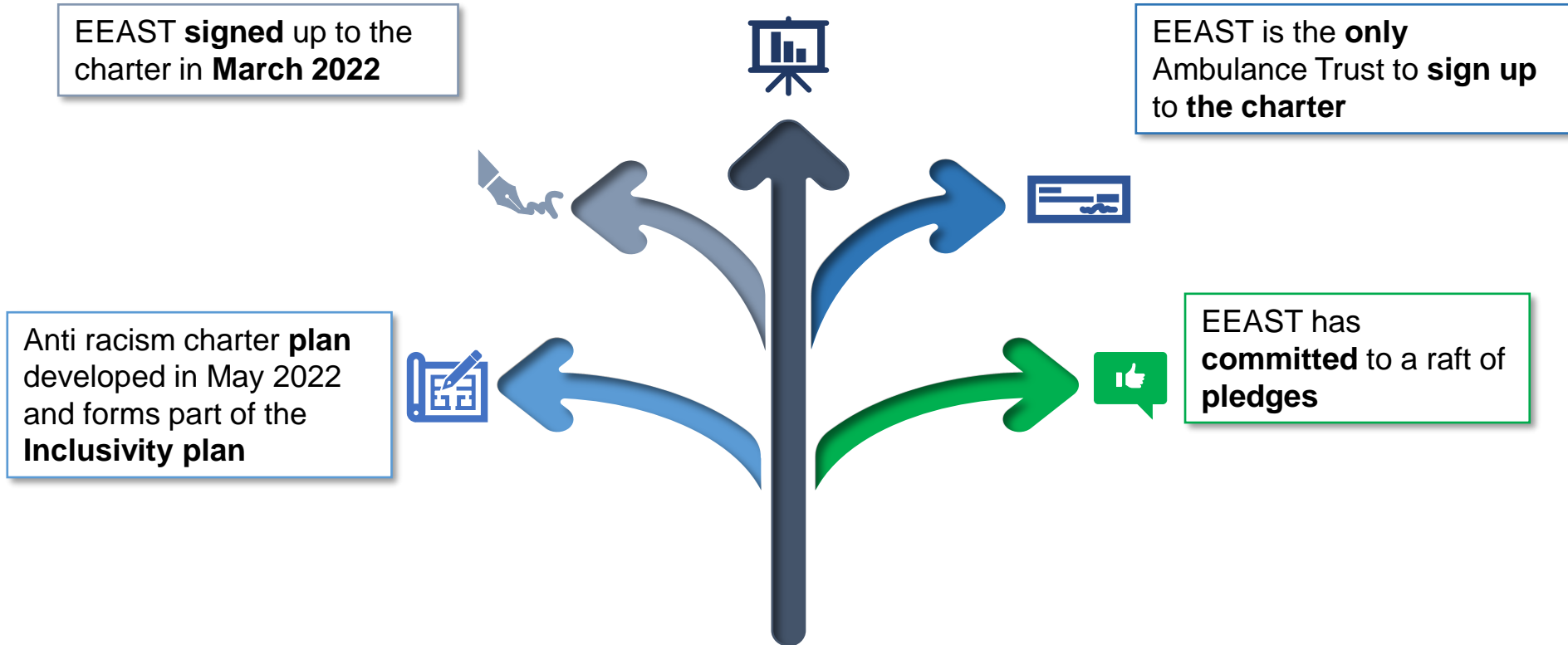




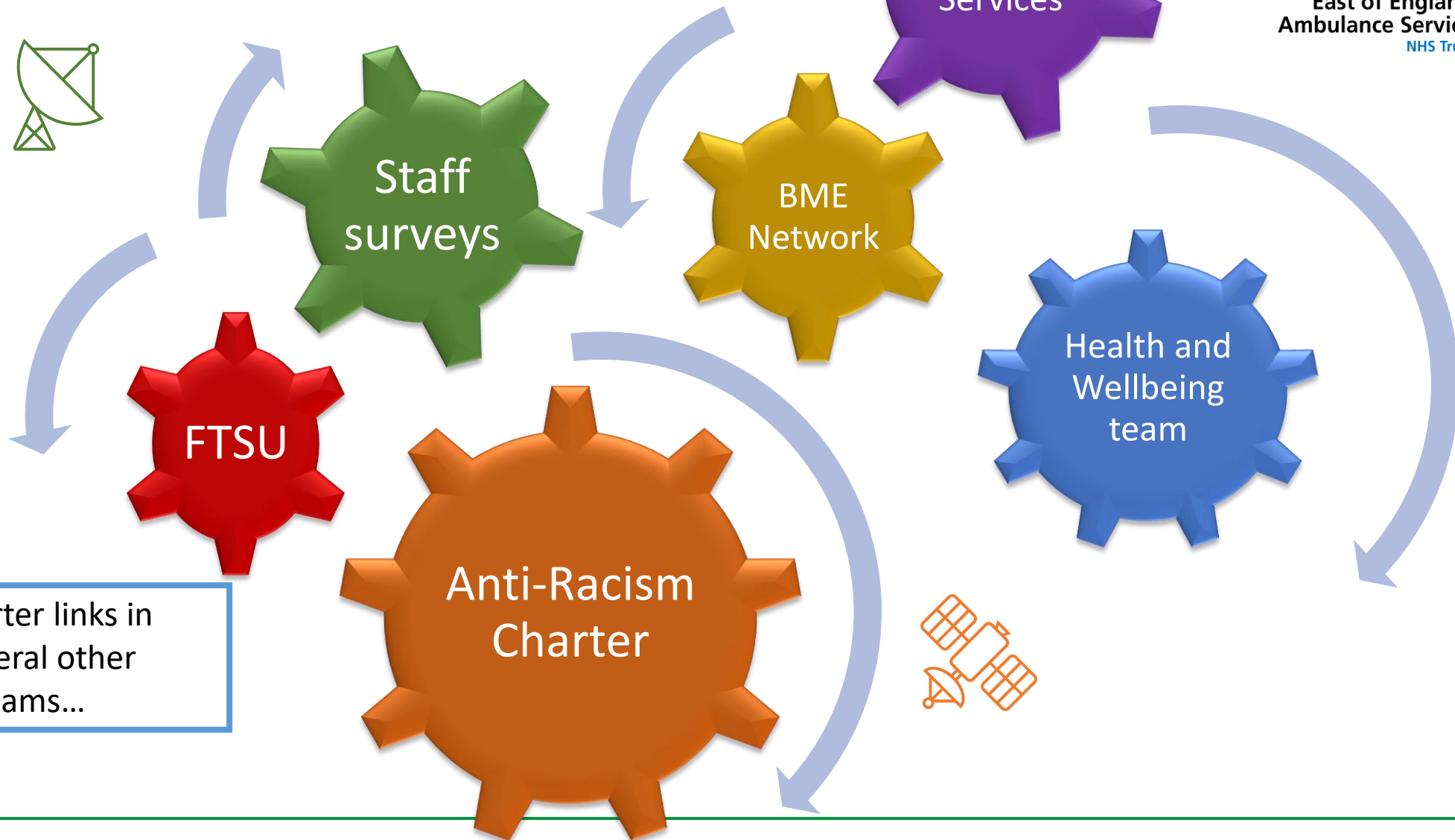
# THE ANTI-RACISM CHARTER

Caroline Nwadu  
Head of Culture and Inclusivity

# Background and Actions



# The links to the Charter



# Key Actions within the Anti-Racism Charter plan



Anti-racism  
strategy

## Our Leaders will

Champion a  
racially diverse  
workforce

Challenge racism  
wherever it arises

Recognise and  
support the impact  
of racism on staff  
wellbeing

Develop an Anti-  
racism strategy to  
reflect our  
community

## Our Organisation will

Develop an Anti-  
racism policy

Design and review  
the EqIA process

Provide bias and  
anti-racism training

Publish Ethnicity  
data and ER cases  
related to racism.

