Equality, Diversity and Inclusion Annual Report

Warrington and Halton Teaching Hospitals NHS Foundation Trust

April 2023 to March 2024

Working Together   Excellence   Inclusive   Kind   Embracing Change

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NHS Foundation Trust

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Introduction and requirements

- Organisation background and context
- Trust strategic aims
- Legislative overview
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  - Equality Act 2010

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

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. Make improvements in our employment policies and practices to ensure all staff have equal opportunities to employment, development and a good employment experience

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 2023/24*:

- We employ around 4,684 substantive staff, comprising of 69 nationalities
- We serve a population of 330,000 people across the boroughs of Warrington and Halton
- 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 December 2023

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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

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

Local implementation:

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

This is reported into the Strategic People Committee to ensure oversight of the requirements are monitored on a bi-annual basis

In addition, the sub-actions outlined in the plan have been codeveloped with staff networks and other staff voice mechanisms. This ensures we continually learn from our staff. We are proud that since the implementation of the plan we have seen an improvement in metrics associated with bullying and harassment

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 dedicated equality, diversity and inclusion resources lead by the Head of Culture and Inclusion and Head of Patient Experience and Inclusion, both responsible with leading the delivery of the associated equality strategies

The Trust ensures that its **workforce voice 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 EDI Sub-Committee, Operational People Committee and the Strategic People Committee

Equality analysis and considerations
Using equality 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 impact assessments (EIA) 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 consideration into carers, the armed forces community, socioeconomic factors and vulnerable groups

Monitoring and quality

All EIAs 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 EIAs

External reporting

A copy of the EIA documentation can be found on the Trust website, with a selection of EIAs from the 2023/24 financial year. To request an EIA, email: whh.equalityimpactassessments@nhs.net

Armed forces and military veterans

Working in partnership

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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

The Trust employs an Armed Forces Advocate with a project aim to reduce or eliminate health inequalities experienced by our local armed forces communities

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 2023/24:

- Awareness raising campaigns have been undertaken across all hospital sites to raise awareness with staff and patients

- Interventions by the Armed Forces Advocate and 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

- Armed Forces Conference

- Further engagement with local charities and organisations supporting the armed forces community

- Participation in the University of Chester research project

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 **178 experts** who are actively involved in several 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. Their contributions support patients, carers and families, from a reassuring welcome and orientation, to portering and activity leads in our clinical areas

Patients and service users
Feedback and improvements

The Trust work with patients, carers and their families to understand their experiences, this is evidenced via the collation of national and local surveys and engagement events. Feedback results capture protected characteristics to enable any negative impact to be addressed. 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 Sub-Committee. The table reports the Trust FFT positive response targets, rates and comparison with Cheshire and Merseyside

Month	Internal Target Inpatient & Daycase	WHH Inpatient & Daycase rate	Cheshire & Merseyside Average rate	Internal Target Emergency Department	WHH Emergency Department rate	Cheshire & Merseyside Average rate
January 2023	95%	98%	95%	87%	84%	84%
February 2023	95%	97%	95%	87%	78%	79%
March 2023	95%	96%	94%	87%	75%	77%
April 2023	95%	97%	95%	87%	81%	82%
May 2023	95%	98%	96%	87%	80%	80%
June 2023	95%	98%	95%	87%	72%	79%
July 2023	95%	97%	95%	87%	75%	81%
August 2023	95%	98%	96%	87%	79%	82%
September 2023	95%	96%	95%	87%	78%	80%
October 2023	95%	98%	98%	87%	77%	78%
November 2023	95%	97%	95%	87%	76%	78%
December 2023	95%	97%		87%	73%	

Comparable data is not available for December 2023

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 extranet or printed guides are available in each department

Service partners

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

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Language Line comparison of call volumes:

The table above demonstrates that across the year on average **368 bookings** were made per month, an increase on the previous year of 20%

Top five foreign languages requested to support patients in clinical and non-clinical areas by service provider for 2023:

Patients and service users

Interpretation and translation – foreign language interpretation

The Big Word fulfilment data by month for 2023:

The Big Word fulfilment data (by notice) for 2023:

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 arrange via Language Line or the Deafness Resource Centre

Data highlights the consistent and improved delivery of BSL interpretation:

	Number of bookings
Quarter 4 (January 2023 March 2023)	19 bookings
Quarter 1 (April 2023 June 2023)	23 bookings
Quarter 2 (July 2023 September 2023)	36 bookings
Quarter 3 (October 2023 December 2023)	37 bookings
Total	115 bookings

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

An action plan has been developed and is monitored through the Patient Equality, Diversity and Inclusion Sub-Committee. Since then, we have delivered:

- Monthly training on the importance of an interpreter to ensure colleagues have an enhanced awareness
- Fingerspell literature to support staff
- BSL and Makaton word of the week
- An alert system on the patient records to allow reasonable adjustments to be made and monitored

The above helped to increase the number of face-to-face bookings to support patient communication

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 Sub-Committee and Patient Equality Diversity and Inclusion Sub-Committee

- Dementia Steering Group, Learning Disability Steering Group and the 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

Patients and service users

Chaplaincy and Spiritual Care

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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 2023/24, 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

- Creation of the religion database at the Trust to guide Chaplains and multi faith leaders to patient visits

- The Chaplaincy service benchmarked against the 2023 UK National Chaplaincy Guidelines

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. In 2023, there was evidence of improvement across all protected characteristics in the Trust survey results

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 results 2023

People Promise/Theme/Question	2022 Score	Significance	2023 Score		
Theme - Staff engagement	6.74	Not Significant	6.98	Not Significant	6.88
Theme - Morale	5.81	Significantly Improved	6.22	Significantly Better	5.92
People Promise 1 - We are compassionate and inclusive	7.23	Not Significant	7.48	Significantly Better	7.24
People Promise 2 - We are recognised and rewarded	5.83	Not Significant	6.16	Significantly Better	5.91
People Promise 3 - We each have a voice that counts	6.66	Not Significant	6.91		
People Promise 4 - We are safe and healthy	6.10	Not Significant	6.37		
People Promise 5 - We are always learning	5.21	Significantly Improved	5.77		
People Promise 6 - We work flexibly	6.01	Significantly Improved	6.38		
People Promise 7 - We are a team	6.61	Significantly Improved	6.97	Significantly Better	6.73

