

Diversion, Equality and Inclusion (DEI)

The Maudsley Charity is committed to changing and tackling racial inequality. As an organisation we are working to achieve positive change together with those who share our values and commitment.

This year has seen a huge focus on race and equality. Following the murder of George Floyd there has been global attention on racism in society. As an organisation we are committed to changing and tackling racial inequality, we believe it's the duty of all responsible organisations to do this, but for us this goes beyond our responsibilities to be a good corporate citizen.

Addressing issues of equality, discrimination and diversity as they relate to mental health is fundamental to our mission. We will use our influence to help shine a spotlight on equality and diversity and to embed these principals into both our organisation, and the projects and people we fund through our grants programme, guided by the framework of the Association of Charitable Foundations (ACF).

We are working with our staff and Trustees, our partner organisations, and the communities we serve to better understand the difference we can make. We've adapted the ACF principals as shown below to provide an overview of our work.

We recognise that there is a risk that organisations make statements around their commitments on DEI without committing to tangible action. As this is the first year we have put in place a DEI action plan we are reporting on our commitments in detail.

ACF Milestone	Our progress to date	Next steps
Invests time and resources in understanding and defining diversity, equity and inclusion	Mandatory training for staff and Trustees. Staff lunch and learns including opportunities to reflect on mandatory training.	In-depth unconscious bias training. Working with SLaM DEI leads. Development of our understanding of terminology and apply charity-wide practice. Project visits to increase understanding and learning from others.
Produces and reviews strategies that will implement DEI practices	HR policies updated to fully reflect best practice DEI. Charity Senior Leadership team signed up to ACEVO principles. Regular discussions on DEI at Trustee meetings, staff meetings and staff away day. Learning from Trustees recruitment including reviewing practicalities to be more inclusive.	Staff ways of working to be developed further with DEI. Survey new Trustees to embed lessons from recruitment. Review current process of payments for grant reviewers and panel members. Review committee/board meetings practice for DEI. Investigate HR practise related accreditations.
Collects, tracks and publishes DEI data on its own practices and performance	Staff survey included DEI snapshot. Trustees completed equalities monitoring questionnaire.	Refining demographics/equalities questions asked at grant application stage. Baseline survey of grantees and collection of data going forward. Collect DEI data of individual applicants. Consider how beneficiaries might evidence impact with DEI lens. Collect DEI data on grant panel and reviewers; staff recruitment data collected and reported on. Annual Review, website, social media, blogs to publish DEI data on MC own practices and performance.
Has a diverse Trustee board and staff team, both in terms of demographics and experience	Applied DEI to Trustee recruitment. Trustees to review Governance Code section on DEI and endorse organisational action plan.	Review recruitment and retention for DEI best practice and ensure resources in place to monitor and review outcomes. Review MC values statement to make DEI more explicit within our values.

ACF Milestone	Our progress to date	Next steps
Reflects and implements DEI practices in its funding activities		<p>Consider partnering with others including black-led funders.</p> <p>Reflect on practice in terms of make-up of panels, inclusive recruitment to review process and user experience of potential and actual grantees in terms of ease of access/inclusiveness.</p> <p>Thematic development work to include DEI consideration.</p> <p>Seek active links/learning from other NHS charities re. DEI practices.</p>
Expresses its DEI commitment, policies and practices publicly makes itself accountable to those it serves and supports	<p>CEO statement on signing up to ACEVO/loF Principles.</p> <p>'Info Sheet' to be developed to communicate how issues of race impact mental health for external communication.</p> <p>Statement to explain why this is important for the Charity's work and our communities.</p> <p>Planning newsletters and other engagement.</p>	<p>Website, Annual Review, and blogs to demonstrate commitment, progress to date and direction of travel.</p>
Makes itself accountable to those it serves and supports	<p>Grant giving data published through 360 giving.</p>	<p>Publish statement about how we make decisions and how to access funding; publicly articulate how we review commitments and progress.</p> <p>Consider transparency in grant giving process and providing feedback/publishes statement.</p>

ACF Milestone	Our progress to date	Next steps
Uses its own power to advocate for and advance DEI practice		<p>Review of procurement policy and practices to apply a DEI lens to supply chains.</p> <p>Consider our place/practice in influencing/collaborating/mandating DEI practices on grantees and partners including equalities impact consideration in work.</p> <p>Consider how our commercial activities/use of investments and assets fully reflects our ambitions regarding DEI.</p> <p>ORTUS to act as welcoming and inclusive space 'living out' our DEI commitments; work with Anchor partners to advance their DEI practice.</p>
Collaborates with others to promote and implement DEI practices		<p>Consider how we work with key partners on their programmes to improve DEI practice, and linking up more, for example with SLAM for PCREF.</p>

We believe that publicly setting and reporting on key diversity indicators is a major lever of accountability and change. As we are a small organisation, we have aggregated our data. We recognise that such data groupings are imperfect but important as a place to start our reflection on our organisation.

In taking these snapshots, not everyone chose to complete the equalities questionnaire or to respond to all questions. We recognise in a small organisation that changes in the number of people completing questionnaires results in significant percentage variations. In line with best practice, we will annually review and report our diversity statistics.

As at 31 March 2021:

- 90% of staff were female (third sector benchmark 60% female).
- 30% of staff were from black and minority ethnic communities (population benchmark 40% in London). This includes people who identified as of being of mixed white and other ethnic heritages.
- 10% of staff considered themselves to be disabled (population benchmark 20% UK working area population).
- 30% of staff identified themselves as Lesbian, Gay, Bi-sexual, Transgender, Queer/Questioning (LGBTQ).
- 70% of staff identified themselves as having lived experience of mental illness or caring for someone with mental illness.

As at 31 March 2021:

- 43% of trustees were female.
 - 28% of trustees were from black and minority ethnic communities. This includes people who identified as of being of mixed white and other ethnic heritages.
 - none of trustees considered themselves to be disabled.
 - none of trustees identified themselves as Lesbian, Gay, Bi-sexual, Transgender, Queer/Questioning.
 - 14% of trustees identified themselves as having lived experience of mental illness or caring for someone with mental illness.
- Maudsley Charity is also supported in its grant decision-making by reviewers and panel members. We will review and report on these diversity statistics in future years.