



The  
Children's  
Society

# Stronger Together

Our Single Equality Scheme  
2018 – 2022

No child  
should feel  
alone

***Stronger Together:***

The Children's Society Single Equality Scheme 2018-2022

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*We are grateful to Ben Shewry, Equality, Diversity and Inclusion Manager, and Peter Grigg, Director of External Affairs, who have led the authoring and development of this scheme and to the Diversity Champions Network who have contributed along the way.*

## **Introduction from Chief Executive**

At The Children's Society, we have an ambitious strategy to break the cycles of disadvantage experienced by young people in the UK. Too many children face barriers on the basis of structural inequalities, personal circumstance and experience. This plan to enhance equality, diversity and inclusion is not a separate consideration alongside this but a central component of how we can meet our strategic intent to disrupt disadvantage for children and young people.

Key to our ability to transform the lives of children will be; our ability as an organisation that values our staff and volunteers, recruiting and inspiring a range of talent; through our work with diverse groups of young people and engaging a range of committed supporters; and our ability as a catalysing force in society to change attitudes and behaviours around various elements of discrimination. In short, we are very much ***Stronger Together*** as a movement of change than we ever could be alone.

We are proud of how inclusivity currently supports our work and have made great strides in our last three years. We have introduced gender pay gap reporting, implemented new pay structures in line with the living wage, enhanced the diversity of our senior staff and trustees. Yet we can and we must do more.

We need to act where we can enhance diversity in the makeup and skills of our staff ensuring that The Children's Society is somewhere that employees, staff and partners are comfortable to bring their whole selves. We need to understand the wellbeing of our staff particularly when working in demanding roles that deal with complex and difficult issues. We need to make sure we are an accessible organisation for all young people who need our support and engage a wider range of supporters to help us achieve our mission. And critically, in turbulent times, we must act as a voice for change – leading the way in progressive approaches to diversity and inclusion.

***Stronger Together*** sets out our plans for equality, diversity and inclusion over the next four years, providing an overarching framework and some specific actions over the first two years that will help us achieve the change we want to see.

Matthew Reed: Chief Executive

## **Stronger Together: Our Vision**

The Children's Society's vision is of a country where children are free from disadvantage. Our focus is on breaking the cycles of multiple disadvantage that prevent young people from thriving.

Stronger Together – our Single Equality Scheme – is about ensuring that, in our pursuit of this vision, we are able to draw on the talents of diverse communities, we listen and respond to the needs of diverse groups of young people and supporters, and that we act as a catalytic force for change in wider society around diversity and inclusion.

Put simply, we want the Children's Society to be a progressive force for enhancing inclusivity and diversity not just because we are a social justice organisation but because we believe it is only by working in inclusive and diverse partnerships that we achieve change.

*Stronger Together* is about:

- enhancing diversity in the makeup and skills of our staff, aiding our ability to be a high-performing and effective organisation, ensuring that The Children's Society is well equipped to break cycles of disadvantage.
- ensuring we are an accessible organisation for all young people experiencing disadvantage identifying and responding to the diverse needs of young people, many of whom may feel marginalised and unheard.
- Reaching out to diverse communities of supporters as agents of change to help us achieve our mission.
- Working in partnership with other organisations and accreditors to greater understand where we can improve and have the biggest impact in Equality, Diversity & Inclusion.
- And critically, in turbulent times, we must act as a progressive voice – leading the way in approaches to diversity and inclusion.

***Stronger Together*** sets out our plans for equality, diversity and inclusion over the next four years. It provides an overarching framework for our approach, offers specific actions over the first two years, and sets out three headline areas that we wish to prioritise.

## **Our Equality, Diversity and Inclusion Framework**

We will focus our Equality, Diversity & Inclusion activity around three different domains

### **As an Organisation** that values our staff and volunteers

The Children's Society will foster inclusive working practices and become more representative of the diverse communities that we serve. It is only in this way that we can achieve our ambitious vision.

### **Through our Engagement** with young people and supporters

In order to support the most marginalised groups, The Children's Society will provide accessible services for young people based on an understanding of diverse needs and efforts to make reasonable adjustments. We will engage a diverse range of supporters and support our volunteers to recognise the importance of diversity and inclusion.

### **Through our Leadership role** in society and the sector

In order to break cycles of disadvantage and address structural inequalities that prevent people from thriving, The Children's Society will challenge injustice, disadvantage and discrimination in wider society and act as a force for change in the charity sector.

Within each domain, we have set out our commitments and what we will achieve within each one.

## **Measuring Success**

### **As an organisation that values our staff and volunteers (see p7)**

- We will regularly analyse workforce data in order to identify areas of improvement around equality and diversity.
- We will pay fair wages and, as an employer, try to alleviate financial pressures of our employees.
- We will proactively enhance access to employment opportunities for under-represented groups.
- We will have policies and practices in place that engender a culture of inclusivity, particularly in relation to protected characteristics.
- We will positively support parents, carers and those re-entering the jobs market by offering comprehensive flexible working options.
- We will take actions to improve the diversity of our Trustee Board.
- Our leaders and managers will consistently demonstrate inclusive leadership behaviours.
- We will create inclusive conditions and support the mental health and wellbeing of staff and volunteers.
- We will enhance the role for the voice of young people in the services we shape and create.

### **Through our engagement with young people and supporters (see p13)**

- We will ensure our services are accessible to young people, particularly the most marginalised, and enhance the role for the voice of young people in the services we shape and create.
- We will ensure our public sector duty is appropriately reflected in all policies, processes, projects and training.
- We will respect personal data of all people with whom we work.
- We will be a leading voice in fundraising regulation and supporters with whom we engage.
- We will challenge discrimination in our engagement with others.

