



Equity, Diversity, Inclusion and Belonging Plan

2025 – 2027

Progress Report May 2026

Our commitment



"At Place2Be we believe in the value of equity, diversity, inclusion and belonging, not only in our workplace and in the school communities we support, but as an integral part of everything we do. Equity means we acknowledge the adjustments required for individuals, diversity makes us stronger, and in an inclusive environment where we all feel we belong, everyone can be their best self and experience the full richness of their colleagues.

Our dedicated teams work in the heart of some of the most marginalised communities of the UK, supporting the mental wellbeing of children and families from a wide range of backgrounds, cultures, ethnic and socio-economic groups. We know that mental health issues disproportionately affect people from an ethnically diverse background and those from low-income families, where the stigma associated with mental health can create even greater challenges.

We're on a continuous journey and committed to creating a fully inclusive Place2Be, where all our community - whatever our background, colour, identity or beliefs - feel supported, nurtured, empowered and celebrated. We want to stretch ourselves, beyond what is comfortable, to make our organisation a place² where everyone can thrive as individuals and feel they are part of something great. We continue to challenge ourselves to ensure that equity, diversity and inclusion is fully embedded in everything we do, from our training and clinical delivery, through to our organisational culture.

We hope you'll join with us on the journey, through the tough conversations and the smooth, as step by step we grow in empathy and understanding and together continue to build an organisation we are all proud of, delivering real impact for the children, families and communities we are here to support."

Simon Mackenzie-Smith (Chair) and Catherine Roche (CEO)

Purpose of this plan



Introduction

We're committed to ensuring no child or young person faces mental health challenges alone. Equity, diversity, inclusion and belonging are essential for ensuring that every child, family, and community member can access culturally responsive mental health support.

Mental health issues disproportionately affect people from ethnically diverse backgrounds and low-income families, where stigma and systemic barriers compound challenges. The following goals and measures will help us build and deliver a plan that moves us forward. Central to this is fostering a diverse, inclusive, and equitable workplace that reflects the communities we serve.

Engagement

- Place2Be's EDI Steering Group, Employee Support Networks and Staff Consultative Forum to collaborate on the key objectives and their achievement.
- Share regular progress updates with staff via the Weekly Bulletin, podcasts, training, and reflective sessions.
- Executive and Leadership Forum to review action plan, progress reports and data points, ensuring goals have focus, progress against is measured and achieved, with lessons learned where identified.

Our strategic outcomes



Outcome 1

Embed anti-oppressive practice and culture within Place2Be that champions inclusion and nurtures belonging for staff, trainees and students.

Outcome 2

Use our data to inform, influence and advocate for system change that will ensure there are no conscious or unconscious barriers to children and young people accessing mental health services.

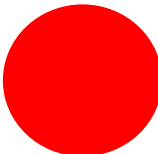
Outcome 3

Ensure children and young people are their own agents for change, learn from them to educate, raise awareness and celebrate difference and use feedback to inform our work and practice.

Our Success Measures



Action	Progress	Comments & progress
#1 Ensuring our attraction of diverse talent , we'll do this by monitoring numbers of applications received, those shortlisted for interview and offered roles. [Outcome 1]		See slide 6
#2 Retaining diverse colleagues , we'll do this by monitoring data including voluntary and involuntary turnover and ensuring that the number of our diverse staff is either the same or higher [Outcome 1] Listen and act on Staff Survey and regular Pulse Survey feedback , we'll use data analysed by diverse employee strands to understand any differences in feedback and facilitate conversations through our employee support networks to inform and agree any action plans. [Outcome 1]		See slide 7 and Engagement Survey Analysis
#3 Through identifying data points, and using feedback, ensuring professional qualification and placement programmes increase diversity of counsellors, and trainees. [Outcome 1]		COP / Student numbers to follow



