

RACE
EQUALITY

Welcome

**NHS Equality, Diversity and
Inclusion (EDI)
Improvement Plan system
collaborative**

April 2024


NHSProviders

What to expect from today's session

This session is a **follow up from the insight calls** we have had with you and/or your colleagues.

This session will focus on **high impact action one and six** of NHS England's equality, diversity and inclusion improvement plan. These are areas where we heard variation in approach or concerns that impact may take longer.

This session will allow you to:

- ✓ Hear from an NHS leader on their practical steps against high impact action six.
- ✓ Discuss enablers and barriers to creating an environment that eliminates bullying, discrimination, harassment and physical violence.
- ✓ Share feedback with peers, NHS Providers and NHS England for more informed support.

Case study + Q&A – Janine La Rosa
– chief people officer, Barking,
Havering and Redbridge University
Hospitals NHS Trust

Breakouts

Feedback and Q&A

Final reflections and next steps

- Please note the Chatham House rule applies
- Please keep your camera on wherever possible
- 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
- After both the presentation and breakout groups, there will be time to ask questions and make comments about what you have heard today
- If you would like to ask a question audibly, please use the raise hand function
- 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.

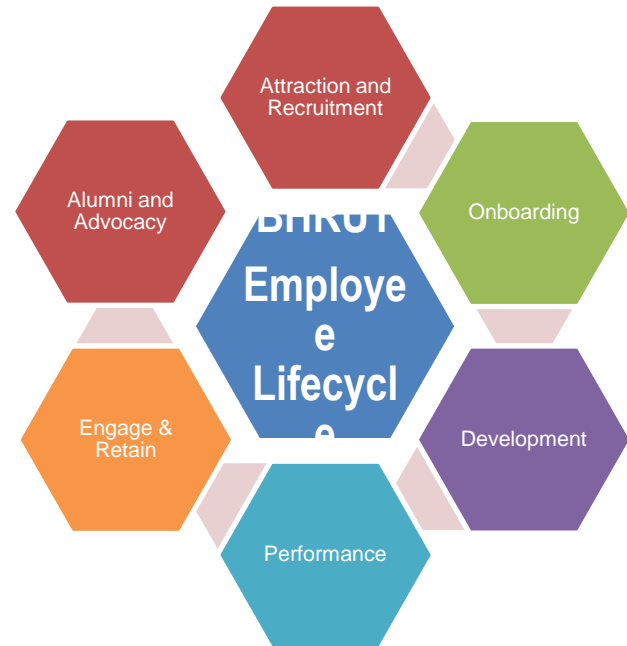
High Impact Action 6 :

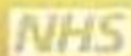
Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur

