

2 July 2018

Dear Julie

Our CEO, Howard Sinclair, received James Murray's letter of 9 May inviting St Mungo's to sign up to the Mayor of London's Leadership 2025 recommendations, and has asked me to respond on his behalf. I confirm that St Mungo's is happy to sign up to the challenge. In partnership with our very active BAME Staff Network we have developed a clear positive action strategy to improve the representation of BAME people at all levels of our management and governance. Our progress against the recommendations is as follows:

Report annually on key diversity statistics

We present detailed diversity statistics to both our People and Governance Committee and our full Board annually, with a clear narrative and proposed actions against any areas where there are under-representation of any groups in employment or over-representation in any formal procedures.

Set aspirational targets for the board and committee recruitment from under-represented groups

- Our Board has agreed a target of at least one BAME Board member by 2020 and at least two by 2021 and as we are currently recruiting to fill two Board vacancies they have commissioned an executive search company specialising in diversity to source suitable BAME candidates.
- The senior team has also agreed aspirational targets of at least one Executive Director, two Directors and 20% of our Heads of department to be BAME by 2021.

Interview more diverse pools of candidates

Our approach to recruitment is to eliminate unnecessarily restrictive criteria for person specifications for roles in order to attract the widest possible pool of candidates with transferable skills and competencies. Through this approach we shortlist ethnically diverse candidates for interviews for most roles.

Develop the leadership pipeline of junior and middle-management BME individuals in the organisation

We have specifically targeted high potential BAME individuals to encourage their participation in our innovative First Steps into Management scheme for main grade staff to make their first move into junior management. This has been very successful with 40% of those selected for the scheme being BAME (compared to 33% BAME representation in the workforce as a whole). We are now extending the scheme to encourage the same level of movement from junior into middle management roles.

Lead by example by Chief Executives and boards taking a proactive and visible role in promoting, monitoring and endorsing the recommendations from the research

As well as actively scrutinising the organisation's performance against diversity plans and goals, the Board has appointed a Diversity Champion as an ambassador of trustees' absolute commitment to progress in achieving diversity at all levels, and at the senior level in particular. The CEO regularly meets with the officers of our BAME Staff Network to discuss our progress against diversity aspirations and plans. On the basis of partnership submissions between the BAME Network, members of our senior staff and the Board Diversity Champion, St Mungo's has won a number of awards for diversity including the Business In The Community Race Equality Award 2017.

Kind regards

A handwritten signature in black ink, appearing to read 'Helen Giles', written in a cursive style.

Helen Giles MBE

Executive Director of People and Governance