

Equity, Diversity & Inclusion Strategy – our progress



**Won a place on
the Mindful
Employers scheme**

**Started series of
He/She/They – Have Their
Say short videos on
protected characteristics**

**Trained all staff,
Board members and
People
Representatives in
EDI and
unconscious bias**

**60% of internal
promotions were for
staff from ethnically
minoritised groups**

**Mean gender pay gap is
only 1.3%, where women
are paid slightly higher
than men for the
average hourly rate**

**18% of Board members are
from ethnically minoritised
groups – with targets in place
to increase further**

**Trained 28 staff as
Mental Health First
Aid Champions**



**We now employ
10 people we
support in paid
roles**



**Achieved
Disability
Confident Leader
accreditation**

**Led the 'Ambitious for
Equity' programme
across the Surrey
charity sector**

