

## Diversity, Equity & Inclusion

***Diversity** acknowledges all the ways people differ: race, sex, gender, age, sexual orientation, disability, socioeconomic status, religious beliefs, and more.*

***Inclusion** is about diversity in practice. It's the act of welcoming, supporting, respecting, and valuing all individuals and groups.*

***Equity** is often used interchangeably with equality, but there's a core difference: Where equality is a system in which each individual is offered the same opportunities regardless of circumstance, equity distributes resources based on needs. We live in a disproportionate society, and equity tries to correct its imbalance by creating more opportunities for people who have historically had less access.*

[www.inclusionhub.com](http://www.inclusionhub.com)

### Our Commitment

The Skills & Business Hub is committed to a fully inclusive culture. In practice this means doing what we can to promote diversity and eliminate discrimination, both as an employer and as a commissioner of services.

### Our Approach

We recognise the significant number of stakeholders that play a part in the economic growth of Berkshire take an inclusive and transparent approach to all our communications.

We encourage our partners in all sectors, including government, to ensure that all project development, commissioning and tendering processes support the following principles:

- Advancing equality of opportunity between people of all geographies, gender and protected characteristics; and
- Ensuring the elimination of unlawful discrimination, harassment and victimisation.

We are committed to ensuring that our membership reflects diversity in its broadest sense. A combination of demographics, skills, experience, race, age, gender, educational and professional background and other relevant personal attributes are important in providing a range of perspectives, insights and challenge needed to support good decision making, i.e. *diversity of thought*.



In 2020 we committed to ensuring that by 2023 we had equal representation of men and women on the Board. In working with those sectors that make nominations, i.e. the local authority, education and business organisation sectors, we have achieved this.

New appointments are made on merit, taking account of the specific skills and experience, independence and knowledge needed to ensure a rounded Board/Programme Group and the diversity benefits each candidate can bring to the overall direction and decision-making of The Skills & Business Hub.

Progress is monitored by the Board on an annual basis, including an Equality Monitoring survey, and a summary included in the annual Impact Report.