34%. A further breakdown of results shows that the average pay gap is slightly higher amongst the non-medical workforce in comparison to medical staffing. This is because the proportion of male senior managers employed by the Trust is higher than the number of female senior managers. It is therefore reasonable to conclude that male workers earn a higher rate of average pay than female workers.

The median pay gap is higher amongst the medical workforce compared to non-medical staff. Men account for 65% of all Trust medical staff compared to 35% female. There has been an increase in female medical staff commencing employment with the Trust in recent years. If this trend continues this is likely to have a positive impact on our gender pay gap results.

Gender	Average Hourly Rate (Mean)	Median Hourly Rate (Median)
Male	24.32	18.25
Female	15.65	14.18
Difference	8.68	4.08
Pay Gap %	35.67%	22.34%

The mean gender pay gap for the Trust is that female staff are paid 35.67% less than male staff. The median gender pay gap for the Trust is that female staff are paid 22.34% less than male staff.

Gender	Average Bonus Pay (Mean)	Median Bonus Pay (Median)
Male	£10,673.23	£6,032.04
Female	£8,859.00	£6,032.04
Difference	£1,814.23	0.00
Pay Gap %	17.00%	0.00%

The Trust does not operate a bonus scheme, however consultant medical staff are eligible to apply for clinical excellence awards, which are considered to be a bonus payment and form part of the gender pay gap calculations. As our consultant medical workforce are predominantly male, the results show that male consultants earn a higher average rate of bonus pay (CEAs) than female consultants.

It is positive to note that the median bonus pay reports that there is a 0% pay gap between male and female employees.

Pay Quartiles by Gender:

Lower Quartile



10.63%



89.37%

Lower Middle Quartile



11.07%



88.93%

Upper Middle Quartile



12.32%



87.68%

Upper Quartile



28.75%



71.25%

The data above shows the male to female split of our workforce for each quartile.

The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile.

9. Staff Survey

The national staff survey is an annual review of all organisations within the National Health Service and seeks to understand just how staff feel about their employer.

2020 was one of the most testing years we have ever faced as a health service and the world health pandemic has impacted on many of our colleagues, both on a personal and a professional level. We were therefore delighted to see that, amongst the category of community and acute trusts (around 140 of them) we came 16th in terms of satisfaction. Drilling that down a little deeper, we placed second across the North East and North Cumbria Integrated Care System (NENC ICS).

All employees were invited to participate in the survey and the personal characteristics of the respondents are reported as similar to the overall profile of our workforce.

We achieved a response rate of 48%, where 2,097 of our colleagues took the time to tell us about their experiences of working for the Trust.

The results showed that for 10/10 themes, the Trust scored higher than the regional average.



You said, we did

These are the actions which we identified as being important in response to the 2019 staff survey, and which we believe have directly contributed to our high scores for 2020:

- Provision of unconscious bias training
- Development of our Staff Networks
- Introduced Values Based Recruitment
- Refreshed our Practical Skills Training for Managers
- Included Talent Management in appraisal training
- Enhanced our flexible working offer to staff
- Creation of a staff support hub
- Delivered training on Mental Health First Aid
- Creation of our Rainbow Rooms for staff to relax in
- Introduced the Customer Care Charter
- QI Leads located in each Care Group
- Provided opportunities such as difficult conversations, leadership training and apprenticeships

Staff Support

Responses to the staff survey are anonymous therefore it is not possible for us to directly address any concerns raised through the survey on an individual basis. However, we continue to ensure that all staff are informed of the numerous options in place where they are able to raise concerns in confidence, and this includes details of the various support systems that are available for staff to access.

There are both formal and informal measures to assist staff who may be experiencing any form of discrimination, bullying or harassment. In addition to our Workforce policies for raising a request for resolution or raising concerns of bullying and harassment, there are also additional routes for staff to seek support. This includes direct access to and support from the Trust's Freedom to Speak Up Guardian and Champions; referral to our internal mediation service, and; self-referral to occupational health support which includes access to counselling services.

