

Equality Diversity & Inclusion Annual Report March 2020



A Great Place to Work
‘Making a Difference Everyday’

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About Us

Stockport NHS Foundation Trust provides hospital care for children and adults across Stockport and the High Peak, as well as community health services for Stockport. Our stroke services have been officially ranked as the best in England and urology and orthopaedic services at Stepping Hill Hospital are highly-rated nationally.

Our priorities focus on providing high quality services which are all about people – patients, carers, staff and partners. We are the second largest employer in Stockport, with a highly-skilled, committed and dedicated workforce.

We value our people and recognise they are our greatest asset. Our overall aim is to develop our staff, give them clear career pathways, provide them with the leadership, skills and knowledge they need to deliver the care our patients need now and in the future, to support their wellbeing and to recognise and value their diversity.

The Trust's mission is to **'make a difference everyday'**; a health and care system that has excellent care at the heart of the community. To realise our vision we will remain true to our core values of We Care, We Listen & We Respect.

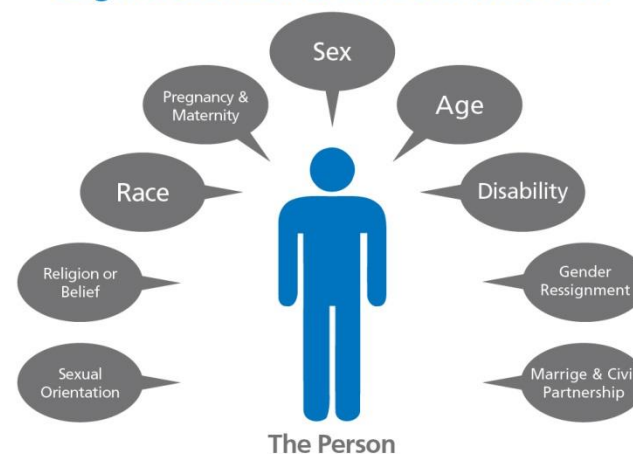
This report presents information on the work we have delivered to help meet our commitment to Equality Diversity & Inclusion. It sets out our performance on the NHS's Equality Delivery System Audit, as assessed by Healthwatch Stockport, and identifies our priorities for continued improvements in 2018.

Legal Context

Equality Act 2010

The Equality Act (2010) is the UK's anti-discrimination law, which protects individuals from unfair treatment and promotes a fair and more equal society. It protects people from discrimination, harassment and victimisation in work, education and when accessing services like healthcare.

Legal Protection from Discrimination



Public Sector Equality Duty

Public Sector Organisations must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Stockport Local Diversity

In general terms, Stockport is one of the healthier places to live in the North West. But while the overall picture is good, there are some areas where rates of illness are significantly higher than the national average. Taking action to cut these inequalities is one of the most important ways to improve the health of the entire population of Stockport.

Stockport is an older borough, with 20% of the population aged 65 or over and a particularly low rate of young adults ages 16-24 (21%). The older population is rising even more quickly, those aged 75-84 and 85 and over are expected to rise by 29% and 35% respectively.

Women tend to live longer than men and are more likely to use health services. Life expectancy in Stockport is around 79.7 years for men and 83.0 years for women.

Our ethnic minority communities have grown from just 4.3% in 2001 to 7.9% of the population at the 2011 census. Our ethnic minority communities have a much younger age profile than the white communities.

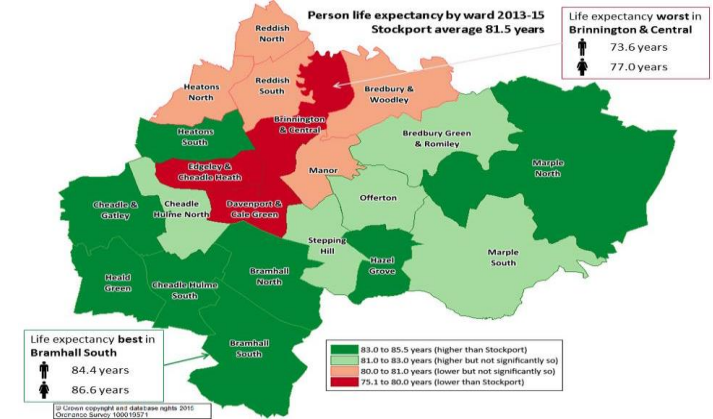
According to the 2011 census 18.4% of local people have a disability or a long-term illness. However, 41% of the people registered with Stockport GPs have one or more long-term condition. Instances of disabilities rise significantly with age from just 2% of 0-4 year olds to 90% of those aged 85 and over. By the age of 55, half of registered patients have one or more long-term condition. As life expectancy increases, so too do the numbers of people with complex care needs.

Most people in Stockport follow a 63.2% are Christian, 3.3% are Muslim, 0.6% are Hindu and 0.5% are Jewish. Unlike the situation nationally Stockport's Muslim population reports better than average health.

There is a lack of reliable data available regarding the profile the LGBT community in Stockport. The government estimates that between 5% and 7% of the UK population is LGB, which would equate to 14-20,000 people in the borough.

Health Inequalities

Smoking is the biggest single cause of poor health – rates in most areas of Stockport are falling (average 18%) so priorities for smoking therefore **focus on inequalities**, in deprived areas smoking rates are **more than twice the average**



Mortality rates are almost 4 times higher for people in Stockport with serious mental health conditions, than the Stockport average. 85% of this difference is attributable to smoking

Alcohol also remains a key concern, although rates of consumption are no longer rising the impacts on health are still significant and are felt disproportionately in the most deprived areas.

