

Equality, Diversity and Inclusion Statement

Equality, diversity and inclusion (EDI) are values which are fundamental to Brook's strategic vision that young people's lives are free from inequality, rich with opportunity and enriched by happy, healthy relationships. These values sit at the core of our organisational processes, practices and culture. This statement sets out how we will build an inclusive and diverse culture for our workforce, volunteers and trustees.

Definitions of Equality, Diversity and Inclusion at Brook

Equality – we believe in equality for all people. However, society is not equal and therefore we strive for equity, which means removing barriers and providing the support and tools people need to access the same opportunities as their peers.

Diversity – we take active steps to recognise, respect and celebrate each other's differences, and to actively develop a workforce that includes people with a wide range of backgrounds and characteristics.

Inclusion – we are committed to ensuring everyone feels welcome and valued, no one feels uncomfortable and everyone is able to thrive and contribute equally.

Brook is an equal opportunities and Living Wage employer. We are committed to attracting and recruiting diverse candidates for all roles across Brook, including employees, trustees, ambassadors and volunteers.

- We will eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.
- We will remain proactive in taking steps to ensure inclusion, and engagement for those who work for and with us.
- We will make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so the organisation can fully benefit from their knowledge, skills, experience and resources
- We will continue to strive towards a culture that is diverse and inclusive, where the potential of all is appreciated.
- We recognise the business benefits and opportunities of having a diverse community of staff, who value one another and celebrate the contribution they can make to achieving Brook's vision.

The Equality Act 2010 provides the legislative framework that informs our work to promote equality of opportunity and reduce barriers to engagement. The nine protected characteristics are:

- age

- disability
- sex
- gender reassignment
- religion or belief
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity
- race

Nobody should be discriminated against on the basis of these characteristics. We actively seek to create a workforce which includes people with diverse characteristics.

To enable focus and provide clear actions, Brook may identify specific characteristics when setting annual business plan objectives.

What this means for our employees

Our employees are integral to making Brook's vision of equality and diversity a reality. This includes:

- Making a commitment to be involved with and engaged in the organisation by taking part in our annual staff survey, reviews, other feedback opportunities and becoming a champion of our work.
- Taking part in training to develop awareness, knowledge and skills.
- Reading and committing to Brook's Equality, Diversity and Inclusion statement.
- Highlighting best practice where this is witnessed or experienced, to encourage continuous improvement consistently across the organisation.
- Recognising where we fall short of our ambition to be inclusive, equitable and diverse, and working with colleagues to find remedies and to do better.
- Creating, participating in and promoting network groups and training sessions to add value to our equality and diversity practice.

Our approach

The Executive Team is responsible for setting Brook's overall annual business plan, which is monitored by the Board. It includes objectives to improve EDI within Brook but we recognise there is a collective responsibility to ensure the culture at Brook is reflective of these values. We have a robust performance management process in place to facilitate quality discussions between an employee and their line manager.

We believe that reliable data is fundamental to our commitment to continuously improve. We use internal data collection, together with an understanding of the external environment (such as research, ideas and best practice employed by other professional organisations), to take proactive steps in making Brook a place where our employees and volunteers feel safe, and are proud to work.