

# Equality, Diversity and Inclusion Policy

The Chartered Institution of Civil Engineering Surveyors (CICES) was established by royal charter to advance the science and art of civil engineering surveying for the benefit of the public. Members should be committed to conducting their business with respect and integrity, and expect all their staff and co-workers to maintain high standards. CICES members are bound by Rules of Professional Conduct and as professional civil engineering surveyors, they have ethical, professional and legal obligations around equality, diversity and inclusion.

The construction and engineering industries will benefit from greater diversity within their workforces. By its nature as an international professional body, CICES has a diverse membership of many nationalities. However, although in line with the construction and engineering industries' national averages, there is a large under representation of women. The royal charter bestows on CICES a duty to society. CICES cannot operate to the best of its abilities if its membership and governance do not reflect the society it serves.

Equality, diversity and inclusion should be respected by members at all levels, from Student Member to Fellow. Specifically, members are expected to apply their professional judgment and consider the following actions:

- Be aware that UK law protects the following characteristics from discrimination; age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership, and pregnancy and maternity.
- Demonstrate inclusive behaviours that support a respectful workplace, receptive to diversity and stimulating innovation.
- Take action to increase diversity amongst the professional membership of CICES. Ensure careers events and literature are inclusive and be aware of unconscious bias.
- Think about language. Use gender neutral terms such as 'chair' (not 'chairman') and avoid the use of 'his', 'he' and 'him' when writing in a generic sense. When referring to ethnic minority and disabled people, use current terms deemed to be widely inoffensive.
- Ask attendees before meetings if they have any access requirements.
- Share experiences of best practice around equality, diversity and inclusion, and learn from others.
- Be conscious of visible and non-visible physical, mental and neurological conditions that might require adjustments.
- Do not tolerate ethnic, racist and sexist slurs or jokes.
- Do not tolerate bullying or harassment.

Specifically, members in positions of management and leadership should consider the following actions:

- Advertise job roles or promotion opportunities transparently and ensure they are accessible. Consider the language used in adverts carefully to ensure it is inclusive. Ensure the roles are advertised comprehensively. Improve the diversity of interview panels.
- Consider returner schemes and apprenticeships.
- Introduce and promote flexible working and family-friendly policies such as shared parental leave.
- Identify role models and run mentoring programmes for all staff. Encourage staff to join industry networking groups.
- Be transparent over pay and eliminate any gender or ethnicity pay-gaps.
- Consider health and well-being programmes for employees.
- Engage staff in monitoring, delivering and developing policies and actions around equality, diversity and inclusion. Ensure these are routinely reviewed by the board of management.

This policy should read in conjunction with the CICES Rules of Professional Conduct.

Members are encouraged to familiarise themselves with the work of the Construction Industry Council's Diversity and Inclusion Panel and the Royal Academy of Engineering's Diversity and Inclusion in Engineering programme  
<http://cic.org.uk/networks-and-committees/diversity-panel.php>  
[www.raeng.org.uk/policy/diversity-in-engineering](http://www.raeng.org.uk/policy/diversity-in-engineering)

