



Future Leaders' Programme

Inclusion, Equity & Belonging in the FLP: A Summary for Fellows

The Future Leaders Programme aims to develop compassionate leaders who recognise, respect and truly value the need for equity, diversity and inclusion (EDI) in healthcare.

It is widely recognised that diversity within the workforce and inclusive cultures which value the contributions of all colleagues is linked to increased productivity and innovation, and ultimately, better care for patients.

The nine protected characteristics [\(Equality Act 2010\)](#)

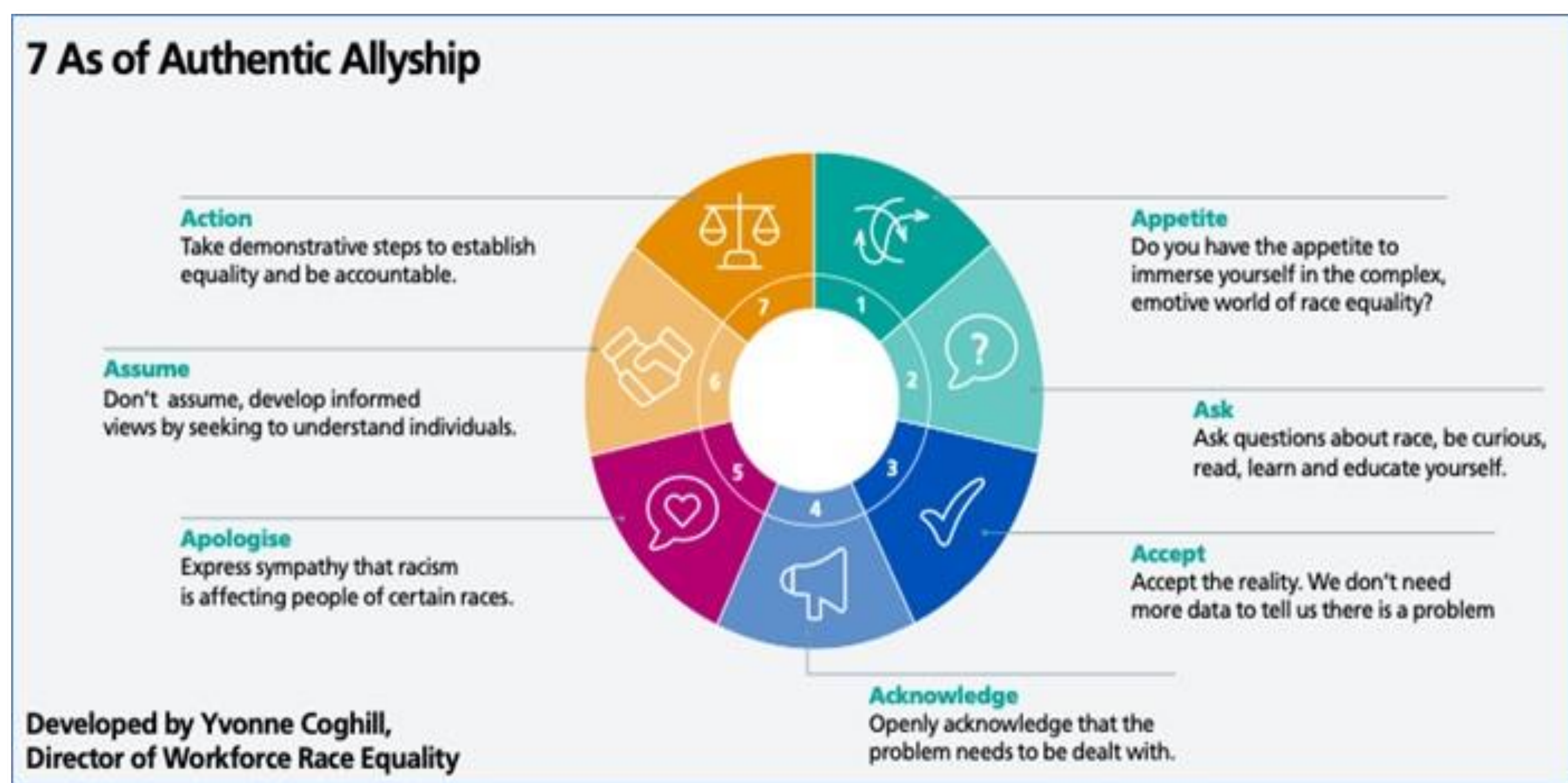


Image: Yvonne Coghill, [7 A's of Authentic Allyship](#)

Fellows are in a unique position - as future healthcare leaders - to role model positive behaviours and to foster a sense of inclusion, equality and belonging within their teams. We therefore suggest all fellows should:

- Familiarise themselves with the [FLP Charter](#)
- Have an open and honest discussion with their Educational Supervisor during the initial induction to identify any specific learning needs around EDI - recognising that all of us are at different stages of learning in relation to this topic
- Consider your own feelings towards EDI – do you feel comfortable to have these discussions? Do you recognise your own [unconscious bias](#)? Use the questions in the [FLP learner agreement](#) as prompts for self-reflection.

It is imperative that all Fellows, and their Educational Supervisors, have a grasp of the importance of EDI as a leadership issue, as well as awareness and understanding of the FLP values. The [FLP Charter](#) was co-created by the 2021/22 cohort of Fellows to make the ethos and values of the programme clear, and to outline the attitudes and behaviours expected of Fellows.

★ There are many excellent EDI resources on the [FLP Blackboard site](#), as well as an EDI-specific discussion board where Fellows can share ideas, examples of good practice, and useful resources.

Understanding Intersectionality

Many people have more than one protected characteristic, and this means they are more likely experience multiple types of discrimination and disadvantage.

It is important to recognise how the different characteristics, health inequalities and socio-economic issues interlink and can lead to further marginalisation and isolation in the workplace and in wider society.

By approaching our EDI work through a lens of intersectionality, we become more effective at fighting injustice.

Resources:

[What is Intersectionality? A Short Video](#)

[Intersectionality 101: What is it and why is it important?](#)

Additional Resources/Suggested Reading:

- [Building Inclusive Workplaces: Assessing the Evidence](#) - CIPD
- [50 Potential Privileges in the Workplace](#) – Better Allies
- [Becoming anti-racist: it takes discomfort](#) – Inclusive Employers
- [Free Multi-faith Cultural Calendar](#) (2022-23) – HEE

- [Equity Resources](#) – Sussex & NE Essex ICS
- [Supporting LGBTQ+ NHS staff](#) – The King's Fund
- [Supporting disabled staff in the workplace](#) – NHS Employers
- [Supporting students from diverse backgrounds](#) – University of Nottingham (a great guide written for University Tutors but equally applicable healthcare leaders)

