



Pennine Care
NHS Foundation Trust



**Equality, Diversity
and Inclusion Pack**

Dear candidate,

I want to thank you for your interest in this role. We are passionate about improving the lives of our patients and colleagues by developing an inclusive, vibrant culture.

We are committed to the equality, diversity, and inclusion (EDI) agenda. We recognise we are on a journey and we continue to strive to become better and to celebrate, champion, empower and support our diverse workforce and communities.

Our ambition is to maximise people's potential and we aim to promote an inclusive environment and improve the diversity of our workforce, so our people truly represent the communities we serve.

Anti-racism and our transgender and non-binary statement

We will not tolerate injustice of any kind and stand against such behaviours. Racism has no place in our society and there is no room for neutrality.

We have a zero-tolerance approach to discrimination, victimisation, or harassment on the basis of a person's gender identity. As an organisation we are the only Trust in the North West to have spoken out against the prejudices experienced in **our anti-racism statement** and **our transgender and non-binary statement**.

We will continue to challenge behaviours and attitudes and question ourselves and others.

Understanding the experiences of our diverse workforce

Our 2021 **Workforce Race Equality Standard (WRES)** submission (which gathers data to understand the experience of our Black, Asian and Minority Ethnic (BAME) staff) and our **Workforce Disability Equality Standard (WDES)** submission (which gathers data to understand the experiences of disabled people) showed a number of significant improvements.

We have developed an ambitious inclusion plan to focus on key areas of work over the next 12 months.

Our staff networks

We also benefit from listening to and engaging with diverse voices through our staff networks, including our LGBTQ+ network, Race Equality Network, Women's Network, and Men's Wellbeing Network, Positive Ability (disability) Network and our Interfaith Network.

These groups hold the Trust account for our work, share their lived experiences to help us improve and play an integral role in developing effective initiatives and interventions for our workforce.

Equitable access and opportunities

We remain committed and dedicated to providing equitable access and opportunities for our staff and patients.

We are a disability confident employer; we offer a range of schemes to support diversity; there are opportunities to progress including the Kickstarter scheme; apprenticeships and we are a **Veteran Aware Trust**.





Our board

Over the past couple of years, we have spent a considerable amount of time looking at our workforce representation and ensuring our board reflects the communities we serve.

Our board is dedicated to this agenda and continually reviews our efforts, scrutinises our progress and focuses on how we can become more inclusive than what we currently are. Our Chair, Evelyn Asante-Mensah, OBE, is the co-chair of the BAME Advisory Group (NHS North West) and a member of the NHS Confederation Black Leadership Network.

Although we continue to make progress on the EDI agenda, there are still areas we need to improve on as we remain on a journey. We will continue to hold the mirror against ourselves as an organisation but also challenge behaviour and attitudes to root out injustices which exist within our Trust and the wider NHS system in the North West.

We want to reflect the rich and beautiful diversity which exists within our population. We will treat you fairly, provide you with career opportunities and you will be part of our Pennine Care family.

I really hope you can see the great effort and work we put in to support our #PennineCarePeople and we look forward to receiving your application. And don't forget, if you have any questions or queries about the role, and then please do contact the hiring manager, via their details on the job advertisement.

Best wishes,

Nicola Littler
Executive Director of Workforce





Anti-racism

We are currently the only NHS organisation in the North West to publicly commit to becoming an anti-racist organisation. The below statement was released earlier in 2021 and we are currently developing our anti-racism framework action plan.

Our statement

Racism must be acknowledged to be transformed.

We feel the pain, and hear the outrage, of all those facing injustice. And we have a responsibility to speak out and take action.

It is the only way forward to achieve our vision of a happier and more hopeful life for everyone in our communities.

There is no room for neutrality.

Anti-racist means actively identifying and opposing racism. It is rooted in action. It is not enough to be "non-racist."

We must unapologetically and purposefully identify, discuss and challenge racism and the impact it has on our organisation, our systems, and our people.

