

## Equality, diversity and inclusion policy

The Association for Science Education (ASE) is committed to addressing inequities and advancing and embedding equality, diversity and inclusion throughout our systems and processes and across all areas of activity. This includes encouraging and promoting equality, diversity and inclusion among our staff, committees and volunteers, celebrating differences and eliminating unlawful discrimination.

The aim is for the ASE to support and be representative of the breadth of our community and for each employee and those working with us to feel respected and able to contribute positively.

This policy applies to all ASE employees, Trustees, committee members and wider volunteers. Its purpose is to:

- Enable equity, equality of opportunity, fairness and respect for all in our employment, whether temporary, part-time or full-time
- not unlawfully discriminate because of the protected characteristics set out in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation) or other characteristics and circumstances not included in this legislation, such as sexual orientations not included within the Equality Act and adoption and wider parental leave
- oppose and avoid all forms of discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

- **Embed equality, diversity and inclusion across our systems, processes and activities.**
- **Encourage and promote equity and equality, to celebrate diversity and create an inclusive and welcoming workplace** environment that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training staff about their rights and responsibilities under the equality, diversity and inclusion policy (see below) as well as providing guidance on how to appropriately challenge microaggressions.

All staff should understand that they, as well as the ASE, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of

their employment, against fellow employees, members, partners and others that they work with in the course of their duties.

- **Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination** by fellow employees, members and any others in the course of the organisation's work activities and highlight the channels that people can use to raise concerns.

Where complaints involve staff or members, such acts will be dealt with under the ASE's Code of Professional Conduct and Complaints Procedure<sup>1</sup>, and, for employees, they may also be regarded as misconduct under the organisation's disciplinary and grievance procedure<sup>2</sup>. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter 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.

- **Make opportunities for equality, diversity and inclusion information and training available to all staff and representatives of the Association** (for example committee members and conference speakers), together with a requirement for all committee members to revisit the policy on an annual basis.
- **Review employment practices and procedures where necessary to ensure fairness**, and also update them and the policy to take account of changes in the law.
- **Monitor the make-up of our workforce and membership** regarding information such as age, gender, 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. All members will be encouraged to complete a diversity survey when joining and also at renewal.
- **Monitor diversity and inclusion across our areas of activity**, using tools such as the Science Council Diversity & Inclusion benchmarking framework<sup>3</sup>.

In line with our commitment to the Science Council Declaration on Diversity, Equality & Inclusion<sup>4</sup>, the ASE also commits to appointing a Trustee level diversity champion who, in partnership with the diversity lead on the staff team and Chief Executive, will advocate for the importance of equity and equality, diversity and inclusion, and be accountable for improving practice and communicating our diversity strategies to our staff, membership and other stakeholders.

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<sup>1</sup> Both of these policies can be found at [www.ase.org.uk/governance](http://www.ase.org.uk/governance)

<sup>2</sup> This can be found in the staff handbook

<sup>3</sup> [Diversity and Inclusion Progression Framework 2.0 - The Science Council ~ : The Science Council ~](#)

<sup>4</sup> [Diversity, equality and inclusion - The Science Council ~ : The Science Council ~](#)

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## **Annex 1: Relevant Legislation**

- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Marriage (Same Sex Couples) Act 2013
- Civil Partnership Act 2004
- Equal Pay Act 1975
- Education Reform Act 1988
- The Equal Treatment Directive (2004/113/EC) 74
- The Gender Recognition Act 2004
- The Gender Recognition Bill 2008
- Protection from Harassment Act 1997
- Public Order Act 1986
- Sex Discrimination (Gender Reassignment) Regulations 1999
- General Data Protection Regulation (2016/679 EU)

## **Annex 2: Useful links**

This is not an exhaustive list and changes will be made to this list as we know of any legislative or other relevant changes. Please note that the ASE is not responsible for the content of any external websites.

### **Disability:**

- Equality Challenge Unit - <http://www.ecu.ac.uk/>
- Equality and Human Rights Commission <http://www.equalityhumanrights.com/>
- Royal National Institute for the Blind – [www.rnib.org.uk](http://www.rnib.org.uk)
- Action on Hearing Loss – [www.rnid.org.uk](http://www.rnid.org.uk)
- Mind – [www.mind.org.uk](http://www.mind.org.uk)
- Mencap – [www.mencap.org.uk](http://www.mencap.org.uk)
- Employers' forum – [www.employers-forum.co.uk](http://www.employers-forum.co.uk)
- British Sign Language – [www.britishsignlanguage.com](http://www.britishsignlanguage.com)
- Scope - [www.scope.org.uk](http://www.scope.org.uk)
- RADAR - [RADAR \(The Royal Association for Disability and Rehabilitation\)](http://www.radarsociety.org.uk)

### **Gender:**

- Equality and Human Rights Commission <http://www.equalityhumanrights.com/>
- Equality Challenge Unit – <http://www.ecu.ac.uk/>
- Fawcett Society - [www.fawcettsociety.org.uk](http://www.fawcettsociety.org.uk)

### **Age:**

- Commission for Equality and Human Rights <http://www.equalityhumanrights.com/>

- The Employers' Forum for Age – [www.efa.org.uk](http://www.efa.org.uk)
- Age Concern England – [www.ageconcern.org.uk](http://www.ageconcern.org.uk)
- Age Positive Team – <http://www.ageuk.org.uk/cymru/>
- Equality Challenge Unit – <http://www.ecu.ac.uk/>

#### **Race:**

- Commission for Equality and Human Rights- <http://www.equalityhumanrights.com/>
- Black Britain – [www.blackbritain.co.uk](http://www.blackbritain.co.uk)
- Equality Challenge Unit – <http://www.ecu.ac.uk/>

#### **Sexual Orientation:**

- Commission for Equality and Human Rights – <http://www.equalityhumanrights.com/>
- Stonewall [www.stonewall.org.uk](http://www.stonewall.org.uk)
- Equality Challenge Unit – <http://www.ecu.ac.uk/>

#### **Religion and Belief:**

- Commission for Equality and Human Rights – <http://www.equalityhumanrights.com/>
- The Inter faith network for the UK – <http://www.interfaith.org.uk/>
- BBC Religion – <http://www.bbc.co.uk/religion/religions/>
- Civil Service Islamic Society – <http://www.civilservice.gov.uk/recruitment/working/diversity-networks/>
- Christian in Government – <http://www.christiansingovernment.org.uk/> □ Equality Challenge Unit – <http://www.ecu.ac.uk/>

#### **Gender Reassignment:**

- Equality and Human Rights Commission– <http://www.equalityhumanrights.com/>
- Press for Change - <http://www.pfc.org.uk>
- Equality Challenge Unit – <http://www.ecu.ac.uk/>
- Gender Research and Education (GIREs) <http://gires.org.uk>

#### **Marriage and Civil Partnership Rights:**

- Stonewall [www.stonewall.org.uk](http://www.stonewall.org.uk)
- Direct gov <http://www.direct.gov.uk>
- Equality and Human Rights Commission – <http://www.equalityhumanrights.com/>
- Equality Challenge Unit - <http://www.ecu.ac.uk/>

#### **Pregnancy and Maternity:**

- Commission for Equality and Human Rights- <http://www.equalityhumanrights.com/>
- Equality Challenge Unit - <http://www.ecu.ac.uk/>
- Directgov <http://www.direct.gov.uk>
- The National Archives <http://webarchive.nationalarchives.gov.uk>