

Policy to promote equality, diversity and inclusion

ARDL is committed to promoting equality, diversity and diversion and to eliminating discrimination in all aspects but in particular concentrating on the membership, the composition of the committee and sub-committees, the website and in the selection of topics for training events and in choosing speakers.

ARDL will treat everyone equally and fairly and not discriminate against members or third parties. Equal respect will be shown to all regardless of their age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Regulation and Legislation

In developing and implementing this policy, the association will comply with all equality and anti-discrimination legislation and case law including, but not limited to the following, and as modified from time to time:

- The Equality Act 2010 and statutory instruments and regulations issued thereunder;
- Codes of Practice, Guidance notes and Directives issued by the Equality and Human Rights Commission (EHRC).

Forms of Discrimination

ARDL will not discriminate against, nor victimise or harass, individuals or groups of people and will make reasonable adjustments to prevent members who are disabled from being disadvantaged in comparison with those who are not disabled.

The following forms of discrimination are against the association's policy:

- Direct discrimination, where a person is treated less favourably on the grounds of a "protected characteristic" (age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation), or they are thought to have a protected characteristic (discrimination by perception) or because they associate with someone who has a protected characteristic (discrimination by association). It is important to note that age is the only protected characteristic where direct discrimination may be justified but only if it can be demonstrated that the different treatment is a proportionate means of achieving a legitimate aim.
- Indirect discrimination, where a policy or term that applies to everyone particularly disadvantages people who share a protected characteristic.
- Discrimination arising from a disability where a disabled person is treated unfavourably because of something arising in consequence of their disability, and this treatment cannot be justified as a proportionate means of achieving a legitimate aim. Further, where reasonable adjustments are not made for disabled persons.

- Harassment, when unwanted conduct takes place which is related to a protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
- Victimisation, where a person is subjected to a detriment because the person has carried out (or is believed to have carried out or may carry out) a "protected act" (namely any of the following: bring proceedings under the Equality Act, giving evidence or information in proceedings brought under the Equality Act 2010, doing anything that is related to the provisions under the Equality Act 2010, making an allegation that another person has done something in breach of the Equality Act 2010).

Implementing the policy

The policy applies to all members. Promoting equality, diversity and inclusion means understanding and appreciating the varied characteristics of our membership and ensuring a supportive environment. Members should actively encourage non-discriminatory practices and challenge any incidents of behaviour that fail to comply with this policy. ARDL will investigate any allegations of harassment and discrimination and failure to comply with this policy.

Complaints of discrimination

The association will treat seriously and will take action where appropriate concerning any finding of discrimination or harassment.

If any member becomes aware of any alleged act of discrimination or harassment on any of the forbidden grounds by another member they should report it in writing to the Equality Officer who will ensure that it is investigated

Monitoring and review

The Equality Officer will monitor the composition of the committee, sub-committees, the website and in the selection of topics for training events and in choosing speakers and provide a report at least annually about the steps taken by the association with any recommendations for change.

The association may request that members complete forms giving personal information about themselves. From these forms the association will gather information on the diversity of members, examining differences between groups or identifying trends over periods of time.

Monitoring information will always be used in anonymous ways and treated with the highest level of confidentiality; we are carrying out the monitoring process to make our equality policy a reality.

This information will be used to review the progress and impact of this policy. Any changes required will be made and implemented.