Report to the Board of Directors
Wednesday 3 May 2023

Title of report	Equality, Diversity and Human Rights Annual Report 2022-23
Purpose of the report	For information
Executive Lead	Lynne Shaw, Executive Director of Workforce & OD
Report author(s) (if different from above)	Christopher Rowlands – Equality, Diversity & Inclusion Lead Emma Silver Price – Equality, Diversity & Inclusion Officer

Strategic ambitions this paper supports (please check the appropriate box)			
Work with service users and carers to provide excellent care and health and wellbeing		Work together to promote prevention, early intervention and resilience	
To achieve "no health without mental health" and "joined up" services		Sustainable mental health and disability services delivering real value	
To be a centre of excellence for mental health and disability		The Trust to be regarded as a great place to work	✓

Board Sub-committee meetings where this item has been considered (specify date)		Management Group meetings where this item has been considered (specify date)	
Quality and Performance		Executive Team	
Audit		Trust Leadership Team (TLT)	
Mental Health Legislation		Trust Safety Group (TSG)	
People Committee	26.4.2023	Other i.e. external meeting	
Resource and Business Assurance			
Charitable Funds Committee			
Provider Collaborative, Lead Provider Committee			

Board Assurance Framework/Corporate Risk Register risks this paper relates to (please insert risk reference number and risk description)
N/A

Board of Directors
Wednesday 3 May 2023

Equality, Diversity and Human Rights Annual Report 2022-23

1. Executive Summary

This report summarises the Trust's work in this field during the year 2022-2023 and fulfils our statutory duty to report as part of the Equality Act 2010.

2. Key issues, significant risks and mitigations

No risks are identified.

3. Recommendation/summary

The Board is asked to receive the paper for information.

Christopher Rowlands	Lynne Shaw
Equality Diversity and Inclusion Lead	Executive Director Workforce and OD

April 2023

NHS

Cumbria, Northumberland, Tyne and Wear
NHS Foundation Trust

Equality, Diversity & Human Rights Annual Report

2022 – 2023

Caring | Discovering | Growing | **Together**

Contents.

Introduction.

This report highlights the work undertaken by Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust during the final year of its current Equality, Diversity and Inclusion Strategy, to make the NHS a better and fairer place for patients and staff. The report covers the period from April 2022 to the end of March 2023. It also includes an outline of our proposed actions for 2023-24. It is named 'Equality, Diversity and Human Rights' report because it shows the work we have done to:

- Help all people, whoever they are, to receive high quality health care – we call this equality
- Recognise and celebrate the fact that every person is an individual – we call this diversity
- Make sure every person is treated with dignity and respect – we call this human rights

Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust is one of the largest mental health and disability Trusts in England employing around 9,000 staff, serving a population of approximately 1.7 million, providing services across an area totalling 4,800 square miles. We work from over 70 sites across Cumbria, Northumberland, Newcastle, North Tyneside, Gateshead, South Tyneside and Sunderland. We also have a number of regional and national specialist services. We have a turnover of around £537 million.

Our main sites are:

- St Nicholas Hospital, Newcastle upon Tyne
- Walkergate Park, Newcastle upon Tyne
- St George's Park, Morpeth, Northumberland
- Hopewood Park, Sunderland
- Northgate, Morpeth, Northumberland
- Monkwearmouth, Sunderland
- Ferndene, Prudhoe, Northumberland
- Carleton Clinic, Cumbria

For 2022-23, the following objectives were agreed

- Make recruitment/progression more inclusive to ensure that the Trust workforce is representative of the population which it serves.
- Implement evidence based initiatives to reduce discrimination faced by our staff.
- Deliver initiatives to improve staff awareness of disability issues and disability equality.
- Deliver initiatives to improve gender equality for staff.

Taking each of those in turn:

Recruitment:

A new Application Support Hub has been created to support candidates from a diverse range of backgrounds through CNTW's recruitment process, although the resources are useful for anyone interested in applying for a role at CNTW.

Freely available on the CNTW website, the hub takes applicants through the recruitment process, sharing advice and detailed explanations at each stage. It includes a detailed explanation of what to include on the application form and how to present the information; tips on how to prepare for an interview; examples of common interview questions; and suggestions for follow up questions to ask at the end of an interview. A list of job fair events and a qualification comparison table as well information on the Trust's recruitment incentive for Medics, Nurses and Pharmacy staff can be found on the hub. The Application Support Hub can be accessed on the CNTW website.

The creation of the hub is the culmination of an extensive piece of work to remove barriers in our recruitment processes to make it more accessible and inclusive. Early in 2023-24 a revised Recruitment Policy and Training for Managers will be released that build on these principles.

EDI Actions 2022-23.

Reduce discrimination faced by our staff:

Roger Kline continued to work with the Trust during 2022. Roger Kline is Research Fellow at Middlesex University Business School. Roger has authored several reports on race equality in the NHS including "The Snowy White Peaks of the NHS" (2014) and Fair to Refer (2019) with Dr Doyin Atewologun and designed the Workforce Race Equality Standard (WRES) . He was joint national director of the WRES team 2015-17.

Roger facilitated a masterclass for the Trust Leadership Team and a further three masterclasses open to all staff. During these masterclasses we listened to some of our current staff talk about their experiences working in the Trust, discussed our responsibilities as appointing officers and line managers in terms of Equality, Diversity and Inclusion and heard from Roger about what the research says about fair recruitment and career progression.

We all deserve a workplace where we are respected and supported; where positive behaviours are encouraged, modelled and appreciated; where poor behaviours including bullying are addressed, not tolerated; and where staff are supported to safely challenge negative behaviour and this is the aim of the Respectful Resolution initiative from the organisation A Kind Life.

Six members of staff from the Trust were trained in the Respectful Resolution techniques late in 2021 and began to roll out Respectful Resolution Training in 2022-23. The team offer two packages – a half hour introduction session, or ninety minutes where the techniques are explored in greater depth.

There is also an intranet page. On this page is a suite of resources, a pathway, for staff to help create a safe culture and address issues of behaviours that are inappropriate. These guides contain practical tools to help you decide the best route forward and start to take appropriate action.

EDI Actions 2022-23.

To improve staff awareness of disability issues and disability equality:

The Trust partnered with Difference North East – a charity led by and for disabled people, who delivered 20 training sessions for Trust Staff between October 2022 and February 2023. The Training focused upon:

- Challenging the way you think about and act towards disabled people
- Improving inclusion and accessibility for disabled customers, visitors and colleagues
- Promoting greater diversity within the Trust

The Course Covered:

- Fundamentals of disability politics and models of disability
- The portrayal of disability in society
- Stereotyping and implicit bias
- Disability discrimination and the law
- Common barriers to participation
- Disability etiquette – to help or not to help
- Language and terminology
- Planning for change

We also planned delivery of two development programmes for disabled staff and their managers. Both of these programmes have been developed by leading Third Sector disability organisations, We are Purple and Disability Rights UK. Both of these programmes finish early in 2023-24 and we look forward to reporting on them in our next annual report.