We are keen to ensure that staff feel empowered to raise concerns and that, as a responsive employer, we clearly communicate the cultures and values we expect from our employees, including those in relation to behaviour and attitude and ensuring these are instilled within all staff at all times.

10. Equality, Diversity and Inclusion in Practice

Equality and diversity is about inclusion, respect and removing barriers, whether this be in relation to the health care services we provide, or the employment of our staff.

There are numerous ways in which this is illustrated throughout the organisation, through specific initiatives as well as in everyday practices. The following section of the report highlights some examples of good practice and the case studies which reflect this.

BAME community targeted in organ donation video appeal.

North Tees and Hartlepool NHS Foundation Trust issued an appeal to bilingual- BAME staff to film short videos encouraging members of the BAME community to become organ donors.

Ruksana Salim, Lead Nurse, Quality and Professional Standards, filmed a video in Urdu.

Ruksana said: “It’s a sad reality that members of the Asian community are living with illnesses that could be resolved with organ or tissue transplants. Some are even dying earlier than they should.

“It’s a sensitive subject for sure and there are additional cultural issues that we need to be aware of, but we are asking everyone, from every community, to consider organ donation.”

Anchal Dhaliwal works for the Trust’s Patient Experience Team and filmed two appeals – one in Hindi and another in Punjabi.

Anchal commented: “I was happy to be part of filming the videos.

“It breaks down the language barriers to reach members of the community who may not have English as their first language. It’s a complicated subject, so explaining it in a language they’re more comfortable with will help get the message through.”

Specialist Organ Donation Nurse Clare Fletcher said: “While the new presumed consent organ donation law automatically puts every eligible adult on the donor list, consent from the next of kin is still required.

“We want everyone to discuss their decision about organ donation with their family and friends so that should the worst happen, they know what their loved one would want.

“We need more BAME donors and Ruksana and Anchal’s videos will be a huge help in getting the message out to the BAME community.”

Health care trust pledges to end mental health discrimination.

On Friday 4 September 2020 North Tees and Hartlepool NHS Foundation Trust committed to supporting the plight to end mental health discrimination.

Colleagues from across the organisation gathered in a socially distanced signing ceremony, attended virtually by some delegates to witness Julie Gillon, Chief Executive and Alan Sheppard, Chief People Officer sign the pledge.

Mr Sheppard spoke of the importance of the Trust's involvement 'the Time to Change employer pledge is our way of demonstrating a commitment to changing the way we all think and act surrounding mental health in the workplace. We want to ensure that our 5,500 strong employees feel supported about opening up and talking about their own experiences and journeys'.

The event held at the University of North Tees hospital site invited staff to talk about their individual experiences. Colleagues shared personal stories in a bid to start positive conversation surrounding the matter.

Julie Gillon, Chief Executive commented 'the importance of our health must never be underestimated. The last six months have tested us all, we must now take action and position mental wellbeing of equal importance with our physical health.

Our staff have, and indeed always do demonstrate great resilience, but we should always be cognisant of the challenges colleagues have faced and will continue to face.

This pledge is our own personal dedication to our teams, as one of over 1,500 other employers that we will support them, we will listen and we will end the stigma'.

Approximately one in four people and one in eight young people will experience mental health problems annually.

North Tees and Hartlepool join employers such as Sky News, Middlesbrough College and the London Fire Brigade – as well as other NHS providers.

You can find out more about the pledge by visiting: <https://www.time-to-change.org.uk/>



New support group for BAME staff – as trust joins regional promise.

As it marks Black History Month, North Tees and Hartlepool NHS Foundation Trust has joined forces with neighbouring trusts in signing a promise aimed at ensuring fairness for all black, Asian and minority (BAME) groups.

The promise aims to ensure fairness for all and embed a culture where people can thrive no matter what their race, background or personal experience.

The leaders are committed to ensuring that no one person's experience is influenced by prejudice – either as a staff member or patient accessing health and care services.

