

# **Petersfield and District Beekeepers Association**

## **Equality, Diversity, and Inclusiveness Policy**

Petersfield and District Beekeepers' Association (PDBKA) is committed to supporting and promoting Equality, Diversity, and Inclusion (EDI). This includes addressing all forms of discrimination and inequality at any training sessions, events and any services which may be provided by PDBKA at any time. This commitment is embraced by the PDBKA Trustees and informs all PDBKA activities and their impact on our volunteers and Trustees.

The PDBKA will comply with all legal and regulatory requirements: see Clause 3.

The aim of this policy is to:

- Create a positive culture throughout the PDBKA where equality, diversity, inclusion, and respect are our core values.
- Work towards the elimination of all forms of discrimination
- Prevent discrimination, eliminate prejudice, promote inclusion, and celebrate diversity.
- Ensure volunteers and Trustees are engaged with the implementation of this policy.
- Encourage positive action to overcome disadvantage and discrimination within the PDBKA.
- Ensure the highest possible standards are achieved in the delivery of our services.

### **1. Definitions**

#### **Protected Characteristics**

Protected Characteristics refer to the nine characteristics that are protected under the Equality Act (2010). The nine protected characteristics are: age; disability; gender reassignment; marriage/civil partnership; pregnancy and maternity; race; religion and belief; sex and sexual orientation. See Appendix 1 'Equality Act 2010 Protected Characteristics' for further information.

#### **Equality**

Equality is about fairness; it is not about treating everyone in the same way. It recognises that everyone's needs are met in different ways. It is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from being discriminated against on the grounds of the Protected Characteristics.

#### **Diversity**

Diversity is about valuing all visible and non-visible differences and recognising and accepting that harnessing these differences creates an environment where everyone feels valued. A diverse approach aims to recognise, value, and manage differences to enable people to realise their full potential.

#### **Inclusion**

Inclusion is about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected.

### **2.0 Legal Requirements**

In valuing EDI, the PDBKA is committed to go beyond the legal minimum regarding EDI and work towards best and exemplary practice. However, current equality legislation and associated codes of practice are considered, including, but not limited to:

- Equality Act 2010
- Rehabilitation of Offenders Act

- Employment Equal Treatment Framework Directive 2000 (as amended)

The above legislation serves to protect individuals against all forms of discrimination arising from one or more Protected Characteristics.

**Under Equality legislation it is unlawful to:**

Discriminate directly against anyone and treat them less favourably than others on the grounds of Protected Characteristics including discrimination arising from a disability and failure to make reasonable adjustments. This also includes discrimination based on the perception of a person or for reasons relating to a person's association with a person on the grounds of a Protected Characteristic.

Discriminate indirectly against anyone by applying a criterion, provision or practice which disadvantages people with a Protected Characteristic unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.

Subject someone to harassment for reasons relating to:

- (i) Age
- (ii) disability
- (iii) gender reassignment
- (iv) race
- (v) religion and belief
- (vi) sex and sexual orientation.

This includes behaviour that an individual finds offensive on these grounds even if the behaviour is not directed at the individual. It is unlawful to treat a person less favourably because they either submit to or reject sexual harassment or harassment related to their sex.

Please see Appendix 2 'Equality Act 2010 Prohibited Behaviours' for full details.

### **3.0 Trustees**

The PDBKA recognises the importance of encouraging diversity and achieving equality within our organisation. We value and respect the individual by providing equality of opportunity for all for active involvement within the scope of the PDBKA needs and resources.

Any member of the PDBKA can apply to become a PDBKA Trustee, to fill a casual vacancy and/or subject to election at an annual general meeting.

PDBKA Trustees are elected at the annual general meeting in accordance with the constitution of the PDBKA.

### **4.0 Volunteers**

The PDBKA have a range of activities and events for volunteers to get involved. Where appropriate volunteers are selected according to the PDBKA aims and to match the volunteer's skills, knowledge, experience, and availability to the specific PDBKA requirement.

Acceptance as a PDBKA volunteer will be made on merit, the sole selection criterion being an individual's suitability to carry out the specified tasks subject to the needs and restrictions of location, along with their availability in line with the needs of the project or committee.

### **5.0 PDBKA Training for Members**

The PDBKA offer various training and education opportunities, which are open to all members subject to any entry requirements related to the type and nature of the training or education opportunity.

All trainees are treated equally and the PDBKA makes every effort to make reasonable adjustments, where possible, for disabled applicants. Please see Clause 6 and "PDBKA Training – Reasonable Adjustments Policy".

### **6.0 Reasonable Adjustments**

Under the Equality Act 2010 all organisations have a responsibility to ensure disabled people can access locations as easily as non-disabled people. This is known as a “duty to make reasonable adjustments”.

A disability is defined by the Equality Act 2010 (Act) as:

- “.. a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to carry out normal daily activities”.

The PDBKA is committed to supporting all disabled Trustees and volunteers and will, wherever possible, ensure reasonable adjustments are put in place for those that require them.

Reasonable adjustments may include but are not limited to:

- Wheelchair access to any Training venues
- Supporting effective communication by providing a range of contact methods and learning mediums including effective use of digital services.

