

# Equality Report 2021





## Commitment

Publishing our annual Equality, Diversity and Inclusion report provides an opportunity to step



## Introduction

At Salisbury NHS Foundation Trust we respect and value the diversity of our patients, their relatives, carers, and our people and we are committed to meeting the needs and expectations of the diverse communities we serve, providing high quality care.

The Annual Equality Report is a legal requirement and a real opportunity to update the Board and the public on progress being made towards the development of a culture of inclusion as a service provider and an employer, where all people are valued and respected for their individual differences in accordance with the Trust values.

The report also provides the Board and the public with assurance about

commitment to comply with the Public Sector Equality Duty under the Equality Act 2010, our compliance with equality and diversity requirements of the NHS standard contract, NHS Constitution and CQC criteria. (See Appendix C for details of Public Sector Equality Duty requirements).

**Melanie Whitfield**  
Chief People Officer

We are pleased to highlight a number of activities and initiatives which have taken place during the year to help us achieve the aims of the NHS People Promise.

## The People Promise

## Executive Summary

During 2020/21 the Trust continued to celebrate and mark a number of equality, diversity and inclusion events across the year. This report highlights some of those activities.

Our focus is on delivering high quality, safe and person focused care through teamwork and continuous improvement. During 2020/21 the Trust cared for 60,866 patients.

The demographics of our patients, our workforce and our volunteers is included at Appendix A.

As at 31<sup>st</sup> March 2021 our substantive workforce totalled 3,952 this was 89 less than on 31<sup>st</sup> March 2020. A breakdown of starters and leavers is attached at Appendix B.

At that date 666 people were from a Black, Asian or Minority ethnic heritage, this equates to 17% of our total workforce. This was an increase of 28 people since 31<sup>st</sup> March 2020.

The evidence from our Workforce Disability Equality Standard (WDES), Workforce Race Equality Standard (WRES) and our ESR system indicates a lack of progression of BAME and disabled staff from lower to higher pay bands. There is also a reluctance on those from an LGBTQ+ background or those with disabilities to share their status with the Trust.

A number of staff networks have been operating across the Trust over the past few years.

**Rex Webb**  
Head of Diversity & Inclusion



However, the networks are at various stages of development. In the past year there has been a lack of staff engagement with the networks.

The following networks are currently in existence:

- Race Equality Network
- Mental Health First Aiders Network
- Rainbow Shed (LGBTQ+) Network
- Ability Network

In August 2021 an internal EDI Audit was commissioned by the Trust Board. This identified six areas where improvement was needed across the Trust, including EDI strategies, policies, action plans and the governance arrangements being established to oversee progress against the plan.

The Trust is in the process of developing an EDI Strategy in collaboration with The Board, EDI Committee and Staff Networks to address the issues identified by the audit. This will include detailed actions to fully embed EDI and create an inclusive culture over the next three to five years.



## Our Vision

### Our Values

#### How we will work together

We have reflected on our core values and behaviours which have been developed and tested with our staff. These are the characteristics which define how our organisation works, and reflect how we want to be viewed by the communities we serve.

We have restated and refined our values to ensure they remain relevant and drive the way we work towards our strategic priorities as an organisation. In recognising the scale of our current and future challenges, we have added a further value, Progressive. This reflects our desire and commitment to tackle future challenges and opportunities with positivity and a continuous improvement ethos.

**Person Centred and Safe** Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement.

**Professional** We will be open and honest, efficient and act as role models for our teams and our communities

**Responsive** - We will be action oriented, and respond positively to feedback.

**Friendly** - We will be welcoming to all, treat people with respect and dignity and value others as individuals.



## Our Patients

### Why is it important to consider patient experience?

The heart of our success as an organisation is the involvement of our patients, carers, their friends and families and the local population to give them the best experience of care possible. Ultimately by consistently asking people whether they are receiving the care they need, listening to what they are saying and using their feedback to improve services helps people feel more supported and better cared for.

Katrina Glaister has been engaging with patients, carers, their friends and families and other key stakeholders in her role of Head of Patient

Experience since December 2018 and

work by Helen Rynne.

