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| 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source | Not reviewed this year | **ACHIEVING** | Not reviewed this year |
| 3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their lives | Not reviewed this year | **EXCELLING** | Not reviewed this year |
| 3.6 Staff report positive experiences of their membership of the workforce | **ACHIEVING** |  Not reviewed this year |  Not reviewed this year |
| **“Inclusive leadership”** |  |  |  |
| 4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyondtheir organisations | **ACHIEVING** | Not reviewed this year | **ACHIEVING** |
| 4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, andsay how these risks are to be managed | Not reviewed this year | **ACHIEVING** | Not reviewed this year |
| 4.3 Middle managers and other line managers support their staff to work in culturally competent ways within awork environment free from discrimination | Not reviewed this year | **ACHIEVING** | Not reviewed this year |