

BIASP POLICY FOR EQUALITY, DIVERSITY AND INCLUSION:

Policy Statement

The British & Irish Association of Stroke Physicians (BIASP) is committed to promoting diversity, preventing discrimination and creating an inclusive environment in which everyone can fulfil their potential and maximise their contribution. There remain many examples of inequality, inequity and lack of diversity across medical specialties. Discrimination still exists in many forms, as highlighted by a number of high-profile examples within medicine in recent years. BIASP has actively spoken out in recent times and supported relevant campaigns in keeping with our strategic plan and commitment to Equality, Diversity and Inclusion.

BIASP is committed to all its members being treated fairly and with dignity, in keeping with the Equality Act 2010 which defines the following nine protected characteristics:

- Age
- Disability
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Gender reassignment
- Sexual orientation

BIASP recognises the importance and wide-ranging benefits that equality, diversity and inclusion bring to our organisation and membership; from quality of care, education & research to innovation and well-being of the workforce. We have embedded our commitment to Equality, Diversity & Inclusivity (ED&I) within the BIASP strategic plan, but the work goes further than this and we will continue to focus on real change for the benefit of our entire membership. Our membership is diverse, with colleagues working across the stroke pathway from the comprehensive and acute stroke centres, through to the acute rehabilitation units and the community. We are committed to representing the needs of our clinicians & academics across the spectrum of our membership.

Aims

1. Membership should be diverse & inclusive. BIASP will continue to collect data on the diversity of its membership, and display this on the BIASP website.
2. Provide equal opportunities for stroke physicians to join the Association, as per **the BIASP strategic plan**. This will include regular review of the fees structure for our membership to ensure appropriate tiered membership categories to allow widened participation.

3. Support the growth and diversity of the stroke workforce, as per **the BIASP strategic plan**. This will aim to reflect the diversity of healthcare professionals in the UK.
4. Promote diversity and inclusivity within educational meetings' structure including the UK Stroke Forum.
5. Promote diversity and inclusivity within the executive committee and sub-committee membership, as well as within BIASP educational opportunities, and awards. BIASP will endeavour to attract applicants from a diverse talent pool and aims to recruit and develop the best people. Beyond regular advertisement of upcoming roles, we will aim to contact colleagues within the membership who have the necessary skills but may not always put themselves forward for such roles.
6. BIASP will work with allied organisations to respond to ED&I issues with common themes relevant to our organisation.

ED&I Ten-point Plan 2024-2027

BIASP will aim to deliver on the following 10-point plan over the next 3 year strategic period.

1. **Understand the makeup and diversity of our organisation by collating membership data.**
2. **Ensure ED&I issues across the Five Nations are discussed on the agenda at every BIASP executive meeting.**
3. **Promote diverse career pathways in Stroke Medicine, and signpost these on the BIASP website.**
4. **Create a SAS leadership position to sit on the executive committee to represent the wider needs of our members.**
5. **Promote better understanding of the current stroke workforce, including SAS doctor posts, through roll-out of stroke workforce questionnaires.**
6. **Widen participation and continue to promote the BIASP Mentorship Programme.**
7. **Promote a diverse range of speakers in BIASP educational events: There should be consideration with respect to ethnicity, geographical distribution, and level of seniority, and we will aim to have no more than 60% of speakers of any one gender. Potential speakers across the membership and all five nations will be actively contacted to allow for a diverse group of excellent speakers across all events.**
8. **Create a 'Women in Stroke Medicine' group within BIASP, aiming to meet quarterly remotely, and in-person annually. The executive team has agreed that this will be our first ED&I subgroup, based on feedback from past ED&I events at the UK Stroke Forum.**
9. **Run a dedicated BIASP ED&I session at every UK Stroke Forum (UKSF) meeting.**

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10. Signpost academic opportunities and careers across the membership to improve diversity in stroke research nationally.

Monitoring

This policy will be reviewed at a regular interval by the BIASP ED&I lead within the executive committee to evaluate its effectiveness. It will be amended and updated where necessary and any changes communicated to the membership.

Next review date: 2027