

## Equality, Diversity and Inclusion Policy

The British Toxicology Society (BTS) is the forefront body for communication, dissemination, integration and education of the diverse field of toxicology within the UK. In order to maintain the profile of the discipline, and continue facilitation of professional interactions and future development of toxicology capabilities within the UK, the BTS believes it essential to promote equality, value diversity and demonstrate fairness and inclusivity throughout all activities associated with the society. This relates to, but is not limited to, its committee and sub-committee structures, appointment of trustees of the society, membership of the society, award applications, and invitations to chair and/or present at BTS facilitated scientific meetings and associated events.

In the context of diversity, equality and inclusion (EDI), the BTS works to ensure that all those associated with the Society are not disadvantaged on the grounds of any of the nine protected characteristics defined in the Equality Act 2010. Those being: Age, Disability, Gender reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race, Religious Belief & Non-Belief, Sex and Sexual Orientation.

The BTS is committed to implementing the requirements set out in the Public Sector Equality Duty. The duty requires the BTS to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with a specific requirement to tackle prejudice, and promote understanding.

The BTS recognises that this policy relates to all of its functions with specific reference to the provision of education and training and the provision of goods and services. The BTS also embeds these principles within its core remit, such that it is the duty of each member of the Society and those associated with the Society not to engage in discriminatory behaviour and to abide by and implement this policy.

Additionally, in the context of the activities of the BTS, the Society expands its equality and inclusion principles to also encompass subject knowledge and experience, as well as representation from all sectors (academic, clinical, industrial and regulatory toxicology). The BTS is committed to advance equality of opportunity for persons at all stages of their career and levels of expertise.

### **The guiding principles of the BTS EDI policy:**

- The BTS is committed to creating an inclusive culture that supports equality, diversity and inclusion, which fully reflects its membership and the toxicology community.
- The BTS will treat all members, participants in BTS facilitated activities, and stakeholders with dignity and respect;
- The BTS will actively embed strategies and actions to maintain equality, diversity and inclusion within its leadership and governance, committee structures, and participation in BTS facilitated meetings;
- The BTS endeavours to play a central supporting role in the development of a strong and diverse toxicology workforce, through facilitation of professional interactions and mentoring opportunities, promotion of involvement in scientific meetings of the society, and development of focused out-reach programmes to schools, universities and other learning establishments.

### **Management and dissemination of the BTS EDI policy:**

- All members of the BTS will be informed of this position and the statement will be freely available and disseminated to wider interested parties through inclusion on the BTS website.
- The BTS executive committee will regularly review practices, policies and strategies to ensure diversity, inclusion, and equality of opportunity is maintained across BTS activities and initiatives.
- The BTS commits to frequently review this statement alongside its activities and commitments to ensure its effectiveness within the Society.

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