

Equality and diversity

Annual Report 2022-2023



Contents

| | |
|---|---------|
| 1. Introduction | Page 3 |
| 2. Strategic Overview | Page 4 |
| 3. We are the NHS: People Plan | Page 8 |
| 4. Staff Networks | Page 9 |
| 5. Public Sector Equality Duty | Page 10 |
| 6. Equality Delivery System 2022 | Page 11 |
| 7. Workforce Race Equality Standard (WRES) | Page 13 |
| 8. Workforce Disability Equality Standard (WDES) | Page 14 |
| 9. Gender Pay Gap Report | Page 15 |
| 10. Staff Survey | Page 17 |
| 11. Equality, Diversity and Inclusion Review | Page 20 |
| 12. Equality, Diversity and Inclusion in Practice | Page 21 |
| 13. Looking ahead to 2023/24 | Page 28 |
| 14. Contacts for Further Information | Page 29 |
| 15. Workforce Equality Factsheets | Page 30 |

1. Introduction

I am delighted to present the Equality, Diversity and Inclusion Annual Report (2022/23) for North Tees and Hartlepool NHS Foundation Trust.

We continue to work towards becoming a truly inclusive employer and service provider; creating an environment and culture that celebrates inclusion and diversity, dignity and respect, which values, nurtures, and harnesses difference for the benefit of patients and service users, their families and carers, and of course our colleagues.

We want to enable our people to be open about their individual characteristics and for them to feel safe and supported to do so.

Health and workforce inequalities should have no place in our organisation and we have a critical role to play in supporting long term systemic change.

In October 2021, the Trust Board approved an independent review of our EDI activity and this annual report offers an opportunity for us to reflect on our EDI programme of work - celebrating our successes and highlighting the key pieces of work that we have achieved throughout the year.

The report also summarises our workforce equality monitoring data for the period 1 April 2022 to 31 March 2023. We commit to be an organisation that is empathetic and understanding - ensuring that we listen to understand, before acting.

I hope that you will read this report and feel a sense of how important this agenda is to our Trust.

Equality, Diversity and Inclusion is a part of who we are, and our ambition is for each and every one of our colleagues to feel a sense of belonging and being valued by the organisation.



Dr Susy Cook

Chief People Officer and Director of Corporate Affairs

2. Strategic Overview

North Tees and Hartlepool NHS Foundation Trust is based in the North East of England and we support the health and care needs of over 400,000 people across our region in Stockton, Hartlepool and parts of County Durham. Additionally we run breast and bowel screening for a wider geographical footprint across the Tees Valley and North Yorkshire.

Our staff are our most valuable resource. They are the driving force behind our dedication to patient care, therefore it is only right that we strive to create a culture of inclusion, where our colleagues feel that they truly belong and have opportunities to thrive and develop.

We are committed to narrowing the various equality gaps which exist for different protected groups and therefore it is important that our action plans align to ensure an overarching focus on intersectionality.

We expect our staff to be educated about what it means to be inclusive, and to demonstrate our commitments and values in their everyday activities with our patients and each other. Our continued focus is to provide the development and support needed to enable this.

We have worked intensively to embed a restorative just and learning culture. This means that we will support our staff when things go wrong, we will look at 'what' went wrong rather than who was to blame, and we will explore how we can learn from errors, and support staff to reflect and change. This does not mean we will ignore behaviours that fall short of our values and expectations, nor will we tolerate overt or deliberate discrimination or prejudice.

We have made the successful transition from EDS2, to implement the new reporting requirements for EDS 2022. Our EDS rating of **Developing** reflects our commitment to enhance the services that we provide to our people and our patients. The assessment provides assurance that we are well on the way to obtaining a rating of **Achieving**.

The Trust holds Disability Confident Leader status, which recognises our commitment to removing inequality and ensuring fairness and equity in relation to recruitment and employment processes.





Inclusive leadership

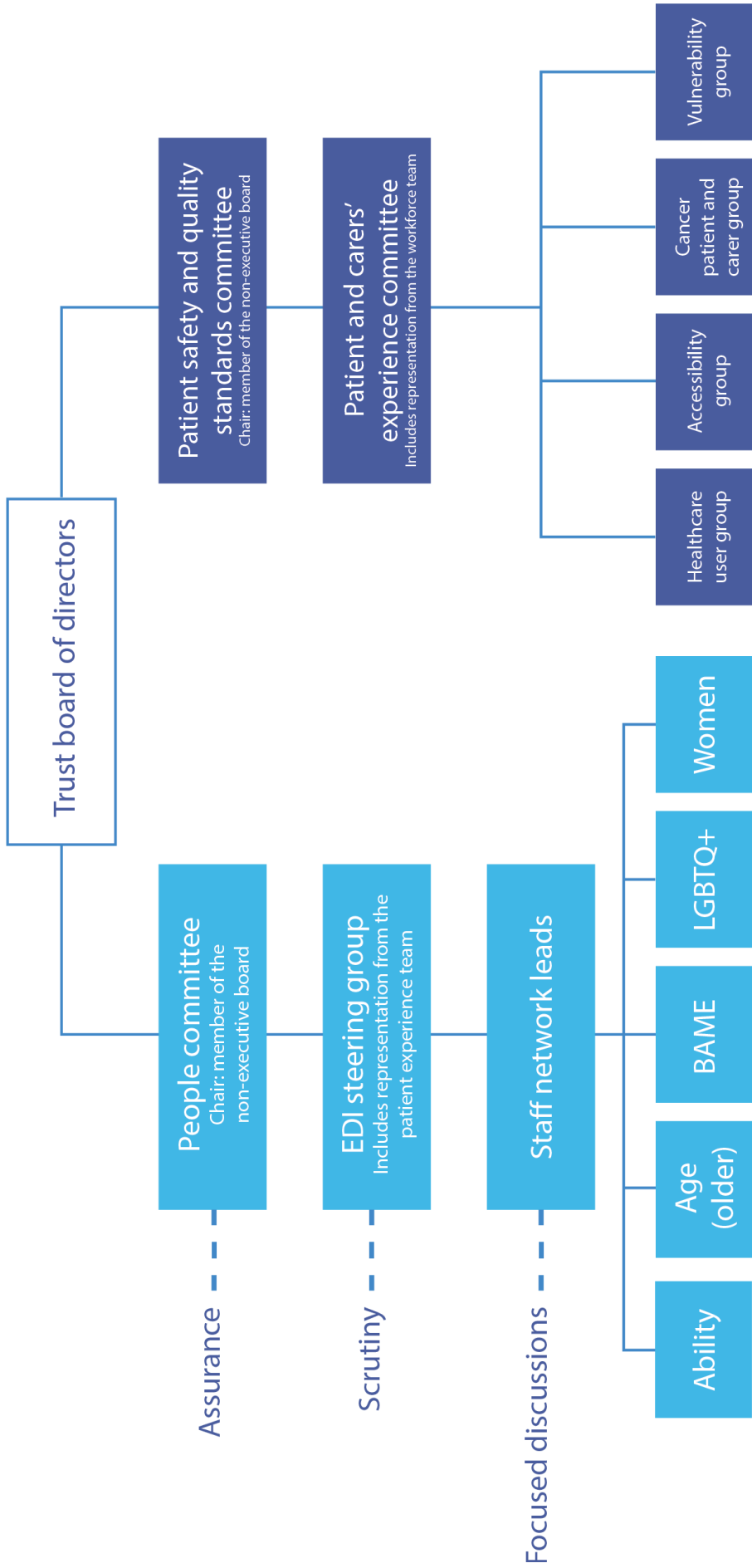
Managing and advancing equality, diversity and inclusion (EDI) starts with good governance.