As part of the Trust's commitment, a new BAME staff network group was launched earlier this year aimed at supporting members in their working lives and promoting equality, diversity and inclusion.

Michael Chivhunga, clinical team leader and senior occupational therapist, is a member of the new group.

He said: "This group is there to provide a safe environment to raise issues and share experiences." "It is also there to help signpost and support people, offer information and guidance and contribute to staff development and awareness activities.

"It's a fantastic idea and one which we hope many BAME staff will benefit from. It represents the organisation's clear commitment to continuing its support of ethnic minority groups."

Yvonne Ormston MBE, Chief Executive of Gateshead Health NHS Foundation Trust and regional BAME lead said "Black History Month has given us all an opportunity to celebrate our diverse staff groups and learn something about the

different cultures that contribute to our success.

"As employers and leaders of important local organisations we've come together to make this promise which not only celebrates the contribution that our BAME staff and communities make to the region, but also marks a promise to them about our collective way of working.

"We recognise that there have been additional pressures placed on our BAME colleagues both as a result of the adverse effect of Covid19 and because of recent international events that have placed a focus on inequalities for these communities. We are proud that our all our staff have been able to continue to provide the best service despite these pressures.

"However as leaders it's also important that we make sure staff are aware that our organisations do not accept discrimination of any kind towards our BAME colleagues or patients and that we will act to address any instances of discrimination."



Special LGBT network helping NHS staff share experiences

As a health trust marks a special LGBT month, staff have spoken about their own personal experiences and being involved in a new staff support group. North Tees and Hartlepool NHS Foundation Trust recently set up its own internal network for any member of staff who identifies as lesbian, gay, bisexual or transgender staff.

As the organisation joins the NHS in supporting LGBT History Month, staff are sharing their own stories and raising awareness of the staff support group.

Two staff network members are chief operating officer Levi Buckley and named nurse for adult safeguarding Stuart Harper-Reynolds

Levi said: "I am proud to work in the NHS – to be making a difference to the lives and health outcomes of people across Teesside.



"I am proud of who we are as an organisation, inclusive to people from all sexual identifies, all genders, as well as all ethnicities and all backgrounds.

"I am lucky to have always felt comfortable about being exactly who I am in the workplace. As a society, we have come so far over recent years but we still need to take more action to avoid prejudice and discrimination for both our staff and patients. But let's also be proud of how far we have already come and what we have achieved.

Stuart has worked across the organisation for a number years – including a nurse ward matron in the accident and emergency team – and is also one of the Trust's freedom to speak up champion

He is also the chair of the LGBT support network.

He said: "As someone who has worked in the organisation for most of my career, I have seen and experienced dramatic changes in how LGBT people are perceived.



"As a gay man, I was once afraid to speak about and be who I am. I don't feel that way at all anymore and haven't done so for many years." "I am so proud of how far we have come. The staff network is the latest step in this progress we are making.

"It has been a pleasure to be a part of the group, to allow staff to share experiences and support each other and know that they have other staff to turn to should they have any difficulties .

COVID-19 vaccines during Ramadan

We're reassuring the local Muslim community that receiving a COVID-19 vaccination during the Islamic holy month of Ramadan does not contravene the requirement to fast.

Ramadan begins on Monday 12/Tuesday 13 April (depending on moon sightings) and will see observant Muslims not eat or drink during daylight hours. There is concern that some people may believe receiving a vaccine during Ramadan may inadvertently break the fast.

Dr Ijaz Anwar, a consultant with the Trust and practising Muslim, said: "I would urge everyone to get their COVID-19 jab, even if it's during Ramadan. It will not affect your fast. You can even check this with your Imam at your local mosque."

The Trust has recorded a series of short videos featuring the multi-lingual Dr Anwar appealing for fasting Muslims to accept their vaccination appointments during Ramadan. The videos, which were shared on the Trust's social media feeds throughout April, have been recorded in English, Urdu and Punjabi.