EDI Actions 2022-23.

Deliver initiatives to improve gender equality for staff:

Springboard for Women, one of several development programmes offered by Springboard Consultancy, provides women with the inspiration, tools, and confidence boost to enable them to choose what they want to do and to take their next steps (at work, in life) when the time is right for them. The programme seeks to enable women to thrive, helping them to feel more confident, self-aware, assertive. Twenty-one women, from all areas of the Trust, participated in the pilot programme which completed in September. In a break from the usual Springboard format the Trust also engaged with participants Line Managers to help them actively support their members of staff whilst on programme. The pilot was evaluated, key findings from the evaluation were reported, including:

94% felt more confident in:

- Productivity
- Development needs
- Positivity

88% feel more confident in:

- Goal setting
- Communicating
- Assertiveness

At the end of the Springboard Pilot we organised a meeting in October with the 21 participants to explore setting up a group and discussed what its terms of reference would be. It was agreed that a key focus of the group would be consideration of issues to address issues relating to the gender pay gap. We look forward to reporting on the work of this group in next year's report.

EDI Actions 2022-23.

Equality Delivery System (EDS) 2022.

EDS is the foundation of equality improvement within the NHS. First introduced in 2011, revised as EDS2 in 2013 and now as EDS 2022.

EDS provides a focus for the Trust to assess the physical impact of discrimination, stress and inequality, providing an opportunity for us to support a healthier and happier workforce, which will in turn increase the quality of care provided for patients and service users.

EDS 2022 requires us to collect evidence for three key areas:

1. Commissioned or Provided Services

2. Workforce Health & Wellbeing

3. Inclusive Leadership

For our provided services, we collected evidence for Gateshead, Newcastle West and North Cumbria Community Teams.

For evidence for our services, we were assessed as Developing. For workforce health and wellbeing, and inclusive leadership, we were assessed as Achieving.

We know that the evidence shows we need to develop actions to address equality in service provision, and this is reflected in our objectives for 2023-24.

More detail on our EDS rating can be found in Appendix 2.

Workforce Race and Disability Equality Standards.

The most recent CNTW WRES and WDES Annual Report (21/22) was published on 31 March 2022. There have since been some key changes for 2023 collections, which are as follows:

- The collection window for WRES and WDES is 1 May to 31 May 2023.
- Bank WRES data is being collected for the first time this year and the collection window is 1 May to 30 June 2023.
- MWRES (Medical Workforce Race Equality Standard) has changed to a Trust-level collection and the collection window is 1 May to 30 June 2023.

WDES and WRES action plans are to be published to NHS England by 31 October 2023.

WDES 2022 Key Findings

- The recruitment of non-disabled staff to disabled staff when expressed as a ratio is 0.91:1. Disabled applicants are 1.09 times more likely to be appointed compared to non-disabled shortlisted candidates (the ratio was 0.39:1 in 2021).
- A disabled member of staff is 1.7 times more likely to enter into a formal capability process compared to non-disabled members of staff (the figure was 3.72 in 2021).
- 18% of disabled staff felt pressure from their line manager to come to work, compared to 13.5% of non-disabled staff).
- All figures for bullying and harassment by patients, staff or managers demonstrate a worse experience for disabled compared to non-disabled staff.
- 81.3% of disabled staff stated that there had been adequate adjustments for them, compared to 84.3% the previous year.

WRES 2022 Key Findings

- 6.6% of staff in clinical (non-medical) roles were from BAME background and 68.6% were employed at band 5 or below, 43.5% of White staff were employed at band 5 or below.
- 45.5% of medical staff were from BAME background with 55.5% employed at Consultant Grade and 62.5% of White doctors employed at Consultant Grade.
- White job applicants are 2.5 times more likely to be appointed from shortlisting compared to BAME applicants (the figure was 3.5 in 2021).
- BAME members of staff are 2.69 times more likely to be in a formal disciplinary process compared to White staff (the figure was 1.5 in 2021).

WRES 2022 Recommendations:

- We take positive action in line with the Equality Act to attract the BAME applicants and that we adopt those measures for progression in the Trust.
- Diverse shortlisting and interviewing panels – recruiting managers need to be held accountable. Where BAME interviewees are not appointed, justification needs to be given setting out, clearly, the process followed and the reasons for not appointing the BAME candidate.
- Positive action to encourage applications and coaching of existing BAME staff looking to progress in their careers.
- Compulsory training for all recruitment panel members following a package being developed as part of the inclusive recruitment work.
- It is important that managers of Cultural Ambassadors and Staff Network Chairs understand the importance of this Trust-wide role and allow the release of staff to undertake the Ambassador role.
- That we continue with the measures outlined in the Trust's Respect Campaign.
- That we consider, following a Freedom to Speak Up case, that we move to monitor the ethnicity of staff raising issues that result in formal disciplinary investigations – though note that this might lead to a reluctance to raise legitimate concerns about staff for fear of being viewed discriminatory.
- Wider implementation of the Respectful Resolution tools from A Kind Life. This will ensure more issues are addressed at an early informal stage by giving managers the tools and confidence to engage in difficult conversations.

- We should consider how to use non-mandatory training and CPD to improve career progression and promotion for BAME staff.
- That we develop a strand of the Respect Campaign to address bullying, harassment or abuse from patients, relatives or the public.
- That we further develop a PGN to address discrimination against staff from patients and relatives.
- Promote allyship from White Staff to provide appropriate challenge to patients, relatives or the public, when a BAME member is subject to these behaviours.
- That we continue with the activities under the Respect Campaign and monitor efficacy through the Staff Survey, feedback from the Staff Network and other local consultation forums.
- That we identify evidence-based interventions that we can implement to address staff survey disparities.
- A process for stretch opportunities for staff is introduced to help facilitate career progression or promotion.
- That there are specific positive action initiatives to ensure that BAME staff have the skills, experience and confidence to apply for senior positions when they arise.
- That we continue with the activities under the Respect Campaign and monitor efficacy through the Staff Survey, feedback from the Staff Network and other local consultation forums.
- That we identify evidence-based interventions that we can implement to address staff survey disparities.
- Where appropriate the recruitment practices that will be introduced as part of the ongoing review will apply to Board-level recruitment too.

WDES 2022 Recommendations:

- We have had more disclosure of disability in this reporting year, the unknown gap however only closed by 4.4% points from 19% unknown to 14.6%. We need to continue to improve our disclosure rates and will run a further campaign this year which will be backed up by information about why we collect these data and will target managers to encourage disclosure.
- Ensure that the changes to recruitment practices are in line with best practice for disability as outlined by organisations such as the Business Disability Forum and the Recruitment Industry Disability Initiative (RIDI).
- Continue to publicise the Disability passport introduced for staff in December 2020.
- A centralised budget for the delivery of reasonable adjustments to be introduced at the beginning of 2023.
- That we develop a strand of the Respect Campaign to address bullying, harassment or abuse from patients, relatives or the public.
- Promote allyship from non-disabled staff to provide appropriate challenge to patients, relatives or the public, when a Disabled member of staff is subject to these behaviours.
- We continue with the activities under the Respect Campaign and monitor efficacy through the Staff Survey, feedback from the Staff Network and other local consultation forums.
- That we work with our staff network and Disability-led organisations to identify evidence-based interventions that we can implement to address staff survey disparities.

