**Workforce Disability Equality Standard (WDES) 2020 Reporting**

**1. Name of organisation**

Northampton General Hospital NHS Trust

**2. Date of completing this report**

August 2020

**3. Name and title of Board lead for the Workforce Disability Equality Standard**

Mark Smith, Chief People Officer

**4. Name and contact details of lead manager compiling this report**

Sarah Kinsella, Corporate HR Officer, sarah.kinsella@ngh.nhs.uk and Tim Brown, Head of Equality, Diversity and Inclusion, tim.brown@ngh.nhs.uk

**5. Names of commissioners this report has been sent to**

NHS Nene Clinical Commissioning Group & NHS Corby Clinical Commissioning Group

**6. Name and contact details of coordinating commissioner this report has been sent to**

CCGs Quality Teams

**7. Unique URL link on which this Report and associated Action Plan will be found**

<https://www.northamptongeneral.nhs.uk/About/Equality-and-diversity-information/Equality-Diversity-Inclusion.aspx>

**8. This report has been signed off by on behalf of the board on**

Date: 24 September 2020

Name: Mark Smith, Chief People Officer

**Background narrative**

**9. Any issues of completeness of data**

The Trust collects disability data through the completion of job applications by candidates via NHS Jobs2 which, for successful candidates, is then uploaded to ESR. The Trust is therefore reliant on applicants completing these elements of the application form.

The data for the period that this report covers shows that 18.33% of Trust employees have not stated or have a null/unknown entry on ESR

**10. Any matters relating to reliability of comparisons with previous years**

There has been a decrease of 2.26% in the percentage of staff that have not stated/given their disability status or have a null entry on ESR since the WDES data exercise was undertaken in 2019.

**11. Total number of staff employed within this organisation at the date of the report**

5457

**12. Proportion of disabled staff employed within this organisation at the date of the report?**

3.19% (3.05% in 2019)

**13. The proportion of total staff who have self–reported their disability status?**

81.68% (79.41% in 2019)

**14. Have any steps been taken in the last reporting period to improve the level of self reporting for disability status?**

The Trust's Workforce Information Team have not undertaken any large scale data cleansing exercises since the last reporting period, however they do undertake further investigations regarding individual employee records, where possible, to prevent any null entries on ESR. If the Trust is provided with information regarding errors on ESR they are also investigated and rectified.

**15. Are any steps planned during the current reporting period to improve the level of self reporting by disability status?**

In addition to the above, the Trust's Workforce Information Team has been implementing basic self-service across the organisation, which enables staff to update their own personal details on ESR. Staff will be able to view their ethnicity and we will be encouraging staff to be proactive in contacting Workforce Information to organise for the correct data to be entered if their record is showing a null or not stated entry. Self-service is currently available to a limited number of staff, with further rollouts planned.

**Workforce data**

**16. What period does the organisation’s workforce data refer to?**

1 April 2019 to 31 March 2020

**Workforce Disability Equality Indicators**

**For each of these workforce indicators, compare the data for Disabled and Non-Disabled staff**

**17. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff**

Data for reporting year:

Overall Workforce (5457)

* Disabled 3.19% (174)
* Non-Disabled 78.49% (4283)
* Not Stated 18.33% (1000)

