

# Equality, Diversity and Inclusion

Annual Report 2025-26



## Introduction

At University Hospitals of North Midlands NHS Trust, advancing equality, diversity and inclusion (EDI) is a strategic priority and a core component of delivering high-quality, equitable care for our patients, positive experiences for our colleagues, and meaningful engagement with the communities we serve. This annual report outlines our progress over the past year, providing transparency on where improvements have been made, where inequalities persist, and the actions being taken to address them.

Throughout the year, we have continued to strengthen our governance arrangements, embed inclusive practices, and align our work with national priorities, including the NHS Equality, Diversity and Inclusion Improvement Plan. Through robust analysis of patient and workforce data we have identified areas of inequity, monitored progress and prioritised targeted interventions to improve outcomes for colleagues and patients.

This report highlights how the insights and experiences of our patients, communities, staff networks and colleagues inform our priorities, shape our decision-making and support the delivery of meaningful and sustainable change. While progress has been made, we recognise that further work is required to address longstanding inequalities and ensure equitable opportunities, experiences and outcomes for all.

## Legal Requirements The Equality Act 2010:

This places key duties on statutory organisations that provide public services, like the NHS. It protects people from unfavourable treatment and discrimination and refers to people with the following protected characteristics:



## How we show due regard to the Public Sector Equality Duty

In addition to the Equality Act, The Public Sector Equality Duty (PSED) requires public bodies to have due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those that do not
- foster good relations between people who share a relevant protected characteristic and those who do not

Assurance is provided to our Trust Board via the following Equality, Diversity and Inclusion (EDI) frameworks:

- Workforce Race and Disability Equality Standards
- Gender, Ethnicity and Disability Pay Gap
- Accessible Information Standard
- Equality Delivery System (EDS)
- Disability Confident Accreditation
- Armed Forces Covenant

You can read these reports, which provides a more in depth update on progress against key metrics and action plans, on our Equality and Diversity page on the [Trust Website](#).

## Consultation and engagement

Meaningful engagement with colleagues, patients and communities is fundamental to the development and delivery of our equality, diversity and inclusion priorities. We are committed to ensuring that those with lived experience have opportunities to influence decision-making, shape our improvement plans and hold us accountable for delivering meaningful change.

We achieve this through ongoing consultation and co-production with our employee diversity networks, patient groups and community partners. Their insights help us to identify barriers, understand the impact of our actions, inform service and workforce improvements, and ensure our EDI priorities remain responsive to the needs and experiences of the diverse populations we serve.

## Equality Monitoring

Good quality data enables us to identify priorities and measure our effectiveness. Over recent years we have significantly improved the number of employee and patient records where demographic information is not stated. We will continue to actively encourage our workforce and patients to share this information.

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## Equality Impact Assessment

All public bodies have a statutory duty to set out arrangements to assess and consult on how their policies and services impact on equality. We have a well-established pathway for the approval of procedures 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.

## UHNM Strategy 2025-2035

Our strategy guides our priorities for the next ten years. Our ambition is to be a leader in health by harnessing innovation to drive transformational change. We are dedicated to investing in our people, improving the health and wellbeing of our community, delivering safe and patient centred care, and advancing services through research, innovation and education.

Every day we will work together to make a positive difference to the lives that we serve.



## Our Values

The Trust relaunched its Values Recognition Scheme to celebrate and recognise colleagues who consistently demonstrate UHNM's values through their everyday actions and behaviours. The scheme provides an opportunity for staff to acknowledge individuals and teams who go above and beyond in delivering compassionate care, working collaboratively, and striving for excellence.

This aligns with UHNM's commitment to creating a workplace where everyone is respected, valued, and empowered to contribute their best.



## NHS EDI Improvement Plan

The NHS Equality, Diversity and Inclusion (EDI) Improvement Plan provides a national framework for creating a more inclusive, equitable and compassionate NHS. Through six high-impact actions, it aims to address inequalities, reduce discrimination, strengthen inclusive leadership and improve accountability. The plan reinforces the expectation that EDI is embedded within organisational culture, workforce experience and the delivery of high-quality patient care.

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## Our People



We will create an inclusive workplace where everyone learns, thrives, and makes a positive difference

In this section we highlight the activities undertaken during the year to meet our strategic priority areas for workforce development, focusing on creating an inclusive, diverse and supportive environment where all staff can thrive and contribute to the delivery of excellent care.

## Anti-Racism

The Race Equality Task and Finish Group has continued to drive UHNM's anti-racism agenda through monthly meetings and targeted improvements. During 2025/26, the group co-produced Multilingual Voices guidance with the Ethnic Diversity Network, developed a bespoke anti-racism training programme following specialist training for two clinical colleagues, and commissioned Cultural Ambassadors training to support inclusive recruitment practices.

Progress has also included strengthening EDI oversight within employee relations decision-making processes and preparing the launch of cultural awareness and intercultural communication e-learning to further promote an inclusive workplace culture.

