Equality, Diversity & Inclusion (EDI) Policy

Purpose

This EDI Policy outlines our commitment to promoting equality, diversity, and inclusion in all aspects of our work as the British Hydrology Society (BHS). Of key importance is our aim to ensure that our charity and its mission is welcoming, respectful, and accessible to everyone.

Scope

This policy applies to:

- Trustees
- Volunteers
- members and others who benefit from BHS's work

Introduction

We recognisethat, in some societies, certain groups or individuals are denied equality on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation or other factors – see section entitled ‘protected characteristics’.

We welcome the statutory requirements laid down in the Equality Act 2010. We are committed to complying with the Equality Act 2010 and with such other Acts and statutory requirements furthering equality of opportunity for all:

- Equality Act 2010
- Your rights under the Equality Act 2010 | EHRC

BHS recognises that it has moral and social responsibilities that go beyond the provisions of the aforementioned Acts and Regulations and this is one of the key reasons for having this Policy in place for members and others who benefit from BHS's work

Our Commitment

We will take positive steps to ensure that:

- People (see ‘scope’) are treated with dignity and respect, valuing the diversity of all;

- Equal opportunities for involvement and participation are provided.
- Discrimination, harassment, and bullying are actively challenged
- Diversity and inclusion are embedded in our governance, our ways of working, and the services we deliver.

Principles

- Equality: Everyone has the right to be treated fairly and without discrimination through our activities.
- Diversity: We value and celebrate differences in backgrounds, experiences, and perspectives.
- Inclusion: We strive to ensure that everyone feels welcome and able to participate in the opportunities.

Protected Characteristics

We will not discriminate based on:

- Age
- Disability
- Gender reassignment
- Marriage & civil partnership
- Pregnancy & maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Responsibility for implementation

- The expectation is that trustees and volunteers will be made aware of this Policy as part of their induction training;
- Actively encouraging Trustees and volunteers to participate in EDI learning and development, and making time and resources available for such training;
- Monitoring the opportunities, publicity and events provided by BHS, to ensure that they are accessible to all and do not discriminate, and participation is representative.

Monitoring and Review

BHS has declared its commitment to establishing, developing, implementing and reviewing this Policy. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure its success and to review its effectiveness. The Main Committee will review the policy annually.

Change record

Date	Change by	Reason for change
January 2026	BHS Main Committee	Review
January 2026	BHS Main Committee	Adoption