Agenda

Welcome and introduction
Facilitated by Preeti Kathrecha

Plenary presentation – Ian Holmes
Ian Holmes, Director of Strategy, West Yorkshire Health and Care Partnership

Plenary presentation – Ali Aslam
Ali Aslam, Deputy director EDI training and education, NHS England

Panel Q&A
Facilitated by Preeti Kathrecha

Breakout discussion

Breakout feedback
Facilitated by Preeti Kathrecha

Summary and close
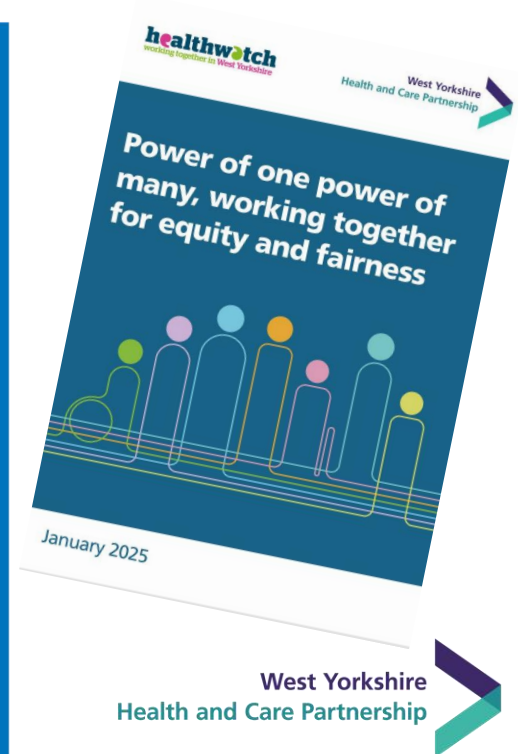Facilitated by Preeti Kathrecha

Close of event

Housekeeping

- Please note, this event is being recorded
- Do keep your camera on wherever possible
- Chatham house rules apply
- If you lose connection, please re-join using the link in your joining instructions or email race.equality@nhsproviders.org
- Please ensure your microphone is muted during presentations to minimise background noise
- We will come to questions once we have heard from all our speakers
- Please feel free to use the chat box for questions and sharing examples of what has delivered sustained progress in your organisation
- If you would like to ask a question audibly, please use the raise hand function during the Q&A section and we will bring you in
- Any unanswered questions will be taken away and answered after the event
- You will receive a link to an evaluation form at the end of the day, please take the time to complete it, we really do appreciate your feedback.

Our journey: 2020-2024

West Yorkshire's Strategic Race Equality Network

Inclusive Recruitment Blueprint

Steps
1. Prepare
2. Advertise
3. Shortlist
4. Interview
5. Outcomes

Join the anti-racism movement

#WYHRootOutRacism

Race Equity Review

Inpatient Ethnicity Coding - Breakdown
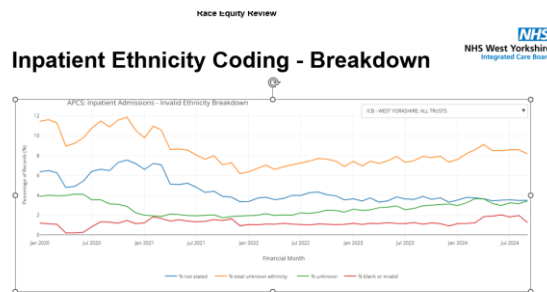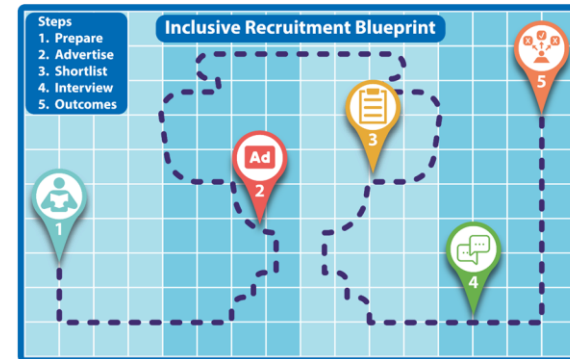
Strategic approach for Inclusion Health 2024-2026

