

WHAT WE DO AT RJA

“WE ARE COMMITTED TO PROVIDING A WORKING ENVIRONMENT THAT IS WELCOMING, INCLUSIVE, RESPECTFUL AND IS FREE FROM UNLAWFUL DISCRIMINATION.”

We all have a personal responsibility for making our workplaces more inclusive.

Our individual mindsets, attitudes and behaviours directly impact on the lives of others and help to shape our work environment.

We must be proactive and reach out to others, especially those who we do not know or would not normally work with.

We can help to influence and shape our organisation's policies, strategies and goals around equality, diversity and inclusion.

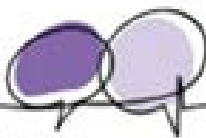
People Promise



We are
compassionate
and inclusive



We are recognised
and rewarded



We each have
a voice that
counts



We are
safe and
healthy



We are
always
learning



We work
flexibly



We are
a team

Inclusion roadmap



September	KCS Staff Network Groups established
June	Staff Listening Events held
August	Approval of Inclusion Strategy
September	Set up Staff Networks groups
September	Launch calendar of events
September	Menopause conference
September	Refresh EDI meeting terms of reference
October	Share EDI pledge
December	Review induction process
January	Launch EDI newsletter
2024	Launch Health passports
2024	Neuro-diversity logo and badge
2024	Explore Apps to support EDI and staff welfare
2024	EDI journey continues throughout with staff involvement

People Promise



*You're
Invited!*

STAFF NETWORKS

at RJA H

All our staff networks meet monthly, are open to all staff as part of the communities or as ally's, and offer a safe space to discuss any concerns or support you might need, and to suggest any improvements and actions to be made.

Menopause Staff Network



**Disability & Neuro-Diverse
Staff Network**



LGBTQIA+ Staff Network



Ethnic Diverse Staff Network



RJAH Pledges



Compassion & Inclusivity

