

Meeting Name – Board of Directors

Date of Meeting - 1 October 2025

Title	Equality, Diversity and Inclusion (EDI) Bi-Annual Report including: Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES)
Area Lead	Debs Smith, Chief People Officer
Author	Sharon Landrum, Head of People Experience
Report for	Ratification

Executive Summary and Report Recommendations

The Trust is required to fulfil a number of obligations that are outlined within the Equality Act (2010) and within the Public Sector Equality Duty (PSED), along with requirements built into the standard NHS contract monitored by commissioners and forms part of the Care Quality Commission's well led inspection.

This report seeks to provide assurance that WUTH is fulfilling the requirements of the Public Sector Equality Duty (PSED) and in addition, sets out how WUTH is advancing the EDI agenda and principles and objectives of the Trust's People Strategy and underpinning EDI Strategic Commitment (2022 – 2026):

“To create an inclusive and welcoming environment, where everyone feels a sense of belonging and the diversity of our staff is valued, supported and celebrated”.

This report is the first bi-annual report for 2025/26 reporting cycle and includes the following:

- Workforce demographic data in line with PSED requirements.
- New EDI Dashboard
- WRES full narrative report* (Appendix 2)
- WDES full narrative report* (Appendix 3)
- Summary of activities that demonstrate how we are advancing the EDI agenda at WUTH in line with the Trust's People Strategy and EDI Strategic commitment (summary overview Appendix 4).

Key Highlights:

1. Compliance and Reporting

- All statutory EDI reporting requirements are either completed or on track.
- New EDI Dashboard developed to monitor key metrics including NHS England EDI Improvement Plan indicators.

2. Workforce Demographics

- **Gender:** 78.2% female, 21.8% male – consistent with NHS trends.
- **Sexual Orientation:** 2.8% identify as LGB; declaration rates improving.
- **Disability:** 3.8% of staff self-declared as disabled; slight increase from 2024.
- **Ethnicity:** 14.7% BAME staff – a 1% increase from 2024; disparity remains between clinical (19.9%) and non-clinical (3.3%) roles.
- **Religion:** Workforce more religiously diverse than local community.
- **Age:** Broadly stable; slight increase in staff aged 56–65.

3. WRES & WDES Key Findings WRES: Improvements in 5 of 9 indicators, including BAME representation and disciplinary processes. Concerns remain around career progression and recruitment disparities. WDES: Improvements in 10 of 13 indicators. Concerns include staff engagement and reasonable adjustments for disabled staff. 4. Advancing the EDI Agenda - EDI embedded in People Strategy and leadership programmes. - Six active staff networks; engagement remains a challenge. - Equality analysis policy updated; training provided. - Calendar of events and awareness campaigns ongoing. 5. Priorities for 2025/26 - Improve satisfaction among disabled staff regarding workplace adjustments. - Address disparities in Black, Asian and Minority Ethnic applicant recruitment outcomes. - Deliver NHS England's 2025 EDI High Impact Actions. - Implement regular cultural assessments at Trust and Divisional level - Work with BAME staff to support speaking up on bullying, harassment and experiences of physical violence. Recommendations to the Board: Note the updates and progress outlined. Note the EDI Dashboard and metrics. Ratify the WRES and WDES narrative reports and key findings.
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Key Risks
This report relates to these key risks: 397 – Increased Sickness Absence - BAF Risk – Failure of the Trust to have the right organisational culture, staff experience and organisational conditions to deliver our priorities for our patients and service users

Contribution to Integrated Care System objectives (Triple Aim Duty):			
Better health and wellbeing for everyone			Yes
Better quality of health services for all individuals			Yes
Sustainable use of NHS resources			Yes
Contribution to WUTH strategic objectives:			
Outstanding Care: provide the best care and support			Yes
Compassionate workforce: be a great place to work			Yes
Continuous Improvement: maximise our potential to improve and deliver best value			Yes
Our partners: provide seamless care working with our partners			No
Digital future: be a digital pioneer and centre for excellence			No
Infrastructure: improve our infrastructure and how we use it.			Yes
Governance journey			
Date	Forum	Report Title	Purpose/Decision

27 May 2025	Executive Management Team	Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES) Reporting Data	Ratification of information prior to national upload
26 June 2025	Workforce Steering Board	Equality, Diversity and Inclusion (EDI) Bi-Annual Report including: Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES)	Approval
10 July 2025	EDI Steering Group	Equality, Diversity and Inclusion (EDI) Bi-Annual Report including: Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES)	Review

