



**Warrington and Halton
Teaching Hospitals**
NHS Foundation Trust

Equality, Diversity and Inclusion Annual Report

**Warrington and Halton Teaching
Hospitals NHS Foundation Trust**

April 2024 to March 2025



**Working
Together**



Excellence



Inclusive



Kind



**Embracing
Change**



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Section 1:

Introduction and requirements

- Organisation background and context
- Trust strategic aims
- Legislative overview
 - Equality Act 2010
 - Public Sector Equality Duty
 - Health and Care Act 2022

Introduction

Background to the report

The Warrington and Halton Teaching Hospitals NHS Foundation Trust (*hereafter referred to as the Trust*) **Equality, Diversity and Inclusion Annual Report** is a crucial tool in assessing and analysing the Trust's commitment to fairness, equity and inclusivity. This report provides an overview of the Trust's progress in promoting inclusive practices for its patients, service users, community and workforce.

In addition, it looks at the personal demographics of individuals currently working at the Trust and those entering or leaving the workforce. This includes:

1. Understanding what the diversity of the Trust's workforce looks like at a snapshot in time.
2. Monitoring the effectiveness of our enabling equality, diversity and inclusion related strategies, policies and processes.
3. Making improvements in our employment policies and practices to ensure all staff have equal opportunities to employment, development and a good employment experience.



Nikhil Khashu,
Chief Executive Officer

Introduction

About the Trust

The Trust comprises of three acute care hospitals with several community and virtual services within the local boroughs of Warrington and Halton:

1. Warrington Hospital
2. Nightingale Building
3. Captain Sir Tom Moore Building

Our vital statistics for 2024/25*:

- We employ around 4,765 substantive staff, comprising of 75 nationalities
- We serve a population of 330,000 people across the boroughs of Warrington (210,974) and Halton (128,478)
- We provided 121,683 episodes of emergency care
- We delivered 81,136 individual new outpatient appointments
- We delivered 61,917 procedures and stays
- We delivered around 2,568 babies in hospital and in the community

*Data as of 31 October 2024

Introduction

About the Trust – our strategic aims



QUALITY

We will...

Always put our patients first delivering safe and effective care and an excellent patient experience.



PEOPLE

We will...

Be the best place to work with a diverse and engaged workforce that is fit for now and the future.



SUSTAINABILITY

We will...

Work in partnership with others to achieve social and economic wellbeing in our communities.

Introduction

Legislative overview

Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone. It is against the law to discriminate against anyone under the grounds of the **nine protected characteristics**:

1. Age
2. Disability
3. Race
4. Religion and/or belief
5. Sex
6. Sexual orientation
7. Gender reassignment
8. Pregnancy and maternity
9. Marriage and civil partnership

Public Sector Equality Duty

As public sector organisations, all NHS providers are required to demonstrate how they meet the Public Sector Equality Duty as outlined in section 149 of the Equality Act 2010. The general duties of the Public Sector Equality Duty require organisations to:

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

Introduction

Legislative overview

Health and Care Act 2022

The Health and Care Act 2022 added an additional legal duty on NHS organisations to consider health inequalities by addressing health inequity and social determinants of health directly.

The legislative framework aims to support collaboration and partnership-working to integrate services for patients accessing care. Part of the measures included in the act are around changes to public health, social care, and the oversight of quality and safety. WHH recognise the following groups as **key groups who face health inequalities**:

1. Looked after children and young people
2. Carers
3. Homeless people
4. People involved in the criminal justice system
5. People with addictions and/or substance misuse issues
6. Social factors
7. Refugees, asylum seekers or those experiencing modern slavery

NHS England Key Aims

In November 2023 NHS England wrote to all Integrated Care Boards and trusts asking them to demonstrate how they identify key information on health inequalities and set out how they have responded to it in annual reports. The three aims of the statement are to:

- **Understand local healthcare needs** – including the demographic profile of people living in the local area served. This includes the healthcare needs of the population, particularly among people living in more deprived places or who are from more disadvantaged social groups.
- **Understand health access, experience, and outcomes** – NHS Trusts must collect, analyse and publish information on health inequalities against the key metrics detailed in the statement.
- **Publish information on health inequalities.**



Warrington and Halton
Teaching Hospitals
NHS Foundation Trust

Section 2:

NHS Equality, Diversity and Inclusion Improvement Plan



Improvement plan

National requirements

The plan is split into 6 high-impact actions:

1. Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable.
2. Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.
3. Develop and implement an improvement plan to eliminate pay gaps.
4. Develop and implement an improvement plan to address health inequalities within the workforce.
5. Implement a comprehensive induction, onboarding and development programme for internationally recruited staff.
6. Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.

Governance:

The national improvement plan has been embedded into the Workforce Equality, Diversity and Inclusion Strategy 2022-2025 delivery plan.

This is reported into the Strategic People Committee on a bi-annual basis to provide assurance on delivery against the actions identified.

A number of sub-actions have been codeveloped with the Trust's Staff Networks and other staff voice mechanisms. We are proud that since the implementation of the plan we continue to see an improvement in metrics associated with bullying and harassment.

Improvement plan

A selection of our local implementation

High impact action one

- WHH introduced specific equality, diversity and inclusion objectives for all staff as part of their annual appraisal, this includes the executive team and senior leaders.
- Non-executive director objectives have been allocated based on local health inequalities data mapped from the Population and Person Insight (PaPI) dashboard.

High impact action two

- WHH implemented a widening participation programme working with a local education provider to create supported internships.
- Equality, diversity and inclusion representatives are part of all executive recruitment processes.

High impact action three

- Targeted pay gap reporting has been developed with action plans for improvement.

- From March 2025, WHH now reports on gender, ethnicity and disability pay gap reporting (found in section 10).

High impact action four

- Equality and Health Inequalities Impact Assessment launched aligning to the Health Equity Assessment Tool and current equality analysis process.
- Workforce EDI Dashboard in place – mapping data against local census and population health information.

High impact action five

- Development of a multi-disciplinary Workforce Retention Group with one of the priorities focusing on international recruitment retention.
- International Peer Café commenced in 2024, supporting staff with English language skills.

High impact action six

- Launch of the WHH Sexual Safety policy, framework and resource support guidance.
- Refreshed zero tolerance approach – designed and developed with staff networks.

Section 3:

Meeting the equality duty

- Consultation and engagement
 - Equality analysis and considerations
 - Armed forces and military veterans' community

 - **Patients and service users:**
 - Interpretation and translation
 - Creating accessible information

 - **Workforce:**
 - Staff voice leading improvement
 - Training and development
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Working together...

Consultation, engagement and involvement

The Trust is committed to ensuring that its workforce and patients are involved in shaping equality, diversity and inclusion workstreams, with opportunities to influence service planning and delivery.

The Trust has a dedicated Engagement and Involvement Officer who engages externally with the community and local stakeholders on consultation and changes impacting on healthcare within the local boroughs.

Internally the Trust has equality, diversity and inclusion resources embedded into other experience and culture portfolios. These are led by the Head of Strategic Workforce Development & Culture (workforce) and Head of Patient Experience and Inclusion (patients and public), who have responsibility for leading the delivery of the associated equality strategies.

The Trust ensures that the **voice of the workforce is integral to improving the experiences** of all at WHH.

Both staff engagement, culture and equality, diversity and inclusion agendas are reported through the Workforce Inclusion and Culture Sub-Committee, Operational People Committee and the Strategic People Committee to provide assurance on delivery and demonstrating the impact of each strategy.

Equality analysis and considerations

Using equality and health inequality impact assessments to drive improvements

The Trust sets a commitment to undertaking equality analysis, ensuring that our policies, strategies, functions and any services we deliver endeavour not to lead to an unfavourable effect on different groups of people.

Equality analysis also helps to identify any positive action we can take to promote equality of opportunity and access for our patients, workforce and communities.

Equality and Health Inequality Impact assessments (EHIA) are used as a tool for the Trust to evidence that it is paying 'due regard' to the general aims of the Public Sector Equality Duty, Armed Forces Act 2021 and Human Rights Act 1998.

In addition to the nine protected characteristics, the Trust takes into consideration the armed forces community and several groups who face health inequalities including carers, homeless people, refugees, social factors, and others.

Monitoring and quality

All EHIAs are monitored for quality by the patient experience and workforce inclusion teams. This enables lessons learned to be shared across the Trust.

Additionally, the Equality Analysis Review Panel meets on a quarterly basis and reviews a selection of EHIAs.

External reporting

A copy of the EHIA documentation can be found on the Trust website with requests directed to whh.equalityimpactassessments@nhs.net

Armed forces and military veterans

Working in partnership

The Armed Forces Act 2021 further enshrines the Armed Forces Covenant into law to help prevent service personnel and veterans being disadvantaged when accessing public services.

Following the implementation of the legal duty to demonstrate 'due regard' including the consideration of prioritisation of treatment where an illness or injury is related to time in service; the Trust has been working on veteran specific patient pathways in Surgical Specialities for Orthopaedic and Musculoskeletal treatments.

This has included working with workforce teams to support staff also experiencing poorer health outcomes because of service-related injuries.

Achievements in 2024/25:

- Campaigns across all hospital sites to raise awareness of the Armed Forces workstream from both a staff and patient perspective.
- Interventions by the Armed Forces and Veterans Community Staff Network to improve patient experience.
- Patient veterans' notification added to the Trust electronic record system to support timely adjustments for veterans and ex-military personnel.
- Attendance at the Cheshire and Merseyside Armed Forces Conference.
- Further engagement with local charities and organisations supporting the armed forces community.
- Participation in the University of Chester research project.
- External funds secured for local awareness training.

Patients and service users

Working in partnership

Engagement

The Trust is committed to involving patients in equality, diversity and inclusion strategies and workstreams, along with the community, local stakeholders and service partners.

Shared learning with patient stories

To improve the experience and outcome for patients and carers the Trust actively collates and share patient stories through clinical education, sub-committees, the Quality Assurance Committee and Trust Board. The valuable insights are shared to support learning, aid improvement and celebrate good practice.

Experts by Experience programme

Affords the opportunity to bring lived experience to help the Trust have a better understanding of the patients' requirements and work in conjunction to deliver new services. The Trust currently have **167 experts** who are actively involved in multiple projects.

Mapping sessions

The Trust works with patients to map their journey from their perspective. This allows continuous quality improvement in understanding key touch points and the reasonable adjustments required to improve a patient and carers experience.

Volunteer recruitment

The Trust actively recruits and supports volunteers, ensuring that they are representative of the local community. Volunteers support the Trust to achieve the Quality Priority “we will always put our patients first, delivering safe and effective care and excellent patient experience” through a variety of roles with the aim of improving experiences for patients, their families, and carers.

Patient Experience and Inclusion Strategy

Feedback is vital to the development of the Patient Experience and Inclusion Strategy 2025-2028 and the Trust will embark in an extensive consultation programme within the community to support the development of the new strategy.



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GEOFF MILLS
HOUSEKEEPER 84

STUDENT

STUDENT

STUDENT

Patients and service users

Feedback and improvements

Month	Internal Target Inpatient & Day-case	WHH Inpatient & Day-case Rate	Cheshire & Merseyside Average Rate	Internal Target Emergency Department	WHH Emergency Department Rate	Cheshire & Merseyside Average Rate
November 2023	95%	97%	95%	87%	76%	78%
December 2023	95%	97%	95%	87%	73%	78%
January 2024	95%	97%	95%	87%	76%	78%
February 2024	95%	97%	94%	87%	71%	77%
March 2024	95%	98%	94%	87%	75%	76%
April 2024	95%	97%	95%	87%	77%	79%
May 2024	95%	98%	95%	87%	75%	78%
June 2024	95%	96%	95%	87%	78%	79%
July 2024	95%	97%	95%	87%	76%	80%
August 2024	95%	95%	95%	87%	77%	82%
September 2024	95%	96%	92%	87%	78%	78%
October 2024	95%	96%	94%	87%	73%	76%

The Trust works collaboratively with patients, carers and their families to understand their experiences, this is supported via national and local survey results and engagement events. Feedback results enable any negative experience to be addressed and allow for the capture of protected characteristics data to identify any themes supporting due regard. Partnership working ensures we develop services that meet community requirements and are used effectively.

The Trust utilise **National Patient Surveys, NHS Choices and direct patient feedback. Friends and Family Test (FFT)** scores and data are collated and reported with themes and actions, tracked through the Patient Experience and Inclusion Sub-Committee. The table reports the Trust FFT positive recommendations rates and comparison with Cheshire and Merseyside.

Patients and service users

Interpretation and translation

Staff guidance

The **Interpretation, Translation and Accessible Information staff guide** enables appropriate information to be readily available.

This provides information on foreign language interpretation, British Sign Language, Accessible Information Standards, safeguarding and consent, easy read documentation, Makaton and language identifier flags. The guide is easily accessible by the internal intranet or printed guides are available in each department.

Service partners 2024/25:

1. Language Line Solutions provide interpretation services for languages including British Sign Language via a virtual audio or video connection to an electronic device.
2. The Big Word provide face-to-face interpretation for foreign languages.
3. The Deafness Resource Centre provide face-to-face and virtual BSL interpretation.

Patients and service users

Interpretation and translation – foreign language interpretation

Language Line comparison of call volumes:

Month (2024)	2024	2023
January	357	357
February	299	371
March	350	385
April	410	319
May	466	344
June	389	382
July	404	374
August	445	360
September	373	386
October	530	352
Total	4023	3630

The table demonstrates across the year on average **402 bookings** were made per month, an increase on previous year of 10%.

Top five foreign languages requested to support patients in clinical and non-clinical areas by service provider for 2024:

Language	Language Line	
	Number of calls	Average call duration
Cantonese	641	15 minutes
Arabic	610	18 minutes
Polish	377	15 minutes
Sorani	330	17 minutes
Romanian	303	14 minutes

The table above shows data from November 2023 until November 2024.

Patients and service users

Interpretation and translation – foreign language interpretation

The Big Word fulfilment data: by month for November 2023 to October 2024:

Month	Serviceable	Serviced	Fulfilment
November 2023	52	49	94%
December 2023	42	37	88%
January 2024	55	50	91%
February 2024	51	37	73%
March 2024	56	45	80%
April 2024	58	45	78%
May 2024	35	31	89%
June 2024	30	30	100%
July 2024	44	33	75%
August 2024	49	46	94%
September 2024	52	47	90%
October 2024	39	35	90%

The Big Word fulfilment data: by notice for November 2023 to October 2024:

The Big Word	Serviceable	Serviced
Kurdish	80	80
Polish	53	53
Arabic	47	46
Romanian	45	45
Turkish	31	31

The Trust meets quality standards by providing services for patients from contractually commissioned services. Meaning people are supported by trained, bilingual and independent professionals.

Patients and service users

Interpretation and translation

British Sign Language (BSL) Interpretation

The Deafness Resource Centre provide face-to-face and virtual BSL interpretation. The Trust continues to support attendance of BSL interpreters as a preferred option. If an interpreter is not available a virtual BSL interpreter can be arranged via Language Line or the Deafness Resource Centre.

Data highlights the consistent and improved delivery of BSL interpretation:

	Number of bookings
Quarter 3 (October 2023 – December 2023)	29 Active bookings
Quarter 4 (January 2024 - March 2024)	52 Active Bookings
Quarter 1 (April 2024 – June 2024)	56 Active bookings
Quarter 2 (July 2024 – September 2024)	49 Active bookings
Quarter 3 (October 2024 – December 2024)	49 Active bookings
Total	235 bookings

In 2023/24, the Trust worked with Healthwatch Warrington on a report published about the experiences of d/Deaf people in healthcare.

An action plan was developed and monitored through the Patient Equality, Diversity and Inclusion Sub-Committee. Since then, the Patient Experience and Inclusion Sub-Committee ensure our d/Deaf community continue to be supported and the Trust have delivered:

- A 10-week accredited BSL course along with three-hour training sessions on the importance of an interpreter to ensure colleagues have an enhanced awareness.
- Business intelligence notifying inpatient wards twice daily of patients requiring communication support due to a hearing or visual impairment.
- Engagement with the local d/Deaf community for feedback on the provision to support whilst in our care.

