



EDI Strategy Implementation – Board Action Plan

Commitments from EDI Implementation Plan	Board role	Actions in place or needed	Status and Deadline
GENERAL COMMITMENTS			
Ensuring progress across the programme	Maintain accountability to the MS community for delivery of the EDI Strategy approved by the Board, and the commitments made in the implementation action plan.	<p>Progress reports on delivery of the full EDI Strategy (including the Board-specific actions) will be provided to the People Committee during the year, and will be reported up to the Board following their meetings.</p> <p>The Nominations Committee will monitor progress for Board-specific actions and report on progress to the Board.</p>	On-going
RECRUITING AND FOSTERING DIVERSE TALENTS			
Ensuring diverse candidates for our roles	Making sure there aren't unintended barrier to candidates applying to join the Board or National Councils, either due to the recruitment materials we use, or the requirements of the roles being applied for.	<p>The Nominations Committee has oversight of planned approach to Trustee and Council recruitment.</p> <p>Recruitment materials are regularly reviewed to ensure they are welcoming, accessible and inclusive.</p>	<p>In place and on-going</p> <p>In place and on-going</p> <p>November 2022</p>

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		<p>Meetings are currently held online where possible, and travel and accommodation costs for attendees are covered where they must be in person. Accessibility and inclusivity of our approach to Board and Committee meetings will be reviewed and a set of recommendations developed.</p> <p>Accessible venues are used for meetings, hotel and dinners. The needs of attendees are established in advance of meetings to ensure these can be accommodated.</p>	<p>In place and on-going</p>
<p>Fair and inclusive recruitment practices</p>	<p>Ensuring that the recruitment process is fair and doesn't cause bias unintentionally or otherwise.</p>	<p>Ensuring panels for Trustee and Council recruitment are diverse and include at least one person with lived experience of MS.</p> <p>Trustees and Council Chairs/members sitting on a Recruitment Panel will have completed unconscious bias training.</p> <p>We will provide interview questions in advance where roles don't require thinking under pressure.</p>	<p>In place and on-going</p>

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<p>Development opportunities</p>	<p>Ensuring that there are opportunities for people to join the Board who do not have prior Board-level experience, particularly those from underrepresented groups.</p> <p>Ensuring all Board members are supported in their roles and have opportunities for development that meet their individual needs.</p> <p>Cultivating a learning and development culture on the Board to create the conditions that will build the potential Chairs of the future.</p>	<p>Prior board-level experience is not an essential requirement for trustee positions.</p> <p>Recruitment processes consider the full range of skills and experience candidates can bring to the Board.</p> <p>Training and support are in place to ensure trustees without prior board experience are able to develop key skills and effectively fulfil their role.</p> <p>Trustee annual appraisals include discussion of development needs and aspirations to ensure appropriate training and support can be put in place.</p> <p>Succession planning and development plans are regularly considered by the Nominations Committee to create a pipeline of talented trustees.</p>	<p>In place, though this experience may be sought for some recruitment rounds to ensure there is the right balance of skills and experience on the board</p> <p>Development of L&D plans for individual trustees will be developed, with discussions on L&D incorporated into appraisal meetings with the Chair</p> <p>The Board Skills matrix and succession planning is considered by the Nominations Committee at their February meeting</p>
BUILDING AN INCLUSIVE CULTURE			

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Ensuring everyone has the skills and knowledge to contribute to EDI	Ensuring that members of our Board know and understand our values.	<p>Our Tone of Voice and Brand training session, including how we talk about MS and the social model of disability, will be scheduled for Trustees and Council Chairs to provide guidance on the way our values, accessibility and diversity are at the heart of our brand and how we talk about and interact with our community.</p> <p>This training will be built into the induction process for new Trustees from 2023.</p>	By 30 September 2022
Reflecting everyone's perspective	Ensuring that our Board and committees are diverse and engender a culture of inclusion.	<p>The annual Board Effectiveness Survey will include questions to establish individual Trustees' experiences on the Board and whether the Board is living our organisational values.</p> <p>Chair 1:1 sessions with Trustees and Council Chairs will identify if there are any concerns around inclusion on the Board.</p>	<p>September 2022</p> <p>May-June (annually)</p>

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Embed EDI in decision-making	<p>Ensuring decisions being taken are fully informed and the Board is assured that consideration has been given to unintended impacts on equality to manage or mitigate these as necessary.</p> <p>The Board seeks assurance that groups and individuals impacted by their decisions have been involved as needed.</p>	<p>New paper templates will clearly show which groups have been involved in the development of plans and the decisions that the Board is being asked to take, including where plans have been co-produced. The templates will also require information on equality impacts to be included to ensure unintended consequences have been identified and addressed within plans.</p> <p>Training on equality considerations in decision-making delivered for Trustees and Council Chairs in October 2021.</p>	<p>30 June 2022</p> <p>Complete</p>
Making EDI everyone's business	<p>Trustees and Council Chairs will take personal responsibility for understanding and championing our approach to EDI.</p>	<p>This expectation will be included as part of the Chair's discussion with individuals as part of their annual performance review.</p> <p>The annual Board Effectiveness Survey will include questions on the individual and collective responsibility of the Board around our EDI commitments.</p> <p>Work will be undertaken with Councils to put in place an EDI Survey to help inform areas where</p>	<p>May-June (annually)</p> <p>September 2022</p> <p>November 2022</p>

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		<p>diversity needs to be improved, and reported back to the Nomination Committee's November meeting.</p> <p>Trustee and Council Chair induction includes a session on the EDI Strategy. The Code of Conduct and our values are also covered. This content will be reviewed before the next induction session is run to ensure the responsibilities of Trustees in this area are clear, they understand the organisation and Board's approach and commitment to EDI and they are able to take ownership of this in their own roles.</p> <p>The Nominations Committee will monitor progress against the Board EDI action plan and agree updated actions for 2023 at their November meeting.</p>	<p>November 2022</p> <p>November 2022</p>