

Inclusion and Equality Strategy 2023

We foster a sense of belonging in everything we do, which is why we collaborated with colleagues to create our NECS Inclusion and Equality Strategy 2023.

 <p>Prevention & Support</p>	<ol style="list-style-type: none"> 1. Zero-tolerance to bullying and harassment <ul style="list-style-type: none"> Extensive communications, engagement sessions and resources (physical and online). 2. Safe Space conversations <ul style="list-style-type: none"> Co-produce and hold Safe Space forums. 3. Inclusion Network <ul style="list-style-type: none"> To collaborate on the agendas / experiences of protected characteristic groups in NECS Feed back into NECS culture to promote inclusivity, for both our people and our policy. 	<p>✓ Success Measures</p> <ul style="list-style-type: none"> Bullying, Harassment and Abuse (BHA) reporting Staff Survey WRES Colleague Experience Data Engagement with Safe Spaces Engagement with Network Colleague 'culture' feedback
 <p>Recruitment & Retention</p>	<ol style="list-style-type: none"> 1. Develop NECS' data analysis process <ul style="list-style-type: none"> Identify trends, patterns and areas for development from data sets e.g. National Staff Survey. Identify opportunities to improve diversity and inclusivity within NECS. 2. Refresh & develop recruitment literature <ul style="list-style-type: none"> Collaboratively review the current recruitment literature, providing inclusive practice recommendations and updates for policies and procedure. 3. Develop recruitment strategy and branding <ul style="list-style-type: none"> Targeted recruitment and resources to support inclusion & diversity in NECS. 	<p>✓ Success Measures</p> <ul style="list-style-type: none"> Staff Survey: Colleague Experiences Recruitment and vacancy statistics ESR data (including outlining protected group characteristics)
 <p>Training & Development</p>	<ol style="list-style-type: none"> 1. ED&I training for leadership roles <ul style="list-style-type: none"> Executive & senior teams to attend ED&I Leadership training, to promote a 'top down' approach to inclusion within NECS, role modelling inclusive practices and behaviours. 2. Extended ED&I training for managers <ul style="list-style-type: none"> Collaboratively review current model of CPD for new managers. Include additional modules e.g. Unconscious Bias, Intent versus Impact. 3. Review ED&I training <ul style="list-style-type: none"> Collaboratively review the induction training for all colleagues; engagement from stakeholders at all levels of the organisation. 	<p>✓ Success Measures</p> <ul style="list-style-type: none"> WRES Indicator scores ED&I agenda promotion in senior level meetings Staff Survey: Colleague Experience ESR Data: Protected Groups Recruitment & Retention statistics