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Overall Workforce****5457 staff** | **Non-Clinical Workforce****31.32% (1709)** **of Trust Workforce** | **Clinical Workforce****68.68% (3748)** **of Trust Workforce** |
|  | **Disabled** | **Non-Disabled** | **Not Stated** | **Disabled** | **Non-Disabled** | **Not Stated** | **Disabled** | **Non-Disabled** | **Not Stated** |
| Under Band 1 | 0.02% | 0.07% | 0.02% | 0.00% | 0.05% | 0.00% | 2.04% | 2.04% | 2.04% |
| Band 1 | 0.11% | 1.85% | 1.08% | 0.11% | 1.85% | 1.08% | 0.00% | 0.00% | 0.00% |
| Band 2 | 0.81% | 19.92% | 3.01% | 0.38% | 9.09% | 1.76% | 0.42% | 10.83% | 1.25% |
| Band 3 | 0.37% | 6.52% | 1.50% | 0.24% | 3.96% | 0.88% | 0.13% | 2.57% | 0.62% |
| Band 4 | 0.27% | 6.60% | 1.15% | 0.26% | 4.27% | 0.79% | 0.02% | 2.33% | 0.37% |
| Band 5 | 0.75% | 15.80% | 3.39% | 0.07% | 1.80% | 0.35% | 0.68% | 14.00% | 3.04% |
| Band 6 | 0.48% | 10.68% | 1.87% | 0.04% | 0.73% | 0.15% | 0.44% | 9.95% | 1.72% |
| Band 7 | 0.24% | 6.76% | 1.96% | 0.05% | 1.36% | 0.24% | 0.18% | 5.41% | 1.72% |
| Band 8a | 0.02% | 2.03% | 0.46% | 0.02% | 0.70% | 0.16% | 0.00% | 1.34% | 0.29% |
| Band 8b | 0.00% | 0.68% | 0.22% | 0.00% | 0.42% | 0.09% | 0.00% | 0.26% | 0.13% |
| Band 8c | 0.00% | 0.18% | 0.07% | 0.00% | 0.04% | 0.00% | 0.00% | 0.15% | 0.07% |
| Band 8d | 0.00% | 0.07% | 0.05% | 0.00% | 0.05% | 0.02% | 0.00% | 0.02% | 0.04% |
| Band 9 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| VSM | 0.00% | 0.29% | 0.09% | 0.00% | 0.22% | 0.09% | 0.00% | 0.07% | 0.00% |
| Consultants | 0.04% | 2.68% | 1.67% |  |  |  | 0.04% | 2.68% | 1.67% |
| Career Grade Doctors | 0.00% | 0.31% | 0.26% |  |  |  | 0.00% | 0.31% | 0.26% |
| Junior Doctors | 0.09% | 3.98% | 1.15% |  |  |  | 0.09% | 3.98% | 1.50% |
| Other | 0.00% | 0.05% | 0.02% |  |  |  | 0.00% | 0.05% | 0.02% |
| **Total** | **3.19%** | **78.49%** | **18.33%** | **1.17%** | **24.54%** | **5.61%** | **4.04%** | **55.97%** | **14.74%** |

Data for previous year:

Overall Workforce (5118)

* Disabled 3.05% (156)
* Non-Disabled 76.36% (39.08)
* Not Stated 20.59% (1054)

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Overall Workforce****5118 staff** | **Non-Clinical Workforce****31.18% (1596)** **of Trust Workforce** | **Clinical Workforce****68.82% (3522)** **of Trust Workforce** |
|  | **Disabled** | **Non-Disabled** | **Not Stated** | **Disabled** | **Non-Disabled** | **Not Stated** | **Disabled** | **Non-Disabled** | **Not Stated** |
| Band 1 | 0.20% | 4.79% | 1.95% | 0.20% | 4.79% | 1.95% | 0.00% | 0.00% | 0.00% |
| Band 2 | 0.72% | 15.67% | 2.60% | 0.31% | 5.74% | 1.31% | 0.41% | 9.93% | 1.29% |
| Band 3 | 0.23% | 6.82% | 1.64% | 0.16% | 4.14% | 0.94% | 0.08% | 2.68% | 0.70% |
| Band 4 | 0.29% | 6.14% | 1.41% | 0.27% | 4.06% | 0.92% | 0.02% | 2.07% | 0.49% |
| Band 5 | 0.66% | 16.16% | 4.06% | 0.06% | 1.78% | 0.37% | 0.61% | 13.38% | 3.69% |
| Band 6 | 0.55% | 10.71% | 2.21% | 0.02% | 0.61% | 0.14% | 0.53% | 10.10% | 2.07% |
| Band 7 | 0.20% | 6.37% | 2.33% | 0.02% | 1.23% | 0.25% | 0.18% | 5.14% | 2.07% |
| Band 8a | 0.04% | 2.15% | 0.57% | 0.02% | 0.70% | 0.21% | 0.02% | 1.45% | 0.35% |
| Band 8b | 0.00% | 0.64% | 0.20% | 0.00% | 0.33% | 0.08% | 0.00% | 0.31% | 0.12% |
| Band 8c | 0.04% | 0.25% | 0.06% | 0.02% | 0.08% | 0.02% | 0.02% | 0.18% | 0.04% |
| Band 8d | 0.00% | 0.04% | 0.04% | 0.00% | 0.02% | 0.00% | 0.00% | 0.02% | 0.04% |
| Band 9 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| VSM | 0.00% | 0.10% | 0.06% | 0.00% | 0.06% | 0.06% | 0.00% | 0.04% | 0.00% |
| Other | 0.00% | 0.00% | 0.00% | 0.00% | 0.27% | 0.04% | 0.00% | 0.00% | 0.00% |
| Consultants | 0.04% | 2.72% | 1.84% |  |  |  | 0.04% | 2.72% | 1.84% |
| Career Grade Doctors | 0.02% | 1.45% | 0.66% |  |  |  | 0.02% | 1.45% | 0.66% |
| Junior Doctors | 0.06% | 3.05% | 0.94% |  |  |  | 0.06% | 3.05% | 0.94% |
| Other Medical Staff | 0.00% | 0.31% | 0.04% |  |  |  | 0.00% | 0.04% | 0.00% |
| **Total** | **3.05%** | **76.36%** | **20.59%** | **1.07%** | **23.82%** | **6.29%** | **1.97%** | **52.54%** | **14.30%** |

The implications of the data and any additional background explanatory narrative

18.33% of the overall workforce have a null or not stated entry for their disability status on ESR (Electronic Staff Record).

