

Anti-Racism Statement

Prospectus is committed to being an anti-racist organisation. The promotion of equality, diversity and inclusion has always been a key component of Prospectus' core values but we recognise we have not previously taken active steps towards being a truly anti-racist organisation. To us this means not just refraining from acting in a racially discriminatory way, but actively taking steps to confront and remedy the effects of existing and systemic racism in all its forms within our organisation and in our work with our employees, clients, candidates and temporary workers. This is now something we are fully committed to.

We commit to creating and maintaining a work environment in which employees, candidates and clients from all backgrounds interact, collaborate and work free from prejudice, discrimination, and marginalisation. We are committed to more listening, learning, developing and understanding to break down barriers and achieve and monitor sustainable and effective change. As an organisation we must challenge ourselves in our journey to true anti-racism.

We are committed to ensuring that Prospectus is an anti-racist environment for all and to that end have signed up to the commitments of the [Race at Work charter](#). We also have an active, employee-led EDI Working Group who are focusing on three main areas – anti-racism, disability and mental health. Our current internal ethnicity statistics across the different seniority levels at Prospectus are available [here](#). It's important that we are able to analyse the data in this way to ensure that we are encouraging, supporting and developing diverse members of staff and to work towards ensuring all levels of the company are representative. In particular, we're keen to use data to support increased diversity in our senior leadership and management groups across the company.

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