

# THE RACE REPORT

## Aldersgate Group 2025 Transparency Card

**Region**

London

**Number of employees**

10 - 49

**Sector**

Sustainability

**Main activities**

Campaigns and advocacy  
Membership and/or representation  
Policy



# Approach to equality, diversity and inclusion

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The Aldersgate Group is committed to promoting Equity, Diversity, and Inclusion (EDI) in all aspects of our organisation. We recognise that a diverse and inclusive environment is essential for fostering creativity, innovation and sustainability, as well as a rewarding workplace experience. Our Equity, Diversity and Inclusion Strategy aims to cultivate a culture that values and respects the unique perspectives, experiences and identities of all individuals within our community and beyond, and is revisited regularly.

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# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

| TRANSPARENCY  | No implementation yet | In the process of implementing, with some progress made | Fully implemented and operational | Not applicable to us | Not appropriate for us | Not possible for us | Don't know |
|---|-----------------------|---|-----------------------------------|----------------------|------------------------|---------------------|------------|
| A published statement that shows the organisation is committed to tackling racism                       |                       |   | X                                 |                      |                        |                     |            |
| Signed up to the <a href="#">Race at Work Charter</a> , or similar                                      |                       |   | X                                 |                      |                        |                     |            |
| Statement on recruitment page stating the organisation is underrepresented in terms of racial diversity |                       |   | X                                 |                      |                        |                     |            |
| Reporting on diversity, equality and inclusion in the last annual report                                |                       |   |                                   | X                    |                        |                     |            |
| Race equity pay gap published in last 18 months   |                       |   |                                   | X                    |                        |                     |            |

| STRATEGY  | No implementation yet | In the process of implementing, with some progress made | Fully implemented and operational | Not applicable to us | Not appropriate for us | Not possible for us | Don't know |
|---|-----------------------|---|-----------------------------------|----------------------|------------------------|---------------------|------------|
| Race equity strategy, or similar  |                       |   |                                   | X                    |                        |                     |            |
| Race diversity and inclusion strategy, or similar   |                       |   |                                   | X                    |                        |                     |            |
| A progression plan to support people of colour across the organisation to be retained and/or promoted |                       |   |                                   | X                    |                        |                     |            |
| Published target to increase racial diversity by a given amount by a stated date                      |                       |   |                                   |                      | X                      |                     |            |
| Improvement in racial diversity in the performance targets for managers / directors                   |                       |   |                                   |                      | X                      |                     |            |

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# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

| MANAGEMENT  | No implementation yet | In the process of implementing, with some progress made | Fully implemented and operational | Not applicable to us | Not appropriate for us | Not possible for us | Don't know |
|---|-----------------------|---|-----------------------------------|----------------------|------------------------|---------------------|------------|
| Senior leader has official responsibility for equality, diversity and inclusion   |                       |   | X                                 |                      |                        |                     |            |
| The risk register for the organisation includes a lack of action to tackle racial injustice / increase racial diversity |                       |   | X                                 |                      |                        |                     |            |
| Ringfenced budget to deliver race equity / diversity and inclusion work   |                       |   |                                   |                      |                        | X                   |            |
| Regular review of equality, diversity and inclusion activities to ensure they remain effective and impactful            |                       |   | X                                 |                      |                        |                     |            |

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# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

| HR   | No implementation yet | In the process of implementing, with some progress made | Fully implemented and operational | Not applicable to us | Not appropriate for us | Not possible for us | Don't know |
|--|-----------------------|---|-----------------------------------|----------------------|------------------------|---------------------|------------|
| Process to measure and track staff perceptions of belonging / inclusion within the organisation  |                       |   | X                                 |                      |                        |                     |            |
| Statements promoting race equity and inclusion within all new recruitment materials  |                       |   | X                                 |                      |                        |                     |            |
| Guaranteed interview scheme for people of colour that meet essential criteria for all new recruitments   |                       |   |                                   |                      | X                      |                     |            |
| Proactive efforts to locate / promote jobs in racially diverse communities   |                       | X   |                                   |                      |                        |                     |            |
| Proactive efforts to get people of colour to apply for jobs, including advertising through specialist diversity jobs boards  |                       |   | X                                 |                      |                        |                     |            |
| No requirement for a degree / work experience within the sector  |                       | X   |                                   |                      |                        |                     |            |
| Collation of application data on racial diversity and ongoing monitoring   |                       |   | X                                 |                      |                        |                     |            |
| Interview feedback is routinely provided to unsuccessful applicants who are people of colour   |                       |   | X                                 |                      |                        |                     |            |
| Policy to have racial diversity in all recruitment / interview panels  |                       |   | X                                 |                      |                        |                     |            |
| Exit interviews are routinely completed and ask about issues relating to race equity and inclusion   |                       |   | X                                 |                      |                        |                     |            |
| Mechanism for complaints relating to witnessing or experiencing racial discrimination or harassment  |                       |   | X                                 |                      |                        |                     |            |
| There is a culturally competent care and support programme for individuals progressing complaints relating to racial discrimination or harassment (over and above standard employee assistance programmes) |                       |   | X                                 |                      |                        |                     |            |
| Accredited for <u>Investors in Diversity</u> , or similar  |                       |   |                                   | X                    |                        |                     |            |

ACTION ON ED&I

# ACTION ON EQUALITY, DIVERSITY AND INCLUSION

| POSITIVE ACTION  | No implementation yet | In the process of implementing, with some progress made | Fully implemented and operational | Not applicable to us | Not appropriate for us | Not possible for us | Don't know |
|--|-----------------------|---|-----------------------------------|----------------------|------------------------|---------------------|------------|
| Partnering with an organisation for people of colour to help create a talent pipeline for the organisation   |                       | X   |                                   |                      |                        |                     |            |
| Have offered fixed-term paid placements or internships restricted to people of colour within last 12 months  |                       |   | X                                 |                      |                        |                     |            |
| Compulsory staff training on race equality, diversity and inclusion  |                       |   | X                                 |                      |                        |                     |            |
| Cultural competence and/or unconscious bias training for staff / trustees involved in recruitment  |                       |   | X                                 |                      |                        |                     |            |
| Anonymised survey of people of colour in the organisation within last 12 months  |                       |   |                                   |                      |                        | X                   |            |
| A safe space for staff of colour to speak about lived experiences and/or support network for employees of colour   |                       |   |                                   |                      |                        | X                   |            |
| Inclusion of racism towards staff of colour in risk assessments  |                       |   | X                                 |                      |                        |                     |            |
| Mentoring scheme for employees of colour   |                       |   |                                   | X                    |                        |                     |            |
| Recent review of imagery and language used in marketing and websites / process in place to ensure it is representative of racial diversity and inclusive |                       |   | X                                 |                      |                        |                     |            |
| Spokespeople / patrons include people of colour  |                       |   | X                                 |                      |                        |                     |            |
| If a funder, have a funding requirement for grantees to tackle racial injustice / increase racial diversity  |                       |   |                                   | X                    |                        |                     |            |
| If a funder, require all existing and/or new grantees to publish race diversity data   |                       |   |                                   | X                    |                        |                     |            |

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# THE RACE REPORT

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reports to see progress

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our reports and more transparency cards

