



Derbyshire Healthcare
NHS Foundation Trust

Equality, Diversity, and Inclusion Annual Report 2023-24

Public Sector Equality Duty

March 2024



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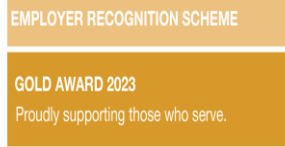
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What is the Public Sector Equality Duty?¹

The Public sector equality duty came in to force in April 2011 and public authorities are now required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish:

- equality objectives, at least every four years.
- information to demonstrate their compliance with the public sector equality duty.

Our Trust

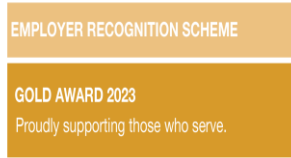
The Trust is passionate about making equality, diversity, and inclusion part of our DNA. We take pride in our **“People First Culture”** which creates a workplace where everyone feels a genuine sense of belonging, difference is celebrated, and people are comfortable to bring their whole selves to work.

We respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment throughout the work we do across the Trust for colleagues, patients, partners, and our wider community.

We are committed to ensuring equality, diversity, inclusion, and human rights are central to the way we deliver healthcare services to our service users and how we support staff.

The Trust continues to work towards creating a compassionate and inclusive environment for receiving care and as a place to work.

¹ [Public sector equality duty - GOV.UK \(www.gov.uk\)](https://www.gov.uk)



Our Vision and Values

People first – We work compassionately and supportively with each other and those who use our services. We recognise a well-supported, engaged and empowered workforce is vital to good patient care.

Respect – We respect and value the diversity of our patients, colleagues and partners and for them to feel they belong within our respectful and inclusive environment.

Honesty – We are open and transparent in all we do

Do your best – We recognise how hard colleagues work and together we want to work smarter, striving to support continuous improvement in all aspects of our work.



Our EDI Strategic Objectives

The Trust has 4 strategic objectives in total, **Great care**, **Great place to work**, **Best use of resources** and **Great Partner**.

The main focus for the EDI Strategy is Great Care and Great place to work. These underpin the inclusion and belonging work at DHCFT.

Great care

- Delivering compassionate, person-centred, innovative and safe care
- Choice, empowerment and shared decision-making is the norm.

Great place to work

- Attracting colleagues to work with us who we develop, retain and support by excellent management and leadership.
- An empowered, compassionate, and inclusive culture that actively embraces diversity.

○ What we need to achieve – to deliver GREAT care



○ What we need to achieve – to be a GREAT place to work



○ A new EDI Framework

Our People and Culture Committee of the Board recently approved our new EDI Framework to ensure positive progress towards an inclusive and equitable *organisational culture*. The framework groups together our obligations and ambitions into five domains:

- Leadership
- Addressing bullying, harassment, discrimination, and abuse
- Inclusive recruitment and retention
- Inclusive progression and promotion
- Create a culture of inclusion and belonging.

Within each domain are individual actions mandated by NHS England in addition to localised actions which meet the specific needs of the Trust.

To demonstrate compliance with our requirements under the Public Sector Equality Duty (PSED) Equality Act 2010, we publish the various mandated reports on our webpage.

To access the Trust reports for more information, please visit the Trust's [Equality Diversity and Inclusion Page](#):

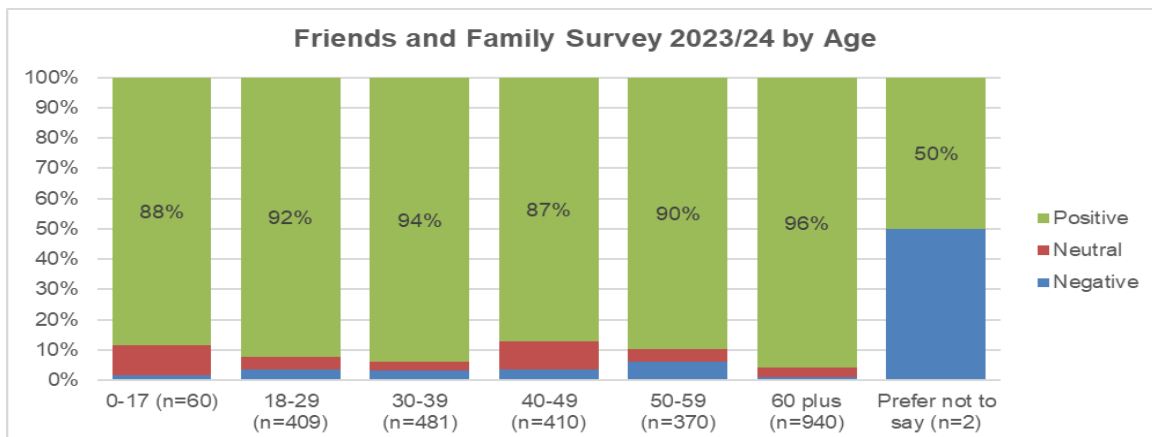
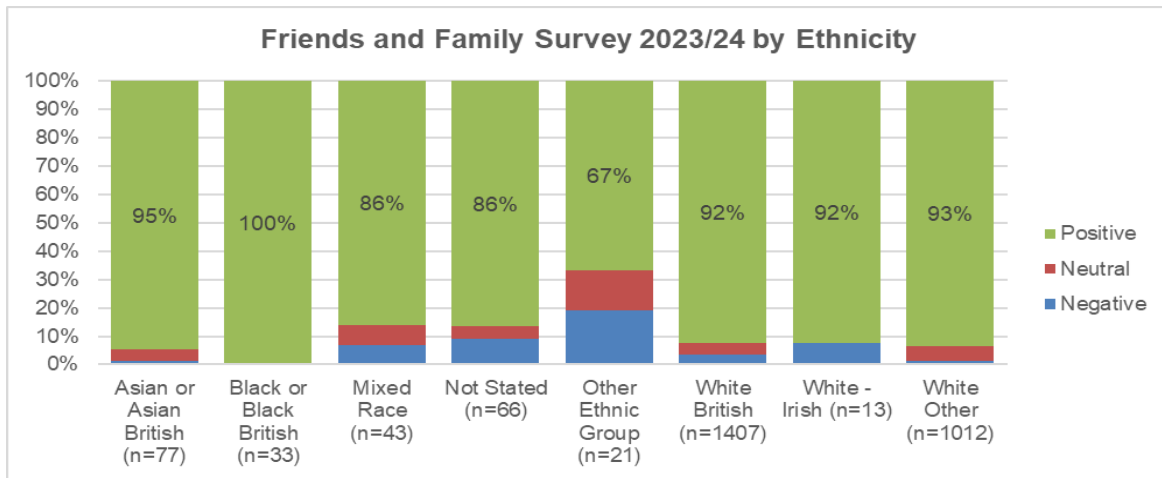
- Workforce Race Equality Standard (WRES)
- Workforce Disability Equality Standard (WDES)
- Gender, Ethnicity and Disability Pay Gaps
- Equality Delivery System EDS.

