



Annex A

UK Environmental Law Association (UKELA) - Equality, Diversity and Inclusion Policy

September 2021

UKELA (UK Environmental Law Association) is the UK forum which aims to make better law for the environment and to improve understanding and awareness of environmental law. Our charitable objects include promoting, for the benefit of the public generally, the enhancement and conservation of the environment in the UK and advancing the education of the public in all matters relating to the development, teaching, application and practice of law relating to the environment. We encourage collaboration between those interested in environmental law, as well as advising and commenting on relevant issues.

Statement of Intent

UKELA recognises it has a role to play in supporting our membership from all backgrounds and identities to participate in its activities. UKELA is committed to creating and maintaining a transparently inclusive environment where its membership can thrive through diversity of representation.

Purpose of the Policy

This Policy describes how UKELA will promote equality, diversity and inclusion (EDI) within the organisation and in the wider environmental law field.

The Policy sets out how we will turn our mission, values and aims into tangible outcomes to the benefit of our members, volunteers, employees and the wider environmental law community.

Our Commitment

We will promote greater inclusion throughout the environmental law field, aiming for diverse speaker line-ups across our events portfolio; and continue to promote a diverse and inclusive board, voluntary and staff team. We will achieve this in the following ways by:

- Ensuring that equality, diversity and inclusion are integral to UKELA's strategy, activities and policies;
- Ensuring an inclusive environment where its membership can thrive through diversity of representation;
- Supporting our members from all backgrounds and identities to participate in UKELA's activities;

- Increasing representation of those from underrepresented groups; as well as building partnerships with different organisations to support this;
- Promoting and supporting the active participation of members from a range of backgrounds and provide a platform for diversity of views; and
- Increasing diversity of representation of UKELA's Council and Executive bodies.
- Ensuring that concerns and complaints regarding EDI issues are appropriately considered and addressed via our [complaints policy](#) and [feedback form](#);
- Publishing the results of our EDI monitoring on a regular basis, at least annually;
- Engaging regularly with our UKELA EDI Members' Forum on EDI issues and concerns raised through the forum.

Further, as an employer and members' association, UKELA will:

- provide an environment which demonstrates equality, fairness and respect for all who interact with UKELA, including our staff, trustees, Patrons, volunteers, members and the wider public;
- not unlawfully discriminate because of the Equality Act 2010;
- oppose and avoid all forms of unlawful discrimination for our employees and volunteers.
- keep our equality, diversity and inclusion policy and statement of intent under regular review in an inclusive, transparent and collaborative manner.