

The British Institute of Professional Photography is committed to equality, diversity and inclusion among our members, and to eliminating any form of discrimination. Our aim is for the BIPP to be truly representative of all sections of society and our members, and for each member to feel respected and included. The BIPP is also committed against discrimination of customers or the public from its members.

The purpose of this policy is to:

- Provide equality, fairness and respect for all
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy maternity, paternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- Oppose and avoid all forms of discrimination whether verbal, written, on social media or in images.
- Promote inclusion

The BIPP commits to:

- Encourage equality, diversity and inclusion throughout the Institute.
- Create an environment promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. Cascade information from this policy and actions taken by the BIPP Diversity Council to the CEO, directors, regional heads and members.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by staff, directors or members, trade partners, visitors, the public any others in the course of the Institute's work activities, with a zero-tolerance to racism. Particularly serious complaints could amount to cancellation of membership.
- Make opportunities for training, development and progress available to all members, 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.