



Department
of Health &
Social Care



England

Fair Futures

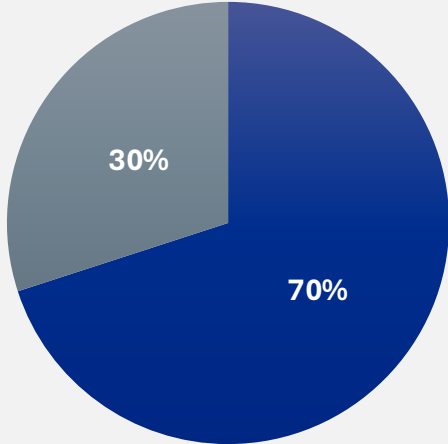
Regional Strategy and Provider Insights

Presented by:

Tom Warner, EDI Lead and Meg Murphy, EDI Project Officer

Why this matters

East of England
Workforce



■ White ■ Global Majority



£

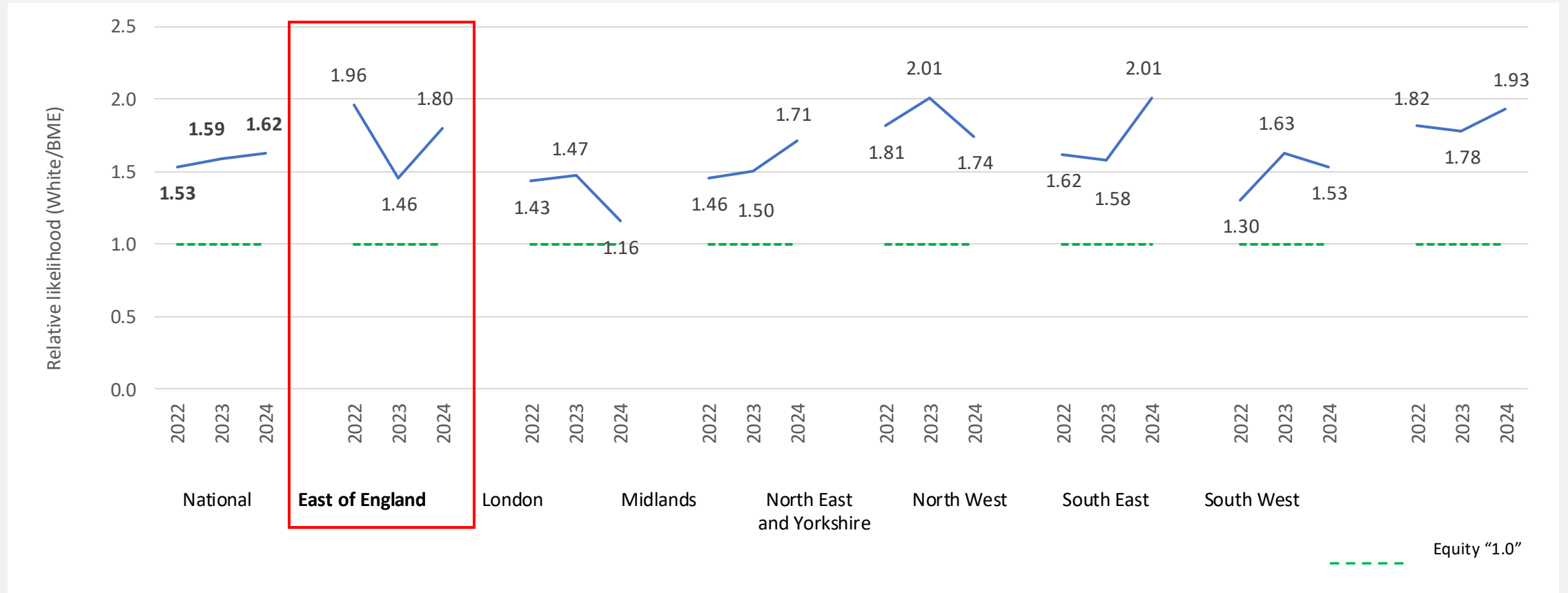
140 million

East of England BME representation

Organisation details		Organisational values								
Trust Name		Indicator 1: BME representation in the workforce by pay band					Indicator 9: BME representation on the board minus BME representation in the workforce			
		BME representation in the workforce	Pay band at which BME under-representation first occurs					Overall	Voting members	Executive members
			Non-clinical Band 4-	Non-clinical Band 5+	Clinical Band 4-	Clinical Band 5+	Medical			
Essex Partnership University NHS Foundation Trust		29.2%	Band 3	Equitable	Band 4	Band 6	Equitable	-1.5%	+4.1%	-9.2%
Mid and South Essex NHS Foundation Trust		37.3%	Band 3	Equitable	Band 3	Band 6	Consultant	-32.0%	-30.1%	-28.2%
Bedfordshire Hospitals NHS Foundation Trust		50.0%	Band 3	Band 8B	Band 3	Band 6	Consultant	-36.6%	-36.6%	-50.0%
The Queen Elizabeth Hospital King's Lynn NHS Foundation Tr		24.8%	Equitable	Band 6	Band 3	Band 6	Consultant	-9.8%	-17.7%	-24.8%
Milton Keynes University Hospital NHS Foundation Trust		42.9%	Band 3	Band 8A	Band 3	Band 6	Consultant	-13.5%	-27.5%	-42.9%
East Suffolk and North Essex NHS Foundation Trust		26.4%	Band 3	Equitable	Band 4	Band 6	Consultant	-15.9%	-26.4%	-26.4%
Royal Papworth Hospital NHS Foundation Trust		33.8%	Band 3	Equitable	Band 3	Band 6	Consultant	-13.8%	-10.7%	-33.8%
