

Diversity and Inclusion Delivery Plan

Objective 1 - Review and strengthen our recruitment and retention processes and practices		
Action	Lead	Date
Roll out the Employer Brand proposition and promote externally	Kesh Ladwa (People)	Ongoing
Review, and put in place plans to improve existing recruitment practices , including fair recruitment practices, to attract more diverse candidates to SCC	Kesh Ladwa (People)	Jan. 22
Develop and promote a SCC work experience scheme to attract candidates from diverse and/or underrepresented backgrounds	Kesh Ladwa (People)	March. 22
Use latest recruitment methods to recruit candidates, including virtual career fairs, disability friendly tools like 'recite me', etc	Kesh Ladwa (People)	Ongoing
Oversee the roll-out of a SCC apprenticeship scheme to encourage applications from diverse and/or underrepresented backgrounds	Kesh Ladwa/Sakhu Ngwenya (People)	March. 22
Improve the completion of protected characteristic data by staff, to better understand the profile of our workforce	Kesh Ladwa (People)	Dec. 22
Develop a mentorship scheme which connects senior leaders with staff that identify as belonging to a protected group, promote the scheme internally	Nicola Jackson (L&D)	March. 22

Ensure that our HR policies support our diversity and inclusion Principles, and we develop zero-tolerance HR policies relating to discrimination/ bullying	Tracey Darby (People)	March. 22
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Objective 2 - Review and strengthen our diversity and inclusion training offer to employees		
Action	Lead	Date
Review existing Diversity and Inclusion training across the organisation and identify areas for further development	Sakhu Ngwenya (People)	March. 22
Develop and roll out specific diversity and inclusion training to support revised recruitment processes	Sakhu Ngwenya (People)	June. 22
Develop different forms of training to suit different learning styles, including webinars, playlists, workshop	Sakhu Ngwenya (People)	June. 22

Objective 3 - Strengthen our approach to engaging and collaborating with our workforce and communities on diversity and inclusion issues		
Action	Lead	Date
Capture Diversity and Inclusion related insights from all staff through frequent PULSE surveys	Kesh Ladwa (People)	June. 22
Create a toolkit for staff to develop self-managed staff networks	Lucy Croxton (Strategy) Kesh Ladwa (People) Nicola Jackson (L&D)	Mar. 22

Develop a proposition for establishing a formal Intersectional Staff Forum	Nicola Jackson (L&D)	Apr. 22
Explore with public sector partners the potential to establish a forum for the Staffordshire public sector to share best practice on diversity and inclusion – this feels like it would be hugely helpful, creating a network of practitioners across Staffordshire, sharing action plans and thinking	Kerry Dove (Strategy)	March. 22
Review how Staffordshire County Council engages with diverse communities to shape services	Kerry Dove (Strategy)	Apr. 22

Objective 4 - Raise awareness of, and celebrate diversity		
Action	Lead	Date
Deliver internal and external communications (where appropriate) against the agreed Calendar of Events	Gabrielle Hyde (Comms)	Ongoing
Share case studies from SCC staff (covering a broad spectrum of different ages, races, religions etc) internally/externally as part of the Employer Brand proposition	Kesh Ladwa (People)	Mar. 22
Review internal and external diversity and inclusion webpages to ensure that they reflect the breadth of work ongoing	Nicola Jackson (L&D) Lucy Croxton	Mar. 22