

Equality & Diversity Annual Report 2022



engage

we involve
people in how
we do things



ambition

we want the
best for people



learn

we learn from
people, the past,
present and
future



care

we show we care
about people



respect

we value the
differences
and talents of
people

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1.0 Our Vision, Aims & Values

At Liverpool Women's Hospital we have a common goal - to provide excellent healthcare for women, babies and their families in a safe, friendly and caring environment.

We are proud to push the boundaries of healthcare for our patients and their families and we continue to influence national and international research and development in these fields.

Our Vision

The **vision** for Liverpool Women's Hospital is to be the recognised leader in healthcare for women, babies and their families.

Our Aims – We See

To achieve our vision we aim to do the best in everything that we do whether that is making sure our patients are as safe as possible and have the best experience possible or whether it is the development of our staff and the effective management of our resources. Specifically, we aim to;

- Develop a well led, capable, motivated and entrepreneurial **W**orkforce
- Be ambitious and **E**fficient and make best use of available resources
- Deliver **S**afe services
- Participate in high quality research in order to deliver the most **E**ffective outcomes
- Deliver the best possible **E**xperience for patients and staff.

Our Values – Care and Learn

The values that are important to us at Liverpool Women's Hospital are based around the needs of our patients and our staff. The behaviours we encourage in all our staff are to make sure that our values are delivered every day in the same way;

- **C**are – we show we care about people
- **A**mbition – we want the best for people
- **R**espect – we value the differences and talents of people
- **E**ngage – we involve people in how we do things
- **L**earn - we learn from people past, present and future

2.0 Context

The Trust has five over-arching Equality Objectives in our action plan for the period 2019 - 2023;

- Create a workforce representative of the community we serve
- Ensure that we meet the communication needs of our patients
- Ensure that staff training & development promotes the values of inclusion and tolerance for all, whilst meeting the needs of all staff groups

- Develop the EDI agenda into the culture of existing meetings and committees
- Continue to engage with our patient and staff groups to understand further the needs of individuals with protected characteristics and respond proactively to identified needs

The Trust Equality Objectives action plan (2019/23) can be found on the Trusts website (<https://www.liverpoolwomens.nhs.uk/diversity-inclusion-human-rights/>).

To support the Trust in progressing and achieving the above objectives they have been mapped to the EDS2 framework. EDS2 is a tool designed to help NHS organisations, in partnership with local stakeholders, to review and improve their performance for people with protected characteristics (as defined by the Equality Act 2010), and to support organisations in meeting the Public Sector Equality Duties.

3.0 Activity in 2021/22

3.1 Our EDI Ambition and Achievements in 2021/22

There has been lots of great work at Liverpool Women's Hospital (LWH) over the past 12 months in relation to inclusion for both staff and patients and it is important that this is captured and celebrated, along with reporting our aspirations and plans to continually improve.

LWH has clear Strategic ambitions in relation to Equality Diversity and Inclusion (EDI). These are clearly outlined in the Strategies and regularly reported and monitored at Putting People First Committee and Trust Board.

As outlined within the trust Strategy 2021-25 LWH is

'Committed to being recognised as the most inclusive organisation in the NHS with Zero discrimination for staff and patients (zero complaints from patients, zero investigations)'

With ambitions to achieve this including:

- ***Trebling the number of staff from ethnic minority backgrounds in leadership roles (Band 7 and above) by 2022.***
- ***Ensure our workforce matches the ward of Riverside in terms of % of staff from ethnic minority backgrounds by 2025.***

LWH have made some positive progress in the past 12 months in relation to the equality Diversity and Inclusion agenda, these include:

- Membership of Inclusive Companies for professional support on EDI and to share and learn from other organisations (public and private) who have positive initiatives and experiences for staff from protected characteristics.
- Entered the Inclusive companies IT50 (inclusive top 50) and placed 41st with positive feedback and recommendations on how we can improve on this position moving forward.
- Recruited to four new roles in 2021/22 within the Trust with key focus on EDI and patient, these include:
 - Equality, Diversity and Inclusion lead
 - Head of Culture and Staff Experience
 - Patient Experience Matron
 - Culture Liaison Midwife
- Supporting Patients with Additional Needs strategy has recently been developed with clear actions on how we learn from our patients and improve moving forward.
- EDI is a standard agenda item at all Senior and Executive Leadership meetings, with more formal reporting into Trust Board and sub-board Putting

People First Committee. Agenda items include listening to and learning from staff and patient EDI stories and experiences.

- In June 2021 LWH devoted a full day to the theme of ED&I at the 'Great Day' an education day for medical and clinical staff. We welcomed an external medical consultant to provide training on topics such as microaggressions, improving patient experience for diverse groups. Lived experiences were shared from our staff networks, and John Barnes MBE was a popular speaker sharing his own lived experiences.
- Accredited as a "Disability Confident Employer" and 'Mindful Employer' we are committed to supporting staff to gain access to and maintain employment. Recruitment policy supports all staff in relation to promotion opportunities and career development.
- With long standing values of 'we care and we learn' we recently refreshed communications encapsulating them into a 'Be Kind' message which has been displayed in a high visibility poster campaign. Plans to develop this into a LWH People Promise maintaining a focus on the 'Be Kind' messaging which includes our values, behaviours and Just Culture.
- Diverse interview panel member at Senior leadership roles (Band 8A and above) interview, asking EDI questions as part of the interview process and acting as a check and challenge to appointing manager decision making.
- Strengthened community partnerships in L8 with ethnically diverse groups, promoting LWH as a great place to work and options available such as volunteering, widening participation programmes and current vacancies. e.g. Fair at Pakistani centre (unfortunately covid restrictions have meant future Health and Careers fairs have had to be cancelled or postponed).
- Performance Development Review (PDR) policy ensures staff from diverse backgrounds are not discriminated against and Talent Management Strategy includes colleagues from diverse backgrounds ensuring additional bespoke support and career conversations to enable them to overcome any barriers.
- Implemented diverse interview panels for senior roles and plans in place to develop staff with disability and BAME staff in recruitment processes so we can extend this offer.
- New Leadership development programme implemented in 2021/22 with a dedicated session on inclusive and compassionate leadership.
- The Trust has worked in partnership with the local constabulary to promote awareness of domestic violence and hate crime. This was aimed at staff, patients and the public and generated a positive response.

3.2 Delivering Inclusion throughout COVID-19

The impact of COVID-19 throughout 2020 and in to 2022 has had an unprecedented impact on our personal and working lives. Following the announcement of national lockdown measures in March 2019, we had to re-prioritise some of our planned actions and focus for the year ahead.

We applied the ethos of the Putting People First strategy and put our people at the forefront of the decisions made with focus firmly on the health and well-being of our colleagues by providing on-going well-being support and guidance.

