

Workforce Equality Reporting Standard Action Plan

No	Area for Improvement	Action	Who	By	Update
1.	To promote and achieve a zero-tolerance culture for bullying and harassment behaviour within Locala.	<ul style="list-style-type: none"> Further work to be undertaken on the Anti Bullying Action Plan and Progress to be reviewed and monitored via the WSIG. Raise awareness of issues and process for reporting, including supportive measures for those affected. 	Head of HR	30/06/2021	Completed
				30/06/2021	Completed
2.	Comprehensive review of Diversity Policy	<ul style="list-style-type: none"> Work with the Inclusivity Steering Groups to create a legislatively robust and effective policy reflection Locala's values. Agree overarching statement to evidence our commitment to positive change 	Talent Lead	31/03/2021	Completed
				31/03/2021	Completed
3.	To have clear processes and procedures in place that promote equality of opportunity for all Locala colleagues.	<ul style="list-style-type: none"> Engage Inclusivity Steering Group in the ratification of relevant policies and procedures as they arise Inclusivity Steering Group to be involved in the ongoing development of Attraction & Recruitment Policy Commence the roll out of Reverse Mentoring initially with Board Members Chair attendance at Board and/or other meetings at such a time when Diversity & 	Head of HR/ Talent Lead	31/03/2021	Completed and ongoing
			BAME Steering Group	31/03/2021	Completed and ongoing
			BAME Steering Group	31/03/2021	Due to commence Sept 21
			BAME Chair	30/06/2021	Completed and ongoing

		<p>Inclusion forms part of the agenda at that time.</p> <ul style="list-style-type: none"> • Create BAME Page on Locala Intranet to ensure information is readily available • Review existing training provision for all recruiting managers and incorporate within Locala's Leadership Development programme • Mentoring of BAME colleagues to ensure preparation for career progression and Senior Leadership roles • To develop and deliver Inclusivity specific Training Programme 	<p>BAME Steering Group</p> <p>Head of OD</p> <p>Head of OD/Head of HR</p> <p>Head of OD</p>	<p>28/02/2021</p> <p>30/06/2021</p> <p>31/03/2022</p> <p>31/03/2022</p>	<p>Completed</p> <p>Ongoing. Independent Provider commissioned and Consultation Groups begin April 21</p>
4.	Encourage underrepresented groups in the engagement of young people	<ul style="list-style-type: none"> • Work with Local Authority partners to attract a diverse mix of students • Continue working closely with education establishments to mentor and inform students from diverse backgrounds on career paths available within Locala / Healthcare 	<p>Talent Lead</p> <p>Talent Lead / Engagement Team</p>	<p>31/03/2022</p> <p>31/03/2022</p>	<p>Ongoing</p> <p>Work began in 2019 and continues in virtual form</p>
5.	Review of Ethnicity Pay Report	<ul style="list-style-type: none"> • Produce and review data to understand current position v current year • Create Action Plan 	Talent Lead	30/06/2021	Work underway

			Talent Lead	30/11/2021	
6.	Plan and deliver an equality event - #RaceForEquality	<ul style="list-style-type: none"> Raise awareness of the inequality of experience of BAME colleagues compared to white colleagues and seek a commitment to improve BAME staff experience and equality of opportunity 	BAME Steering Group	30/03/2022	

7.	Conduct analysis of the Organisation WRES indicators data/ other metrics/ feedback	<ul style="list-style-type: none"> Understand the WRES data and other metrics in order to identify actions to be included in the WRES Action Plan to create a level playing field where the treatment of BAME colleagues is not unfairly affected by their ethnicity 	Head of OD/Talent Lead	31/03/2022	First draft of suggested metrics completed. Under review
8.	BAME Talent Management	<ul style="list-style-type: none"> An increase in BAME colleagues employed in Senior and Board level positions To have BAME representation on EMG / SMT Interview panels and selection processes 	Head of HR/Head of OD/Talent Lead	31/03/2022 31/01/2021	Completed