At Risk/ Adverse



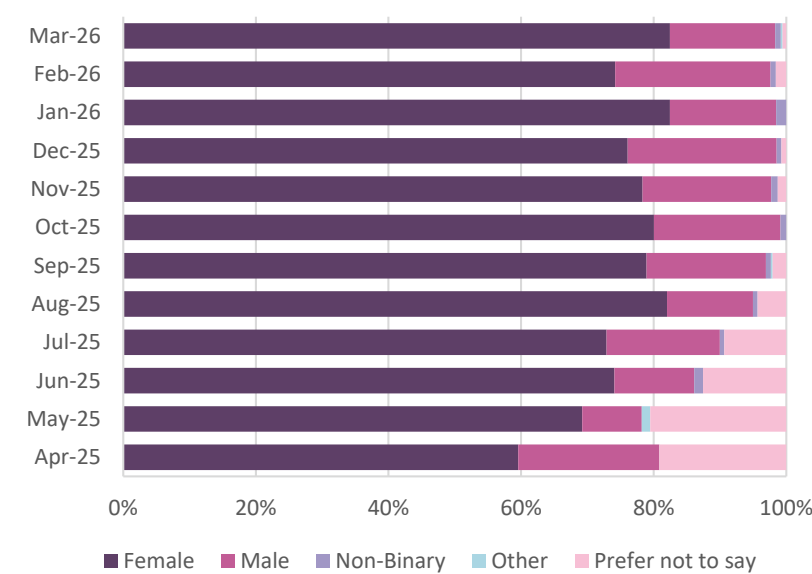
Progress needed



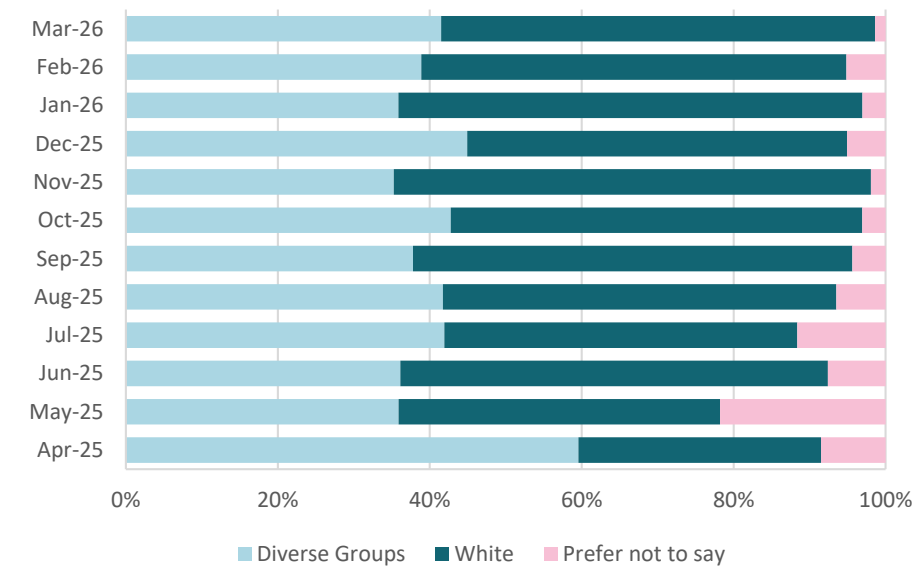
On Track

Applications Made by EDI strands (to March 26)