North West Anglia NHS Foundation Trust		29.4%	Band 3	Equitable	Band 3	Band 6	Consultant	-29.4%	-29.4%	-29.4%
James Paget University Hospitals NHS Foundation Trust		20.1%	Equitable	Equitable	Equitable	Band 6	Equitable	-7.6%	-3.4%	-7.6%
West Suffolk NHS Foundation Trust		18.4%	Band 3	Equitable	Band 4	Band 6	Specialist	-3.0%	-3.0%	-18.4%
Cambridge University Hospitals NHS Foundation Trust		34.7%	Band 4	Band 7	Band 4	Band 6	Consultant	-23.6%	-23.6%	-18.0%
Norfolk and Norwich University Hospitals NHS Foundation T		18.1%	Equitable	Equitable	Band 3	Band 6	Consultant	-11.8%	-9.7%	-18.1%
Norfolk and Suffolk NHS Foundation Trust		14.3%	Equitable	Equitable	Band 4	Band 6	Consultant	-1.0%	-1.0%	+10.7%
The Princess Alexandra Hospital NHS Trust		43.1%	Band 3	Equitable	Equitable	Band 6	Consultant	-20.9%	-34.0%	-32.0%
Cambridgeshire and Peterborough NHS Foundation Trust		20.5%	Band 3	Equitable	Band 4	Band 7	Consultant	-8.0%	-8.0%	-20.5%
West Hertfordshire Teaching Hospitals NHS Trust		51.0%	Equitable	Band 8A	Band 3	Band 6	Consultant	-33.3%	-26.0%	-38.5%
East and North Hertfordshire NHS Trust		40.8%	Band 3	Band 8C	Band 3	Band 6	Consultant	-28.3%	-31.7%	-40.8%
Hertfordshire Partnership University NHS Foundation Trust		38.3%	Equitable	Equitable	Band 4	Band 7	Equitable	-14.8%	-25.0%	-5.0%
Norfolk Community Health and Care NHS Trust		6.2%	Equitable	Band 6	Equitable	Band 6	Equitable	+2.1%	+3.8%	+13.8%
Hertfordshire Community NHS Trust		19.4%	Equitable	Equitable	Band 4	Band 7	Equitable	-11.0%	-8.3%	-19.4%
East of England Ambulance Service NHS Trust		5.4%	Equitable	Band 8A	Equitable	Equitable	Equitable	+9.6%	+3.7%	-5.4%
Cambridgeshire Community Services NHS Trust		14.8%	Equitable	Equitable	Band 4	Band 6	Equitable	-0.5%	+1.9%	-14.8%

