

NHS GREEN PLAN

ANCHOR ORG SOCIAL VALUE

8 KEY STEPS TACKLE INEQUALITIES

6 RECRUITMENT ACTIONS

WRES WORKFORCE RACE EQUALITY STANDARDS

WDES WORKFORCE DISABILITY EQUALITY STANDARDS

C+M MARMOT Community

C+M PREVENTION PLEDGE -14 points-

RACE CODE 2021

Workforce + System Lship

models of Care

Digital transformation

Estates & facilities Buildings & waste

Supply chain & procurement

Increase more opportunities for people to volunteer

widen access to work experience & to jobs

procure locally & contribute to the green plan

use buildings & spaces to support communities

Reduce our impact on the environment

Purchasing more locally and for social benefit

Protect the most vulnerable and vaccinate

Accelerate a return to normal ensure 20% most deprived population are your priority

Develop digital enabled care pathways

accelerate the prevention for greatest risk heart, blood pressure

Support peoples mental health.

Named executive for health inequalities.

datasets are accurate & used to direct care & report

Collaborate locally to address issues.

Senior managers own & set KPI's & targets for ethnic minority groups

Introduce a system of comply or explain re: interview outcomes

Organise talent panels stretch & Act up-keep databases

Enhance EDI ensure managers comply with EDI throughout interview process

EDI-develop skills for staff and overhaul process for interviews skills based & value based

Adopt resources & tools to have productive conversations about RACE

many of the 6 recruitment actions ← will support the things that are needed to be done

Deep dive into our data to better understand our org

promote an anti-racist approach & not just zero tolerance

improve data collection for staff & patients re: 9 protected characteristics

update training • bystander • allyship • unconscious bias.

up skill & check ethnicity of investigators & increase nos

develop comms campaign re Anti-racism & reverse mentoring

Some actions in WRES meet this if approached with DIVERSITY angle re bystander trainin

promote the data aspect being key to providing reasonable adjustments.

Recruitment process needs to be MORE inclusive

Digital is NOT the default option

Develop case studies to support managers learning

Consider adopting reasonable adjustments passport created by NHS employers

Develop reverse mentoring for people with disabilities

Give every child the best start in life

enable all CYP & adults to maximise their capabilities & have control over their lives

Create fair employment and good work for all

Ensure healthy standard of living for all

create & develop healthy & sustainable places & communities

Strengthen ill-health prevention

Train, support & develop workforce to deliver brief intervention and

Create conditions for managers to implement Quality Improvement to transform your Services

Ensure a smoke free environment & promote STOP SMOKING

provide work place health programmes support EATWELL & BE ACTIVE

work with partners & communities & with voluntary & 3rd Sector - GP, A+E use social care

monitor your commitments & publish your results.

Board will document their Strategy for dealing with RACE INEQUITY

publish steps you are taking to improve race diversity

Boards should progress actions for the RACE EQUALITY CODE

provide people with psychological safety

promote reverse mentoring & train, educate & create a culture that encourages empathy

meet all the WRES requirements Publish clear anti-racism statement

