

Equality Workforce Monitoring Annual Report 2024



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EXECUTIVE SUMMARY

This report provides an overview of the demographics of the Trust's workforce as at the end of 2023. The data is used to inform our priority actions aligned to our Workforce Strategy and organisational priorities to make Southwest Yorkshire Partnership NHS Foundation Trust a great place to work.

- The Trust currently employs 5,142 permanent and fixed term staff delivering a range of services including mental health, learning disability and autism, forensic, physical health, and community services.
-
- The data shows that colleagues who are identified as having a disability have increased by 2.7% in 2023 compared to 2022 figures. Our total disability workforce is now at 11.5%.
- We see continuous improvements in the number of staff reporting their religion and sexual orientation by the percentage of "not stated" data decreasing year on year.
- Gender stands stable at 21% male 79% female – this is indicative of all NHS bodies and remains the same as last year's report figures.
- The Trust has seen an increase in BME staff by 2.1% from 2022 data. Our current BME staff in post stands at 14.2%.
- The Trust is aware that the ethnic mix of the Trust is not reflected in the higher pay bandings. Actions are being developed to address this to ensure a more inclusive and representative workforce from band 6 and above
- The data has shown an increase in staff age group 30-39 of 0.8% with a decline in staff in the over 60 age bands by 2.1% from 10.4% to 8.3%, suggesting a shift to a younger workforce proportion compared to previous years for the first time.
- Trust disciplinary data suggests that BME staff may be disproportionately affected compared to white staff. Initiatives are being developed to ensure fair and equal support is available through management training , cultural awareness and diverse representation across recruitment and disciplinary panels
- Data indicates that BME staff are not disproportionately affected in accessing non mandatory training compared to white staff.
- The Trust is aware of the disparity between BME appointment compared to White at band 5 and above and have drawn actions to address this.

INTRODUCTION

South West Yorkshire Partnership NHS Foundation Trust is committed to undertake an annual audit programme of workforce equality.

1.1 Aim

The aim is to provide an overview of the workforce within the Trust.

1.2 Objectives

The main objectives of the report are:

- To meet the requirements of the Equality Act.
- To monitor legal compliance with the Equality Act.
- To determine the level of workforce equality.
- To establish a baseline for future audits.
- To highlight any areas of concern and make recommendations.

1.3 Methodology

The data was collected through the electronic staff record as of 31st December 2023.

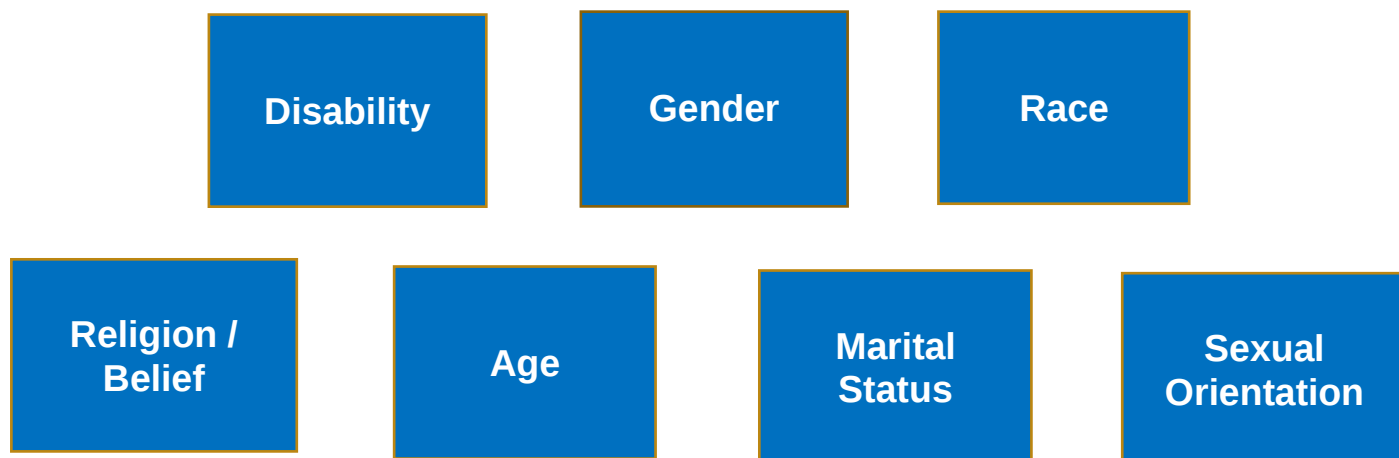
1.4 Population

The number of Staff in Post (SIP) as of 31st December 2023 was 5,423. All other information is based on the relevant date falling between 1st January 2023 to 31st December 2023.