- A process for stretch opportunities for staff is introduced to help facilitate career progression or promotion.
- That there are specific positive action initiatives to ensure that Disabled staff have the skills, experience and confidence to apply for senior positions when they arise.
- That we look to best practice from Disability Confident Leaders to see if there are further measures that we can consider implementing.
- The focus groups to be held with Disabled Staff this year discuss the disparities in experiences that are highlighted from Staff Survey results and seek to explore the implementation of ideas that emerge from the discussions that might address the issues.
- That recommendations for recruitment relating to Disability are where appropriate applied to Board membership.

The NHS England WDES Innovation Fund supports NHS trusts to develop innovative programmes of work, to improve the working lives of NHS disabled staff, with bids aligned to one or more of the WDES metrics.

In July 2022 we made a bid for this funding to develop training and resource packs for our Workforce staff and managers of disabled staff.

We are pleased to announce this bid was successful and we have commenced work with our Disabled Staff Network and Difference North East, to coproduce this work which will improve disability awareness and equality within the Trust.

The work will particularly support the delivery of the Central Fund for reasonable adjustments which was introduced early 2023. We look forward to reporting on the outcomes of this work in our 2023/24 Annual Report.

Workforce Disability Equality Standard Innovation Fund.

We all deserve a workplace where we are respected and supported; where positive behaviours are encouraged, modelled and appreciated; where poor behaviours including bullying are addressed, not tolerated; and where staff are supported to safely challenge negative behaviour.

The Respect Campaign has been successfully rolled out across the Trust. Following 'Train the Trainer' workshops from A Kind Life in 2021, CNTW now have internal facilitators to deliver a Respectful Resolution Programme which underpins our Trust Values. The programme provides helpful tools and guides staff through the process of developing team values, reflecting on and identifying behaviours, initiating respectful conversations, and supporting resolution with colleagues. The goal is for teams to create a 'safe space' culture and to reduce the need for formal processes.

The Trustwide sessions started in October 2022 and have been very successful in terms of attendance and teams are even requesting bespoke individual sessions from our facilitators.

A suite of resources are available on the Intranet page and can be accessed by all staff.

Respectful Resolution.
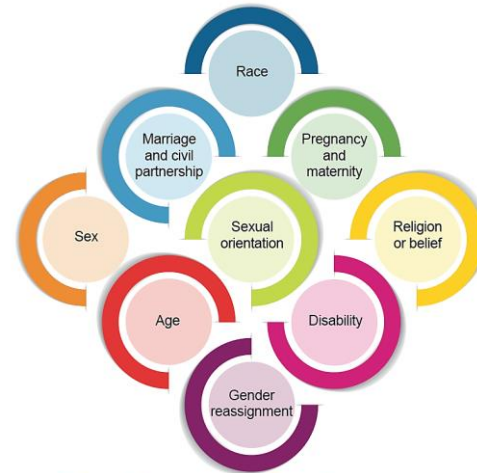
Staff Networks.

All of the networks have developed action plans and have been supported by budgets for activities, release time for network chairs and administrative support. Network chairs met regularly with the Equality and Diversity Lead to talk about cross-cutting issues as well as Network Chair and Executive Director meetings. We have a central fund for equality and diversity which the networks can submit bids to for initiatives that will support key work that will help address Trust-wide actions, funding that is in addition to the network budgets. The following sections provide highlights of staff network activities during 2022-23:

Black History Month Event

This hybrid event took place on 28th October 2022 and was open to all staff and volunteers. Those who attended in person were welcomed by a Caribbean steel band and were able to sample a selection of cuisines which celebrate Black History. The theme for 2022 was 'Black Health And Wellness' and the following prestigious speakers attended:

- Ije McDougall: Chairperson & CEO for Kairos Initiative and Magistrate for UK ministry of Justice
- Dr Adam Rutherford: Scientist, Writer and Broadcaster
- Kanzeez Shaid: Head of Community Engagement for Rethink Mental Illness

Race Equality Week

This took place 6-12 February 2023 and staff were encouraged to take part in five 5-minute challenges across five days. The important, reflective challenges came from the organisation Race Equality Matters and further resources were shared with staff via the Cultural Diversity Staff Network Intranet page.

Disability History Month

This event was hosted virtually by Nicky Clark (Co-Chair Disabled Staff Network), Lynne Shaw (Exec Director of Workforce & OD) and Chris Rowlands (Trust Equality, Diversity & Inclusion Lead) on 14th December 2022. The event was a celebration of the changes made and the progress society has made over the last 100 years.

Disability Pride Month

Disability Pride Month took place in July 2022 and has been described as a month to 'accept and honour each person's uniqueness' and 'promote visibility and mainstream awareness' of positive pride felt by people with disabilities. Resources and information were shared with staff via the CNTW Bulletin.

LGBTQ+ History Month Conference

This conference took place both in person and online on 24th February 2023. The aim this year was to spotlight those identities in our beautiful diverse rainbow whose voices we seldom hear. Special guests and speakers included:

- Owen Hurcum: Former Mayor of the city of Bangor, Wales and author of 'Don't Ask About my Genitals: An Introductory Manifesto to Trans and Non-Binary Equality'.
- Eyes Open: A regional steering group who raise awareness of HIV and support World Aids Day.
- Angela Brudenell: Speaker of Lived Experience and employee of Northumberland Pride.
- James Haslam: Creator of Elberace, Entertainer & Speaker.
- Ken Jarrold CBE: The Chair of the CNTW NHS Foundation Trust who shares life experiences as an older gay man.
- James Hecker: Speciality doctor in old age psychiatry/dementia and is LGBT+ and elderly.
- Michael T Ogilvie: a local North-East singer/songwriter.

Staff Networks Continued.

Trust Execs Sign LGBT+ Network's Pledge Against Hate & Trans Ally Pledge

Created by the Trust's LGBT+ Staff Network in 2022, the pledges set out that everyone, regardless of sexual orientation, gender identity or expression, deserves respect and to feel safe and supported.

By signing, staff at the Trust pledge to challenge all instances of transphobia, biphobia, and homophobia and to stand by the LGBT+ community. They promise to ensure that CNTW will fully promote inclusivity, equality, and diversity for all of its staff and service users.

The Trans Ally Pledge allows staff to be visible allies to Trans, Non-Binary, and Gender Diverse people, creating safe spaces for people to talk about gender, the issues they are facing, and that the allies will help to ensure that CNTW is an inclusive workplace.

CNTW is a leading provider of mental health and disability services in the North East and North Cumbria.

Transgender Remembrance Day

The LGBT+ Staff Network at Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust (CNTW) invited entrants to submit poems or art pieces related to the impact of transphobia or what it means to be transgender. The competition was part of CNTW's partnership with Northumberland Pride on the Road.

