

# Equality, Diversity & Inclusion (EDI) update for SCP

15 September 2021

# Inclusive workforce strategy



**Inclusive workforce strategy 2021 - 2025**

**LIVE·WORK·BELONG**

**Wiltshire Council**

[Link to strategy](#)

**Our vision:**  
“We are an inclusive organisation that reflects the diverse backgrounds of the communities we serve, where everyone is valued as an individual and where fairness and respect run through everything that we do.”

# Update on activities

- Reverse mentoring pilot
  - 6 directors and 6 staff networks members
- Staff networks
  - 220+ members
  - Meetings and workshops held by BME, Women's and Carers and Disability network. Upcoming events for Black History Month and World Menopause Day
- Inclusion and Diversity training
  - 20% of managers have attended Creating an inclusive workplace
  - 16% of managers have attended Equality and Diversity in the workplace
- EDI steering group update
- Upcoming plans
  - service insights, stepping up programme, comms and action plan for next year etc

# Key dates

- Next EDI steering group meeting: 12 Oct, 2:00-3:30
- 27 September – 3 October: National Inclusion Week
- October: [Black History Month](#)
- 11 October: South West Black History Month Online Conference, 1pm-5pm
- 19 October: Lunchtime #EPIC Talk on menopause

## Training

- [L&D Hub: Equality, diversity and inclusion training](#)
- [Terminology - the language of race](#)

[EDI steering group directorate champions](#)

[EPIC Hub: Inclusion and diversity](#)  
[Inclusion calendar](#)