



BSI Standards Publication

Human resource management — Diversity and inclusion

National foreword

This British Standard is the UK implementation of ISO 30415:2021. It supersedes [BS 76005:2017](#), which will be withdrawn on 1 May 2023. The delayed date of withdrawal is to enable UK organizations to continue to demonstrate their commitment to diversity and inclusion (D&I).

The UK participation in its preparation was entrusted to Technical Committee HCS/1/2, International Human Resource Management.

A list of organizations represented on this committee can be obtained on request to its committee manager.

The UK committee was deliberate in its decision to participate in the development of ISO 30415 and to ensure the inclusion of members of the [BS 76005](#) drafting committee. The ethos and principled approach in [BS 76005](#) of valuing people through D&I informed the development of ISO 30415.

The document was created by an international committee comprising considerable diversity of thought and expertise that necessarily took account of the need for courage, change and flexibility arising from the uncertain and turbulent times of the COVID-19 pandemic; civil action borne from historical and systemic inequalities; and significant changes in the workplace, such as the impact of digital transformation. D&I can no longer be viewed as peripheral, existing only on the fringes of organizational activity. The ever-evolving nature of humanity, including the complexity arising from the wide range of people characteristics, points towards organizations needing to view D&I as an imperative, as was already envisioned in [BS 76005](#).

The document builds on [BS 76005](#) principles and identifies six fundamental prerequisites for D&I in an organizational context. These prerequisites encompass recognizing and championing diversity, governing effectively, acting accountably, advocating the case for D&I, and working and communicating inclusively.

Predicated on an inclusive organizational culture, the document, similar to [BS 76005](#), also adopts an employment life cycle structural device that covers workforce planning to cessation of employment and everything in between. Inspired by [BS 76005](#), but expanding the scope further, it incorporates guidance for organizations on fostering D&I in the design, development, and delivery of products and services; in its stakeholder relationships; and, importantly, on promoting decent work in supply chain partner organizations.

To support its uptake and application, the document provides a holistic and comprehensive approach to D&I and hands-on guidance sensitive to an organization's context. BS ISO 30415 provides guiding recommendations that focus on actions, measures and identified potential outcomes.

Its recommendations should be followed in a way that is material to identified organizational objectives, D&I risks and opportunities, and the context within which each organization operates, all of which are reflective of the drive for continual improvement.

For smaller organizations, or those without a dedicated human resources function, this document provides a framework for managing D&I activities in a structured way.