|  | **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 AgreedSchedule 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 genderReportds 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 heldMinutes of meetings | Chair | 01/3/25 |  |  |  |  |  |  |
|  | Promote EDI Group with a view to increasing the diversity of the Group | Diverity of the groupApplications to join the groupMembership of the GroupEvidence 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 consideredMinute sof EDI Group and Conference Planning Minutes | GHC | 01/2/25 |  |  |  |  |  |  |
|  | Arrange menopause training for all managers and colleagues | Training in placeReports of training attendance | GHC | 30/3/25 |  |  |  |  |  |  |
|  | Plan and deliver 3 awareness raising events per year | Awareness Raiaing events deliveredEDI Group Minutes | Chair | 30/3/25 |  |  |  |  |  |  |
|  | Organisational Diversity Report to be published to the website | Report published | Head of HR | 30/9/24 |  |  |  |  |  |  |