

The Egypt Exploration Society

Diversity and Equality Policy

The Egypt Exploration Society is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. The Society values and respects the diversity of its membership, Trustees and staff and is committed to:

- recruiting and developing a diverse management and governance structure at all levels, including Trustees, paid staff and volunteers
- promoting equal opportunities for all, irrespective of colour, race, religion or belief, ethnic or national origins, gender, marital/civil partnership status, sexuality, disability or age
- ensuring that individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/economical background or being lesbian or gay and any other inappropriate distinction
- making its services, including membership benefits, available to all, respecting their diversity
- creating and sustaining an inclusive work environment which provides equality of opportunity for everyone
- complying with legislation and codes of practice * which relate to diversity and equality of membership and staff
- taking account of the views of its membership and staff to develop and implement its diversity and equality policies and procedures

The Trustees of the Egypt Exploration Society require that the Director, staff and volunteers ensure that this policy is observed by all in the course of their activities.

This policy document will be reviewed annually at the start of the year.

* Relevant legislation and codes of practice: Race Relations Acts 1965-2000; Equal Pay Act 1970; Sex discrimination Act 1970; Employment Rights Acts 1996-2002; Disability Discrimination Act 1995; Human Rights Act 1998; Protection from harassment Act 1995; Employment Equality (Religion or Belief) Regulations 2003; Employment Equality (Sexual Orientation) Regulations 2003; Part Time Workers Regulations 2000; Age Discrimination Act 2006.

Approved by the EES Finance Committee on 17 December 2008

Approved by the Board of Trustees on 15 May 2009

Review date: January 2010