

Mid Cheshire Hospitals NHS Foundation Trust



Equality & Diversity Annual Report 2019

Introduction

Mid Cheshire Hospitals NHS Foundation Trust manages Leighton Hospital in Crewe, the Victoria Infirmary in Northwich and Elmhurst Intermediate Care Centre in Winsford. The Trust was originally established as an NHS trust in April 1991 and became a Foundation Trust in April 2008. In October 2016 Central Cheshire Integrated Care Partnership (CCICP) joined the Trust. CCICP is a new and unique collaboration between Mid Cheshire Hospitals NHS Foundation Trust, Cheshire and Wirral Partnership NHS Foundation Trust and the South Cheshire and Vale Royal GP Alliance.

A range of services, including A&E, maternity, outpatients, therapies and children's health, are provided for people predominantly from the Crewe, Nantwich, Congleton, Middlewich and Northwich areas, although patients from other areas are also cared for.

Trust vision, values and behaviours

Our vision, values and behaviours have been developed through engagement with teams from across the organisation, including our governors, stakeholders and the wider community. We seek to continually embed these, ensuring we have a culture that drives high quality, well led services organisation-wide in support of our journey from 'Good' to 'Outstanding'.



Mid Cheshire Hospitals NHS Foundation Trust is committed to creating and sustaining a working environment in which all of our staff feel respected and valued, and are encouraged to thrive and reach their potential. We believe that in doing so we provide the best possible setting for the provision of excellent care for our patients.

This is the Trust's 9th annual report on Equality and Diversity. This annual report is intended to highlight our successes during the last twelve months, our performance in relation to our statutory, mandatory and regulatory requirements, and our commitment to continue the journey of improvement in relation to equality, diversity and inclusion for all patients, service users and staff in the future.

National Context

The key areas of statutory, mandatory and regulatory obligations are set out below:

The Equality Act 2010 and the Public Sector Equality Duty (PSED)

When the Equality Act 2010 came into force, previous anti-discrimination legislation was replaced by a single Act. The Act provides NHS organisations with a framework and opportunities to work towards ensuring that all forms of discrimination are eliminated.

The Public Sector Equality Duty (PSED) is an intrinsic part of the Equality Act

(Section 149), applies to public sector bodies, including the NHS, and others who undertake public functions, and requires these organisations to publish information to evidence compliance with the PSED. The information, which also includes equality objectives, must show that the organisation has due regard to the requirement to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and people who do not;
- Foster good relations between people who share a protected characteristic and people who do not share it

These are often referred to as the three main aims of the Public Sector Equality Duty (PSED) and apply to the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in regards to the first aim – eliminating discrimination and harassment)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

Consultation and involvement of staff and service users

Mid Cheshire Hospitals NHS Foundation Trust is committed to ensuring that staff and service users are involved in shaping the equality and diversity work stream and have opportunities to influence health service planning and delivery. Only by working in partnership with patients, carers, community organisations and staff can we develop services that are efficient and meet local need.

Equality Monitoring

Good quality data is what underpins all equality and diversity work to enable us to identify priorities and measure our effectiveness. The Trust recognises that the data collection process for both staff and patients' needs to be improved in order for us to fully understand who is using our services and our staff's needs. We will formulate actions to improve the capture of data, especially with regards to protected characteristics.

Equality Analysis

By undertaking equality impact assessments across all our services and Trust policies, we are committing to ensuring that our policies, strategies, functions and services we deliver endeavour not to lead to any unfavourable effects on different people and help to identify any action in order to promote equality of opportunity and access.

Equality Governance Framework

The Equality, Diversity and inclusion Group meets on a quarterly basis to discuss and promote new ways of working, identify areas for improvement and share and monitor progress. The forum is fully embedded within the organisation's governance framework and provides assurance in relation to equality, diversity and inclusion to the Trust Board.

The Equality, Diversity and Inclusion Group reports its activities to the Executive Workforce Assurance Group, which in turn reports to Transformation and People Committee, prior to escalation where appropriate to Trust Board.

Equality, Diversity and Inclusion Group

Responsibilities of the group

The group's terms of reference set out the primary role and responsibilities of the committee and state:

The group is responsible for providing information and assurances to the Board of Directors of the Mid Cheshire Hospitals NHS Foundation Trust that it is safely managing all issues relating to equality, diversity, inclusion and human rights.

Membership

The terms of reference identify the formal members of the group who are required to attend the meetings as follows:

Director of Workforce and Organisational Development (Chair)

HRM Employee Relations and Equality and Diversity (Deputy Chair)

Head of HR

One nominee of the staff side of the Joint Consultation and Negotiation Committee.

Dignity Matron

Patient Experience Manager

Recruitment Manager

External Stakeholder Group nominees as agreed by the Chair.

One senior manager from each division.

Staff representative

Nominated leads of equality action plans if not already covered by above.

Attendance

- 2 members achieved 100% attendance
- 5 members achieved 75% attendance or higher
- 6 members fell below the expected attendance level of the committee with 5 of these members not attending a meeting during the financial year

Meetings

The group met on four occasions during April 2018 – March 2019. Meeting dates were scheduled and took place as follows:

Thursday 21st June 2018
Thursday 20th September 2018
Friday 7th December 2018
Thursday 21st March 2019

The minutes of each group meeting are held by the Trust HR Department.

All meetings were quorate with the exception of the 21st March 2019 meeting therefore no actions were agreed and items submitted for group consideration were for information only.

Group compliance with the Terms of Reference

The Group was fully compliant with their terms of reference as evidenced below:

- All meetings were chaired by either the Chair or the Deputy Chair
- The December meeting was not quorate therefore no decisions/agreements were made and items were presented for information only. All remaining meetings were quorate as set out in the terms of reference.
- The approved minutes of each group meeting during the 2018/19 financial year were presented to the Executive Workforce Assurance Group.
- The Terms of Reference were reviewed and discussed at the December 2018 meeting of the group.
- Notice of each meeting, including an agenda and supporting papers were forwarded to each member of the committee not less than five working days before the date of each meeting.

The Equality Delivery System (EDS2)

EDS2 helps NHS organisations, in discussion with local partners including local populations, review and improve their performance for people with characteristics protected by the Equality Act 2010.

The EDS2 is a toolkit designed around four primary goals:

- Goal 1 – Better health outcomes
- Goal 2 – Improved patient access and experience
- Goal 3 - A representative and supported workforce
- Goal 4 – Inclusive leadership

Goals 1 and 2 are patient related and goals 3 and 4 are related to the workforce and leadership of the organisation. The goals are divided into eighteen outcomes. In essence, for each of the outcomes the organisation is undertaking an analysis of how people from the protected equality groups are faring, when compared with people overall.