We understand that all colleagues have different circumstances so we aimed to take forward the ethos of our Trust values in showing that we **C**are, **R**espect and **E**ngage whilst promoting kindness amongst all colleagues. Below provides some examples of the support we continue to provide to colleagues;

- Dedicated support to enable workplace adjustments from home
- Full access to mental wellbeing resources and tools
- Continuation of Schwartz rounds to enable discussions amongst colleagues to provide a platform for discussions on emotional well-being
- Staff networks for colleagues from protected characteristic groups
- Materials on how to manage and work in inclusive teams remotely

Staff from diverse backgrounds were supported during Covid, a staff survey and listening event were conducted, BAME staff representation at the Covid Oversight Committee ensured the voice of diverse colleagues was heard at Board level, plus our BAME staff were also offered Vitamin D testing.

3.3 Mental Health First Aiders (MHFA) and REACTMH

Work has continued throughout 2021/22 with staff who have been trained to become Mental Health First Aiders. MHFA training provides the skills to enable the 'First Aiders' to provide immediate support to other colleagues who feel they are developing a mental health issue, experiencing a worsening existing issue and/or experiencing a mental health crisis.

The training is available to all staff at all levels throughout the Trust and once trained, they are identified via a green badge displayed on their lanyard.

There are 105 trained MHFAs at LWH, this includes an additional 15 that were trained during 2021/22. There are 2 MHFA trainers at LWH and in 2022/23 we plan to expand this through securing charitable funds for additional MHSFA trainers.

The Trust has also invested in 2 trainers in REACTMH (active listening skills training). REACTMH is a tool that you can use to support your colleagues by having open and honest conversations about their mental health and wellbeing. REACTMH can be used to start a conversation with colleague (family member, patient or friend) who perhaps needs to talk but does not want to seek help or does not recognise that they need further support.

3.4 Widening Participation

The Trust supports pre-employment programmes with the purpose of providing an opportunity to those within the community to experience what it is like to work both at

the Trust and within the NHS. The programme also aims to enable those on the programme to be employment ready.

In 2021/22, successful programmes include;

- The **Kickstart Scheme** makes up part of the Government's plan for jobs skills and employment programmes. The Kickstart Scheme offers six-month additional jobs for young people aged 16 to 24 years old who are currently claiming Universal Credit and are at risk of long-term unemployment.
- The Trust is working with the Assistant Head Teacher of **LEEP (Liverpool Education Employment Partnership)** about providing careers advice for her pupils, to showcase career and job opportunities within the NHS. These students have been removed from mainstream schools for various reasons.
- Working in partnership with NHS organisations, Southport College recruits 16 to 19 year old students onto the **ACORN programme** and supports them throughout the duration of their training. ACORN's will undertake a 2 year BTEC Level 3 in Healthcare. The programme combines academic study and valuable work placements to ensure that when the ACORNs complete their programme they are equipped with the necessary qualifications, skills and experience to apply for employment or university, hopefully in healthcare such as nursing or midwifery.
- **Functional skills** teaches post-16 and adult learners in England how to apply practical Maths and English skills to real-life and vocational contexts. These qualifications will support our staff development and potentially enable progression internally within their chosen career path and onto other widening participation programmes such as apprenticeships.
- **Apprenticeship programmes** can help upskill and retain existing employees enabling them to gain formal qualifications in specialist areas. In addition, apprenticeship opportunities can help an organisation to recruit people into development roles that suit the learning and development needs of the organisation.

3.5 Colleague Inclusion Networks

The Trust has an established BAME staff network and a Disability staff network, both networks meet quarterly.

Networks have supported the work for Black History Month and raising awareness of support available to colleagues with hidden disabilities such as neurodiverse and mental health conditions.



3.6 Supporting patients with a disability

At LWH we are committed to ensuring that disabled people have the same access to our services and the receive the same high standards of care. To achieve this, we have a duty to make reasonable adjustments

Some recent example of how we have done this are as follows

Adapting methods of communication due to a **hearing impairment**

- Guidance on best practice when communicating with people who have a hearing impairment
- Use of face shields to support lip reading
- Unrestricted access to partner, who was competent in BSL to promote understanding
- Use of BSL interpreter for consent process

Ensuring unrestricted access to relatives and or carers to reduce anxiety for patients with **learning disabilities, dementia or mental health conditions**

- Access to relatives/ carers at all stages of the patient journey has reduced anxiety for the patient and reduced incidents of conflict or challenging behaviour.

Adjusting the entire admission pathway **to meet the needs of disabled patients**

- Appointments created at specific times to accommodate the individual needs of the patient
- Pre-operative anaesthetic assessments have been completed virtually.
- The patient pathway adapted to support a seamless admission and transfer to theatre and discharge with minimal delay.

3.7 Supporting patients who do not speak English as a first language

Many women who attend the hospital whose first language is not English, including many asylum seekers and refugees. During Covid, all patients were asked questions about symptoms as they entered the hospital and had temperatures taken. It became apparent that ladies whose first language was not English were struggling with the new regime and did not have anybody with them to help with the language barrier.

The Trust decided to introduce **picture cards** so the woman could easily identify and point to any current symptoms. The Patient Experience Team worked with the Communications team and the picture cards were developed.

This has reduced delays and queues at the main entrance and reduced distress and confusion amongst women, whilst ensuring infection prevention precautions are adhered to. The feedback from staff and patients has been very positive

3.8 Matron review for all patients with additional needs

To ensure that there is effective planning and communication regarding all patients with additional needs, any patient who may be identified as vulnerable, complex or at risk is reviewed in a timely manner by a senior nurse. This is also an opportunity for families to input into discussion about care. Such patients include:

- Patients with a learning disability/dementia
- Patients where there are safeguarding issues or general concerns
- Patient has a DoLS in place
- Patient is aged 16-18 years of age.

3.9 Visiting times on the neonatal unit

During the Covid-19 pandemic visiting for parents of babies on the neonatal unit was protected compared to visiting in other areas of the hospital. However, certain restrictions upon visiting were imposed to protect patients and staff from Covid. Both parents were allowed to visit their babies once a day for an unlimited period of time. However, we identified an increased risk to the **mental health of single mothers** due to lack of support and isolation during what is already an extremely difficult time. A new approach was developed where single mums could nominate a support person. This has ensured that there is no disparity in service provision or discrimination towards our service users whilst ensuring all staff and patients are safeguarded against transmission of Covid-19.

4.0 Measures & Objectives

4.1 Gender Pay Gap Report (2021)

Gender pay gap reporting regulations require UK employers in the public sector with 250+ employees to disclose workforce details in relation to their gender pay gap based on a single date each year, namely 31 March. As such, the gender pay gap report gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role and/or seniority.

The full 2021 Gender Pay Gap report for the Trust can be found on the Trust website (<https://www.liverpoolwomens.nhs.uk/diversity-inclusion-human-rights/>).

4.2 Workforce Race Equality Standard (WRES)

The Workforce Race Equality Standard (WRES) was most recently submitted on 30th August 2021, in line with the national deadline.

In summary from the latest submission, it can be evidenced that the workforce remains largely static in relation to the demographics of employees, with a minimal decrease from 8.5% to 8.4% of ethnic minority staff.

