

1st September 2021

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BVAA Equality and Diversity Policy

The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action the British Valve & Actuator Association (BVAA) intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.

In adopting this Equality and Diversity Policy, the Group is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

BVAA is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We aim to create a safe and welcoming atmosphere for everyone. We want to challenge all forms of oppression including those based on race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, HIV status, age, occupation, income and wealth. We aim to design our activities, services and decision-making processes specifically to encourage and support participation from people who face disadvantage in society, including women, BAME people, disabled people, LGBTQ people, and people on low incomes.

The Association also recognises that where direct or indirect discrimination occurs within the Group, it is both morally and legally unacceptable.

At all times people's feelings will be valued and respected. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the Association.

All employees of the Association will have the Equality and Diversity Policy explained to them and will undertake to comply with and implement this policy.

This policy was adopted on 1 September 2021 and will be reviewed at least every 2 years.