



Diversity & Inclusion Annual Report 2020-21



FOREWORD

**2020-21
Highlights**

**Our Talent
Pipeline**

**Our Inclusive
Working
Environment**

**Diversity &
Inclusion
Summary**

**Our
Commitment**

A look back on 2020-21 shows how far we've continuing to travel with our journey towards outstanding diversity and inclusion. Whilst this has been a second year indelibly shaped by the continued COVID-19 pandemic, it has been a year when great advances have been made in creating inclusion for all and in which the Trust has spread its impact on inclusion well beyond its own boundaries, reaching through our local system and much further afield.

Inclusion is increasingly woven through the very heart of our Trust, creating better experiences for our colleagues and for our patients, their families and staff alike. We aim to be a place where all people irrespective of their characteristics, background or experiences feel equally valued and respected and feel that they truly belong. Inclusion really does run throughout everything we do and how we do it.

Whilst we have put considerable energy and drive into educating around inclusion, most notably through our Inclusion School approach and also in preparing for our Comfortable Being Uncomfortable with Race programme (for roll-out in 2020-21), we have not reduced our focus on day-to-day inclusion for our frontline colleagues. We have worked to improve on our Workforce Race and Workforce Disability Equality Standard performance, developed and invested in our Staff Networks and introduced new supportive policies and practices. Whilst addressing national staffing shortages, we have built inclusion through our recruitment processes every step of the way. Our commitment to our journey to outstanding diversity and inclusion was reflected in our 2020 Staff Survey and we anticipate further improvements in the 2021 survey.



Foreword

2020-21
HIGHLIGHTS

Our Talent
Pipeline

Our Inclusive
Working
Environment

Diversity &
Inclusion
Summary

Our
Commitment



Our **Inclusion School** approach established, with 3 inspiring and engaging Winter School sessions held Nov 20 - March 21, focussing on Race Women and LGBT+ inclusion



Regional and national **recognition** for our work on Inclusion, including Shortlisted for HSJ and HPMA Awards for our work on growing Inclusion and, specifically, Race Inclusion



Comfortable Being Uncomfortable with Race in place ready for delivered for system Very Senior Leaders Summer 2021



Our **Inclusion Council** meets bimonthly and provides guidance and challenge on our approach to growing inclusion.

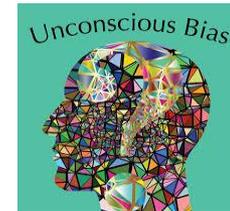


WRES and WDES showing **excellent continual progress**. Worked to improve reporting of equality characteristics for service users & colleagues.

Launch of Trust Disability & Neurodiversity Staff [recently renamed **Combined Ability Network (CAN)**], in addition to the launch & investment in our System Staff Networks



Developing a diverse pool of **Freedom to Speak Up Champions** and **Inclusive Recruitment Guardians**, and investing in their development.



Focus on more **inclusive recruitment** and more flexible and agile working for standard

Recruitment of 4 **Expert by Experience** roles to support our services for people with a Learning Disability. Working with NHS Employers to develop a suite of resources to support more accessible recruitment, induction and ongoing development nationally.



