



St Luke's Equity, Diversity & Inclusion (EDI) Programme Overview:

St Luke's seeks to care equally for all we encounter, and strive to make our employment, services, volunteering and events free from barriers, and our attitudes free from prejudice. We will not unlawfully discriminate against any characteristic as legally protected under the UK Equality Act 2010. This extends to neurodiversity and socio-economic diversity, because St Luke's recognises that many barriers are social, economic, educational, or a result of a lack of opportunity or deprivation. We will work to promote, protect and respect human rights at all times, which we believe is the right thing to do, and which at the same time we recognise as legally protected under the UK Human Rights Act 1998.

Our EDI Programme is built on five pillars of practice to support us in delivering our ambitions:



Premises, Infrastructure & Equipment

We will strive to ensure spaces, facilities, and resources present no barriers to employment, services, or events—creating accessibility and inclusion at every level.



Employment Practices

We will continually review and strengthen our employment practices to ensure fairness, inclusivity, and equity throughout the employee lifecycle.



Workplace Culture

We will actively nurture a culture of respect and belonging, where diversity is celebrated and every voice matters.



Clients, Communities & Contributors

We will engage meaningfully with communities across the city, removing barriers to participation and challenging prejudice in all its forms.



Employee-Led Activities

We will listen, learn, and act—empowering our workforce to lead initiatives that promote understanding, allyship, and shared experiences.



“Nurturing a workplace **culture**, where we are able to develop strong **EDI roots**, which stimulate **growth**, support **belonging**, and enable us all to **thrive**”