



Equality and Diversity.

Annual Workforce Report
2025.

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Call: 01482 908208 or Email: HR@OzoneHealth.co.uk

Equality and Diversity Annual Report

Welcome to our Equality and Diversity Report for 2025.

Background

Ozone Health are committed to providing first class healthcare and healthcare digital platform services for our diverse population. We recognise that services need to be designed with the person at the centre of them, ensuring equality, diversity, inclusion and human rights are embedded in our business and shape and influence our decision making.

Our Year

Ozone Health has seen significant growth and transformation this year. We've expanded our clinical team with three new team members and added a new team member to our admin hub team. This growth reflects our ongoing commitment to not only improving and expanding services that reduce health inequalities but also ensuring the well-being of our staff.

In this period of change, we've focused on creating an inclusive culture that prioritises safety, support, and the opportunity for every individual to thrive, regardless of their background. We believe that fostering a positive, inclusive environment is essential for both the success of our services and the personal growth of our people.

Our Report

This year's report recognises our performance as an employer on equality issues as we expand our team, and how we are committed to treating everyone who visits or works for us with respect and as individuals, taking into account their individual differences, personal values and perspectives.

Our aim is to make equality part of our everyday work, to ensure that our main focus is providing a workplace where employees feel comfortable to be themselves and to provide the best service to our users.



Holly Hellstrom

Information Assurance Director (EDI Lead)

OZONE HEALTH

Introduction

The key areas of our statutory, mandatory and regulatory obligations are set out below:

As an employer and provider of the NHS, we have an obligation under the Equality Act 2010 to publish a range of monitoring information relating to patients and staff. This report is one of the ways in which the Group fulfils its obligations.

By publishing our annual data on the Group's main functions in relation to diversity and inclusion, we are adhering to our obligations and our moral and social responsibility as a health care provider and employer.

As an NHS provider, we aim to provide accessible services that respect the needs of each individual and exclude no one. The Group are committed to eliminating any form of discrimination based on the Equality Act, which identifies the following protected characteristics:

Disability, Sex, Race, Religion and Belief, Sexual Orientation, Age, Pregnancy and Maternity, Marriage and Civil Partnership, Gender Reassignment.

Our Vision and Values

Respect and Dignity

Seeing the person every time - respecting their values, aspirations and commitments in life - for patients, carers and staff.

Everyone Counts

We make sure no one feels excluded or left behind - patients, carers, staff and the whole community.

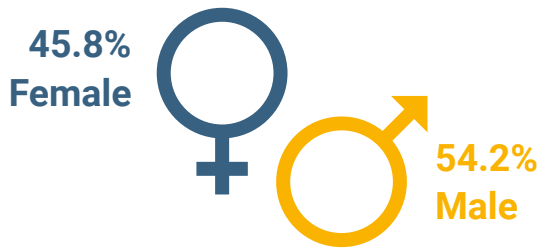
Our Workforce Profile

As part of our ongoing commitment to equality and diversity, we conducted a workforce survey with our team of 21 members. Out of this group, 19 employees participated, providing valuable insights into the current diversity profile of our organisation.

The key findings from the survey include:

- 5% increase in BME (Black and Minority Ethnic) representation within our workforce, highlighting positive growth in diversity.
- The overall response rate was 90% of the workforce, showing strong employee engagement in our diversity and inclusion efforts.

