bsg BRITISH SOCIETY OF
GASTROENTEROLOGY

BSG Equality Diversity and Inclusion Strategy

2023-2025

BSG Equality Diversity and Inclusion Working Group
April 2023

PURPOSE

The BSG is committed to promoting and delivering equality, diversity and inclusion (EDI) in all aspects of its activities. We recognise that best practice of gastroenterology to optimise patient outcomes depends on having equality of opportunity for all healthcare professionals in gastroenterology.

To advance this, we intend to develop a culture in the society where all individuals have equality of opportunity, irrespective of protected characteristic. These characteristics include gender, ethnicity, disability, sexuality, gender identity/reassignment, age, religion, pregnancy and maternity.

This strategy is the vehicle to deliver this, and is intended as a rolling three-year strategy, centred on the following principles:

- key performance indicators become established as standard practice for equality initiatives

- sustained improvement in agreed indicators for three key areas

- to facilitate more regular, transparent communication about equality in the BSG

Using KPIs to track and monitor progress
KPIs are widely used across a range of sectors to set and assess whether objectives have been met. Therefore, different KPIs have been recommended for the key action areas.

Three performance areas

The key areas identified are culture, governance and representation.

CULTURE

Organisational culture is what members and staff experience, and is the visible fruit of rules, standards and control strategies. Success will depend on major cultural change as much as a regulatory process.

1. Publish data on inclusion reflecting staff, committees, guideline group members and society members by protected characteristics.

2. Set an initial focus on issues around gender and race, with the ambition of embracing all protected characteristics as well as issues to do with grade and place of training.

3. Staff and committee to develop understanding of perceptions/motivations/barriers in the different patient communities we serve and professional sub-groups we work with (race, disability, religion, and all other protected characteristics).

4. Ensure that equality and inclusion issues are appropriately addressed (eg issues of wellbeing, flexible working, training) in relation to board agenda and conference topics.

5. Continually engage and exchange knowledge with royal colleges and other specialist societies to learn and share good practice and take part in sector training.

GOVERNANCE

Robust governance processes are key for the BSG to uphold the charitable status code of conduct. The benefits of good governance are well-recognised and increase organisational stability, operational sustainability, and provide members with a clear direction of travel.

This enables organisations to pull together as one, remain outward looking, minimise avoidable disruptions and build healthy cultures and with it a positive reputation. Responsibility for the delivery of the strategy will be with the president of the BSG. The president will establish an EDI working group to steer the direction of the work, and they will be chosen to represent a diversity of protected characteristics, serving for a renewable term.

1. Establish leadership accountability and oversight of EDI plan. via the BSG executive.

2. Define procedures for dealing with reported incidents from BSG staff and membership.

3. Establish EDI Steering Group that is networked with, and representative of, the membership as well as having board sponsorship. This group will be tasked with developing a broad governance framework that encompasses key BSG activity such as the conference, elections, guidelines and education.

REPRESENTATION

To optimise the development of talent in the organisation, it is key that staff with protected characteristics are represented equitably in the BSG. There should be improved understanding of the 'positive actions' covered by the Equality Act 2010 that are available to increase fair representation and reduce unfavourable outcomes.

1. Publish demographic and EDI data on BSG executive and committees (including journals).

2. Publish targets for staff representation by protected characteristic for members and committee representatives.

3. Ensure diversity of representation across the BSG and a focus on opportunities for new talent.

COMMUNICATION

To ensure there is a communication strategy and readily available information to cover the performance areas of action, as well as the ambitions for future programmes as part of a work in progress. Strategy to be underpinned by the rationale that the key is to treat all members with dignity and enable best quality patient care.

YEAR 1 ACTIVITY PLANS

Action	Rationale	KPI
Improve demographic recording of membership, of sub-committees of council, guideline author groups and event speakers and chairs.	Demonstrating to membership that equality monitoring and anonymised data publication is a key component of improvement activity. It is lawful to request and collect for such purposes.	Data published (acknowledging limitations) on gender, ethnicity on membership, sub-committees, council, guideline author groups and event speakers and chairs. Set aspiration and 3-year timeline for attaining accurate data on equality in sub-committees and council compared to membership.
Establish data collection processes to collect EDI data.	Delivering on parity of representation requires benchmarking data.	Establishment and formal ratification of processes to collect member data via surveys and other tools.
Identify a representative for input into the research process.	Need for researchers to understand the issues faced by under-served groups and inherent demographic biases in existing research.	Production and adoption of EDI in gastroenterology research statement with process to monitor adherence to the statement.
Transparency of process for representation on committees, council, and guideline committees.	Equality may not always be achievable depending on applications for posts, so the process must be seen as open and fair and based on merit.	All eligible positions to be advertised openly with a standardised EDI statement accompanying.
		Anonymised demographic data on applicants and appointees published.
Developing a culture of inclusion in the BSG.	Engagement with the membership is a core part of ensuring all members and potential members see the organisation as an inclusive one where they belong.	Ensure recognition paid to international and religious holidays to avoid diary clashes and promote inclusion.
		Ensure recognition paid to key dates such as Pride, International Women's Day and Black History Month.
Ensuring representation at annual meeting and speaking opportunities are inclusive.	Education and sub-committee leads to ensure inclusive and diverse panels are invited.	Publish data on demography of invitees and contributors, acknowledging some topics do not have diversity of individuals.
		Establish diverse and balanced programme committee.
		Develop and disseminate a speaker and event policy used by all sub-committees.
		Agreed wording included on website.
Website to have explicit texts centring importance of EDI to the BSG.	Demonstrating sincerity of ambition is essential.	Production and dissemination of this policy led by the EDI group.
Developing a process to handle complaints grievances.	Transparency is essential to ensure confidence in the BSG's intention.	Documentation of discussion at each relevant meeting.
Presentation on progress with EDI agenda at each AGM and Council meetings.	Maintaining a focus on EDI to the membership and internally is key to driving improvements.	Minutes of the meetings.

YEAR 2-3 ACTIVITY PLANS

Action	Rationale	KPI
Developing a culture of inclusion in the BSG	Engagement with the membership is a core part of ensuring all members and potential members see the organisation as an inclusive one where they belong	Embed EDI into mentorship offer
		Explore membership appetite for EDI education (bespoke programmes, inclusion in main section of annual meeting)
Ensuring representation at annual meeting and speaking opportunities are inclusive	Education and sub-committee leads to ensure inclusive and diverse panels are invited	Compile and maintain a list of potential invitees (updated with younger generation of speakers)

KEY

■ Governance ■ Representation ■ Communication ■ Culture