

Scottish Environment LINK: Equality, Diversity and Inclusion policies and practices in the environmental charity sector in Scotland

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Scottish
Environment
LINK

The voice for Scotland's environment



Where are we as a sector?

Assessment survey:
Part 1: Diversity amongst staff,
volunteers, members
in terms of ethnicity, gender, age,
disability

Part 2: understanding & confidence in
implementing Equality Act 2010 duties:
Having an Equal Opportunities policy
Offering training
Interested in support for development &
training

Headline stats – 37% response rate so far
Staff diversity: age & gender diversity >50%; ethnicity % disability <10%

Board diversity: same

Volunteer diversity: not assessed by 70%; >50% didn't know

Member diversity: not assessed by 75%

Senior lead / working group in place? 68% had one in place / setting up.

EDI policies / guidance? Same as above

Other mechanisms? 77% no

Equal Opps policy in place: 80%

Training offered: 63% offered irregularly / planning to

Interested in support: 100%



Members at different stages

- **Small: <10 staff in Scotland:**
 - c 50% respondents so far. 50% have senior level lead, policies & guidance & training. Only 1 had other mechanisms in place.
- **Medium: 11 – 99 staff in Scotland:**
 - all UK based except for 1. 100% senior level lead; 50% policies & guidance; other mechanisms and training.
- **Large: >100 staff:** no responses yet

Learning so far:

Assessing diversity mechanisms:

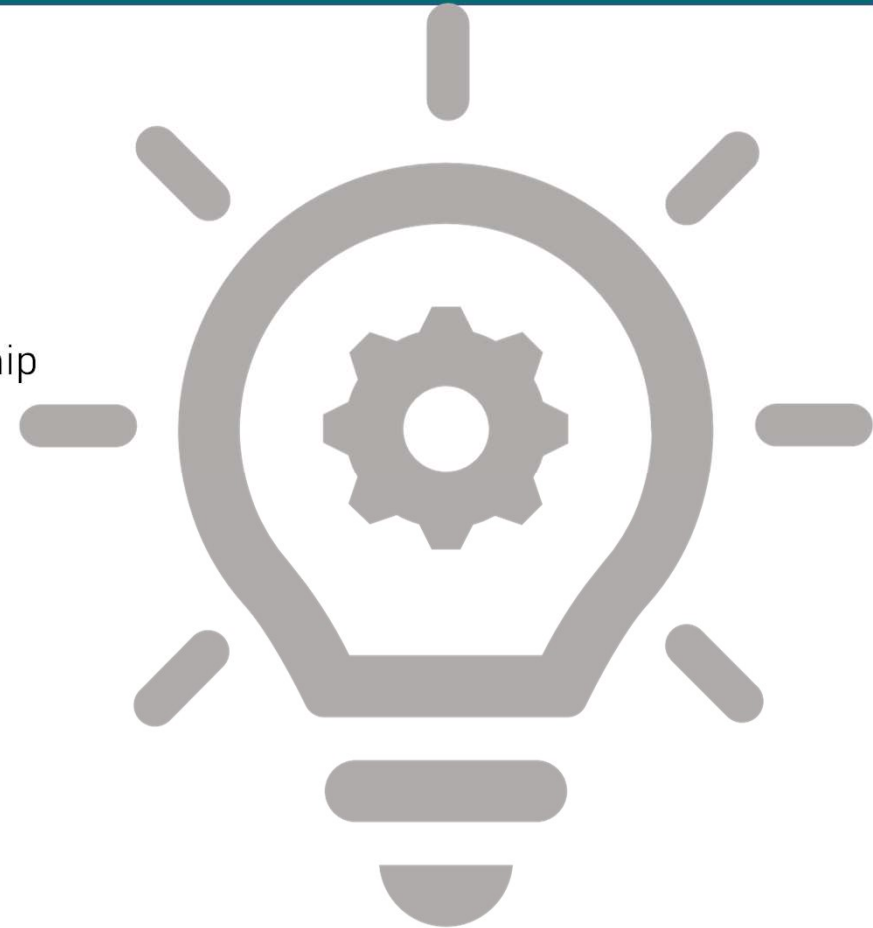
Very few members have mechanisms in place to assess membership diversity.

About 50% have mechanisms to assess volunteer diversity

Most were able to estimate staff / Board diversity.

With senior lead or working group: only UK wide organisations have this in place and 2 Scotland based organisations, both medium sized.