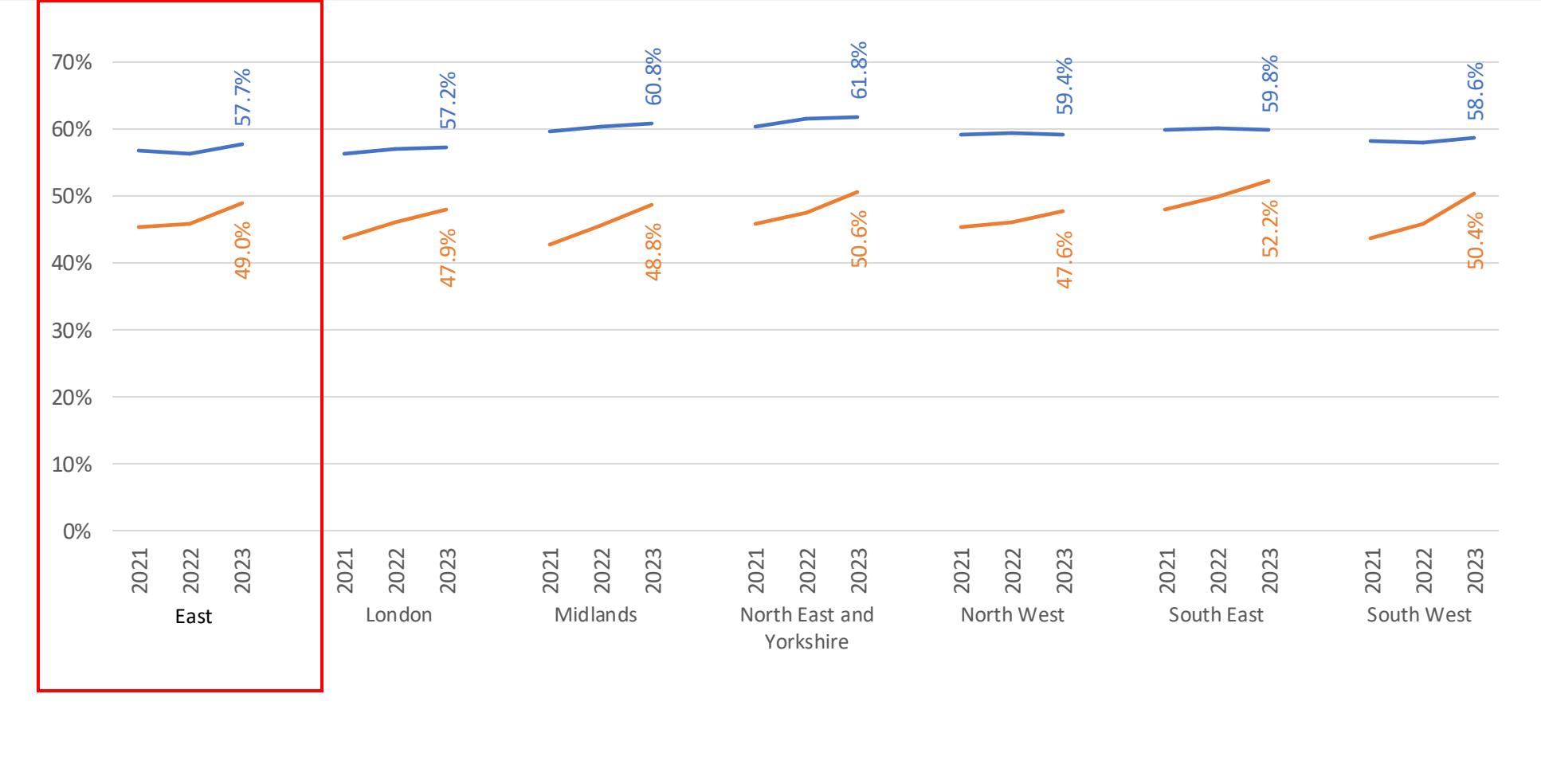
WRES indicator 2

The relative likelihood of white applicants being appointed from shortlisting compared to BME applicants



WRES indicator 7

Percentage of staff believing that their trust provides equal opportunities for career progression or promotion

