



Derbyshire Healthcare
NHS Foundation Trust

Public Sector Equality Duty Annual Report 2024-2025

www.derbyshirehealthcareft.nhs.uk

 DHCFT  DERBYSHCFT  NHS_DERBYSHIREHEALTHCARE



Introduction: Understanding the Public Sector Equality Duty

The Public Sector Equality Duty (PSED) was introduced in April 2011, under section 149 of the Equality Act 2010. It requires public authorities to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and other conduct prohibited under the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

To promote transparency and accountability, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to:

- Publish equality objectives at least every four years.
- Provide information to demonstrate compliance with the duty.

Our Trust Commitment to Equality, Diversity, and Inclusion

We are committed to embedding equality, diversity, and inclusion (EDI) in every aspect of our operations. Our “People First Culture” fosters belonging and values difference, encouraging everyone to bring their whole selves to work. We strive to create a compassionate and inclusive environment for both care delivery and employment.

Vision and Values

- **People First:** Compassionate, supportive engagement with all who use our services.
- **Respect:** Valuing and embracing diversity and inclusion.
- **Honesty:** Practicing openness and transparency.
- **Do Your Best:** Fostering improvement and supporting our workforce to thrive.

EDI Strategic Objectives

Our EDI efforts align primarily with two of the Trust’s four strategic pillars:

Great Care

- Delivery of compassionate, safe, and person-centred care.
- Promoting shared decision-making and empowerment.

