

Equality, Diversity & Inclusion Framework

Statement from the Chair & CEO

Outlining the organisational intent and providing an overarching statement from the Board and Senior Management Team about EDI and our future plans.

Vision, Mission, Values

Highlighting how our purpose and values relate to our EDI philosophy.

Our People Strategy

Bringing our People Strategy together with our statements on EDI and how the two together will help develop our culture of Equality, Diversity and Inclusion.

Language

Describing the language we are using and what we mean by Equality, Equity, Diversity and Inclusion. Particular reference will be made to understating these terms and to also describe what is meant by Unconscious Bias and Intersectionality.

Our EDI Mission Statement

Outlining in more detail what our EDI Mission Statement is, describing the organisational culture that we want to create, the communication and awareness programmes we promote, the values we want to see our people live in action, and the overall aims that we aspire to for everyone who works or volunteers at the charity (internal), receives services (CYP & their families) and everyone who comes into contact with the charity (external).

Our Legal Responsibilities

Describing our legal responsibilities as an employer with reference to the existing legal framework and law including describing the nine 'protected characteristics', the four types of discrimination and the seven forms of discrimination.

Reviewing EDI Related Policies

Review all policies that directly or indirectly relate to EDI to ensure that beyond legal compliance, we are aspiring to and working towards best practice.

Data & Monitoring

Understand our current EDI 'picture' within the organisation to understand how the makeup of gender, race, disability, age, sex and religion contribute to our EDI culture and inform what we can do better to reflect the society and communities in which we live and serve. To also understand the data and information that we don't have that would help us improve our EDI culture.

Standards and Accreditation

Review and incorporate best practice standards into our EDI approach with specific reference to the Charity Governance Code Principle 6 on Equality, Diversity and Inclusion.

EDI Priority Areas

Service Delivery

How we deliver our services and to who to ensure that we are fully inclusive and our services are accessible and meet a diverse community in culturally sensitive ways.

Organisational Culture

An internal focus on behaviours and culture that nurtures and celebrates an open, inclusive and diverse place to work, that involves everyone playing their part to live the values and aspirations of individual respect and acknowledgement.

External Stakeholders

Work to ensure that everyone who comes into contact with the charity including supporters, volunteers, funders and partner organisations experience an open, inclusive and respectful approach and culture.

Plan, Do, Review and Improve - Continuously

Equality, Diversity and Inclusion is a journey of continuous improvement, feedback and learning and so will be an everyday part of everyone's life and experience of working at Naomi House & Jacksplace. The next stage to implement our EDI journey is to plan the first year's activity and seek external advice and guidance, particularly where other organisations can demonstrate best practice examples for us to use as templates.

Mark Smith, Chief Executive Officer, Naomi House & Jacksplace

August 2022