The 2011 Northampton Census reported 7.2% of the population had their *“day to day activities limited a lot”* due to their health.

There has been an increase in Disabled staff in the overall workforce, to 3.19% since 2019.

The workforce reporting the greatest number of disabled staff is the clinical workforce at 2.02% compared to 1.17% for the non-clinical workforce.

Within the clinical workforce, Band 5 has the highest number of disabled staff at 0.68%, followed by Band 6 at 0.44%. The Trust employs very few staff in bands 8c, 8d and 9 and Very Senior Managers and at the time of the report has no members of staff, in these grades, who have declared a disability in the clinical workforce. In our medical and dental workforce there are 7 disabled members of staff across our consultant, career grade and trainee workforce.

Within the non-clinical workforce, Band 2 has the highest number of disabled staff at 0.38%, followed by Band 4 at 0.26%. The Trust employs very few staff in bands 8c, 8d and 9 and Very Senior Managers and at the time of the report has no members of staff, in these grades, who have declared a disability in the non-clinical workforce.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will continue to support the development of the Disability Staff Network. The members of this group will help the Trust co-produce actions that will improve the WDES data. An example of an action that will be explored is to proactively use ESR self-service communication to remind employees that they can update their data.

The Trust will work with the communications team to raise awareness of disability and long term health conditions and of the benefits of declaration.

Through our Trustwide staff bulletin we regularly ask staff to let us know if they are disabled, or have become disabled since starting employment so that appropriate support can be discussed and reasonable adjustments put into place, if required, as per our Supporting and Managing Workforce Sickness Absence Policy and our Employment of People with a Disability Policy.

**18. Relative likelihood of Disabled staff completed to Non-Disabled staff being appointed from shortlisting across all posts**

Data for reporting year:

1.01 relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff

Data for previous year:

1.23 relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff

The implications of the data and any additional background explanatory narrative

There has been an improvement of 0.22 since 2019. Of the individuals shortlisted 216 did not disclose their disability status. Of the individuals appointed 162 did not disclose their disability status.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will work collaboratively with the Disability Staff Network. One immediate action is to ensure that the WDES is discussed at appropriate Board, Divisional and Directorate meetings. The intended outcome is for increased awareness of the WDES across the Trust and the co-production of mini WDES action plans.

The Trust will review the recruitment and selection training to include unconscious bias and reasonable adjustments content for recruitment managers.

The Trust is signed up to the Disability Confident Scheme and has been assessed at level 2. The Trust also uses the Guaranteed Interview Scheme, as per our Recruitment, Selection and Retention Policy and our Employment of People with a Disability Policy.

**19. Relative likelihood of Disabled staff compared to Non-Disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. This indicator will be based on data from a two year rolling average of the current year and the previous year**

Data for reporting year:

0.00 relative likelihood of disabled staff entering the formal capability process compared with non-disabled staff.

Data for previous year:

0.00

The implications of the data and any additional background explanatory narrative

No disabled staff have entered the formal capability process and this is unchanged since 2019.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will work collaboratively with the Disability Staff Network to explore developing a capability checklist for senior managers to sign off before a formal process starts and also give staff the opportunity to update their disability status by asking the question “Do you have a disability?” right from the start of the informal process.

**National NHS Staff Survey indicators (or equivalent)**

**20. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**

Data for reporting year:

Disabled 41%

Non- Disabled 31.6%

Data for previous year:

Disabled 39%

Non-Disabled 30.2%

The implications of the data and any additional background explanatory narrative

There has been an increase in the percentage of Disabled staff who have experienced harassment, bullying or abuse from patients, relatives or the public in last 12 months. In addition, there has been an increase of 1.4% of Non-Disabled staff experiencing it. Comparatively 9.4% more Disabled staff than Non-Disabled staff have experienced this type of harassment, bullying or abuse.

For the Trust’s overall Staff Survey results there was a deterioration of 2% for this question, from the previous year and the Trust was worse than the national average.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will work collaboratively with the Disability Staff Network to review the support that the alleged victim of discrimination receives across the Trust. The Disability Staff Network will be developed to enable it to become a place where staff can turn to for informal peer to peer support?

