



Equality, Diversity and Inclusion Framework

Leading Yourself	Leading Others	Leading the Function	Leading the Service
I value inclusion and set a positive example of appropriate behaviour for peers and new starters.	I take responsibility for inclusion and encourage different points of view.	I role model and mentor others in how they communicate and engage to encourage inclusion.	I promote and role model inclusion. I promote and uphold our values and professional standards and communicate the importance of ethical and inclusive approaches to our work.
I understand relevant equality legislation, including the Public Sector Equality Duty and Equality Act 2010	I ensure others are aware of and understand relevant equality legislation	I understand my responsibilities under relevant equality legislation, and ensure compliance	I ensure organisational compliance with relevant equality legislation and communicate this to my team and the organisation.
I seek to understand and demonstrate sensitivity towards different cultures	I encourage my team to understand different cultural backgrounds	I role model cultural sensitivity and inclusive behaviours with all	I support the organisation to improve its delivery which support different cultural needs
I promote unbiased treatment towards others by avoiding and challenging stereotyping	I challenge stereotyping within my team, and ensure education for others on avoiding biased treatment	I address my biases and understand how stereotyping can impact my function, and share this with others	I have the skills to address stereotyping and address my unconscious bias, both for myself and my staff
I understand the importance of an inclusive work environment, and contribute to a positive organisational culture	I seek to understand how I can create an inclusive working environment, and understand how this contributes to a positive culture	I work with those around me to create an inclusive working environment and take steps to address issues that affect culture	I understand how lead cultural change, and do so to create a positive and inclusive working environment for all staff
I recognise and promote fairness and equality within my role	I ensure I lead with fairness, and consider equality in my leadership approach	I seek out opportunities to embed equality and fairness into the delivery of my function	I embed fairness into decision-making, assess the risk of discriminatory practice, and promote equality across the Service
I am committed to identifying gaps in my knowledge, and furthering my understanding of equality topics	I identify gaps in knowledge on equality topics for those in my team, and support their development	I have a robust understanding of how equality topics apply to my function, and embed ongoing education for myself and my staff	I educate others on equality topics, and create opportunities for others to learn and improve