For the 2018/19 period the Trust focused on goals 2 and 3. Grading for each of the goals was done at an EDS2 Stakeholder Grading workshop held in April 2019. The event was attended by:

- Body Positive Cheshire and North Wales
- Deafness Support Network

- Staff Side representative (Unison)

The below table shows how we have performed against each outcome over a 2 year period.

The goals and outcomes of EDS2				
Goal	No	Description of Outcome	2017/18 Level	2018/19 Level
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	Achieving	Achieving
	2.2	People are informed and supported to be as involved as they wish to be in decisions about their care	Achieving	Achieving
	2.3	People report positive experiences of the NHS	Achieving	Achieving
	2.4	People's complaints about services are handed respectfully and efficiently	Achieving	Achieving
A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels	Achieving	Achieving
	3.2	The NHS is committed to equal value and expects employers to use equal pay audits to fulfil their legal obligations	Achieving	Achieving
	3.3	Training and development opportunities are taken up and positively evaluated by all staff	Achieving	Achieving
	3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source	Achieving	Achieving
	3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives	Achieving	Achieving
	3.6	Staff report positive experiences of their membership of the workforce	Achieving	Achieving

The EDS2 was presented to Health Watch in June 2019.

Workforce Race Equality Standard (WRES)

The NHS Equality and Diversity Council have agreed action to ensure employees from black and minority ethnic (BAME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace. NHS Trusts are expected to show progress against a number of indicators of workforce equality which include recruitment opportunities, likelihood of entering the disciplinary process and accessing non-mandatory training.

The Trust has undertaken WRES since 2015. The most recent WRES report was completed in July 2019 and the findings will be available to view on the Trust website. The report highlighted areas where further improvement is required to improve the experience of BAME

staff and an action plan has been developed to address these matters which will be monitored by the Trust Equality, Diversity and Inclusion Group.

Workforce Disability Equality Standard (WDES)

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) that enable NHS organisations to compare the experiences of Disabled and non-disabled staff. This information will then be used to develop local action plans, and enable the Trust to demonstrate progress against the indicators of disability equality.

The WDES which came into force on 1st April 2019 is mandated through the NHS Standard Contract. The Trust completed the first WDES report in summer 2019. The report evidenced that in some cases disabled staff experience a poorer experience at work in some areas than non-disabled staff. An action plan has been drafted to address the concerns identified which will be regularly monitored and reviewed by the Equality, Diversity and Inclusion Group.

Gender Pay Gap Reporting

Gender pay gap legislation was introduced in April 2017 which requires all organisations with 250 or more employees to publish their gender pay gap annually from 31 March 2017.

The gender pay gap shows the average difference in the average pay between men and women. 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. This differs from equal pay which looks at the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The latest snapshot date to capture gender pay gap information was as at 31st March 2018 which was the Trusts second report. The gender make up of Mid Cheshire Hospitals consisted of 80.40% female and 19.60% male.

Average Gender Pay Gap



23.66%

£4.45

Median Gender Pay Gap



8.55%

£1.17

The results from the Gender Pay Gap report as follows:

Pay

Gender	Average hourly rate	Median hourly rate
Male	£18.80	£13.65
Female	£14.35	£12.49
Difference	£4.45	£1.17
Pay Gap %	23.66%	8.55%

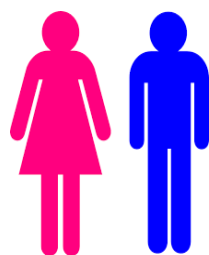
The data shows on average there is a mean average difference in favour of male employees of 23.66% with men earning a difference of £4.45 more and a median difference of 8.55% or £1.17. The gap has closed since the previous report whereby the average hourly pay gap was reported as 25.9% or £4.95.

Staff by earning quartiles

In order to create the quartile information all staff are sorted by their hourly rate of pay. This list is then split into 4 equal parts. The below shows the proportion of males and females when divided into four groups ordered from lowest to highest pay. The upper quartile represents the highest salaries in the Trust.

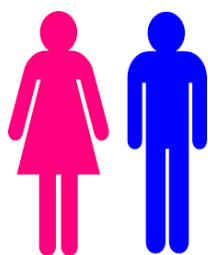
Quartile	Female	Male	Female %	Male %
1	915	223	80.40	19.60
2	981	158	86.13	13.87
3	959	179	84.27	15.73
4	863	276	75.77	24.23

Lower



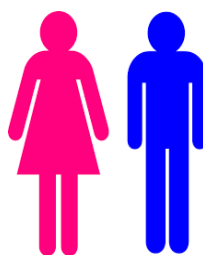
80.40% 19.60%

Lower Middle



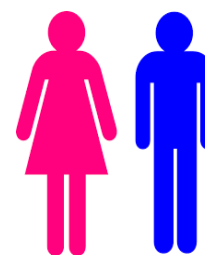
86.13% 13.87%

Upper Middle



84.27% 15.73%

Upper



75.77% 24.23%

Bonus Pay

As an NHS organisation the only pay elements that fall under the bonus criteria are Clinical Excellence Awards (CEA's) and Discretionary Points which are only applicable to certain groups of medical staff.

Median Pay	Gender	Average Pay
£6,027.04	Female	£10,849.30
£9,040.50	Male	£12,385.53

Average Difference
Pay Gap %

£1536.23
12.40%

	Employees paid bonus	Total relevant employees	%
Female	9	4156	0.22
Male	44	981	4.49

We are confident that we have identified the two key drivers of our pay gap: the uneven distribution of men in our overall workforce, and the higher number of male Medical and Dental staff compared to females in the upper quartile of our pay distribution.

The Trust have committed to ensuring the gender pay gap is monitored and will review recruitment strategies to bring more women into the medical workforce and senior management positions, in addition to encouraging males into nursing and administrative and clerical roles.

The full Gender Pay Gap report is available on the Trust website.

Trust response to the requirements of the Modern Slavery Act 2015

We are aware of our responsibilities towards patients, service users, employees and the local community and expect all suppliers to the Trust to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Any identified concerns would be escalated as part of the organisational safeguarding process and in conjunction with partner agencies, such as the Local Authority and Police.

We operate a number of internal policies and processes to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy – we operate a robust recruitment policy which includes conducting employment checks for all directly employed staff and staff employed on our temporary staffing Bank. This adheres to the national NHS Employment Check Standards which includes Identity and Right to Work checks, suitable references, Disclosure and Barring checks and Occupational Health clearance. Additionally, Trust Directors are against the Fit and Proper Person Regulations to ensure they are compliant with this prior to taking up their positions. Where agencies are used, these are via the approved frameworks who are audited to provide assurance that pre-employment clearance has been obtained, to safeguard against human trafficking or individuals being forced to work against their will.
- Equal opportunities – we have a range of controls to protect staff from poor treatment and/or exploitation, which complies with all respective laws and regulations. These include fair pay rates and terms and conditions and access to training and development opportunities.
- Training – reference is currently made to slavery and modern trafficking within the organisations Mandatory Safeguarding Children training programme.

