

Equality, Diversity, and Inclusivity Policy

The British Shakespeare Association's Equality, Diversity, and Inclusivity Policy is informed by the Equality Act (2010) and defines our commitment to equality of opportunity and equality of treatment for all our members, regardless of race, ethnicity, nationality, religious beliefs, ability, sex, gender identification, sexual orientation, age, and marital status. The Association aims to promote equality, respect, and good relations across its diverse membership, and will not tolerate harassment, abuse, or discrimination within our community.

The Association seeks to welcome and support members with a diverse range of characteristics, as above, and to give all of them equality of opportunity in all levels of its government and related activities. In principle, it seeks to include all members equally in its activities; in practice, it aims to enable inclusion in all activities and events, wherever possible. For example, where a provision, criterion, practice, or physical feature is identified as putting a disabled person at a substantial disadvantage, reasonable steps will be taken to avoid the disadvantage.

The Association seeks to celebrate the racial and ethnic diversity of our UK and international members. It aims to address any perceived barriers in providing and promoting inclusive practices for members from Black, Asian, and Minority Ethnic (BAME) groups and will seek to improve our ability to recruit and support members from BAME groups.

The Association also aims to recognise and support the diversity of religious beliefs, levels of ability, sexual orientations, and gender identifications amongst its members. In the operation of its activities the BSA seeks to safeguard anyone who may be vulnerable due to any of the characteristics noted above. Safeguarding will be a key consideration for every event or activity organised under the aegis of the BSA.

Safeguarding will also operate in the use of social media at BSA events, or formal activities such as those which take place at the conference. While social media sites enable users to create and share content, and are a useful way of publicising and sharing the BSA's events and activities, the posting of content on social media or on web forums during a BSA event must have the explicit approval of the presenters / participants first. In the event of any audio or video recording, or upload of photographs, explicit permission from the subject(s) must be obtained. The Twitter handle(s) of the subject(s) should be included in every tweet in order to make them easily identifiable. All other types of communications must also be shared with the named person. Members should be mindful to maintain the same standards of respect and consideration when they use the BSA hashtag in communications outside of conference-based events such as panels, plenaries, roundtables, and workshops.

The BSA Board commits to provide members with a means for raising an equality issue relating to its activities confidentially, either with the Equality, Diversity, and Inclusivity Officer or with another member of the Board if appropriate. An appropriate Board member will be identifiable at all BSA conferences and meetings. The Association is committed to promoting equity of treatment and non-discrimination across our membership by maintaining a respectful environment for intellectual exchange that will further our collective work in the field of Shakespeare studies, education, and performance.