

# Respect & Dignity @ Work

## Project Update

Including Covid 19, Race and Privilege

Tanya Carter, Director of People & Culture

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# Respect and Dignity @ Work Campaign

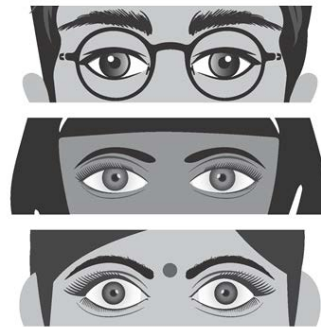
## Phase 1

### A Mile in My Shoes



## Phase 2

### Through My Eyes



## Phase 3

### Through Someone Else's Eyes



## Phase 4

### We've Heard You

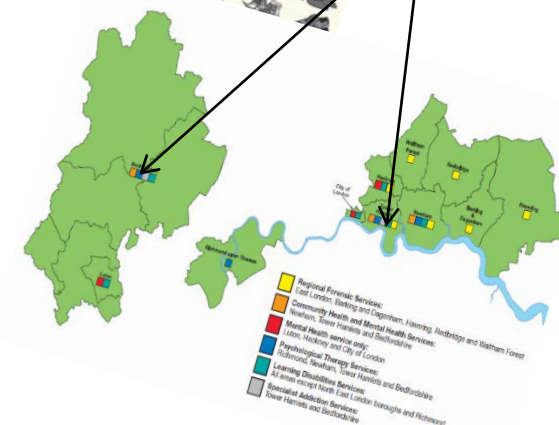
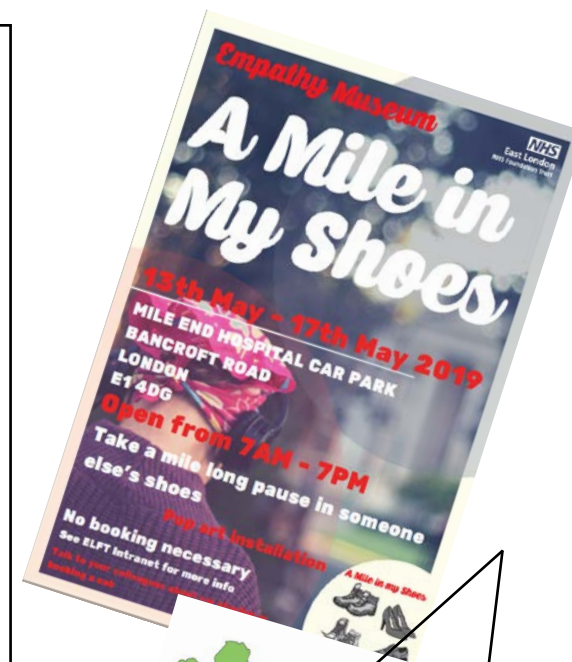


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# A Mile in My Shoes



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- ## 7 Themes:

- [illegible]



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# Executive Pledges May 2019



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# Executive Pledges 2020

"I will ensure that respect and dignity is at the heart of the way we do things at ELFT."

Dr Navina Evans  
Chief Executive

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"To use my power, privilege and position to help amplify the voices of those that are not heard."

Paul Gilluley  
Chief Medical Director

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"I will ensure that equity is at the heart of how we operate, and that we address the way that racism and privilege affect the lives of our service users and staff."

Paul Cumberbatch  
Deputy Chief Executive

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"I will listen deeply and always endeavour to be kind and respectful."

Richard Fradgley  
Director of Integrated Care

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"I will champion for fairness and transparency in the access to stretch opportunities, in-role development and career progression."

Lorraine Samuels  
Chief Nurse

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"I will use my power to help create a fairer and more equitable place to live and work."

Ameri Shah  
Chief Quality Officer

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"To radically change processes that feed in to structural inequalities."

Tanya Carter  
Director of People & Culture

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"I pledge to champion equal career opportunities for all staff in digital, and to value the strength that comes with difference, and the positive contribution that comes from our diversity."

Philippa Evans  
Chief Information Officer

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"I will use my role and background to role model ELFT's values and champion transparency and honesty in our processes and conversations."

Edwin Ndlovu  
Director of Operations

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"I'm going to ensure equal opportunity for all staff in all that we do in finance."

Steven Course  
Chief Finance Officer

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"I pledge to support the development of a culture where disabled staff and service users are treated fairly."

