NHS Confederation

Tackling inequality

Making an impact 2024/25

The NHS Confederation's Tackling Inequalities Programme supports our members to transform their organisations and enhance patient care by addressing inequalities in workforce and service delivery.

Here are just some of our key areas of impact so far.

Equity

68
EDI professionals

68 EDI professionals joined our Tackling Inequalities Alliance meeting to share insights and advocate for effective decision-making, **empowering members** to **influence policy** changes and **improve EDI practices** in healthcare. Our Excellence Through Equality report affirms the integral need for leaders tacking inequalities in the workforce and in healthcare.

2,770
CVD patients

The five-step improvement model has significantly addressed health inequalities for **2,770 cardiovascular patients** in Redbridge; **enhanced mental health outcomes** in south Yorkshire, Coventry and Warwickshire; and **improved access and experiences** for black and Asian communities in north east London in collaboration with AstraZeneca.

Leadership

56
organisations

181
delegates

440+
staff network leads

3
diversity networks

56 organisations completed our Tackling Inequalities Leadership and Diversity in Health and Care Partners **programmes** in 2024/25, with delegates **gaining expert guidance** and **resources** and **enhancing EDI practices** within their organisations.

Our annual **Disability Summit** attracted **181 delegates** from across a range of healthcare organisations to help them **foster inclusive cultures for disabled individuals**.

The NHS Confederation's leadership networks are **providing safe spaces** for **over 440 staff network leads** to **share learning** and **collaborate** on addressing healthcare and workforce inequalities at the organisational level.

Our series of leadership development masterclasses are **enhancing leadership skills** for members of our **three diverse leadership networks**, specifically focusing on **BME, LGBTQ+**, and **women leaders in healthcare**.

Accountability

With our support for the chief nursing officer's office, we are **empowering nurse leaders** to combat racism in healthcare. Through mapping support systems and developing resources, we facilitate tailored engagement sessions that **promote professional accountability** and **create a safe and inclusive environment** for both staff and patients.

We keep members informed about the **latest guidance** and **best practices** for **tackling inequality** for staff and patients in their organisations. This is supported by impactful publications such as our report Action for Equality in Wales and Northern Ireland: The Time is Now, developed by our Health and Care Women Leaders Network.

Find out more about our work: nhsconfed.org/TacklingInequalities