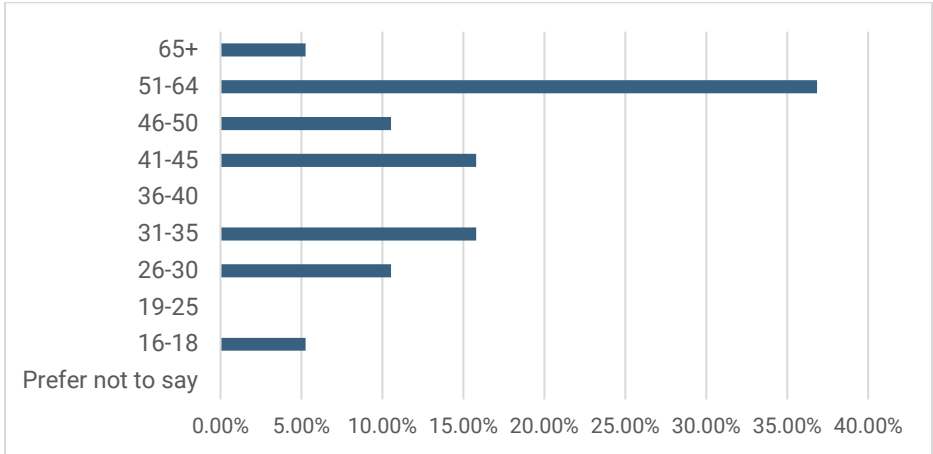
Gender Profile



Ozone Health have seen rapid progress in our workforce in 2024/2025 and have seen six new team members join the workforce mainly in the clinical team, this has been a mix of 2 female and 3 male clinicians and one female in our admin hub team. We will continue in 2025 to make progress in strengthening our pipeline of female talent, resulting in higher levels of representation at management or board level.



Age Profile



This year, we have observed a notable shift in the age profile of our workforce at Ozone Health. Previously, the largest age group within our team was the 37-47 age bracket. However, we now see that the 51-64 age bracket represents the largest demographic in our workforce.

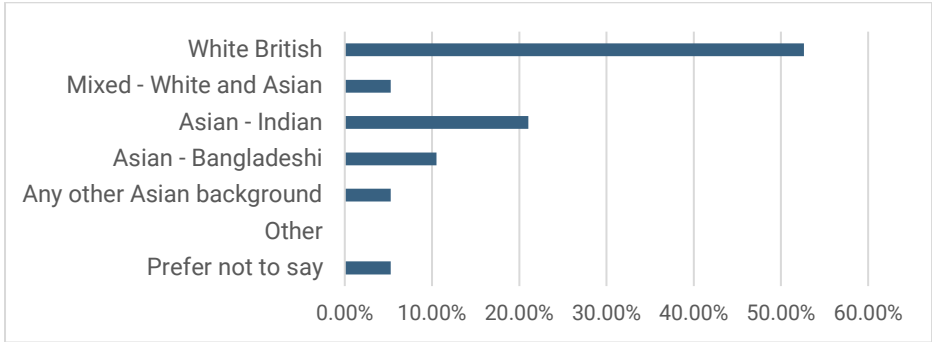
To provide a clearer understanding of our workforce demographics and to better align with our diversity and inclusion goals, we updated our age brackets in this year's survey. This change will allow us to track trends more accurately and ensure we continue to build a workforce that is diverse across all areas of the business, including age.

Key Observations

- The 51-64 age group now represents the largest portion of our workforce, reflecting a mature and experienced team.
- We have previously participated in the national apprenticeship scheme, encouraging young people to enter the healthcare sector, and plan to revisit this avenue when future recruitment needs arise.



Ethnicity Profile



This year we have seen a 6% increase in new admissions from ethnic minority backgrounds within our workforce. This positive shift reflects our ongoing efforts to enhance diversity and inclusivity across the organisation. The increase indicates progress in our recruitment strategies, which aim to attract a more diverse range of candidates and ensure our workforce better represents the communities we serve.

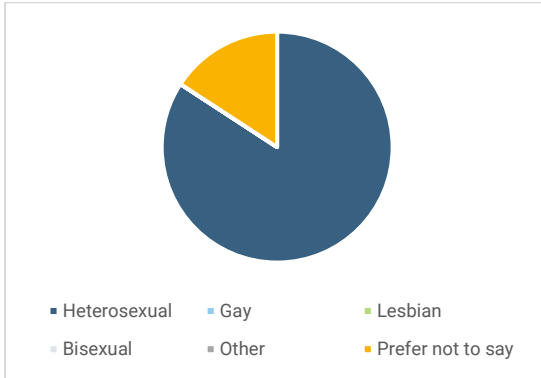
Disability Profile

We currently have no staff employed that have noted a disability, and one staff member prefers not to say.

We understand that disability disclosure is a personal decision, and some individuals may choose not to disclose for various reasons, including privacy concerns or uncertainty about how the information will be used. Our organisation remains committed to creating a supportive, inclusive environment where employees, regardless of ability, feel comfortable seeking any accommodations or support they may need.

