Foundational systems, structures, processes in place to lead and drive cultural change, with voices of paramedics at the centre

1. We drive cohesive workplace reform, with paramedic voices at the centre, through the establishment of the Equality & Workplace Reform Division reform governance and the introduction of staff reference group as change champions. **(R1)** (R11) **(R9b) (R12)**
2. Governance, strategic and policy frameworks outline our commitment to workplace equality including priority population action plans. (R40)
3. There is increased diversity on the AV Board and the Board undertakes reflective practice. (R1) (25) (41)
4. Our Statement of Priorities (with DH) focus on a safe, fair, inclusive organisation. (R10)

AV conducts research and builds supporting evidence to drive cultural change

5. AV [illegible] understands the priorities and approach to ensuring safety in isolated work environments through auditing S[illegible]

The workplace is accessible to everyone regardless of their backgrounds and needs
1. AV welcomes and facilitates workforce diversity through conscious inclusion to recruitment. (R27)
People's diversity & differences are accepted & respected
2. Greater respect & care for retiring members visible through development a transition to retirement strategy. (R35)
People safe to seek support, take calculated risks, speak up, express ideas, and be themselves
3. Continued visibility of good leadership and modelling through improved people management capabilities and inclusive leadership. (R8) (R33) (R36) (R37)
Leaders enable and drive positive workplace culture of safety, respect, and inclusion
4. Leaders understand and drive positive workplace culture through prevention mindset and sustained practice. (R3) 5. There is greater support and engagement between managers team members to allow them to deliver on a fair, equal and inclusive workplace. (R38)
Organisational healing forms part of the conversation of change
6.The organisation brings about organisational healing by responding to key outcomes of Restorative Enagement scheme. (R2)