



# EQUALITY, DIVERSITY AND INCLUSION

GUIDANCE FOR SARS EMPLOYEES, MEMBERS, COMMITTEES AND BRANCHES

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Document Reference COUPOL005 - Please see last slide for document control

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# Equality, diversity and inclusion guidance

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At the Safety and Reliability Society (SaRS) we ask our employees and members to uphold our [SaRS Code of Conduct and Disciplinary Procedure](#) and the [SaRS Equality and Diversity Policy](#)

This guidance outlines:

- What equality, diversity and inclusion is
- The main forms of discrimination with examples
- How this applies to SaRS employees and members
- Further resources for understanding and applying equality diversity and inclusivity

# What is equality, diversity and inclusion ?

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- EQUALITY IS NOT TREATING EVERYONE THE SAME, IT IS: making sure people are treated fairly, meeting individuals needs appropriately, challenging the factors that limit individuals' opportunity
- DIVERSITY IS: recognising and valuing individual and group differences and ensuring many different types of people contribute to society
- INCLUSION IS: providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized

# Why should apply equality, diversity and inclusion ?

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- To comply with equality legislation
- To comply with Charity Commission regulations
- To comply with Safety and Reliability Society bylaws, code of conduct and the Engineering Council code of conduct
- To operate as a welcoming and inclusive organisation

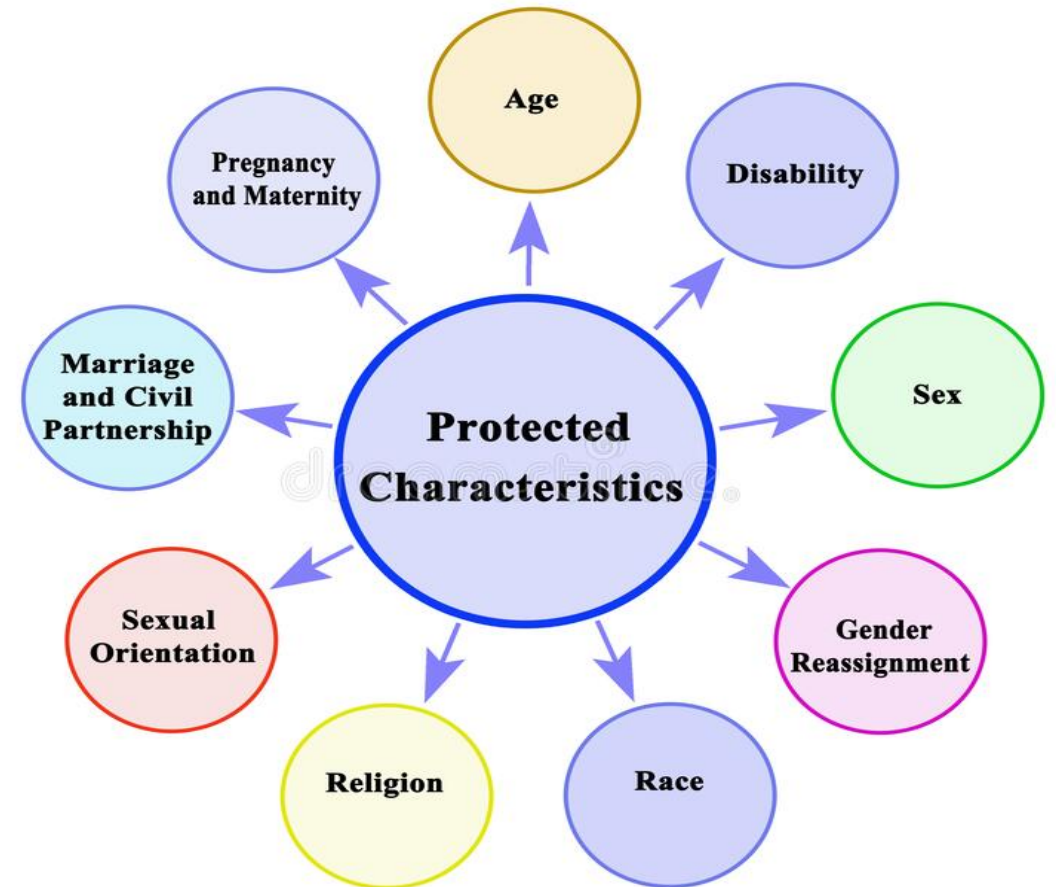


# Equality legislation

Equality legislation makes any form of discrimination illegal

There are 9 protected characteristics. It is against the law to discriminate against someone because of:

- age.
- disability.
- sex
- gender reassignment.
- race.
- religion
- Sexual orientation.
- marriage and civil partnership.
- pregnancy and maternity.



# Forms of discrimination

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- Direct
- Indirect
- Associative
- Perceived
- Harassment, bullying and victimisation
- Positive discrimination and positive action

# Forms of discrimination

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- **DIRECT** — This occurs when a person is treated less favorably than another. This could apply to any of the 9 grounds for discrimination

EXAMPLES: Someone is turned away because of one of the protected characteristics

- **INDIRECT** - Indirect discrimination occurs where a provision, criterion or practice which is applied generally has the effect of disadvantaging some people.

