

3 actions we pledge to take to be more inclusive

1. Increase the diversity of ages and ethnicities represented on our Board. There are nine seats on our Board. We currently have a young board (all aged 25 – 40) representing White British, White Other and Asian ethnicities. We will use a wider range of recruitment channels to attract people from a wider variety of backgrounds.
2. Increase the gender and ethnic diversity of our staff team. We have a staff team of 8 and low staff turnover. We primarily advertise roles locally, but also through Charity Job and the national Healthwatch network. We shortlist applications anonymously and work with partners to ensure gender and ethnic diversity on panels. We are making progress and now have two men, and staff from Black, Mixed, White Other and White British backgrounds. But we want to keep focused on diversifying our recruitment channels, and to review our recruitment processes.
3. Ensure the balance of partners we work with through Diverse Communities Health Voices helps us to reach more men, and more families, children and young people.