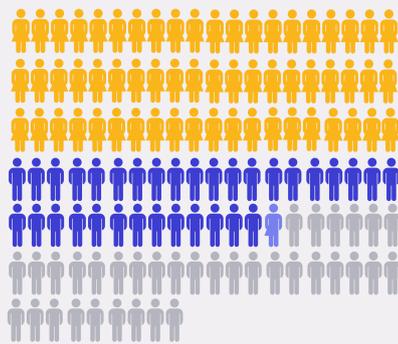


# CITY HEARTS EQUALITY, DIVERSITY AND INCLUSION

## INTRODUCTION

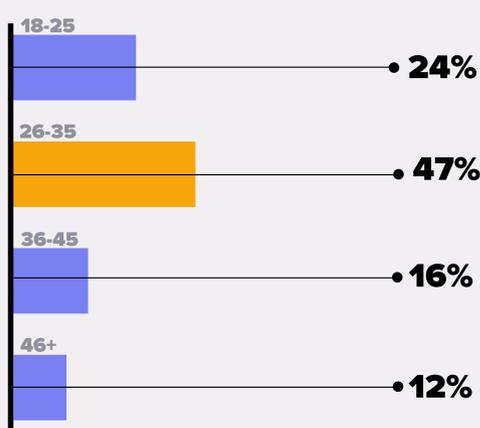
We believe that **equality, diversity and inclusion** brings strength and health to CityHearts. Therefore, as part of our commitment to ensuring best practice and working towards an agreed standard of excellence across all areas of EDI we conducted an EDI staff survey in May 2021. This helped us to gain an accurate picture of the demographics and EDI experiences within CityHearts. This infographic summary shares the main findings and our next key actions to ongoing improvement across areas of EDI.



93 STAFF OUT OF 129 COMPLETED THE SURVEY = **73%**

## AGE

Our Survey Said:

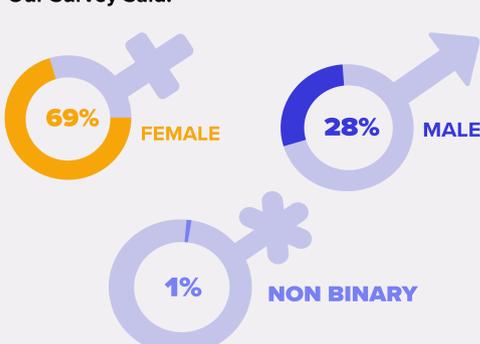


Our Next steps:

We are currently in a process of reviewing our staff retention, along with a continued dialogue on how we increase representation across age demographics.

## GENDER

Our Survey Said:

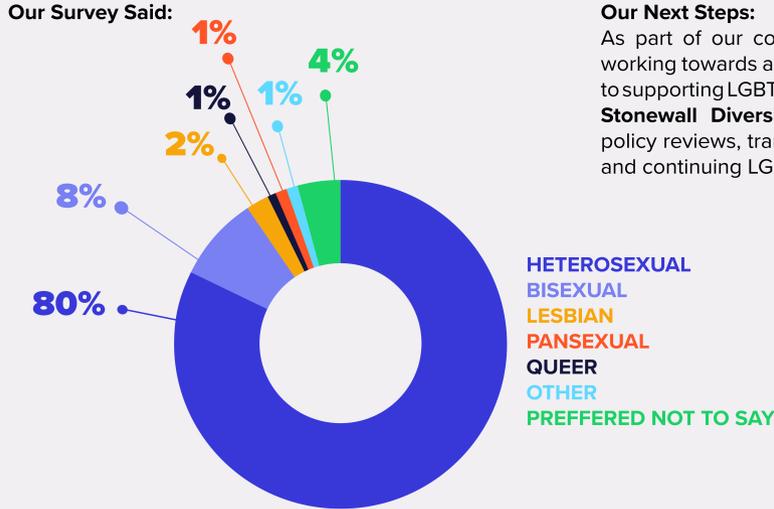


Our Next Steps:

We have reviewed our recruitment practices to ensure they are fair and we have and continue to conduct additional research to help support our approach to employment.