- Safeguarding policies – audits are undertaken for safeguarding referrals. In addition, we adhere to the policies in our safeguarding policies and provide clear guidance so that our employees are clear on how to raise safeguarding concerns.
- Whistleblowing policy – we operate a whistleblowing policy so that employees are aware that they can raise concerns without fear of reprisals. Additionally, we give our employees a platform to raise concerns about poor working practices via the Trust Grievance, Complaints and Disputes (staff) incorporating Dignity at Work policy and procedure.
- Standards of business conduct – this explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

We will:

- Aim to include modern slavery conditions or criteria in specification and tender documents wherever possible
- Evaluate tenders based on modern slavery commitments
- Not award contracts where suppliers do not demonstrate their commitment to ensuring slavery and human trafficking are not taking place in their own business or supply chains
- Expect supply chain/framework providers to demonstrate compliance with their obligations in their processes
- Ensure that employees liaise with the Procurement department when looking to work with new suppliers so appropriate checks can be undertaken

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our organisations modern slavery and human trafficking statement.

Staff Survey 2018

The Trust undertakes the Staff Survey on an annual basis to capture and report on the experiences of staff with a protected characteristic and ensuring that the Trust are acting in a fair way and acting on any issues identified.

Staff Survey Workforce Race Equality Questions	% 2018
% of staff who have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months	White 25.7 BME 17.9
% of staff who have experienced harassment, bullying or abuse from colleagues	White 15.1 BME 32.1
% of staff believing that the Trust provides equal opportunities for career progression and promotion	White 93 BME 84
In the last 12 months have you personally experienced discrimination at work from your manager/supervisor or colleagues?	White 4.9 BME 10.3

The above results show a poorer experience for BME staff compared to their white counterparts however improvements have been seen compared to the previous year. Work is currently underway by way of divisional action plans and staff focus groups to further explore the findings to go some way towards improving the workplace experience for BME staff.

Equality Objectives 2016 - 2020

The Trust's overarching equality Objectives, set in 2016, are as follows:-

1. To make our information and services accessible to the people we serve.
2. To increase support for LGBT staff.
3. To encourage the recruitment conversion and progression rates of black, Asian and minority ethnic (BME) staff.
4. To work with partners to identify and implement methods of raising awareness of modern exploitation issues (e.g. forced marriage, female genital mutilation (FGM), human trafficking, modern slavery and child sex exploitation).

Equality and Diversity Highlights

Objective 1 - To make our information and services accessible to the people we serve.

New Chaplaincy, Pastoral and Spiritual Care guidelines have been developed during 2019. The document sets out guidelines for the delivery of Spiritual Care to patients, visitors and staff across the Trust. The chaplaincy team visit approximately 1500 patients per quarter.

The Trust has implemented a new local inpatient survey which checks if patients are asked about their cultural or spiritual needs. Results are shared with ward managers with actions developed where appropriate.

As part of Deaf Awareness Week the Audiology Department had a display at Leighton Hospital which showcased some of the useful equipment available for those with hearing loss. The stand proved to be popular and was visited by staff, patients and members of the public throughout the day.



Lynette Talbot, Audiology

Objective 2 - To increase support for LGBT staff

Pride in the Park 2019

The Trust took part in Crewe Pride in Park in June 2019. The event took place at Queens Park on the hottest day of the year. The event saw a host of entertainment and activities in celebration and support of the LGBTQ+ community.

Trust staff from the recruitment team hosted an information stand to showcase the Trust with activities available for children and several staff took part in the parade through the park to show their commitment to the LGBT agenda.







LGBT History Month 2019

As part of LGBT History Month in February, Body Positive Cheshire and North Wales visited Leighton Hospital to talk to staff, patients and visitors about the services they offer, including support for LGBT people in Cheshire.

For more information about Body Positive Cheshire and North Wales visit their website www.bpcnw.co.uk



Rainbow flag

The rainbow flag was flying during LGBT history month at Leighton Hospital. The rainbow flag colours reflect the diversity of the LGBT community and is an outward symbol of support.



Objective 3 - To encourage the recruitment conversion and progression rates of black, Asian and minority ethnic (BME) staff.

We have increased our social media presence and now have recruitment pages on Instagram, Twitter and Facebook sites where we have been showing staff stories and have chosen a good cross section of staff to represent the Trust including BME and male staff, to encourage applications from a diverse group of staff.

All recruitment materials are reviewed prior to publishing with diversity in mind and materials are revised when it's felt they will not help us attract a diverse group.

We've increased the amount of recruitment and selection training places available and have hosted bespoke sessions to professional groups at the Trust as well as sessions for staff working in the community. All recruitment and selection training has aspects on discrimination and unconscious bias.

UK Adaptation Programme

The Trust has recently launched the UK Adaptation programme which aims to support employed Health Care Support Workers who are registered as a nurse outside of the UK to achieve their NMC registration.

This is an opportunity for staff to develop and become registered nurses.



Objective 4 - To work with partners to identify and implement methods of raising awareness of modern exploitation issues (e.g. forced marriage, female genital mutilation (FGM), human trafficking, modern slavery and child sex exploitation).

The Trust conducts mandatory training to organisational staff in identifying the risk of child sex exploitation and the escalation process. MCHFT is part of a multi-agency operational group that assesses those at risk of exploitation and how those at risk can be better protected. Agency information is shared between the relevant agencies in order to develop immediate action plans where required. Risk markers are also used on the electronic patient records to alert staff those patients at risk. These markers are reviewed on a monthly basis.

Modern Slavery and Human Trafficking are also covered in the Trust Safeguarding training to raise awareness for Trust employees.

Domestic abuse is covered in all mandatory Trust safeguarding training and in detail for staff in areas such as Emergency Care, CCICP and Women's and Children's Divisions. The use of risk markers on the electronic patient record also identifies additional risk or vulnerability.

The Trust report on a monthly basis the number of FGM incidents which are submitted to the CCG and NHS England. Where females are identified as being at risk of FGM or there is evidence that FGM has taken place, a safeguarding process is instigated. FGM is covered in the Trust safeguarding training in levels 1 to 3, which includes a specific training session in level 3 for keyworkers.



Mid Cheshire Hospitals NHS Foundation Trust is a Disability Confident Employer

The Trust has been awarded the second of three levels in the Government's Disability Confident Scheme. This recognises the work that we are doing in helping to recruit and retain disabled people within employment. Work remains ongoing to improve the experiences our disabled staff. A disability focus group has taken place to gain an insight as to staff experiences whilst at work and the findings from the session will be reviewed for further actions.

Human Library™ Event



The Human Library is an international movement which was founded in 2000 as the "Menneskebiblioteket" for the Roskilde Festival in Copenhagen, by Ronni & Danylt Abergel. The premise of the event is that, instead of lending books on a topic, you lend real people with lived experience. Often people are there to discuss difficult and often challenging topic, to challenge the stereotypes and stigmas in society. This supports the Trust in improving the care we give to our patients, improves equality and diversity in recruitment and aids personal development by challenging own biases.



