



# The Scottish Beekeepers' Association

The Scottish Beekeepers Association is a Scottish Charitable Incorporated Organisation, registered in Scotland, number SC009345.

## Equal Opportunities Policy

**Note: this document contains two pages**

### Aims and Objectives

The aim of this policy is to communicate the commitment of the trustees and members of the Scottish Beekeepers' Association (SCIO) (the SBA) to the promotion of equality of opportunity in the association's activities.

The SBA recognises that the provision of equal opportunities in all the SBA's activities will benefit the organisation and will help members to develop their full potential, and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

### Policy

1 The SBA values the diversity of the Scottish population and is committed to the principles and practice of equality. We will aim to make our membership, services, facilities and resources accessible and useful to all regardless of:

- gender, including gender re-assignment
- age
- marital or civil partnership status
- ethnic origin
- religious belief
- political belief
- disability
- any other individual characteristic which may unfairly affect a person's opportunities in life

2 The SBA opposes all forms of unlawful and unfair discrimination.

3 All members of the organisation will be treated fairly and will not be discriminated against.

4 Decisions on membership, selection for office, and services or other membership benefits will be made objectively, without unlawful discrimination, and based on aptitude and ability.

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[www.scottishbeekeepers.org.uk](http://www.scottishbeekeepers.org.uk)

[www.sbai.org.uk](http://www.sbai.org.uk)

## **Implementation**

The Chairperson of the SBA and the trustees have specific responsibility for the effective implementation of this policy, and expect all members to abide by the policy and help to create the equality environment that is its objective.

In order to implement this policy the SBA will:

- Communicate the policy to all members through the website and other publications;
- Endeavour, through application of the policy, to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants for membership, or the delivery of any of its services or undertakings;
- Incorporate equal opportunities notices into general communications and publications; and
- Ensure that resources are made available to fulfil the objectives of the policy.

## **Monitoring and review**

The SBA trustees will monitor the implementation and effectiveness of this policy, and take action as necessary.

## **Complaints**

Members who believe that they have suffered any form of discrimination as defined within this policy may raise the matter with the General Secretary or any other trustee following the Complaints Procedure of the SBA. Every effort will be made to ensure that members who make complaints will not be victimised. Any complaints of discrimination will be dealt with seriously, promptly and confidentially.