**21. Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months**

Data for reporting year:

Disabled 22.9%

Non-Disabled 16.4%

Data for previous year:

Disabled 23.5%

Non-Disabled 16.1%

The implications of the data and any additional background explanatory narrative

There has been an decrease in the percentage of Disabled staff who have experienced harassment, bullying or abuse from managers in last 12 months. In addition, there has been a small increase of 0.3% of Non-Disabled staff experiencing it. Comparatively 6.5% more Disabled staff than Non-Disabled staff have experienced this type of harassment, bullying or abuse.

For the Trust’s overall Staff Survey results there was a deterioration of 0.2% for this question, from the previous year and the Trust was worse than the national average.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will work collaboratively with the Disability Staff Network to deep dive into the WDES data to enable an improved understanding of any bullying, harassment and victimisation hotspots across directorates and professional groups. This approach will provide an opportunity to develop a wide range of support for victims of bullying and harassment.

**22. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months**

Data for reporting year:

Disabled 27.9%

Non-Disabled 21.0%

Data for previous year:

Disabled 31.8%

Non-Disabled 22.4%

The implications of the data and any additional background explanatory narrative

There has been a decrease in the percentage of Disabled staff who have experienced harassment, bullying or abuse from other colleagues in last 12 months. In addition, there has been also been a decrease of 1.4% of Non-Disabled staff experiencing it. Comparatively 6.9% more Disabled staff than Non-Disabled staff have experienced this type of harassment, bullying or abuse.

For the Trust’s overall Staff Survey results there was an improvement of 1.6% for this question, from the previous year. However the Trust was worse than the national average.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective**

The Trust will work collaboratively with the Disability Staff Network to explore the merit of developing “disability equality champions / ambassadors”. The role of the champions / ambassadors would be to offer informal support to colleagues who perceive that they are being subjected to bullying or harassment.

**23. Percentage of staff saying that the last time they experiencing harassment, bullying or abuse at work, they or a colleague reported it in last 12 months**

Data for reporting year:

Disabled 46.8%

Non-Disabled 47.7%

Data for previous year:

Disabled 43.5%

Non-Disabled 44.8%

The implications of the data and any additional background explanatory narrative

There has been an increase in the percentage of Disabled staff who have reported harassment, bullying or in last 12 months. In addition, there has been also been an increase of 2.9% of Non-Disabled staff reporting it. Comparatively 0.9% more Non-Disabled staff than Disabled staff report harassment, bullying or abuse.

For the Trust’s overall Staff Survey results there was an improvement of 2% for this question, from the previous year. The Trust was slightly better than the national average.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective**

The Trust will work collaboratively with the Disability Staff Network to develop a range of opportunities for employees to report bullying and harassment, including receiving appropriate support. Integral to this approach will be a positive communication campaign to highlight the importance of reporting bullying and harassment to stop it.

**24. Percentage believing that trust provides equal opportunities for career progression or promotion**

Data for reporting year:

Disabled 78.4%

Non-Disabled 81.6%

Data for previous year:

Disabled 77.6%

Non-Disabled 85.2%

The implications of the data and any additional background explanatory narrative

There has been an increase in the percentage of Disabled staff who believe the Trust provides equal opportunities for career progression or promotion. There has been a decrease of 3.6% for Non-Disabled staff. Comparatively 3.2% more Non-Disabled staff than Disabled staff believe there is equal opportunities around career progression and promotion.

For the Trust’s overall Staff Survey results there was a deterioration of 2.8% for this question, from the previous year. The Trust was worse than the national average.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will work collaboratively with the Disability Staff Network to deep dive into the WDES data to identify and address the perception of NGH not providing equal opportunities for employees with a disability. This will involve promoting developmental and career progression opportunities through the Disability Staff Network, including developing a communication campaign on courses from the NHS Leadership Academy.

**25. Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties**

Data for reporting year:

Disabled 34.4%

Non-Disabled 26.8%

Data for previous year:

Disabled 37.0%

Non-Disabled 27.2%

The implications of the data and any additional background explanatory narrative

There has been a decrease in the percentage of Disabled staff who have felt pressure from their managers to come to work despite not feeling well enough to perform their duties. There has also been a decrease of 0.4% for Non-Disabled staff. Comparatively 7.6% more Disabled staff than Non- Disabled staff felt pressured.

For the Trust’s overall Staff Survey results there was a deterioration of 0.5% for this question, from the previous year. The Trust was worse than the national average.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will work collaboratively with the Disability Staff Network to offer training and support for managers to enable them to promote Health and Well-being to their staff.