Workforce

NHS Staff Survey results 2023 – equality improvements

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Promise element 1: We are compassionate and inclusive
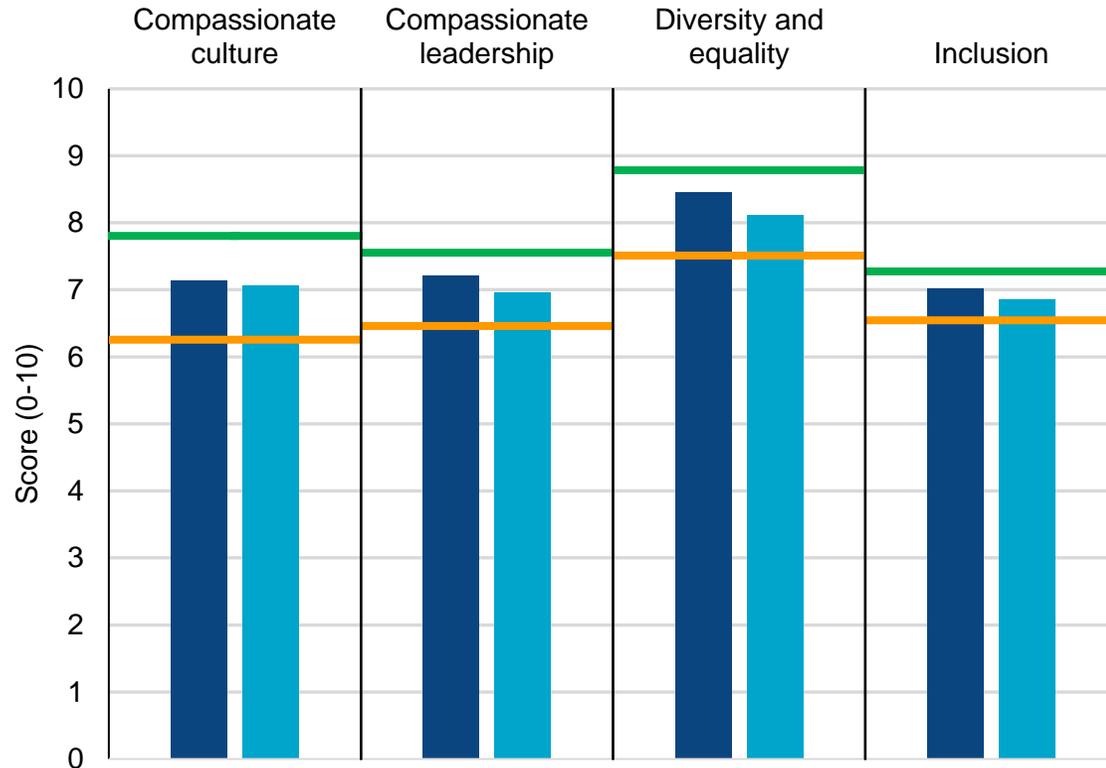
	Compassionate culture	Compassionate leadership	Diversity and equality	Inclusion
WHH	7.14	7.22	8.45	7.02
Best result	7.81	7.55	8.78	7.27
Average result	7.06	6.96	8.12	6.86
Worst result	6.26	6.46	7.51	6.54
Responses	2051	2055	2041	2030

Actions taken in 2022:

- 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

Improvements since the 2022 results:

- The Trust has performed significantly better than other acute Trusts for compassionate leadership, diversity and equality

- Improvements in questions associated with bullying, harassment and victimisation were found for race, disability and sexual orientation
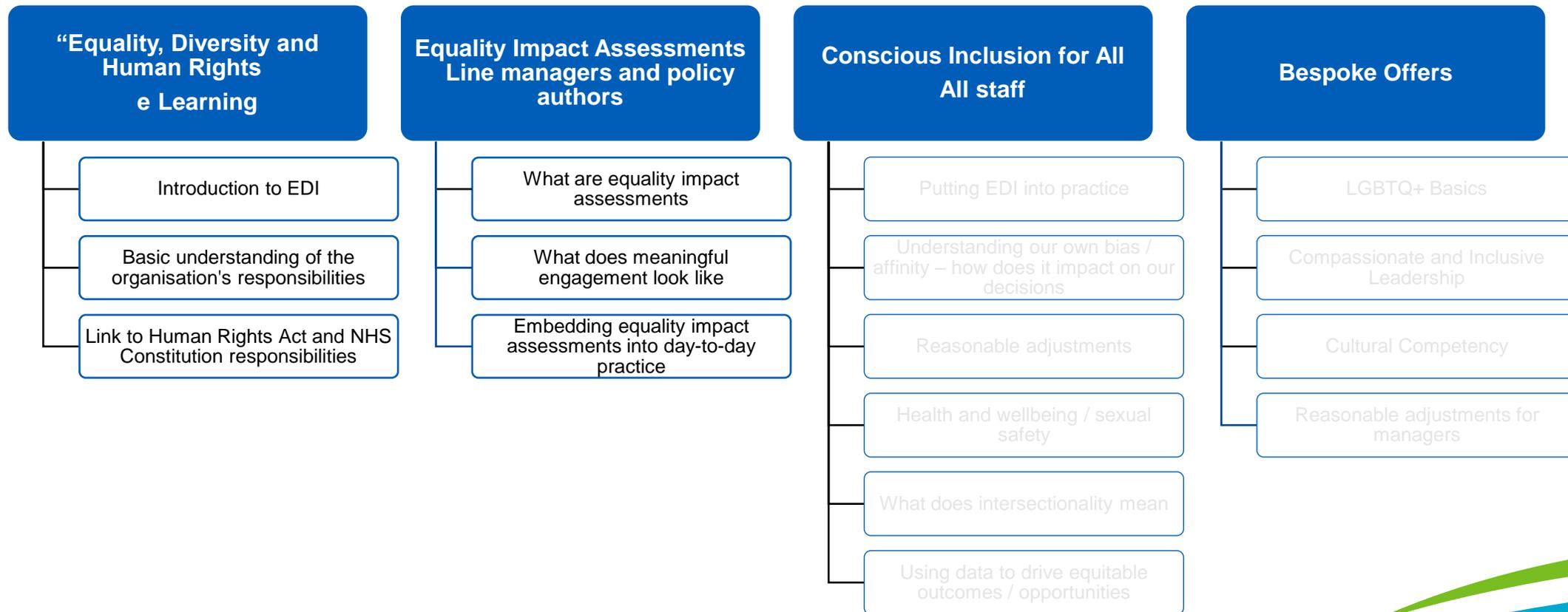
Workforce
Equality and diversity training

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:

"Equality, Diversity and Human Rights e Learning"	Equality Impact Assessments Line managers and policy authors	Conscious Inclusion for All All staff	Bespoke Offers
Introduction to EDI	What are equality impact assessments	Putting EDI into practice	LGBTQ+ Basics
Basic understanding of the organisation's responsibilities	What does meaningful engagement look like	Understanding our own bias / affinity – how does it impact on our decisions	Compassionate and Inclusive Leadership
Link to Human Rights Act and NHS Constitution responsibilities	Embedding equality impact assessments into day-to-day practice	Reasonable adjustments	Cultural Competency
		Health and wellbeing / sexual safety	Reasonable adjustments for managers
		What does intersectionality mean	
		Using data to drive equitable outcomes / opportunities	