Publication date: July 2024

Version: 2.0

Proud to be part of West Yorkshire Health and Care Partnership

westyorkshire.ics@nhs.net   westyorkshire.icb.nhs.uk   @WYPartnership
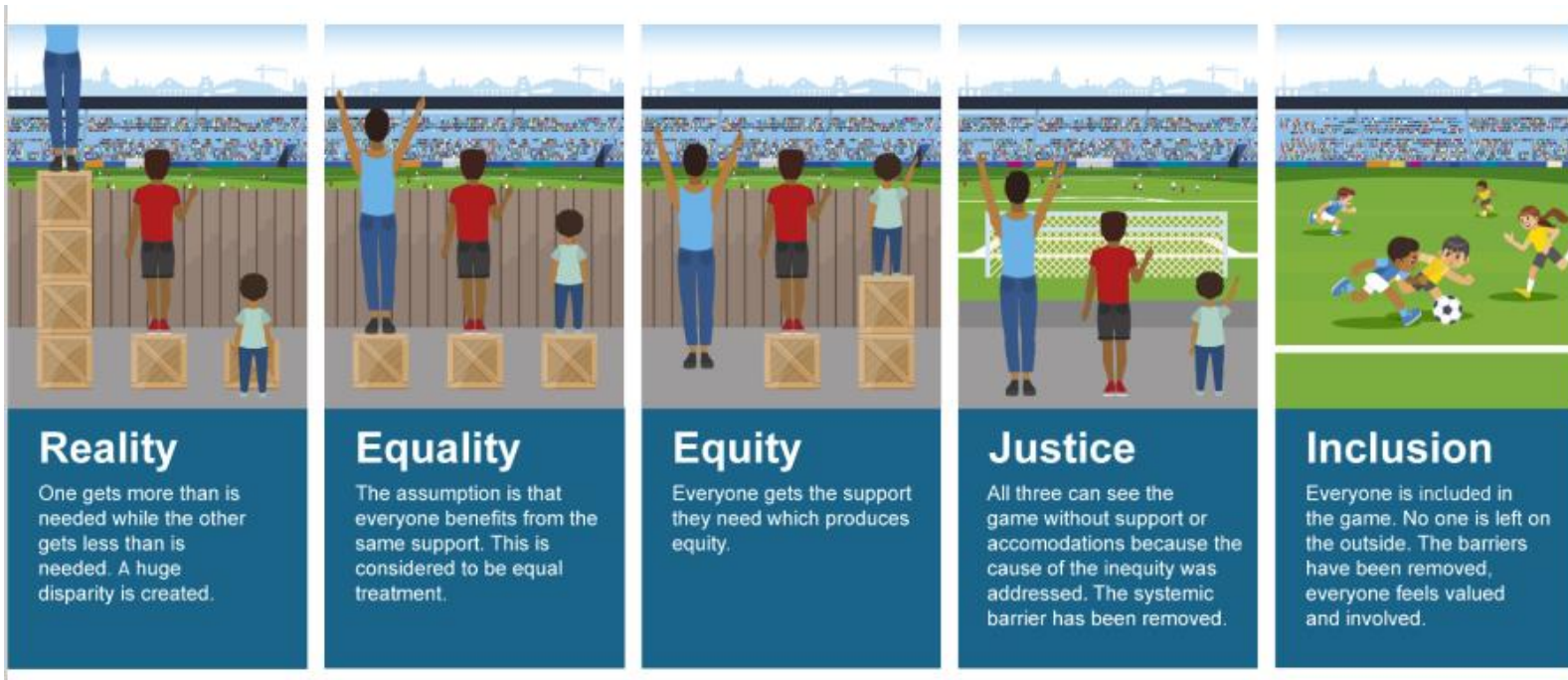
West Yorkshire Health and Care Partnership

Why a new Equity and Fairness Strategy?

