

British Society of Hearing Aid Audiologists

Equality, Diversity and Inclusion policy

The British Society of Hearing Aid Audiologists is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our members and staff to be truly representative of all sections of society and for each member and employee to feel respected and able to give their best.

The organisation, in providing goods and / or services and / or facilities, is also committed against unlawful discrimination of customers or the public.

Our policy's purpose

This policy's purpose is:

1. To provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
2. Not to discriminate unlawfully as a result 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
 - sexual orientation
3. To oppose and avoid all forms of unlawful discrimination, including in:
 - pay and benefits
 - terms and conditions of employment
 - terms of membership
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the Society as they are good practice and make business sense
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members and staff are recognised and valued.

This commitment includes training directors, members and staff about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members and staff conducting themselves to help the organisation provide equal opportunities in membership of the Society, employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All members and staff should understand that they, as well as the Society, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, staff, customers, suppliers, visitors, the public and any others in the course of the organisation's activities.

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

Further, sexual harassment may amount to both a civil and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997, which is not limited to circumstances where harassment relates to a protected characteristic, is a criminal offence.

4. Make opportunities for training, development and progress available to all members and staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the aims and efficiency of the organisation.
5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review membership and employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the membership and workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, 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.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the Board.

Our disciplinary and grievance procedures

Complaints or queries with regard to this policy should be made to the Chief Officer.