

# Equality, Diversity and Inclusion (EDI)

Public Sector Equality Duty  
Summary Report 2023

# Introduction and background to the report

## Introduction

Salisbury NHS Foundation Trust ('The Trust') is an innovative hospital with a proud heritage. We have over 250 years of experience caring for our community. We deliver a broad range of clinical care to approximately 270,000 people in Wiltshire, Dorset and Hampshire. These services are delivered by 4,800 staff who work tirelessly to deliver high quality care to our local population. We could not provide the quality care and services that our community deserves if we did not have skilled, talented, dedicated and committed people. This summary EDI report sets-out our roadmap to an integrated approach to inclusion and wellbeing for our people, patients, carers and volunteers.

## Background

The Equality Act 2010 defines protected characteristics as: age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. The Equality Act also sets out a Public Sector Equality Duty (PSED) which requires public bodies to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share protected characteristics and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The Equality Act also explains that having due regard for advancing equality involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Complementing the Foundation's work on PSED are the Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard(WDES) and Gender Pay Gap (GPG) reports. [The Foundation's 2021/22 WRES, WDES and GPG reports can be found on our public website here.](#)

# Our People Plan

## Our roadmap to an integrated approach to inclusion and wellbeing

We are ambitious in our mission to make Salisbury NHS Foundation Trust the best place to work, which includes living by our values and demonstrating an inclusive, compassionate and welcoming place of work for the wellbeing of our people, patients, carers and volunteers.

We believe health, wellbeing and inclusion are inexorably linked. Our long-term People Plan in support of the Trusts strategy lays out our future plans and priorities, which include important commitments to our people and community over the next five years. Our Ambitions and the work we need to do are clustered under five Headings or Pillars, two of which include:

### Pillar 1 – Looking after our people

- People feel safe and supported with their physical and mental health and wellbeing and are, therefore, better able to provide high-quality, compassionate care to our patients. Salisbury NHS Foundation Trust is a great place to live and work in.

### Pillar 2 – Improve belonging in the NHS

- People develop and thrive in a compassionate and inclusive environment where they can see that inequalities are being addressed.
- Leaders are clear on how they need to behave to perform effectively and deliver the NHS People Promise.
- A single framework for leadership competence and behaviour underpins recruitment, conduct, performance and personal or professional development.
- A common curriculum provides open access to learning and career pathways.

