CAUSEWAY

EDI STATEMENT

Causeway(UK) is committed to providing an environment free from bullying, harassment, and discrimination, eliminating unlawful discrimination and promoting equality and diversity in our policies, practices and procedures.

We also strive to influence others to do the same in our dealings with staff, clients, and third parties. We believe that no one should experience prejudice or harassment and everybody deserves to have a voice. One of the key aims of our policy and approach is to ensure we provide a positive working environment in which all staff feel comfortable and where everyone is treated with respect and dignity.

We actively want to encourage all our staff to bring their whole self to work and feel safe to do so.

At Causeway, we're committed to providing our staff with the resources and support needed for their role.

This takes the form of professional development and learning opportunities for all employees, but also in our dedication to maintaining and supporting the wellbeing of each individual that forms a part of our team.

We know that by doing so, we are positioned to provide the very best care and support for some of society's underrepresented and marginalised groups. We therefore train our employees on Cultural Competency, Equality Diversity and Inclusion, and Trauma Informed Practice, to help ensure that our staff are equipped to understand and empathise with individuals from all backgrounds and experiences.

Our service users come from all walks of life, and so it's important to us that our staff members do as well. This starts from our understanding of unconscious bias in the recruitment process and the anonymisation of applicants, and continues through into the employee experience.

Diversity represents a key part of staff life at Causeway, with our dedicated Equality, Diversity and Inclusion Lead facilitating monthly 'Lunch and Learn' sessions for staff who wish to come and broaden their understanding of inclusion in the workplace and society.

We seek to be ambitious, and are taking further steps to ensure we maintain and grow a positive and inclusive environment for our staff and clients. Our EDI committee supports our Equality, Diversity and Inclusion Lead to ensure our actions are strategic, grounded, and ambitious, and we are developing a staff network to further our work in this area.

We are also proud to be a Stonewall Diversity Champion. We don't want to simply achieve our legal obligations; we will continue to go further and truly express a values based approach.

CAUSEWAY EQUALITY, DIVERSITY AND INCLUSION

INTRODUCTION

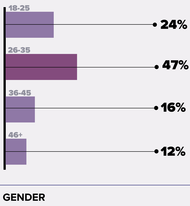
We believe that equality, diversity and inclusion brings strength and health to Causeway. Therefore, as part of our commitment to ensuring best practice and working towards an agreed standard of excellence across all areas of EDI we conducted an EDI staff survey in May 2021. This helped us to gain an accurate picture of the demographics and EDI experiences within Causeway.

This infographic summary shares the main findings and our next key actions to ongoing improvement across areas of EDI.

93 STAFF OUT OF 129 COMPLETED THE SURVEY = **73%**

AGE

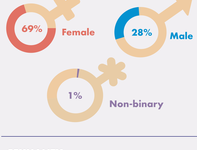
Our Survey Said:



Our Next steps:
We are currently in a process of reviewing our staff retention, along with a continued dialogue on how we increase representation across age demographics.

GENDER

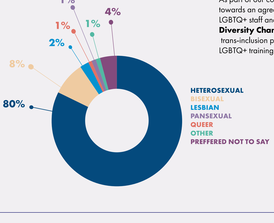
Our Survey Said:



Our Next Steps:
We have reviewed our recruitment practices to ensure they are fair and we have and continue to conduct additional research to help support our approach to employment.

SEXUALITY

Our Survey Said:

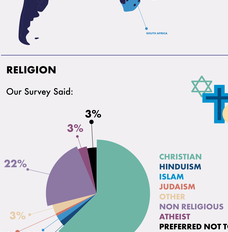


Our Next Steps:
As part of our commitment to ensuring best practice and working towards an agreed standard of excellence in regards to supporting LGBTQ+ staff and clients, Causeway has become **Stonewall Diversity Champion**. Future initiatives include policy reviews, trans-inclusion policies, pronoun campaigns, and continuing LGBTQ+ training and development.

Stonewall DIVERSITY CHAMPION

BACKGROUND, NATIONALITY & ETHNICITY

Our employees come from a mixture of backgrounds, nationalities and ethnicity. Our staff also have diverse ancestral roots, dual nationalities and mixed race backgrounds from India, Pakistan, British Asian heritage, Caribbean, South Africa, Poland, Israel, to name a few.



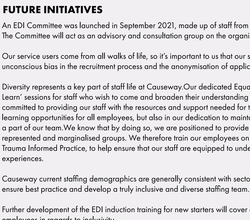
Our Survey Said:

71% ENGLISH, WELSH, SCOTTISH, NORTHERN IRISH
1% IRISH
6% ANY OTHER WHITE BACKGROUND
1% WHITE AND BLACK CARIBBEAN
1% WHITE AND BLACK AFRICAN
2% WHITE AND ASIAN
2% ANY OTHER MIXED OR MULTIPLE ETHNIC BACKGROUND
2% ASIAN OR ASIAN BRITISH
3% INDIAN
1% PAKISTANI

Our next steps:
Causeway believes a diverse work force is a strong and healthy one therefore we will continue to strengthen BAME recruitment through research and implementation of best practice.

RELIGION

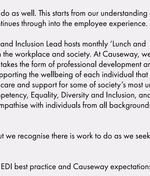
Our Survey Said:



Our Next Steps:
Causeway falls under the umbrella of "historical faith charity". Policies for religious holidays, fasts and cultural celebrations will aim to create a workplace culture which respects faiths and non-faith affiliations, along with learning and sharing different faiths and non- faiths experiences.

VISIBLE AND NON-VISIBLE DISABILITY

Our Survey Said:



Our next steps:
Causeway acknowledges and respects employees who have a wide range of visible and non- visible long standing illnesses, disability and infirmity. Future initiatives include extensive development of policies, and considering what more can be done to enhance our support to staff members with disabilities.

FUTURE INITIATIVES

An EDI Committee was launched in September 2021, made up of staff from across the organisation.
The Committee will act as an advisory and consultation group on the organisation's EDI initiatives.

Our service users come from all walks of life, so it's important to us that our staff members do as well. This starts from our understanding of unconscious bias in the recruitment process and the anonymisation of applicants, and continues through into the employee experience.

Diversity represents a key part of staff life at Causeway.Our dedicated Equality, Diversity and Inclusion Lead hosts monthly 'Lunch and Learn' sessions for staff who wish to come and broaden their understanding of inclusion in the workplace and society. At Causeway, we're committed to providing our staff with the resources and support needed for their role. This takes the form of professional development and learning opportunities for all employees, but also in our dedication to maintaining and supporting the wellbeing of each individual that forms a part of our team.We know that by doing so, we are positioned to provide the very best care and support for some of society's most under-represented and marginalised groups. We therefore train our employees on Cultural Competency, Equality, Diversity and Inclusion, and Trauma Informed Practice, to help ensure that our staff are equipped to understand and empathise with individuals from all backgrounds and experiences.

Causeway current staffing demographics are generally consistent with sector averages,but we recognise there is work to do as we seek to ensure best practice and develop a truly inclusive and diverse staffing team.

Further development of the EDI induction training for new starters will cover education on EDI best practice and Causeway expectations for employees in regards to inclusivity.

CONTACT

To further discuss the review report, please contact the Equality, Diversity and Inclusion Lead.
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