EXAMPLES: Refusal to allow a some to join your committee or branch based on exclusion rules which are unlawful; verbal comments; less favorable treatment; failure to make reasonable adjustment to enable attendance at a meeting

- **ASSOCIATIVE** - Treating someone less favourably as a result of their association with a person who holds a protected characteristic

EXAMPLES: Treating someone less favourably as a result of their association with a person who holds a protected characteristic

- **PERCEIVED** - Unlawfully discriminating against someone on the mistaken assumption they hold a protected characteristic

EXAMPLES: Assumptions made about protected characteristics based on appearance or stereotypes

# Forms of discrimination - Harassment, bullying and victimisation

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**HARASSMENT, BULLYING AND VICTIMISATION** — Bullying, harassment and victimisation is any unwanted behavior that is intimidating, humiliating or offensive. It can take many forms and occur for a variety of reasons. It may be related to protected characteristics or the personal characteristics of an individual.

**EXAMPLES:** unwanted physical contact; jokes, offensive language, gossip, slander; isolating someone from social activities; pressure to participate in committees or other groups; intrusion by pestering; not safeguarding confidential information about a member; deliberately isolating/ignoring someone, unfair allocation of work



# Positive discrimination and positive action

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**POSITIVE DISCRIMINATION:** Positive discrimination is the practice of favoring someone due to ‘protected characteristics’ - in an attempt to reduce inequality. Positive discrimination is against the law.

**EXAMPLES:** If two members are proposed/apply for for a committee role, and one is included over the other - despite no formal proof of them having more suitable skills - because they possess protected characteristics, then this is positive discrimination.

The Equality Act 2010 section 159 introduced a new concept of **positive action** and the distinction is more than semantic. In short, where an employer runs a recruitment exercise and:

1. is faced with a choice between equally qualified candidates; where
  2. one or more of the candidates possesses a “protected characteristic”; and
  3. where people with the relevant protected characteristic are underrepresented in the role they are recruiting for
- the employer may lawfully (but does not have to) prefer the candidate with protected characteristics.

The burden of proof rests on ‘equally qualified’ and as SaRS does not offer formal job description or formal skill assessments for voluntary branch or committee roles, this would not apply – personal assumptions increase the likelihood of positive discrimination

# What does this mean for members, committees and branches

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In line with the [SaRS Code of Conduct and Disciplinary Procedure](#) and the [SaRS Equality and Diversity Policy](#), SaRS expects its members and employees to treat others fairly and to not discriminate.

While this means treating each other fairly and not discriminating, it also applies to employees, members, branches and committees in terms of the following non-exhaustive examples:

- providing equal opportunities to serve on committees and not discriminating
- ensuring that webinar, event and presentation speaker selections are inclusive
- not making personal assumptions about including someone based on appearance or stereotype
- not ‘quota filling’ based on protected characteristics
- understanding what discrimination means and acting in a way that upholds values of equality, diversity and inclusion.

# Steps to take if you become aware of discrimination and how to prevent it

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## IF YOU OR SOMEONE ELSE IS BEING DISCRIMINATED AGAINST:

- Challenge but avoid blame - say what would be better. Remember - NOT challenging is not a neutral act, it can be seen as collusion
- Tell your committee/branch Chair – ask them to record your concerns
- Remind your committee/branch Chair about [SaRS Equality and Diversity Policy](#) and the [Equalities Act 2010](#).
- If discrimination persists, seek advice from SaRS Headquarters or SaRS Trustees

## HOW CAN I PREVENT DISCRIMINATION?

- Be familiar with [SaRS Bylaws, Code of Conduct and Disciplinary procedure](#)
- Be familiar with [SaRS Equality and Diversity Policy](#)
- Don't make assumptions or decisions about someone based on appearance or stereotype
- Behave in ways in which support open and fair discussions and decision-making
- Be prepared to take action if you see someone being discriminated against, bullied or harassed, or you are discriminated against, bullied or harassed

# How does the society monitor and benchmark its EDI policy and operations?

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SaRS Members have signed up to the [Code of Conduct](#)

*A Member shall: 7. Treat all persons fairly and with respect.*

and are subject to the [Disciplinary Procedure](#) if they do not comply.

This is reflected further in the [SaRS Equality and Diversity Policy](#)

SaRS takes part in [D&I Progression Framework Benchmarking](#) with other Licensees and Science Council Member bodies to monitor and benchmark organisational EDI.

By providing this guidance SaRS encourages and guides members and employees to treat each other equally and fairly, and provides a route to address any equality, diversity or inclusion issues.

# Further equality, diversity and inclusion resources

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[Equality Act 2010](#)

[Equality Act Guidance for Charities](#)

[Engineering Council Statement of Ethical Principles](#)

[Royal Academy of Engineering on Diversity and Inclusion In Engineering](#)



# THANK YOU

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# Document Management

## Safety and Reliability Society Document Template Revision Record DOCUMENT VERSION CONTROL

DOCUMENT NUMBER	COUPOL005
AUTHOR	JW
DATE	26082021
DOCUMENT OWNER	COUNCIL
CIRCULATION	COUNCIL

Document ID: COUPOL005	Title: Equality, Diversity and Inclusion Guidance	Print Date:
Version: 1.0	Prepared By: JW	Prepared Date: 26082021
Issue Date:	Reviewed By: RJD	Review Date: 26082021
	Approved By:	Approve Date:

Date	Version	Changes to Document	Changed by	Approved by/meeting number and date
26082021	V0.01	Original document	JW	