- **Obesity** is also of concern with more than 25% of adults being obese, and being a significant cause of liver disease, heart disease and diabetes

Cancer is now the major cause of premature death (45% of deaths under 75 years)

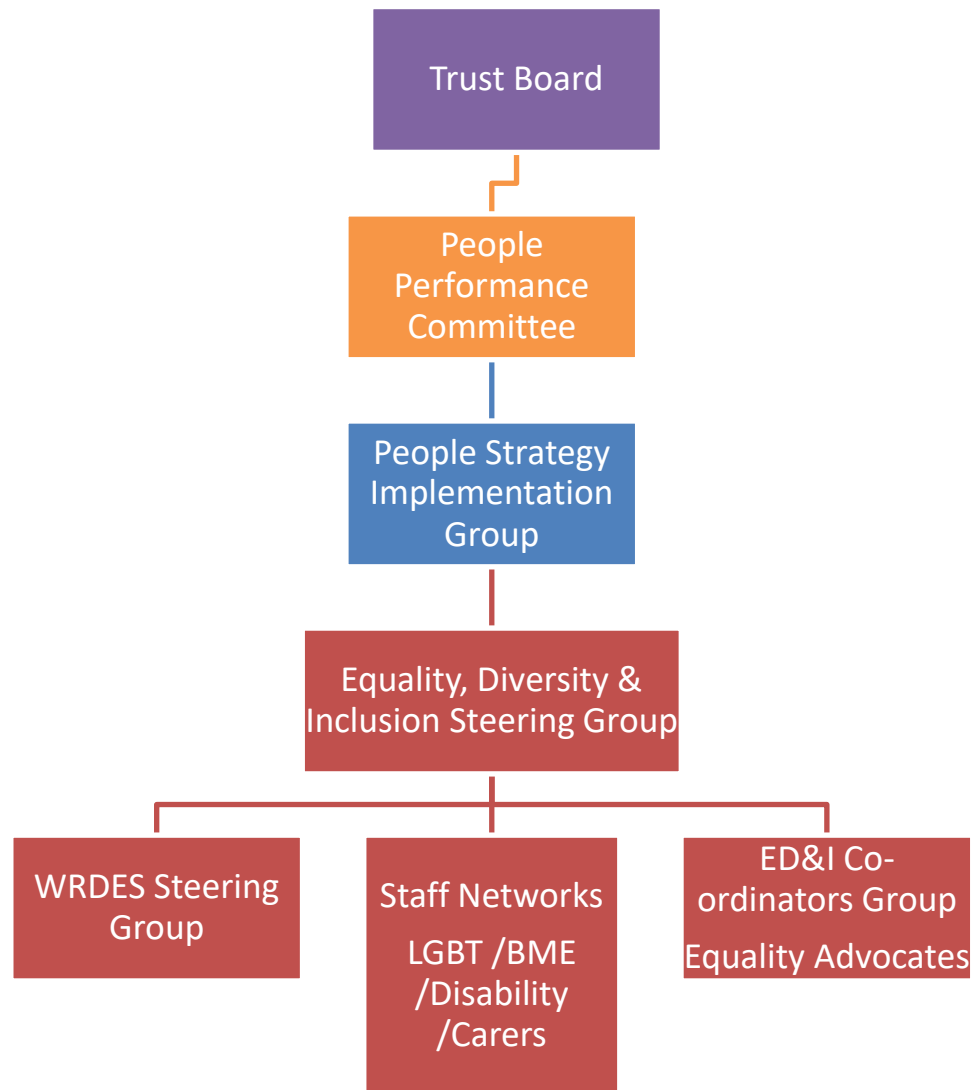
40% of out of work benefits in Stockport are due to mental wellbeing

- Depression and anxiety prevalence peaks in those aged 40-49 and is strongly correlated with deprivation.

Nationally minority groups suffer inequalities in health outcomes and access to services.

More information can be found in the Stockport Joint Needs Assessments at www.stockportjsna.org.uk.

EDI Governance



EDI Board Sponsors



Adrian Belton – EDI Board Champion



Marisa Logan-Ward – BAME Non Exec Director Sponsor.



Greg Moores – LGBT Exec Director Sponsor.



Catherine Barber- Brown – Disability Non Exec Director Sponsor.

Our Workforce

A diverse and culturally aware workforce is better placed to understand and respond to the needs of everyone in our community. At December 2019, the Trust employed 5426 staff of whom:

79.91% are women;

28% are aged under 35 years and 20.66% are aged over 55 years;

16.18 % are from black and minority ethnic communities.

3.32 % have declared themselves to be disabled; 84.74% have declared themselves to be non-disabled and the disability status of the remainder is not known/ not declared.

77.79% of our staff said they were as heterosexual; 2.12% as lesbian, gay bisexual, or other and 20.09% chose not to tell us

52.47% declared Christianity as their religion; with the next highest religion being Atheism (13.3%) and 21.47% chose not to tell us

The average age of our Board members is 57; none declared a disability; the make-up of the Board is 88.23% White British; 41.17% are female.

The largest area of ethnic diversity is found at the two extremes of Band 2 and Medical Staffing, with Band 5 showing the next indication of diverse staff member. Our workforce is over-representative of the growing ethnic diversity in the local community but not at all levels Women make up the majority of the workforce.

Low numbers of staff declaring disabilities, sexual orientation and religion limits the interpretation of the data.

