



Equality, Diversity and Inclusion plan



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Version No.	Version Date	Summary of changes
1.0	May 2022	Initial document
1.1	Aug 2022	Modifications post board meeting



BPTT is committed to encouraging equality, diversity and inclusion amongst its members and staff eliminating unlawful discrimination.

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

Our plan

This plan's purpose is to:

1. Provide equality, fairness and respect for all our members and staff, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful 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
 - selection for employment, promotion, training or other developmental opportunities

Our commitments

BPTT commits to:

1. Encourage equality, diversity and inclusion in all its dealings as they are good practice and make sound 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 are recognised and valued.

This commitment includes training all members and staff about their rights and



responsibilities under our equality, diversity and inclusion policy. Responsibilities include people conducting themselves to help BPTT provide equal opportunities in selection and employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

Everyone should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their activities, against fellow members, staff, suppliers and the public

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

Such acts will be dealt with as misconduct under BPTT's grievance policy and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to a ban 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.

4. Make opportunities for training, development and progress available to all, who will be helped and encouraged to develop to their full potential, so their talents and resources can be fully utilised to maximise the efficiency of BPTT.

5. Make decisions concerning members and staff, being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review 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 members and staff 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 this supporting action plan, work in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this plan

Our equality, diversity and inclusion plan is fully supported by the board of BPTT.

Our disciplinary and grievance procedures

Details of BPTT's grievance and disciplinary policies and procedures can be found on our website. This includes with whom a member or staff member should raise a grievance – usually the Company Secretary or Performance Director.



Use of the organisation's grievance or disciplinary procedures does not affect a member or staff members right to make a claim to any tribunal within three months of the alleged discrimination.