



**UK Society for
Behaviour Analysis**

**EQUALITY & DIVERSITY
POLICY**

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1. THE POLICY

At UK-SBA we are committed to promote equality, value diversity and combat all forms of discrimination in order to provide a supportive, secure environment that enables all members to maximise their potential. In accordance with the Equality Act 2010, it is unlawful to discriminate directly or indirectly on the grounds of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, marital status or because someone is in a civil partnership. These are known as the protected characteristics.

This policy is intended to complement the Equal Opportunities in Employment Policy that covers UK-SBA's broader commitments in relation to its employees and recruitment process. This policy is made available on the UK-SBA website and on request from the administration team.

2. UNLAWFUL BEHAVIOUR

The Act defines four kinds of unlawful behaviour – direct discrimination; indirect discrimination; harassment and victimisation.

Direct discrimination occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people. This describes the most clear-cut and obvious examples of discrimination – for example if an organisation were to refuse to let a member be a member because she is a lesbian.

Indirect discrimination occurs when a “provision, criterion or practice” is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic. An example might be holding a Board meeting on a Friday evening, which could make it difficult for observant Jewish Directors to attend. It is a defence against a claim of indirect discrimination if it can be shown to be “a proportionate means of achieving a legitimate aim”. This means both that the reason for the rule or practice is legitimate, and that it could not reasonably be achieved in a different way that did not discriminate.

Harassment has a specific legal definition in the Act - it is “unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.” This covers unpleasant and bullying behaviour, but potentially extends also to actions that, whether intentionally or unintentionally, cause offence to a person because of a protected characteristic.

Associative discrimination occurs where an individual is directly discriminated against or harassed, for associating with another individual who has a protected characteristic. This might occur, for example, where a board member is ostracised by other members because the board member had a gay flatmate.

Perceptive discrimination occurs where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she in fact does not have that protected characteristic. This might occur, for example, where an employee is subjected to homophobic bullying based on a perception that he/she is gay.

Victimisation occurs where a board member is subjected to a detriment, such as being denied a position of responsibility on the board, because he/she made or supported a complaint or raised a

grievance under the Equality Act 2010, or because he/she is suspected of doing so. Board members are not, however, protected from victimisation if he/she acted maliciously or made or supported an untrue complaint.

A failure to make reasonable adjustments may occur where a physical feature or a requirement, condition or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic and the Society has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

All forms of discrimination by any person within the Society's responsibility, will be treated seriously, as such behaviour is unacceptable.

Racist symbols, badges and insignia on clothing and equipment are forbidden at board meetings and events. Members should be aware of possible cultural assumptions and bias within their own attitudes.

3. POLICY AIMS

Equality and Diversity is about making a difference to the lives of the people we serve, treating all people with dignity and respect, and recognising the value of each individual. We are committed to ensuring that our services meet the varied and individual needs of our members. We work hard to build relationships with our members in order to harness their engagement in the Society. We recognise that members may experience a range of different needs during different times in their lives and we endeavour to meet these needs by working in partnership with them.

In our practices we aim to:

- equip members with an awareness of our diverse Society and to appreciate the value of difference, and the importance of tolerance;
- provide positive, non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- include and value the contribution of all members and the wider community to our understanding of equality and diversity;
- actively challenge discrimination;

To achieve these aims we will:

- demonstrate that discrimination on the grounds of any protected characteristic is wholly unacceptable;
- ensure that the primary objective of the Society will be to educate;
- collect and analyse data to ensure no group is being disadvantaged;
- contribute towards a happy and caring environment and show respect for, and appreciation of, one another as individuals.

4. MEMBERSHIP

We base our membership policy on a fair system (refer to Membership Policy). We do not discriminate against anyone, or prevent entry to the Society, on the basis of race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, political activities, socioeconomic background, living situation, being a member of a travelling community or an asylum seeker or having spent convictions.

5. REGISTRATION

Members' names will be accurately recorded and correctly pronounced. Members will be encouraged to accept and respect names from other cultures.

6. EVENTS

Events are arranged to ensure that all members may become involved in the Society if they wish. Information about events and meetings is communicated in a variety of ways (e.g. e-mails, website, social media, and newsletters), to ensure that all members have information about, and access to, the meetings and Society events.

7. EMPLOYMENT AIMS

UK-SBA aims to ensure that everyone has access to employment within the Society, and receives equal treatment in employment, regardless of a protected characteristic. Refer to Equal Opportunities in Employment Policy.

8. ROLES AND RESPONSIBILITIES

All who are associated with UK-SBA have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

It is the **Directors'** responsibility to:

- ensure that the Society complies with equality legislation;
- ensure that the Society's policy and its procedures and strategies are carried out and monitored;
- ensure that the Society's membership policy is fair and equitable in its treatment of all groups;
- be involved in dealing with serious breaches of the policy.
- implement the policy and its strategies and procedures;

- ensure that all board members and visitors are aware of, and comply with this policy;
- ensure that all board members receive appropriate and relevant continuous professional development, where necessary;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment, bullying and discrimination in line with Society policies and procedures;
- monitor the effectiveness of this policy

9. POLICY REVIEW, MONITORING AND QUALITY ASSURANCE

Quality assurance procedures will ensure that the Society is positively promoting diversity as well as demonstrating differentiation, appropriateness and inclusivity.

The Directors of UK-SBA will review the practical application of this policy annually.

10. BREACHES OF POLICY

UK-SBA will ensure any breaches of the Equality and Diversity Policy is treated seriously and may be dealt with as a disciplinary matter. All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Directors.

11. COMPLAINTS ABOUT DISCRIMINATION

Anyone who considers that he/she may have been unlawfully discriminated against may use the Society's complaints procedure to make a complaint. UK-SBA will take any complaint seriously and will seek to resolve the matter. The complaints policy is available on the website or on request from administration.

12 APPENDICES

13 OTHER RELATED DOCUMENTS

Document	Electronic Copy Location
The Equalities Act 2010	http://www.legislation.gov.uk/ukpga/2010/15/contents
Human Rights Act 1998	http://www.opsi.gov.uk/acts/acts1998/ukpga_19980042_en_1
The Protection from Harassment Act 1997	http://www.opsi.gov.uk/acts/acts1997/ukpga_19970040_en_1
Statutory Instrument 2006 No. 1031	www.opsi.gov.uk/si/si2006/20061031.htm - 258k
Equal Opportunities in Employment Policy	School server and intranet

14. INTERIM AMENDMENTS

Section/Page	Amendment