

Board Meeting in Public

Monday, 18 May 2026

Title of Paper	Public Sector Equality Duty Report for 2024-5	Agenda No.	3.6
Nature of Paper	<input checked="" type="checkbox"/> Official <input type="checkbox"/> Official Sensitive		
Author(s)	Susie Srivastava, Organisation Design and Development Lead Lisa Johnson, Assistant Director Organisation Design & Development		
Lead Executive	Julie Pinder, Chief People Officer		
Non-Executive Director Sponsor	N/A		
Presenter(s) at Meeting	Julie Pinder, Chief People Officer Lisa Johnson, Assistant Director Organisation Design and Development		
Presented for	<input type="checkbox"/> Approval <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Update		
Is there a plan to communicate this to the organisation?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yet to be determined		
Executive Summary			
<p>This paper provides assurance to the Board that the organisation has met its statutory obligations in completing and publishing the annual Public Sector Equality Duty (PSED) report.</p> <p>The report outlines NHSBT's responsibilities under the Equality Act 2010, summarises progress against key equality objectives over the past year, and identifies priority focus areas for the year ahead. It has been published on the public-facing website in line with statutory requirements and the organisation's annual reporting cadence (31 March).</p> <p>The reporting period covered is 1 April 2024 to 31 March 2025, reflecting the standard retrospective nature of statutory inclusion reporting. The Inclusive Cultures team is currently scoping the next report (covering 1 April 2025 to 31 March 2026), with the intention of providing greater detail, strengthening stakeholder integration, and aligning more closely with statutory reporting on race, disability and gender.</p>			
Previously Considered by			
Executive Team (assurance) 7 th April People Committee (assurance) 7 th May			
Recommendation			
The Board is asked to note the report and take assurance that statutory requirements have been met.			
Risk(s) identified (Link to Board Assurance Framework Risks)			
There is a risk of reputational, compliance and stakeholder confidence impact if the published PSED update does not fully meet statutory requirements, accessibility standards, or accurately reflect organisational performance.			
Strategic Objective(s) this paper relates to:			
<input checked="" type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input checked="" type="checkbox"/> Grow and diversify our donor base			
Appendices:	N/A		