The Trust Board of Directors and Executive Team have oversight of the EDI agenda and the two directorates of People and Nursing & Patient Safety strategically manage the work.

Colleagues have a number of routes to raise concerns about equality, diversity and inclusion, this includes the Trust's Speaking Up Service, the annual staff survey and regular pulse surveys, line management channels, the staff networks and other colleagues including staff side representatives. We promote an open culture and encourage our staff to collaborate with leaders to improve inclusion, quality and safety across all care groups and corporate areas.

The Trust's EDI governance structure is shown below and is built on the principle of inclusive leadership and inclusion. The EDI Steering Group reports to the People Committee, and the Patient and Carer's Experience Committee reports to Patient Safety and Quality Standards (Ps & Qs) Committee, using a multi-professional approach with regular reports and updates from:

- Staff Diversity Networks
- Healthcare User Group
- Vulnerability Group
- Accessibility Group
- Cancer Patient & Carer Group



Our Equality, Diversity and Inclusion Champions/Network Chairs



Elizabeth Barnes
Non-Executive Director
for EDI



Michelle Taylor
Head of People Projects
and Quality



Elizabeth Morrell
People Quality Lead



Nicola Hogarth
People Projects and
Quality Partner



Kris Bell
EDI Engagement Lead



Michael Swinbourne
Age (Older) Network



Sushil Munakhya
BAME Network Chair



Matthew Andersen
LGBT+ Network Chair

3. We are the NHS: People Plan

The NHS People Plan aims to have more people, working differently, in a compassionate and inclusive culture within the NHS.

To achieve its ambitions, the NHS People Plan sets out specific actions within six areas:

- Responding to new challenges and opportunities
- Belonging in the NHS
- Growing for the future
- Looking after our people
- New ways of working and delivering care
- Supporting our people now and for the long term

The plan also includes Our People Promise, which outlines behaviours and actions that staff can expect from NHS leaders and colleagues, to improve the experience of working in the NHS for everyone.

Our kind, and inclusive culture underlines how we operate. We want all of our people to feel like they belong, and that North Tees and Hartlepool NHS

Foundation Trust is a great place to work towards a better future.



4. Staff Networks



Over the past year, the People Directorate has supported our four EDI staff networks in achieving their objectives through various campaigns, training days and events to raise awareness of the importance of inclusion.

Each network is sponsored by an Executive Director with responsibility for championing equality, diversity and inclusion at board level. Our network leads have regular access to senior managers when issues arise, ensuring that issues affecting our colleagues are raised and dealt with at an appropriate level. The Trust's Speaking Up Champion is also a member of the network groups and regularly attends meetings to promote the Speaking Up service and explore barriers to raising concerns.

Our networks:

- Provide a safe space for discussion of issues.
- Help to raise awareness of issues within the wider organisation.

- Provide a source of support for individual staff who may be facing challenges at work.
- Offer a collective voice for the workforce to communicate with management.

Networks and their members benefit from working in partnership with other staff groups in the Trust. This enables our groups to achieve more when working together, particularly when promoting intersectionality and supporting staff who are part of more than one group.

All of our Network Leads attend meetings of the Trust's Keeping People Safe group and contribute to discussions regarding incidents of violence and aggression from patients against staff, considering how such incidents may be prevented in the future and how best to support staff when incidents do occur.

5. Public Sector Equality Duty (PSED)

The Equality Act 2010 introduced a general equality duty requiring organisations to have due regard in the exercising of their functions. These are to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and people who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We are required to do this by:

- Removing or minimising disadvantages suffered by people due to their protected characteristic.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include steps to take account of disabled person's disabilities.
- Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard to the need to tackle prejudice and promote understanding.

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 will be reviewing our equality objectives for 2023/24, ensuring that focus is given on issues that are of particular importance to the organisation, based on feedback from our stakeholders.

6. Equality Delivery System 2022

The Equality Delivery System (EDS) is the foundation of equality improvement within the NHS.

The EDS is specifically designed to encourage the collection of better evidence and insight across the range of people with protected characteristics as described in the Equality Act 2010, and so help NHS organisations meet their obligations under the Public Sector Equality Duty (PSED).

A third version of the EDS was commissioned by NHS England and this launched in 2022. It consists of three separate domains covering:

- Patient services
- Workforce
- Leadership

There is a structured process which organisations must adhere to and this requires collaborative engagement with service users, patients and staff to agree scores for each Domain and Outcome which then ultimately defines the organisation's EDS rating.

