

Appendix 1 Belonging and Inclusion Plan Six Month Progress Update

Actions are taken from the year one Delivery Plan.

	Action	Progress Update
Outcome 1. Better Health Outcomes		
1.	<ul style="list-style-type: none"> Develop and approve the EQIA process. Develop Training, guidance and resources to support. Train the EDI Influencers in EQIA Develop the data sources and engagement structures to support the EDI Matrix and EQIA process. 	<p>Draft EQIA Policy developed. Consultation on the proposed policy underway. Feedback received from the EDI Strategic Staff Partnership 30.03.22. Opportunities to embed and align into existing processes identified and being taken forward.</p> <p>Training resources are in development – initial workshops planned with HR policy authors to pilot them.</p> <p>EQIA policy includes proposed governance and accountability processes which are being consulted on.</p>
2.	<ul style="list-style-type: none"> Develop the role profile Design and deliver an expression of interest process. Develop a paper for consideration at SLT – sign up, time to deliver the role. Develop and deliver training for EDI Influencers. Establish support, governance, and accountability structures 	<p>Expression of interest paperwork developed. Paper went to Strategic EDI Staff Partnership for consideration 30.03.22.</p> <p>Training being developed in partnership with Involvement Partners and Young Dynamos.</p> <p>Role profile, Network Terms of Reference approved on 30.03.22.</p>
3.	<ul style="list-style-type: none"> Develop the EQIA checklist to support engagement. 	Included in the draft EQIA Policy.
4.	<ul style="list-style-type: none"> Implement Government Guidance relating to Covid-19. Facilitate the EDI Staff Partnership to discuss EDI issues relating to Covid-19. 	<p>EQIA of Vaccination as Condition of Deployment (VCOD) undertaken.</p> <p>EDI Staff Partnership continues to meet.</p>
Outcome 2. Patient experience and access to our services		
5.	<ul style="list-style-type: none"> Development of the Integrated Patient Information Dashboard. Development of training to support effective use of the dashboard across clinical services. 	<p>Integrated Dashboard launched and in use. Pilots happening in services.</p> <p>Training development underway.</p>

	<ul style="list-style-type: none"> • Development of metrics for health inequality to guide usage and priority at service level. 	<p>EDI Influencers (ops) will support with identifying the appropriate health inequalities metrics for their service areas.</p>
6.	<p>We Care</p> <ul style="list-style-type: none"> • Develop the We Care brand and campaign materials. • Deliver Phase II of the NHS Rainbow Badge Scheme aiming to be assessed as silver. • Deliver a calendar of diversity events that raise awareness, visibility and cultural humility. • Review Implementation of the Accessible Information Standard (AIS). • Develop an anti-racism tool kit. 	<p>Recruiting EDI Influencers from the Involvement Partner Network (i2i Network) and the Young Dynamos with the aim of co-creating:</p> <ul style="list-style-type: none"> • an EDI Influencer Profile for people who use services, carers and local communities, • working with their input on our developing branding and marketing, • their views on how we deliver the Belonging and Inclusion Plan. <p>Working group established and action plan being developed from the Rainbow Badge phase 2 assessment results NHS Rainbow Badge (sharepoint.com)</p> <p>EDI Calendar launched with regular events coordinated EDI Calendar 2022.pptx (sharepoint.com)</p> <p>Review of the AIS is underway. A Task and Finish group has been established and met to provide a baseline. AIS to be included in the patient communication TWICS project. NHS England » Accessible Information Standard</p> <p>Anti-Racism Tool Kit launched in December 2021 Anti-Racist Toolkit (sharepoint.com)</p>
7.	<p>See Me</p> <ul style="list-style-type: none"> • Develop the 'See Me' brand • Develop a proposal for the 'human library'. • Source, develop and publish cultural humility online learning and resources. 	<p>Kind Life project underway. SLT alignment workshop planned for April, 3 large online workshops for staff in place for June 2022.</p>

	<ul style="list-style-type: none"> Develop the EDI data set to identify hotspots for focus. 	<p>Alignment of Dignity and Respect Policy using the Kind Life Resolution Framework planned.</p> <p>E-learning provided and ready to launch.</p>
Outcome 3. Workforce representation and support – ‘bringing our whole selves to work’ “Be Me”		
8.	<p>Be Me</p> <ul style="list-style-type: none"> Deliver the Moving Forward Plus Programme across the West Yorkshire MH Trust Partnership. 	<p>Cohort has been delivered during 2021 – 22 in partnership with SWYFT.</p>
9.	<ul style="list-style-type: none"> Undertake a review of the Disciplinary Policy. 	<p>A review of the disciplinary policy was undertaken. All of the EDI related recommendations made to address the increasing over-representation and inequality of BAME staff in formal disciplinary processes were not implemented within the review. The policy has now been ratified. Feedback about how the recommendations can be included will be sought.</p> <p>Work is under way to review the policy development process to understand how changes from an EDI perspective, EQIAs and feedback loop can be incorporated into the process.</p>
10.	<ul style="list-style-type: none"> Review the current bullying and harassment support, learning and policy offer. 	<p>The Kind Life project sets the expectation for kindness and an anti-bullying message across the Trust. Specific training about bullying and harassment and policy processes needs to be reviewed and relaunched in the context of the Kind Life Project.</p>
11.	<ul style="list-style-type: none"> Develop a programme of engagement and communication that sits alongside the plan. 	<p>Band 6 EDI Specialist Advisor role is now recruited and has a programme of comms activities in place through the EDI Calendar group that support the Belonging and Inclusion Plan.</p>
12.	<ul style="list-style-type: none"> Launch of Reciprocal Mentoring Programme. 	<p>Two reciprocal mentoring programmes have been launched in two areas of Trust – psychological therapies and community nursing. Head of EDI has had input into both of these programmes and has trained on one. The</p>

		programmes will be evaluated, and learning taken with potential decision to expand reciprocal mentoring programmes across the Trust.
13.	<ul style="list-style-type: none"> Develop and launch a wellbeing offer for diverse colleagues. Analysis of sickness data by EDI group. Develop a strategic intent that support staff who are experiencing domestic abuse. 	<p>Sharepoint pages for diverse colleagues launched Wellbeing Support for Diverse Colleagues (sharepoint.com) A</p> <p>Sickness data analysed by ethnicity for Covid purposes has taken place. This needs to be expanded to identify EDI trends for EQIA data.</p> <p>Strategic Intent and Sharepoint pages launched Domestic Abuse (sharepoint.com)</p>
14.	<ul style="list-style-type: none"> Draft a Disability Policy 	Policy ratified and Sharepoint pages launched, e-learning developed.
Outcome 4. Inclusive leadership – embedding EDI into everything we all do		
15.	<ul style="list-style-type: none"> Promote the EDI Matrix. 	Included in the EQIA Policy and EDI Influencers Induction.
16.	<ul style="list-style-type: none"> Develop a Diversity and Inclusion Maturity Model Framework 	The framework will be used as a tool for EDI Influencers to assess their teams EDI Maturity.
17.	<ul style="list-style-type: none"> Deliver the Integrated Care Partnership BAME Leadership programme requirements. 	Disparity Ratio information and WRES planned shared.