

ESPR equality, diversity, and inclusion policy

The European Society for Paediatric Research (ESPR) is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our members, and for each employee to feel respected and able to give their best.

Purpose

This policy's purpose is to:

1. Provide equality, fairness, and respect for all in our employment, whether temporary, part-time or full-time

2. Not unlawfully discriminate because of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- gender
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training, or other developmental opportunities

Our commitments

The organisation commits to:

1. Encouraging equality, diversity, and inclusion in the workplace.
2. Creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

3. Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, service providers, visitors, the public and any others during the organisation's work activities.
4. Making opportunities for training, development, and progress available to staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the ESPR Executive Council and employees.

Nijmegen, 5 March 2024



Prof Willem-Pieter de Boode
President of the ESPR