

Action for equality

The time is now



IN 2017

77% of the nhs workforce was female

but only **41%** held **board positions**

77% of the nhs workforce is female

but only **44.7%** hold **board positions**

in ALBs only **37%** hold **board positions**

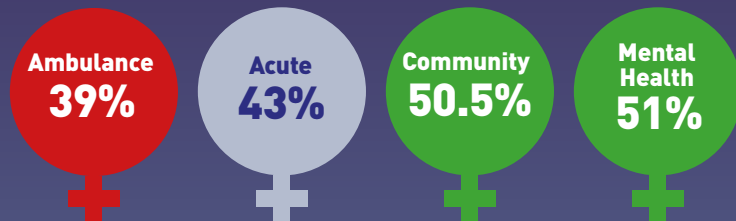
IN 2020

89.2% of **chief nurses** are **women**

but only **29.5%** of **medical directors** are **women**

and only **25.4%** of **chief financial officers** are **women**

WOMEN ON BOARDS BY TRUST TYPE



WHERE WE NEED TO BE



We need **150 more** executive and non-executive female directors to reach gender balance across NHS trusts and ALBs in England, including:

44 more female medical directors
50 more female chief finance officers



HOW DO WE GET THERE? RECOMMENDATIONS FOR ACTION

- 1 Chairs of NHS organisations to have objectives to support diversity across their boards.
 - 2 Clear succession plans to improve female representation particularly in medical director and chief finance officer roles.
 - 3 Emerging leaders given the opportunity to experience board level working.
 - 4 Diversity data to be regularly reported.
 - 5 CQC reviews of board appointment processes, including whether chairs are proactively increasing diversity.
- ➔ [Download the full report for more information](#)

*All statistics and recommendations taken from Action for Equality: The Time is Now report by Professor Ruth Sealy, University of Exeter Business School, For more information and to read the full report, please visit www.nhsemployers.org/nhswomen

For purposes of this infographic some statistics have been rounded up or down to the nearest half percentage point.