

## OUR COMMITMENT

At Richmond Fellowship we've been championing recovery and social inclusion for more than 55 years, working with people we support as equal partners in everything we do.

We can't be successful at this unless we're able to respond to the diverse needs, aspirations, skills and talents of the communities we serve and the individuals we employ and work with.

That's why, as an organisation, we're committed to developing a culture in which equality, diversity, inclusion and fairness for all are valued.

Only by embracing and celebrating the diversity of our people and ensuring the way we operate is inclusive and fair will we be able to provide the best services and be an employer of choice.



### CONTACT US

If you need this leaflet in alternative formats such as a different language, large print or easy read then contact our communications team on:

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Visit: [www.richmondfellowship.org.uk](http://www.richmondfellowship.org.uk)

Follow us on twitter: [@rfmentalhealth](https://twitter.com/rfmentalhealth)

In recognition of our commitment to championing diversity we've secured 'Investors in Diversity' accreditation from the National Centre for Diversity.



## OUR COMMITMENT TO CHAMPIONING DIVERSITY



# OUR VALUES ARE AT THE HEART OF EVERYTHING WE DO

**Hope:** the belief that recovery is possible for every individual.

**Enabling:** giving people encouragement and support to achieve their goals.

**Respect:** valuing differences and all contributions.

**Inclusion:** the belief that everyone has a right to participate fully in society.

## Underpinning this is our Equality, Diversity and Inclusion (EDI) Framework which sets out how we:

Recognise the benefits of diversity in our workforce and in society.

Demonstrate our commitment to anti-discriminatory practice and take positive steps to deal with any historic unfair discrimination or disadvantage.

Ensure we comply with the Equality Act 2010 and Public Sector Equality Duty.

Equality, diversity and inclusion are core to all our policies and procedures as well as our employee competency and reward frameworks. In recognition of this we hold a number of accreditations including:



## WE WANT TO GO EVEN FURTHER AND BE RECOGNISED AS AN 'INVESTOR IN DIVERSITY'. WE'VE COME UP WITH AN ACTION PLAN TO HELP US ACHIEVE OUR AMBITION.

Working with people in a way that shows cultural awareness and enables recovery.

Monitoring information about the diversity of our people so we can take positive targeted action if and where needed.

Educating our staff on combating unconscious bias at work.

Providing more opportunities for people who've experienced mental health problems to work for/with us.

Making sure we've a diverse workforce at all levels of our organisation, including our Board, so we better reflect the communities we serve.

# THE 'TOP 10' THINGS WE'RE DOING

Being more confident and competent at discussing diversity issues so we can actively support individuals more effectively.

Improving access to our services by reviewing our physical environments and the ways we communicate.

Recognising and rewarding the talents and achievements of our staff so we've got the best people working for us.

Encouraging our staff to speak out against and report inappropriate behaviour, bullying or harassment.

Supporting our partners and suppliers to uphold their equality, diversity and inclusion duties.

