

# LGT ~ A snap shot of our EDI Journey

Fay Blackwood, Associate Director of Organisational  
Development, Equality, Inclusion

Makayla Mundle, Head of Equality, Diversity & Inclusion

# Introduction to LGT



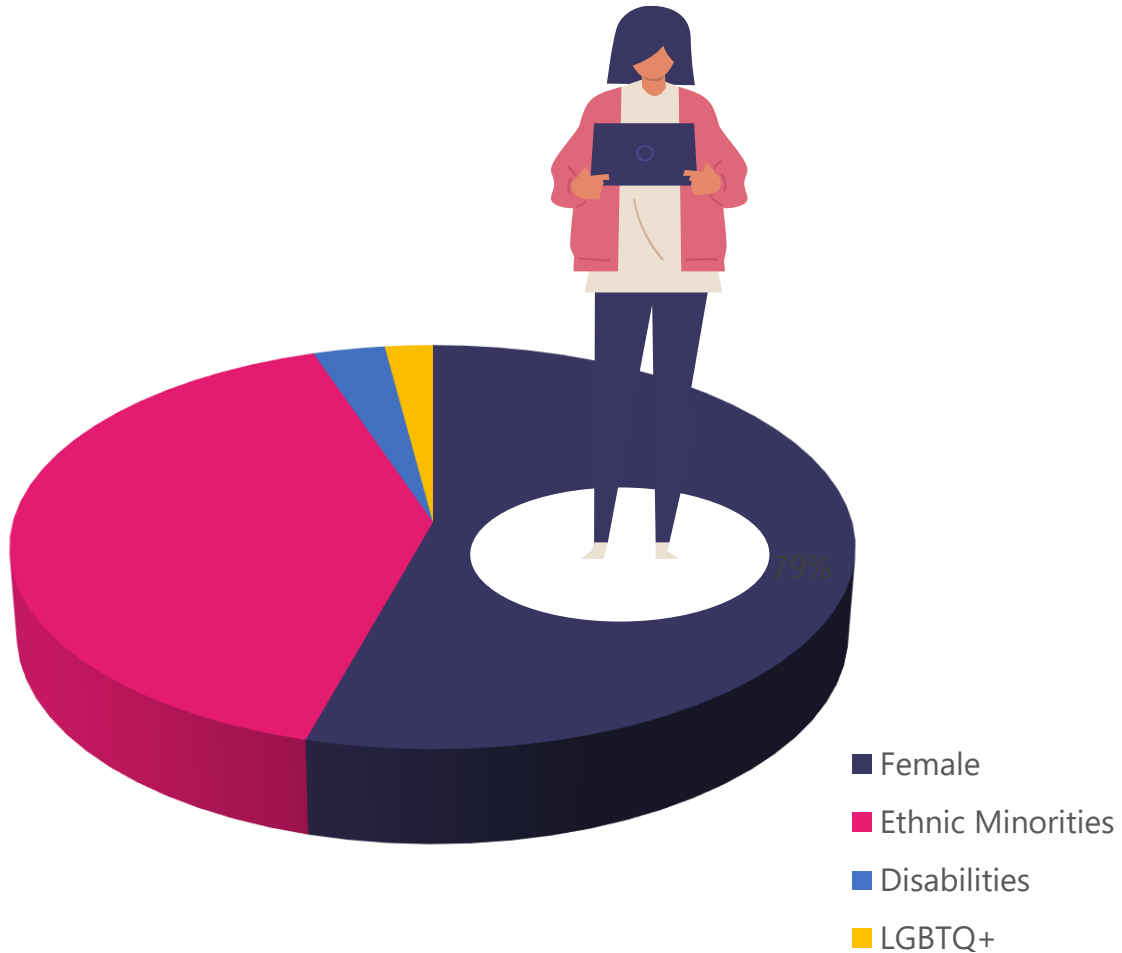
## Provider of Acute Care

Serving over one million people across  
Lewisham, Greenwich, and Bexley.

## Facilities

Two hospitals and more than a dozen  
community settings.

