

ANNUAL EQUALITY & INCLUSION REPORT 2019/2020



University Hospitals
of North Midlands
NHS Trust



PROUD
TO
CARE

IN THIS REPORT



| | | |
|---|---|---------|
| 1 | Introduction | Page 1 |
| 2 | Our Values and Behaviours | Page 2 |
| 3 | Our Equality and Inclusion Objectives and Priorities for 2019-2020 | Page 3 |
| 4 | Key Developments against our Equality Objectives: Patient & Service Delivery | Page 4 |
| 5 | Key Developments against our Objectives: Our workforce | Page 8 |
| 6 | Staff and Patient Demographics | Page 15 |
| 7 | Priorities for 2019/20 | Page 19 |

Welcome to our 2019-20 Annual Equality and Inclusion Report. We want everyone who comes into contact with the University Hospitals of North Midlands NHS Trust (UHNM) to be treated fairly, with respect, dignity and compassion. We are proud of our diverse community of staff, patients, their friends and family and the communities we serve. Our Equality, Diversity & Inclusion (ED&I) programme aims to ensure that we are delivering this commitment.

In addition to meeting our obligation as an NHS Trust to publish equality monitoring data in relation to our staff and service users, the report gives detail on the work being undertaken by the Trust to promote diversity and inclusion and achieve our equality objectives. We update this report annually and it is published on the [equality and diversity](#) section of our Trust website.

Our Equality, Diversity and Inclusion Governance Arrangements

Our Equality, Diversity and Inclusion Group meets on a bi-monthly basis and advises on a range of initiatives, reports and actions and reports through the Transformation & People Committee to the Trust Board.

Consultation and involvement of staff and service users

We are committed to ensuring that our staff and service users are involved in shaping our equality, diversity and inclusion work and have opportunities to influence and contribute. We do this through our staff diversity networks and our patient user groups. We know that by working in partnership with patients, carers, community organisations and our staff that we can develop services that meet local need and a workplace that enables all our employees to thrive.

Equality Monitoring

Good quality data enables us to identify priorities and measure our effectiveness. We recognise that the data collection of protected characteristics for both staff and patients' needs to be further improved in order for us to fully understand who is using our services and the needs of our workforce. We will continue to actively encourage our workforce and patients to declare this information.

Equality Impact Assessment

All public bodies have a statutory duty to set out arrangements to assess and consult on how their policies and functions impact on equality. At UHNM this has been applied to assessments on all our policies, guidelines and practices that impact on protected characteristics. We have a well-established pathway for the approval of procedural documents and policies which include the review of Equality Impact Assessments and Action Plans (where applicable). A Quality Impact Assessment similarly reviews impacts of significant changes to services we provide.

Workforce Race Equality Standard

We monitor how effectively we address any gaps in the treatment and experience between our white and Black, Asian and minority ethnic (BAME) workforce through the Workforce Race Equality Standard (WRES). Implementing the WRES is a requirement for healthcare providers through the NHS Standard Contract with organisations mandated to show progress against a number of indicators of workforce equality.

Workforce Disability Equality Standard

The Workforce Disability Equality Standard (WDES) is a new standard for 2019-20 and is designed to improve workplace and career opportunities for Disabled people working, or seeking employment in the NHS. The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and enabler of change.

Gender Pay Gap

Our Gender Pay Gap report shows the difference in the average earnings between all men and women employed at UHNM and includes the actions we are taking to further reduce the gender pay gap.

Our WRES, WDES and Gender Pay Gap reports are displayed on our UHNM Trust website.

Our Trust Vision is underpinned by our Values and Promises, which were co-created by our staff, patients and carers. Our values define the standards of our Trust and all the individuals working here and are at the heart of everything that we do:..



We are a Team – I will be considerate, help others to achieve our goals and support others to make positive changes

We are Appreciative – I will acknowledge and thank people for their efforts and contributions

We are Inclusive – I will be open and honest, welcome people's views and opinions and involve people in decisions that affect them



We are Supportive – I will be empathetic and reassuring. I will support and encourage people when they need it

We are Respectful – I will treat people fairly, with respect and dignity, protect their privacy and help them to feel comfortable

We are Friendly – I will be welcoming and approachable. I will make eye contact, say hello and introduce myself



We Communicate Well – I will explain clearly, share relevant and timely information and keep people updated

We are Organised – I will plan ahead, manage my time well and be prompt in what I do

We Speak Up – I will contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values



We Listen – I will welcome people's views and ideas, invite people to ask questions and share their opinions and respond to what I hear

We Learn – I will share best practice, celebrate good performance and support others to use their skills, learn and grow

We Take Responsibility – I will have a positive attitude, act and encourage people to take the initiative and make improvements

Our UHNM Equality and Inclusion Objectives:

