



D&I Strategy and Action Plan *Progress Update*

July 2021

Delivery against commitments and priorities Jul-Dec 2021

1. Our Practice: Ensure our direct work in schools is accessible and delivers impact to the full school community

- ✓ Use data to inform local practice and plans - Area teams have discussed service accessibility to identify trends and issues, and are developing plans to tackle underrepresentation in particular areas
- ✓ **Tackling racism in schools** - Development of a webinar for schools on *Talking about Race*; development of Key Stage 3 group intervention with support from PWC, to explore issues of race, identity and diversity.

Priorities for July to December 2021:

- Targeted work in local schools to share good practice and address any significant service accessibility issues
- Review and refresh resources and equipment used in clinical practice to ensure culturally appropriate
- Better understand barriers and put strategies in place to address underrepresentation of Asian/Asian-British service users nationally
- Pilot, refine & test anti-racism webinar for schools
- Pilot PWC programme in 10 partner schools

2. Mental health workforce: Promote the value of a diverse workforce and ensure that our training programmes are accessible to all

- ✓ Establish a bursary scheme - awarded 28 funded places across Levels 2, 3 and PgDip.
- ✓ **Review of all training programmes** for D&I content on track for completion by Sept
- ✓ **Continuing to Chair and work with the Coalition** of mental health sector training providers

Priorities for July to December 2021:

- Follow-up with bursary recipients – feedback to inform review of Mental Health Workforce strategy
- All Place2Be trainers to complete Inclusion Works training by start autumn term 21
- EDI modules to be mandatory for all Counsellors on Placement from autumn term 21
- Support the aim of the Coalition to create a more inclusive training environment by developing a toolkit for Training Providers for use from Jan22

Delivery against commitments and priorities Jul-Dec 2021

3. Our People: Create an inclusive workplace to attract, retain and develop a talented team from all backgrounds and cultures

- ✓ **Working towards 20% of workforce from a diverse ethnic background by Dec:** introduction of new recruitment system, removing bias; and 'Rooney rule' to increase number of BAME candidates interviewed.
- ✓ **Improving the racial diversity of Executive Team and Board of Trustees:** Racial diversity of board now at 20%; Wande Showunmi joined as Director of People & Culture in May 2021.
- ✓ **Supporting career progression of BAME staff:** Through mentoring programme with Cranfield Trust; introduction of reciprocal mentoring programme with six colleagues working with Executive team.
- ✓ **Better understanding of turnover** is being gained through specific focus in the exit process and this remains a focus.
- ✓ **Fostering a positive, open, transparent and inclusive workplace culture** with an updated EDI Policy, continued discussions within teams and personal D&I objectives set as part of the annual appraisal process.

Priorities for July to December 2021:

- Proactive marketing to support 20% target, including introduction of Fundraising internship role, recruitment of next Director of Operations and further trustee opening
- Potential wider roll-out of reciprocal mentoring & Introduction of ongoing coaching programme & qualification
- Regular 'pulse' surveys

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4. Learning: Educate ourselves, establish and promote an open and honest dialogue about race, diversity and inclusivity within Place2Be

- ✓ **Developed cultural competency** in all teams to maximise cross cultural understanding/ engagement. Staff completion rates of the now mandatory EDI modules at 99%.
- ✓ **Governance and staff voice** - Introduced People and Culture Committee holding our Executive team to account for delivery on our People strategy; D&I Steering Group meets 6 weekly, attended by at least two trustees; All team meetings have D&I as agenda item.

Priorities for July to December 2021:

- Continue to engage with teams and Steering Group to seek views on improving D&I
- Explore options to set up a Black Workers Forum / Network

5. Promotion: Consistently demonstrate our commitment to inclusivity in our communications, both internally and externally

- ✓ **Inclusive terminology** and **broader representation of diversity** through our visual/promotional marketing; sharing of experience and cultures on website and intranet; including blog from [Eugene Ellis](#), May 2021.
- ✓ **Recruitment of first Black ambassador, Lemn Sissay** (Spring 21), keynote speaker at CMHW conference.

Priorities for July to December 2021:

- Recruitment of additional champion (July)
- Photoshoots featuring broader range of ethnicities and nations, including Scotland
- Increased focus on 'staff voice' through blogs on intranet