



**UK Society for
Behaviour Analysis**

EQUITY, EQUALITY, DIVERSITY & INCLUSION POLICY

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1. The Policy

- 1.1 At the UK-SBA we are committed to promote equity, 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.
- 1.2 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. In addition, the UK-SBA recognises the importance of not discriminating directly or indirectly on the grounds of neurodiversity.
- 1.3 This policy is intended to complement the Equal Opportunities in Employment Policy that covers the 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

- 2.1 The Act defines four kinds of unlawful behaviour – direct discrimination; indirect discrimination; harassment and victimisation.
- 2.2 **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 join because they are gay.
- 2.3 **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.
- 2.4 **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. An example may be making fun of someone’s accent, or making jokes or comments about someone’s racial background.
- 2.5 **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 denied additional responsibilities because their partner is pregnant.

- 2.6 **Perceptive discrimination** occurs where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when they in fact do not have that protected characteristic. This might occur, for example, where a Board member is not selected for a senior role based on a perception that they are too young to hold that position.
- 2.7 **Victimisation** occurs where a Board member is subjected to a detriment, such as being denied a position of responsibility on the board, because they made or supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. Board members are not, however, protected from victimisation if they acted maliciously or made or supported an untrue complaint.
- 2.8 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.
- 2.9 All forms of discrimination by any person within the Society's responsibility will be treated seriously as such behaviour is unacceptable.
- 2.10 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

- 3.1 Equity, Equality, Diversity and Inclusion 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. This can only be achieved by recognising the inequities, within and beyond the Society, in order to address the inequalities and promote diversity. We are committed to ensuring that our organisation meets 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 our members may have a range of different needs and we endeavour to meet these needs by working in partnership with them.
- 3.2 In our practices we aim to:
- raise awareness and inclusivity of the diversities within the Society and our consumers
 - provide positive, non-stereotyping information about different groups of people regardless of gender, race, ethnicity, neurodiversity, disability, sexual orientation, religion and/or age
 - include and value the contribution of all members and the wider community to our understanding of equity, equality, diversity and inclusion
 - actively challenge discrimination
 - foster an understanding of neurodiversity and the challenges faced by neurodivergent people, including Society members and our consumers.
- 3.3 To achieve these aims we will:

- ensure that the primary objective of the Society will be to educate ourselves and our members
- challenge discrimination on the grounds of any protected characteristic
- collect and analyse data to identify and challenge where disadvantage may arise
- foster an accepting and embracing environment within the Society ensuring respect for and appreciation of one another as individuals

4. Membership

- 4.1 We base our membership policy on a fair system. We do not discriminate against anyone, or prevent entry to the Society, on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

5. Registration

- 5.1 Members' names and pronouns will be accurately recorded.
- 5.2 Adequate adjustments and support will be provided where necessary to ensure registration is accessible to all.

6. Events

- 6.1 Events are arranged to ensure they are accessible to all members. We aim to accommodate any additional adjustments when requested.

7. Employment Aims

- 7.1 Employment opportunities within the Society are open and accessible to anyone regardless of a protected characteristic.

8. Roles and Responsibilities

- 8.1 All who are associated with the UK-SBA have a responsibility for promoting equity, equality, diversity and inclusion and refraining from discrimination.
- 8.2 It is the **Directors'** responsibility to:
- ensure that the Society complies with equality legislation and internal policies
 - 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
 - address serious breaches of the policy
 - implement the policy and its strategies and procedures
 - ensure that all board members are aware of, and comply with this policy
 - Inform those collaborators of the Society, of the policy and strongly advise compliance to this is imperative
 - ensure all Society members complete relevant and continuous professional development relating to Equity, Equality, Diversity and Inclusion (EEDI)

- 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

- 9.1 Quality assurance procedures will ensure that the Society is positively promoting and demonstrating equity, diversity and inclusivity.
- 9.2 The Directors of the UK-SBA will review the practical application of this policy annually at each October Board Meeting.

10. Breaches of Policy

- 10.1 Any breaches of policy should be reported to the Society via admin@uk-sba.org
- 10.2 The Society will ensure any breaches of the Equity, Equality, Diversity & Inclusion Policy are 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

- 11.1 Anyone who considers that they may have been unlawfully discriminated against may use the Society's complaints procedure to make a complaint. The UK-SBA will take any complaint seriously and will seek to resolve the matter. The [Complaints Procedure](#) is available on the website or on request from admin@uk-sba.org.