



THE ASSOCIATION OF ANAESTHETISTS
of Great Britain & Ireland



AAGBI Diversity and Equality Policy

The AAGBI welcomes diversity and is committed to equality and inclusion in all aspects of our work. Diversity is valued within the organisation. We positively seek to reflect diversity in the composition of our governance bodies and workforce and to ensure there is equality of access to the services we provide and that we are responsive to the needs of the diverse population of patients and health professionals in the UK and Ireland .

The AAGBI recognises that discrimination exists against individuals and groups in society and is committed to ensuring that equality of opportunity becomes an integral feature of all our activities. In our work, the AAGBI aims to eliminate discrimination generally and in particular on grounds of the nine protected characteristics defined in the Equality Act, namely age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, gender and sexual orientation.

All Board and committee members, employees, volunteers are required to comply with the above policy statement and cooperate with diversity and equality measures introduced by the Board of Directors/Trustees to implement and monitor it. Failure to do so may result in disciplinary action. Any employee having a complaint of discrimination or harassment is encouraged to raise the matter under the AAGBI's grievance resolution procedure.

All the AAGBI's appointments and promotions will be made in accordance with the equal opportunities statement above.

When considering formal partnership and collaboration with other organisations, the AAGBI will seek those that share our commitment to equality and diversity and are able to demonstrate this in their own policies and activities.

Related policies and procedures:

- Collaboration and partnerships
- Employment of staff: Diversity and Equality policy
- HR policies: Dignity at Work; Disability; Grievance

Approved by Foundation Board December 2014