Induction Meeting

- Overview of Programme

- Current framework in place for equality at Coleg Cambria

- Current priorities

- Who will be involved

- Workplace Equality Index

- Action plan

	Actions	Stonewall Actions	Timescale
1.**	**Use policy toolkit to review the following policies:** - Adoption Policy - Maternity Policy - Paternity Policy - Shared Parental Leave Policy - Special Leave Policy - Transitioning Policy - Bullying and Harassment/Grievance Policies	Once has reviewed policies using Stonewall Policy Toolkit, Stonewall can undertake a final review to suggest any further amendments to wording and inclusivity.	**ASAP**
2.**	**Communicate membership of Stonewall Diversity Champions Programme to all staff**	Send logos, T&Cs and guidance on communicating this. Support to communicate messaging.	**ASAP**
3.**	**Identify 2 – 3 priority areas of need** Examples: Need to raise awareness of sexual orientation/gender identity's relevance amongst staff Need to increase declarations of sexual orientation in monitoring data Need to establish LGBT staff network group	Could include: Stonewall to recommend resources and support to implement these Support to develop communication plan around monitoring and put in touch with other orgs who have high declaration rates to share practice Provide guidance and support using Stonewall expertise, best practice and contact with other members	**Action 1 or 2 of these in the first 6 months.**
4.	**Compile and submit a submission to the Workplace Equality Index and circulate supporting Staff Survey.**	**Support to compile submission for 2021 WEI**	**Opens in June 2020, deadline to submit September 2020.**