Local Population	Trust Workforce
Largest age band 40-49	Largest age band 46-55 Average age 44.5
26.7% report a disability or long- term condition	3.32% report disability 11.94 % not declared
BME make up is 8 %	BME make up 16.18%
51.1% female	79.91% female
No local data	No local data
2% fertility rate	2.14% on maternity or adoption leave (at 30/9/16)
38% married 0.2% in Civil Partnership	54.9% married 0.7% in Civil Partnership
63.2% Christian	52.47% Christian
No local data. Estimated to be 5-7% nationally	2.12% LGBT 20.09% Did not want to declare

Our Patients

Gender	Inpatients	Outpatients
Male	44.9%	43.6%
Female	55.1%	56.4%

Age Band	Inpatients %	Outpatients %
<20	16.0%	10.7%
20-29	7.7%	6.2%
30-39	9.9%	9.2%
40-49	7.9%	9.2%
50-59	11.2%	13.7%
60-69	13.0%	15.5%
70-79	17.4%	20.0%
80-89	13.5%	13.4%
>=90	3.4%	2.2%

Religion	Inpatients	Outpatients
Christian	65.7%	68.7%
None	19.0%	18.6%
Religion Unknown	11.8%	8.9%
Muslim	2.2%	2.2%
Other	0.5%	0.6%
Hindu	0.4%	0.5%
Jewish	0.2%	0.2%
Buddhist	0.2%	0.2%
Sikh	0.1%	0.1%
Pagan	0.0%	0.0%
Jain	0.0%	0.0%
Bahai	0.0%	0.0%

Ethnicity	Inpatients	Outpatients
White :		
British	86.4%	85.6%
Irish	0.8%	0.9%
Other White	1.8%	1.8%
Mixed:	0.0%	0.0%
White/Black Caribbean	0.2%	0.1%
White/Black African	0.2%	0.1%
White/Asian	0.3%	0.2%
Other Mixed	0.3%	0.3%
Asian/ Asian British:	0.0%	0.0%
Indian	0.6%	0.7%
Pakistani	1.1%	1.1%
Bangladeshi	0.2%	0.2%
Other Asian	0.6%	0.6%
Black/ Black British:	0.0%	0.0%
Caribbean	0.2%	0.2%
African	0.3%	0.2%
Other Black	0.1%	0.1%
Other	0.0%	0.0%
Chinese	0.2%	0.3%
Other Ethnicity	0.7%	0.8%
Not given	5.9%	6.7%

Workforce Race & Disability Equality Standard

The WRES steering group was set up in 2018 and is chaired by Adrian Belton, with the introduction of the WDES it was agreed to hold a joint WRDES steering group to ensure monitoring and progress of the data and actions equally as well as a scrutiny role. The first phase of the WRES focused on supporting the system to understand the nature of the challenge of workforce race equality and for leaders to recognise that it was their responsibility to help make the necessary changes, a comparable system is in place which focuses on the challenges of workforce disability equality.

As a result of this commitment and focus, we are seeing continued progress against our WRES data, in particular indicators 2, 3, & 4, where the data now shows there is no difference between experiences of BME and white staff and reducing.

The total Number of staff employed by Stockport NHS Foundation Trust is 5426. The percentage of BME staff is recorded at 16.18%. This is an increase in last year's figure by 3% and still remains significantly higher than the local population (8%) and is most likely due to the high number of BME staff in clinical roles. This is an increase in last year's figure by 3% and still remains significantly higher than the local population (8%) and is most likely due to the high number of BME staff in clinical roles.

The percentage of staff reporting their ethnicity is 97.60%. We have seen a steady increase in self-reporting of ethnicity over the last few years. This has been due to focused interventions on improving equality monitoring of our workforce.

The percentage of Disabled staff is recorded at 3.32%, the percentage of staff reporting their disability is lower than the local population (26.7%) and will be monitored via focused interventions.

The WRES and WRDES action plans have been published as per legislative requirement. Each action plan provides data against each WRES and WDES indicator and describes some high level initiatives that have been implemented to improve the experiences of BME and Disabled staff to help reduce the gap.

Gender Pay Gap Report

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women.

Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised

Employers must follow the rules in the regulations to calculate the following information: The

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males receiving a bonus payment
- proportion of females receiving a bonus payment
- proportion of males and females in each quartile pay band

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list. A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Our full Gender Pay Gap report has been published as per our statutory obligations and provides further context in respect to this area of equality.

Equality in Action



Advocates & Coordinators:

To help mainstream Equality and make it everyone's business we have now recruited seventeen equality advocates and coordinators in the Trust to champion Equality, Diversity and Inclusion. The role of the E&D coordinators group is to provide visible leadership and promote good practice on EDI across the trust. This includes providing a local focus, facilitating increased awareness within Business Groups and ensuring EDI is a key consideration within all activities.

The EDI coordinators play a key role in collating the collection of evidence for the EDS2 process. The main role of the Equality Advocate is to work in partnership with their E&D coordinator to raise the EDI profile and to act as a driver to enable good practice. These roles have been significant in ensuring that key messages are being delivered across the Trust and staff understand their responsibility in promoting the EDI agenda. Advocates and coordinators have been involved in many activities including setting up Equality and Diversity Boards, organising activities for Black History Month and LGBT History Month and ensuring that EDI information and promotion of events are cascaded to the team.

EDI Communications: A number of communication methods are used regularly and pivotal in keeping colleagues and patients informed on Equality, Diversity and Inclusion. These include:

- EDI Twitter Account @Equalstockport.
- EDI Email address: equality@stockport.nhs.uk
- Quarterly Diversity Matters Newsletter
- Weekly News Items
- Equality Boards

EDI Awards & Recognition

- Stockport NHS wins Silver Award for services to Armed Forces
- Shortlisted for the HPMA Awards: Mills & Reeve award for most effective use of diversity.
- Gerol Williams - RCN Award for Outstanding Contribution to Equality & Diversity



EDI Celebrations

In collaboration with Staff Network Chairs and Equality advocates/co-ordinators the following Key Events were held for 2019/2020

