



<b>MEETING TITLE</b> Trust Board		<b>MEETING DATE</b> 31/08/2017	
<b>TITLE of PAPER</b>		<b>PAPER REF</b>	
Diversity and Inclusion Strategy 2017 – 2020 Embracing Diversity – Promoting Inclusivity			4.2
<b>STRATEGIC OBJECTIVE(S)</b>		Ensure continuous service improvement and innovation Develop and retain a highly skilled, engaged and motivated workforce	
<b>PURPOSE OF THE PAPER</b>		To introduce the Trust's first Diversity & Inclusion Strategy and a refreshed set of equality objectives in line with our legal and contractual obligations.	
<b>For Approval</b>		<input type="checkbox"/>	<b>For Assurance</b>
<b>For Decision</b>		<input checked="" type="checkbox"/>	<b>Discussion/Information</b>
<b>AUTHOR / LEAD</b>	Kez Hayat Head of Diversity & Inclusion	<b>ACCOUNTABLE DIRECTOR</b>	Suzanne Hartshorne, Deputy Director of Workforce
<b>DISCUSSED AT / INFORMED BY – include date(s) as appropriate (free text – i.e. please provide an audit trail of the development(s)/proposal(s) subject of this paper):</b>			
<b>PREVIOUSLY AGREED AT:</b>		<b>Committee/Group:</b> Trust Management Group Board of Directors	<b>Date:</b> 09/08/2017 28/02/2017
<b>RECOMMENDATION(S)</b>		Board members to note the contents of the report and strategy To provide further discussion and direction to the Trusts approach and response To approve the Diversity and Inclusion Strategy 2017 -2020	
<b>RISK ASSESSMENT</b>			<b>Yes</b>
<b>Corporate Risk Register and/or Board Assurance Framework amended</b> <i>If 'Yes' – expand in Section 4. / attached paper</i>			<input type="checkbox"/>
<b>Resource Implications (Financial, Workforce, other - specify)</b> <i>If 'Yes' – expand in Section 2. / attached paper</i>			<input checked="" type="checkbox"/>
<b>Legal implications/Regulatory requirements</b> <i>If 'Yes' – expand in Section 2. / attached paper</i>			<input checked="" type="checkbox"/>
<b>Diversity and Inclusion Implications</b> <i>If 'Yes' – please attach to the back of this paper</i>			<input checked="" type="checkbox"/>
<b>ASSURANCE/COMPLIANCE</b>			
<b>Care Quality Commission</b> <b>Choose a DOMAIN(s)</b>		3: Caring 5: Well led	
<b>NHSI Single Oversight Framework</b> <b>Choose a THEME(s)</b>		1. All 1. All	

## **Diversity and Inclusion Strategy 2017 – 2020**

### **Embracing Diversity – Promoting Inclusivity**

#### **1. PURPOSE/AIM**

- 1.1 The purpose of this report is to introduce the Trust's Diversity and Inclusion Strategy, Embracing Diversity – Promoting Inclusivity.

#### **2. BACKGROUND/CONTEXT**

- 2.1 There are a number of national levers and drivers that give us a clear direction for delivering Equality, Diversity and Inclusion. These include the legal framework, the NHS constitution, the NHS Equality Delivery System 2, the Workforce Race Equality Standard, and the Accessible Information Standard, along with other forthcoming equality standards.
- 2.2 In February 2016 the Board received a paper and presentation on Diversity and Inclusion and its implications on the Trust. Our legal and contractual obligations were presented which highlighted a range of areas for progress and action. A subsequent presentation on 28th February 2017 was delivered providing an update on the progress made to date and presented the six refreshed strategic equality objectives.

#### **3.0 YAS DIVERSITY AND INCLUSION STRATEGY**

- 3.1 The new strategy, as set out in Appendix 1, sets out the Trust's ambitions and plan of action to promoting and advancing diversity and inclusion throughout our organisation. The strategy has been developed in consultation with a range of staff, patients and community representatives, including findings from our staff survey, cultural audit report and targeted consultation with members of our staff equality networks.
- 3.2 As we want to be an employer of choice for all staff and provider of great care for our patients and communities we serve, we are seeking to go beyond mere compliance with standards and the law. This strategy has therefore been developed with the overall aim of embedding our diversity and inclusion practice in all core functions of the Trust.
- 3.3 A Diversity and Inclusion Steering has been developed and is responsible for steering the diversity and inclusion agenda in relation to both staff and patients and the communities we serve. The group meets quarterly and is attended by nominated representatives from different parts of the Trust at a senior level. The steering group is chaired by Dr Dave Macklin, Executive Director, Operations who is also the 'executive sponsor' for diversity and inclusion.

#### **4. PROPOSAL**

- 4.1 The Trust Board are asked to accept and support the implementation of this strategy. They are also asked to champion and promote the six refreshed strategic equality objectives.

- 4.2 Members of the Diversity and inclusion Steering Group at their meeting recently discussed the effective implementation of the strategy and more importantly how we ensure we communicate the strategy effectively to all our staff.
- 4.2 A range of feedback has been captured and is being discussed with corporate communications in how we effectively communicate key messages and also the formal launch of the strategy.
- 4.3 An executive summary of the strategy will be developed, the aim of this is to get the key messages across to wider staff to increase awareness and understanding of the Trust's diversity agenda.
- 4.4 That two communication campaigns to be delivered across the organisation covering diversity and inclusion and another around dignity and respect.

## **5.0 NHS EMPLOYERS DIVERSITY AND INCLUSION PARTNERSHIP PROGRAMME**

- 5.1 The Trust has recently been successful in the NHS Employers Partnership Programme. This programme supports participating trusts to progress and develop their equality performance and to build capacity in this area. At the same time the programme provides an opportunity for partners to offer advice, guidance and demonstration of good practice in equality and diversity management to the wider NHS. We have been invited to a number of planned events as part of the programme requirements.

## **6.0 RECOMMENDATIONS**

- 6.1 It is recommended that the Board note the contents of this report and attached strategy and provide comments and recommendations on the proposed activities and plans in respect of embedding and promoting diversity and inclusion across the Trust.
- 6.2 That the Board give direction and guidance on the effective implementation and launch of the strategy.
- 6.3 That the Board agree to receive regularly progress reports on all proposed actions and next steps, this would include an annual report to Board.

## **7. APPENDICES/BACKGROUND INFORMATION**

Appendix 1 – Draft Diversity and Inclusion Strategy 2017 - 2020  
Embracing Diversity – Promoting Inclusivity