

Our Inclusion Strategy 2021-25

"Inclusion is being seen, heard and valued, and celebrating what makes everyone different."

Our ambitions:

1. Our colleagues, patients, carers and communities belong and are valued.

- Colleague Networks
- Executive network sponsors
- Inclusion Steering Group
- Inclusion Calendar

2. Colleagues are encouraged and enabled to speak up safely.

- Cultural Board
- Freedom to Speak Up Guardians
- Wellbeing offer
- Inclusion training

3. A representative workforce at all levels.

- Visible diversity
- Diverse leadership and board
- Recruitment & promotion
- Reasonable Adjustments Meetings & Passports
- Leadership programmes

4. Working in partnership with and for our diverse communities

- Engagement with diverse communities
- Voluntary, community and social enterprise partnerships
- Co-production
- Recovery Partners & Recovery College

5. An accessible organisation

- Clear communications
- Interpretation and translation
- Accessible Information Standard

6. A networked organisation that works collaboratively

- System working across Somerset
- Shared objectives
- Somerset Equality Officers' Group
- Addressing health inequalities

7. An informed organisation that actively seeks out inequalities

- Processes and polices
- Dismantling barriers
- Electronic Staff Record
- Demographic collection
- Procurement

Somerset's Equality Objectives

1. We will work with communities to improve the opportunities for integration and cohesion.
2. We will improve public understanding of mental health.
3. We will work with the Gypsy and Traveller community to improve relationships.
4. We will create an equality working group for colleagues in the public sector in Somerset.
5. We will implement and review the Accessibility Information Standard to create consistency around its implementation.