- To commission services that deliver consistent outcomes for all our population and those with protected characteristics in particular
- To develop accessible and inclusive engagement processes so that patients, carers and the local population are empowered to influence patient experience of healthcare and reduce health inequalities
- Improve levels of positive staff experience at work by ensuring representation of staff in all aspects of meaningful engagement, participation and inclusion within the Trust
- Ensure that all staff are free from abuse, harassment, bullying and violence at work
- Ensure that UHNM is a fair and equal employer by removing barriers to ensure all staff have access to learning, development and career enhancing opportunities to enable them to achieve their true potential

Our diversity and inclusion workforce priorities this year have been to:

- Continue to address Ethnic Diversity representation in leadership roles at UHNM and across the health economy through the Staffordshire Stepping Up Programme and its BAME mentorship legacy; the launch of the Staffordshire High Potential Scheme; UHNMs inclusive Talent Management Strategy, internal leadership development programmes and introducing a Reverse Mentorship programme
- Promote LGBT+ equality and inclusion for our patients, carers and our staff through the launch of the NHS Rainbow Badge initiative
- Continue our actions to improve staff experience and perception of bullying, harassment and discrimination in the workplace, including reinforcing the Trust values and promoting civility and respect
- Identify gaps in the experiences of our disabled workforce and develop actions through the introduction of the NHS Workforce Disability Equality Standard

Our diversity and inclusion patient experience priorities this year have been to:

- To continue to improve the experience for transgender patients through awareness training for staff
- To improve opportunity for Patient Involvement in their care with the roll out of Health Literacy training for staff to improve understanding of the needs of the local population.
- To introduce video consultation service for foreign language interpretation to reduce the risk of cancelled appointments when no translator available.
- To improve staff awareness of their obligations towards homeless patients and the support available.

4.0 Key Developments against our Equality Objectives: Patient and Service Delivery



Supporting our deaf community

During June 2019 a workshop was provided for the deaf community to support them to look after themselves and be aware of the screening services available. The session included:

- Diabetes awareness
- Bowel cancer screening and home testing kits
- Personal health awareness and screening
- General healthy eating and exercise

Trinity Skills for Life Deaf School choir visited the Outpatient Department to raise awareness for supporting deaf patients.

We continue to work closely with our local sign language providers to ensure appropriate sign language interpretation is available as required. Throughout 2019/20 we provided 585 sign language interpretations for deaf patients accessing our services.

ASSIST – 249 bookings

Deaflinks – 336 bookings

Interpretation & Translation Service 2019/20

We continue to place a high importance on ensuring our services are accessible to people speaking no or limited English. The Trust's Interpretation and Translation Service provides 24 hour face to face and telephone interpreters. We also provide document translation services using qualified translators who are members of relevant professional bodies.

In the financial year (2019/20) we have arranged 2,237 face to face and 1,528 telephone foreign language interpretation contacts.

The top 5 languages requested were:

| Language | Total Requests |
|-----------------------------|----------------|
| Urdu | 451 |
| Polish | 303 |
| Romanian | 188 |
| Slovak | 141 |
| Punjabi, Western (Pakistan) | 135 |

Supporting our Black, Asian and Minority Ethnic (BAME) community to access services

A revised leaflet has been produced to encourage members of the BAME community to take part in bowel screening.

During April 2019 a number of separate male and female workshops were provided in the community to support the BAME population to keep healthy and encourage attendance at available screening programmes.

Feedback was collected to look at how services can be made more accessible to these hard to reach groups and how to we can encourage participation in screening.

4.0 Key Developments against our Equality Objectives: Patient and Service Delivery



We know that staff education and listening to our patients with Learning Disabilities and their families will help us to ensure we deliver a high standard of care to this client group.

A number of initiatives have been introduced by our Learning Disability Nurse to facilitate this:

A Service User and Family Learning Disability forum commenced in January 2020. It provides focus on the needs of people with Learning Disability and their families, and the feedback will be shared with the UHNM Learning Disability working group .

A Diagnostic Overshadowing Poster has been developed and the website below shared to help staff see beyond the persons learning disability: <http://www.intellectualdisability.info/changing-values/diagnostic-overshadowing-see-beyond-the-diagnosis>

A Learning Disability alert on our patient information system is now operational and a process is in place for new people to be added as they access our services. This alert system identifies the persons learning disability needs to the staff looking after them and advises staff on where to find information to support them to make any reasonable adjustments.

We have also implemented learning disability trigger questions in the Proud to Care Booklet, these are at the front of the booklet and ask if the person has a learning disability and if the answer is yes, it asks if they have brought their Hospital Learning Disability Passport with them. It prompts the staff to read the Hospital Passport if it has been brought in and the nurse clerking the person in has to sign to say they have read it and it has influenced their plan of care for the person. From this, the learning disability checklist must be completed which covers key areas identified from Learning Disability reports.

