

# Diversity Matters Strategy

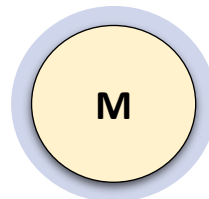
**Community Development**



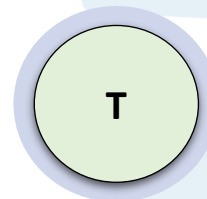


On Census day 2021:

# Our Communities



Manchester  
552,000

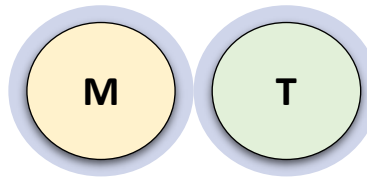


Trafford  
235,546

Total Population – 787,546

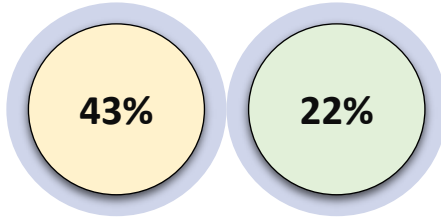
One of the  
most diverse  
cities in the UK

# Our Communities

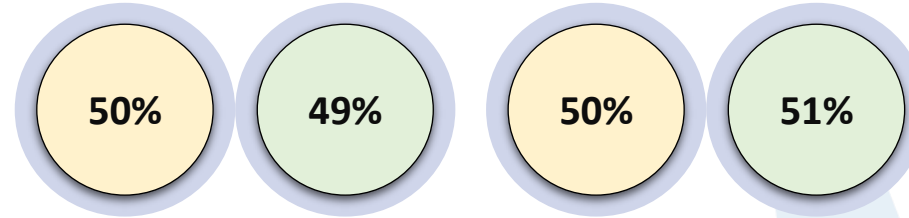


Census 2021

## ETHNICALLY DIVERSE



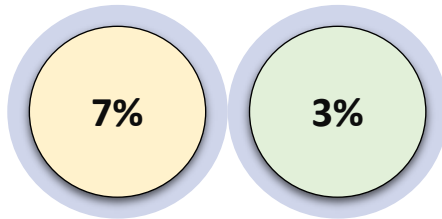
## SEX



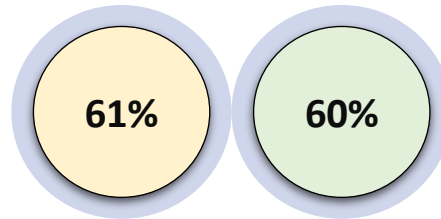
MALE

FEMALE

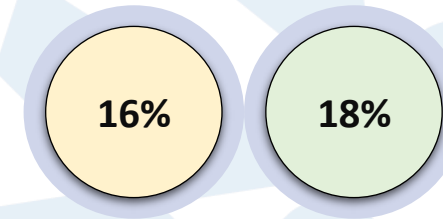
## LGBTQ+



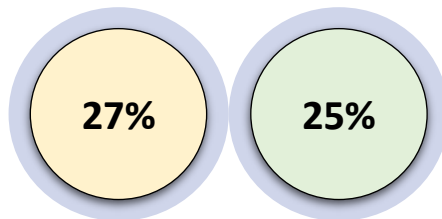
## RELIGION/BELIEF



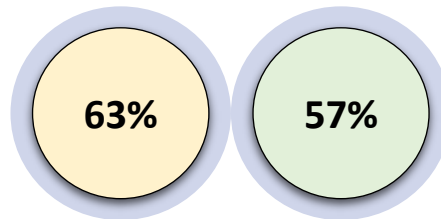
## DISABLED



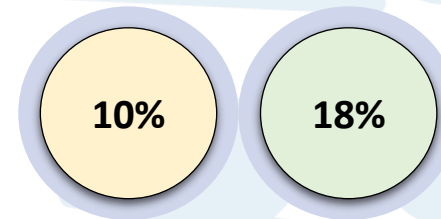
## AGE



<=19



20-64



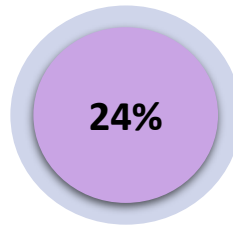
>=65

# Diversity of Our Patients

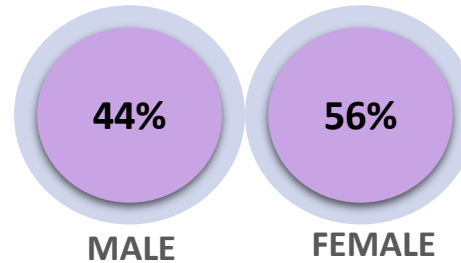
