

Equality and diversity statement

Introduction

The SMR is committed to maintaining high standards of conferences, while maintaining a positive and supportive environment for all. We aspire that everyone involved with the SMR is equally valued and respected. As a facilitator of scientific discussion and collaboration, we value the diversity of our committee members, speakers, members and attendees. We are committed to providing a fair, equitable and mutually supportive environment for all. This is reflected in the core values of our strategy, which state the importance of:

- Valuing, respecting and promoting the rights, responsibilities and dignity of individuals within all our activities and relationships.
- Equality of opportunity based on merit, irrespective of background, beliefs and socio-economic context.

Commitment to equality and diversity

We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of all participants, enabling them to contribute fully and derive maximum benefit and enjoyment from their involvement in the SMR.

To this end, we acknowledge the following basic rights for all members and prospective members of our community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to be encouraged to contribute and participate fully

These rights carry responsibilities and we require all members of our community to recognise these rights and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil

partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

SMR meetings

The SMR recognises the importance of the representation and visibility of diversity both within the committee and the speakers at meetings. The SMR therefore endeavours to organise meetings with speakers that represent the diverse community we serve, and to make meetings accessible to the broadest audience through the use of hybrid formats or recorded sessions wherever possible.

Dealing with discrimination

We perceive unjust discrimination against individual as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be investigated, and ultimately dealt with in accordance to our principles.

Responsibility

The SMR committee has overall responsibility for ensuring that we operate within a framework of equality of opportunity. The SMR chair has overall management responsibility, delegated to all positions of responsibility in the organisation. All members have a duty to support and uphold the principles of our equality and diversity policy.