

Workplace Equality Index Application

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Senior Leadership: Part 1

Section 5: Senior Leadership

This section comprises of 4 questions and examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels, then the individual actions they take. This section is worth 8.5% of your total score.

Within this section, senior leaders are split between two levels - board level and senior management. For more information about how we use these two terms, please see [here](#).

Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.

Board level staff

5.1 How does the organisation support board level employees to understand the issues that affect LGBT people?

Tick all that apply

GUIDANCE: The support given should be systematic in its implementation.

A. Reverse mentoring opportunities for board level employees

C. Other

D. None of the above

Describe each option selected:

<p>A. Reverse mentoring opportunities for board level employees</p>	<p>In July 2019 the Trust Executive Committee approved a paper about the introduction of a Reverse Mentorship Programme, for members of our LGBT+ and other staff networks to be matched with a Board member (executive and non-executive) and other very senior managers in the organisation as part of a reverse mentorship programme to be launched in quarter 3 of 2019/20.</p>
<p>C. Other</p>	<p>All of our Employee Networks have an Executive Sponsor whose role is to champion equality, diversity and inclusion with their fellow board members and support the activities of the network across the organisation. The LGBT+ Staff Network sponsor is the Director of Communications, and she has updated board colleagues on the priorities of the network, most recently about the launch of the Rainbow Badge Project.</p> <p>Our Workforce Equality Manager has also attended a Board Development Day to raise awareness of equality and inclusion issues and priorities including LGBT+ issues.</p> <p>The Board receives updates by way of an annual equality and inclusion report on the activities of our Employee Networks, our equality objectives and specific actions arising from our NHS Equality Delivery System (EDS) assessments related to LGBT+ staff experiences.</p> <p>Through our Care Quality Commission Well Led organisational inspections the Workforce Equality Manager is interviewed (in addition to employees) to assess well the organisation meets its requirements in relation to equality and diversity. This is fed back to the Board and action plans developed.</p> <p>All board members are also required to undertake statutory and mandatory training on equality and diversity like all staff in the organisation are required to complete.</p>

5.2 In the past year, which of the following activities have members of the board engaged in?

Tick all that apply

GUIDANCE: Messages communicated should explicitly reference sexual orientation and trans equality. Meetings with the LGBT employee network group should be systematic and not ad hoc.

A. Communicated a strong message on sexual orientation equality

C. Met regularly with the LGBT employee network group

G. Engaged with senior management to discuss LGBT equality

Describe each option selected. Please include specific dates or time periods.

<p>A. Communicated a strong message on sexual orientation equality</p>	<p>Our previous Chief Executive communicated a message during LGBT History Month about the importance of being yourself at work: "An inclusive and supportive environment is key to getting the best out of our staff. Being able to be yourself allows you to do your job to the best of your ability, which is naturally a good thing for our patients. I am absolutely committed to ensuring this is a place of work where all our employees are treated with dignity and respect whatever their sexual orientation or gender, race or religion" This has been shared up until May 2019 when our new CEO commenced. We now show our UHNM Inclusivity video, which features members of our LGBT+ Network and our Chief Executive promoting equality, diversity and inclusion which was launched during our Values Week in July 2019, and is also now shown at Trust Induction and in our statutory and mandatory equality and diversity training.</p> <p>One of our Non Executive Directors is a member of the Staff Network and during LGBT History Month shared his LGBT+ Staff Role Model profile with the organisation, sharing his inspirational story of coming out at work.</p>
<p>C. Met regularly with the LGBT staff network group</p>	<p>One of our Non-Executive Directors (who has now left the organisation) was an active member of the LGBT+ Staff Network, attending 100% of meetings. During 2018/19 Executive Sponsors were selected to sponsor each of our employee networks. The Director of Communications as Executive Sponsor for our LGBT+ Staff Network attends the meetings. She has also met separately with the Network Chair and Vice Chair to understand the network priorities. Our Sponsor will also be writing a Straight Allies role models interview to be released with the launch of our NHS Rainbow Badge Project initiative.</p>
<p>G. Engaged with senior management to discuss LGBT equality</p>	<p>The role of the Executive Sponsor is to raise awareness with the Board on LGBT+ issues in the organisation and to champion the activities of the LGBT+ staff network. Most recently she has written to board members about the NHS Rainbow Badge Project, which will be launched across the Trust in September 2019.</p>

Please list the names and job titles of the individuals named above. Please ensure you have strict permission from them for their name to appear in this submission.

	Name	Job title
Person 1	[REDACTED]	[REDACTED]
Person 2	[REDACTED]	[REDACTED]
Person 3		Type here...
Person 4	Type here...	Type here...
Person 5	Type here...	Type here...

Senior Leadership: Part 2

Senior Management level staff

5.3 How does the organisation support senior management to understand the issues that affect LGBT people?

Tick all that apply

GUIDANCE: The support given should be systematic in its implementation.

A. Reverse mentoring opportunities for senior management level employees

C. Other

Describe each option selected:

<p>A. Reverse mentoring opportunities for senior management level employees</p>	<p>In July 2019 the Trust Executive Committee approved a paper about the introduction of a Reverse Mentorship Programme, for members of our LGBT+ and other staff networks to be matched with a Board member (executive and non-executive) and other very senior managers in the organisation as part of a reverse mentorship programme to be launched in quarter 3 of 2019/20. The programme will involve initial training for mentor and mentee, followed by 4 sessions and an evaluation and learning session at the end of the process.</p>
<p>C. Other</p>	<p>Each division within the organisation has representation on the Trust Equality, Diversity and Inclusion Group, and part of the role is to ensure that news, learning and activities related to LGBT+ (and all activities related to equality and inclusion) are shared with their senior teams in their own divisional board meetings.</p> <p>All senior managers are required to hold up to date Equality and Diversity training, which forms part of the statutory and mandatory training package, as are all staff members.</p>

5.4 In the past year, which of the following activities have senior management engaged in? Tick all that apply.

Tick all that apply

GUIDANCE: Messages communicated should explicitly reference sexual orientation and trans equality. Meetings with the LGBT employee network group should be systematic and not ad hoc.

I. Attended an external LGBT event, for example Pride

L. None of the above

Describe each option selected. Please include specific dates or time periods.

<p>I. Attended an external LGBT event, for example Pride</p>	<p>A senior manager who is part of our LGBT+ Staff Network regularly supports the activities of the LGBT+ Staff Network, and in 2019 attended our UHNM stand at Stoke on Trent Pride, and helped to promote LGBT+ inclusivity through the Rainbow Badge initiative and careers to the diverse attendees at the event.</p>
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Please list the names and job titles of the individuals named above. Please ensure you have strict permission from them for their name to appear in this submission.

	Name	Job title
Person 1	[REDACTED]	[REDACTED] Human Resources Business Partner
Person 2	Type here...	Type here...
Person 3	Type here...	Type here...
Person 4	Type here...	Type here...
Person 5	Type here...	Type here...

