

# **BRITISH MEDICAL ACUPUNCTURE SOCIETY**

## **EQUALITY AND DIVERSITY POLICY**



**Author – Author name**

**Ratified at BMAS council – Date**

**Review date – Date**

## **1. STATEMENT OF INTENT**

1.1 The British Medical Acupuncture Society is fully committed to the principles of equality of opportunity. It is responsible for ensuring that no member, course participant, job applicant or employee is unlawfully discriminated against due to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation (together the *protected characteristics* as set out in the Equality Act 2010).

1.2 The British Medical Acupuncture Society will ensure that there is open access for all those who are suitably qualified and who wish to participate in the practice of medical acupuncture and that they are treated fairly, in accordance with the law and reflecting the ethos and philosophy of medical acupuncture.

1.3 This Equity Policy is endorsed by the British Medical Acupuncture Society National Council and supplements but does not replace the Society's Staff Policy.

## **2. PURPOSE OF THE EQUITY POLICY**

2.1 The British Medical Acupuncture Society recognises that societal inequalities and discrimination still exist and that these may limit opportunities to participate equally and fully in the practice of acupuncture at all levels.

2.2 The British Medical Acupuncture Society promotes inclusion and will take steps to mitigate against inequality and prevent discrimination (intentional or unintentional), or other unfair treatment of its members, course participants, and employees.

## **3. LEGAL REQUIREMENTS**

3.1 The British Medical Acupuncture Society is required by law not to discriminate against its members, course participants and employees and recognises its legal obligations under the Equality Act 2010 and any later amendments to such legislation or subsequent equality related legislation that may be relevant.

## **4. DISCRIMINATION, HARRASSMENT, VICTIMISATION AND BULLYING**

4.1 The British Medical Acupuncture Society recognises as unacceptable any form of discrimination, harassment, victimisation or bullying. These will be regarded as gross misconduct and any member, course participant or employee found to be engaging in such behaviour will be subject to the appropriate disciplinary action.

### **4.2 DISCRIMINATION**

4.2.1 **Direct Discrimination** is treating someone less favourably than you would treat others for reasons relating to a *protected characteristic*.

4.2.2 **Indirect Discrimination** is applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular *protected characteristic*. Such requirements or conditions should only be applied if they can be objectively justified.

### **4.3 HARASSMENT**

4.3.1 Harassment is any form of unwanted or unwelcome behaviour that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

### **4.4 VICTIMISATION**

4.4.1 Victimisation is treating someone less favourably because he or she has in good faith used the organisation's complaints procedure, exercised his or her legal rights, or has supported colleagues who have done so. The British Medical Acupuncture Society will fully support and protect anyone who exercises his or her legal rights and/or supports anyone who has done so.

### **4.5 BULLYING**

4.5.1 Bullying is the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

## **5. REASONABLE ADJUSTMENTS**

5.1 The British Medical Acupuncture Society recognises that it has a duty to make reasonable adjustments for disabled persons. It will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled members, course participants and employees to implement any adjustments that will enable them to participate more fully.

## **6. IMPLEMENTATION**

6.1 The British Medical Acupuncture Society's Council is responsible for ensuring that the existence of this policy is communicated to and understood by all members, course participants, and employees and that all breaches are dealt with appropriately.

6.2 The Council have the overall day to day responsibility for achieving any equality related action plans that arise from this policy.

6.3 All members, participants and employees have responsibilities to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy.

6.4 Equality and Diversity training will be provided, where appropriate, for all teaching members, and employees to support implementation of this policy.

## **7. MONITORING AND EVALUATION**

7.1 The British Medical Acupuncture Society will set up monitoring systems and evaluate the policy, practices, procedures, operations and recruitment/selection of students, participants and staff on an ongoing basis.

7.2 Monitoring and evaluation information will be used to identify any areas of under-representation. The information will be used to guide programme development and promotional work.

## **8. COMPLAINTS PROCEDURES**

8.1 To safeguard individual rights under the policy, a member, course participant or employee who believes that s/he has suffered inequitable treatment within the scope of the policy may raise the matter through the Council, using the appropriate procedure.

8.2 Appropriate disciplinary action will be taken against any member, course participant or employee who violates the British Medical Acupuncture Society's Equity Policy.

8.3 The British Medical Acupuncture Society, its members, course participants and employees have the responsibility of maintaining the integrity of any complaints or disciplinary procedure. This in turn will increase the level of confidence in the procedures.

8.4 All British Medical Acupuncture Society members, course participants and employees will have access to the procedures referenced in this Equity Policy.

## **9. COMMUNICATION**

9.1 A copy of this policy will be made available to all members, course participants and employees of the British Medical Acupuncture Society.

9.2 The British Medical Acupuncture Society Equity Policy will be available on the website – [www.medical-acupuncture.co.uk](http://www.medical-acupuncture.co.uk)

## **10. REVIEW**

10.1 This Equity policy will be reviewed at least once every three years.

## **ACKNOWLEDGEMENT**

The British Medical Acupuncture Society wishes to acknowledge and thank the British Wheel of Yoga for their help in the production of this document:

## APPENDIX 1

# CODE OF ETHICAL PRACTICE FOR BMAS LECTURERS

Lecturers should comply with the principles of good, ethical practice as listed below:

- Respect the right, dignity and worth of every person and treat everyone equally within the context of acupuncture training.
- Place the well-being and safety of the students above the development of the practice. They should follow all guidelines laid down by The British Medical Acupuncture Society and hold appropriate insurance cover.
- Develop an appropriate working relationship with students, based on mutual trust and respect. Lecturers must not exert influence to obtain personal benefit or reward.
- Encourage and guide students to accept responsibility for their own behaviour and practice.
- Ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- Clarify with students at the outset exactly what is expected of them and what they are entitled to expect from the lecturer.
- Co-operate fully with other specialists (e.g. other lecturers, Medical Director) in the best interests of the student.
- Consistently display high standards of behaviour.

## APPENDIX 2 -THE EQUALITY ACT 2010

The Equality Act 2010 brought all previous equalities legislation under one single law. This law identifies nine *protected characteristics*, which are

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation