EDI strategy 2021 – 2025: year 1 plan

Review of this plan will be through the EDI committee, with oversight from SMT and Board of Trustees, a full review of year one will be conducted December 2022.

Strategic priorities		Objective	Action Required	Timeline	Impact Measure	By Whom
Anti-Racism education and awareness	1.	Encouraging shared learning and understanding of anti-racism	Develop an anti-racism programme of continuous learning – bringing in key speakers as necessary	ongoing	Staff are able to articulate what being an anti-racist organisation means to us Working in partnership with individuals and orgs who are expert in this field	EDI committee HR
			Develop EDI training for staff and volunteers at all levels – year one focussing on anti-racism	April 2022	100% engagement with training – measured by training feedback sheets A culture where people feel they can bring their whole self to work	EDI committee
Leadership and culture	2.	We celebrate and value the contribution all our staff, volunteers and the people we work with	We will celebrate diversity by creating an annual organisational EDI calendar and a programme of internal communications	January 2022	Year on year improvement with staff engagement as measured by staff surveys	HR Communication team
			We will share staff stories within the organisation to	ongoing	Year on year improvement with staff	EDI Committee BAMER group Woman's forum

			promote experiences of a diverse workforce		engagement as measured by staff surveys	
		Leaders role model the behaviours to create an environment that encourages feedback and where staff feel safe to challenge	Development of Leadership and management training that focusses on inclusivity	2022	Aiming to close the equality for protected groups and improving the experience for all staff at the same time	HR
Positive action	3.	Staff forums grow, so there is an increased staff voice who represent our workforce and the community we serve	Ensure staff forums have a programme of work that can be celebrated and engages all staff with the groups	ongoing	Increased number of staff forums, including an Allies group

Celebration of achievement from a diverse workforce | BAMER group
Woman's forum |
| | | Inclusion is important in our people policies, encouraging positive conversations and introducing informal processes where possible | We will conduct a full review of our people policies to ensure a consistent message and approach to inclusion | Ongoing | Year on year reduction in the disproportionate number of staff from a refugee background involved in disciplinaries and grievances.

Gain insight into reasons for leaving the organisation from diverse groups | HR |
| | | We will be recognised as an inclusive employer | Ensure all recruitment and selection processes are reviewed to ensure an inclusive approach from | March 2022 | Commitment to improve diversity from under-represented group, particularly people from a refugee background at all levels in the organisation | Cross organisation working group |

Theme	#	Commitment	Action	Timescale	Measure	Lead
			application to appointment			
			We will support the development and career progression of staff and volunteers with lived experience	2022	Year on year improvement with staff engagement as measured by staff surveys Year on year improvement in D&I data	HR
			We want to educate people about different marginalised groups – alongside anti-racism, in year one this will be the LGBTQ+ community and people with a disability	Ongoing	Deliver awareness sessions to all staff, especially around the use of pro-nouns Work in partnership with individuals and orgs who are expert in this field	EDI Committee BAMER group Woman's forum
			We will pro-actively work on reducing our gender gap	ongoing	A year on year reduction in our gender pay gap. Introduce ethnicity pay gap reporting	All
Communication and monitoring	4.	We openly share our diversity data in a meaningful way	Build on existing D&I data to develop monitoring that is truly representative	ongoing	Year on year improvement in D&I data collection and analysis	HR
		We will review the EDI plan on a regular basis, providing regular updates to all staff	We will ensure that EDI features on our internal communication	ongoing	Year on year improvement with staff engagement as measured by staff surveys	EDI committee SMT Board of Trustees

		plan and is reviewed by the Board of Trustees annually			