



# Equalities Audit and Plan

Summary at November 2020

## Overview

- As an anti-prejudice charity, we want our equalities practice to be outstanding in every aspect of our work. To fulfil this aspiration, we have work to do.
- All of us at the Anne Frank Trust can feel proud of the diverse range of young people we reach and the proven difference we make through our anti-prejudice education programmes.
- We acknowledge that our work can be affected by unconscious bias and by the systemic prejudice that is pervasive in society.
- We need more comprehensive data to assess the equity of our reach and impact.
- We need regular monitoring of the diversity of our beneficiaries, staff and trustees. From the baseline data obtained for this summary in October 2020 (see below), it is clear that the ethnic diversity of our staff and trustees needs to be more reflective of our beneficiaries.
- The effectiveness and reputation of our programmes would be significantly enhanced by more input from people with lived experience of racism and other forms of prejudice.
- We need to ensure appropriate support for our Black and Minority Ethnic staff and trustees, especially when representing the charity externally.

## Actions

In July 2020 our board of trustees agreed the following interim actions, including commissioning a full equalities strategy in 2021.

### 1. Monitoring and publication

Ask all staff and trustees to complete a confidential diversity monitoring form and publish the results.

*ACHIEVED: see results below.*

### 2. Training

Require all staff and trustees to undertake an online training course about the Equality Act 2010, and make this part of induction for all staff in future. Further training and development to be planned as part of strategy – see 7 below.

*ACHIEVED: initial training completed by October 2020.*

### 3. Recruitment

Make a policy decision that all Anne Frank Trust recruitment panels, for trustees, staff or contractors, must be diverse at least in ethnicity and gender. When necessary, we will commission BAME

freelancers with appropriate HR or other relevant expertise to join us in recruitment panels in an advisory role. We will also add an equalities statement to every role and job description.

*ACHIEVED: Policy implemented and in practice since August 2020.*

#### **4. Staff coaching**

Commission coaching in autumn 2020 to support staff around equalities issues, especially staff with lived experience of prejudice, offering a diverse range of coaches. Consider ongoing coaching or other specialist support for identified needs, e.g. Black education staff delivering anti-prejudice education in monocultural white schools.

*ACHIEVED: Coaching commissioned for September 2020 to January 2021, with diverse range of coaches for matching with all staff. Outcomes to be evaluated spring 2021.*

#### **5. Education programme input**

Review all our specialist education programmes with advisory input from people with relevant lived experience, and incorporate this process into all future curriculum development.

*ACHIEVED AND ONGOING: We have so far commissioned specialist input for our programmes on Islamophobia, homophobia and sexism, and revised the programmes as a result. We are planning new programmes in 2021 on prejudice against Black people, Gypsy Roma Traveller people, and refugees, and will commission relevant input.*

#### **6. Specialist trustees**

Recruit two new trustees with lived experience of racism or other forms of prejudice, who bring expertise in how to apply that experience to organisational development and/or the provision of anti-prejudice education.

*ACTION: Role description has been created. Recruitment to take place in early 2021.*

#### **7. Full equalities audit and strategy**

Produce a specification to tender for a specialist consultant or company:

- to carry out a full audit of the Trust's equalities policy and practice in governance, staffing and service delivery, starting from the needs and issues identified in this action plan,
- to consult with staff, trustees and partners or service users as appropriate (potentially an away day for trustees),
- to generate an Equality and Diversity Strategy for the charity for the next 3 years. Likely to include proposals around governance, training, policies and procedures, research and evaluation, and service development.

The estimated cost of this project has been included in our budget for 2021.

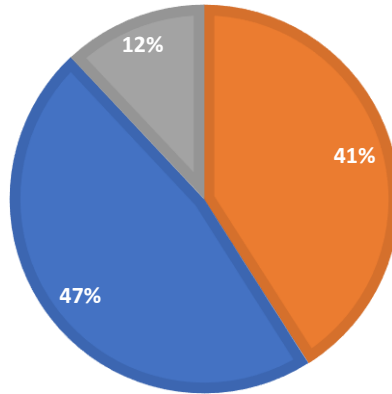
Tim Roberson  
Chief Executive  
November 2020

Anne Frank Trust Diversity Data October 2020:

# GENDER

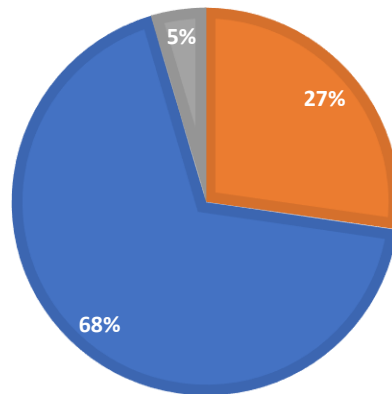
## SERVICE USERS

Male Female Prefer not to say/did not respond



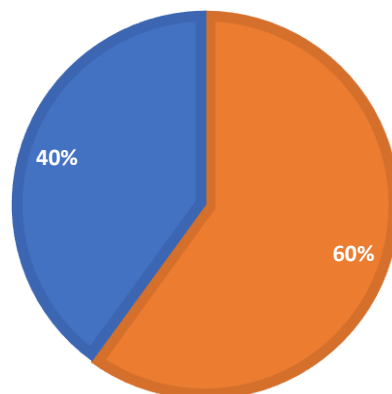
## STAFF

Male Female Prefer not to say



## TRUSTEES

Male Female Prefer not to say



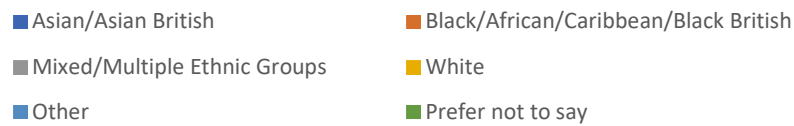
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## ETHNICITY

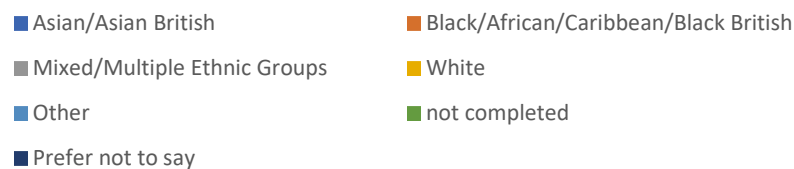
### SERVICE USERS



### STAFF



### TRUSTEES

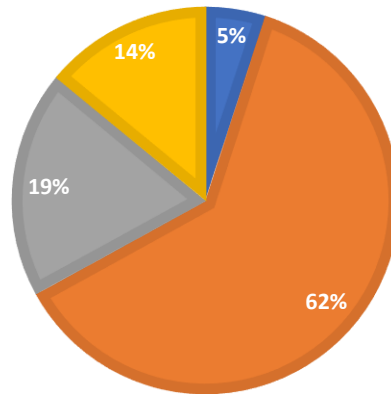


# Anne Frank Trust Diversity Data October 2020:

## AGE

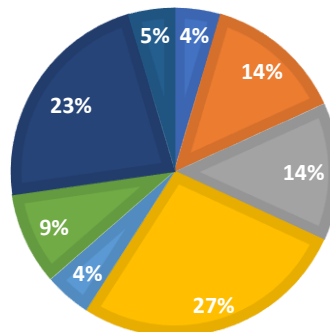
### SERVICE USERS

■ 9-11 ■ 12-14 ■ 15-18 ■ Not Completed



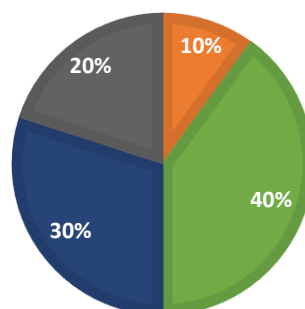
### STAFF

■ 16-24 ■ 25-29 ■ 30-34 ■ 35-39  
■ 40-44 ■ 45-49 ■ 50-54 ■ 55-59  
■ 60-64 ■ 65+ ■ Prefer not to say



