



## Virgin Care Equality, Diversity & Inclusion / WRES Action Plan

Our aim as an organisation is not only to embrace diversity, but to be wholly inclusive so all colleagues can bring their best selves to work every day and everyone feels the difference.

Objectives	Action plan	Action due date	Owner
Develop an a Equality, Diversity and Inclusion strategy	Become a member of the ENEI (Employers Network for Equality & Inclusion) and build a comprehensive Equality, Diversity and Inclusion strategy in partnership once better colleague data is available	April 2018	People Experience Team and Steering Group
Create an Equality, Diversity and Inclusion steering group	Invite individuals from across the business to help investigate issues such as race representation, bullying and harassment and formulate an action plan	November 2017 (complete)	People Experience Team
Executive representative	Confirm Executive sponsor for Equality, Diversity and Inclusion steering group and strategy	November 2017 (complete)	People Experience Team
Develop further training to promote an inclusive culture and decrease discrimination	<ol style="list-style-type: none"> <li>1. Introduce bullying and harassment training as part of standard induction for all colleagues</li> <li>2. Include unconscious bias training as part of the leadership development programme</li> </ol>	April 2018	People Talent and Leadership Team with People Experience team
Ensure policies support inclusive culture	Review existing people policies including E, D&I policy to ensure they support inclusive culture and propose any necessary changes	April 2018	Employee Relations Team
Increase awareness of Equality, Diversity & Inclusion issues and activities to gain support	Create internal communications plan to promote E, D & initiatives to colleagues and encourage open dialogue about issues	March 2018	People Experience Team
Improve and analyse colleague data to drive strategy	<ol style="list-style-type: none"> <li>1. The upgrade of company HR systems will support self-service enabling colleagues to update their own information which should improve data and reporting</li> <li>2. Diagnose and validate any company Equality, Diversity and Inclusion issues</li> </ol>	March 2018	People Central Services and People Experience Team