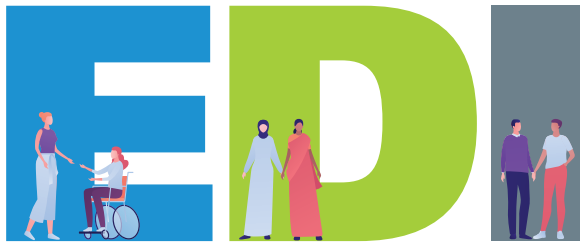


EDI

EQUALITY DIVERSITY INCLUSION



EDI focus group

This diverse group meets quarterly and takes part in various activities including commentary of NICE guidelines. If you would like to be involved, please email gemma.cassidy@bapo.com



Digital accessibility

This internal project was set up to work on digital accessibility. We have ensured that Teams calls have captions and transcriptions enabled, that Powerpoint presentations are accessibility checked to ensure screen reader compatibility, that fonts and contrast are considered in content design and that alt text for images are used.



Leadership course

The 24/25 theme for our leadership course is inclusive leadership. This involves leading with empathy, respect, and an open mind to diverse perspectives and contributions. Inclusive leaders facilitate diverse teams ensuring everyone feels empowered to do their best work. It involves having an awareness of implicit bias.

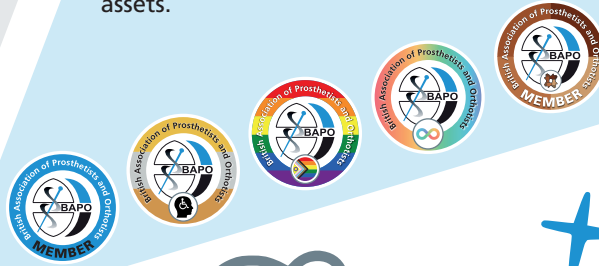


EDI statistics from the BAPO workforce review

- P&O workforce who identify as transgender = to national average and 3 times higher than AHP workforce
- P&O workforce who have a disability = higher than average across the AHP workforce
- P&O workforce who identify as LGBTQ+ = higher than the national average
- P&O workforce comprises of 26 different nationalities
- P&O workforce can speak 31 languages

Digital members badge launch

In September of 2024, BAPO were proud to launch a suite of inclusive digital member badges. These included a standard members badge along with Disability, LGBTQ+, Neurodiversity, and Ethnic Diversity member badges and digital assets.



EDI on BAPO social media

Celebrating and educating people on diversity awareness days/weeks/months



For more information scan the QR code

www.bapo.com
enquiries@bapo.com
 0141 561 7217

