

EDIB OPERATIONAL ACTION PLAN 2022-2023 (YEAR 1)

PLEDGE 1 - Celebrate and support diversity, inclusion and belonging of our people build an inclusive culture through out staff inclusion network

Objective 1	Actions	Owner	RAG
Enhance the visibility of all EDIB activity across the organisation and build and grow our LHCH Inclusion Network	Refresh the Trusts EDIB Strategy and implement across the organisation	Rachael McDonald	Green
	Review the membership and terms of reference of the EDIB Steering Group to increase diversity	Rachael McDonald	Green
	Build bespoke EDIB training in Board development sessions	Karen Nightingall	Green
	Create a calendar of events and national campaigns to support planning and promotion across the organisation	Matt Back	Yellow
	Support and promote specific staff networks that are established nationally and regionally	Rachael McDonald	Green
	Create a new inclusive staff network group and launch across the Trust - invite guest speakers to raise the profile	Rachael McDonald	Green
	Refresh the intranet page to support accessibility of information and improved signposting	Rachael McDonald	Yellow
	Advance equality for LGBTQ+ by implementation of the Rainbow Badge Scheme 2 (awaiting info regarding launch)	R McDonald / J Shaw	Red
	Refresh of the Carers Network to provide support group for colleagues who are unpaid carers outside work	Joanne Shaw	Green
	Introduce Schwartz Rounds to provide a safe space where all staff can come together regularly to discuss social and emotional aspects of working in healthcare	Justine Brislen	Green
	Provide support to our Carers and Veterans through the Veterans Aware and Employee Recognition Scheme Accreditation (ERS)	Mike Filek	Red
	Celebrate diversity through staff stories and lived experiences	Rachael McDonald	Yellow
Objective 2	Actions	Owner	RAG
	Continue to embed the Be Civil Be Kind campaign to support positive culture change and transformation	Beth Williams-Lally	Yellow
	Create a campaign which supports zero tolerance from patient and families to safeguard and support staff	Beth Williams-Lally	Green
	Roll out drama based training to help challenge perceptions, improve understanding of EDIB issues in a safe learning environment	Rachael McDonald	Yellow

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Create a compassionate and inclusive culture through a review and refresh of our leadership training and development programme and EDIB training offer	Ensure civility and compassionate leadership is embedded within all our programmes	Christina Chackalova	
	Create an accessible Skills Booster package (video based courses and training)	Richard Sharp	
	Set up an Education panel to help support accessible and inclusive learning	Christina Chackalova	
	Improve access to training through the development of a training and learning catalogue	Christina Chackalova	
	Develop and deliver unconscious bias training	Christina Chackalova	
	Expand the pool of trained mediators to support early dispute resolution	Christina Chackalova	
	Tap into external resources and promote and target programmes	Christina Chackalova	

PLEDGE 2 - Encourage People from diverse backgrounds to access and develop their NHS career and ensure the workforce is representative of the communities we serve

Objective 3	Actions	Owner	RAG
Overhaul our recruitment, promotion and flexible working practices, increase leadership diversity and widen employment opportunities to support our community	Refresh the Recruitment and Retention Strategy	Sarah Smith	
	Develop a Retention Action Plan	Rachael McDonald	
	Review and refresh the induction process - seek feedback from disabled colleagues to help improve the onboarding experiences	Richard Sharpe	
	Continue to develop opportunities for local unemployed disabled people to gain work within the organisation	Sally Turner	
	Develop a plan for moving from Disability Confident Committed (Level1) to Employer (Level 2)	Rachael McDonald	
	Develop recruitment and selection training and ensure inclusive best practice is considered	Peter Cook	
	Improve student engagement at secondary level through promotion at local events / career fairs to support widening participation	Sally Turner	
	Ensure vacancies are advertised throughout the local community to increase applications from a wide range of the local population	Peter Cook	
	Have diverse recruitment panel and ensure that recruiting managers have the necessary training	Peter Cook	
	Continue to work with Project Search to create career opportunities for young adults with learning disabilities or autism spectrum conditions	Sally Turner	

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	Join the NHS Core Offer Pledge Network to help support young people to capitalise on job opportunities	Rachael McDonald	Red
	Provide a Women in Leadership Programme to support personal development and to create a professional support network	Christina Chackalova	Yellow
	Review how reasonable adjustments are managed within the recruitment and interview process and identify improvements	Peter Cook	Red

