



Proud Science Alliance Equality, Diversity & Inclusion Policy

1. Policy Statement

Proud Science Alliance (PSA) is committed to advancing equality, diversity, and inclusion (EDI) across all activities and communities we engage with. We aim to foster an environment where every person feels respected, valued and able to contribute their full potential without fear of discrimination, harassment, or exclusion.

This policy applies to all individuals associated with PSA, including volunteers, members, partners, and stakeholders.

2. Purpose and Scope

The purpose of this policy is to clearly articulate PSA's commitment to EDI and to outline how we promote and protect these principles across organisational practices, partnerships, events, and communications.

This policy applies to all PSA activities including recruitment, project participation, networking events, partnerships, and public representation.

3. Definitions

Equality: Ensuring fair treatment and opportunity for all, regardless of personal characteristics.

Diversity: Recognising, valuing, and embracing the unique traits that different people bring.

Inclusion: Creating an environment where individuals feel welcomed, respected and supported to participate fully.

Protected Characteristics: As defined under the UK *Equality Act 2010*, including age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, and sexual orientation.

4. Legal Framework

PSA recognises its obligation under UK equality and anti-discrimination law and adheres to the *Equality Act 2010*. We will not discriminate against anyone on the basis of protected characteristics, nor condone discriminatory behaviour or practices.

5. Principles of Equality, Diversity & Inclusion

PSA commits to:

1. **Fair and equitable treatment** in all organisational processes.
2. **Respectful conduct** that values all individuals.
3. **Opportunities for participation and leadership** irrespective of background.
4. **Prevention of harassment, bullying or discrimination.**
5. **Enhancing accessibility** to PSA events and resources.

6. Roles and Responsibilities

Board and Leadership

- Endorse and support implementation of the EDI policy.
- Ensure EDI is embedded in governance and decision-making.

Steering Committee & Volunteers

- Uphold PSA's values and ensure inclusive practice in events and activities.
- Promote awareness of the policy.

All Individuals Associated with PSA

- Treat others with dignity and respect.
- Comply with the standards set in this policy.

7. Standards of Behaviour

The following behaviours are prohibited within PSA:

- Discriminatory remarks or actions based on protected characteristics.
- Harassment, bullying, intimidation, or exclusionary conduct.
- Victimisation of anyone raising a concern in good faith.

Allegations of serious misconduct may result in review and appropriate action, including exclusion from PSA activities.

8. Reporting Procedures

Any individual who experiences or witness behaviour that conflicts with this policy should report it as follows:

1. Contact a member of PSA Leadership (Chris Sanders, Jae Sloan, Annie Newman, Stephen Ingham, Kelly Ellis).
2. Optionally submit a written report to PSA's designated EDI contact.
3. The leadership will review concerns promptly and confidentially.

All reports will be handled with fairness and discretion.

9. Reasonable Adjustments and Accessibility

PSA is committed to making reasonable adjustments where practicable to ensure full participation. This may include event accessibility, alternative formats for communication, or other support measures.

10. Monitoring and Review

PSA will monitor the impact of this policy through feedback, data (where consented), and regular review. This policy will be reviewed at least annually to ensure ongoing relevance and effectiveness.

11. Training and Communication

This policy will be:

- Published on PSA's official website and internal materials.
- Communicated to all participants, partners, and volunteers where appropriate.
- Supported by training and awareness activities where appropriate.

Approved by: _PSA Directors_(Chris Sanders, Jae Sloan, Annie Newman, Stephen Ingham, Kelly Ellis)

Date: _15-Mar-2026_____

Review Date: _14-Mar-2027_____

Signature on behalf of the PSA Board

Co-Chair / Director: _Chris Sanders_____

Date: _15-Mar-2026_____