The data below depict the diversity of our service users in 2023

**Total 703,497**

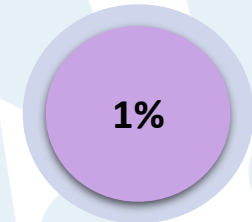
## ETHNICALLY DIVERSE



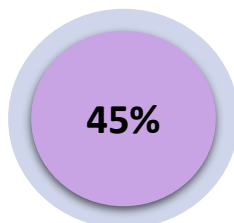
## SEX



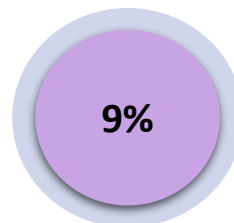
## LGBTQ+



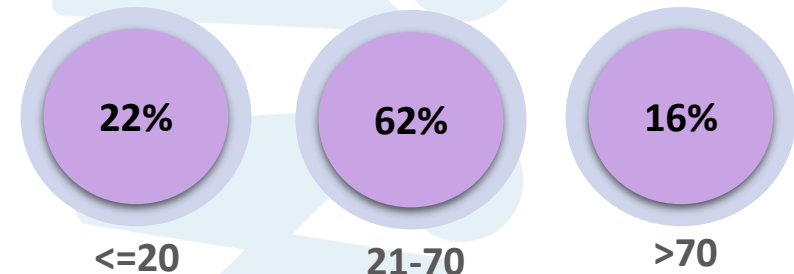
## RELIGION/BELIEF



## DISABLED



## AGE



# Our Hospitals & Services



# Diversity of Our Staff – Job Categories

**DECEMBER 2023**

**Total Staff in post : 29652**

**Part-time: 9,093**

**Full-time: 20,559**

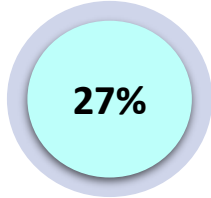
Additional Scientific And Technical	1155
Additional Clinical Service	5485
Administrative And Clerical	6207
Allied Health Professionals	2072
Estates And Ancillary	855
Healthcare Scientists	1088
Medical And Dental	2887
Nursing And Midwifery	9892
Students	12
Medical Workforce	990
Locally Employed Doctors (LED)	1200
Trainees	1200
Medical Students	820
Physician Associates	(Qualified) <50 and (Student) 60
Anaesthetic Associates	<10

