EDI progress update to Council

The purpose of this item will be to cover

- Update since the last Council meeting in July

- Background on why we are developing an EDI strategy

- Our draft Values in the next corporate strategy and how they link with this strategy

- Outline of what sections the EDI strategy will include and who it will cover/apply to

- Ideas for our Vision, Strategic Aims and Measures of Success

- Questions and discussion points for you at intervals throughout

Progress since last update in July

- Internal and external blog posts on our EDI plans post-July Council

- Recruitment process for the EDI Policy Manager

- Recruitment for, and establishment of the EDI forum with 70+ individual registrants and representative organisations

- First EDI Forum meeting held in 2 x sessions on 14 September

- Draft vision, strategic aims, and success measures for the first 5-year EDI strategy (explored with at the first EDI Forum)

- Initial engagement with staff about what they would like to see happen

EDI Strategy (2021-2026) development

September 2020

Why are we developing an EDI strategy?

- To strengthen our approach across our stakeholder groups (registrants, Service users, staff, partners) to be more joined-up/consistent

- To become more proactive, forward thinking, strategic and ambitious, with longer term goals (beyond the year ahead)

- To enable a shared understanding of where we want to go/what we want to achieve

- To promote awareness of our EDI ambitions and gain buy-in and collaboration with others

- To enhance our transparency and accountability for delivery

Draft 'Values' in our new Corporate Strategy

Fair	• being open, honest and transparent
Compassionate	• treating people with respect, empathy and care
Enterprising	• being resourceful and creative, seeking opportunities to innovate and drive efficiency
Inclusive	• collaborating with others and valuing diversity

The EDI Strategy will likely include

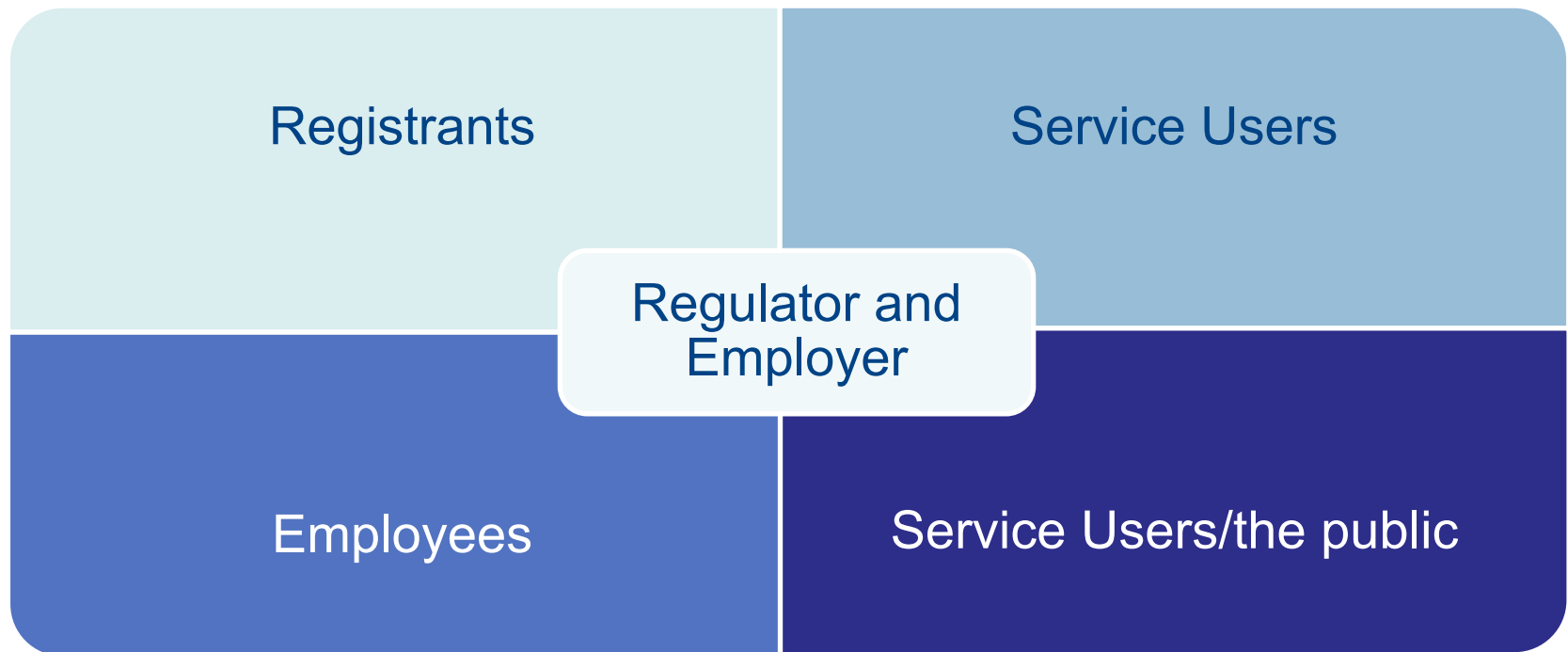**hcpc** health & care professions council

Our vision	Our duties and role	Strategic aims
Values	Measures of success	Our approach and governance