1	Background and Introduction to EDI Requirements
	Under section 149 of the Equality Act (2010), a public sector equality duty was created, which is a statutory obligation for all public authorities. This is defined in legislation as the general duty and all public authorities must adhere to the following obligations: • To eliminate unlawful harassment and victimisation. • To foster good relations between people who share a protected characteristic and those who do not. • To advance equality of opportunity between people who share a protected characteristic and those who do not. In addition to these general duties, there are specific duties which require public bodies to publish relevant, proportionate information showing compliance with the Equality Duty and to set equality objectives. The information that is contained within this report meets the requirement of the specific duties of the PSED. The Trust also takes into consideration national guidance e.g. Model Employer recommendations and has integrated these within action planning and review processes as appropriate. This report is one of two EDI specific bi-annual report. We report as follows: Biannual report one – Submission in Q1 and will include updates on: • Trust led EDI projects and progress towards EDI strategic commitment and activities to underpin our PSED commitment. • Annual WRES data and summary for noting. • Annual WDES data and summary for noting. • Workforce demographics Biannual report two – Submission in Q3 and will include updates on: • Trust led EDI projects and progress towards EDI Strategic Commitment and activities to underpin our PSED commitment. • Gender Pay Gap reporting. • Equality Delivery System (EDS). Reports seek to provide updates on regulatory and statutory requirements and work undertaken to advance the EDI agenda.
2	Statutory / Regulatory Reporting Requirements Update
	To follow are legislative and contractual workforce EDI reporting requirements :

	<table><tr><th>Reporting Element</th><th>Required by</th><th>Progress Update</th><th>Comments</th></tr><tr><td>Workforce Race Equality Standards (WRES) – Part 1</td><td>National data upload required by 31 May</td><td>Completed</td><td></td></tr><tr><td>Workforce Race Equality Standards (WRES) – Part 2</td><td>Narrative report required by 31 October</td><td>On track</td><td>Reports contained within this paper and approved at WSB.</td></tr><tr><td>Workforce Disability Equality Standards (WDES) – Part 1</td><td>National data upload required by 31 May</td><td>Completed</td><td></td></tr><tr><td>Workforce Disability Equality Standards (WDES) – Part 2</td><td>Narrative report required by 31 October</td><td>On track</td><td>Reports contained within this paper and approved at WSB</td></tr><tr><td>Public Sector Equality Duty (PSED)</td><td>Included within biannual reports</td><td>Completed and ongoing</td><td>Activities detailed within both EDI biannual reports highlight the work WUTH is doing to uphold the principles of the Public Sector Equality Duty. This includes publication of Trust workforce demographics.</td></tr><tr><td>Gender Pay Gap Reporting (GPG)</td><td>30 March 2024 (for March 2024 data) and 30 March 2025 (for March 2025 data)</td><td>Completed for 2024 and on track for 2025</td><td>Currently compliant with reporting, next report scheduled for inclusion within biannual report 2</td></tr><tr><td>Equality Delivery System (EDS)</td><td>28 Feb each year</td><td>Completed for 2024/5 and on track for 2025</td><td>Currently compliant with reporting, next report scheduled for inclusion within biannual report 2</td></tr><tr><td><u>NHS EDI Improvement Plan</u></td><td>Q2 and Q4</td><td>Completed for Q2</td><td>Included within new EDI dashboard of this report.</td></tr><tr><td>Updates to be provided on equality analysis process and progress of equality objectives</td><td>Q4</td><td>Completed for 2024/5 and on track for 25/26</td><td>Feedback integrated within EDI report and scheduled for inclusion within biannual report 2.</td></tr></table>	Reporting Element	Required by	Progress Update	Comments	Workforce Race Equality Standards (WRES) – Part 1	National data upload required by 31 May	Completed		Workforce Race Equality Standards (WRES) – Part 2	Narrative report required by 31 October	On track	Reports contained within this paper and approved at WSB.	Workforce Disability Equality Standards (WDES) – Part 1	National data upload required by 31 May	Completed		Workforce Disability Equality Standards (WDES) – Part 2	Narrative report required by 31 October	On track	Reports contained within this paper and approved at WSB	Public Sector Equality Duty (PSED)	Included within biannual reports	Completed and ongoing	Activities detailed within both EDI biannual reports highlight the work WUTH is doing to uphold the principles of the Public Sector Equality Duty. This includes publication of Trust workforce demographics.	Gender Pay Gap Reporting (GPG)	30 March 2024 (for March 2024 data) and 30 March 2025 (for March 2025 data)	Completed for 2024 and on track for 2025	Currently compliant with reporting, next report scheduled for inclusion within biannual report 2	Equality Delivery System (EDS)	28 Feb each year	Completed for 2024/5 and on track for 2025	Currently compliant with reporting, next report scheduled for inclusion within biannual report 2	<u>NHS EDI Improvement Plan</u>	Q2 and Q4	Completed for Q2	Included within new EDI dashboard of this report.	Updates to be provided on equality analysis process and progress of equality objectives	Q4	Completed for 2024/5 and on track for 25/26	Feedback integrated within EDI report and scheduled for inclusion within biannual report 2.
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3	Workforce Demographics																																								
3.1	In line with specific duties under the Equality Act 2010, the Trust is required to publish information relating to employees who share protected characteristics. Sex / Gender 78.2 of the WUTH workforce is female and 21.8% is male. The number of male staff have increased slightly 21.7% in 2024. The numbers continue to reflect that the largest staff group is nursing, and that this group is predominately female. This is reflective of most NHS Acute Trusts. The chart below highlights the breakdown of staff compared with community and demographics. <table><tr><th></th><th>Workforce</th><th>LA: Wirral</th><th>Region: North West</th></tr><tr><td>Male</td><td>21.8%</td><td>48.11%</td><td>49.13%</td></tr><tr><td>Female</td><td>78.2%</td><td>51.89%</td><td>50.87%</td></tr></table>				Workforce	LA: Wirral	Region: North West	Male	21.8%	48.11%	49.13%	Female	78.2%	51.89%	50.87%																										
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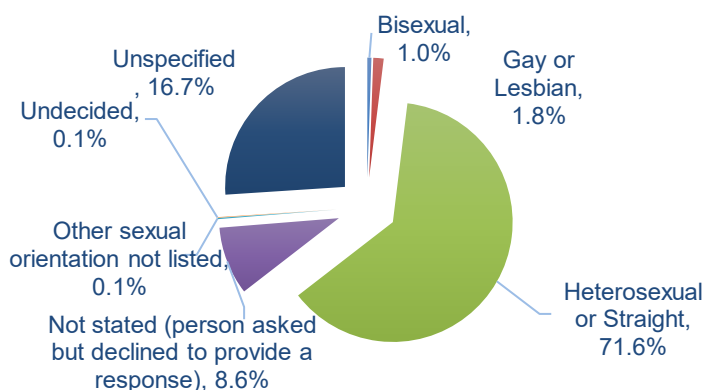
3.2

