

The CQI equality, diversity and inclusion policy

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Context

The Chartered Quality Institute is committed to equality, diversity and inclusion as an employer and a professional body. This commitment is central to:

- Our values of Inclusion, Integrity and Innovation
- Delivering the CQI strategy
- Developing the quality management profession
- Our Royal Charter purpose to benefit society

The CQI knows that:

- A diverse and inclusive organisation which values equality creates a culture where the status quo is always subject to meaningful and constructive challenge, and improves our ability to identify and address risks and opportunities.
- A diverse and inclusive profession which values equality leads to improved outcomes for quality teams and for the organisations they support.
- A positive shift in societal norms requires the contribution of all individuals and organisations.

We are working to broaden the scope of our profession for the benefit of the profession and society, guided by the principles set out in this policy.

Purpose

The purpose of this policy is to: provide equality and fairness for all employees and those with whom we interact; and to ensure that individuals who receive services from us are treated equally, fairly and with impartiality.

The Equality Act 2010 sets out nine characteristics that are protected:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnic origin, colour, nationality, national origin
- Religion or belief (including non-belief)
- Sex
- Sexual orientation

We will not discriminate against any of the above. We will treat everybody fairly and equally. We value diversity in all its forms. We welcome and encourage diversity of background, experience and thought in all circumstances.

Our commitment

Our equality, diversity and inclusion policy sends a strong message of commitment, both internally and externally.

The institute's trustees and senior management team fully support this policy, which is available on our website, www.quality.org.

We will deliver this policy through our strategic plan and through integration into our closed-loop management system.

Our commitment to our people

- To create an environment in which individual differences and the contributions of all our people are recognised and valued

- To entitle every member of staff a working environment that promotes inclusion and respect for all
- Not to tolerate any form of intimidation, bullying or harassment
- To create training, development and progression opportunities for all staff
- To regularly review all our employment practices and specifically our recruitment procedures to ensure fairness
- To treat breaches of our equality, diversity and inclusion policy as misconduct and potentially lead to disciplinary proceedings

Our commitment to our volunteers

- The same principles guiding our commitment to our people will apply equally to volunteers
- To treat all volunteers equally and fairly, recognising and valuing individual differences
- To regularly review our procedures relating to the recruitment of volunteers to ensure fairness
- Not to tolerate any form of intimidation, bullying or harassment
- To offer training and development opportunities to volunteers appropriate to the role undertaken
- To actively encourage participation in our governance structures to reflect the diversity of our members and the wider quality profession
- To treat breaches of our equality, diversity and inclusion policy as a code of conduct issue which potentially lead to disciplinary proceedings under the CQI Professional Code of Conduct

Our commitment to our members, non-members and learners

- The same principles guiding our commitment to our people apply equally to members, non-members and learners
- To treat all members, non-members and learners equally and fairly, and to recognise and value individual differences

- To publish our Equality, Diversity and Inclusion policy on our website and make it available to members, non-members and learners
- To regularly review all our membership and assessment processes to ensure fairness
- To make our products and services accessible and appropriate for all
- To treat breaches of our equality, diversity and inclusion policy as a code of conduct issue which potentially lead to disciplinary proceedings under the CQI Professional Code of Conduct

Our commitment to our partners and suppliers

- The same principles guiding our commitment to our people will apply equally to partners and suppliers
- To make all decisions relating to partners and suppliers equally and fairly
- To expect that our partners and suppliers operate within the principles of this policy

Review and measurement

We will review this policy at planned intervals to reflect changes in the law, demographics and internal business requirements, and against our progress with our EDI maturity assessment.

Our senior management team will monitor and report progress and improvement against this policy to our board of trustees who review the policy status.

The board of trustees will publicly report progress and performance against this policy in its Annual Report.

End