# Diverse Workforce



Female

79%

Ethnic Minorities

59%

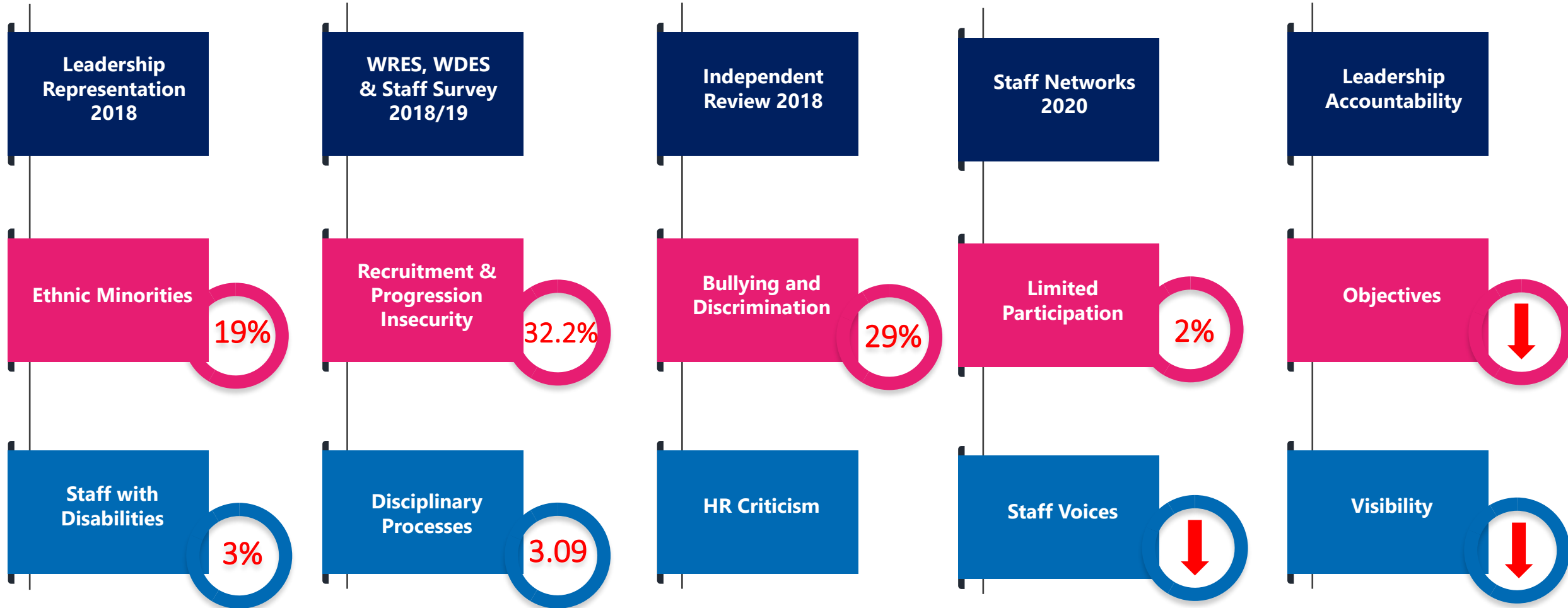
Disabilities

4.5%

LGBTQ+

3%

# Challenges & Issues



# Importance of EDI in the workplace

**EQUITY AND FAIRNESS**

**IMPROVED PATIENT CARE**

**ENHANCED STAFF WELL-BEING**

**INNOVATION AND CREATIVITY**

**CULTURAL COMPETENCE**

**LEGAL AND ETHICAL OBLIGATIONS**

**POSITIVE REPUTATION**

# Why EDI matters to LGT

**ASSETS**

**WE RECOGNISE OUR STAFF ARE OUR GREATEST ASSETS**

**CULTURE**

**SPARKS CREATIVITY AND FOSTERS A COLLABORATIVE  
SPIRIT THAT ENHANCES PATIENT CARE**

**COMMITTED**

**CREATING A SUPPORTIVE ENVIRONMENT WHERE  
EVERYONE CAN EXCEL**





## Our vision is

**To be exceptional.** In the quality of our patient care;  
our support for colleagues; and in the difference we make  
through our partnerships and in our communities.



To achieve that, we value...

### Respect, Compassion and Inclusion

We treat all our patients, colleagues, partners and communities with respect, kindness and compassion.  
We are inclusive and celebrate diversity in our workplaces, partnerships and communities.



