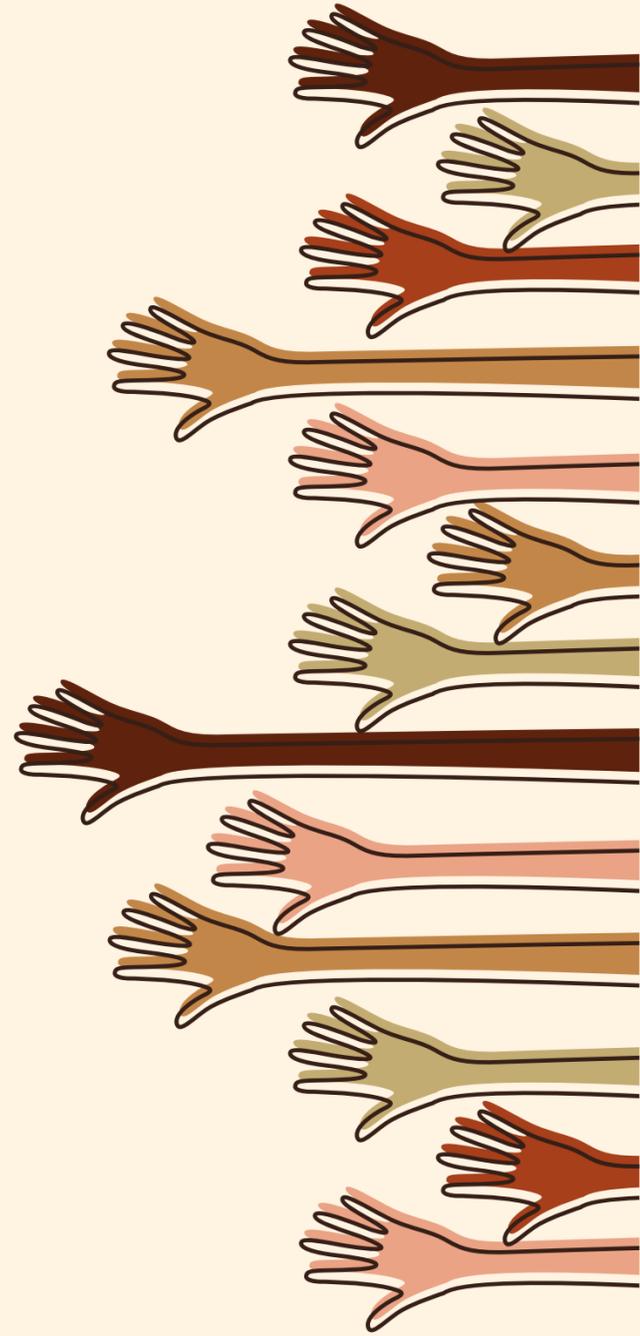




Legs4Africa 2021

Equality, Diversity and Inclusion Plan





Summary

This is Legs4Africa's first Equality, Diversity and Inclusion Plan. It covers the period of December 2020 to December 2022.

Legs4Africa recognises the importance of valuing all trustees, staff, volunteers and supporters, and believes that we can only succeed if we attract and retain a diverse community of talented people. This plan provides a clear framework for achieving this. It sets out how we will further embed the requirements of the Equality Act 2010, and provides targets for achieving improvements in equality, diversity and inclusion.

The Plan outlines five key objectives for the period:

Objective 1 To attract a more diverse set of staff members, volunteers, trustees and supporters by addressing the underrepresentation of relevant protected groups

Objective 2 To work and communicate inclusively with target audiences

Objective 3 To promote and develop an inclusive culture and governance by organising trainings and addressing the diversity and inclusiveness of decision-making committees, processes and policies

Objective 4 To continue to attract and retain a diverse and talented workforce by promoting equal pay, staff development and wellbeing

Objective 5 To improve the inclusivity of Legs4Africa's facilities and events





Legislative background

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The Act provides protection against discrimination, harassment and victimisation where that is related to specific characteristics, known as 'protected characteristics'.

There is no specific legal duty that requires Legs4Africa to produce an Equality, Diversity and Inclusion Plan. However, we are keen to set out our equality objectives with reference to these protected characteristics, and to reflect the practices of larger organisations which have an equality duty.

The nine 'protected characteristics' under the Equality Act are:

Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation

The Equality Act includes three 'general equality duties' that Legs4Africa is determined to achieve:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

By achieving these duties, Legs4Africa hopes to ensure that equality considerations become embedded in its services and policies, and that they are always kept under review.





Aim of this plan

Legs4Africa believes in equality of access and opportunity. The purpose of our Equality, Diversity and Inclusion Plan is to be fair and inclusive and to embed this into everything we do.

This plan documents our priorities and aims to:

- Promote equality and diversity and inclusion
- Challenge discrimination
- Ensure that no one is disadvantaged by the way we carry out our processes and procedures
- Embed a culture of respect, where communication and understanding create an environment in which diversity is positively valued
- Understand and address the needs of different groups
- Embed the equality agenda in all our work – ensuring that equality and diversity is considered, implemented and assessed with regard to governance, committee agendas, policies, services and decision-making processes

The plan aims to promote good relations with various groups and to develop our work on protected characteristics. It was developed using a range of approaches, including two anonymous surveys sent out to staff, volunteers and trustees.





