|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Objective** | **Actions** | **Timescales** | **Responsibility**  | **Success Measures** |
| **1. Improve gender equality measures** |
| 1.1 | Increase the proportion of women in senior and leadership roles in Professional Services | Target female participation in the Leadership Programme | 2013/14 cohorts | Directors | Higher proportion of female participants and 2012/13 |
| 1.2 | Review and if necessary revise policies on career breaks, flexible and part-time working. | December 2013 | PS leadership team | Team briefings indicate that staff are aware of policies |
| 1.3 | Run Springboard Leadership Programme | July 2014 | OSD | At least one cohort in 2013/14 |
| 1.4 | Ensure staff in post for over 5 years repeat online diversity training. | July 2014 | OSD and Directors | All relevant staff to have repeated training. |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **2. Improve BME representation** |
| 2.1 | Improve the ethnic diversity of staff in Grades 1-8 | Anonymise applicant information up to and including shortlisting | During 2013/14 as ROME functionality is available | HR | Increase in conversion of applications to recruits, probably not measurable for at least a year.. |
| 2.2 | Establish a database of BME staff who are trained and willing to act as members of selection panels so as to increase the diversity of panels | December 2013 | Directors | Database established and in use. |
| 2.3 | Develop guidance on advertising in different media and using networks to encourage diversity of applications. | PSLT equalities group | October 2013 |  |
| 2.4 | Trial Stellar Leadership programme for BME staff | July 2014 | Directors | 3 staff through the programme and evaluation undertaken |
| 2.5 | Identify priorities for unconscious bias training and run workshops | July 2014 | Directors | Attendance of managers in target areas. |
| 3. General |
| 3.1 |  | Ensure more managers take Leading on Diversity training | July 2014 | Directors | 25% of staff in Grades 9 and 10 to have been trained. |
| 3.2 | Use tailored email from divisional directors to promote disclosure rates for disability, sexual orientation and religion. | October 2013 | Directors | Increase in disclosure rates. |
| 3.3 | Hold “Straight talking? The Impact of Heterosexism in the workplace” event for PS | July 2014 | Directors | Attendance by staff and positive evaluation. |