EDI (equity, diversity, inclusion)

STRATEGY AND FRAMEWORK

Equity

Equity involves creating equal opportunity for all and eliminating barriers like discrimination and bias.

Diversity

Aims to recognise, understand, celebrate and value the individual differences of everybody. Some differences can be grouped under protected characteristics such as; gender, ethnicity and sexual orientation. Other non-protected differences may include background, personality and life experience.

Inclusion

Ensures that those diverse groups feel able to participate by fostering the right environment to work effectively together and that equal opportunity can be for the benefit of all.

EDI Statement

More diverse and inclusive SIA

SIA are committed to creating and fostering a culture that is diverse and inclusive, and empowers every individual to reach their full potential, providing an equitable experience for all.

This Equity, Diversity and Inclusion (EDI) strategy and framework sets out SIA's commitment, vision and ambition to do more to create an inclusive society and workplace. This ambition is underpinned by a detailed and comprehensive action plan.

Our EDI strategy is guided and underpinned by our values sealed in our 2030 strategy:

Compassionate ….   in our response to everyone who comes to us for help.
We will always take a holistic approach to supporting a person and their situation.

Inclusive ….   not just in who we support and who works for us, but how we work.
We will always do whatever we can to serve whoever is in need, with equity, openness and respect.

Courageous ….   bringing our passion , knowledge, skills and commitment to everything we do.
We will always fight for the rights and needs of our members without fear or favour.

Collaborative ….   forging an ever-stronger movement of people and organisations.
We will always start and end with the lived experience and voice of our members.

Our responsibility and beyond

SIA complies with the Equality Act 2010 (the Act) and understands our duties under it. Our EDI policy clearly set outs our approaches, expectations and process for our people.

Through our EDI strategy and action plan, we are demonstrating our commitment to do more than just adhere to the Act. We strive to create an inclusive workplace and community for our members, and have introduced a programme of EDI training and development opportunities.

Our principles

Our culture
- We will value our differences and appreciate the benefit from our diversity of thought, background and experience. We will reflect the diversity of our people, members and other stakeholders.

Our behaviours
- We will all act as role models and champions. Individually and collectively, we will uphold our shared vision and challenge behaviours and attitudes that don't reflect it.

Our vision

- Our vision is to achieve an inclusive culture by growing the diversity of our people, embracing EDI throughout our values and embedding EDI in our practises and behaviours.

EDI FRAMEWORK – FOUR STRATEGIC PILLARS

STRATEGIC PILLAR 1 Organisational commitment	STRATEGIC PILLAR 2 Diversity of our people
FOCUS/IMPACT 1 **Leadership, governance, accountability** … to establish and implement organisational systems, structures, policies and processes that encourage and sustain EDI commitments through governance, leadership and accountability.	**FOCUS/IMPACT 2** **Diverse and inclusive workforce** … to build a truly diverse workforce that inspires creativity and encourages varied perspectives.
STRATEGIC PILLAR 4 Diversity and our services	STRATEGIC PILLAR 3 Our people and culture
FOCUS/IMPACT 4 **Members access, community engagement** … to attract, be relevant to and engage with SCI members that reflect demographics of the overall SCI community and to ensure our services and those of our partners are equitable and accessible to all.	**FOCUS/IMPACT 3** **Inclusive culture** … to build and support our people continuously developing attitudes, knowledge, and skills to foster culture of respect and inclusion, and an environment where all people experience respect and belonging.