

Our commitment

Equality, diversity and inclusion
at British Heart Foundation





Belonging

Our push for equality, diversity and inclusion takes many forms, including how we manage our organisation, and how our research funding helps to tackle health inequalities.

An important starting point is making sure BHF's workforce reflects the general population so we can better represent the experiences and voices of the communities we support. A more diverse, inclusive and fair BHF will improve the quality of what we do and the impact we have.

The ongoing work of our Equality, Diversity and Inclusion group, as well as our Research Inequalities Working group, demonstrate our commitments to improve equality, diversity and inclusion for our staff, volunteers, supporters and researchers, as well as our funding activities.

We have created a strategic people plan, Our People Power, to help us all achieve more, grow further together and create a place where everyone feels they belong and can succeed. Aligned to our BHF strategy, this plan will help us accelerate impact by unlocking the full potential of our people, technology and culture.

Our EDI activities encompass accessibility to work and progression for those with care responsibilities, working parents, those with disabilities and long term health conditions, different age groups, those from underrepresented ethnic backgrounds, LGBTQ+ individuals and many more forms of diversity, both visible and invisible.

We have a number of employee networks (affinity groups) within the organisation. These include spaces for working parents, individuals from diverse religious, racial, and ethnic backgrounds, members of the LGBTQ+ community, and colleagues with disabilities or long-term health conditions - among others. Each group is designed to ensure that every voice is heard, every experience is valued, and every colleague feels a genuine sense of belonging.





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 and Onboarding team plays a key innovative role to embody equality, diversity and inclusion throughout the recruitment process, from attraction through to appointment, and beyond, for all candidates and colleagues.

Our people power

Our ambition for our people is to build, develop and empower a talented and diverse team, succeeding together to create a world where everyone have a healthier heart for longer.

We remain committed to prioritising equality, diversity and inclusion creating a fair, diverse and inclusive workplace.

We will continue to shape our people practices and policies to improve EDI and ensure everyone can fulfil their full potential.

We will continue to listen to our people and respond to their feedback.

What are we doing?

Attraction

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

We use anonymous CV software for all recruitment at BHF.

Our careers site is totally inclusive, with an accessibility toolbar which makes our website digitally inclusive and allows candidates to customise their content so that they can absorb it in ways that work best for them.

We have text to speech translation, translating content into over a hundred written languages. Candidates are also able to customise the website's colour scheme, font style, size, colour, and spacing, and enlarge the on-screen cursor to improve visibility for users with visual impairments.

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

We track diversity data at the attraction stage to ensure we are attracting a diverse range of candidates.

All roles at BHF are advertised with a salary.

Making things work for you

We promote flexible working opportunities and hybrid working arrangements on our job adverts.

We proactively offer adjustments, and welcome conversations with candidates on how we can provide support, at all stages of the recruitment process.

We have an enhanced maternity, paternity, adoption and neonatal care leave policy and promote a full list of benefits available at BHF, including thirty days annual leave and healthcare benefits.

We offer holistic support leave of up to ten days leave to support colleagues in time of uncertainty, where they may need to take additional time away from work to support themselves or others during a life event.

We're a trans-inclusive employer and have an established support programme in place to support colleagues transitioning while working at BHF.

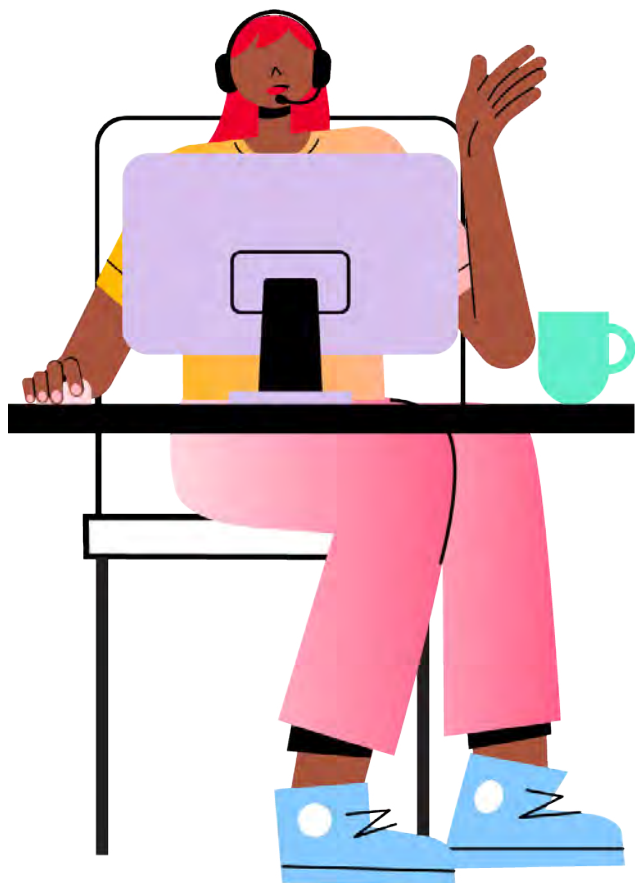


Training and support

Our Recruitment and Onboarding team provides advice and guidance on recruitment best practices, offering recruitment and interviewing training to all managers.

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've created an interactive interview question builder and best practice guidance which supports managers to create more structured interviews, minimise the impact of bias, and ensure hiring decisions are based on robust and objective criteria.



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

We've developed guides for hiring managers which provide support through the key stages of recruitment; attraction, shortlisting and interviewing.

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





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 onboarding.

It's important that we monitor and analyse diversity data. In doing so 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.

We've launched a candidate survey to gather feedback at each stage of recruitment, helping us ensure fairness and inclusivity throughout. We then use the responses to review and enhance our processes, where relevant.

We've won the Inhouse Recruitment Awards where we were recognised for our Diversity, Equality & Inclusion Strategy in Recruitment.





**British Heart
Foundation**

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