



Equality and Diversity Policy

Our aim is that our membership will be truly representative of all sections of society, particularly acknowledging the diversity of the communities in which we work. All members should feel respected, valued and able to contribute their best to the Association and interpreting profession without fear of discrimination.

All members will be treated fairly and with respect. Selection for roles within ASLI, such as Board members, regional representatives, webinar presenters, webinar interpreters/translators, trainers, video interpreters/translators, conference presenters, conference keynote speakers and conference interpreters and translators will be on the basis of qualification, aptitude and ability. All members will be helped and encouraged to develop to their full potential, and the talents and resources of the membership will be fully utilised to maximise the effectiveness of the Association in its ability to foster a supportive professional network.

Members will not discriminate directly or indirectly, or harass any person because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage or civil partnership whilst representing themselves as a member of ASLI. This includes in the use of the ASLI website and fora, and on social media where they are identifiable as an ASLI member. Items posted on the website, social media or fora found to be in breach of this policy will be removed.

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, a full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, Government Departments and any other statutory bodies.



Responsibilities of the Board and the Equality & Diversity Working Group

1. Responsibility for ensuring the effective implementation and operation of the arrangements will rest equally with all members of the Board. The Board will ensure that they and the wider membership operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. The Board acknowledges that the goal for equality and diversity is the responsibility of the whole organisation, not only members who identify as having protected characteristics.

1. The Board and the Equality & Diversity Working Group will ensure that:

1.1 All members are aware of the policy and the arrangements, and the reason for the policy.

1.2 Grievances concerning discrimination are dealt with properly, fairly and as quickly as possible, according to ASLI's Complaints Procedure.

1.3 Proper records of meetings between the Board and Equality and Diversity Group and Policy Reviews are maintained.

1.4 The Board will continue to work with the Equality and Diversity Working Group or other parties, as appropriate, as part of monitoring the operation of the policy and the Association's wider Equality and Diversity audit.

2. Under the terms of this policy, the Board with input from relevant parties, is required to:

2.1 Pay particular attention to the needs of each group of people identifying as having protected characteristics, including in the arrangements of meetings, conferences, and training sessions.

2.2 Support specific groups and fora to enable people with protected characteristics to create safe spaces and networks.

2.3 Include people with protected characteristics in development of all new policies, by engagement between the Equality & Diversity Working Group and Board liaison and/or any other parties, as appropriate.

2.4 Give full and proper consideration to people with protected characteristics, valuing the particular aptitudes and abilities a person may have due to their lived experience of protected characteristics.



2.5 The Board commits to having Equality and Diversity as a standing agenda item at Consultation Days, AGMs, and Board meetings. The Board's Annual Statement and the Association's Values Statement.

2.6 Individual Board members undertake Equality and Diversity training at the induction of every new Board term and annually thereafter, with training providers proposed by the Equality and Diversity Working Group and/or any other parties, as appropriate.

2.7 Engage to provide a range of training and webinars for its members that reflect the importance of Equality and Diversity to the Association.

2.8 Work is done to ensure that membership of the Board reflects the diversity within the Association's membership.

2.9 Review this policy and associated arrangements annually. This review is to be under the direct supervision of the Board liaison and led by the Equality and Diversity Working Group.

Responsibilities of Members

3. Responsibility for ensuring there is no unlawful discrimination rests with all members and the attitudes of members are crucial to the successful operation of fair practices within ASLI. In particular, all members should:

3.1 Comply with the policy and arrangements.

3.2 Not discriminate in their day-to-day activities or induce others to do so.

3.3 Not victimise, harass, or intimidate other members or groups who have, or are perceived to have, protected characteristics.

3.4 Ensure no members are discriminated against or harassed because of their association with others who have (or are perceived to have) protected characteristics.

3.5 Inform the Board if they become aware of any discriminatory practice.



Third Parties

4. Third-party harassment occurs when an ASLI member is harassed, and the harassment is related to protected characteristics, by third parties such as clients or customers. ASLI will not tolerate such actions against its members, and the member concerned should inform the Board in as timely a manner as possible, or as per ASLI's Complaints Procedure. The Board will fully investigate and take all reasonable steps to support members where appropriate.

5. ASLI will endeavour to engage third party services from organisations and individuals that endorse and demonstrate good equality and diversity practice.

Related Policies and Arrangements

6. All policies and arrangements have a bearing on equality of opportunity. ASLI's policies, Articles of Association, By-laws and all other guidance will be reviewed regularly and any identified discriminatory elements removed.

7. ASLI's Equality and Diversity Policy shall work alongside its Complaints Procedure to ensure the timely and thorough resolution of issues relating to discrimination.

Rights of Members with Protected Characteristics

8. ASLI attaches particular importance to the needs of our members who have, or are perceived to have, protected characteristics. We recognise and value the unique lived experiences of our members who identify as having protected characteristics, but also acknowledge that the pursuit of equality and diversity should not be disproportionately onerous to those members.

Monitoring

9. An auditing and monitoring system will be introduced to measure the effectiveness of this policy and arrangements contained therein:

9.1 There will be regular assessments to measure the extent to which fulfilling of roles mentioned in paragraph 2 of this document and Clause 2.8 ensure equal opportunities for all groups.



9.2 Information on members who have been involved in the Complaints Procedure due to issues relating to protected characteristics will be maintained.

9.3 Where appropriate, Equality Impact Assessments will be carried out by relevant parties on the results of monitoring to ascertain the effect of ASLI policies, and the effect our services and products may have on those who experience them. The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose.

If monitoring shows that the Association, or areas within it, are not representative, or that sections of the membership are not being engaged in the roles identified in paragraph 2 and Clause 2.8, an action plan will be developed to address these issues. This will include a review of recruitment and selection procedures, ASLI policies and practices; the use of a Development and Succession Plan for under-represented groups; and consideration of taking legal Positive Action.

Grievances/Action

10. Members have a right to pursue a complaint concerning discrimination or victimisation via ASLI's Complaints Procedure. Discrimination and victimisation will be treated as being in breach of ASLI's best practice guidance and will be dealt with via ASLI's Complaints Procedure.

Document History

Version Date Editor/s Comments

1.0 July 2020 E&D Working Group Document Creation

1.1 August 2020 E&D Working Group Final Version

1.2 May 2021 ASLI Board Review

1.3 May 2021 E&D Approval

1.4 Due for review May 2022