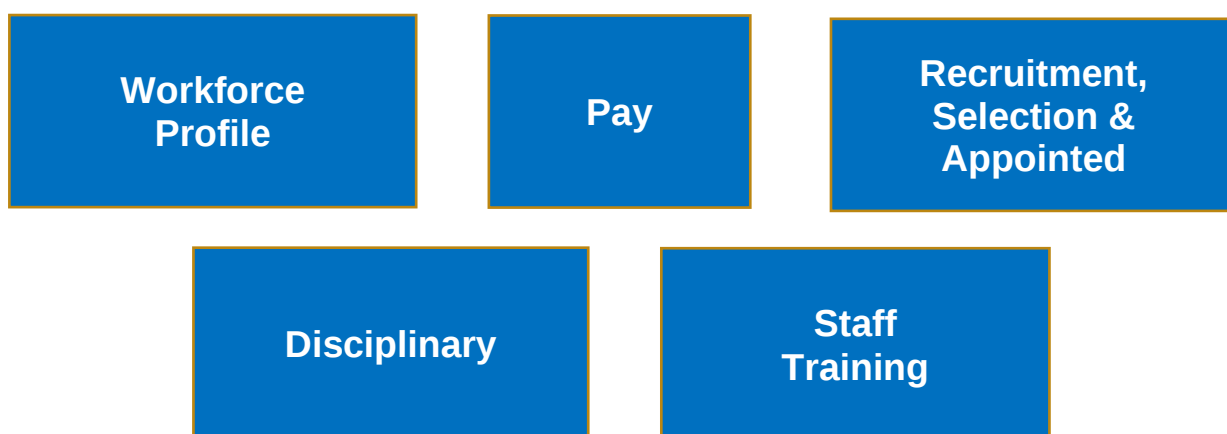
Training information is based on staff employed at any point during the calendar year who also accessed non-mandatory training during 2023.

Staff who work solely on bank were not included in the data except for applicants and shortlists where all records dated within the audit period were included.

1. EQUALITY WORKFORCE MONITORING REPORT DATA



The Trust reports on Disability, Gender, Race, Religion and Belief, Age, Marital Status and Sexual Orientation. In line with our requirements under the Public Sector Equality Duty we have collected, analysed, and published our workforce data by:



The results have been categorised in the report into the protected characteristics. In some instances, the information has been split into non-medical and medical staff.

2.1 WORKFORCE

2.1.1 Workforce by Age

The total number of workforce is broken down by area and age band in the table below.

Age groups	Barnsley Integrated Services	CAMHS and Children	Forensic Services	Learning Disabilities, Adult ASD & ADHD	Mental Health	Support Services	Medical & Dental	Total by age and %
<20	4		4	1	7	3		19 0.36%
21-25	47	35	39	16	124	26		287 5.4%
26-30	67	72	79	35	229	58	16	530 9.8%
31-35	83	83	76	39	304	84	26	669 12.3%
36-40	98	74	42	31	329	89	24	663 12.2%
41-45	85	81	62	30	286	110	19	654 12.05%
46-50	91	50	44	20	272	113	43	590 10.9%
51-55	118	56	41	34	337	149	37	735 13.5%
56-60	102	42	51	18	259	156	19	628 11.6%
61-65	75	22	25	6	134	97	11	359 6.6%
66-70	14	2	3		36	13	4	68 1.3%
71>	9		4		8	1		22 0.4%
Total by area and %	793 16.6%	517 9.5%	460 8.4%	230 4.2%	2325 42.9%	899 16.6%	199 3.7%	5423 100%

Table 1

The results show that:

- As of 31st December 2023, data from ESR (Electronic Staff Record) showed a total workforce increase to 5,423. Mental Health Services employ the largest number of staff, currently at 42.9%.
- The highest number of staff fall in the age band **51-55**, however, by including the % workforce at age band 51-65 and 56-60, this gives a combined total workforce percentage of 25.1%, a 3% decrease from 2022 figures, demonstrating a shift in the Trust's workforce age demographic
- Over the last 3 years we are seeing an increase in age groups 31-39 years. Currently totalling 24.5% compared to 23.4% in 2022.
- The Trust has seen a significant workforce drop of 2.1% from last year's report in age 60 and above age groups. Now at 8.3%, this demonstrated a decline from consistent growth in this group over the previous 3 years.