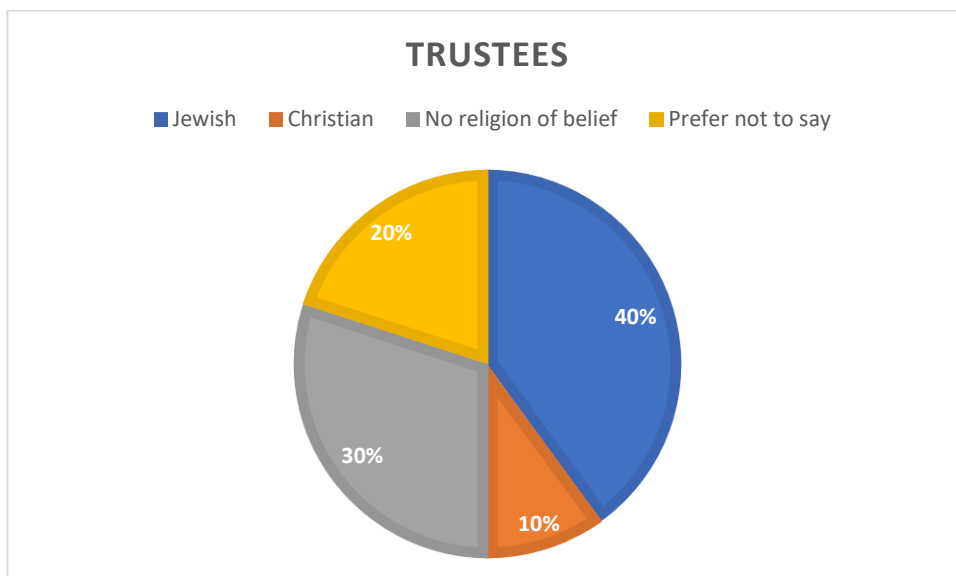
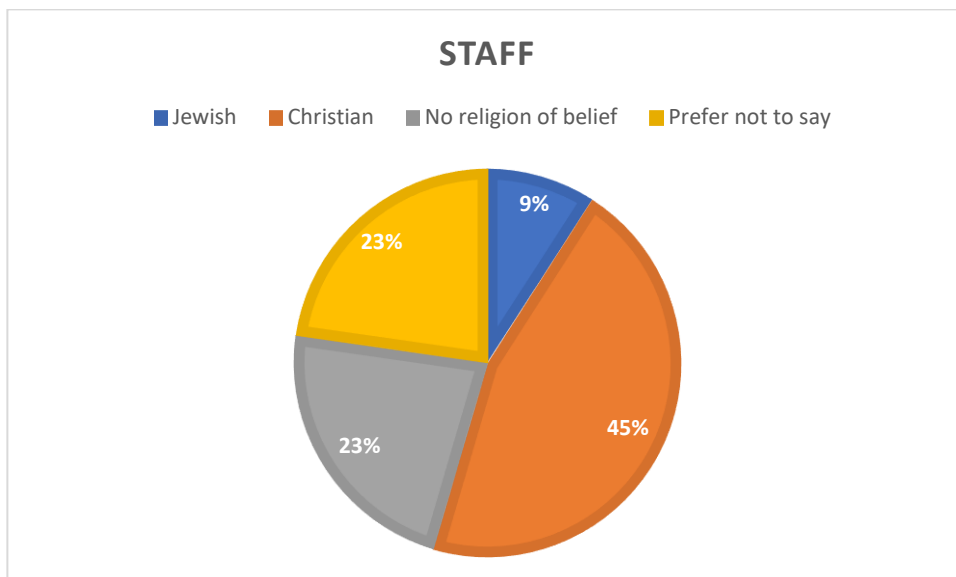
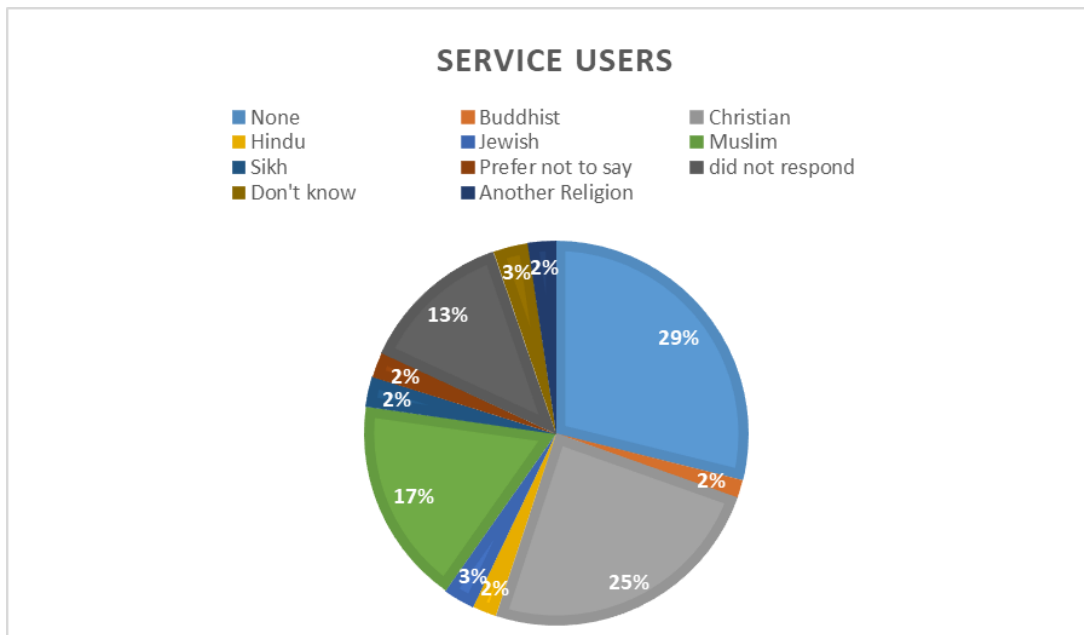