- Anti-Bullying Campaign 12th – 16th November
- Black History Month 2019
- Ramadan Iftar 2019
- Ramadan Briefing 2019
- Catering Menu Consultation
- Recruitment of staff network sponsors
- Hate Crime Awareness Week 2020
- IDAHOBIT 2019
- Transgender Day of Remembrance (TDoR)
- LGBT Month (Feb 20)
- Rainbow Badge Launch 2020
- Manchester Pride All Equals Charter declaration 2020
- Manchester Pride 2019
- "This is ME" – Disability Awareness Week 2019
- ESR Self-Reporting Drop In 2019
- Remembrance Sunday 2019
- Baha'i holy day celebration 2019
- Christmas Carol Service 2019
- The Veterans' Passport launch

LGBT+ Events & Celebrations

Manchester Pride - In 2019, the Trust supported staff to participate in Manchester Pride, to celebrate the rich diversity of our patients, staff and communities. and to show organisational commitment to providing inclusive services. Over 60 members of staff attended the event making this year the largest number to attend to date,

Manchester Pride All Equals Charter – To further demonstrate our commitment to providing inclusive services Stockport NHS Foundation Trust was the first Trust to sign up to the All Equals Charter. The Charter acts as a health-check which provides a base-line for where the Trust appears to be now and makes specific recommendations to improve. It offers supports in understanding how services can be made more accessible.

LGBT History Month – The Trust were really pleased to launch the Rainbow Badge Initiative at the Trust LGBT History Month Event with an attendance of 60 colleagues and local community stakeholders.

Transgender Day of Remembrance – The Trust held a memorial service to acknowledge the persistent struggles transgender people face in their everyday lives, and how others can share their love, support, and hope. The event was attended by colleagues, partner agencies and visitors. The service included
Personal Stories of Lived Experience, Candlelit Vigil, Readings and prayer led by the Trust Chaplain.

IDAHOBIT - The International Day Against Homophobia, Transphobia and Biphobia is observed on May 17 and aims to coordinate international events that raise awareness of LGBT rights violations and stimulate interest in LGBT rights work worldwide. The Trust organised a number of guest speakers to provide education and raise awareness of issues faced.



BME Events & Celebrations

Black History Month is held annually in October to celebrate and recognise the achievements of Black and Asian communities.

This year the Trust held a celebratory event which featured a combination of education, insight into community experiences, staff stories and lots of fun and entertainment. The event was attended by staff, communities and external organisations.

Special guest appearance was made by former Simply Red and Stone Roses guitarist Aziz Ibrahim, who provided entertainment as well as sharing his experience of a Pakistani artist touring the world.

Other performances included the BAME NED personal journey, a talk on Black History by Author and Historian Linford Sweeney.

Ramadan Briefing session for colleagues on was held to not only give insight on the purpose of Ramadan but on how colleagues could be supported during this time.

Ramadan Iftar was extremely well received with over 100 patients, staff and visitors attending from all backgrounds. The Trust are looking forward to a wider number of attendees at the Iftar event in 2020.

Bha'i Holy Day Celebration bicentenary of the birth of the Bab who was the herald of the Baha'i faith which included an audio and visual presentation on the life of Bab and a 50 minute film called "the gate" produced by the Baha'i International Community. The event was attended by staff, communities and external organisations.

Multi Faith Centre Stakeholder Engagement Sessions were organised to meet the needs of our diverse colleagues, a number of stakeholder sessions were organised to get the views from stakeholders on how we can best utilise the current Chapel to ensure we are as inclusive as possible. Feedback was reviewed and works are now underway to open up the Chapel for Friday prayers. The Trust are also working towards a long term plan.



RAMADAN BRIEFING

FRIDAY 3RD MAY 2019 11.30-12.30
PINEWOOD HOUSE

Come and learn about Ramadan and what this means for our staff and patients

Find out about the purpose of Fasting and the basic principles

Gain knowledge about Islam

Listen to personal stories

Try some juicy dates and snacks!

Agenda

- Why do Muslims Fast?
- Supporting our fasting patients
- How to support staff who observing Ramadan
- A typical day in Ramadan whilst fasting
- Question and Answer session

For further information please contact Salma Nadeem (ED Manager) on Ext 4954 or [salma.nadeem@stockport.nhs.uk](mailto:salina.nadeem@stockport.nhs.uk) or Suzanne Quick (Chaplain) suzanne.quick@stockport.nhs.uk Ext: 5889

Your Health. Our Priority.



Ramadan Iftar Dinner

Thursday 30th May 2019 at 20:45



Stockport NHS Foundation Trust cordially invites you all! Please come and join us at The Restaurant!

For any further information please contact Nehama Begum nehamabegum@stockport.nhs.uk Stepping Hill Hospital, Poplar Grove, Stockport, SK2 7JE

The Spiritual Assembly of Baha'is of Stockport cordially invites you to the holy day celebrations on the 26 and 28 October 2019

Saturday, 26th October 2019 – Exhibition of the life of the Bab
An audio visual presentation of the story of the life of the Bab at 6pm

Pinewood House (Stepping Hill Hospital)
Poplar Grove
Stockport
SK2 7JE

Programme followed by light refreshments

RSVP by text or online
Text: 07814 824 124 please indicate time option for viewing
[Online registration - exhibition on the life of the Bab](#)

Monday, 28th October 2019 – 'Dawn of the Light' film
A 50 minute film produced by the Baha'i International Community to mark the bicentenary of the birth of the Bab 'the Gate', 1819-1882
Starting at 7.30pm

