





Hollie Cregan: Head of Equality, Diversity & FIR



GRAHAM















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FAIRNESS INCLUSION & RESPECT



2023 - What We've Done:



Achieved. Valid Until July 2024

- Achieved Investors in Diversity accreditation
- Working with strategic partners CIHT, National Highways
- Established Women's network
- Inclusive leadership and behaviours training
- Increased FIR ambassador network
- Female leadership programme
- Established steering and working group
- Quarterly campaigns



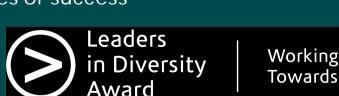
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FAIRNESS INCLUSION & RESPECT



- Leadership training/workshops
- EQIA training
- Develop employee networks
- Implement the Disability Confident review actions
- Increase opportunities to work with under-represented groups
- Benchmarking Review of metrics/measures of success





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NETWORKS AND CHAMPIONS



- Women at GRAHAM network
- FIR ambassadors



- Female health champions
- Annual campaigns
 - Disability awareness
 - National inclusion week
 - Black History month
 - PRIDE









FIR delivering on **GRAHAM** People Goals



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From the heart...



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