Workforce Equality, Diversity and Inclusion (EDI) Objectives 2018-2021

Objective	Action	Measure	Responsible	Timescale	EDS2 Metric	WRES Metric	WDES Metric TBC
					eds-nov131.pdf	wres-indicators-april-16.pdf	
📋 **Improve the experience of staff with specific focus on bullying and harassment**							
Improve year on year staff survey results relating to bullying and harassment of staff by staff and by the public to be better than the sector median	Promote 'Freedom to Speak Up' to our cohort of BME and Disabled staff	Staff from networks in Freedom to Speak Up Guardian roles. Improved staff survey results for specific questions for BME and Disability groups KF20 - Experienced Discrimination KF25 - Experienced B&H by public KF26 - Experienced B&H by staff KF27 - Reported B&H With target that % must be sector score or less with 1% improvement on previous year over 3 years.	Freedom to Speak Up Guardian / Lia Lead	31/10/18 - ongoing	3.4	6	
	B&H Policy reviewed with network input including case studies of how to challenge disrespectful offensive behaviour.		Acting Deputy Director of HR & OD	30/11/18			
	New resolution procedure implemented		Acting Deputy Director of HR & OD	30/9/19			

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	with network input to supplement B&H Policy. Train managers to understand the impact and signs of bullying and harassment Widely advertise that the abuse of staff will not be tolerated, implications of this and contact number/person to report B&H and to seek help						
2. Improve the experience of staff by providing improved communication and support for career development opportunities							
Increase our involvement in local and	Engage with RCN Cultural Ambassadors	Programmes were run and evaluated to ascertain if a positive difference was made to staff with protected characteristics. This	Director of Nursing	31/3/19	3.1 4.1 4.3	7	

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national initiatives to support and promote career development and leadership opportunities for people with protected characteristics	Programme Scope the Refugee Programme for Doctors Scope the implementation of the Merseyside Reciprocal Mentoring Programme following launch Run the pre-employment programme Sign up to the 'Time to Change' Pledge Scope the Veterans Programme	evaluation is reported to Workforce and Development Committee.	Medical Director L&D Manager and Leadership Consultant Recruitment Manager Acting Deputy Director of HR & OD and HRBP Recruitment Manager	30/11/18 21/1/19 and on-going Ongoing 31/01/19 30/11/18			

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	Provide clear advice on career opportunities available to staff with protected characteristics		L&D Manager, Apprenticeship Manager, Leadership Consultant	30/11/18			
3. Increase the diversity at all levels of the workforce to truly represent the community we serve							
Increase the diversity of board members	Work with appropriately experienced executive team recruitment agency to identify candidates from diverse backgrounds

Participate in the reciprocal mentoring programme to encourage candidates to consider NHS roles | An increase in the diversity of executive and non-executive board members to be representative of the overall workforce as reported in metric 9 of WRES.

There will be a year on year improvement shown by a reduction in the 2017 gap of -0.4%. | Director of Corporate Affairs Director of HR and OD | When vacancies arise

21/1/19 to 30/9/19 | 3.1 4.1 | 9 | |
| Maintain a recruitment interview | Quarterly report of analysis of data by | The quarterly report shows:
 • Increased headcount numbers of BME and Disabled Staff | Recruitment Manager and ESR Manager | 28/2/19 - ongoing | 3.1 3.6 | 1 2 7 | |

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process that reduces the likelihood of bias	protected characteristic	• Continual reduction in non-disclosure figure in Woven Report • Data of reasons for leaving • Reduced turnover number of BME and Disabled Staff • Positive evidence of adjustments, where necessary, made to the recruitment interview process • Positive evidence of actions taken as a result of exit interview intelligence • Increased headcount in accessing employment opportunities as detailed below. • Other as advised by networks/ESR lead to develop report				8	
	Recruit and train appropriate staff from minority groups to sit on interview panels	Evidence of diverse and inclusive recruitment panels through initiative to attract and train appropriate staff from diverse backgrounds	Recruitment Manager	28/2/18 - ongoing			
Work with local HEIs to increase the diversity of students	Agree a plan with HEIs to bring a diverse number of students to the	Quarterly report shows increased diversity in student numbers	Director of Nursing	31/3/19	3.1 4.1	1	

