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# Equality Objectives

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## Equality objectives:

- To work to ensure the GIAA is an exemplar of the Civil Service ambitions to attract and retain a workforce at all levels that reflects the diversity of the communities across the UK
- To continue to embed and role model the Public Sector Equality Duty (PSED) so it is routinely included in all aspects of GIAA work and decision making
- To maintain and continuously improve an inclusive culture and working environment in GIAA

## In addition, GIAA's commitment is to:

- Promote equality and diversity within its workforce
- Create a working environment where diverse contributions are encouraged and everyone is treated with dignity and respect
- Recognise and value the differences and individual contribution that people make
- Embed the GIAA values through its day to day practices
- Provide support and encouragement to employees to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities
- Build in legislative and Civil Service requirements and best practice in respect of quality and diversity into all GIAA policies and procedures
- Take a zero tolerance approach to bullying, harassment and discrimination, in which complaints will be taken seriously and, where appropriate, treated as a disciplinary offence
- Continue to raise awareness of and encourage employee engagement with network groups