



## ***EQUALITY DIVERSITY AND INCLUSION POLICY***

### Equality

The BSE are committed to equality of opportunity and following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no member, applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, trade union membership or non-membership, or because of being a part-time or fixed term worker or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. The Society shall appoint, train, develop and promote on the basis of merit and ability. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

### Diversity:

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. We are committed to creating and sustaining an environment supported by practices that benefit the Society, its members and all those who work within it. We take account of the fact that people, whilst similar in many ways, differ including (but not exclusively) on the basis of gender, age, race/ethnicity, sexual orientation, physical ability, mental capacity, religion and belief, education, economic status, personality, communication style and approach to work. We recognise that understanding, valuing and effectively managing these differences can result in greater participation that can lead to benefits and success at an individual and organisation-wide level.

### Inclusion:

The BSE recognises that a diverse workforce does not guarantee inclusion. Inclusion is where people feel valued and accepted within the organisation, without having to conform. We are committed to being an organisation in which everyone can influence, share knowledge and have their perspectives valued, where all members and employees are empowered to thrive.

### Scope:

All members and employees are covered by this policy, and it applies to all areas of Society activity.

All members and employees have personal responsibility for practical application of this policy, which extends to treatment of members and employees of the Society and members of the public.

All employees should understand they, as well as the Society as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, members, suppliers and the public.

All members should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their Society involvement and communications, against fellow members, Society employees and the public.



## Grievances and dealing with complaints:

The Society will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the Society's grievance and/or disciplinary procedures, and appropriate action will be taken. The Society's Disciplinary Procedure can be found in the Governance section of [bsecho.org](https://bsecho.org). Complaints against a member of staff should be notified to the Chief Executive via [chiefexec@bsecho.org](mailto:chiefexec@bsecho.org) and/ or the Honorary Secretary via [Secretary@bsecho.org](mailto:Secretary@bsecho.org)

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic (as described by the Equality Act 2010) – is a criminal offence.