

Diversity & Inclusion Policy

Introduction

The ANC is a trade association for acoustics, noise & vibration consultancy practices in the UK. There are over 110 member companies, representing over 1000 consultants. The ANC seeks to raise the standards of acoustic consultancy and improve recognition of the vital role which good acoustics and the management of noise and vibration play in achieving good design and effective planning in the built and natural environment.

As the UK's representative body for acoustic consultancies, the ANC brings together some of the most talented and successful acoustic consultants to advance and promote excellence in acoustical engineering, for the benefit of society.

Diversity, equity and inclusion are critical threads running through all of the ANC's activities, whether this be outreach to the wider engineering industry and Government policy makers; or engaging with students and prospective consultants to promote careers in acoustics as a rewarding profession.

Diversity & Inclusion Goals

The ANC acknowledges and welcomes its responsibility to:

- promote a truly inclusive workforce in acoustics, noise & vibration consultancies in the UK; and
- ensure that the ANC is leading by example on diversity and inclusion through its own operations.

The ANC will meet these responsibilities by pursuing the following goals:

Goal 1 – The ANC leadership drives positive change towards inclusive cultures

Specific objectives:

1. Identify and systematically remove barriers to inclusion for ANC activities, such as Committees, Working Groups, Board membership, conference involvement etc.
2. Promote dialogue to improve diversity and inclusion for ANC activities and address shortcomings or restrictive practices.

Goal 2 – Members are supported and challenged to increase diversity and cultivate inclusive cultures

Specific objectives:

1. Improved employer engagement, commitment and accountability on diversity and inclusion.
2. Regular and up-to-date signposting to relevant diversity and inclusion resources (for example, [Inclusive Recruitment Toolkit](#), [Inclusive Cultures Toolkit](#), [Implementing Diversity Policies: Guiding Principles](#) etc.).
3. Support Continuing Professional Development (CPD) activities intended to improve diversity and inclusion practices in management and recruitment.

Goal 3 – Informed profession with the confidence and capacity to increase diversity & inclusion

Specific objectives:

1. Clear articulation of the importance of an inclusive workforce in building a sustainable society and inclusive economy that works for everyone
2. Develop and adopt an Inclusive Meetings Code of Practice to guide all ANC meetings and events. Share this with member companies.

Goal 4 – A network of champions advocating for improved diversity and inclusion

Specific objectives:

1. An increased number of leaders publicly committing to champion diversity and inclusion
2. Encourage training and events to share knowledge and best practice on diversity and inclusion
3. Create initiatives that support equitable opportunities for networking, mentorship and participation at conferences, committees and working group meetings.

Target Audiences

The target groups for this policy are:

- Anyone representing the ANC (members of the Board, Committees, Working Groups etc.)
- Member companies
- Partnering organisations, associations and representative bodies

Through embedding diversity & inclusion across all our activities and working in close collaboration with member companies, the IOA, CIEH, UKAN and other important partners to achieve the goals outlined in this policy, we will create a diverse and truly inclusive acoustic consultancy workforce.

Our Ways of Working

To achieve our goals the ANC will:

- Grow our network to provide advice and guidance to employers
- Broaden our engagement with employers on diversity and inclusion matters
- Deepen our partnerships with other organisations
- Identify and share practice and knowledge drawn from other sectors of the engineering industry on an ongoing basis.

Governance

Responsibility for implementing and updating this policy rests with the Board.