

People Inclusion Standards

The GM People Inclusion Standards are our overarching vision for workplace inclusion. This document will support you to identify opportunities for improvement and development across your teams, and services, ensuring equity runs throughout everything we do.

	We...	How...	Why?
1	Hold robust, accurate data	Continually monitor, update and utilise data to inform what actions we need to take to improve employee experience - ensuring transparency with data collection and value-added.	Data-led, evidence-based approaches ensure impactful, meaningful improvements.
2	Create and promote equitable policies	Regularly review, co-design and update policies in line with legislation, best practice and organisational values.	Fair, equitable policies and practices challenge systematic discrimination.
3	Promote and value employee voice	Create a safe, accessible culture of openness , encourage the growth of staff networks and ensure true co-design and feedback runs throughout everything we do.	Only by understanding our workforce needs and valuing all voices , can we be a great place to work.
4	Raise awareness and educate ourselves and others	Continually highlight opportunities for further development and personal growth , valuing lived-experience and committing to EDI training opportunities.	By personal growth, awareness and understanding , we can challenge unhelpful systems, assumptions and perceptions
5	Champion fair recruitment practices	Review and assess equity throughout recruitment , ensuring all people feel able to apply, secure a role and thrive, with a commitment to community recruitment.	Organisations need to be representative of their communities , only then can we best serve.
6	Provide development opportunities for all	Frequently evaluate and refresh our development programmes , investing in inclusive leadership. Educate on unconscious bias and conscious inclusion, at all levels.	To be inclusive we need to remove any of the barriers to development and progression that people face.
7	Support people to bring their whole selves to work	Truly champion diversity and embed equity throughout everything we do. A zero-tolerance to discrimination or harassment, and a commitment to creating inclusive workspaces with wellbeing at the heart.	Not only is it the right thing to do , but through diversity of thought, we can achieve great things.
8	Retain, recognise and celebrate our people	Create an inclusive, values-based culture , where all people are championed, celebrated and feel they belong.	Retaining our valued talent is key! We want to celebrate every success as we continue to support our communities.
9	Ask questions; be curious	Check in with those who stay with us , and those who leave us, to understand what more we can do to make our workplaces truly inclusive.	Only by understanding why people stay with us , or why people leave us, can we continually monitor and develop what we do and how we do it!