MCHFT has been working with local partnership to run a second Human Library event on the 19th June 2019. The event built on a trial run the previous year where for the day we offer to lend people as living books to share their experiences of discrimination, prejudice and misunderstanding. The event is licenced by The Human Library Organization (<https://humanlibrary.org/>), which invites people to “unjudged someone”.

On the day our visiting ‘readers’ browsed the catalogue, registered at the enquiry desk and were introduced to their book for a 20 minute conversation. Evaluative surveys were collected from the ‘readers’ and books.

We had 5 book titles on offer:-

- Blind
- Mixed Race Marriage
- OCD
- Parent of Trans
- Prisoner



We had 28 people check out our volunteer books (5 groups readings and 19 for 1:1 conversations). This is a 57% increase in uptake that previous year with 3 less book titles. 22 evaluations forms were returned. 95% (21 people) thought it was an excellent experience 5% (1 person, thought it was very good). 95% strongly agreed it was a good way to challenge discrimination, 5% agreed it did. All books strongly agreed it was a good way to challenge discrimination.

Feedback received from the event:

“Great way to talk through issues and ask the questions you’re sometimes not sure you can ask. The best E+D training you can give people!!!”

“Not to judge a book by its cover. So interesting - makes you realise people are more than just a label.”

“Listening to others stories and to readers experiences have once again broadened my own knowledge”

“I feel that things like this are really important. I wish MPs would come to it!”

“It was well managed and felt it was a good experience all round”

This year the committee has also been approached to share learning of running the events by East Cheshire NHS Trust, Staffordshire University and Thorncross Prison. In the future we plan to build on this and improve on local networks.

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NHS@70th Project



Alongside The Human Library event there was an introduction to University of Manchester's NHS@70th Project (<https://www.nhs70.org.uk/>). This was the start of an initiative to collect local stories around healthcare in Cheshire from both staff and patients. These stories will be stored by the British Library and made freely available for future research.

On the day two histories were taken, the future plan is that the content of the interviews will be used to serve as a driver to improve service delivery, staff support and patient care. The database already contains strong examples around equality and diversity and can be used as an instrument to educate and benchmark change within the NHS.



Corridor Seating



2019 saw the introduction of additional seating placed in the corridors at Leighton Hospital which was provided by The Mid Cheshire Hospitals Charity.

The chairs were part of the Dementia Appeal, which aims to fund items which will improve the care and experience of people living with Dementia who use our services. It was highlighted that many older people (some of whom could have Dementia) struggle to get around the hospital due to the length of our corridors, with nowhere to stop and rest.

The Mid Cheshire Hospitals Charity was happy to provide funding for this and many staff have said that they often see people taking advantage of the chairs, not only to rest but sometimes patients and relatives use them to get a break from a nearby ward.



Black History Month 2018

UK Adaptation Programme

Mid Cheshire Hospitals NHS Foundation Trust currently employs a number of Healthcare Assistants who achieved their nursing qualification overseas and have since relocated to the UK. These individuals have confirmed their interest in achieving their UK registration with the NMC and working as a registered nurse.

There is a national shortfall of qualified nurses, in addition to our continued difficulties with local recruitment. The programme allows candidates to continue to be paid as a Healthcare Assistant/Trainee Nurse whilst receiving support from the Trust's Practice Education Facilitators to complete their Occupational English Test, CBT and OSCE exams. Once completed, candidates will apply for their NMC PIN and will transition into a Staff Nurse role at the Trust with a period of supernumerary status and access to preceptorship development. The principle closely follows the Trust's successful 'Return to Practice' programme which provides individuals with lapsed NMC Pins the opportunity to re-join the NMC register.

Sue Sarson, Matron and Sam Edisbury, Matron's Coordinator led on the identification and development of the UK Adaptation programme with support from workforce colleagues and devised a 5 step phased approach for implementation along with the preparation of funding bids and governance arrangements, financial accountability and sustainability for the programme.

As part of the initial scoping work, Sue and Sam identified that our overseas staff live within the same local communities which are well established in the local area and they are very well integrated into our workforce. The retention rate for these individuals remains high at the Trust and recognised that retention would be even higher with the programme offer. In undertaking this work Sue and Sam felt that individuals from a BAME background would be encouraged to join the Trust which would enable our workforce demographics to be more aligned to our local population. This also provides a way of developing a proportion of our workforce which may not normally receive such investment from a training or development perspective. Both have worked tirelessly with a number of focus groups/staff members and the local community over recent months to identify ways of developing the current and future workforce and are passionate in their work, encouraging individuals from BAME backgrounds to join the Trust and progress within our organisation.





Mental Health First Aiders

The Trust's Mental Health First Aid service was launched in January 2019 in order to provide dedicated, on-site support to staff in relation to their mental health and wellbeing. The aim of the service is to provide both reactive and proactive support to staff, signpost them to support services available both within the organisation, locally and nationally and to raise the profile of mental health across the organisation with the recognition that "it is ok not to be ok".

17 Mental Health First Aiders have been trained covering all 6 divisions and CCICP and have already, in just over 6 months had more than 50 contacts, with feedback from staff that the service has supported them to remain in work and access much needed support.



The Trust has also recently launched a Menopause Task and Finish Group to support staff (both male and female) to understand the changes which occur during this time and how to access support. Given that 80% of our workforce is female, it was agreed that this was a really proactive step.

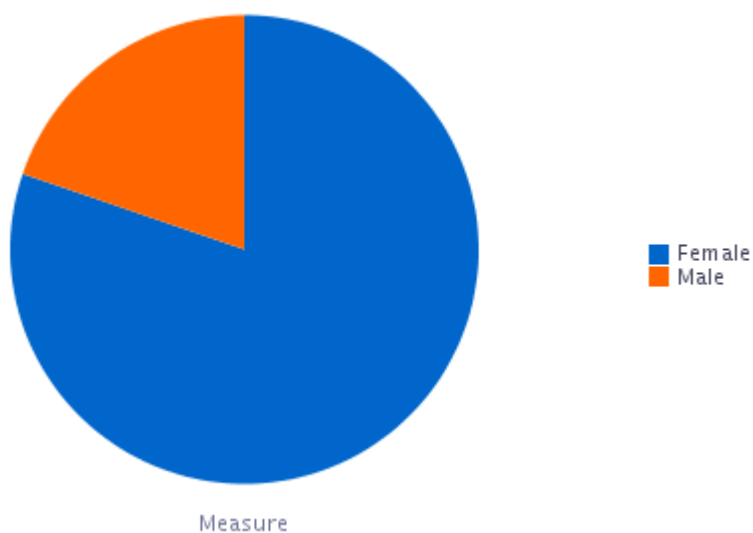
So far the group has drafted an information leaflet with support from the Jet Library team, has arranged a Menopause Café which is taking place on 08 October 2019 giving staff the opportunity to talk openly about their experiences, has placed a bid for the provision of "emergency boxes" for wards and departments and is also scoping out how the Trust could support staff from a uniform perspective.

