



Equality & Diversity Report 2022-2023

Contents

Summary	Page 3
Glossary	Page 4
Links	Page 4
Strategy	Page 5
Summary	Page 5
Our Inclusion Vision and Values	Page 6
Equality Objectives	Page 7
Our Progress in 2022/ 2023	Page 8
The General Equality Duty	Page 9
The EDS Delivery System 2	Page 9
Inclusion Roadmap	Page 11
Key Ambassadors - ROH Networks – staff voice	Page 12
Key Projects	Page 15
Key Meetings	Page 16
National Measurements	Page 16
Outstanding through External Partners	Page 20
Recruitment and Selection	Page 21
Bullying and Harassment	Page 21
National NHS Staff survey	Page 21
Policy Updates	Page 21
Impact on Equality	Page 21
Workforce Information	Page 23
Patient data	Page 27
Appendix 1	
WDES and WDES Reports	Page 38

Summary

This Equality and Diversity (E&D) report gives an overview of key information and achievements in line with the ROH Inclusion strategy and Inclusion action plan for 2022/2023.

There is a requirement for every NHS organisation to compile and publish information linked to Equality and Diversity for colleagues and patients in the form of an annual report. This document will be published on the ROH website alongside other equality, diversity and inclusion documents.

In 2022/23 key areas to note are:

- Significant progress has been made to hear colleague voice through the development of the staff networks particularly for the Multi Minority Ethnic Group (MMEG) network and the BeMyself LGBTQ+ group. The Mankind network was also formed in this year and listening session started to hear from female staff. The networks chairs work together to promoting diversity and inclusion in a number of ways across the Trust
- The Freedom to Speak up (FTSU) Guardian has continued to recruit and develop a network of FTSU champions to help embed a culture of openness and speaking up. This work is reported back to the National Guardian's office – Freedom to Speak up
- The AccessAble project was implemented at the Trust which allows colleagues, patients and visitors with both visible and hidden disabilities to review up to date useful information for the hospital site e.g. ramps, sound levels in restaurants and changing facilities
- Highlighted in NHS Workforce Race Equality Standard (WRES) annual report 2022. Progress on reducing bullying and harassment. Placed in the top 10 for improvement across NHS organisations and for sustained improvement since 2018.
- The Trust has continued to be recognised for the progress on their Inclusion journey with a ranking of 7 in the Inclusive Companies Top 50 UK Employers in the UK 2021.
- Disability Confident Employer accreditation with the Trust now supporting other organisations on the Disability Confident journey
-
- The NHS Staff Survey results 2022 highlighted that the Trust has maintained a positive score in the engagement score which concentrates on 'how it feels to work at the ROH'.
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- CEO (Chief Executive Officer) presented Menopause work at Institute of Government and Public Policy (IGPP) 2022 national conference
- Chief People Officer is the Senior Responsible Officer (SRO) for EDI (Equality, Diversity and Inclusion) and Talent across the NHS region, and also chairs the regional BAME (Black, Asian and Minority Ethnic) Network

Work must continue to promote equal opportunities for all staff members. The workforce data in this report highlights the difference in representation across our diverse groups. The Trust is aware from colleague feedback that diversity in some areas is impacting the experience of individuals at the Trust. With support from the staff networks and colleague listening sessions, the Trust will continue to implement OD (Organization Development) and Inclusion programmes to close these inequality gaps.

Glossary

- Access Information Standard (AIS)
- Black, Asian and Minority Ethnic (BAME)
- Black & Minority Ethnic (BME) Birmingham Race Action Partnership (BRAP)
- British Medical Association (BMA)
- Care Quality Commission (CQC)
- Chartered Institute of Personnel and Development (CIPD)
- Clinical Commissioning Groups (CCG)
- Equality Delivery System (EDS)
- Equality & Diversity (E&D)
- Enabling a Productive & Inclusive Culture (EPIC)
- Learning Disability (LD)
- Lesbian, Gay, Bisexual, Transgender & Queer (LGBTQ+)
- Managed Service Provider (MSP)
- Multi Minority Ethnic Group (MMEG)
- National Staff survey (NSS)
- NHS Employers/Improvement (NHS/I)
- Royal Orthopaedic Hospital (ROH)
- Staff Experience & Organisational Development (SE&OD)
- Sustainability and Transformation Partnership (STP)
- Very Senior Manager (VSM)
- Workforce Disability Equality Standard (WDES)
- Workforce Race Equality Standard (WRES)

Links

- AccessAble <https://www.accessable.co.uk/>
- British Medical Association (BMA) <https://www.bma.org.uk/>
- Chartered Institute of Personnel and Development <https://www.cipd.co.uk/#gref>
- Disability Confident Employer <https://disabilityconfident.campaign.gov.uk/>
- Diverse Inclusive Together <https://www.nhsemployers.org/EDI>
- Inclusive Companies <https://www.inclusivecompanies.co.uk/>
- The Point of Care Foundation <https://www.pointofcarefoundation.org.uk/>
- Royal College of Nursing <https://www.rcn.org.uk/>
- Schwartz Rounds <https://www.pointofcarefoundation.org.uk/our-programmes/schwartz-rounds/>
- Stonewall <https://www.stonewall.org.uk/>
- Unison <https://join.unison.org.uk/>

Equality and Diversity at the Royal Orthopaedic Hospital

Strategy

The Trust

The Trust has been at the forefront of orthopaedic care, pioneering new surgical techniques and advancing treatment for people with bone and joint disorders from across the world. That heritage of innovation and excellence still drives the Trust today as boundaries continue to be pushed to deliver the best care possible.

Introduction on Equality and Diversity at ROH

Led by the Trust Board, the Royal Orthopaedic Hospital (ROH) is committed to ensuring equality, diversity and human rights are central to the way healthcare services are delivered to our patients and how we support our staff. We recognise the right of all our patients, visitors, and employees to be treated fairly and considerably irrespective of age, gender, marital status, religious belief, ethnic background, nationality, sexual orientation, disability, and social status.

We are committed to promoting equality and diversity in everything we do; we strive for the Trust to be a safe place where people can be their true and authentic selves.

We make every effort to ensure staff and patients are treated in an inclusive way by encouraging everyone to role model the values, create equal opportunities, treat people fairly and develop good working relationships at the ROH. The Trust works to ensure that patients, staff and other stakeholders have a voice to put forward suggestions, concerns and ideas. There is a dedicated team to co-ordinate and drive the Inclusion Strategy, agenda and action plan across the Trust. There is also a Patient Liaison team to support any patients who has concerns.

The Trust aims for a zero-tolerance approach to all forms of harassment including sexual and racial harassment and will take all complaints of this nature extremely seriously.

The General Equality Duty

The Trust is required to work to Section 149(1) of the Equality Act 2010 as part of the various requirements on NHS organisations when exercising their functions. The general duty requires NHS organisations to have due regard to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Summary

The Royal Orthopaedic Hospital NHS Foundation Trust is one of the largest specialist orthopaedic units in Europe, with approximately 1200 permanent employees. We offer planned orthopaedic surgery to people locally, nationally, and internationally. The Trust has a 200-year history and a strong culture of tradition and loyalty. The aim at the Royal Orthopaedic Hospital (ROH) is to offer

an inclusive and fair patient service and employment which meet the diverse and personal needs of our patients, staff, and visitors.

This report reviews relevant diversity and equality data for patients and staff highlighting key areas of interest. Additional information in the report includes staff survey data, the Workforce Disability Equality Standard (WDES) and the Workforce Race Equality Standard (WRES).

The Trust works to the EDS 2 system as recommended by commissioners to ensure all areas of the Trust are evaluated for effectiveness of an equality and diversity. Consultation with key stakeholders continues to enable the Inclusion actions to be reviewed and updated on an ongoing basis providing assurance the Board and stakeholders. All the actions are aligned to the Trust Inclusion Strategy and ROH Inclusion action plan

Our Inclusion Vision and Values

Our values

Our values are more than words, they define how we treat one another and how we deliver care. Positive values are the bedrock of our culture. Our values inform how we understand and practice inclusion at ROH.

- *Respect and listen to everyone*
- *Have compassion for all*
- *Work together and deliver excellence*
- *Have pride in and contribute fully to patient care*
- *Be open, honest and challenge ourselves to deliver the best*
- *Learn, innovate, and improve to continually develop orthopaedic care*

Inclusion Strategy

The ROH Inclusion strategy was refreshed and launched in 2021 during the pandemic to support the increased focus required to support staff to provide the best patient care. This strategy is due to be reviewed and refreshed at the end of 2023. This will come into effect in 2024 and will be aligned to the ROH People Plan and Trust Strategy.

The key elements of the strategy are the Inclusion Vision, Equality objectives and Six High Impact Areas. There is an ROH Inclusion Action Plan which is aligned to the Inclusion strategy and includes actions from all EDI reporting including Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES).

Our Inclusion Vision

Nurturing a connected culture of belonging where our colleagues can bring their authentic selves to work and visitors experience a supportive and inclusive environment, ready to meet their needs.

