EDI Policy

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Importance of EDI in IPEM

Trusted Inclusive Progressive – our core values
enabling a diverse and inclusive professional community

based on these values:

IPEM strategy

EDI policy

EDI action plan

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Why does it matter?

1. **Ethical case**
   Charity set up to benefit the whole of our society

2. **Legal case**
   Equality Act 2010 / nine protected characteristics

3. **Business case**
   Research shows many business benefits

4. **Changing UK population trends**
   Should our profession not reflect that?

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EDI Policy - intent

What the policy does:

- Show all stakeholders and partners how IPEM will enact its commitment to equality, diversity and inclusion.

- Guide all operational decisions and action, which may be taken by staff, volunteers and both working in partnership.

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EDI Policy – how does it affect volunteers

Governance of IPEM

- EDI Champion on the Board of Trustees
- Trustees will receive regular EDI training.
- Terms of Reference for all IPEM boards, committees, groups, working groups etc will reinforce the need to ensure diversity of membership.

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EDI Policy – how does it affect volunteers

Recruitment of Members and Volunteers

- Process review to ensure <u>all eligible members</u> are welcome and equally considered in the process regardless of age, experience and background.

- All committees and groups need to give due regard to diversity and inclusion

- Aim for broad representation in terms of ethnicity, age, sex and other protected characteristics.

- Diverse teams and groups make better decisions.

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EDI Policy – how does it affect volunteers

Working practices

- IPEM will make reasonable adjustments to ensure employees and members with disabilities are not excluded.

- IPEM will not tolerate discrimination or harassment on the basis of any protected characteristics.

- Allegations of such discrimination by members and employees will be investigated and appropriate action taken

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EDI Policy – how does it affect volunteers

Data collection

- Trustees have agreed on the importance of this process
- Why? Without a baseline of accurate data we cannot make good decisions
- EDI data will be collected during the volunteer recruitment process as well as applications, registrations, conferences (based on consent)

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EDI Policy – how does it affect volunteers

International

- Members are expected to act in accordance with our values and promote them with our international partners.

Speakers and Events

- IPEM will aim for diversity in speakers and all IPEM activities and ensure they are accessible to diverse audiences.

School Outreach and public engagement

- Where there is a conflict of resources IPEM will prioritise schools and programmes which make the biggest impact in terms of inclusion, widening participation and social mobility.

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Going forward

Being inclusive should be considered in the decisions made and actions taken in committees

- Are the decisions we make inclusive?

- Can we make it more equitable for everyone?

- Can we accept that we all have biases and are able to highlight it when we see it?

- Can we identify areas where there is or could be biases? Can we address it?

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Thank you

If you have any thoughts or suggestions
please get in touch.
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