The winning entry by Louise Charlton, titled Me, was read out before the Transgender Remembrance Day vigil on 20 November 2022 in Hexham.

Northumberland Pride on the Road

In 2022 the CNTW sponsored Northumberland Pride on the Road taking Pride events into local community spaces, members of the Network attended events in Alnwick, Blyth, Bedlington and Hexham engaging with the communities alongside other organisations, signposting people to resources and information, as well as discussing wellbeing techniques, mindfulness and running laughing yoga sessions.

LGBT+ Network Rounders Match

In August 2022 the Trusts LGBT+ Network hosted a LGBT+ rounders match at St Nicholas Hospital, LGBT+ Networks from North East Ambulance Service, Northumbria Police, Newcastle Hospitals and Northumbria NHS took part with the team from North East Ambulance Service narrowly winning the day.

Pansexual Visibility Day 2022

The Trusts LGBT+ Network created a series of videos feature members of the Network as part of Pansexual Visibility Day to debunk some of the most common myths about pansexuality. These were shared on social media, and accessible through the staff intranet page.

Staff Networks Continued.

Mind, Health and Wellbeing Network

The Mind, Health and Wellbeing Network is a safe space for people to come and talk about how our wellbeing is affected by work and how our wellbeing affects us at work too. The network is open to all staff, students and apprentices within the Trust.

The network often have a guest speaker to share their expertise or to talk about the support they're offering to staff.

The three main aims for the network are:

1. Communication
2. Provision of cafés
3. Creating psychological safety within the Trust

On Friday 24 March 2023, the Network hosted an Away Day which focused on Kundalini yoga, nourishing vegan food, tarot cards, meditation, shakti dance and sound healing with reiki. Staff who attended the away day reported feeling relaxed, rejuvenated, and listened-to. It was the first of its kind for the network and there are hopes more sessions like this can continue for staff wellbeing.

Veterans Network

The network aims to ensure the Trust provides support to staff who are connected with the armed forces. It is key to helping the Trust fulfil its duties under the Armed Forces Covenant and the requirements of being a Veterans Aware organisation.

It is open to staff who are part of the reserves or cadets, who have served within any branch of the armed forces, and those with family or partners who are currently serving or veterans. Staff with responsibilities for the Trust's specialist services for veterans are also involved. The following key events took place:

- Armed forces day - 25 June 2022
- Supporting armed forces children online workshop - 20 July 2022
- Veteran PTSD loneliness study co-production event - 30 November 2022

Stonewall Diversity Champions.

CNTW has secured Stonewall's Silver award for leading LGBTQ+ inclusive employers, and climbed 193 places in their employer rankings!

Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust has received Stonewall's Silver award, which recognises exceptional employers who are committed to supporting the LGBTQ+ community.

The award was announced as part of the release of Stonewall's Top 100 Employers List, the UK's leading ranking of employers from public, private and third sectors on how inclusive their workplaces are.

This year CNTW is ranked at 164th in the list, having climbed an impressive 193 places since entering Stonewall's ranking at 357th on the list in 2020.

This programme supports health and care organisations to create more inclusive workplace cultures, where difference is welcomed and celebrated. Forty-eight organisations from across health and care have joined the 2022/23 programme starting in September 2022 (including CNTW). The year-long programme includes four face-to-face interactive modules, specialist virtual masterclasses in partnership with our colleagues at the Employers Network for Equality and Inclusion (ENEI). It also includes access to leading industry experts, good practice, guidance and resources.

Built on a foundation of over ten years' experience of delivering a successful diversity and inclusion partners programme, this initiative will provide thought leadership, tools and tips to help put your organisation at the forefront of equality, diversity and inclusion (EDI) practice.

Underpinned by the NHS values, the programme supports:

- leaders to integrate the latest sustainable diversity and inclusion practices.
- the creation of culturally appropriate and inclusive services to meet the needs of a diverse range of patients and care service users.
- organisations to be the best employers and service providers they can be.
- efforts to achieve the requirements of NHS and other external benchmarks and standards.

NHS Employers: Diversity in Health and Care Partners Programme.

Equality Objectives 2023-2024.

Ensuring service users have required levels of access to the service

We know from the analysis of data in our Equality Delivery System 2022 submission that we need better information on the protected characteristics of our service users. We will therefore:

- Work with the localities to ensure that there is an effective way to record these and that staff are given support and resources to ensure they feel confident in collecting these.

We know from the analysis of data in our Equality Delivery System 2022 submission that we should do more to engage with communities and groups across the population which we serve. We will:

- Seek to develop meaningful relationships with communities, groups and organisations to:
  - Remove or minimise disadvantages suffered by people due to their protected characteristics.
  - Take steps to meet the needs of people from protected groups where these are different from the needs of other people.
  - Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Ensuring when at work, staff are free from abuse, harassment, bullying and physical violence from any source.

Whilst we know from the analysis of data for EDS 2022 that we have a number of measures in place to address this, we also know that there is much more that we can do. We will therefore:

- Introduce across the Trust a procedure to address abuse by service users or carers of staff for a reason related to protected characteristic.
- Develop a leadership module to address inclusion.
- Work with Staff Networks on developing safe spaces for staff to ask questions to improve their knowledge on equality, diversity, inclusion and cultural competency.
- Roll out the training and resources from the WDES Innovation Fund.
- Working in conjunction with our staff networks to Introduce active allyship initiatives.
- Work with Stonewall on improving our performance in the Workplace Equality Index, with the goal of reaching the top 100 employers in the next two years.

Ensure we effectively identify equality and health inequalities related impacts and risks and how they will be mitigated and managed

From our analysis of EDS 2022 evidence and discussions with the Trust's Policy Team, we know that there is more that can be done to identify the potential impacts our policies, procedures and functions have, so that we can show and provide assure that potential risks and impacts will be effectively mitigated and managed. This year we will therefore:

- Completely revise our equality analysis toolkit and provide up to date guidance for policy authors in how to complete this assessment.
- Ensure that all staff networks are effectively engaged in the discussions of the potential impact that a policy may have by monitoring the policy consultation process.
- EDI to run regular surgery sessions to provide advice for policy authors and managers around the potential impacts a procedure or function may have.

Appendices.

