

## Wakefield District Health & Care Partnership - our commitment to equality, diversity and inclusion

Our collaborative [People Plan](#) for Wakefield District Health & Care Partnership (HCP) provides a programme of support and development for our workforce that's relevant to everyone working in health and social care across Wakefield.

A key part of this is our equality, diversity and inclusion (EDI) group\*. The group works together to identify and promote best practice and shared improvements to wide ranging issues. The groups priorities include:

- building inclusive leadership capacity across our partnership
- tackling inequalities and the impact on employment and service delivery
- identifying what is most important to our staff
- developing shared awareness of the experiences of individuals

The COVID-19 pandemic shone a light on the inequalities in our society. This was evident from the disproportionate impact of the pandemic on people from black and minority ethnic communities.

An independent inquiry commissioned by West Yorkshire Health and Care Partnership to consider these issues led to a number of recommendations to improve the experience, opportunities and outcomes for people from black and ethnic minority backgrounds. This in turn led to the rollout of anti racism movement and our recent [Root Out Racism](#) pledge and campaign. We also saw further support for the [Black Lives Matter](#) movement, following the death of George Floyd.

### Our new EDI Pledge

Back in 2020, a workshop was held across West Yorkshire to raise awareness of Black Lives Matter and the issues this movement represents, including unconscious bias and racial microaggressions. This led to the creation of our EDI Pledge for Wakefield District, which has been developed over time through a collaborative approach across the partnership. We are now very pleased to share the pledge with everyone, which has been signed by the leaders of 14 partner organisations, showing our collective commitment to put the pledge into action.

Implementing the pledge will be overseen by the EDI group and supported by the HR directors network on behalf of our partnership. It includes four commitments which can be read in more detail [here](#):

- 1) We will ensure our workplaces are trusting places where complex and sometimes difficult conversations about diversity and inclusion can take place.

- 2) We will support our staff to understand, recognise and eliminate discrimination, by implementing and expanding on cultural education and reinforcing employee behaviour consistent with this.
- 3) We will share and develop best practices.
- 4) We will drive action together to cultivate inclusive cultures and talent management.

Although our EDI Pledge has only just been finalised, work to fulfil these commitments has been underway for some time, leading to our EDI Summit which was held in September 2021 for staff from across Wakefield District HCP. The summit provided an opportunity to hear about real experiences and to explore issues important to and impacting on our workforce through shared discussion. The event was attended by over 150 people was really successful, creating an opportunity for useful conversations which might not otherwise have happened. In the feedback, 97% of people agreed they would attend again. Further information on the Summit and the stories shared can be found on its website [here](#).

The six key themes which came out of the summit are:

- **Cultural awareness** - developing a shared calendar so we can build our knowledge and understanding of significant dates.
- **Language** – developing resources to build confidence and resilience, helping us to improve our understanding of how language can impact.
- **Shared events and training** – considering the possibilities for further shared sessions.
- **Inclusive behaviours** – supporting inclusive behaviours and building inclusive leadership.
- **Communications** – ensuring we share and promote our EDI pledge and support its messages across our partnership.
- **Inclusive recruitment** – look at different practises and utilise the most up to date recruitment tools.

The EDI group is now considering how to take these important conversations forward, fulfilling the four commitments contain in the EDI pledge and building on the six themes identified through the summit. We want to support all our workforce to develop their skills and confidence to take meaningful action, and to understand the ways in which we can all contribute to further developing a workforce culture we are all proud to be a part of.

More information on our EDI pledge and how we will take this important work forward, will be shared in the spring.

*Linda Harris*  
CEO, Spectrum Community Health CIC  
SRO for Wakefield ICP people function

\* The EDI group reports into our Wakefield District HCP People Plan is managed by the HR directors network, which brings together HR and OD leaders from across the partnership.

Visit our Wakefield District HCP workforce website for information and advice on HR, learning and development for our system wide workforce:

[www.wakefieldhealthandcareworkforcehub.co.uk/](http://www.wakefieldhealthandcareworkforcehub.co.uk/)