**To be printed on your headed paper**

Inclusive Employer Framework

Royal Town Planning Institute

41 Botolph Lane

London EC3R 8D

**[Date]**

Commitment to the Inclusive Employer Framework principles

On behalf of **[insert organisation name here]** I wish to pledge my commitment to the principles of the Inclusive Employer Framework.

I confirm that **[insert organisation name here]** is committed to working towards the achievement of the Framework’s aims and I confirm our support for the principles of the Framework.

In committing to the principles of the Inclusive Employer Framework, we recognise that we join a community with the shared goal of addressing inequalities and embedding inclusive cultures.

We will each have different equality challenges, constraints and priorities but with the support of the RTPI will develop targeted and meaningful actions based on an understanding of our specific context and informed by current best practice.

In determining our actions, we commit to:

Fostering inclusive workplace(s) and cultures that eliminate discrimination, bullying harassment and encourages and empowers staff to express themselves and their identity at work. As a minimum, this will include

* Provision of accessible workspaces for colleagues.
* Support for all hair styles and head coverings including Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.
* Provision of safe spaces and places to worship and welcoming religious and cultural dress
* Adoption of inclusive language that recognises and validates identity of colleagues, contractors and clients.
* Support for appropriate staff groups to help a drive EDI actions.
* Provision of safe and appropriate spaces for parents to feed children or express milk.
* Provision of spaces and support for colleagues to celebrate and commemorate important religious and cultural dates e.g., Eid, PRIDE, Women’s History Month.
* Provision of support mechanisms for a menopause-inclusive workplace
* Implementation of an inclusive recruitment process

I understand that:

* Information on framework signatories, our contact person may be publicised on RTPIs website.

**[insert organisation name here]** has nominated [give name and contact details] as its designated Framework contact. The contact will coordinate internal questions on the Framework and be the conduit for communication with the RTPI’s team.

I understand that over time the framework evolves and that our framework contact will be informed of any changes.

Yours sincerely

**(Director/CEO/Head of….)**