

# British Society for Ethical Theory

## Equalities Policy

Version 1 – April 2015

In response to the BPA/SWIP Good Practice Scheme, BSET has adopted the following policies to address the impact that social status or economic status can have on an individual's ability to participate in conferences and in learned society organisations.

### A. CONFERENCES

BSET organises one conference per year. Attendance is open to all society members, though there may be a maximum registration at any given conference.

#### 1. Keynote Speakers

Our annual conference has two keynote speakers, invited by the executive committee in consultation with the advisory committee. The executive committee are responsible for ensuring that the candidates raised and discussed at the advisory committee meeting represent an appropriate cross-section of moral philosophers.

#### 2. Selection of Submitted Papers

Submitted papers are selected through a fully anonymised review process. Author identities are concealed from the chief referee as well as from the paper referees. The chief referee's proposed shortlist is then checked for gender balance and to ensure the inclusion of at least one postgraduate student.

#### 3. Accessibility

- a. Conference venues will be fully accessible and accessible accommodation will be available for every conference.
- b. Information about the accessibility of the conference venue and accommodation will be made available on the BSET website at the same time as registration costs are announced.

#### 4. Participant Expenses

- a. A limited budget is available to cover registration, travel, accommodation, and childcare expenses for any conference participant who could not claim these expenses from their institution or sponsor. Priority will be given to speakers over other participants and to students and unwaged participants over salaried participants.

b. The budget is funded by the BSET membership scheme. We offer travel and accommodation expenses to invited keynote speakers, but will let them know that if they can cover these from other sources then the money saved will supplement the expenses budget for other participants.

## 5. Childcare

- a. Childcare costs are among the expenses covered by our participant expenses scheme.
- b. Conference organisers will make information about childcare available to participants.

## 6. Chairing

Members of the advisory committee will monitor discussion at each conference for bias in terms of gender or career stage, to determine whether a chairing policy is needed.

## B. THE COMMITTEE STRUCTURE

BSET is run by an executive committee of five posts (President, Director, Treasurer, Equalities Officer, Cybersmith) in consultation with an advisory committee of no fixed number.

Executive committee members are elected for terms of three years. Any executive committee post can be occupied by two people as a job-share.

Any member of the society can join the advisory committee. All members will be reminded of this at each conference and periodically by email and social media.

## C. THIS POLICY

### 1. Review

The executive committee includes a dedicated Equalities Officer responsible for checking that this policy is enacted, for considering whether it is adequate for its purpose, and for proposing revisions to the annual advisory committee meeting.

Suggestions for improvements to this policy are welcome. Please contact the Equalities Officer, whose details can be found via [www.bset.org.uk](http://www.bset.org.uk)

### 2. Transparency

The latest version of this policy will always be available to download from our website.