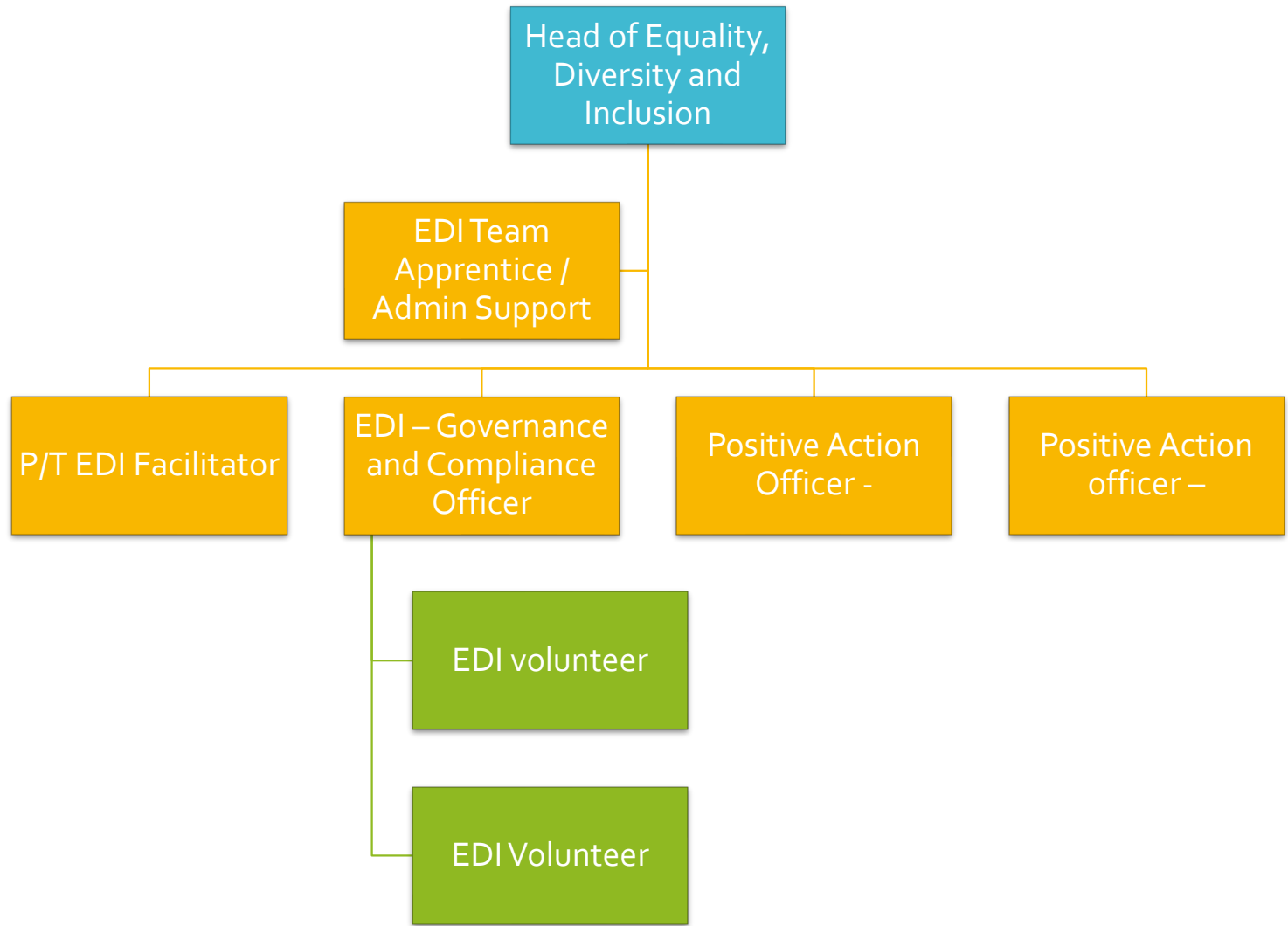



EDI – Development Team

Proposed EDI Team






Head of Equality, Diversity and Inclusion

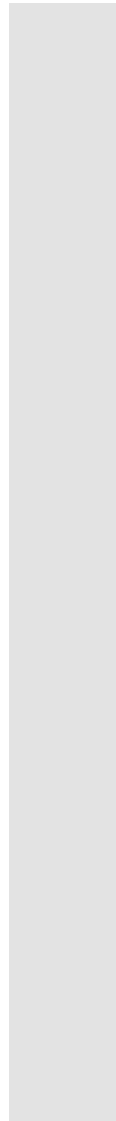
- Development and ownership of Equality, Diversity and Inclusion Strategy
 - Representation of force on Regional and National Diversity groups
 - Advise and support managers at all levels across the organisation on how best to meet EDI objectives
 - Development of EDI Action plan to support EDI strategy
 - Responsibility for monitoring and evaluation of progress against strategic aims
 - Collaboration with countywide partners to achieve strategic aims
 - Support and advice to strategic boards and COT
- 

EDI Officer – Governance and Compliance

- Equality Act – Public Sector Equality Duties
- EDI Annual report – Including co-ordination of monitoring data
- Equality Impact Assessment – support , review, development and training
- EDI advice to staff and managers
- Delivery of EDI action plan
- To deputise for the Head of EDI as and when necessary
- Co-ordination of frameworks – inclusive employers – disability confident
- NPCC DEI Toolkit



2 x Positive Action and Engagement Officers

- Internal
 - Support to Staff groups
 - Support to Protected Characteristic leads
 - Reasonable adjustment passport
 - External
 - Recruitment
 - Engagement with community groups, schools, faith groups etc
- 

P/T EDI facilitator

- Development of broad range of EDI related materials in multiple formats
- Supporting training officers to mainstream EDI into all relevant training courses
- Engagement with community members to develop 'lived stories'
- Drop in workshops
- Podcasts
- Briefings
- Sharing of positives stories
- Promotion of mutual respect.
- Diversity calendar



ADMIN SUPPORT TO
EDI TEAM



ADMIN SUPPORT TO
STAFF NETWORK



ADMIN OF PEGASUS
SCHEME

EDI Admin Support – Apprenticeship

Volunteers



Internal Communications



Diversity Calendar



Admin Support



Production of EDI Materials