

	Yes/No
Keep	
Post-offer	
Does your offer pack include all necessary information about the role and company?	
Does your new starter have a designated contact point for any questions prior to joining?	
Have you offered your new starter a pre-joining visit?	
Could you send out a company newsletter with key company updates?	
This is a great way to keep new starters engaged prior to joining.	
Have you encouraged the new starter to follow your company social media?	
Ensure any content celebrates diversity and reflects your inclusive culture. You can align this to an EDI calendar of awareness days.	
Induction and Onboarding	
Does your induction include training on any EDI topics?	
Have you discussed any required workplace adjustments with your new starter?	
The government Access to Work scheme or specialist disability consultancies may be able to support you with this if required.	
Retention	
Do you offer a mentoring or reverse mentoring scheme?	
Do you offer ongoing EDI related training for employees?	
Do you have any staff networks or employee resource groups around diversity?	
These can be a great way to start dialogue about EDI in the workplace and create a sense of community and belonging for employees.	