



## Appendix C: Making anti-racism reality in our Trust 1 year plan 2023-24

### Our Mission:

To improve the health and wellbeing of the diverse communities we serve and to nurture an inclusive culture which shapes our leadership and supports our workforce

### Our ambitions concerning ethnicity / race:

- 1** Our services are inclusive through co-production with people from diverse backgrounds, including those from black and ethnic minority communities
- 2** The eradication of racism in our Trust for service users, carers, families and staff
- 3** It is essential to have black and ethnic minority representation amongst our involvement partners as recruitment panellists

### Patient Experience

- Ease of access to interpreters, through enhanced communication with staff and liaison with provider at contract level
- Targeted recruitment of involvement partners from black and ethnic minority communities, to help shape services that meet their needs
- The 'think whole family' approach will be embedded so that the care we provide aligns with the family's cultural practices

### Workforce

- Implement the 'No More Tick Boxes' action plan to remove any discrimination from recruitment processes including embedding Black or Asian representation on all interview panels
- Deliver our actions detailed in our stretch diversity action plan for 23/24
- Actively support our current Staff networks to thrive; particularly our Cultural Diversity Network, which is pertinent to this plan, and to develop new staff networks as required

### Inclusive Leadership

- Implement the Above Difference Programme to develop Equality, Diversity and Inclusion leadership and culture
- Implement Board anti-racism
- Development session with the Trust's Leadership Forum to promote a culture of Equality Diversity & Inclusion and their role as leaders in driving this culture
- Continue to deliver the UNISON anti-racism pledge

### The benefits to fulfilling this work are:



Improved health outcomes as a result of greater understanding from collaborative working



Our services will reflect the needs of the diverse communities we serve across our geographic region



The creation of an inclusive culture where staff have a strong sense of belonging and of being valued as a unique individual