Patients and service users

Creating accessible information and services

Barriers to information can prevent people from effectively accessing health services and may affect health outcomes for some people. It is important that local people are involved in helping us to identify these needs and agree appropriate solutions. This is an important element of how the Trust actively works with its internal and external stakeholders.

The Trust has a range of focus groups and committees that include internal and external membership from advocacy groups, patients, carers and third sector organisations. Such as:

- Trust's Council of Governors
- Patient Experience and Inclusion Sub-Committee
- Dementia Steering Group
- Learning Disability Steering Group
- Mental Health Steering Group

Policies and processes

The Trust has an Accessible Information and Communication Policy and in 2023 an updated branding and communication style guide was implemented. This aims to improve the accessibility of information shared by the Trust for both patients and the workforce.

In addition, in 2023, all reception areas were fitted or provided with hearing loop facilities to support patients in accessing their appointments.

WHH Charity funding is supporting the development of six information screens across the Warrington site. This will support the five rights campaign which supports accessible information standards.

Patients and service users

Chaplaincy and Spiritual Care

The Chaplaincy and Spiritual Care service provides pastoral, spiritual and religious care for service users and staff 24 hours a day, 365 days a year

In 2024, the service have delivered:

- Last rites and bedside Holy Communion for patients and their families.
- Represented the Trust at baby funerals.
- Supported the translation of orders of service in different languages.
- Funeral streaming for patients who can't attend a loved one's funeral.
- Contact database in place to ensure connections with the Trust to guide Chaplains and community multi faith leaders to patient visits.
- The Chaplaincy service were benchmarked against the 2023 UK National Chaplaincy Guidelines with a full action plan in place.

Examples of engagement in the Trust and with local community events:

- Foodbank collections for the local community and process for referring staff requiring support.
- Leading the Remembrance Sunday and Poppy Appeal events with the Armed Forces and Veterans Community Staff Network.
- Religious celebration including Diwali, Ramadan, Hanukkah, Christmas and Easter.
- Weekly Sunday service on the Trust hospital radio.

The Chaplaincy and Spiritual Care service was rated achieving across the Equality Delivery System Domain 1 in 2023/24

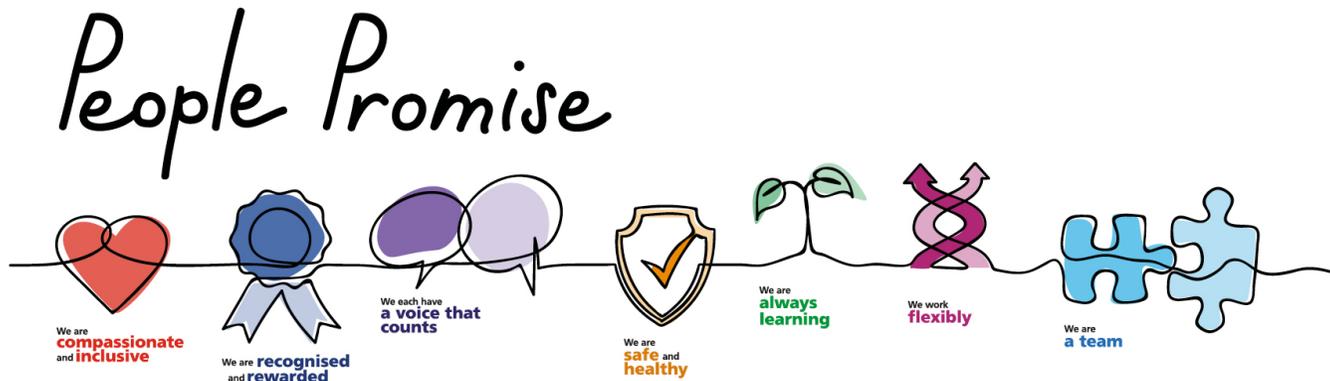
Workforce

Staff voice

The Trust utilises analysis from the annual survey and quarterly NHS People Pulse surveys to understand the experiences of our all workforce. This includes breaking down the data by protected characteristic and putting improvement plans in place.

Results are shared with Staff Networks who contribute to an organisational staff survey action plan based on the experiences of their networks.

The NHS Staff Survey takes place each year across all NHS organisations and is an opportunity for every staff voice to count.



Workforce – NHS Staff Survey 2024 results



We are compassionate and inclusive



We are recognised and rewarded



We each have a voice that counts



We are safe and healthy



We are always learning



We work flexibly



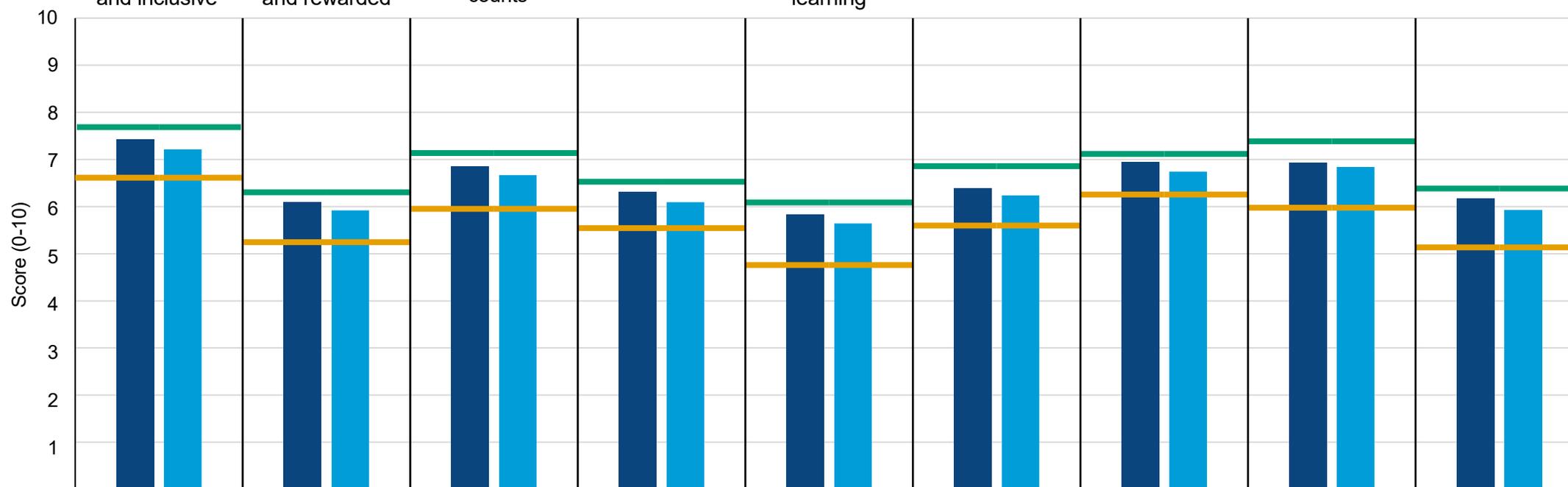
We are a team



Staff Engagement



Morale



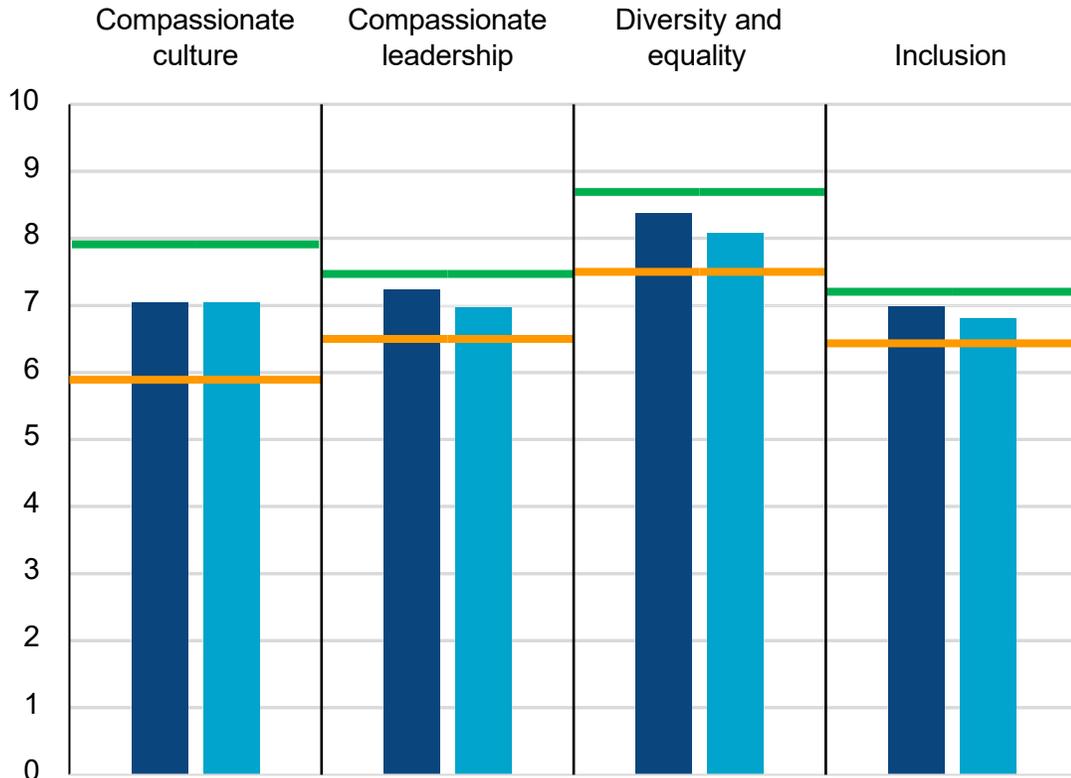
WHH	7.42	6.09	6.85	6.32	5.83	6.39	6.94	6.92	6.16
Best result	7.69	6.30	7.14	6.53	6.09	6.86	7.12	7.39	6.38
Average result	7.21	5.92	6.67	6.09	5.64	6.24	6.74	6.84	5.93
Worst result	6.61	5.24	5.95	5.54	4.76	5.60	6.26	5.98	5.13
Responses	2402	2401	2376	2381	2293	2388	2396	2404	2406

Workforce

NHS Staff Survey results 2024 – equality improvements



Promise element 1: We are compassionate and inclusive



WHH	7.05	7.25	8.38	6.99
Best result	7.91	7.47	8.69	7.20
Average result	7.05	6.98	8.08	6.81
Worst result	5.89	6.50	7.50	6.44
Responses	2395	2402	2394	2386

Actions taken in 2024:

- The Trust held listening events with protected characteristic groups to listen, learn and make improvements. This included disparities for age, race, disability and sexual orientation.
- Local departmental actions were monitored at People Committees on a bi-monthly basis for improvement.

Changes since the 2023 results:

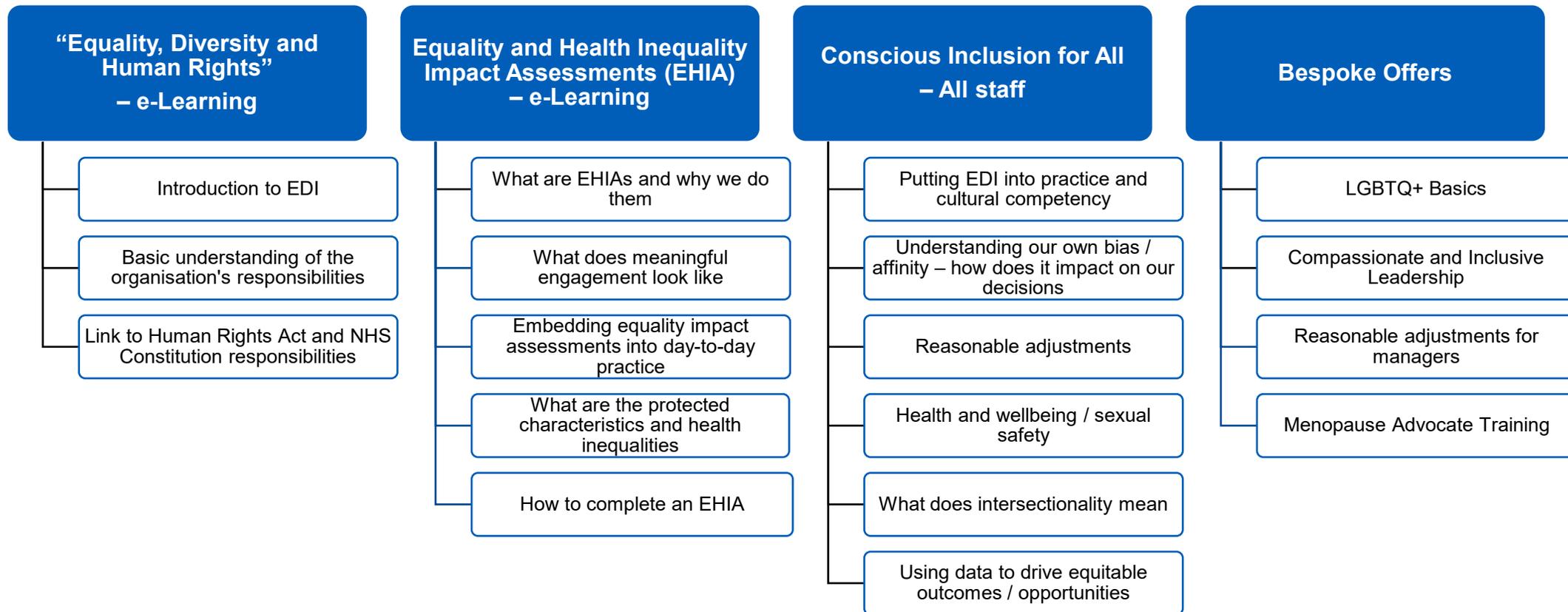
- The Trust has performed significantly better than other acute Trusts for compassionate leadership, diversity and equality as well as inclusion.
- Improvements in questions associated with bullying, harassment and victimisation were found for disability.
- Work is still required to improve the disparity across all protected characteristics in their overall experience of working at the Trust.



Workforce

Equality and diversity training

The Trust recognises the importance of equality, diversity and inclusion training as a key part of the Trust meeting its public duties. The core training offer for the workforce are:



Section 4:

WHH Staff Networks

- Multi-Ethnic Staff Network
 - Progress LGBTQ+ Network
 - Disability Awareness Network
 - Armed Forces and Veterans Community Staff Network
 - Women's Staff Network
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Multi-Ethnic Staff Network

The Multi-Ethnic Staff Network launched in 2019 and was pivotal to supporting the health and wellbeing of our staff during the COVID-19 pandemic.

Since then, it has continued to be a core part of the Trust's staff voice mechanisms.

This includes the following achievements in 2024/25:

- Supporting the Trust to become a bronze level anti-racist organisation via the North West BAME Assembly Anti-Racist Framework, one of only four Trust's to achieve the status.
- Creation of the "Let's Talk About...Race" information hub, which aims to support staff in their own inclusive journey.
- Active members of the Trust policies and procedures working group, influencing change.
- Supporting the updated zero tolerance approach – uniting against discrimination.

Celebrations and events held in 2024/25:

In 2024/25 the Multi-Ethnic Staff Network celebrated a number of events in the calendar, including:

- Lunar New Year
- Ramadan and Eid – including the provision of water and dates to break fast
- South Asian Heritage Month – collaborating with Warrington Borough Council
- Black History Month
- Diwali celebrations





Progress LGBTQ+ Network

The Progress LGBTQ+ Network launched in 2020, recognising the impact that the COVID-19 pandemic had on LGBTQ+ people.

Since then, it has continued to be a core part of the Trust's staff voice mechanisms.

This includes the following achievements in 2024/25:

- Involvement and achievement of the NHS Rainbow Badge Phase 2 accreditation – “Bronze” award.
- Re-accreditation of the In-Trust Merseyside and Cheshire Navajo Charter Mark.
- Creation of the “Let’s Talk About...LGBTQ+” resource hub to raise awareness of LGBTQ+ issues.
- Involvement in Stonewall’s Network Masterclass.
- Trust wide survey on LGBTQ+ health and experience.
- Revision of the health and wellbeing LGBTQ+ booklet for staff.

Policies and processes

In 2024 the network were fundamental in the Trust implementing its first Transitioning in the Workplace policy and procedure document and supported the Trust to embed this across the organisation.

Additionally, the network has supported the revision of several workforce policies to ensure that they support LGBTQ+ people in the workplace.