Chief People Officer

Janine La Rosa

April 2024

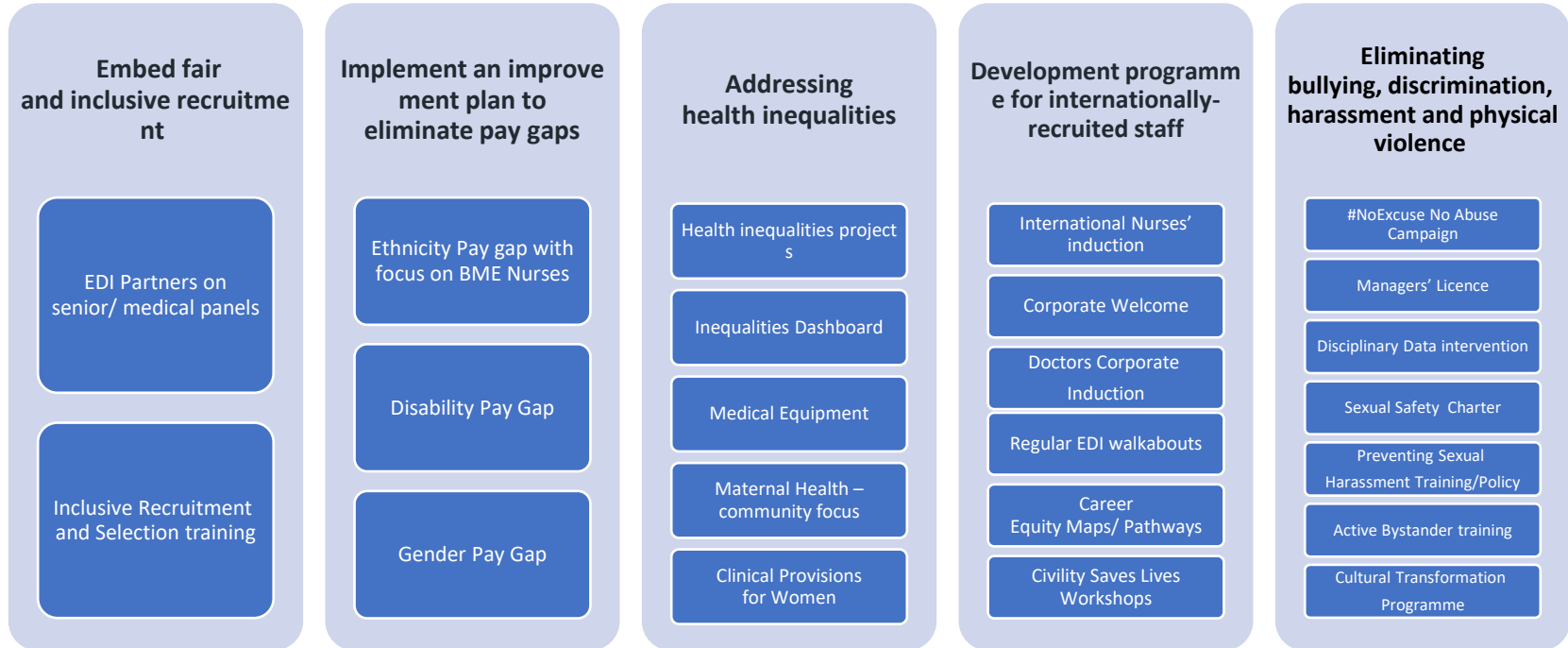




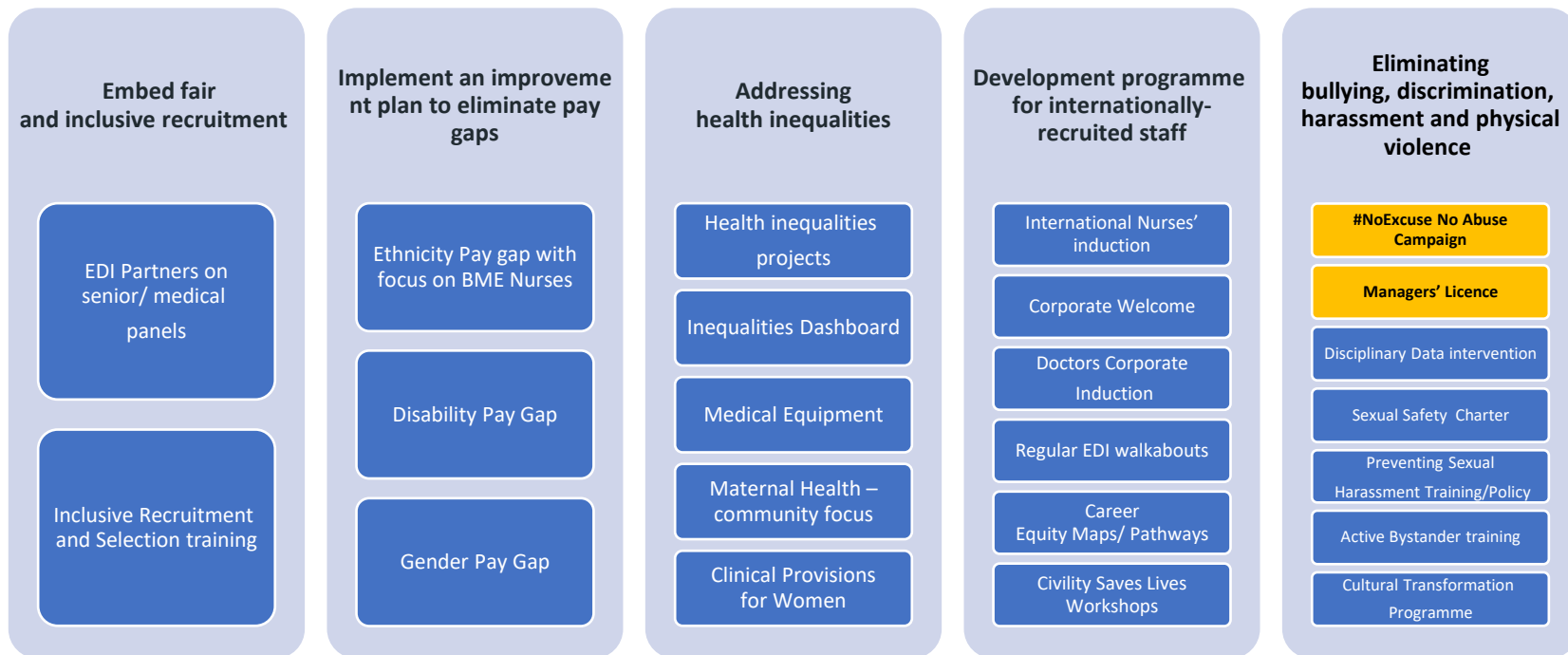
Barking, Havering and Redbridge
University Hospitals
NHS Trust