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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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 2023/24:

- Supporting the Trust to become an anti-racist organisation, working towards the North West BAME Assembly Anti-Racist Framework

- 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 2023/24:

In 2023/24 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

The Progress LGBTQ+ Network launched in 2020, recognising the impact that the COVID-19 pandemic had on LGBTQ+ people. The network underwent a review in 2023 to ensure all members of the LGBTQ+ community were involved and considered in its plans

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

This includes the following achievements in 2023/24:

- Involvement and achievement of the NHS Rainbow Badge Phase 2 accreditation

- 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 2023 the network were fundamental in the Trust implementing its first Transitioning in the Workplace policy and procedure document

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 2023/24:

- Warrington Pride

- LGBT+ History Month – including staff stories

- Pride in the community

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 2023/24:

- 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 also a core member of the Trust policies and procedures group – influencing accessibility in Trust policies. Additionally, the network has been a member of the focus group to review the Supporting Attendance policy and processes, ensuring a compassionate and inclusive lens is applied

Celebrations and events held in 2023/24:

- Disability Awareness Day

- Neurodiversity Week

- World Sight Day

- Disability History Month

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 whilst also supporting the Armed Forces Advocate in making the Trust accessible for all members of the armed forces community accessing healthcare services

This includes the following achievements in 2023/24:

- Re-signing the Armed Forces Covenant

- Achieving reaccreditation for the Veterans Aware Accreditation– being acknowledged by the national VCHA for having a supportive and prominent network

- Supporting the Step into Health programme

- Raising awareness across the Trust about external resources available to ex-military personnel – including health and wellbeing resources

Policies and processes

The network were a fundamental part of the introduction of the Employing Reservists and Cadets policy and procedure document. In addition, the network are a core member of the Trust policies and procedures working group and therefore influence all people policies design and implementation

Celebrations and events held in 2023/24:

- Jubilee Celebrations
- Coronation of King Charles III
- Armistice Day and Remembrance Events
- Armed Forces Week

The Women's Staff Network launched in 2023, this followed a survey across the Trust about what matters to our staff. As the most recent staff network, the network is thriving with key priorities in:

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

Since conception, the network has developed monthly listening forums for staff and arranged awareness raising events, including access to health and wellbeing resources.

In addition, the network has worked with the Trust to acquire the Henpicked Menopause Friendly Employer Accreditation which will be a core part of the plan for 2024/25

Policies and processes

The network is 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

The network is part of the team leading the creation of a Menopause guidance for managers and staff

Celebrations and events held in 2023/24:

- International Women's Day
- Women's Network launch (health and wellbeing event)
- Menopause

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Section 5:

The Equality Delivery System 2022

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

Organisational outcomes
Combined results 2023

Domain	Question	Score
Domain 1: 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 2: 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.	**Achieving**
	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 3: 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.	**Achieving**
	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		**Developing**

Domain 1
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 2023/24 the Trust worked with:
- Maternity Services – particularly the continuity teams who support the most vulnerable people in the community
- Long Covid Service
- Chaplaincy and Spiritual Care team

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 2024/25. This will be monitored by the Trust Patient Equality, Diversity and Inclusion Sub-Committee

Full details about Domain 1 can be found by visiting the Trust website

Engagement was undertaken with:
- Public Governors
- Healthwatch Halton
- Healthwatch Warrington
- NIHR Clinical Research Network
- Halton VCA
- Warrington Disability Partnership
- Deafness Resource Centre
- Home Start Warrington and Cheshire
- Dad Matters
- Warrington Carers Hub
- Halton Carers Centre
- Experts by Experience

Domain 2
Workforce health and wellbeing

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

- Occupational Health and Wellbeing department
- Mental Wellbeing Hub – which saw over 350 referrals between January 2023 and November 2023
- Partnership with Rugby League Cares – harnessing the power of sport to enhance the mental and physical health of our staff
- Staff engagement interventions
- Equality, diversity and inclusion events

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

Full details about Domain 2 can be found by visiting the Trust website

Domain 3
Inclusive leadership

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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 3 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 Board level objectives focused on equality, diversity and inclusion and/or health inequalities
- Board level sponsorship for programmes of positive action – for example, Your Future Your Way – a learning and development programme supporting the nurses, midwives and AHPs from the global majority to achieve the skills to attain career progression

Full details about Domain 3 can be found by visiting the Trust website

Section 6:

Zero tolerance statement

We are kind and inclusive

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

Simon Constable
Chief Executive

Section 7:

Key achievements in 2023/24

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Key achievements in equality, diversity and inclusion 2023/24

1. **Continued delivery of the Trust statutory and mandated equality reporting:**
   - Workforce Equality Standards (race and disability)
   - Gender Pay Gap
   - Trust EDI Annual Report
   - Equality Delivery System

2. **Implementation and development of the Women's Staff Network**

3. **Review and refresh of the Trust equality objective action plans**

4. **Achievement of external acknowledgements:**
   - VCHA Veterans Friendly Organisation
   - NHS Rainbow Badge Phase 2
   - Stonewall Diversity Champions
   - Menopause Friendly Organisation

5. **Improvement in the NHS Staff Survey performance** by protected characteristic for bullying, harassment and discrimination (race, disability and sexual orientation)

6. **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

7. **Involvement in equality and diversity events in the Trust and within the local region, including:**
   - Warrington Pride
   - Disability Awareness Day
   - Warrington Ethnic Communities Association – MELA
   - Youth Wellness Marketplace

Key achievements in equality, diversity and inclusion 2023/24

8. **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
9. **Continued investment in workforce health and wellbeing, including:**
   - Women's health events, including Menopause cafes
   - 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)

10. **Targeted recruitment events within the local community and education services**
    - Continued support for the Step into Health programme
    - Working with the local college to support the introduction of a local internship programme to support SEND students
11. **Introduction of the workforce equality and diversity information dashboard**
12. **Development of the Mental Health First Responders programme**
13. **Investment in the Freedom to Speak Up service**
    - Dedicated time for the Guardian
    - Increased diversity of champions

Warrington and Halton Teaching Hospitals
NHS Foundation Trust

14. **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

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

16. **Refreshed carers cafés**, working in partnership with local communities for patients, visitors and staff

17. **Introduction of the alert process for d/Deaf patients** to support reasonable adjustments and access to services

18. **Increased equipment to support patient access to services**, e.g. wheelchairs, new seating styles

19. **Introduction of a dedicated waiting area in Outpatients** for patients living with dementia, a learning disability and mental health condition

20. **Revision of the out-of-hours faith death policy** to provide compassionate and inclusive processes whilst meeting cultural requests

21. **Maternity services proactively going into the community, supporting people:**
    - Where English is not their first language utilising interpretation and translation services
    - People seeking asylum and refugees in local community centres
    - Other social factors which leads to vulnerabilities and inequalities in maternal care

