

Our Equity, Diversity and Inclusion colleague charter 2024

Since beginning our Equity, Diversity and Inclusion (EDI) journey in 2019, we have worked hard to build an inclusive culture where everyone feels they belong and can thrive. This charter outlines how we will build on this foundation and covers all Priory services and teams, it has been created by our EDI network leads as part of our EDI steering committee.

Our goal: One of our seven Priory Plan goals is ‘to embed a culture of openness, inclusion and trust where people feel they belong’.

Our values:

- + Striving for Excellence
- + Being supportive
- + Putting people first
- + Being positive
- + Acting with integrity

Our charter ambitions

1. Inclusion and belonging

We aim to create an environment where everyone within Priory, including colleagues, and anyone who comes into contact with us, feels a sense of belonging, and is treated with dignity and respect.

2. Measurement and accountability

We will actively find our gaps, and measure our progress and regularly review our activity to ensure we are supporting colleagues to thrive.

3. Empowerment and support

Through education and training, we will empower our colleagues to support individuals from diverse backgrounds, including those with protected characteristics. We will build knowledge and capability throughout our organisation to support an open culture where everyone can thrive. We will ensure we also have the resources and systems to address concerns or issues raised by colleagues.



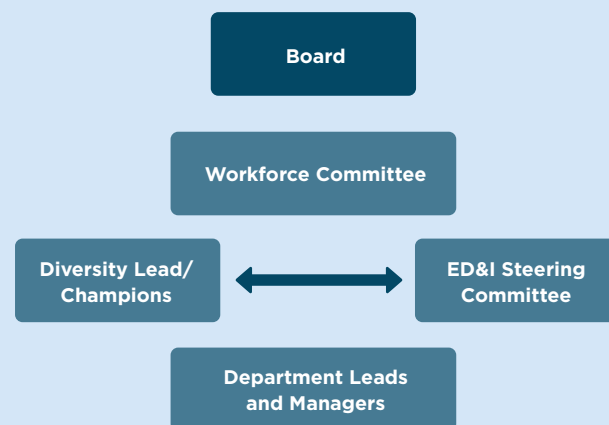
How will we achieve our EDI ambitions?

- 1. Inclusive leadership** – we will role model inclusive leadership, by this we mean leadership that actively seeks to include and value diverse perspectives and backgrounds. We will encourage courageous conversations and active listening to demonstrate understanding, learning and objectivity, encouraging colleagues to bring their ‘whole self’ to work. We will not tolerate bullying and harassment. Senior leaders will champion protected characteristics in decision-making.
- 2. Inclusive processes and policies** – We will actively assist and support improved diversity of thought and of people within our organisation, creating an effective workforce and will encourage this thinking within succession planning. Our EDI steering committee will continue to partner with our People team and policy makers to co-create policies and actively participate in policy reviews. We will continually seek to improve the accessibility of our systems and processes.
- 3. Working in partnership with our colleague networks** – Our EDI colleague networks have been established organically by colleagues and provide a safe space for individuals to come together, share ideas, raise awareness of challenges and provide support to each other. They are an important channel for colleague feedback. Colleagues can join any network by contacting the network lead. Meetings and frequency of contact are agreed within the network.
- 4. Celebrating our colleagues** – we will celebrate our colleagues with year-round communications, featuring colleague stories to share their lived experiences and highlight topics and areas they wish to focus on.
- 5. Building knowledge** – We will continue to build a robust training programme based on need for senior leaders, line managers and colleagues to build the capability to understand how to help colleagues from all backgrounds to thrive. We will continue to access expert support from external bodies.
- 6. Measurement and reporting** – We will utilise data across the full colleague lifecycle from recruitment to exit to measure our progress and identify areas for improvement. This will include data from the Colleague Engagement Survey and equalities survey.
- 7. Establishing a network of EDI champions across Priory** – We will build a network of colleagues who will lead and drive EDI objectives locally. Our EDI champions will be supported to create a safe space at our sites and within our teams.

Governance

Our networks below have representatives who form part of our EDI steering committee, this is a sub-committee of Priory’s Workforce Committee:

- + Armed forces
- + Disability and Difference
- + LGBTQ+ network
- + Men that talk network
- + Menopause network
- + Neurodiversity
- + Parents’ network
- + REACH (Race, Equality and Cultural Heritage)
- + Women’s network



At the EDI steering committee, our network leads share their group’s activity, what is going well, what the challenges are and how they are measuring success.

The Workforce Committee is a sub-committee of Priory UK Board, this gives our EDI steering committee direct access to work with senior leaders and escalate issues where necessary.

Ongoing review and improvement

This charter will evolve over time as we will conduct regular reviews of our activity and the needs of our colleagues. By working together and holding ourselves accountable, we will build a community where every colleague feels appreciated, valued, and empowered to thrive.