Celebrations and events held in 2024/25:

- Trust representation at Warrington Pride and Liverpool Pride parades
- LGBT+ History Month – including staff stories
- Pride in the community





Disability Awareness Network

The Disability Awareness Network launched in 2021; this followed the introduction of other staff networks at the Trust. The Workforce Disability Equality Standard highlighted the need to listen to our staff with a disability or long-term health condition.

Since then, it has continued to be a core part of the Trust's staff voice mechanisms.

This includes the following achievements in 2024/25:

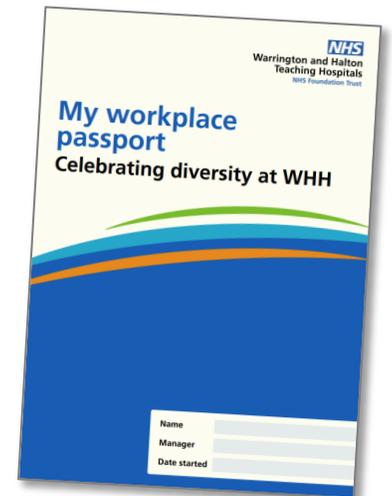
- Creation and rollout of the Workplace Passport – supporting staff with a visible or hidden disability, neurodiversity and/or caring responsibilities in work.
- Creation of the Microsoft Accessibility Guide.
- Creation of the “Let’s Talk About...Disability” resource hub to raise awareness of long-term health conditions.
- Continued awareness raising of hidden disabilities and neurodiversity through interactive events.

Policies and processes

The network is a core member of the Trust policies and procedures group and influences accessibility in Trust policies and subsequent Equality and Health Inequality Impact Assessments (EHIA).

Celebrations and events held in 2024/25:

- Disability Awareness Day
- Neurodiversity Week
- World Sight Day
- Disability History Month





Armed Forces and Veterans Community Staff Network

The Armed Forces and Veterans Community Staff Network launched in 2021; this is part of the Trust commitment to being an armed forces friendly organisation.

The network is a core part of the Trust staff voice mechanism in making the Trust accessible for all members of the armed forces community accessing healthcare services.

This includes the following achievements in 2024/25:

- Coordinated the annual Remembrance Service approach across both Hospital sites.
- SSAFA Charity education session on external resources available to ex-military personnel – including health and wellbeing resources.
- Working with Royal British Legion regional office to embed support for staff within the network.

Policies and processes

The network continue to be a core member of the Trust policies and procedures working group and therefore influence all people policies design and implementation providing an armed forces and veterans community perspective.

Celebrations and events held in 2024/25:

- Armistice Day and Remembrance Events
- Armed Forces Week
- SSAFA Big Brew Up





Women's Staff Network

The Women's Staff Network launched in 2023 and continues to thrive. The key priorities for 2024/25 included:

1. Career progression and training
2. Women's health – including Menopause
3. Flexible and agile working – family friendly working

The Network has monthly listening forums in place to focus on the areas that are important to the network.

This includes the following achievements in 2024/25:

- Co-development of the Menopause guidance for employees and line managers at the organisation.
- Implementation of Menopause Advocates training to create Menopause Advocates across the organisation.
- Development of “Expressing at work” guidance and rooms to support return from maternity leave.

Policies and processes

The network continues to be a core member of the Trust policy and procedures working group. This includes influencing the Trust in its direction and support for staff experiencing Menopause and any other issues relating to the Women's Staff Network.

Celebrations and events held in 2024/25:

- International Women's Day
- Menopause Awareness Month



Section 5:

Health Inequalities

- NHS England Key Priorities
- Overview of Achievements for 2024/25



Local population

Key statistics

Halton

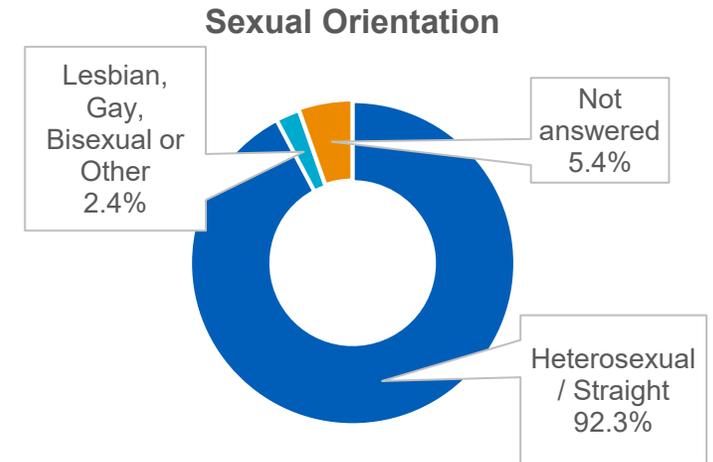
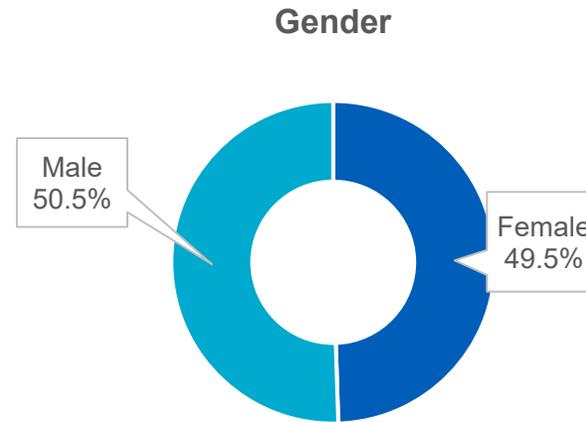
- Population of **128,478 people**.
- White is the stated ethnicity for **96.5%** of the population.
- Ranked **31st most income-deprived** of all 316 local authorities in England.
- **35 out of 79** neighbourhoods among the 20% most income-deprived in England; 12 were in the 20% least income-deprived neighbourhoods.
- Ranked in the **bottom 20%** of local authorities in England for Health in 2021.
- Female healthy life expectancy is 58, male healthy life expectancy is 61.4.

Warrington

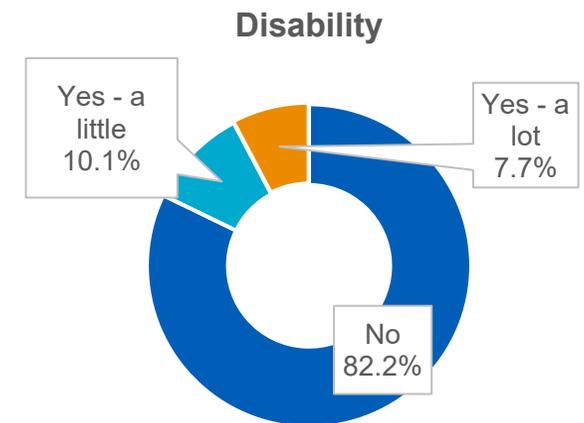
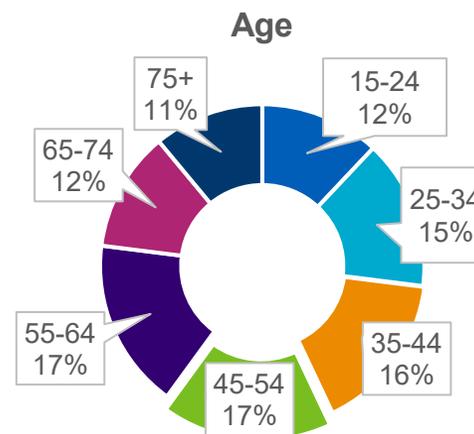
- Population of **210,974 people**.
- White is the stated ethnicity for **93.5%** of the population.
- Ranked **153rd most income-deprived** of all 316 local authorities in England.
- **22 out of 127** neighbourhoods among the 20% most income-deprived in England; 40 were in the 20% least income-deprived neighbourhoods.
- Ranked **around average** among local authorities in England for Health in 2021.
- Female healthy life expectancy is 64.8, male healthy life expectancy is 64.6.

Warrington – 2021 Census data

Warrington Population by Ethic Group as a %	
Any other ethnic	0.9%
Asian, Asian British or Asian Welsh	3.3%
Black, Black British, Black Welsh, Caribbean or African	0.7%
Mixed or Multiple Ethnic Groups	1.6%
White	93.5%



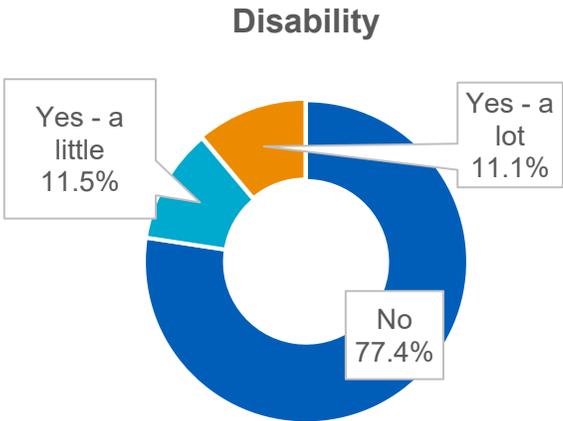
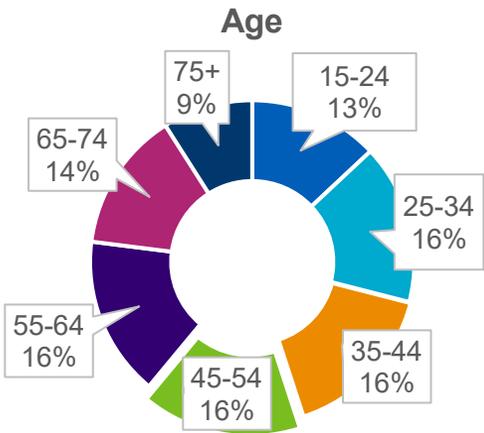
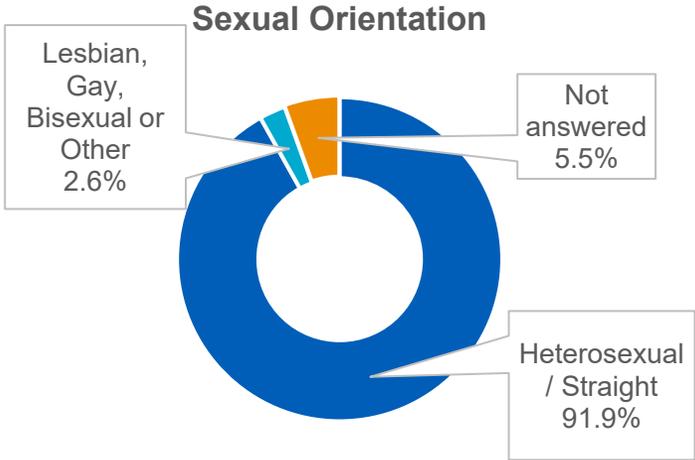
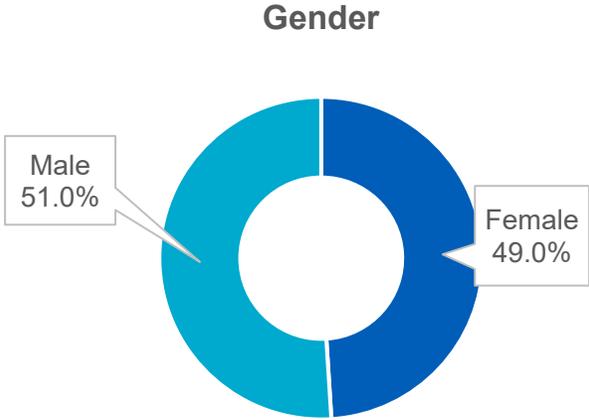
Warrington Population by Religion as a %	
Christian	56.7%
Hindu	0.7%
Muslim	1.7%
No Religion	34.6%
Not answered	5.2%
Other	1.0%



Halton – 2021 Census data

Halton Population by Ethic Group as a %	
Any other ethnic	0.6%
Asian, Asian British or Asian Welsh	1.1%
Black, Black British, Black Welsh, Caribbean or African	0.4%
Mixed or Multiple Ethnic Groups	1.4%
White	96.5%

Halton Population by Religion as a %	
Christian	58.6%
Hindu	0.3%
Muslim	0.6%
No Religion	35.2%
Not answered	4.6%
Other	0.7%



Health Inequalities

NHS England Key Priorities

In March 2021 NHS England set out five key priority areas for addressing health inequalities, to support recovery following the COVID-19 pandemic:

- **Priority 1:** Restore NHS services inclusively.
- **Priority 2:** Mitigate against digital exclusion.
- **Priority 3:** Ensure datasets are complete and timely.
- **Priority 4:** Accelerate preventative programmes that proactively engage those at greatest risk of poor health outcomes.
- **Priority 5:** Strengthen leadership and accountability.

In response to this, the Trust began a scheme of work to formalise and structure the approach to addressing health inequalities and our role as an anchor institution.

The Trust added another priority, “**Priority 6: Tackling workforce inequalities.**” This aligns with the NHS EDI Improvement Plan high impact action four.

As part of Cheshire and Merseyside’s ambitions to become a Marmot community, which tackles health inequity and social determinants of health, WHH became a first wave Trust to join the Cheshire and Merseyside NHS Prevention Pledge.

Health Inequalities

Achievements Overview

WHH established a core group of stakeholders to focus on health inequalities and oversee our six priorities.

Priority 1: Restore NHS services inclusively:

- Use the Core20PLUS5 framework for children and young people and adults to identify what the Trust can do to tackle healthcare inequalities.
- Incorporate health inequalities and health equity audits as part of the refreshed Equality and Health Inequalities Impact Assessment process.

Priority 2: Mitigate against digital exclusion:

- Carry out data collection to identify who is accessing face-to-face, telephone, or video consultations, broken down by relevant protected characteristic and health inclusion groups.

Priority 3: Ensure datasets are complete and timely:

- Ensure the new Electronic Patient Record (EPR) and Patient Portal captures the right data to monitor health inequalities.
- Develop a Health Inequalities Dashboard.

Priority 4: Accelerate preventative programmes that proactively engage those at greatest risk of poor health outcomes:

- Review progress against our commitments in the NHS Prevention Pledge and refresh the tracker for 2024/25.

Priority 5: Strengthen leadership and accountability delivery:

- Carry out a self-assessment of the Trust's approach to tackling health inequalities to identify and address gaps.

Priority 1

Restore NHS services inclusively

In some cases, pre-existing disparities in access, experience, and outcomes, have been exacerbated by the pandemic. It is therefore critical that systems use their data to plan the inclusive restoration of services, guided by local evidence. This approach should be informed by NHS performance reports that are broken down by ethnicity and deprivation. The 2023 Kings Fund analysis of waiting times found that people in the most deprived areas were twice as likely to experience a wait of more than one year compared to people in the least deprived areas. RTTs are not a reliable way of prioritising waiting lists and a focus on health inequalities is needed.

The Trust has examined several minimum datasets comparing service activity pre and post pandemic, including elective activity and emergency admissions, broken down by age, sex, ethnicity and deprivation. It is important to break this data down further, using population rate data, as opposed to activity data to make meaningful comparisons.

Some achievements:

- Maternity Teams - Lunar, Sunlight and River – supported people across the Warrington and Halton areas, including vulnerable and complex cases and a targeted outreach service for Asylum Seekers and Refugees.
- A focus on elective recovery including a new theatre, endoscopy unit and community diagnostic centres on our Halton site, where the population typically experiences the highest levels of deprivation.
- Development of Health Hubs to target and address health inequalities:
 - Halton Health Hub (opened December 2022)
 - Warrington Living Well Hub (opened March 2024)
 - Runcorn Health & Education Hub (due to open late Summer 2025)

Priority 2

Mitigate against digital exclusion

Groups commonly considered digitally excluded or who experience poorer care through lack of digital services include:

- Older people
- People with disabilities
- Ethnic minorities
- People who are homeless
- Sex workers
- People from Gypsy, Roma and Traveller communities
- People living in rural areas
- People from low socio-economic backgrounds
- Those with low digital or literacy skills

Some achievements:

- Digital inclusion cafes, previously supported by Warrington Voluntary Action and banking groups.
- Implementation of the Patient Engagement Portal with robust communications and engagement, a significant step in the journey to be a digital first Trust, using technology and data to improve the lives of patients and staff.
- Where safe and appropriate encouraging and embedding a patient-initiated follow-up process (PIFU) in outpatient settings.
- Working with Experts by Experience to incorporate a wide range of views in digital first approaches, ensuring that digital inclusion is at the forefront of any change.

