



**St George's University Hospitals**  
NHS Foundation Trust

# **Diversity and Inclusion Strategy Plan**

## Our Diversity and Inclusion Plan 2018 - 19

| Visible, involved leadership.  |   |  | Value: Responsible   |
|--|---|--|--|
| Priority 2018/2019 – Equipping our leaders   |   |  | Outcome/Measure  |
| Ensure senior leaders are equipped to promote and represent St George's commitment to an inclusive, fair and open environment, advocating equality and diversity.  | <ul style="list-style-type: none"> <li>Establish executive diversity champions for specific protected characteristics</li> <li>Design and deliver Diversity Leadership programmes</li> </ul>  | D&I, E&D                                     | <p>Established Executive Diversity Champions - December 2018</p> <p>Reverse mentoring programme launched – February 2019</p>   |
| A culture of inclusivity, respect and trust.   |   |  | Value: Respect   |
| Priority 2018/19 – Creating a safe, open working environment   |   |  | Outcome/Measure  |
| Create an environment where staff can work in a safe culture that promotes respect, and inclusion, where there is zero tolerance for discrimination, bullying and harassment.  | <ul style="list-style-type: none"> <li>Implement a performance objective linked to bullying and harassment for senior managers</li> <li>Employ a reverse mentoring programme</li> <li>Commission programmes on Cultural intelligence, and other diversity subjects.</li> </ul>  | D&I, E&D, LIASE; Staff Engagement; Wellbeing | 25% reduction in bullying and harassment complaints over three years.  |
| Equality, honesty and fairness in our practices and policies   |   |  | Value: Excellence  |
| Priority 2018/2019 – Eliminating barriers in processes and policies  |   |  | Outcome/Measure  |
| <ul style="list-style-type: none"> <li>Demonstrate our commitment to equality and diversity is central to all our procedures and policies.</li> <li>Ensure our values and practices comply with equality legislation and good practice.</li> </ul> | <ul style="list-style-type: none"> <li>Deliver a fair, and accessible recruitment and selection experience</li> <li>Eliminate barriers that may potentially discriminate</li> <li>Establish equality checks and balance procedures</li> <li>Undertake actions identified in the Workforce Race and Disability standards</li> <li>Gain accreditation from equality bodies</li> </ul> | D&I, E&D Recruitment, HR,                    | <p>10% improvement rate of BME applicants at the shortlist stage</p> <p>8% improvement rate of people with disabilities (PWD) at the shortlist stage</p> <p>Stonewall workplace index and Disability Confident Level 2 gained by March 2019.</p> |

## Appendix (2) - Our Diversity and Inclusion Plan 2018 - 19

| Promoting and supporting a diverse, involved, inclusive workforce   |   |   | Value: Kind   |
|---|---|---|---|
| Priority 2018-2019 Diverse, skilled workforce reflecting our community  |   |   | Outcome/Measure   |
| <ul style="list-style-type: none"> <li>• Our workforce reflects our values, is fully representative, and diverse particularly at senior grades.</li> <li>• We strive to make sure staff are suitably equipped and supported to progress and develop at St George's</li> <li>• Establish St George's as an Employer of choice</li> </ul> | <ul style="list-style-type: none"> <li>• Establish opportunities for career development and progression, particularly for under-represented groups</li> <li>• Launch equality staff networks</li> <li>• Improve representation of specific PCs<sup>2</sup></li> </ul> | D&I, E&D, Staff Engagement Steering Group | 20% reduction of disciplinary complaints against BME staff<br><br>Establishment of staff diversity networks for BAME, Disability, LGBT and Women – December 2018<br><br>15% improved BME, and PWD representation at AFC Bands 8a to 9 |

<sup>2</sup> [Protected Characteristics](#)

