**Diversity, equity and inclusion action plan**

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| **DEI standard** | **Objective** | **Actions** | **Accountability** | **By when** | **Measuring success** |
| **#1 We have inclusive hiring processes** | We commit to fair and transparent hiring processes that empower people of all backgrounds and experiences to apply and know they will be genuinely considered. | *e.g.*  *1. Advertise roles in a broad range of publications*  *2. Ensure ad wording, job spec and interview process are inclusive to a diverse range of candidates*  *3. Ensure a diverse range of candidates is represented at*  *shortlist stage* | *e.g.*  *HR Manager*  *All hiring managers* | *e.g.*  *Q2* | *e.g.*  *Increase in the representation of diverse employees from \_\_% to \_\_%* |
| **#2 We champion representative leadership** | We recognise that achieving balanced, representative leadership is vital to achieving diversity in our organisation and across the industry. |  |  |  |  |
| **#3 We embrace flexible working** | We help every employee overcome workplace barriers and thrive, by normalising flexibility. |  |  |  |  |
| **#4 We are transparent and equitable about pay** | We work towards true pay equity, promoting transparency and benchmarking to track, measure and prove progress. |  |  |  |  |
| **#5 We help everybody care** | We promote shared responsibility of unpaid care, regardless of gender, to enable everybody to thrive in the workplace. |  |  |  |  |
| **#6 We listen and are data led** | We measure our progress and create a listening culture that empowers all employees to share their experiences, learning from them to make lasting change. |  |  |  |  |
| **#7 We support career development for all** | We nurture and retain our employees through career development support that builds confidence, skills, networks and direction. |  |  |  |  |
| **#8 We commit to an inclusive culture for everyone** | We champion inclusive and anti-discriminatory cultures among employees and customers, in which a wide range of people can come together and thrive, recognising that inclusive organisations are better for all. |  |  |  |  |
| **#9 We offer safety and support services to all employees** | We recognise the important role employers play in the removal of systemic barriers faced by women and marginalised groups (e.g., harassment, domestic violence) and offer robust support for those impacted. |  |  |  |  |
| **#10 We make strategic commitments to diversity, equity and inclusion** | We lead from the top, making a formalised commitment to building and maintaining a diverse, equitable, inclusive organisation. |  |  |  |  |