

# Equality, Diversity & Inclusion – 5 Year Plan to December 2024



# Plan on a Page

2023/24

## **Positive Disruption**

- Diversity of thought
- Innovative
- Leading
- Bottom Up Challenge

2022/23

## **Cohesive 360 degree Approach**

- Life Cycle of an Employee
- Work Environment
- Patients
- Vision

2021/22

## **Inclusive Leaders**

- Role Modelling
- Capability to authentically communicate the EDI strategy
- Accountable – each leader has a EDI objective

2020/21

## **Strategic**

- EDI Strategy developed, consulted and published
- KPI's Developed and achievement tracked

2019/20

## **Laying the Foundations**

- Compliance
- Equality Groups
- Activities
- Education



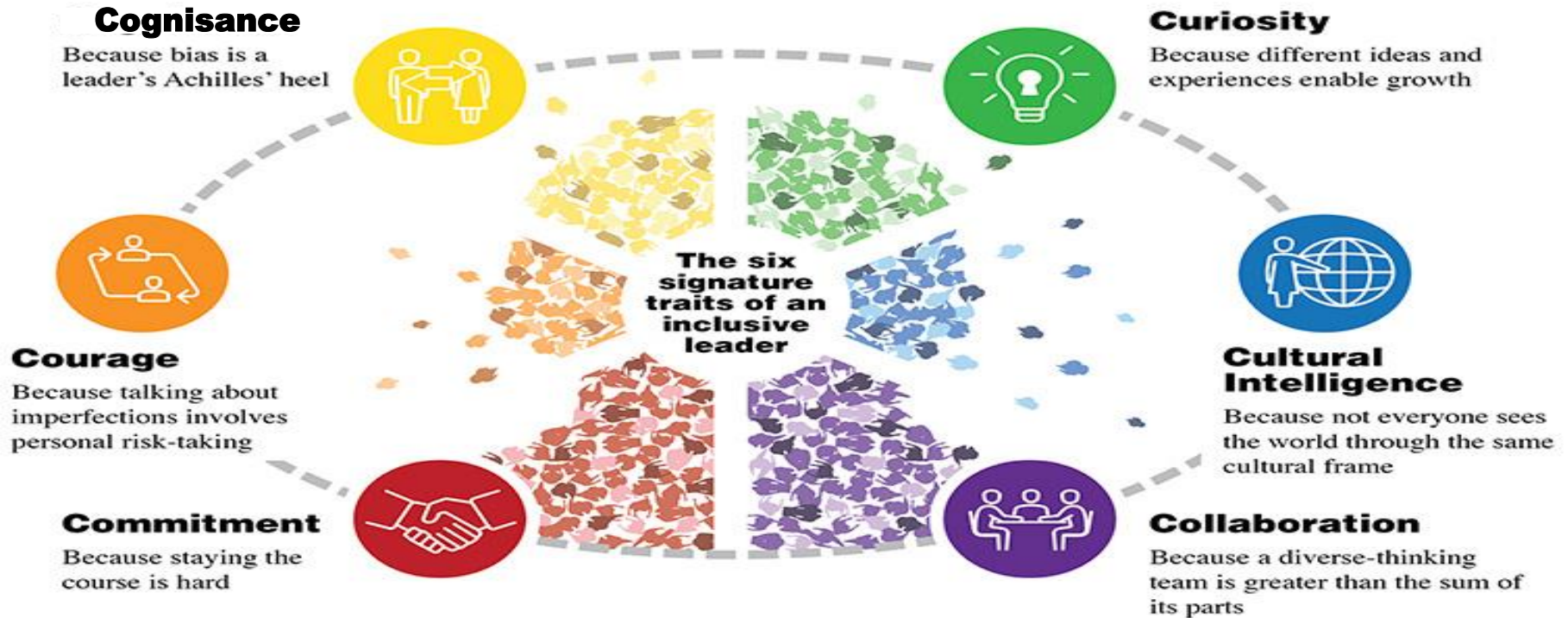
Activities	Metrics
<p>-Equality Groups have a say in the way we shape our direction of travel            Our intent is to empower employees to make a difference, input into policies, equality impact assessments, sharing their lived experiences</p> <p>-Unconscious Bias ‘Stand in Their Shoes’ Programme - to be incorporated into management essentials and inclusive leadership programme. This programme will be mandatory for ‘key decision makers’ to attend</p> <p>-Inclusion Roadshows – spreading awareness of difference ‘on site’ / bite size learning sessions for front line colleagues</p>	<p>Growth in membership and impact</p> <p>70% of key decision makers attending this programme by December 2020</p> <p>Will visit 50% of the CHFT footprint by December 2020</p>