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training with us	hospital that reflect our communities						
Identify and build relationships with local community groups to promote Alder Hey as an equal opportunities employer	Identify all local community groups and work with them to understand their local and cultural needs and to promote opportunities for training, recruitment, placements etc. Run a publicity campaign within communities, schools, community groups, housing association to let them know of the opportunities	Evidence of campaigns Increased headcount in BME and Disabled number by 1% per annum	Recruitment Manager Vocational Placement Officer and Recruitment Manager	30/1/19 30/4/19 - ongoing 31/10/18 and Ongoing	3.1 1		

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	available at Alder Hey to plan for a diverse workforce in the future.						
Promote Alder Hey to potential employees from diverse backgrounds	Ensure our apprenticeship scheme is one of our key drivers in employment of staff from diverse backgrounds	Increased headcount in BME and Disabled Number of apprentices as reported in quarterly report	Apprenticeship Manager	October 2018 – Ongoing	3.1 1		
	Continue with the pre-employment programme, with a particular focus on supporting BME and Disabled People onto the programme and ideally into employment	Increased headcount in BME and Disabled Number participating in programme and employed as reported in quarterly report	Recruitment Manager	14/1/19			

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	We hold a series of outreach speaking events with some of our network members in schools and other organisations to discuss the opportunities as part of our long term workforce strategy.		Vocational Placement Officer and Recruitment Manager	31/10/18			
Include diversity in the Alder Hey Branding	Review of all of our marketing and communications collateral to ensure it reflects a diverse workforce, families and patients linked to the 'look and feel' plan	Increased diversity in staff numbers	Director of Communications	28/2/19	3.1 1		
4. **Resource and involve staff networks to provide a collective voice for staff with protected characteristics**							

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Better resource the networks to make them more accessible to a 24/7 workforce including clinical staff	Ensure members are given time off to attend meetings	Increased membership number Adequate designated time given to fulfil role of Chair	Lia Lead	30/9/18 and on-going	3.6 4.1	1-9	
	Define role of Chair and organise adequate time to fulfil role	Review and implement time off guidelines	E&D Manager	31/12/18			
	Promote and communicate the key areas of work to the rest of the organisation	Chairs attend divisional and HR Meeting Chairs attend Trust Board	E&D Manager	30/3/19 30/9/18 and on-going			
	Set up a network intranet page that advertises network and allows communication between members so views can be shared without having to attend	Networks pages on intranet	Chair of Networks and Communications	30/9/18			

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	meetings						
Develop an LGBTIQ+ network	Use the Lia Process Use protocols from existing networks	Network Established Representation at Liverpool Pride Suitable Accreditation Attained by Alder Hey 1% Year on Year increase in staff disclosure of sexual orientation in electronic staff records.	Lia Lead	31/1/19 31/8/19 31/8/19 30/3/19 and on-going	3.6 4.1 4.2 4.3	--	-
5. Provide organisational training and awareness on how to better support individual needs							
Implement a programme of training that will improve staff knowledge on how to better meet individual needs of staff with protective characteristics	Undertake an audit of existing training and create a training programme to include: Cultural competence Unconscious Bias Disability Awareness and provision of reasonable adjustments	Improved staff survey result in regards to staff recommending Alder Hey as a place to work by demographic	L&D Manager and Recruitment Manager	30/4/19	3.5 4.1 4.3	1 2 4 7 8	

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	Training to support the implementation of the bullying and harassment policy						
6. Minimise the Gender Pay Gap							
Encourage more female and female part time medical and dental staff to apply for clinical excellence awards	1. Increase number of CEA awareness sessions to encourage more applications.

2.Find out reasons why fewer females and part time females apply for CEA's

3. Put in place initiatives to address these reasons. | A year on year increase in the number of women medics applying for CEA's and receiving CEA's to reduce the gender pay gap. | Medical Staffing Manager | 1.31st March 2019

2.30 November 2019

3.31st December 2019 | | | |