### **Through our leadership role in society and the sector**

- We will ensure our advocacy work continues to tackle injustice, disadvantage and discrimination.
- We will act as a model of good practice across the sector around equality, diversity and inclusion.
- We will ensure our investment policies and ethical investment policies reflect our equality, diversity and inclusion values.

## Our work plan

<b>As an Organisation that values our staff and volunteers</b>	
<b>What this entails</b>	<b>Actions &amp; Timelines</b>
<b>A) We will regularly analyse workforce data in order to identify areas of improvement around equality, diversity and inclusion</b>	
1. We will improve the quality of monitoring data on our systems.	<ul style="list-style-type: none"> <li>i. Achieve 80% completion rate of employee diversity data by <b>January 2019</b>. This is to include 'prefer not to say'.</li> <li>ii. Assess what is required to improve our volunteer diversity data beyond the use of the volunteer engagement survey, or to enhance the quality and quantity of the data that this obtains by <b>Aug 2018</b>.</li> <li>iii. Have a consistent and joined-up approach to the diversity data we monitor across HR, Volunteering Development and Evidence &amp; Impact. A system and guidelines in place by <b>Jan 2019</b>.</li> </ul>
2. Annual staff survey and analysis and actions on the Staff survey to address concerns.	<ul style="list-style-type: none"> <li>i. When relevant, publish a response to any ED&amp;I concerns from the staff survey within 6 months of the survey being completed. This is to be active as of the 2017 Survey and completed by <b>June 2018</b>.</li> </ul>
3. Continue to lead the way in our sector on mandatory gender pay gap reporting.	<ul style="list-style-type: none"> <li>i. Report our pay gap, with a thorough and transparent report outlining our actions and analysis of mechanisms and schemes we are using to close our gap.</li> </ul>
<b>B) We will pay fair wages and, as an employer, try to alleviate financial pressures of our employees</b>	
1. Ensure best practise in equality of wages, offering clear and fair remuneration of people's time.	<ul style="list-style-type: none"> <li>i. We will pay our employees in line with the principles of the Living Wage Foundation (LWF), honouring the annual uplift and remunerating within the timescales set out by the LWF. This will happen <b>annually</b>.</li> </ul>

	<ul style="list-style-type: none"> <li>ii. Thorough Equality Impact Assessments to be conducted as part of the triennial review of our pay and grading system. <b>March 2020.</b></li> <li>iii. We will ensure that everyone is able to be remunerated for out-of-pocket expenses, in accordance with our recently-reviewed expenses policy. This will begin immediately but evidenced by <b>March 2019.</b></li> </ul>
<b>C) We will proactively enhance access to employment opportunities for under-represented groups</b>	
<p>1.Remove barriers to employment that are borne out of an emphasis on formal qualifications and education.</p>	<ul style="list-style-type: none"> <li>i. Piloting apprenticeship opportunities across the organisation, rolling out the programme to Retail by <b>April 2018.</b></li> <li>ii. Build upon existing mentoring structures to organise a framework in which mentoring within TCS (both internally and with external partners) is clear and available to all. This is to be in place by <b>September 2018.</b></li> <li>iii. We will ensure that all qualifications required for jobs have a clear rationale and enhance the emphasis on equivalent experiences - particularly if candidates may have expertise based on their own experiences. This is to be written into recruitment guidance by <b>October 2018.</b></li> </ul>
<p>2.Attraction, recruitment and selection practices to be as inclusive as possible and engage in positive action to include a more diverse talent pool. Inform and build upon current ED&amp;I considerations in our Safer Recruitment plans.</p>	<ul style="list-style-type: none"> <li>i. Pilot and seek to implement “name-blind” recruitment to remove identifiable information from CVs and applications when shortlisting, while maintaining this information centrally for monitoring purposes. Pilot to roll out by <b>Feb 2019.</b></li> <li>ii. Engage with more external partners for benchmarking, reviews and accreditations of accessibility in recruitment. This will include a review of our current accreditors and a proven increase in partnerships by <b>April 2019.</b></li> <li>iii. Additional guidance and templates for language in adverts as well as encouraging a</li> </ul>

	diverse range of recruitment advertising sources by <b>October 2018</b>
3.Reducing the barriers to employment for young people experiencing multiple disadvantage. This will also tie in to our safer recruitment planning as in point 2.	i. Pilot a scheme unique to TCS whereby applicants are able to declare criteria around multiple disadvantage and be offered reasonable adjustments within the recruitment process i.e those meeting the minimum criteria for the job may be guaranteed an interview, guaranteed feedback on application and signed up to TCS job bulletins. <b>Feb 2019</b>
<b>D) We will have policies and practices in place that engender a culture of inclusivity, particularly in relation to protected characteristics</b>	
1.We will have a programme of ED&I awareness and engagement with our People, encouraging them to connect and inform our ED&I decisions.	<p>i. We will run a Diversity Champions network which will continue to support and identify areas for improvement. SLT members will rotate the chairing of this and we will have a fully cross-directorate presence and online resources by <b>April 2019</b>. Within the champions' remit will be events and days dedicated to promoting ED&amp;I through workshops, festival celebrations and staff discussions on pertinent ED&amp;I topics.</p> <p>ii. We will encourage and resource specific networks and groups for support and identifying improvement. A provision for this will be in place by <b>April 2019</b>.</p>
2.We will have a specific focus on digital inclusion and accessibility.	<p>i. Work with external body to review our suitability as a workplace for those with neurodiversity adjustments/requirements. This will include assessing assistive technologies within our IT provisions and assuring a Web Content Accessibility AA rating. Review to be conducted by <b>Dec 2018</b>.</p> <p>ii. ED&amp;I will work collaboratively with the delivery of our Digital Maturity plans, assisting on matters of accessibility. <b>Ongoing, with immediate effect.</b></p>