Learning Disability Champions

Our Learning Disability Champion scheme is going from strength to strength with 140 Learning Disability Champions at the start of 2020.

The Champions are supported by quarterly study days with guest speakers and a strong focus on learning from people's experiences. These sessions are jointly presented by experts by experience (people with a learning disability).



Our Learning Disability Nurse is employed by Combined Healthcare. He delivers a variety of education sessions, which include the importance of reading Hospital Passports and provide staff with the skills to meet the needs of adults with Learning Disability in their care.

The Estates and Facilities Team are being supported to embed consideration of reasonable adjustments for patients with Learning Disability. This includes the need for discounted or free car parking for carers who are spending a long time with their loved one in Hospital and we are working on a 'Carers offer' for the loved ones of adults with learning disabilities.

On our UHNM website we have a Learning Disability section where information, Hospital Passports, and Trust Easy Read Information can be sought and printed off.



Supporting our patients with Learning Disabilities:

Carers Feedback:

“The appointment went well. We arrived early but the staff on reception were expecting Laura and we were shown to the quiet room to wait for the clinic to start. The nurse came in to see us and took us to the consulting room. Laura was happy and relaxed as she knew it was just a conversation. As Laura seemed OK the Consultant asked her if she could remove the polyp there and then and we discussed doing the cervical smear at the same time. The Consultant drew a picture to show Laura but Laura started getting anxious and tearful. As there are no risks associated with doing nothing, leaving the polyp and smear for now is not a problem. The Consultant said if Laura changes her mind we can ring her secretary and arrange an appointment at short notice.

Thank you for all your help and support. The information for Laura, the one page profile, the quiet room and staff briefings all made it so much easier for Laura and as a result the whole attendance went really well. I think it was worth talking about the procedure but Laura was not willing to proceed. Once again, thank you”

“My son was admitted following his PEG feeding tube being dislodged and pulled out of his stomach. He has profound and multiple learning disabilities and complex health care needs and being in hospital is often traumatic for him and us as a family. Despite a very busy night on the ward the staff remained calm and very caring throughout the night and one nurse in particular gave us (and the rest of the ward) amazing support, compassion and understanding. She was backwards and forwards to us and many others as alarms beeped, patients called out and phone lines rang.

Her communication methods with me and my son along with her understanding of my sons complex condition was second to none and she made him and me feel at ease as she constantly came to us to update us with what was happening, to explain things clearly and deliver the nursing care my son was in need of.

The dignity and respect she showed us was also greatly appreciated and after a very long and busy night shift she never appeared stressed or fraught under the pressure she and the team were clearly on. She really deserves a recognition for being such a lovely nurse.”

4.0 Key Developments against our Equality Objectives: Patient and Service Delivery

Supporting Faith

UHNM has a small team of Chaplains from a variety of faiths. In total they carried out and incredible 232,541 visits during 2019/20!

All our chaplains work generically so are available to people of all faiths and none. They reflect a broad range of Christian religions, traditions and faith groups with a vast range of differing life experience.

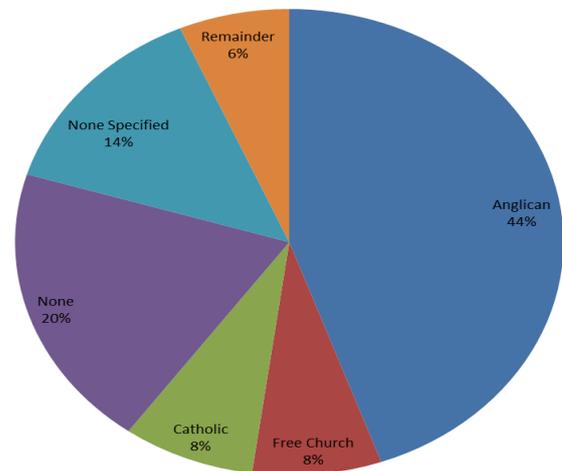
The Chaplaincy team are keen to promote their availability to all patients, with or without a religion. After careful consideration of all feedback received the team have agreed on a name change to “Spiritual, Pastoral and Religious Care Service”

- Total number of encounters throughout 2019/20—18251
- Impromptu patient visits 6393
- Patients referred to our service 1523
- Staff bereavement support in chapel (RSUH only) 287
- Memorial services (Renal, Baby, Children’s, Cystic Fibrosis, Staff)



The UHNM Spiritual, Pastoral and Religious Care Service

Total Inpatient Hospital Episodes by Religion April 2019-March 2020



Actual number of different denominations of inpatients April 2019—March 2020

Anglican - 103,609 = 44%
 Free Church - 17,773 = 7.6%
 Catholic - 18,123 = 7.79%
 None - 45,876 = 19.7%
 None specified - 32,045 = 13.78%
 Remainder - 15,155 = 6.5%

Remainder break down.

