CIOT and ATT’s Equality, Diversity and Inclusion Strategy

General Features | Professional standards



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The launch of the new Equality, Diversity and Inclusion Strategy by CIOT and ATT will build on our efforts to create a diverse, inclusive community.

Key Points

What lies behind the launch?

The CIOT and ATT Councils have adopted their first Equality, Diversity and Inclusion Strategy, as presented by Olayinka Iwu, Chair of the EDI Committee.

What does it mean for me?

Our EDI strategy is intended to help the CIOT and ATT and, importantly, all of us involved with them to reach the position where the *right thing* has become the obvious and automatic thing to say or do.

What can I take away?

In the four years to 2026, our specific focus will be on implementing measures in furtherance of EDI objectives related to sex, age, ethnicity and social mobility, at the same time as remaining alert to other EDI issues.

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Image

FOREWORD: A NEW STRATEGY



Olayinka Iwu, Chair of the CIOT and ATT's Joint EDI Committee, shares her hopes for the development of the strategy.

I am delighted to welcome the adoption by the CIOT and ATT Councils of this, their first Equality, Diversity and Inclusion (EDI) Strategy. As the independent Chair of the joint EDI Committee, I know how much work the officers of both bodies and the EDI Committee members have put into preparing the strategy. I have been particularly impressed with the two Chief Executives, and all the work and thought they have put into the research we have conducted to develop this strategy.

The strategy contained in this document is designed to apply for the four-year period up to December 2026, but I know that the EDI Committee is hoping that it will be possible to further develop aspects of the strategy before then – for example, by giving greater focus to disability.

I know from my work elsewhere that EDI concepts can sometimes seem hard to grasp at first and even harder to apply in practice. I also know that when they are embraced positively in an organisation, everyone connected with that organisation can benefit.

There will be challenges in converting the EDI aims into reality. If there weren't, it would mean that it wasn't working. That, however, is where the EDI Committee can help. We look forward to providing whatever support we can.

Olayinka Iwu
Chair of Joint EDI Committee

As two educational charities, our common purpose is the advancement of public education in taxation. Our EDI strategy should contribute to this shared purpose by inspiring, informing and influencing members, students, volunteers, colleagues, key stakeholders and the public.

In the four years to 2026, our specific focus will be on implementing measures in furtherance of EDI objectives related to sex, age, ethnicity and social mobility, at the same time as remaining alert to other EDI issues.

In relation to EDI, we aim to:

1. Develop an inclusive environment within our workplaces and to ensure that the ATT and CIOT live their values within EDI.

2. Embed EDI throughout the work that we deliver within those workplaces.

3. Build an inclusive membership with a true sense of belonging which celebrates diversity.

4. Inspire the next generation of tax professionals and ensure inclusive access to our tax qualifications and member services.

5. Undertake initiatives in respect of EDI-related matters including research, the preparation of resources and commentary on relevant tax proposals.

Our strategy for 2022 to 2026

In furtherance of our aims, we will:

1. Work to improve our diversity data collection and monitoring by:

a) collecting, collating and analysing appropriate diversity data to ensure we have an evidence-based approach to our work;

b) using this data to prioritise actions; and

c) undertaking our second EDI survey of students and members in 2025.

2. Follow up the findings in the 2022 survey in respect of the students and members who reported having experienced inappropriate activity, mostly related to sex, by undertaking further research in this area to understand the nature and context of that activity and how we might influence, inform and encourage positive behaviours and encounters to deliver more positive/better experiences.

3. Address the issue identified in the 2022 survey of the difficulties encountered by members returning to work after a career break by reviewing our services to identify what support, guidance and information we are able to provide to members returning to work.

4. Identify and implement ways to make our volunteering information, support and guidance more accessible and visible in order to address the finding from the 2022

survey which indicated that members and students did not know how to get involved as volunteers with their professional body/bodies.

5. Work to improve our understanding of:

a) race and ethnicity data collection and monitoring on a broader basis as well as any cultural differences that exist; and

b) any barriers that may exist which prevent ethnically diverse individuals from becoming students and/or from subsequently achieving their aspirations to become members and then progress in their careers.

6. Strive to:

a) remove any EDI-related barriers that prevent or discourage enrolment as a student or registration to sit any of our examinations; and

b) ensure that appropriate publicity is given to the process for applying to sit an examination under special arrangements.

7. Ensure in our capacity as employers that all our staff colleagues:

a) have the opportunity to succeed and feel a sense of belonging within our organisation; and

b) are encouraged to make full use of all their talents, be their best and achieve their potential.

8. Strive to use appropriately inclusive language in all our publications.

9. Work collaboratively with other bodies (including new ‘partners’) to share good practice and extend the reach and influence of our EDI work and achieve our aims.

10. Work closely with our EDI Committee, looking to them to support, monitor and advise on the development and delivery of our EDI strategy and the realisation of our full potential to advance EDI within our spheres of influence.

We will publish progress on our website, in our annual reports and in *Tax Adviser* to keep you informed. Thank you for your support.

Image

WHEN THE RIGHT THING BECOMES AUTOMATIC



Helen Whiteman
Chief Executive
CIOT



Jane Ashton
Chief Executive
ATT

This is not just an Equality, Diversity and Inclusion (EDI) Strategy – it's a CIOT and ATT EDI strategy! So if you are reading it, it will almost certainly affect you. The roles and connections which you have with CIOT and/or ATT inevitably bring you into contact not only with the organisations and the work they do, but also with many of the other individuals who have such roles and connections.

All of us like to be understood for what we are and in turn we like to understand others. Few, if any, of us wish to make anyone else feel uncomfortable but, in our diverse community, we can sometimes struggle to know what the right thing is to say or do (or not do) as the case may be.

Our EDI strategy is intended to help our two organisations and, importantly, all of us involved with them reach the position where that *right thing* has become the obvious and automatic thing to say or do.

Both of our organisations have strong reputations for being inclusive. This EDI strategy has the potential to enhance our reputations further. But, more importantly, we believe that living our EDI aims will be better for all of us, both as individuals and as organisations.

We take this opportunity to thank Yinka and the EDI Committee for their time and enthusiasm in helping us reach the stage where we could produce this strategy document.

Below, you will find our joint goals and our strategy up to 2026. This will also be published on both our websites and progress against our action plan will be reported to both Councils on a regular basis.

We hope that you will find all of this interesting, useful and, hopefully, inspiring.