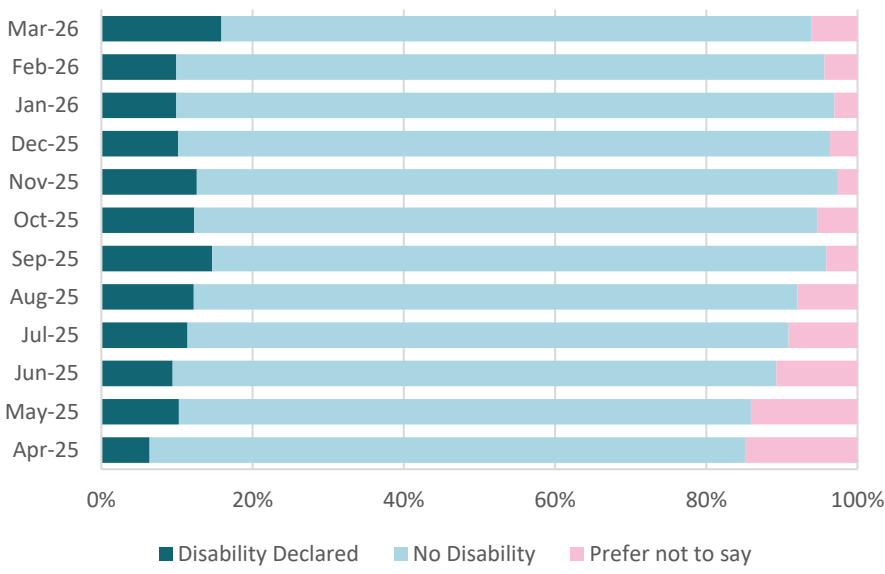
Applications by Gender (%)



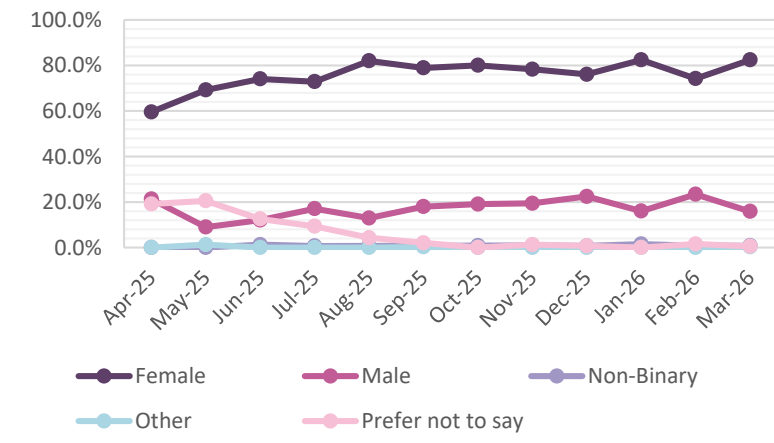
Applications by Ethnicity (%)



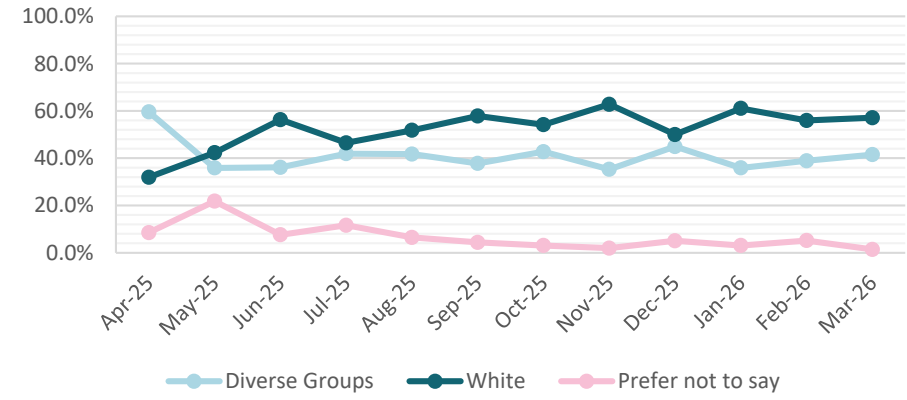
Applications by Disability Status (%)



