



MAYDAY
TRUST



Person-led,
Transitional &
Strength-based
Response 
By Mayday Trust

Equity, Diversity and Inclusion Action Plan



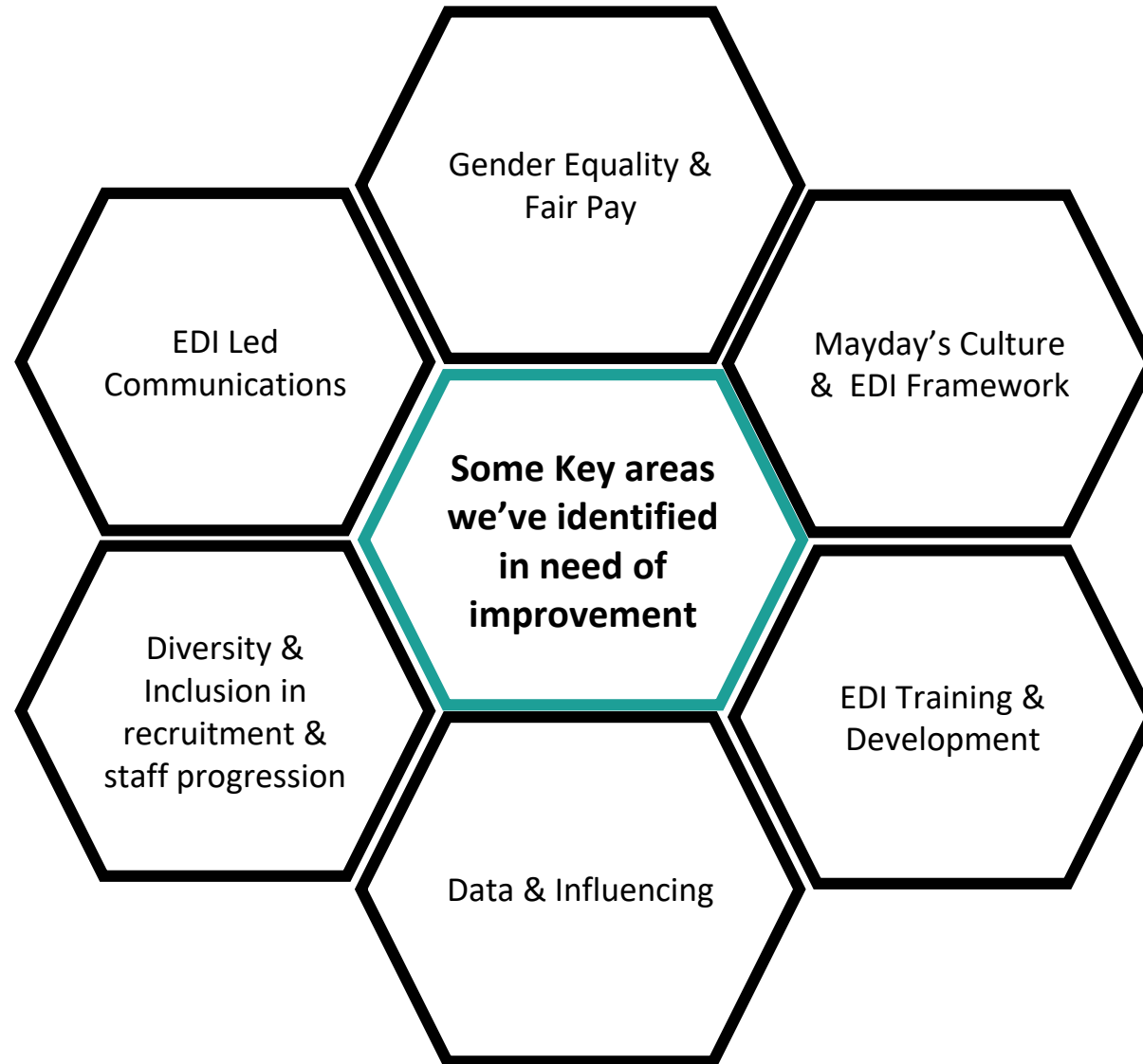
Introduction

Mayday recognises that a key failing of the current support system, and of the charity sector, is their poor record on equity, diversity and inclusion. Our goal is to demonstrate ways to change that.

We have a long way to go, but this plan sets out the steps we'll take, so that our stakeholders can challenge us, offer any support, and hold us to account.

We are a diverse team supporting diverse communities. We need to build that diversity into our leadership and governance. We collect data but need to make better use of it. Diversity will be at the core of our communications and we will aim to be a better ally for excluded and oppressed groups and communities, and their social movements.

PRIORITY AREAS FOR DEVELOPMENT



We realise some areas of our work are further away from where they should be than others when it comes to EDI, so we are currently working on the following key priorities:



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Mayday's Culture and Framework

Supporting a culture of people thinking about EDI we are:

- Working with our team to update our action plan to capture the ongoing work towards our EDI goals
- Reviewing existing processes/policies to identify barriers, something we intend to be ongoing
- Researching options to add to our framework and wellbeing toolkit to support and reflect our diverse team
- Creating space for regular EDI based discussions and learning at all levels





Training & Development

We recognise that ongoing learning and development in relation to EDI is important if we are going to evolve and as such we are:

- Developing a training and development programme for all staff, supported by ongoing conversations at regular all staff meetings and other events
- Committed to considering people's learning styles, requirements and wishes as much as we can within the context of our small organisation when building our training package for staff.
- Creating space for less formal learning and knowledge exchange around topics that influence EDI





Data & Influencing

We realise that EDI must be considered when it comes to how we collect data, and in turn that the data we gather can inform EDI learning and influencing. We are looking at:

- Improving how we collect EDI information for recruitment and with those we are working with
- Run reports regularly to identify gaps in the reach of our work
- Keep regular meetings to explore data and action we can take



Communications

We recognise that communications practices are central to delivering on our EDI commitments, and as such we are:

- Redeveloping our website and core communications documents to improve diversity in our imagery and ensure our language is more inclusive.
- Reviewing the structure and design of our website to improve accessibility
- Researching and developing an accessibility framework for checking all Maydays communications are taking into consideration accessibility needs





Recruitment & Staff Progression

We are committed to improving the journey of our staff team from recruitment to progression to ensure we are considering EDI at every step along the way, including:

- Conducting a review of the whole Mayday recruitment process which will take into account:
 - Checking use of inclusive language
 - Reviewing where we advertise to ensure inclusive reach
 - Reviewing ways to make application process more accessible
 - Taking feedback from the recruitment process so we can learn and grow
 - Inviting wider team to be part of the recruitment process and training interviewers to avoid making assumptions – and I suppose unconscious bias comes in here too
 - Providing guidance notes ahead of the interview process so applicants know what to expect and can flag any reasonable adjustments they require.
- Supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- Reviewing our appraisal processes to ensure we are offering equal opportunities in terms of learning and development, and space for all staff to plot out their progression within the organisation





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Gender Equality & Fair Pay

To ensure we are creating a gender balanced and inclusive workplace we are:

- Committed to continuing to review fair pay data
- Developing a policy framework which supports and promotes gender inclusivity
- Checking our recruitment practices are gender inclusive

