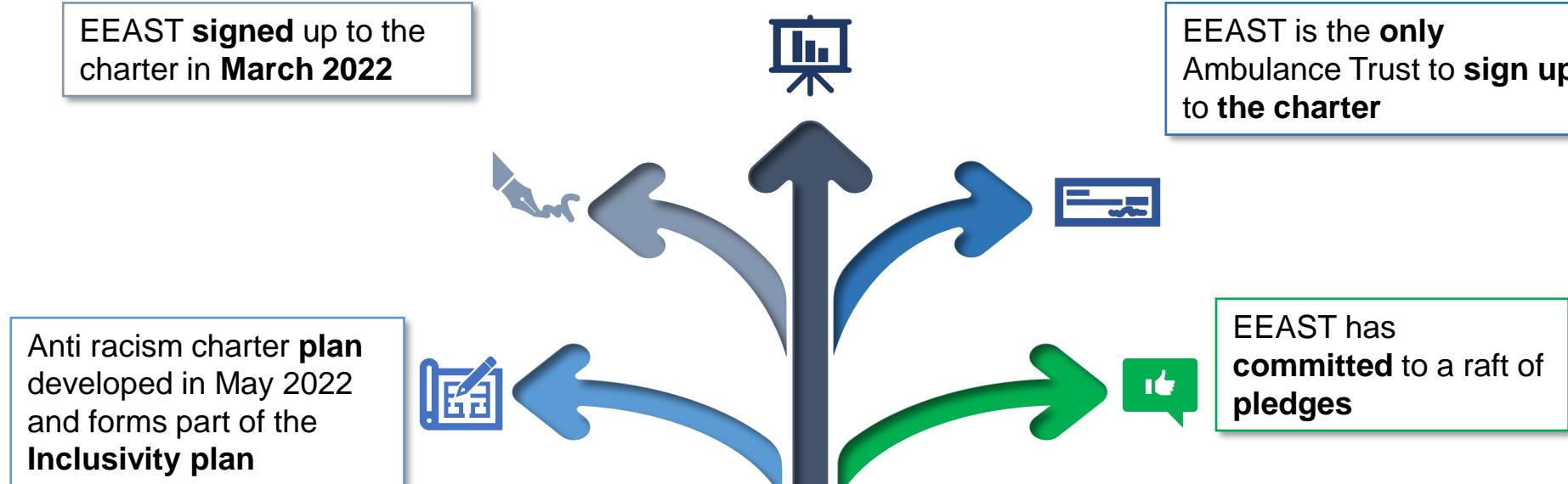




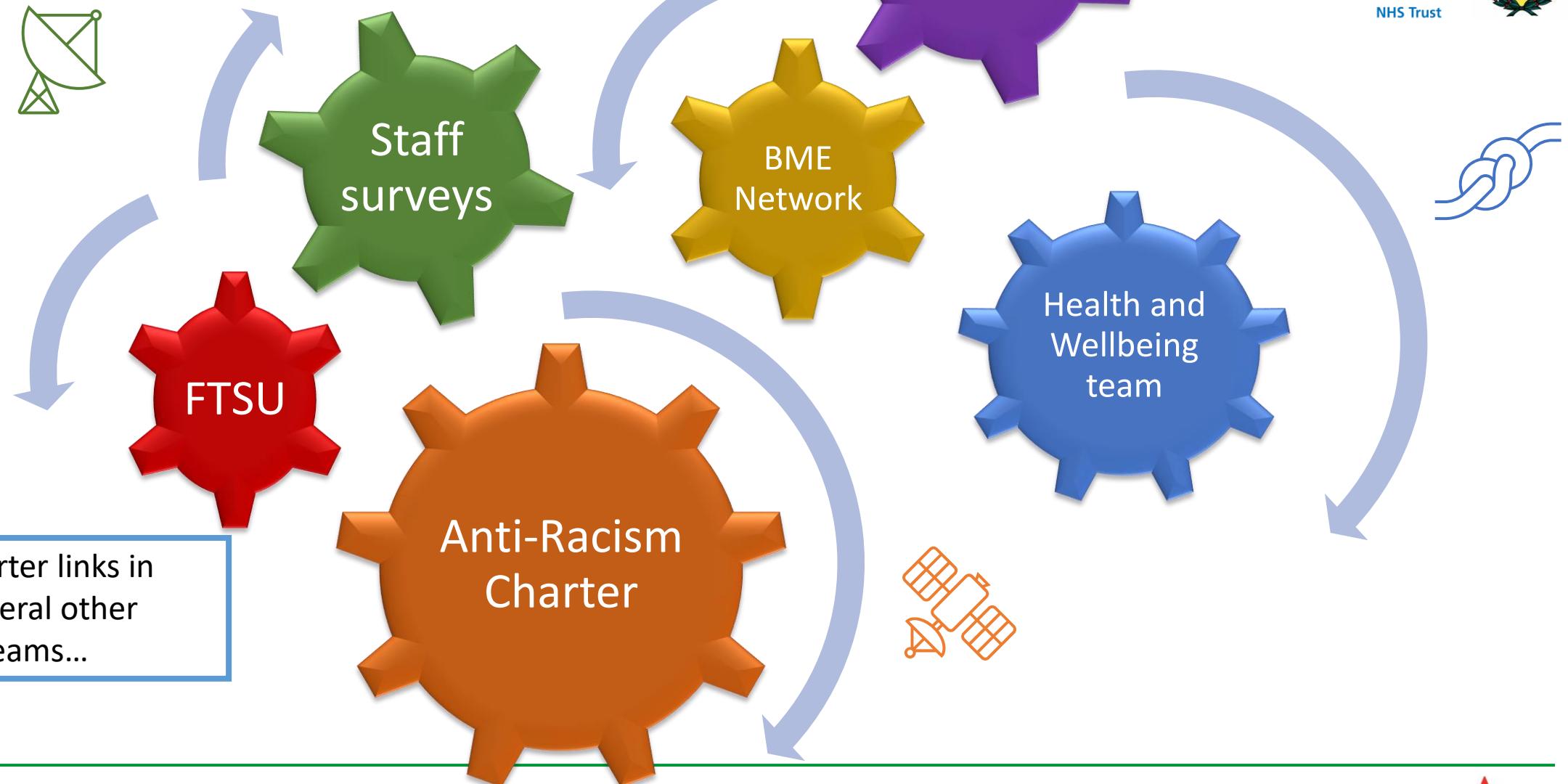
THE ANTI-RACISM CHARTER

Caroline Nwadu
Head of Culture and Inclusivity

Background and Actions



The links to the Charter



Key Actions within the Anti-Racism Charter plan



Anti-racism
strategy

Our Leaders will

Champion a
racially diverse
workforce

Challenge racism
wherever it arises

Recognise and
support the impact
