

# Diversity and Inclusion Highlight Report

June 2016 - March 2017

Theme	Activity	Owner	Completion Date	RAG	Progress
Theme 1: <b>Everyone included</b>	Establish a focus group to: <ul style="list-style-type: none"> <li>• Explore specific issues from the audit;</li> <li>• Co-produce solutions;</li> <li>• Be a link back to other staff and represent their views.</li> </ul>	AD Transformation and Resources (Interim)	First meeting by end of June 2016	Green	
Theme 1: <b>Everyone included</b>	Celebrate religious festivals: <ul style="list-style-type: none"> <li>• Develop a calendar of activities that provides space to celebrate</li> </ul>	Comms	Start in Sept - ongoing activity	Green	
Theme 2: <b>Proud of our diversity</b>	Apply for Stonewall Workforce Equality Index accreditation to assess achievements and progress on LGBT equality in the workplace <ul style="list-style-type: none"> <li>• Create WEI steering group</li> <li>• Identify leads</li> <li>• Set up WEI 2017 launch event</li> </ul>	Director of Public Health	Mar-17	Green	
Theme 2: <b>Proud of our diversity</b>	Apply for Disability Confident accreditation to encourage the attraction, recruitment and retention of disabled people: <ul style="list-style-type: none"> <li>• to improve the knowledge of employees about disability;</li> <li>• Promote equality of opportunity between disabled people and other people through awareness raising comms activities;</li> <li>• Review Recruitment and internship opportunities adverts to ensure that they are advertised in a variety of ways to attract and encourage diverse applications;</li> <li>• Review image stock to ensure images positively reflect disabled people.</li> </ul>	Recruitment, HR and Comms	Feb-17	Green	AD Transformation and Resources (Interim) is meeting with representatives from Disability Confident in June 2016 to discuss the implementation of the scheme.

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Theme 2: <b>Proud of our diversity</b>	Strengthen our diversity and inclusion messages in recruitment campaigns and induction programme.	HR SSC (recruitment) Internal Communication Team			
Theme 3: <b>Manager's leading from the front</b>	Diversity and Inclusion development for all managers covering: <ul style="list-style-type: none"> <li>• Unconscious bias</li> <li>• Building confidence to talk about diversity and inclusion issues</li> </ul>	Workforce Plan Team (Haringey Academy)			
Theme 3: <b>Manager's leading from the front</b>	Ensure that managers are highly skilled in communication with staff and alert to their own biases and that leadership development programmes include content to support current and future leaders demonstrating leadership on tackling bullying.	HR with Tier 3 Management Group			To be completed as part of wider unconscious bias training
Theme 3: <b>Manager's leading from the front</b>	Complete equality analysis on the implementation of the Tier 3 review.	HR (Reward Team)	Completed	Completed	
Theme 3: <b>Manager's leading from the front</b>	Add questions to the new e-recruitment system to alert managers to stereotyping and unconscious bias	HR SSC (recruitment)	Apr-16	Red	The implementation of the new e-recruitment system has slipped.
Theme 4: <b>Equality Act</b>	Accountability for Diversity and Inclusion for Senior Managers in their job descriptions.	HR (Reward Team)	Completed	Completed	A generic statement is added to Senior Manager role profiles
Theme 4: <b>Equality Act</b>	Briefing session with Senior Managers to they fully understand their accountability and contribution.	Workforce Plan Team	End of July 2016	Green	

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Theme 4: <b>Equality Act</b>	Up skill employees who are involved in completing EQIAs by providing opportunities to: <ul style="list-style-type: none"> <li>• Share learning;</li> <li>• Learn how to source and use data'</li> <li>• Understanding identifying mitigations and minimising adverse impact;</li> <li>• Staff understand the importance of cumulative analysis and how to do this.</li> <li>• Understanding effective monitoring.</li> </ul>	Policy & Business Management team	End of August 2016		
Theme 4: <b>Equality Act</b>	Update legislative equality references in documents and policies where required.	HR and Policy & Business Management team	End of Oct 2016		
Theme 4: <b>Equality Act</b>	Customer Service Transformation page - Consider including service related equality monitoring Data review.				Customer Services review is currently underway.
Theme 4: <b>Equality Act</b>	'All About Change' page - Add equality reference to the 'Risks & Issues' log (legal and reputational issues)	HR & Policy Business Management			
Theme 5: <b>Building blocks</b>	Corporate Exit Interviews process is rolled out: <ul style="list-style-type: none"> <li>• Collate any themes that may reflect diversity and inclusion actions</li> </ul>	HR			
Theme 5: <b>Building blocks</b>	Include a reference to Human Rights and links to the Harassment and Bullying Policy / Guidance Update and relevant information on the HR pages	HR			Part of recently completed policy review timetable
Theme 5: <b>Building blocks</b>	Improve governance to help embed equalities allied to long term staff development plans	HR			To be considered as part of the new Induction programme
Theme 5: <b>Building blocks</b>	Staff survey to include equality monitoring and that there is an analysis of the Data review against key survey questions.	Workforce Plan Team	Completed	Completed	

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Theme 5: <b>Building blocks</b>	Staff survey include equality monitoring and that there is an analysis of the Data review against key survey questions. <ul style="list-style-type: none"> <li>• Programme regular EDI surveys and focus groups to assess experiences and perceptions of equality within the workplace in relation to recruitment and selection.</li> </ul>	Workforce Plan Team	Completed	Completed	Staff survey completed March 2016.
Theme 5: <b>Building blocks</b>	Implement a council wide communications programme to engage all employees in the project and to update them on the outcome of the review.	Comms			
Theme 5: <b>Building blocks</b>	Present outline Diversity and Inclusion action plan to Corporate Managers Group in January 2016.	HR	Completed	Completed	