



SCI/YY201

DIVERSITY POLICY

SCI highly values the differences that a diverse community brings and is fully committed to ensuring that it fosters and supports diversity throughout the organisation. SCI will champion diversity through clear leadership, and a process of monitoring and review.

LEADERSHIP

The Board of Trustees and CEO will:

- Champion the case for diversity throughout SCI.
- Develop and cascade a Diversity Vision Statement.
- Set appropriate diversity objectives.
- Provide senior-level ownership and sponsorship for the programme.

Specifically, SCI will:

- ensure it is a place values diversity, meritocracy, openness, fairness and transparency;
- seek to actively encourage more diversity in its governance, staff and all its committees;
- will not discriminate because of age, disability, gender, race (which includes colour, nationality and ethnic or national origins), religion or belief;
- will provide appropriate training as required.

All SCI members and staff in responsible positions are responsible for the promotion and advancement of this Policy. Behaviour, actions or words that transgress the Policy will not be tolerated and will be dealt with in line with the organisation's disciplinary policy.

REVIEW

The Policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements. Progress relating to the Policy will be recorded annually and a report will be presented to the Board of Trustees each year.

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