



**King's College Hospital**  
NHS Foundation Trust

# **Our plan to be inclusive 2022 to 2024**

## **Roadmap to Inclusion**



**Easy read booklet**

# Who we are and what this booklet is about



We are **King's College Hospital NHS Foundation Trust**. We care about **equality, diversity** and **inclusion**. This means we want to make things fair for everyone.



We are proud that our **staff** and **patients** come from different **communities**.



Our **staff** are people who work for us. Our **patients** are people who need our care. **Communities** are groups of people with the same background.



This booklet is our 2022 to 2024 plan so that we can be as equal, diverse and inclusive as possible. We call this plan our **Roadmap to Inclusion**.



This plan shows our 3 **values**. Our **values** are the things we believe in and what is important to us.



## 1 Kind

It is important we care about and understand our staff and patients.



## 2 Respectful

It is important we are honest, inclusive and speak up for others when needed.



## 3 Team

It is important that our staff help and talk to each other so our patients have the best care.



This plan will help our staff work with each other and other organisations better.

# About our staff and patients

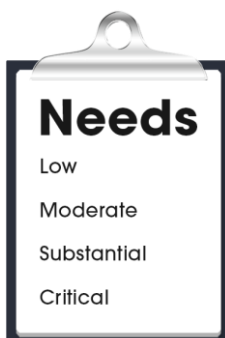


Our staff and patients come from lots of different communities.



Our staff and patients are

- from poor and rich areas.
- young and old.
- from **minority ethnic backgrounds**. A **minority ethnic** person does not have the same background as most other people.
- LGBTQ+. This is short for lesbian, gay, bisexual, transgender, queer and many other terms.



Our care aims to meet the different needs of each patient.



Lots of our staff live close to our hospital and come from different communities.



We have 14,000 staff from all over the world.



Most of our staff are

- from diverse ethnic backgrounds.
- female.
- straight.
- Christian.
- between 27 and 36 years old.



Equality, diversity and inclusion is important to our staff patients and communities.



We asked our staff some questions about equality, diversity and inclusion. They said we need to do better.

# What we have already done



Although we still have work to do, we are proud of what we did last year.

Last year we



- made a new job called **Equality, Diversity and Inclusion Director**. They made decisions that make us fairer.



- started a new **Equality, Diversity, and Inclusion Team**. They help the Director make us fairer.

- made it easier for people with disabilities to get jobs with us.

- trained our staff more.

- improved how we stop other staff who behave badly towards minority ethnic staff.



- told everyone about what we did for equality, diversity, and inclusion.

# What we want to do



We want excellent staff and a great place for them to work. We call this **Brilliant people.**



We want to care for our patients better. We want to make our patients feel safe and listened to. We call this **Outstanding care.**



We want to know about, train and care for our patients better. We call this **Leaders in research, innovation and education.**



We want to always think about diversity and inclusion so everyone has the best care and experience, including our staff. We call this **Diversity, equality and inclusion at the heart of everything we do.**



# Our plan

## Brilliant People



We want everyone to feel welcome. We will have better training for new staff. We will ask our staff how they feel.



We want to train all our staff so they know more about equality, diversity and inclusion.



We want leaders from all backgrounds. Our leaders will be caring, confident and fair.



We want our staff to tell us what they think and ask for what they need. We will help our staff ask for changes that will help them.



# Our plan

## Outstanding care



We want all our patients to be cared for equally.



We will ask our patients what they would like us to do better.



When a patient tells us what we could do better, we want to reply quickly.



We want happy patients and less complaints.

# Our plan

## Diversity, equality and inclusion at the heart of everything we do



We will look at our rules and make them fair for everyone.



We will tell our staff and the organisations we work with about our new rules and ways of working.



We will make sure our staff understand what they must do so our plan works.



We will work with organisations who can test how well our plan is going.



We will train our staff so they know more about the different people they work with and care for.



We will train our leaders on equality, diversity and inclusion.



We will make it easier and fairer for people to get a job with us. We want more people who live with a disability to work for us.



We will look closely at our **diversity data**.



**Diversity data** tells us how we can make things better for our staff and patients.

# Our plan

## Leaders in research, innovation and education



We want to know more about our patients from different backgrounds so we can treat them fairly.



We want more patients from different backgrounds to take part in **research**.



**Research** is when people collect information to help them think about problems and find ways to fix them.



We want to train more staff and students who are from different backgrounds.

# Further information



You can find out more about equality, diversity and inclusion by clicking on the blue links.

Accessible Information Standard: [NHS England background information](#)

Disability Confident Level 2 employer: [Department for Work and Pensions background information](#)

Equality Delivery System: [King's College Hospital NHS Foundation Trust 2017 report](#)

EDI Intervention Model: [EDI Interventions Framework](#)

Integrated Care System (ICS): [Our Healthier South East London](#)

Joint Strategic Needs Assessment: [Lambeth, Southwark, Bromley](#)

Gender Pay Gap (GPG): [King's College Hospital NHS Foundation Trust 2021 report](#)

NHS London Workforce Race Equality Strategy: [2020 report](#)

# Further information

Medical Workforce Race Equality Standard (MWRES): [NHS England 2021 report](#)

Model Employer: [King's College NHS Foundation Trust 2020 report](#)

People Plan: [NHS England 2020 strategy](#)

Public Sector Equality Duty: [King's College NHS Foundation Trust 2021 report](#)

Strong Roots, Global Reach: [King's College NHS Foundation Trust 2021-2026 strategy](#)

Sustainable Healthcare for All – a green plan for King's [King's College NHS Foundation Trust 2021-2026 strategy](#)

Workforce Race Equality Standard (WRES): [King's College Hospital NHS Foundation Trust 2021 report](#)

Workforce Disability Equality Standard (WDES): [King's College Hospital NHS Foundation Trust 2021 report](#)



The full version of this document is called **King's College Hospital NHS Foundation Trust Roadmap to Inclusion 2022-2024**