The British Medical Journal offers the following advice: "People from some ethnic minority backgrounds, such as black, Bangladeshi and Pakistani, may be more hesitant to receive a covid vaccination because they don't want to compromise their fast. It is important for these groups to know that having vaccines intramuscularly during fasting time (dawn to dusk) does not nullify one's fast and vaccination should not be delayed."

Trust staff who encounter vaccine hesitancy from Muslim patients will sensitively advise that, as the British Medical Journal suggests, injections do not invalidate the fast and are not in contradiction with the teachings of Islam.

Support for people with dementia and their families

The impact of the pandemic has stretched far and wide – and that includes for people with dementia and their carers and family members.

Our dementia specialist nurse Stephen Nicholson is raising awareness that the same help and support is still out there. As part of Dementia Action Week,, Stephen is reminding and informing people about some of the fantastic organisations we can call on in the area.



This includes the Green Links gardening and crafting group from Groundwork, the Clevearc dementia charity, The Bridge in Hartlepool and the LiveWell Dementia Hub in Stockton. The Trust also supports the John’s Campaign for the right of people with dementia to be supported by their family carers.

Other initiatives include the All About Me document in hospitals which provides professionals with information about a patient with dementia to help enhance and support their care.

Stephen said: “As for so many other people with health issues and for loved ones, the pandemic has had an impact.

“What I want to stress this Dementia Action Week is just how much support is out there. “I am encouraging people that if they have a loved one with dementia and want more help and support, please contact these fantastic organisations.”And if you have a loved one receiving care in our organisation, there is also so much we can do to support you.”

<https://www.groundwork.org.uk/hubs/north-east-and-yorkshire/projects/green-links-in-tees-valley/>

<https://clevelandalzheimers.co.uk/>

<http://www.hospitalofgod.org.uk/page/the-bridge>

<https://www.stocktoninformationdirectory.org/kb5/stockton/directory/service.page?id=0t4sTa8dXqo>

Improving care for people with a learning disability

Care for patients with a learning disability is improving all the time – with a new set of standards now in place across the region.

The safeguarding team at North Tees and Hartlepool NHS Foundation Trust is supporting new 'diamond pathways' to deliver high quality, reasonably adjusted care for people with a learning disability.

The new standards, developed by the North East and Cumbria Learning Disability Network and Access to Acute Network, are about planned admission, emergency admission and discharge which are then underpinned by a core set of values and principles.

As part of Learning Disability Week last week, the safeguarding team visited clinical areas to highlight the new standards and deliver information and free goodies.

Carley Ogden, nurse advisor for adult safeguarding and learning disability, said: "These new standards will provide the standard of care that people with learning disability require and to which they are entitled." They can be easily adopted and localised to each acute trust – meaning the region will become a leader in care for people with learning disabilities.

"The aim of the pathway and workforce education package is to help people with a learning disability by improving communication, experiences of health care, quality of life for people with learning disability, promoting seamless care and reducing premature mortality.

"The education package focuses on communication, reasonable adjustments, the Mental Capacity Act, the diamond standard and pathways and any relevant case studies."

The team also used the week to raise awareness of hospital passports – a document for patients about them and their health needs.

Carley added: "These passports are so important for people with a learning disability – it's an opportunity to include useful information for staff including interests, likes and dislikes and any details to help staff make these patients feel more comfortable.

"We encourage all loved ones of people with a learning disability to fill these in if a stay in hospital is expected."



Urging all of our communities across Teesside to stay at home

We launched an online appeal asking people from all communities across Teesside to remain home and practice physical distancing.

Focused on targeting potentially hard-to-reach groups, bilingual staff from the Trust have recorded video appeals reminding people in a number of languages that the threat from COVID-19 remains present and to stay at home and save lives.

Nurse Alexandru Andrei works at University Hospital of North Tees. Originally, from Romania, Alexandru was the first to record an appeal, stating he was “happy to help get the message out to the local Romanian community and across the country.”



