

FORWARD TOGETHER

Our People Strategy 2023-2026

Our BOOST delivery plan 2024-2026

Our BOOST delivery plan, developed in partnership with EMpower, outlines the steps we'll take over the next two years as part of our commitment to enhance the everyday working lives of our ethnically diverse colleagues. Supporting allyship, growth and progression, it seeks to deliver on our **Being Inclusive** People Promise and works towards our ambition of having diversity at all levels and being reflective of the communities we serve.



Ensuring a positive experience

We'll focus on...

- engaging EMpower and increasing membership
- improving awareness and allyship.

By 2026, we want to...

- ensure our ethnically diverse colleagues have an equally positive experience at work and are supported by strong allies.

Attracting and retaining talent

We'll focus on...

- attracting and retaining diverse talent
- Removing bias and increasing potential to succeed in our selection process.

By 2026, we want to...

- attract and retain ethnically diverse talent and enable potential.

Supporting progression

We'll focus on...

- increasing senior leader and Board representation
- supporting growth and creating a pipeline of talent.

By 2026, we want to...

- improve ethnic diversity representation at senior leader and Board level and grow our own talent.

2024/25

2025/26



(April-June)

(July-September)

(October-December)

(January-March)

(April-June)

(July-September)

(October-December)

(January-March)

Deliver quarterly Skills Boost sessions for EMpower members ✓

Launch Share and Shape campaign ✓
Increase awareness and allyship at a Senior level ✓

Promote EMpower active membership and co-develop initiatives ✓
Pilot advance interview questions

Refresh and open up our Guaranteed Interview Scheme
Refresh career pages, job descriptions and job adverts
Train hiring managers against bias
Introduce board trainee programme
Promote leadership development for ethnically diverse colleagues

Introduce trainee roles

Increase availability of mentorship opportunities
Work towards Gold Status Trailblazer accreditation for racial equality

Review GEMS and BOOST programmes

Introduce trained ethnically diverse panel members for Head of Service+ role interviews