



NOTTINGHAMSHIRE
ALLIANCE TRAINING HUB

Equality, Diversity, and Inclusion (EDI) Strategy 2024-25

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Introduction

Our strategy is to become a training hub which embeds equality, diversity and inclusion into everything we do. We aim to be an outstanding training hub which serves the needs of our primary care staff. As part of the strategy, we will share the exciting progress and initiatives we have undertaken over the past nine months as we navigated the journey of embedding equality, diversity, and inclusion into the very fabric of our training hub. It has been a journey marked by collaboration, skill development, and a shared commitment to make equality an integral part of everything we do. Through this process, we've not only strengthened our professional bonds but fostered a sense of belonging and togetherness because, at its core, equality is about all of us.

Vision and mission statement

At NATH we are committed to fostering a culture of equality, diversity, and inclusion within our workforce. Our vision is to ensure Nottinghamshire's Primary and Community Care teams have a good understanding of what equality, diversity and inclusion (EDI) means, and how it is central to delivering on the values and principles of the NHS Constitution.

We recognise that a diverse and inclusive workforce enhances patient care, promotes innovation, and contributes to a healthier and more equitable society. Therefore, we want EDI to be the golden thread that runs through all NATH activity. We want to support our workforce to build an inclusive, positive culture where everyone can bring their authentic selves to work and support one another to advance equality for patients, workforce and other stakeholders.

Being an inclusive organisation with diverse representation at all levels of our team is important to us. We recognise inclusivity and diversity helps us attain a rich pool of skills, mind sets and experiences which leads to resourcefulness, greater resilience and innovation. An inclusive workplace in turn drives an inclusive service experience for our primary and community care staff. We want every one of our colleagues, to be treated fairly and with respect. We want our colleagues to fulfil their potential and be able to access all of the opportunities offered by NATH.

NATH works to provide inclusive training, learning and development opportunities by actively listening to our primary and community care staff, reviewing our Training Needs Analysis and continually improving access to our services for all staff. Our aim is to provide courses that are open to everyone in terms of funding, timing, and delivery options, to have the maximal impact on our workforce.

We provide access to education funds to support the upskilling of staff, enabling them to respond to local population health needs. We monitor uptake and ensure as many people as possible can access these opportunities.

We work with schools, colleges, higher education institutes and support student placements and apprenticeships to develop routes into primary care careers for all. We will work with partners and those we commission for training to support them to incorporate EDI issues including differential attainment, in their delivery, enabling learners to thrive and develop.

