

WORKFORCE DIVERSITY AND INCLUSION STRATEGY



At St George's we value, celebrate and embrace Equality, Diversity and Inclusion (EDI). Our staff community drive our approach and commitment to EDI.

Our aim is to provide Outstanding Care, Every Time. To achieve this it is important that we have an environment which promotes equality, inclusivity and champions the diversity of its workforce.

Our ambition is to go further than the letter of the law and create a culture where our equality commitments are embedded into every aspect of our business and where our workforce truly represents all sections of our community.



Gillian Norton
Chairman

"The values and aims of our strategy are explicitly linked to St George's values of being Kind, Responsible, Excellent and Respectful. The ultimate aim is that Diversity and Inclusion will be part and parcel of everything we do.

Diversity and inclusion is something I feel very passionately about, everyone should have the opportunity to fulfil their potential."



Jacqueline Totterdell
Chief Executive

"St George's is responsible for staff who come from a diverse range of backgrounds and who represent our local community. It's immensely important to me that we celebrate diversity, tackle inappropriate behaviours and provide a supportive environment where individuals can flourish and grow.

I am pleased we're presenting a D&I strategy that is ambitious in its aims; owned and influenced by the staff of St George's."



Harbhajan Brar
Director of Human Resources and Organisational Development

"Diversity isn't about exclusivity, it's about working as one team in an organisation for whom people are proud to work and where people wish to work.

Diversity and inclusion is central to the remit of my directorate to maximise the Trust's effectiveness by fostering good employee relations, and embedding values that underpin an inclusive organisational culture with the ultimate aim of quality patient care."

We want to adopt a zero tolerance to behaviours and attitudes that have an adverse effect and are unfair to our staff.

Our values of Excellent, Kind, Responsible, and Respectful guide our staff, and should inform all of our behaviours and decisions.

These values have shaped our EDI strategic aims to:

- Provide visible and involved leadership
- Develop a culture of inclusivity, respect and trust
- Deliver equality, honesty and fairness evident in our practices and policies
- Promote and support a diverse, involved, inclusive workforce

Our strategic aims have emerged in response to Big Conversations which were held with staff, staff surveys, focus groups and analysis of current systems and practices.

Contact Celia Oke, the Trust's Workforce Diversity and Inclusion Manager via 0208 725 4014 or Celia.Oke@stgeorges.nhs.uk

Visible, involved leadership

WE WILL:	HOW?
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"> ■ Establish executive diversity champions for specific protected characteristics ■ Design and deliver Diversity Leadership programmes

Promoting and supporting a diverse, involved, inclusive workforce

WE WILL:	HOW?
Ensure our workforce reflects our values, is fully representative and diverse, particularly at senior management level	<ul style="list-style-type: none"> ■ Establish opportunities for career development and progression, particularly for under-represented groups ■ Create equality staff networks ■ Commission Positive Action programmes to include mentoring, project assignments, and career progression schemes
Strive to make sure staff are suitably equipped and supported to progress and develop at St George's	
Establish the Trust as an employer of choice.	

Equality, honesty and fairness in our practices and policies

WE WILL:	HOW?
Demonstrate our commitment to equality and diversity is central to all our procedures and policies	<ul style="list-style-type: none"> ■ Deliver a fair, and accessible recruitment and selection experience ■ Eliminate barriers that may potentially discriminate ■ Establish equality checks and balance procedures ■ Undertake actions identified in the Workforce Race and Disability Standards
Ensure our values and practices comply with equality legislation and good practice.	

A culture of inclusivity, respect and trust

WE WILL:	HOW?
Create an environment where staff can work in a culture that promotes respect and inclusion	<ul style="list-style-type: none"> ■ Implement a performance objective linked to bullying and harassment for senior managers ■ Begin a reverse mentoring programme ■ Commission programmes on Cultural intelligence, and other diversity subjects
Ensure a zero tolerance towards discrimination, bullying and harassment.	