We need to accept that we have not made as much progress as we should have on all issues related to race. The statistics speak for themselves.

We can, and must, do better.


There is an urgent need to remove bias – both unconscious and otherwise – from our policies and processes, and to rout out bullying, harassment, and other unacceptable behaviour.

This is critical if we are to have a diverse and inclusive organisation where everyone feels safe, valued and that they belong.

We are all enriched by our differences.

It is not our differences that divide us. It is our inability to recognise, accept, and celebrate those differences.

The care of our patients is strengthened through diversity of thought, approach and culture, delivered by staff from rich and different backgrounds.



Empty rhetoric makes no difference.

We are learning about our shortcomings, particularly those which have impacted and continue to impact our Black, Asian and minority ethnic colleagues, as well as colleagues from underrepresented groups. We are working with our staff networks to ensure that anti-racism considerations are at the forefront of our strategy, our programmes of work, and the staff experience.

We know people want to see actions, not words. We do not claim to have all the answers and we recognise we are on a journey of understanding and learning.

This must be more than just a statement of intent as we drive through a wide range of actions.

We will advocate loudly for the diverse and marginalised groups in our communities, as it is unacceptable that they continue to experience poorer outcomes.

We will ensure that our Black, Asian and minority ethnic patients have the same quality of care, as no-one should be disadvantaged because of race or any other form of discrimination.

We need to improve the patient experience, ensuring that Black and minority ethnic service users and carers feel understood and supported throughout their time and involvement with us.

We need to improve the experience of Black, Asian and minority ethnic colleagues as reported in the annual staff survey (continuing professional development, bullying and harassment, career progression).

We will continue to strengthen the voice of our staff networks, enabling staff groups to influence strategy and actions.

We need to address areas of under-representation across our workforce, with a particular focus on improving diversity within senior/management roles.

We want to reduce the gap between Black, Asian and minority ethnic appointments following shortlisting compared to others, as well as reduce the disproportionate impact on Black, Asian and minority ethnic staff likelihood to enter formal disciplinary process.

We must be single minded in our approach and be proud to oppose racism.



North West Black, Asian and Minority Ethnic Strategic Advisory Group

Evelyn Asante-Mensah, our chair, is also the co-chair of the **North West Black, Asian and Minority Ethnic Strategic Advisory Group**.

The aim of this group is for the NHS in the North West to be anti-racist, and at the forefront of challenging and tackling racism and health inequalities. **Watch this video** to find out more.



Supporting our trans and non-binary people

We are proud to publicly support our trans and non-binary population. Just like our anti-racism statement, we are currently the only NHS organisation in the North West to publicly commit to improving things for trans and non-binary statement. You can see the statement below.

Trans and non-binary statement

As the public debate around Transgender and Non-Binary rights has intensified over recent months, we want to issue a strong statement of support for our LGBT+ colleagues.

We have a zero-tolerance approach to discrimination, victimisation or harassment on the basis of a person's gender identity.

For many of us, work can sometimes be stressful. Imagine carrying the added emotional weight of having to deny and suppress one of the most fundamental aspects of who you are - your gender identity - because it doesn't conform to society's norms regarding gender expression.

Imagine worrying about how people may react to you, if they knew, or experiencing rejection because of your gender identity.

These issues are pervasive for many Trans and Non-Binary people, who often experience stigma and discrimination, hostility, and pressure to 'manage' their identities in social settings - including the workplace - to suit the expectations of others.

Such experiences can set in motion a host of psychological responses that have devastating consequences for Trans and Non-Binary individuals' emotional well-being, job satisfaction, and inclination to remain with an organisation.

We know that issues of rights, identity and belief are complex - and understand and respect that there can be differences between assigned sex and gender identity and expression.

It is crucial that everyone, including Trans and Non-Binary colleagues and patients feel respected and safe.

We therefore all have a role in ensuring that everyone is treated with dignity, respect and compassion. So, we encourage conversations to develop our own understanding and continue our learning.