Pinewood House (Stepping Hill Hospital)
Poplar Grove
Stockport
SK2 7JE

Programme followed by light refreshments



STEPPING HILL HOSPITAL

NOBODY NEEDS TO KNOW

20

Facebook.com/SteppingHillHospital

WEDNESDAY, 26th OCT 2019

MANCHESTER WEEKLY NEWS

Community members gathered for a special event at Stepping Hill Hospital to celebrate the 100th anniversary of the Baha'i faith. The event was held in the hospital's main hall and was attended by a large number of people, including staff, patients, and members of the local community. The Baha'i faith is a monotheistic religion founded by the Báb in the mid-19th century. It is known for its emphasis on unity, peace, and social justice. The Baha'i International Community has a large following worldwide, with over 8 million members in more than 200 countries. The Baha'i faith is known for its inclusive and welcoming nature, and its commitment to the betterment of humanity. The event at Stepping Hill Hospital was a great opportunity for the community to learn more about the Baha'i faith and to celebrate its 100th anniversary. The event was a success and was well-received by all who attended. The Baha'i faith is a beautiful and inspiring religion, and it is wonderful to see it celebrated in our community. The event was a testament to the power of community and the importance of faith in our lives. The Baha'i faith is a religion of love and unity, and it is a religion that has the power to change the world. The event at Stepping Hill Hospital was a great example of the power of community and the importance of faith in our lives. The Baha'i faith is a religion of love and unity, and it is a religion that has the power to change the world.

Disability Events & Celebrations

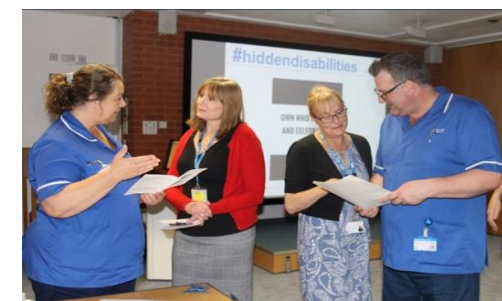
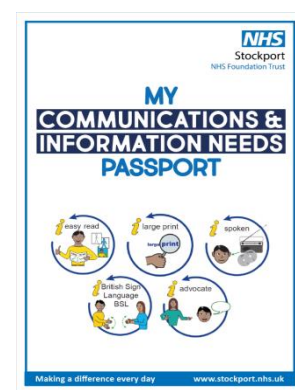
Anti- Bullying Week - As part of this year's Anti- bullying week, the trust ran a range of activities in collaboration with Human Resources, UNISON, FSUG, Health and Wellbeing to promote respect and inclusion messages. This included holding drop in sessions for staff to talk about any issues, as well as a social media campaign encouraging an open and fair workplace culture and an opportunity to sign a pledge to stamp out bullying and harassment.

Staff also took part in the Odd Sock Day campaign, which was an opportunity for people to express themselves and celebrate their individuality and what makes us all unique.

Disability Awareness Week "This is ME" event main focus was on hidden disabilities and encouraged staff to be proud of who they are and to understand that self-reporting any disability will allow them to come to work and be fully supported. Daily lived experience stories were shared via the intranet and a range of drop in sessions were organised to support staff to self-report their disability on ESR. A lunch time event was organised where Guest Speak Lisa Kolbe shared her experience of having ASD. Iain Rodgers also spoke about patient care

Hate Crime Awareness Week Greater Manchester Hate Crime Awareness Week takes place in February every year, and is an opportunity to raise awareness of what hate crime is and stand by those who are affected by it. The Trust took the opportunity in raising awareness over the week by having a stand with literature and using other methods to share information on what a Hate Crime is and internal and external reporting methods. Specific information on Race, Disability and LGBT hate crimes were also provided. **Information** is still available on the HR microsite.

Accessible Information Standard is a Trust wide project which ensures the correct communication need is recorded to enable the Trust to be able to provide timely and accessible information for our patients. The project is being led by patient experience group which aims to be compliant by April 2020; training is currently being provided and rolled out to all receiving departments and wards.



Widening Participation

Supported Internships

The Supported Internship is a three way partnership between Stockport NHS, Pure Innovations Ltd and Cheadle & Marple College Network. The provision is aimed at young people aged 16-24 who have a statement of special educational needs, a learning difficulty assessment or an education health care plan and they want to move into paid employment and need extra support to do so. The year long course features classroom based learning onsite at Stepping Hill Hospital alongside individually tailored work placements within either the hospital or other local employers. The aim is that students will gain essential work skills, a work based qualification and paid employment by the end of the course either internally or with external employers. The Internship is in its fourth full year) and successes include paid outcomes within the hospital restaurant, maternity shop, Stockport pharmaceuticals and external employers such as Gusto Restaurant. This year a cohort of 10 interns are currently onsite doing placements across areas such as Portering, Medico-Legal, Finance, Wards, Estates and Health Records.

Nathan's Story.

Nathan came onto the Supported Internship in 2018. Nathan has Autism and gets very anxious and worries about things. He needs time to process changes and support with learning new things. He also has issues with standing for too long and walking long distances, dyspraxia and hand tremors which impact on his fine motor skills. Prior to the Internship Nathan was at Castle Hill High School. He came onto the programme as he wanted to try new things so he could get a paid job. He was interested in IT but also wanted to try working in retail. Prior to starting and during his first few weeks Nathan undertook travel training in order to get to and from the Internship. This increased his independence considerably.



Nathan had his first placement within the IT team at Stepping Hill Hospital. He settled in really well and the team were very supportive of Nathans needs, even buying him a mobile phone to help him communicate. He very much decided early on that he enjoyed this work and would like a career in this area but he wanted to check first by trying another few placements alongside keeping a couple of days in the IT team. He undertook a second placement in the Childrens' Safeguarding team doing administrative tasks and then had a third placement within the Take 5 Café serving on the till and taking customer orders. But it become clear his heart lay in the IT team. Nathan decided that he would apply to undertake a Supported Apprenticeship, which is run by Stockport MBC and would enable him to stay in the IT team, gaining skills and a qualification in his chosen field whilst actually doing the job. It was possible due to his health and leaning needs to make the apprenticeship into a 2 years, part time.

