

North London Beekeepers Equality and Diversity Policy Statement



North London
Beekeepers

EQUALITY & DIVERSITY POLICY STATEMENT

As North London Beekeepers, we are committed to providing a welcoming and safe environment where everyone can enjoy learning about bees and beekeeping. This is in support of our objectives, as outlined in the Constitution, 'to promote apiculture and educate the general public in beekeeping by holding classes, lectures and discussions on beekeeping and to provide advice and assistance to beekeepers.'

This statement describes provision and the monitoring of that provision in order to achieve equality of opportunity for all members of the North London Beekeepers.

All members of the Association will seek to challenge prejudice. The Association will facilitate access to the apiaries with recognition that risk assessments may be required in these potentially hazardous environments.

Equal Opportunities Statement

1. Definitions

- 1.1. Direct discrimination occurs when a person is treated less favourably than another simply because of a personal characteristic.
- 1.2 Indirect discrimination occurs when a policy or requirement, which at first glance seems fair, in fact operates to the detriment of a particular group of people because of a characteristic of that group, such as age, family circumstances or gender, and the requirement is not reasonable or necessary in the circumstances.

2. Principles

- 2.1 The Association values diversity, in all its forms, and has amongst its members and local communities a broad mix of people from differing ethnic groups and religions who speak a range of languages and may have disabilities.
- 2.2 The Association aims to ensure that all members and visitors to the Apiaries and other venues are treated equally, regardless of age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, gender, sexual orientation. The Association believes that all forms of prejudice and discrimination are unacceptable and members will seek to challenge inequality, prejudice and discrimination.
- 2.3 Some people are genuinely unaware that their actions have given offence and are prepared to modify their behaviour when a person not directly involved has explained the matter. It is the responsibility of all to be prepared to modify their actions or behaviour if this creates a hostile, intimidating or offensive environment for others.

- 2.4 It is recognised that equal opportunities does not aim simply to treat everyone equally. Rather, our approach is the pursuit of promoting equality of opportunity to ensure that, as far as possible, groups and individuals who are educationally, socially and economically disadvantaged have the same opportunities for participation and enjoyment of bees and beekeeping as others in the population.
- 2.5 Equal opportunities practice is the responsibility of all members of the Association.
- 2.6 Equality of opportunity and celebration of diversity underpin and inform all aspects of planning, procedures, and operation in the Association.

3. Implementation

- 3.1 It is the responsibility of all individuals to actively observe and support good equal opportunities practice. Good ideas or issues and concerns should be raised with a member of the NLB Committee.
- 3.2 It is the responsibility of the Committee to ensure that any issues raised are investigated swiftly. The principle aim, following a complaint is to ensure that any unfair treatment, or offending behaviour stops, that there are no reprisals for having made the complaint in good faith and where disadvantage has occurred the complainant is asked what they would like to be done to resolve the matter to their satisfaction.
- 3.3 The Association will aim to ensure that all literature and images associated with its activities will reflect the balance of the community it serves and fairly represent all relevant groups. Information and opportunities will be advertised in a way that allows access by all relevant sections of the community, particularly those who may be underrepresented in the beekeeping community or who may be discriminated against, in the wider society.
- 3.4 The Association will take all reasonable steps to seek to ensure that those who provide services to or visit the apiaries behave in a respectful and non-discriminatory way. It is the responsibility of the member who organises the contractor or visitors to ensure that they behave appropriately towards all members of the Association and that no discrimination takes place.
- 3.5 The Association will not tolerate any form of discriminatory behaviour including bullying or harassment on site or via electronic media.
- 3.6 The Association will demonstrate best practice in inclusive learning.

4. Monitoring

- 4.1 The NLB Committee will consider all suggestions for improving access and will monitor and deal with any complaints about behaviour that falls short of our stated aims
- 4.3 The policy will be reviewed every two years and a short statement on its operation will be included in the annual report to members.

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