Key achievements in equality, diversity and inclusion 2023/24

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

- Clothing and toiletries

23. 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

24. Patient Engagement Portal via the NHS App

- Allowing patients access to appointments and services digitally with options for clear read, easy read, non-reflective background, braille, text to speech and variable print/font sizes

- Digital inclusion has been considered and patients have an option not to use this service

25. Visiting times

- Revised visiting times to offer more visiting options throughout the day recognising individual needs

- Relatives and carers of patients receiving end of life care, patients with a mental health condition, living with dementia, with a learning disability or a parent/carer of a child, can visit and support the patient at any time, being partners in their care

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

Section 8:

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

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	▪ Staff group ▪ Agenda for Change pay banding ▪ Medical and Dental staff by role ▪ Nursing and Midwifery staff by role ▪ Breakdown 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 December 2023, the headcount of the Trust was 5112 – 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

NHS
Warrington and Halton Teaching Hospitals
NHS Foundation Trust

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 December 2022 and 31 December 2023. This data does not include bank staff and therefore represents a headcount of 4563 staff

Total Workforce by Staff Group	2022		2023	
	Headcount	%	Headcount	%
Add Prof Scientific and Technical	151	3%	132	3%
Additional Clinical Services	844	18%	846	19%
Administrative and Clerical	990	21%	994	22%
Allied Health Professionals	388	9%	390	8%
Estates and Ancillary	439	10%	442	10%
Healthcare Scientists	114	2%	120	3%
Medical and Dental	343	12%	362	8%
Nursing and Midwifery Registered	1188	24%	1274	28%
Students	2	0%	3	0%

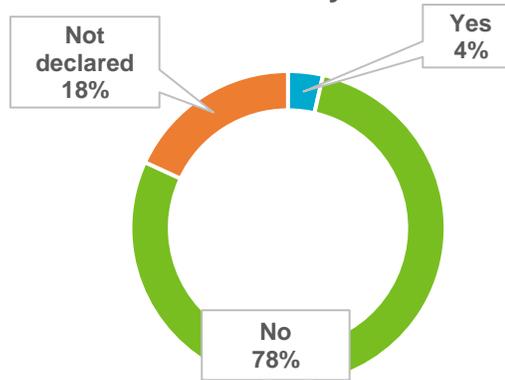| Agenda for Change Pay Banding	2022	2023
Band 1	76	67
Band 2	1160	1068
Band 3	491	563
Band 4	344	345
Band 5	745	811
Band 6	679	695
Band 7	504	526
Band 8a	168	168
Band 8b	52	63
Band 8c	31	31
Band 8d	15	15
Band 9	9	7

Workforce overview
Including substantive and bank staff
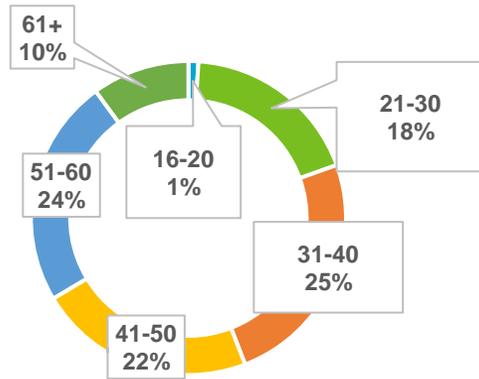
NHS
Warrington and Halton
Teaching Hospitals
NHS Foundation Trust

Age

- 61+ 10%
- 16-20 1%
- 21-30 18%
- 51-60 24%
- 31-40 25%
- 41-50 22%

Disability

- Not declared 18%
- Yes 4%
- No 78%

Sexual Orientation

- Bisexual 1%
- Unknown 17%
- Gay or lesbian 2%
- Other 0%
- Straight 80%

Sex

- Male 22%
- Female 78%

Religion and/or belief

- Unspecified 9%
- Atheism 15%
- Islam 4%
- Other 9%
- I do not wish to disclose 11%
- Christianity 50%
- Hinduism 2%

Race

- Black, Asian and Minority Ethnic 20%
- Unknown 1%
- White 79%

Ethnicity

Sex
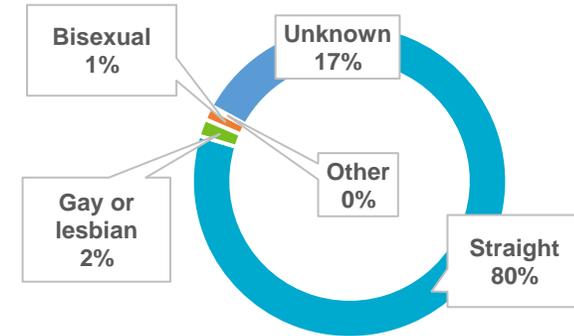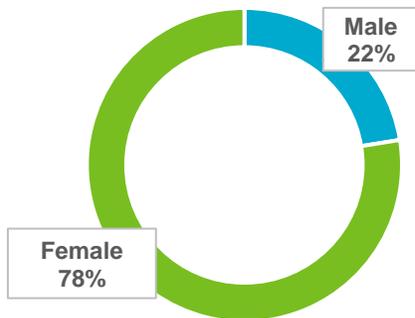
Disability
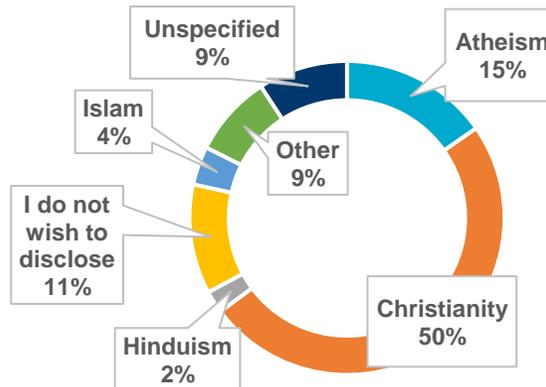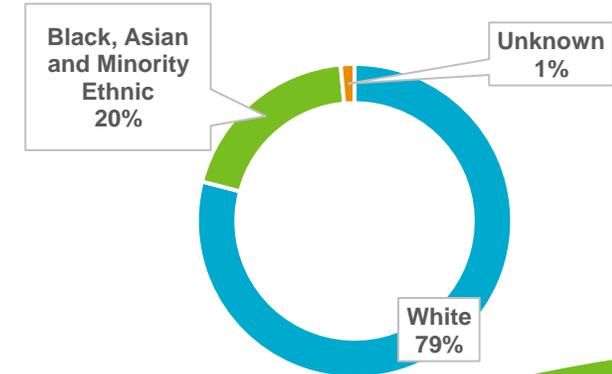
Sexual Orientation

Age

Religion and Belief

Workforce overview (substantive staff only)

