

Diversity, positive action and reality: impact on the workforce

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Aims and objectives

- To agree a common definition of positive action in the workplace
- To discuss what positive action can do to effect change in the workplace
- To help you identify some ways in which you can implement positive action within your workplaces

Ground rules

- No legal questions!
- Work quickly!
- Positive mental attitude

Task

Take a post it note and
write – in **10 words** or
less – what you think
positive action is

NHS Employers definition

Positive action includes lawful action which seeks to address an imbalance in employment opportunities among targeted groups:

- which have previously experienced disadvantage or
- which have been subject to discriminatory policies or procedures or
- which are under-represented in the workforce

Task

- In pairs, identify ONE issue each of discrimination, unfairness or under representation that you would like to address in your workplace
- Summarise the issue into ONE sentence
- Exchange issues – and identify whether or not you think positive action could help overcome / address the issue
- If yes – bring the issue to the front and make a “pitch”

Thank you

For your indulgence – and participation!

Please contact me at NHS Employers if you have any questions

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