

People & Culture Programme: Phase 1 Response Plan Actions and Status

Legislation & Regulation	Publish our Equality Objectives Communicated on 19 Oct 22	Publish commitments of Board in response to the CQC recommendations Communicated on 7 Nov 22	Address key gaps in our legal and regulatory compliance	Report WRES, WDES and Gender Pay Gap data/plans at Board twice a year	
Leadership Accountability	Deliver <u>Board</u> 1-2-1 coaching and Anti-Racism Training	Deliver <u>Senior Leadership Team</u> Anti-Racism Training	Deliver psychological safety training for all <u>SLT</u> members	Launch reverse mentoring	
People, Policies, Practices & Systems	Expand the Freedom To Speak Up service		Complete roll-out of e-Recruitment	Create a priority list of policies, processes and systems to be redesigned	
Organisational Recovery, Learning & Growth	Deliver 4 “Let’s Talk About Race” online events Delivered in Oct/Nov 22	Deliver monthly bitesize leadership development modules Programme established	Make Enhanced Psychological Support services available Support offered & taken up	Design a Middle Management development offer	Co-create an NHSBT Anti-Racism Framework
Data, Knowledge & Evaluation	Publish and act on the Our Voice survey results Survey results have been published		Publish our D&I Data on a monthly basis Data is published each month on the intranet		
Communications, Involvement & Engagement	Host a regular CEO Webinar around all of NHSBT’s work, including what it means to be anti-racist, discrimination, bullying & harassment Webinar held in Nov; next on 14 Dec 22	Provide all colleagues with the opportunity to talk about their experiences of racism and discrimination with a member of ET		Co-create and launch a Community of Practice to support Phase 2	

Key: COMPROMISED AT RISK IN PROGRESS COMPLETE