Activities	Metrics
<ul style="list-style-type: none"> <li>-Provide development opportunities for our middle managers, including the ‘Empower’ programme, peer-to peer coaching /BAME mentoring</li> <li>-Inclusive Recruitment</li> <li>-Review our workforce policies/procedures, providing briefings on any changes to line managers ie transgender guidance</li> <li>-Responsible Procurement– All partners / contractors should have an Equality and Inclusion Policy.</li> </ul>	<ul style="list-style-type: none"> <li>E,D&amp;I Dashboard developed and analysis undertaken to understand ‘hot spots’</li> <li>ie. Disability confident stage 2</li> <li>100% of policies reviewed by an inclusion representative</li> <li>Clear and consistent E,D&amp;I requirements embedded in our procurement contracts</li> </ul>



## Grow authentic inclusive leaders who walk the talk every day

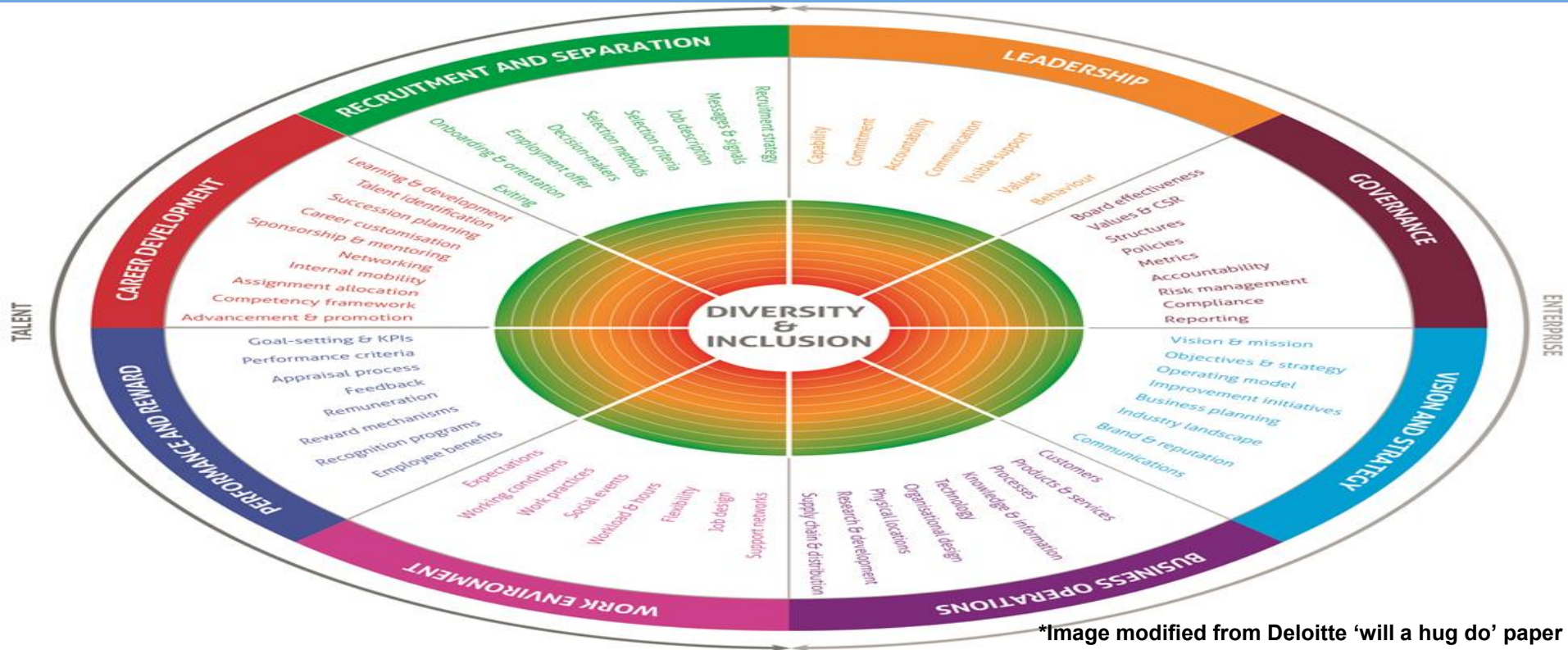


\*Image taken from Deloitte six signature traits of an inclusive leader



**360 degree approach**

**Cohesive and Integrated - Embedding Equality, Diversity & Inclusion into everything we do – 360 degree approach**



\*Image modified from Deloitte 'will a hug do' paper



# Year 5 – Speaking Up/ Disruptive Inclusion

By Year 5, due to a culmination of activity in the previous years we will have embedded an inclusive culture where listening and learning will be encouraged, innovation hubs will pop up in local teams, where they will be able to demonstrate continuous improvement.

## Outcomes

**Excelling - Making a difference** - Partnership - Communities/Colleagues/Patients working together to deliver one culture of care

**Education & Awareness** - Challenging others & Championing change becomes the norm. CHFT colleagues role model inclusivity and the Trust is identified externally as an Inclusive Employer by an Independent Organisation

**Growth** - Grow Innovation & Collaboration within the Trust & with our partners

**Diversity of Thought** - A balanced workforce that genuinely represents colleague and patients views



Do you want to know more?  
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