



Equality, Diversity and Inclusion Strategy



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

The Strategy

The Strategy outlines work that will be undertaken by the Group's Equality, Diversity and Inclusion steering and working groups, to ensure an environment for work where the rights and dignity of staff are upheld, and all are able to perform at their best.

The implementation of the Strategy will foster the progression of equality, diversity and inclusion for staff in support of the Sureserve Group's mission and ambitions:

- To be an employer of choice in our markets and sectors
- To represent and advocate for the communities we work in
- To create an environment which attracts the best people to the Group
- To lead by example in our industry

The Equality, Diversity & Inclusion steering group oversees and is responsible for monitoring the implementation of the Strategy, collating and reporting on progress directly to the Sureserve Group's EMT, Board and our colleagues across the Group.

The delivery of this Strategy will be supported by our Equality & Diversity working groups – the Gender & Equality working group, and the Ethnicity & Diversity working group.

OBJECTIVES

Our Equality, Diversity & Inclusion Strategy highlights the following key issues to focus on and take forward. These objectives are all equally important and will contribute to achieving the changes needed to advance our long-term commitments to equality, diversity and inclusion.

Objective 1

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.

Objective 2

To tackle gender inequality, addressing particular barriers faced by women in particular roles, supporting the career progression of women across the Group.

Objective 3

To ensure an environment for work that is culturally inclusive, supportive of individual needs, encourages authenticity and upholds the dignity and respect of all.

Objective 4

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.

Strategy action plan

Actions and key stages of development.

Objective 1

1.1 Undertake full review and audit of recruitment processes, in a bid to improve recruitment practice and diversify candidate selection and employment in key, identified areas

Key Actions:

- Develop guidelines on best inclusive practice at all stages of recruitment and selection procedures for the Group
- Identify priority actions around recruitment of specific under-represented groups
- Consider introducing 'bias and selection specialists' to inform the recruitment process

Target year for Key Action:

- 2022-2023
- 2023-2024
- 2025-2026

Responsibility:

- Gender & Equality
- Ethnicity & Diversity

Objective 2

2.1 Improve female representation in under-represented roles across the Group

Key Actions:

- Analyse gender trends within data on recruitment, retention and progression
- Offer positive action, sponsorship, networking and development opportunities for women, and promote visibility of senior women, female engineers, role models, male and female gender champions
- Explore Group-wide benefits such as family friendly policies, Flexible Working, support for Carers

Target year for Key Action:

- 2022-2023
- 2023-2024
- 2022-2023

Responsibility:

- Gender & Equality

Objective 3

3.1 Review Group & individual business inductions – to include section on E,D & I, in a bid to set our values from the offset

Key Actions:

- Collate all business corporate inductions and develop content to promote Equality, Diversity and Inclusion activities

Target year for Key Action:

- 2022-2023

Responsibility:

- Gender & Equality
- Ethnicity & Diversity

3.2 Create new, fit-for-purpose E,D & I Policy to reflect new commitment, key changes and development across area

Key Actions:

- Identify individuals for a policy working group within the businesses and work with them on a timeline to deliver the E,D & I policy. Make that policy available internally and externally.

Target year for Key Action:

- 2022-2023

Responsibility:

- E,D & I steering group

3.3 Put in place a communication plan for celebrating success and highlighting our key achievements in this area

Key Actions:

- Work with Group Marketing to identify communication opportunities stemming from the activities and actions of both working groups

Target year for Key Action:

- 2021-2022

Responsibility:

- Gender & Equality
- Ethnicity & Diversity

3.4 Undertake annual review of E,D & I statistics and data to measure improvements and identify areas for improvement – publish annual report

Key Actions:

- HR, Marketing and Responsible Business to explore employee data and national statistics for annual overview of E,D & I statistics and develop recommendations

Target year for Key Action:

- 2022-2023

Responsibility:

- E,D & I steering group

Objective 4

4.1 Review female and BAME representation on all Group training and development activities, with a view to improving succession planning

Key Actions:

- Working groups to work with HR and Sureserve Academy to ensure fair representation on all internal training opportunities available across the Group

Target year for Key Action:

- 2023-2024

Responsibility:

- Ethnicity & Diversity

4.2 Ensure that Bid Teams are aware of our new commitments and the work being undertaken to improve E,D & I across the Group, for inclusion in the winning of new work

Key Actions:

- Working groups to communicate closely with Bid Team stakeholders to identify key information of value in the tender process, and provide updates on activities accordingly

Target year for Key Action:

- 2023-2024

Responsibility:

- Gender & Equality
- Ethnicity & Diversity

Sureserve Group
Crossways Point 15,
Victory Way,
Crossways Business Park,
Dartford,
Kent,
DA2 6DT