Priority 3

Ensure datasets are complete and timely

The main purpose of collecting and analysing information on health inequalities is to drive service improvement to reduce health inequalities by informing:

- Strategy development
- Policy options review
- Resource allocation
- Service design
- Commissioning and delivery decisions
- Service evaluations

Some achievements:

- Mandated recording of ethnicity data at urgent and emergency care admissions.
- The recording of ethnicity to be a mandated field for all patients accessing the Trust, including elective inpatient admissions and outpatient appointments.
- Commenced the development of equality, diversity and inclusion dashboards, which include the monitoring of protected characteristics.
- Ensured that protected characteristic data fields, including ethnicity, are a key component to the procurement of the new electronic patient record system.

Priority 4

Accelerate preventative programmes that proactively engage those at greatest risk of poor health outcomes

Preventative programmes and proactive health management for groups at greatest risk of poorer health outcomes should be accelerated. This should include delivery of the national prevention programmes for weight management, tobacco and alcohol dependency, the ongoing management of long-term conditions, annual health checks for people with learning disabilities and programmes of work aligned to the key clinical areas identified within the Core20PLUS5 approach for tackling health inequalities.

Some achievements:

- **Halton Health and Wellbeing** – The Trust Chief Strategy and Partnerships Officer co-chairs the Wider Determinants workstream within the One Halton place-based partnership.
- **Supported Internship Programme** – Working with Warrington Vale Royal College and Project Search, WHH have established a Supported Internship Scheme to support the recruitment of young people with a learning disability, autism spectrum condition or both, to placements across roles at WHH.
- **Active Hospitals** – Implementing the “ready, dress, go!” programme and national re-conditioning games. Encouraging patients to move more and to be active, to prevent the serious risks of hospital associated deconditioning.
- **Smart Heart schools programme**
- **Tobacco Dependency** – The work of the Alcohol Care Team and the Trust’s tackling tobacco dependency programme for acute inpatients and within maternity services.
- **The High Intensity Users service** which provides 12 weeks of one-to-one support connecting people who frequently attend Emergency Department to appropriate community support.
- **Prevention Pledge** – The Trust was an early adopter of the prevention pledge across Cheshire and Merseyside, recognising how the community continues to experience widespread preventable illness and inequalities in health.

Priority 5

Strengthen leadership and accountability

Have a Trust-wide approach to strengthening leadership and accountability.

Some achievements:

- Appointment of the Director of Strategy and Partnerships as the named executive board-level lead for health inequalities.
- The Chief Nurse is the executive lead for the patient and service users' equality, diversity and inclusion agenda.
- The Chief People Officer is the executive lead for the workforce equality, diversity and inclusion agenda.
- Director of Population Health and Inequalities provides in-house leadership and expertise.
- Tackling health inequalities embedded within Trust strategic priorities for 2023 to 2026.
- Health inequalities self-assessment completed using the [Reducing health inequalities: A guide for NHS trust board members](#) NHS Providers toolkit.
- Signed-up to the Cheshire and Merseyside Anchor Institution Charter.
- Recipient of the Cheshire and Merseyside Social Value Award.
- Introduction of Equality and Health Inequalities Impact Assessments (EHIA) – to ensure alignment with existing Trust processes, embedding health inequalities as part of business-as-usual activity.

Priority 6 – Local action

Tackling workforce inequalities

The approach to health and wellbeing at WHH is evidence-based and focuses on the contribution it can make to the wider population in terms of public health outcomes. The WHH approach is to equip the workforce with the skills, information and support they need to lead healthier lifestyles, and supporting individuals who may be at crisis point or need an intervention due to ill health.

Some achievements:

- **Mental Health and Wellbeing** – Supporting counselling placements within the Mental Wellbeing Hub to help with further capacity and demand to support staff mental health and wellbeing. This includes implementing group counselling sessions and providing more resources for self-directed support.
- **Occupational Health and Support** – Occupational Health pre-employment process updated to reflect needs of workforce aligned to the Workforce Equality, Diversity, and Inclusion strategy. This also has been shared with the Mersey and Cheshire Occupational Health group to support collaborative working across the region. The service has also expanded to include signposting to local food bank provisions.
- **Reasonable Adjustments** – Signposting to Maximus, an Access to Work mental health provider, to support individuals with long lasting mental health conditions to remain well in work. Additionally, the Trust implemented a Workplace Passport which was reviewed in 2024 to support staff with the resources to remain in work and thrive.
- **Prevention Programmes** – There have been multiple prevention programmes and packages delivered focused on cardiac vascular disease, menopause, mental wellbeing and musculoskeletal conditions. Targeting support for staff in work through health surveillance.

Section 6:

The Equality Delivery System 2022

- Commissioned or provided services
 - Workforce health and wellbeing
 - Inclusive leadership
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Organisational outcomes

Combined results 2024

Domain	Question	Score
Domain One: Commissioned or provided services		
Domain 1	Question 1a: Patients (service users) have required levels of access to the service.	Achieving
	Question 1b: Individual patients (service users) health needs are met.	Achieving
	Question 1c: When patients (service users) use the service, they are free from harm	Achieving
	Question 1d: Patients (service users) report positive experiences of the service	Achieving
Domain Two: Workforce health and well-being		
Domain 2	Question 2a: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions.	Excelling
	Question 2b: When at work, staff are free from abuse, harassment, bullying and physical violence from any source.	Achieving
	Question 2c: Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source.	Achieving
	Question 2d: Staff recommend the organisation as a place to work and receive treatment.	Developing
Domain Three: Inclusive Leadership		
Domain 3	Question 3a: Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities.	Excelling
	Question 3b: Board/Committee papers (including minutes) identify equality and health inequalities related impacts and risks and how they will be mitigated and managed.	Achieving
	Question 3c: Board members, system and senior leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients.	Achieving
Combined Trust Score		Achieving

Domain one

Commissioned or provided services

A core part of the Equality Delivery System is reviewing three services through the lens of four outcomes, tested with patients, the public, local community groups and VCFSE organisations.

In 2024 the Trust worked with:

- Cancer Services – Macmillan Delamere Support and Information Service
- Ophthalmology
- Endoscopy

The review looked at how accessible the Trust services are against each protected characteristic and vulnerable community group. In addition, it analysed available data to create an action plan for improvement in 2025/26. This will be monitored by the Trust Patient Experience and Inclusion Sub-Committee.

Full details about domain one can be found by visiting the Trust [website](#).

Engagement was undertaken with:

- Public Governors
- Healthwatch Halton
- Healthwatch Warrington
- Warrington Disability Partnership
- Warrington Carers Hub
- Halton Carers Centre
- Halton Haven Hospice
- Sam's Diamonds Cancer Support
- Royal National Institute of Blind People (RNIB)
- Signing Solutions
- Warrington Sikh Gurdwara
- Warrington Parents and Carers
- ICB NHS Cheshire and Merseyside
- Warrington and Halton Head and Neck Cancer Support Group
- Experts by Experience
- WHH Colleagues



Domain two

Workforce health and wellbeing

The health of our workforce is critical, and NHS organisations are best placed to support healthy living and lifestyles. The Equality Delivery System recognises that our staff are also our patients, who belong to various community groups; the very same community groups that we serve as the NHS

Domain two included reviewing access to our health and wellbeing provisions, such as:

- Occupational Health and Wellbeing department.
- Mental Wellbeing Hub which received 334 referrals between January 2024 and November 2024.
- Partnership with Rugby League Cares and clinical staff across the organisation – harnessing the power of sport to enhance the mental and physical health and wellbeing of our staff.
- Menopause guidance implementation.
- Launch of #MyFlexWHH campaign supporting flexible working across the organisation.
- Development of 50 Mental Health First Responders across the organisation.
- Staff engagement interventions.
- Equality, diversity and inclusion events.
- Equality, diversity and inclusion accreditations.

In addition, the review included analysing support available for when staff experience abuse, bullying and physical violence from any source.

Full details about domain two can be found by visiting the Trust [website](#).

Domain three

Inclusive leadership

Within the Trust, it is the senior leadership that sets the culture and tone and determines how inclusive the organisation is. Domain 3 comprises three outcomes that are a real test of commitment and 'inclusive leadership'

Domain three included reviewing inclusive leadership in the previous 12 months, such as:

- Executive directors becoming sponsors for staff networks.
- Board papers and assurance committees including equality considerations as core elements for review.
- Board development on the NHS Equality, Diversity and Inclusion Improvement Plan.
- Introduction of Equality and Health Inequalities Impact Assessment (EHIA) embedded into governance processes.
- Refresh of Board level objectives relating to equality and health inequalities.
- Actions to support the organisation as an Anchor Institute in terms of leadership and allyship.

Full details about domain three can be found by visiting the Trust [website](#).

Section 7:

External equality related accreditations



External accreditations and charter marks

Navajo Merseyside, Cheshire and Manchester LGBT+ Charter Mark

The Trust underwent rigorous re-accreditation interviews in July 2024 and were successful in being awarded this esteemed and meaningful charter mark. It highlights the Trust's commitment to our LGBTQIA+ staff and patients. Interviews included the executive team, the Trust's Progress LGTBQ+ Staff Network leads, clinical and non-clinical colleagues including Heads of Service and Leaders of departments.

NHS Rainbow Badge Phase 2 – Bronze Award

The NHS Rainbow Badge was developed for staff to demonstrate their awareness of issues affecting LGBTQIA+ people. Phase 2 was around assessing trusts and supporting them to create inclusive healthcare environments. The Bronze award acknowledges the work the Trust has already completed and the amount of work to further improve.



External accreditations and charter marks

Defence Employer Recognition Scheme – Silver Award

This award demonstrates the Trust's pledge to support the defence and armed forces community. It shows the Trust proactively demonstrates members of the armed forces community are not disadvantaged, that the Trust has signed the Armed Forces Covenant, and that the Trust has an ongoing commitment to support employment for the armed forces community.

NHS Veteran Aware

This accreditation demonstrates the Trust's commitment to supporting people who serve or who have served in the armed forces. It is designed to support understanding and meeting the needs of the armed forces community. By being accredited, the Trust seeks to deliver better health and wellbeing for the whole community and a more joined-up experience of care for serving personnel and their families.



EMPLOYER RECOGNITION SCHEME

SILVER AWARD 2023

Proudly supporting those who serve.



External accreditations and charter marks

Anti-Racist Organisation – Bronze Level

In July 2024, the Trust achieved the bronze level status, one of four trusts in the Northwest region. This accreditation sets out a framework for organisations to measure against with meaningful actions as laid out by the NHS North West Black, Asian, and Minority Ethnic Assembly.

Disability Confident Leader

The Department for Work and Pensions accreditation reflects the Trust's leading approach to recruiting and supporting colleagues with disabilities as defined by the Equality Act 2010. The Trust will be up for reaccreditation at the end of March 2025.

Menopause Friendly Accreditation

This accreditation reflects the Trust's commitment to support all staff affected by menopause and perimenopause. It was awarded by Henpicked in 2024.



Our approach to anti-racism

The Trust, in partnership with the Multi-Ethnic Staff Network, work to continue to improve the experience of colleagues to reduce discrimination, harassment and bullying.

Key achievements for 2024/25 include:

- Development of an Anti-Racist Working Group to identify actions to support the organisation to move to silver status.
- Refreshing equality, diversity and inclusion targets to be incorporated into the equality, diversity and inclusion strategy.
- Equality metrics, specifically focused on race, now form a part of Care Group reporting through the Workforce Inclusion and Culture Sub-Committee.
- Staff Networks have an executive sponsor with the Chairs and Vice Chairs meeting with the Chief People Officer monthly and the Chief Executive on a quarterly basis.

Key priorities for achieving Silver Status:

- Expanding the 'Your Future Your Way' development programme which aims for positive action for ethnic minority staff and to increase ethnic diversity in senior management teams.
- Launch of further reciprocal mentoring cohorts to support upskilling and career progression of staff from an ethnic minority background.
- Continual embedding of Equality and Health Inequality Impact Assessment (EHIA) tools to prompt all staff to be more consciously inclusive.
- Work with the Multi-Ethnic Staff Network to breakdown the 2024 Staff Survey results by ethnicity and identify areas for improvement.
- Review and relaunch the Anti-Racist Working Group with the aim to attract more members, widening the perspective of views that contribute to the workstream.



Warrington and Halton
Teaching Hospitals
NHS Foundation Trust

Section 8:

Zero tolerance statement



We are kind and inclusive



**Warrington and Halton
Teaching Hospitals**
NHS Foundation Trust

Uniting against discrimination:

Our teams work hard to deliver the very best care for our patients and their families regardless of their race, culture, belief or faith, gender or sexuality, age or if they have a disability.

We are proud that Warrington and Halton Teaching Hospitals is an inclusive organisation, and we recognise and celebrate our differences - being different is what makes us who we are.

This means that we do not tolerate, under any circumstances, any form of racial abuse, homophobia, biphobia, transphobia, ableism, sexism, sexual misconduct or any other form of discrimination by our patients, visitors or by our staff.

We will deal with any form of abuse or discrimination whenever and wherever it arises, directly or indirectly, in a kind, polite and professional manner. We are committed to working and delivering healthcare in an inclusive way which enables all to feel they belong here.

The Trust Board and our leadership teams will support staff where they are exposed to any form of abuse or discrimination and our staff are encouraged and supported to report such incidents, as soon as they occur.



Together we will...

- Make our services the very best places to receive healthcare, to work and to learn
- Change attitudes and not tolerate discrimination, harassment, victimisation or violence
- Make a difference, because together, we encourage and respect diversity

Nikhil Khashu,
Chief Executive Officer



Warrington and Halton
Teaching Hospitals
NHS Foundation Trust

Section 9:

Key achievements in 2024/25



Key achievements in equality, diversity and inclusion

2024/25

1. Continued delivery of the Trust statutory and mandated equality reporting:

- Workforce Equality Standards (race and disability)
- Gender Pay Gap
- Trust Equality, Diversity and Inclusion Annual Report
- Equality Delivery System

2. Review and refresh of the Trust equality objective action plans

3. Achievement of external accreditations:

- VCHA Veterans Friendly Organisation
- NHS Rainbow Badge Phase 2
- Menopause Friendly Organisation
- Anti Racist Organisation – Bronze level
- Navajo Chartermark

4. Improvement in the NHS Staff Survey performance

for staff considering themselves to have a disability in relation to bullying, harassment and discrimination

5. Increased number of Experts by Experience, part of our commitment to meaningful co-production and co-design, ensuring patient voices are at heart of everything we do

6. Involvement in equality and diversity events in the Trust and within the local region, including:

- Warrington Pride and Liverpool Pride
- Disability Awareness Day
- Warrington Ethnic Communities Association – MELA
- Youth Wellness Marketplace



Key achievements in equality, diversity and inclusion

2024/25

7. Continued investment in health inequalities and population health prevention programmes, including the opening of:

- Halton Health Hub (Phase 2 – Community Diagnostic Services)
- Warrington Living Well Hub

8. Continued investment in workforce health and wellbeing, including:

- Women's health events, including Menopause cafes
- Partnership with Rugby League Cares
- Men's health events, including Movember
- Mental wellbeing services and targeted interventions
- Physical health services and targeted interventions (e.g. Smart Heart / Blood Pressure checks)

9. Targeted recruitment events within the local community and education services

- Working with the local college to support the introduction of a local internship programme to support SEND students

10. Introduction of the Equality and Health Inequalities Impact Assessment (EHIA)

11. Increase in Mental Health First Responders Network across organisation

12. Continued investment in the Freedom to Speak Up service

- Dedicated time for the Guardian
- Increased diversity of champions



Key achievements in equality, diversity and inclusion

2024/25

13. Inclusion of Staff Networks as core members of the People Policies and Procedures Working Group

- Influencing decisions and changes to policies and processes through multiple protected characteristic lens
- Bringing equality analysis to life

14. Refreshed zero tolerance statement, codesigned with members of the Trust's staff networks

15. Refreshed carers cafés, working in partnership with local communities for patients, visitors and staff with support on and off hospital site

16. Development of d/Deaf inpatient communications, twice daily alert to inpatient wards to support communication whilst in our care

17. Revision of the rapid release of deceased policy to provide compassionate and inclusive processes including meeting cultural requests

19. Provision of items for patients who have no family living nearby or unable to provide for themselves:

- Clothing and toiletries
- Activities e.g. books, colouring books

20. Nutrition and hydration

- Coloured plates for patients living with dementia to encourage eating and for staff to recognise patients requiring support, reducing food waste
- Hot finger food introduced to support patients living with Dementia
- Care and comfort rounds supported by our Volunteer Team in the Emergency Department

21. Increased diversity of WHH Volunteers to be representative of our local communities



Section 10:

Workforce equality and diversity information

Data analysed by protected characteristic:

- Race (including Ethnicity Pay Gap)
 - Age
 - Disability
 - Sex (including Gender Pay Gap)
 - Sexual orientation
 - Religion and/or belief
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Data reporting principles

Measurement and indicators

This report measures various indicators based on the requirements of the Public Sector Equality Duty. They are demonstrated in the below table:

Indicator	Dataset
Workforce Profile	<ul style="list-style-type: none">Staff groupAgenda for Change pay bandingMedical and Dental staff by roleNursing and Midwifery staff by roleBreakdown by protected characteristic

The data in the table allows the Trust to identify any areas for improvement if individuals suffer a detriment because of any policies, procedures or processes.