<p>3.A thorough suite of policies and processes to protect against discrimination.</p>	<ul style="list-style-type: none"> <li>i. Have an ED&amp;I element written into all relevant HR policies, <b>January 2019</b>.</li> <li>ii. Carry out equality analysis and impact assessments on proposed new policies and changes. <b>Effective immediately</b>.</li> <li>iii. Equality, Diversity &amp; Inclusion to be a key constituent in any redrafting of policy and procedure to engender a respectful workforce. This will include any awareness raising or training required. <b>June 2018</b></li> <li>iv. A comprehensive suite of ED&amp;I training for all staff and trustees to be rolled out from June 2018 with a 90% completion rate by <b>November 2018</b>. For managers there will be an emphasis on unconscious bias and recruitment, with senior managers receiving specific unconscious bias training by October 2018. We will also explore the way in which effective supervision engenders inclusivity.</li> </ul>
<p><b>E) We will positively support parents, carers and those re-entering the jobs market by offering comprehensive flexible working options</b></p>	
<p>1.Enhancing our IT systems (i.e. technology, data protection, storage, conferencing) to allow for staff to work remotely.</p>	<ul style="list-style-type: none"> <li>i. Draw upon existing infrastructure for remote working and collate feedback from those that have already worked remotely to create a system by which we can be confident that remote working is possible for all. Use the Head Office move as a chance to test this by <b>April 2019</b></li> </ul>
<p>2.Commit to a progression with flexible working arrangements in employment opportunities.</p>	<ul style="list-style-type: none"> <li>i. Explore the option for the consideration of flexible working to be offered as the default (unless a rationale otherwise), rather than by exception <b>Begin July 2018..</b></li> </ul>
<p><b>F) We will take actions to improve the diversity of our Trustee Board</b></p>	
<p>1.Take action to ensure that there is an increasing consideration for the diversity of new trustees.</p>	<ul style="list-style-type: none"> <li>i. Take action to improve the representativeness of our Board. <b>April 2018</b>.</li> <li>ii. Ensure that the process for the recruitment of trustees gives due consideration to</li> </ul>

	importance of equality, diversity and inclusion on the board. <b>August 2018.</b>
<b>G) Our leaders and managers will consistently demonstrate inclusive leadership behaviours</b>	
1. Leaders will role model, promoting authentic and inclusive leadership behaviours at all level.	<ul style="list-style-type: none"> <li>i. Enhance the provision of appropriate support and information to improve manager capability in implementing reasonable adjustments. Have clear intranet resources and incorporate into managers' induction/training by <b>Sep 2018.</b></li> <li>ii. JDs and performance appraisals to reflect that these actions and responsibilities have been carried out e.g. Managers ensuring all of their team have attended the relevant ED&amp;I training by <b>March 2019.</b></li> <li>iii. Implement a buddy system – where each new starter gets taken out for lunch by someone else in their office (but not their team) by <b>December 2018.</b></li> </ul>
<b>H) We will create inclusive conditions and support the mental health and wellbeing of staff and volunteers</b>	
1. We will improve the workplace environment and work culture to be more conducive to wellbeing.	<ul style="list-style-type: none"> <li>i. When relocating any office, we will ensure there is strong consideration to the physical work environment, including accessibility, signage, lighting and spaces for quiet working or prayer. The fit out of new offices to be DDA compliant by the beginning of their new lease. Our Head office relocation will act as an exemplar, including the ED&amp;I Manager to sit on relocation board. <b>September 2018.</b></li> <li>ii. We will continue to offer staff confidential counselling provision, considering a review of providers by <b>Apr 2019.</b></li> </ul>
2. Raise awareness and ability to support issues around mental health through management structures.	<ul style="list-style-type: none"> <li>i. We will offer specific training and support for managers around supporting mental health and wellbeing in the workplace. This will involve the confidence to sign post to</li> </ul>

	<p>the right provisions including mental health first aid. <b>June 2018.</b></p> <p>ii. Encouraging lunch breaks and TOIL (especially for overnight and weekend work). This to be part of our wellbeing package and promoted through internal communications by <b>March 2019.</b></p>
<b>I) Enhance the role for the voice of young people in the services we shape and create</b>	
1. Demonstrate an understanding that to aid the inclusivity of the young people we serve, we must be able to represent their demographics in our people.	i. Ensure that any positive action in which we engage is geared towards a reflection of the young people we serve. This is to be written into recruitment processes and any 'case for change' by <b>July 2019.</b>
2. Co-design of services with young people / or people with experiences of our (or other) services – experts by experience.	i. Within our 'case for change' or equality impact assessments when developing a new service, we will have a mechanism through which young people can be consulted. This could be through localised focus groups, surveys or young trustees. <b>August 2019.</b>

<b>Through our engagement With Young People and Supporters</b>	
<b>What this entails</b>	<b>Actions &amp; Timelines</b>
<b>A) We will ensure our services are accessible to young people</b>	
1. Provide services and information that are accessible and usable by the widest possible range of people, including a system of feedback by which young people can inform change.	<p>i. Incorporate our learning from the reviewing of our workplace and culture into the spaces in which we serve young people. This will include digital platforms as well as physical spaces in services. <b>By March 2020.</b></p> <p>ii. Set up a framework within which our ED&amp;I links with our user involvement work by <b>Aug 2019.</b></p>
<b>B) We will identify more clearly those who need enhanced support</b>	