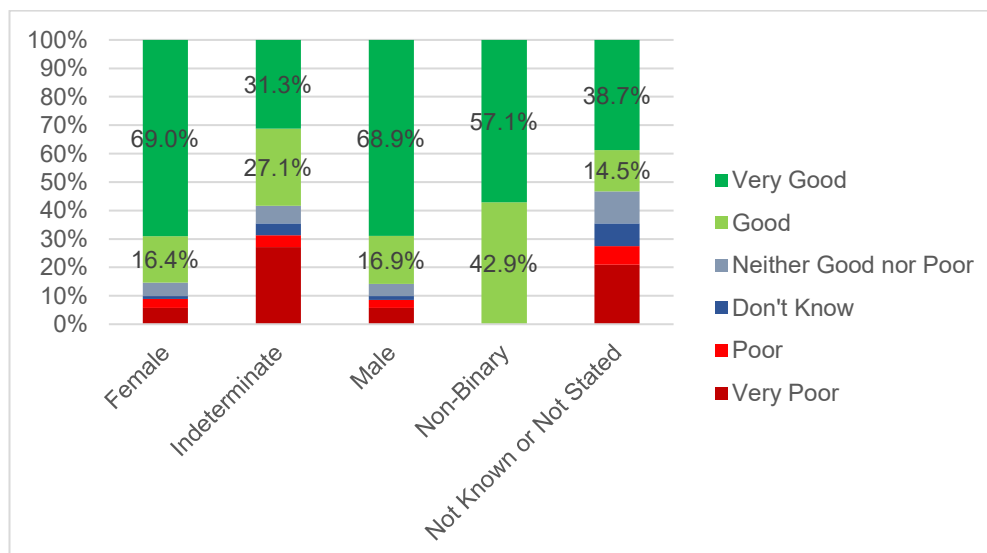
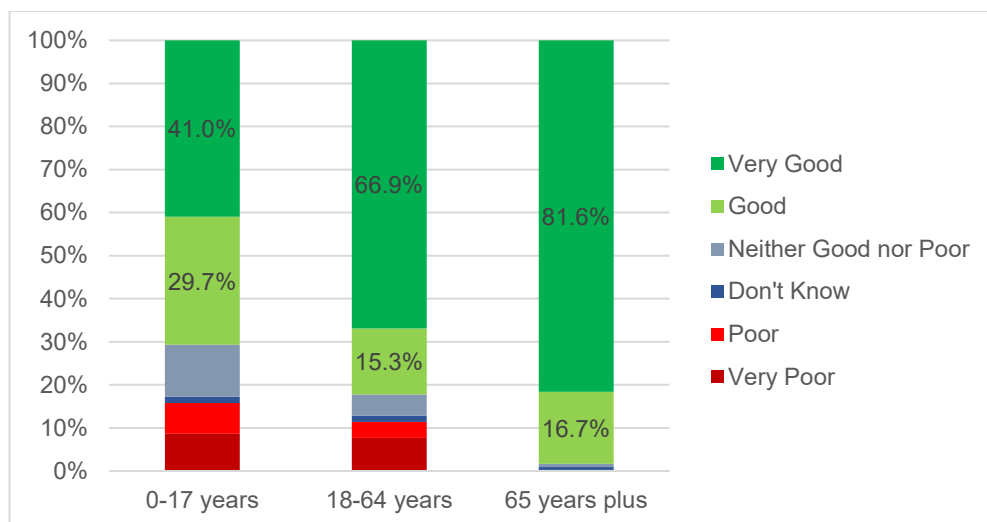
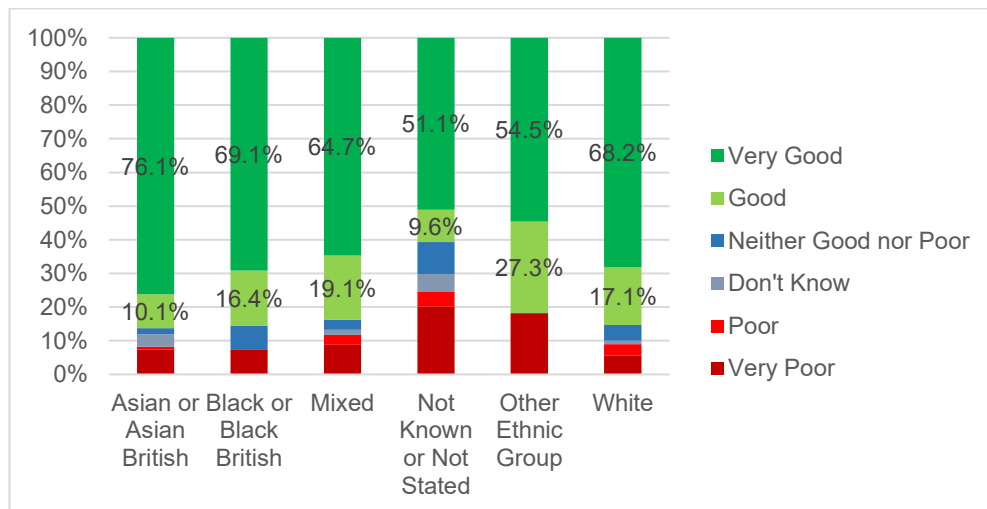
Great Place to Work

- Attracting, developing, and retaining a diverse and talented workforce.
- Fostering a culture that is inclusive, compassionate, and empowering.

Promoting equality in service delivery

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

Friends and Family satisfaction ratings



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

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

Through the use of person-centred care planning, the Trust ensures that all patients are informed and supported to be as involved as they wish to be in decisions about their care.

A care plan is devised jointly with the patient unless they are unwilling or unable to be involved. The principle of devising the care plan in conjunction with the patient, where possible, is consistently applied. In addition, for patients with a learning disability an accessible care plan has been devised which uses symbols to aid understanding and to enable participation in the production of the care plan.

Staff Networks Overview

Our staff networks play a crucial role in advancing inclusion, offering support, and driving change across the Trust.

Christian and Multi-Faith Networks

- Weekly informal meetings (Wednesday mornings and lunchtimes).
- Celebratory events such as Easter and Christmas.
- Cross-Trust collaboration and city-wide event sharing via WhatsApp.
- New Multi-Faith Network supporting belief-based inclusion.