Sexual Orientation

Charts below highlight the workforce sexual orientation data on 31 March 2025, along with comparative data for community members within the North West. Data this year has seen an increase in the % of LGB staff at WUTH with a year on year increase in the number of staff specifying their sexual orientation on ESR (from 18% last year to 16.7% in 2025). The number of bisexual staff has increased by 0.3% this year, which is deemed significant due to the small numbers employed. The number of LGB staff is also higher than those declared within the Northwest region.

Sexual Orientation	% of Workforce
Bisexual	1.0%
Gay or Lesbian	1.8%
Heterosexual or straight	71.6%
Not stated (person asked but declined to provide a response)	8.6%
Other sexual orientation not listed	0.1%
Undecided	0.1%
Unspecified	16.7%
Grand Total	100.00%

Workforce data by Sexual Orientation as at 31 March 2025



Sexual Orientation Data Comparison with Community Demographics

	Workforce	Region: North West
Gay / Lesbian / Bisexual	2.8%	1.66%
Heterosexual / straight	71.6%	94.89%
Unknown	25.4%	3.45%

3.3

Gender Reassignment / Identity

ESR currently only has the functionality to record male, female or unspecified. The Trust has been working hard to further understand the needs of its staff and patients and as such, understand that more accurate recording options are needed.

A number of staff may not identify with a specific gender or have a variation of gender identities and therefore national updates are being awaited that will allow greater options for staff and accurate data in this area.

The Trust can only therefore report against the number of staff recorded as male or female. This has been raised at a national level and updates awaited.

