

Equality & Diversity Statement



Our Commitment to Equality, Diversity & Inclusion

As a member-owned organisation serving the public sector, we know our strength lies in the diversity of our people. Every member brings unique experiences, perspectives, and talents – and together, we are stronger, more creative, and better equipped to serve our communities.

Equity, diversity, and inclusion are not standalone initiatives. They are embedded in our strategy, our culture, and our future. They shape how we grow, how we lead, and how we deliver value to our members.

Our Board and leadership are united in ensuring that EDI is not just a statement, it's a standard. But this is not the responsibility of leadership alone. It is a shared commitment across our members, colleagues, and partners.

We want every member to feel:



Seen – valued for who you are and what you bring



Heard – with real influence in shaping our collective future



Integral – empowered to grow, thrive, and lead

We celebrate diversity in all its forms. We recognise that equity requires us to actively identify and remove barriers, challenge bias, and create fair opportunities for all—especially for those historically underrepresented or excluded.

Inclusion is not just about being invited in. It's about belonging, participating, and leading with influence.

To hold ourselves accountable, we will:

- **Collect and share data to better understand the diversity of our membership.**
- **Regularly review our policies, practices, and services to ensure they are fair and accessible.**
- **Provide training and resources that build inclusive leadership and participation.**
- **Report openly on our progress and areas for improvement.**

We know this is a continuous journey, not a destination. By working together, learning from each other, and holding ourselves to account, we will create a membership community that reflects the richness of society and champions fairness, openness, and respect across the public sector.

This is our commitment. This is our shared journey.