

Appendix 1

EDI Directorate – Baseline review areas

Baseline position - September 2022	Current position - 22 February 2023
<p>1. Governance structure</p> <p><u>Member governance</u></p> <ul style="list-style-type: none"> Corporate Services (formerly establishment committee) responsible for EDI <p><u>Officer governance</u></p> <ul style="list-style-type: none"> No written EDI governance structure 	<p>Governance structure</p> <p><u>Member governance</u></p> <ul style="list-style-type: none"> EDI sub-committee set up in September 2022 and its two grand committees (PR & CS) provide strategic oversight for EDI <p><u>Officer governance</u></p> <ul style="list-style-type: none"> A new governance structure approved by ELB and EDI Sub-Committee in Nov. / Dec. 2022
<p>2. EDI business planning</p> <ul style="list-style-type: none"> No EDI business plan EDI annual Action Plan out of date Corporate planning officer put together a temporary EDI checklist for departmental EDI plans 	<p>EDI business planning</p> <ul style="list-style-type: none"> Draft equality objectives internal consultation in February 2023 EDI business plan developed in Nov 2022 and approved by EDI Sub-Committee, P&R and CS committees in January 2023 EDI service planning template for departments agreed with Corporate Planning officer in January 2023
<p>3. EDI data/ metrics</p> <ul style="list-style-type: none"> Basic EDI data available from HR system Awaiting underlying data from HR to conduct data review and consider options for improving the presentation of EDI data No agreed EDI targets and metrics 	<p>EDI data / metrics</p> <ul style="list-style-type: none"> HR ERP project in progress to improve HR systems and data

<p>4. Staff networks</p> <ul style="list-style-type: none"> • The 6 networks work independently and meet three times a year on the EDI board • Staff network terms of reference and manual out of date 	<p>Staff networks</p> <ul style="list-style-type: none"> • Radius training for 7 Staff Network chairs or leads booked for March 2023 • Staff network terms of reference and manual updated in December 2022 • 7 Staff networks meet bi-monthly on the EDI board to increase collaboration
<p>5. EDI communications</p> <ul style="list-style-type: none"> • No joint EDI calendar for staff networks and EDI directorate • No joint EDI communications plan for staff network and EDI directorate • No regular 121 meetings between EDI and comms • No external comms plan 	<p>5. EDI communications</p> <ul style="list-style-type: none"> • Joint EDI calendar for Staff networks and EDI in development • Joint EDI communications plan for staff networks and EDI in development • Working relationship and bi-monthly 121 meetings established with Corporate communications team to get expert advice on EDI communications
<p>6. Embedding EDI</p> <ul style="list-style-type: none"> • Silo working on EDI across departments • Some departments have EDI committees while others do not • Silo working on EDI across institutions 	<p>6. Embedding EDI</p> <ul style="list-style-type: none"> • Departmental Equality representatives meetings reinstated in January 2023 to encourage knowledge sharing on EDI • The new EDI governance structure is being embedded • First two “Heads of Diversity” EDI meeting (across 7 institutions) took place in November 2022 and February 2023 to advance the EDI agenda