In recognizing that everyone’s needs are met in different ways all requests for a Reasonable Adjustment will be viewed on an individual basis. The request will be discussed with the individual, the aim of such discussion being for the PDBKA to understand the person’s needs and endeavour to make Reasonable Adjustments to accommodate those needs.

## **7.0 Health & Safety**

The PDBKA welcomes the variety of appearance brought by individual styles, customs, and personal choices. The wearing of items arising from particular religious norms is seen as part of a welcome diversity. Only Health and Safety requirements may mean that for certain tasks specific items of clothing such as Bee Suits. Wellington Boots etc. need to be worn. If such clothing produces a conflict with an individual's religious belief, the issue will be sympathetically considered by the PDBKA with the aim of finding a satisfactory resolution that does not compromise health and safety.

## **8.0 Policy Review and Ownership**

The PDBKA will review this policy from time to time to ensure that it reflects best practice and current legislation.

## **9.0 Breaches of Policy**

All complaints of discrimination, bullying, harassment and/or victimisation will be sensitively investigated and, if proven, will result in appropriate action for the perpetrator.

All complaints to be made in writing to the PDBKA Chair who will pass the complaint to the PDBKA Board of Trustees.

## Appendix 1:

### Equality Act 2010 (Act) Protected Characteristics

Protected Characteristic	
<b>Age</b>	The Act protects people of all ages. However, treatment because of age is not unlawful direct or indirect discrimination if you can justify it i.e., if you can demonstrate that it is a proportionate means of achieving a legitimate aim. Age is the only protected characteristic that allows employers to justify direct discrimination
<b>Disability</b>	Under the Act a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-day activities
<b>Gender Reassignment</b>	The Act provides protection for transsexual people. A transsexual person is someone who proposes to, starts, or has completed a process to change his or her gender. The Act no longer requires a person to be under medical supervision to be protected. Where transsexual people are absent from work or study because they propose to undergo, are undergoing or have undergone gender reassignment it is discrimination to treat them less favourable than they would be treated if they were absent because they were ill or injured.
<b>Marriage and Civil Partnership</b>	The Act protects employees who are married or in a civil partnership against discrimination. Single people are not protected.
<b>Pregnancy and Maternity</b>	A woman is protected against discrimination on the grounds of pregnancy and maternity during the period of her pregnancy and any statutory maternity leave to which she is entitled.
<b>Race</b>	For the purposes of the Act 'race' includes colour, nationality and ethnic or national origins.
<b>Religion or Belief</b>	In the Act religion includes any religion. It also includes a lack of religion. A religion must have a clear structure and belief system. Belief means any religious or philosophical belief or a lack of such belief. To be protected a belief must satisfy various criteria including that it is a weighty and substantial aspect of human life and behaviours. Denominations or sects within a religion can be considered a protected religion or religious belief.
<b>Sex</b>	Both males and females are protected under the Act.
<b>Sexual Orientation</b>	The Act protects bisexual, gay, heterosexual, and lesbian individuals.

## Appendix 2:

### Equality Act 2010 (Act) Prohibited Behaviours

Prohibited Conduct	
<b>Direct Discrimination</b>	<p>Section 13 of the Act defines direct discrimination to be where people are treated less favourably than others on grounds related to their identity as one of the protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation).</p> <p>The definition of direct discrimination extends protection based on association and perception.</p>
<b>Discrimination by Association</b>	<p>Applies to age, disability, race, religion and belief, sex, and sexual orientation.</p> <p>This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.</p>
<b>Discrimination by Perception</b>	<p>Applies to age, disability, race, religion and belief, sex, and sexual orientation.</p> <p>This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess the protected characteristic.</p>
<b>Indirect Discrimination</b>	<p>Applies to age, disability, gender reassignment, marriage and civil partnership, race, religion and belief, sex, and sexual orientation.</p> <p>Section 19 of the Act defines indirect discrimination as occurring when a provision, criterion or practice is neutral on the face of it, but its impact particularly disadvantages people with a protected characteristic, unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.</p>
<b>Discrimination Arising from Disability</b>	<p>This can occur when a disabled person is treated unfavourably because of something connected to their disability and the treatment cannot be justified.</p>
<b>Failure to make Reasonable Adjustments for Disabled People</b>	<p>The Equality Act 2010 places a duty upon the PDBKA to make reasonable adjustments, where possible, for employees, trustees, volunteers, and service users in relation to:</p> <ul style="list-style-type: none"><li>• Provisions, criteria, or practices</li><li>• Physical features</li><li>• Auxiliary aids</li></ul> <p>The adjustments apply where a disabled person is placed at a substantial disadvantage in comparison to non-disabled people.</p>

<b>Bullying</b>	Bullying is defined as offensive, abusive, intimidating, malicious or insulting behaviour, or an abuse or misuse of power which undermines, humiliates, denigrates, or injures the recipient. The behaviour is unwelcome and may be carried out as a deliberate act or unconsciously.
<b>Harassment</b>	Harassment is unwanted conduct which has the purpose or effect of violating a persons' dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment
<b>Victimisation</b>	Section 27 of the Act defines victimisation as less favourable treatment of someone because they have made or might make a complaint about discrimination under one of the Protected Characteristics.