

## EQUALITY DIVERSITY AND INCLUSION COMMITTEE

# Policy and Guiding Principles

### INTRODUCTION

This paper sets out the policy, guiding principles and strategic benchmarks for Equality, Diversity and Inclusion.

### STRATEGIC RELEVANCE

The RPS Strategic Plan 2021-26 for **PHOTOGRAPHY FOR EVERYONE** is founded on **OUR VISION** for a world where everyone is inspired, empowered and educated in the art and science of photography; and **OUR MISSION** to bring **inspiration, creativity** and **connection** through photography to people of all ages and backgrounds.

This strategic vision is underpinned by five core aims, the first of which is:

**INCLUSION:** At the RPS we ensure that everyone can take part in photography regardless of their ethnicity, their sexual and gender identity, age or any aspect of their identity, background or circumstance.

It is the primary purpose of EDIcom to deliver on this strategic aim.

### EDIcom PURPOSE (from our Terms of Reference)

The Royal Photographic Society is committed to being a welcoming and inclusive organisation; encouraging good practice through its areas of influence; and ensuring that no discrimination on the grounds of Protected Characteristics [or otherwise]\* takes place within its own activities.

The EDI Committee is a representative body formed to bring about improvements and consistency in all EDI activities and interests underpinning the RPS strategy.

It provides expertise, advice and recommendations to the Board of Trustees, specifically to:

1. ensure the Society meets its strategic aim for inclusion;
2. eradicate prejudice and discrimination on the basis of protected [or other]\* characteristics;
3. propose programmes of work including policies, strategies, targets, action plans, and innovative projects;
4. monitor performance and share best practice across all areas of operation;
5. direct the setting of CSFs and/or KPIs to measure the impact of EDI activities;
6. provide a forum for discussion on all EDI matters that may affect the Society.

**SCOPE:** the 'Purposes' stated unless instructed in writing by the Board of Trustees.

**AUTHORITY:** to review, debate, discuss and formulate opinion and/or recommendations on matters brought by any member of EDIcom, the Board of Trustees, or member of the RPS Senior Staff.

**DELIVERABLES:** reports and/or recommendations on any matter that has been considered by the EDI committee, delivered via the Chair to the Board of Trustees.

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*\*words in square brackets are not in TORs original text at the date of this document*

## DEFINITIONS

**Equality, Diversity and Inclusion** is about acknowledging, accepting and embracing people's differences and creating an environment where everyone can thrive. Harnessing differences creates a productive working environment in which each individual feels valued, their talents are fully utilised and organisational goals are met.

**EQUALITY** means ensuring every individual has equal opportunities. By being conscious of and actively challenging bias or prejudice we make sure no-one is treated less favourably because of who they are or what makes them different from other people. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face.

**EQUITY** means treating people in ways that ensure they are not unfairly prevented from accessing resources and opportunities nor that others have an unfair advantage. True equality comes from making sure people have what they need for fair and equitable access, removing inequalities to make sure everyone has the chance to realise their ambitions;

**DIVERSITY** means having differences within our organisation that reflect the communities & audiences we serve. We are all different in many ways; people with differing identities, backgrounds, abilities and experiences should all have equitable access to resources and decision-making

**INCLUSION** means creating culture where people can be their full selves: not just creating a diverse environment, but being proactive to make sure everyone, regardless of background, experience, ability or identity, feel welcomed, respected and fully able to participate with confidence

And when we say everyone we include, depending on context:

- Trustees
- Employees
- Volunteers
- Members
- Funding Bodies
- Partner Organisations
- Visitors
- The wider public

## PROTECTED CHARACTERISTICS

The **Equality Act 2010** provides protection from unlawful discrimination and harassment to groups and individuals on the grounds of the following, and applies services and public functions, premises, work, education, and Associations:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## GUIDING PRINCIPLES and Responsibilities

The RPS is committed to being a welcoming and inclusive organization, believing that fairness and equality of opportunity are a fundamental human right for all. Our guiding principles and responsibilities can be stated as **Critical Success Factors** (CSFs) and are vital to the success of the strategy, benefit the whole organisation, and synonymous with the Strategic Aim and our Purpose:

### A CULTURE WHICH RECOGNISES AND VALUES DIFFERENCES

- We encourage and support training and development opportunities for all staff and volunteers, to the benefit of the organisation as a whole.
- We appoint, train, develop, promote and reward all individuals fairly and objectively on the basis of their skills, aptitudes and abilities.
- We seek the opinions of our staff, volunteers and members on the development and performance of EDI initiatives to ensure they effectively meet their needs.

### AN ENVIRONMENT THAT REFLECTS THE DIVERSITY IN OUR COMMUNITY, WHEREVER IT IS

- Our staff and volunteer community has a broad range of characteristics reflecting both our diverse membership and the wider commonwealths in which we operate.
- The positive benefits of EDI principles are reflected in the composition of our trustees, staff, volunteers and members.

### PREJUDICE OR DISCRIMINATION OF ANY PERSON OR GROUP FOR ANY REASON IS ERADICATED

- A work environment free from any form of discrimination, harassment, bullying or victimisation.
- Everyone connected with the RPS is treated fairly and with equality of opportunity, irrespective of, but not limited to, their culture, race, colour, nationality, religious or beliefs, ethnic or national origin, age, gender, sexual orientation, transsexualism, disability, unrelated criminal convictions, marital or parental status, or membership of an affiliated trade union.

