Diversity & inclusion 2021-22

What we've achieved so far



Focused webinars and sessions to inspire and learn from including LGBTQ+ history, neurodiversity and being disability confident.

Menopause friendly employer accreditation



Creation of an **Inclusion Steering Group**

Achieved Disability Confident Level 3 Leader status



Relaunch and extension of our colleague networks – addition of **Carers**, **Race** and **Heritage**, **Gender**

Transitioning in the **Workplace guidance** created

Refresh of our **Equality Impact Assessment** form and creation of accompanying e-learning and resources

Launch of a **Board Diversity** programme

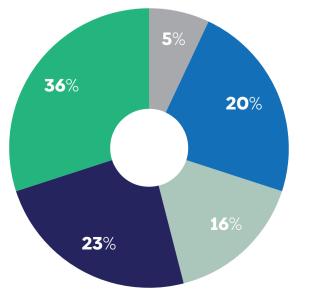
Careers page refresh

Part of the NHF EDI network

^{*} improvement of our TIDE D&I benchmarking via ENEI

(Employers Network for Equality and Inclusion)

Partnership with **Lexxic** to work towards being a **'neurodiverse-smart**' organisation



Creation of a **Power BI** data dashboard – comparing colleague and customer data

ASTER