Given what we know about the poorer healthcare outcomes for the LGBT+ population, it is also vital that we maintain the trust and confidence to deliver the best healthcare, tackle health inequalities and improve lived experience for both patients and staff.

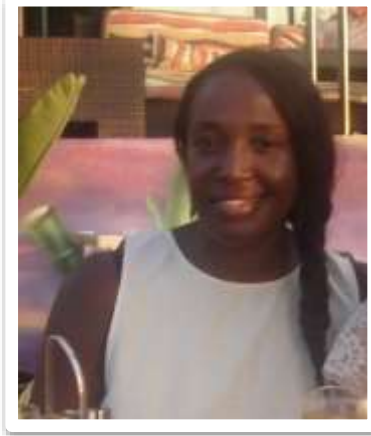
Now more than ever is the time to encourage everyone to be good Trans allies and be proud to be a kind, fair and inclusive organisation.



Our staff networks

We are so honoured to have a diverse workforce with people from over 100 different countries work at our Trust. We recognise it's fundamental in everything we do to ensure we listen to diverse voices, personal lived experiences and collaborate to make the right changes for our colleagues. An engaged and happy workforce means we can deliver high quality care to our service users.

Below you'll find some thoughts from our staff network chairs:



"I have recently taken the position of chair of the Race Equality Network – and I'm so glad I have.

"We have so much work to do and we want to engage with our diverse workforce to ensure

People from minority ethnic backgrounds have a good experience of working at our Trust"

Annabelle Lee
Race Equality Network Chair



"We are developing an ambitious yet clear vision for our disability network for 2022.

"Engaging with people with lived experience is fundamental for us to make the changes we need for people with a disability."

Tracy Mellor
Positive Ability (Disability) Network
Deputy Chair



"We are so delighted that each of our networks has an executive director lead, who sponsors our work at a senior level and this makes a real difference.

"Our network is focusing on the criteria from Stonewall to ensure our LGBT colleagues can thrive."

Michelle England
LGBT+ Network Chair



“We are so excited to be working with women at all levels and roles across the Trust, to promote women’s rights and empower our female employees.

“Although our network is fairly new, we are determined, passionate and committed to making a difference.”

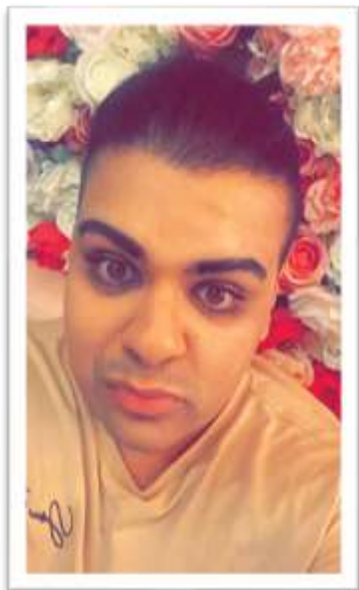
Louise Lewis
Women’s Network Chair



“It is a privilege to be chairing the multi-faith and spirituality network. It is my aspiration that the network will provide people with a platform for dialogue, creating a greater understanding of the many diverse faiths.

and belief systems. This will ensure that we are able to support all individuals whatever their belief system or sense of spirituality robustly.”

Rev. Giselle Rusted
Interfaith Network Chair



“Our network is a safe space for men to discuss their wellbeing, signpost to services and for people to receive peer to peer support. I’m so pleased many colleagues join us regularly and find the network useful.

“We also have a number of speakers at our meetings offering great guidance and expertise on various topics such as mindfulness and selfcare.”

Amraze Khan
Men’s Wellbeing Network, Interim Chair



We hope you have found this Equality, Diversity, and Inclusion pack useful and helpful in deciding to apply for a role with us. We look forward to seeing your application and supporting you along your career journey in the future.

If you require this information in another format, please contact:

pcn.tr.equalitydiversityinclusion@nhs.net