



## Equality, Diversity & Inclusion Policy Statement

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## Introduction

Pint of Science recognises that Equality, Diversity, and Inclusion (EDI) are not only fundamental human rights, but also vital drivers of creativity, innovation, and organisational success. We are fully committed to fostering an inclusive, respectful, and discrimination-free environment where everyone feels valued, empowered, and able to contribute their best.

We believe that a diverse community brings a wider range of perspectives and ideas, enriching both the organisation and the experience of those engaging with our festival. As such, we are dedicated to ensuring that all individuals involved with Pint of Science, whether as volunteers, contributors, attendees, management, or third parties, are always treated with fairness, dignity, and respect. Unacceptable behaviours, including bullying, harassment, victimisation, or any form of discrimination, will not be tolerated. Allegations will be taken seriously and addressed promptly and appropriately through our established procedures.

This EDI Policy provides a clear framework to uphold equality and fairness across all areas of our work. It applies to everyone involved with Pint of Science, across both physical and virtual spaces, and outlines our responsibilities in line with the Equality Act 2010. The policy also sets out our Grievance and Disciplinary Procedures to ensure any issues are resolved transparently and fairly.

**We ask all individuals engaging with Pint of Science to read, understand, and actively uphold the principles outlined in this policy, so we can work together to build a truly inclusive and welcoming environment for all.**

## Equality Diversity and Inclusion (EDI) Policy

### Our Commitment

Pint of Science is firmly committed to promoting EDI across our organisation and all festival activities. We actively oppose all forms of discrimination, harassment, victimisation, and bullying, and strive to foster an environment where everyone feels respected, valued, and empowered.



Our commitment is reflected in the following principles:

- We are dedicated to ensuring equality, fairness, and respect for all individuals involved with Pint of Science.
- We have zero tolerance for any unlawful or unfair discrimination, harassment, victimisation, or bullying in any form.
- Every person connected to our organisation or festival - volunteers, contributors (including speakers), participants, and attendees - will be valued and supported to reach their full potential.
- Our volunteers and representatives are expected to treat everyone fairly and respectfully, without discrimination, direct or indirect, based on any protected characteristic under the Equality Act 2010 (which includes age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).
- We commit to regularly reviewing our practices, policies, and procedures to uphold fairness and inclusivity.
- This Policy operates in alignment with guidance from the Equality and Human Rights Commission, relevant Government Departments, and other statutory bodies.
- It is fully supported by our Directors and subject to ongoing monitoring and regular review.
- Any breach of this Policy will be treated as a serious matter and may result in disciplinary action.

## Responsibilities of Directors and Management

The effective implementation and operation of the EDI Policy is a shared responsibility, led by the Directors and Chapter Managers. Definitions of these roles can be found at the bottom of the page.

### **All Management members are expected to:**

- Be fully aware of and compliant with this Policy in all their activities.
- Ensure they do not engage in any form of discrimination in their day-to-day responsibilities.
- Refrain from any harassment, victimisation, or intimidation towards Management, Organisers, festival contributors, participants, attendees, or members of the public - particularly in relation to any protected characteristic under the Equality Act 2010 or based on association with someone who has such a characteristic.



- Report any instances of discriminatory behaviour or practices to the Directors without delay.

**Chapter Managers have the additional responsibility to ensure that:**

- All Organisers are made aware of the EDI Policy, its importance, and how it applies to their role.
- Take all reasonable and practical steps to prevent discrimination within their teams and events.
- Grievances or complaints related to discrimination are handled seriously, fairly, and promptly.
- Accurate records of any reported incidents and the individuals involved are maintained securely and confidentially.

## Responsibilities of Organisers

All Organisers share a collective responsibility for upholding the principles of EDI within Pint of Science. Their individual attitudes and behaviours play a critical role in ensuring that fair and inclusive practices are embedded throughout the organisation and the festival.

**All Organisers are expected to:**

- Comply fully with this EDI Policy and uphold its values in all activities.
- Avoid all forms of discrimination in their day-to-day interactions and decision-making.
- Refrain from victimising, harassing, or intimidating fellow Organisers, Management members, festival contributors, participants, attendees, or members of the public in physical and virtual spaces of Pint of Science, particularly in relation to any protected characteristics under the Equality Act 2010 or based on perceived characteristics or association with others.
- Promptly report any incidents of discriminatory behaviour or practices to their City Coordinator or Chapter Manager.

## Third Parties

Third-party harassment occurs when a Pint of Science volunteer - a Chapter Manager or Organiser - is harassed in connection with a protected characteristic, by individuals who are not part of the organisation. This includes partners, contributors, sponsors, speakers,



contractors, festival attendees, or members of the public, within physical and virtual spaces connected to the organisation or the festival.

Pint of Science has a zero-tolerance approach to such behaviour. Any volunteer who experiences or witnesses third-party harassment is strongly encouraged to report the incident immediately to their Chapter Manager or directly to the Directors, in line with the organisation's Grievance Policy.