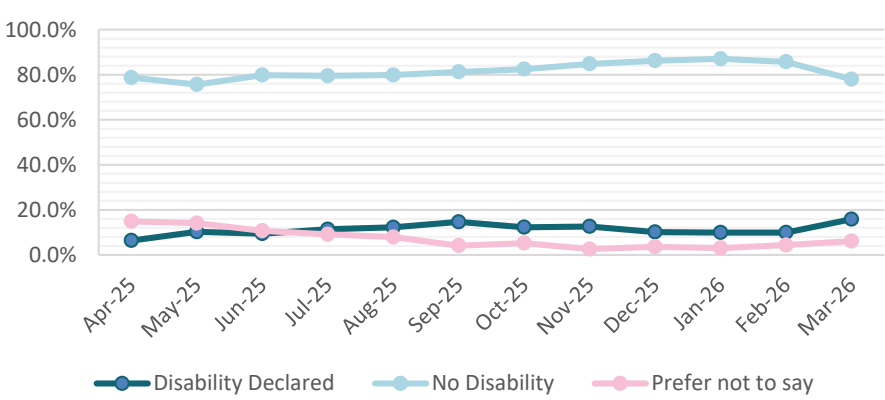
Applications by Gender (%)



Applications by Ethnicity (%)



Applications by Disability Status (%)



Applications by Gender Summary:

- In a rolling 12-month period the number of Non-Binary applicants has been 0.4% and nominal across the year and 5.1% of applicants chose not to disclose gender
- Applications made by Men averaged at 11.5% compared with the dominant group women at 83%. Within Q4 25/26 13.6% and 86.4% respectively a variance of +2% for men and +3.4% for women.
- Q4 saw 0% Non-Binary and 0% opted out of disclosure, a variance of 0% and 2.2(ave) against Q3 25/26.

Applications by Ethnicity Summary:

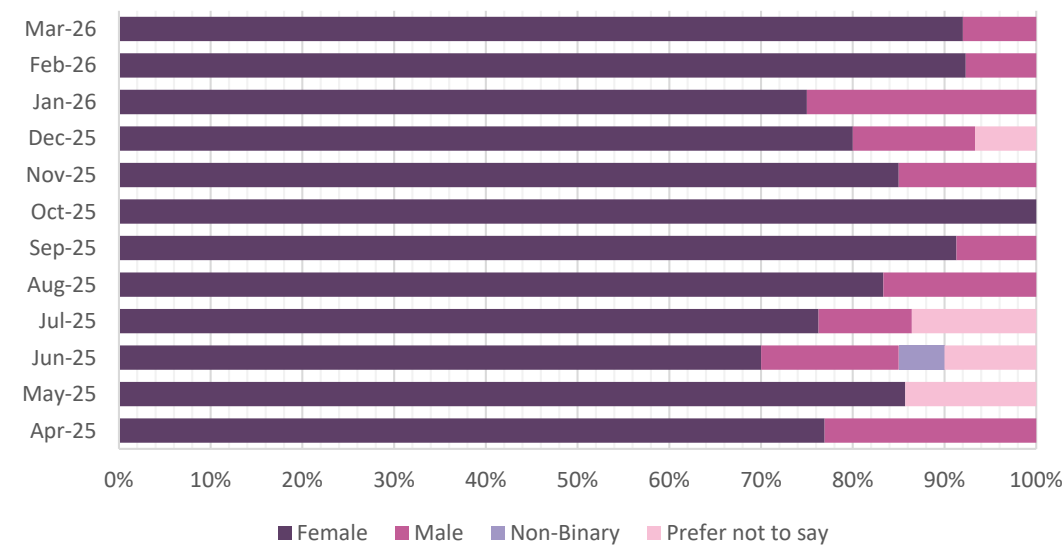
- In a rolling 12-month period the number of Diverse group applicants averaged 21%, whilst white applicants dominated at circa 78%, 0.4% on average preferred not to disclose.
- Offers made averaged 17.6% in Q4 compared with 82.4% for White applicants in the rolling period, a variance of -4% against Q3 averages and -0.3% for White groups.
- 0% opted out of disclosure, a variance of 0%.