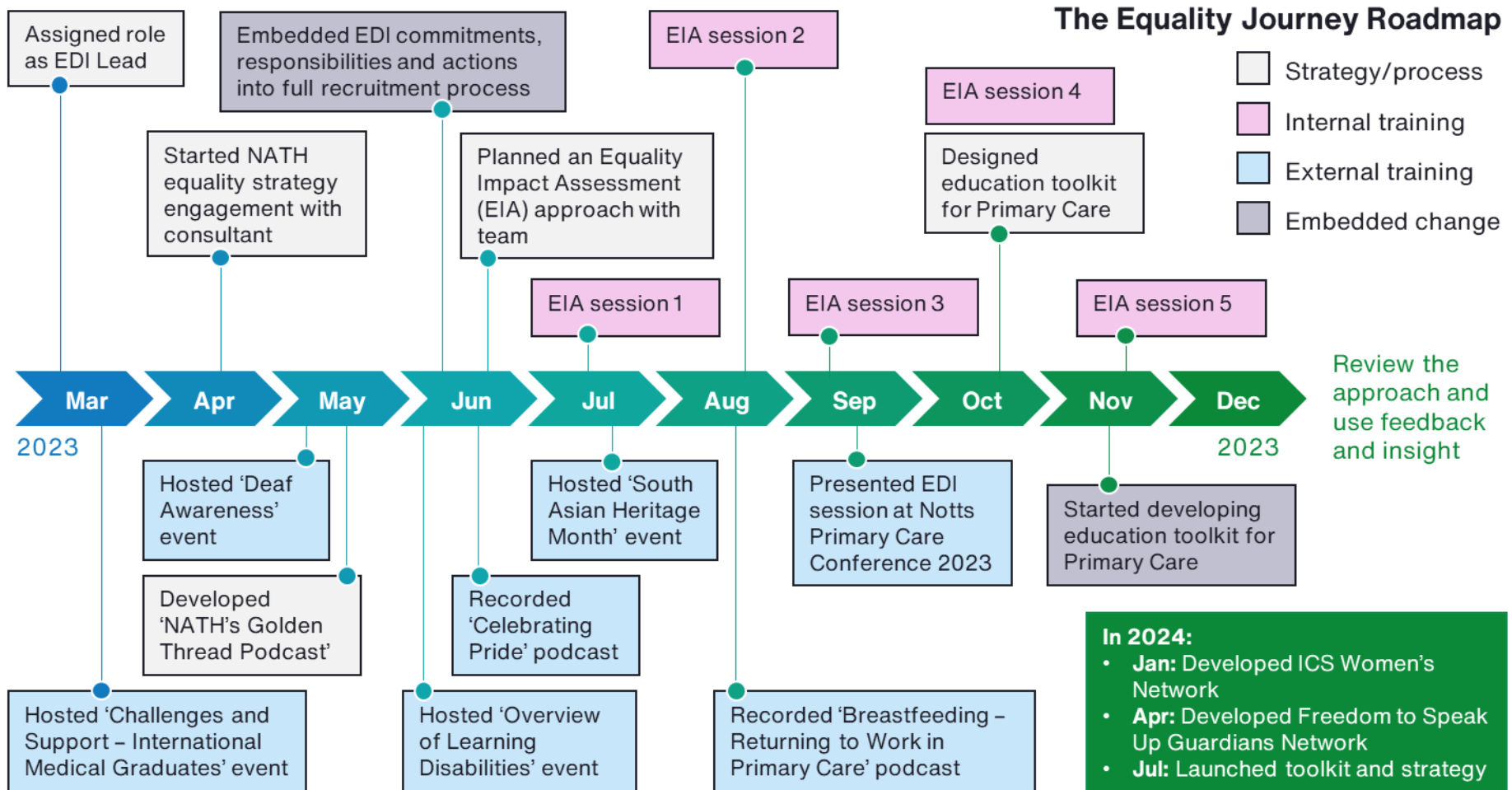
The organisation functions to support collaborative partnerships with the Integrated Care System (ICS) to develop lifelong learning resources and approaches that provides consistent, sustainable, and fair opportunities for all stakeholders. This supports the future development and improvement of primary and community care for the benefit of all stakeholders including service users and the wider population.






Goals and objectives

The strategy paves the way and includes the three key deliverables from our key performance indicators;

- Training Hubs have an equality, diversity, and inclusion (EDI) strategy with an operational plan to support the ICS EDI strategy.
- Training Hubs to deliver education and training activity based on ICS plans to reduce health inequalities.
- Training hubs will facilitate a number of EDI events to support the ICS EDI strategy.

