Policy Number	V1.0 CR31072025
Title	**Equity, Diversity, and Inclusion policy**
Date	**26th May 2025**
Author	**Equity, Diversity, and Inclusion Committee**

1. Purpose

This policy is about creating an environment and culture where every individual associated with the Institution can feel valued and safe, experience a sense of belonging, and is empowered to achieve their full potential.

2. Commitment

The Institution of Railway Signal Engineers (IRSE) Charity and Enterprises is dedicated to promoting Equity, Diversity, and Inclusion (EDI) awareness in all aspects of our programme of events, lectures, communications, services, and initiatives.

EDI principles shall be embodied into the IRSE recruitment policy, ensuring that any potential new part-time or full-time staff are not disadvantaged in any way. These principles will also be reflected in our assessment of applications for membership, professional registration, and licences as well as provision for those taking the IRSE professional exam.

We commit, reinforced by our values, to creating an inclusive environment for members, employees, contractors, stakeholders, and members of the public that is welcoming, respectful, transparent, and free from discrimination. This EDI policy will be central to all its values and objectives.

3. Definitions

Equity
Equity is about fairness and justice. It means recognising that people have different needs, backgrounds, and life experiences and providing resources and opportunities in a way that helps everyone reach their full potential. Equity goes beyond equality (where everyone gets the same thing) by offering tailored support to ensure that individuals or groups who have faced historical disadvantages or discrimination can overcome barriers and achieve similar outcomes.

Inclusion
Creating an environment that embraces and celebrates individual diversity, fosters a sense of belonging, and actively involves all within the IRSE community.

Diversity
Acknowledging and appreciating the range of differences amongst all engaged with the IRSE, including race, ethnicity, gender identity or realignment, age, ability, sexual

orientation, and socio-economic status, understanding that individuals may experience multiple forms of discrimination or privilege simultaneously.

4. **Accountability and leadership**

It is the expectation that everyone engaged with the IRSE will adhere and act in line with this policy.

The IRSE leadership, through its Council and Chief Executive Officer (CEO), are dedicated to advocating EDI principles across all parts of the organisation including its staff, senior committees, working groups and local sections. Ultimate accountability lies with IRSE Council. The CEO shall ensure that these principles are integrated into our organisational culture and decision-making processes.

Regular assessment of progress to achieving goals agreed by Council will be undertaken to ensure progress towards them is being maintained.

The CEO shall be responsible for ensuring this policy is communicated internally and externally to relevant bodies regularly and appropriately, including any future changes.

5. **Development and training**

Staff employed by the IRSE will complete basic EDI training as a minimum, which should be reviewed periodically, which may also include unconscious bias training. The CEO will be accountable for ensuring this is carried out.

Chairs of standing committees will also receive basic EDI training as a minimum. They, in turn, will be responsible for confirming the above EDI principles are enshrined in the committee's business, ensuring committee members are aware of and adhere to this policy. Committee chairs will be made aware of any changes to the policy.

Local section secretaries and chairs will be made aware of this policy and will be expected to follow its principles. Local sections will be made aware of any changes to the policy. Confirmation of compliance should be included in the annual reports that sections make to IRSE Council.

6. **Sections outside the UK**

Because the IRSE Global Office is based within the UK, this policy is principally based on UK law. Whilst the spirit of the policy should be applied across all global activities, it is appreciated that certain sections may have difficulty in applying all the requirements of this policy.

Where necessary, sections around the globe should apply this policy in a contextually and culturally sensitive manner to suit their local needs.

Where local sections experience difficulties in following this policy, feedback should be provided back to the CEO for review and possible incorporation into future updates.

7. Breaches

Any breaches of, or non-compliance with this policy should be brought to the attention of the CEO. Should it be necessary, the issue will be taken forward by the CEO to the next meeting of Council. Serious breaches shall be subject to the Institution's disciplinary procedures.

Any grievances or complaints against this policy should be brought to the attention of the CEO, who will decide on what course of action is appropriate to the case.

8. Review of this policy

This policy will be reviewed annually by Council to ensure we have delivered its aims and its continued effectiveness and relevance to the Institution. The IRSE is committed to continuous improvement and will, where necessary, revise this policy based on feedback, changing circumstances and evolving best practice at each review.

A measure of the success of the policy will be to measure progress against the Royal Academy of Engineering framework, looking for an ongoing improvement in the framework scores.

Next review: Quarter 1, 2026, unless required earlier.

Document history

Document update	Date	Version
Initial draft for comment by the EDI Committee	20/02/25	0.1
Review of draft by EDI Committee	06/03/25	0.2
For acceptance by Management Committee & Council	26/05/25	0.3
Accepted by Council on 31/07/25 item C2507.11	05/08/25	1.0