Profile of staff by ethnicity

NHS

Warrington and Halton Teaching Hospitals
NHS Foundation Trust

WHH Profile

Black, Asian and Minority Ethnic 17%
Unknown 1%
White 82%

Local Population (Census 2021)

BAME: 6.5% / 3.5%
White: 93.5% / 96.5%

■ Warrington ■ Halton

Analysis of data:

- The known ethnicity profile for the Trust remains high at 99%, made up of 82% White and 17% Black, Asian and Minority Ethnic. This is a **3% increase** in the workforce profile of Black, Asian and Minority Ethnic staff since 2022

- When split by staff group, an **improvement has been made across all staff groups** since reporting in 2022, for the percentage of Black, Asian and Minority Ethnic staff

- Compared to the local population, collated from the Census 2021, **WHH has a higher representation of diversity for ethnicity**, and this continues to improve year on year

Ethnicity Split by Staff Group	White			Black, Asian & Minority Ethnic		
	2022	**2023**		**2022**	**2023**	
Add Prof Scientific and Technical	91%	84%		9%	15%	
Additional Clinical Services	90%	87%		9%	12%	
Administrative and Clerical	96%	96%		3%	4%	
Allied Health Professionals	90%	88%		9%	11%	
Estates and Ancillary	92%	90%		8%	10%	
Healthcare Scientists	84%	83%		16%	18%	
Medical and Dental	44%	42%		55%	56%	
Nursing and Midwifery Registered	78%	72%		19%	25%	
Students						

Red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has remained the same, and green indicates an increase.
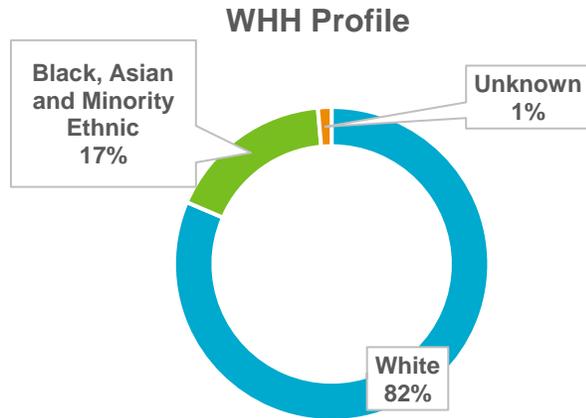
Workforce overview (substantive staff only)

Profile of staff by ethnic origin

Ethnicity

Sex

Disability

Sexual Orientation

Age

Religion and Belief

Ethnic Origin	Headcount	%
A White - British	3569	78.22%
B White - Irish	37	0.81%
C White - Any other White background	94	2.06%
C2 White Northern Irish	1	0.02%
C3 White Unspecified	1	0.02%
CA White English	5	0.11%
CB White Scottish	0	0.00%
CC White Welsh	2	0.04%
CF White Greek	0	0.00%
CH White Turkish	1	0.02%
CP White Polish	2	0.04%
CX White Mixed	1	0.02%
CY White Other European	5	0.11%
D Mixed - White & Black Caribbean	13	0.28%
E Mixed - White & Black African	13	0.28%
F Mixed - White & Asian	18	0.39%
G Mixed - Any other mixed background	13	0.28%
GA Mixed - Black & Asian	1	0.02%
GE Mixed - Asian & Chinese	1	0.02%
GF Mixed - Other/Unspecified	0	0.00%
H Asian or Asian British - Indian	275	6.03%
J Asian or Asian British - Pakistani	54	1.18%
K Asian or Asian British - Bangladeshi	6	0.13%

Ethnic Origin	Headcount	%
L Asian or Asian British - Any other Asian background	113	2.48%
LA Asian Mixed	8	0.18%
LD Asian East African	1	0.02%
LE Asian Sri Lankan	2	0.04%
LH Asian British	2	0.04%
LK Asian Unspecified	19	0.42%
M Black or Black British - Caribbean	11	0.24%
N Black or Black British - African	79	1.73%
P Black or Black British - Any other Black background	9	0.20%
PC Black Nigerian	2	0.04%
PE Black Unspecified	5	0.11%
R Chinese	36	0.79%
S Any Other Ethnic Group	69	1.51%
SC Filipino	18	0.39%
SD Malaysian	2	0.04%
SE Other Specified	10	0.22%
Z Not Stated	66	1.44%

N.B. Recording descriptors for ethnic origin are collated from NHS England (NHS Digital)
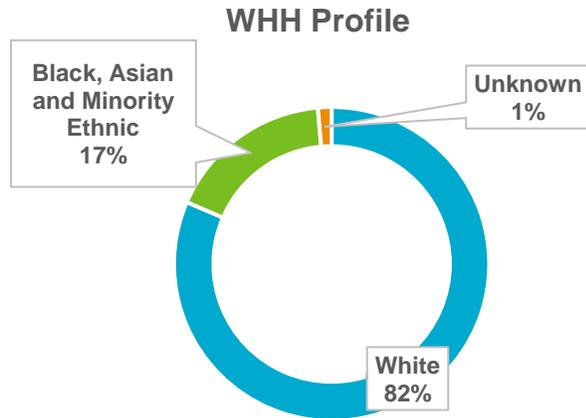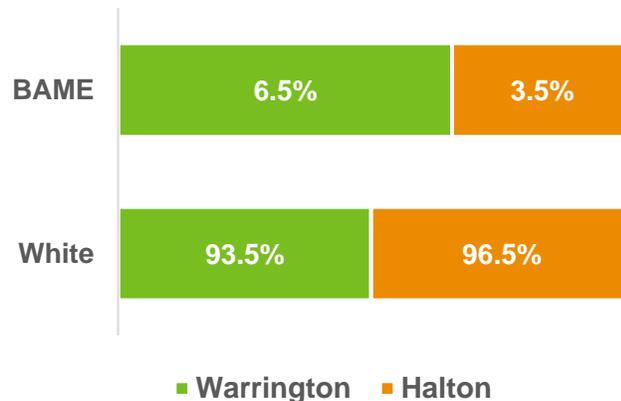
Workforce overview (substantive staff only)

Profile of staff by ethnicity – *Ethnicity Pay Gap reporting*

Ethnicity | Sex | Disability | Sexual Orientation | Age | Religion and Belief

WHH Profile

- Black, Asian and Minority Ethnic 17%
- Unknown 1%
- White 82%

Local Population (Census 2021)

	Warrington	Halton
BAME	6.5%	3.5%
White	93.5%	96.5%

■ Warrington ■ Halton

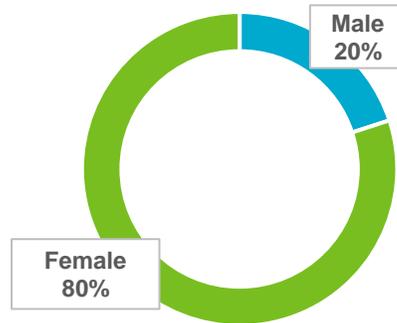**Analysis of data** (no comparable data is available for 2023)**:**

