

## ICON'S POLICY ON EQUITY, DIVERSITY, AND INCLUSION (EDI)

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**Approved by the Board: 03/12/2025**

**Frequency of Review: 3 years (next due December 2028)**

As a membership and representative organisation, employer, and charity, Icon's commitment to equity, diversity, and inclusion (EDI) is at the heart of everything we do.

Icon understands that EDI comprises interlinked ethical principles that are key to ensuring supportive environments for groups and individuals, including people of colour, persons with disabilities, different ethnicities, religions, genders, and sexual orientations. With EDI policies being integral in all our actions, we work to ensure and encourage inclusive and accessible participation across Icon's activities and the conservation profession.

### Icon's EDI Policy Objectives<sup>1</sup>

Icon works to ensure the organisation actively realises the following five policy objectives:

#### EDI in workplace culture (Staff, Board, and Volunteers)

i) To ensure the sustained development of an inclusive workplace culture by engaging a diverse range of lived experiences and accessing a greater pool of skills, awareness, and understanding across the Icon team.

#### Representing diversity through advocacy

ii) To increase organisational impact through the representation of diverse perspectives when advocating for the conservation profession and advancing public education and awareness.

#### EDI best practice in recruitment and training (Staff, Board, and Membership)

iii) To practice and champion EDI approaches as an employer and professional body to ensure inclusion through best practice in recruitment, training, and development.

#### Diversity in Membership

iv) To ensure our membership reflects the full diversity of the conservation profession, and wider society, by being welcoming and supportive to all and encouraging the future growth of an increasingly diverse membership.

#### Organisational value of EDI practice

v) To recognise the value of EDI best practice to strengthen our organisation through the increased diversity of membership, our people, and partners.

### Icon's Definition of Diversity<sup>2</sup>

As a defined term, 'diversity' can carry different meanings for different organisations, with significant international variations. For consistency and clarity, Icon has adopted the definition of diversity and inclusion as defined in The Equality Act (2010). We have also contextualised this definition through consultation with Icon members.

Accordingly, Icon defines diversity as characteristics which connect and separate individuals and groups. Inclusion is working without discrimination to ensure our behaviour and actions are equitable.

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<sup>1</sup> Based on information from document '08.01 Diversity \_ Inclusion T\_F Group Report 22.09.2021.pdf'

<sup>2</sup> From the definition of EDI set out in document '05.01 DI TF Group Recommendations Part 1 08.12.2021 v2.pdf'

The characteristics we refer to when we talk about diversity include those where direct or indirect discrimination is illegal: Age, Religion and Belief, Race, Disability, Gender, Sexual Orientation, Pregnancy and Maternity, Marriage and Civil Partnership, Gender Reassignment.

Based on the evidence we collected from our members, Icon's definition also includes; Socioeconomic background and status, ethnicity, regional and local identities (including accents) and the wider LGBT+ community (defined as anyone who self-identifies as being part of the wider LGBT+ community including for example non-binary, pansexual, polyamorous, intersex).

### **Icon's Organisational Application of EDI**

Icon's integral approach to EDI is demonstrated in the organisation's mission, vision, values, and charitable objectives.

**Mission:** To represent and support the practice and profession of conservation by promoting the public value of caring for cultural heritage and upholding high standards and ethics in conservation practice.

**Vision:** To protect, preserve, and promote our treasured cultural heritage through cultivating skilled conservation professionals, supporting meaningful collaboration across the cultural heritage sector, and delivering public benefit through engagement and advocacy.

#### **Values:**

- **Work with integrity** - We are open and honest and do what we believe is best for our shared cultural heritage, the public, and our members.
- **Be inclusive** - We value diversity and ensure that opportunities are open to all those who want to care for our heritage.
- **Be forward-looking and outward-looking** - We keep our eyes on the horizon and on the world around us.
- **Be ambitious advocates** - Both for our organisation and the things we believe in.
- **Be collaborative and generous** - We work with our members and partners to share learning and achieve the best results together.
- **Uphold high standards** - We value, support, and promote the expertise and professionalism of our members and partners.

#### **Charitable Objectives:**

- To advance the education of the public by research into and the promotion of the conservation of items and collections of items of cultural, aesthetic, historic and scientific value; and
- To preserve and conserve items and collections of items of cultural, aesthetic, historic and scientific value.

Within the organisation, responsibilities for implementing, developing, sustaining, and assessing EDI policies and practices lie with the Board and Staff.

Icon's Management and Staff carry out key responsibilities to ensure the organisation complies with legislation and meets agreed organisational commitments for EDI policies and practices.

Icon's Board of Trustees oversees the work of the Management and Staff and is ultimately accountable for ensuring legislative compliance and effective policy implementation.

Icon's EDI policies and practices are reviewed on an annual basis, unless there is reason to believe that the content of the policy is not delivering the aspiration for equity, diversity, and inclusion. In this case, they are reviewed at the time any concerns over EDI delivery are identified.

### **Related Policies and Practices**

[Icon's Code of Conduct](#)

[Icon's Strategy](#)

## **Related Guidance, Practices, and Legislation**

### Charity Governance Code

The [2020 Charity Governance Code](#) is a guidance tool for charities and trustees to support the development of high standards of governance. It is not a legal or regulatory requirement but does present the principles and recommended practice for good governance. The code is intended to be a tool for continuous development to help charities strive towards the highest standards of good governance, which is vital for legal and regulatory compliance and progresses the organisation's development towards the realisation of its vision.

Principle 6 of the Charity Governance Code addresses EDI, stating that an organisation's Board should have 'a clear, agreed and effective approach to supporting EDI throughout the organisation and in its own practice.' This is seen as key to supporting good governance and the delivery of charitable purposes. It helps the Board to make better decisions, and ensures the organisation maintains its relevance to those it serves, and to provide an ever-developing public benefit.

In working towards Principle 6 of the Charity Governance Code, Icon's Board recognises its obligation to actively identify and respond to any discrepancies in influence, perceptions, and opportunities within the organisation, and in the attitudes and behaviour of Trustees, Staff, and Volunteers. This helps to make sure that the organisation achieves its aims.

### The Equality Act.

The [2010 Equality Act](#) sets out the Charity Commission's policies for equality and diversity and how EDI is monitored. The 2010 Equality Act was developed from collated legislation relating to EDI issues with the intention of countering discrimination, prejudice, harassment, persecution, and other inequitable actions.

The objective of the Equality Act is to develop progressive and inclusive norms by challenging barriers to advancing career development and restricting the impacts of inequality.

By observing the regulations set out in the Equality Act, Icon's policies and practices correspond to the requirements of individuals and groups that are different from those of others and encourages participation the organisation, in the conservation profession, and the wider sphere of public engagement in all aspects of cultural heritage in public life.

*Because EDI is integral to all of Icon's activities, the organisation is both representative and truly part of the community we serve.*