

Area	Commitments	Action F	Actions	Team owner	Priori	25/26	Status
OUR PEOPLE	1.Senior leaders accountability pledges	1.1	Write and announce pledges	ICOD	High	YES	Completed
	Increased diversity of under-represented talent	2.1	Creation and delivery of recruitment strategy	HR	High	YES	In progress
		2.2	Delivery and Evaluation of Positive Action Learning Scheme	ICOD	High	YES	Completed
		2.4	Delivery and Evaluation of Sponsorship Scheme	ICOD	High	YES	In progress
		2.7	Creation of Retention and Exiting Workgroup (with programme of work in place)	NLF	High	YES	Completed
		2.8	Delivery against statutory requirements (including PSED)	ICOD	High	YES	Completed
		2.9	Ensure ability to update diversity data for all staff	COMMS	High	YES	In progress
	3.Regular mandatory education on cultures and lived experiences	2.1	Monitoring of recruitment, promotion and retention data	HR	High	YES	Completed
		3.1	Creation of 'Inclusivity Programme' as mandatory for all	ICOD	High	YES	Completed
		3.2	Creation of EDI calendar to inform activity	ICOD	High	YES	Completed
		3.3	Review of internal approach to engagement and creation of strategy (including intranet revamp)	ICOD	High	YES	In progress
		3.4	Ongoing delivery of content and consistent evaluation	ICOD	High	YES	In progress
		3.5	Sophisticated evaluation plan in place to ensure 'impact' is measured	ICOD	High	YES	In progress
	4. All leaders to complete mandatory and regular inclusive leadership training.	4.1	Content and Timetable for leadership training to be agreed	L&D	High	YES	Completed
		4.2	Ongoing delivery of staff survey	ICOD	High	YES	In progress
	5. Forcewide Inclusivity objectives into	5.1	Communicate mandatory EDI PDR objective	COMMS	High	YES	In progress
	7. Completion of cultural audits	7.1	A cultural audit process to be designed and agreed, pilot undertaken	ICOD	High	YES	Completed
		7.2	Reporting on pilot to agree on effectiveness and next steps	ICOD	High	YES	In progress
OUR POLICIES	11. Best use of Staff Networks in delivering our policies.	11.1	Complete review of SNAs	ICOD	High	YES	Completed
		11.6	Review of Equal Opportunities Policy	ICOD	High	YES	Completed
OUR PUBLIC	13. Engagement with youth	13.1	Youth IASG to be refreshed	ICOD	High	YES	In progress
	15. Ensure EDI National plans are embedded in our policing activities	15.1	A review to take place of all National plans to ensure adequate capture	ICOD	High	YES	Completed
		15.2	Clear ownership and reporting mechanisms agreed	ICOD	High	YES	Completed
		15.3	Ongoing actioning and monitoring of National VAWG Plan via internal governance and external assessment	ICOD	High	YES	Completed
		15.4	Ongoing actioning and monitoring of National Police Race Action Plan via internal governance and external assessment	ICOD	High	YES	In progress
		15.5	Ongoing actioning and monitoring of BDF Action Plan	ICOD	High	YES	In progress
OUR PARTNERS	18. Measure and Review our Partnership	18.1	Review of existing partnerships to take place to establish 'as is' position	ICOD	High	YES	In progress
	21. Build on efforts and create governance / testing ground	21.1	Creation of Ethics Committee	ICOD	High	YES	In progress