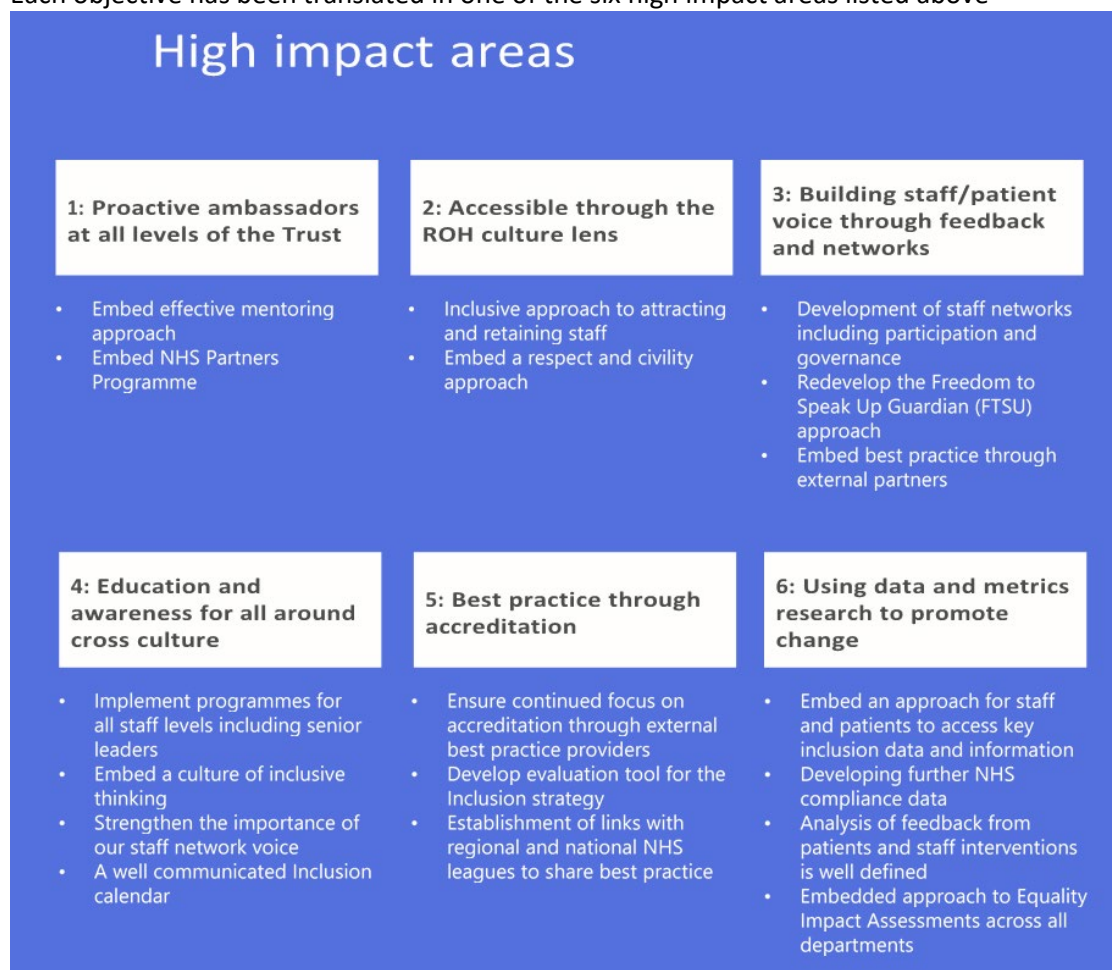
Equality Objectives

We continue to achieve our ambition to be an inclusive organisation (in line with the NHS People Plan) through a clear set of strategic objectives and an action plan which will work across all areas of the Trust.

Overall, the strategic objectives are to create a truly inclusive environment at the ROH which will continue to improve the patient and colleague experience through:

- **Objective 1:** Tackling and removing all forms of discrimination in order to promote equality for all
- **Objective 2:** Creating an inclusive and healthy ROH culture through Trust values
- **Objective 3:** Giving colleagues and patients a voice to speak up and ask for access to opportunities
- **Objective 4:** Ensuring our leaders, managers, and colleagues role model in a compassionate and inclusive way
- **Objective 5:** Being recognised as a Top Inclusive Employer externally through best practice approach to demonstrate continuous improvement
- **Objective 6:** Ensure the Equality and Diversity work plan (Inclusion Action plan) delivers on the required objectives

Each objective has been translated in one of the six high impact areas listed above

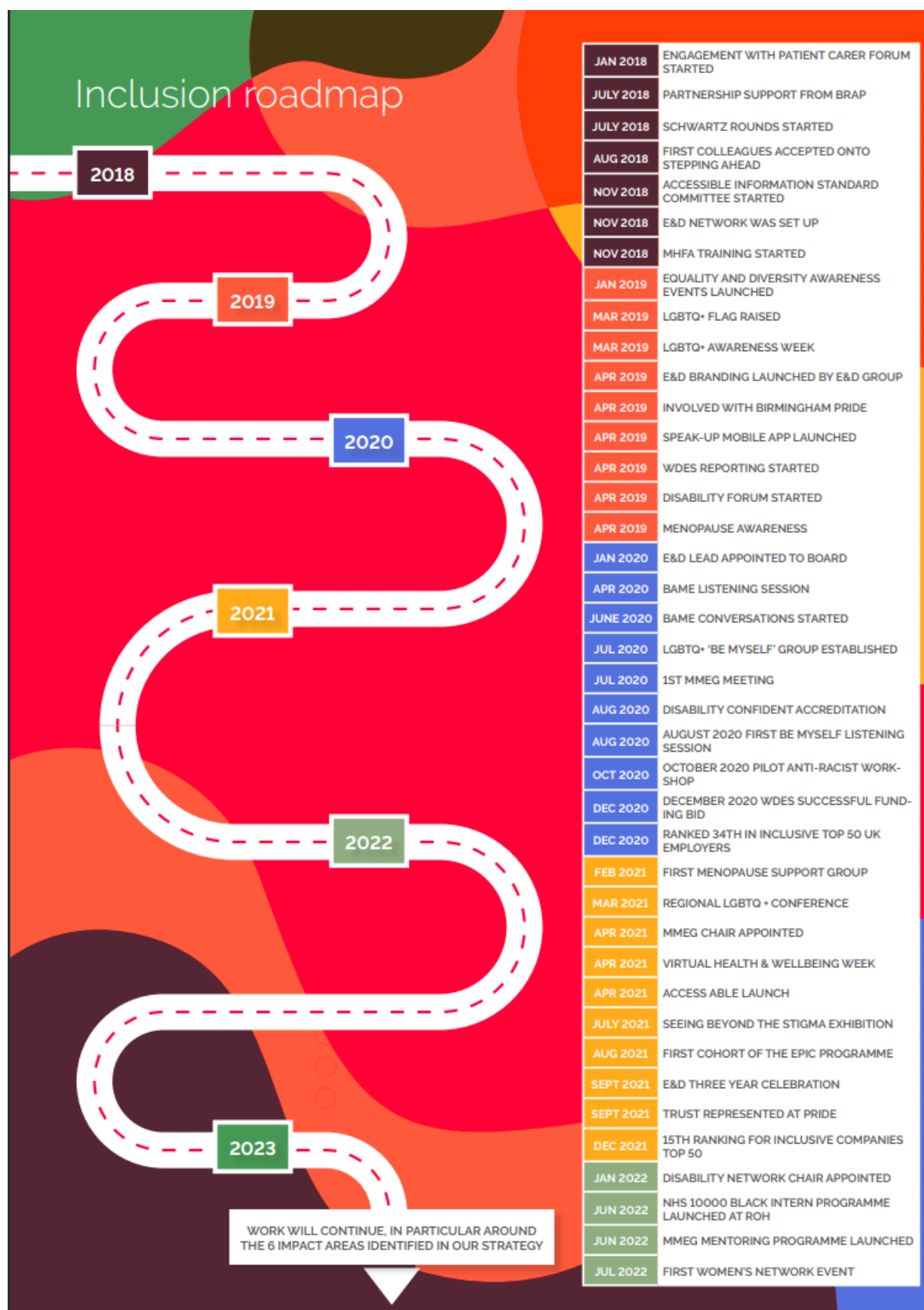


Key Highlights in 2022 / 2023

- Continued progress with Inclusion Action plan with all updates reported to Trust Board
- Completed first Stonewall Workplace Equality Index application
- Second cohort of Enabling Productive Inclusive Culture (EPIC) workshop was completed for colleagues across different disciplines
- “Seeing Beyond the Stigma” Exhibition has been extended to allow staff and patients to understand the stories of colleagues with hidden and visible disabilities
- Ranked number 7 in the Inclusive Top 50 UK Employers in the UK 2021
- Worked with regional NHS team to support Birmingham Pride
- Maintained Level 3 Disability Confident Employer accreditation
- Continued work following the Bronze accreditation from the Thrive at Work Workplace Wellbeing programme – next steps are to achieve Silver
- Research project started with Canterbury Christ Church University
- MMEG mentoring programme delivered
- Co production with colleagues on ways to support staff and the community during the Cost of Living crisis
- Session with senior female leaders to highlight the need to support diversity into senior roles
- Improvement in the declaration rate for staff with a disability through joint work with the ABLE network and the ESR (Electronic Staff Record) team
- Trust participated in the 10000 Black Intern programme with an intern undertaking a placement in a number of areas at the Trust
- The recruitment team participated in a number of recruitment fairs in the community to promote opportunities for everyone
- Oliver McGowan training was introduced as mandatory to educate and has been designed with help from people with learning disabilities and autism



ROH Inclusion Road Map



Key Ambassadors

To deliver the Inclusion strategy, it is important that the Trust supports and promotes the involvement of ambassador groups at different levels. These groups include involvement from staff, senior leaders, unions, staff networks, Foundation Trust members and patients. More information about these networks is shared below:

Staff involvement

All staff are given the opportunity to learn more about the importance of equality, diversity, and inclusion. This is done through mandatory training, learning opportunities and regular feedback sessions to capture staff thoughts. Sessions are run across the Trust and also in specific departments. Future interventions will continue to balance the advantages of using online medium and classroom formats.

Senior Leaders

Our Executive Directors and Non-Executive Directors (NEDs) are very involved in the Inclusion work undertaken at the Trust with Richard Phillips being appointed as E&D Lead in January 2020. Through Trust Board meeting and sub board committees, members are given updates on progress and future plans. In addition, Trust Board members from the sub board committee of Staff Experience and Organisational Development (SE&OD) are active participants in interventions including Inclusion sessions, listening sessions and network meetings. In addition, members of our SE&OD Board members regularly meet with departments during 'staff walk-about'.

ROH Networks – Staff Voice

At the ROH, we are hoping in the future to have full engagement from our colleagues on a number of initiatives, programmes and networks that help to promote the importance equality and diversity for staff, to enhance the experience for patients and visitors. The Trust will continue to work towards the ROH Inclusion approach supporting our work in delivering continuous improvement and working in partnership with local and national stakeholders.

The Trust has a growing number of networks run by colleagues to promote the voice of our diverse staff groups. The Trust recognises the strength of supporting our network groups. Equality and Diversity was the first network formed in November 2018, with the remit of raising awareness and promoting Inclusion across the Trust. Following on from the success of the E&D Network, other diverse networks have formed, as shown below. These networks have their own identity and focus and are aligned to the overall Inclusion plan. The ambition is for the diversity of staff voices to be increased over the coming years as either standalone networks, or as part of the Equality and Diversity Network. The following networks have clear Terms of Reference with the overarching aims to provide support, awareness, education, and positive action. All the networks are supported by our Executive Team. We are looking to expand our networks in the future.

Equality & Diversity Network (E&D Network)

The Equality & Diversity Network was set up in 2018, to create the opportunity for employees to discuss matters surrounding diversity, inclusion and to raise awareness within the Trust. The network has gone on to hold numerous awareness sessions surrounding diverse topics and have drawn together a wide range of information about all aspects of equality, diversity, inclusion, and human rights.

Chair: Claudette Jones



Multi Minority Ethnic Group (MMEG)

The Multi Minority Ethnic Group (MMEG) was set up in summer 2020 following a series of listening sessions with colleagues at the Trust during the rise of the Black Lives Matter movement. The group provides a space for colleagues to talk about issues important to staff from ethnic minority backgrounds with an aim of creating positive change. Any member of ROH staff, including allies, are welcome to attend meetings and get involved. Activity for the group during 2022/2023 included Trust wide celebratory and educational activity for Black History Month as well commencing work in setting up the MMEG Mentoring Programme which is due to launch during 22/2023. The group was also instrumental in supporting the facilitation of a CQC focus group for colleagues from ethnic minority backgrounds – agreeing actions following the session and incorporating them into the Trust wide inclusion agenda and action plan.