- To ensure the right focus on the issues – across the ICB and partnership

- Tackling the issues that cause disparities in health and staff experience improves productivity, efficiency and outcomes.

- We all need to know how to make Equality, Equity, Diversity, Fairness, Inclusion and Social Justice everyone's business.

- A new strategy and workplan will help us prioritise our efforts and resources and exploit the benefits of system working.

From equality to equity and fairness

Reality
One gets more than is needed while the other gets less than is needed. A huge disparity is created.

Equality
The assumption is that everyone benefits from the same support. This is considered to be equal treatment.

Equity
Everyone gets the support they need which produces equity.

Justice
All three can see the game without support or accomodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Inclusion
Everyone is included in the game. No one is left on the outside. The barriers have been removed, everyone feels valued and involved.

How we have developed priorities

NHS West Yorkshire
Integrated Care Board
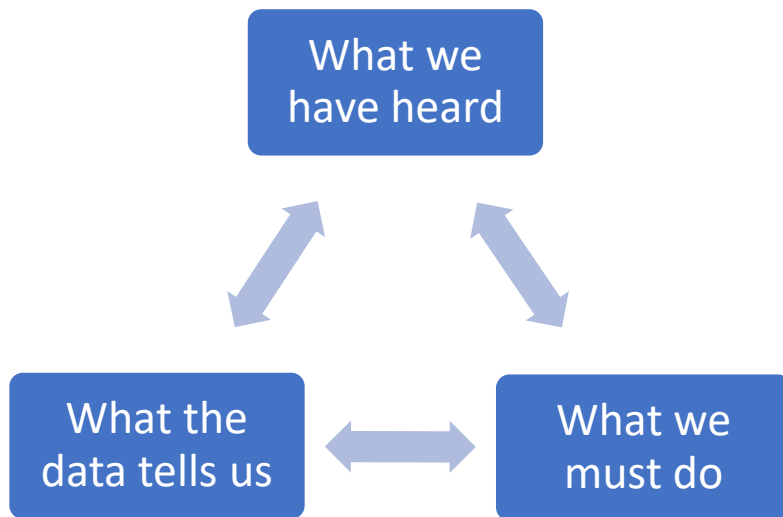
Our Priorities were identified through considering:

