




Involvement Committee

Report title:	Inclusion workplan overview (presentation appended)
Agenda item:	
Date of the meeting:	16 August 2023
Sponsor/executive lead:	Jeremy Over, Executive director of workforce and communications
Report prepared by:	Carol Steed, Deputy director of workforce, organisational development and learning

Purpose of the report:			
For approval <input type="checkbox"/>	For assurance <input checked="" type="checkbox"/>	For discussion <input type="checkbox"/>	For information <input checked="" type="checkbox"/>
Trust strategy ambitions			
Please indicate Trust strategy ambitions relevant to this report.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Executive summary:	Following on from the Involvement Committee in April 2023 where a direction of travel for the development of a robust Inclusion workplan was outlined, this presentation aims to provide an update on the development and implementation of the Inclusion workplan as it currently stands.
Action required/recommendation:	Committee members are invited to note and be assured by the methodology through which the plan was formulated, and the planned next steps for implementation.

Previously considered by:	EDI Steering Group Staff networks
Risk and assurance:	<ul style="list-style-type: none"> Legislative and governance risks linked to enacting responsibilities from the Public Sector Equality Duty Risk of non-compliance in relation to the NHS EDI Improvement Action Plan Staff wellbeing and inclusion risks related to unhelpful behaviours and discrimination
Equality, diversity and inclusion:	The focus of this presentation relates to EDI
Sustainability:	Implications for the development of a sustainable inclusive culture
Legal and regulatory context:	Implications for ensuring the continued enactment of the Public Sector Equality Duty, including embedding national WRES/WDES and NHS England EDI action areas of focus