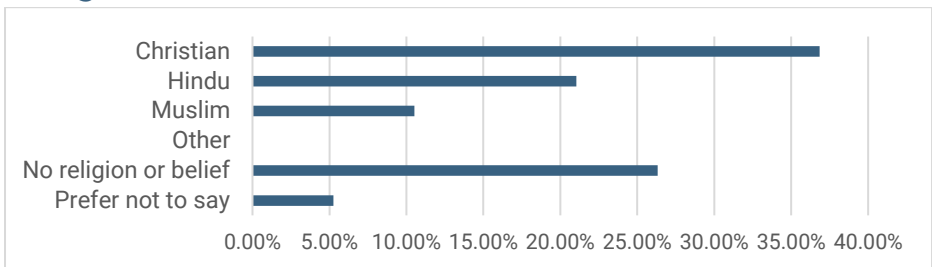


Sexual Orientation Profile



We respect the privacy of all individuals and acknowledge that sexual orientation is a personal matter. While the majority of employees have identified as heterosexual, the 15.8% who have chosen not to disclose their sexual orientation reflect the importance of maintaining an inclusive and supportive environment where employees can feel safe and respected in making their own decisions regarding disclosure.

Religion Profile



Over 30% of our team consider themselves to be Christian, with around 10% considering themselves Muslim. Over 20% of our workforce class themselves as Hindu, with the rest being made up of staff who prefer not to disclose their religious beliefs. We will carry on fostering a respectful and inclusive environment to create a diverse and harmonious community.



Care Profile

Caring for family members is a significant responsibility that requires systemic support. Ensuring that those with caregiving duties, particularly for children (26%) and older persons (2%), have access to flexible work arrangements, emotional support, and the resources they need, is key to promoting equality, diversity, and a healthy work-life balance for all.



Education and Training

We deliver a comprehensive mandatory training program to all employees upon employment, and refresher courses to our existing team, this includes Equality and Diversity training, as this helps our team to explore the legal, moral and business reasons why Equality and Diversity is important to the organisation and promoting an inclusive environment. The training considers the impact that personal behaviour can have on patients and colleagues and explores a range of practical tools to ensure we maintain positive professional relationships with patients and colleagues while at work. Our mandatory training is predominantly delivered via online training modules.



Looking Forward

As we continue to prioritise equality and diversity in our organisation, we are committed to further enhancing our efforts and evolving initiatives to create a more inclusive, respectful and equitable workplace. We remain committed to ensuring as an employer that we provide employees with a fair and safe environment to work in. Below are key future initiatives that we plan to implement to ensure that equality and diversity remain central to our organisational culture, including:

- We will look to reintegrate the apprenticeship scheme as a key recruitment tool to bring in younger employees and balance the age profile, ensuring we have the right mix of experience and fresh perspectives.
- Work with our communities to understand their views and opinions when we are considering change across the business.
- Removing barriers or inequalities faced by protected groups accessing healthcare, including making reasonable adjustments.
- Continue anonymised recruitment to make sure we are shortlisting applicants based upon ability rather than characteristics.
- Undertake further engagement work and improve equality analysis.
- Develop our family policies further to create an inclusive and supportive workplace.



Conclusion

As an independent healthcare service and healthcare software provider, we have made progress in fostering a diverse and inclusive environment, but we recognise that there is still work to be done. Our commitment to equality and diversity has been central to our values, and we have taken concrete steps to ensure that all staff members, regardless of their background, feel respected, valued, and supported.

By implementing training programs, creating policies, and providing support systems, we are laying a solid foundation for a more equitable workplace. However, we understand that true inclusivity is an ongoing journey. We must continue to listen to our employees, regularly assess our practices, and remain adaptable to evolving needs.

Moving forward, we will focus on continuous education, refining our policies, and fostering open dialogue to ensure that diversity and inclusion remain integral to our mission. Together, we can continue to create a healthcare environment that is not only patient-centred but also truly inclusive for all who contribute to it.

We aspire to be the employer and healthcare provider of choice in our contracted areas, with empowered, engaged and well supported staff and a workforce that represents the communities that we serve.

Contact Us

If you have any questions about this report, or would like it in a different format, please contact:

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