1. WRES / WDES Data Collection 2022
2. EDS 2022 Summary and Report Highlights
3. Equality & Diversity Data 2022

Appendix 1
WRES and WDES Data Collection 2022

Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Non Clinical workforce	**Verified figures**	**Verified figures**	**Verified figures**
Under Band 1	12	1	0
Band 1	1	0	0
Band 2	224	4	3
Band 3	434	10	4
Band 4	317	6	4
Band 5	160	9	2
Band 6	119	2	3
Band 7	79	1	1
Band 8A	38	0	0
Band 8B	35	1	0
Band 8C	2	0	0
Band 8D	2	0	0
Band 9	1	0	0
VSM	4	0	0

Appendix 1
WRES and WDES Data Collection 2022

Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce

Clinical workforce	WHITE	BME	ETHNICITY UNKNOWN/NULL
	Verified figures	Verified figures	Verified figures
Under Band 1	0	0	0
Band 1	1	0	0
Band 2	18	2	0
Band 3	1540	158	12
Band 4	324	14	2
Band 5	597	78	6
Band 6	1450	67	19
Band 7	767	27	10
Band 8A	242	13	7
Band 8B	105	4	0
Band 8C	67	3	1
Band 8D	19	1	0
Band 9	2	0	0
VSM	1	0	0
Consultants	110	87	0
of which Senior medical manager	1	1	0
Non-consultant career grade	46	58	0
Trainee grades	10	8	0
Other	9	3	12

Appendix 1
WRES and WDES Data Collection 2022

Relative likelihood of staff being appointed from shortlisting across all posts

	WHITE	BME	ETHNICITY UNKNOWN/NULL
	Verified figures	Verified figures	Verified figures
Number of shortlisted applicants	5828	3115	143
Number appointed from shortlisting	648	139	140
Relative likelihood of appointment from shortlisting	11.12%	4.46%	97.90%
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	2.49		

Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Number of staff in workforce	6736	557	86
Number of staff entering the formal disciplinary process	36	8	0
Likelihood of staff entering the formal disciplinary process	0.53%	2.69%	0.00%
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff			

Appendix 1
WRES and WDES Data Collection 2022

Relative likelihood of staff accessing non-mandatory training and CPD

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Number of staff in workforce			
Number of staff accessing non-mandatory training and CPD:			
Likelihood of staff accessing non-mandatory training and CPD			
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff			

Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	WHITE	BME
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	29.4%	44.6%
Total Responses	2955	175

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

	WHITE	BME
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	15.5%	24.1%
Total Responses	2952	174

Appendix 1
WRES and WDES Data Collection 2022

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

	WHITE	BME
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	67.3%	54.3%
Total Responses	2930	173

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months

	WHITE	BME
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months	5.1%	14.4%
Total Responses	2943	174

Percentage difference between the organisations' Board voting membership and its overall workforce

	White	BAME	Unknown
Total Board Members	13	1	0
Voting Board Members	13	1	0
Exec	5	1	0
NED	8	0	0

Trust Board BAME 7.14%

Trust Workforce BAME 7.5%

Appendix 1
WRES and WDES Data Collection 2022

	Disabled	% Disabled	Non-disabled	% Non-disabled	Unknown/Null	% Unknown/Null	Total
1a) Non Clinical Staff							
Under Band 1	1	7.7%	12	92.3%	0	0.0%	13
Bands 1	0	0.0%	1	100.0%	0	0.0%	1
Bands 2	14	6.1%	189	81.8%	28	12.1%	231
Bands 3	32	7.1%	365	81.5%	51	11.4%	448
Bands 4	32	9.8%	270	82.6%	25	7.6%	327
Bands 5	17	9.9%	139	81.3%	15	8.8%	171
Bands 6	2	1.7%	101	84.2%	17	14.2%	120
Bands 7	3	3.7%	69	85.2%	9	11.1%	81
Bands 8a	4	10.5%	30	78.9%	4	10.5%	38
Bands 8b	0	0.0%	30	83.3%	6	16.7%	36
Bands 8c	0	0.0%	2	100.0%	0	0.0%	2
Bands 8d	0	0.0%	2	100.0%	0	0.0%	2
Bands 9	0	0.0%	1	100.0%	0	0.0%	1
VSM	0	0.0%	4	100.0%	0	0.0%	4
Other (e.g. Bank or Agency) Please specify in notes.	2	3.6%	42	75.0%	12	21.4%	56
Cluster 1: AfC Bands <1 to 4	79	7.7%	837	82.1%	104	10.2%	1020
Cluster 2: AfC bands 5 to 7	22	5.9%	309	83.1%	41	11.0%	372
Cluster 3: AfC bands 8a and 8b	4	5.4%	60	81.1%	10	13.5%	74
Cluster 4: AfC bands 8c to VSM	0	0.0%	9	100.0%	0	0.0%	9
Total Non-Clinical	107	7.0%	1257	82.1%	167	10.9%	1531

Appendix 1
WRES and WDES Data Collection 2022

	Disabled	% Disabled	Non-disabled	% Non-disabled	Unknown/Null	% Unknown/Null	Total
1b) Clinical Staff							
Under Band 1	0		0		0		0
Bands 1	1	100.00%	0	0.00%	0	0.00%	1
Bands 2	5	25.00%	14	70.00%	1	5.00%	20
Bands 3	108	6.32%	1297	75.85%	305	17.84%	1710
Bands 4	31	9.12%	273	80.29%	36	10.59%	340
Bands 5	50	7.34%	510	74.89%	121	17.77%	681
Bands 6	120	7.81%	1243	80.92%	173	11.26%	1536
Bands 7	44	5.47%	674	83.83%	86	10.70%	804
Bands 8a	18	6.87%	226	86.26%	18	6.87%	262
Bands 8b	2	1.83%	96	88.07%	11	10.09%	109
Bands 8c	2	2.82%	59	83.10%	10	14.08%	71
Bands 8d	4	20.00%	15	75.00%	1	5.00%	20
Bands 9	0	0.00%	2	100.00%	0	0.00%	2
VSM	0	0.00%	1	100.00%	0	0.00%	1
Other (e.g. Bank or Agency) Please specify in notes.	23	3.5%	460	70.1%	173	26.4%	656
Cluster 1: AfC Bands <1 to 4	145	7.0%	1584	76.5%	342	16.5%	2071
Cluster 2: AfC bands 5 to 7	214	7.1%	2427	80.3%	380	12.6%	3021
Cluster 3: AfC bands 8a and 8b	20	5.4%	322	86.8%	29	7.8%	371
Cluster 4: AfC bands 8c to VSM	6	6.4%	77	81.9%	11	11.7%	94
Total Clinical	408	6.6%	4870	78.4%	935	15.0%	6213
Medical & Dental Staff, Consultants	10	5.08%	136	69.04%	51	25.89%	197
Medical & Dental Staff, Non-Consultants career grade	7	7.87%	64	71.91%	18	20.22%	89
Medical & Dental Staff, trainee grades	0	0.00%	20	86.96%	3	13.04%	23
Total Medical and Dental	17	5.50%	220	71.20%	72	23.30%	309
Number of staff in workforce	532	6.61%	6347	78.82%	1174	14.58%	8053

Appendix 1
WRES and WDES Data Collection 2022

Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

	Disabled	Non-disabled
Number of shortlisted applicants	895	10756
Number appointed from shortlisting	65	711
Likelihood of shortlisting/appointed	0.072	0.066
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	0.91	

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

	Disabled	Non-disabled
Total Number of Staff	532	6347
Average number of staff entering the formal capability process over the last 2 years. (i.e. Total divided by 2.)	0.5	3.5
Likelihood of staff entering the formal capability process	0.00094	0.00055
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	1.70	

