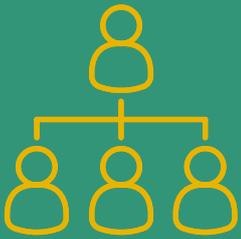


Our equality, diversity and inclusion pledges and actions



Pledge 1

Our organisation

Equality diversity and inclusion (EDI) is fundamental to our core values, ensuring a positive and supportive culture, where all staff and communities feel empowered and respected.

We will:

- ✓ Set annual EDI objectives which enhance our organisation's performance, report to our boards and transparently publish our progress.
- ✓ Champion best practice EDI and establish processes to address challenges and opportunities.
- ✓ Embed EDI in our programmes and influence stakeholders and suppliers, ensuring EDI is embedded in implementation, procurement and commissioning decisions.



Pledge 2

Our staff

Empowering and supporting our staff to be positive role models for EDI is essential to reach our collective ambition.

We will:

- ✓ Strive to create organisations that reflect the diversity of the communities we serve at all levels.
- ✓ Encourage our staff to be active allies and positively challenge when they see discrimination, non-inclusive behaviour or a lack of diversity.
- ✓ Support our staff with ongoing EDI training and activities to foster an inclusive culture.



Pledge 3

Our work

Our work aims to benefit all communities and reduce health inequalities, supporting Core20PLUS5 and other equality initiatives.

We will:

- ✓ Carry out Equality and Health Inequalities Impact Assessments on national and key local projects.
- ✓ Involve diverse and underserved communities and co-produce innovations that are relevant, accessible and work to reduce health inequalities.
- ✓ Promote diverse role models, challenge stereotypes and champion the positive impact of diversity on innovation in our communications.