# **1 year of progress on our EDI strategy.**

## Learn about our progress towards the goals of our Equality, Diversity and Inclusion strategy.

At Scope, we want a society where all disabled people enjoy equality and fairness. This means absolutely everyone.  To achieve this, we have begun to transform the way we work so that equality, diversity and inclusion are at the heart of everything we do.

At the start of 2023, we co-produced and launched Scope’s first organisation wide [EDI strategy](https://scopemdm.sharepoint.com/sites/InScope/SitePages/Equality%2C-Diversity-and-Inclusion-%28EDI%29-strategy.aspx). The strategy builds on our existing EDI activities and policies. And it outlines what we plan to achieve in the 3 years, from 2023 to 2026.

Our EDI strategy has 4 goals:

1. **Our people**

We’ll have a more diverse team of colleagues and volunteers. And more marginalised people will be in leadership roles.

1. **Everyone’s responsibility**

Equality, diversity and inclusion will be everyone’s responsibility. And all leaders will take responsibility for inclusive decision making.

1. **A culture of inclusion**

We’ll have a culture where inclusive ways of working are the default.

1. **Our work**

Our work will better meet the needs of people who face multiple marginalisation

Under each goal we set out the actions that we will take to build a culture that’s accessible and inclusive.

## Sharing our progress

Our EDI strategy helps us hold ourselves accountable. We take responsibility for driving this change in everything we do. We also know that creating real change takes time. And we have a way to go to reach our ambitions.

Scroll down to see our progress against our key goals in the last 12 months.

## Goal 1: Our people

### What we said

We will have a more diverse team of colleagues and volunteers. We will also have more marginalised people in leadership roles. This includes our Board of Trustees, Executive leadership, and leadership teams.

#### Action

We will track the diversity of colleagues at every stage of their career. And at all levels of the organisation. We will have a more diverse team of colleagues and volunteers. We will also have more marginalised people in leadership roles. This includes

* our Board of Trustees
* executive leadership
* leadership team.

The decisions we make as a charity need to better meet the needs of all groups in society.

#### Our progress so far

We implemented a new, unified approach to help us more accurately monitor the diversity of our colleagues, volunteers and customers. This involves making sure we’re asking the same set of diversity monitoring questions in every area of Scope.

You can [view our most recent colleague and volunteer diversity data](https://www.scope.org.uk/about-us/equality-diversity-and-inclusion/diversity-at-scope/) on the Scope website.

#### Action

We will improve our approach to recruitment so that everyone feels welcome to join Scope.

#### Our progress so far

Our new recruitment strategy is now in place. The strategy ensures that EDI is prioritised at each stage of the recruitment process. Steps we have taken include:

* Improving the accessibility of our job application process, including the website and job adverts.
* Introducing anonymous applications, to ensure that unconscious bias does not impact decision making.
* Sharing interview topics in advance to help people to prepare for their interview.

#### Action

We will offer targeted mentoring opportunities to support marginalised colleagues’ development.

#### Our progress so far

We will do this in 2024.

#### Action

We will work with our gender equality network on steps to further reduce our [gender pay gap](https://www.scope.org.uk/about-us/equality-diversity-and-inclusion/pay-gap-report/).

#### Our progress so far

Our gender pay gap has continued to fall. As of 5 April 2023, Scope’s mean pay gap is 13.2%\*. This represents a further improvement since 2019 when the mean gender pay gap was 29.7%.

Our review of our pay structure in 2022 is likely to have had the biggest impact on decreasing the gender pay gap this year. Although this is an improvement, we remain committed to closing the gap further.

You can find a detailed list of the steps we are taking to reduce our gender pay gap here: [Pay gap report | Disability charity Scope UK](https://www.scope.org.uk/about-us/equality-diversity-and-inclusion/pay-gap-report/#:~:text=Scope%27s%20gender%20pay%20gap%2C%20as,are%20committed%20to%20addressing%20it.)

\*The mean pay gap is calculated by adding all employees' rates of pay together and dividing this by the total number of employees.

#### Action

We will continue to report on our disability and ethnicity pay gap data.

#### Our progress so far

We have continued to report and publish our disability and ethnicity pay gap data. You can find it [on our website.](https://www.scope.org.uk/about-us/equality-diversity-and-inclusion/pay-gap-report/#:~:text=Scope%27s%20gender%20pay%20gap%2C%20as,gender%20pay%20gap%20was%2029.7%25.)

## Goal 2: Everyone’s responsibility

### What we said

Equality, diversity and inclusion will be everyone’s responsibility. Trustees, leadership teams will take responsibility for inclusive decision-making. Everyone will have the knowledge and confidence to apply EDI in their work.

#### Action

We will introduce mandatory EDI, disability equality and accessibility training.

