

Theme	Recommendations	Actions agreed	Completion date	Status	Comments
Access	Use of video conferencing as standard for all College meetings	Explore technology to support hybrid working, and invest where financially viable	Winter 2021	Green	Our systems are currently supporting hybrid events and meetings, and our IT team are considering developments as appropriate
		Ensure directorate budgets allow for video editing to ensure any recordings are made available to all members on our website	Ongoing	Green	Consideration taken in draft budgets for 2022/23
Diversity	Recruit to the two vacant co-opted trustee posts specifically from diverse identities	Recruit two posts to the trustee board using the co-option arrangement to ensure greater diversity (President newsletter to outline intent)	Winter 2021	Green	Posts recruited
		Improve awareness and engagement across all groups through Membership Engagement Strategy	Spring 2022	Yellow	Recruitment for the Membership Engagement Manager has been delayed, but this item will be picked up when they start
Fairness	Review/overhaul elections process	Ensure the changes made to the most recent presidential election are carried forward to future elections.	Winter 2022	Green	To be put in place before next elections (2023)
		Review approach to promotion of elections to actively encourage diverse applicants	Winter 2022	Green	To be put in place before next elections (2023)
		Review induction processes for those elected.	Winter 2022	Green	To be put in place before next elections (2023)
	Review recruitment processes, make use of diverse interview panels	Review cascade to see what anonymisation functionality it has and activate this where appropriate/possible.	Winter 2022	Green	To be scoped by new HR Manager (commencing role July 2022)
		Develop centralised recruitment process/policy which clearly articulates the factors to be considered and process followed to ensure fair recruitment (College Staff and Members)	Winter 2022	Green	To be scoped by new HR Manager (commencing role July 2022)
	Ensure all College staff are able to work in an environment that is free from discrimination - review equality policy, whistleblowing policy, anti-bullying and harassment policy - training for all staff - zero tolerance approach - role modelling by managers, SMTs, HOs	Review central policies and make suggested amendments to owners	Winter 2021	Red	To be scoped by new HR Manager (commencing role July 2022)
		Develop training plan to ensure all managers are aware of changes/policy.	Spring 2022	Red	To be scoped by new HR Manager (commencing role July 2022)
		Embed key policies in PDR process	Summer 2022	Green	To be scoped by new HR Manager (commencing role July 2022)
		Develop our approach to role modelling	Summer 2022	Green	To be scoped by new HR Manager (commencing role July 2022)
	Review SAC and committee membership - ensure core membership are elected College members who are there to represent their specialty - term limits - opportunities for new fellows to get involved	Undertake Committee engagement project to review the College's approach to SAC and committee membership and engagement	Spring 2022	Red	Recruitment for the Membership Engagement Manager has been delayed, but this item will be picked up when they start in conjunction with the Committees team
	Review process for selecting authors for best practice guidelines and other publications	Develop policy for selecting authors for best practice guidelines and other publications - acknowledging where there may be limitations of our remit/influence	Spring 2022	Red	Delays to Best Practice Guidelines overall, with a review of how to manage this required before development can take place
	Employer recognition eg. LGBT charter mark, Investors in Diversity Award, or others?	Review Investors in People recognition to see if this provides us with sufficient assurance of our approach to workplace EDI	Winter 2021	Green	Complete
Four-country	Inclusion of business and influence across all four UK nations	Ensure training committees continue to be made up from all four countries of the UK	Ongoing	Green	Ongoing

