



<b>Meeting</b>	<b>30<sup>th</sup> January 2024</b>	<b>Board of Directors</b>						
<b>Report</b>	<b>Agenda Item 19b.</b>	<b>Countess of Chester NHS Foundation Trust EDI Annual Report 2023/2024</b>						
<b>Purpose of the Report</b>	Decision		Ratification	X	Assurance	X	Information	X
<b>Accountable Executive</b>	Mark Dale				Acting Chief People Officer			
<b>Author(s)</b>	Surendra Shroff Samantha Lacey				EDI Lead Associate Director of Nursing			
<b>Board Assurance Framework</b>	1, 2, 3, 4, 5.		<ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Retention</li> <li>• Staff Engagement</li> <li>• Education &amp; Training</li> <li>• Workforce Capacity</li> </ul>					
<b>Strategic Aims</b>	Developing a strong team Countess culture.							
<b>CQC Domains</b>	Effective, Safe, Caring, Responsive & Well-Lead							
<b>Previous Considerations</b>	This is an annual compliance requirement under the Public Sector Equality Duty.							
<b>Executive Summary</b>	<p>This report highlights progress the Trust has made in promoting equality, diversity, and inclusion across the Trust over the previous year and outlines work to be done. We have:</p> <ul style="list-style-type: none"> <li>• Made progress in recruiting disabled staff from shortlisting across all posts but we still have work to do on making reasonable adjustments and improving our workforce disability rates.</li> <li>• Made progress in recruiting staff from Black and Minority Ethnic (BME) backgrounds across clinical, non-clinical, medical, and dental roles but still have work to do to improve access to career development and progression opportunities.</li> <li>• Made progress on addressing gender pay equity but still have work to do to improve representation of women across the highest paid quartile within the workforce.</li> <li>• Made progress on increasing response rate for the national staff survey including Bank staff but still have work to do to reduce incidents of workplace bullying and harassment which is not reflective of our inclusive values.</li> <li>• Made progress on relaunching the external stakeholders Inclusive Services Improvement Group (ISIG) but still have work to do in addressing health inequalities for our population across Chester and Cheshire West, this work forms a key part of our refreshed Trust strategy.</li> </ul>							



<p><b>Highlights</b></p>	<p><b>Age</b> – Around two-thirds of new starters during the previous year were in the age bands 21 to 30 and 31 to 40 years old.</p> <p><b>Disability</b> – Positive trend in the number of disabled applicants recruited from shortlisting with nearly 51.36% persons recruited over the previous year.</p> <p><b>Ethnicity</b> - Staff from a BAME background made-up around 26% of all new starters.</p> <p><b>Faith &amp; Belief</b> - Increase in the number of staff disclosing their belief status, with around 86.21% new starters having done so in the previous year.</p> <p><b>Gender</b> – The highest percentage of promotions were at Band 3, with 85.58% women and 14.24% men respectively.</p> <p><b>Sexual Orientation</b> - The new starter population for staff who identify as LGBTQ+ was 3.5 percent.</p> <p><b>Workforce</b> - Leaver percentages have continued to show the largest shifts in band 2 from 9.85% in 2022 to 45.39 % in the previous year.</p>
<p><b>Recommendation(s)</b></p>	<p>The Board are asked to:</p> <ul style="list-style-type: none"> <li>Note the content of the report and action plans and provide any comments</li> </ul>
<p><b>Corporate Impact Assessment</b></p>	
<p><b>Statutory Requirements</b></p>	<p>Meets the Trusts compliance with Equality Act 2010 and Public Sector Equality Duty.</p>
<p><b>Quality &amp; Safety</b></p>	<p>Implementation of the Trusts Equality, Diversity, and Inclusion Strategy help deliver on the Public Sector Equality Duty, Care Act 2014, Equality Act 2010, Health and Social Care Act 2012, Mental Capacity 2005 and ensuring a positive patient experience for people from all 9 protected characteristics in line with EDS2022 requirements.</p>
<p><b>NHS Constitution</b></p>	<p>The NHS belongs to us all.</p>
<p><b>Patient Involvement</b></p>	<p>Patient involvement through Patient Partnership groups and the Trust Inclusive Improvement Group.</p>
<p><b>Risk</b></p>	<p>Failure to comply with the review of EDI objectives and publish the Annual Report will result in reputational risk and may run the risk of attracting fines.</p>
<p><b>Financial Impact</b></p>	<p>Review of resources to deliver the agenda is ongoing as actions are planned to embed improvements.</p>
<p><b>Equality &amp; Diversity</b></p>	<p>Meets Equality Act 2010 Duties &amp; Public Sector Equality Duty obligations</p>
<p><b>Communication</b></p>	<p>Communication of the Annual Review and Publishing the Report on the Trust website forms an integral part of the Equality Schedule Requirements</p>



## **Forward**

We are pleased to release our 2023 EDI Annual Report which shares the progress we have made towards the objectives we set last year.

Launch of our EDI Strategy has provided us a renewed opportunity to rethink our approach to how we embed equality for our patients, people, and partners and make the Countess of Chester NHS Foundation Trust the place where everyone counts.

One year on - this annual report shares some of our highlights of impacting hearts and minds as we continue to make our organisation a fairer and more inclusive place to work and receive care.

Our 2023 workforce data shows we have:

- Made Progress in recruiting disabled staff from shortlisting across all posts but we still have work to do on making reasonable adjustments and improving our workforce disability rates.
- Made progress in recruiting staff from Black and Minority Ethnic (BME) backgrounds across clinical, non-clinical, medical, and dental roles but still have work to do to improve access to career development and progression opportunities.
- Made progress on addressing gender pay equity but still have work to do to improve representation of women across the highest paid quartile within the workforce.
- Made progress on increasing response rate for the national staff survey including Bank staff but still have work to do to reduce incidents of workplace bullying and harassment which is not reflective of our inclusive values.
- Made progress on relaunching the external stakeholders Inclusive Services Improvement Group (ISIG) but still have work to do in addressing health inequalities for our population across Chester and Cheshire West.

We are very grateful to everyone who has supported us over 2023 to embed equality, diversity, and inclusion at the Countess of Chester and improve outcomes for our people and patients.

We are not yet where we aspire to be but as we state in this update report, we are committed for the long term and will not stop until we have real, meaningful improvements for all our colleagues, patients and everyone connected to our organisation.

Mark Dale, Acting Chief People Officer.



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# **1. Introduction**

The purpose of this annual report is to provide an overview with this progress towards creating an inclusive workplace where all employees are treated fairly and with respect. It outlines the strategies/approaches, initiatives, and actions planned and taken by the Trust to promote Equality, Diversity, and Inclusion and highlights the achievements and challenges faced in this area. It gives detail about protected characteristics across the workforce and draws comparisons with the local population for representative analysis.

The report serves as a tool for transparency and accountability, as it communicates the Trust's commitment to Equality, Diversity, and Inclusion and its progress in this area to internal and external stakeholders. It aims to help identify areas where the organisation needs to improve and develop its work to promote Equality, Diversity, and Inclusion.

The key areas covered in this report include:

- An overview of the organisation and its approach to equality, Diversity, and inclusion.
- Information on the organisation's workforce diversity profile, including data on representation at different pay bandings and different roles.
- A progress review/highlight summary of initiatives and actions taken during the year to promote Equality, Diversity, and Inclusion, including good practice activity related to Equality, Diversity, and Inclusion.
- An outline of the organisations plans for future Equality, Diversity, and Inclusion.

The Equality, Diversity, and Inclusion annual report is a valuable tool for promoting transparency, accountability, and progress towards creating a diverse and inclusive cultural development. The Trust recognises the priority of this agenda and the work that is still to be done to create a truly inclusive workplace.



## **2. Overview**

### **2a. COCH EDI Objectives and Strategy at a Glance**

Our Vision is that by 2026 the Countess of Chester NHS Foundation Trust will be and feel like a place where we all truly count.

Strategic objectives, by March 2026 we commit to achieving the following outcomes:

1. To grow a compassionate and inclusive culture, which is evidenced by our employee and patient voices.
2. To evidence that we can meet the communication needs of patients and others, so that they are able to access all of the services we offer.
3. To widen participation in the delivery of Trust services for our local community by increasing employment opportunities across all protected characteristics.
4. To evidence our people are better equipped and feel confident to spot and deal with EDI issues in their day-to-day work.
5. To evidence social disadvantage and health inequalities are addressed by putting EDI at the heart of our institutional processes and decision making.
6. To evidence our commitment for promotion of EDI best practice by being recognised as exemplar in the Northwest Region and beyond.

These strategic objectives will be delivered through a work plan and monitored by the EDI Steering Group. An evidence-based approach will be at the centre of measuring achievements over the life of the strategy. As a three-year strategy we aim to demonstrate improvements over time via annual reporting at a minimum, highlighting both successes and challenges in a transparent “we said, we did” approach. The strategy has three essential themes that enables success, alongside the personal leadership of all Board Members and their senior leadership teams. These themes are:

- Our People: Understanding our workforce, transparency, and scrutiny, developing our workforce.
- Our Patients: Understanding our patients, engagement, and good relationships, increasing confidence.
- Our Partners: Understanding the partnership landscape, joint service delivery, tackling health inequality.

What will good look like?

- Increased diversity amongst our workforce characteristics.
- Improved patient and staff experience as measured by our surveys and assessments.
- Improved engagement and inclusion scores in the staff survey and People Pulse surveys.
- Higher declaration rates for protected characteristics amongst our workforce.
- Improved staff retention and workforce stability.
- A reduction in the number of people reporting personal experience of harassment, bullying or abuse in our Trust and a reduction in patient complaints.
- Growing staff networks and increased intersectionality between them.
- Improved experiences of our ethnic minority and disabled workforce evidenced through the WRES / WDES reports.
- Improved scores in the Equality Delivery System process.



## 2b. Profile

The Trust employs 6025 staff including temporary bank staff, (this is around a 15% increase to the previous year's data) and provides acute emergency and elective services, primary care direct access services and obstetric services to a population of approximately 343,000 residents in Chester and West Cheshire which includes rural areas, Ellesmere Port and Neston as well as the Deeside area of Flintshire which has a population of just over 50,000.

In 2023 there were around 538,939 inpatient and outpatient attendances at the hospital, ranging from a simple outpatient appointment to a major cancer surgery. This is an increase of 22,939 attendances compared to the previous year. The Trust provides services to West Cheshire and Welsh patients covered by Betsi Cadwaladr University Health Board. In December 2022, the Same Day Emergency Care Centre (SDEC) opened aiming to care and treat patients on the same day without them needing to be admitted to hospital safely and effectively.

