

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.

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



WE PLEDGE TO DEVELOP A DIVERSE AND INCLUSIVE WORKPLACE IN INNOVATION

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CATAPULT
Cell and Gene Therapy

CATAPULT
Compound Semiconductor Applications

CATAPULT
Connected Places

CATAPULT
Digital

CATAPULT
Energy Systems

CATAPULT
Medicines Discovery

CATAPULT
Offshore Renewable Energy

CATAPULT
Satellite Applications

CATAPULT
High Value Manufacturing

The University Of Sheffield / AMRC
Advanced Manufacturing Research Centre

cpi

mtc
Manufacturing Technology Centre

NATIONAL COMPOSITES CENTRE

NMIS
National Manufacturing Institute Scotland

NUCLEAR AMRC

WMG
THE UNIVERSITY OF WARWICK



These organisations support the Charter

SIEMENS

DIFFERENT DYNAMICS

afbe
Association for Black & Minority Ethnic Engineers

airto
driving growth and innovation

Inclusive Employers

Rolls-Royce

WOODS NOBLE VIDEO

cfms

SHEPHERD WEDDERBURN

lifetime

IfM Engage

El Roboto



UKRI
Innovate UK