

11th November 2021

Paper title:	Belonging and Inclusion Plan	Agenda item 16
Presented by:	Sandra Knight Director of HR and OD	
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Purpose of the report		
<p>This report provides a cover paper to the Belonging and Inclusion Plan 2021- 2024. The plan has been developed over the summer of 2021 months and will be the Trust’s new Equality, Diversity, and Inclusion (EDI) Strategic document. A large amount of engagement work has taken place in developing the draft including workshops at SLT, a crowdsourcing workshop, 30 presentations across the Trust, within the staff networks and the VCS Assembly. The plan sets out our vision and priorities for meeting the national requirement in the NHS People Plan to create and instil a sense of belonging and inclusion in our health and care system which in turn is a key element of the Trust’s aim to be the best place to work. It also addresses one of our 6 strategic objectives for 2021/22, which is to empower all staff to be leaders within an open culture in line with our values and aspirations for inclusivity and diversity. The Plan also progresses the CEO EDI pledge (Appendix 1) made in May 2021 and supports meeting our statutory and local priorities for the equality duty and NHS equality standards.</p>	For approval	
	For discussion	
	For information	

Executive summary
<p>Belonging and Inclusion is a key priority for the NHS nationally, regionally, and locally and features heavily within the NHS constitution, NHS People Plan and NHS E/I standards. The Trust has had an EDI Workforce Strategy since 2014. This plan reflects the growth in Trust activity and commitment to EDI and subsequently sets out our vision for tackling health inequalities and inequality within the workforce. The plan has attempted to capture the people’s voice heard loudly through our consultation process. It establishes a vision for belonging and inclusion and our priorities for delivering that vision over the next three years. The plan is based on the NHS Equality Delivery System Goals (EDS2) to enable the Trust to deliver those requirements. The goals are:</p> <ul style="list-style-type: none"> • service user health outcomes • patient experience and access to services • workforce representation and support • inclusive leadership. <p>The themes which emerged through the consultation are professionalism, power, resourcing, mobility, awareness, and engagement. These will be held in mind and delivered via a range of objectives including implementing Equality and Human Rights Impact Assessments, agreeing service level equality objectives, reporting EDI performance data, developing and curating educational resources, implementing a ‘We Care’, ‘Be Me’ and “See Me” Programme and policy development, EDS2 assessment to be carried in the new year in partnership with</p>

Bradford Teaching Hospitals NHS Foundation Trust. A detailed delivery plan will be shared at the PPI SLT and the EDI Strategic Staff Partnership for discussion and comment with both meetings taking place on 3rd November 2021. The plan is being typeset and designed by Bradford College to create a public facing document with a clear brand in line with NHS guidelines.

Do the recommendations in this paper have any impact upon the requirements of the protected groups identified by the Equality Act?	State below 'Yes' or 'No'	If yes, please set out what action has been taken to address this in your paper
	Yes	

Recommendation

The Board of Directors is asked to:

- Note the approval of the Belonging and Inclusion Plan at the Workforce and Equality Committee in September 2021.
- Note that a delivery plan is in development and will be discussed for comment at PPI SLT and EDI Strategic Staff Partnership on 3rd November 2021.
- Agree to receive updates on delivery of the Belonging and Inclusion Plan at the April and September Workforce and Equality Committee meetings.

Strategic vision				
Please mark those that apply with an X				
Providing excellent quality services and seamless access	Creating the best place to work	Supporting people to live to their fullest potential	Financial sustainability growth and innovation	Governance and well-led
X	X	X	X	X
Care Quality Commission domains				
Please mark those that apply with an X				
Safe	Effective	Responsive	Caring	Well Led

Relationship to the Board Assurance Framework (BAF)		<p>The work contained within this report links to the following strategic risk(s) as identified in the BAF:</p> <ul style="list-style-type: none"> • Risk 2: If the trust does not ensure staff are appropriately skilled, supported and valued this will impact on our ability to recruit / retain staff and on the quality of care. If staff do not have the ability to carry out their work in an appropriate setting, this will impact on the quality of care and staff morale and wellbeing. • Risk 4: If we do not have leaders at all levels in the organisation, staff and patient experience will be negatively impacted. If we do not value and support inclusivity, we lose the opportunity to benefit from the full range of views, opinions and experiences when supporting staff and delivering care. 		
Links to the Corporate Risk Register (CRR)				
Compliance and regulatory implications		<p>The following compliance and regulatory implications have been identified because of the work outlined in this report:</p> <ul style="list-style-type: none"> • Compliance with the Equality Act 2010 and 2017 Regulations. • WRES and WDES standards. • NHS Equality Delivery System Implementation. <ul style="list-style-type: none"> • NHS Accessible Information Standard. • Sexual Orientation Monitoring Standard. 		
Safe	Effective	Responsive	Caring	Well Led
X	X	X	X	x