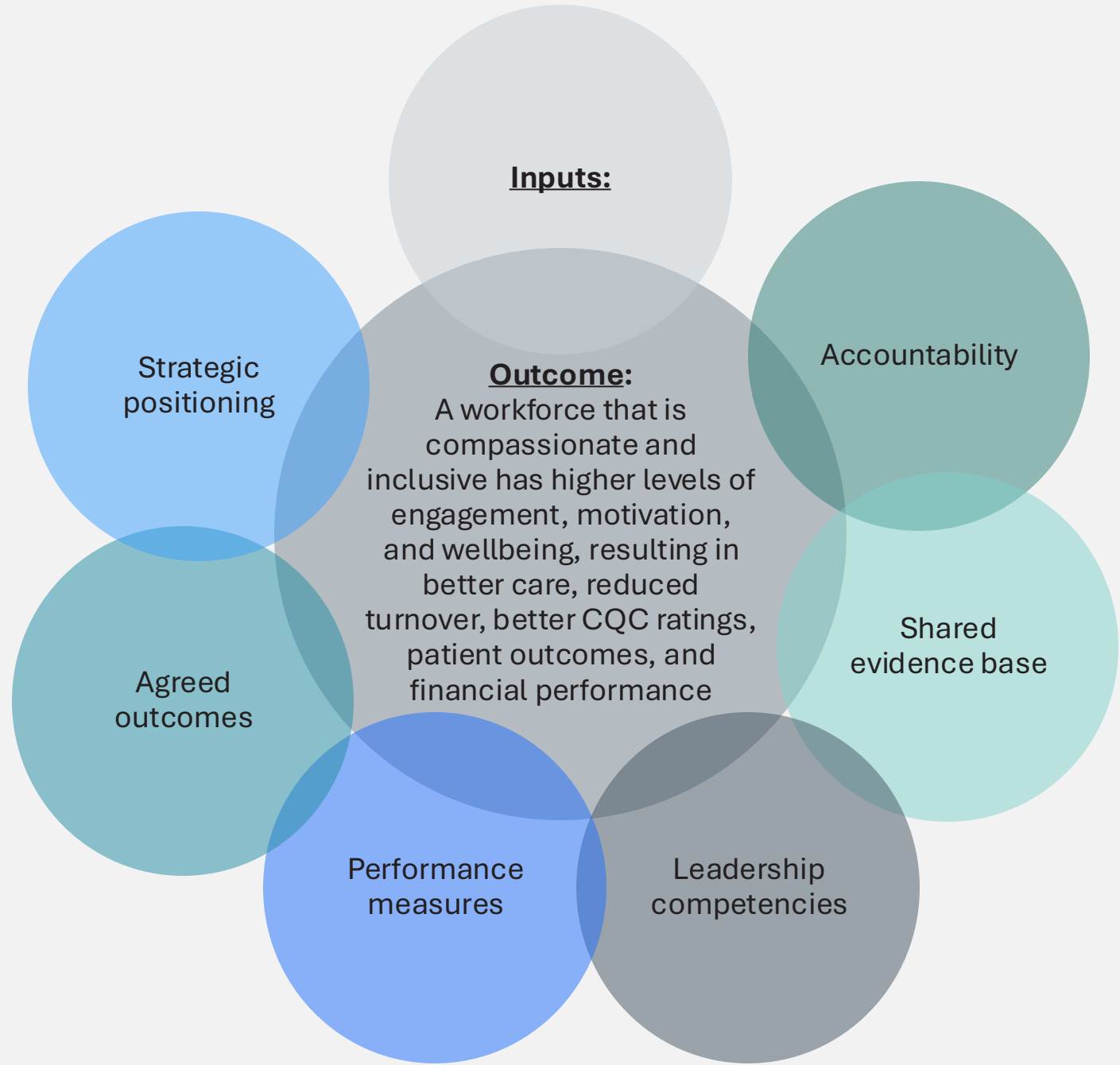


Current challenges

- Reliance on individual leaders risks sustainability
- Scepticism among diverse staff about commitment to change
- EDI is often framed as a moral issue rather than a strategic priority
- Strong but not yet widespread appetite for embedding accountability mechanisms
- EDI needs to be mainstreamed, not seen as part of culture wars
- Successful interventions are disparate and have not been scaled
- Bullying, harassment, and discrimination cost the NHS more than £2bn per year

“Every organisation must commit to treating staff with respect and ensuring they have the conditions they need to thrive. Standards will include tackling racism, and they will underpin the NHS Oversight Framework”
– 10-Year Health Plan





