



EQUALITY, DIVERSITY AND INCLUSION

ANNUAL REPORT 2022/23 SUMMARY AND HIGHLIGHTS

Mandatory Reporting

- Workforce Race Equality Standard:**
- ✓ Overall increase in the number of BAME colleagues in the Trust
 - ✓ BAME candidates more likely to be appointed than White applicants
- Workforce Disability Equality Standard:**
- ✓ Increase in the number of colleagues declaring their disability on ESR
 - ✓ No disabled colleagues entering the formal capability process
- Gender Pay Gap Report:**
- ✓ Reduction in our overall gender pay gap
 - ✓ More women in senior roles in the Trust
 - ✓ Over 30% reduction in consultant bonus pay over last 5 years
- All mandatory report data was submitted on time and published on the Trust website in accordance with deadlines

Chaplaincy

During the past year, the service had over 5,000 patient contacts and over 2,000 visitor contacts including nearly 350 out of hours calls.

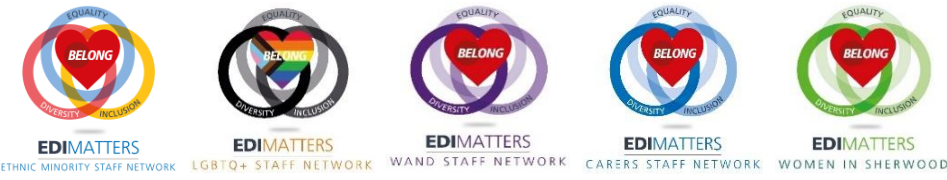
116 individual hospital contact funerals were undertaken for both adults and families who experienced pregnancy or baby loss.

Continued to provide cover 24/7 with an out of hours on call rota.

Developed a new multi-faith calendar to support celebrations of all faiths within the Trust.

Staff Networks

- Launched new Women in Sherwood network
- Rebranded staff networks
- Successful relaunch in August '22 increased membership by 37.5% by Feb '23
- 148 new members since 2022 annual report

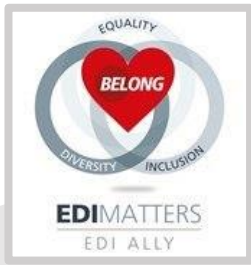


Mandatory Training

Over 5,000 colleagues completed EDI training in 22/23.

Disability Confident Employer

Retained our accreditation until March 2026.



Allyship in Sherwood

Developed and launched Allyship training in August 2022. To date over 50 colleagues have received the training.

International Recruitment

- ✓ 65 International Nurses recruited
- ✓ Issued 58 new certificates of sponsorship to overseas nationals
- ✓ Issued a further 42 certificates of sponsorship for professional colleagues wishing to stay in the UK but move to the local area or for those wishing to extend their employment with the Trust

REACH OUT!

October 2022 saw our inaugural REACH OUT! event at Sherwood. A day dedicated to the celebration of Race, Ethnicity And Cultural Heritage. A huge success, the event featured staff stories, a guest speaker, entertainment, a best-dressed competition and delicious food! This year's event is in the planning and will take place during Race Equality Week September.



Translation and Interpreting Services

77.7% increase in service demand over the last 2-years.

In 22/23, over 2,500 interpreting arrangements were made for our patients.

The service is offered face to face, via telephone or video.

Project SEARCH

Sherwood became a host employer for the Project SEARCH programme in 21/22 and saw our first intake of four students in September 2022.

Working in partnership with Vision West Notts college, Nottinghamshire County Council, Medirest and Skanska, the programme aims to provide a pathway to work for people with learning disabilities and neurodiversity conditions through an internship in the learners final academic year which, it is hoped, will lead to employment.