

Equity, diversity and inclusion policy

ASPiH is committed to encouraging equity, diversity and inclusion among our Association, and eliminating unlawful discrimination.

The aim is for our Association to be truly representative of all sections of society and our members, and for each individual to feel respected and able to give their best.

The organisation - in providing services and/or facilities - is also committed against unlawful discrimination of members or the public.

The policy's purpose is to:

- provide equity, fairness and respect for all in our Association.
- not unlawfully discriminate because of the Equality Act 2010 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
- oppose and avoid all forms of unlawful discrimination. This includes benefits, terms and conditions, dealing with grievances and discipline or other developmental opportunities

The organisation commits to:

- Encourage equity, diversity and inclusion across the Association as they are good practice and make business sense
- Create a safe environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. All members should understand they, as well as the Association, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow members, customers, suppliers and the public
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, suppliers, visitors, the public and any others in the course of the Association's work activities.

Such acts will be dealt with as misconduct under the Association's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal from the Association without notice.

- Make opportunities for training, development and progress available to all eligible members, 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.
- Monitor the make-up of the members regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equity, diversity and inclusion, and in meeting the aims and commitments set out in the equity, diversity and inclusion policy.

Monitoring will also include assessing how the equity, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equity, diversity and inclusion policy is fully supported by the Executive Committee

and has been agreed.

Details of the organisation's grievance and disciplinary policies and procedures can be found at **www.aspih.org.uk**