- The information highlighted in the table below indicates that the mean and median hourly pay is higher for Black, Asian and Minority Ethnic staff. Further analysis into this would suggest this is due to staff group allocation by which over 50% of the Medical and Dental workforce is Black, Asian and Minority Ethnic

- Data also highlights that the proportion of pay by quintile is balanced for the upper middle and upper quartiles however is not representative in the lower middle and lower quartiles. This is specifically disproportionate for white staff compared with Black, Asian and Minority Ethnic staff

- Data shows that the mean hourly rate for Black, Asian and Minority Ethnic staff is £2.17 more than white staff

Ethnic Split by Pay Quartile	BAME	White	Not stated
	2023	2023	2023
Mean Hourly Rate	£19.45	£17.28	£17.26
Median Hourly Rate	£14.53	£14.11	£14.53
Lower Quartile (Q1)	9.47%	90.53%	0.00%
Lower Middle Quartile (Q2)	13.46%	84.15%	2.39%
Upper Middle Quartile (Q3)	17.79%	80.27%	1.95%
Upper Quartile (Q4)	17.09%	82.20%	0.71%

Ethnicity

Sex

Disability

Sexual Orientation

Age

Religion and Belief

Workforce overview (substantive staff only)

Profile of staff by sex

WHH Profile

Male 20%

Female 80%

Local Population (Census 2021)

	Warrington	Halton
Female	50.5%	51.0%
Male	49.5%	49.0%
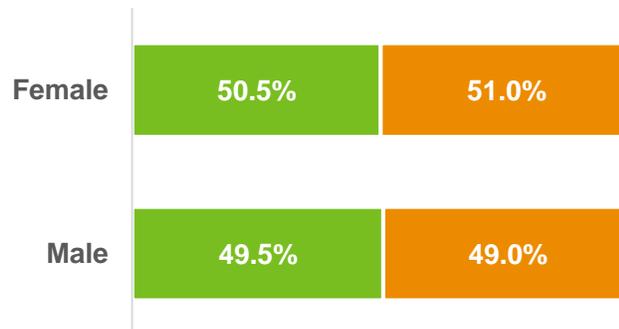
■ Warrington ■ Halton

Analysis of data:

- The Trust's overall staff profile split by sex **remains at 80% female and 20% male** which is in-line with the national average across NHS England

- When split by staff group, a general trend can be seen of a **decrease in the percentage of female employees across departments** with an average decrease of 1%. The **largest decrease was in Estates and Ancillary (3%)**

- Compared to the local population, collated from the Census 2021, **WHH has a significantly higher representation of females**, which again is in keeping with the NHS as a whole

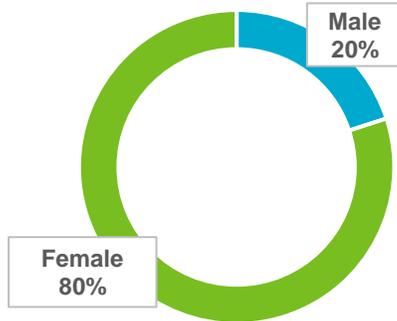| Sex Split by Staff Group	Female			Male		
	2022	**2023**		**2022**	**2023**	
Add Prof Scientific and Technical	76%	75%	🟥	24%	25%	🟩
Additional Clinical Services	89%	89%	🟧	11%	11%	🟧
Administrative and Clerical	85%	84%	🟥	15%	16%	🟩
Allied Health Professionals	79%	79%	🟧	21%	21%	🟧
Estates and Ancillary	62%	59%	🟥	38%	41%	🟩
Healthcare Scientists	65%	64%	🟥	35%	36%	🟩
Medical and Dental	36%	38%	🟩	64%	62%	🟥
Nursing and Midwifery Registered	93%	93%	🟧	7%	7%	🟧
Students						

Red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has remained the same, and green indicates an increase
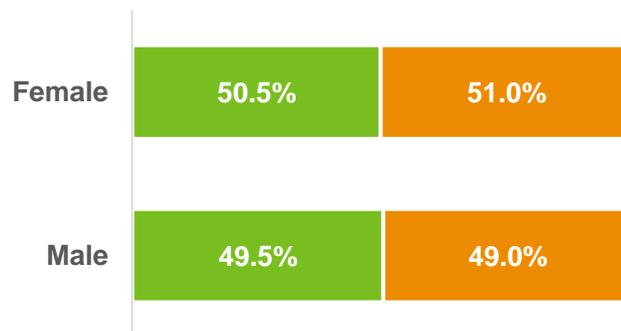
Workforce overview (substantive staff only)

Profile of staff by sex – *Gender Pay Gap reporting*

NHS
Warrington and Halton Teaching Hospitals
NHS Foundation Trust

WHH Profile

Male 20%
Female 80%

Local Population (Census 2021)

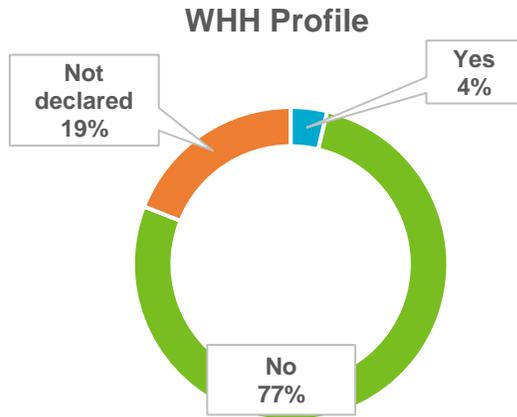|	Warrington	Halton
Female	50.5%	51.0%
Male	49.5%	49.0%

■ Warrington ■ Halton

Analysis of data:

- The biggest difference between the 2022 and the 2023 gender pay gap reporting was in Q3 in the table below by **nearly 1% (decrease for females, increase for males)**. This was also the **greatest shift towards an equal representation across the Trust**, i.e. one that matches the Trust's Workforce Profile

- Female employees are still **significantly under-represented in Q4** compared to the Trust profile – it in fact **deteriorated slightly by 0.04%**

- As seen when looking at the ESR data, compared to the local population, collated from the Census 2021, **WHH has a higher representation of females**, with the profile figures changing by **1% (decrease for females, increase for males)**

Sex Split by Pay Quartile	Female			Male		
	2022	2023		2022	2023	
Mean Hourly Rate						
Median Hourly Rate					£16.99	
Lower Quartile (Q1)					17.12%	
Lower Middle Quartile (Q2)					17.93%	
Upper Middle Quartile (Q3)					16.94%	
Upper Quartile (Q4)						

Red indicates a decrease in percentage from 2022 to 2023 and green indicates an increase

