

# Equality, Diversity and Inclusion Framework 2019/2021

## Our Vision

We will create an environment that values difference and fosters an inclusive workplace culture where colleagues from all backgrounds can give their best, are treated fairly, are valued for their contributions, and can progress in their careers.

We will develop and provide services that are fully inclusive and accessible to all, promoting equality and tackling health inequalities.

## Principles to Support the Vision:

- Cultivate and promote an inclusive culture that maximises the talent, skills and diversity within our workforce in line with our People Strategy
- Operate with integrity, respect and empathy towards all people
- Develop an environment that allows inclusion to flourish, to become part of everyday practice and be everybody's business
- Anticipate the needs of people who use and work in our service, ensuring it is accessible and individual to their requirements
- Ensure there are visible governance and reporting arrangements which provide robust assurance
- Work collaboratively with internal and external groups and organisations which supports an environment to enhance our collective intelligence
- Embed opportunities to listen to what people want from our services

## Our Aims



## Areas of Focus

Improve the workplace experience and career progression of BME colleagues as well as other protected groups

Increase diversity at all levels of the organisation

Develop and foster internal and external networks to shape our improvement plans

Facilitate, celebrate and encourage flexible and agile working

Reduce our Gender and Ethnicity Pay Gap

Working to eliminate discrimination, bullying and harassment

Improved governance framework for EDI