



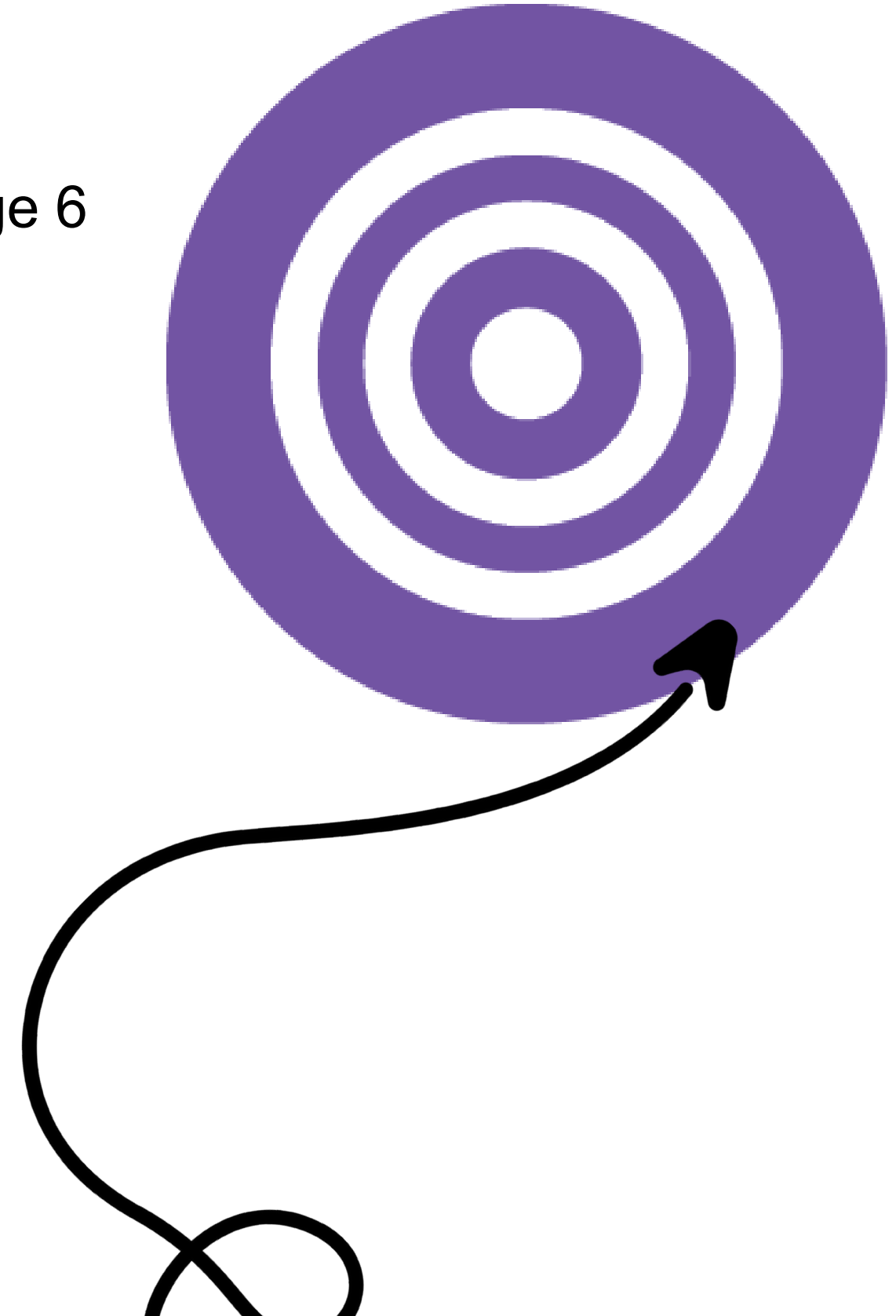
2021-25

Our Equality, Diversity and Inclusion (EDI) Strategy

Building compassionate care
and wellbeing for all

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Foreword

Crishni Waring, chair

I would like to endorse the Equality, Diversity and Inclusion strategy that is set out here.

Our Trust Board is absolutely committed to Equality, Diversity and Inclusion and each of us has pledged our personal support for LPT to be an anti-racist organisation. We want to have a truly inclusive culture in LPT that recognises and celebrates difference for all protected characteristics.

