

## Workforce Equality Group Action Plan 2023/24

Themes / Outcome	2023-24 Action	Lead	Delivery Date	Target / Deliverable
1. Our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued.	Launch a "new manager" induction pathway, as part of the review of the induction portal, with EDI embedded throughout.	Head of Learning and Education	Dec-23	All new managers to complete the induction pathway (approx. 500 per year).
	New accessible intranet launched to all staff.	Deputy Director of Communications	Jun-23	80% of staff with a licence accessing the intranet.  Positive staff feedback via the channel audit.
	Options appraisal completed for a system to allow us to track and monitor the implementation of reasonable adjustments.	Head of Occupational Health (supported by Head of Staff Experience & e-Health)	Dec-23	Benefits / measurables defined through the options appraisal process.
	Achieve Carer Positive "Established" level Employer Award.	Staff Experience Advisor	Jan-24	Established level accreditation achieved for GGC.

2. Continuing to build an inclusive culture, where all staff feel listened to and are confident in speaking up.	Annual engagement programme developed, agreed and implemented to promote an inclusive workplace for all staff.  Continue to promote the forums and network, building their profile and capacity to advocate for change and improvement.	Head of Staff Experience	Mar-24	Increased profile of our staff led forums/ networks, with over 500 members by 2024.
	Develop and deliver NHSGGC's first workforce Equality, Diversity and Inclusion Conference and follow-on programme.	Head of Staff Experience	Conference – June 23  Follow on programme – Dec 23	250 Managers at the conference with a further 500 engaged through the follow on programme.
	Working in partnership with Police Scotland, agree and launch a programme of interventions to ensure that staff are consistently reporting hate crime.	Planning & Development Manager, E&HRT	Oct-23	Increased awareness amongst our staff of the importance of reporting hate crime.
	Fully embed new and improved services to provide routes for staff to raise issues and seek support:  - bullying and harassment confidential contacts  - new HRSAU B&H escalation	HRSAU Manager  HRSAU Manager	Dec-23	Outputs measured through iMatter Questions and benchmarked against other Boards in Scotland.  - I am confident that I can safely raise

	<p>route fully implemented and evaluated for effectiveness</p> <p>- Peer support</p>	Head of L&E		<p>concerns about issues in my workplace.</p> <p>- I am confident that my concerns will be followed up and responded to.</p> <p>- Number of staff using new services tracked to inform improvement activities.</p>
3. Ensure our data collection is legally compliant and is used to continuously improve the equality and diversity of our workforce.	Maximise equality data collection through streamlined data collection process for new starts and new data collection process for staff moving post.	Head of Workforce Planning & Resources	Nov-23	Measurable increase of data available by 3% across the organisation.
and	Reviewed Discretionary Points process to ensure equality of outcomes.	Medical Staffing HR Manager	Oct-23	Over 70% of staff applying for discretionary points provide their equality information.
4. Take action to reduce gender, disability and ethnicity pay gaps.	Improved reporting around take up of training and leadership programmes by staff with protected characteristics.	Workforce Planning & Analytics Manager (Supported by Head of OD and Head of L&E)	Oct-23	Targets to be developed once baseline set.

<p>5. Ensure delivery of our equality commitments to the attraction, development, retention and career advancement opportunities of all employees within our diverse workforce.</p>	<p>Develop an NHSGGC policy on recruitment and selection, with the need for increasing workforce diversity embedded within decision making processes.</p>	<p>Head of Workforce Planning &amp; Resources</p>	<p>Dec-23</p>	<p>Create more opportunities for staff with protected characteristics to move into promoted posts.</p>
	<p>Develop accessible recruitment and selection training for hiring managers.</p>	<p>Head of Learning and Education/ Head of Workforce Planning &amp; Resources</p>	<p>Dec-23</p>	<p>Target to be set once delivery platform agreed.</p>
	<p>Subject to funding confirmation, cohort two launched for our BME leadership programme.</p>	<p>Head of Organisational Development</p>	<p>Oct-23</p>	<p>30 members of BME staff completing the leadership programme.</p>