

Memberships & accreditations

SQA currently have a range of memberships and accreditations to support an inclusive culture.

These memberships and accreditations can provide:

- data driven insights and benchmarking to achieve externally validated standards
- an enhanced reputation to attract diverse candidates
- an external commitment to equality, diversity and inclusion
- an increased sense of belonging and psychological safety for staff, potentially leading to greater morale and less turnover of staff
- an opportunity to link with others and share practice

The majority of SQA equality, diversity and inclusion related memberships are provided at no cost to the organisation (see Appendix 1)

We are currently due to renew our Employers Network for Equality and Inclusion (ENEI) and our Stonewall Diversity Champions Membership which do have costs attached. There is an overview of each membership provided below with further details available in the Appendices.

Employers Network for Equality and Inclusion

enei is a leading employer network covering all aspects of equality and inclusion (see Appendix 2 for more information)

It is a 'one stop shop' for advice, consultancy, training, networking, best practice, benchmarking, and leadership. It has around 350 members across the UK.

This membership costs £1,650 (plus VAT) annually and is due to be renewed in December 2024.

ENEI also offer a self-assessment tool, namely, the Talent, Inclusion and Equality Evaluation (TIDE). The results are benchmarked against other organisations taking part in the TIDE. We currently completed the TIDE assessment to support the development of our EDI Strategy.

All SQA colleagues can access the resources and training available from enei. Training and development are included in the membership and covers all protected characteristics as well as relevant information to advance equality, diversity and inclusion. This includes for example equality impact assessment, EDI strategy development and meeting the Public Sector Equality duties.

SQA colleagues, in particular, equality colleagues often attend enei workshops, roundtable discussion and access their resources.

Stonewall Diversity Champions Membership

Stonewall Diversity Champions Membership provide the following:

The [Stonewall Diversity Champions membership](#) scheme supports organisations to embed workplace inclusion for LGBTQ+ people by providing expert advice and guidance with policy, practice, and strategy development (see Appendix 3 for further information). Thus, supporting SQA's work in relation to ensuring our colleagues feel safe in our online and physical spaces, in particular advancing equality for the protected characteristics of sexual orientation, sex and gender reassignment.

Membership of the scheme potentially demonstrates a public commitment to progressing the rights of the LGBTQ+ community within SQA. Our annual membership was last renewed in March 2024 and costs around £3,090 + VAT per year.

In addition, Stonewall offer a [Workplace Equality Index](#) (WEI). This index ranks employers in relation to a range of inclusive measures. Any employer can submit to the WEI. Stonewall do not charge for the submission and subsequent ranking, and employers do not have to be a member of the Diversity Champions scheme to take part in the WEI.

Training and development are not included in their membership although we can get 10% off the usual rate which is usually around £200 a workshop per attendee.

If we were going to apply for the Workplace Equality Index, the Diversity Champions membership gives us the opportunity to be supported to do this.

We also have a higher representation of LGBT+ colleagues in SQA (over 5% of those who have declared) in proportion to the wider population (4.0%) so the visible commitment to Stonewall may be especially important to colleagues to give them a sense of safety and belonging and although difficult to measure it may also have contributed to SQA attracting candidates from this population.

We have not used our Stonewall membership in 2023/24 in relation to advice, guidance or training but they did support the development of our Gender Identity and Transitioning at Work policy in 2022.