The Trust posted Alexandru’s Romanian messages, plus videos in Arabic, Mandarin, Cantonese, Urdu, Punjabi and Filipino across its social media feeds.

Falls campaign warning frail and elderly – “don’t fall down after lockdown”

Senior clinical practitioner Carol Bowler, who is the Trust’s falls lead nurse, is calling on everyone to be careful.

She said: “Our campaign – Don’t Fall Down After Lockdown – is clear.

“Because people – particularly the frail and elderly – have spent an extended period in their homes and are now moving around outside more, they are more vulnerable to falls. “People may have deconditioned as they have been at home. They are likely to have lost muscle tone and balance and elderly people may have lost confidence moving around.”

Carol has some simple advice and support which can help people avoid a fall.

This includes using a walking aid if needed, doing simple exercises, wearing suitable footwear, being mindful of tripping hazards, staying hydrated and eating well and taking medication when appropriate. She said: “There are simple steps people can take to make sure they are safe.

“Regular exercise to help strengthen up is important, as is making sure hazards are removed at home. Being conscious of the surface we are walking on when we are outside is also so important.”

Kath Duncan, occupational therapist and discharge co-ordinator, said: “We have had an increase in falls from hip fractures.

“Please be aware of things in the home you may slip on and ensuring you have the right footwear on.



More than 4,000 women register pregnancy online

North Tees and Hartlepool NHS Foundation Trust launched its online pregnancy registration system just one year ago. In that time, more than 4,000 women have completed the user-friendly form to quickly upload their details and medical history.

The Trust’s maternity team uses the information to allocate the best care package for each mum-to-be.



Anita Scott, specialist lead midwife for the Trust, said: “The online registration form has been really well received by the mums we care for. “In fact it’s so successful, we’ve even had women from outside our area accidentally complete the form!

“Even as we all battle through the COVID-19 pandemic, our community and hospital midwives are here for all pregnant women in our area, providing safe, effective care.”

The online registration process is also a key tool to ensure Continuity of Carer, a Trust-commitment to providing the same community midwife throughout pregnancy.

11. Contacts for Further Information

If you would like any further information about Equality, Diversity and Inclusion within North Tees and Hartlepool NHS Foundation Trust, please contact our Workforce Equality and Diversity lead:

Michelle Taylor, Head of Workforce

University Hospital of North Tees

Tel: 01642 624025

Feedback

We actively seek feedback on our annual reports from stakeholders and service users so that we can continue to meet our commitment to improve service delivery. We would welcome any feedback and comments on this document which should be directed to:

The Employee Relations Team, University Hospital of North Tees, Hardwick Road, Stockton on Tees, TS19 8PE or by email at nicola.hogarth1@nhs.net

The information contained within this report is also available in alternative formats, which can be obtained by contacting, Cordelia Wilson, Clinical Governance Lead on 01642 383576.

12. Workforce Equality Factsheets

Workforce Profile of the Trust

This section on the report contains a number of factsheets in relation to the workforce profile of the Trust, reporting on each protected characteristic for the period 1 April 2020 to 31 March 2021.