Applications by Disability Status Summary:

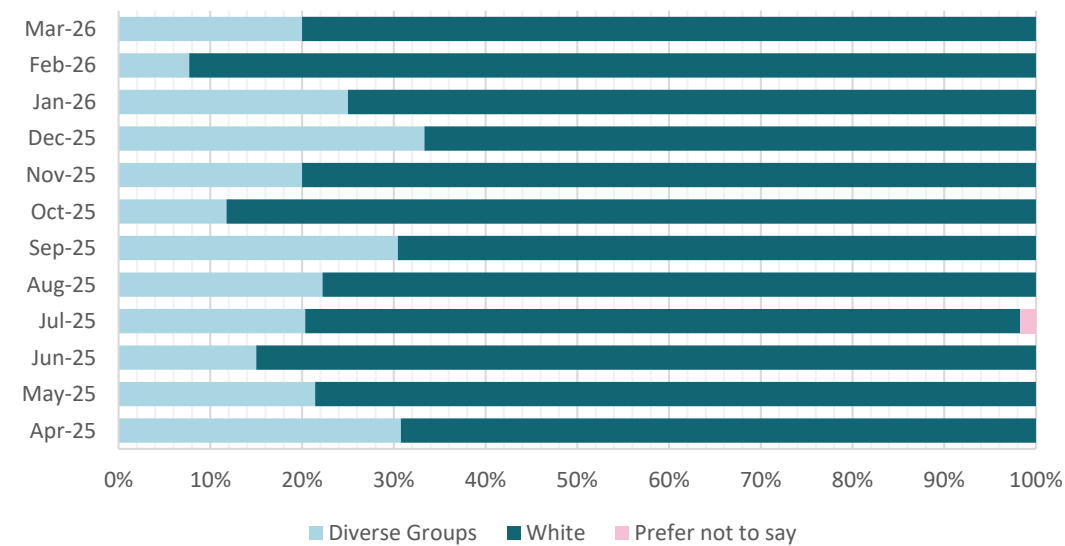
- In a rolling 12- month period the number of applicants disclosing disability averaged 13% compared with those not disclosing disability at 84% and just under 3% preferred not to disclose.
- Q4 saw an ave of 6.7% disability disclosures, compared with Q3 which was nearly double the average of 14.5%. Those declaring no disability made up ave of 92% of applicants in Q4 compared with 83% in Q3 (-9%).
- Applicants choosing not to declare halved in Q4 at 1.3% compared with Q4 at 2.2%

Offers Made by EDI Strands (to March 26)

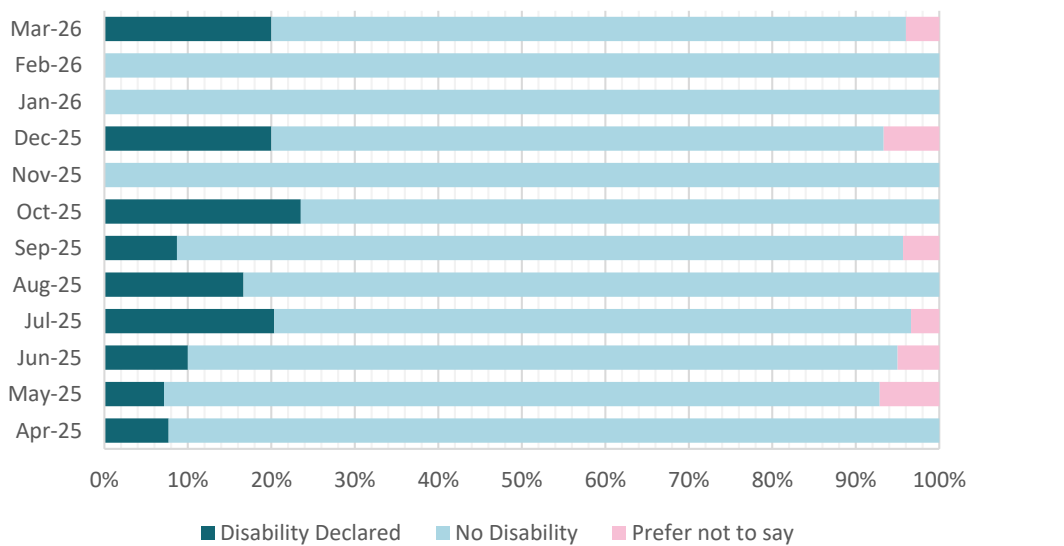
Offers by Gender (%)