2.1.2 Workforce by Disability

The following table shows the staff in post by disability disclosure and area.

Area	Yes	No	Not disclosed	Prefer not to say	Grand total by area
Adult and Older People MH	310	1922	70	23	2325
Barnsley Integrated Services	64	717	8	4	793
CAMHS and Children	74	436	3	4	517
Forensic Services	53	387	19	1	460
Learning Disabilities and Adult ASD and ADHD	22	203	5		230
Support Services	85	744	55	15	899
Sub-total	608	4409	160	47	5224
Medical Staff	14	180	3	2	199
Grand Total	622 11.5%	4,589 84.6%	163 3%	49 0.9%	5423

Table 2

The results show that Trust disability workforce has increased by 2.7%. Non-disclosure has decreased from, 91.2% to 88.5%. As in the previous year, Medical Staff have the lowest percentage of staff who identified as having a disability

2.1.3 Workforce by Race

The following table below shows the ethnicity of Trust staff by area.

Area	BME	White	Not stated	Total by area
Adult and Older People MH	331	1985	9	2325
Barnsley Integrated Services	28	765	-	793
CAMHS and Children	37	479	1	517
Forensic Services	110	350	-	460
Learning Disabilities and Adult ASD and ADHD	39	191	-	230
Support Services	100	791	8	899
Sub-total	645	4561	18	5224
Medical Staff	127	69	3	199
Grand Total	772 14.2%	4630 85.4%	21 0.4%	5423

Table 3

The results demonstrate:

- The Trust's white workforce has decreased as a percentage of the total by 3.3% over the past 3 years from 88.7% in 2021 to 85.4% in 2023
- The Trust's BME workforce has increased as a percentage of the total by 3% over the same period rising from 11.2% in 2021 to 14.2% In 2023 with the highest proportion of BME workforce employed within Adult and Older Mental Health
- Non declaration is at 0.4% an increase of 0.1% from 2022

2.1.4 Workforce by Religious / Belief

The following table show the religion/belief of Trust staff by area.

Area	Atheism	Christianity	Hinduism	Islam	*Other	Prefer not to state	Total by area
Barnsley Integrated Services	147	449	3	9	73	112	793
CAMHS and Children	187	216	3	5	48	58	517
Forensic Services	110	223	1	16	36	74	460
Learning Disabilities & Adult ASD & ADHD	80	94	1	14	22	19	230
Mental Health	601	1008	6	104	231	375	2325
Support Services	182	434	3	35	78	167	899
Medical & Dental	20	54	41	45	10	29	199
Grant Total	1327 24.5%	2478 45.7%	58 1.07%	228 4.2%	498 9.2%	834 15.4%	5423

Table 4

*Other includes Buddhism, Judaism, Jainism, and Sikhism.

The results show that:

- Non-disclosure on religious belief continues to show a positive trend, decreasing from 18% in 2021 to 15.4% in 2023
- The Trust has seen the highest rise in its Atheist workforce population in comparison to religious belief, increasing by 4.5% over a 12-month period from 20.9% in 2022 to 24.5% in 2023.

2.1.5 Workforce by Marital Status

Status	Number	Percentage
Married	2714	50.06%
Single	2023	37.32%
Divorced	424	7.82%
Civil Partnership	72	1.33%
Legally Separated	66	1.22%
Unknown	64	1.18%
Widowed	58	1.07%
Blank	2	0.03%
Grand total	5423	100%

Table 5

The spread of the marital status of staff across the Trust is unchanged from previous years and shows only slight variations in each category.