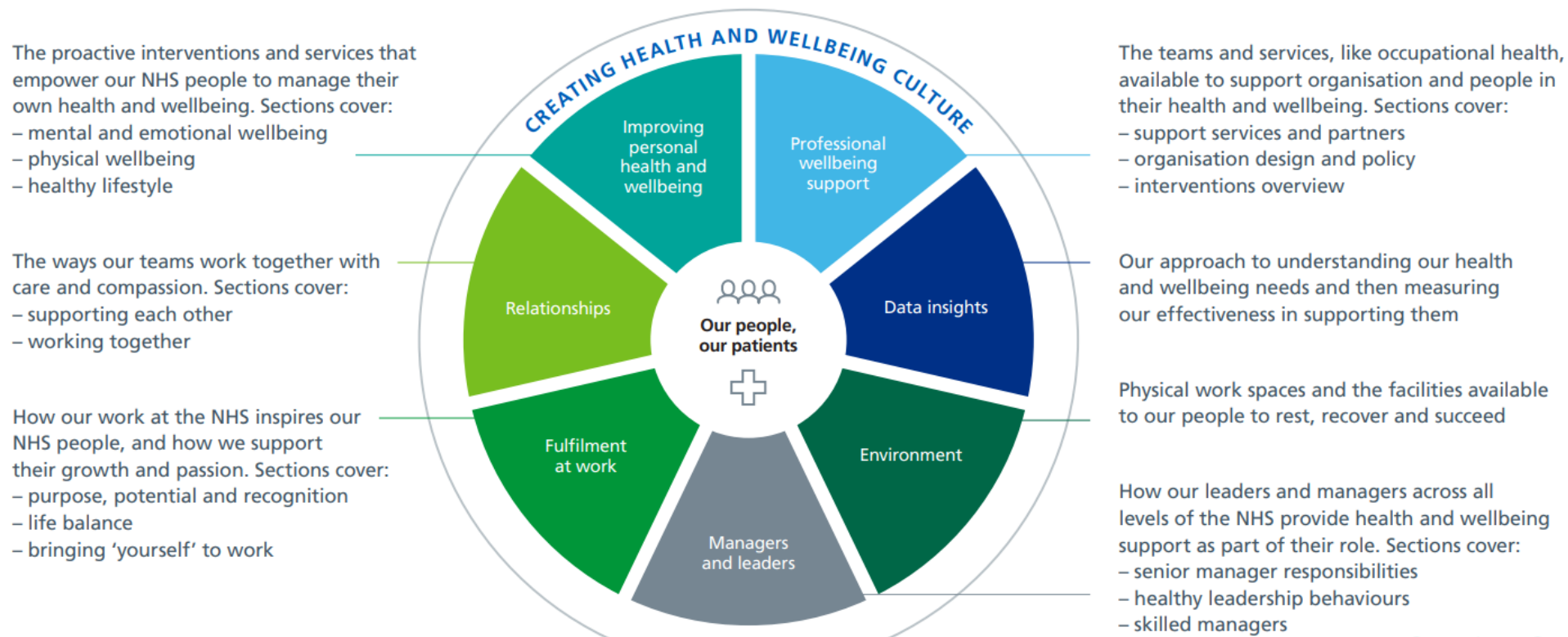
# Our Health and Wellbeing Plan 2022-26

## Our roadmap to an integrated approach to inclusion and wellbeing

Our Health and Wellbeing Plan aligns to the 7 components for health and wellbeing set out in the NHS Health and Wellbeing Framework. The 7 segments of the framework are referenced in italics against our own strategic aims, listed below:

1. Work together to look after and support the health and wellbeing of our people (*Relationships*)
2. Integrate health and wellbeing into our ways of managing and working, in everything we do, so it is part of our everyday culture (*Managers and leaders*)
3. Be aware of the health and wellbeing impacts of our decisions and measure the impact of our plan (*Data insights*)
4. Provide health and wellbeing services to support good attendance, aid recovery from illness and support emotional, physical and financial wellbeing (*Professional wellbeing support*)
5. Make the best use of our facilities, to provide comfortable work and rest spaces that aid wellbeing (*Environment*)
6. Give people the tools and support to help them take responsibility for their health and wellbeing (*Improving personal health and wellbeing*)
7. Work with our internal networks, health and wellbeing and human resource teams to develop a workforce which embraces diversity and provides everyone with the opportunity to maximise their potential (*Fulfilment at work*)

# The NHS Health and Wellbeing Framework diagram



# People Promise Exemplar site

## Our roadmap to an integrated approach to inclusion and wellbeing

Salisbury NHS Foundation Trust is a People Promise Exemplar site in a national programme led by NHS England and NHS Improvement (NHSEI). The purpose of the exemplar programme is to test the assumption that optimum delivery of all NHS People Promise interventions delivered in one place simultaneously can deliver improved staff experience and retention outcomes - beyond the sum of the individual components.



## Organisational Development and People (OD&P) Priorities

As part of the OD&P's 5-year ambition, the Trust is aiming to become an equitable and inclusive employer of choice. We will focus on the seven WDES and four WRES indicators in the NHS staff survey. To complement this journey, we are developing an ambitious programme of promoting staff networks alongside EDI Advocates across the Trust to become the cultural barometer of the organisation by listening to staff at departmental level, escalating concerns and promoting EDI initiatives.

# Our Equality, Diversity and Inclusion Strategy

## Our roadmap to an integrated approach to inclusion and wellbeing

Embedded in our Trust's 5-year People Plan is our new EDI strategy. In addition to paying due regard to the public sector equality duty as set out in the Equality Act 2010, the strategy has four areas of focus and clear outcomes against each.

### 1. Better Health Outcomes

- Services are designed and delivered to meet the health needs of local communities
- Individual people's health needs are assessed and met in appropriate and effective ways
- When people use NHS services their safety is prioritised, and they are free from mistakes, mistreatment and abuse
- Screening, vaccination and other health promotion services reach and benefit all local communities

### 2. Improve patient access and experience

- People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds
- People are informed and supported to be as involved as they wish to be in decisions about their care
- People report positive experiences of the NHS
- People's complaints about services are handled respectfully and efficiently

# Our Equality, Diversity and Inclusion Strategy

## 3. A representative and supported workforce

- Fair NHS recruitment and selection processes lead to a more representative workforce at all levels
- The NHS is committed to equal pay for work of equal value
- Training and development opportunities are taken up and positively evaluated by all staff
- When at work, staff are free from abuse, harassment, bullying and violence from any source
- Staff report positive experiences of their membership of the workforce

## 4. Inclusive Leadership

- Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations
- Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination
- Positive, measurable culture change by mainstreaming equality, diversity and inclusion





# Inclusion and Wellbeing : An integrated approach

## Making Salisbury NHS Foundation Trust the best place to work

This aligns to the Trust vision

**Our Vision is to provide an outstanding experience for our patients, their families and the people who work for and with us.**

Is reflected in the NHS People Plan and People Promise



Supports our Trust values

### Person Centred & Safe

Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement.

