

Diversity Statement for the Worshipful Company of Scientific Instrument Makers (WCSIM)

Mission

We are a modern livery company in the City of London which works to increase the interest in science and engineering amongst young people – working as a charitable community of makers and users of scientific instruments which includes scientists, engineers, academics and students.

Our strapline is 'Looking Forward, Giving back'

Commitment

WCSIM recognises and values the diversity of its membership and employees. We look forward to being ever more inclusive and celebrate 'giving back' to diverse communities. We base our relationships with members, employees, partners and other stakeholders on mutual respect and appreciation of individual differences.

WCSIM does not discriminate on the grounds of creed, colour, age, sex, disability, wealth or background. This applies to all three WCSIM associated bodies, the Livery, the Charity and SIM Hall Ltd.

Aim

We believe that attracting the widest pool of potential members to engage with and contribute to our Livery will assist in building a Company and support the City of London to grow and be fit for the future.

Policy

To deliver on our aim and commitment it is our policy that:

- Whilst being conscious of capabilities, consider all aspects of diversity when making appointments to the Court, Committees, making prizes and awards and employing staff.
- Seek to introduce new people, from diverse backgrounds, to the Company, for example, through invitations to functions, as speakers or guests etc.
- Actively seek out talented people, from diverse backgrounds, who could make a contribution to the work of the Company and encourage them to consider joining.
- Consider the diversity of candidates when proposing them for the membership of the Company.

Responsibilities

- It is the responsibility of every member and employee to ensure his or her own conduct conforms to the expected standards and reflects the equality policy statements.

Last updated 1/11/2020

By Clerk, M. Hebel