because you can really feel the difference that you
make on a day-to-day basis when you come into work.

Joined up approach



Focus interventions



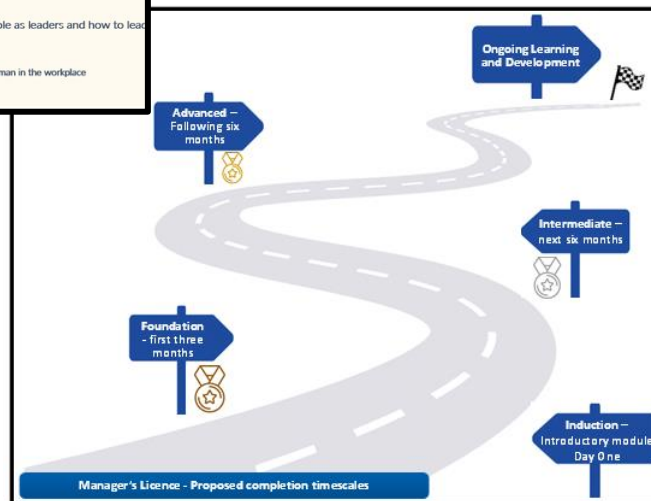
MANAGERS' LICENCE PROGRAMME OVERVIEW



- The road to success begins with introductory module – Starting and leading well at BHRUT
- All new starters are automatically enrolled on the programme
- Existing managers invited to attend scheduled dates.
- 100% have rated Introductory module Good-Excellent

