

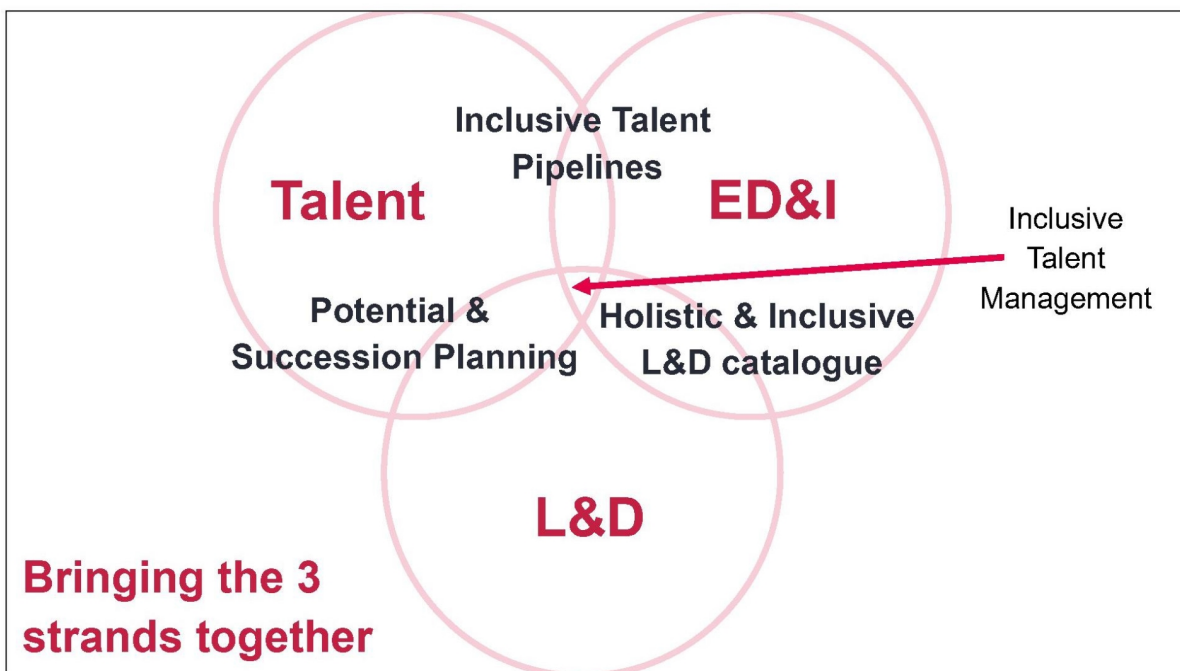
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ED&I Strategy

Draft

Creating a great place to work for all





Hawa intro (15 mins) 10.30 Hawa

Intro's- Bring yourself to work (45 mins) 10.45 Mo/Helen

Hawa's intro- where are we going as a Talent and Capability team? (15 minutes) 11.30 Hawa

Team focus and deliverables- Each team comes up with a mission statement/ focus for the team (30 mins) 12.00-12.30 Claire
Lunch 12.30-13.15

Insights - Team wheel (60 mins) 13.15 - 14.15 Mo/Claire

Blue sky moments: Behaviours; (60 mins) 14.15 - 15.15 Hawa How do we integrate the new behaviours in to all parts of our employee lifecycle? How can we use our new behaviours to collaborate and work together as 1 whole team?

