





MDDUS joined the AFM Mutual Diversity Alliance in 2021. This group provides insight into the work other mutuals are doing around their E, D&I agenda. The group is in the early stages and we have met to share learning and best practice. The main aims are to work towards:

- **Appointing a senior leader in the organisation to lead our work on mutual diversity across the business**
- **Treating all customers and employees with respect, dignity and courtesy**
- **Making reasonable adjustments to, and maintaining, an appropriate working environment, where employees from diverse backgrounds enjoy an equality of opportunity, and to demonstrate this through equality of pay, the capacity for agile working, fair recruitment and other HR policies**
- **Maintaining an effective culture via our Board, that promotes diversity and sets the right example**
- **Working with other members of the Alliance to support problem solving, to sponsor training of our people on inclusivity and diversity, as well as on conscious inclusion, and to share good practice, as necessary**

Some of our 2022 Equality, Diversity and Inclusion activities

Introducing a Diversity and Inclusion working group for any colleague to join

Free sanitary products in the offices

Developing our mental health first aiders

Promoting our Lifeworks employee assistance app

The Your Halo support for members

Launching our menopause policy and supporting manager guide

Participating in Glasgow Pride

Including diversity questions in our member surveys

Showing our support for the BMA's recommendation that more visibility of LGBTQ+ role models and positive examples of inclusion are needed

Using social media channels to promote the new GMC hub to help doctors who face racism at work

Having a variety of communication styles to appeal to different audiences including video, articles, and animations

Embedding our home and office flexibility approach to ensure we deliver our values of integrity, collaboration and excellence

Action	Details
<p>Appoint a senior leader to lead our work on mutual diversity</p>	<p>Kim Johnstone, Director of HR and Corporate Services leads on E, D&I. One of her objectives is focused on E,D&I and includes actions, communications and support from the wider Executive team and colleagues.</p> <p>In 2022 we launched our Diversity and Inclusion working group of colleagues from across the company who are interested in sharing and developing D&I initiatives. The group will be working on events such as International Woman’s Day and Pride as well as ad hoc activities and learning throughout the year.</p>
<p>Treating all customers and employees with respect, dignity, and courtesy</p>	<p>In our member surveys we have included questions on other demographics to better understand the membership base. Our website has our updated group Group MDDUS Equality, Diversity, and Inclusion Statement MDDUS</p> <p>Our internal policies are reviewed to ensure colleagues are treated with respect, dignity, and courtesy, and know how to highlight concerns if they believe this is not the case</p>
<p>Making reasonable adjustments to, and maintaining, an appropriate working environment, where employees from diverse backgrounds enjoy an equality of opportunity, and to demonstrate this through equality of pay, the capacity for agile working, fair recruitment and other HR policies</p>	<p>Our internal communications continue to have a diverse approach including; blogs, emails, intranet, video calls, face to face. Our newly launched intranet site has been developed with all colleagues and members in mind and has a specific area for the D&I working group</p> <p>All colleagues complete learning on E, D&I through our Skillcast system. Other learning is available as required.</p>

Action	Details
Maintaining an effective culture via our Board, that promotes diversity and sets the right example	Our board is committed to promoting diversity and we have, and meet, an aim of maintaining at least 50 percent female Board membership. The Board recognises that diversity enables more effective discussions and better decision making.
Working with other members of the Alliance to support problem solving, to sponsor training of our people on inclusivity and diversity, as well as on conscious inclusion, and to share good practice, as necessary	We share ideas and updates with other AFM members.
Reporting each year on how we have met the expectations of the alliance	Although not required to do so, we report our gender pay gap in our Annual Report and Accounts. Our other work on equality, diversity and inclusion will also be covered in our 2022 ARA.