

# **1. Equality and Diversity**

## **1.1 Commitment to Equality and Diversity within the Board and Senior Leadership**

- 1.1.1 SASP is committed to the principles of diversity and equality. Diversity is about respecting, understanding and valuing people's differences and making sure everyone is treated in an appropriate way. Equality is about making sure people from all sections of the community have fair and equal opportunities.
- 1.1.2 SASP wish to ensure that this commitment is recognised and the benefits of equality and diversity are fully embraced through having a diverse and representative Board and senior management team. A diverse Board and leadership will include and make good use of differences in the skills, experience, background, race, gender and other qualities of all.
- 1.1.3 These differences will be considered in determining the optimum composition of the Board and senior leadership and when possible will be balanced appropriately. All Board and organisational appointments are made on merit, in the context of the skills and experience the Board and organisation as a whole requires to fulfil its responsibilities.
- 1.1.4 In identifying suitable candidates for appointment to the Board and leadership, Trustees and management will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board and senior leadership.

## **1.2 Measurable objectives**

- The Board formally adopt a minimum 30% membership of the Board for each gender.
- The Board will undertake to encourage diversity in the Board, senior leadership and whole organisation, and will audit levels of diversity on an annual basis.

## **1.3 Review**

The Board and leadership will review the Board and senior leadership Diversity targets, which will include an assessment of its effectiveness and any measurable objectives, if set, for achieving diversity on the Board and senior leadership on an annual basis and make recommendations where appropriate. At any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

## **1.4 Monitoring and reporting**

The Board will report annually, on the SASP Website, on the process it has used in relation to Board and senior leadership appointments. Such report will include measurable objectives if set for implementing the policy and progress made towards achieving those objectives.

## **1.5 Public commitment**

The SASP website will display this policy as a public document reflective of the intent of the organisation to pro-actively encourage diversity in the Board and senior leadership.