

Equality, Diversity and Inclusion (EDI)

Public Sector Equality Duty
Summary Report 2023

Introduction and background to the report

Introduction

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

Background


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

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

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

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

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



Our People Plan

Our roadmap to an integrated approach to inclusion and wellbeing


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

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

Pillar 1 Looking after our people

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

Pillar 2 Improve belonging in the NHS

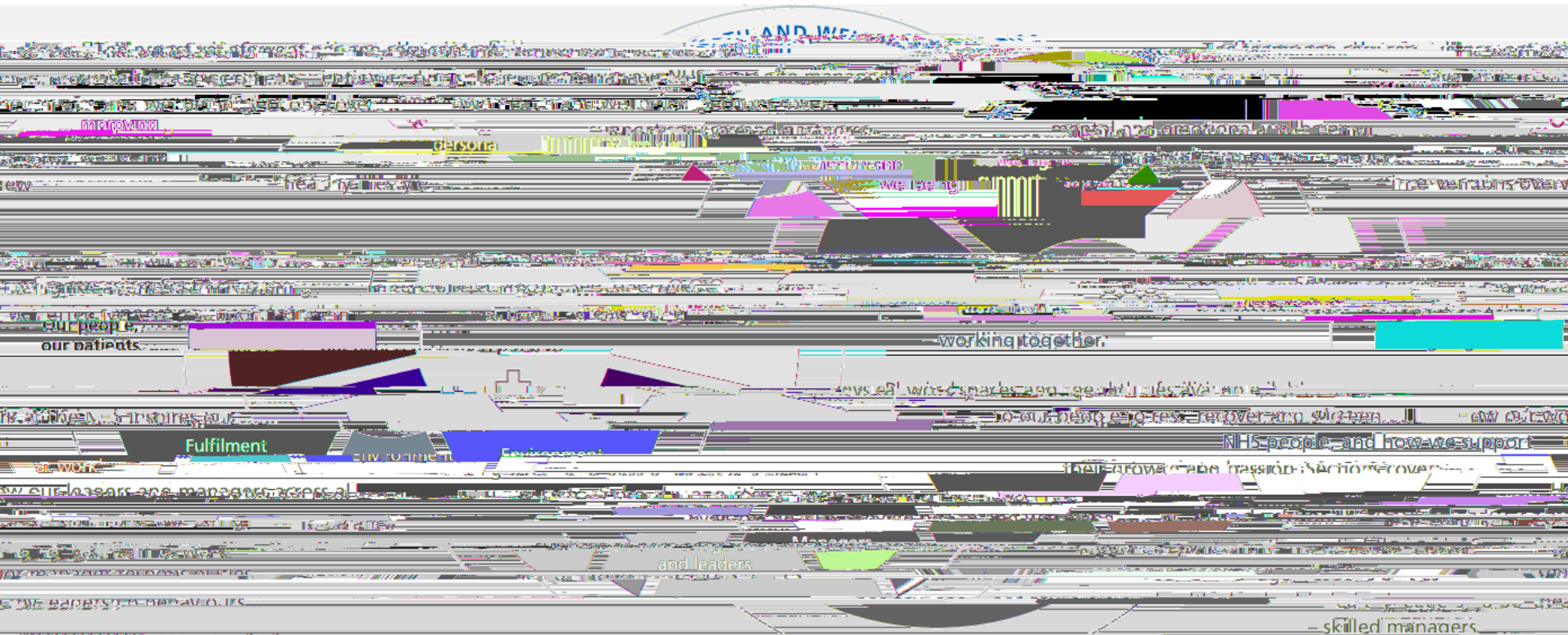
- People develop and thrive in a compassionate and inclusive environment where they can see that inequalities are being addressed.
 - Leaders are clear on how they need to behave to perform effectively and deliver the NHS People Promise.
 - A single framework for leadership competence and behaviour underpins recruitment, conduct, performance and personal or professional development.
 - A common curriculum provides open access to learning and career pathways.
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Our Health and Wellbeing Plan 2022-26

Our roadmap to an integrated approach to inclusion and wellbeing



The NHS Health and Wellbeing Framework diagram



People Promise Exemplar site

Our roadmap to an integrated approach to inclusion and wellbeing

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



Organisational Development and People (OD&P) Priorities

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

Our Equality, Diversity and Inclusion Strategy

3. A representative and supported workforce

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

4. Inclusive Leadership

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



Inclusion and Wellbeing : An integrated approach

Making Salisbury NHS Foundation Trust the best place to work

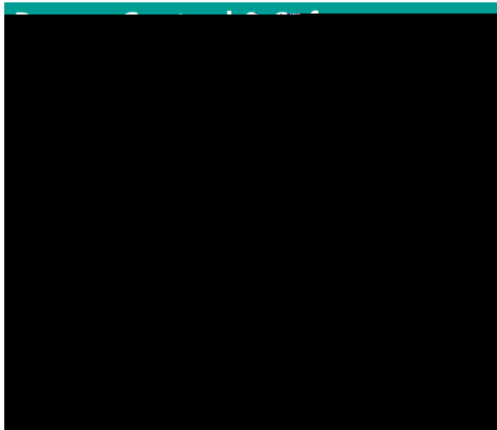
This aligns to the Trust vision



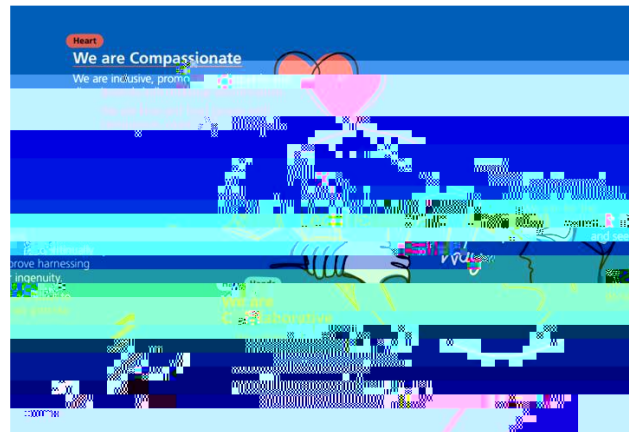
Is reflected in the NHS People Plan and People Promise



Supports our Trust values



Is underpinned by our Leadership Way



And enabled by our Improving Together methodology



Improving Together

Our People

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

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

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

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



Our People Profile 31st March 2022

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

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

Our People Profile 31st March 2022

| Gender | Bank | Substantive | Total | |
|--------------|------------|-------------|-------------|--------|
| Female | 638 | 3084 | 3722 | 76.13% |
| Male | 205 | 962 | 1167 | 23.86% |
| Total | 843 | 4046 | 4889 | |

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