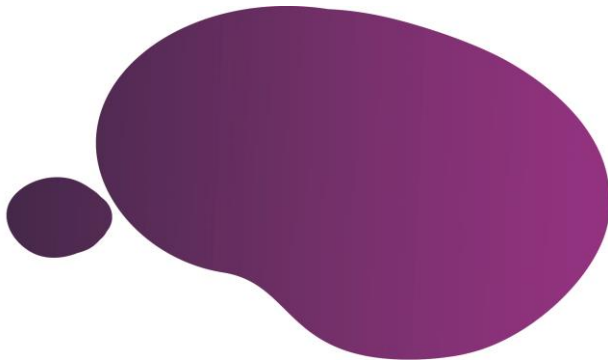# DIVERISTY AND INCLUSION – THE ROADMAP TO SUCCESS: EQUALITIES FOR A MODERN WORKFORCE

Paul Deemer – Head of Diversity and Inclusion

NHS Employers

@NHSE_Paul

Objectives

NHS Employers

To make the case for an evidence based approach to diversity and inclusion

To make the connection between good evidence and a good place to work

To explore how the NHS has specifically leveraged the power of networks to support this endeavour

To explain how the NHS has utilised demographic data alongside staff experience data to try and understand the causes of differential experiences

Evidence based practice – what is it?

NHS Employers

- The **conscientious** (effort), **explicit** (clarity) and **judicious** (critical of quality) use of the best available evidence from multiple sources to increase the likelihood of a favourable outcome.

- It's about the process.

- It's not about certainties (*this* **will** *work*).

- It's is about probabilities and likelihoods.

- It **is** about reducing **un**certainty (*given our context this* **is more likely** *to lead to the outcome we want than doing something else or doing nothing*).

- Copyright: Professor Rob Briner – Queens Mary's University, London.

Evidence-based practice

4 SOURCES

Scientific literature
empirical studies

Organisation
internal data

Stakeholders
values and concerns

Practitioners
professional expertise

6 STEPS

Evidence-based practice is about making decisions through the conscientious, explicit and judicious use of the best available evidence from multiple sources by:

NHS **Employers**

1 Asking — Translating a practical issue or problem into an answerable question

2 Acquiring — Systematically searching for and retrieving the evidence

3 Appraising — Critically judging the trustworthiness and relevance of the evidence

4 Aggregating — Weighing and pulling together the evidence

5 Applying — Incorporating the evidence into the decision-making process

6 Assessing — Evaluating the outcome of the decision taken

To increase the likelihood of a favourable outcome.

