

Equality, Diversity & Inclusion Journey

Action Plan 2023/24

NHS

The Dudley Group
NHS Foundation Trust



Equality, Diversity, Diversity & Inclusion Journey (Strategy): ACTION PLAN 2023 /24

Vision

Trust Priority

Goal

Objective

Expected Outputs

Measures

Equality, diversity and inclusion (EDI) is enshrined in our vision and through our values of care, respect and responsibility that underpin the day-to-day activities and diverse communities of the Trust.

We are committed to being a more inclusive organisation, ensuring equal opportunity and celebrating diversity. Encouraging and supporting the workforce we employ to reach their potential. This will support our ultimate goal to be a brilliant place to work and thrive.

ATTRACT

Be an appealing inclusive employer.

Develop an employer brand that puts inclusion at its core by attracting people to join the organisation through the information potential candidates hear about us and can find out about us.

- Increase ethnically diverse staff levels to 23%.
- Increase ethnically diverse senior leadership to 10% (Model Employer Target)
- To ensure EDI statements are visible on all external and internal communication channels.
- Implement and monitor Reasonable Adjustment passport.
- Collaborative working with Community and Voluntary sector organisations.

- Workforce Race & Disability Equality Standard metric 1 & 2 (Workforce Representation & Recruitment).
- Employers Network for Equality and Inclusion (enei).
- Disability Leader Level 3: Disability Confident Leader accreditation.

RECRUIT

Enable talent to successfully apply for career opportunities..

Overhaul recruitment practices. Ensuring people are trained on inclusive recruitment.

- Develop and Promote a refreshed inclusive recruitment training programme.
- Refresh the behaviour framework, ensuring a clear stance on unacceptable behaviour towards people with protected characteristics.
- Equality Impact assess our recruitment practices and related policies.
- Implement Inclusive Recruitment Guidelines .

- Workforce Race & Disability Equality Standard metric 1 & 2 (Workforce Representation & Recruitment).
- Employers Network for Equality and Inclusion (enei).
- Disability Leader Level 3: Disability Confident Leader.
- Race Code (Results for recruitment).

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EDI goal

EDI Objective

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WELCOME

Ensure all talent is understood and all staff are inducted and trained..

Ensure there is an inclusive induction process for all new recruits promoting ED&I and Trust values.

Develop a bespoke mandatory EDI training module encompassing lived experience.

- Simplify and use inclusive language across the Trust.
- Continue to grow staff networks to enhance staff voice.
- Evaluate mandatory training offer and incorporate lived experience.
- Increase declaration rates for staff with protected characteristics.
- Create and develop equality and inclusion induction resources.

- Culture dashboard – Welcome to Dudley Induction numbers & Training metrics.
- Increase of Staff Network membership.
- Declaration rate increase for disability and sexual orientation.
- Race Code metrics
- WRES & WDES metrics.

DEVELOP & SUPPORT

Talent is consistently represented and inclusive..

All learning and development activity has diverse candidates and specific opportunities are available for everyone where appropriate.

Work allocation, performance and progression support for all staff should be consistent with plentiful equal opportunities for everyone to reach their potential.

- Support development of cultural ambassadors programme with HR access and support.
- Continue to develop and improve all training programmes - EDI as a golden thread.
- Increase females into senior roles and decrease pay gap to 31%.
- Line managers to have EDI objectives as part of their annual appraisals.
- Produce managers guide for EDI appraisal objectives.
- Review of secondment, stretch assignments and talent management process for internal staff. .
- Develop a Shadow Board.

- Culture dashboard performance – Training metrics & representation.
- Staff Network priorities progress.
- Staff Survey Metrics on support and development.
- Equality Delivery System Assessments.
- WRES & WDES metrics.
- Gender Pay Gap metrics.

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VALUE & RECOGNISE

All staff needs are catered for..

Staff are recognised for their contribution and dedication through equitable, inclusive practices.

Raise awareness of diversity and Inclusion through recognition and celebration of people and cultures.

- Continue with EDI and Wellbeing storytelling, comms and campaigns.
- Celebrating diversity through power of staff networks.
- Increase of staff engagement through Ward Rounds, Divisional meetings.
- Eliminate all forms of discrimination.

- Improved Employee declaration rates
- Culture dashboard - Gender & Ethnicity Pay Gap
- Staff Network events and celebration engagement
- Staff Survey and pulse survey.
- employee engagement
- Equality Delivery System Assessments
- Award recognition schemes
- WRES & WDES metrics

RETAIN & GROW

Foster a talented workforce who want to stay at The Dudley Group as employer of choice

To be proactive about understanding people's needs and wants.

The Trust will act upon feedback, reflect and Implement interventions and equitable processes.

- Take a firm approach to bullying and harassment.
- Ensure all policies have a standardised EDI statement.
- Continue to monitor culture dashboard and incidents of discrimination and abuse.
- Enable all staff from all backgrounds to reach their potential, Increasing training and development activities.

- Staff Network Priorities / work programmes
- Staff Survey & Pulse surveys - staff satisfaction questions.
- Culture dashboard – Starters vs leavers
- Equality Delivery System Assessments.
- WRES & WDES Metrics.