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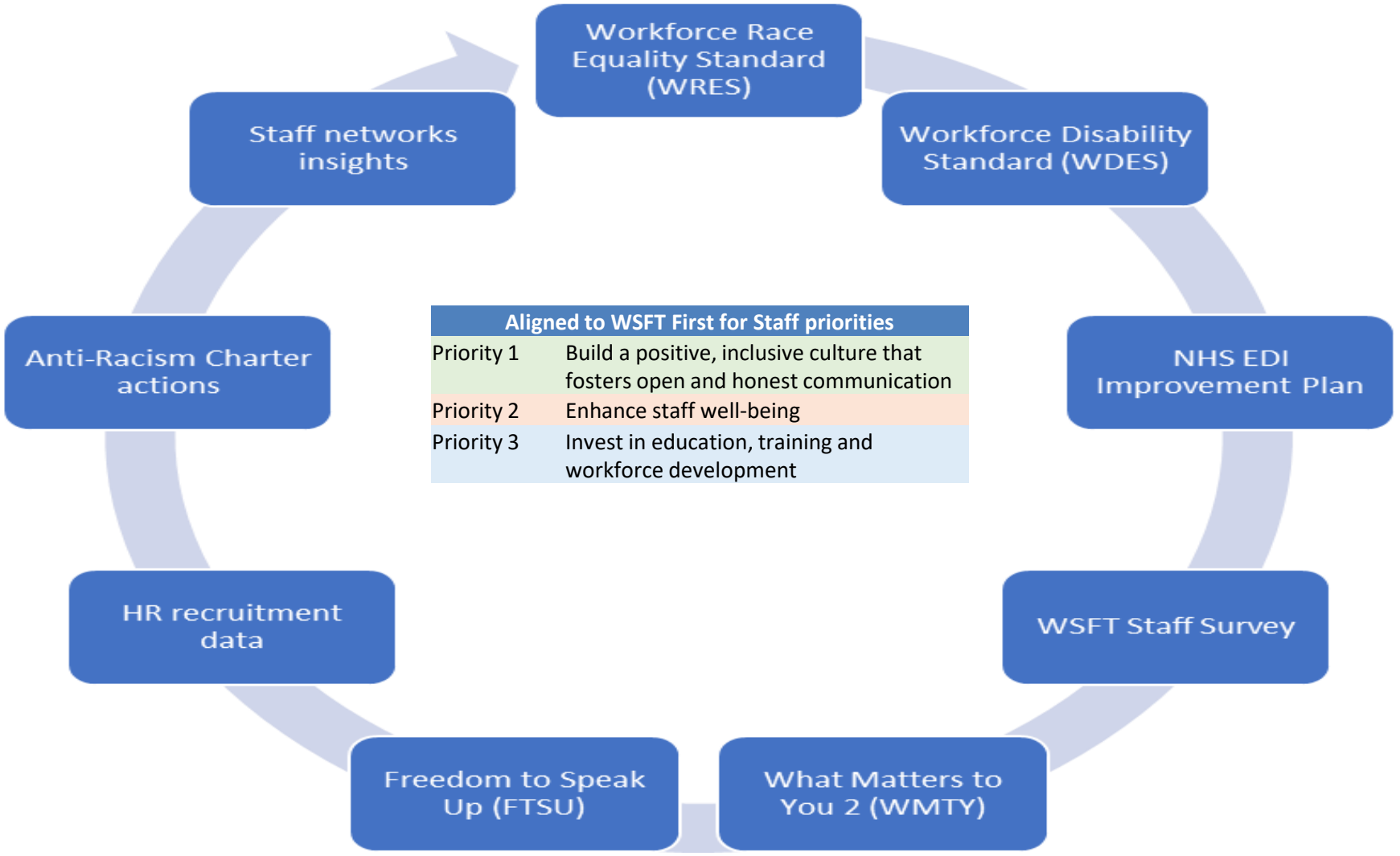
Equality, Diversity and Inclusion: Inclusion action plan 2023/24

Priority workstreams

July 2023

Putting you first

Developing the Inclusion action plan



Aligned to WSFT First for Staff priorities	
Priority 1	Build a positive, inclusive culture that fosters open and honest communication
Priority 2	Enhance staff well-being
Priority 3	Invest in education, training and workforce development

Inclusion action plan themes and topics

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Inclusion plan contains:
90 actions – small and large scale

