

Our Strategy for  
**Equality, Diversity & Inclusion**



## Overview & Objectives

This strategy is designed to provide an overview of the company's long term objective in creating an equal, diverse and inclusive environment for all. The focus is on implementing a strategy that will aid the delivery of 4 key objectives

1. Achieving a culture of Equality, Diversity and Inclusion throughout the organisation
2. Promote engagement across all diverse groups and develop a sense of inclusion
3. Continuously improve and develop policy to support all actions within the strategy
4. Demonstrate leadership on equality, diversity and inclusion through all levels of the organisation and both internal and external

The objectives should be broken into short term to long term goals with key deliverables. These goals should ensure the alignment with the overall strategy of creating a culture of Equality, Diversity and Inclusion that works seamlessly within our mission and values and is included within the executive leadership strategic plan.



## Purpose & Statement

‘To be the most diverse and inclusive organisation, not only within our industry, but recognised by all our staff, clients and partners as having a culture and leadership that promotes opportunity ‘

‘We are on a Journey’

To Celebrate and Embed Diverse and Inclusive practices across all areas of our business. It is our aim to become an employer of choice and market leader in championing equal opportunities for all.

# Our Council – ‘Development Committee’



Anthony  
Harman



Louise  
Farrell



Dania  
Gohar



Chantelle  
Morris



Lakeshia  
Williams



Emma  
Rahim



Calvin  
Pillay



Daisy  
Stringer



Duncan  
Shadbolt



Marina  
Goncalves



Subesh  
Dawadi



Tammaryn  
Steers

## Working Group Goals

4 Key working groups have been established to focus on the four pillars that form the Equality, Diversity & Inclusion Strategy. These are:

1. *To raise awareness on equality, diversity and inclusion in the workplace/ To create and inclusive work environment'*
2. *'To adapt a Data driven approach to Diversity in the Workplace'*
3. *'To ensure we have inclusive recruitment practices'*
4. *'Embed E,D&I into the leaderships teams agenda'*





**Taking You**  
On a Journey