

## We're supporters of

Inclusive Employers

**National Inclusion Week**  
2023 25 September  
1 October

**take action, make impact**

We are supporting National Inclusion Week 2023. This year's theme is *take action, make impact* and it gives us the opportunity to reflect on some of the actions that we have taken over the last few years and the impact they've had. We realise that there is still a lot to do and a long way to go.

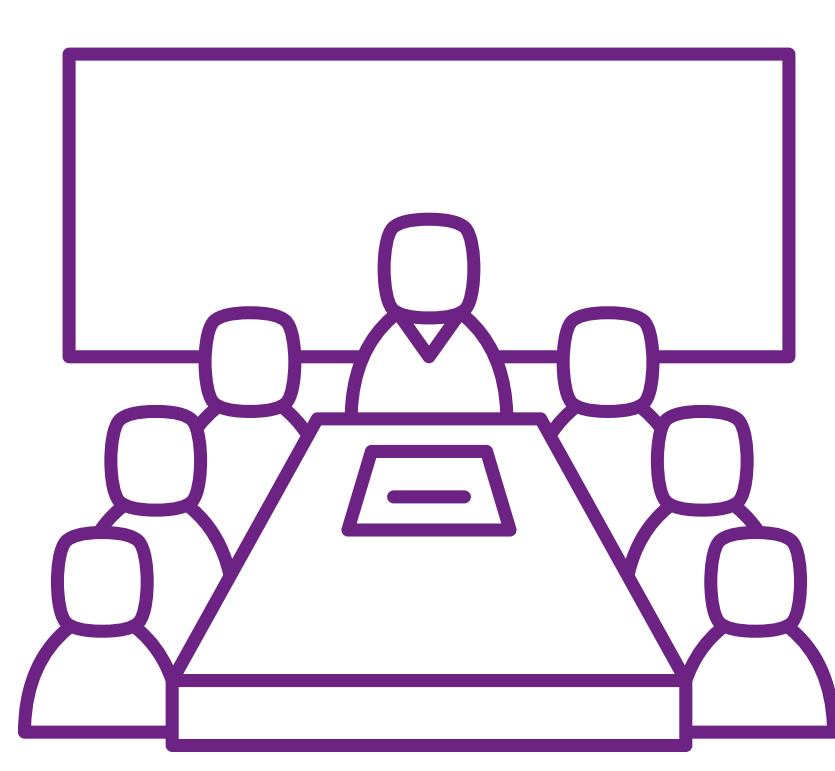


### Strengthening our approach to EDI with regulators

We added an EDI-focused Standard to our *Standards of Good Regulation* in 2019, but in Spring 2023, we increased our expectations on how the regulators can meet this Standard.

### Introducing a new EDI Standard for Accredited Registers

Following a public consultation, we will be introducing a new EDI Standard to our *Standards for Accredited Registers* looking at how organisations holding a Register demonstrate their commitment to EDI & ensure their processes do not discriminate unfairly.



### Appointed an Associate Board Member

In our EDI Action Plan, we committed to recruit an Associate Board Member to enhance the diversity of our Board. We appointed our first Associate Board Member in May 2022.

### Introduced a Work Experience Scheme

We've introduced our Work Experience Scheme to help younger people from under-represented groups gain an insight into the regulatory field & experience working in the corporate world. We've just had our first participant spend three weeks with us. Her feedback has been very positive.



### Changed how and where we recruit

We've removed the stated number of years' experience for working in a specific area as well as any unnecessary qualifications from our job descriptions and job adverts. We've also been advertising further afield. This should ensure we attract a diverse range of candidates.

### Disability Confident Employer Level 2

We've achieved Disability Confident Employer 2 level - a government initiative designed to encourage employers to recruit and retain disabled people and those with health conditions.



### Trained 12 Mental Health first Aiders

We have trained 12 Mental Health First Aiders: this is almost one-third of our workforce who can provide non-judgmental support and reassurance to members of staff should they need it and signpost them to further advice.

### Research and our *Safer care for all* report

We commissioned and published research on *Perspectives on discriminatory behaviour in health and care* and *No more excuses - tackling inequalities in health and care* professional regulation is the first chapter in our report - *Safer care for all*.



### What does inclusion mean to me?

Watch our short Vox Pops to find out how some of our colleagues answered this question.