### MEMBERS, VOLUNTEERS AND STAFF EVERYWHERE TAKE PERSONAL RESPONSIBILITY

- We take personal responsibility for our own behaviour, and for our part in nurturing an environment where everyone is treated fairly, with respect and dignity.
- We accept our personal duty of care towards co-workers, colleagues, fellow members and volunteers, and everyone we come into contact with at the RPS.
- We understand our personal liabilities for our behaviours, in respect of bullying, harassment, victimisation and unlawful discrimination, in all our interactions with co-workers, colleagues, members and volunteers, and the public.

## KEY RESULT AREAS

These are the main areas where EDIcom can focus on building **Key Performance Indicators** (KPIs) - quantifiable outcomes borne of the strategic objectives and CSFs

- **Monitoring** RPS recruitment/selection practices, and the composition of our trustees, staff, volunteers and members in line with the communities they serve.
- **Reviewing** EDI policy, principles and actions regularly against comparable industry best practice, plus UK legislation and Codes of Practice
- **Measuring** RPS strategic programmes, membership activities and communication strategies against EDI benchmarks and agreed KPIs
- **Reporting** on Trustees and senior management responsibilities for implementation of EDI principles in all areas of operation, including grievance procedures.
- Through **training** for staff, trustees & volunteers across EDI matters, find ways to measure the impact of improved EDI awareness on RPS culture and environment

## IN A NUTSHELL

Page 5 represents a one-sheet Framework of the key principles of this paper (pages 1, 3 and 4)

# PHOTOGRAPHY FOR EVERYONE

## VISION

A world where everyone is inspired, empowered and educated in the art and science of photography.

## MISSION

To bring **inspiration, creativity** and **connection** through photography to people of all ages & backgrounds.

## RPS STRATEGIC AIM for INCLUSION

"At the RPS we ensure that everyone can take part in photography regardless of their ethnicity, their sexual and gender identity, age or any aspect of their identity, background or circumstance."

### EDIcon PURPOSE: To advise on measures that bring about improvement and consistency in Equality Diversity & Inclusion matters underpinning the RPS strategy.

Eradicate prejudice and discrimination on the basis of protected and other characteristics

Propose programmes of work including policies, strategies, targets, action plans, and innovative projects

Monitor performance and share best practice across all areas of operation

Direct the setting of Critical Success Factors/Key Performance Indicators to measure the impact of EDI activity

Provide a forum for discussion on all EDI matters that may affect the Society.

A **culture** which recognises and values differences

- We encourage and support training and development opportunities for all staff and volunteers, to the benefit of our whole organisation.
- We appoint, train, develop, promote and reward all individuals fairly and objectively on the basis of their skills, aptitudes and abilities.
- We seek feedback from our staff, volunteers and members on the development and performance of EDI initiatives to ensure they meet their needs.

An **environment** that reflects the diversity in our community wherever it is

- Our staff and volunteer community has a broad range of characteristics reflecting both our diverse membership and the wider commonwealths in which we operate.
- The positive benefits of EDI principles are reflected in the composition of our trustees, staff, volunteers and members.

Prejudice or **discrimination** of any person or group for any reason is eradicated

- A work environment free from any form of discrimination, harassment, bullying or victimisation.
- Everyone connected with the RPS is treated fairly, with equality of opportunity, irrespective of culture, race, religion or belief, ethnicity, age, gender, sexual orientation, transsexualism, disability, unrelated criminal convictions, marital or parental status, or membership of an affiliated trade union.

Members, volunteers and staff everywhere take **personal responsibility**

- We take responsibility for our own behaviour, and for our part in nurturing an environment where everyone is treated fairly, with respect and dignity.
- We accept our personal duty of care towards all those we come into contact with at the RPS.
- We understand our personal liabilities for our behaviours in respect of bullying, harassment, victimisation and unlawful discrimination, in all our interactions with co-workers, colleagues, members and volunteers, and the public..

**Monitoring** RPS recruitment & selection practices, and the composition of our trustees, volunteers and members in line with the communities they serve.

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**Measuring** RPS strategic programmes, membership activities and communication strategies against EDI benchmarks and agreed KPIs

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Through **training** for staff, trustees & volunteers across EDI matters, find ways to measure the impact of improved EDI awareness on RPS culture and environment

## APPENDICES

### REFERENCES/LINKS

#### GENERAL

- The National Centre for Diversity
- Equality and Human rights commission
- Equality Challenge Unit (ECU)
- ACAS
- The Equalities Review

#### AGE RELATED

- Age Positive
- Maturity Works

#### DISABILITY RELATED

- Disability Rights Commission
- Access to Work
- BBC Ouch!
- Mind
- British Dyslexia Association
- Epilepsy Action
- The National Autistic Society
- Royal National Institute for the Blind
- Royal National Institute for Deaf People
- DeafBlind UK
- Skill

#### RACE RELATED

- Commission for Racial Equality (CRE)
- Council of Europe
- Black Britain
- Chinese in Britain forum
- Black and Asian Grad

#### RELIGION AND BELIEF RELATED

- Belief Net
- BBC Religion and Ethics

#### SEXUAL ORIENTATION RELATED

- Stonewall
- Press for Change

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*Agreed at meeting of the Board of Trustees 20th January 2022, with one amendment noted on page 1 at \**