

Equality, diversity and inclusion Statement

*“Equality, diversity and inclusion (**EDI**) is very important to the Trustees of the Scottish Enterprise Pension & Life Assurance Scheme.*

We believe that a pension trustee board which is made up of people who have a broad range of characteristics, life experiences and skills leads to many positive outcomes, including diversity of thought, more robust challenge, greater innovation and better outcomes and decision making, all of which ultimately contribute to better governance of the pension scheme.

We define EDI as follows:

Equality – *is creating an environment where individuals are treated equally favourably and have the same opportunities to fulfil their potential.*

Diversity – *is celebrating one another’s differences and recognising the benefit of these differences in creating a culture of innovative and creative thinking.*

Inclusion – *is ensuring that everyone feels that they can bring their true selves to the work they do. Everyone’s opinion should be welcomed and valued, and everyone should be involved in decision-making. Individuals should be aware of their unconscious biases and work towards overcoming them.*

Our EDI aims are:

- *to promote and foster an inclusive and diverse environment and culture where differences are valued and where all individuals, regardless of their background, can participate and contribute to the success of the Scheme;*
- *to have a range of knowledge and skills (including soft skills and behaviours) represented on the board, to encourage diversity of thought, robust discussion and better decision-making;*
- *to act in the best interests of Scheme members and beneficiaries, with our decisions being informed by the law and a keen understanding of the characteristics and needs of the membership; and*
- *to embrace and celebrate diverse characteristics which go beyond those protected by law, including neurodiversity; socioeconomic group; relative seniority in the workplace; education level; backgrounds and accents.”*