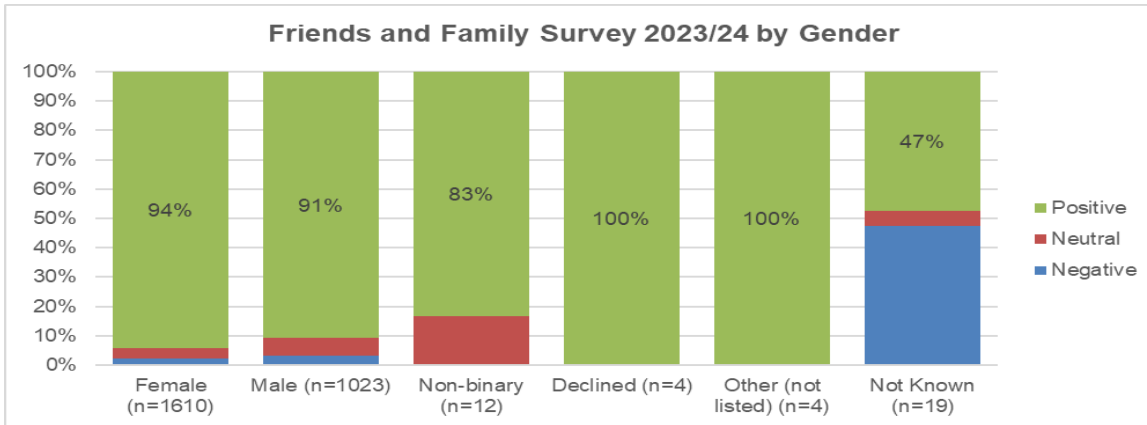
Promoting equality in service delivery

Customer satisfaction survey results by protected characteristics:

To measure customer satisfaction the Trust promotes the Friends and Family Test survey, and respondents are asked to provide their ethnicity, age, and gender in answering whether they would be happy for friends and family to receive treatment at the Trust.

Results for the financial year are demonstrated in the below figures:





Person-centred care planning to promote equality in service delivery:

The Trust operates on a **person-centred** care planning basis. Each person is treated as an individual and their care plan considers all their individual needs, which by default encapsulates equality of service delivery.

Through the use of person-centred care planning, the Trust ensures that all patients are informed and supported to be as involved as they wish to be in decisions about their care. A care plan is devised jointly with the patient unless they are unwilling or unable to be involved. The principle of devising the care plan in conjunction with the patient, where possible, is consistently applied. In addition, for patients with a learning disability an accessible care plan has been devised which uses symbols to aid understanding and to enable participation in the production of the care plan.

Establishing the “Reducing Health Inequalities Delivery Group”

DHCFT is strongly committed to reducing health inequalities across Derby and Derbyshire as part of our commitment to delivering exceptional care and improving access to services and clinical outcomes of people most at risk of health inequalities.

As part of this work and to better understand the extent of health inequalities locally, DHCFT commissioned Real World Health (RWH) to produce a baseline of our current health inequalities profile across the Derby and Derbyshire system, specifically looking at:

- Access to services
- Caseloads
- Patient outcomes

Following this commission, and in order to have a framework for addressing health inequalities, the Trust established the Reducing Health Inequalities (RHI) Delivery Group.

The purpose of the Group is threefold:

1. To bring together DHCFT teams and services to collectively identify, address and reduce the health inequalities being experienced locally, with the aim of ensuring all Derby and Derbyshire residents receive the same high levels of care and treatment.
2. To bring together partner representatives from across the Derby and Derbyshire system space into one forum to share best practice examples of reducing health inequalities initiatives and programmes taking place across Derby and Derbyshire and to align aims and objectives and reduce duplication (for example, our local commitment to the national NHS approach to reducing health inequalities, Core20PLUS5).
3. To invite regional representatives to the Group to also share best practice examples and align initiatives across the regional space.

The Trust activities and initiatives to promote Equality, Diversity, and Inclusion

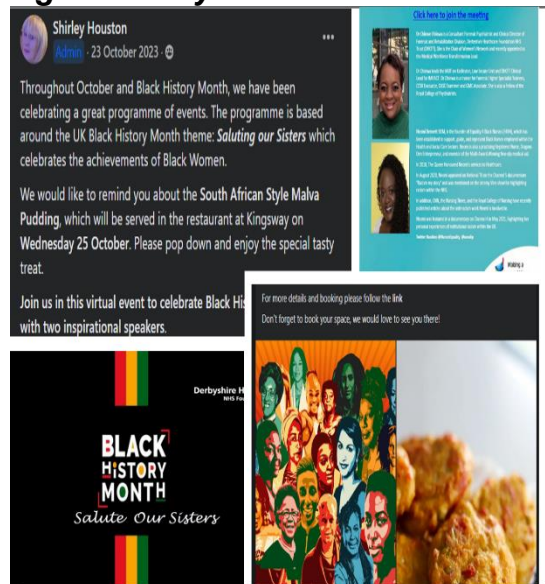
The Trust continues to support promoting Equality, Diversity and Inclusion through various events, projects, initiatives and through marking and celebrating Awareness Days throughout the year via engagement sessions, Q&A sessions, and our social media platforms.

Raising awareness and promoting belonging through visibility

➤ **Black History Month 2023 #Saluting our sisters.**

We celebrated Black History Month this year with some amazing events that were open to colleagues from across the region and colleagues from local authorities in Derbyshire. Some of our Wards also participated through various activities in which patients as well as staff got involved and collaborated on creating displays, sharing knowledge, and raising awareness.

Our programme was based around the UK Black History Month theme: Saluting our sisters which celebrates the achievements of Black Women.





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Proudly supporting those who serve.