I want everyone to feel welcome in our Trust. It is important that this strategy is brought to life through our own actions and those of our colleagues. Feeling included and part of our team is essential for the health and wellbeing of everyone. We are stronger when we stand together.



Angela Hillery, chief executive

As chief executive of our organisation I have chosen to prioritise and strengthen our collective focus upon Equality, Diversity and Inclusion.

I am very proud of how we are embracing this and of our achievements so far; however there is more for us all to do. I want us to remain ambitious by striving together to do this and I believe this strategy enables us to drive forward together. The recent pandemic has highlighted even more reasons why this work is so very important to all of us. Everyone is a leader here at Leicestershire Partnership NHS Trust and we can all make a difference and influence what we achieve. Our culture and what we create influences the care we provide and how all our staff experience working here. I want us to become the anti-racist organisation we aspire to be and to be recognised as a place that embraces diversity and has a fully inclusive environment for all staff to work in.



Purpose, vision, values and leadership behaviours

The purpose of this strategy is to set out how we will create a highly inclusive culture that meets the needs of all our colleagues, patients, service users and communities and takes into full account the following strategies, plans and partnerships:

- The People Plan
- The Together we Thrive strategy
- Together Against Racism strategy
- LPT's equal opportunities policies and related policies and procedures
- LPT's legal and statutory obligations
- LPT's partnership working with national, regional and system wide stakeholders
- Staff networks

Our vision is 'Together we thrive, building compassionate care and wellbeing for all.'



Our leadership behaviours

Equality and Culture Change is one of our key priorities within our Thrive strategy. Our Culture Change Programme “Our Future Our Way” worked with Change Champions from across the Trust to develop the following Leadership Values which are embedded in all our leadership work including staff appraisals and recruitment activities:



- **Valuing one another** - We communicate with kindness and respect, valuing everyone's contribution



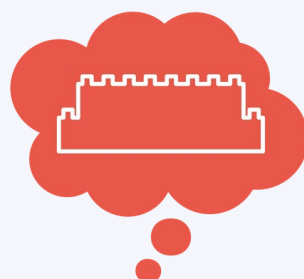
- **Recognising and valuing people's differences** - We respect everyone equally by helping to create a community that demonstrates unconditional positive attitudes, where people feel they belong, are valued, empowered and proud to work at LPT



- **Working together** - We are supportive, appreciative and encouraging of each other, enabling a positive team spirit which gives the best outcomes for colleagues and patients



- **Taking personal responsibility** - We give our best at work to deliver the highest standard



- **Always learning and improving** - We embrace change and actively seek opportunities to keep improving

Setting the scene

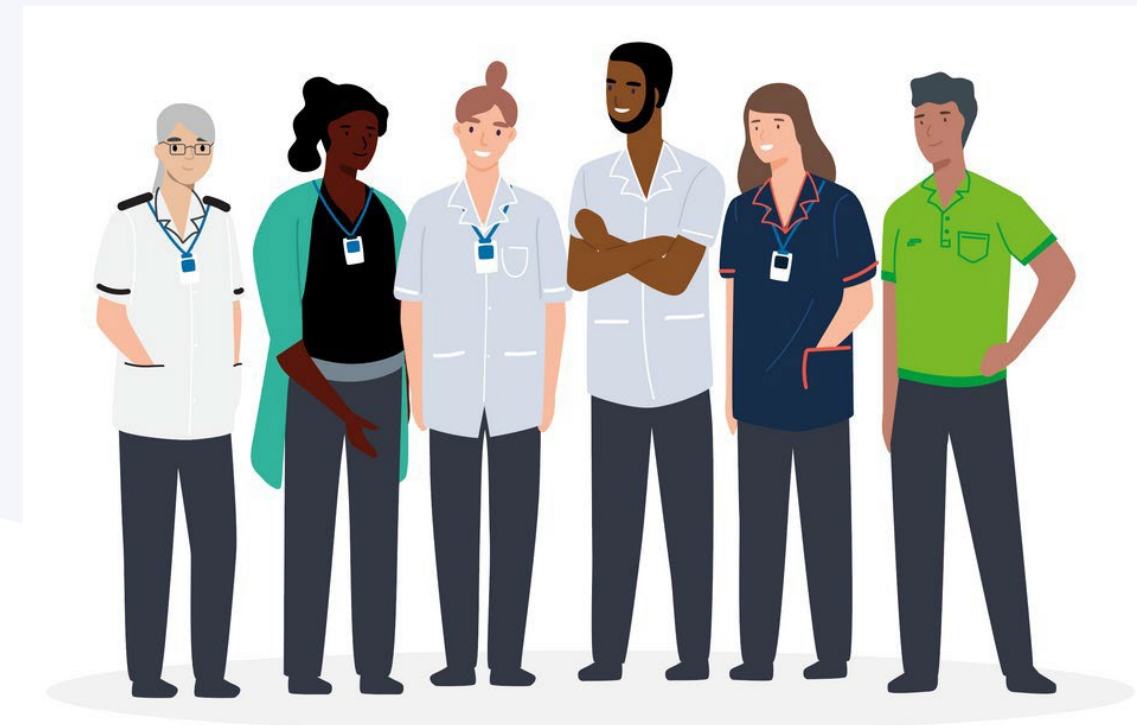
At Leicestershire Partnership Trust we are proud of our great achievements in providing high quality care and leadership, particularly over the difficult 18 months after the first lockdown of March 2020.

