THE DIVERSITY AND INCLUSION PARTNERS PROGRAMME

BUILDING INCLUSIVE WORKPLACE CULTURES
The Diversity and Inclusion Partners Programme

The programme supports health and care organisations to foster and develop inclusive workplace cultures where uniqueness of beliefs, backgrounds, talents, capabilities and ways of living are welcomed and celebrated.

It helps employers discover, acknowledge and value the differences in their people and through this understanding realise the full potential of a diverse and inclusive workforce.

- The programme runs annually over a 12-month period from April to March, with the opportunity to attend four full-day learning modules in June, September, December and April.
- It is closely aligned to the Equality Delivery System (EDS2) and the implementation of the NHS Long Term Plan and People Plan.
- Over the last 10+ years has supported 300 organisations

Who it’s for

The programme nurtures and guides board members, equality, HR, service improvement and organisational development leads to:

- improve leadership culture, share good practice
- make the NHS the best place to work
- work towards integrated care and place-based systems
Programme aims

The programme is centred around encouraging collaborative working, sharing innovation and best practice, and making change happen. Using an organisational and cultural change framework, the programme is shaped around national NHS standards such as the Workforce Race Equality Standard, Workforce Disability Equality Standard, Sexual Orientation Monitoring, the equality delivery system and gender pay gap reporting.

Programme benefits

Partners have the opportunity to:

- influence the future of national policy and showcase their good practice on national platforms
- discuss and test out new concepts during the four modules: Standards, Capacity, Delivery and Evaluation
- share good practice through networking and buddy arrangements with peers
- access free training and development opportunities outside of the NHS
- gain up to 16 hours of CPD learning by attending the four modules.

Programme learning themes

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<th>Culture and inclusion</th>
<th>Infrastructure and support</th>
<th>Standards and accountability</th>
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<td>Challenging existing organisation and workforce cultures through analysis, evaluation and understanding of best practice.</td>
<td>Looking at practical steps in which organisations can design, manage and improve the infrastructure and support to manage the diversity and inclusion agenda.</td>
<td>Sharing thinking on processes, systems and governance on diversity and inclusion practice in order to build open and honest organisational cultures.</td>
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<td>Compassionate, inclusive leadership</td>
<td>Research and practice</td>
<td>Shared learning and networking</td>
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<td>Addressing how leaders can be supported to seek the benefits that diversity, inclusion and equality can bring to their organisations and how they can develop techniques to meet these challenges.</td>
<td>Bringing together academics, experts and practitioners to share the latest thinking on diversity and inclusion to help influence policies and organisational practices while empowering individuals.</td>
<td>Connecting people who are hungry for change, enabling them to think big, feel empowered, collaborate and share best practice which challenges the status quo.</td>
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What our partners say

Our partners said the programme helped themselves and their organisation:

- better understand the equality, diversity and inclusion agenda (ED&I) and it’s implications
- make useful connections
- make changes which will improve organisational effectiveness.

The programme is the best in class for supporting development, understanding and embedding equality, diversity and inclusion. It offers unparalleled support to HR and ED&I leads.

Jagtar Singh
Chair
Coventry and Warwickshire Partnership NHS Trust

The learning from this programme has enabled us to develop a strategic ED&I improvement plan. It empowers us to make equality improvements.

Ruth Dolby
Organisational Development and ED&I Lead
Portsmouth Hospital NHS Trust

It’s helped me to really focus on some of the specific challenges and raise the profile of diversity and inclusion within my organisation.

Kez Hayat
Head of Diversity & Inclusion
Yorkshire Ambulance Service NHS Trust

Ruth Dolby from Portsmouth Hospitals NHS Trust shares her experiences of being part of the NHS Employers partners programme in a blog.

Find out what some of our other partners think about the programme in this short video.

Further information

To learn more about the Diversity and Inclusion Partners Programme visit www.nhsemployers.org/diversitypartners or email diversityandinclusion@nhsemployers.org to express your interest.