**Being accountable**  
over staying comfortable



**Listening**  
over always knowing best



**Succeeding together**  
over achieving alone

# Respect, Compassion & Inclusion Programme Board (RCIPB)



Lewisham and Greenwich  
NHS Trust

Representative &  
Inclusive

Oversight &  
Implementation

EDI Focus

Collaboration

Developing  
meaningful actions



# Strategic Actions & Initiatives



Lewisham and Greenwich  
NHS Trust

Revamped ER Processes

Recruitment Process  
Overhaul

71 Equality Advocates

Support for Minority  
Applicants

Coaching & Mentoring  
Opportunities

Scope For Growth  
Framework

115 Reverse Mentors

Widening  
Participation

Centralised Reasonable  
Adjustments

EDI Action Plan  
2022-24

EDI Team

Four Staff Network  
Groups



Lewisham and Greenwich  
NHS Trust

# Celebrating Diversity







# Anti-Discrimination Pledge



# Anti-Discrimination Pledge

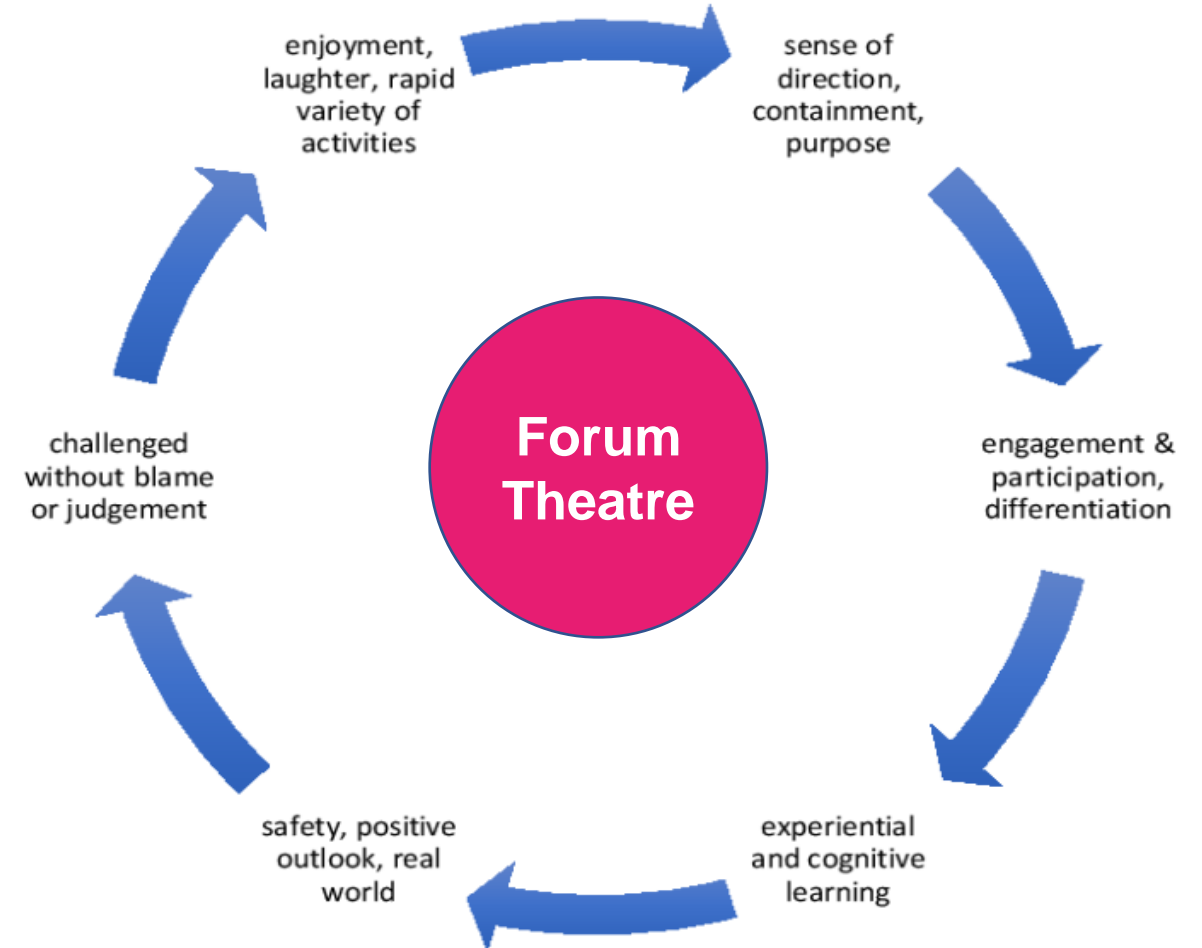
## Individual Pledge

***As a member of Team LGT, I pledge to be anti-discriminatory.***

- I will not be a bystander. I will not stay silent in the face of intolerance based on age, disability, ethnicity, gender, religion, sexuality, or any other factor. I will speak up against all forms of ignorance, hatred, bigotry, and bullying.*
- I am empowered to call out discrimination when I see it and am confident that I will be protected and supported by my Trust and my colleagues when I do.*
  - I am responsible for my own behaviour. I will always reflect on feedback, take opportunities to learn and share my experiences with colleagues.*
