



Equality, Diversity, Inclusion & Belonging Strategy (EDIB)

Our ambition:

To have a culture of belonging and trust and to understand, encourage and celebrate diversity in all its forms.

Our Pledges – Big Picture

- ❖ Celebrate and support diversity, inclusion and the belonging of our people and build an inclusive culture through our staff inclusion networks.
- ❖ Encourage people from diverse backgrounds to access and develop their NHS Careers and ensure the workforce is representative of the communities that we serve
- ❖ Develop and improve our equality performance and increase diversity within our board and senior leadership teams
- ❖ Commit to a more concerted and systematic approach to reducing health inequalities and addressing unwarranted variation in care, particularly within underrepresented groups

How we will do this – Equality Objectives

1. Enhance the visibility of all EDIB activity across the organisation, engage and encourage our employee voice and build and grow our LHCH Belong Inclusion Network
2. Overhaul our recruitment, promotion and flexible working practices, increase leadership diversity across the organisation and widen employment opportunities to support our community
3. Improve experiences for our ethnic minority and disabled workforce as outlined in the Workforce Race / Disability Equality Standard (WRES/WDES) and Anti Racist Framework
4. Create a compassionate and inclusive culture through a review and refresh of our leadership training and development programme and EDIB training offer
5. 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 equality requirements
6. Reduce the 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
7. 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

What success will look like:

- Improved recruitment and retention; LHCH becomes an employer of choice
- Reduce the number of people reporting personal experience of harassment, bullying or abuse
- Increased diversity in our workforce composition
- Improved patient and staff experience as measured by the patient and staff survey (top score for People Promise (we have a voice that counts and we are compassionate and inclusive)
- Progressive development of LHCH Belong Inclusion Network and staff voice
- Improved experiences of our ethnic minority and disabled workforce through WRES/WDES
- Achieve Employee Recognition (ERS) Silver and Veterans Aware Accreditation
- Improved results from national standards e.g. WRES/WDES and EDS2/3