With this being the first year of the new assessment process, our approach to the 2022/23 review has been to undertake a baseline assessment from which we aim to build on in the future years.

The assessment ratings for all three domains are summarised in the table below. All ratings have been agreed in full consultation and discussion with our stakeholders.

Our rating for 2022/23 is confirmed as Developing and we have identified a number of measures that we are already achieving at the higher level. We are confident that we will be able to meet many of the additional requirements as part of the next annual review.

The Trust's EDS report for 2022 is available on our website and can be found on: www.nth.nhs.uk/about/equality-diversity

EDS domains and outcomes

Domain 1: Commissioned or Provided Services

1A: Patients (service users) have required levels of access to the service - developing

1B: Individual patients (service users') health needs are met - **achieving**

1C: When patients (service users) use the service, they are free from harm - **achieving**

1D: Patients (service users) report positive experiences of the service - developing

Domain 2: Workforce Health and Wellbeing

2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions - developing

2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source - developing

2C: Staff have access to independent support and advice when suffering from stress, abuse, harassment and physical violence from any source - **achieving**

2D: Staff recommend the organisation as a place to work and receive treatment - developing

Domain 3: Inclusive Leadership

3A: Board Members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities - developing

3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed - developing

3C: Board members, system and senior leaders (Band 9 and VSM) ensure levers are in place to manage poor performance and monitor progress with staff and patients - developing

7. Workforce Race Equality Standard

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 experiences of BAME staff as compared to White staff.

The Trust were given a rating of **good** for their 2022/23 WRES action plan.

The Trust's WRES report for 2022/3 is available on our website and can be found at: www.nth.nhs.uk/about/equality-diversity

A summary of the results for 2022/3 is shown in the table below. The baseline data has been extracted and calculated to determine a response to each of the nine WRES indicators

| | | 2020 | | 2022 | | | |
|---|---|---------|-------|---------|-------|--------------|--------------|
| | | Overall | VSM | Overall | VSM | | |
| 1 | Percentage of BME staff | 11% | 0% | 11% | 0% | 12.8% | |
| 2 | Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants | 0.86 | 0.99 | 3.24 | 1.43 | 2.12 | |
| 3 | Relative likelihood of BME staff entering the formal disciplinary process compared to white staff | 0.76 | 0.69 | 0.93 | 0.88 | 0.78 | |
| 4 | Relative likelihood of white staff accessing non-mandatory training and continuous professional development compared to BME staff | 0.67 | 0.77 | 1.16 | 0.96 | 1.1 | |
| 5 | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months | BME | 37.5% | 42.3% | 28.1% | 34.9% | 30.7% |
| | | White | 26.9% | 28% | 24.8% | 26.2% | 24.8% |
| 6 | Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months | BME | 31.3% | 33.8% | 29.2% | 30.1% | 26.9% |
| | | White | 18.3% | 18.4% | 20.4% | 18.7% | 18.6% |
| 7 | Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion | BME | 85.7% | 77.4% | 82.4% | 48.2% | 48.1% |
| | | White | 91.4% | 90.2% | 88.9% | 64.8% | 64.9% |
| 8 | Percentage of staff personally experiencing discrimination at work from a manager, team leader or other colleagues | BME | 8.5% | 11.7% | 14.6% | 16.8% | 12.6% |
| | | White | 4.4% | 4.3% | 5.1% | 5.2% | 4.7% |
| 9 | BME Board membership | BME | 6.7% | 5.3% | 5.6% | 7.1% | 6.3% |

8. Workforce Disability Equality Standard

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 were given a rating of **good** for their 2022/23 WDES action plan.

The Trust's WDES report for 2022/23 is available on our website and can be found here: www.nth.nhs.uk/about/equality-diversity

A summary of the results for 2021/23 is shown in the table. The baseline data has been extracted and calculated to determine a response to each of the ten WDES indicators.

| | | 2020 | | 2022 | | |
|---|--------------|-------|-------|-------|-------|--------------|
| | | 2020 | 2020 | 2022 | 2022 | |
| 1 Percentage of staff with a disability or long term health condition | Overall | 2% | 2% | 2% | 3% | 4% |
| | Non-clinical | 2% | 2% | 2% | 3% | 4% |
| | Clinical | 2% | 2% | 2% | 4% | 3% |
| 2 The relative likelihood of disabled staff being appointed from shortlisting compared to non-disabled staff | | 1.64% | 1.34% | 0.94% | 0.98 | 1.25 |
| 3 The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff | | 0 | 0 | 0 | 0 | 0 |
| 4 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months | With | 35.4% | 35.5% | 29.6% | 28.6% | 30.7% |
| | Without | 26.7% | 27.8% | 24.1% | 26.3% | 23.5% |
| 5 Percentage of staff experiencing harassment, bullying or abuse from manager in the last 12 months | With | 16.3% | 14.2% | 18.3% | 14.2% | 12.5% |
| | Without | 5.8% | 7.3% | 7.5% | 7.6% | 6.3% |
| 6 Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months | With | 33.7% | 21.5% | 23.4% | 19.9% | 23.2% |
| | Without | 12.4% | 14.7% | 13.8% | 13.3% | 12.7% |
| 7 Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it | With | 51.2% | 45.9% | 54.3% | 46.2% | 53.2% |
| | Without | 52.9% | 46.3% | 47.3% | 47.3% | 48.1% |
| 8 Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion | With | 84.4% | 83.3% | 80.9% | 57.6% | 57.3% |
| | Without | 92.1% | 90.3% | 90% | 65.5% | 65.3% |
| 9 Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties | With | 43.8% | 35.7% | 39% | 27.8% | 26.9% |
| | Without | 19.2% | 24% | 24.9% | 21% | 18% |
| 10 Percentage of staff satisfied with the extent to which their organisation values their work | With | 36.7% | 40.7% | 36.9% | 37.4% | 34.6% |
| | Without | 53.4% | 54.1% | 53.3% | 47.6% | 48.4% |
| 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 | With | 66.7% | 77.4% | 74.2% | 74.1% | 72.9% |
| 12 Staff engagement score (0-10) | With | 6.5 | 6.7 | 6.7 | 6.6 | 6.6 |
| | Without | 7.2 | 7.3 | 7.3 | 7.1 | 7.2 |
| | Overall | 7.1 | 7.2 | 7.1 | 6.9 | 7 |
| 13 Disabled/LTC Board membership | | 0% | 0% | 0% | 7.1% | 0% |

9. Gender Pay Gap Report

The gender pay gap report is intended to show the difference in the average pay between all men and women in a workforce. Our published report for 2021/22 demonstrates the Trust's compliance with statutory reporting requirements and analyses the figures in more detail to understand the reasons behind why the pay gap exists. Most importantly, it highlights the good practice which exists within the organisation and sets out the actions we intend to take to reduce the gender pay gap for future years.