Effective engagement leads to improvement in health service delivery and health outcomes and is part of

The NHS Constitution states:

*Patients and the public are to be involved, directly or through representatives, in the planning*

We have strong and growing links with various third sector organisations





## Hospital Chaplaincy

The Chaplaincy consists of a team of Ecumenical Chaplains who are available to offer religious and spiritual support for peoples of all faiths, or none. A Chaplain is on site during the daytime. The Chapel is open for quiet reflection and prayer. There are regular services that take place in The Chapel (times can be found on The





## Black History Month 2020

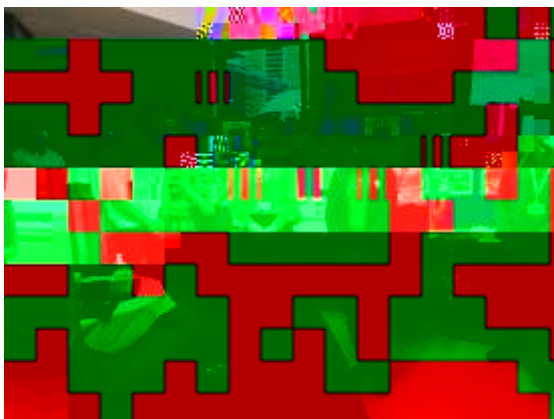
The Communications Team assisted the Race Equality Network to run an event in Springs Restaurant. This gave people the opportunity to showcase their country of origin.



A number of other equality and diversity events which took place during the year were marked by the Trust.



On 3<sup>rd</sup> December 2020 to celebrate the UN International Day of Persons with Disabilities we flew the Purple flag supporting #PurpleLightUp. An initiative which has been driving momentum for disability inclusion across hundreds of organisations since 2017.



The Communications team also assisted with the "The Importance of a Name" initiative by recording words and video.



The Trust flew the rainbow flag in support of our LGBTQ+ staff and communities to celebrate LGBTQ+ History month in February and pride month in June.





A further project, lead by the communications team was the establishment of a number of rainbow crossings on the hospital site. These were installed in recognition and support of our LGBTQ+ staff and patients.

## Staff Networks

The Trust has a number of staff networks which are at different stages of development across. They have been attempting to continue to operate despite the effects that the pandemic has had on face to face meetings.

During the year we have identified Executive Sponsors for each of the following networks:

- Race Equality Network (formally known as the BAME Forum)
- Rainbow Shed (LGBTQ+) Network
- The Ability Network

- EU Staff Network

- Network.

To be effective tools to improve inclusivity and tackle discrimination at work, staff networks need to function as vehicles for employee voice at an individual and collective level.





## Kelly Kerrigan, Chair

It has been difficult to commit the time  
I would have wanted to the network





## Rainbow Shed LGBTQ+ Network

There has been a lack of engagement from staff with the Rainbow Shed network in 2020/21. Two members of staff have championed the network and made attempts to attract members without success.

At the present time the staff members involved are working with the executive sponsor to review the current network structure and aims.

## Ability Network

Unfortunately the Ability Network has not been active through 2020/21. The Lead for this network had to stand down and plans are in hand to recruit a new lead.

During the year many staff who identify with disabilities have been self-isolating or working from home. This has limited the opportunities to meet face to face within the Trust.

## Review



## Trust Board Development Day - EDI

In August 2021 the Trust Board scheduled an equality, diversity and inclusion training session on the Trust Board Development Day that month.

A number of colleagues from the Race Equality Network attended the session to share their lived experience of working within the Trust.

*%@!^& Á Á ^||-known saying that to understand someone else's experience of life you should walk a mile in their shoes. This can be good advice when you are talking about someone from a similar background or culture. It is more difficult to*

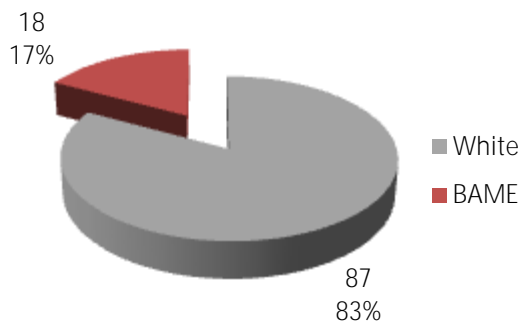
# Freedom To Speak Up Program

The number of concerns raised to the FTSUG has increased from 85 cases during 2019-20 to 105 cases, which is an increase of 23.5% during 2020-21. Of these, 17 concerns were Covid-19 related which may have contributed to this significant increase. Where issues are complex external investigations commissioned by the Executive Team have taken place.