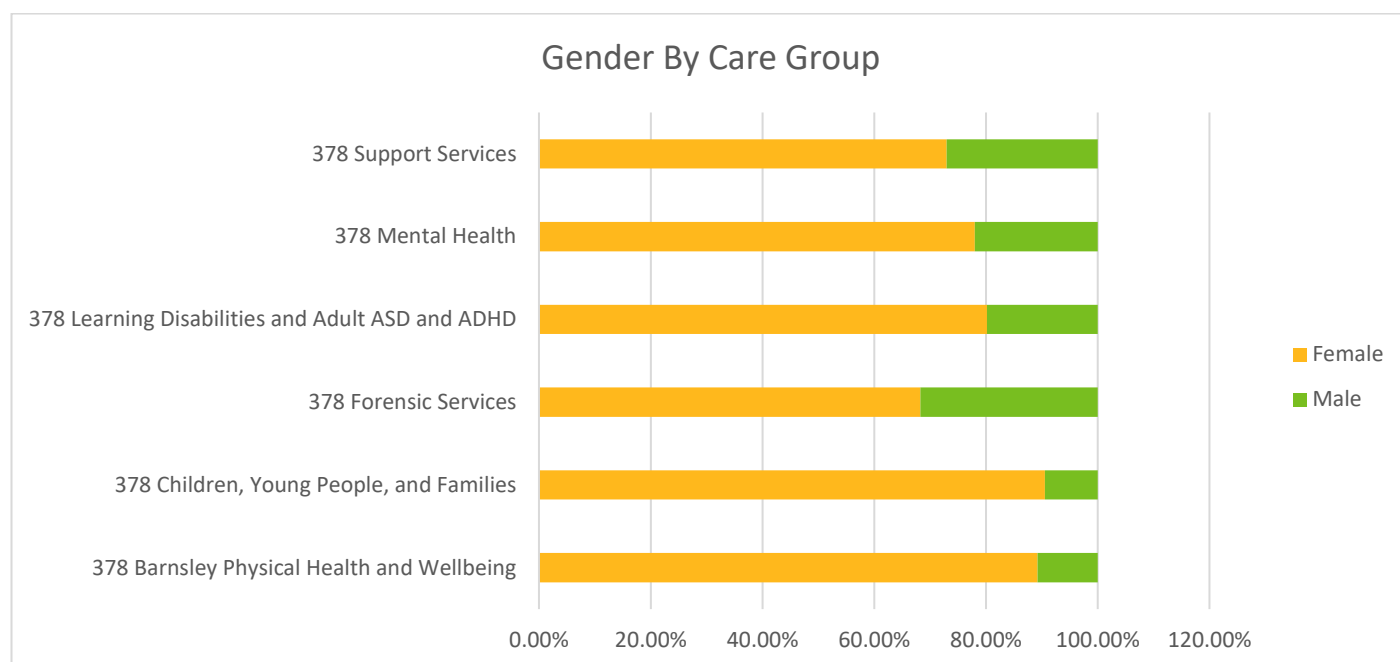
2.1.6 Workforce by Gender

Table 6, and Figure 1 show the gender split for all Trust staff.

Area	Female	Male
Adult and Older People MH	1864	461
Barnsley Integrated Services	710	83
CAMHS and Children	475	42
Forensic Services	323	137
Learning Disabilities and Adult ASD and ADHD	188	42
Support Services	656	243
Sub-total	4216	1008
Medical Staff	83	116
Grand Total	4299 79.3%	1124 20.7%

Table 6

Figure 1



The results show that:

- As in previous years, female staff made up over three quarters of Trust staff in 2023 with a female to male ratio of 79.3%:20.7% with Barnsley Integrated Services and CAMHS and Children Care Group having lower levels of male staff than Forensic Services and Support services.
- Medical staff are an outlier having more male than female staff. This is consistent with previous years.

2.1.7 Workforce by Sexual orientation

Sexual Orientation	Number	%
Bisexual	100	1.84%
Gay or Lesbian	146	2.69%
Heterosexual or straight	4440	81.87%
Not stated (person asked but declined to provide a response)	520	9.58%
Other sexual orientation not listed	13	0.24%
Undecided	5	0.09%
Sub total	5224	96.31%
Medical Staff	199	3.67%
Grand Total	5423	100%

Table 7

The results show that:

- Non-disclosure under “Not stated” has decreased year on year seeing a positive 4.02% increase from 2021 in staff declaring their sexual orientation and now reported at 9.58%
- The number of LGBT staff continues to increase rising from 3.6% in 2021 to 4.53% in 2023

2.2 PAY

2.2.1 Pay by Disability

The table below illustrated 5203 staff disability status split by pay band.

