



Blood and Transplant

Great Place to Work Diversity and Inclusion Work Plan 2018-19

We're working hard to make NHSBT a great place to work and this year's Diversity and Inclusion Work Plan highlights the areas of focus for the year ahead.



Inclusivity Matters

- Annual new category Championing Inclusivity Award
- A great place to work campaign
- Active use of new digital tools on Office 365 including Yammer



Access to career development and progression for BAME colleagues

- Independent research – review of BAME Career Masterclass
- Review of talent management and succession plans for BAME colleague



D&I – Learning and Development

- Inclusivity modules in Leadership Ladder Programme
- Pilot of Inclusivity focus groups at Colindale
- Update Equality, Diversity and Inclusion mandatory training module.
- Diversity and Inclusion vision with Executive Team



Diverse Recruitment

- Positive action interventions
- Review recruitment data trends
- Review of exit data



Support for LGBT+ colleagues

- Stonewall - Diversity Champion Scheme
- Equality index benchmarking
- Employee Survey
- Review of employment policies
- Diversity and Inclusion Hackathon with Microsoft



Disability, Mental Health & Well-being

- Mental Health and Well-being champions
- Business Disability Forum benchmarking



Inclusivity Data

- Increase employee self-declaration on protected characteristics



Reporting

- Bi-Annual Diversity and Inclusion Board report
- Single Equality Scheme
- Workforce Race Equality Scheme

A more detailed outline of each area of the Diversity and Inclusion Workplan can be found on People First under the Diversity and Inclusion pages.