



Equality, Inclusion, and Diversity Policy

Based on the Royal Statistical Society's Inclusion and Diversity Policy. Approved by NABES Executive on 8 July 2026

Key Principles

The Network of Agricultural, Biological, Environmental Statistics (NABES) is a professional network committed to a policy of inclusion and respect for diversity for all its members and stakeholders. We oppose all forms of unfair and unlawful discrimination and recognise the value of diversity in all areas of activity. By aiming to have an engaged membership that is reflective of society, we benefit from different perspectives and experiences that can help shape NABES's future for all. All voices are encouraged, recognised and celebrated as they are key to NABES's progression.

NABES's organisational structures (the Steering and Executive Committees) are comprised of volunteers from our members. We aim for the membership of both committees to reflect the diversity within our network.

We will foster an environment free from harassment and unfair discrimination.

Policy

We will embed the core values of respect for diversity and inclusion in all our activities, both as a network and with our members and stakeholders.

We will:

- Be a fair, unbiased and professional network.
- Treat everyone with dignity and respect, recognising and valuing their individual skills and contributions.
- Not tolerate discrimination, harassment and bullying.
- Make reasonable adjustments to ensure that our activities are accessible to our diverse community.
- Comply with the principles of the Equality Act 2010 and all other relevant legislation that address discrimination and promote equality and diversity.

Implementation and monitoring

All areas of NABES activity share responsibility in the implementation of the policy.

The volunteer NABES Equality, Diversity, and Inclusion (EDI) Champion will act as a point of contact for the implementation of this policy.

The policy and its implementation will be reviewed annually by the Steering Committee.

Contact the EDI champion: megan.towers@nature.scot to raise concerns, request reasonable adjustments, etc in confidence.