North Tees and Hartlepool NHS Foundation Trust unequivocally supports fair representation across all levels of the organisation, irrespective of gender. Our approach to pay is based on the principles of consistency, fairness and transparency, which supports the fair treatment and reward of all staff.

Our gender pay gap report as of 31 March 2022 (the snap shot date) shows the Trust has an average pay gap of 35.69%, and a median pay gap of 23.46%.

We are pleased to report an improvement in the Trust's gender pay gap information for 2021-22 and note that this is a direct reflection of our EDI programme of work and the significant investment we have made in terms of data analysis and focused interventions to improve staff experience across the range of protected characteristics.

| Gender | Mean bonus pay | Median bonus pay |
|------------|----------------|------------------|
| Male | £28.78 | £22.13 |
| Female | £18.51 | £16.93 |
| Difference | £10.27 | £5.19 |
| Pay Gap % | 35.69% | 23.46% |

A further breakdown of results shows that the average pay gap is 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.

The median pay gap is also higher amongst the non-medical workforce compared to medical staff.

| Gender | Mean bonus pay | Median bonus pay |
|------------|----------------|------------------|
| Male | £1,183.85 | £450 |
| Female | £466.01 | £450 |
| Difference | £717.85 | £0 |
| Pay Gap % | 60.54% | 0% |

The average gender bonus rate of pay is reported at 60.64% for 2022, which is an increase of 38.65% from the previous year. This has been significantly impacted by the 'thank you' cash bonus payments paid to all employees and this is also the reason as to why the median Bonus Pay Gap has reduced to 0% for 2021-22.

We will continue to promote the activities and good practice that we already undertake, including: undertaking fair and transparent recruitment processes, including values based recruitment; delivery of unconscious bias training and promotion of various leadership and development opportunities which exist across the Trust.

The Trust's Gender Gap report for 2022 is available on our website and can be found here: www.nth.nhs.uk/about/equality-diversity

Pay Quartiles by Gender:

Lower Quartile



10.5%



89.5%

Lower Middle Quartile



10.06%



89.94%

Upper Middle Quartile



9.62%



90.38%

Upper Quartile



29.51%



70.49%

The above data 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, however female representation is disproportionately lower in the

upper quartile which is the highest paid roles in the organisation.

The information indicates that women occupy 70.49% of the highest paid jobs within the Trust and 89.50% of the lowest paid jobs. This is the fundamental reason behind the Trust's overall gender pay gap.

10. Staff Survey

The national staff survey is one of the largest workforce surveys in the world and is carried out every year to improve staff experience across the NHS.

The survey has been redesigned in recent years to align with the NHS Our People Promise. By using the staff survey as the principal way to measure progress, this enables teams and departments to see their progress and take action to improve.

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.

In respect of our staff survey for 2022, we achieved a response rate of 50%, where 2363 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.



Equality, Diversity and Inclusion Responses

Questions within the staff survey have been aligned to the NHS People Promise to track progress against the ambition to make the NHS the workplace where we all want to be by 2024.

“We are compassionate and inclusive” is assessed by examining four specific areas relating to culture, leadership, equality/diversity and inclusion. The

Trust scored higher than the national average in all four areas – a positive development which reflects the Trust’s commitment to the People

Promise.

The responses to these areas can be examined at a more detailed level to further understand staff experience. In 2022, the national team launched an interactive dashboard which allows for results to questions to be considered by individual protected characteristics to understand how staff experience may differ according to individual circumstances. This was a vital tool when undertaking the assessment for the Equality Delivery System (2022).

Compassionate Culture

88.8% of colleagues feel that their role makes a difference to patients/service users, and 79% of colleagues believe that care of patients/service users is the Trust’s top priority. 74.5% of

colleagues reported that the Trust acts on concerns raised by patients/service users.

62.9% of staff would recommend the Trust as a place to work and 64.9% would be happy with the standard of care provided to a friend or relative.

Compassionate Leadership

70.4% of colleagues stated that their immediate manager works with them to come to an understanding of problems, with 73.7% of

colleagues reporting that their immediate manager is interested in listening to them when describing the challenges they face.

72.4% of colleagues believe that their immediate managers cares about their concerns and 68.5% believe that their immediate manager takes effective action to help them with any problems they face.

Diversity and Equality

It is pleasing to report that 62.5% of our colleagues believe the Trust acts fairly with regard to career progression/promotion. 5.2% of colleagues reported that they have personally experienced discrimination from patients /service users (an increase of 1% from 2021) and 5.5% of colleagues have reported that they have experienced discrimination from a manager/team leader or other colleagues (an reduction of 1% from 2021).

73.1% of colleagues think that the Trust respects individual differences (an increase of 1% since 2021) and is reported higher than the national average (69.3%). Our work in relation to the delivery of people practices training for all managers and supervisors includes the principles of Just Culture and is expected to have a positive impact in this area.

Inclusion

73.3% of colleagues reported that they feel valued by their team and 69.8% feel a strong attachment to their team.

74.6% of colleagues stated that the people they work with are understanding and kind to one another and 75.9% stated that the people they work with are polite and treat each other with respect.