NHS **Employers**

Gender

Scientific literature

Gender

Organisational data

Gender

Stakeholder evidence

Gender

Practitioner evidence

Race

Scientific literature
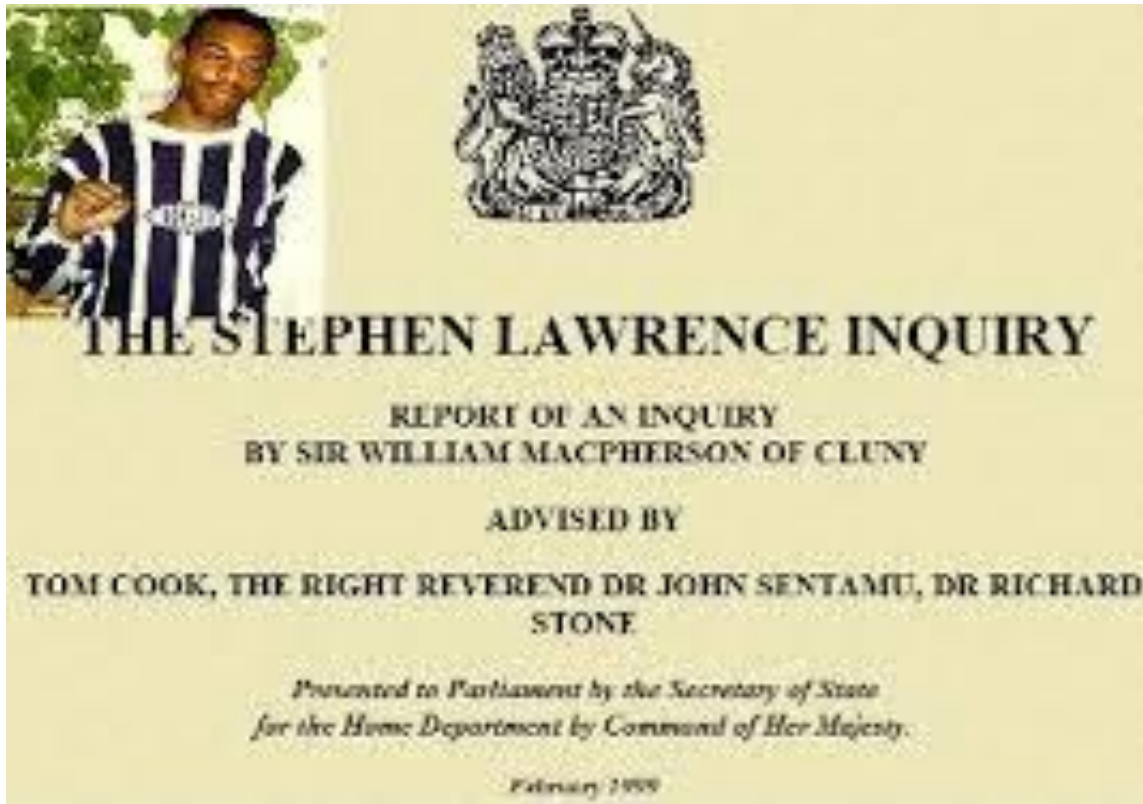
Race

Organisational data

"More diverse leadership of the NHS is more likely to champion patient and staff engagement and transform the culture of the health service. Through our new BME Leadership Network, the NHS Confederation is tackling this issue head-on."

Joan Saddler, Associate Director, NHS Confederation

Race

Stakeholder evidence

Race

BUILDING LEADERSHIP FOR INCLUSION

Developing People – Improving Care

A national framework for action on improvement and leadership development in NHS-funded services
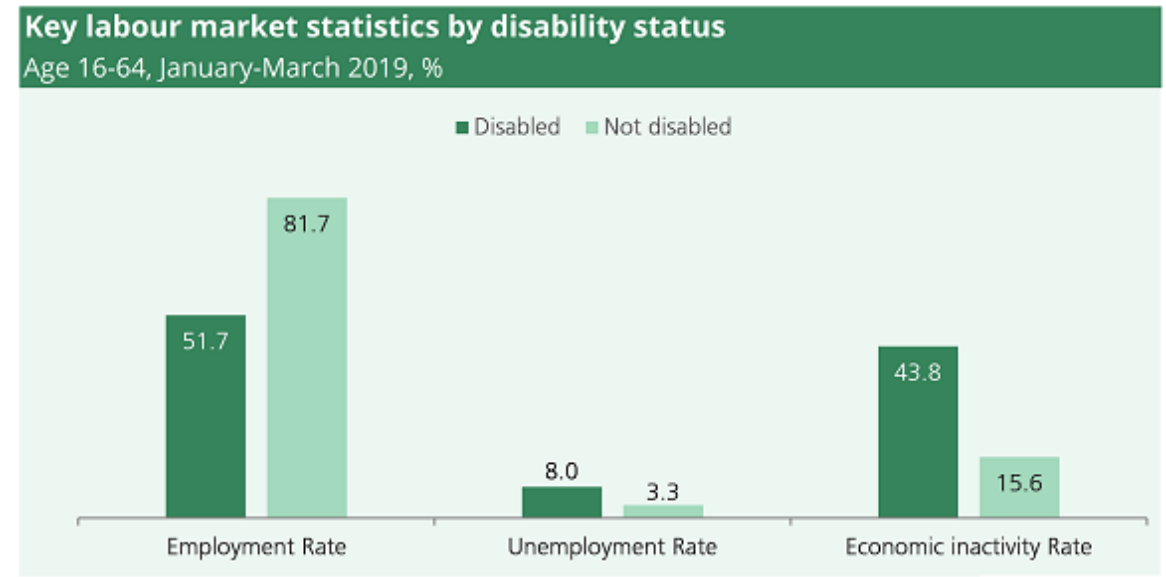
Disability

Scientific literature

Disability

Operational data

Disability

Stakeholder evidence

Disability

Practitioner evidence

So what does this all tell us?

