

Freedom of Information Act Request

I am writing to request information under the Freedom of Information Act 2000.

I am writing to request information under the Freedom of Information Act 2000.

Please provide the following information currently held by your Trust. Where possible, please provide data for the most recent reporting year available.

A. Senior Leadership Representation

Please provide the number and percentage of women employed in the following roles:

a) Band 8B and above

Gender	Count of Employee Number	Percentage of Grand Total
Female	72	64.86%

b) Very Senior Manager (VSM) roles

Gender	Count of Employee Number	Percentage of Grand Total
Female	5	71%

Executive Directors are included within the VSM category and are also reported separately in the Executive Board breakdown below, as requested. As a result, Executive Directors are counted in both sections. This approach has been taken to ensure transparency and accuracy across all parts of the request.

Please provide the gender breakdown (number of women and men) of:

a) Executive Board members

Gender	Count of Employee Number
Female	4
Male	3
Grand Total	7

b) Non-Executive Directors

Role	Count of Employee Number
Chair	1
Male	1
Non-Executive Director	6
Female	4
Male	2
Grand Total	7

B. Gender Equality and Leadership Policies

Does the Trust currently have a Gender Equality Strategy/Policy, Women's Equality Strategy/Policy, or equivalent document?

If yes, please provide:

the document title

the year of publication or most recent review

The Trust does not currently have a standalone Gender Equality Strategy or Women's Equality Strategy.

However, gender equality is addressed through the Trust's overarching High Level Equality, Diversity and Inclusion (EDI) Plan with the NHS Six high Impact Actions. High Impact Action 3 of the NHS EDI improvement plan focuses on eliminating pay gaps by implementing the Mend the Gap review recommendations for medical staff and extending these to the senior non-medical workforce. Organizations must analyse, track, and close pay gaps by sex and race by 2024, and by disability by 2025. The Trust's EDI Improvement Plan with the Six High Impact Actions was reviewed and approved by the Trust's People Committee in December 2025.

In addition, gender equality is monitored and reported through statutory requirements including the Gender Pay Gap Report, which is published annually, the most recent review and publication of the Gender Pay Gap for the Trust was published in March 2025.

Does the Trust operate any leadership development programmes aimed at improving diversity or gender equality at senior leadership level?

If yes, please provide the programme name(s).

C. Monitoring and Evaluation

Does the Trust routinely monitor promotion outcomes by gender for senior leadership roles (Band 8b and above and/or VSM roles)?

Yes/No

Yes, the Trust routinely monitors annually, the promotional outcomes by gender via the Gender Pay Gap reporting and analysis process. To help reduce the gap, the Trust operates leadership development activity that supports diversity and gender equality at senior and aspiring leadership levels.

This includes:

- **Reciprocal Mentoring Programme** – aimed at improving senior leaders' understanding of lived experience, equality, diversity and inclusion, and addressing barriers to progression.

- **Board Development Programme** – The Board Development Programme Delegate is an opportunity for aspirant individuals from a diverse range of backgrounds, both inside and outside of the Trust, to understand what it takes to become an Executive or Non-Executive Director within a large and complex organisation in both the public or private sector.
- The Trust also has **Scope for Growth** talent management conversations to compliment the annual appraisal process. The Trust has achieved higher than 90% compliance on the completion appraisals

Has the Trust conducted any internal evaluations or reviews of the impact of gender-equality or leadership-development initiatives within the last three years?

If yes, please provide:

the title(s) of the evaluation(s)

the year(s) conducted

(Please note: I am not requesting copies of the reports, only confirmation of their existence.)

Yes. There is an annual Leadership & Organisational Development report that was presented at the Trust's People Committee in June 2025. The report provides assurance on the effectiveness and reach of the leadership offer across the organisation. This is complimented by

- Workforce metrics reported annually through:
 - Workforce Race Equality Standard (WRES) 2024-25
 - Gender Pay Gap reporting 2024-2025

This data is reviewed internally and reported to NHS England and the Government Portal on the Gender Pay Gap reporting and also used to inform the EDI improvement plan.

D. Flexible and Inclusive Leadership Practices

Does the Trust formally support flexible or part-time working arrangements at senior leadership level (Band 8b and above and/or VSM roles)?

Yes

Please confirm whether any job-share arrangements currently exist at executive or senior leadership level (8b and above).

Yes / No

Job-share arrangements are not recorded as a reportable field within the Trust's workforce systems, and there is no central record of such arrangements at executive or senior leadership level (Band 8b and above). In accordance with section 1(1)(a) of the Freedom of Information Act 2000, the Trust can confirm that it does not hold the information requested.

Our Ref: 8
January 2026

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
Website: <https://ico.org.uk/make-a-complaint/>

Our Ref: 8
January 2026