

Equality, Diversity and Inclusion Policy

The aim of this policy is to communicate the commitment of the Board to the promotion of equality, diversity and inclusion in The Aire Rivers Trust. The Trust recognises that there is a statutory duty under the Equality Act 2010 to implement an equality, diversity and inclusion policy. In addition, the Trust has a deeply held commitment to the importance of the natural world in everyday life and to ensuring that all communities have access to the benefits of the river and its surrounding area. This policy applies to all Trustees, employees, applicants for employment, volunteers and anyone associated with or acting on behalf of the Trust.

Except as provided in the legislation, it is our policy to treat everyone with whom we interact equally, irrespective of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- race (including colour, nationality, ethnic and national origin)
- religion or belief
- sex
- sexual orientation

We are opposed to all forms of unlawful and unfair discrimination. This includes direct discrimination, i.e. discrimination that is directed against anyone with a protected characteristic. We are also opposed to indirect discrimination, i.e. discrimination that indirectly favours one group over another. Everyone associated with the organisation will be treated fairly and will not be discriminated against on any of the above grounds. It is important to ensure that volunteer projects and community work reach as broad a range of communities as a possible.

The Trust recognises that the conservation sector is one of the least diverse professions in the UK and is committed to ensuring we reflect and represent all parts of society by improving access to jobs and training opportunities for groups currently under represented in our sector. Decisions on membership, selection for office,

training or any other relationship with the Trust will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help anyone associated with the Trust to maximise the effectiveness of the organisation. In summary, all those associated with the Trust should feel valued and free from discrimination in the interests of equality and inclusion.

The Board has specific responsibility for the effective implementation of this policy. We expect all members of the organisation to abide by the policy and help to create the equality environment which is its objective.



**Reviewed and Revised and Approved by the Trustees and signed by Geoff Roberts –
Chairman of Board on 9th June 2021**