

Here's an overview of our progress in the last year:



Published Race Action Plan

Conducted independent audit of recruitment practices

Collecting enhanced diversity data and published ethnicity pay gap report



Analysed and submitted first Race Fairness Commitment report

Rebranded and relaunched ethnicity network, OC REACH



Published anti-racism and racial equality resources for colleagues

Using RARE recruitment to level the playing field



Launched reverse mentoring programme with 24 pairings



Offering #10,000BlackInterns paid work experience

Developed OC Careers programme with OC REACH cohort