Appendix 1
WRES and WDES Data Collection 2022

Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	34.0%	28.8%
Total Number of Responses	1004	2127

Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	11.6%	4.9%
Total Number of Responses	999	2112

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	15.2%	11.1%
Total Number of Responses	995	2099

Appendix 1
WRES and WDES Data Collection 2022

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	Disabled	Non-disabled
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	66.1%	67.7%
Total Number of Responses	392	643

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion

	Disabled	Non-disabled
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	61.6%	68.9%
Total Number of Responses	999	2106

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	Disabled	Non-disabled
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	18.0%	13.5%
Total Number of Responses	645	951

Appendix 1
WRES and WDES Data Collection 2022

Percentage of staff satisfied with the extent to which their organisation values their work

	Disabled	Non-disabled
Percentage of staff satisfied with the extent to which their organisation values their work	45.5%	51.1%
Total Number of Responses	1009	2121

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

	Disabled
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	81.3%
Total Number of Responses	615

Staff engagement score (0-10)

	Disabled	Non-disabled
Staff engagement score (0-10)	6.8	7.2
Total Number of Responses	1008	2131

Appendix 1
WRES and WDES Data Collection 2022

Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

	Non-Disabled	Disabled	Unknown
Total Board Members	14		0
Voting Board Members	13	1	0
Exec	6	0	0
NED	7	1	0

Appendix 2
Equality Delivery System 2022
Summary

- The EDS 2022 Action Plan is being developed in accordance to the EDS findings, and is being incorporated into the Equality, Diversity & Inclusion (EDI) Action Plan for 2023-24.
- The EDI Action Plan 2023-24 is currently being finalised and will be submitted to People Committee in July 2023.
- A comprehensive analysis of EDS 2022 will be going to the Trust Board in May 2023, after which it will be published and uploaded to https://www.cntw.nhs.uk/about/equality/

Appendix 2 - Equality Delivery System 2022 Report Highlights

Domain 1: Commissioned or provided services

Gateshead, Newcastle and North Cumbria teams: Gateshead East CTT, Gateshead West CTT, Newcastle East Psychosis/Non Psychosis CTT, Newcastle West Psychosis/Non Psychosis CTT, EIP Gateshead, ARMS, EIP Newcastle, Individual Placement Support, Newcastle memory Service, North Cumbria ARMS, North Cumbria EIP, North Cumbria, West CTT, North Cumbria East CTT, North Cumbria CAMHS, North Cumbria Memory and Later Life West, North Cumbria Memory and Later Life East

Domain	Outcome	Evidence	Rating
Domain 1: Commissioned or provided services	1A: Patients (service users) have required levels of access to the service	Data is from 01/01/22 – 01/01/23: Most of the service users accessing services are of White British ethnicity (80.2%) with 'not stated' as the second highest. The population breakdown of CNTW area is majority White British. Gender split is 54.8% female to 45.1% male for referrals into the services during the period. For religious belief, the majority of service users have 'unknown religion' (83.6%) followed by 'Christian' and then 'None'. The majority of referrals come from the local North East Region however there are referrals from come from all over the UK (based on client postcode area). Waiting times analysis for those waiting over 18 weeks to assessment and treatment reflects the above. The vast majority of those waiting over 18 weeks for assessment and treatment are from White British background with no significant variation by gender.	1
	1B: Individual patients (service users) health needs are met	All service users coming into inpatient wards are screened for physical health needs e.g. smoking status, alcohol use, long term conditions e.g. diabetes. If anyone smokes, then a referral can be made to the smoking service to help quit. There are no restrictions on access to this service in terms of demographics. Physical health needs are managed in a needs-led way and there are no restrictions again. For those on the SMI register, an annual health check is expected to be offered and completed by Primary Care in line with National policy. There are no restrictions with being able to access this offer, however Primary Care struggles to engage with the client group. There is one team in Northumberland that has been commissioned to provide this service on behalf of Primary Care. Waiting times – demographics play no part in the length of time someone waits on the waiting list. If someone is waiting and needs change then there may be intervention provided by CNTW or another organisation to support the individual whilst on a waiting list. This is needs-based and is not influenced by demographics.	1

Appendix 2 - Equality Delivery System 2022 Report Highlights
Domain 1: Commissioned or provided services

Gateshead, Newcastle and North Cumbria teams: Gateshead East CTT, Gateshead West CTT, Newcastle East Psychosis/Non Psychosis CTT, Newcastle West Psychosis/Non Psychosis CTT, EIP Gateshead, ARMS, EIP Newcastle, Individual Placement Support, Newcastle memory Service, North Cumbria ARMS, North Cumbria EIP, North Cumbria, West CTT, North Cumbria East CTT, North Cumbria CAMHS, North Cumbria Memory and Later Life West, North Cumbria Memory and Later Life East

Domain	Outcome	Evidence	Rating
Domain 1: Commissioned or provided services	1C: When patients (service users) use the service, they are free from harm	CNTW recognises that Patient Safety must be integrated into the education and training curriculum of all staff and staff must be provided with adequate time to attend where required. CNTW has a fully developed Academy with responsibility for Learning and Development across the Trust. The Academy covers everything from essential and statutory training, advanced clinical practice and basic numeracy and literacy through to in-house bespoke accredited courses. Data was from the Gateshead, Newcastle and North Cumbria Community Teams. It compares the harm incidents to the % of patients with those protected characteristics within those teams. The harm incidents exclude incidents where the patient was the perpetrator. This data highlights that there were more harm incidents to female patients compared to the percentage of female patients in the service. It also highlights that despite the percentage of patients over 60 being 23% there they accounted for 39% of the incidents within those teams. This is largely due to the higher risk of falls from elderly frail patients. Included in the Academy is the Accredited Learning Centre approved to design, deliver and award courses of study at Academic levels 3 to 6 (from Level 3 (A-Level standard) all the way to Level 6 and 7 (degree and master's degree standard).	2
	1D: Patients (service users) report positive experiences of the service	From Points of You (PoY) we do see that older age groups (65+) have a better experience of services compared to younger age groups (under 18 year olds and 19-24). Poorest experience is with service users that don't state an age, prefer not to say and 19-24 year olds. For the 19-24 age group which had the lowest experience score, there was an almost equal number of positive and negative comments received. Negative relate to communications and patient care and positive comments relate to communications and values and behaviours of the staff. There is minimal difference in experiences of those with and without a disability. Poorest experiences from those who did not answer the question. Feedback broken down by ethnicity shows that Asian/Asian British and Black/African/Caribbean have a better experience however this is based on lower numbers responding to PoY compared to White British who score third highest. Those preferring not to say their age and not stated had a poorer experience however this is based on low numbers of responses with these categories.	1
Domain 1: Commissioned or provided services overall rating			5

