



E,D&I Strategy and
Action Plan
Progress Update

December 2021

1. Our Practice

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 under-representation of Asian/Asian-British service users nationally
- Pilot, refine & test anti-racism webinar for schools
- Pilot PwC programme in 10 partner schools

Status, December 2021:

- ❑ Local plans currently in development with the North and London East complete. Scheduled to share good practice examples with RAG in March 2022.
- ❑ Anti-racism webinar tested and will be promoted through the Place2Be Staffroom in 2022.
- ❑ Project timeline and action plan for Clinical Resources developed with completion scheduled for summer 2022
- ❑ Delivery of the PwC programme is underway in 5 schools; it will be delivered by a Teacher, SPM and a PwC volunteer to a class in Year 8. An evaluation strategy is in place along with proposed delivery for years two and three.. The team are also showcasing the programme across wider teams at Place2Be.

2. Mental health workforce

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

- ✓ 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:

- 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

- ❑ EDI modules now mandatory for CoPs as part of their induction.
- ❑ Considerable work has been carried to review the content of training programmes and now an action plan with specific milestones and goals is to be finalised to complete this work.
- ❑ The Diversity and Inclusion Coalition's tender for the provision and authoring of the Equality, Diversity and Inclusion Toolkit for Counselling and Psychotherapy programmes is live. Deadline for applications is Friday 10 December, and currently have 4 applications.
- ❑ Data is being gathered on the current pool of trainers and the recruitment of new trainers will include a specific focus on attracting candidates from diverse backgrounds.

2. Mental health workforce (continued)

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.

Priorities for July to December 2021:

- Follow-up with bursary recipients – feedback to inform review of Mental Health Workforce strategy

Status, December 2021

- ❑ 24 candidates have completed their qualification and five more students are beginning this academic year. With the remaining funding we are going to support up to 8 more L3 bursaries from those bursary students who complete L2. Moving forward, a bursary is going to be incorporated into the changes being made to the mental health workforce delivery. Positive discussions are now underway with the funder of the original scheme for continued support.

3. Our People

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

Status, December 2021:

- ❑ For employees who have shared data, 21.22% of workforce are from a diverse ethnic background. (No data for 1.91%). Greater focus on retention of all staff, and continued focus to attract, recruit and retain a culturally diverse workforce.
- ❑ The next cohort of Reciprocal Mentoring has been promoted throughout November, with applications closing on 10 December. The programme will commence in late January 2022.
- ❑ EDI questions have been included in our winter pulse survey. Results will be shared in the new year.

4. Learning

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

Status, December 2021

- Continue to focus on ethnicity, race and sex primarily, but expand to other protected characteristics.
- Resource, appetite, and implications for other groups all need to be considered. Focus will currently remain on the Staff Consultative Forum and its roll out across the organisation before looking at a Black Workers Forum. We are also exploring options to provide safe spaces for different groups and different protected characteristics.

5. Promotion

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

Status, December 2021:

- ❑ New Champion Rhys Stephenson announced July 2021, ahead of Strictly Come Dancing appearances.
- ❑ Photoshoot in London secondary school took place in August, providing updated images for publicity and marketing.
- ❑ Marked Black History Month with launch of new Art Room project.
- ❑ Also commissioned blogs authored by colleagues from varied ethnic backgrounds and lived experience, including: Husna Rahman (national Grief awareness day); Judah Racham on the launch of Parenting Smart website; and former staff member Deb' bora Imani. The last two were published in October's Black History Month.