



# Archant Community Media Limited

[Now known as Newsquest Community Media Limited]

Employee Headcount: 0 to 500 employees

## Our Diversity Statement



## Our Future - Closing the Gap

*\*D&I objectives are set by the Company each year which involves input from the leadership team both in the planning stage and taking steps to work to achieve these. In addition, and in alignment the D&I committee set their own objectives for the year and projects follow.*

*\*Employee resource groups have been launched this year and one of top topics voted for by employees for the ERGs to work on was Women in Business.*

*\*A new Company Diversity and Inclusion Newsletter has been designed this year for employees and this will be communicated on a quarterly basis.*

*\*A Diversity and Inclusion Intranet site has launched which includes a D&I calendar of awareness days; D&I committee members profiles; D&I news section that is updated regularly with information based on the monthly awareness topic voted for by the committee, along with ad hoc D&I news.*

*\*Employees have been nominated for the Inclusion and Diversity category in the Company's Excellence Awards (annual employee awards) and our first winner was announced and celebrated within the Company.*

*\*A diverse workforce recruitment social media toolkit for managers has been put together for managers to use so that they have a mind for diversity especially during this stage of employment.*

*\*Equal Opportunities Data collecting at point of recruitment and for existing staff has continued and there has been an increased rate of completion from 33% to 68% since last year's GPG report.*

*\*A review of job titles and job descriptions for all roles within the business and identify any gaps with on-going investigation into whether there are any gender neutral / inclusive language tools the company can use as part of the review taking place.*