



**We are Bradford:** we value diversity and champion inclusion

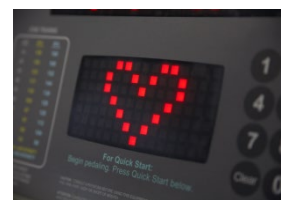
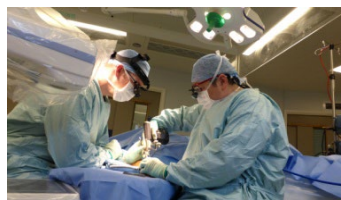


**Bradford Teaching Hospitals**  
NHS Foundation Trust

# Equality, Diversity & Inclusion

## The Trust's approach, progress and future direction.

**Kez Hayat, Head of Equality, Diversity & Inclusion**  
**(Trust Board – 10<sup>th</sup> November 2022)**



***Together, putting patients first***

# Overview & Contents

The purpose of this presentation is to provide an annual update on the Trust's approach and progress to EDI, including our future direction.

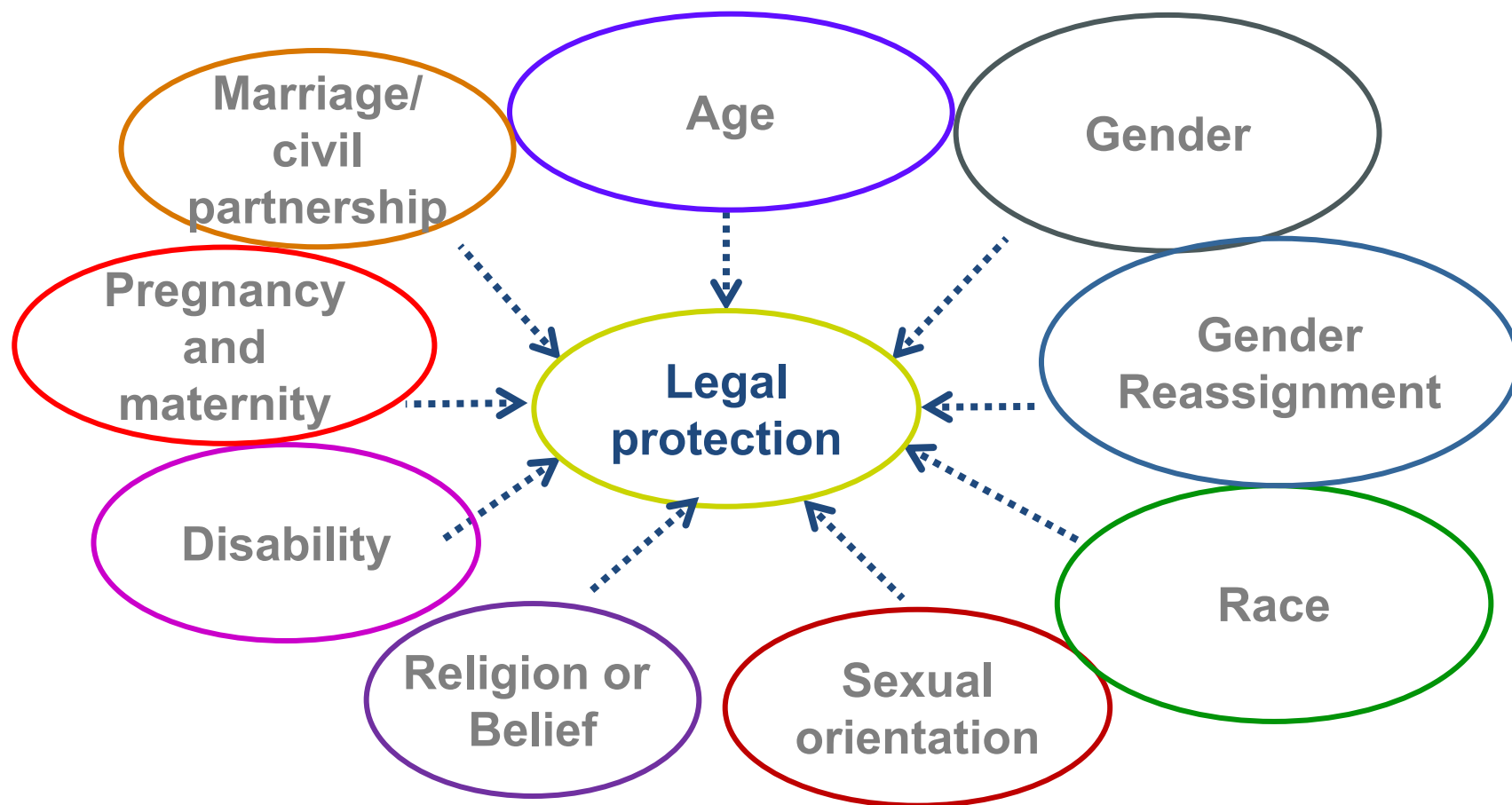
The presentation will also highlight our progress and direction on race, disability and gender equality  
(contractual mandated areas)

