



Our Statement of Intent on Equality, Diversity, and Inclusion

Diversity is intrinsic to both democracy and leadership, two principles of Solace's code of ethics and at the core of our sector. That is why we need more of it. Councils are organisations representing and reflecting their individual places. The complexity of challenges and contexts faced by councils require a plethora of ideas, policy, and action. We need people around us that reflect the rich spectrum of our districts, boroughs and counties and the diversity of ideas and perspectives that they can bring. We need to pursue this diversity of people, leadership, and ideas to increase the quality of our core business. Only in this way can we really meet our responsibilities to our communities.

We recognise bias is an issue across the sector and we will work to challenge and educate peers and organisations.

As the UK's leading members' network for local government and public sector professionals, we will work relentlessly to ensure diverse talent is encouraged, supported, nurtured, and recognised across Local Government.

To do this, we will:

- Encourage all Councils to develop and promote diverse talent within their organisations before embarking on external appointments.
- Support and hold Councils to account by publishing data on the makeup, of senior executive leadership teams on an annual basis.
- Ensure we hear from and encourage more diverse voices in our work as a leading public sector organisation.
- We will provide a platform to listen to the lived experience of others and ensure this is embedded on our organisation in terms of policy formation.
- Make sure Solace becomes more representative across all our policy committees, our staff makeup, and that our sponsors sign up to these principles
- Always ensure all our speakers and events are reflective of diversity we want to see across our sector
- Work with central government and other representative bodies and professions, to improve leadership capacity and talent so that our future pipeline is more representative of the communities we serve.
- We will champion good practice and encourage the sector to prioritise inclusion in all facets of policy, recruitment, retention, organisational development, and leadership.