

Equality, Diversity & Inclusion Strategy 2020-23

Trust Board	Item: 14
Date: 1st December 2020	Enclosure: I
Purpose of the Report: To present the final Equality, Diversity & Inclusion Strategy 2020-23 for approval by the Trust Board. Feedback on the draft strategy has now been incorporated into this final draft and the summary overleaf outlines the changes made following this process.	
For: Information <input type="checkbox"/> Assurance <input type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input checked="" type="checkbox"/>	
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Risk Implications – Link to Assurance Framework or Corporate Risk Register:	Ensure compliance with Public Sector Equality Duty.
Legal / Regulatory / Reputation Implications:	
Link to Relevant CQC Domain: Safe <input checked="" type="checkbox"/> Effective <input type="checkbox"/> Caring <input type="checkbox"/> Responsive <input type="checkbox"/> Well Led <input checked="" type="checkbox"/>	
Link to Strategic Theme:	Our People
Document Previously Considered By:	Earlier versions considered by Equality & Diversity Committee, Trust Board and Executive Management Committee
Recommendations: The Trust Board is asked to note the changes made to the draft strategy and to approve the final Equality, Diversity and Inclusion Strategy for 2020-23.	

Final Draft Equality, Diversity & Inclusion Strategy 2020-23

The Trust's revised strategy has been generally well received and was first presented to the Trust Board in September 2020. Following this, wider views were sought on the strategy with agreement that the final draft would be presented in December 2020. As a result of this wider conversation about the strategy the following two changes have been made to the document.

1. Reverse Mentoring

A commitment to learning from the Reverse Mentoring programme which is being reviewed by the Trust Board in December 2020

Reverse mentoring commenced within the Trust in February 2020. The programme was implemented to support positive action around the Trust's WRES data which showed underrepresentation of BAME staff at Bands 8a and above. Ten members of staff were paired with 10 members of the Trust Board.

A review session will be taking place on Tuesday 1st December 2020, where all participants in the programme will come together and share their experiences and reflections throughout their reverse mentoring journey. The participants' views and insights on how improvements can be made within the Trust will be gathered. An evaluation of the programme will then be carried out with recommendations for expansion of the programme within the Trust.

2. Leadership

It has been acknowledged by the Trust's Equality and Diversity Committee that delivery of the strategy will require support from within the Trust's services to strengthen local leadership and support the ED&I functions in achieving positive change.

To enable this to happen it is proposed that we establish a cohort of Cultural Ambassadors, or other equivalent role, to support leadership and delivery of the ED&I Strategy at service level in the trust. Each Cluster would be asked to provide 1 or 2 staff to be trained in this important role with a commitment to releasing time to support strategy delivery. This could be at Trust or local level depending on areas of interest and expertise. A robust recruitment process for ambassadors will be led by the ED&I Manager.

An established Cultural Ambassadors Programme is delivered by the Royal College of Nursing and the trust may wish to partner with them to produce a programme to meet our needs.

Recommendations:

The Trust Board is asked to note the changes made to the draft strategy and to approve the final Equality, Diversity and Inclusion Strategy for 2020-23.