

Our Equity, Fairness and Social Justice Strategy* 2025-2030

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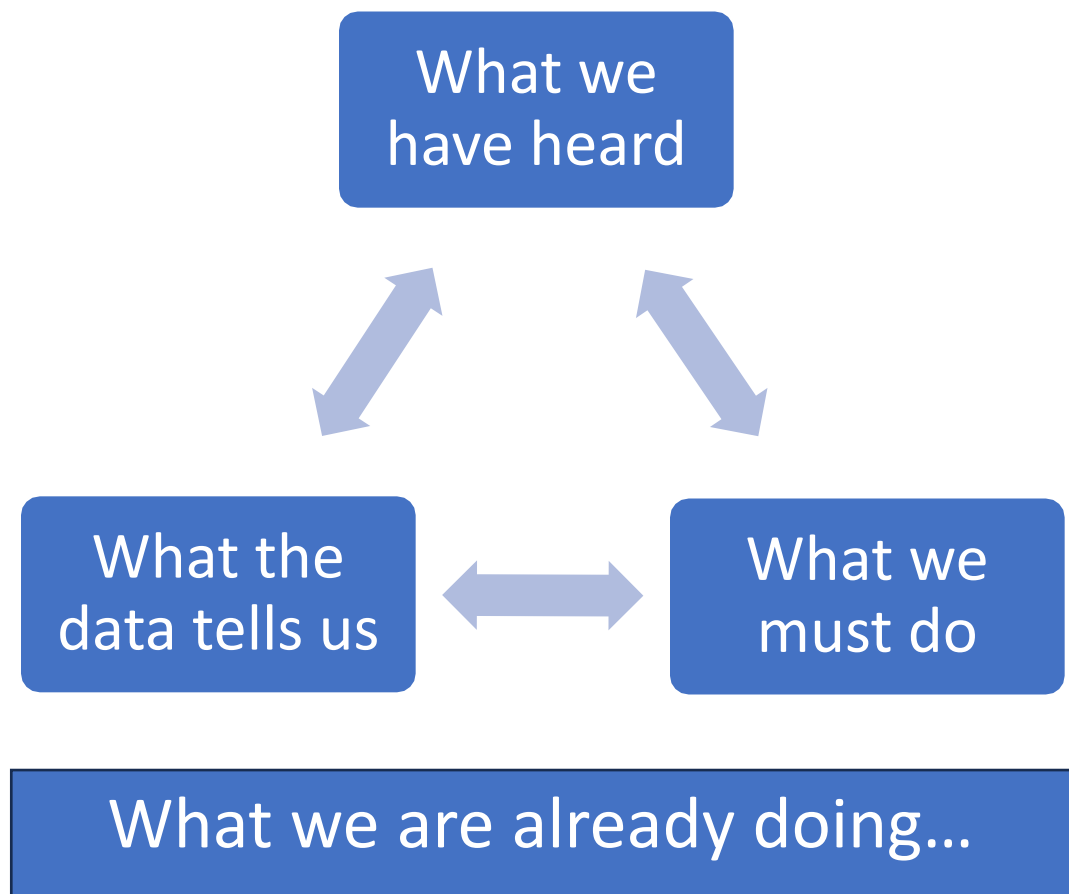
*working title

Content of Strategy

1. Forwards by Rob Webster, Fatima Khan-Shah and WY Voice rep [videos]
2. State of the region – context
3. The case for change – triangulation from what we have heard /what the data tells us / what we must do – in parallel with what we are already doing
4. Our Future Imagined – future vision
5. Principles and Ambitions
6. Our Priorities and Action Plan
7. You said, we did



How we are developing the Priorities



Our Priorities have been identified through a triangulation between:

- what we have heard
- what the data tells us and
- what we must do

in parallel with what we are already doing.

Priorities will lead to

- High impact Objectives and
- Aspirational System Targets



What we have heard

Summary Phase 1 Engagement - Main themes heard;

- The language we use is important and needs to be consistent – we need to be clear what we mean by fairness, equality, equity, and inclusion [will link to definitions]
- Fairness and equal access to treatment and services is important to you. We need to communicate clearly when there are inequalities. If we target certain protected characteristics due to poor health outcomes, we need to explain why.
- Not everyone has the same starting point to access services. Some groups feel more marginalized e.g. elderly, deaf community, those with mental health needs etc. We know we haven't heard from all these groups yet – will reach out to those not heard from in Phase 2.
- We need to be data and evidence driven when determining our priorities and actions and be transparent about our decisions.
- Leaders, staff and services need to be open, honest, clear, flexible and better at listening to you to rebuild trust.
- Current affairs and wider determinants are important to you and your health.
- The workforce needs to be more diverse, across all characteristics
- We need to value lived experience and experiential knowledge.