The pandemic reinforced the need for the Trust to develop a much bolder strategy on equality, diversity and inclusion. We want to create and sustain an environment where our staff find their voice and feel heard, our patients' care continues to be tailored to their needs and our role as a leading NHS organisation in the local economy brings tangible benefits to all people.

Many challenging equality, diversity and inclusion issues emerged from Covid-19. The disproportionate negative effect of the virus on people from Black, Asian and Minority Ethnic and disabled backgrounds has been a particular concern. We have also learned more about the challenges for people with disabilities of working remotely. We have had to display great flexibility in our workforce in transforming our services to meet the recovery needs of those hospitalised as a result of Covid-19 and to provide a safe environment for those receiving care in all services.

The death of George Floyd in the United States of America in May 2020 led to direct action from the Black Lives Matter movement and public bodies across the world are being challenged to remove racist practices. As a significant employer of Black, Asian and Minority Ethnic staff – both British and from overseas LPT have made a commitment to remedy previous injustices and create an environment that is fair and equal for all.

Our chief executive and Trust Board have made a firm stand against racism and have pledged to create an organisation which is “anti-racist”



We are Together Against Racism pledges from our Trust Board:



Crishni Waring, chair:

Racism is an injustice that causes real harm to our NHS people and the communities we serve. I show my commitment by passionately advocating for racial justice and challenging behaviours that demonstrate a lack of compassion and inclusion.



Angela Hillery, chief executive:

People matter and I know we need to take steps to create a culture of inclusion and belonging for all. I show my commitment by leading, setting expectations and using my voice to challenge every day.



Jean Knight, managing director and deputy chief executive:

There is no place for racism in LPT and we should embrace diversity standing together in solidarity today and always. We must and will take action to address the problems that exist, and I pledge to listen and act on concerns shared with me. I show my commitment by continuing to strive to create an inclusive culture of learning and change.



Faisal Hussain, non-executive director and deputy chair:

I believe in social justice and a society which is rooted in fairness and equity irrespective of the colour of a person's skin. I show my commitment by ensuring that I help create an environment which recognises and values diversity and enables an inclusive culture where we have a workforce that reflects the communities we belong to and serve.



Josie Spencer, non-executive director:

I am committed to understanding and addressing the challenges faced by those who experience racial discrimination, be they patients, colleagues, or members of our communities. I pledge to have zero tolerance against racism, and to always challenge racist speech and behaviours. To do this, I pledge to continue my journey as an Ally, building my knowledge, understanding and awareness of racism in our society.



Hetal Parmar, non-executive director:

People are at the heart of what we do, and I believe in a culture where everyone can be themselves and can speak up when needed. I will support this by respecting individuals, listening, challenging with empathy and helping to create an environment of inclusion.



Manjit Darby, non-executive director:

I pledge to be a visible champion in my leadership role as non-executive director. I will continue to support and mentor global majority staff and use my lived experience at board level to make sure we actively address racism and discrimination at LPT.



Alexander Carpenter, non-executive director:

Having a diverse, equitable and inclusive workplace is essential to helping achieve our purpose. It is about making sure everyone can bring the best of themselves to work every day and creating a culture where people are comfortable being their true selves, knowing we'll champion their belonging. I will celebrate and respect everyone's strengths and differences and share knowledge and experiences, giving everyone the same opportunity to grow and express their opinions. I will actively call out all forms of discrimination.