of racism on staff
wellbeing

Develop an Anti-
racism strategy to
reflect our
community

Our Organisation will

Develop an Anti-
racism policy

Design and review
the EqIA process

Provide bias and
anti-racism training

Publish Ethnicity
data and ER cases
related to racism.

**Our Equality auditing
process will**

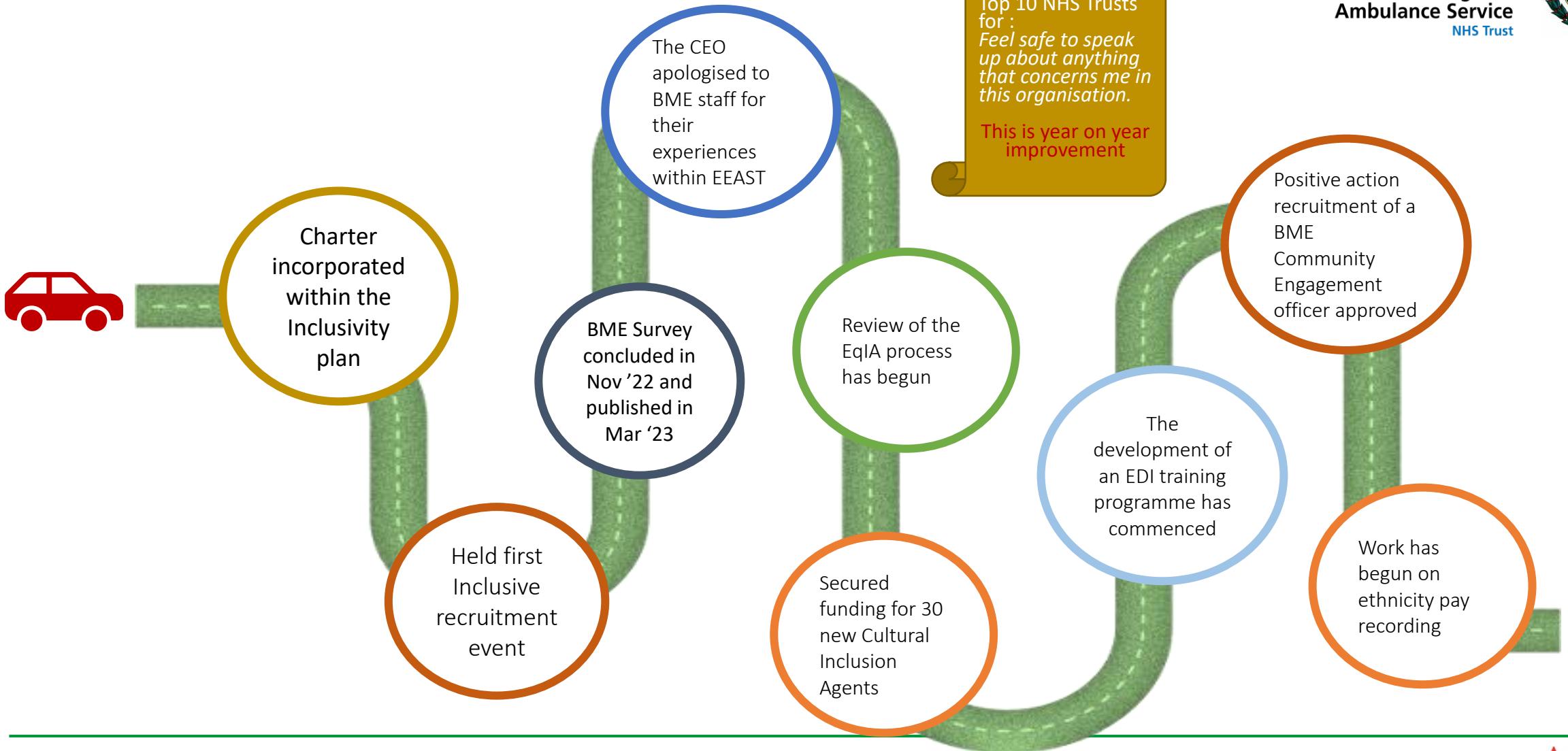
Address race
disparities in pay
and staff retention,