Staff and Patient Profiles

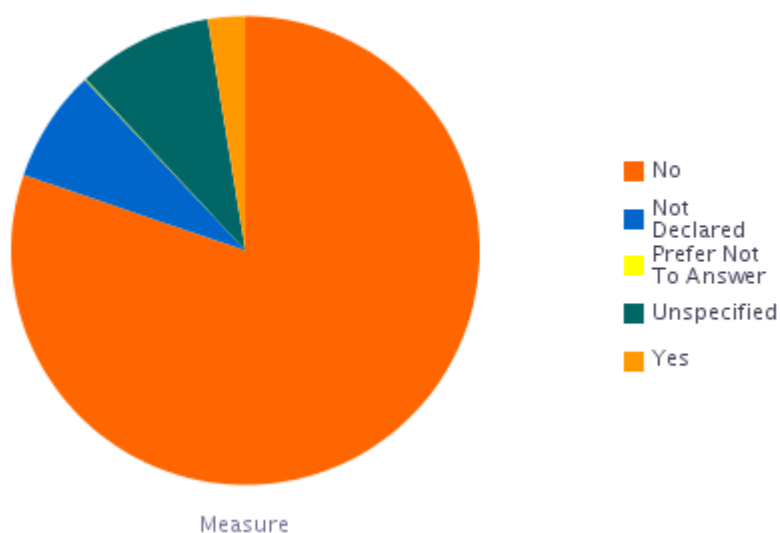


Staff Data

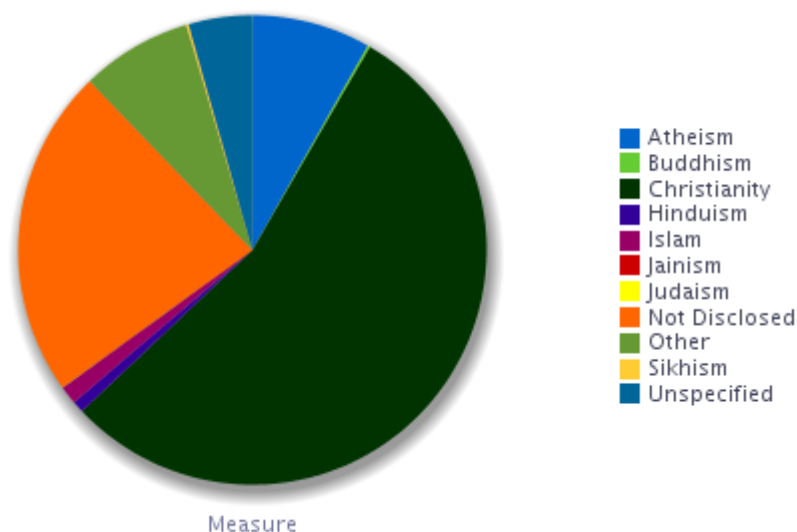
Staff Gender



Staff Disability



Staff Religion

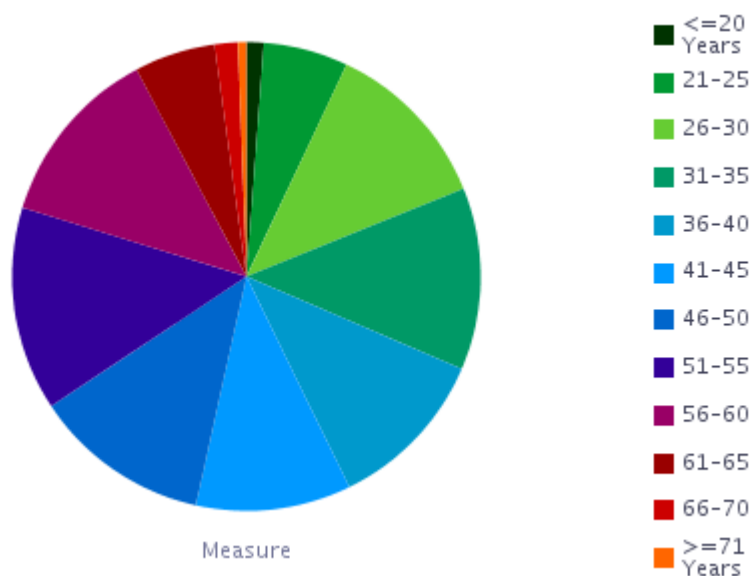


Staff Ethnicity

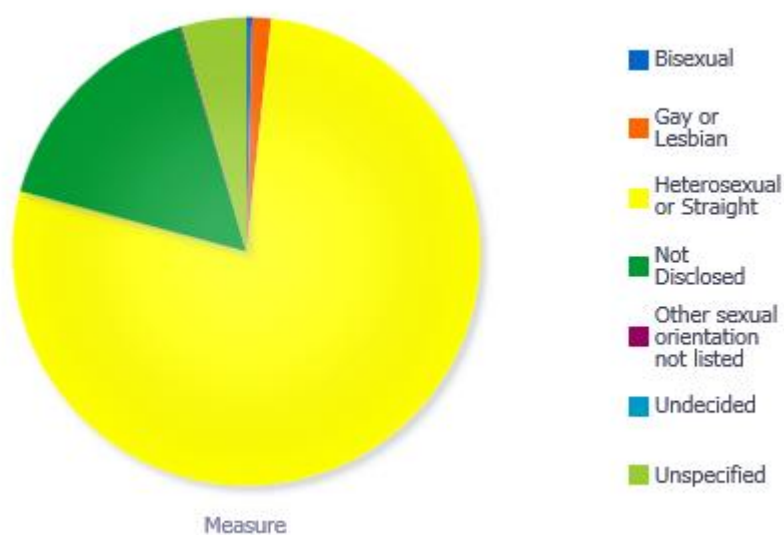
Ethnicity			
Ethnic Group	Headcount	%	FTE
A White - British	4,575	84.50%	3368.96
B White - Irish	39	0.72%	29.79
C White - Any other White background	143	2.64%	110.76
C3 White Unspecified	1	0.02%	0.64
CA White English	2	0.04%	0.88
CF White Greek	1	0.02%	0.00
CK White Italian	1	0.02%	0.00
CN White Gypsy/Romany	1	0.02%	0.00
CP White Polish	7	0.13%	6.76
CS White Albanian	1	0.02%	1.00
CX White Mixed	2	0.04%	1.00
CY White Other European	22	0.41%	16.93
D Mixed - White & Black Caribbean	13	0.24%	10.72
E Mixed - White & Black African	15	0.28%	11.03
F Mixed - White & Asian	17	0.31%	8.76
G Mixed - Any other mixed background	6	0.11%	2.64
GA Mixed - Black & Asian	1	0.02%	1.00
GD Mixed - Chinese &	1	0.02%	0.64

