

Equality, Diversity and Inclusion Workforce Focused Action Plan 2022

	ACTION for Workforce focused Objectives	LEAD responsibility (and support)	Review date	Action taken	Additional/ specific links
1.	We will improve the capture of data in respect of our workforce. Areas of immediate development will be the declaration of personal information. We will analyse the data in order to inform appropriate responses.	Emma Clark (Amy Knights, Mark Wall)	Ongoing	<p><u>Update 22/07/2022</u> The Diverse Ability Staff Network are supporting a piece of work which is producing a leaflet which describes the importance of updating disability status, the benefits and how to update using self service. The network are looking to incorporate this action within the WDES Action Plan.</p> <p><u>Update 24/10/2022</u> WDES action plan was presented to the People and Culture Committee. Board members agreed to update their own disability status on ESR.</p>	WDES Metric 1 and 10 WRES Indicator 1,2,3,4,9 NHS People Plan 2020/21 and Model Employer Goals
2	To increase the experience and awareness of good recruitment practices for senior posts particularly in respect of gender, race and disability.	Paul Jones (Lynda Hogan, Emma Clark, Amy Knights)	Ongoing	<p><u>Update 04/03/22</u> Job description template has been amended to include an EDI statement in the job purpose and an EDI criteria within the job spec. Recruitment team is participating in the ICS debiasing recruitment workshops which will result</p>	WDES Metric 2 WRES Indicator 2 Model Employer Goals NHSEI EoE Anti-Racism Strategy

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				<p>in a best practice toolkit which we will look to implement.</p> <p><u>Update 13/06/22</u> We are providing opportunities for appropriate colleagues to be part of interview panels for senior roles. We are exploring an appropriate way to implement balanced interview panels in respect of ethnicity. In the meantime we await to review and implement the ICS' de-biasing recruitment toolkit.</p> <p><u>Update 05/07/22</u> The new People and Culture strategy will commit to implementing balanced interview panels in respect of ethnicity for Band 8a and above roles. The EDI strategy will also include inclusive recruitment as a priority area.</p>	GPGR Action Plan
7	Achieve Employers Carers Tick Accreditation to promote our support for staff whom are carers.	Emma Clark (Diverse Ability Staff Network)	Ongoing	<p><u>Update 06/05/2022</u> The revised Health & Wellbeing Passport has been expanded to include the opportunity to discuss support for carers. This is an action to support the accreditation.</p>	EDS2 Goal 3

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				<p><u>Update 13/12/2022</u> The objective to achieve the Employers Carers Tick accreditation has been included within the EDI Strategy development.</p>	
9	Increase staff engagement with staff network activity	Emma Clark, Staff Network Chairs (LEDGe)	Completed	<p><u>Update 05/07/22</u> We continue to promote lived experiences and updates on what each of our networks have helped to implement. A staff council is being established which will enhance staff voices. It is hoped colleagues from diverse backgrounds will take the opportunity to get involved.</p> <p><u>Update 22/08/2022</u> A staff story went into our comms bulletin to promote awareness of being hard of hearing or deaf and the challenges the staff member overcame. This staff member has since joined the Diverse Ability Staff Network. A staff story of a manager and staff member with a disability will also be shared at our Trust Board in Dec which will highlight best practice of how to support employees with their long term</p>	WDES Indicator 9

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				<p>conditions.</p> <p><u>Update 13/12/2022</u> Staff stories continue to be included within our comms bulletin to capture lived experiences and how managers can support their staff.</p> <p>A protected time policy has been proposed as one of the initiatives within the EDI Strategy development. It is hoped this will help staff to request the time to attend forums and networks that they deem important to them.</p>	
10	Identify metrics to include within performance assurance frameworks and align to the Corporate ambitions	Paul Jones, HRBP's (Jim Barker, Emma Clark)	Ongoing	<p><u>Update 04/03/22</u> A meeting took place to discuss plans to develop an EDI strategy. It was agreed an EDI strategy task and finish group will be established to progress this work.</p> <p><u>Update 06/05/22</u> A task and finish group has been established to develop the strategy. The group is chaired by one of our co-chairs of the NNUH Together network. It is aimed for the strategy to be launched in</p>	