## UHNM Anti-Racism Conference

To mark Show Racism the Red Card Day, UHNM hosted an Anti-Racism Conference which brought together colleagues and



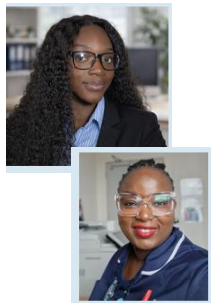
partners to accelerate progress on racial equality. The event showcased expertise and lived experience from UHNM, Staffordshire Police, North Staffordshire Combined Healthcare NHS Trust and Uniting Staffordshire Against Hate (USAH), fostering meaningful dialogue, strengthening partnerships and inspiring action to create more inclusive, equitable and anti-racist workplaces and communities.

### **Ethnic Diversity Staff Network Leadership**

The Ethnic Diversity Staff Network welcomed Chabala Kapoya and Jokotade (Joko) Adeshina as its new Co-Chairs, marking an exciting new chapter for the Network.

As Co-Chairs, Chabala and Joko are committed to increasing the visibility and impact of the Network, encouraging greater staff engagement, and ensuring colleagues from ethnically diverse backgrounds feel seen, heard, and valued.

Joko's own experience of finding support, mentorship, and development opportunities through the Network has strengthened her passion for equity and inclusion, while Chabala is focused on fostering meaningful engagement and amplifying the voices of colleagues across the Trust.



### **Sexual Safety**

This year we launched a new Sexual Safety Support Service, with 18 trained Sexual Safety Liaison Supports now in place across the organisation.

The team will provide vital support across UHNM, offering a compassionate and supportive space for staff to talk and seek guidance. The liaison supports can offer a safe, supportive and informed space where staff can talk through concerns, explore options and receive guidance on possible next steps. Each member of the new liaison support team has completed specialist accredited training equipping them with the skills, knowledge and confidence to provide compassionate, trauma-informed support to colleagues affected by sexual misconduct.

Jenny Birch, sexual safety liaison officer, said: “ We understand that coming forward can feel difficult. People may need time, reassurance and clear information before deciding what, if any, steps they wish to take. Our liaison supports are there to listen without judgement, helping colleagues understand their options and feel empowered to make informed choices.



In addition, we launched the Sexual Misconduct Policy, reinforcing a zero-tolerance approach to sexual misconduct and setting out clear behavioural expectations, reporting routes, and processes for raising concerns. The policy strengthened protections for those who speak up and reaffirmed the Trust's commitment to handling concerns promptly, fairly and with respect.

## Disability Staff Network wins Inclusion Award

The Disability and Long Term Conditions Staff Network was proudly recognised at UHNM's annual staff awards, A Night Full of Stars, where it received the Inclusion Award in recognition of its outstanding contribution to disability inclusion across the Trust. This achievement celebrates the Network's leadership in driving meaningful change, including co-producing the Reasonable Adjustments Policy, establishing a team of peer Disability Champions, and championing greater disability awareness. Through its dedication and influence, the Network has helped create a more inclusive, accessible and supportive workplace.



## Neurodiversity Toolkit and Support Network



UHNM launched a Neurodiversity Toolkit to support line managers and colleagues in creating more neuro-inclusive workplaces. The toolkit provides practical guidance on reasonable adjustments, inclusive communication, and supporting neurodivergent colleagues, including

those with autism, ADHD, dyslexia and other forms of neurodivergence.

## UHNM Reciprocal Mentoring Programme



We successfully launched the third cohort of our Reciprocal Mentoring Programme. Reciprocal Mentoring is a partnership where colleagues learn from one another, sharing experiences, perspectives and insights to promote inclusive leadership and organisational learning.

Building on the success of previous cohorts, the initiative continues to create opportunities for meaningful dialogue, helping leaders better understand the lived experiences of staff and ensuring diverse voices help inform organisational culture and decision-making.

## Transgender Inclusion Training

In partnership with Project93 and the UHNM LGBTQ+ Staff Network, UHNM delivered Transgender Inclusion Training for patient-facing colleagues.

The programme combined an online learning module with a half-day face-to-face session, designed to enhance understanding of transgender inclusion and support colleagues in delivering inclusive, respectful, and person-centred care. The training formed part of the Trust's ongoing commitment to improving equality, diversity, and inclusion for both staff and patients.

## Chill and Spill: Groundbreaking men's staff health group launches at UHNM

We continued to strengthen our commitment to staff wellbeing through the development of the Men's Health Group, which was established in June 2023.

The group launched the first 'Chill and Spill' session at the Royal Stoke site, attended by over 40 colleagues from the Estates workforce. The initiative provides a supportive space for open conversations about wellbeing, self-care and mental health, contributing to UHNM's commitment to inclusion, psychological safety and staff wellbeing.



## NMAHP Inclusion Conference: Every Voice Matters



As part of National Inclusion Week, UHNM hosted the Nursing, Midwifery and Allied Health Professionals (NMAHP) Inclusion Conference: Every Voice Matters.

The event focused on inclusive leadership and creating environments where all colleagues feel heard, valued, and empowered, reinforcing UHNM's commitment to inclusion and belonging across the clinical workforce.

## UHNM Cultural and Events Calendar

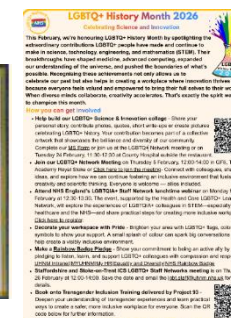


The UHNM annual Cultural and Events Calendar promotes key religious, cultural and awareness events throughout the year. The resource supports colleagues and patients in recognising and celebrating diversity.