Band distribution has not changed with the majority of ethnic minority staff holding clinical Band 5, Band 6 and Band 7 posts. The highest banded non-clinical role remains the same as 2020, one individual at Band 8a. The highest banded clinical role (excluding medics) remains one individual at Band 8b.

Medical staff figures remain static at 34 staff disclosed ethnic minority background on ESR in both 2020 and 2021.

There are 12 staff from Agenda for Change paycales who have not disclosed on ethnicity on ESR and 3 staff from Medical grades who have not disclosed ethnicity on ESR.

Board member and non-Executive Director data for ethnic minority staff remains static at 1 person in a non-Executive Director role.

Relative likelihood of being appointed from interview if an applicant is of ethnic minority background has increased from 41.67% in 2020 to 52.70% in 2021.

For the last 3 years there have been no staff from ethnic minority background staff entering the formal disciplinary process. In the last 3 years there have been an average of 8 disciplinary investigations per year.

The number of BAME staff reporting harassment, bullying or abuse from staff has reduced from 33.9% to 23.9% however this remains both a concerning figure and higher than the figure reported by white colleagues. There have been no complaints of B&H raised to HR in the last 3 years by BAME staff.

There has been a minor reduction in the number of ethnic minority staff believing the Trust provides equal opportunities for career progression, from 87.9% to 84.2% compared to 90.7% of white staff this year.

A WRES action plan for the coming year is available to view which takes into account the above noted key findings from the latest WRES submission and this can be found at on the Trust website (<https://www.liverpoolwomens.nhs.uk/diversity-inclusion-human-rights/>).

4.3 Workforce Disability Equality Standard (WDES)

The Workforce Disability Equality Standard (WDES) was introduced in 2019 and entails a set of specific measures/metrics that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. The deadline for this data submission was successfully met on 31st August 2021.

The data shows that the overall number of disabled staff in the Trust remains largely static in relation to the demographics of employees, with a minimal decrease from 3.0% to 2.91% of disabled staff (equating to 45 staff). There remains an important issue of staff not wishing to disclose a disability when they commence in post on ESR, though the position has improved slightly since 2019. This remains the topic of on-going communication and assurance with regards to support available.

There are 285 staff from Agenda for Change paycales who have not disclosed disability status on ESR (status unknown) and 20 staff from Medical grades who have not disclosed on ESR.

In terms of band distribution, there are 2 disabled staff above band 8a in non-clinical roles, and 1 disabled staff above band 8a in clinical roles. This is an increase from a zero return for previous reporting year. There are no staff disclosing a disability in medical roles. This issue has been discussed at JLNC and will continue to do so. LWH is currently supporting a number of junior doctors with mental health issues that would be covered in the Equality Act, there is clearly a cultural issue with disclosure, particularly of mental health issues that requires further analysis and exploration.

In terms of recruitment, non-disabled candidates are 1.67 times more likely to be appointed from shortlisting stage than disabled candidates which is a positive position compared to previous year where non-disabled candidates were 2.32 times more likely to be appointed. 25 disabled staff applied for a job at the Trust in 20/21 which is a decrease from the previous year (32) and 12 were appointed, which overall is a positive picture. The Trust has been re-accredited as a Disability Confident Employer and more work will be undertaken to assess these candidates experiences of the recruitment process through the 90 Day Listening Events and targeted requests for feedback.

In the reporting period, 3 disabled staff and 1 non-disabled staff entered into the formal capability process. As with any formal process, reasonable adjustments would be made to support staff with disabilities.

21.3% state they have experienced bullying, harassment or abuse in the workplace compared to non-disabled colleagues (11.9%), though this is lower than the national average for disabled staff (25.4%). Disabled staff are slightly more likely to report it (55.8%) than non-disabled (46.8%).

A positive improvement from 83% in previous year, 89.3% of disabled staff believes the Trust provides equal opportunities for career progression compared to 90.3% of non-disabled employees.

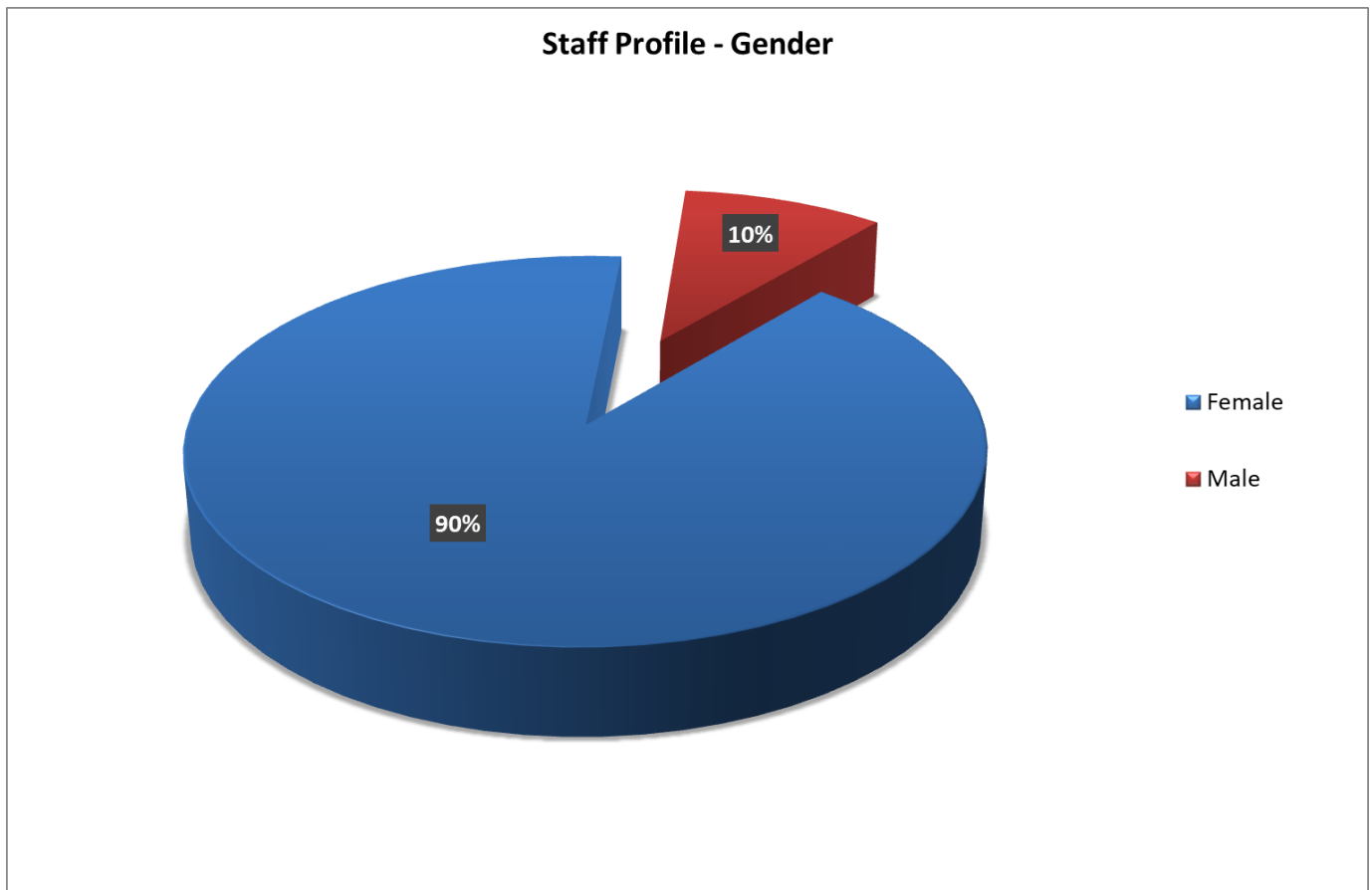
The Trust WDES action plan can be found on the Trust website (<https://www.liverpoolwomens.nhs.uk/diversity-inclusion-human-rights/>).

