

Equity, Diversity and Inclusion at Mencap

Introduction



This is Mencap’s plan about how we will make Mencap a good place for everyone to work.



The plan shows how we will think about equity, diversity and inclusion.



Sometimes people use the letters EDI to talk or write about equity, diversity and inclusion.



Before reading this plan, you might want to read Mencap’s easy read documents about [equity](#), [diversity](#) and [inclusion](#).

Our EDI aim



At Mencap, everyone is happy and healthy because:



- they are given the support they need to be as good as they can be (equity)

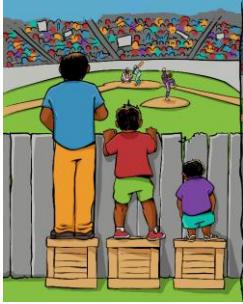


- anyone and everyone is accepted (diversity)



- they feel they are part of the Mencap family (inclusion)

How we will get to our aim



Equity: We will find out what stops people from being as good as they can be at work.



We will make changes to stop this.



Diversity: We will find out more about the people who work for Mencap.



We will make sure that we have lots of different people working in all areas of Mencap.



Inclusion: We will find out what makes people feel left out at Mencap.



We will make changes to stop this.

How we will use the Mencap values



Kind: Everyone can be themselves at work without anyone making them feel bad.



Managers support people when they are treated badly.



Inclusive: Make sure that all sorts of people feel important, welcome and included.



Positive: Try to make sure that things go well for the people we work with and support.



Brave: Tell the truth and not be afraid to do things which are difficult.



Passionate: Really want to make the world a better place (for everyone).

What we will do



We will make sure that managers let people know that including everyone is important.



We will make sure that managers have staff teams who respect and support each other.



We will have activities that everyone can join in with and not be afraid to be themselves.



We will work with different groups of people in the community who do not always have a say.



We will find out what stops people from these groups getting the support they need and try to change this.



We will use the information we have about staff to see what groups of people are working for Mencap.



We will see how good we are at keeping staff and offering training to everyone.



We will check that we are promoting people from different groups.



Our surveys will tell us how people feel about working for Mencap.



We will check our EDI standards with expert organisations. We will use their logos in our work and will let everyone know how we are doing.

Black Lives Matter



We will not be a racist organisation.



We will make sure that we have more people who are Black, Asian or Minority Ethnic (B.A.M.E.) as managers.



We will make a new group in the EDI network which will speak up for staff who are B.A.M.E.