

Equality, Diversity & Inclusion

Progress Update 2022

January 2022

- EDI Project Manager starts at ULHT
- Staff Network Leads recruitment launched
- Process for ensuring review, capture and follow-up of equality-related Datix reports is established
- Preparation for engagement to set the Trust's SMART Equality Objectives for the next three years takes place

February 2022

- The Trust's Equality, Diversity & Inclusion assurance forum restarts for the first time since March 2020. This is the EDI Operational Group (EDIG), chaired by Chief Executive, Andrew Morgan.
- The Council of Staff Networks (COSNW) restarts, to support and enable the Trust's staff networks to succeed and showcase their achievements. Chaired by Chief Executive, Andrew Morgan.
- Regular attendance and quarterly reporting at Patient Experience Group (PEG) by a representative of EDI is established, in respect of patient equalities
- Engagement begins with colleagues, staff networks and patient representatives to set the Trust's Equality Objectives for the next three years, 2022-2025.
- LGBTQIA History Month celebrated with other Lincolnshire NHS Providers, organised by Lincolnshire Partnership Foundation Trust (LPFT).
- Awareness-raising of transgender and gender identity topics is proactively increased in EDI communications and social media.



- Race Equality Week – “Action not Words” – is marked. Discussions sparked about the possibility of an anti-racism strategy for the Trust.

March 2022

- Staff Network Leads recruitment takes place, with support of Executive Sponsors and appointments are confirmed
- Preparation and engagement for the Trust’s first “United against Racism” strategy takes place
- Engagement continues to refine the Trust’s proposed Equality Objectives for the next three years, 2022-2025.
- The Trust’s Gender Pay Gap report and action plan confirmed as published. This had been published early, in Summer 2021
- Women’s History Month celebrated with other Lincolnshire NHS Providers, organised by the ULHT Women’s Network. Including “Get to know me” series with Trust leaders.

April 2022

- “United against Racism” anti-racism strategy is approved by the Trust Board and launched
- New and continuing staff network leads are in post from 1st April and make a positive impact, increasing their membership and network visibility. New honorarium and protected time system is implemented
- All staff networks are actively meeting – BAME staff network, Women’s network, Armed Forces network, MAPLE (Disability) network and Pride + network (LGBTQIA)
- Colleagues marking Ramadan are supported with “Breaking the Fast packs” and guidance provided to all managers and colleagues
- EDI communications and social media increased, to foster greater understanding and awareness of many major religious festivals and events co-occurring in April 2022.
- Data-gathering for Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard (WDES) and other EDI statutory & mandatory reporting begins.

- The Trust's EDI team begins to work more closely with the Better Births Programme for maternity & neonatal equalities improvement, recognising it as one of the Core5Plus20 health equality priorities.

May 2022

- The NHS Employers' Equality, Diversity & Human Rights Week is celebrated in the Trust. National Staff Network Day is celebrated within this, with recognition for our staff network leads past and present
- "United against Racism" posters are deployed across the Trust and key messages from the new Anti-Racism strategy are shared in the public media – "Racism doesn't belong here"
- Working group established to implement all aspects of the Anti-Racism strategy in full.
- WRES and WDES data analysis and preparation for stakeholder engagement begins
- The Trust's Equality Objectives for 2022-25 are finalised, complete with priority actions, following engagement.
- "Access to & Experience of NHS Services" survey is developed with NHS Lincolnshire CCG Engagement Lead, and launched to the public.

June 2022

- Work continues, to implement the Trust's Anti-Racism strategy, ensuring that there is a safe, effective framework for managing incidents of racism and other forms of discrimination towards staff from patients.
- WRES and WDES data analysis and preparation for stakeholder engagement continues, with workshops in June to share the data with stakeholders and inform action plans.
- The Trust's Equality Objectives for 2022-2025 are approved, forming the basis for the Trust's Equality, Diversity & Inclusion work for the next three years.
- Initial meetings take place in the work-streams of the Lincolnshire Belonging (Equality) Strategy, as the Lincolnshire Integrated Care Board (ICB) prepares to launch in July 2022.
- Armed Forces Week is celebrated in the Trust, led by our Armed Forces Network
- Work begins with the Every-One organisation, to begin to establish a Carer's Network for colleagues who are unpaid carers and NHS staff. NSS 2021 data has

informed the drive for this at ULHT. The engagement work takes place across the Lincolnshire NHS providers and Every-One facilitates regular workshops.

July 2022

- The Trust's Leading Inclusively with Cultural Intelligence (CQ) programme is launched, led by the Head of EDI (from April 2022 working as interim Programme Manager – CQ). This significant programme aims to establish and embed an inclusive leadership training programme in the Trust, at all levels of leadership and management, and beyond into the processes, practice and culture of the Trust.
- The Trust's MAPLE (Mental & Physical Lived Experience of disability) staff network launches the Sunflower Hidden Disability scheme, to raise awareness of less-visible disabilities and encourage support for patients and colleagues with a non-visible disability. Roadshows engage with new and current members.
- WRES and WDES stakeholder engagement continues and concludes. The Trust's WRES and WDES data is submitted to NHS England & Improvement, ahead of schedule
- Further work takes place in the United against Racism working group, to establish an easy-to-use reporting system which can accommodate anonymised reports of all forms of discrimination and abuse
- The Trust's Womens Network launches the Mimosa project, to ensure that period products are available to all colleagues
- The Trust retains its Silver Armed Forces Employer award in the Defence Employer's Recognition scheme following revalidation, and begins preparation for Gold. The Armed Forces network is instrumental in this and the Trust's new Armed Forces Reserves policy, which is launched
- A new Chair for the BAME (Black, Asian & Minority Ethnic) staff network is appointed with the support of the Executive Sponsor, following a vacancy after the recruitment process earlier in 2022
- The Trust's Pride+ Network confirms a trial of a "Leadership Circle" model to lead the staff network, with responsibilities shared between five colleagues, for the next nine months to April 2023
- The Trust's commitment to the NHS Rainbow badge scheme reconfirmed by the Trust Leadership Team. The scheme relaunched with nearly 500 new pledges of support for LGBTQIA colleagues and patients as a result.

