

## EDI Strategic Aims

1. We will provide a working environment that promotes dignity and respect for all. Our values and core expectations set out how we will work together to achieve this and create an environment which is inclusive, that is: individual differences and the contributions of all employees are recognised and valued.
2. We will promote equality of opportunity and equitable treatment for existing and prospective employees, post graduate researchers, students and visitors, ensuring job and role selection is based on skills, knowledge and demonstration of our values.
3. We ensure open, transparent and merit based recruitment at all levels, which attracts excellent people, using fair and inclusive selection and appointment practices.
4. Recruitment practices will be reviewed and benchmarked against diversity best practice to provide UKCEH with a fully diverse talent pool and to ensure the best candidates are attracted and appointed.
5. We value the diversity within our workforce for the performance achievements and variety of perspectives and talents it provides and we will continue to develop approaches to ensure we increase that diversity and extend opportunity.
6. Ethics, Code of Conduct and Safeguarding – we will ensure all employees and post graduate researchers are aware, confident and supported to operate fully in accordance with these policies, including professional relationships with stakeholders. We will ensure that management action is taken promptly to address any issue arising.
7. We have recognised that a specific action plan is required to address longstanding diversity challenges effectively and this will be taken forward proactively under the initial areas of:
  - a. Collecting relevant data to understand our diversity
  - b. Promoting an inclusive culture
  - c. Supporting achievement of potential