

Equality and Diversity Policy

1. Purpose

- 1.1. Talking Maths in Public (TMiP) is committed to promoting equality and diversity and nurturing a culture that actively values people's different backgrounds and experiences, insights and contributions. We aim to be inclusive and ensure that diversity is valued, respected and built upon throughout all of our activities.
- 1.2. We will treat everyone fairly, regardless of their sex, gender (including gender reassignment), race, religion or belief, age, sexual orientation, relationship status, pregnancy or parental responsibility, disability or health (including mental health), or any other characteristic which may cause them to face barriers to participation.
- 1.3. We aim to proactively tackle discrimination or disadvantage and aim to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to TMiP activities or events.
- 1.4. TMiP is also committed to compliance with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance.
- 1.5. We are not experts: we commit to providing a framework in which we can maintain good practice in equality and diversity, but are committed to improving our policies and practices if and when we make mistakes. We want to nurture an open and collaborative environment, and encourage people to get in touch with any questions or suggestions regarding this document, their needs or any aspect of TMiP's operation.

2. Equity and accessibility

- 2.1. We are aware that some people may face barriers which others with different characteristics do not face. We are committed to equity within our activities, which may mean giving some individuals or groups additional support in order to provide equality of outcome.
- 2.2. We want to ensure that everyone is able to access TMiP activities and events and will make all reasonable adjustments which are within our capabilities to ensure that all those who wish to participate are able to do so (including parents of small children, which it may be possible to accommodate at the conference by prior agreement). We aim to create an environment where those who would usually face barriers to participation are actively included, and recognise that this will make our activities better for all involved.
- 2.3. We ask all those who feel they may not be able to access one or more of our activities fully to please discuss this with us; we value your input and will work to ensure that this is resolved wherever possible. This includes social activities organised as part of one of our events (for example, if a venue is not accessible for someone with a particular disability, or if someone is unable to take part for religious reasons).
- 2.4. As a small not-for-profit voluntary organisation with limited funds it may be that we are not able to provide some forms of additional support for an individual, but if this is the case we will always work with them and try to find a suitable alternative.

- 2.5. We will do our best to publish information on the accessibility of all venues in advance of all events and will work with event hosts to ensure that our main conference venues at the very least are wheelchair accessible and have hearing loops. We also aim to share details and pictures of venues and clear descriptions of where activities will take place, with as much notice as possible to attendees.
- 2.6. We will work with event contributors to ensure that resources can be made available in alternative formats wherever possible, for example as large print documents or electronically in advance. If this is not possible (for example, if resources are not available in advance or this is not suitable for a particular session format) we will work with attendees with accessibility requirements to support them to access the content of the session.
- 2.7. We aim to host successive TMiP conferences in different regions of the UK to enable those living in different areas to attend more easily, and to make our events hybrid and accessible to remote attendees to as great an extent as possible. We will consider accessibility and travel options when choosing venues and will always publish advice on travel when advertising the conference.
- 2.8. For each TMiP conference we aim to raise funds to provide bursaries to cover attendance costs for those less likely to be able to access the TMiP conference. These bursaries will primarily support students, early career maths communicators, unemployed people and those on low incomes, who might not otherwise be able to afford to attend our events. Details on who can apply for bursaries will be published at the latest when bookings open, and we encourage all those who would like support in making an application (even if you are not within the official criteria) to get in touch. The application procedure for bursaries will be conducted fairly, and deadlines for applications and decisions clearly advertised.
- 2.9. If there is sufficient funding available, or a separate sponsor can be secured, we may be able to support attendees with access requirements with financial contributions towards their costs. This may include (but is not limited to) support with transport, childcare or equipment, depending on funding available.

3. Diversity

- 3.1. We recognise that some groups of people are underrepresented within the STEM (science, technology, engineering and maths) subjects - including (but not limited to) women and non-binary/LGBTQ+ people, people from minority ethnic backgrounds, and disabled people.
- 3.2. As an organisation committed to improving public engagement with mathematics, we want to encourage a more diverse community of maths communicators, and to remove barriers to participation for people with different backgrounds, experience, characteristics and needs. We also recognise the difference between equality and equity, and will build in practices and policies to facilitate equitable access to our events.
- 3.3. TMiP events will be supported where possible by bursary schemes and/or accessibility grants (see sections 2.8 & 2.9). We hope this will allow a more diverse range of attendees at our events, and encourage new talent into the field.
- 3.4. We also aim to help those involved in maths communication to improve the inclusivity of their practices. As such, we commit to including at least one session on equality, accessibility, inclusivity, unconscious bias or a related topic in each TMiP conference.
- 3.5. We would also like the session leaders at TMiP events to reflect the diversity of the community, and will make every effort to invite contributors with a variety of different backgrounds and experiences to share their expertise.

4. Discrimination and harassment

- 4.1. TMiP will not tolerate processes, attitudes and behaviour that amount to direct discrimination, associative discrimination, discrimination by perception, indirect discrimination including harassment (harassment by a third party), victimisation and bullying through prejudice, ignorance, thoughtlessness and stereotyping.
- 4.2. TMiP events will all have a published Code of Conduct, made available to participants in advance of events and displayed at the event, which outlines the standards of behaviour we expect participants to adhere to and procedures for in the event of a breach of these standards.
- 4.3. The TMiP WhatsApp group (which we coordinate), which promotes discussion in the TMiP community, will also have a published Code of Conduct. The TMiP WhatsApp Code of Conduct will be linked to in the chat description and published on the TMiP website.
- 4.4. If anyone feels they have been discriminated against or harassed by a member of the TMiP Board of Trustees (also known as the TMiP committee), anyone at a TMiP event or anyone on the TMiP WhatsApp group they should raise this with the TMiP Board of Trustees following our **complaints procedure**. Their complaint will be taken seriously and will be investigated fully; if the complaint is against a member of the Board of Trustees, that member will not be part of conducting the investigation.
- 4.5. If the complaint is against a particular individual, this person will have the opportunity to express their point of view. The person making the complaint will also have this opportunity. Any decision to exclude a person from current or future TMiP activities due to discriminatory or harassing behaviour will be made with reference to TMiP's constitution and this document. TMiP will support people who feel they have been harassed or discriminated against, and will not victimise or treat them differently because they have raised an issue.
- 4.6. If the complaint is against TMiP as a whole, the Board of Trustees must work to ensure that if such a complaint is upheld, the fault is not repeated in the future, and will update their practices and procedures to rectify this. The TMiP Board of Trustees will inform the person making the complaint of how they propose to do this and any changes which have been/will be put in place.
- 4.7. There may be some situations where the behaviour should be referred to the police under the Equality Act 2010. Wherever possible, this will be done in consultation with the person making the complaint and, if appropriate, will be done in compliance with the TMiP Safeguarding Policy.

5. Review

- 5.1. This Policy will be reviewed by the TMiP Board of Trustees and approved by a board vote at least every three years, or sooner if regulatory changes or require the Policy to be updated.
- 5.2. The TMiP Board of Trustees will review TMiP practices regarding equity, diversity and accessibility in advance of all TMiP events and will make any possible changes to comply with best practice advice from across the STEM outreach sector.

Adopted by the TMiP Board of Trustees on: 07/04/2019

Last reviewed: 25 Jun 2025