August 2022

- The Trust's WRES and WDES action plans are complete, following stakeholder engagement and progress through to approval.
- The Trust's Equality and Inclusion intranet pages are updated, with new pages to support patient and staff equality alike
- The Trust's detailed SMART work programme to implement the approved Equality Objectives 2022-25 approved by EDI Operational Group (EDIG) for the Year 1 work programme.
- Work on the Trust's submission for the Equality Delivery System (EDS 2022) begins as the new framework is published nationally
- Work takes place in collaboration with our Recruitment and Organisational Development colleagues to enhance the Inclusive Recruitment training offer at ULHT, linking in with Lincolnshire Integrated Care Board (Lincs ICB) Belonging Strategy aims.

September 2022

- Work continues ready for our new Equality Diversity & Inclusion Calendar 2023, with additional resources to help embed patient and workforce equalities
- A new intranet page to make it easier to understand responsibilities under the NHS Accessible Information Standard (AIS) and provide greater practical support to book communication support for patients is developed, and then launched in October.
- Improved support with Equality & Health Inequality Impact Assessments (EHIA's) is made available 24/7 for self-service on the intranet, recognising that the Trust operates 24/7 for 365 days of the year
- Engagement about Equality Delivery System (EDS 2022) begins in the Trust
- Work on implementing the Trust's anti-racism strategy continues. A complementary work-stream is added regarding violence, aggression and abuse based on all protected characteristics and vulnerabilities for any reason. Flowcharts and QR code anonymous reporting system are ready for approval.
- EDI team provides induction learning to new Interprofessional Preceptorship programme at ULHT.
- ULHT sponsors, attends and supports Lincolnshire's first "Lincolnshire India Day" and EDI representatives, CEO and Director of Improvement & Integration attend. Day is organised by one of our Consultant Paediatricians, who leads the "Indian Cultural Organisation in Lincolnshire"

October 2022

- Black History Month 2022 is celebrated with other Lincolnshire ICB providers, organised by Lincolnshire Community Health Services (LCHS)
- WDES and WRES Action Plans for 2022-2025 approved by Trust Board, following their progression through EDIG and People & OD Committee. Action plans are published on the Trust's website, with work already begun
- EDS 2022 work progresses
- Reporting under the NHS Standard Contract is confirmed as restarting, after a pause from the CCG (now ICB)
- Equality & Inclusion team take part in Speak Up Month, promoting "Speaking Up for all" and promote completion of National Staff Survey (NSS) 2022 through Staff Networks
- An extensive update of the Trust's Equality & Inclusion public internet pages is made
- Diwali celebrated in the Trust, with special surprise to be revealed week beginning 24th October 2022.

Planned for November 2022

- Disability History Month will be celebrated with the Lincolnshire ICB, organised by United Lincolnshire Hospitals NHS Trust. Programme developed to support WDES Action Plan in areas such as increased representation and visibility at senior levels, valuing the work of Disabled colleagues, and increasing awareness of completion of NHS Electronic Staff Record (ESR) for Disability status
- Equality Delivery System 2022 engagement to take place
- Development of Trust-wide card (ID badge/credit card-sized) for everyone, to embed new QR code reporting and sources of support for discrimination and abuse for all
- Work will continue on next Gender Pay Gap report and action plan for March 2023, in conjunction with the Trust's Women's Network
- United Lincolnshire Hospitals NHS Trust will be attending the Midlands Inclusion & Diversity Awards (MIDAS) following nominations for colleagues and networks within the Trust
- Further system-wide CQ Leading Inclusively masterclasses are planned
- CQ Leading Inclusively Day, facilitated by Above Difference

- Launch of “Understanding & Overcoming Bias” interactive eLearning for all colleagues, to the benefit of patients and staff alike.
- Launch of stakeholder group to implement new National “Welcoming & Valuing International Medical Graduates” On-boarding and Induction standards

Planned for December 2022

- Equality & Inclusion Calendar 2023 to be launched
- Preparation for “See Me First” scheme, with early adoption by Staff Network members and Trust Leadership Team in December & January 2022, ready for full launch in February 2023.
- Further system-wide CQ Leading Inclusively Masterclasses are planned
- Outcomes of public and patient engagement survey launched in May to be reviewed and understood, to inform improvement actions for access to NHS services and experiences, by protected characteristic.
- EDS 2022 approval process begins ready for publication, following stakeholder engagement and review of ratings in November
- Review and update of progress with Equality Objectives 2022-2025 and WDES & WRES Action Plans with EDI Operational Group, for assurance of progress.