

Equality, Diversity and Inclusion



Action Plan
2021 – 2023



Our Ambitions:

Our work includes an explicit recognition of the negative impact of racism and supports the development of protective factors for the children we work with.

Our materials and resources reflect our commitment to anti-racism highlighting the positive contribution of BAME role models and Black communities to society.

We raise our voices to challenge the issues of systemic inequality we see in our work through our advocacy.

Our communications and storytelling avoids “othering” children and families and more visibly includes their voices -as we make the case for early intervention.

Our pool of volunteers better reflects the diverse communities we serve.

Our policies and processes can better support our ambitions.

We build and develop our understanding of equalities and inclusion within the organisation at all levels.

Action Plan

This Anti Discrimination action plan sets out four priority areas of focus for the organisation. Within each area there is an emphasis on tackling racism. The plan outlines the work that we do in this area each year, including staff and volunteer training, education and development, project work; consultation and co-designing with the diverse communities that we serve; and developing more opportunities for people/communities experiencing racial inequalities and people living in areas of high deprivation.

Through this plan we are committing ourselves to a number of actions that will complete in the next 12 and 18 months.

There is a focus on anti racism within this plan. This reflects the discussions we had as an organisation following the events that took place in 2020: the public murder of George Floyd at the hands of the United States police and the Black Lives Matter protests that ensued. This was a stark reminder to us all, of the inequalities faced by Black African and Caribbean communities not just in the United States but here in the United Kingdom. We recognise the discrimination faced by all those with protected characteristics and the importance of recognising intersectionality of identities. As we work through this plan we believe the infrastructure we will build and the policies and practices put in place will enable us to raise the quality and improve our practice in all areas.

Action Plan Focus Areas

1. Education, Training & Development

2. Our People

3. Children and Families

4. Organisational Infrastructure

Education, Training & Development



Action/Target	Date started
Deliver and monitor completion of a range of EDI learning and development opportunities to staff at all levels to ensure they are competent in embedding EDI into everyday practice.	April 2021
Ensure staff, volunteers, mentors, leaders and families are aware of discrimination, harassment and victimisation including how to recognise it and where to report it and how to signpost people to support.	April 2021
Deliver basic EDI training to all volunteers (new and existing).	May 2021
EDI legislation, policies, procedures and good practice to be covered at staff induction.	April 2021
Chance UK equality, diversity and inclusion policies, processes, procedures, practices will be visible (website, social media and in the office).	April 2021
User-friendly EDI policy to be shared with all service users and external stakeholders at the start of their relationship with Chance UK.	April 2021
Introduce books with an equalities theme at the staff book club.	May 2021
Set up and running of a staff Equalities Network who meet to discuss EDI in the charity on a quarterly basis which will report into SMT.	September 2021
Lunch time talks from people with an affinity to any of the protected groups.	September 2021

Our People



Action/Target	Date started
We will promote equality and diversity at the leadership level and across all of Chance UK and commit to increasing the percentage of the racially diverse people in our management teams, staff teams, trustees and volunteer pool	February 2021
We will ensure that all EDI data is collected at the recruitment & selection stages and we will retrospectively collect data for the current staff team	April 2021
All data will be analysed and the findings used to plan, set targets and embed EDI into everyday practice	June 2021
Review of EDI questions used at volunteer and staff interview	March 2021
Chance UK to double the number of volunteers from racially diverse backgrounds, target of 60% by 2022	December 2020
Race Equalities team to complete a review and analysis of the existing volunteer data on the level of diversity, and provide feedback to SMT	May 2021
EDI recurring agenda item every quarter at staff meetings	March 2021

Children and Families



Action/Target	Date started
We will commit to elevating the voices and experiences of children and families within the organisation and externally.	2020
Develop more resources and materials to be used across our services that encourage opportunities for children to see children and role models that “look like me” and to also see children and highlight positive role models and narratives from a diverse range of communities too.	April 2021
Develop more resources and materials to be used across our services that encourage opportunities for families to see families that “look like ours” and to also see positive stories of families from a diverse range of communities too.	April 2021
Build into, existing and new programmes and services, opportunities for children and families to explore their heritage and identity.	September 2021

Organisational Infrastructure



Action/Target	Date started
We will develop robust policies, processes, procedures and practice to ensure that issues of personal, organisational and systemic inequality are challenged.	May 2021
Develop systems and processes for the gathering and reviewing evidence on the profile of families and communities and the extent of inequality and disadvantage.	April 2021
Establish and maintain a range of inclusive structures and mechanisms to engage and involve staff.	December 2020
Impact assess all relevant service and employment planning, design and delivery processes.	November 2021
We will consider how to engage different communities when launching new projects and partnerships.	September 2021

Definitions

According to the CIPD guide to building inclusive workplaces:

Diversity refers to demographic differences of a group – often at team or organisational level. Often, diversity references protected characteristics in UK law: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Equality means equal rights and opportunities are afforded to all. The 2010 Equality Act in the UK protects those with protected characteristics from direct and indirect discrimination in the workplace.

Equity recognises that treating everyone equally has shortcomings when the playing field is not level. An equity approach emphasises that people should not always be treated the same, rather that they are treated according to their own situation.

Inclusion is often defined as the extent to which everyone at work, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed at work.