#### Our progress so far

Disability equality training is now in place and mandatory for all colleagues. We will begin measuring completion rates from February 2024.

Scope’s Accessibility team has delivered Accessible First workshops to over 200 colleagues. This training is now available to all colleagues on our e-learning platform.

EDI e-learning is now in place, giving all colleagues a basic knowledge of EDI and microaggressions.

We got some great feedback from colleagues who completed this training:

“As someone who experiences microaggressions myself, it was very useful to reinforce that it is not OK and really helped me to realise what I am genuinely experiencing. It was also really useful to hear about the other examples that I have not faced myself, but to become more aware of them.”

“Very clear and easy to follow, examples were all relevant and instructions were precise and informative.”

“Great to have a refresh on disability equality, why Scope uses the language it does and the reasons and importance behind that decision.”

#### Action

We will train managers in inclusive recruitment and management practices.

#### Our progress so far

A new management training programme is being developed. It will include a section on inclusive management practice. And unconscious bias and adjustments. This is due to start in April 2024.

#### Action

We will offer race equality training and LGBTQ+ inclusion training to colleagues.

#### Our progress so far

Race equality training started in January 2024 for all members of our Leadership Team. We will roll this out to all colleagues later in the year.

70 colleagues attended LGBTQ+ inclusion training with Switchboard in November 2023.

#### Action

We will embed EDI as a central part of our new organisational strategy.

#### Our progress so far

EDI is at the heart of our new strategy, An Equal Future. You can find out more by visiting the [An Equal Future web page](https://www.scope.org.uk/about-us/an-equal-future-strategy/an-equal-future/) and navigating to the “[An Equal Future for all disabled people](https://www.scope.org.uk/about-us/an-equal-future-strategy/an-equal-future/#An-equal-future-for-all-disabled-people)” section.

#### Action

We will continue organising EDI roundtable events for all colleagues. These will focus on a different aspect of EDI each month.

#### Our progress so far

Monthly roundtables took place throughout 2023 and these are continuing throughout 2024. Topics included

* social class and the charity sector
* accessibility in work
* Menopause and the workplace
* race and disability in South Asian communities
* neurodiversity in the workplace
* and Black disabled identity.

We received some great feedback from attendees:

“I felt like I was hearing from people like me and seeing them be so open and courageous made me feel empowered.”

“Gave me a fantastic insight into something I didn't really have an understanding of. I now have been looking at ways I can help my area of the organisation be easier to navigate and therefore have a better experience and feel included.”

“I always learn so much from these events. I feel like they make me a better human being.”

“Really great discussion and so valuable to have such a breadth of experiences and viewpoints from the chair and panellists. Honestly, I could have happily stayed for another hour!

## Goal 3: A culture of inclusion

### What we said

We will have a culture where inclusive ways of working are the default. All colleagues will have an equally good experience at Scope.

#### Action

We’ll review our EDI policy to make it clear that we do not tolerate any form of discrimination. We’ll develop clearer processes to report behavior not in line with our EDI policy and values.

#### Our progress so far

Our [EDI policy is complete and has been published online](https://www.scope.org.uk/about-us/equality-diversity-and-inclusion/equality-diversity-and-inclusion-policy/).

We have introduced an anonymous reporting tool. This gives Scope colleagues the ability to report incidents of discrimination anonymously. This is in addition to our existing confidential reporting routes.

#### Action

We will work towards a high level of accessibility as part of our culture. And proactively promote adjustments to all colleagues. We call this “Accessible First”.

#### Our progress so far

We launched a new Adjustments and Access to Work policy for colleagues and refreshed our adjustments training. We have delivered this training to 92 colleagues so far. This has made the process of getting adjustments easier and more accessible for disabled colleagues.

We renewed our status as a Level 3 Disability Confident employer.

#### Action

We will give our colleague networks more time and a dedicated budget.

#### Our progress so far

Our colleague networks are voluntary groups of colleagues. They focus on a specific characteristic, shared identity, or shared life experience. And they are a great way for Scope colleagues to meet new people, find peer support, and discuss issues important to them. We are carrying out a review of our colleague networks, to give them more time and budget for network activity. Our new approach to colleague networks is due to launch in 2024.

Since the EDI strategy launched, we have also launched 3 new networks:

* Carers’ network
* Social Mobility network
* Young Colleagues’ network

#### Action

We will introduce equality impact assessments for new projects. These will help us make more inclusive and open decisions.

#### Our progress so far

We have created a template for equality impact assessments, and guidance for completing them. They help Scope colleagues to assess whether a project or piece of work follows EDI principles.

## Goal 4: Our work

#### What we said

Our work will better meet the needs of people facing multiple marginalisation. Whether that is our services or shops. We want everyone to feel welcome.

