

IP Inclusive Senior Leaders' Pledge

Yvonne McKee – Head of People

	I commit to:	I will fulfil this by:
1	Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none"> - Working with our people managers to encourage equality of opportunity and to consider better inclusivity in decision making in all aspects relating to our people and potential recruits. - Leading my HR team to ensure they support managers and people to continually strive for the highest standards of equity and inclusivity in selection of recruits and the management of our people. - Personally, contributing to, attending, and supporting D&I initiatives and events for W&R. - Demonstrate active allyship as a member of the D&I Steering Group (DSG) and supporting employee network groups, and championing for under-represented groups.
2	Taking D&I seriously at the highest level	<ul style="list-style-type: none"> - Supporting D&I as a standing agenda item at partnership meetings and encourage them to continue considering D&I in the widest sense – remembering the wide range of groups who need fairer representation and opportunity. - Ensuring D&I remains in my organisation's corporate strategy, business plans and has allocated budget. - Ensuring the D&I Partner role continues to be represented. - Encourage senior colleagues to provide visible and proactive leadership on D&I – seek out and value diversity in our teams.

3	Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"> - Working with my HR team to ensure they develop managers thinking and behaviours to help them see the positive benefits of D&I for our business and culture. - Ensuring our L&D offering includes a range of D&I materials and sessions which encourage awareness and develop better D&I behaviours. - Including and encouraging D&I related topics are on the agendas of internal events such as new starter induction and staff awaydays. - Encouraging and enabling time for our people to work on D&I related projects and training (Networks, webinars, drop-in sessions, lunch and learns). - Championing D&I related changes in the organisation and providing visible and proactive support for this work. - Ensuring that D&I is an important consideration when communicating with all colleagues.
4	Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> - Ensuring adherence to our zero-tolerance policies on discrimination and harassment. - Encouraging all our people, at all levels, to bring their whole selves to work and speak openly about their identities. - Promoting and celebrating diversity by utilising and enabling our Wellbeing Ambassadors and D&I Networks to provide psychologically safe spaces so all our people have a trusted friend to speak with outside their line manager. - Recognising and rewarding exemplary behaviour through Values recognition and beyond. Showing appreciation to employees in steering groups and networks and actively seeking, listening to and valuing feedback and ideas.

		<ul style="list-style-type: none"> - Ensuring our external messaging is genuine and meaningful (webpage, pitch documents, social media posts).
5	Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> - Maintaining and enhancing my knowledge (attending the Pledge Prattle, IP Inclusive events, Inclusive Employers webinars, utilising our internal D&I resources). - Supporting D&I related awareness dates, providing content that encourages staff to learn about and mark those dates. - Assisting with the introduction and implementation of D&I modules to the L&D academy. - Providing allyship, privilege awareness and/or unconscious bias training, inclusive line management for staff at all levels, including partnership/senior manager level (L&D academy).
6	Sharing my privileges	<ul style="list-style-type: none"> - Where feasible, adopting the IP Inclusive guidelines on recruiting for social mobility¹ and on improving social mobility and access to the IP professions² - Widening the channels through which we advertise vacancies in the organisation, including through external recruitment consultants (HR/D&I initiatives).
7	Insisting on equity	<ul style="list-style-type: none"> - Challenging any person at W&R by calling out all inequity I see and hear. - Ensuring diversity enhancing, inclusive recruitment policies and processes are in place. - Regularly reviewing the HR policies and procedures to evaluate their impact on D&I levels in the organisation and if necessary, improve them.

¹ See <https://ipinclusive.org.uk/resources/recruiting-for-social-mobility/>

² See <https://ipinclusive.org.uk/resources/steps-to-improve-social-mobility-and-access-to-the-ip-professions/>

8	Working closely with HR and/or management colleagues to achieve this	- Working closely with all levels of leadership and managers, with the Partnership, Head of Departments, line managers, DSG, D&I Networks, the HR and L&D teams to deliver these commitments.
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