Armed Forces Community Network

- Safe environment for veterans, reservists, families, and allies.
- Major events: Armed Forces Day, VE Day, Army Insight Day.
- Active commitment to the Armed Forces Covenant and recognition schemes.
- Feature Story (April 2025): *"A Military Child's Story of Resilience, Pride, and Family."*
- Contact: dhcft.armedforcesinfo@nhs.net

BME (Black and Minority Ethnic) Network

- Aims to ensure parity in career outcomes and progression.
- Virtual meetings with built-in peer support.
- Upcoming relaunch during South Asian Heritage Month.
- Contact: dhcft.bmeinfo@nhs.net

DAWN (Disability and Wellbeing Network)

- Safe space for discussion, peer support, and advocacy.
- Achievements: Adjustment Passport, MindView rollout, centralised budget.
- Goals: Disability Confident Leader status, podcast series, training events.
- Contacts: dhcft.dwinfo@nhs.net

Women's Network

- Inclusive space for individuals identifying as female.
- Topics: Gender pay gap, career pathways, hormone health, flexible work.
- Advocating for systemic policy change and equity.
- Contact: dhcft.womensnetwork@nhs.net

For more information on any of our networks or initiatives, please visit the **Staff Networks** page on **Focus**, or contact the respective network leads.

EDI Training

Inclusive Intercultural Communication (IIC) Training

Objectives

- Recognize communication barriers in diverse teams.
- Promote empathetic and inclusive language.
- Address linguistic and cultural identity challenges.
- Facilitate clearer digital and face-to-face communication.

Participant Feedback

- “This course should be mandatory for all NHS staff.”
- “As an international member of staff, I feel heard and understood.”
- “It helped me adapt my communication style immediately.”
- “Important session for onboarding and future training frameworks.”

Race Equality Strategy and Action Plan (Draft for Co-Production with BME Staff Network & Key Stakeholders)

A new Race equality Strategy and Action Plan is currently in the early stages of development.

Vision: To create an equitable, inclusive, and safe workplace where all those from minoritised communities—feel valued, respected, and empowered.

Mission: To combat racism and intersectional discrimination within DHCFT through leadership, accountability, inclusive engagement, and a sustained commitment to education, culture and structural change.

The Strategy and Action Plan will be developed in collaboration with the BME Staff Network and Key Stakeholders.

Freedom to speak up Guardian

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

Recruitment Inclusion Guardians

The Recruitment Inclusion Guardians were introduced across the Trust in February 2020 to support panels for Band 7 and above roles, which was subsequently extended to cover recruitment panels for all Band 6 and above roles.

The Recruitment Inclusion Guardians is one of other measures DHCFT is taking to ensure our recruitment processes are inclusive.

The main objectives of the Recruitment Inclusion Guardians are to:

- ensure that the Trust places a high value on diversity and fairness, treating all applicants with dignity and respect
- support all hiring managers to achieve good equalities practice at all stages of the recruitment process
- advocate for equality and promote the interests of all protected groups

The process has recently been undergoing a review that aims to assess the existing resources and the demand which will enable us to standardise the process, increase its impact and introduce measures to regularly assess impact effectively.

Future Priorities and Considerations

- Launch new Anti-Racism Action Plan and Working Group
- Relaunch BME and LGBTQ+ networks with renewed energy
- Launch of DAWN podcast and extended reasonable adjustment initiatives.
- Expansion of IIC training, potentially into core induction programs following feedback.
- Continued support for reciprocal mentoring, forum-based discussions, and bystander awareness sessions.
- Trust-wide engagement with all protected characteristics to enhance representation and inclusion.

Our ongoing work in equality, diversity, and inclusion reflects our commitment to not just meet statutory obligations but to exceed them. By embracing and supporting the diverse identities of our staff, patients, and communities, we are building a Trust that is inclusive, respectful, and resilient.

