

Is NHS England's equality,
diversity, inclusion (EDI)
improvement plan an
effective lever for trusts
working as anchor
institutions?

Peer learning forum – a non-judgemental space to:

- Step back and reflect
- Build greater awareness of what is happening across the provider sector
- Consider familiar problems from new angles and gain new perspectives
- Share insights and learning
- Take away practical ideas that might help address your local challenges
- Build ongoing peer connections

Introduction and context setting:
Dr Habib Naqvi, chief executive,
Race and Health Observatory &
Saffron Cordery, deputy chief
executive, NHS Providers

Breakouts and feedback

Group reflection and discussion

Final reflections: Dr Habib Naqvi,
chief executive, Race and Health
Observatory & Saffron Cordery,
deputy chief executive, NHS
Providers

- 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 health.inequalities@nhsproviders.org
- Please ensure your microphone is muted during presentations to minimise background noise
- After the 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 4

HIA4 calls for NHS organisations to:

- Develop and implement an improvement plan to address health inequalities within the workforce

Actions required:

- **By October 2023:** line managers to conduct regular and effective **wellbeing conversations**, with a focus on reducing bullying, abuse and harassment
- **By April 2025** - work in **partnership with community organisations**, facilitated by ICBs, in role as anchor institutions

Context:

- Reducing bullying and harassment **improves workplace experience** and reduces staff absence
- Opportunity for anchor institutions to make a **positive impact**, providing **good work** and **career progression**



What trust leaders have told us

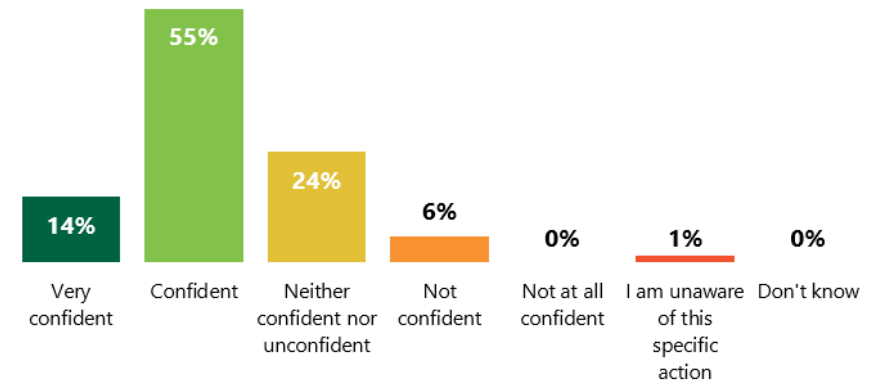
In January 2024, we conducted **12 insight calls** with NHS organisations (trusts, ICBs and CICs) to support NHS England's evaluation of progress in implementing the EDI improvement plan's six high impact actions (HIAs).

NHS leaders told us:

- HIA4 will be the **most challenging to implement on time**
- That the wording of HIA4 lacks clarity. There is **varied understanding of what 'health inequalities' means** in the context of the workforce
- Wider societal and cultural change is needed, and this **takes time to fully embed**
- Initiatives to improve **EDI and reduce health inequalities** need to be **better joined up**
- Some felt that **robust evaluation processes are not yet in place** for initiatives to tackle workforce health inequalities

How confident are you that your organisation will be able to make progress on reducing inequalities within the NHS workforce?

(n = 71)



However, **69% of trust leaders responding to a recent survey said they are confident or very confident** their organisation is making progress on reducing workforce health inequalities

Breakout discussion: Implementing HIA4

Comfort break

**Breakout discussion:
Aligning HIA4 with wider
health inequalities and
anchor working**

Book now

Addressing inequalities in maternal care and outcomes

Monday 24 June 2024

Our upcoming peer learning event in collaboration with our Race Equality and Improvement programmes, will explore addressing inequalities and driving improvements in maternal and neonatal services.



Scan here to access our upcoming events

Tell us what you think

Your feedback helps us shape future events.

Please take five minutes to complete our evaluation.



Scan here to access our evaluation

Visit our website

Discover further topics on how to address health inequalities including:

- Anchor institutions
- Partnership and system working
- Approaches for reducing health inequalities
- Embedding prevention



Thank you for attending

Your feedback helps us shape future events.



Scan here to access our evaluation