

INCLUSION POLICY (EDI POLICY)

Approved by the Board of Trustees, July 2024

Related Policies include Employee Handbook, Bullying, Harassment, Victimisation and Discrimination policy, Whistleblowing policy, Access and Interpretation policy. Further resources: The Equality Act 2010, The Wildlife Trusts' Wild About Inclusion framework [Wild About Inclusion Framework](#).

1 - INTRODUCTION

Suffolk Wildlife Trust's vision is for a wilder Suffolk where nature is thriving and abundant because everyone is doing more to help

Inclusion creates a sense of belonging, feeling respected and valued and we want, and need, everyone to feel included in the world of nature.

To support this, our 2030 strategy, *Bringing nature back*, has increased the Trust's investment in activities beyond our own reserves and centres. Through advice, support, training and activities with community groups, schools, businesses and landowners, we can help to increase access to nature and connection to nature for everyone.

By reaching out to, listening to and supporting community-led action for nature we want to better understand and help remove barriers to nature - and ensure that the opportunities to experience and learn about nature with us are relevant, meaningful and accessible to all communities.

We recognise that the conservation sector is one of the least diverse professions in the UK and that access to careers and educational opportunities needs to be improved. As a county charity, we are rooted in Suffolk and we will strive to ensure that our employees, volunteers, Trustees, members, supporters, visitors and participants in our activities reflect the diversity of Suffolk's communities.

This policy states Suffolk Wildlife Trust's commitment and approach to inclusion and belonging, with Equality, Diversity and Inclusion (EDI) integrated across everything we do:

- **Equality** is about creating a fairer society, where everyone can participate and has the opportunity to fulfil their potential.
- **Diversity** is about valuing different identities, knowledge, skills, ideas and experiences and using these differences to create an effective workforce.
- **Inclusion** is about taking positive action to meet the needs of different people and communities and to create environments where everyone feels respected, able to contribute and achieve their full potential.

The **Equality Act 2010** lists nine protected characteristics. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Trust values each protected characteristic equally. We understand that characteristics intersect and that people who share the same characteristics will each have individual needs and unique lived experiences.

We strive to be a learning organisation, with our choices and actions informed by research, the lived experiences of the people we work with and monitoring the impact of interventions we make. Listening to the views of the individuals and communities we work with alongside those of our employees and volunteers will be central to this.

2 - OUR COMMITMENT TO INCLUSION

We will strive to make the world of nature a better and more inclusive place for everyone.

To do this, we will continually work to make Suffolk Wildlife Trust's culture, policy, practices and places as inclusive as possible.

This means:

- Making equality, diversity and inclusion (EDI) central to how we operate.
- Ensuring our employees, volunteers, Trustees, partners, stakeholders, members and supporters feel welcomed, respected and supported in our working culture and spaces.
- Fostering an organisational culture of inclusion and supporting employees, volunteers and Trustees in their inclusive practice and EDI training.
- Striving to be an outward facing organisation that actively reaches out to and collaborates with Suffolk's communities.

3 - REVIEW

Suffolk Wildlife Trust is committed to reviewing its policy and good practice annually or whenever new legislation or practice make it necessary.

Approved by the Board of Trustees: July 2024

Author: Head of Engagement (Sara Holman)

Accountable: Board of Trustees

Next review due: July 2025

CHANGE LOG

DATE OF CHANGE	RESPONSIBLE	SUMMARY OF CHANGE
July 2024	Board of Trustees	Renamed Inclusion policy to give greater focus. Adopted as a Board-owned policy Operational details removed.
May 2024	Head of Engagement	New policy, combining previous employee EDI policy & external facing EDI