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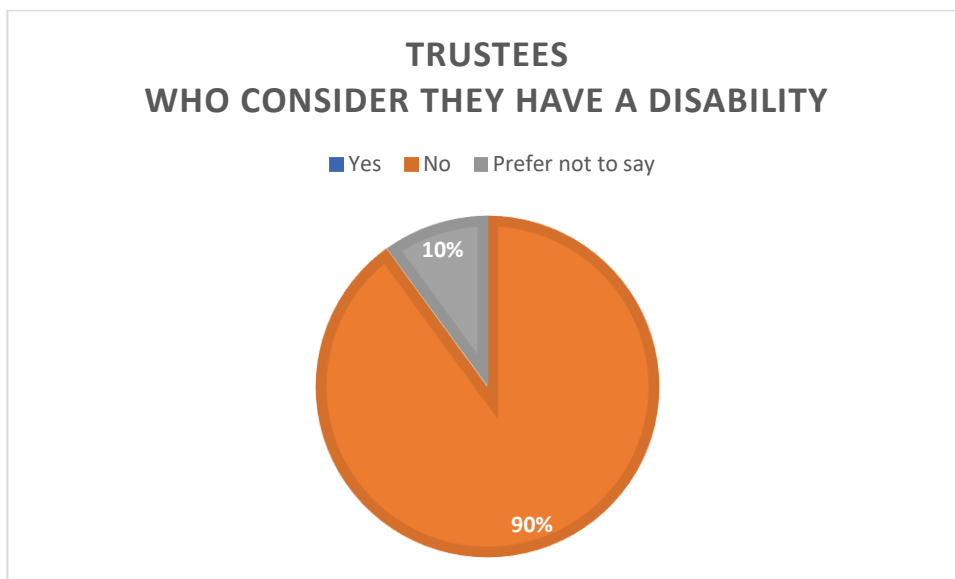
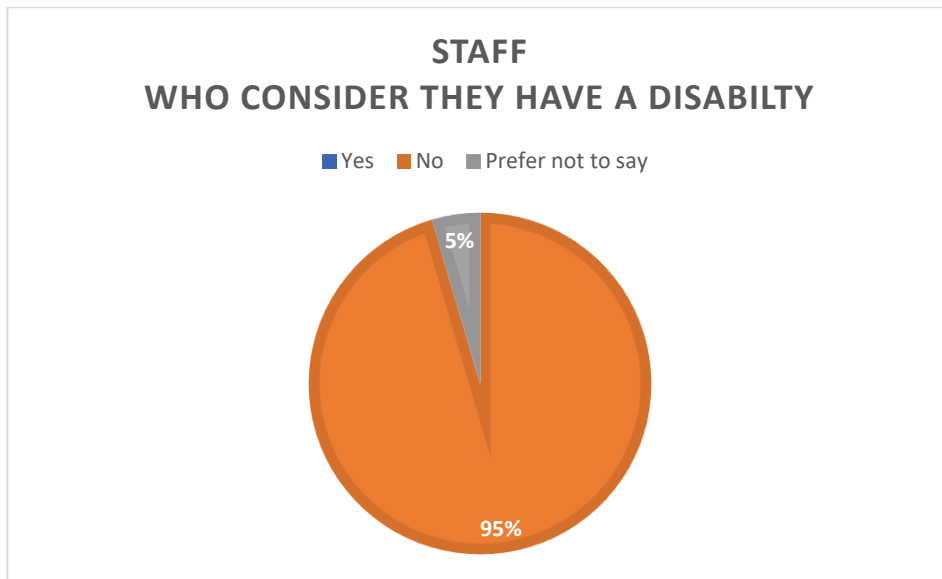