Similarly, if a third-party individual experiences any form of discrimination or harassment during their involvement with Pint of Science from another third-party individual or a volunteer, they are encouraged to report the incident directly to the Directors at [uk@pintofscience.com](mailto:uk@pintofscience.com), following the procedure outlined in this policy.

All reports will be taken seriously and handled sensitively. Pint of Science will conduct a full investigation and take all reasonable steps to prevent recurrence, following the procedures outlined in our Disciplinary Policy.

**Third parties engaging with Pint of Science are expected to always comply with this policy's principles.** Any breach may result in appropriate action, including the termination of collaboration or involvement with the festival.

## EDI Training

To ensure all volunteers understand and uphold our EDI commitments, training is provided at the start of each festival organising period (typically around November/December each year). This training will cover the key principles of this Policy and broader EDI issues relevant to Pint of Science activities.

For volunteers who join the organisation after the main training period, a briefing session will be delivered by Chapter Managers or City Coordinators to raise awareness of this Policy and ensure consistent understanding across all teams.

## Grievance and Disciplinary Procedure

Pint of Science is fully committed to addressing and taking seriously any complaints of unlawful discrimination, harassment, victimisation, or bullying related to any protected characteristic under the Equality Act 2010, whether such behaviour is carried out by Management, Organisers, or third parties.



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All volunteers have the right to raise concerns in line with the Pint of Science Grievance and Disciplinary Policy:

- Organisers should report complaints of discrimination to their City Coordinator, who will escalate it to the Chapter Manager, and then to the Directors.
- City Coordinators should report any such complaint to their Chapter Manager, who will escalate it to the Directors.
- If the concern involves a City Coordinator or Chapter Manager, or the Organiser does not feel comfortable reporting through the recommended chain, they are encouraged to contact the Directors directly at [uk@pintofscience.com](mailto:uk@pintofscience.com). The same applies to City Coordinators in similar situations.

Third-party individuals - including partners, contributors, sponsors, speakers, contractors, festival attendees, or members of the public - who experience discriminatory behaviour from a Pint of Science volunteer are encouraged to contact the Directors at [uk@pintofscience.com](mailto:uk@pintofscience.com) to discuss the situation and agree on appropriate action.

## Investigation and Disciplinary Action

All complaints will be treated seriously and investigated thoroughly. The Directors will handle the investigation by:

- Privately speaking with all parties involved.
- Listening to all perspectives.
- Assessing whether the issue can be resolved informally, where appropriate.

If necessary, and depending on the severity of the incident, disciplinary action may be taken in line with the Pint of Science Grievance and Disciplinary Policy. Outcomes may include:

- A formal apology on behalf of the organisation.
- Mandatory EDI training/consultation for individuals or groups involved.
- Changes to procedures or practices to prevent recurrence.
- In serious cases, removal of the individual from their role within Pint of Science.

## Monitoring

Pint of Science is committed to translating our intention not to discriminate into consistent and practical action across all levels of the organisation. To support this, a



monitoring system is implemented to assess the effectiveness of this EDI Policy, and to ensure it remains relevant, responsive, and impactful.

As part of this process:

- Regular reviews of the Policy (including the Grievance and Disciplinary Policy) will help ensure that our practices continue to reflect current legislation, organisational values, and the evolving needs of our community.
- We will maintain records of all individuals involved in grievance and disciplinary proceedings related to EDI matters.
- Any information collected for monitoring purposes will be treated with the strictest confidentiality and will be used solely for evaluating the effectiveness of this Policy and informing any necessary updates or improvements.

## Putting EDI into practice

At Pint of Science, we take our commitment to EDI seriously and strive to apply our core principles wherever possible to ensure that everyone involved in our festival feels welcomed, respected, and safe. Below are some examples of effective practices we have implemented to bring this commitment to life:

- We have developed and actively follow an Inclusivity Checklist (in collaboration with Spread the Word) and an Accessibility Checklist (in collaboration with the University of East Anglia) that guide organisers in making their events accessible, welcoming, and inclusive for all attendees and contributors by identifying and removing barriers to participation.
- We collect specific feedback from volunteers, contributors, and attendees on the accessibility and inclusivity of our events, alongside some key demographic data to help identify areas for improvement.
- Our EDI training, policy, and practices are regularly reviewed and updated based on the feedback we receive.
- Pint of Science is supported throughout the year by an experienced EDI consultant, who provides expert advice, addresses concerns, and supports the organisation in handling EDI-related feedback and complaints.

*This is version 2.0 of the EDI Policy (created by ©Spread the Word for ©Pint of Science in August 2021) reviewed and updated by ©Spread the Word for ©Pint of Science in October 2025.*

*If you have any questions or comments on this Policy, please contact Dr Athina Frantzana - EDI Consultant: [afrantzana@spreadthewordstem.co.uk](mailto:afrantzana@spreadthewordstem.co.uk)*



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## Definitions

Directors - Manage Pint of Science and includes Praveen Paul

Chapter Managers - Volunteers who manage regions and cities and also manage City Coordinators

Organisers - All volunteers including City Coordinators, Event Managers and rest of the Pint of Science team within each city and/or university/institution

Pint of Science

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