



Mencap equity, diversity and inclusion (EDI)



Legislative context

Our aim as shown below is to **achieve more** than compliance with the legislative requirements of the Equality Act 2010, **demonstrate best practice** and, ultimately, to **be a leader of Equity, Diversity and Inclusion (EDI)** in the sector and more widely.

What EDI means to us

Equity: we will better understand barriers that exist in Mencap; we will remove them; **people increasingly do not experience barriers to thriving.**

Diversity: we will better understand our diversity and its importance and report it, we will improve it at all levels, **people will see diverse leaders and more people will want to work with us.**

Inclusion: we will understand exclusion in Mencap; we will address it; **all people will increasingly feel like they belong in Mencap.**

EDI vision

Mencap is a place where **all** people thrive because:



Equity is experienced



Diversity is obvious and celebrated



Inclusion feels like really belonging



Accepting no Barriers

Mencap's vision is for the UK to be the best place in the world for people with a learning disability to live happy and healthy lives.

We are committed to better understanding the experiences of people with a learning disability in the UK who are subjected to further inequalities as a result of their race, ethnicity, sexuality, poverty or other status, using this to inform our future work.

Principles

Kind: all colleagues promote psychological safety at work. Leaders acknowledge and empathise with the trauma of discrimination.

Inclusive: active and deliberate engagement to enable people with different identities to feel valued, welcomed and included.

Positive: to seek positive outcomes for our colleagues and the people we support.

Brave: honesty, bold action and courageous leadership accountabilities.

Passionate: about making the world a better place (for everyone).

Black Lives Matter

Anti-racism commitments

- To understand and remove the barriers to racial equality.
- Use positive action to improve B.A.M.E representation in senior roles and develop leaders of the future.
- Develop a new group in the EDI network to represent the views of Black, Asian and other colleagues from ethnic minorities.



Our commitments



We accept that Mencap, in the past, has not done enough to prioritise and tackle inequalities in our work and we have a long way to go to realise our vision. We will hold ourselves accountable to tackle and eradicate inequalities and achieve positive change and inclusion for everyone.

Inclusive Leadership: We are committed to developing inclusive leaders who will proactively champion inclusion and build diverse teams who respect and support each other.

Equitable and Inclusive Workplace: We are committed to promoting activities and platforms that enable the voices of all of us, ensure that everyone has a say and can exist at work authentically.

Community Engagement: We are committed to engaging and working in partnerships with underrepresented communities to identify and eliminate barriers to equitable support and resources.

Data: We will use our people data to measure our progress on inclusive recruitment, retention and development of all our people and the progression of those from underrepresented groups.

Employee Feedback: Our employee surveys will include EDI indicators which will provide a baseline measurement and better understanding of the people experiences.

External Standards: We will gain and maintain accreditations in EDI recognised industry standards and report on progress.