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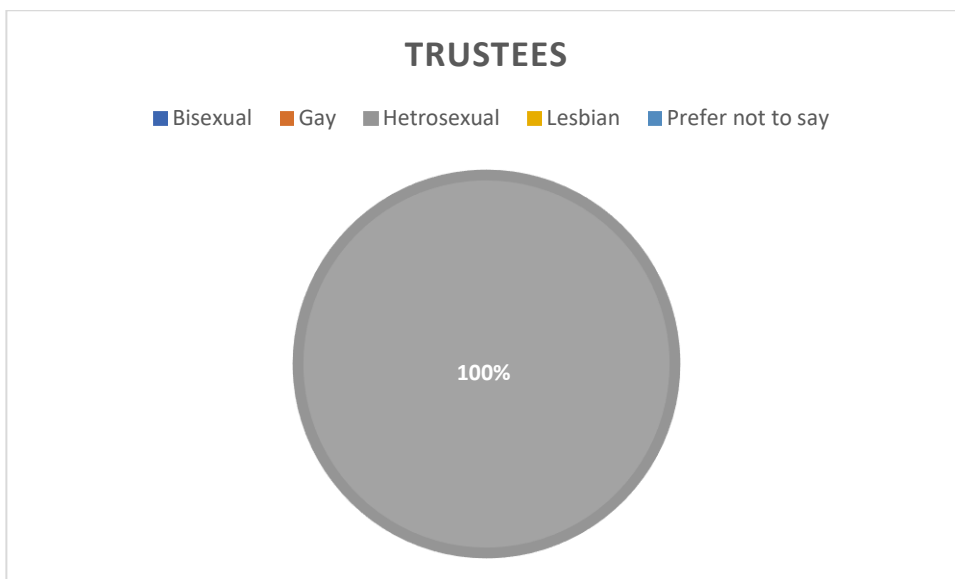
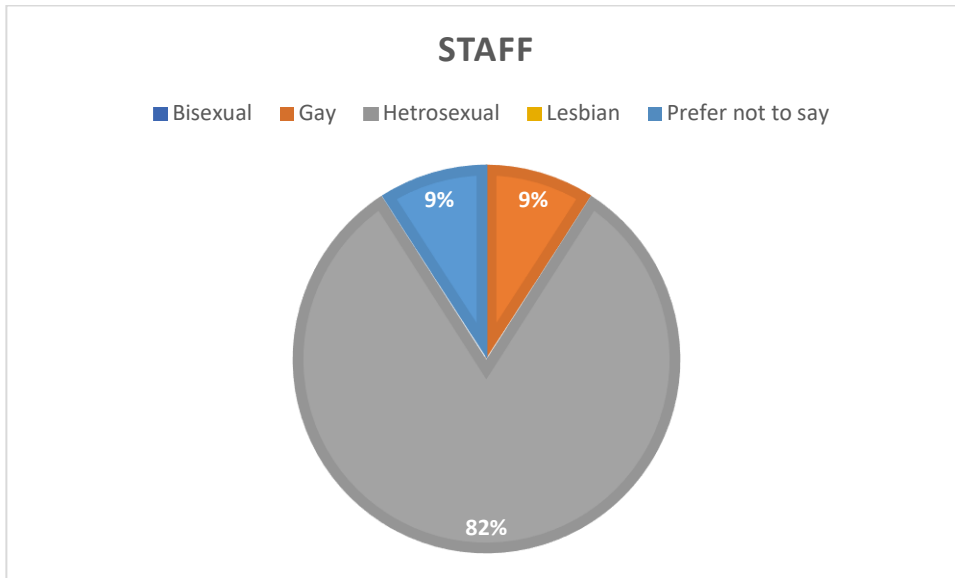
## RELIGION