Over the following pages we highlight some of the key events we have celebrated over the past year:

## LGBTQ+ History Month

We marked LGBTQ+ History Month 2026 by celebrating the contributions of LGBTQ+ individuals to science, technology, engineering, and mathematics (STEM), while promoting the role of diversity and inclusion in driving innovation and progress. Colleagues also contributed to a collaborative collage featuring personal stories, lived experiences, and creative artwork, showcasing the resilience, achievements, and creativity of LGBTQ+ colleagues and allies across the Trust.



## National Inclusion Week

UHNM strengthened its commitment to equity, belonging and respect across the Trust. Activities throughout the week encouraged reflection, learning and engagement, while recognising teams nominated for the Inclusion Award for their outstanding commitment to creating inclusive environments where everyone feels valued, heard and empowered to be their authentic selves.



## International Women's Day

To mark International Women's Day 2026, UHNM hosted a Purple Power Day event that brought colleagues together to celebrate the achievements of women, promote gender equity, and strengthen networks across the organisation.

A Digital Thank You Wall provided an Opportunity for staff to acknowledge female colleagues who had made a positive impact.



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## Staff and partners come together for Iftar event supporting UHNM Charity

UHNM colleagues and community partners came together for an Iftar event at Royal Stoke University Hospital, raising funds for the Children's Oncology Service. The event provided an opportunity for colleagues and partners to break the fast together, strengthen community connections, and increase understanding of local services while celebrating the values of inclusion, partnership and cultural diversity.



## Celebrating VE Day 2025

Colleagues across UHNM marked the 80th anniversary of VE Day, recognising the service and sacrifice of Armed Forces personnel, veterans and reservists, and reflecting on their continued contribution to our organisation and communities.

## Remembrance Day 2025

Members of UHNM's Armed Forces Community attended Services of Remembrance at both Trust sites on 11 November 2025. Colleagues gathered to observe a two-minute silence and honour those who have served and continue to serve in the Armed



Forces, reinforcing the Trust's commitment to supporting its Armed Forces community.

The Chaplaincy Team led inclusive Remembrance Day services across both hospital sites, bringing together staff, patients, carers, veterans, reservists, local schools, and community representatives. These events provided an opportunity for collective reflection, recognition, and remembrance, promoting community cohesion, mutual respect, and a shared commitment to peace.

Wendy Nicholhson, Non-executive Director reflected on the service. *The service was such a humbling and uplifting experience: I was delighted to be asked to be part of the Trust remembrance service. The service brought together so many staff members, patients, families and our armed forces to remember and to be proud of our loved ones. It was a remarkable experience. Whilst we waited for the service to begin, I was fortunate enough to speak with so many people who shared their experiences and journeys - some with a heavy heart, but all with pride, compassion and hope.*

*I heard from those who had suffered loss, and those who were serving or had served. Catching glimpses of people's remarkable contributions was humbling, the camaraderie and kinship was palpable. ...I spoke to so many people - who were generous in sharing their stories and achievements. We were also treated to a further impromptu performance from the Fijian choir members over coffee and cake!*

## Equality, Diversity and Human Rights Week and National Staff Networks Day

UHNH marked Equality, Diversity and Human Rights Week and National Staff Networks Day, celebrating our commitment to inclusion and the vital role of Staff Networks in driving positive change.

Throughout the week, activities highlighted key topics including neurodiversity, allyship, cultural diversity, emerging legislation and sexual safety, while encouraging colleagues to engage with networks, access support and contribute to creating a more inclusive workplace for all.

## Black History Month

During Black History Month 2025, we celebrated the achievements, resilience and contributions of Black communities through activities aligned to the themes "Standing Firm in Power and Pride" and "Building Futures from the Past." The month encouraged learning, reflection and conversation, supporting our ongoing commitment to an inclusive workplace for all.



## Pride 2025 and Stoke-on-Trent Pride Parade

UHNM celebrated Pride Season 2025 through a range of activities promoting LGBTQ+ inclusion, visibility and belonging. Colleagues participated in Pride-themed events, the NHS Rainbow Badge initiative, and awareness activities, while UHNM's involvement in Stoke-on-Trent Pride demonstrated our commitment to equality, diversity and inclusion within both the Trust and the wider community.



## South Asian Heritage Month Celebration

We celebrated the rich culture, contributions, and lived experiences of colleagues with South Asian heritage. The event recognised the significant contribution of the South Asian community to public service and was delivered in partnership with University of Staffordshire, Staffordshire Police, Staffordshire Fire and Rescue Service, and UHNM.

The celebration provided an opportunity for colleagues and partners to come together, share experiences, and acknowledge the diversity that strengthens both our organisations and the communities we serve.

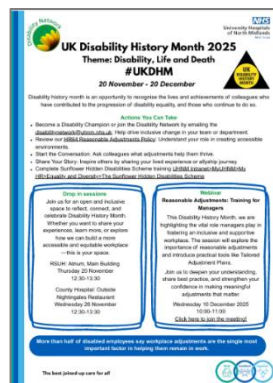


## Windrush Day



Our Ethnic Diversity Staff Network marked Windrush Day by celebrating the contributions of the Windrush Generation and promoting awareness of their lasting impact on the NHS, our workforce and wider society.