- To mark the month, Dr Chinwe Obinwa, Chair of our Women's Staff Network and Kuda Mumvuri, Chair of the BME Staff Network featured in a video to talk about the month and promote the events, to watch the video [click here](#).
- The Trust had a special meal once a week at our restaurant at Kingsway throughout the month of October.
- In conclusion of the Black History Month the Trust hosted an event that featured Dr Chinwe Obinwa, Consultant Forensic Psychiatrist at Derbyshire Healthcare who spoke about her involvement in “**Act Against Racism**” with the Royal College of Psychiatrists, and Neomi Bennett, CEO of **Equality4Blacknurses** who spoke about Equality for Black Nurses.

➤ **Pride Month 2023**

To mark Pride Month 2023, Maddie Roche, Chair of the LGBT+ Staff Network and Ade Odunlade, Chief Operating Officer and Executive Sponsor for the network recorded a short video about celebrating our LGBT+ communities, the achievements that have been made over the previous few months by the network.

Watch Maddie and Ade’s video [here](#)



The Trust held events to mark the month, and shared information about regional events taking place throughout the month.



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DHCF's LGBT+ Network's events:

Network Social – 11th June

- Members of the LGBT+ network (allies included) are meeting up for a picnic at a local park for an informal get-together
- Please contact the LGBT+ network at Dhcf.lgbtinfo@nhs.net if you would like to attend and we will share the meeting location

Ask Me Anything – 16th June, 1-2pm

- Ever had a question about the LGBT+ community but didn't know where to find the answer?
- Join our panel of NHS staff across the country for an open and honest discussion on everything LGBT+
- Register here: <https://bit.ly/Pride2023-AMA>
- Poster attached

Fighting with Pride – 22nd June, 12-1pm

- Fighting With Pride is a charity that supports the health and wellbeing of LGBT+ Veterans, service personnel and their families – in particular those most impacted by the ban on LGBT+ personnel serving in the Armed Forces prior to January 2000
- Fighting With Pride is coming to us about who they are and what they do, including their work into the impact on the ban on LGBT+ serving personnel



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➤ Armed Forces Week 2023



Katie Turner

2 June 2023 · 🌐



Fighting With Pride during Armed Forces Week - 22 June 2023

Thursday 1 June was the start of Pride Month, a time for us to recognise and support our LGBT+ community. We have been working with our LGBT+ staff network at DHCFT and are pleased to announce the following virtual session:

We will be hosting Fighting With Pride during Armed Forces Week

Thursday 22nd June 2023 at 1200 – 1300

Fighting With Pride is a military charity supporting our LGBT+ veterans, service personnel and their families, especially those most impacted by the ban on LGBT+ serving personnel in the Armed Forces prior to January 2000.

The review by Northumbria University (Northern Hub for Veterans & Families Research) will soon be published, sharing the extent the ban had on service people and their families. In the interim, the team from Fighting With Pride will be able to talk to us about the initial findings. It will help us to think about the support we can offer our service users and staff affected.

Any questions, do drop us a message and please share with colleagues.

Best wishes

LGBT+ Network & The Armed Forces Community Staff Network (DHCFT & DCHS)



Hollie Cowan

21 June 2023 · 🌐



Armed Forces Week: Video message for all colleagues from Justine Fitzjohn, 21 June 2023

Justine Fitzjohn, our Trust Secretary, has recorded a short video talking about celebrating our Armed Forces Community during Armed Forces Week.

Watch Justine's video on YouTube or watch Justine's video on Focus.

A picture containing human face, person, clothing, wall

Description automatically generated

As Executive Sponsor of the Armed Forces Network, Justine talks about the great steps we have made to support the Armed Forces Community such as receiving The Defence Employer Recognition Scheme Silver Award.

Justine also talks about the events to celebrate Armed Forces week that are still to come such as:

- A virtual conversation tomorrow, 22 June, with **guest speakers Gemma Warden and Dave Small, from Fighting with Pride**. Fighting With Pride is a military charity supporting our LGBT+ veterans, service personnel and their families, especially those most impacted by the ban on LGBT+ serving personnel in the Armed Forces prior to January 2000.
- On Friday 23 June we will also be welcoming **Moira Cameron to talk about her experience of being the first woman beefeater**, talking about her life in the Armed Forces.

Links to these events can be found on the Armed Forces Network page Focus.

Please watch the video. If you are using the VPN (remote access service), please log off before you click on the link and watch the video.

If you are using a laptop with a small speaker, you may prefer to listen with headphones. If you need headphones, you can request a headset using the IT equipment request form.

If anyone requires a summary of the points discussed in any of the video podcasts to date, please email the Communications team at dhcft.communications@nhs.net

Best wishes,



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Message from Justine Fitzjohn on Armed Forces Week, to watch the video, click [here](#)

➤ Reserves Day in collaboration with the University of Derby




➤ Gold Award – Defence Employer Recognition Scheme



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➤ **Celebrating 75 years of Windrush**



 **Shirley Houston**
 22 June 2023 · 🌐

Celebrating 75 years of [Windrush](#)

On 22 June 1948, HMT Empire Windrush arrived in the UK, carrying passengers from the West Indies.

Mainly former service personnel, this was the first wave of post war immigration with many of the passengers taking up roles in the NHS, which launched just two weeks later.

Today, our ethnic minority colleagues make up almost a quarter of the NHS workforce and 42% of medical staff.

As part of our plans to mark the NHS's 75th birthday, as a Trust, we are celebrating the 75th anniversary of Windrush and the diversity of our NHS workforce. From the Windrush generation of 1948, the South Asian arrivals in the 1960s and 70s, and to our very own colleagues, which currently represent over 50 nationalities.

Commenting on the anniversary, Mark Powell, our Chief Executive said:

"The 75th anniversary of the arrival of the Windrush is a fantastic opportunity to celebrate the work of our ethnic minority colleagues.

As an organisation, we are committed to promoting and celebrating diversity, equality and inclusion, and ethnic and cultural diversity is a key priority for us.

Derbyshire Healthcare has always embraced talent from around the world. These colleagues are an integral part of our Trust, and I am honoured to work alongside them all."

Mark and our Trust Chair, Selina Ullah, raised the Windrush 75 flag at the Ashbourne Centre, Kingsway, in celebration of this special occasion.

#WindrushDay

➤ **Staff Networks Day 2023**

DHCFT Staff Networks marked Staff Networks Day by organising a conference where they celebrated achievements, shared challenges, and exchanged knowledge and learning. The conference was aimed at staff working across Derbyshire Healthcare NHS Foundation Trust, who want to learn more about and engage with our Staff Networks.