Anne Frank Trust Diversity Data October 2020:  
**DISABILITY**

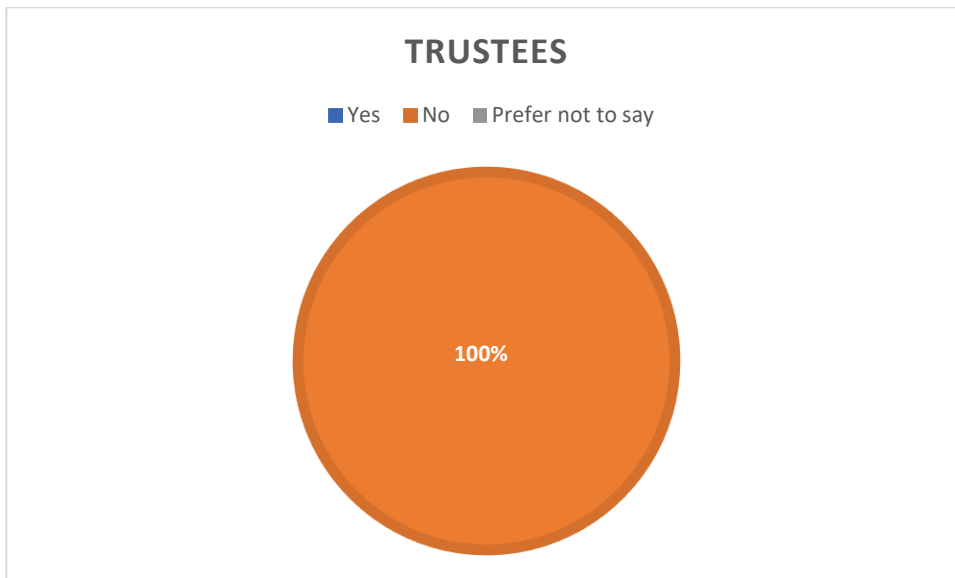
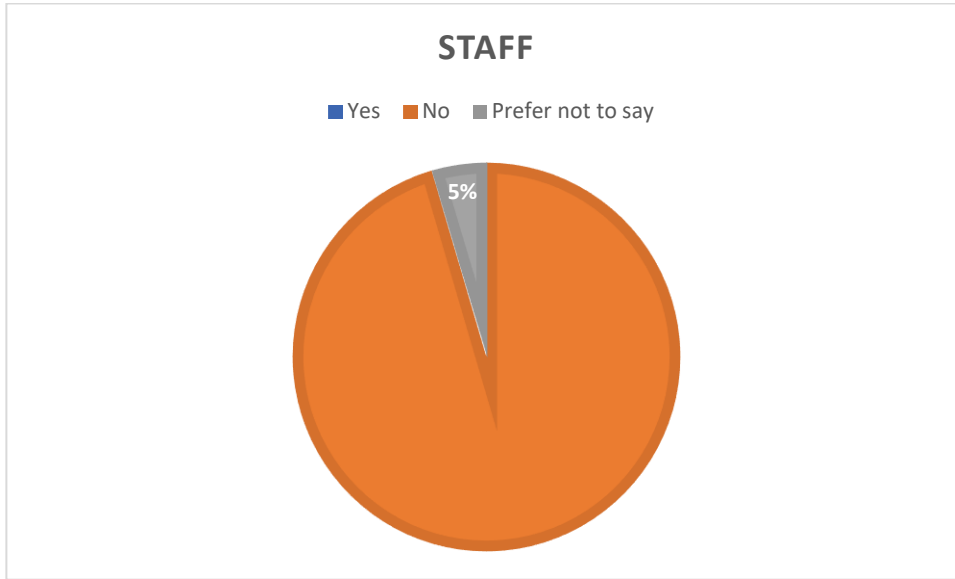