Appendix 2 - Equality Delivery System 2022 Report Highlights

Domain 2: Workforce health and well-being

Domain	Outcome	Evidence	Rating
Domain 2: Workforce health and well-being	2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions	Staff currently have access to a range of health support and resources, summarised as follows: Covid-19 workplace risk assessments; centralised reasonable adjustment budget; lunchtime chair yoga; menopause café support group; good mood café support group; meditation café; QUIT Team smoking cessation staff support; A Weight Off Your Mind physical activity staff initiative; internal Staff Psychological Centre; 'Know Your Numbers' staff health checks via Healthworks Newcastle & NPH Group across CNTW sites; Mind Health and Wellbeing Group; Disabled Staff Network; staff Health Wellbeing champions; a wide range of self-help leaflets available to staff on mental health and wellbeing; Staff Wellbeing Hub which supports health and care staff to access what they need to stay mentally well and was set up as a response to the COVID-19 pandemic.	2
	2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source	• Following results of the 2022 annual NHS Staff Survey, the majority of CNTW staff said the people they work with are understanding and kind to one another and also that people are polite and treat each other with respect. High numbers of staff said their manager cares about their concerns and takes effective action to help with any issues they may need support with. Fewer than 6% of staff who responded said they have personally experienced discrimination at work. • The Respect Campaign has been successfully rolled out across the Trust. Following 'Train the Trainer' workshops from A Kind Life, CNTW now have internal facilitators to deliver a Respectful Resolution Programme which underpins our Trust Values. The programme provides helpful tools and guides staff through the process of developing team values, reflecting on and identifying behaviours, initiating respectful conversations, and supporting resolution with colleagues. The goal is for teams to create a 'safe space' culture and to reduce the need for formal processes. Many sessions have been delivered to date and are ongoing, as well as bespoke sessions that have been tailored to individual teams' needs. • Freedom to Speak Up Guardians and Champions - Freedom to Speak Up - Thrive @ CNTW (thriveatcntw.co.uk) • Work ongoing with the EDI and Safer Care Team alongside local Police to address hate crimes that have been reported by staff.	2

Appendix 2 - Equality Delivery System 2022 Report Highlights

Domain 2: Workforce health and well-being

Domain	Outcome	Evidence	Rating
Domain 2: Workforce health and well-being	2C: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source	• Thrive is CNTW's external health and wellbeing website, which is open to both staff and the public. The website is full of useful information and support for emotional health, physical health, benefits & discounts, career development and occupational health. Thrive includes access to resources on emotional, physical, psychological, social, and financial wellbeing • PAM Assist Occupational Health: provides a range of services designed to support and improve staff's overall health and wellbeing • Employee Assistance Programme (via Vivup): staff can access impartial, confidential advice from qualified counsellors • Staff Psychological Centre • Staff Networks • Staff Side and Trade Union support • Freedom To Speak Up Guardians and Champions	2
	2D: Staff recommend the organisation as a place to work and receive treatment	The 2022 Staff Survey results illustrate that CNTW staff feel that their work is important, with 85.9% of staff saying they felt that their role makes a difference to service users and patients. The Trust's commitment to its service users was reflected in the survey results. High numbers of staff who responded said that they feel that the care of patients and services users is a top priority for the organisation and that the organisation acts on concerns raised by patients and service users. 65% of staff in the 2022 Staff Survey stated that they would recommend the Trust as a place to work. 66% of staff in the 2022 Staff Survey state that if a friend or relative needed treatment they would be happy with the standard of care provided by the Trust. Highlights from most recent People Pulse survey The Bulletin - People-Pulse-Survey-Jan-2023.pdf - All Documents (sharepoint.com) show that 84% of respondents stated that colleagues helped one another, 60% stated that the Trust was proactive in supporting their health and wellbeing. 83% stated they felt that they could approach their manager to talk about flexible working.	2
Domain 2: Workforce health and well-being overall rating			8

Appendix 2 - Equality Delivery System 2022 Report Highlights

Domain 3: Inclusive leadership

Domain	Outcome	Evidence	Rating
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	• The Equality, Diversity and Inclusion Steering Group takes place monthly and is chaired by the Executive Director of Workforce and Organisational Development. A wide range of staff attend the meeting from localities, CBUs and Staff Networks. The meeting regularly has guest speakers, addresses Trustwide EDI actions and priorities, and receives updates from colleagues with regards to EDI work ongoing • The People Committee (Board Sub-Committee) receives monthly updates from the Equality, Diversity & Inclusion Steering Group and feeds updates through to monthly Trust Board meetings. • Active Executive Director attendance or support at Trust events such as Pride, LGBT+ History Month, Black History Month, Disability Leadership Courses etc. • Each staff network has an executive sponsor, a time allowance for co-chairs, and a network budget.	2
	3B: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed	• Board and senior-level meeting papers include 'risks identified' section • Quality Account / Quality Priorities – EDI has been part of the Quality Account for the past three years and is reported on Quarterly. • Gender Pay Gap is discussed at Board each year. • EDI Annual Report is received by Board each year. • WRES / WDES findings and action plan is presented and agreed at Trust Board each year.	2
	3C: Board members and system leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients	• Quality Account / Quality Priorities – EDI has been part of the Quality Account for the past three years and is reported on Quarterly. • Gender Pay Gap is discussed at Board each year. • EDI Annual Report is received by Board each year. • WRES / WDES findings and action plan is presented and agreed at Trust Board each year.	2
Domain 3: Inclusive leadership overall rating			6

Appendix 2 - Equality Delivery System 2022 Report Highlights

EDS Organisation Rating (overall rating): **19**
Organisation name(s): Cumbria, Northumberland, Tyne & Wear NHS Foundation Trust