White			
GF Mixed - Other/Unspecified	6	0.11%	4.60
H Asian or Asian British - Indian	131	2.42%	96.63
J Asian or Asian British - Pakistani	40	0.74%	27.46
K Asian or Asian British - Bangladeshi	14	0.26%	10.59
L Asian or Asian British - Any other Asian background	41	0.76%	26.03
LA Asian Mixed	1	0.02%	0.00
LH Asian British	1	0.02%	0.00
LK Asian Unspecified	2	0.04%	0.66
M Black or Black British - Caribbean	9	0.17%	8.54
N Black or Black British - African	51	0.94%	34.15
P Black or Black British - Any other Black background	2	0.04%	1.95
PC Black Nigerian	3	0.06%	0.00
PE Black Unspecified	2	0.04%	2.00
R Chinese	17	0.31%	12.27
S Any Other Ethnic Group	21	0.39%	17.84
SB Japanese	2	0.04%	0.00
SC Filipino	4	0.07%	2.53
SE Other Specified	6	0.11%	3.92
Unspecified	83	1.53%	0.00
Z Not Stated	130	2.40%	60.10
Grand Total	5,414	100.00%	3880.78

Staff Age



Staff Sexual Orientation

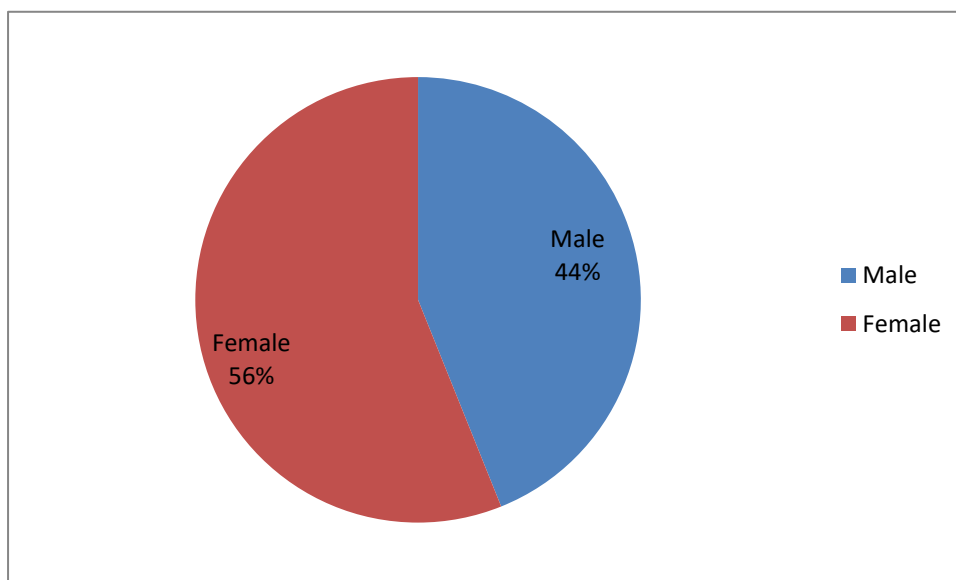


Patient Data

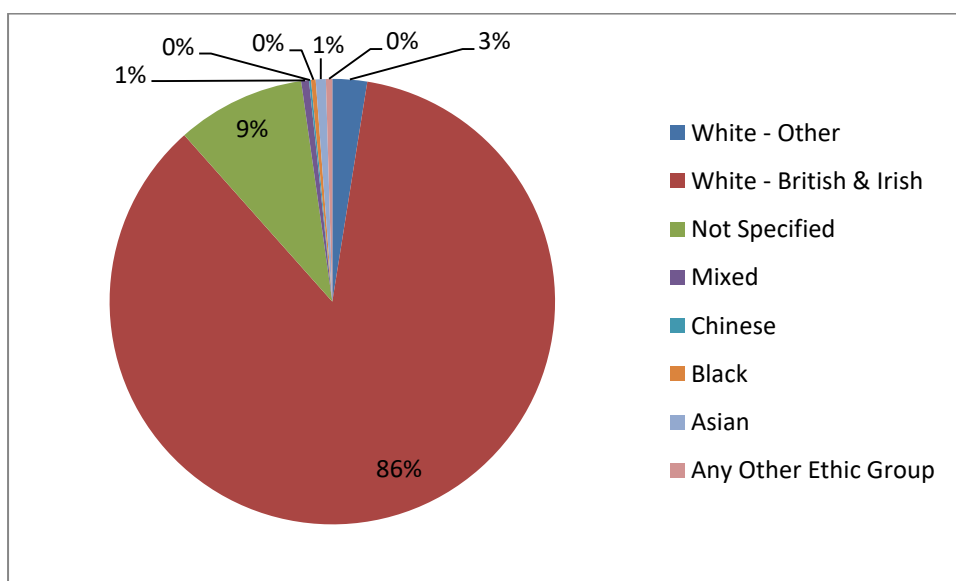
The following data is a count of unique patients who accessed our services during the period 1st April 2018 and 31st March 2019 and NOT a count of all attendances.

It is noted that at present the Trust do not fully record patient sexual orientation or disability.

