

EQUALITIES NEWSLETTER

April 2025

Equalities Team Update

Hello, and Welcome to the April 2025 edition of the Equalities newsletter. We have a fantastic event planned in collaboration with Dudley Council to celebrate Staff Network Day on 14th May 2025.

Join us for the National Day of Staff Networks- with Dudley Metropolitan Borough Council and The Dudley Group NHS Foundation Trust.



This is your chance to connect with fellow staff network members, spark new conversations, and dive into the exciting changes happening across **Dudley Council and The Dudley Group NHS Foundation Trust.**

We've lined up an array of **guest speakers** who will share key updates from their areas of expertise, giving you an insider's look at how both organisations are evolving.

Plus, we'll be celebrating our wins in **Equality, Diversity and Inclusion and Employee Wellbeing**, reflecting on the challenges we've tackled, and unveiling some fresh new initiatives coming your way soon.

Don't miss out—come along, get inspired, and be part of the journey. *Registration open from 9.30am - event will start at 10am and finish at 1pm.*

Please book using this link: "[Breaking Barriers, Building Bridges: Dudley's Next Chapter](#)"

or this QR Code:



Places are limited so will be first come, first served!

IT'S NEVER JUST A JOKE

The Trust Signed up to the **NHS England Sexual Safety Charter** in October 2023 pledging commitment to the 10 commitments.

A **Sexual Safety Steering Group** was established and carried out a mapping exercise/gap analysis to determine the Trust's position against the Charter and developed an action plan aligned to each of the commitments.

The Dudley Group is committed to ensuring workplaces are safe for staff and patients and are free from sexual misconduct.

Good progress has been made against the Charters 10 commitments, in that the Trust continues to promote its stance of zero tolerance.

We continue with providing appropriate reporting mechanisms, continued engagement with staff and encourage staff to openly speak up in a physiological safe space.

The Trust has in place a wide range wellbeing support offers that staff can access, additionally other bespoke internal and external offers will be made available for staff that have experienced and reported sexual safety concerns.

A review of HR related policies i.e. Bullying & Harassment, management of allegations and Grievance policy has taken place, ensuring addressing sexual safety is built into the policies and guidance provided for staff.

The Sexual Safety Steering Group will continue to monitor Datix incident reporting, HR data, EDI & Wellbeing data, ensuring appropriate action is taken through current policies and plan to:

- *Launch and implement sexual misconduct policy in May 2025*
- *Further create clear pathways to support staff and the routes to raise instances of sexual harassment*
- *Develop a supportive toolkit for staff*

Gender Pay Gap Reporting 2024/25

The **Gender Pay Gap (GPG)** measures the percentage difference in pay between males and females in the workforce.

*Our organisational data shows that we have a **mean gender pay gap of 33.2% in March 2024**, representing a **6.3% decrease from March 2023**, when the gap was 39.5%.*

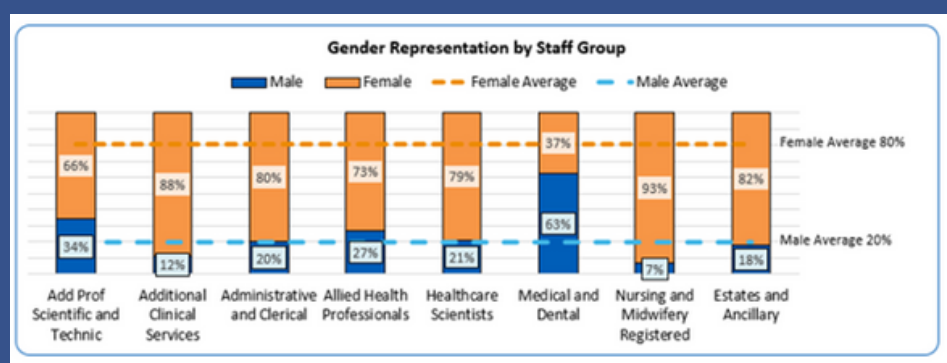
Part of our gender pay gap is driven by male workers who are disproportionately in higher-paid roles. The overall male workforce in the organisation is 20%, and 45% of the highest earners are male, compared to 18% being female. The medical and dental workforce is reflected in the upper quartile; 72% of consultants are male. Our 2023/24 data showed that 9 out of 10 Clinical bands 2-5 are female, whereas 6 out of 10 medical and dental staff are male.

Actions must continue to be taken to close the gender pay gap in the organisation, these include promoting and implementing more flexible working options, as caregiving responsibilities disproportionately impact female workers. Changing the narrative around the role and importance of NHS senior leaders to encourage more female staff to apply. Work to Improve the workplace culture by helping people feel valued, creating a sense of belonging to reduce turnover rates among female workers and encouraging them to want to progress; this is where the Women's network is important. These actions will help close the gender pay gap but will not eradicate it. Actions to diversify staff groups in terms of gender will continue nationally.

Understanding the data and the actions that can effect change in our sector is essential. Healthcare professions have historically been in gender stereotype roles, making change challenging. It is important to note that we do not employ facilities staff; this is contracted to Mitie, and this has a bearing on our GPG compared to other organisations. Mitie employs more male staff in bands 2-5; if they were directly employed by the Trust, this would add more balance to our lower quartile data. We can effect change in the upper quartile by focusing on staff groups such as medical, dental, and corporate services.

The most important action is to keep measuring and discussing the gender pay gap in the healthcare sector.

This graphic illustrates the proportion of males and females in each staff group compared to the overall average; males are represented in blue, and females in orange.



Here are some of the actions will take forward throughout 2025:

- Continue to raise awareness with teams, bringing lived experience stories to shape policy, training and actions.
- Continue to work with leadership teams in areas where the gender pay gap is driven to improve staff experience and provide opportunities for women to progress.
- Continue to develop line manager capability in compassionate leadership to support colleagues' belonging and retention. Using Trust leadership programmes: Manager Essentials, Developing Leaders, the new Flexible Working training, and the new recruitment training entitled The Candidate Journey. These actions will be monitored through the EDI steering group and the Brilliant Place to Work and Thrive Committee.

To view our full gender pay gap report please visit the Trust website: [Publications - The Dudley Group NHS Foundation Trust](#)



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We bid a fond farewell in February to our much loved previous chair, matron **Pamela Beckford**. Pam served as the chair of the network for two years and we are incredibly grateful for everything Pam did for the network and improving inequality. We attended her leaving drinks to say thank you and goodbye.



We would now like to take the opportunity to introduce you to our new chair, **Simone Moore** and new co-vice chair **Mohammed Khan**. They will work alongside our existing vice chair Raghvinder Ram on the network priorities and events throughout 2025 and into 2026.

I'm **Simone**, newly appointed chair of the Embrace Network. I trained at The Dudley Group NHS Foundation Trust many years ago as a Radiographer and now specialise in MRI. Over the past 2-3 years I have been appointed various roles outside the Imaging Department and developed a keen interest in supporting improvement and training. I applied for the chair position as I believe its fundamental for our organisation to promote inclusive equal opportunities for all and identify areas where we can reduce inequalities and having representation to action improvement and sustain changes. As the chair, I plan to grow how we celebrate diversity and welcome any suggestions to expand our calendar events.



My name is **Mohammed** and I work in the Medical Engineering Department as Electrical and Biomedical Engineering Admin. I am now co-vice chair in the Embrace network alongside Raghvinder. I wish to make a difference to the community and the Trust. I have a disability but I have support in place to help, this is why I always want to help others if I can. I am also hopeful to learn from my colleagues and develop myself further.