<p>1.Understanding where we have worked well with service users from a diverse range of backgrounds and sharing best practice across CYP. Gathering feedback and insight from young people about the full range of potential ED&amp;I considerations for our services.</p>	<ul style="list-style-type: none"> <li>i. Establish a clear understanding of what service user data we want to use by <b>March 2019</b>.</li> <li>ii. Work with Evidence &amp; Impact and CYP to formalise a framework and database of how we work to impact particular communities (e.g practice around interpreters or positive action). This will allow us to share our best practice across the organisation and implement a rationale behind which ED&amp;I data we want to monitor. <b>March 2020</b>.</li> </ul>
<b>C) We will ensure our public sector duty is appropriately reflected in all policies, processes, projects and training</b>	
<p>1.Assess where we already pay due regard to the PSED for compliance purposes, then look to go beyond compliance.</p>	<ul style="list-style-type: none"> <li>i. PSED statements to be written into all relevant policies and procedures by <b>Dec 2018</b>.</li> <li>ii. PSED to written into our diversity diagnostic and any processes around 'case for change' or service development. <b>Dec 2018</b>.</li> </ul>
<b>D) We will respect personal data</b>	
<p>1.Ensure compliance and safety around personal data is fully justified while rigorously and routinely tested.</p>	<ul style="list-style-type: none"> <li>i. Ensure that everyone who deals with, or has access to, the ED&amp;I data of identifiable individuals is educated and tested on Data Protection Act (1998) and the General data Protection Regulation by <b>Sep 2018</b>.</li> <li>ii. We will provide a statement to clarify why we collect ED&amp;I data, from whom and how it is stored. <b>June 2018</b>.</li> <li>iii. We will continue to ensure that we do not publish any ED&amp;I data that could compromise anonymity <b>with immediate effect</b>.</li> </ul>
<b>E) We will provide information about our work that is accessible and usable by the widest possible range of people</b>	
<p>1.Promote supporter equality policies and best practice, making our aims more visible to our supporters</p>	<ul style="list-style-type: none"> <li>i. Engage with relevant teams in Supporter Impact and Income (such as Supporter Care, Church Partnerships) to ensure there is an open dialogue and awareness among our supporters of our best practice in this field <b>Oct 2019</b>.</li> </ul>

<p>2. Develop awareness of the needs of those supporters who have difficulties in accessing online services, providing assisted digital avenues and appropriate provision for the digitally excluded.</p>	<p>i. Assess existing structures in place for such needs and analyse gaps in achieving full accessibility for all supporters. <b>Oct 2019.</b></p>
<p><b>F) We will challenge discrimination in our engagement with others</b></p>	
<p>1. Ensure clear policies and support for staff and volunteers who experience harassment and discriminative comments in externally facing roles.</p>	<p>i. Understand and what the relevant individuals have experienced and what support they feel they need. Run two workshops that explore where people feel they haven't been able to bring their whole self to work and treatment they may have experienced <b>January 2019.</b></p> <p>ii. Develop a statement and toolkit to ensure external facing individuals understand that TCS is supportive of them and that they know how to approach challenging situations. Implementation may be carried out through the use of action learning sets when exploring an approach to difficult situations. <b>August 2018.</b></p>
<p>2. We will ensure our procurement and supply chains are in line with our EDI Policies and EDI Commitments.</p>	<p>i. Our policies and procedure around procurement that include ED&amp;I related elements such as Invitation To Tender or Pre Qualification Questionnaires will be updated to more specifically reflect our ED&amp;I stance. Information we gather within this process to be monitored, challenged and considered in a more systematic way. <b>Sep 2019.</b></p>
<p><b>G) We will ensure that any new services or projects do not present any barriers for those needing to access them, based on protected characteristic</b></p>	
<p>1. Once a Diversity Diagnostic Tool is developed, this can be used in the planning of new services or in any significant changes to existing services.</p>	<p>i. Test a diversity diagnostic tool that will be used to incorporate Equality, Diversity &amp; Inclusion into our Quality Assurance Framework.</p> <p>ii. Equality, Diversity &amp; Inclusion to feature in the development of our practice standards by <b>January 2019.</b></p>

<b>Through our Leadership role in society and the sector</b>	
<b>What this entails</b>	<b>Actions &amp; Timelines</b>
<b>A) We will act as a model of good practice across the sector around equality, diversity and inclusion.</b>	
1.To be engaged in a closer relationship with existing accreditors and to build a relationship with new parties.	<ul style="list-style-type: none"> <li>i. Reassess contracts/agreements with existing accreditors, deciding how we engage with them moving forward <b>April 2019</b>.</li> <li>ii. Benchmark possible new accreditors against our EDI values and assess which will be most suitable to work with. This to be carried out with a view to work with at least two more accreditors <b>April 2019</b>.</li> </ul>
2.Continue to foster our good relationship with the Government Equalities Office and collaborate on projects.	<ul style="list-style-type: none"> <li>i. Where appropriate, volunteer to be closely engaged with projects or new initiatives launched by the GEO and act as a source of feedback/information where required. This model was undertaken successfully for the mandatory Gender Pay Gap reporting and we will look to continue to work collaboratively in this way. Ongoing, <b>with immediate effect</b>.</li> </ul>
<b>B) We will ensure our procurement and supply chains are in line with our EDI Policies and EDI Commitments.</b>	
1.Ensure that the values of EDI at TCS are in line with that of our approach to ethical procurement. Steer/business partner/advise on updates to procurement policy.	<ul style="list-style-type: none"> <li>i. Work with our Finance department to establish a statement (in our Diversity &amp; Inclusion Policy and/or Procurement policy) that outlines how the values are aligned. <b>Sep 2019</b></li> <li>ii. Ensure that EDI is a consideration for any re-fresh of the procurement policy. <b>Sep 2019</b>.</li> </ul>
<b>C) We will ensure our investment policies and ethical investment is in line with our EDI vision</b>	
1.Demonstrate our robust approach to EDI data protection	<ul style="list-style-type: none"> <li>i. Have policies and statements (communications through blogs &amp; social media) that articulate our position on upcoming and existing changes in legislation and current affairs. Ongoing, <b>with immediate effect</b>.</li> </ul>