- The feedback we received through engagement and involvement
- Insight from various data intelligence sources
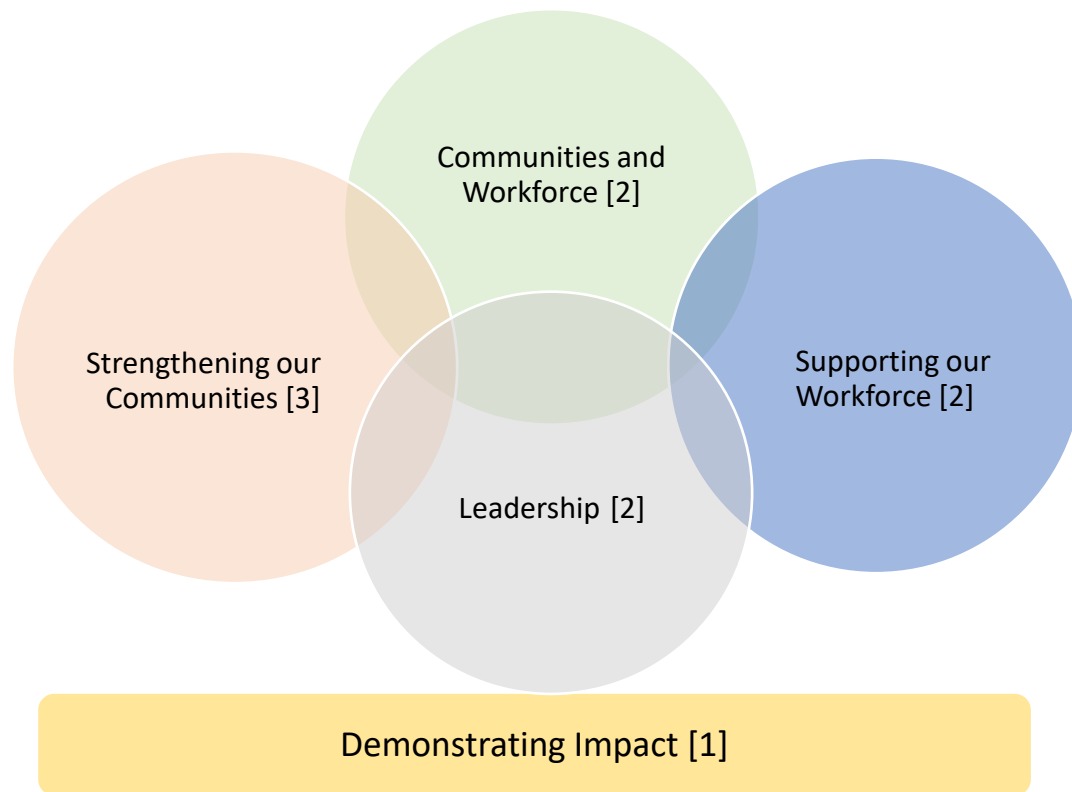- Statutory or mandated requirements

whilst recognising and building on Current Initiatives.

Priorities led to

- Strategic Objectives and
- Aspirational Targets

Strategic Objectives 2025-2030

Communities and Workforce [2]

Strengthening our Communities [3]

Supporting our Workforce [2]

Leadership [2]

Demonstrating Impact [1]

Strategic Objectives 2025-2030

Strengthening our relationship with our communities

- 1. Genuinely **listen to people and communities** and make changes based on their feedback to improve their access to services, their experiences, and their results. We aim to work alongside people and communities and make decisions with them.

- 2. Improve access, experience, and results by more effectively **gathering, analysing, and using equality data for people and communities** to help shape the healthcare system.

- 3. **Focus on helping groups of people who have trouble getting healthcare** or who usually have worse health experiences or results. Be open and clear about what we are doing when we help these groups.

Strategic Objectives 2025-2030

Communities and Workforce

- 4. Keep moving forward in our efforts to **become an anti-racist Partnership**, using insights from the Independent Race Review and building on existing work to better serve our diverse community and staff.

- 5. Continue **improving support for people, communities, carers and our workforce who have disabilities, ill-health and long-term health conditions**, and work to eliminate discrimination against them within health and care services.

Strategic Objectives 2025-2030

Supporting our Workforce

- 6. Foster a **culturally sensitive and self-aware health and care workforce** that deeply understands the impact of power and privilege; by delivering comprehensive training, education for all, and to continue to support our Staff Networks.

- 7. **Encourage a diverse workforce** by actively seeking out candidates with a range of life experiences. This includes focusing on hiring more people with disabilities or long-term health conditions, neurodiversity, and those from different ethnic backgrounds. At the same time, we want to make sure that all **employees who have protected characteristics receive the support they need**.

Strategic Objectives 2025-2030

Leadership

- 8. To commit to ensuring that all **leaders in the Partnership are role models and allies** dedicated to promoting fairness, respect, and equal opportunities, actively supporting others and standing up for what is right. We will build on the successes of the Fellowship program and help encourage inclusive leadership throughout the Partnership.

- 9. We will continue to **promote diversity in leadership** at every level by gathering detailed information on managers, leaders and Board members across the Partnership, and make sure that programs designed to develop future leaders are effective and meet their goals.

