



MEETING TITLE Trust Board - Public		MEETING DATE 23/05/2019	
TITLE of PAPER	Diversity and Inclusion Strategy 2017 – 2020 Update Embracing Diversity – Promoting Inclusivity	PAPER REF	6.1
STRATEGIC OBJECTIVE(S)	Ensure continuous service improvement and innovation Develop and retain a highly skilled, engaged and motivated workforce		
PURPOSE OF THE PAPER	The purpose of this paper is to update the Trust Board on progress made against the Diversity and Inclusion Strategy, 'Embracing Diversity – Promoting Inclusivity', this is in line with our legal and contractual obligations.		
For Approval	<input type="checkbox"/>	For Assurance	<input type="checkbox"/>
For Decision	<input checked="" type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
AUTHOR / LEAD	Kez Hayat Head of Diversity and Inclusion	ACCOUNTABLE DIRECTOR	Christine Brereton, Director of Workforce and OD
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: see also guidance 3. overleaf]:			
PREVIOUSLY AGREED AT:	Committee/Group:	Date:	
RECOMMENDATION(S)	It is recommended that the Trust Board: <ol style="list-style-type: none"> Note the contents of this report Support the next steps and implementation plan Agree to receive regular progress reports on all proposed actions; this will include an annual report to Trust Board. 		
RISK ASSESSMENT		Yes	No
Corporate Risk Register and/or Board Assurance Framework amended <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Equality Impact Assessment - [New] <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource Implications (Financial, Workforce, other - specify) <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal implications/Regulatory requirements <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
ASSURANCE/COMPLIANCE			
Care Quality Commission Choose a DOMAIN(s)	3: Caring 5: Well led		
NHSI Single Oversight Framework Choose a THEME(s)	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 provide the Trust Board with an update on the Diversity and Inclusion Strategy 2017-2020, Embracing Diversity – Promoting Inclusivity and progress made against its six strategic objectives.

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 (EDS2) the Workforce Race Equality Standard (WRES), and the Accessible Information Standard, along with other equality standards and good practice.
- 2.2 A report was presented on 31 August 2018 to the Trust Board providing an update on the progress made to date on the development of the strategy and presented the six refreshed strategic equality objectives. This report provides members with an update on the implementation of those six objectives, what has been achieved and where further work is required.

3.0 YAS DIVERSITY AND INCLUSION STRATEGY

- 3.1 The D&I Strategy, sets out the Trust's ambitions and plan of action to promoting and advancing diversity and inclusion throughout our organisation. The strategy continues to be progressed with a range of stakeholders including our three staff equality networks.
- 3.2 The Diversity and Inclusion Steering Group, chaired by Christine Brereton, Director of Workforce and OD, has overall responsibility for ensuring that the D&I Strategy is implemented and monitored. The Steering Group has a lead role in overseeing the Diversity and Inclusion implementation plan. The group meets quarterly and is attended by nominated representatives from different parts of the Trust at a senior level.

4 Implementation of Diversity and Inclusion Objectives 2018/19

- 4.1 The Trust Board are asked to continue to support the implementation of the strategy. They are also asked to champion and promote the six strategic equality objectives. The following provides a summary of the action to date under the D&I Objective headings:

Education, Empowerment & Support:

- Trained over 500 managers on a one-day diversity and inclusion course
- The D&I Unit continue to address various team meetings, divisional management meetings, team away days and team meetings to raise the profile of diversity and inclusion with a focus on roles and responsibilities in creating a culture of dignity and respect. Over 50 sessions attended by the D&I Unit to date

- Developed an in house one-day dedicated course covering Fairness, Diversity and Respect
- Trust Board and TMG have received a number of presentations and training on diversity and inclusion
- Developed a dedicated prayer/contemplation room, including ablution facilities in Springhill 1, open to all staff and visitors

Effective Community and Staff Engagement:

- Improved and strengthened our position on the Equality Delivery System 2 by utilising this framework in our approach to community engagement
- We continue to work in diverse areas by engaging with communities in a meaningful way, supporting the increase in the profile of YAS and the roles and careers we provide
- Successfully targeted recruitment events held in Bradford, 27th February 2019 and 2nd April 2019 in Leeds, both events attracted over 400 people from diverse backgrounds
- Reinvigorated our staff equality networks, the Trust now has a BME, LGBT and a disability staff network who are all members of the Trust's Diversity and Inclusion Steering Group (DISG) chaired by Executive Director W&OD
- YAS is a member of the Northern Ambulance Alliance (NAA) and organised the first successful NAA Women in Leadership conference which took place in Leeds on 21st March 2019

Promoting Inclusive Behaviours:

- Considerable focus with teams and staff on promoting inclusive behaviours in the workplace
- Reviewed of our approach in dealing with issues of dignity and respect
- Replacing the Trust's Bullying and Harassment Policy with the Trust's Dignity and Respect at Work Policy, followed by a Trust wide implementation campaign
- Introduced informal conflict resolution
- Introduced an internal workplace mediation service with 18 trained internal workplace mediators
- Launch of revised Dignity and Respect Policy and Mediation Service will take place in June 2019
- Development of Promoting Inclusive Behaviours in the Workplace booklet and other publicity material currently being disseminated across the Trust

Improving Policy and Practice:

- A refreshed approach to equality impact assessments (EIA's) by developing a clear guidance document and an EIA template so that the process is better understood by those conducting EIA's
- Delivery of EIA workshops to ensure the guidance is being utilised and that the Trust is producing good comprehensive EIA's

Reflective and Diverse Workforce:

- Targeting various towns and cities across our region where we have attended and worked closely with diverse communities in raising the profile

of YAS as an employer of choice, and an opportunity to showcase a range of our roles and careers we provide

- We have refreshed and reviewed our training on recruitment and selection by including the requirements of the Equality Act 2010
- We have recruited up to 5 members of staff from a BME background on band 8a and above in the last two years

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

- Development of a workforce diversity profile to capture some key information on our staff.
- Upcoming launch of a 'diversity census' aimed at all staff with a view of improving our staff declaration rates in terms of protected characteristics
- Development of a frequently asked question leaflet with the aim of providing the necessary information to staff on the benefits of equality monitoring
- Publishing our Gender Pay Audit in March 2018 and again in 2019, as per our legal requirements, where there is evidence of a fall in the mean and median average pay differentials between men and women with the gap narrowing.

5.0 NEXT STEPS

5.1 A key area of work over the coming months will be the development and roll out of the Trust wide Dignity and Respect Campaign which will be aimed at all staff across the Trust. A task and finish sub-group has been developed with a remit to develop, promote and support the Trust's newly developed Dignity and Respect Policy and other workplace strategies that intend to help prevent or deal with workplace conflict, including workplace mediation. The launch of the campaign and workplace mediation service will take place from June 2019 onwards.

5.2 The diversity and inclusion implementation plan has been aligned to the Trust wide People Strategy implementation plan capturing our key priorities for year one of the People Strategy.

6.0 RECOMMENDATIONS

It is recommended that the Trust Board:

1. Note the contents of this report
2. Support the next steps and actions set
3. Agree to receive regular progress reports on all proposed actions and next steps; this will include an annual report to the Trust Board.

7.0 APPENDICES/BACKGROUND INFORMATION

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