Chair: Falon Paris-Caines



Disability Network

The Disability Network was set up in April 2019. Their purpose is to promote and celebrate the diversity of our Disabled staff, patients, and allies. A key element of the network is to engage and educate staff around the different disabilities that our colleagues live with, including those who may have invisible disabilities, such as mental health conditions, or long-term conditions following on from an illness.

Chair: Alex Gilder



LGBTQ+ Network (BeMyself)

BeMyself, The Trust's LGBTQIA+ Network, is an inclusive and open group of colleagues. The group was set up in 2020 to provide a safe space for members of staff to come together and celebrate diversity and inclusion, and to discuss any concerns they may have surrounding the representation of LGBTQIA+ staff in the Trust. They welcome allies and celebrate the diversity of the group. Listening sessions are set up by a member of the group, to provide a safe environment for staff to discuss their issues and concerns, or if they are just looking for other staff members to talk to.

Representative: Group Led



Menopause Support Network

In July 2020, a Menopause Support Group was set up; the group offers peer to peer support and has been a great opportunity for colleagues to be open and discuss how they are feeling and also share any support. The network continues to offer guidance, signposting and support for all our colleagues around the menopause.

Chair: Group Led



Mankind Support Group In February 2023 the ManKind support group was set up to help support men's health and wellbeing initiatives, encourage awareness raising and support the male staff community here at the Royal Orthopaedic Hospital. The network continues to offer guidance, signposting and support for all our colleagues around the menopause.

Chair: Gavin Newman



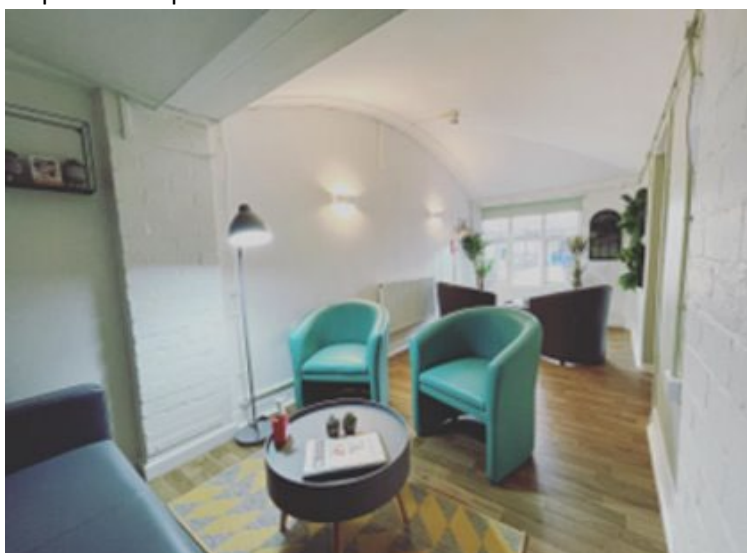
Women's Network

This group is in the early stages of creating a network. There have already been positive discussions at the initial meetings including women's health and career in the NHS for senior female leaders.



Safe spaces

With support from the Tom's Fund, the Trust has set up a Wellbeing room in the heart of the hospital. The space is accessible to all network members for wellbeing and supportive conversations.



Key Projects

Schwartz Rounds

Schwartz Rounds are group reflective practice forums giving staff from all disciplines an opportunity to reflect on the emotional and social aspects of working in healthcare.

Enabling a Productive & Inclusive Culture (EPIC) Programme

The Enabling a Productive & Inclusive Culture (EPIC) Leadership Programmes approach is to drive enabling and establishing improved inclusive culture within the Royal Orthopaedic Hospital Trust (ROH).

The EPIC programme provides participants with practical resources to apply in their working environments to enable an inclusive culture to flourish. It is open to everyone. It is inclusive at its core. The EPIC programme influences participants to become inclusive leaders through exploration

of the following: exploring inclusive thinking and how it improves performance and culture, inclusive conversations, inclusive talent, and inclusive improvement.

Learners gain a deeper understanding of themselves, their impact on others, tools to engage individuals and teams through a coaching approach, how to give effective feedback, how to identify and nurture individuals, tools to develop succession plans and techniques to support improvement and change plus much more.

The programme is made up of 6 modules attended over a period of 6 months focussing on key elements each day to become an inclusive leader within the workplace.

The modules are:

- **Values Discovery** (*Gain a deeper understanding of your values, the impact they have on your decision, making relationships and goal achievement*)
- **Inclusion & Unconscious Bias** (*Identifying that the concept of inclusion is not a tick box exercise and requires a different mind-set, thinking skills and new perspectives*)
- **Inclusive Conversations** (*Identifying practical coaching practices, what coaching is and when a coaching style is appropriate. Additionally, looking at foundation skills such as Active Listening, Building Rapport & Questioning*)
- **Inclusive Talent** (*Understand what is talent and talent management*)
- **Inclusive Improvement** (*Underpinning knowledge, resources and support to make you think, plan and do things differently. Additionally, look at the fundamentals required to enable and support innovation*)
- **Inclusive Leadership, Going Beyond the Conversation & Next Steps** (*Focussing on inclusive leadership behaviours, including a Synopsis Quiz and your next steps for Organisational Impact*)

All learners are required to attend all the modules and work on a project. There are also opportunities for buddying up with peers on the programme, becoming a member of our proactive Inclusion network of colleagues and be part of influencing the future design of new ROH services and models for an improved inclusive culture.

MMEG Mentoring Programme

This bespoke course was designed to inspire mentees from ethnic minority backgrounds to develop their careers positively in a working environment where they may be under-represented or disadvantaged. The course aimed to equipped mentors to be intentional about supporting inclusive talent management, succession planning and retention at the ROH. Addressing unconscious bias and championing the huge productive benefits of diverse talent.



Seeing Beyond the Stigma Exhibition

A powerful and remarkable exhibition that shares the stories of members of staff and their experience of disability and long-term conditions, both visible and unseen. Eight people from the Royal Orthopaedic Hospital took part in this project to share their experiences to help others see beyond the stigma.

<https://www.roh.nhs.uk/beyondstigma>



TED (Team Engagement Development) OD Development Tool

The Trust has been selected on the pilot programme through Lancashire Teaching Hospital to roll out the TED toolkit. This is a tool which is linked closely to the NHS National staff survey and enables to managers and team to reflective on team working and inclusion in departments. It consists of a support tool for managers, an online survey tool and a suite of development options to run with teams

Apprenticeship programme

The Trust continues to run a comprehensive programme of apprenticeships across the Trust for a number of disciplines including Team Leader and clinical qualifications

Key Meetings

There are several meetings to support the Inclusion work at the Trust. These include

Network meetings

Trust Wellbeing Implementation Group (TWIG)

People & Organisational Development Group (POD Group)

The outcomes of these meetings are reported at the Staff Experience & Organisational Development Committee (SE&OD) for Trust Board members.

National measurements

As a Trust we will continue to work to the regulatory NHS measures required. Each of these is highlighted below with a brief overview. We will also ensure that we look beyond the data and national benchmarking to understand the key actions that are required to have the best impact for Inclusion at the Trust.

NHS Staff survey results

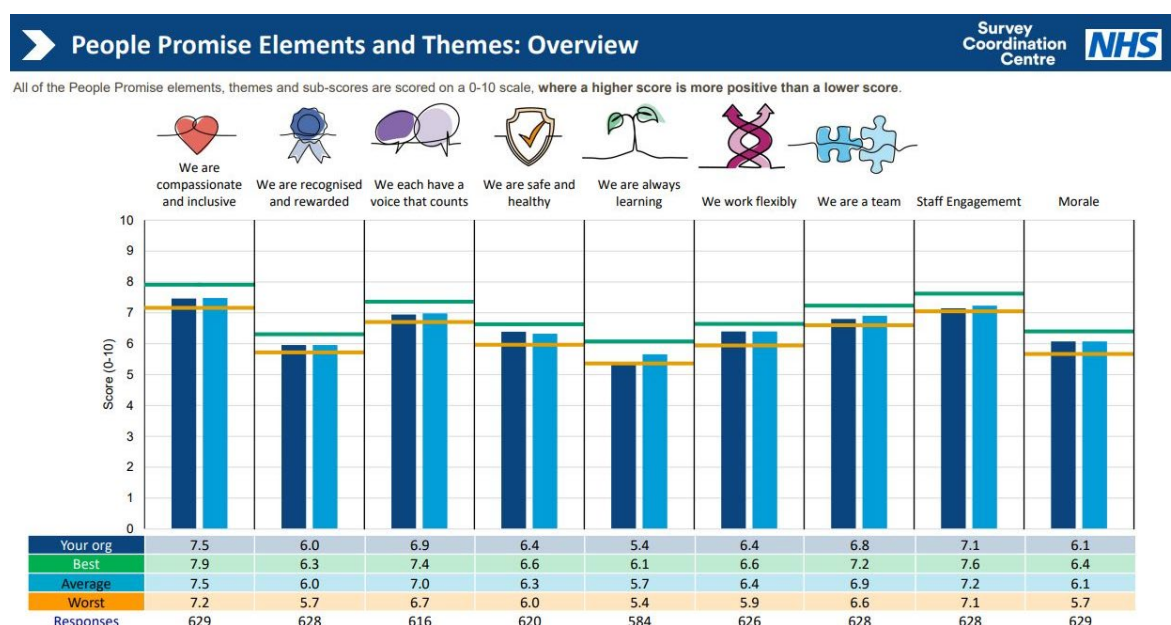
People Pulse Survey

The People Pulse is a national pulse survey, developed for all NHS provider and commissioner organisations, to support local listening and engagement activities. Results provide a regular national, regional and local view of employee experience and wellbeing. Following the pandemic, the first People pulse (previously called Staff Survey FFT (Friends and Family Test)) was started in January 2022. The questions are based around the nine engagement questions in the National NHS

survey. The Trust has seen a steady increase in the three reporting areas of Advocacy, Motivation and Improvement. These results are reported to Trust Board on a quarterly basis.

