

## Equality, Inclusion and Diversity Policy

BESA is committed to the principle of equal opportunity across all its activities, we are accountable and open in all our business areas; employment; membership, and event organisation and participation.


Equality, inclusion and diversity are at the heart of this policy and the way in which we operate. Our mission statement and new strategic vision underpins this:

### Our mission

Championing, empowering and connecting BESA members, building a thriving membership community and enabling the provision of outstanding products and services to educators and learners worldwide.

Members are at the heart of everything that we do. Our strength is our ability to connect people and organisations: member to member; supplier to school; country to country.

Underpinning all of our work are our organisational values, that each member of the BESA team strive to uphold.



<b>Integrity</b>	<b>Fairness</b>	<b>Quality</b>	<b>Collaboration</b>
<p>We are honest and ethical. We uphold the highest standards of honesty and ethical conduct in all our interactions.</p>	<p>We treat everyone equally, providing a level playing field to succeed. We provide a voice for all members regardless of size or length of membership.</p>	<p>We strive to deliver outstanding quality. We are committed to delivering exceptional value and excellence in everything we do.</p>	<p>We are cooperative and welcoming. We believe in the power of working together, both within our organisation and with our members and partners, to achieve common goals.</p>

We will actively support diversity and inclusion and ensure that all our employees and members are valued and treated with dignity and respect. For us at BESA this means-

**‘Equality’**- ensuring everyone has the same opportunities to fulfil their potential, free from discrimination.

**‘Inclusion’** - ensuring everyone feels comfortable to be themselves and feels the worth of their contribution.

**‘Diversity’** - the celebration of individual differences amongst our workforce and membership.

Our governance model includes having an ED&I Champion, whose role it to hold us to account on policy implementation.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers are covered by this policy, as are all our membership and activities.

We will ensure that our policy is circulated to any third parties we engage with, and it will be communicated to all private contractors and associates.