

ASE Equality, diversity and inclusion (EDI) policy

Purpose and scope

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.

By following our EDI policy, the ASE sets out to have a trustee board, workforce and committees that are truly representative of all sections of our members and society, and for each employee and member to feel respected and able to give their best.

This includes encouraging and promoting equality, diversity and inclusion among our staff, committees and volunteers, celebrating differences and eliminating discrimination. We want the ASE to be a community where everyone will feel a sense of belonging.

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 who are involved with the organisation.
- Not discriminate because of the protected characteristics set out in the Equality Act 2010¹ (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 policies, systems, processes and activities** (both internal and external)
- **Encourage and promote equity and equality, to value diversity and create an inclusive and welcoming workplace** environment that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and

¹ This includes both The Equality Act (2010) in England and Equality Act (2010) Scotland which makes it unlawful to discriminate against someone because of certain protected characteristics. Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; gender and sexual orientation

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.

- **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 Procedure², and, for employees, they may also be regarded as misconduct under the organisation's disciplinary and grievance procedure³. 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 regular 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),
- A requirement for all committee members to revisit the policy on an annual basis and make recommendations to the Board of Trustees
- **Review employment practices and procedures where necessary to ensure fairness**, and to update the policy to take account of changes in the law or to improve practice.
- **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 at renewal.
- **Monitor diversity and inclusion across our areas of activity**, using tools such as the Science Council Diversity & Inclusion benchmarking framework⁴.

² Both of these policies can be found at www.ase.org.uk/governance

³ This can be found in the staff handbook

⁴ [Diversity and Inclusion Progression Framework 2.0 - The Science Council - : The Science Council -](#)

In line with our commitment to the Science Council Declaration on Diversity, Equality & Inclusion⁵, 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. EDI may be discussed in trustee meetings, staff meetings and committee meetings as it is the responsibility of all representatives of the organisation, and will be considered in all our actions and outputs.

Policy last reviewed and approved: November 2023

Next review: November 2025

⁵ [Diversity, equality and inclusion - The Science Council ~ : The Science Council ~](#)

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
- Data Protection Act (2018)
- 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.

Age:

- Commission for Equality and Human Rights
<http://www.equalityhumanrights.com/>
- The Employers' Forum for Age – www.efa.org.uk
- Age Concern England – www.ageconcern.org.uk
- Age Positive Team – <http://www.ageuk.org.uk/cymru/>
- Equality Challenge Unit – <http://www.ecu.ac.uk/>

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
- Action on Hearing Loss – www.rnid.org.uk
- Mind – www.mind.org.uk
- Mencap – www.mencap.org.uk
- Employers' forum – www.employers-forum.co.uk
- British Sign Language – www.britishsignlanguage.com
- Scope - www.scope.org.uk
- RADAR - [RADAR \(The Royal Association for Disability and Rehabilitation\)](http://www.radars.org.uk)

Gender:

- 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>
- Fawcett Society -www.fawcettsociety.org.uk

Marriage and Civil Partnership Rights:

- Stonewall 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>

Race:

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

Sexual Orientation:

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