Anne Frank Trust Diversity Data October 2020:  
**SEXUAL IDENTITY**

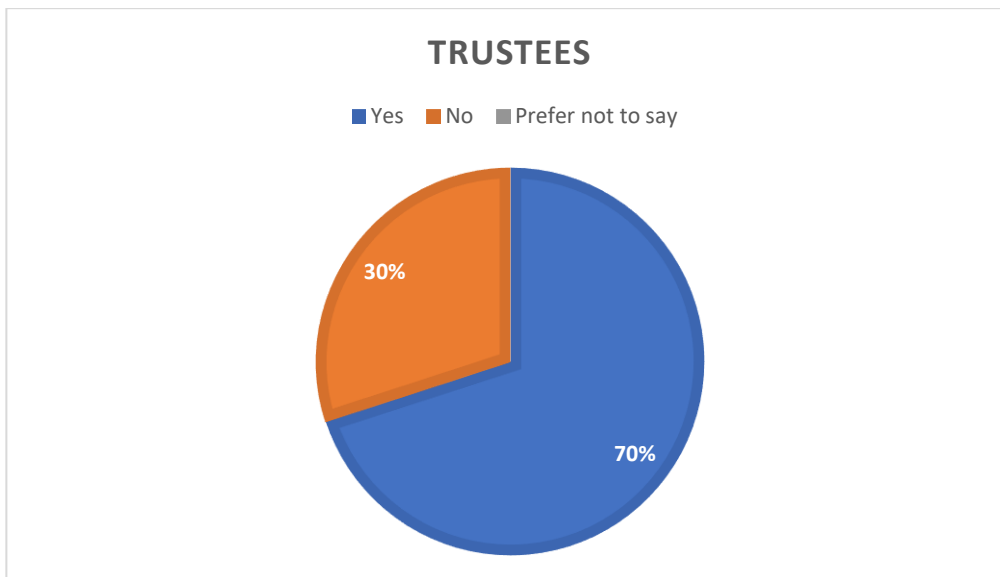
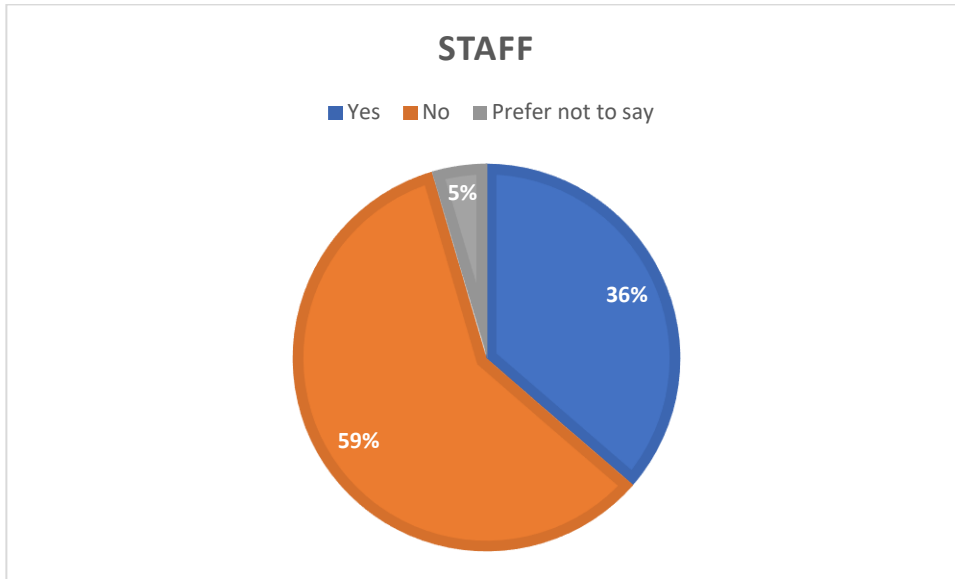




Anne Frank Trust Diversity Data October 2020:  
**GENDER CHANGED SINCE BIRTH**



Anne Frank Trust Diversity Data October 2020:  
**MARRIED OR IN A CIVIL PARTNERSHIP**



Jonathan Bruck  
Director of Resources  
November 2020