



Diversity and Inclusion Strategy 2017-20 Summary





Our Statement of Commitment to Equality, Diversity and Inclusion

We are proud to have developed our first Diversity and Inclusion Strategy which sets out the Trust's ambitions and plan of action to promote and advance equality of opportunity, diversity and inclusion throughout our organisation.

We have developed this strategy, not only to comply with our legal obligations under the Equality Act 2010, but because we believe wholeheartedly that it is the right thing to do. Diversity and inclusion must be integral to our culture and values and we must strive to make them visible in everything we do. They are an intrinsic part of helping us to improve the patient experience, our workplace culture and to highlight the additional needs of those with a protected characteristic.

Our approach to diversity and inclusion will go beyond legal compliance – it will be central to our core business.

The strategy sets out a clear picture of our long-term commitment to achieving this ambition and how it will enable us to meet the needs of the communities and our workforce. Each year, we will assess the progress we have made on delivering our objectives which will be reported through the Trust Board.

We look forward to the work ahead and are excited by the challenges we have to face. We remain confident we will face those challenges head-on and in so doing, will help to establish a progressive workplace that reflects the varying diversity of our society.

Kathryn Lavery, Chair

Rod Barnes, Chief Executive




Introduction

This Diversity and Inclusion Strategy sets out the principles and actions by which we intend to achieve our newly-developed mandate of “Embracing Diversity – Promoting Inclusivity”. It also ensures we meet the legal and contractual obligations of the Equality Act 2010, The Public Sector Equality Duty, Workforce Race Equality Standard, NHS Equality Delivery System 2 and other forthcoming equality standards.


The three-year strategy outlines our six strategic equality objectives and sets out core areas of work and the actions we will take to fulfil our ambitions.

It applies to everyone who visits or works in any of our sites, uses our services, patients and communities, regardless of race or ethnicity, sex, gender reassignment, disability, sexual orientation, age, religion or belief, pregnancy and maternity, socio-economic background and any other distinction.


The strategy is underpinned by three core values:



We will attract, select and retain a diverse range of talented people to work at the Trust and will value the contribution made by everyone.



We will embrace the diversity of all our staff, patients, service-users, visitors and everyone associated with the Trust to create a harmonious environment where people are comfortable to be themselves and realise their full potential.



We will challenge inequality in all its forms and will promote dignity, respect and understanding within the Trust and the wider community.



Objective 1

Education, empowerment and support

Ensure all our staff are aware of their own and the Trust's responsibilities for advancing a culture of equality of opportunity and fostering good relations, achieved through targeted training and development activities

How will we do this?

- ➔ Update and deliver appropriate development for colleagues in respect to diversity and inclusion
- ➔ Provide diversity and inclusion training to all our managers
- ➔ Develop the Dignity Champions Network
- ➔ Provide Board members with appropriate diversity training
- ➔ Celebrate the diversity of the Trust during events, conferences, and campaigns, including national and international equality-related days
- ➔ Publicise key festivals and religious events by form of a cultural calendar



Objective 2

Effective community and staff engagement and involvement

Build community and staff trust and confidence through effective engagement and involvement

How will we do this?

- Implement and strengthen our approach to the NHS Equality Delivery System 2 (EDS2)
- Continue to develop our response to the Workforce Race Equality Standards (WRES)
- Investigate the experiences/satisfaction of staff through surveys and focus groups
- Reinvigorate the staff equality networks to ensure they are aligned with our strategic equality objectives
- Support locality teams to develop relationships and networks with their communities
- Deliver a range of community roadshows covering our towns and cities



Objective 3

Promoting inclusive behaviour

Ensure all our staff, contractors, visitors and the wider community are aware of the effects of their behaviour on others and are equipped to challenge and report inappropriate behaviour when they experience or witness it

How will we do this?

