

# BSACI

## Improving Allergy Care through education, training and research

The British Society for Allergy and Clinical Immunology

### Policy on Equality, Diversity and Inclusivity

#### 1. INTRODUCTION

##### 1.1

The British Society for Allergy and Clinical Immunology (BSACI) is a membership organisation whose core aim is to improve allergy care. This means improving allergy care for everyone. The society does this by providing allergy resources to its members including clinical guidelines and educational meetings. Allergy doesn't exist in a vacuum and if we want to succeed in our objectives and mission to the highest level, then we must engage with and use the talents and commitment of the full spectrum of people eligible for BSACI membership. In 2020 the BSACI formed the Equality, Diversity and Inclusivity (EDI) working group whose overarching aim is to coordinate and advance EDI across the entire organisation. There can be no equality of opportunity if difference is not valued, harnessed and taken into account.

##### 1.2

Definitions:

**Equality** is about fair treatment and impartiality to all regardless of the difference in race, physical ability, sexual orientation, gender, age, ethnic or religious background. We aim to attract and retain a membership body that reflects the whole allergy community, including the variety of job roles that exist in allergy teams, and to encourage all members to consider actively participating in planning and delivering our activities *via* our network of Committees and Advisory Groups. Managing equality means both ensuring equality of opportunity for all groups in order to maximise

membership potential and working towards equity in access to allergy care. Equality for our patients means that each individual has a fair chance to achieve their health potential without differences in access, treatment or outcomes for certain populations.

**Diversity** is about variety, respecting differences, recognising and valuing individuals. It encompasses the variety of personal and social identities, experiences, skills, knowledge, and attributes that shape every one of us. This means we can treat people differently with regard to their different needs without being unfair to them or others. Diversity of thought and the inclusion of new ideas and perspectives help to increase creativity, generate new ideas, enhance problem-solving and increase flexibility, productivity, and effectiveness.

**Inclusion** is the act of employing systems, policies, and practices that support, engage, and demonstrate value for all individuals. An EDI policy has little value if the systems are not in place to bring about change.

## **2. VALUES/BELIEF STATEMENT**

### 2.1

The BSACI believes that embracing equality and diversity is critical in improving allergy care. We believe that actively pursuing EDI, positions the organisation as a leader and allows us the opportunity to enhance and improve the professionalism of BSACI members by promoting the highest quality allergy care for all patients.

### 2.2

We believe that it is vital for the BSACI, to actively tackle discrimination and inequality and create and maintain inclusive environments in which people feel respected, valued, safe, trusted and have a sense of belonging. We wish to promote a culture where people from different backgrounds feel welcome and valued.

### 2.3

We believe that when people feel included, their diversity adds value; and we are committed to reflecting the diversity of the communities served by our members and other stakeholders in our membership, leadership, and workforce.

## 2.4

We believe that all who engage with the BSACI should feel confident that they will be treated equally, and we expect everyone formally connected to the Society to treat each other with respect.

## 2.5

We believe that equality and diversity encompass more than the 9 protected characteristics cited in the 2010 Equality Act and we are consistently striving to be an organisation that treats everyone as equal. Through our policies, processes and practices, and recruitment we will go beyond mere compliance with the legislation. We wish to engage with people in ways that are inclusive, relevant and accessible.

## **PURPOSE**

### **3. RESPONSIBILITIES**

#### 3.1

The BSACI is a registered charity and an employer of paid staff. The BSACI is accountable for ensuring this policy is adhered to and responsible for championing the fundamental principles outlined within it, allocating appropriate resources, providing leadership and supporting the EDI committee to enable this policy to be meaningfully implemented.

#### 3.2

The BSACI as an employer is responsible for creating an inclusive working environment and a culture in which those who report to them feel able to be their best self and do their best work; they are therefore expected to be role models of inclusive behaviour to staff and associates.

#### 3.3

All BSACI staff are expected to:

- Promote equality – treating all their colleagues as equals
- Value the diversity of their colleagues – their culture, ways of thinking, approach to problem solving etc.
- Manage inclusion - respecting, valuing and trusting colleagues

- Understand how the policy relates to their role, seeking guidance from their manager as necessary
- Challenge excluding behaviours or perceived unfair treatment - asking how the behaviour aligns with the BSACI values and beliefs
- Keep the societies values in relation to EDI in mind throughout all the activities of the society

### 3.4

The BSACI as a membership organisation: a significant proportion of the membership is actively engaged in activities on behalf of the Society. We want to ensure that active engagement extends across our membership, in all aspects of its diversity, including, for example, profession, roles, functions, ethnic origin, sex and age. In seeking to be a membership body that reflects the allergy community we may need to be proactive in seeking to increase the number and proportion of our members in Committees/working groups/other Society roles to reflect the diversity of the communities served by our members.

### 3.5

As a stakeholder organisation which represents healthcare professionals. We will deliberately strive to be a model of good inclusion practice and consciously seek to reflect the diversity of the sector. We will deliberately use our influence to support groups of healthcare professionals who may, from time to time, seem to be marginalised within the sector and seek ways to challenge practices and processes that although not unlawful may be causing or contributing to exclusion. Through its work and as a member of the Royal College of Physicians' Inequality in Health Alliance, the BSACI is committed to supporting initiatives aimed at reducing health disparities for patients. We will also endeavour to work with and influence other stakeholders in their efforts to support those with allergies and their carers.

## **4. TIMETABLE**

### 4.1

Some of these areas are already being addressed and following BSACI Council approval in April 2022, a 3-year action plan will be put in place to address the priorities listed above.

## **5. REVIEW and REPORTING**

### 5.1

The BSACI EDI committee will regularly review progress against the actions and report back to the BSACI Board of Trustees.

## **6. FEEDBACK**

### 6.1

Feedback on the BSACI EDI Policy is welcome.

Please contact: [vivine@bsaci.org](mailto:vivine@bsaci.org)

Document title:	Equality Diversity and Inclusivity Policy
Policy Version number:	1.0
Author:	Dr Sophie Farooque, EDI Committee Member

Approved at the AGM on 7 October 2023