



SUGGESTED ACTIONS TO DIVERSIFY YOUR WORKPLACE

1. Implement a code of conduct and/or code of respect which is easily accessible for all employees (eg in the staff handbook, and published online), and have appropriate and clear reporting systems (see the BAJR Respect Guide for more info)
2. Call out harassment and discrimination when you see it happening – even if it isn't happening to you. See Point 1 about having reporting systems to ensure colleagues know how to do this – and if you cannot speak to anyone internally consider contacting Protect, the whistleblowing charity
3. Only work with developers and contractors who meet your standards on equality, diversity, dignity and respect
4. Support family friendly working – develop a family friendly working policy
5. Create or signpost relevant support networks and mentoring schemes for staff eg women, LGBTQ+, BAME and disabled employees
6. Publish your pay gaps – gender pay gaps are most commonly published, but consider publishing pay gaps around other protected characteristics in order to expose potential unconscious bias elsewhere
7. Offer relevant training eg Unconscious Bias and Mental Health First Aid Training
8. Join schemes to promote and enhance equality and diversity: Investors in Diversity, MIND, Stonewall...
9. ...and undertake your own audit of your practices. Call us if you'd like help on this!
10. Ultimately, illegal actions (harassment, assault, discrimination, hate crimes) must be reported to the Police.