

## Workforce Equality Group Action Plan 2024/25

Themes/ Outcome	Target/ deliverable	2024-25 Action	Lead	Delivery Date
<b>1. Our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued.</b>	At least 1000 people managers attend EDI training in 2024/25	Training rolled out for all current NHSGGC managers	Head of Learning and Education	Mar-25
	2025 iMatter score "I am Treated with dignity and respect as an individual" is above 85%.	NHSGGC anti-racism objective developed and agreed in line with national guidance.	E&HR/ Staff Experience	Mar-25
		New 2025-29 Fairer Glasgow Scheme Agreed - Workforce elements of Equalities duty mainstreaming strategy.	Equality & Human Rights Manager/ Staff Experience	Jan-25
		Neuro-diversity resource pack developed with the ND group, agreed and shared with all staff.	HR Graduate	Sep-24

<b>2. Continuing to build an inclusive culture, where all staff feel listened to and are confident in speaking up.</b>	Achieving Equally Safe at Work accreditation in 2025 - by March 2024/25 provide WEG with assurance we are on track to meet the standard. 2025 iMatter score - "I am confident that I can safely raise concerns about issues in my workplace" is above 80 Over 1000 staff engaged with over all our main sites via: - Pride - Black History Month - Disability History Month - Speak Up campaign - South Asian Heritage Month - Hate crime week	Annual engagement programme developed, agreed and implemented to promote an inclusive workplace for all staff. Continue to promote the Forums and Network, building their profile and capacity to advocate for change and improvement.	Head of Staff Experience	Mar-25
		Hate Crime programme, to ensure staff are reporting any hate crime they or colleagues are experiencing.	Equality & Human Rights Manager/ Spiritual Care Lead	Oct-24
		NHSGGC's Equality, Diversity and Inclusion Learning Event and follow-on programme	Head of Staff Experience	Aug-24
		Sexual Harassment: Cut It Out - programme delivered, including progressing meeting the Equally Safe at Work Standard	Head of Staff Experience	Mar-25

<b>3. Ensure our data collection is legally compliant and is used to continuously improve the equality and diversity of our workforce</b>	Percentage of staff who we have recorded disability status in eESS increased to 60% and above 70% for ethnicity and sexuality	Targeted approach to improving disability information	Head of Staff Experience	Dec-24
		Integrate EDI reporting into local storyboards to ensure accountability at all levels of NHSGGC	Workforce Reporting & Information Manager	Aug-24
<b>4. Take action to reduce gender, disability and ethnicity pay gaps</b>	Demonstrable progress in closing pay gaps in identified groups	Action plan developed and agreed based on prepared data.	Head of Staff Experience/ Staff Experience Advisor	Feb-25
		Published NHSGGC equal pay statement in April 2025. To include data segmentation, in line with legislative guidance	Head of Staff Experience/ Staff Experience Advisor	Mar-25

<b>5. Ensure delivery of our equality commitments to the attraction, development, retention and career advancement opportunities of all employees within our diverse workforce</b>	Improve KPI - increased likelihood of receiving a conditional offer for BME applicants - to better than the identified national benchmark of 1.6. Increased diversity of staff at senior levels.	Development of a support framework proof of concept for staff in different stages of their career, starting with young people	Head of Learning & Education	Dec-24
		Members of staff led forums to take part in peer panel interviews for senior recruitment.	Head of Workforce Planning & Resources	Nov-24
		Data led targeted training and support for recruiting managers, including HR attendance at interviews in hotspots.	Head of Workforce Planning & Resources	From Sept 2024
		Develop our coaching and mentoring offer for staff from our equalities forums/network to support more staff to develop their careers.	Head of Organisational Development	Oct-24
		Subject to funding confirmation, cohort three launched for our BME leadership programme.	Head of Organisational Development	Oct-24