# EDI Landscape, Contractual & Legal Obligations



# Equality Act 2010

## Protected Characteristics



# Equality Act 2010 – General Duty

A public authority must, in the exercise of its functions, have due regard to the need to:

Eliminate discrimination, harassment and victimisation

Advance equality of opportunity amongst protected characteristics

Foster good relations between protected characteristics

# Our approach to EDI

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- Dedicated and committed EDI Team who's role is to help facilitate and advance the EDI agenda across the Trust.
- Strategic Equality and Diversity Council, chaired by CEO to help us identify and align our workforce and population health inequalities priorities.
- People Academy – Workforce with staff networks represented at each meeting
- Wider focus on Inclusion & Belonging recognising 'intersectionality' (NHS People Plan, Regional People Plan & District wide focus)
- Increased focus on engagement and Involvement (communities and workforce)
- Equality Impact Assessments – Identifying impact on the 9 protected groups

# Our achievements - Race Equality



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## Last 12 months:

We have continued to raise the profile of race equality across the Trust in partnership with our staff equality networks – increased focus on engagement with co-produced WRES action plan reviewed and approved.

Workforce representation – we achieved our 35% target in terms of being representative of the communities we serve

Successfully reviewed and refreshed the role and remit of our staff equality networks to ensure they are 'thriving' in line with national ambitions for staff equality networks. All networks were re- launched in May 2022 as part of the National Staff Equality Networks Day and in line with National Inclusion Week.

Successful review and refresh of the recruitment and selection policy with elements of EDI weaved into the R&S training, this is now mandatory for anyone involved in R&S.

Successfully rolled out a reciprocal mentoring scheme aimed at aspiring leaders with executive and non-executive colleagues – two way process

Actively celebrated and promoted Black History Month and other key cultural and religious festivals across the Trust.

*Together, putting patients first*

# Our achievements -Disability Equality



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## Last 12 months:

Increased declaration rates in medical and dental staff groups

Successful in securing WDES Innovation Fund to help raise the profile of disability inclusion across the Trust. A video has been developed of six contributors who share their lived experience of disability and association with disability – very well received across the system.

Continue to support and host Project Search, an initiative aimed at young disabled people with learning difficulties and with the continued aim of meeting our target of employing at least a third of all graduates from the scheme.

Agree to support the council on a similar scheme by offering two placements.

Successfully launched the 'Equality Census' exercise to improve disability disclosure, including production of an FAQ booklet in both paper and electronic format

Actively celebrated International Day of Disabled People, Neurodiversity week and Disability History Month, going forward collaborating and partnering with organisation within the wider system

Introduced a Disability Equality and Disability Leave Policy, recently reviewed and approved



# Progress on Gender Equality

## Last 12 Months:

Gender Equality Reference Group in place led by Pat Campbell - HRD

Our March 2021 data was published in March 2022 and showed some overall improvements to our gender pay gap data:

- 1% increase of women in upper quartile (senior leadership roles)
- 2% increase of women in medical and dental roles
- 1% increase of men in admin and clerical roles

Gender Action Plan in place - Exploring:

- Under-representation of men in nursing and midwifery roles
- Talent Management
- Flexible working (particularly for clinical staff)
- Health and Wellbeing – Menopause, Carers passport

## International Women's Day 2022

As part of IWD celebrations a panel of senior women came together exploring and examining women in senior leadership roles, very well received and we will build on this for future year.

# Draft EDI Objectives

## Plans for 2023-2025

### **Objective 1    Education, Empowerment and Support**

Ensure all our staff are aware of their own and the Trust's responsibilities for advancing a culture of equality of opportunity and fostering good relations, achieved through targeted training and development, with particular focus on cultural competency.

### **Objective 2    Effective Community and Staff Engagement and Involvement**

Build community and staff trust and confidence through effective community engagement and involvement

### **Objective 3    Population Health Inequalities**

Tackle health inequalities and strengthen the system approach to population/place-based health and care management.

### **Objective 4    Promoting Inclusive Behaviours**

Ensure all our staff, contractors, visitors and the wider community are aware of the effects of their behaviour on others and are equipped to challenge and report inappropriate behaviour when they experience or witness it.

### **Objective 5    Reflective and Diverse Workforce**

Develop and enhance our approach to recruitment, selection and promotion to positively attract, retain and support the progression of diverse staff across the Trust.

# Next Steps: “The way forward”

- Proactively work towards improving our performance on WRES & WDES ensuring our workforce is reflective of the communities and patients we serve across all levels of the organisation
- Renewed approach to civility & respect in the workplace – wider culture change including policy change
- Wider focus continues to be around instilling ‘Inclusion & Belonging’ in line with the NHS People Plan
- City wide alignment with local, regional and national priorities i.e Transgender Equality

# Next Steps: “The way forward”

- In process of developing a Trust wide equality, diversity and inclusion strategy featuring a refreshed set of strategic equality objectives, in line with EDI priorities, and in co-production with staff and the wider community, accompanied by an implementation plan.
- Continue with our active involvement, collaboration and partnering with Bradford & Craven District partners on EDI activity utilising the ‘Act as One’ approach

# Questions & Discussion

