

SOM Statement of Commitment to Diversity and Inclusion

The SOM is committed to actively and openly supporting and promoting equality, diversity, and inclusion. Its values, agreed for its 2017-19 strategy, is it aims to be Democratic, Ethical, Inclusive, Approachable, Collaborative, Knowledgeable, Collegiate, Cost Effective, and Professional with a focus on Continuous Improvement.

SOM notes that members are professionals who are generally members of regulatory bodies with codes of ethics and conduct. Within our remit as an educational charity, SOM does not tolerate discriminatory behaviour included (but not limited to) all protected characteristics such as ethnicity, culture, sexual orientation, ability etc. and:

- aims to be a diverse and inclusive professional learned society, both in terms of the people who lead and run the SOM and support the people who lead, deliver, and are involved in occupational health delivery
- will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us
- will continue to strive towards a culture that is diverse and inclusive that recognises and develops the potential of all members and staff.

Through its Diversity and Inclusion Task Force, SOM will endeavour to:

- understand the causes of any inequities and barriers to diversity in SOM training, research, and delivery, and understand the interventions that work to address these
- extend our reach to include communities where our work will make the biggest difference and involve a broad range of people at every step
- embed equality, diversity and inclusion in our culture and the way we work.

SOM relies on an impressive range of people to help us achieve our work. We strive to create the right environment so that our people are valued and supported to thrive and grow and that they are treated with respect. We also endeavour to be open and fair in providing opportunities that are responsive to our people's needs.

We are currently prioritising areas that we believe will have the greatest impact. SOM is working with Doctors in Unite, OH recruiters, the King's Fund, Business in the Community, and the Carnegie Foundation amongst others to achieve positive change.

March 2021 to be reviewed in 2023.