

FLUTE & BOWL

ABC Network

Equality & Diversity Policy

The ABC Network is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its participating members (students, staff and visitors) are respected. We recognise that the broad range of experiences that a diverse staff and student body brings strengthens our research and enhances our collaborations, and that in order for the Network to remain flexible in accommodating different styles of work, we must continue to provide a diverse, inclusive, fair and open environment that allows everyone to grow and flourish.

The ABC Network embraces diversity amongst its members and seeks to achieve equity in the experience, progression and achievement of all participants through the implementation of transparent policies, practices and procedures, transparent communications and the provision of effective support. It also seeks to ensure that its public engagement work and services benefit diverse audiences and communities, and remains accessible to disabled members of the public.

The ABC Network recognises that equality and inclusion should be embedded in all its activities and seeks to promote awareness of equality and foster good practice. We are committed to a programme of action to support an equality policy (as dictated by Oxford University's Equality and Diversity Unit), to monitoring its effectiveness, and to publishing information on progress towards its equality aims.

The ABC Network seeks to ensure that no member of its community is unlawfully discriminated against, or impeded from reaching their full potential on the basis of age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief (including lack of belief), sex, or sexual orientation (hereafter referred to as the 'protected characteristics').

In exercising its policies, practices, procedures and other functions, the Network will have due regard to its duties under the Equality Act 2010 and to the protected characteristics, as well as other relevant circumstances including parental or caring responsibilities and working hours.

The ABC Network will seek to make a positive contribution to the advancement of equality through all its activities. In particular, we already do and will continue to:

- Encourage participation from the widest pool of potential candidates, especially where representation is disproportionately low, and create special opportunities and support for members whose circumstance would otherwise prevent participation, to improve diversity where appropriate.
- Take appropriate steps to meet the particular needs of individuals from protected groups where these are different from the needs of others, and work to eliminate any barriers to their success.
- Work with our collaborating institutions and partners to encourage and monitor best practice for encouraging diversity and inclusion within our collaborative projects. Make sure that our partners have Inclusion policies in place before undertaking collaboration.
- Liaise with our members for regular termly feedback on our practices, workshops and events to ensure safe spaces in which students/staff can confidentially share their experiences and help us make our program work to their needs.

The ABC Network understands inclusion to mean institutional and individual efforts and actions to foster an environment and institutional culture in which each member feels, and is, valued, listened to and respected, able to be themselves and empowered to participate fully in the life of the research network, its events and activities.

We expect all members of our community to treat each other with respect, courtesy and consideration and do not tolerate any form of unlawful discrimination, bullying, harassment or victimization (as outlined in our constitution and our Code of Conduct).