



The **British Society for Proteome Research** is committed to embedding equality, diversity and inclusion in all of its activities and areas of influence, and eliminating any and all unlawful discrimination.

BSPR believes that:

- equality is not about treating everyone the same but making sure that access to opportunities are available to all by taking account of people's differing needs and capabilities.
- diversity is about recognising and valuing differences through inclusion, regardless of age, disability, gender or gender identity, racial origin, colour, caste, religion, belief, sexual orientation, marital status, socio-economic background, perspectives, opinions or any other characteristic that are part of the diversity in our society.
- inclusion is about ensuring everyone feels welcome, no one feels uncomfortable and everyone is able to thrive and contribute equally regardless of who they are, where they are from, or what they're going through.

BSPR is a society where everyone is treated with dignity and respect and everyone feels valued and accepted. We respect the right to hold different views and beliefs and recognize that diversity is a valuable characteristic in scientific endeavour. We expect all members of the society and all of the people we work with to share these values.

We are committed to oppose and avoid all forms of unlawful discrimination and for the society and all of the organizations that it works with not to unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

We are committed to:

1. Creating an environment in all society activities free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all people are recognised and valued.

2. Ensuring opportunities for engagement with the society and its associated activities are available to all, irrespective of their career stage.
3. Supporting and encouraging members to develop their full potential, so their talents and resources can be fully utilised to promote and support the aims of the society.
4. Monitoring the make-up of our committee and other activities with reference to key attributes such as age, sex, ethnic background, sexual orientation, religion or belief, and disability, encouraging equality, diversity and inclusion, and meeting the aims and commitments set out in the equality, diversity and inclusion policy.
5. Assessing how our equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them on a regular basis, and considering and taking action to address any issues.

*Date of last review: 10<sup>th</sup> September 2024*