As a Foundation Trust, the Trust sets its own strategy within the framework of contracts with our commissioners of health services and other regulatory bodies to continually improve the quality and safety of patient care. We work closely with our local health system partners in the Wirral and Cheshire area and our local communities. The Countess of Chester Hospital is arranged into five clinical divisions: Urgent Care, Planned Care, Diagnostics and Clinical Support Womens & Childrens, and Therapies & Integrated Community Care, with support services which include: Estates, Facilities, People and Organisation Development, Corporate Services, Finance, and Information Technology. The Countess of Chester work collaboratively within the wider Cheshire and Merseyside Health and Care Partnership.

Our organisation is working towards 14 'Levelling Up Goals'. This approach aims to highlight best practice at the Countess of Chester and identify where more can be done to promote Equality in health outcomes in the communities it serves. For the local NHS, along with Cheshire West and Chester Council, it represents the evolution of our work over recent years. By joining up services which are currently provided separately, we can make better patient decisions by pooling experience, expertise, and resource. By focusing on preventing ill-health and unnecessary hospital admissions we can ensure local services are sustainable for the future.

Our aim is to be the preferred hospital of choice for our traditional community, and preferred hospital of choice for patients from a wider area, and continue to provide a comprehensive, high quality, inclusive and accessible range of emergency and elective services to all our patients. We want our patients to be assured that they will receive their care as rapidly as possible in a first-class environment, be treated with courtesy and dignity, and be confident that the outcome of their clinical care will be of the highest standards and safety. We will do this through the following four pillars of our Trusts strategy:

- Clinical - high quality and safe care, integrated care and prevention, innovation and learning.
- People – availability, capability, experience and education.
- Digital – digital people, intelligent health, safe and secure, system innovation, digital foundations.
- Value – advancement through research, our social responsibility within the community, working effectively and sustainably, a fit for purpose estate, income generation.



## 2c. Key Principles

The diversity of our workforce enriches everyone and allows the trust to deliver high quality services for the benefit of our diverse patient population. There are three overall key principles, alongside the principles of the NHS Equality Delivery System, for considering and Delivering employment-related opportunities:

- Our employees have diverse needs shaped though circumstances and resource (e.g., a carer may require more flexible working hours).
- Our role as an employer gives us powers to tackle wider accumulation of disadvantage through targeted interventions ('positive action'), e.g., bespoke leadership programs for under-represented groups.
- Our employees should not experience unlawful disadvantage because of their age, disability status, sex, race, religion or belief, gender identity, civil, sexual orientation or pregnancy and maternity status.

## 2d. Equality Monitoring Drivers

- Reducing Inequalities, within national, regional, and local policy.
- Statutory requirements, meeting the legal requirements governing public bodies.
- Meeting the Care Quality Commission outcomes for quality and safety.
- NHS Workforce Race Equality Standard (WRES) launched in July 2015.
- NHS Workforce Disability Equality Standard (WDES) launched in July 2019.
- Equality Delivery System – EDS2/EDS2022 – that helps NHS organisation improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010.
- NHS Staff Survey results.
- Workplace best practice standards such as Disability Confident.
- Equality and Human Rights Commission (EHRC) codes of practice.
- Guidelines and directives from the Government Equalities Office (GEO)





## **3. Diversity Profile**

### **3a. Diversity and Report Data – Principles**

The data used in this report is sourced from Electronic Staff Record (ESR), NHS Jobs/TRAC System records, OLM (Oracle Learning Management), NHS Staff Survey and Census 2021.

Within ESR certain protected characteristics may have data quality gaps, where staff have been given the option not to disclose. This is a common dynamic across most NHS Organisations. Low numbers of staff who have experienced formal procedure during their employment mean that any comparative analysis will not have high statistical value.

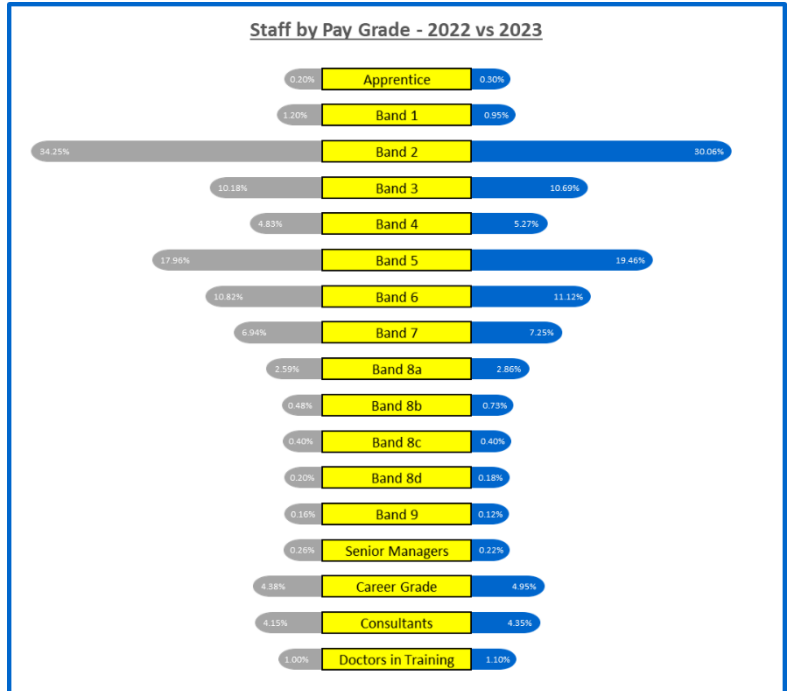


### 3b. Workforce Metrics

This data below provides insights into how the workforce has changed over the previous twelve months in terms of protected characteristics.

#### i. Total Staff in Post (Including by Pay Grade)

Pay Grade	2022 Headcount	2023 Headcount
Apprentices	12	18
Band 1	73	57
Band 2	2079	1809
Band 3	618	643
Band 4	293	317
Band 5	1090	1171
Band 6	657	669
Band 7	421	436
Band 8a	157	172
Band 8b	29	44
Band 8c	24	24
Band 8d	12	11
Band 9	10	7
Senior Managers	16	13
M&D Career Grade	266	298
M&D Consultant	252	262
M&D Doctors in Training	61	66
<b>Grand Total</b>	<b>6070</b>	<b>6017</b>



The overall staffing headcount as of 31st December 2023 was 6017, which is a decrease of 53, (0.87%) from the previous year. There is an 8% increase in numbers across M&D, including Career Grade, Consultant and Doctors In Training. Highest number of staff employed were across Band 2 followed by those employed at Band 5 positions. Number of staff employed across Band 8d positions decreased by 8 percentage points as compared with 2022 figures.

#### ii. Ethnicity

Ethnicity	2022 Percentages	2023 Percentages
BAME	19.93%	16.12%
White	78.27%	82.32%
Not Stated	1.81%	1.56%
<b>Grand Total</b>	<b>6070 Staff</b>	<b>6017 Staff</b>

As compared to the previous year, the Percentage of staff from a BAME background in our workforce has decreased by around 3 percentage points. Over the previous year, staff from a BAME background accounted for over 16.6 percent of our workforce. This is around 6.6 percentage points higher as compared to the BAME population across Cheshire West and Chester which was around 10 percent.



Ethnicity declaration rates for the Trust Workforce was around 98 percent in 2023. This provides increased assurance of accuracy throughout the workforce analysis; gaps in the known status in any of the protected characteristics can hinder statistical analysis.

## BAME Groupings – Ethnicity Status

Ethnicity	2023 Headcount	2023 Percentages
Asian	491	8.15%
Black	264	4.15%
Chinese	19	0.32%
Mixed	90	1.49%
Other	107	1.78%
White - Other	377	6.26%
<b>Grand Total</b>	<b>1348 Staff</b>	<b>22.38%</b>

The Asian BAME grouping remains the largest within the Black and minority ethnic profile, accounting for around 36.5 percent of all BAME staff groups, followed by black approximately at 20 percent.

Across non-medical staff categories, BAME employees are overrepresented across AFC Bands 3 & 5 within clinical roles. This is largely down to recruitment of international nurses who make-up nearly one-third of the nursing workforce employed in the Trust. The non-clinical workforce data shows BAME employees being represented across bands 6, 7 and 8a roles with very little or no representation at this level across clinical roles excluding the medical and dental category.

Regarding BAME representation of staff in leadership roles, Medical positions remain the strongest example at approximately 41 percent. There are significantly higher percentages of BAME staff in medical positions. Under the Doctors in Training category, BAME employee’s make-up over one-third of the Medical and Dental Workforce.

Pay Grades	Asian	Black	Chinese	Mixed	Not Stated	Other	White – British	White – Other	Grand Total
Apprentices	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.18%	0.02%	<b>0.22%</b>
Band 1	0.05%	0.03%	0.00%	0.02%	0.00%	0.05%	0.83%	0.27%	<b>1.24%</b>
Band 2	1.03%	0.63%	0.08%	0.45%	0.60%	0.25%	24.85%	2.26%	<b>30.14%</b>
Band 3	0.20%	0.13%	0.02%	0.10%	0.10%	0.08%	9.46%	0.61%	<b>10.71%</b>
Band 4	0.05%	0.03%	0.02%	0.05%	0.07%	0.03%	4.65%	0.37%	<b>5.26%</b>
Band 5	3.57%	2.69%	0.05%	0.30%	0.27%	0.55%	11.34%	0.71%	<b>19.47%</b>
Band 6	0.28%	0.13%	0.00%	0.10%	0.10%	0.07%	9.96%	0.51%	<b>11.15%</b>
Band 7	0.15%	0.02%	0.02%	0.05%	0.13%	0.02%	6.42%	0.43%	<b>7.24%</b>
Band 8a	0.03%	0.03%	0.02%	0.00%	0.05%	0.02%	2.54%	0.15%	<b>2.84%</b>
Band 8b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.70%	0.03%	<b>0.73%</b>
Band 8c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.35%	0.03%	<b>0.40%</b>
Band 8d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%	<b>0.18%</b>
Band 9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	<b>0.12%</b>
M&D Career Grade	0.71%	0.15%	0.00%	0.07%	0.03%	0.17%	0.35%	0.12%	<b>1.59%</b>
M&D Consultants	1.23%	0.10%	0.07%	0.08%	0.05%	0.27%	2.47%	0.35%	<b>4.61%</b>
M&D Doctors in Training	0.85%	0.43%	0.05%	0.27%	0.15%	0.27%	1.68%	0.40%	<b>4.08%</b>
<b>Grand Total</b>	<b>8.15%</b>	<b>4.38%</b>	<b>0.32%</b>	<b>1.49%</b>	<b>1.56%</b>	<b>1.78%</b>	<b>76.07%</b>	<b>6.26%</b>	<b>100%</b>



**iii. Gender**

Women make-up around 80% of the workforce. As against their representation at 51.19 percent within the local population.

Women employees are overrepresented by 7 percentage points across the lowest paid quartile within the Trust. There is a higher male representation in bands 8a to 9, although the number of posts is much fewer. With regard to non- medical senior leadership positions (bands 8a – 9) men hold 27% of these posts whilst constituting 20.7% of the total workforce.