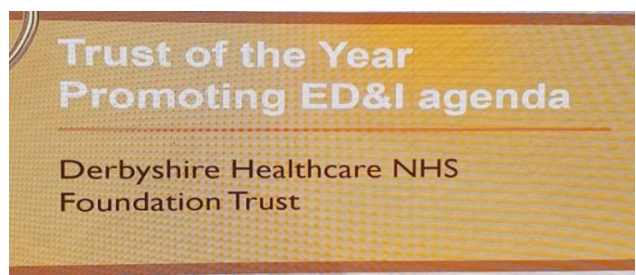


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The conference hosted David Shosanya, International Keynote Speaker, Trainer, Facilitator, Consultant and Coach who spoke about the power of Staff networks and the importance of collaboration and joint advocacy between network to achieve maximum impact and maximize potential.



➤ Trust of the year Award in promoting ED&I agenda at the APNA Conference 2023





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Our Freedom to Speak-up Guardians' outreach activities

Freedom to Speak Up Champions



The Trust has a network of Speaking Up Champions in a range of different areas across the Trust. Speaking Up Champions are trained to support you to speak up.



Our Freedom to Speak-up Guardian has been working tirelessly to promote the [Freedom to Speak Up policy and procedure](#) that aims to foster a positive culture of speaking up for all colleagues. Moreover, working across the Trust to advocate for raising concerns, speaking up, and acting as an active ally.

Some of the activities that took place throughout the year were:

- Monthly Trust Induction - FTSU promotion - New Trust staff
- Attendance at Staff Network meetings
- Monthly Freedom to speak-up champions check-ins
- A2B Leadership Programme - Speaking Up for Leaders for DCHS and DHCFT Staff
- Promoting FTSU at various staff team meetings, to students and preceptees, Junior Doctors and to bank/agency staff
- Wider speaking up engagement session for all Trust staff in October 2023 as part of speaking up month
- Face-to-face drop-ins in at settings across the Trust
- Engagement with wider FTSU network and Derbyshire ICB/ICS
- Development of an DHCFT Strategy and Vision 2024-2026.
- Development and publication of new FTSU Policy and Procedure in line with NHSE template and guidance.



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Leadership, Training and Development

○ Cultural Intelligence (CQ Programme)

The Trust's Above Difference Cultural Intelligence programme began with the Board on 15 September 2021. 24 senior leaders completed the programme, and 4 Facilitators have been trained to deliver the Programme to the wider Trust. 20 senior leaders completed the programme in June 2022. This has now been reviewed to increase facilitators and utilising the existing facilitators.

○ Equity, Diversity, and Inclusion Workshops for Teams

The Trust is committed to continuous learning and development to raise awareness about EDI and embed it as a practice in our day-to-day operations. The Trust has rolled out and completed a series of sessions to teams about Equity, Diversity, and Inclusion in collaboration with Unleashed International Limited. The workshops delivered a comprehensive content that covered several EDI related themes that aim at:

- Raising people's self-awareness
- Understanding unconscious bias and how to mitigate this (Conscious Inclusion)
- Understanding equity, diversity, and inclusion (EDI)
- Providing education on Discrimination, Allyship and Microaggressions
- Understanding how to be an effective Ally.

○ EDI Training and Sessions

The EDI team continues to support colleagues across the Trust in raising awareness, building a wide knowledge base and encourage enlightening conversations about equality and inclusion and facilitates the creation of a psychologically safe space for colleagues to have the confidence to bring their whole selves to work. Some of the activities the team is leading on are:

- the team had delivered 2 sessions titled **“Understanding and Talking about Race”** during Black History Month 2023, the sessions were very popular and very well received. The EDI team is now rolling out a series of these workshops in 2024 and has also delivered sessions on a team-wide basis.

Feedback from participants at our “Understanding and Talking about Race” sessions.

different ways of looking at race and how they are affecting in all walks of life. Changed my pessimistic views.

The delivery and content of the presentation was more relevant than most of the courses I've attended



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- delivering the EDI induction to all new starters as part of their Trust Induction on monthly basis.
- delivering 2 – 3 EDI Sessions per year to the Nursing and AHP students who are on placement with the trust.

○ **The Organisational Inclusion Project**

The Trust has partnered with De Montfort university on an organisational Inclusion Project funded by NHS Charities together. Rubina Reza, the Trust's Head of Research & Development has taken the lead on this project for DHCFT, which is being done jointly with DCHS.

The project employs the established organisational diagnostic and change management methodology of Force Field Analysis within the Participatory Action Research approach.

The project will develop an inclusive framework of inquiry across the whole organisation, identifying both challenges and the potential strategies which would overcome these challenges across all levels of the organisation, ensuring all voices are heard and solutions are acceptable and appropriate for all members. The survey for the project closed on 30 November 2022, and preliminary analysis is underway.

The second phase of the project involved a **series of workshops**. The aims of the workshops were to better understand **inclusivity** within the Trust, and co-produce solutions to improve workforce experiences and outcomes for all DHCFT colleagues.

Take part in a workshop to improve organisational inclusion and workforce outcomes for all DHCFT colleagues

The aims of the workshops are to better understand **inclusivity** within the Trust, and **co-produce solutions** to improve workforce experiences and outcomes for all DHCFT colleagues.

The workshops are **2.5 hours** in duration, will be held **online** and involve **interactive** activities. To facilitate **safe spaces for conversation**, workshops will be organised by pay bands and ethnic backgrounds.

The banner features an illustration of a virtual meeting room with participants and a group of people assembling puzzle pieces.

Staff Networks

Derbyshire Healthcare has a number of Staff Networks to offer colleagues a safe space where they can receive support, advice and encouragement about work-related issues and provide an open forum to exchange views, experiences and raise concerns.

The Networks aim to improve working lives and promote diversity within the Trust.

All colleagues at Derbyshire Healthcare are welcome to join the Networks, and both members and allies get protected time to attend Network meetings.



Each Network also has an Executive Sponsor: a member of the Executive team, who actively champions the protected characteristic, attends Network meetings, and supports the Networks with their respective work programmes.

DHCFT STAFF NETWORKS

- Armed Forces Community
- BME (Black and Minority Ethnic)
- D.A.W.N (Disability & Wellness)
- MFF (Multi-Faith Forum)
- Christian Network (Sub-group of MFF)
- LGBT+
- Women’s Network

Staff Networks Highlights

Our staff networks have been working tirelessly throughout the year to support their members, colleagues at the Trust, The Trust leadership, and the wider community.