Unknown - 5,643 = 2.42%
 Muslim - 6,103 = 2.62%
 Jehovah Witness - 619
 Hindu - 348
 Sikh - 280
 Spiritualist - 280
 Seventh Day Adventist (NRM) - 255
 Buddhist - 250
 Decline to disclose - 212
 Mormon - 82
 Jewish - 61
 Unitarian (NRM) - 59
 Agnostic - 51
 Christadelphian (NRM) - 39
 Pagan (NRM) - 35
 Occultist (NRM) - 20
 Christian Scientist (NRM) - 19
 Peyotst - 13
 Wiccan (NRM) - 13
 Bahai' - 12
 Anthroposophist - 10
 Native American Indian - 11

Inclusivity Video for UHNM Trust Values Week 2019

We were proud to celebrate the diversity of our staff and the importance of being an inclusive and compassionate employer by creating a video for our #livingthevalues week 15th - 19th July 2019. Members of our Disability and Long Term Conditions; LGBT+ and Black, Asian and Minority Ethnic (BAME) Staff Networks took part in the video which we now show at every Trust Induction for new staff.

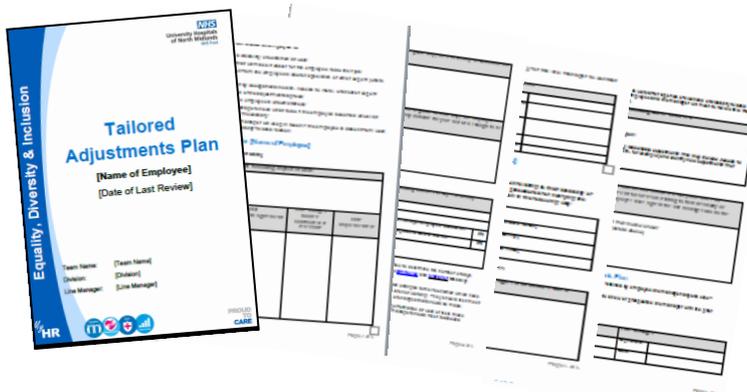
You can watch the video [here](#)



Supporting our staff with disabilities and long term conditions with the launch of our Tailored Adjustment Plan

Our Disability Staff Network has worked with our Human Resources Department to develop a new tool to support our staff with a disability. The Tailored Adjustment Plan is a living record where our staff can store any information about a disability, long term health condition, mental health issue or learning disability or difficulty. The plan keeps a record of adjustments agreed between the member of staff and their line manager. The purpose of the Plan is to:

- Ensure that the employee and line manager have a record of what has been agreed
- Minimise the need to renegotiate adjustments each time the employee changes jobs, is relocated, or assigned a new manager within the Trust
- Provide employees and their line managers with a structure for supportive discussions about their condition and workplace adjustments



Workforce Disability Equality Standard (WDES)

Nearly 7 million people of working age in the UK are disabled or have a health condition. Historically there has been a significant gap between the proportion of disabled people employed compared with non-disabled people. Furthermore those disabled people who are in work are significantly more likely to be treated less favourably compared to non-disabled employees. The aim of the WDES is to enable NHS Trusts to understand what they need to do to improve disability equality. This is the first baseline report, providing a snapshot of the experiences of our disabled staff in key areas.

Our 2019 first report identified a range of actions to close the gaps in career and workplace experience between our disabled staff and non-disabled staff in our organisation. We identified the following priorities for 2019-20:

- Engaging with our disabled workforce to identify issues that matter to them through a range of staff engagement events including our Disability Staff Network
- Encouraging staff, through our communication channels, to declare their disability status, which will help us better understand disability representation within our workforce
- Ensure that managers are equipped with knowledge and skills to recruit and manage people with disabilities fairly and compassionately through disability awareness training
- Encourage open and supportive conversations between managers and disabled employees by introducing the Tailored Adjustment Plan
- Improving staff experience and perception of bullying and harassment and discrimination in the workplace

Respect, Dignity and Cutting it out.....

In November 2019 for our annual Anti Bullying Week we launched our Cut it Out campaign to challenge inappropriate workplace behaviours and show the impact of bullying and harassment on peoples lives. We created an infographic and staff intranet page with guidance and information to signpost staff to emotional support, advice and confidential advice and guidance.



Gender Equality

Celebrating International Women's Day

We celebrated International Women's Day and the contribution of women in the NHS by sharing our Chief Executive Tracy Bullock's inspiring personal story of what sparked her passion for nursing and her journey into the traditionally male dominated world of NHS chief executives.



"Looking back, my career has excelled my own expectations. I was born to a poor family and raised on a challenging council estate in Bolton and through the Fostering system on a couple of occasions. However, this was normal to me and I had a happy childhood.