## Disability History Month:



UHNM marked Disability History Month by raising awareness of disability inclusion and celebrating the valuable contributions of disabled colleagues. A key focus was the Trust-wide Reasonable Adjustments campaign, which strengthened understanding of inclusive practice and reinforced our commitment to providing an accessible and supportive working environment.



## Diversity Connections

UHNM launched Diversity Connections, a new staff support group delivered in partnership with PEGiS (Parent Engagement Group in Stoke).

The group was established to provide advice, support, and local expertise for colleagues navigating autism, neurodivergence, learning disabilities, and Special Educational Needs and Disabilities (SEND). Meeting monthly, the initiative created a supportive space for staff to connect, share experiences, and access guidance, further strengthening UHNM's commitment to inclusion and colleague wellbeing.

## Maternity colleagues sign the Caring for You Charter

This year our colleagues across Maternity celebrated #InternationalDayOfTheMidwife by signing the Royal College of Midwives 'Caring For You Charter' which aims to improve the wellbeing, health and safety of maternity staff. By signing the charter, UHNM commits to:

- Promoting a positive and inclusive culture at work
- Implement action plans to solve problems
- Provide a safe and healthy working environment
- Nurture new starters
- Listen and act on feedback

## Celebrating with nurses and their teams: International Nurses Day Service



To mark International Nurses Day 2025, UHNM hosted a creative wellbeing initiative alongside its annual service at Stoke Minster. Colleagues, patients and family members were invited to decorate wooden tiles, which were brought together to form a heart-shaped display, reflecting the theme: "Caring for yourself enables you to care for others."

## Spiritual Care for Colleagues

Chaplaincy services continued to provide valuable support to staff across UHNM, with 261 significant support encounters recorded during 2025/26. Support was provided for spiritual distress, bereavement, work-related challenges, illness and pastoral care, helping colleagues navigate personal and professional challenges while recognising the impact of wider global events on staff wellbeing.

## Development of Mosque Facilities

Enhancements to the RSUH Mosque have strengthened the support available for colleagues' spiritual wellbeing. Delivered through a collaborative effort involving staff



donations, UHNM Charities, Estates and the Chaplaincy Team, the project highlights the Trust's commitment to creating inclusive environments that meet the diverse needs of our workforce.

*Some feedback: I just wanted to extend a heartfelt thank you for your thoughtful consideration in providing the Islamic bookshelf, notice board, mirror and fan on the women's side of the mosque. These additions were very much needed and truly appreciated. Your efforts and continued support mean a lot to us. I've also spoken with other regular attendees at the mosque who share the same gratitude.*

We continued to meet all our statutory and regulatory reporting requirements in relation to EDI - including submitting our Workforce Race Equality Standard (WRES) Workforce Disability Equality Standard (WDES), Gender, Race and Disability Pay Gaps:

### Workforce Race Equality Standard

30.9% of our workforce are Black, Asian or Minority Ethnic at 31<sup>st</sup> March 2026. This year's set of WRES metrics demonstrate mixed progress in the experiences of global majority colleagues. There has been improvements in representation in middle to upper pay bands and in the race disparity ratio (which measures career progression rates). However, experiences of harassment, bullying and abuse from patients, the public and other colleagues has deteriorated, as has the likelihood of ethnically diverse applicants being appointed from shortlisting, compared to white applicants.

**Ethnicity Pay Gap:** There is a positive pay gap in favour of global majority colleagues, this is because there is a greater proportion of global majority employees employed in the middle and upper pay quartiles

|                | 2026   |
|----------------|--------|
| Mean pay gap   | -24.5% |
| Median pay gap | -14.5% |

Our latest Pay Gap Reports are available to read on the UHNM Website

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### Workforce Disability Equality Standard

The 2026 WDES results show improvement in the experiences of colleagues with disabilities and long-term conditions, particularly positive is the number of colleagues who feel that the organisation has provided the workplace adjustments needed to undertake their work. This reflects UHNM's sustained focus on workplace adjustments and embedding inclusive practices into policy and practice. Whilst 6.7% of colleagues have shared their disability status on the ESR system, nearly 30% of respondents to the 2025 National Staff Survey stated that they were working with a physical or mental health condition expected to last 12 months or longer.

**Disability Pay Gap:** There is a 13% pay gap, this is because the proportion of disabled people employed decreases as the pay bands increase.

|                | 2026  |
|----------------|-------|
| Mean pay gap   | 13.5% |
| Median pay gap | 12.8% |

### Gender Pay Gap

The Gender Pay Gap shows continued improvement.

The main factor in our gender pay gap is that there is a higher proportion of the male workforce working in higher pay roles.

|                | 2026  |
|----------------|-------|
| Mean pay gap   | 24.5% |
| Median pay gap | 7.1%  |



## Our Patients



We will provide  
**timely, innovative  
and effective services  
to our patients**

**In this section we showcase  
the actions we have taken to  
ensure we deliver accessible  
services and person centred  
care for our patients and  
service users.**

### UHNM Learning Disability Training Programme Shortlisted for National Award

A training programme, designed to improve the experiences of patients with learning disabilities and autism has been shortlisted for national award.