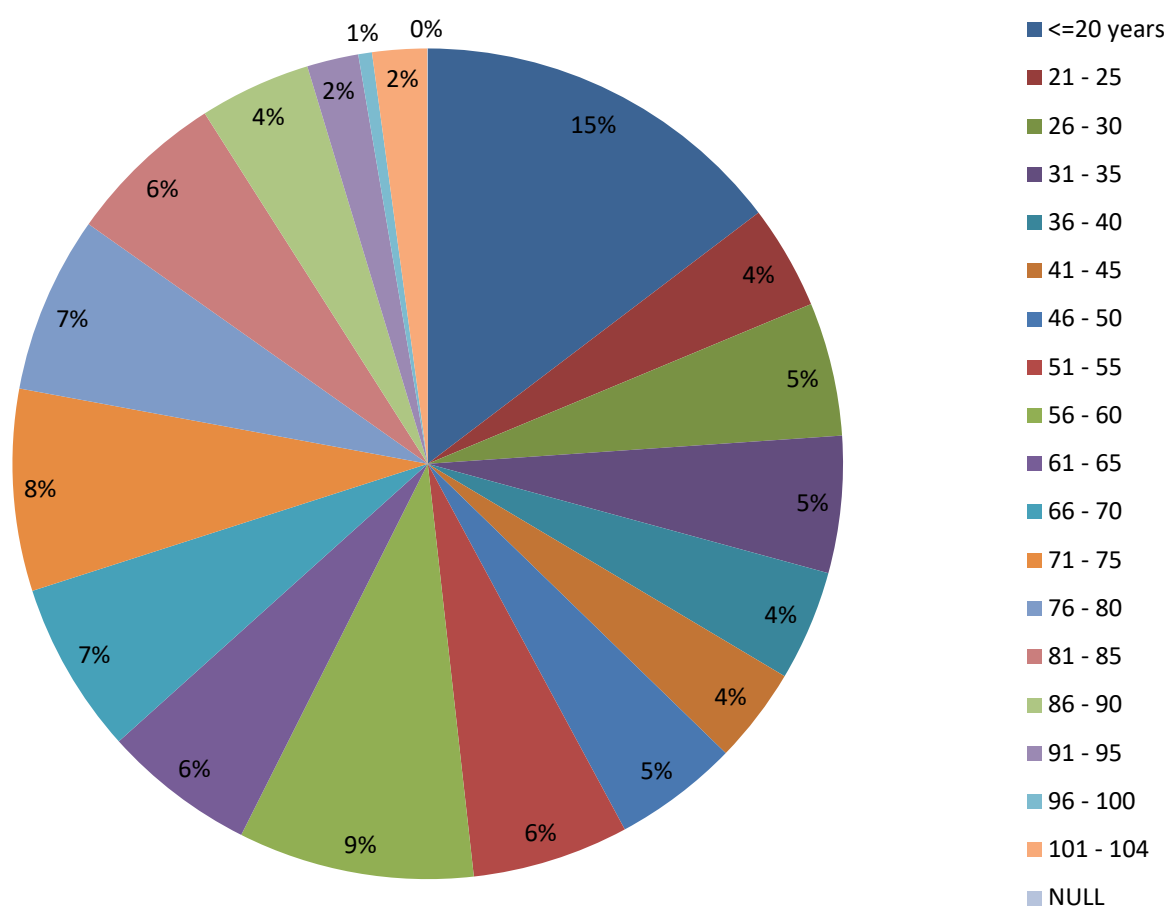
Inpatient Gender:-



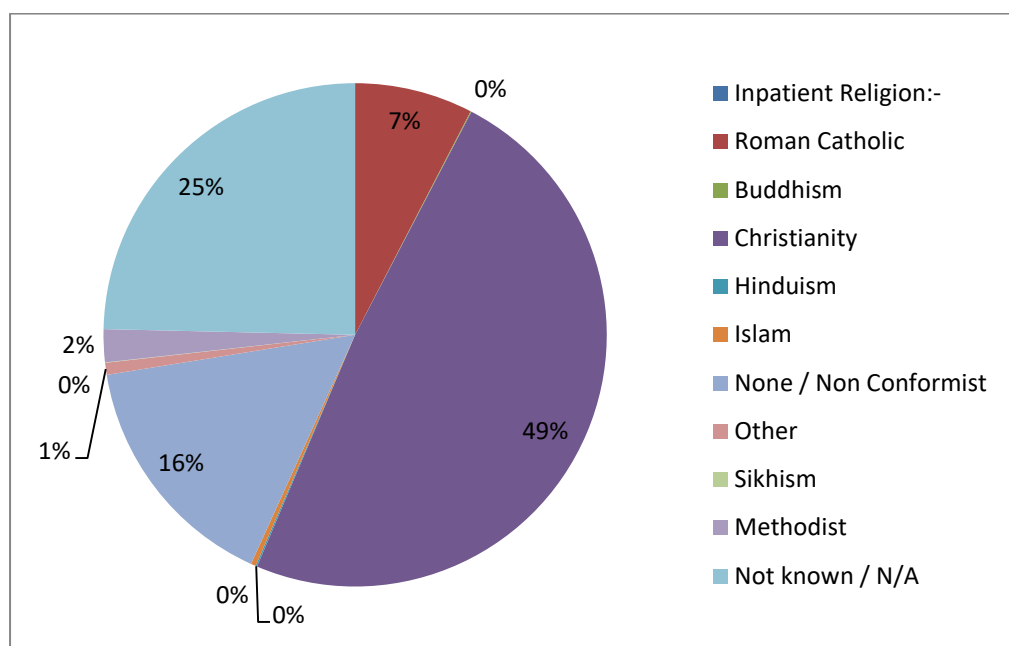
Inpatient Ethnicity:-



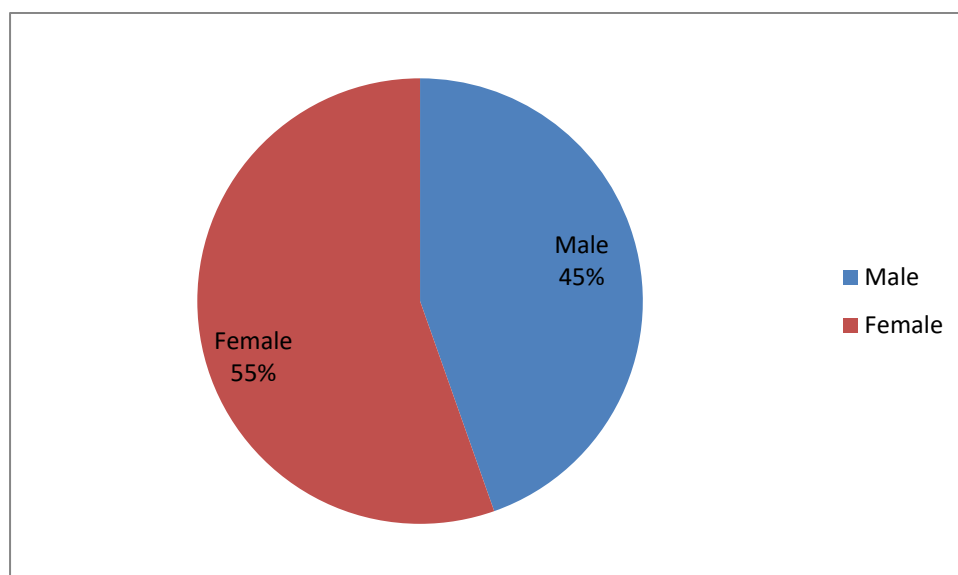
Inpatient Age:-



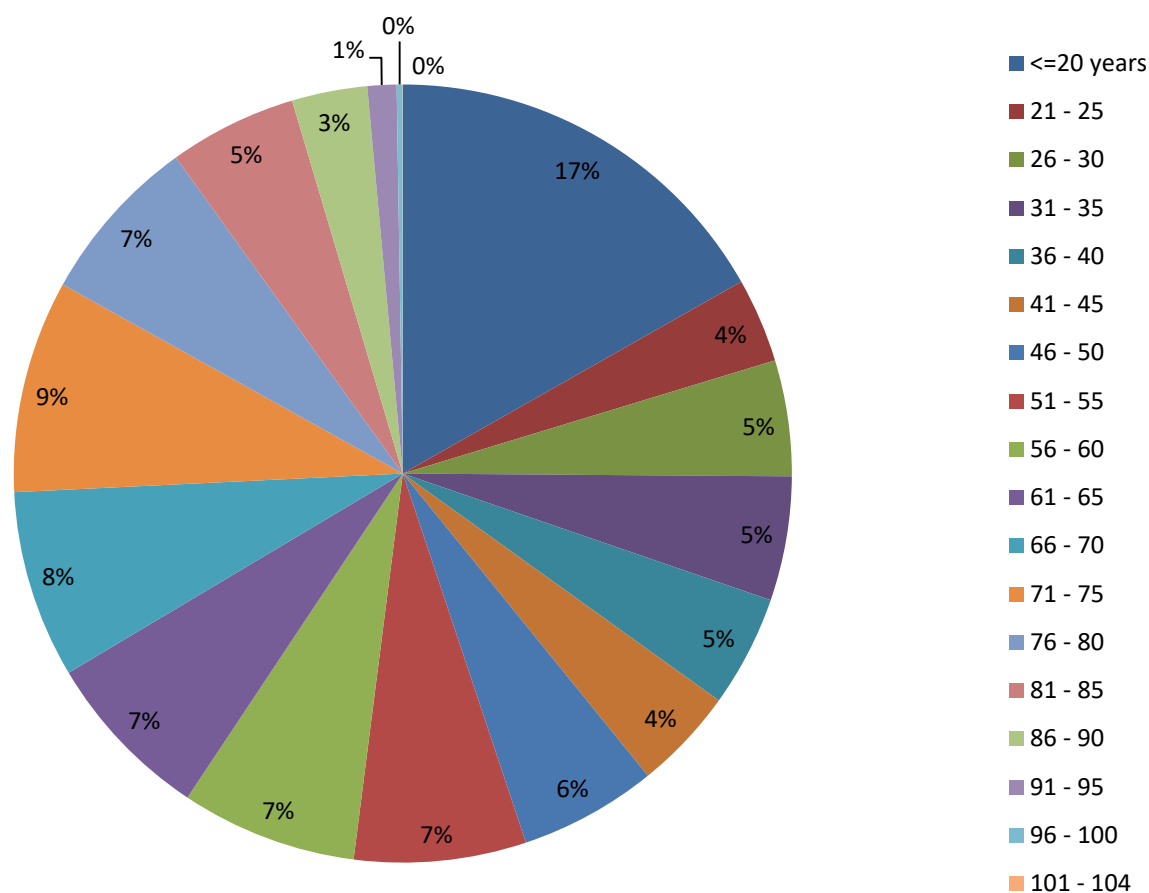
Inpatient Religion:-



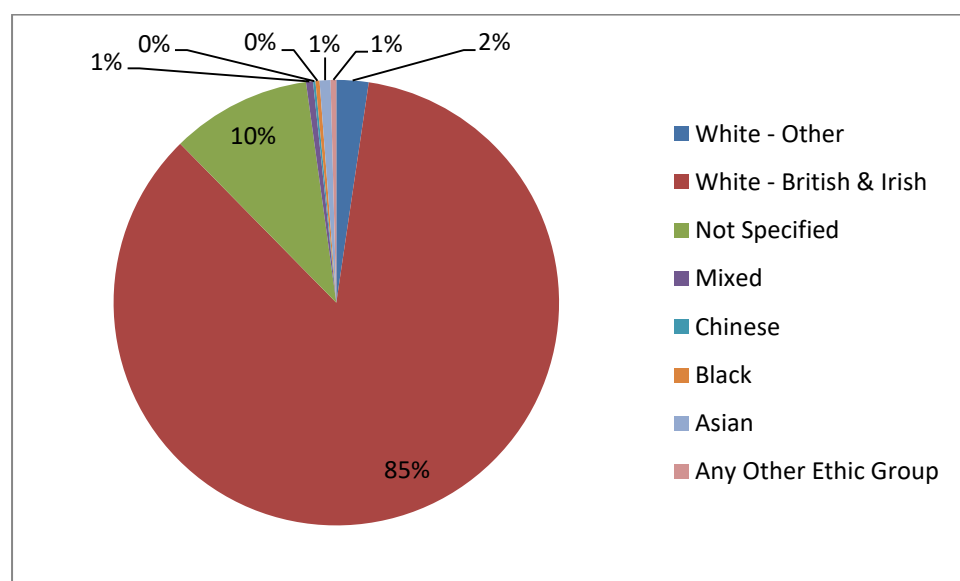