A look back at what we have achieved as part of our strategy

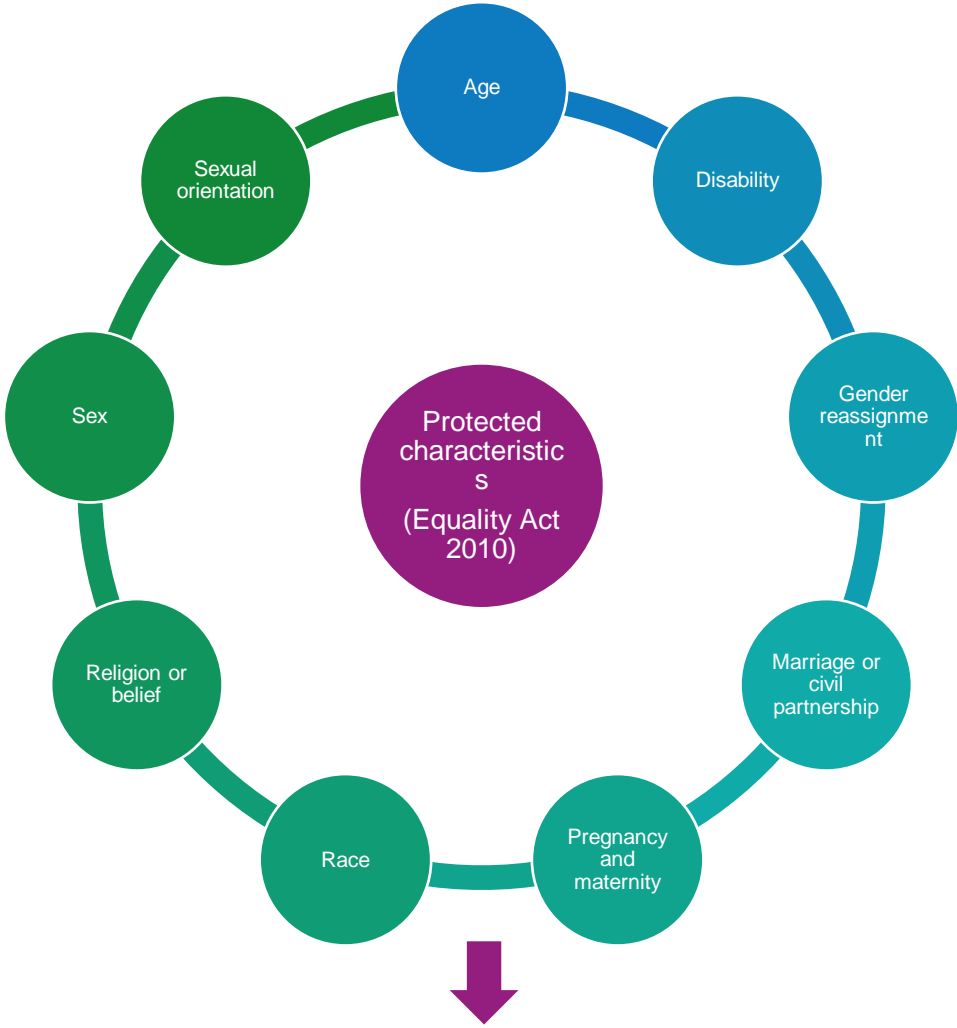


				
March 2023	June 2023	August 2023	September-December 2023	January-March 2024
Work with experts. Look internally to embed equality. Upskill team on equality, human rights, and EIA.	Public health involvement to interpret data into bite-size knowledge for all staff.	Draft equality strategy for training hub.	Engagement phase of strategy (Primary Care Conference).	Publish strategy on webpage. Publish work plan.
Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
Conference feedback from stakeholders.	Federations – stakeholders group.		Staff networks – stakeholder feedback.	

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
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The training hub took a planned approach to embedding equality into its practice. The timeline above illustrates a methodological approach to firstly educating themselves around equality, diversity, and human rights. The training took two sessions. The education material will be made available in an engaging PDF format for wider access.

Educate



Public sector equality duties

- Eliminate discrimination
- Foster good relations
- Advance equality of opportunity and that this must be done across the 9 protected characteristics covered by the Equality Act 2010



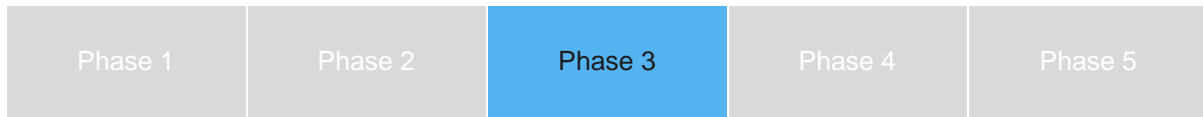
Human rights-based approach to health inequalities



The public health team was engaged to give a better insight into the data around health inequalities impacting the South Asian community. A grid was developed to give a quick snapshot of correlations around health inequalities, and it was used as part of the team’s development sessions.

Relationship with public health – Nottingham City Council





A comprehensive Equality Impact Assessment (EIA) journey was undertaken with the team. This stage took four sessions for the team to be able to reflect on any differential impact that could occur because of people's protected characteristics. The process of the EIA formation is outlined in four parts below:

- Scoping: A series of meetings undertaken to identify some of the opportunities to advance equality. Evidence from experiences as well as feedback from learners were taken into account.
- Impact analysis: Sessions with the team around the public sector equality duty in eliminating discrimination, fostering good relations and advancing equality of opportunity.
- Mitigation and recommendations: The EIA coproduced with team and recommendations made.
- Monitoring and review: An ongoing review of progress made against EIA.

