

## Our Equality, Diversity and Inclusion and Wellbeing Initiatives

Our staff are at the forefront of our organisation and we are therefore actively pushing for an extremely open culture in which all staff have the opportunity to freely express themselves, put forward ideas, and discuss commitments they want us to make as an organisation. If you are passionate about Equality, Diversity & Inclusion (EDI) or Mental Health and Wellbeing you will have the opportunity to provide input within our separate committee groups and share your thoughts, ideas, and assist in driving positive transformation within our organisation.

We currently have a number of initiatives currently in place to support our staff.

### Mental Health & Wellbeing

- A comprehensive 24/7 Employee Assistance Programme
- Free virtual yoga classes twice per week via our corporate partner, Weil
- Mental health events and discussions
- Mental health training available for all staff
- 5 Mental Health first aiders across the organisation to provide support to all of our staff as and when needed
- Wellbeing action plans are available to all staff via their managers
- A staff feedback and suggestions form of which all submissions are taken to our senior leadership team and discussed
- An annual staff satisfaction survey which feeds into many areas of the organisation
- A wellbeing committee - committed to ensuring and improving the wellbeing of our staff
- Wellbeing charter - highlighting our commitments to employee wellbeing

### EDI

- Staff led EDI network groups:
  - 1) **Rainbrew** - An LGBTQ+ networking group
  - 2) **The Cinematic Culture Club** - A film club that focuses on EDI topics and provides a safe psychological space for expression and discussion
  - 3) **EDI Events** - Guest speakers and internal discussions on EDI topics
- An assigned EDI Champion for all staff to discuss any issues, difficulties, or challenges they may be having in regards to equality, diversity and inclusion
- Support of staff members sharing their gender pronouns in any, or all, internal and external communications across School-Home Support
- Anti-racism training across all of our senior leaders
- Commitment to diversifying our board of trustees

## School-Home Support

- An EDI committee - committed to ensuring we are continuously diversifying our organisation and service user reach whilst being accountable and creating an inclusive organisational culture