DERBYSHIRE INCLUSIVE LEADERSHIP PLEDGE

This 12-month pilot Inclusive Leadership Pledge programme is our commitment to creating a workplace where everyone feels valued, respected, and empowered to contribute fully. By pledging to Inclusive Leadership, we are enhancing the well-being and engagement of our team members, and it's their active participation that will help us build a culture that attracts and retains top talent.

Aims

👫 Foster diverse and inclusive environment

⚖️ Promote equal opportunities

💡 Enhance innovation and performance

Programme overview
- Sign the pledge
- Engage with training offered
  - *Cultural competency*
  - *Courageous conversations*
  - *Compassionate leadership*
- Agree to sponsorship
- Model inclusive behaviours in meetings
- Feedback at end of the programme

Inclusive leadership pledge

The aim of inclusive leadership is taking action to create, change and innovate while balancing everybody's views and needs.

Inclusive leaders have the courage to take conscious steps to break down barriers for all people in society.

They actively seek difference, invite and welcome everyone's individual contribution, and take steps to seek out full engagement with the processes of decision-making and shaping reality.

Inclusive leaders should:

- Remain **approachable** and **accessible**, creating safe spaces and a sense of belonging for all colleagues
- Always **challenge exclusion**
- Seek a **diverse range** of voices in decision making, and **consider the sensitivities** in doing so
- **Demonstrate kindness** to everyone, take time to know colleagues and show an interest in who they are
- **Show respect** at all times
- **Support** and **empower** colleagues, encouraging them and recognising good work while providing constructive feedback
- **Listen** actively and ensure colleagues feel **heard**, considering all views and needs towards enabling justice
- Remain **judgement free**
- **Act** to create change and **innovate**, being **visible, vocal** and **courageous** in making things better for all

I pledge to model inclusive leadership through this set of behaviours in both my day-to-day interactions with colleagues, and in my strategic role when challenging structural inequality to create change.

For any queries, please email: ddlmc.thehubplus@nhs.net