

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.

A VISION FOR DIVERSE AND INCLUSIVE WORKPLACES IN INNOVATION

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