Other mechanisms to increase inclusion eg staff champions: 3





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Inclusion developments:

Inclusion taskforce (Oct 2020)

EDI Statement (Jan 2021)

Workforce EDI consultant (Jan
2021)

Inclusion Strategy + index (Sept
2021)





Inclusion developments:

Designated EDI champion at Board level: complete
Senior management lead responsibility: complete
Board paper for approval of next steps: 22 March

Next steps:

- Develop a long-term action plan with clear objectives
- Set top line targets regarding diverse representation
- Outline financial investment required to meet objectives





Inclusion developments:

Partnership working with CEMVO, hosting EMEN Framework for action developed with Board lead (Sept - Dec 2020)

Implementation via Action Group recommendations in 2021. To include:

- Baseline assessment
- Review of accessibility to all activities
- Develop internal processes to identify & address issues
- Develop projects to increase engagement
- Deliver training and raise awareness



Wildlife and
Countryside



Progress to date:

August 2020: Published Diversity and anti racism statement

January 2021: Set up Inclusion, diversity and equality group, meeting monthly

January 2021: commissioned A state of the sector report

Group proposed outputs:

- An “inclusion journey” with best practice examples to help organisations at each stage, drawn from around the sector and beyond
- A baseline set of metrics for measuring good practice
- A Peer Support Network
- A Challenge Panel

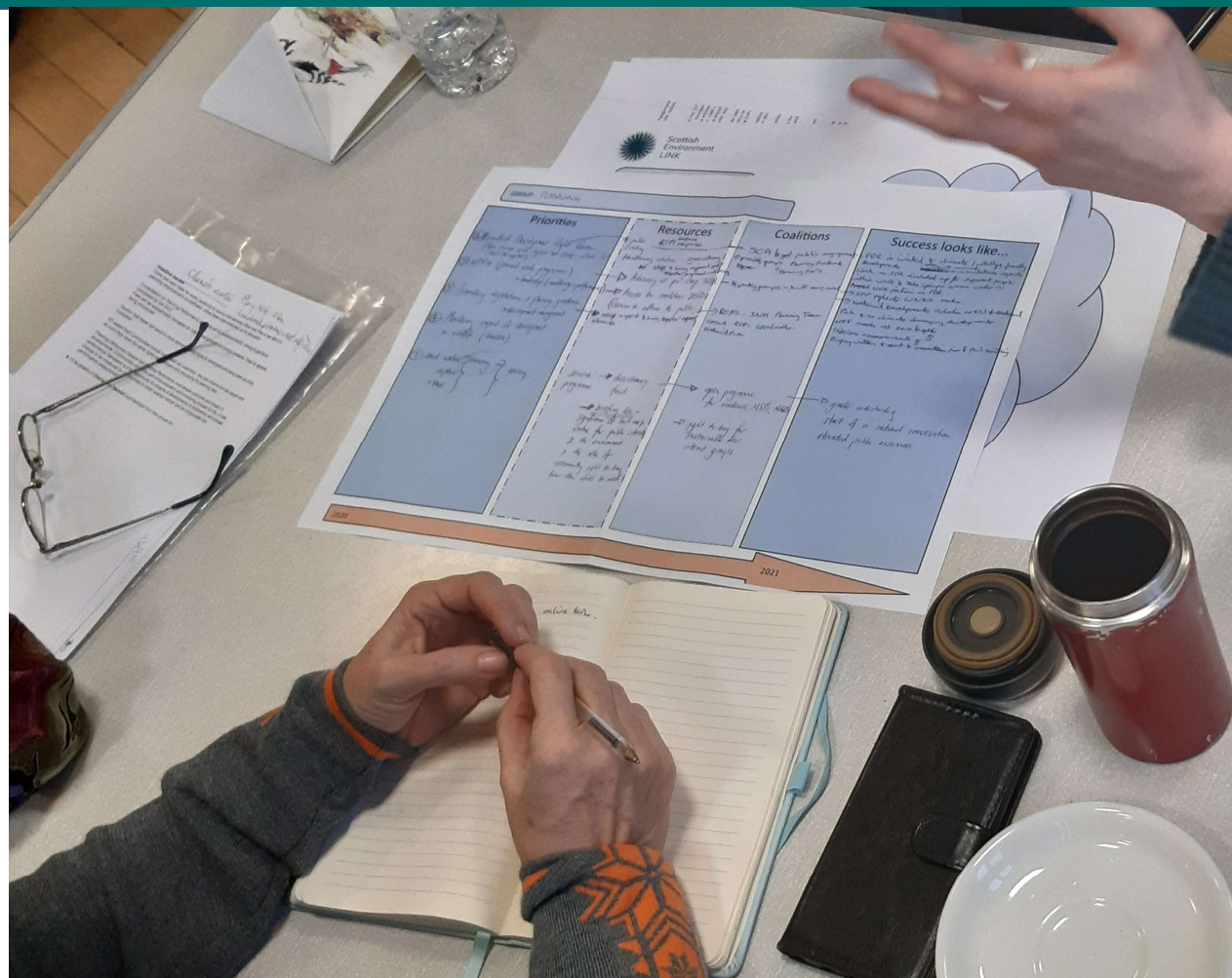


Diversity and anti-racism statement



NLHF 6 month project: February – July 2021

1. Facilitated workshops, training, research and practical learning opportunities to identify and make recommendations for removal of barriers in relation to improving diversity in recruitment, governance and campaigning.
2. Use real project development with expert input and support to identify and overcome barriers to collaboration



Summary

Very few of LINK members have mechanisms in place to measure diversity.

Where they have estimated; age and gender diversity is generally OK but ethnicity and disability diversity poorer.

Levels of confidence in this area of work are low

Levels of ambition to learn how to do better are very high – 100%





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Strong Voice

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Effective Network

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