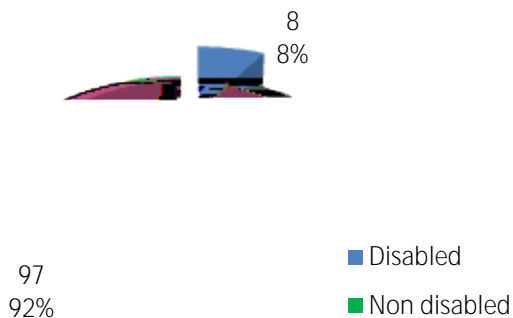


**Lizzie Swift**  
Freedom To Speak Up Guardian

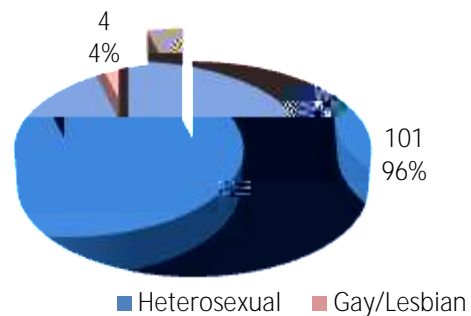
As of the 31<sup>st</sup> March 2021 17% of the Trust workforce identified as being from a BAME background. 18 of those who raised concerns were from a BAME background, this equates to 17% of cases. This is representative of the workforce.



A total of 8 people who raised concerns shared that they had some form of disability.



4 people who raised concerns identified as gay or lesbian.



The FTSUG is in regular contact with the Guardians at Royal United Hospitals Bath and also Great Western Hospitals. This relationship is key for peer support, benchmarking and working together to push the Speaking Up agenda forwards as part of the BSW partnership.







## EDI Committee

The Trust EDI Committee continued to meet via Teams during the year.

### Membership:

- Non-Executive Director (Chair)
- Chief People Officer
- Chief Nursing Officer
- Associate Director of Education, Inclusion, Comms & Engagement
- Freedom To Speak Up Guardian
- Head of Diversity and Inclusion
- Directorate Senior Nurse
- Directorate General Manager
- Staff Side Representative
- Head of Patient Experience
- Head of Communications
- Trust Governor
- Race Equality Network



# Internal PwC Audit 2020/21

## Audit Approach

In 2020/21 the Trust commissioned an internal audit to identify the status of equality, diversity and inclusion within the organisation.

The audit looked at the following areas:

- key strategy, policy, plans and/or procedure documents in place, and the governance arrangements in place;

- the design of the controls in place to address the key risks;

- minutes and papers for a selection of key meetings in the EDI governance process;



# Gender Pay Gap Report 2021

The gender pay audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



# Workforce Race Equality Standard Report 2021

The WRES return is completed annually and requires information



# Workforce Disability Equality Standard Report 2021

The past twelve months have been incredibly challenging for many of our people including those who identify as having a disability.

assessment process for vulnerable staff has meant that many staff with disabilities have been redeployed or have been working from home.

against the Workforce Disability Equality Standard and identifying how as an organisation we treat our people who identify with a disability. As will be

disruption caused by Covid19 we are now proactively working to update our disability policies, processes and organisational culture. We are doing this to ensure that our culture is

## Future influencing factors.

The following initiatives will have an effect and influence our approach to ED&I over the coming months:

- PwC EDI Audit 2021
- NHS People Plan Belonging in the NHS
- Improving Together program
- Best Place To Work Program
- The NHS Long Term Plan
- Annual contribution to the WRES and WDES programmes
- Annual reporting against the Gender Pay Gap programme.
- The NHS Workforce Race Equality Standard (WRES) leadership strategy.
- The Learning Disability programme
- The Sexual Orientation Monitoring programme
- Equality Delivery system three.
- The Ethnicity Pay Gap Reporting
- Annual NHS staff Survey
- Covid-19 pandemic response

Following the results of the PwC EDI Audit work has commenced on developing a Trust EDI Strategy aligned to the NHS People plan.

