LPCN Equality and Diversity Steering Group Year 1 Plan

We are committed to helping the City of Leeds strive towards improving access to palliative and end of life care for all people from all the communities we serve regardless of their background. To that end we are determined to make impactful and meaningful change as soon as possible.

Whilst a lot of this work will take time and dedicated resource we must initially focus on the things that can be done to lay the foundations upon which we can build. To that end the document sets out our year 1 plan in order to put in place the necessary building blocks for wider change

Leadership
- We will work with marginalised communities to establish the core values, beliefs and behaviours that will be central to the working of the LPCN. Modelling these behaviours will demonstrate leadership for our partner organisations   - We will encourage leadership from a more diverse range of people, providing funding where necessary to help people develop these skills

Accountability
- The EDI steering group will look to challenge the wider LPCN on making EDI processes a central tenant of all strategic and project work that the LPCN undertakes   - We will ask that all significant projects undertake an Equality Impact Assessment that will then be reviewed by the EDI steering group to support the Exec in decision making

Education
- We will co-produce introductory teaching sessions specific for palliative care on 'What is Inequality' to increase the knowledge of the wider LPCN.   - Where necessary we will develop or procure specific education resources for specific needs as they arise

Communication and Engagement
- We will ensure LPCN literature and digital information is representative of the communities we serve and we are clear of our inclusivity; taking account of the Accessible Information Standards.   - We will explore developing a series of podcasts that are conversational around inequalities in palliative care and the impact on those with lived experience.   - We will begin to explore how we can develop closer links with the communities we serve

Data and Insight
- We will look to introduce data collection that covers all sources of inequality, including all protected characteristics and deprivation, to better understand our population   - We will undertake a baseline review to find out what information we hold collectively