National NHS staff survey

All Trusts are required to undertake the staff survey which is completed during October and November on an annual basis. Key information can highlight issues and opportunities not just in different departments or directorates but also in diverse groups. There is an annual organisational action plan, as well as directorate plans. The staff survey information is used across the Trust. The completion rate for 2022 was 54% which was a slight decline from the previous year at 57%. The data is valid and gives good representation across the Trust. The table below shows the results for the ROH compared to twelve other Trusts in the Specialist Acute Trust group. In all areas the ROH results are towards the higher end of the results in this Group. The ROH was the highest score in most areas when compared against Trusts in the BSol region. The Trust's score is average or above in all areas except 'We are Learning' at 5.4 and 'Engagement' at 7.1. Work continues to focus on ways to improve these two areas



Workforce Race Equality Standards (WRES)

The Workforce Race Equality Standard (WRES) is to improve the experience of ethnic minority staff in the workplace. This includes employment, promotion and training opportunities. It also applies to people from ethnic minorities whose ambition is to work in the NHS. See separate report in Appendix I.

Workforce Disability Equality Standards (WDES)

The NHS Workforce Disability Equality Standard (WDES) came into force on 1 April 2019. See separate report in Appendix I.

It is a set of specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. This information is used by the Trust to develop a local action plan and enable them to demonstrate progress against the indicators of disability equality.

Equality data for staff and patients

This information is included annually in this Equality and Diversity annual report which is published on the internet.

Access Information Standard (AIS)

Work continues to further secure the Trust's compliance with the Accessible Information Standard (AIS). The Trust has an up-to-date AIS policy and information in relation to the standard is included in the Trust mandatory training. Part of the work is through AccessAble to carry out a complete survey of the ROH site and provide patients, visitors and staff with internet-based access guides that help all visitors to the ROH site plan their journey, regardless accessibility issues they may or may not have.

Gender Pay Gap Reporting

Gender pay reporting is different to equal pay which deals with the right for men and women to be paid the same when doing the same, or equivalent, work. The gender pay gap shows the difference in average pay of all men and average pay of all women within one organisation. It is therefore possible to have genuine equality of pay but still have a pay gap between genders. As a trust ROH, uses the Agenda for Change job evaluation framework to benchmark appropriate pay bandings to our roles, this in turn provides a process for paying staff equally for the same or equivalent work. Progression through pay steps under the Agenda for Change framework is based on time in post and satisfactory performance irrespective of gender. There has been a positive improvement in this reporting with the latest data (2022) showing there has been a further decrease in the mean pay gap to 33.8% and median pay gap to 22.6%.

The Equality Delivery System (EDS)

The Equality Delivery System 23 (EDS 2) is designed to support NHS commissioners and providers to deliver better outcomes for patients and communities and better working environments for staff, which are personal, fair and diverse. A full explanation of EDS can be found at the weblink below

EDS 2023 Framework

The EDS framework has changed in 2023 including the action plan. This is now split into 3 areas (previously four) which focus under the four following outcomes:

- Patient
- Staff
- Leadership

Delivery of the action plan is achieved by colleagues working across the Trust. An Inclusive culture needs to be everyone's business and there is strong support and guidance from the Trust Board and stakeholders.

Implementation of EDS 2023 at ROH

This is the seventh year that ROH have developed an annual equality and diversity plan (Inclusion action plan) working with the key EDS 2023 criteria. The actions in the EDS2 (Equality Delivery System 2) framework are developed taking into account staff and patient data.

There is now a requirement for Trust to work across the ICS (Integrated Care System) to complete the patient element of the framework. Following discussion with the NHS National Team, in the first year of the new frameworks, Trust can still complete the patient element independently but

with 'check and challenge' from regional EDI colleagues. The Trust work with Birmingham Women's and Children's and University Hospitals Birmingham to complete this exercise

Monitoring and reviewing

Monitoring and reviewing of the ROH Inclusion Action plan is a continuous process achieved in conjunction with the EDS 2 action plan in the following ways:

- Sign off and bi annual update at the People Committee
- Sign off and bi annual update at the Staff Experience and OD Committee meeting
- Annual update at operational meetings
- Updates to Executive Directors and Trust Board as requested
- Progress updates to Chief People Officer
- Discussion at staff networks

Outstanding through External partners

The Trust works with a number of external partner organisations which enables ROH to be assessed and accredited against independent standards. It also gives the Trust access to national and international support, advice, networking, and resources.



The Trust has been awarded Level 3 Disability Confident Leader accreditation, a positive increase from our Level 2 accreditation. This means ROH is recognised as being actively committed to attracting, recruiting, and retaining disabled people. There is a paragraph on the NHS Jobs website for our Trust which welcomes applicants with Disabilities “The ROH is an equal opportunities employer. We employ people of difference and are committed to growing an inclusive culture, where difference is celebrated, and people feel able to bring their whole and authentic self to work. We are a Disability Confident Leader and offer a range of inclusive, family friendly and flexible working arrangements and policies, to support our people in the workplace. The Trust is committed to the ‘Disability Confident Interview Scheme’ and will offer an interview to disabled applicants who meet the minimum criteria for a vacancy and consider them on their abilities”.

We have a paragraph on the NHS Jobs website for our Trust which welcomes applicants with Disabilities “Our organisation is disability confident; we are committed to offering equal opportunities for all. We welcome applications from disabled people and value their life experience”



The Inclusive Top 50 UK Employers is a definitive list of UK based organisations that promote inclusion across all protected characteristics, throughout each level of employment within their organisation. The Trust submits an application annually to be assessed for the top 50 ranking. The Trust is currently ranked at No 7



The HSJ Awards continue to be the most esteemed accolade of healthcare service excellence in the UK. The Awards do not only adhere values of sharing best practice, improving patient outcomes, and innovating drivers of better service, but most importantly provide a well-deserved thanks to the sector.



The Chartered Institute of Personnel and Development set professional standards for HR and people development



Stonewall empowers LGBTQ+ People to be their authentic selves, enabling them to realise and achieve their full potential, and empower LGBTQ+ People and allies to create positive change.



The Point of Care Foundation helps to deliver their vision by providing evidence and resources to support health and care staff in the valuable work of caring for patients.

BRAP (Birmingham Race Action Partnership) is a charity transforming the way we think and do equality.



Mental Health First Aiders have the skills they need to support their own and others' wellbeing.



Schwartz Rounds provide a structured forum where all staff, clinical and non-clinical come together regularly to discuss emotional and social aspects of working in healthcare.



Thrive at Work Thrive at Work is a workplace commitment from West Midlands Combined Authority with criteria and guidelines on creating a workplace that promotes employee health and wellbeing. There are four accreditation levels for Thrive at Work, Foundation, Bronze, Silver and Gold, each have commitment themes. The themes are Enablers of Health, Mental Health, Musculoskeletal Health, Lifestyles and External Risks to Health which we use alongside ROH's five ways to wellbeing Connect, Be Active, Mindfulness, Give and Keep Learning. Using this framework, promoting and reinforcing wellbeing will help with a happier, more productive and healthier workforce.

Union Partnerships



The Royal College of Nursing represent nurses, midwives, student nurses, and health care assistants, assistant practitioners, nursing degree apprentices and trainee nursing associates across the UK.



UNISON represents and acts for members working in a range of public sector services and utilities.



The BMA is the trade union and professional body for doctors in UK.

Links to other ROH Strategies

The Inclusion strategy does not sit independently and is linked most importantly to the following strategies:

- The ROH five-year strategy for excellence
- The ROH Clinical Strategy
- The Education and Training strategy
- The Patient Engagement strategy

Integrated Care System (ICS) partners

The Trust works collaboratively with ICS partners to develop the Equality, Diversity and Inclusion work across all local Trusts.

ROH staff also have access to numerous EDI development opportunities from system work including network, mentoring, coaching and learning programmes.

Learning Disabilities support

The work of the Learning Disability (LD) nurse is well embedded. The Learning Disability Strategy has launched, and a suite of training sessions are available on the subjects of Learning Disabilities, Dementia and Mental Health. The LD nurse is available to offer support and advice.

Recruitment and Selection

The Trust implements Value Based Recruitment (VBR) with standard documentation and interview panels consisting of at least one VBR trained interview panellist. Training courses will continue to be provided once 'trac' is introduced to further upskill interviewers to recruit fairly as well as recognising the nine protected characteristics.

Following feedback from the staff survey around opportunities as well as equality data for recruitment, the Trust will concentrate on creating a stronger employer brand, improve attraction from all sectors of society to ensure the workforce accurately reflects the community the Trust serves, and implementing best practice for a fair and equitable recruitment and selection approach.

Bullying and Harassment

There is union representation at the Trust for staff and a good working relationship between HR (Human Resources) and Staff Side.

The Freedom to Speak up (FTSU) Guardian also works closely with key colleagues to offer support on staff issues and patient safety concerns. Freedom to Speak up champions will be recruited in 2022.

Inclusion training continues to be delivered at mandatory session and material has been updated in 2022 to reflect current information, survey results and national trends. Inclusion awareness is timetabled on all internal Leadership programmes run at the Trust. Staff are also made aware of funded regional Inclusion training workshops open to all staff members.

Policy updates

Policies linked to Equality and Diversity are regularly reviewed and updated. With the introduction of the "trac" candidate management system, the Recruitment and Selection Policy will be updated to reflect a different way of working in future.

The Staff side representative review and approve all changes to policies. The representative is also kept fully informed by the HR Team on any issues or changes that may impact staff members.

Impact on Equality

All individuals submitting policies must complete and include an Equality Impact Assessment. Completion is monitored by the Director of Governance and Data Protection Officer (DPO).

Workforce and Patient Information

The following sections include data information for staff and patients. This information is collected and reported by the ROH ESR and Informatics Teams on an annual basis. There is a requirement for the data to be published on the ROH website.

