



STEM

Charter for
Business

in Northern Ireland

www.equalityni.org/STEMcharter

We are committed to ensuring that men and women have equality of opportunity in terms of accessing our jobs in the areas of Science, Technology, Engineering and Mathematics. In particular we recognise the specific need to address the current underrepresentation of women in STEM jobs.

We are committed to ensuring that we provide equality of opportunity in relation to recruitment, training, development, promotion, appraisal and with regard to all of our policies.

To show our commitment as a STEM employer, we are doing the following:

- implementing an equal opportunities policy, that is regularly updated, and is supported by training, for all of our staff;
- implementing appropriate positive action measures such as pre-employment training, welcoming statements and personal development

courses for women, where they are under-represented in certain job areas and at certain grades;

- challenging stereotypical attitudes, preconceptions and prejudice that might exist in relation to women working in STEM jobs;
- working with our female employees to benchmark the current business environment against best practice examples and to identify ways to improve its accessibility to women;
- monitoring access to all of our policies, to ensure both women and men enjoy equality of opportunity in terms of access to employment, training, development, promotion and flexible working; and
- utilising various measures, including staff awareness surveys and exit interviews, to help us ensure that all existing and potential female employees feel that they enjoy equality of opportunity.

**SUCCESS THROUGH
STEM**



Equality Commission

FOR NORTHERN IRELAND