

Midland Institute of Otorhinolaryngology Equality, Diversity and Inclusivity Policy

The Midland Institute of Otorhinolaryngology (MIO) is committed to encouraging equality, diversity and inclusion among our membership, and eliminating unlawful discrimination.

The aim is for our membership to be truly representative of all sections of society, and for each member to feel respected and able to give their best.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all our members
2. Not 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
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - election to council
 - organisation of speakers for meetings
 - selection of sponsors
 - management of MIO assets

Our commitments

The MIO commits to:

1. Encourage equality, diversity and inclusion in council, general membership and our meetings
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination during the MIO's activities. Such acts will be investigated, and appropriate action will be taken.

4. Make decisions relating to speakers at meetings based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

5. Monitor the make-up of council regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. Monitoring will also include assessing how the equality, diversity and inclusion policy is working in practice, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy has been discussed and ratified by MIO council and is fully supported by MIO council members

Our grievance process

A grievance can be raised by emailing admin@mio.org.uk and will be discussed at the next council meeting. Any urgent rectification will be dealt with by MIO president in discussion with other council members. Feedback can be given following discussions if requested and contact details are given. Anonymous grievances are equally valued and respected, but will not receive feedback.

Responsibility for Policy: MIO President

Date Written: 6th March 2024

Date Ratified by Council: 18th March 2024

Timescale for Review: 3 years