

INCLUSIVITY IN INNOVATION CHARTER

A VISION FOR DIVERSE AND INCLUSIVE WORKPLACES IN INNOVATION

We celebrate Equality, Diversity and Inclusion (ED&I): not just because it is the right thing to do but because it leads to better decisions, better innovation and makes our working life more rewarding and more productive.

We are eager to discover the talent and potential everywhere and will create an environment where all people can realise their promise; for themselves, our organisations and wider society.

All members of the Catapult Network are committed to fostering Equality, Diversity and Inclusion in our workforce, collaborators, suppliers, the beneficiaries of our outputs and anyone else with whom we interact.

All staff should have equality of opportunity and participation and feel respected, valued and secure in their workplace.

WE ARE PASSIONATE ABOUT DEVELOPING AN INCLUSIVE CULTURE AND ENVIRONMENT

This Charter has been signed by the following organisations:



OUR COMMITMENT

We will hold Equality, Diversity and Inclusion (ED&I) to include the characteristics outlined in the Equality Act 2010 {Age, Sex (and Gender), Race (and Ethnicity), Disability, Religion or belief, Sexual orientation, Gender reassignment, Marriage or civil partnerships, Pregnancy and maternity}, but also other historic barriers to opportunity, such as “class”, nationality, dialect, education and other forms of socio-economic exclusion.

- We will ensure that **ED&I is embedded in our culture** and throughout our policies and procedures.
- We aim to **recruit the most talented individuals** to our workplace and empower them to realise their goals.
- We will **celebrate the individual** as part of a strong and diverse team.
- We will **promote an expectation** for our collaborators to uphold ED&I practices.
- We will **share best practices** within the network and continually strive to improve.

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OUR ACTIONS

Each Catapult will:

- Ensure they have ED&I Strategy, Policy and Roadmap documents, which align with this charter, in place and operating. These will be reviewed on an annual basis.
- Collect and report baseline data on Diversity and Inclusion for their organisation, and set up the systems to regularly monitor improvement.
- Set targets for improving ED&I.
- Identify a member of the senior executive team who is responsible and accountable for reporting on ED&I.
- Monitor at Board level and publish data against ED&I targets publicly.
- Create local ED&I champions in each Catapult (e.g. departmental or through groups like Employee Voice Networks) to report progress and share issues with senior management.
- Enable and encourage access for all employees to learning, development and awareness initiatives to increase understanding of the importance of ED&I across the organisation.
- Commit to ensure there are procedures in place to encourage diversity at all levels of the organisation and on the board.
- Encourage and support employees at all levels to progress through and participate in the organisation, and where applicable, provide appropriate training and other on-going support.
- Commit to share ED&I learnings and best practice amongst Catapult Network members in the HR working group (in areas such as employee policies, apprenticeships, skills development).



All start-up activities to be completed by end 2022