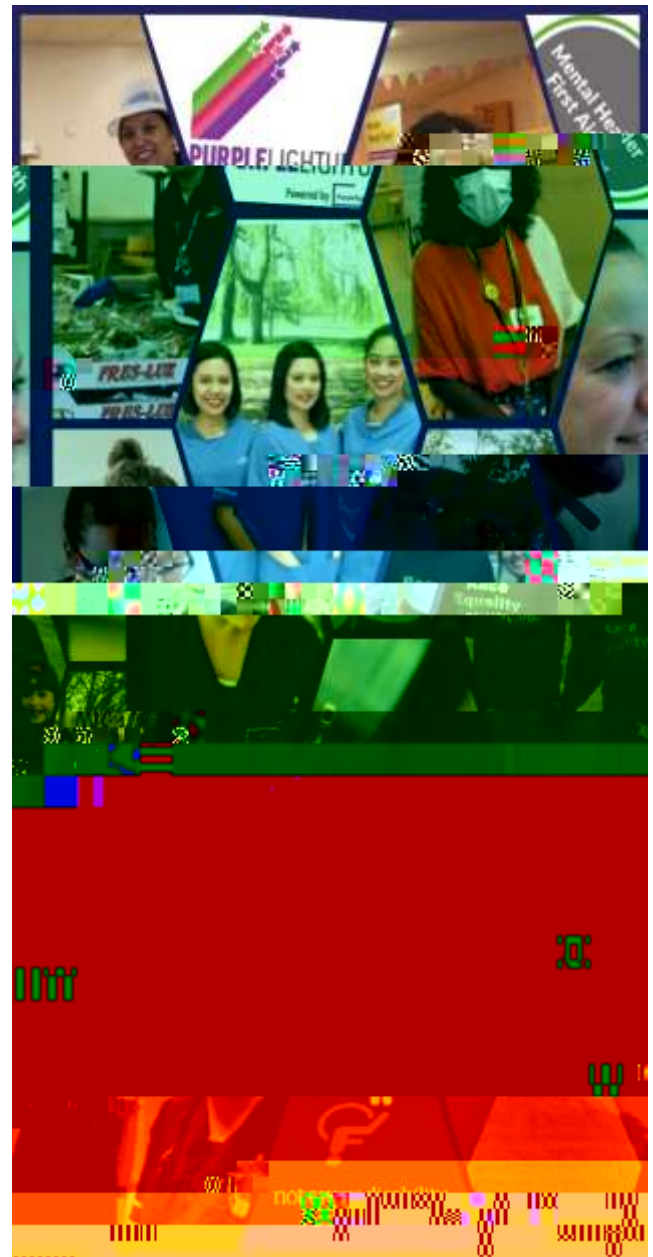
The development of the Strategy will be influenced by the programs and initiatives mentioned above.

### Author:

Rex Webb,  
Head of Diversity and Inclusion  
[Rex.webb@nhs.net](mailto:Rex.webb@nhs.net)

### Sponsor:

Melanie Whitfield  
Chief People Officer  
[Melanie.Whitfield3@nhs.net](mailto:Melanie.Whitfield3@nhs.net)





# Understanding Our Communities and Workforce

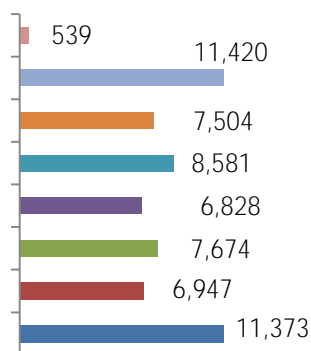


The Trust has a core catchment population of around 270,000 people. The Trust also provides specialist services on a regional basis to a population of two million and supra regional services extend to a population of approximately eleven million people.

**Age** The shift in the age balance of the population covered by the Trust in the local area is part of a broader national and international pattern. According to the last census (2011)

over 40 years old.

**Our Patients** During the financial year 2020/21 the Trust saw 60,866 patients



## Our substantive workforce

On the 31st March 2021 our substantive workforce consisted of 3,952 people

52.25% (2,065) of our substantive workforce are above the age of 40 years.

## Our temporary workforce

On the 31<sup>st</sup> March 2021 our temporary workforce consisted of 809 people

44.9% (363) of our bank workforce are above the age of 40 years

## Our Volunteers

On the 31<sup>st</sup> March 2021 the Trust had 78 active volunteers working in the Hospital.



## Sex

on biological factors, such as their reproductive organs, genes, and hormones. But similar to gender, sex

Someone can have the genes that people associate with males and females, but their reproductive organs, genitals, or both can look different. This is known as differences in sex development. People may also refer to this as intersex.

The sex profile of the local area broadly reflects the national picture with the split between male and female being 49:51.