You said, we did

These are the actions which we identified as being important in response to the 2021 staff survey, and which we believe have directly contributed to our high scores for 2022:

- Introduction of 'It all starts with me' leadership programme to promote that everyone is a leader (includes civility & self-awareness)
- Development of our Staff Networks
- Refreshed our Difficult conversations training
- Continued 'Stay interviews' to ensure we retain staff
- Refreshed the appraisal and talent management policies & documentation
- Refreshed our Managers Day training
- Enhanced our flexible working offer to staff
- Launched 'Our Trust Our Future' providing staff with a space to voice their thoughts and ideas
- Delivered training on Mental Health First Aid
- Refreshed the Customer Care Charter following staff feedback
- Launch of NTH100 focusing on change in the organisation
- Introduced new QI roles
- Provided leadership opportunities for all staff with our three new levels of leadership offer & leadership strategic plan
- Provided QI opportunities for all staff with the refreshed QI training offer & QI strategic plan

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.

11. Equality, Diversity and Inclusion Review



The Trust commissioned an external consultancy to undertake a review of our Equality, Diversity and Inclusion activity and people practices to inform future improvement and development of systems and processes.

This programme of work commenced in 2021 and the recommendations of the review have evolved into a wider EDI Programme of Work, with an overall focus on enhancing the culture and leadership within the Trust.

Significant progress has been made during 2022 to implement:

- Training for managers on how to have difficult conversations and managing difficult situations with colleagues

- Board Development sessions, with a focus on EDI
- Equality Impact Assessment Training.
- Development sessions for our Staff Network Leads
- Delivery of a number of EDI events across the year
- Embedding EDI simulation training within our People Practices training
- Embedding Values Based Recruitment
- Transitioning to the new EDS reporting requirements for 2022
- Progress towards Disability Confident Leader (Level 3) accreditation.

12. 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 our everyday practices. The following section of the report highlights some examples of good practice and the case studies which reflect this.

Meet the volunteer improving an integral hospital service for deaf people across Teesside

A hospital volunteer is improving a crucial NHS service for deaf people across Teesside by leading on deaf awareness training for volunteers at our Trust.

Val Tait, who affectionately calls herself the ‘Macmillan tea lady’, has been volunteering in our chemotherapy day unit for almost a year. But now she has another role as well – she is providing deaf awareness training for our other volunteers to ultimately improve the service for deaf people in our patch.

Val has had hearing loss since she was a child. As she got older, this got progressively worse to the extent that she now cannot hear sounds below 80 decibels.

Read more: www.nth.nhs.uk/news/volunteer-launches-deaf-awareness-training



#Pride Month

To celebrate Pride Month 2022, we shared a series of videos from our LGBTQ+ staff network and their allies, explaining some of the terms you might come across this month.

We shared a video of adult safeguarding nurse Stuart Harper-Reynolds discussing what 'coming out' means and what support is available for LGBTQ+ colleagues at our Trust.

We also shared a video of operational matron for palliative care Caroline Rocks on what pronouns are and why it's important to respect someone's pronouns.

As we came to the end of Pride Month, our staff celebrated Wear a Rainbow Day.

Clinical coding officer Matthew Harper asked staff to make their pledge to support LGBTQ+ colleagues and patients, while also raising money for local LGBTQ+ charity Hart Gables.

Chief operating officer Levi Buckley was one of those showing his support – showing off his rainbow socks.



Black History Month

Every October, we recognise Black History Month as an opportunity for everyone to share, celebrate and understand the impact of black heritage and culture. Throughout the month, the Trust shared messages on Facebook and Twitter from members of our Ethnic Minority staff network – a group that is open to all colleagues from a BAME heritage. They spoke about why they joined the network and how they're instilling #ActionNotWords within our organisation to make our Trust a more inclusive place for all.



Overseas NHS Workers

We are privileged to have dedicated colleagues from all around the world. Hailing from more than 50 countries, these staff work in a range of areas as doctors, nurses, health support workers, therapy, and non-clinical – as well as many more.

During the 2022 World Cup, we immortalised some of our staff members from participating countries as football stickers. Here is a sample of some of our proud supporters at North Tees and Hartlepool NHS Foundation Trust.



Embracing Equity in Women's Healthcare

As we marked International Women's Day, we used the opportunity to embrace the equity we provide in our services to make healthcare accessible to women from all walks of life.

We highlighted:

- Our pelvic health physiotherapy service which has been shaped 'by women, for women'
- Our cervical screening offer to staff, making services accessible to staff working on-site
- How services that are typically thought of as for women only, are actually for everyone – such as our breast service



Trust Recognised for Work to Improve Disability Equality Issues

The Trust has been recognised for our work to ensure we are addressing disability equality issues for its staff.

The Trust been awarded the Disability Confident Leader accreditation, which is Level Three of the Disability Confident Scheme.

It comes after making a number of improvements, and promotional activities to raise awareness of different disabilities, including hidden disabilities like epilepsy, neurodiversity (different way of thinking) and hearing and visual impairments. This has been achieved through awareness events, training, newsletters and networking events.

The Trust has also promoted examples of good practices including our staff support groups such as the disability network and our equality, diversity and inclusion steering group.

Susy Cook, chief people officer, said: “This accreditation is recognition of our commitment to disability equality and inclusion. It shows we care about this issue and take it very seriously, we challenge negative attitudes and we ensure all staff can achieve their full potential. We must now continue to remove any potential barriers that may exist and ensure opportunities are there for all staff, including those with disabilities. This accreditation is recognition that we have taken actions to meet rigorous standards measured through an external validator”.

Julie Gillon, chief executive, said: “This is a fantastic achievement for the organisation. It is a real sign of our focus on this important and fundamental issue to support our staff – both now and in the future.



Welcoming our New International Nurses

This week we said a very warm welcome to new colleagues who have joined us from overseas.

When our new cohort of international nurses landed in England, they were welcomed UHNT for dinner and a catch up.

The nurses were greeted by chief nurse Lindsey Robertson, deputy chief nurse Karen Sheard and our senior nursing colleagues who were delighted to welcome them as they joined our NTH family.



Trust Hosts Grand Rounds to Support Equality

The Trust has delivered two Grand Rounds which were open to all staff to attend to gain a greater understanding of equality, diversity and inclusion, specifically:

- Current developments relating to workforce EDI and how managers and clinicians can support the Trust to promote inclusive working practices and

call out inappropriate behaviours.

