

1.19.19 Workforce Diversity

Please outline how you will ensure that your workforce is representative of its local community and that the diversity of all employees is embraced.

(Maximum Word Count 500)

Words used = 500

1.19.19.1-Policies and data

Our equality, diversity and inclusion (EDI) policies ensure principles of fairness, equality and respect for diversity are applied to all employees, workers and services to create an inclusive workforce and service. We are committed to creating and promoting a positive culture of respect for all including staff, patients and their families/carers. We regularly review our policies/practices to eliminate potential for discrimination. EDI data monitoring enables us to understand staff/patient demographics to develop more inclusive services and fulfil our obligations to complete annual WRES reports.

We reinforce and monitor staff understanding of EDI compliance in our statutory/mandatory training cycles.

Data captured at the beginning of the recruitment process enables us to identify need to attract a more diverse workforce. We also review and monitor staff survey results and implement focus groups to capture how our organisation is perceived to support and promote EDI from the front-line so we develop practices/processes and offerings to remain an inclusive employer.

1.19.19.2-Staffordshire diversity

Staffordshire has little ethnic diversity with the population being predominantly White British with local concentrations of minority ethnic population in Burton (the single largest minority group being Pakistani).

We will reflect Staffordshire's diversity through targeting recruitment campaigns as a local service led by local people. County demographic data enables us to determine the scope of a potential market for candidates, capturing more diverse groups by working closely with recruitment services and charities to raise our profile and essentially provide more opportunities for the local community.

1.19.19.3-Recruitment action

To encourage applications from diverse groups including age, race and gender, we will use appreciative inquiry within our EDI framework to obtain feedback from staff on what we do well regarding EDI and what they would to change so that we can incorporate findings into our attraction strategy.

We will regularly review our roles/vacancies to seek more innovative ways of working by adapting roles/responsibilities/criteria to open opportunities to attract a more diverse workforce e.g. apprenticeships for school leavers or volunteer framework for retired individuals.

Our People Committee will regularly review job-opportunity wording, job descriptions and recruitment materials to ensure they do not deter/discriminate and encourage diversity.

In line with our safer recruitment policy, Equality Impact Assessments will ensure we remain an inclusive employer throughout our recruitment approach and materials.

1.19.19.4-Embracing employee diversity

For awareness and celebration of diverse cultures, we promote the EDI calendar on our intranet, choosing cultural events to celebrate on a monthly basis. We encourage leadership teams to promote events such as Eid celebrations. We embrace diversity by:

- Offering flexibility with working times/practices to facilitate observation of cultural/religious requirements.
- Offering quiet private prayer facilities at our workplaces.
- Advance workforce planning to enable staff to attend/observe cultural events in an equitable process.
- Encouraging an open culture that supports staff with cultural holidays/events.
- Creating networks representative of our workforce e.g. LGBTQ+.

We support staff requiring reasonable adjustments with:

- Occupational health services for workplace advice/support.
- DSE assessment tools to identify adjustments to adapt workspaces.
- Use of access-to-work schemes.
- Adjustments to working hours/practices.