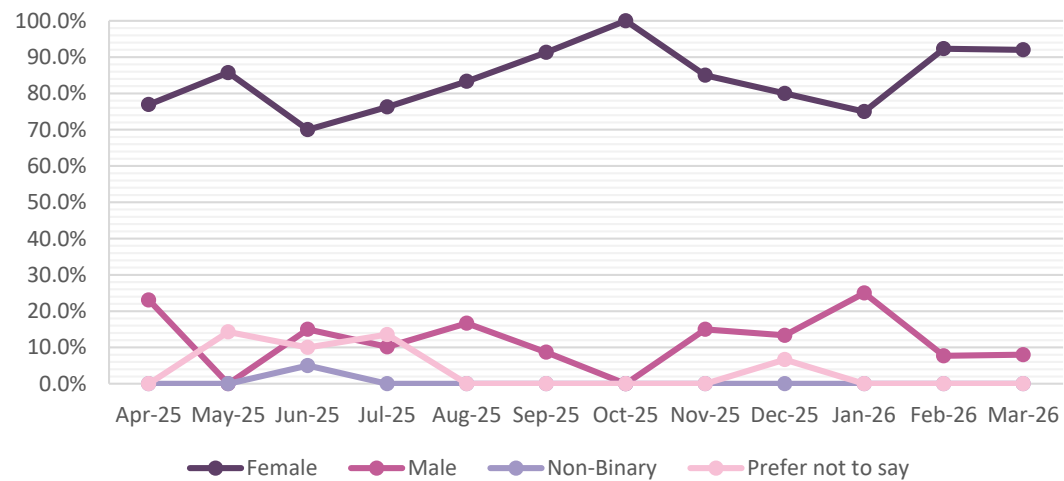
Offers by Ethnicity (%)



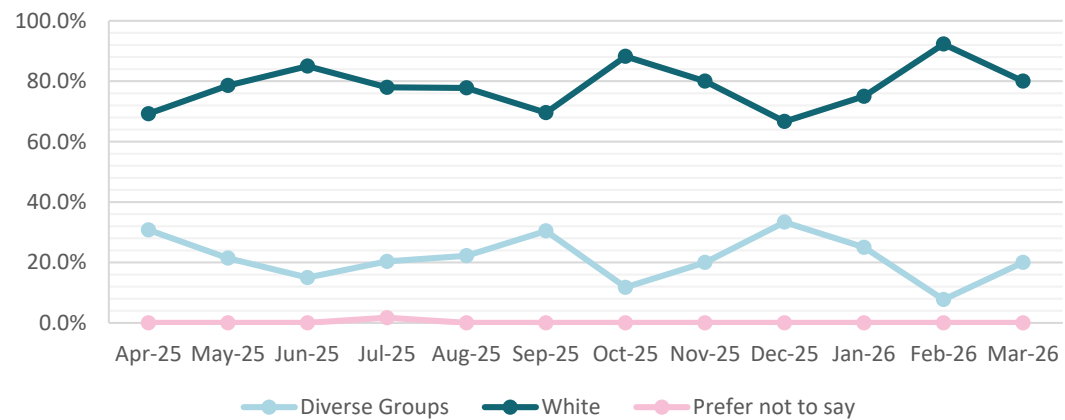
Offers by Disability Status (%)



