

The British Psychological Society

Promoting excellence in psychology

Declaration on Equality, Diversity and Inclusion

The Society declares its commitment to promote equality, diversity and inclusion and to challenge prejudice and discrimination¹. We will actively promote a culture of equality, diversity and inclusion within our discipline in the following ways:

- Create a more inclusive organisational culture that promotes equality of opportunity through improved membership engagement.
- Advocate for the importance of equality, diversity and inclusion and being accountable for improving practice and communicating psychological knowledge of equality, diversity and inclusion to our membership and other stakeholders.
- Plan and implement a programme of work to embed the principles of equality, diversity and inclusion in our current organisational policies, practices and behaviours and enhance the equality of opportunity in our activities as an employer and professional/learned body.
- Measure, assess and reflect on our progress annually.

In furtherance of these, we will:

Information

- Actively promote psychology as a profession and discipline that welcomes people from diverse backgrounds and as a profession which reflects the communities it serves.
- Ensure that the Society's commitment to equality, diversity and inclusion is clearly visible and actively supported.
- Ensure we have information on equality, diversity and inclusion issues that relates to our membership for the purposes of our role as a member organisation; to our staff for the purposes of our employment role; and others that are involved in the business of the Society.



Structures

- Establish structures and processes which support equality, diversity and inclusion mainstreaming in our role as both a membership organisation and as an employer.

Mandatory practice

- Ensure our procedures and practices for appointments to Boards and Committees are open and accessible to all and that all members are encouraged to participate fully in the work of the Society.
- Ensure our procedures and practices on awards and honours are open and accessible to all that are eligible.
- Support members to participate in those areas of the profession where they are under-represented and to realise their potential.
- Ensure there is no discrimination in our employment practices or service provision.
- Ensure that we take full account of equality, diversity and inclusion in our publications, policies, codes of practice, regulations and appeals procedures.
- Ensure that the Society membership is accessible to psychologists from all backgrounds and to act to remove barriers to this.
- Ensure that the Society's services are fully accessible to members and other stakeholders and the public, as appropriate.
- Ensure that we take full account of equality, diversity and inclusion in our role as an accreditation body.
- Ensure that all psychologists are respected equally for their professional knowledge and skills and are given equitable access to professional opportunities, representative positions, and resources; and ensure that their professional standing is not undermined or diminished by the actions of others.
- Support action to address issues or problems raised.

Resources and training

- Develop a training strategy for equality, diversity and inclusion which ensures staff receive appropriate training.
- Ensure that all members of the Society undertaking activity on its behalf are kept up-to-date and trained in equality, diversity and inclusion issues.
- Ensure that members have access to evidence-based resources and are kept up-to-date on equality, diversity and inclusion legislation, practice and policy, including the Human Rights Act and the guidance in the Code of Ethics and Conduct under the ethical principle of Respect.

Evaluation

- Establish mechanisms to undertake Equality Impact Assessments (EIAs) on all its policies, processes and practices.
- Actively monitor our progress on these commitments and publish an annual progress report to the Trustees in the February of each year.

¹ The 2010 Equality Act defines discrimination as treating a person less favourably than someone else, where the reason for less favourable treatment is one or more of the following characteristics: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. In addition to these characteristics, in line with the Science Council Declaration of Equality and Diversity, this Declaration extends to include social economic background, scientific opinion and all other relevant UK legislation.