RUH Workforce



77% of staff are female

11% of staff are from a black or ethnic minority





3% of staff state they have a disability

50% of staff are married/in a civil partnership







2% of staff LGBT+

44% of staff are Christian





153 of our staff are over 66 years old

125 staff went on maternity leave last year





Royal United Hospitals Bath

NHS Foundation Trust

Diversity and Inclusion Event: 1st May 2019

Our Equality & Diversity Agenda 2019-2021



Diversity and Inclusion Steering Committee (DISCo)



- Overseas the Equality and Diversity work of the Trust:
 - Compliance with statutory responsibilities: Equality Act and Public Sector Equality Duty, Gender pay gap reporting
 - Compliance with contractual NHS obligations: WRES, WDES, CQC (well led)
 - Equality plan
 - Learning opportunities
 - Supporting staff networks
- Meets quarterly staff are welcome to attend



2018/2019 Priorities Ratings for individual projects





IMPROVED PATIENT ACCESS AND EXPERIENCE

Maternity services review is ongoing, consultation has closed, feedback is now being reviewed independently.



BETTER HEALTH OUTCOMES - Developed a 'flying frailty' squad service to enhance elderly patient care.



A REPRESENTATIVE AND SUPPORTED WORKFORCE - Piloted, "Managing Challenging Behaviour and Restraint Training".



INCLUSIVE LEADERSHIP

Focused on young people's access to Apprenticeship & work experience at the RUH

- Age
- Disability
- Gender Reassignment
- Marriage & Civil partnership
- Maternity & Pregnancy
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Excellent
Achieving
Developing
Underdeveloped

2018/2019 Priorities





IMPROVED PATIENT ACCESS AND EXPERIENCE



BETTER HEALTH OUTCOMES



A REPRESENTATIVE AND SUPPORTED WORKFORCE



INCLUSIVE LEADERSHIP

- Age
- Disability
- Gender Reassignment
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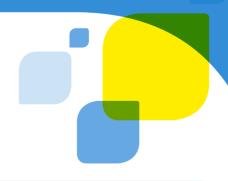
BETTER HEALTH OUTCOMES – Learning disability and Autism



A REPRESENTATIVE AND SUPPORTED WORKFORCE - Sensory loss



INCLUSIVE LEADERSHIP Develop mentoring opportunities for BAME staff who are considering career progression within the Trust and scope opportunities for reverse mentoring to progress BAME agenda



- Age
- Disability
- Gender Reassignment
- Marriage & Civil partnership
- Maternity & Pregnancy
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BETTER HEALTH OUTCOMES – Learning disability and Autism



A REPRESENTATIVE AND SUPPORTED WORKFORCE – Sensory loss

- Age
- Disability
- Gender Reassignment
- Marriage & Civil partnership
- Maternity & Pregnancy
- Race
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Achieving
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Feedback on Objectives

On your tables:



1.Better Health Outcomes:

2. A representative & supported workforce:

Focus on learning disabilities

Sensory Loss

and autism

- Do you agree this should be our focus?
- What would you like to see the Trust doing/more/less of for patients with learning disabilities and staff with sensory loss?
- Answers/comments on post its