



Equality, Diversity & Inclusion Strategy

2023 - 2027



Introduction



Our Equality, Diversity and Inclusion Strategy sets out our commitment in creating an inclusive work environment. The Group adopts a zero-tolerance approach to discrimination on any of the protected grounds in the Equality Act 2010.

We are committed to providing equal opportunities to all current and prospective employees regardless of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse workforce because, in our view, diversity enables better business outcomes. We also believe that a more inclusive workplace, where people of different backgrounds work together, ensures better outcomes for our employees.

What is Equality, Diversity and Inclusion?

Equality is about treating everyone fairly and with dignity, respect and without discrimination. It is about challenging processes that limit an individual's opportunities to succeed.

Diversity is the blend of individuals within the workplace. It is about recognising and valuing the variance that individuals bring. By embracing these different experiences, skills, ideas, knowledge, and abilities we can create a culture within the Group organisation that can be exceptional.

Inclusion is about creating an environment and culture where everyone feels welcome, can participate, and feel valued for their contribution, experience and perspective. Everyone has a part to play in nurturing and promoting inclusivity and ensuring it is at the heart of everything we do.



Our Values



At Crescent Purchasing Consortium our values underpin everything we do, including our Equality, Diversity and Inclusion strategy.



PEOPLE ORIENTED

Our greatest strength is our people. They are at the heart of all that we do. We provide a caring environment that focuses on individual needs so that our people play an active role in developing the charitable objectives of the Group.



SUPPORTIVE

Supporting our staff and customers is important to us. We listen to customer views and staff ideas and work together to provide an exceptional service. We heavily invest in the principles of training for all, sharing knowledge and guidance.



COLLABORATIVE

Working together achieves more. We share best practice and knowledge through teamwork and strive to develop innovative approaches through strong partnerships.



CUSTOMER FOCUSED

Everything we do is for the benefit of our customers. We are 100% committed to delivering the highest-quality service and support that exceeds expectations.



PROFESSIONAL

Acting with honesty, integrity and treating everyone with respect, we strive to deliver the highest standards to achieve strong working relationships.

Our Priorities



Leadership

We aim to be led by a diverse and inclusive Board, Group Leadership Team, and Group Management Team. They will lead by example in creating a sense of belonging for employees, so they are empowered to do their best.

Our measures of success

- *Have at least 45% of women representation across management.*
- *Have at least 25% of diversity representation* across management.*
- *Have at least 45% of women within the Board of Trustees.*
- *Have at least 25% of diversity* within the Board of Trustees*



Our Priorities



Awareness

A commitment from the Group to provide training to all employees to develop their knowledge and awareness in all areas of EDI. Encouraging employees to take ownership of their role in equality, diversity and inclusion.

Our measures of success

- *Score 95% in our justice section on our annual employee survey.*
- *Mandatory annual EDI training for all employees.*



Our Priorities



Representation

We will ensure we are attracting talent from diverse backgrounds and constantly review our recruitment practices to ensure they are inclusive and accessible to all. Thus, creating a diverse and inclusive workforce where there is a fair and equal representation across all employees.

Our measures of success

- *Have a representation of at least 50% women of our workforce.*
- *Have a representation of 25%* of a diverse workforce.*



Our Initiatives



Our Priorities	Our Initiatives
Leadership	All new managers to attend unconscious bias training. Refresher course every 5 years.
	Each GLT member to champion EDI, e.g focus on EDI during their departmental updates or write an article for the intranet.
	EDI advocates to hold workshops to GLT and GMT following any training they attend.
	Provide opportunities to lead, to learn and to make a difference, working closely with 'Women in Management' to offer training.
	Have quarterly updates within each Board meeting on EDI updates.
	Include a letter from the MD in recruitment and welcome packs on our commitment to EDI.
	Ensure all processes are standardised and followed the same from GMT and GLT.
	Include EDI training within the leadership and development programme.
	Provide reasonable adjustments as required with full support from GLT.
	Annual review of hybrid and flexible working policy from GLT.
	Annual review of the whistleblowing policy and create a culture whereby employees feel they can confidentially speak up as needed.
	Provide EDI training to the Board of Trustees.
	Work with the Leadership team to work on composition for Board so that it offers a mix of diverse skills.
	Recruitment pack to promote diversity of the Board.
	Provide a Modern Slavery policy to members and clients.

Our Initiatives



Awareness

EDI working group to meet quarterly.

Develop and train EDI advocates annually.

Implement an EDI policy and review annually.

Continually populate the EDI page on the intranet, creating awareness.

Create a diversity calendar.

Celebrate every religious holiday by writing articles and creating awareness.

Work with the engagement group to outline a 12-month EDI engagement plan.

Offer annual EDI training for all employees.

Include EDI in inductions, discussing what we expect from our employees and discuss the culture.

Set up internal toolbox training from employees. For example sharing cultural recipes, discussing experiences etc.

Our Initiatives



Representation

Annually review the recruitment processes to ensure they are inclusive.

All recruitment campaigns to be EDI focused, promoting vacancies to working groups.

Ensure all roles are promoted externally and internally.

Develop policies around EDI such as a menopause policy and transitioning in work policy.

Continually review all policies to ensure they are inclusive.

EDI advocates to encourage pronouns on email signatures and the Breathe system.

Create promotional opportunities for junior staff for our 'grow our own' ethos.

Analyse gaps in career development and continually invest in closing these gaps.

Use inclusive language on website, social media and in any written guidance.

Implement a standardised pay review process, reviewing annually.

Annually publish a diverse workforce report.

Achieve level 2 of disability employer certification.

Monitor employees self-disclosure and self-identification through the equal opportunities monitoring form.

Ensure sanitary facilities are available to all employees and visitors.

We are not required by law to calculate or disclose how diverse our workforce is or report on the gender pay gap. However, in order to remain transparent and to help us achieve our EDI strategy, we will annually publish a Diverse Workforce Report.

Within this report we will disclose:

- The percentage of women and men within the workforce.
- The gender pay gap.
- The percentage of the workforce who identify as LGBTQ+.
- The percentage of the workforce that have a disability, which includes long-term or a neurodiverse condition.
- The percentage of the workforce in an ethnic minority group.

Our roles in delivering the strategy



Board Of Trustees

Through governance, reporting and accountability.

Group Leadership Team

Strategic leadership and creating supportive culture.

Group Management Team

Assist in delivering the strategy and encouragement and accountability for their teams.

EDI Advocates

Create and take the lead on initiatives within the strategy.

All employees

Embrace and embed EDI across the Group.



Our Accountability



At CPC, we promise to hold ourselves accountable and will continually set goals to measure our progress. This will include publishing our data and results internally and externally.

We will be transparent on how we progress and will communicate this to everyone within the Group.

Overall, we are committed to equality, diversity and inclusion and this will be embedded across the Group.

Our Accreditations





THANKS FOR READING