Banding	With disability	Without disability	Grand total
Band 1	1	0	
Band 2	55	438	
Band 3	140	862	
Band 4	43	415	
Band 5	107	636	
Band 6	145	1050	
Band 7	71	624	
Band 8 A	31	238	
Band 8 b	13	79	
Band 8 c	1	39	
Band 8 d	1	20	
Band 9		1	
M&D	14	179	
Grand total	622 12%	4581 88%	5203

Table 8

The results show that:

- The current number of staff in post is 5423, of which 5203 disability status is known
- 220 staff disability status by banding is unknown (4.05%)
- Staff employed with a disability within the Trust has increased by 3.5% from 8,5% in 2021 to 12% in 2023.
- Band 3, 5 and 6 have higher number of staff with a reported disability compared to other pay bands. This is a similar trend to 2022 and 2021 data.

2.2.2 Pay by Race

The table below illustrated 5392 staff race status split by pay band.

Banding	BME	White	Grand total
Band 1		2	2
Band 2	70	470	540
Band 3	103	962	1065
Band 4	100	370	470
Band 5	184	575	759
Band 6	96	1124	1220
Band 7	60	645	705
Band 8 A	24	251	275
Band 8 b	7	91	98
Band 8 c	1	39	40
Band 8 d		22	22
Band 9		1	1
M&D	127	68	195
Grand total	772 14.2%	4620 85.2%	5392

Table 9

The results show that:

- The current number of staff in post is 5423, of which 5392 race status is known. This means 31 staff race status by banding is unknown (0.57%)
- The results in table 9 show that the ethnic mix of the Trust is not reflected in the higher bandings and that the numbers decrease from band 5 onwards. 8.5% of BME staff are at band 5 or below. That is more than half of the total BME workforce.

2.2.3 Pay by Gender

The table below illustrated 5413 staff gender status splits by pay band.

Banding	Female	Male	Grand total
Band 1		2	2
Band 2	437	105	542
Band 3	875	191	1066
Band 4	385	85	470
Band 5	636	130	766
Band 6	998	224	1222
Band 7	559	146	705
Band 8 A	204	76	280
Band 8 b	74	25	99
Band 8 c	29	11	40
Band 8 d	15	7	22
Band 9	1		1
M&D	83	115	198
Grand total	4296 79.4%	1117 20.6%	5413

Table 10

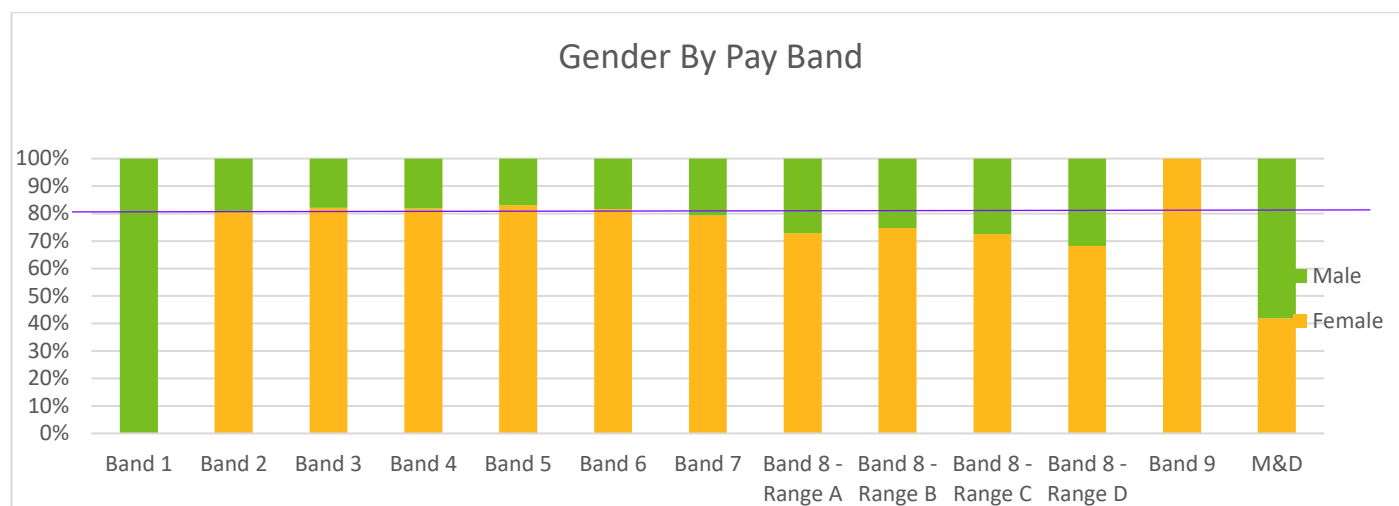
The results above demonstrate:

The current number of staff in post is 5423, of which 5413 gender status by pay band is known.

- The Trust total gender split, including medical staff, is 79.4% female to 20.6% male.
- The small numbers in the higher bands can skew the results and may not be significant.

This is better appreciated in figure 2 below. The number of staff in the higher bands is small which may artificially skew the figures but as can be seen from the chart, these bands have a higher percentage of male staff than the overall Trust profile. There is a separate gender pay gap audit and action plan which supports this.

Figure 2 – Pay by Gender



2.3 RECRUITMENT, SELECTION & APPOINTED

Data for applications and shortlisting has historically been sourced from NHS Jobs. Since January 2023, the move to a new platform by NHS Jobs has removed this intelligence and therefore the previous data is no longer available to benchmark against.

2.3.1 Applications, Shortlisted & Appointed by Age

Age Group	Head count	% appointed from total
<24	116	11.2%
25-44	666	64.3%
45-59	229	22.1%
60-74	14	1.6%
75+	1	0.09%
Prefer not to say	9	0.9%
Grand total	1035	100%

Table 11

The above data indicates a similar trend to last year's report with the highest number of appointments sitting in the 25-44 age band age band during the reported period.

2.3.2 Applications, Shortlisted & Appointed by Disability

Application by disability is currently not available for this reporting period. However appointed data by disability is. This mean a comparison between application and appointment is not possible.

Below is the appointed data by disability of the reporting period 1st May 2023 to December 2023.

Disability status	Applicants	Appointed	Conversion
Yes	798	101	13%
No	10420	1166	11%
Prefer not to say	2400	35	1%
Grand total	13618	1302	10%

Table 12

The data shows 13% of applicants appointed during this time period had a declared disability. Whilst this is a minor increase from last year's figures it is still an indication that there is further work to address this imbalance

2.3.3 Recruitment, Selection & Appointed Race

Banding	BME Application	BME Appointed	BME Conversion rate by %	White Application	White Appointed	White Conversion rate by %
Band 2	1365	231	16.9%	757	117	15.5%
Band 3	998	33	3.3%	793	102	12.9%
Band 4	584	13	2.2%	886	72	8.1%
Band 5	700	58	8.3%	525	125	23.8%
Band 6	277	22	7.9%	532	132	24.8%
Band 7	107	15	14%	286	62	21.7%
Band 8 A	17	3	17.6%	83	20	24%
Band 8 b	23	2	8.7%	38	4	10.5%
Band 8 c	2	0	0%	13	2	15.4%
Band 8 d	1	0	0%	5	0	0%
Grand total	4,074	377	9.2%	3,918	636	16.2%

Table 13

The above table shows:

- That the conversion rate from application to appointed from band 7 to Band 8A for BME applicants increased by 3.6%. This is similar for White applicants, which was 2.3%
- The highest proportion of BME appointments in 2023 were into Band 2 roles compared to the highest appointments for white candidates falling within Band 6 positions
- There is a significant difference in the conversion rate between BME and White appointments for both band 5 and band 6 with a mean of 16.2%. This is the highest difference compared to the other bandings.

2.3.4 Recruitment, Selection & Appointed by Religious / Belief

Religious	Applicant	Appointment	Conversion
Christianity	5799	650	11%
Islam	1454	92	6%
Atheism/no religion	3016	449	15%
Any other Religion	664	45	7%
Prefer not to say	2685	66	2%
Grand Total	13618	1302	10%

Table 14

2.3.5 Recruitment, Selection & Appointed by Sexual Orientation

Sexual orientation	Application	Appointment	Conversion %
Heterosexual	7468	947	12.6%
Gay/Lesbian	201	19	9.45%
Bisexual	290	29	10%
Prefer not to say	2168	40	1.85%

Table 15

The above table shows no disparity in appointment between heterosexual candidates compared to combined appointment of Gay, Lesbian and Bisexual candidates.

