

Our Commitments (to 2025) agreed 9/20

We will be a Beacon of Good work, actively demonstrating how good employment can be a route out of homelessness

- We will ensure that all employment in the House (by us and our employer partner) can be defined as Good Work, and that we work to influence those within our community and supply chain to provide this wherever they can

We will prioritise accessibility in our physical and digital spaces

- We will improve disability access within the House;
- We will ensure our website and other digital products are fully accessible

We will work to ensure that our community reflects London

- We will introduce and work to achieve specific targets on diversity and inclusion across our whole community of members, participants, staff, Trustees and supporters. We will work actively to achieve these targets over three years and hold ourselves to account for our progress.
- We will actively target communities who may not traditionally have joined private members' clubs and ensure we build a vibrant and diverse community and are truly a club open to everyone

We will acknowledge our history

- We will be open about the history of the building and its links with slavery, and ensure we use this past to educate and inform the future

We will actively ensure our offer promotes diverse voices

- We will ensure our events, music and speakers in the House give platform to diverse voices;
- We will ensure speakers, facilitators and mentors in the Employment Academy reflect the demographics of those who we are supporting

Governance

- We will set targets to ensure that the make-up of our Trustee Board and staff team at least reflect the population of London in terms of race, where people of colour make up 40% of the population;
- Our people policies will ensure inclusive recruitment practices

We will address discrimination head on

Some staff and members have told us that they have experienced discrimination in the House of St Barnabas in the past. We want to create a culture where every visitor or employee in the House is treated with dignity and respect, and finds the House a welcoming place. Because of this, we will support anyone who feels that this has not been their experience to raise the matter with us – and if we need to take further action, we will. is

We are committed to continuous learning and improvement

- We will always be open to learning about how we can do better on living our inclusion strategy and are committed to investing in learning and improvement at all levels of the organisation;
- We will take responsibility as individuals for our own learning, as well as investing in organisation-wide training and development on inclusion

Values & Inclusion Interim Review – Sept

What steps have we taken, Sept 2020 to September 2021?

- Good Work influencing has stepped up, with a range of events articles on the subject of good work as inclusive employment.
- We have set targets around our Board, Staff, Mentors and EA Trainer diversity and have implemented an annual benchmarking process to review progress against these – these are in September by our nominations committee and acted on accordingly, with a particular focus on race equity and LGBTQ+
- We have offered free membership to 30 individuals who live our values and increase our membership race and other diversity
- We have actively prioritized diversity and lived experience of homelessness risk factors in Trustee and mentor recruitment
- Inclusive Leadership training booked for all Managers, Heads of & SLT; Inclusion training booked for all staff, with initial focus on race equity
- Prioritised inclusion within event planning and ensured a diverse DJ programme and event panels
- Launched Era of Reclamation programme, including Gaika exhibit and Am I Asking for Miracles Here? – exploring our buildings' relationship to the slave trade
- Made some changes to our people handbook and policies to better reflect our inclusion strategy, inclusion strategy embedded within induction process
- Systems and plan in place to measure members gender and ethnicity
- Scoping project embarked on to understand the high levels of evictions among young black men

What is still to do?

- Absolutely loads – this is an ongoing journey of learning and inclusion that will never be complete!
- Ensure we sustain promoting black and other diverse voices in our comms
- Build more time and space for inclusion discussions in the 22-23 planning process to ensure resources required are included in budget
- We need to better embed our inclusion strategy in our recruitment practices and monitor candidate diversity from application to appointment
- We need more capacity and time for discussion and embedding our values and inclusion strategy, including further training on other aspects of diversity
- Further work to ensure our people policies and line management practices reflect our inclusion strategy
- Review our procurement and investment policies in light of our inclusion strategy
- Our diversity targets do not nuance for level – e.g. should we have a target for women and people of colour at each level to drive diversity at leadership level
- Broader building accessibility considered in building strategy
- Map out key things we want to celebrate in the year ahead and programme e.g. black history month, pride, religious festivals, Living Wage week, mental health awareness