

<b>Agenda item:</b>	11
<b>Attachment:</b>	A

## HRA Board Cover sheet

### 24 March 2021

<b>Title of paper:</b>	ED&I Strategy
<b>Submitted by:</b>	Katherine Guerin
<b>Summary of paper:</b>	This Equality, Diversity and Inclusion Strategy sets out the organisations' approach to becoming a more inclusive organisation for staff. It had been developed in partnership with our staff-led groups for protected characteristics. It was overseen by the ED&I Steering Group which includes Richard Cooper, NED, as the Board lead on ED&I.
<b>Reason for submission:</b>	To seek formal Board endorsement and approval.
<b>Further information:</b>	<p>Once approved the strategy will be published to the website –layout and presentation will be in keeping with our website content so will look a little different to this pdf version. The ED&amp;I manager, Lou Silver, has been recruited to join the organisation on 10 May and will develop the implementation plan and work with others in the organisation on delivery.</p> <p>The scope of this strategy is staff, however, work to support diversity and inclusivity for volunteers is being actively taken forward within the Valuing our Volunteers programme led by Juliet Tizzard.</p>
<b>Budget / cost implication:</b>	Approx £10k within the HRA business planning process currently
<b>Dissemination:</b>	Will be published to the HRA website
<b>Time required:</b>	15 mins