



EDIMATTERS

EQUALITY, DIVERSITY & INCLUSION AT SHERWOOD

ALI PEARSON
PEOPLE EDI LEAD

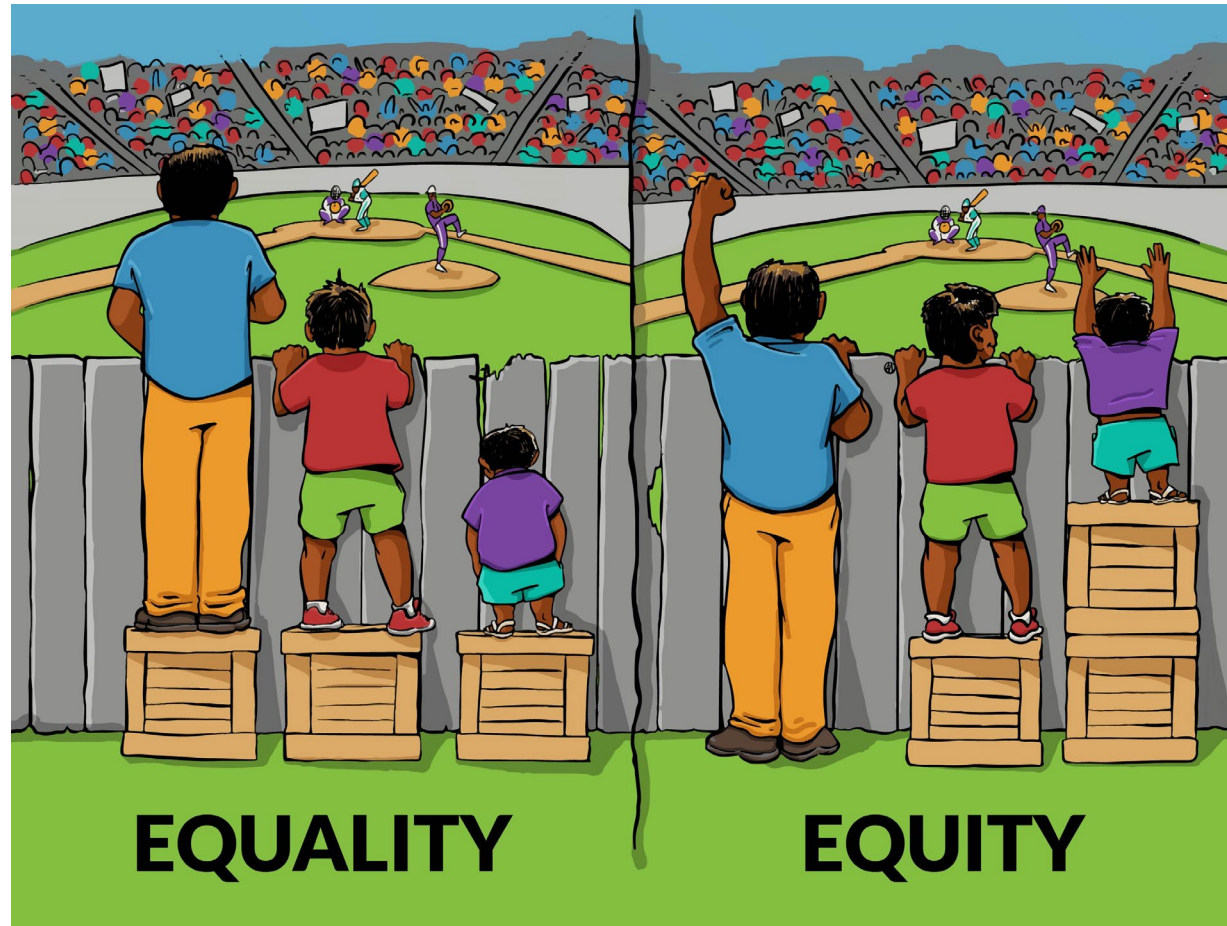
WHY EDI MATTERS

- ✓ It matters that we have a diverse workforce that is representative of our local community
- ✓ It matters because we need to provide workplaces that offer equity of opportunity and experience for everyone working here
- ✓ It matters that all colleagues have a true sense of belonging here
- ✓ It matters because the Equality Act makes it unlawful to discriminate on the grounds of; age, sex, sexual orientation, gender reassignment, race, disability, pregnancy or maternity, religion or belief and/or marriage or civil partnership

BARRIERS TO INCLUSION & BELONGING

- Our local community isn't very diverse so we don't need 'to do' EDI
- I don't want to say the wrong thing
- It doesn't affect me
- Is it my responsibility?
- People are people so why does EDI matter, just treat everyone the same; that's equality...is it?

EQUALITY V EQUITY



OUR COMMUNITY

Total population: **359,738** (Source Nottinghamshire census 2021)

- 94.5% of the population were White (includes White non-British)
- 2.56% identified as LGBTQ+
- 10% have a disability or long term health condition
- 11% provide 19-50 hours of unpaid care each week for someone

Our workforce : **6,199** colleagues (Source ESR, May 2023)

- 16% from Ethnic Minority backgrounds (compared to 4.56% in the community)
- 2.5% identified as LGBTQ+ (almost 16% have chosen not to declare their sexuality)
- 7% have a disability or long term condition (16% have chosen not to declare)
- No ESR data for carers but national estimates are 1 in 3

STRATEGIC DRIVERS FOR EDI



EDI IS EVERYONE'S BUSINESS

- ✓ **Events and awareness raising**
 - ✓ PRIDE
 - ✓ REACH OUT!
 - ✓ Disability History Month (including International Day of Persons with Disabilities)
 - ✓ Carers Week
 - ✓ International Women's Day
- ✓ **Staff networks**



ALLYSHIP IN SHERWOOD



Ally's don't identify as coming from a community that has historically and currently experiences marginalisation (discrimination, bullying, hate crime for example), but they support those who do to improve equity and inclusion for all in Sherwood.

Allyship training focusses on;

- ✓ The importance of ally's in reducing bullying, harassment and discrimination
- ✓ Recognising bias and microaggressions in oneself and others; real examples are shared
- ✓ Challenging microaggressions, racism, homophobia and other discriminatory behaviours effectively

HOW WOULD YOU LIKE TO CONTRIBUTE TO THE EQUALITY, DIVERSITY & INCLUSION AGENDA?



QUESTIONS