Provider survey: background



Survey sent to all East of England providers

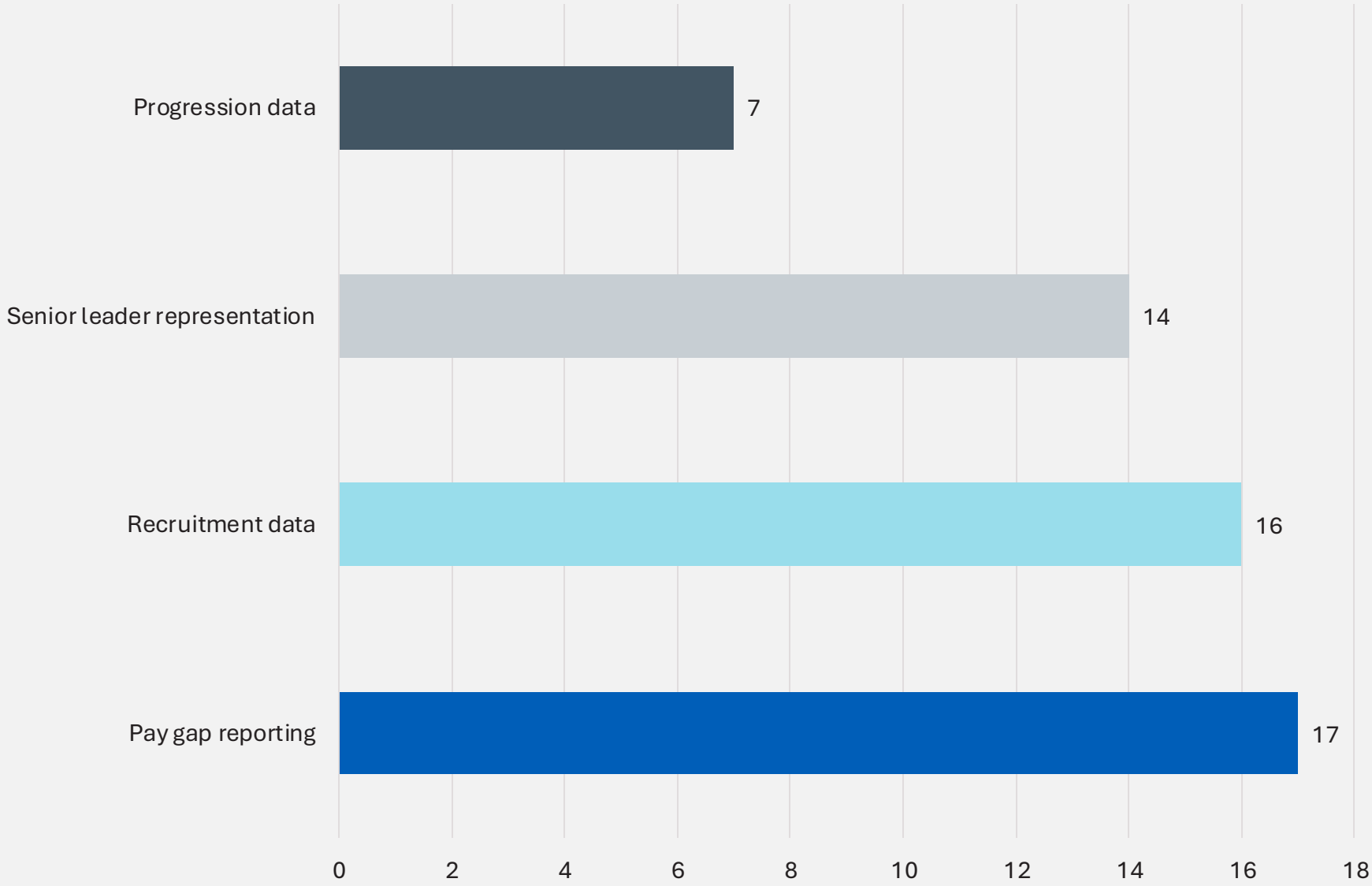


Covered monitoring, interventions, challenges, accountability, future priorities and support needs



76% response rate

Provider survey: how talent pipeline diversity data is measured



Provider survey: interventions in place



Targeted recruitment / promotion: 10% of providers



Inclusive recruitment training: 29% of providers



Mentoring / sponsorship: 22% of providers



Leadership programmes: 25% of providers

What is working well?

