

# **Equity, Diversity and Inclusion**

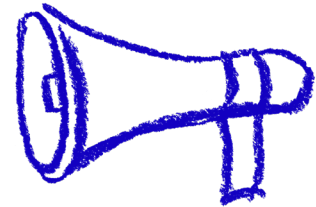
**Ambitions**

# Public profile



## Public profile

- 1.** We will increase the accessibility and availability of our communications to reflect the voices, experiences and faces of our diverse staff, volunteers and clients. We will widen the presence of our communications across localities, venues and formats.
- 2.** Our communications will look and feel authentic and feature real people who live and work in Bradford district and Craven. Our communications will be bold, address inequalities and not be afraid to instigate difficult conversations.
- 3.** We will engage in outreach work in local communities and develop relationships with grassroots organisations and wider partners.
- 4.** We will use our privilege of being aligned to a national, well-respected organisation to support other grassroots organisations within Bradford district and Craven for the betterment of our communities.





**Accessibility**

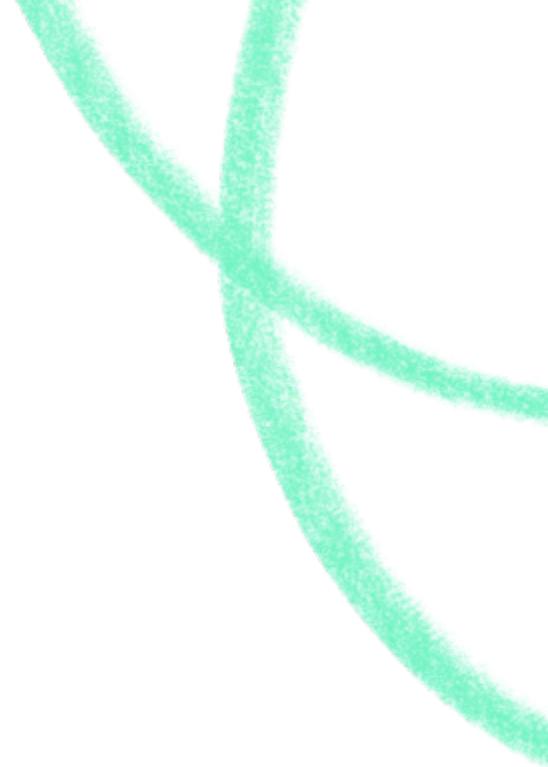
## Accessibility

- 5.** We will work with people impacted by the physical accessibility of our building to better understand their needs and the barriers to their equitable access to our premises. We will work with our landlord to make changes that will have the biggest impact to the people we seek to serve.
- 6.** We will work with people impacted by the broader accessibility of our building to better understand their needs and the barriers to their equitable access to our premises.
- 7.** We will ensure our premises reflects the warmth and personality of our staff, volunteers and clients when we redecorate. Feedback from staff, volunteers and clients will feed into improvements and make best use of the multi-functional space.



**8.** We will more consistently produce communications in a range of accessible formats and work with partners to broaden our distribution to underrepresented groups and communities.

**9.** We will ensure consideration of EDI and individual need is embedded into the process of service design and development. We aim to produce Equality Impact Assessments for our services to drive more consistent and meaningful approach to this.



The background features a solid light pink color with several thick, white, hand-drawn style wavy lines that sweep across the frame from the bottom left towards the top right, creating a sense of movement and organic form.

# **Workforce diversity**

## Workforce diversity

- 10.** We will work towards the development of a workforce that is reflective of the communities we seek to serve. This includes volunteer and paid workforce at every level of the organisation.
- 11.** We aim to work towards compliance with the NHS Workforce Race Equality Standard (WRES) and NHS Workforce Disability Equality Standard (WDES).
- 12.** We will review our recruitment and retention policies to improve creative, co-produced approaches to recruitment and retention of staff and volunteers that reduce barriers to underrepresented groups and communities.





# Confidence and competence

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## Confidence and competence

- 13.** We will encourage cultural humility and foster a non-judgemental culture of openness and honesty through appropriate training and development opportunities and evolution of our policies and procedures.
- 14.** We will improve our collective ability to work confidently and effectively with difference and to challenge discrimination.





# Leadership and Governance

## Leadership and Governance

15. We will evolve Trustee recruitment processes and explore opportunities to increase the accessibility of the Trustee role.
16. We will work towards the development of a board of Trustees that is reflective of the communities we seek to serve.
17. We will improve our decision-making processes to ensure leadership decisions are more considerate of and connected to EDI. We will apply an equality impact assessment (EIA) approach to key organisational decisions.



# How will we achieve these ambitions?

Beneath these **17 ambitions** is an action plan with over 80 actions.

Our aim is to achieve all 86 actions by **October 2025**.

[You can view the actions here](#)





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