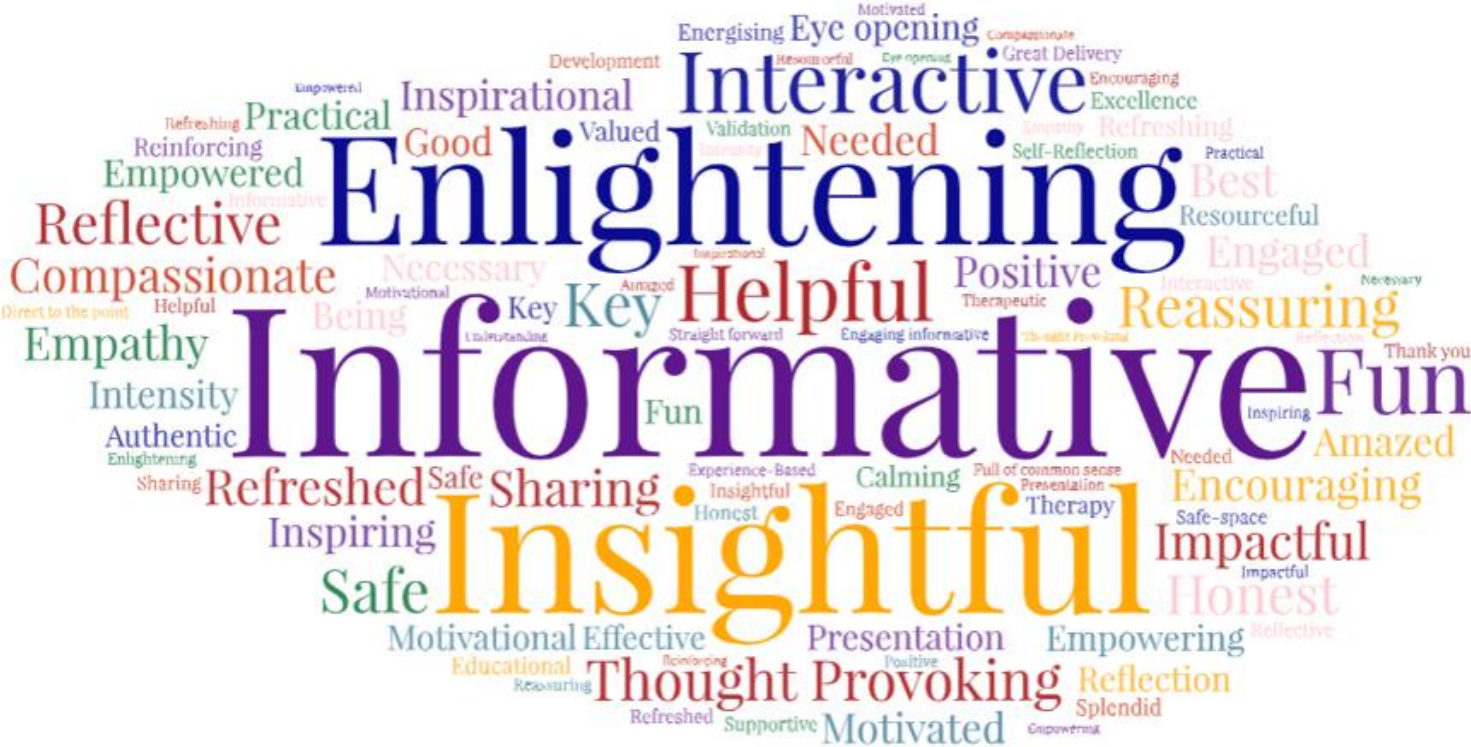
IMPACT – HOW WOULD YOU APPLY THE LEARNING?

- “I will ensure I lead with compassion and listen to my staff / team”
- “This course has given me an insight on how to deal with my team. Being compassionate. Having an honest conversation with the team”
- “Having ‘Courageous Conversations’ sooner rather than later”
- “By focusing on creating a team atmosphere of teamwork and togetherness”
- “I would be able to motivate my team to be at the top of their workload and be more productive”
- “It is applicable in every area of professional work, conduct and behaviour”
- “Part of my role is to advise and support managers so I will be applying this to encourage others to demonstrate insight and reflection in how they act and react to / with staff”
- “Always think of being compassionate leader when approaching everyday tasks”
- “Apply well-being conversations day to day. More honest conversations in a kind way”
- “Try to always be compassionate every individual is different, and needs are different”
- “Be mindful about my attitude/ behaviour”
- “I will be a better leader- feel inspired”.





FEEDBACK FROM PARTICIPANTS



VIOLENCE AND AGGRESSION PROJECT OVERVIEW

**NO ABUSE
NO EXCUSE**

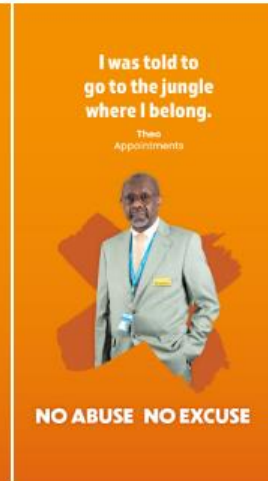
**We don't tolerate verbal
or physical abuse.**