Workforce Data Snapshot (as of March 2025)

Data compiled from DHCFT's ESR system:

- **Table 1:** Overall Workforce Composition
- **Table 2:** Recruitment Trends
- **Table 3:** Working Patterns
- **Table 4:** CPD Training Access
- **Table 5:** Employee Relations Casework
- **Table 6:** Leavers Breakdown

Table 1

Breakdown of employees - 31 Mar 2025

	Headcount	FTE	Workforce %
Trust			
Employees	3453	3016.62	-
Race			
White	2630	2268.54	76.17%
White - British	2520	2175.72	72.98%
White - Irish	25	19.59	0.72%
White - Any other White background	64	57.52	1.85%
White Northern Irish	1	1.00	0.03%
White Unspecified	9	6.49	0.26%
White English	6	4.76	0.17%
White Cornish	1	1.00	0.03%
White Turkish	1	0.85	0.03%
White Other European	3	1.60	0.09%
Mixed Race	87	78.14	2.52%
Mixed - White & Black Caribbean	31	28.05	0.90%
Mixed - White & Black African	13	12.58	0.38%
Mixed - White & Asian	26	21.97	0.75%
Mixed - Any other mixed background	17	15.54	0.49%
Asian or Asian British	299	261.92	8.66%
Asian or Asian British - Indian	192	167.83	5.56%
Asian or Asian British - Pakistani	81	70.11	2.35%
Asian or Asian British - Bangladeshi	5	4.59	0.14%
Asian or Asian British - Any other Asian background	13	12.33	0.38%
Asian Punjabi	2	1.44	0.06%
Asian Sri Lankan	1	1.00	0.03%
Asian Tami	2	1.80	0.06%
Asian British	1	0.83	0.03%
Asian Unspecified	2	2.00	0.06%
Black or Black British	358	339.27	10.37%
Black or Black British - Caribbean	64	58.68	1.85%
Black or Black British - African	274	261.83	7.94%
Black or Black British - Any other Black background	10	9.76	0.29%
Black Mixed	1	1.00	0.03%
Black Nigerian	5	4.80	0.14%

Black British	4	3.20	0.12%
Other Ethnic Backgrounds	31	28.20	0.90%
Chinese	10	8.80	0.29%
Any Other Ethnic Group	17	15.40	0.49%
Vietnamese	1	1.00	0.03%
Malaysian	1	1.00	0.03%
Filipino	2	2.00	0.06%
Not Stated	48	40.55	1.39%
(Total BME = 22.44%)			

Gender

Female	2764	2380.80	80.05%
Male	689	635.82	19.95%

Religious Belief

Atheism	705	630.98	20.42%
Buddhism	23	20.27	0.67%
Christianity	1462	1277.25	42.34%
Hinduism	51	47.07	1.48%
Not stated	644	544.01	18.65%
Islam	106	94.10	3.07%
Jainism	2	2.00	0.06%
Judaism	6	6.00	0.17%
Other	383	335.24	11.09%
Sikhism	71	59.69	2.06%

Sexual Orientation

Bisexual	58	52.13	1.68%
Gay or Lesbian	89	83.08	2.58%
Heterosexual or Straight	2874	2526.75	83.23%
Undecided	7	5.60	0.20%
Other not listed	15	13.91	0.43%
Not Stated	410	335.15	11.87%

Disability

Yes	398	349.72	11.53%
No	2633	2331.28	76.25%
Prefer not to Answer	19	16.21	0.55%
Not Declared	403	319.41	11.67%

Age

16-20	11	10.60	0.32%
21-30	456	429.51	13.21%
31-40	881	777.05	25.51%
41-50	906	810.62	26.24%
51-60	884	760.09	25.60%
61-70	295	216.54	8.54%
71 & above	20	12.20	0.58%

Marriage & Civil Partnership

Civil Partnership	72	63.76	2.09%
Divorced	244	211.68	7.07%
Legally Separated	38	35.07	1.10%
Married	1729	1468.47	50.07%
Single	1183	1074.32	34.26%
Unknown	147	130.90	4.26%
Widowed	40	32.41	1.16%

