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**Workforce Equality Group Action Plan 2025/26**

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| **Themes/ Outcome** | **Target/ deliverable** | **2024-25 Action** | **Lead** | **Delivery Date** |
| **1. Our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued.** | At least 1000 people managers attend EDI training in 2025/26   2025 iMatter score "I am Treated with dignity and respect as an individual" is above 85%.  Feedback from staff Equality Forums is positive. | Training rolled out for all current NHSGGC managers | Head of Learning and Education | December 2025 |
| Deliver NHSGGC Anti-racism plan 2024-2025.  Updated plan for 2026-2029 developed and agreed. | E&HR/ Staff Experience | December 2025 |
| Achieve Carer Positive – Exemplar level | Staff Experience Advisor | March 2026 |
| Embed reasonable adjustment prompts into training and induction | Head of Learning and Education | October 2025 |
| **2. Continuing to build an inclusive culture, where all staff feel listened to and are confident in speaking up.** | Achieving Equally Safe at Work accreditation in 2025.  2025 iMatter score - "I am confident that I can safely raise concerns about issues in my workplace" is above 80  Over 1000 staff engaged with over all our main sites via: - Pride - Black History Month - Disability History Month - Speak Up campaign - South Asian Heritage Month - Hate crime week | 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-26 |
| Hate Crime programme, to ensure staff are reporting any hate crime they or colleagues are experiencing. | Equality & Human Rights Manager/ Spiritual Care Lead | Oct-25 |
| NHSGGC’s Equality, Diversity and Inclusion Learning Event | Head of Staff Experience | Aug-25 |
| Sexual Harassment: Cut It Out - programme delivered, including meeting the Equally Safe at Work Standard (bronze level) | Senior EDI Advisor | Dec-25 |
| **3. Ensure our data collection is legally compliant and is used to continuously improve the equality and diversity of our workforce** | Percentage of staff who we have recorded disability status in eESS increased to 60% and above 70% for ethnicity and sexuality | Targeted approach to improving disability information | Head of Staff Experience/ Head of Occupational Health | Jan 2026 |
| Process introduced to update personal information for staff moving jobs in NHSGGC | Head of Workforce Planning & Resources | October 2025 |
| Conduct analysis of exit interview by protected characteristic. | Head of Workforce Planning & Resources | October 2025 |
| **4. Take action to reduce gender, disability and ethnicity pay gaps** | Demonstrable progress in closing pay gaps in identified groups | Deliver 2025/26 actions from the Equal Pay Statement | Head of Staff Experience/ Staff Experience Advisor | March 2026 |
| Annual review of Equal Pay statement, to identify progress and any updates for 26/27 | Head of Staff Experience/ Staff Experience Advisor | February 2026 |
| **5. Ensure delivery of our equality commitments to the attraction, development, retention and career advancement opportunities of all employees within our diverse workforce** | Improve KPI - increased likelihood of receiving a conditional offer for BME applicants - to better than the identified national benchmark of 1.6. Increased diversity of staff at senior levels. | Data led targeted training and support for recruiting managers, including HR attendance at interviews in hotspots. | Head of Workforce Planning & Resources | December 2025 |
| Benchmark retention across the protected characteristics to identify areas for improvement | Head of Workforce Planning & Resources | August 2025 |
| Review our coaching and mentoring offer for staff from our equalities forums/ network to support more staff to develop their careers. | Head of Organisational Development (Paul Cogan – Snr OD Advisor) | Dec 2025 |