**SOWES ACTION PLAN 2024/25**

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| *ACTIONS: Please specify which actions are different to current practice, and which are continuation* | ***Person who is responsible for overseeing the action*** | ***Please specify KPIs and timelines for monitoring the actions*** |
| 1. Continuation - Deliver a third mid-career programme, for staff from protected characteristics which will include stretch/shadowing/developmental opportunities. Promote this programme to the staff networks and using Trust communication channels. Evaluate programme. | Sarah Dallal | **Q4 2024/25** - SOWES workforce data, evaluation from participants (post programme, 6 months, 1 year) |
| 2. New - Embed being an upstander in all EDI training, including this in the EDI champion role | Abby Holder/Sarah Dallal/Lisa Cole | **Q3 2024/25 -** Training evaluation |
| 3. Continuation - Promote the virtual interview platform (SAMMI), which aims to reduce the bias in the recruitment process. Measure the diversity of successful candidates, evaluate feedback from panel members and applicants. | Sarah Dallal | **Q1 2025/26** - Increase in the number of interviews being carried out using the platform. SOWES recruitment and workforce data. |
| 4. New - Work to develop a reduction of violence and aggression strategy | Kate North | **Q4 2024/25** - Staff survey results - Staff survey results |
| 5. Continuation - begin the roll out and embedding of Kind Life (creating a kinder and safer culture programme) | Susan Coulson | **Q4 2024/25** - Staff survey results - Staff survey results, Pulse survey results, attendance to training, evaluation of training |
| 6. New - Promote career information sessions (Routes to Recruit pilot) to staff networks | Lisa Cole | **Q3 2024/25** - attendance to sessions, feedback from networks |
| 7. New - Campaign to raise awareness of the verbal and physical aggression procedure | Abby Holder | **Q4 2023/24 -** number of Inphase incidents reported |
| 8. New - Intersectionality of staff with Long-term Health Conditions, BAME staff, LGBTQ+ staff, explore whether it is possible to look at whether the data can tell us about staff members who identify as more than one or all 3 protected characteristics. | Lisa Cole | **Q4 2023/24 -** staff survey results |
| 9. Develop a communication plan which contains monthly campaigns, themes and messages in relation to LGBTQ+ people to ensure that there is continual learning for staff not just during Pride month. | Abby Holder | **Q4 2023/24 -** EDI & HR Comms Planner |
| 10. Develop a campaign to promote the importance of pronouns on staff ID badges, pronoun pins where appropriate, email signatures and on Teams. | Abby Holder | **Q4 2023/24** - EDI & HR Comms Planner |
| 11. Review Staff Survey data 2024 to compare the experiences of non-binary staff and Trans staff from 2023 to see if there has been an improvement in reported experience. | Abby Holder | **Q4 2023/24** - staff survey results |
| 11. Develop a session for EDI Champions to include Trans lived experience. | Abby Holder | **Q4 2023/24** - staff survey results |
| 12. To develop and review the LGBTQ+ Awareness training to include lived experience. | Abby Holder | **Q2 2023/24 -** training evaluation |
| 13. Carry out a poster campaign to promote the Pride poster and other posters that promote inclusivity are displayed all year round not just during Pride month. | Abby Holder | **Q1 2025/26 -** EDI & HR Comms Planner |
| 14. Purchase and distribute rainbow lanyards to Rainbow Network Members and EDI Champions to make upstanders more visible. | Abby Holder | **Q1 2025/26 -** staff survey results |
| 15. Provide training to the board via staff / trainer(s) with lived experience. | Abby Holder | **Q1 2025/26 -** staff survey results |
| 16. To include additional information in the LGBTQ+ Awareness Training relating to Trans inclusion in the workplace. | Abby Holder | **Q1 2025/26 -** staff survey results |
| 17.Invite bisexual staff to speak to the EDI & HR Team regarding the possible reasons why there continues to be a difference in experience when compared to lesbian and gay staff. | Abby Holder | **Q1 2025/26 -** staff survey results |