Pay Grades	2022		2023	
	Female	Male	Female	Male
Apprentice	0.33%	0.11%	0.08%	0.13%
Band 1	0.89%	0.33%	0.98%	0.27%
Band 2	28.26%	5.85%	24.70%	5.44%
Band 3	8.25%	1.94%	8.66%	2.04%
Band 4	4.12%	0.67%	4.43%	0.83%
Band 5	15.66%	2.27%	16.85%	2.62%
Band 6	9.28%	1.48%	9.66%	1.49%
Band 7	5.78%	1.15%	5.93%	1.31%
Band 8a	1.92%	0.62%	2.12%	0.71%
Band 8b	0.31%	0.15%	0.53%	0.20%
Band 8c	0.30%	0.10%	0.30%	0.10%
Band 8d	0.13%	0.07%	0.12%	0.07%
Band 9	0.08%	0.08%	0.07%	0.05%
M&D Career Grade	0.76%	0.72%	0.80%	0.80%
M&D Consultant	1.54%	2.91%	1.71%	2.90%
M&D Doctors in Training	1.69%	2.25%	1.78%	2.31%
<b>Grand Total</b>	<b>79.30%</b>	<b>20.70%</b>	<b>78.71%</b>	<b>22.29%</b>

In medical staffing, men account for 65% of all consultant positions – with the percentage of women in these posts accounting for 35%. Female doctors account for around 49% of Speciality Doctor posts/ Associate Specialist posts (Trust grade & Ad Hoc).

**iv. Disability**

Disability Status	2022	2023
	Percentage	Percentage
No	85.05%	86.51%
Not Declared	11.24%	9.01%
Yes	3.71%	4.32%
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>

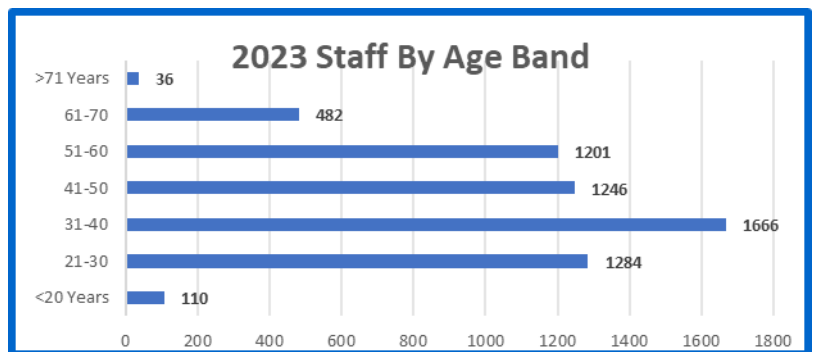


The number of staff who indicated they have a disability in 2023 was 260 which equates to over 4 percent of the total workforce. This figure has increased over the previous year's indicating a positive trend. However, this figure is significantly below the number of disabled people living in West Cheshire and Chester which is around 16 percent. The record reflects the NHS profile that there is still an under declaration of employees indicating they are disabled. Studies commissioned by the Equality & Human Rights Commission, NHS England and Disability Organisations show that disabled people are more likely to face discrimination in society, so this may be a contributing factor. The Trust has renewed the Disability Confident Employer accreditation and has a robust disability equality policy, with extensive guidance on making reasonable adjustments for disabled employees. During 2023, it has been working with Occupational Health to provide training sessions for managers on how to provide effective reasonable adjustments for staff. The Trusts wellbeing service has grown in the last year and is placing a focus on developing wide-ranging support for staff with disabilities, including invisible disabilities like mental health and neurodiverse conditions, and providing staff with mental health first aid training.

Work has been undertaken to relaunch the Disability and Well-being Network during January 2024.

**v. Age**

Age Band	2022 Percentages	2023 Percentages
<20 Years	2.04%	1.83%
21-30	22.93%	21.31%
31-40	26.63%	27.65%
41-50	20.12%	20.82%
51-60	20.16%	19.93%
61-70	7.47%	8.00%
>71 Years	0.64%	0.60%
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>

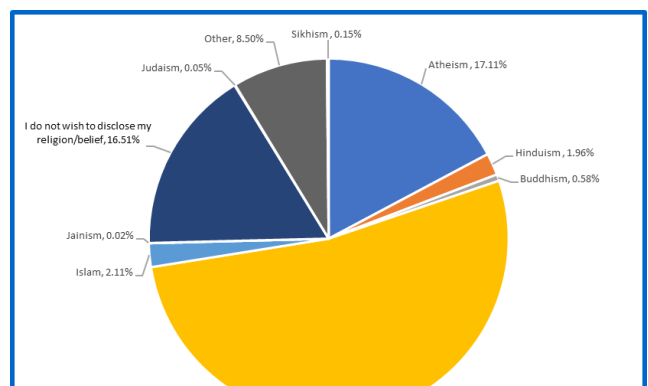


Age profile of the Trusts workforce has broadly remained similar to the previous year. With the highest number of staff employed in the 31 to 40 years age band.

However, there was a decrease from 22.93% to 21.31% of staff in the 21 to 30 age band during the previous year.

**vi. Religion and Belief**

Religion / Belief	2022 Percentages	2023 Percentages
Atheism	16.53%	17.11%
Buddhism	0.53%	0.58%
Christianity	52.23%	52.32%
Hinduism	1.46%	1.96%
I do not wish to disclose my religion/belief	17.91%	16.51%



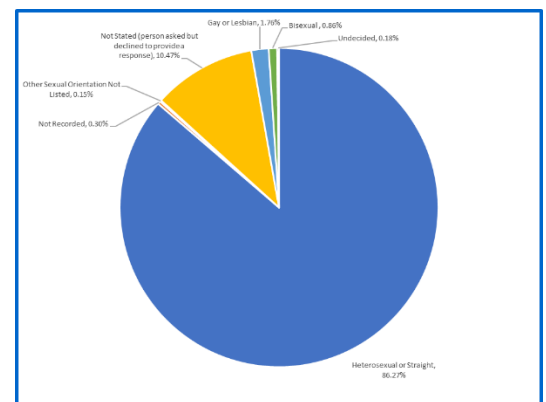


Islam	1.95%	2.11%
Jainism	0.02%	0.02%
Judaism	0.05%	0.05%
Not Recorded	1.00%	0.70%
Other	8.26%	8.50%
Sikhism	0.07%	0.15%
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>

Christianity remains the predominant religion or belief at 52.23%. Atheism has increased from 16.53% in 2022 to 17.11% in 2023. Those who did not want to disclose has decreased from 17.91% to 16.51%.

**vii. Sexual Orientation**

Sexuality	2022 Percentage	2023 Percentage
Bisexual	0.77%	0.86%
Gay or Lesbian	1.87%	1.76%
Heterosexual or Straight	85.02%	86.27%
Not Recorded	0.46%	0.30%
I do not wish to disclose my sexuality	11.70%	10.47%
Other Sexual Orientation Not Listed	0.11%	0.15%
Undecided	0.07%	0.18%
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>



There is little change within the data from the previous year. The highest sexual orientation is 'Heterosexual' has increased slightly. Combined percentages for staff identifying as 'Lesbian,' 'Gay,' and 'Bisexual' (LGB) over the previous year was 158. The combined figure for staff who had 'not stated' and or were 'undecided' over the same period was 660 around 11 percent of the workforce. The national estimation for people identifying as LGB is between 5-7%. 91.18% of people identifying as Heterosexual in the local population. Gay or Lesbian is at 1.44%, Bisexual 1.10%. There was a reduction in the percentage of staff who did not wish to disclose, of over 3%. Work is underway to obtain a more accurate data capture regarding staff sexual orientation status.

The Trust is keen to promote and support staff to identify their sexual orientation and supports and promotes Chester Pride annually.

**3c. Key Workforce Trends**

- BAME – Percentage of BAME staff has decreased by over 3 percentage points overall as compared to the previous year. Staff from a BAME background made-up around 26% of all new starters. The number of promotions for substantive staff in this group declined and were at 0.66 percent.
- Age – There is a continuing trend to shortlist job applicants in older age groups (age 41+); this dynamic continues into appointment stage with around 33 percent of new starters being aged 41 years and above. However, the biggest change in new starter percentage was in the age band 31 to 40 years age band at 2.3%. The largest percentage increase of leavers



since last year has been from the 31-40 age group at 25.15% of all leavers during this period. Followed by an increase of 6.59% in leaving numbers for staff aged 21-30 at 22%. The highest percentage increase in promotions has been at age 31-40 around 37 % of promotions across all age bands.

- Disability –The number of disabled job applicants shortlisted decreased over the previous year (4.7% compared to 5.95% in 2022. As in the previous year, increasing numbers of new starters are declaring a disability.
- Sexual Orientation –The new starter population for staff who identify as LGBTQ+ was 3.5%. Leaver numbers combined for Gay/Lesbian and Bisexual was around 4%. The figure for 'Not Stated' and 'Other' groups was around 12%. The combined figure of promotions for this group was around 5.65%.
- Gender –Women constituted around 76 % of all new starters during the year. The highest percentage of promotions were at Band 3, with 85.58% women and 14.24% men respectively. The ratio of men and women leaving the Trust, has remained broadly in line with their representation in the overall workforce.
- Religious Belief – 46.52% of new starters were Christians followed by 20.41% atheist. The number of people from Islamic Faith appointed from shortlisting as compared to the previous year has increased from 1.52% to 11.29%. This number had declined since 2021. Whilst there has been an increase in staff disclosing their belief status, the number of new starters who did not want to disclose their Faith/Belief was around 13%.
- Staff grade – Leaver percentages have continued to show the largest shifts in band 2 from 9.85% in the previous year to 45.39 %. The shift has continued across doctors in training from 8.39% to 9.14%. The starter numbers for Doctors in Training has kept pace at 11.37%



## 4. Progress Review

### 4a Widening Access to Local Training and Employment Opportunities through Apprenticeships and Work Placements

- Promoting Staff Health and Well-Being.
- Development of staff skills and competencies to identify and address EDI issues in day-to-day work.
- Development of Staff Networks.
- Equality Delivery System Assessment.
- Improving patient experience.

As the table below indicates, during 2023 there were a total of 67 apprenticeships and 144 work placements across various job roles. With awareness promotion events to all staff throughout the year including the Apprenticeship Awards held during May 2023.