2.4 STAFF TRAINING

The training information **includes only non-mandatory training sessions** for the calendar year 2023 of which competency was not required and applies to staff employed at any point during the period even where they have subsequently left the Trust before the end of the year. The data excludes medical staff and bank staff.

The table below shows the number of staff, and its average, who took a course in 2023 split by area.

Area	Number of staff completing a course	Average
Adult and Older People MH	1938	8.1
Barnsley Integrated Services	705	4.6
CAMHS and Children	441	6.9
Forensic Services	398	9.4
Learning Disabilities and Adult ASD and ADHD	199	8.3
Support Services	653	3.5
Grand Total	4334	6.8

Table 16

The results show:

- The total number of staff who completed courses in 2023 by area was 4334.
- Staff in Forensic Services undertook more courses on average compared to other service areas.
- More staff in Mental Health services completed non mandatory training. This is in proportion to workforce percentage by service area.

2.4.1 Staff Training by Disability

Area	Yes	Disabled SIP	% access rate	No	Nondisabled SIP	% access rate
Adult and Older People MH	217	319	68%	1633	2037	80.2%
Barnsley Integrated Services	47	64	73.4%	647	721	90%
CAMHS and Children	43	75	57.3%	391	456	85.7%
Forensic Services	33	55	60%	347	410	85%
Learning Disabilities and Adult ASD and ADHD	18	24	75%	179	217	82.5%
Support Services	43	85	50.6%	548	747	73.4%
Grand Total	401	622	64.5%	3748	4588	81.7%

Table 17

The above table shows:

- Disabled staff employed within Support Services accessed training the least across the other service areas within the Trust.
- Percentage difference in access to non-mandatory training between disabled staff and non-disabled staff is 17.2%.

2.4.2 Staff Training by Race

Area	BME	BME SIP	% chance in access	White	White SIP	% chance in access
Adult and Older People MH	299	331	90.3%	1632	1985	82.2%
Barnsley Integrated Services	25	28	89.3%	680	765	88.9%
CAMHS and Children	32	37	86.5%	408	479	85.2%
Forensic Services	104	110	94.5%	294	350	84%
Learning Disabilities and Adult ASD and ADHD	35	39	89.7%	164	191	85.9%
Support Services	75	100	75%	574	791	72.6%
Grand Total	570	645	88.4%	3752	4561	82.3%

Table 18

The above table shows:

- BME staff are not disproportionately affected in accessing non mandatory training compared to white staff.
- Support service staff accessed non mandatory training less compared to any other service areas for both BME and white staff.

2.4.3 Staff Training by Sexual Orientation

	Staff completed course.	SIP	% chance in access
Heterosexual or straight	3683	4598	80.1%
Gay or Lesbian	111	149	74.5%
Bisexual	84	101	83.2%

Table 19

The above table shows:

- There is no significant difference in access rate to non-mandatory training by staff sexual orientation.

2.5 DISCIPLINARY DATA

2.5.1 Race

	White	BAME	Grand total
Disciplinaries	14	5	19
Number and %	73.7%	26.3%	

Table 20

The results show that.

- 73.7% of disciplinaries involved white staff. This is 11.7% lower than white staff in post percentage which was 85.4%
- 26.3% of BME staff were involved in disciplinaries during this reporting period, that is 12.1% higher than the overall BME staff in post percentage (14.2%)

2.5.2 Disability

	Yes	No	Grand total
Disciplinaries	2	17	19
Number and %	10.5%	89.5%	

Table 21

The results show that.

- 10.5% of disciplinaries involved staff with a disability. This is 1% lower than then disability SIP percentage.

2.5.3 Religion/Belief

	Atheism	Christianity	Islam	Wish not to disclose	Grand total
Disciplinaries	6	7	2	4	19
Number and %	31.6%	36.8%	10.5%	21.1%	

Table 22

The table above shows that:

- 31.6% of disciplinaries were of Atheist staff. That's higher than the SIP percentage which was 24.5%
- 10.5% of disciplinaries were of Islamic staff. That is 6.3% higher than the SIP percentage which was 4.2%
- 36.8% of disciplinaries were of Christian staff. That is lower than the SIP percentage which was 45.7%

2.5.4 Gender

	Female	Male	Grand total
Disciplinaries	11	8	19
Number and %	57.9%	42.1%	

Table 23

The results show that.

