

Mills & Reeve award for leading in equality, diversity and inclusion

MILLS & REEVE

Achieve more. Together.

Awarded to an organisation that has significantly improved diversity and can demonstrate impact on governance, recruitment and/or promotion.

Criteria

- Commitment from Board and Executive Group to creating greater diversity in the organisation
- Clear assessment of diversity deficits in the organisation
- Evidence of Board, Executive Group and staff engagement in making the links between diversity and strengthened governance and/or recruiting and promotion
- Evidence of impact on greater diversity in governance, recruitment and/or promotion
- Identification of measurements used to analyse success or failure in diversity in the organisation.

Submission questions

1. Identify the significant discussions and stimuli that led to Board and Executive Group commitment to creating greater diversity (300 words or fewer).
2. How were the diversity deficits in your organisation assessed (200 words or fewer)?
3. Provide evidence to illustrate engagement of Board, Executive Group and staff in making the links between diversity and strengthened governance and/or recruiting and promotion (200 words or fewer).
4. Provide evidence of the changes made to create greater diversity in governance, recruitment and/or promotion (400 words or fewer).
5. What measurements were used to highlight and quantify diversity in the organisation in order to assess success (300 words or fewer)?

KEY DATES

Entry Deadline:
Thursday 27 April 2023

Category panel judging presentations:
Monday 19 – Friday 30 June
(held virtually)

Awards Celebration:
Tuesday 19 September

Held in person in Leeds on the evening of day 1 of the HPMA UK Conference at Leeds Armouries

Please go to hpma.awardsplatform.com and register to enter.

Winner & Finalists 2022

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WINNER

Building a Fairer Oxleas

Oxleas NHS Foundation Trust

An organisation wide co-designed programme focused on improving the experience of staff, improving career progression and improving cultural awareness. The judges thought this winning project showed passion and performance of this team in tackling a culture of historic racism and inequality - they truly listened to the messages coming from their staff and community.

The programme began in August 2020, initially focusing on tackling racism, improving career progression and improving cultural awareness. From September 2021 the programme expanded to include staff with other protected characteristics.

The judges were impressed with the programme, describing it as truly exemplar practice which needs sharing. Excellent example of allyship and creation of a common purpose clearly role modelled from the Board, through to enhanced leadership training.

For further information on this project please contact Karen Edmunds, Head of Equality and Human Rights at Oxleas NHS Foundation Trust via karenedmunds@nhs.net.

HIGHLY COMMENDED



WeBelong, Inclusion Centre
Barts Health NHS Trust

An ambitious, delivery-focused approach to creating an impact in inclusion, the WeBelong strategy publicly commits to creating a culturally intelligent, inclusive leadership, delivering a fair and just culture and working in community partnership to promote equity by restoring services inclusively. The judges were impressed by the scale and impact, detail and thoroughness contained in the approach delivered.

For further information on this project please contact Henry Ireland, Programme Manager at Barts Health NHS Trust via henryireland@nhs.net.

FINALIST



Advancing Race Equality through
Cultural Change

Northamptonshire Healthcare NHS
Foundation Trust

A project designed to advance race equality and work alongside senior leaders to embed an Anti-Racism approach into the culture of the organisation.

Judges praised the serious work the trust has undergone here to improve equality, diversity and inclusion supported by a great set of measures and evidenced by the clear Board level support.

For further information on this project please contact David Ledger, Senior HR Business Partner at Northamptonshire Healthcare NHS Foundation Trust via david.ledger@nhft.nhs.uk.