Armed Forces Community



The Armed Forces Community Staff Network has worked tirelessly with various Trust’s divisions and departments to achieve the **Armed Forces Covenant Gold Award**.

The network has also continued to support members, collaborate with EDI Team in order to improve the experience of colleagues from the Armed Forces Community.

They celebrated key events and raised awareness throughout the year about the needs of their members.



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Tea & Coffee (closed confidential spaces for our members)

Collaborative work with other staff networks (Intersectionality approach):
 Standing with our LGBT+ network as their mark Pride month

Events organised for our staff members:

BME Staff Network



The network continues on its mission to drive positive changes within the workplace for the BME Community through:

- Having and supporting enlightening conversations and working collaboratively with colleagues within the Trust to address any concerns
- Acting as a critical friend and an inclusion champion
- Supporting the Trust to identify key priority areas for WRES action plans
- Creating a psychologically safe space for everyone to express themselves
- Working on succession plans within the network, talent management and coaching
- Addressing challenges experienced by colleagues from a BME background.
- Establishing its position in the Trust and it's allyship with other networks within the organisation
- The accreditation from its members on the support it provides around career progression. There is encouragement and inspiration amongst network members, and everyone feels empowered
- The continued focus on key priorities at local and regional level as part of the WRES/MRES data
- The collaborative working with the EDI team and other Trust work streams.
- Use of relevant dash boards for the interrogation of various metrics to achieve outlined actions/objectives
- The BME network reporting into other networks as part of triangulation, assurances, gauging the impact of strategies and action being taken/stalling or lacking



accountability. The NHS People Plan and local integration/ICS also link into the BME network

- Continual collaborative working with the People and Inclusion Team in addressing any areas for development or concerns around Recruitment and escalation processes.

D.A.W.N. Disability and Wellness Staff Network



The network continued to provide a forum for people to tell their story of working with a disability/long term condition and how they felt, how they overcame any obstacles and what support was given - if any.

They utilised these to look at how the Trust provide support through different levels of staffing and different roles. They have been working on building a plan to see where the gaps in knowledge and support are within the Trust and look at how we are able to provide training and guidance to both staff and managers.

They are working on an action plan consisting of learning taken from these discussions and building this into possible future training and development opportunities.

The network has worked tirelessly on increasing staff declaration rates which has improved through the work the network has been doing in collaboration with the EDI team and the wider Trust.

LGBT+



- The network celebrated awareness days and events.
- Attended various pride to events to meet the community and share some of the good work they network does. (Derby and Chesterfield Pride)
- Supported the EDI Team and the wider Trust with the NHS Rainbow Badge Assessment



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- The network held a virtual event to mark Pride Month featuring **Tara Hewitt**, the co-founder of the Trans Equality Legal Initiative (TELI) – the UK’s first coalition of trans people, human rights lawyers and diversity professionals.
- The network supported the EDI Team throughout the NHS Rainbow Badge assessment process.

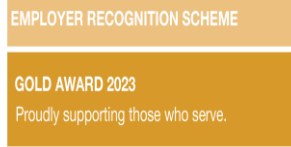


The Multi Faith Forum & The Christian Network

Multi Faith Forum



- Developing slowly. Quarterly meeting
- MFF survey in the summer (22 respondents). (Needs to be actioned)
- Various people are interested in finding out more about faith / different faiths to support service users
- Education to help develop knowledge and understanding leading to equality and dignity for all groups.



Christian Network (Sub-Group of the Multi-Faith Forum)



- Small group continues to meet Wed am 8.30-9:00.
- Easter reflection led by DHCFT but included DCHS & UHDB.
- Monthly lunch time reflections continue (albeit small numbers).

Women's Network



Since its launch in 2022 the network has formally a number of meetings which were well attended and focussed mainly on:

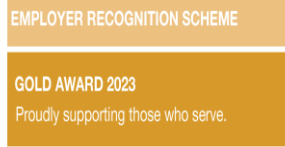
- Identifying focus for the Network
- Considering our visibility – raising awareness, marketing
- Building on awareness of current groups already working in the trust that align with the Women's Network aims to support them and not replicate work.

Equality Delivery System (EDS2)

Equality Delivery System (EDS) is the mandatory framework introduced by NHS England to help support NHS organisations demonstrate they are complying with their duties under the Equality Act 2010.

A national review of the EDS2 was undertaken to incorporate system changes and take account of the new system architecture for Integrated Care Systems (ICS). This was done through collaboration and co-production and considering the impact of COVID-19.

The EDS has now been updated and EDS 2022 is now available for live testing during 2022/23 and is aligned to NHS England's Long-Term Plan and its commitment to an inclusive NHS that is fair and accessible to all.



The framework provides a set of standards grouped within three domain areas. Services are required to provide evidence and assurance that these standards are being delivered for all the protected characteristics and other socially economic groups.

Grading is based on how many of the protected characteristics evidence is provided for and the quality of the evidence.

- **Domain 1** – commissioned or provided services
- **Domain 2** – workforce and wellbeing
- **Domain 3** – inclusive leadership.

The Trust's Perinatal team held a positive EDS grading event in February 2023 against Domain 1.

This process was led by the Derbyshire Integrated Care Board (ICB) and focused on our system wide collaboration to ensure patients have required levels of access to the service, that individuals' health needs are being met and that people who use the service are free from harm.

There are plans in place for the assessment and grading for Domain 2 and 3 during 2024, and re-assessment of the Perinatal Services in 2024 following the implementation of the recommendations suggested during their grading in 2023.

The published report can be found here: [DHCFT EDS-2024-Report.pdf](https://derbyshirehealthcareft.nhs.uk/DHCFT_EDS-2024-Report.pdf) (derbyshirehealthcareft.nhs.uk)



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Appendix 1: Workforce Equality Data

This Workforce Monitoring Information Report is for the period April 2022 to March 2023 and has been produced to provide an analysis of our workforce by protected characteristics:

- Race
- Disability
- Gender
- Age
- Sexual orientation
- Religion or belief
- Marriage and Civil partnerships
- Gender identity
- Pregnancy and maternity

BME is an acronym (Black, and Minority Ethnic) used in this report to refer to all ethnic groups except White British as this is a required monitoring terminology for this statutory reporting.

