

Barnwood Trust



Diversity, Equity and Inclusion at Barnwood Trust



What is this report about?

Barnwood Trust asked The Better Org to look at how well it is doing with **diversity**, **equity**, **Inclusion** and **anti-racism**.



Diversity means there are lots of human differences within a group. These could be things like age, gender, race, disability and neurodiversity.



Equity means making sure everyone has the chance to reach an opportunity. Some people might need more help than others to have this chance.



Inclusion means making everyone feel welcomed and respected, no matter what their background, skills, or identity are.



Anti-racism means actively looking for and challenging racism.

The aim of the report was to:

- Understand how people have got on with Barnwood.
- Find out what Barnwood is doing well.
- Look at what is not working well.
- Set out clear aims for making things better in the future.



The report looked at:

- What things are like at Barnwood.
- How Barnwood works with communities and partners.
- How Barnwood uses its power.

The Better Org talked to staff, trustees and people from outside of Barnwood.

They also looked at some of Barnwood's paperwork.





Why does this work matter?

- Barnwood Trust was set up a very long time ago with money given by rich people.



Some of these people made money from slavery and by doing things in other countries that weren't always good for the people who lived there.

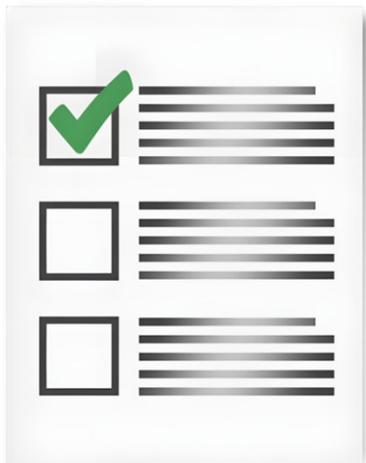


- Barnwood has promised to be anti-racist and fair to all.



- Barnwood has a lot of power in Gloucestershire because it has money to give to other organisations.

Because of this:



- Barnwood must be careful and open about what it does.
- It must do things that make things fairer, not make things worse.
- It must make sure what it does is the same as its values.

What The Better Org found

What Barnwood is doing well:

- Barnwood has got better at inclusion around disability and mental health.
- They aim to do what they believe in.
- People think of Barnwood as thoughtful and meaning well.
- Barnwood Circle is seen as a positive example of working with the community.



What challenges were found:

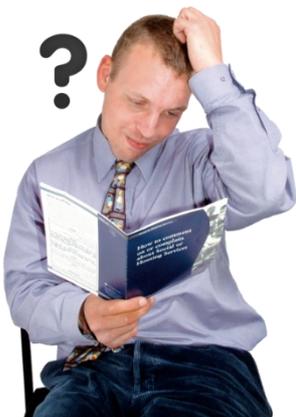
1. There was no clear plan for diversity, equity and inclusion:

- Barnwood doesn't always do what it says it wants to do.
- People in Barnwood Trust didn't always think diversity, equity and inclusion was to do with them.



2. There wasn't enough focus on race equity and anti-racism:

- Most focus was on disability and mental health.
- The way diversity, equity and inclusion and anti-racism has been talked about has been confusing.



3. There were problems with who was in charge and who was responsible:

- Staff do not feel sure when talking about race, inclusion or anti-racism.
- They worry about getting things wrong.
- It hasn't been clear who is in charge of diversity, equity and inclusion.



4. People didn't feel good in the organisation:

- Changes have caused people not to trust as much and not feel very happy.
- People haven't been told things clearly, which has made them feel like they don't belong as much.
- Problems from the past of people feeling left out still make people feel unsafe.



5. Power, money and openness:

- Barnwood has a lot of power because it gives out money.
- This power can make things complicated and stressful.
- Choices about where money goes don't always feel open to some.
- More money could go to communities that have less power and voice.





Plans for change

There are 5 things that Barnwood needs to work on to make diversity, equity and inclusion better.



1. The Organisation

Clear plans in the organisation for diversity, equity, inclusion and anti-racism as well as disability and mental health.



2. Leaders

Being better leaders who are open, make choices and take responsibility for diversity, equity, inclusion and anti-racism.



3. How people feel

Being clearer with everyone so they are sure of plans, know what they are doing and feel happier.



4. Community and partners

Being seen more in the community, stronger partnerships and bonds with communities who have less power and voices.



5. Money and power

Fairer and clearer choices about where money goes. More focus on money going to make things more equal.

What will happen next?

Barnwood have made this plan:

- Groups from across different teams have been set up to work on the 5 areas.
- These groups are looking at what was found out, learning from other organisations and working out what is most important.
- Trustees and staff are taking time to understand what was found out.
- Barnwood are aiming to make a clear plan that everyone feels part of and can be done.



Barnwood knows that:

- Diversity, equity, inclusion and anti-racism work takes time.
- It might not be easy to see results.
- Real change needs everyone to keep learning, be open and to work hard at it.



Barnwood will share updates as the plan takes shape.