action plan 2022 2023

Workpackages

Training
Aligns to strategic objectives numbers 4, 5 and 6

- review existing EDI related training materials
- consider lunch time bite sized learning activity
- share learning blogs
- promote pan organisational EDI learning more effectively
- centralise learning opportunities
- signpost colleagues to learning available
- collaborate with L&D colleagues
- collaborate with Events team
- collaborate with SG colleagues to share learning experiences
- develop GOO initiative with an EDI lens
- Instigate and promote 'Be RoS' campaign
- bullying and harrassment awareness training sessions

Resource and recruitment
Aligns to strategic objectives 4, 5 & 6

- collaborate with recruitment team
- analyse feedback from successful applicants in recent AO recruitment campaign
- consider initiating exit surveys for colleagues moving from RoS
- create a checklist for all applicants during recruitment process to set expectations and timeline
- attract and recruit an increased numbers of minority groups to RoS to represent people we serve
- offer job shadowing opportunities
- identify improvements to be made to support neurodiverse applicants
- identify different interviewing techniques to suit diverse applicants
- consider and revisit training for interviewers with an EDI lens
- comprehensive job adverts highlighting hybrid and flexible working patterns
- consider including options for part time and job share within job adverts
- workshop with recruitment team to understand existing process
- review checklist of activities to complete during onboarding/induction period
- ensure EDI training included in onboarding to set expectation of expected organisational behaviours and culture
- signpost potential applicants to current Equality mainstreaming Report

Policies and Culture change
Aligns to strategic objectives 3, 4, 5 & 6

- Develop an EQiA process
- draft a network strategy
- explore how RoS could be more inclusive with colleagues on long term leave
- form buddy up systems
- create a process for keping in touch days for those on long term leave
- work with HR colleagues to look at practicalities of how we update existing IT systems following results of 2022 Census results
- encourage and introduce meaningful EDI related personal objectives, pilot managers to lead by example
- publicise and raise awareness of the importance that EDI has on us all as humans an as employees
- improve accessibility for all
- evolve change champion groups to raise awareness
- include EDI topics in Team meeting agendas
- link personal objectives to EDI and Wellbeing strategies
- develop working relationships with a network of colleagues acros the civil service and beyond to share experiences and support in the EDI agenda
- improve diversity dataset to really understand RoS colleagues in order to support them to thrive in the workplace

KPIs and measures of success
Aligns to strategic objectives 3, 4, 5 & 6

- draft KPI(s) for EDI activity
- review ToR for governance groups
- review ToR for network groups
- review EDI strategy
- draft and publicise 2023 Equalities and mainstreaming Report
- monitor CSPS results
- review of recuitment processes will assist in building an increased % rate of diversity of applicants within RoS
- review of recruitment process will improve processes to adapt to applicants needs where appropriate during recruitment process
- improved results in engagement in future CSPS
- % reduction in bullying and harrassment results in CSPS due to improved awareness and support around EDI agenda
- improved customer service ratings following assistance from volunteers across RoS who can speak languages other than English
- governance updates will demonstrate pro active measures taken to improve existing datasets across RoS, will demonstrate the accessibility and support offered to all staff, and ensure we are all committed and aligned to EDI Strategy and organisational objectives and values
- Gender pay gap
- ethnicity pay gap

Communications
Aligns to strategic objectives 3,4,5 & 6

- develop an internal comms plan
- develop an external comms plan
- promote EDI strategy internally and externally
- improve RoS branding to raise awareness that RoS is an employer of choice
- improve Ros branding to raise awreness that RoS is an employer of choice
- publicise NXD blogs
- promote RoS as an employer who adopts hybrid and flexible working patterns
- highlight current equalities and Mainstreaming report to demonstrate RoS' commitment to helping it's staff to thrive in the workplace
- EDI Webinar to reflect and demonstrate RoS commitment to improvements in processes and in valuing and developing its staff
- collaborate with Project E to assist in the draft of a hybrid working policy with an EDI lens
- communicate and adopt correct terminology

Budget
aligns to strategic objectives 4, 5 & 6

- monitor MyHr EDI activity code usage
- monitor spend on allocated EDI budget
- colleague forum to collaborate with L&D and Events teams to agree best approach to maximise attendance at available training opportunities

Strategic Objectives
1. Deliver the benefits of a completed Land Register
2. Deliver more benefits to Scotland by providing innovative and accessible land and property data
3. Develop and deliver digital improvements that support a sustainable business where the needs of our customers are fully satisfied
4. Inspire our people to adapt, grow and innovate to empower a thriving and inclusive organisation
5. Be an effective and efficient delivery organisation
6. Be a future focussed organisation

EDI Strategy Vision
1. An inclusive working environment where everyone feels equally valued and respected, everyone can communicate effectively, and everyone can work to the best of their ability
2. An engaged and high performing diverse workforce that reflects modern Scottish society
3. High quality delivery on the needs and expectations of our diverse customer base, for all