Workforce overview (substantive staff only)

Profile of staff by disability

Ethnicity | **Sex** | **Disability** | **Sexual Orientation** | **Age** | **Religion and Belief**

NHS
Warrington and Halton Teaching Hospitals
NHS Foundation Trust

WHH Profile

- Not declared 19%
- Yes 4%
- No 77%

Analysis of data:

- There is a general trend across departments of **improvement in disability disclosure** at the Trust. In December 2022, the 'Not declared' group made up 24% of the workforce compared to **19% in December 2023**

- **Every staff group saw the 'Not declared' percentage drop**, the smallest being by 4% and the biggest by 8% - an **average decrease of 4.88%**

- As the percentage of 'No' responses improved across the board, **most people that updated their information do not have or consider themselves to have a disability**

- Largely the respondents that answered 'Yes' by Staff Group stayed the same which could imply **people that already disclosed did not retract that information** – suggesting that new starters aren't disclosing their disability status
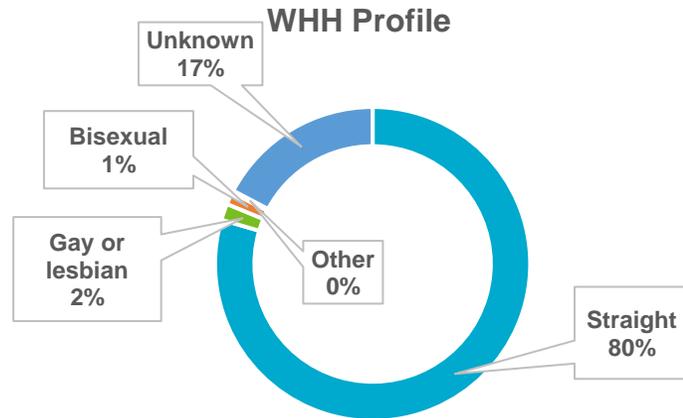
Local Population (Census 2021)

	Warrington	Halton
Yes (a lot)	7.7%	11.0%
Yes (a little)	10.1%	11.5%
No	82.2%	77.4%

■ Warrington ■ Halton
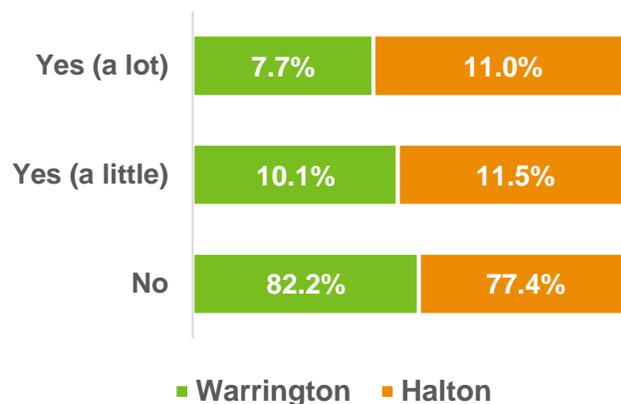
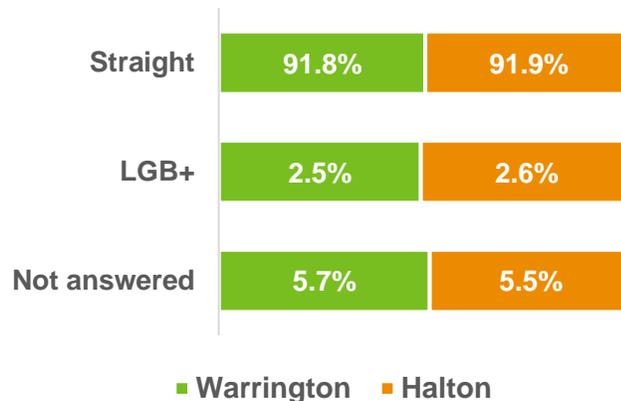| Disability Split by Staff Group	Yes			No			Not declared		
	2022	2023		2022	2023		2022	2023	
Add Prof Scientific and Technical	2%	1%		79%	84%		19%	15%	
Additional Clinical Services	4%	4%		73%	79%		23%	17%	
Administrative and Clerical	6%	6%		70%	74%		24%	20%	
Allied Health Professionals	3%	4%		72%	76%		25%	20%	
Estates and Ancillary	3%	3%		68%	76%		29%	21%	
Healthcare Scientists	4%	4%		71%	75%		25%	21%	
Medical and Dental	1%	1%		68%	72%		31%	27%	
Nursing and Midwifery Registered	3%	3%		75%	79%		22%	18%	
Students	0%	0%		100%	67%		0%	33%	

For the 'Yes' and 'No' columns, red indicates a decrease in 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 sexual orientation

Warrington and Halton Teaching Hospitals
NHS Foundation Trust

WHH Profile

- Unknown 17%
- Bisexual 1%
- Gay or lesbian 2%
- Other 0%
- Straight 80%

Local Population (Census 2021)

- Straight — 91.8% / 91.9%
- LGB+ — 2.5% / 2.6%
- Not answered — 5.7% / 5.5%

■ Warrington   ■ Halton
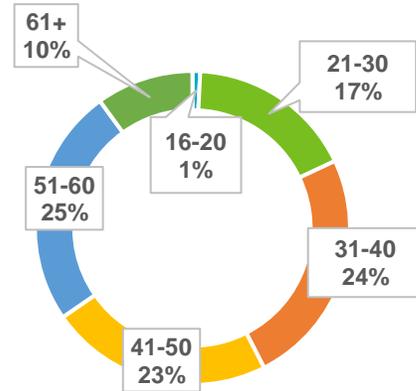
Analysis of data:

- The percentage of 'Straight' people identifying in 2022 was 78% compared to 80% in 2023, and the 'Unknown' in 2022 was 19% compared to 17% in 2023. This combined with an increase in people identifying as straight across all Staff Groups implies **2% of the 'Unknown' population have updated their EDI data and identify as 'Straight'**

- There was **no overall change** in the percentage of **people that identify as LGB+** in the WHH profile and minimal change when split by Staff Group

- Compared to the local population, **WHH has a greater diversity by sexual orientation** though it has a **far larger percentage of unknown responses**

Sexual Orientation Split by Staff Group	Straight			Gay/Lesbian			Bisexual			Unknown		
	2022	2023		2022	2023		2022	2023		2022	2023	
Add Prof Scientific and Technical	83%	87%		3%	3%		2%	1%		12%	8%	
Additional Clinical Services	77%	80%		2%	2%		2%	2%		19%	16%	
Administrative and Clerical	79%	81%		1%	1%		1%	1%		19%	17%	
Allied Health Professionals	75%	79%		2%	2%		2%	1%		21%	18%	
Estates and Ancillary	75%	77%		0%	0%		1%	1%		24%	22%	
Healthcare Scientists	82%	83%		1%	1%		0%	0%		17%	16%	
Medical and Dental	72%	73%		3%	2%		1%	1%		24%	24%	
Nursing and Midwifery Registered	79%	80%		2%	2%		1%	1%		18%	17%	
Students												