The UHNM Oliver McGowan Mandatory Training Programme has been named finalist in the Partnership Award for Co-Produced Training at this year's National Learning Disabilities & Autism Awards.



### New Breast Care Unit at County Hospital

Ex-patients and members of the local community with accessibility needs were asked to support with the development of the new Breast Care Unit at County Hospital. They looked at the old unit, the plans for the new unit and the new unit once it was safe to visit and provided their feedback and insights on how the unit will look. Their feedback helped to make sure that the new unit was accessible, inviting and calming.

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### Learning Disability Liaison Service

UHNM welcomed a new Learning Disability Liaison Nurse at Royal Stoke University Hospital, strengthening our commitment to improving the experience and outcomes of patients with a learning disability. The role supports the delivery of person-centred care, advocates for the needs of patients and their families, and helps ensure reasonable adjustments are in place to promote equitable access to services.



### Lived Experience Input Supports Accessibility at New Community Diagnostic Centre

UHNM engaged Lewis Bunn, a lived experience trainer, to support the accessibility of the new Stoke-on-Trent Community Diagnostic Centre (CDC).

Through an early walkthrough of the facility, practical improvements were identified to help ensure the centre met the needs of wheelchair users and other patients with accessibility requirements. This work reflected the Trust's commitment to involving people with lived experience in the design of new facilities and addressing potential barriers before services opened to the public.



## Spiritual, Pastoral and Religious Care Support

UHNM's Spiritual, Pastoral and Religious Care Service continued to provide compassionate, person-centred support to patients, families, carers and partners. During 2025/26, the team helped facilitate five emergency marriage and partnership blessing ceremonies, ensuring patients were able to honour important personal wishes and create meaningful moments with loved ones during challenging times.



## Enhancing Inclusive End-of-Life Care

The Chaplaincy Team delivered cultural awareness training to the Medical Examiner Officer team, increasing understanding and confidence in supporting Muslim patients and families at the end of life.

Feedback highlighted the practical value of the session in improving communication with bereaved families and supporting culturally sensitive, person-centred care, contributing to the Trust's commitment to equality, diversity, and inclusion.

## Dying Matters Awareness Week

UHNM marked Dying Matters Awareness Week by promoting open conversations about death, dying, and grief, with a focus on the cultural aspects of end-of-life care. The event brought together healthcare professionals, community partners, and support services to raise awareness of bereavement support, palliative care, and the importance of culturally sensitive approaches to caring for patients and families.



## Accessibility and Inclusion Improvements

Listening to the experiences of our patients and communities has helped us make meaningful improvements to accessibility and inclusion. During 2025/26, we strengthened support for deaf and hard of hearing patients, improved the experience of prisoners attending outpatient appointments, and partnered with the Thomas Pocklington Trust to enhance accessibility for blind and partially sighted patients. Together, these actions are helping to create more inclusive services and improve equitable access to care for all. Some of the improvements include:

- Revised the Hospital Passport to make it shorter and easier to complete with a key focus on their communication needs and key health information
- Shared the information about how to put an accessibility alert on their patient record
- Created a video about PALS with subtitles and a British Sign Language interpreter
- Working on creating some step-by-step protocols for staff to follow when they have a patient who uses British Sign Language

We have also made improvements to the Friends and Family Test, with surveys now available in the most commonly spoken languages other than English to give those with language barriers the opportunity to give feedback on their experiences at UHNM.

### Patient Stories:

*“Please could you pass my sincere thanks and gratitude to the staff in A & E at County Hospital for the care and compassion shown to my son Michael on Good Friday. We arrived at the hospital by ambulance and only had to wait 10 minutes until we could go in. My son has learning difficulties and had suffered a grand mal fit whilst in Stone. From the moment we entered the Department he was treated with the utmost care and reassurance. All his tests were carried out very quickly and he was monitored the entire time. Special thanks to Kate who inserted his canula without difficulty but especially to Mark who*

*spent time with us before discharge and reassuring both Michael and myself. Thank you so much for the care”*

*“I'm writing to praise the staff members in the fracture clinic at UHNM (Stoke). Last Monday I visited with my mother who had fractured her wrist. My mother has dementia and gets very restless in new environments or when she is around new people. Without prompt or request, the staff in your fracture clinic quickly recognised that my mum was panicking and worked hard to keep her calm, moving us from the busy waiting area into a quieter side room. It was refreshing to see a department quickly identifying a patient's specific needs and working together to address them”*

### Patient and Public Engagement Council

We have been working on setting up the Patient and Public Engagement Council which will be made up of local patients and members of the public and will act as critical friends for the Trust by ensuring patients, carers, the public and key stakeholders are informed, involved and able to influence the Trust's work and strategic direction.

