



## **Our EDI approach and what's next in 2021+**

Equality, diversity and inclusion (EDI) remains an organisational priority but we all have a shared responsibility to bring to life and keep alive our EDI mission:

**Together we can remove real and perceived barriers valuing everybody who volunteers with, works for, supports or benefits from our work.**

Every one of us can and must play a part in moving towards this mission – staff and volunteers – we need everyone to think, live and action EDI.

### **Our organisational approach to EDI can be broken down in to three areas:**

#### **1. EDI and our Strategy 2021+**

We've consciously chosen not to have a separate EDI strategy. Instead, we believe that EDI should be fully embedded and built in to our organisational strategy.

We've taken a number of steps so far to embed EDI into our next organisational strategy:

**We've listened and engaged** – we've consulted children and young people, external stakeholders, staff and volunteers, to name a few.

**We've looked at who we're not reaching** – to increase our reach to all communities, we've first looked at who we're not reaching and why.

**We're planning with a focus on EDI** – from decision-making and activity planning to projects and our services, we're actively incorporating an 'EDI lens' across all our planning.

#### **2. Diversity and understanding at leadership level**

We want to improve diversity at leadership level (this is a sector-wide issue), but it's also important to make sure there's strong understanding of diversity and inclusion at senior level.

Among other things, we've taken steps to improve our senior recruitment including working with specialist agencies, advertising as a default on diversity focussed websites, introducing anonymous sifting in our application forms, scrutinising our role profiles for bias language and incorporating a wide range of selection tools to ensure we're not unintentionally disadvantaging anyone through the recruitment process.

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Our Executive Board and Leadership team did training on inclusivity in leadership earlier this year, and will continue to focus on this as a priority. Our board of Trustees also undertook a session on inclusive leadership.

### 3. Governance structure and EDI approach

In the last few years we have made some good progress on EDI. But we know that we have more to do. Over the last year we've developed a strong governance structure – with the creation of the EDI Steering Group. The Steering Group has two sub groups; Services and Learning & Development. We've also grown our EDI Champions Network and ensured our lived experience/ support groups are now embedded into the governance arrangements

#### **Our aim is to focus our efforts and resources on the things that matter most**

This approach is very difficult, given that all aspects of EDI matter and can always be 'even better if...' But if we're to make real, tangible improvements we need to ensure we're clear about the most urgent actions and activities – either in their own right or as 'building blocks' for future actions and initiatives – and that we progress these, transparently and with absolute accountability.

#### **EDI from 2021 onwards**

From 2021, we'll identify EDI priorities on an annual basis, informed by our EDI data and the insight gleaned from our EDI survey to our volunteers and staff. EDI action plans will be developed across the organisation, so that teams are focussing on areas most pertinent to them.

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