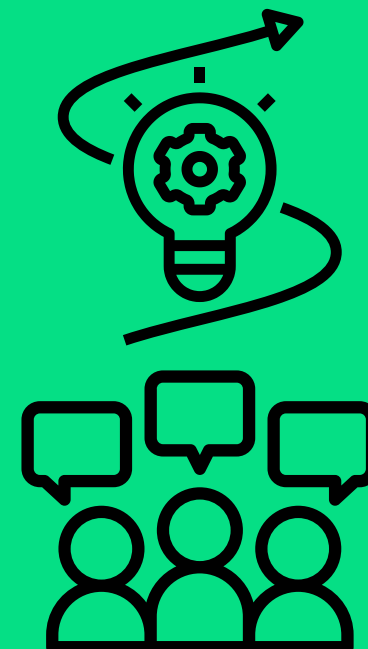




University Hospitals  
Bristol and Weston  
NHS Foundation Trust

# Pro-equity Action Plan

High level summary



# How we arrived here

Our Pro-equity Action Plan and our commitment to anti-racism have been created from the experiences, ideas and feedback from colleagues across our organisation, setting out the steps we will take to tackle all forms of discrimination at UHBW, not just in words but in action.

We've started this work from within, listening to our colleagues' experiences, views and ideas about how we can make UHBW a fair, equitable place to work where everyone feels truly safe to be themselves. And not just when people are watching.

We have developed an action plan to help us start tackling the systemic causes of discrimination in our organisation and to support our colleagues who experience any form of discriminatory behaviour whilst at work.





# Pro-equity Action Plan



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# Pro-equity Action Plan - Activity summary

## Leadership accountability



- Support our leaders to understand the experience of Disabled colleagues, the prevalence of ableism within the trust and how to champion anti-ableism as part of Pro-equity.
- Embed compassionate and inclusive leadership behaviours, trauma informed approach and psychological safety into our leadership and management framework.
- Support leaders and managers to have compassionate and inclusive onboarding, 1-1s and supervision with colleagues.
- Make sure our leaders and managers understand their role in promoting an inclusive environment, being accountable and a role model.

## Embedding pro-equity in our resources and training



- To ensure our policies and processes support managers and colleagues to utilise a Pro-equity approach in their role.
- Run NHSE Anti-racism training pilot and ensure that all managers are provided with the tools and education to be anti-racist and actively challenge and prevent inappropriate behaviours.
- Create a Pro-equity trauma informed training package and resources to support colleagues (including sexual safety, anti-ableism and anti-racism).
- Support managers and all colleagues to prevent and help protect colleagues from sexual harassment, domestic violence and abuse.
- Create efficient and simple reporting systems for all UHBW colleagues to ensure concerns relating to harassment are reported, heard and actioned.
- Increase understanding of the lived experience of our diverse community, encouraging empathy and compassion of others.
- Increasing the skill, competence and confidence of staff in managing conflict and difficult conversations / situations.

## Sharing and celebrating our Pro-equity approach



- Communicate our Pro-equity trauma informed approach to drive a social change movement within the trust.
- Drive culture change at a team level through the Pro-equity advocates.
- Strengthen safe spaces within the trust for colleagues with lived experience.
- Develop training resources to embed pro-equity approach into key learning and development programmes.
- Develop central L&D hub for inclusive resources for learners.

## Feeling safe at work



- Ensure that all managers have access to the tools that they require to ensure they are robustly risk assessing their workplaces in relation to sexual harassment in line with the Workers Protection Act 2024.
- Promoting support available to enhance safety of lone workers and lone commuters.

## Inclusive recruitment development and accountability



- Full review of the Inclusive Recruitment training.
- Supporting candidates through the application and interview process.
- Breaking down the bias in recruitment with diverse panels and further anonymity at shortlisting.
- Transparency in Recruitment Communications.

## Neurodiversity and Disability awareness



- Building on the work of the neuro-diversity steering group, provide trust wide access to information and resources to support learners and colleagues with neuro-diversity in the workplace. Link into the Accessibility Inclusive Comms steering group.
- Design / source neurodiversity train the trainer programme for facilitators.

## Positive Action



- Identify career development support across the Trust and align, integrate and identify gaps to deliver offer to colleagues with protected characteristics.
- Continue and expand positive action programmes e.g. Bridges: Develop Bridges plus (Band 6+) programme and talent management programmes for other protected characteristics, aligned with joint work in LMC.

## Reasonable adjustments



- Educate Managers so they are confident to support reasonable adjustments compassionately for their teams.
- Ensure barriers to reasonable adjustments for hot desking, accessing relevant equipment and safe and supportive office environments are reduced.

## Safe Learning Environment Charter (SLEC)



- Scope how a student council could be developed and aligned to NHSE student ambassadors to capture the learner voice with a pro-equity thread as a core component of the council.
- Datix to include a screening questions to ensure that we are effectively capturing incidents that include Learners - this includes experiencing violence and aggression, including racism and ableism.
- Create and implement process for learners / students to raise concerns.

## Training for people teams - Inclusive HR



- Building the Pro-equity knowledge, skills and confidence of the people teams.
- Resourcing team training: - Reasonable Adjustments in the recruitment process; Disability Confident Employer; Enhanced candidate support.
- Design development programme and resources for facilitators to embed inclusive practice into learning interventions.

## Inclusive and accessible estate Plan to come in June 2025