Action theme:

1. Activities and events (x3)
2. Board responsibilities (12)
3. Data analysis and reporting (x 13)
4. FTSU (x 4)
5. Governance, policies, strategies and guidance (x 15)
6. Learning and development (x 19)
7. People processes (x 12)
8. Recruitment (x 7)
9. Staff networks (x 1)
10. Talent management (x 2)
11. Workforce inequalities (x 2)

Action topic:

- Age (x 3)
- Bullying and harassment (x 5)
- Disability (x 11)
- FTSU (x 3)
- Gender (x 4)
- General EDI (x 30)
- Race (x 19)
- Religion and belief (x 2)
- Sexual orientation (x 5)
- Social mobility (x 3)
- Wellbeing (x 4)

Priority workstreams and owners

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Board responsibilities	• **WSFT Chair**, supported by the Board, Executive Group, OD Manager – EDI, staff networks, FTSU Guardian • Actions relate to actively owning and scrutinising organisational data; hearing lived experiences; tackling inequalities, racism, religious discrimination, pay-gaps; signing Anti-Racism Charter and Inclusive Leadership Pledge; being active allies and support staff networks; having a personal EDI objective; enable and hear concerns through FTSU
Recruitment and talent management	• **Head of Resourcing**, supported by OD Manager – EDI, OD Lead, Apprenticeship Manager, staff networks • Actions relate to implementing fully inclusive internal and external recruitment and promotion practices and processes, including No More Tick Boxes; implementing talent management plans to improve diversity at senior and executive levels; widen recruitment and entry routes to help individuals overcome barriers to entry, including engaging local communities and supporting mobility across the ICS
Data analysis and reporting	• **Workforce Information Manager**, supported by OD Manager – EDI, HRBP's, staff networks • Actions relate to on-going, systematic and regular review/analysis of a range of organisational EDI metrics; data analysis and statutory reporting for WRES, WDES, MWRES and gender pay gap; enhancement of data quality and improvement of data maturity; direct alignment of data to key organisational metrics for impact analysis
Governance, policies, strategies and guidance	• **OD Manager - EDI**, supported by Policy Working Group, HRBP's, staff networks, OH, L&D leads, Safeguarding lead, OD Manager – Health and Wellbeing • Actions relate to strengthening all in relation to inclusion more widely and reasonable adjustments, domestic abuse/sexual violence, and religion specifically; developing enhanced guidance for line managers on the proper and equitable implementation of policies and guidelines, particularly for flexible working, reasonable adjustment, menopause and management of unacceptable behaviour; embedding Equality Impact Assessments
Learning and development	• **OD Manager – EDI and Head of Learning and Development**, supported by L&D and Clinical education teams, staff networks; OD Manager – Health and Wellbeing • Actions relate to enhancing the availability and range of learning and development offered to staff, especially related to inclusive leadership, reverse mentoring, allyship, gender reassignment/sexual orientation, racism; promote visibility of leaders with a disability; ensure reasonable adjustments are well understood; remove barriers to engagement in L&D activities, tracking and taking action on data; embed inclusion in mandatory training; pro-actively support international recruits
People processes	• **Deputy Director of Workforce – People and HR Services and Deputy Director of Workforce – OD & Learning**, supported by respective team members, staff networks • Actions relate to reviewing key people processes and reducing disparity/inequalities; improving declaration data on ESR; embedding wellbeing conversations and an EDI objective in all staff appraisals; implementing a health passport; addressing bullying and harassment experienced by disabled staff; providing psychological support for staff; supporting line managers implement people processes equitably
Additional actions (NHS Improvement Plan prioritised first)	• **OD Manager - EDI**, supported FTSU Guardian, range of colleagues, staff networks • Actions relate to improving the environment and response related to speaking up and raising concerns about a range of EDI matters; delivering a calendar of events to celebrate diversity; reducing workforce inequalities through implementing the gender pay gap review of medical staff (Mend the Gap) and extending this to senior non-medical staff; supporting staff networks to thrive

Next steps

- Each action owner briefed
- Actions amalgamated where possible, without loosing the focus of the outcomes required
- Workplans created for delivery of each workstream, with timescales defined
- Prioritisation of NHS EDI Improvement Plan actions within workstreams should this be needed
- Quarterly reporting to the Involvement Committee on progress, including highlights and issues for escalation