

Equality Diversity Inclusion

STRATEGY 2021-2024



**GREAT
ORMOND
STREET
HOSPITAL
CHARITY**

INTRODUCTION

Our first Equality, Diversity and Inclusion (EDI) Strategy sets out Great Ormond Street Hospital Children's Charity's commitment, vision and ambition to do more to create an inclusive society and workplace.

We believe in a fairer future for all, and we know that by working together we can do much, much more. We believe that everyone has the right to live without fear or prejudice regardless of race, age, gender, disability, sexual orientation, social class, religion and belief. Everyone should be able to make a full contribution to society in their own unique way and live in a world which demonstrates respect and values diversity.

At GOSH Charity our approach will enable us to achieve a more equitable, diverse and inclusive workforce by ensuring EDI is reflected in our values and embedded in our practice and our individual behaviours. We will drive change within our organisation and beyond, whilst always ensuring that our beneficiaries remain at the heart of our thinking and decision making.



WHAT IS EQUALITY, DIVERSITY AND INCLUSION?

Equality

is about creating a fairer society, where everyone is treated with dignity, respect and without discrimination. It is about challenging the environments and processes that limit an individual's opportunities to succeed.

Diversity

is the mix of individuals within society and the workplace. It is about recognising, understanding and valuing difference that individuals bring. By embracing these different experiences, skills, ideas, knowledge and abilities we can create an organisation that can be extraordinary.

Inclusion

is about taking deliberate action to create an environment and culture where everyone feels they belong, can participate and is valued for their contribution, experience and perspective. Everyone has a part to play in creating and promoting inclusivity and ensuring it is at the heart of everything we do.



We will build a fairer future for all, so that together we can be extraordinary.

We know that diversity matters, but for us, that is not enough. Our vision is of an inclusive culture where our colleagues, volunteers and the children and families we help, know that they belong.

Every day we will challenge and hold ourselves to account so that equality, diversity and inclusion is at the heart of everything we do. We will learn about and celebrate our differences and we will respect every voice.

OUR PRINCIPLES

Our community

We will value our differences and benefit from our diversity of thought, background and experience. We will reflect the diversity of those that we work with and for.

Our behaviours

Our leaders will act as role models and champions. Individually and collectively we will uphold our shared vision, and stand up to challenge behaviours that don't reflect it.

Our progress

Data will be central to our decision making in helping us measure and drive change. We won't stop listening and learning and will be honest and transparent about our progress.



1. Diverse and inclusive leadership

We will be led by diverse, inclusive and effective leaders who embrace the challenge of creating an inclusive culture and the contribution it makes to our purpose of transforming the lives of seriously ill children.
2. Developing awareness and knowledge

We will provide training and resources to all staff and volunteers to develop knowledge and awareness. We will ensure our communications speak to, and on behalf of, the diverse communities we work with and for.
3. Attracting talent and improving access

We will constantly review our recruitment practices, to ensure we are attracting talent from diverse backgrounds and removing bias from the process. We will ensure our touch-points with the organisation are accessible and respond to diverse communities.
4. Reflecting the communities we work with and for

We will become a more inclusive workforce, reflecting the diverse communities that we work with and for and demonstrating this through all our areas of work. This will include through our fundraising, our grant making and our internal and external communications.
5. Measuring and monitoring our progress

We will establish a baseline and use data and feedback to regularly measure our progress.

Year 1	Year 2	Year 3
<div>Launch and embed the strategy and action plan to support the delivery of the strategy.</div> <div>Set up EDI Board</div> <div>Establish Employee Forum</div> <div>Set EDI objectives for leaders and managers</div> <div>Provide training and awareness for all staff and Trustees</div> <div>Review and revise recruitment processes</div> <div>Review and update our external brand and communications</div> <div>Develop a calendar of EDI activities and events</div> <div>Establish baseline data</div> <div>Set KPIs and metrics</div>	<div>Review strategy and action plan and report progress</div> <div>Review the effectiveness of the EDI Board and Employee Forum and implement recommendations</div> <div>Ongoing training and awareness</div> <div>Implement changes to recruitment practices</div> <div>Review and revise all policies relating to EDI</div> <div>Review our employer brand to reflect that we are an inclusive organisation</div> <div>Report and review KPIs</div>	<div>Review and revise strategy, KPIs and action plan</div> <div>Continue to develop a comprehensive calendar of EDI activities and resources for staff</div> <div>Review the evolving needs of the Employee Forum and ensure support and resources to fulfil its role</div> <div>Review and revise training provision in line with best practice</div> <div>Horizon scan within the sector and beyond to learn from best practice</div> <div>Shift in metrics achieved and positive progress</div>

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

Diverse and inclusive leadership

- We will have a target of Black, Asian and minority ethnic representation at leadership level to include Heads, Deputy Directors, SLT and Trustees
- We will set targets through the staff survey for percentage improvements around leadership capability and role modelling of EDI

Developing knowledge and awareness

- In the first year, all staff and Trustees will receive inclusion training, and leaders and managers will receive training on inclusive leadership as well as managing and mitigating bias. There will be annual refresher training for all staff
- All new staff will receive the relevant inclusion training within three months of starting with GOSH Charity

Attracting talent and improving access

- We will set recruitment targets for specific under-represented groups
- We will work with relevant partners to achieve Disability Confident accreditation

Reflecting the communities we work with and for

- Our marketing and fundraising materials, and our communications will reflect the patients and hospital community
- We will work with our supply chain to ensure they uphold our values in relation to EDI

Measuring and monitoring our progress

- We will capture EDI data for all staff
- We will measure inclusion and belonging through our annual staff survey and look for positive improvement



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

This will include publishing our data internally and externally and regular monitoring and reporting via the governance structure set out below. We will be transparent in how we do this and there will be visibility across the organisation. In driving forward change, we recognise that we might not always get it right, but we are committed to learning from our experiences and driving continuous improvement. The governance of our EDI work will be overseen by our Trustees and will be embedded across the organisation.



