

## **Equality and diversity statement**

The British Pharmacological Society (BPS) is mindful of its responsibilities to promote equality of opportunity and to avoid discrimination at all times and will incorporate best practice into all the Society does.

With regard to employees, this policy applies to (but is not limited to) advertising of jobs and recruitment and selection, to training and development, to opportunities for promotion, to conditions of service, benefits, facilities and pay, to health and safety, to conduct at work, to grievance and disciplinary procedures and to termination of employment.

With regard to those who are not employees, this policy applies to (but is not limited to) admission to membership, invitations to speak or present work at Society organized meetings and applications for prizes, awards, grants & scholarships under the Society's control.

### **Guiding principles and outcomes**

- BPS will make every effort to increase diversity within BPS leadership and governance structures, its membership, and its professional development activities
- Throughout all of its charitable objectives BPS will articulate gender and ethnic diversity as a core value and highlight its importance to pharmacology at every level
- BPS management and participation in BPS initiatives should reflect the gender and ethnic diversity breakdown of BPS membership
- Increased opportunities for and support of professional development for women and minorities

### **BPS commitment**

- To ensure that no person applying for a job, or contractual work, or other form of relationship with the Society is treated less favourably than another because of their race, age, colour, ethnic origin, religion, sex, disability, sexual orientation, or length or type of contract (e.g. part-time or fixed-term)
- To achieve a minimum of 30% female representation across BPS management committees and activities by 2016 (in line with BPS five-year strategy). Organizers of meetings and symposia supported by BPS must aim to meet these commitments. Where it is not possible to do so, organisers will be required to provide a brief justification indicating why it was not possible before the symposium can be considered
- To work towards management committee representation that reflects the gender and ethnic composition of BPS membership
- To provide guidance and training to staff and members on equal opportunities issues



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- To make members, staff and clients fully aware of our position and to make our policy available for inspection
- To challenge all forms of discrimination and harassment where they occur and promote and foster an environment which makes this possible
- To review this policy and its commitments on an on-going basis to ensure its effectiveness within the organization
- To regularly review practices and policies to ensure that discrimination does not exist
- To remind Voting Members of the Society's need for equality and diversity amongst the Trustees in terms of: subject knowledge and balance; geographical and subject distribution; gender, ethnic and age balance; balance of academic, industrial and other relevant experience; knowledge of and involvement in national and international pharmacology

### **Responsibilities**

The Society's Trustees are ultimately responsible for providing mechanisms through which the Society's strategic objectives for diversity and equal opportunities can be delivered, whilst day to day responsibility is delegated to those BPS Officers serving on the Executive Committee.

Trustees will ensure that the objectives are extended across the full ambit of promoting pharmacology and have directed that the gender and ethnic minority balance of all services (including membership, meetings, publishing, education, prizes, awards, scholarships and employment) are scrutinised to ensure that there is an appropriate level of representation. BPS Officers responsible for service delivery should be prepared to demonstrate that this policy has been complied with in the delivery of the Society's charitable objectives.