- ➔ Review and re-launch the Trust's Bullying and Harassment Policy and replace with Dignity and Respect Policy
- ➔ Introduce mediation as an early intervention in the process of resolving conflict
- ➔ Develop a holistic internal mediation service, through training and coaching
- ➔ Develop and deliver an internal communication campaign on dignity and respect in the workplace
- ➔ Strengthen our external complaints monitoring to ensure awareness and access for marginalised groups with more focus on equality monitoring
- ➔ Develop a system where all cases of bullying and harassment are monitored to identify trends and patterns across the Trust, with regular reports to the Trust Management Group
- ➔ Capture good practice from our partners and peers to improve our diversity and inclusion performance, eg working collaboratively with the NHS Employers' National Ambulance Diversity Forum



Objective 4

Improving policy and practice

Continue to use Equality Impact Assessment methodology, statistical analysis and involvement to build greater understanding of the diversity of our staff and patient populations and use the findings to improve our policies and practices

How will we do this?

- ➔ We will prioritise equality impact assessments which have greater relevance to the General Equality Duty
- ➔ Develop a database of actions arising from completed equality impact assessments with their periodic review at directorate level and by the Diversity and Inclusion Steering Group (DISG)
- ➔ Review and refresh our approach to equality impact assessments by providing clear guidance and a refreshed pro-forma so that the process is better understood by those conducting equality impact assessments



Objective 5

Reflective and diverse workforce

Develop and enhance our approach to recruitment, selection and promotion to positively attract, retain and support the progression of diverse staff across the Trust

How will we do this?

- ➔ Target local and diverse communities in recruitment campaigns
- ➔ Review and develop our people policies to ensure that there is appropriate fairness
- ➔ Support managers and teams to better understand their team members
- ➔ Work closely with external partners and providers (eg university paramedic programmes) to ensure diversity among the student group, and appropriate course content
- ➔ Enhance the recruitment and selection training programme to inform recruiting staff of their legal duties under the Equality Act 2010



Objective 6

Enhancing and maintaining knowledge and awareness about our staff, communities and patients

Develop our monitoring processes to improve the knowledge base about the diversity of our Trust which will help us to fulfil our equality objectives and legal responsibilities

How will we do this?

- ➔ Review monitoring system and processes to reflect the 2011 census categories and guidance from NHS England and the Equality Act 2010
- ➔ Roll out a staff equality census to improve staff disclosure data for analysis and reporting for the workforce race equality standard and forthcoming disability equality standard
- ➔ Continue to monitor our workforce and pay profiles over time and ensure any employment data gaps are identified and addressed by appropriate strategies
- ➔ Build in equality monitoring at all relevant and appropriate opportunities for example staff and patient satisfaction surveys, whilst maintaining confidentiality
- ➔ Provide regular employment data reports to relevant forums including Trust Executive Group, Trust Management Group, Trust Board and equality networks



Staff Networks

The Trust is passionate about the establishment of staff networks and fully recognises the benefits to both our staff and the wider organisation. The aim is to provide an opportunity for staff who share one or more aspects of their identity such as their sexual orientation, race, or disability status, to communicate, network, meet and support each other.

Staff networks also provide an opportunity for staff to engage with the organisation about service and employment issues and to effectively influence the development and enhancement of diversity and inclusion across the Trust.

We currently have a Lesbian, Gay, Bisexual and Transgender (LGBT) Staff Network and a Black and Minority Ethnic (BME) Staff Network with a Disability Staff Network under development and plans for more in the future.

Contact

LGBT Staff Network

LGBT@yas.nhs.uk

BME Staff Network

BMEnetwork@yas.nhs.uk

Useful Contacts

Yorkshire Ambulance Service Diversity and Inclusion Unit -
email equality@yas.nhs.uk

Kez Hayat, YAS Head of Diversity and Inclusion, email
kez.hayat@yas.nhs.uk or phone 07464 493848

Tim Brown, YAS Diversity and Inclusion Advisor, email
tim.brown@yas.nhs.uk or phone 07824 524276

Equality and Human Rights Commission [http://
www.equalityhumanrights.com/](http://www.equalityhumanrights.com/)

Government Equality Office [https://www.gov.uk/government/
organisations/government-equalities-office](https://www.gov.uk/government/organisations/government-equalities-office)

Stonewall <http://www.stonewall.org.uk/>

NHS Employers <http://www.nhsemployers.org/equalityanddiversity>

ACAS <http://www.acas.org.uk/equalityact>

NHS England <http://www.england.nhs.uk/about/equality>

Public Health England [https://www.gov.uk/government/
organisations/public-health-england](https://www.gov.uk/government/organisations/public-health-england)

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