Ethnicity	Number of Apprentices
Asian or Asian British - Bangladeshi	1
Asian or Asian British – Indian	1
Other – Asian Background	1
Other – Mixed Background	3
White	61
<b>Grand Total</b>	<b>67</b>

Of which

Disability	Percentages
Specific Learning Disability, such as dyslexia, dyspraxia, or AD(H)D	4.48%
Mental Health Disorder such as, Depression, Schizophrenia, or Anxiety	5.97%
Disability, Impairment or Medical Condition that is Not Listed	2.99%
Physical Impairment or Mobility Issue, such as difficulty using arms, using a wheelchair or crutches	1.49%
Social/Communication Impairment, such as Aspergers Syndrome/ other Autistic Spectrum Disorder	1.49%
Long Standing Illness or Health Condition, such as Cancer, HIV Diabetes, Chronic Heart Disease or Epilepsy	1.49%

In 2024 the Trust's Apprenticeship offer will be expanding. The aim is to increase the Trust's apprenticeship provision so that it is fit for purpose at all levels and across all divisions. Apprenticeships will continue to be an integral and valued high quality skills development pathway providing opportunities for new and existing employees.

### 4b. Staff Health and Well-Being

Mindful of the continuing pressures and additional challenges faced by staff over the previous year we have continued to grow our staff wellbeing offer and have put in place further plans to ensure staff have multiple avenues of accessible and meaningful support. Domain two of the NHS Equality Delivery System focuses on staff health and wellbeing. Examples of some of the wellbeing focussed activity over the last year has been summarised below.

- Appointed an employee wellbeing lead to manage the opening of a staff wellbeing hub and oversee strategic delivery of the Trust's wellbeing strategy/support offer.





- Launched a new wellbeing strategy focussed on 4 key areas (physical, mental, financial wellbeing and safe/civil) identified through staff engagement, staff survey results and the wellbeing steering group.
- Started construction of a dedicated staff wellbeing hub and refreshed existing staff breakout areas at Ellesmere Port hospital.
- Continued to commit to train mental health first aiders across all departments. The trust now has over 150 staff members trained and continues to offer bi-monthly workshops.
- Expanded our wellbeing training/workshops offer to include – Resilience, Stress, PERMA, and a half day mental health awareness session, which have been delivered to over 120 staff since launching in September 2023.
- Started to bring our wellbeing community together through establishing new forums/communities of practice for the Trust’s nursing and midwifery advocates.
- Plans in place to run two wellbeing community events per year to help develop key wellbeing focused roles (mental health first aiders, wellbeing allies, nurse/midwifery advocates, PDN’s) offering additional training opportunities, guest speakers from wellbeing support organisations and providing additional resources to support our wellbeing community with their role.
- Piloted staff Menopause Cafés and launched a new menopause policy.
- Delivered drop in health checks to over 130 staff during Know Your Numbers week in collaboration with our Cardiac rehab team.
- Provided world mental health day packs across departments to promote good mental wellbeing and prevent stigma.
- Provided staff with specialist type 2 diabetes prevention and management advice in collaboration with our Diabetes team for world diabetes awareness day.
- Provided further staff engagement/health prevention activities for: Staying well in Winter, Self-care week, World Menopause Day, Time to Talk and mental health awareness week, NHS 75th anniversary, NHS games.
- Launched a staff culture and civility roadshow to hear staff voices and experience of the Trust’s culture alongside promoting key strategies/frameworks that support staff development, wellbeing, and EDI.
- Continue to provide 1:1 wellbeing support and signposting to Trust staff through our wellbeing practitioner with 950 hours of 1:1 support provided between January and December 2023.
- Established new partnerships with local voluntary and charity sector organisations to support staff wellbeing, providing new referral routes, signposting, information, and resources.

#### **4c. Development of Staff Skills and Competencies to Identify and Address EDI Issues in Day-To-Day Work**

Equality, Diversity, and Inclusion Training is a mandatory requirement for all staff across non-clinical, clinical, medical, and dental roles across the Trust.

The following table highlights the training status by Trust Division.

Division (Org L3)	Competence Name	Assignment Count	Required	Achieved	Compliance %
210 COCH & WUTH Collaboration Division	Equality, Diversity & Human Rights – 3 Years	25	25	25	100%



210 Corporate Non-Clinical Division	Equality, Diversity & Human Rights – 3 Years	76	76	71	<b>93.42%</b>
210 Diagnostics & Pharmacy Division	Equality, Diversity & Human Rights – 3 Years	749	749	716	<b>95.59%</b>
210 Estates & Facilities Division	Equality, Diversity & Human Rights – 3 Years	348	348	326	<b>93.68%</b>
210 Finance & Performance Division	Equality, Diversity & Human Rights – 3 Years	68	68	67	<b>98.53%</b>
210 Human Resources Division	Equality, Diversity & Human Rights – 3 Years	88	88	84	<b>95.45%</b>
210 IMT Division	Equality, Diversity & Human Rights – 3 Years	115	115	110	<b>95.65%</b>
210 Nurse Management Division	Equality, Diversity & Human Rights – 3 Years	65	65	59	<b>90.77%</b>
210 Planned Care Division	Equality, Diversity & Human Rights – 3 Years	965	965	916	<b>94.92%</b>
210 Therapies & Integrated Community Care Division	Equality, Diversity & Human Rights – 3 Years	467	467	438	<b>93.79%</b>
210 Urgent Care Division	Equality, Diversity & Human Rights – 3 Years	1280	1280	1206	<b>94.22%</b>
210 Women & Children's Division	Equality, Diversity & Human Rights – 3 Years	407	407	392	<b>96.31%</b>

In addition to the mandatory training, all staff are supported to access training on specific topics including:

- Defeating Barriers training.
- Oliver McGowan training
- Unconscious bias training.
- Fair and inclusive recruitment training.
- Active Bystander training.
- Reverse mentoring training.
- EIA training for policy and service managers.
- Freedom to Speak Up Champions Training.

#### **4d. Development of Staff Networks**

NHS People Plan requires boards of local NHS institutions to recognise the expertise of staff networks and use it to:

- Inform senior-level-decision-making for workforce development.
- Improve employee experience and retention.
- Influence policy and patient care positively.
- Staff Networks are the main stay of inclusive workplaces.
- They are bound by lived-experience, individual characteristics, common purpose, and shared heritage. They help engender trust, promote belonging, enable individuals to thrive, and contribute to progressive change.



Over the previous year, work has been undertaken to revive existing networks and establish new ones. These include:

- Black and Asian Minority Ethnic (BAME) Network.
- Carers Network.
- Disability & Wellbeing network.
- LGBTQ+ Network.
- Neurodiversity Network.
- Religion, Culture & Belief network.
- Women's Network.

We have established the Staff Networks Working Group (SNWG) which brings together network leads, Comms Colleagues, FTSU, Well-Being and EDI Leads in order to improve planning and coordination of network events and activities. Details of network events and activities to be undertaken in 2024 is included in Appendix 1.

Some of the network events during the previous year include:

- Re-launch of the faith & Belief Network
- Launch of the Race Equality Matters 5 Day Challenge to mark the Black History Month.
- International Women's Day event and Women's Network relaunch.
- NHS Inspirational Speaker Event.
- Adore your Pelvic Floor' Lunch and Learn Session.
- Launch of the Neurodiversity and Carers Networks etc.

#### **4e. Equality Delivery System Assessment**

As part of the Trust's 2023 EDS Assessment, we have undertaken work over the previous year to review Diabetes outpatient services, ENT services and Maternity services. This will be the first year that we have undertaken the EDS Assessments at service level. We have worked with our PLACE commissioner to understand better the needs of our community for Cheshire West patients.

We have scrutinised our data sets to ascertain how well we are delivering a positive patient experience, that patients are free from harm in our care, that patients can easily access the service at the right time and that we are providing the right level of care based on the needs of our patients. We are working with relevant stakeholder panels in the self-assessment phase to agree our overall rating and the actions we wish to undertake to make improvements. We will publish these findings on our Trust website in line with the NHS guidance by 28th February 2024.

#### **4f. Improving Patient Experience**

To improve the experience of our patients and families we have adopted open visiting for inpatient areas. This has supported families being able to visit and support patients at a time that suits their lifestyle and patient needs better. This has improved communication between care teams and families and has been well received by families. This also supports carers who can stay longer and overnight with any patient with additional needs to support their care.

Our volunteer's programme is growing, we now have over 130 volunteers undertaking a wide range of roles across the Trust.



We have a group of volunteers who support the chaplaincy service enabling patients with faith and spiritual needs to fulfil those. Our volunteers also work about the hospital signposting patients to improve access to services. A recent project saw a group of volunteers receive supportive feeding training. These volunteers will support patients who are unwell or have a disability in the ward areas with mealtimes.

Our Patient Advice and Liaison Service opened a front of house walk in service in May 2023. This widened access to the public, patients and their families who need support and sign posting to be able to access the service face to face in addition to the telephone helpline and email service. Feedback from those who use the service has been positive saying how easy it is to pop in with a question or a query.

Our complaints team has adopted the Ask Listen Do principle. This means doing things differently so people who have a learning disability or are autistic get their right to high quality, safe care, and equal access to services. This is about ensuring that people, their families, and staff are truly listened to and have their concerns acted on. We seek to understand if any complainant requires any reasonable adjustment during the complaints process. We have recently provided a complaint response written Dyslexia friendly.

Our webpage for staff explaining how to access translation and interpretation services has been updated. It now contains useful information on what interpretation/translation services offer, and how to access these to support clinical care. Our Milkbank service sought translate their patient information leaflet to Ukrainian, to support a family to donate maternal milk.

Our Patient Information Leaflet library continues to be well used. The library has a wide range of leaflets which support clinical procedures and the consent process. The leaflets are available in a different language, large print, easy read and can be read using a screen reader.

Improving accessibility to information is a key part of our improvement work. The Trust has commissioned a provider to deliver the Patient Experience Portal as part of our Outpatient Transformation work. The Portal will improve patient experience by appointment text reminders, a digital appointment system and digital patient letters. The Portal is compatible with screen reader, screen adjustment and screen translation software. This will support the Trust in its work in implementing the Accessible Information Standards.

The Womens and Childrens service will move to a new building for on the Countess of Chester site in 2025. Extensive stakeholder engagement has taken place to the design of the care environment with workshops looking at the colour schemes, layout designs, lighting, accessibility etc.

The design and build team have also incorporated 'Design for the Mind Standards' and environmental assessments have been completed to ensure that design principles are attractive and supportive of mental well-being, reduce visual noise, are calming and reassuring to support people who are neurodivergent and neurodegenerative.

The Trust also undertook a full patient Led Assessment in the Care Environment in October 2023.

The assessment supported by Healthwatch and Patient representatives provides a snapshot of how an organisation is performing against a range of non-clinical activities, all of which impact on the patient experience including, but not limited to:

- Cleanliness
- Condition, Appearance and Maintenance
- Food and Hydration



- Privacy, Dignity and Wellbeing – Supportive environments
- Dementia – friendly environments
- Disability – supportive environments

Both hospital sites scored well with very positive comments from patient assessors. For the first impressions question: 'based on your first impressions on entering the ward, how confident are you that the environment in this ward supports good care?' the majority of areas assessed resulted in a score of very confident = A or confident = B.