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| --- |
| **26. Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.**  |

Data for reporting year:

Disabled 37.0%

Non-Disabled 45.2%

Data for previous year:

Disabled 38.1%

Non-Disabled 49.3%

The implications of the data and any additional background explanatory narrative

There has been a decrease in the percentage of Disabled staff who say they are satisfied with the extent to which their work is valued. There has also been a decrease of 4.1% for Non-Disabled staff. Comparatively 8.2% more Non-Disabled staff than Disabled staff felt valued.

For the Trust’s overall Staff Survey results there was a deterioration of 3.0% for this question, from the previous year. The Trust was worse than the national average.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will work collaboratively with the Disability Staff Network to deep dive into this data and to explore what actions need to be implemented to ensure that staff feel valued at work. This conversation needs to be inclusive and involve managers and staff. One initiative that has worked in the NHS is to establish an employee of the month award for each directorate or for managers to openly state when somebody has gone above and beyond their role.

**27. Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work**

Data for reporting year:

Disabled 76.5%

Data for previous year:

Disabled 75.9%

The implications of the data and any additional background explanatory narrative

There has been an increase of 0.6% of Disabled staff say adequate adjustments have been made to enable them to carry out their work.

For the Trust’s overall Staff Survey results there was an improvement of 0.3% for this question, from the previous year. The Trust was better than the national average.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust is pleased to see that the training that has taken place over the past 12-18 months has resulted in a positive WDES indicator that is above the national average – “making reasonable adjustments”. The intention is to share this positive news and build on it by continuing to offer reasonable adjustment training and support to all managers.

**28. Staff Engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation**

Data for reporting year:

Disabled 6.5

Non-Disabled 7.0

Overall Trust score 6.9

Data for previous year:

Disabled 6.7

Non-Disabled 7.2

Overall Trust score 7.1

The implications of the data and any additional background explanatory narrative

There has been a decrease of 0.2 for the engagement score for Disabled staff. In addition there has also been a decrease of 0.2 for the score for Non-Disabled staff.

For the Trust’s overall Staff Survey results there was a decrease of 0.2 for this question, from the previous year. The Trust was below the national average.

The Trust will continue to support and help with the development of the Staff Disability Network. The benefits of staff equality networks is that they can provide enhanced opportunities for the Trust to engage with staff on equality, diversity and inclusion issues.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust will continue to support and help with the development of the Staff Disability Network. The benefits of staff equality networks is that they can provide enhanced opportunities for the Trust to engage with staff on equality, diversity and inclusion issues.

The Trust intends to promote relevant awareness days to show support for staff with a disability and/or long term health condition – such as Dyslexia week and International day for People with Disabilities in December.

**Board representation indicator**

**For this indicator, compare the difference for disabled and non-disabled staff**

**29. Percentage difference between the organisations’ Board voting membership and its overall workforce**

Data for reporting year:

Disabled -3%

Non-Disabled -18%

Data for previous year:

Disabled -3%

Non-Disabled -16%

**The implications of the data and any additional background explanatory narrative**

The -3% for disabled staff has not changed since 2019 and shows that the Trust Board does not represent the disability status of the overall workforce.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective**

The Trust will work collaboratively with the Disability Staff Network to explore key actions to identify suitable candidates to become a Board member. An approach that has worked in the NHS is to promote recruitment opportunities directly to disability support groups and ask them if they know of any suitable candidates amongst their networks.

**Summary**

**30. Are there any other factors or data which should be taken into consideration in assessing progress?**

The Trust is aware that the WDES data needs to be more widely disseminated across the Trust. This is why it is important for the WDES to be discussed at appropriate Divisional and Directorate meetings. The intended outcome is for Directors and Managers to receive appropriate support to enable evidence based actions to be implemented.

**31. Organisations should produce a detailed WDES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation’s website, alongside their WDES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WDES indicators. It may also identify the links with other work streams agreed at board level, such as EDS2. You are asked to provide a link to your WDES action plan in the space below**

The Trust will work with the Disability Staff Network to co-produce a more detailed WDES action plan.

The Trust is in the process of refreshing an Equality, Diversity and Inclusion strategy that combines workforce and patients. The Equality, Diversity and Inclusion strategy will reflect some of the main themes that have emerged from the recently published “We are the NHS: People Plan for 2020/21”.

All key information regarding Equality, Diversity and Inclusion can be found on the Trust’s website - <https://www.northamptongeneral.nhs.uk/About/Equality-and-diversity-information/Equality-Diversity-Inclusion.aspx>.