

# Equality, Diversity and Inclusion Strategy 2024-25



## Develop communication pathways for dialogue, support and growth for colleagues from protected groups

- Further develop the organisations Safe Space Events
- Engage with colleagues to enhance and embed the Inclusion Network
- Develop communication support tools for colleagues including anonymised contact routes
- Work to strengthen the Freedom to Speak Up programme

### ✓ Success Measures

- Engagement with and attendance of Safe Space Events
- Engagement with, attendance of and actions developed as a result of Inclusion Networks
- Staff Survey Colleague Experience Data
- Reporting of bullying and harassment



## Improve workplace accessibility for colleagues with diverse needs

- Share guidance to better promote understanding of accessibility support
- Review policies from an accessibility perspective working collaboratively with other CSUs
- Develop accessibility guidance and resources for managers and colleagues
- Create guidance around Reasonable adjustments and Access to Work

### ✓ Success Measures

- Staff Survey Colleague Experience Data
- Staff Survey Reasonable Adjustment Data
- Increase in usage of Health and Carers Passport
- WDES Indicator 8



## Embed EDI education at every level within the organisation to further support an inclusive culture

- Create Gender Health specific learning and resources
- Develop monthly lunch and learn events to further inclusion
- Host micro-aggression and neurodiversity training
- Better promote existing EDI training and look at developing monitoring records

### ✓ Success Measures

- Staff Survey Colleague Experience Data
- Increased retention rates
- Attendance of and access to training and inclusion sessions
- Colleague feedback and interaction rates



## Support the development of a diverse and representative workforce through retention and recruitment

- Embed EDI within external communications
- Further support the development of a diverse and representative workforce
- Review current recruitment process
- Campaign to improve ESR disclosure rates

### ✓ Success Measures

- Staff Survey Colleague Experience Data
- Retention and recruitment data
- Improvement in Gender Pay Gap
- Increase in ESR disclosure



## Advance our corporate commitment to equality, diversity and inclusion and inclusive leadership

- Undertake statutory reporting and work to meet the NHS EDI Improvement Plan High Impact Actions
- Undertake ENEI Tide Benchmarking and work to become a Disability Confident Leader
- Develop Trans Inclusion Guidance

### ✓ Success Measures

- Staff Survey Colleague Experience Data
- Colleague feedback and interaction rates
- Retention and recruitment data
- TIDE award and Disability Confident Leader status