

# Equity, Diversity, and Inclusion Statement

At The Switch, we believe that every individual regardless of their background deserves equal access to opportunities that enable social mobility and empower them to achieve their best future. We champion this by fostering a culture of equity, diversity, and inclusion in the programmes we deliver and in our workplace. The Switch establishes a culture where we feel like we belong and our voices are heard.

Society is enriched by unique perspectives, talents, and experiences from diverse backgrounds. The Switch celebrates a diverse workforce as an essential driver for innovation, creativity, and positive social change.

We are dedicated to building a fair and inclusive society where systematic barriers to social mobility are dismantled, and everyone has an equal chance to succeed. We strive to provide fair and equitable access to our programmes, opportunities, and support systems to bridge the gap to empower individuals to realise their full potential. We collaborate with diverse stakeholders and partnerships to build talent pathways for individuals in our community.

We actively engage in self-reflection, seek feedback, and embrace opportunities for growth and are dedicated to continuous learning and improvement. We acknowledge that promoting equity, diversity, and inclusion requires ongoing education, training, and a commitment to challenging our own biases and assumptions.

At The Switch our staff and our trustees are all accountable for establishing a culture where inclusive practices thrive, perspectives are listened to, and poor practices are challenged. The Switch has zero tolerance for harassment, bullying and hateful speech.

## Equity

We are committed to addressing systemic injustices and eliminating the disparities that encumber social mobility. We recognise that people need different strategies to succeed therefore we actively seek to level the playing field by providing equitable opportunities, resources, and support to individuals who face barriers due to their socioeconomic status, race, ethnicity, gender, sexual orientation, disability, or other marginalised identities.

- Fair recruitment practices and access to opportunities for jobs and board of trustee positions
- Respecting the needs of all individuals with fair access resources, workshops, and development
- Living wage employer



## Diversity

We believe that diversity is the foundation of a thriving and inclusive society. We actively promote diversity by fostering an environment that values and respects the perspectives, cultures, and experiences of all individuals. We actively seek to amplify underrepresented voices and create space for dialogue and collaboration across diverse communities.

- Supporting the communities we exist for by listening to their perspectives, building our programmes with the community at the heart and educating ourselves on our community
- Representing our community and the demographic of society in our workforce and the board of trustees
- Collaboration with diverse stakeholders and partnerships to build talent pathways for individuals in our community

## Inclusion

We strive to create an inclusive and welcoming environment where every individual feels valued, heard, and supported. We actively promote inclusive practices and policies that ensure equal access, opportunities, and representation for all. We encourage open and respectful communication, foster a sense of belonging, and actively challenge biases and prejudices.

- Fostering a culture for open and honest communication where we respect and listen to all perspectives
- Providing a safe space for anonymous feedback through our engagement survey and online forms
- Staff, trustees and stakeholders actively contributing to building equitable, diverse and inclusive practices