Operational plan 2024/25

Three key performance metrics form part of the action plan below:

1. Training Hubs have an equality, diversity, and inclusion (EDI) strategy with an operational plan to support the ICS EDI strategy. This will be reviewed annually as part of team engagement and development. It will be updated using the recommendations from the EIA.
2. Training Hubs to deliver education and training activity based on ICS plans to reduce health inequalities. A schedule of training programmes will be delivered taking into consideration the recommendations from the training needs analysis.
3. Training Hubs will facilitate a number of EDI events to support the ICS EDI strategy. Events will be based around the recommendations from the EIA and will allow the wider primary care audience to be educated, informed, and engaged around equality diversity and inclusion.

Action plan

Primary Care workforce planning	<ul style="list-style-type: none"> • Support Primary Care Networks to improve workforce plans and identify workforce gaps against population needs. • Ensure that Primary Care have the necessary skills and training to audit and monitor EDI representation and experience (e.g., race equality, representation by protected characteristic, staff experience by protected characteristic).
ICS/ICB strategic objectives	<ul style="list-style-type: none"> • Support the implementation of the Integrated Care Board (ICB) workforce strategy. • Support system-wide delivery of people functions, education and training using the findings from the training needs analysis. • Enable Primary and Community Care to access the apprenticeship levy to support clinical and non-clinical opportunities as recommended from the EIA.
Education and training	<ul style="list-style-type: none"> • Ensure all education and training programmes aligns with national priorities and EDI objectives. • Regularly review all material to ensure that EDI is embedded in theories and practice and ensure material is developed in consultation with users and is accessible. • Develop a robust clinical supervision framework for the workforce. • Identify opportunities to develop workforce with enhanced skills in EDI through monitoring/ auditing the training uptake. • Develop career engagement opportunities aligned with local healthcare workforce needs.
Placements priorities	<ul style="list-style-type: none"> • Ensure all placements and work pertaining to it reflect EDI values and principles. • Increase non-medical placements by supporting practices and upskilling workforce. • Collaborate with Practices and PCNs to support work experience placements and apprenticeships in primary care – clinical and non-clinical functions. • Work with higher education to co-ordinate students and manage tariffs. • Work with educational providers and NHS England to ensure all placements meet the professional standards and are aligned with national quality frameworks and service requirements.

Operational plan alignment to the high-impact actions

The training hub will support Primary Care organisations to align their workforce planning models with the [NHS England EDI Implementation Plan High Impact Action Areas \(2023\)](#). These plans are outlined below, although they may not be relevant to all organisations within primary care due to the nature of small businesses, we hope we can support the larger employing organisations including federations to incorporate these.

1	Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable.
2	Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.
3	Develop and implement an improvement plan to eliminate pay gaps.
4	Develop and implement an improvement plan to address health inequalities within the workforce.
5	Implement a comprehensive induction, onboarding and development programme for internationally recruited staff.
6	Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.

Implementation and training

We will implement clear procedures and guidelines to support the effective implementation of this strategy.

We will monitor and evaluate the effectiveness of this policy and make necessary adjustments to ensure continuous improvement.

Communication

We will communicate this policy to all employees, contractors, volunteers, and stakeholders, ensuring its accessibility and understanding.

Regular communication channels will be established to provide updates, share best practices, and encourage feedback on EDI matters.

We will promote the achievements and successes resulting from our commitment to equality, diversity, and inclusion, both internally and externally. This will be done in collaboration with our communication colleagues.

We will regularly review our communication strategy to ensure it aligns with our EDI priorities.

Review

This policy will be reviewed regularly to ensure its continued relevance and effectiveness in promoting EDI within the Primary Care workforce. Any necessary revisions will be made in consultation with employees, stakeholders, and relevant regulatory bodies.

Budget and resources

An allocation of budget has been invested to deliver the activities from this strategy and the Training Hub is committed to ongoing investment in staff through training education and support.