



BRITISH CONGENITAL CARDIAC ASSOCIATION

## **Equality, Diversity and Inclusion policy - BCCA (February 2021)**

### **Introduction:**

The BCCA is committed to ensuring equality, diversity and inclusion among its members eliminating unlawful discrimination and ensuring the behaviour of the organisation and its members is consistent with these principles.

### **Definitions and legislation**

Equality is about making sure everyone is treated fairly and given the same opportunities. It is not about treating everyone the same way, to achieve the same outcomes people may need to be treated differently.

Diversity means difference. When it is used in the same context as equality, it is about recognising and valuing individual as well as group differences. It also means treating people as individuals and placing positive value on diversity.

The 2010 Equality Act, <https://www.legislation.gov.uk/ukpga/2010/15/contents>, was introduced to protect people against discrimination, harassment or victimisation in employment based on nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

### **The BCCA commits to:**

- Following all areas of the 2010 Equality act appropriate to the BCCA and its members.
- Creating an environment in which individual differences and the contributions of all members and potential members are recognised and valued.
- Creating an environment that promotes dignity and respect to all members, free of bullying, harassment and victimisation.

- Making training, development and progression opportunities available to all members.
- Promoting equality and diversity within the organisation including council meetings and BCCA affiliated meetings.
- Reviewing all BCCA policies, practices and procedures to ensure fairness.
- Ensuring that breaches of the equality and diversity policy are taken seriously and appropriate action taken.
- Monitor the diversity of the BCCA membership and encourage and support increasing the diversity of the BCCA membership.
- Review this policy as required and if there is a change in legislation.

### **Responsibilities of BCCA council and council members**

- To ensure that members are aware of the equality and diversity policy.
- To be available to discuss any concerns that member's raise about discrimination with BCCA members. To take these concerns seriously and to deal with them properly and fairly with escalation to the BCCA council when required.
- As a council, to take disciplinary action if required when there are grievances relating to equality and diversity within the BCCA environment.
- To ensure that the BCCA commitments to equality and diversity are upheld at council meetings and educational and social events organised or endorsed by BCCA. To behave at these meetings in a manner consistent with this policy.
- To support members who raise concerns about discrimination outside the BCCA environment (for example related to their member's employer or place of work).
- When reviewing the proposed content of the BCCA annual, affiliated and educational meetings council members will ensure that adequate consideration has been given to the equality and diversity policy. To help BCCA meeting organisers ensure that this policy is followed.

### **Responsibilities of BCCA members**

- To ensure that the BCCA commitments to equality and diversity are upheld at educational and social events which have either been organised or endorsed by BCCA.
- To behave at these meetings in a manner consistent with this policy.
- To inform a BCCA council member if they become aware of any concerns about discrimination within the BCCA environment.

### **Responsibilities of BCCA annual/affiliated meeting organisers**

- Meeting organisers should ensure that the principles of the BCCA equality and diversity policy are respect in these events.
- This will include, for example, selection of speakers and conduct within the meeting and related events.