		Continue to develop curricula specific to each of the four countries	Ongoing		Ongoing
		Ensure regional representation continues and ensure representation of the four countries	Ongoing		Ongoing
		Continue to respond to consultations across the four countries	Ongoing		Ongoing
		Maintain public affairs work across the devolved administrations	Ongoing		Ongoing
	Increase visibility of activity across the UK	Restore the web UK map for events	Spring 2022		Completed (here)
Guidance	Develop guidance for authors on use of inclusive language and prevention of stereotypes	Develop editorial guidelines and house style to ensure the College use inclusive language and avoid stereotypes	Dec-21	Yellow	In development
Impact assessment	Make use of Equality Impact Assessments for new/revised policies which impact on staff or members	Develop a process to centrally log equality impact assessment	Dec-21	Red	Delayed – timescales to be reviewed
		Develop guidance and templates to support development of impact assessments	Mar-22	Red	Delayed – timescales to be reviewed
		Ensure training is delivered on impact assessments	Jul-22	Green	Delayed – timescales to be reviewed
Inclusivity	Review and revise published documents which do not use inclusive language or which promote stereotypes	Include consideration of new editorial guidelines and house style (recommendation 5) in any updates to published documents	Ongoing	Yellow	Delayed, awaiting editorial and house-style guide
	Review examinations questions to prevent the promotion of stereotypes	Commission review of examination questions to assess inclusivity	Jul-22	Green	Not yet commenced
		Commission development of a training package/toolkit and integrate into regular training processes	Jul-23	Green	Not yet commenced
	Review role descriptions, challenge traditional assumptions	Review role descriptions for staff to consider and challenge traditional assumptions	Mar-22	Red	To be scoped by new HR Manager (commencing role July 2022)
		Review role descriptions for external roles to consider and challenge traditional assumptions	Mar-22	Red	To be scoped by new HR Manager (commencing role July 2022)
	Introduce gender balance and ethnic diversity in all College conferences and educational events	Promote the importance and benefits of diversity in all College conferences and educational events through the development of a College position statement	Mar-22	Red	Delayed
	Partnerships with organisations such as BAPIO, Melanin Medics, GLADD, The Disabled Doctors Network, etc.	Explore what partnerships might be beneficial to College and member diversity and inclusion and present findings to Trustee Board	Dec-21	Red	Delayed
Influence	Influence recruitment processes which reflect on the College e.g. medical training, STP/HSST recruitment	Promote the importance and benefits of fair recruitment processes through the development of a College position statement	Mar-22	Red	To be scoped by new HR Manager (commencing role July 2022)
	Training for AAC representatives to eliminate discriminatory questioning	Develop training materials for AAC representatives to ensure equity in recruitment processes.	Mar-22	Red	Delayed
	Collection and analysis of diversity data on members, analysis of how representative TB, Council, committees and volunteers are of the membership. Recommendations on ways to improve diversity.	Finalise the data collection form to ensure it covers all requirements	Mar-22	Green	On track
		Start to collect data from all members	April-22	Yellow	On track
		Commission analysis of data	July-22	Green	On track
		Present findings and recommendations	October-22	Green	On track
	Diversity awareness training for trustees	Assess and implement equality, diversity and inclusion training for Trustees and Council members	Jul-22	Green	On track
	Diversity awareness training for staff	Assess and implement equality, diversity and inclusion training for staff	Jul-22	Green	On track
	Mentoring	Review approach once equality, diversity and inclusion training rolled out to trustees and staff.	tbc		To be scoped once data collection and training established
	Reverse mentoring				To be scoped once data collection and training established
Openness	Make space for honest conversations about diversity & inclusion, for staff and members	Network to ensure space is available for honest conversations about diversity & inclusion, for staff and members	Ongoing		For discussion at April (2022) Network meeting

Reasonable adjustments	Considerations/reasonable adjustments for those with physical disabilities, and ensure this commitment is visible to public and members	Develop College Reasonable adjustments guidance	May-22		Not yet commenced
		Train College staff	Sep-22		Not yet commenced
Support	Allyship	Provide clarity to staff and members about what allyship is	Dec-21		Delayed
		Celebrate examples of allyship	Ongoing		Delayed
Visibility	Making our diversity visible - awareness days - member profiles - website image review	Diversity Network to run a programme of awareness days	Ongoing		For discussion at April (2022) Network meeting
		Update member profiles and images on the website	July-22		Not yet commenced
	Revise the Members guide to the College	Review the Members guide as part of our Membership engagement strategy	Dec-22		To be scoped by new HR Manager (commencing role July 2022)
	Hold open meetings to allow members to observe the work of the College	Develop ways to ensure members can observe and engage in the work of the College through the Membership engagement strategy	Dec-22		To be scoped by new HR Manager (commencing role July 2022)
	Demystifying College roles	Include regular 'day in the life of' articles from those in College roles in the Bulletin and promote on social media	Ongoing		To be scoped by new HR Manager (commencing role July 2022)
	Increase the visibility of those in College roles				
	Include photos of Council and committee members on the website	Include photos of Council and committee members on the website	Dec-21		Delayed