Dr Mervin Wankar  
Executive Director of Learning, Development and Performance

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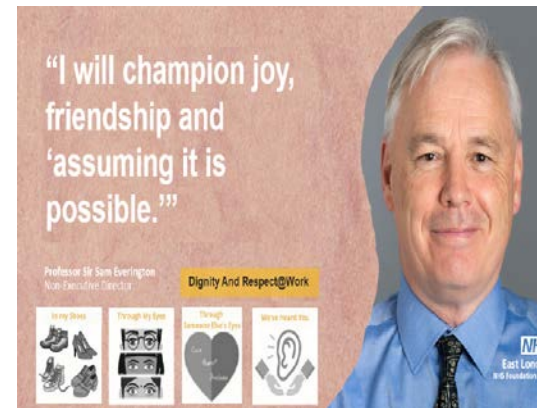
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# NED Pledges 2020



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# BAME Network outputs

Testing Reporting  
Reverse Mentoring  
Resources  
**Vit D**

Support  
Manager Response  
Staffing Shielding  
Inclusivity

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# What is working?

# Remote Working

External Inclusion Working  
**BAME Network**  
Health  
**Connection**

The Job  
**Management Support**  
Safety  
**Dialogue**  
Comms  
**Recognition**  
Support  
Team

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# What is not working?

**Fear/Uncertainty**

**Remote Working**

Data  
Individual Factors  
Service Users  
External  
Inconsistency  
Intersectionality  
Team  
Recognition  
**Management Support**  
**Support/Connection**  
**Dialogue**  
**Childcare**  
**Exclusion**  
Pace/Demand  
Comms  
Shielding  
Training  
Pressure

**Safety**

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# What needs to be done?

A word cloud centered on the slide, with the word 'Safety' being the largest and most prominent. Other large words include 'Protected Space', 'Management Support', 'Raise Awareness', and 'Support'. Smaller words scattered around include 'Consistency', 'Working Patterns', 'Data', 'Remote Working', 'Dialogue', 'Recognition', 'Clarity', 'Victimisation', 'Champions', 'Gratitude', 'Challenges', 'Special', 'Continuity', and 'Resilience'.

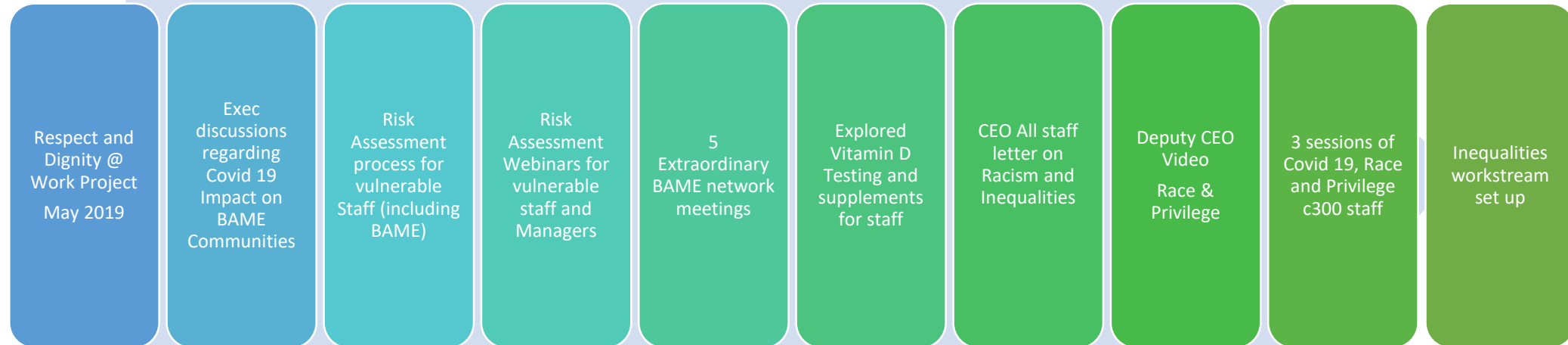
**Support**  
**Raise Awareness**  
**Management Support**  
**Safety**  
**Protected Space**  
Consistency  
Working Patterns  
Data  
Remote Working  
Dialogue  
Recognition  
Clarity  
Victimisation  
Champions  
Gratitude  
Challenges  
Special  
Continuity  
Resilience

