



Our commitment to Equity, Diversity and Inclusion

At YMCA St Paul's Group, we are committed to cultivating a workplace where equity, diversity and inclusion are not just values - they are embedded into the fabric of who we are. With a workforce of 411 individuals encompassing over 40 nationalities, spanning ages under 20 to over 70, our organisation stands as a reflection of the communities we serve. Over 62% of our staff identify as women, and more than one in four colleagues are of Black, Asian or other minority ethnic heritage. Our teams are multi-faith and multi-belief: nearly half identify as Christian, while others embrace Islam (13.6%), non-religious identities (10.9%), or faiths such as Sikhism, Hinduism, Buddhism and Spirituality.

Our inclusive culture also embraces LGBTQIA+ individuals, with 7% of staff identifying as gay, bisexual, or other orientations, and champions the visibility of staff with disclosed disabilities—from physical and sensory conditions to neurodiversity - comprising 5.6% of our workforce.

The richness of this diversity permeates all levels of the organisation: from service delivery staff and operational support to IT, HR, governance, communications and executive leadership.

We understand that inclusion isn't passive - it requires intention, humility, and accountability. That's why we remain steadfast in our efforts to listen, learn, and act—to ensure that all voices are heard, all identities respected, and all colleagues empowered to thrive.

As a Christian Organisation we ensure that our values, by their very definition, advocate our commitment to Equity, Diversity and Inclusion in everything we do. They are:

- ▶ **Loving:** We expect to be generous with our kindness, compassion and respect, treating others as we would like to be treated ourselves.
- ▶ **Hopeful:** We know that everyone is unique, and we want to resource and equip people so that they can hope for a better future and make the best decisions.
- ▶ **Community focused:** We value all people, of faith and none and welcome all by celebrating diversity and challenging inequality. Within our internal teams, customers and other community collaborators we recognise the best solutions are co-created.
- ▶ **Person centred:** We place relationship at the heart of all we do, knowing that we grow better together. We will consider the thinking, emotions, personality and situation of each individual and we will draw out and support resilience, learning and transformative personal development.
- ▶ **Holistic:** We understand that everyone has the potential for wholeness in body, mind and spirit and commit to encouraging and empowering others to grow.

We know that by embedding equity, diversity and inclusion across our Charity, we will have a greater impact with the people we work with and (as our Strategic Plan sets out) have a happy, motivated, and effective workforce that is representative of the areas we work in and the people we work with.

To achieve this, we will ensure:

Opportunities are open to all

We promote equity, diversity and inclusion for people to access opportunities within YMCA St Paul's Group, including recruitment, volunteering, training, development, promotion and access to our services. We work



Our commitment to Equity, Diversity and Inclusion

hard to ensure our processes are fair, open and transparent and based on merit, ability or need. We aim to remove any barriers which may otherwise prevent people from achieving their full potential.

We recognise the importance of diversity in thought, opinions, experiences and backgrounds in creating success for our organisation and all our stakeholders.

Effective monitoring, analysis and evaluation of our Board, Committee workforce and customer demographics and use the outcomes to inform our plans

We monitor both our workforce and customer demographics at the point of entry against the protected characteristics. We seek feedback through our employee and customer surveys and through their representatives.

On an annual basis, we analyse and evaluate demographic data, survey results and feedback, and report to and consult with our employee and customer representative groups. Through our Board EDI Champion and the People and Governance Committee, we report to our Board on the progress we have made and our future plans.

Continuous Learning and Development

We recognise that achieving equity, diversity and inclusion is an ongoing process of reflection, learning and development. In addition to our internal processes, we partner with external equity, diversity and inclusion groups to educate ourselves and to learn from others' experiences and successes.

We do not tolerate any form of discrimination or harassment

We clearly communicate the standards we expect within YMCA St Paul's Group and to all external partners. We provide appropriate training and development to ensure these standards are well understood. We have clear grievance, whistleblowing and complaints policies for anybody who experiences or witnesses discrimination or harassment. We will take appropriate action through our disciplinary process or other sanctions, up to and including dismissal or termination of service. Our aim is to eradicate inappropriate behaviour and to protect the wellbeing and dignity of all members of our community.

Signed

Richard James
Chief Executive Officer

Helen Brewer
Chair of Trustees