- Of the 19 staff involved, the gender split was 57.9% female and 42.1% male. The gender split for all Trust staff was 79.3% female to 20.7% male.

2.5.5 Sexual Orientation

	Heterosexual / straight	Not stated (asked but declined)	Grand total
Disciplinaries	17	2	19
Number and %	89.5%	10.5%	

Table 24

The results show that.

- 89.5% of cases were of heterosexual staff. SIP percentage is 81.87%
- The exceptionally small numbers make it difficult to come to any conclusions.

ACTION PLAN – 2024

Below is a list of some activities within the Trust falling under focus areas.

The Trust has several equality action plans based on internal, national, and statutory requirements and these can be found within our Annual Workforce Race Equality Scheme (WRES) and Workforce Disability Equality Scheme (WDES) action plans, EDS22 action plan, Gender Pay Gap action plan and People Directorate strategy and plan. [\(to include links\)](#)

Focus Area	Developmental actions and work programmes	Lead	Timescale
Inclusive Recruitment and Retention	Development of Recruitment/Resourcing Dashboard – Task and finish group in place with PB&I support to implement suite of recruitment metrics reportable monthly.	MG/Recruitment Team/Diversity Inclusion and Belonging	By Quarter 2
	- Task & finish groups in place following Recruitment Development Day, groups working on various tasks including. - Time to hire action plan. - Values based assessment centres 2024 delivery plan. - Recruitment and engagement activity plan - End to end recruitment process - BME representation on interview panel from band 6 and above	DT/NM	To be worked on and progressed through 2024
	- International Educated Nurse (IEN) steering group formed to support with end to end onboarding process. Task and finish groups created within in this operating model. Some groups working on the following: - IEN handover process to service area - Enhancing buddying system and mentor programme - Development of culture awareness training - The Trust remains committed to Project Search in partnership with Mid Yorkshire Hospitals NHS Trust. The project is a pre-employment programme which helps young people with learning disabilities gain the skills they need to obtain meaningful paid employment.	MG/Recruitment Team	Taking up opportunities as they arise
Supporting the development of a disability network and implementing the WDES	- Development of staff network charters, for Disability Staff Network, REACH (Race, Equality and Cultural Heritage) network, LGBTQ+ network and Staff Carers Network. - Development and implementation of staff network operating model called “From, Perform and Thrive.” Designed to support the growth and impact of each of our networks. - Engage the disability network as a key partner in the development of the WDES.	Diversity, Inclusion and Belonging	Work commenced and more work during 2024

Improve the employee experience for all our people.	- Roll out the Trust's approach to bullying and harassment based on developing cultures of civility and respect. Continue to develop and improve the framework for the prevention and harassment and bullying with the development of a just and learning culture and approach to ensure all staff are treated equitably. - Continue to evolve the Trust's All of You 'Race Forward' group and support the implementation of actions to reduce and support staff experiencing harassment, bullying or abuse from patients, relatives, or the public. Currently 3 task and finish groups created working on the following workstreams. - Active bystander principles, design, and implementation - Mapping and improving end to end process of reporting incidents. - Microaggression material designed and roll out.	NM/IH	Work progressing through 2024
Develop inclusive people practices which support employee engagement and wellbeing	- Empower culture change by working to help embed Trauma informed care (TIC), Just & Learning culture and Kindness in stages of employee life cycle. - Use feedback from staff survey/surveys to identify areas of improvement to support inclusive culture and promote belonging for all. - Enhance accessibility to Trust wide health and wellbeing offers and support programmes and continue to develop Trust Health and Wellbeing Champions offer	IH/OH IH/People experience team. OH/Wellbeing Team	During 2024 Analysis as results are produced Over 2024
Ensure Leadership and Management development pathways provides for inclusive learning experiences	- Increase access to learning for specific colleagues' populations e.g. newly appointed managers, Band 7, colleagues with protected characteristics, and senior leader talent groups. - Improve colleague experience in relation to key aspects of the employee lifecycle by targeting specific 'people management' skills identified in staff survey results.	NB People experience team	During 2024 Commencing 2024 and a planned approach to cohorts