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				<p>November 2022.</p> <p><u>Update 05/07/22</u> Strategy development continues. The strategy aims to align with the corporate strategy and people and culture strategy. Inclusive leadership will be a key theme.</p> <p><u>Update 22/08/2022</u> Following a discussion at EDGe, we will be reviewing the structure of our LEDGe's and seeking to understand how we can best support them to evolve and achieve key outcomes. It is proposed to agree on 3 key priority actions which will be included within the EDI Strategy for each division to focus on achieving.</p> <p><u>Update 13/12/2022</u> We have seen an improvement in LEDGe engagement with divisions working slightly differently to discuss important topics and looking to address these. CSS have appointed and trained EDI allies and EDI leads, Medicine are</p>	

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				<p>focusing on the impact of microaggressions and are delivering microaggression training to their leaders initially, Womens and Children are establishing task and finish groups to look at the LEDGe objectives that have been set.</p> <p>The EDI Strategy is due to be launched in April 2023. It is expected that the strategy will hold our leaders to account.</p>	

NHS Equality and Diversity Reference Points

Equality Delivery System (EDS2)

The Goals and Outcomes of Equality Delivery System (EDS2)		
Goal	Number	Description of outcome
Better health outcomes	1.1	Services are commissioned, procured, designed and delivered to meet the health needs of local communities
	1.2	Individual people's health needs are assessed and met in appropriate and effective ways
	1.3	Transitions from one service to another, for people on care pathways, are made smoothly with everyone well-informed

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	1.4	When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse
	1.5	Screening, vaccination and other health promotion services reach and benefit all local communities
Improved patient access and experience	2.1	People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds
	2.2	People are informed and supported to be as involved as they wish to be in decisions about their care
	2.3	People report positive experiences of the NHS
	2.4	People's complaints about services are handled respectfully and efficiently
A representative and supported workforce	3.1	Fair NHS recruitment and selection processes lead to a more representative workforce at all levels
	3.2	The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations
	3.3	Training and development opportunities are taken up and positively evaluated by all staff
	3.4	When at work, staff are free from abuse, harassment, bullying and violence from any source
	3.5	Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives
	3.6	Staff report positive experiences of their membership of the workforce
Inclusive leadership	4.1	Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations
	4.2	Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed
	4.3	Middle managers and other line managers support their staff to work in culturally competent ways within a

		work environment free from discrimination
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Workforce Race Equality Standard (WRES) Indicators

<p>WRES indicator 1 Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.</p>
<p>WRES indicator 2 Relative likelihood of staff being appointed from shortlisting across all posts.</p>
<p>WRES indicator 3 Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.</p>
<p>WRES indicator 4 Relative likelihood of staff accessing non-mandatory training and CPD.</p>
<p>WRES indicator 5 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.</p>
<p>WRES indicator 6 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</p>
<p>WRES indicator 7 KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.</p>
<p>WRES indicator 8 Q17 - In the last 12 months have you personally experienced discrimination at work from any of the following? (b - manager/team leader or other colleagues).</p>
<p>WRES indicator 9 Percentage difference between the organisations' Board voting membership and its overall workforce.</p>

Workforce Disability Equality Standard (WDES) Metrics

WDES Metric 1

Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.
WDES Metric 2 Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.
WDES Metric 3 Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
WDES Metric 4 Q13 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from patients/ service users or other members of the public, managers or other colleagues.
WDES Metric 5 Q14 – Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
WDES Metric 6 Q11 – Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
WDES Metric 7 Q5 – Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
WDES Metric 8 Q28b Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable to carry out their work.
WDES Metric 9 Staff engagement scores for Disabled, non-disabled staff and the overall Trusts score and evidence of facilitating voices of Disabled staff.
WDES Metric 10 Percentage difference between the organisations Board voting membership and its organisations overall workforce.