

Workforce Equality, Diversity and Inclusion Strategic Commitment

2022 - 2026



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Introduction

Workforce EDI Strategic Commitment

It has never been more urgent for us to take action to create an organisational culture where everyone feels like they belong and where diversity is celebrated and respected. It is about making a commitment to ensuring that we are an understanding, kind and inclusive organisation where there is diversity amongst our people and they feel a strong sense of belonging and inclusion.

As we move forward with the delivery of the People Strategy over the next five years, we will continuously challenge ourselves to review our plans through an EDI lens to ensure that our strategic deliverables advance inclusion across our workforce. This document sets out our commitment to ensuring Equality Diversity and Inclusion is a golden thread in the delivery of all aspects of the People Strategy. We will also work hard to ensure that each element is delivered in line with our Trust values of Respect, Teamwork, Improvement and Caring.

I am looking forward to working with you all to realise this exciting and dynamic strategic commitment

Deborah Smith
Chief People Officer

What is meant by Equality, Diversity and Inclusion?

Equality – ensuring everyone is treated individually, fairly and in a way that is appropriate for them.

Diversity – *everyone is individual and different.*

Being inclusive of all differences and including everyone. It includes our visible differences such as gender, race and ethnicity and visible disabilities and also includes our non-visible differences such as sexual orientation, religion, unseen disabilities, different perspectives and thought processes, education, family status and age.

Inclusion - *a sense of belonging, connection and community at work*

Inclusion means valuing and celebrating differences and encouraging an open culture for staff and patients. This means individuals are supported, respected, engaged, have a voice, and are able to develop skills and talents in line with the Trust's vision and values.

Our Equality, Diversity and Inclusion Journey



Wirral University
Teaching Hospital
NHS Foundation Trust

This journey starts as we conclude delivery of our 2018-2022 Equality and Diversity Strategy which created a solid foundation from which we have made significant progress. The 2018-2022 strategy addressed EDI across both workforce and patients, but as we move forward these elements have been separated to allow more focussed action to be developed.

The content of this strategic commitment was developed in collaboration with staff networks, the Equality Diversity and Inclusion (EDI) steering group and the wider workforce who participated in the 2021 NHS Staff Survey and People Strategy engagement workshops.

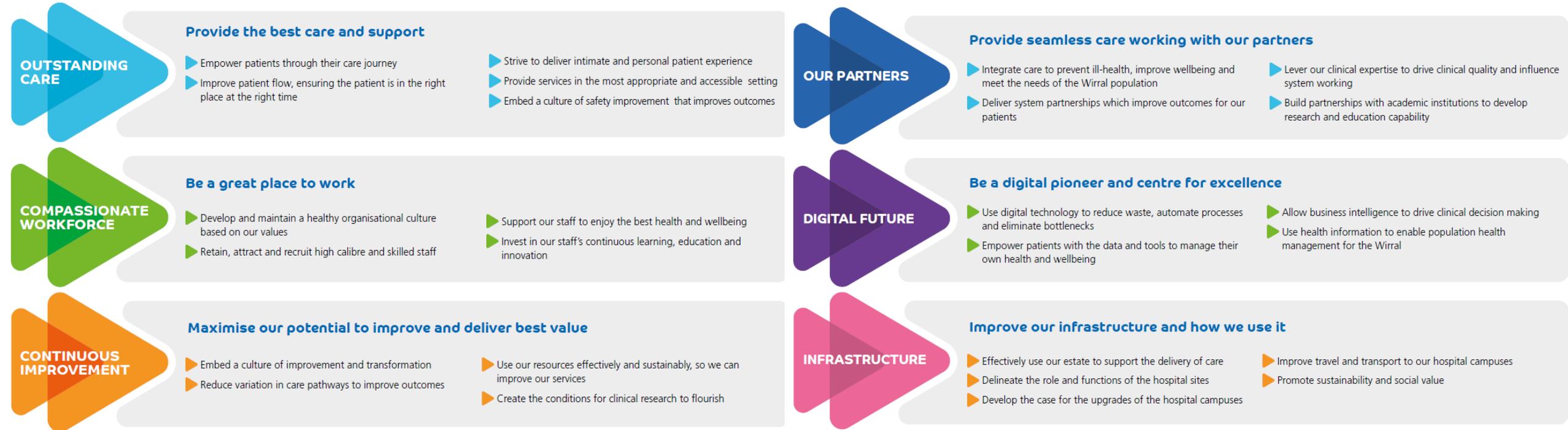
Workforce demographic data, legislation and public sector regulations have also informed the development of this strategic commitment.

Moving forward we will build upon the success of the 2018-2022 Equality and Diversity Strategy, through ensuring EDI is embedded across all pillars of the People Strategy.

