

Position statement on equality, diversity, and inclusion (EDI) progress

Livewell remains committed to advancing EDI across all aspects of our work. We are pleased to present a summary of progress over the past year, as reflected in our latest annual report. These achievements demonstrate our dedication to fostering an inclusive, equitable, and diverse environment for our colleagues, stakeholders, and the communities we serve.

Progress highlights include:

- Continuing to support Livewell's Employee Networks – Carers Network, Minority Ethnic Network, Neurodiversity Network, Menopause Network and Military Families Network which are helping to support colleagues in the workplace and contributing to policy and guidance development.
- Awarded Gold Award for the Defence Employer Recognition Scheme – awarded to employers who have pledged to support the Armed Forces.
- Publications of the Gender Pay Gap report, Workforce Race Equality Standard (WRES) and Workforce Disability Standard (WDES).
- The Recruitment & Retention Group now has a focus on developing key performance indicators in line with the Gender Pay Gap, WRES and WDES action plans.
- Bespoke EDI training sessions delivered to Livewell colleagues throughout the year.
- Celebrating several events throughout the year to help promote awareness and achievements. Examples include Black History month, LGBT+ History month, International Women's Day, Pride month, Disability Awareness Month, Learning Disability Week, and running a Neurodiversity Day.
- Creating opportunities for 16 – 18 year olds through a number of initiatives e.g. a direct programme with 18 year olds from a local college who expressed an interest in a career at Livewell, recruited school leavers to a nursing associate development programme, running a successful work experience programme in Psychology for years 10 and 12 and supporting students undertaking T Levels.
- Promotion of religious festivals through the Bulletin throughout the year.
- Celebrated NHS Employers Equality, Diversity and Human Rights Week 2024.
- Working with Business Intelligence to review the current EDI data sets and ensuring that EDI data is captured on Electronic Staff Records (ESR) for all employees.
- Continuing to review, monitor and evaluate Livewell's EDI action plan.
- Established the People and Culture Committee to take forward the restorative just and learning culture work.
- Published a new Resolution Policy and Procedure.
- Reviewed several workforce policies and procedures to ensure that they remain fit for purpose and promote EDI.

Looking forward

While we are proud of the progress made, we recognise that EDI is an ongoing journey requiring sustained commitment. We remain dedicated to addressing inequalities, fostering an environment where every individual feels valued, and enhancing our practices to support diverse perspectives and experiences.

Our progress reflects the commitment of our colleagues who have embraced the importance of EDI, driving change both within Livewell and the communities we serve. Together, we will continue to champion the values of equality, diversity, and inclusion in all that we do.