NHS
Yorkshire
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NHS Trust

Report Title	YAS Equality Support Networks Annual Progress
Author	Nabila Ayub, Head of Diversity and Inclusion
Accountable Director	Mandy Wilcock, Director People and Organisational Development
Previous committees/groups	Not applicable
Recommended action(s)	Assurance and information.
Purpose of the paper	The Board receives assurance regarding the work of the support networks.
Executive Summary	

The Trust has five Equality Support Networks as follows:

- Armed Forces Network
- Disability Support Network
- Pride@YAS (LGBT+)
- Race and Ethnicity Network
- Women and Allies Network

Each network is at a different stage of maturity and faces distinct challenges, however they each play a vital role in supporting an inclusive, equitable, and progressive organisational culture. These staff-led groups are aligned with the Trust's values and wider diversity and inclusion objectives, with a focus on promoting wellbeing, representation, and a sense of belonging across the workforce.

The networks have been asked to produce a short annual report on their activities. Each annual report covers:

- Leadership and Governance Arrangements
- Purpose and Aims
- Membership
- Activities in 2024/25
- Overall Progress
- Priorities for 2025/26

Executive Sponsors and Non-Executive Champions for each Network are invited to comment on behalf of their respective network.

Recommendation(s)	The Board receives assurance from the 2024/25 annual reports of the Equality Support Networks
Link to Board Assurance Framework Risks (board and level 2 committees only)	6. Develop and sustain an open and positive workplace culture. 7. Support staff health and well-being effectively.