Creating inclusion culture

Too many teams that newly recruited staff join are not inclusive, despite the clear evidence that without improved inclusion, organisations, staff and patient care will not reap many of the potential benefits of improved representation.

To create an inclusive work climate, organisation leaders should implement 4 actions:

- Build trust and creating a workplace where people feel free to express themselves;

- Actively combating bias and discrimination;

- Embrace a variety of styles and voices inside the organisation;

Use employees' identity related knowledge and experiences to learn how best to accomplish the organisation's core work.

Source: Roger Kline "No More Tick Boxes"

- NHS Employers Inclusive Culture
- The King's Fund: Changing professional roles
- NHS Employers: Routes into the NHS Infographics
- NHS Employers: Inclusive Recruitment Apprenticeships Report
- NHS Employers: Improving Staff Disability Data