Maternity

Maternity Leave	86	78.30
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Table 2

Breakdown of Recruitment Data - 01 Apr 2024 to 31 Mar 20235		Applications	%	Shortlisted	%	Interview Attended	%	Appointments	%
Trust	Employees	16161	-	2972	-	1872	-	385	-
Race	White	2970	18.38%	1385	46.60%	898	47.97%	218	56.62%
	BME	12959	80.19%	1492	50.20%	903	48.24%	130	33.77%
	Not Stated	232	1.44%	95	3.20%	71	3.79%	37	9.61%
Gender	Female	11316	70.02%	2159	72.64%	1376	73.50%	298	77.40%
	Male	4794	29.66%	800	26.92%	491	26.23%	86	22.34%
	Not stated	51	0.32%	13	0.44%	5	0.27%	1	0.26%
Religious Belief	Atheism	1110	6.87%	527	17.73%	339	18.11%	90	23.38%
	Buddhism	123	0.76%	32	1.08%	18	0.96%	5	1.30%
	Christianity	10084	62.40%	1491	50.17%	957	51.12%	169	43.90%
	Hinduism	1601	9.91%	102	3.43%	50	2.67%	8	2.08%
	Not stated	45	0.28%	45	1.51%	44	2.35%	33	8.57%
	Islam	1637	10.13%	247	8.31%	150	8.01%	20	5.19%
	Jainism	4	0.02%	0	0.00%	0	0.00%	0	0.00%
	Judaism	5	0.03%	0	0.00%	0	0.00%	0	0.00%
	Other	628	3.89%	232	7.81%	142	7.59%	29	7.53%
	Sikhism	212	1.31%	52	1.75%	22	1.18%	2	0.52%
	Do not wish to Disclose	712	4.41%	244	8.21%	150	8.01%	29	7.53%
Sexual Orientation	Bisexual	346	2.14%	94	3.16%	58	3.10%	10	2.60%
	Gay or Lesbian	136	0.84%	59	1.99%	37	1.98%	8	2.08%
	Heterosexual or Straight	15111	93.50%	2622	88.22%	1638	87.50%	317	82.34%
	Undecided	25	0.15%	9	0.30%	7	0.37%	2	0.52%
	Other not listed	50	0.31%	17	0.57%	9	0.48%	2	0.52%
	Not Stated	46	0.28%	46	1.55%	45	2.40%	34	8.83%
	Do not wish to Disclose	447	2.77%	125	4.21%	78	4.17%	12	3.12%
Disability	Yes	858	5.31%	370	12.45%	230	12.29%	49	12.73%
	No	15083	93.33%	2477	83.34%	1548	82.69%	294	76.36%
	Pefer not to Answer	167	1.03%	72	2.42%	42	2.24%	7	1.82%
	Not Declared	53	0.33%	53	1.78%	52	2.78%	35	9.09%
Age	Under 20	144	0.89%	32	1.08%	19	1.01%	3	0.78%
	20-24	1691	10.46%	250	8.41%	148	7.91%	35	9.09%
	25-29	4060	25.12%	537	18.07%	324	17.31%	72	18.70%
	30-34	3648	22.57%	495	16.66%	311	16.61%	53	13.77%
	35-39	2776	17.18%	476	16.02%	306	16.35%	61	15.84%
	40-44	1785	11.05%	397	13.36%	246	13.14%	54	14.03%
	45-49	1033	6.39%	321	10.80%	219	11.70%	51	13.25%
	50-54	570	3.53%	244	8.21%	147	7.85%	27	7.01%
	55-59	284	1.76%	135	4.54%	93	4.97%	15	3.90%
	60-64	128	0.79%	66	2.22%	50	2.67%	10	2.60%
	65+	41	0.25%	18	0.61%	9	0.48%	4	1.04%
	Not Stated	1	0.01%	1	0.03%	0	0.00%	0	0.00%
Marriage & Civil Partnership	Civil Partnership	268	1.66%	67	2.25%	34	1.82%	12	3.12%
	Divorced	300	1.86%	144	4.85%	101	5.40%	21	5.45%
	Legally Separated	66	0.41%	20	0.67%	11	0.59%	1	0.26%
	Married	8607	53.26%	1355	45.59%	870	46.47%	162	42.08%
	Single	6336	39.21%	1164	39.17%	702	37.50%	134	34.81%
	Unknown	44	0.27%	44	1.48%	43	2.30%	32	8.31%
	Widowed	55	0.34%	16	0.54%	9	0.48%	1	0.26%
	Other	298	1.84%	105	3.53%	66	3.53%	16	4.16%
	Do not wish to disclose	187	1.16%	57	1.92%	36	1.92%	6	1.56%

