



Equality, Diversity and Inclusion working group Charters



SureserveGroup
Equality, Diversity & Inclusion
Respect. Value. Recognition.

Gender Equality and Ethnicity & Diversity Working Group Charters

The Sureserve Group strives to instil a culture in which our people can excel in their chosen profession through collaboration, and together drive our passion to make a difference to people's lives. Our people remain the Group's most valuable asset, and we are dedicated to making sure that both our present and future employees are given the opportunity to fully participate at all levels of the business and are given every opportunity to realise their full potential.

Equality, Diversity & Inclusion

Objectives:

- To identify opportunities and barriers related to recruitment, progression and management of a diverse body of staff, and achieve greater diversity at senior levels of the organisation.
- To tackle gender inequality, addressing particular barriers faced by women in particular roles, supporting the career progression of women across the Group.
- To ensure an environment for work that is culturally inclusive, supportive of individual needs, encourages authenticity and upholds the dignity and respect of all.
- To increase engagement in equality, diversity and inclusive best practice at all levels across the Group through participation in training, learning opportunities, joint working and shared objectives.

Gender Equality Working Group

The Gender Equality working group are committed to championing and campaigning for equality at all levels of the business, and seek to promote fairness and parity in the following key areas:

- Recruitment
- Training and development
- Policy
- Leadership
- Cultural change
- Communication

Ethnicity & Diversity Working Group

The Ethnicity & Diversity Working Group are committed to advocating an equal and inclusive environment.

The working group will:

- Clarify our stance and values
- Co-create a systemic approach for practical action
- Commit to sustained action through visible leadership and a willingness to change
- Critically appraise our people management from end to end
- Connect our people by creating safe spaces, systems, and times to talk
- Communicate our messages consistently and ensure that communication is two way.

For more information on our E,D&I steering group and working groups visit
www.sureservegroup.co.uk/plc/about/edi/