For the 'Straight', 'Gay/Lesbian' and 'Bisexual' columns, red indicates a decrease in percentage from 2022 to 2023, 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

Ethnicity
Sex
Disability
Sexual Orientation
Age
Religion and Belief

Workforce overview (substantive staff only)

Profile of staff by age

Warrington and Halton Teaching Hospitals
NHS Foundation Trust

61+ 10%
21-30 17%
16-20 1%
51-60 25%
31-40 24%
41-50 23%

Analysis of data:

- The overall Trust profile has **not changed dramatically**. Compared to 2022, the **'21 to 30' age group has decreased by 1%** and the **'31 to 40' age group has increased by 1%**

- Following the annual trend the largest age group for the Trust profile remains **'51 to 60' at 25%**, compared with the smallest group being **'16 to 20' at 1% and '61+' at 10%**

- Data indicates that the majority of those aged 16 to 30 are in the Additional Clinical Services and Nursing and Midwifery Registered staff groups, whilst most of those aged 51+ are in Administrative and Clerical and Estates and Ancillary

Age Split by Staff Group	16 20			21 30			31 40			41 50			51 60			61+		
	2022	2023		2022	2023		2022	2023		2022	2023		2022	2023		2022	2023	
Add Prof Scientific and Technical	0%	3%		6%	5%		3%	3%		2%	3%		1%	2%		2%	2%	
Additional Clinical Services	57%	75%		20%	18%		17%	17%		20%	18%		17%	18%		21%	18%	
Administrative and Clerical	33%	11%		14%	14%		17%	17%		22%	22%		30%	29%		28%	32%	
Allied Health Professionals	0%	0%		13%	13%		12%	10%		8%	8%		6%	6%		4%	4%	
Estates and Ancillary	10%	8%		4%	3%		5%	6%		8%	8%		14%	14%		23%	23%	
Healthcare Scientists	0%	3%		4%	4%		4%	4%		2%	3%		2%	2%		1%	1%	
Medical and Dental	0%	0%		10%	11%		7%	7%		10%	9%		6%	6%		6%	6%	
Nursing and Midwifery Registered	0%	0%		29%	32%		34%	36%		27%	28%		24%	24%		15%	14%	
Students	0%	0%		0%	1%		3%	0%		0%	0%		0%	0%		0%	0%	

Red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has remained the same, and green indicates an increase
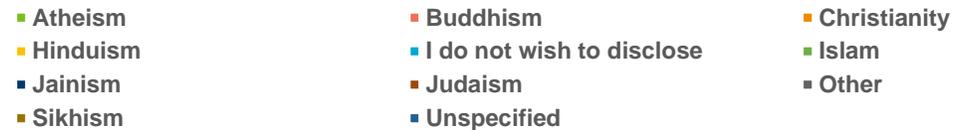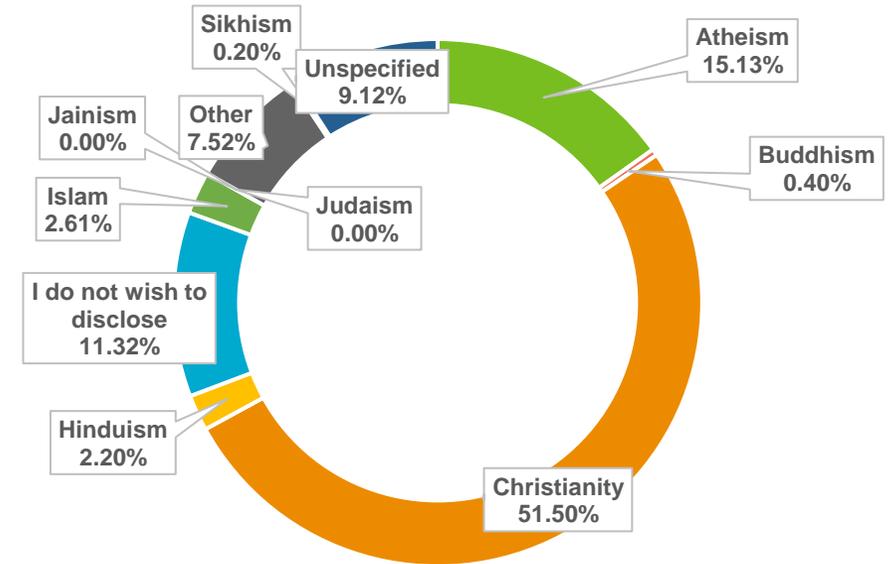
Ethnicity

Sex

Disability

Sexual Orientation

Age

Religion and/or Belief

Workforce overview (substantive staff only)

Profile of staff by religion and/or belief

NHS
Warrington and Halton Teaching Hospitals
NHS Foundation Trust

Analysis of data:

- The total known disclosure rate of the Trust religion or belief is 79.6% for staff an increase of 3.8% compared to the previous year

- Compared with the local community, the 2021 Census highlights that the percentage of the population living in Warrington identifying as Christian is 56.7%, with Halton being 58.6%. Both have significantly reduced in comparison to the 2011 Census, with an increase in 'no religion' for Warrington at 34.6% and Halton being 35.2%

Religion	Percentage	
Atheism		
Buddhism		
Christianity		
Hinduism		
I do not wish to disclose		
Islam		
Jainism		
Judaism		
Other		
Sikhism		
Unspecified		

Red indicates a decrease in percentage from 2022 to 2023, amber indicates the percentage has remained the same, and green indicates an increase

Sikhism 0.20%
Unspecified 9.12%
Atheism 15.13%
Jainism 0.00%
Other 7.52%
Buddhism 0.40%
Islam 2.61%
Judaism 0.00%
I do not wish to disclose 11.32%
Hinduism 2.20%
Christianity 51.50%

■ Atheism ■ Buddhism ■ Christianity
■ Hinduism ■ I do not wish to disclose ■ Islam
■ Jainism ■ Judaism ■ Other
■ Sikhism ■ Unspecified

Section 9:

Governance and accountability

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

NHS

Warrington and Halton Teaching Hospitals
NHS Foundation Trust

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 Equality, Diversity and Inclusion 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 Equality, Diversity and Inclusion Sub-Committee, and the committee reports into the Quality Assurance Committee and subsequently to Trust Board

The Chief Nurse and Deputy Chief Executive is the accountable Executive Director for the patient and service user equality, diversity and inclusion agenda

Section 10:

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:

www.whh.nhs.uk/about-us/corporate-publications-and-statutory-information/equality-diversity-and-human-rights

Telephone: 01925 635911

Email: whh.communications@nhs.net