A future imagined...we asked what 'good' might look like in 2030...

LessAnxiousOrStressed

SharedDecisionMaking NoNeedToFightForThings

NoLongerFeelAlone EqualTreatment

ICanDoMore MoreComfortable

Parity Liberating Safer

Trust EasierToTalk Informed Understood

AdjustedForNeed Fairer Valued
Respect **Confident**

ImprovedService

MoreCaring **MoreLikelyToAccess**

ImprovedHealth NotTokenistic

SameAccessOpportunity NoAssumptions **Fair**

ValuingDifference

ServicesAligned LookAfterMyself

ListenTo EveryoneMatters

NotFeelingLikeAnInconvenience

Principles

These Principles are the fundamental foundation to our Strategy:

1. Equity, fairness and social justice is everyone's business.
2. We will value lived experience, and adopt zero tolerance to hatred, discrimination and violence.
3. We will be bold, ambitious and transformational but we need to be focused and intentional in our actions, acknowledging the pressure services are under.
4. We will use data, evidence and lived experience to influence decision-making and to build trust with communities and our workforce.
5. We will proactively build on our established partnerships and collaborations, reaching out to communities that are seldom heard, in order to build trust



Ambitions

These Ambitions are our overall, longer-term aspirations that we will help shape our objectives with metrics

- The strategy will build on the great work already taking place towards **equity, fairness** and **social justice**. We will focus on activity that we believe will have the most impact.
- This strategy will be a '**golden thread**' that weaves through all other work of the Partnership.
- We will develop capability in our workforce, develop inclusive cultures, support diverse talent and provide real opportunities for development and growth.
- There will be less conversation about what we **could** or **should do** with more **focus on action**.
- We will share the impact we have, be open about our successes and failures, continue to **learn**, and **admit when we get it wrong**.

#NoMoreTickBoxes



Our Priorities – what we want to do

1. We need to ensure everyone has **fair access to treatment and services**. We will be better at collating data to acknowledge where there are inequalities and communicate clearly where we will undertake positive action to target services to groups with poorer outcome or access. [link with Darzi findings]
2. **Communication** will be clear, accessible, honest and transparent to build trust. We will be better at listening and more flexible in delivery in order to provide better health and care outcomes. [Links with Darzi Report / Maternity reports]
3. Through inclusive recruitment and promotion, we will continue to attract and develop a **diverse workforce**, including those with disabilities, younger, from minority backgrounds and with lived experience. [Link with EDI High Impact actions]



Our Priorities – what we want to do contd.

4. We will work in partnership and take proactive action to **tackle discrimination against our workforce**, especially towards those from ethnically diverse backgrounds, staff with disabilities and long-term conditions, and women. [Link with Women of the North report]
5. **Inclusive leaders** will recognise those that feel marginalised and will lead by example as well as encourage those with power and privilege to use that power to make a difference, through allyship and advocacy. [Link to Messenger report]
6. We need a more **diverse leadership**, committed to the principles of equality and social justice, and to developing a pipeline of diverse talent. [Link with High Impact actions/ WRES /WDES]



Emerging Objectives 2025-2030 [to be agreed]

1. Provide clarity on those cohorts with poorer health outcomes and clear communication on targeted work to address these. [Link to deprivation and neighbourhoods]
2. Better collation of patient equality data in relation to access, experience and outcome
3. Targeted recruitment programmes to employ people with disabilities, neurodiversity, minority backgrounds and lived experience. [Build on Leeds Work]
4. Carry put a 2024 Review of Independent Race Review and Adopt an Anti-Racist Framework. [Link and build on NW Assembly and Bradford work. Develop Community Cohesion]
5. Tackle discrimination against women and those with disabilities, with clear support frameworks once employed in health and care, and better support our Staff Networks as drivers of change.
6. Training and education available to better understand power and privilege. [Link with SLD programme work]
7. Gather data on diversity of leadership teams and develop pipeline programmes.