The data is reviewed and used in a number of ways including:

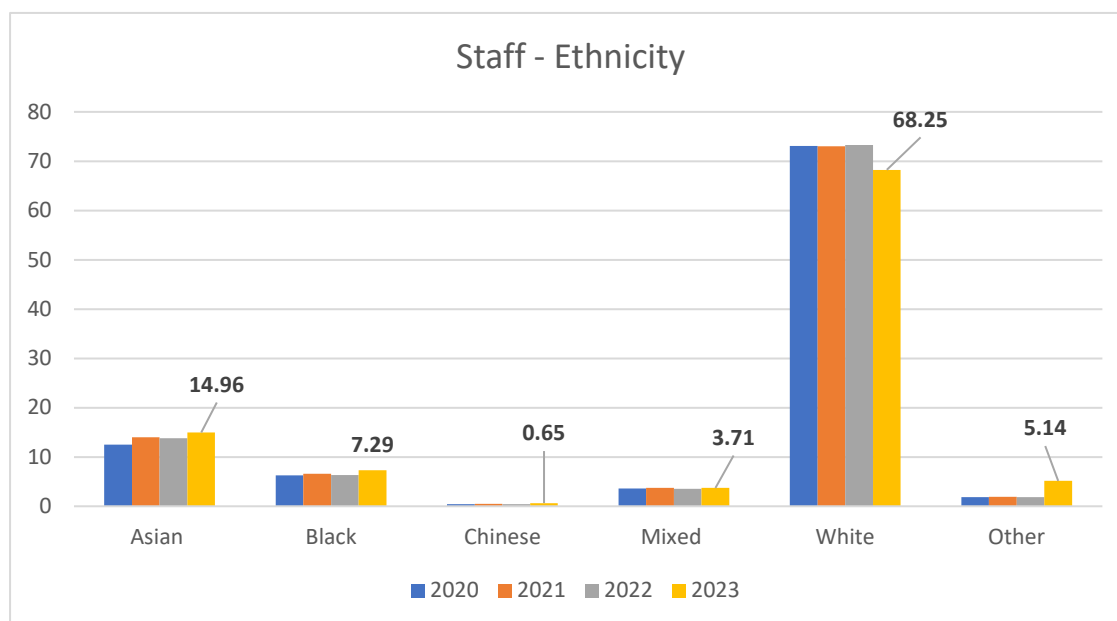
- Discussion at the Staff Experience and OD (SE&OD) Trust Board sub committees
- Discussions at Operational meetings
- Review and discussion at staff network meetings
- Review by Patient Liaison team to support the patient experience
- Used to inform on the key priority areas as part of the ROH Inclusion plan
- Presentations to external organisations on the ROH Inclusion strategy
- Analysis of data as part of the NHS WRES and WDES standards

Workforce information

In this section, staff data is presented for the six of the protected characteristics: Ethnicity, Religion Belief, Gender, Disability, Sexual Orientation and Marital Status. There is no detailed information recorded for Transgender staff members, Marriage and Civil Partnership, Pregnancy and Maternity. The data has been collated from the NHS workforce ESR database as at January 2023.

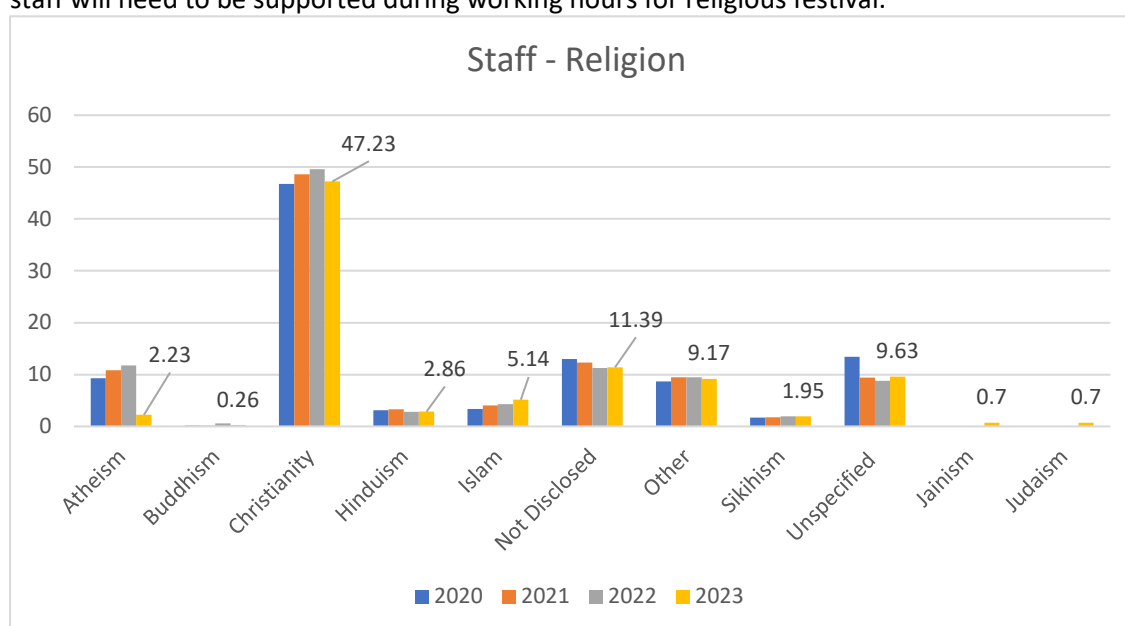
Ethnicity

The data has not changed significantly over the last twelve months however for the first time there has been a larger decline in White staff members. Work continues through the Inclusion plan to ensure that recruitment and career opportunities are a key focus for our diverse colleagues.



Religious Belief

Through the different staff networks, the Trust has continued to support and highlight the different religious celebrations and festivals that are important to colleagues. This includes education on how staff will need to be supported during working hours for religious festival.

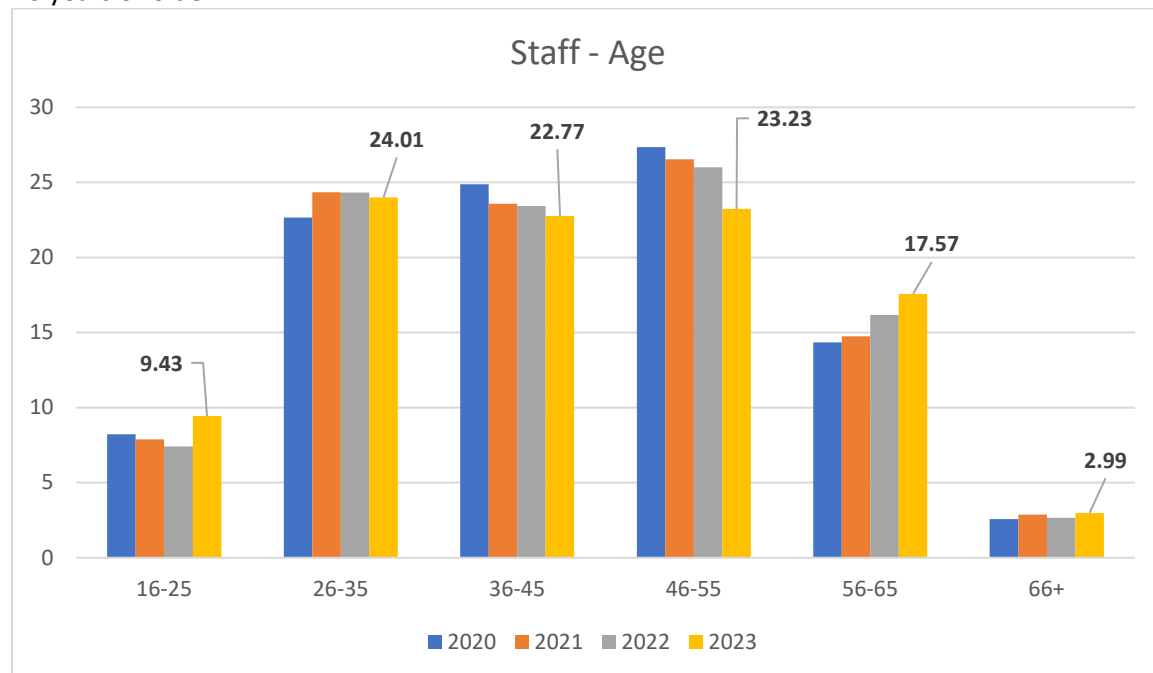


Staff networks have produced a religious booklet to be used by both staff and visitors to highlight different religions and support available

Age

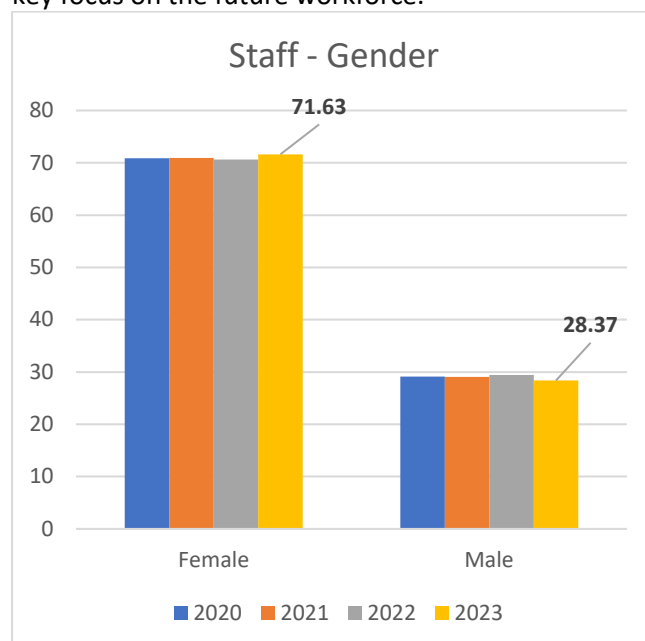
Again, there are no significant changes to this data however the information has helped to focus on key initiatives including supporting a Menopause programme and recognising Long Service.

As part of the retention programme at the Trust it is recognised that approximately 43% of staff are 46 years or older.

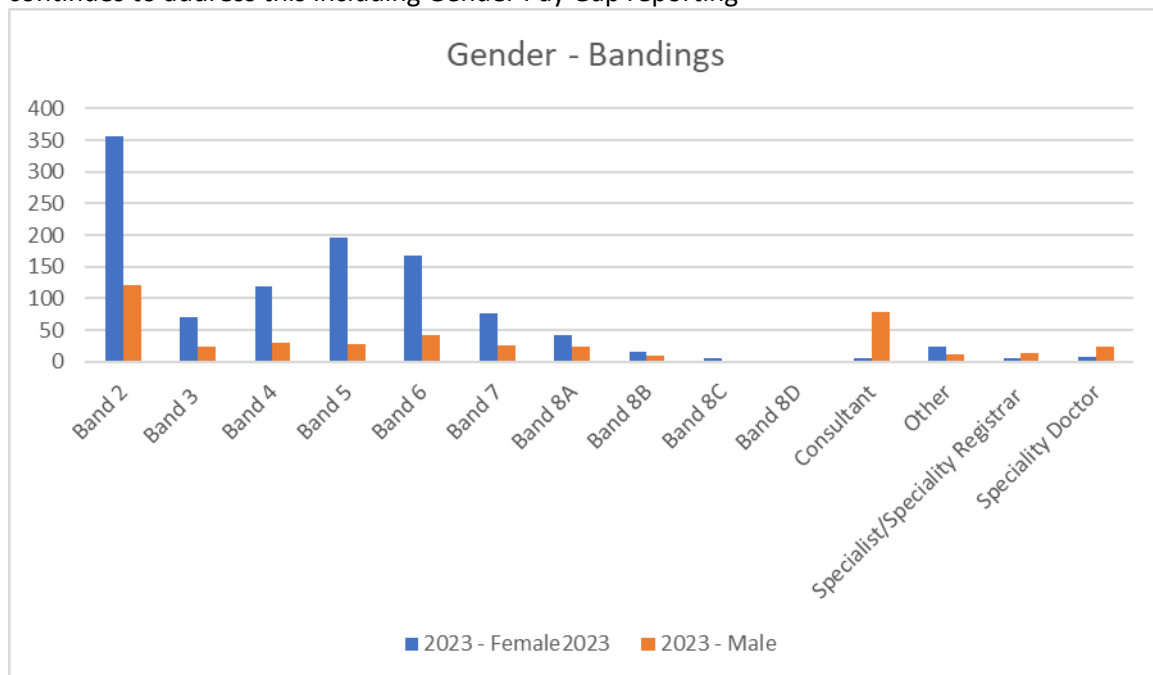


Gender

The second table gives key information on gender across the different levels in the Trust. Work continues to ensure there is equal access to job opportunities and promotion for all colleagues with key focus on the future workforce.