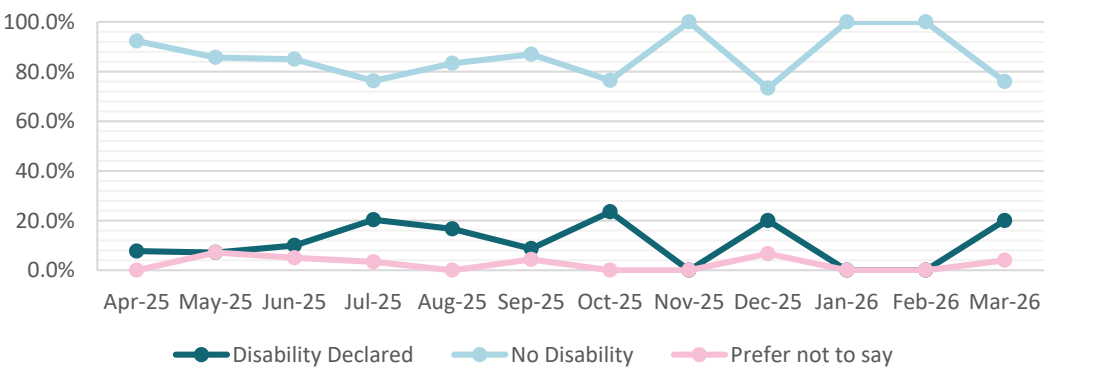
Offers by Gender (%)



Offers by Ethnicity (%)



Offers by Disability Status (%)



Offers by Gender Summary:

- In a rolling 12-month period the number of Non-Binary applicants has been 5% and nominal across the year, 44.6% chose not to disclose gender. In the same period, offers made to men have been an average of 17.3% compared, with just over 77% for women.
- Q4 finished with 77.9% of women applying compared with 18.4% of men and 1.1 Non-Binary applicants and 0.7 choosing not to disclose in the quarter.

Offers by Ethnicity Summary:

- White candidates made up an average of 54.4% of applicants to whom an offer was made in the rolling 12-month period, compared with just under 40% of diverse groups (overall variance of 14.4%).
- In Q4 2025/26 specifically, 58% of offers were made to White candidates, 38.8% to candidates from diverse ethnic groups. This represents a Q4 variance of 20.8% between White and diverse offer outcomes.

Offers made by Disability Status Summary:

- Non-Disability disclosing applicants represented 81.6% of the talent Place2Be attracted i.e. offers made in a rolling 12-month period, and those disclosing a disability made up 12%.
- In Q4 25/26, offers closely mirrored this pattern with 83.6% non-disability disclosures and 11.9% disability disclosures.

Equity Signals

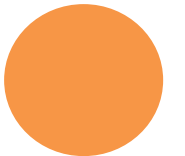


Gender

- Men are receiving offers at a rate slightly higher than their application share, while women’s offer rates broadly align with their dominance in the application pool. There is disadvantage to women, but there *is* a consistent pattern of men being proportionally more successful once they apply.
- Slight uplift in male applicants, further concentration of women applicants and regrettably our ability to draw meaningful conclusions about Non-Binary representation is currently limited by inconsistent disclosure data.

For discussion

- What can we do differently to balance the gender applicant/ talent pipeline? attract more men into the profession and Place2Be?
- Zero Non-Binary applicants reflected 5% within the month of June 2025, the other 11 months represented 0% consistently, we know the political climate, what steps can we take to increase gender disclosure confidence recognising that disclosure-based data is influenced by candidate choice and levels of trust., data shows Recruitment outcomes are dominated by pipeline composition rather than hiring decisions.