The Trust has also set up an Inclusive Services Improvement Group including patients and carers of lived experience and 3rd party sector stakeholders. The new group has identified 3 ambitions for 2024.

1. Inform and support the Womens and Childrens new build.
2. Access around the main Trust site.
3. Accessible information standard.

#### **4g. Actions that have Progressed or Been Completed in the Last Year**

Actions that have been completed are as follows:

- We have consulted on and published our Equality Objectives, EDI Strategy and Action Plan. This includes specific actions that stem from the analysis of our WRES, WDES and GPG Metrics. It also includes actions from the public grading of the Trust's performance against the refreshed Equality Delivery System 2022 and high impact actions identified in the NHS EDI Improvement Plan published in June this year.
- We have commenced rollout of the Culture and Civility Roadshow to engage staff, patients, volunteers, carers and enlist their views to develop the Trust Culture and Civility Charter. And identify the tools required to embed a culture of safety, civility, and inclusion.
- Working jointly with East and Mid Cheshire and the Liverpool University Foundation Trust Hospitals, we have refreshed formerly (BAME) now the Elevate Leadership Programme which has been shortlisted for the Health Service Journal (HSJ) Award under the NHS Race Equality Category (award ceremony scheduled to take place in November).
- Following publication of the NHS EDI Improvement Plan during June 2023, we have undertaken work to align the Trust EDI Action Plan in line with the six high impact actions included in the NHS Improvement Plan and have set specific EDI Objectives for each member of the Trust's Executive Board.
- We have developed the Managers Guide to Equality Impact Assessments and commenced work to establish a refreshed EIA programme and develop a credible evidence base.
- We have refreshed and relaunched the external stakeholders, formerly the Equality, Disability, Age Safeguarding (EDAS) now the Inclusive Services Improvement Group (ISIG). With members of ISIG engaged in public grading of EDS scheduled for January 2024.
- We have refreshed the EDI intranet pages and commenced work to develop the EDI repository as part of the Knowledge Mobilisation Workstream.
- We have signed up to the anti-racism statement and the NHS Northwest BAME Assembly Pledge on Anty-Racism.
- Work is also underway to develop and improve the institutional capacity to embed inclusion best practices across our people, patient, and partner communities.



## **5. Future Priorities**

Our priorities for 2024 have been informed by our EDI Strategy. We will:

- Co-produce the Trust Civility and Culture Charter and take action to reduce incidents of bullying and harassment experienced by staff who share a protected characteristic and those who do not.
- Ensure effective use of Comms to effect change and embed an inclusive culture in line with our Trust values.
- Use workforce and patient data with equality impact assessments to develop learning and insights and build a credible evidence base of service improvements.
- Develop staff networks and improve staff engagement.
- Carry out a comprehensive EDI training needs audit and increase access to learning and development opportunities to staff across Trust Divisions.
- Build on the Equality Delivery System Service Reviews and undertake comprehensive access audit to improve access to Trust services.
- Strengthen engagement with patient groups and external stakeholders through the Inclusive Services Improvement Group (ISIG).
- Identify data gaps and ensure effective monitoring and reporting of workforce and patient data to effect change, increase access and inclusion.
- Expand the Network of Freedom To Speak Up Champions to include staff from across diverse backgrounds including those who share in protected characteristics and those who don't.



## 6. Appendix

### Appendix 1

Date:	List of EDI/wellbeing dates during the month  (Every best effort has been made to ensure the accuracy of key dates – if you identify any issues, please contact Surendra Shroff or Gareth Siggee)	Key dates for EDI/Wellbeing focus: – Activity or event delivered by EDI or Wellbeing.
<b>October 2023</b>	<p>01<sup>st</sup> Oct - International Day of Older Persons            02<sup>nd</sup> Oct - International Day of Non-Violence            02-08<sup>th</sup> Oct - Dyslexia Awareness Week            07<sup>th</sup> Oct - Shemini Atzeret   Jewish            08 Oct - Simchat Torah   Jewish            08-16<sup>th</sup> Oct - Hate Crime Awareness Week            09<sup>th</sup> Oct - Birthday of Guru Ram Das   Sikh            10<sup>th</sup> Oct - World Homeless Day            10<sup>th</sup> Oct - World Mental Health Day            11<sup>th</sup> Oct - National Coming Out Day            12<sup>th</sup> Oct - World Sight Day            12<sup>th</sup> Oct - Bandi Chhor Divas   Sikh            15-24<sup>th</sup> - Oct Navratri   Hindu            17<sup>th</sup> Oct - International Day for the Eradication of Poverty            18<sup>th</sup> - Oct Anti-Slavery Day            18<sup>th</sup> - Oct International Pronouns Day            18<sup>th</sup> - Oct World Menopause Day            22<sup>nd</sup> - Oct International Stammering Awareness Day            22<sup>nd</sup> - Oct Wear Red Day - Show Racism the Red Card            23<sup>rd</sup> - Oct Dussehra - Dasara   Hindu            26<sup>th</sup> - Oct Intersex Awareness Day            26<sup>th</sup> - Oct Birth of the Báb   Baha'i            27<sup>th</sup> - Oct National Mentoring Day            27<sup>th</sup> - Oct Birth of Baha'u'llah - Baha'i            31<sup>st</sup> - Oct Samhain - beginning of Winter - Pagan            31<sup>st</sup> - Oct All Hallows' Eve   <i>Christian</i>            31<sup>st</sup> - Oct Reformation Day   Protestant Christian</p>	<p><b>October</b> - Black History Month – 23<sup>rd</sup>-27<sup>th</sup>  <b>October</b> launch 5-day challenge</p> <p><b>10<sup>th</sup> October</b> - World Mental Health Day – Activity (WMHD packs to be distributed)</p> <p><b>18<sup>th</sup> October</b> – World Menopause Day – Activity (Womens network drop in outside staff restaurant/E.Port)</p>
<b>November 2023</b>	<p>01 Nov National Stress Awareness Day            01 Nov All Saints Day   Christian            02 Nov All Souls' Day   Christian            02 Nov Coronation of Emperor Haile Selassie   Rastafarian            08 Nov Intersex Day of Solidarity / Remembrance            11 Nov Remembrance Day / Armistice Day            12 Nov Diwali   Hindu            12-19 Nov Interfaith week            13 Nov World Kindness Day            13-19 Nov Transgender Awareness Week            15 Nov Nativity Fast begins   Orthodox Christian            16 Nov International Day for Tolerance            16 Nov-16 Dec UK Disability History Month            19 Nov International Men's Day            20 Nov Universal Children's Day            20 Nov Feast of Christ the King   Christian            21 Nov Presentation of the Theotokos   Orthodox Christian            24 Nov Martyrdom of Guru Tegh Bahadur   Sikh            25 Nov International Day for the Elimination of Violence Against Women            26 Nov Day of the Covenant   Baha'i            27 Nov Birthday of Guru Nanak Dev   Sikh            28 Nov Ascension of Abdu'l-Bahá   Baha'i</p>	<p><b>1<sup>st</sup> November</b> national stress awareness day – (sharing of resources and support, promote how are you feeling tool)</p> <p><b>12<sup>th</sup> November - Diwali</b>  <b>12<sup>th</sup> – 16<sup>th</sup> November</b>  <b>Interfaith week</b></p> <p><b>14<sup>th</sup> November</b> – World Diabetes Awareness Day – Information and awareness stand within staff restaurant</p> <p><b>19<sup>th</sup> November</b> – International Mens day – promotion of men's focused support – suicide prevention</p>
<b>December 2023</b>	<p>01 Dec World AIDS Day            02 Dec International Day for the Abolition of Slavery            02-08 Dec National Grief Awareness Week            03 Dec First Sunday of Advent   Christian            05 Dec International Volunteer Day</p>	<p><b>3<sup>rd</sup> December</b> – As part of Disability History month (16<sup>th</sup> Nov – 16<sup>th</sup> Dec) Activity around</p>



