

EDI Strategy 2025-2030



University Hospitals
of Leicester

NHS Trust

Within our Trust's People Strategy - 'A Great Place to Work' - we have three key strategic goals focused on culture, capability, and capacity. Within that, our Equality, Diversity and Inclusion Strategy and underpinning delivery plan sets out our strategic approach to achieving a sense of belonging for all. Our **five foundations for belonging** describe our areas of focus to develop, embrace, and support UHL's culture through the following objectives:

1. Locally led action

Goal: Empower every team to lead inclusion

We will: Equip leaders with tools, forums and data to drive change. Embed anti-racism and discrimination, allyship and inclusion across the employee lifecycle.

Impact: Colleagues feel confident, empowered and supported to act on EDI at team level.

2. Data-driven insights

Goal: Turn data into action

We will: Build a single EDI dashboard spanning all protected characteristics. Use insights to target interventions and track progress.

Impact: Inclusion is informed by evidence, not assumption – with visible year-on-year improvements in EDI indicators.

3. Accessible by design

Goal: Remove barriers for colleagues and patients

We will: Embed accountability principles in policy, process, and physical environments. Deliver a robust reasonable adjustments improvement programme.

Impact: Barriers removed before they appear – creating equitable access and consistent support so everyone can thrive.

4. Inclusive culture and leadership

Goal: Lead inclusively; act courageously

We will: Develop leaders who model respect, empathy, and allyship. Grow diverse staff networks and embed inclusive standards into our appraisal and talent management approach.

Impact: Inclusive leadership becomes the norm, shaping behaviours and decisions at every level.

5. Representative workforce

Goal: Reflect the communities we serve

We will: Drive equitable recruitment, progression and development. Embed diverse panels and align talent pipelines to inclusion goals.

Impact: Greater diversity at every level of leadership across all roles.

Staff pledge

Every colleague at UHL has a role to play in fostering an environment where fairness, dignity and inclusion are lived values. Our staff pledge outlines the everyday actions that bring this commitment to life:

- Living our values to be compassionate, inclusive, proud and one team
- Building awareness of my own biases and challenging the way they influence my decision-making and actions
- Understanding more about other cultures and communities, making time to learn and valuing difference
- Listening actively to others' stories and reflections on racism and discrimination, helping me to be constantly alert to their impact and how I can help

- Speaking up about, and acting on racism and discrimination, making sure I understand all the ways of doing so safely
- Adopting inclusive language and helping and encouraging others to do the same
- Taking an active part in improvement work, and especially in approaches involving shared

Our anti-racism and discrimination statement

Discrimination towards our staff or patients, in any form, is strictly prohibited. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients. Discriminatory behaviours, whether overt or subtle, through language, exclusion, stereotyping, or barriers to opportunity - will not be tolerated. We will act decisively to prevent and respond to all forms of discrimination across our organisation.

EDI Strategy 2025 – 2030: Our five year roadmap for lasting inclusion

