Theme	Recommendations	Actions agreed	Completion date	Status
Access	Use of video conferencing as standard for all College meetings	Explore technology to support hybrid working, and invest where financially viable	Winter 2021	Completed
		Ensure directorate budgets allow for video editing to ensure any recordings are made available to all members on our website	Ongoing	Completed
Diversity	Recruit to the two vacant co-opted trustee posts specifically from diverse identities	Recruit two posts to the trustee board using the co-option arrangement to ensure greater diversity (President newsletter to outline intent)	Winter 2021	Completed
Fairness	Review/develop elections process for Trustee Board and Council	Review approach to elections to improve diversity of applicants	Spring 2023	Not yet due
		Review induction processes for those elected.	Autumn 2022	In progress
	Review staff recruitment processes, make use of diverse interview panels	Review cascade to see what anonymisation functionality it has and activate this where appropriate/possible.	Spring 2023	Not yet due
		Develop centralised recruitment process/policy which clearly articulates the factors to be considered and process followed to ensure fair recruitment (College Staff)	Spring 2023	Not yet due
	Ensure all College staff are able to work in an environment that is free from discrimination - review equality policy, whistleblowing policy, anti-bullying and harassment policy - training for all staff - zero tolerance approach - role modelling by managers, SMTs, HOs	Review central policies and make suggested amendments to owners	Spring 2023	Not yet due
		Develop training plan to ensure all managers are aware of changes/policy.	Spring 2023	Not yet due
		Embed key policies in PDR process	Spring 2023	Not yet due
		Develop our approach to role modelling	Autumn 2023	Not yet due
	Review SAC and committee membership - ensure core membership are elected College members who are there to represent their specialty - term limits - opportunities for new fellows to get involved	Undertake Committee engagement project to review the College's approach to SAC and committee membership and engagement	Autumn 2023	Not yet due
	Review process for selecting authors for best practice guidelines and other publications	Develop policy for selecting authors for best practice guidelines and other publications - acknowledging where there may be limitations of our remit/influence	Spring 2023	Not yet due
	Employer recognition eg. LGBT charter mark, Investors in Diversity Award, or others?	Review Investors in People recognition to see if this provides us with sufficient assurance of our approach to workplace EDI	Winter 2021	Completed
Four-country	Inclusion of business and influence across all four UK nations	Ensure training committees continue to be made up from all four countries of the UK	Ongoing	In progress
		Continue to develop curricula which takes into account differences in the four countries	Ongoing	In progress
		Ensure regional representation continues and ensure representation of the four countries	Ongoing	In progress
		Continue to respond to consultations across the four countries	Ongoing	In progress
		Maintain public affairs work across the devolved administrations	Ongoing	In progress
	Increase visibility of activity across the UK	Restore the web UK map for events	Spring 2022	Completed
Guidance	Develop guidance for authors on use of inclusive language and prevention of stereotypes	Develop editorial guidelines and house style to ensure the College use inclusive language and avoid stereotypes	Winter 2022	Overdue
Impact assessment	Make use of Equality Impact Assessments for new/revised policies which impact on staff or members	Develop a process to centrally log equality impact assessment	Autumn 2022	Overdue
		Develop guidance and revised templates to support development of impact assessments	Winter 2022	Overdue
		Ensure training is delivered on revised impact assessments	Spring 2023	Not yet due
Inclusivity	Review and revise published documents which do not use inclusive language or which promote stereotypes	Include consideration of new editorial guidelines and house style (recommendation 5) in any updates to published documents	Ongoing	Overdue

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Category	Objective	Action	Timeframe	Status
	Review job descriptions, challenge traditional assumptions	Review job descriptions for staff to consider and challenge traditional assumptions	Spring 2023	Not yet due
		Review job descriptions for volunteer roles to consider and challenge traditional assumptions	Spring 2023	Not yet due
	Diversity awareness training for staff	Assess and implement equality, diversity and inclusion training for staff	Spring 2023	Not yet due
	Introduce gender balance and ethnic diversity in all College conferences and educational events	Promote the importance and benefits of diversity in all College conferences and educational events through the development of a College position statement	Winter 2022	Completed
	Partnerships with organisations such as BAPIO, Melanin Medics, GLADD, The Disabled Doctors Network, etc.	Explore what partnerships might be beneficial to College and member diversity and inclusion and present findings to Trustee Board	Autumn 2022	Not yet due
Influence	Training for AAC representatives to eliminate discriminatory questioning	Develop training materials for AAC representatives to ensure equity in recruitment processes.	Autumn 2023	Not yet due
	Collection and analysis of diversity data on members, analysis of how representative TB, Council, committees and volunteers are of the membership. Recommendations on ways to improve diversity.	Finalise the data collection form to ensure it covers all requirements	Spring 2022	Completed
		Start to collect data from all members	Spring 2022	Completed
		Commission analysis of data	Spring 2023	Not yet due
		Present findings and recommendations	Summer 2023	Not yet due
	Diversity awareness training for trustees	Assess and implement equality, diversity and inclusion training for Trustees and Council members	Autumn 2022	Not yet due
	Mentoring	Review approach once equality, diversity and inclusion training rolled out to trustees and staff.	tbc	Not yet due
	Reverse mentoring			Completed
Openness	Make space for honest conversations about diversity & inclusion, for staff and members	Network to ensure space is available for honest conversations about diversity & inclusion, for staff and members	Ongoing	Completed
Reasonable adjustments	Reasonable adjustments approach	Develop College Reasonable adjustments policy and guidance	Spring 2023	Not yet due
		Train College staff	Summer 2023	Not yet due
Support	Allyship	Provide clarity to staff and members about what allyship is	Winter 2023	Not yet due
		Celebrate examples of allyship	Ongoing	In progress
Visibility	Making our diversity visible	Diversity Network to run a programme of awareness days	Ongoing	In progress
		Update profiles and images on the website	Spring 2023	Not yet due
	Revise the Members guide to the College	Review the Members guide as part of our Membership engagement strategy	Summer 2023	Completed
	Hold open meetings to allow members to observe the work of the College	Develop ways to ensure members can observe and engage in the work of the College through the Membership engagement strategy	Spring 2023	Completed
	Demystifying College roles	Include regular 'day in the life of' articles from those in College roles in the Bulletin and promote on social media	Summer 2023	Completed
	Increase the visibility of those in College roles			Completed