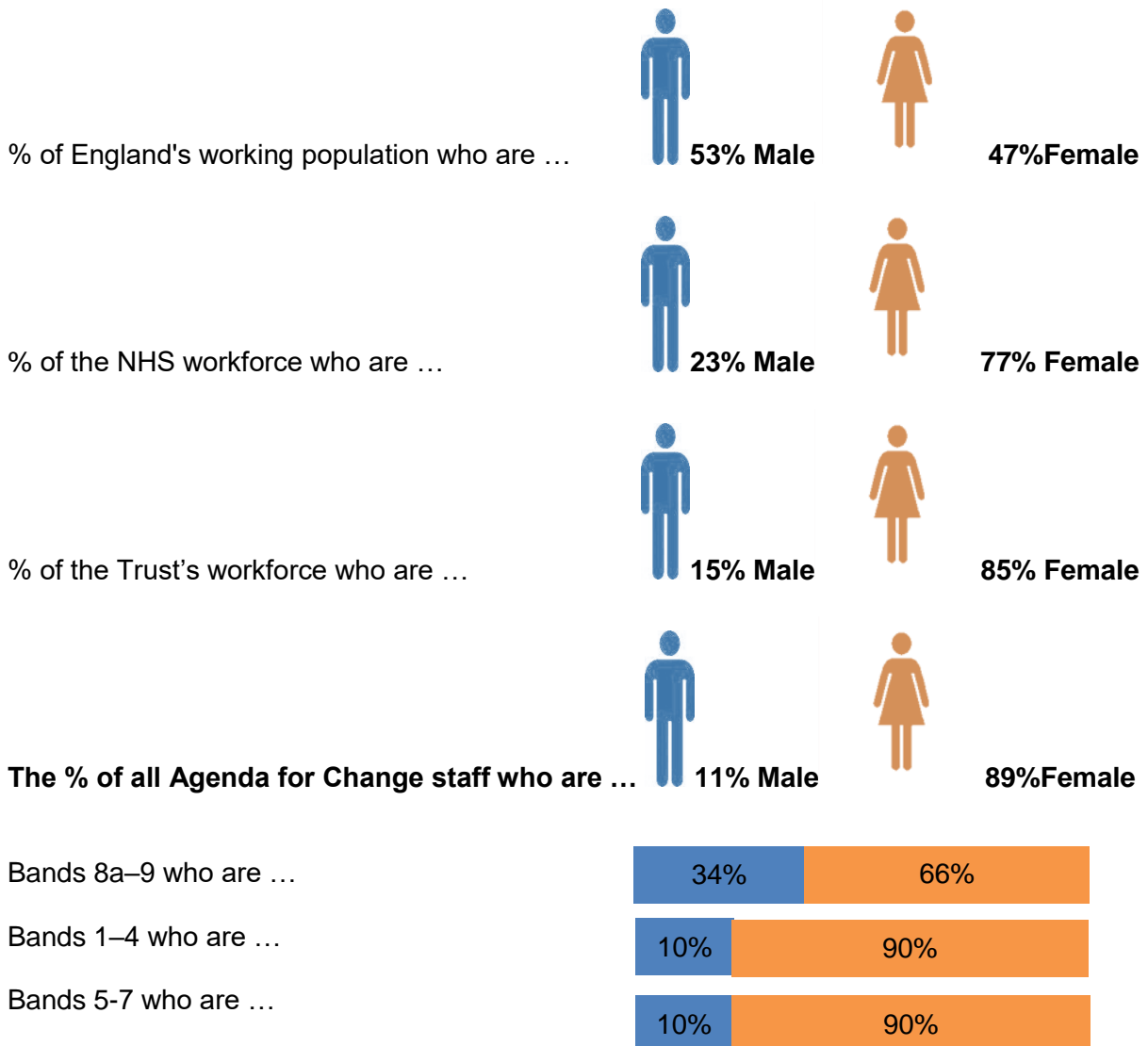
As at 31 March 2021, there were 4,719 members of staff employed by the Trust.

This section outlines the profile of the workforce of the Trust in relation to each protected characteristic, for the period 1 April 2020 to 31 March 2021.

Of the total staff employed by the Trust, 2,493 employees (53%) work on a full time basis and 2,254 employees (47%) work part time.

Section 1 – Gender

The Trust employs 4,014 female members of staff and 705 male members of staff.



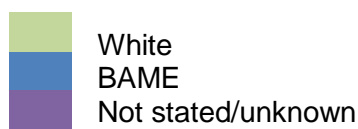
The % of all medical and dental staff who are ...  65% Male  35% Female



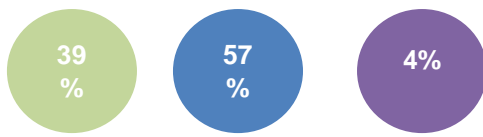
Section 2 – Ethnicity

The Trust employs 4,123 White employees and 526 BAME employees. A further 70 employees have chosen not to declare their ethnicity.