	<p><b>06 Dec</b> St. Nicholas' Day   Christian  <b>07-15 Dec</b> Hanukah   Jewish  <b>08 Dec</b> Bodhi Day (Rohatsu)   Buddhist  <b>08 Dec</b> Feast of the Immaculate Conception   <b>Christian</b>  <b>10 Dec</b> International Human Rights Day  <b>18 Dec</b> International Migrants Day  <b>20 Dec</b> International Human Solidarity Day  <b>21 Dec</b> Yule - Winter solstice   Pagan  <b>25 Dec</b> Christmas Day   Christian  <b>25 Dec</b> Feast of the Nativity   Orthodox Christian  <b>26 Dec</b> Boxing Day &amp; St. Stephen's Day   Christian  <b>26 Dec</b> Zarathosht Diso   Zoroastrian  <b>30 Dec</b> Feast of the Holy Family   Catholic Christian</p>	<p>disability rights and reasonable adjustments.</p> <p><b>11- 15<sup>th</sup> December</b>          Winter Well activities</p>
<p><b>January 2024</b></p>	<p><b>01 Jan</b> – Cervical Cancer Awareness Month  <b>01 Jan</b> – Alcohol Concern Month (Dry January)  <b>01 Jan</b> – Thyroid Awareness Month  <b>01 Jan</b> – Gantan Sai (New Year) Shinto  <b>01 Jan</b> – Solemnity of Mary, Mother of God – Catholic Christian  <b>04 Jan</b> – World Braille Day  <b>05 Jan</b> – Twelfth Night – Christian  <b>06 Jan</b> – Epiphany - Christian  <b>06 Jan</b> – Feast of Theophany – Orthodox Christian  <b>07 Jan</b> – Feast of Nativity – Orthodox Christian  <b>08 Jan</b> – Seijin No Hi (Coming of age day) Shinto  <b>14 Jan</b> – Lohri/Maghi – Hindu/Sikh  <b>15 Jan</b> – Makar Sankranti – Hindu  <b>15 Jan</b> – Pongal – Hindu  <b>15 Jan</b> – Martin Luther King Jnr Day  <b>17 Jan</b> – Birthday of Guru Gobind Singh Sikh  <b>18 Jan</b> – Week of Prayer for Christian Unity – Christian  <b>20 Jan</b> - Timkat – Ethiopian Orthodox Christian  <b>21 Jan</b> - World Religion Day  <b>25 Jan</b> – Mahayana New Year – Buddhist  <b>25 Jan</b> – Conversion of saint Paul – Christian  <b>25 Jan</b> – Tu BiShvat – Judaism  <b>25 Jan</b> – Thaipusam – Hindu  <b>25 Jan</b> – Robert Burns Night  <b>27 Jan</b> – Holocaust Memorial Day  <b>28 Jan</b> – Data Privacy Day  <b>31 Jan</b> – Birthday of Guru Har Rai – Sikh</p>	<p><b>01 Jan</b> - Cervical cancer Awareness month  <b>01 Jan</b> – Alcohol Concern – Dry January  <b>15<sup>th</sup> Jan</b> – Blue Monday  <b>21<sup>st</sup> Jan</b>- World Religion Day</p>
<p><b>February 2024</b></p>	<p><b>01<sup>st</sup> Feb</b> - National Heart Month  <b>01<sup>st</sup> Feb</b> - Raynaud's Awareness Month  <b>01<sup>st</sup> Feb</b> - Lesbian Gay Bisexual Trans History Month  <b>01<sup>st</sup> Feb</b> - World Interfaith Harmony Week  <b>01<sup>st</sup> Feb</b> - World Hijab Day  <b>01<sup>st</sup> Feb</b> - Time to Talk Day  <b>02<sup>nd</sup> Feb</b> - Candlemas (Presentation of Christ in the Temple) – Christian  <b>03<sup>rd</sup> Feb</b> - Setsubun-sai – Shinto  <b>04<sup>th</sup> Feb</b> - World Cancer Day  <b>05<sup>th</sup> Feb</b> - UK Race Equality Week  <b>06<sup>th</sup> Feb</b> - Safer Internet Day  <b>08<sup>th</sup> Feb</b> - Lailat al Miraj – Islam  <b>10<sup>th</sup> Feb</b> - Losar – Tibetan New Year  <b>11<sup>th</sup> Feb</b> - World Day of the Sick  <b>11<sup>th</sup> Feb</b> - International Day of Women and Girls in Science <b>11<sup>th</sup> Feb</b> - Autism Sunday  <b>13<sup>th</sup> Feb</b> - Shrove Tuesday – Christian  <b>14<sup>th</sup> Feb</b> - Ash Wednesday – Christian  <b>14<sup>th</sup> Feb</b> - Vasant Panchami – Hindu  <b>14<sup>th</sup> Feb</b> - Saint Valentine's Day  <b>15<sup>th</sup> Feb</b> - Parinirvana Day/Nirvana Day – Buddhist  <b>15<sup>th</sup> Feb</b> - International Childhood Cancer Day  <b>17<sup>th</sup> Feb</b> - World Human Spirit Day  <b>18<sup>th</sup> Feb</b> - Zacchaeus Sunday – Orthodox Christian  <b>20<sup>th</sup> Feb</b> - World Day of Social Justice  <b>23<sup>rd</sup> Feb</b> - International STAND UP to Bullying Day  <b>24<sup>th</sup> Feb</b> - Magha Puja (Sangha Day) – Buddhist  <b>25<sup>th</sup> Feb</b> - Lailat al Bara'ah – Islam Triodion begins – Orthodox Christian</p>	<p><b>National Heart Month</b> – All month (Health-checks for staff)</p> <p><b>LGBT history month</b> – All month</p> <p><b>1<sup>st</sup> Feb</b> - Time to talk day</p> <p><b>5<sup>th</sup> Feb</b> – Race equality week</p> <p><b>11<sup>th</sup> Feb</b> - Lunch and learn session with some of the female scientists in our Biochemistry lab to mark international day of women and girls in science</p>





	<p><b>25<sup>th</sup> Feb</b> - Chinese New Year - Confucian, Daoist,  <b>26<sup>th</sup> Feb</b> - Intercalary Days - Baha'i</p>	
<p><b>March 2024</b></p>	<p><b>01<sup>st</sup> March</b> - Prostate Cancer Awareness Month  <b>01<sup>st</sup> March</b> - Ovarian Cancer Awareness Month  <b>01<sup>st</sup> March</b> - Marie Curie Cancer Care Great Daffodil Appeal Month  <b>01<sup>st</sup> March</b> - Zero Discrimination Day  <b>01<sup>st</sup> March</b> - Women's History Month  <b>01<sup>st</sup> March</b> - Saint David's Day – Christian  <b>01<sup>st</sup> March</b> - International Wheelchair Day  <b>01<sup>st</sup> March</b> - Self-Injury Awareness Day (SIAD)  <b>01<sup>st</sup> March</b> - Nineteen Day Fast begins - Baha'i  <b>03<sup>rd</sup> March</b> - Sunday of the Prodigal Son – Orthodox Christian  <b>03<sup>rd</sup> March</b> - World Hearing Day  <b>08<sup>th</sup> March</b> - Maha Shivaratri – Hindu  <b>08<sup>th</sup> March</b> - International Women's Day  <b>10<sup>th</sup> March</b> - Meatfare Sunday – Orthodox Christian  <b>10<sup>th</sup> March</b> - Mothering Sunday  <b>11<sup>th</sup> March</b> - Ramadan begins - Islam  <b>11<sup>th</sup> March</b> - Nutrition and Hydration Week  <b>12<sup>th</sup> March</b> - Ramakrishna Jayanti - Hindu  <b>14<sup>th</sup> March</b> - Nanakshahi (New Year) – Sikh  <b>17<sup>th</sup> March</b> - Saint Patrick's Day – Christian  <b>18<sup>th</sup> March</b> - World Sleep Day  <b>18<sup>th</sup> March</b> - Great Lent begins – Clean Monday – Orthodox Christian  <b>18<sup>th</sup> March</b> - Global Recycling Day  <b>19<sup>th</sup> March</b> - Saint Joseph's Day – Christian  <b>20<sup>th</sup> March</b> - Spring Equinox  <b>20<sup>th</sup> March</b> - Ostara – Mabon - Wicca/Pagan Northern and Southern hemispheres  <b>20<sup>th</sup> March</b> - Naw-Rúz (New Year) - Baha'i  <b>20<sup>th</sup> March</b> - Norooz (New Year) - Persian/Zoroastrian  <b>20<sup>th</sup> March</b> - International Day of Happiness  <b>21<sup>st</sup> March</b> - World Down Syndrome Day  <b>21<sup>st</sup> March</b> - International Day for the Elimination of Racial Discrimination  <b>22<sup>nd</sup> March</b> - World Water Day  <b>24<sup>th</sup> March</b> - Palm Sunday - Christian  <b>24<sup>th</sup> March</b> - Holika Dahan - Hindu  <b>24<sup>th</sup> March</b> - Purim – Judaism  <b>24<sup>th</sup> March</b> - Sunday of Orthodoxy – Orthodox Christian  <b>24<sup>th</sup> March</b> - World TB Day  <b>25<sup>th</sup> March</b> - Holi – Hindu  <b>25<sup>th</sup> March</b> - International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade  <b>25<sup>th</sup> March</b> - Annunciation to the Theotokos - Orthodox Christian  <b>25<sup>th</sup> March</b> - The Annunciation of the Virgin Mary – Christian  <b>26<sup>th</sup> March</b> - Hola Mohalla – Sikh  <b>26<sup>th</sup> March</b> - Khordad Sal (Birth of Prophet Zarathushtra) – Zoroastrian  <b>28<sup>th</sup> March</b> - Maundy Thursday - Christian  <b>29<sup>th</sup> March</b> - Good Friday - Christian  <b>30<sup>th</sup> March</b> - World Bipolar Day  <b>31<sup>st</sup> March</b> - Easter Sunday - Christian</p>	<p><b>01<sup>st</sup> March – Women's history month</b></p> <p><b>01<sup>st</sup> March Prostate cancer awareness month</b></p> <p><b>08<sup>th</sup> March – international women's day</b></p> <p><b>18<sup>th</sup> – 24<sup>th</sup> March Neurodiversity Celebration week</b></p> <p><b>31<sup>st</sup> – Ramadan</b></p>
<p><b>April 2024</b></p>	<p><b>01<sup>st</sup> April</b> - Autism Awareness Month  <b>01<sup>st</sup> April</b> - Bowel Cancer Awareness Month  <b>01<sup>st</sup> April</b> - Stress Awareness Month  <b>01<sup>st</sup> April</b> - Parkinson's Awareness Month  <b>01<sup>st</sup> April</b> - Easter Monday - Christian  <b>02<sup>nd</sup> - April</b> - World Autism Awareness Day  <b>06<sup>th</sup> April</b> - Lailat al-Qadr – Islam  <b>06<sup>th</sup> April</b> - International Asexuality Day  <b>07<sup>th</sup> April</b> - World Health Day  <b>08<sup>th</sup> April</b> - International Romani Day  <b>09<sup>th</sup> April</b> - Ugadi New Year - Hindu  <b>09<sup>th</sup> April</b> - Chaitra Navratri begins – Hindu  <b>09<sup>th</sup> April</b> - Ramayana begins - Hindu  <b>10<sup>th</sup> April</b> - Eid al Fitr - Islam  <b>13<sup>th</sup> April</b> - Songkran (Thai New Year) - Buddhist  <b>13<sup>th</sup> April</b> - Birth of the Khalsa (Vaisakhi) - Sikh  <b>14<sup>th</sup> April</b> - Tamil New Year  <b>17<sup>th</sup> April</b> - Rama Navami - Hindu</p>	<p><b>Stress Awareness Month</b></p> <p><b>07<sup>th</sup> April - World Health Day</b></p> <p><b>Around 10<sup>th</sup> April – Eid Al Fitr (Islam)</b></p> <p><b>23<sup>rd</sup> April – Passover (Jewish)</b></p> <p><b>25<sup>th</sup> April - on your feet Britain – (step challenge)</b></p> <p><b>01<sup>st</sup> – Easter Monday</b></p>



