

We believe that:

- Everyone should feel they belong
- Inclusion is at the heart of great leadership
- Everyone should have the opportunity to thrive
- Organisations should be courageous in challenging the status quo
- - Everybody should treat others fairly and inclusively
- Discrimination and bias should be challenged
- D&I is a journey that we navigate together

Exemplary Outcomes

- ✓ Tangible talent/integrated employee programmes
- ✓ Visibility of corrective action – admit and learn
- ✓ Significant progress on statistics, KPIs and targets
- ✓ Open to peer accountability
- ✓ Disruptors – innovation, boldly doing things differently
- ✓ Thought leaders – a D&I role model
- ✓ Contribute internal know-how and data to help other employers
- ✓ People valued above profit

Outcomes

- ✓ Assigned budget – spend & commit
- ✓ Publish data, e.g. gender pay gap stats & 5 year action plan
- ✓ Change processes and procedures – de-bias
- ✓ Increase awareness & capability of staff, e.g. unconscious bias training, recruitment training, line manager training
- ✓ Leadership development – inclusive leadership
- ✓ Employee-led cultural change groups
- ✓ D&I reporting & KPIs
- ✓ Support under-represented groups – time and financial
- ✓ Flexible working – real outcomes
- ✓ Community – schools/3rd sector – outreach
- ✓ Internal initiatives, e.g. parental leave coaching
- ✓ Publish 5 year plan for KPIs/targets
- ✓ Mentoring scheme – reverse mentoring

Positive Intent

- ✓ Signed the charter (authorised)
- ✓ Board resolution
- ✓ D&I strategy/policy
- ✓ Set up D&I Committee
- ✓ Internal comms and press release showing clear commitment
- ✓ Assign responsibility
- ✓ Assign budget
- ✓ Set goals
- ✓ Internal research/data, e.g. gender pay gap review, employee surveys