

New EDI Action Plan 2024-25



Priorities:

1. Inclusive recruitment of staff and volunteers.
2. Embedding an inclusive workplace culture.
3. Demonstrating our commitment to EDI in our communications and events.
4. Accessible client services which deliver outcomes for all.

The Diversity & Inclusion Champions have been involved in developing this plan.

1. Inclusive recruitment of staff and volunteers.

- Capture and monitor candidate equalities characteristics (staff and volunteers) and take action to target underrepresented groups.
- Focus recruitment on hiring for potential, giving talented candidates the opportunity to develop.
- Continue to embed client involvement in the recruitment process.
- Review and improve our recruitment/onboarding process to ensure its inclusive and that all candidates get a great experience throughout the whole process.
- Continue to provide annual training for hiring managers on Diversity and Recruitment and review further training needs.
- Retain our employer accreditations and research and work towards new ones.
- Review how we support staff from all cultures, for example review how bank holidays are used (religious holidays) etc.

2. Embedding an inclusive workplace culture.

- Continue to provide progression opportunities aimed at underrepresented groups including through our Aspiring Managers programme/promotions.
- Analyse workforce data on a quarterly basis to inform action to address bias/inequalities.
- Carry out annual pay gap reporting for gender and ethnicity and report on agreed actions.
- Maintain and update awareness calendar and organise internal engagement events and speakers to celebrate equality, diversity and inclusion.
- Continue to support our EDI champions group, expand the group and increase representation.
- Develop policies and practices which demonstrate more inclusivity through policy writing, inclusive training sessions, raising awareness and upskilling managers.
- Continue to facilitate, monitor and review a range of staff feedback mechanisms.


3. Demonstrating our commitment to EDI in our communications and events.

- Build on the website's accessibility statement by developing the website to make it more accessible for all users.
- Do more to celebrate diversity and difference through our communications (internal/external).
- Work with expert colleagues to improve the way we talk about clients and their experiences, in line with best practice (e.g. GRTB communities, domestic violence, in response to feedback we've had).
- Launching a brand-new inclusive event for everyone in our fundraising calendar – 'the 300'.
- Continue to use Equality Impact Assessments for events.

4. Clients services are accessible and deliver outcomes for all.

- Ensure that all teams have simple EDI action plans in place which are actively monitored and reviewed.
- Ensure that the new Client Advisory Board has diverse membership.
- Continue work to increase reporting of client EDI data on InForm.
- Work to ensure that our growing property portfolio includes provision for people with disabilities.
- Implement regular reviews of accessibility to buildings and offices.
- Foster positive relationships with other organisations working with underrepresented groups and ensure relevant information is shared to develop best practices and referral pathways.

2024-2025 EDI targets

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- 15% candidates shortlisted from ethnic minorities.
 - Increase % candidates with disabilities applying for our roles.
 - Increase % of staff agreeing in annual survey with the statement “Diversity is valued at this charity” from 85%, to 90%.
 - Increase referrals into our services from underrepresented groups.
 - Reduce our gender & ethnicity pay gaps.
 - Secure a disabled access property.
 - Increase support for Julian House from younger age demographic.