Sharon Murphy, executive director of finance:

I want everyone to thrive and feel that they work in a culture that supports them every day 100%, whoever they are and whatever their background. I show my commitment by continuing to learn how to be anti-racist and ensuring that my behaviours always align with those values.



Sam Leak, director of community health services:

It is important to take positive action to prevent racial discrimination of any kind. I shall educate myself and others in race and racism and stand up against racism; calling it out whenever and wherever I see it. I will at all times respect individuals; as individuals and ensure that everyone has a voice and is listened to.



Tanya Hibbert, executive director of mental health:

To embed a culture within DMH where staff feel respected and valued and part of a team where they feel supported and able to fulfil their potential. I will be present for my DMH colleagues including co-chairing the DMH monthly EDI meeting, chairing the DMH Monthly Team Talk session, being the exec sponsor for the neurodiverse staff network in LPT and leading on the delivery of the new reasonable adjustment clinics.



Sarah Willis, director of human resources and organisational development:

We need to eliminate injustice, particularly racial, for our staff and the communities we serve. I show my commitment by listening and challenging behaviours I see with compassion and empathy, ensuring I look within to understand my experiences and potential privileges.



Kate Dyer, director of corporate governance and risk:

I contribute to and encourage a culture of inclusion and belonging for everyone. I do not tolerate racism or ableism. I will live this commitment in all areas of my life and recognise, value and celebrate diversity and disability equality.



Dr Bhanu Chadalavada, medical director:

I am committed to addressing health inequalities for our community and ensure that we have a diverse workforce with equal opportunities for career progression. I will work towards ensuring proportionate access of healthcare and accessibility of high-quality treatments to all population groups. I will encourage and support the development of inclusive leadership within healthcare



David Williams, executive director of strategy and partnerships:

Racism is wrong, it harms all of us. I show my commitment by championing equality and speaking out against racism when I can.



James Mullins, interim executive director of nursing, AHPs and quality:

I'm committed to be together against racism because I believe that inclusion and diversity unleash innovation and create a culture where everyone feels that they have equal opportunity. EDI is important to me because, in LPT, people are our most important asset, and I am committed to being actively and visibly supportive to staff as part of their own career development via mentoring/coaching.



Paul Williams, interim director of families, young people and children's services and learning disabilities services:

To be a positive example to others in the organisation by calling out racist language and behaviour when I see it. To encourage colleagues to speak out about racism to ensure that action is taken where examples of racism are identified within the Trust. I show my commitment by continuing my learning journey as an ally.



Paul Sheldon, chief finance officer:

I believe in a fully inclusive and diverse world where people have equal opportunities. I will continue to educate myself and listen to the voices of people who experience racism as well as challenge racism and discrimination.

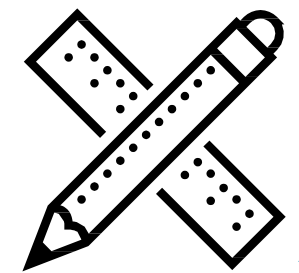
Strategic Principles

In order to ensure we deliver our equality, diversity and inclusion objectives we will adhere to the following principles:



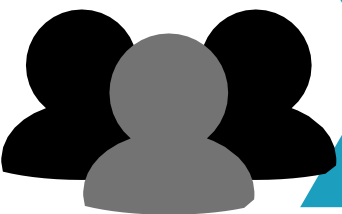
Valuing lived experience

All staff will be able to share their experiences and have them heard



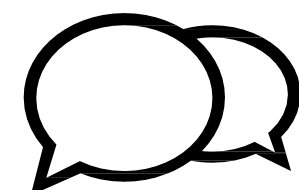
Well-led but co-designed

We will ensure all our leaders work to embed inclusive decision making in all they do and that organisational and service changes are co-designed to reflect the diversity of staff and patients



Shared responsibility

It is everyone's responsibility to eliminate inequality. All staff at LPT will be supported to create a culture that allows people to speak up when things are not right



Clear communications

Wherever possible we will use language that is clear and does not rely on stereotypes or outdated concepts. We will make sure materials are available in alternative formats and community languages

Our local population

LPT provides integrated mental health, learning disabilities and community health services to just over one million people across Leicester, Leicestershire and Rutland. According to the 2021 census 28% of the population are from Asian, Black and Minority communities (including communities from Eastern European countries) and this rises to 59.1% in the City of Leicester. Black, Asian and Minority Ethnic Communities have a younger age profile than White communities. Over two thirds of Leicester's school children are from minority ethnic background.

