

Equality, diversity and inclusion strategy 2023-2030

Making The Princess Alexandra Hospital NHS Trust (PAHT) a truly inclusive employer and health service provider for our diverse people, patients and local community

Introduction

This is a summary of our equality, diversity and inclusion (EDI) strategy, which sets out PAHT's aim, vision, goals and areas of focus for the next three years.

EDI is at the core of our organisation and we fully recognise our responsibility to engage our whole community that includes: our people, partner organisations, community groups, our patients and their carers and families.



We want to build a reputation of being a values-based organisation, focused on delivering care to our patients with a person-centred approach and we are committed to ensuring EDI is at the heart of our business.

Our policy is to respect the diversity of all, treat each person fairly and equally based on their needs, regardless of characteristics¹.

We are also committed to creating an inclusive environment where everyone feels valued and respected because of their differences. This is a place where all of our people can be the whole and best version of themselves and reach their full potential.



 To have a naturally inclusive organisation where everyone feels valued and is treated with fairness and respect



- Ensuring the voice of our people, patients and communities we serve are heard
- Promoting equality of opportunity and dignity and respect for all patients, service users, families, carers and our people
- Valuing and harnessing people's differences

¹ whether those defined and protected by UK law in the 2010 Equality Act or other characteristics.





- To put equality, diversity and inclusion at the heart of our organisation
- 2. Recruit, retain, develop and support a diverse workforce
- 3. Improve patient experience for people with protected characteristics and those who experience marginalisation
- Engage our diverse communities across our services and pathways

We are working to achieve an inclusive and diverse organisational culture, to be recognised for our forward-thinking approach, ensuring everyone we engage with feels valued and respected and to contribute to EDI best practice on a regional level.

We will achieve our goals by:

- Having compassionate, inclusive and effective people at all levels
- Developing people to be compassionate and inclusive through greater learning and development opportunities
- Having measurable objectives for EDI for all leaders, managers and staff starting with our board members
- Making sure everyone has a voice that counts
- Achieving a positive shift in our culture to include restorative practice and justice

Goal 1:

To put equality, diversity and inclusion at the heart of our organisation

Goal 3:

Improve patient

experience for

characteristics/

marginalisation

people with

protected

experience

- Implementing fair and inclusive practices across all HR processes
- Widening representation and building a talent pipeline of people with protected characteristics including Black and minority ethnic (BME) communities, people with disabilities, women, and LGBTQ+ individuals
- When people join they are welcomed with an inclusive, equitable and comprehensive onboarding programme, sustained care and development Making sure health and wellbeing is personalised for all staff based on their needs

Goal 2:

Recruit, retain, develop and support a diverse workforce Ensuring everyone has a voice that counts and that we listen and collaborate to develop clear plans that will improve our people's experiences

- Improving the recording and monitoring of protected characteristics data
- Using protected characteristics data for improvement, especially working with unpaid carers, people affected by cancer and care pathways for urgent care, inpatient care and palliative care
- Use experiences to inform and improve the design of our services
- Ensuring working practices and spaces are accessible for all

Goal 4:

Our goals

Engage our diverse communities across our services and pathways

- Increasing collaboration, co-design and production
- Integrate this into our our work on the new hospital and new electronic health record (EHR)
- Align this strategy to CORE20PLUS5 and the major conditions strategy



Accountability

The delivery of EDI will be overseen by the Equality Diversity and Inclusion Steering Group (EDISG) chaired by the director of people, organisational development and communications.

The EDISG is responsible for setting the strategic direction for our EDI objectives, monitoring their delivery and championing inclusive behaviour across the Trust. The group will also ensure that resources are targeted to support key priority areas.

Progress against our EDI objectives and action plans will be reviewed quarterly.

Our people are responsible for being naturally inclusive and promoting everyday acts of inclusion in their behaviour and language and increasing self-awareness.

Leaders and managers are responsible for ensuring their teams perform well against our diversity competencies and are naturally inclusive in what they do and how they behave.

Each division and corporate directorate is responsible for setting EDI targets, addressing issues and supporting people to be naturally inclusive

The board of directors are responsible for role modelling leadership and integrating EDI into PAHT strategies and decisions.

The trust board will receive regular assurance it is meeting statutory and regulatory requirements. "We have a range of staff equality networks which provide a safe space for staff to discuss equality, diversity and inclusion."

The learning and organisational development team are responsible for monitoring this strategy and supporting a cultural shift through effective development programmes and learning opportunities.

We ask that all our people adopt and embrace this strategy within their individual roles and workplaces.

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For the Race Equality and Cultural Heritage (REACH) Staff Network email:

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