Outpatient Gender:-



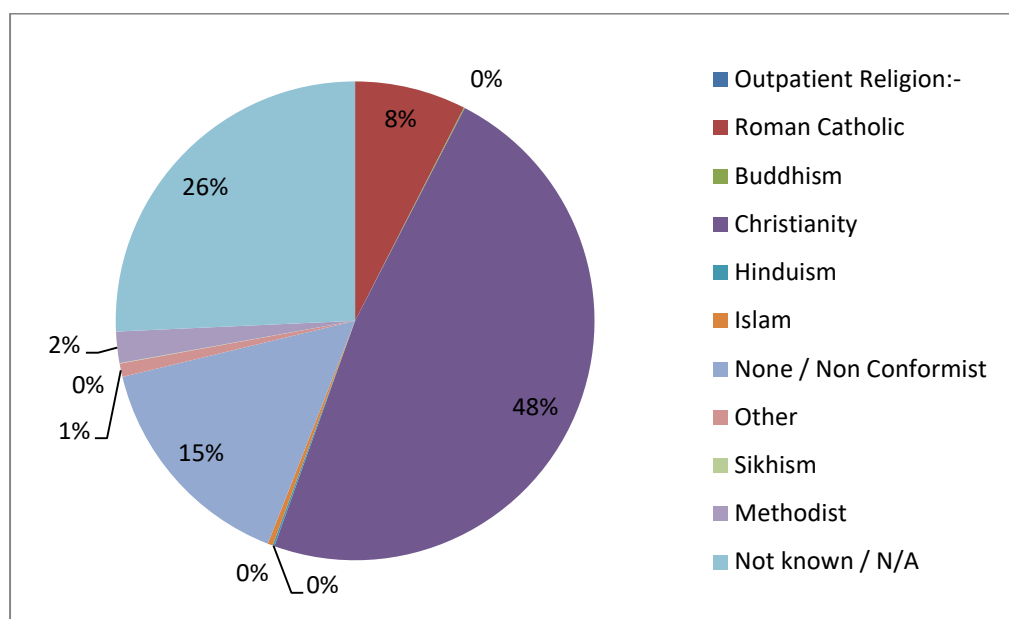
Outpatient Age:-



Outpatient Ethnicity:-



Outpatient Religion:-



Further information

www.mcht.nhs.uk

If you would like this document in an alternative format or have any queries, please contact the Equality and Diversity Manager on 01270 273712.