Early in my childhood I was bought the best present ever, a child's plastic first aid kit. From that day onward I had only one career aspiration and that was to become a Nurse!

I didn't excel at school but I obtained the required level of CSEs to access college and I subsequently started my Nurse training in 1983. I instantly fell in love with Nursing, the NHS and all the new friends, colleagues and interesting opportunities afforded to me. I worked very hard to meet the needs of my patients and to give them the best care and experience. From qualifying in 1986 I worked as a Nurse in surgery gaining experience across most surgical specialities and was successfully promoted through the Nursing hierarchy until I became a Ward Manager.

Throughout my career and up to becoming a Ward Manager I was sometimes frustrated by decisions made by managers and as such moved into management roles to ensure I could support ward and department staff better – but nothing is ever that simple! I undertook a number of clinical and managerial roles such as Clinical Risk Manager, Business Manager, Governance Manager etc. until I left the acute hospital setting and took a national position working with poorly performing Trusts. This was a privileged role where I worked with executives and Boards and many talented people in the NHS.

The only career aspirations I had were to become a Nurse and then to obtain that navy blue frock! I never aspired to or even felt I could ever become a Director let alone a Chief Executive. However, in 2006, I applied for my first Director role – Director of Nursing. I was very lucky that an experienced Chief Executive saw something in me and decided to take a punt on an inexperienced first time Director. I then secured my first Chief Executive role in 2010. This was not an easy transition as at that time I entered a world predominantly dominated by males and was one of a small number of Chief Executives with a clinical background. This is slowly changing and there are now far more women and clinicians entering into Chief Executive roles.

I was lucky that throughout my career I worked hard and was supported by line managers I therefore do not feel I was held back by my gender. If my story tells you anything it is that anyone can achieve if they have the right attitude and aptitude and if you are driven to do your best for a cause – for me that was my patients. Hard work, delivery and drive for improvement will always be recognised and rewarded through development opportunities and even promotions and my personal journey is testament to that".

UHM Gender Pay Gap

The gender pay gap is a measure that shows the difference in average earnings between men and women across an organisation. It is expressed as a percentage of men's earnings. The issues that surround the gender pay gap are complex and the causes are a mix of work, family and societal influences. Our People Strategy focuses on developing our culture and supporting all that we do to attract, recruit, develop, retain, support and reward our diverse workforce.

Positively, our latest [Gender Pay Gap Report](#) indicates a reduction in the gap between average earnings for women compared to men. The bonus gender pay gap has increased compared to the previous year although women are better represented in Clinical Excellence Awards than previously, which is very encouraging.

Workforce Race Equality

Our 2019 Workforce Race Equality Standard (WRES) Report shapes our priorities for 2019/20 in relation to workforce race equality, and we will focus on:

- Continuing to address BAME representation in leadership roles
- Embed a Just and Learning Culture approach throughout the organisation and in particular to our Disciplinary process
- Move towards diverse shortlisting and interview panels across the organisation and introduce a feedback mechanism to ensure that decisions for not awarding a candidate a position are clearly document
- Continue our actions to improve staff experience and perception of bullying, harassment and discrimination in the workplace, including reinforcing the Trust values and promoting civility and respect
- Communicate the WRES and raise awareness and the profile of race equality across the organisation

Celebrating Black History Month:

Our Black, Asian and Minority Ethnic (BAME) Staff Network Group took centre stage in leading on our Black History Month celebrations in October 2019.



Staff Story to Trust Board

The highlight of our October 2019 Black History Month celebrations was one of our Black and Ethnic Minority (BAME) staff network members and Staffordshire Stepping Up graduate Muhamad (Mo) Jallow sharing his fantastic story of his journey from growing up in Africa to becoming a diagnostic radiographer here at UHM to our Trust Board meeting. Mo's passion for treating one another with dignity and respect and caring for others was truly inspiring.

We were also delighted to see lots of colleagues wearing red for Show Racism the Red Card's annual Wear Red Day On 18th October to support workplaces free from race discrimination. Our BAME Staff Network Members were on hand with fun activities to promote the day:



Our restaurants at Royal Stoke Hospital and County hospital also cooked up some delicious African and Caribbean inspired menus October to celebrate Black History Month

NHS Rainbow Badge

September 2019 saw the launch of our NHS Rainbow Badge initiative, funded by UHNM Charity. Rainbow Badges give staff a way to show that UHNM offers open, non judgemental and inclusive care for patients and their families, who identify as LGBT+ (lesbian, gay, bisexual, transgender, the + simply means that we are inclusive of all identities, regardless of how people define themselves). Thank you to all our staff who have supported the initiative - over 2,300 have signed the pledge so far!



