

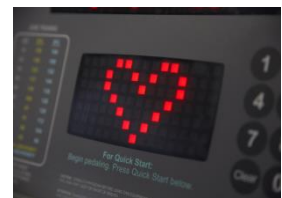


*We are Bradford: we value diversity and champion inclusion*

# We are Bradford: We value diversity and champion inclusion

## Our draft Equality, Diversity & Inclusion Strategy 2023-2025

Kez Hayat, Head of Equality, Diversity & Inclusion  
(Trust Board – March 2023)



*Together, putting patients first*

# EDI Landscape, Contractual & Legal Obligations



# Why do we need a strategy?

- Meet our legal and contractual obligations
- Set's out the Trust's ambitions and plan of action to promote and advance EDI across the Trust
- Help us align our EDI activity with local, regional & national EDI priorities
- Provide focus on tackling health inequalities
- Will assist us in creating a culture that is positive, compassionate, and inclusive

# Progress so far....

- Table top exercise in terms of EDI
- Review and refresh of existing equality action plans (WRES & WDES)
- Increased focus on raising the profile of EDI across the Trust
- Refreshed the role of staff networks
- Evidence and Data Led actions
- Local, Regional and National alignment (People Plan & People Promise) including 10 big ambitions, AAO, Root out Racism,
- Equality & Diversity Council – Health Inequalities, links to RiA

# Guiding Principles Underpinning the Strategy

## 3 Core Principles. We will;

- **Attract, select and retain** a diverse range of talented people to work at the Trust, and value the contribution made by everyone
- **Embrace the diversity** of all our staff, patients, service-users, visitors and everyone associated with the Trust to create a harmonious environment where people are comfortable to be themselves, achieve a sense of belonging and realise their full potential.
- **Challenge inequality** in all its forms and promote civility, respect and understanding with the Trust and the wider community

People Promise



# Our EDI Objectives Plans for 2023-2025



**Bradford Teaching Hospitals**  
NHS Foundation Trust

## **Objective 1 Education, Empowerment and Support**

Ensure all our staff are aware of their own and the Trust's responsibilities for advancing a culture of equality of opportunity and fostering good relations, achieved through targeted training and development, with particular focus on cultural competency.

## **Objective 2 Effective Community and Staff Engagement and Involvement**

Build community and staff trust and confidence through effective community engagement and involvement

## **Objective 3 Population Health Inequalities**

Tackle health inequalities and strengthen the system approach to population/place-based health and care management.

## **Objective 4 Promoting Inclusive Behaviours**

Ensure all our staff, contractors, visitors and the wider community are aware of the effects of their behaviour on others and are equipped to challenge and report inappropriate behaviour when they experience or witness it.

## **Objective 5 Reflective and Diverse Workforce**

Develop and enhance our approach to recruitment, selection and promotion to positively attract, retain and support the progression of diverse staff across the Trust.

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# Consultation Feedback so far....



Bradford Teaching Hospitals  
NHS Foundation Trust


- Inclusion of dedicated Health Inequalities section
- Inclusion of a section outlining achievements and progress so far
- Positive feedback from community engagement events (cultural competency)
- Ensure the document is accessible
- To develop an executive summary of the main strategy
- Year on year action plan with clearly defined areas of action

# What next?

- Capture key actions for year 1 implementation plan (detailed actions)
- Engagement with CSU/Management Teams following Trust Board approval
- Finalise the equality impact assessment
- Professional Design and Print – key for comms and engagement
- Last minutes amends (include progress on Learning Disability & a feature on regional and national EDI activity)
- Formal launch of the EDI strategy April 2023



# Discussion



What are your initial thoughts and feelings about the strategy?

What are your views on the refreshed equality objectives?  
Have we captured these correctly?

What key considerations will ensure effective engagement and implementation of the strategy across the Trust?  
What will make the biggest impact?

# Thank you & Acknowledgements