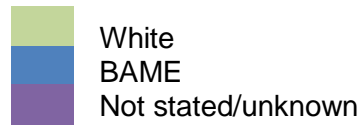
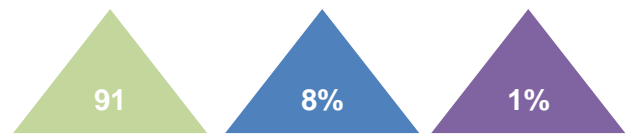
% Ethnic breakdown of England’s working population	% Ethnic breakdown of the NHS Workforce	% Ethnic breakdown of the Trust’s Workforce
<ul style="list-style-type: none"> •White 86% •Black or Black British 3% •Asian or Asian British 7% •Mixed 1% •Chinese 1% •Any other ethnic group 1% •Not stated/unknown 0% 	<ul style="list-style-type: none"> •White 76% •Black or Black British 6% •Asian or Asian British 9% •Mixed 2% •Chinese 1% •Any other ethnic group 2% •Not stated/unknown 5% 	<ul style="list-style-type: none"> •White 87% •Black or Black British 1% •Asian or Asian British 7% •Mixed 1% •Chinese 0% •Any other ethnic group 2% •Not stated/unknown 2%



All Medical and Dental Staff



Agenda for Change Staff



Consultants



SAS Doctors



Doctors in Training



Bands 8a-9



Bands 5-7



Bands 1-4



Section 3 – Age

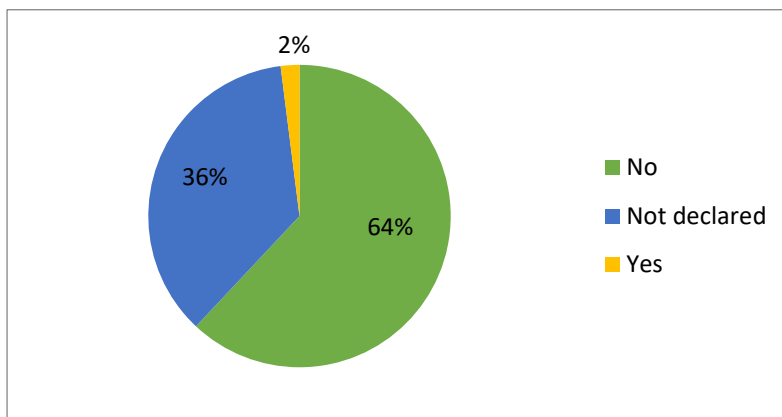
Of the 4,719 individuals employed by the Trust, the majority of staff are aged 45 to 54, followed by age 35-44 and then 25-34.

Age breakdown of England's working population		Age breakdown of the NHS Workforce		Age breakdown of the Trust's Workforce	
•Under 25	12%	•Under 25	6%	•Under 25	6%
•25 to 34	23%	•25 to 34	23%	•25 to 34	22%
•35 to 44	22%	•35 to 44	24%	•35 to 44	23%
•45 to 54	21%	•45 to 54	28%	•45 to 54	27%
•55 to 64	18%	•55 to 64	18%	•55 to 64	20%
•65 and over	4%	•65 and over	2%	•65 and over	2%

Section 4 – Disability

Our data indicates that the majority of our employees (64%) have declared that they do not have a disability, as compared to 2% of employees who have declared that they do have a disability.

