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People Resource Committee 3 June 2021

EDI Activity Report 2021

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Executive Summary

This paper provides PRC with updates on the organisation's EDI activities since April 2020. It includes specific projects and activities undertaken for PRC to note and future actions to discuss and agree.

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Purpose of report	PRC are asked to discuss the paper and provide any feedback on the actions planned for future EDI activities.
Strategic priority	This report is relevant to strategic priority 4.
Financial and resource implications	None as a result of this paper.
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## **Equality, Diversity and Inclusion Update**

HCPC adopts a zero-tolerance approach to discrimination on any of the protected grounds in the Equality Act 2010.

HCPC is committed to providing equal opportunities to all current and prospective employees regardless of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse workforce because, in our view, diversity enables better business outcomes. We also believe that a more inclusive workplace, where people of different backgrounds work together, ensures better outcomes for all staff. From application to interview, to onboarding to development, we place inclusion at the heart of all we do.

HCPC take's positive steps to ensure that our employees, registrants, contractors, and stakeholders can enjoy an experience that is fair, equitable and free from discrimination in their dealings with us.

To help us achieve our goal of a diverse and inclusive workplace, we have worked with our employees to implement a number of initiatives:

- LGBT+ history month
- International women's day
- Religious celebrations
- Diversity events
- Health and well being

With some of these events we have held panel discussions to create an awareness and learn from our experiences. We continue to share regular posts on Microsoft teams, yammer and on LinkedIn.

With the appointment of the EDI & Engagement Officer our EDI initiatives have continued to be driven with positivity, inclusiveness, and enthusiasm. Employees are continually encouraged to bring their ideas forward and create a more engaging environment where people are comfortable in sharing their views without making one feel uncomfortable in anyway.

The table below explains the EDI initiatives undertaken in 20/21 and what the HCPC is planning on taking forward in 21/22. Our aim is to continually work together with our employees to better ourselves and to make us a more inclusive workplace.

Event	What has been done- 2021/21	Future planning - 2021/22
Black Lives Matter Movement	BLM movement email to all staff followed by EF email and follow up phone calls from HR to engage with staff.	Panel discussion on Black Lives Matter
EDI Teams Channel	Platform created to have engagement on EDI related topics.  Regular posts to highlight EDI events such as popular religious celebrations & Diversity events.  EDI Intranet Hub	Open and transparent communication will continue using different platforms in order to reach and engage with a wider audience.
EDI & Engagement Officer	EDI & Engagement Officer appointed in early December to focus on driving the EDI initiatives internally within the organisation.	To continually drive EDI within the organisation to make it a more inclusive workforce.
EDI & Well-being annual action plan	An annual plan of upcoming EDI & Well-being events per month.	To commence annual plans for 2022 and potential events for post covid i.e., face to face events and some virtual.
EDI Engagement with employees	Weekly meetings held between comms and EDI and Engagement Officer to discuss any EDI/Wellbeing events taking place in the upcoming week or within the month, ideas are discussed, and plans are made regarding how we collaborate our work internally and externally. Collaboration also continues within employees from different departments.	Encourage participation amongst employees to assist with planning and execution of EDI initiatives.
Recruitment	Updated recruitment adverts, website and engaged with diversity specialist recruitment platforms to attract a diverse broad of candidates.	To continue to enhance our employer brand and attract diverse candidates by working with relevant external bodies such as Vercida to ensure our offerings are inclusive to all including web content and our brand.

Established a new EDI Group with terms of reference.	Aiming to help raise any EDI relevant issues within their constituency and the organisation.	EDI Employee Representative Group will meet 4 times a year to address any EDI issues and plan ahead for making HCPC a more diverse and inclusive organisation. The group will focus on representing protected characteristics and ensure that we measure the impact of policies and processes through comprehensive Equality Impact Assessments
EDI Report to SMT/Council	Analysing the EDI data within the organisation, identifying trends and making recommendations.	Annual reporting will continue with additional insights paying particular attention to the EDI action plan.
EDI Metrics	Further developed HR metrics to include EDI data for employee relation cases.	EDI metrics will continue to be enhanced in line with the EDI Action plan and proactive action taken to address patterns or concerns as a result.
Disability confident scheme	Advertising roles on Vercida platform. Vercida will also be reviewing our external website to make it more inclusive and inviting.	Continue to promote HCPC's accreditation of the Disability Confident Scheme.
EDI & Wellbeing Events	<p>LGBT+ History Month – Information post on the history of LGBT, LGBT Fact findings and Acronyms share on teams. Weekly words of encouragement celebrating LGBT+ shared. Panel discussion held with 4 panellists from the LGBT+ community to share their life experiences. End of the month a virtual party was held to celebrate LGBT+ History month. Party included a quiz, music, dress drag ball fashion show.</p> <p>Women's Talk – In conjunction with International Women's day/month, a panel discussion held on women's health with a guest speaker.</p>	Continue to promote annual initiatives across the organisation, whilst engaging with the EDI employee rep group, EDI SMT sponsor and all employees.

	<p>Women's safety panel discussion – in light of the Sarah Everard incident a session was held to discuss experiences some women faced in their lives.</p> <p>Time to talk – Group session held to have time out to talk about everyday experience of home schooling and working from home, also a session held for people living alone during the pandemic.</p>	
EDI Action Plan	The EDI Action Plan is led by Policy, but collaborative work required to execute the plan.	Put into practise the requirements and recommendations of the action plan.
Stonewall	Application made to join the Stonewall membership	To gain accreditation of this initiative
Recruitment Adverts	Enhanced the job adverts to include more detail about our EDI commitments	To continue reviewing our advert templates, assess EDI data through applications received and adapt accordingly.
E-Learning Modules/courses	Developed EDI and unconscious bias for managers modules. In addition, the EDI and Engagement Officer has reviewed some of the E-learning modules to ensure they reflect EDI appropriately. Modules are also distributed to Council and committee members and also Partners.	To continue ensuring that E-modules are addressing EDI appropriately throughout without any offensive words, pictures being used, also taking into account feedback from those who have completed the modules.

Please refer to Appendix 1 for some examples of the work undertaken.

### 2021/22 Planning

In additional to the above table, we will also be focusing on the following:

- EDI data cleansing for all employees – updating CoreHR and aligning employee data with Registrant and Partner EDI data
- EDI annual report (September Council)
- Annual Gender Pay Gap report
- Updating HR policies with EDI statement
- New normal – Planning for EDI outdoor events such as Pride