Appendix 1: EDI Memberships and Accreditations

SQA Memberships & Accreditations:	Annual Cost:	Membership level:	Main SQA contact
Accreditation as a Scottish Living Wage Employer	Free	TBC	[REDACTED]
Carer Positive Member	Free	Engaged	[REDACTED]
Disability Confident Employer	Free	Leaders	[REDACTED]
Dying to Work Campaign Signatory	Free	N/A	[REDACTED]
Happy to Talk Flexible Working Employer	Free	N/A	[REDACTED]
Investor in Young People Accreditation	TBC	Investors in People Gold	[REDACTED]
Hidden Disability Sunflower Scheme Member	Free	Basic	[REDACTED]
Business in the Community Race at Work Charter Signatory	Free	Charter signatory	[REDACTED]
Employers Network for Equality & Inclusion Member	£1,980 Renewal Dec 2024	Essential	[REDACTED]
Stonewall Scotland Diversity Champion Programme	£3,090 Renewal March 2025	Diversity Champion Member	[REDACTED]
Business in the Community Member	£5,500 renewal September 2024	Responsible Business Member	[REDACTED]

Appendix 2: Employers Network for Equality and Inclusion

Key Member Benefits

Essential membership provides self-service access to all the key resources and services you need to develop and support your diversity, equality, and inclusion strategies.

Essential membership package includes full access for you and your team to:

- Talent Inclusion and Diversity Evaluation (TIDE) our online self-assessment and benchmarking tool, and up to one hour's consultation with one of our diversity and inclusion specialists to discuss your results and offer guidance on next steps.
- Our suite of online resources covering all aspects of DEI in the form of case studies, employer guides, quick guides, toolkits, infographics, research and reports, and our notable dates and religious festivals calendars.
- Free advertising for your DEI jobs on our jobs board and social media channels.
- Our calendar of online events covering webinars, roundtables, and interviews.
- Our online, on demand video library.

Key benefits include:

- Exclusive advice and guidance on Equality & Inclusion matters
- Privileged access to learning and development
- Opportunities for peer support and networking through a number of events and networking opportunities including their Annual Conference, House of Lords Networking Event for Members, Awards Reception, local groups, and round table events etc.
- Enhancing organisational reputation on diversity and inclusion
- Developing and promoting thought leadership
- For more information about enei visit: [website](#)

Appendix 3 Stonewall Diversity Champions Membership

Key benefits

The most inclusive employers develop structured and systematic policies and practices. They embed inclusion across their entire organisation.

As a Diversity Champion, Stonewall help embed LGBTQ+ inclusion by:

- Supporting submission to the Workplace Equality Index and Global Workplace Equality Index. These tools will tell us where we're doing great things and where we can improve.
- Providing tailored email and phone support and advice.

Attract and retain the best talent

A diverse workforce creates diversity of thought, action and innovation. But in a competitive market, workplace and culture needs to stand out to jobseekers.

As a Diversity Champion, Stonewall can help the organisation attract and recruit LGBTQ+ talent by:

- Giving us the Diversity Champion logo to use on promotional materials.
- Listing on their [Proud Employers](#) careers site, Stonewall's LGBTQ-inclusive jobs board, enabling us to attract diverse talent and position our organisation as an inclusive employer of choice. Access is granted exclusively to Diversity Champions and all members receive five free adverts when they first join the programme.

Build your professional network

Becoming a Diversity Champion means joining a community of over 900 employers. Collaboration and learning from peers keep us at the cutting edge of practice.

As a Diversity Champion, Stonewall help build our network through:

- Access to their annual series of seminars and webinars. Topics range from [Workplace Equality Index](#) best practice to global mobility.
- Discounted rates to their Workplace conferences, where we can connect with hundreds of colleagues across sectors.
- Facilitated introductions to other organisations.

Stonewall Scotland expertise

Stonewall has been running their Diversity Champions programme since 2001. Years of working with employers in the UK and globally has informed their knowledge and expertise.

As a Diversity Champion, we benefit from knowledge and expertise we can trust. Including:

- Access to their resources. These give us step-by-step guidance on different areas LGBTQ+ inclusion. From inclusive policy to senior leadership, our suite of resources is always expanding.
- Having our policies reviewed for LGBTQ+ inclusion by our in-house team of experts.
- Receiving discounted rates to our workplace training. Stonewall training provides your team with the knowledge and confidence to play their part in creating an inclusive workplace

