|  | **Issue** | **Action Agreed** | **Accountable Party** | **Target Date** | **Revised Target Date** | **RAG status** | | | | | | | **Comment** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Q1** | **Q2** | | **Q3** | | **Q4** | |  |
|  | To undertake an Equality Impact Assessment (EIA) on  all relevant policies | EIA Agreed  Schedule of policies  identified and reviewed  is maintained and  reported on quarterly | Policy Leads | 30/3/25 |  |  | |  | |  | |  |  |
|  | Conduct an Ethnicity pay gap assessments | Additional Pay  Gap reports  produced for  protected  characteristics  other than gender  Reportds produced and considered by SMT and the Board | Head of HR | 30/3/25 |  |  | |  | |  | |  |  |
|  | Hold an EDI ‘roadshow’ to promote what the EDI  Group do and provide an opportunity for people to  discuss EDI related issues or concerns. | Roadshow held  Minutes of meetings | Chair | 01/3/25 |  |  | |  | |  | |  |  |
|  | Promote EDI Group with a view to increasing the  diversity of the Group | Diverity of the group  Applications to join the  group  Membership of the  Group  Evidence that the Group  has been promoted (i.e.  in different  documents/publications) | Chair | 01/2/25 |  |  | |  | |  | |  |  |
|  | Design a role descriptions for EDI Group members | Role descriptions in place | Chair | 1/12/24 |  |  | |  | |  | |  |  |
|  | Consider what role the EDI Group can play at the next  Horton Conference | This is considered  Minute sof EDI Group and Conference Planning Minutes | GHC | 01/2/25 |  |  | |  | |  | |  |  |
|  | Arrange menopause training for all managers and  colleagues | Training in place  Reports of training attendance | GHC | 30/3/25 |  |  | |  | |  | |  |  |
|  | Plan and deliver 3 awareness raising events per year | Awareness Raiaing events delivered  EDI Group Minutes | Chair | 30/3/25 |  |  | |  | |  | |  |  |
|  | Organisational Diversity Report to be published to the  website | Report published | Head of HR | 30/9/24 |  |  | |  | |  | |  |  |