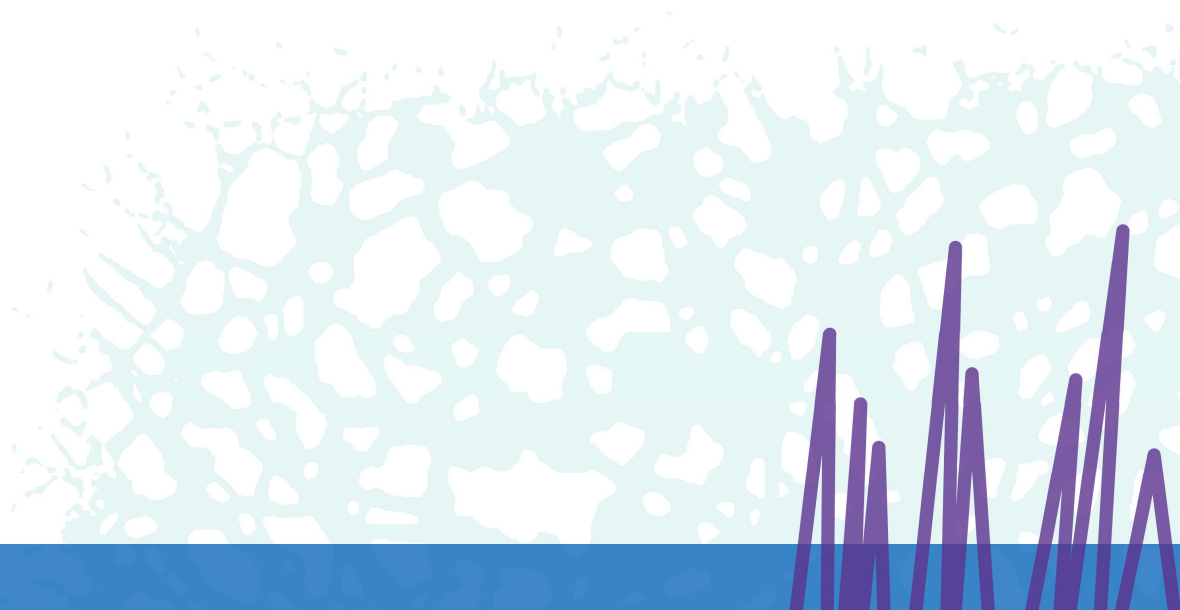




**Royal Papworth Hospital**  
NHS Foundation Trust

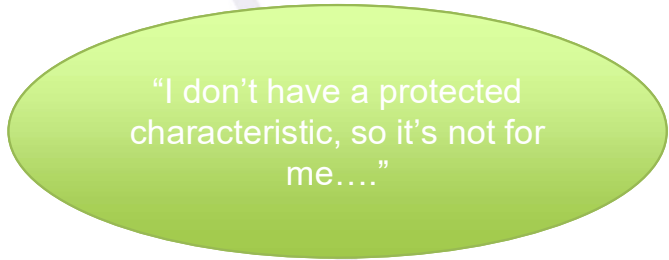
# Finance EDI Network-

“Establishing a dedicated Finance EDI Network at Royal Papworth”




## Why have a dedicated Finance EDI Network?

- We identified a noteworthy gap between the widespread acknowledgement of EDI's importance Trust wide and actual engagement within the finance directorate.
  - staff were not engaging in EDI discussion if they didn't perceive themselves as directly affected by EDI issues. *This acted as a catalyst for our dedicated Finance EDI group.....*



"I don't have a protected characteristic, so it's not for me...."



"EDI doesn't affect me..."

## Our Goals.....

- **Mandatory EDI Training:** To achieve 100% participation in at least one EDI training session, measured and monitored through our Internal Performance Review (IPR) system.
- **Alignment with Future Focused Finance:** To synchronize our Trust's EDI program with Future Focused Finance EDI initiatives.
- **Fair Recruitment:** Ensuring an EDI representative is part of every interview panel, with specific EDI-related questions addressed to all candidates.
- **Growing Membership:** To diversify our group's make-up, encouraging a variety of perspectives for healthier, more comfortable- constructive debates.
- **Improved Communication:** To use local finance communication channels to disseminate broader EDI messages and feedback to Trust-wide networks.

## Meet The Team!.....



Not just a  
“check-box”!

*Fostering a safe  
space for  
dialogue.....*

Dan, Maxine, Jack, Gerrie, Martha,  
Jude, Owen, Guy, Andrew, Vicky,  
Andrea, and Eleanor.....

Making EDI a  
lived  
experience.....

## Implementation:

- Bi-directional approach: Encourage participation in local, Trust, Regional and National events
- Protecting time for staff to engage alongside their individual workloads and team remits
- Sign-posting & promoting awareness and EDI activities & events through our EDI ambassador group, Directorate huddles & communications, in-line with the Trust initiatives
- Providing training and group activities for our people & facilitating challenging conversation in safe spaces, allowing the uncomfortable to become more comfortable
- Embedding EDI awareness in our IPR process



## Our Promise.....

“We will help to enable everyone in the finance department to understand what EDI means for them. To have the confidence to speak to colleagues about these topics and to have challenging conversations when they are needed. To explore any interests they have in specific areas of EDI through engagement with the staff networks, training, talks and participation in events.”

“We will support our finance directorate to be a place where everyone feels they belong, where we respect one another’s differences, and our workforce reflects the local populations that we serve.”



## The Results.....

- To date: 85% attendance across our directorate in EDI training sessions
- A more diverse set of new hires: due to EDI representation at interview panels
- Improved Finance staff engagement in EDI related activities at a directorate, Trust, Regional and National level
- Level 3 Future Focused Finance accreditation
- Trust, regional and national recognition of our achievements and best-practices
- A greater contribution to the broader goals of our Trust, our region and the wider NHS