

## **Inclusion strategy, objectives and action plan to October 2022**

### **WSFT inclusion strategy**

WSFT is developing and promoting an inclusive culture. This means we embrace all people irrespective of, for example, race, religion or belief, sex, gender identity or expression, sexual orientation, age, marital status, pregnancy, maternity or disability. We will strive to give equal access and opportunities to all and get rid of discrimination and intolerance. We will do this both as an employer and as a service provider.

An inclusive culture supports our commitment to the provision of high quality, safe care for all members of the communities we serve and our ambition to support all our staff as set out in our strategic framework 'Our patients, our hospital, our future, together'.

Nine inclusion objectives for the period 2019 - 21 have been agreed through a process of consultation with staff, patient representatives and the wider community and a review of our performance against the Workforce Race Equality Standard (WRES), the Workforce Disability Equality Standard (WDES), our 2018 staff survey results, our 2018 Gender Pay Gap Report, the NHS Equality Delivery System (EDS2), the Trust's Strategic Framework 'Our patients, our hospital, our future, together' and the requirements of the Equality Act (2010) including the Public Sector Equality Duty (PSED).

### **Our equality, diversity and inclusion objectives**

#### **For patients, service users and carers**

- Improve the experience and care of patients and service users experiencing mental distress those with learning disabilities and neurodiversity
- Improve the experience and care of people who are lesbian, gay, bisexual, trans and all other sexualities and gender identities

#### **For staff**

- Promote and support inclusive leadership at all levels of the trust
- Ensure recruitment and selection processes are bias free and inclusive
- Facilitate the voices of all staff, providing forums for individuals to come together, to share ideas, raise awareness of challenges, provide support to each other and feedback to the trust on issues of equality, diversity and inclusion
- Take action to support the mental health wellbeing of all staff

#### **For patients, service users, carers and staff**

- Promote a culture of inclusion in delivery of care to all patients and staff
- Improve information and data collected, in respect of protected characteristics in order to understand what action may be required
- Tackle bullying and harassment of and by staff and support staff to respectfully and successfully challenge problem behaviours

Our equality, diversity and inclusion plan sets out the action we are taking to achieve our objectives.

## **Governance**

Development and implementation of our inclusion strategy is overseen by the Equality, Diversity and Inclusion Steering Group and an update is provided to the Patient Experience Committee for patient issues every six months. Staff issues are escalated to the Trust Executive Group as required. A report is made to the Trust Board annually. The LGB&T+, Staff Disability and BAME staff networks are invited to contribute to the organisational EDI agenda through representation on the Equality, Diversity and Inclusion Steering Group.

## Inclusion Action Plan October 2021 to October 2022

Objective	Action	Lead	Comments
<p>Where actions are relevant to improving WSFT performance against the Workforce Race Equality Standard (WRES) or Workforce Disability Equality Standard (WDES), Gender Pay Gap (GPG) reporting or NHS People Plan this is indicated against the objective. All of the actions in this plan help us achieve our Public Sector Equality Duty.</p>			
<b><i>For patients, service users and carers</i></b>			
<p>1. Improve the experience and care of people who are lesbian, gay, bisexual, trans and all other sexualities and gender identities</p>	<p>Continue to participate in the NHS Rainbow Badge Scheme to promote a message of inclusion to LGB&amp;T+ patients, service users, and carers</p>	<p>LGB&amp;T+ network</p>	<p>WSFT joined scheme in June 2019 and over 500 staff have signed the pledge</p>
<b><i>For staff</i></b>			
<p>2. Ensure that the recruitment and selection processes are bias free and inclusive</p>	<p>Inclusive recruitment: Recruitment &amp; Selection training to be reviewed to ensure it incorporates information around unconscious bias <i>WDES &amp; WRES</i></p>	<p>Wellbeing &amp; Inclusion Manager and Recruitment Team</p>	<p>To be implemented by April 2022</p>
<p>3. Facilitate the voices of all staff, providing forums for individuals to come together, to share ideas, raise awareness of challenges, provide support to each other</p>	<p>Staff networks: Develop and nurture the staff networks to provide support to staff and guidance to the trust:</p> <p>Support the development and work of the Trust Staff Disability Network. <i>WDES</i></p>	<p>Wellbeing &amp; Inclusion Manager</p> <p>Wellbeing &amp; Inclusion Manager</p>	<p>A relaunch is planned for Autumn 2021 to support membership and encourage regular meetings and an elected chair.</p>

	<p>Support the development and work of the Trust BAME, LGB&amp;T+ and Menopause networks <i>WRES</i></p> <p>International Medical Support Group <i>WRES</i></p> <p>Review the governance arrangements of Trust staff networks with members to ensure they are able to contribute to and inform decision-making processes in the Trust <i>NHS People Plan</i></p>	<p>Medical Staffing Manager and Consultant in Obstetrics and Gynaecology</p> <p>Executive Director of Workforce and Communications</p>	<p>Induction Guidelines for International Medical Graduates has been distributed to corporate managers in June for action from August 2021 onwards.</p> <p>Engagement exercise underway with staff networks. Deadline December 2021</p>
4. Take action to support the mental health wellbeing of all staff	<p>Provide access to resources, training and awareness raising for managers and staff to support mental health wellbeing <i>WDES &amp; WRES</i></p>	<p>Consultant Clinical Psychologist and Staff Support Psychology Service,</p>	<p>The Staff Support Psychology service provide regular support training sessions to managers on a variety of topics. Programme Autumn/Winter 2021/22</p> <p>A post within the Staff Support Psychology service has been funded by My Wish Charity for one year to support those from a minority background.</p>
<b>For patients, service users, carers and staff</b>			
5. Promote a culture of inclusion in the delivery of care to all patients and staff	<p>Ensure every level of the workforce leaderships is representative of the overall BAME workforce <i>NHS People Plan, WRES</i></p> <p>Identify opportunities to increase diversity of executive and non-executive Trust Board membership <i>GPG, WDES &amp; WRES</i></p>	<p>Deputy Director of Workforce (Learning and OD)</p> <p>Trust Board Chair</p>	<p>Monitor WSFT progress against the 'Model Employer: increasing black and minority ethnic representation at senior levels across the NHS' goals and identify action to achieve them.</p>