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# Actions to date

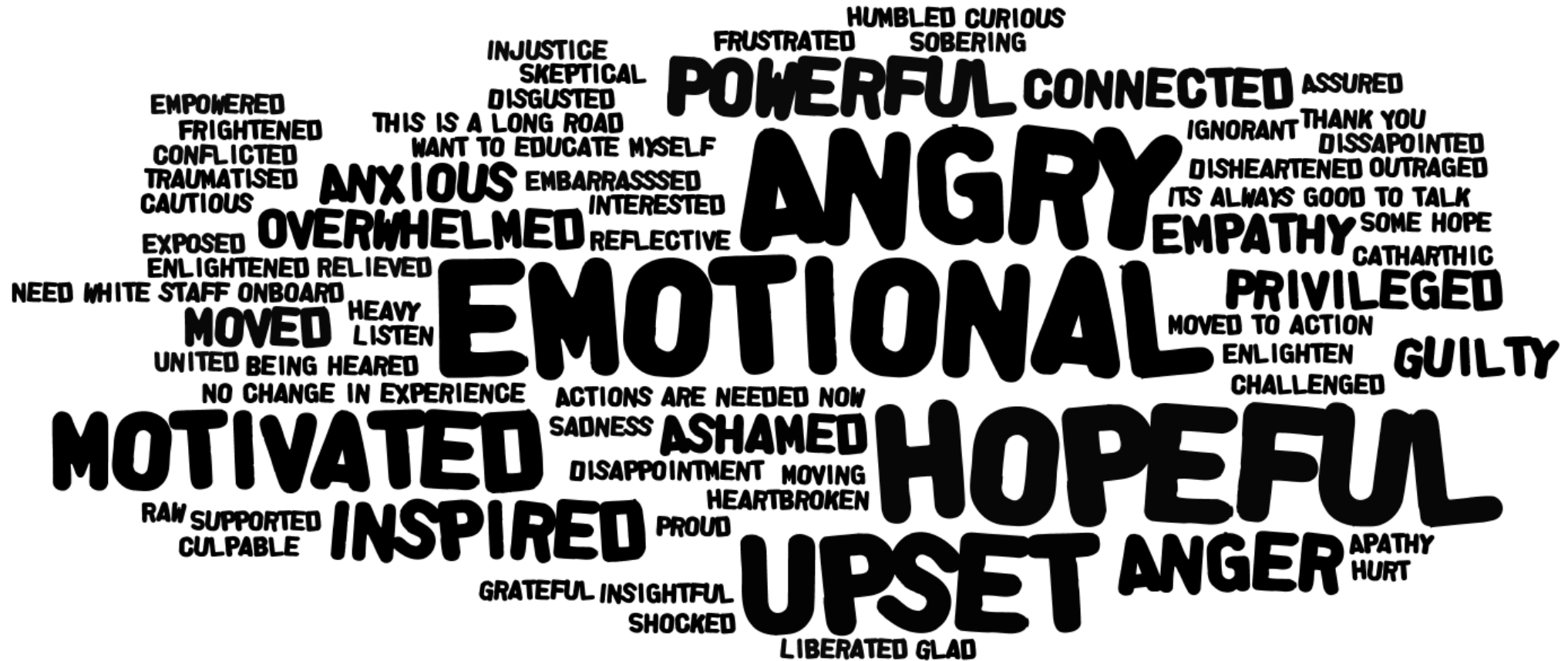


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# Two words to describe how you are feeling



# What are you 'taking away' from today's session that you will do differently?

Theme	Frequency	Example
Dialogue	25	"Keep talking to people about these issues and don't let them slide under the carpet again" "Engage more in directorate to give opportunity to staff to share experience and discuss how to start support each other going forward"
Speak up	16	"Call out the institutional racism i have always seen in the Trust. I've learnt that most people just don't see it. Even the alleged perpetrators don't even realise the impact of their actions" "I am a BAME person but this powerful session is another reminder to ensure I do my bit to call out any form of discrimination whether it's towards another BAME person or vice versa"
Educate	11	"Read literature; links shared. Get involved (as a white person) to reduce inequalities" "I want to educate myself and the all of my experiences to add to the change"
Notice	7	"Reflect on the function of my team, what racism is present there, is it a place that BAME colleagues feel valued and safe. How can we improve this. How can we start to include experiences and impact of racism and discrimination on our SU mental health"
Empathy	5	"Continue not to make assumptions and treat people as individuals, kindness, empathy and compassion"
Involvement & Change	6	"Stop telling myself it's too difficult to change the systems"
Listen	4	"Deep listening exercises and appropriate calls to actions to stand against all forms of racism should be ongoing within the trust"
Advocate	3	"I need to rely less on the efforts of black people to explain why they are hurting and what the world has done to them, before I know how to act. I need to THINK more about the backdrop of people's experiences for myself and act, without spoonfed"
Fight on	1	"Fight on , press on and not give up"
Mindful	1	"To remain mindful of others"
Strategy	1	"The strategy plan to address racism and nepotism is still not clear to me"
Thank you	1	"Such a powerful session thank you so much"

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# How could we improve today's session?

Smaller groups,  
and linked into  
the diversity  
networks to take  
actions forward

The session was  
very well  
facilitated and  
containing.

More than improved, I  
think it could be an  
ongoing/regular series  
of events

No discussion around  
white privilege  
or what we can practically do

Make this mandatory  
for all senior managers in  
different directorates  
not only the executive's  
especially city and  
hackney

Hearing the stories was  
important but could be  
done in the wider group  
and use the break out  
groups to have a  
conversation.

It was a great start. We  
can say white and black

Action plan from  
the discussion  
should be clear

It's a great first  
step. So I applaud  
the trust in  
making this  
happen.

It very led by  
the execs and  
no opportunity  
for discussion.