Transformational reciprocal mentoring

Senior leaders coaching and mentoring

EDI recruitment practices and EDI L&D for key managers

Shadow executive team

Edward Jenner Programme

Speaking to staff networks

RISE Leadership Programme

Regular scrutiny of equality outcomes

Targeted career progression conversations and support

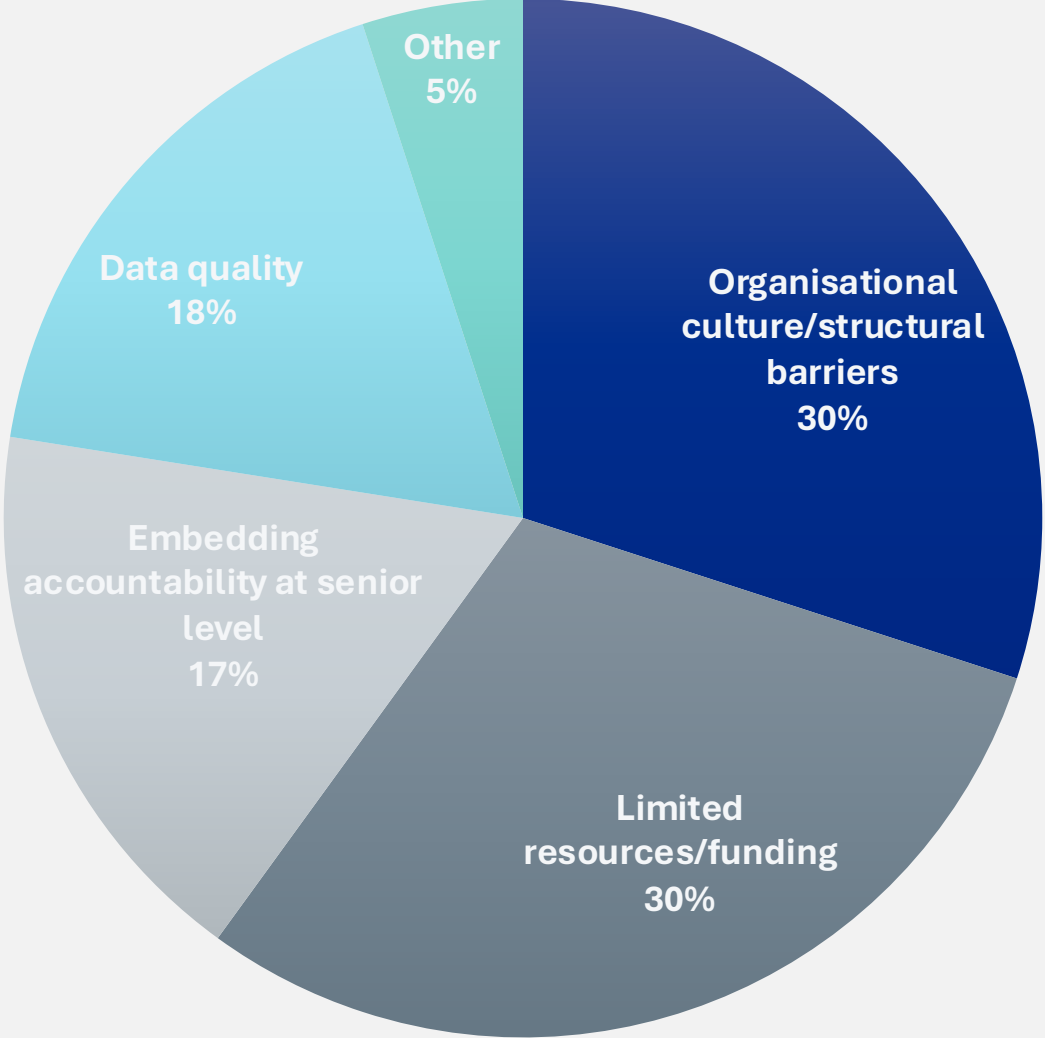
Development with leaders