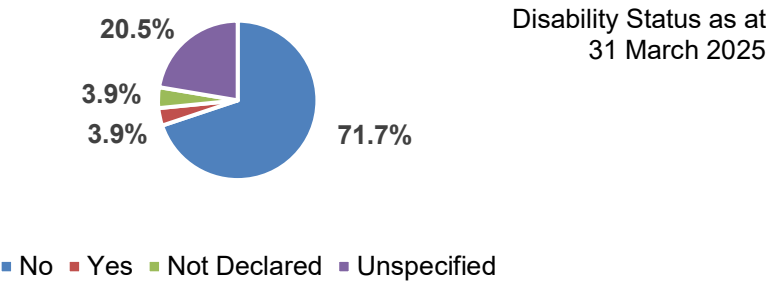
The Trust is however aware of and has supported staff in their transition journey this year and continues to support staff who's gender isn't the same as assigned at birth. 5 staff completed the 2024 staff survey, identifying that their gender was different to the one assigned at birth.

3.4

Disability

As of 31st March 2025, the self-reporting rate for those staff with a disability within WUTH is 3.8%, 263 people (as entered on staff ESR records). This has continued to improve, albeit only

marginally from last year, whereby 3.6% of staff (244 people) had declared. Whilst it is positive to see continued improvements in declaration rates, rates continue to still be low, with 20.5% of staff ESR records still remaining unspecified (22% in 2024). Work will therefore continue to support improvements in declaration rates.



Data shows slight improvements in representation of disabled staff across both clinical and non-clinical roles, with the biggest improvement seen however within non-clinical roles, improving from 4.2% (94 staff) in 2023/4 to 4.9% (104 staff) this year. Clinical staff representation has increased from 3.2% (150 staff) to 3.4% (159 staff) this year.

Breakdown of workforce data by disability status as of 31 March 2025 and compared to 2023/4 data.

Chart 2 - Breakdown of disability declaration categories by clinical and non-clinical as of 31 March 2025.

	Total Clinical Staff	% of clinical	Total non-clinical	% of non-clinical	Combined 2025	% overall 2025	% overall 2024
Disabled	159	3.4%	104	4.9%	263	3.8%	3.6%
Non-disabled	3512	73.9%	1406	65.8%	4918	71.7%	69.9%
Not declared	184	3.6%	87	4.1%	267	3.9%	4.3%
Unspecified	862	17.7%	541	25.3%	1403	20.5%	22.3%
Total	4717	100.0%	2138	100.0%	6855	100.0%	100.0%

Religion or Belief

The chart below highlights the religious beliefs of our workforce compared with the community demographics as of 31 March 2025. The categories are grouped together so as to aid ease of comparison; however it is important to recognise some of the heading below subgroup heading e.g. Christianity include Catholicism, Anglican etc

3.5

	Workforce	LA: Wirral	Region: North West	
Atheism / Not religious	13.3%	21.33%	19.82%	*Includes 13.4% of staff who do not wish to disclose
Buddhism	0.6%	0.28%	0.29%	
Christianity	44.5%	70.41%	67.25%	
Hinduism	1.7%	0.23%	0.54%	
Islam	1.7%	0.57%	5.05%	
Judaism	0.0%	0.08%	0.43%	
Other	8.0%	0.26%	0.27%	
Sikhism	0.2%	0.07%	0.13%	
Jainism	0.0%	Unknown	unknown	
Unknown	30.1%*	6.77%	6.20%	

There are differences in this area when compared to the local community, with more Hindu and Muslim staff and staff who have other religions or beliefs.

3.6

Ethnicity

83.6% of WUTH staff are white, 14.7% of staff are Black, Asian, or other Ethnic Group and 1.7% of staff have not stated their ethnic group on ESR. The following chart shows the breakdown of the workforce by ethnicity and compared to community demographics as of 31 March 2025.

Ethnicity Group	Headcount	% in Trust 2025	% in Trust 2024
BAME	1008	14.7%	13.7%
Not Stated	116	1.7%	1.8%
White	5731	83.6%	84.6%
Grand Total	6855	100.0%	100.0%

It is pleasing to see a year on year increase in the representation of Black, Asian and Minority Ethnic staff at WUTH, with a 1% increase seen this year. That said, there continues to be a significant disparity between the levels of BAME staff within clinical and non-clinical roles, however increases can be seen in both areas.

Representation however continues to be significantly different across clinical (19.9%) and non-clinical roles (3.3%). Increases can however be seen in both areas.