The group will provide a diverse forum to champion and promote patient and public involvement, shaping Trust strategy from a patient and community perspective while contributing to the planning of effective local health services

## Our Population



We will tackle inequality and improve the health of our population

Here we demonstrate how we are tackling inequalities in access, experience and outcomes, whilst empowering our communities to improve their overall health

## Community Engagement and Reducing Health Inequalities

The Patient and Public Involvement and Engagement (PPIE) function has strengthened relationships with a wide range of communities across Staffordshire and Stoke-on-Trent, including people with disabilities, faith communities, global majority groups, people experiencing homelessness and the prison population. Working collaboratively with VCSE organisations, NHS partners and Local Authorities, this engagement has helped ensure that the voices of underserved and underrepresented communities inform service improvement and decision-making.



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## Outpatient Transformation Programme

Through ongoing engagement with community representatives, we have ensured that the experiences and needs of diverse patient groups help shape service improvements. Feedback has led to practical changes, including better identification of reasonable adjustments, more accessible communication options, and improved information for patients waiting for appointments. Together, these actions support fairer access to care and help reduce barriers for patients with disabilities, communication needs, and other factors that may contribute to health inequalities



## Health and Wellbeing Event with the Local Sikh Community

UHNH partnered with local Sikh leaders, VAST, and community organisations to deliver a health and wellbeing event at Guru Nanak Gurdwara and Sikh Cultural Centre. The event promoted cancer screening, healthy lifestyles, and early detection, while providing attendees with access to health information, wellbeing support, and flu vaccinations for eligible individuals.



## UHNM maternity bus offers vital early access to antenatal care, screening and vaccines in Stoke-on-Trent

Pregnant women across Stoke-on-Trent are being urged to access vital pregnancy screening, advice and vaccinations through the Trust's maternity bus bringing services directly into local communities.

The drop-in service offers advice and education on pregnancy, screening and vaccinations, with midwives and specialist teams on hand to answer questions and provide support.

The initiative is designed to reach communities who may find it harder to access traditional services, including those who face barriers such as transport, language or awareness of available support.

Rachael Heaven, community midwife, said: "We know that some people in our communities can find it harder to access maternity services, whether that's due to transport, language barriers or simply not knowing what support is available.

"We thought instead of bringing people to us, we would come to them. By being visible in places people already visit; women can hop onto the bus, get advice about pregnancy, have a vaccination, collect vitamins or simply have a friendly chat about their pregnancy and what to expect."



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## UHNM supports 26 young people from care into NHS careers in pilot partnership project



Through a national pilot programme, UHNM supported 26 young people who have experienced the care system to begin rewarding careers in the

NHS. In partnership with the Integrated Care System (ICS), opportunities were created across domestic services, ward assistant and catering roles at Royal Stoke University Hospital and County Hospital, Stafford, providing valuable employment, skills development and a pathway into long-term careers in healthcare.

## UHNM Celebrates Seventh Cohort of Project SEARCH Graduates

A joint initiative between University Hospitals of North Midlands NHS Trust (UHNM), Newfriars College and Sodexo has celebrated student success for the seventh year in a row. Seven of the latest students graduated from the programme in July 2025 after completing a rotation of three placements at UHNM, with a number of the graduates gaining full time paid employment at the Trust.



The Project SEARCH programme at UHNM gives 18 to 24 year-olds with disabilities and learning difficulties the opportunity to work at Royal Stoke University Hospital and County Hospital, Stafford to gain vital experience to help with future employment prospects, independence and confidence.



### Lung Cancer Screening in Stafford Prison

UHNM delivered its Lung Cancer Screening programme at Stafford Prison during the prison's Health and Wellbeing Day, offering eligible inmates and staff access to potentially life-saving lung health checks.

The initiative supports NHS England's drive to improve early detection of lung cancer among higher-risk populations. Eligible individuals aged 55 to 74 with a history of smoking were offered free lung health checks, helping to identify potential issues early and improve opportunities for timely treatment.



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### Patient and Public Involvement and Engagement (PPIE) Drop-in Sessions

The UHNM Commercial Research Delivery Centre (CRDC) PPIE Team launched a series of PPIE Drop-in Sessions running from January to November 2026 to promote the effective involvement of patients and the public in research and innovation. Delivered via Microsoft Teams, the sessions provided opportunities for colleagues to share examples of PPIE in practice, discuss how PPIE can be embedded throughout the research lifecycle, learn about its role in project development, delivery and dissemination, and exchange experiences and ideas. Each session concluded with an open Q&A, supporting greater understanding and engagement with PPIE across the Trust.

### Faith and Community Partnerships

UHNM's Spiritual, Pastoral and Religious Care Team continued to provide support to patients, families, and carers from a wide range of faiths and backgrounds. This included working closely with healthcare teams, prisons, and external faith leaders to ensure care was responsive to individuals' cultural and religious needs. The team supported patients and families with links to HMP Oakwood, HMP Dovegate, and other regional prison services, while also providing specialist support to the local Orthodox Jewish community through partnership working with clinical teams and community representatives.

Feedback highlighted the positive impact of this support during particularly challenging circumstances, with families expressing appreciation for the compassion, cultural understanding, and reassurance provided.



Chaplaincy services also strengthened broader community partnerships, working alongside faith leaders, hospices, community nursing teams, and other NHS organisations to facilitate culturally appropriate care and end-of-life support. Examples included connecting patients and families with faith leaders from diverse communities, ensuring spiritual and cultural needs were respected and supported throughout their care journey. These partnerships reinforced UHNM's commitment to delivering compassionate, inclusive, and person-centred care for all.

