

The six work streams will be supported by project groups and plans that include key deliverables and outcomes, which have been co-designed by BOB Inclusion Group members. The high-level action plan for Year 1 is given below. These will be refreshed periodically over the next four years.



Inclusive recruitment

We will:

- ✓ Scope and test inclusive recruitment pilot.
- ✓ Standardise procedures for internal and external recruitment.
- ✓ Pilot widening participation initiatives.



Equitable talent management

We will:

- ✓ Develop resources to support equitable talent management framework.
- ✓ Share case studies of positive action initiatives across BOB ICS.
- ✓ Consider opportunities to develop an ICS talent pool, along with mentoring and coaching opportunities.



Wellbeing at Work

We will:

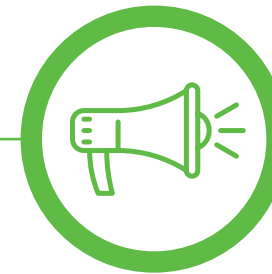
- ✓ Roll out Restorative Just Culture, REACT Training and wellbeing champions programme through collaboration with Enhanced Occupational Health and Wellbeing Leads.
- ✓ Promote civility and Respect and behaviour-management programmes.
- ✓ Widen access to wellbeing resources and flexible working for all.



Safer workplaces for all

We will:

- ✓ Promote NHS E+I Preventing violence and aggression from patients and public framework.
- ✓ Learn from best practice and develop BOB resources to protect staff.
- ✓ Commission BOB-wide awareness campaign.



Voice and Engagement

We will:

- ✓ Share resources to promote staff voice and engagement and promote peer support among staff network representatives.
- ✓ Promote international nurse associations and related professional groups. Share learning and resources on anti-racism and allyship.



Health inequalities at the workplace

We will:

- ✓ Promote training and resources to support staff with disabilities and long term health conditions.
- ✓ Share learning from Covid risk assessments.

