#  Equity, Diversity, and Inclusion (EDI) Statement

### Our commitment to equity, diversity, and inclusion is to become better, work in new ways, and achieve more significant impact.

Inspiring Scotland’s vision is for every person in Scotland to enjoy a happy, healthy life free from poverty or disadvantage. By working with people, communities, organisations, and government, together, our mission is to drive social change and transform lives.

To make that difference, to better serve those we exist to support, we recognise the need to examine the way we work both internally and externally and tackle questions of Equity, Diversity, and Inclusion head-on.

**Equity:** Our work is founded on an understanding that we do not all start from the same place. We know that the way society and services are structured can exclude those most in need, and that the root causes of inequality can stem from prejudice and discrimination. We must acknowledge this in everything we do, adjust our practices, and remove— or challenge —the systemic barriers that perpetuate inequality. This means we will consider what people need to ensure fairness and equity.

**Diversity:** We recognise, respect, and celebrate diversity in life experience. Understanding human differences and the intersectional nature of identity not only helps us excel in our work but is also necessary to ensure we can live up to our values of being **knowledgeable, compassionate, effective,** and **bold.** We understand that promoting diversity at all levels of our organisation, and in our external work, is an integral step to true inclusion.

**Inclusion:** We want our work to be informed by those who experience challenges most directly. We recognise that this also comes with a responsibilityto remove barriers to inclusion and empower people proactively. We must do this so that people have a sense of belonging and feel safe and secure enough to participate in all areas of our work.

## What we are doing

One of four priority areas in our 2022-26 Strategy is to **Challenge Ourselves**. We are proud and confident in the organisation we have built since 2009. However, we are driven to be better and to change and adapt our daily activities to achieve our long-term vision. We understand that this may involve difficult discussions.

We acknowledge that there are many aspects to addressing EDI, both internally and externally, but we challenge ourselves to continually reflect on and implement changes in the way we work. To support us on our journey, a staff group has formed to develop and oversee our **Equity, Diversity, and Inclusion (EDI) action plan.**

### **Priorities**

As a staff collective, we have agreed on seven headline priorities for action. The actions all have clear links to our charitable mission, will help improve our internal functioning, and will enable us to support our charity partners and stakeholders better.

We are not limited to these actions, as some programmes within Inspiring Scotland have additional or specific areas of EDI work, which we progress on an ongoing basis.

We aim to make progress against these priorities and will report on our progress. However, we know this is a continual process and recognise that some things will be easier and quicker to deliver. We are prepared that some things might take a longer so we will review our priorities as we go.

**2025-2026**

We are currently reviewing our 2025-26 action plan. Our ongoing commitments include:

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| **We commit to:** | We do this by:  |
| **Invest time and resources in understanding and defining equity, diversity, and inclusion** We will develop our understanding of how discrimination impacts people in Scotland and explore the impact of our activity on people who share protected characteristics and other marginalized groups.  | 1. Investing in staff training, workshops, and discussions. This includes:
* Continuing mandatory Equality and Diversity training for all staff
* Continuing regular unconscious bias training. This will include discussions on conscious inclusion and explore privilege and allyship
* Learning about the experiences of people who share protected characteristics through team sessions, where we will explore the impact of discrimination people face.
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| **We commit to:** | We do this by:  |
| **Produce and review strategies that will implement EDI practices**We have already implemented several policies and processes that support good EDI practices. We need to collate, communicate, and manage these processes better internally and commit to reviewing them to incorporate best practices. This work will also support our goal of having a more diverse trustee board and staff team, both in terms of demographics and experience.  | * Review our over-arching fund team guidance to support best EDI practice.
* Information (fund examples) and guidance on lived experience involvement throughout the funding programme from application and ongoing input (advisory/ events) and linked to:
* Our autism programme paid participation policy
* Guidance on accessible communications, including fund materials and accessibility at events. This will also include guidance on inclusive language use
* Guidance on collection of equality data at application and ongoing through monitoring of programmes
* Guidance on increasing the diversity of representation in fund programme materials
* Guidance on feedback from grantees and applicants
1. Continuously review our internal HR policies to monitor their effectiveness in increasing staff diversity and ensure that our internal functions support both new and existing staff with protected characteristics.
* Development of a neurodiversity employment policy
* Ongoing development of the current Equal Opportunities policy
* Delivery of Flexible working policy
* Ongoing review of recruitment policy and processes for staff and volunteers
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| **We commit to:** | We do this by:  |
| **Make ourselves accountable to those we serve and support**We will build on the work we already do to gather feedback on our processes by undertaking a more in-depth review of our added value. | 1. Conducting a comprehensive stakeholder survey and interviews to solicit feedback and challenge.
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| **We commit to:** | We do this by:  |
| **Express our EDI commitment, policies, and practices publicly.** | 1. Publishing this EDI statement with actions to be pursued
2. Undertaking an annual review of progress
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We are not limited to these actions. Different programmes within Inspiring Scotland are developing and delivering different elements of EDI best practice, dependent on the aims, stakeholders, and intended outcomes of that work.

The actions outlined in this statement align with and build upon work we are progressing through our strategic commitment to **Challenging Ourselves.** This includes our commitment to Fair Work First and to embedding trauma-informed principles across our work as an employer and funder. These commitments are also being viewed within the context of our strategic priority to embed **Climate Action** into our work, both in terms of carbon reduction and the concept of climate justice.