Table 3

Breakdown of Working Pattern - 31 Mar 2025

		Full Time	Workforce %	Part Time	Workforce %
Trust					
	Employees	2049	59.34%	1404	40.66%
Race					
	White	1479	56.24%	1151	43.76%
	BME	545	70.32%	230	29.68%
	Not Stated	25	52.08%	23	47.92%
Gender					
	Female	1522	55.07%	1242	44.93%
	Male	527	76.49%	162	23.51%
Religious Belief					
	Atheism	448	63.55%	257	36.45%
	Buddhism	15	65.22%	8	34.78%
	Christianity	872	59.64%	590	40.36%
	Hinduism	34	66.67%	17	33.33%
	Not stated	344	53.42%	300	46.58%
	Islam	66	62.26%	40	37.74%
	Jainism	2	100.00%	0	0.00%
	Judaism	6	100.00%	0	0.00%
	Other	226	59.01%	157	40.99%
	Sikhism	36	50.70%	35	49.30%
Sexual Orientation					
	Bisexual	40	68.97%	18	31.03%
	Gay or Lesbian	64	71.91%	25	28.09%
	Heterosexual or Straight	1734	60.33%	1140	39.67%
	Undecided	3	42.86%	4	57.14%
	Other not listed	11	73.33%	4	26.67%
	Not Stated	197	48.05%	213	51.95%
Disability					
	Yes	247	62.06%	151	37.94%
	No	1619	61.49%	1014	38.51%
	Prefer not to Answer	12	63.16%	7	36.84%
	Not Declared	171	42.43%	232	57.57%
Age					
	16-20	10	90.91%	1	9.09%
	21-30	361	79.17%	95	20.83%
	31-40	536	60.84%	345	39.16%
	41-50	565	62.36%	341	37.64%
	51-60	480	54.30%	404	45.70%
	61-70	92	31.19%	203	68.81%
	71 & above	5	25.00%	15	75.00%
Marriage & Civil Partnership					

Civil Partnership	44	61.11%	28	38.89%
Divorced	137	56.15%	107	43.85%
Legally Separated	26	68.42%	12	31.58%
Married	915	52.92%	814	47.08%
Single	823	69.57%	360	30.43%
Unknown	89	60.54%	58	39.46%
Widowed	15	37.50%	25	62.50%

Maternity

Maternity Leave	58	67.44%	28	32.56%
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Table 5