Headcount

Effective 31 October 2024, the headcount of the Trust was 5131 – this includes staff employed on both permanent, fixed term, bank and locum contracts.

Data Sources

A variety of data sources have been used to collate the information in this report, they include:

- NHS Electronic Staff Record (ESR).
- Office of National Statistics (ONS).
- 2021 Census.

Data reporting principles

Data presentation

In relation to the presentation of the data, there are key considerations to be aware of, as illustrated below:

- **Headcount** – Any headcounts of five or less will be shared without the headcount number included, this is to avoid individuals being identified. In most cases, percentages will be provided to promote staff confidentiality and ensure compliance with information governance standards. This is particularly pertinent for data associated with specific staff groups.
- **Ethnicity profiles** – The term Black, Asian and Minority Ethnic (BAME) within this report complies with the definition under the Race Relations (Amendment) Act (2000), superseded by the Equality Act 2010 and therefore encompasses:
 - Asian or Asian British (Indian, Pakistani, Bangladeshi and Any other Asian background)
 - Black or Black British (Caribbean, African, Black British and Any other Black background)
 - Chinese or any other ethnic group
 - Mixed (White and Black Caribbean, White and Black African, White and Asian, Black and Asian and other Mixed background)
 - White Irish, White European, Other White background
- **Unknown definitions** – For the parameters of this report, any data referenced as below, will be categorised as ‘Unknown’:
 - Unknown
 - Not stated
 - Unspecified
 - Not declared
 - Prefer not to answer
 - No information available

Workforce overview

Profile of workforce by staff group and pay band

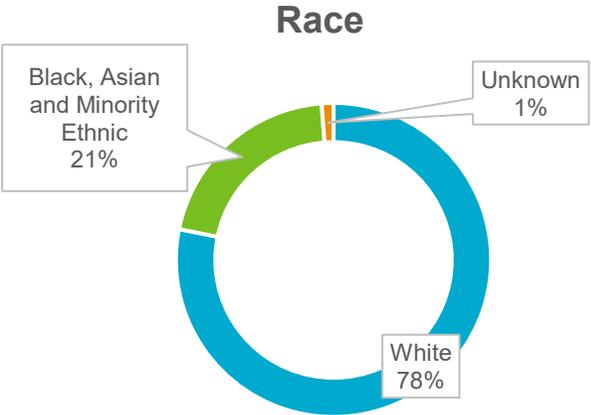
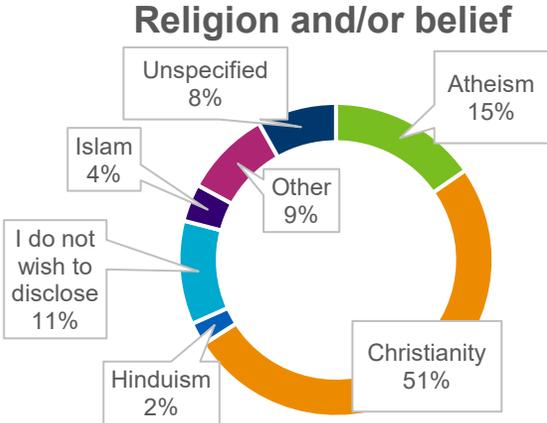
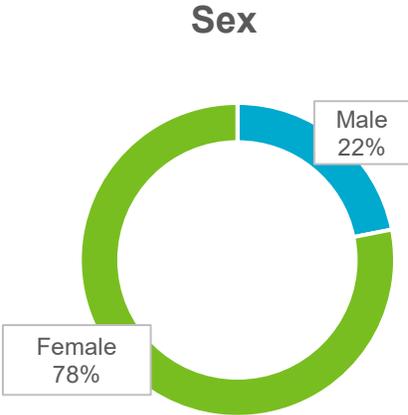
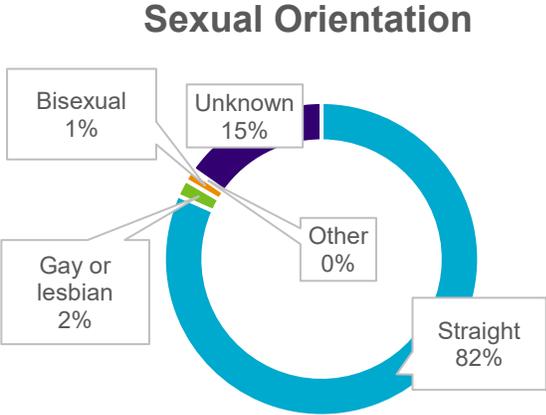
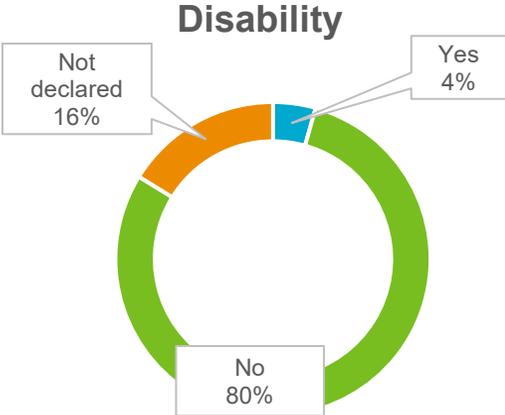
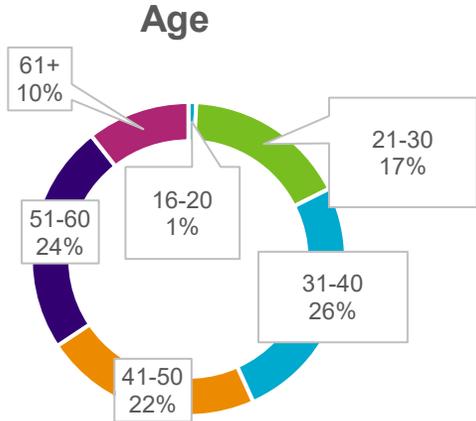
To offer a comparison, this information will be presented alongside the previous reporting year in some instances. The data for this section of the report will be taken from our organisational Electronic Staff Record list at a snapshot date of 31 October 2023 (4284) and 31 October 2024. This data does not include bank staff and therefore represents a headcount of 4682 staff

Total Workforce by Staff Group	2023		2024	
	Headcount	%	Headcount	%
Add Prof Scientific and Technical	131	2.86%	150	3.20%
Additional Clinical Services	881	19.2%	874	18.67%
Administrative and Clerical	1008	22.0%	996	21.27%
Allied Health Professionals	397	8.66%	413	8.82%
Estates and Ancillary	459	10.0%	454	9.70%
Healthcare Scientists	123	2.68%	125	2.67%
Medical and Dental	285	6.21%	321	6.86%
Nursing and Midwifery Registered	1299	28.3%	1346	28.75%
Students		0.07%		0.06%

Agenda for Change Pay Banding	2023	2024
Band 1	60	53
Band 2	793	789
Band 3	793	769
Band 4	343	350
Band 5	809	825
Band 6	688	722
Band 7	517	553
Band 8a	169	173
Band 8b	60	59
Band 8c	31	33
Band 8d	14	13
Band 9	7	10

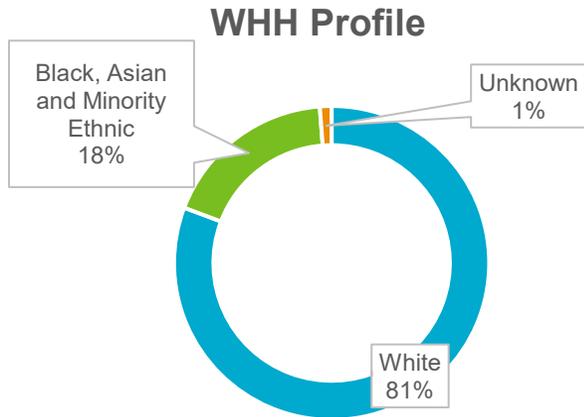
Workforce overview

Including substantive and bank staff

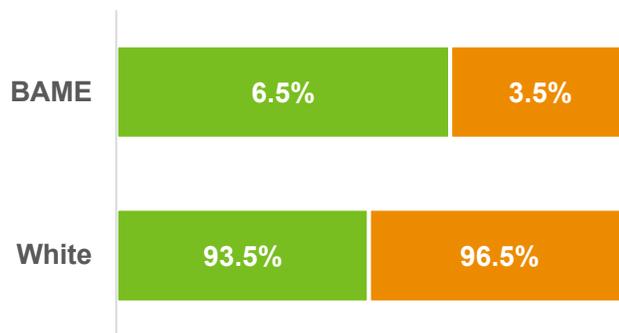


Workforce overview (substantive staff only)

Profile of staff by ethnicity



Local Population (Census 2021)



■ Warrington ■ Halton

Analysis of data:

- The known ethnicity profile for the Trust remains high at 99%, made up of 81% White and 18% Black, Asian and Minority Ethnic. This is a **1% increase** in the workforce profile of Black, Asian and Minority Ethnic staff since 2023.
- When split by staff group, there was a **significant increase** in Black, Asian and Minority Ethnic staff within Additional Professionals – Scientific and Technical, **increasing by 8%**.
- The percentage of White staff and percentage of Black, Asian and Minority Ethnic staff **decreased by 1% each for Healthcare Scientists**, which indicates an **increase** in the number of ‘unknown’ responses.

Ethnicity Split by Staff Group	White			Black, Asian & Minority Ethnic		
	2023	2024		2023	2024	
Add Prof Scientific and Technical	86%	79%	Red	13%	21%	Green
Additional Clinical Services	87%	86%	Red	12%	14%	Green
Administrative and Clerical	96%	95%	Red	4%	4%	Amber
Allied Health Professionals	89%	87%	Red	11%	12%	Green
Estates and Ancillary	90%	89%	Red	10%	11%	Green
Healthcare Scientists	83%	82%	Red	17%	16%	Red
Medical and Dental	40%	39%	Red	56%	59%	Green
Nursing and Midwifery Registered	73%	72%	Red	24%	25%	Green
Students						

Red indicates a decrease in percentage from 2023 to 2024, amber indicates the percentage has remained the same, and green indicates an increase.

Workforce overview (substantive staff only)

Profile of staff by ethnic origin

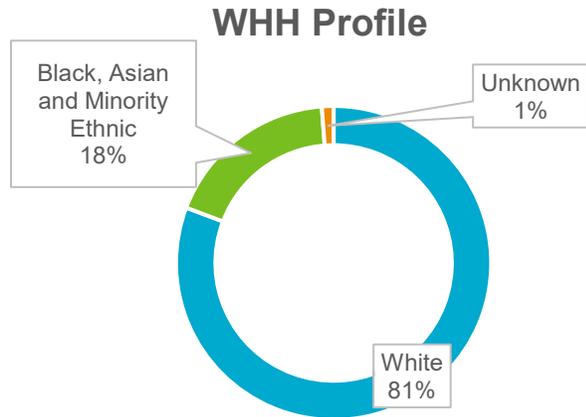
Ethnic Origin	Headcount	%
A White - British	3623	77.38%
B White - Irish	37	0.79%
C White - Any other White background	100	2.14%
C2 White Northern Irish	1	0.02%
CA White English	7	0.15%
CB White Scottish	1	0.02%
CC White Welsh	2	0.04%
CH White Turkish	4	0.09%
CP White Polish	2	0.04%
CY White Other European	7	0.15%
D Mixed - White & Black Caribbean	13	0.28%
E Mixed - White & Black African	14	0.30%
F Mixed - White & Asian	18	0.38%
G Mixed - Any other mixed background	13	0.28%
GA Mixed - Black & Asian	1	0.02%
H Asian or Asian British - Indian	292	6.24%
J Asian or Asian British - Pakistani	59	1.26%
K Asian or Asian British - Bangladeshi	5	0.11%
L Asian or Asian British - Any other Asian background	111	2.37%

Ethnic Origin	Headcount	%
LA Asian Mixed	8	0.17%
LD Asian Sri Lankan	2	0.04%
LE Asian Tamil	1	0.02%
LH Asian British	2	0.04%
LK Asian Unspecified	19	0.41%
M Black or Black British - Caribbean	11	0.23%
N Black or Black British - African	111	2.37%
P Black or Black British - Any other Black background	11	0.23%
PC Black Nigerian	3	0.06%
PE Black Unspecified	5	0.11%
R Chinese	41	0.88%
S Any Other Ethnic Group	66	1.41%
SC Filipino	24	0.51%
SD Malaysian	2	0.04%
SE Other Specified	8	0.17%
Z Not Stated	56	1.20%

N.B. Recording descriptors for ethnic origin are collated from NHS England (NHS Digital)

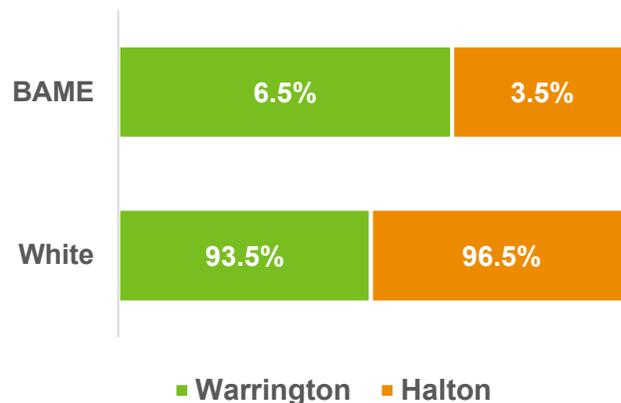
Workforce overview (substantive staff only)

Profile of staff by ethnicity – Ethnicity Pay Gap reporting



As of 31 March 2024, for Ethnic Pay Gap reporting

Local Population (Census 2021)



Analysis of data:

- Data shows that the **mean hourly rate** for Black, Asian and Minority Ethnic staff is **£1.51 more** than White staff in March 2024, compared to £2.02 in March 2023 and **therefore closing the gap between groups**.
- For pay to be representative, the percentage splits by pay quartile in the below table should match up with that of the WHH Profile. In comparison, Black, Asian and Minority Ethnic staff have **under-representative pay in Q1 and Q2** but **over-representative pay in Q3 and Q4**.
- There has been a **positive trend across all quartiles** for Black, Asian and Minority Ethnic staff from 2023 to 2024 – in 2023 all quartiles had under-representative pay whereas in 2024 the gap has **either started to close or flipped the other way**.

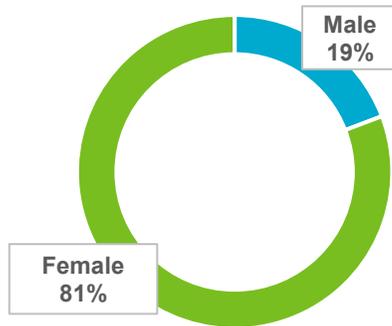
Ethnic Split by Pay Quartile	BAME		White		Not stated	
	2023	2024	2023	2024	2023	2024
Mean Hourly Rate	£19.52	£20.07	£17.50	£18.56	£17.91	£18.93
Median Hourly Rate	£14.53	£15.33	£14.53	£15.33	£14.53	£15.33
Lower Quartile (Q1)	9.47%	12.25%	90.53%	87.42%	0.00%	0.33%
Lower Middle Quartile (Q2)	13.46%	14.16%	84.15%	83.66%	2.39%	2.18%
Upper Middle Quartile (Q3)	17.79%	23.43%	80.27%	74.64%	1.95%	1.93%
Upper Quartile (Q4)	17.09%	20.00%	82.20%	79.19%	0.71%	0.81%

Red indicates a decrease in value or percentage from 2023 to 2024 and green indicates an increase.

