

## **RSGB POLICY**

**Title: Equality, Diversity and Inclusion (EDI) Policy**

**Owner: General Manager**

Approved by: RSGB Board

Date: 25 April 2026

Review Date: 25 April 2029 (latest)

### **1. Purpose**

The Radio Society of Great Britain (RSGB) is committed to fostering an inclusive, respectful, and accessible amateur radio community in which all individuals are able to participate fully and safely. We aim not only to prevent discrimination, but to actively remove barriers to participation, promote equity, and create an environment where diversity is valued and inclusion is embedded in all that we do.

### **2. Scope**

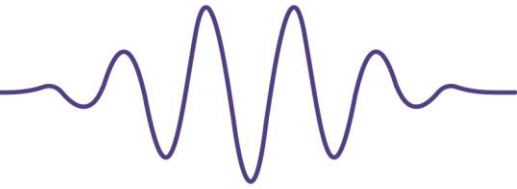
This policy applies to:

- Directors, staff, and volunteers
- RSGB members
- Affiliated clubs
- Participants in RSGB events, training, and programmes
- All RSGB platforms and environments, including:
  - On-air and online (websites, forums, social media) communications
  - In-person and virtual events

but only insofar as their activities intersect with their representation of the RSGB. Compliance with this policy is a condition of participation in RSGB activities. For members, a significant breach of these principles may be considered conduct prejudicial to the interests of the RSGB under the Articles of Association and Byelaws for bringing the RSGB into disrepute.

### **3. Definitions and jurisdictional limits**

- **On-air and online conduct:** The RSGB acknowledges it is not the regulator of the amateur radio spectrum or online activity. However, members are expected to uphold these principles on-air and online to maintain the standing of the hobby and the RSGB.
- **Disrepute:** Behaviour whether on-air, online, or in-person, that severely undermines the RSGB's reputation or contradicts its fundamental commitment to an inclusive community.
- **Exclusionary behaviour:** Actions or language specifically intended to alienate or degrade individuals based on protected characteristics, as opposed to technical requirements of the hobby (e.g. operating practices and style).



## 4. Principles

The RSGB is committed to:

- Treating all individuals with dignity and respect
- Promoting equality of opportunity
- Valuing diversity in all its forms
- Creating an inclusive and welcoming environment
- Challenging discrimination, harassment, and exclusion

## 5. Legal framework and inclusion

This policy aligns with the Equality Act 2010 and applies to all protected characteristics, including: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, and Sexual orientation. RSGB also recognises the importance of inclusion in relation to: Gender identity and expression, non-binary identities, Neurodiversity, and Socioeconomic background.

## 6. Standards of behaviour

All individuals involved in RSGB activities are expected to:

- Treat others with respect, fairness, and dignity
- Use inclusive and appropriate language
- Avoid discriminatory, abusive, or exclusionary behaviour
- Contribute to a safe and welcoming environment
- Not to bring the RSGB into Disrepute

These standards apply across all contexts, including: on-air communications, online interactions, and events, meetings, and training sessions. Bullying, harassment, discrimination, or victimisation will not be tolerated.

## 7. On-air and online conduct

The RSGB recognises that amateur radio and digital platforms are central to its community. All members must:

- Operate respectfully and inclusively on-air
- Avoid offensive, discriminatory, or exclusionary language
- Follow RSGB guidelines for appropriate conduct online

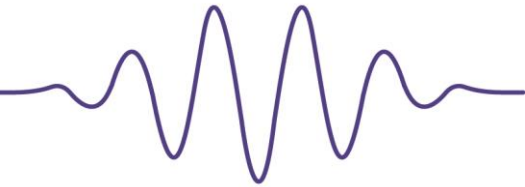
While the RSGB does not and cannot police individual frequencies, websites, forums and social media, unacceptable behaviour that is reported and verified will be treated as a breach of this policy where it severely impacts RSGB's objectives or reputation or brings the RSGB into disrepute.

## 8. Accessibility

The RSGB is committed to improving accessibility and reducing barriers to participation. We will use accessible venues, provide hybrid participation options, ensure clear communications, and work towards accessible digital formats to support participation by individuals with disabilities.

## 9. Responsibilities

- **RSGB Board:** Has overall accountability for this policy, ensuring EDI is embedded in strategy and appropriately resourced
- **Staff and volunteers:** Responsible for implementing this policy and addressing inappropriate behaviour
- **All members:** Responsible for upholding these standards and treating others with respect



## 10. Reporting and complaints

The RSGB provides mechanisms for reporting concerns related to discrimination or harassment. These are outlined in the RSGB Customer Service Policy. Reports will be taken seriously, handled fairly, and treated with appropriate confidentiality through the RSGB complaints process.

## 11. Enforcement

Breaches of this policy may result in action, including:

- Suspension or termination of membership
- Other appropriate disciplinary measures

Actions will be proportionate, consistent with RSGB procedures, and conducted in accordance with the disciplinary powers set out in the RSGB Articles of Association and Byelaws.

## 12. Further Advice

If any RSGB employer, volunteer or member requires advice relating to this policy they should contact the General Manager – [gm.dept@rsgb.org.uk](mailto:gm.dept@rsgb.org.uk)

## 13. Continuous improvement

The RSGB is committed to ongoing improvement. We will learn from feedback, share good practice, and adapt our approach to reflect evolving standards and community needs.

## 14. Review

This policy will be reviewed by the RSGB Board when any significant change occurs and no less than once every three years.

Version	Board agreement date	Date Published
1.1	2026/04/25	2026/06/02