



MRS INCLUSION PLEDGE A MANIFESTO FOR COMPANIES

We believe that a sector that provides insight and evidence about human behaviour and society should be representative of the world it serves. We are committed to creating an inclusive environment where the only barriers to progress are personal choice and professional competence.

To this end, we commit to:

1

Gather, and where appropriate, publish pay statistics annually and where it is found, dismantle pay discrimination based on gender and ethnicity.

2

Work towards ensuring all our staff is representative of the full diversity of our business locations and improve representation in recruitment by ending unpaid internships, actively considering apprenticeships and by supporting school, university and other outreach programmes.

3

Work towards the achievement of appropriate government targets for the representation of women and minority ethnic groups at senior management and board level.

4

Design and conduct our research projects to allow representation for all, ensuring:

- Active consideration of inclusive research designs and methodologies
- Transparent communication of the sampling practice within our projects especially when claims of national representation are to be made.

5

Create safe and welcoming places and practices for work for all, committing to:

- Create accessible, inclusive environments in our places of work, in our systems and in our communications for all staff and visitors, ensuring consideration is given to visible and invisible disability.
- Develop a proactive culture that supports whistleblowing and publish clear policies to support this.
- Train staff to recognise those who need help for stress or mental health and wellbeing and create appropriate support systems.