# Diversity of Our Staff

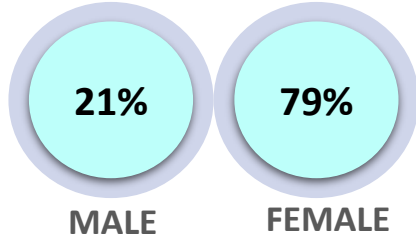
DECEMBER 2023

Total 29,652

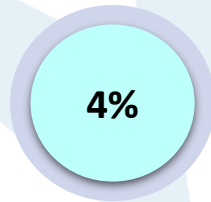
ETHNICALLY DIVERSE



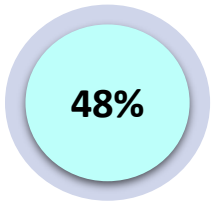
SEX



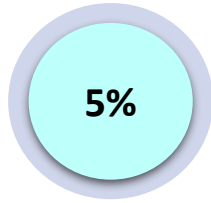
LGBTQ+



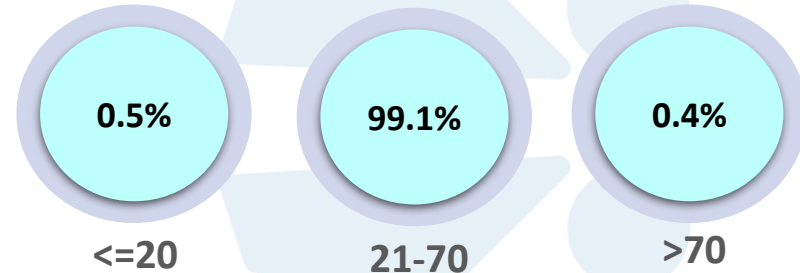
RELIGION/BELIEF



DISABLED



AGE



**Health Inequalities Group** created to address health disparities

Introduced Health Inequalities Framework with focus on [Core20plus5](#)

Implemented Health Inequalities Dashboard and Targeted DNA Reduction.

Appointed a Public Health Consultant



Diversity Matters 2024-2028: **Listening Events** with MFT Colleagues and Communities



**Six high-impact actions** have been undertaken as part of the Equality, Diversity and Inclusion (EDI) Improvement Plan



**Staff Network Development** session introduces NHS England Staff Network Toolkit

**2** New faith networks launched



Finalists for the national BAME awards



**Race-focused workshops** for GMB, Nurse Directors to adopt the Northwest BAME Assembly's anti-racism framework



Widening Participation Team collaborated with institutes to offer **exceptional opportunities with supported internships and study programs**





**113,496 Interactions**, with over 132 languages and dialects, for Patients, their families and carers across the Trust



More than 120 members of staff attended the **Reasonable Adjustments training** by ACAS



**Best Public Engagement Award** to the Greater Manchester Research Van Collaboration by GM Health and Research awards 2023



**Partnered with Sparkle** National Transgender Charity



Trust joined **NHS Employers' Diversity in Health & Care Partners Programme 2023/24**



Group Chief Executive had regular meetings with staff networks



**New Community Diagnostic Centres (CDCs)** providing elective diagnostics (including checks, scans and tests) away from acute facilities.



Retained **Bronze Award for NHS Rainbow Badge**



The first NHS organisation to be awarded the **Veterans in Pride** standard, as part of Charity Fighting with Pride 2023.



350 Equality Impact Assessments (EIA) completed



**Neurodiversity Support task and finish group** established



# Staff & Community Engagement



## Our 3 Strategy Aims

### Improved patient access, safety and experience.

The results we are aiming for:

- Everyone who needs to can use Trust services.
- Individual people's health and care needs are met.
- When people use Trust services, they are free from harm.
- People report positive experiences of Trust services

### A representative and supported workforce.

The results we are aiming for:

- Staff are free from harassment, bullying and physical violence.
- Staff believe that the Trust provides equal opportunities.
- Staff recommend the Trust as a place to work and receive treatment.

### Inclusive leadership

The results we are aiming for:

- Board members and senior leaders demonstrate their commitment to equality, diversity and inclusion.
- Board and Committee papers will identify equality-related impacts and how unfavourable effects will be reduced.

# What are your thoughts?

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## Improved patient access, safety and experience.

The results we are aiming for:

- Everyone who needs to can use Trust services.
- Individual people's health and care needs are met.
- When people use Trust services, they are free from harm.
- People report positive experiences of Trust services

1. Are we meeting the diverse needs of our patients and service users?



2. What do you think MFT can do to improve patient access, safety and experience?

Thank you  
and any  
questions?

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**Please contact the Equality Diversity and Inclusion  
Team if you have any further queries or comments**

**[Equality@mft.nhs.uk](mailto:Equality@mft.nhs.uk)**