

## **BRHG Equality policy**

### **Our policy's purpose**

A. Provide equality, fairness and respect in all our publications and events

B. Not unlawfully discriminate (*This would mean not publishing materials which are discriminatory*) on the grounds of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

### **Our commitments**

The organisation commits to:

1. Encourage equality, diversity and inclusion in our practice
2. Create an environment free of bullying, harassment, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
3. Keep in mind the need for disabled access and make reasonable efforts to select venues offering access to those with disabilities, and seek venues with hearing aid loops and good PA. Whilst also balancing the need to limit costs and the need to hire venues at locations suitable for the events
4. Monitor the key content of our publications on issues such as age, sex, ethnic background, sexual orientation, religion or belief, gender reassignment and disability encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Last reviewed: 7 September 2025