We will improve our understanding of the intersectional inequality that disabled people face. We'll work with organisations and individuals to achieve this.

This means our work will reflect more diverse communities. Positively impacting more disabled people

#### Action

We will carry out research into the way that disability inequality affects marginalised groups.

#### Our progress so far

As part of our new [An Equal Future strategy,](https://www.scope.org.uk/about-us/an-equal-future-strategy/) we are calling on the media industry to tackle the lack of diversity in television.

In December 2023, we released new findings on [media representation.](https://www.scope.org.uk/news-and-stories/bryony-disability-media-representation/) These findings showed that 16% of TV viewers don’t recall seeing a disabled person on TV or streaming services who is Black, Asian or minority ethnic in the last 12 months.

We worked with high profile Scope supporters Dr Shani Dhanda and Fats Timbo to share their experiences with ITV News.

#### Action

We will focus more on intersectional inequalities across all our work. We want to be more representative of the diverse communities we serve. All disabled people should feel represented.

#### Our progress so far

On social media, we provided a platform to spotlight multiply marginalised people, including collaborating with Black disabled people and members of the LGBTQ+ community on content focused on intersectionality.

We also supported Black History Month, Disability Pride month and LGBTQ+ Pride month across our social channels.

These posts were some of our best performing on Instagram for these months. And they helped to build our community. People shared stories, connected and learned from each other. We will continue to provide this platform and we hope that this will play a part in changing attitudes.

#### Action

We will track the diversity of people using our services. We will improve our services to better meet the needs of customers. Including those from multiple marginalised groups.

#### Our progress so far

A new diversity monitoring process is now in place across Scope. Work is currently underway to analyse data on who uses our services and we are committed to acting on these findings in 2024.

Action

We will celebrate and champion EDI in our shops. Bespoke EDI training for our shop colleagues and volunteers is planned and is coming soon.

#### Our progress so far

Awareness days, such as Pride, have been celebrated in our retail stores. We have shared these on our social media and our retail colleagues have shared these on our internal colleague channels.

#### Action

We will work with Disabled People's Organisations (DPOs) and charities led by marginalised groups. For example, Black led charities, helping to amplify their work.

We will give up power and opportunities to these groups. For example, giving space on our social media platforms to share their campaigns.

#### Our progress so far

We have started to develop our relationships with Disabled People's Organisations (DPOs). These include positive meetings in Leeds with local DPOs who will be involved in our Leeds Community Hub. The new, accessible community Hub will be a centre for a range of our services, retail products and our community engagement work. It will be pivotal in deepening our connections with the Leeds communities.

During our Scope Disability Equality Awards nomination phase, we reached out directly to DPOs and charities led by marginalised groups. And encouraged them to nominate themselves or others. We have also created a ‘community group’ award. This award recognises a community group or disabled people’s organisation that is creating meaningful change in their local area. [View the nominees for this award](https://scopeawards.co.uk/category/community-group/).

#### Action

We will increase the diversity of our research panel, charity members and storytellers.

**Our progress so far**

The percentage of Scope members from a Black, Asian and ethnic minority background has increased by 7.1% since May 2023, going from 17.8% to 24.9%.

We are also changing our storyteller recruitment form to help us to identify storytellers from multiply marginalised backgrounds.

## Looking ahead

We are 1 year into our EDI strategy. And we know we are just at the start of building the lasting change we need to see. Over the next 2 years, and beyond, we will continue to build on the progress that we are making towards our goals.

Some areas of focus for 2024 include taking action to realise our commitment to becoming an actively anti-racist organisation. This includes carrying out a race equity review to better understand the experiences of Black, Asian and minority ethnic colleagues. And conducting anti-racism training for colleagues.

We will focus on strengthening our internal and external approaches to accessibility. We have already started work on this, by bringing together our internal and external access teams to form our Accessibility and Inclusion Centre of Excellence.

And we will be prioritising inclusive management development training for colleagues across Scope. This training prioritises areas including

* inclusive recruitment
* adjustments
* unconscious bias
* and supporting marginalised colleagues.

We will keep working with our EDI strategy steering group, challenging ourselves to make as much progress as we can. The EDI strategy steering group is made up of representatives from our colleague networks and external EDI experts.

We have more work to do to ensure we champion the diversity of Britain’s 16 million disabled people. We will listen, learn and keep improving. We will continue to update on our progress each year.

## We want to hear from you

We will continue to connect and collaborate with people to create this change. Both internally and externally.

We want you to feel informed and involved in the delivery of our EDI Strategy. We will share regular updates so that you can see the progress we’re making.

We know we won't always get things right. We are open to challenge and suggestions of things we could be doing to improve EDI at Scope.

If you have any feedback or comments, please contact inclusion@scope.org.uk