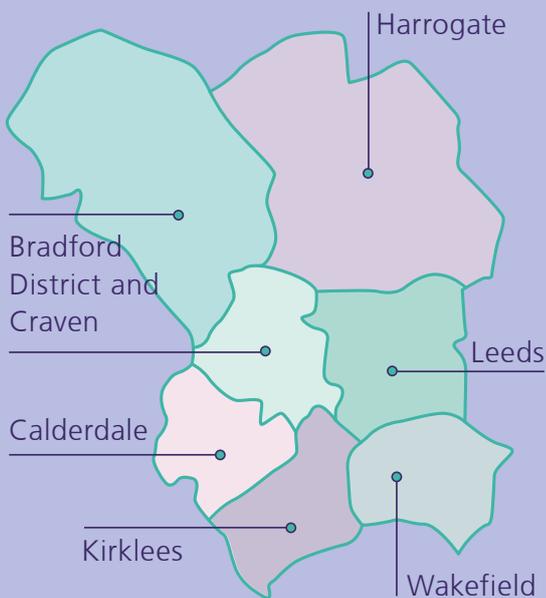


Telling our Partnership story



Proud to be the West Yorkshire and Harrogate Health and Care Partnership

Committed to improving the health and wellbeing of people living in:



- > Working to improve people's health with and for them
- > Improving people's experience of healthcare
- > Making every penny in the pound count
- > Working to keep people well and make life better for 2.6 million people living in West Yorkshire and Harrogate.

West Yorkshire and Harrogate Health and Care Partnership



Building more diversity into our leadership

Our ambition

Evidence suggests that tackling workforce race and equality improves staff experience, organisational efficiency and also improves the outcomes for the people using services.

It is important that colleagues are able to look at the leadership and see themselves and communities represented. This is a long standing issue. We have made a good start but there is more to do to make the change needed.

We want to celebrate the diversity that we have and the contribution colleagues make, so we have a more diverse leadership that better reflects the broad range of talent in West Yorkshire and Harrogate.

This is one of West Yorkshire and Harrogate Partnership's ten big ambitions and is in our [Five Year Plan](#).

What we are doing

We are driving change forward by putting the experiences and talent of Black, Asian and Minority Ethnic (BAME) staff at the heart of our workforce plans.

Building on a leadership session in October 2019, as part of Black History Month, BAME colleagues are shaping how the Partnership could make this ambition a reality. Colleagues fed back about the importance of visible role models, peer support, a safe space to share experiences, and the importance of a forum to shape and influence change across the Partnership, as well as what already exists within their organisations.

These sessions have led to a plan formally approved by the [Partnership Board](#) which will help deliver the ambition that our leadership should reflect the communities it serves.

The BAME staff network is now a formal part of our infrastructure, with real influence and purpose, including a role in the implementation of the core offer for all staff, the Partnership, NHS People Plan and the Leadership Compact across the system.



What next?

A number of recommendations were suggested to the Partnership's executive group about how best to move forward. These included making the work to date part of a formal West Yorkshire and Harrogate network approach, which would take an interest in the appointment to senior leadership roles and the recruitment of new roles to represent the communities we serve. Talent retention and culture and measuring the impact of change and influence is also essential.

Our work over the coming months will set out in more detail the work we will be doing to recognise talent and an increase into leadership roles. This is all about talent, people and ethics. There is a commitment to take the work into local workforce groups and to ensure recognition to other minority groups, for example people with disabilities and LGBTQ+ colleagues.



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A partnership made up of the NHS, local councils, care providers, Healthwatch, community and carers organisations.

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West Yorkshire and Harrogate
Health and Care Partnership

