

Annex B - Six, Twelve and Eighteen Month EDI Objectives

Eighteen Month Objectives				
Who's Coordinating?	2020 (first half)	2020 (second half)	2021 (first half)	2021 (second half)
Organisational	Develop and grow EDI Champions Network - IN PROGRESS			
	Policies and Procedures: - IN PROGRESS Flexible Working Arrangements (also consider Operational Staff) Suite of fit for purpose procedures and guidance notes/information sheets Update Equality Impact Assessment to promote thinking rather than being a tick box exercise Transgender Review Bully and Harassment and Grievance procedure Social Media guidance			
	HMICFRS reinspection (possible move into 12 months depending on Tranche) - IN PROGRESS			
			Accreditation (ENI/Stonewall/IIP/Disability Confident etc.) - TO DO	
	Gender Pay Gap Report and Action Plan - COMPLETE		Pay Gap Reporting: - IN PROGRESS Gender Pay Gap Report and Action Plan - TO DO Ethnicity Pay Gap Report and Action Plan - TO DO Any other protected characteristics we should consider? i.e. Age	
			Contribute to the review Vision and Values to incorporate EDI - TO DO	
Internal Communications Project			Internal EDI Conference/Day with guest speakers etc. - TO DO	
Measures of change and evaluating progress made - IN PROGRESS				
External Communications Project	Wrapping appliances: EDI messages not just LGBTQ+ (look at other FRS - i.e. Prostate/Cancer/Domestic Abuse/Organ Donation) - TO DO			
Facilities			Deliver: Accessibility (e.g.. Step free access) on all stations Appropriate toilet facilities for all - TO DO	