4.4 Staff Profiles

Headcount for the workforce as of December 2021 stood at 1571 which is an increase of 55 staff from 2020.

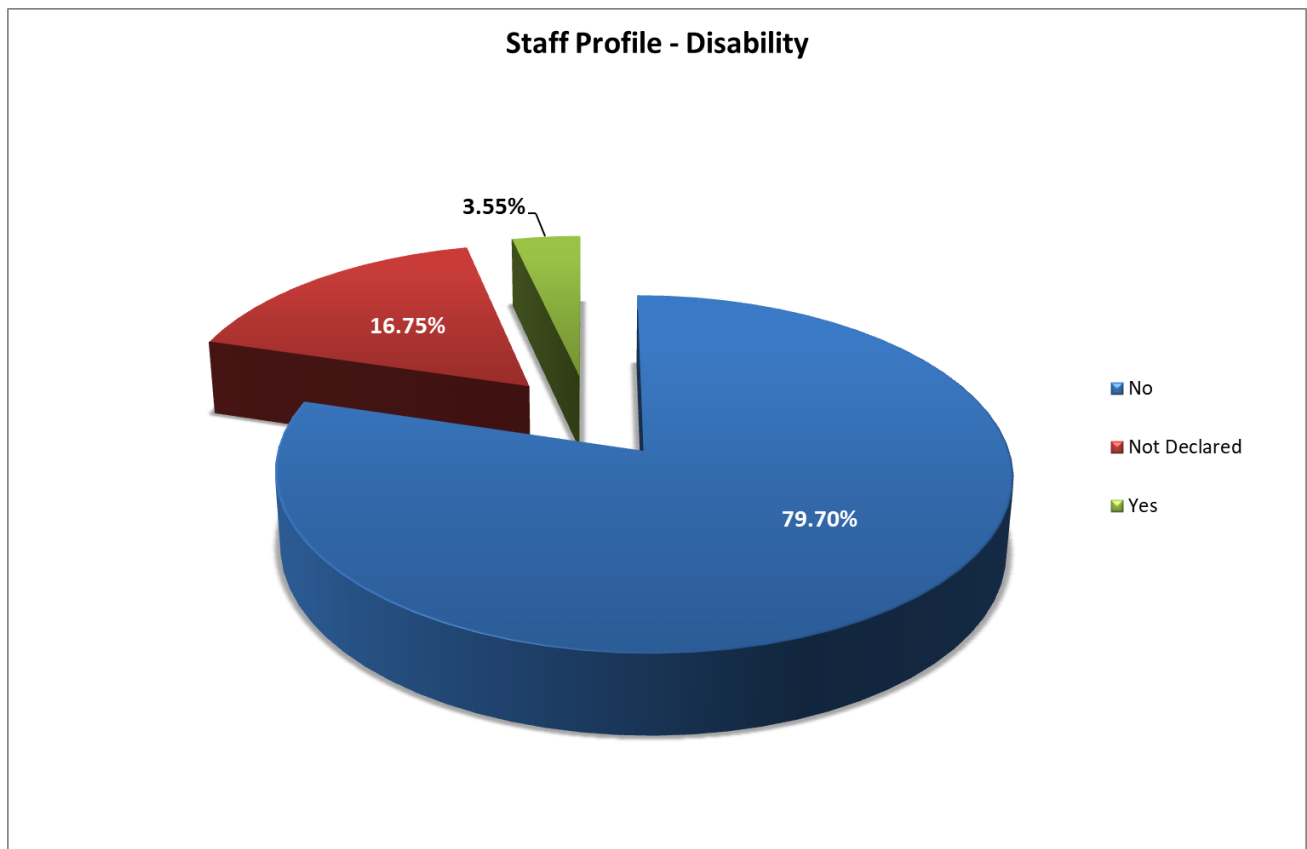
Staff Profile - Gender

Liverpool Women's NHS Foundation Trust has an 90% female workforce which equates to 1413 colleagues.



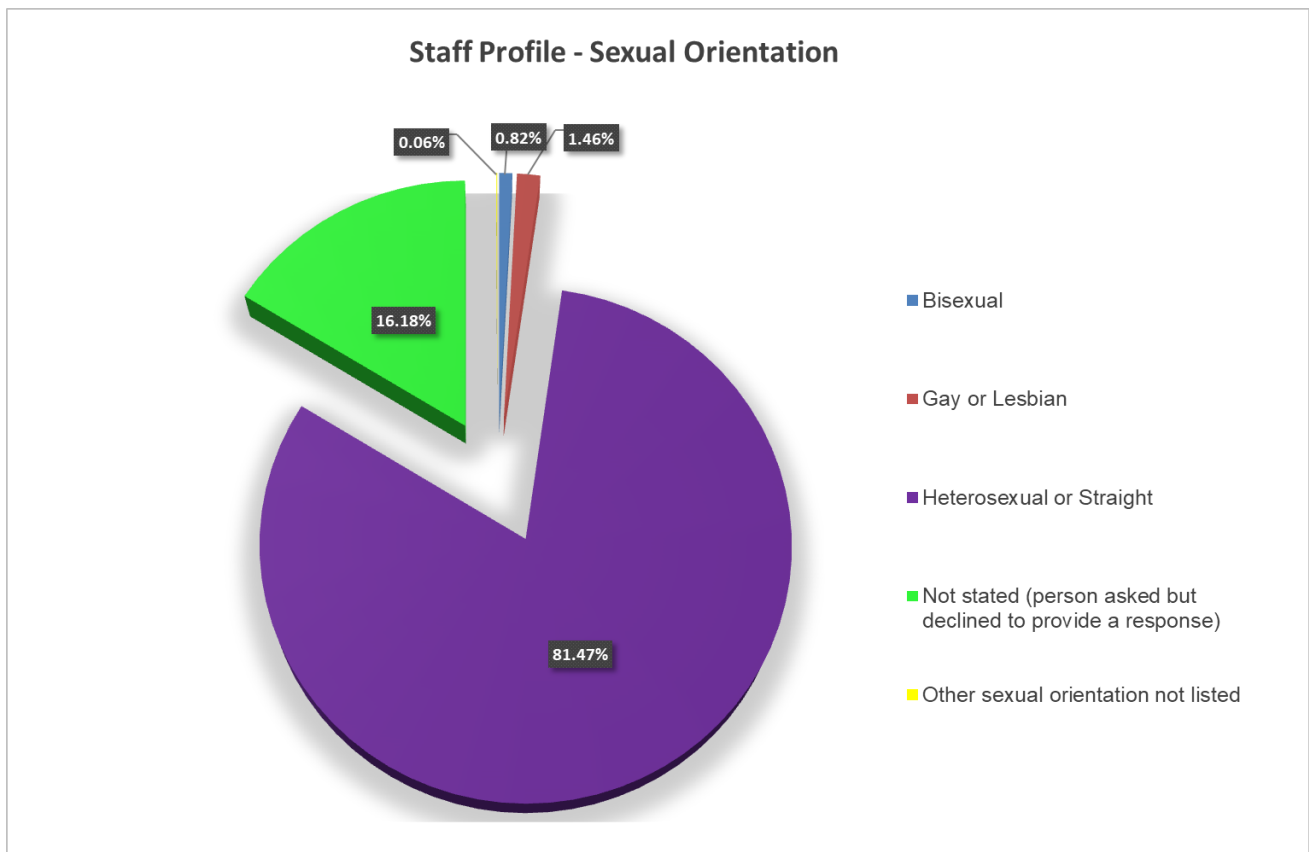
739 staff are in the Nursing and Midwifery staff group; 99.19% of this group are female.