- Reducing inequalities in health and social care.

Colleagues were invited to participate in the discussions and share their own experiences in relation to EDI.

Diwali menu lights up the Tees Restaurant

Our Tees Restaurant has partnered up with Ananda's Gourmet to create a special Indian menu to celebrate the start of Diwali.

Senior radiographer Ananda Logishetty supplied the spices and recipes to our chefs who carefully followed Ananda's meal kit instructions to serve up the perfect Indian dishes.



The Girls Network

The Trust has teamed up with The Girls' Network – an award-winning charity which works closely with local schools and colleges to identify girls and young women who come from the least advantaged communities across Stockton-on-Tees, Hartlepool and the wider Tees Valley.

Staff from across the Trust have become mentors for these girls – investing their time, knowledge and caring attitude whilst sharing their wisdom and experience to support their mentees to realise their passion, overcome obstacles and seizing opportunities to help them thrive in their future.

These girls and young women may be leaving care, come from a low-income household, be a member of the BAME community or may be struggling in school or college.

Reasons to become a mentor?*

- Because only 14% of girls aged between 7 and 21 reported feeling happy 'most of the time'
- Because 55% of girls aged 11 to 21 said they are worried about their opportunities in life
- Because 72.5% of girls aged 11 to 21 worry they have fallen behind on schoolwork during the pandemic

- Because 65% of girls aged between 7 and 21 said they have been inspired by key workers during the pandemic

*Statistics by Girlguiding Girls' Attitudes Survey 2021



Hart Gables Award

We were very pleased to welcome in LGBTQ+ charity Hart Gables this week as they presented us with a finalist's award from their annual LGBT Alliance Awards.

Earlier in the year, our Trust was nominated for an award at the charities LGBTQ Alliance Awards. Today CEO Sarah Lewis and LGBT development worker Andy Towers (both pictured on the right) popped into North Tees to present us with a finalist's award.

We might not have won the award, we're still over the moon to have been nominated for the 'Positive impact on LGBT Health award' – to know that were on the right track in making our Trust a welcoming place for LGBTQ+ staff, patients and visitors

Employee relations advisor Nicola Hogarth and clinical coder and chair of our LGBTQ+ staff network Matthew Andersen were honoured to receive this finalist's award from the charity.



13. Looking ahead to 2023/24

Our plans for the year ahead are to continue to embed the priority actions resulting from the Trust-wide review of our EDI practices, whilst seeking to make further improvements which will enhance culture and leadership within the Trust.

It is important that all of our actions align to our ongoing commitment to improve staff experience as measured by:

- WDES
- WRES
- Gender Pay Gap
- Staff Survey
- National Education and Training Survey

A key focus of our activity will be the new NHS EDI Improvement Plan and delivery of the six high impact actions that will considerably improve equality, diversity and inclusion within NHS organisations.

The EDI Improvement plan sets out targeted actions to address prejudice and discrimination (direct and indirect) that exists through behaviour, policies, practices and cultures against certain groups and individuals across the NHS workforce. It supports the achievement of strategic EDI outcomes, which are to:

- Address discrimination
- Increase accountability of all leaders to embed inclusive leadership and promote equal opportunities and fairness of outcomes
- Support the levelling up agenda
- Make opportunities for progression equitable

The Trust's agreed action plan for 2022/23 includes timescales for delivery and is structured around the short-term priorities (3 to 6 months) and those to be taken forward in the longer term (6-12 months).

Short term:

- Implementation of a Reciprocal Mentoring Scheme
- Host a celebration event for our Staff Networks
- Launch our EDI Calendar of Events, with an enhanced training programme
- Auditing our recruitment information to understand themes in relation to shortlisting/appointments
- Explore perceived barriers to development and career progression for all protected groups
- Encourage our colleagues to be open about their individual characteristics, so that our workforce profile is both meaningful and representative

Long term:

- Development of an EDI Dashboard
- Extend our pay gap reporting to understand differences in pay linked to ethnicity, disability and sexual orientation
- Activities linked to NHS Improvement Plan and delivery of the High Impact Action
- Enhanced governance of EDI as reflected through the Board Assurance Framework
- Continued development of our Staff Networks via the North East & Yorkshire Leadership Academy

14. 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 People Projects and Quality
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:

People Projects and Quality 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 or via email on cordelia.wilson@nhs.net

