

# Equality, Diversity & Inclusion Strategy

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# Introduction

**The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of district general hospital services for nearly half a million people in Shropshire, Telford & Wrekin and mid Wales. Our main service locations are the Princess Royal Hospital in Telford and the Royal Shrewsbury Hospital in Shrewsbury.**

Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

The Trust has a workforce of over 6,000 clinical and non-clinical professionals, working across a variety of roles, in Shropshire, Telford and Wrekin which is the largest landlocked rural county in England.

The Equality, Diversity and Inclusion strategy sets out our key objectives as well as our governance structure to ensure we deliver our objectives. It will be our **'everyday behaviours'** of all people which will drive work and make the difference. In delivering against the statutory duty we will broaden our thinking, recognising that society is constantly changing and we have an imperative to ensure we are responsive to issues such as **intersectionality, gender fluidity and neuro-diversity and closing the gender and ethnicity pay gap.**

Good health and wellbeing of our staff is vital and we support all of our staff to be as well as they can be, ensuring that they feel able to bring their 'whole self' to work.

Through our equality, diversity and inclusion work we will look to promote our values at every opportunity and specifically to:

- Engender a **sense of belonging** for all by creating an environment where we value unique differences;
- Improve our service proposition by listening and engaging better with our patients and communities and developing 'diversity of thought' in our service delivery.

This strategy will be closely aligned to our new People Strategy and our Organisational Development Strategy and will have a key focus on enhancing staff engagement to maximise the power and added value of staff networks to help drive and shape the organisational culture.

## **Why we need an equality, diversity and inclusion strategy:**

- To ensure all staff live and breathe the **Trust's values** and are valued for their unique difference;
- To demonstrate equitable and **fair processes** so that all staff feel valued and able to challenge discrimination;
- To support the mechanisms in place to create, maintain and sustain a diverse and **talented workforce**;
- To ensure all patients receive the **best quality care** regardless of their protected characteristics.

This new strategy will outline our new way of thinking and embracing equality, diversity and inclusion.



**These values are at the core of everything we do. They help shape our behaviours and thinking, leading to better outcomes for our patients and staff.**

## Equality, Diversity and Inclusion – the legal and regulatory requirements

Under the Equality Act 2010, the Public Sector Equality Duty (PSED) requires all public bodies to consider all individuals when carrying out their day-to-day work - in shaping policy, in delivering services and in relation to their own employees. We must demonstrate **'due regard'** to the three aims of the general duty of the Equality Act 2010 which are:

- Eliminate unlawful discrimination, harassment or victimisation;
- Advance equality of opportunity between people who share protected characteristics and people who do not share them;

- Foster good relations between people who share protected characteristics and people who do not share them.

The Equality Act 2010 protects anyone who falls into a 'protected characteristic':

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

## Equality Delivery System (EDS2)

NHS organisations are required to complete the Equality Delivery System (NHS2) framework and assessment and to review it annually. This provides a comprehensive approach to demonstrating commitment to, and compliance with, legal requirements and continuing improvement in genuine involvement and participation of our service users and staff in the equality and diversity agenda.

### EDS 2 Aims:

- Better health outcomes for all;
- Improved patient access and experience;
- Empowered, engaged and well-supported staff;
- Inclusive leadership at all levels.

In line with EDS2, we will embed a robust governance structure to map our journey and drive performance and positive outcomes. We will also enhance our stakeholder and patient participation to reflect the diversity of our patients and service users, developing inclusive and accessible communication and engagement tools.

## Links to our new People Strategy

At the heart of our work is our commitment to make SaTH a better and fairer place for all staff – whatever their background or needs.

Equality, diversity and inclusion are at the centre of the People Strategy, with a clear focus as a priority, on the Year one actions outlined in relation to attraction, engagement, and development of staff as well as ensuring that the needs of our patients are better understood and met. We have established a new Black and Minority Ethnic staff network for the Trust and will work with our staff to establish our Disability and LGBTQ+ networks.

This strategy also underpins the activities outlined in the new Recruitment and Retention Strategy, with a particular focus on recruitment and retention of our international nurses. We have initiated some key work via our on-boarding team to ensure our international nurses feel valued, supported and able to integrate into their new communities, in and out of work.



## Governance and measurement



We also are required to report annually on our **Workforce Disability Standard and Workforce Race Equality Standard** to provide an overview of our implementation and progression plans.

### Strategic Equality, Diversity & Inclusion Group

The new **Strategic Equality, Diversity and Inclusion Group**, will drive this area of work and ensure that it is working alongside our Sustainability Transformation Partnership (STP) to make our equality, diversity and inclusion work cut across the wider services.

This group will provide oversight of progress against the equality objectives to the Trust Board via the Workforce Committee and the Quality and Safety Committee and it will focus on the distinct areas outlined below:

**Workforce** – aim is to ensure our staff create a positive working environment and promote a culture of trust where our people work together, and feel motivated and confident to challenge and be innovative. A key objective is to recruit and retain a workforce which is representative of the communities we serve, and to provide an environment that values the differences people bring with them, where they feel safe and supported throughout their career.

**Patients** – aim is to ensure that we are working with our key partners to provide the best possible service to our communities, ensuring everyone has fair access to all services and treating everyone with respect at all times. The group will engage across Shropshire and Telford and Wrekin in order to deliver a service which meets the needs of communities, especially those that are seldom heard.



## Steps to success:

**Step 1** – Evaluate and review our current position, including our structures and resources for equality, diversity and inclusion

**Step 2** – Strategic Equality, Diversity and Inclusion Group will develop the action plan attached, based on recommendations from the CQC inspection, our Workforce Race Equality and Workforce Disability Equality action plans, Staff Survey, patient feedback and internal feedback such as the Freedom to Speak Up Guardians

**Step 3** – We will set out a clear equality, diversity and inclusion communication and engagement strategy for our workforce

**Step 4** – Refresh and publish our equality objectives

**Step 5** – We will establish a regular reporting cycle

## Measures of Success:

**Measure 1** – Positive CQC inspection findings

**Measure 2** – Improved annual Staff Survey feedback

**Measure 3** – Positive patient and carer feedback

**Measure 4** – Better workforce representation/retention

**Measure 5** – Upward trend to reduced pay and ethnicity gap

## Our Equality Objectives (draft)

### Engage to create inclusive healthcare

- Develop our Trust Board and Senior Leadership as equality, diversity and inclusion champions;
- Meaningful and targeted patient engagement and data collection, driving service improvement to reduce health inequality;
- Establish our staff networks and patient group to help shape our services and culture.

### Empower to achieve

- Engender a culture where staff feel a shared sense of belonging;
- Culturally enrich our organisation by reflecting the diverse communities we serve;
- Enrich our organisational development offer, so staff are informed and empowered. Embed and celebrate;
- Develop an equality, diversity and inclusion reward and recognition framework for the Trust;
- Seek external accreditation to demonstrate continuous improvement ( e.g. Stonewall, Disability Confident);
- Annual equality, diversity and inclusion conference.







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