

Equality Objective 2017/18

“The Trust will improve the diversity of the workforce to make it more representative of the population we serve”

	Proposed action	Sub action	Lead
1	Improve the quality of diversity monitoring information held on ESR for staff.	-	Workforce Information and Planning Manager
2	Introduce an equality and Diversity workshop for managers.	-	Head of Learning and Organisation Development.
3	Identify top three areas for focussed action by protected characteristics across the Trust, in comparison to population data.	A) Undertake further detailed data analysis to identify any specific directorates, departments, job roles and pay bands where protected groups of staff are poorly represented. Work with senior managers in those areas to develop action plans to identify and address any underlying issues.	Head of HR BP's and Employee Relations

		<p>B) Analyse staff survey results by directorate, department and teams where staff have indicated that the Trust doesn't provide equal opportunities for career progression or promotion. Identify possible issues and liaise with HR Business Partners and managers to agree potential solutions.</p>	<p>Head of Learning and Organisation Development.</p>
4	<p>Investigate recruitment opportunities via local job centres and organisations to increase applications from underrepresented groups.</p>		<p>Associate Director of HR</p>