

## **Policy Statement**

### **Dignity and Diversity at Work & Equal Opportunities for all**

**Review Date:** January 2024

**Next Review:** April 2025

Shropshire Wildlife Trust is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate because of age; disability; gender re-assignment; marriage or civil partnership; pregnancy and maternity; race including ethnic or national origin, colour, nationality; religion or belief; sex and sexual orientation.

We oppose all forms of unlawful and unfair discrimination. All employees whether part-time, full-time or temporary, along with Trust volunteers and visitors, will be treated fairly and with respect. Selection for employment, promotion, relevant training, or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation. We are keen to promote talent within our staff and will guarantee them an interview for all applications of employment within the organisation if the main criteria of the post are met.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Relevant training, development and progression opportunities are available to all staff as they arise.
- Equality in the workplace is good management practice and makes sound business sense.
- We will regularly review all our employment practices and procedures to ensure fairness.
- Breaches of our Diversity and Dignity at Work policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with Trustees of Shropshire Wildlife Trust.
- The policy will be monitored and reviewed annually.

