

Equity, Diversity and Inclusion

Strategy 2021-24

Introduction

At Envision we are proud of the work we do to develop the confidence and skills of young people through engaging them in community issues that matter to them. One topic that matters to us, as much as the young people we work with and support, is Equity, Diversity and Inclusion.

Our first Equity, Diversity and Inclusion (EDI) Strategy sets out our commitment, vision and ambition to do more to create an inclusive workplace and society.



What is Equity, Diversity and Inclusion?

EQUITY

is about creating a fairer society, where everyone is treated with the dignity, respect and support they require, based on what each person needs in order to adequately level the playing field.

DIVERSITY

is the mix of individuals within society and the workplace. We recognise, understand and value the differences, experiences, skills, ideas, knowledge and abilities that individuals bring.

INCLUSION

is about creating a culture where everyone feels they belong, can participate and is valued for their contribution, experience and perspectives. Everyone has a part in ensuring inclusivity is at the heart of what we do.

Our Vision



To build a fit for purpose organisation with a focus on equity, diversity and inclusion.

WE BELIEVE:

- We will be a stronger organisation, because greater diversity unlocks better decision making and ultimately better performance.
- We will be better able to deliver our mission, because we are more representative of the young people we serve and the challenges they face.
- We will be in a better position to grow and support more young people by being an authentic voice within the sector and driving forward change.

Our Values

WE:

Drive Change

We are focused and passionate about changing the lives of young people. We are ambitious, determined and use evidence and our expertise to make this happen.

Reflect and Learn

We value learning. We look closely at what's working, what isn't and how to do better. We proactively seek ways to improve our impact and share our learnings.

Bring People Together

We put young people at the heart of everything we do and unite young people, schools, business and local partners to make a meaningful change to their lives.

Value Everyone

We are an inclusive organisation that respects, values and learns from the experiences and backgrounds of each and every person we work with.

Keep it Fun

We come with the positive attitudes, energy and ideas needed to achieve our goals for ourselves and our young people. We believe fun is a key part of everything we do.

Our Priorities

Diversify our staff and governance

We will become a more diverse workforce, reflecting the young people we serve. We will constantly review our recruitment practices, to ensure we are attracting talent from diverse backgrounds and removing bias from the process.

Embed equity, diversity and inclusion within our culture and practices

We will focus on our internal culture to ensure we live our values and provide training and resources to all staff and volunteers to develop knowledge and awareness.

Seek equity, diversity and inclusion within our partnerships

We will reflect the diverse communities that we work with and for, and we will demonstrate this through all our areas of work. This will include through our fundraising, volunteering and our communications.

Timeline

YEAR 1

- Launch and embed the strategy and action plan to support the delivery of the strategy
- Set up the EDI Working Group
- Set EDI KPI's and objectives for all employees
- Provide training and awareness for all staff and trustees
- Review and revise recruitment guidelines
- Review and revise external brand and communications
- Develop a calendar of EDI activities
- Establish baseline data

YEAR 2

- Review strategy and action plan and report progress
- Review effectiveness of the EDI Board and implement recommendations
- Ongoing training and awareness
- Implement changes to recruitment process
- Review and revise all policies related to EDI
- Report and review KPIs

YEAR 3

- Review and revise strategy, KPIs and action plan
- Continue to develop comprehensive calendar of EDI activities and resources for staff
- Review and revise training provision in line with best practice
- Report and review progress

Measures of Success

We will measure our progress against the strategy through KPIs, which we will set on an annual basis. These KPIs will reflect our priorities set out in this document:

- **Diversify our staff and governance**
 - We will have a target of ethnic minority and socio-economic disadvantage representation at all levels within the organisation;
 - We will set specific recruitment targets for specific underrepresented groups.
- **Embed equity, diversity and inclusion within our culture and practices**
 - We will set targets through the staff survey for percentage improvements based on culture and inclusion;
 - In the first year, all staff and trustees will receive inclusion training that is updated annually.
- **Seek equity, diversity and inclusion within our partnerships**
 - Our marketing, fundraising materials and our communications will reflect our diverse communities;
 - We will work with our partners to ensure they uphold our values in relation to EDI.

To measure and monitor our progress we will capture EDI data for all staff and measure inclusion and belonging through bi-annual staff surveys and look for positive improvements.

We will hold ourselves accountable and set goals to measure our progress.

This will include publishing out data internally and externally, regularly monitoring and reporting on our progress.



For more information:

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