16. Workforce Equality Factsheets

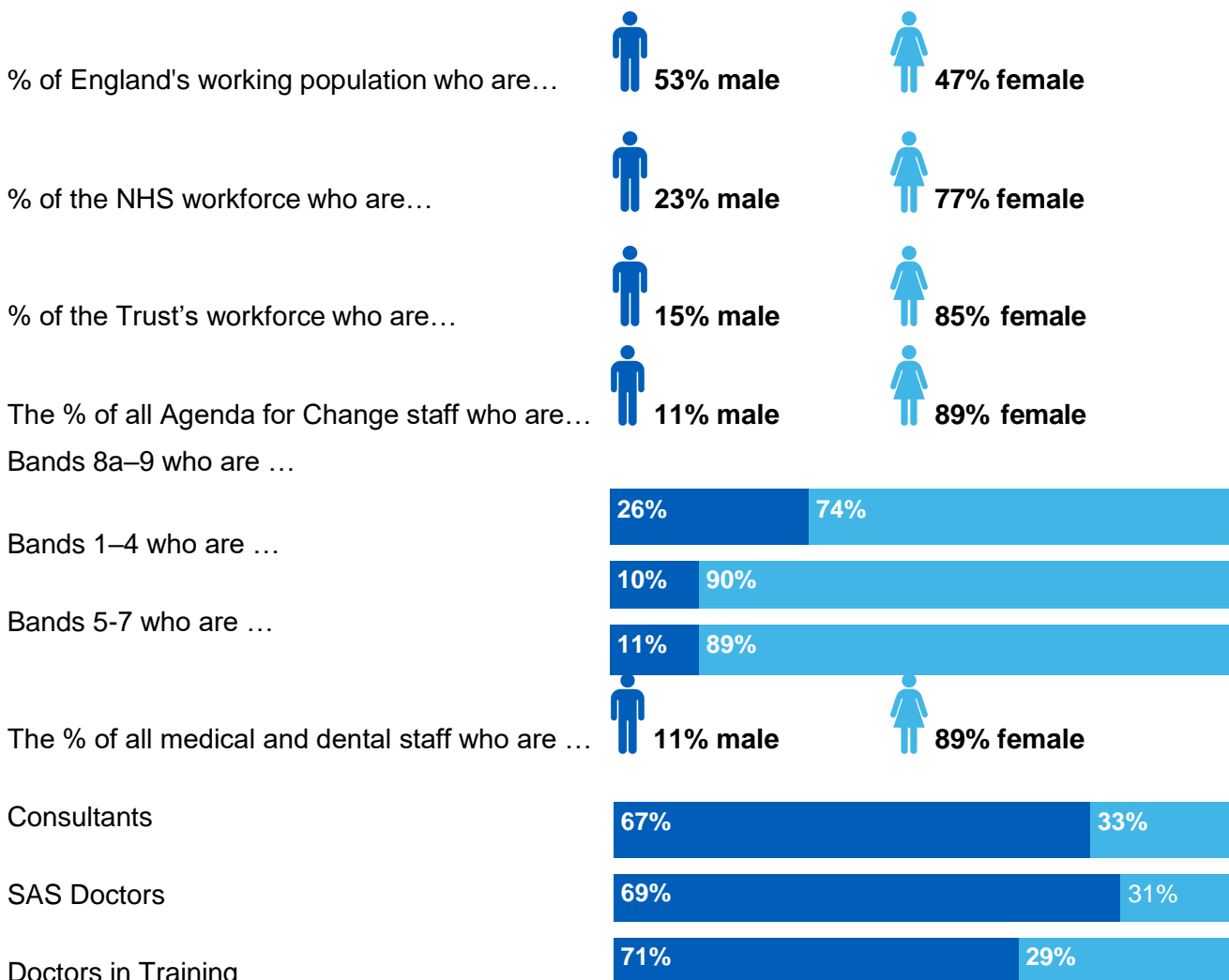
As of 31 March 2023, there were 4,894 members of staff employed by the Trust.

Of the total staff employed by the Trust, 2,487 employees (53%) work on a full time basis and 2,213 employees (47%) work part time.

This section outlines the profile of the workforce of the Trust in relation to each protected characteristic, for the period 1 April 2022 to 31 March 2023.

Section 1 - Gender

The Trust employs 4,020 female members of staff and 680 male members of staff.



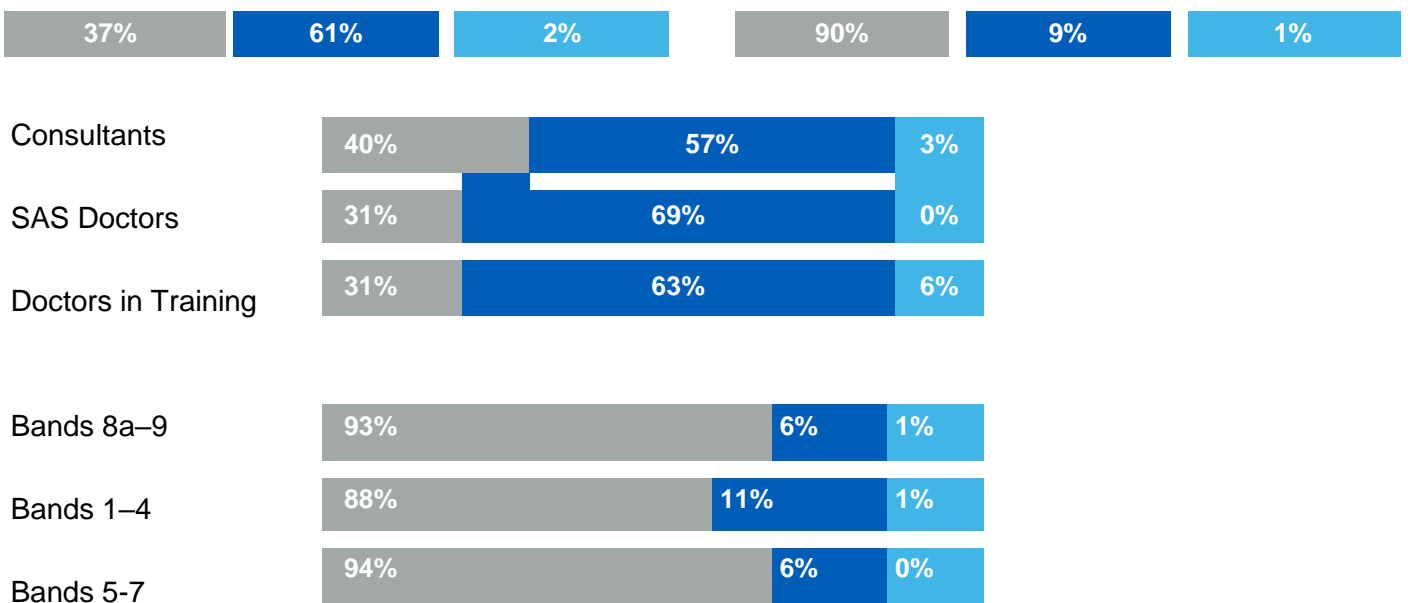
Section 2 – Ethnicity

The Trust employs 4,109 White employees and 536 BAME employees. A further 55 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 | |
|--|-----|---|-----|---|-----|
| White | 86% | White | 76% | White | 86% |
| Black or Black British | 3% | Black or Black British | 6% | Black or Black British | 2% |
| Asian or Asian British | 7% | Asian or Asian British | 9% | Asian or Asian British | 8% |
| Mixed | 1% | Mixed | 2% | Mixed | 1% |
| Chinese | 1% | Chinese | 1% | Chinese | 0% |
| Any other ethnic group | 1% | Any other ethnic group | 2% | Any other ethnic group | 2% |
| Not stated/unknown | 0% | Not stated/unknown | 5% | Not stated/unknown | 1% |