The longevity of women is very different from those of men. On average, women live longer but have lower incomes. Because women are also often younger than their partners, more women than men live alone in their later years. Traditionally, women have also left the labour market earlier









## Sexual Orientation and Gender Identity

Lesbian, gay, bisexual, transgender, intersex, and associated identities have been present in various ways throughout history. All cultures have included, with different degrees of acceptance, those who practice same-sex relations and those whose gender, gender identity, and gender expression test current norms.



**Gender identity** is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex at birth or can differ from it.

Gender expression typically reflects a person's gender identity, but this is not always the case. While a person may express behaviors, attitudes, and appearances consistent with a particular gender role, such expression may not necessarily reflect their gender identity. The term gender identity was originally coined by Robert J. Stoller in 1964.

The number of transgender people and those with diverse gender identities is not accurately recorded at this time.

Transgender people have very specific protection against discrimination within the Gender Recognition Act 2014. This protects a trans person who intends to undergo, is undergoing or has undergone gender reassignment. In addition, good NHS practice dictates clinical responses be patient-centred, respectful and flexible towards all trans people including those who do not meet criteria but who live continuously or temporarily in their confirmed gender role.





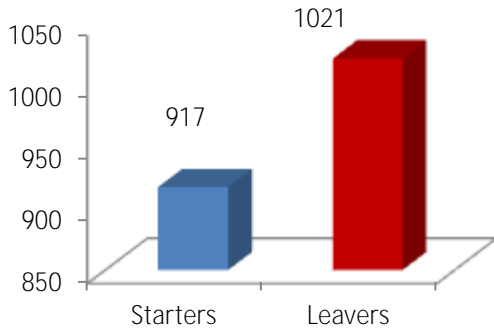
## Religion/Belief

The question on religious affiliation in the census was introduced in 2011 and is voluntary. Those affiliated with the Christian religion remained the