One story per session

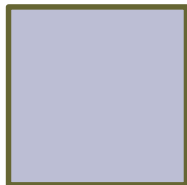
Start the menti from  
the break out  
sessions.

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# Covid, Race and Privilege sessions



**Covid, 19 Race and Privilege**

- All staff events across the Trust
- 10th, 13<sup>th</sup>, 24<sup>th</sup> and 30<sup>th</sup> June.
- 1<sup>st</sup> and 18<sup>th</sup> July 2020


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**Understanding the Privilege of Being White**

- Initial CEO Discussion Group to Co-create the future sessions:
- 15 July 2020 Understanding the Privilege of Being White.
- 3 monthly CEO Groups (19 Aug, 16 Sept 21 Oct Oct)
- Programme for a cohort of 24 White leaders
- Nov – March 2021 (content to be designed)

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**Understanding the Privilege of Being White**

- Department Team Meetings (DMT)
- Core Leader events

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# The Plan Going forward



Respect & Dignity @ Work Project – Phase 3 (Supersedes Through Someone Else’s Eyes)

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# The Plan Going forward Cont'd



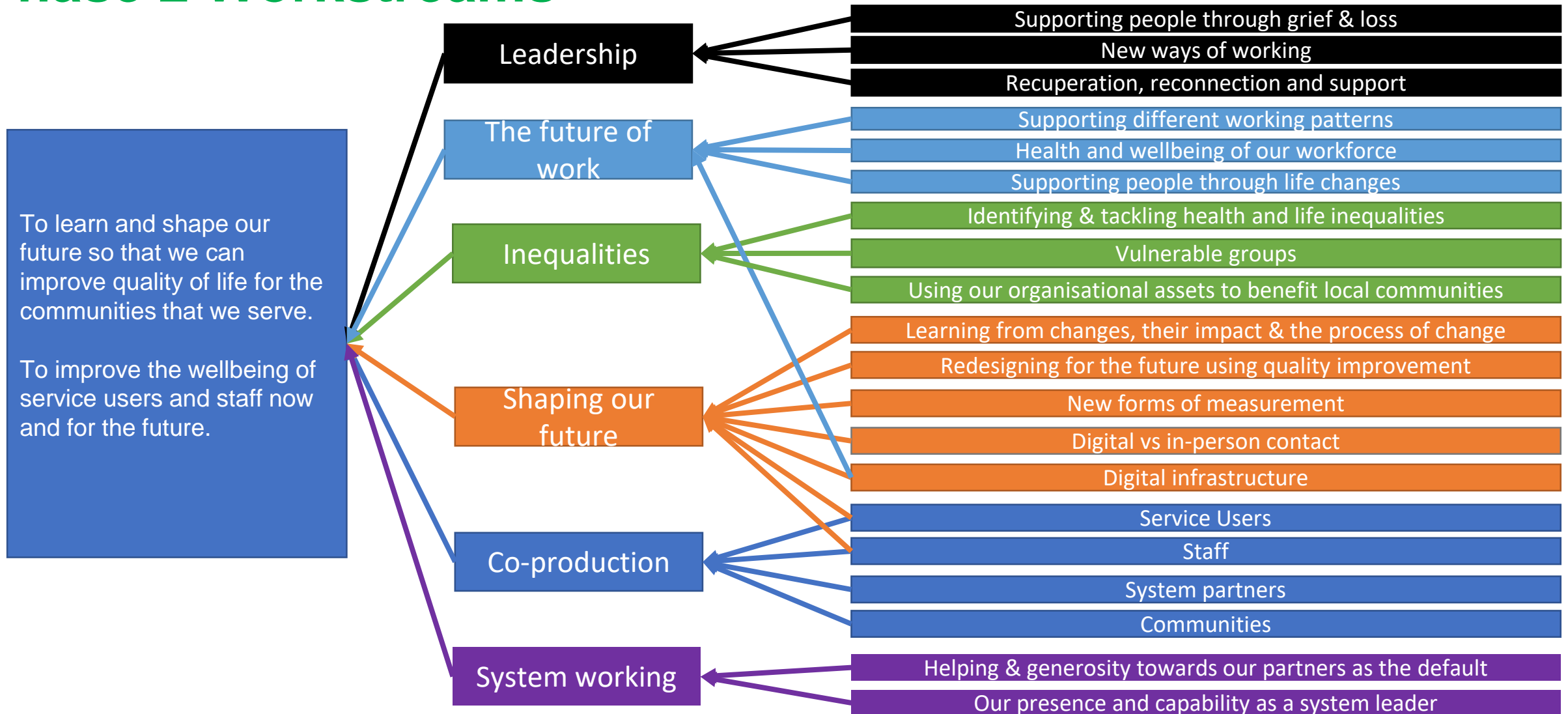
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# Phase 2 Workstreams



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