I would not want any of my patients or colleagues to feel they haven't got the support or the confidence to access services they are entitled to and are treated as an individual whose beliefs are respected. I want to show that I am here to support and listen to anyone who needs someone to speak to and to role

I strongly believe in equality and diversity which I also believe is at the heart of the NHS, I believe people should not be judged and everyone should be treated as equals no matter the person they choose to love, I would be proud to wear this badge to show people its ok to be who they want to be and we support you



All patients should receive a positive experience when attending UHNM- regardless of their sexual orientation. I will wear this badge with pride - happy to send the message to all patients that they can "talk to me" and receive support and advice as necessary

Our LGBT+ Staff Network Executive Sponsor Naomi Duggan, with Chairman David Wakefield and Chief Executive Tracy Bullock signing the rainbow badge pledge

Stoke Pride 2019

We were delighted to support Stoke on Trent Pride again in 2019. Our UHNM LGBT+ Staff Network were present together with our Bowel, Breast and Cervical Screening teams. Pride is always a great opportunity to showcase how UHNM provides an inclusive and sensitive service for our LGBT+ communities.



5.0 Key Developments against our Equality Objectives: Our Workforce

UHNM Staff Network Showcase Event

Our diversity staff networks are vital to improving the experiences of our colleagues from protected groups, and in February 2020 they held a showcase event for Trust leaders. The network Chairs and Executive Sponsors of our LGBT+, Disability and Long Term Conditions and Black, Asian and Minority Ethnic (BAME) Staff Networks displayed the important work they have been doing to support a diverse and inclusive workplace. The event, which was sponsored by UHNM Charity included a passionate personal story from our LGBT+ Executive Sponsor to mark LGBT History Month. The event was a great way to celebrate the diversity of our staff and to talk about issues that matter to our colleagues from protected groups.



Widening Participation working with Thistley Hough Academy

This academic year our Widening Participation team have focused on body image covering various things such as diet, exercise, body image and stereotypes. In the previous year the team have covered oral health, hydration, asthma and sleep. Each topic has public health information and activities which we then link to health and social careers.



Stonewall Equality Index

We took part in the annual Stonewall Equality Index in 2019 and were ranked at number 325 out of the 503 businesses that participated. The Index is the definitive benchmarking tool for employers to measure their progress on lesbian, gay, bi and trans inclusion in the workplace, and taking part helps us to identify the areas that we need to work on. Stonewall commented that as a Trust we were above average in all healthcare sectors and for staff networks.

Support for overseas Nurses wishing to practice in the UK

In the autumn of 2017, a large group of UHNM overseas Nursing Assistants, who held a Nurse registration only recognised in their own country, underwent an assessment. This assessment looked at their own understanding of English using a test which replicated the NMC advocated test, IELTS and OET.

Once completed, there was a group of Nurses who were invited to English coaching sessions, financed by the Divisions, to assist the Nurses to commence on the pathway to recognising their qualification in England. Since the commencement of this course the corporate Nursing team: Preceptorship Lead and International Care Coach have assisted these Nurses through practice sessions, utilising financial support and assisted in pastoral guidance.

The final outcome to date has been that 71% of that group are now practicing as Registered Nurses within the Trust.

The Corporate Nursing Team have continued their support to these overseas Nurses who have chosen to follow the pathway to recognise their registration in this Country. These Nurses show great skill, determination and courage to complete this process. They self-finance and formal practice sessions in most cases is taken in their own time and they rely heavily on their family for further back up. This financial year, we have supported 15 overseas, mostly Indian and Phillipian Nurses through this very difficult process to become practicing staff Nurses at UHNM.



LGBT

History Month

February 2020

February sees the annual LGBT His This year we will be looking at a happened in America in the 196 changed the face of the LGBT commi still remembered and celebrated during the Pride marche

The Stonewall Inn

The Stonewall Inn was owned by the Genovese crime family and in 1966 was turned into a Gay bar. The Stonewall Inn had no running water, no fire exits and overflowing toilets. A policeman would visit once a week to collect envelopes of cash as a pay off. However it was the only bar in New York city where gay men could dance and so was very popular. Visitors were greeted at the door by a bouncer who would inspect them through a peephole. Only those known by the bouncer would be allowed in.

Police raids were common and staff at the Stonewall would be tipped off if one was planned.

By 4am the streets had cleared, but it didn't stop there. The next morning the riots were all over the newspapers. People would go to the Stonewall to look at the burned building and the graffiti that had appeared on its walls. A 2nd night of rioting commenced, with those from the previous night returning. People showed up dressed however they wanted, without fear of persecution. Further activity happened over the following nights, but nothing as violent or destructive as the previous encounters. Raids on Gay bars didn't stop following Stonewall.