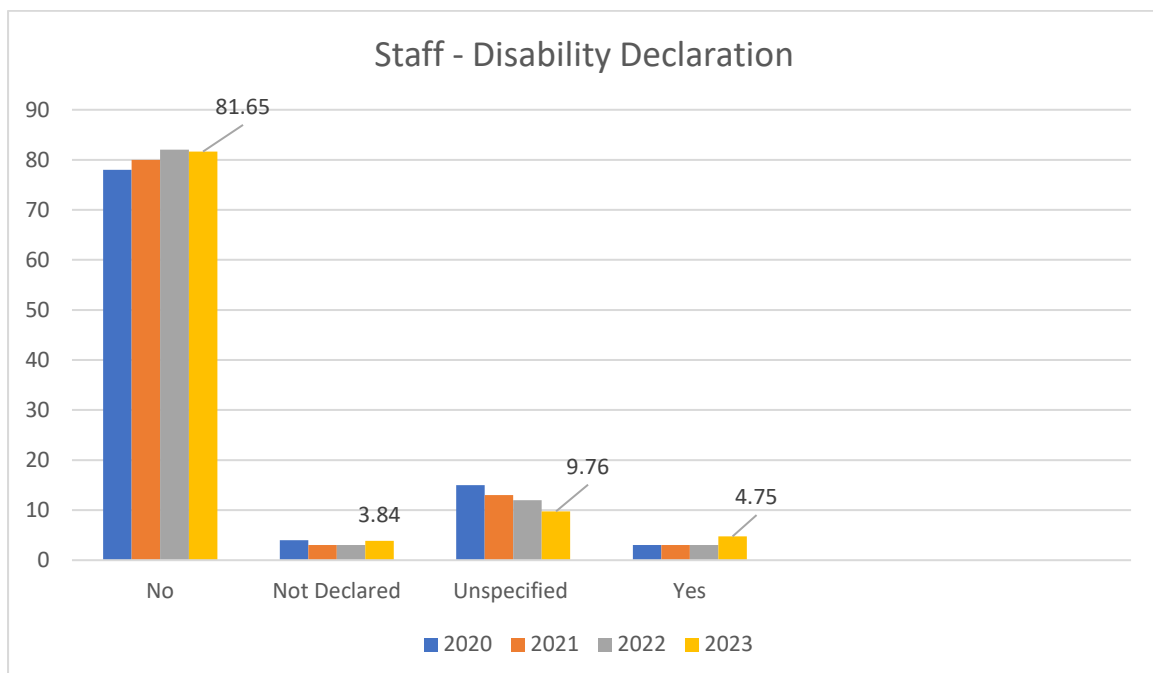


The Banding information shows the largest differences at lower bands shift at higher bands. Work continues to address this including Gender Pay Gap reporting



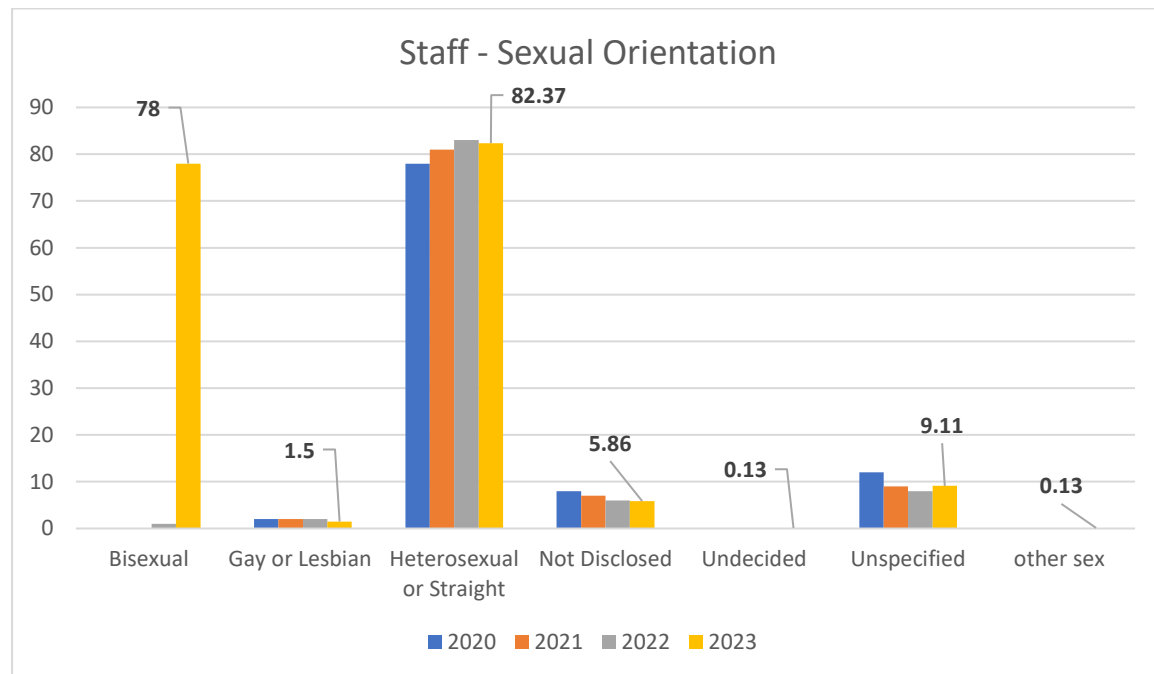
Disability

This data highlights that more work still needs to be done to ensure staff are encouraged to confirm their status in a safe way. A project is underway to improve declaration rates that is supported by the Disability network, other staff networks, the OD and Inclusion team and ESR Team.



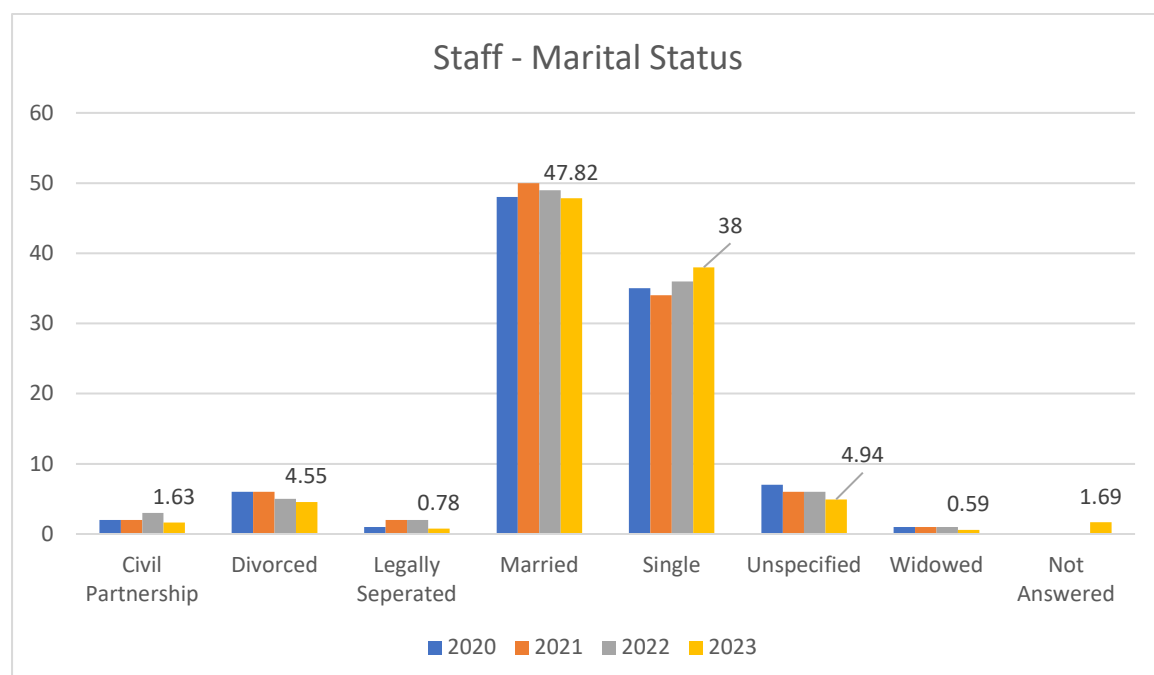
Sexual Orientation

Again, this data highlights that more work needs to take place to ensure staff are comfortable to declare sexual orientation. The number of not 'disclosed' and 'unspecified' has not declined to level hoped and work will concentrate on understanding the reasons behind this.



Marital Status

The data again has stayed consistent from previous years. However there has been an increase in 'Not Answered' which will be addressed.