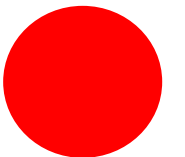


Diverse Groups

- Recruitment outcomes by ethnicity are broadly aligned to applicant availability, with a persistent conversion gap that has widened in Q4 and warrants monitoring and analysis to understand underlying drivers.
- White applicants dominate the applicant pool, the proportion of offers made to White candidates exceeds their application share, and conversely, the proportion of offers made to candidates from diverse groups falls below their application representation. This indicates that recruitment outcomes are not solely explained by pipeline composition and suggests differential progression through the recruitment process.
- Non-disclosure was negligible at 0.4%, indicating high confidence in ethnicity disclosure and providing a robust data baseline.

For discussion:

- Why do fewer diverse candidates progress to offer?
- What insight there is in relation to role type, seniority, skill scarcity or locations?

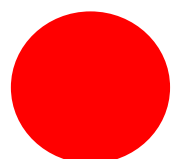


Disability Status

- Disability disclosure at application stage reduced sharply in Q4 and Non-disability declarations increased correspondingly
- The proportion of offers made to candidates disclosing a disability did not change nor did the overall balance between applications and offers stage
- The reduction in prefer not to say and reduced disclosure suggests some candidates may be choosing active non-disability declaration rather than non-disclosure, should be treated as a confidence indicator vs equity risk

For Information:

P&C Team already have an action planned to review what messaging accompanies disclosure questions, to more clearly explain why the data is collected and how it is used and revisit GIS. P&C are monitoring workplace adjustment numbers in place since the introduction of Health & Wellbeing passport conversations and raising awareness by encouraging workplace needs being met for new hires.



At Risk/ Adverse



Progress needed



On Track

Our Success Measures



<i>Action</i>	<i>Progress</i>	<i>Comments</i>
#5 Offering cultural competence and anti-oppressive practice training, we'll create four podcast episodes each year to enable conversations within teams, sharing of experience and learning, enabling psychological safety for colleagues. [Outcome 1]		Race awareness podcast delivered – unique listener numbers to follow. Existing training being refreshed, priority area AO & PS as underpinning concepts, reviewing existing material
#6 Widen access to professional qualification training for underrepresented groups, by offering bursaries and scholarships each year and working with the wider industry to establish a counselling apprenticeship standard. [Outcome 1]		Place2Be continues to support bursaries to make counselling accessible (intake for bursaries tbc). Case re Apprenticeship Standard to Skills England submitted March 26
#7 Work with existing and new partners to produce and publish research findings, disseminate these to influence change. Ensure these are spotlighted internally with opportunity for Q&A to increase pride and belonging. [Outcome 2]		3 x Publications in preparation. Toolkit for Displaced families was a good example of influencing change in community/ school settings.
#8 Create a Children and Young People's participation forum to ensure our practice is CYP informed, and their voice and meaningful involvement contributed to responsive, equitable and accessible services. [Outcome 3]		Framework is being rolled out for discussion in teams and regions, however we need to clarify how diverse voices/ participation will captured and acted upon.

Reporting



Governance

EDI Steering Group to have oversight of this plan and meet regularly to discuss achievements against outcomes, ensuring the relevant leads and teams maintain momentum.

Leadership Forum and Executive teams positively role model an inclusive organisation, drive change where required and review progress against the strategic outcomes and achievements.

P&C Committee and Board to receive a quarterly update, provide check and challenge to the organisation on achievements.

How we'll mark progress

We'll use this plan to report on progress with quarterly updates.

Against each success measure, the lead will update whether progress is the same, has moved on or not progressed, along with a narrative.

Considerations



Language

Language is powerful, and we also recognise it changes rapidly. The Equality Act 2010 lists nine protected characteristics and provides definitions and terminology to support these. As language changes, sometimes these definitions are not always recognised through lived experience.

It's also not just about the words we say, it can also be the tone of voice. Language and communication can in themselves become, by accident or design, a form of microaggression.

We'll continually work on being aware of changes, and create messaging that is accessible, inclusive, and easy to understand.

Our Values

Our plan is guided by our values: perseverance, integrity, compassion, and creativity. The behaviours associated with each of our values should not discriminate, should be free of bias, and create a psychologically safe space for everyone.