

Condensed Equity Statement of Intent: Equity, Diversity, Inclusion and Belonging

At Grow we recognise that there are inequalities in society, and within this context we are committed to making our organisation accessible to all.

This statement sets out our ambition to become a more equitable, diverse and inclusive organisation where we value 'lived experience' and continually challenge our own and established thinking.

We recognise we need to challenge how we do things, to ensure we engage all communities across the city of Sheffield. We need to become a more actively welcoming organisation so we can attract all people, and meet the needs of all people, whether they are using our services, are employed by, or volunteer with, Grow.

The Equality Act 2010 protects groups against discrimination on the grounds of their protected characteristics. We aim to go beyond this legal requirement to actively support people with those protected characteristics.

We carried out a survey to establish the characteristics of our board of trustees, workforce, trainees and volunteer pool. The results are published on our [website](#). The results show that Grow has reasonable diversity in terms of age, sex and sexual orientation but has work to do in areas where there is little diversity of our people, in particular within the following three groups: **Ethnicity, Religion/Belief** and **Disability**.

Regarding these three groups, our aim is to achieve a level of diversity within Grow that matches the diversity of Sheffield (in terms of % proportion) by 2027. Regarding the other groups, Grow aims to understand what makes our organisation accessible and continue to support all people.

Inspiring Hope and Unlocking Potential in Young People Through Nature