- I recognise that I am influential. My actions and words are powerful, and I will always put them to good use.*
  - As a member of Team LGT, I am an ally. I advocate equality and I value others.*

# Keeping the momentum

## Anti-Discrimination: From **Awareness** to **Action**



Creative Leadership and Forum Theatre model Source: Semantic Scholar, L. Froggett, J. Manley, L. Kelly, Published 2 February 2018, Art

# Are we there yet? No....

## Pay Gap's

Gender  
Ethnicity  
Disability  
LGBT+  
Faith/Religion

## Workforce Profile Equality Workforce Profile

WRES  
MWRES  
WDES  
Gender Pay Gaps

## Annual Staff survey Lived experience & insights by

Age  
Ethnicity  
Long Term Condition  
Gender  
Religion  
Sexuality



# EDI Action Plan

As it stands, there are **five** EDI aspirations set out below with 26 associate goals, of which will remain as is and will continue to be reviewed and additional actions added.

1. Improving representation at senior levels of staff with disabilities and from Black, Asian, and Ethnic and minorities and LGBTQ+ and women, through improved recruitment and leadership development
2. Widening access (anchor institution) and employability
3. Improving the experience of staff with disability
4. Improving the EDI literacy and confidence of trust staff through training and development
5. Making Equalities Mainstream

LGT uses a RAG status **RED**, **AMBER** and **GREEN** to track our performance against our objectives.

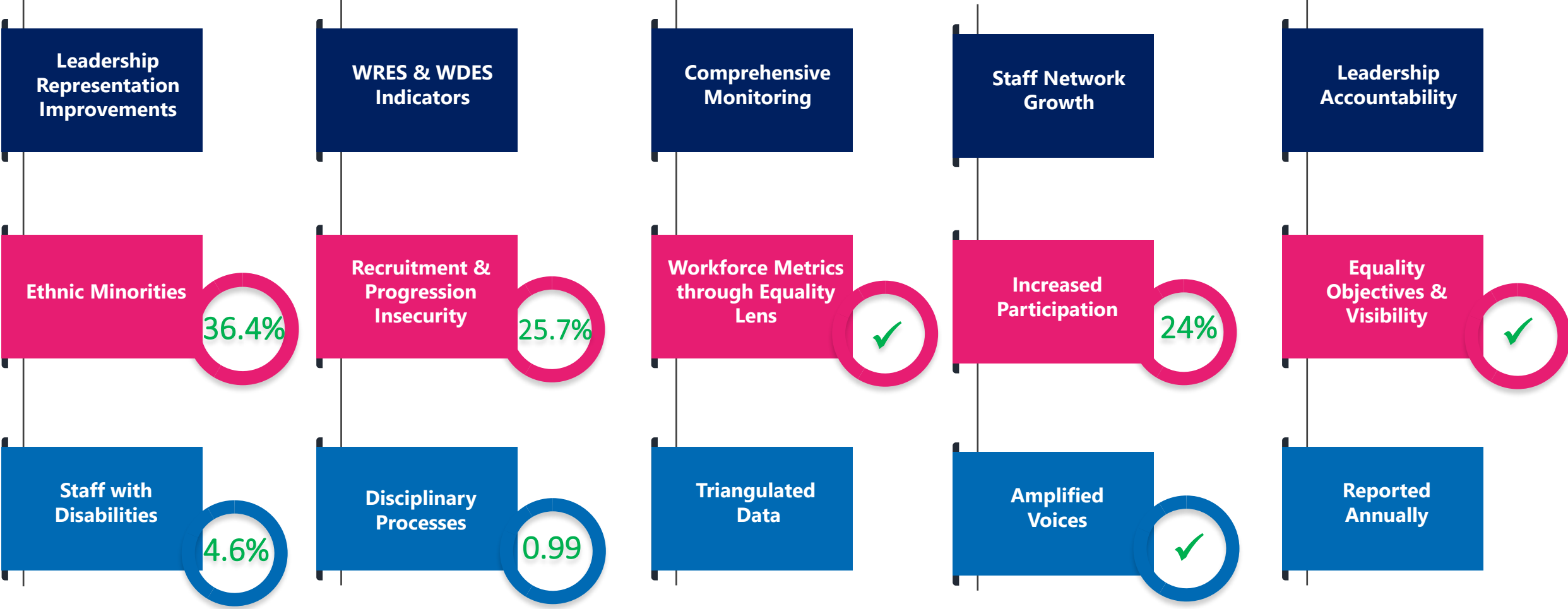
We have successfully implemented  
**82** out of  
**121** actions,  
embedding them into  
our BAU practices