The acronym, however, can be problematic because it offers an assumption that all non-white people exist as a homogeneous group without appreciation of the uniqueness and different experience of individual ethnic groups. We acknowledge that these homogenising terms do not help in the quest to root out systemic racism.

As of March 2023, DHCFT, employed 3072 colleagues and our approach is to review and monitor workforce data through our internal reporting mechanisms.

The following workforce statistics has been compiled from data taken from the DHCFT's ESR system. The following workforce information shows data as at the end of March 2023.

It is split into the following tables:

- **Table 1:** DHCFT Workforce
- **Table 2:** Recruitment
- **Table 3:** Working Pattern
- **Table 4:** CPD Training
- **Table 5:** Completion of Mandatory Training
- **Table 6:** Breakdown of ER Casework Data
- **Table 7:** Breakdown of Leaver

Table 1: DHCFT Workforce

	Headcount	FTE	Workforce %
Trust			
Employees	3072	2702.69	-
Race			
White	2442	2131.06	79.49%
White - British	2323	2026.71	75.62%
White - Irish	28	22.93	0.91%
White - Any other White background	67	60.56	2.18%
White Northern Irish	2	1.67	0.07%
White Unspecified	13	11.28	0.42%
White English	6	4.92	0.20%
White Gypsy/Romany	1	1.00	0.03%
White Other European	2	2.00	0.07%
Mixed Race	69	63.01	2.25%
Mixed - White & Black Caribbean	29	26.00	0.94%
Mixed - White & Black African	7	6.96	0.23%
Mixed - White & Asian	20	17.70	0.65%
Mixed - Any other mixed background	12	11.70	0.39%
Mixed - Other/Unspecified	1	0.65	0.03%
Asian or Asian British	252	226.56	8.20%
Asian or Asian British - Indian	163	147.58	5.31%
Asian or Asian British - Pakistani	66	58.33	2.15%
Asian or Asian British - Bangladeshi	3	2.53	0.10%
Asian or Asian British - Any other Asian background	14	13.00	0.46%
Asian Punjabi	2	1.44	0.07%
Asian Sri Lankan	1	0.88	0.03%
Asian Tami	2	1.80	0.07%
Asian Unspecified	1	1.00	0.03%

Black or Black British	217	203.19	7.06%
Black or Black British - Caribbean	62	57.15	2.02%
Black or Black British - African	141	132.77	4.59%
Black or Black British - Any other Black background	11	10.87	0.36%
Black Nigerian	1	0.80	0.03%
Black British	2	1.60	0.07%
Other Ethnic Backgrounds	28	25.15	0.91%
Chinese	7	6.35	0.23%
Any Other Ethnic Group	17	14.80	0.55%
Vietnamese	1	1.00	0.03%
Filipino	1	1.00	0.03%
Other Specified	2	2.00	0.07%
Not Stated	64	53.73	2.08%
(Total BME = 18.42%)	64	53.73	2.08%
Gender			
Female	2470	2142.99	80.40%
Male	602	559.70	19.60%
Religious Belief			
Atheism	569	514.49	18.52%
Buddhism	22	19.94	0.72%
Christianity	1255	1106.76	40.85%
Hinduism	39	36.37	1.27%
Not stated	696	586.70	22.66%
Islam	75	68.17	2.44%
Jainism	2	2.00	0.07%
Judaism	6	5.50	0.20%
Other	349	311.68	11.36%
Sikhism	59	51.07	1.92%
Sexual Orientation			
Bisexual	53	48.97	1.73%



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Gay or Lesbian	73	66.99	2.38%
Heterosexual or straight	2409	2142.53	78.42%
Undecided	7	5.80	0.23%
Other not listed	8	7.80	0.26%
Not Stated	522	430.61	16.99%
Disability			
Yes	273	243.60	8.89%
No	2270	2024.22	73.89%
Prefer not to Answer	7	5.86	0.23%
Not Declared	522	429.02	16.99%
Age			
16-20	7	6.00	0.23%
21-30	426	404.09	13.87%
31-40	734	645.92	23.89%
41-50	832	746.23	27.08%
51-60	838	726.33	27.28%
61-70	219	162.85	7.13%
71 & above	16	11.27	0.52%
			0.00%
Marriage & Civil Partnership			
Civil Partnership	53	46.74	1.73%
Divorced	218	190.07	7.10%
Legally Separated	36	34.35	1.17%
Married	1565	1338.28	50.94%
Single	1011	928.32	32.91%
Unknown	157	138.19	5.11%
Widowed	32	26.74	1.04%

Table 2: Recruitment

	Applications	%	Shortlisted	%	Interview Attended	%	Appointments	%
Trust								
Employees	9359	-	3175	-	2002	-	616	-
Race								
White	3806	40.67%	2245	70.71%	1417	70.78%	480	77.92%
BME	5374	57.42%	834	26.27%	515	25.72%	102	16.56%
Not Stated	179	1.91%	96	3.02%	70	3.50%	34	5.52%
Gender								
Female	6686	71.44%	660	20.79%	1574	78.62%	501	81.33%
Male	2616	27.95%	2495	78.58%	420	20.98%	112	18.18%
Not stated	57	0.61%	20	0.63%	8	0.40%	3	0.49%
Religious Belief								
Atheism	1347	14.39%	764	24.06%	475	23.73%	171	27.76%
Buddhism	66	0.71%	19	0.60%	13	0.65%	5	0.81%
Christianity	4544	48.55%	1277	40.22%	805	40.21%	241	39.12%
Hinduism	470	5.02%	62	1.95%	38	1.90%	7	1.14%
Not stated	52	0.56%	48	1.51%	47	2.35%	28	4.55%
Islam	1172	12.52%	154	4.85%	91	4.55%	14	2.27%
Jainism	6	0.06%	1	0.03%	0	0.00%	0	0.00%
Judaism	5	0.05%	4	0.13%	3	0.15%	1	0.16%
Other	733	7.83%	381	12.00%	250	12.49%	82	13.31%
Sikhism	184	1.97%	80	2.52%	53	2.65%	11	1.79%
Do not wish to Disclose	780	8.33%	385	12.13%	227	11.34%	56	9.09%
Sexual Orientation								
Bisexual	257	2.75%	102	3.21%	56	2.80%	16	2.60%
Gay or Lesbian	169	1.81%	92	2.90%	58	2.90%	23	3.73%
Heterosexual or straight	8458	90.37%	2762	86.99%	1747	87.26%	524	85.06%



