

Appendix 3 The Equality Diversity and Inclusion EDI Strategic Overview Action Plan (Workforce Elements)

EDI Strategic Overview Action Plan 2024_2025 – Workforce

Workforce Race Equality Standard Priorities Action 2024_2025

1. Appoint a medical lead for medical Workforce Race Equality	Done
2. Working together conference themed around a key area and to support networking and collaboration	In Progress
3. Deliver learning and sharing forum programme aligned to hot spot areas identified in the staff survey	In Progress
4. Professional leads to take part in Anti racism programme	In Progress
5. Plan and deliver focused sessions for stakeholder groups at all levels to respond to racism from service users sponsored by the executive chief nurse	In Progress
6. Report on case work to JCF	In Progress
7. Implement learning from national profile employment cases	In Progress
8. Complete case reviews with HRBP's	Not Due
9. Review Staff Survey data to identify hot spots for further focus	Done
10. Review the potential of a local or regional Active Bystander programme	In Progress
11. Develop and implement a module on Microaggressions as part of the Managers programme	In Progress
12. Maintain focus and links with values into behaviours ensuring that specific experience of groups is reviewed	In Progress
13. Review the check point process in place to ensure its effectiveness in supporting reduction in disciplinary inequity	In Progress
14. Review detail of reporting on case work to JCF	In Progress
15. Reintroduce development workshops for ethnically diverse staff	In Progress
16. Review the impact of the two Reciprocal mentoring Programmes in place on career progression	Not Due
17. Work to ensure career development pathways for support workers take account of and respond to the ethnicity diversity of the workforce	In Progress
18. Implement project to review current policies and process co-producing with support workers from clinical areas	In Progress

Workforce Disability Equality Standard Action 2024_2025

1. Work with the Disabled Staff Network group to understanding the Staff Survey results on disabled staff's opportunities for career progression
2. Include resources in the Living Library on disability
3. Focus on the value disabled staff bring to the organisation in Disability History Month
4. Develop and Deliver a Training Module for Managers on Disability
5. Complete all SOP's associated with Phase 1 of the Reasonable Adjustments Project
6. Develop Manager Guidance on wider aspects of providing Reasonable Adjustments
7. Provide feedback to NHS employers on the draft Guidance in development
8. Develop and deliver a training Module for Managers on Reasonable Adjustments
9. Co-produce further action with the Disabled Staff Network
10. Take further action to maximise reporting of Disability for staff

In Progress

In Progress

Not Due

In Progress

In Progress

Not Due

Done

In Progress

In Progress

Not Started

Rainbow Badge Phase II Action 2024_2025

1. Develop and publish a statement on conversion practice
2. Review LGBTQ+ inclusivity in recruitment
3. Consider how LGBTQ+ staff can access confidential advice around Sexual Orientation
4. Provide Rainbow Badge Training to Wellbeing Champions
5. Complete implementation of the refreshed affirming gender identity in the in the Workplace policy

In Progress

Not Due

Not Due

Not Due

In Progress

NHS High Impact Actions - Priorities Action 2024_2025

HIA 1- Board Equality Diversity and Inclusion Objectives aligned with senior leaders' objectives

In Progress

HIA 2 - Re introduce Development Workshops for Ethnically Diverse Staff

In Progress

HIA 2 - Support the development of talent management plan for the organisation

In Progress

HIA 3 - Analyse the Ethnicity Pay Gap and review our current action in light of the outcome

In Progress

HIA 6 - Align reporting and responding to incidents of staff sexual safety , racism, homophobia, and other types of hate incident

In Progress

EDS Review Priorities Action 2024_2025

1. Take a report on staff survey results to the Chairs of the Staff Network Groups to support review of existing action plans.
2. Ensure that demographics on ethnicity age disability and gender are recorded in exit interview reports
3. Ensure that all specific wellbeing services include demographic data on ethnicity age and gender

Done

Delayed

Delayed

Staff Survey Priorities (Not Picked up in any other group) Action 2024_2025

1. Review Staff Survey data to understand differing experience of staff regarding sexual safety
2. Review peer group staff survey data on discrimination to identify area of focus for improvement
3. Complete implementation of the refreshed Equity in the Workplace policy

In Progress

In Progress

In Progress