

MEETING	PUBLIC BOARD MEETING 26 February 2020
Agenda Item Paper Number	7C CM/02/20/07C
Agenda Title	CQC Diversity and Inclusion strategy 2020-2023
Executive Sponsor	Kirsty Shaw – Chief Operating Officer (Executive Director Regulatory, Customer & Corporate Operations)
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PURPOSE OF PAPER:

Actions required by the Board:

- **Note** publication of CQC's Diversity & Inclusion Strategy 2020-2023

IMPACT:

Information for Executive Team to be aware of:

- Impact on CQC – the new strategy sets out our ambitions to create an inclusive organisation
- Legal implications – The strategy will help us meet our statutory duty under the Equality Act 2010
- Equality and Human Rights considerations – The strategy will have a positive impact on equality and human rights

1. Summary

We understand the importance of, and are fully committed to, creating a diverse and inclusive workplace and this is a key priority for CQC. Over the years, we have delivered a series of interventions and developed a number of action plans to help

us progress the Diversity & Inclusion agenda and priorities in the organisation, which has been supported by our established and active equality networks.

To help us build on this work we have carried out extensive engagement with colleagues across the organisation to gain an understanding of what is working well and areas we need to focus on to ensure we have the best environment for all our people to thrive. We have used this feedback to develop CQC's first Diversity & Inclusion Strategy – **Our Inclusive Future** (Appendix 1) This ambitious three-year strategy builds on and streamlines our current good work and encompasses best practice to support us to accelerate our commitment to become a truly inclusive organisation.

2. Recommendation

We ask the Board to note the publication of CQC's Diversity and Inclusion strategy

3. Discussion and implications

The attached version of the Diversity and Inclusion strategy is being finalised ready for launch in March 2020; we are developing a three-year delivery plan to support the strategy.

The Diversity and Inclusion Strategy sits under the Inclusion pillar of the People Plan and is sponsored by Sue Howard, People Lead for ASC. The Organisational Development team will use the detailed delivery plan to provide updates against activities and progress to the Executive Team via the Resources Committee.

4. Conclusion and Next Steps

- There will be an official launch of the strategy on the 5th March 2020
- Ongoing communication of key milestones and deliverables will follow