

21 May 2024

## **Equality, Diversity and Inclusion (EDI) policies and initiatives**

**Have you implemented any EDI (equality, diversity and inclusion) policies/initiatives on race in your trust?  
Have you received any complaints, either from staff or the general public, about these policies/initiatives?  
If so, please provide details of the total number of complaints you have received, reasons given for the complaint/s and any actions taken.**

Belfast Trust has an Ethnic Minority Staff Network and as part of that, in 2022/2023, we participated in a bespoke regional HSCNI personal development programme co-delivered with HSC Leadership Centre developed as a positive action measure to respond to the under representation of Minority Ethnic staff on leadership courses and in leadership roles. Please see attached flyer.

The Trust's Observing and Celebrating Events Policy includes a calendar of events that includes Black History Month, Ramadan and other dates of significance to our diverse workforce. Within each of our sites, we have installed on our lift doors, decals representing the flags and many nationalities of our Trust colleagues to symbolise our unity in diversity, equality and inclusion.

In May 2023, HR and Central Nursing colleagues held a celebration event to welcome and formally acknowledge the invaluable contribution of our internationally recruited nurses as part of our bespoke and regional, Department of Health funded recruitment initiatives which were highly successful in addressing key Band 5 Nursing vacancies across a range of service areas including Theatres and ED.

We are currently developing a programme for internationally educated nursing staff to support their induction, development and general orientation to living and working in NI and hope to deliver this by July 2024.

In addition, the Trust works jointly with the Department of Health and NIPEC Professional Diversity Officer as part of their regional programme aimed at enhancing access to education and Career Opportunities for the Global Majority Nursing, Midwifery, AHP and Support Staff.

To date, we have not received any complaints regarding these initiatives.