Breakdown of Non-Clinical Staff by Pay Band

Count of Employee	Ethnicity Group				% BAME in band 2025
Payband WRES W	White	BAME	Not Stated	Total	
Band 1	95		2	97	0.0%
Band 2	935	38	14	987	3.9%
Band 3	361	13	1	375	3.5%
Band 4	273	4	3	280	1.4%
Band 5	113	6	3	122	4.9%
Band 6	75	3	4	82	3.7%
Band 7	64	5		69	7.2%
Band 8A	45	2		47	4.3%
Band 8B	40			40	0.0%
Band 8C	16			16	0.0%
Band 8D	13			13	0.0%
Band 9	2			2	0.0%
Other Incl VSM	8			8	0.0%
Total	2040	71	27	2138	3.3%

Breakdown of Clinical Staff by Pay Band

Count of Employee	Ethnicity Group				% BAME in band 2025
Payband WRES WC	White	BAME	Not Stated	Total	
Band 2	614	139	9	762	18.2%
Band 3	358	25	1	384	6.5%
Band 4	153	5	2	160	3.1%
Band 5	828	385	33	1246	30.9%
Band 6	741	87	9	837	10.4%
Band 7	428	27	9	464	5.8%
Band 8A	164	15	1	180	8.3%
Band 8B	52	3	1	56	5.4%
Band 8C	16	2		18	11.1%
Band 8D	3			3	0.0%
Band 9	2			2	0.0%
M&D - Career Grade	31	32	2	65	49.2%
M&D - Consultant	180	108	10	298	36.2%
M&D - Trainee	106	105	10	221	47.5%
Other Incl VSM	1			1	0.0%
Senior Medical Manag	14	4	2	20	20.0%
Total	3691	937	89	4717	19.9%

To follow is a full breakdown of staff compared with community demographics.

	Workforce	LA: Wirral	Region: North West
<i>White - British (inc English, Scottish & Cornish)</i>	81.08%	94.97%	87.08%
<i>White - Irish</i>	0.77%	0.83%	0.92%
<i>White Traveller / Gypsy / Irish Traveller</i>	0.00%	0.02%	0.06%
<i>White - other</i>	1.74%	1.17%	2.15%
<i>Mixed - White & Black Caribbean</i>	0.19%	0.30%	0.56%
<i>Mixed - White & Black African</i>	0.19%	0.17%	0.26%
<i>Mixed - White & Asian</i>	0.34%	0.30%	0.43%
<i>Mixed - Any other mixed background</i>	0.22%	0.25%	0.32%
<i>Asian or Asian British - Indian</i>	7.41%	0.42%	1.52%
<i>Asian or Asian British - Pakistani</i>	0.66%	0.07%	2.69%
<i>Asian or Asian British - Bangladeshi</i>	0.32%	0.27%	0.65%
<i>Asian / Asian British: Chinese</i>	0.41%	0.52%	0.68%
<i>Asian or Asian British - Any other Asian background</i>	1.09%	0.33%	0.66%
<i>Black/African/Caribbean/Black British:</i>	1.95%	0.18%	1.17%
<i>African/Black British: Caribbean or Black British - Caribbean</i>			
<i>Any other Black African / Caribbean</i>	0.18%	0.04%	0.22%
<i>Arab</i>	0.00%	0.07%	0.35%
<i>Any Other</i>	1.36%	0.10%	0.28%

3.7

Age

The following chart highlights the age profile within WUTH as of 31 March 2025.

Age Band	% in Trust 2025
<=20 Years	1.6%
21-25	6.2%
26-30	10.8%
31-35	12.1%
36-40	12.9%
41-45	11.9%
46-50	10.7%
51-55	11.4%
56-60	10.6%
61-65	8.9%
66-70	2.1%
>=71 Years	0.8%
Grand Total	100.0%

Age demographics have remained similar to last year, with the biggest changes seen between ages 56 and 65, with both age brackets increasing by 0.3%.

3.8

Key Findings

The Trust has seen improvements in workforce demographics in a number of areas that have been a priority. This includes increased representation of Black, Asian and Minority Ethnic staff, disabled staff and LGB staff. It is pleasing to see more staff are specifying their demographic data and thus allowing more accurate monitoring information. Workforce demographics are broadly aligned to those of the local community.