## SEXUALITY

Our Survey Said:



Our Next Steps:

As part of our commitment to ensuring best practice and working towards an agreed standard of excellence in regards to supporting LGBTQ+ staff and clients, CityHearts has become **Stonewall Diversity Champion**. Future initiatives include policy reviews, trans- inclusion policies, pronoun campaigns, and continuing LGBTQ+ training and development.

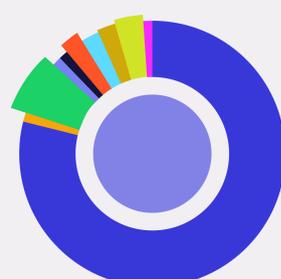


## BACKGROUND, NATIONALITY & ETHNICITY

Our employees come from a mixture of backgrounds, nationalities and ethnicity. Our staff also have diverse ancestral roots, dual nationalities and mixed race backgrounds from India, Pakistan, British Asian heritage, Caribbean, South Africa, Poland, Israel, to name a few..

Our Survey Said:

- 71% ENGLISH, WELSH, SCOTTISH, NORTHERN IRISH
- 1% IRISH
- 6% ANY OTHER WHITE BACKGROUND
- 1% WHITE AND BLACK CARIBBEAN
- 1% WHITE AND BLACK AFRICAN
- 2% WHITE AND ASIAN
- 2% ANY TOHER MIXED OR MULTIPLE ETHNIC BACKGROUND
- 2% ASIAN OR ASIAN BRITISH
- 3% INDIAN
- 1% PAKISTANI

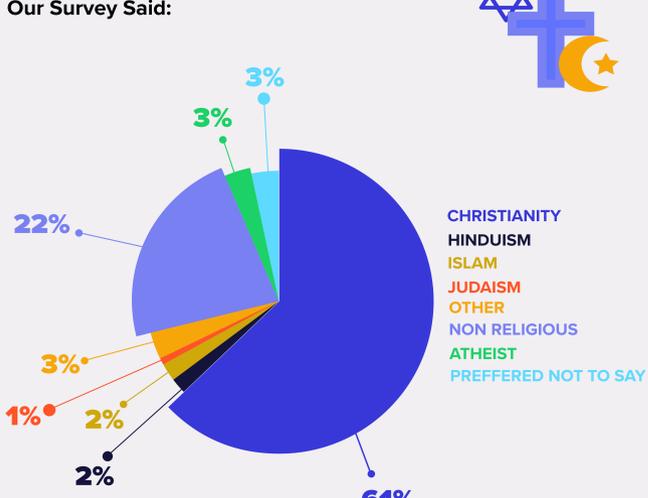


Our next steps:

CityHearts believes a diverse work force is a strong and healthy one therefore we will continue to strengthen BAME recruitment through research and implementation of best practice.

## RELIGION

Our Survey Said:



Our Next Steps:

CityHearts under the umbrella of "historical faith charity". Policies for religious holidays, fasts and cultural celebrations will aim to create a workplace culture which respects faiths and non-faith affiliations, along with learning and sharing different faiths and non-faiths experiences.

## VISIBLE AND NON-VISIBLE DISABILITY

Our Survey Said:



Our next steps:

CityHearts acknowledges and respects employees who have a wide range of visible and non-visible long standing illnesses, disability and infirmity. Future initiatives include extensive development of policies, and considering what more can be done to enhance our support to staff members with disabilities.



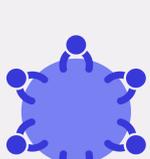
## FUTURE INITIATIVES

An **EDI Committee** will be launched in September 2021. The EDI Committee will consist of staff representation across the organisation and will act as an advisory and consultative group on the organisational EDI Initiatives.

Monthly **'Lunch and Learns'** will be implemented. These will be optional and will consist of various voluntary meetings, training sessions, presentations, guest speaker events and, discussion opportunities. The sessions have been designed to run in accordance with national and international events.

Further **development** of the EDI induction training for new starters which will cover education on EDI best practice and CityHearts expectations for employees in regards to inclusivity. A complete EDI Strategy is aimed to be created by spring 2022.

CityHearts current **staffing demographics** are generally consistent with sector averages, but we recognise there is work to do as we seek to ensure best practice and develop a truly inclusive and diverse staffing team



## CONTACT

To further discuss the review report, please contact the Equality, Diversity and Inclusion Lead. Grishma Bijukumar: grishma.bijukumar@cityhearts.co.uk