

EMBEDDING THE PRINCIPLES OF EQUALITY, DIVERSITY & INCLUSION ACROSS THERAPY SERVICES – WHY?

Creating working environments and cultures where every individual can feel safe, a sense of belonging and is empowered to achieve their full potential.

Apportioning equal value & worth to all regardless of their protected characteristics or socio economic status

Understanding the principles of Social justice and it's impact on individual health and wellbeing.

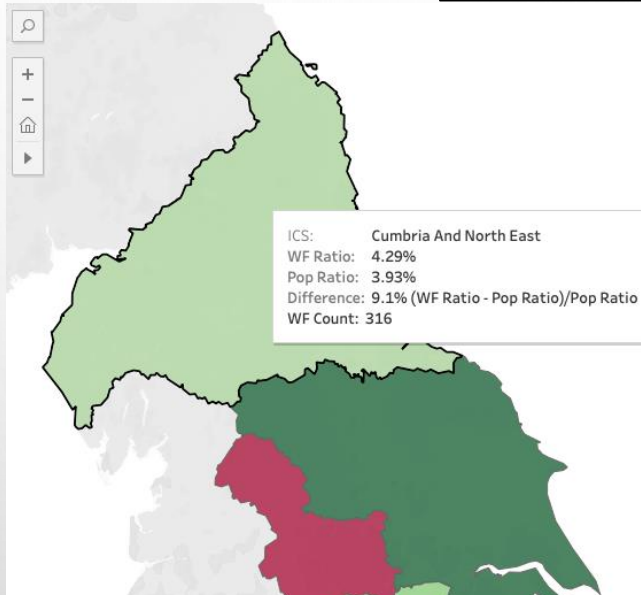
Moral case: It's the right thing to do.

Economic: Improved patient care, Creativity, sustainability, Better problem solving....

REGIONAL & TRUST BAME AHP WORKFORCE RATIOS



AHP BAME Workforce at NUTH is 6%
Psychology 3.92%



ICS: West Yorkshire And Harrogate Health & Care Partnership
WF Ratio: 10.88%
Pop Ratio: 17.05%
Difference: -36.2% (WF Ratio - Pop Ratio)/Pop Ratio
WF Count: 723

ICS: Humber, Coast And Vale
WF Ratio: 8.99%
Pop Ratio: 3.17%
Difference: 183.6% (WF Ratio - Pop Ratio)/Pop Ratio
WF Count: 235

AHP Profession at NUTH:	% of BAME Workforce
Podiatry	0%
Dietetics	1%
Occupational Therapy	2%
Speech and Language Therapy	4%
Physiotherapy	4%
Orthoptics	12%
Diagnostic Radiography	11%
Therapeutic Radiography	5%
ODPs	4%



Ethnicity	Ethnicity %
BME	13.38%
White	84.91%
Not recorded	1.71%

THREE KEY AREAS OF FOCUS

WORKFORCE

OUR EXISTING BME WORKFORCE
UNDERSTANDING CULTURAL DIFFERENCES
RECRUITMENT & RETENTION
TALENT MANAGEMENT AND
DEVELOPMENT
ALLYSHIP

PARTNERSHIPS & COLLABORATION

PATIENTS
MDT COLLEAGUES
OTHER STRATEGIC PARTNERS
HEALTH INEQUALITIES AND POPULATION
HEALTH
DEVELOPING CULTURAL INTELLIGENCE

PIONEERING & INNOVATION

INCLUDING DIVERSE VOICES AND
OPINIONS
UNDERSTANDING THE CULTURAL
IMPLICATION OF OUR INTERVENTIONS
HARNESSING THE POWER OF CREATIVITY
IN QUALITY IMPROVEMENT.

OUR ROLE IN TACKLING POPULATION HEALTH AND HEALTH INEQUALITIES

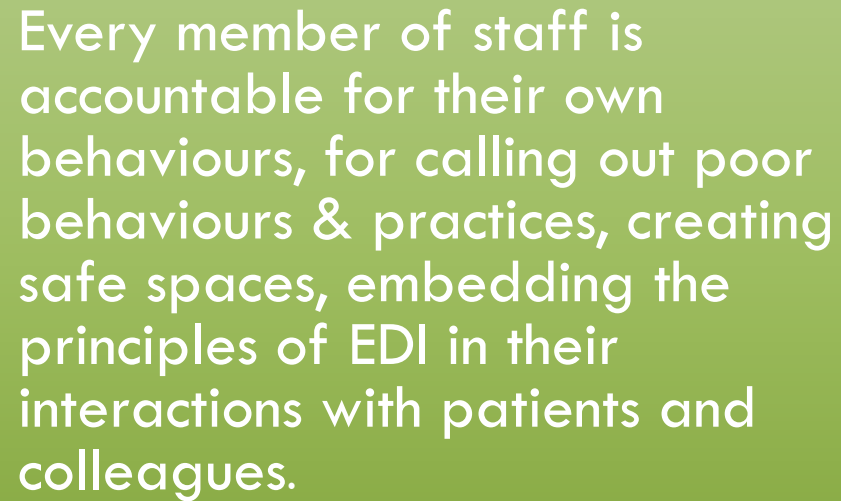
- **'THOSE LEADING DEEP-REACHING AND MEANINGFUL CHANGE EFFORTS OFTEN REPORT THAT IT IS THE RELATIONSHIP WITH THE COMMUNITIES THEMSELVES THAT MATTER FOR POPULATION HEALTH AND TACKLING HEALTH INEQUALITIES'** *THE KINGS FUND*
- CO-PRODUCTION WITH LOCAL COMMUNITIES
- UNDERSTANDING THE FACTORS THAT SHAPE HEALTH INEQUALITY
- UNDERSTANDING HIGHER HEALTH RISK BEHAVIOURS AND ACCESS TO CARE.

NEXT STEPS

Positive change requires everyone to play their part



Every member of staff is accountable for their own behaviours, for calling out poor behaviours & practices, creating safe spaces, embedding the principles of EDI in their interactions with patients and colleagues.



What are you going to do?