The Stonewall Inn

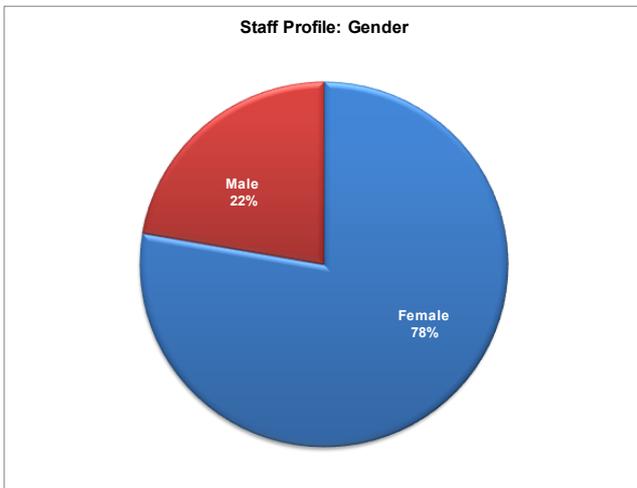
The events that began at the Stonewall Inn in 1969 marked a monumental change for lesbian, gay, bisexual, transgender and queer (LGBTQ) Americans. Stonewall, which occurred on June 28, 1969, sparked a crowd outside the bar, and on the following nights the next few nights in nearby Christopher Park and on adjacent streets. This uprising catalyzed the LGBTQ civil rights movement, resulting in increased visibility for the community that continues to resonate in the struggle for equality.

New York State Historic Site
2016

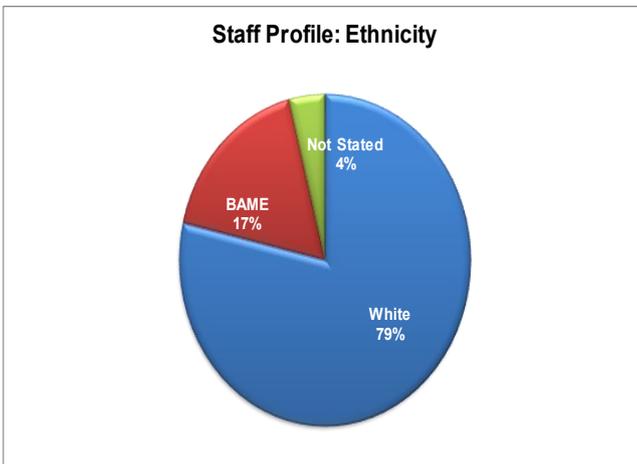
The building that was once the Stonewall Inn has since been declared a National Historic Landmark.

As part of celebrating LGBT History Month in February, we created a newsletter that took a look at a riot that happened in America in the 1960's that had a significant impact of the LGBT Community. This Newsletter also looked at the history of the LGBT 'Pride' marches and also took a look at what it was like to be LGBT in America prior to this riot.

6.1 Staff Profile: March 2020



Reflecting the national profile of the NHS workforce, UHNM has a higher proportion of female staff. There has been no change from the 2019 breakdown of the gender of the workforce.

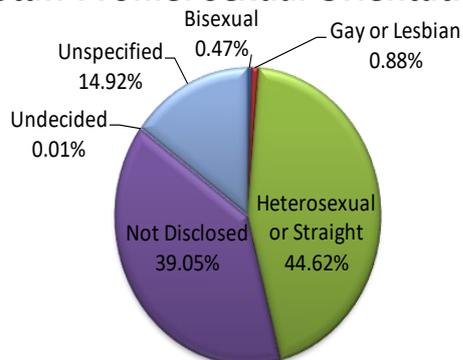


96% of the workforce has declared their ethnicity with 17.4% of the workforce being from a black or minority ethnic background. There continues to be a year on year increase in BAME representation in the workforce as a whole, particularly in clinical roles.



The percentage of our workforce with a declared disability remains very low, with only 2% of employees declaring a disability. UHNM has launched MyESR, which enables all employees to update their personal information, and encouraging all staff to update their status will continue to be a focus during 2020/21

Staff Profile: Sexual Orientation



There has been an increase in the declaration of sexual orientation by our employees on ESR with levels of non-disclosure or unspecified status of sexual orientation reducing from 60% in 2019 to 54% in 2020.

| Age Band | Headcount | % |
|--------------------|---------------|---------------|
| <=20 Years | 63 | 0.56 |
| 21-25 | 786 | 7.00 |
| 26-30 | 1,409 | 12.55 |
| 31-35 | 1,359 | 12.10 |
| 36-40 | 1,291 | 11.50 |
| 41-45 | 1,398 | 12.45 |
| 46-50 | 1,500 | 13.36 |
| 51-55 | 1,427 | 12.71 |
| 56-60 | 1,137 | 10.13 |
| 61-65 | 635 | 5.66 |
| 66-70 | 158 | 1.41 |
| >=71 Years | 64 | 0.57 |
| Grand Total | 11,227 | 100.00 |

