MEETING OF THE PEOPLE AND CULTURE COMMITEE
DATE OF MEETING: 15 OCTOBER 2026

OVERVIEW								
Agenda item	3.3							
Paper title	Equality, Diversity & Inclusion (EDI) Annual Report							
Responsible Director	Philip Marshall (he/him), Director of Workforce and Organisational Development (W&OD)							
Author	Brian Chiyesu (he/him), Assistant Director EDI							
Previously considered by:	Director of W&OD on behalf of the Executive Team							
The Board/Committee is asked to:								
Approve	☐	**Receive**	☐	**For Information**	☒	**Take assurance**	☒	
Level of Assurance:								
Significant Assurance	☐	**Partial Assurance**	☒	**Limited Assurance**	☐			
Reason for paper:								
This paper presents the Trust's EDI Annual Report 2025/26, providing assurance on progress across workforce equality, inclusion, Staff networks, leadership development and reducing inequalities. It highlights key achievements, areas where disparities persist and priorities for 2026/27, supporting the Committee's oversight of EDI performance and delivery against the Trust's strategic goals.								

Link to strategic goal(s)	Ensure our **Population** has trust and confidence in the services we deliver				☒
	Be a great place to work where **People** have opportunity to achieve their full potential				☒
	Deliver our **Purpose** by using our resources sustainably and effectively with due care for the environment				☒
	Be a valued partner working for the benefit of the **Places** we serve				☒
	Be an innovative Teaching Trust making **Progress** to University Hospitals status				☐
Impact on	Quality/Patient Safety	☐	Risk		☐
	Finance	☐	Compliance/Regulation		☒
	Workforce	☒	Legal		☐
	Performance	☒	Place/System		☐
	Planning Priorities	☐	Other:		☐

Equality Impact Assessment completed?	Yes	☐	No	☐	Not Applicable	☒
Quality Impact Assessment completed?	Yes	☐	No	☐	Not Applicable	☒
Is the content of the paper exempt from publication under Freedom of Information Act 2000?			Yes	☐	No	☐

Mid Yorkshire Teaching NHS Trust

Equality, Diversity & Inclusion

Annual Report 2025/26



Building an inclusive workforce, improving experience and reducing inequalities

Contents

1. Executive Summary
2. Our EDI approach and governance
3. A more representative workforce
4. Inclusive recruitment and progression
5. Developing diverse leadership
6. Anti-racism and race equality
7. Disability, long-term conditions and neurodivergence
8. Staff networks, voice and belonging
9. Project SEARCH and inclusive employment
10. Supporting our international workforce
11. Culture, wellbeing and fair employment practice
12. Equality in patient access and health inequalities
13. What the data tells us
14. Priorities for 2026/27
15. Conclusion