Dear Diversity and Inclusion Partner

**NHS Employers – Diversity and Inclusion Partners Programme 2017/18**

I am delighted to inform you that Solent NHS Trust has been chosen to be one of our Diversity and Inclusion Partners for 2017/18.

The level of competition this year was higher than ever before – with our largest ever number of applications for the programme. In addition, the quality of applications was also much higher. You and your team should therefore be very proud to have been successfully chosen for the programme - and we congratulate you on that. We hope that your involvement in this programme will help you meet some of the challenges ahead and look forward to working with you over the next year to support you to embed and integrate diversity and inclusion into the culture and structures of your organisation.

The purpose of this letter is three fold: firstly, to welcome you to the NHS Employers Diversity and Inclusion Partners Programme for 2017/18; secondly, to give you some information about the expectations on your organisation as a participant in the programme; and thirdly, to tell you about the dates and venue of meetings. On the first front, we will be announcing your selection as a partner through our various social media channels from Monday 15 May 2017 as part of Equality and Diversity Week 2017(#EQW2017).

As a partner, over the course of the year you will be working with ourselves and the other partners - as well as other national stakeholders such as NHS England, NHS Improvement and Health Education England - to support system wide efforts to improve the robust measurement of diversity and equality across the health and social care system. This will include ensuring that you operate a systematic equality framework within your own organisation (e.g the Equality Delivery System - EDS2 - or equivalent) so that we can use your experiences and learning to share with the wider NHS and public sector. We will also expect you to be actively involved in pioneering and championing many of the other measures and standards already in the system (such as the Workforce Race Equality Standard and the Accessible Information Standard) and helping us to implement successfully the forthcoming standards (such as the Workforce Disability Equality Standard). This might also include you presenting some of your work in the form of case studies or facilitating workshops or other learning forums at a national or regional level. We will of course discuss this with you in more detail at the partner meetings over the course of the year.
In order to help you set clear objectives for your participation on the programme - and to help us with the evaluation, we will be sending you a short pro forma in the next couple of weeks which we would ask you to complete ahead of the first meeting in June.

As a partner, we will also want your support to share and disseminate good and best practice across and around your local area and region. This might include participating in consultations on national policy and proposed legislative changes, engaging in social media campaigns to promote diversity and inclusion and participating in national activities such as Equality and Diversity Week (#EQW2017).

**PARTNER PROGRAMME 2017/18 - MODULES**

We have organised 4 events (which we refer to as modules) for the 2017/18 year. Each partner organisation is encouraged to identify two members from their organisation to attend. As well as their equality / diversity / inclusion lead we would also encourage a member of the trust board or senior director/manager to attend.

Attendance at all the programme modules is **compulsory** and so we would encourage you to place the following dates in your diary:

- **Thursday 22**nd June 2017 – Unison, London
- **Thursday 14**th September 2017 – Horizon, Leeds
- **Thursday 14**th December 2017 – Unison, London
- **Thursday 12**th April 2018 – Horizon, Leeds

The London modules will be held at **UNISON Centre, 130 Euston Road, London NW1 2AY, 9.30 - 15.30.**

The Leeds modules will be held at **Horizon, 2 Brewery Wharf, Kendell Street, Leeds LS10 1JR, 9.30 – 15.30.**

Please book your tickets early so you get the best prices for travel.

An invitation via eventbrite for each of the 4 events will be sent out in due course. Please kindly confirm the name of the representative from your organisation who will be the main contact for the programme by emailing Parvin.Morris@nhsemployers.org as soon as possible so that we can forward the invitation to the correct person.

We at NHS Employers look forward to working with you in 2017-18. It is going to be a challenging but exciting year – but we hope that your participation in the partners programme will ensure that your organisation is at the vanguard of activity and thinking in the field of diversity, equality and inclusion in the public sector.

Once again thank you for your submission and commitment. Many congratulations!

Yours sincerely

[Signature]

Paul Wallace
Director of Employment Relations & Reward
NHS Employers