

Joint Together Against Racism Action Plan 2025/26

Executive Sponsor: Sarah Willis

RAG



Objective 1: Ensure Recruitment and Selection processes are inclusive. Candidates from ethnic and cultural minority backgrounds have equitable outcomes compared to their white colleagues.

No.	Action	Lead	By When	Milestone	Links to Trust strategies and NHS high impact action	Ambition/Outcomes	New/Ongoing/Revised	Progress	RAG
1	Deliver Inclusive (Strength Based) Recruitment Training to all recruiting managers	LPT Strategic Resourcing Manager/NHFT Recruitment manager	Dec-26	1. Delivery of training to HR colleagues. 2. Cascaded to recruiting managers. 3. Embedded within L&D offer	Our Future Our Way - career development workstream Together Against Racism NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity	Improvement in metrics 1, 2, 7 Increase in number of people from ethnic and cultural minorities applying for, and being recruited to, roles in LPT.	Ongoing	Both Trusts delivering inclusive recruitment training to hiring managers. Training package and resources are being aligned. LPT OFOW outputs will be incorporated where relevant across the Group.	Amber
2	Explore alternative recruitment methods other than traditional interviews	LPT Strategic Resourcing Manager/NHFT Recruitment manager	Dec-26	Our Future Our Way career development workstream Continue to monitor diverse panels.	Our Future Our Way - career development workstream Together Against Racism NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity	Improvement in metrics 1, 2, 7 Increase in number of people from ethnic and cultural minorities applying for, and being recruited to, roles in LPT.	Ongoing	Being explored through the OFOW career development workstream.	Amber
3	Development of inclusive recruitment	LPT Strategic Resourcing Manager/NHFT Recruitment manager	Dec-26	Development of dashboard: Reporting on metrics; actions to mitigate any gaps in performance	Our Future Our Way - career development workstream Together Against Racism NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity	Improvement in metrics 1, 2, 7 Increase in number of people from ethnic and cultural minorities applying for, and being recruited to, roles in LPT.	New	Draft dashboard produced	Amber

Objective 2: Ensure that staff from ethnic and cultural minorities are benefitting from Talent Management, Succession Planning and Career Progression leading to improvements in progression to senior roles (band 8a and above)

No.	Action	Lead	By When	Milestone	Links to Trust strategies and NHS high impact action	Ambition/Outcomes	New/Ongoing/Revised	Progress	RAG
1	Promote Talent Management and succession planning Processes enabling Ethnic and Cultural Minority staff to progress into senior management positions in line with model employer targets. Together Against Racism, and OFOW career development workstream. Progression is not always linked to leadership/management courses, but may be skills-related, exposure-related.	Joint Head of OD/LPT Strategic Resourcing Manager	Mar-27	Create an Inclusive Talent Management toolkit for managers. Assess any inequality in who attends development programmes. Assess how to identify internal candidates who have applied for several promotions and been unsuccessful, to see what feedback is provided and if there is further work/development/intervention which can be done to aid their career aspirations. Explore how to link development opportunities to the appraisal process on ULearn, to drive succession planning.	Our Future Our Way - career development workstream Together Against Racism NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity	Improvement in metrics 1, 2, 4	Ongoing (mirrors WDES action 9)	ECM Interview Skills sessions are regularly run and have positive feedback. Scoping Careers Advice sessions, run on Teams, as an addition. Targeted ECM We Nurture Programme being delivered. OFOW includes actions on career development and any barriers to this. Deep dives into DMH and FYPCLDA recruitment have been passed over to those directorates.	Amber
2	Joint Group action delivering specific, targeted leadership programmes for ECM staff	Head of OD and Head of EDI	Jan-27	Launch and delivery of Joint Talent Matters/DDL Programme	Our Future Our Way - career development workstream Together Against Racism NHS EDI High Impact Actions: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity	Improvement in metrics 1, 2, 4	New	Talent Matters Programme has been launched and underway. Celebration event planned in October 2026.	Amber

Objective 3: Create a culturally inclusive organisation for colleagues from ethnic and cultural minorities

