**BASHH equality, diversity and inclusion policy**

BASHH is committed to encouraging equality, diversity and inclusion among our groups: the board, special interest groups, committees and all other working groups; and eliminating unlawful discrimination.

The aim is for our groups to be truly representative of all sections of society and our membership, and for each volunteer to feel respected and able to give their best.

The association, in providing services, is also committed against unlawful discrimination of members or the public.

**This policy’s purpose is to:**

* provide equality, fairness and respect for all in their various roles and positions.
* not unlawfully discriminate due to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation [Equality Act 2010].
* oppose and avoid all forms of unlawful discrimination. This includes in any allowances, terms and conditions of appointment, dealing with grievances and discipline, selection for membership of groups, training or other developmental opportunities.

**BASHH commits to:**

* Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
* Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.

All volunteers should understand that they, as well as others, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their activities, against fellow volunteers, members and the public.

* Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, members, the public and any others in the course of the organisation’s work.

Such acts will be dealt with as misconduct and appropriate action will be taken.

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 – is a criminal offence.

* Make opportunities for training, development, and progress available to all volunteers as appropriate: who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
* Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
* Monitor the make-up of the membership and groups including information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
* Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them regularly, and considering and taking action to address any issues.