Demonstrating Impact

- 10. Ensure **processes are in place to evaluate the impact of actions** at both the Partnership and individual partner levels, in order to demonstrate meaningful progress on our journey as a Partnership.

Accountability and Action

Ali Aslam

Deputy Director, EDI (Education and Training)

Workforce Training and Education Directorate

NHS England

Why is this important?

What happens out there…

Matters in here

Why your role matters in this context

It starts with you and your colleagues

- The work of Amy Edmondson, Michael West et al shows that diverse teams who have psychological safety produce better results.

- Creating those conditions is a fundamental role of the leadership of an organisation.

- You are all also very well placed to drive action and provide accountability.

High impact action 1:

Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable.

High impact action 2:

Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.

High impact action 3:

Develop and implement an improvement plan to eliminate pay gaps.

High impact action 4:

Develop and implement an improvement plan to address health inequalities within the workforce.

High impact action 5:

Implement a comprehensive induction, onboarding and development programme for internationally-recruited staff.

High impact action 6:

Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.

Developing the right culture

EDI should be everyone's business, but how can you as leaders help make this real?

Work with and through your staff

When you are making decisions, notice who is impacted by those descisions, and who is represented in the decision making process.
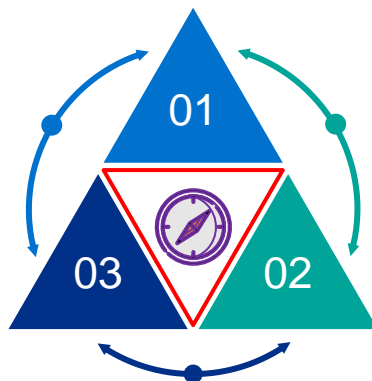
Use data to drive insights and decisions

Use all the data available to drive a rounded insight of your organisation, and to evidence and evaluate the impact of your actions and decisions.

01

02

03

Celebrate success and remain curious
Positive reinforcement through celebrating successes, and retaining a level of curiosity, to understand how others may have tackled some of the issues that you are facing.

Within an environment of continuous improvement

How we at the centre can help you

We recognise that the single biggest driver of improving culture comes from within- top down initiatives do not have the same impact, nevertheless there are some areas where we believe we are well placed to help.

Professionalising EDI as a career pathway, to bolster the critical role of EDI lead
We are working with Henley business school, to launch a Level 7 Apprenticeship Diploma with the aim of developing current and aspirant EDI leads. This programme will commence in June 2025 and is out to recruitment now.

National EDI repository for the EDI improvement plan
Curated case studies of good practice which can hopefully help give a flavour of what others are doing in this space

Discreet support for senior leaders, and a safe source of expertise to increase understanding
There are 2 Deputy Directors working in the national EDI team, and we are both happy to be contacted for any offline conversations that attendees may wish to have.

Breakout discussion

- Please remember Chatham house rules apply
- There will be facilitators and notetakers in each room, they will take notes as part of the post event resource
- The breakout questions are:

1. How do you see high impact action one (HIA one) enabling organisational equality, diversity and inclusion (EDI) transformation?
2. What do you think are the key challenges, barriers or opportunities for advancing EDI within your organisation.

HIA one – 'Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable'

Book now/Save the date:

Health inequalities

Tuesday 25 March | Delivering the shift to prevention

This interactive online event will provide an opportunity to reflect on the extent to which trusts leaders are driving forward the shift to prevention locally. The shift from sickness to prevention is one of the government's three key shifts for reforming the NHS and is guiding the work of the upcoming 10-year health plan.

Scan here to access our upcoming events

RACE EQUALITY

NHS Providers

Tell us what you think

Scan here to access
our evaluation

RACE EQUALITY

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Visit our website for further information on the Race Equality work:

- Counting the cost: Understanding your ethnicity pay gap
- Podcasts
- My journey as a White ally videos
- Blogs
- Previous events and additional resources

Scan here to access our website

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Thank you!

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our evaluation

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