	<p>18<sup>th</sup> April - Birthday of Guru Angad Dev – Sikh          18<sup>th</sup> April - Birthday of Guru Tegh Bahadur – Sikh          20<sup>th</sup> April - First Day of Ridvan - Baha'i          20<sup>th</sup> April - Mahavir Jayanti - Jain          22<sup>nd</sup> April - Earth Day          23<sup>rd</sup> April - Theravada New Year - Buddhist          23<sup>rd</sup> April - Hanuman Jayanti - Hindu          23<sup>rd</sup> April - Passover - Judaism          23<sup>rd</sup> April - Saint George's Day          25<sup>th</sup> April - Feast of Saint Mark the Evangelist          25<sup>th</sup> April - World Malaria Day          25<sup>th</sup> April - On Your Feet Britain          26<sup>th</sup> April - Lesbian Visibility Day          27<sup>th</sup> April - Lazarus Saturday - Orthodox Christian          28<sup>th</sup> April - Palm Sunday - Orthodox Christian          28<sup>th</sup> April - World Day for Health and Safety at Work          28<sup>th</sup> April - Ninth Day of Ridvan - Baha'i</p>	
<p><b>May 2024</b></p>	<p>01<sup>st</sup> May - Action on Stroke Month          01<sup>st</sup> May - National Walking Month          01<sup>st</sup> May - Coeliac Awareness Month          01<sup>st</sup> May - Beltane – Samhain – Wicca/Pagan Northern and Southern hemispheres          01<sup>st</sup> May - Twelfth Day of Ridvan - Baha'i          02<sup>nd</sup> May - Birthday of Guru Arjan Dev – Sikh          03<sup>rd</sup> May - Holy Friday - Orthodox Christian          03<sup>rd</sup> May - Feast of Saints Philip and James - Catholic Christian          04<sup>th</sup> May - International Firefighters Day          05<sup>th</sup> May - Pascha (Easter) - Orthodox Christian          06<sup>th</sup> May - Yom HaShoah - Judaism          08<sup>th</sup> May - UK National Day for Staff Networks          08<sup>th</sup> May - World Red Cross and Red Crescent Day          09<sup>th</sup> May - Ascension of Jesus - Christian          10<sup>th</sup> May - Akshaya Tritiya – Hindu, Jain          12<sup>th</sup> May - International Nurses Day          13<sup>th</sup> May - Yom HaZikaron - Judaism          13<sup>th</sup> May - Mental Health Awareness Week          14<sup>th</sup> May - Feast of Saint Matthias - Catholic Christian          14<sup>th</sup> May - Yom Ha'Atzmaut – Judaism          15<sup>th</sup> May - International Day of Families          16<sup>th</sup> May - Global Accessibility Awareness Day          17<sup>th</sup> May - International Day Against Homophobia, Transphobia and Biphobia          19<sup>th</sup> May - Pentecost – Christian          21<sup>st</sup> May - World Day for Cultural Diversity for Dialogue and Development          23<sup>rd</sup> May - Vesak – Buddhist          23<sup>rd</sup> May - Birthday of Guru Amar Das – Sikh          23<sup>rd</sup> May - Declaration of the Báb - Baha'i          26<sup>th</sup> May - Trinity Sunday – Christian          26<sup>th</sup> May - Lag B'Omer – Judaism          28<sup>th</sup> May - Ascension of Baha'u'llah - Baha'i          29<sup>th</sup> May - International Day of United Nations Peacekeepers          30<sup>th</sup> May - Corpus Christi – Catholic Christian          31<sup>st</sup> May - Visitation of the Blessed Virgin Mary - Catholic Christian          31<sup>st</sup> May - World No Tobacco Day</p>	<p><b>08<sup>th</sup> May – international day for staff networks</b></p> <p><b>13<sup>th</sup> – 19<sup>th</sup> May Mental Health awareness week</b></p> <p><b>International nurses' day 12 May 2024</b></p> <p><b>31<sup>st</sup> May – No smoking day/no tobacco day</b></p>
<p><b>June 2024</b></p>	<p>01<sup>st</sup> June - Motor Neurone Disease Awareness Month          01<sup>st</sup> June - Stillbirth &amp; Neonatal Death Awareness Month          01<sup>st</sup> June - LGBT Pride Month          01<sup>st</sup> June - Gypsy, Roma, and Traveller History Month          01<sup>st</sup> June - Global Day of Parents          04<sup>th</sup> June - International Day of Innocent Children Victims of Aggression          05<sup>th</sup> June - World Environment Day          05<sup>th</sup> June - Yom Yerushalayim – Judaism          07<sup>th</sup> June - Sacred Heart of Jesus - Catholic Christian          08<sup>th</sup> June - Global Wellness Day          09<sup>th</sup> June - Race Unity Day          10<sup>th</sup> June - Men's Health Week          10<sup>th</sup> June - Carers Week          12<sup>th</sup> June - World Day against Child Labour          13<sup>th</sup> June - Ascension of the Lord – Orthodox Christian          14<sup>th</sup> June - Hajj - Islam</p>	<p><b>LGBT Pride Month</b></p> <p><b>10<sup>th</sup> June – Men's health week</b></p> <p><b>22<sup>nd</sup> June – Windrush day</b></p> <p><b>24<sup>th</sup> June – World Wellbeing Week</b></p>



	<p>14<sup>th</sup> June - World Blood Donor Day          15<sup>th</sup> June - Waqf al Arafa - Islam          15<sup>th</sup> June - World Elder Abuse Awareness Day          16<sup>th</sup> June - Eid al Adha – Islam          16<sup>th</sup> June - Martyrdom of Guru Arjan Dev – Sikh          16<sup>th</sup> June - Father's Day          18<sup>th</sup> June - Autistic Pride Day          18<sup>th</sup> June - International Day for Countering Hate Speech          20<sup>th</sup> June - World Refugee Day          20<sup>th</sup> June - Summer Solstice          20<sup>th</sup> June - Litha - Yule - Wicca/Pagan Northern and Southern hemispheres          21<sup>st</sup> June - World Humanist Day          22<sup>nd</sup> June - UK Windrush Day          23<sup>rd</sup> June - Pentecost – Orthodox Christian          12<sup>th</sup> June - Shavuot – Judaism          24<sup>th</sup> June - Nativity of Saint John the Baptist – Christian          24<sup>th</sup> June - World Wellbeing Week          29<sup>th</sup> June - Feast of Saints Peter and Paul – Christian          30<sup>th</sup> June - All Saints - Orthodox Christian</p>	
<p><b>July 2024</b></p>	<p>01<sup>st</sup> July - UV Safety Month          01<sup>st</sup> July - International Women with Alopecia Month          01<sup>st</sup> July - The Fast of the Holy Apostles - Orthodox Christian          01<sup>st</sup> July - Disability Pride Month          03<sup>rd</sup> July - Saint Thomas the Apostle - Christian          05<sup>th</sup> July - Birthday of Guru Hargobind – Sikh          07<sup>th</sup> July - Al-Hijra/Muharram – New Year – Islam          09<sup>th</sup> July - Martyrdom of the Báb - Baha'i          11<sup>th</sup> July - World Population Day          14<sup>th</sup> July - International Non-Binary People's Day          15<sup>th</sup> July - World Youth Skills Day          16<sup>th</sup> July - Ashura – Islam          17<sup>th</sup> July - World Day for International Justice          18<sup>th</sup> July - Nelson Mandela International Day          18<sup>th</sup> July - South Asian Heritage Month begins          21<sup>st</sup> July - Asalha Puja – Buddhist          22<sup>nd</sup> July - Feast Day of Saint Mary Magdalene – Christian          23<sup>rd</sup> July - Birthday of Guru Har Krishan - Sikh          23<sup>rd</sup> July - Birthday of Emperor Haile Selassie – Rastafari          24<sup>th</sup> July - Pioneer Day – Mormon Christian          25<sup>th</sup> July - Saint James the Great Day – Christian          28<sup>th</sup> July - World Hepatitis Day          30<sup>th</sup> July - International Day of Friendship          15<sup>th</sup> July - Saint Vladimir the Great Day – Orthodox Christian</p>	<p><b>UV safety month – focus on skin cancer awareness</b></p>
<p><b>August 2024</b></p>	<p>01<sup>st</sup> August - Health &amp; Safety Month          01<sup>st</sup> August - World Breastfeeding Week          01<sup>st</sup> August - Psoriasis Awareness Month          01<sup>st</sup> August - Lammas – Christian          01<sup>st</sup> August - Lughnasadh – Imbolc – Wicca/Pagan Northern and Southern hemispheres          01<sup>st</sup> August - Fast in honour of Holy Mother of Lord Jesus – Orthodox Christian          06<sup>th</sup> August - Feast of Transfiguration of our Lord – Christian          06<sup>th</sup> August - Transfiguration of the Lord – Orthodox Christian          09<sup>th</sup> August - International Day of the World's Indigenous Peoples          10<sup>th</sup> August - Feast of Saint Lawrence - Christian          12<sup>th</sup> August - International Youth Day          13<sup>th</sup> August - Tish'a B'av – Judaism          15<sup>th</sup> August - Dormition of the Theotokos – Orthodox Christian          15<sup>th</sup> August - Assumption of Blessed Virgin Mary – Catholic Christian          19<sup>th</sup> August - Raksha Bandhan – Hindu          19<sup>th</sup> August - World Humanitarian Day          22<sup>nd</sup> August - Queenship of Mary – Catholic Christian          22<sup>nd</sup> August - International Day Commemorating the Victims of Acts of Violence based on Religion or Belief          23<sup>rd</sup> August - International Day for the Remembrance of the Slave Trade and its Abolition          24<sup>th</sup> August - Saint Bartholomew the Apostle - Christian          26<sup>th</sup> August - Krishna Janmashtami – Hindu</p>	<p><b>01- 08<sup>th</sup> August World Breastfeeding awareness week</b></p> <p><b>17<sup>th</sup> August - Chester Pride March</b></p>



