

## RUH Workforce



77% of staff are female



2% of staff LGBT+

11% of staff are from a black or ethnic minority



44% of staff are Christian



3% of staff state they have a disability



153 of our staff are over 66 years old

50% of staff are married/in a civil partnership



125 staff went on maternity leave last year



# Diversity and Inclusion Event: 1<sup>st</sup> May 2019

Our Equality & Diversity  
Agenda 2019-2021

Everyone  
Working Matters  
Together  
Making a  
Difference



# Diversity and Inclusion Steering Committee (DISCo)

Oversees the Equality and Diversity work of the Trust:

- Compliance with statutory responsibilities: Equality Act and Public Sector Equality Duty, Gender pay gap reporting
- Compliance with contractual NHS obligations: WRES, WDES, CQC (well led)
- Equality plan
- Learning opportunities
- Supporting staff networks

Meets quarterly – staff are welcome to attend



# 2018/2019 Priorities

## Ratings for individual projects



### IMPROVED PATIENT ACCESS AND EXPERIENCE

Maternity services review is ongoing, consultation has closed, feedback is now being reviewed independently.



**BETTER HEALTH OUTCOMES** - Developed a 'flying frailty' squad service to enhance elderly patient care.



**A REPRESENTATIVE AND SUPPORTED WORKFORCE** - Piloted, "Managing Challenging Behaviour and Restraint Training".



### INCLUSIVE LEADERSHIP

Focused on young people's access to Apprenticeship & work experience at the RUH

- Age
- Disability
- Gender Reassignment
- Marriage & Civil partnership
- Maternity & Pregnancy
- Race
- Religion or Belief
- Sex
- Sexual Orientation

**Excellent**

**Achieving**

**Developing**

**Underdeveloped**

Evidence covers all 9 protected characteristics

Evidence covers 6-8 protected characteristics

Evidence covers 3-5 protected characteristics

Evidence covers 2 or less protected characteristics

## 2018/2019 Priorities



**IMPROVED PATIENT ACCESS AND EXPERIENCE**



**BETTER HEALTH OUTCOMES**



**A REPRESENTATIVE AND SUPPORTED WORKFORCE**



**INCLUSIVE LEADERSHIP**

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**BETTER HEALTH OUTCOMES – Learning disability and Autism**



**A REPRESENTATIVE AND SUPPORTED WORKFORCE – Sensory loss**



**INCLUSIVE LEADERSHIP** Develop mentoring opportunities for BAME staff who are considering career progression within the Trust and scope opportunities for reverse mentoring to progress BAME agenda

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**BETTER HEALTH OUTCOMES** – Learning disability and Autism



**A REPRESENTATIVE AND SUPPORTED WORKFORCE** – Sensory loss

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# Feedback on Objectives

On your tables:

## 1. Better Health Outcomes:

Focus on learning disabilities  
and autism

## 2. A representative & supported workforce:

Sensory Loss

- Do you agree this should be our focus?
- What would you like to see the Trust doing/more/less of for patients with learning disabilities and staff with sensory loss?
- Answers/comments on post its

