

## **Appendix 3: Equality and Diversity Policy**

### **Remit and Aim:**

This policy applies to all members of the Society and outlines the expected norm of behaviour from all visitors and external collaborators or participants at the Societies events.

The Society will treat all people with dignity and respect, valuing the diversity of all. The Society shall not refuse an application for membership or discriminate against any member on the grounds of race, place of origin, sex, sexual orientation, caste, religion, political views or on any other grounds that it may deem discriminatory in the future.

### **Objectives**

The Societies objective is to achieve its Aims by:

- Sustaining, regularly evaluating and continually improving its activities to ensure equality and diversity principles and best practice are embedded in the organisation;
- Responding to members needs and encouraging their development to increase their contribution to effective realisation of the Societies goals;
- Recognising and valuing the differences and individual contribution that all people make to the Society;
- Challenging discrimination;
- Being accountable.

### **Responsibility for Implementation**

This policy covers the behaviour of all members and sets out the way they can expect to be treated. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The overall responsibility for ensuring adherence to and implementation of this policy lies with the management committee. The Society aims to embed this in all its policies, procedures, day-to-day practices and external relationships. Effective record keeping and monitoring, and acting on information gathered, will be carried out to measure effectiveness and plan progress in terms of implementation of the policy.

The Management Committee will review this policy every 3 years.