Staff profile - Disability



The figures relating to disability declarations 79.70% of colleagues state they do not have a disability and 3.55% state that they do. 16.75% of colleagues declined to provide an answer to the question and therefore not providing a full representation of disability within our colleague base. Further information can be found in the Trust WDES report which can be found via <https://www.liverpoolwomens.nhs.uk/diversity-inclusion-human-rights/>

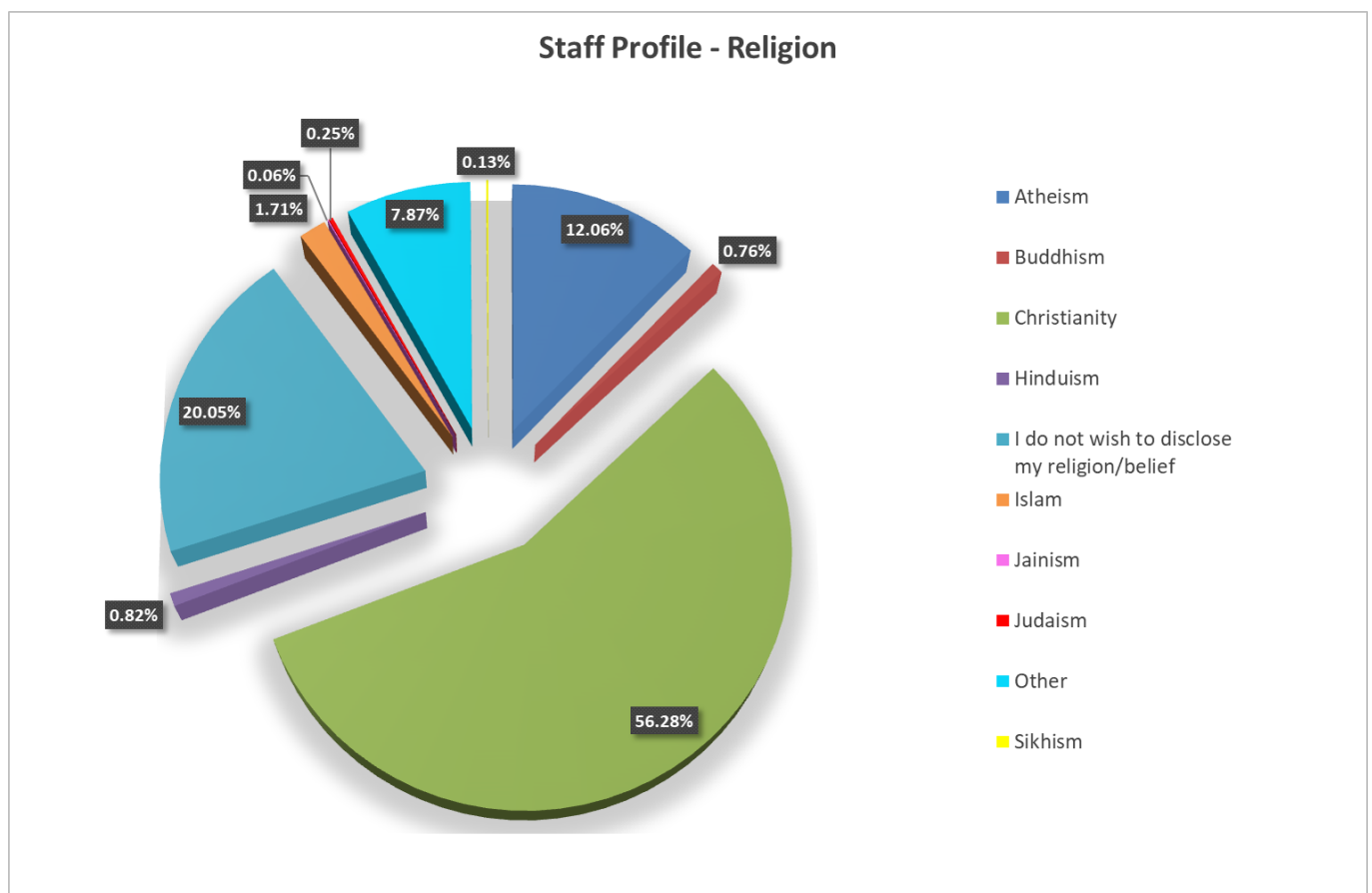
Staff profile – Sexual Orientation



81.47% of colleagues define their sexual orientation as Heterosexual; this remains comparative to last year in which 78% of colleagues reported the same. Those identifying as Gay or Lesbian account for 1.46% of the staff group.

