



## Equity, Diversity & Inclusion (ED&I) Award

### Purpose

This award recognises organisations that demonstrate outstanding commitment to creating equitable, diverse, and inclusive workplaces where all employees have the opportunity to thrive, contribute, and progress. The criteria focuses on leadership commitment, inclusive culture, measurable outcomes, and sustainable practices rather than policies alone.

### 1. ED&I Strategy and Leadership Commitment (20%)

Evidence of a clear organisational commitment to equity, diversity, and inclusion that is embedded within business strategy and culture.

Judges will look for:

- A defined ED&I strategy with measurable objectives
- Visible leadership commitment and accountability
- Integration of ED&I into organisational values and decision-making
- Governance structures supporting ED&I initiatives
- Allocation of resources and investment in ED&I programmes

### 2. Creating an Inclusive Workplace Culture (20%)

Evidence of initiatives that foster a sense of belonging, respect, and inclusion across the organisation.

Judges will look for:

- Programmes that promote inclusive behaviours and culture
- Employee engagement and awareness initiatives
- Employee resource groups, networks, or forums
- Policies that support wellbeing, flexibility, and inclusion
- Evidence that employees feel valued and able to contribute authentically

### 3. Equity in Recruitment, Development and Progression (20%)

Evidence of fair and equitable opportunities throughout the employee lifecycle.

Judges will look for:

- Inclusive recruitment and selection practices
- Actions to reduce barriers and bias
- Equitable access to learning, development, and promotion opportunities
- Initiatives supporting career progression for underrepresented groups
- Monitoring and evaluation of workforce diversity and progression data

### 4. Innovation and Best Practice in ED&I (15%)

Evidence of innovative approaches that drive meaningful change and deliver positive outcomes.

Judges will look for:

- Creative or pioneering ED&I initiatives
- Use of data and insights to inform action
- Partnerships with community, education, or industry organisations
- Programmes addressing specific equity challenges
- Examples of best practice that could be replicated by others

### **5. Measurable Impact and Outcomes (15%)**

Evidence that ED&I efforts have delivered tangible and demonstrable results.

Judges will look for:

- Improvements in workforce diversity and representation
- Increased employee engagement, inclusion, or belonging scores
- Retention and progression outcomes
- Positive employee feedback and testimonials
- Data demonstrating meaningful organisational change

### **6. Sustainability and Long-Term Commitment (10%)**

Evidence that ED&I is embedded for the long term rather than being a one-off initiative.

Judges will look for:

- Continuous improvement processes
- Long-term goals and accountability measures
- Regular reporting and review of progress
- Sustainable programmes and initiatives
- Commitment to ongoing learning and organisational development

### **Submission Requirements**

Entrants should provide:

- An overview of their ED&I strategy and objectives
- Examples of key initiatives and programmes
- Evidence of leadership involvement and accountability
- Workforce and employee engagement data where available
- Case studies, testimonials, or examples demonstrating impact
- Evidence of measurable outcomes achieved within the eligibility period

### **Eligibility Period**

Activities undertaken within the last 24 months.

### **Word Limit**

1000 words plus supporting evidence.

### **Closing Date**

The closing date for entries is **5pm on Wednesday 9<sup>th</sup> September 2026**

### **NB**

All applications **must** include the following basic information at the top of the first page; Name | Job Title | Company | Email Address | Telephone No.

**Please send your completed entry and any supporting documentation to:**

**[awards@chemical.org.uk](mailto:awards@chemical.org.uk)**

**using the Award title in the subject line**

**All entries should be sent as a PDF file with any supporting documentation added as appendices**