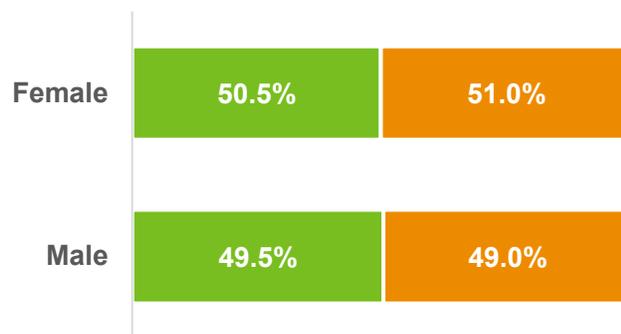
Workforce overview (substantive staff only)

Profile of staff by sex

WHH Profile



Local Population (Census 2021)



■ Warrington ■ Halton

Analysis of data:

- On average, staff groups either saw an **increase in female staff or remained unchanged**. The **biggest increase** in female staff was within the **Medical and Dental staff group by 4%**.
- Additional Clinical Services** saw a **1% decrease** in the number of female staff within the staff group from 2023 to 2024.
- The overall staff profile saw the **Trust increase its female staff population by 1%** compared to last year.

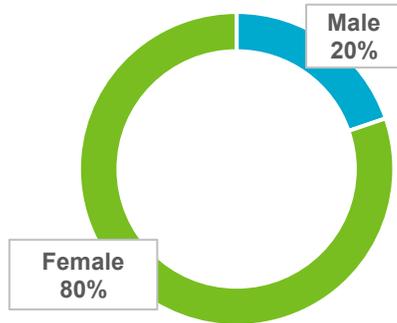
Sex Split by Staff Group	Female			Male		
	2023	2024		2023	2024	
Add Prof Scientific and Technical	76%	77%	Green	24%	23%	Red
Additional Clinical Services	89%	88%	Red	11%	12%	Green
Administrative and Clerical	84%	84%	Amber	16%	16%	Amber
Allied Health Professionals	79%	79%	Amber	21%	21%	Amber
Estates and Ancillary	60%	60%	Amber	40%	40%	Amber
Healthcare Scientists	65%	68%	Green	35%	32%	Red
Medical and Dental	36%	40%	Green	64%	60%	Red
Nursing and Midwifery Registered	92%	93%	Green	8%	7%	Red
Students						

Red indicates a decrease in percentage from 2023 to 2024, amber indicates the percentage has remained the same, and green indicates an increase

Workforce overview (substantive staff only)

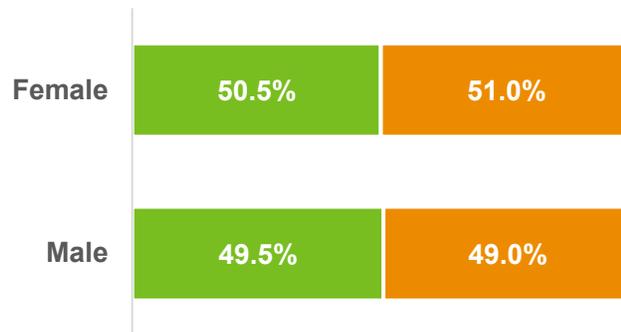
Profile of staff by sex – Gender Pay Gap reporting

WHH Profile



As of 31 March 2024, for Gender Pay Gap reporting

Local Population (Census 2021)



■ Warrington ■ Halton

Analysis of data:

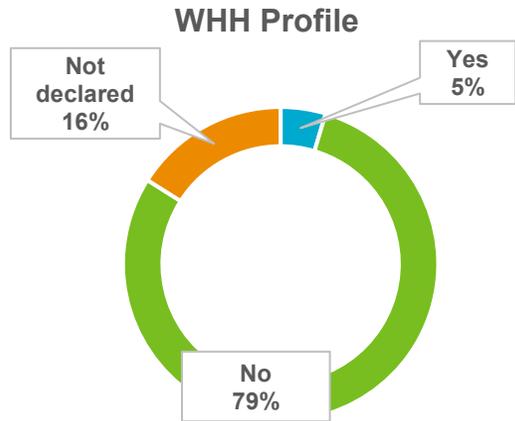
- The **difference in mean pay** between males and females for 2023 was £2.57. This **increased to £2.93** for 2024.
- There was a **significant shift** in representative pay within Q1 which saw a **3.59% move away from representative pay**, which would be when there is an 80%:20% female to male split.
- In fact, **all quartiles saw a shift away** from the representative pay – Q1 and Q4 moved towards more males in these quartiles, whereas Q2 and Q3 moved towards more females in these quartiles. This suggests that **most females are in the middle pay bands** whereas **more males are in the lowest and highest pay bands**.

Sex Split by Pay Quartile	Female			Male		
	2023	2024		2023	2024	
Mean Hourly Rate	£17.27	£18.22	Green	£19.84	£21.15	Green
Median Hourly Rate	£14.53	£15.33	Green	£14.53	£15.33	Green
Lower Quartile (Q1)	80.88%	77.29%	Red	19.12%	22.71%	Green
Lower Middle Quartile (Q2)	86.63%	86.76%	Green	13.37%	13.24%	Red
Upper Middle Quartile (Q3)	81.95%	83.67%	Green	18.05%	16.33%	Red
Upper Quartile (Q4)	72.45%	72.35%	Red	27.55%	27.65%	Green

Red indicates a decrease in percentage from 2023 to 2024 and green indicates an increase

Workforce overview (substantive staff only)

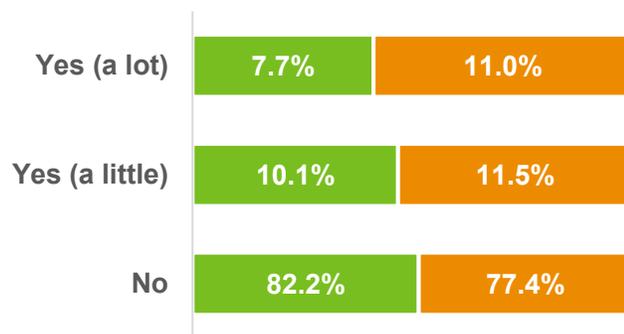
Profile of staff by disability



Analysis of data:

- The Trust continues to see a **general trend of improvement in disability disclosure** as the 'Not declared' group dropped from **19% in October 2023 to 16% in October 2024**.
- The staff groups that saw an increase in 'Yes' responses had an **average increase of 1.2%** with **no staff group seeing a decrease** in 'Yes' responses.
- The staff group that saw a **decrease in disability disclosure** was Medical and Dental – this could be down to **new starters not disclosing** their disability status or **existing staff retracting their declaration**.
- There was an **average decrease** in 'Not declared' responses of **3.13%**.
- The **Trust is a way off being representative** of the local populations for disability, however, it is **improving year-on-year**.

Local Population (Census 2021)



■ Warrington ■ Halton

Disability Split by Staff Group	Yes		No		Not declared	
	2023	2024	2023	2024	2023	2024
Add Prof Scientific and Technical	1%	1%	82%	85%	17%	14%
Additional Clinical Services	4%	5%	79%	82%	17%	11%
Administrative and Clerical	7%	7%	74%	76%	19%	17%
Allied Health Professionals	5%	6%	77%	79%	18%	15%
Estates and Ancillary	3%	4%	76%	81%	21%	15%
Healthcare Scientists	2%	4%	76%	77%	22%	19%
Medical and Dental	1%	1%	77%	76%	22%	23%
Nursing and Midwifery Registered	3%	4%	79%	81%	18%	15%
Students						

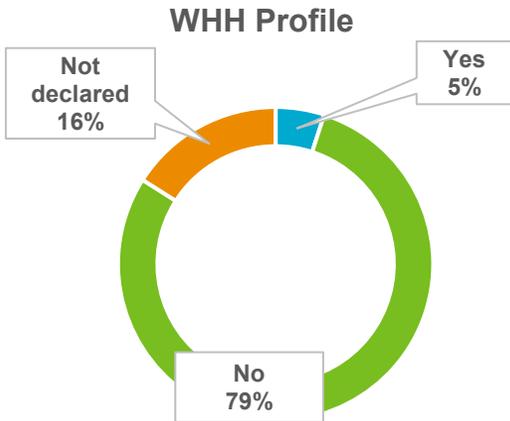
For the 'Yes' and 'No' columns, red indicates a decrease and green indicates an increase. This is swapped for 'Not declared' where green indicates an improvement in disclosure rates and red indicates a worsening in disclosure rates

Workforce overview (substantive staff only)

Profile of staff by disability – Disability Pay Gap reporting

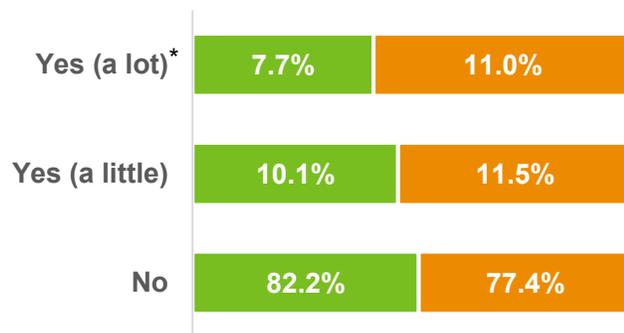
Analysis of data:

- The **mean hourly rate and median hourly rate** for staff that have disclosed as having a disability **are both lower** than the rates for those that have disclosed as not having a disability.
- The difference in mean hourly rate for **March 2023 was £3.04** which increased to **£3.20 for March 2024**, suggesting **the pay gap increased**.
- Disabled members of staff are **more likely to be in the lower pay bands** (Q1 and Q2) than higher pay bands (Q3 and Q4). Non-disabled staff are **evenly distributed across all pay bands**.
- Compared to ethnic and gender pay gap reports, the **disability pay gap is the only report** where there is a **difference in median hourly rate** between the groups (BAME and White, Female and Male, Yes and No).



As of 31 March 2024, for Disability Pay Gap reporting

Local Population (Census 2021)



■ Warrington ■ Halton

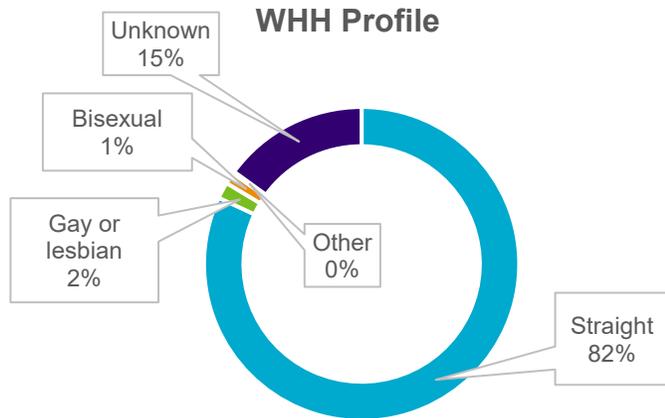
** Yes "a lot" or "a little" refer to the effect of a person's disability on day-to-day activities.

Disability Split by Pay Quartile	Yes		No	
	2023	2024	2023	2024
Mean Hourly Rate	£16.11	£17.07	£19.15	£20.27
Median Hourly Rate	£14.11	£14.89	£14.89	£16.53
Lower Quartile (Q1)	31.48%	32.82%	24.77%	24.55%
Lower Middle Quartile (Q2)	30.86%	31.28%	24.77%	25.04%
Upper Middle Quartile (Q3)	22.22%	18.97%	25.11%	25.77%
Upper Quartile (Q4)	15.43%	18.46%	25.34%	25.45%

Red indicates a decrease in value or percentage from 2023 to 2024 and green indicates an increase.

Workforce overview (substantive staff only)

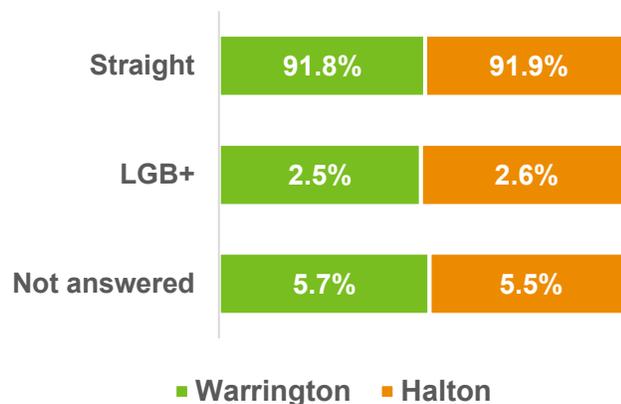
Profile of staff by sexual orientation



Analysis of data:

- People identifying as **'Straight'** increased by 2% from 2023 to 2024 as the percentage of **'Unknown'** decreased by 2%. People identifying as **'Gay/Lesbian'** and **'Bisexual' (LGB+)** stayed the same at Trust-level, suggesting more people have updated their EDI data and identify as 'Straight'.
- Looking at Staff Group data shows there were **some increases in people identifying as LGB+** though none significant enough to affect the Trust profile.
- Healthcare Scientists saw a decrease in 'Straight' percentage and increases in LGB+ percentages perhaps indicating people feeling safer to bring themselves to work.

Local Population (Census 2021)

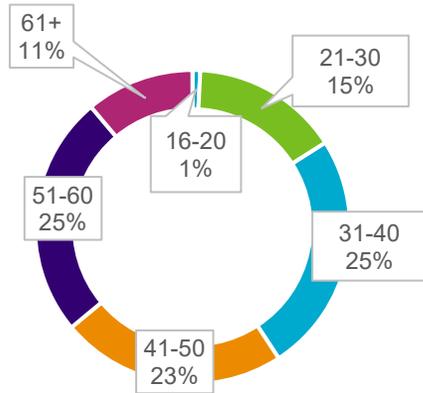


Sexual Orientation Split by Staff Group	Straight		Gay/Lesbian		Bisexual		Unknown	
	2023	2024	2023	2024	2023	2024	2023	2024
Add Prof Scientific and Technical	87%	87%	3%	3%	1%	1%	9%	9%
Additional Clinical Services	81%	82%	2%	2%	1%	1%	16%	15%
Administrative and Clerical	82%	83%	1%	1%	1%	1%	16%	15%
Allied Health Professionals	79%	81%	2%	2%	1%	2%	18%	15%
Estates and Ancillary	80%	82%	0%	1%	1%	1%	19%	16%
Healthcare Scientists	82%	80%	1%	2%	1%	2%	16%	16%
Medical and Dental	70%	73%	2%	2%	0%	0%	28%	25%
Nursing and Midwifery Registered	82%	83%	2%	2%	1%	1%	15%	14%
Students								

For the 'Straight', 'Gay/Lesbian' and 'Bisexual' columns, red indicates a decrease in percentage from 2023 to 2024, amber indicates the percentage has stayed the same, and green indicates an increase. This is swapped around for 'Unknown' so that green indicates an improvement in sexual orientation disclosure rates and red indicates a worsening in sexual orientation disclosure rates

Workforce overview (substantive staff only)

Profile of staff by age



Analysis of data:

- There was **no drastic change** for the Trust profile from 2023 to 2024. The **'21 to 30' age group decreased by 2%** whilst **'31 to 40' and '61+' age groups increased by 1% each**.
- The age group that saw the most decreases was **'51-60'** with four staff groups decreasing by an average of 2.25%.
- **Healthcare Scientists** saw the greatest decrease across age brackets with a total of **6%** being lost and only a **4% increase** across age brackets.