Develop positive
action initiatives to
support inclusive
recruitment

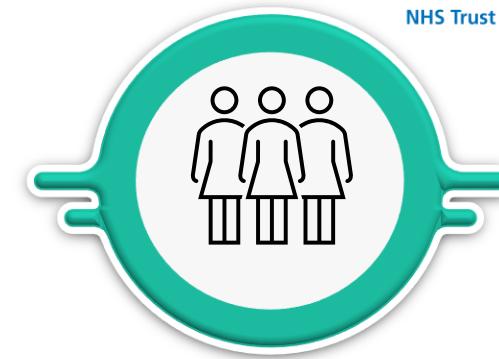
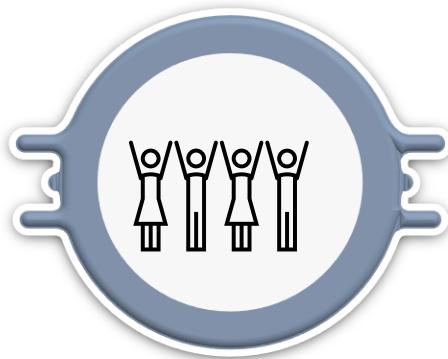
Address race
disparities in
opportunities and
ER outcomes

A commitment to
tackle racism in all
forms

Our journey so far



Our plan broken down over 3 years



Year 1

- Design an improvement plan to eliminate ethnicity pay gap
- Cultural Inclusion Agent (CIA) expansion
- Design new Equality Impact assessment(EIA) process and embed
- Develop a mentorship and coaching programme for minority staff
- Support the creation of inclusive leadership modules within Leadership Development Programme
- Hold annual inclusive recruitment
- Build 3-year EDI Training Programme for all staff, designed to upskill year on year on cultural awareness

Year 2

- Develop and publish an Anti-racism Policy
- Ensure all minority staff have development plans and access to career coaching
- Work with talent acquisition team to promote EEAST as diverse employer
- Increase involvement of CIAs in ER and recruitment processes
- Expand the reach of annual Inclusive recruitment events
- Promote our diverse workforce on recruitment channels and job fairs
- Establish positive action recruitment initiatives

Year 3

- Ongoing support to managers on EQIA process.
- Inclusivity training for all staff
- Monitor exit interview process
- Monitor language in adverts
- Maintain the promotion of a diverse workforce on recruitment channels
- Expand positive action recruitment initiatives
- Maintain involvement of CIAs in ER and recruitment processes
- Develop guidance on acceptable language

Measuring Impact - KPIs



% Diversity Representation

Increase percentage of staff from under-represented groups in band 8a and above

% Retention Rate

Monitor Retention rate of staff from diverse backgrounds

% Employee Engagement

Conduct regular equality surveys to gauge engagement

% Pay Equity

Analyse and address pay gaps based on protected characteristics

% Diversity in Recruitment

Measure candidate diversity at application, shortlisting, interview/offer stages

% Training & Development

Monitor feedback from EDI training, to assess if they are fostering an inclusive culture

% Staff Survey

Year on year reduction of staff experiencing discrimination

% Staff Survey

Year on year reduction of staff experiencing bullying and harassment