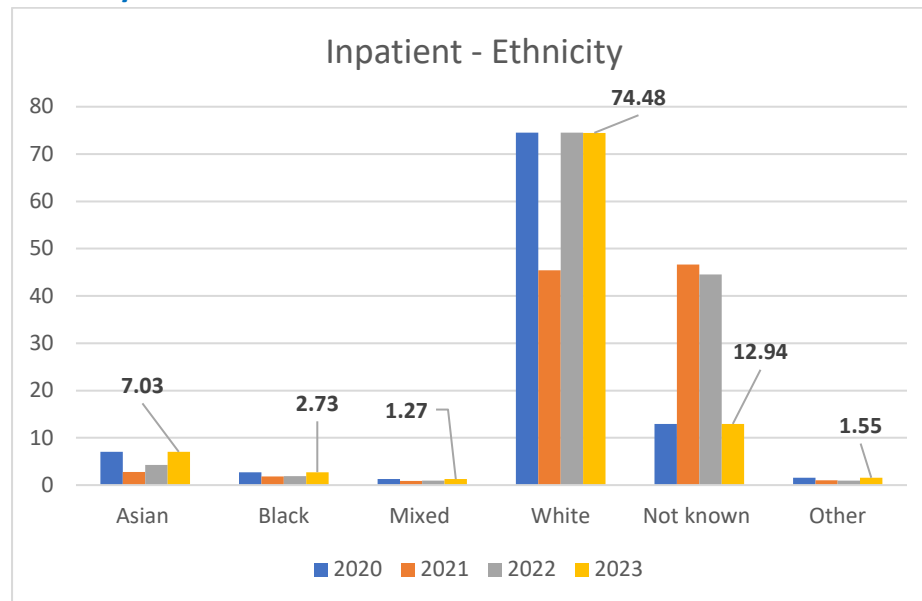


Patient data

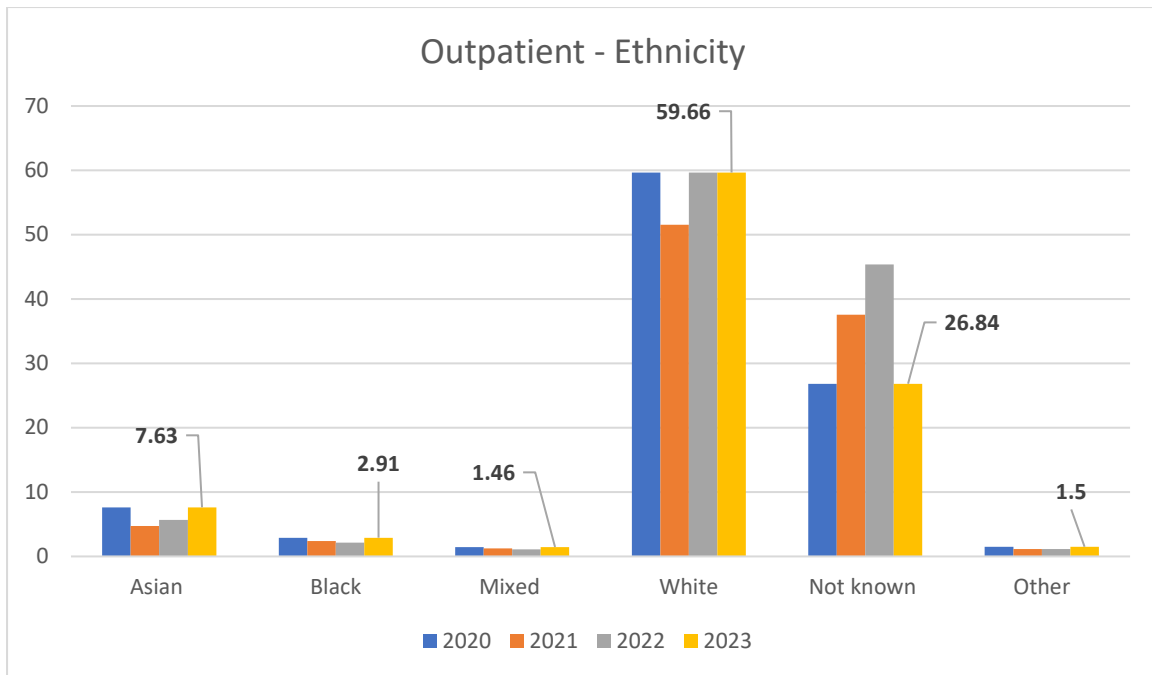
In this section, patient data is presented for the five of the protected characteristics: Ethnicity, Religion Belief, Gender, Sexual Orientation and Marital Status. The data has been collated from the Informatics team as at January 2023.

The data shown below for patients is taken from January 2021 to January 2022.

Ethnicity

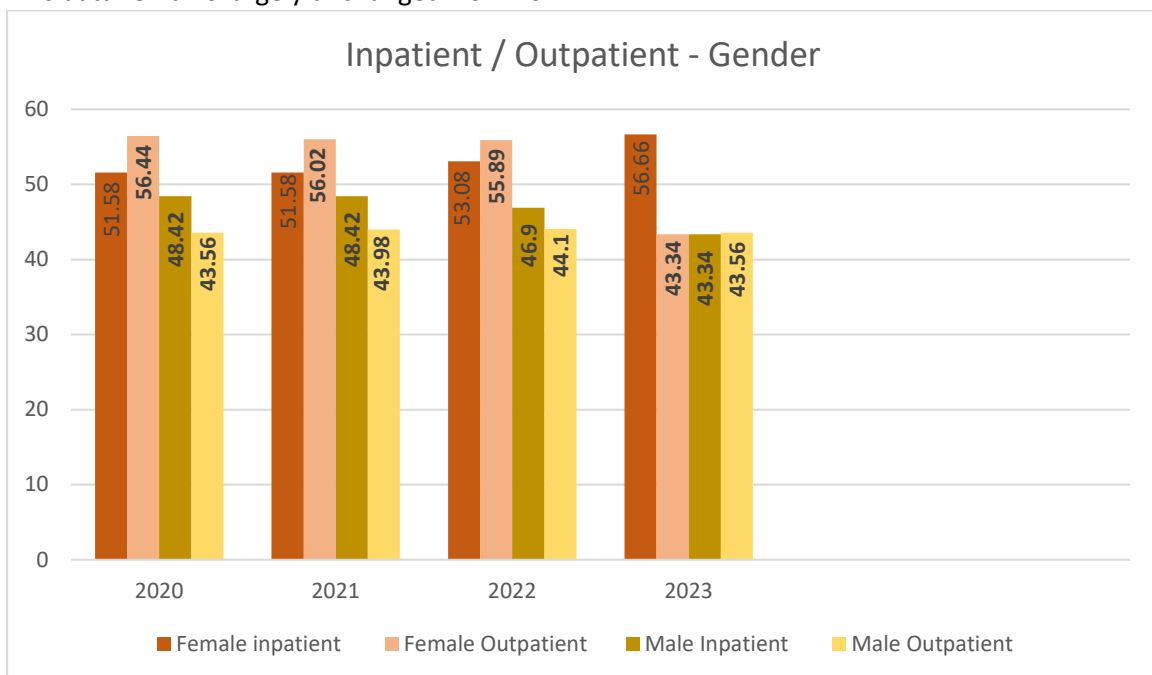


There is a difference between inpatient and outpatient data. For latest data there was 74.5% inpatient from a white background compared to 60% for outpatients. It should also be noted that for both inpatients and outpatients, a large number of patients did not declare ethnicity.



