

HASSRA DIVERSITY & INCLUSION WORKPLAN 2021

1. HASSRA is committed to:
 - increasing the diversity of its membership and volunteer cadre.
 - fostering an inclusive environment where different perspectives and member experiences are valued.
 - developing an offer which reflects the broad range of interests and preferences of all members.

2. In pursuit of these objectives, in 2021 HASSRA will:
 - give members the opportunity to confidentially disclose information on protected characteristics, programme preferences and membership experiences
 - appoint a D&I Champion to the National Board of Management
 - develop and implement an Inclusion Check to help ensure membership benefits and services are inclusive of all members
 - review HASSRA's disciplinary code of conduct to ensure it properly embraces diversity and inclusion
 - Submit a year-end progress report to the National Board at November meeting.

Action	When	Who
Review 2020 survey results to establish HASSRA's demographic spread and compare with DWP SOP data	27/07/21 – 30/09/21	HC/JR
Review 2020 survey results on members' preferences (and cross reference with 2021 Programme Review)	01/09/21 – 30/11/21	TS
Convene focus groups on programme accessibility according to ethnicity, sexual orientation and long-term limiting conditions	01/09/21 – 31/03/22	TS/RM
Appoint Diversity and Inclusion Champion to National Board (and encourage regions to do the same)	Done – Gary Thorogood appointed to role.	
Develop and consult regions and volunteers on Inclusion Check process.	06/09/21 – 01/10/21	CL
Review Disciplinary Code of Conduct to ensure fitness for purpose re. diversity and inclusion	06/09/21 – 01/10/21	CL
Prepare D&I Report for submission to November BOM, showing progress on above and other relevant issues	18/10/21 – 02/11/21	CL

**National HASSRA
July 2021**