

## **RCUK Diversity & Inclusion Policy**

Resuscitation Council UK recognises the value of having a diverse group of people with a diversity of thinking and perspectives involved in the organisation and wishes to use the differences that people bring with them as an important resource in furthering our core mission of ensuring appropriate resuscitation for all.

Resuscitation Council UK sees diversity as the visible and invisible differences between people – such as sex, race, ethnic or national origin, disability, sexual orientation, gender identity, age, social class, language, religion, education and family/marital status – and recognises that these differences can lead to different ways of thinking, behaving, communicating and working.

Resuscitation Council UK is committed to working with partners that represent all of society, as we believe that these differences enrich our organisation and are also key to having the insight and know-how to addressing health inequalities relating to sudden cardiac arrest and survival rates.

Resuscitation Council UK will work to ensure that all its officers, trustees, staff, instructors and other volunteers and consultants have equal opportunity to achieve their full potential in carrying out their activities.

Resuscitation Council UK will not tolerate under any circumstances:

- any unlawful or unjustifiable acts of discrimination
- any form of harassment

Where such discrimination or harassment occurs, action will be taken under the disciplinary procedure and may include dismissal for serious offences.

In keeping with Resuscitation Council UK's ethos and principles, it is expected that all officers, trustees, staff, instructors, funded researchers, partner organisations and other volunteers and consultants become familiar with the policy and ensure that their language, behaviour and practice are consistent with its requirements.

Resuscitation Council UK is committed to promoting diversity and inclusion and to monitoring our progress in this area. The Chief Executive is responsible for ensuring that this policy is implemented and reporting annually to the Board of Trustees on progress made.