



Annual Equality Diversity and Inclusion Summary Report

November 2020 – October 2021

1. Background

- 1.1 The delivery of services at King's in supporting the needs of our diverse local population remains a priority for the Trust. This has been heightened as we continue to respond to the pressures and demands of COVID -19. The learning following the first wave of COVID-19 and the impact on specific groups of people for example our Black and Minority Ethnic (BME) patients, and Older Adults, has enabled the Trust to tailor support, services and interventions to respond sensitively to the specific needs of individuals carers and their families.
- 1.2 During the summer of 2021, the Trust launched its five year strategy; King's Strategy 2021 – 2026 [Strong Roots, Global Reach](#)
- 1.3 The launch of the new trust strategy builds on the Trust's commitment to ensure that Equality Diversity and Inclusion (EDI) is at the heart of everything that we do
- 1.4 This report provides an overview of the action the Trust has taken in relation to the Equality, Diversity and Inclusion (EDI) agenda during the period 1 November 2020 – October 2021

2. Strategy and Approach

- 2.1 During this past year, we have seen permanent appointments made to the EDI Team including the Director of EDI, Funmi Onamusi and a substantive team to deliver against the key priorities within the agenda.
- 2.2 The Trust has been committed to developing the EDI agenda and has built this upon the results of our diversity data sets, progress against Workforce Race Equality Standard key indicators, Workforce Disability Equality Standards, Gender Pay Gap, staff survey feedback, focus group feedback with clinical groups and feedback from leadership engagement events.
- 2.3 This impact of this engagement activity which was spearheaded by the arrival of the substantive EDI Director, resulted in the creation of an EDI action plan to cover a period between July to December 2021 with activity and effort aligned to the following four pillars:
 - Raising awareness of EDI across the Trust
 - Improving our processes / Embedding Diversity and Inclusion
 - Engaging our leadership to take an active role supporting a culture of inclusion
 - Create and publish EDI 2022 -2026 roadmap

3. Race Equality

- 3.1 King's College Hospital has a very diverse workforce with 51.1% of staff declaring their ethnicity as Black, Asian or Minority Ethnic (BAME)¹
- 3.2 Whilst there has been increases within most bands, surpassing the 2021 targets, the BME representation within 8C was reduced by 3% to 16%.
- 3.3 BME candidates shortlisted (through blind process is almost double white candidates but drops to 1 in 8 when it comes to appointment versus 1 in 4 white shortlisted candidates being appointed. This is a strong indication bias is introduced after blind shortlisting is lifted.
- 3.4 Across 4 years there has been a steady increase in BME staff experiencing harassment, bullying or abuse from patients, relatives and the public.
- 3.3 As a result, the Trust has taken several steps to address this including;
- supporting a BME Network to give BME staff a voice to express their concerns, share knowledge & best practice and celebrate key events on the Diversity calendar such as Black History Month in October;
 - agreeing BME Network objectives for 21/22 and
 - ensuring that the network feeds into the EDI Delivery Group
 - supporting the BME Network Leadership by bringing together all Network Chairs to share insights, action plans and intersectionality
- 3.4 We will continue to review the effectiveness and evaluate the work of the BME Network through engagement with its membership and members of the EDI Delivery Group

4. Sexual Orientation

- 4.1 The LGBTQ+ Network, King's and Queers, has amassed a membership of 400 staff members both from the community and allies.
- 4.2 The network continues to hold monthly meetings and engages members with its monthly newsletter which is very well received.
- 4.3 The Network was instrumental in organising and celebrating PRIDE 2021 with an array of activities, including hoisting the rainbow flag at Denmark Hill with Executive Colleagues in attendance.
- 4.4 The Network also supported a Quality Improvement Project that aimed to improve care for older LGBTQ+ patients, resulting in the design and delivery of bespoke training sessions for multi-disciplinary staff in our Geriatric unit. This was done in conjunction with Opening Doors London (charity for older LGBTQ+ people).

¹ Taken from Trust WRES submission - August 2021

5. Disability Equality

- 5.1 The King's Able staff network supports staff with disability.
- 5.2 King's Able continued to meet with members throughout the year, ensuring staff were engaged and ran successful initiatives such as Coffee Roulette and quizzes to ensure participation during the difficult periods of the pandemic.
- 5.3 The network is currently undergoing a recruitment process for the post of Chair(s) and King's Able along with all Networks, feeds into the EDI Delivery group.
- 5.4 The Trust has an Accessibility Standards Programme led by the Nursing Team which aims to improve accessible standards for people with a disability.
- 5.5 The Trust has a Patient & Public accessibility advisory group meeting led by the patient experience team that aims to improve disabled patient and public experience within the organisation. This work is on-going.

6. Gender Equality

- 6.1 As part of new legislation introduced during the period of this report, employers with over 250 staff are required to report their gender pay gap, bonus pay gap and pay data by quartile.
- 6.2 Females earn on average £20.29 per hour compared to £25.00 for Males. This means that females earn £4.71 less per hour which equates to a 18.85% gender pay difference or 'gap'. Last year this was 18.47% which means that our gap marginally widens (by 0.38%) on a year on year basis².
- 6.3. Females earn £18.66 per hour compared to £21.48 per hour for Males. This equates to females earning £2.83 less per hour and a median percentage difference of 13.16% Last year this was 10.4% which means that our gap widens by 2.76% on a year on year basis.
- 6.4. We have developed an action plan to reduce the Gender Pay Gap and progress against this will be monitored by the EDI Delivery group.

7. Religion and belief

- 7.1 Kings, was one of the five commissioned NHS Trust, taking part in a series of workshops to understand religious identity in the NHS. This work was led by the Economic Social Science Research Council (ESRC) and will contribute to a better understanding of staff belonging and identity as outlined in the NHS People Plan.
- 7.2 King's held three workshops between May and July 2021. Feedback from the Trust will feed into research which will be presented back to us at the end of the year.

8. Next Steps

² Trust Gender Pay Gap Report (2020) - published September 2021

8.1 The Trust Strategy sets out our ambition for Equality Diversity and Inclusion to 2026. We will spend the remainder of this financial year developing an EDI roadmap for 2022 and beyond and also a plan of action for addressing health inequalities based on engagement with our people, our patients and our public, which will involve the following:

- publish our EDI roadmap 2022 and beyond;
- develop a plan for addressing health inequalities through community partnerships;
- continue to make progress against all 9 key indicators of the Workforce Race Equality Standard;
- to grow the Disability Network and report progress against the Workforce Disability Equality Standard;
- to address the key findings of the Gender Pay Gap Report and
- to put in place a programme of work which will reset the cultural values and expectations across the Trust.