4	EDI Dashboard
	In order to more effectively monitor and review performance and progress with the EDI agenda, a key objective of the 2025/26 People Strategy key deliverables was to develop an EDI dashboard that would identify key metrics and provide Trust progress against these. Appendix 1 provides a proposed dashboard, with metrics that seek to provide a greater understanding of EDI related aspects in the employee life cycle (in line with a request from People Committee) along with monitoring data to support NHS England EDI Improvement Plan reporting requirements (see section 2). National staff survey findings, as required by NHS England, however once approved, the dashboard can be widened to incorporate additional elements as deemed necessary. The dashboard highlights key areas of strength and concern, with main areas for review including: 1) Staff satisfaction with opportunities for career progression have declined and/or are lower than the national average for all groups; 2) Decline in likelihood of Black, Asian and Minority Ethnic applicants being appointed from shortlisting; 3) Staff engagement scores – which are low for all staff, previously highlighted and recognised as part of People experience and staff survey update reports. As the report focuses on equality, diversity and inclusion – points 1 and 3, whilst have declined, are equal for all staff groups. This is however different for point 2, which highlights a particular area of potential inequality.
5	Workforce Race Equality Standards (WRES)
	Summary findings The aim of the WRES is to improve the experience of Black, Asian and Minority Ethnic (BAME) staff in the workplace. This includes employment, promotion and training opportunities as well as the experience of employment relations processes. It also applies to BAME people who want to work in the NHS. The full narrative report is attached at appendix 2 and outlines the national indicators that the Trust is required to submit data and monitor progress against, with a helpful summary overview contained within the appendices of the report. Data shows improvements in 5 of the 9 WRES indicators with further improvements seen in: • BAME representation for all groups e.g. clinical; non-clinical and VSM • Relative likelihood that staff will enter the formal disciplinary process • Staff survey related question linked with bullying, harassment, abuse and discrimination. It is however disappointing to see a decline in: • Staff believing the Trust provides equal opportunities for career progression and promotion (50.19% last year to 49.46% this year); • Relative likelihood that BAME applicants will be appointed from shortlisting when compared with white applicants (from 2.02 last year to 2.23 this year). Whilst there may be potential impacting factors on recruitment linked with national changes to visas and a recent immigration white paper published on 12 May 2025; data will be reviewed in full along with findings from a recent recruitment audit and included within the subsequent full narrative report.

	The difference between representation of Board membership has also increased due to the increased representation at Trust level overall (from 7.0% to 7.56%). The report outlines measures that have been taken to support improvements this year, along with key objectives for 2025/26 as part of the People Strategy key deliverables, that seek to ensure further improvements.
6	Workforce Disability Equality Standards (WDES)
	WDES allows an enhanced insight into how disabled staff feel they are treated compared with non-disabled staff and whether any bias conscious or unconscious is shown during key Trust processes such as recruitment. The full narrative report is attached at appendix 3 and outlines the national indicators that the Trust is required to submit data and monitor progress against, with a helpful summary overview contained within the appendices of the report. Data shows improvements in 10 of the 13 relevant WDES indicators this year, which is really pleasing to see. Board membership has remained the same and two areas have unfortunately declined: 1) Staff engagement score, which unfortunately declined for all staff this year; 2) % of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. Despite seeing improvements for all staff in this area this year, results have unfortunately reduced for disabled staff. Where comparative data is shown, results identify the same trends for disabled and non-disabled staff e.g. reduced staff engagement score for disabled and non-disabled staff and improvements in experiences of all staff, with the exception of indicator 7. Disabled staff are more satisfied with the extent to which the organisation values their work when compared with non-disabled staff who feel less valued this year. Whilst it is pleasing to see an improvement in the overall % of disabled staff, numbers of self-declarations continue to remain low at 3.8%. It is also pleasing to see continued improvements in recruitment data, with results showing an equal likelihood that disabled staff will be appointed from shortlisting when compared with non-disabled applicants. The report outlines measures that have been taken to support improvements this year, along with key objectives for 2025/26 as part of the People Strategy key deliverables, that seek to ensure further improvements.
6	Advancing the EDI Agenda
6.1	People Strategy and EDI Strategic Commitment Since the launch of the new People Strategy and underpinning EDI Strategic Commitment, the Trust is striving to ensure EDI is embedded within all of our people processes and practices. This has resulted in a shift of areas and individuals seeking support to understand how they can advance EDI within their sphere of influence and progressing actions to commence improvements. The annual objectives set out in the People Strategy delivery plan have also been mapped to the EDI Strategic Commitment to ensure EDI is reflected in all strategic people projects. This is reported to WSB and People Committee as part of People