Approximately 17% of our population have disabilities and/or long-term ill health. 3% of our population identify as Lesbian, Gay or Bisexual.

LPT does monitor and produce detailed population demographic analysis reports on people accessing its services. These can be found here: www.leicspart.nhs.uk/about/equality-diversity-and-inclusion/publication-of-equality-information



Our staff profile

LPT has...

 Over
5300
staff

ECM staff make
up 28.6% of the
workforce –
17.3% are band
8a or above

8.2% of our
workforce declare
that they have a
disability

3% of staff
identify as
LGBTQ+

The Trust produces detailed analysis of its staff profile. The full report can be found here:
www.leicspart.nhs.uk/about/equality-diversity-and-inclusion/publication-of-equality-information/

Some of our achievements so far...

In the last two years we have seen some key developments relating to our Equality, Diversity and Inclusion agenda. Some notable achievements over the past 12 months are:

We have seen a substantial growth in our existing six staff networks and developed a Women's Staff Network

We have established our People's Council, which has a diverse representation of membership from our communities and patient leaders

We are embarking on LPT's third reverse mentoring programme for Black, Asian and Ethnic Minority and Disabled staff

We have introduced a requirement to have ethnically diverse interview panels and reporting diverse panel data as part of Workforce dashboards

We have launched the Rainbow Badge initiative within the Trust in support of our LGBT+ patients and staff

We have implemented listening events to hear the experiences of our staff on Equality, Diversity and Inclusion

We have offered compassionate leadership training to managers

We were shortlisted for the 2020 HSJ Workforce Race Equality Category in recognition of the Trust's work on Race Equality

We have continued to identify and 'flag' people with an accessible information need

We have taken part in free deaf awareness training delivered to front line staff as part of a NHSEI funded pilot

Equality objectives 2021- 2025

The following equality objectives have been developed as part of ongoing engagement with staff, patients and service users. They will be included in other key strategy documents, objectives and work streams and will have action plans to ensure their outcomes are delivered. These objectives have been grouped under distinctive themes to clarify how the objectives relate to specific work streams:

➤ Disability Workforce Equality

Objective one

To guarantee dignity at work for all disabled staff (and those with long-term ill health) by creating a culture free from bullying, harassment and discrimination.

Objective two

Examine and prioritise issues facing disabled staff and have strategies in place to support individuals.

Objective three

All disabled staff have the confidence to declare their disability on Electronic Staff Record.

Objective four

Embed inclusive recruitment practice towards the employment and retention of candidates with disabilities to guarantee fairness throughout the process.

Objective five

Ensure career progression for staff with disabilities through the talent management and succession planning approach.

➤ **Workforce Race Equality**

Objective one

Ensure recruitment and selection processes are inclusive and free from bias where candidates from Black, Asian and Minority Ethnic backgrounds have an equitable outcome compared to their white colleagues from application to appointment across all employment roles with an aim of eliminating any race equality disparities by 2025.

Objective two

Ensure that ECM staff are benefiting from Talent Management, Succession Planning and Career Progression leading to achievement of LPT model employer target of 24% by 2025.

Objective three

Create a culturally inclusive organisation for Black, Asian and Minority Ethnic Colleagues in order that there are demonstrable improvements in WRES staff survey indicators 7 and 8.

➤ **Patient Experience and Involvement**

Objective one

Introduce Cultural Intelligence training co-produced with patient leaders for staff leading to increase in cultural competencies.

Objective two

To co-design and involve patients and service users in shaping services which meet their needs.

➤ Access to services

Objective one

To capture and analyse the protected characteristics of patients and service users in order to identify access gaps.

Objective two

Ensure that the system wide inclusive decision-making framework is used across all service areas and projects to ensure that health inequalities are addressed in the planning and delivery of services.

Objective three

Create one stop shop services wherever possible.

Objective four

Ensure the effective implementation of the Accessible Information Standard.

Objective five

Carry out a programme of access audits of estates and facilities.

How this strategy will be monitored

This strategy will be monitored through LPT's EDI governance. The Trust has a number of committees who are responsible for the delivery of EDI priorities. These include:

Trust Board

People and Culture Board

The EDI Patient Experience and Involvement group

Patient engagement and consultation group

The EDI workforce group

Workforce Development Group

The People's Council

Directorate level EDI groups