Nathan is now undertaking a Level 2 IT Application Specialist Supported Apprenticeship within the IT team. He loves his job and the people he works with. Nathan said "The apprenticeship means the world to me and I have had the best help from the IT Department. The internship helped me a lot and it helped me to gain confidence.



Pre- Employment Programme

The Pre-Employment Programmer (PEP) is an entry-level vocation learning programme devised as a 10-week Level 1 Introduction to Adult Health & Social Care accredited programme. Predominately PEP is aimed at unemployed individuals of working age benefit 16 – 65 to enhance their potential employment opportunities and confidence. Our Pre-Employment Programme has been running since January 2018, with 53 candidates completing the programme to date and 26 candidates securing a substantive post.

Upon successful completion of the PEP, learners are offered a guaranteed interview. Live vacancies are identified by HR at the point of PEP delivery and promoted as part of the PEP. As the PEP incorporates a Level 1 Introduction to Adult Health & Social Care accreditation, learners will be eligible to access opportunities such as apprenticeships, volunteering or further education.

Case study – Nicola Stapleton – Health Care Assistant – Ward E1



I had been unemployed for two years and found out about the PEP when my son was undertaking work experience at the Trust. I was apprehensive about my ability to take part but I was reassured there would be pastoral support available. Through determination and hard work I passed my 4 week college course and

was nominated student of the year and attended an awards ceremony held by the college. This really boosted my confidence and I was even more excited to start my placement.

I completed a 6 weeks placement as a HCA in AMU and ward E1. I thoroughly enjoyed my placement which involved further hard work and determination, I love looking after patients and this is where my strength lies. At the end of my 10 week placement there were no vacancies available, however the programme offers further support for 3 months in securing a substantive post. I was eventually offered a full time substantive post on ward E2 which I was delighted to accept.

Case study – Rasika Wijesooriya – Clerical Assistant – Occupational Health Department

I attended the open day for the PEP along with other people and was fortunate to secure one of the 13 places on offer. I completed my level 1 Health and Social Care qualification at Stockport College and completed work placement trial in the Department of Orthotics at Kingsgate and the HR Department at Stepping Hill. I enjoyed my training and learned many new skills. After completed my work placement a workforce Assistant bank opportunity within the HR Department came up with the Stockport NHS Foundation Trust. I applied for the role and was successful.

I then applied for a post as a Data Entry Clerical Assistant in the Occupational Health Department and was delighted to secure this; I am thoroughly enjoying new challenges and learned different new skills. I am excited to be part of the team with a permanent Admin position with the Stockport NHS Foundation Trust.



Equality Delivery System (EDS2)

The Equality Delivery System is a tool commissioned by the NHS Equality & Diversity Council to assess how well organisations have embedded equality into their work and identify areas for improvement.

The EDS assesses NHS organisations on 18 outcomes, grouped into 4 main categories. The Trust undertakes an annual self-assessment, which is then reviewed by Healthwatch Stockport to agree scores and priorities for the coming year.

To align with the Equality, Diversity Inclusion objectives, the Trust will be reviewing the two following goals this year:

Equality, Diversity Inclusion Objectives

Inclusive Culture

- To nurture a culture where diversity is celebrated and where everyone feels valued and can bring their whole selves to work.

Accessible Patient Experience

- Ensuring all our patients, carers, families and visitors have equal access to services by ensuring we provide culturally appropriate, personally inclusive and responsive care

Representation

- We will achieve our ambitious challenge of ensuring wider representation of all our protected groups; including promotion for women and black and ethnic minority (BAME) representation at all levels of our workforce.

EDS2 Goals 2 & 3

Improved patient access and experience	2.1	People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds
	2.2	People are informed and supported to be as involved as they wish to be in decisions about their care
	2.3	People report positive experiences of the NHS
	2.4	People's complaints about services are handled respectfully and efficiently
A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels
	3.2	The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations
	3.3	Training and development opportunities are taken up and positively evaluated by all staff
	3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source
	3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives
	3.6	Staff report positive experiences of their membership of the workforce

Priorities for 2020/2021

- Bullying, Harassment & Abuse Campaign
- Reasonable Adjustments Compliance
- Presenteeism
- Career Progression- increasing diverse representation across all levels.
- Gender Pay Gap action plan
- Compliance of Accessible Information Standard (AIS)
- Increase Staff Network Engagement & Promotion

Appendix 1 Workforce Equality Data

Data as at 31st January 2020

Working Pattern

Working Pattern	Headcount	Percentage
Full Time	2846	52.45%
Part Time	2580	47.55%
Total	5426	100%

Disability

Disability	Headcount	Percentage
Yes	180	3.32%
No	4598	84.74%
Not Declared	648	11.94%
Total	5426	100%

Disability	Full Time Headcount	Part Time Headcount	Full Time %	Part Time %
Yes	85	95	2.99%	3.68%
No	2470	2128	86.79%	82.48%
Not Declared	291	357	10.22%	13.84%
Total	2846	2580	100%	100%

Ethnicity

	Headcount	Percentage
White:	4410	81.28%
British	4161	76.69%
Irish	59	1.09%
Other	190	3.50%
Mixed:	69	1.27%
White/Black Caribbean	16	0.29%
White/Black African	18	0.33%
White/ Asian	18	0.33%
Other Mixed	17	0.31%
Asian/ Asian British:	506	9.33%
Pakistani	108	1.99%
Indian	280	5.16%
Bangladeshi	24	0.44%
Other Asian	94	1.73%
Black/ Black British:	200	3.69%
Black/ Black Caribbean	25	0.46%
African	150	2.76%
Other Black	25	0.46%

Other:	105	1.94%
Chinese	26	0.48%
Filipino	18	0.33%
Other Ethnicity	61	1.12%
Not Given	136	2.51%
Total	5426	100%