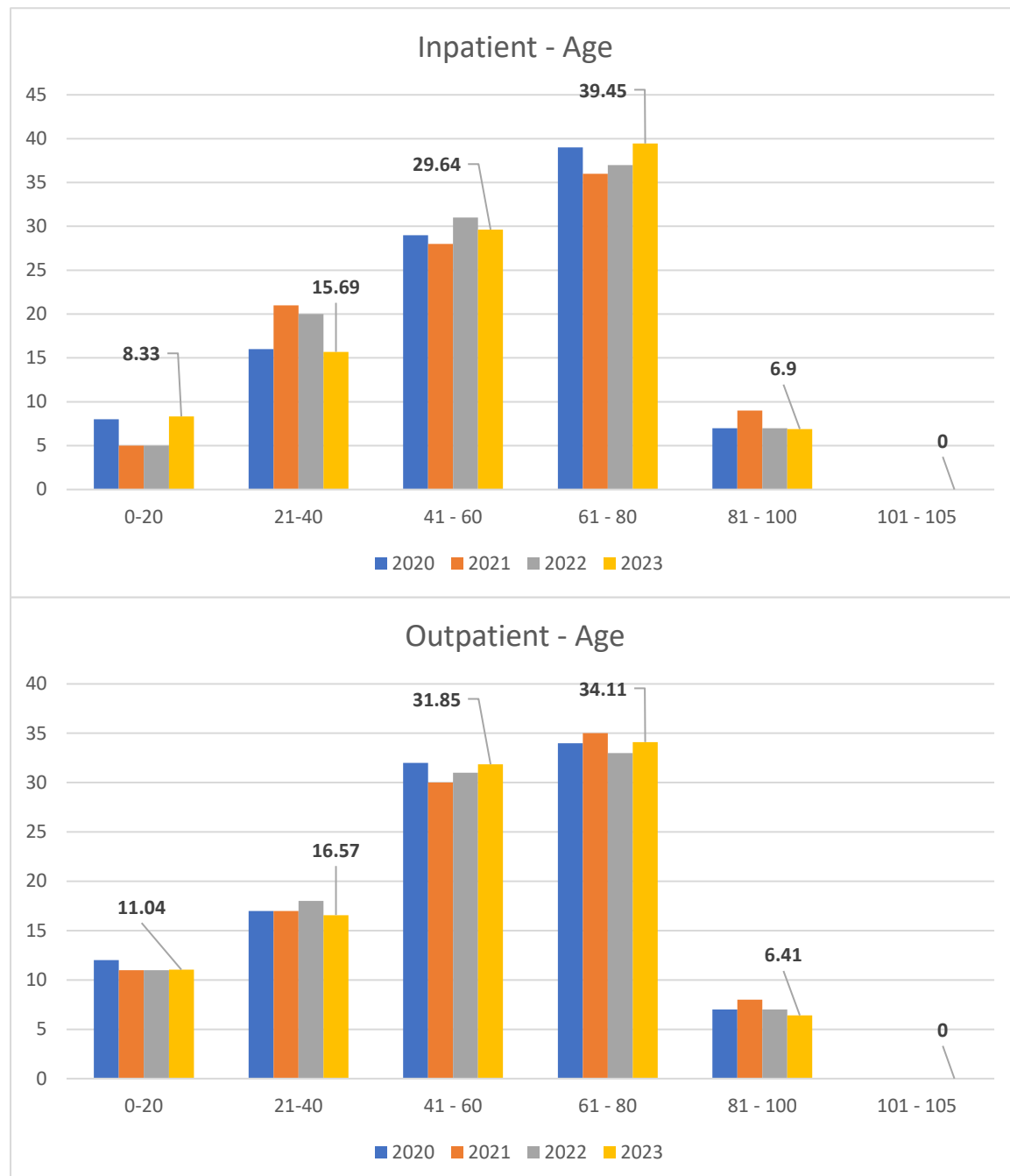
Gender

This data remains largely unchanged from 2022



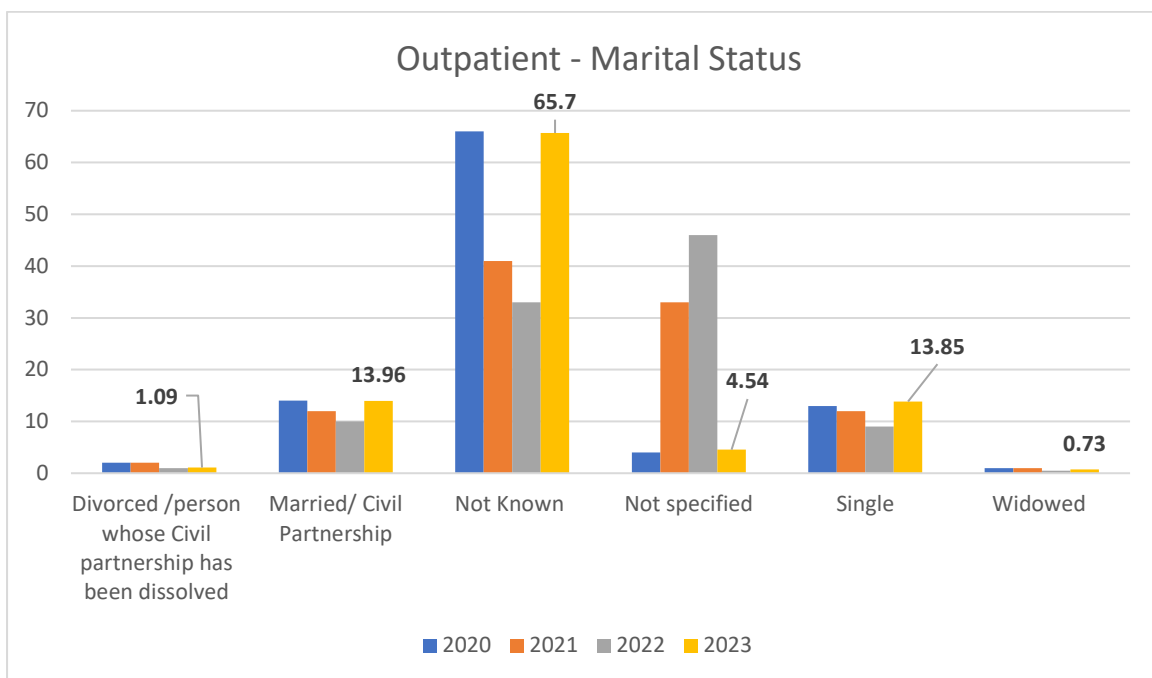
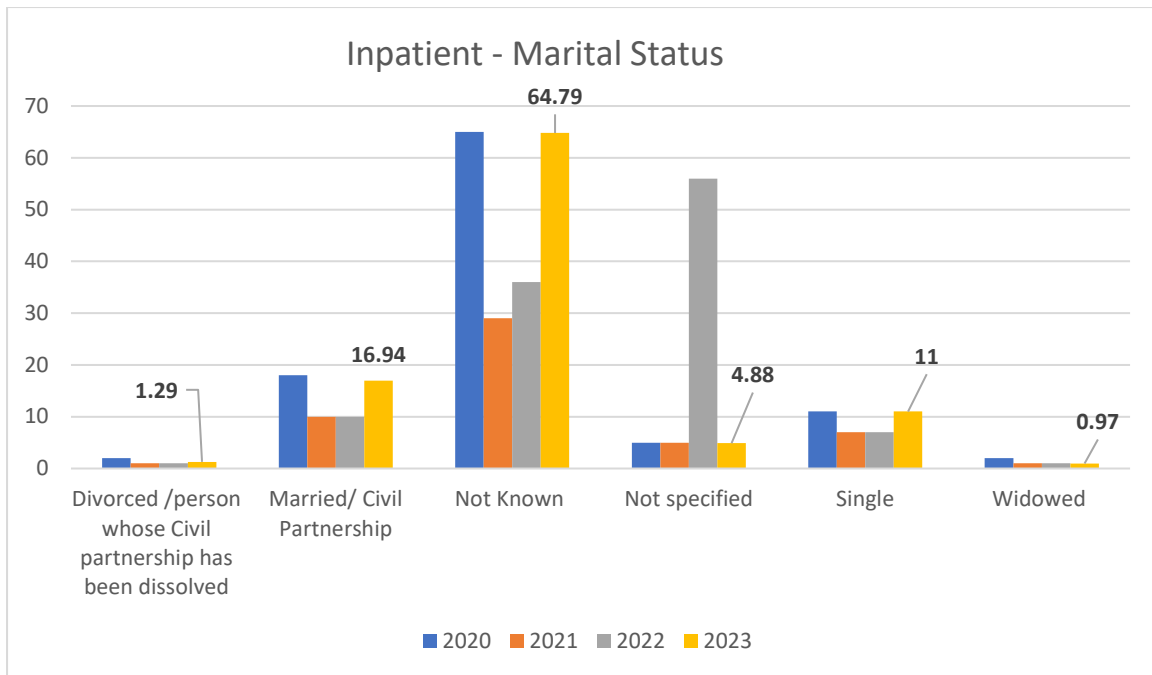
Age

The data show little change from the previous years. However, it is useful to note the age profile of our patients is concentrated between the age groups of 41-80 years.



Marital Status

There has not been any significant changes in this data



Patient Languages spoken

The PALS team continue to work with patients and carers to ensure information can be well understood. This includes a translation service.

Inpatient -Spoken Language	2020	2021	2022
Arabic	0.12%	0.22%	0.16%
Bengali	0.15%	0.11%	0.13%
English	88.35%	86.26%	91.30%
Hindi	N/A	N/A	0.01%
Kurdish	0.11%	0.08%	0.08%
Not Specified	9.13%	10.88%	5.85%
Panjabi; Punjabi	0.44%	0.53%	0.36%
Persian	0.08%	0.08%	0.04%
Polish	0.27%	0.33%	0.34%
Urdu	0.56%	0.68%	0.72%

Religious Beliefs

Inpatient Religious Belief	2020	2021	2022	2023
Agnostic	0.35%	0.56%	0.40%	0.56%
Arya Samaj Hindu	0.23%		0.22%	0.30%
Atheist	0.62%	0.80%	0.46%	0.80%
Baptist	0.11%		0.10%	0.17%
Celtic Christian	5.49%	8.73%	6.01%	8.73%
Church of England	4.44%	7.70%	5.17%	7.70%
Jewish	0.12%	0.11%	0.16%	0.11%
Methodist	0.15%	0.29%	0.19%	0.29%
Muslim	1.15%	1.88%	1.12%	1.88%
Not Religious	0.73%	0.89%	0.68%	0.89%
Patient religion unknown	83.02%	72.58%	82.08%	72.58%
Religion not given –PATIENT refused	0.24%	0.50%		0.50%
Roman Catholic	2.62%	4.15%	2.92%	4.15%
Sikh	0.27%	0.66%	0.32%	0.66%

Registered Disabled

Based on Patient data for registered disabilities in 2019 and 2020, the Trust was able to implement Access Able which is a resource to help patients and visitors with visible and hidden disabilities.

Further information

The information in this report gives an overview of the Equality, Diversity and Inclusion progress at the The Royal Orthopaedic Hospital in 2022/23.

For more information, please go to our website [Home \(roh.nhs.uk\)](https://roh.nhs.uk) or contact Clare Mair, Head of OD and Inclusion claremair@nhs.net

Appendix I

The information below shows the data for the Workforce Disability Equality Standard (WDES) and the Workforce Race Equality Standard (WRES). There are annual action plans for each standard to address areas that need improvement for further progress. These action plans are reported to NHS England and also form part of the ROH Inclusion Action Plan.



WDES Data









Staff data and national staff survey data was collected and submitted to NHS England in August 2022. The data period is 1st April 2021 to 31st March 2022 and is formulated into ten WDES Indicators. The Trust implements an WRES action plan based on the outcome of the metrics to ensure progress is made.

An additional question is included for WDES (compared to WDES) around reasonable adjustments for staff members. All NHS Trusts are required to collate and publish this information on their website.

In Table One data for Indicators 4 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 8th October and 30th November 2022.

Table One: Summary of ROH WDES Indicators (2019 -2022)

WDES Indicator	Indicator Definition	2019	2020	2021	2022	
1	% of disabled staff	3.3	3.5	3.3	5.2	
2	Relative likelihood of disabled staff being appointed from shortlisted candidates compared to non-disabled staff	1.30	1.06	1.45	1.29	
3	Relative likelihood of disabled staff entering formal capability	0.0	0.0	0.0	0.00	=

4	% of disabled staff experiencing harassment, bullying or abuse from patients or public in last 12 months	20.8 (19.8)	28.4 (19.2)	23.4 (13.3)	26.3 (17.2)	
4a	% of disabled staff experiencing harassment, bullying or abuse from staff in last 12 months	31.3 (15.4)	22.0 (15.4)	29.0 (13.2)	28.9% (14.8)	
5	% of disabled staff believing the trust provides equal opportunities for Career progression or promotion from staff in the last 12 months	52.1 (63.1)	63.2 (63.4)	61.1 (61.2)	52.3 (61.7)	
6	% of disabled staff have felt pressure from their managers to come to work, despite not feeling well enough to perform duties	25.8 (21.2)	26.7 (19.0)	20.3 (16.6)	31.2 (18.2)	
7	% of staff saying they are satisfied with the extent to which the organisation values their work	60.4 (56.1)	53.7 (58.3)	36.5 (54.4)	37.3 (53.9%)	
8	% of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	75.0 (75.2)	80.9 (76.5)	74.0 (77.0)	77.5 (71.4)	
9	The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation	7.2	7.2	6.7	6.9	
10	Total Board members % by Disability	0	0	0	6.25	

WRES Data




Staff data was collected and submitted to NHS England in August 2022. The data period is 1st April 2021 to 31st March 2022 and is formulating into nine WRES Indicators.






All NHS Trusts are required to collate and publish this information on their website.

Table One below shows ROH WRES Performance Data for all indicators comparing 2016, 2017, 2018, 2019 and 2020. National data is currently not available as a comparison. This information with national comparisons will be presented at a future Staff Experience and OD (SE&OD) meeting.

Data for Indicators 5 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 4th October and 27th November 2022.

Table One: Summary of ROH WRES Indicators (2019 -2022)

WRES Indicator	Indicator Definition	2019	2020	2021	2022	
1	% of staff BME	23.7	24.5	27.6	25.9	
2	Relative likelihood of White staff being appointed from shortlisted candidates compared to BME staff	1.70	1.36	1.55	1.62	
3	Relative likelihood of BME staff entering formal disciplinary	1.83	2.84	1.44	2.84	

4	Relative likelihood of BME staff accessing non mandatory CPD	1.12	1.08	1.13	1.03	=
5	% of BME staff experiencing harassment, bullying or abuse from patients or public in last 12 months	13.7 (22.0)	16.5 (21.9)	15.6 (15.6)	15.9 (20.3)	
6	% of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months	31.5 (26.7)	25.0 (22.9)	24.8 (22.1)	27.8 (20.6)	
7	% of BME staff believing the trust provides equal opportunities for career progression or promotion	49.3 (61.4)	51.9 (59.7)	43.1 (62.2)	41.1 (61.1)	
8	% of BME staff personally experienced discrimination at work from a manager /team leader or other colleague member of staff	18.3 (7.0)	16.7 (7.6)	14.5 (6.3)	12.2 (5.4)	
9	% of the full board identifying as BME	0	11	28.6	25	



The Royal Orthopaedic Hospital 
NHS Foundation Trust