**ALT Equality and Diversity Policy**

**Policy Statement**

The Association of Law Teachers (ALT), a charitable incorporated organisation, is committed to equality, values diversity, and seeks to promote an open, inclusive and socially representative professional association and scholarly community. The ALT believes that the promotion of equality and diversity should be core values in the development, study, understanding, use and reform of the educational aspects of law and its teaching. We also acknowledge the contribution of current scholars from around the world to our community.

The ALT is committed to opposing discrimination and to striving for equality and diversity, on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status. It aims in its policies, processes and governance, to achieve inclusion and to aspire towards diversity in demographic, geographical, scholarly, and institutional terms. The ALT aims to be an equal opportunities employer and affirms its commitment to ensure its policies and practices comply with the Equality Act 2010.

We will:

* defend the right of all our members and trustees to be free from discrimination within the ALT;
* cherish and promote the international community of law teachers from which we draw strength and inspiration;
* strive to defend academic mobility and the exchange of ideas across national frontiers;
* foster productive collaboration with scholars and law teacher groups and associations internationally;
* promote equality, diversity and inclusion within the legal academy, the education sector and the legal profession;
* monitor and highlight the consequences for these values of regulatory initiatives in relation to law teaching, publication and research impact;
* establish an Equality and Diversity sub-committee to promote the objectives set out in this policy and to monitor their implementation;
* integrate reflection on equality and diversity into all aspects of decision-making in the ALT;
* consider whether the ALT should collect data for equality and diversity monitoring purposes in future and modify the ALT privacy policy accordingly;
* review our progress under each of these headings annually.

**Policy Implementation and Governance**

Through the establishment of an Equality and Diversity sub-committee, the ALT aims to ensure this policy is considered in all its activities. We also commit each of our other sub-committees to follow the Standing Guidance to all ALT Sub-Committees and Working Groups. This includes the responsibility to change their Terms of Reference to reflect these values, and for each sub-committee chair to account for this Equality and Diversity policy in reporting to the Board of Trustees on decisions made and decision-making processes. Additionally, as and when required, the Equality and Diversity sub-committee will provide written guidance to trustees responsible for making decisions which relate to the allocation of funding to support such research activities or events. This ensures that all decisions and activities undertaken or supported by the ALT, are underpinned by the ALT Equality and Diversity policy. This is a practical means of aspiring towards the overarching objectives of the ALT, which are achieving inclusion and incorporating diversity within the development, study, understanding, use and reform of the educational aspects of law and its teaching – both in terms of the nature of the activities being undertaken, as well as the individuals or groups being supported by the ALT. The Equality and Diversity sub-committee will make a summary report on issues arising in relation to equality and diversity to the AGM.

**Meetings, Conferences and Seminars**

An important part of the work undertaken by the ALT is the provision of opportunities for members of the ALT to promote and disseminate research, and to support researchers, scholars and teachers to collaborate and produce innovative new approaches that advance the development, study, understanding, use and reform of the educational aspects of law and its teaching. The ALT recognises that an important part of providing this support is to facilitate a culture of diversity and inclusion within the Association. Therefore, conference hosts and organisers, panel chairs and delegates should take into account this policy.

**Research Support and Funding Schemes**

The ALT supports scholarship to forward its aims through its competitive grant schemes for research training and mentoring and for seminars and workshops. We are committed to fairness, inclusivity and the promotion of equality in making these awards. Therefore, decision-making procedures in relation to these schemes will comply with our Standing Guidance to all ALT Sub-Committees and Working Groups. We will seek to reflect the diversity of the ALT’s membership and of the law teacher community more broadly in the membership of the committees which compile shortlists and select winning applications.

**Data collection and GDPR**

The ALT does not currently collect or retain data for equality and diversity monitoring purposes.

**Change Record**

| **Date of Change:**  | **Changed By:**  | **Comments:** |
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