## Smoke Free

From 1 April 2026, UHNM is completely smoke-free across all sites, meaning smoking is not permitted anywhere on Trust grounds, including car parks and outdoor areas.

Kimberly Perickathara, UHNM Tobacco Dependency Lead Nurse said: "We know quitting smoking is one of the best things you can do for your health. Our smoke-free commitment reflects our dedication to creating a healthier environment for everyone who uses our services. We're here to support patients and staff every step of the way."

Smoking is the leading cause of preventable illness and death in the UK, and by going smoke-free we're creating safer, healthier spaces for everyone—protecting patients, visitors and staff from harmful second-hand smoke while giving people the support they need to quit and enjoy better health and wellbeing.

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## UHNM Launches Mobile Lung Cancer Screening CT Scanner to Enhance Accessibility Across the County



More people from Staffordshire are to benefit from early life-saving cancer detection following the launch of a mobile cancer screening CT scanner ensuring that Staffordshire and Stoke-on-Trent communities can access potentially lifesaving screenings close to home.

The mobile unit will provide lung cancer screenings, with a focus on early detection. This service aims to reach individuals who might not otherwise have the opportunity to access these life-saving screenings due to transport or financial reasons.

Dr Hussain, UHNM Clinical Lead for Lung Cancer Screening Programme, said: "We know that early diagnosis is key to improving cancer outcomes. By bringing this screening technology directly to the community, we are ensuring that more people have the chance to detect cancer at its most treatable stage."



## Looking forward: Our priorities for the year ahead

This report celebrates the progress UHNM has made in advancing equality, diversity and inclusion, reflecting the commitment and dedication of colleagues, staff networks, leaders and patient and community partners.

At the same time, we recognise that inequalities continue to affect the experiences and outcomes of some colleagues, patients and communities. Against a backdrop of wider social, economic and health inequalities, and increasing diversity within both our workforce and population, there remains more to do to ensure everyone has equitable opportunities and experiences.

As we look ahead, our focus will remain on delivering our strategic priorities. Key equality, diversity and inclusion priorities for the coming year will include embedding the new NHS Staff Standards, implementing the Mann Review recommendations to strengthen our anti-racist approach, responding to evolving EHRC guidance on single-sex spaces and services, improving accessibility and inclusion for disabled people and those with long-term conditions and neurodivergence, and working with communities and partners to tackle health inequalities.

By strengthening accountability, listening to lived experience and working in partnership with our communities, we will continue to tackle inequality, promote inclusion and create a culture where everyone feels valued, respected and able to reach their full potential.

Progress will be tracked against defined KPIs, including patient satisfaction, the National Staff Survey, WRES and WDES and

Equality Delivery System outcomes, and equity metrics such as gender, ethnicity, and disability pay gaps.

## Appendices

- Patient and Workforce Demographic Report

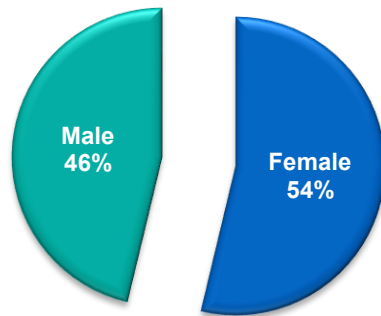
## Contact:

For more information about Equality, Diversity and Inclusion please contact our Organisational Development, Culture and Inclusion Team at [people.od@uhnm.nhs.uk](mailto:people.od@uhnm.nhs.uk)

