

Trust Board 31st May 2022

EDI strategy 2025

Purpose of the Report

To present the refreshed 2025 EDI Strategy for adoption by the Trust.

Analysis of the issue

The Trust had an existing EDI Strategy that expired in 2020. The attached streamlined 2025 EDI Strategy has undergone extensive service user and staff engagement. Key stakeholders have provided feedback and comments that have been incorporated into the refreshed EDI Strategy. The objectives which have been set within it already have action plans underpinning key EDI activities.

Proposal

It is proposed that the strategy is adopted and published on the Trust's external EDI webpages.

Decision required

To endorse the EDI Strategy for adoption and publication.

Governance table

For Board and Board Committees:	Trust Board 31.5.22	
Paper sponsored by:	Sarah Willis, Director of HR/OD	
Paper authored by:	Haseeb Ahmad – Head of EDI	
Date submitted:	26 April 2022	
State which Board Committee or other forum within the Trust’s governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	EDI Workforce Group 5 April 2022 QAC April 22	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:	Assured	
State whether this is a ‘one off’ report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	One off	
STEP up to GREAT strategic alignment*:	High Standards	
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	
	Reaching out	
	Equality, Leadership, Culture	x
	Access to Services	
	Trust Wide Quality Improvement	
Organisational Risk Register considerations:	List risk number and title of risk	73 If we don’t create an inclusive culture, it will affect staff and patient experience, which may lead to poorer quality and safety outcomes.
Is the decision required consistent with LPT’s risk appetite:		
False and misleading information (FOMI) considerations:	N/A	
Positive confirmation that the content does not risk the safety of patients or the public	The content does not risk the safety of patients or the public	
Equality considerations:	Entire Paper focuses on equality	