

# Equality, Diversity, Inclusion and Belonging Strategy



**Coventry and  
Warwickshire**  
Training Hub

# Introduction

## What is Equality, Diversity and Inclusion?

Equality is about treating people fairly and providing equal access to jobs, opportunities, benefits and services. It is also about adapting services and other operations in recognition of diversity of need – not everyone starts from the same place.

Diversity is about difference and the wide range of differences which exist between us. This includes individual differences such as age, abilities, gender and sexual orientation and, other socio-economic differences in access to for example healthcare, education, safe spaces, clean environments, good quality housing and stable incomes.

It's about understanding that each individual is unique in their complex make-up and that there is a need to recognise, respect, embrace and value those individual differences; this forms a large part of the inclusion agenda in terms of organisational development and culture change



# Introduction

## Why does diversity and inclusion matter?

Research on NHS staff and patient surveys in 2012 by Michael West found that the experience of staff from ethnic minority backgrounds is a good barometer of the climate of respect and care for all within the NHS. When staff from ethnic minority backgrounds feel engaged, motivated, valued, and part of a team with a sense of belonging, patients are more likely to be satisfied with the service they receive.

This shows that addressing race inequalities does have a positive impact not only on other staff groups, but also on patient outcomes.

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The NHS must be a place where all are welcome, with a culture of belonging and trust. We must understand, encourage and celebrate diversity in all its forms. The NHS must be a place where discrimination, violence and bullying have no place.

- NHS People Plan 2020/21

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# Introduction

## Why is this important for the Training Hub?

Morally as a Training Hub we need to lead by example.

At Coventry and Warwickshire Training Hub, “We are a proactive and passionate team who are committed to supporting our general practice workforce to reach their full potential, build rewarding careers and deliver high-quality healthcare for our patients.”.

The Coventry and Warwickshire Training Hub recognises the importance of valuing diversity and inclusion in the workplace and understands the benefits that can be achieved through building an inclusive and representative workforce in Coventry and Warwickshire practices and supporting organisations including the Primary Care Networks and Place-based general practice provider organisations.

The evidence is clear that building a healthcare workforce that is representative of the population has benefits for patients and service users in terms of experience, safety and outcomes.

Coventry and Warwickshire Training Hub has a crucial role to play, within Coventry and Warwickshire General Practice and the wider Integrated Care System, in supporting education, training and career development that creates opportunity for people in every setting and from every background. We will use our influence with stakeholders to further equality, diversity and inclusion in the wider healthcare system and within medical and clinical education.

# Protected Characteristics

## What are the Protected Characteristics?

Legally as part of the Equality Act 2010 and the requirements of the NHSE Workforce, Training and Education (NHSE WTE) contract, Coventry and Warwickshire Training Hub are obliged to implement strategy, policy and data capture to evidence and drive advancements in equality across nine protected characteristics in organisations.

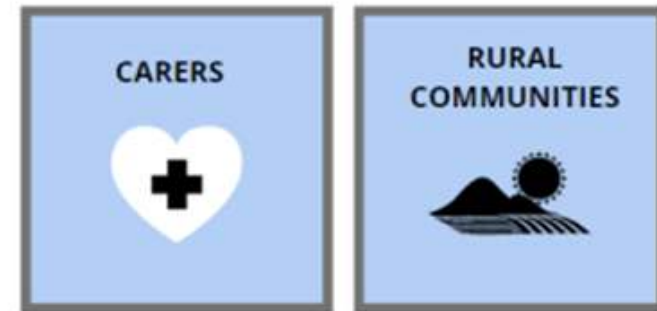
The nine protected characteristics are:



# Other Vulnerable Groups

## Who are the other vulnerable groups?

In addition to the protected groups, we also recognise that there are additional groups that experience health inequalities and face disadvantage in society. These groups include:





We must do more to ensure staff, learners and volunteers have equal opportunity within a compassionate and inclusive culture. We know having a diverse workforce will enable us to provide better care for our diverse patient groups and reduce inequalities. The NHS workforce is more diverse than at any other point in its history and we want everyone to have a positive experience working in the NHS, but we recognise this is not always the case.

**- NHS Long Term Workforce Plan**



# The Legal Framework

## **WRES: Workforce Race Equality Standard**

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers, including independent organisations, through the NHS standard contract.

The NHS Equality and Diversity Council announced on 31 July 2014 that it had agreed action to ensure employees from ethnic minority backgrounds have equal access to career opportunities and receive fair treatment in the workplace.



## **WDES: Workforce Disability Equality Standard**



The WDES performance indicators relating to the experiences of staff with disabilities. At present, this standard is mandated for NHS Trusts and NHS Foundation Trusts. This includes a requirement to collect and publish workforce and training data

# The Legal Framework

## Sexual Orientation Monitoring Information Standard

For service delivery, providers are expected to look at health inequalities across workstreams and population groups and utilise the Equality Delivery System (EDS) to demonstrate actions and implementation plans for all 9 protected characteristics.

