

Workforce Equality, Diversity & Inclusion Strategy 2021



INTRODUCTION



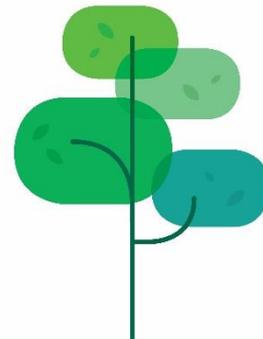
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Diversity is a fact of life; gender, age, race, sexual orientation and physical or mental disability to name a few but **Equality** and **Inclusion** are choices we make; whether we choose to contribute to our colleagues having a sense of belonging here, or not, and whether or not we treat people fairly and offer equality of opportunity.

Sherwood Forest Hospitals is committed to providing a workplace where all colleagues feel a true sense of belonging; we know this is vital in sustaining an engaged and committed workforce which enables us to continue to deliver outstanding care to our patients and service users.

The NHS People Plan identifies 4 strategic aims as follows and these have been built into our EDI Strategy for 2021;

1. Looking after our people
2. Belonging in the NHS
3. New ways of working and delivering care
4. Growing for the future



MANDATORY STANDARDS



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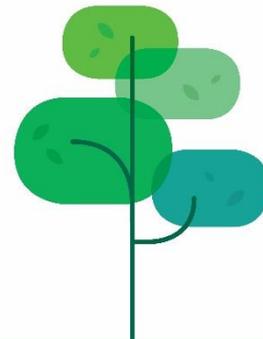
Informs the Trust how well we are working for our staff in minority groups

Supports NHS People Plan: 3 & 4

Compliance

- ✓ Gender Pay Gap reporting
- ✓ WRES
- ✓ WDES
- ✓ EDS3 (date to be confirmed by NHSE)
- ✓ Public Sector Duty
- ✓ Model Employer

- Develop, implement and review annual action plans from mandatory report findings to ensure better outcomes for minority staff groups
- Stretch targets for improvement of results areas
- Engage staff networks in the development and implementation of action plans
- Timetable for Policy and Process Reviews
- Equality Impact Assessments
 - EIA Training



EMPLOYMENT PRACTICES



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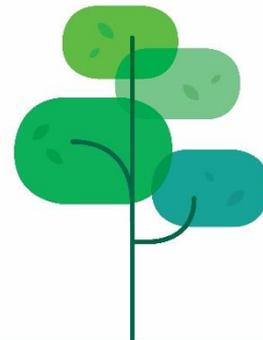
Supporting fairness, equity and inclusion for all potential and existing colleagues

Supports NHS People Plan: 1 & 2

Legislation
compliance &
best practice

- ✓ Recruitment & Retention processes which support a diverse and inclusive workforce
- ✓ Comprehensive Orientation & Induction for all new colleagues
- ✓ Employee relations policies aligned to Just Culture principles
- ✓ On-going pledges to national charters
- ✓ Partnership with Trade Unions and Freedom to Speak Up
- ✓ Training & Development

- Periodic audit of appointments in the Trust to review candidate experience for those from minority groups
- Model Employer targets to be reviewed
- Staff network members to be on interview panels
- Policy and Process reviews to ensure Just Culture and Equality Standards are met
- Equality Impact Assessments
- EDI Manager to attend Joint Staff Partnership Forum
- EDI Manager and FTSU meetings
- Review mandatory training and other EDI training packages
- Ensure accessible training and development opportunities for all colleagues



ENGAGEMENT

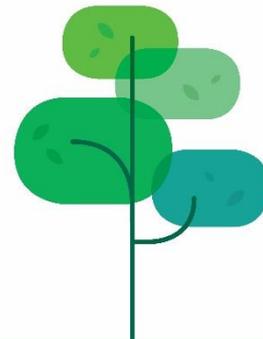
Provide all staff the opportunity to be included in the EDI agenda

Supports NHS People Plan: 1 & 2

A great place
to be

- ✓ Develop SFH staff networks to ensure their on-going effectiveness
- ✓ Celebrate multi-faith events and awareness raising days
- ✓ Embed the NHS People Promise
- ✓ Personal data up to date in ESR
- ✓ EDI Charter
- ✓ Communication

- EDI Manager and Staff Network Executive Leads to develop and agree networks programme for 2021
- Leads and Co-leads to be appointed to all staff networks
- Staff Networks Day in May (date tbc)
- EDI Manager to join the Medirest HR Forum to share good practice and encourage staff network membership
- PDI sub-cabinet to approve EDI Charter
 - Charter Summary to be designed and printed
 - CEO, Head of People and staff network Exec Leads to sign
- Post-Covid personal data update campaign
- Regular EDI Matters updates via Comms Bulletin
 - Branding for EDI to be developed
 - Additional flag to be procured



SUPPORT & WELLNESS



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Provide accessible health and wellbeing support for all staff

Supports NHS People Plan: 1

Looking after our team

- ✓ **Ensure the Covid vaccination is available and encourage all staff to take the vaccine**
- ✓ **Protect our most vulnerable staff from Covid surges**
- ✓ **Promote reasonable adjustments for colleagues with disabilities/long term conditions**
- ✓ **Staff network colleagues to attend Health & Wellbeing sub-cabinet**
- ✓ **Covid Service Recovery plans to be presented to Staff Networks and PDI sub-cabinet**

- On-going engagement activity for vaccination
 - Targeted engagement for BAME staff
- Continue to review and update individual staff risk assessments as required
- Redeployment opportunities to be made available to our most vulnerable colleagues in the event of increased levels of Covid infection in the community
- Staff network members to support promotion of vaccine programmes (Covid and Flu)
- Use targeted focus groups from staff survey results to promote reasonable adjustment guidance including disability leave
- HRBP's and OD teams to provide feedback on wellbeing conversations
- Network reps to feedback to respective staff networks to review health and wellbeing programmes to ensure cultural sensitivity and accessibility for all staff
- Staff Networks and sub-cabinet to review recovery plans to ensure EDI issues are not overlooked
- Continue to support colleagues to work flexibly where they can, e.g. home working