# We are Proud of...

- Our equality advocates
- Equality objectives for senior leaders
- Growing our networks
- 150 wellbeing champions
- No differential in employee relations processes
- National accreditations
- Support for and prevention of violence and abuse
- Our policy for transgender patients and staff
- Work experience with local schools
- Data and evidence-driven EDI action plan
- Our refreshed values for the future
- Doubled representation of colleagues from ethnic minorities in leadership roles
- Top half nationally in staff speaking up
- Top half of the staff survey on all domains



# Measurable Outcomes & Progress



# Staff Network Groups

The staff networks collective membership stands at **25.6% of the workforce**



[lg.min@nhs.net](mailto:lg.min@nhs.net)



[lg.disabilitynetwork@nhs.net](mailto:lg.disabilitynetwork@nhs.net)



[lg.womensnetwork@nhs.net](mailto:lg.womensnetwork@nhs.net)



[lg.lgbtnetwork@nhs.net](mailto:lg.lgbtnetwork@nhs.net)

# EDI Awards & Achievements



Lewisham and Greenwich  
NHS Trust

**WINNER**

HPMA Excellence in People  
Award for leading in equality,  
diversity and inclusion:

Lewisham and Greenwich NHS Trust



**PRIDE IN  
PRACTICE**

Excellence in lesbian, gay, bisexual and trans healthcare



Valid Until July 2025





# Internal Feedback



*"LGT's commendable progress in understanding different cultures and religions was a testament to the steps taken on our journey towards inclusivity."*

*"This session has just stomped the doors wide open to show the safe space within! It is truly amazing to hear from the panel who themselves are managing large teams. I hope this reassures staff that our senior leaders are truly seeing and hearing them... hopefully, levels of self-confidence and empowerment will be raised."*

*"For me it was hearing Jake Graf and watching his films... I learnt a lot... I think people don't always understand others. . I wish I had attended more sessions..."*

*"I was impressed by the planned activity list, enjoyed the information from Professor David Olusoga"*

*"I thought John Amaechi was inspirational"*

*"Learning about other people's experience - hearing them talking about things that I would be anxious about asking them directly. Also, hearing people talking about experiences that I do share. Not to feel alone with that."*

# Future of EDI at LGT



Lewisham and Greenwich  
NHS Trust

## **Sustainable Change:**

Ensuring fairness, transparency, and inclusivity.

## **Future Goals:**

Continued progress and setting higher standards for workplace equity for 2025-27  
EDI Action Plan.



**We change culture  
one conversation  
at a time**



# Thank you for coming

Evaluation of SEL EDI - Lewisham  
and Greenwich Trust:  
EDI JOURNEY (17.07.24)