Age Split by Staff Group	16-20			21-30			31-40			41-50			51-60			61+		
	2023	2024		2023	2024		2023	2024		2023	2024		2023	2024		2023	2024	
Add Prof Scientific and Technical	1%	0%	Red	31%	35%	Green	27%	29%	Green	21%	21%	Yellow	15%	11%	Red	6%	4%	Red
Additional Clinical Services	3%	2%	Red	16%	15%	Red	22%	24%	Green	24%	21%	Red	24%	26%	Green	10%	12%	Green
Administrative and Clerical	0%	1%	Green	11%	9%	Red	18%	18%	Yellow	24%	23%	Red	33%	33%	Yellow	14%	16%	Green
Allied Health Professionals	0%	0%	Yellow	26%	27%	Green	29%	28%	Red	22%	23%	Green	18%	18%	Yellow	5%	5%	Yellow
Estates and Ancillary	1%	1%	Yellow	5%	5%	Yellow	14%	17%	Green	20%	17%	Red	35%	37%	Green	24%	23%	Red
Healthcare Scientists	1%	0%	Red	23%	24%	Green	33%	34%	Green	24%	26%	Green	15%	14%	Red	6%	2%	Red
Medical and Dental	0%	0%	Yellow	5%	9%	Green	27%	26%	Red	34%	34%	Yellow	24%	21%	Red	9%	9%	Yellow
Nursing and Midwifery Registered	0%	0%	Yellow	19%	19%	Yellow	31%	31%	Yellow	23%	24%	Green	21%	20%	Red	5%	5%	Yellow
Students																		

Red indicates a decrease in percentage from 2023 to 2024, amber indicates the percentage has remained the same, and green indicates an increase

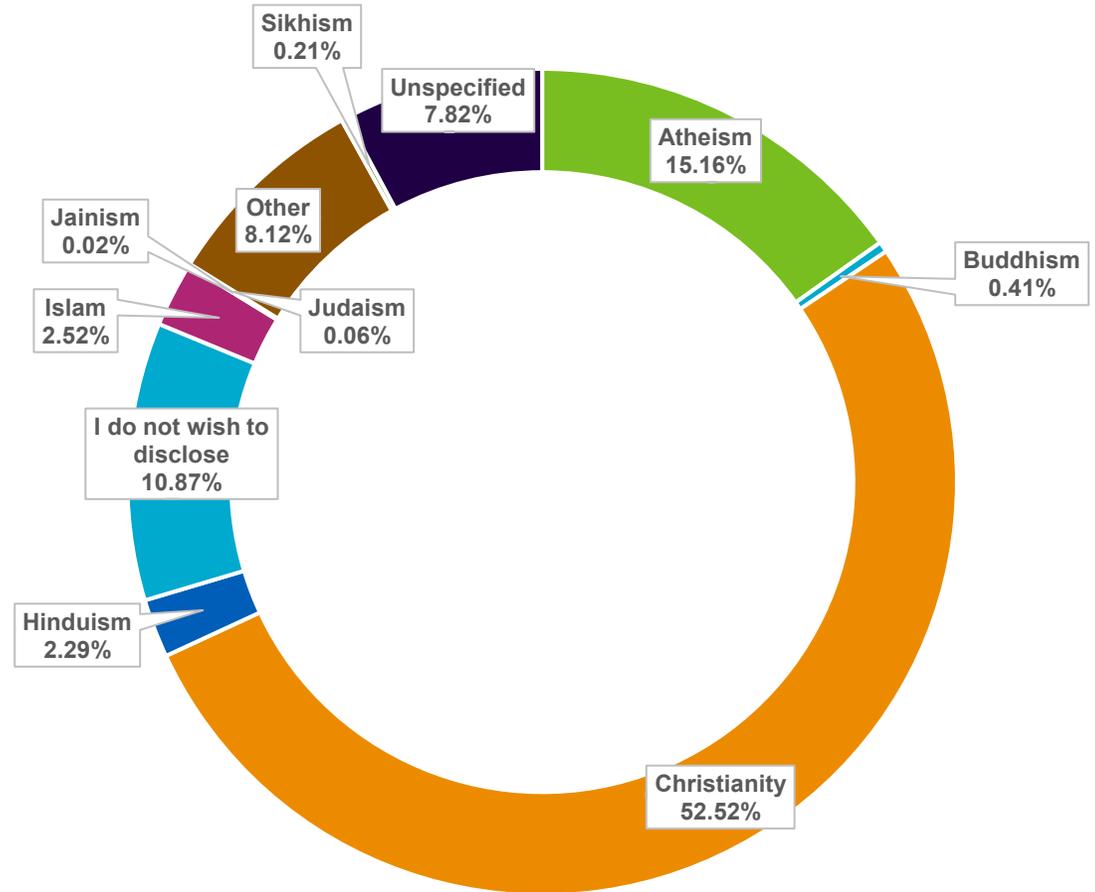
Workforce overview (substantive staff only)

Profile of staff by religion and/or belief

Analysis of data:

- The total known staff disclosure rate for religion or belief is **81.3%** which is an increase of **0.9%** compared to the previous year.
- Both **'I do not wish to disclose'** and **'Unspecified'** saw a decrease in percentage indicating more people felt comfortable disclosing their religion/belief or lack of religion/belief.
- The only religion that saw a decrease in percentage was **'Christianity'** by **0.4%** though it remains within the realm of the local populations of 56.7% for Warrington and 58.6% for Halton.

Religion	Percentage		
	2023	2024	
Atheism	14.6%	15.2%	Green
Buddhism	0.4%	0.4%	Yellow
Christianity	52.9%	52.5%	Red
Hinduism	2.1%	2.3%	Green
I do not wish to disclose	11.1%	10.9%	Green
Islam	2.2%	2.5%	Green
Jainism	0.0%	0.0%	Yellow
Judaism	0.0%	0.1%	Green
Other	8.1%	8.1%	Yellow
Sikhism	0.2%	0.2%	Yellow
Unspecified	8.5%	7.8%	Green



Red indicates a decrease and green indicates an increase. This is swapped for 'Unspecified' and 'I do not wish to disclose' where green indicates an improvement in disclosure rates and red indicates a worsening in disclosure rates

Section 11:

Patient equality and diversity information

Data analysed by protected characteristic:

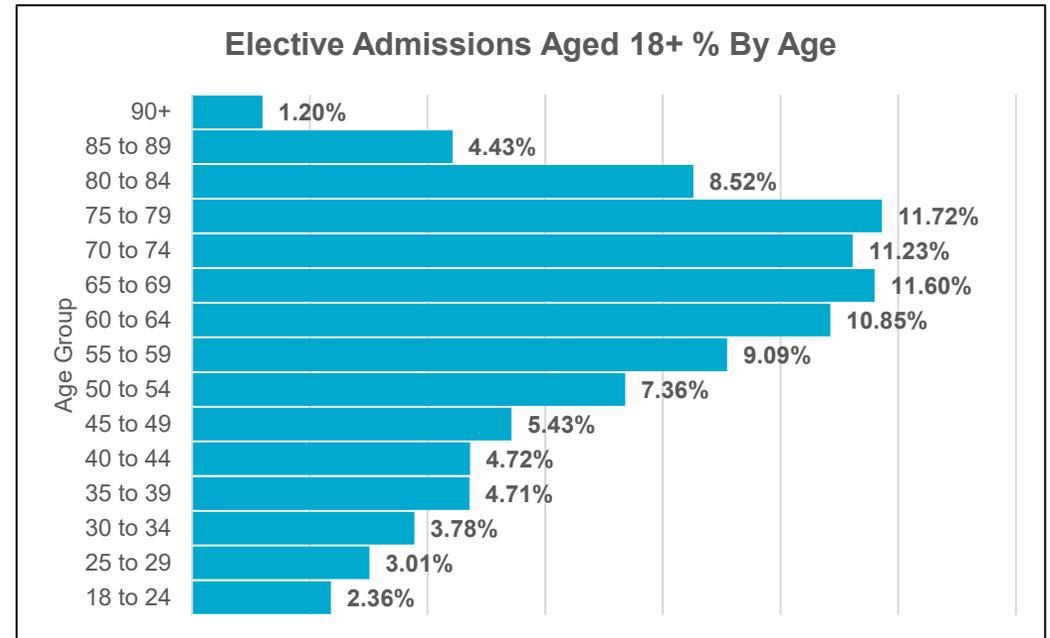
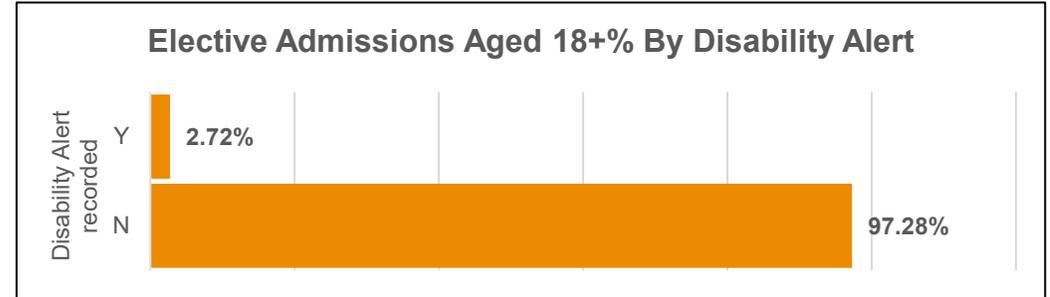
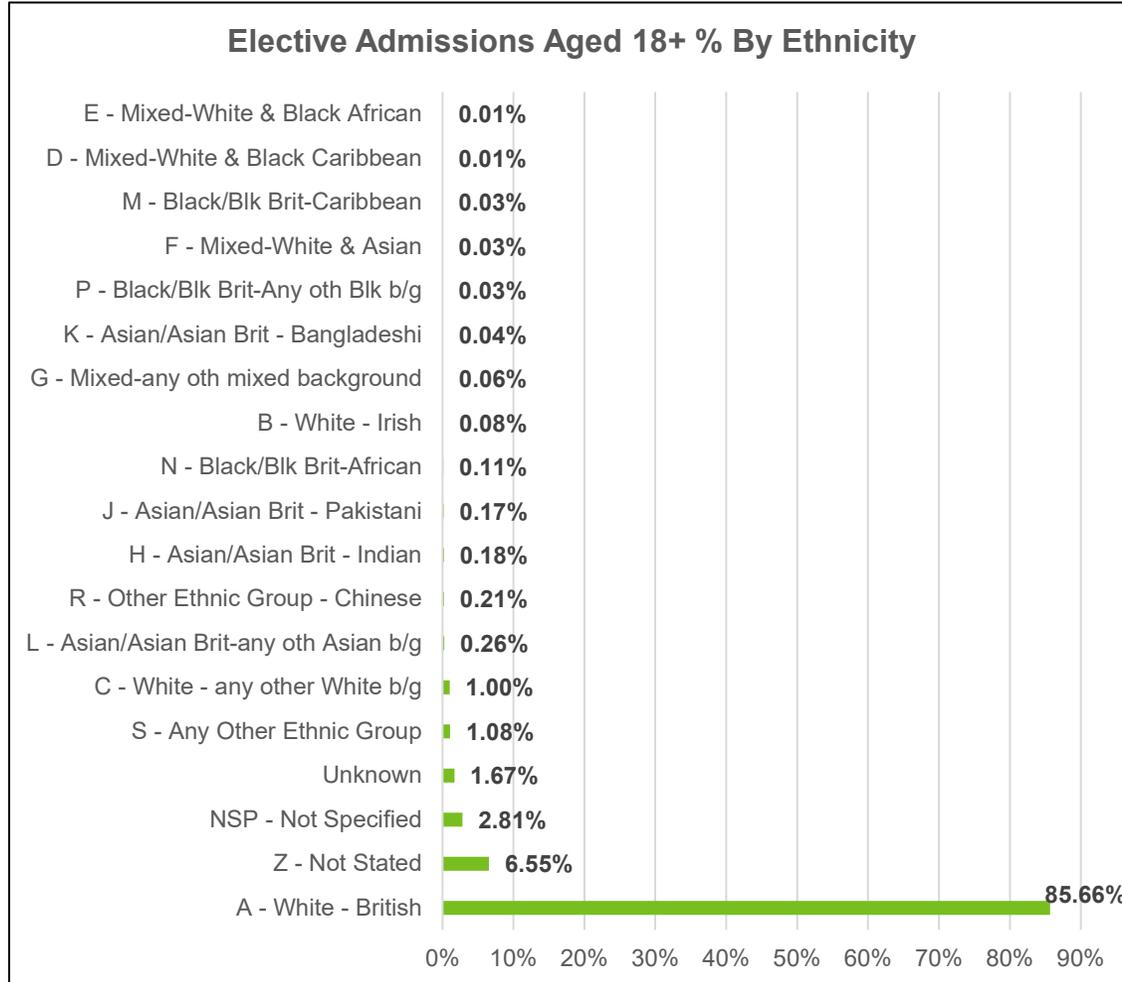
- Race / ethnicity
- Age group
- Disability status



Patient overview – Elective 18 and over

Profile of patients from April 2024 to October 2024

- Elective
- Emergency
- Maternity
- Outpatients

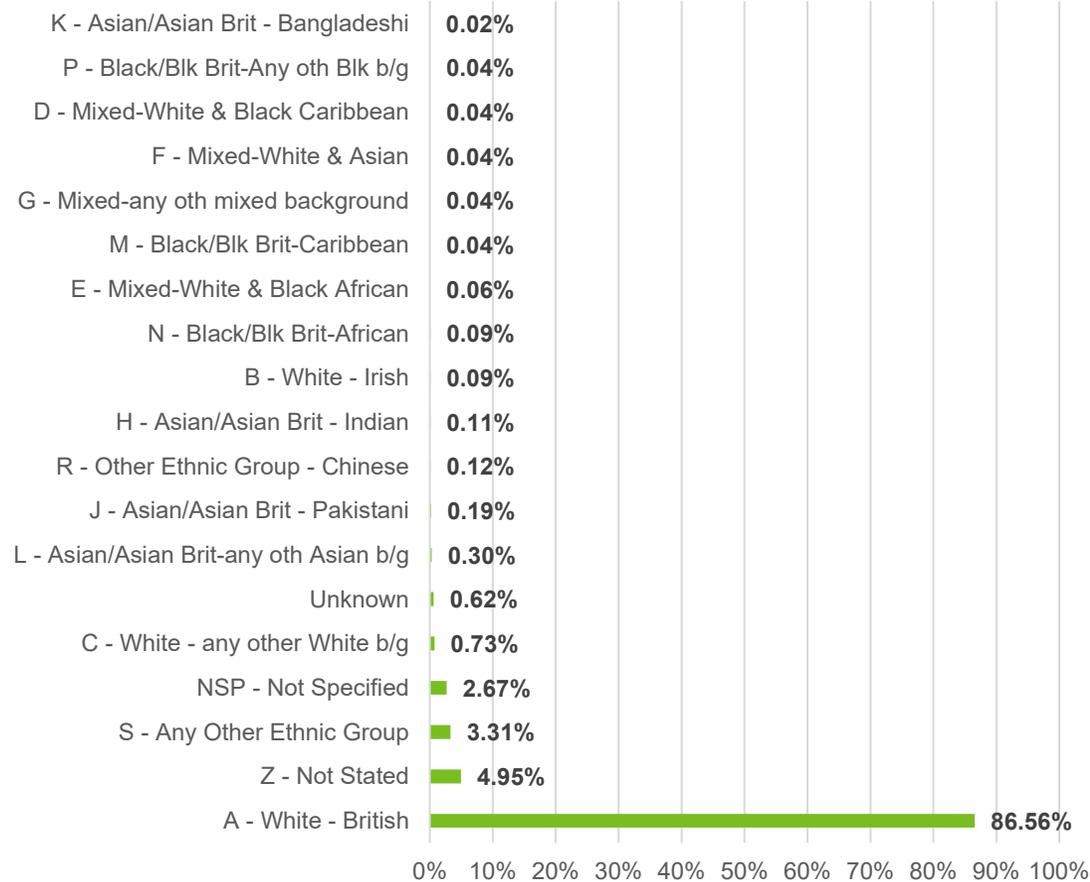


Patient overview – Emergency 18 and over

Profile of patients from April 2024 to October 2024

Elective
Emergency
Maternity
Outpatients

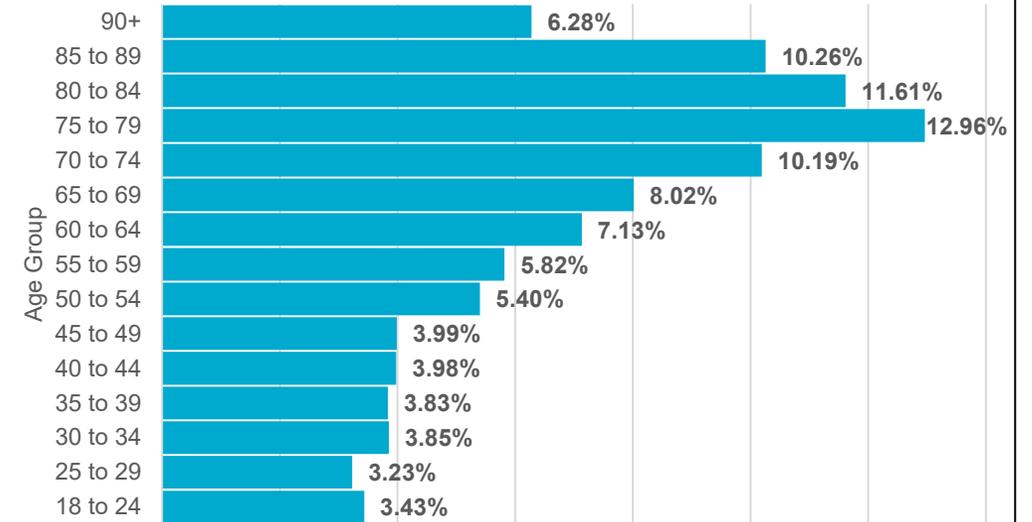
Emergency Admissions Aged 18+ % By Ethnicity



