

# Diversity in Health and Care Partners Programme

## Advancing equality and inclusion in the workplace



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# Foreword

NHS Employers is the employers' organisation for the NHS in England. We support workforce leaders and represent employers to develop a sustainable workforce and be the best employers they can be.

Our Diversity in Health and Care Partners Programme supports health and care organisations to create more inclusive workplace cultures, where uniqueness of beliefs, backgrounds and ways of living are welcomed and celebrated.

The programme has supported over 300 organisations over the last decade, encouraging collaborative working, sharing innovation and best practice, and making change happen.

We are passionate about making equality, diversity and inclusion a living, breathing aspect of strategic planning and for it to be deeply embedded in the day-to-day running of all health and care organisations.

All of our equality, diversity and inclusion work is shaped by three principles: leadership, accountability and equity. These principles are echoed in the NHS People Plan, and specifically the ambitions to look after our people and create a sense of belonging in our workplaces.

We would like to invite you to join this year's programme, starting in September 2022. This brochure provides an overview of the programme, who it's aimed at, the benefits of participating, and costs.

Should you have any questions please contact: [diversityandinclusion@nhsemployers.org](mailto:diversityandinclusion@nhsemployers.org)

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Chief Executive,  
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Director of Partnerships and  
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# Overview

The programme is built on a foundation of over ten years' experience of delivering a range of successful diversity and inclusion partners programmes. It provides thought leadership, tools and tips to help put your organisation at the forefront of equality, diversity and inclusion (EDI) practice.

## It supports:

- leaders to integrate the latest sustainable diversity and inclusion practices
- the creation of culturally appropriate and inclusive services to meet the needs of a diverse range of patients and care services users
- organisations to be the best employers and service providers they can be
- efforts to achieve the requirements of NHS and other external benchmarks and standards.

It also supports the integration of NHS values such as:



**Patients first - every patient, every day**



**Compassionate at all times**



**Collaborative working**



**Transformation based on evidence**



**A willingness to change**



**Honesty and integrity**

Tailored to the needs of organisations providing health and social care, the programme provides access to specialists and practitioners from across the UK and internationally, which may not always be available to individual trusts and related service providers.



# Who the programme is for

## Organisations

- NHS trusts (including acute, community, learning disabilities, mental health and ambulance).
- Local government organisations.
- Private sector organisations providing health and social care services.
- Voluntary and charity sector organisations.

## Individuals

- Board members.
- Equality and diversity leads.
- Human resources professionals.
- Learning and organisational development leads.
- Service improvement, staff-side representatives and project managers.



“The learning from this programme has enabled us to develop a strategic EDI improvement plan. It empowers us to make equality improvements.”

# What to expect as a partner

As a participating partner you will benefit from a new and comprehensive programme that provides access to the NHS Confederation's internal and external community of equality, diversity and inclusion specialists, along with the latest innovations shared by participating partner organisations.

This expertise and learning will be delivered through a year-long programme of events, starting in September 2022:

- Four one-day interactive modules provide an opportunity to meet face to face and network with fellow partners, listen to EDI experts and participate in trouble-shooting sessions. Discuss, in a confidential space, any challenges that you need more clarity on and share your local EDI innovations and successes.
- Access the latest EDI thinking through our specialist virtual masterclasses, which will address topics designed and delivered by experts in the field of behavioural science and equality, diversity and inclusion.
- Access to [Employers Network for Equality & Inclusion \(enei\)](#), members website and the opportunity to attend their events.

## In addition:

- Opportunities to showcase your work nationally via this programme and on the NHS Employers website.
- Develop relationships with peers and network with health and social care leaders, industry experts and our expert diversity and inclusion team at NHS Employers.
- Receive the NHS Employers Diversity and Inclusion bi-monthly newsletter, providing the latest EDI insights including news, campaigns, case studies, blogs and event information.
- Access additional free online webinars delivered by NHS Employers that relate to workforce issues such as recruitment, health and wellbeing, reward, and organisational development.
- Ensure issues raised by partners are shared with the various networks that make up the NHS Confederation, including NHS Employers, Acute Network, Community Network, Integrated Care System Network (ICS), Mental Health Network, Primary Care Network, BME Leadership Network, Health and Care LGBTQ+ Leaders Network, and Health and Care Women Leaders Network.




