



GALA ACADEMY's EDI Vision Statement

Equality, diversity and inclusion (EDI) are at the heart of our cultural relations ambitions. They represent the mutual trust, respect and understanding we strive for. They are integral to our brand, reputation, success, business sustainability and cultural relations impact. They enable alignment between what we say and what we do.

Our vision is to have an inclusive organisational culture. We want it to be fair, build on our skills in working in different cultures and countries and in identifying and leveraging strengths and resolving tensions and conflicts.

We want everyone who comes into contact with us, both offline and online, to feel valued and respected and our programmes, services and general ways of working to demonstrate our stated commitment to EDI. We also want to use our increasing knowledge and experience to make a leading contribution to international aspects of EDI.

We will work energetically toward this vision through a mainstreaming approach, embedding EDI into our behaviours and all that we do. We will highlight the benefits of EDI for all individuals and societies and promote its positive contribution.

We will continue to develop EDI themed or informed programmes and activities, based on common interests and ambitions to deliver impact for our employees. We draw on the rich diversity of the UK and harness the diverse contributions and considerable talents of our staff and partners to achieve our vision in line with our organisational values and EDI principles.

Our Approach

Mainstreaming EDI is our overarching goal. We identify three specific objectives to help us achieve this and recognise there is a business, moral and legal case for EDI. We focus on six main (but not exclusive) areas: age, disability, ethnicity/race, gender, religion or belief and sexual identity/orientation.

This focus helps us give due regard to key aspects of EDI and use our resources effectively. We appreciate these areas do not stand alone but can and do intersect. We are conscious of the role socio-economic inequality plays in systemic discrimination and in holding people back due to circumstances beyond their control.

Efforts to acknowledge and address social disadvantage are strongly encouraged as we strive for greater inclusion across our staff groups and to widen opportunities for access and engagement across our programmes and services.

Moral case

We believe it is important to value everyone and to be fair and respectful. This holds whether they are an employee, participant in, or contributor to our work and irrespective of background and fixed characteristics. Whilst this can be challenging there are many benefits including a reduction in conflict, stress, tension, discrimination, unfairness and anger experienced by individuals, organisations and societies, sometimes impacting globally.

Our moral case encourages ways of working based on dignity, compassion, empathy and mutual benefit, as well as a focus on what we have in common and what joins us as global citizens, rather than how we differ and what separates us. It establishes the conditions for empowerment and recognises our shared humanity.

Investing in and being committed to EDI is the right thing to do from many perspectives, but particularly because of our cultural relations work with its aim to develop and sustain friendly knowledge and understanding between the UK and other countries.

Legal case

The law continues to play an important role in supporting social justice, eradicating unjustified and unlawful discrimination and achieving positive change and inclusion. The GB Equality Act 2010 and other relevant legislation, codes of practice and guidance are important reference points and steer for us. In many countries in which we operate, aspects of EDI are enshrined in law and we strive to meet our legal obligations.

Whilst we operate in different jurisdictions and respect the legal frameworks in place, we recognise gaps in these and in their enforcement that can lead to increased vulnerability for some groups. Within our locus of control and



based on appropriate negotiation and cultural sensitivity we will, in instances, take action that responds to and addresses this.

Policies to support speaking up about concerns, environmental awareness and sustainability, child protection, adults at-risk, modern-day slavery, anti-fraud and corruption and general legal compliance, supported by a Code of Conduct, govern how we behave.

Our Objectives

Three main objectives with action points set out below provide the focus for the next phase of our work.

- An inclusive organisational culture
- Developing capability and leaders
- Performance, impact and legal compliance

A handwritten signature in blue ink, appearing to read 'Gina', written over the text 'GALA ACADEMY'.

Signed

GALA ACADEMY

Dated: 1 January 2025

Review Date: 31 December 2025

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