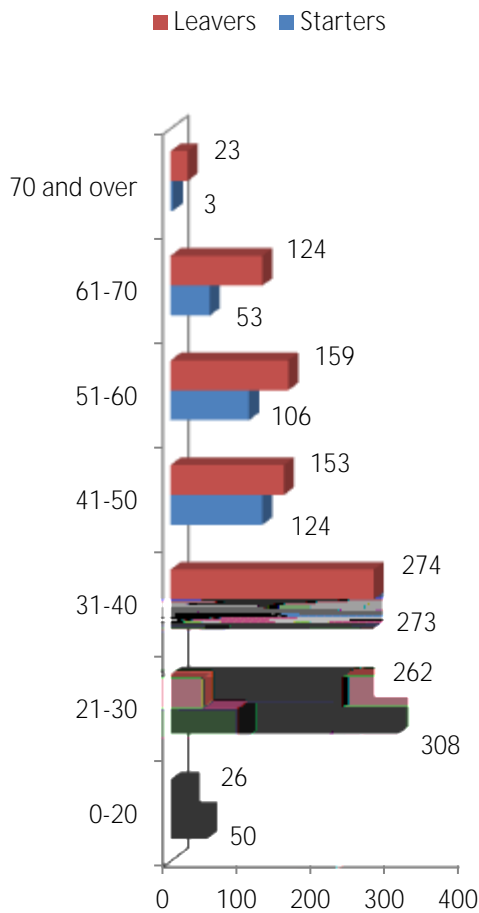
# Starters and Leavers

## Total Numbers

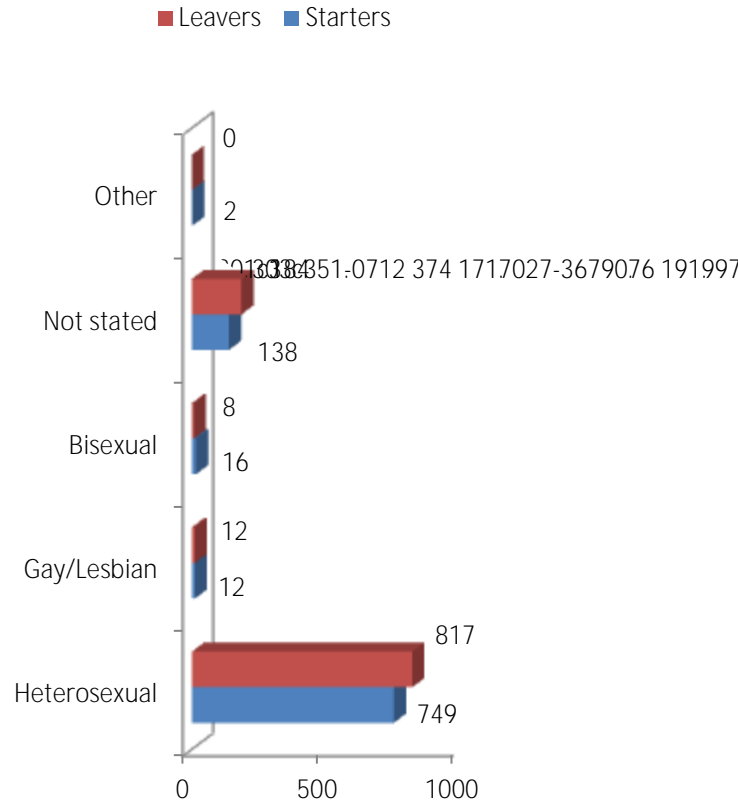


During 2020/21 1,021 people left the Trust. 917 people joined the Trust.

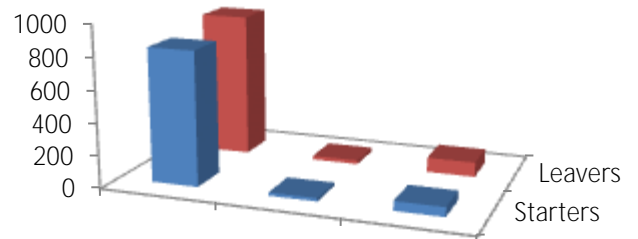
## Age Profile



## Sexual Orientation

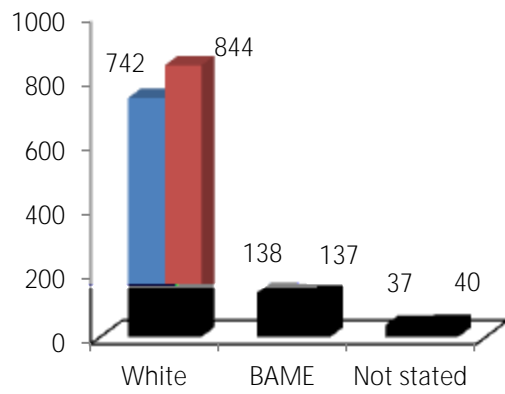


## Disability

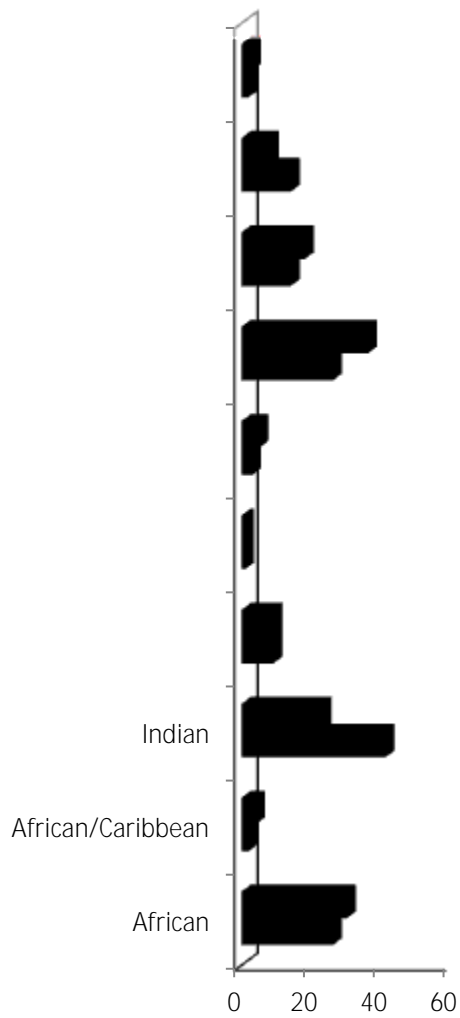




## Ethnicity



## Religion & Belief





## Public Sector Equality Duty Section 149 Equality Act 2010

Under section 149 of the Equality Act (2010), a public sector equality duty was created, which is a statutory obligation for all public authorities. This is defined in legislation as the g3(le(v)TBT1 0 0 1 72.024 505.63 Tm[(dut)-2(y)13