	Strategy Updates. It is therefore hoped that this will have a positive impact on staff experiences moving forwards. In addition to the content provided in the other sections of this report, appendix 4 seeks to summarise a range of key actions undertaken to support advancement of the EDI agenda and fulfil the Trust's commitment to the Public Sector equality Duty: advancing equality of opportunity and fostering good relations between people who share protected characteristics and people who don't and eliminating unlawful discrimination harassment and victimization.
6.2	Staff Network Update WUTH now has six staff networks, with the most recent addition being a volunteer network. All other networks have co-chairs in place, however with the exception of the rainbow alliance that is still without leadership. Discussions are underway with WCHC colleagues with invitations extended to colleagues from both Trusts to forthcoming events and activities and steps being taken to merge networks in the near future. Network meetings continue to be offered to members on a regular basis, with joint "one network" events also offered on a quarterly basis to ensure an intersectional approach. Attendance is however poor across all networks currently and as such, has been logged as a risk for WUTH (risk 1944). Whilst network co-chairs continue to be offered two days per month per network, to support network activities, time is also a challenge for co-chairs too. Bev Shaw, co-chair of the Armed Forces network has recently stepped down due to challenges meeting demands on her time and a special thanks goes to Bev for her support of the network during her time. Network updates continue to form part of the EDI Steering group agenda, with regular updates provided to WSB members. A calendar of events is planned for 2025/26 in conjunction with staff network co-chairs and has been shared as part of a previous WSB report. Whilst Executive Partners are in place for networks, Executive partners rotate every twelve months in WCHC and as such, this approach is being adopted at WUTH, with a plan in development to rotate executive partners. Further details will follow in due course. The rainbow alliance, armed forces, multicultural and volunteer networks have now all been part of sharing information as part of leaders in touch. The remaining networks will be scheduled as soon as possible. Network co-chairs have also been invited to join Workforce Steering Board to ensure they are able to represent their network members and share key views as part of discussions held.
6.3	Equality Analysis The Trust's equality analysis policy has now had a major review, with feedback from a number of key stakeholders.

	The NHSE Health Equalities Assessment Tool has been included, along with consideration of NHSE recommended health inclusion groups and a more robust approach to reviewing the areas required. Members are reminded that when planning service or organisational changes; cost improvement programmes; changes in or development of new policies and particularly where changes will affect staff, patients or the wider community, then an equality impact assessment must be completed at the earliest opportunity. Training sessions have been held to support staff with the process and are available on request.
7	Next Steps and Key Areas of Focus
	The report identifies a number of areas of progress and also decline and in conjunction with Workforce Steering Board members, two areas of priority have been identified for focus within 2025/26. These are: 1) Improvement in staff with disabilities and long term conditions; feeling satisfied that the Trust has made reasonable adjustments to enable them to carry out their work. 2) Relative likelihood of BAME staff being appointed from shortlisting. For priority 1 – engagement will be undertaken with two key areas of low satisfaction from the last staff survey and support provided to management teams accordingly. For priority 2 – completion of a recent recruitment audit will be completed and findings reviewed to understand potential reasons for the results and actions identified to support improvements where possible. In addition to the above, as part of the Trust's People Strategy key deliverables for the EDI agenda in 2025/26, as stated in appendix C of the WRES report: 1) Deliver the 2025 elements of the NHS England EDI High Impact Actions 2) Implement regular Cultural assessment at Trust and divisional level 3) Work with BAME Staff to support speaking up on bullying, harassment and experiences of physical violence.

8	Implications
8.1	Patients The work undertaken to advance the EDI agenda aims to improve awareness of a range of aspects and celebrate diversity for all. Whilst this should be a positive experience for all, there is also recognition of the diverse nature of our workforce and community and promotion and celebration of some areas, may not be in line with individual values, beliefs and behaviours. Whilst we strive to ensure appropriate values and behaviours are upheld for our workforce, this can be more challenging for our patients.
8.2	People As also detailed in section 2.1.
8.3	Finance

	Whilst a small budget has been ringfenced for network activities, the Trust financial position is acknowledged and network co-chairs remain committed to avoiding costs where possible and thinking creatively about alternative options.
8.4	Compliance This report seeks to provide assurance that WUTH is currently in line with EDI reporting requirements for 2024/5.