Further information:

<https://www.england.nhs.uk/about/equality/equality-hub/>



Sexual Orientation  
Monitoring Information  
Standard

# Public Sector Equality Duty

As part of NHSE and NHSE WTE, the Training Hub needs to be compliant with the Equality Act 2010. The Public Sector Equality Duty specifically asks public sector bodies to give due regard to the following when carrying out their functions:

- (a)** eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b)** advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c)** foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish:

- Equality objectives, at least every four years (from 6th April 2012)
- Information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

# Public Sector Equality Duty

## Having due regard means:

- Removing or reducing as far as possible disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups if these are different from the needs of other people.
- Encouraging people from protected groups to take part in public life or in other activities where they are under-represented.

## **The Midlands Workforce Race, Equality and Inclusion strategy** highlighted the following challenges:

- Addressing institutional racism
- Measuring and tracking meaningful progress
- Embedding equality, diversity, and inclusion in mainstream work
- Stop bullying and harassment
- Making race equality everyone's business

More information can be found on [NHS England's 'Time for Action'](#) webpage.

# Developing the Strategy

As a Training Hub, we have appointed an Equality, Diversity and Inclusion (EDIB Lead) who has been and will continue to work with system partners to develop and shape our EDIB Strategy and EDIB Annual Action Plan.

To date, we have engaged with local and national stakeholders including NHSE WTE; Midlands Race, Equality, and Inclusion team; Local Medical Council (LMC); General Practice workforce; Integrated Care System, national EDIB leads and Training Hub colleagues and workforce leads.

We are aware that this strategy lacks the influence of the engagement of the wider primary care and will look to address this over the coming months.

We also aim to review this strategy according to the results of an EDIB survey currently underway (Summer 2023).



# Vision and Objectives

## Our Vision

To support a workforce that is thriving in a culture that respects, values, and celebrates differences and how this enriches the workplace and improves their patients' care.

## Our Equality Objectives

- To address areas of concern, inequalities and barriers faced within the workplace – creating an environment that looks to eliminate the conditions in which discrimination occurs.
- To improve the representation of staff from different backgrounds at all levels.
- To remove barriers to speaking up (The Francis Report - Report of the Mid-Staffordshire NHS Foundation Trust public inquiry, 2013) highlighted the importance of removing barriers to speaking up and acknowledged the difficulty some staff have to speak up, particularly staff from vulnerable, marginalised, and minority backgrounds.
- To support the workforce's understanding of EDIB through educating on EDIB-related issues and to learn from staff with lived experiences.

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“Respect, dignity, compassion and care should be at the core of how patients and staff are treated – not only because that is the right thing to do, but because patients’ safety, experience and outcomes are all improved when staff are valued, empowered and supported.”

**- NHS Constitution, 2015**

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# Implementing our Strategy

## Evaluate

- ✓ Regularly reviewing the EDIB data available on NWRS and capturing EDIB data on all Training Hub programmes.
- ✓ We are underway in analysing data and will look to report on it regularly, allowing us to determine who is accessing the Training Hub offer and more importantly, who is not.
- ✓ Launched a Workforce Racial Discrimination Survey in Q2 2023. The results from the data and survey will help us produce and prioritise an action plan for Q3 2023. Putting our effort, commitment and action into addressing racism, we are more likely to have a bigger impact on other areas.

## Engage

- ✓ EDIB conference held in Q1 2023 with good attendance and engagement.
- ✓ The Training Hub EDIB lead is a core member of the ICS EDIB group, attending meetings and ensuring a 2 way exchange of information.
- ✓ The EDIB lead is currently working on establishing the reporting and governance arrangements to ensure all appropriate and anonymised feedback from general practice is included in ICS reporting and oversight.

# Implementing our Strategy

## Educate

- Develop Training Hub resources to support better understanding of EDIB-related issues by collaborating with all key stakeholder partners including but not limited to the ICS, Training Hub Education team, VTS, and local Medical schools and Universities.
- Launch Staff Networks in Q3 2023 to provide the learning and the safe space to discuss and learn from those who may have experienced inequality and discrimination.
- EDIB webpage on the Training Hub website is being developed to support. It will host various EDIB events, education, the EDIB conference recording as well as the Training Hub Equality Impact Assessment (EIA). The development will take recommendations from the Training Hub EIA.