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Undecided	27	0.29%	6	0.19%	6	0.30%	3	0.49%
Other not listed	32	0.34%	17	0.54%	9	0.45%	1	0.16%
Not Stated	51	0.54%	47	1.48%	46	2.30%	28	4.55%
Do not wish to Disclose	365	3.90%	149	4.69%	80	4.00%	21	3.41%
Disability								
Yes	627	6.70%	365	11.50%	231	11.54%	60	9.74%
No	8504	90.86%	2662	83.84%	1670	83.42%	513	83.28%
Prefer not to Answer	170	1.82%	94	2.96%	48	2.40%	9	1.46%
Not Declared	58	0.62%	54	1.70%	53	2.65%	34	5.52%
Age								
Under 20	111	1.19%	36	1.13%	22	1.10%	4	0.65%
20-24	1159	12.38%	350	11.02%	212	10.59%	58	9.42%
25-29	2463	26.32%	520	16.38%	295	14.74%	95	15.42%
30-34	1870	19.98%	508	16.00%	315	15.73%	95	15.42%
35-39	1315	14.05%	450	14.17%	282	14.09%	105	17.05%
40-44	931	9.95%	396	12.47%	267	13.34%	77	12.50%
45-49	617	6.59%	324	10.20%	216	10.79%	72	11.69%
50-54	483	5.16%	305	9.61%	212	10.59%	64	10.39%
55-59	310	3.31%	218	6.87%	136	6.79%	32	5.19%
60-64	91	0.97%	64	2.02%	43	2.15%	14	2.27%
65+	6	0.06%	3	0.09%	2	0.10%	0	0.00%
Not Stated	3	0.03%	1	0.03%	0	0.00%	0	0.00%
Marriage & Civil Partnership								
Civil Partnership	173	1.85%	82	2.58%	54	2.70%	22	3.57%
Divorced	355	3.79%	199	6.27%	115	5.74%	32	5.19%
Legally Separated	51	0.54%	31	0.98%	18	0.90%	5	0.81%
Married	3883	41.49%	1198	37.73%	776	38.76%	253	41.07%
Single	4348	46.46%	1338	42.14%	820	40.96%	222	36.04%
Unknown	53	0.57%	49	1.54%	48	2.40%	29	4.71%
Widowed	46	0.49%	22	0.69%	15	0.75%	7	1.14%

Other	290	3.10%	177	5.57%	112	5.59%	35	5.68%
Do not wish to disclose	160	1.71%	79	2.49%	44	2.20%	11	1.79%

Table 3: Working Pattern

	Full Time	Workforce %	Part Time	Workforce %
Trust				
Employees	1902	61.91%	1170	38.09%
Race				
White	1473	60.32%	969	39.68%
BME	400	70.67%	166	29.33%
Not Stated	29	45.31%	35	54.69%
Gender				
Female	1413	57.21%	1057	42.79%
Male	489	81.23%	113	18.77%
Religious Belief				
Atheism	388	68.19%	181	31.81%
Buddhism	15	68.18%	7	31.82%
Christianity	784	62.47%	471	37.53%
Hinduism	28	71.79%	11	28.21%
Not stated	377	54.17%	319	45.83%
Islam	51	68.00%	24	32.00%
Jainism	2	100.00%	0	0.00%
Judaism	5	83.33%	1	16.67%
Other	220	63.04%	129	36.96%
Sikhism	32	54.24%	27	45.76%
Sexual Orientation				
Bisexual	40	75.47%	13	24.53%

Gay or Lesbian	54	73.97%	19	26.03%
Heterosexual or straight	1535	63.72%	874	36.28%
Undecided	4	57.14%	3	42.86%
Other not listed	7	87.50%	1	12.50%
Not Stated	262	50.19%	260	49.81%
Disability				
Yes	188	68.86%	85	31.14%
No	1445	63.66%	825	36.34%
Prefer not to Answer	4	57.14%	3	42.86%
Not Declared	265	50.77%	257	49.23%
Age				
16-20	5	71.43%	2	28.57%
21-30	352	82.63%	74	17.37%
31-40	447	60.90%	287	39.10%
41-50	528	63.46%	304	36.54%
51-60	485	57.88%	353	42.12%
61-70	79	36.07%	140	63.93%
71 & above	6	37.50%	10	62.50%
Marriage & Civil Partnership				
Civil Partnership	34	64.15%	19	35.85%
Divorced	129	59.17%	89	40.83%
Legally Separated	30	83.33%	6	16.67%
Married	854	54.57%	711	45.43%
Single	737	72.90%	274	27.10%
Unknown	101	64.33%	56	35.67%
Widowed	17	53.13%	15	46.88%

Table 4: CPD Training

	Headcount	Workforce %
Trust		
Employees	581	-
Race		
White	482	82.96%
BME	85	14.63%
Not Stated	14	2.41%
Gender		
Female	475	81.76%
Male	106	18.24%
Religious Belief		
Atheism	123	21.17%
Buddhism	2	0.34%
Christianity	234	40.28%
Hinduism	6	1.03%
Not stated	117	20.14%
Islam	13	2.24%
Jainism	0	0.00%
Judaism	2	0.34%
Other	77	13.25%
Sikhism	7	1.20%
Sexual Orientation		
Bisexual	10	1.72%
Gay or Lesbian	17	2.93%
Heterosexual or straight	476	81.93%
Undecided	3	0.52%



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Other not listed	1	0.17%
Not Stated	74	12.74%
Disability		
Yes	53	9.12%
No	462	79.52%
Prefer not to Answer	1	0.17%
Not Declared	65	11.19%
Age		
16-20	4	0.69%
21-30	88	15.15%
31-40	169	29.09%
41-50	191	32.87%
51-60	119	20.48%
61-70	9	1.55%
71 & above	1	0.17%
Marriage & Civil Partnership		
Civil Partnership	13	2.24%
Divorced	43	7.40%
Legally Separated	6	1.03%
Married	278	47.85%
Single	216	37.18%
Unknown	22	3.79%
Widowed	3	0.52%

Table 5: Completion of Mandatory Training

	%
Trust	
Mandatory Compliance	89.28%
Race	
White	90.86%
BME	82.87%
Not Stated	85.07%
Gender	
Female	90.33%
Male	85.10%
Religious Belief	
Atheism	92.65%
Buddhism	95.10%
Christianity	89.59%
Hinduism	82.29%
Not stated	85.94%
Islam	84.38%
Jainism	80.00%
Judaism	84.31%
Other	91.44%
Sikhism	86.26%
Sexual Orientation	
Bisexual	92.44%
Gay or Lesbian	90.53%
Heterosexual or Straight	90.26%
Undecided	96.88%