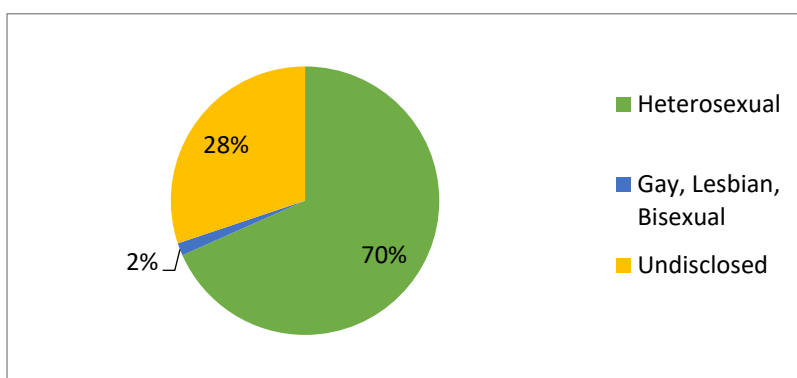
The information we hold relating to staff and disability continues to improve as there has been a reduction in the number of staff who have not declared their disability status from 40% in 2018/19 to 36% in 2019/20 to 34% in 2020/21



Section 5 – Sexual Orientation

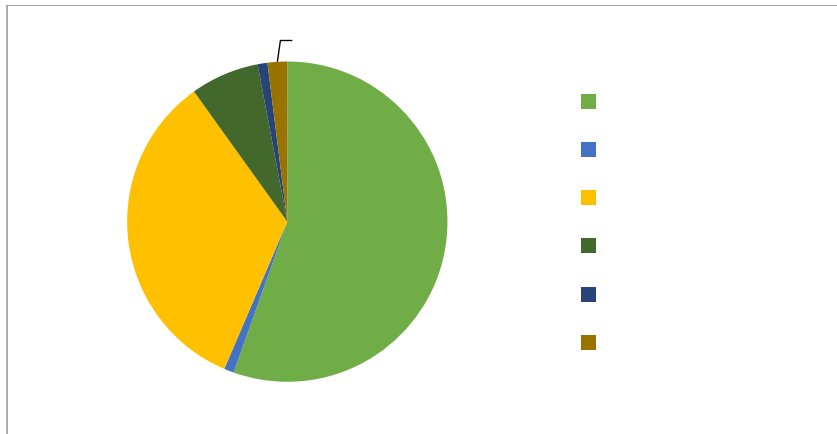
72% of our employees have declared their sexual orientation, whereas 28% have chosen not to declare their status. The number of staff choosing not to declare their status has reduced by 5% since 2018/19.

Of those employees who have chosen to declare their status, 70% of our employees have declared their sexuality as heterosexual, with a further 2% employees who have declared their status as gay, lesbian or bisexual.



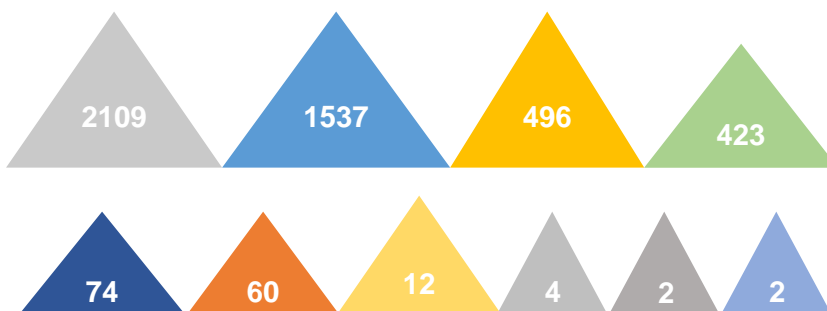
Section 6 – Marital Status

The marital status of our workforce profile indicates that 55% of our employees are married, with a further 1% who have indicated that they are in a civil partnership and 35% of our employees are recorded as single.



Section 7 – Religion and Belief

45% of our employees have recorded their religion as Christian, whereas 33% of staff have chosen not to declare their religion and 10% of staff have declared that they are Atheist.



Section 8 – Pregnancy and Maternity

4.7% of our staff (223 employees) have taken maternity/adoption or paternity leave in the last year.

Section 9 – Gender Reassignment

At present we are not able to report on this equality strand as these details are not captured on the standard documents/application forms that are used to gather personal details.

However, any member of staff currently undergoing gender reassignment is supported throughout their transition by their manager and an employee relations advisor, in relation to employment matters and workplace considerations.