Gender

Gender	Headcount	Percentage
Male	4090	20.09%
Female	4336	79.91%
Total	5426	100%

Age

Age Range	Full Time Headcount	Part Time Headcount	Full Time %	Part Time %
16-25	260	83	9.14%	3.22%
26-35	756	420	26.56%	16.28%
36-45	620	642	21.78%	24.88%
46-55	797	728	28.00%	28.22%
56-65	398	642	13.98%	24.88%
66+	15	65	0.53%	2.52%
Total	2846	2580	100%	100%

Age Band	Headcount	Percentage
16-25	343	6.32%
26-35	1176	21.67%
36-45	1262	23.26%
46-55	1525	28.11%
56-65	1040	19.17%
66+	80	1.47%
Total	5426	100.00%

Religion

Religion	Headcount	Percentage
Atheism	724	13.34%
Buddhism	21	0.39%
Christianity	2847	52.47%
Hinduism	89	1.64%
Islam	212	3.91%
Jainism	2	0.04%
Judaism	11	0.20%
Sikhism	7	0.13%
Other religions	348	6.41%
I do not wish to disclose	1165	21.47%
Total	5426	100%

Sexual Orientation

Sexual Orientation	Headcount	Percentage
Heterosexual	4221	77.79%
Gay or Lesbian	76	1.40%
Bisexual	37	0.68%
Other sexual orientation not listed	2	0.04%
I do not wish to declare	1090	20.09%
Total	5426	100%

Marital Status

Marital Status	Headcount	Percentage
Civil Partnership	52	0.96%
Divorced	390	7.19%
Legally Separated	64	1.18%
Married	2882	53.11%
Single	1820	33.54%
Unknown	166	3.06%
Widowed	52	0.96%
Total	5426	100.00%

Banding by Gender (Numbers using Headcount)

Gender	Apprentice	1	2	3	4	5	6	7	8A	8B	8C	8D	9	Medical	VSM	Total
Female	7	152	917	472	363	906	754	406	141	39	12	5	6	149	7	4336
Male	3	104	239	76	46	147	93	67	38	14	6	3	2	242	10	1090
Total	10	256	1156	548	409	1053	847	473	179	53	18	8	8	391	17	5426

Banding by Age (Numbers using Headcount)

Age Band	Apprentice	1	2	3	4	5	6	7	8A	8B	8C	8D	9	Medical	VSM	Total
16-24	7	13	78	52	20	106	34	2	-	-	-	-	-	31	-	343
25-34	3	28	191	117	81	352	212	77	22	3	-	-	-	90	-	1176
35-44	-	54	239	102	74	216	252	136	50	14	7	4	2	110	2	1262
45-54	-	60	330	162	136	224	216	164	83	24	9	2	4	107	4	1525
55-64	-	84	288	105	96	146	129	91	24	12	2	2	2	50	9	1040
65+	-	17	30	10	2	9	4	3	-	-	-	-	-	3	2	80
Total	10	256	1156	548	409	1053	847	473	179	53	18	8	8	391	17	5426

Banding by Ethnicity (Numbers using Headcount)

Ethnic Origin	Apprentice	1	2	3	4	5	6	7	8A	8B	8C	8D	9	Medical	VSM	Total
White	9	200	912	504	365	792	755	429	168	48	17	8	7	181	15	4410
British	9	172	871	495	358	727	716	408	162	48	17	8	7	149	14	4161
Irish	-	1	8	2	3	9	15	13	3	-	-	-	-	5	-	59
Other	-	27	33	7	4	56	24	8	3	-	-	-	-	27	1	190
Mixed	-	3	15	6	5	8	13	6	1	-	-	-	-	11	1	69
White & Black Caribbean	-	1	5	3	2	1	2	2	-	-	-	-	-	-	-	16
White & Black African	-	-	5	1	1	4	4	-	-	-	-	-	-	3	-	18
White & Asian	-	1	2	-	1	2	5	3	1	-	-	-	-	3	-	18
Other	-	1	3	2	1	1	2	1	-	-	-	-	-	5	1	17
Asian	-	12	110	11	24	147	41	18	2	2	-	-	-	139	-	506
Pakistani	-	1	22	1	2	23	15	7	1	-	-	-	-	36	-	108
Indian	-	4	44	3	17	107	18	5	-	2	-	-	-	80	-	280
Bangladeshi	-	-	9	3	1	4	2	2	-	-	-	-	-	3	-	24
Other	-	7	35	4	4	13	6	4	1	-	-	-	-	20	-	94
Black	1	24	69	12	6	44	15	6	2	1	1	-	-	19	-	200
Caribbean	-	3	7	1	2	3	6	1	1	-	1	-	-	-	-	25
African	1	21	54	8	4	36	8	5	-	1	-	-	-	12	-	150
Other	-	-	8	3	-	5	1	-	1	-	-	-	-	7	-	25
Other	-	9	21	5	1	24	10	3	2	1	-	-	-	29	-	105
Chinese	-	2	4	-	-	4	5	2	-	1	-	-	-	8	-	26
Filipino	-	1	6	2	1	6	2	-	-	-	-	-	-	-	-	18
Other	-	6	11	3	-	14	3	1	2	-	-	-	-	21	-	61
Not Stated	-	8	29	10	8	38	13	11	4	1	-	-	1	12	1	136
Total	10	256	1156	548	409	1053	847	473	179	53	18	8	8	391	17	5426