All Medical and Dental Staff

Agenda for Change Staff



Key

- White
- BAME
- Not stated/unknown

Section 3 - Age

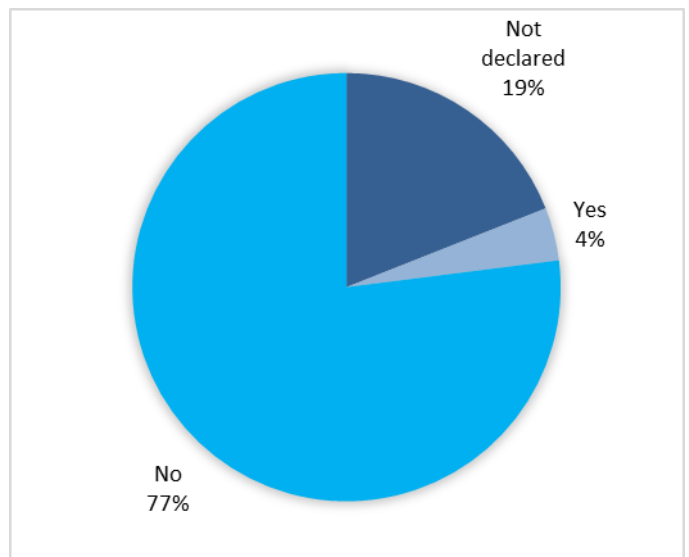
Of the 4,894 individuals employed by the Trust, the majority of staff are aged 25 to 34 and 45 to 54, closely followed by age 35 to 44.

| 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 | 24% |
| 35 to 44 | 22% | 35 to 44 | 24% | 35 to 44 | 23% |
| 45 to 54 | 21% | 45 to 54 | 28% | 45 to 54 | 24% |
| 55 to 64 | 18% | 55 to 64 | 18% | 55 to 64 | 21% |
| 65 and over | 4% | 65 and over | 2% | 65 and over | 2% |

Section 4 - disability

Our data indicates that the majority of our employees (77%) have declared that they do not have a disability, as compared to 4% of employees who have declared that they do have a disability.

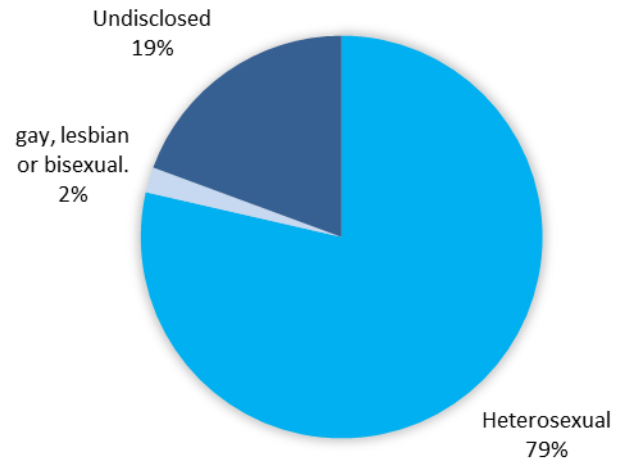
The information we hold relating to staff and disability continues to improve and there has been a reduction in the number of staff who have not declared their disability status from 34% in 2020/21 to 29% in 2021/22 to 19% in 2022/23



Section 5 - Sexual Orientation

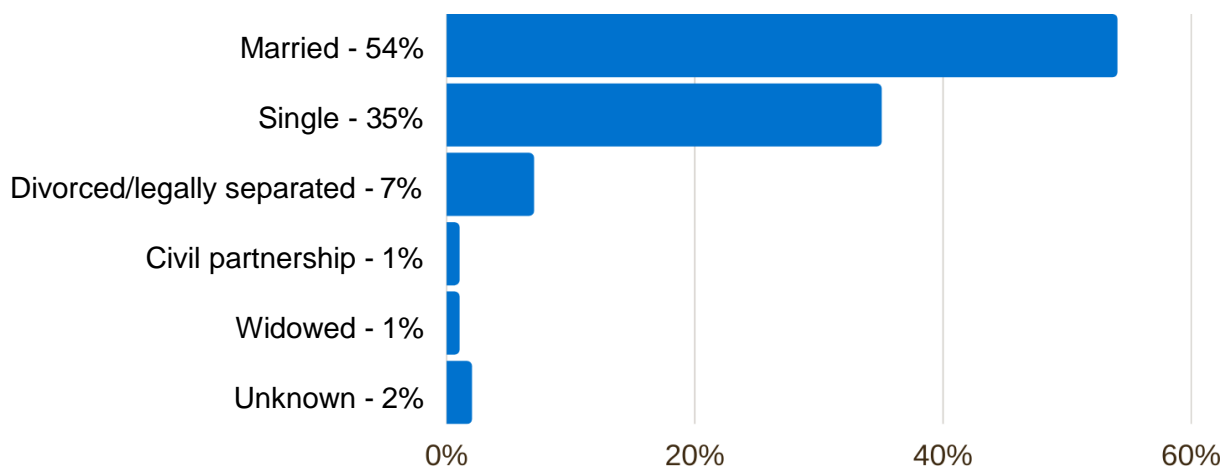
79% of our employees have declared their sexual orientation, whereas 19% have chosen not to declare their status. The number of staff choosing not to declare their status has reduced by 2% since 2021/22.

Of those employees who have chosen to declare their status, 77% 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 54% of our employees are married, with a further 1% who have indicated that they are in a civil partnership. 34% of our employees are recorded as single.



Section 7 - Religion and Belief

47% of our employees have recorded their religion as Christian, whereas 26% of staff have chosen not to declare their religion and 14% of staff have declared that they are Atheist.

| Religion or belief | Number of employees | Religion or belief | Number of employees |
|--------------------|---------------------|--------------------|---------------------|
| Christianity | 1,975 | Hinduism | 75 |
| Not declared | 1,278 | Buddhism | 22 |
| Atheist | 634 | Jainism | 4 |
| Other | 479 | Sikhism | 1 |
| Islam | 97 | Judaism | 1 |

Section 8 - Pregnancy and Maternity

5% of our staff (245 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.