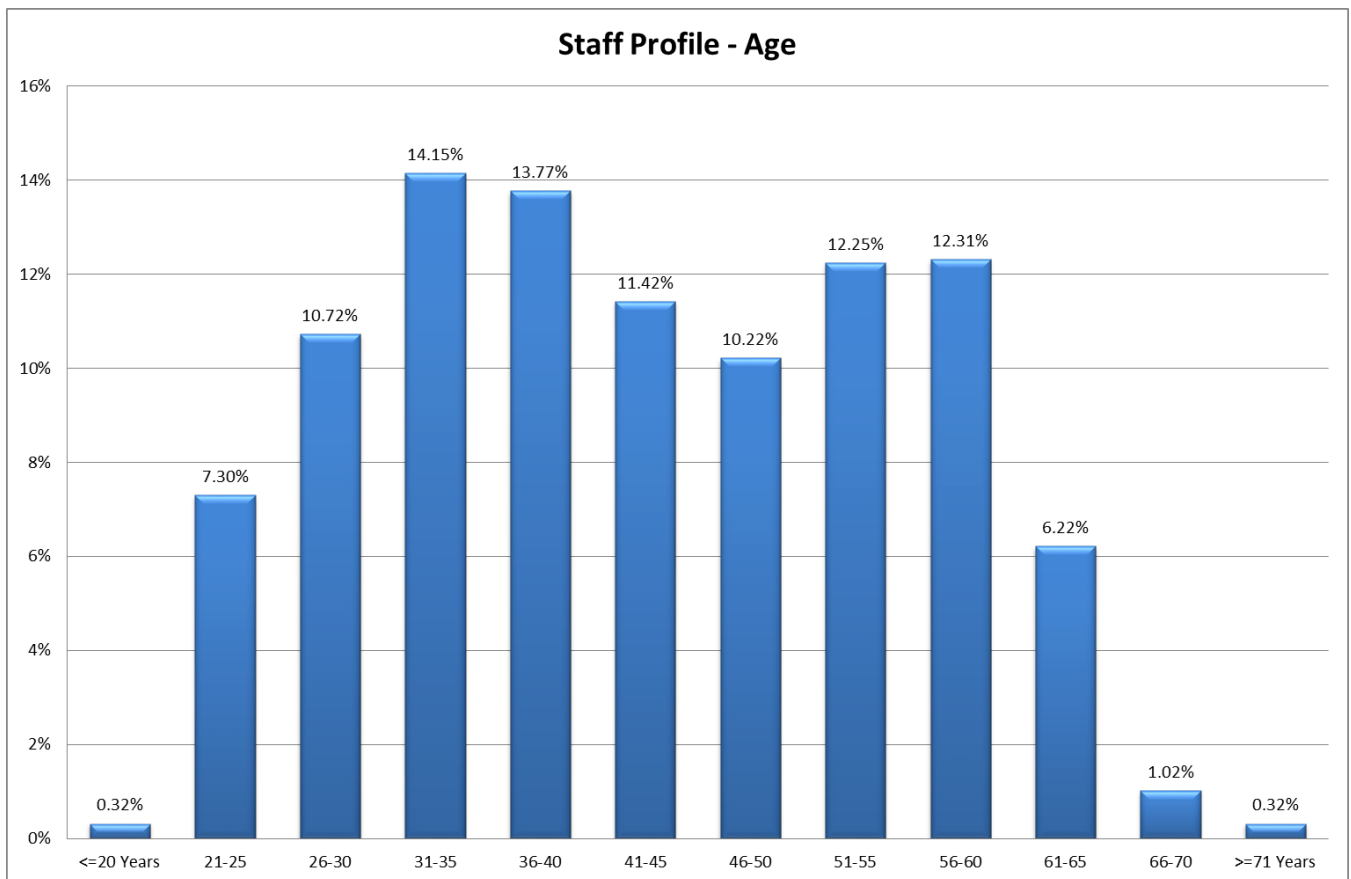
As with disability declarations, the above does not provide a full representation of colleagues' orientation as 16.18% declined to provide an answer.

Staff profile – Religion



887 or 56.28% of colleagues define their Religious beliefs as Christian, followed by Atheism equating for 12.06%. As with previous declarations this does not provide a full representation of colleagues' orientation as 20.05% declined to provide an answer.

Staff profile – Age

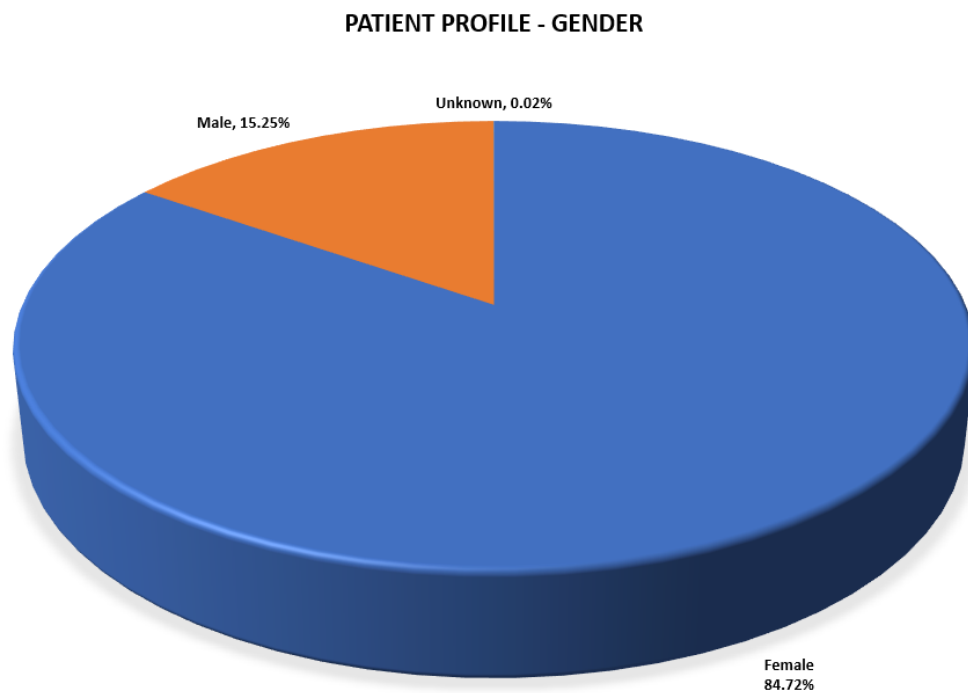


The main body of the staff profile is made up between age groups 31 – 40 and between 51 – 60 which shows although we have a high level of younger staff we have a high levels of staff who are nearing retirement age. Work is on-going to develop those staff so we do not loose valuable experience and knowledge when staff retire.