## Our Equality auditing process will

Address race  
disparities in pay  
and staff retention,

Develop positive  
action initiatives to  
support inclusive  
recruitment

Address race  
disparities in  
opportunities and  
ER outcomes

A commitment to  
tackle racism in all  
forms

# Our journey so far



Charter incorporated within the Inclusivity plan

The CEO apologised to BME staff for their experiences within EEAST

BME Survey concluded in Nov '22 and published in Mar '23

Held first Inclusive recruitment event

Review of the EqIA process has begun

Secured funding for 30 new Cultural Inclusion Agents

The development of an EDI training programme has commenced

Positive action recruitment of a BME Community Engagement officer approved

Work has begun on ethnicity pay recording

EEAST is within the Top 10 NHS Trusts for :  
*Feel safe to speak up about anything that concerns me in this organisation.*

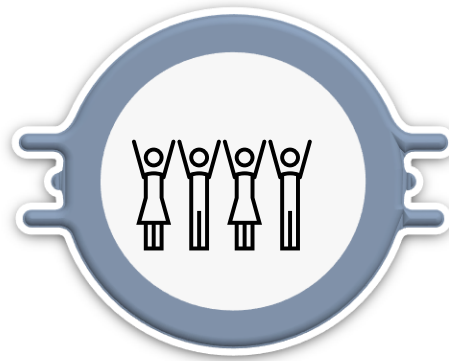
**This is year on year improvement**

# Our plan broken down over 3 years



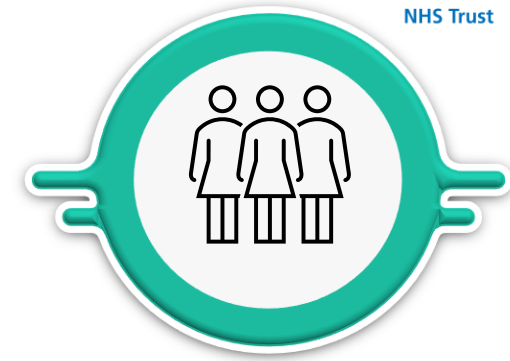
## Year 1

- Design an improvement plan to eliminate ethnicity pay gap
- Cultural Inclusion Agent (CIA) expansion
- Design new Equality Impact assessment(EIA) process and embed
- Develop a mentorship and coaching programme for minority staff
- Support the creation of inclusive leadership modules within Leadership Development Programme
- Hold annual inclusive recruitment
- Build 3-year EDI Training Programme for all staff, designed to upskill year on year on cultural awareness



## Year 2

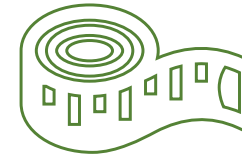
- Develop and publish an Anti-racism Policy
- Ensure all minority staff have development plans and access to career coaching
- Work with talent acquisition team to promote EEAST as diverse employer
- Increase involvement of CIAs in ER and recruitment processes
- Expand the reach of annual Inclusive recruitment events
- Promote our diverse workforce on recruitment channels and job fairs
- Establish positive action recruitment initiatives



## Year 3

- Ongoing support to managers on EQIA process.
- Inclusivity training for all staff
- Monitor exit interview process
- Monitor language in adverts
- Maintain the promotion of a diverse workforce on recruitment channels
- Expand positive action recruitment initiatives
- Maintain involvement of CIAs in ER and recruitment processes
- Develop guidance on acceptable language

# Measuring Impact - KPIs



## % Diversity Representation

Increase percentage of staff from under-represented groups in band 8a and above

## % Retention Rate

Monitor Retention rate of staff from diverse backgrounds

## % Employee Engagement

Conduct regular equality surveys to gauge engagement

## % Pay Equity

Analyse and address pay gaps based on protected characteristics

## % Diversity in Recruitment

Measure candidate diversity at application, shortlisting, interview/offer stages

## % Training & Development

Monitor feedback from EDI training, to assess if they are fostering an inclusive culture

## % Staff Survey

Year on year reduction of staff experiencing discrimination

## % Staff Survey

Year on year reduction of staff experiencing bullying and harassment