

## **RSS Inclusion and diversity policy**

Approved by RSS Council Wednesday 20 March 2019

### **Key principles**

The Royal Statistical Society is committed to a policy of inclusion and respect for diversity for all its members and stakeholders. We do this not simply to ensure that we are compliant with the Equality Act 2010 but because it is important to us. We oppose all forms of unfair and unlawful discrimination and recognise the value of diversity in all areas of activity. By having an engaged membership that is reflective of society, we benefit from a number of different perspectives and experiences that can help shape the Society's future for all. All voices are encouraged, recognised and celebrated as they are key to the Society's progression.

We will seek to foster an environment free from harassment and unfair discrimination in which individual potential can be developed to maximise the benefit of our staff, the statistics community and wider society. We will embed the key principles of inclusion and respect for diversity as outlined below in all our activities.

### **Policy**

We will seek to engage with all stakeholders fairly and embed the core values of respect for diversity and inclusion in all our activities, both as a membership organisation and with other external stakeholders.

We will:

- Aim to be a fair, unbiased and professional organisation.
- Treat everyone with whom we have contact with dignity and respect, recognising and valuing their individual skills and contributions.
- Approach our activities proactively to ensure that we minimise the potential for discrimination, harassment and bullying.
- Take the necessary steps to ensure that our activities are accessible to a diverse community and that no-one, including those with protected characteristics, is disproportionately disadvantaged through our activities.
- Ensure that our activities are lawful according to the Equality Act 2010 and all other relevant legislation that address discrimination and promote equality and diversity.
- Aim to ensure our board of trustees is broadly representative of the membership such that that a diverse range of views are represented.

### **Implementation and monitoring**

All areas of RSS activity, including Council, committees, member groups and staff and office suppliers contribute towards the operation of the society, and share responsibility in the implementation of the policy.

The RSS Diversity Champion, appointed by Council, acts as a point of contact for Council in the implementation of this policy. This includes roles outlined in any related policies.

The policy will be monitored and reviewed annually by the RSS Council, to ensure that we remain an inclusive organisation that values diversity, and that inadvertent discrimination against any individual or particular group does not occur.