

EQUALITIES NEWSLETTER

August 2023 – 1st Edition

WELCOME TO OUR FIRST EVER EQUALITIES NEWSLETTER

The Equalities Team and the Staff Networks are delighted to be co-producing a bi-monthly newsletter. The purpose is to provide an update on activities, events and projects the teams are working on. The newsletter has been designed to be read in a digital format but can also be printed, displayed or left in staff rooms across the Trust. We appreciate that not everyone can log onto a computer regularly, so we hope this helps keep you all in the loop. We will produce bi-monthly editions featuring staff stories, awards, updates and any information you may find helpful. If you would like to be involved or featured in our newsletter, please email the team at the address at the bottom of the page.

The Equalities team have been busy recently working on our 2022/23 Public Sector Equality Duty (PSED) report. The report is a reflection of our commitment to our vision and achievements against the areas where we need to improve and our programme of work. We look forward to continuing to make a difference to the lives our staff, our patients, and the community that we serve. The report is published on our Trust website and can be viewed by clicking on the below image. This will provide you with data, progress and where we need to focus our attention over the coming months.



COMMITTED TO EXCELLENCE AWARD

The team are delighted to announce that our very own Becky Cooke; Equalities Business Partner was the recipient of the Chief People Officer Award. When winning the award, Alan Duffell said 'the winner of this award has delivered significant achievements in her Equality, Diversity and Inclusion work, much of this whilst the Trust was recruiting a Head of EDI. She has supported you to reach your Gold Standard in the Talent Inclusion & Diversity Evaluation benchmarking which measures the organisation against eight different areas of diversity and inclusion practice.

she was also shortlisted for the Midlands Inclusivity and Diversity Awards EDI Champion of the Year and, for anyone who knows her, she is a force of nature for diversity and inclusion for the Trust and this work has impacted on staff profoundly'.



EQUALITY, DIVERSITY AND INCLUSION WORKFORCE JOURNEY 2023-2025

We are pleased to introduce our Equality, Diversity and Inclusion Workforce Journey, which outlines our commitments for the next 3 years. We provide services to a diverse population of over 450,000 people in the Dudley borough and beyond, and to do this effectively, we need people from diverse backgrounds to ensure we make sound decisions that are representative of the different perspectives in society.

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.

Our aim is to improve equality, diversity and inclusion across the organisation and lead the way and influence change across the system. We've started on the journey and have a long way to go, therefore, we all have a role to play in this strategy. The EDI & Wellbeing team, as well as the Executive Board, are committed to supporting the implementation of this strategy and working to eliminate inequality.

Paul Singh, Head of Equality, Diversity, Inclusion & Well-being

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

Vision	Trust Priority	Goal	Objective	Expected Outputs	Measures
<p>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.</p> <p>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.</p>	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.	<ul style="list-style-type: none"> Increase ethnically diverse staff levels to 25% 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 Resource Requirement passport Collaborative working with Community and Voluntary sector organisations. 	<ul style="list-style-type: none"> Workforce Race & Disability Equality Standard metrics 1 & 2 (Workforce Representation & Recruitment) Employers Network for Equality and Inclusion (enai) 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.	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Workforce Race & Disability Equality Standard metrics 1 & 2 (Workforce Representation & Recruitment) Employers Network for Equality and Inclusion (enai) Disability Leader Level 3: Disability Confident Leader Race Code (Results for recruitment)

OUR ACTION PLAN

The plan which underpins our Equality, Diversity, and Inclusion Journey has been developed and describes the objectives and actions for 2023. The plan brings together actions to address National, Regional, Local and Trust specific metrics and is set out in the employee lifecycle format. This plan reflects actions from data sets such as our Workforce Race & Disability Equality standards and the Gender & Ethnicity Pay Gaps. It also addresses actions recommended as part of our Race Code Kite mark. To view the plan please click the above image, alternatively all the documents can be viewed via the Trust website.

STAFF NETWORKS

We have four Staff Networks to support us on our journey to becoming a fully Inclusive organisation.

Our Networks provide a forum for staff to come together, to share ideas, raise awareness of challenges and provide support to each other. They are also a source for the Trust to consult on key workforce priorities of which they help shape and feed in to.

Anyone can join any of our Staff Networks as an ally or as someone who identifies with a protected characteristic the Network represents. To find out more the networks have summarised recent and up and coming activities and provided contact details on the next few pages.

Equality, Diversity and Inclusion Workforce Journey 2023-2025



dgft.edi@nhs.net



dgft.disabilitynetwork@nhs.net

Join the network at their next quarterly members meeting on Tuesday, 5th September at, 9.30am on Teams. The meeting will focus on Suicide Prevention. Email the network to become a member and to access the link.

After the meeting, Karen our network Chair and Hayley the Vice Chair will be going to visit staff on various wards at RHH to speak about the topic. If you would like them to make a visit to your ward, please email the network.

The network continues to work on centralising the process for Access to Work applications for staff with a disability, which will be ready for launch later this year. Please look out for an update via the Hub and email.



dgft.embracenetwork@nhs.net

The network successfully ran an in person and online event in June, 'Closing the Ethnicity gap rate and celebrating Windrush Day'. It featured Dame Elizabeth Nneka Anionwu, the Nursing and Midwifery Council and the AHP Ethnic Minority Network. The recordings can be viewed at [Equality, Diversity & Inclusion - Learning Resources](#)

From July 18th to August 17th, the network marked South Asian Heritage Month, a month long celebration of the existence and legacy of individuals with origins in the South Asian countries of Afghanistan, India, Pakistan, Bangladesh, Sri Lanka, Nepal, Bhutan and the Maldives by sharing stories about the various culture along with some staff stories.

The network is currently working on both an anti-racism campaign and an allyship toolkit to be shared with Dudley Group staff. If you would like to be involved with this please email the network.





dgft.lgbtnetwork@nhs.net

June saw the LGBTQ+ Network celebrating Pride month which included offering Awareness training to staff and participating in Birmingham Pride with 13 other NHS Trusts.

The training received really good feedback and there are plans to extend this offer by looking at different subject matters. To access the recording please visit [Equality, Diversity & Inclusion - LGBTQ+ Staff Network](#)

The network completed their submission for the Rainbow Badge Phase 2 accreditation at the end of July which included a Patient and Staff survey and Workforce assessment. This accreditation, an in-depth assessment of our services, policies and Trust as a workplace will identify where we can improve our offering for LGBTQ+ Staff and patients. The network will receive the outcome at the end of August.



dgft.womensnetwork@nhs.net

Join the network at their next members meeting, which will be held face to face! You are welcome to bring your own refreshments to share with the rest of the members.
Tuesday 12th September – 10.30am – Seminar room, South Block at RHH. Please email the network for more information.

The network continued with its menopause support by holding an exercise, nutrition and sleep information workshop on the 27th July at Stourbridge Health and Social Care with a guest speaker from Black Country Barbel Gym; Lewis Majid.



LGBTQ+ Network at Birmingham Pride



Karen - Chair, Hayley - Vice Chair and Kat Rose - Sponsor of Disability network at The Big Tea



Hannah, Chair of Women's network at The Big Tea



LGBTQ+ Network at Birmingham Pride



Pamela, Chair of EmBRACE network at The Big Tea