



Registered Office:
10 Cambridge Court
210 Shepherds Bush Road
London W6 7NJ, UK
T: +44 (0)20 7602 0228
E: office@nutrition society.org
W: nutrition society.org

24 June 2020

Message from the President

Dear Colleague,

In light of recent Global and National events, the Trustees of the Nutrition Society met recently to review our policies covering discrimination. A copy of the existing Trustees' policy for 'Equality, Diversity and Inclusion' is attached for your information.

The Trustees and the Society's Members have always upheld the highest ethical standards when supporting the work of the Society. There have been no recorded incidents of discrimination within the Nutrition Society. Whilst this is to be welcomed, the Trustees cannot be complacent and, as a Board, they are committed to the process of continuous improvement.

It was therefore agreed at the Nutrition Society Board Meeting held on 16th June 2020 that it was an appropriate time to re-affirm to the membership of the Society, and its wider stakeholders, partners and supporters throughout the World, that the Trustees continue to renounce discrimination in all forms. The Trustees value all members of the Society, the wider global nutritional science community, and their diverse contributions to nutrition science. As Trustees of the Nutrition Society, we believe that all the Society's members have an obligation to do all they can to eradicate discrimination and inequality in the field of nutrition sciences.

The Trustees considered how they can continue to take leadership action on this important issue. The Society's next Five-Year Strategic Plan is already being developed for launch in the Spring of 2021. Trustees have agreed that it is vitally important that strategic objectives in the Plan include eliminating discrimination of any kind, where it is identified, in the nutrition science community. The Trustees agreed that, in particular, objectives need be set to continue to cultivate a nutrition scientific community in which everyone feels welcome, respected, and able to develop to their full potential in an atmosphere of equality of opportunity.

A member of the Trustee Board will lead the development of objectives in this area as part of the strategic planning process, building on the Society's successful track record. The Trustees welcome your support, and will seek and welcome your suggestions and feedback as the Plan is developed. More information on the development of the Plan and its objectives will follow.

To combat discrimination is a moral and ethical responsibility, shared by us all. The Nutrition Society's Trustees support those that are willing to stand up and take appropriate action where discriminatory behaviour is observed.

Yours,

Julie Lovegrove

Professor Julie A. Lovegrove
President, The Nutrition Society

Signed on behalf, and with the full support, of the Society's Trustees:

Ms. Barbara Bray
Doctor Bernard Corfe
Doctor Eileen Gibney
Ms. Penny Hunking
Professor Susan Lanham-New
Doctor Carrie Ruxton
Professor Chris Seal
Doctor Dean Sewell
Doctor Frank Thies
Professor Jayne Woodside

The Nutrition Society Trustees' Equality, Diversity and Inclusion Policy

The Nutrition Society Trustees are committed to encouraging equality, diversity and inclusion among its Board Members, and eliminating unlawful discrimination.

The aim is for our Trustees to be truly representative of all sections of society, our members and our stakeholders, and for each Trustee to feel respected and able to give their best.

The Nutrition Society Trustees - in providing strategic leadership in membership services, conferences, publications, training, scientific communications and administrative and secretariat services - are also committed against unlawful discrimination of its employees, members or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all members of the Trustee Board
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in benefits, terms and conditions of service, dealing with grievances and discipline, dismissal, training or other developmental opportunities

The Nutrition Society Trustees commit to:

- Encourage equality, diversity and inclusion in the Nutrition Society as they are good practice and make business sense
- Create a working and volunteering environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all Trustees are recognised and valued.

This commitment includes providing awareness to other volunteers, and Society employees, about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include Trustees conducting themselves to help the Society provide equal opportunities in employment and volunteering, and prevent bullying, harassment, victimisation and unlawful discrimination.

All Trustees should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their

engagement with the Nutrition Society, against employees, members, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by employees, members, suppliers, visitors, the public and any others in the course of the Society's work activities.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all Trustees, 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 Society.
- Review employment and volunteer practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the Trustee Board regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The Trustee Board