Ultimately its about ensuring equality, diversity and inclusion forms the core of our people policies, systems, processes, ways of working with each other and is at the heart of everything we do.

Our 2021-2026 Objectives and Priorities

Our six strategic objectives and priorities demonstrate our intension to provide outstanding care across the Wirral through our hospital sites and units, as a lead provider within the Wirral system. We will be a Hospital Trust that patients, families and carers recommend and staff are proud to be part of.



Strategic Framework

Our Enabling Strategies

This Equality, Diversity and Inclusion (EDI) strategic commitment describes how EDI will become a golden thread throughout the delivery of all four pillars of the Trust's People Strategy.

We are confident that by embedding the EDI strategic commitment across the four pillars of the People Strategy we will significantly improve staff experience for all our people and ultimately contribute to achieving the Trust's vision: *together we will deliver the best quality and safest care to the communities we serve.*



Roles and Responsibilities

- All members of staff and volunteers are responsible for ensuring they understand regulatory and Trust requirements for Equality, Diversity & Inclusion and undertake their role in accordance with them
- All managers understand that they have explicit responsibility to continuously improve equality, diversity, and inclusion for our people.
- Equality Diversity and Inclusion (EDI) Steering Group has responsibility for monitoring and reporting progress against EDI statutory requirements and driving delivery of subsequent actions in line with the strategic commitment.
- Workforce Directorate are responsible for ensuring EDI is embedded across all systems, process and people policies and that the strategic commitment is driven through the people strategy delivery plan. They are responsible for monitoring and reporting progress.
- Workforce Steering Board are responsible for overseeing progress of delivery and providing Board assurance via the Trust's People Committee

Our workforce Equality, Diversity and Inclusion strategic commitment is to:

To create an inclusive and welcoming environment, where everyone feels a sense of belonging and the diversity of our staff is valued, supported and celebrated.

Pillar 1 – Looking after ourselves and each other

People Strategy Vision: We will develop a wellbeing culture where supporting and enabling the holistic wellbeing of our people becomes the norm

We will achieve this by:

- Ensuring our Occupational Health service and wellbeing offer are fully inclusive and holistic.
- Proactively engaging with workforce stakeholder groups to ensure wellbeing offer remains inclusive of those with protected characteristics
- Ensure our leaders are continually developed to enable them to undertake holistic, inclusive wellbeing conversations and provide person-centred support for our people
- Ensure all staff are provided with up to date and regular information so that they know how to access support and sign-post colleagues
- Continuously improve our workforce demographic data to inform the wellbeing and occupational health provision made available for our people
- Take a person-centred approach when developing our people policies and practices

Pillar 2 – Belonging at WUTH

People Strategy Vision – We will develop an inclusive culture where everyone's voice is represented

We will achieve this by:

- Using equality data analysis across all our people processes and practices to understand equality related implications
- Continue to develop exemplar expertise to allow us to embed regulatory requirements and be at the forefront of best practice
- Advancing the EDI agenda across local communities by sharing best practice, peer review and partnering in activities that promote and advance the agenda across Wirral
- Embedding our engagement framework which ensures all voices are heard and recognised
- Ensure a diverse range of communications methods are used to cascade Trust messages across the organisation and to seek feedback from staff. This will enable all staff to access information and participate in engagement activities.

Pillar 3 – Transforming Ways of Working

People Strategy Vision – We will embrace new ways of working and create opportunities to enable our people to achieve their potential

We will achieve this by:

- Understanding the impact on our people when developing technology, systems and learning solutions and ensure that solutions implemented are inclusive of our diverse workforce
- Ensure trainers are equipped with the knowledge and skills to ensure their training courses and programmes of development are continuously assessed for inclusivity
- Proactively seek and target development opportunities that harness and enable the talent of our diverse workforce
- Ensuring there is inclusive representation when developing opportunities to transform ways of working
- Proactively working with partners such as 'Access to Work' to promote and maximize the use of technology and other solutions to enable equality of access for staff who have additional needs / neuro diversity

Pillar 4 - Shaping our Future

People Strategy Vision – We will improve outcomes across Wirral for Health, Employment and Wellbeing by working with our partners to be the best place to work

We will achieve this by:

- Understanding our community's needs to help us reduce barriers in accessing employment programmes and opportunities.
- Develop relationships with a wide cross section of our communities across Wirral to build trust in WUTH as an inclusive employer and to work in partnership to support local people into employment
- Promoting WUTH as an inclusive employer that celebrates diversity and harnesses individuality

Delivering our Workforce Equality, Diversity and Inclusion Strategic Commitment

We will deliver our Equality, Diversity and Inclusion strategic commitment through our People Strategy delivery plan.

We will review our delivery objectives in line with this strategic commitment, support by engagement with our staff networks, relevant Trust data and scrutiny via the Equality, Diversity and Inclusion Steering Group.