No.	Action	Lead	By When	Milestone	Links to Trust strategies and NHS high impact action	Ambition/Outcomes	New/Ongoing/Revised	Progress	RAG
1	Deliver the "Experiences of Racism and Discrimination" workstream of OFOW.	Joint Head of EDI	Mar-27	OD cycle of discovery, design, and delivery phases.	Our Future Our Way - discrimination workstream Together Against Racism	Improvements across metrics 5, 6, 7, 8	New	Workstream established. 5 priority actions identified. Two of these to be completed by August 2026 which includes the development of a toolkit to support colleagues in addressing/supporting staff experiencing racism and/or discrimination.	Amber
2	Launch 8th cohort Reverse Mentoring Programme as a Group with NHFT and continue to grow the community of Active Bystanders	Joint Head of EDI	Apr-27	Launch 8th RM programme as a Group with NHFT Future Active Bystander provision under discussion with UHL, since LLR Academy has been decommissioned. 4x Patient/Lived Experience Partners matched to senior staff as reverse mentors, to address health inequalitis and accessibility of services.	NHS EDI High Impact Actions: Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable	Improvements across metrics 1, 2, 6, 7, 8 Positive feedback from mentors and mentees.	Ongoing	7th cohort underway of the RM programme. >60 LPT staff trained on ABP. Options for continuing Active Bystander Programme are being explored. RM Cohort 7 has commenced, over 40 matched pairs.	Amber
3	Create EDI Ambassadors across the Group	EDI representatives within respective Trusts	Oct-26	Create job descriptions and recruit into roles. Provide support and training to EDI ambassadors and connect to Trust wide work.	Our Future Our Way - discrimination workstream Together Against Racism	Improvements in indicators 5,6,7 and 8.	Ongoing	Exploring possibility of Enabling/Hosted/E&F EDI Ambassadors with Gail Phillipson. Paper supported at LPT EMS, NHFT Recruitment and cultural ambassadors in place. These are different to the EDI Ambassadors at LPT so need to explore the role of EDI Ambassadors at NHFT	Amber
4	Develop a Group Cultural Competency Training	EDI Team	Dec-26	Produce the CC training package; Test the training, train volunteers to roll out local sessions; evaluate and monitor delivery and impact	Our Future Our Way - discrimination workstream Together Against Racism	Improvements in indicators 5,6,7 and 8.	New	LPT have CC training that has been delivered on-line since 2021. Pilot CC training was delivered to the NHFT Moving Ahead Group Including the DMH leadership team. Feedback will help to create the second version which will be tested in a clinical ward team. Volunteers will be trained to rolled out the programme.	Amber

Objective 4: Reduce the amount of bullying, harassment and abuse experienced by colleagues from ethnic and cultural minorities

No.	Action	Lead	By When	Milestone	Links to Trust strategies and NHS high impact action	Ambition/Outcomes	New/Ongoing/Revised	Progress	RAG
1	Produce Zero Tolerance e-learning	EDI Specialist	Sep-26	E-learning drafted for ULearn team to develop. E-learning launched as a non-mandatory course.	Together Against Racism NHS EDI High Impact Actions: Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur	Improvement in Staff Survey indicators (especially Indicator 5)	Ongoing	E learning has been drafted for the ULearn team and is next on their list to develop. Delays due to other training taking priority. Teams can still request Teams/face to face Zero Tolerance training.	Red
2	Develop SOP and Withdrawal of Treatment Policy setting out the circumstances where the Group would consider sanctions where patients and service users are racially abusive and/or violent	Joint Head of EDI, Medical Directors, Joint Head of Security	Oct-26	Draft Withdrawal of Treatment policy produced; Draft SOP produced at LPT for in-patient areas; Policies and SOP adopted by Group wherever relevant.	Together Against Racism NHS EDI High Impact Actions: Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur	Improvement in Staff Survey indicators (especially Indicator 5)	New	Draft Withdrawal of Treatment Policy in development.	Amber
3	Produce Toolkit for supporting staff to address experiences of racism and discrimination from other staff and patients/service users	Joint Head of EDI and Change Leaders	Aug-26	Development and promotion of toolkit	Together Against Racism NHS EDI High Impact Actions: Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur	Improvement in indicators 6 and 8	New/Ongoing/Revised	Toolkit in development	Amber

Objective 5: Review disciplinary processes to ensure equity among all colleagues

No.	Action	Lead	By When	Milestone	Links to Trust strategies and NHS high impact action	Ambition/Outcomes	New/Ongoing/Revised	Progress	RAG
1	Review disciplinary cases and processes for substantive and bank staff to continue to monitor Just Culture processes	HR, EDI	Ongoing	Review processes and themes of disciplinary cases over the year. Present findings to relevant committees and implement any necessary changes.	Together Against Racism NHS EDI High Impact Actions: Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur	Improvement in indicator 3 (WRES) and indicator 2 (Bank WRES) Reduction in number of disciplinary cases concluded with no case to answer which could have avoided a formal process.	Ongoing	Head of HR has carried out initial review of cases comparing those entering the process to the outcome of each case. Further work required on the past year of cases (2024/25). Data on ER cases split by protected characteristics (ethnicity, disability) goes regularly to WDG. To monitor via WRES data for 25/26 and make plans for any more actions needed. Best practice shared with NHFT who are developing similar processes.	Amber