Those who score **under 8,** adding all outcome scores in all domains, are rated **Undeveloped**
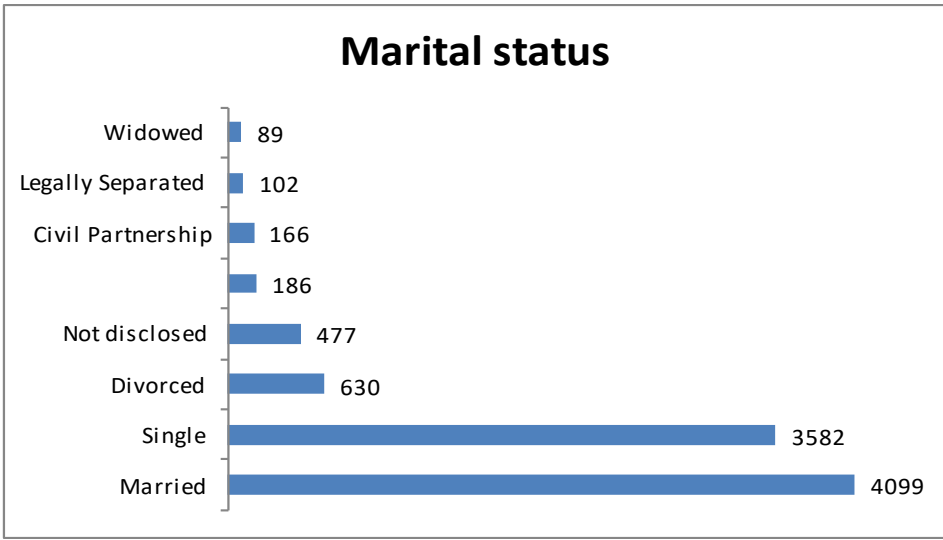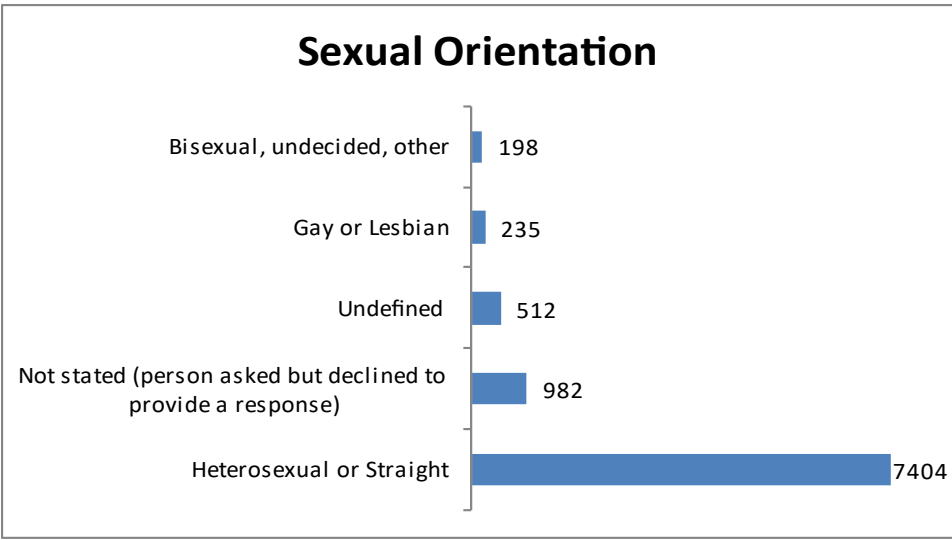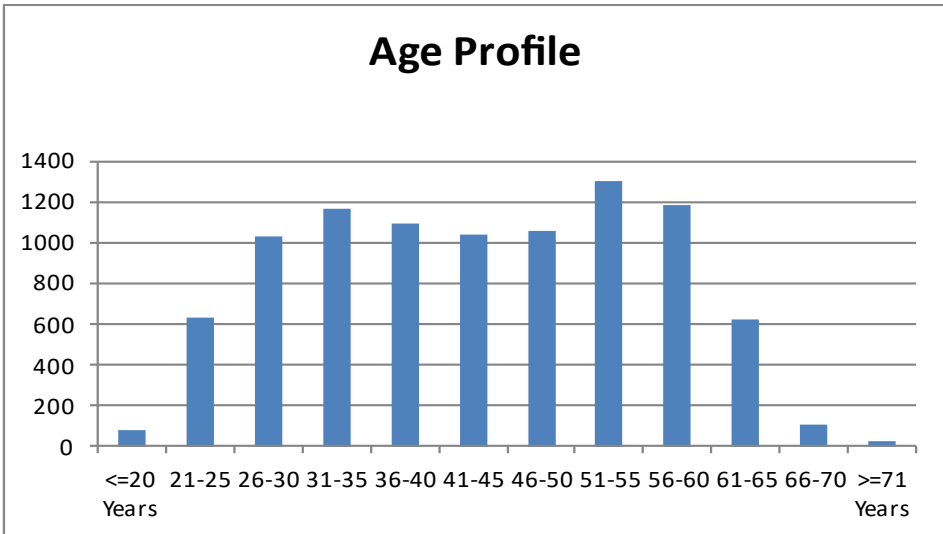
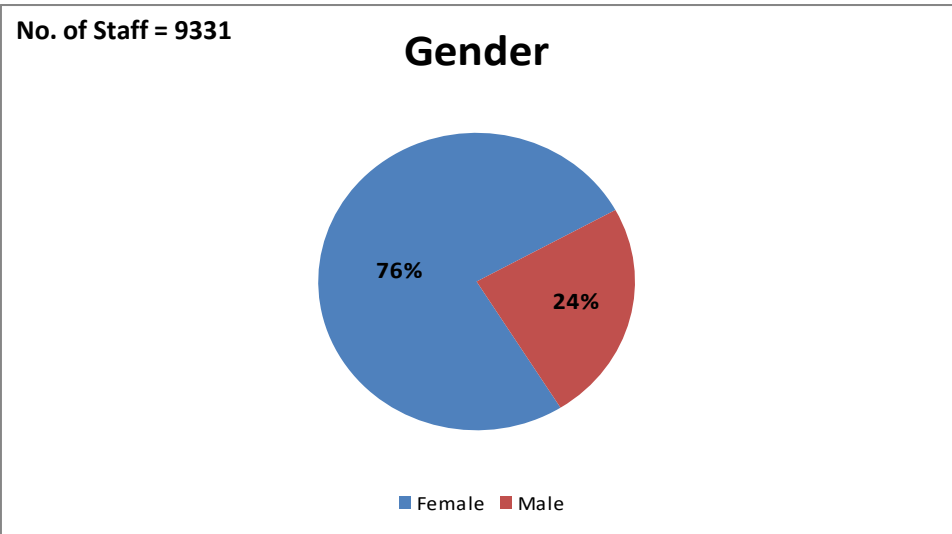Those who score **between 8 and 21,** adding all outcome scores in all domains, are rated **Developing**

Those who score **between 22 and 32,** adding all outcome scores in all domains, are rated **Achieving**

Those who score **33,** adding all outcome scores in all domains, are rated **Excelling**

Appendix 3
Equality & Diversity Data as at 4 April 2022

No. of Staff = 9331

Gender

- Female: 76%
- Male: 24%

Age Profile

Age Range	Count
<=20 Years	~80
21-25	~630
26-30	~1030
31-35	~1170
36-40	~1090
41-45	~1040
46-50	~1060
51-55	~1300
56-60	~1190
61-65	~620
66-70	~100
>=71 Years	~20

Sexual Orientation

Category	Count
Bisexual, undecided, other	198
Gay or Lesbian	235
Undefined	512
Not stated (person asked but declined to provide a response)	982
Heterosexual or Straight	7404

Marital status

Category	Count
Widowed	89
Legally Separated	102
Civil Partnership	166
	186
Not disclosed	477
Divorced	630
Single	3582
Married	4099

Appendix 3
Equality & Diversity Data as at 4 April 2022

Ethnicity

Category	Value
Asian Kashmiri	1
Asian Tamil	1
Black British	3
White	8381
Other	57
	4
Not disclosed	79
Mixed	106
Black	426
Asian	273

Disability

Category	Value
Yes	770
Unspecified	338
Not declared	692
No	7531

Religious belief

Category	Value
Sikhism	18
Buddhism	38
Hinduism	69
Islam	98
No Information	511
Other (incl Judaism and Jainism)	1035
Not disclosed	1551
Atheism	1804
Christianity	4207