

Diversity, Equality and Inclusion Policy

This policy applies to Fellows of all grades, employees, applicants and other stakeholders. The Society encourages its members to follow similar equal opportunities policies in their workplaces.

The purpose of this policy is to ensure equality and fairness for all in our employment and membership, and not to discriminate on grounds of colour, ethnic or national origin, race, gender, sex, disability, age, sexual orientation, religious or political beliefs, marital status or family circumstances. The Society opposes all forms of unlawful and unfair discrimination.

The policy has five key objectives:

1. Promoting an inclusive environment for all.
2. Promoting equality of opportunity.
3. Welcoming applications from all backgrounds.
4. Supporting and developing careers for all.
5. Recruiting and promoting staff based on merit, rather than absence or presence of underrepresented characteristics.

The Committee for Diversity in Astronomy and Geophysics (CDAG) will provide recommendations to the Council, and the Diversity Officer will then have the responsibility of carrying out any diversity work.

Key objective 1: Promoting an inclusive environment for all

The Society is committed to providing a harmonious and inclusive environment for all Fellows, visitors and staff, and will not tolerate intimidation, bullying, harassment or any form of threatening behaviour towards any Fellows, visitors or staff.

All members of staff have the right to work in an environment free from abuse, harassment or unreasonable behaviour from Fellows or non-Fellows. Fellows and visitors are similarly entitled to be treated with dignity and respect. Fellows must treat their colleagues fairly and honestly, and must not harass an individual, nor maliciously injure or attempt to discredit or injure the professional reputation, personal standing, or business prospects of any others.

Key objective 2: Promoting equality of opportunity

The Society values the diversity that people with differing backgrounds, skills, abilities and ages can offer, and will make every effort to challenge and root out discrimination if it occurs. The Society will endeavour to foster an environment free from harassment and unfair discrimination in which individual potential can be harnessed to maximise benefit to the astronomy and geophysics community.

The Society is further committed to increasing awareness of equal opportunities through appropriate publications and media, and to research and reduce obstacles to equal opportunities. The Society will monitor and keep under review policies and practices within the Society to ensure fairness and the promotion of equal opportunities.

Key objective 3: Welcoming applications from all backgrounds

The Society is committed to welcoming applications for Fellowship from all who are qualified, regardless of colour, ethnic or national origin, race, gender, sex, disability, age, sexual orientation, religious or political beliefs, marital status or family circumstances.

Key objective 4: Supporting and developing careers for all

The Society is committed to providing RAS membership services and benefits to all members fairly and equitably. It engages in an active and increasing programme of diversity and outreach work, in order to support and develop careers of potential future members.

Key objective 5: Recruiting and promoting staff based on merit, rather than absence or presence of underrepresented characteristics

The Society is committed to providing an environment in which staff are selected and treated solely on the basis of their merits, abilities and potential, regardless of colour, ethnic or national origin, race, gender, sex, disability, age, sexual orientation, religious or political beliefs, marital status or family circumstances.

The Society is further committed to eliminating discrimination and encouraging diversity amongst its staff, with the aim that each employee feels respected and able to work to their full capacity. It seeks to provide an environment that promotes dignity and respect for all, and in which individual differences and the individual and collective contributions of staff are recognised and valued.

For staff:

The Society's Employee Handbook contains information on equal opportunities, harassment, and the standards that employees are expected to maintain. All staff are bound by the policies and conditions of service contained within.

All employees, whether part-time, full-time, temporary or permanent, voluntary or paid, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop to their full potential within the needs of the organisation, and the talents and resources of the workforce will be utilised to maximise the effectiveness of the organisation. The Society is committed to providing training, development and progression opportunities for all staff.

The Society strives to be an equal opportunities employer. If, at any time, employees feel that they have been treated less favourably than others in relation to equal opportunities without reasonable justification, they should raise the matter with the Executive Secretary (Pamela Mortimer) or the Deputy Executive Secretary (Robert Massey). In the event that any employee has been the subject of discrimination by another employee in terms of physical or verbal abuse or harassment, they should inform the Executive Secretary or Deputy Executive Secretary immediately. The perpetrator of any proven instance of discrimination will be subject to disciplinary action, and may be suspended or dismissed.