



Making IT
good for society

BCS Values Statement for Equality, Diversity and Inclusivity

BCS has a long tradition of working to increase the participation of women in IT and has worked hard to ensure that what we do in technology both inside and outside the Institute is accessible to all. At heart this stems from the integrity rooted in the sound ethics and principles of the UK Chartered Institute for IT.

This values statement sets out our belief that all individuals working in the IT Professions today and in the future have, or will have, intrinsic value based on their unique life experiences. For that reason, they should be nurtured and valued, and should have access to equality of opportunity regardless of their protected characteristics, ability and background. The Institute will use its position of influence to work towards increasing the number of people in the IT professions and in IT jobs from all parts of society and when they enter the technology professions, whether in business or academia, see fulfilment in their careers.

In support of this belief, BCS will promote and support principles of equality, diversity and inclusivity by recognising the strength that greater diversity brings to our employees, our members, our partners and supporters and our profession.

With an expectation of commitment and accountability from our staff, officers, members and partners to support our belief, we will work to achieve identified and appropriate outcomes reflecting the societal numbers of protected characteristics.

We will ensure that the recruitment and retention of our staff and our board and committee members follows good governance and best practice guidance to comprise an appropriate and representative balance of gender and protected characteristics

We will seek to address discrimination and barriers to talent by removing imbalances and under-representation through monitoring and positive action programmes to ensure that equality of opportunity is offered and promoted throughout our organisation.

We will actively seek to embed the aims of the Royal Academy of Engineering and Science Council 'Engineering Diversity Concordat' and 'Declaration on Diversity' into our organisation.