

## Wakefield District HRD Network Equality, Diversity and Inclusion Pledge

HR and OD Directors and Workforce Champions in Wakefield District Health and Care Partnership, **pledge to cultivate a trusting environment and develop workplace cultures where inclusivity and diversity are embedded into our behaviours, where we challenge any inequities within our services and pathways and where employees feel comfortable and empowered to have discussions about diversity and inclusion.**

- 1. Our workplaces will be trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion:** We will create and maintain environments, places and groups where our people become allies and feel comfortable reaching out to their colleagues to gain greater awareness of each other's experiences and perspectives. By encouraging an ongoing dialogue of openness, we are building trust, encouraging compassion and open-mindedness, and reinforcing our commitment to a culture of, and behaviours which underpin, inclusivity.
- 2. We will support our staff to understand, recognise and eliminate discrimination, by implementing and expanding cultural education and reinforcing employee behaviours consistent with this:** We are willing and eager to learn and commit to rolling out and/or expanding cultural education and training to staff relevant to each organisation, including educating staff on discrimination and unconscious bias (if deemed relevant) within our organisations, in a form that best fits our specific cultures and operations. By helping our employees recognise and minimise their blind spots, we aim to facilitate more open and honest conversations, ensure staff understand and take responsibility for their behaviours around colleagues and service users and foster the confidence amongst people to speak out and challenge inappropriate behaviours and language.
- 3. We will share and develop best practices:** Each of our organisations has, or is committed to establishing or working with others to collaborate on, programmes and initiatives around diversity and inclusion. We will listen to our people and our populations, working together and helping others evolve and enhance their respective diversity strategies and sharing our successes and challenges with others.
- 4. As leaders, we will drive action together to cultivate inclusive cultures and talent management, and will create and share inclusion and**

**diversity plans.** We will work with our Boards of Directors (or equivalent governing bodies) through the development and evaluation of robust, strategic action plans to prioritise and drive accountability around diversity and inclusion. Given the shared responsibility for driving strategies that help organisations thrive, Boards and Executive Leaders play a critical role in driving action together to cultivate inclusive cultures and talent.

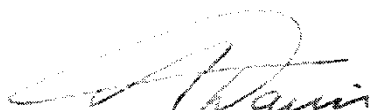
**Signed by:**



Dr Linda Harris OBE FRCGP  
Workforce SRO  
Chief Executive  
Spectrum Community Health CIC



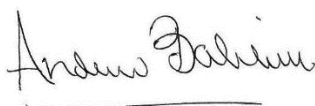
Len Richards  
Chief Executive  
Mid Yorkshire Hospitals NHS Trust



Alan Davis  
Director of HR, OD and Estates  
South West Yorkshire Partnership  
NHS Foundation Trust



Jo Webster  
Chief Executive  
NHS Wakefield CCG



Andrew Balchin  
Chief Executive  
Wakefield Council



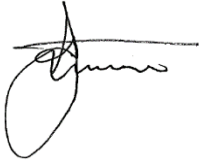
Rod Barnes  
Chief Executive  
Yorkshire Ambulance Service



Antony Nelson  
Managing Director  
Conexus Healthcare



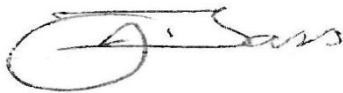
Karen Jackson  
Chief Executive  
Locala Community Partnerships CIC



Andrew Wallhead  
Chief Executive  
WDH



Justine Bilton  
Chief Executive Officer  
Carers Wakefield & District



Julie Bass  
Chief Executive  
Turning Point



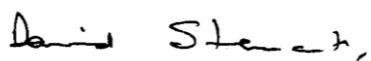
Paula Bee  
Chief Executive  
Age UK Wakefield District



Tina Turner  
Chief Executive Officer  
Wakefield Hospice



Sam Wright  
Principal & CEO  
Wakefield College



David Stewart  
Chief Executive  
The Prince of Wales Hospice