

Equality and diversity policy

The Association of Physicians of Great Britain & Ireland (AoPGBI) is committed to equality of opportunity and to following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no person receives less favourable treatment on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

The terms equality, inclusion, diversity and equity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the workforce. 'Equity' means recognising barriers and that some groups are more advantaged than others, and putting measures in place to eliminate these barriers, ensuring equal opportunities for all. We will actively support diversity, equity and inclusion.

The personal commitment of everyone at the AoPGBI to this policy and application of its principles are essential to eliminate discrimination and provide equality and equity throughout the Association.

Our commitment as an Association

We are committed to:

- providing services to which all are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation
- making sure our services are delivered equally and meet the diverse needs of our members
- taking steps to ensure equity amongst our members such as removing any unlawful obstacles to accessing our services or facilities. Where appropriate, measures will be taken to identify and remove unnecessary barriers and to meet the special needs of disadvantaged or underrepresented groups

Equal opportunity policy statements

Age

We will:

- ensure that people of all ages are treated with respect and dignity
- ensure that people are given equal access to our training, development and promotion opportunities and
- challenge discriminatory assumptions about younger and older people

Disability

We will:

- challenge discriminatory assumptions about disabled people and
- If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate

Race

We will:

- challenge racism wherever it occurs
- respond swiftly and sensitively to racist incidents and
- actively promote race equality and inclusion in the Association
- take positive action to redress the negative effects of discrimination against everyone

Gender

We will:

- challenge discriminatory assumptions about gender
- take positive action to redress the negative effects of discrimination against everyone

Religion

We will:

- recognise, acknowledge and respect religious diversity. We believe that discussions and interactions based on respect between people of different faiths or none, enrich and deepen our cultural relations work

Sexual orientation

We will:

- ensure that we take account of the needs of everyone irrespective of their sexual orientation

Pregnancy

We will:

- ensure that no individual is disadvantaged due to their pregnancy or maternity