Recognition- in line with Behaviours - Form (15 mins) 15.15-15.30 Jai/Charlotte

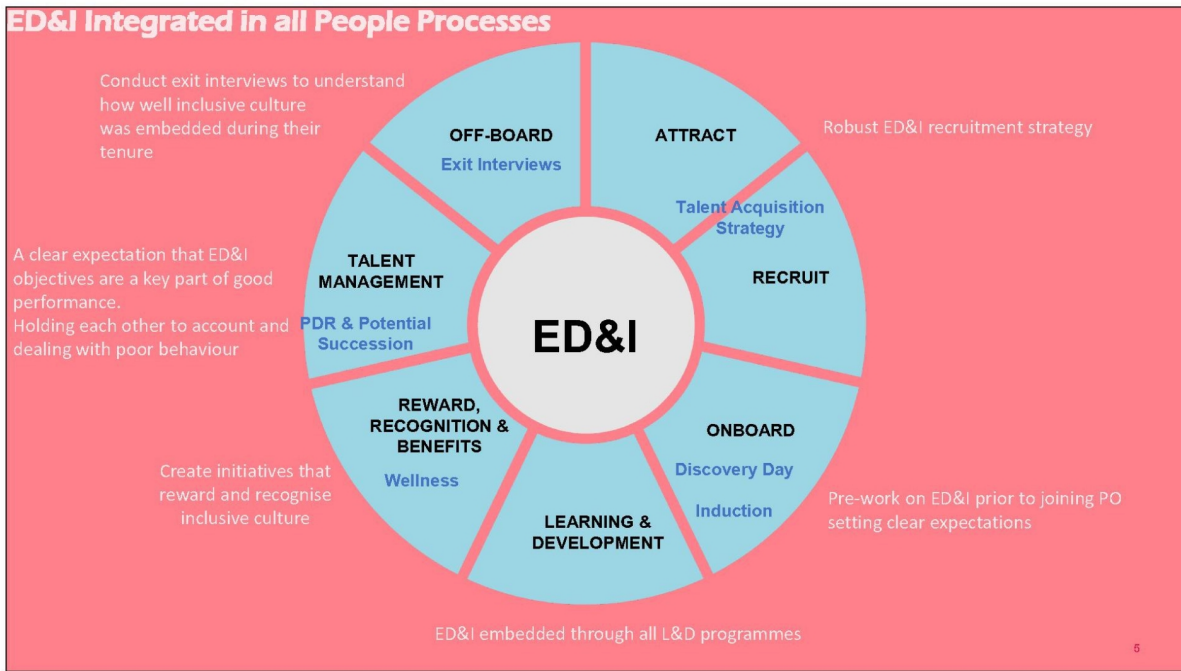
AOB and close (30 mins) Hawa

ED&I Strategy – Deepening our commitment to become a truly inclusive and safe place for all		
ED&I Strategy A.C.E. Mission: To be Innovative, Intentional & Intersectional		
Accountability	Capability	Embedding
Build accountability of ED&I within SEG and SLP populations – action plans, regularly share function data - Dec	Review EDI within Talent Management process – with focus on internal / external mobility, Promotion, Opportunities	Embed ED&I throughout L&D offering
Unlock how we view, use and share data across the business	Review of Networks - strategy, collaboration, TORs	Launch Unwanted comments project including banter, microaggressions, bias
Embed SMART ED&I objectives	Launch inclusive recruitment strategy that is transparent, without bias and fair	Engage colleagues with strategy through different mediums – roadshow, video, podcasts, classroom
	Review People Policies to assess for equity and bias	Extend ED&I offering for Postmasters
Set new ED&I milestone targets	Disability & Ethnically Diverse talent plan	
Enablers		
Data		
Communication – Internal & External – Story Telling – Engaging		
Education		

Included in Board paper

ED&I Plans August- January 2025		
Next Steps in ED&I August – Jan 2025		
A.C.E. ED&I Strategy		
Mission: To be Innovative, Intentional & Intersectional		
What	When	Who
1. Unlock how we view ED&I data so that we can create diverse pipelines, review promotion stats, review performance data	By October	Hawa
2. Create ED&I action plans for all SEG/ LT	High level action plans in place by October Improved plans once we have full sight of data	Hawa / Head of ED&I
3. Quarterly SEG & LT ED&I meetings with data, talent, progress	Start in September	Hawa/ Head of ED&I
4. Launch & embed ED&I Strategy Engage colleagues with strategy through different mediums – roadshow, video, podcasts, classroom	Launch October to all Soft launch before with help of networks	Ben/ Comms
5. Review EDI within Talent Management process – with focus on internal / external mobility, Promotion, Opportunities	Now	Claire/ Ben
Enablers		
Data		
Communication – Internal & External – Story Telling – Engaging		
Education		

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