Breakdown of CPD Training 01 Apr 2024 to 31 Mar 2025

		Headcount	Workforce %
Trust			
	Employees	914	-
Race			
	White	648	70.90%
	BME	253	27.68%
	Not Stated	13	1.42%
Gender			
	Female	726	79.43%
	Male	188	20.57%
Religious Belief			
	Atheism	215	23.52%
	Buddhism	5	0.55%
	Christianity	351	38.40%
	Hinduism	28	3.06%
	Not stated	157	17.18%
	Islam	46	5.03%
	Jainism	2	0.22%
	Judaism	0	0.00%
	Other	92	10.07%
	Sikhism	18	1.97%
Sexual Orientation			
	Bisexual	16	1.75%
	Gay or Lesbian	27	2.95%
	Heterosexual or Straight	757	82.82%
	Undecided	2	0.22%
	Other not listed	7	0.77%
	Not Stated	105	11.49%
Disability			
	Yes	116	12.69%
	No	705	77.13%
	Pefer not to Answer	1	0.11%
	Not Declared	92	10.07%
Age			
	16-20	6	0.66%
	21-30	178	19.47%
	31-40	263	28.77%
	41-50	257	28.12%
	51-60	179	19.58%
	61-70	29	3.17%
	71 & above	2	0.22%
Marriage & Civil Partnership			

Civil Partnership	27	2.95%
Divorced	47	5.14%
Legally Separated	10	1.09%
Married	418	45.73%
Single	352	38.51%
Unknown	51	5.58%
Widowed	9	0.98%

Table 6

Breakdown of ER Casework Data - 01 Apr 2024 to 31 Mar 2025

		Disciplinarys	%	Grievance	%	Dignity at Work	%
Trust							
	Employees	17	-	7		15	
Race							
	White	13	76.47%	3	42.86%	12	80.00%
	BME	4	23.53%	4	57.14%	2	13.33%
	Not Stated	0	0.00%	0	0.00%	1	6.67%
Gender							
	Female	9	52.94%	4	57.14%	9	60.00%
	Male	8	47.06%	3	42.86%	6	40.00%
	Not stated	0	0.00%	0	0.00%	0	0.00%
Religious Belief							
	Atheism	4	23.53%	1	14.29%	6	40.00%
	Buddhism	0	0.00%	0	0.00%	0	0.00%
	Christianity	5	29.41%	2	28.57%	4	26.67%
	Hinduism	1	5.88%	0	0.00%	1	6.67%
	Not stated	5	29.41%	1	14.29%	3	20.00%
	Islam	1	5.88%	1	14.29%	0	0.00%
	Jainism	0	0.00%	0	0.00%	0	0.00%
	Judaism	0	0.00%	0	0.00%	0	0.00%
	Other	1	5.88%	2	28.57%	1	6.67%
	Sikhism	0	0.00%	0	0.00%	0	0.00%
Sexual Orientation							
	Bisexual	2	11.76%	0	0.00%	1	6.67%
	Gay or Lesbian	1	5.88%	2	28.57%	0	0.00%
	Heterosexual or Straight	11	64.71%	5	71.43%	11	73.33%
	Undecided	0	0.00%	0	0.00%	0	0.00%
	Other not listed	0	0.00%	0	0.00%	0	0.00%
	Not Stated	3	17.65%	0	0.00%	3	20.00%
Disability							
	Yes	4	23.53%	2	28.57%	2	13.33%
	No	11	64.71%	5	71.43%	11	73.33%
	Not Declared	2	11.76%	0	0.00%	2	13.33%
Age							
	16-20	0	0.00%	0	0.00%	0	0.00%
	21-30	5	29.41%	1	14.29%	3	20.00%
	31-40	5	29.41%	1	14.29%	3	20.00%
	41-50	2	11.76%	2	28.57%	6	40.00%
	51-60	3	17.65%	3	42.86%	3	20.00%
	61-70	2	11.76%	0	0.00%	0	0.00%
	71 & above	0	0.00%	0	0.00%	0	0.00%
Marriage & Civil Partnership							
	Civil Partnership	0	0.00%	0	0.00%	1	6.67%
	Divorced	2	11.76%	0	0.00%	0	0.00%
	Legally Separated	0	0.00%	0	0.00%	0	0.00%
	Married	6	35.29%	2	28.57%	6	40.00%
	Single	7	41.18%	4	57.14%	6	40.00%
	Unknown	2	11.76%	1	14.29%	2	13.33%
	Widowed	0	0.00%	0	0.00%	0	0.00%
	Other	0	0.00%	0	0.00%	0	0.00%