Conclusions

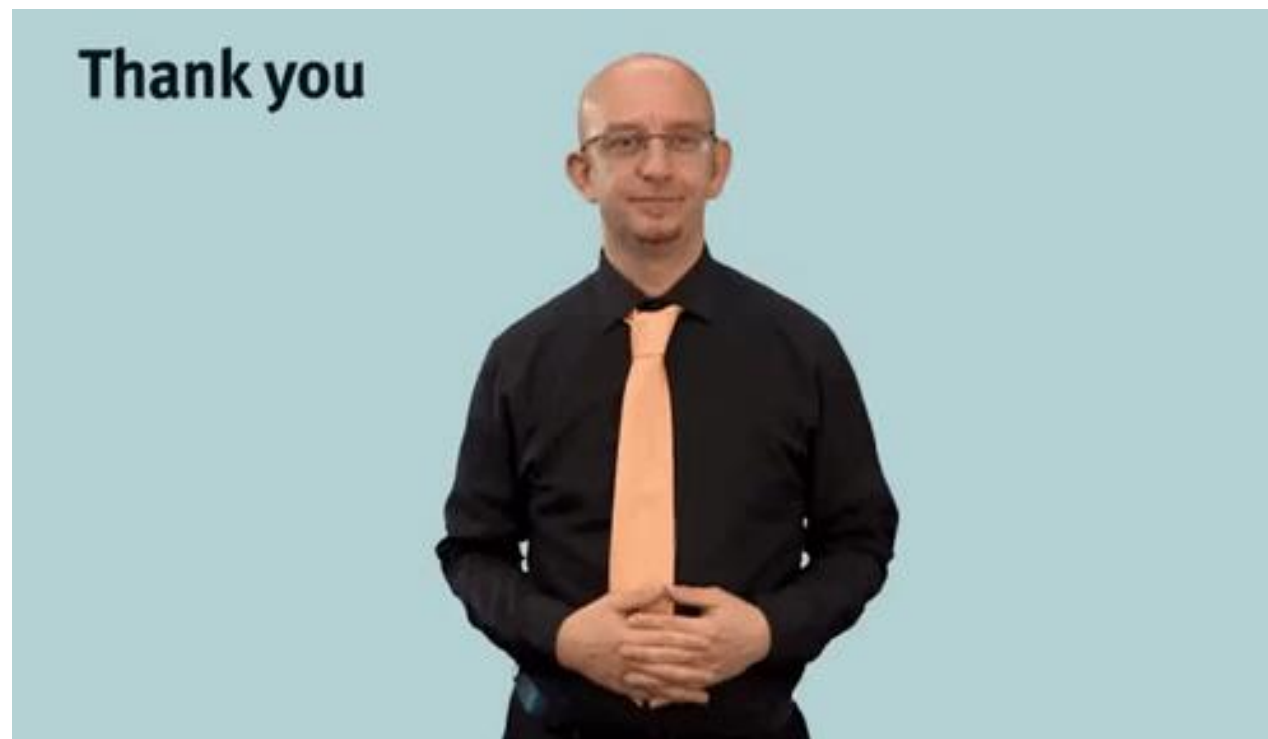An evidence based approach to diversity and inclusion and equalities can leverage buy in and organisational commitment – from both staff and senior management

An evidence based approach to diversity and inclusion and equalities can help create the environment and lay the foundations for a good place to work

@NHSE_Paul

Paul Deemer