

ANTI-RACIST COMMITMENT FRAMEWORK	ACTIONS FOR CHANGE
ACCELERATING DIVERSITY WITHIN	<p>We will build a workforce more reflective of the communities we serve by promoting opportunities for black and ethnic minority people to enter and advance within the organisation.</p> <p>Create a new fast-track scheme for high potential people from ethnic minority backgrounds, fuelled by targeted recruitment for senior leadership and work with partners to help grow diverse talent pools. Selected staff will be mentored by a member of the Senior Leadership Team as they progress through different opportunities designed to build their career foundations. This will be maintained by ensuring there are diverse shortlists for every senior management role across the organisation.</p>
EDUCATING, EMPOWERING and EQUIPPING PEOPLE	<p>We will transform the culture to zero tolerance of discrimination. Introducing new immersive training to enhance awareness and support, to underpin inclusive management and meet various learning styles.</p> <p>Race and culture awareness training will be mandatory for everyone. This will go beyond routine online training by: offering guidance; peer support groups; recognising local issues; providing support to equip managers to champion diversity and utilising external specialist advice/support as/when necessary.</p>
LEADING BY EXAMPLE	<p>We will ensure that every one of our senior leaders has a greater understanding of the issues faced by ethnic minority communities and are equipped to lead the fight for equality.</p> <p>Every senior leader will commit to either a) to have an ethnic minority reverse mentor or provide professional support to a community organisation serving ethnic minority groups.</p>
BUILDING TRANSPARENCY	<p>We will address any gaps in our own data collection, ensuring that senior leaders can be held to account for the progress made in tackling both discrimination and equality of opportunity.</p> <p>Staff will be encouraged to self-declare their identity, enabling us to build a rich profile of the workforce's diverse needs. This will underpin the introduction of an annual ethnicity pay audit, backed by any immediate action required. An 'ethnicity dashboard' will enable us to track progress across the colleague lifecycle and set targets for senior leaders. This will be published internally annually.</p>