

EQUALITY, DIVERSITY & INCLUSION AT JULIAN HOUSE 2022

We have a clear and forward-looking approach to Equality, Diversity and Inclusion (EDI). We want to become more diverse and fully inclusive. We are committed to building an organisational culture where everyone can thrive, and where employees from all backgrounds are valued, respected and feel like they belong.



We have diversity monitoring in place for all candidates applying for our roles, as well as all employees. We use this information for statistical purposes and to check the diversity of our candidates and improve our recruitment practices, as well as report on workforce issues such as pay, promotions and turnover, by equalities characteristics.

We carry out a full annual review of our EDI data which contributes to our annual EDI Action Plan, shaped by our staff and trustee Diversity & Inclusion Champions. This plan serves not only as our commitment to EDI in writing, but also as a working document to help us monitor our progress in this area.

Some key achievements from our 2021-22 EDI Action Plan include:

- Increasing representation on our Diversity & Inclusion Champions group.
- Launching a regular update from the Champions group to feedback on their activities and other news/initiatives.
- Improving our reporting of diversity data.
- Recognising a diverse range of events through our internal and external comms which are important to both our clients and employees.
- Introducing a range of new awareness raising training sessions.

The Diversity & Inclusion group has also been instrumental in setting our priorities for our new 2022-23 EDI action plan, which are:

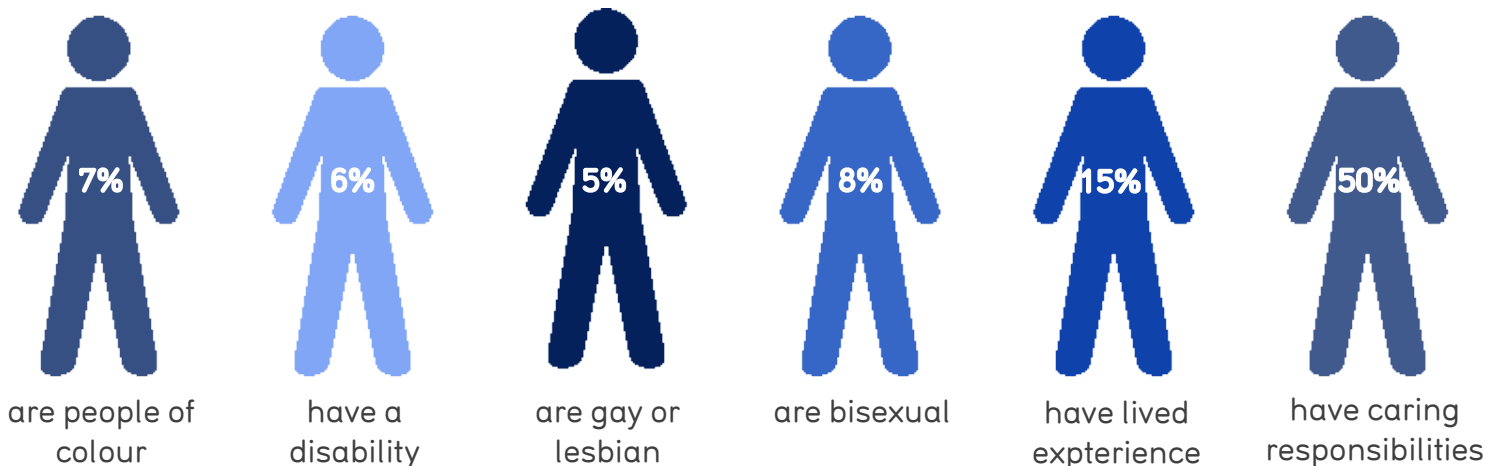
Ensuring client services are accessible and deliver outcomes for all.

Embedding an inclusive workplace culture.

Demonstrating our commitment to EDI in our communications and events.

Inclusive recruitment of staff and volunteers.

Our Employees:



We make reasonable adjustments and adaptations to support a diverse workforce and have a range of practices and policies to help employees balance home and work lives, including:

- Maternity leave and pay
- Paternity leave
- Shared parental leave
- Adoption leave and pay
- Sabbatical
- Flexible working hours
- Term-time only working
- Job share
- Hybrid home/office working arrangements

Employees hosting through the Homes for Ukraine scheme are given 3 days paid leave to help settle their new arrivals.

In our most recent employee survey **80%** of employees agreed that diversity is valued at Julian House, and **80%** of employees were happy with the flexible working practices.

Our mean average gender pay gap is **2.3%** and our median average gender pay gap is **2%**, which is below the average for charities. Our leadership team is made up of one man and five women.

Our mean average ethnicity pay gap is **8.2%** and our median average ethnicity pay gap is **8.2%**. This is a large and unwanted gap and we need to acknowledge that we are working with tiny data sets. We are striving for a more diverse workforce and have set ourselves a target to increase candidates from ethnic minority groups and to increase the diversity profile of people promoted into senior and leadership roles.