



RSGB Equality and Diversity Policy

Policy

The RSGB aims to ensure that the values of equality, diversity and respect for all are embedded into everything that we do, and to ensure that no individual is discriminated against in the planning and delivery of any of our activities.

This policy demonstrates our commitment to eliminating discrimination and encouraging and valuing diversity. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

This policy is intended to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Scope

This policy applies to all directors, staff and volunteers. We will ask our suppliers, contractors and any other individual or organisation working on behalf of the RSGB to comply with this policy while that work is underway. We hope that our members will also embrace it.

Overall responsibility for the implementation of this policy lies with the RSGB Board and the RSGB General Manager.

Procedure

1. RSGB responsibilities

1.1. For equality to be achieved this policy needs to be understood and embraced by directors, staff, volunteers, partners and suppliers.

1.2. All directors, staff, volunteers, partners and suppliers must be encouraged to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

2. RSGB commitments

2.1. We recognise that this policy alone is not enough to ensure that equality and diversity become embedded in everything that we do. We will therefore seek to create an environment in which diversity and the contributions of everyone are both recognised and valued.

2.2. We intend to provide an example of good equalities practice and so promote recognition of equalities within the amateur radio community.

2.3. In introducing this policy we recognise that many people may be unfamiliar with the ways in which inequalities can affect people's health, well-being and quality of life. We will therefore support development of equalities awareness and understanding.

2.4. The Board will:

- a) Assess any significant new or revised other policies and procedures for their impact on equality
- b) Embed equality and diversity into our development plans
- c) Ensure our employment practices and procedures are consistent with the aims of this policy
- d) Use accessible venues for our events and meetings
- e) Use plain English in our emails, letters, reports and publicity materials
- f) Offer accessible communications channels

3. Review and Action

3.1. To ensure that we are meeting the aims and the spirit of this policy we will regularly review how well we are implementing it, and adjust our practices and/or develop an action plan where such review shows a shortfall in good practice or legislation.

3.2. Such reviews shall be not less than annually.

Explanatory Notes

The Policy aims to foster a positive culture concerning Equality and Diversity. As such, it aims to help and guide all members of the RSGB community, rather than to offer a shopping list of what should or should not be done.

We hope that this will help everyone to understand and where necessary address Equality and Diversity issues in a constructive way. RSGB will welcome reports of examples where the Policy has made a positive difference, whether to practice or to any person or group, whether from individuals, clubs, committees or others. These will help us guide others by offering examples of best practice.

The RSGB complaints process is available to help those who feel we are not living up to the Policy and believe they have not been treated accordingly. This is a blame-free process which aims to improve what we do, as well as ensuring that all individuals are treated fairly.