

SENIOR LEADERS' PLEDGE

I, **David Roberts**, commit to:



IPINCLUSIVE
Senior Leaders' Pledge

1. Providing visible and proactive leadership to improve D&I in our organisation, by:

- Being personally involved in, and contributing to, D&I projects and events; and
- Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies.

2. Taking D&I seriously at the highest level, by:

- Appointing a D&I champion at board/partnership level.
- Including D&I as a standing agenda item at board/partnership meetings; and
- Providing visible and proactive leadership on D&I issues.

3. Embedding and valuing D&I throughout the organisational culture, by:

- Recognising D&I-related achievements in performance evaluation and professional development systems;
- Encouraging and allowing time for staff to work on D&I-related projects and training; and
- Ensuring that internal communications regularly include D&I-related content.

4. Building trust and safe spaces throughout the organisation, by:

- Not tolerating discrimination or harassment.

5. Educating myself and my colleagues about D&I issues, by:

- Adding key D&I-related awareness dates to the organisation's internal calendar and encouraging staff to learn about and mark those dates.

6. Sharing our privileges, by:

- Using my leadership position to encourage staff in all roles and at all levels to get involved, and leading by example with my own involvement.

7. Insisting on equity, by:

- Ensuring fair recruitment and promotion procedures throughout our organisation; and
- Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&I levels in the organisation and, if necessary, improve them.

8. Working closely with HR and management colleagues to achieve this, by:

- Involving HR personnel in board/partnership level decision making on D&I-impacting issues.



David Roberts

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Director, Page White and Farrer

16.07.2021