Disciplinary by Equality Group

1st February 2019 – 31st January 2020

Gender	Headcount	%
Female	32	61.54%
Male	20	38.46%
Total	52	100%
Religion	Headcount	%
Atheism	10	19.23%
Buddhism	1	1.92%
Christianity	22	42.31%
Hinduism	1	1.92%
I do not wish to disclose my religion/belief	10	19.23%
Islam	2	3.85%
Judaism	1	1.92%
Other	5	9.62%
Total	52	100%
Sexual Orientation	Headcount	%
Gay or Lesbian	3	5.77%
Heterosexual	39	75.00%
Not Declared	10	19.23%
Total	52	100%
Disabled	Headcount	%
No	45	86.54%
Not Declared	5	9.62%
Yes	2	3.85%
Total	52	100%

Age-Range	Headcount	%
16-25	6	11.54%
26-35	9	17.31%
36-45	11	21.15%
46-55	13	25.00%
56-65	12	23.08%
Total	52	100%
Ethnicity	Headcount	%
A White - British	34	65.38%
B White - Irish	2	3.85%
C White - Any other White background	3	5.77%
F Mixed - White & Asian	1	1.92%
G Mixed - Any other mixed background	1	1.92%
H Asian or Asian British - Indian	1	1.92%
J Asian or Asian British - Pakistani	2	3.85%
L Asian or Asian British - Any other Asian background	1	1.92%
M Black or Black British - Caribbean	2	3.85%
N Black or Black British - African	1	1.92%
P Black or Black British - Any other Black background	2	3.85%
Z Not Stated	2	3.85%
Total	52	100%

Grievances by Equality Group (Including ex-employee)

1st February 2019 – 31st January 2020

Gender	Headcount	%
Female	13	86.67%
Male	2	13.33%
Total	15	100%
Religion	Headcount	%
Atheism	1	6.67%
Christianity	8	53.33%
Other	2	26.67%
I do not wish to disclose my religion/belief	4	13.33%
Total	15	100%
Ethnicity	Headcount	%
A White - British	14	93.33%
C White - Any other White background	1	6.67%
Total	15	100%

Sexual Orientation	Headcount	%
Heterosexual	12	80.00%
I do not wish to disclose	3	20.00%
Total	15	100%
Disabled	Headcount	%
No	12	80.00%
Not Declared	2	13.33%
Yes	1	6.67%
Total	15	100%
Age-Range	Headcount	%
26-35	4	26.67%
36-45	1	6.67%
46-55	6	40.00%
56-65	4	26.67%
Total	15	100%

Promotions by Equality Group

1st February 2019 – 31st January 2020

Ethnic Origin	Headcount	%
A White - British	70	86.42%
C White - Any other White background	3	3.70%
CY White Other European	1	1.23%
D Mixed - White & Black Caribbean	1	1.23%
E Mixed - White & Black African	1	1.23%
F Mixed - White & Asian	1	1.23%
N Black or Black British - African	1	1.23%
S Any Other Ethnic Group	2	2.47%
Z Not Stated	1	1.23%
Total	81	100%

Religious Belief	Headcount	%
Atheism	17	20.99%
Christianity	38	46.91%
I do not wish to disclose my religion/belief	16	19.75%
Other	10	12.35%
Total	81	100

Gender	Headcount	%
Female	65	80.25%
Male	16	19.75%
Total	81	100%

Disabled	Headcount	%
No	74	91.36%
Not Declared	7	8.64%
Total	81	100%
Age Range	Headcount	%
16-25	8	9.88%

26-35	34	41.98%
36-45	24	29.63%
46-55	10	12.35%
56-65	4	4.94%
66+	1	1.23%
Total	81	100%

Sexual Orientation	Headcount	%
Bisexual	1	1.23%
Gay or Lesbian	1	1.23%
Heterosexual or Straight	69	85.19%
Not stated	9	11.11%
Total	81	100%

Appraisals by Equality Group – 31st January 2020

	Compliant	Required	%
Trust	4781	5263	90.84%
Gender	Compliant	Required	%
Female	3810	4205	90.61%
Male	971	1058	91.78%
Disability	Compliant	Required	%
No	4053	4447	91.14%
Yes	163	177	92.09%
Not Declared	565	639	88.42%
Religion & Belief	Compliant	Required	%
Atheism	637	696	91.52%
Buddhism	18	21	85.71%
Christianity	2528	2779	90.97%
Hinduism	85	87	97.70%
Islam	187	198	94.44%
Jainism	2	2	100.00%
Judaism	10	10	100.00%
Other	314	341	92.08%
Sikhism	7	7	100.00%
Not Declared	993	1122	88.50%
Age Range	Compliant	Required	%
16-24	284	303	93.73%
25-34	1001	1076	93.03%
35-44	1124	1235	91.01%
45-54	1387	1532	90.54%
55-64	919	1039	88.45%
65+	66	78	84.62%

Ethnic Origin	Compliant	Required	%
White	3884	4290	90.54%
British	3656	4042	90.45%
Irish	52	59	88.14%
Other	176	189	93.12%
Mixed	64	65	98.46%
White & Black Caribbean	15	15	100.00%
White & Black African	18	18	100.00%
White & Asian	15	16	93.75%
Other	16	16	100.00%
Asian	440	476	92.44%
Pakistani	94	99	94.95%
Indian	247	266	92.86%
Bangladeshi	20	22	90.91%
Other	79	89	88.76%
Black	175	195	89.74%
Caribbean	23	26	88.46%
African	134	149	89.93%
Other	18	20	90.00%
Other	96	105	91.43%
Chinese	23	25	92.00%
Filipino	16	18	88.89%
Other	57	62	91.94%
Not Stated	122	132	92.42%
Sexual Orientation	Compliant	Required	%
Bisexual	33	37	89.19%
Gay or Lesbian	68	73	93.15%
Heterosexual or Straight	3724	4083	91.21%
Not stated	952	1066	89.31%

Other sexual orientation not listed	2	2	100.00%
Undecided	2	2	100.00%