



**Surrey**  
Wildlife Trust

## Equality, Diversity and Inclusion Policy

At Surrey Wildlife Trust we believe that equality, diversity and inclusion (EDI) are central to enabling our organisation to reflect the communities we serve in our county and to ensuring that we can attract people of all backgrounds, abilities and identities to engage with us as employees, trustees, volunteers, members, supporters and visitors. It is of strategic importance to us to create a safe and inclusive work-place.

This EDI Policy is a public statement of our objectives and approach. The policy has been developed to ensure that we meet the requirements of The Equality Act 2010 and that we follow the Charity Governance Code. However, our approach goes far beyond mere compliance – we recognise the many benefits that arise from having a more diverse and inclusive organisation and we aim to make our commitment to EDI visible in our actions and in our communications.

**Equality:** Equality is about ensuring that people are treated fairly and have the same access to opportunities and services as everyone else. We realise an individual's needs are sometimes best met in different ways but people must not be unfairly discriminated against.

**Diversity:** Diversity refers to the differences that exist between each of us and recognising the value of those differences. Diversity is about valuing different identities, knowledge, skills, ideas and experiences, and using these differences to create an effective and innovative community to increase our effectiveness as an organisation.

**Inclusion:** Inclusion means being proactive in making sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about making sure that a culture exists where individuals can be their authentic selves without feeling the need to hide aspects of their lives.

**The Equality Act 2010** is the equalities legislation which protects people from unfair discrimination on the grounds of nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Surrey Wildlife Trust is fully committed to abiding by the requirements of the Act. The Trust also recognises that people should not be categorised due to their possessing one or more protected characteristics, and people with the same protected characteristic may differ in their perspectives and in their needs. In addition to preventing discrimination on the ground of protected characteristics, the Trust also aims to tackle the lack of equal opportunity and access arising from geographical and social inequalities.

**Charitable boards** make better decisions when their members understand the full range of perspectives and experiences from across the communities they serve. Surrey Wildlife Trust's Trustees act as positive role models, behaving in ways that promote a respectful and inclusive organisational culture. The Council has appointed a Trustee with responsibility for EDI and will collectively review and approve the EDI Policy.

Surrey Wildlife Trust is committed to providing equality of opportunity in **employment**, including fair employment practice and equal pay policy. We embrace an organisational culture of fairness and openness where inclusion is a natural approach.

Surrey Wildlife Trust is committed to promoting equality, diversity and inclusion among our **volunteers** whose contributions are a vital component in the Trust being able to achieve its objectives; we encourage and support diversity among our volunteers, ensure that volunteering opportunities are open to anyone who wishes to help (provided that safeguarding, supervisory support and insurance requirements can be

met); we communicate that everyone has the right to be treated with dignity and respect.

Surrey Wildlife Trust is committed to encouraging equality, diversity and inclusion among our **members, supporters and visitors**. We want these groups to be representative of all sections of our community and are improving our understanding of their various needs through our engagement activities. We want everyone to have access to our facilities, events and activities and to feel welcome, valued and able to participate fully.

As nature conservationists we naturally celebrate biological diversity, we all understand how important it is for functioning ecosystems, and we stand up to protect it. The same is true for human diversity. Our society is richer, stronger and more creative for including and fostering a wonderful diversity of people and their voices. At Surrey Wildlife Trust part of our core mission is to connect all people and wildlife.

People from every background and from every point on the amazing spectrum of human identity are not just welcome on our reserves, at our events and in our teams, but we want to actively encourage positive nature connections in these communities and drive away negative experiences in these places. Diversity is at the core of what we strive to achieve for nature and society.

**Nature is for everyone.**



Wild About  
**Inclusion**