

**NORTH DORSET BEEKEEPERS ASSOCIATION (NDBKA)**  
**POLICY No. 3**  
**EQUALITY, DIVERSITY & INCLUSIVENESS**

**Introduction**

NDBKA aims to create a positive culture where equality, diversity and inclusiveness feature in everything we do. NDBKA aims to ensure that members, suppliers and other partners do not experience any form of discrimination in their dealings with the Association and aims to safeguard those who face inequality or harassment due to one or more of the “protected characteristics” contained in the Equality Act (2010). (See also Policy No. 4 – Safeguarding)

Specifically, these “protected characteristics” are:

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

**Purpose**

The principles underlying this Equality, Diversity & Inclusiveness Policy will ensure NDBKA

- adheres to equality legislation (e.g., Equality Act (2010))
- maximises the reach of its education programmes and public presentations
- creates an environment where everyone feels valued and able to become involved in the Association’s activities
- maximises the Association’s access to individuals, businesses and other partner organisations, all of whom may be able to contribute towards achieving the Association’s objectives

**Education & access to courses**

Education is at the heart of NDBKA’s activities. Training courses are open to all members. All trainees are treated equally, and the Association will make every effort to ensure courses are accessible to all. Beekeeping is a physical activity and has some inherent risks (e.g., bee stings). If any these aspects of beekeeping prove difficult, alternative approaches and/or a reduced course scope may be possible, all of which will be discussed with the individual’s needs in mind.

Most beekeepers use protective clothing while working in the apiary. This is a Health & Safety matter (e.g., bee suit, wellington boots, gloves, etc.). Where these items conflict with a religious belief or a disability, alternatives will be considered so long as they do not compromise the health and safety of the individual or those around them.

### **Suppliers & Partners**

The content of this policy applies to the selection and management of the Association's suppliers and partners in the same way it does when the Association interacts with an individual – suppliers and partner organisations will be afforded the same level of inclusiveness and respect.

Where selection of a supplier or partner is required, the Association will take reasonable steps to ensure those third parties are broadly aligned with NDBKA policy where appropriate.

### **Serving as a Trustee and/or Management Committee Member**

Any NDBKA member may apply to become a trustee provided they meet the requirements of the Association's charity constitution.

Offers to participate on the Association's Management Committee should be sent to the Association's Secretary.

### **Breaches of Policy**

Reports of alleged discrimination, bullying, harassment or victimisation should be reported to a trustee or the Association's Safeguarding Officer (see also Policy No.4: Safeguarding). The matter will be investigated sensitively and trustees will determine whether it is agreed a breach has been committed as well as any subsequent action.

Dated: 02 May 2022