

- Staff feel that management share appropriate information to help with their job role.
- Staff feel they have the opportunity to feed views upwards and influence decisions.



5.5 Promoting a Culture of Inclusivity and Wellbeing

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Vision

We are committed to promoting equality of opportunity and valuing different contributions and experiences. Our vision is to create an inclusive ethos in all of our work which celebrates the diversity of CCEA's stakeholders and staff.

We will:

- promote equality, inclusion and diversity as fundamental principles throughout the organisation;
- implement and embed CCEA's Equality Scheme and action plans to enable CCEA to embed good practice across all areas of its activities, as well as meet its legal obligations;
- identify strategies to ensure we foster a continued ethos of equality, inclusion and diversity across the workforce;
- continue to implement absence management strategies that support members of staff experiencing ill health and also address high levels of absence;
- ensure health and safety systems are in place that comply with legislation and promote best practice;
- ensure diversity in the partner portfolio to include contract for services;
- ensure that CCEA has a modern understanding of changing demographics in NI to maintain diversity parity; and
- Promote cross-organisational events that actively encourage physical health and lead to Corporate Social Responsibility (CSR) outcomes.

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Key measures of success and impact

- All organisational policies equality screened and equality impact assessments undertaken when required;
- Implementation of CCEA's Equality Scheme, and full compliance with CCEA's requirements under Section 75 as well as contributing to wider social objectives;
- Staff absence levels of no more than an average of eight days per annum per employee reducing to a target of six days by the end of the strategy period;
- Implementation of an annual health and safety improvement plan and achievement of objectives against timetable;
- Achieve an accredited award for diversity in the workplace by Year Two;
- Engage with diversity representatives to ensure stakeholder position is fully reflected;
- Develop approaches to allow for adaptability in our recruitment models with emerging economic trends;
- Develop and implement a new Support Strategy for staff to allow for well-being to be constantly addressed in a changing environment and with indicators to be baselined and showing year-on-year improvement;
- Develop and implement a revised Corporate Social Responsibility (CSR) Strategy to ensure that each employee is given the opportunity of three working days per annum for CSR activities; and
- Identify and implement two cross-organisation fitness activities that encourage physical health and lead to CSR outcomes.



