

UK PUBLISHING EQUALITIES CHARTER CONSULTATION PHASE II



The aim of the Equalities Charter is to help promote diversity across UK publishing and bookselling, by driving forward change and increasing access to opportunities within the industry.

We pledge to support equality in publishing by adopting this four point charter.

1. Equal Opportunity

We recognise equality with regard to:

- Age
- Disability
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race; including colour, ethnic or national origin and caste
- Religion or belief
- Sexual orientation

(The above are Protected Characteristics as specified in the Equality Act 2010 Part: 2, Chapter 1)

2. People

Attract: We will engage and attract new talent by adopting inclusive recruitment policies, practices and traineeships, and where appropriate, engage in outreach work to increase the profile of publishing to traditionally underrepresented groups.

Develop: We will develop and encourage existing talent through adopting robust staff development programmes, mentoring schemes, networking opportunities and other similar activities.

3. Action

We agree to carry out at least two new actions a year to demonstrate our commitment to equality. Suggested actions and supplementary guidance will be provided to signatories via an online toolkit.

4. Improvement

We will continually strive to improve performance regarding equality. Signatories to this Charter will be asked to participate in optional yearly reporting to track progress across the industry. Monitoring will be aggregated and anonymised.

BENEFITS TO SIGNATORIES

- ✚ Improve your reputation as an equal opportunities employer
- ✚ Develop and share good practice
- ✚ Expand your talent pool
- ✚ Gain access to an increasing consumer market
- ✚ Advance productivity in global competitive markets
- ✚ Receive access to a free online equality in publishing toolkit
- ✚ Free use of the equalities charter logo

The Equalities Charter has been devised by a core group comprising the following organisations: