

# DIVERSITY AND INCLUSION POLICY

The promotion of Diversity and Inclusion is the responsibility of all members of our community. It is expected that we will all contribute to ensuring that INVOLVE continues to be a safe, welcoming and productive environment, where there is equality of opportunity, fostered in an environment of mutual respect and dignity.

## INTRODUCTION

INVOLVE is committed to creating and sustaining a positive and supportive working environment for our staff. We aspire that staff are equally valued and respected, and members are supported. As a provider of employment and involvement opportunities, we value the diversity of our staff and members. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our members and staff. This is reflected in INVOLVE's core values, which state the importance of:

- valuing, respecting and promoting the rights, responsibilities and dignity of individuals within all our professional activities and relationships
- equality of involvement opportunity based on merit, irrespective of background, beliefs and socio-economic context.

This diversity and inclusion policy provides for coordination and implementation at a strategic level to provide an integrated approach to diversity and inclusion across INVOLVE.

## COMMITMENT TO DIVERSITY AND INCLUSION

We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and members, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in INVOLVE and the NIHR.

To this end, we acknowledge the following basic rights for all members and prospective members of our community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices

These rights carry responsibilities and we require all members of our community to recognise these rights and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

## DEALING WITH DISCRIMINATION

We perceive bullying, harassment and victimisation of any individual as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be investigated, and ultimately disciplined, in accordance with the Freedom of Expression legal framework, guidance for the framework can be found [here](#). It is important that individuals have the right to respectfully challenge and provide constructive comments, but that there is a legal framework which protects freedom of expression and the circumstances in which that freedom may be restricted in order to prevent violence, abuse or discrimination.

## RESPONSIBILITY

INVOLVE Executive Board has overall responsibility for ensuring that we operate within a framework of equality of opportunity. The Director and members of the Senior Team have overall management responsibility.

All members of staff and members have a duty to support and uphold the principles of our equality and diversity policy and INVOLVE's Values and Principles Framework.

## IMPLEMENTATION

The Director appoints the Diversity and Inclusion Lead to oversee the development and execution of diversity and inclusion directives. An Action Plan for Diversity and Inclusion will operationalise this policy.

All groups and governance structures of INVOLVE have a responsibility to diversity and inclusion. We expect that, where applicable equality objectives are integrated into all work plans.

The Diversity and Inclusion Lead will also coordinate and maintain the Action Plan, which defines how we will meet our legal obligations and equality business objectives.

Metrics for this policy will include responses from the Annual Survey, outputs from the working group, measures of diversity within and across INVOLVE's structures.