



Equity, Diversity and Inclusion Policy

The CIPR is committed to promoting equity, diversity and inclusion (EDI) as an integral part of all its activity. It recognises that improving EDI within the workplace will improve representation across the community at large.

The CIPR aims to recruit staff from diverse backgrounds and recognises that each individual brings unique skills and experiences. The CIPR believes that embracing diversity and promoting equity and inclusion will drive innovation and creativity.

We provide regular training and educational opportunities to employees and volunteers to raise awareness about unconscious biases, discrimination and microaggressions. This empowers our team to challenge such behaviours and foster a more inclusive workplace as we strive to create an inclusive culture where every individual feels valued, heard and included.

In our supplier relationships, we actively seek to work with suppliers and partners who share our commitment to diversity and inclusion. We are fully committed to ensuring our activities and resources are accessible and inclusive enabling individuals to engage fully.

In order for this policy to be effective it requires the full collaboration of all employees and volunteers who are asked to read this policy and support it. Incidents of discrimination or harassment should be reported immediately, all cases will be treated as confidential and a serious disciplinary matter.

It is the responsibility of every individual:

- To treat others, in all their diversity, fairly and with respect and dignity at all times.
- To ensure they challenge behaviour and attitudes that prevent effective implementation of this policy.
- To ensure every individual has an equal chance to contribute and to achieve their potential, irrespective of anything that may give rise to unfair discrimination.
- To actively support efforts to recruit, retain and promote a diverse workforce.
- To ensure they participate in diversity and inclusion training and awareness initiatives.
- To engage in continuous learning and self-reflection to challenge personal biases and foster an inclusive mindset.

The following are some of the areas represented by this policy

Age

- challenging age stereotyping
- recognising the benefits of a mixed-age workforce

Disability

- focusing on what people can do rather than on what they cannot
- challenging stereotypes about people with disabilities
- making appropriate adjustments in the workplace to help people with disabilities achieve their full career potential

Gender

- fully representing and rewarding all employees for their contribution
- challenging gender stereotypes
- supporting employees in balancing their life at work and at home

Gender re-assignment

- treating individuals fairly and equally in the workplace irrespective of their gender re-assignment.
- supporting employees at any stage during in the transition process

Marital and Civil Partnership

- treating individuals fairly and equally in the workplace irrespective of their marital or civil partnership status

Pregnancy and Maternity

- protecting employees against maternity discrimination and supporting the woman on her return to work supporting her decision to continue to breastfeed.

Race (colour, Nationality and ethnic or national origins)

- representing racial and cultural diversity of our communities at all levels
- challenging racial stereotypes
- understanding, respecting and valuing different backgrounds and perspectives

Religion and belief

- respecting individuals' views regardless of their religious or philosophical beliefs
- supporting individuals life choices to the way they choose to live

Sexual orientation

- respecting different lifestyles
- challenging negative stereotypical views

Diversity and equality are everyone's responsibility, and all employees and volunteers are expected to support and implement this policy wholeheartedly.

This policy will be communicated to all employees and volunteers, and its implementation will be reviewed periodically to ensure its effectiveness. Any necessary updates or modifications will be made to align with best practices and legal requirements.

For more information about the Equality Act 2010 please visit this page:

<https://www.equalityhumanrights.com/en/equality-act/equality-act-2010>

Vs April 2026

March 2024, <https://ciprelations.sharepoint.com/Company Data/STAFF INFORMATION/CIPR staff - information, policies and procedures/Staff policies/CIPR Diversity and Equality.docx>