<p><b>September 2024</b></p>	<p>1<sup>st</sup> <b>September</b> - World Dementia Awareness Month          1<sup>st</sup> <b>Septembers</b> - International Blood Cancer Awareness Month          1<sup>st</sup> <b>September</b> - World Alzheimer's Month          1<sup>st</sup> <b>September</b> - Sickle Cell Awareness Month          1<sup>st</sup> <b>September</b> - Childhood Cancer Awareness Month          05<sup>th</sup> <b>September</b> - International Day of Charity          6<sup>th</sup> <b>September</b> - Colour Blind Awareness Day          7<sup>th</sup> <b>September</b> - Ganesh Chaturthi – Hindu          8<sup>th</sup> <b>September</b> - Nativity of the Theotokos – Orthodox Christian          8<sup>th</sup> <b>September</b> - Nativity of Virgin Mary – Christian          8<sup>th</sup> <b>September</b> - International Literacy Day          8<sup>th</sup> <b>September</b> - Know Your Numbers Week          10<sup>th</sup> <b>September</b> - World Suicide Prevention Day          13<sup>th</sup> <b>September</b> - World Sepsis Day          14<sup>th</sup> <b>September</b> - Triumph of the Cross – Christian          15<sup>th</sup> <b>September</b> - International Day of Democracy          18<sup>th</sup> <b>September</b> - International Equal Pay Day          21<sup>st</sup> <b>September</b> - World Alzheimer's Day          21<sup>st</sup> <b>September</b> - International Day of Peace          22<sup>nd</sup> <b>September</b> - Saint Matthew, Apostle, and Evangelist - Christian          23<sup>rd</sup> <b>September</b> - Bi Visibility Day          23<sup>rd</sup> <b>September</b> - International Day of Sign Languages          22<sup>nd</sup> <b>September</b> - Mabon – Ostara - Wicca/Pagan Northern and Southern hemispheres          29<sup>th</sup> <b>September</b> - World Deaf Day          23<sup>rd</sup> <b>September</b> - UK National Inclusion Week          15<sup>th</sup> <b>September</b> - Mawlid al-Nabi - Islam          29<sup>th</sup> <b>September</b> - World Heart Day          29<sup>th</sup> <b>September</b> - Michaelmas – Saint Michael and All Angels – Christian</p>	<p><b>08<sup>th</sup> September</b> – Know your numbers day</p> <p><b>10<sup>th</sup> September</b> – Suicide Prevention Day</p> <p><b>23<sup>rd</sup> September</b> - Sign language day</p>
<p><b>October 2024</b></p>	<p>01<sup>st</sup> <b>Oct</b> – Black History Month          01<sup>st</sup> <b>Oct</b> – Lupus Awareness Month          01<sup>st</sup> <b>Oct</b> – Breast Cancer Awareness Month          01<sup>st</sup> <b>Oct</b> – Global Diversity Awareness Month          01<sup>st</sup> <b>Oct</b> - International Day of Older Persons          02<sup>nd</sup> <b>Oct</b> - International Day of Non-Violence          02<sup>nd</sup> <b>Oct</b> – Rosh Hashanah <i>Jewish</i>          06<sup>th</sup> <b>Oct</b> – Fast of Gedaliah <i>Jewish</i>          08<sup>th</sup> <b>Oct</b> - Dyslexia Awareness Day          10<sup>th</sup> <b>Oct</b> - World Mental Health Day          10<sup>th</sup> <b>Oct</b> - World Sight Day          11 <b>Oct</b> - National Coming Out Day          12-19<sup>th</sup> <b>Oct</b> - Hate Crime Awareness Week          16<sup>th</sup> <b>Oct</b> – World Pronouns Day          17<sup>th</sup> <b>Oct</b> - International Day for the Eradication of Poverty          18<sup>th</sup> <b>Oct</b> - Anti-Slavery Day          16<sup>th</sup> <b>Oct</b> - International Pronouns Day          16<sup>th</sup> <b>Oct</b> – Sukkot <i>Jewish</i>          18<sup>th</sup> <b>Oct</b> - World Menopause Day          22<sup>nd</sup> <b>Oct</b> - International Stammering Awareness Day          23<sup>rd</sup> <b>Oct</b> - Shemini Atzeret   <i>Jewish</i>          26<sup>th</sup> <b>Oct</b> - Intersex Awareness Day          27<sup>th</sup> <b>Oct</b> - National Mentoring Day          31 <b>Oct</b> - Samhain - beginning of Winter   <i>Pagan</i>          31 <b>Oct</b> - All Hallows' Eve   <i>Christian</i></p>	<p><b>Black History Month</b></p> <p><b>18<sup>th</sup> October</b> - World Menopause day</p> <p><b>10<sup>th</sup> October</b> - World Mental Health Day</p>
<p><b>November 2024</b></p>	<p>01<sup>st</sup> <b>Nov</b> – COPD Awareness Month          01<sup>st</sup> <b>Nov</b> - All Saints Day   Christian          02<sup>nd</sup> <b>Nov</b> - All Souls' Day   Christian          06<sup>th</sup> <b>Nov</b> National Stress Awareness Day          11<sup>th</sup> <b>Nov</b> - Remembrance Day / Armistice Day          13<sup>th</sup> <b>Nov</b> - World Kindness Day          13<sup>th</sup> <b>Nov</b> - Transgender Awareness Week          14<sup>th</sup> <b>Nov</b> – World Diabetes Awareness Day          15<sup>th</sup> <b>Nov</b> - Birthday of Guru Nanak Dev   Sikh          17<sup>th</sup> <b>Nov</b> – International students Day          Mid <b>Nov to Mid Dec (Date TBC)</b> - UK Disability History Month          Mid <b>November (Date TBC)</b> – Self-Care week          19<sup>th</sup> <b>Nov</b> - International Men's Day          23<sup>rd</sup> <b>Nov</b> – Carers Rights Day          24<sup>th</sup> <b>Nov</b> - Martyrdom of Guru Tegh Bahadur   <i>Sikh</i></p>	<p><b>COPD Awareness month</b></p> <p><b>(29<sup>th</sup> Oct– 3<sup>rd</sup> November)</b> Diwali</p> <p><b>6<sup>th</sup> November</b> - International stress awareness day</p> <p><b>17<sup>th</sup> November</b> - International Students Day Wellbeing and inclusion day</p>



	<b>25<sup>th</sup> Nov</b> - International Day for the Elimination of Violence Against Women	<b>23<sup>rd</sup> November</b> - Carers Rights Day  <b>12<sup>th</sup> – 16<sup>th</sup> November</b> Interfaith week
<b>December 2024</b>	<b>01<sup>st</sup> Dec</b> - World AIDS Day <b>01<sup>st</sup> Dec</b> - First Sunday of Advent   Christian <b>02<sup>nd</sup> Dec</b> - International Day for the Abolition of Slavery <b>02-08<sup>th</sup> Dec</b> - National Grief Awareness Week <b>03<sup>rd</sup> Dec</b> – International Day of Disabled People <b>05 Dec</b> - International Volunteer Day <b>25<sup>th</sup> Dec</b> - Hanukah   Jewish <b>10<sup>th</sup> Dec</b> - International Human Rights Day <b>18<sup>th</sup> Dec</b> - International Migrants Day <b>21<sup>st</sup> Dec</b> - Yule - Winter solstice   Pagan <b>25<sup>th</sup> Dec</b> - Christmas Day   Christian <b>26<sup>th</sup> Dec</b> - Boxing Day & St. Stephen's Day   Christian <b>29<sup>th</sup> Dec</b> - Feast of the Holy Family   Catholic Christian	<b>1<sup>st</sup> December</b> – World aids day  <b>3<sup>rd</sup> December</b> – As part of Disability History month (16 <sup>th</sup> Nov – 16 <sup>th</sup> Dec) Activity around disability rights and reasonable adjustments  <b>11- 15<sup>th</sup> December</b> Winter Well activities  <b>25<sup>th</sup> Christmas</b> , including the tree of light

## Appendix 2

All data has been provided from ESR and TRAC, all data shown below in percentages.

E,D&I Data - 2022 / 2023	Applications Submitted	Shortlisted	Applications Submitted	Shortlisted	New Starters	New Starters	Leavers	Leavers	Promotions	Promotions
<b>ETHNICITY</b>	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
White	38.17%	67.67%	43.21%	72.90%	67.97%	71.26%	76.97%	80.37%	86.27%	92.90%
BAME	57.76%	17.67%	54.52%	22.13%	28.32%	25.96%	19.47%	18.20%	12.66%	6.88%
Not Disclosed	4.06%	14.65%	2.27%	4.97%	3.71%	2.78%	3.56%	1.43%	1.07%	0.22%
<b>AGE BAND</b>	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
20 & Under	2.31%	3.98%	2.10%	3.26%	7.13%	3.71%	2.40%	2.66%	1.29%	2.22%
21-30	39.22%	30.26%	37.76%	30.76%	36.31%	35.46%	30.90%	22.29%	30.69%	28.82%
31-40	32.95%	27.44%	36.12%	29.97%	26.32%	28.62%	26.59%	25.15%	33.48%	33.70%
41-50	14.35%	18.44%	14.13%	17.61%	14.12%	16.57%	14.17%	14.31%	21.67%	21.06%
51-60	8.23%	15.48%	8.16%	14.60%	12.13%	12.17%	16.49%	20.25%	10.94%	12.20%
61-70	1.93%	4.41%	1.35%	2.97%	3.92%	3.48%	7.95%	13.29%	1.93%	2.00%
71 & Over	0.00%	0.00%	0.37%	0.83%	0.07%	0.00%	1.49%	2.04%	0.00%	0.00%
<b>DISABILITY</b>	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Yes	n/a	5.95%	4.71%	7.72%	4.99%	6.14%	3.31%	5.32%	4.08%	7.76%
No	n/a	78.87%	92.86%	86.71%	85.38%	87.49%	72.99%	84.87%	90.13%	89.36%
Not Disclosed	n/a	15.17%	2.30%	5.58%	9.63%	6.37%	23.45%	9.82%	5.79%	2.88%
<b>SEXUAL ORIENTATION</b>	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Heterosexual	90.44%	79.19%	91.06%	86.54%	88.23%	88.64%	80.53%	82.23%	89.27%	91.57%
Gay or Lesbian	1.59%	2.23%	1.95%	3.03%	3.00%	1.62%	2.40%	2.04%	1.72%	3.10%
Bisexual	1.75%	1.68%	2.00%	2.52%	1.43%	1.74%	0.99%	1.64%	1.07%	0.44%
Other	0.21%	0.11%	0.15%	0.14%	0.29%	0.23%	0.25%	0.20%	0.00%	0.22%
Undecided	0.14%	0.11%	0.13%	0.10%	0.07%	0.35%	0.17%	0.00%	0.00%	0.00%
Not Disclosed	5.88%	16.70%	4.71%	7.65%	6.99%	0.58%	15.66%	12.88%	7.94%	4.66%
<b>GENDER</b>	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Female	70.70%	79.67%	43.35%	70.28%	76.89%	78.79%	73.57%	76.07%	82.40%	80.27%
Male	28.95%	19.90%	56.38%	29.38%	23.11%	21.21%	26.43%	23.93%	17.60%	19.73%
Not Disclosed	0.35%	0.43%	0.27%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>RELIGION / BELIEF</b>	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Atheism	10.33%	18.40%	11.17%	19.85%	20.68%	19.81%	16.98%	16.97%	18.67%	25.06%
Buddism	0.56%	0.43%	1.49%	0.73%	1.07%	0.81%	0.39%	0.82%	0.00%	1.11%
Christianity	62.98%	46.50%	49.45%	47.01%	49.93%	47.51%	43.74%	47.03%	59.23%	51.22%
Hinduism	3.24%	1.25%	6.83%	2.83%	2.71%	4.29%	1.66%	2.04%	0.43%	0.22%
Islam	6.69%	1.52%	16.21%	5.84%	3.71%	4.52%	3.89%	5.93%	0.64%	0.67%
Other	6.63%	8.64%	6.63%	9.81%	8.56%	15.06%	8.03%	15.13%	7.08%	10.20%
Not Disclosed	9.55%	23.26%	8.22%	13.93%	13.94%	12.51%	25.35%	18.00%	13.95%	11.53%

Pay Grade	2022 Headcount %	2023 Headcount %
Apprentices	0.20%	0.30%
Band 1	1.20%	0.95%
Band 2	34.25%	30.06%
Band 3	10.18%	10.69%
Band 4	4.83%	5.27%
Band 5	17.96%	19.46%
Band 6	10.82%	11.12%
Band 7	6.94%	7.25%
Band 8a	2.59%	2.86%
Band 8b	0.48%	0.73%
Band 8c	0.40%	0.40%
Band 8d	0.20%	0.18%
Band 9	0.16%	0.12%
Senior Managers	0.26%	0.22%
M&D Career Grade	4.38%	4.95%
M&D Consultant	4.15%	4.35%
M&D Doctors in Training	1.00%	1.10%