Independent recruitment panel members

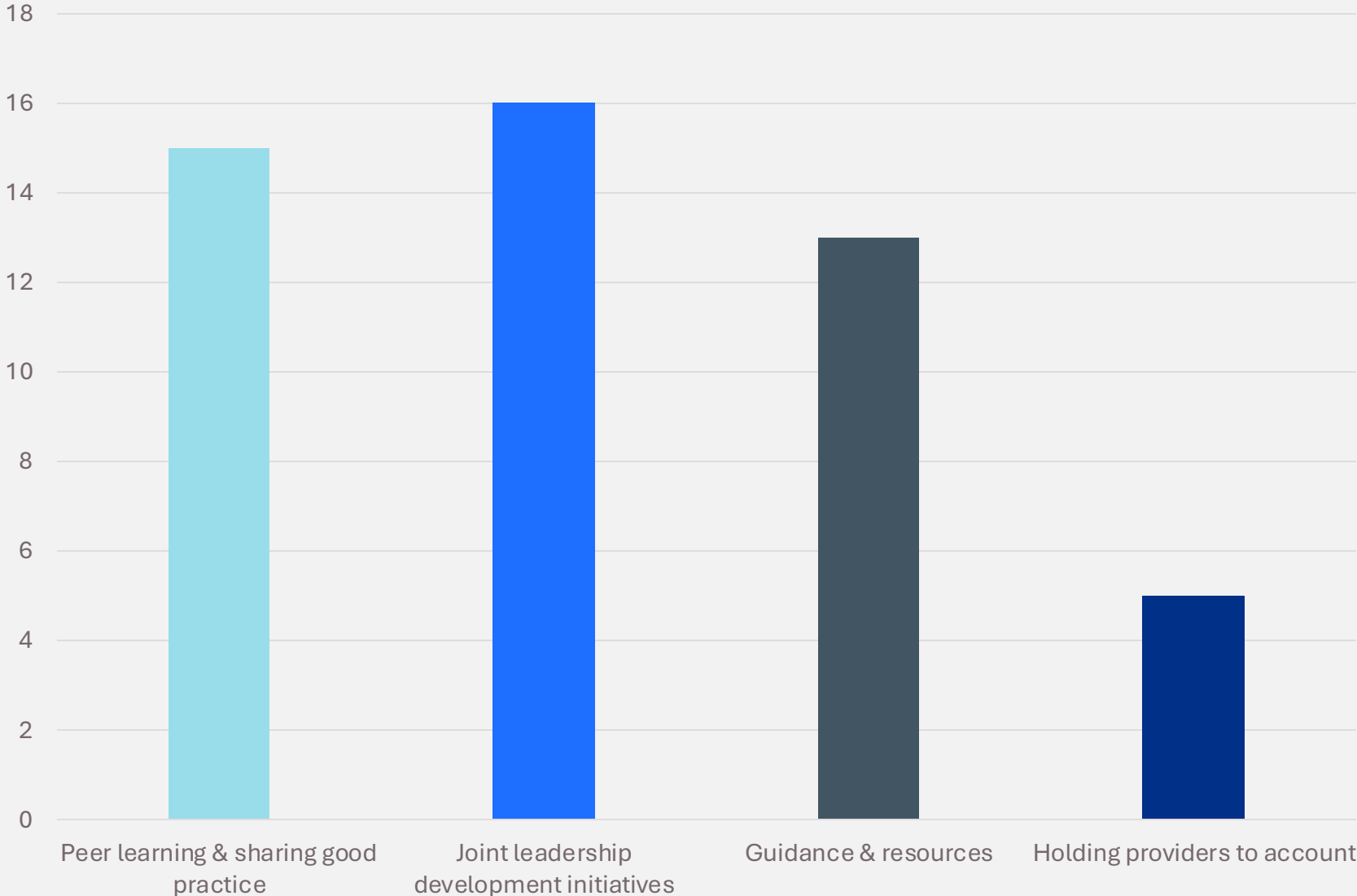
Inclusion Ambassadors

Diversity in Health and Care Partnerships Programme and resources

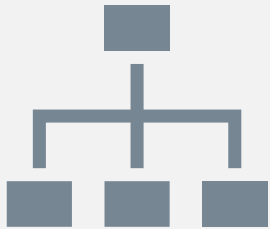
Challenges identified by providers



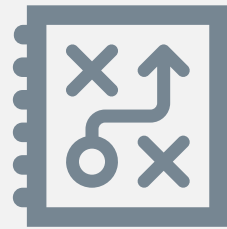
What providers want from the region



Accountability: what does this look like?



