Equality, Diversity & Inclusion

Make UK's commitment statement

At Make UK we embrace and value individuality. We are committed to sustaining an inclusive working environment where everyone is and feels welcome, motivated and able to thrive.

Equality, diversity and inclusion is not simply about doing the right thing. We believe that everyone can benefit from diversity of thought and inclusion of talents. We can create a welcoming and motivated place to work. This will undoubtedly improve our business performance: improved decision-making and strengthened engagement and innovation will help us better meet the needs of our members, students and clients.

Make UK's defining purpose is to champion manufacturing. Our role is to support, promote and represent our sector – to understand, anticipate and respond to its needs, including through the provision of services. Our goal is to help our members, students and clients to grow and succeed.

We will lead by example by having and demonstrating a culture of inclusive behaviour within a diverse workforce. Our inclusive culture must reach beyond our own staff, but through to our students, members and guests. This culture must be driven from the heart of Make UK both within and out of the business.

We will not tolerate any form of unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation in any area of employment, our membership or in the provision of our services. We encourage anyone who feels they have been subject to or witnessed discrimination to raise their concerns.

We will regularly review all our employment practices, policies and procedures to ensure compliance with the requirements of this statement.

We require all employees and members to recognise these commitments and act in accordance with them.

We will make our staff aware of their personal responsibility for ensuring everyone is treated with dignity and respect.

We will monitor the effectiveness of our commitment to diversity and inclusion and the supporting policies and procedures annually.

We will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marital and civil partnership status, pregnancy or maternity, race, ethnic origin, religion or belief, nationality, sex and sexual orientation or of any other condition or requirement.

Make UK's Executive Board

Approved March 2026

Review date March 2027