**You could be banned
and prosecuted.**

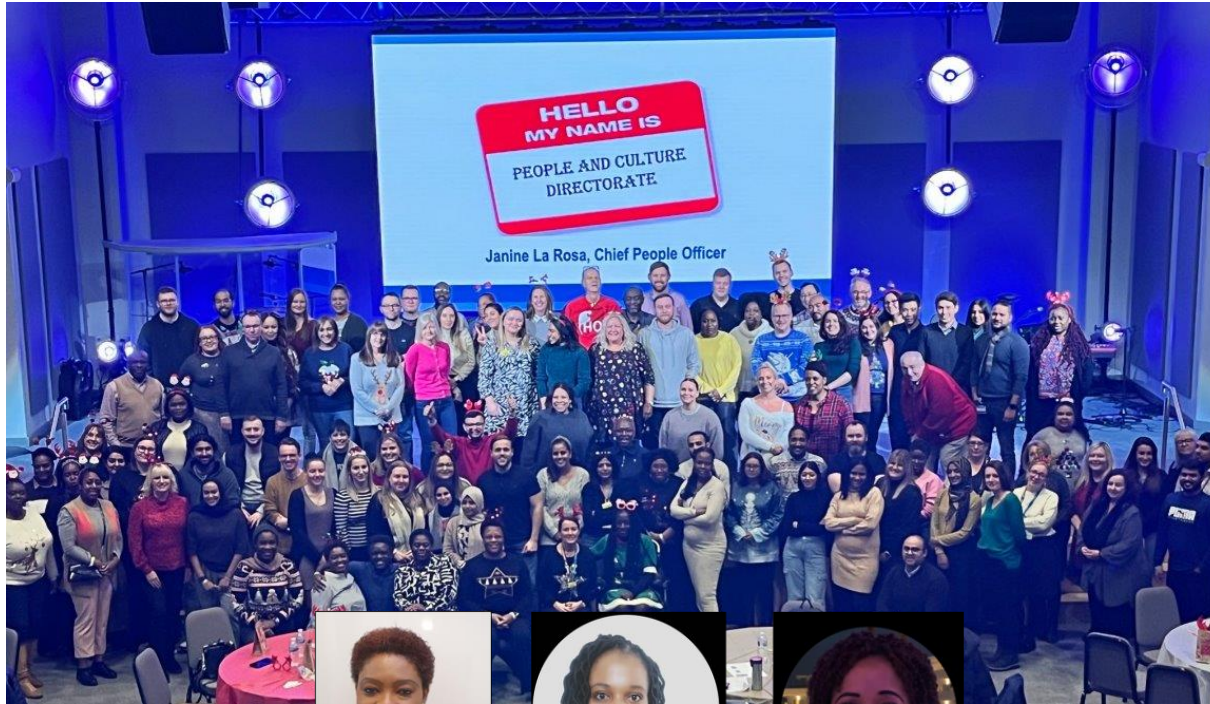
#NoAbuseNoExcuse

No Abuse, No Excuse

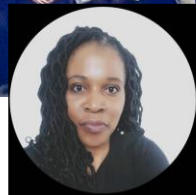
- Staff led programme
- Policy that builds on best practice, centres staff wellbeing and support e.g. we take responsibility for calling the police
- Easy access to yellow cards
- Red cards result in a one-year ban for non-emergency treatment
- De-escalation and breakaway training rollout
- Body Cameras introduced in key areas and increased security staff visibility
- Staff report feeling safer and supported



Team acknowledgement



Delphine Garr, Head of Education Programmes and Lifelong Learning



Sara Najjuma, Head of Equality, Diversity and Inclusion



Seline Taylor, People and OD Business Partner

- There will be a facilitator and a minute taker in each room
- Minute takers will take notes as part of the post event resource
- Chatham house rule applies
- Please keep your camera's on
- Please nominate one person from your group to feedback
- We have logistic support in the main room, if needed.

You have 30 minutes to discuss:

1. *HIA 1 – What are your objectives for HIA one? What parameters have you put in place to measure and maximise impact?*
2. *HIA 6 – with latest NHS staff survey data showing instances of staff experiencing discrimination at work are at their highest levels since 2019, what interventions has your organisation implemented that have made a difference? What have been the enablers and barriers?*

Register now:

Is NHS England's EDI improvement plan an effective lever for trusts working as anchor institutions? | Friday 10 May 2024

Delivered by our Health Inequalities programme, this webinar will explore:

- High impact action four (HIA4) of NHS England's equality, diversity and inclusion (EDI) improvement plan: develop and implement an improvement plan to address health inequalities within the workforce
- NHS trusts' role as anchor institutions in tackling health inequalities faced by staff
- Key challenges and practical solutions for trusts to meet the success metrics outlined in HIA4.

Scan here to access this event



Tell us what you think



Scan here to access
our evaluation

Visit our website to find previous events and resources on the following topics:

- Inclusive recruitment and talent management
- Data and accountability
- Allyship
- Can we talk about race?
- Health Inequalities
- Internationally educated workforce.



Scan here to access our website

Thank you!



Scan here to access
our evaluation