



**Prince's Trust**

## Diversity & Equality Statement

**Research and Policy Department**

Issued by: Director of Programmes & Development

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## Statement of beliefs and goals

The United Kingdom is a multicultural, ethnically diverse society evolving a new identity as part of both constitutional and social change. Diversity and equality are at the core of our operation and ambition. By respecting and embracing the uniqueness of individuals, we benefit from the sum total of the potential in the organisation and in the wider society.

There should be equality of opportunities within the Trust regardless of gender, race, age, religion, disability and sexuality. We aim to recruit and promote people on merit, on the basis of their suitability and for what they can contribute to the organisation.

There are five key areas where words will be transformed by action:

- Leadership: Senior staff and volunteers are expected to publicly embrace equality and diversity and set an example to the people they lead as well as the wider community they come across.
- Environment: We aim to provide a working environment that welcomes diversity, ensures equality of opportunity and is free from unfair discrimination and harassment.
- Equality and diversity awareness: We will ensure that all staff and others who work with us, gain an awareness of the relevant issues and reflect this awareness in our work and particularly in our contact with young people.
- Compliance with the law: We will comply with statutory codes of practice in relation to all equal opportunities legislation.
- Monitoring: We will monitor and evaluate our activities against policies and agreed targets for diversity and equality

## Delivering Equality and Diversity objectives

Our investment in diversity and equality is designed to:

- Increase access to and successful participation in our programmes
- Ensure that we comply with legislation
- Recruit and retain high quality staff
- Secure our reputation
- Fulfil the expectation of funders

Our actions in relation to diversity will be designed over time to:

1. Improve the diversity of our workforce of staff and volunteers to reflect the diversity of the wider community we serve
2. Encourage the recruitment, retention and advancement of a more diverse workforce
3. Ensure systematic commitment to equality and diversity through the staff and non executive structures
4. Define and develop an organisational culture where equality prevails, diversity is valued and unfair discrimination at all levels is tackled effectively
5. Ensure all delivery partners are committed to equality and diversity policies
6. Establish formal consultation procedures on a national and regional level
7. Set targets and monitor progress across all areas of activity to reflect commitment to diversity
8. Identify those responsible for delivering actions, allocate time and indicate resource expectations.