	ii. Have GDPR preparation ahead of its implementation, making this visible to staff <b>April 2018.</b>
2.Pre-empt and, when necessary, respond to change in a complex and turbulent environment.	i. Articulate a position on legislative changes in Equalities, particularly those which will be affected by Brexit and the dissolution of laws, acts and regulations founded upon EU directives. <b>As and when required.</b>
3.Have clear statements and stances for Business Development to use in bid writing. Establish relationship where necessary EDI statements can be acquired easily.	i. Build upon existing and previous EDI statements used in tender documentation to develop a toolkit for use of bid writers. This will be clear and thorough enough for use in the majority of bid writing though the EDI Manager will also provide ad-hoc support when needed. <b>Nov 2018.</b>

The monitoring and evaluation against these targets will be conducted in an ongoing process by the Equality, Diversity & Inclusion Manager reporting the findings to the Director of HR. Progress will also be reported quarterly to SLT and, where appropriate, the People Plan Project Board and the Diversity Champions network group.

## **Roles and Responsibilities**

Having an equality scheme that is crosscutting and includes both short-term and long-term objectives means that the framework requires clear commitment from staff. In order for the implementation to be successful, we will make the roles and responsibilities of our equality scheme clear to those involved:

### **We all have a responsibility to:**

Pay due regard to the principles and actions outlined within this scheme, ensuring that any work we carry out at The Children's Society is in line with our approach to Equality, Diversity and Inclusion. We will be careful to refer to this scheme when embarking on new work or reviewing any business as usual processes and procedures, emphasising that we are compliant with any regulations, demonstrating this in our behaviours. We will undertake any of the mandatory training relevant to our roles.

### **Board of Trustees:**

Trustees are accountable for ensuring that the organisation has appropriate structures, processes and resources in place to ensure that Equality, Diversity & Inclusion are embedded into TCS, and monitoring compliance. **The Organisational Development Committee** maintains oversight of our ED&I plans on behalf of the Board of Trustees and will receive annual reports.

### **Senior Leadership Team (SLT):**

Model best practice in ED&I and ensure their directorate leadership teams are in a position to carry out their ED&I responsibilities, holding them accountable for the actions required within the objectives of this scheme.

Ensure that the objectives of this scheme are communicated and understood by those within their directorate leadership team.

### **Managers**

Ensure that the objectives of this scheme are communicated and understood by those within your team, monitoring against progress where necessary. This would include making sure that appropriate ED&I training is attended and written into annual reviews.

### **Human Resources**

Ensure that best practice is carried out in the provision of support for staff, particularly managers, empowering them to operate in as equal, diverse and inclusive way as possible. This will be primarily focused around providing information, training and monitoring of our progress against the objectives of this scheme. HR will support employees through the use of a business partnering approach that enables staff to carry out their ED&I responsibilities effectively and comfortably within the remit of their role.

## Current Statistics

In order to best understand the needs of the organisation, the impact our diversity has and indeed any progress we make, we will need the diversity data of our staff, volunteers and young people. Diversity data that we will monitor is based around the nine protected characteristics, as laid out by the equality Act (2010):

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

We may want to measure different protected characteristics for different monitoring reasons. For example, we may want to compare our statistics on race in our workforce and volunteers up against the children and young people accessing our services. Such a relationship between statistics for age or pregnancy may not be as relevant, though collecting this data is still important. There may also be information that we do not want to publish if we feel it could compromise anonymity due to a limited number of people falling into one category or another.

