

# Our commitment to equality, diversity and inclusion at British Heart Foundation



British Heart  
Foundation





## Our commitment to equality, diversity and inclusion

We place diversity at the heart of everything that we do. Heart and circulatory diseases do not discriminate and we're committed to funding lifesaving research for everyone. Our equality, diversity and inclusion (EDI) agenda spans the whole charity and we pride ourselves on being an inclusive employer.

Our EDI strategy, [Igniting Change](#), sets out our roadmap for the changes we want to see by 2025. It's how we'll strive to make things better, for our colleagues, volunteers, supporters, and researchers, so they can bring their true selves to work.

Our aim is to be proud of British Heart Foundation's (BHF) approach to equality, diversity and inclusion.

We know a diverse workforce adds value to our organisation. Studies have suggested that the economy would receive a significant boost if we unlock and fully utilise all talent.

We've introduced measures to accelerate change within BHF as well as ensure we encourage and support growth in diversity across BHF.

At BHF you'll find a culture where colleagues are inquisitive about diversity and keen to get involved in all activities that make individuality part of what we do every single day.

We fund lifesaving research for everyone. We will only achieve this by welcoming individuals from all backgrounds to come and be part of our BHF family.







# Our activity and aspirations

## We can achieve more, together

We're committed to being an inclusive employer for everyone.

We pride ourselves on being an inclusive workplace, where diversity is celebrated, recognised and rooted into all of our activities.

BHF's Recruitment team continue to innovate and strive to embody equality, diversity and inclusion throughout the recruitment process, from advertising through to appointment for all BHF colleagues, volunteers, supporters and researchers.

## Strategy



Our EDI strategy, [Joining Change](#), outlines our responsibility to help tackle any inequalities - in our research, in the healthcare people receive, and within BHF itself.

Employee networks (affinity groups) are set up across the organisation. These are safe spaces for colleagues to feel connected, included and heard.

We collate, and continually review equality and diversity data to ensure our recruitment processes are fair, transparent and promote equal opportunities for all.



We're leading conversations with employees to determine areas of underrepresentation and help us identify where we can take positive action.



# What are we doing?

## Attraction

We use anonymous CV software for all recruitment at BHF.

Our careers site is totally inclusive, supported by accessibility software. This software supports people who are neurodiverse, visually impaired or speak English as a second language.

We advertise all roles highlighting only essential criteria in the advert.

We only ask relevant questions at the application stage and do not ask candidates to provide current salary details.

We continually review and enhance our careers site, as well as other platforms, to ensure we provide an up-to-date overview of BHF, the work we do and the people who work at BHF.

To ensure we get the best possible field of candidates applying we use a gender bias decoder to ensure the words we use and what we say when advertising is balanced and does not deter applicants.

We include an EDI statement, and a link to our EDI strategy, on all our job adverts.

All roles at BHF are advertised with a salary.

We promote flexible working opportunities and hybrid office and home working arrangements. We also welcome conversations with candidates on how we provide support at every stage of the process.

We continually look for new initiatives to sign up to, having signed up to #NonGradsWelcome and the Tech Talent Charter to help promote diversity. We've also partnered with organisations, such as MixedRaceFaces, to capture portraits and stories of people with mixed heritage.

We offer adjustments to candidates at all stages of the recruitment process.

We're a trans-inclusive employer and have support programmes in place for colleagues transitioning at work.

We have an enhanced maternity policy and promote a full list of benefits available at BHF, including 30 days annual leave and healthcare benefits, on all adverts.





# What are we doing?



## Training and support

BHF's Recruitment team provides advice and guidance in best recruitment practices, offering recruitment and interviewing training to all managers.

We've worked with our Talent and Organisational Development team to roll out unconscious bias training to all BHF colleagues.



We advise and educate hiring managers on the use of positive action in the recruitment process.

We've partnered with Rare Recruitment and launched an interactive eLearning module with practical tips and advice on how to combat unconscious bias at interview stage.



We're working to create clearer career pathways. We want individuals to advance and progress with us and enable greater diversity at the most senior levels.

We're rolling out an interactive interview question builder and best practice guidance which will support managers to create structured interviews, minimise the impact of bias, and ensure hiring decisions are based on robust and objective criteria.



# What are we doing?

## Data driven

We track diversity data at multiple stages throughout our recruitment processes to see if any enhancements are needed. These stages include candidate application, shortlisting, interview and hire.

We ask for feedback from candidates at each stage of the recruitment process to ensure our processes are inclusive, and review and update where relevant.

It's important that we monitor and analyse diversity data. In doing this we ensure that our recruitment processes are fair, transparent, promote equal opportunities for all, and do not have an adverse impact on any particular group or characteristic.





**British Heart  
Foundation**