Emergency Admissions Aged 18+ % By Disability Alert



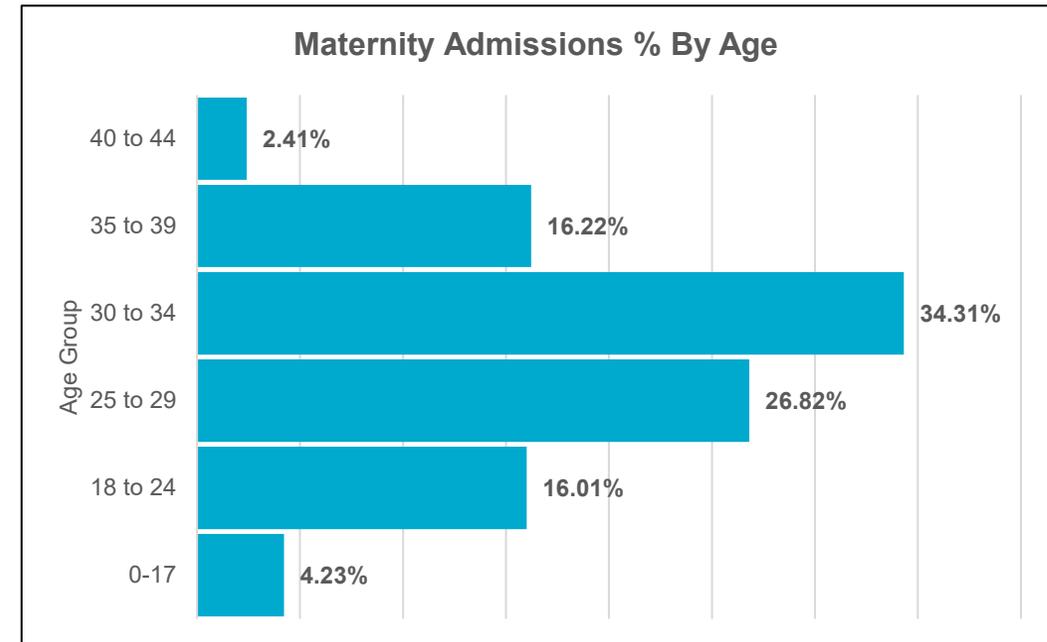
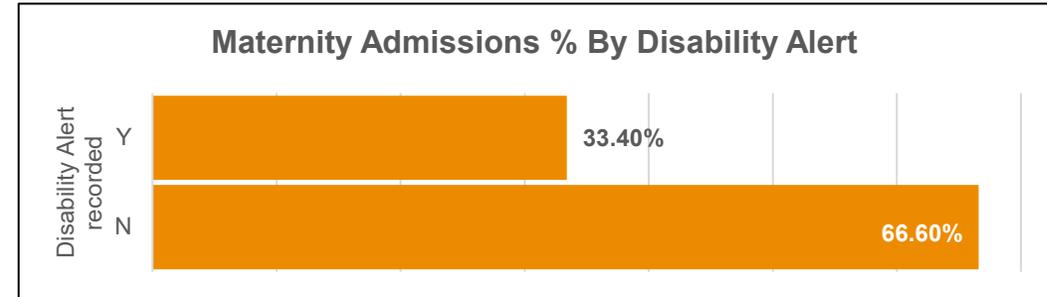
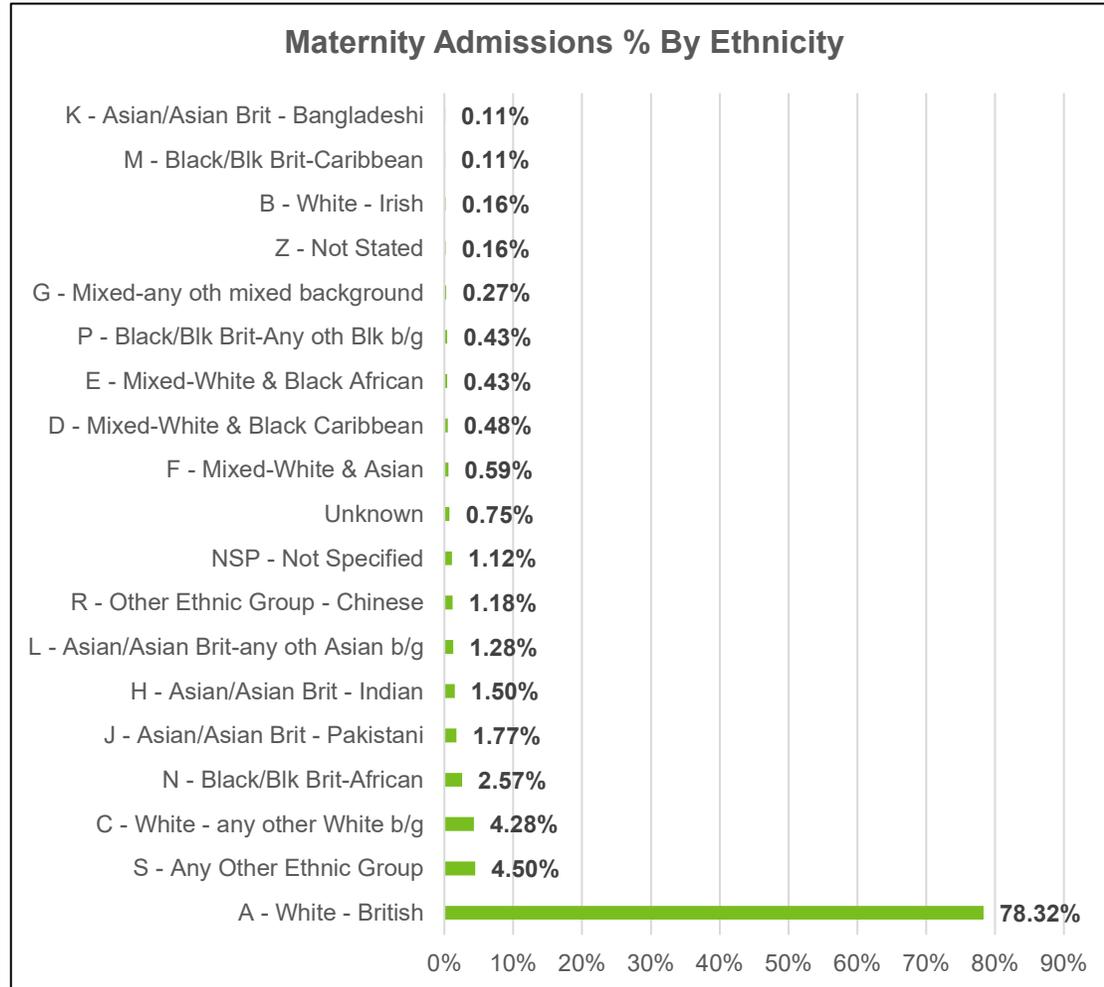
Emergency Admissions Aged 18+ % By Age



Patient overview – Maternity

Profile of patients from April 2024 to October 2024

- Elective
- Emergency
- Maternity
- Outpatients

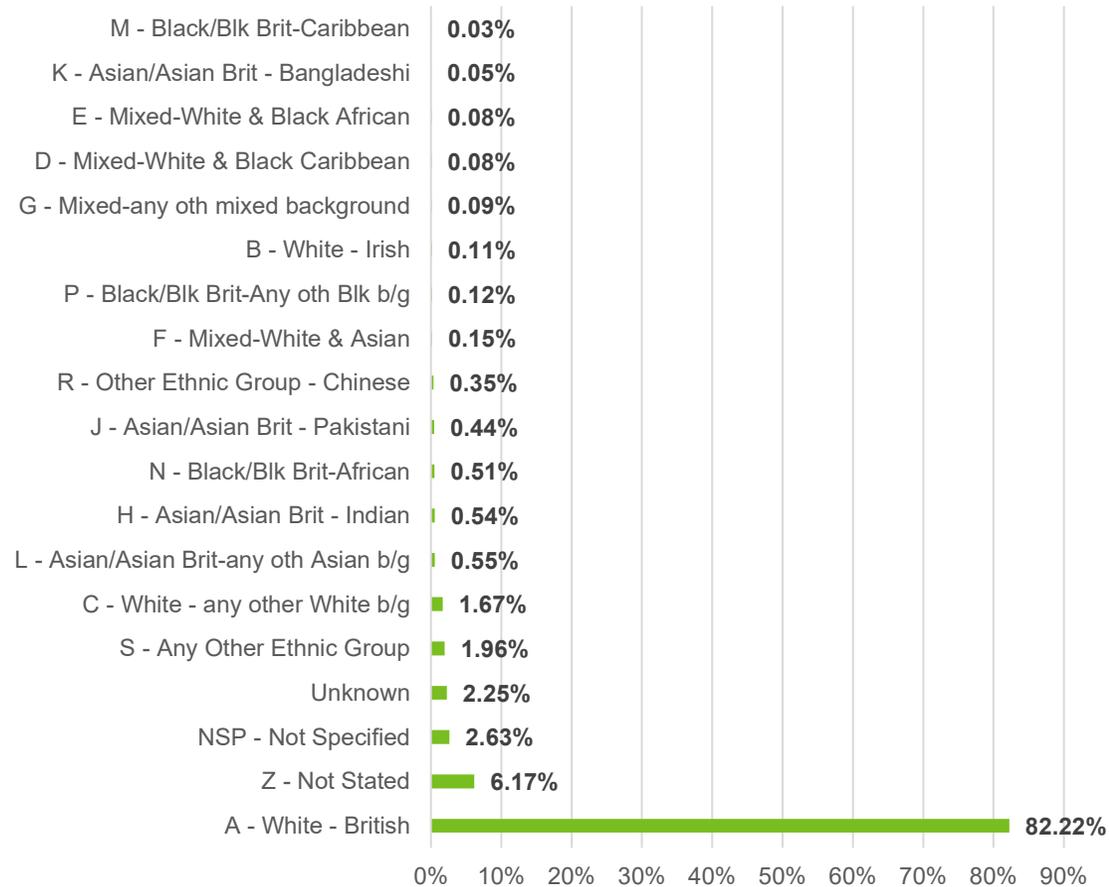


Patient overview – Outpatients Attendances

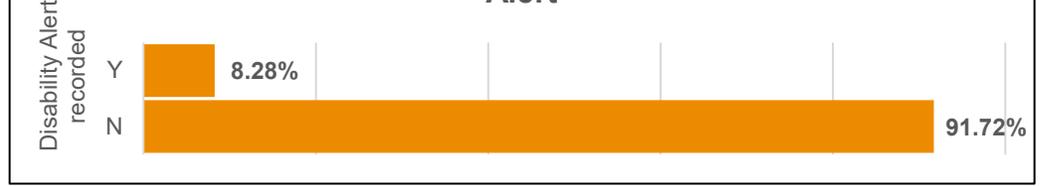
Profile of patients from April 2024 to October 2024

- Elective
- Emergency
- Maternity
- Outpatients

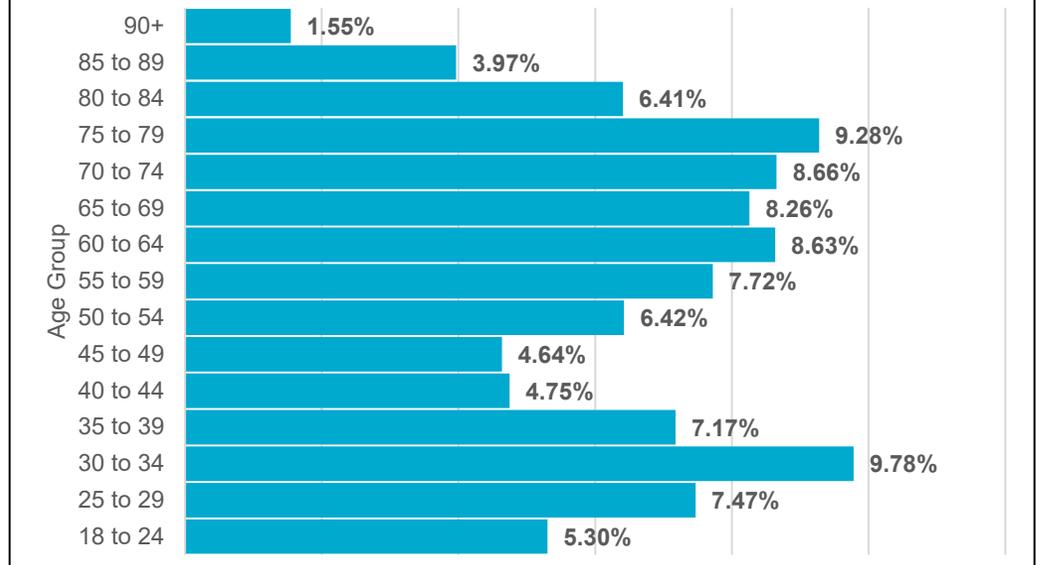
Outpatient Attendances Aged 18+ % By Ethnicity



Outpatient Attendances Aged 18+ % By Disability Alert



Outpatient Attendances Aged 18+ % By Age



Section 12:

Governance and accountability

- Enabling equality, diversity and inclusion strategies
 - Organisational governance reporting
- 
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Enabling equality related strategies

Patients and workforce

Workforce Equality, Diversity and Inclusion Strategy 2022-2025

This strategy sets out the commitment to make the Trust the best place to work, detailing how it will be an inclusive employer, creating a culture of belonging for all. Click [here](#) to access a copy of the strategy.

The Chief People Officer chairs the bi-monthly Workforce Inclusion and Culture Sub-Committee which reports into the Strategic People Committee and subsequently to Trust Board.

The Chief People Officer is the accountable executive director for the workforce equality, diversity and inclusion agenda.

Patient, Service User and Carers Diversity, Inclusion and Belonging Strategy 2022-2025

This strategy acknowledges the Trusts role in ensuring that its hospitals are accessible and that our services address health inequalities in our community. Click [here](#) to access a copy of the strategy.

The Deputy Chief Nurse chairs the monthly Patient Experience and Inclusion Sub-Committee, and the committee reports into the Quality Assurance Committee and subsequently to Trust Board.

The Chief Nurse is the accountable executive director for the patient and service user equality, diversity and inclusion agenda.



Warrington and Halton
Teaching Hospitals
NHS Foundation Trust

Section 13:

Further information



Further information

Further details about the organisation's equality, diversity, inclusion and human rights approach can be found via our website below or by contacting the Trust Culture, Engagement and Inclusion Team:



<https://www.whh.nhs.uk/about-us/statutory-information/equality-diversity-and-inclusion/>



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DARESBUY

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NORTH

M.R.I CENTRE
+ SITE

A1 - A9



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