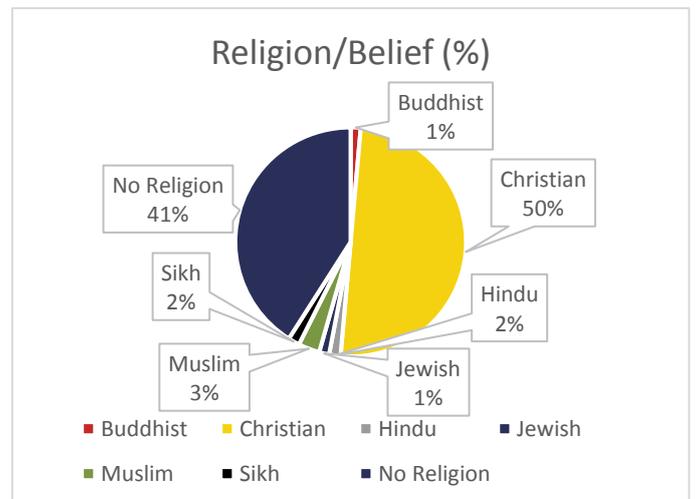
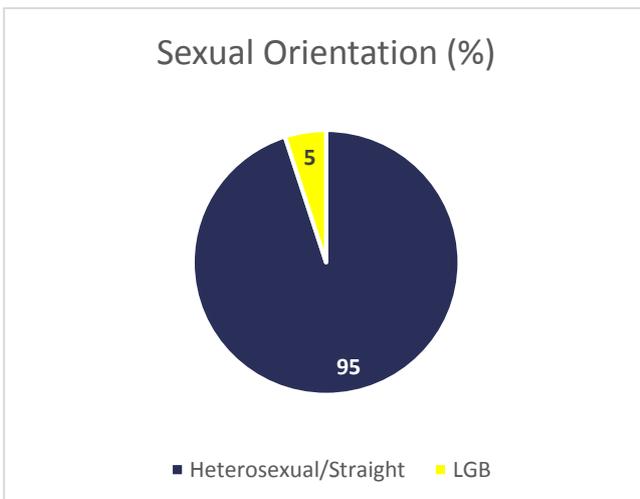
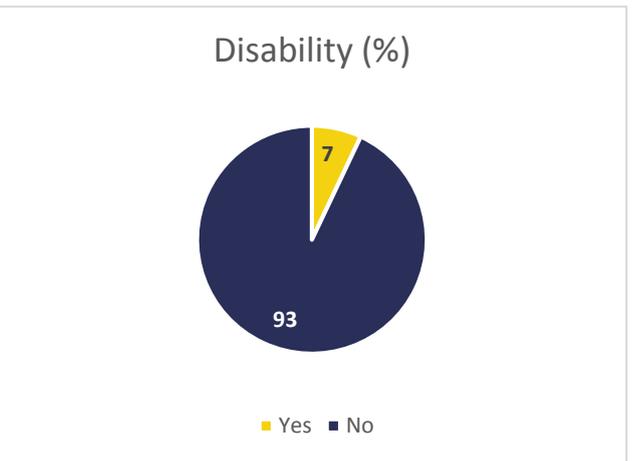
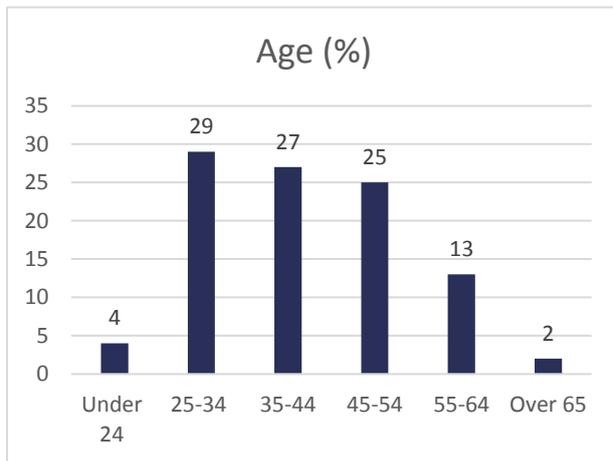
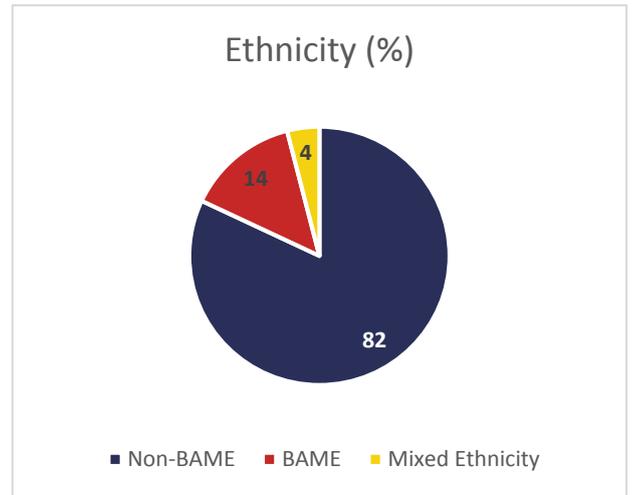
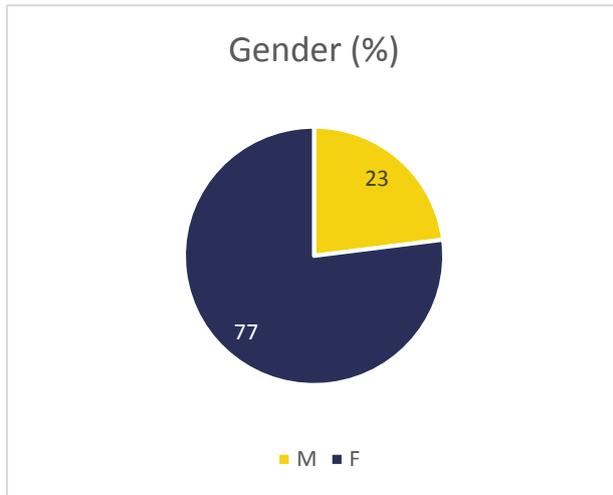
The existing information we have is from the following sources:

- HR Annual Data Report (Staff and job applicants)
- Impact Report (Children and Young People using our services)
- Volunteer engagement survey