# Programme content

We understand the need to create more responsive and creative solutions that have a real impact and will help make the NHS become the best place to work for all – one team, where everyone is treated as equal.

The purpose and benefits of EDI are now quite well understood in the health and social care context. So, our year-long programme of events is tailored around how to take action locally, providing the opportunity to explore how to:

- map your current and future EDI strategy and inclusive culture journey
- address structural disadvantage experienced by staff and patients/service users
- employ structural privilege to support inclusion
- provide patient/service user care that recognises intersectionality
- address other barriers to effective inclusion, including who should break them down, when, and why.



“It has been good to come together to talk, share, pause and think, before returning to the day job feeling energised and inspired.”

# The programme will be facilitated across six themes:

## Themes

## Links to NHS People Promise

### Building inclusive cultures

Going beyond compliance, working to ensure that the deeper and systemic changes necessary to successfully embed diversity and inclusion are discussed and are available to be actioned by members.



We are a team  
We work flexibly

### Infrastructure and support

Promoting integrated systems, complementing the national work on 'Making the NHS the best place to work', improving the leadership culture and population health management.



We are safe and healthy  
We are recognised and rewarded

### Standards and accountability

Insights that further develop inclusive policies, processes and practices through a focus on capabilities to achieve recognised internal and external standards and benchmarks.



We are recognised and rewarded

### Inclusive leadership

Developing leaders at all levels of the organisation, promoting and role modelling the values, language and behaviours that promote a culture of inclusion and belonging.



We are compassionate and inclusive  
We are safe and healthy

### Research and practice

Shining a spotlight on the latest thinking, evidence-based research findings and practices that further develop excellence in inclusive workforce cultures and health and care service provision.



We are always learning  
We are safe and healthy

### Shared learning

Providing opportunities to gain maximum benefit from the power of networking with, and learning from, the range of partners and diversity and inclusion experts.



We are always learning  
We have a voice that counts

# What our partners think

“Our organisation has really benefited from being a partner. The principles of partnering and learning from others are fundamental to the equality, diversity and inclusion agenda and the partners programme delivers these.”

“Inspiring sessions that enabled partners to engage with each other in small virtual group sessions to share best practice and to make useful connections.”

“Helped me to really focus on some of the specific challenges and raise the profile of diversity and inclusion within my organisation.”

## Impact

What partner organisations have done differently since being on the programme

- Focused on recruitment processes and their leadership development programme.
- Implemented changes to increase applicants from BME and disabled communities.
- Ensured that the trust leadership offer is reflective of the diversity of staff.
- Given impetus for board-level conversations about EDI.
- Introduced initiatives such as reverse mentoring and a disability network.
- Developed an inclusion strategy.
- Overhauled their approach to recruitment and selection.
- Recruited a number of cultural ambassadors. Implemented an Executive Sponsorship Programme for Inclusion.
- Started 'big conversations' with BME staff and improved NHS Staff Survey results for BME staff who now feel more supported in the workplace.

**Cost £1,995 +VAT**  
per annum per organisation.

We recommend a board member, EDI lead and staff network chair attend each face to face module. There is more flexibility for additional delegates to attend our virtual masterclasses.



## **NHS Confederation**

The NHS Confederation is the membership organisation that brings together, supports and speaks for the whole healthcare system in England, Wales and Northern Ireland. The members we represent employ 1.5 million staff, care for more than 1 million patients a day and control £150 billion of public expenditure. We promote collaboration and partnership working as the key to improving population health, delivering high-quality care and reducing health inequalities.

[www.nhsconfed.org](http://www.nhsconfed.org)

 @NHSConfed

## **NHS Employers**

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[www.nhsemployers.org](http://www.nhsemployers.org)

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