

Priority Area
Data & Analytics
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Enabling Actions
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Enabling Actions
Empowered & Collaborative Teams
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Inclusive Leadership & Line Management
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Informing the People Agenda
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Learning & Development
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A Strategic Approach to Audience
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A Strategic Approach to Audience;#Informing the People Agenda
A Strategic Approach to Audience
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Title
(DA) Greater detail & transparency in EDI data analysis
(DA) Inclusion measures in People & pulse Surveys
(DA) Increase use of equality analysis & human-centred design
(DA) Raise EDI data completion rates
(DA) Set EDI targets - monitoring & evaluation
(DA) Use EDI data to inform decisions
(DA) Track, monitor and target Zero-tolerance issues
(EA) Business Partner JDs complete for recruitment
(EA) Business Partner recruitment live
(EA) Induction for Business Partners
(EA) Strategy and action plan comms
(ECT) Development plan for diversity networks
(ECT) Create effective and inclusive governance for EDI and more widely
(ECT) Embed EDI standards into contracts with partners
(ECT) Increase inclusive decision-making
(ECT) Co-design team-based EDI action plans, with supporting resource
(ILM) Embed inclusive value into brand and tone of voice
(ILM) Clarify line manager responsibilities on EDI and build into learning and recruitment
(ILM) Define & Develop Inclusive Leadership Competencies
(ILM) Embed EDI into objective setting
(ILM) Raise profile as a visible and credible EDI presence in the wider sector
(ILM) Role model responsible procurement
(ILM) Standardise EDI experience for leadership & management recruitment
(IPA) Collaboratively design and deliver an anti-racism action plan with the Global Majority Network
(IPA) Increase consistency and transparency in talent and promotion decisions
(IPA) Efficient use of People & Pulse Surveys to build more inclusive team cultures
(IPA) Provide an effective reasonable adjustments package
(IPA) Provide an enhanced mental health and wellbeing offer
(IPA) Review & adapt our recruitment processes to reduce bias
(LD) Design and deliver bespoke team-level EDI learning programmes
(LD) Introduce EDI coaching and Inclusive Leadership Development
(LD) Design and embed an EDI Curriculum
(LD) Mental Health, Wellbeing, Tailored Adjustments and Access training
(LD) Micro-behaviours training
(LD) Redesigned EDI induction
(LD) Reverse Mentoring programme
(LD) Zero Tolerance Training
(SAA) Become more audience-centred and audience-informed in decision-making
(SAA) Develop an Audience Strategy
(SAA) Develop inclusive programming practices
(SAA) Create a fully comprehensive accessibility offer, including for Renewal
(SAA) Incorporate EDI aspects of Creative Vision into Audience Strategy
(SAA) Introduce audience & programme diversity goals

Progress

In progress
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Not started
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Completed
Completed
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