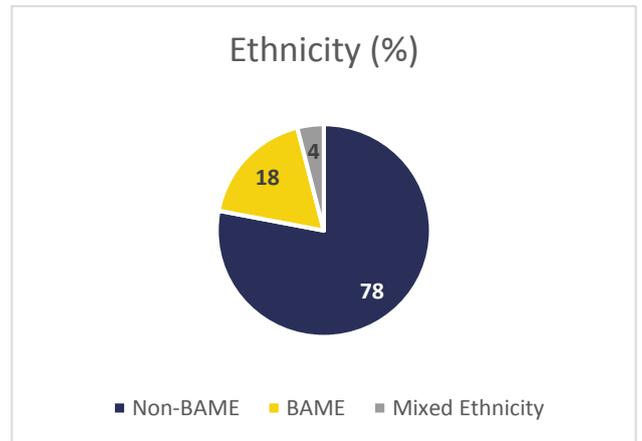
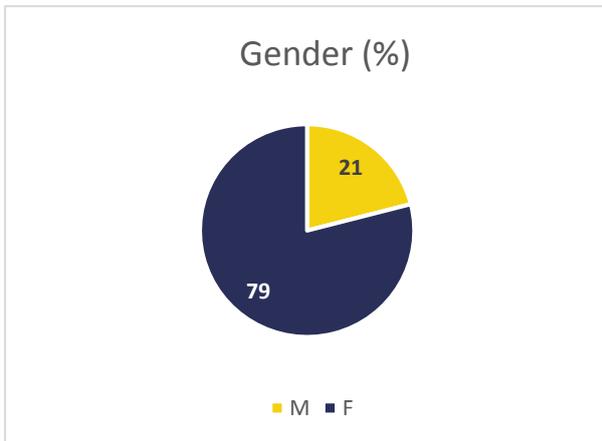
Each of these sources and the systems/databases that they use will vary in terms of the amount of information they hold and the categorisation of that information. Therefore drawing relevant comparisons may be challenging. As part of this scheme we will standardise these categories and gather as much information as is necessary and relevant to carrying out our ED&I objectives. Below is a summary of the data we have as of December 2017.

**NB: At The Children's Society we store any personal or sensitive data in accordance with the Data Protection Act (1998) and The General Data Protection Regulation (GDPR, May 2018).**

**Staff data:**

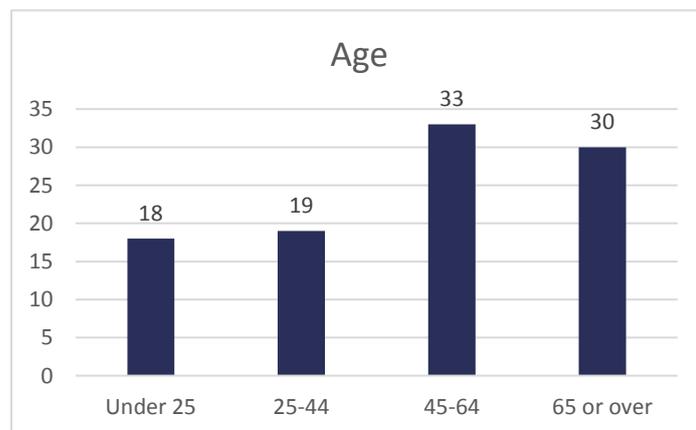
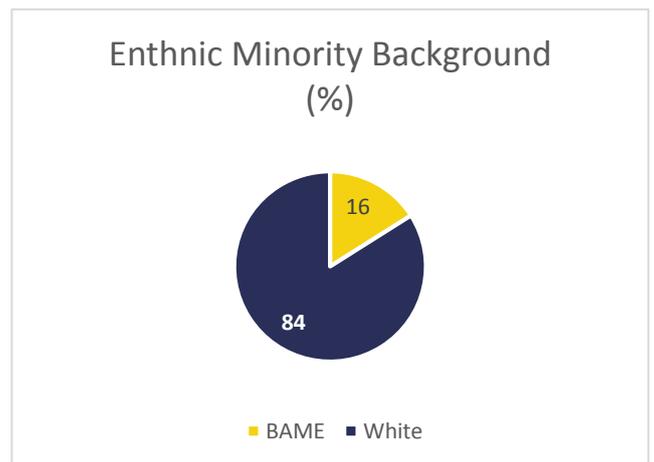
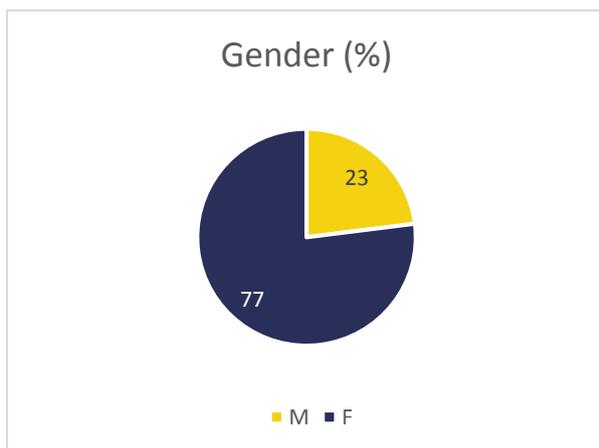


Successful Candidates at Recruitment:



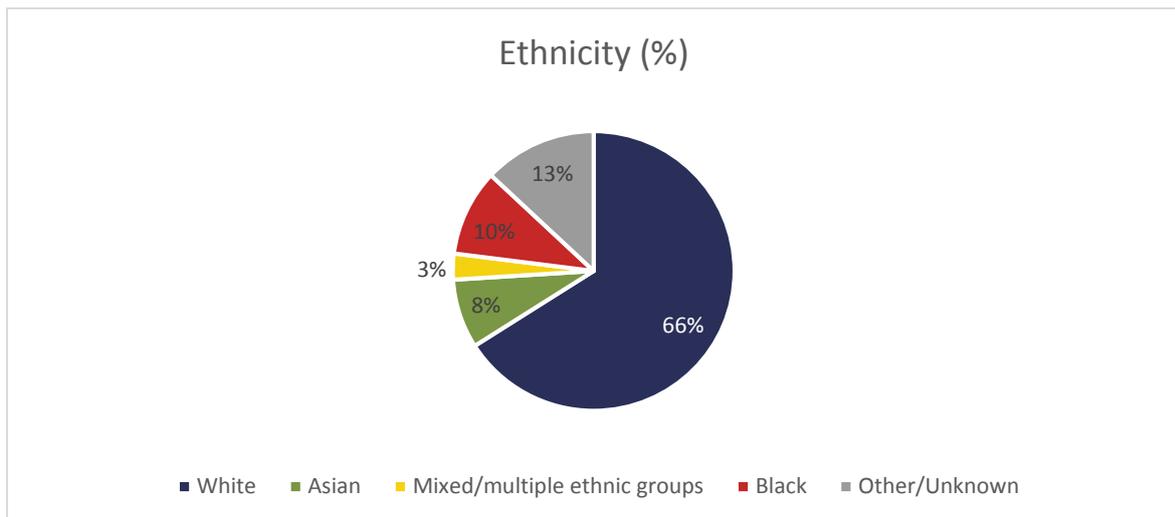
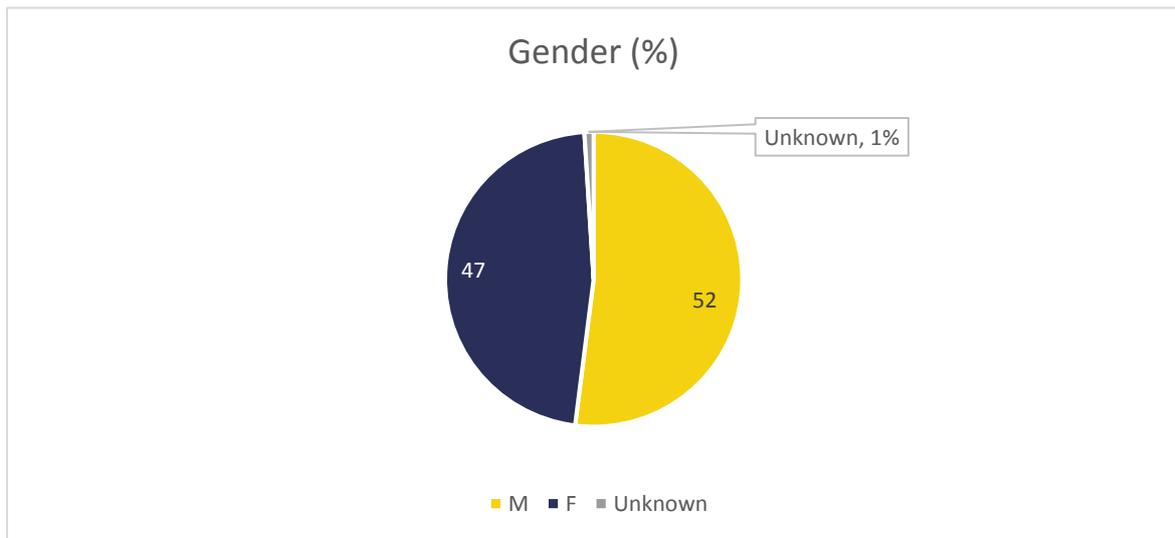
Information taken from most recent HR Annual Data Report (31st march 2017). It is likely that the categorisation will change.

**Volunteer Data:**



This information is taken from our latest Volunteer Engagement Survey.

**Service user Stats:**



This information, along with data on the ages of children and young people with whom we worked is available in our latest impact report.

## Get Involved

There are various ways you can get involved with our work in Equalities, Diversity & Inclusion here at The Children's Society. Regardless of your role, location or time commitments, everyone can play a part. Most of our information can be found on our [intranet pages](#), but here are a few starting points...

A first step would be to look at what **training** you have attended and perusing the Learning Zone, Virtual College and cascade's course listings for training that you might feel is appropriate. Perhaps you have attended or will attend a course or learning event outside of work and would like to record that and share what you have learnt. For more information please contact [LandD@childrenssociety.org.uk](mailto:LandD@childrenssociety.org.uk).

Our **employee data** is vital to our understanding of how we can best meet the needs of our people at The Children's Society, so please do fill that information in on Cascade or review it to check its up to date. Even choosing 'prefer not to say' is useful for us. This information will be strictly confidential and held in accordance with The Data Protection Act 1998 and the General Data Protection Regulation (GDPR).

**Get involved in a project.** Whether it be feeding back on the recruitment process, signing up to be a mentor or contributing some existing skills/experience to something you've seen in this scheme, there are many ways you could help. Equality, Diversity & Inclusion effects all of us and we are all responsible for it, so if you'd like to help, contact our ED&I Manager [Benjamin.shewry@childrenssociety.org.uk](mailto:Benjamin.shewry@childrenssociety.org.uk).

Perhaps you would like to be a **Diversity Champion** by taking an active role in promoting ED&I within your area of work and meeting quarterly to input your ideas into our ED&I work. Diversity Champions can be staff or volunteers and have a range of ways that they help, including the setting up of workshops, delivering training and encouraging their teams/directorates to retain a focus on ED&I in their everyday work.

**We want to hear from you.** If you would like to discuss the Equality Scheme, interested to find out more, you can contact our Equality, Diversity & Inclusion Manager Ben Shewry by emailing [Benjamin.shewry@childrenssociety.org.uk](mailto:Benjamin.shewry@childrenssociety.org.uk).

Right now in Britain there are children and young people who feel scared, unloved and unable to cope. The Children's Society works with these young people, step by step, for as long as it takes.

**We listen. We support. We act.**

There are no simple answers so we work with others to tackle complex problems. Only together can we make a difference to the lives of children now and in the future.

**Because no child should feel alone.**

## **Further information**

To find out more about our organisation and what you can do to support us, please visit:  
**[childrenssociety.org.uk](http://childrenssociety.org.uk)**

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