CEO / Board
Leadership



Strategies &
Programmes



Governance
Committees

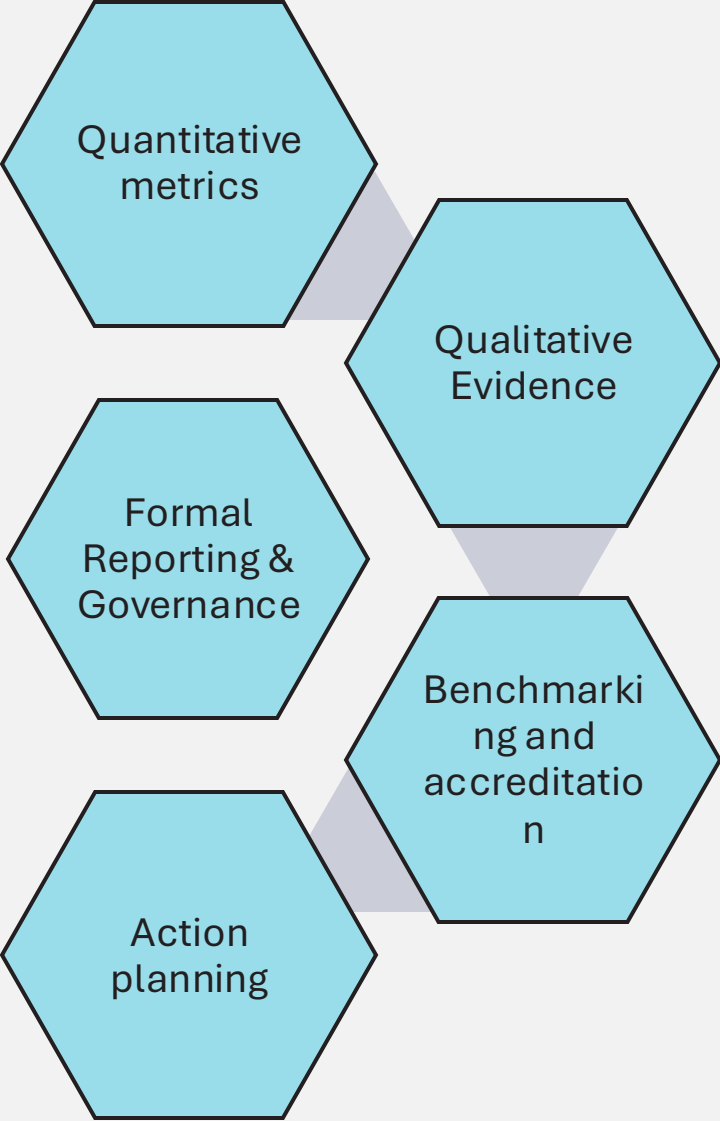


Staff Networks &
Forums



Measurement &
Reporting

How organisations assess the impact of their actions



Key Priorities for Pay Equity & Representation



A vision where our workforce operates in an environment where they are supported to perform at the top of their license, delivering excellent patient care for our residents, and in so doing, reducing health inequalities



Accountability



Engagement



Capability

Our regional FutureNHS site

East of England EDI Community of Practice

Create a new item

NHS
EAST OF ENGLAND
EQUALITY, DIVERSITY AND INCLUSION
Changing culture together



Welcome to the EoE EDI Community of Practice Future Page

We welcome you to the FutureNHS Page for the East of England Equality, Diversity, and Inclusion Community of Practice.

The aim of our CoP is to bring people together that have an interest in EDI. We want the CoP to facilitate thought-provoking discussions around improving EDI, sharing best practices, and collaborating with one another. The FutureNHS Page will be a place to archive all of our resources for our members to reflect on, and we have a forum for members to share resources and connect with other colleagues.

If you have any thoughts, comments, suggestions, or would like to join the CoP mailing list, please contact us at england.equalityeoe@nhs.net

EDI Resources

Create a new item

Useful EDI resources

- Case Studies
- EoE EDI projects
- High Impact Actions
- Inclusive Recruitment
- General EDI resources
- Archive

Search East of England EDI resources by protected characteristic

- Disability
- Ethnicity
- Gender

Call to action

1. Share what is working already and what needs to be done differently
2. Think about what you can do in your role to take accountability for action
3. Let us know what resources and tools would support you