

Theme	Objectives	Actions	Ops Lead	Q1 update	Q2 update	Q3 update	Q4 update
Talent	<p>To establish a diverse reverse mentoring scheme</p> <p>Links: WRES 1/7/9 Stonewall WEI</p>	<p>Decide on a model and have a costed programme agreed. Assess cohort 1 mentors and mentees. Deliver mentor and mentee preparation training. Match mentor / mentee pairs. Reassess cohort and evaluate effectiveness.</p>	D&I Lead	<p>Models being evaluated between BAME Network Secretary and CNO. One mentor piloting and three additional potential mentors identified at leadership conference</p>	<p>Pilot still ongoing, other executive reverse mentees and mentor pairs matched, linking in with HEE and emerging regional reverse mentoring work. Two further potential mentors identified.</p> <p>"Sheffield model" (community variant of G&ST) being scoped alongside professional advice from Stacy Johnson MBE, to create a toolkit for further roll-out.</p>	<p>A site visit has been planned for the new year to meet with GSTT representatives, as well as to align with the work of south east work at HEE</p>	
Gender Pay Gap (GPG)	<p>Encourage participation within the STP Women's Network</p>	<p>Profile members of the network and signpost staff to membership information in staff communications campaign</p>	DHROD	<p>COMPLETE Participation encouraged through internal comms</p>			

Theme	Objectives	Actions	Ops Lead	Q1 update	Q2 update	Q3 update	Q4 update
Equality and Human Rights Analysis (EHRA)	To embed EHRA's within governance processes	Service developments and policies / procedural documents	D&I Lead	Organisational change means capacity reduced this quarter to review in a timely way	Capacity still reduced - working on backlog. Amended cover sheet template for committee / Board papers	Participated in independent audit due to report end of Q3. Two training sessions delivered and approx 6 workshops. Revised form tabled at EDIG meeting 17.12.19	
Inclusive Leader	To increase the number of staff completing the inclusive leader course Links: WRES 1/2/7/8/9 Stonewall WEI	Comms campaign and monitoring	D&I Lead	JD met with AB to discuss comms. Advertised courses at Leadership Conference.	22 attendees (09/10/19) completed course. Courses planned till end of 2019, with 2020 courses awaiting confirmation of venue availability. 9 expressions of interest for allies prog. Doubling frequency in Feb & Mar. 2020	46 people have completed courses 42 people expressed an interest in allies programme	

Theme	Objectives	Actions	Ops Lead	Q1 update	Q2 update	Q3 update	Q4 update
Datix reporting	To update Datix to improve reporting of hate incidents Links: Stonewall WEI	Improvement project with Datix team	D&I Lead	DL met with Datix team with a new data standard to improve coding. 46 out of 80 remaining places in 2019 now filed	Systems update ongoing, working through technical implementation within Datix. Meeting with Datix company representatives in December	Work in progress	
Culturally competent care	To support staff deliver culturally competent care Links: Stonewall WEI	To establish with DCN	D&I Lead	Met with DCN to discuss how to progress. Moving forwards with CE	Delivery model not yet agreed (online, F2F) or resourcing	Met with Head of Governance for initial scoping discussion	
Stonewall	To improve placement in the WEI 2020	To successfully complete the WEI 2020 submission for SCFT	D&I Lead	Network chair seconded to support submission	COMPLETE Network chair coordinated submission for WEI 2020		
Bullying	Better understand men and women's staff experiences of harassment and discrimination	Propose a new action within the annual equality report 2018-19 to undertake targeted engagement Facilitate staff engagement workshops	D&I Lead	Recommended within the AER 2018-19	Agreed by Board (July 2019)	Defer until Q4 engagement	