Appendix 4 - Workforce Equality, Diversity and Inclusion (EDI) Update Summary – June 2025

Setting Direction

- ❖ EDI Strategic Commitment (including objectives) launched for 2022- 2026 and underpins WUTH's People Strategy with annual key deliverables
- ❖ Staff networks maintained with regular opportunities created to understand experiences and involve staff in decision making processes and shaping direction
- ❖ EDI Objectives set for all Exec and Non-Exec Directors
- ❖ KLOE included within Divisional performance reviews
- ❖ Working with WCHC to understand areas of good practice and opportunities to collaborate.
- ❖ Action plans in place to support re-accreditation processes and drive improvements in specialist areas
- ❖ Engagement Framework launched with focus on recognition and improving staff voice -significant increase in NSS response rates as a result.
- ❖ EDI Dashboard developed and under review
- ❖ New approach to reviewing staff survey data with a workshops held to understand data and set priorities

What's next...

- ❖ Further listening events for non-white staff
- ❖ Approval of EDI dashboard and key metrics

Development, Education and Awareness

- ❖ 94.7% compliance with EDI mandatory training (May)
- ❖ EDI embedded within induction, leadership for all and manager essential programmes
- ❖ Dedicated EDI Board session on health inequalities
- ❖ Mini manager sessions on: supporting staff with disabilities; equality analysis and impact assessments and LGBT+ awareness
- ❖ Monthly deaf awareness programme in place
- ❖ Neurodiversity sessions delivered by the Brain Charity
- ❖ Autism session delivered by Autism Together
- ❖ Staff and patient stories shared at key meetings and as part of a range of internal and external comms
- ❖ Range of national e-learning programmes promoted
- ❖ "Drop Everything and Read" sessions held on a variety of EDI topics
- ❖ Interview and development support sessions held for non-white staff

What's next...

- ❖ Further training for managers on how to support staff w disabilities and the support / resources available.

Monitoring and Assurance

- ❖ Workforce Race and Disability (WRES and WDES) and gender pay gap reporting completed
- ❖ New reporting cycle implemented with EDI Bi-Annual reporting commenced
- ❖ Trust maintained "achieving" EDS status
- ❖ Enhanced review and monitoring of staff survey data
- ❖ Increased demographic monitoring and triangulation of experiences, to further understand ER cases, flexible working applications, Bullying and harassment and sexual safety and volunteer resource.
- ❖ Significant increase in staff survey response rate due to revised approach.
- ❖ EDI related question now included within Divisional Performance Reviews

What's next...

- ❖ Approval of EDI dashboard and key metrics
- ❖ Delivery of 2025/26 people strategy key deliverables

Communications

- ❖ Regular Trust communications to promote key events and information, with a heightened focus on individual stories and experiences
- ❖ EDI webpages updated with key reports
- ❖ Reachdeck software in place to support web accessibility
- ❖ Enhanced communications to promote messages of anti-racism and offer of support to staff.

What's next...

- ❖ Exploration of assistive technology to support

Events

- ❖ Flag raising for PRIDE month
- ❖ Neurodiversity and autism awareness sessions held
- ❖ Intersectional "one network" events, for staff networks to meet together and share feedback and ideas
- ❖ Menopause Q&A sessions held with experts in areas
- ❖ Calendar of events in place for 2025/26 to support various national and international awareness days/weeks and months e.g. International Women and Mens day
- ❖ Departmental events e.g. Culture Days
- ❖ Volunteer week
- ❖ Chinese New Year menu in canteen

What's next...

- ❖ Further listening events for non-white staff
- ❖ #splash of colour day to show PRIDE in your team
- ❖ Raising the flag and celebrating our armed forces community, with staff sharing their experiences

Staff Support

- ❖ New volunteer staff network in place and work underway to link WCHC and WUTH networks
- ❖ EDI team & networks meet new staff at induction
- ❖ Network members "buddying" with colleagues
- ❖ Staff sharing experiences to help others
- ❖ Networks hosting themed meetings & guest speaker sessions held
- ❖ Staff menopause clinic continues with dedicated menopause website, including guidance and support
- ❖ Wellbeing Week focused on supporting staff with disabilities
- ❖ Provision of Iftar boxes for staff during Ramadan
- ❖ Disability engagement events
- ❖ Launch of sexual safety charter and a range of actions to support staff

What's next...

- ❖ Further promotion of support and resources available for disabled staff
- ❖ Listening events

Accreditations

- ❖ Veteran Aware Accreditation
- ❖ Merseyside In Touch Navajo LGBTIQA+
- ❖ Defence Employer Recognition Scheme (DERS) Silver Level Achieved
- ❖ Disability Confident Employer
- ❖ Anti-Racist Framework Bronze status

What's next...

- ❖ Re-accreditation of Veteran Aware

