



**Our commitment to
diversity and inclusion at the
British Heart Foundation**



Our commitment to diversity

Heart and circulatory diseases do not discriminate. We are committed to fund lifesaving research for everyone. Our equality and diversity agenda spans across the whole charity and we pride ourselves on being an inclusive employer. We endeavour to place diversity at the heart of everything that we do.

Our aim is to be proud of the BHF's approach to diversity and inclusion.

We understand 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 have introduced measures to accelerate change within our organisation as well as ensuring we encourage and support growth in diversity across the BHF.

We want all our colleagues, volunteers and supporters to bring their true selves to work.

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





Our aspirations

We can achieve more, together

We are committed to being an inclusive employer for everyone. Our equality and diversity agenda works across the whole charity and we pride ourselves in being an inclusive employer who puts diversity at the heart of everything that we do.

Our diversity and inclusion activities span across the diverse landscape which is prevalent in all of our communities, encompassing accessibility to work for people with caring responsibilities, working parents, disabilities, age, ethnicity, LGBTQ+ and many more strands of diversity.

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

We've implemented a number of initiatives throughout the BHF to ensure we have an inclusive culture for our employees:

- Affinity groups have been set up across the organisation. These are spaces for colleagues from underrepresented groups currently spanning, religions and ethnic groups; to feel connected, included and heard
- Unconscious bias training has been rolled out to all BHF colleagues, this includes a section on micro aggression
- We're working to create clearer career pathways and award criteria, removing bias in recognition. We want individuals to advance and progress with us at the BHF and enable greater diversity at the most senior levels
- We're exploring software to ensure our career site is not only accessible but useable by all. This will support people who are neurodiverse, visually impaired or speak English as a second language. Our career site will become totally inclusive and enhance the user journey
- We are a trans inclusive employer and have support programmes in place for colleagues transitioning at work
- We've partnered with organisations, such as MixedRaceFaces, who capture portraits and stories of people with mixed heritage



Our approach

We can achieve more, together

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

Initiatives rolled out include:

- We've piloted anonymising names and other personal details on CVs as part of the recruitment process and we will be rolling this out to all recruitment activity at the BHF
- Continuing to provide advice and guidance to all hiring managers in best recruitment practices
- Advising and educating hiring managers on the use of positive action in the recruitment process
- Working closely with our Talent and Organisational Development team to develop and enhance unconscious bias training already delivered in recruitment and interviewing training
- Continually exploring new avenues to advertise and promote the BHF as an employer of choice
- Promoting flexible working opportunities with the BHF and being open to having conversations with candidates on how we can best support them at work
- When you apply for a role at the BHF we only ask relevant questions and we do not ask you to provide current salary details during the application process
- Offering reasonable adjustments to all candidates shortlisted for interview, ensuring candidates can attend their interview and represent themselves in the best way possible
- We continually review and enhance our BHF careers site, as well as other social media sites, to ensure they provide an overview of the BHF, the work we do and the people who work with us
- Signing up to new initiatives, including #NonGradsWelcome and the Tech Talent Charter to help promote diversity at the BHF
- Collate, and continually review diversity data to ensure our recruitment processes are fair, transparent and promote equal opportunities for all

Searching and advertising



Reach

Our Recruitment team attends regular training on new search techniques. It is important the team are equipped with the best knowledge and skills available on how to best use job boards and search techniques, allowing us to expand the reach we have when advertising and promoting new roles at the BHF.

We don't rely on one source or job board to attract talent and continually explore new advertising options as well as signing up to initiatives such as #NonGradsWelcome and the Tech Talent Charter to help promote our diversity.



Gender bias free

To ensure we get the best possible field of candidates at the BHF we use specialist software, a gender bias decoder, to ensure the words we use and what we say when advertising is balanced and does not deter anyone from applying. This decoder allows us to get greater diversity because it helps us create adverts informed on results, rather than assumptions.



Commitment

In addition to advertising on the the BHF careers website, external job boards and social media platforms e.g. LinkedIn, we also advertise on specific diversity job boards.

We include diversity statements on our job adverts to highlight that applicants of all backgrounds are encouraged to apply.

We look to advertise roles at the BHF with a salary for candidate transparency.



Jargon free

We ensure the language in adverts is jargon free and understandable to all. We keep it simple and relevant to an external audience and do not include any internal BHF jargon.

We ensure we only highlight the essential skills and knowledge required for the role. Any criteria outlined as desirable in the job specification remains there as a "nice to have".



Recruitment and selection



Positive action

When deciding between candidates of equal merit, we take a positive action approach where we have clearly identified there is a protected characteristic group that is disadvantaged or under represented in our organisation.

Support and training is provided to all hiring managers on this area.



Unconscious bias training

Our Talent and Organisational Development team have developed and rolled out an unconscious bias training programme which includes a section on micro aggression.



Anonymous CVs

To help hiring managers reduce any potential bias in the shortlisting process we have piloted anonymising CVs and will be rolling this out for all positions recruited to at BHF.

This supports our goal of eradicating any prejudice when selecting candidates to progress to the next stage.

Educating and reporting



Training

We offer recruitment training to all hiring managers at the BHF which includes sections on unconscious bias, The Equalities Act (2010), diversity, inclusion and positive action in the hiring process.

The Recruitment team also develop themselves by attending courses, webinars and events regularly to ensure our recruitment processes are the best they can be.



Collecting data

At application and offer stage we collect diversity information from our candidates and new recruits which provides detailed reporting on our diversity performance as well as comparisons against local statistics.



Track

We track diversity at multiple stages throughout our processes so that we can pinpoint any problem points and address these accordingly. These stages include candidate application, CVs shortlisted, interviews and placements.

We also ask for feedback from all candidates at each stage of the process to ensure our processes are inclusive.



Analysis

It is important that we monitor and analyse diversity information.

In doing this we can 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.



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