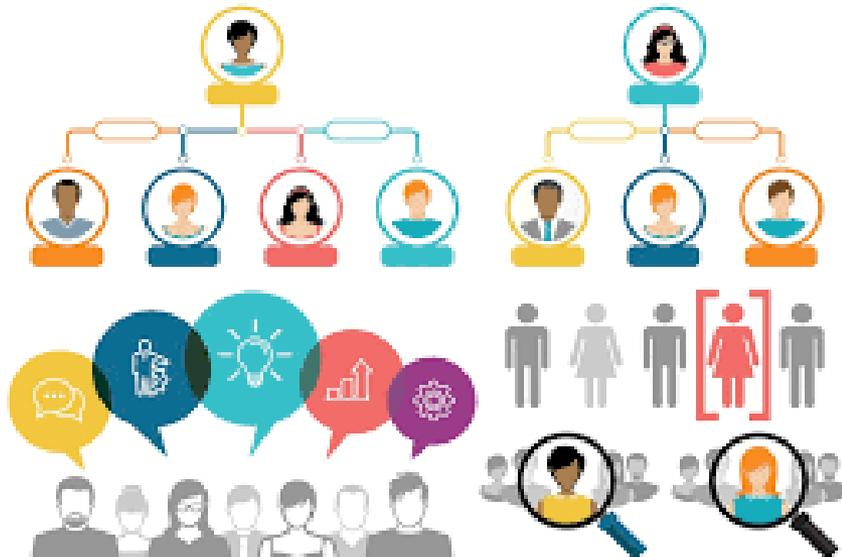
Developing and deepening our approach on **Workforce Health and Wellbeing**. Development of Trust Transgender Inclusion Policy and introduction of Health Passport for staff with health conditions.



Foreword	2020-21 Highlights	OUR TALENT PIPELINE	Our Inclusive Working Environment	Diversity & Inclusion Summary	Our Commitment
----------	-----------------------	--------------------------------	---	-------------------------------------	-------------------

Our Trust Talent Pipeline

Our supported and engaged, healthy and diverse workforce is crucial to enabling us to deliver the very best care we can as a provider of high quality mental health and learning disability services. Our 'talent pipeline' is how we describe our work to recruit, retain and develop the very best workforce that is representative of our local communities, so we can maintain and further enhance how we deliver these vital services.



Recruitment

- Values based and inclusive recruitment focus group held in May 2021
- Focus on developing more Diverse Apprenticeships
- Targeting under-served communities
- Working closely with System Recruitment and EDI Leads on development of inclusive recruitment action
- Introduction of 4 permanent Expert by Experience roles providing enhanced support for service users who have a learning disability

Development

We have hosted a number of 'Inclusion School' learning sessions, developed by the Trust and shared with the wider local health and care system and plan to roll out our Comfortable Being Uncomfortable with Race & Difference programme through 2021-22.

Staff Support & Health and Wellbeing

We have focussed heavily on supporting the physical and psychological health of our workforce through the pandemic and beyond. We have been progressing plans to take this to the next level with the introduction of our Psychological Wellbeing Hub in 2021-22.

Foreword

2020-21
Highlights

Our Talent
Pipeline

**OUR INCLUSIVE
WORKING
ENVIRONMENT**

Diversity &
Inclusion
Summary

Our
Commitment

Learning for Inclusion

We work hard to promote a wide variety of inclusion related dates in our annual planner on an ongoing basis, using these events as opportunities to raise awareness and understanding about our cultures and communities.

In addition, we have had a very specific focus on educating - not just our Trust workforce, but the local health and care system and beyond – on inclusion with our Inclusion School programme:-

Winter Inclusion School (Nov 2020-March 2021)

1. Let's Talk about Race
2. Women through a Leadership Lens
3. All of us and LGBT+

Summer Masterclasses (Summer 2021)

1. Unconscious Bias & Micro-Behaviours
2. Authenticity, True Self and Imposter Syndrome
3. Understanding Privilege and the Power of Allyship

Autumn Inclusion School – October 2021

Culture of Inclusion: -

Promote a culture of inclusion through the work of our communication and engagement colleagues by implementing a number of strategies: -

- Ensuring our senior leaders are able to act as Inclusive Champions through our **Executive Development Programme**
- Supporting our diverse **High Potential Scheme (HPS)** candidates through their 2 year programme and working to deliver a further cohort of this ground-breaking approach to senior succession planning
- Continuing to engage with and support our **Staffordshire Stepping Up Alumni**
- Providing more **Coaching & Mentoring**, and planning for a further round of Reverse Mentoring. Reaching out to under-served groups.
- Developing our **Anti-Racist Culture** through plans to roll-out our Comfortable Being Uncomfortable with Race and Difference programme in 2021-22
- Supporting and Developing our Staff Networks



Foreword	2020-21 Highlights	Our Talent Pipeline	OUR INCLUSIVE WORKING ENVIRONMENT	Diversity & Inclusion Summary	Our Commitment
----------	-----------------------	------------------------	---	-------------------------------------	-------------------

Looking Ahead.

