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| **Session** | **Target audience** | **Session outcomes** | **Topics covered in the session** | **Session dates with Ms teams link** |
| Equality and Human rights | Anyone working in primary care  Multi-disciplinary approach | Increased knowledge around equality and the law  Increased knowledge and skill around aligning equality and health inequalities  Increase knowledge and insight from other delegates around challenges and innovative thinking around positive action | Looking at data – health inequalities of your population, how can you shape your services when thinking about inclusion?  Equality Impact Assessment – reviewing your responsibility around due regard.  What are the 9 protected characteristics and your legal responsibilities?  Connecting to inclusion networks. | 6th Feb-10-11:30- [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NTg0Y2I2NWEtZmQyMy00ZjdkLTlhYTktZGJkNmY3YmVlODNm%40thread.v2/0?context=%7b%22Tid%22%3a%226c99af64-3cd2-4444-aca2-c90d239a4825%22%2c%22Oid%22%3a%2266716f38-ad22-48d8-8b0a-c103868ad034%22%7d).  5th March 1:30-3pm  [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NjEwZTllZGItYWJlMy00YmM4LWExMzAtMTZjN2FkYTVjOTZh%40thread.v2/0?context=%7b%22Tid%22%3a%226c99af64-3cd2-4444-aca2-c90d239a4825%22%2c%22Oid%22%3a%2266716f38-ad22-48d8-8b0a-c103868ad034%22%7d) |
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| Inclusive recruitment | Practice managers  Practice partners  Staff involved in Recruitment | Increased knowledge around how to embed equality into the recruitment process, policy, and behaviours.  Increase knowledge and insight from other delegates around challenges and innovative thinking around positive action throughout the touch points of the recruitment pathway. | A one-workforce approach to recruitment and talent : Overhaul of Recruitment processes linked to the high-impact actions set by the national EDI plan.  A talent management Perspective: From Theory to Practice: Embedding Talent Management Processes: A cohesive approach to talent management is crucial.  The legal, financial and strategic alignment to equality and human rights: A diverse and inclusive workforce is linked to a positive work culture, increased patient trust, and improved healthcare outcomes e.g. CQC. | 7th March 1:30-3 [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YTE0NDFhODItNjAwZC00MzE2LTljZGQtMzhiNTgxOTY5NzNk%40thread.v2/0?context=%7b%22Tid%22%3a%226c99af64-3cd2-4444-aca2-c90d239a4825%22%2c%22Oid%22%3a%2266716f38-ad22-48d8-8b0a-c103868ad034%22%7d)  13th march 1:30-3  [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_OTdlZTQxZjctMDZjNS00YTAwLWJhNmQtMzFmM2I5OTY4MTcx%40thread.v2/0?context=%7b%22Tid%22%3a%226c99af64-3cd2-4444-aca2-c90d239a4825%22%2c%22Oid%22%3a%2266716f38-ad22-48d8-8b0a-c103868ad034%22%7d) |
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| Talent management in action | All staff | Increased ability to assess internal and external factors for career progression and talent management  Consciously take opportunities for your own talent  Take an inclusive lens to talent management | Opportunity cost  Expectations Vs satisfaction  Locus of control  Project Me | 9th feb-10-12- [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZDQ1NWRhYWMtZjIxZi00Y2IyLWE4YjktNDMxODJjMDI2YTYw%40thread.v2/0?context=%7b%22Tid%22%3a%226c99af64-3cd2-4444-aca2-c90d239a4825%22%2c%22Oid%22%3a%2266716f38-ad22-48d8-8b0a-c103868ad034%22%7d)  6th March 1:30-3pm [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ODY3MTcyOTQtNGY4Yy00YTU2LTkzMjgtOTkwMDgwOWQwZWI3%40thread.v2/0?context=%7b%22Tid%22%3a%226c99af64-3cd2-4444-aca2-c90d239a4825%22%2c%22Oid%22%3a%2266716f38-ad22-48d8-8b0a-c103868ad034%22%7d) |
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Session Facilitator: This session has been commissioned by the South East Leadership Academy and facilitated by Cavita Chapman.

