

Board of Directors Meeting in Public – Cover Sheet

Subject:	Equality and Diversity Annual Report	Date: 9 th June 2022								
Prepared By:	Ali Pearson, People Equality, Diversity and Inclusion Lead									
Approved By:	Rob Simcox, Deputy Director of People									
Presented By:	Clare Teeney, Director of People									
Purpose										
This report is being presented to provide a summary of the Equality, Diversity and Inclusion activity that has taken place during 2021/2022.		<table border="1"> <tr> <td>Approval</td> <td></td> </tr> <tr> <td>Assurance</td> <td></td> </tr> <tr> <td>Update</td> <td>X</td> </tr> <tr> <td>Consider</td> <td></td> </tr> </table>	Approval		Assurance		Update	X	Consider	
Approval										
Assurance										
Update	X									
Consider										
Strategic Objectives										
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value						
X	X	X	X	X						
Overall Level of Assurance										
	Significant	Sufficient	Limited	None						
	X									
Risks/Issues										
Financial	Improving productivity, workforce utilisation and impact									
Patient Impact	Ensuring a good patient experience									
Staff Impact	Improve the working experience for colleagues in Sherwood									
Services	Services available when needed to ensure quality and timely care									
Reputational	SFH recommended as a great place to work									
Committees/groups where this item has been presented before										
n/a										
Executive Summary										
<p>Summary The Trust is required to report to the Board annually it's activity in regards to equality, diversity and inclusion for colleagues and patients. This report which is published on the Trust website also enables us to demonstrate that we are meeting our requirements under the Public Sector Equality Duty.</p> <p>The report The report describes how we govern Equality, Diversity and Inclusion within the Trust and describes the mandatory reporting that has been completed in the 2021/2022 year as required by the Government and/or NHS England and Improvement and signpost to where this information has been published.</p> <p>The report provides an overview of our workforce based on Ethnicity, Gender, Disability, Age and Sexual Orientation and we describe what various departments have worked on during 2021/2022 to support the EDI agenda in the Trust.</p> <p>The report highlights the services we offer to patients who have additional needs to ensure their care is not compromised in any way as a result of their needs, including but not limited to, translation services, accessibility and chaplaincy.</p> <p>The report also provides a summary of the events that have taken place during 2021/2022 to raise the profile of EDI and to raise awareness of particular topics on the agenda, for example, Race Equality.</p>										

Conclusion

Whilst 2021/2022 has been another challenging year for the Trust, there has been success with the EDI agenda and the highlights include;

- Trust achieves 'Carer Friendly Employer' status in June 2021
- Biggest ever PRIDE celebrations in July 2021 including our inaugural event at Newark hospital
- Launch of our Anti-Racism strategy – February 2022
- Unveiling of Diversity artwork – March 2022

We are very proud of the work that has been achieved and detailed within the report and look forward to reporting to you next year. In the meantime, the ongoing work associated with Equality, Diversity and Inclusion will continue to be reported to the People and Inclusion Cabinet and People, Culture and Improvement Committee who oversee this work.