



# **BOPA Policy Statement for Equity, Diversity and Inclusion**

A guide for members on BOPA's EDI objectives

**British Oncology Pharmacy Association**

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## 1. Introduction

### 1.1 BOPA is committed to building a diverse, equitable and inclusive community for all members, non-members and patients in cancer care.

At BOPA, we aim to lead on making inclusion a reality within cancer services nationally and internationally. We will do this by understanding what it means to have diversity and inclusion within the heart of our healthcare services for all healthcare professionals and patients who access cancer services worldwide. We understand that diversity and inclusion lead to improved health and greater patient and staff experiences; we endeavour to enable all healthcare professionals from all backgrounds to develop and excel in their roles in an environment characterised by equality of respect and equitable opportunities.

As an organisation, we have due regard to our duties under the Equality Act 2010, Public Sector Equality Duty (PSED) and Equality and Human Rights Commission (EHRC). BOPA is committed to embedding equity, diversity and inclusion through the following areas of focus:-

1. To understand the diversity within our membership
2. To advance diversity of healthcare professional recruitment, equity of attainment and an inclusive community
3. To promote inclusivity in training, education and engagement
4. To promote diversity amongst staff communities, and an inclusive staff experience
5. To promote an inclusive work environment, which promotes equality of respect and equitable opportunity for all members, non-members and patients.
6. To expect all BOPA members to uphold the BOPA EDI values
7. To work with national and international experts on inclusion to bring cutting edge thinking and innovation into our work
8. To provide Equality Impact Assessment tools to ensure that our programmes are in line with our vision of inclusion
9. To continually improve the contents of our tools to ensure that inclusion shows up in relevant and significant ways.
10. To develop our members so they are best-placed to share learning about inclusion
11. To setting high standards around within BOPA around inclusion when recruiting committee members, and expecting the same from member organisations.
12. To promote greater transparency and accountability of Executive Committee, Subcommittees and Working Groups
13. To regularly monitor and report our EDI Objectives, and to evaluate how we are doing and respond accordingly
14. To ensure that inclusion and diversity are embedded within BOPA and are sustained long-term

## 2. Glossary of Terms

Not applicable for this document

## 3. References

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#### 4. Acknowledgements

Not applicable for this document

#### 5. Document control

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