There is a fairly even distribution across the age bands up from the age of 21 to age 61+. UHNM continues to promote a range of flexible working options to our workforce and this includes options for working longer whilst balancing home and carer needs. The time taken to gain required qualifications in specific occupations impacts on the number of younger people in the workplace but the recruitment of apprentices is now having a positive impact on this age profile.

| Religious Belief | % |
|--------------------|---------------|
| Atheism | 6.57 |
| Buddhism | 0.30 |
| Christianity | 29.54 |
| Hinduism | 1.20 |
| Islam | 2.07 |
| Jainism | 0.02 |
| Judaism | 0.02 |
| Not Disclosed | 40.62 |
| Other | 4.55 |
| Sikhism | 0.25 |
| Unspecified | 14.87 |
| Grand Total | 100.00 |

Declaration of religious belief has improved, with levels of unspecified or non-disclosure of religious affiliation decreasing from 61% in 2019 to just over 55% in 2020. Christianity continues to be the most represented religion amongst our workforce.

6.2 Patient Profile

Age

Compared with Staffordshire, Stoke-on-Trent has a more visible younger population of 0-19s, which takes into account the compulsory further education now in place. Stoke-on-Trent also has a smaller population of people who are of pensionable age. Stoke-on-Trent is more comparable with the West Midlands region and with England than with Staffordshire, based on the age distribution of the population. Staffordshire has a higher number of people who are retirees.

| | 0-19s | Working Age | Pension Age |
|----------------|-------|-------------|-------------|
| Staffordshire | 22% | 57% | 21% |
| Stoke on Trent | 25% | 58% | 17% |
| England | 24% | 58% | 18% |

Disability

Learning disabilities: Staffordshire and Stoke-on-Trent are broadly consistent with the regional and national picture in this area.

Physical disabilities and/or sensory impairments: Staffordshire has more people with a physical (i.e. moderate and serious) disability than other areas.

Mental health problems: including a range of areas from common mental disorders, personality disorders and psychiatric disorders, child sex abuse survivors, suicide mortalities and dementia (both early onset and those over 65 with the condition) are slightly below the national picture.

| | Learning Disability | Physical Disability | Mental Health Problems |
|----------------|---------------------|---------------------|------------------------|
| Staffordshire | 1.9% | 18.1% | 22.6% |
| Stoke on Trent | 1.8% | 16.9% | 22.75% |
| England | 1.9% | 17.2% | 23.2% |

Race

The table below shows the top 5 non-UK national groups who live in the 3 geographies:

| | 1 | 2 | 3 | 4 | 5 |
|----------------|---------|---------|----------|---------------------|----------|
| Staffordshire | Romania | Poland | Slovakia | India | Pakistan |
| Stoke on Trent | Poland | India | Slovakia | Pakistan | Romania |
| England | Poland | Romania | India | Republic of Ireland | Italy |

Sexual orientation

In England 1.9% of people identify as lesbian, gay, bisexual or transgender. There is currently no data available for Staffordshire and Stoke on Trent.

Religion

The main religions or beliefs that the local population associate themselves with is broadly comparable with the rest of England

| | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Other | No religion | Religion not stated |
|----------------|-----------|----------|-------|--------|--------|------|-------|-------------|---------------------|
| Staffordshire | 60.9% | 0.3% | 0.6% | 0.0% | 6.0% | 0.2% | 0.4% | 25.2% | 6.4% |
| Stoke on Trent | 68.2% | 0.2% | 0.3% | 0.0% | 1.3% | 0.4% | 0.3% | 22.8% | 6.4% |
| England | 59.3% | 0.4% | 1.5% | 0.5% | 4.8% | 0.7% | 0.4% | 25.1% | 7.2% |

We will continue to make progress against our Equality Objectives. Specific priorities for the following year include:

Staff Priorities:

- A strategic focus on respect and dignity
- Review our recruitment and promotion practices to ensure that our staffing reflects the diversity of the community
- Progression of our Model Employer goals to ensure that our workforce leadership is representative of the overall BAME workforce
- Launch the UHNM Reverse Mentoring Programme and to introduce cultural intelligence training
- Enhance the experiences of our staff with disabilities through launching a disability awareness package for line managers and a reasonable adjustment policy
- Introduce a trans awareness training package for both staff and patients

Patient Priorities:

- Relaunch “It’s ok to ask” to improve communication and outcomes for our patients.
- To improve opportunity for Patient Involvement in their care with the continuing roll out of Health Literacy training for staff to improve understanding of the needs of the local population.
- To introduce video consultation service and encourage use of telephone consultations for foreign language interpretation to reduce the risk of cancelled appointments when no translator available
- To carry out a scoping exercise to identify existing support groups for harder to reach populations and develop mechanisms to ensure their voices are heard

Further Information

For further information please visit our [equality and diversity page](#) on the UHNM website.