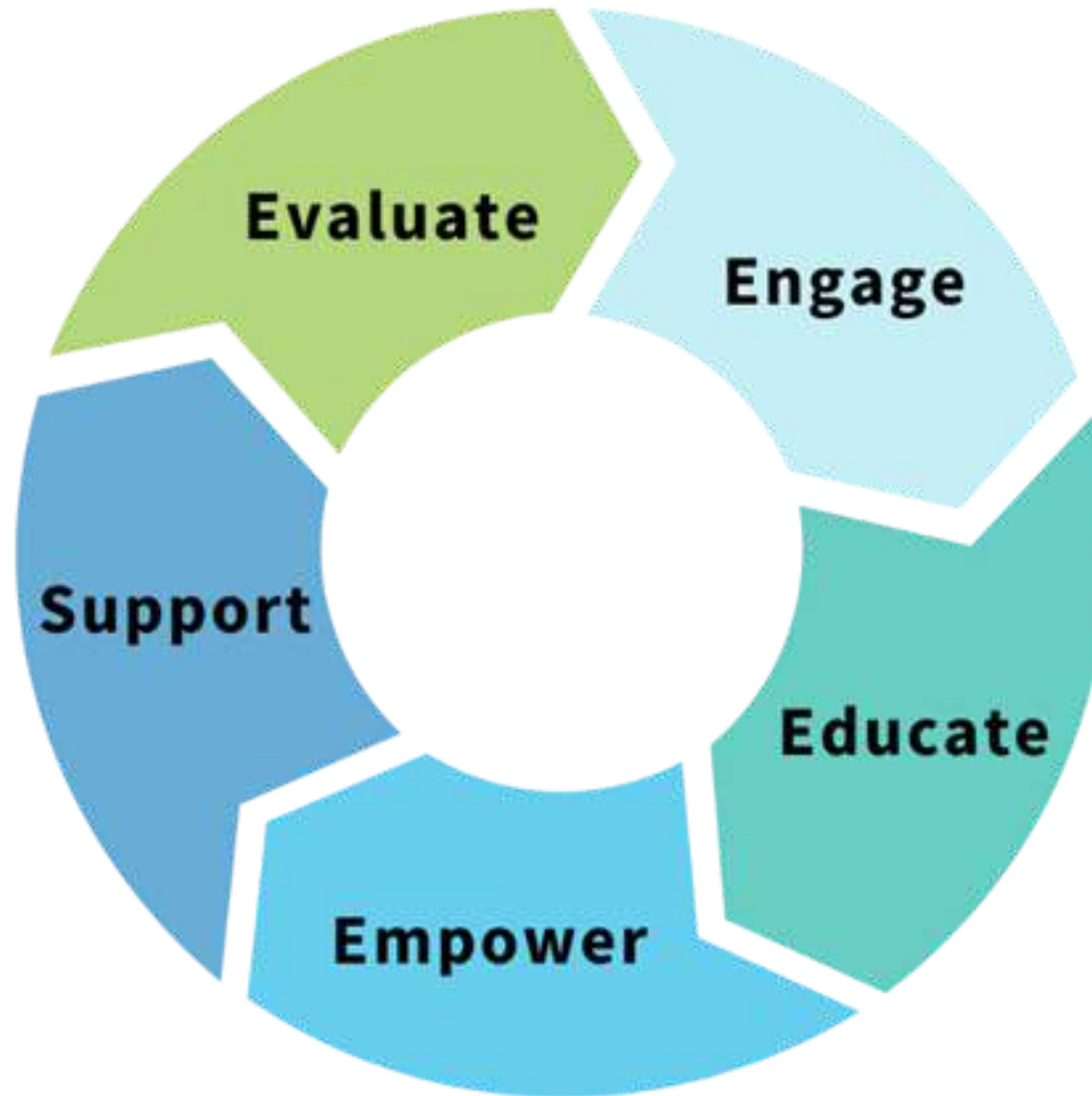
## Empower

We will look to build champions/ambassadors/advocates for EDIB by encouraging staff from different backgrounds to apply to local opportunities and leadership positions through the utilisation of a mentoring programme, talent recognition and leadership coaching, sponsorship, reverse mentoring, and other positive action interventions.

## Support

Launching a general practice Freedom to Speak Up Guardian - that can be easily accessed by the general practice workforce and advocate on their behalf.

# 5 Steps to inform our EDIB Strategy



# Timeline and Actions



Regular reporting on progress will be submitted to the Training Hub Board. NHSE WTE and the ICS will be updated via existing governance processes.

# References

- Midlands Workforce, Race, Equality and Inclusion strategy [NHS England — Midlands » Midlands Workforce, Race, Equality and Inclusion strategy](#).
- NHSE WTE Diversity and Inclusion - Our Strategic Framework 2018-2022 [Diversity and Inclusion - Our Strategic Framework 2018-2022 | Health Education England \(NHSE WTE.nhs.uk\)](#).
- [NHS England » The Equality and Health Inequalities Hub](#)
- [NHS good practice guidance Final.pdf \(nhsemployers.org\)](#).
- [NHS England » NHS People Plan](#)
- [The NHS Constitution for England - GOV.UK \(www.gov.uk\)](#).
- [NHS Long Term Workforce Plan \(england.nhs.uk\)](#).