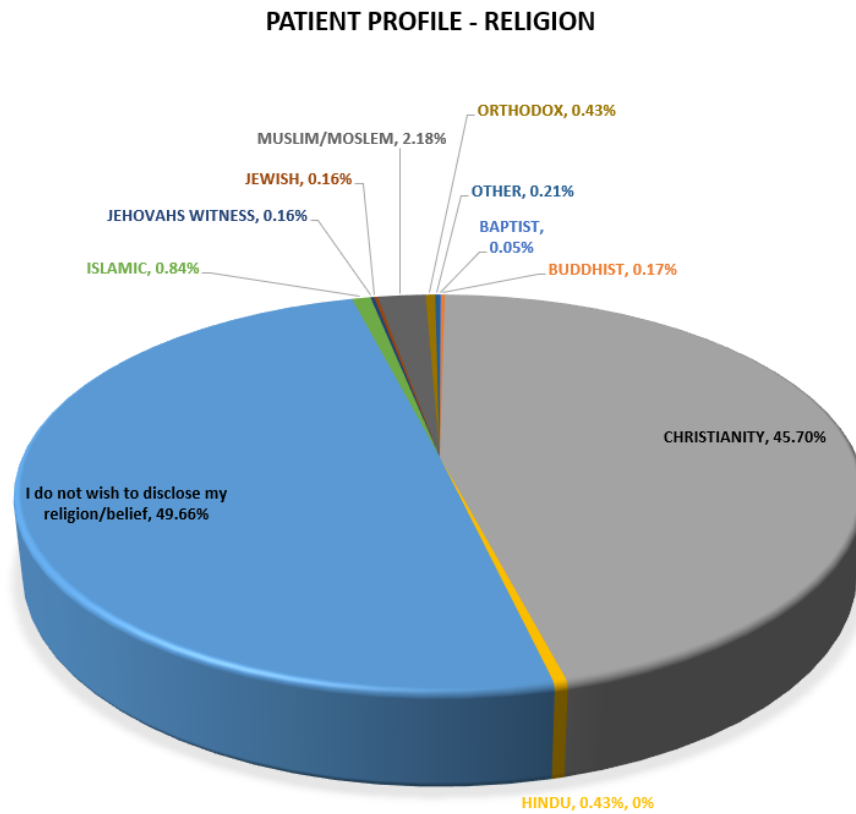
4.5 Patient Profile

Between April 2021 and March 2022 Liverpool Women's NHS Foundation Trust treated 60,158 patients, of which 50,968 were female equating for 84.72% of all patients, to be expected due to the nature of Liverpool Women's services.

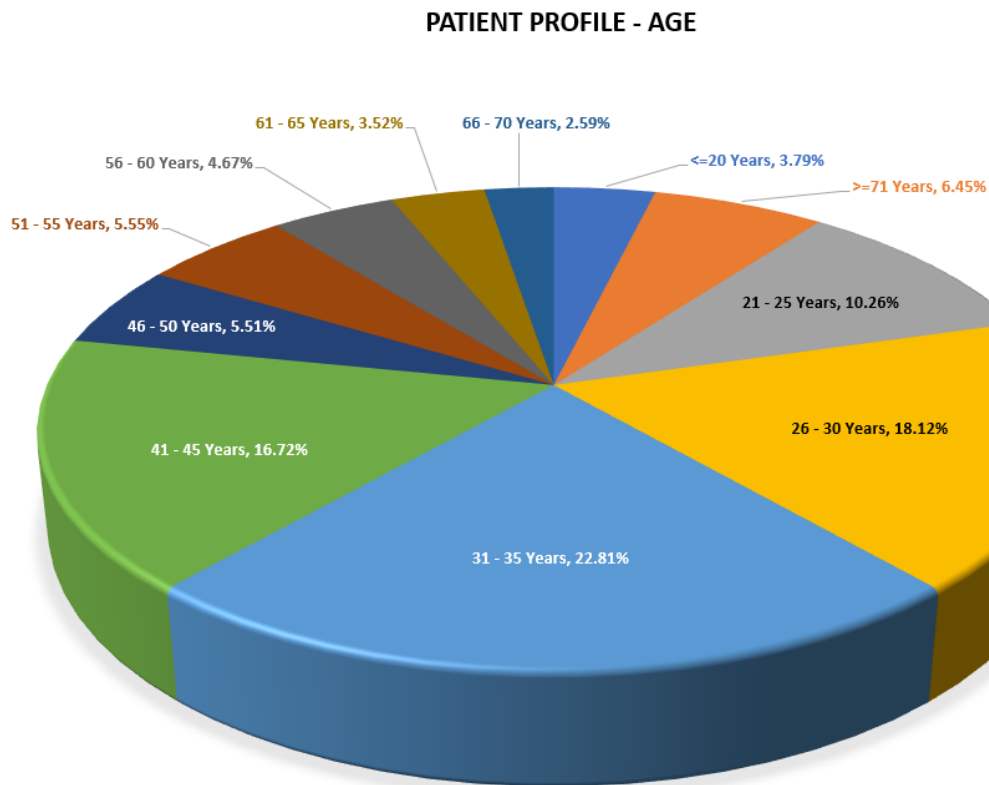
The Trust treated 9,177 men who equated for 15.25% of patients; this was mainly within our fertility departments. 13 patients refused to identify themselves as male or female so were categorised as unknown.



Figures relating to religion show that just under half of patients are Christian with 45.70%, while 49.66% did not wish to disclose their religions belief.

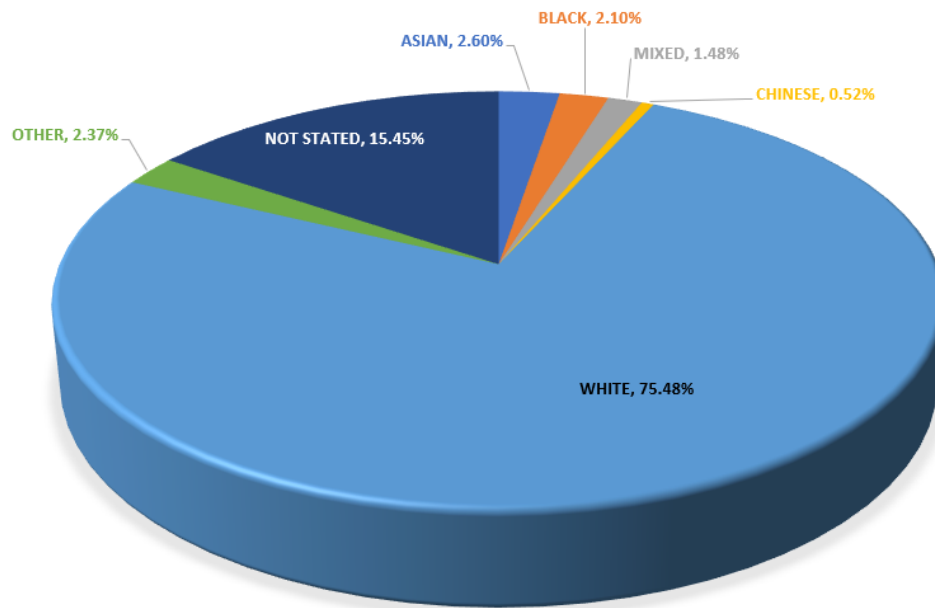


Figures show the main ages of patients are between the ages of 21 – 45 which accounts for 67.92% of all patients, with 31-35 equating for the largest group at 22.81% which is 10,728 of patients



The main Ethnicity of patients is White with 75.48% which equates to 45,410 patients. 15.45% do not wish to disclose their ethnicity which is 9,295 patients.

