

# Equality Diversity and Inclusion Charter

## Ambition Institute's charter

At Ambition Institute, we are dedicated to working towards our goal of an organisation one where equality, diversity and inclusion are at the heart of everything we do. Whether you are a member of staff, a participant on our programme or a supplier we work with, we want to ensure each and every interaction is one where you are treated with dignity and respect.

Our charter sets out our vision for how Ambition Institute can become a truly equal, diverse and inclusive organisation – to both work at – and work with.

Below we have set out our commitments to help us deliver this vision:

1. **Work for the team:** We know diversity of thought and lived experiences makes us a stronger team so we will endeavour to recruit both internally and through our programmes a cohort that is reflective of the diversity of British society
2. **Own your role:** We encourage all employees and participants to be authentic to their own identities and encourage the sharing of knowledge and experiences on individual, team and organisational levels.
3. **Keep getting better:** We will continually look at examples of best practice and evaluate our organisational processes – both internally and externally.

We will deliver on these commitments by taking on the following approaches:

## Getting the basics right

To ensure we have the basic building blocks securely in place as the foundation of our work, we will:

- > Appoint an executive sponsor for equality, diversity and inclusion
- > Capture appropriate data, commit to targets, and publicise progress
- > Commit at Board and Executive level to zero tolerance of harassment and bullying
- > Make clear that supporting EDI in the workplace is the responsibility of all managers
- > Take action that supports the career progression of under-represented groups

## Building the best team

Attracting the best talent is vital for us to achieve our mission. In order to do this we will:

- > Ensure our attraction, recruitment, selection practices are inclusive
- > Take practical steps to increase objectivity during the selection process, such as anonymised application forms and targeted quality assurance
- > Make Unconscious Bias training mandatory for all staff at Ambition Institute

### **Laying strong foundations**

Once we have attracted the best talent, we will work hard to retain them by:

- > Promoting flexible and agile working processes to support staff
- > Ensure our technology supports remote working
- > Engender a culture of inclusivity at all levels

### **Scaffolding the framework for success**

To support retention, we will provide ongoing development to staff model. We will ensure we promote:

- > A suite of relevant and thought-leading CPD for staff, and equal access to stretch opportunities
- > Intersectional, self-managed teams who support each other to solve problems
- > EDI champions and committed allies at every level of the organisation

### **Working towards embedding this approach in our programmes**

We are working towards rolling these principles out consistently across all our programmes. For example, this is already seen in our apprenticeship programme, where equality and diversity is continually embedded in our provision. We do this through: apprentice induction, which provides a general overview of equality and diversity, introducing them to the policy and topic; development of an Individual Learning Programme (ILP), ensuring all apprentices have an ILP that meets their learning needs and ensures full participation; encouraging apprentices to explore equality and diversity issues and how it can impact them and others personally and professionally.