### Professional

We will be open and honest, efficient and act as role models for our teams and our communities.

### Responsive

We will be action oriented, and respond positively to feedback.

### Friendly

We will be welcoming to all, treat people with respect and dignity and value others as individuals.

### Progressive

We will constantly seek to improve and transform the way we work, to ensure that our services respond to the changing needs of our communities.

Is underpinned by our Leadership Way



And enabled by our Improving Together methodology

Our Strategy 2022-26

**IMPROVING** together

# Improving Together

## Our People

Our people are our main resource, and as a Trust we are committed to ensuring that they have a positive work environment in which they can thrive and the opportunity to grow as people and professionals.

Improving Together is a new initiative that all colleagues will become part of, focused on continuous improvement and supported by the development of a coaching culture. It is a new way of working that will apply to every facet of the Trust, with people working together to deliver effective and sustainable improvements where they matter most.

Improving Together will enable colleagues to develop and improve their skills, processes and behaviours, with the simple goal of providing an outstanding experience for patients, their families, colleagues and partners.

Our People Plan, Health and Wellbeing Plan and the EDI Strategy all complement Improving Together and support the Trust on its journey to become an exemplar inclusion and wellbeing site where people come to work as their whole selves in a supported, compassionate and welcoming environment.



# Our People Profile – 31st March 2022

Age Group	Bank Only	Substantive	Total	Percentage
<=20 Years	38	29	67	1.37%
21-25	72	249	321	6.56%
26-30	134	498	632	12.92%
31-35	131	627	758	15.5%
36-40	99	530	629	12.86%
41-45	74	462	536	10.96%
46-50	51	480	531	10.86%
51-55	53	453	506	10.34%
56-60	76	402	478	9.77%
61-65	68	236	304	6.21%
66-70	31	57	88	1.79%
>=71 Years	16	23	39	0.79%
<b>Total</b>	<b>843</b>	<b>4046</b>	<b>4889</b>	

Race	Bank	Substantive	Total	Percentage
Asian	55	498	553	11.31%
Black	29	136	165	3.37%
Mixed	13	45	58	1.18%
Not Stated	38	85	123	2.51%
Other	28	132	160	3.27%
White	680	3150	3830	78.33%
<b>Total</b>	<b>843</b>	<b>4046</b>	<b>4889</b>	

# Our People Profile – 31st March 2022

Disability	Bank	Substantive	Total	Percentage
No	764	3732	4496	91.96%
Not Declared	60	198	258	5.27%
Yes	19	116	135	2.76%
<b>Total</b>	<b>843</b>	<b>4046</b>	<b>4889</b>	

Sexual Orientation	Bank	Substantive	Total	Percentage
Bisexual	17	45	62	1.26%
Gay or Lesbian	4	44	48	0.98%
Heterosexual or Straight	689	3453	4142	84.72%
Not stated	84	424	508	10.39%
Other sexual orientation not listed		9	9	0.18%
Undecided		2	2	0.04%
Unspecified	49	69	118	2.41%
<b>Total</b>	<b>843</b>	<b>4046</b>	<b>4889</b>	

# Our People Profile – 31st March 2022

Gender	Bank	Substantive	Total	
Female	638	3084	3722	76.13%
Male	205	962	1167	23.86%
<b>Total</b>	<b>843</b>	<b>4046</b>	<b>4889</b>	

Religious Belief	Bank	Substantive	Total	
Atheism	144	650	794	16.2%
Buddhism	6	43	49	1.00%
Christianity	415	2204	2619	52.56%
Hinduism	25	113	138	2.82%
I do not wish to disclose	140	609	749	15.32%
Islam	12	76	88	1.79%
Jainism		1	1	0.02%
Judaism	2	1	3	0.06%
Other	50	275	325	6.64%
Sikhism	2	2	4	0.08%
Unspecified	47	72	119	2.43%
<b>Total</b>	<b>843</b>	<b>4046</b>	<b>4889</b>	