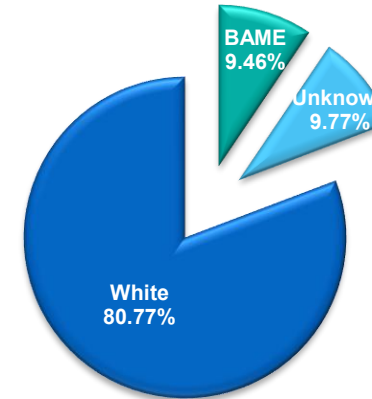


## Appendix: Patient Demographic Information

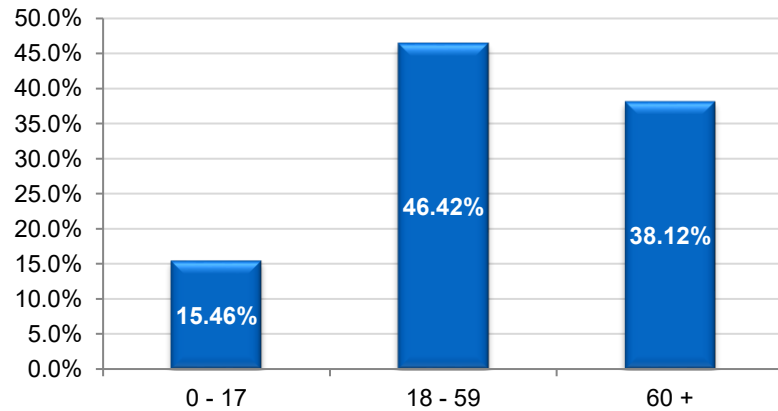
**Patients by Gender**



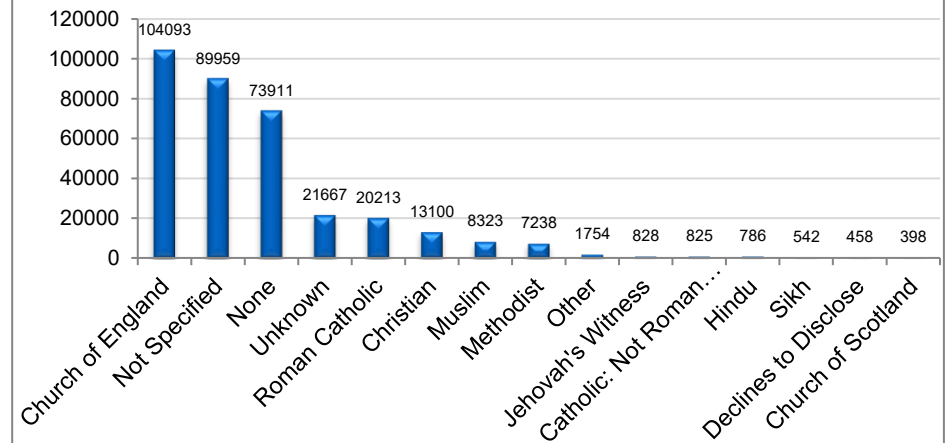
**Patients by Ethnic Background**



**Patients by Age**

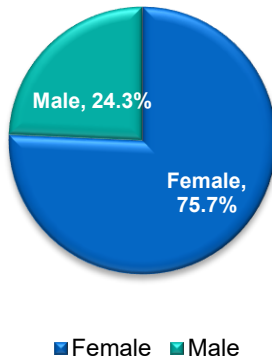


**Patients by Religion or Belief (top 15)**

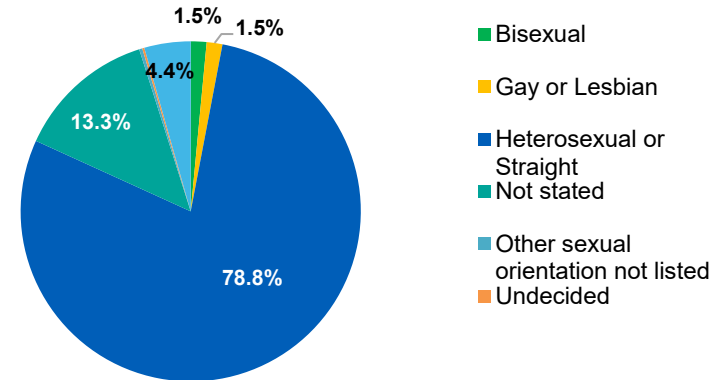


## Workforce Demographic Information

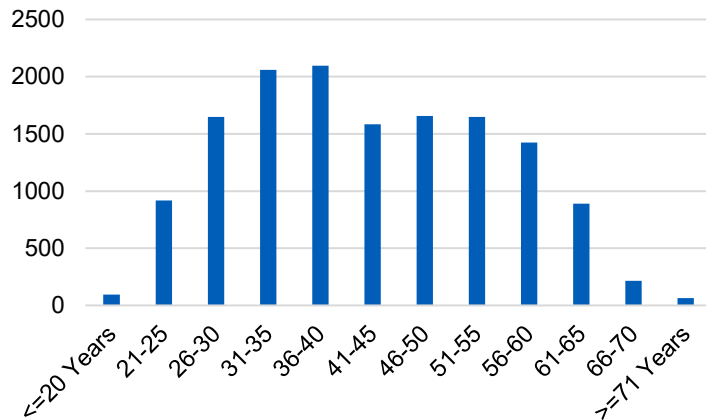
**Workforce by Sex**



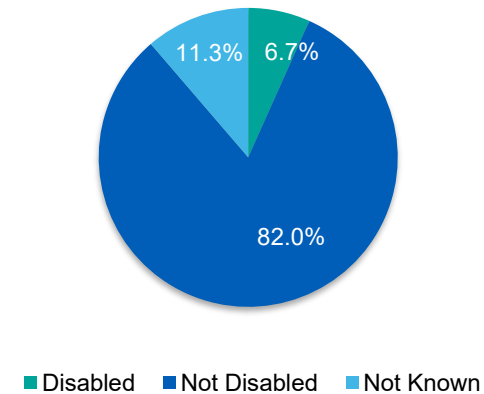
**Workforce by Sexual Orientation**



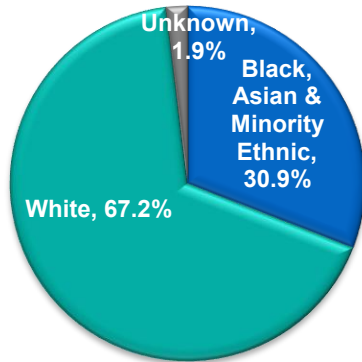
**Workforce by Age Band**



**Workforce by Disability Status**



### Workforce by Ethnic Group



### Workforce by Religious Belief