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Other not listed	95.31%
Not Stated	84.06%
Disability	
Yes	91.84%
No	90.00%
Prefer not to Answer	94.03%
Not Declared	84.75%
Age	
16-20	72.13%
21-30	92.13%
31-40	89.78%
41-50	89.94%
51-60	88.67%
61-70	83.57%
71 & above	77.42%
Marriage & Civil Partnership	
Civil Partnership	87.37%
Divorced	90.72%
Legally Separated	86.84%
Married	89.08%
Single	90.38%
Unknown	83.71%
Widowed	87.21%

Table 6: Breakdown of Employee Relations Casework Data

	Disciplinarys	%	Grievance	%	Dignity at Work	%
Trust						
Employees	14	-	13		9	
Race						
White	9	64.29%	10	76.92%	7	77.78%
BME	5	35.71%	3	23.08%	2	22.22%
Not Stated	0	0.00%	0	0.00%	0	0.00%
Gender						
Female	6	42.86%	8	61.54%	6	66.67%
Male	8	57.14%	5	38.46%	3	33.33%
Not stated	0	0.00%	0	0.00%	0	0.00%
Religious Belief						
Atheism	1	7.14%	1	7.69%	2	22.22%
Buddhism	1	7.14%	0	0.00%	0	0.00%
Christianity	4	28.57%	5	38.46%	5	55.56%
Hinduism	0	0.00%	1	7.69%	0	0.00%
Not stated	5	35.71%	5	38.46%	0	0.00%
Islam	0	0.00%	0	0.00%	0	0.00%
Jainism	0	0.00%	0	0.00%	0	0.00%
Judaism	0	0.00%	0	0.00%	0	0.00%
Other	3	21.43%	1	7.69%	2	22.22%
Sikhism	0	0.00%	0	0.00%	0	0.00%
Sexual Orientation						
Bisexual	0	0.00%	0	0.00%	0	0.00%
Gay or Lesbian	0	0.00%	0	0.00%	0	0.00%
Heterosexual or straight	9	64.29%	10	76.92%	9	100.00%
Undecided	0	0.00%	0	0.00%	0	0.00%



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Other not listed	1	7.14%	0	0.00%	0	0.00%
Not Stated	4	28.57%	3	23.08%	0	0.00%
Disability						
Yes	0	0.00%	3	23.08%	0	0.00%
No	6	42.86%	7	53.85%	8	88.89%
Not Declared	8	57.14%	3	23.08%	1	11.11%
Age						
16-20	0	0.00%	0	0.00%	0	0.00%
21-30	0	0.00%	1	7.69%	0	0.00%
31-40	6	42.86%	1	7.69%	3	33.33%
41-50	4	28.57%	5	38.46%	3	33.33%
51-60	3	21.43%	1	7.69%	1	11.11%
61-70	0	0.00%	5	38.46%	2	22.22%
71 & above	1	7.14%	0	0.00%	0	0.00%
Marriage & Civil Partnership						
Civil Partnership	0	0.00%	0	0.00%	0	0.00%
Divorced	2	14.29%	1	7.69%	1	11.11%
Legally Separated	1	7.14%	1	7.69%	0	0.00%
Married	6	42.86%	8	61.54%	4	44.44%
Single	4	28.57%	3	23.08%	3	33.33%
Unknown	1	7.14%	0	0.00%	1	11.11%
Widowed	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%



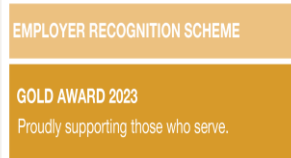
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Table 7: Breakdown of Leavers

	Headcount	Workforce %
Trust		
Employees	388	-
Race		
White	313	80.67%
White - British	285	73.45%
White - Irish	7	1.80%
White - Any other White background	16	4.12%
White Northern Irish	0	0.00%
White Unspecified	3	0.77%
White English	1	0.26%
White Gypsy/Romany	1	0.26%
White Other European	0	0.00%
Mixed Race	9	2.32%
Mixed - White & Black Caribbean	5	1.29%
Mixed - White & Black African	1	0.26%
Mixed - White & Asian	2	0.52%
Mixed - Any other mixed background	1	0.26%
Asian or Asian British	25	6.44%
Asian or Asian British - Indian	12	3.09%
Asian or Asian British - Pakistani	11	2.84%
Asian or Asian British - Bangladeshi	0	0.00%
Asian or Asian British - Any other Asian background	2	0.52%
Asian Punjabi	0	0.00%
Asian Tami	0	0.00%
Black or Black British	29	7.47%
Black or Black British - Caribbean	10	2.58%



Black or Black British - African	18	4.64%
Black or Black British - Any other Black background	1	0.26%
Black Nigerian	0	0.00%
Black British	0	0.00%
Other Ethnic Backgrounds	3	0.77%
Chinese	1	0.26%
Any Other Ethnic Group	2	0.52%
Vietnamese	0	0.00%
Filipino	0	0.00%
Not Stated	9	2.32%
Gender		
Female	312	80.41%
Male	76	19.59%
Religious Belief		
Atheism	68	17.53%
Buddhism	3	0.77%
Christianity	150	38.66%
Hinduism	3	0.77%
Not stated	101	26.03%
Islam	9	2.32%
Jainism	0	0.00%
Judaism	1	0.26%
Other	50	12.89%
Sikhism	3	0.77%
Sexual Orientation		
Bisexual	16	4.12%
Gay or Lesbian	5	1.29%
Heterosexual or straight	285	73.45%
Undecided	2	0.52%



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Other not listed	3	0.77%
Not Stated	77	19.85%
Disability		
Yes	46	11.86%
No	266	68.56%
Not Declared	76	19.59%
Age		
16-20	1	0.26%
21-30	73	18.81%
31-40	87	22.42%
41-50	70	18.04%
51-60	98	25.26%
61-70	58	14.95%
71 & above	1	0.26%
Marriage & Civil Partnership		
Civil Partnership	5	1.29%
Divorced	37	9.54%
Legally Separated	1	0.26%
Married	164	42.27%
Single	156	40.21%
Unknown	20	5.15%
Widowed	5	1.29%