PATIENT PROFILE - ETHNICITY



The table below shows the wide range of cultural backgrounds of our patients

Language	Percentage
AKAN - GHANA (ASHANTI)	0.0066%
ALBANIAN	0.1047%
AMHARIC - ETHIOPIA	0.0648%
ARAB/EGYP - EGYPT	0.0166%
ARABIC	1.0838%
ARABIC SUDANESE - SUDAN	0.0166%
ARABIC, MOROCCAN	0.0100%
ARABIC,SANAANI - YEMEN	0.0216%
ARABIC/NAJDI - SAUDI ARABIA	0.0066%
ARABIC/SAIDI - EGYPT	0.0066%
AZERBAIJANI - IRAN	0.0033%
AZERBAIJANI,NORTH	0.0033%
BELARUS	0.0017%
BENGALI	0.1430%
BULGARIA	0.1313%
BURMESE - MYANMAR	0.0066%
CANTONESE	0.1064%
CEBUANO - PHILIPPINES	0.0017%
CHATTISGARHI - INDIA	0.0066%
CHINESE	0.1064%
CHITTAGONIAN - BANGLADESH	0.0033%
CZECHOSLAVAKIAN	0.2277%
DUTCH - NETHERLANDS	0.0150%
ENGLISH	82.4382%
FARSI - AFGHANISTAN	0.1213%
FARSI - IRAN	0.0781%
FRENCH	0.1114%
GERMAN	0.0499%
GREEK - GREECE	0.1031%
GUJRATI - INDIA	0.0017%
HAITIAN CREOLE FRENCH - HAITI	0.0017%
HARYANVI - INDIA	0.0017%
HAUSA - NIGERIA	0.0033%
HINDI - INDIA	0.0549%
HUNGARIAN - HUNGARY	0.1629%
IGBO - NIGERIA	0.0116%
INDONESIAN	0.0083%
ITALIAN	0.1612%
JAPANESE	0.0150%
KANNADA - INDIA	0.0033%
KOREAN	0.0050%
KURDISH	0.4039%
KURMANJI - TURKEY	0.0033%
LINGALA (AFRICA/ZAIRE)	0.0033%
LITHUANIA	0.1496%
MAGAH - INDIA	0.0017%

Language	Percentage
MAITHILI - INDIA	0.0017%
MALAYALAM - INDIA	0.0283%
MALAYSIA,PENINSULAR	0.0083%
MANDARIN	0.1164%
MONGOLIAN	0.0100%
NEPAL	0.0233%
NOT KNOWN	2.3953%
NULL	7.4486%
OROMO - ETHIOPIA	0.0066%
OTHER	0.2527%
PANJABI - INDIA	0.0233%
PASHTO - AFGHANISTAN	0.0465%
PERSIAN	0.0565%
POLISH - POLAND	0.8245%
PORTUGUESE	0.4372%
PT. DOES NOT WISH TO ANSWER	0.0183%
PUNJABI	0.0249%
ROMANIAN - ROMANIA	0.8245%
RUSSIAN	0.1114%
SARAHI - PAKISTAN	0.0083%
SERBO-CROATIAN - YUGOSLAVIA	0.0017%
SHONA - ZIMBABWE	0.0100%
SINDHI - PAKISTAN	0.0017%
SINHALA - SRI LANKA	0.0332%
SOMALI	0.1130%
SPANISH	0.2493%
SUNDA - INDONESIA(JAVA&BALI)	0.0017%
SWAHILI	0.0216%
SWEDISH	0.0116%
SYLHET/BANGLADESH	0.0017%
TAGALOG - PHILIPPINES	0.0066%
TAMIL - INDIA	0.1363%
TAMIL - SRI LANKA	0.0864%
TELUGU - INDIA	0.0183%
THAI	0.0349%
TIERINYA (AFRICAN)	0.0266%
TIGRINYA (AFRICAN)	0.1263%
TURKISH	0.1280%
URDU	0.2377%
URKRAINIAN	0.0133%
UZBEKISTAN	0.0017%
VIETNAMESE	0.0715%
YEMINI	0.0017%
YORUBA - NIGERIA	0.0050%
ZULU - SOUTH AFRICA	0.0050%
Grand Total	100.00%

5.0 Plans for 2022/23

This report has provided an update on many of the activities and actions that have taken place in 2021/22 across the Trust.

There is board level commitment to review the Trust approach to Equality, Diversity and Inclusion in its entirety following events of the past 12 months; the Trust has an ambition to be amongst the best Trusts in the UK in creating an inclusive culture that harnesses and encourages diverse leadership at all levels in the organisation.

Specific plans are outlined below and will form part of the revised set Equality Objectives (currently in place until 2023):

- Reciprocal mentoring programme launching in February 2022 commencing the process with BAME staff and plan to extend to other protected characteristics throughout 2022/23.
- Consideration of Digital inclusion for both staff and patients, working jointly with our Chief Information Officer at LWH and Microsoft on how we can ensure we lead the way in this for NHS Trusts.
- Review of turnover for staff from protected characteristics and exit interview information to establish learning to retain staff from these groups.
- Data cleanse campaign in February 2022 to improve disclosure on ESR staff personnel system for all protected characteristics highlighting the reason it's important to disclose and educating our staff by sharing examples conditions that fall within the category of a disability.
- Re-instate 'First impressions' questionnaires and welcome meetings and ensure data about people's recruitment experiences is captured and tracked. was ceased as a result of covid, reintroduce in a covid safe format (paper/electronic survey)
- Embed Health and Wellbeing conversations for all staff ensuring all staff from protected characteristics or with long term health conditions have either completed a refreshed Covid Risk Assessments or had opportunity to discuss what will support them to sustain positive health and wellbeing.
- Sharing of staff experience stories of staff from protected characteristics, listening and learning how the Trust can improve and embed an inclusive culture. These are shared at EDI Committee, Putting People First Committee and Trust Board.
- Review of the current Equality Impact Assessment (EIA) process, simplification of document and sufficient guidance and education on how to complete – anything that impacts on staff and patient experience should have a completed EIA at the beginning mid-point and end of the planning phases (every project, process, transformation, Cost Improvement Programmes, policies, etc).

- Extension of e-learning package to design and deliver specific ED&I training and education to all staff – improved knowledge will result in benefits for better staff and patient experience.
- Education and celebration of the key EDI events: Black History Month, Disability History Month, LGBT+ History Month and key faith observance days/festivals.
- Exploration of how the Trust attracts local population to work at LWH, utilising widening participation programmes and alternative ways to advertise and promote our job opportunities.
- Exploring potential to report on Disability and Race pay gaps on Trust website in addition to the Nationally required reports; Gender Pay Gap, Workforce Race Equality Standard, Workforce Disability Equality Standard and EDS2.
- Ringfence places on Liverpool Women's new Leadership Development Programme for staff from an ethnic minority background
- BAME network in place, considering terminology our staff wish to use, ensuring we are inclusive and considering all staff views.

6.0 Summary

This annual report collates some of the activities that have taken place in the last 12 months at the Trust. There is clear direction with regards to the Equality, Diversity and Inclusion strategy, with the Trust seeking to further develop the overall approach in 2021/22.

Whilst it is important to note the positive work that continues to take place for both patient/service-user and colleague groups, it is equally important to recognise that this journey for the Trust is ever moving and changing to ensure the best possible experience for all. To support this development, it is vital to work in partnership with stakeholders including our local community in a collaborative approach to address the areas for improvement as highlighted in this report.

As a final word, the Trust is confident that the Equality Objectives (2019/23) as set out are achievable in order to reach the overall ambition of being a great place to work.