PLEDGE 3 - Develop and improve our equality performance and increase diversity within our Board and senior leadership teams

Objective 4	Actions	Owner	RAG
	Submit and published our WRES and WDES data in line with national requirements	Rachael McDonald	Green
	Create a pipeline programme to support staff from diverse backgrounds to develop their careers	Christina Chackalova / Anna York	Green
	Offer a career conversation via the scope for growth project to all ethnic minority colleagues	Christina Chackalova	Yellow
	Micro-aggressions awareness training designed to identify subtle forms of discrimination	Rachael McDonald	Red
	Support eligible colleagues to apply for the Stepping Up and Ready Now Programmes delivered by the Leadership Academy	Christina Chackalova	Yellow
	Develop and submit a bid for the 2023 WDES Innovation fund, for additional funding for projects supporting Disabled staff.	Rachael McDonald	Red
	Develop and publish Anti Racist Commitment Statement and actions framework	Rachael McDonald	Green
	Draft an anti-racism policy which clearly communicates the trusts pro-active stance	Rachael McDonald	Red
	Schedule listening events and focus groups to present the WRES/WDES results and to understand their experiences, ensuring there is a safe space for these discussions	Rachael McDonald / Richard Sharp	Yellow

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Improve experiences for our ethnic minority and disabled workforce as outlined in the workforce race / disability equality standard (WRES/WDES and Anti Racist Framework)	Analyse data around apprenticeship uptake from disabled and minority ethnic applicants/colleagues, and review apprenticeships offer to encourage applications accordingly	Christina Chackalova	
	Explore running reverse / reciprocal mentoring programme	Richard Sharp	
	Develop and implement Reasonable adjustments policy and passport to better support staff with disabilities and/or long term conditions	Rachael McDonald	
	Develop bespoke career development opportunities for disabled staff to help advance their careers	Christina Chackalova	
	Review the Bullying and Harassment Policy to ensure the BCBK principles are aligned and the process for dealing with incivility is made clear	Beth Williams Lally	
	Follow-up on the learning offer in relation to any red WRES indicators	Rachael McDonald	
	Improve support around neuro diversity and provide associated awareness training	Rachael McDonald	
	Review the good practice published by NHS Employers and identify and implement interventions	Rachael McDonald	
Objective 5	Actions	Owner	RAG
Improve the quality of our equality information to facilitate better decision making and ensure compliance with the Public Sector Equality Duty (PSED) and other national requirements	Deliver and improve on our EDS2/3 grading assessment (see specifics in objective 6/7)	Jo Shaw	
	Review and publish a workforce monitoring report as per PSED requirements	Rachael McDonald	
	Improve our EDI workforce composition through a data cleanse exercise and report progress to the EDIB Steering Group	Rachael McDonald	
	Develop locally defined goals to increase BAME representation at Band 8a and above in line with model employer standards	Rachael McDonald	
	Use the staff survey results to understand employee voice and to identify improvements / actions	Rachael McDonald	

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	Publish our Gender Gap Report and develop a narrative and action plan to help tackle any identified gap	Rachael McDonald	
	Work and collaborate with the C&M workforce equality forum	Rachael McDonald / Jo Shaw	
PLEDGE 4 - Commit to a more concerted systematic approach to reducing health inequalities and addressing unwarranted variation in care, particularly within underrepresented groups			
Objective 6	Actions	Owner	RAG
Reduce Barriers experienced by patients, individuals and specific groups who engage with LHCH and identify how to address issues in relation to health inequalities to support better outcomes for all	Complete the new Equality Delivery System 2022 and take through the EDIB Steering Group	Joanne Shaw	
	Hypertension case finding	Joanne Shaw / Elain Gossage	
	work with Place to determine new KPIS	Joanne Shaw	
	Hold Patient Engagement Events	Joanne Shaw	
	Take services into the community and into hard to reach areas e.g. yellow bus	Katie Fitzsimmons	
Objective 7	Actions	Owner	RAG
Improve patient access and experience to reduce the inequality gap, ensuring patients with learning difficulties and/or language needs are able to access our services	Appoint a Lead Learning Disability Matron	Claire Harvey	
	Deliver Makaton training to staff to support people with learning and communication difficulties to communicate	Claire Harvey	
	Explore a new provider for DA languages	Laura Allwood	
	Roll out the new FFt in multiple languages	KL	
	Have learner disability champions all areas	Claire Harvey	