Who the EDI Strategy will cover

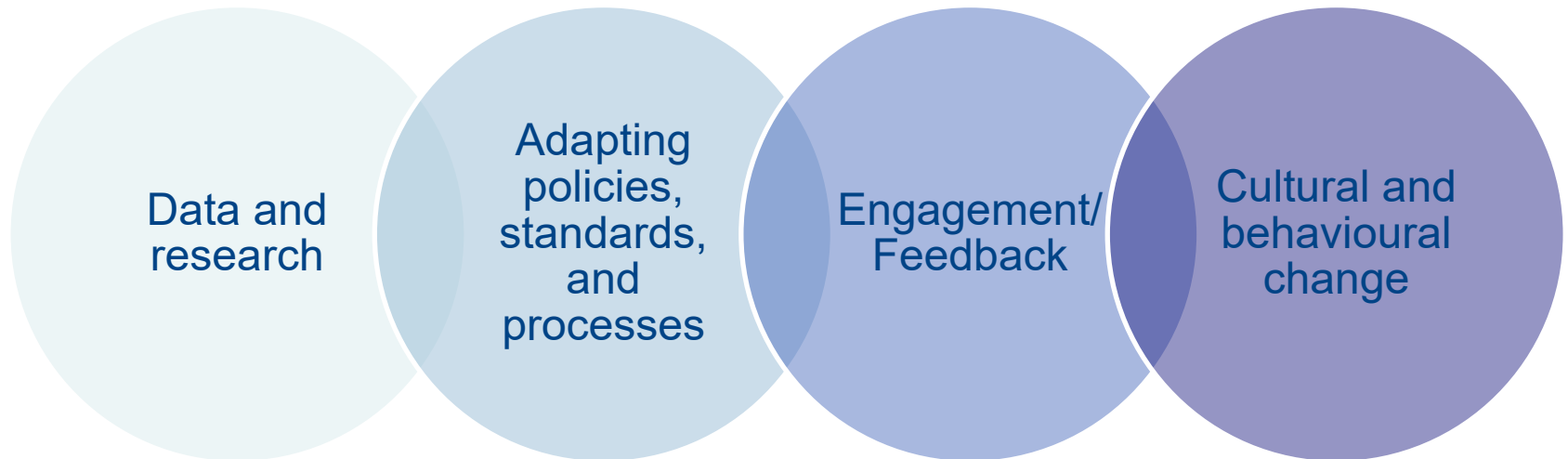| Registrants	Service Users
Regulator and Employer	
Employees	Service Users/the public

Ideas for our 'Vision'

- We are **an inclusive, anti-racist and anti-discriminatory organisation.** We are **an ally and a leader in EDI**, using our increasing knowledge and experience to make a leading contribution to aspects of EDI that we can **influence across the health and care sectors** of the UK to promote wider improvements in EDI practice.

- **Everyone** who comes into contact with us, both offline and online, **feel valued and respected.** Our services/behaviour demonstrates our commitment to EDI. We have worked energetically toward this vision through a mainstreaming approach, **embedding** EDI into our behaviours and **all that we do.**

- **Our work is informed by a diverse range of perspectives** by involving a diverse range of registrants, service users and stakeholders in developing our policies, processes and plans.

Ideas for our 'Vision' continued

- We produce and triangulate **data, intelligence and new research that helps to evidence and address EDI issues and trends** at national and local level.

- We continually **highlight the benefits of EDI** for all individuals and societies and promote its positive contribution.

- We **draw on the rich diversity of our registrants and harness the diverse contributions and considerable talents of our staff and partners** to achieve our vision.

How will we achieve the vision?

Data and research

Adapting policies, standards, and processes

Engagement/ Feedback

Cultural and behavioural change

Ideas for 'Strategic EDI Aims'

1. Make sure **regulatory processes are fair, consistent and anti-discriminatory** and that we embed and promote EDI throughout all that we do. We **eliminate inequalities** wherever they exist, collaborating with others to do so effectively.

2. **Collect evidence** that proves we are fair and consistent and **enhance the quality and extent of EDI data and analyses** we generate, including to **evaluate and as needed address, EDI issues raised in our work** (eg disproportionate impact of our processes on certain groups with protected characteristics).

3. **Ensure diversity in** HCPC **partners** (including Council, committee and panel members) **and staff** so that they reflect the diversity of the community (and registrants), at all levels of seniority and across all functions.

Ideas for 'Strategic EDI Aims' continued

4. Set out expectations in our **standards for our registrants** so that they are **equipped to practise effectively in diverse environments and for diverse communities, actively challenge discrimination** in their practice, are **mindful of difference** and **show respect to all** patients, service users and colleagues.

5. **Build the trust of service users, registrants and others** that share protected characteristics. By showing understanding of their needs and preferences and **challenging discrimination where evidenced.**

Ideas for 'measures of success'

Measuring the impact of our EDI Strategy could consist of:

- An increased percentage of information held against protected characteristics for our staff, registrants, and partners (eg by 20% each year).

- An increased percentage of under-represented groups of individuals in senior staff positions and senior partner positions

- Greater awareness of EDI by staff and partners. We could measure the impact of our EDI work with staff via a periodic survey.

- The achievement of external accreditations. This can be seen as an endorsement that we are meeting the required standard by the industry leads and is a clear public commitment to EDI.

- An annual review and update of our action plan to our Council and this Forum to ensure a robust process of monitoring the outputs, outcomes and impact of this strategy is in place.

Questions for Council discussion

- How could the vision, strategic aims, and measures of success be improved? In what ways can we be more ambitious (within our limitations/being realistic)?

- What would you like to see in the strategy not already covered?

- What tangible actions would you like to see us taking?

- What would good look like to you for us in 5 years time?

- What are the priority actions that you think should be included in the first annual action plan to sit beneath this strategy?

THANK YOU FOR YOUR TIME AND CONTRIBUTIONS!