We have come a great distance in 2020-21, despite the huge challenge of the COVID-19 pandemic. We recognise we have still much more to do to work towards our vision of Outstanding Inclusion for all. Our journey continues..

Areas of focus in 2021-22 will include:

- Further raising understanding and practise on inclusion through our **Inclusion School** programme into 3 Summer Masterclasses and an Autumn Inclusion School. Our **Summer Masterclasses** will cover topics including unconscious bias and micro-aggressions; authenticity and true self; privilege and allyship. Our **Autumn Inclusion School** will take a retrospective approach on the journey so far as well as spotlighting the area of Disability and Neurodiversity.
- Extending our work on our **inclusive recruitment** approach, including the roll-out of a system wide high impact action plan on inclusive recruitment. We will go beyond the requirements of this system-wide action plan with our developing Trust plans in this area.
- Delivering a **Comfortable Being Uncomfortable with Race and Difference** programme through the Trust and system, starting with the very senior leadership tier
- Invest further in our **Trust and System Staff Networks** and develop and support our Network Leads
- We will work towards becoming a **Disability Confident Leader** organisation, with exemplary practises supporting our staff with disabilities.
- Deliver a further round of **Staffordshire Stepping Up** BAME development programme & **Reverse Mentoring** (including opportunities for working across system organisations) encouraging participation from colleagues from under-served groups
- Continuing to develop and embed **day-to-day inclusion** and deliver and continuously improve on our **annual equality improvement programme**



Foreword

2020-21
Highlights

Our Talent
Pipeline

Our Inclusive
Working
Environment

**DIVERSITY &
INCLUSION
SUMMARY**

Our
Commitment

Diversity and Inclusion Summary

Over the past year we have made continued progress towards our vision of outstanding improvement, firmly establishing our local, regional and national reputation as an exemplar in this area. The work we have been doing is now having a demonstrable impact on the experience of all staff, and crucially on those staff from under-represented and under-served groups. The changes we make are shaping our culture of inclusion, our practices are enabling embedded, sustainable, long-term change, not just a ‘flash-in-the-pan’ or ‘flavour of the month’. Our staff, our patients and their families are at the fore of everything we do, we want to continue to listen and hear their voices, to ensure an environment that values and respects difference.

We haven’t stopped and we won’t stop. We will continue to ensure all our staff have a voice and are very much part of our ongoing journey into inclusion, creating our vision of a place where we are proud that our service users, families and staff feel they are valued and belong, in all their glorious uniqueness.



Additional Resources and Links

The Trust has a statutory obligation under the Equality Act 2010 to publish a range of monitoring information relating to workforce, patients and the local community. This data and narrative includes the Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard (WDES), Equality Delivery System (EDS), Gender Pay Gap Reporting and the Public Sector Equality Duties (PSED).

The link provided below will provide you with access to our Diversity and Inclusion web pages for the latest information on our Diversity and Inclusion reporting and further supplementary information / resources to support this Diversity & Inclusion annual report as soon as these documents become available. Access these on our Trust Diversity and Inclusion webpage [HERE](#)



Foreword

2020-21
Highlights

Our Talent
Pipeline

Our Inclusive
Working
Environment

Diversity &
Inclusion
Summary

OUR
COMMITMENT



Peter Axon
Chief Executive



Shajeda Ahmed
Director of People,
OD and Inclusion



David Rogers
Trust Chairman

Our organisation is committed to creating an inclusive environment which values, respects and draws on the diverse backgrounds, experiences, knowledge and skills of our people and local communities. We pledge to continue to learn from the lessons of COVID-19 to make real impact in addressing health and workplace inequalities as we reset and refocus for the years ahead.