Who currently makes up Legs4Africa?

AGE AND GENDER

A range of age groups are represented within Legs4Africa, however the gender distribution is less varied - **57% of those who filled out the survey identify as cis female**, while the other **43% identify as cis male** - no other gender identities are represented and **100% of respondents do not have a trans history**

SEXUALITY

Nearly 80% of respondents identify as heterosexual - the only other sexual orientation represented is gay with 7% of individuals unsure.

Sexual orientations such as bisexual and pansexual are not at all represented within the team.





79%

describe their national identity
as UK British

RACE IDENTITIES

93% of those who responded identify as White (British including English, Welsh, Scottish, Northern Irish, Cornish, Channel Islands and Isle of Man, Irish, Gypsy or traveller, Any other White background).

The only other group represented is Asian/Asian British.

14%

have a disability or health condition which
limits daily activities

RELIGION

22% of individuals do not have religious beliefs, and 29% consider themselves atheists.

We have followers of Hinduism and Christianity within the team and 7% of respondents are agnostic - meaning they neither believe nor disbelieve in a god or religious doctrine.





How do those people feel about Equality, Diversity and Inclusion?

54%

think L4A presents as an equal, diverse and inclusive charity

62%

feel they could talk to anyone in the charity if they had a mental health concern

38%

feel equipped to support others with mental health concerns

23%

feel like people of all races and ethnicities are represented at L4A

69%

feel people of all gender identities are treated equally

23%

think L4A does all it can to be an accessible organisation for people with disabilities

69%

always feel comfortable being themselves at work

54%

think L4A is a supportive and open place for people of all sexual orientations





Flagged concerns

- Very white, able bodied organisation
- The two exec positions are men
- Our office isn't accessible to wheelchair users
- Need to build confidence and open culture when talking about and dealing with mental health
- We have not put in place some simple measures e.g. gender neutral toilets
- Engage partners in conversations about the inclusion of women and girls
- We could actively try to hire people with disabilities
- Cramped working environment
- Potential lack of accessibility for people with sight impairments
- Difficulties when working with some African partners, there are different laws and cultural beliefs held in some countries and by some groups of people
- No HR policies to protect people from various kinds of identity-based discrimination





Clear action areas

URGENT

- Train people on mental health awareness
- Re-instate that people can and should call in sick on mental health grounds, not just physical illness - build it in to contracts
- Make office wheelchair accessible
- Make office toilets gender neutral
- Make organisation accessible to people with sight impairments
- Ensure we have HR policies that protect people from various kinds of identity-based discrimination
- Create mandatory training calendar

LESS URGENT

- Engage partners in conversations about the inclusion of women and girls
- Push gender diversity in executive roles
- Hire an organisation to do a disability assessment
- All application documents for vacancies at Legs4Africa should highlight that persons with disabilities are strongly encouraged to apply

Training needs

Mental Health Awareness Training, LGBTQI Awareness Training, Gender Identities Training, Disability Awareness Training, Race Equality Training, Faith and Religion Awareness Training, Global Economic Equality Training, Cultural Awareness Training, Equality and Diversity





Action plan

Objective 1 To attract a more diverse set of staff members, volunteers, trustees and supporters by addressing the underrepresentation of relevant protected groups

- Encourage team members to respond to audits and surveys in order to enable the annual collation of equality data
- Change wording on job adverts to encourage applications from people from protected groups
- Encourage and support people from underrepresented groups to develop activities, workshops and interest groups which reflect their specific needs and interests

Objective 2 To work and communicate inclusively with target audiences

- Ensure organisation's communications are fully accessible to all (language, culture, impairments)
- Run sessions at family-friendly times
- Diversify modes of communication to protect mental health
- Gather and analyse supporter feedback annually



Objective 3 To promote and develop an inclusive culture and governance by organising trainings and addressing the diversity and inclusiveness of decision-making committees, processes and policies

- Show proactive thinking and encourage team members to challenge poor practice and suggest training and development opportunities
- Create mandatory training calendar using survey suggestions
- Create an equality and diversity working group within the team (trustee involvement)
- Look to appoint someone who is not cis male onto the executive board within the next two years
- Aim to have at least 20% of team members are from underrepresented groups within the next two years
- Look to appoint someone who is living with a disability onto the trustee board within the next two years

Objective 4 To continue to attract and retain a diverse and talented workforce by promoting equal pay, staff development and wellbeing

- Encourage a more diverse pool of applicants by ensuring job vacancies are effectively communicated to a diverse network
- Promote a healthy work environment and support staff members to reduce stress, address mental health issues and maintain a healthy work-life balance

Objective 5 To improve the inclusivity of Legs4Africa's facilities and events

- Ensure workplace is fully accessible to all (gender neutral toilets, wheelchair ramp)

Reviewing and reporting

Legs4Africa will monitor the progress of the Equality, Diversity and Inclusion Plan and Objectives annually. An annual progress report will be provided each December. This will detail how objectives are measured, the progress we are making in meeting them and specific actions to be carried out during the forthcoming year.

For further information, support or feedback regarding the Equality, Diversity and Inclusion Plan, please contact Evie Dickinson, Fundraising and Communications Manager, evie@legs4africa.org

