

Equality, Diversity & Inclusion
Guidance
February 2022

Introduction
1. What is the purpose of this guidance?
2. What are the principles of equality, diversity and inclusion?
3. How can we ensure our policies and practices are inclusive?

1. F 00:27

We are seeing an increasingly aggressive and regressive attack on rights that have been won by different groups, in more than one country, and I don't think you're immune to that in the UK.

2. A 00:39

So it's just amazing really to come together with people who have a shared passion and those kinds of values.

3. 00:48

Welcome to this Royal College of Paediatrics and Child Health podcast. My name is Natasha Neill, and I'm Chief of Staff at the RCPCH. I'm delighted to be speaking with some of the members of our equality, diversity and inclusion member reference group. This was a group that we formed almost two years ago to make sure that the voices of members were at the heart of the EDI work of the College. And the group has made huge

contributions to the development of our Working for Change programme. We ll introduce

after me would not have to think and feel the way that I did as a child, a young person, a young adult. So that very much drove what I've done. And that was through the Rainbow Badge project, initially, which has opened up lots of doors to carry on doing that work. For me it was about trying to be the person that you needed when you were younger, so trying to create that space for other people.

05:59

It's, it's such a great question. I will answer next, I think. You know, there are really personal stories, I think that usually bring you to this work. But in my case, I grew up in Saudi Arabia, and my mum is English and my dad's Arabic. And so my dad was very Muslim background, and my mum, kind of quite white Christian, sort of English background. And I always felt like it was in the middle of those two. And also, Saudi is a very strict country with quite prescribed ways to be. And then I came over to the UK, you know, and I was just so really grateful that even with all the issues and problems, and obviously, you know, around Black Lives Matter, and the setting up of this group, and all the issues with systemic racism, you know, the UK is very far from perfect, but I felt that it was a place - and especially where I live and work in London - that you could, you know, as a teenager, I felt you could be who you wanted to be much, much more than kind of the other alternative where I grew up.

06:59

ou know... A&E is super bus and the children and the waiting lists for communit

1 F 15:57

So I think for me, I am slightl tempered b the fact that it s taken a while in previous

1 F 20:20

So I'll go for a general one, which is very similar to what I said earlier, I think prioritising children and young people, is really important. And that then I think ties into what I think would be a more specific one, which is, I think, for LGBT+ kids and young people, and trans and gender-diverse kids and young people, the world is quite scary, is getting scarier. I think I would like to see the College clearly setting out how we should be supporting those young people and their families, and how we should be supporting paediatricians. We've had some really interesting conversations within the members reference group where people have been able to say that actually they don't feel confident to have those discussions because of the way that we've been talking about it. I think it's important to have those discussions, but we need to be careful about how we do it. I think it's important to have those discussions, but we need to be careful about how we do it. I think it's important to have those discussions, but we need to be careful about how we do it.

So priorities wise, I think, having helped to work on some of the action points from the action plan that we have put in the Putting Down Ladders report, I think it's important that we are on our way to completing the majority of these goals and targets that we had as a College. But I think it's important that we get to - completion is a phase, because it's completion and then continuation. But I think it's really important as a College, we can say, we aim to do something and we complete it, and we do it and we continue to sustain it.

23:40

So priorities immediately, I'd say is making sure that we're not forgetting what we've said we're going to do, and making sure that we're accountable to that. And doing that. As I said, I'm involved in the reciprocal mentorship programme, kind of creating that and building that up. And I'd really love to see that kind of continuing nature, because I think it will help to give people that opportunity to collaborate with senior members of the College, with other members of the membership, to really see well, a more kind of direct level, how different experiences can be affected by the things that paediatrics in general or child's health, or just people in general, can affect them. So I think, being completers of what we say we're going to do is the priority. So we can have lots of ideas, but I think we need to make sure that we're finishing them.

24:35

And for me, I think it's not shying away from things that are really difficult. So as Nadia mentioned earlier, we had evidence emerging about international medical graduates provided in the recent weeks: reports about racism being systemic in the NHS, and there's lots of discussion before, and people can give their own opinion but we have data, we have results now. Because it is not shying away. And as I said, that's always going to be one of my most important slants for me. But there will be evidence from other different parameters. And I think it's not shying away from the things that are difficult, that are tricky to navigate and saying actually, sometimes we don't know the answers, but we're going to

If you're listening and you've been inspired by what you've heard, please visit our website <https://www.rcpch.ac.uk/EDI>, where there's more details about how you can join our EDI member reference group and also links to complete our diversity monitoring form to help us with our data collection. Thank you for listening!